



State of Illinois  
Illinois Department of Labor

# 2009 State Construction Minority and Female Building Trades Annual Report



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## **Introduction**

The State Construction Minority and Female Building Trades Act (30 ILCS 577), created by Public Act 96-0037, requires the Illinois Department of Labor (Department) to collect data regarding the race, gender, ethnicity and national origin of apprentices in the construction industry throughout Illinois. In addition, the Department is responsible for publishing and posting on its website an annual report summarizing its findings by March 1<sup>st</sup> of each year.

This report provides a compilation and summary of the data submitted to the Department by building trades apprenticeship programs in Illinois. In the construction industry alone, nearly 200 construction apprenticeship programs in Illinois prepare individuals for employment in the following trades: carpenter, electrician, plumber/pipefitter, laborer, iron worker, bricklayer, operating engineer, sheet metal worker, painter, elevator constructor, roofer, boilermaker, cement mason, sprinkler fitter, glazier, truck driver and landscaper. These programs vary in length from one to seven and one-half years and serve residents of all 102 counties, with the majority serving Northern Illinois counties.

In order to inform construction apprenticeship programs in Illinois of the new reporting requirements specified in the Act, the Department sent a mailing to 212 Illinois construction apprenticeship programs registered with the United States Department of Labor's (US DOL) Office of Apprenticeship. The Department also reached out to numerous statewide business and contractor associations and other state agencies to ask them to communicate the reporting requirements of the Act. In response to the Department's mailing, 182 apprenticeship programs submitted reports to the Department.

As required in Section 35-10 of the Act, the Department promulgated administrative rules outlining the procedures for the submission of demographic information by construction apprenticeship programs. The Department's emergency rulemaking is in effect until April 19, 2010. Currently, the Department is working with the Joint Committee on Administrative Rules (JCAR) and the Secretary of State Index Department in order to adopt our proposed (permanent) administrative rules. The proposed administrative rules can be found at the Department's website: <http://www.state.il.us/agency/idol/Laws/Law577.htm>.

The Department would like to recognize and express special thanks to Professor Robert Bruno and Rachel Hewitt from the University of Illinois – School of Labor and Employment Relations for their collaboration on this report; as well as to the 182 construction apprenticeship programs that responded to the Department's reporting form.

## **Methodology**

Prior to Public Act 96-0037, the Department was not required or authorized to collect any information on apprenticeship programs in Illinois. To begin compiling the data required under this new Act, the Department obtained contact information for 212 Illinois construction apprenticeship programs from the US DOL Office of Apprenticeship, which registers and certifies apprenticeship programs throughout the nation. The Department mailed information on the new reporting requirements, along with a copy of the Apprenticeship Program Reporting Form, to all program contacts on the US DOL list and requested that the form be completed and returned to the Department by January 15, 2010.

Because the US DOL information did not include construction apprenticeship programs in Illinois that are not required to register with the US DOL Office of Apprenticeship, the Department reached out to numerous statewide business and contractor associations and other state agencies to ask them to communicate the reporting requirements of the Act. In addition, the Department posted an electronic version of the Apprenticeship Program Reporting Form on its website at <http://www.state.il.us/agency/idol/Laws/Law577.htm>.

In order to provide clarification for program coordinators completing Apprenticeship Reporting Forms, as well as to maintain consistency with the US DOL Office of Apprenticeship's registration requirements, the Department used the US DOL Office of Apprenticeship's definitions for the following terms:

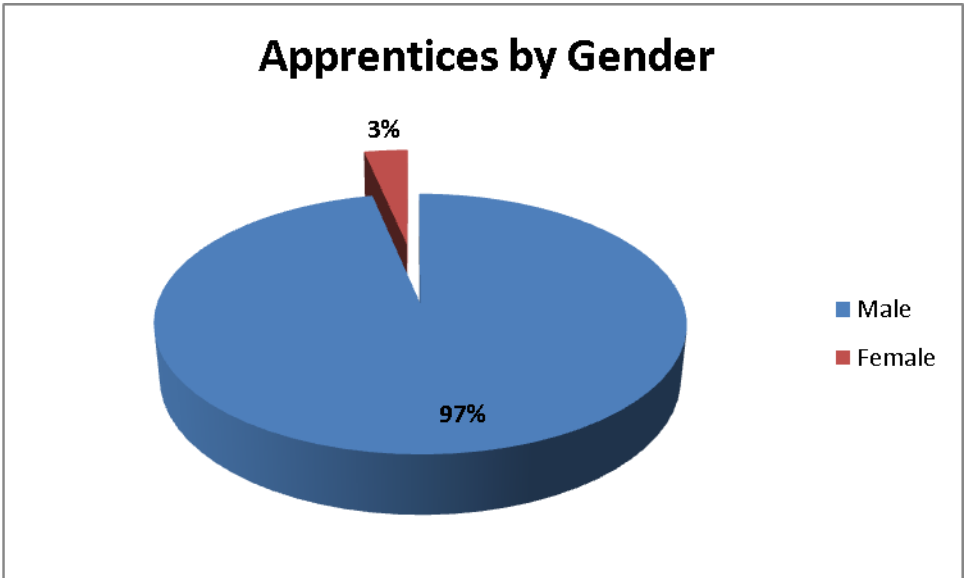
- **Race:** American Indian or Alaska Native; Asian; Black or African American; White; Native Hawaiian or other Pacific Islander; or Unknown
- **Gender:** Male or Female
- **Ethnicity:** Hispanic or Latino; not Hispanic or Latino; or Unknown
- **National Origin\* (country of birth):** United States of America; Other; or Unknown

\*The US DOL Office of Apprenticeship does not request information on the national origin of apprentices registered with their program, therefore, this definition was created by the Department based on review of US Census reporting.

