



Sen. Jacqueline Y. Collins

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1 AMENDMENT TO SENATE BILL 851

2 AMENDMENT NO. \_\_\_\_\_. Amend Senate Bill 851 by replacing  
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the  
5 Opportunity in State Public Construction Act.

6 Section 5. Legislative purpose. The purposes of this Act  
7 are to:

8 (1) Prepare Illinois women and minorities to fully  
9 participate in the construction industry where women and  
10 minorities are underrepresented.

11 (2) Respond to the Illinois construction workforce  
12 shortage which increasingly requires high skilled workers.

13 (3) Provide the Illinois construction industry with a  
14 well prepared and diverse workforce to replace retiring  
15 workers.

16 (4) Enhance the viability and competitiveness of local  
17 communities through an economic development strategy that  
18 will employ qualified residents for jobs that offer self-  
19 sufficient wages.

20 (5) Increase economic opportunities in low-income  
21 communities in Illinois resulting in jobs for members of  
22 those communities.

23 (6) Provide support to stakeholders, including,  
24 community job training programs, labor, employers,

1 community colleges, public agencies, and others to  
2 increase opportunities for women and minorities to be fully  
3 represented in the skilled workforce in Illinois.

4 (7) Develop and sustain local community partnerships  
5 among stakeholders resulting in increased capacity to  
6 prepare women and minorities in low-income communities  
7 across Illinois to enter and succeed in the construction  
8 industry workforce.

9 (8) Develop and widely disseminate best practices to  
10 stakeholders.

11 (9) Assess progress and trends in construction  
12 industry training and employment of the target  
13 populations.

14 Section 10. Definitions. In this Act:

15 "Community-based organizations and institutions" include  
16 community-based training providers and faith-based  
17 organizations.

18 "Support services" includes application fees, childcare,  
19 union dues, and transportation.

20 Section 15. Programs to prepare women and minorities for  
21 increased participation in the construction trades in  
22 Illinois. Programs that meet the criteria provided under  
23 Section 20 of this Act, designed to prepare, screen, and  
24 evaluate individual women and minorities for entry into  
25 apprenticeships in the skilled construction trades based on  
26 labor market information and projections, shall be eligible for  
27 funding under this Act. Funding shall be made available for the  
28 following:

29 (1) Direct services to clients and participants, which  
30 shall include, but not be limited to, outreach,  
31 recruitment, and public education; career exploration and  
32 assessment; skill development, which shall include, but

1 not be limited to, math remediation, physical fitness,  
2 hands-on skills, tool identification, spatial and  
3 mechanical aptitude, apprenticeship interviewing and test  
4 taking, blueprint reading, career exploration, job  
5 readiness, and employment counseling; case management; job  
6 referrals; provision of tools and other materials to  
7 training programs and their clients; and support services  
8 to assist clients during pre-vocational preparation, job  
9 training, and through the first 12 months of employment,  
10 including a revolving loan fund.

11 (2) Capacity building for funded programs to  
12 organizations that are experienced with the industry and  
13 have demonstrated success in increasing access,  
14 participation, success, and retention of women and  
15 minorities in high-wage, high-skill jobs in the  
16 construction trades to increase the capacity of programs to  
17 provide training services. Allowable activities shall  
18 include materials and resource development, including  
19 handbooks, directories, resource guides, and other  
20 instructional aids, data collection, and organizational  
21 development, including staff training, curriculum  
22 development, and technology upgrades.

23 (3) Technical assistance for workforce development and  
24 vocational education systems to organizations that are  
25 experienced with the industry and have demonstrated  
26 success in increasing access, participation, success, and  
27 retention of women and minorities in high-wage, high-skill  
28 jobs in the construction trades for technical assistance  
29 services to increase the capacity of programs and  
30 institutional stakeholders. Allowable activities shall  
31 include training staff, including staff of one-stop career  
32 centers, high school counselors, superintendents, and  
33 gender equity coordinators; development of public  
34 education and marketing materials; strategic planning and

1 goal setting; development of institutional and  
2 cross-agency protocols and policies, including memoranda  
3 of understanding; participation in task force or advisory  
4 meetings; and monitoring the utilization and impact of  
5 policies and activities.

6 (4) Technical assistance to organizations that are  
7 experienced with the industry and have demonstrated  
8 success in increasing access, participation, success and  
9 retention of women and minorities in high-wage, high-skill  
10 jobs in the construction trades for technical assistance  
11 services to train industry partners in supporting,  
12 retaining, and advancing women and minorities in the  
13 construction trades industry. Allowable activities shall  
14 include, training staff, including union stewards,  
15 business agents, training coordinators, development of  
16 outreach and marketing materials for targeted populations,  
17 strategic planning and goal setting, and monitoring the  
18 utilization and impact of policies and activities.

