



State of Illinois
Illinois Department of Labor

2023
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 building trades apprentices in the construction industry throughout Illinois. The Department is responsible for publishing and posting on its website an annual report summarizing its findings by March 31st of each year.

The 2023 State Construction Minority and Female Building Trades Report is the Department's fifteenth annual report and provides a compilation and summary of survey data submitted to the Department by building trades apprenticeship programs in Illinois for calendar year 2023. For comparison purposes, 2022 data is included in the tables and charts that appear in some of the findings. Overall, the survey responses indicate some increase in the number of Hispanic or Latino building trades apprentices, but no change in the number of apprentices of other races or ethnic backgrounds or female apprentices.

As reflected in the 2023 report, there were 80 construction apprenticeship programs in Illinois that prepared individuals for employment in the building trades and responded to our survey. These programs vary in length from one to eight years and encompass construction apprenticeship programs throughout Illinois. The total number of apprentices reported as participating in these building trades apprenticeship programs in 2023 is 13,717.

Methodology

For the 2023 State Construction Minority and Female Building Trades annual report, the Department emailed the construction apprenticeship programs that have previously participated in the survey. Programs confirmed as no longer in existence and duplicate programs were removed from the survey population upon notification and discovery. In response, 80 apprenticeship programs submitted reports with the requested demographic information.

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 Department also collected data on Union Affiliation, length of Apprenticeship Program and Apprenticeship Trade.

Findings

Table 1. Survey Completion and Total Apprentices	
	Year
	2023
Surveys Received	80
Total Number of Apprentices Reported in Surveys	13,717

Table 2. Apprentices by Gender

	Year			Year			Difference		
	2022			2023			2022-2023		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of Apprentices by Gender (Based on yearly total)	95%	5%	100%	95%	5%	100%	0%	0%	0%

2023 - Apprentices by Gender

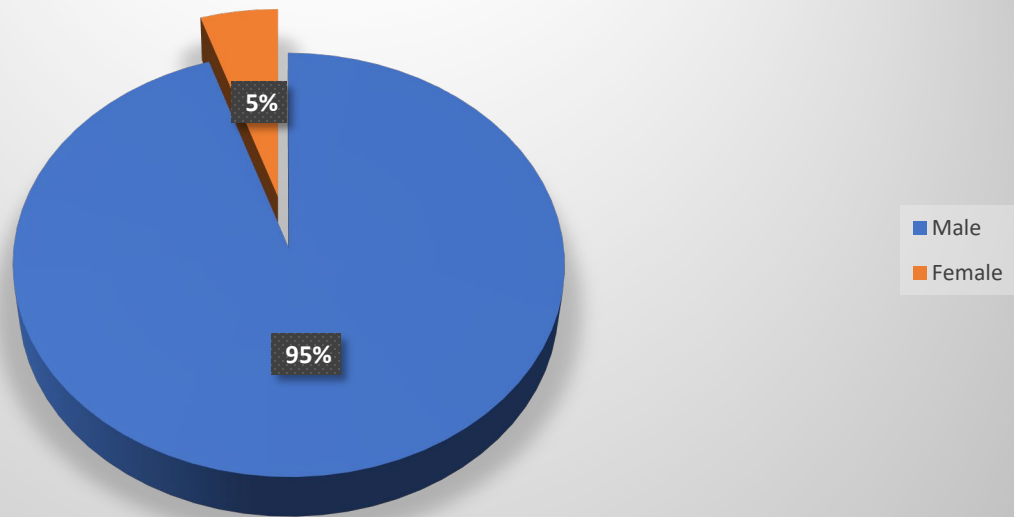
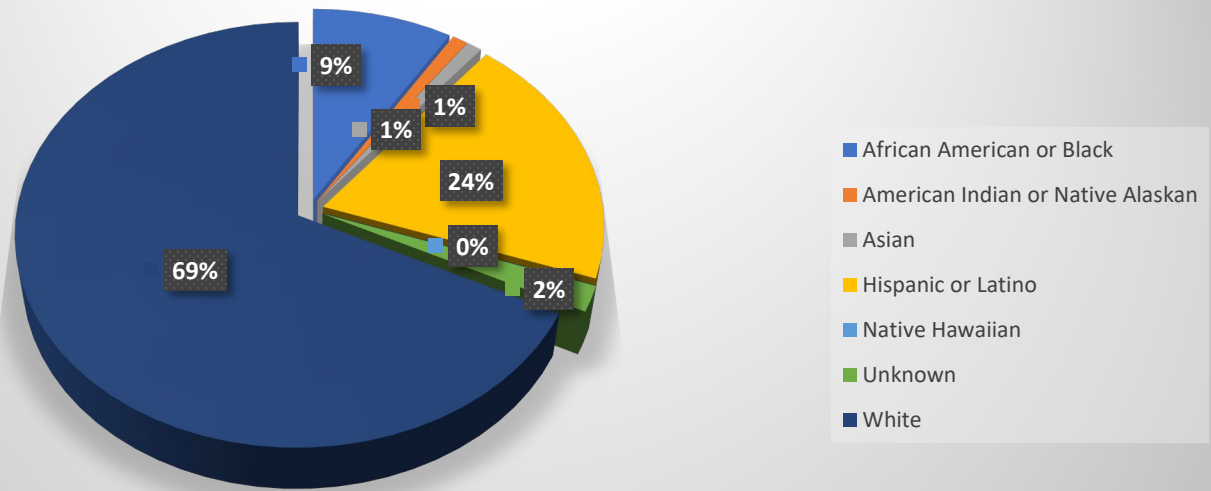