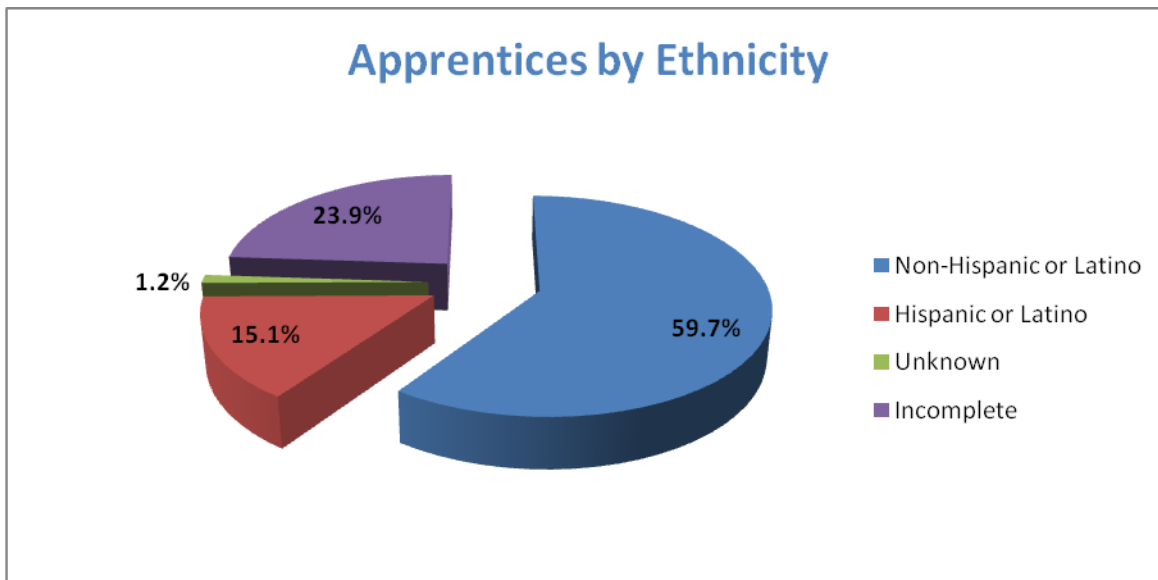
**Findings**

<b>Table 1. Survey Completion and Total Apprentices</b>	
Number of USDOL Registered Apprenticeship Programs in Illinois	<b>212</b>
Surveys Received	<b>182</b>
Number of Total Apprentices Reported in Surveys	<b>16,969</b>

<b>Table 2. Total Number of Apprentices by Gender</b>			
	<b>Male</b>	<b>Female</b>	<b>Total</b>
<b>Number of Apprentices</b>	16,415	554	16,969
<b>% of Total</b>	<b>97%</b>	<b>3%</b>	<b>100%</b>



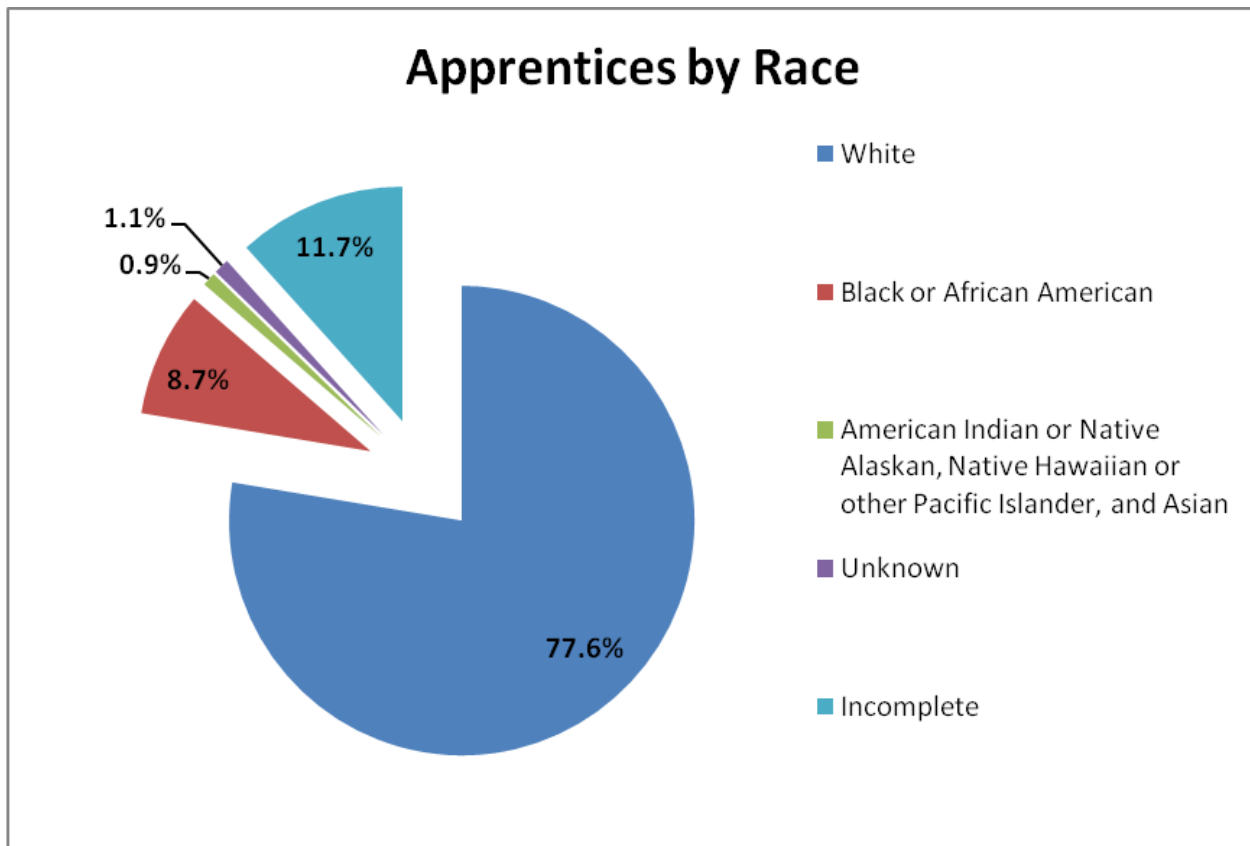
<b>Table 3. Total Number of Apprentices by Ethnicity</b>					
	<b>Non-Hispanic or Latino</b>	<b>Hispanic or Latino</b>	<b>Unknown<sup>1</sup></b>	<b>Incomplete<sup>2</sup></b>	<b>Total</b>
<b>Number of Apprentices</b>	10,135	2,567	209	4,058	16,969
<b>% of Total</b>	<b>59.7%</b>	<b>15.1%</b>	<b>1.2%</b>	<b>23.9%</b>	<b>100%</b>



<sup>1</sup> Survey listed response as Unknown for this category.

