



Our team works with our stakeholders to:

- Inform the general public of job opportunities on CTA projects at quarterly workforce outreach events throughout the city.
- Provide access to training for skills improvements and to personalized career coaching through collaboration with our workforce partners.
- Connect our contractors to residents, community groups and other stakeholders that can provide skilled labor.
- Collaborate with building trades to increase awareness of apprenticeships and advocate for construction career pathways.



Chicago Women in Trades

www.cwit.org
312.942.1444



HIRE360

www.hire360chicago.com
312.575.2500



Metropolitan Family Services

www.metrofamily.org
312.986.4000



Revolution Workshop

www.revolutionworkshop.org
708.529.6288

Workforce Initiatives





The Chicago Transit Authority is a leader in maximizing workforce opportunities as part of its infrastructure investments. Since 2012, CTA has placed workforce participation goals on all major construction contracts and continues to do so today. CTA is the first in its industry to set workforce goals on engineering, construction management, and other non-construction contracts.

Our objective is to provide career opportunities in the trades, apprenticeships, and other construction-related jobs to communities usually under-represented in the industry. Workforce goals set a minimum standard for employment of individuals who are Workforce Innovation & Opportunity Act (WIOA) and Section 3 eligible, individuals who live in economically disadvantaged areas (EDA), and individuals who are registered in a USDOL approved apprentice program. These goals require contractors to recruit, hire and retain a diverse pool of candidates from historically disadvantaged backgrounds.

The Workforce Initiatives team assists with developing job opportunities to increase the participation of underrepresented communities in the labor forces of our contractors.

Career opportunities

Goal

- First implemented in 2013; updated in 2020
- Targets hiring dislocated and economically disadvantaged workers as defined under the federally administered (WIOA) and Section 3 residents as defined by federal HUD regulations

Apprenticeships

Goal

- First implemented in 2017
- Apprenticeship programs afford new generations of trade workers the chance to receive on-the-job training and education relevant to their field while still earning a living wage
- Dozens of building trades work on CTA projects, and each has different requirements for entry and progression. CTA, along with its workforce partners, collaborate with the trades to ensure the workforce goals are met.

Economically disadvantaged areas (EDAs)

Goal

- First implemented in 2018
- Creates opportunities for individuals that reside in ZIP codes within the CTA Service Area with a median household income of \$45K or less
- According to the 2022 American Community Study, a total of 1,114,867 people reside in CTA Service Area EDAs

60409	Calumet City IL
60426	Harvey IL
60428	Markham IL
60469	Posen IL
60472	Robbins IL
60609	Chicago IL
60612	Chicago IL
60617	Chicago IL
60619	Chicago IL
60620	Chicago IL
60621	Chicago IL
60623	Chicago IL
60624	Chicago IL
60626	Chicago IL
60628	Chicago IL
60629	Chicago IL
60632	Chicago IL
60636	Chicago IL
60637	Chicago IL
60644	Chicago IL
60649	Chicago IL
60651	Chicago IL
60653	Chicago IL
60827	Riverdale IL