



State of Illinois
Illinois Department of Labor



2024

**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 31st of each year.

The 2024 State Construction Minority and Female Building Trades Report is the Department's sixteenth annual report and provides a compilation and summary of data submitted to the Department by building trades apprenticeship programs in Illinois for calendar year 2024. For comparison purposes, 2023 data is included in the tables and charts that appear in some of the findings.

As reflected in the 2024 report, there were 94 construction apprenticeship programs in Illinois that prepared individuals for employment in the building trades. The total number of apprentices reported as participating in programs are 15,124. These programs vary in length from one to six years and encompass construction apprenticeship programs throughout Illinois.

Methodology

For the 2024 State Construction Minority and Female Building Trades annual report, the Department contacted the construction apprenticeship programs that have participated in the survey in the past. Programs confirmed as no longer in existence and duplicate programs were removed from the survey population upon notification and discovery. In response to the Department's request, 94 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
	2024
Surveys Received	94
Total Number of Apprentices Reported in Surveys	15,124

Table 2. Apprentices by Gender

	Year			Year			Difference		
	2023			2024			2023-2024		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of Apprentices by Gender (Based on yearly total)	95%	5%	100%	94%	6%	100%	-1%	1%	0%

2024 - Apprentices by Gender

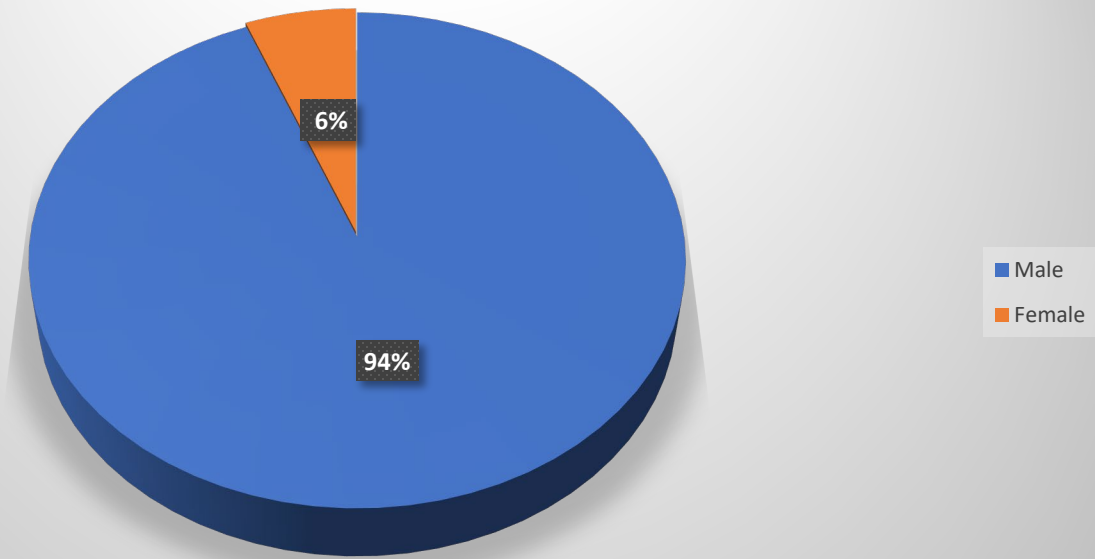
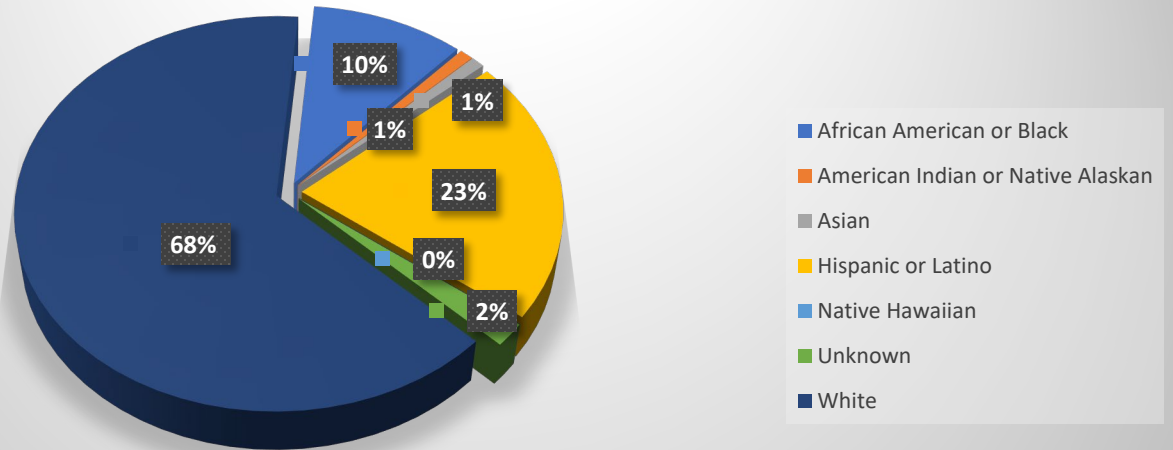


