



# APPRENTICESHIP AND WORK-BASED LEARNING IN ILLINOIS

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The findings and conclusions presented in this report are those of the NIU project team alone and do not necessarily reflect the views, opinions, or policies of NIU and/or its Trustees. All comments should be sent to Brian Richard, Center for Governmental Studies, Northern Illinois University, at [brichard@niu.edu](mailto:brichard@niu.edu).

## Table of Contents

EXECUTIVE SUMMARY .....	i
Registered Apprenticeship in Illinois .....	i
Apprenticeship and Work-Based Learning Survey Results .....	i
Apprenticeship Navigators and Intermediaries .....	ii
Impacts of Coronavirus .....	ii
Key Findings: Opportunities to Expand Apprenticeship in Illinois .....	ii
Key Opportunities .....	ii
Conclusion .....	iii
Introduction .....	1
Apprenticeship as a Training Approach .....	1
Apprenticeship and Work-Based Learning in Illinois .....	3
Overview of the Report.....	4
Labor Force Trends in Illinois .....	6
Registered Apprenticeship in Illinois .....	7
Registered Apprenticeship Structure.....	9
Apprenticeship and Work-Based Learning Survey Results .....	10
Programmatic Results .....	10
Non-registered Apprenticeship Programs .....	11
Pre-apprenticeship/Bridge Programs .....	14
Youth Apprenticeship .....	17
Work-based Learning Programs.....	20
Other Programs.....	23
Apprenticeship Navigators and Intermediaries .....	26
Apprenticeship Navigators.....	27
Apprenticeship Intermediaries .....	27
Apprenticeship and Work-based Learning at Educational Institutions .....	28
Secondary Education .....	28
High School Cooperative Education.....	28
High School Apprenticeships .....	29
Post-secondary Education .....	29
Impacts of Coronavirus .....	30
Illinois' Phased Reopening Plan .....	31
Coronavirus Impacts and Opportunities.....	32

- Key Findings: Opportunities to Expand Apprenticeship in Illinois ..... 36
  - Key Finding 1. Geographic Expansion of Apprenticeship ..... 36
    - Reducing Risk ..... 37
    - Employer education ..... 38
  - Key Finding 2. Industry Sector Expansion of Apprenticeship ..... 39
  - Key Finding 3. Increasing Diversity in Apprenticeship ..... 41
  - Key Finding 4. Formalizing Apprenticeship Coordination ..... 43
  - Key Finding 5. Coronavirus Provides Opportunities for Innovation ..... 45
  - Key Finding 6. Deeper Understanding of Apprenticeship ..... 45
- Conclusion ..... 46
- Apprenticeship and Work-based Learning in Illinois Economic Development Regions ..... 47
  - Labor Force Trends in Central Economic Development Region ..... 48
  - Apprenticeship and Work-Based Learning in Central Economic Development Region ..... 49
  - Labor Force Trends in East Central Economic Development Region ..... 51
  - Apprenticeship and Work-Based Learning in East Central Economic Development Region ..... 52
  - Labor Force Trends in North Central Economic Development Region ..... 53
  - Apprenticeship and Work-Based Learning in North Central Economic Development Region ..... 54
  - Labor Force Trends in Northeast Economic Development Region ..... 55
  - Apprenticeship and Work-Based Learning in Northeast Economic Development Region ..... 56
  - Apprenticeship and Work-Based Learning in Northern Stateline Economic Development Region ..... 59
  - Labor Force Trends in Northwest Economic Development Region ..... 60
  - Apprenticeship and Work-Based Learning in Northwest Economic Development Region ..... 61
  - Apprenticeship and Work-Based Learning in Southeastern Economic Development Region ..... 63
  - Labor Force Trends in Southern Economic Development Region ..... 64
  - Apprenticeship and Work-Based Learning in Southern Economic Development Region ..... 65
  - Labor Force Trends in Southwestern Economic Development Region ..... 66
  - Apprenticeship and Work-Based Learning in Southwestern Economic Development Region ..... 67
  - Labor Force Trends in West Central Economic Development Region ..... 68
  - Apprenticeship and Work-Based Learning in West Central Economic Development Region ..... 69
- Appendix A. Data Collection Methods ..... 70
- Appendix B. Illinois Apprenticeship Intermediaries ..... 71
- Appendix C. Apprenticeship and Work-Based Learning Programs by EDR ..... 78

## EXECUTIVE SUMMARY

This report aims to not only provide an inventory of apprenticeship programs within the state, but to also provide a better understanding of those programs, providing useful information to expand apprenticeship opportunities for employers and potential apprentices, especially those from underserved populations. Five broad types of apprenticeship and work-based learning are covered in the report: Registered Apprenticeships, Non-registered Apprenticeships, Pre-apprenticeship, Youth Apprenticeship, and Work-based Learning. Apprenticeships and work-based learning programs can help employers build the high-quality employees they need and at the same time, with the proper support, allow those with barriers to employment enter these career jobs.

The study was initiated before the impacts of the Coronavirus pandemic disrupted the world economy. The data collection effort was able to capture some of the early impacts to employers and training providers. The longer-term changes to the economy and workplaces are not known at the time of publication. Demands for occupations and skills will be altered, perhaps permanently. Ways of doing business and providing training will also be transformed. This upheaval provides an opportunity for innovation like none seen in recent history.

### Registered Apprenticeship in Illinois

There are nearly 17,000 registered apprentices in Illinois. The vast majority of these apprentices are in the construction industry. Manufacturing also has significant numbers of apprentices, primarily in production and industrial maintenance occupations. Apprenticeship is beginning to become more prevalent in industries such as wholesale trade, utilities, finance, professional services, and others.

The distribution of apprentices across economic development regions (EDRs) is not significantly different from the distribution of overall employment. The EDRs that have smaller shares of apprentices (Northwest, Southeast, and Southern) are lower primarily because they have not developed significant construction apprenticeships. A more detailed analysis of the registered apprenticeship activity in each region is included in the individual EDR reports.

### Apprenticeship and Work-Based Learning Survey Results

A survey was conducted to help understand the scale and scope beyond Registered Apprenticeships, which are tracked by the U.S. Department of Labor. The survey was supplemented by information from state agencies, unions, and other organizations. Information on more than 350 programs is included in the report. The majority of these programs were classified as *work-based learning*. Significantly smaller numbers of *non-registered apprenticeships*, *pre-apprenticeships*, and *youth apprenticeships* were identified. Most of the programs selecting 'Other' were incumbent worker training or other on-the-job training or internship-type programs.

According to the survey results, nearly 25,000 individuals are participating in the programs statewide. This is in addition to the 17,000 registered apprentices. Nearly 90 percent of participants are in *work-based learning* programs. Respondents indicated that over 2,300 employers are involved with these programs. *Work-based learning* programs account for about 83 percent of employer involvement.

The full report details program demographics, components, and industry focus of the programs. These data are detailed at the statewide level and summarized for each Economic Development Region. The report identifies specific programs that should be evaluated for possible replication and/or expansion.

## Apprenticeship Navigators and Intermediaries

The Illinois Workforce Innovation Board Apprenticeship Committee identified that the support for Apprenticeship Intermediaries and Regional Navigators are the best investment to build the foundation for Apprenticeship Illinois to expand apprenticeships. Apprenticeship Navigators and Intermediaries help ease the burden on employers and expedite the expansion of apprenticeship programs throughout the state and within more industries and occupations. They make it easier for the employers to adopt the apprenticeship model as a workforce strategy and for individuals to start or progress in a career through an “earn and learn” program. Navigators and Intermediaries in each EDR are identified in the report.

## Impacts of Coronavirus

The survey included an optional question related to Coronavirus. Survey respondents indicate that most of work-based learning halted during Governor J.B. Pritzker’s stay-at-home order. They express concern that this pause in training will delay program completion and that longer lasting restrictions may inhibit the ability to deliver training at the scale needed. There is also concern that the economic impacts will reduce opportunities for apprenticeships and work-based learning going forward.

The report assesses the *Restore Illinois* plan for reopening business. The phased approach will impact work-based learning activities in different ways. The most significant as the plan is currently written is that face-to-face or hands-on classroom instruction cannot resume until the fourth of the five phases.

## Key Findings: Opportunities to Expand Apprenticeship in Illinois

Based on the analysis of employment patterns and demographics as well as current practices in apprenticeship and work-based learning across Illinois, six key findings are presented. First there is the potential of expanding apprenticeship activities geographically. Some areas of the state have low levels of apprenticeship, even when the industry mix suggests there could be more. Second, building upon the early successes in expanding beyond the construction and manufacturing industries, apprenticeship has the potential to grow the approach into many new industries. Third, it is imperative that current apprenticeship programs increase their gender and racial diversity. There appears to be large portions of the Illinois population that face barriers to entering and completing apprenticeship programs. Fourth, the approach to promoting, organizing, and tracking apprenticeship in Illinois should be more formalized in the workforce development system. Fifth, the disruptions caused by the coronavirus pandemic provide an opportunity for innovation. And finally, the knowledge gained by this study must be built upon to support the growth of apprenticeship and work-based learning.

## Key Opportunities

Expand Apprenticeship Geographically and to New Industries. Employers face real and perceived risks in adopting apprenticeships. Encouraging employers to adopt the apprenticeship model can happen through two approaches. First, reduce employers’ financial risk. Second, educate employers on successful models of apprenticeship where the benefits outweigh the risks. Ideally, these should be used in tandem with one another.

Expanding the use and capacity of Apprenticeship Navigators has the potential to be an effective approach to educating employers. Navigators can work with individual employers to ‘navigate’ them through the processes, regulations, and risk reduction strategies associated with starting and operating an apprenticeship program. Navigators can also organize educational events to help spread knowledge about the use and benefits of apprenticeships. These business- led peer-to-peer events use employers who have successfully used apprenticeships to educate others about the benefits.

Navigators and Intermediaries can identify risk reduction approaches and build employer education programs throughout the state. There are employers that are willing to serve as ‘champions’ for apprenticeship because they have experienced the benefits of the approach. And, there are funding sources available to reduce their risk. Additionally, there are approaches to reduce risk by preparing potential apprentices to better understand and prepare for the demands of a particular job.

Diversify Apprenticeship. Industries that have traditionally used the apprenticeship model have low shares of female and non-white employment. Construction occupations are 97% male and 73% white. The lack of diversity in the installation, maintenance, and repair occupations is nearly the same. Manufacturing occupations, while more racially diverse, have only 30 percent female workers.

Pre-apprenticeship programs are an approach promoted almost universally in reports about diversifying apprenticeships. Nearly all suggest that pre-apprenticeships can better prepare those with barriers to entry into full apprenticeships. This is an area that could be strengthened significantly in Illinois.

Formalize Apprenticeship Coordination. Tracking outcomes and evaluating programs can identify successful programs. Based on our survey, there appear to be many promising programs throughout the state. However, without a better understanding of their operations and participant outcomes, replication is more difficult and risky. A state apprenticeship office could address these issues, and there are newly available federal funding sources to support this effort. The office would provide the umbrella that covers and connects all apprenticeship efforts and networks.

Adversity Leads to Innovation. The coronavirus pandemic is forcing apprenticeship sponsors and training providers to innovate. Virtual learning and remote work processes are being developed across the state. However, while these innovations are solving difficult problems, there need to be a coordinated effort to gather, assess, and disseminate these new approaches that appear promising.

The coronavirus related layoffs present an opportunity for those collecting unemployment insurance benefits to enter a ‘front loaded’ apprenticeship, where the majority of classroom training occurs before starting with the employer. This would allow them to continue collecting their benefits while beginning the classroom training portion of the apprenticeship. This will prepare them to move directly into the on-the-job portion of the apprenticeship when the economy improves.

Continue to Build Knowledge. This study provides a baseline for understanding apprenticeship and work-based learning in Illinois. A deeper understanding will allow apprenticeship to be more efficiently expanded in the ways described above. Knowledge around the funding landscape and the effectiveness of specific apprenticeship programs and supports will help focus efforts where they are most effective.

## Conclusion

Apprenticeship is an important component of the overall workforce development strategy. Benefits to workers, employers, and the workforce development system have been well documented. However, the approach to apprenticeship in Illinois remains disjointed.

This study improves the understanding of the various types of apprenticeship and work-based learning programs in the state and the ten economic development regions. However, the state can do more to document, recognize, and promote these approaches. Over the longer term, this may involve creating a formal State Apprenticeship Office. In the near term, more evaluation and research can be done to build on the data collected for this report.

## Introduction

The use of apprenticeships as an approach to train workers has been around for centuries, employed throughout Europe since the Middle Ages. The practice was brought to the United States by settlers in the 18<sup>th</sup> century. Modern registered apprenticeship in the U.S. is regulated under the National Apprenticeship Act, passed in 1934.

In the nearly 90 years since the passage of the Act, the popularity of registered apprenticeships has varied. It was popular during the 1940s and 50s as unions became more powerful. However, the 1960s brought a decline as civil rights advocates saw them as a tool for racial and gender discrimination.

In recent years, the use of registered apprenticeships has expanded again and many other types of ‘apprentice-like’ training arrangements have been developed. These include youth apprenticeships and apprenticeships focused on helping citizens returning from the justice system integrate more successfully into the workforce and society. Apprenticeships are also growing in popularity outside of the construction trades where they have been most heavily used.

In 2019 Governor J.B. Pritzker signed the Apprenticeship Study Act (PA 101-364). The Act requires the *Department of Commerce and Economic Opportunity* to “conduct a study on the potential expansion of apprenticeship programs in the State and produce a report on its findings.” This report was prepared to fulfill that requirement. It provides a base for local, state and regional workforce development professionals work to expand the awareness and adoption of apprenticeships as a talent acquisition and development tool.

The program information in this report was obtained through several existing databases that, at least in some part, cover apprenticeship and/or work-based learning programs: U.S. Department of Labor Registered Apprenticeship Partners Information Data System (RAPIDS) data, the Department of Commerce and Economic Opportunity Illinois Eligible Training Provider List, and the Common Program Information component of Pro Path Illinois compiled by EdSystems. These sources are supplemented by a statewide survey of programs.

## Apprenticeship as a Training Approach

Apprenticeships are a popular form of training because they provide benefits to both employers and workers. Employers benefit from getting access to well-trained workers. Employees benefit from skills gains and income throughout the training period. Both gain from the matching process that helps determine whether the employees will be a good fit for the profession and the employer.

The U.S. Department of Labor (USDOL) states “Registered Apprenticeship is a tried-and-true approach for preparing workers for jobs – and meeting the business needs for a highly-skilled workforce that continues to innovate and adapt to meet the needs of the 21st century.”<sup>1</sup> They highlight benefits to employers, workers, and the workforce development system:

- Businesses that use apprenticeship reduce worker turnover by fostering greater employee loyalty, increasing productivity, and improving the bottom line.
- Apprenticeships offer workers a way to start new careers with good wages.

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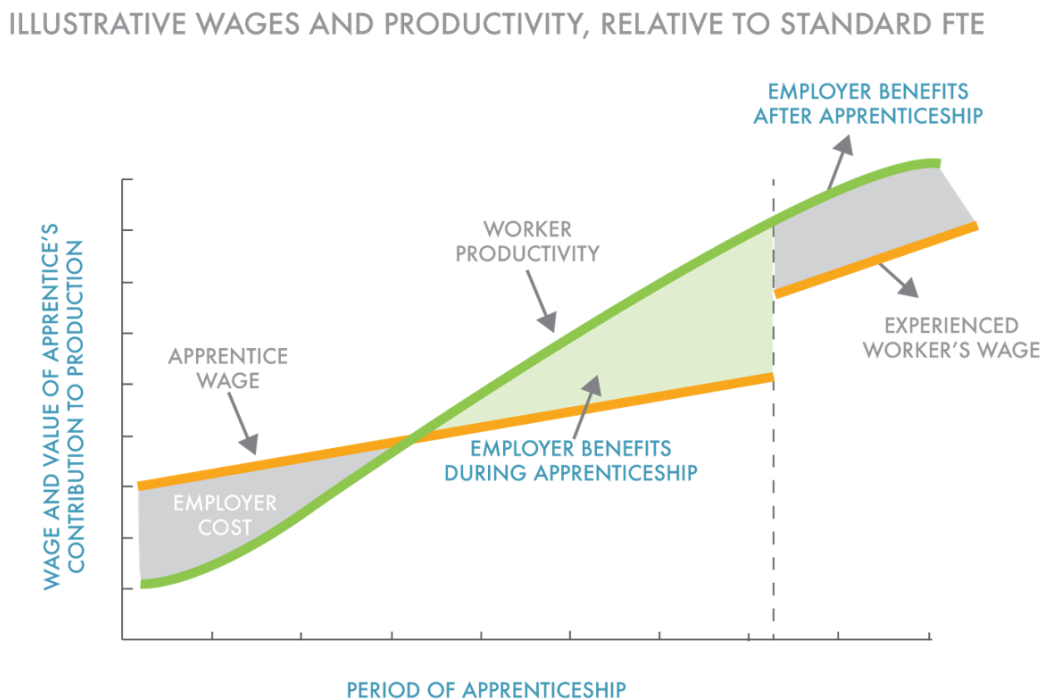
<sup>1</sup> A Quick-Start Toolkit: Building Registered Apprenticeship Programs.  
[https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)



- Workforce organizations, community colleges, and other education and training institutions can use apprenticeship as a proven employment and training strategy.

The main challenge comes from the fact that these benefits are not gained uniformly throughout the apprenticeship process. As Figure 1 illustrates, in the early stages workers gain by acquiring skills through classroom and on-the-job training, while costs are borne by employers through training costs and having workers with lower productivity (both the apprentices and mentors). In the later stages, and beyond the apprenticeships, employers gain by having highly productive employees and having reduced search and on-boarding costs to obtain those employees.

Figure 1. Changing Benefits to Apprenticeship Over Time<sup>2</sup>.



Employers face significant risks when entering into apprenticeship agreements. Their investment in training an apprentice occurs before that apprentice becomes productive enough to provide a return on that investment. If an apprentice leaves at or near the end of the apprenticeship process that investment is lost. Thus, most successful apprenticeship programs are governed by a set of enforceable rules or contracts that ensure positive outcomes for both apprentices and employers. In the United States, this is primarily handled through a collective bargaining agreement between a labor union and a group of employers. For this reason, many have the misconception that apprenticeships are for union workers only. There are other approaches to apprenticeship, which are described in this report.

<sup>2</sup> Source: CareerWise Colorado (n.d.). *Modern Youth Apprenticeship*. Presentation to Chicagoland Workforce Funder Alliance.

## Apprenticeship and Work-Based Learning in Illinois

Since 2015, various organizations within Illinois have received over \$23 million in apprenticeship grants from the U.S. Department of Labor (USDOL). Furthermore, some of these organizations, including the Department of Commerce (DCEO) and the Illinois Community College Board (ICCB), contributed millions of their own workforce dollars to increase the impact of these apprenticeship grants.

In April 2020, DOL announced another \$115.5 million in apprenticeship funding available to states and other organizations. Besides USDOL funding, ICCB can use Perkins V funding for apprenticeships, better aligning Illinois' education and workforce development efforts. Due to the benefits to employers and individuals, USDOL, DCEO, ICCB, local workforce areas, philanthropies, and other workforce development organizations will continue funding efforts to expand apprenticeship programs.

Seeing the value of apprenticeships, multiple organizations are either providing, promoting, advocating, or supporting pre-apprenticeship, youth apprenticeship, non-registered apprenticeship, and registered apprenticeship programs within Illinois. Besides state agencies (DCEO, ICCB, IDES, IDHS-VR, ILDOL), other stakeholders include the Illinois Workforce Innovation Board (IWIB) Apprenticeship Committee, the local workforce areas, universities, community colleges, secondary school districts, chambers of commerce, industry associations, unions, non-profits, community-based organizations, apprenticeship navigators, intermediaries, and more.

Utilizing apprenticeship as a workforce strategy for businesses and a career pathway for individuals aligns the Governor's vision as well as the plans required for state education and workforce entities. These include the following: Governor Pritzker's Executive Order 2019-03; the Illinois Economic Plan, the Illinois Unified State Plan, including the Illinois Workforce Innovation Board, WIOA, and Perkins V.

The Illinois Workforce Innovation Board (IWIB) established the Apprenticeship Committee in 2016. The Committee integrates their work into the larger framework of career pathways, establishing apprenticeship as a work-based learning model. The Committee recognized that apprenticeships are a promising work-based learning strategy connecting individuals to a career pathway as well as being a solution for businesses to find and tap into undiscovered talent, all branded under the name of Apprenticeship Illinois. This volunteer committee includes leaders representing all key apprenticeship stakeholders: business and industry, training providers, local workforce innovation boards, community-based organizations, unions, secondary and post-secondary entities, the core WIOA partners, and the State Workforce Board.



The Committee's charge is to advise the IWIB on apprenticeship and to oversee the implementation of a comprehensive statewide plan with the following goals:

- Fully integrate apprenticeship into state workforce development, education, and economic development strategies and programs;
- Support the rapid development of new apprenticeship programs and/or the significant expansion of existing programs;
- Support the development and recruitment of a diverse pipeline of apprentices; and
- Build state capacity to make it easier for businesses to start apprenticeship programs and for apprentices to access opportunities.

Based on research and the insights from Apprenticeship Committee members, the Committee adopted a conceptual, holistic framework for the state, which includes pre-apprenticeship, youth apprenticeship, registered apprenticeship and non-registered apprenticeship. Employers and job seekers have varying degrees of knowledge and comfort with the concept of apprenticeships, and the goal is to provide a variety of options for participation to meet their needs in a variety of sectors and regions.

### Overview of the Report

The report aims to not only provide an inventory of apprenticeship programs within the state, but to also provide a better understanding of those programs, providing useful information to expand apprenticeship opportunities for employers and potential apprentices, especially those from underserved populations. Following the introduction, the various types of apprenticeship and work-based learning are described and defined. The next section presents a brief analysis of labor force trends in ‘apprenticeable’ Illinois occupations and industries. Third, the report presents a description of apprenticeship and work-based learning activities in Illinois. A brief discussion of the early impacts of the Coronavirus on apprenticeship and work-based learning in Illinois is included at the end of this section. The statewide inventory of activities is followed by similar descriptions for each of the ten Economic Development Regions (EDRs). The information in these sections is primarily based on U.S. Department of Labor RAPIDS data and a survey of apprenticeship and work-based learning programs. This section represents the bulk of the report. Finally, key findings and recommendations are presented.

This report covers five broad types of apprenticeship and work-based learning. The Illinois Career Pathways Dictionary<sup>3</sup> provides definitions of each:

#### *Registered Apprenticeship*

An apprenticeship registered with the U.S. Department of Labor meeting the standards defined by USDOL, which includes the five required components:

1. Business Involvement;
2. Structured On-the-Job Training;
3. Related Instruction;
4. Rewards for Skill Gains; and
5. Industry Credentials.

#### *Non-Registered Apprenticeship*

An apprenticeship that is not registered with the U.S. Department of Labor, but that meets all Registered Apprenticeship criteria other than application for registration.

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<sup>3</sup> *Career Pathways Dictionary: A Unified State Framework for College and Career Readiness and Success* (2018). A report from the Workforce Readiness through Apprenticeships & Pathways (WRAP) project of the Governor’s Cabinet on Children and Youth. [https://www.illinoisworknet.com/DownloadPrint/CP\\_Dictionary\\_11-13-18\\_FINAL.PDF](https://www.illinoisworknet.com/DownloadPrint/CP_Dictionary_11-13-18_FINAL.PDF)

### *Pre-Apprenticeship*

A program that has a documented partnership with an employer and is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship which includes all of the following:

1. Training and curriculum that aligns with the skill needs of employers in the economy of the State or region and that has been designed to prepare participants to meet the minimum entry-level requirements of the Apprenticeship.
2. Access to educational and career counseling, and other supportive services as needed by participants.
3. Hands-on meaningful learning activities that are connected to education and training activities, such as Career Exploration and Career Development Experiences, and that reinforce foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework.
4. Upon successful completion of the program, participants are supported to apply for a Registered Apprenticeship or Non-Registered Apprenticeship program, and may receive preference for enrollment

### *Youth Apprenticeship*

A program for youth (ages 16 to 24) currently enrolled in secondary education or pursuing a high school equivalency, including those with disabilities, that include, at minimum, the following:

1. 450 hours of paid on-the-job training under the supervision of a mentor;
2. At least 2 semesters of related instruction that ideally counts towards a high school and/or postsecondary credential, but minimally leading to an Industry Credential;
3. Ongoing and a final assessment measuring success in mastering skill standards;
4. Career exploration where participants learn about several positions within the employer and the field; and
5. Wraparound supports (e.g. case management and counseling) and holistic upskilling (e.g. technical skills and soft skills).
6. Upon successful completion of the program, participants are supported to apply for one or more of the following: entry-level employment, admission to a Registered Apprenticeship or Non-Registered Apprenticeship program, or admission to other articulated postsecondary education options (including 2- and 4-year programs).

### *Work-Based Learning*

Work-based learning provides participants with work-based opportunities to practice and enhance the skills and knowledge gained in their program of study or industry training program, as well as to develop employability, and includes an assessment and recognition of acquired knowledge and skills. Examples include: internships, service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, and apprenticeships.

## Labor Force Trends in Illinois

This report focuses on economic data that are most relevant to the expansion of apprenticeship and work-based learning in Illinois. A more extensive recent analysis of the state economy can be found in the [2019 Illinois Economic Report](#)<sup>4</sup>, published by the Illinois Department of Employment Security. It will be referenced throughout this report.

Demographic data for occupation clusters that have the potential for strong apprenticeship expansion are displayed in Figure 2. These are clusters that either already have significant apprenticeship activity or where apprenticeships are starting to become more common. Occupational projections for all Illinois occupation clusters are in the *2019 Illinois Economic Report* on page 50. Occupations with the largest number of expected annual openings are Transportation and Material Moving, Production, and Business and Financial Operations. These occupation groups are expected to be responsible for over one-third of all job openings in the coming years. It should be noted that the current Coronavirus pandemic may alter these expectations in ways that cannot be determine at this time.

These data suggest that there is potential for greater diversity in some occupations. Construction occupations have the lowest percentage of female workers, at just over 3 percent. Installation, Maintenance, and Repair occupations employ only a slightly higher percentage of women. Construction and Installation, Maintenance, and Repair employ about 28 percent non-white workers, somewhat below the average for all occupations.

Figure 2. Illinois Demographic Data, Selected Occupations

SOC	Occupation Group	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	346,386	362,108	36,425	54.2%	29.5%
15-0000	Computer and Mathematical	183,284	196,468	16,252	26.4%	38.7%
29-0000	Healthcare Practitioners and Technical	357,148	381,215	25,388	77.1%	32.7%
31-0000	Healthcare Support	169,283	186,087	23,024	87.9%	50.8%
47-0000	Construction and Extraction	190,497	197,785	23,118	3.2%	27.6%
49-0000	Installation, Maintenance, and Repair	225,524	232,866	24,247	3.9%	27.8%
51-0000	Production	436,108	432,376	53,312	29.9%	41.6%
53-0000	Transportation and Material Moving	512,208	539,029	71,978	22.1%	44.9%
	All Occupations	6,207,887	6,424,302	770,381	49.5%	35.4%

Source: EMSI, 2020

While each group in the occupation-based data above includes all workers that are employed in similar jobs, Industry data groups include all workers that are employed in similar businesses. An accounting clerk would be classified in the Business and Financial Operations occupation group above. However, accounting clerks are employed in construction, manufacturing, and just about every other industry.

Figure 3 displays employment and demographic data for industries that have the potential for strong apprenticeship expansion. Employment in these industries comprises over half of all employment in Illinois. An EDR level analysis of employment by Big Industry Group (BIG) can be found on page 44 of the

<sup>4</sup> Bieneman, Dave (2019). *2019 Illinois Economic Report*. Illinois Department of Employment Security, Economic Information & Analysis Division.

2019 Illinois Economic Report. Employment projections for all Illinois industry sectors are in the 2019 Illinois Economic Report on page 49.

Location Quotients (LQ) indicate the relative concentration of an industry in the state. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the state compared to the national average. Higher concentrations are an indication that Illinois has a competitive advantage in those industries.

Illinois has higher than average concentrations in Transportation and Warehousing, Wholesale Trade, Finance and Insurance, and Manufacturing. The high LQ combined with a strong projected growth rate indicates that Transportation and Warehousing is an especially strong industry in Illinois. Negative projected growth in other sectors where Illinois has a high concentration, such as manufacturing, may be reflective of national trends.

Similar to the occupational cluster data above, the industry employment demographics indicate room for improvement in the diversity of some industries. Women make up just 15 percent of the construction industry employees. This percentage is higher than the construction-focused occupations because construction industry employment includes sales and administrative support occupations. The construction industry also has the lowest percentage of non-white workers.

Figure 3. Illinois Demographic Data, Selected Industries

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	232,752	0.76	241,358	3.7%	15.4%	20.8%	\$86,618
Manufacturing	588,642	1.14	581,732	-1.2%	30.3%	35.8%	\$90,789
Utilities	24,440	1.10	26,028	6.5%	22.7%	24.1%	\$165,605
Wholesale Trade	295,019	1.24	289,226	-2.0%	32.6%	28.5%	\$100,098
Transportation and Warehousing	293,882	1.31	322,030	9.6%	30.2%	40.1%	\$70,362
Information	94,901	0.83	90,958	-4.2%	39.5%	29.8%	\$112,753
Finance and Insurance	309,811	1.21	319,550	3.1%	56.2%	27.1%	\$142,474
Health Care and Social Assistance	780,204	0.96	853,983	9.5%	79.4%	40.7%	\$62,842
Government	862,160	0.87	862,347	0.0%	55.2%	34.4%	\$77,838
All Industries	6,207,887		6,424,303	3.5%	49.5%	35.4%	\$73,271

Source: EMSI, 2020

## Registered Apprenticeship in Illinois

There are nearly 17,000 registered apprentices in Illinois (Figure 4). The vast majority of these apprentices are in the construction industry. Manufacturing also has significant numbers of apprentices, primarily in production and industrial maintenance occupations. Apprenticeship is beginning to become more prevalent in industries such as wholesale trade, utilities, finance, professional services, and others.

Figure 4. Registered Apprentices by Industry Sector, Illinois

NAICS	Industry		
23	Construction	14,212	85.6%
31-33	Manufacturing	1,407	8.5%
42	Wholesale Trade	500	3.0%
22	Utilities	141	0.9%
92	Public Administration	121	0.7%
61	Educational Services	47	0.3%
81	Other Services (except Public Administration)	52	0.3%
62	Health Care and Social Assistance	37	0.2%
56	Administrative, Support, Waste Mgmt and Remediation Svcs	30	0.2%
54	Professional, Scientific, and Technical Services	31	0.2%
48	Transportation and Warehousing	13	0.1%
53	Real Estate and Rental and Leasing	2	0.0%
	Total	16,593	

Source: U.S. Department of Labor, RAPIDS.

The distribution of apprentices across economic development regions (EDRs) is not significantly different from the distribution of overall employment (Figure 5). The EDRs that have smaller shares of apprentices (Northwest, Southeast, and Southern) are lower primarily because they have not developed significant construction apprenticeships. A more detailed analysis of the registered apprenticeship activity in each region is included in the individual EDR reports following this section.

Figure 5. Apprentices by Economic Development Region

NAICS	Industry	Northern				
		Central	East Central	North Central	Northeast	Stateline
23	Construction	307	270	803	11,029	260
31-33	Manufacturing	16	37	108	1,115	57
42	Wholesale Trade	-	-	-	500	-
22	Utilities	125	8	1	-	-
92	Public Administration	64	7	11	4	-
61	Educational Services	-	-	-	40	-
81	Other Services (except Public Administration)	-	-	-	52	-
62	Health Care and Social Assistance	-	-	-	37	-
56	Administrative, Support, Waste Mgmt and Remediation Svcs	20	-	-	10	-
54	Professional, Scientific, and Technical Services	-	-	-	31	-
48	Transportation and Warehousing	1	1	1	5	5
53	Real Estate and Rental and Leasing	-	-	-	2	-
		533	323	924	12,825	322

NAICS	Industry	West				
		Northwest	Southeast	Southern	Southwest	Central
23	Construction	78	1	103	902	459
31-33	Manufacturing	74	-	-	-	-
42	Wholesale Trade	-	-	-	-	-
22	Utilities	1	1	-	5	-
92	Public Administration	2	-	20	9	4
61	Educational Services	-	6	1	-	-
81	Other Services (except Public Administration)	-	-	-	-	-
62	Health Care and Social Assistance	-	-	-	-	-
56	Administrative, Support, Waste Mgmt and Remediation Svcs	-	-	-	-	-
54	Professional, Scientific, and Technical Services	-	-	-	-	-
48	Transportation and Warehousing	-	-	-	-	-
53	Real Estate and Rental and Leasing	-	-	-	-	-
	Total	155	8	124	916	463

Source: U.S. Department of Labor, RAPIDS.



The makeup of active apprentices is less diverse than statewide employment. Less than 20% of construction occupation apprentices are non-white (Figure 6). This compares to about 28 percent non-white statewide employees in those occupations (Figure 2 above). The percentage of women is slightly higher in these apprenticeships vs. overall employment (4.1% vs. 3.2%).

Installation, maintenance, and repair apprentices are more closely matches the overall labor force in those occupations, although it is still slightly less racially diverse. Like construction, there is a somewhat higher level of female participation in the apprenticeships vs. the statewide employment in these sectors. The remaining occupations groups have much smaller numbers in them, so it is difficult to draw any conclusions from their makeup.

Figure 6. Demographics of Illinois Active Apprentices

SOC	Occupation Group	Percent Female	Percent Nonwhite
47	Construction and Extraction	4.1%	19.7%
49	Installation, Maintenance, and Repair	5.8%	25.6%
51	Production	7.3%	25.0%
17	Architecture and Engineering	9.1%	46.3%
39	Personal Care and Service	78.4%	83.8%
31	Healthcare Support	100.0%	32.1%
	All Other	23.8%	43.7%

Source: U.S. Department of Labor, RAPIDS.

### Registered Apprenticeship Structure

Registered apprenticeships can be attached to a single, independent employer or a group of employers. On the apprentice side, they can either be through a collective bargaining agreement (CBA) or a non-joint agreement. Thus, there are four types of registered apprenticeship programs:

- Independent, non-joint: single employer not covered by a CBA
- Independent, joint: single employer covered by a CBA
- Group, joint: multi-employer association, covered by a CBA
- Group, non-joint: multi-employer association not covered by a CBA

Nearly 94 percent of registered apprentices operate under a group, joint agreement (Figure 7). In construction, over 98 percent of all apprentices operate under a joint program. In public administration (typically public safety or corrections), less than 20 percent of apprentices are in a joint program.

Figure 7. Illinois Apprentices by Industry and Program Type

Industry	Independent, non joint	Independent, joint	Group, joint	Group, non joint	Total	
Construction	202	11	13,948	51	14,212	86.1%
Manufacturing	161	26	1,003	123	1,313	8.0%
Wholesale Trade	2	-	498	-	500	3.0%
Utilities	15	96	8	22	141	0.9%
Public Administration	76	26	-	19	121	0.7%
All Other Sectors	84	1	30	97	212	1.3%
Total	540	160	15,487	312	16,499	

Source: U.S. Department of Labor, RAPIDS.



## Apprenticeship and Work-Based Learning Survey Results

A survey of organizations that host, fund, or provide training for apprenticeships and work-based learning programs was conducted beginning in March 2020. A description of how the survey was constructed, publicized, and analyzed is in Appendix A.

The survey received 249 unique usable responses (Figure 8). Of those responding, 219 indicated that they host or fund an apprenticeship or work-based learning program. The highest number of responses came from educational institutions. In some cases, multiple responses came from an individual organization, indicating that they have multiple locations or programs exist in different parts of the institution. Organizations with *registered apprenticeships* were not encouraged to complete the survey (although some did) because of the availability of detailed program data from the U.S. Department of Labor RAPIDS data.

Figure 8. Summary of Responding Organizations

	Responses	Host or Fund Programs
Post-secondary Education	48	42
Non-profit	42	38
Secondary Education	35	34
Local Workforce Area	29	28
Employer	23	22
Union	23	22
Other (please specify)	18	10
Training Provider	10	10
State Agency	8	4
Chamber of Commerce	7	6
Industry Association	5	3
Philanthropy	1	0
	249	219

### Programmatic Results

The survey was supplemented by other sources of information about programs. State agencies, unions, and other organizations provided information about programs that they supported or were otherwise aware. However, the participant demographic information is only presented based on survey responses.

More than 360 programs were identified (Figure 9). The majority of these programs were classified as *work-based learning*. Significantly smaller numbers of *non-registered apprenticeships*, *pre-apprenticeships*, and *youth apprenticeships* were identified. Most of the programs selecting 'Other' were incumbent worker training or other on-the-job training or internship-type programs.

Survey respondents indicated that over 2,400 employers are involved with these programs. *Work-based learning* programs account for about 83 percent of employer involvement. On average, programs work with about 7 employers, although there is a wide range. Many programs have no direct employer involvement while several work with more than 100 employers.

According to the survey results, about 25,000 individuals are participating in the programs statewide. Nearly 90 percent of participants are in *work-based learning* programs. Average program sizes range from about four participants per program in *non-registered apprenticeship* to up to about 130 in the average ‘Other’ program.

A more detailed analysis of the survey results for each region is included in the individual EDR reports following this section. These analyses include the identification of specific programs that should be evaluated for possible replication and/or expansion. In addition, a list of all programs identified in the creation of this report is included in Appendix C.

Figure 9. Summary of Program Level Survey Responses

Type of program	Number of Programs	Number of employers involved with the program	Total Participants
Non-Registered Apprenticeship	23	80	91
Pre-apprenticeship/Bridge Program	36	140	393
Work-Based Learning Program	260	1,964	22,033
Youth Apprenticeship	25	115	294
Other (please specify)	18	168	2,288
	362	2,467	25,099

### Non-registered Apprenticeship Programs

A *non-registered apprenticeship* is defined as a program that is not registered with the U.S. Department of Labor (DOL), but that have all of the components required of *registered apprenticeship*. Those components are business involvement, structured on-the-job training, related instruction, rewards for skill gains, and industry credentials. These are the programs that have the most potential to become *registered apprenticeship*.

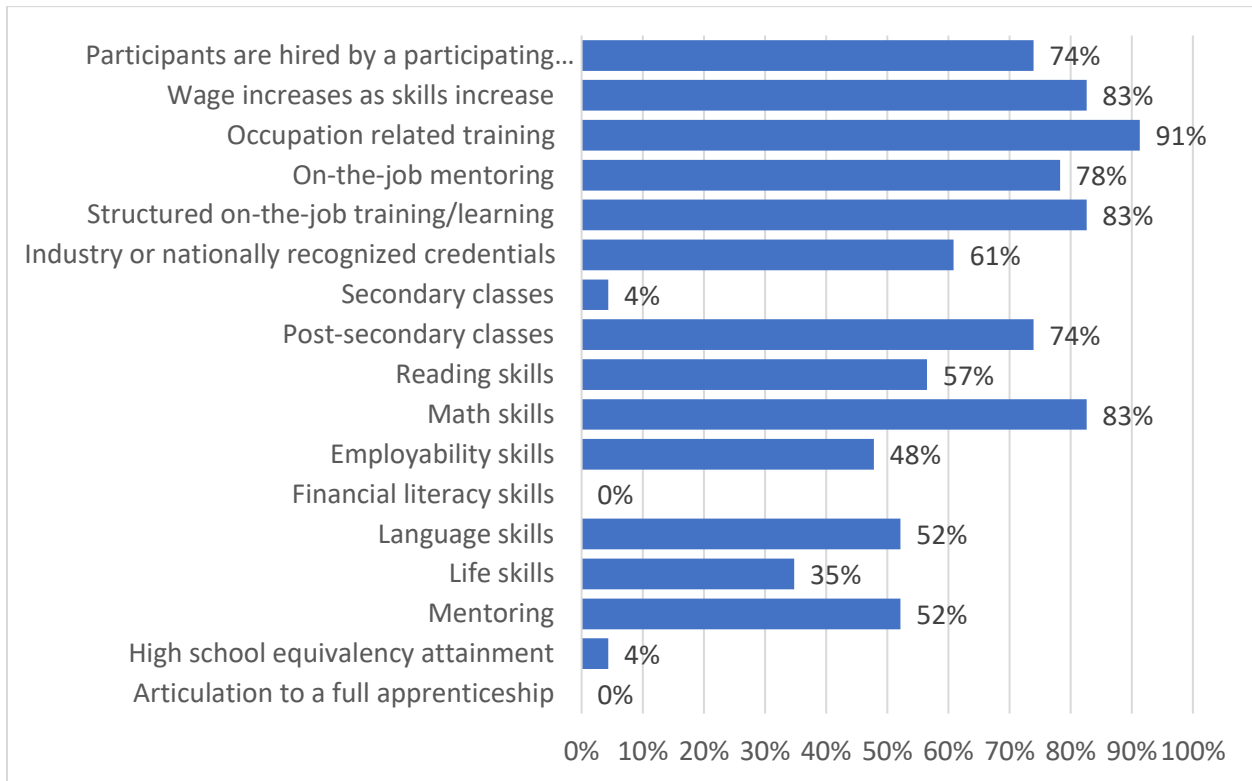
The survey identified 23 *non-registered apprenticeship* programs. These programs have a total of 91 participants with 80 employers involved (Figure 10). About 12 percent of participants are female and 20 percent persons of color. Nearly all of the persons of color are participants in a single program.

