



# 2024

# IMPACT REPORT



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# INTRODUCTION



## ***A champion for equity in construction.***

The Hispanic American Construction Industry Association (HACIA) is a regional membership organization that advocates for equity in the construction industry, connects its members to opportunities, and enhances their capacity. Founded in 1979 as a 501(c)(6) organization, HACIA has been dedicated to promoting diversity in construction and ensuring equitable participation for over 40 years. HACIA plays a crucial role in advocating for public policy, providing tools for new business opportunities, and offering training and education to support the growth of small and diverse-owned businesses within the construction sector. HACIA's unwavering commitment to promoting its community beyond traditional roles has paved the way for diverse-owned business enterprises throughout the Midwest, enabling them to reach their full potential.

### **Vision**

***A community of diverse construction leaders with equitable opportunities, creating generational wealth and transforming communities.***

### **Mission**

***HACIA advocates for its members, builds capacity, and facilitates access to a broad network of diverse professionals and industry leaders.***

# MESSAGE FROM OUR LEADERS



**JACQUELINE GOMEZ**  
Executive Director

In 2024, HACIA embraced the theme “Building a Thriving Industry Together,” a powerful reminder of our collective impact, uniting to create equitable opportunities within the construction industry.

Our accomplishments this year are not only measured in numbers, but also in the stories of resilience and the success of our members and program participants. By providing a holistic approach – including stipends, transportation assistance, and one-on-one business coaching – we’ve ensured our programs remain accessible to all and reaffirm our unwavering commitment to inclusion.

This past year was marked by significant milestones: providing robust networking opportunities for our members, partnerships achieving remarkable results, and individuals starting careers that contribute to generational wealth.

The determination and passion of our members, program participants, partners, and supporters deeply inspires me. Together, we are transforming industries and creating a legacy of equity and opportunity for future generations.

With gratitude and determination,

*Jacqueline Gomez*  
Executive Director, HACIA

The past year marked a period of significant change and opportunity within our industry. Despite uncertainty about the future, our members made remarkable progress in 2024, achieving outstanding results that not only strengthened their businesses but also enhanced HACIA’s overall resilience.

Milestones such as advocating for timely payments from state and local agencies and providing scholarships to the next generation of industry leaders would not have been possible without your dedication, support, and active participation.

This report highlights the incredible impact you have had on our industry. As Board President, I am proud to witness the hard work our members put in each day and the passion they bring to their job sites. We are building stronger communities and standing up to unprecedented challenges from places we never thought possible.

Together, we are paving the way for lasting change and fostering a culture of collaboration and excellence. As we look to the future, we will continue to build on this momentum and achieve even greater success for our community and industry.

Warm regards,

*Ivan Solis*  
President of the Board, HACIA



**IVAN SOLIS**  
Board President

# STRATEGIC PRIORITIES



## DELIVER MEMBER VALUE

We strive to provide our members with a competitive edge, empowering them to succeed. We advocate for creating equitable business opportunities and promote prime and subcontracting opportunities while representing our members' interests.

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## ACHIEVE ORGANIZATIONAL SUSTAINABILITY

It's crucial to ensure that the financial health of an organization is maintained and sustainable and that it adapts to meet the evolving needs of its stakeholders. To achieve this, it's important to create a strong and innovative funding model that ensures long-term financial stability. Apart from this, HACIA also aims to achieve operational excellence by attracting, developing, and retaining top talent, investing in technology, and being agile in its programs, events, and processes.