Table 3. Apprentices by Race and Ethnicity

Year		African American or Black	American Indian or Native Alaskan	Asian	Hispanic or Latino	Native Hawaiian	Unknown	White
2023	Total Percentage of Apprentices (Based on yearly total)	9%	1%	1%	24%	0%	2%	69%
2024	Total Percentage of Apprentices (Based on yearly total)	10%	1%	1%	23%	0%	2%	68%
Difference in Number of Apprentices		1%	0%	0%	-1%	0%	0%	-1%

2024-Apprentices by Race

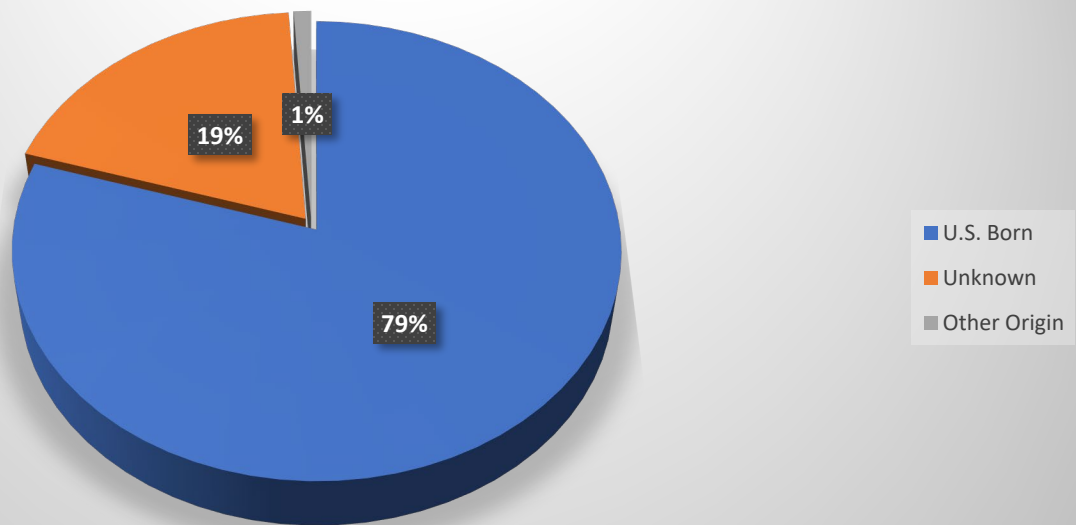


*Apprentices by Race and Ethnicity table percentages may be skewed, but they represent the total number of apprentices provided by the programs that responded. It's important to recognize that racial identity is a personal choice, and not everyone fits into a single category, therefore, percentages may not add up to 100%.