Figure 10. Participants Demographics for Non-Registered Apprenticeship Programs, Illinois

	Non-Registered Apprenticeship
Number of Programs	23
Number of employers involved with the programs	80
Total Number of Participants	91
Women	12%
People of color	20%
Veterans	4%
Homeless	0%
Individuals with disabilities	0%
Individuals returning from the criminal justice system	0%
Opportunity youth	4%

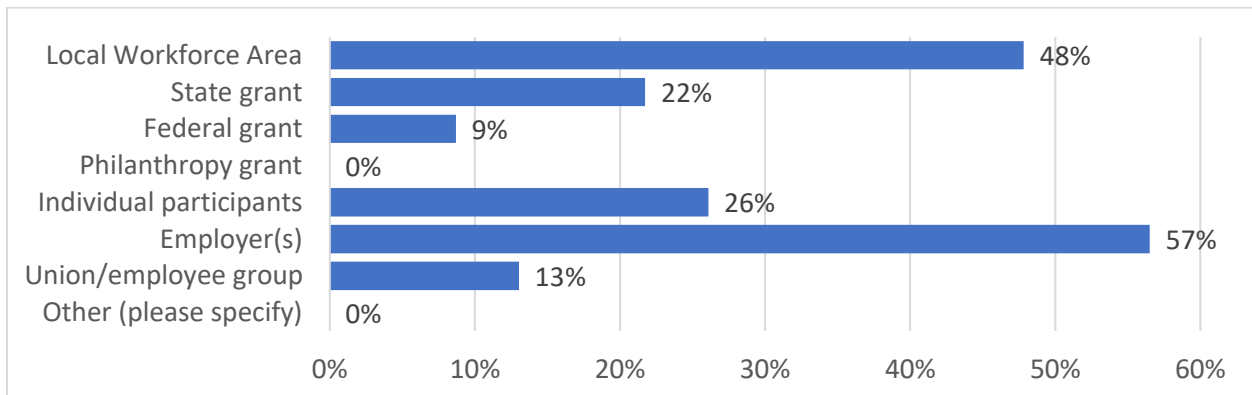
While the respondents identified these programs as *non-registered apprenticeship*, several do not have all of the required components of a *registered apprenticeship*. As displayed in Figure 11, over 70 percent of programs indicate they have the first four components and 60 percent include the final component (industry recognized credential). Nine of the 21 programs have all five components. Beyond these, most also include other basic skills training and mentoring. At least one of these programs is still in the planning stages.

Figure 11. Program Components for Non-Registered Apprenticeship Programs, Illinois



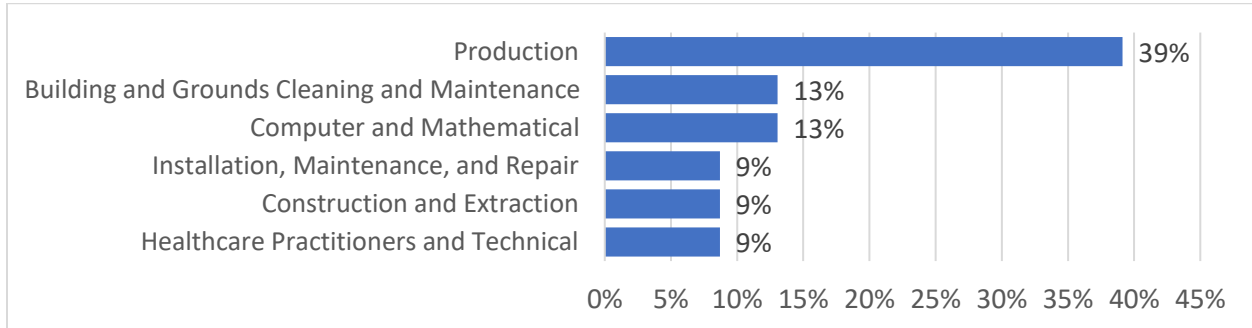
Local Workforce Areas and employers provide funding to about half of the programs responding to the survey (Figure 12). Over 20 percent receive federal grant funding. About one quarter require participants to provide at least some funds.

Figure 12. Funding Sources for Non-Registered Apprenticeship Programs, Illinois



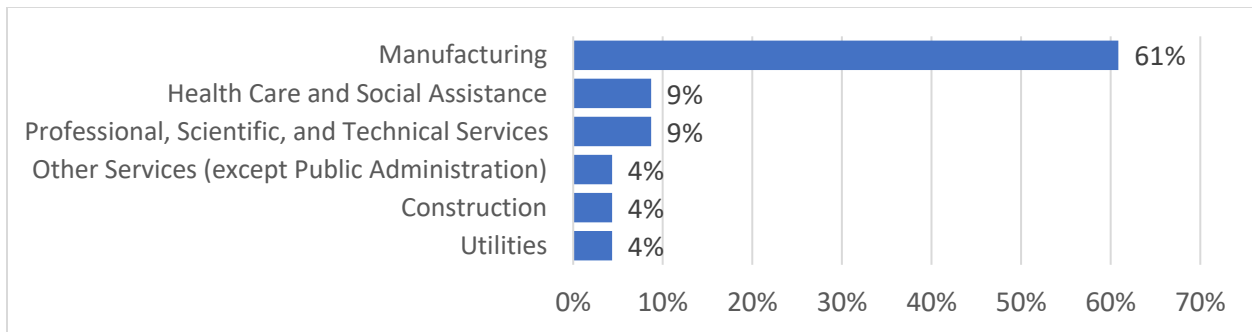
Production occupations such as machinist are the most common focus for Non-registered Apprenticeships (Figure 13). Production occupations primarily work in the manufacturing sector. The remaining programs are nearly evenly split among five other occupation groups.

Figure 13. Occupational Focus for Non-Registered Apprenticeship Programs, Illinois



Nearly two-thirds of the programs are preparing workers for the Manufacturing industry (Figure 14). As with the occupational groups, the rest are fairly evenly split among five industries.

Figure 14. Industry Focus for Non-Registered Apprenticeship Programs, Illinois



## Pre-apprenticeship/Bridge Programs

The Illinois Career Pathways Dictionary defines a *pre-apprenticeship* as a program that has a documented partnership with an employer and is designed to prepare individuals to enter and succeed in a Registered Apprenticeship or Non-Registered Apprenticeship, which includes all of the following:

1. Training and curriculum that aligns with the skill needs of employers in the economy of the State or region and that has been designed to prepare participants to meet the minimum entry-level requirements of the Apprenticeship.
2. Access to educational and career counseling, and other supportive services as needed by participants.
3. Hands-on meaningful learning activities that are connected to education and training activities, such as Career Exploration and Career Development Experiences, and that reinforce foundational professional skills including, at a minimum, those outlined in the Essential Employability Skills framework.
4. Upon successful completion of the program, participants are supported to apply for a Registered Apprenticeship or Non-Registered Apprenticeship program, and may receive preference for enrollment

Similarly, *bridge programs* prepare adults, who have limited academic or limited English skills, to enter and succeed in credit bearing postsecondary education and training leading to career-path employment in high-demand, middle- and high-skilled occupations.

The survey and program inventory identified 36 *pre-apprenticeship/bridge programs* (Figure 15). Survey responses described programs that have over 390 individual participants and 140 employers involved. These programs are often designed to assist those with barriers to employment. The demographics of the participants indicate these programs are serving those that need their services the most.

Nearly 90 percent of participants are non-white. The industry demographics described above show that non-white workers are underrepresented in many industries where apprenticeship is prevalent.

Significant barriers to employment exist for individuals that are homeless, are returning from the criminal justice system, or are opportunity youth. Some programs focus exclusively on one of these groups. Others work to integrate them into the larger population of their programs. Overall, nearly one-third of *pre-apprenticeship/bridge program* participants are opportunity youth, nearly 20 percent are returning from the criminal justice system, and about 10 percent are homeless.

Despite making up half of the workforce, women comprise just 20 percent of participants identified by survey respondents in *pre-apprenticeship/bridge programs*. On one hand, given the low levels of employment of women in apprenticeable occupations this level is not surprising. However, given the potential need for these types of programs to assist women in entering these occupations, it should ideally be higher.

It should be noted here that several *pre-apprenticeship* programs were identified outside of the survey<sup>5</sup>. There are likely more women involved in *pre-apprenticeship* programs in Illinois than are identified here. It should be also noted that comprehensive data from all programs within the state is dependent on volunteer responses. Therefore, readers should assume the data is incomplete.

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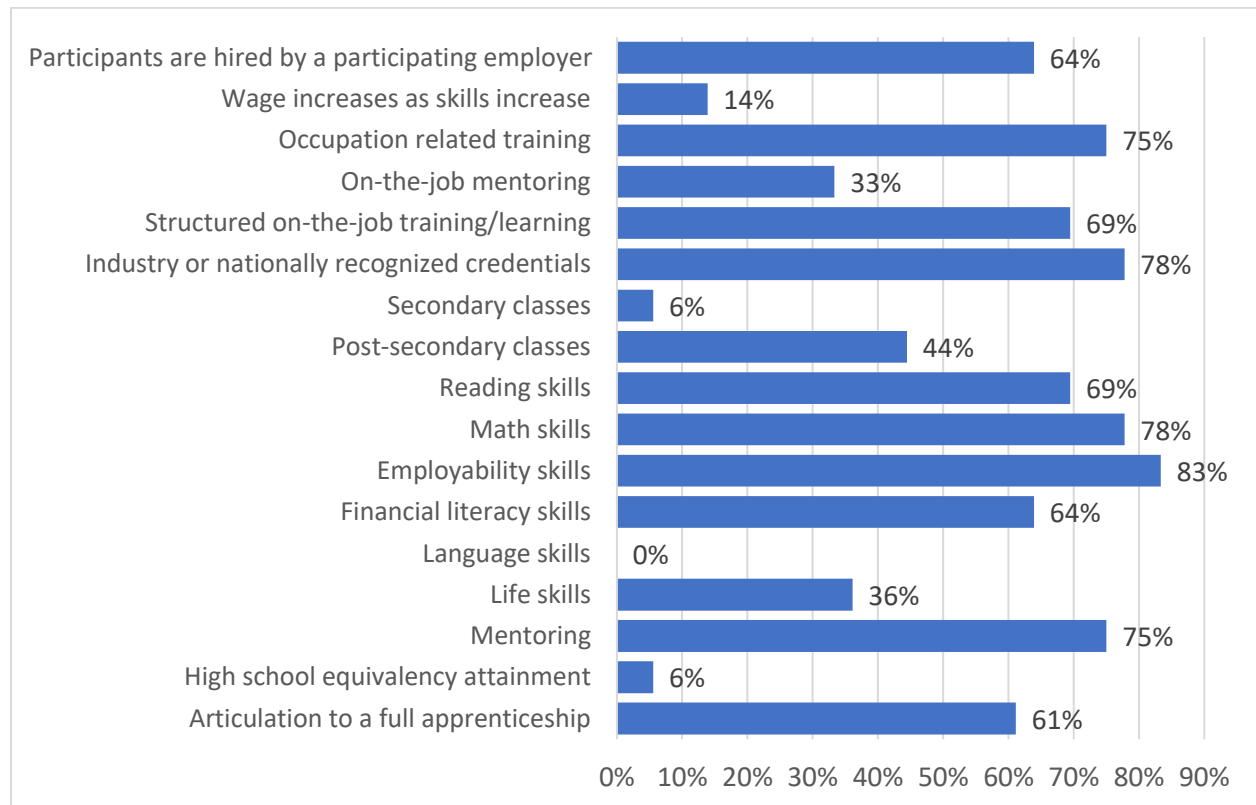
<sup>5</sup> See Appendix A for a full description of survey outreach efforts.

Figure 15. Participants Demographics for Pre-apprenticeship/Bridge Programs, Illinois

	Pre-apprenticeship/ Bridge Program
Number of Programs	36
Number of employers involved with the programs	140
Participants	393
Women	20%
People of color	88%
Veterans	1%
Homeless	10%
Individuals with disabilities	1%
Individuals returning from the criminal justice system	17%
Opportunity youth	32%

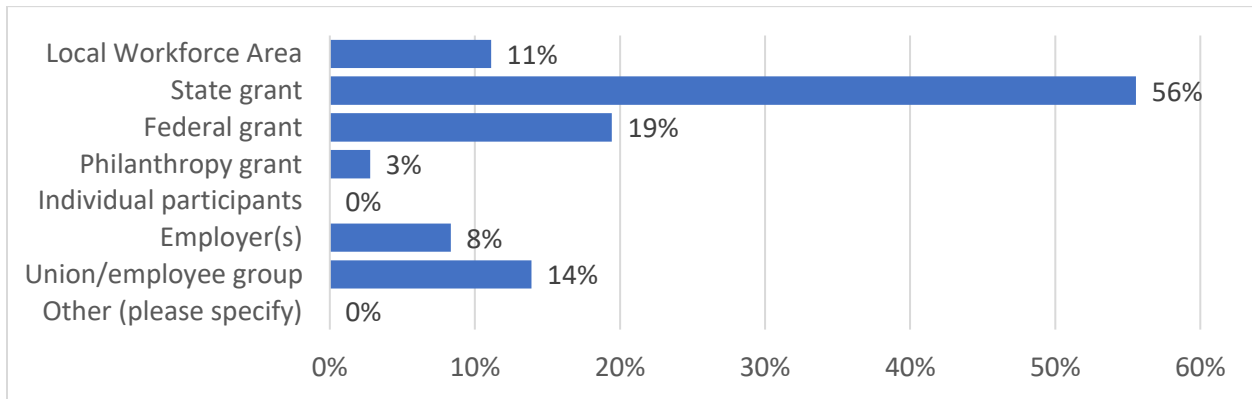
The majority of *pre-apprenticeship/bridge programs* include basic employability skill training such as reading, math, financial literacy, and life skills (Figure 16). Three quarters also include occupation related training, typically leading to an industry recognized credential. Other *registered apprenticeship* components are also provided in many programs: participant hired by an employer (64%), on-the-job mentoring (33%), and to a lesser extent skills-based wage increases (14%). Over 60% of these programs have relationships with full apprenticeship programs that allow articulation to that program.

Figure 16. Program Components for Pre-apprenticeship/Bridge Programs, Illinois



There is no dominant funding approach for *pre-apprenticeship/bridge programs*. More than one-half receive a state grant, the most common source of funding identified (Figure 17). Many of these programs are funded by the Illinois Department of Transportation as part of the Highway Construction Careers Training Program. Nearly 20% have been awarded one or more federal grant(s), 14% receive funding from a union or employee group, and 11% receive funding through their local workforce area. Individual participants are not required to contribute in any of the programs.

Figure 17. Funding Sources for Pre-apprenticeship/Bridge Programs, Illinois



Over 80% of the *pre-apprenticeship/bridge programs* are focused on construction trades (Figures 18 and 19). Manufacturing is the next most common, with nearly 10 percent of the programs. One program trains participants in cyber-security, a growing area for apprenticeship activity.

Figure 18. Occupational Focus for Pre-apprenticeship/Bridge Programs, Illinois

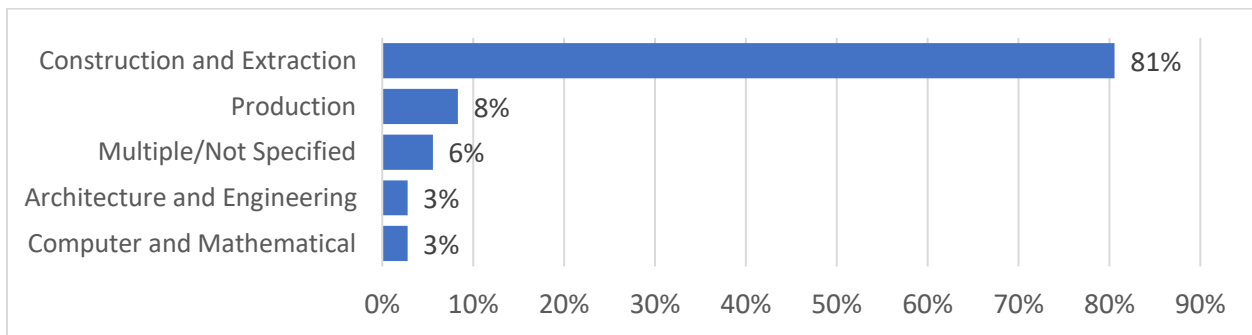
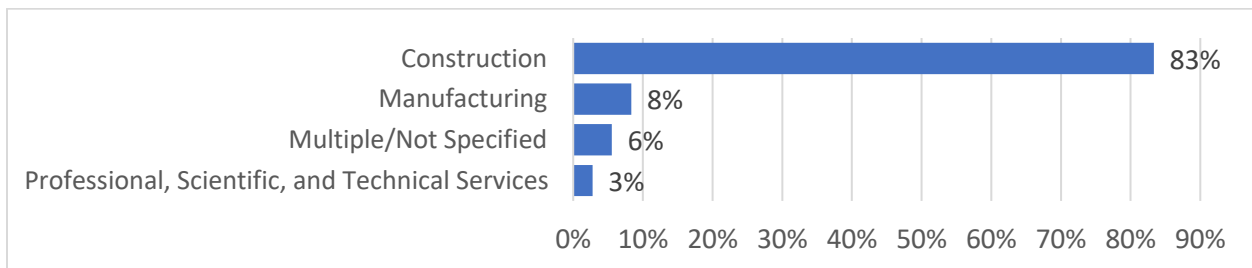


Figure 19. Industry Focus for Pre-apprenticeship/Bridge Programs, Illinois



## Youth Apprenticeship

*Youth apprenticeships* are defined in the Career Pathways Dictionary as programs for youth (ages 16 to 24) currently enrolled in secondary education or pursuing a high school equivalency, including those with disabilities, that include, at minimum, the following:

1. 450 hours of paid on-the-job training under the supervision of a mentor;
2. At least 2 semesters of related instruction that ideally counts towards a high school and/or postsecondary credential, but minimally leading to an Industry Credential;
3. Ongoing and a final assessment measuring success in mastering skill standards;
4. Career exploration where participants learn about several positions within the employer and the field; and
5. Wraparound supports (e.g. case management and counseling) and holistic upskilling (e.g. technical skills and soft skills).
6. Upon successful completion of the program, participants are supported to apply for one or more of the following: entry-level employment, admission to a Registered Apprenticeship or Non-Registered Apprenticeship program, or admission to other articulated postsecondary education options (including 2- and 4-year programs).

Survey respondents provided information about 25 *youth apprenticeship* programs (Figure 20). These programs have 294 participants, and there are 115 employers involved.

Several of the programs are explicitly focused on serving opportunity youth. Thus, over 80 percent of individual participants in *youth apprenticeship* programs are opportunity youth. Nearly three-quarters are persons of color and 56% are female.

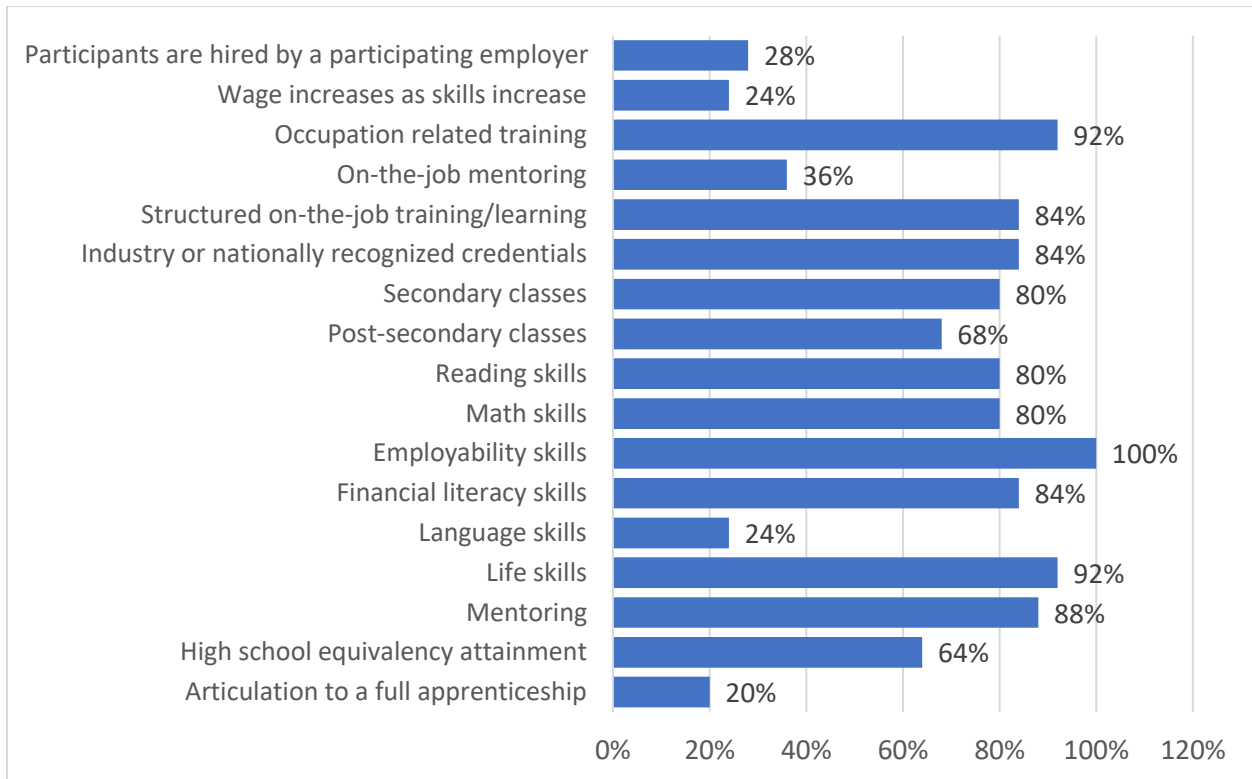
Figure 20. Participants Demographics for Youth Apprenticeship Programs, Illinois

	Youth Apprenticeship
Number of Programs	25
Number of employers involved with the programs	115
Participants	294
Women	56%
People of color	73%
Veterans	0%
Homeless	5%
Individuals with disabilities	2%
Individuals returning from the criminal justice system	9%
Opportunity youth	83%



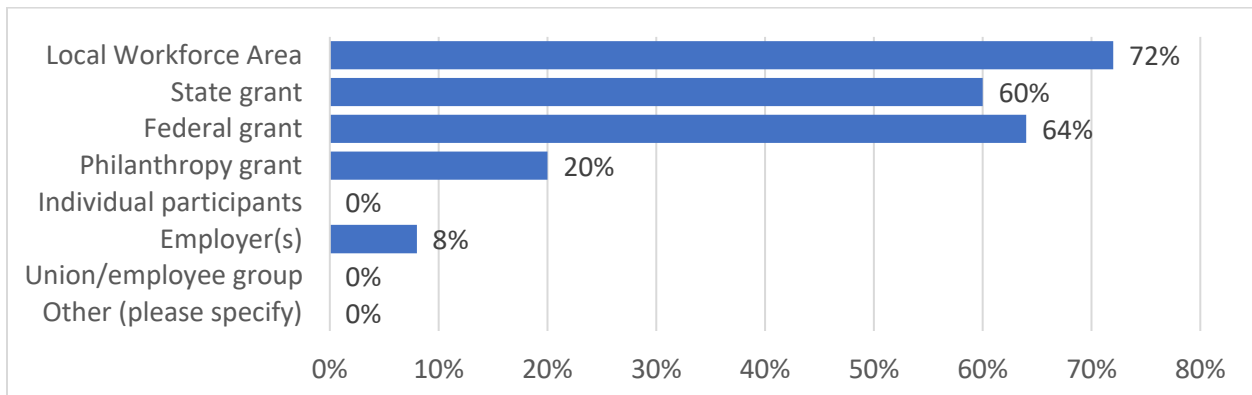
A strong majority of *youth apprenticeship* programs provide training occupational skills and more general workplace skills (Figure 21). All programs report providing general employability skills. Reading and math skills are included in 80 percent of programs. Occupational training, typically leading to an industry-recognized credential are also provided by more than 90 percent of the programs. Articulation to a full apprenticeship is offered by 20 percent of the programs. As can be seen in the results, not all programs that self-identified as *youth apprenticeship* meet the Career Pathways definition.

Figure 21. Program Components for Youth Apprenticeship Programs, Illinois



Local workforce areas provide funding to almost three-quarters of the *youth apprenticeship* programs. State and federal grants and employers also provide funding to significant portions of the programs. Participants are not expected to provide funding for any of the programs.

Figure 22. Funding Sources for Youth Apprenticeship Programs, Illinois



Just over one-half of *youth apprenticeship* programs focus on construction (Figures 23 and 24). About one-third do not focus on an individual industry, and may simply focus on life and employability skills. Others may provide participants opportunities to learn about multiple types of jobs, search for the best career choice. Those that do have an industry focus are spread across manufacturing, construction, and health care.

Figure 23. Occupational Focus for Youth Apprenticeship Programs, Illinois

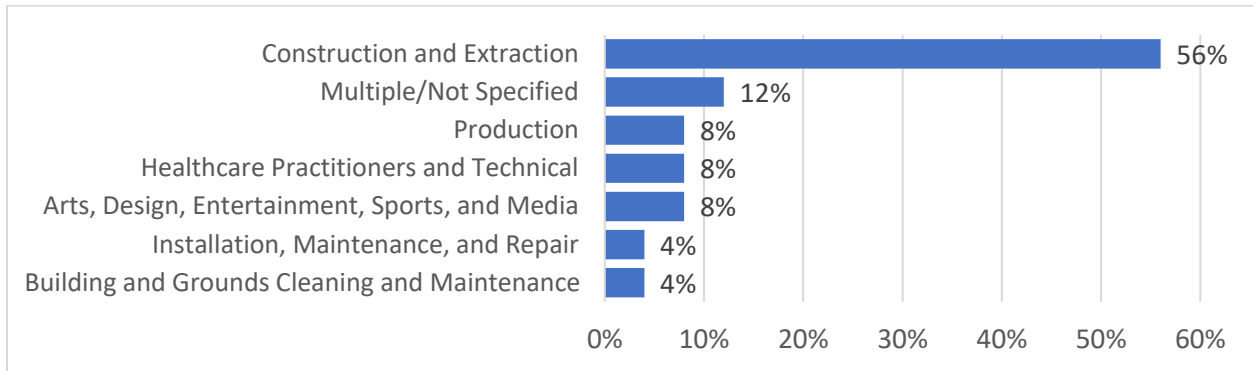
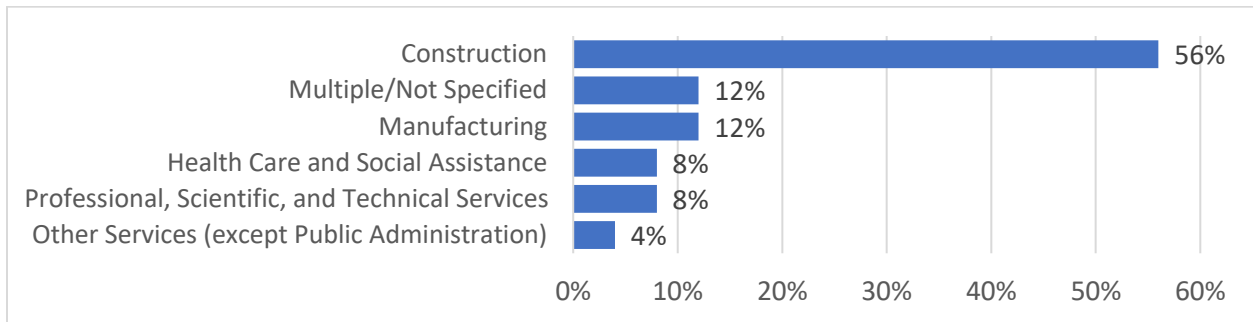


Figure 24. Industry Focus for Youth Apprenticeship Programs, Illinois



## Work-based Learning Programs

The Illinois Career Pathways Dictionary definition of work-based learning leaves ample room for interpretation:

Work-based learning provides participants with work-based opportunities to practice and enhance the skills and knowledge gained in their program of study or industry training program, as well as to develop employability, and includes an assessment and recognition of acquired knowledge and skills. Examples include: internships, service learning, paid work experience, on-the-job training, incumbent worker training, transitional jobs, and apprenticeships.

Because of this broad definition, survey respondents described a wide variety of programs. More than 250 *work-based learning* programs were reported by survey respondents (Figure 25). The programs have more than 22,000 individual participants and nearly 2,000 companies involved. Programs included everything from one month career exploration programs, to certificate programs that last 6 to 12 weeks, up to full Associate of Applied Arts 2 year degree programs with WBL components.

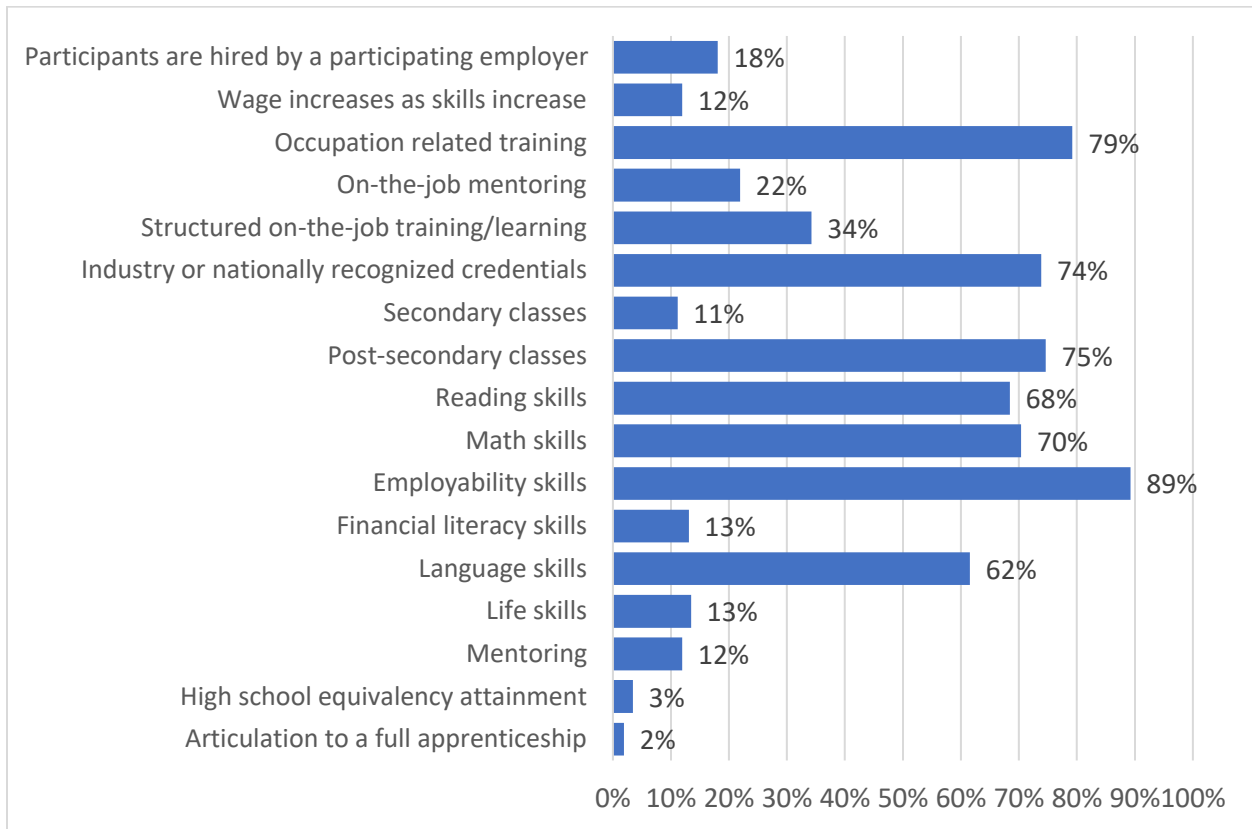
The demographics of *work-based learning* programs are similar to the overall Illinois workforce. Just over half of the participants are female and 36 percent are persons of color. Even though the percentages are small, *work-based learning* programs included nearly 900 individuals with disabilities and more than 500 opportunity youth.

Figure 25. Participants Demographics for Work-based Learning Programs, Illinois

	Work-Based Learning
Number of Programs	260
Number of employers involved with the programs	1,964
Participants	22,033
Women	55%
People of color	36%
Veterans	3%
Homeless	0%
Individuals with disabilities	4%
Individuals returning from the criminal justice system	1%
Opportunity youth	3%

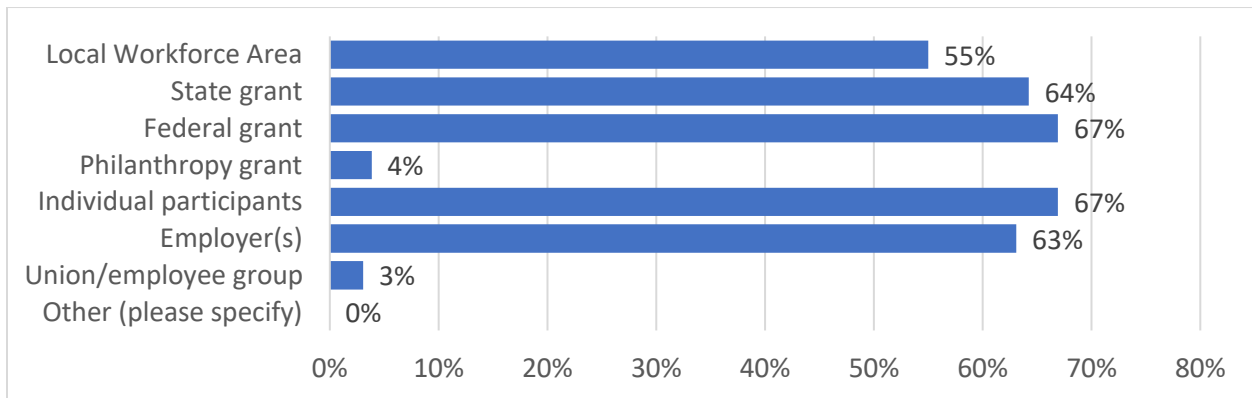
Most of the *work-based learning* programs provide basic skills such as reading, math, and employability skills. Since most of the programs are at community colleges, about three-quarters offer post-secondary classes. A small number of the *work-based learning* programs have all, or nearly all, of the components of a full *registered apprenticeship* program and could be investigated for potential registration with DOL.

Figure 26. Program Components for Work-based Learning Programs, Illinois



Funding for *work-based learning* programs come from diverse sources (Figure 27). Five sources are listed as funding sources by well over half of all programs. This indicates that the majority of programs have multiple sources of funding.

Figure 27. Funding Sources for Work-based Learning Programs, Illinois



The occupational focus of *work-based learning* programs is also diverse (Figures 28 and 29). The healthcare sector (including practitioners and support staff) are the focus of 20 percent of programs. Programs that give participants the option to train for multiple occupations, or have a general work readiness focus, are the next most common type. Nearly every industry has *work-based learning* programs available for its workforce.

Figure 28. Occupational Focus for Work-based Learning Programs, Illinois

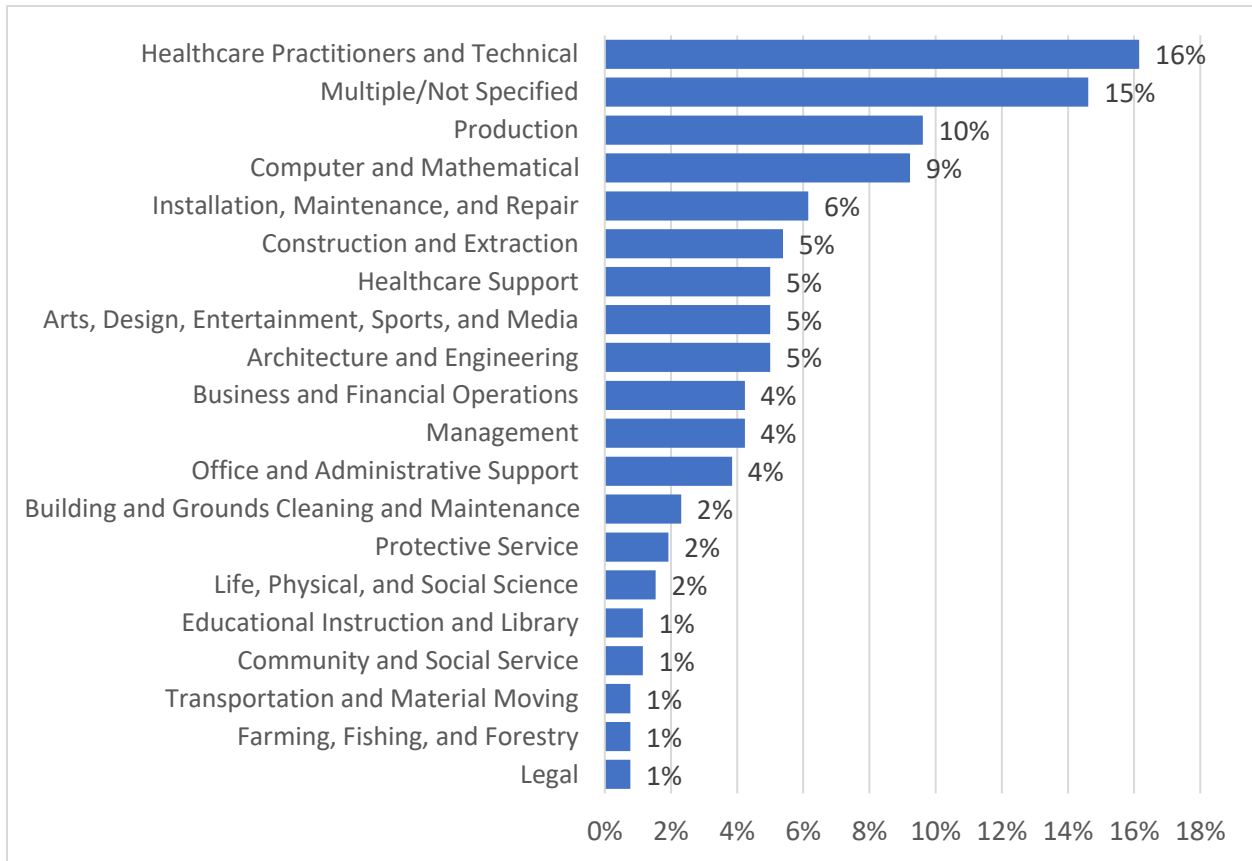
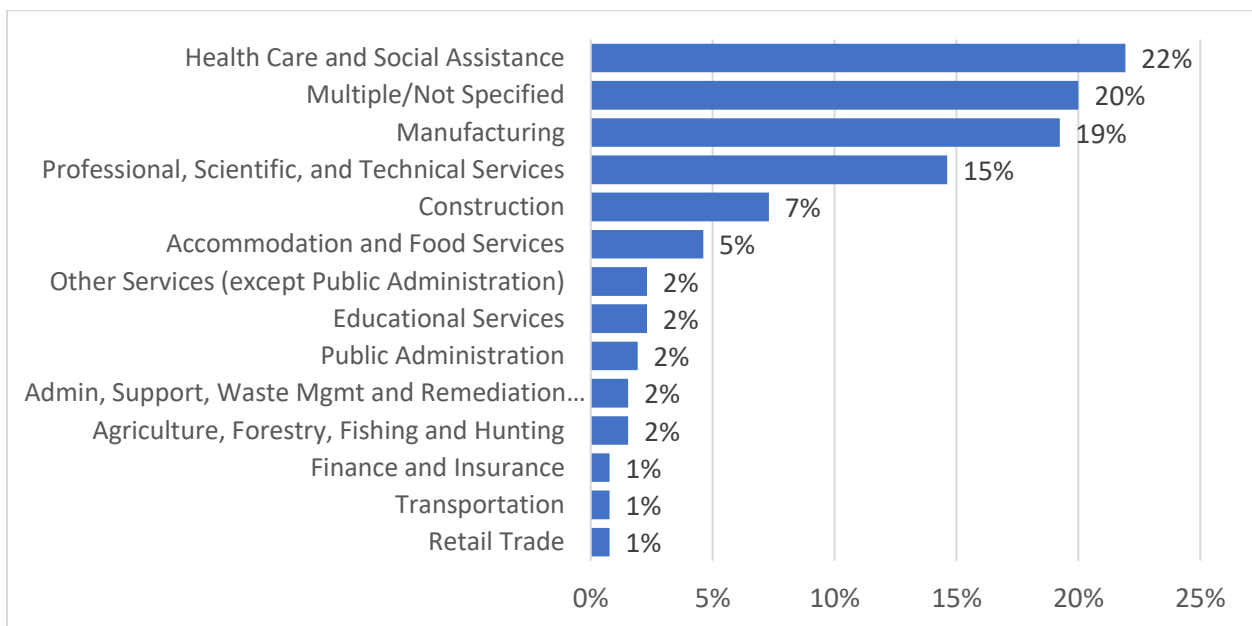


Figure 29. Industry Focus for Work-based Learning Programs, Illinois



### Other Programs

Survey respondents reported 18 programs that they classified as *other*. These programs have nearly 2,300 participants and 170 employers (Figure 30). Three large programs have about 98 percent of the total participants in these programs. None of the three reported demographic information about their participants. Thus, not enough information is available to report demographic data for *other* programs.