Table 3. Apprentices by Race and Ethnicity

Year		African American or Black	American Indian or Native Alaskan	Asian	Hispanic or Latino	Native Hawaiian	Unknown	White
2022	Total Percentage of Apprentices (Based on yearly total)	9%	1%	1%	20%	0%	2%	69%
2023	Total Percentage of Apprentices (Based on yearly total)	9%	1%	1%	24%	0%	2%	69%
Difference in Number of Apprentices		0%	0%	0%	4%	0%	0%	0%

2023 - Apprentices by Race



*Apprentices by Race and Ethnicity table percentages may be skewed, but they represent the total number of apprentices provided by the programs that responded. It's important to recognize that racial identity is a personal choice, and not everyone fits into a single category.

Table 4. Apprentices by National Origin

Year:		U.S. Born	Unknown	Other Origin	Total
2022	Percentage of Apprentices by National Origin (Based on yearly total)	86%	12%	2%	100%
2023	Percentage of Apprentices by National Origin (Based on yearly total)	76%	23%	2%	100%
Difference in Number of Apprentices		-10%	11%	0%	0%

2023 - Apprentices by National Origin

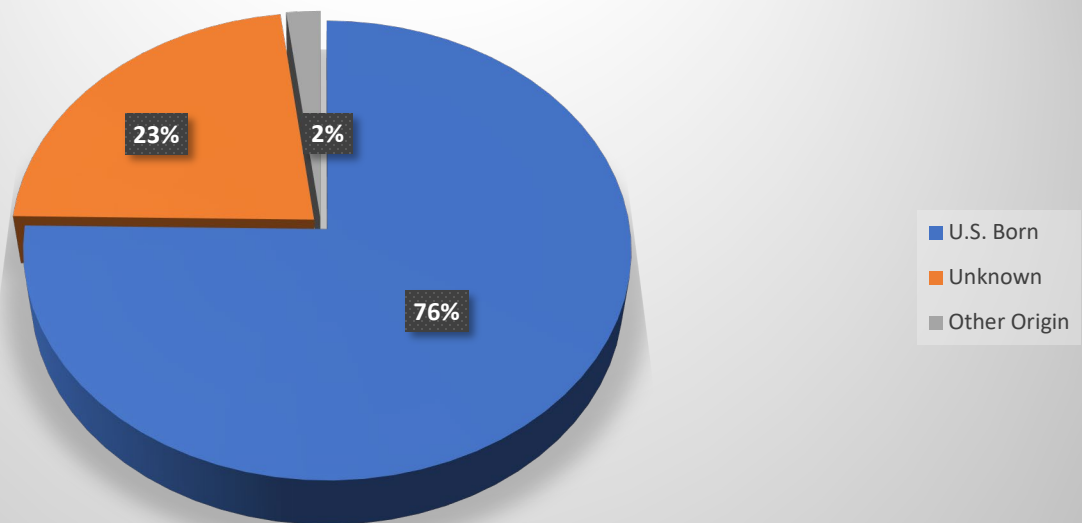


Table 5. Apprenticeship Programs by Union Affiliation

Year:		Union	Non-Union	Total
2022	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	83%	17%	100%
2023	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	93%	8	100%
Difference in Number of Apprenticeship Programs		10%	-9%	0%

