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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 1st of each year.

The 2012 State Construction Minority and Female Building Trades Report is the Department's fourth annual report and provides a compilation and summary of data submitted to the Department by building trades apprenticeship programs in Illinois for calendar year 2012. For comparison purposes, 2011 data is included in the tables and charts that appear in the findings. In 2012, the Department received the 24 less completed surveys from construction apprenticeship programs as in 2011. In addition, the total number of apprentices reported as participating in programs decreased by more than 1,100 in the 2012 report compared to the 2011 report (see Table 1) and 13 apprenticeship programs reported there were no apprentices trained in 2012.

As reflected in the 2012 report, there were 137 construction apprenticeship programs in Illinois that prepared individuals for employment in the following trades: boilermaker, bricklayer, carpenter, cement mason, electrician, glazier, iron worker, laborer, landscaper, operating engineer, painter, plumber/pipefitter, roofer, sheet metal worker, sprinkler fitter and truck driver. These programs vary in length from two to eight years and encompass construction apprenticeship programs throughout Illinois.

In 2012, the Department promulgated administrative rules outlining the procedures for submission of demographic information by construction apprenticeship programs as required by Section 35-10 of the Act. The Department's proposed administrative rules for the State Construction Minority and Female Building Trades Act were adopted and became permanent on May 19, 2010.

The adopted rule can be found at the following link:

<http://www.ilga.gov/commission/jcar/admincode/056/05600270sections.html>.

Methodology

Prior to Public Act 96-0037, the Department was not required or authorized to collect any information on apprenticeship programs in Illinois. For the 2009 annual report, the Department compiled the data required under this new Act by obtaining contact information for the 212 Illinois construction apprenticeship programs from the US DOL Office of Apprenticeship, which registers and certifies apprenticeship programs throughout the nation.

For the 2012 State Construction Minority and Female Building Trades annual report, the Department mailed the reporting form to all of the construction apprenticeship programs that participated in the 2011 annual report. In response to the Department's mailing, 137 apprenticeship programs submitted reports with the requested demographic information (a 78% return rate). In addition, two apprenticeship program that did not participate in the 2012 report submitted forms this year.

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

Table 1. Survey Completion and Total Apprentices				
	Year		Comparison	
	2011	2012	Difference	% Difference
Surveys Received	153	137	16	10%
Total Number of Apprentices Reported in Surveys	11,021	9,899	1,122	-10%

Table 2. Apprentices by Gender

	Year			Year			Difference		
	2011			2012			2011-2012		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Apprentices by Gender	10,603	402	11,005	9,500	377	9,877	-1,103	-25	-1,128
% of Total	96%	4%	100%	96%	4%	100%	0%	0%	0%