Table 4. Apprentices by National Origin

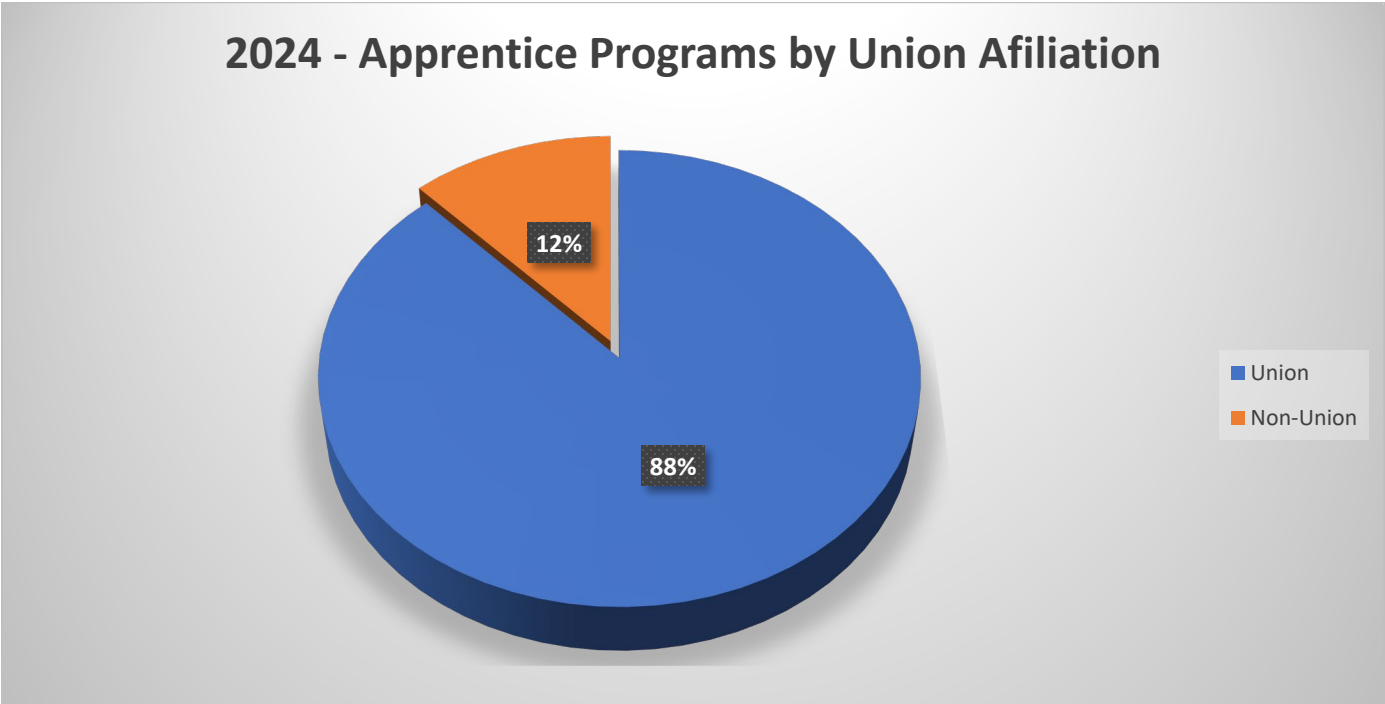
Year:		U.S. Born	Unknown	Other Origin	Total
2023	Percentage of Apprentices by National Origin (Based on yearly total)	76%	23%	2%	100%
2024	Percentage of Apprentices by National Origin (Based on yearly total)	79%	19%	1%	100%
Difference in Number of Apprentices		3%	-4%	-1%	0%

2024 - Apprentices by National Origin



*Our percentages are rounded up in some cases, but it adds up to approximately 100%.

Table 5. Apprenticeship Programs by Union Affiliation				
Year:		Union	Non-Union	Total
2023	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	93%	8%	100%
2024	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	88%	12%	100%
Difference in Number of Apprenticeship Programs		-5%	4%	0%



*Our percentages are rounded up in some cases, but it adds up to approximately 100%.

Table 6. Apprentices by Union Affiliation

Year:		Union	Non-Union	Total
2023	Percentages of Apprentices by Union Affiliation (Based on yearly total)	99%	1%	100%
2024	Percentages of Apprentices by Union Affiliation (Based on yearly total)	96%	4%	100%
Difference in Number of Apprentices		-3%	3%	