<sup>2</sup> Survey did not indicate a response for this category.

	White	Black or African American	Asian	American Indian or Native Alaskan	Native Hawaiian or other Pacific Islander	Unknown <sup>1</sup>	Incomplete <sup>2</sup>	Total
<b>Number of Apprentices</b>	13,169	1,468	85	64	11	182	1,990	16,969
<b>% of Total</b>	<b>77.6%</b>	<b>8.7%</b>	<b>0.5%</b>	<b>0.4%</b>	<b>0.1%</b>	<b>1.1%</b>	<b>11.7%</b>	<b>100.00%</b>

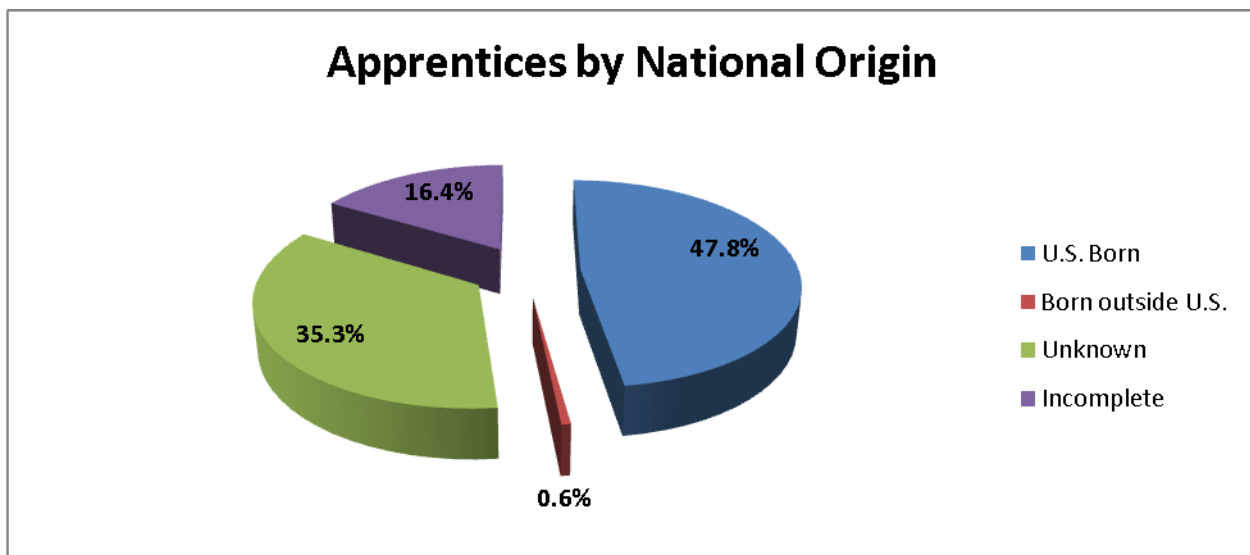


<sup>1</sup> Survey listed response as Unknown for this category.

<sup>2</sup> Survey did not indicate a response for this category.



	U.S. Born	Born outside U.S.	Unknown <sup>1</sup>	Incomplete <sup>2</sup>	Total
<b>Number of Apprentices</b>	8,104	100	5,983	2,782	16,969
<b>% of Total</b>	<b>47.8%</b>	<b>0.6%</b>	<b>35.3%</b>	<b>16.4%</b>	<b>100.00%</b>

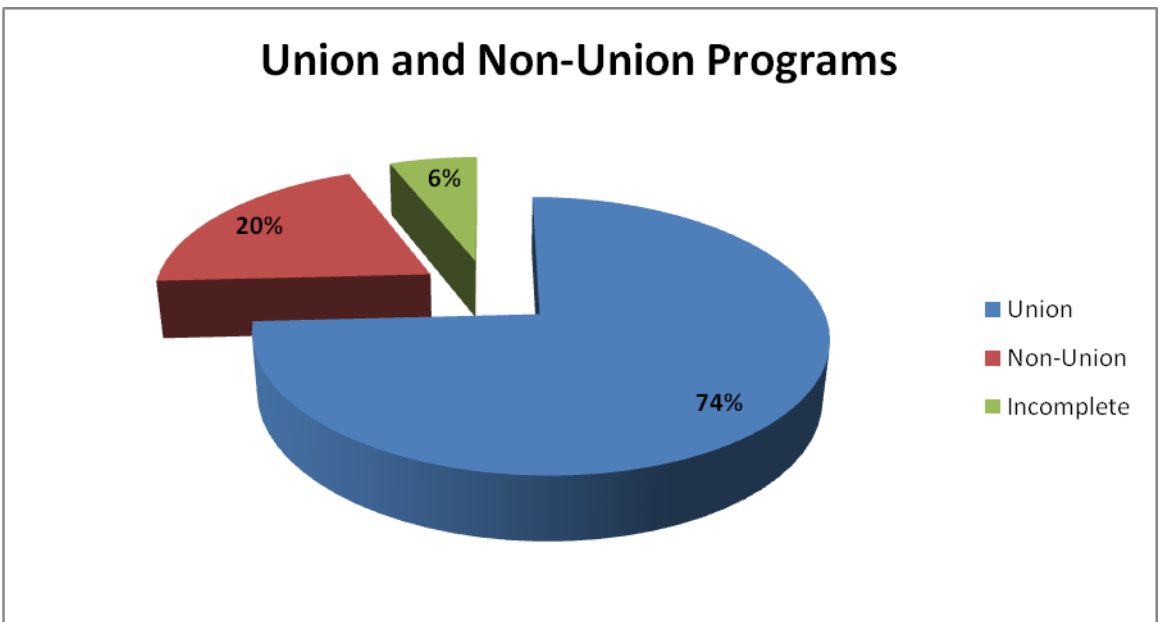


<sup>1</sup> Survey listed response as Unknown for this category.