2023 - Apprenticeship Programs by Union Affiliation

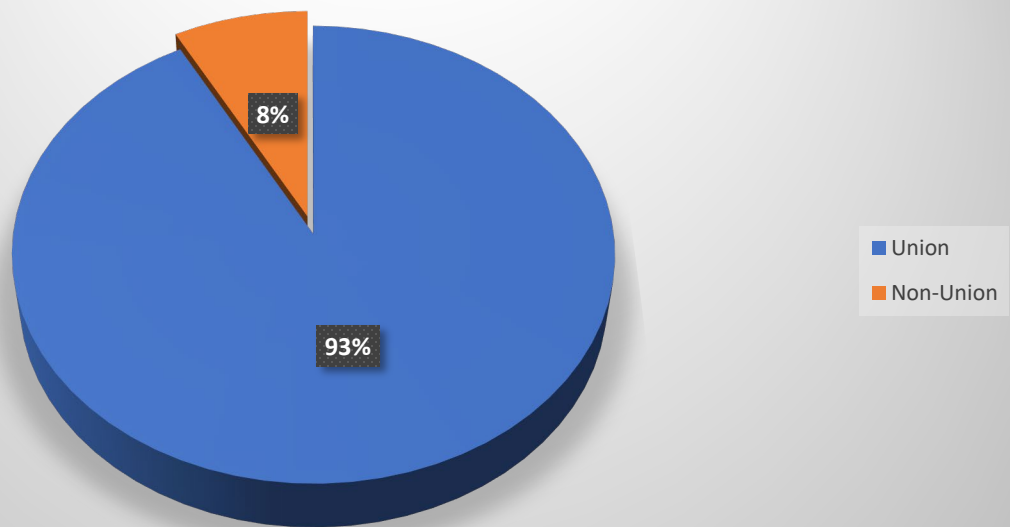


Table 6. Apprentices by Union Affiliation

Year:		Union	Non-Union	Total
2022	Percentages of Apprentices by Union Affiliation (Based on yearly total)	97%	3%	100%
2023	Percentages of Apprentices by Union Affiliation (Based on yearly total)	99%	1%	100%
Difference in Number of Apprentices		2%	-2%	