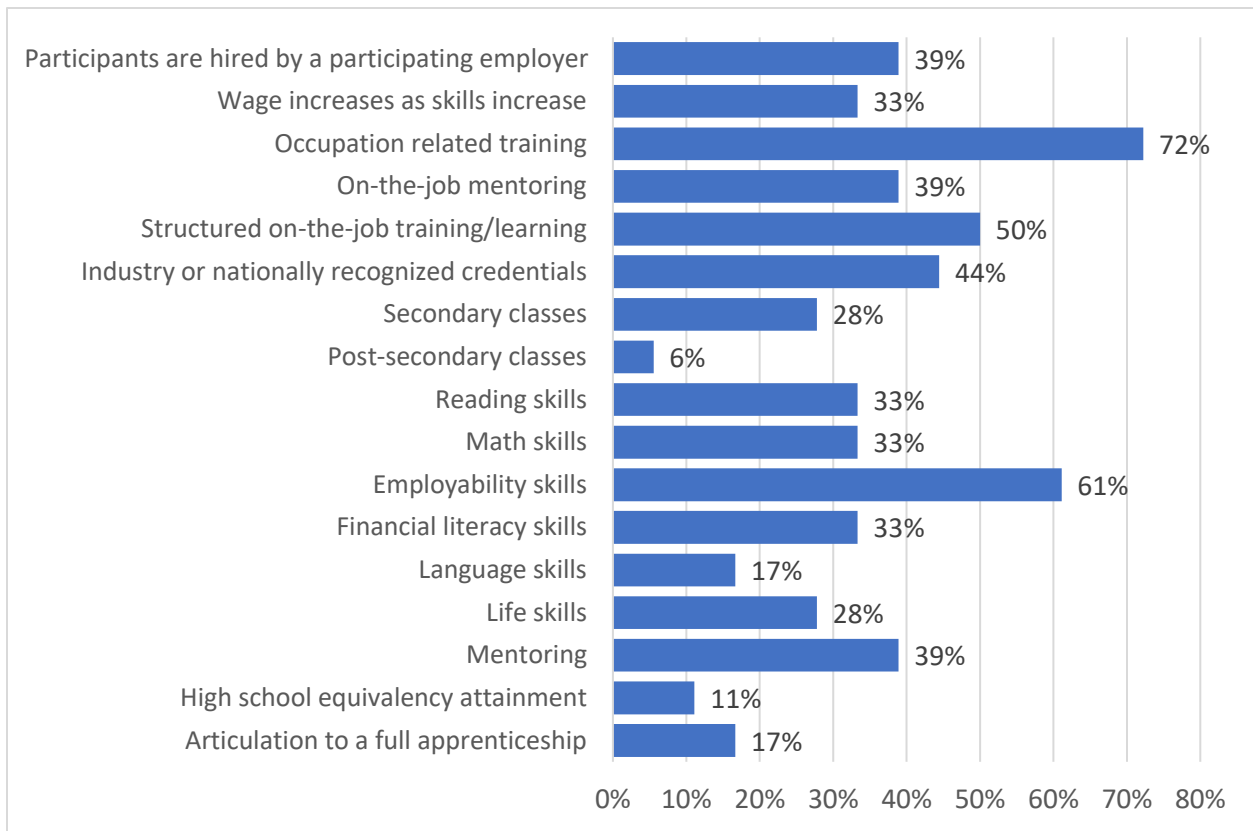
The programs described are diverse. About one-quarter are incumbent worker training programs. Others are related to academic programs, such as internships, externships, ‘supervised experiences’, or capstone projects. Finally, some chose other because they felt their program fit into more than one of the other categories.

Figure 30. Participants Demographics for Other Programs, Illinois

	Other (please specify)
Number of Programs	18
Number of employers involved with the programs	168
Participants	2,288
Women	*
People of color	*
Veterans	*
Homeless	*
Individuals with disabilities	*
Individuals returning from the criminal justice system	*
Opportunity youth	*

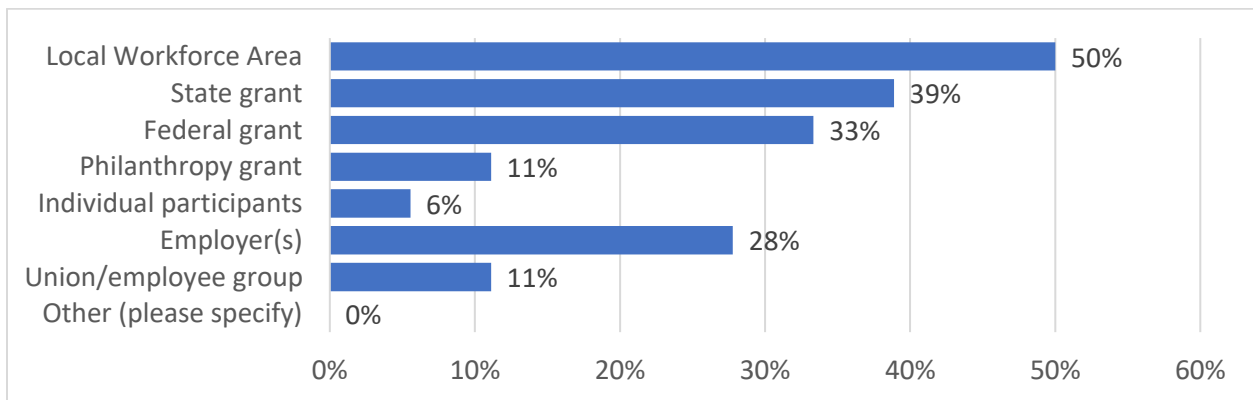
The diversity in programs is reflected in the program components that they offer. Nearly three-fourths of the programs classified as other have an occupational related training component (Figure 31). Only two other components are present in half or more of the programs: employability skills and structured on-the-job training.

Figure 31. Program Components for Other Programs, Illinois



Funding sources are also varied. Half receive funding from their local workforce area (Figure 32). State and federal grants as well as employers are also significant sources of funding.

Figure 32. Funding Sources for Other Programs, Illinois



More than one-quarter of the other programs do not have a focus industry sector (Figures 33 and 34). Production/manufacturing is the focus of about 22 percent.

Figure 33. Occupational Focus for Other Programs, Illinois

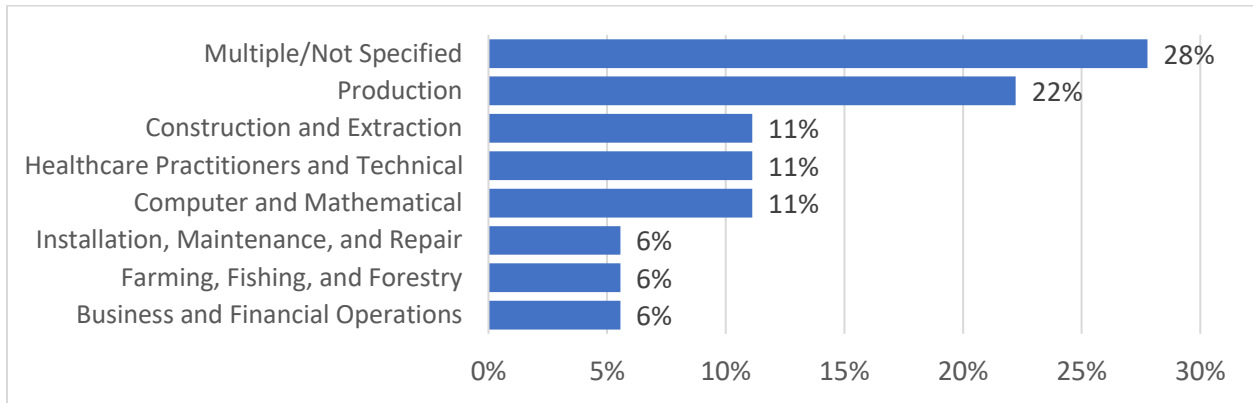
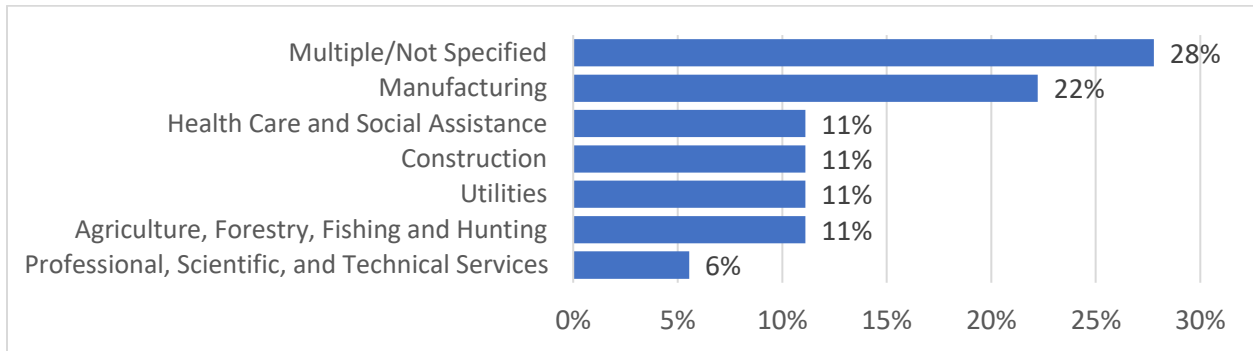


Figure 34. Industry Focus for Other Programs, Illinois



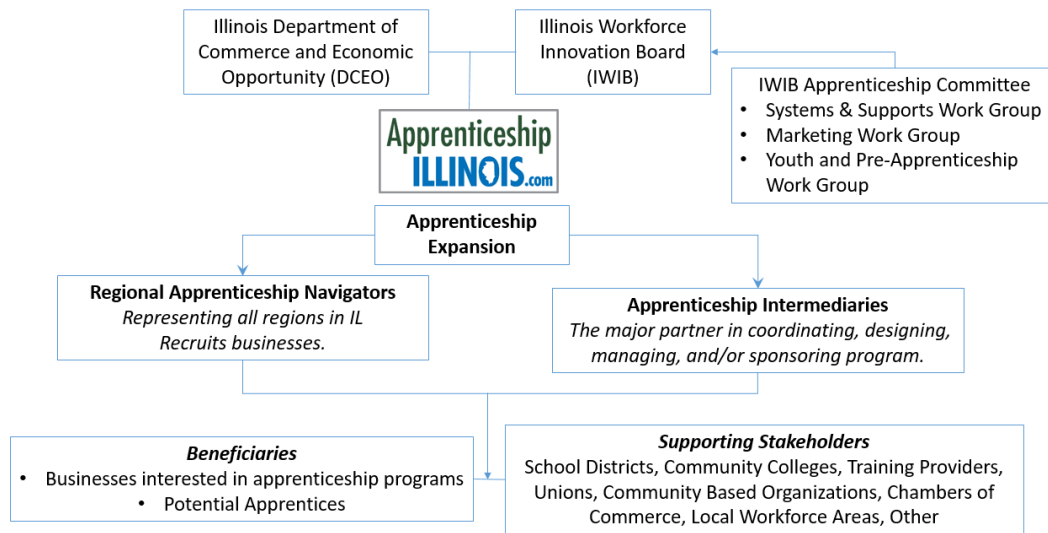
This concludes the discussion of the program-level survey results. Results for each of the Economic Development Regions are presented following the Key Findings section. The next section focuses on intermediaries and navigators.



## Apprenticeship Navigators and Intermediaries

The IWIB Apprenticeship Committee identified that the support for Regional Navigators and Apprenticeship Intermediaries are the best investment to build the foundation for Apprenticeship Illinois to expand apprenticeships. Regional Apprenticeship Navigators and Apprenticeship Intermediaries represent two important sides of the Apprenticeship Illinois system. Navigators represent the demand side, e.g., businesses who want to host apprenticeships. Intermediaries represent the supply side, e.g., the institutions and/or partnerships that coordinate and/or implement apprenticeship programs, including recruiting potential apprentices, preparing them to enter apprenticeships, and facilitating their completion. Figure 34 describes their roles in the apprenticeship system. For more information, visit [ApprenticeshipIllinois.com](http://ApprenticeshipIllinois.com). This website is continually being updated to provide more resources to expand apprenticeship.

Figure 34. Apprenticeship Illinois Framework



As reported in the Illinois Career Pathways Dictionary, on the continuum of employer engagement and work-based learning, apprenticeships require the most from employers (see Figure 36).

Figure 36. Continuum of Employer Engagement and Work-based Learning Experiences



The Apprenticeship Committee determined Apprenticeship Navigators and Intermediaries would help ease the burden on employers and expedite the expansion of apprenticeship programs throughout the state and within more industries and occupations. Apprenticeship Navigators and Intermediaries are responsible for making it easier for the employers to adopt the apprenticeship model as a workforce strategy and for individuals to start or progress in a career through an “earn and learn” program.

## Apprenticeship Navigators

The IWIB Apprenticeship Committee has specified the role of Navigators, which are supported through DCEO’s federal funds. The concept of an Apprenticeship Navigator employs a sales-centered approach to employer engagement. Apprenticeship Navigators are designed to serve as key points of contact in their region for outreach, partnership development, and education/awareness on the apprenticeship model and other work-based learning solutions. Through business outreach and partnership development, Navigators discuss employment needs and skills gaps in their region and collaborate with multiple entities to address those demands. They are charged with developing the peer-to-peer networks of employers and other partners.

To be effective, Navigators must understand business and workforce development, know how to develop and manage relationships, work with businesses to diagnose pain points, collaborate with other entities such as training providers and chambers of commerce for possible solutions, and more. Figure 37 displays the entities set to be the DCEO grant-support navigators for the next year.

Figure 37. Apprenticeship Navigators

Region	Navigator
Central	Land of Lincoln Workforce Alliance (LWIA 20)
East Central	TBD
North Central	TBD
Northeast	Cook County Bureau of Economic Development
Northeast	St. Augustine College
Northern Stateline	The Workforce Connection (LWIA 3)
Northwest	Business Employment Skills Team, Inc. (BEST) - LWIA 4
Southeastern	TBD
Southern	Management, Training and Consulting Corporation (LWIA 25)
Southwestern	St. Clair County Intergovernmental Grants Department
West Central	Western Illinois Works, Inc. (LWIA 14)

## Apprenticeship Intermediaries

Apprenticeship intermediaries are vital to the development and management of apprenticeships. By working with businesses with similar workforce needs, the intermediaries aggregate the needs of those employers to design and develop an apprenticeship program meeting all requirements. They manage the program and perform the administrative responsibilities such as registering businesses and apprentices, tracking activities, and reporting results, as well as support the apprentices’ progress. This eases the burden for businesses, particularly small and medium-sized companies that do not have the personnel to execute such tasks. Intermediaries keep programs running smoothly and are an integral part of this critical workforce development strategy. Intermediaries can also promote greater diversity by bringing in partners that can help diversify the talent pipeline and educate businesses on the value of diversity. They are the link among employers, apprentices, the workforce system, organized labor, and/or education. Apprenticeship Intermediaries can include Industry Associations, Unions, Chambers of Commerce, Community Based Organizations, Local Workforce Areas, Educational institutions (including secondary, two- and four-year post-secondary institutions, and technical schools) or other entities. Appendix B lists 162 Illinois Intermediaries, identified through data in RAPIDS and survey responses.

## Apprenticeship and Work-based Learning at Educational Institutions

Illinois' educational institutions are a critical component of the apprenticeship system. They provide all aspects of apprenticeship, serving as sponsors, navigators, intermediaries, training providers, and even apprentice employers. Secondary schools, community colleges, and four year universities are all involved in apprenticeship and work-based learning.

### Secondary Education

Secondary education institutions provide young people with their first opportunity to participate in work-based learning programs. Our survey received 34 responses from school districts and individual high schools. These survey respondents reported that they host 4 registered apprenticeships, 4 youth apprenticeships, one pre-apprenticeship, and nearly 40 other work-based learning programs. Cooperative education programs are the most common work-based learning program in Illinois high schools. Apprenticeships are beginning to be recognized as a viable approach at the high school level.

### High School Cooperative Education

Cooperative Education (CE) is a structured method of combining classroom-based education with practical work experience. It provides academic credit for structured job experience and related class includes units in skills required for successful employment<sup>6</sup>. CE programs typically span a full academic year and include one class period of instruction and 15 hours of work experience with a host employer.

CE programs exist in about 350 high schools across Illinois. About 15,000 students were enrolled in CE programs in the 2020 school year. Nearly half of all CE students are in the Northeast EDR (Figure 38). However, this is below the 70 percent of total Illinois jobs in the region, indicating there may be room to grow these programs in the Northeast region. The distribution of CE students in the other EDRs roughly follows the distribution of total employment.

Figure 38. Cooperative Education Students by Economic Development Region.

ED Region	CE Students	
Central	572	3.8%
East Central	641	4.3%
North Central	2,015	13.4%
Northeast	7,335	48.7%
Northern Stateline	343	2.3%
Northwest	912	6.1%
Southeast	872	5.8%
Southern	729	4.8%
Southwest	1,124	7.5%
West Central	528	3.5%
Total	15,071	

Source: Illinois State Board of Education.

<sup>6</sup> Heather Penczak (2019). *Career Development Experience Toolkit*. Chicago, Education System Center. [https://edsystemsniu.org/wp-content/uploads/2019/11/CDE\\_Toolkit\\_110519.pdf](https://edsystemsniu.org/wp-content/uploads/2019/11/CDE_Toolkit_110519.pdf)

### High School Apprenticeships

Apprenticeships in high schools provide an opportunity for youth to finish high school and continue on a pathway toward multiple career and educational opportunities, such as entering a Registered Apprenticeship program, earning an associate's and/or a bachelor's degree, and obtaining sustainable employment<sup>7</sup>. Many high schools throughout the state have youth apprenticeship programs. At least three high schools in Illinois have US Department of Labor Registered Apprenticeships: Paris Union School District No. 95, Township High School District 214 in Arlington Heights, and West Aurora School District 129.

The high school apprenticeship programs allow students to earn dual credit. For example, District 214 partners with Harper College, Moraine Valley Community College, and Triton College on their registered apprenticeship programs. This apprenticeship approach allows their students to earn college credit while also earning a wage during their on-the-job training (OJT). This allows them to get a head start on both college and career while in the process of earning their high school diploma.

High schools are challenged by the OJT requirements of the registered apprenticeship programs. DOL Registered Apprenticeships require a minimum of 2,000 hours of OJT. It is difficult for students to complete this requirement before they graduate from high school. If a student doesn't complete the requirements before graduating, the sponsoring school loses their official connection to them once they are no longer a student.

The standards laid out in the Illinois Career Pathways Dictionary for Youth Apprenticeship, require a minimum of 450 hours of OJT. This definition was adopted by the governing boards of the major education and workforce development agencies (ISBE, ICCB, IBHE, and IWIB). While the requirements of Youth Apprenticeship are easier to complete before high school graduation, there are considerably greater benefits to a full Registered Apprenticeship.

### Post-secondary Education

Work-based learning is integrated into nearly every CTE program at Illinois' community colleges and universities. Work-based learning opportunities vary on the continuum and may include classroom and project-based workplace activities, simulations, clinicals, internships, and apprenticeships. Our survey received responses from 40 post-secondary education institutions. The vast majority of these were from Illinois community colleges. Fourteen community colleges have registered apprenticeship programs, many have RA programs in several occupations. At least 15 non-registered apprenticeships are also hosted by community colleges according to survey responses.

Community colleges also serve as the primary training provider for many programs hosted by other organizations. Community colleges often have equipment to provide instruction in construction and manufacturing trades. They are also well suited to provide basic skills training such as math and reading skills. The ICCB is committed to supporting and expanding work-based learning opportunities for Illinois' students. Specifically, the ICCB has supported the Illinois community college system through policy and grant funding to develop and scale apprenticeship programming in high-demand and high-wage sectors. Most recently, the ICCB received the Scaling Apprenticeships Through Sector-Based Strategies Grant from the U.S. Department of Labor to serve more than 1,600 apprentices in pre-apprenticeship and apprenticeship programs that will lead to employment in the information technology sector. Through

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<sup>7</sup> *Career Development Experience Toolkit*.

the ten partner community colleges, the Customized Apprenticeship Program-Information Technology (CAP-IT) Model includes bridge programs to help low-skilled and low-wage workers improve their basic skills; related technical instruction; wages that increase with skill progression, and paid work experience. See the ICCB Customized Apprenticeship Programming in Information Technology below.

Four year universities are also involved in apprenticeships. For example, Southern Illinois University Edwardsville has partnered with the Madison County Employment and Training Department and Lewis and Clark Community College on a DOL registered apprenticeship in the process operations industry, which includes biofuels and bioprocessing, petroleum refineries, food and beverage manufacturers, and chemical production industries. Employers in the region have expressed a need for skilled operators and production workers for careers in biofuels, refining and more.

Apprentices earn 16 credit hours (6 courses) of targeted coursework through the Lewis and Clark Community College Process Operations Technology (PTEC) program, earning a certificate of completion in bioprocess technology. The classroom experience is complimented by training on a Siemens SIMIT process control simulation platform and 2,000 hours of paid work experience in the pilot plant at the NCERC at SIUE, working on bioprocessing projects for the Center's clients.

## Impacts of Coronavirus

The Coronavirus pandemic impacted the world while this report was being compiled. The disruption to workplaces has been significant. Beginning March 21, 2020, Governor Pritzker's stay at home order (Illinois COVID-19 Executive Order No. 8<sup>8</sup>) directed Illinois residents to stay at home and for non-essential businesses to cease operations. Exceptions were made for essential businesses, such as grocery stores, pharmacies, gas stations, and health care. Even in some sectors deemed essential, such as hotels, significant layoffs occurred due to a lack of demand. Executive Orders 32 and 33 extended these restrictions through May 29, 2020.

The disruption led to nearly 400,000 workers in Illinois filing for unemployment insurance in March, followed by an additional 500,000 in April, up from about 38,000 in February<sup>9</sup>. An additional nearly 220,000 claims were filed in the first three weeks of May.

The April payroll jobs estimate and unemployment rate released by the Illinois Department of Employment Security provides some detail about the job losses by industry sector<sup>10</sup>. There were nearly 700,000 fewer jobs in April compared to March, a nearly 12 % decline. Job losses in the leisure and hospitality sector accounted for 40% (321,000 jobs) of those losses, nearly half of the total in that sector.

There were significant losses in many other sectors as well. Trade, transportation, and utilities (92,000), educational and health services (83,000), and professional and business services (70,000), and manufacturing (50,000) each were down about 8 to 9 % of their respective totals. Notably for

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<sup>8</sup> COVID-19 Executive Order No. 8 (March 20, 2020). <https://www2.illinois.gov/Pages/Executive-Orders/ExecutiveOrder2020-10.aspx>

<sup>9</sup> IDES, Monthly RS-101 report

<sup>10</sup> Illinois Department of Employment Security (March 21, 2020). *Illinois Unemployment Rate Rises to 16.4% Amid COVID-19 Pandemic* [https://www2.illinois.gov/ides/LMI/Local%20Area%20Unemployment%20Statistics%20LAUS/PressRelease/State/state\\_apr.pdf](https://www2.illinois.gov/ides/LMI/Local%20Area%20Unemployment%20Statistics%20LAUS/PressRelease/State/state_apr.pdf)

apprenticeship, construction (8,000 or 4%), and financial activities (9,000 or 2%) were impacted to a lesser extent.

The impacts from this disruption on apprenticeship programs differ depending on industries and occupations. A Federal Reserve Bank of Atlanta study<sup>11</sup> found that the ability to work from home is very low for workers in the construction and manufacturing sectors. About 30 percent of manufacturing industry workers and less than 20 percent of construction industry workers can work from home. These are *industry* figures - the ability of workers in manufacturing production and construction trades *occupations* is likely much lower. This contrasts with professional services, finance, and information industries where more than half of workers can work from home.

The fact that manufacturing and construction workers do not have the ability to work from home means that remote training in these occupations is more difficult as well. The hands-on nature of the production process means that the worker and the process must be physically co-located. As noted earlier in the report, the majority of registered apprenticeship programs in the state are in construction and manufacturing occupations. Some training providers are exploring virtual approaches to simulate the hands-on processes. Some of those are described below.

### Illinois' Phased Reopening Plan

The state has published guidelines for reopening businesses in a phased approach. The *Restore Illinois*<sup>12</sup> plan is based on Coronavirus testing and health care system capacity benchmarks. As these are met, restrictions will be eased in a phased approach beginning with the expiration of the Executive Orders on May 29, 2020. For the purposes of the plan, Illinois is divided into four 'health regions'. Each region can progress through the phases independently as it meets the benchmarks.

**Recovery.** Most of the state is poised to move into the Recovery phase on May 29<sup>13</sup>. During this phase gatherings of up to 10 people are allowed. Many non-essential businesses will be allowed to reopen, given they can operate under social distancing restrictions. Tele-work is still encouraged where possible. Dine-in service at bars and restaurants is still prohibited.

Significant to apprenticeship and work-based-learning programs, remote learning must continue in P-12 and higher education. This will mean that current challenges facing educational institutions will remain in the Recovery phase.

**Revitalization.** Further progress on the testing and health care capacity metrics will allow regions to move to the Revitalization phase. Limitation on gatherings expands to 50 people in this phase. All employees return to work subject to IDPH approved safety guidance. Bars, restaurants, and entertainment venues can reopen to customers with IDPH capacity limits and safety guidance.

Importantly, educational institutions can resume operations with IDPH approved safety guidance. This should mean that face-to-face instruction resumes. This type of instruction is critical for many apprenticeship and work-based-learning programs.

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<sup>11</sup> Stuart Andreason ((March 18, 2020). *COVID-19, Workers, and Policy*. Federal Reserve Bank of Atlanta: Center for Workforce and Economic Opportunity <https://www.frbatlanta.org/cweo/workforce-currents/2020/03/18/covid-19-workers-and-policy.aspx>

<sup>12</sup> *Restore Illinois: A public Health Approach to Safely Reopen out State* (2020). Illinois Department of Public Health. <https://www.dph.illinois.gov/restore>

<sup>13</sup> Governor Pritzker has publicly stated that the deadline could be moved up under certain conditions.

Illinois Restored. Finally, when there is a vaccine or widely available treatments are available to minimize health care system impacts, the economy can fully reopen. While there may be some new safety procedures in place, large gatherings can occur and all businesses can operate at full capacity.

### Coronavirus Impacts and Opportunities

The survey conducted for this study included an optional question related to Coronavirus: *How have the restrictions and health concerns related to the Coronavirus pandemic impacted your organization and work-based learning/apprenticeship programs? Do you have any expectations about how they will be impacted going forward?* The survey went out shortly after the original stay at home order was issued. However, the findings are significant because the restrictions employers and training providers were facing will largely be in place through the Recovery phase of the reopening plan. This phase could potentially extend many months, especially in the northeast region where population density may make it more difficult to meet the benchmarks.

The question was answered by 64 respondents. The majority indicated that programs had been suspended, or in a few cases canceled. Others stated that they had moved instruction to an online environment.

The cessation of training and work-based learning has led to several concerns. Program completions will be delayed until students can get the required hours of hands-on training. CNAs will not get certification. New cohorts of participants are being delayed.

The move from face-to-face instruction to online training has caused hardships for both training providers and students. One provider described students only having internet access through their phones. Another in an apprenticeship program must use their employer's technology for classwork because they have no computer or internet at home. The need for affordable, effective internet access was stressed by a training provider in a rural area.

All work-based learning ceased with the stay-at-home order, other than a few instances of OJT at essential businesses. A couple of training providers indicated that they are trying to develop virtual training platforms to replace some of the hands-on training.

For manufacturing occupations, one such virtual training platform being employed is Amatrol eLabs:

The industry eLearning program invites students and teachers alike into a highly skilled world where understanding and application integrate seamlessly. Amatrol's interactive multimedia curriculum uses a competency-based instructional design that teaches industry standard skills. The material meets students where they are in their understanding and leads them forward. Eye-popping graphics, 3D simulations, videos, and complete explanations combine with strong interactivity to develop technical skills. Modern manufacturing involves solving complex problems. Amatrol integrates troubleshooting concepts throughout the eLearning courses. Problem solving within each topical area starts with the basics and then gradually builds to incorporate the complexity found in real world situations. Students can practice sophisticated troubleshooting techniques with confidence that they can translate it to the workplace<sup>14</sup>.

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<sup>14</sup> <https://amatrol.com/product/elearning-interactive-exercise/>



Another training provider is investigating the use Australian company Fronius for virtual welding instruction:

With Fronius Virtual Welding, trainees can learn, practise and consolidate basic welding skills step-by-step under realistic conditions. With either the StandUp terminal or the Mobile Case, they can train with ergonomically shaped welding torches, typical workpieces and adjustable welding parameters, without safety risks. With four function packages, three process variants can be practised: MMA, MAG, mechanised MAG and TIG<sup>15</sup>.

This type of instruction brings technology challenges. The software is not compatible with all types of computers. Some students only have internet access through their phones. Training providers are having to overcome these challenges as they simultaneously learn to teach in these new technologies.

In the medical fields, one provider is restructuring key program components to include educational videos, live discussions, and virtual workshops. They have needed to purchase extra materials and software to bring a quality, interactive clinical skills component to student participants. For example, they are preparing to deliver virtual suturing sessions and need each student to have the proper tools to follow instructions from home.

Once restrictions are lifted, respondents have concerns that the temporary pause in training and shutdown of the economy will have lasting impact. Training providers are concerned about their ability to keep up with the demand for hands-on classroom training. Apprentices may be continuing training that is possible through online coursework, and in some cases with essential businesses continuing their work experience or OJT. However, they will feel the need to 'catch up' with their hands-on training to complete their programs on time. Providers are also concerned that lesser restriction, such as a limit of groups of 10 or less, will require them to offer more sessions of training to train the same number of participants.

Several also expressed the concern about the economic impacts. They expect that some employers will reduce their workforce and no longer be interested in hosting work-based learning. The demand for apprentices may also be reduced if the economy is impacted for a longer period. An employer responding to the survey said that even though they are considered essential, they have cut employees' hours in half because of reduced demand and are putting off plans to add two new apprentices.

The closure of government offices is also a challenge. Truck driving students cannot get their CDLs because the DMV offices are closed. Training has stopped in corrections facilities because instructors are not allowed to enter the facilities.

Since the survey went out shortly after the original stay-at-home order, many were optimistic about resuming impacted operations quickly. Several expressed hope that they could get back to functioning normally in April. However, even with the release of the phased reopening plan, it is not clear when the restrictions will be eased enough to again allow significant face-to-face training and work-based learning.

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<sup>15</sup> <https://www.fronius.com/en/welding-technology/products/accessories/welding-education/virtual-welding/mobilecase-basic-module>



In addition to the survey for this report, results from some national surveys are available. The Society for Human Resource Managers conducted a member poll focused on the impacts of coronavirus on apprenticeships. Although there were a very small number of responses, those that did respond overwhelmingly indicated that they were either canceling or delaying the start of apprenticeship programs. Most also indicated that they were changing at least part of their apprenticeship to online or virtual training.

The Urban Institute suggests three policies that can support apprenticeships during the pandemic<sup>16</sup>. The first is related to federal policy. They believe the U.S. Department of Labor (DOL) could be clearer about how the various Coronavirus relief packages apply to apprentices. The second policy is aimed at states. Short-time compensation (STC) is an unemployment insurance program that allows workers whose hours have been reduced to receive partial unemployment benefits.

The final Urban Institute policy suggestion, most relevant to this report, is focused on the operations of apprenticeships during stay at home orders. They believe that apprenticeship programs should offer paid online learning. In fact, they suggest that the pandemic offers an opportunity to create virtual apprenticeships for occupations with increased demand such as many health fields. This would provide opportunities for laid-off workers to rapidly reskill for higher demand occupations.

The large number of people receiving unemployment insurance (UI) benefits after the coronavirus-related layoffs creates an opportunity for *front-loaded apprenticeships*. In “a ‘front-loaded’ model, apprentices complete some related instruction (which may be with the employer or a partner such as a community college or another training provider) before starting a job, in order to learn the critical skills required for the first day on the job site”<sup>17</sup>. UI recipients can continue to receive those benefits while completing the related instructions associated with an apprentice program. This will prepare them to move directly into the on-the-job portion of the apprenticeship when the economy improves.

Similarly, the International Labour Organization<sup>18</sup> raises three policy issues that can help turn the crisis of the pandemic into an opportunity to create longer term positive impacts. First, teachers, trainers, and learners all need training and support to engage in distance learning. Second, training providers must revise teaching models to make the best use of digital resources and tools. Finally, resources must be mobilized to ensure access to digital infrastructure and modern learning technology.

There are examples of the first two recommendations taking place in Illinois. Career and technical instruction in high schools and colleges are exploring virtual training approaches, supported by their institutions. It’s the final recommendation related to access to digital infrastructure that may be the most challenging. High-speed internet access in rural areas has been a challenge for many years. And

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<sup>16</sup> Zach Boren (2020). *Three Ways Policymakers Can Support Apprenticeships during the Pandemic*. Urban Wire: The blog of the Urban Institute. <https://www.urban.org/urban-wire/three-ways-policymakers-can-support-apprenticeships-during-pandemic>

<sup>17</sup> *A Quick-Start Toolkit: Building Registered Apprenticeship Programs* (n.d.) United States Department of Labor. [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)

<sup>18</sup> *Policy Brief: Distance and Online Learning during the time of COVID-19* (2020). Employment Policy Department, Skills and Employability Branch, International Labour Organization [https://www.ilo.org/skills/pubs/WCMS\\_743485/lang--en/index.htm](https://www.ilo.org/skills/pubs/WCMS_743485/lang--en/index.htm)

even with access to internet, lower income students may not have the equipment necessary to access the virtual training tools.

The pandemic has created rapid change in training delivery methods. It appears the restrictions that caused these changes may be present longer than first expected. In order to keep apprenticeship and work-based learning programs moving forward, innovative training approaches must be identified and disseminated so that they can be adopted on a wider basis.

One such innovative approach is a partnership between Illinois and Coursera. A limited number of Illinois workers who have recently lost their jobs will have free access to courses offered by Coursera after registering through the Illinois workNet. The partnership with Illinois offers a number of curated Information Technology courses that lead to industry recognized certifications. If completed by December 31, 2020, successful course finishers will receive industry recognized Course Certificates from Coursera documenting their accomplishments.

Another rapid shift is occurring in occupational demand. Occupational projections published by IDES shows annual openings for respiratory therapists and community health workers projected to be about 340 per year in Illinois in the coming years. However, the demands on these occupations may increase greatly as the pandemic progresses. Governor Pritzker has stated that the state may need nearly 4,000 'contact tracers' to deal with the coronavirus. Contact tracers are considered community health workers in the IDES data.

Apprenticeship navigators should play an important role in monitoring promising training models as well as shifting demand. This information will help apprenticeship sponsors, employers, and potential apprentices more effectively respond to the demands of this changing economy.

## Key Findings: Opportunities to Expand Apprenticeship in Illinois

Based on the analysis of employment patterns and demographics, as well as current practices in apprenticeship and work-based learning across Illinois, six key findings are presented. First there is the potential of expanding apprenticeship activities geographically. Some areas of the state have low levels of apprenticeship, even when the industry mix suggests there could be more. Second, building upon the early successes in expanding apprenticeship beyond the construction and, to a lesser extent, manufacturing industries, has the potential to grow the approach into many new industries. Third, it is imperative that current apprenticeship programs increase their gender and racial diversity. There appears to be large portions of the Illinois population that face barriers to entering and completing apprenticeship programs. Fourth, the approach to promoting, organizing, and tracking apprenticeship in Illinois should be more formalized in the workforce development system. Fifth, the disruptions caused by the coronavirus pandemic provide an opportunity for innovation. And finally, the knowledge gained by this study must be built upon to support the growth of apprenticeship and work-based learning.

### Key Finding 1. Geographic Expansion of Apprenticeship

The registered apprenticeship data shows that apprenticeship is being used more heavily in some regions of the state than others. Six Economic Development Regions have a lower number of registered apprentices than the distribution of total employment would suggest. The Southeast EDR has only 10 registered apprentices.

A major challenge to expanding apprenticeship into areas where they are not widely used is getting employers to agree to the approach. Employers are concerned that they will make significant investment in training an employee only to have them move to another employer as they become more productive. Collective bargaining agreements (CBAs) mitigate this risk by regulating the employer-employee relationship. However, CBAs are less common in rural areas. The RAPIDS data indicate that regions with fewer apprentices also have a lower rate of collective bargaining. About 96 to 97 percent of registered apprentices are covered by collective bargaining agreements in the three largest EDRs. But the two EDRs with the smallest number of apprentices have CBA coverage rates of less than 40 percent. Other ways of mitigating risk will likely need to be employed in rural areas and with other employers that avoid apprenticeships due to CBAs.

Much of employers' perception of risk is based in reality. Apprenticeships do require significant investment in the early stages. Without a structure to prevent employees from changing jobs when they become more productive, they risk losing that training investment. Reducing employer training costs (discussed below) is also a strategy to control risk for employers.

While this risk is present, there is relatively widespread adoption of the apprenticeship approach by individual employers without collective bargaining agreements. This indicates that employers are profitably using the apprenticeship model. Independent (single employer), non-joint (not covered by a CBA) apprenticeships exist in all ten Illinois EDRs. These apprenticeship models may provide successful models for employers to follow.

Therefore, encouraging employers to adopt the apprenticeship model can happen through two approaches. First, find ways to reduce the financial risk to employers. Second, educate employers on successful models of apprenticeship where the benefits outweigh the risks. Ideally, these should be used in tandem with one another.

## Reducing Risk

The costs borne by employers in apprenticeships include providing both training and mentorship. Apprenticeship involves both occupational skill-related training and supervised on-the-job training. Training providers need to be compensated. Providing mentors for on-the-job training can take a worker away from their productive role in the business operation.

One way of reducing training costs is by using public training funds. There are a variety available including WIOA Adult and Dislocated Worker funds, student need-based financial aid, and other sources.

Registered apprenticeship intermediaries can help locate these funds. Illinois community colleges are increasingly creating registered apprenticeship programs. They have deep experience in assisting students finding and using financial aid from a variety of local, state, and federal sources. Many community colleges responding to the survey indicate that their students use diverse funding sources including local workforce area funds and other state and local sources.

Another tool for reducing employer risk is the newly implemented Apprenticeship Education Tax Credit<sup>19</sup>. Effective January 1, 2020, employers are allowed a tax credit for qualified educational expenses associated with qualifying apprentices. Employers may receive a credit of up to \$3,500 per apprentice against the taxes imposed by subsections (a) and (b) of Section 201 of the Illinois Income Tax Act, and an additional credit of up to \$1,500 for each apprentice if (1) the apprentice resides in an underserved area or (2) the employer's principal place of business is located in an underserved area.

The total tax credits issued by the Department under this program may not exceed \$5 million in any calendar year, which shall be allowed on a first-come first-served basis, based on the date on which each properly completed application is received by the Department.

### Eligibility

- A qualifying apprentice must be: (a) an Illinois resident; (b) at least 16 at the close of the school year for which a credit is sought; (c) a full-time apprentice enrolled in an apprenticeship program registered with U.S. Department of Labor (USDOL), Office of Apprenticeship during the school year; and (d) employed by the taxpayer in Illinois.
  - To register a program with the USDOL, companies should contact the USDOL, Office of Apprenticeship State Director Kim Jones at [jones.kimberly@dol.gov](mailto:jones.kimberly@dol.gov).
  - U.S. Department of Labor has the following website to support employers: <https://www.apprenticeship.gov/employers>; and for additional information specific to Illinois Apprenticeship Programs go to [www.ApprenticeshipIllinois.com](http://www.ApprenticeshipIllinois.com).
- Qualified educational expenses include tuition, book fees, and lab fees.
- A qualified school means any Illinois public or nonpublic secondary school that is: (a) an institution of higher education providing a program that leads to an industry-recognized postsecondary credential or degree; (b) an entity that carrying out programs registered under the federal National Apprenticeship Act; or (c) another public or private provider of a program of training services, which may include a joint labor-management organization.

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<sup>19</sup> *Illinois Apprenticeship Education Expense Tax Credit Program* (n.d.). Illinois Department of Commerce and Economic Opportunity.

<https://www2.illinois.gov/dceo/ExpandRelocate/Incentives/Pages/ILApprenticeshipTaxCredit.aspx>

## Certification

- Employers must apply to the Department for certification.
- Employers must provide certain supporting information, including but not limited to: (s) the name, age, and taxpayer identification number of each qualifying apprentice employed by the taxpayer; (b) the amount of qualified education expenses incurred with respect to each qualifying apprentice, including supporting documentation; and the name of the school at which the qualifying apprentice is enrolled and the qualified education expenses are incurred.

## Employer education

Many employers have found that apprenticeship is a profitable approach for obtaining and training employees. The U.S. Department of Labor (USDOL) states “Registered Apprenticeship is a tried-and-true approach for preparing workers for jobs and meeting the business needs for a highly-skilled workforce that continues to innovate and adapt to meet the needs of the 21st century.”<sup>20</sup> They highlight benefits to employers including reduced worker turnover by fostering greater employee loyalty, increasing productivity, and improving the bottom line.

Understanding and communicating the employer benefits of apprenticeships is important because the employer makes the largest investment in apprenticeship programs. There have been a number of studies that have investigated the benefits of apprenticeship for employers. One of the most frequently cited is a 2016 report by Case Western University, *The Benefits and Costs of Apprenticeships: A Business Perspective*<sup>21</sup>.

The report examined thirteen apprenticeship programs in a variety of industry sectors and regions of the United States. The programs varied considerably in length (from one to four years) and cost (from just under \$25,000 per apprentice up to \$250,000). The major cost of apprenticeship programs comes from apprentice wages but also includes tuition and materials, mentor time, and administrative overhead.

“All of the firms we studied believe that apprenticeships improve their overall performance and provide a competitive advantage over other firms. Companies most often turned to apprenticeships because they could not find labor that met their minimum standards. We can measure the benefits to the apprenticeship model, which is often referred to as “earn and learn,” using three types of metrics:

- Production: Companies gain the value of output by apprentices and later by apprentice graduates, plus a reduction in errors.
- Workforce: Companies experience reduced turnover and improved recruitment, gain a pipeline of skilled employees, and develop future managers.
- Soft skills: Apprenticeships lead to improved employee engagement, greater problem-solving ability, flexibility to perform a variety of tasks, and a reduced need for supervision.”<sup>22</sup>

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<sup>20</sup> *A Quick-Start Toolkit: Building Registered Apprenticeship Programs* (n.d.) United States Department of Labor. [https://www.doleta.gov/oa/employers/apprenticeship\\_toolkit.pdf](https://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf)

<sup>21</sup> Helper, Susan, Ryan Noonan, Jessica R. Nicholson, and David Langdon (2016). *The Benefits and Costs of Apprenticeships: A Business Perspective*. Case Western University <https://eric.ed.gov/?id=ED572260>

<sup>22</sup> *Ibid.*, p. 2

In addition to the thirteen case studies, the Case Western report performed a more rigorous treatment-control group quantitative analysis of the internship programs at a Siemens manufacturing plant in Charlotte, NC. The analysis compared the costs (wages and training costs during pre-apprenticeship and apprenticeship programs and administrative costs) to the long-term benefits (primarily improved productivity). The study found an 8 percent internal rate of return to the company's apprenticeship programs.

Expanding the use and capacity of Apprenticeship Navigators has the potential to be an effective approach educating employers. Navigators can work with individual employers to 'navigate' them through the processes, regulations, and risk reduction strategies associated with starting and operating an apprenticeship program.

Navigators can also organize educational events to help spread knowledge about the use and benefits of apprenticeships. These business- led peer-to-peer events use employers who have successfully used apprenticeships to educate others about the benefits. An invitation to a recent event organized by an Apprenticeship Navigator highlights the approach:

Businesses and manufacturers will hear directly from employers and partners who develop and utilize IT apprenticeship programs and adapt to the ever-changing 21st century technology landscape to address talent pipeline issues.

Apprenticeship programs provide a direct pathway to evolving in-demand, skilled jobs and give employees valuable hands-on experience while they study towards a degree.

Come with your questions and learn about resources available to defray training costs. If interested, we will work with you to integrate apprenticeships into your business operations and hiring strategy.

### Key Finding 2. Industry Sector Expansion of Apprenticeship

Registered apprenticeships are heavily concentrated in two sectors. The construction industry employs 85 percent of all registered apprentices and manufacturing employs another 8 percent. And nearly 90% of all registered apprenticeships in the construction sector are covered by collective bargaining agreements (CBAs). This leads to the misconception by many employers that apprenticeships are only run by unions and are only for construction occupations.

Strategies for expanding apprenticeship into new industry sectors have much in common with the geographic expansion of apprenticeship. While employers in these new sectors are concerned about the risk, there are successful examples to use as models to show how these risks are managed.

A registered apprenticeship example from Decatur provides a potential model for expansion into regions with low levels of apprenticeship. About 2 out of 3 apprentices statewide in the Administrative Support, Waste Management, and Remediation Services sector are part of a Building Maintenance Repairer apprentice program at The Homework Hangout in Decatur. The organization's mission is "to provide today's youth, young adults, and low-income families with training, opportunity, leadership, and discipline which will form an educational, social, and economic partnership through focused

coordination of community resources.”<sup>23</sup> This program may provide a model for apprenticeships in smaller communities across the state.

There are a number of groups focused on expanding apprenticeship into new sectors. A prominent example is the Chicago Apprentice Network (CAN), founded in 2017 as an employer-led (founded by Aon and Accenture), privately funded effort to increase apprenticeship in non-traditional sectors (outside of construction and manufacturing).

Building on the model developed by CAN, a statewide system is being developed under the Apprenticeship Illinois branding. Through the use of the U.S. Chamber of Commerce Talent Pipeline Management concepts, the Navigators are charged with fostering these types of business-led, peer-to-peer networks in their regions where employers advocate for and speak to other employers about their success with apprenticeship. This Apprenticeship Illinois Network is becoming formalized with the addition of more Navigators to cover all EDRs.

The Chicagoland Chamber of Commerce has designed a program that addresses both the need to educate employers and the need to reduce employer risk by reducing training costs. According to their website, the program “seeks to replicate the success of the Chicago Apprentice Network by providing IT and other ‘white collar’ apprenticeships to City Colleges of Chicago students. Small and middle market companies, which often struggle to fill in-demand roles and may lack the resources and capacity to take on apprentices and interns, can gain access to this new talent pool. Companies that commit to hosting one or more student-apprentices from City Colleges can be reimbursed for up to 50% of the apprentice’s salary for one year.”<sup>24</sup> The program describes several components that serve to reduce risk for employers including:

- One-to-one matching funds through a grant from the Illinois Department of Commerce & Economic Opportunity to cover half of the total cost per apprentice for one year
- City Colleges of Chicago provides student-apprentices with relevant programming and curriculum
- Apprentices receive a competitive salary and benefits package (at the discretion of the company) of which 50% is covered through the grant and 50% covered by the company
- Pre-apprenticeship training for participants focused on soft skills and professionalism in the workplace and continued professional development training provided through Chamber partners

The pre-apprenticeship training highlights that employer risk goes beyond just the financial cost of training new employees. There is a cost to hiring an employee that is a poor match for the work, either because they don’t understand the nature of the work or they are not ready to perform the work as expected. Thus, there are ways of reducing employer risk beyond just providing money to reduce training costs.

These are the types of programs that can be replicated by Navigators and Intermediaries throughout the state. There are employers that are willing to serve as ‘champions’ for apprenticeship because they have experienced the benefits of the approach. And, there are funding sources available to reduce their risk.

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<sup>23</sup> <https://www.hhcdecatur.org/mission>

<sup>24</sup> <https://www.chicagolandchamber.org/Programs/Talent/ChamberApprenticeshipProgram.aspx>



Additionally, there are approaches to reduce risk by preparing potential apprentices to better understand and prepare for the demands of a particular job.

The survey and RAPIDS data uncovered examples of apprenticeship programs that have the potential for serving as successful models for expansion into other sectors. The Central EDR, while home to just over 3 percent of all registered apprenticeship in Illinois, has over 90 percent of statewide apprentices in the utilities sector. Ameren has significant apprenticeship programs in Decatur as does the Association of Illinois Electric Cooperatives in Springfield.

Public Administration apprenticeships are also strong in the Central EDR, with over half of the statewide total located in the region. These apprentices are associated with correctional facilities and the Springfield Fire Department.

Obviously, utilities, correctional facilities, and fire departments have extensive presence in all EDRs. The apprenticeship programs in the Central EDR should be evaluated for potential expansion in these sectors in other parts of the state.

### Key Finding 3. Increasing Diversity in Apprenticeship

As can be seen in the industry and occupation demographics, industry sectors that have traditionally used the apprenticeship model have low shares of female and non-white employment. Construction occupations are 97 percent male and 73 percent white. This is the least diverse sector in Illinois. The lack of diversity in the installation, maintenance, and repair occupations is nearly the same. Manufacturing production occupations, while more racially diverse, have only 30 percent female workers.

It can be also said that other occupations are heavily skewed towards female and non-white workers. Healthcare support occupations are 89 percent female and 51 percent non-white. However, many of these occupations are low paying and offer little opportunity for advancement. The result of these disparities in both the white male dominated and non-white and female dominated sectors is that women and minorities generally have a more difficult time accessing high quality career pathways.

Diversity is one of the most heavily studied areas of apprenticeship. There is significant research that shows women and minorities face significant barriers to entry into apprenticeship programs<sup>25</sup>, experience harassment in apprenticeship programs and trades<sup>26,27</sup>, have non-work challenges (child care, transportation, etc.) that present greater barriers to lower income apprentices, especially early in their apprenticeships<sup>28</sup>, and have lower apprenticeship completion rates<sup>29</sup>. There are many other studies with similar findings.

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<sup>25</sup> Kelly, Maura (2017). *Building Diversity in the Construction Trades*. Sociology Faculty Publications and Presentations. 64. [https://pdxscholar.library.pdx.edu/soc\\_fac/64](https://pdxscholar.library.pdx.edu/soc_fac/64)

<sup>26</sup> Andrews-Standafer, Elizabeth K. (2018). *The Lived Experiences of Black, Male Youth Apprentices in Career and Technical Education Apprenticeship Programs*. Doctoral Dissertation, Appalachian State University.

<sup>27</sup> Chicago Women in Trades (2018). *Sexual Harassment: Issues for Women in Male-dominated Occupations*.

<sup>28</sup> Portland Metro Workforce Development Board (2018). *Portland Metro Region Construction Workforce Market Study*.

<sup>29</sup> Helmer, Matt and Dave Altstadt (2013). *Apprenticeship: Completion and Cancellation in the Building Trades*. Aspen Institute Workforce Strategies Initiative.



A Mathematica Policy Research report<sup>30</sup> employed a quasi-experimental approach to compare earnings outcomes for registered apprenticeship (RA) participants as compared to other training approaches in ten states. The study also looked at issues surrounding women's experiences with RA. In terms of earnings outcomes, women generally had positive earnings gains, but those gains were significantly smaller than those experienced by male apprentices (\$2,615 for women vs. \$6,737 for men 6 years after entry). Much of this difference is attributed to the higher propensity for women to enter social service occupations vs. construction trades.

The Mathematica researchers conducted interviews with female RA participants and leaders of organizations dedicated to promoting women's participation in RA programs.

"The women we spoke with see their participation in RA as a pathway to career advancement and higher pay. Despite their generally positive opinions of the program, they ... noted that many women struggle to find and pay for child care, and some women are confused about their program's requirements. In addition, women who want to pursue apprenticeships in construction have difficulty obtaining information on those apprenticeships and jobs, and they often must contend with harassment and discrimination at male-dominated worksites."<sup>31</sup>

Suggestions from the Mathematica report to improve outcomes for women in RAs include:

- RA and program sponsors attract women and girls to apprenticeship through targeted outreach campaigns.
- Pre-apprenticeships like those run by the Women in Apprenticeship and Nontraditional Occupations (WANTO) grantees can help position women for success by building their basic skills and managing their expectations about particular occupations.
- After women are enrolled in the program, RA can support their success by helping them arrange and pay for adequate child care that accommodates their demanding classroom and on-the-job training schedules.
- RA can further promote women's success in apprenticeship in higher-wage industries, such as construction, by helping employers create and enforce policies to combat harassment at male-dominated worksites and by connecting women with their peers for support and encouragement.

The pre-apprenticeship strategy recommended in the Mathematica report is one that is almost universal in the recommendations of the reports cited above. Nearly all suggest that pre-apprenticeships can better prepare those with barriers to entry into full apprenticeships. This is an area that could be strengthened significantly in Illinois.

Despite making up half of the workforce, women comprise just 22 percent of participants identified by survey respondents in *pre-apprenticeship/bridge programs*. On one hand, given the low levels of employment of women in apprenticeable occupations, this level is not surprising. However, given the

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<sup>30</sup> Reed, Debbie, Albert Yung-Hsu Liu, Rebecca Kleinman, Annalisa Mastri, Davin Reed, Samina Sattar, and Jessica Ziegler (2012). *An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States*. Mathematica Policy Research. [https://wdr.doleta.gov/research/FullText\\_Documents/ETAOP\\_2012\\_10.pdf](https://wdr.doleta.gov/research/FullText_Documents/ETAOP_2012_10.pdf)

<sup>31</sup> Ibid., p. xx.

potential need for these types of programs to assist women in entering these occupations, it should ideally be higher.

The Mathematica report specifically points to WANTO grantees, one of which is Chicago Women in Trades. They are not included in our survey responses. There are likely more women involved in *pre-apprenticeship* programs in Illinois than are identified in our survey.

A promising model in the survey results is Revolution Workshop. Revolution has a pre-apprenticeship program in construction focused on serving those with barriers to employment. Of their 84 participants, 80 are persons of color, 37 are opportunity youth, 31 are homeless, 12 returning from the criminal justice system, and 11 are women. In addition to providing occupational skills leading to industry-recognized credentials, Revolution provides basic skills including reading, math, employability, and financial literacy. Over 90 percent of their program completers find jobs at an average wage of about \$18/hour<sup>32</sup>.

ICCB's Customized Apprenticeship Programming in Information Technology provides a prominent example of integrating pre-apprenticeship into a larger strategy to diversify apprenticeships. Specifically, the target populations of the Customized Apprenticeship Program-Information Technology project include adults with low basic skills, individuals with disabilities, veterans, people of color, and women. Additionally, community colleges in collaboration with their community-based partners, including One Million Degrees, are well equipped to offer strong support services and mentoring, which are essential to the success of underrepresented apprentices.

Based on the research and success stories around pre-apprenticeships, this is an important approach to increasing diversity in apprenticeship and employment. Pre-apprenticeships are critical to creating a gateway into registered and non-registered apprenticeship programs for underserved populations. Dedicated funding sources, quality standards, and data collection/evaluation would all help grow these types of programs while ensuring quality.

Non-profit organizations also play an important role in increasing diversity. Organizations such as One Million Degrees offer personal, professional, academic, and financial support to assist their target populations in successfully managing the onramps to a well-paying career. Early evidence from a randomized control trial study suggest that the One Million Degrees program significantly increases the likelihood the high school graduates will enroll and persist in community colleges. These results suggest that similar supports for apprenticeships may improve outcomes for participants.

### Key Finding 4. Formalizing Apprenticeship Coordination

This report was requested because there is a lack of understanding of the scale and scope of apprenticeship and work-based learning programs in Illinois. While the survey attempted to inventory all non-registered apprenticeships, pre-apprenticeships, and youth apprenticeships, there are still gaps in the inventory. Collecting information through a survey will likely never fully capture all of the programs. There are well-known programs that did not respond to the survey despite direct appeals to their leaders. Additionally, although data about registered apprenticeship programs can be obtained from DOL, access is a challenge.

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<sup>32</sup> <https://www.revolutionworkshop.org/about.html>

In addition, formalized standards for high quality pre- and youth apprenticeships are important to ensure that participants receive the benefits they need and registered apprenticeship programs have appropriately prepared candidates. The DOL registration process is one of the reasons registered apprenticeship are successful. It ensures standards are met for workers and employers.

Finally, tracking outcomes and evaluating programs can identify and expand successful programs. Based on our survey, there appear to be many promising programs throughout the state. However, without a better understanding of their operations and participant outcomes, replication is more difficult and risky.

A state apprenticeship office could address these issues. This can be accomplished by consolidating state apprenticeship efforts under a single office and remaining a USDOL Office of Apprenticeship (OA) state or by becoming a State Apprenticeship Agency (SAA) state. Registered apprenticeships in OA states continue to be authorized and monitored by USDOL. In SAA states, the administrative functions are shifted to the state office. The IWIB Apprenticeship Committee can examine the potential of whether the best approach is for Illinois to be recognized by USDOL as an SAA state.

Roughly half of the U.S. states have state apprenticeship offices recognized by DOL. Some of these states have developed or are developing a process for registering pre-apprenticeships, including Ohio, Pennsylvania, North Carolina, and Wisconsin<sup>33</sup>. All of these states are recognized by DOL as SAA states. A registration or formal recognition process in Illinois would facilitate the growth of these programs.

The federal government is providing a new funding source to support State Apprenticeship Offices. The U.S. Department of Labor (USDOL) is reauthorizing the Apprenticeship Act, which includes funding appropriated for state apprenticeship offices. Illinois could transition from dependency on a federal apprenticeship office to a state governed office, while still taking advantage of federal funding for this function. This apprenticeship office could be a key performer for addressing the thousands of displaced workers and the shifting demands of businesses for the post-COVID-19 economy. However, the State lacks a designated body of leadership for this Illinois apprenticeship office.

Establishing an apprenticeship office would increase Illinois' ability to attract and retain businesses as well as provide well-paying jobs for many individuals. Furthermore, a state apprenticeship office would allow Illinois to streamline the myriad of apprenticeship efforts and give a platform to better monitor and understand the impact of all apprenticeship programs within the State, not just registered programs.

Aligning the multiple administration offices will reduce costs and create a more impactful approach to expanding apprenticeship. Also, this would streamline administrative costs associated with apprenticeships in one aspect or another, as well as consolidate the multiple departments touching apprenticeship through grants, tax credits, or other initiatives.

Additionally, DCEO is developing an apprenticeship tracking system that integrates its current reporting system (Illinois Workforce Development System). It will allow other agencies to migrate their data, such as the USDOL Registered Apprenticeship Partners Information Data System (RAPIDS). The system will provide a central location for tracking and reporting data rather than each agency using separate

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<sup>33</sup> Jobs For the Future (2019). *JFF's Framework for a High-Quality Pre-Apprenticeship Program*. JFF Center for Apprenticeship & Work-Based Learning.

methods for determining the number of programs and apprentices. Coordination of systems will not only reduce the costs of different systems, but it will also allow Illinois to forecast and make data-driven decisions related to programs. This advantage, combined with USDOL notification that funding will be available to increase the State's ability to track and share apprenticeship data, including pre-apprenticeships and youth apprenticeships, is not only a benefit to creating an office but is another example of DCEO being the right agency to house it.

The process of creating this study illustrates an advantage to collecting and storing apprenticeship data at the state level. Despite multiple requests, data that would allow the analysis of trends in Registered Apprenticeships was not made available in time to be included. After several assurances that it would be provided, the DOL representative finally suggested requesting the data through the FOIA process. Analysis of those data will be provided in a follow-up report.

Finally, an essential strategy recommended by the IWIB Apprenticeship Committee is the establishment of Apprenticeship Navigators in all ten Economic Development Regions. These Navigators work with employers to establish apprenticeship programs to solve their talent needs. The vision is to have Apprenticeship Illinois be the umbrella that covers and connects all apprenticeship efforts and networks. An office that coordinates all apprenticeship efforts could provide more support to the navigators.

### Key Finding 5. Coronavirus Provides Opportunities for Innovation

The coronavirus pandemic is forcing apprenticeship sponsors and training providers to innovate. Virtual learning and remote work processes are being developed across the state. However, while these innovations are solving difficult problems, there need to be a coordinated effort to gather, assess, and disseminate these new approaches so that appear promising.

The coronavirus related layoffs present an opportunity for those collecting unemployment insurance benefits to enter a 'front loaded' apprenticeship. This would allow them to continue collecting their benefits while beginning the classroom training portion of the apprenticeship. This will prepare them to move directly into the on-the-job portion of the apprenticeship when the economy improves.

This could be an important role for navigators. They are best positioned to monitor these types of efforts. A more formalized coordination system between the navigators would allow them to learn and share best practices.

### Key Finding 6. Deeper Understanding of Apprenticeship

This study provides a starting point for understand apprenticeship and work-based learning in Illinois. A deeper understanding will allow apprenticeship to be more efficiently expanded in the ways described above. Advancing knowledge around the funding landscape and the effectiveness of specific apprenticeship programs and supports will help focus efforts where they are most effective.

The funding landscape is changing with the pending federal Apprenticeship Act. Creative funding approaches that combine multiple sources can address some of the challenges related to employer risk discussed above. Understanding how employers are funding apprenticeships to develop their workforces will help with the education process described in Key Finding 1.

Federally funded workforce programs, including WIOA programs, are demanding a greater level of program evaluation. Apprenticeship navigators have been working in Illinois for just over a year. The

time is right to begin evaluations of navigator programs to determine which approaches are effective and are good candidates for replication and which need improvement.

### Conclusion

Apprenticeship is an important component of the overall workforce development strategy. Benefits to workers, employers, and the workforce development system have been well documented. There appear to be opportunities to expand these benefits in several ways. Apprenticeship can be expanded to industries that haven't used apprenticeship in significant ways in the past and to regions of the state where employers have not used apprenticeship on a wide scale. Finally, expanded opportunity and support for women and persons of color would help allow these demographic groups to better access the benefits of apprenticeship.

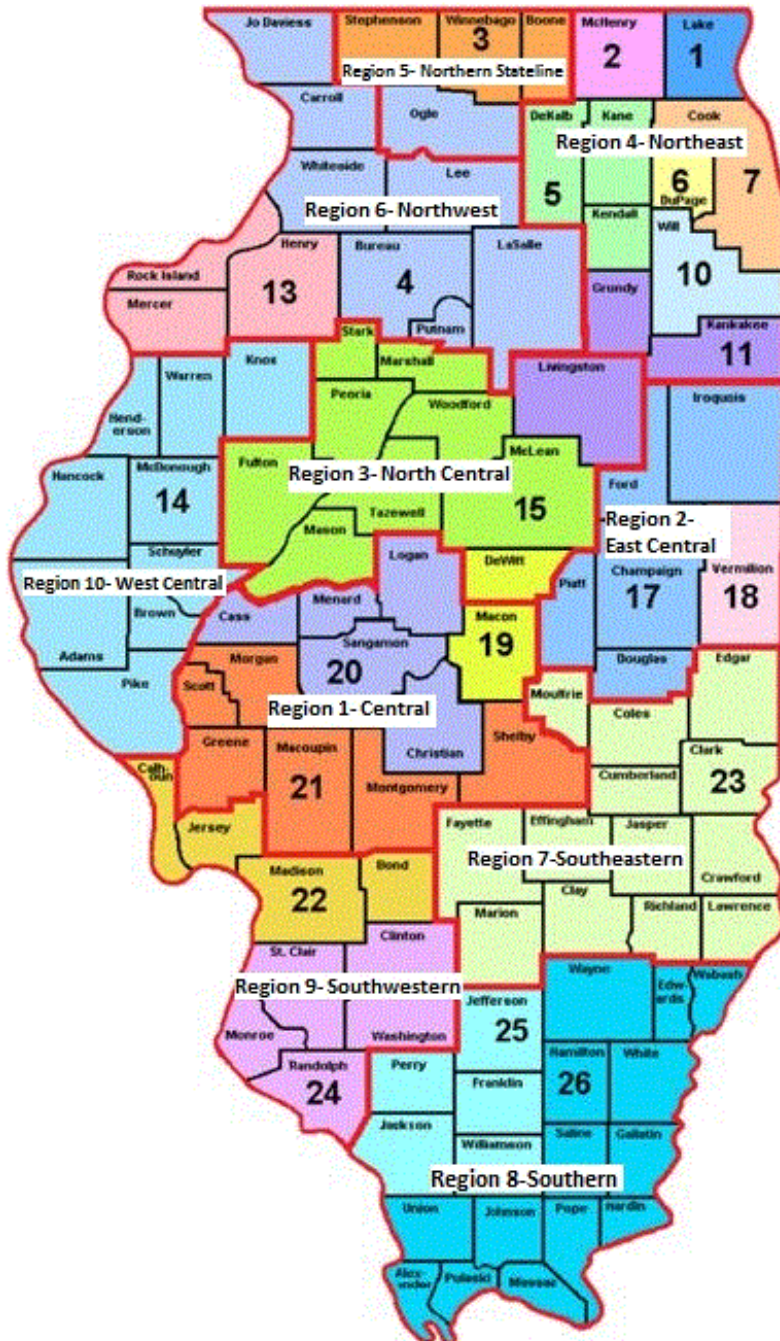
The coronavirus pandemic hit while this study was underway. While it has created challenges, especially in work-based learning, there have been opportunities identified in the response. These opportunities have the potential to improve technical instruction and workforce development more broadly long after the pandemic has past.

This study improves the understanding of the various types of apprenticeship and work-based learning in the state and the ten economic development regions. But the state can do more to document, recognize and promote these approaches. Over the longer term, the approach to apprenticeship in Illinois needs better coordination to realize these benefits. In the near term, more evaluation and research can be done to build on the data collected for this report.

## Apprenticeship and Work-based Learning in Illinois Economic Development Regions

The next sections provide labor force trends, registered apprenticeship activity, and survey results for each of the ten Illinois Economic Development Regions (EDRs). These can be used in combination with the statewide analysis above to provide a better understanding of apprenticeship and workforce development activities in each region.

Map 1. Illinois Economic Development Regions





## Labor Force Trends in Central Economic Development Region

The Central EDR is a 12 county region that includes Cass, Christian, Greene, Logan, Macon, Macoupin, Menard, Montgomery, Morgan, Sangamon, Scott, and Shelby Counties. It contains part of LWIA 19 and all of LWIAs 20 and 21. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

The Central EDR is home to about 4.1 percent of Illinois statewide employment. The region has higher than statewide average employment in Healthcare and Utilities. Overall employment growth is expected to be slightly lower than the statewide average.

Women make up a larger portion of the workforce vs. the state (52.1% vs. 49.5% statewide). This is primarily driven by the strength of the healthcare sector in the region, which employs higher numbers of women statewide. Construction and manufacturing have lower percentages of female workers.

The Central EDR is less racially diverse than Illinois. About 22 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in Healthcare and Transportation and Trade sectors.

Figure 39. Central EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	15,448	15,866	1,561	59.5%	24.6%
15-0000	Computer and Mathematical	5,338	5,556	448	34.2%	25.0%
29-0000	Healthcare Practitioners and Technical	18,694	20,000	1,375	78.6%	16.2%
31-0000	Healthcare Support	8,100	8,865	1,093	89.6%	31.3%
47-0000	Construction and Extraction	8,734	8,727	1,025	2.9%	14.2%
49-0000	Installation, Maintenance, and Repair	10,304	10,640	1,132	3.9%	14.8%
51-0000	Production	17,077	17,704	2,255	28.9%	22.5%
53-0000	Transportation and Material Moving	16,530	16,853	2,176	15.8%	21.5%
	All Occupations	255,898	262,181	31,099	52.1%	22.1%

Source: EMSI, 2020

Figure 40. Central EDR Demographic Data, Selected Industries<sup>34</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	8,892	0.71	8,710	-2.0%	11.3%	6.9%	\$65,405
Manufacturing	24,141	1.14	25,820	7.0%	28.4%	18.0%	\$84,293
Utilities	1,812	1.98	1,938	6.9%	23.1%	9.6%	\$129,269
Wholesale Trade	8,300	0.85	8,164	-1.6%	22.7%	5.4%	\$71,016
Transportation and Warehousing	6,681	0.72	6,500	-2.7%	17.7%	18.8%	\$64,927
Information	3,080	0.66	3,485	13.1%	37.4%	14.4%	\$95,662
Finance and Insurance	9,979	0.94	9,772	-2.1%	67.7%	8.3%	\$71,703
Health Care and Social Assistance	37,003	1.11	39,987	8.1%	80.5%	16.3%	\$62,092
All Industries	255,899		262,180	2.5%	52.1%	22.1%	\$63,151

Source: EMSI, 2020

<sup>34</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Central Economic Development Region

About 3.3 percent of Illinois apprentices are located in the Central EDR (Figure 41). This is not significantly different from the region’s 4.1 percent of total statewide jobs. The region does differ significantly on the industry distribution of apprentices. While the construction industry employs about 85 percent of apprentices statewide, fewer than half of apprentices are in this sector in the Central region.

Utilities are a strong sector overall for the Central EDR. This is especially true for apprenticeship. Nearly 90 percent of Illinois apprentices in the Utilities industry are located in the region. Ameren has significant apprenticeship programs in Decatur as does as the Association of Illinois Electric Cooperatives in Springfield.

Public Administration apprenticeships are also strong in the Central EDR, with over half of the statewide total located in the region. These apprentices are associated with correctional facilities and the Springfield Fire Department.

Finally, 2 out of 3 apprentices statewide in the Administrative, Waste Management, and Remediation Services sector are part of a Building Maintenance Repairer apprentice program at The Homework Hangout in Decatur. The organization’s mission<sup>35</sup> is “to provide today’s youth, young adults, and low-income families with training, opportunity, leadership, and discipline which will form an educational, social, and economic partnership through focused coordination of community resources.” This program may provide a model for apprenticeships in smaller communities across the state.

Figure 41. Registered Apprentices by Industry Sector, Central EDR

NAICS	Industry	Central		Statewide	
23	Construction	304	55.4%	14,328	85.5%
31-33	Manufacturing	24	4.4%	1,413	8.4%
22	Utilities	133	24.2%	149	0.9%
92	Public Administration	67	12.2%	129	0.8%
56	Admin and Support and Waste Mgmt and Remediation Svcs	20	3.6%	30	0.2%
48	Transportation and Warehousing	1	0.2%	12	0.1%
		549		16,760	

<sup>35</sup> <https://www.hhcdecatur.org/mission>



Three survey responses were received from five programs in the Central EDR (Figure 42). These programs had a total of 687 participants and 130 employers involved. No responses were received from pre-apprenticeship or youth apprenticeship programs.

A program that should be examined for potential replication is Springfield Public Schools’ Lawrence Education Center bridge programs. They are serving 24 opportunity youth under an ICCB Innovative Bridge and Transition Program Grant. It was reported as a *work-based learning program* but includes many components of *pre-apprenticeship* or even *registered apprenticeship* programs: occupation related training, on-the-job mentoring, and structured on-the-job training, and industry or nationally recognized credentials. In addition, the program provides training in basic skills, employability skills, financial literacy skills, and life skills.

The Capital Area Career Center entered both of their programs as *other*. They describe their Skilled Trades Essentials program as an “entry level trades program, but could transition to apprenticeship.” In all they have over 600 participants training in more than 20 occupations.

Figure 42. Summary of Program Level Survey Responses, Central EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	1	15	13
Work-Based Learning Program	2	9	36
Pre-apprenticeship/Bridge Program	-	-	-
Youth Apprenticeship	-	-	-
Other (please specify)	2	106	638
Total	5	130	687

## Labor Force Trends in East Central Economic Development Region

The East Central EDR is a 5 county region that includes Champaign, Douglas, Ford, Iroquois, and Piatt Counties. It contains LWIAs 17 and 18. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

About 2.4 percent of statewide employment is located in the East Central EDR. The region has higher than statewide average employment in manufacturing and government. Overall employment growth is expected to be slightly lower than the statewide average.

The percentage of female workers in this region is roughly the same vs. the state (49.9% vs. 49.5% statewide). Women are strongly represented in the finance sector, although it should be noted that average wages in Finance are less than 50 percent of the statewide levels. Trade and transportation have lower percentages of female workers.

The East Central EDR is less racially diverse than Illinois. About 25 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in healthcare and construction sectors.

Figure 43. East Central EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	4,809	4,983	507	56.9%	20.4%
15-0000	Computer and Mathematical	3,661	3,625	286	24.6%	30.6%
29-0000	Healthcare Practitioners and Technical	9,283	10,013	701	76.1%	17.7%
31-0000	Healthcare Support	3,913	4,298	544	87.7%	30.3%
47-0000	Construction and Extraction	4,796	5,004	596	3.0%	12.8%
49-0000	Installation, Maintenance, and Repair	6,416	6,587	686	3.3%	17.3%
51-0000	Production	11,113	11,034	1,370	27.1%	29.4%
53-0000	Transportation and Material Moving	10,686	10,913	1,413	16.9%	26.5%
	All Occupations	149,235	152,525	18,496	49.9%	24.8%

Source: EMSI, 2020

Figure 44. East Central EDR Demographic Data, Selected Industries<sup>36</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	5,099	0.70	5,365	5.2%	12.9%	6.7%	\$66,313
Manufacturing	15,763	1.27	15,661	-0.6%	27.4%	25.8%	\$65,976
Utilities	512	0.96	550	7.3%	18.9%	6.7%	\$113,353
Wholesale Trade	6,324	1.11	5,984	-5.4%	24.4%	12.3%	\$65,062
Transportation and Warehousing	4,979	0.92	5,117	2.8%	22.6%	23.5%	\$51,229
Information	2,286	0.83	2,123	-7.1%	42.2%	18.4%	\$59,693
Finance and Insurance	4,589	0.74	4,659	1.5%	69.3%	10.4%	\$67,307
Health Care and Social Assistance	19,222	0.99	21,047	9.5%	79.7%	20.3%	\$69,697
Government	40,175	1.68	40,024	-0.4%	53.8%	33.5%	\$60,822
All Industries	149,239		152,531	2.2%	49.9%	24.8%	\$53,968

Source: EMSI, 2020

<sup>36</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in East Central Economic Development Region

About 1.9 percent of Illinois apprentices are located in the East Central EDR (Figure 45). This is not significantly different from the region’s 2.4 percent of total statewide jobs. The region does not differ significantly on the industry distribution of apprentices. The construction industry employs about 84-85 percent of apprentices in the East Central EDR and statewide.

Figure 45. Registered Apprentices by Industry Sector, East Central EDR

Industry	East Central		Statewide	
Construction	266	83.9%	14,328	84.8%
Manufacturing	37	11.7%	1,413	8.4%
Utilities	6	1.9%	149	0.9%
Public Administration	7	2.2%	129	0.8%
Transportation and Warehousing	1	0.3%	12	0.1%
	317		16,903	

Three survey responses were received from eight programs in the East Central EDR (Figure 46). These programs had a total of 78 participants and 102 employers involved. The majority of the employers are involved with the Urbana School District Summer Youth Employment Program. No responses were received from pre-apprenticeship or youth apprenticeship programs.

All of the programs that responded to the survey are focused on youth. They are primarily run by Urbana School District 116 and Champaign Unit 4 School District.

The Summer Construction Education Program at Education for Employment System #330 was identified as *work-based learning* in the survey, but it has many of the components of a *pre-apprenticeship* program. It includes occupation related training, structured on-the-job training, and industry or nationally recognized credentials. Although it is a relatively short program (4 weeks/120 hours), it includes instruction from union trades and community college instructors.

Figure 46. Summary of Program Level Survey Responses, East Central EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	-	-	-
Work-Based Learning Program	7	91	67
Pre-apprenticeship/Bridge Program	-	-	-
Youth Apprenticeship	-	-	-
Other (please specify)	1	11	11
Total	8	102	78

## Labor Force Trends in North Central Economic Development Region

The North Central EDR is a 12 county region that includes De Witt, Fulton, Livingston, Marshall, Mason, McLean, Peoria, Stark, Tazewell, and Woodford Counties. It contains part of LWIA 19 and all of LWIAs 20 and 21. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

The North Central EDR is home to about 4.7 percent of Illinois statewide employment. The region has higher than statewide average employment in Finance/Insurance and Utilities. Overall employment growth is expected to be slightly lower than the statewide average.

The percentage of female workers in region is roughly the same vs. the state (49.9% vs. 49.5% statewide). Trade, transportation, and manufacturing have lower percentages of female workers. Most other sectors have female participation at or slightly below statewide averages.

The North Central EDR is less racially diverse than Illinois. About 22 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in Healthcare and Transportation and Trade sectors.