<sup>2</sup> Survey did not indicate a response for this category.

<sup>3</sup> The US DOL Office of Apprenticeship does not request information on the national origin of apprentices registered with their program, therefore, this definition was created by the Department based on review of US Census reporting.

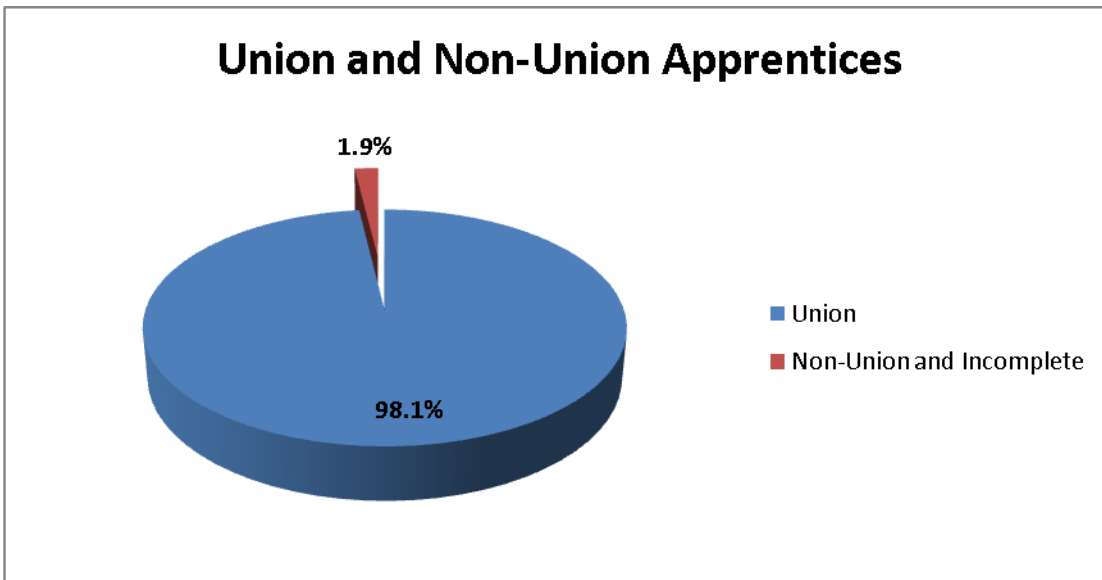
<b>Table 6. Total Number of Programs by Union Affiliation</b>				
	<b>Union</b>	<b>Non-Union</b>	<b>Incomplete<sup>2</sup></b>	<b>Total</b>
<b>Number of Programs</b>	135	36	11	182
<b>% of Total</b>	<b>74%</b>	<b>20%</b>	<b>6%</b>	<b>100%</b>



<sup>2</sup> Survey did not indicate a response for this category.

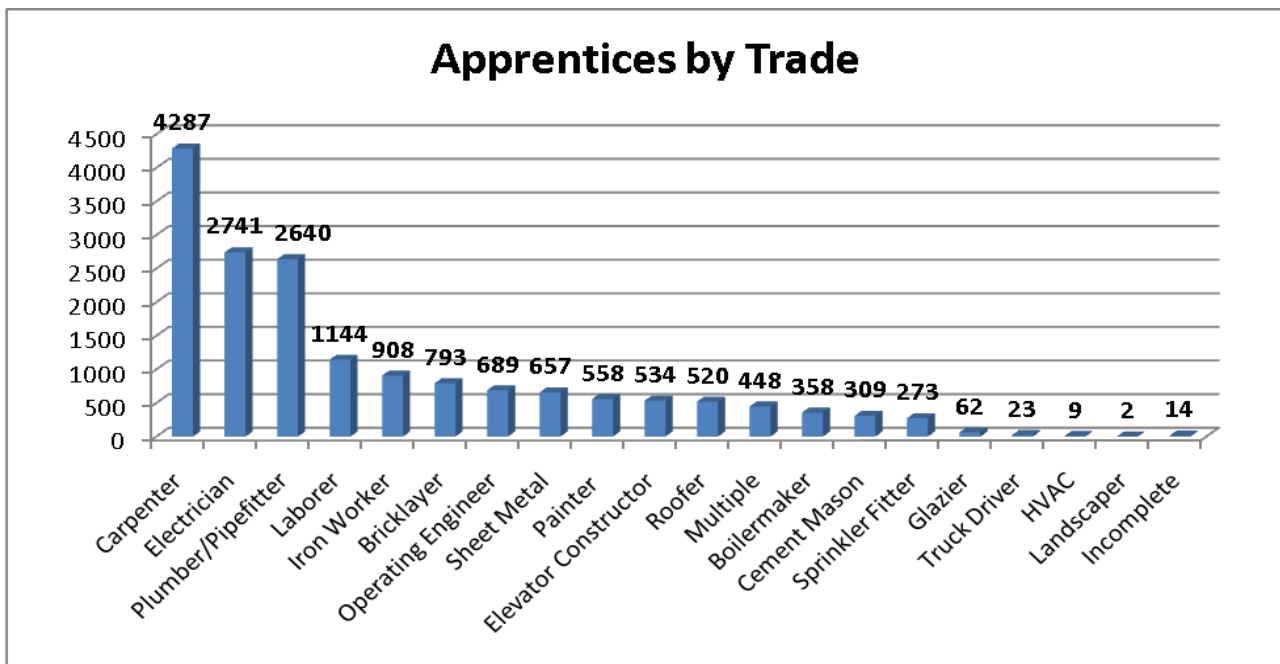
**Table 7. Total Number of Apprentices by Union Affiliation**

