



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 Pre-apprenticeship Program?

The Pre-apprenticeship Program funds community-based organizations throughout the State of Illinois to recruit, train, and transition individuals to U.S. Department of Labor Registered Apprenticeship Programs and employment. In 2023, the Illinois Works Provider Network consists of 29 community-based organizations across the state training nearly 1,500 pre-apprentices.

Who are the candidates enrolled in the Pre-apprenticeship Program?

All Illinois Works pre-apprenticeship programs focus on engaging historically underrepresented populations including women, individuals of color, and veterans. Programming is open to all Illinois residents 18 years of age or above, with a high school diploma or GED, who have an interest and commitment in a long-term career in construction or the building trades.

How does the Pre-apprenticeship Program help contractors?

The talent pipeline for construction and the building trades is quickly reaching a historic low point and many contractors struggle to find individuals to fulfill their employment needs. The Pre-apprenticeship Program is specifically designed to train and transition individuals who are ready, willing, and able to work. Through this program, Illinois Works not only creates a thriving talent pipeline, but one that is representative of the Illinois population.

What type of training will the pre-apprentices receive?

Each program provides OSHA-10, First Aid/CPR and a nationally recognized construction certificate – National Center for Construction Education & Research (NCCER), TradesFutures Multi-Craft Curriculum (MC3), or an Illinois Community College Board construction certificate. Many programs also offer additional certificates including but not limited to Forklift, Flagger, and CDL. Additionally, all participants receive at least 32 hours of employability skills and 10 hours of hands-on/worksite training.

How can I recruit qualified pre-apprentices to work for my company?

Pre-apprentices are accessible through ILW Pre-apprenticeship Program designated grantees (dceo.illinois.gov/illinoisworks/preapprenticeship) or through the Illinois Works Applicant Tracking System (ATS) managed by the Office of Illinois Works.

Want more information?

Contact the Office of Illinois Works

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www.dceo.illinois.gov/illinoisworks/preapprenticeship



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