

2005



THE STATE OF WORKING ILLINOIS







By the Center for Tax and Budget Accountability and Northern Illinois University Funded by the Joyce Foundation



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Percent of Population by Educational Attainment

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Top 20 Projected Growth Occupations

INTRODUCTION AND SUMMARY OF FINDINGS

Significant changes in the state's economy over the past 15 years have substantially altered the type and quality of job opportunities available in Illinois. Some changes have been for the better, but many have been for the worse. Working families have had to cope with these changes and the impact they have had on their incomes and benefits. For many workers, and especially for minorities, the result has been increased economic insecurity.

Illinois is at a crossroads. As the state's traditional industries scale back in the face of global competition, new technologies and new industries arise that require different skill sets and, in many cases, pay lower wages. These economic changes will impact everything from the type and level of skills that workers will need to the state's fiscal health and the demand for public education, transit, healthcare, and physical infrastructure. How Illinois responds will impact thousands of families, seniors and businesses, and the state's long-term economic competitiveness.

To provide sound data as the basis for making the crucial policy decision.

To provide sound data as the basis for making the crucial policy decisions needed for the state to respond productively to these changes, Northern Illinois University (NIU) and the Center for Tax and Budget Accountability (CTBA), with assistance from the Illinois Department of Employment Security, undertook one of the most detailed analyses of Illinois workers and employment conditions to date. This analysis makes use of state and federal data, some of which had not been previously available. The major findings are listed below.

These economic changes will affect everything.... How Illinois responds will impact thousands of families. seniors and businesses, and the state's long-term economic competitive-

CHANGING NATURE OF WORK AND JOBS IN ILLINOIS

The Appearance of Stability and Moderate Growth

- Illinois has the fifth largest state economy, but experienced below average economic growth since 1990, ranking 35th among the states in growth of Gross State Product and creating on average slightly over 37,000 jobs per year.
- Of the 18 major categories of industries, six exhibited job losses and nine registered net gains in employment.

Reality: Continuing Loss of Good Paying Jobs

- The percentage of the eligible population that is either working or looking for work was fairly stable between 1990 and 2000; there was a significant decline after 2000. The largest decline was for people between the ages of 16-24.
- Between 1990 and 2005, Illinois lost 24.3% of its manufacturing industry jobs which represents a loss of 222,500 jobs.

ness.

- Three service industries: professional and business services, education and health services, and the leisure and hospitality industry, registered the largest proportionate job growth, increasing by 37.1% and adding over 559,300 jobs.
- The average pay in professional and business services jobs is 4.6% less than manufacturing jobs, while jobs in education, health services, and leisure and hospitality pay, on average, 29.2% less than the jobs in manufacturing they replaced.

Reality: Service Sector Restructuring and Decline in High-Wage Service Sector Jobs

■ The higher-wage service industries, especially the information sector, appear to behave more like the manufacturing industry with jobs lost due to productivity gains primarily replaced by jobs in the lower-wage service industries.

CHANGING COMPOSITION AND CHARACTERISTICS OF ILLINOIS WORKERS

Increased Diversity

- The workforce has become more diverse with minority groups, which made up only about 15.7% of the workforce in 1980, growing to 27.9% by 2004. The largest part of this growth was due to Hispanics, whose share of the workforce nearly tripled during the 24-year period.
- The workforce has become better educated with 58.6% of the workers having attended college.

Skills and Experiences Differ Significantly between Racial/Ethnic Groups

■ Educational attainment varies significantly among groups. Asians are the best educated: more than six in ten have a college degree. Hispanics are at the other extreme: 68.5% have no more than a high school diploma and 7.9% have a college degree.

Employment Patterns Continue to Vary by Racial and Ethnic Status

- African Americans and Hispanics have much higher overall unemployment rates than Whites and Asians.
- Among unemployed youth (ages 16 24), over half (54.3%) of the Whites, nearly two-thirds (61.4%) of the African Americans, and virtually all of the Hispanics are both out of work and out of school. This condition leaves them especially vulnerable to long-term detachment from the labor market. This is consistent with the sharp decline in labor market participation among these groups between 2000 and 2004.

Education Is a Major Factor in Employment

Among all groups, the highest rates of unemployment occur among those with the least education — persons with less than a high school diploma and those who are only high school graduates. The unemployment rate for those who did not complete high school is 47.8% among African Americans – about four times the corresponding rate among Whites and Hispanics. Across all levels of education the unemployment rate is higher for African Americans than for Whites or Hispanics.

Industry Employment Varies by Gender, Race, and Ethnicity

- Women are primarily gaining employment opportunities in lower-paying industries such as education and health services and the leisure and hospitality industries while men remain disproportionately represented in higher-paying industries, some of which are declining.
- Groups are concentrated in certain industries. Hispanics now make up over 20% of the manufacturing workforce in Illinois. African Americans are comparably concentrated in education and health services. Heavy concentrations of Hispanics and Asians also appear in the leisure and hospitality industry. And greater than one-fifth of Asian employees are in professional and business services. Only 1.7% of African American workers and 0.6% of Asians are in the construction industry, a set of occupations dominated by Whites. Almost half (43.8%) of Illinois' foreign-born Polish workers are concentrated in a single industry construction.

CHANGES IN COMPENSATION AND JOB SECURITY

Increasing Poverty and Decreasing Household Income

- By 2004, 12.2% of Illinoisans were below the national poverty line, as were 17.7% of the state's children under 18 years of age. In 2004 nearly a quarter of Illinois workers (23.0%) earned less than \$9.28 an hour, which meant that their full-time, full-year income put them below the poverty threshold for a family of four (\$19,311).
- Adjusted for inflation, median household income in Illinois dropped to \$46,132 in 2004, about the same as it was fifteen years ago in 1989. The post-1999 decline in median household income of 12.2% was the second-sharpest decline among the states, and it was far larger than the 3.8% decline at the national level over the same period.

Declines in Real Wages

- The median hourly wage paid to women gained \$1.95 (17.9%) since 1980 to hit a high of \$12.79 in 2004. Men saw their median wage fall to \$16.25 in 2004, a decline of \$1.35 (7.6%), since 1980.
- The White hourly wage increased over time, peaking at \$15.74, a gain of \$1.23 (8.4%) over 1980. African Americans have seen their median wage decline to \$12.12 per hour, a drop of \$1.01 (7.6%), since 1980. The Hispanic median hourly wage reached a high of \$11.45 in 2004, which was only \$.40 (3.6%) above the 1980 level.
- The gap between the hourly wages paid to Whites and African Americans had grown to \$3.62 in 2004, a 162.3% increase over 1980. The gap between Whites and Hispanics had grown to \$4.29 in 2004, an increase of 23.9% since 1980.

Education Boosts Real Wages and Incomes

- Expressed in real dollars, the median hourly wage for those with less than a high school diploma fell by \$3.06, (25.0%) between 1980 and 2004. Those with only a high school education experienced a 6.2% drop in hourly wage. Persons who had some college saw their median hourly wage go up by \$.31 (2.2%). Only those with a B.A. or higher saw any sizeable gains \$3.14 per hour (16.7%).
- By 2004 the gap between those who had a college degree and those lacking even a high school diploma was \$12.74 per hour, an increase of 94.8% over the size of the corresponding gap in 1980.

Minorities Lag in Income and Education

■ Among African Americans, 71.1% earn less than \$50,000, as do 60.5% of the Hispanic households and 36.2% of Whites, while 51.5% of Whites earn \$75,000 or more and 11.2% of them earn over \$150,000. In contrast, only 12.5% of African Americans and 13.6% of Hispanic households earn \$75,000 or more.

Union Membership Boosts Real Wages

■ The average weekly earnings of union members are \$124, or 18.4% higher than nonunion members. Women and minorities receive even larger wage boosts from union membership.

Growing Economic Insecurity: Health Insurance and Pensions

- Private sector employer-provided health insurance coverage has declined from 75.4% of the workforce during the 1979 to 1981 period to 60.8% from 2001 to 2003.
- In 2003, 65.4% of the state's White workers reported having private health insurance; 50.4% of the Hispanics and 41.3% of African Americans had similar coverage.
- The percentage of Illinoisans lacking any health insurance coverage has increased from 10.9% in 1990 to 14.0% in 2004.
- During the 1979 to 1981 period, 55.6% of the state's workers were covered by private sector employer-provided pension plans. By the 2001 to 2003 period, this percentage declined to only 49.8% of the workforce.

PATTERNS OF NEW JOB CREATION

Relatively Few Occupations Account for Much of the Projected Job Growth

- Of the more than 770 occupations in Illinois, 30 of them less than 4.0% of the total are expected to account for 49.1% of all anticipated job growth.
- Workforce preparation levels associated with most of these 30 anticipated high-growth occupations cluster either on the very low or very high end of training requirements. Fully 17 of the 30 anticipated high-growth occupations require workforce skills gained through short- or moderate-term on-the-job training (less than one year).

Higher Preparation Levels Command Higher Wages

■ There is a strong relationship between skill requirements or preparation level and wages. An associate's degree earns substantially more than on-the-job and post-secondary vocational training, with the highest wage paid in occupations requiring a combination of a bachelor's degree and related work experience.

Workforce Split Between High-Skill, High-Wage and Low-Skill, Low-Wage Jobs Is Growing

- Of the jobs in the 30 fastest-growing occupations, 120,000 (40.5%) pay less than \$25,000 annually and 110,000 (37.2%) pay more than \$45,000.
- Five of the 30 projected high-growth occupations will pay less than the 2005 poverty level for a family of four (\$19,350).
- Of the jobs anticipated to be created in Illinois by 2012, 42.3% will require only short- to moderate-term on-the-job-training.
- The 15 occupations expected to have the largest decline only require short or moderate on-the-job preparation and pay commensurately low to moderate wages of between \$19,666 and \$35,349 annually.

Jobs Requiring Higher Skill Levels Are Growing Faster than Lower-Skill Jobs

■ While the number of occupations in every preparation level is expected to grow, those that only require on-the-job training and work experience will grow less than 8%, while those occupations requiring at least postsecondary vocational training or greater will experience growth rates of more than 13%.

REGIONAL DATA

Regional Employment Trends within Illinois

- Less than half 43.6% of the new jobs expected to be created by 2012 will have wages that exceed the current average of occupational wages (\$38,139) in Illinois.
- Of the jobs expected to be created by 2012, Illinois is creating slightly more low-wage jobs (35.5%) than high-wage jobs (31.4%).

- Two regions Northeastern and Southern are expected to produce more high-wage jobs than low-wage jobs through 2012. The state's Northeastern region, anchored by the Chicago metropolitan area, is projected to have the greatest number of high-wage jobs.
- Occupational projections of the new jobs expected to be created in Illinois based on current industry trends indicate that Illinois will not generate the high-wage jobs needed to counter growing income inequality and the ongoing decline in median wages.

Creation of New Jobs Will be Uneven across Illinois

- Job growth was not evenly distributed across the state with only 30 counties out of 102 registering significant job gains since 2000.
- Only four counties outside the Northeastern region are expected to meet or exceed the state's overall rate of job growth. These are Peoria, Woodford (in the Peoria metro area), Boone (Belvidere), and Madison (a portion of the St. Louis suburbs).
- Growth within the Northeastern region is not centered solely on the so-called "collar counties" of the Chicago metropolitan region. Cook County is also projected to participate in the region's relatively strong economy.

Manufacturing Will Continue to be a Major Sector in Illinois

- Manufacturing is still one of the largest employment sectors in the state, accounting for 16% of the private sector employment in Illinois in 2005. This employment varies from 13.7% in the Southwestern region to 27.3% in the Northern Stateline region.
- Manufacturing is projected to still employ more than 700,000 workers in Illinois in 2012, which is only a net loss of less than 7,000 jobs from

current levels.

Only four counties outside the Northeastern region are expected to meet or exceed the state's overall rate of job growth.



CHANGING NATURE OF WORK AND JOBS IN ILLINOIS

THE APPEARANCE OF STABILITY AND MODERATE GROWTH

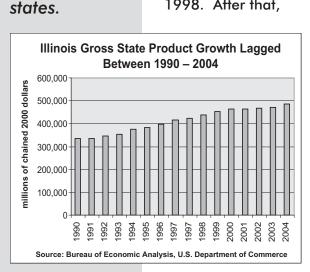
Over the last 15 years, Illinois realized growth in both the state's economy and in the net number of jobs that economy created. This apparently good news does not provide an accurate picture of workforce development in the state. Analyzing work and employment information and translating the mass of data into actual consequences for Illinois workers and their families is challenging because the overall trends may mask important and fundamental problems.

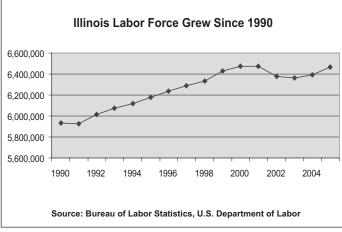
Take the state's economy, for instance. Overall, in 2004 Illinois ranked fifth nationally with a Gross State Product (GSP) of \$485.2 billion. GSP is a sound measure of overall state-based economic activity. Yet, in spite of a high national ranking in total Gross State Product, the state's growth in GSP lagged between 1990 and 2004, ranking 35th among the 50 states. In fact, Illinois' economic growth of 44.3% over this period was below both the U.S. average for all states (54.5%) and for the Great Lakes States, which grew 47.5% over the same period.

As for the Illinois civilian labor force, it added 533,085 workers between 1990 and 2005 – an overall growth rate of 8.9% – to reach a total of just over 6.4 million by June 2005. This represented an average increase of about 37,055 workers per year. At the same time, the total number of non-farm jobs and jobs in the private sector grew even faster –10.3% and 9.5%, respectively. This resulted in slightly shrinking the pool of

unemployed workers, which reached a low

of 283,615 in 1998. After that,





Def: **chained dollars:** A measure used to adjust for the effects of inflation in the U.S. currency from year to year, such that a consistent monetary value can be understood over time. A chained dollar is based on the average weights of the cost of goods and services in successive pairs of years. It is "chained" because the second year in each pair, with its weights, becomes the first year of the next pair.

Overall, in

2004 Illinois

ranked fifth

with a Gross

State Product

nationally

of \$485.2

economic

and 2004

billion...but

growth lagged

between 1990

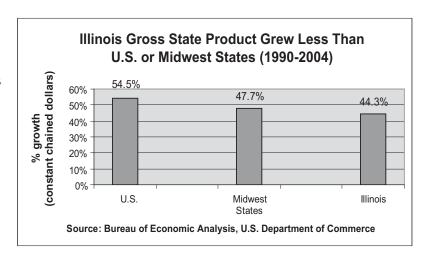
ranking 35th

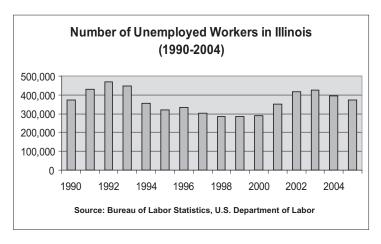
among the 50

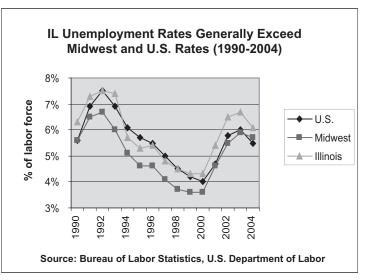
¹ This estimate derives from fitting the linear trend (Y' = a + bX) to the 1990-2005 time series and not from a simple arithmetic average. The resulting regression shows a strong linear trend with $r^2 = .849$.

unemployment again turned upward, so that during the first six months of 2005 the total number of unemployed persons averaged 4,654 higher than in 1990 and 92,110 above the 1998 low point. The state's unemployment rate followed a similar trajectory: it fell from 6.3% in 1990 to 4.5% during the 1998 to 2000 sequence, rose to 6.7% in 2003, and then fell back to 5.8% over the first six months of 2005.

The state's increased total labor force and corresponding unemployment rates do not, however, provide a comprehensive picture of workforce participation. Neither accounts for discouraged workers (that is, unemployed individuals who have given up looking for jobs) or people no longer able to work. The labor force participation rate, or the percentage of the eligible population that is either working or looking for work, is the only data set which allows some indication of the magnitude of discouraged workers or people no longer able to work. While participation in the workforce was fairly stable between 1990 and 2000, there was a significant decline after 2000. The most dramatic decline in workforce participation occurred in youth between the ages of 16-24. This increases the risk of long-term detachment from the workforce which is connected to a larger set of social problems.







 $^{^{2}}$ The fit between the unemployment series and linearity is quite weak, with $r^{2} = .029$.

TABLE 1

Decline in Workforce Participation in Illinois Greatest Among 16-24 Year Olds					
	1990	1995	2000	2004	
All	68.1%	68.4%	69.7%	66.2%	
GENDER					
Male	78.3%	77.1%	77.3%	73.3%	
Female	58.6%	60.5%	62.8%	59.7%	
AGE					
16-24 yrs	67.3%	69.2%	67.8%	60.5%	
25-54 yrs	84.3%	84.9%	85.4%	83.7%	
55 yrs and older	33.6%	32.7%	35.2%	35.1%	
RACE / ETHNICITY	RACE / ETHNICITY				
White	69.2%	69.6%	69.9%	66.6%	
African American	58.7%	59.5%	65.2%	61.8%	
Hispanic	75.2%	72.1%	74.9%	69.3%	
Asian/Pacific Islander	72.0%	69.2%	70.8%	67.0%	
EDUCATION					
Less than high school	44.1%	43.0%	48.9%	44.2%	
High school	70.0%	67.6%	67.2%	63.1%	
Some college	75.7%	75.8%	75.7%	71.6%	
Bachelor's or higher	84.7%	84.0%	83.3%	79.6%	

Source: Economic Policy Institute analysis of Current Population Survey data

REALITY: CONTINUING LOSS OF GOOD-PAYING JOBS

While Illinois has realized steady, moderate growth in jobs overall, the types of jobs available, what the new jobs pay, and where those jobs are located has changed significantly. A more detailed analysis of job and employment trends in Illinois reveals churning in the state economy. Old jobs are being replaced by new jobs created in different business sectors and geographic regions. This "creative destruction" is to be expected as the economy shifts over time, pushing out old companies and industries and replacing them with new. Illinois industries have undergone considerable change in the last 15 years. Of the 18 major categories of industries, six exhibited job losses and nine registered net gains in employment.

This transition has not come without a cost to the workforce. The primary casualty has been relatively high-paying jobs that provide good benefits. These are the jobs being lost in Illinois. One clear trend that the state's employment data reveal is that the new jobs have significantly lower pay and fewer benefits than the jobs being replaced.

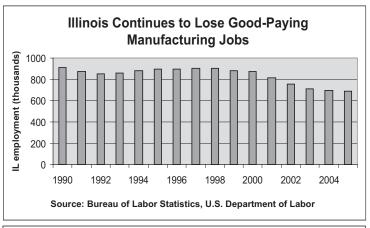
As some categories of jobs grew, Illinois continued to lose good-paying manufacturing jobs. Between 1990 and May 2005, the total number of jobs in manufacturing industries dropped by 24.3%, which represents a loss of over 222,500 manufacturing jobs in the state over the last 15 years. Even more troubling, 76.7% of this decline (170,800 jobs) was in durable goods manufacturing, long the mainstay of the Illinois economy. Durable goods are manufactured products capable of long utility, such as refrigerators and automobiles. They are important because they require more raw materials and more industries to supply parts and materials such as steel and machine tools. Also, the products command higher prices which allow the jobs to provide higher pay and more benefits to workers while having a greater multiplier effect on the larger economy.

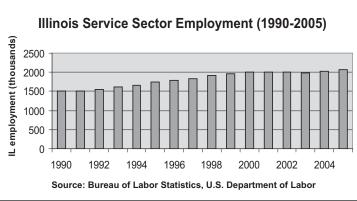
Three Illinois industries registered the largest proportionate job growth between 1990 and 2005: professional and business services (41.5%), education and health services (36%), and the leisure and hospitality industry (32.2%). Taken together, these three industries grew by 37.1% and added over 559,300 jobs to the Illinois economy.³ The central role these sectors now play in the state's economy cannot be overstated. Note that the number of jobs created during the last 15 years by these three sectors alone (559,300), was greater than the net number of jobs created in Illinois over the same period (533,085). One material consequence of this shift in the economy is clear: the new jobs created in all three

of these high-growth sectors pay less than the jobs being replaced. The average pay in professional and business services jobs is 4.6% less than manufacturing jobs, while jobs in education, health services, and leisure and hospitality pay, on average, 29.2% less than the jobs in manufacturing they replaced.

Only one service sector, information services, had an average weekly wage (\$768.75) that was higher than those in the manufacturing sector (\$648.38). Taken together, the higher-wage service industries had a weighted average wage of \$618.76, which is \$29.62 below the average manufacturing wage. But the weighted average weekly wage for the lower-paying service industries was only \$458.49, which is \$189.89 (29.3%) lower than manufacturing.

Manufacturing Jobs Replaced by Lower Paying Service Sector Jobs





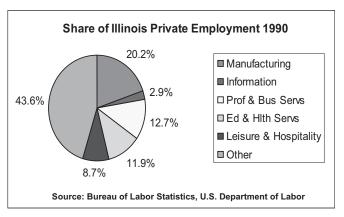
 $^{^{3}}$ The linear trend showed an average annual rate of increase of 40,705 jobs, with $r^{2} = .937$.

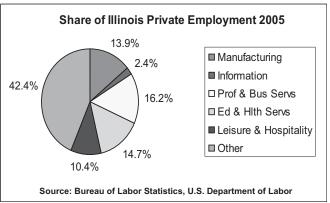
Whether employment shifts from the manufacturing sector to higher-wage or lower-wage service industries, the result is the same: lower wages on average for the new employment.

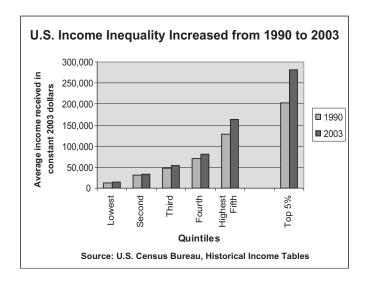
This combination of substantial decline in manufacturing employment with growth in other industries resulted in the manufacturing sector's share of total private employment

in Illinois declining from 20.2% in 1990 to 13.97% by mid-2005. On the other hand, professional and business services, education and health services, and the leisure and hospitality industries' collective share of total private Illinois employment jumped from 33.3% in 1990 to 41.3% by June 2005. Other industries, which include businesses like finance and insurance, wholesale and retail trade, construction and transportation, and warehousing, which experienced a 5% increase in jobs, saw their share of private employment drop from 43.6% to 42.4%, primarily due to the large increase in service sector jobs.

The impact of replacing manufacturing jobs with lower-paying service sector jobs is partially demonstrated in the nation's growing income inequality. While data specific to Illinois are not available, the national data indicate the impact of lower-wage jobs on income distribution. Other employment factors play a role in income inequality. For instance, Illinois has a minimum wage of \$6.50 per hour, slightly more than the national minimum wage of \$5.15 per hour. However, if the national minimum wage had grown with inflation since 1976, it now would be \$7.94 per hour.





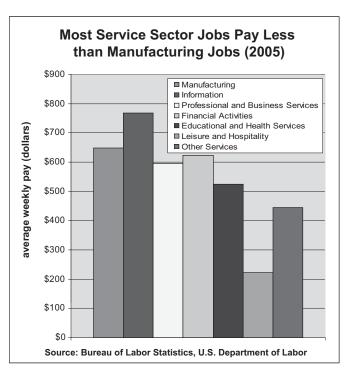


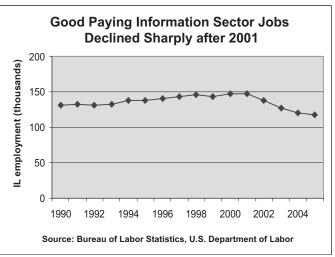
REALITY: SERVICE SECTOR RESTRUCTURING AND DECLINE IN HIGH-WAGE SERVICE SECTOR JOBS

Of course, not all jobs in the service sector are low-paying ones. Information, professional and business services, and financial activities can be considered higher wage. Jobs in these sectors have increased by 22.9% since 1990, but account for just under two-fifths of all service sector jobs created during that period. Lower-wage jobs in educational and health services, leisure and hospitality, and other services increased by 32.6% since 1990, and account for 60% of all service sector jobs created. The end result is that the lower-wage service sector jobs now represent a larger percentage of the workforce than either higher-pay services or manufacturing.

Understanding the structural changes occurring within the service sector is important in developing workforce policies since so much employment has shifted, and can be expected to continue shifting, into the lower-paying service sector from the relatively high-paying manufacturing sector.

When the economic downturn began in 2000, Illinois manufacturing continued to experience major losses in employment, a result that many expected. What was perhaps less anticipated was that higher-wage service jobs also suffered major losses. The information industry, which had the highest average pay in the service sector and was creating



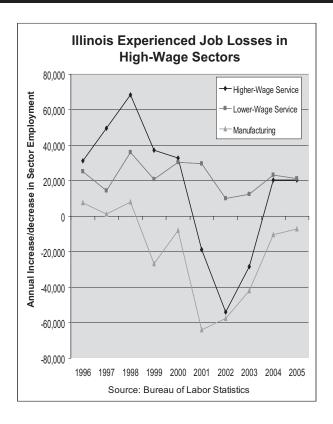


increasing numbers of good-paying jobs through the late 1990s, turned downward after 2001. Between then and June 2005, the industry declined by 20.2%, losing 29,800 jobs.⁴ As a result, by June 2005 there were 14,600 fewer jobs in the information sector than there had been in 1990.

 $^{^4}$ Over the years 2000 to 2005, the information industry showed a steep linear trend with an average annual loss of 6,857 jobs and $r^2 = .960$.

Illinois experienced job losses in all the higher-wage sectors during the period of 2001 to 2003, but began to show some signs of recovery by 2004. However, the information sector continued to lose jobs each year, with a total loss of 29,800 (compared to its peak in 2000) through the first six months of 2005. In contrast, the lower-wage service industries, after dipping slightly in 2000 and 2001, continued to gain employment at a reasonably steady pace thereafter.

This loss of employment in the manufacturing and higher-wage service sectors has not resulted in a corresponding loss of industry output. During the period of 2000 to 2003, the manufacturing sector in Illinois lost 163,400 jobs (18.7%), but total industry output only decreased by 4%.⁵ The total output decline was limited because annual manufacturing productivity, or output per worker, grew during the period from an average of \$79,056 to \$93,377, an increase of 18.1%.⁶



A similar development occurred in the higher-wage portion of the Illinois' service sector. During the period of 2000 to 2003, these higher-wage service industries lost a total of 101,300 jobs or 7.4%, but output increased by 3.7%. Productivity in the high-wage service sector during this period increased by 11.1%, jumping from an annual average of \$72,047 of output in 2000 to \$80,065 in 2003. Meanwhile, the opposite occurred in Illinois' lower-wage service industries. From 2000 to 2003, employment increased by 3.8%, output increased by 3.3%, but productivity went from \$36,827 to \$36,270, a drop of 1.5%.

⁵ Bureau of Economic Analysis (BEA). Gross State Product by industry.

⁶ Real 2000 dollars. Based on BEA industry output and BLS industry employment.

These rapid changes in productivity may be early signs of restructuring within the service sector. The higher-wage service industries, especially the information sector, are appearing to behave more like the manufacturing industry. Even the recent rebound in high-wage service employment continues to mirror the trends in manufacturing. If this parallel continues, jobs lost due to productivity gains in the high-wage manufacturing and service industries may be primarily replaced by jobs in the lower-wage service industries. Unless there is a long-term reversal in this phenomenon, there could be substantial fiscal and employment impacts to the state through lower payrolls, greater income inequality, increased demand for public services, and changes in the sources of state revenues.



...jobs lost due to productivity gains in the high-wage manufacturing and service industries may be primarily replaced by jobs in the lower-wage service industries.

CHANGING COMPOSITION AND CHARACTERISTICS OF ILLINOIS WORKERS

INCREASED DIVERSITY

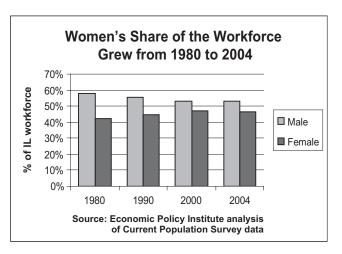
As the structure of job opportunities was changing in Illinois, so too was the composition of the state's workforce. For instance, the male-female balance shifted as the number of women in the workforce grew from

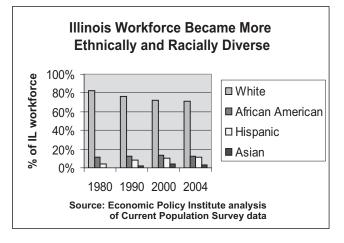
42.3% in 1980 to a high of 47.0% in 2002, before dropping off slightly to 46.6% by 2004.

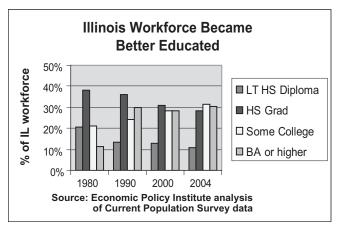
At the same time, the Illinois workforce also became more racially diverse, even though Whites remained the dominant component. However, Whites dropped from 82.1% of the Illinois workforce in 1980 to 71.6% in 2004. Minority groups, which made up only about 15.7% in 1980, grew to 27.9% by 2004. The largest part of this growth was in Hispanic workers, whose share of the total workforce

nearly tripled during the

24-year period.







The Illinois workforce has also become better educated. In 1980, workers with a high school education or less made up 58.8% of the labor force. By 2004, that proportion dropped by 17.3 percentage points to 41.5%.

...the proportion of the workforce comprised of women grew to 46.6% by 2004. ...Minority groups... grew to

27.9%.

Concurrently, workers who had attended college or had earned a bachelor's degree increased to 58.6% by 2004. However, while the good news is that the Illinois workforce became more diverse, the bad news is that job and wage inequalities remain a significant factor. Moreover, the detailed analysis in the following sections reveals that racial and ethnic groups and women are not evenly divided among Illinois industries nor do they have the same skills entering the workforce.

SKILLS AND EXPERIENCES DIFFER SIGNIFICANTLY AMONG RACIAL/ETHNIC GROUPS

Differences in work experience and skill sets – proxied here by age and education, respectively – are important determinants in obtaining access to higher-paying jobs, the possibility of upward mobility in growing industries, and the ability to accumulate wealth over the course of a career. Simply put, not all of the state's ethnic and racial groups brought similar social characteristics into the labor market. Hispanics are the youngest group with 59.1% under 36 years of age. Whites had the highest proportion of older workers, with more than a third over 46 years of age. Asians are the best educated: more than six in ten have a college degree. Hispanics are at the other extreme: 68.5% have no more than a high school diploma and 7.9% have a college degree.

The following sections which examine current employment status reveal how these differences impacted the labor market.

TABLE 2

Illinois Ethnic and Racial Differences in Age and Education				
	White	African American	Hispanic	Asian
AGE CATEGORIES				
16 to 25	19.3%	21.1%	26.6%	4.8%
26 to 35	22.8	26.0	32.5	39.4
36 to 45	23.3	18.9	20.3	36.6
46 to 55	23.7	21.1	17.3	16.8
56 to 65	10.6	12.5	3.0	7.2
EDUCATION CATEGORIES				
Less than High School	11.9%	12.8%	44.4%	6.6%
High School Graduate	30.2	37.0	24.1	13.2
Some College	22.2	24.2	17.0	14.6
Associate's Degree	7.4	8.4	6.3	2.5
Bachelor's Degree or Higher	28.0	17.4	7.9	62.8

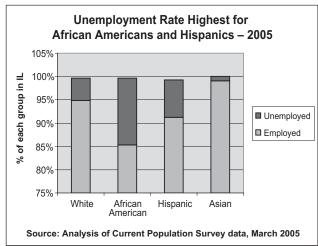
Source: Analysis of Current Population Survey data, March 2005

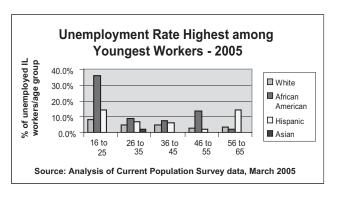
EMPLOYMENT PATTERNS CONTINUE TO VARY BY RACIAL AND ETHNIC STATUS

African Americans and Hispanics – the groups with more young workers and generally lower education levels – have much higher overall unemployment rates than Whites and Asians.⁷

Examining group unemployment rates by age reveals two anomalies – the comparatively high unemployment rates for African Americans in the 46 to 55 category and Hispanics in the 56 to 65 category. Otherwise, the graphic shows the concentration of high unemployment rates among the younger age groups and especially among the 16 to 25 cohort.

Among the unemployed members of this youthful cohort, over half (54.3%) of the Whites, nearly two-thirds (61.4%) of the African Americans, and virtually all of the Hispanics are both out of work and out of school. This condition leaves them especially vulnerable to long-term detachment from the labor market, which is consistent with the sharp decline in labor market participation for this group between

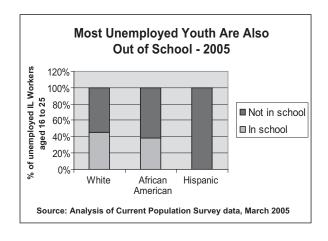




market participation for this group between 2000 and 2004.

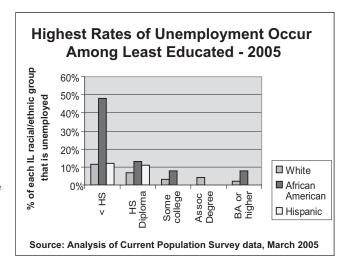
EDUCATION IS A MAJOR FACTOR IN EMPLOYMENT

In the contemporary labor market, education is both the antidote to unemployment and, as analyzed below, the route to higher earnings. Among the three main racial groups, the highest rates of unemployment occur among those with the least education – persons with less than a high school diploma and those who are only high school graduates.



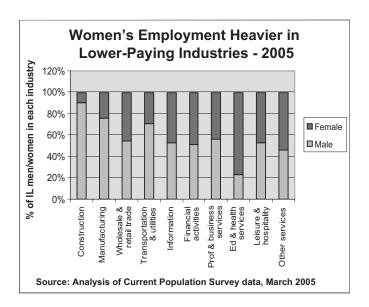
⁷ Since the Asian unemployment rate (0.9%) is trivial and the sample numbers involved so small, the group will not be included in the analysis by age and education that follows.

Regardless of education level, however, the unemployment rate is higher for African Americans than for Whites or Hispanics. For instance, the unemployment rate for those who did not complete high school is 47.8% among African Americans – about four times the corresponding rate among Whites and Hispanics. Similarly the unemployment rate among African American college graduates is 7.6% — more than three times the corresponding rate among Whites — which is consistent with the operation of discrimination in access to the labor market.



INDUSTRY EMPLOYMENT VARIES BY GENDER, RACE, AND ETHNICITY

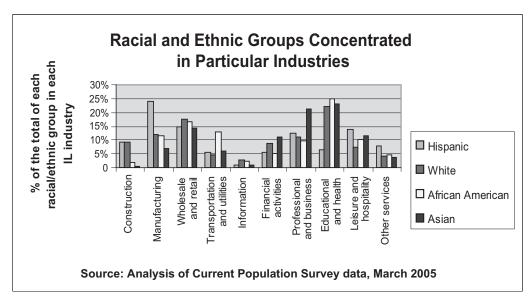
The disproportionate concentration of women in certain industries and men in others clearly demonstrates that, while overall diversity is increasing in the workforce, that increase is not spread evenly among industries.8 In several good-paying industries - construction, manufacturing, and transportation and utilities – women comprise less than a third of the workers. But they make up over three-quarters of the employees in educational and health services and in other service industries. The data confirmed that while overall the workplace is becoming more diverse from a gender basis, women are

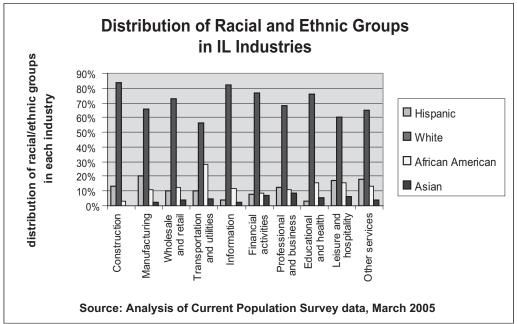


primarily gaining employment opportunities in lower-paying sectors, such as education and health services and leisure and hospitality, while men remain disproportionately represented in higher-paying industries.

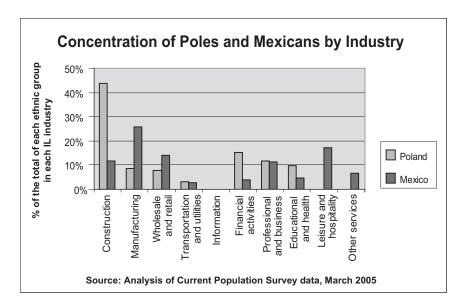
An analogous pattern appears when examining the distribution of employees identified with the state's major racial and ethnic groups across industrial categories. Specific racial and ethnic groups concentrate in certain industries. For example, 23% of all Hispanics in the workforce are employed in manufacturing. Hispanics now make up over 20% of the total manufacturing workforce in Illinois, even though they are only 11.8% of the total Illinois workforce. Similarly, African Americans are concentrated in education and health services.

⁸ In the interest of brevity, only the data for industries are presented here. The corresponding data for occupations are available at the State of Working Illinois website.





Heavy concentrations of Hispanics and Asians appear in the leisure and hospitality industry and more than one-fifth of Asian employees are in professional and business services. Wholesale and retail trade activities attract higher percentages of Hispanics, Asians, and African Americans than their share of the workforce would predict. On the other hand, only 1.7% of African Americans in the workforce and 0.6% of the Asians are in the construction industry, a set of occupations dominated by Whites (as shown in the second industry table above).



There are also some industry concentrations among foreign-born workers. Almost half (43.8%) of Illinois' Polish workers are concentrated in a single industry – construction – while comparatively few are in any of the service occupations. Immigrants from Mexico are distributed across a larger number of categories and so are less concentrated. The largest concentration of Mexican workers is in manufacturing, with nearly 25% of the Mexican workers. Second is leisure and hospitality, with 17% of Illinois' Mexican workers. Each of three other industries provides employment to over 10% of Mexican-born workers.

The concentration of racial and ethnic groups in particular industries and occupations and their relative absence in others can reflect the operation of several factors. It may be that the skills and experiences that individuals bring to the labor market limit their options. Or, it may be that their networks of relatives and friends steer them into particular fields where employment is known to be available, or there may be some discriminatory mechanisms at work on the part of employers. Finally, several or all of these possibilities may operate at the same time. Regardless, the outcome is the same for practical purposes: an individual's immediate job options and earnings are constrained, and those limits impact the potential for future economic mobility.

These sets of economic factors should impact long-term public policies designed to increase access to higher-paying jobs, the possibility of upward mobility in growing industries, and the ability to accumulate wealth over the course of a working career. Specific policy areas directly related to improved earning and job category potential include public education, workforce training, transportation, and housing policies.

23% of Hispanics in the workforce are employed in manufacturing. Hispanics now make up over 20% of the total manufacturing workforce in Illinois, even though they are only 11.8% of the total Illinois work force. Similarly, African Americans are concentrated in education and health services.

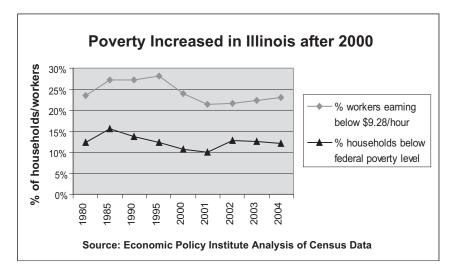
⁹ Here and elsewhere, the analysis is confined to those reporting their place of birth as Poland or Mexico. These are the only two groups with large enough sample numbers to examine in any detail.

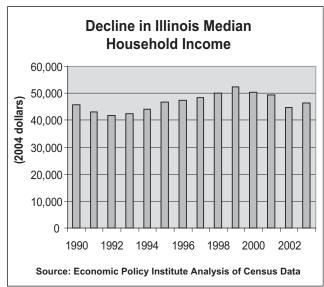
CHANGES IN COMPENSATION AND JOB SECURITY

INCREASING POVERTY AND DECREASING HOUSEHOLD INCOME

Moderate job growth in the private sector and a slightly shrinking pool of unemployed workers should have resulted in greater economic security

By 2004, 12.2% of Illinoisans were below the national poverty line.





for the state's workers and their families. Unfortunately, that has not been the outcome. Instead, after turning downward during the mid-1990s, the state's poverty indicators increased in 2000 and after. By 2004, 12.2% of Illinoisans were below the federal poverty line, as were 17.7% of the state's children under 18 years of age. Most analysts agree that the

poverty level itself is an unrealistically low measure of whether a family has an income that can support it. For instance, the national poverty level for a family of four is \$19,311. However, the Economic Policy Institute recently completed a report that demonstrated the subsistence income needed to cover the base essentials for a family of four is \$36,408 in rural Illinois and \$43,704 in Chicago.¹⁰

[&]quot;Basic Family Budgets" by Sylvia Altegretto, Economic Policy Institute, Briefing Paper #165, September 1, 2005

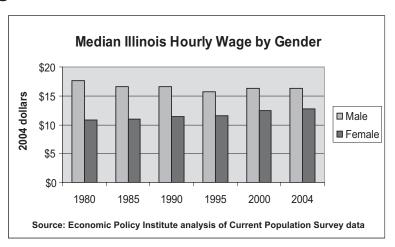
So, using a more appropriate 200 percent of the federal poverty level as the criterion, 28.5% of adults and 36.2% of children are in poverty. Moreover, in 2004, nearly a quarter of Illinois workers (23.0%) earned less than \$9.28 an hour, which meant that their full-time, full-year income put them below the national poverty threshold for a family of four (\$19,311).

It is not just those at the bottom of the economic ladder who have felt the impact of economic change in recent years. The state's median household income has declined sharply. After reaching a high of \$52,515 in 1999, median household income in Illinois dropped to \$46,132 in 2004, about the same as it was 15 years ago in 1989. The post-1999 decline represented a loss of \$6,383 (12.2%). This was the second-sharpest decline among the states – whether measured in proportionate or dollar amounts – and it was larger than the 3.8% decline at the national level over the same period.

As the median household income data suggest, when measured in real dollars rather than nominal ones, workers in Illinois have not registered significant economic gains in the past 15 years or more. This is so despite the economic expansion and "boom times" that marked the mid- to late-1990s. An examination of median wage data over time reveals even more starkly that some categories of workers have essentially been "running in place" for better than two decades. This is another reflection of the growing income inequality (presented previously on p. 14) which showed the lower 60% of the workforce gaining only 6.1% (in real dollars), or less than 0.5% per year, since 1990, while the upper 40% of the workforce gained 20.9% (in real dollars) or 1.5% per year.

DECLINES IN REAL WAGES

The negative structural changes in the Illinois economy identified previously in this report, such as job loss in higher-wage manufacturing industries (with high concentrations of male workers) and dramatic increases in new jobs in lower-wage service sector industries (several of which have high concentrations of women), are also reflected in the wage data.

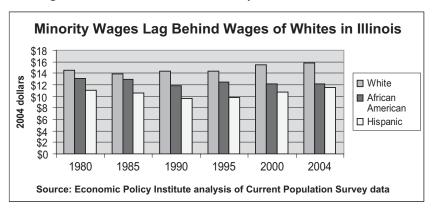


The median hourly wage paid

to women hit a high of \$12.79 in 2004. This rise represented a gain of \$1.95 (17.9%) since 1980. This is also a reflection of the increasing full-time presence of women in the workforce. On the other hand, men saw their median wage fall to \$16.25 in 2004, a decline of \$1.35 (7.6%) since 1980. In fact, the 2004 level of wages for men was lower than in any of the other years presented in the graphic, except 1995 when it was \$15.75. Clearly, neither men nor women dramatically improved their economic positions as measured by median hourly wages over the preceding 24-year period. Since male wages declined in real dollars while female wages rose, the persisting gender-based wage gap narrowed by \$3.30 (48.8%) since 1980.

Moving from gender to race, an examination of median wages paid to the state's ethnic and racial groups reveals unequal outcomes. First, the median hourly wage paid to Whites is consistently greater than that paid to the state's minority groups. Second, the White median wage increased over time, peaking at \$15.74, a gain of \$1.23 over 1980. That 8.4% gain, which amounts to less than 1% per year (in constant dollars), does not seem to represent dramatic improvement. However, this very modest growth in wages paid to Whites still compares favorably to the experiences of African Americans and Hispanics. African Americans have seen their median hourly wage decline to \$12.12 per hour, a drop of \$1.01 (7.6%) since 1980. The Hispanic median wage moved somewhat erratically after 1980, sometimes

declining when the other series advanced, or vice versa. But it began to show steady improvement after 1998 and reached a recent high of \$11.45 in 2004. That high was \$.40 above the 1980 level, a gain of 3.6% in 24 years or less than half the gain in wages paid to Whites.



Not only has the White

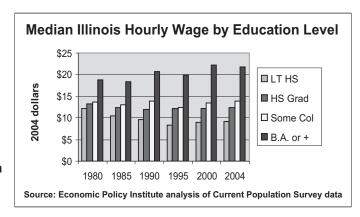
median wage consistently been greater than that paid to minorities, the gap has increased since 1980. The difference between White and African American median wages was \$1.38 in 1980. That difference narrowed to \$.87 in 1985 and then grew wider in later years. By 2004, the gap between wages paid to Whites and African Americans had grown to \$3.62 per hour, 162.3% higher than it was in 1980. The gap between Whites and Hispanics also widened, although less dramatically. The difference was \$3.46 per hour in 1980, and by 2004 it had grown to \$4.29, an increase of 23.9%. Clearly, the short-term effects of the expansion and "boom" of the 1990s neither eliminated nor reduced the wage disparity between Whites and minorities in Illinois.

EDUCATION BOOSTS REAL WAGES AND INCOMES

As the economy became increasingly service oriented and as the number of good-paying manufacturing jobs declined, one would expect wages to vary more closely with skills or what can proxy for them – education levels. An examination of median wages by education

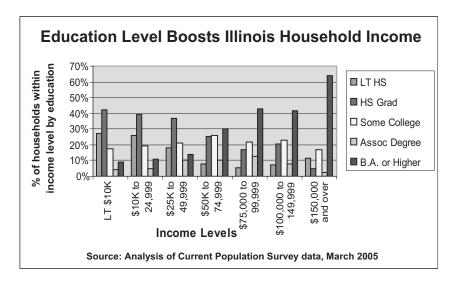
category suggests the operation of such a process.

Expressed in real dollars, the median wage for those with less than a high school diploma fell by \$3.06 (25.0%) between 1980 and 2004. Those with a high school education experienced a 6.2% drop. On the other hand, persons who had some college saw their median wage increase by \$.31 (2.2%). Only



those with a B.A. or more saw any sizeable gains – \$3.14 per hour (16.7%).

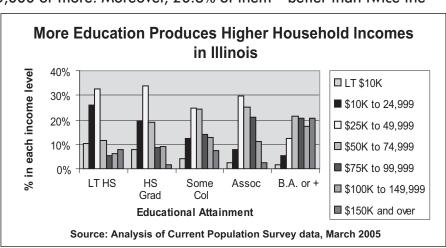
While median wages varied directly with level of education, the relationship grew more pronounced over time. By 2004 the gap between those who had a college degree and those lacking a high school diploma was \$12.74 per hour, an increase of 94.8% over the size of the



corresponding gap in 1980. The corresponding deterioration in wage status for those lacking a post-secondary education meant that they would be increasingly consigned to low-paying jobs that lacked pathways for significant upward mobility.

As a consequence of these changes, the household income distribution shows a very strong skew in favor of higher education levels. The household incomes of those with low levels of education clearly clustered toward the lower categories. Of those with less than a high school education, 68.7% earned below \$50,000 and the same was true for 61.1% of those who had attained only a high school diploma. Only as workers moved up the education ladder did their household incomes improve. Among those with a B.A. or higher degree, 58.8% earned \$75,000 or more. Moreover, 20.8% of them – better than twice the

proportion of any of the other educational levels – were in the top income category of \$150,000 per year and over. Education is not only the antidote to unemployment as was depicted earlier; it is also the route to higher wages and household incomes.



MINORITIES LAG IN INCOME AND EDUCATION

Since the state's minority groups have generally lower levels of education than Whites, it will come as no surprise that their household incomes cluster toward the lower categories. Among African Americans, 71.1% earn less than \$50,000 as do 60.5% of the Hispanic households, while 36.2% of the White households fall into the three lower income categories. Most of the Whites (51.5%) earn \$75,000 or more, and 11.2% of them earn over \$150,000 - the top income category. In contrast, 12.5% of African Americans and 13.6% of Hispanic households fall into the top three categories of income earners.

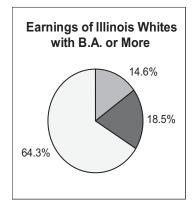
TABLE 3

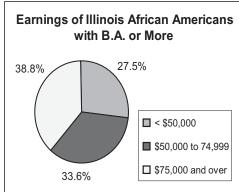
Percent of Each Group In Illinois within Each Income Category				
Income Category	White	African American	Hispanic	
< \$10K	3.4%	14.2%	12.2%	
\$10,000 to 24,999	10.9	22.3	12.6	
\$25,000 to 49,999	21.9	34.6	35.7	
\$50,000 to 74,999	22.1	16.4	24.1	
\$75,000 to 99,999	16.8	6.7	0.0	
\$100,000 to 149,999	13.6	5.4	8.6	
\$150,000 and over	11.2	0.4	5.0	

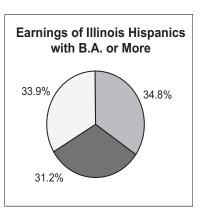
Source: Analysis of Current Population Survey data, March 2005

When education is taken into account, the group income distributions still remain unequal. Whites retain their edge since 64.3% of them with a B.A. or more earn over \$75,000, while only 14.6% fall into the under \$50,000 category. While fewer African Americans and Hispanics have a B.A. or more (17.4% and 7.9%, respectively), the increased educational attainment does not increase income as broadly. For instance, 38.8% of Illinois African Americans and 33.9% of Illinois Hispanics with a B.A. or higher earn \$75,000 or more annually. Even at the same high levels of education, however, a significantly greater percentage of Whites than minorities realize top economic benefits.

Whites Have Higher Household Incomes at Top Education Level





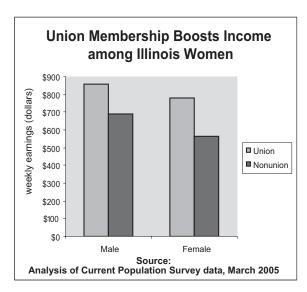


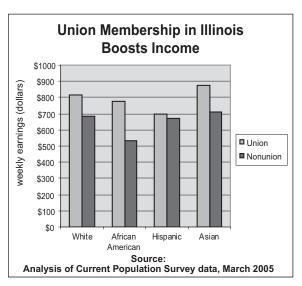
Source: Analysis of Current Population Survey data, March 2005

At the other income extreme, 27.5% of Illinois African Americans and 34.8% of Illinois Hispanics earned under \$50,000. Again, the route to better household incomes for minority groups is through education. However, the substantial disparity in earnings between Whites and minorities with the same educational attainment supports earlier findings of unequal outcomes.

UNION MEMBERSHIP BOOSTS REAL WAGES

Apart from education, one other factor serves to boost earnings: union membership. Overall, the average weekly earnings of union members are \$124 per week or 18.4% higher than non-union members.¹¹ The earnings premium that derives from involvement in a labor union also works to boost the wages of women and minorities. For women, union membership results in a wage premium of about 23.1% compared to non-union female workers. African Americans who are union members earn average weekly wages that are 41.0% greater than their non-union counterparts, while the boost for Hispanics is about 4.0% and for Asians 23.2%.





Of course, comparatively few of the state's workers are currently members of labor unions. In 2005, only 16.9% of the workforce were union members, a decline from 20.8% in 1990. The membership rates also varied considerably across groups – African Americans and Hispanics had the highest rates, 27.4% and 21.6% respectively, while Asians had the lowest (7.7%).¹²

¹¹ The average weekly earnings of union members are \$795, compared to \$671 for those who are not members. The data come from an analysis of the March 2005 Current Population Survey.

¹² The demographic breakdown of union membership rates comes from analysis of the March 2005 Current Population Survey. The overtime rates of union membership are from an Economic Policy Institute analysis of Current Population Survey data.

GROWING ECONOMIC INSECURITY: HEALTH INSURANCE AND PENSIONS

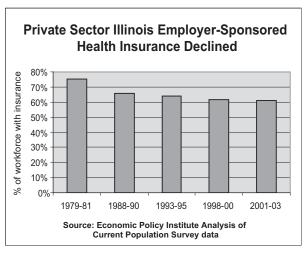
In addition to stagnating and declining real wages, many Illinois workers and their families face other aspects of heightened economic insecurity, particularly involving health care and pension benefits. Per capita health care costs have been rising. In 2003 they were \$5,670, which represented an increase of 107% over 1990. The average annual rate of increase in per capita health care expenditures between 1990 and 2003 was 5.8%, ¹³ far greater than the 0.5–1.5% annual increase in wages over the same period. These escalating health care costs have been accompanied by increases in health insurance premiums, both for individuals and companies. Between 2003 and 2004, for instance, premiums went up by 11.2%, and, since 2000, the overall increase in premiums for employer-provided health insurance has been 59%. ¹⁴

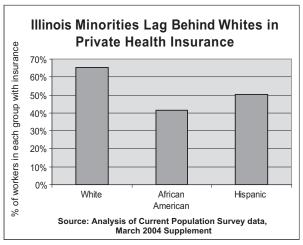
These dramatic cost increases have had the effect of reducing private sector health insurance coverage and thus increasing the number of persons lacking any health coverage. Due to

recent steep increases in premiums for health insurance, 14% of small businesses now report offering their employees significant incentives not to participate in company medical plans or actively encouraging them to enroll in a spouse's plan. Moreover, in response to the spike in insurance premiums, private sector employer-provided health insurance coverage has declined consistently over the past 20 years or more – shrinking from 75.4% of the workforce during the 1979 to 1981 period to only 60.8% from 2001 to 2003.

This drop in private sector health insurance has been especially harmful to the state's minority workers and their families. While 65.4% of the state's White workers reported having private health insurance in 2003, 50.4% of Hispanics and 41.3% of African Americans had private health insurance.

As a result of this shrinkage in private health insurance coverage, more Illinois workers and their families lack the security of access to affordable medical treatment. The percentage of Illinoisans lacking any health insurance





¹³ Centers for Medicare and Medicaid Services, Office of the Actuary, National Health Statistics Group, at http://www.cms.gov/statistics/nhe/default.asp.

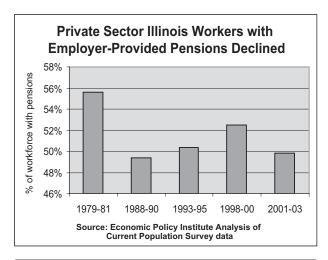
¹⁴ National Bureau of Economic Research, The NBER Digest (August 2005).

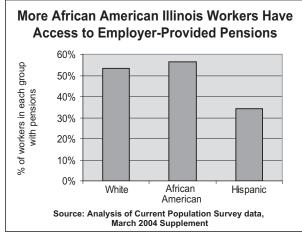
coverage has increased from 10.9% in 1990 to 14.0% in 2004.¹⁵ At the same time, those with private insurance have experienced increases in their out-of-pocket costs through increased premiums, higher co-pays, or both.

In contrast to this aspect of increasing economic insecurity on the part of the workforce that is under 65 years of age, those over the traditional retirement age show close to universal health insurance coverage. During 2004, Medicare alone covered 94.6% of the post-65 population. With various other government and private plans, only 1.3% of the population over 65 was without health insurance.¹⁶

Changes in pension coverage — such as reducing and eliminating employer-provided programs — have also reduced the long-term economic security of many workers in Illinois. During the 1979 to 1981 period, 55.6% of Illinois workers were covered by private sector employer-provided pension plans, virtually all of which were of the defined-benefit type. However, between 2001 and 2003, only 49.8% of the workforce had access to an employer-provided pension plan.

The impact of this loss of pension benefits has been felt slightly more by Whites than African Americans. A slightly higher proportion of African American workers (56.4%) currently has access to an employerprovided pension plan than Whites (53.4%). **But Illinois Hispanics lag** behind both by a wide margin, with only 34.2% of Hispanics working for employers that provide private pension plans.





2001 and 2003, only 49.8% of the workforce had access to an employer-provided pension plan... and only 60.8% had access to employer-provided health insurance coverage.

...between

¹⁵ The 2004 data are from Current Population Survey, 2005 Annual Social and Economic Supplement (earlier referred to as the March Supplement).

¹⁶ Current Population Survey, 2005 Annual Social and Economic Supplement.

PATTERNS OF NEW JOB CREATION

Changes in Illinois' economy over the past 15 years have shaped today's job opportunities and the skills, educational attainment, and knowledge base they require. Looking forward, anticipated areas of job growth similarly provide a framework of the preparation, knowledge, and skills Illinois workers will require over time.

RELATIVELY FEW OCCUPATIONS ACCOUNT FOR MUCH OF THE PROJECTED JOB GROWTH

The most rapid job growth between 2002 and 2012 is projected to occur in a small but varied group of occupations. Table 4 lists these wideranging occupations that fall into such areas as sales, construction, education, management, food preparation and serving, business and financial operations, building and grounds cleaning and maintenance, office and administrative support, and transportation occupations. Of the more than 770 occupations in Illinois, just 30 of these - less than 4.0% of the total - are expected to account for 49.1% of all anticipated job growth.

Preparation required for these few high-growth occupations ranges from less than one month of on-the-job training to professional degrees. However, workforce preparation levels associated with most of these 30 anticipated high-growth occupations cluster either on the very low or very high end. Fully 17 of the 30 anticipated high-growth occupations require workforce skills gained through only short- or moderate-term on-the-job training (less than one year). On the high end, eight of the anticipated high-growth occupations will require a bachelor's degree or more.

HIGHER PREPARATION LEVELS COMMAND HIGHER WAGES

Preparation levels are strongly related to wages, as reflected in Table 5. With few exceptions, there is a strong positive relationship between preparation level and median wage. An associate's degree earns substantially more than on-the-job and post-secondary vocational training, with the highest wage paid in occupations requiring a combination of a bachelor's degree and related work experience. One anomaly in the relationship between job preparation and wages is the slightly higher median wage paid to workers who receive long-term on-the-job training than to workers who choose postsecondary vocational training. This may be due in part to the many good-paying unionized occupations in the category of jobs that require long-term on-the-job training that tends to increase the associated median wage. The unexpectedly low median wages for master's and doctoral level preparation are influenced by the many relatively lower-paying human service and faculty positions in those occupations.

Of the more than 770 occupations in Illinois, just 30 of these - less than 4.0% of the total - are expected to account for 49.1% of all anticipated job growth.

TABLE 4

	The 30 Projected Fastest Growing Occupations in Illinois, 2002-2012							
	Growing Occupations	Base Employment 2002	Projected Employment 2012	Numeric Growth	Median Wage (2004)	Preparation Level*		
1.	Registered Nurses	99,073	118,049	18,976	\$48,954	Assoc. Deg.		
2.	Retail Salespersons	166,175	182,062	15,887	\$18,624	Short-Term OJT		
3.	Business Operations Specialists, AO	70,469	86,181	15,712	\$50,359	Bach. Deg.		
4.	Janitors & Cleaners, except Maid/Hskpr	105,302	120,217	14,915	\$20,346	Short-Term OJT		
5.	Customer Service Representatives	86,660	101,297	14,637	\$28,510	Moderate OJT		
6.	Waiters and Waitresses	91,293	105,910	14,617	\$13,738	Short-Term OJT		
7.	Comb Food Prep/Srv Wkrs, Fast Food	66,942	80,857	13,915	\$13,863	Short-Term OJT		
8.	General and Operations Managers	110,509	124,248	13,739	\$69,377	Bach. Deg.+		
9.	Cashiers	150,901	164,425	13,524	\$16,119	Short-Term OJT		
10.	Truck Drivers, Heavy/TractorTrailer	76,970	88,674	11,704	\$36,704	Moderate OJT		
11.	Teachers, Primary/Secondary/Adult, AO	43,570	55,045	11,475	\$27,045	Bach. Deg.		
12.	Nursing Aides, Orderlies/Attendants	53,086	64,023	10,937	\$20,346	Short-Term OJT		
13.	Sales Reps, Wholesale/Manufacturing	67,045	76,469	9,424	\$44,553	Moderate OJT		
14.	Receptionists & Information Clerks	50,089	59,218	9,129	\$21,760	Short-Term OJT		
15.	Computer Systems Analysts	28,160	36,286	8,126	\$68,186	Bach. Deg.		
16.	Secondry Sch Teachers, exc Sp/VocEd	64,064	71,948	7,884	\$52,307	Bach. Deg.		
17.	Carpenters	56,565	64,067	7,502	\$46,109	Long-Term OJT		
18.	Accountants and Auditors	49,429	56,697	7,268	\$49,510	Bach. Deg.		
19.	Managers, All Other	91,606	98,782	7,176	\$67,992	Rel. Work Exp.		
20.	Security Guards	41,149	48,240	7,091	\$21,148	Short-Term OJT		
21.	Landscaping/Groundskeeping Workers	36,981	44,014	7,033	\$20,095	Short-Term OJT		
22.	Teacher Assistants	43,303	50,151	6,848	\$19,709	Short-Term OJT		
23.	Electricians	30,971	37,725	6,754	\$56,711	Long-Term OJT		
24.	General Maintenance & Repair Workers	52,952	59,551	6,599	\$36,234	Moderate OJT		
	Truck Drivers, Light/Delivery Servs	46,990	53,451	6,461	\$30,305	Short-Term OJT		
26.	Food Preparation Workers	35,769	42,061	6,292	\$16,102	Short-Term OJT		
27.	Construction Laborers	37,303	43,352	6,049	\$45,020	Moderate OJT		
28.	1st-Line Svrs/Mgrs, Retl Sales Wkrs	60,418	66,341	5,923	\$40,917	Rel. Work Exp.		
29.	Lawyers	30,519	36,114	5,595	\$88,000	Prof. Deg.		
30.	Sales Managers	22,381	27,816	5,435	\$82,485	BA+ exp.		

^{*&}quot;OJT" = on-the-job training; "Rel. Work Exp. = experience in a related occupation

Source: Illinois Department of Employment Security; Bureau of Labor Statistics, U.S. Department of Labor

TABLE 5

Median Wage for Illinois Occupations by Job Preparation Level						
Preparation Level	2004 Weighted Median Wage					
Short Term OJT	\$20,234					
Moderate Term OJT	\$31,586					
Long Term OJT	\$34,562					
Postsecondary Vocational Training	\$31,246					
Associate's Degree	\$45,006					
Work Experience in Related Occupation	\$45,797					
Bachelor's Degree	\$48,531					
Bachelor's Degree or Higher Plus Work Experience	\$74,590					
Master's Degree	\$41,222					
Doctoral Degree	\$50,445					
First Professional Degree	\$72,245					

Source: Illinois Department of Employment Security

WORKFORCE SPLIT BETWEEN HIGH-SKILL, HIGH-WAGE AND LOW-SKILL, LOW-WAGE JOBS IS GROWING

Occupational data allow for the identification of broad wage-related patterns in the creation of new jobs. The top 30 occupations do not capture all new job growth but can be useful in estimating the overall patterns of specific job creation. Of the jobs in the 30 fastest growing occupations, 20,000 (40.5%) fall below \$25,000 annually and 110,000 (37.2%) come in above \$45,000. This is clearly consistent with the trends identified in the previous sections of growing income inequality and continuing declines in median wage. It is noteworthy that five of the 30 projected high growth occupations will pay less than the 2005 poverty level, which is \$19,350 for a family of four.

Evidence of growing income inequality and continuing declines in the median wage are also demonstrated by the types of jobs that are expected to decline. Table 6 shows that all of these require only short or moderate on-the-job preparation and pay commensurately low-to moderate-wages of between \$19,666 and \$35,349 annually. These declining occupations are dominated by office and administrative support positions that represent 11 of the 15 occupations. One troubling trend that is likely to flow from this anticipated change in job opportunities is continued wage decline.

As some low-wage, low-skill occupations disappear, it is expected that other low-skill jobs will take their place. As discussed previously on pp. 25-26, the replacement of higherwage manufacturing jobs with lower-wage service sector jobs has contributed to the decline in median wages in Illinois. With four out of the top 10 growing occupations having a median wage below \$19,500, it is likely that low wage workers will likely find lower-paying replacement jobs.

TABLE 6

Illinois Occupations with the Largest Projected Decrease, 2002 - 2012							
Declining Occupations	Base Employment 2002	Projected Employment 2012	Numeric Growth	Median Wage (2004)	Preparation Level		
1. Secretaries, exc Legal/Medical/Exec	81,344	73,583	-7,761	\$25,737	Moderate OJT		
2. Stock Clerks and Order Fillers	76,793	71,314	-5,479	\$19,666	Short-Term OJT		
3. Secs, Adm Assts, Ofc Supp Wkrs, AO	39,490	36,056	-3,434	\$21,864	Short-Term OJT		
4. Data Entry Keyers	21,346	17,963	-3,383	\$24,247	Moderate OJT		
5. Team Assemblers	56,741	53,371	-3,370	\$22,760	Moderate OJT		
6. Word Processors and Typists	6,129	3,679	-2,450	\$28,160	Moderate OJT		
7. Electric/Electronic Eqpt Assemblers	10,400	8,427	-1,973	\$23,662	Short-Term OJT		
8. Postal Serv Mail Sorters/Mach Opers	15,024	13,152	-1,872	n/a	Short-Term OJT		
9. Order Clerks	18,406	16,597	-1,809	\$25,468	Short-Term OJT		
10. Computer Operators	7,958	6,203	-1,755	\$32,664	Moderate OJT		
11. Telephone Operators	2,933	1,209	-1,724	\$35,333	Short-Term OJT		
12. Telemarketers	18,308	16,673	-1,635	\$20,403	Short-Term OJT		
13. Assemblers & Fabricators, All Other	19,697	18,196	-1,501	\$20,480	Moderate OJT		
14. Brokerage Clerks	5,811	4,750	-1,061	\$35,549	Moderate OJT		
15. File Clerks	11,290	10,234	-1,056	\$21,580	Short-Term OJT		

Source: Illinois Department of Employment Security; Bureau of Labor Statistics, U.S. Department of Labor

JOBS REQUIRING HIGHER SKILL LEVELS GROWING FASTER THAN LOWER-SKILL JOBS

Table 7 shows that while the number of occupations in every preparation level is expected to grow, the four lowest preparation levels will grow the least and will lose their share of the total jobs. Conversely, occupations requiring at least postsecondary vocational training will experience growth rates in the double digits and will increase proportionately. Access to jobs with higher wages and benefits increasingly will require education and training beyond high school.

TABLE 7

Illinois Occupations by Preparation Level, 2002-2012								
	200	2	201	2	Difference			
Preparation Level	Number	% of Total	Number	% of Total	Number	% Change		
Short Term OJT	2,253,411	35.7%	2,437,091	35.1%	183,680	8.2%		
Moderate Term OJT	1,284,432	20.4%	1,363,068	19.7%	78,636	6.1%		
Long Term OJT	476,073	7.5%	515,802	7.4%	39,729	8.3%		
Work Experience in Related Occupation	479,539	7.6%	520,766	7.6%	41,227	8.6%		
Postsecondary Vocational								
Training	229,736	3.6%	259,836	3.8%	30,100	13.1%		
Associate's Degree	206,968	3.3%	244,281	3.5%	37,313	18.0%		
Bachelor's Degree	792,729	12.6%	916,252	13.2%	123,523	15.6%		
Bachelor's Degree or Higher, Plus Work Experience	363,761	5.8%	414,058	6.0%	50,297	13.8%		
Master's Degree	90,872	1.4%	105,260	1.5%	14,388	15.8%		
Doctoral Degree	47,636	0.7%	56,890	0.8%	9,254	19.4%		
First Professional Degree	86,867	1.4%	99,116	1.4%	12,249	14.1%		
TOTAL	6312024	100.0%	6932420	100.0%	620,396	9.8%		

Source: Illinois Department of Employment Security; Bureau of Labor Statistics, U.S. Department of Labor

The Illinois Department of Employment Security tracks information on 773 occupations in Illinois and provides estimates of job growth and decline for those occupations. Table 8 presents the preparation levels for 630 occupations projected to remain stable or grow between 2002 and 2012 and for the 143 occupations expected to decrease during this period. Of these growing occupations, 34.6% representing 210,397 new jobs require an undergraduate degree or higher. Over 70% of the declining occupations, representing 624,701 current workers, require only short or moderate on-the-job training.

TABLE 8

Stable/Growing and Declining Occupations in Illinois by Preparation Level							
Preparation Level	Stable or Occupe (2002- project	ations -2012	Declining Occupations				
reparation zever	Number	% of Total	Number	% of Total			
Short Term OJT	101	16.0%	37	25.9%			
Moderate Term OJT	121	19.2%	65	45.4%			
Long Term OJT	67	10.6%	19	13.3%			
Work Experience in Related							
Occupation	43	6.8%	5	3.5%			
Postsecondary Vocational Training	33	5.2%	4	2.8%			
Associate's Degree	47	7.5%	5	3.5%			
Bachelor's Degree	101	16.0%	4	2.8%			
Bachelor's Degree or Higher, Plus							
Work Experience	30	4.8%	2	1.4%			
Master's Degree	40	6.4%	1	0.7%			
Doctoral Degree	31	4.9%	0	0.0%			
First Professional Degree	16	2.5%	1	0.7%			
TOTAL	630	99.9%	143	100.0%			

Source: Illinois Department of Employment Security

Of these growing occupations, 34.6%... require an undergraduate degree or higher. Over 70% of the declining occupations ...require only short or moderate on-the-job training.

REGIONAL DATA SUMMARY

REGIONAL DATA

To better understand how employment and job creation trends vary across regions in the state, the following sections provide descriptive information for each of the ten Economic Development Regions (EDRs) identified by the Illinois Department of Commerce and Economic Opportunity (DCEO).

...only 43.6% ...of the new jobs expected to be created occupational

through

2012 will

have wages

that exceed

the current

average of

wages

(\$38,139)

in Illinois.

Data were obtained from the Illinois Department of Employment Security (IDES) to identify industrial sectors and occupational growth by sector, employment, education, and income changes in each region. (Additional employment and demographic data are available at www.stateofworkingillinois.niu.edu.) The tables for each region identify the top 20 sectors in each region that are projected to create the largest number of new jobs during the years 2002 through 2012 (the most recent period for which ten-year projections are available). These data do not project all new job growth but they provide a good estimate of the overall patterns by focusing on the larger sectors. A similar analysis was performed to identify the occupations that are expected to create the largest number of new jobs in each region through 2012. These occupational data also identify the broad patterns in job creation. In particular, occupational projections help distinguish between jobs that pay higher wages from those that pay lower wages.

How Do Major Statewide Trends Vary Across THE STATE?

The key statewide trend identified earlier in this report was the drop in household income in Illinois since 1999 and the concurrent drop or stagnation in the median wage for men, African Americans, and Hispanics since 1980. The decline in the median wage for more and more groups of Illinois workers is also reflected in the growing income inequality data presented previously in this report. These data show the lower 60% of the workforce in terms of wages gaining only 6.1% (in real dollars) since 1990, while the upper 40% gained 20.9% (in real dollars). Further analysis of the regional data presented in this section reveals that these trends are pervasive throughout the state.

To reverse these trends, the Illinois economy will need to create a new wave of "high-wage" jobs to avoid perpetuating the drop in median wages that has been experienced by many Illinois workers since 1990. IDES occupational projections of the new jobs expected to be created in Illinois based on current industry trends, however, indicate that Illinois will not generate the high-wage jobs needed to counter growing income inequality. In fact, it is estimated that less than half — only 43.6% — of the new jobs expected to be created through 2012 will have wages that exceed the current average of occupational wages (\$38,139) in Illinois. It is also disturbing that Illinois is expected to create slightly more lowwage jobs than high-wage jobs, which will reinforce and exacerbate

both negative trends of growing wage inequality and decline in median wages. The state's Northeastern region, anchored by the Chicago metropolitan area, is projected to create the greatest number of new high-wage jobs. Only two regions – Northeastern and Southern – are expected to produce more high-wage jobs than low-wage jobs through 2012.

The absence of a broad trend of high-wage job creation in the state means the net effect of new job creation will not reverse the long-term trend of lower median wages.

TABLE 9

Projected and Current Jobs by Wage Category for Illinois and Regions								
Area	Projected Creation of New Jobs through 2012	Percent of New Jobs with Current Wages Above State Annual Average Wage (\$38,139)	Percent of New Jobs with Current Wages Significantly* Above Average Wage	Percent of New Jobs with Current Wages Significantly* Below Average Wage				
Statewide	645,509	43.6%	31.4%	35.5%				
Northern Stateline Northeastern	15,348	37.3% 47.0%	13.2% 35.8%	19.4% 31.1%				
Northwestern	501,525 15,714	30.9%	19.4%	31.8%				
North Central	29,535	35.6%	22.1%	31.4%				
Central	21,325	30.7%	18.7%	25.2%				
East Central	14,768	26.5%	20.3%	24.5%				
West Central	8,016	11.7%	11.7%	25.8%				
Southeastern	8,004	11.2%	15.2%	33.4%				
Southern	10,498	32.5%	32.5%	32.3%				
Southwestern	25,325	33.9%	13.6%	34.1%				

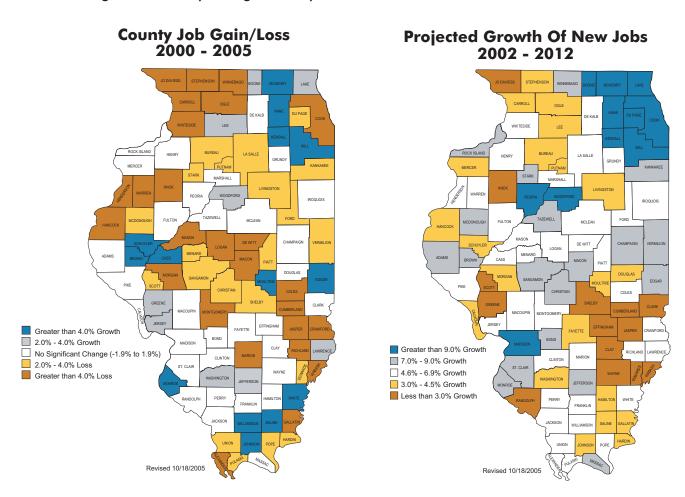
^{*}Average wages for the state and each region were calculated from statewide data provided by IDES. High wages were defined as 1 standard deviation above the average wage in the region and low wages were defined as 1 standard deviation below the average in the region. Average annual wages in the regions vary from \$27,436 in the Southeast region to \$38,706 in the Northeast region.

Source: Illinois Department of Employment Security

CREATION OF NEW JOBS WILL BE UNEVEN ACROSS ILLINOIS

As identified previously, Illinois experienced below average economic growth since 1990, ranking 35th among the states in growth of Gross State Product and creating on average slightly over 37,000 jobs per year. As the figure for county job gain/loss for the 2000-2005 period dramatically shows, the benefits of this growth were not evenly distributed across the state, with only 30 counties registering significant job gains since 2000. The figure for projected job growth through 2012 shows that a similar, below average rate of job growth is projected to continue for the state through 2012, again with wide variations throughout Illinois. The most obvious trend is the disparity between the percentage of projected growth in the Northeastern region versus the rest of Illinois. Only four counties outside the Northeastern region are expected to meet or exceed the 9.8% of overall job growth for the state: Peoria, Woodford (in the Peoria metro area), Boone (Belvidere), and Madison (a portion of the St. Louis suburbs).

Growth within the Northeastern region is not centered solely on the so-called "collar counties" of the Chicago metropolitan region. Cook County is also projected to participate in the region's relatively strong economy.



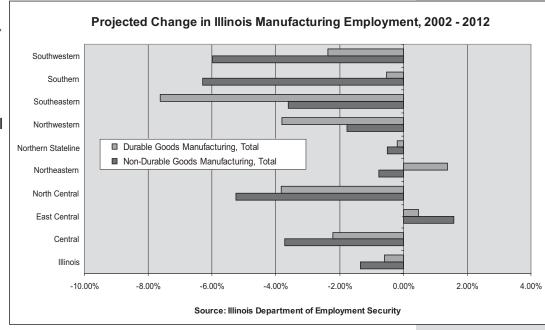
MANUFACTURING WILL CONTINUE TO BE A MAJOR SECTOR IN ILLINOIS

While Illinois has lost 24% of its manufacturing jobs since 1990, manufacturing is still one of the largest employment sectors in the state accounting for 16% of the private sector employment in Illinois in 2005. This employment varies from 13.7% in the Southwestern region to 27.3% in the Northern Stateline region. In all regions, manufacturing jobs still provide higher earnings than most service sector jobs and are important components of local economies.

Projections of job creation and growth in Illinois through 2012 indicate that manufacturing will represent a smaller proportion of the Illinois workforce than it does today. In the past 15 years, that decline was driven equally by the loss of manufacturing jobs – especially jobs in durable manufacturing – and the rapid growth in the service sector. However, over the next decade the loss of manufacturing jobs is projected to slow, and many portions of that sector are projected to achieve relative stability and remain profitable. None are projected to achieve substantial job growth as investments in new technology and production techniques limit the need for new workers, but will require more highly skilled workers. In 2012, manufacturing is projected to employ more than 700,000 workers in Illinois, which is only a net loss of approximately 7,000 jobs from current levels. Even though the sector is not projected to grow, the manufacturing sector will continue to serve as an essential anchor of the state's economy by providing higherthan-average wage opportunities to Illinois workers over the next decade. This is especially important for new workers, since many older workers who are employed in the manufacturing sector will be retiring over the next decade.

In all regions, manufacturing jobs still provide higher earnings than most service sector jobs and are important components of local economies.

This is likely to create a steady demand for highly skilled manufacturing workers, albeit at a lower level of demand than prevailed in the past.

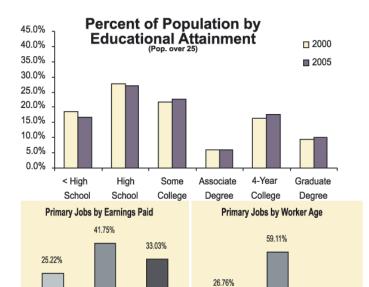


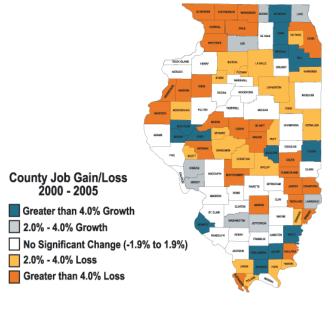
ILLINOIS SUMMARY

14.13%

Age 55 or older

Profile	2000	2005	% Change
Population (1/1/2005):	12,419,293	12,757,170	+2.7%
Population, Median Age:	34.7	34.7	+0.0%
Percent Population 65+:	12.1%	11.5%	-4.6%
White Population, Alone:	9,125,471	9,217,367	+1.0%
Black Population, Alone:	1,876,875	1,849,180	-1.5%
Asian Population, Alone:	428,213	496,428	+15.9%
Other Population:	988,734	1,194,195	+20.8%
Hispanic Population:	1.530.262	1 754 622	+14 7%

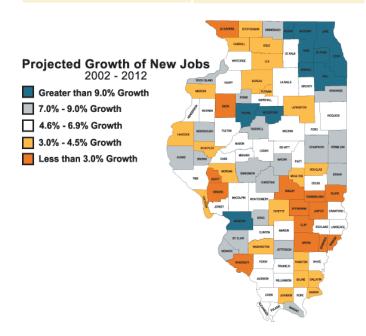


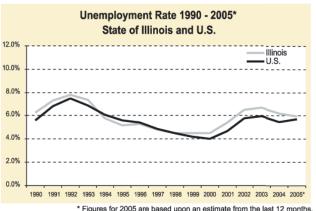


Total Employment 2000-2005 *

Area Name	2000	2005	% Change
Central Region	289,819	279,408	+3.6%
East Central Region	173,258	171,608	-1.0%
North Central Region	304,140	301,549	-0.9%
Northwest Region	249,300	243,479	-2.3%
Northeast Region	4,217,236	4,136,652	-1.9%
Northern Stateline Region	210,772	201,517	-4.4%
Southeast Region	132,510	127,505	-3.8%
Southern Region	172,337	175,371	+1.8%
Southwestern Region	316,249	320,039	+1.2%
West Central Region	115,689	111,914	-3.3%
Statewide Total	6,181,310	6,069,042	-1.8%
A 571			and the second section for the Asset

* Figures for 2005 are a seven month average (January through July).





^{*} Figures for 2005 are based upon an estimate from the last 12 months.

\$1,200 per

month or less

\$1,201 to \$3,400

per month

More than

\$3,400 per

month

Age 30 or

younger

Age 31 to 54

^{*} Figures for 2005 are a seven month average (January through July). SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

Illinois - Industry Structure Summary

- Illinois lost 158,707 manufacturing jobs (18.8%) from 2001 to 2003.
- The state has an annual mean wage of \$46,603 for stable manufacturing jobs.
- Manufacturing jobs¹ make up 12.3% of total employment in Illinois.
- Higher-wage service² jobs make up 17% of total employment in Illinois.
- Lower-wage service³ jobs make up 32% of total employment in Illinois

Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003
Total public/ private employment in sectors*	5,787,271	5,572,568	-3.7%	434,188	407,948	\$41,638	\$27,632
Manufacturing Total	845,358	686,651	-18.8%	39,028	35,519	\$46,603	\$36,588
Higher-Wage Service	920,399	950,052	3.2%	66,054	67,017	\$63,605	\$47,750
Lower-Wage Service	1,771,085	1,782,937	0.7%	160,206	131,652	\$30,721	\$19,235

Source: Illinois Department of Employment Security.

Illinois - Top 20 Projected Growth Industries Summary

- The State of Illinois is projected to gain 620,380 net new jobs between 2002 and 2012, a 9.8% increase.
- Administrative and support services, an industry with a mean annual wage of \$26,025, will generate a large share of this growth, as will professional, scientific and technical services, educational services, food services and drinking places, and ambulatory health care services. These top five industries make up 47.7% of total job growth in Illinois.
- Mean annual wages in Illinois' top growth sectors range from a low of \$13,269 in food services and drinking places to a high of \$68,949 for professional, scientific and technical services.
- The top 20 growth sectors make up 82.9% of the total job growth in the Illinois.

^{*}Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	Illinois - Top 20 Projected Growth Industries							
Rank	NAICS	Title	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003		
-	-	All Public and Private Employment	6,308,020	6,928,400	620,380	-		
-	-	Total - declining industries*	510,323	479,390	-30,933	-		
-	-	Total - growing industries*	4,890,920	5,525,278	634,358	-		
1	561///	Administrative and support services	348,200	426,883	78,684	\$26,025		
2	541///	Professional, scientific & tech. services	344,823	410,857	66,034	\$68,949		
3	611///	Educational services	528,727	585,479	56,752	\$37,294		
4	722///	Food services and drinking places	361,021	412,948	51,927	\$13,269		
5	621///	Ambulatory health care services	176,853	226,119	49,266	\$49,281		
6	623///	Nursing and residential care facilities	120,452	157,061	36,609	\$22,187		
7	238///	Specialty trade contractors	188,736	222,042	33,306	\$48,804		
8	624///	Social assistance	90,793	111,626	20,833	\$20,616		
9	622///	Hospitals	243,502	261,546	18,044	\$41,096		
10	713///	Amusements, gambling & recreation industries	58,466	73,371	14,905	\$19,095		
11	423///	Merchant wholesalers, durable goods	175,315	190,138	14,823	\$59,568		
12	813///	Religious, civic & professional organizations	140,452	154,407	13,955	\$33,572		
13	452///	General merchandise stores	119,218	129,617	10,399	\$17,761		
14	493///	Warehousing and storage	36,198	46,103	9,905	\$34,294		
15	443///	Electronics and appliance stores	29,289	38,938	9,649	\$42,218		
16	522///	Credit intermediation & related activities	142,380	151,762	9,382	\$60,036		
17	484///	Truck transportation	65,630	74,355	8,725	\$41,508		
18	721///	Accommodation	50,205	58,123	7,918	\$22,792		
19	444///	Building material & garden equip. stores	47,848	55,441	7,593	\$27,299		
20	524///	Insurance carriers & related activities	120,502	127,554	7,052	\$61,187		
1	Source: Illinois Department of Employment Socurity							

Source: Illinois Department of Employment Security.
*Totals in declining and growing industry exclude government.

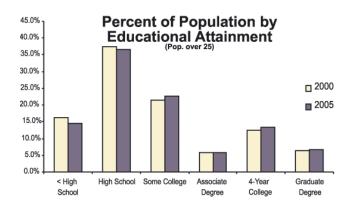
Illinois - Top 20 Projected Growth Occupations Summary

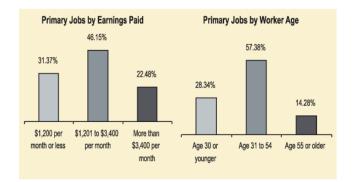
- The construction trades workers occupation, with a mean annual wage of \$50,528, is projected to produce the highest level of growth. Health diagnosing / treating practitioner, food and beverage serving workers, retail sales workers and business operations specialists are among the other high growth occupations. These top five occupations make up 25.3% of total growth in Illinois.
- The median wage in Illinois' top growth occupations ranges from a low of \$14,194 in food and beverage serving workers to a high of \$82,260 for top executives.
- The top 20 growth occupations make up 65.9% of the total growth in Illinois.

	Illinois - Top 20 Projected Growth Occupations							
Rank	soc	Title	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	00-0000	All Public and Private Employment	6,308,024	6,928,400	620,376			\$29,853
		Total - Growing Occupations	5,506,372	6,155,116	648,744			
		Total - Declining Occupations	801,652	773,284	-28,368			
1	47-2000	Construction Trades Workers	228,961	264,723	35,762	3,576	4,175	\$50,528
2	29-1000	Health Diagnosng/ Treatng Practitnrs	180,055	213,795	33,740	3,374	3,585	\$52,647
3	35-3000	Food and Beverage Serving Workers	205,962	239,267	33,305	3,331	10,034	\$14,194
4	41-2000	Retail Sales Workers	339,274	370,824	31,550	3,155	14,169	\$17,624
5	13-1000	Business Operations Specialists	157,014	185,959	28,945	2,895	2,735	\$50,532
6	15-1000	Computer Specialists	125,443	152,834	27,391	2,739	1,664	\$61,082
7	25-2000	Primary/Sec./Special Ed Sch Teachrs	187,263	212,027	24,764	2,476	4,344	\$43,682
8	43-4000	Information and Record Clerks	237,136	259,829	22,693	2,269	4,943	\$26,386
9	53-3000	Motor Vehicle Operators	180,000	201,756	21,756	2,176	2,714	\$31,762
10	37-2000	Bldg Cleaning & Pest Control Wrkrs	158,388	178,508	20,120	2,012	3,106	\$19,475
11	11-1000	Top Executives	152,552	171,137	18,585	1,859	2,846	\$82,260
12	31-1000	Nursing, Psych & Home Health Aides	68,692	84,732	16,040	1,604	900	\$19,916
13	25-1000	Postsecondary Faculty	77,283	93,206	15,923	1,592	1,745	\$49,654
14	13-2000	Financial Specialists	107,939	123,063	15,124	1,512	1,915	\$50,860
15	29-2000	Health Technologists & Technicians	90,135	105,189	15,054	1,505	1,589	\$32,627
16	11-9000	Other Management Occupations	257,812	271,937	14,125	1,413	3,974	\$63,898
17	39-9000	Other Personal Care/ Service Workers	85,743	99,739	13,996	1,400	1,934	\$18,918
18	25-3000	Other Teachers and Instructors	50,375	63,439	13,064	1,306	620	\$27,543
19	11-3000	Operations Specialties Managers	95,966	108,913	12,947	1,295	1,681	\$61,078
20	41-4000	Sales Reps, Wholesale/ Manufacturing	88,400	100,782	12,382	1,238	2,321	\$47,788
		Source: Illin	nois Departmen	t of Employmer	nt Security			

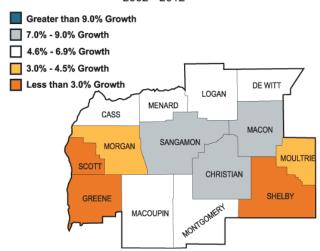
CENTRAL REGIONAL SUMMARY

Profile	2000	2005	% Change
Population (1/1/2005):	586,956	583,151	-0.6%
Population, Median Age:	37.8	38.1	+0.8%
Percent Population 65+:	15.3%	14.7%	-4.3%
White Population, Alone:	533,041	528,377	-0.9%
Black Population, Alone:	41,040	39,737	-3.2%
Asian Population, Alone:	3,699	4,199	+13.5%
Other Population:	9,176	10,838	+8.1%
Hispanic Population:	6,829	7,363	+7.8%





Projected Growth of New Jobs





County Job Gain/Loss 2000 - 2005

Greater than 4.0% Growth	2.0% - 4.0% Loss
2.0% - 4.0% Growth	Greater than 4.0% Loss

■ No Significant Change (-1.9% to 1.9%)

Total Employment 2000-2005*

Area Name	2000	2005	% Change			
Cass County	6,751	7,128	+5.58%			
Christian County	16,506	15,869	-3.86%			
DeWitt County	8,646	7,717	-10.74%			
Greene County	6,562	6,785	+3.40%			
Logan County	14,414	12,943	-10.20%			
Macon County	53,216	49,541	-6.91%			
Macoupin County	23,260	23,247	-0.06%			
Menard County	6,749	6,533	-3.19%			
Montgomery County	13,328	12,491	-6.28%			
Morgan County	17,999	17,169	-4.61%			
Moultrie County	7,137	7,631	+6.92%			
Sangamon County	101,302	98,904	-2.37%			
Scott County	2,832	2,726	-3.73%			
Shelby County	11,117	10,723	-3.54%			
Regional Total	289,819	279,408	-3.59%			
* Figures for 2005 are a seven month average (January through July).						

Unemployment Rate 1990 - 2005* Illinois and the Central Region 12.0% Illinois Central Region 10.0% 8.0% 6.0% 4.0% 2.0% 0.0% 1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005° * Figures for 2005 are based upon an estimate from the last 12 months.

DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

Central Illinois - Industry Structure Summary

- The Central region lost 1,971 manufacturing jobs (8.5%) from 2001 to 2003, which was less than the state average loss of 18.8%.
- The annual mean wage of \$41,828 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$4,775.
- Manufacturing¹ jobs make up 8.0% of total employment in the Central region which is less than the state average of 12.3%.
- Higher-wage service² jobs make up 10.6% of total employment in the Central region which is less than the state average of 17%.
- Lower-wage service³ jobs make up 29.6% of total employment in the Central region which is less than the state average of 32%.

Central Illinois - Industry Structure								
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	276,031	262,857	-4.8%	18,643	16,428	\$34,089	\$20,079	
Manufacturing Total	23,092	21,120	-8.5%	1,088	915	\$41,828	\$33,937	
Higher-Wage Service	25,743	27,910	8.4%	1,739	1,870	\$38,745	\$28,145	
Lower-Wage Service	83,228	77,685	-6.7%	6,766	6,131	\$25,405	\$15,119	

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Central Illinois - Top 20 Projected Growth Industries Summary

The Central region is projected to gain 19,337 net new jobs between 2002 and 2012, a 7.0% increase. This is less than the statewide projected net increase of 9.8%.

- Food services and drinking places, an industry with a mean annual wage of \$10,008, will have the largest percentage increase in jobs in the region through 2012 followed by nursing and residential care facilities, educational services, administrative and support services, and ambulatory health care services. These five industries will be responsible for 43.6% of total growth in new jobs* in the Central region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,008 in food services and drinking places to a high of \$66,432 for ambulatory health care services.
- The top 20 growth sectors make up 82.4% of the expected total growth in new jobs in the Central region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	Central Illinois - Top 20 Projected Growth Industries						
Rank	NAICS	H .	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003	
-	-	All Public and Private Employment	274,513	293,850	19,337	-	
-	-	Total - declining industries*	31,389	28,308	-3,081	-	
-	-	Total - growing industries*	207,682	229,263	21,581	-	
1	722///	Food services and drinking places	16,441	19,059	2,618	\$10,008	
2	623///	Nursing and residential care facilities	7,425	9,444	2,019	\$19,236	
3	611///	Educational services	20,727	22,385	1,658	\$28,008	
4	561///	Administrative and support services	6,718	8,343	1,625	\$21,348	
5	621///	Ambulatory health care services	7,563	9,044	1,481	\$66,432	
6	541///	Professional, scientific & tech. services	7,443	8,497	1,054	\$46,812	
7	622///	Hospitals	14,178	15,100	922	\$32,400	
8	624///	Social assistance	6,004	6,812	808	\$17,232	
9	813///	Religious, civic & professional orgs.	7,585	8,310	725	\$25,536	
10	452///	General merchandise stores	7,323	7,976	653	\$17,364	
11	100///	Self employed and unpaid family workers	16,715	17,349	634	NA	
12	444///	Building material & garden equip. stores	2,075	2,600	525	\$25,752	
13	721///	Accommodation	2,711	3,191	480	\$14,340	
14	238///	Specialty trade contractors	6,380	6,842	462	\$39,684	
15	484///	Truck transportation	2,945	3,394	449	\$35,436	
16	333///	Machinery mfg.	4,080	4,483	403	\$46,596	
17	210///	Natural resources & mining including logging	1,217	1,565	348	NA	
18	522///	Credit intermediation & related activities	5,670	6,005	335	\$37,308	
19	424///	Merchant wholesalers, nondurable goods	3,583	3,876	293	\$41,688	
20	423///	Merchant wholesalers, durable goods	3,865	4,152	287	\$46,128	
		Source: Illinois Department of Emp *Totals in declining and growing industry					

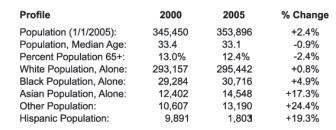
Central Illinois - Top 20 Projected Growth Occupations Summary

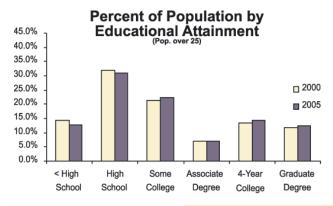
- Eleven occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include information and record clerks (16.5% more), other personal care and service workers (16.5% more), and motor vehicle operators (10.8% more).
- Food and beverage serving workers, an occupation with a mean annual wage of \$14,005, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by health diagnosing and treating practitioners, retail sales workers, primary/secondary/special education school teachers, and construction trades workers. These five occupations will make up 22.1% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,005 in food and beverage serving workers to a high of \$57,628 for top executives.
- The top 20 growth occupations will make up 53.7% of the new jobs created in the Central region through 2012.

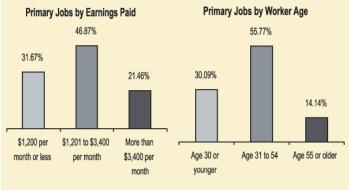
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

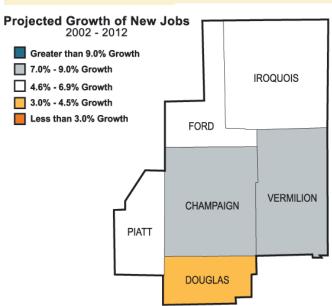
	Central Illinois - Top 20 Projected Growth Occupations							
Rank	soc	Ti±le	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	274,513	293,850	19,337	1	-	-
	-	Total - Growing Occupations	238,902	260,378	21,476	-	-	-
	-	Total - Declining Occupations	35,477	33,340	-2,137	-	-	-
1	35-3000	Food and Beverage Serving Workers	9,445	11,040	1,595	159	461	\$14,005
2	29-1000	Health Diagnosing and Treating Practitioners	9,537	10,978	1,441	144	189	\$49,322
3	41-2000	Retail Sales Workers	14,893	16,138	1,245	125	630	\$16,619
4	25-2000	Primary/Secondary/Special Ed. School Teachers	9,227	10,095	868	87	214	\$36,006
5	47-2000	Construction Trades Workers	9,796	10,601	805	81	176	\$41,716
6	53-3000	Motor Vehicle Operators	7,124	7,908	784	78	110	\$26,095
7	33-3000	Law Enforcement Workers	4,277	5,051	774	77	95	\$41,530
8	31-1000	Nursing, Psychiatric and Home Health Aides	3,889	4,660	771	77	51	\$18,766
9	13-1000	Business Operations Specialists	5,554	6,315	761	76	97	\$44,938
10	15-1000	Computer Specialists	4,011	4,652	641	64	52	\$52,186
11	25-3000	Other Teachers and Instructors	2,365	2,981	616	62	29	\$30,002
12	43-4000	Information and Record Clerks	8,931	9,546	615	62	192	\$23,117
13	29-2000	Health Technologists and Technicians	4,695	5,303	608	61	84	\$30,046
14	35-2000	Cooks and Food Preparation Workers	5,452	5,988	536	54	176	\$15,846
15	37-2000	Building Cleaning and Pest Control Workers	7,068	7,601	533	53	140	\$16,627
16	11-1000	Top Executives	6,019	6,545	526	53	112	\$57,618
17	21-1000	Counselors/Social Workers/Comm Service Specs	4,524	5,033	509	51	85	\$32,542
18	39-9000	Other Personal Care and Service Workers	4,900	5,362	462	46	112	\$17,872
19	13-2000	Financial Specialists	4,245	4,705	460	46	78	\$44,748
20	31-9000	Other Healthcare Support Occupations	2,431	2,871	440	44	50	\$24,940
		Source: Illinois	S Department of	of Employment	Security			

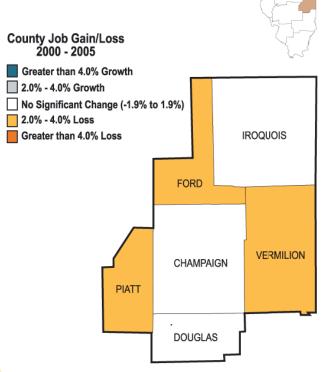
EAST CENTRAL REGIONAL SUMMARY



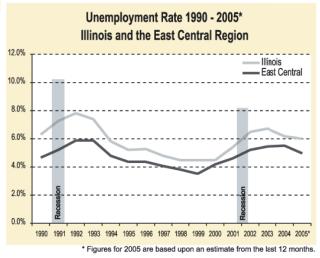








Total Employm Area Name	2005	% Change			
Champaign County	95,449	96,118	+0.70%		
Douglas County	9,909	9,759	-1.51%		
Ford County	7,026	6,754	-3.87%		
Iroquois County	15,666	15,444	-1.41%		
Piatt County	8,693	8,462	-2.66%		
Vermilion County	36,515	35,070	-3.96%		
Regional Total	173,258	171,608	-0.95%		
* Figures for 2005 are a seven month average (January through July).					



DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

East Central Illinois - Industry Structure Summary

- The East Central region lost 1,913 manufacturing jobs (8.7%) from 2001 to 2003, which
 was less than the state average loss of 18.8%.
- The annual mean wage of \$38,132 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$8,471.
- Manufacturing¹ jobs make up 14.4% of total employment in the East Central region which is greater than the state average of 12.3%.
- Higher-wage service² jobs make up 10.6% of total employment in the East Central region which is less than the state average of 17%.
- Lower-wage service³ jobs make up 40.3% of total employment in the East Central region which is greater than the state average of 32%.

East Central Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003
Total public/private employment in sectors*	141,422	139,421	-1.4%	10,832	10,075	\$31,371	\$19,158
Manufacturing Total	21,970	20,057	-8.7%	1,007	1,496	\$38,132	\$28,192
Higher-Wage Service	14,491	14,820	2.3%	1,005	971	\$36,052	\$26,142
Lower-Wage Service	55,285	56,207	1.7%	4,731	4,131	\$28,569	\$16,801

Source: Illinois Department of Employment Security.

East Central Illinois - Top 20 Projected Growth Industries Summary

The East Central region is projected to gain 13,207 net new jobs between 2002 and 2012, a 7.4% increase. This is less than the statewide projected net increase of 9.8%.

- Educational services, an industry with a mean annual wage of \$34,200, will have the
 largest percentage increase in jobs in the region through 2012 followed by food services
 and drinking places, ambulatory health care services, nursing and residential care facilities,
 and professional, scientific and technical services. These five industries will be responsible
 for 53.7% of total growth in new jobs* in the East Central region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,164 in food services and drinking places to a high of \$71,280 for ambulatory health care services.
- The top 20 growth sectors make up 83.5% of the expected total growth in new jobs in the East Central region through 2012.

^{*}Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	East Central Illinois - Top 20 Projected Growth Industries						
Rank	NAICS	Ti-le	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Меап Wage, 2003	
-	-	All Public and Private Employment	178,594	191,801	13,207	-	
-	-	Total - declining industries*	25,189	23,295	-1,894	-	
-	-	Total - growing industries*	141,557	156,066	14,509	-	
1	611///	Educational services	35,593	39,373	3,780	\$34,200	
2	722///	Food services and drinking places	11,769	13,927	2,158	\$10,164	
3	621///	Ambulatory health care services	5,540	6,214	674	\$71,280	
4	623///	Nursing and residential care facilities	3,516	4,157	641	\$19,788	
5	541///	Professional, scientific & tech. services	4,488	5,020	532	\$49,200	
6	561///	Administrative and support services	3,021	3,547	526	\$19,224	
7	622///	Hospitals	5,124	5,591	467	\$34,776	
8	238///	Specialty trade contractors	3,546	3,989	443	\$41,580	
9	311///	Food manufacturing	3,539	3,916	377	\$40,272	
10	424///	Merchant wholesalers, nondurable goods	3,218	3,583	365	\$44,328	
11	484///	Truck transportation	2,587	2,946	359	\$32,640	
12	624///	Social assistance	1,901	2,189	288	\$18,180	
13	524///	Insurance carriers & related activities	1,705	1,954	249	\$39,732	
14	423///	Merchant wholesalers, durable goods	2,925	3,137	212	\$36,924	
15	100///	Self employed and unpaid family workers	10,775	10,985	210	-	
16	444///	Building material & garden equip. stores	1,387	1,571	184	\$24,048	
17	493///	Warehousing and storage	821	994	173	\$28,260	
18	721///	Accommodation	1,371	1,542	171	\$14,412	
19	522///	Credit intermediation & related activities	3,060	3,217	157	\$30,900	
20	713///	Amusements, gambling & recreation ind.	1,127	1,281	154	\$12,132	
		Source: Illinois Department of Em Totals in declining and growing industr					

East Central Illinois - Top 20 Projected Growth Occupations Summary

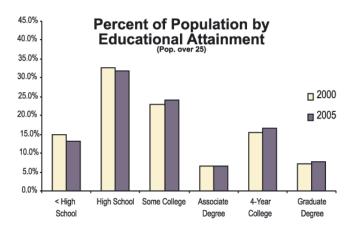
- Twelve occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include information and record clerks (15.2% more), top executives (14.3% more), and construction trades workers (11.6% more).
- Postsecondary faculty, an occupation with a mean annual wage of \$31,486, is the occupation
 which is projected to have the highest percentage increase of employment through 2012,
 followed by food and beverage serving workers, health diagnosing and treating practitioners,
 primary/secondary/special education school teachers, and other teachers and instructors. These
 five occupations will make up 19.5% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,229 in food and beverage serving workers to a high of \$60,430 for top executives.
- The top 20 growth occupations will make up 55.5% of the new jobs created in the East Central region through 2012.

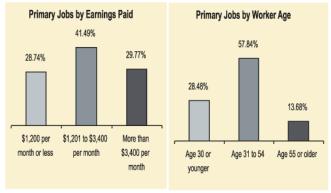
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

	East Central Illinois - Top 20 Projected Growth Occupations							
Rank	SOC	H .	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	178,594	191,800	13,206	-	-	-
	-	Total - Growing Occupations	149,380	164,246	14,866	-	-	-
	-	Total - Declining Occupations	29,215	27,554	-1,661		-	-
1	25-1000	Postsecondary Faculty	10,761	13,034	2,273	227	243	\$52,175
2	35-3000	Food and Beverage Serving Workers	6,497	7,721	1,224	122	317	\$14,229
3	29-1000	Health Diagnosing and Treating Practitioners	4,896	5,634	738	74	94	\$54,443
4	25-2000	Primary/Secondary/ Special Ed. School Teachers	4,826	5,511	685	69	113	\$37,042
5	25-3000	Other Teachers and Instructors	2,174	2,768	594	59	27	\$54,326
6	47-2000	Construction Trades Workers	5,777	6,369	592	59	103	\$37,301
7	53-3000	Motor Vehicle Operators	4,919	5,509	590	59	75	\$28,704
8	41-2000	Retail Sales Workers	9,323	9,853	530	53	398	\$15,774
9	13-1000	Business Operations Specialists	3,474	3,953	479	48	61	\$39,898
10	15-1000	Computer Specialists	2,864	3,316	452	45	37	\$48,522
11	35-2000	Cooks and Food Preparation Workers	3,723	4,136	413	41	120	\$16,168
12	11-1000	Top Executives	3,566	3,887	321	32	67	\$60,430
13	43-4000	Information and Record Clerks	5,381	5,674	293	29	119	\$22,470
14	13-2000	Financial Specialists	2,368	2,645	277	28	42	\$42,385
15	29-2000	Health Technologists and Technicians	2,164	2,439	275	28	38	\$30,437
16	49-9000	Other Installation, Maintenance and Repair Occs	2,554	2,819	265	27	53	\$34,044
17	35-9000	Other Food Preparation and Serving Workers	2,168	2,432	264	26	71	\$14,613
18	31-1000	Nursing, Psychiatric and Home Health Aides	1,758	2,016	258	26	23	\$20,729
19	41-4000	Sales Reps, Wholesale and Manufacturing	1,863	2,120	257	26	49	\$43,543
20	25-9000	Other Educational Training & Library Occupations	1,879	2,130	251	25	34	\$22,001
		Source: Illir	nois Departmen	t of Employmer	nt Security			

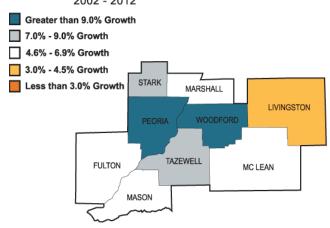
NORTH CENTRAL REGIONAL SUMMARY

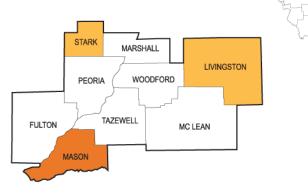
Profile	2000	2005	% Change
Population (1/1/2005):	611,298	618,475	+1.2%
Population, Median Age:	35.7	35.9	+ 0.6%
Percent Population 65+:	13.8%	13.2%	-3.1%
White Population, Alone:	547,890	550,604	+0.5%
Black Population, Alone:	43,557	43,799	+0.6%
Asian Population, Alone:	7,319	8,676	+18.5%
Other Population:	12,532	15,396	+22.9%
Hispanic Population:	11.038	12,725	+15.3%





Projected Growth of New Jobs 2002 - 2012





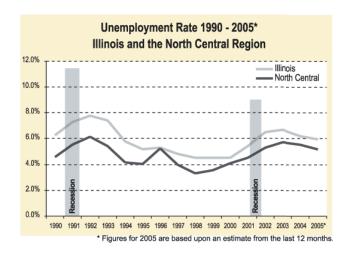
County Job Gain/Loss

2000 - 2005	
Greater than 4.0% Growth	2.0% - 4.0% Loss
2.0% - 4.0% Growth	Greater than 4.0% Loss
☐ No Significant Change (-1.9%	to 1.9%)

Total Employment 2000-2005 *

Area Name	2000	2005	% Change
Fulton County	16,641	16,602	-0.24%
Livingston County	18,709	18,136	-3.06%
Marshall County	6,697	6,613	-1.26%
Mason County	7,434	7,125	-4.15%
McLean County	82,459	81,856	-0.73%
Peoria County	87,032	86,241	-0.91%
Stark County	2,711	2,648	-2.32%
Tazewell County	64,369	63,880	-0.76%
Woodford County	18,088	18,449	+1.99%
Regional Total	304,140	301,549	-0.85%

^{**} Figures for 2005 are a seven month average (January through July).



DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

North Central Illinois - Industry Structure Summary

- The North Central region lost 7,365 manufacturing jobs (16.6%) from 2001 to 2003, which was less than the state average loss of 18.8%.
- The annual mean wage of \$51,185 for stable manufacturing jobs in the region is greater than the state average of \$46,603 by \$4,583.
- Manufacturing¹ jobs make up 12.9% of total employment in the North Central region which is greater than the state average of 12.3%.
- Higher-wage service² jobs make up 18.2% of total employment in the North Central region which is greater than the state average of 17%.
- Lower-wage service³ jobs make up 33.8% of total employment in the North Central region which is greater than the state average of 32%.

	North Central Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	295,955	287,412	-2.9%	20,394	21,720	\$37,773	\$27,396	
Manufacturing Total	44,364	37,015	-16.6%	1,863	3,874	\$51,185	\$45,316	
Higher-Wage Service	49,975	52,195	4.4%	2,254	2,539	\$52,086	\$38,297	
Lower-Wage Service	98,411	97,231	-1.2%	8,156	7,286	\$27,850	\$16,074	

Source: Illinois Department of Employment Security.

North Central Illinois - Top 20 Projected Growth Industries Summary

The North Central region is projected to gain 26,829 net new jobs between 2002 and 2012, an 8.2% increase. This is less than the statewide projected net increase of 9.8%.

- Food services and drinking places, an industry with a mean annual wage of \$10,392, will have the largest percentage increase in jobs in the region through 2012 followed by educational services, ambulatory health care services, administrative and support services, and hospitals. These five industries will be responsible for 48.7% of total growth in new jobs* in the North Central region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,392 in food services and drinking places to a high of \$65,328 for ambulatory health care services.
- The top 20 growth sectors make up 83.7% of the expected total growth in new jobs in the North Central region through 2012.

^{*}Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing, U.S. Census Bureau, 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	I	North Central Illinois - Top 20 Pro	jected Gr	owth Indu	stries	
Rank	NAICS	Title	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Меап Wage, 2003
-	-	All Public and Private Employement	325,601	352,430	26,829	-
-	-	Total - declining industries*	43,333	39,082	-4,251	-
-	-	Total - growing industries*	264,371	294,666	30,295	-
1	722///	Food services and drinking places	22,781	26,386	3,605	\$10,392
2	611///	Educational services	25,394	28,286	2,892	\$33,216
3	621///	Ambulatory health care services	10,289	13,180	2,891	\$65,328
4	561///	Administrative and support services	14,932	17,720	2,788	\$22,608
5	622///	Hospitals	14,221	16,813	2,592	\$42,060
6	623///	Nursing and residential care facilities	9,133	11,199	2,066	\$21,000
7	541///	Professional, scientific & tech. services	10,867	12,286	1,419	\$55,092
8	624///	Social assistance	4,568	5,449	881	\$17,256
9	452///	General merchandise stores	6,975	7,767	792	\$16,464
10	100///	Self employed and unpaid family workers	16,680	17,363	683	-
11	238///	Specialty trade contractors	8,139	8,683	544	\$40,980
12	524///	Insurance carriers & related activities	13,649	14,177	528	\$64,632
13	484///	Truck transportation	4,700	5,227	527	\$33,480
14	423///	Merchant wholesalers, durable goods	5,909	6,407	498	\$47,268
15	551///	Management of companies and enterprises	1,560	2,058	498	\$51,216
16	813///	Religious, civic & professional orgs.	6,517	6,985	468	\$18,792
17	713///	Amusements, gambling & recreation ind.	3,215	3,682	467	\$15,648
18	721///	Accommodation	2,440	2,893	453	\$13,644
19	812///	Personal and laundry services	2,612	3,011	399	\$18,912
20	522///	Credit intermediation & related activities	4,501	4,877	376	\$34,692
		Source: Illinois Department of Em Totals in declining and growing industr				

North Central Illinois - Top 20 Projected Growth Occupations Summary

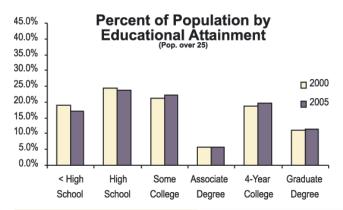
- Eleven occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include motor vehicle operators (13.1% more), other personal care and service workers (11.5% more), and other management occupations (11.3% more).
- Health diagnosing and treating practitioners, an occupation with a mean annual wage of \$40,491, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by food and beverage serving workers, retail sales workers, primary/secondary/special education school teachers, and building cleaning and pest control workers. These five occupations will make up 22.3% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,516 in food and beverage serving workers to a high of \$60,529 for top executives.
- The top 20 growth occupations will make up 62% of the new jobs created in the North Central region through 2012.

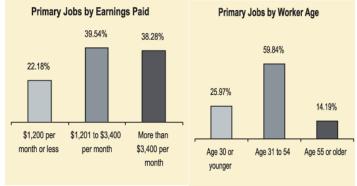
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

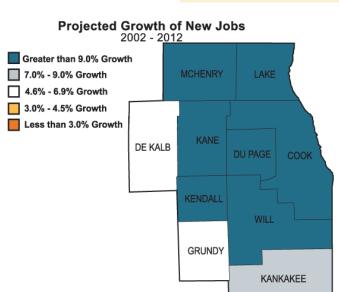
	No	rth Central Illinois - T	op 20 Pr	ojected G	Frowth (Occupo	ations	
Rank	SOC	Ti t le	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employement	325,601	352,429	26,828	-	-	-
	-	Total - Growing Occupations	260,229	289,971	29,742	-	-	-
	-	Total - Declining Occupations	65,303	62,397	-2,906	-	-	-
1	29-1000	Health Diagnosing and Treating Practitioners	10,311	12,832	2,521	252	205	\$44,552
2	35-3000	Food and Beverage Serving Workers	12,347	14,497	2,150	215	602	\$14,516
3	41-2000	Retail Sales Workers	16,870	18,483	1,613	161	711	\$16,111
4	25-2000	Primary/Secondary/Special Ed. School Teachers	9,822	11,034	1,212	121	228	\$40,553
5	37-2000	Building Cleaning and Pest Control Workers	8,767	9,854	1,087	109	172	\$17,842
6	29-2000	Health Technologists and Technicians	5,111	6,174	1,063	106	91	\$30,296
7	13-1000	Business Operations Specialists	7,404	8,443	1,039	104	127	\$45,185
8	47-2000	Construction Trades Workers	10,978	12,006	1,028	103	199	\$45,050
9	43-4000	Information and Record Clerks	11,092	12,096	1,004	100	230	\$22,580
10	31-1000	Nursing, Psychiatric and Home Health Aides	4,559	5,531	972	97	60	\$20,299
11	15-1000	Computer Specialists	5,196	6,135	939	94	69	\$52,774
12	53-3000	Motor Vehicle Operators	9,049	9,980	931	93	136	\$28,645
13	25-1000	Postsecondary Faculty	3,166	3,933	767	77	69	\$50,403
14	11-1000	Top Executives	7,202	7,956	754	75	135	\$57,482
15	35-2000	Cooks and Food Preparation Workers	6,944	7,689	745	75	224	\$16,749
16	25-3000	Other Teachers and Instructors	2,491	3,205	714	71	31	\$23,628
17	31-9000	Other Healthcare Support Occupations	2,741	3,449	708	71	58	\$25,525
18	39-9000	Other Personal Care and Service Workers	4,866	5,567	701	70	110	\$17,212
19	21-1000	Counselors/Social Workers/ Comm Service Specs	3,081	3,684	603	60	60	\$33,030
20	11-9000	Other Management Occupations	19,355	19,872	517	52	248	\$60,529
		Source: Illinois I	Department of	Employment	Security			

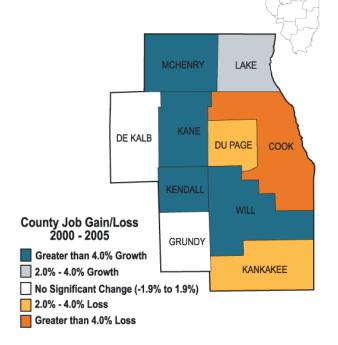
NORTHEASTERN REGIONAL SUMMARY

Profile	2000	2005	% Change
Population (1/1/2005):	8,376,601	8,688,926	+3.7%
Population, Median Age:	33.7	33.8	+0.3%
Percent Population 65+:	10.8%	10.3%	-1.0%
White Population, Alone:	5,526,238	5,617,590	+1.7%
Black Population, Alone:	1,575,951	1,551,837	-1.5%
Asian Population, Alone:	385,656	447,098	+15.9%
Other Population:	888,756	1,072,401	+20.7%
Hispanic Population:	1 421 543	1 630 773	+14 7%





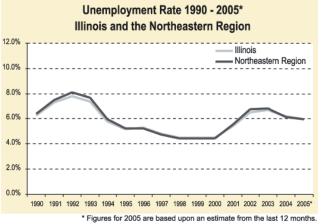




Total Employment 2000-2005*

Area Name	2000	2005	% Change
Cook County	2,601,392	2,472,467	-4.96%
DeKalb County	49,506	49,785	+0.56%
DuPage County	512,979	499,887	-2.55%
Grundy County	20,025	20,060	+0.18%
Kane County	212,598	227,672	+7.09%
Kankakee County	49,905	48,755	-2.30%
Kendall County	31,355	36,112	+15.17%
Lake County	325,399	333,925	+2.62%
McHenry County	146,193	152,659	+4.42%
Will County	267,884	295,329	+10.25%
Regional Total	4,217,236	4,136,651	-1.9%

^{*} Figures for 2005 are a seven month average (January through July).



DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

Northeastern Illinois - Industry Structure Summary

- The Northeastern region lost 12,023 manufacturing jobs (20.3%) from 2001 to 2003, which was more than the state average loss of 18.8%.
- The annual mean wage of \$48,300 for stable manufacturing jobs in the region is greater than the state average of \$46,603 by \$1,697.
- Manufacturing¹ jobs make up 12.0% of total employment in the Northeastern region which is less than the state average of 12.3%.
- Higher-wage² service jobs make up 19.5% of total employment in the Northeastern region which is greater than the state average of 17.0%.
- Lower-wage³ service jobs make up 31.2% of total employment in the Northeastern region which is less than the state average of 32.0%.

	Northeastern Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	Hires New Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	4,108,354	3,946,836	-3.9%	309,769	290,641	\$45,312	\$30,180	
Manufacturing Total	593,412	473,173	-20.3%	26,436	21,379	\$48,300	\$37,642	
Higher-Wage Service	743,906	769,842	3.5%	54,579	55,821	\$68,636	\$51,779	
Lower-Wage Service	1,214,440	1,230,913	1.4%	112,667	89,935	\$33,027	\$21,149	

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Northeastern Illinois - Top 20 Projected Growth Industries Summary

The Northeastern region is projected to gain 489,118 net new jobs between 2002 and 2012, an 11.1% increase. This is greater than the statewide projected net increase of 9.8%.

- Administrative and support services, an industry with a mean annual wage of \$26,820, will have the largest percentage increase in jobs in the region through 2012 followed by professional, scientific and technical services, educational services, ambulatory health care services, and food services and drinking places. These five industries will be responsible for 47.4% of total growth in new jobs in the Northeastern region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$14,904 in food services and drinking places to a high of \$75,228 for professional, scientific and technical services.
- The top 20 growth sectors make up 80.6% of the expected total growth in new jobs in the Northeastern region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

		Northeastern Illinois - Top 20 Pro	jected Gr	owth Indu	stries	
Rank	NAICS	- - -	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Меап Wage, 2003
-	-	All Public and Private Employment	4,409,576	4,898,694	489,118	-
-	-	Total - declining industries*	275,118	254,747	-20,371	-
-	-	Total - growing industries*	3,898,768	4,403,826	505,058	-
1	561///	Administrative and support services	287,150	354,163	67,013	\$26,820
2	541///	Professional, scientific & tech. services	297,721	356,889	59,168	\$ 75,228
3	611///	Educational services	344,512	383,744	39,232	\$39,636
4	621///	Ambulatory health care services	120,885	158,522	37,637	\$57,492
5	722///	Food services and drinking places	242,180	278,281	36,101	\$14,904
6	238///	Specialty trade contractors	142,464	171,674	29,210	\$56,340
7	623///	Nursing and residential care facilities	68,018	92,972	24,954	\$23,592
8	624///	Social assistance	61,939	78,127	16,188	\$20,784
9	423///	Merchant wholesalers, durable goods	144,665	157,534	12,869	\$61,116
10	713///	Amusements, gambling & recreation ind.	40,483	52,800	12,317	\$19,644
11	813///	Religious, civic & professional orgs.	97,732	108,549	10,817	\$38,088
12	622///	Hospitals	165,599	175,516	9,917	\$43,380
13	443///	Electronics and appliance stores	23,097	31,652	8,555	\$38,316
14	522///	Credit intermediation & related activities	110,150	117,493	7,343	\$60,288
15	493///	Warehousing and storage	28,872	36,131	7,259	\$32,076
16	100///	Self employed and unpaid family workers	177,103	183,176	6,073	-
17	452///	General merchandise stores	72,452	78,342	5,890	\$17,916
18	531///	Real estate	46,819	52,373	5,554	\$51,192
19	444///	Building material & garden equip. stores	32,861	38,382	5,521	\$27,828
20	721///	Accommodation	36,482	41,967	5,485	\$25,800
		Source: Illinois Department of Er Totals in declining and growing indus				

Northeastern Illinois - Top 20 Projected Growth Occupations Summary

- Eight occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include retail sales workers (12.2% more), other management occupations (10.8% more), and material moving workers (10.7% more).
- Construction trades workers, an occupation with a mean annual wage of \$55,375, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by business operations specialists, computer specialists, food and beverage serving workers, and health diagnosing and treating practitioners. These five occupations will make up 16.7% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,408 in food and beverage serving workers to a high of \$91,025 for top executives.
- The top 20 growth occupations will make up 59.1% of the new jobs created in the Northeastern region through 2012.

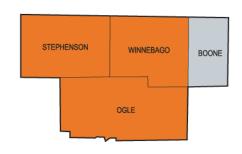
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

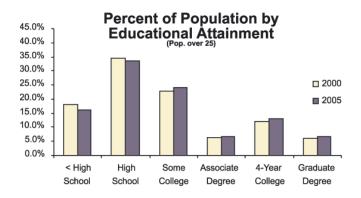
	Northeastern Illinois - Top 20 Projected Growth Occupations							
Rank	soc	Ti⁴le	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	4,409,576	4,898,687	489,111	-	-	-
	-	Total - Growing Occupations	3,840,745	4,344,587	503,842	-	-	-
	-	Total - Declining Occupations	568,148	553,414	-14,734	-	-	-
1	47-2000	Construction Trades Workers	160,980	190,614	29,634	2,963	2,940	\$55,375
2	13-1000	Business Operations Specialists	119,779	144,147	24,368	2,437	2,077	\$52,234
3	15-1000	Computer Specialists	99,731	123,466	23,735	2,373	1,324	\$62,654
4	35-3000	Food and Beverage Serving Workers	139,758	163,205	23,447	2,345	6,809	\$14,408
5	29-1000	Health Diagnosing and Treating Practitioners	120,748	143,941	23,193	2,319	2,405	\$53,337
6	41-2000	Retail Sales Workers	236,309	259,165	22,856	2,286	9,823	\$18,502
7	43-4000	Information and Record Clerks	178,050	196,565	18,515	1,851	3,689	\$27,505
8	25-2000	Primary/Secondary/ Special Ed. School Teachers	124,713	142,793	18,080	1,808	2,880	\$44,938
9	37-2000	Building Cleaning and Pest Control Workers	110,891	127,150	16,259	1,626	2,171	\$20,584
10	53-3000	Motor Vehicle Operators	125,678	141,155	15,477	1,548	1,885	\$33,881
11	11-1000	Top Executives	112,138	127,219	15,081	1,508	2,097	\$91,025
12	13-2000	Financial Specialists	82,813	95,531	12,718	1,272	1,463	\$52,915
13	11-9000	Other Management Occupations	122,163	134,190	12,027	1,203	2,321	\$67,405
14	31-1000	Nursing, Psychiatric and Home Health Aides	43,062	54,368	11,306	1,131	564	\$20,567
15	53-7000	Material Moving Workers	188,355	199,606	11,251	1,125	5,294	\$21,802
16	39-9000	Other Personal Care and Service Workers	55,623	66,644	11,021	1,102	1,247	\$20,012
17	11-3000	Operations Specialties Managers	72,448	83,057	10,609	1,061	1,265	\$63,642
18	29-2000	Health Technologists and Technicians	61,208	71,782	10,574	1,057	1,072	\$35,069
19	41-4000	Sales Reps, Wholesale and Manufacturing	67,754	77,900	10,146	1,015	1,782	\$49,994
20	25-1000	Postsecondary Faculty	48,553	58,627	10,074	1,007	1,097	\$51,316
		Source: Illin	ois Department	of Employment	Security			

NORTHERN STATELINE REGIONAL SUMMARY



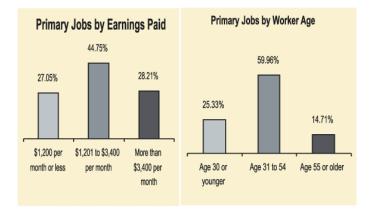
Profile	2000	2005	% Change
Population (1/1/2005):	420,215	438,459	+4.3%
Population, Median Age:	36.2	36.3	+0.3%
Percent Population 65+:	13.0%	12.4%	-0.6%
White Population, Alone:	359,630	371,466	+3.3%
Black Population, Alone:	33,677	33,897	+0.7%
Asian Population, