



Illinois Works (ILW) is an innovative workforce development model designed to create demand for building trade apprentices through the Apprenticeship Initiative, develop a talent pipeline through the Pre-apprenticeship Program, and provide incentives for employers to hire and retain talent through the Bid Credit Program. The primary goal of the Office of Illinois Works is to utilize these programs to increase equity while developing a qualified and sustainable talent pipeline within construction and the building trades.

What is the Apprenticeship Initiative?

This program sets an apprenticeship goal for public works projects estimated to cost \$500,000 or more, including both capital grants and direct capital contracts. This opens the doors of opportunity into the construction industry and the building trades for under-represented populations. The program ensures that contractors and subcontractors comply with the legislated goal: 10% of the actual or estimated labor hours for each wage classification of qualifying capital construction projects are performed by apprentices. Of this 10%, half (5%) of the apprenticeship hours are to be performed by graduates of IL Works, Climate Works, or IDOT pre-apprenticeship programs.

How do I know if my project is eligible to comply with the apprenticeship goal?

If a public works project has an estimated cost of \$500,000 or more, then calculations are performed based on the percentage of the state funding contribution to the overall project cost to determine eligibility. The Apprenticeship Initiative utilizes a set of criteria to determine project eligibility. ILW informs State agencies if a project must comply; state agencies, in turn, inform contractors if they need to comply and guide them through the process.

How does the Apprenticeship Initiative help contractors meet the legislated goal?

The Apprenticeship Initiative acts as a guide to ensure contractors are hiring apprentices to meet the requirements of the Illinois Works Jobs Act. This results in avoiding possible fines and in obtaining the economic benefits of the Illinois Works Bid Credit Program. The Apprenticeship Initiative also coordinates with the Illinois Works Pre-apprenticeship Program to provide lists of graduates for contractors to hire and sponsor into DOL-registered apprenticeship programs.

What type of training will contractors receive?

Illinois Works trains state agencies and meets regularly with them to provide guidance on projects and ensure the 10% goal is met. In turn, agencies provide training to contractors on the procedures and technical steps, as well as work closely with contractors during the lifespan of the capital project. ILW also offers monthly information webinars for contractors related to compliance processes and procedures.

What do I have to do to meet the legislated goal?

Work closely with the state agency funding your project, using them as trainers and guides. Know the required forms and when they are due. Review forms for completeness before submitting them in a timely manner.

Want more information?

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