



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
JB Pritzker, Governor



ILLINOIS WORKS

Underrepresented Populations in Construction: Past, Present, and Future

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What is Illinois Works?

- **New bureau within** the Illinois Department of Commerce and Economic Opportunity (DCEO) focused exclusively on the construction industry
- **The Office of Illinois Works came about through The Illinois Works Jobs Program Act (signed into law in 2019)** to establish a sustainable and reliable pipeline of workers, and to bring about equity and inclusion to construction and the trades
- **Three major programs are being implemented:** The Apprenticeship Initiative, the Works Pre-Apprenticeship Program, and the Bid Credit Program

Why is Construction Important?

- In Illinois, there are approximately 312,000 people employed in construction, about 1 in 20 workers statewide.
- Just prior to the COVID-19 pandemic, in 2019, construction contributed \$30 billion, or 3.4%, of Illinois's GDP.
- Construction accounted for \$25.9 billion in personal income, or \$1 out of every \$29 in total state earnings in 2019.
- In Illinois, 34.4% of workers in the construction industry are covered by collective bargaining agreements, two and a half times the national rate of 13.6%.

Why It Came About?

- **Illinois has an aging construction labor force.** There is concern about the ability to execute large capital initiatives such as Rebuild Illinois (\$45 billion), and the Federal Infrastructure Bill (from \$15 to \$20 billion for Illinois)
- These numbers do not include private investments, only public ones
- These \$60 to \$65 billion dollars will be invested in the next five years

Why is Construction Important?

- State agencies, as reported to Illinois Works, are presently executing 817 projects totaling \$11.2 billion as of October 15, 2022 (not counting projects that costs less than \$500 k).

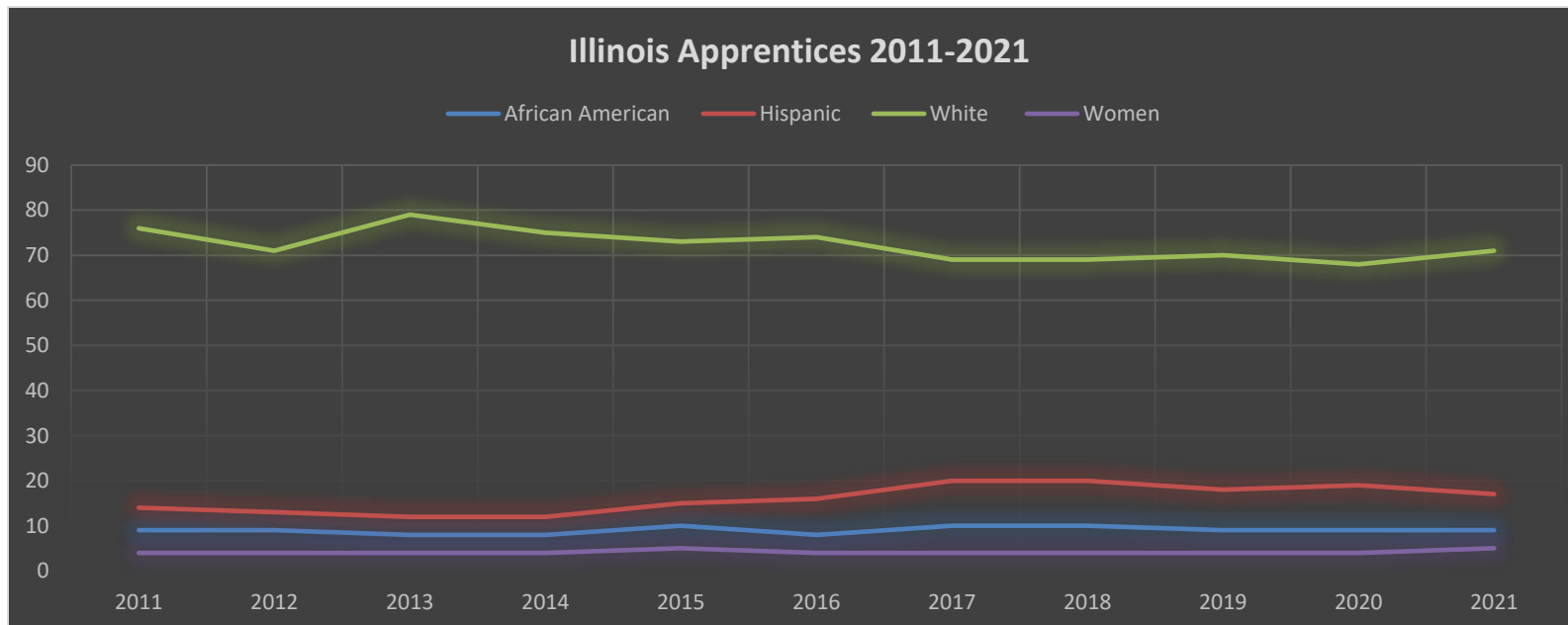
Agency	Number of Projects	Specific Contract, Grant or Loan Obligation Amount
1 IDOT	510	\$ 9,862,739,756.72
2 IEPA	108	\$ 763,203,516.55
3 CDB	99	\$ 363,161,017.32
4 DCEO	86	\$ 177,945,820.44
5 IDNR	6	\$ 25,226,300.00
6 SOS	8	\$ 23,229,662.46
TOTAL	817	\$ 11,215,506,073.49

Why It Came About?