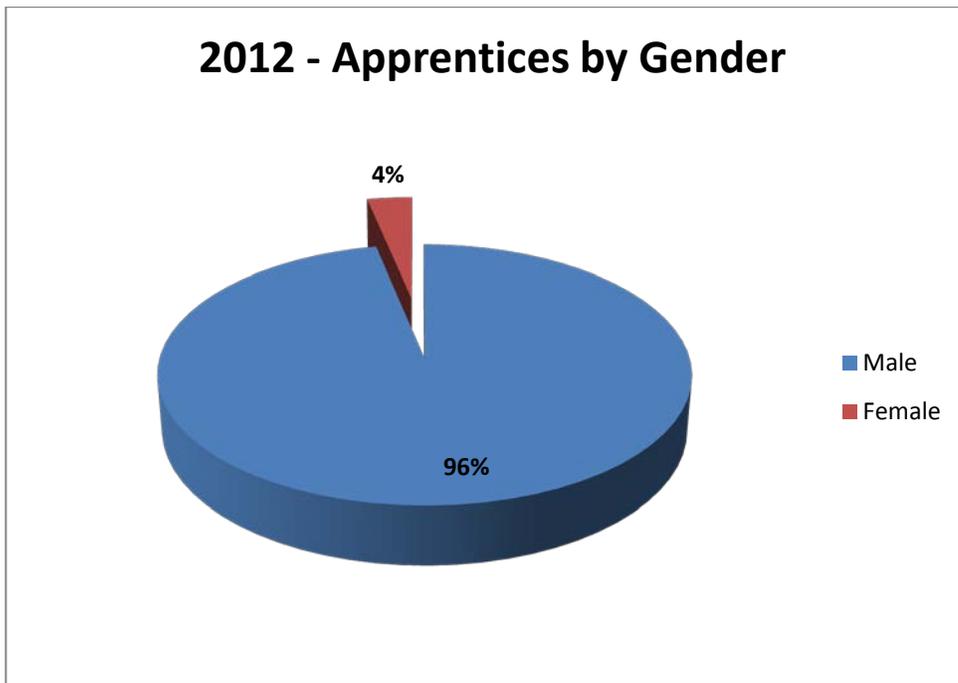
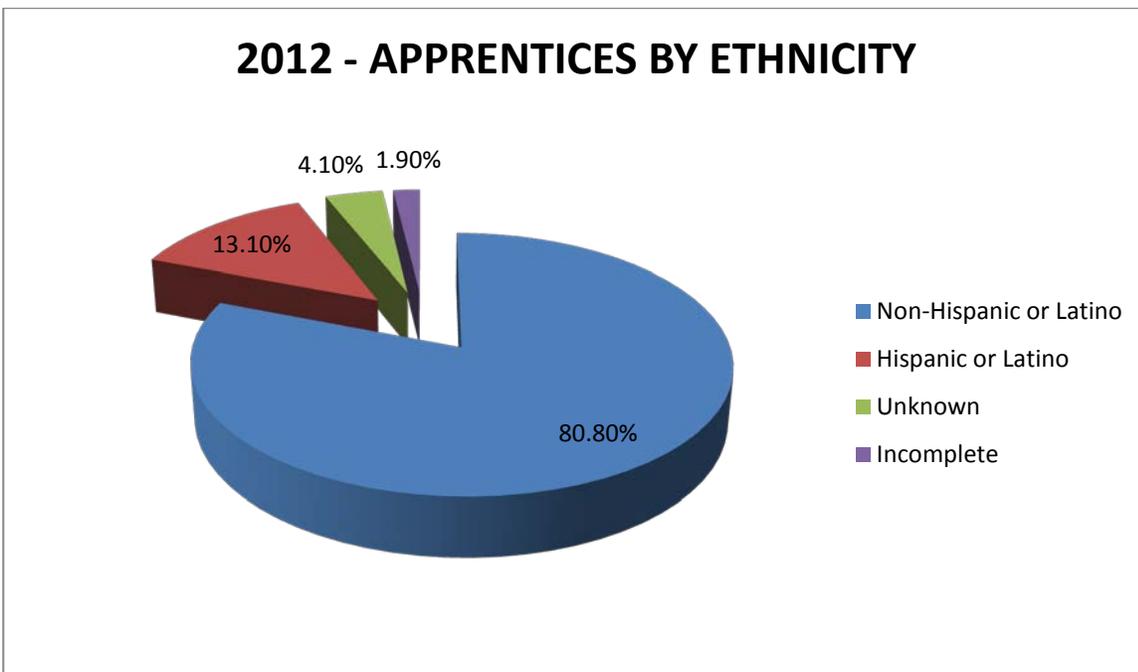


Table 3. Apprentices by Ethnicity

Year		Non-Hispanic or Latino	Hispanic or Latino	Unknown ¹	Incomplete ²	Total
2011	Number of Apprentices	7,371	1,557	292	1,801	11,021
	% of Total	66.9%	14.1%	2.6%	16.3%	100%
2012	Number of Apprentices	8,002	1,298	414	185	9,899
	% of Total	80.8%	13.1%	4.1%	1.9%	100%
Difference in Number of Apprentices		+631	-259	+122	-1,616	-1,122