	Union	Non-Union	Incomplete <sup>2</sup>	Total
<b>Number of Apprentices</b>	16,644	296	29	16,969
<b>% of Total</b>	<b>98.1%</b>	<b>1.7%</b>	<b>0.2%</b>	<b>100%</b>

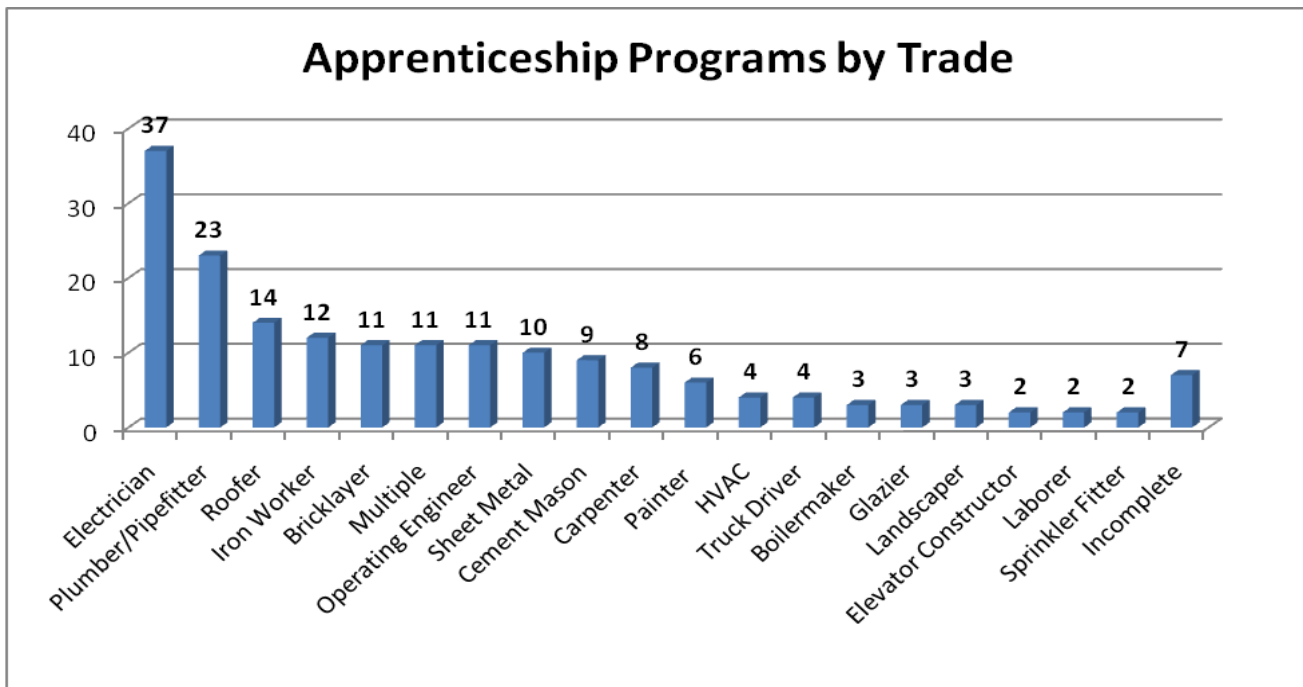


<sup>2</sup> Survey did not indicate a response for this category.

<b>Table 8. Apprentices by Trade</b>		
<b>Trade</b>	<b>Apprentices by Trade</b>	<b>% of Total</b>
Carpenter	4,287	25.26%
Electrician	2,741	16.15%
Plumber/Pipefitter	2,640	15.56%
Laborer	1,144	6.74%
Iron Worker	908	5.35%
Bricklayer	793	4.67%
Operating Engineer	689	4.06%
Sheet Metal	657	3.87%
Painter	558	3.29%
Elevator Constructor	534	3.15%
Roofer	520	3.06%
Multiple	448	2.64%
Boilermaker	358	2.11%
Cement Mason	309	1.82%
Sprinkler Fitter	273	1.61%
Glazier	62	0.37%
Truck Driver	23	0.14%
HVAC	9	0.05%
Landscaper	2	0.01%
Incomplete	14	0.08%
<b>TOTAL</b>	<b>16,969</b>	<b>100%</b>



Trade	Apprenticeship Programs by Trade	% of Total
Electrician	37	20.3%
Plumber/Pipefitter	23	12.6%
Roofer	14	7.7%
Iron Worker	12	6.6%
Bricklayer	11	6.0%
Multiple	11	6.0%
Operating Engineer	11	6.0%
Sheet Metal	10	5.5%
Cement Mason	9	4.9%
Carpenter	8	4.4%
Painter	6	3.3%
HVAC	4	2.2%
Truck Driver	4	2.2%
Boilermaker	3	1.6%
Glazier	3	1.6%
Landscaper	3	1.6%
Elevator Constructor	2	1.1%
Laborer	2	1.1%
Sprinkler Fitter	2	1.1%
Incomplete	7	3.8%
<b>TOTAL</b>	<b>182</b>	<b>100%</b>



<b>Table 10. Apprenticeship Programs - Length of Program</b>	
	<b>Years</b>
<b>Average Program Length</b>	<b>3.8</b>
<b>Shortest Program Length</b>	<b>1</b>
<b>Longest Program Length</b>	<b>7.6</b>