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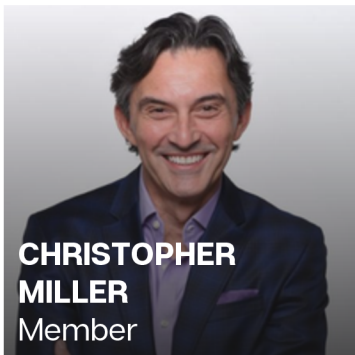
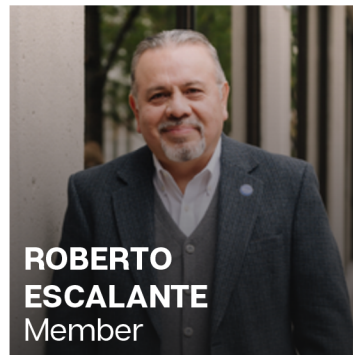
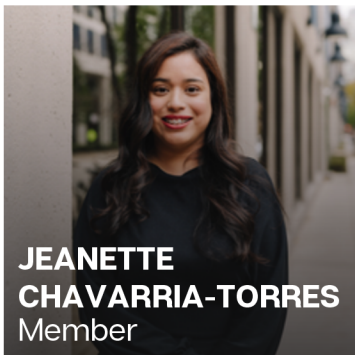
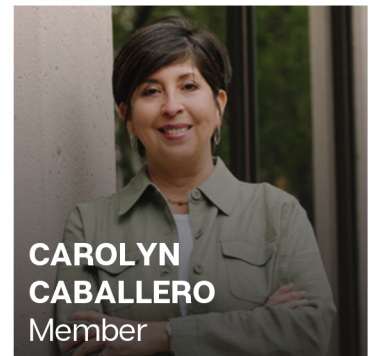
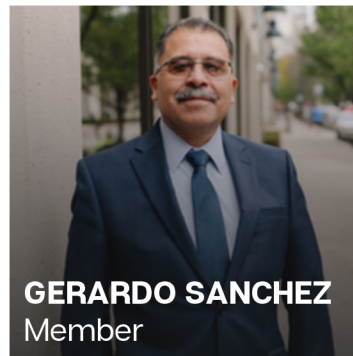
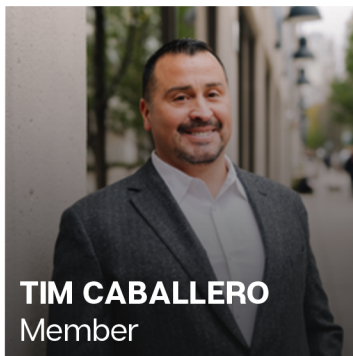
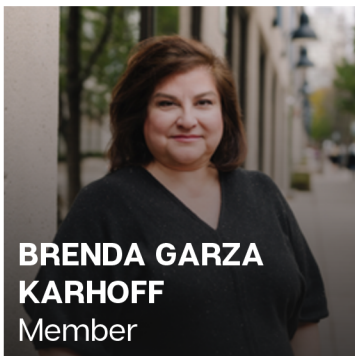
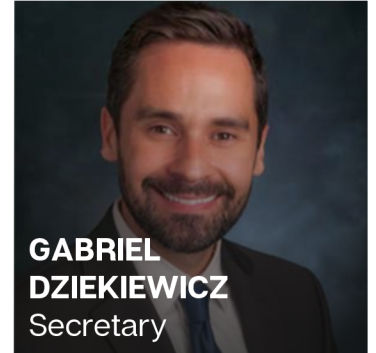
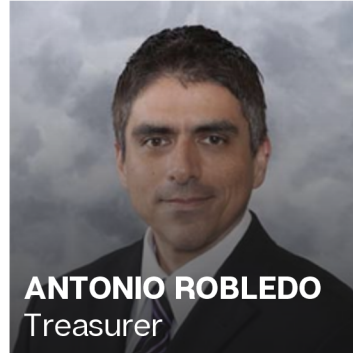
## SHAPE THE FUTURE OF CONSTRUCTION

Our goal is to create an infrastructure that can overcome the present challenges and clear the path for future opportunities. We will continue our programmatic efforts in developing the next generation of diverse business leaders and building a strong and diverse talent pipeline for the architecture, engineering, and construction industries. To achieve this, we plan to improve workforce development programs and promote career opportunities. Additionally, we aim to expand educational scholarships through the Foundation.