- The number of apprentices in the state has not changed over a decade.
- IDOL reported 16,969 apprentices in 2009 and 16,915 in 2021
- Many DOL-registered apprenticeship programs report a lack of qualified applicants

Why It Came About?

- **Key demographic groups are seriously underrepresented in construction and the trades.** Only 5% of Illinois apprentices are women, and only 9% are African American. The representation has not significantly changed in the last decade—it has stayed the same for African Americans, and it has decrease for Hispanics.



Why It Came About?

- Demographics of Illinois apprentices:

Population	U.S. Population	Illinois Population	2019 Construction/ Trade Apprentices	2020 Construction/ Trade Apprentices	2021 Construction/ Trade Apprentices
Women	50.8%	50.9%	4%	4%	5%
African American	13.4%	14.6%	9%	9%	9%
Hispanic/Latino	18.5%	17.5%	18%	19%	17%
American Indian/Native Alaskan	1.3%	0.6%	1%	1%	1%
Asians	5.9%	2.9%	<1%	<1%	.7%
Veterans	7%	5.7%	7%	5.9%	7.1%

Why It Came About?

- Women in construction in Illinois:

Description	2021 Jobs	Median Hourly Earnings	Percent Female
All Construction Trades	221,467		3.3%
Construction Laborers	42,456	\$22.66	3.8%
Carpenters	35,784	\$28.16	2.0%
Electricians	25,725	\$39.38	2.5%
Plumbers, Pipefitters, and Steamfitters	18,608	\$43.17	1.5%
First-Line Supervisors of Construction Trades	14,208	\$37.97	3.9%
Painters, Construction and Maintenance	12,614	\$22.02	7.4%
Operating Engineers and Other Construction Equipment Operators	11,214	\$38.22	2.8%

Why It Came About?

- Laborer trade (one of the lowest paid in construction) with overrepresentation of women and minorities:

		Female				Male				Female	Male
		White	Black	Other Race	Hispanic	White	Black	Other Race	Hispanic		
	Total										
Active 6/30/21	1,589	5.5%	2.1%	1.0%	2.0%	65.8%	11.1%	14.4%	30.2%	8.6%	91.3%
Completed	532	5.6%	1.9%	0.8%	1.5%	59.2%	9.0%	23.5%	26.1%	8.3%	91.7%

How Do We Move Forward?

Illinois Works is focused on making a difference in construction for years to come:

- The three programs in the Office of Illinois Works act as pieces of an innovative workforce development puzzle:
 - The Apprenticeship Initiative creates demand for apprentices
 - The Pre-Apprenticeship Program creates a diverse and ready-to-work talent pipeline
 - The Bid Credit Program provides incentives for contractors to hire and retain Illinois Works pre-apprenticeship program graduates

How Do We Move Forward?

- In 2022, we invested \$10 million to fund 23 pre-apprenticeship programs with capacity to serve 1,000 residents
- In 2023, we are investing \$15 million to fund 30 to 35 pre-apprenticeship programs with capacity to serve 1,500 residents
- In 2024, we are investing \$20 million to fund 40 to 45 pre-apprenticeship programs with capacity to serve 2,000 residents
- We offer a generous funding level of an average of \$10,000 per participant

How Do We Move Forward?

- Illinois Works is a semi-structured program model focused on delivering high quality programming that produces results
- Focused on continuous program improvement in our processes and procedures, technological tools, and program components
- Committed to developing the organizational and programmatic capabilities of grantees through training, coaching, and other professional development activities

How Do We Move Forward?

- Our Illinois Works Network of Providers is making a difference and training the next generation of construction workers. **More importantly we are bringing equity to the construction industry!**

Population	U.S. Population	Illinois Population	Construction/ Trade Apprentices	ILW Enrollment As of July 1, 2022
Women	50.8%	50.9%	4%	21.8%
African American	13.4%	14.6%	9%	69.5%
Hispanic/Latino	18.5%	17.5%	18%	16.3%
American Indian/Native Alaskan	1.3%	0.6%	1%	.5%
Veterans	7%	5.7%	7%	1.1%

How Do We Move Forward?

- Through your hard work and contributions, we can all make a difference for state residents interested, willing, and able to make a career in the construction industry!