Figure 47. North Central EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	16,612	17,687	1,809	54.2%	14.2%
15-0000	Computer and Mathematical	8,620	9,169	760	29.3%	22.5%
29-0000	Healthcare Practitioners and Technical	19,965	20,522	1,320	78.9%	15.9%
31-0000	Healthcare Support	9,369	9,815	1,189	88.7%	26.7%
47-0000	Construction and Extraction	9,310	9,564	1,132	2.5%	10.9%
49-0000	Installation, Maintenance, and Repair	11,767	12,066	1,274	3.5%	12.2%
51-0000	Production	17,230	18,139	2,369	22.5%	19.7%
53-0000	Transportation and Material Moving	17,851	18,214	2,356	15.6%	22.4%
	All Occupations	291,460	297,775	35,569	49.8%	19.6%

Source: EMSI, 2020

Figure 48. North Central EDR Demographic Data, Selected Industries<sup>37</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	11,345	0.79	11,574	2.0%	12.8%	5.8%	\$69,961
Manufacturing	29,974	1.24	32,434	8.2%	21.7%	15.3%	\$116,336
Utilities	2,074	1.99	2,176	4.9%	20.6%	12.2%	\$154,458
Wholesale Trade	9,947	0.89	9,619	-3.3%	23.7%	7.4%	\$67,731
Transportation and Warehousing	8,998	0.86	9,068	0.8%	24.6%	20.0%	\$66,270
Information	3,095	0.58	2,483	-19.8%	36.9%	16.3%	\$56,388
Finance and Insurance	25,985	2.16	28,388	9.2%	55.7%	11.9%	\$102,336
Health Care and Social Assistance	41,572	1.09	42,963	3.3%	81.2%	17.9%	\$60,715
Government	41,525	0.89	41,252	-0.7%	56.9%	33.5%	\$60,105
All Industries	291,460		297,780	2.2%	49.8%	19.6%	\$62,932

Source: EMSI, 2020

<sup>37</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in North Central Economic Development Region

About 5.8 percent of Illinois apprentices are located in the North Central EDR (Figure 49). This is slightly higher than the region’s 4.7 percent of total statewide jobs. The region does not differ significantly on the industry distribution of apprentices relative to the rest of the state. The construction industry employs about 85-88 percent of apprentices in the North Central EDR and statewide.

Figure 49. Registered Apprentices by Industry Sector, North Central EDR

NAICS	Industry	North Central		Total	
23	Construction	832	88.1%	14,328	84.8%
31-33	Manufacturing	99	10.5%	1,413	8.4%
56	Admin, Support, Waste Mgmt and Remediation Svcs	30	3.2%	40	0.2%
92	Public Administration	11	1.2%	129	0.8%
22	Utilities	2	0.2%	149	0.9%
		944		16,903	

Survey responses were received from 21 programs in the North Central EDR (Figure 50). These programs had over 1,900 participants and more than 130 employers involved. No responses were received from Pre-apprenticeship or Youth Apprenticeship programs.

Illinois Central College in East Peoria has a Cybersecurity *non-registered apprenticeship* program that is currently being evaluated by DOL to become a *registered apprenticeship* program. They also are working with Accenture on a *non-registered apprenticeship* program in Network Administration that will begin in May, 2020. These programs may provide models for apprenticeship programs in other small to medium sized communities.

There are also some healthcare programs in the region that should be examined for replicability. Bloomington Area Career Center/EFE #350 has a Nurse Assistant program for high school students with about 130 participants that has several of the components of a *registered apprenticeship* program (participants are hired by a participating employer, occupation related training, structured on-the-job training/learning, and industry or nationally recognized credentials). Heartland Community College also has several health care programs that have *registered apprenticeship* components, including Medical Assistant, Phlebotomy, Radiography, Physical Therapy Assistant, Nursing, Certified Nursing Assistant, Dental Assistant, Pharmacy Technician, and Veterinary Assistant.

Figure 50. Summary of Program Level Survey Responses, North Central EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	2	3	2
Work-Based Learning Program	15	118	1,313
Pre-apprenticeship/Bridge Program	-	-	-
Youth Apprenticeship	-	-	-
Other (please specify)	4	13	612
Total	21	134	1,927

## Labor Force Trends in Northeast Economic Development Region

The Northeast EDR is a 9 county region that includes Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, and McHenry Counties. It contains part of LWIA 11 and all of LWIAs 1, 2, 5, 6, 7, and 10. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

The Northeast EDR is home to about 71 percent of Illinois statewide employment. Because it makes up such a significant portion of the state’s economy, the industry makeup and demographics of the workforce do not differ significantly from statewide averages. There are slightly more non-white workers in the Northeast region (41 % vs. 35 % statewide).

A minor exception to that is in the utilities sector, where nearly half of the statewide employment in that sector is outside of the region. The sector is somewhat more diverse in the Northeast EDR, with percentages of female workers higher vs. the state (25% vs. 22.7% statewide) and non-white workers (36.3% vs. 24.1% statewide).

Figure 51. Northeast EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	261,453	271,291	26,994	53.7%	32.5%
15-0000	Computer and Mathematical	138,999	147,305	11,932	26.0%	42.0%
29-0000	Healthcare Practitioners and Technical	245,000	262,492	17,270	76.1%	39.7%
31-0000	Healthcare Support	116,482	129,510	16,061	87.2%	60.4%
47-0000	Construction and Extraction	125,650	130,452	15,039	3.5%	34.3%
49-0000	Installation, Maintenance, and Repair	147,921	151,776	15,636	4.0%	34.6%
51-0000	Production	285,427	277,027	33,626	31.4%	50.9%
53-0000	Transportation and Material Moving	367,435	385,857	51,531	23.9%	51.8%
	All Occupations	4,390,089	4,537,934	540,535	49.5%	40.8%

Source: EMSI, 2020

Figure 52. Northeast EDR Demographic Data, Selected Industries<sup>38</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	160,746	0.75	167,584	4.3%	16.6%	26.2%	\$93,494
Manufacturing	379,685	1.04	363,158	-4.4%	32.6%	45.1%	\$95,806
Utilities	12,727	0.81	13,512	6.2%	25.0%	36.3%	\$173,576
Wholesale Trade	214,505	1.28	208,669	-2.7%	34.4%	34.3%	\$104,518
Transportation and Warehousing	217,266	1.37	239,011	10.0%	32.2%	45.9%	\$73,893
Information	71,103	0.88	66,835	-6.0%	39.6%	33.7%	\$120,157
Finance and Insurance	228,659	1.26	234,051	2.4%	53.4%	32.2%	\$160,803
Health Care and Social Assistance	546,441	0.95	604,556	10.6%	78.5%	50.3%	\$64,486
Government	533,261	0.76	535,809	0.5%	54.7%	33.9%	\$83,891
All Industries	4,390,089		4,537,936	3.4%	49.5%	40.8%	\$78,307

Source: EMSI, 2020

<sup>38</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Northeast Economic Development Region

About 76.8 percent of Illinois apprentices are located in the Northeast EDR (Figure 53). This is slightly higher than the region’s 71 percent of total statewide jobs. The region is home to all state registered apprenticeship programs in wholesale trade, other services, professional, scientific, and technical services, and real estate and rental and leasing.

Figure 53. Registered Apprentices by Industry Sector, Northeast EDR

NAICS	Industry	Northeast		Total	
23	Construction	11,153	85.9%	14,328	85.5%
31-33	Manufacturing	1,117	8.6%	1,413	8.4%
42	Wholesale Trade	520	4.0%	520	3.1%
61	Educational Services	54	0.4%	61	0.4%
81	Other Services (except Public Administration)	51	0.4%	51	0.3%
62	Health Care and Social Assistance	37	0.3%	41	0.2%
54	Professional, Scientific, and Technical Services	24	0.2%	24	0.1%
56	Admin, Support, Waste Mgmt and Remediation Svcs	10	0.1%	30	0.2%
48	Transportation and Warehousing	5	0.0%	12	0.1%
92	Public Administration	4	0.0%	129	0.8%
53	Real Estate and Rental and Leasing	2	0.0%	2	0.0%
		12,977		16,760	

Survey responses were received covering 231 programs in the Northeast EDR (Figure 54). These programs had over 20,000 participants and more than 1,000 employers involved. More detail about the survey results by type of program can be found in the statewide survey data analysis section.

Figure 54. Summary of Program Level Survey Responses, Northeast EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	13	20	30
Pre-apprenticeship/Bridge Program	7	113	259
Youth Apprenticeship	7	7	156
Work-Based Learning Program	196	908	18,767
Other (please specify)	8	22	1,027
Total	231	1,070	20,239

Information about 13 *non-registered apprenticeships* was submitted. The College of DuPage (COD) hosts seven of those programs in manufacturing and industrial maintenance fields. COD indicates that they are in the process registering these apprenticeships with DOL. WorkNet DuPage has three non-registered apprenticeships in manufacturing fields.

*Pre-apprenticeship or bridge programs* were covered for seven programs. Most of these programs are designed to improve diversity in specific occupations or provide opportunities for those with barriers to employment. The Safer Foundation’s PACE Institute offers pre-apprenticeships focus on carpentry and



electrician training. All of the participants in the carpentry program are returning from the criminal justice system. All participants in both programs are persons of color.

Associated Builders and Contractors and Revolution Workshop both *have pre-apprenticeships* focused on the construction trades. Over 90 percent of program participants in both organizations are persons of color and many have barriers to employment including homelessness, criminal backgrounds, and/or are opportunity youth.

Seven *youth apprenticeship* programs were identified by survey respondents. The largest of those programs is African American Christian Foundation's (AACF) Workforce Development and Job Training Program. Of the 125 participants, 120 are persons of color, 80 are female, and 110 are opportunity youth. This program offers training in a variety of occupations. AACF also offers a youth apprenticeship focus on nursing assistant training. This program has 12 participants, all of whom are non-white opportunity youth. According to their website, a unique feature of AACF programs is that they continue to work with participants after they have found employment. "AACF is committed to not only connecting work-ready clients to suitable career paths and focusing on a well-rounded life of learning and career mobility, but also following-up with continued case management, mentoring, and supportive services to ensure workplace longevity, career mobility, and other job retention strategies."<sup>39</sup>

High School District 214 also offers two *youth apprenticeship* programs in automotive and construction. Both programs indicate that they have articulation to full apprenticeships. While many of their other programs are classified as 'work-based learning', they are working towards making those programs more apprentice-like.

There were survey responses covering nearly 200 *work-based learning* (WBL) programs in the Northeast region. This accounted for over 60 percent of all programs from survey respondents statewide. As was discussed in the statewide data analysis, the broad definition of work-based learning lead to great diversity in the types of programs described under the category. College of DuPage (COD) submitted 152 programs in this category, ranging from a six week CDL certificate to nearly 30 Associate of Applied Arts programs with WBL components.

Three of COD's 16 week WBL programs offer all of the components of a *registered apprenticeship*: Pharmacy Technician, Veterinary Assistant, and Dental Assistant. Each of these also offer articulation to full apprenticeships.

Two other WBL programs in the region also have many of the components of *registered apprenticeships*. Metropolitan Family Services' construction program and Lurie Children's Hospital's Medical Assistant Pathway Program (MAPP) each may provide models that could be expanded or applied in other regions.

There are other notable WBL programs in the Northeast EDR that focus on opportunity youth. The Year Up program at Harold Washington College focused on business and financial services serves 116 opportunity youth. Metropolitan Family Services' 16 week construction program serves 29 non-white opportunity youth. Institute for Latino Progress' Youth Development program has 24 participants, all of whom are non-white opportunity youth. In total, survey respondents reported a total of nearly 250 opportunity youth served by WBL programs in the Northeast region.

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<sup>39</sup> <https://aacfworks.org/programs/workforce-training-programs/>



## Labor Force Trends in Northern Stateline Economic Development Region

The Northern Stateline EDR is a 4 county region that includes De Boone, Ogle, Stephenson, and Winnebago Counties. It contains part of LWIA 4 and all of LWIA 3. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

The Northern Stateline EDR is home to about 3 percent of Illinois statewide employment. The region has higher than statewide average employment in manufacturing and utilities. It has lower than average employment in information and finance/insurance. Overall employment growth is expected to be slightly lower than the statewide average in the coming years.

The percentage of female workers in region slightly lower vs. the state (48.2% vs. 49.5% statewide). Trade, transportation, and manufacturing have lower percentages of female workers. The finance sector has a higher percentage of women employees. Most other sectors have female participation near statewide averages.

The Northern Stateline EDR is less racially diverse than Illinois. About 27 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparity vs. statewide averages is in healthcare.

Figure 55. Northern Stateline EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	5,604	5,690	576	55.2%	18.2%
15-0000	Computer and Mathematical	1,940	2,107	180	29.5%	22.5%
29-0000	Healthcare Practitioners and Technical	11,865	12,747	881	80.2%	18.1%
31-0000	Healthcare Support	6,206	6,645	802	89.9%	36.4%
47-0000	Construction and Extraction	6,257	6,657	799	2.6%	18.7%
49-0000	Installation, Maintenance, and Repair	7,620	7,891	818	3.4%	19.2%
51-0000	Production	27,744	27,935	3,512	27.4%	32.3%
53-0000	Transportation and Material Moving	16,306	16,982	2,299	20.8%	35.3%
	All Occupations	185,569	190,362	23,509	48.2%	26.8%

Source: EMSI, 2020

Figure 56. Northern Stateline EDR Demographic Data, Selected Industries<sup>40</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	7,535	0.83	7,977	5.9%	13.2%	12.7%	\$80,148
Manufacturing	38,944	2.53	40,104	3.0%	27.3%	27.9%	\$76,370
Utilities	1,655	2.50	1,738	5.0%	19.4%	18.5%	\$208,186
Wholesale Trade	6,285	0.89	6,202	-1.3%	24.3%	17.2%	\$70,990
Transportation and Warehousing	8,714	1.30	9,559	9.7%	24.1%	28.3%	\$51,475
Information	1,671	0.49	1,616	-3.3%	37.4%	19.1%	\$67,379
Finance and Insurance	5,432	0.71	5,023	-7.5%	67.0%	15.9%	\$100,824
Health Care and Social Assistance	26,546	1.10	28,784	8.4%	81.8%	24.7%	\$66,384
All Industries	185,574		190,367	2.6%	48.3%	26.8%	\$58,241

Source: EMSI, 2020

<sup>40</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Northern Stateline Economic Development Region

About 2.3 percent of Illinois apprentices are located in the Northern Stateline EDR (Figure 57). This is not significantly different than the region’s 3 percent of total statewide jobs. The region does not differ significantly on the industry distribution of apprentices relative to the rest of the state. The construction industry employs about 85-86 percent of apprentices in the Northern Stateline EDR and statewide.

Figure 57. Registered Apprentices by Industry Sector, Northern Stateline EDR

NAICS	Industry	Northern Stateline		Total	
23	Construction	340	86.3%	14,328	84.8%
31-33	Manufacturing	45	11.4%	1,413	8.4%
48	Transportation and Warehousing	5	1.3%	12	0.1%
62	Health Care and Social Assistance	4	1.0%	41	0.8%
		394		16,760	

Survey responses were received from 7 programs in the Northern Stateline EDR (Figure 58). These programs had 33 participants and more than 16 employers involved. No responses were received from non-registered apprenticeship or youth apprenticeship programs.

Rock Valley College Highway Construction Careers Training Program (HCCTP) is a *pre-apprenticeship* program that “aims to help women, minorities, and disadvantaged individuals gain acceptance into the construction trades”<sup>41</sup>. There are 32 total participants. Thirteen are female and 13 are persons of color. Five participants are returning from the criminal justice system.

Figure 58. Summary of Program Level Survey Responses, Northern Stateline EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	-	-	-
Pre-apprenticeship/Bridge Program	2	-	32
Youth Apprenticeship	-	-	-
Work-Based Learning Program	3	-	1
Other (please specify)	2	16	-
Total	7	16	33

<sup>41</sup> <https://www.rockvalleycollege.edu/Community/CCE/HCCTP.cfm>

## Labor Force Trends in Northwest Economic Development Region

The Northwest EDR is a 10 county region that includes Bureau, Carroll, Henry, Jo Daviess, LaSalle, Lee, Mercer, Putnam, Rock Island, and Whiteside Counties. It contains most of LWIA 4 and all of LWIA 13. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

The Northwest EDR is home to about 3.2 percent of Illinois statewide employment. The region has higher than statewide average employment in manufacturing and utilities. Overall employment growth is expected to be slightly lower than the statewide average in the near future.

The percentage of female workers in region is slightly below the statewide average (48.7% vs. 49.5% statewide). Trade, transportation, and utilities have lower percentages of female workers. The finance and insurance sector has significantly more women than the statewide average in that sector. Most other sectors have female participation at or slightly below statewide averages.

The Northwest EDR is less racially diverse than Illinois. About 22 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in healthcare and transportation and trade sectors.

Figure 59. Northwest EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	8,145	8,491	873	54.9%	19.8%
15-0000	Computer and Mathematical	3,447	3,590	293	28.7%	23.5%
29-0000	Healthcare Practitioners and Technical	11,421	11,772	813	80.6%	22.3%
31-0000	Healthcare Support	5,255	5,529	678	90.0%	28.8%
47-0000	Construction and Extraction	7,121	7,597	914	3.0%	14.6%
49-0000	Installation, Maintenance, and Repair	8,739	9,064	960	3.6%	13.8%
51-0000	Production	20,117	20,710	2,623	26.8%	25.2%
53-0000	Transportation and Material Moving	18,575	19,773	2,630	16.8%	23.9%
	All Occupations	198,097	203,715	24,938	48.7%	21.6%

Source: EMSI, 2020

Figure 60. Northwest EDR Demographic Data, Selected Industries<sup>42</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	8,218	0.84	8,865	7.9%	14.0%	8.8%	\$70,157
Manufacturing	28,258	1.72	29,556	4.6%	27.1%	21.5%	\$71,952
Utilities	2,085	2.95	2,304	10.5%	17.1%	10.7%	\$183,598
Wholesale Trade	7,772	1.03	7,274	-6.4%	27.6%	10.6%	\$75,820
Transportation and Warehousing	10,382	1.45	11,337	9.2%	27.5%	20.7%	\$60,435
Information	1,575	0.43	1,255	-20.3%	41.3%	12.8%	\$56,212
Finance and Insurance	6,256	0.76	6,223	-0.5%	73.1%	10.4%	\$69,528
Health Care and Social Assistance	21,021	0.81	21,494	2.2%	83.5%	16.2%	\$52,804
All Industries	198,110		203,718	2.8%	48.7%	21.6%	\$59,632

Source: EMSI, 2020

<sup>42</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Northwest Economic Development Region

Less than one percent of Illinois apprentices are located in the Northwest EDR (Figure 61). The only industry with significant apprentices is manufacturing. The 78 apprentices in that sector are employed at about a dozen manufacturers around the region.

Figure 61. Registered Apprentices by Industry Sector, Northwest EDR

NAICS	Industry	Northwest		Statewide	
23	Construction	11	12.1%	14,328	85.5%
31-33	Manufacturing	78	85.7%	1,413	8.4%
22	Utilities	1	1.1%	149	0.9%
92	Public Administration	1	1.1%	129	0.8%
		91		16,760	

Survey responses were received from 13 programs in the Northwest EDR (Figure 62). These programs had nearly 140 participants and more than 50 employers involved. No responses were received from non-registered apprenticeship programs.

High Roads Advantage offers a *work-based learning* program that includes all the components of registered apprenticeship. The program includes a variety of industries, “any considered in -demand or high growth that our students are interested in”. They are serving 16 participants, 11 of which have disabilities and 7 are opportunity youth.

The Innovation Project for Returning Citizens (IPRC) at the Kewanee Life Skills Re-Entry Center is a correctional facility based *work-based learning* program that has the components of a *registered apprenticeship*. *Work-based learning* focusing on welding as a key component of a set of programs that “focus on offenders who are ready to make needed changes in order to successfully reintegrate into their community.”<sup>43</sup>

Figure 62. Summary of Program Level Survey Responses, Northwest EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	-	-	-
Pre-apprenticeship/Bridge Program	3	-	-
Youth Apprenticeship	1	3	35
Work-Based Learning Program	9	53	102
Other (please specify)	-	-	-
Total	13	56	137

<sup>43</sup> <https://www2.illinois.gov/idoc/facilities/Pages/KewaneeLifeSkillsReentryCenter.aspx>

### Labor Force Trends in Southeastern Economic Development Region

The Southeastern EDR is a 13 county region that includes Clark, Clay, Coles, Crawford, Cumberland, Edgar, Effingham, Fayette, Jasper, Lawrence, Marion, Moultrie, and Richland Counties. It covers the same area as LWIA 23. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

Just under 2 percent of statewide employment is located in the Southeastern EDR. The region has higher than statewide average employment in manufacturing and utilities. Overall employment growth is expected to be slightly lower than the statewide average in the next few years.

The percentage of female workers in region is roughly the same vs. the state (50.1% vs. 49.5% statewide). Women are strongly represented in finance sector, one of the highest paying industries in the region. Trade and transportation have lower percentages of female workers.

The Southeastern EDR is less racially diverse than Illinois. About 13 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in healthcare sector.

Figure 63. Southeastern EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	3,323	3,668	394	60.0%	10.7%
15-0000	Computer and Mathematical	1,241	1,381	126	31.2%	15.0%
29-0000	Healthcare Practitioners and Technical	6,524	6,908	480	79.6%	10.0%
31-0000	Healthcare Support	3,519	3,722	466	91.2%	14.6%
47-0000	Construction and Extraction	4,686	4,919	597	2.7%	8.1%
49-0000	Installation, Maintenance, and Repair	5,184	5,520	606	5.7%	7.3%
51-0000	Production	13,730	14,148	1,756	29.5%	9.0%
53-0000	Transportation and Material Moving	9,596	9,800	1,303	17.5%	12.4%
	All Occupations	113,200	117,730	14,711	50.1%	12.8%

Source: EMSI, 2020

Figure 64. Southeastern EDR Demographic Data, Selected Industries<sup>44</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	4,235	0.76	4,474	5.6%	12.3%	2.3%	\$62,360
Manufacturing	20,994	2.24	21,965	4.6%	29.7%	7.1%	\$64,028
Utilities	662	1.64	733	10.8%	23.8%	2.3%	\$127,478
Wholesale Trade	4,023	0.93	4,006	-0.4%	25.1%	3.1%	\$57,320
Transportation and Warehousing	4,752	1.16	4,873	2.6%	22.9%	11.1%	\$63,012
Information	1,743	0.84	1,961	12.5%	46.8%	7.9%	\$56,093
Finance and Insurance	3,906	0.83	4,150	6.2%	73.9%	5.9%	\$65,322
Health Care and Social Assistance	16,636	1.13	17,824	7.1%	83.2%	8.2%	\$50,357
Government	18,936	1.05	18,102	-4.4%	57.9%	33.9%	\$53,737
All Industries	113,220		117,740	4.0%	50.2%	12.8%	\$48,872

Source: EMSI, 2020

<sup>44</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Southeastern Economic Development Region

Just 10 apprentices are located in the Southeastern EDR (Figure 65). An examination of the RAPIDS data for the region reveals a potential issue with industry classifications. Illinois Eastern Community Colleges IECC has an RA program that has a NAICS industry code of 611210 (Junior colleges) in the RAPIDS data. This is the only RA program at IECC. IECC responded to our survey and indicated that their RA program trains Mechatronics Technicians, a manufacturing occupation.

Figure 65. Registered Apprentices by Industry Sector, Southeastern EDR

NAICS	Industry	Southeast		Total	
23	Construction	2	20.0%	14,328	84.8%
22	Utilities	1	10.0%	1,413	8.4%
92	Public Administration	1	10.0%	12	0.1%
61	Educational Services	6	60.0%	41	0.8%
		10		16,760	

Survey responses were received from five programs in the Southeastern EDR (Figure 66). These programs had a total of 15 participants and 30 employers involved. The majority of the employers are involved with Illinois Eastern Community Colleges’ Broadband Telecom *non-registered apprenticeship* program.. No responses were received from pre-apprenticeship or youth apprenticeship programs.

C.E.F.S. Economic Opportunity Corporation operates a *work-based learning* program for opportunity youth. Their focus industry depends on employer participation. They have eight participants, all of whom are opportunity youth.

Figure 66. Summary of Program Level Survey Responses, Southeastern EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	1	30	7
Pre-apprenticeship/Bridge Program		-	
Youth Apprenticeship	-	-	-
Work-Based Learning Program	3	-	8
Other (please specify)	1	-	-
Total	5	30	15

## Labor Force Trends in Southern Economic Development Region

The Southern EDR is a 19 county region that includes Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Massac, Perry, Pope, Pulaski, Saline, Union, Wabash, Wayne, White, and Williamson Counties. It contains LWIAs 25 and 26. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

Just under 2 percent of statewide employment is located in the Southern EDR. The region has higher than statewide average employment in health care and utilities. Overall employment growth is expected to be slightly higher than the statewide average in the next few years.

The percentage of female workers in region is slightly higher vs. the state (51.2% vs. 49.5% statewide). Women are strongly represented in finance sector, one of the highest paying industries in the region. Trade and transportation have lower percentages of female workers.

The Southern EDR is less racially diverse than Illinois. About 17 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in healthcare and manufacturing sectors.

Figure 67. Southern EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	3,667	4,040	431	57.6%	14.1%
15-0000	Computer and Mathematical	1,582	1,744	155	29.4%	20.0%
29-0000	Healthcare Practitioners and Technical	10,591	11,463	810	80.0%	13.3%
31-0000	Healthcare Support	4,186	4,616	581	87.6%	23.7%
47-0000	Construction and Extraction	5,431	6,139	804	2.0%	8.4%
49-0000	Installation, Maintenance, and Repair	5,888	6,339	690	3.2%	9.8%
51-0000	Production	10,153	10,781	1,375	24.9%	12.5%
53-0000	Transportation and Material Moving	9,510	10,221	1,370	17.9%	16.2%
	All Occupations	130,834	138,676	17,194	51.2%	17.5%

Source: EMSI, 2020

Figure 68. Southern EDR Demographic Data, Selected Industries<sup>45</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	4,447	0.69	4,700	5.7%	11.8%	4.3%	\$66,140
Manufacturing	12,357	1.14	13,068	5.8%	24.6%	8.4%	\$72,009
Utilities	959	2.05	958	-0.2%	20.0%	3.8%	\$135,814
Wholesale Trade	3,288	0.66	3,414	3.8%	22.1%	4.4%	\$55,173
Transportation and Warehousing	5,058	1.07	5,136	1.5%	27.9%	12.7%	\$51,271
Information	1,210	0.50	1,172	-3.2%	38.7%	10.2%	\$82,517
Finance and Insurance	4,633	0.86	5,145	11.0%	75.4%	6.5%	\$56,433
Health Care and Social Assistance	21,218	1.24	23,674	11.6%	80.8%	13.3%	\$53,230
All Industries	130,842		138,684	6.0%	51.3%	17.5%	\$50,563

Source: EMSI, 2020

<sup>45</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.



## Apprenticeship and Work-Based Learning in Southern Economic Development Region

About 1 percent of Illinois apprentices are located in the Southern EDR (Figure 69). This is slightly lower than the region’s 2 percent of total statewide jobs. Similar to most of Illinois, the vast majority of apprentices in the region are in the construction industry. The majority of apprentices in the public administration sector are at correctional facilities.

The RAPIDS data show an apprenticeship at Rend Lake College with a NAICS industry code of 923110 (Administration of Education Programs). Rend Lake also responded to the survey. They indicated an RA program focused on Production Technologist and Industrial Maintenance Mechanic.

Figure 69. Registered Apprentices by Industry Sector, Southern EDR

NAICS	Industry	Southern		Total	
23	Construction	110	75.9%	14,328	84.8%
31-33	Manufacturing	13	9.0%	1,413	8.4%
92	Public Administration	21	14.5%	12	0.1%
61	Educational Services	1	0.7%	41	0.8%
		145		16,760	

Survey responses were received from six programs in the Southern EDR (Figure 70). These programs had a total of 35 participants and 29 employers involved. Half of the employers are involved with John A Logan College’s Highway Construction Careers Training Program (HCCTP) *pre-apprenticeship* program.

John A Logan College has two *non-registered apprenticeships* focused on industrial maintenance. Rend Lake College also has a *non-registered apprenticeship* focused on Industrial Electronics & Maintenance Technology. No responses were received from youth apprenticeship programs.

Figure 70. Summary of Program Level Survey Responses, Southern EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	3	8	29
Pre-apprenticeship/Bridge Program	1	15	-
Youth Apprenticeship	-	-	-
Work-Based Learning Program	2	6	6
Other (please specify)	-	-	-
Total	6	29	35



## Labor Force Trends in Southwestern Economic Development Region

The Southwestern EDR is a 9 county region that includes Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair, and Washington Counties. It covers LWIAs 22 and 24. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

About 4.2 percent of statewide employment is located in the Southwestern EDR. The region has higher than statewide average employment in transportation & warehousing and utilities. Overall employment growth is expected to be slightly faster than the statewide average in the next few years.

The percentage of female workers in region is roughly the same as the state (49.0% vs. 49.5% statewide). Women are strongly represented in finance sector. Manufacturing and trade have lower percentages of female workers.

The Southwestern EDR is less racially diverse than Illinois. About 23 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in manufacturing, trade and finance sectors.

Figure 71. Southwestern EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	10,475	10,745	1,075	56.5%	21.8%
15-0000	Computer and Mathematical	4,862	5,185	428	30.0%	23.2%
29-0000	Healthcare Practitioners and Technical	14,835	15,450	1,002	79.7%	20.0%
31-0000	Healthcare Support	7,492	8,021	975	90.8%	36.1%
47-0000	Construction and Extraction	10,088	10,487	1,237	2.8%	12.7%
49-0000	Installation, Maintenance, and Repair	12,789	13,303	1,380	3.8%	15.3%
51-0000	Production	17,953	18,154	2,310	26.2%	21.8%
53-0000	Transportation and Material Moving	24,221	27,217	3,773	18.0%	29.4%
	All Occupations	259,341	269,688	33,276	49.0%	23.5%

Source: EMSI, 2020

Figure 72. Southwestern EDR Demographic Data, Selected Industries<sup>46</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	12,290	0.96	12,820	4.3%	13.1%	7.4%	\$69,977
Manufacturing	23,614	1.10	24,028	1.8%	24.1%	17.0%	\$81,008
Utilities	1,444	1.56	1,575	9.0%	19.5%	12.5%	\$148,382
Wholesale Trade	8,195	0.83	8,724	6.5%	25.5%	12.0%	\$64,875
Transportation and Warehousing	18,548	1.98	22,400	20.8%	27.0%	30.5%	\$58,081
Information	1,791	0.38	1,575	-12.1%	38.9%	14.6%	\$58,065
Finance and Insurance	6,749	0.63	6,421	-4.9%	72.1%	10.6%	\$65,238
Health Care and Social Assistance	32,923	0.97	34,366	4.4%	83.1%	24.3%	\$50,840
All Industries	259,343		269,693	4.0%	49.0%	23.5%	\$53,924

Source: EMSI, 2020

<sup>46</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in Southwestern Economic Development Region

About 5.5 percent of Illinois apprentices are located in the Southwestern EDR (Figure 73). This is slightly higher than the region’s 4.2 percent of total statewide jobs. Similar to most of Illinois, the vast majority of apprentices in the region are in the construction industry. About 40 percent of the apprentices in the region are at the Southern Illinois Carpenters Joint Apprenticeship Program in Belleville.

Figure 73. Registered Apprentices by Industry Sector, Southwestern EDR

NAICS	Industry	Southwest		Total	
23	Construction	904	98.3%	14,328	84.8%
22	Utilities	6	0.7%	1,413	8.4%
92	Public Administration	10	1.1%	12	0.1%
		920		16,760	

Survey responses were received from 15 programs in the Southwestern EDR (Figure 74). These programs have a total of 1,750 participants and 58 employers involved. The Truck Driver Training School at 160 Driving Academy has 1,400 participants in their *work-based learning* program.

Kaskaskia College has a *non-registered apprenticeship* in Industrial Technology. This program has all the components of a registered apprenticeship program and may be a candidate for registration with DOL.

CyberUp has an IT *pre-apprenticeship*, the LevelUp training program, that partners with CompTIA for training. The Highway Construction Careers Training Program at Lewis & Clark Community College is another *pre-apprenticeship* in the region. Both programs include articulation to a full apprenticeship.

Figure 74. Summary of Program Level Survey Responses, Southwestern EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	1	2	4
Pre-apprenticeship/Bridge Program	3	-	51
Youth Apprenticeship	2	6	23
Work-Based Learning Program	9	50	1,672
Other (please specify)	-	-	-
Total	15	58	1,750

## Labor Force Trends in West Central Economic Development Region

The West Central EDR is a 9 county region that includes Adams, Brown, Hancock, Henderson, Knox, McDonough, Pike, Schuyler, and Warren Counties. It covers the same area as LWIA 14. Significant demographic, industry and workforce data as well as a map of the region can be found in the [2020 Regional Plan Data Packet](#).

About 1.5 percent of statewide employment is located in the West Central EDR. The region has higher than statewide average employment in manufacturing and wholesale trade. Overall employment growth is expected to be slightly lower than the statewide average in the next few years.

The percentage of female workers in region is roughly the same as the state (50.2% vs. 49.5% statewide). Women are strongly represented in finance sector, one of the highest paying industries in the region. Manufacturing, trade and transportation have lower percentages of female workers.

The West Central EDR is less racially diverse than Illinois. About 17 percent of workers in the region are non-white, compared with 35 percent statewide. The largest racial disparities vs. statewide averages are in healthcare and information sectors.

Figure 75. West Central EDR Demographic Data, Selected Occupations

SOC	Description	2019 Jobs	2025 Jobs	Annual Openings	Percent Female	Percent Nonwhite
13-0000	Business and Financial Operations	2,603	2,704	275	59.4%	12.1%
15-0000	Computer and Mathematical	1,009	1,048	88	31.1%	16.5%
29-0000	Healthcare Practitioners and Technical	5,996	6,433	464	81.0%	12.0%
31-0000	Healthcare Support	3,234	3,454	426	91.0%	20.2%
47-0000	Construction and Extraction	2,705	2,784	336	2.0%	9.9%
49-0000	Installation, Maintenance, and Repair	3,780	3,933	413	2.8%	10.9%
51-0000	Production	7,318	7,590	944	22.6%	19.3%
53-0000	Transportation and Material Moving	7,714	8,156	1,052	12.8%	16.4%
	All Occupations	90,054	92,448	11,372	50.2%	16.8%

Source: EMSI, 2020

Figure 76. West Central EDR Demographic Data, Selected Industries<sup>47</sup>

Industry	2019 Jobs	2019 LQ	2025 Jobs	Growth	Percent Female	Percent Nonwhite	Avg. Earnings
Construction	2,766	0.63	2,857	3.3%	12.1%	3.0%	\$55,877
Manufacturing	10,335	1.39	10,717	3.7%	21.7%	16.0%	\$65,430
Utilities	392	1.22	413	5.4%	23.9%	8.1%	\$130,930
Wholesale Trade	5,722	1.66	5,925	3.6%	27.2%	7.2%	\$55,051
Transportation and Warehousing	4,276	1.32	4,619	8.0%	16.4%	17.8%	\$70,770
Information	799	0.48	711	-11.0%	37.8%	6.7%	\$49,317
Finance and Insurance	3,091	0.83	3,054	-1.2%	74.2%	5.8%	\$58,209
Health Care and Social Assistance	13,446	1.14	14,580	8.4%	83.9%	10.8%	\$53,288
All Industries	90,055		92,448	2.7%	50.3%	16.8%	\$49,389

Source: EMSI, 2020

<sup>47</sup> Location Quotients (LQ) indicate the relative concentration of an industry in the region. An LQ greater than 1.0 indicates that there is a greater concentration of employment in the region compared to the national average.

## Apprenticeship and Work-Based Learning in West Central Economic Development Region

About 2.5 percent of Illinois apprentices are located in the West Central EDR (Figure 77). This is slightly higher than the region’s 2 percent of total statewide jobs. Similar to most of Illinois, the vast majority of apprentices in the region are in the construction industry. Nearly all of the apprentices in the region are at the Illinois Laborers & Contractors JATC in Mt. Sterling.

Figure 77. Registered Apprentices by Industry Sector, West Central EDR

NAICS	Industry	West Central		Total	
23	Construction	406	98.3%	14,328	84.8%
92	Public Administration	7	1.7%	1,413	8.4%
		413		16,760	

Survey responses were received from seven *work-based learning* programs in the West Central EDR (Figure 78). These programs have a total of 12 participants and 4 employers involved. Eight participants are in the Work Experience program at the Workforce Office of Western Illinois. The remaining are in IT programs at Sandburg College.

Figure 78. Summary of Program Level Survey Responses, West Central EDR

Type of program	Number of Programs	Number of employers involved with the programs	Total Participants
Non-Registered Apprenticeship	-	-	-
Pre-apprenticeship/Bridge Program	-	-	-
Youth Apprenticeship	-	-	-
Work-Based Learning Program	7	4	12
Other (please specify)	-	-	-
Total	7	4	12

## Appendix A. Data Collection Methods

The program information in this report was obtained through several existing databases that, at least in some part, cover apprenticeship and/or work-based learning programs: U.S. Department of Labor Registered Apprenticeship Partners Information Data System (RAPIDS) data, the Department of Commerce and Economic Opportunity Illinois Eligible Training Provider List, and the Common Program Information component of Pro Path Illinois compiled by EdSystems. These sources are supplemented by a statewide survey of programs.

The survey was designed to capture basic information about apprenticeship and work-based learning programs and their hosts or sponsors. The survey questions were developed in cooperation with the IWIB Apprenticeship Committee Systems and Support Work Group.

The online survey was hosted on the *Survey Monkey* website. The link was disseminated by the IWIB Apprenticeship Committee, the Illinois Workforce Partnership (to all local workforce areas), the Illinois Association of Chamber of Commerce Executives, Illinois Manufacturers Association, Illinois State Board of Higher Education, and Illinois Community College Board.

A snowball sampling method was employed. In snowball sampling, survey respondents are encouraged to recruit others to complete the survey. Language was included in both the e-mail requests and the survey itself that asked recipients to forward the link to others involved in apprenticeship and work-based learning programs.

After the initial deadline for responding, the survey results were examined for completeness. The researchers were already aware of many existing programs. Those that had not responded were contacted directly with a request to complete the survey.

In addition, lists of respondents were sent to local workforce area leaders, regional navigators, and union leaders to see if they were aware of programs that had not responded. Again, those that had not responded were contacted directly with a survey request.

Finally, programs that had not responded, but for which basic information was available were added to the list of programs. However, participant demographic information in the report only reflect survey responses.