**APPENDIX A – Apprenticeship Program Reporting Form, Page 1**



2009

**Illinois Department of Labor**

**State Construction Minority and Female Building Trades Act  
Apprenticeship Program Reporting Form  
(30 ILCS 577)**

Official Name of Apprenticeship Program: \_\_\_\_\_

Labor Organization/Contractor Association  
with which this program is affiliated: \_\_\_\_\_  
(if applicable)

What trade(s) does your program cover? \_\_\_\_\_

Length of Program: \_\_\_\_\_ years \_\_\_\_\_ months

Is your program affiliated with a union?  Yes  No

Is your program registered with the U.S. Department  
of Labor's Bureau of Apprenticeship and Training?:  Yes  No

*On page 3 of this form, please identify the Illinois counties covered by your apprenticeship program.*

**Contact Information**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_ County: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

**NOTE:** By law, all construction apprenticeship programs in Illinois are required to complete and submit this form to the Illinois Department of Labor by **January 15, 2010**. This form may be submitted by mail, facsimile or email to the following address:

Illinois Department of Labor  
Conciliation and Mediation Division Manager  
Attn: Pamela Oller  
1 W. Old State Capitol Plaza, 3<sup>rd</sup> Floor  
Springfield, Illinois 62701  
Phone: 217-782-1710  
Fax: 217-782-0596  
[www.state.il.us/agency/idol/laws/law577.htm](http://www.state.il.us/agency/idol/laws/law577.htm)

**APPENDIX A – Apprenticeship Program Reporting Form, Page 2**

2009 Apprenticeship Reporting Form ■ Page 2 of 3

**Program Data**

Total number of apprentices participating in the program during calendar year 2009: \_\_\_\_\_

Please indicate the number of apprentices which fit into the following categories (please ensure that the total of each category equals the total number stated above):

**Gender**

Male: \_\_\_\_\_ Female: \_\_\_\_\_

**Ethnicity**

Hispanic or Latino: \_\_\_\_\_ Not Hispanic or Latino: \_\_\_\_\_ Unknown: \_\_\_\_\_

**Race**

American Indian or Alaska Native: \_\_\_\_\_ Asian: \_\_\_\_\_

Black or African American: \_\_\_\_\_ White: \_\_\_\_\_

Native Hawaiian or other Pacific Islander: \_\_\_\_\_ Unknown: \_\_\_\_\_

**National Origin (country of birth)**

United States of America: \_\_\_\_\_ Other: \_\_\_\_\_ Unknown: \_\_\_\_\_

**Verification Statement**

On behalf of, \_\_\_\_\_  
(name of apprenticeship program)

I, \_\_\_\_\_  
(name of individual) certify that all information reported herein is true and accurate to the best of my knowledge and belief.

Signature: \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_



**APPENDIX A – Apprenticeship Program Reporting Form, Page 3**

2009 Apprenticeship Reporting Form ■ Page 3 of 3

*Select counties covered by your program:*

<input type="checkbox"/> All Counties	<input type="checkbox"/> Adams County	<input type="checkbox"/> Alexander County	<input type="checkbox"/> Bond County
<input type="checkbox"/> Boone County	<input type="checkbox"/> Brown County	<input type="checkbox"/> Bureau County	<input type="checkbox"/> Calhoun County
<input type="checkbox"/> Carroll County	<input type="checkbox"/> Cass County	<input type="checkbox"/> Champaign County	<input type="checkbox"/> Christian County
<input type="checkbox"/> Clark County	<input type="checkbox"/> Clay County	<input type="checkbox"/> Clinton County	<input type="checkbox"/> Coles County
<input type="checkbox"/> Cook County	<input type="checkbox"/> Crawford County	<input type="checkbox"/> Cumberland County	<input type="checkbox"/> DeKalb County
<input type="checkbox"/> DeWitt County	<input type="checkbox"/> Douglas County	<input type="checkbox"/> DuPage County	<input type="checkbox"/> Edgar County
<input type="checkbox"/> Edwards County	<input type="checkbox"/> Effingham County	<input type="checkbox"/> Fayette County	<input type="checkbox"/> Ford County
<input type="checkbox"/> Franklin County	<input type="checkbox"/> Fulton County	<input type="checkbox"/> Gallatin County	<input type="checkbox"/> Greene County
<input type="checkbox"/> Grundy County	<input type="checkbox"/> Hamilton County	<input type="checkbox"/> Hancock County	<input type="checkbox"/> Hardin County
<input type="checkbox"/> Henderson County	<input type="checkbox"/> Henry County	<input type="checkbox"/> Iroquois County	<input type="checkbox"/> Jackson County
<input type="checkbox"/> Jasper County	<input type="checkbox"/> Jefferson County	<input type="checkbox"/> Jersey County	<input type="checkbox"/> JoDaviess County
<input type="checkbox"/> Johnson County	<input type="checkbox"/> Kane County	<input type="checkbox"/> Kankakee County	<input type="checkbox"/> Kendall County
<input type="checkbox"/> Knox County	<input type="checkbox"/> Lake County	<input type="checkbox"/> LaSalle County	<input type="checkbox"/> Lawrence County
<input type="checkbox"/> Lee County	<input type="checkbox"/> Livingston County	<input type="checkbox"/> Logan County	<input type="checkbox"/> McDonough County
<input type="checkbox"/> McHenry County	<input type="checkbox"/> McLean County	<input type="checkbox"/> Macon County	<input type="checkbox"/> Macoupin County
<input type="checkbox"/> Madison County	<input type="checkbox"/> Marion County	<input type="checkbox"/> Marshall County	<input type="checkbox"/> Mason County
<input type="checkbox"/> Massac County	<input type="checkbox"/> Menard County	<input type="checkbox"/> Mercer County	<input type="checkbox"/> Monroe County
<input type="checkbox"/> Montgomery County	<input type="checkbox"/> Morgan County	<input type="checkbox"/> Moultrie County	<input type="checkbox"/> Ogle County
<input type="checkbox"/> Peoria County	<input type="checkbox"/> Perry County	<input type="checkbox"/> Piatt County	<input type="checkbox"/> Pike County
<input type="checkbox"/> Pope County	<input type="checkbox"/> Pulaski County	<input type="checkbox"/> Putnam County	<input type="checkbox"/> Randolph County
<input type="checkbox"/> Richland County	<input type="checkbox"/> Rock Island County	<input type="checkbox"/> St. Clair County	<input type="checkbox"/> Saline County
<input type="checkbox"/> Sangamon County	<input type="checkbox"/> Schuyler County	<input type="checkbox"/> Scott County	<input type="checkbox"/> Shelby County
<input type="checkbox"/> Stark County	<input type="checkbox"/> Stephenson County	<input type="checkbox"/> Tazewell County	<input type="checkbox"/> Union County
<input type="checkbox"/> Vermillion County	<input type="checkbox"/> Wabash County	<input type="checkbox"/> Warren County	<input type="checkbox"/> Washington County
<input type="checkbox"/> Wayne County	<input type="checkbox"/> White County	<input type="checkbox"/> Whiteside County	<input type="checkbox"/> Will County
<input type="checkbox"/> Williamson County	<input type="checkbox"/> Winnebago County	<input type="checkbox"/> Woodford County	