2023 - Apprentices by Union Affiliation

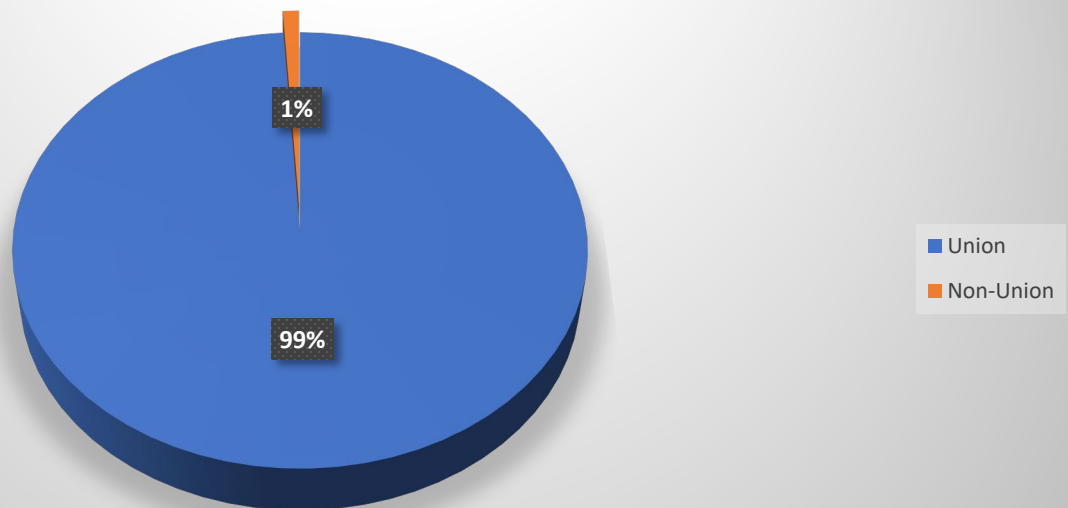


Table 7. Apprenticeship Programs by Trade		
Programs by Trade (Based on yearly total)	Number of Programs	*Percentage of Programs
Boilermaker	2	3%
Bricklayer	3	4%
Carpenter	4	5%
Cement Mason	3	4%
Construction Surveyor	0	0%
Construction & Building Inspector	0	0%
Drywall Finisher/Taper	1	1%
Earth Drillers	0	0%
Electrical Power Lineman	2	3%
Electrician	16	20%
Elevator Constructor	2	3%
Glazier	1	1%
Heat & Frost Insulator	2	3%
HVAC	0	0%
Iron Worker	5	6%
Laborer	4	5%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	0	0%
Multiple	3	4%
Operating Engineer	5	6%
Painter	3	4%
Pavement Striper	0	0%
Plasterer	2	3%
Plumber/Pipefitter	7	9%
Riggers	1	1%
Roofer	4	5%
Sheet Metal	5	6%
Sprinkler fitter	2	3%
Traffic Safety Worker	1	1%
Truck Driver	1	1%
Tuck pointer	1	1%

* The percentage column was calculated by taking the number of programs that responded in the trade classification and dividing it by the total number of apprenticeship programs that responded to our survey (80). The percentage does not necessarily indicate compliance, as some trades may have larger programs, while others are smaller. Our percentages are rounded up in some cases, but it adds up to approximately 100%.

