



State of Illinois
Illinois Department of Labor



2025

**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 2025 State Construction Minority and Female Building Trades Report is the Department's seventeenth annual report and provides a compilation and summary of data submitted to the Department by building trades apprenticeship programs in Illinois for calendar year 2025. For comparison purposes, 2024 data is included in the tables and charts that appear in some of the findings.

As reflected in the 2025 report, there were 99 construction apprenticeship programs in Illinois that prepared individuals for employment in the building trades. The total number of apprentices reported as participating in programs is 16,618. These programs vary in length from one to six years and encompass a range of different building trades apprenticeship programs throughout the State.

Methodology

For the 2025 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, 99 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 United States Department Of Labor (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
	2025
Surveys Received	99
Total Number of Apprentices Reported in Surveys	16,618

Table 2. Apprentices by Gender

	Year			Year			Difference		
	2024			2025			2024-2025		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of Apprentices by Gender (Based on yearly total)	94%	6%	100%	94%	6%	100%	0%	0%	0%

2025 - Apprentices by Gender

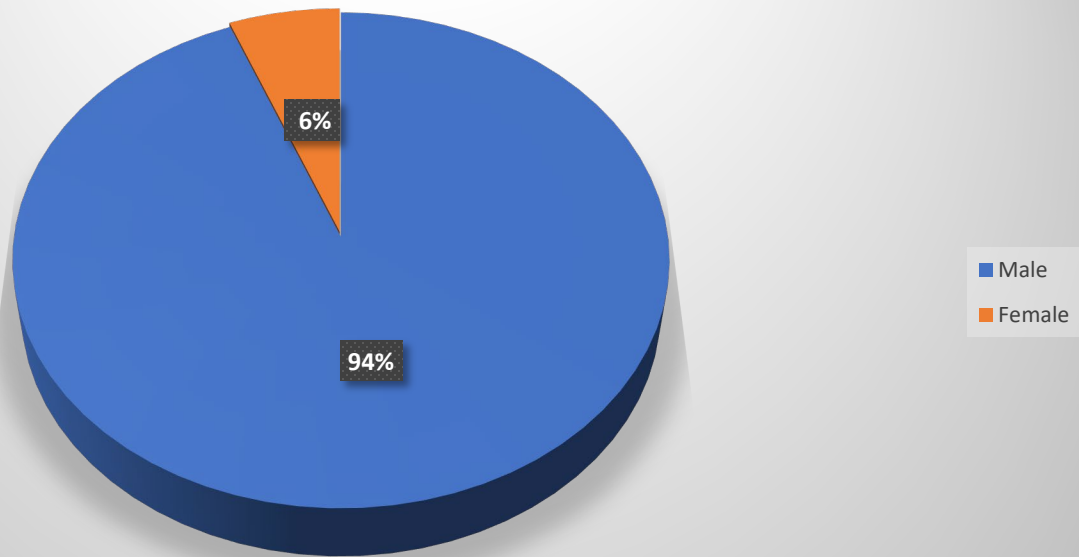
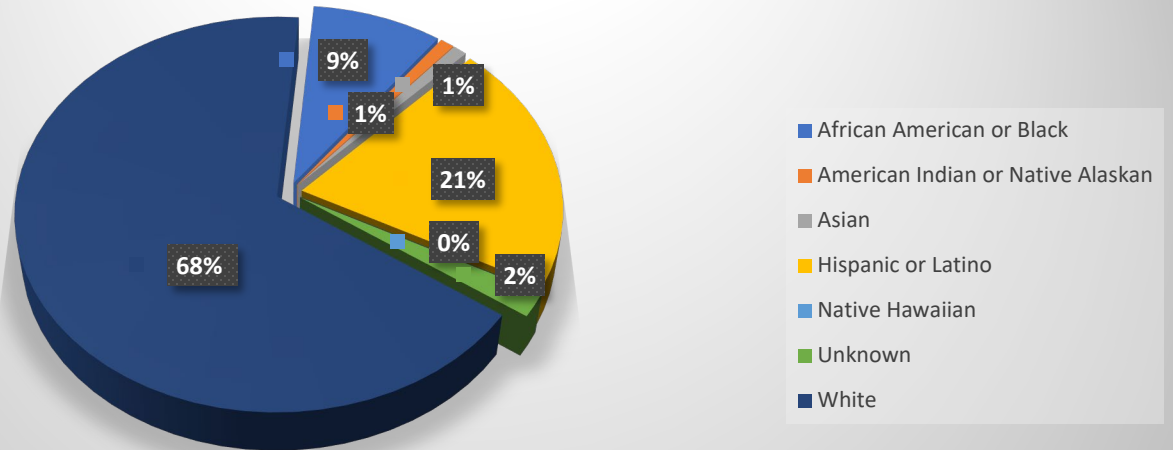