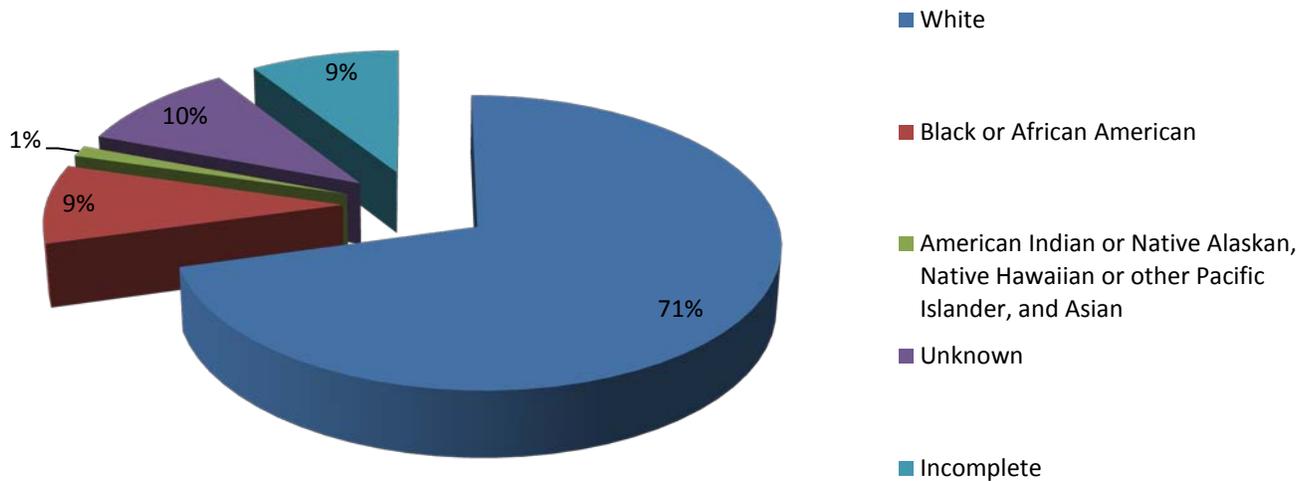
¹ Survey listed response as Unknown for this category.

² Survey did not indicate a response for this category.

Table 4. Apprentices by Race

Year		White	Black or African American	Asian	American Indian or Native Alaskan	Native Hawaiian or other Pacific Islander	Unknown ¹	Incomplete ²	Total
2011	Number of Apprentices	8,342	955	58	35	45	101	1,485	11,021
	% of Total	75.7%	8.7%	0.5%	0.3%	0.4%	0.9%	13.5%	100.00%
2012	Number of Apprentices	6990	882	69	37	16	1000	905	9,899
	% of Total	70.6%	8.9%	0.7%	0.4%	0.1%	10.1%	9.1%	100.00%
Difference in Number of Apprentices		-1,352	-73	+11	+2	-29	+899	-580	-1,122