## Appendix B. Illinois Apprenticeship Intermediaries

EDR	Intermediary	Program(s)
Central	AMEREN Electric Meter Journey Apprenticeship Train	ELECTRIC METER INSTALLER I
Central	IBEW Local #51 & MJM Electric Cooperative, Inc.	LINE INSTALLER-REPAIRER
Central	Illinois Rural Water Association	
Central	Iron Workers Local 46 JATC	STRUCTURAL STEEL WORKER
Central	Midstate Electrical Training Center	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Central	NECA-IBEW Local #193 JATC	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN , RESIDENTIAL WIREMAN
Central	Operating Engineers Apprenticeship and Skills Impr	OPERATING ENGINEER
Central	SHEET METAL WORKERS L.U. 218-S JATC	SHEET METAL WORKER
Central	Sheet Metal Workers Local 218D	SHEET METAL WORKER
Central	Springfield Plumbers & Steamfitters	PIPE FITTER (Construction), PLUMBER, HEATING & AIR-CONDITIONER INSTALL/SER
Central	United Union of Roofers, Waterproofers and Allied Workers Local 112	ROOFER
Central	United Union of Roofers, Waterproofers and Allied Workers Local 92	ROOFER
Central	Association of Illinois Electric Cooperatives	Illinois Rural Electric Apprenticeship Program
Central	Lincoln Land Community College	Medical Assistant, Truck Driving, Auto Technician, and Culinary Chef
East Central	Champaign-Urbana-Streator-Pontiac Local 601 NECA-I	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN, RESIDENTIAL WIREMAN
East Central	Danville Area Community College (Vermilion County Works)	Manual Machinists, CNC Machine Operators, Industrial Maintenance/Mechatronics, Welders
East Central	Danville NECA/ IBEW Electrical JATC	ELECTRICIAN
East Central	Iron Workers Local 380 JATC	STRUCTURAL STEEL WORKER
East Central	JAC Plumbers & Pipefitters #149	PLUMBER, PIPE FITTER (Construction)
East Central	Parkland College	Information Technology
East Central	PLASTERERS' & CEMENT MASONS' LOCAL #143 J.A.C.	PLASTERER, CEMENT MASON
East Central	Sheet Metal Workers 218C	SHEET METAL WORKER
East Central	TwinCity Brickmasons JATC Local 8	TILE SETTER, TUCKPOINTER, CLEANER, CAULKER, BRICKLAYER (Construction)
East Central	United Union of Roofers, Waterproofers and Allied Workers Local 97	ROOFER

## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
North Central	Bloomington Normal Area Electrical JATC	ELECTRICIAN
North Central	BLOOMINGTON-NORMAL JATC/COMMUNICATION	TELECOMMUNICATIONS TECHNICIAN
North Central	Career Link	
North Central	CICISS GP	Public Administration
North Central	Electricians Local #34 JATC	ELECTRICIAN
North Central	Heartland Community College	Industrial Maintenance Mechanic, Machinist, Welding, and Truck Driving
North Central	IBEW Local #34 NECA/JATC - Telecom	TELECOMMUNICATIONS TECHNICIAN
North Central	Illinois Central College	Information Technology
North Central	Ironworkers Local 112 Joint Apprenticeship Training	STRUCTURAL STEEL WORKER
North Central	IUEC LOCAL #55 JAC	ELEVATOR CONSTRUCTOR
North Central	JOINT APPRENTICESHIP & TRAINING COMMITTEE OF STEAMFITTERS #353	PIPE FITTER (Construction)
North Central	Local #18 Joint Apprenticeship Training Fund	CEMENT MASON
North Central	MID-CENTRAL IL REGIONAL COUNCIL OF CARPENTERS JATC	CABINETMAKER, FLOOR LAYER, MILLWRIGHT, CARPENTER
North Central	OPERATING ENGINEERS LOCAL 649 ATP	OPERATING ENGINEER
North Central	PLUMBERS & PIPEFITTERS #99	PIPE FITTER (Construction), PLUMBER
North Central	Plumbers Local #63 & J A T C Peoria	PLUMBER
North Central	SHEET METAL WORKER SERVICE #1	CUSTOMER SERVICE REPRESENT, HEATING & AIR-CONDITIONER INSTALL/SER, SHEET METAL WORKER
North Central	The Greater Peoria Sanitary and Sewage Disposal District	MAINT MECHANIC (Any Ind)
North Central	United Union of Roofers, Waterproofers and Allied Workers Local 69	ROOFER
Northeast	AAWSTLU JATC	CONSTRUCTION CRAFT LABORER
Northeast	Accreditation Council for Pharmacy Education	Advanced-level Pharmacy Technician, Certified Pharmacy Techs, and Certified Clinical Medical Assistants
Northeast	ARCHITECTURAL IRON WORKER LOCAL 63	ORNAMENTAL IRONWORKER
Northeast	Assoc. Builders & Contractors Inc	Construction
Northeast	Calumet Area Industrial Commission	Industrial Maintenance, TDL, Other Manufacturing

## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
Northeast	CEMENT MASONS' LOCAL #502 JATC	CEMENT MASON
Northeast	Chicago Fed of Labor Workforce & Comm Initiate	Manufacturing
Northeast	CHICAGO REGIONAL COUNCIL OF CARPENTERS APPR & TRG	LATHER, ROOFER, RESIDENTIAL CARPENTER, DRY-WALL APPLICATOR, COMPOSITE PLASTIC FABRICATOR, CARPENTER, PILEDRIIVER, CABINETMAKER, FORM BUILDER (Const), MILLWRIGHT, FLOOR LAYER
Northeast	Chicagoland Laborers	CONSTRUCTION CRAFT LABORER
Northeast	CHICAGOLAND ROOFERS JATC, 5	ROOFER
Northeast	City Colleges of Chicago	Human Resources, Information Technology, Carpentry
Northeast	College of DuPage	Advanced Manufacturing, Cybersecurity/Information Technology, and Health Care
Northeast	College of Lake County	Educational Services
Northeast	DC14 Apprenticeship Program Drywall Finishers	TAPER
Northeast	DC14 Apprenticeship Program Glaziers	GLAZIER
Northeast	DC14 Apprenticeship Program Painters	PAINTER, HAND (Any Ind), PAINTER (Const)
Northeast	DuPage County JATC	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Northeast	Elgin Community College	Integrated Systems Technology, Industrial Maintenance, Basic Nurse Assisting, Firefighting, or Hospitality/Culinary Arts
Northeast	F.H. AYER MANUFACTURING CO JATC	MACHINIST
Northeast	FENCE ERECTORS, DIV. OF IRONWORKER #63	FENCE ERECTOR
Northeast	GREAT LAKES BOILERMAKERS #1	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #107	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #169	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #27	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #363	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #374	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #647	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #744	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #85	BOILERMAKER I
Northeast	GREAT LAKES BOILERMAKERS #60	BOILERMAKER I



## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
Northeast	HEAT & FROST INSULATORS LOCAL 17 JAC	PIPE COVERER & INSULATOR
Northeast	I.B.E.W. LOCAL #117 J.A.T.C.	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Northeast	IBEW LOCAL #9 MIDDLE STATES	LINE MAINTAINER
Northeast	IBEW-NECA ELECTRICIANS #134 JATF	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN , RESIDENTIAL WIREMAN
Northeast	IBEW-NECA LOCAL #176 JATC	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Northeast	IL TEAMSTERS/EMPLOYERS APPRENTICESHIP/TRAINING FUN	CONSTRUCTION DRIVER
Northeast	ILLINOIS DISTRICT COUNCIL #1 BRICKLAYERS' D.C.T.C.	MARBLE SETTER, TUCKPOINTER, CLEANER, CAULKER, MARBLE FINISHER, TERRAZZO FINISHER, TILE FINISHER, TILE SETTER, PLASTERER, BRICKLAYER (Construction)
Northeast	Industry Consortium for Advanced Technical Training	Other Services (except PA)
Northeast	Internatl Assoc of SMART LU 265	HEATING, VENTILATION, AIR CONDITONING (Ex. Tit: Heating&Air Cond. Inst/Ser), SHEET METAL WORKER
Northeast	IRON WORKERS LOCAL 444 JATC	STRUCTURAL STEEL WORKER
Northeast	IRONWORKERS LOC #1	STRUCTURAL STEEL WORKER
Northeast	IRONWORKERS LOCAL #393	STRUCTURAL STEEL WORKER
Northeast	IUEC LOCAL #2 JAC	ELEVATOR CONSTRUCTOR
Northeast	Joliet Junior College	
Northeast	Kankakee Community College	
Northeast	LAKE COUNTY JATC LOCAL 150, IBEW	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Northeast	McHenry County Workforce Network	
Northeast	National Able	IT Career Lab Apprenticeship Intermediary Program
Northeast	NECA-IBEW LOCAL 461 JATC	ELECTRICIAN, TELECOMMUNICATIONS TECHNICIAN
Northeast	NORTHERN IL CEMENT MASONS & PLASTERERS JATC	PLASTERER, CEMENT MASON
Northeast	OAI, Inc.	Manufacturing and healthcare
Northeast	OPERATING ENGINEERS LOCAL #150	BUILDING INSPECTOR, OPERATING ENGINEER , CHIEF OF PARTY (Prof & Kin), SURVEYOR ASSISTANT INSTRUMENT, HEAVY REPAIRER
Northeast	OPERATING ENGINEERS LOCAL 150 GEOTHERMAL	GEOTHERMAL AND WELLDRILLING OPERATOR
Northeast	PAINTERS & ALLIED TRADES DISTRICT COUNCIL #30	DRYWALL FINISHER (Existing Title: Taper)

## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
Northeast	PAINTERS District Council No. 30 North Central Illinois Finishing Trades Institute	PAINTER, INDUST COATING AND LINING APP SPECIALIST, DRYWALL FINISHER (Existing Title: Taper), GLAZIER, PAINTER-DECORATOR
Northeast	PIPE FITTER'S TRAINING FUND #597	PIPE FITTER (Construction)
Northeast	PLASTERERS' AREA #5 JATC	PLASTERER
Northeast	PLUMBERS' JOINT APPRENTICESHIP COMMITTEE (130)	PLUMBER
Northeast	Pointers, Cleaners And Caulkers Local #52 JAC	TUCKPOINTER, CLEANER, CAULKER
Northeast	Prairie State College	
Northeast	RIGGERS, MACHINERY MOVERS & MACHINERY ERECTORS 136	RIGGER
Northeast	Safer Foundation	Safer Foundation Carpentry Construction Apprenticeship Program
Northeast	SEIU LOCAL #1 TRAINING FUND	MAINTENANCE REPAIRER, BUILD
Northeast	SHEET METAL WORKERS #73 JATC	SHEET METAL WORKER
Northeast	SPRINKLER FITTTERS AND APPRENTICE UNION LOCAL 281	PIPE FITTER (Construction)
Northeast	Sustainable Options for Urban Living	Construction
Northeast	TEC Services Consulting, Inc.	Auto/Diesel Tech, Manufacturing
Northeast	Technology and Manufacturing Association (TMA)	CNC Precision Machinist, Mold Maker, Tool and Die Maker
Northeast	Township High School District 214	Health Sciences; Automotive Technology; Construction; and, IT/Cybersecurity
Northeast	United Way of Metropolitan Chicago	Hospitality Apprenticeship
Northeast	West Aurora School District 129	Health Care and Social Assistance
Northeast	William Rainey Harper College	Finance, Insurance, CNC Machining, Cybersecurity, Marketing, Supply Chain Management, Graphic Arts, Industrial Maintenance
Northern Stateline	Awaken Foundation L3C	Construction
Northern Stateline	Comprehensive Community Solutions	Construction
Northern Stateline	IRONWORKERS - ROCKFORD AREA LOCAL #498	STRUCTURAL STEEL WORKER
Northern Stateline	NORTHERN IL ELECTRICAL	TELECOMMUNICATIONS TECHNICIAN
Northern Stateline	NORTHERN ILLINOIS ELECTRICAL JATC	ELECTRICIAN
Northern Stateline	ROCKFORD AREA PLUMBING, PIPEFITTING & REFRIGERATIO	REFRIGERATION AND AIR CONDITIONING MAINTENANCE, PIPE FITTER, PLUMBER
Northern Stateline	Rockford Memorial Hospital (AHIMA)	Health Care and Social Assistance
Northern Stateline	SMACNA OF NI, INC./SMWIA LOCAL #219 JATC	SHEET METAL WORKER

## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
Northwest	BRICKLAYERS & ALLIED CRAFTWORKERS	TILE SETTER, CEMENT MASON, TILE FINISHER, TUCKPOINTER, CLEANER, CAULKER, BRICKLAYER
Northwest	NCI Works!	Health Care and Social Assistance
Northwest	RCBI Apprenticeship Works - Illinois	Manufacturing
Northwest	Sheet Metal Workers Local # North	SHEET METAL WORKER
Southeast	Illinois Eastern Community Colleges	
Southeast	Lake Land College	
Southeast	Local Workforce Innovation Area 23	
Southern	JATC of PHCC & Local #160	PLUMBER
Southern	Man-Tra-Con	Manufacturing, healthcare and TDL
Southern	NECA-IBEW #702 J.A.T.C.	ELECTRICIAN
Southern	OPERATING ENGINEERS 318 APPRENTICESHIP & ADVANCED	OPERATING ENGINEER
Southern	Plumbers & Pipefitters Local #551 JATC	PIPE FITTER (Construction), PLUMBER
Southern	Rend Lake College	Information Technology, Industrial Maintenance Mechanic, Machining, Welding, and Production Technologist
Southern	SOUTHERN ILLINOIS UNIVERSITY & LABORERS LOCAL #773	MAINTENANCE REPAIRER, BUILD
Southwest	Alton-Wood River Electricians	ELECTRICIAN
Southwest	Bricklayers Local #8	TUCKPOINTER, CLEANER, CAULKER, BRICKLAYER (Construction)
Southwest	Bricklayers Local #8 of Illinois Apprenticeship	TILE FINISHER, TILE SETTER, BRICKLAYER, FIREBRICK & REFRACTORY, TUCKPOINTER, CLEANER, CAULKER, BRICKLAYER (Construction)
Southwest	Bricklaying and Masonry Trades JAC	CEMENT MASON, BRICKLAYER (Construction), TUCKPOINTER, CLEANER, CAULKER
Southwest	Glaziers & Painters	GLAZIER
Southwest	IBEW-NECA #649 JATC	TELECOMMUNICATIONS TECHNICIAN
Southwest	IRON WORKERS #392	STRUCTURAL STEEL WORKER
Southwest	LUME Institute	Early Childhood
Southwest	Madison County Employment & Training Department	
Southwest	Midwest Mech. Con. Assoc. Plumber/Pipefitter	PLUMBER, PIPE FITTER (Construction)
Southwest	Operating Engineers Local #520	OPERATING ENGINEER
Southwest	PAINTERS DISTRICT COUNCIL 58	PAINTER (Const)
Southwest	PLASTERERS & CEMENT MASONS	CEMENT MASON
Southwest	PLASTERERS LOCAL 90 JATC	PLASTERER
Southwest	Plumbers & Gasfitters Local #360	PLUMBER
Southwest	PLUMBERS & PIPEFITTERS #101	PIPE FITTER (Construction), PLUMBER
Southwest	Plumbers & Pipefitters Local #653	PLUMBER, PIPE FITTER (Construction)

## Appendix B. Illinois Apprenticeship Intermediaries (continued)

EDR	Intermediary	Program(s)
Southwest	Sheet Metal Workers #268	SHEET METAL WORKER
Southwest	SOUTHERN ILLINOIS CARPENTERS JAP	MILLWRIGHT, CARPENTER
Southwest	SOUTHWESTERN IL J.A.T.C. - Telecom	TELECOMMUNICATIONS TECHNICIAN
Southwest	SOUTHWESTERN ILLINOIS JATC - ELECTRICIANS	ELECTRICIAN, RESIDENTIAL WIREMAN
Southwest	St. Clair County Intergovernmental Grants Department	Medical Assisting, Process Operations, Diesel Mechanic, Auto Truck and Trailer Repair, Industrial Manufacturing Tech, Aviation, and Welding
Southwest	UNITED ASSOCIATION OF STEAMFITTERS JAC (LOCAL #439)	HEATING & AIR-CONDITIONER INSTALL/SER, PIPE FITTER (Construction)
West Central	ILLINOIS LABORERS & CONTRACTORS JATC	CONSTRUCTION CRAFT LABORER
West Central	Western Illinois Works, Inc.	

## Appendix C. Apprenticeship and Work-Based Learning Programs by EDR

The list that follows was created based on four data sources: U.S. Department of Labor Registered Apprenticeship Partners Information Data System (RAPIDS) data (designated by R in the Source column), the Department of Commerce and Economic Opportunity Illinois Eligible Training Provider List (designated by E), and the Common Program Information component of Pro Path Illinois compiled by EdSystems (designated by P), and the survey conducted for this report (designated by S).

Central EDR, LWIA 19					
Source	Organization	Name of program	ZIP	County	Type of program
R	AMEREN Electric Meter Journey Apprenticeship	DOL Registered	62521	Macon	Registered Apprenticeship
R	Ameren Illinois Linemen LU 702 & 309	DOL Registered	62526	Macon	Registered Apprenticeship
R	AMEREN ILLINOIS UTILITY LINEMEN Local 51	DOL Registered	62526	Macon	Registered Apprenticeship
R	Fuyao Glass Illinois, Inc.	DOL Registered	62521	Macon	Registered Apprenticeship
R	Homework Hangout Club, Inc.	DOL Registered	62521	Macon	Registered Apprenticeship
R, S	Homework Hangout Club, Inc.	DOL Registered, Youth App	62521	Macon	Registered Apprenticeship
R	Midstate Electrical Training Center	DOL Registered	62526	Macon	Registered Apprenticeship
R	One Level Corporation	DOL Registered	62522	Macon	Registered Apprenticeship (inactive)
S	Richland Community College	Caterpillar CNC Cohort, HC	62526	Macon	Non-Registered Apprenticeship, Pre-apprenticeship
R	Sheet Metal Workers Local 218D	DOL Registered	62526	Macon	Registered Apprenticeship
R	United Union of Roofers, Waterproofers and Allied Workers Local 92	DOL Registered	62522	Macon	Registered Apprenticeship
R	Worley (MPIS) Illinois	DOL Registered	62524	Macon	Registered Apprenticeship (inactive)
Central EDR, LWIA 20					
Source	Organization	Name of program	ZIP	County	Type of program
R	AIEC/IREAP	DOL Registered	62708	Sangamon	Registered Apprenticeship
R, S	Capital Area Career Center	DOL Registered	62712	Sangamon	Registered Apprenticeship (inactive)
R	CWLP and IBEW Local Union 193	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	EATON ELECTRICAL TOOL AND DIE MAKER	DOL Registered	62656	Logan	Registered Apprenticeship
R	ICI - LOGAN CORRECTIONAL CENTER	DOL Registered	62656	Logan	Registered Apprenticeship
R	Illinois Rural Water Association	DOL Registered	62568	Christian	Registered Apprenticeship (inactive)
R	Iron Workers Local 46 JATC	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	Klein Excavating	DOL Registered	62083	Christian	Registered Apprenticeship (inactive)
S	Lawrence Education Center Springfield Public Sch	Innovative Bridge and Tran	62704	Sangamon	Work-Based Learning Program
R	Lincoln Land Community College	DOL Registered	62794	Sangamon	Registered Apprenticeship (inactive)
S	lincoln land Community College	Highway Construction Careers Trai		Sangamon	Pre-apprenticeship/Bridge Program
E	Local 137	HVAC Apprenticeship	62703	Sangamon	
R	LOGAN CORRECTIONAL CENTER	DOL Registered	62656	Logan	Registered Apprenticeship
R	Midwest Garage Door Company	DOL Registered	62558	Sangamon	Registered Apprenticeship (inactive)
R	NECA-IBEW Local #193 JATC	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	Operating Engineers Appr and Skills Impr	DOL Registered	62545	Sangamon	Registered Apprenticeship

<b>Central EDR, LWIA 20 (continued)</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	Prairie Power Inc.	DOL Registered	62711	Sangamon	Registered Apprenticeship
R	Rural Electric Convenience Cooperatice Co.	DOL Registered	62615	Sangamon	Registered Apprenticeship (inactive)
R	SHEET METAL WORKERS L.U. 218-S JATC	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	SPRINGFIELD FIRE DEPARTMENT	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	Springfield Plumbers & Steamfitters	DOL Registered	62703	Sangamon	Registered Apprenticeship
R	United Union of Roofers, Waterproofers and Allied Workers Local 112	DOL Registered	62703	Sangamon	Registered Apprenticeship
<b>Central EDR, LWIA 21</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	CITY OF ROODHOUSE	DOL Registered	62082	Greene	Registered Apprenticeship (inactive)
R	Graham Correctional Center	DOL Registered	62049	Montgomery	Registered Apprenticeship
R	IBEW Local #51 & MJM Electric Cooperative	DOL Registered	62626	Macoupin	Registered Apprenticeship
R	ICI - GRAHAM CORRECTIONAL CENTER	DOL Registered	62049	Montgomery	Registered Apprenticeship
R	ILLINOIS ROAD CONTRACTORS	DOL Registered	62651	Morgan	Registered Apprenticeship
R	Illinois Rural Electric Cooperative	DOL Registered	62694	Scott	Registered Apprenticeship (inactive)
R	IRC, Inc.	DOL Registered	62650	Morgan	Registered Apprenticeship
R	MIDWEST SEEDLING SUPPLY	DOL Registered	62665	Morgan	Registered Apprenticeship (inactive)
R	Shelby Electric Cooperative	DOL Registered	62565	Shelby	Registered Apprenticeship (inactive)
S	West Central Dev. Council	Youth and adult work experience program, OJT	62626	Macoupin	Work-Based Learning Program

<b>East Central EDR, LWIA 17</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
S	Champaign Unit 4	Multiple Programs	61820	Champaign	Work-Based Learning Program
R	Champaign-Urbana-Streator-Pontiac Local 601 NECA-I	DOL Registered	61821	Champaign	Registered Apprenticeship
R	Eastern Illini Electric Cooperative	DOL Registered	60957	Ford	Registered Apprenticeship
S	Education for Employment System #330	Summer Construction Education Program	61821	Champaign	Work-Based Learning Program
R	General Material Corp	DOL Registered	60938	Iroquois	Registered Apprenticeship
R	Gray's Material Service	DOL Registered	60938	Iroquois	Registered Apprenticeship
S	Housing Authority of Champaign County	YouthBuild Champaign County	61822	Champaign	Youth Apprenticeship
R	Iron Workers Local 380 JATC	DOL Registered	61802	Champaign	Registered Apprenticeship
R	JAC Plumbers & Pipefitters #149	DOL Registered	61874	Champaign	Registered Apprenticeship
R	MIDWEST UNDERGROUND TECHNOLOGY	DOL Registered	61822	Champaign	Registered Apprenticeship
R	Millar Construction, Inc.	DOL Registered	61866	Champaign	Registered Apprenticeship
S	Parkland College	HCCTP		Champaign	Pre-apprenticeship/Bridge Program
R	PLASTERERS' & CEMENT MASONS #143 JAC	DOL Registered	61826	Champaign	Registered Apprenticeship
R	Sheet Metal Workers 218C	DOL Registered	61821	Champaign	Registered Apprenticeship
R	TwinCity Brickmasons JATC Local 8	DOL Registered	61826	Champaign	Registered Apprenticeship
R	United Union of Roofers, Waterproofers and Allied Workers Local 97	DOL Registered	61826	Champaign	Registered Apprenticeship
S	Urbana School District #116	Multiple Programs	61801	Champaign	Work-Based Learning Program
R	Varsity Striping	DOL Registered	61822	Champaign	Registered Apprenticeship
<b>East Central EDR, LWIA 18</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	Bunge Milling, Inc.	DOL Registered	61832	Vermilion	Registered Apprenticeship (inactive)
R	Danville Area Community College	DOL Registered	61832	Vermilion	Registered Apprenticeship (inactive)
R, E	Danville NECA/ IBEW Electrical JATC	DOL Registered	61834	Vermilion	Registered Apprenticeship
R, E	Flex-N-Gate	DOL Registered	61834	Vermilion	Registered Apprenticeship
R	ICI - DANVILLE CORRECTIONAL CENTER	DOL Registered	61834	Vermilion	Registered Apprenticeship
R	McLane Company, Inc.	DOL Registered	61834	Vermilion	Registered Apprenticeship
R	Mervis Industries	DOL Registered	61834	Vermilion	Registered Apprenticeship (inactive)
R	thyssenkrupp Presta Danville, LLC	DOL Registered	61832	Vermilion	Registered Apprenticeship



North Central EDR, LWIA 11					
Source	Organization	Name of program	ZIP	County	Type of program
S	EFE 380	Coop	61764	Livingston	Work-Based Learning Program
R	LUCKEY TRANSFER, LLC	DOL Registered	61364	Livingston	Registered Apprenticeship
North Central EDR, LWIA 15					
Source	Organization	Name of program	ZIP	County	Type of program
R	ACE HIGH GLASS CO.	DOL Registered	61704	McLean	Registered Apprenticeship (inactive)
R	Ajinomoto Foods North America, Inc.	DOL Registered	61369	Marshall	Registered Apprenticeship (inactive)
S	Bloomington Area Career Center/EFE #350	Multiple Programs	61701	McLean	Work-Based Learning Program
R	Bloomington Normal Area Electrical JATC	DOL Registered	61704	McLean	Registered Apprenticeship
R	BLOOMINGTON-NORMAL JATC/COMMUNICATION	DOL Registered	61704	McLean	Registered Apprenticeship
R	Bridgestone Americas, Inc.	DOL Registered	61761	McLean	Registered Apprenticeship
R, S	Career Link	DOL Registered	61605	Peoria	Registered Apprenticeship (inactive)
R	CHILDERS DOOR SERVICE OF CENTRAL ILLINOIS	DOL Registered	61748	McLean	Registered Apprenticeship (inactive)
R	CICESS GP	DOL Registered	61602	Peoria	Registered Apprenticeship
R	Corn Belt Energy Corp. & IBEW Local 51 JAC Linemen	DOL Registered	61705	McLean	Registered Apprenticeship (inactive)
R	Electricians Local #34 JATC	DOL Registered	61607	Peoria	Registered Apprenticeship
R	FEDERAL CORRECTIONAL INSTITUTE	DOL Registered	61554	Tazewell	Registered Apprenticeship (inactive)
R	Greenfield Contractors LLC	DOL Registered	61559	Peoria	Registered Apprenticeship (inactive)
R, S	Heartland Community College	Multiple Healthcare	61761	McLean	Work-Based Learning Program
R	IBEW Local #34 NECA/JATC - Telecom	DOL Registered	61607	Peoria	Registered Apprenticeship
R	ICI - ILLINOIS RIVER CORRECTIONAL CENTER	DOL Registered	61520	Fulton	Registered Apprenticeship
S	IL Laborers' & Contractors Joint Appr & Train	Construction Craft Preparatory Prog		McLean	Pre-apprenticeship/Bridge Program
R, S	Illinois Central College	Multiple Programs	61635	Peoria	DOL Registered, Non-registered, Pre- apprenticeship
R	Illinois River Correctional Center	DOL Registered	61520	Fulton	Registered Apprenticeship (inactive)
R	Illinois Valley Plastics	DOL Registered	61571	Tazewell	Registered Apprenticeship (inactive)
R	Ironworkers Local 112 Joint Apprenticeship Training	DOL Registered	61611	Tazewell	Registered Apprenticeship
R	IUEC LOCAL #55 JAC	DOL Registered	61603	Peoria	Registered Apprenticeship

**North Central EDR, LWIA 15 (continued)**

<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	J. H. Benedict Co. Inc.	DOL Registered	61611	Tazewell	Registered Apprenticeship
R	Johnson HVACR & Foodservice Equipment	DOL Registered	61554	Tazewell	Registered Apprenticeship (inactive)
R	JOINT APPRENTICESHIP & TRAINING COMMITTEE OF STEAMFITTERS #353	DOL Registered	61604	Peoria	Registered Apprenticeship
R	KDJ SALES & SERVICE, INC.	DOL Registered	61755	Tazewell	Registered Apprenticeship
R	Krumholz Brothers Landscaping, Inc.	DOL Registered	61615	Peoria	Registered Apprenticeship
R	Local #18 Joint Apprenticeship Training Fund	DOL Registered	61611	Tazewell	Registered Apprenticeship
S	Methodist College	Apprenticeship Plus Nursing	61615	Peoria	Youth Apprenticeship
R	Michlyn Corporation	DOL Registered	60601	Peoria	Registered Apprenticeship (inactive)
R	Microsurfacing Contractors, LLC	DOL Registered	61611	Tazewell	Registered Apprenticeship
R	MID-CENTRAL IL REGIONAL COUNCIL OF CARPENTERS JATC	DOL Registered	61554	Tazewell	Registered Apprenticeship
R	Midstate Asphalt Repair Inc	DOL Registered	61530	Woodford	Registered Apprenticeship
R	OPERATING ENGINEERS LOCAL 649 ATP	DOL Registered	61607	Peoria	Registered Apprenticeship
S	Peoria Educational Region For Employment	Construction Work-Based Learning	61615	Peoria	Work-Based Learning Program
S	Peoria Public Schools	Construction Work-Based Learning	61603	Peoria	Pre-apprenticeship/Bridge Program
R	PLASTERER'S JATC LOCAL UNION 18	DOL Registered	61603	Peoria	Registered Apprenticeship
R	PLUMBERS & PIPEFITTERS #99	DOL Registered	61701	McLean	Registered Apprenticeship
R	Plumbers Local #63 & J A T C Peoria	DOL Registered	61611	Tazewell	Registered Apprenticeship
R	Schaefer & Son Excavating	DOL Registered	61523	Peoria	Registered Apprenticeship (inactive)
R	SHEET METAL WORKER SERVICE #1	DOL Registered	61550	Tazewell	Registered Apprenticeship
R	Spoon River Electric Cooperative	DOL Registered	61520	Fulton	Registered Apprenticeship (inactive)
R	Steffens 3D Construction Company, Inc.	DOL Registered	61369	Marshall	Registered Apprenticeship
R	The Greater Peoria Sanitary and Sewage Disposal District	DOL Registered	61607	Peoria	Registered Apprenticeship
R	United Union of Roofers, Waterproofers and Allied Workers Local 69	DOL Registered	61605	Peoria	Registered Apprenticeship
R	YouthBuild Mclean County	DOL Registered	61761	McLean	Registered Apprenticeship (inactive)
S	YouthBuild McLean County	YouthBuild McLean County	61761	McLean	Youth Apprenticeship

Northeast EDR, LWIA 1					
Source	Organization	Name of program	ZIP	County	Type of program
R	A. L. Hansen Manufacturing	DOL Registered	60085	Lake	Registered Apprenticeship (inactive)
R	College of Lake County	DOL Registered	60030	Lake	Registered Apprenticeship
R	Lake County Health Department	DOL Registered	60085	Lake	Registered Apprenticeship
R	LAKE COUNTY JATC LOCAL 150, IBEW	DOL Registered	60048	Lake	Registered Apprenticeship
S	Lake County Workforce Development	Waukegan High School	60085	Lake	Work-Based Learning Program
R	McGinty Bros. Inc	DOL Registered	60047	Lake	Registered Apprenticeship
R	NAVFAC Midwest, Navy Public Works	DOL Registered	60088	Lake	Registered Apprenticeship (inactive)
R	NYPRO MOLD CHICAGO, INC.	DOL Registered	60031	Lake	Registered Apprenticeship
R	PCI Energy Services	DOL Registered	60044	Lake	Registered Apprenticeship (inactive)
R	Prime Coat	DOL Registered	60085	Lake	Registered Apprenticeship
R	REXAM MOLD MANUFACTURING	DOL Registered	60089	Lake	Registered Apprenticeship (inactive)
R	Small Business and Contractors Academy	DOL Registered	60085	Lake	Registered Apprenticeship (inactive)
R	Swiss Automation, Inc.	DOL Registered	60010	Lake	Registered Apprenticeship
S	Youth Conservation Corps	YCC YouthBuild	60087	Lake	Youth Apprenticeship
S	YouthBuild Lake County	YouthBuild Lake County	60064	Lake	Youth Apprenticeship
Northeast EDR, LWIA 2					
Source	Organization	Name of program	ZIP	County	Type of program
R	BURNEX CORPORATION	DOL Registered	60072	McHenry	Registered Apprenticeship (inactive)
R	Fox Tool & Manufacturing, Inc.	DOL Registered	60098	McHenry	Registered Apprenticeship
R	I.B.E.W. LOCAL #117 J.A.T.C.	DOL Registered	60014	McHenry	Registered Apprenticeship
R	KAM Tool and Mold	DOL Registered	60098	McHenry	Registered Apprenticeship (inactive)
R	KENMODE TOOL AND ENGINEERING, INC.	DOL Registered	60102	McHenry	Registered Apprenticeship
E	MCC Shah Center	Manufacturing	60050	McHenry	Pre-apprenticeship/Bridge Program
E	McHenry County College	Manufacturing	60012	McHenry	Pre-apprenticeship/Bridge Program
R	McHenry County Workforce Network	DOL Registered	60098	McHenry	Registered Apprenticeship (inactive)
R	Midwest Water Group, Inc. d/b/a RMS Utility Services	DOL Registered	60014	McHenry	Registered Apprenticeship (inactive)
R	NN, Inc./Power Solutions/Algonquin Plant	DOL Registered	60102	McHenry	Registered Apprenticeship (inactive)
R	NORTHERN IL CEMENT MASONS & PLASTERERS JATC	DOL Registered	60098	McHenry	Registered Apprenticeship
E	Technology and Manufacturing Association	Tool and Die	60173	McHenry	Apprenticeship Program
R	Wm. J. Kline & Company, Inc.	DOL Registered	60098	McHenry	Registered Apprenticeship

**Northeast EDR, LWIA 5**

<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	A Accurate Door Service, Inc.	DOL Registered	60502	Kane	Registered Apprenticeship (inactive)
R	AC PAVEMENT STRIPING COMPANY	DOL Registered	60123	Kane	Registered Apprenticeship (inactive)
R	CINTAS CORP #2, DBA CINTAS FIRE PROTECTION	DOL Registered	60502	Kane	Registered Apprenticeship
R	Elgin Community College	DOL Registered	60123	Kane	Registered Apprenticeship (inactive)
R	HACIENDA LANDSCAPING, INC.	DOL Registered	60447	Kendall	Registered Apprenticeship (inactive)
R	Hoffer Plastics Corporation	DOL Registered	60177	Kane	Registered Apprenticeship
R	HORIZON DIE COMPANY, INC.	DOL Registered	60118	Kane	Registered Apprenticeship
R	IDEAL INDUSTRIES, INC.	DOL Registered	60178	DeKalb	Registered Apprenticeship (inactive)
R	IRONWORKERS LOCAL #393	DOL Registered	60505	Kane	Registered Apprenticeship
E	Kishwaukee College	Precision Machining Apprentice	60150	DeKalb	
R	MAINTENANCE COATINGS COMPANY	DOL Registered	60177	Kane	Registered Apprenticeship
R	MARKING SPECIALIST CORP.	DOL Registered	60177	Kane	Registered Apprenticeship
R	MKD ELECTRIC, INC.	DOL Registered	60124	Kane	Registered Apprenticeship
R	Muscat Painting and Decorating	DOL Registered	60118	Kane	Registered Apprenticeship (inactive)
R	NECA-IBEW LOCAL 461 JATC	DOL Registered	60506	Kane	Registered Apprenticeship
S	Oswego Area Chamber of Commerce	Blue Collar Apprenticeship	60543	Kendall	Work-Based Learning Program
R	PAINTERS & ALLIED TRADES DISTRICT COUNCIL #30	DOL Registered	60506	Kane	Registered Apprenticeship
R	PAINTERS District Council No. 30 North				
R	Central Illinois Finishing Trades Institute	DOL Registered	60506	Kane	Registered Apprenticeship
R	PENTAIR, INC. DBA AURORA PUMP	DOL Registered	60542	Kane	Registered Apprenticeship (inactive)
R	PERFORMANCE STAMPING COMPANY, INC.	DOL Registered	60110	Kane	Registered Apprenticeship (inactive)
R	PLANO MOLDING	DOL Registered	60545	Kendall	Registered Apprenticeship
R	PRECISION PAVEMENT MARKINGS, INC.	DOL Registered	60140	Kane	Registered Apprenticeship
S	Quad County Urban League	YouthBuild Aurora	60505	Kane	Youth Apprenticeship
R	RELIANCE TOOL & MANUFACTURING CO.	DOL Registered	60120	Kane	Registered Apprenticeship
S	Waubensee College	Industrial Maintenance, Automotive	60134	Kane	Non-registered Apprenticeship
R	West Aurora School District 129	DOL Registered	60506	Kane	Registered Apprenticeship

Northeast EDR, LWIA 6					
Source	Organization	Name of program	ZIP	County	Type of program
S	Bricklayers DCTC	Tile Finisher's Pre-apprentice		DuPage	Pre-apprenticeship/Bridge Program
R	CAC CORPORATION	DOL Registered	60188	DuPage	Registered Apprenticeship
R	CAMCRAFT, INC.	DOL Registered	60133	DuPage	Registered Apprenticeship (inactive)
R	CAPITAL PAINTING & DECORATING, INC.	DOL Registered	60563	DuPage	Registered Apprenticeship
R	Chicagoland Laborers	DOL Registered	60188	DuPage	Registered Apprenticeship
S	College of DuPage	Multiple Programs	60137	DuPage	Non-Registered Apprenticeship, WBL
R	Comet Die & Engraving & SEIU Local 34Z JAC	DOL Registered	60126	DuPage	Registered Apprenticeship (inactive)
P	CompTIA/Creating IT Futures	IT-Ready	60515	DuPage	Pre-Apprenticeship
R	CONSERVATION LAND STEWARDSHIP,LLC	DOL Registered	60126	DuPage	Registered Apprenticeship (inactive)
R	DuPage County JATC	DOL Registered	60555	DuPage	Registered Apprenticeship
R	ER2 IMAGE GROUP	DOL Registered	60108	DuPage	Registered Apprenticeship
R	FLEXCO	DOL Registered	60515	DuPage	Registered Apprenticeship
P	Illinois Business Innovation Services	Customized Apprenticeship Program	60563	DuPage	Non-Registered Apprenticeship
R	ILLINOIS DISTRICT COUNCIL #1 BRICKLAYERS' D.C.T.C.	DOL Registered	60101	DuPage	Registered Apprenticeship
R	Internatl Assoc of SMART LU 265	DOL Registered	60188	DuPage	Registered Apprenticeship
R	KING TOOL & DIE CO.	DOL Registered	60106	DuPage	Registered Apprenticeship (inactive)
R	MARS, INC	DOL Registered	60527	DuPage	Registered Apprenticeship
R	PAINTERSUSA, INC.	DOL Registered	60139	DuPage	Registered Apprenticeship
R	Pointers, Cleaners And Caulkers Local #52 JAC	DOL Registered	60101	DuPage	Registered Apprenticeship
R	TELLA TOOL & MANUFACTURING CO.	DOL Registered	60148	DuPage	Registered Apprenticeship (inactive)
R	Wiegel Tool Works, Inc.	DOL Registered	60191	DuPage	Registered Apprenticeship
R	WILLIAM HACH & ASSOCIATES, INC.	DOL Registered	60191	DuPage	Registered Apprenticeship
S	workNet DuPage - LWIA 6	Multiple Programs	60108	DuPage	Non-Registered Apprenticeship

Northeast EDR, LWIA 7					
Source	Organization	Name of program	ZIP	County	Type of program
S	ACPE	Pharmacy	60603	Cook	Non-Registered Apprenticeship
R	ADVANCED TECHNOLOGY SERVICES	DOL Registered	60104	Cook	Registered Apprenticeship
S	African American Christian Foundation	Certified Nursing Assistant	60302	Cook	Youth Apprenticeship
P	After School Matters	Career Development Experience	60601	Cook	Other
S	Albany Park Community Center	Community Youth Employment Program	60625	Cook	Work-Based Learning Program
R	ALPHA PRODUCTS, INC.	DOL Registered	60623	Cook	Registered Apprenticeship (inactive)
S	Ann & Robert H Lurie Children's Hospital of C	Multiple Programs	60611	Cook	Youth Apprenticeship, WBL
R	ARCHITECTURAL IRON WORKER LOCAL 63	DOL Registered	60155	Cook	Registered Apprenticeship
R	ASHF LANDSCAPE SERVICES	DOL Registered	60608	Cook	Registered Apprenticeship (inactive)
S	Asian Human Services	Youth Career Pathway Program	60640	Cook	Work-Based Learning Program
R, S	Associated Builders & Contractors, Illinois Ch	Community Builders	60007	Cook	DOL Registered, Pre-apprenticeship/Bridge
P	Association House of Chicago	Financial Careers Training	60651	Cook	Other
R	ATKORE INTERNATIONAL JATC	DOL Registered	60426	Cook	Registered Apprenticeship
P	Avid CNA School	CNA	60107	Cook	Vocational Training
R	BDS INDUSTRIES, L3C	DOL Registered	60628	Cook	Registered Apprenticeship (inactive)
S	Business and Career Services, Inc	Manufacturing Careers Pathway Program	60644	Cook	Work-Based Learning Program
S	Calumet Area Industrial Commission	On the Job Training	60652	Cook	Work-Based Learning Program
R	CEMENT MASONS' LOCAL #502 JATC	DOL Registered	60104	Cook	Registered Apprenticeship
P	Central States SER/SERCO	Southwest Suburban Cook County AJC	60546	Cook	Other
P	Chicago Community Learning Center	Health Care Careers Training Program	60640	Cook	Other
S	Chicago Cook Workforce Partnership	Multiple Programs	60623	Cook	Pre-apprenticeship/Bridge Program, WBL
R	Chicago Fed of Labor Workforce & Comm Initiate	DOL Registered	60154	Cook	Registered Apprenticeship
P	Chicago House and Social Service Agency	Community Health	60614	Cook	Non-Registered Apprenticeship
R	CHICAGO MAGNESIUM CASTING CO.	DOL Registered	60406	Cook	Registered Apprenticeship
R	Chicago Professional Center	DOL Registered	60070	Cook	Registered Apprenticeship (inactive)