**APPENDIX A – Apprenticeship Program Reporting Form, Page 4**

**Instructions Apprenticeship Reporting Form**

**Electronic Submissions:**

1. This apprenticeship form may be filled out online and saved to your local PC as a PDF Document.
  - Type your name in the "signature" line.
  - Please ensure that you check the electronics submission box.
  - To save select "FILE", then select "SAVE AS". Save the form under any name.  
Please note: remember what folder and under what name you saved the document so you can attach to the email.
  - You can then send the form from your email account.
    - √ Open a new message.
    - √ Attach the document.
    - √ Send to **Pamela.Oller@illinois.gov**
  
2. Please print a copy of the PDF apprenticeship form for your records.

**Mail submission:**

1. Mail submissions should be signed and mailed to:

Illinois Department of Labor  
Conciliation and Mediation Division Manager  
Attn: Pamela Oller  
1 W. Old State Capitol Plaza  
3<sup>rd</sup> Floor  
Springfield, Illinois 62701

**APPENDIX B - State Construction Minority and Female Building Trades Act**

**FINANCE**

**(30 ILCS 577/) State Construction Minority and Female Building Trades Act.**

(30 ILCS 577/Art. 35)

Article 35.

(Source: P.A. 96-37, eff. 7-13-09.)

(30 ILCS 577/35-1)

Sec. 35-1. Short title. This Article may be cited as the State Construction Minority and Female Building Trades Act.

(Source: P.A. 96-37, eff. 7-13-09.)

(30 ILCS 577/35-5)

Sec. 35-5. Definitions. For the purposes of this Article:

"Under-represented minority" means African-American, Hispanic, and Asian-American as those terms are defined in the Business Enterprise for Minorities, Females, and Persons with Disabilities Act.

"Construction" means any constructing, altering, reconstructing, repairing, rehabilitating, refinishing, refurbishing, remodeling, remediating, renovating, custom fabricating, maintenance, landscaping, improving, wrecking, painting, decorating, demolishing, and adding to or subtracting from any building, structure, highway, roadway, street, bridge, alley, sewer, ditch, sewage disposal plant, water works, parking facility, railroad, excavation or other structure, project, development, real property or improvement, or to do any part thereof, whether or not the performance of the work herein described involves the addition to, or fabrication into, any structure, project, development, real property or improvement herein described of any material or article of merchandise. Construction shall also include moving construction related materials on the job site to or from the job site.

(Source: P.A. 96-37, eff. 7-13-09.)

(30 ILCS 577/35-10)

Sec. 35-10. Apprenticeship reports. Each labor organization and other entity in Illinois with one or more apprenticeship programs for construction trades, whether or not recognized and certified by the United States Department of Labor, Bureau of Apprenticeship and Training, must report to the Illinois Department of Labor the information required to be reported to the Bureau of Apprenticeship and Training by labor organizations with recognized and certified apprenticeship programs that lists the race, gender, ethnicity, and national origin of apprentices in that labor organization or entity. The information must be submitted to the Illinois Department of Labor as provided by rules adopted by the Department. For labor organizations with recognized and certified apprentice programs, the reporting requirement of this Section may be met by providing the Illinois Department of Labor, on a schedule adopted by the Department by rule, copies of the reports submitted to the Bureau of Apprenticeship and Training.

(Source: P.A. 96-37, eff. 7-13-09.)

(30 ILCS 577/35-15)

Sec. 35-15. Compilation of building trade data. By March 1 of each year, the Illinois Department of Labor shall publish and make available on its official website a report compiling and summarizing demographic trends in the State's building trades apprenticeship programs, with particular attention to race, gender, ethnicity, and national origin of apprentices in labor organizations and other entities in Illinois based on the information submitted to the Department under Section 35-10.

(Source: P.A. 96-37, eff. 7-13-09.)

**APPENDIX B - State Construction Minority and Female Building Trades Act (continued)**

(30 ILCS 577/35-20)

Sec. 35-20. Construction employment initiative.

(a) Each fiscal year, the Department of Commerce and Economic Opportunity shall identify construction projects that are:

(1) funded by the State or the American Recovery and Reinvestment Act or funded in part by the State and in part by the American Recovery and Reinvestment Act;

(2) equal to or greater than \$5,000,000 in total value; and

(3) located in or within 5 miles of Cook County, Aurora, Elgin, Joliet, Kankakee, Peoria, Decatur, Champaign-Urbana, Springfield, East St. Louis, Rockford, Waukegan, or Cairo.