2012 - Apprentices by Race

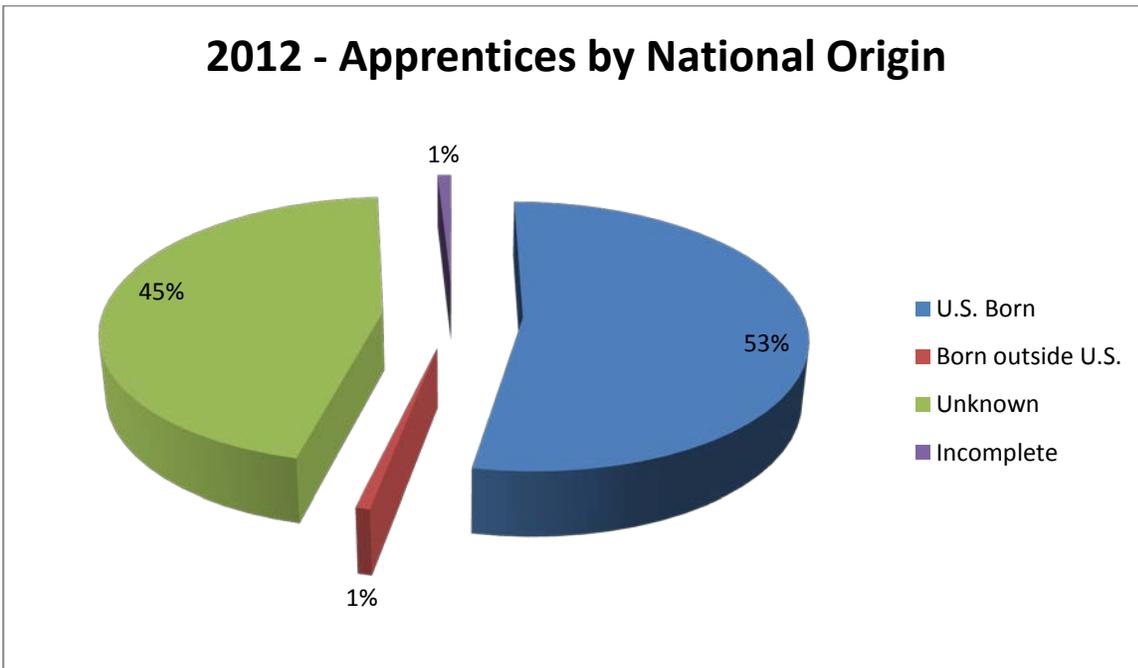


¹ Survey listed response as Unknown for this category.

² Survey did not indicate a response for this category.

Table 5. Apprentices by National Origin³

Year:		U.S. Born	Born outside U.S.	Unknown ¹	Incomplete ²	Total
2011	Number of Apprentices	4,869	90	5,015	1,047	11,021
	% of Total	44.2%	.8%	45.5%	9.5%	100.0%
2012	Number of Apprentices	5254	70	4482	93	9899
	% of Total	53%	0.7%	45.3%	0.9%	100%
Difference in Number of Apprentices		+385	-20	-533	-954	-1,122



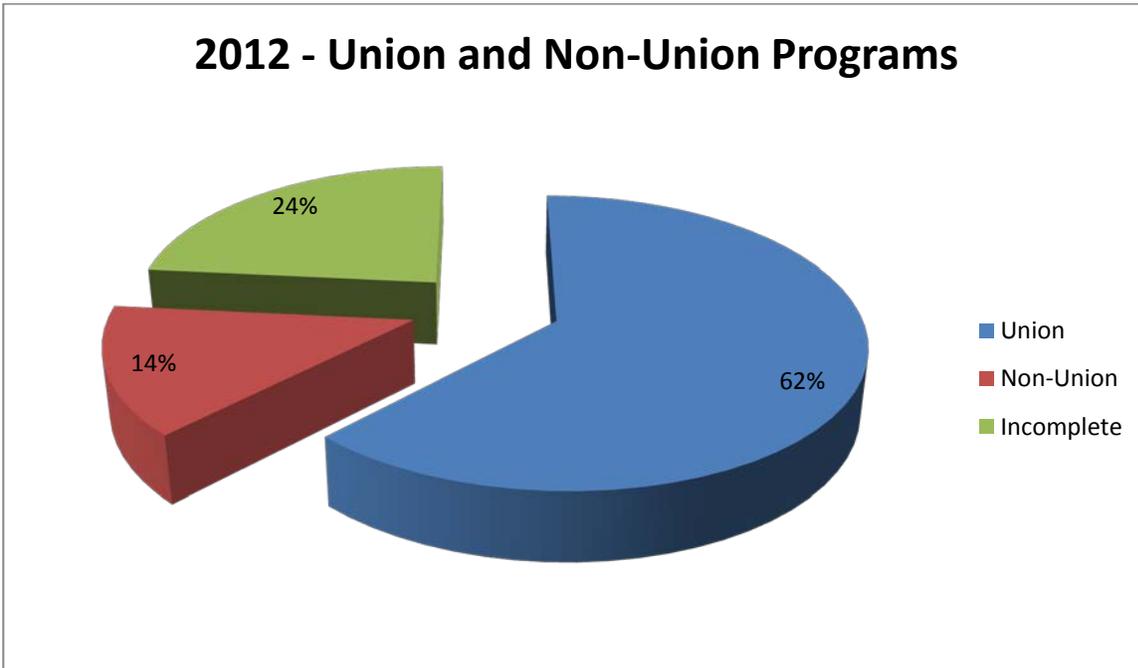
¹ Survey listed response as Unknown for this category.