2024 - Apprentices by Union Affiliation

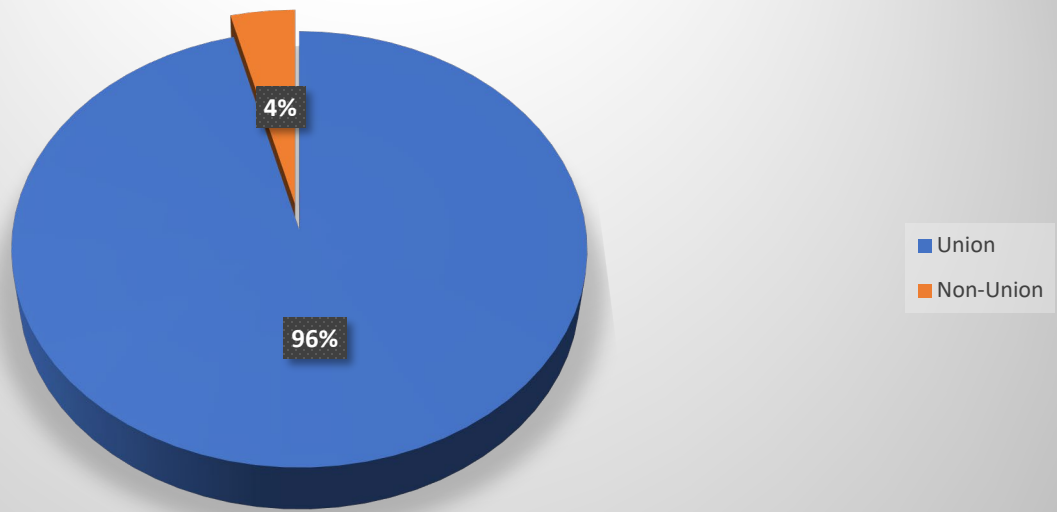


Table 7. Apprenticeship Programs by Trade		
Programs by Trade (Based on yearly total)	Number of Programs	*Percentage of Programs
Boilermaker	12	13%
Bricklayer	1	1%
Carpenter	3	3%
Cement Mason	3	3%
Construction Surveyor	0	0%
Construction & Building Inspector	2	2%
Drywall Finisher/Taper	1	1%
Earth Drillers	1	1%
Electrical Power Lineman	1	1%
Electrician	17	18%
Elevator Constructor	1	1%
Glazier	2	2%
Heat & Frost Insulator	2	2%
HVAC	0	0%
Iron Worker	9	10%
Laborer	4	4%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	1	1%
Multiple	4	4%
Operating Engineer	5	5%
Painter	3	3%
Pavement Striper	0	0%
Plasterer	2	2%
Plumber/Pipefitter	9	10%
Riggers	1	1%
Roofer	2	2%
Sheet Metal	3	3%
Sprinkler fitter	2	2%
Telecommunications Technician	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 (94). 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