Table 3. Apprentices by Race and Ethnicity

Year		African American or Black	American Indian or Native Alaskan	Asian	Hispanic or Latino	Native Hawaiian	Unknown	White
2024	Total Percentage of Apprentices (Based on yearly total)	10%	1%	1%	23%	0%	2%	68%
2025	Total Percentage of Apprentices (Based on yearly total)	9%	1%	1%	21%	0%	2%	68%
Difference in Number of Apprentices		-1%	0%	0%	-2%	0%	0%	0%

2025-Apprentices by Race



*Please note that the survey permits apprenticeship programs to identify apprentices by more than one racial category, recognizing that racial identity is complex and that individuals may identify as more than one race. Therefore, percentages may not add up to 100%.

Table 4. Apprentices by National Origin

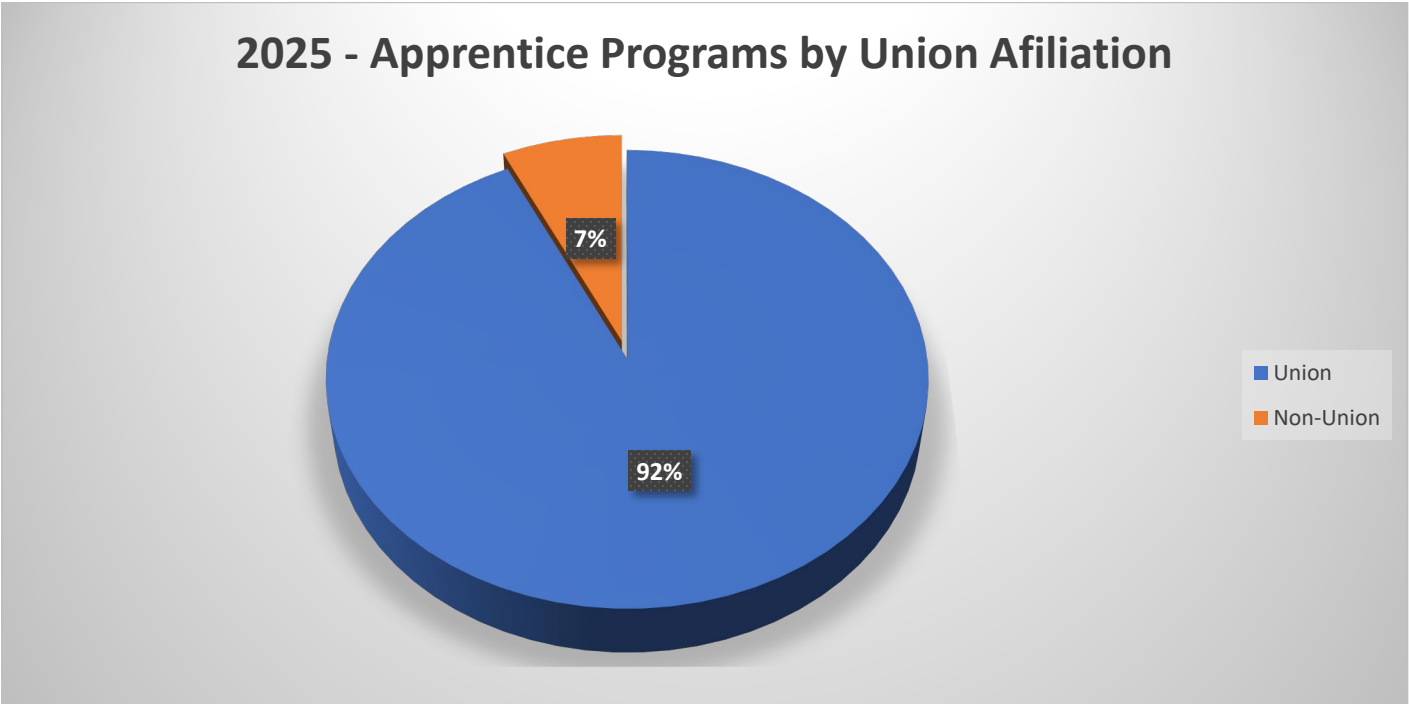
Year:		U.S. Born	Unknown	Other Origin	Total
2024	Percentage of Apprentices by National Origin (Based on yearly total)	79%	19%	1%	100%
2025	Percentage of Apprentices by National Origin (Based on yearly total)	91%	7%	2%	100%
Difference in Number of Apprentices		12%	-12%	1%	0%