² Survey did not indicate a response for this category.

³ The U.S. 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 U.S. Census reporting.

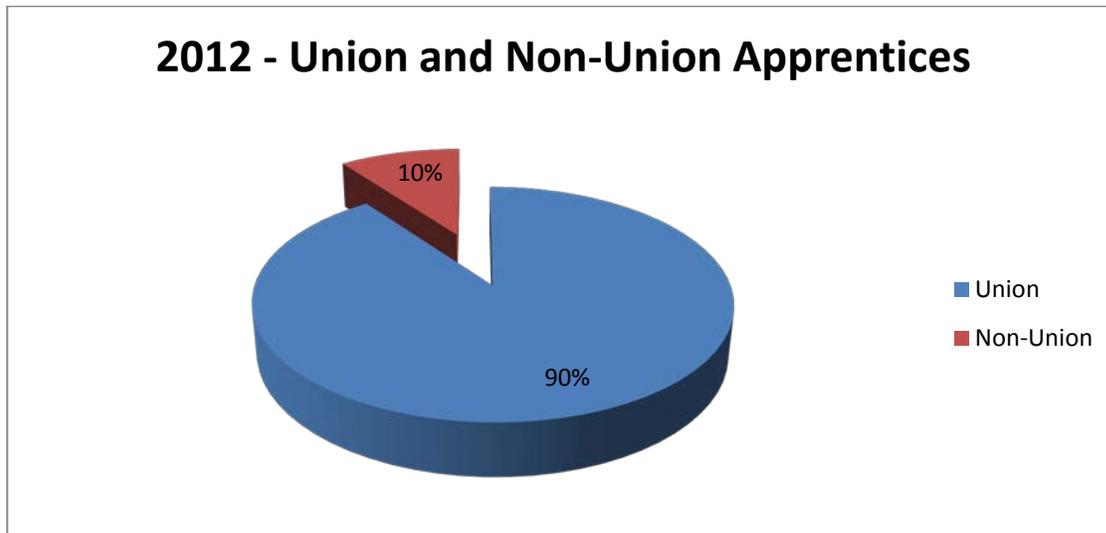
Table 6. Apprenticeship Programs by Union Affiliation

Year:		Union	Non-Union	Incomplete ²	Total
		120	20	13	170
2011	Number of Programs	80%	12%	8%	100%
	% of Total				
2012	Number of Programs	109	25	41	175
	% of Total	62%	14%	23%	100%
Difference in Number of Programs		-11	+5	+28	+5



² Survey did not indicate a response for this category.

Table 7. Apprentices by Union Affiliation					
Year		Union	Non-Union	Incomplete ²	Total
		10,950	71	0	11,021
2011	Number of Apprentices	99.3%	.7%	0.0%	100.0%
	% of Total				
2012	Number of Apprentices	8,890	998	11	9,899
	% of Total	89.8%	10%	0.11%	100%
Difference in Number of Apprentices		-2,060	+927	+11	-1,122