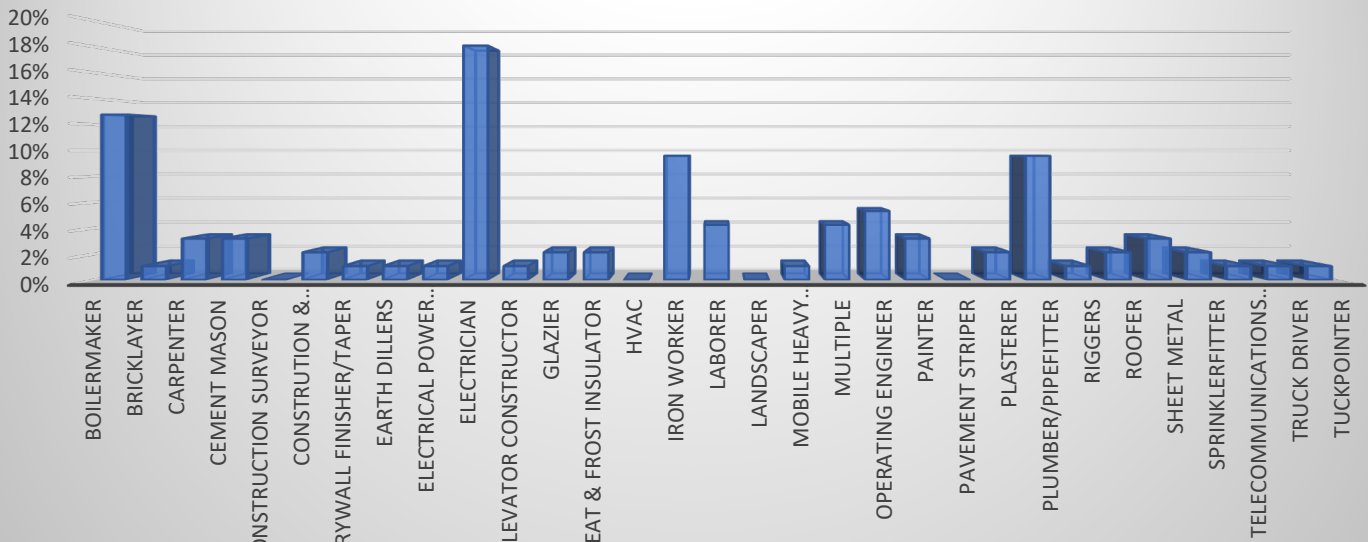


Table 8. Apprentices by Trade

Apprentices by Trade (Based on yearly total)	Number of Apprentices	*Percentage of Apprentices
Boilermaker	760	5%
Bricklayer	105	1%
Carpenter	3,812	25%
Cement Mason	221	1%
Construction & Building Inspector	106	0%
Construction Surveyor	0	0%
Drywall Finisher/Taper	14	0%
Earth Drillers	37	0%
Electrical Power Lineman	69	0%
Electrician	1,188	8%
Elevator Constructor	23	0%
Glazier	20	0%
Heat & Frost Insulator	294	2%
HVAC	0	0%
Iron Worker	426	3%
Laborer	2,182	14%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	95	1%
Multiple	1,102	7%
Operating Engineer	865	6%
Painter	142	1%
Pavement Striper	0	0%
Plasterer	26	0%
Plumber/Pipefitter	2,409	16%
Riggers	23	1%
Roofer	51	0%
Sheet Metal	397	3%
Sprinkler fitter	349	2%
Traffic Safety Worker	219	1%
Truck Driver	11	0%
Tuck pointer	178	1%

* 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 (15,124). The percentage indicates the overall share of apprentices each trade had over the prior year, 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

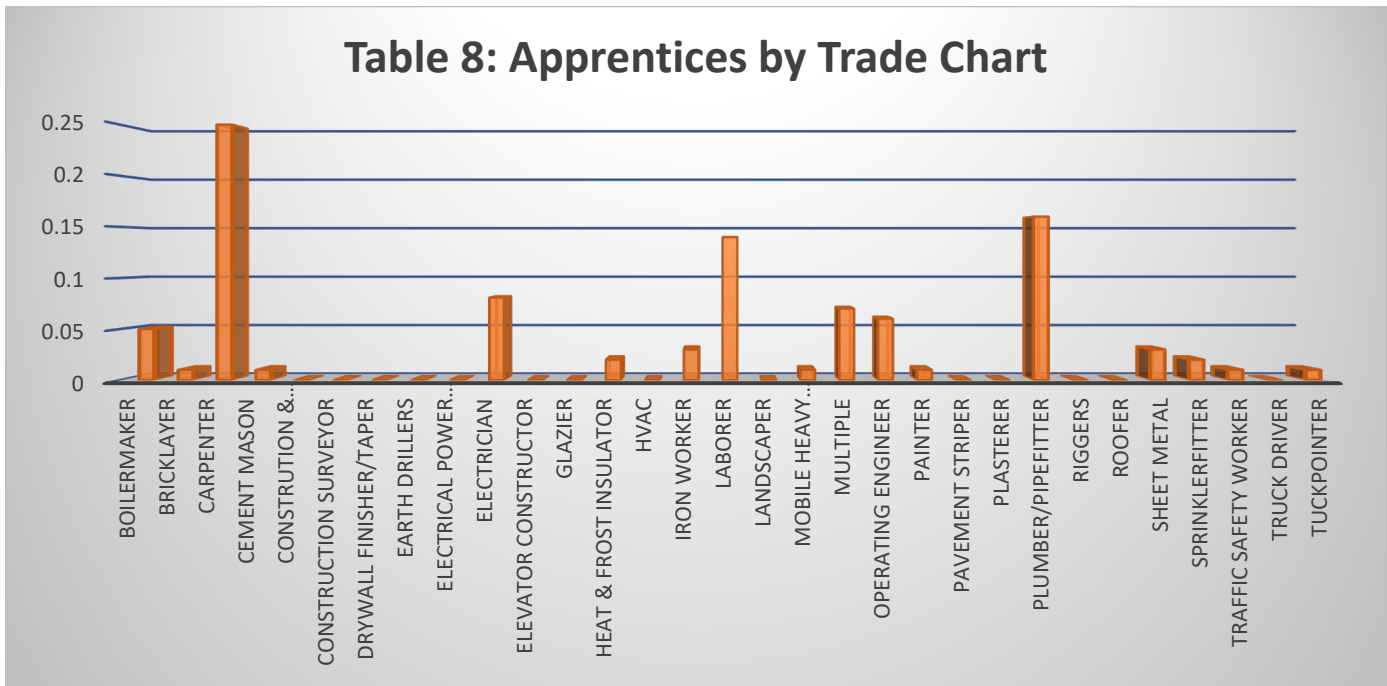


Table 9. Apprenticeship Programs - Length of Programs

Table 9. Apprenticeship Programs - Length of Programs		
(Noted in number of months)	2023	2024
Average Program Length	45	45
Shortest Program Length	1	12
Longest Program Length	72	72