Northeast EDR, LWIA 7 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
R	CHICAGO REGIONAL COUNCIL OF CARPENTERS APPR & TRG	DOL Registered	60007	Cook	Registered Apprenticeship
P	Chicago Urban League	Community Trades & Apprenticeship Program	60653	Cook	Pre-Apprenticeship
P	Chicago Women in Trades	Technical Opportunities Program	60608	Cook	Pre-Apprenticeship
R	CHICAGOLAND ROOFERS JATC, 5	DOL Registered	60525	Cook	Registered Apprenticeship
R	Choice Career College	DOL Registered	60018	Cook	Registered Apprenticeship (inactive)
S	City Incite	YouthBuild City Incite	60628	Cook	Youth Apprenticeship
P	City of Chicago	Greencorps Chicago	60612	Cook	Other
R	City of Chicago & IMAAW Local #126	DOL Registered	60602	Cook	Registered Apprenticeship
S	Community Youth Development Institute	YouthBuild CYDI	60620	Cook	Youth Apprenticeship
R	COSMOS MANUFACTURING, INC.	DOL Registered	60411	Cook	Registered Apprenticeship
S, P	Coyne College	Multiple Programs	60602	Cook	Work-Based Learning Program
R	CSR ROOFING	DOL Registered	60304	Cook	Registered Apprenticeship
R	CVS/Pharmacy Chicago Market AAC	DOL Registered	60615	Cook	Registered Apprenticeship (inactive)
S	Dawson Technical Institute	HCCTP		Cook	Pre-apprenticeship/Bridge Program
R	DAYSTAR MANUFACTURNG	DOL Registered	60131	Cook	Registered Apprenticeship (inactive)
R	DC14 Apprenticeship Program Drywall Finishers	DOL Registered	60163	Cook	Registered Apprenticeship
R	DC14 Apprenticeship Program Glaziers	DOL Registered	60534	Cook	Registered Apprenticeship
R	DC14 Apprenticeship Program Painters	DOL Registered	60163	Cook	Registered Apprenticeship
R	DRiV, Skokie	DOL Registered	60076	Cook	Registered Apprenticeship
S	EFE # 50	Cooperative Education	60453	Cook	Work-Based Learning Program
R	EKLIND TOOL COMPANY	DOL Registered	60131	Cook	Registered Apprenticeship (inactive)
R	ELGIN SWEEPING SERVICES, INC.	DOL Registered	60609	Cook	Registered Apprenticeship
R	ELKAY MANUFACTURING SHEET METAL	DOL Registered	60153	Cook	Registered Apprenticeship (inactive)
S, P	Erie Neighborhood House	Youth Career Pathways	60642	Cook	Work-Based Learning Program
R	F.H. AYER MANUFACTURING CO JATC	DOL Registered	60411	Cook	Registered Apprenticeship
R	FABPRO MACHINE SERVICES	DOL Registered	60411	Cook	Registered Apprenticeship (inactive)
R	FENCE ERECTORS,DIV.OF IRONWORKER #63	DOL Registered	60153	Cook	Registered Apprenticeship

Northeast EDR, LWIA 7 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
P	Fixer PBC	Handywoman/Handyman	60660	Cook	Pre-Apprenticeship
R, E	FLEX-N-GATE (CHICAGO)	DOL Registered	60633	Cook	Registered Apprenticeship (inactive)
R	FLEXTRONICS	DOL Registered	60007	Cook	Registered Apprenticeship (inactive)
P	Fly-Safe-USA	commercial drone training	60654	Cook	Other
R	FORD MOTOR CO.	DOL Registered	48121	Cook	Registered Apprenticeship
S, P	Free Spirit Media	Free Spirit Media	60624	Cook	Youth Apprenticeship, Non-Registered App
R	GERRESHEIMER GLASS, INC. JAC	DOL Registered	60411	Cook	Registered Apprenticeship
R	GMP Labs, NFP	DOL Registered	60622	Cook	Registered Apprenticeship (inactive)
R	GRAYHILL INC	DOL Registered	60525	Cook	Registered Apprenticeship (inactive)
R	GREAT LAKES BOILERMAKERS #1	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #107	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #169	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #27	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #363	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #374	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #647	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #744	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS #85	DOL Registered	60453	Cook	Registered Apprenticeship
R	GREAT LAKES BOILERMAKERS LOCAL 60	DOL Registered	60453	Cook	Registered Apprenticeship
S	Greater West Town Community Development Project	WIOA Youth Out of School	60612	Cook	Work-Based Learning Program
S	Greencorps Chicago	Greencorps Chicago	60612	Cook	Work-Based Learning Program
R	GROUNDSCKEEPER LANDSCAPE CARE, LLC	DOL Registered	60462	Cook	Registered Apprenticeship
R	HADADY MACHINING CO., INC.	DOL Registered	60438	Cook	Registered Apprenticeship
R, S, E	Harold Washington College	Multiple Programs	60601	Cook	DOL Registered, Work-Based Learning Prog
R, E	Harper College Apprenticeship Programs	DOL Registered	60067	Cook	Registered Apprenticeship
S	High School District 214	Multiple Programs	60005	Cook	Youth Apprenticeship, WBL
S	High School District 214	Multiple Programs	60005	Cook	Youth Apprenticeship, WBL
S	HIRE360	HIRE360 Apprenticeship Prep	60616	Cook	Pre-apprenticeship/Bridge Program
P	Hugs Inc.	allied health careers , occupational training	60438	Cook	Other



Northeast EDR, LWIA 7 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
R	IBEW-NECA ELECTRICIANS #134 JATF	DOL Registered	60803	Cook	Registered Apprenticeship
S	IMEC	US Department of Labor America's promise grant	60605	Cook	Other (please specify)
R	Industry Consortium for Advanced Technical Training	DOL Registered	60654	Cook	Registered Apprenticeship
P	Inner-City Computer Stars Foundation	Business, Leadership & Technology	60620	Cook	Youth Apprenticeship
P	Inspiration Corporation	Foodservice Training Program	60624	Cook	Vocational Training
S	Institute for Latino Progress	Youth Development	60608	Cook	Work-Based Learning Program
R	IRONWORKERS LOC #1	DOL Registered	60130	Cook	Registered Apprenticeship
R	ITW FASTEX CORPORATION	DOL Registered	60016	Cook	Registered Apprenticeship (inactive)
R	IUEC LOCAL #2 JAC	DOL Registered	60415	Cook	Registered Apprenticeship
P	Jane Addams Resource Corporation	Careers in Manufacturing Programs	60640	Cook	Pre-apprenticeship/Bridge Program
P	JCFS Chicago	Pharmacy Tech Training	60645	Cook	Pre-apprenticeship/Bridge Program
R	KENSEN TOOL & DIE	DOL Registered	60131	Cook	Registered Apprenticeship (inactive)
R	Kenwood Training Center	DOL Registered	60647	Cook	Registered Apprenticeship (inactive)
R	Kraft Foods Global-Chicago Bakery & IAM & AW AFL-C	DOL Registered	60629	Cook	Registered Apprenticeship
R	KRAFT FOODS, KOOL-AID DIVISION	DOL Registered	60629	Cook	Registered Apprenticeship (inactive)
S	Lawrence Hall	Project Works - WIOA Out of School Youth	60649	Cook	Work-Based Learning Program
P	LeadersUp	BrandUp Career Readiness Digital Curriculum	60608	Cook	Pre-apprenticeship/Bridge Program
R	Legacy Healthcare - Skokie	DOL Registered	60076	Cook	Registered Apprenticeship
S	Lincoln College of Technology	Medical Assistant	60160	Cook	Other (please specify)
R	MAC SOLUTIONS, INC.	DOL Registered	60438	Cook	Registered Apprenticeship
R	MANOR TOOL & MFG. CO.	DOL Registered	60176	Cook	Registered Apprenticeship (inactive)
R	MARS SNACK US	DOL Registered	60707	Cook	Registered Apprenticeship (inactive)
R	MATERIAL SCIENCES CORP	DOL Registered	60007	Cook	Registered Apprenticeship (inactive)
R	MBR Tool, Inc.	DOL Registered	60176	Cook	Registered Apprenticeship (inactive)

Northeast EDR, LWIA 7 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
R	METHODE ELECTRONICS	DOL Registered	60656	Cook	Registered Apprenticeship (inactive)
S	Metropolitan Family Services	YouthBuild Metro Chicago	60634	Cook	Youth Apprenticeship
R	MI-JACK PRODUCTS	DOL Registered	60428	Cook	Registered Apprenticeship (inactive)
R	ML GROUP, LLC	DOL Registered	60615	Cook	Registered Apprenticeship
R	Mondelez International Chicago Bakery	DOL Registered	60629	Cook	Registered Apprenticeship (inactive)
R	MWRD of Greater Chicago	DOL Registered	60611	Cook	Registered Apprenticeship (inactive)
R, P	National Able Network, Inc.	DOL Registered	60661	Cook	Registered Apprenticeship
P	National Latino Education Institute	NLEI	60609	Cook	Pre-apprenticeship/Bridge Program
R	NATIONAL ROOFING CORP.	DOL Registered	60130	Cook	Registered Apprenticeship
S	New Moms	New Moms/ Bright Endeavors	60651	Cook	Work-Based Learning Program
S	NSERVE- EFE 020 (northern Chicago suburbs)	Multiple Programs	60068	Cook	Youth Apprenticeship, WBL
P	OAI, Inc.	Opportunity Works	60601	Cook	Pre-Apprenticeship
R	ONEILL CONTRACTORS, INC.	DOL Registered	60025	Cook	Registered Apprenticeship
S	Openlands	Openlands Arborist Registered Apprenticeship	60602	Cook	Other (please specify)
R	OPPORTUNITY LANDSCAPING	DOL Registered	60411	Cook	Registered Apprenticeship (inactive)
S	Paul Simon Chicago Job Corps	Construction	60623	Cook	Pre-apprenticeship/Bridge Program
R	PDQ TOOL & STAMPING CO.	DOL Registered	60419	Cook	Registered Apprenticeship (inactive)
R	PERFECTION SPRING & STAMPING CORP.	DOL Registered	60056	Cook	Registered Apprenticeship
S	Phalanx Family Services	Youth Construction	60643	Cook	Pre-apprenticeship/Bridge Program
R	PLASTERERS' AREA #5 JATC	DOL Registered	60104	Cook	Registered Apprenticeship
R	PLUMBERS JAC (130)	DOL Registered	60607	Cook	Registered Apprenticeship
R	PRAIRIE STATE COLLEGE	DOL Registered	60411	Cook	Registered Apprenticeship
R	PRE FINISH METALS,	DOL Registered	60007	Cook	Registered Apprenticeship (inactive)
R	PRINCIPAL MANUFACTURING CORPORATION	DOL Registered	60155	Cook	Registered Apprenticeship
R	PROFESSIONAL DYNAMIC NETWORKS	DOL Registered	60443	Cook	Registered Apprenticeship
S	Reconstruction Technology Partners LLC	Carpentry Pre-Apprenticeship	60612	Cook	Pre-apprenticeship/Bridge Program
S, P	Revolution Workshop	Construction Training Program	60624	Cook	Pre-apprenticeship/Bridge Program

Northeast EDR, LWIA 7 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
S	Richard J. Daley College	Multiple Programs	60652	Cook	Non-Registered Apprenticeship, WBL
R	RIGGERS, MACHINERY MOVERS & MACHINERY ERECTORS 136	DOL Registered	60155	Cook	Registered Apprenticeship
R	Risk Management Solutions of America	DOL Registered	60606	Cook	Registered Apprenticeship (inactive)
R	ROBERT R. ANDREAS & SONS, INC.	DOL Registered	60804	Cook	Registered Apprenticeship
S	Safer Foundation/PACE Institute	PACE Institute IET Program	60612	Cook	Pre-apprenticeship/Bridge Program
R	SEGERDAHL CORP.	DOL Registered	60090	Cook	Registered Apprenticeship (inactive)
R	SEIU LOCAL #1 TRAINING FUND	DOL Registered	60607	Cook	Registered Apprenticeship
R	SHEET METAL WORKERS LOCAL #73 JATC	DOL Registered	60104	Cook	Registered Apprenticeship
R	SIGNCO, Inc.	DOL Registered	60160	Cook	Registered Apprenticeship
S, P	Skills for Chicagoland's Future	Beacon	60606	Cook	Work-Based Learning Program
R	SLEEPECK PRINTING CO	DOL Registered	60104	Cook	Registered Apprenticeship (inactive)
P	South Suburban College	Magnetic Resonance Imaging (MRI) Program	60452	Cook	Certificate
S	South Suburban College	HCCTP		Cook	Pre-apprenticeship/Bridge Program
R	SPRINKLER FITTTERS AND APPRENTICE UNION LOCAL 281	DOL Registered	60803	Cook	Registered Apprenticeship
P	St. Paul Church of God in Christ Community Development Ministries	Pre-Apprenticeship Program	60653	Cook	Pre-Apprenticeship
R, E	Sustainable Options for Urban Living, Inc.	DOL Registered	60643	Cook	Registered Apprenticeship (inactive)
P	Symbol Training Institute	CNC	60076	Cook	Pre-apprenticeship/Bridge Program
P	T.T.I. Medical Training	Medical Assistant	60656	Cook	Other
R	TALLGRASS RESTORATION, LLC	DOL Registered	60173	Cook	Registered Apprenticeship
R	TANDEM LANDSCAPE CO.	DOL Registered	60655	Cook	Registered Apprenticeship (inactive)
R	TECHNICAL ENGINEERS LOCAL #130	DOL Registered	60607	Cook	Registered Apprenticeship
R	TECHNOLOGY & MANUFACTURING ASSOCIATION(TMA) - ILLINOIS	DOL Registered	60173	Cook	Registered Apprenticeship
R	TELEFLEX MEDICAL	DOL Registered	60004	Cook	Registered Apprenticeship
R	TEMPEL	DOL Registered	60640	Cook	Registered Apprenticeship (inactive)
P	The Urban Alliance Foundation, Inc	High School Internship	60604	Cook	Youth Apprenticeship
R	Tower Automotive Operations JATC	DOL Registered	60633	Cook	Registered Apprenticeship (inactive)
R	TRITON INDUSTRIES, INC.	DOL Registered	60651	Cook	Registered Apprenticeship (inactive)

<b>Northeast EDR, LWIA 7 (continued)</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
P	Tukiendorf Training Institute, Inc.	Multiple Healthcare	60656	Cook	Skilled Training and Certification
R	UNILEVER JATC	DOL Registered	60623	Cook	Registered Apprenticeship
R	UNITE HERE Chicago Hospitality Apprenticeship	DOL Registered	60604	Cook	Registered Apprenticeship (inactive)
P	United Way of Metropolitan Chicago	Access United	60604	Cook	Pre-apprenticeship/Bridge Program
R, E	United Youth of America, Inc.	DOL Registered	60411	Cook	Registered Apprenticeship (inactive)
R	US OFFSHORE, LLC	DOL Registered	60302	Cook	Registered Apprenticeship
R	Village of Winnetka	DOL Registered	60093	Cook	Registered Apprenticeship (inactive)
R	WINDSOR ESTATES NURSING & REHABILITATION	DOL Registered	60478	Cook	Registered Apprenticeship (inactive)
P	Year Up Chicago	Year Up Chicago	60606	Cook	Pre-apprenticeship/Bridge Program
R	YOUTH AND ADULT CENTER (YAC)	DOL Registered	60411	Cook	Registered Apprenticeship
S	Youth Connection Charter School	Learn & Earn Program	60616	Cook	Work-Based Learning Program
P	Youth Job Center, Inc.	Multiple Programs	60201	Cook	ALL
<b>Northeast EDR, LWIA 10</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	ADVANCED TECHNOLOGY SERVICES	DOL Registered	60423	Will	Registered Apprenticeship (inactive)
R	BIMBA MANUFACTURING COMPANY	DOL Registered	60484	Will	Registered Apprenticeship (inactive)
R	COMPONENT TOOL & MANUFACTURING	DOL Registered	60417	Will	Registered Apprenticeship (inactive)
R	DIAGEO JATC	DOL Registered	60544	Will	Registered Apprenticeship
R	DRF TRUSTED PROPERTY SOLUTIONS	DOL Registered	60585	Will	Registered Apprenticeship
R	EMERALD BLOOM LANDSCAPING, INC.	DOL Registered	60448	Will	Registered Apprenticeship (inactive)
R	GIBBS CUSTOM GUNSMITHING LLC	DOL Registered	60442	Will	Registered Apprenticeship (inactive)
R	H & H MANUFACTURING	DOL Registered	60423	Will	Registered Apprenticeship
R	HEAT & FROST INSULATORS LOCAL 17 JAC	DOL Registered	60477	Will	Registered Apprenticeship
R	HENDRICKSON BUMPER & TRIM	DOL Registered	60434	Will	Registered Apprenticeship
R	IBEW LOCAL #9 MIDDLE STATES	DOL Registered	60404	Will	Registered Apprenticeship
R	IBEW-NECA LOCAL #176 JATC	DOL Registered	60431	Will	Registered Apprenticeship
R	IL TEAMSTERS/EMPLOYERS APPRENTICESHIP/TRAINING FUND	DOL Registered	60431	Will	Registered Apprenticeship
R	IRON WORKERS LOCAL 444 JATC	DOL Registered	60436	Will	Registered Apprenticeship
S	Joliet Job Corps Center	Masonry, Facilities Maintena	60433	Will	Work-Based Learning Program

<b>Northeast EDR, LWIA 10 (continued)</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R, S	Joliet Junior College	Intermediary, Multiple Progr	60431	Will	Work-Based Learning Program
R	MEDFINTECK (Intermediary)	DOL Registered	60431	Will	Registered Apprenticeship (inactive)
P	OAI, Inc.	Youth Pre-Apprenticeship	60466	Will	Pre-Apprenticeship
R	OPERATING ENGINEERS 150 SURVEYOR	DOL Registered	60481	Will	Registered Apprenticeship (inactive)
R	OPERATING ENGINEERS LOCAL #150 JATC	DOL Registered	60481	Will	Registered Apprenticeship (inactive)
R	PIPE FITTER'S TRAINING FUND #597	DOL Registered	60448	Will	Registered Apprenticeship
R	POLLMANN NORTH AMERICA APPRENTICESHIP PROGRAM	DOL Registered	60446	Will	Registered Apprenticeship
P	Road Runner Truck Driving School	CDL Class A training course	60466	Will	Youth Apprenticeship
S	WILCO AREA CAREER CENTER	Multiple Healthcare	60446	Will	Work-Based Learning Program
S	Workforce Investment Board of Will County	Connect to your Future	60432	Will	Work-Based Learning Program
<b>Northeast EDR, LWIA 11</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	AAWSTLU JATC	DOL Registered	60958	Kankakee	Registered Apprenticeship
S	Kankakee Area Career Center	Internship Program	60914	Kankakee	Work-Based Learning Program
R, S	Kankakee Community College	CAN, HCCTP	60901	Kankakee	Registered Apprenticeship, Non-Registered
S	Kankakee Workforce Services	Kankakee Workforce Service	60901	Kankakee	Work-Based Learning Program
R	LION CONSTRUCTION I, LLC	DOL Registered	60958	Kankakee	Registered Apprenticeship
S	LWA #11: Grundy Livingston Kankakee Work	Unite	61111	Kankakee	Work-Based Learning Program
R	METALSTAMP, INC.	DOL Registered	60447	Grundy	Registered Apprenticeship
R	MOSLEY CONSTRUCTION LLC	DOL Registered	60958	Kankakee	Registered Apprenticeship
R	NETTLE CREEK NURSERY, INC.	DOL Registered	60450	Grundy	Registered Apprenticeship
<b>Northeast EDR, MULTIPLE LWIAs</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
S	Employment and Employer Services	On the Job Training			Work-Based Learning Program
S	Illinois Manufacturing Excellence Center (IMEC)	TEC Services NAVIGATOR program			Other (please specify)
S	Valley Education for Employment System (VALEES, EFE #130)	Multiple Programs			Work-Based Learning Program

**Northern Stateline EDR, LWIA 3**

<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	ACTION TOOL & MANUFACTURING, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
R	ADVANCED MACHINE & ENGINEERING CO.	DOL Registered	61103	Winnebago	Registered Apprenticeship (inactive)
R	ARDEKIN MACHINE COMPANY	DOL Registered	61104	Winnebago	Registered Apprenticeship (inactive)
R	AWAKEN FOUNDATION L3C	DOL Registered	61107	Winnebago	Registered Apprenticeship (inactive)
S, R	Awaken Foundation L3c	Awaken Foundation l3c dba f	61101	Winnebago	Pre-apprenticeship/Bridge Program
S	CareerTEC	Careers in Business II	61032	Stephenson	Other (please specify)
R	CIRCLE BORING AND MACHINE COMPANY	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
S	Comprehensive Community Solutions	YouthBuild Rockford	61101	Winnebago	Youth Apprenticeship
R	Comprehensive Community Solutions, Inc.	DOL Registered	61101	Winnebago	Registered Apprenticeship (inactive)
R	CONTINENTAL MACHINE COMPANY	DOL Registered	61102	Winnebago	Registered Apprenticeship (inactive)
R	Dales Plumbing, Inc.	DOL Registered	61063	Winnebago	Registered Apprenticeship
R	DIAL MACHINE, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
R	Dixon Automatic Tool, Inc.	DOL Registered	61104	Winnebago	Registered Apprenticeship
R	EMERY AIR, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	ERICKSON TOOL MACHINE COMPANY INC.	DOL Registered	61104	Winnebago	Registered Apprenticeship (inactive)
R	EWT/3DCNC, INC.	DOL Registered	61126	Winnebago	Registered Apprenticeship
R	FOREST CITY GEAR COMPANY	DOL Registered	61073	Winnebago	Registered Apprenticeship
R	GKN ROCKFORD INC.	DOL Registered	61111	Winnebago	Registered Apprenticeship
R	Haldex Hydraulics, Inc.	DOL Registered	61104	Winnebago	Registered Apprenticeship (inactive)
R	HAMILTON SUNDSTRAND/U.A.W. LOCAL #592	DOL Registered	61125	Winnebago	Registered Apprenticeship (inactive)
R	HERITAGE MOLD, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
S	Highland Community College	Workplace Experience	61032	Stephenson	Work-Based Learning Program
R	HONEYWELL SAFETY & PRODUCTIVITY SOLUTIONS	DOL Registered	61032	Stephenson	Registered Apprenticeship
R	Industrial Molds, Inc.	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
R	IRONWORKERS - ROCKFORD AREA #498	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	J.L. CLARK a CLARCOR company	DOL Registered	61104	Winnebago	Registered Apprenticeship
R	KLIMAN MACHINE COMPANY	DOL Registered	61101	Winnebago	Registered Apprenticeship (inactive)
R	LTL TOOL COMPANY	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)

Northern Stateline EDR, LWIA 3 (continued)					
Source	Organization	Name of program	ZIP	County	Type of program
R	LUNQUIST MANUFACTURING CORPORATION	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	MAIN SOURCE MACHINING, INC.	DOL Registered	61103	Winnebago	Registered Apprenticeship (inactive)
R	McCURDY TOOL & MACHINING COMPANY	DOL Registered	61011	Boone	Registered Apprenticeship
R	NORTHERN ILLINOIS ELECTRICAL JATC	DOL Registered	61102	Winnebago	Registered Apprenticeship
R	O and L Machine Company Inc.	DOL Registered	61104	Winnebago	Registered Apprenticeship (inactive)
R	OAKLEY INDUSTRIES	DOL Registered	61008	Boone	Registered Apprenticeship (inactive)
R	PBC Linear A Pacific Bearing Company	DOL Registered	61073	Winnebago	Registered Apprenticeship
R	RAYCAR GEAR & MACHINE, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
R	RG MANUFACTURING AND MACHINING	DOL Registered	61115	Winnebago	Registered Apprenticeship (inactive)
R	RJ LINK INTERNATIONAL	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
S	Rock Valley College	HCCTP	61114	Winnebago	Pre-apprenticeship/Bridge Program
R, S	ROCKFORD AREA PLUMBING, PIPEFITTING &	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	Rockford Memorial Hospital (AHIMA)	DOL Registered	61103	Winnebago	Registered Apprenticeship (inactive)
R	ROCKFORD PROCESS CONTROL, INC.	DOL Registered	61104	Winnebago	Registered Apprenticeship
S	Rockford Public Schools	Work Based Learning Continuum	61104	Winnebago	Work-Based Learning Program
R	ROCKFORD TOOL & MANUFACTURING COMPANY	DOL Registered	61109	Winnebago	Registered Apprenticeship (inactive)
R	ROCKFORD TOOLCRAFT, INC.	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	Schafer Gear Works Roscoe, LLC	DOL Registered	61073	Winnebago	Registered Apprenticeship
R	SMACNA OF NI, INC./SMWIA LOCAL #219 JATC	DOL Registered	61109	Winnebago	Registered Apprenticeship
R	SPECIALTY SCREW CORPORATION	DOL Registered	61103	Winnebago	Registered Apprenticeship (inactive)
R	Swebco Manufacturing, Inc.	DOL Registered	61115	Winnebago	Registered Apprenticeship (inactive)
E	UA Local 23 JATC	Multiple Construction	61109	Winnebago	
R	UNITED TOOL & ENGINEERING CO.	DOL Registered	61080	Winnebago	Registered Apprenticeship (inactive)
R	VALLEY JIG GRINDING, INC.	DOL Registered	61104	Winnebago	Registered Apprenticeship (inactive)
Northern Stateline EDR, LWIA 4					
Source	Organization	Name of program	ZIP	County	Type of program
R	F.N. SMITH CORPORATION	DOL Registered	61061	Ogle	Registered Apprenticeship
S	O'Rorke Construction Services Inc		61068	Ogle	Work-Based Learning Program

Northwest EDR, LWIA 4					
Source	Organization	Name of program	ZIP	County	Type of program
R	BRICKLAYERS & ALLIED CRAFTWORKERS	DOL Registered	61354	LaSalle	Registered Apprenticeship
S	Business Employment Skills Team, Inc.	WIOA Work Experience			Work-Based Learning Program
R	CARUS CORPORATION	DOL Registered	61354	LaSalle	Registered Apprenticeship
R	CITY OF PRINCETON	DOL Registered	61356	Bureau	Registered Apprenticeship
R	CITY OF ROCK FALLS	DOL Registered	61071	Whiteside	Registered Apprenticeship
R	CLIMCO COILS, INC.	DOL Registered	61270	Whiteside	Registered Apprenticeship
S	Eagle Ridge Vocational Delivery System	Construction Technology	61028	Jo Daviess	Pre-apprenticeship/Bridge Program, WBL
S	FRANTZ Manufacturing Company	Sauk Valley CC Multicraft Extended Internship	61081	Lee	Work-Based Learning Program
S	Illinois Valley Area Chamber and Economic Development	ACES/SPARC	61354	Bureau	Pre-apprenticeship/Bridge Program
R	Jo-Carroll Energy	DOL Registered	61028	Jo Daviess	Registered Apprenticeship
R	LCN a Divison of Allegion	DOL Registered	61356	Bureau	Registered Apprenticeship
S	Lee/Ogle/Whiteside Regional Office of Education #47	Education Outreach Program	61081	Lee	Work-Based Learning Program
R	MACHINERY MAINTENANCE, INC.	DOL Registered	61301	LaSalle	Registered Apprenticeship
R	METFORM L.L.C.	DOL Registered	61074	Carroll	Registered Apprenticeship (inactive)
R	MUSHRO MACHINE TOOL COMPANY	DOL Registered	61364	LaSalle	Registered Apprenticeship
R	NCI Works!	DOL Registered	61350	LaSalle	Registered Apprenticeship (inactive)
R	OWENS-BROCKWAY GLASS CONTAINER	DOL Registered	61364	LaSalle	Registered Apprenticeship
R	PIZZO & ASSOCIATES, LTD.	DOL Registered	60531	LaSalle	Registered Apprenticeship (inactive)
R	RAYNOR GARAGE DOORS	DOL Registered	61021	Lee	Registered Apprenticeship
R	RCBI Apprenticeship Works - Illinois	DOL Registered	61345	Bureau	Registered Apprenticeship
S	Regional Office of Education Project Step Ahead	Project Step Ahead	61443	Bureau	Youth Apprenticeship
R	Riverfront Machine Inc.	DOL Registered	61362	Bureau	Registered Apprenticeship
R	ROAD OIL INC.	DOL Registered	61340	Putnam	Registered Apprenticeship (inactive)
R	SABIC Innovative Plastics	DOL Registered	61350	LaSalle	Registered Apprenticeship
S	Sauk Valley Community College	Multicraft Technology	61064	Lee	Work-Based Learning Program
R	Sheet Metal Workers Local # North	DOL Registered	61350	LaSalle	Registered Apprenticeship
R	WAHL CLIPPER CORPORATION	DOL Registered	61081	Whiteside	Registered Apprenticeship
R	ZIGLER'S MACHINE & METAL WORKS	DOL Registered	61021	Lee	Registered Apprenticeship



**Northwest EDR, LWIA 13**

<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
S	Black Hawk College	HCCTP, Welding		Rock Island	Pre-apprenticeship/Bridge Program, Work-Based Learning Program
R	CITY OF GENESEO and IBEW 51	DOL Registered	61254	Henry	Registered Apprenticeship (inactive)
S	High Roads Advantage	High Roads Advantage	61231	Mercer	Work-Based Learning Program
R	ICI, EAST MOLINE CORRECTIONAL CENTER	DOL Registered	61244	Rock Island	Registered Apprenticeship
R	Verstraete Electric	DOL Registered	61235	Henry	Registered Apprenticeship
S	WORKFORCE DEVELOPMENT BOARD, American Job Center ®	Innovation Project for Returning Citizens (IPRC)	61443	Henry	Work-Based Learning Program

Southeast EDR, LWIA 23					
Source	Organization	Name of program	ZIP	County	Type of program
R	AIEC, IREAP & City of Marshall	DOL Registered	62441	Clark	Registered Apprenticeship
S	C.E.F.S. Economic Opportunity Corporation	Youth Work Experience	62401	Effingham	Work-Based Learning Program
R	CITY OF SULLIVAN	DOL Registered	61951	Moultrie	Registered Apprenticeship
S	EFE 490	Cooperative Education	62450	Richland	Work-Based Learning Program
R	ELECTRO ELECTRIC, INC.	DOL Registered	62839	Clay	Registered Apprenticeship (inactive)
R	EnerStar Electric Cooperative	DOL Registered	61944	Edgar	Registered Apprenticeship (inactive)
R	ICI - VANDALIA CORRECTIONAL CENTER	DOL Registered	62471	Fayette	Registered Apprenticeship (inactive)
R, S	Illinois Eastern Community Colleges-FCC, LTC, OCC, WVC	Broadband Telecom	62454	Crawford	Registered Apprenticeship, Non-Registered Apprenticeship
R	Jansen Cable Construction, Inc	DOL Registered	62401	Effingham	Registered Apprenticeship (inactive)
R	Lake Land College	DOL Registered	61938	Coles	Registered Apprenticeship (inactive)
R	Local Workforce Innovation Area 23	DOL Registered	61938	Coles	Registered Apprenticeship (inactive)
R	M&M ELECTRIC COMPANY	DOL Registered	62467	Effingham	Registered Apprenticeship (inactive)
S	Marion, Clinton, and Washington Counties CTE System	Multiple Programs	62881	Marion	Other
S	OKAW AVC	Auto Body	62471	Fayette	Work-Based Learning Program
R	Paris Union School District No. 95	DOL Registered	61944	Edgar	Registered Apprenticeship

Southern EDR, LWIA 25					
Source	Organization	Name of program	ZIP	County	Type of program
R	Bricklayers local 8 JATC	DOL Registered	62896	Franklin	Registered Apprenticeship (inactive)
S	Du Quoin High School	Multiple Programs	62832	Perry	Work-Based Learning Program
S	IL Laborers' & Contractors Joint Appr & Training Program	Construction Craft Preparatory Program (CCPP)		Williamson	Pre-apprenticeship/Bridge Program
R	JATC Fund of Local 702 IBEW	DOL Registered	62896	Franklin	Registered Apprenticeship (inactive)
R	JATC of PHCC & Local #160	DOL Registered	62966	Jackson	Registered Apprenticeship
S	John A Logan College	Multiple Programs	62832	Perry	Pre-apprenticeship/Bridge Program, N-RA
R	Man-Tra-Con Corporation	DOL Registered	62959	Williamson	Registered Apprenticeship
R	NECA-IBEW #702 J.A.T.C.	DOL Registered	62896	Franklin	Registered Apprenticeship
R	OPERATING ENGINEERS 318 APPRENTICESHIP & ADVANCED	DOL Registered	62959	Williamson	Registered Apprenticeship
R	Plumbers & Pipefitters Local #551 JATC	DOL Registered	62896	Franklin	Registered Apprenticeship
R, S	Rend Lake College	General Cable Apprenticeship	62864	Jefferson	Non-Registered Apprenticeship, RA
R	SIU	DOL Registered	62901	Jackson	Registered Apprenticeship (inactive)
R	SOUTHERN ILLINOIS UNIVERSITY & LABORERS LOCAL #773	DOL Registered	62901	Jackson	Registered Apprenticeship
R	Southern Illinois University Carbondale Physical P	DOL Registered	62903	Jackson	Registered Apprenticeship (inactive)
S	Spero Family Services	YouthBuild South Central	62864	Jefferson	Youth Apprenticeship
R	U.S.P. F.P.C. Marion	DOL Registered	62959	Williamson	Registered Apprenticeship (inactive)
Southern EDR, LWIA 26					
Source	Organization	Name of program	ZIP	County	Type of program
R	ICI - SHAWNEE CORRECTIONAL CENTER	DOL Registered	62995	Johnson	Registered Apprenticeship
R	Vienna Correctional Center	DOL Registered	62995	Johnson	Registered Apprenticeship

Southwest EDR, LWIA 22					
Source	Organization	Name of program	ZIP	County	Type of program
R	ALTON FIRE DEPT.	DOL Registered	62002	Madison	Registered Apprenticeship (inactive)
R	Alton-Wood River Electricians	DOL Registered	62002	Madison	Registered Apprenticeship
R	BIMBA MANUFACTURING COMPANY	DOL Registered	60423	Madison	Registered Apprenticeship (inactive)
R	Bureau of Prisons Federal Correctional Institute	DOL Registered	62246	Bond	Registered Apprenticeship (inactive)
E	CHALLENGE UNLIMITED, INC	Janitor and Grounds Laborer Apprenticeship Program	62002	Madison	
R	DAN JEWETT CONSTRUCTION COMPANY	DOL Registered	62246	Bond	Registered Apprenticeship
R	Energy Stars Heating & Cooling Co.	DOL Registered	62040	Madison	Registered Apprenticeship (inactive)
R	IBEW-NECA #649 JATC	DOL Registered	62002	Madison	Registered Apprenticeship
S	IL Laborers' & Contractors JATP	Construction Craft Preparatory Program		Madison	Pre-apprenticeship/Bridge Program
S	Lewis & Clark	Multiple Programs	62002	Madison	Pre-apprenticeship/Bridge Program, YA
S	Madison County CTE	Illinois Laborers Union program with Edwardsville High School	62025	Madison	Pre-apprenticeship/Bridge Program
R	Madison County Employment & Training Department	DOL Registered	62095	Madison	Registered Apprenticeship
R	Midwest Mech. Con. Assoc. Plumber/Pipefitter	DOL Registered	62024	Madison	Registered Apprenticeship
R	Operating Engineers Local #520	DOL Registered	62281	Madison	Registered Apprenticeship
R	PAINTERS DISTRICT COUNCIL 58	DOL Registered	62234	Madison	Registered Apprenticeship
R	PLASTERERS & CEMENT MASONS	DOL Registered	62294	Madison	Registered Apprenticeship
R	PLASTERERS LOCAL 90 JATC	DOL Registered	62294	Madison	Registered Apprenticeship
R	Plumbers & Pipefitters Local Union #653	DOL Registered	62801	Madison	Registered Apprenticeship
R	SOUTHWESTERN ILLINOIS JATC	DOL Registered	62234	Madison	Registered Apprenticeship
R	TRUCK CENTERS INC	DOL Registered	62294	Madison	Registered Apprenticeship (inactive)
R	West Star Aviation	DOL Registered	62024	Madison	Registered Apprenticeship (inactive)

Southwest EDR, LWIA 24					
Source	Organization	Name of program	ZIP	County	Type of program
S	160 Driving Academy	Truck Driver Training School	62226	St. Clair	Work-Based Learning Program
R, S	Antolin Nashville	Industrial Technician	62263	Washington	Work-Based Learning Program
R	BCI Construction, Inc.	DOL Registered	62220	St. Clair	Registered Apprenticeship (inactive)
R	BELLEVILLE FIRE DEPT	DOL Registered	62220	St. Clair	Registered Apprenticeship
S	Belleville School District #201	Cooperative Learning	62223	St. Clair	Youth Apprenticeship
R	BREESE MUNICIPAL UTILITIES	DOL Registered	62230	Clinton	Registered Apprenticeship (inactive)
R	Bricklayers Local #8 of Illinois	DOL Registered	62220	St. Clair	Registered Apprenticeship
R	Bricklaying and Masonry Trades JAC	DOL Registered	62220	St. Clair	Registered Apprenticeship
R	CARLYLE MUNICIPAL ELECTRICAL DEPT	DOL Registered	62231	Clinton	Registered Apprenticeship (inactive)
R	CITY OF FREEBURG	DOL Registered	62243	St. Clair	Registered Apprenticeship
R	CITY OF MASCOUTAH	DOL Registered	62258	St. Clair	Registered Apprenticeship
R	CITY OF WATERLOO	DOL Registered	62298	Monroe	Registered Apprenticeship (inactive)
R	CITY OF WATERLOO GAS UTILITY	DOL Registered	62298	Monroe	Registered Apprenticeship (inactive)
S	Collinsville CUSD #10	Multiple Programs	62234	St. Clair	Work-Based Learning Program
S, E	CyberUp	LevelUp training program	62225	St. Clair	Pre-apprenticeship/Bridge Program
R	East St. Louis Senior High Career Academy	DOL Registered	62205	St. Clair	Registered Apprenticeship (inactive)
R	Gilster-Mary Lee Corporation	DOL Registered	62233	Randolph	Registered Apprenticeship (inactive)
R	Glaziers & Painters	DOL Registered	62234	St. Clair	Registered Apprenticeship
R, E	Good Life Growing, LLC	DOL Registered	63137		Registered Apprenticeship
R	IRON WORKERS #392	DOL Registered	62201	St. Clair	Registered Apprenticeship
R, S	Kaskaskia College	Industrial Technology	62801	Washington	RA, Non-Registered Apprenticeship
R	Plumbers & Gasfitters Local #360	DOL Registered	62234	St. Clair	Registered Apprenticeship
R	PLUMBERS & PIPEFITTERS LOCAL #101	DOL Registered	62220	St. Clair	Registered Apprenticeship
S	R3 Development	Construction	62202	St. Clair	Pre-apprenticeship/Bridge Program
R	Sheet Metal Workers #268	DOL Registered	62232	St. Clair	Registered Apprenticeship
R	Sigman Heating & Air Conditioning	DOL Registered	62223	St. Clair	Registered Apprenticeship (inactive)
R	SOUTHERN ILLINOIS CARPENTERS JAP	DOL Registered	62220	St. Clair	Registered Apprenticeship
S	Southwestern Illinois College	HCCTP		St. Clair	Pre-apprenticeship/Bridge Program
R, S	St. Clair County IGD - Workforce Group	Construction/Maintenance	62207	St. Clair	RA, Work-Based Learning Program
S	Teens Against Killing Everywhere	YouthBuild St. Clair County	62205	St. Clair	Youth Apprenticeship
R	TerraSource Global Corporation	DOL Registered	62222	St. Clair	Registered Apprenticeship (inactive)
R	UNITED ASSOC OF STEAMFITTERS #439 JAC	DOL Registered	62232	St. Clair	Registered Apprenticeship

<b>West Central EDR, LWIA 14</b>					
<b>Source</b>	<b>Organization</b>	<b>Name of program</b>	<b>ZIP</b>	<b>County</b>	<b>Type of program</b>
R	Dot Transportation, Inc.	DOL Registered	62353	Brown	Registered Apprenticeship (inactive)
R	HILL CORRECTIONAL CENTER	DOL Registered	61402	Knox	Registered Apprenticeship
R	ICI - WESTERN ILLINOIS CORRECTIONAL CENTER	DOL Registered	62353	Brown	Registered Apprenticeship (inactive)
R	ILLINOIS LABORERS & CONTRACTORS JATC	DOL Registered	62353	Brown	Registered Apprenticeship
R	Johnson Trucking and Blacktopping	DOL Registered	61436	Knox	Registered Apprenticeship (inactive)
R	Laverdiere Construction Inc.	DOL Registered	61455	McDonough	Registered Apprenticeship (inactive)
R	Midwest Patterns, Inc.	DOL Registered	62305	Adams	Registered Apprenticeship (inactive)
R	R. L. BRINK CORPORATION	DOL Registered	62305	Adams	Registered Apprenticeship
S	Sandburg College	Multiple Programs	61401	Knox	Work-Based Learning Program
R	W. L. Miller Company	DOL Registered	62341	Hancock	Registered Apprenticeship
R	Western Illinois Works, Inc.	DOL Registered	61401	Knox	Registered Apprenticeship (inactive)
S	Workforce Office of Western Illinois	Work Experience	62301	Adams	Work-Based Learning Program
S	John Wood Community College	Internships			Work-Based Learning Program



# The Third Pillar of Apprenticeship: Integrating Diversity Across Illinois' Apprenticeship System

By: Chicago Jobs Council and Young Invincibles



## **Acknowledgments**

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## Introduction

When Aon, a global professional services firm with an office in Chicago, decided to start an apprenticeship program in the United States, the company recruited City Colleges of Chicago and the nonprofit organization One Million Degrees to connect them with an eager talent pool and provide academic instruction and professional development coaching to the apprentices. Now in its third year, Aon's apprenticeship program has helped the company increase the diversity of its staff and reduce turnover in key positions.<sup>1</sup> According to Aon and other business leaders in the Chicago Apprentice Network (CAN), strong nonprofit and training partners are critical elements of their apprenticeship programs' success.<sup>2</sup>

Chicago Jobs Council (CJC) and Young Invincibles (YI), which both share a commitment to increasing apprenticeship opportunities for women and people of color, saw an opportunity to build the capacity of community-based organizations to participate in partnerships similar to those demonstrated by Aon and other CAN members. With the support of the Department of Commerce and Economic Opportunity, CJC and YI provided a training series that gave nonprofit and government service providers tools and information that could help them provide recruitment and coaching functions to businesses launching apprenticeship programs. What follows is both a summary of learnings from the workshop series and a series of recommendations that state leaders can make to help support organizations that currently or could potentially provide partnership opportunities to companies launching apprenticeship programs.