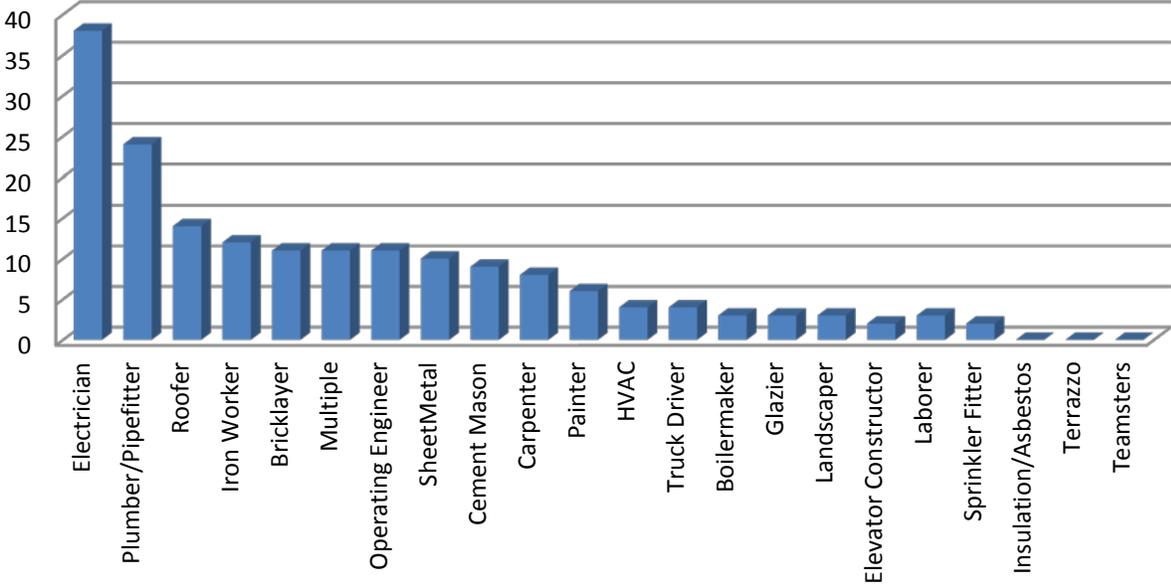


² Survey did not indicate a response for this category.

Table 8. Apprenticeship Programs by Trade

Trade	2011		2012		Difference in Number of Programs:
	Number of Programs	% of Total	Number of Programs	% of Total	
Electrician	38	21%	38	21.2%	0
Plumber/Pipefitter	21	12%	24	13.4%	+3
Roofer	12	7%	14	7.8%	+2
Iron Worker	11	6.5%	12	6.7%	+1
Bricklayer	6	3.5%	11	6.1%	+5
Multiple	8	4.7%	11	6.1%	+3
Operating Engineer	9	5.3%	11	6.1%	+2
Sheet Metal	10	5.9%	10	5.5%	0
Cement Mason	11	6.5%	9	5%	-2
Carpenter	8	4.7%	8	4.4%	0
Painter	6	3.5%	6	3.3%	0
HVAC	3	1.8%	4	2.2%	+1
Truck Driver	3	1.8%	4	2.2%	+1
Boilermaker	3	1.8%	3	1.6%	0
Glazier	3	1.8%	3	1.6%	0
Landscaper	3	1.8%	3	1.6%	0
Elevator Constructor	2	1.2%	2	1.1%	0
Laborer	2	1.2%	3	1.6%	+1
Sprinkler Fitter	1	.60%	2	1.1%	+1
Insulation/Asbestos	1	.60%	0	0%	-1
Terrazzo	1	.60%	0	0%	-1
Teamsters	1	.60%	0	0%	-1
Incomplete ²	7	4.1%	1	0.55%	-6
TOTAL	170	100%	179	100%	+9