In addition, the Director of Commerce and Economic Opportunity may designate any other construction project as a construction employment initiative project if the local available workforce is sufficient to meet the goals of this Section.

(b) Not less than 20% of the total apprenticeship hours performed on projects identified pursuant to subsection (a) is established as a goal of those projects to be completed by members of minority groups currently under-represented in skilled building trades.

(c) Not less than 10% of the total apprenticeship hours performed on projects identified pursuant to subsection (a) is established as a goal of those projects to be performed by women. A woman who is also a member of a minority group shall be designated to one category or the other by the Department of Commerce and Economic Opportunity for purposes of this subsection and subsection (b).

(d) An advisory committee for the purposes of this Section is established as follows:

(1) Eight members appointed 2 each by the President and Minority Leader of the Senate and the Speaker and Minority Leader of the House of Representatives.

(2) The Director of Commerce and Economic Opportunity, or his or her designee.

(3) The Illinois Secretary of Transportation, or his or her designee.

(4) The executive director of the Capital Development Board, or his or her designee.

(5) Three members representing building trades labor organizations, appointed by the Governor.

(6) One member representing vertical construction, appointed by the Governor.

(7) One member representing road builders, appointed by the Governor.

(8) One member representing an association of African-American owned construction companies, appointed by the Governor.

(9) One member representing an association of Latino owned construction companies, appointed by the Governor.

(10) One member representing an association of women in the building trades, appointed by the Governor.

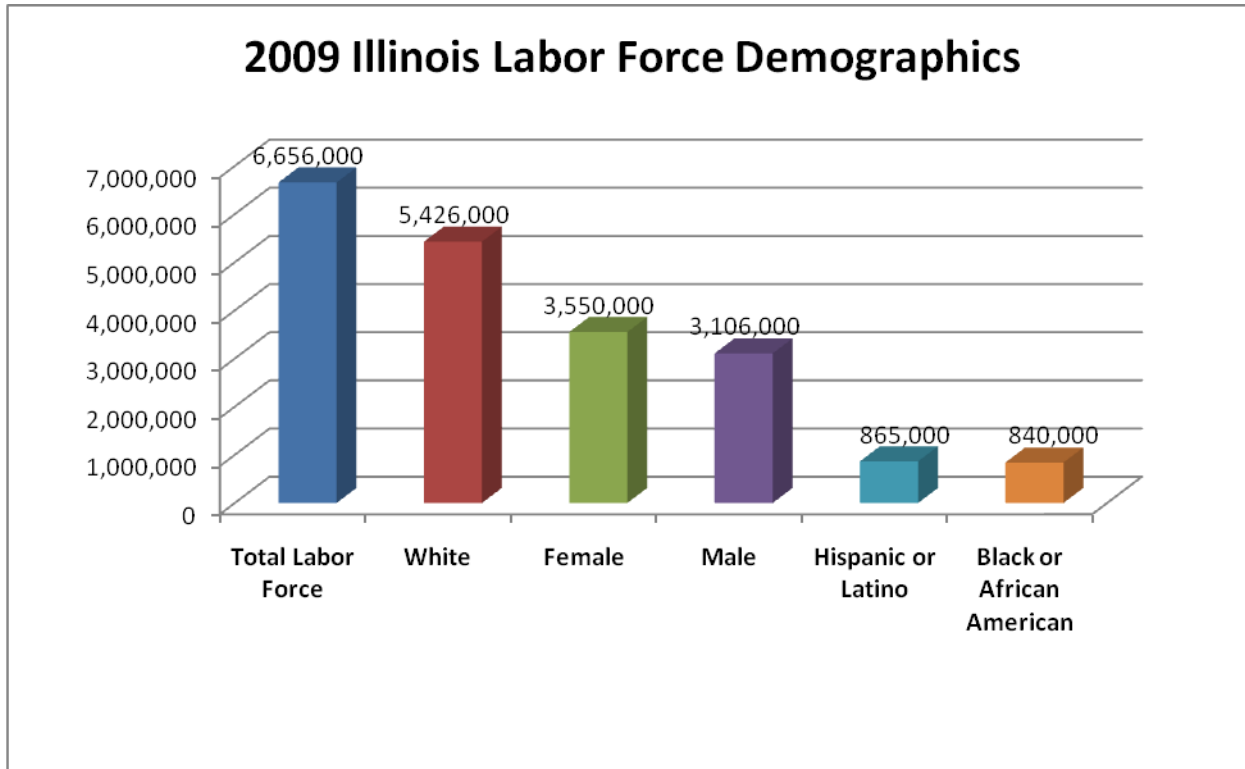
(11) One member representing an association of female-owned construction companies, appointed by the Governor.

The Department of Commerce and Economic Opportunity shall provide administrative support staff for the advisory committee.

(Source: P.A. 96-37, eff. 7-13-09.)

**APPENDIX C – Illinois Labor Force Demographics**

<b>2009 Illinois Labor Force Demographics<sup>4</sup></b>		
<b>Gender</b>	<b>Labor Force</b>	<b>% of Total Labor Force</b>
<b>Female</b>	3,550,000	53%
<b>Male</b>	3,106,000	47%
<b>Race/Ethnicity<sup>6</sup></b>		
<b>White</b>	5,426,000	82%
<b>Hispanic or Latino</b>	865,000	13%
<b>Black or African American</b>	840,000	13%



<sup>4</sup> This information was obtained from the Illinois Department of Employment Security (IDES) and reflects the annual averages and demographic composition of the Illinois labor force.

<sup>5</sup> The number of individuals in the workforce includes those people in Illinois who are eligible to be part of the workforce, regardless of whether or not they are working.

<sup>6</sup> The "Total Labor Force" does not equal the combined totals for White, Hispanic or Latino, and Black or African American, as there may be individuals who are of Hispanic or Latino ethnicity that are also of White, Black or African American race. Additionally, the totals above may include other races that are not listed above.