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HOUSE RESOLUTION

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WHEREAS, Despite increases over the last several years, women still make up only 4.4% of apprentices in the construction trades in the United States; and

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WHEREAS, Based on national apprenticeship data from 2023, Hispanic women make up 0.9% of apprentices in the construction industry, Black women make up 0.5%, Asian women make up 0.1%, and American Indian and Alaskan Native women make up 0.1%; and

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WHEREAS, Rising costs of higher education and the resulting student loan debt, 64% of which is held by women, make apprenticeships a vital career pathway to economic stability as apprentices earn while they learn; and

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WHEREAS, Median annual wages for construction workers in the Illinois building trades was \$66,670 as of 2023; and

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WHEREAS, The advancement and well-being of Illinois depends upon its ability to expand opportunities in its workforce that are inclusive of individuals who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality in their chosen fields; and

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1 WHEREAS, Union registered apprenticeship programs enable
2 employers to develop and train their future workforce while
3 offering apprentices affordable paths to financial security
4 for themselves and their families; and

5 WHEREAS, President Donald Trump has issued Executive
6 Orders against initiatives that aim to reverse hard won
7 progress to diversify the workforce and will further entrench
8 systemic occupational segregation, robbing women of economic
9 security; and

10 WHEREAS, President Trump has impeded the ability of the
11 U.S. Department of Labor, the National Labor Relations Board,
12 and the Equal Employment Opportunity Commission to ensure
13 safe, respectful, and harassment-free work sites that uphold
14 workers' rights; and

15 WHEREAS, The State has invested millions of dollars in
16 innovative programs to increase access to high-wage careers in
17 the construction trades to all Illinoisans, including Illinois
18 Works and the Highway Construction Careers Training Program,
19 which have a strong record of graduating women and people of
20 color who are underrepresented in the industry; therefore, be
21 it

22 RESOLVED, BY THE HOUSE OF REPRESENTATIVES OF THE ONE

1 HUNDRED FOURTH GENERAL ASSEMBLY OF THE STATE OF ILLINOIS, that
2 we affirm our steadfast commitment to equal employment
3 opportunity and economic equity for women and all Illinoisans,
4 and we affirm our commitment to continue to prioritize
5 construction investments that transform not only the State's
6 infrastructure but also its workforce; and be it further

7 RESOLVED, That we affirm that the State's ongoing and
8 upcoming capital and infrastructure projects will rebuild not
9 just roads and buildings but lives by providing good jobs that
10 create economic stability through family-sustaining wages and
11 benefits; and be it further

12 RESOLVED, That we affirm that the diversity of Illinois is
13 its strength and that the workforce on publicly-funded
14 projects must reflect our State with work sites composed of
15 those from diverse backgrounds, gender identities, races, and
16 experiences; and be it further

17 RESOLVED, That we affirm that Illinois contractors must
18 uphold the State's values and workers' rights and reject
19 workplace discrimination and harassment and must be held
20 accountable to laws, including the Illinois Responsible Bidder
21 Code, the Prevailing Wage Act, and the Illinois Human Rights
22 Act; and be it further

1 RESOLVED, That we affirm that employers looking to
2 contract with the State must adopt strong policies to protect
3 workers from harassment and discrimination and must take
4 action to create equal access to job opportunities and
5 respectful, safe, and accountable work sites; and be it
6 further

7 RESOLVED, That we urge the use of all available tools,
8 including, but not limited to, data reporting, contract
9 language, bid incentives, public oversight, project labor
10 agreements, and project monitoring, to ensure that contractors
11 doing business with the State of Illinois are committed to
12 creating access to high-road job opportunities and respectful
13 work sites where all Illinoisans can thrive.