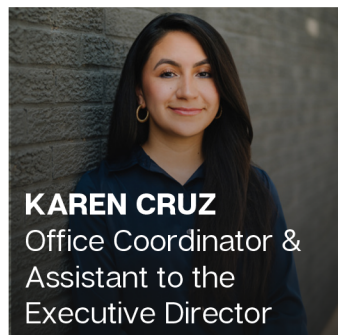
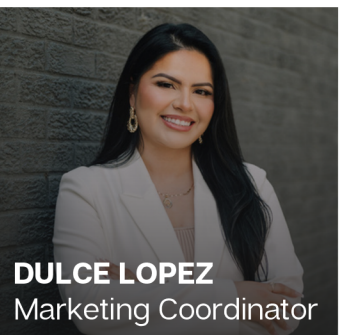
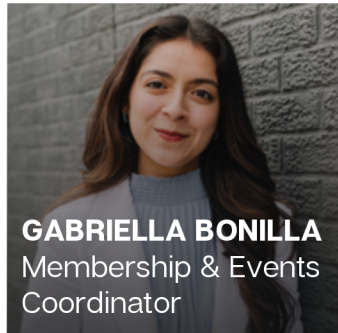
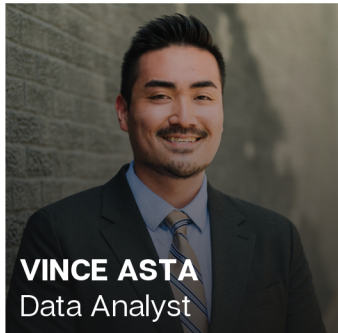
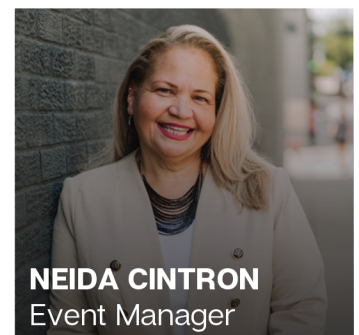
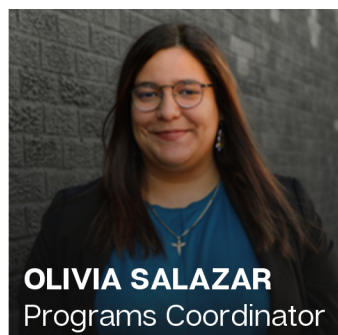
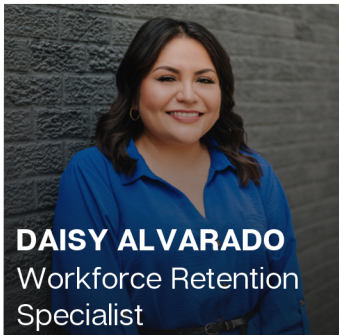
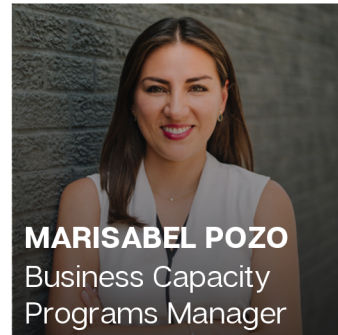
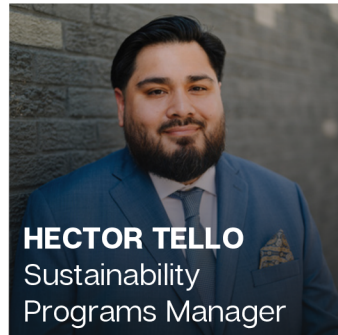
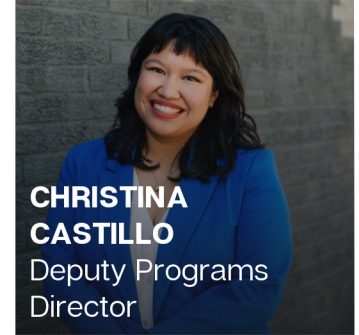
# BOARD



# HACIA



# STAFF





# MEMBERSHIP



The Hispanic American Construction Industry Association is one of the largest communities of small & diverse business owners in the professional service and construction industries in the state of Illinois. HACIA membership includes corporations, primes and subcontractors represented by the various trades.

## MEMBER BENEFITS INCLUDE:

- One-on-one Technical Assistance
- M/W/DBE Certification Assistance
- Monthly Networking Events
- Key Introductions and Referrals
- Meet with Key Industry Stakeholders
- Capacity Building Programs
- Workforce Training
- Small-Business Advocacy
- And More!

### REGULAR

At least 51% Hispanic owned and managed, and MBE/WBE/DBE certified.

*\*Current certification letter(s) must be submitted with application.*

### ASSOCIATE

Non-Hispanic owned and under \$20M, or Hispanic-owned and managed and under \$20M but not certified as MBE/WBE/DBE.

### CORPORATE

Gross volume is \$20M or greater (based on last year's sales).

