



CEJA POLICY: ADVANCED TRAINING DEFINITION

POLICY NUMBER: CEJA 03-PL-25 **VERSION NUMBER:** 1
EFFECTIVE DATE: FEBRUARY 3, 2026 **LAST UPDATE:** N/A

I. ISSUANCES AFFECTED

References:

Climate and Equitable Jobs Act (CEJA), Public Act 102-0662 as amended.
Illinois Administrative Code Title
Climate Works Preapprenticeship Program Manual (1, 7, 8, 10, 11, 12, Chapters)
Clean Jobs Workforce Network Hubs Program Manual (1, 7, 8, 10, 11, 12, Chapters)
Returning Resident Clean Jobs Training Program (1, 4, 8, 10, 11, 12, Chapters)
Future Energy Jobs Act (FEJA) Solar Pipeline Training Program (1, 7, 8, 10, 11, 12, Chapters)
Future Energy Jobs Act (FEJA) Multi-Cultural Job Grant Program (1, 7, 8, 10, 11, 12, Chapters)

Rescissions:

None

II. POLICY

CEJA programs are required to set goals, in collaboration with DCEO, for training and transitioning students to primary or secondary transition outcomes. Primary Transition Outcomes are transitions that most closely indicate program success and include getting hired in the clean energy industry, gaining placement in an apprenticeship in the construction trades or clean energy industry, and enrolling in advanced training. Secondary Transition Outcomes are positive transitions for the participant but may not directly align with the training they completed or support the goals of CEJA. Jobs or placements in non-clean energy industries or training programs are considered secondary transition outcomes.

As CEJA programs transition to a performance-based payment model, primary transition outcomes will be fully reimbursed, while secondary transition outcomes will only receive partial reimbursement.

1. Definitions

An advanced training program is an educational or occupational training experience that builds upon the participant's credentials earned in the CEJA program through either vertical or horizontal stacking.

- a. Vertical stacking involves moving to a higher level of expertise, responsibility, or credential — such as progressing from an entry-level or basic certificate/certification (e.g., NABCEP PV

- Associate) to a mid-level or supervisory credential (e.g., PV Design Specialist Certification or Energy Storage Installation Professional), an associate degree, or a 4-year degree.
- b. Horizontal stacking involves gaining complementary credentials or skills at a similar level that broadens a participant's employability across related jobs—such as earning certifications in energy efficiency, battery storage, or electric vehicle infrastructure alongside a core solar installation credential.

Note: *Because CEJA grantees are evaluated based on their success in achieving primary transition outcomes and because this will eventually affect their reimbursement rates, DCEO is issuing this policy on what constitutes “advanced training.”*

2. Advanced training programs must align with industry-recognized standards and contribute to a participant's upward mobility or broadened job qualifications within the clean energy sector.
3. Important Considerations
 - a. Advanced Training refers to an outcome that occurs after completing a CEJA program and earning a credential. The participant's individual employment or career plan specifies which CEJA training program they are enrolled in. The career plan should focus on helping the participant develop skills for jobs in a specific industry. Stacking credentials is encouraged, and participants should be empowered to create a flexible training plan that best suits their employment needs. However, grantees must ensure that the participant is pursuing credentials that complement each other and lead to employment in the clean energy industry. Grantees should prevent situations where a participant pursues unrelated credentials or attempts to enroll in training for multiple industries at once. Such actions could displace a future eligible participant waiting for enrollment.
 - b. Participants may NOT enroll in multiple CEJA programs simultaneously or start a new CEJA Program after completing one (using CEJA funds). Any extra training should be assessed under the “advanced training” definition to determine the compliance credit the grantee will earn for this outcome.
 - c. While “advanced training” is an outcome and indicates that a participant has completed their CEJA training, they may still receive wrap-around supports through barrier reduction funds during advanced training. CEJA training funds should not be used to pay for advanced training.

III. IMPLEMENTATION

1. Grantees shall review the Climate and Equitable Jobs Act (CEJA) Public Act and respective CEJA Program Manual to familiarize themselves with relevant advanced training references.
2. Grantees must align their internal data systems with the CEJA Reporting System for seamless tracking of metrics. The CEJA Reporting System should be updated as appropriate, relevant to transition requirements.
3. Grantees shall regularly communicate with regional CEJA administrators (Northern, Central, and Southern Regions) for any inquiries or assistance with the implementation.

IV. INQUIRIES

Inquiries should be directed to the appropriate CEJA Regional Administrator, Larry Dawson at Larry.Dawson@illinois.gov for the Northern Region, Nate Keener at Nate.Keener@illinois.gov for the Central Region, or Michelle Cerutti at Michelle.Cerutti@illinois.gov for the Southern Region.

V. ATTACHMENTS

None

Sincerely,

A handwritten signature in black ink, appearing to read "Julio Rodriguez", with a stylized flourish at the end.

Julio Rodriguez, Deputy Director
Office of Employment and Training

JR:df