2025- Apprentices by National Origin



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

Table 5. Apprenticeship Programs by Union Affiliation				
Year:		Union	Non-Union	Total
2024	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	88%	12%	100%
2025	Percentage of Apprenticeship Programs by Union Affiliation (Based on yearly total)	92%	7%	100%
Difference in Number of Apprenticeship Programs		4%	-5%	0%



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

Table 6. Apprentices by Union Affiliation

Year:		Union	Non-Union	Total
2024	Percentages of Apprentices by Union Affiliation (Based on yearly total)	96%	4%	100%
2025	Percentages of Apprentices by Union Affiliation (Based on yearly total)	99%	1%	100%
Difference in Number of Apprentices		3%	-3%	

2025 - Apprentices by Union Affiliation

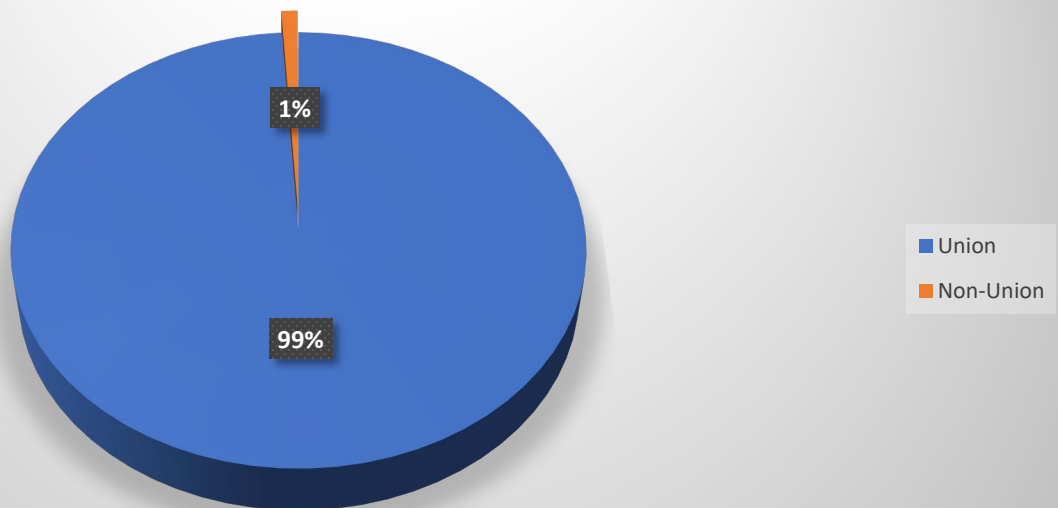


Table 7. Apprenticeship Programs by Trade		
Programs by Trade (Based on yearly total)	Number of Programs	*Percentage of Programs
Boilermaker	3	3%
Bricklayer	1	1%
Carpenter	5	5%
Cement Mason	4	4%
Construction Surveyor	1	1%
Construction & Building Inspector	0	0%
Drywall Finisher/Taper	2	2%
Earth Drillers	1	1%
Electrical Power Lineman	2	2%
Electrician	18	18%
Elevator Constructor	1	1%
Glazier	2	2%
Heat & Frost Insulator	2	2%
HVAC	0	0%
Iron Worker	9	9%
Laborer	2	2%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	1	1%
Multiple	2	2%
Operating Engineer	5	5%
Painter	5	5%
Pavement Striper	0	0%
Plasterer	3	3%
Plumber/Pipefitter	11	11%
Riggers	1	1%
Roofer	6	6%
Sheet Metal	6	6%
Sprinkler fitter	2	2%
Telecommunications Technician	2	2%
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 (99).