Due to the COVID-19 health and economic crisis, more Illinoisians filed for unemployment insurance in the month of March 2020 than the entire year of 2019.<sup>3</sup> Before the novel coronavirus swept the country, Illinois celebrated its lowest unemployment figures in the state's history.<sup>4</sup> However, with the convergence of health and economic disparities at the forefront of pandemic media coverage, many Americans are realizing the precarious financial reality that low-income, but essential workers have faced long before the pandemic. Perhaps less obvious is how those who had difficulty securing employment prior to the crisis (including people with mental and physical disabilities, returning citizens, some veterans, people experiencing homelessness, people with low literacy, people who face employment discrimination and youth) will continue to experience poor if not worse employment outcomes in the eventual economic recovery without intervention.

Although the coronavirus has affected all Americans, race and ethnicity play an undeniable role in the disparate health and economic outcomes across communities, in large part because people of color were overrepresented in negative employment statistics before Covid-19. In 2018 for example, 20% of Latinx families in Illinois were living in poverty.<sup>5</sup> That same year, Illinois held the dubious distinction as the state with the worst employment rates for African Americans.<sup>6</sup> Young, male Illinoisians of color (20-24 years old) in particular had worse employment outcomes than the national average.<sup>7</sup> Despite these persistent unemployment trends for people of color before the halt in the economy, employers from a variety of industries reported challenges in finding workers with the necessary training and credentials to succeed in certain occupations.<sup>8</sup> Without effective strategies that help rectify inequitable labor market trends, race will continue to serve as determinants of employment outcomes in Illinois.

Women also face long-standing challenges in connecting with jobs that can provide for themselves and their families. While women have better employment rates than men,<sup>9</sup> they are overrepresented in low-wage jobs.<sup>10</sup> In

fact, the ratio of median wages for women relative to men decreased in Illinois, bucking national trends that saw women closing the earnings gap.<sup>11</sup> Like people of color, women of all races encounter structural barriers that too often leave them on the margins of quality career opportunities. Though meeting all residents' immediate needs is paramount during a recession, lawmakers and state officials can seize this unprecedented moment to uplift strategies that address labor market inequities, many of which predate COVID-19.

Apprenticeships are one such solution that provide immediate income for low-wealth individuals pursuing job training. With a demonstrated ability to help employers develop and retain talent and an earn-and-learn structure that allows jobseekers to receive paid, debt-free job preparation, apprenticeships offer a promising remedy for persistent labor imbalances. Despite their benefits, apprenticeships are not reaching those marginalized jobseekers--namely women, people of color, and others with employment barriers--who could most benefit from a paid career pathway.

### Widespread Inequities In Illinois' Apprenticeships

In Illinois, African Americans complete apprenticeships at a rate 8 percent lower than their White peers. For Latinx apprentices, the completion rate gap is 15%.<sup>12</sup>

Women represent only **4%** of Registered Apprentices in Illinois.<sup>13</sup>

When they do connect with apprenticeship programs, women and people of color enter into lower paying professions.<sup>14</sup>

**We have the opportunity to close these gaps**

State leaders are understandably facing pressure to rapidly re-employ thousands of people in the wake of COVID-19, but must balance this rightful concern with the long standing goal to connect persistently low-income earners with quality job training. It is therefore vital that the state continue to embrace apprenticeships as an economic development strategy that could support jobseekers who were struggling before the crisis and are the hardest hit now. Focusing on job placement in *any* job at the expense of investing in paid training for *better* jobs will only perpetuate the labor market challenges that existed before the crisis: employers will continue to have vacancies in skilled positions and those people who are stuck in low-wage careers--disproportionately women and people of color--will remain stuck.

Governor Pritzker highlighted apprenticeship in his "Plan to Revitalize the Illinois Economy and Build the Workforce of the Future" report as a key strategy to expand job opportunities for marginalized jobseekers and contribute to overall economic development in Illinois.<sup>15</sup> However, **apprenticeships can only fulfill their full potential as career preparation programs for marginalized communities if 1) talent pools comprised of people with barriers to employment are exposed to apprenticeship as a possible career pathway, 2) apprenticeship programs in diverse industries are available in each region and 3) apprentices receive essential workplace skills training and wraparound supports such as transportation and child care assistance, financial coaching, and case management.**

The Illinois Workforce Innovation Board's Apprenticeship Committee codified navigators and intermediaries (see definitions on page 9) as the two roles responsible for increasing uptake of apprenticeship among businesses and job seekers. However, the varied entities serving as navigators or intermediaries may not be best equipped to provide wraparound supports given their staffing capacity, funding and agency missions. Because employers do not see themselves as the providers of such support services,<sup>16</sup> **the state of Illinois needs to prioritize finding resources so that organizations already poised to provide wraparound services have the funding and technical assistance needed to effectively support apprentices and complement the work of navigators and intermediaries when they are unable to provide such services.**

Community-based service providers, local workforce boards, secondary schools, community colleges and training providers are some examples of entities that may already be well-positioned to recruit, prepare and support apprentices from disadvantaged backgrounds. Collectively referred to in this report as **Apprenticeship Recruitment and Retention Providers (ARRPs)**<sup>17</sup> these diverse organizations can and, in some cases, already perform at least one of the following functions:

- serve as recruitment agencies that expose their clients to the benefits of apprenticeship, advise them on local apprenticeship programs that match their career interests, and guide them through the application process,
- provide pre-apprenticeship opportunities or other preparatory services that prepare jobseekers for the academic and professional expectations of apprenticeship,
- offer ongoing case management that includes wraparound services to apprentices who need additional resources to enter and maintain employment.

Without each of these functions, apprenticeship programs will likely continue to recruit and graduate disproportionately low numbers of women and people of color.

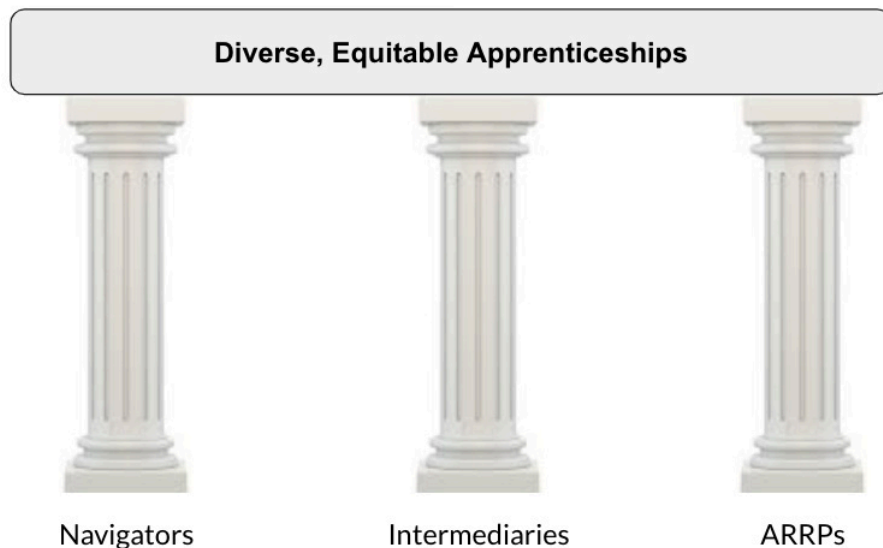
Securing funding, coordinating training and reinforcing the need for ARRP services will prove challenging in a state like Illinois where no single agency bears the responsibility for setting apprenticeship policies or distributing federal dollars dedicated to the strategy. However, DCEO and the Illinois Community College Board (ICCB) both receive large, multi-year federal grants to drive apprenticeship expansion in Illinois and as such can play a powerful role in ensuring ARRP services are integrated into each new or expanding apprenticeship program. Their leadership in both apprenticeship funding and policy can guide other state agencies such as the Illinois Department of Human Services, the Illinois Department of Children and Family Services and the Illinois State Board of Education, that have funding streams eligible for apprenticeship activities. Non-governmental stakeholders too--namely business associations, Chambers of Commerce and philanthropic organizations--can leverage their resources to create better outcomes for employers and apprentices by funding ARRPs, particularly those that are independent nonprofit agencies. **By coordinating their efforts and resources, DCEO and ICCB can make sure that the ARRP function is a part of apprenticeship initiatives statewide. In doing so, ARRPs will join navigators and intermediaries to become the third pillar of apprenticeships in Illinois.**<sup>18</sup>

While we did not yet have the terminology of “ARRP,” Chicago Jobs Council (CJC) and Young Invincibles (YI) recognized the critical role that on-ramps, pre-apprenticeship training, and wraparound support services should play in apprenticeship work and developed and facilitated a statewide workshop series to teach potential ARRP apprenticeship terminology, best practices for connecting their clients with apprenticeship opportunities, and the roles their organizations could serve in apprenticeship programs. Although CJC and YI initially envisioned nonprofit service providers as the workshops’ primary audience, we realized soon after the workshops began that a variety of organizations can and do provide ARRP functions; in many communities, community colleges and Workforce Innovation and Opportunity Act (WIOA) administrative entities, commonly called LWIAs, are the dominant organizations that can perform ARRP functions. In addition to this finding, our organizations identified several lessons that serve as the foundation for a roadmap to building an apprenticeship infrastructure that successfully recruits and supports women, people of color and other marginalized jobseekers.

The following pages provide details for how leading state agencies, namely DCEO and ICCB, can lead equitable expansion of apprenticeships. The recommendations for advancing diversity in apprenticeships are broken into three sections:

1. ARRPs: Their potential roles within apprenticeship and what they need to thrive
2. Navigators and intermediaries: The roles they should play in supporting ARRPs
3. DCEO and ICCB: Strategies for two leading apprenticeship agencies to amplify ARRP functions in their apprenticeship activities

The roadmap outlined in this report complements Governor Pritzker’s Executive Order 2019-3, which charges the Department of Commerce and Economic Opportunity (DCEO) with delivering “a report...containing comprehensive recommendations for improving alignment of workforce resources for communities that have been disenfranchised, including rural and urban communities.”<sup>19</sup> Now more than ever, with a pandemic stalling the economy and record unemployment filings, we must embrace the call for investment in marginalized people and the organizations that serve them.



## Section 1: Supporting ARRP's Ability to Recruit, Prepare and Retain Apprentices from Marginalized Groups

As CJC and YI learned from its apprenticeship workshop series, **ARRPs cannot provide on-ramps into apprenticeships or support retention for marginalized job seekers unless they have funding to do the work and technical assistance on best practices.** The following section describes the types of organizations that can, and some cases already do, serve as ARRP's and the potential functions that each can play in diversifying apprenticeships. The section concludes with an explanation of why funding and training are necessary for ARRP's success.

### ARRP's Roles in Apprenticeship

Type of ARRP	Potential Role in Diversifying Apprenticeship Pipelines & Programs
Community-based service providers	<ul style="list-style-type: none"> <li>• Develop and facilitate <b>pre-apprenticeship</b> or other preparatory programs that prepare jobseekers with barriers to employment</li> <li>• Serve as <b>recruitment</b> partners by connecting clients to local apprenticeship opportunities and guiding them through the application process</li> <li>• Provide <b>case management that supports the retention of apprentices</b>, including barrier reduction services.</li> </ul>
High Schools or School Districts	<ul style="list-style-type: none"> <li>• <b>Expand early talent pipeline development</b> efforts by sharing best practices of school districts that implement rigorous career exploration and work-based learning programs</li> <li>• Serve as <b>recruitment</b> partners by connecting students to apprenticeship or <b>developing youth apprenticeship, registered apprenticeship, or pre-apprenticeship</b> programs</li> <li>• School counselors and other staff can provide <b>case management that supports the retention of apprentices</b></li> <li>• Provide <b>related technical instruction</b></li> <li>• Serve as <b>intermediaries</b></li> </ul>
Local WIOA Administrative Entity	<ul style="list-style-type: none"> <li>• Serve as <b>recruitment</b> partners by encouraging American Job Center participants to enter into pre-apprenticeship and apprenticeship opportunities</li> <li>• Provide <b>case management</b> to eligible clients who participate in apprenticeship</li> <li>• <b>Coordinate workforce funding</b> to support navigators and intermediaries' work</li> <li>• Note: May also serve as <b>navigators and intermediaries</b></li> </ul>
Community Colleges or other Training Providers	<ul style="list-style-type: none"> <li>• <b>Encourage talent pipeline development</b> by integrating career exploration and exposure opportunities into the curriculum</li> <li>• Serve as <b>recruitment</b> partners by connecting students to apprenticeships or <b>developing and potentially sponsoring apprenticeship</b> programs</li> <li>• College counselors and other staff can provide <b>case management that supports the retention of apprentices</b></li> <li>• Provide <b>related technical instruction</b></li> <li>• Provide <b>bridge programming or pre-apprenticeship</b> programs</li> <li>• Note: May also serve as <b>navigators and intermediaries.</b><sup>20</sup></li> </ul>

## Resources Needed to Cultivate ARRs in Illinois

ARRs' essential functions are not incidental to increasing successful apprenticeship programs in Illinois; they are vital if the state truly wishes to integrate more women and people of color into apprenticeship opportunities. Evidence bears out that providing supportive services to marginalized jobseekers pays dividends. In an Oregon-based program that sought to increase the number of female apprentices working on construction projects, 72 percent of the female apprentices reported that the supports like transportation reimbursements, lodging assistance and per diems, and financial support for child care and equipment purchases allowed them to take positions they could not otherwise accept; apprentices who received financial supports completed the apprenticeship program at nearly double the rate of those who did not.<sup>21</sup>

Organizations that serve as ARRs are experts at delivering recruitment and wraparound support services similar to those in Oregon, but in Illinois, they often lack the right resources and technical knowledge to engage with the unique needs of the local apprenticeship ecosystem. It became evident during the CJC and YI workshop that to fully realize ARRs' potential, the state should invest in funds dedicated to ARRs' critical recruitment, talent development and retention services and provide access to ongoing technical assistance.

### *Dedicated Funding for ARR functions*

The workshop attendees expressed enthusiasm for apprenticeship's alignment with their missions but identified lack of funding as the most significant barrier to expanding their role to become an ARR in the local apprenticeship ecosystem. Current workforce funding streams, namely WIOA, do not align well with the structure of apprenticeship and pre-apprenticeship and this limits agencies' ability to provide long-term case management and supportive services. For example, while WIOA-eligible pre-apprenticeship participants can use WIOA funds for transportation and child care vouchers, new apprentices may become ineligible for assistance once they begin to earn higher wages in the apprenticeship program that, in turn, make them no longer eligible for WIOA services.<sup>22</sup> The resulting cliff effect leaves many apprentices without the needed support to maintain their employment. To support apprentices' immediate and long-term success, both public (federal, state, and local governments) and private entities (like philanthropic leaders and businesses) should fund ARRs to support prospective apprentices from marginalized backgrounds meet basic needs as they progress through their training and stabilize their financial well-being. DCEO, as the implementers of both the navigator and intermediary framework and the state-level WIOA administrator, has significant influence to 1) steer WIOA discretionary dollars and federal State Apprenticeship Expansion grant funding from the Department of Labor to the ARR function and 2) encourage LWIAs to use a portion of their funding to support local ARRs; their efforts, however, are largely dictated by federal mandates and as such, Illinois ultimately needs flexible funding at the state-level. While the public funding landscape will be challenging in light of the COVID-19 crisis, state entities in Illinois can implement federal funding to the extent possible to create dedicated funding streams for ARR functions; leveraging public dollars will be all the more important as an equity imperative in light of the current economic crisis that is disproportionately

disadvantaging women and people of color in Illinois even more than before the crisis.

## *Technical Assistance to ARRP*s

In addition to funding, ARRP

s as well as other apprenticeship leaders (including navigators and intermediaries) need ongoing training to execute their roles. Those agencies that attended the CJC and YI workshops, many of them experienced workforce development professionals, often had very little foundational knowledge of the Apprenticeship Illinois framework,<sup>23</sup> held misconceptions on the process and flexibility of registering with the Department of Labor, and were unaware of the roles that their organizations could play in supporting apprenticeships. This continuing education is needed so apprenticeship stakeholders have a uniform message when speaking with employers and cohesive approach as they build an apprenticeship system. This means navigators, intermediaries, and ARRPs must: understand the Apprenticeship Illinois Framework and their roles within it, receive updated information on the latest policies, innovations and messaging, and dispel any lingering misconceptions about apprenticeship.

By investing in workshops that immerse potential ARRP

s in the terminology and best practices of apprenticeships, the state will build the capacity of organizations that can provide critical on-ramps to the apprenticeship programs that the navigators and intermediaries are actively supporting. Workshop topics should include:

- 1. The definitions and terminology associated with the Apprenticeship Illinois framework.** This workshop would provide state-specific regulatory definitions that distinguish requirements for the Registered Apprenticeships versus non-registered apprenticeships, youth apprenticeships and pre-apprenticeships.
- 2. The potential roles of ARRP**s in supporting apprenticeship programs. See Appendix for a list of potential roles that ARRPs could fill.
- 3. Best practices for inclusive apprenticeship programming.** This workshop could include strategies for developing quality pre-apprenticeship programs that connect marginalized jobseekers, many of whom might have employment barriers, to apprenticeship programs.

CJC and YI's project served as a pilot for potential content that navigators and intermediaries could deliver to their local partners and potential ARRP

s. However, if navigators and intermediaries are missing critical information or resources, they cannot train stakeholders in their respective communities. The following section details more about how the state can better support navigators' and intermediaries' ability to integrate ARRPs into apprenticeship expansion efforts.

## Section 2: Supporting Navigators' and Intermediaries' Work with ARRP

Unlike some states that have a centralized Office of Apprenticeship, in Illinois, multiple state agencies (but primarily DCEO and ICCB) are involved in apprenticeship expansion efforts. Because there is no single statewide



coordinating body that oversees apprenticeship work, each region of the state should have the necessary infrastructure to recruit and support both employers and apprentices. DCEO, in recognizing this reality, issued a 2018 Notice of Funding Opportunity (NOFO) to grant organizations pilot funding to serve as either regional navigators, intermediaries, or both.

The navigator and intermediary grantees are well-positioned to support employers, jobseekers, and current apprentices, but can only execute their roles well--which includes meeting DCEO's increased emphasis on recruiting diverse candidates--if they receive guidance on how to either (1) integrate ARRPs into their work or, when they are unable to do perform an ARRPs function, (2) cultivate external partners who can effectively perform the missing ARRPs function.<sup>24</sup> The following table provides initial direction on the roles that each should play in merging ARRPs into the local apprenticeship infrastructure and an explanation on the tools they need to partner with ARRPs follows.

**Navigator and Intermediary Definitions**

	<b>Definitions</b>	<b>Potential Support Role for ARRPs</b>
<b>Navigators</b>	Apprenticeship navigators serve as key points of contact in the region for outreach and partnership development to help expand apprenticeship programs. Navigators are also responsible for identifying intermediaries that can coordinate (and at times sponsor) apprenticeship programs.	<ul style="list-style-type: none"> <li>• Keep an up-to-date inventory of local organizations with the potential to serve as ARRPs</li> <li>• Train ARRPs on terminology and best practices associated with apprenticeship</li> <li>• Train new intermediaries on best practices with ARRPs</li> <li>• Cultivate new ARRPs partners</li> </ul>
<b>Intermediaries</b>	Intermediaries bundle the needs of small and medium sized businesses and ensure that the employer and all supporting parties have clearly defined roles and responsibilities. Intermediaries can sponsor/manage apprenticeship programs, but are not required to do so.	<ul style="list-style-type: none"> <li>• Contact local ARRPs and support their integration with employers' apprenticeship programs</li> <li>• Identify funding streams to support the ARRPs work and, when needed, manage the funding</li> <li>• Work with ARRPs to build DEI plans for their apprenticeship programs</li> </ul>



## Tools Needed to Empower Navigators' and Intermediaries' Ability to Partner with ARRs

In order to expand apprenticeship programs in their region while keeping equity at the forefront of their work, navigators and intermediaries must either bolster their own ARR services or partner with local agencies that can fill any gaps in recruitment, pre-apprenticeship development, or wraparound support services. To do so effectively, DCEO and ICCB, and the IWIB Apprenticeship Committee should ensure navigator and intermediary grantees, as well as community colleges that often fill intermediary functions have:

1. specific equity targets that will allow them to measure progress in creating diverse, equitable, and inclusive apprenticeship programs, and
2. training that will help them to better integrate ARRs into all apprenticeship work.

### *Equity Targets*

Increasing the numbers and retention of diverse candidates is an admirable mission but will only become reality if navigators and intermediaries have specific metrics against which the state can measure their success. While navigator and intermediary grantees must report enrollment numbers, including demographics of new apprentices hired in their regions, there are no requirements to make their enrollment goals reflect the specific ethnic and racial makeup of their community. The lack of concrete targets makes accountability difficult. To mitigate this, the state should look to other states, like North Carolina, that have set equity targets in their apprenticeship system.<sup>25</sup> We can then adopt proven strategies for developing realistic regional equity goals for the number of people of color and women screened, enrolled and retained in apprenticeship programs.

### *Training the Navigators and Intermediaries*

As the coordinators of apprenticeship activities for their respective regions, navigators should train new community partners through workshops similar to that produced for this project. Before training their local partners, however, DCEO must ensure that navigators receive content specific to Illinois' definitions, policies and funding around apprenticeship.

Many of the navigators and intermediaries attended the CJC and YI workshop series and like many other attendees, were often unaware of some of the fundamental components of the Apprenticeship Illinois framework. That many grantees who attended the workshop were missing this content is not surprising; as DCEO made the first set of grants to establish navigators and intermediaries, the grantees were on a steep learning curve because they were implementing a new model. Additionally, the Chamber of Commerce Talent Pipeline

Management training that was offered to the grantees lacked some of the relevant information that was included in the apprenticeship workshops (for example, the Apprenticeship Illinois framework and terminology and best practices for diversifying the pipeline). The result was that the Jobs Council and YI workshop series served the unintended purpose of additional foundational onboarding training for navigators and intermediaries and revealed the information that any new intermediaries and navigators need.

To address this knowledge gap, DCEO should create a rigorous train-the-trainer curriculum that ensures navigators (who are the main points of contact for regional apprenticeship activities) are prepared to educate local stakeholders on the basics of apprenticeship and support strategies for increasing diversity in their local apprenticeship context.

Content for the train-the-trainer must include:

- A thorough review of the Apprenticeship Illinois framework and related definitions;
- Best practices associated with work-based learning program development;
- Community partner engagement strategies (such as pitching your services to employer partners);
- Cultivating quality pre-apprenticeship partners and pitching them to employers as viable talent pipeline tools;
- Best practice equity and inclusion strategies;
- Funding strategies to create effective apprenticeship and pre-apprenticeship pathways in their community.

This proposed curriculum mirrors much of the content of the Jobs Council and YI workshop, which received strong reviews from the attendees (see dashboard in appendix).

The navigators' training should also teach them partnership recruitment and screening strategies, methods for cultivating effective intermediaries in diverse sectors and how to organize an "Apprenticeship 101" training to a range of partners. Armed with this content, navigators could effectively teach their local partners (including new intermediaries that they cultivate) how to maximize preparation and retention efforts of apprentices from marginalized backgrounds. Without this rigorous preparation, navigators--and subsequently, the state overall--will fail to create an effective, equitable apprenticeship system that serves both employers and marginalized jobseekers.

Intermediary grantees and community colleges should also receive the aforementioned suite of training, but would not have the same outreach and training requirements as the navigators. During the workshop series, attendees frequently requested assistance with braiding funding streams, however, community service providers do not need to learn the nuances of paying for apprenticeship and pre-apprenticeship. Instead, intermediary partners should learn how to combine federal and state dollars so that they are prepared to manage the financial operations of the apprenticeship and pre-apprenticeship programs that they support; in doing so employers, training institutions and service provider partners can focus on the task of educating and supporting apprentices.

With robust training, navigators and intermediaries will better understand the system so that they can effectively connect ARRP to the appropriate employers. The final section provides recommendations for DCEO to effectively train all stakeholders and take action to make a more equitable apprenticeship infrastructure.

## Section 3: Recommendations for DCEO to Successfully Create an Equitable Apprenticeship Infrastructure

Elevating ARRPs to serve as the third pillar of the state's apprenticeship infrastructure is one of several actions that the state can take to achieve Governor Pritzker's goal of using apprenticeship as a strategy for boosting employment with disenfranchised communities.<sup>26</sup> Specific actions that DCEO, ICCB and other apprenticeship stakeholders can take to prop up its efforts to increase diversity in apprenticeships include:

- Create an effective training series for navigators to upskill their local intermediary, community college and ARRP partners in best practices for connecting marginalized communities.
- Identify federal, philanthropic, private sector and state resources to create a flexible funding stream for apprenticeship. Uses for the funding stream would support pre-apprenticeship, wraparound supports, and barrier reduction.
- Set regional racial and gender equity targets for apprentices.
- Require the intermediaries, navigators, and all community colleges to sign Memorandums of Understanding that demonstrate their commitment to their specific roles in cultivating diverse, equitable, and inclusive apprenticeship programs.
- Take advantage of upcoming opportunities to collect data, test pre-apprenticeship best practices, and identify new career pathways:
  - Use the Apprenticeship Study Act survey as a tool to identify regional service providers who can help diversify and support talent pipelines from populations with barriers to employment.
  - Use the Illinois Works pre-apprenticeship funding (through the Capital Bill) to fund ARRP functions and pilot equity targets.
  - Use the Illinois Cannabis Regulation and Tax Act and the possible Clean Energy Jobs Act to create apprenticeship and pre-apprenticeship programs in nontraditional industries.

In following these steps, state leaders will ensure that apprenticeship programs provide quality, career-sustaining employment for marginalized individuals, even in the midst of a generation-defining economic recession.

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## Appendix A: Key Elements of IL Apprenticeships



### Key Elements of Illinois Apprenticeships

	Pre-Apprenticeship	Youth Apprenticeship*	Registered Apprenticeship	Non-registered Apprenticeship
<b>Program length</b>	Flexible, often between 2 and 17 weeks	At least two academic semesters	Varies by industry; at least 1 year but up to 5 years	Varies by industry; at least 1 year but up to 5 years
<b>On-the-job hours required</b>	None specified	450	Minimum 2,000	Minimum 2,000
<b>Classroom instruction</b>	Curriculum aligns with the needs of employers in the region	Curriculum aligns with the needs of the industry sponsoring the apprenticeship	Apprenticeship sponsor should agree on, and potentially co-design, the curriculum; 144 hours per year of related technical instruction	Apprenticeship sponsor should agree on, and potentially co-design, the curriculum
<b>Eligible population</b>	Individuals who need instruction on essential technical, professional, or soft skills	Youth (ages 16-24) enrolled in school or pursuing a high school equivalency program	Not specified	Not specified
<b>Instruction method</b>	Hands-on instruction on the technical, professional, academic skills needed in a specific employer/industry.	Blend of classroom instruction, career exploration, and on-the-job training	Classroom (virtual or in-person) and on-the-job training;	Classroom (virtual or in-person) and on-the-job training
<b>Compensation</b>	Usually unpaid	Paid	Paid, with wages increasing as skills develop	Paid, with wages increasing as skills develop
<b>Equity implications</b>	Can increase the diversity of apprentices by preparing those with employability barriers or building interest in underrepresented populations	Can provide exposure to and skill-sets in careers for populations underrepresented in that sector (e.g. women or people of color); opportunity youth can be connected to employment and earn-and-learn opportunities	Currently, only 4% of apprentices in Illinois-based registered apprenticeship programs are women; relatedly, people of color only account for 27% of registered apprentices in the state	Same obstacles and opportunities as a registered apprenticeship
<b>Employer responsibilities</b>	A specific employer or group of employers may offer apprenticeships upon completion if apprentice meets basic qualifications	At least one employer or employer partner provides on-the-job training, career exploration, and evaluates apprentices' mastery of core skills	The program sponsor must register with the U.S. Dept. of Labor; the apprenticeship program must have a hiring employer	Configuration is similar to registered apprenticeships, however, the sponsor does not register with the Dept. of Labor
<b>Credential awarded</b>	Preferred to receive a credential, but not necessary	Receive an industry-recognized credential	Apprentices must receive a nationally recognized industry credential upon completion	Apprentices must receive a nationally recognized industry credential upon completion
<b>Expectation after successful completion</b>	May receive a credential, but not necessary; becomes qualified candidate for apprenticeship and receives placement in the industry in which they are trained. Sponsor responsible for placement.	Enroll in an apprenticeship program, higher education, or immediate continued employment	Continued employment by the host employer or within the same industry	Continued employment by the host employer or within the same industry

\* Youth Apprenticeships can register with the Department of Labor if they meet qualifications for registered apprenticeships

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## Appendix B: Best Practices for Agencies Providing Supportive Services to Apprentices

### **Best Practices for Agencies Providing Supportive Services to Apprentices**

#### **Case Management**

- Engage regularly with apprentices to discuss goals, successes, and obstacles
  - Identify and address potential employment risks early on
  - Develop a job retention and career pathway plan to keep apprentices engaged by developing apprentices' understanding of careers possibilities at the completion of the program

#### **Communication**

- Communicate frequently with the employer and educational institution to discuss areas for the apprentices' growth, challenges, and "pain points" from all parties' (education, employer, and apprentice) perspectives
- Develop clear "memorandums of understanding" between all parties to set clear expectations and allocate duties for the apprenticeship program
- Set detailed expectations for the apprentices, including how issues are identified and addressed
- Note any regulations dictated by collective bargaining agreements and local education policies

#### **Community**

- Provide a space (both physically and programmatically) for apprentices to gather and share their triumphs and challenges and learn from one another

#### **Accommodations**

- Ensure that the apprentices have access to all the materials, equipment, transportation and gear needed for their job
- Help create a program schedule that accommodates childcare and classroom obligations

#### **Essential Supportive Services**

- Provide financial assistance or referrals to services that help maintain the apprentice's ability to meet their daily basic needs and job expectations (i.e. transportation, child care assistance, substance abuse treatment programs, nutrition)

#### **Holistic Skill Development**

- Develop apprentices holistically, advancing their technical, professional, and personal skills. This includes providing resources on financial literacy to apprentices (i.e. tax assistance, credit counseling, deferred compensation programs)



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## Appendix C: Apprenticeship 101 Service Provider Roles

# APPRENTICESHIP 101 SERVICE PROVIDER ROLES



Prepare Illinois' workforce for meaningful careers

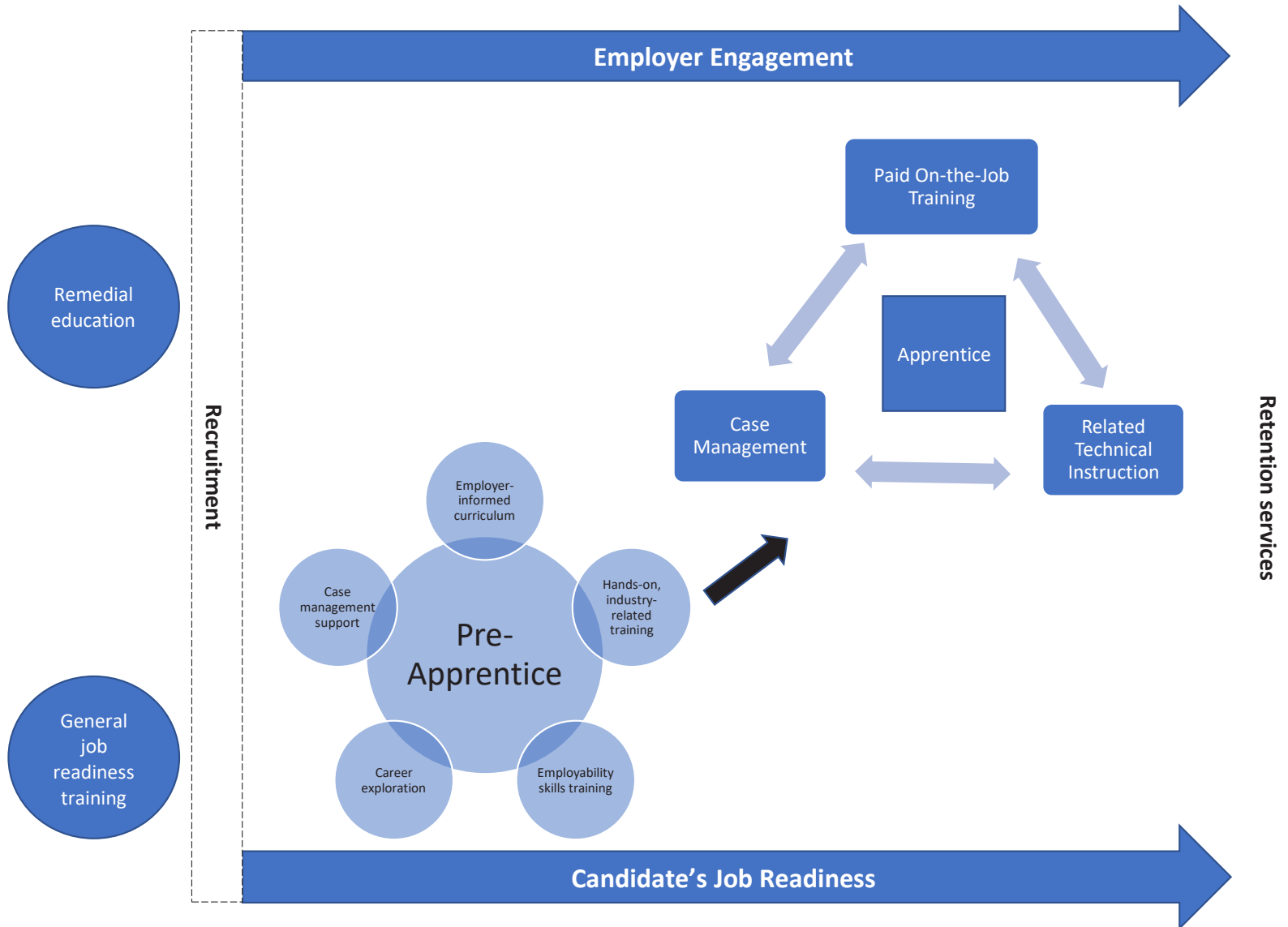


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## Appendix D: Flowchart of Equitable Apprenticeship Models

Flowchart of Equitable Apprenticeship Models



## Appendix E: Dashboard

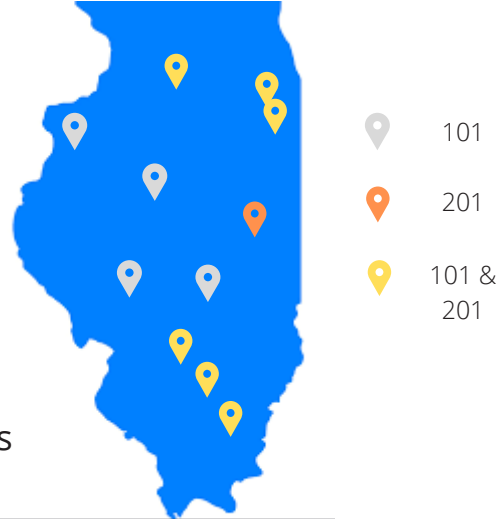
**YOUNG**  **INVINCIBLES**

**CHICAGO**  
**JOBS**  
**COUNCIL**

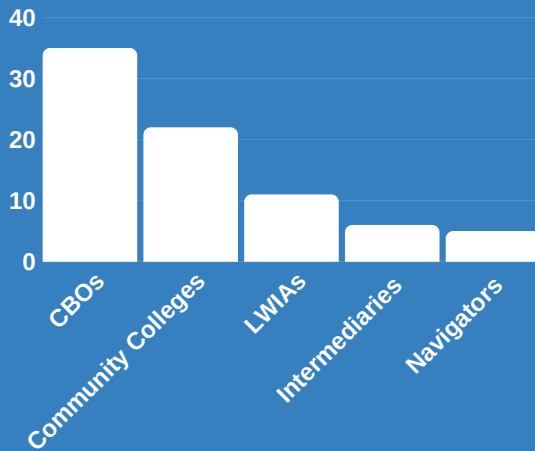
**11** 101 Workshops

**7** 201 Workshops

**10** Economic Development Regions



### Common Organizations in Attendance



320 Attendees

260 Organizations

What additional supports are necessary



**Funding**



**Employer Buy-In**



**Ongoing Technical Assistance**



## End Notes

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17 The term “Apprenticeship Recruitment and Retention Providers,” or ARRPs, is intended to describe a set of functions rather than a specific type of organization or agency. Additionally, given the broader scope of some stakeholders, a single entity might act both as an ARRP as well as a navigator, intermediary, training provider or apprenticeship sponsor. If an organization plays multiple roles (e.g., navigator and intermediary), it should act as a neutral referral partner and connect its employer to the intermediary or training provider that best suits their needs.

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