Table 7: Programs by Trade Chart

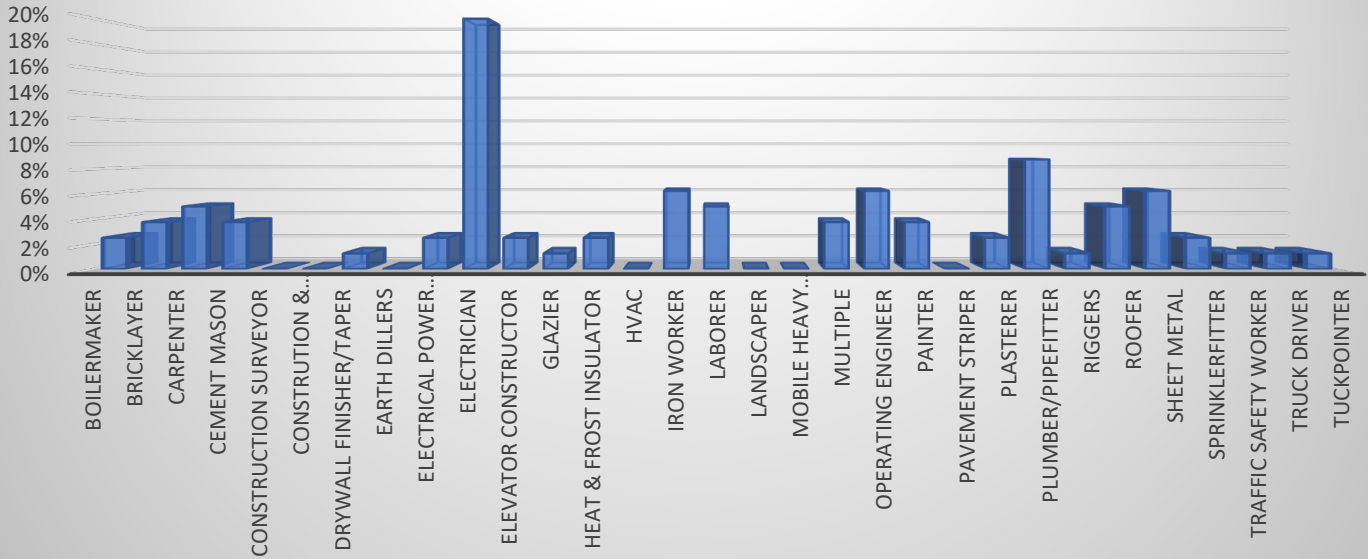


Table 8. Apprentices by Trade		
Apprentices by Trade (Based on yearly total)	Number of Apprentices	*Percentage of Apprentices
Boilermaker	138	1%
Bricklayer	110	1%
Carpenter	3691	27%
Cement Mason	233	2%
Construction & Building Inspector	0	0%
Construction Surveyor	0	0%
Drywall Finisher/Taper	17	0%
Earth Drillers	0	0%
Electrical Power Lineman	71	1%
Electrician	2314	17%
Elevator Constructor	271	2%
Glazier	10	0%
Heat & Frost Insulator	186	1%
HVAC	0	0%
Iron Worker	177	1%
Laborer	2067	15%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	0	0%
Multiple	734	5%
Operating Engineer	252	2%
Painter	100	1%
Pavement Striper	0	0%
Plasterer	16	0%
Plumber/Pipefitter	2126	15%
Riggers	11	0%
Roofer	93	1%
Sheet Metal	534	4%
Sprinkler fitter	321	2%
Traffic Safety Worker	6	0%
Truck Driver	7	0%
Tuck pointer	232	2%

* The percentage column was calculated by taking the number of apprentices that were reported by programs that responded in the trade classification and dividing it by the total number apprentices reported by all apprenticeship programs that responded to our survey (12,611). The percentage does not necessarily indicate compliance, as some trades may have larger programs, while others are smaller. Our percentages are rounded up in some cases, but it adds up to approximately 100%.

Table 8: Apprentices by Trade Chart

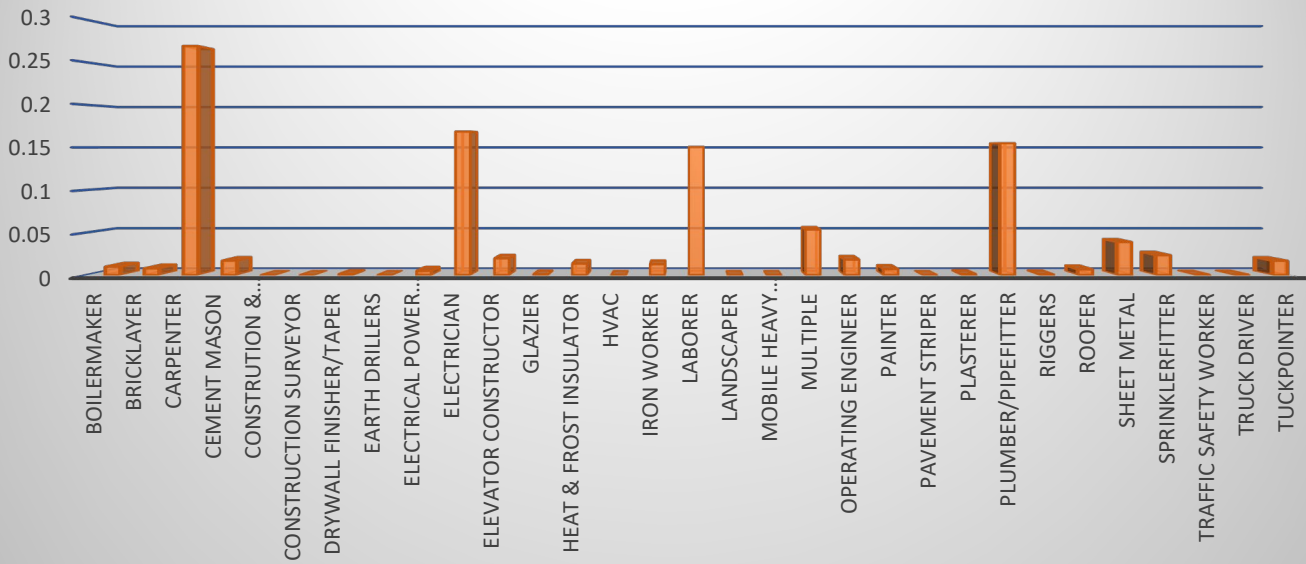


Table 9. Apprenticeship Programs - Length of Programs

(The numbers recorded for length are months)

	2022	2023
Average Program Length	44	45
Shortest Program Length	5	1
Longest Program Length	72	72