Table 7 Programs by Trade Chart

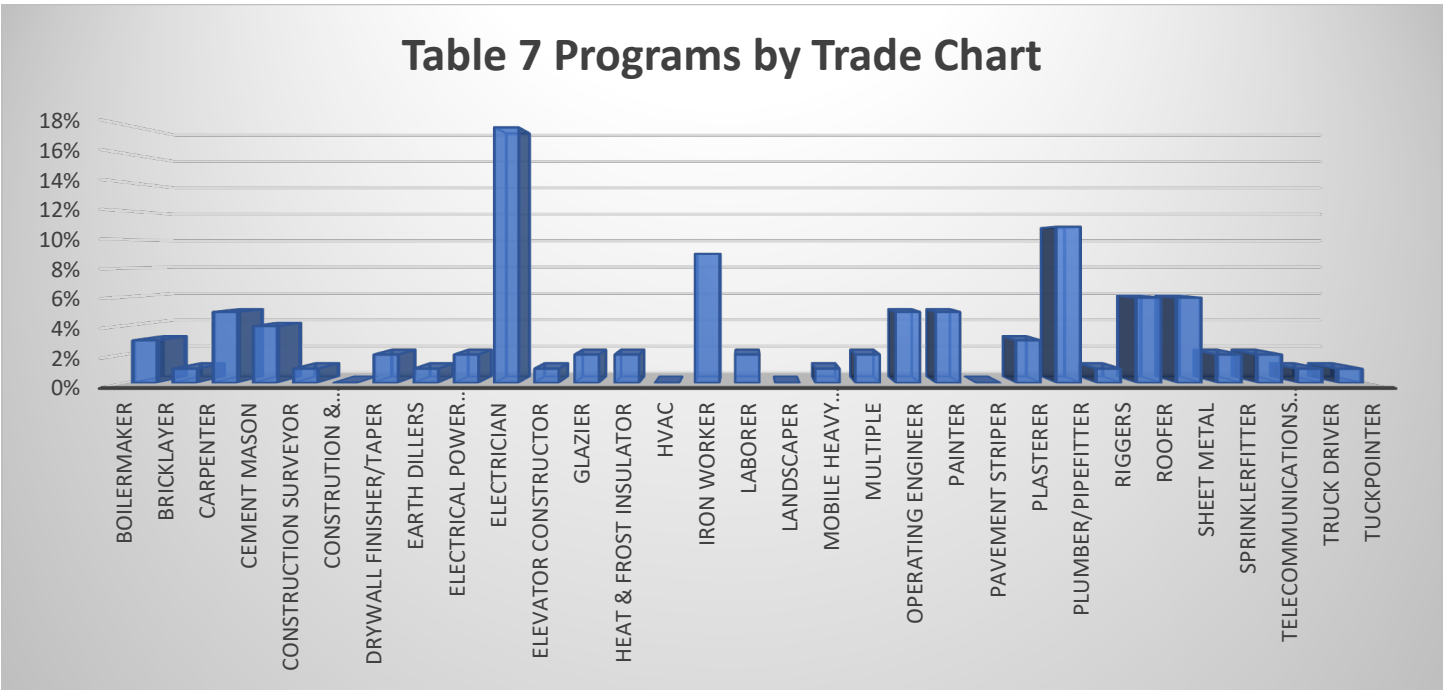


Table 8. Apprentices by Trade		
Apprentices by Trade (Based on yearly total)	Number of Apprentices	*Percentage of Apprentices
Boilermaker	196	1%
Bricklayer	88	1%
Carpenter	4,158	25%
Cement Mason	277	2%
Construction & Building Inspector	51	0%
Construction Surveyor	0	0%
Drywall Finisher/Taper	51	0%
Earth Drillers	45	0%
Electrical Power Lineman	69	0%
Electrician	3,096	19%
Elevator Constructor	33	0%
Glazier	23	0%
Heat & Frost Insulator	267	2%
HVAC	0	0%
Iron Worker	392	2%
Laborer	1,163	7%
Landscaper	0	0%
Mobile Heavy Equipment Mechanic	101	1%
Multiple	556	3%
Operating Engineer	1,208	7%
Painter	259	2%
Pavement Stripper	0	0%