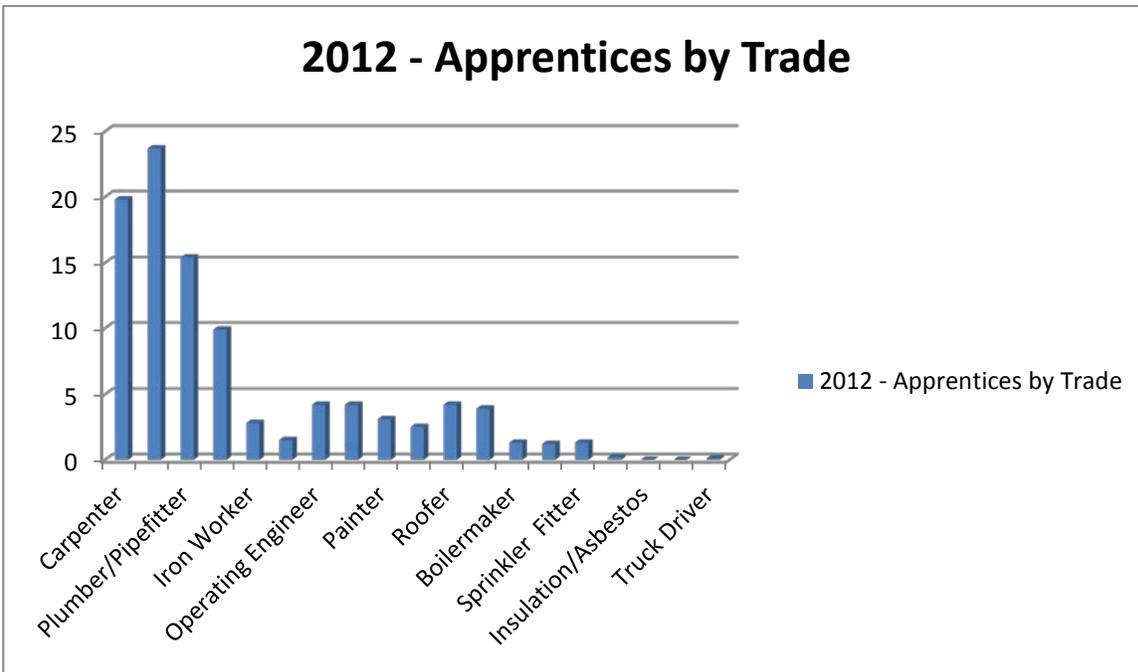
2012 - Apprenticeship Programs by Trade



² Survey did not indicate a response for this category.

Table 9. Apprentices by Trade

Trade	2011		2012		Difference in Number of Apprentices
	Number of Apprentices	% of Total	Number of Apprentices	% of Total	
Carpenter	834	12.2%	1,968	19.8%	+1,134
Electrician	1039	15.2%	2,350	23.7%	+1,311
Plumber/Pipefitter	724	10.6%	1,525	15.4%	+801
Laborer	1010	14.8%	984	9.9%	-26
Iron Worker	369	5.4%	278	2.8%	-91
Bricklayer	165	2.4%	154	1.5%	-11
Operating Engineer	504	7.4%	422	4.2%	-82
Sheet Metal	454	6.7%	424	4.2%	-30
Painter	198	2.9%	315	3.1%	+117
Elevator Constructor	347	5.1%	256	2.5%	-91
Roofer	149	2.2%	420	4.2%	+271
Multiple	108	1.6%	388	3.9%	+280
Boilermaker	255	3.7%	130	1.3%	-125
Cement Mason	131	1.9%	121	1.2%	-10
Sprinkler Fitter	172	2.5%	129	1.3%	-43
Glazier	105	1.5%	21	0.2%	-84
Truck Driver	0	0.0%	9	0.1%	+9
HVAC	5	0.0%	5	0.0%	0
Landscaper	1	0.0%	0	0.0%	-1
Insulation/Asbestos	222	5.8%	0	0.0%	-222
Terrazzo	6	0.1%	0	0.0%	-6
Teamsters	12	0.2%	0	0.0%	-12
Incomplete ²	4	0.0%	0	0.0%	-4
TOTAL	13,435	100.0%	9,899	100.0%	



² Survey did not indicate a response for this category.

(noted in number of years)	2011	2012
Average Program Length	5.0	5.0
Shortest Program Length	2.0	1.0
Longest Program Length	69.0	59.0

APPENDIX A – Apprenticeship Program Reporting Form, Page 1



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: _____

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

What recruiting efforts does your program undertake?

- Newspaper advertisements
- Local unemployment office
- Partnerships with community or religious organizations
- Partnerships with educational institutions
- Other, explain: _____

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 31, 2013**. 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
 900 South Spring Street
 Springfield, Illinois 62704-2725
 Phone: 217-782-1710
 Fax: 217-782-0596
www.state.il.us/agency/idol/laws/law577.htm

APPENDIX A – Apprenticeship Program Reporting Form, Page 2

2010 Apprenticeship Reporting Form ■ Page 2 of 3

Program Data

Total number of apprentices participating in the program during calendar year 2012: _____

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: _____

Form IL452CM05

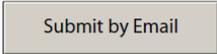
APPENDIX A – Apprenticeship Program Reporting Form, Page 3

Instructions For Submitting 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
900 South Spring Street
Springfield, Illinois 62704-2725

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.)