19 Section 20. Eligible recipients of funds; eligible  
20 participants.

21 (a) Eligible recipients of funds under this Act shall  
22 include:

23 (1) Community-based organizations and institutions  
24 with demonstrated expertise in serving the target  
25 populations, knowledge of the construction industry, and  
26 demonstrated success in placing clients in employment.

27 (2) Organizations offering employment services for  
28 targeted populations with expertise in preparing skilled  
29 workers for the construction field, not including entities  
30 regulated by the Day and Temporary Labor Services Act.

31 (3) Labor organizations, including subunits devoted to  
32 the concerns of the target populations.

33 (4) Contractor associations that participate in a

1 Joint Apprenticeship Training Council as provided under  
2 paragraph (5) of this subsection (a).

3 (5) Joint labor and management sponsored  
4 apprenticeship programs that: (i) have a dedicated trust  
5 fund for the administration of their apprenticeship  
6 program; and (ii) have a Joint Apprenticeship Training  
7 Counsel made up of representatives of contractor and labor  
8 organizations.

9 (6) Public secondary and post-secondary educational  
10 institutions with vocational education programs focused on  
11 the construction industry.

12 (b) Eligible participants in programs funded under this Act  
13 shall include women, minorities, and residents of low-income  
14 communities that lack resources and have critical skills  
15 shortages in the construction industry.

16 (c) The curriculum of any program or organization that  
17 participates in this Act shall include, but not be limited to,  
18 the following subjects:

19 (1) Skill development, which may include, but not be  
20 limited to, math remediation, physical fitness, hands-on  
21 skills, tool identification, blueprint reading, and  
22 special and mechanical aptitude.

23 (2) An overview of apprenticeship programs and their  
24 requirements.

25 (3) Apprenticeship interviewing and test taking.

26 (4) Language skills.

27 (5) Employee rights.

28 (6) Labor history.

29 (7) Mandatory drug testing.

30 (8) A valid driver's license.

31 Section 25. Data collection and reporting.

32 (a) The Department of Commerce and Economic Opportunity  
33 shall collect annually from each program funded under this Act

1 the following information: the number of individuals that  
2 participate in training programs funded by this Act over a  
3 12-month period, including participants that enrolled for  
4 program services, participants that completed program  
5 services, participants that are accepted into apprenticeship  
6 programs, participants that entered apprenticeships or other  
7 employment training programs, participants that entered  
8 employment in a chosen field upon completion of apprenticeship  
9 selection process and preliminary training, measuring  
10 participant employment skills through pre-program and  
11 post-program assessment, and participants that entered an  
12 industry other than construction.

13 (b) The Department of Labor shall collect data on the labor  
14 force in the construction sector to track the participation of  
15 women and minorities in the sector, and shall examine the  
16 status of women and minorities in relation to the remaining  
17 workforce. Data collected shall include gender, race, age,  
18 cross-tabulation of gender, race, and age, occupation by trade,  
19 geography, advancement, income, pay equity, and assignment  
20 disparity measured through income, hours worked, and skill  
21 level. The Department of Labor shall collect this information  
22 on an annual basis and submit it to the Governor, the  
23 Department of Commerce and Economic Opportunity, the  
24 Department of Employment Security, the State Board of  
25 Education, the Department of Transportation, the Inter-Agency  
26 Opportunity in State Public Construction Working Group, the  
27 Illinois General Assembly, the Illinois Statewide  
28 Nontraditional Leadership Team, and the public through the  
29 Department of Labor's annual publication entitled "Progress of  
30 Women and Minorities in the Illinois Workforce".

31 Section 30. Inter-Agency Commission on Opportunity in  
32 State Public Construction Working Group.

33 (a) There is created the Inter-Agency Commission on

1 Opportunity in State Public Construction Working Group. The  
2 Working Group shall consist of the Director or Secretary, or  
3 his or her designee, of the Illinois Department of Commerce and  
4 Economic Opportunity, the Illinois Department of  
5 Transportation, the Capital Development Board, the Illinois  
6 Department of Employment Security, and the Illinois Department  
7 of Labor. The Director of Commerce and Economic Opportunity, or  
8 his or her designee, shall serve as chair of the Working Group.  
9 The Working Group shall appoint additional members to the  
10 Working Group to include equal representation and geographical  
11 representation across the State from labor union organizations  
12 engaged in collective bargaining for the building trades and  
13 construction contractor associations that participate in Joint  
14 Apprenticeship Training Councils as provided under paragraph  
15 (5) of subsection (a) of Section 20 and engage in collective  
16 bargaining. The Working Group may also consult with various  
17 groups, including, but not limited to, representatives of labor  
18 union organizations, the construction contractor community,  
19 organizations that advocate for the civil rights of  
20 African-Americans, Latinos, women, and other underrepresented  
21 groups, community-based training providers, and federal  
22 government agencies. The Inter-Agency Opportunity in State  
23 Public Construction Working Group shall:

24 (1) Undertake a thorough review of training programs,  
25 data collection abilities, and grant programs administered  
26 by State, federal, or private entities that are designed to  
27 prepare Illinois minorities and women to fully participate  
28 in the construction industry and provide the Illinois  
29 construction industry with a well prepared and diverse  
30 workforce.

31 (2) Prepare a report containing the information  
32 compiled under Section 25 of this Act, as well as  
33 recommendations for policies or programs designed to  
34 encourage the full participation of minorities and women in

1 the trades and technical occupations. This report shall be  
2 presented to the General Assembly no later than one year  
3 after the effective date of this Act.

4 (3) Develop a 5-year plan to encourage the full  
5 participation of women and minorities in the trades and  
6 technical occupations. The plan shall include roles and  
7 responsibilities of both the public and private sector.

8 (b) Administration of the Working Group and its functions  
9 shall be shared among the members pursuant to an interagency  
10 agreement from funds appropriated for this purpose or from  
11 existing funds within the budgets of the Working Group members.

12 Section 35. Allocation of funds.

13 (a) The State may reserve up to 5% of the funds provided  
14 under Section 45 of this Act for administration of activities  
15 provided under Sections 15 and 25

16 (b) The Department of Commerce and Economic Opportunity  
17 shall consult with the Working Group in the administration of  
18 grants under this Act. The Department of Commerce and Economic  
19 Opportunity shall award, through a competitive grant process,  
20 3-year initial grants to eligible entities for services to be  
21 provided under Section 15 of this Act. Each organization  
22 receiving multi-year funding shall annually report on its  
23 programs and outcomes. The Department of Commerce and Economic  
24 Opportunity shall provide the Working Group an annual report of  
25 the grant applications and awards. Subsequent grant cycles  
26 shall be for 2 years.

27 (c) In each grant cycle, the Department of Commerce and  
28 Economic Opportunity shall award at least one grant per  
29 economic development region, provided that a qualifying  
30 proposal is received from the region in question.

31 (d) In awarding grants, the Department of Commerce and  
32 Economic Opportunity shall consider the size of the  
33 construction projects in the geographic area covered by the



1 proposal, relative to the size of the construction labor force  
2 statewide. In addition, the Department shall consider the areas  
3 that have the largest disparity of workforce representation in  
4 the construction industry.

5 (e) In awarding grants, preference shall be given to  
6 community-based training programs that represent the  
7 communities where delivery of service is targeted, including  
8 collaboratives in which a community-based organization is a  
9 primary partner.

10 (f) A representative of a prospective grantee shall not be  
11 involved in the review of his or her organization's proposal.

12 (g) Program training providers and industry collaborators  
13 shall work with apprenticeship program coordinators among the  
14 various trades to establish articulation agreements to  
15 facilitate program graduates entry into the apprenticeship  
16 programs where applicable based on the variant selection  
17 processes among the trades.

18 Section 40. Accountability, evaluation, and oversight.

19 (a) The Department of Commerce and Economic Opportunity  
20 shall establish performance measures related to the data  
21 collection requirements provided under Section 25.

22 (b) Evaluation of program impact shall be based upon an  
23 increase in the percentage of the targeted population in  
24 industry jobs, the increase in the rate of acceptance,  
25 completion, and retention among targeted populations, raising  
26 the skill levels of individual participants contributing to  
27 their overall employability, and the increase in rate of  
28 employment, including hours, and annual income as measured  
29 against pre-program participant income.

30 (c) The Department of Commerce and Economic Opportunity may  
31 contract with eligible providers to deliver the technical  
32 assistance services under this Section.

1 Section 45. Funding authorization.

2 (a) This Act shall be subject to appropriation.

3 (b) The funds are to be allocated to and administered by  
4 the Department of Commerce and Economic Opportunity, which  
5 shall, through a competitive process, solicit proposals from  
6 qualified service providers.

7 (c) Each recipient of funds under this Act shall be  
8 required to provide a 25% match through any combination of  
9 funds and in kind contributions.".