Plasterer	32	0%
Plumber/Pipefitter	2,784	17%
Riggers	20	0%
Roofer	581	3%
Sheet Metal	513	3%
Sprinkler fitter	429	3%
Traffic Safety Worker	36	0%
Truck Driver	10	0%
Tuck pointer	180	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 (16,618). 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. The percentages are rounded up in some cases, but add up to approximately 100%.

Table 8: Apprentices by Trade Chart

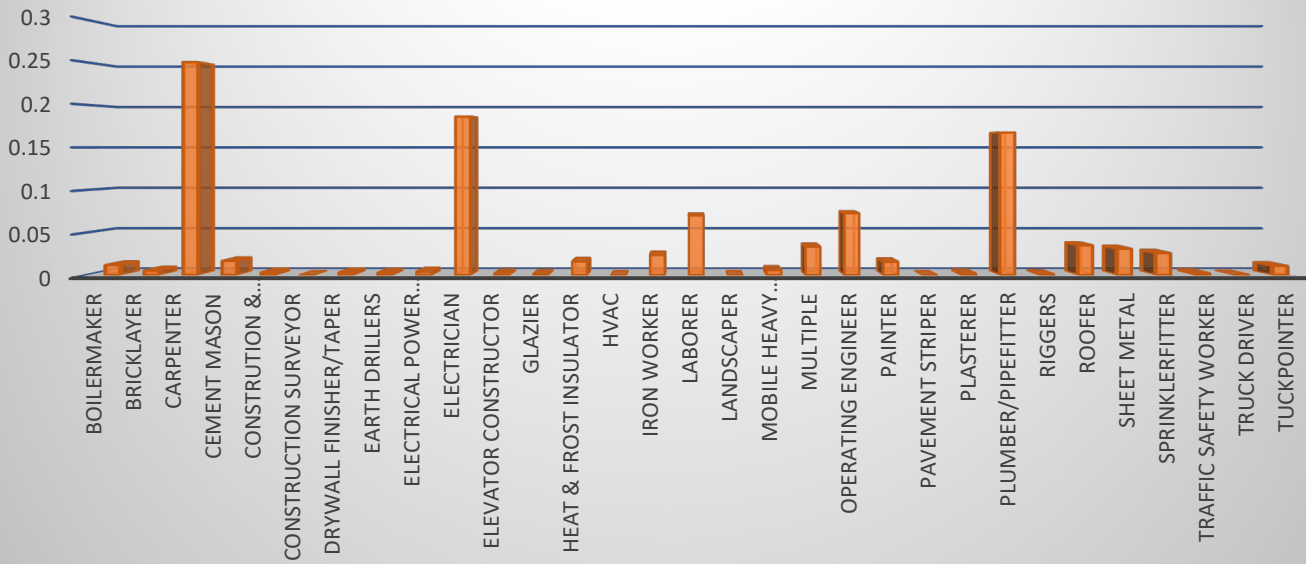


Table 9. Apprenticeship Programs - Length of Programs

Table 9. Apprenticeship Programs - Length of Programs		
(Noted in number of months)	2024	2025
Average Program Length	45	42
Shortest Program Length	12	12
Longest Program Length	72	72