# 350+

Number of Members

# 62

# of Events and Workshops

# 3100+

# of Overall Attendees

# 2025 CALENDAR OF EVENTS

<b>15</b> JAN	Membership Meeting	<b>29</b> JAN	Advocacy Day (Springfield)	<b>12</b> FEB	Membership Meeting
<b>6</b> MAR	Annual Awards Banquet	<b>9</b> APR	Vertical Design Panel	<b>14</b> MAY	Membership Meeting & Board Elections
<b>11</b> JUN	Membership Meeting	<b>31</b> JUL	Training Programs Graduation	<b>8</b> AUG	Mujeres de HACIA Topgolf
<b>14</b> AUG	Golf Outing	<b>10</b> SEP	Membership Meeting	<b>24</b> SEP	HACIA Scholarship & Education Foundation Cruising for Scholarships
<b>8</b> OCT	Getting Civic	<b>15</b> OCT	Multi-Modal Panel	<b>12</b> NOV	Membership Meeting
<b>19</b> NOV	Transportation Panel	<b>4</b> DEC	HACIA Scholarship & Education Foundation Holiday Party	<b>TBD</b> DEC	Mujeres de HACIA Holiday Brunch



**Vertical Design  
Panel**



**Annual Awards  
Banquet**



**HACIASEF Holiday  
Party**

# BUSINESS CAPACITY

In 2024, HACIA continued its work to help diverse-owned businesses in the construction ecosystem grow and overcome the barriers. To address capacity challenges, limited access to networks, and fewer contracting opportunities, we expanded our programs to offer more technical training, access to capital education, and networking opportunities. These programs are designed to provide business owners and their teams with the skills necessary in today's construction industry.

HACIA's offerings for entrepreneurs include:

- **Executive Fellows Program:** Our 16-week business accelerator program continued supporting entrepreneurs, with 28 more graduates from three cohorts in 2024. Participants received one-on-one coaching in finance, business development, business operations, and legal. In addition, this year participants received extra technical assistance in logo creation or update, business plan creation, capability statement writing, and certifications to make their businesses more competitive. Participants were also introduced to HACIA's network through membership options and invitations to monthly meetings.
- **Contractors Development Program:** This 20-week a-la-carte program continued to offer courses to business owners and their entire staff in back-office support, business operations, financial management, and other technical skills. In 2024, courses such as "Sustainable Practices" and "SWOT Analysis" were added to the menu to stay competitive. Participants also had access to a vast network of contractors, government agencies, and other developers at HACIA Monthly Membership Meetings.
- **Owner 2 CEO:** This 12-week program helped 17 business owners develop tailored plans aligned with market trends. Through a curriculum focused on financial management, operations, leadership, and strategic development in the construction industry, participants gained the tools and confidence to expand their companies. Several continued on to the Executive Fellows Program to further their progress.



# BUSINESS CAPACITY

- **Chicago Transit Authority (CTA) Building Small Businesses (BSB):** The CTA BSB program is an immersive financial capacity building program, tailored for small business accelerations. HACIA provides workshops and technical assistance on topics like insurance and bonding, DBE certification, contract agreements, budgeting and estimating, and project management.
- **OpenRoads and OpenBridge Training:** We continued offering live training of this software used by IDOT and Tollway, with more advanced lessons such as Machine Control Modeling and OpenBridge, in order to help contractors improve efficiency on projects.
- **Phius Consultant Training:** This program equipped engineers and architects with the skills and certification needed to design and construct energy efficient buildings using advanced passive building principles.



**CESAR LOPEZ**  
Owner of Best Networks Inc.  
& Executive Fellows  
Program Graduate

250

Companies Served

\$11M+

In New Projects or Contracts  
Secured by Graduates  
from Business Capacity Programs

213

Participant Completions



# WORKFORCE DEVELOPMENT

HACIA's Workforce Development Programs equip individuals with the skills, certifications, and knowledge needed to excel in high-demand fields like construction, renewable energy, and green technology, while emphasizing safety, sustainability, and professional development. Aligned with HACIA's mission to promote diversity, equity, and inclusion in the construction industry, these programs create pathways for underrepresented individuals to access rewarding careers and build generational wealth. Through partnerships with local unions, contractors, and organizations, HACIA fosters strong industry connections that help graduates secure meaningful employment. By actively recruiting from underserved communities and offering wraparound services to address barriers, HACIA ensures participants are supported throughout their journey. Ultimately, these programs not only prepare individuals for sustainable careers but also contribute to a more equitable and inclusive workforce that reflects the communities they serve.

HACIA's offerings for future leaders include:

- **IL Works General Construction Pre-Apprenticeship Program:** This program is designed to equip participants with the foundational knowledge and skills needed to enter the construction industry.
- **EV Charging Installation Training:** This program focuses on building the workforce needed for the growing electric vehicle (EV) charging infrastructure industry.
- **Safety Training:** This program emphasizes safety practices critical for any construction site.
- **NABCEP Pv Associate:** This program prepares participants for careers in the solar photovoltaic (PV) industry, aligning with the requirements for NABCEP (North American Board of Certified Energy Practitioners) certification.





# WORKFORCE DEVELOPMENT

- **Electrical Pre-Apprenticeship Program:** This program provides foundational training for individuals pursuing careers in electrical trades, preparing them for registered apprenticeships or entry-level positions in the electrical industry.
- **Assistant Project Engineer (APE) Program:** The APE program is intended to prepare participants for careers in construction project coordination, focusing on skills required to support engineers and project managers in various phases of construction projects.
- **Carpentry Pre-Apprenticeship Program:** HACIA's Carpentry Pre-Apprenticeship Program is meant to prepare participants for careers in carpentry and related trades, providing foundational knowledge and skills required for entry into registered apprenticeship programs or entry-level positions in the construction industry.



313

Total Enrollments

282

Participant Completions

104

Job Placements and  
Construction Unions Applications

648

Certifications earned

# HACIA SCHOLARSHIP AND EDUCATION FOUNDATION (HACIASEF)



## HACIA SCHOLARSHIP AND EDUCATION FOUNDATION

The Hispanic American Industry Association Scholarship & Education Foundation (HACIASEF) is a non-profit 501(c)(3) organization dedicated to providing ongoing training and educational services to businesses and employees in the construction industry.

HACIASEF awards annual scholarships to deserving students pursuing careers in construction, fostering the next generation of industry leaders. Our mission is to promote awareness of professional opportunities and advocate for diversity and equal access to education and opportunities for all qualified construction businesses.

- **10 students** were award a **\$5,000** scholarship to pursue their education in the construction industry
- **\$615,000** in Scholarships awarded to aspiring construction industry students since 1995





# ADVOCACY

In 2024, HACIA continued its momentum to lead the charge in reshaping the construction industry by advocating for policy aimed at breaking down long-standing barriers for small and diverse businesses. Guided by our mission to create a more inclusive and equitable industry, HACIA has championed a robust legislative agenda that holds institutions accountable, reduces financial hurdles, and demands transparency.

Over the years, HACIA has been a driving force behind landmark reforms that have fundamentally changed procurement and supplier diversity standards in Illinois. A major victory took effect on January 1, 2024, with the passage of Public Act 103-570, a transformative law which increased the bond threshold requirement for Illinois Department of Transportation and IL Tollway projects—removing a significant financial barrier for small contractors. We've also been at the forefront of pushing retention reform, filing legislation (SB074 and HB1224) that seeks to ensure contractors are paid in a timely, fair manner and that agencies should only retain for cause.

Transparency remains a cornerstone of our advocacy. We helped shape SB3238, which now requires all supplier diversity reports to be publicly posted by the Commission on Equity and Inclusion—bringing much-needed visibility and accountability to state agency contracting. In previous years, HACIA led efforts to require supplier diversity reporting across industries, from railroads and healthcare to renewable energy and higher education. These victories—like HB132 (recognizing Chicago and Cook County Minority- and Women-owned Business Enterprises (M/WBE) certifications) and SB2424 (bringing Amtrak into the diversity fold)—set national precedents.

With every bill we support or oppose, HACIA centers the voices of those historically excluded from opportunity. Whether defending against policies that threaten subcontractor protections or advancing legislation to track local W/MBE spending (HB2457, HB453), we remain steadfast in dismantling systemic barriers.

HACIA's advocacy is not just about passing laws—it's about paving pathways for small and diverse contractors to thrive, compete, and lead in an industry that reflects the richness of our communities. Through collaboration, persistence, and a bold vision for equity, we are building the future of construction—one where everyone belongs.





**13K**

TOTAL  
FOLLOWERS IN  
2024

**129K**

TOTAL  
ENGAGEMENTS IN  
2024

**6.3M+**

TOTAL  
IMPRESSIONS IN 2024



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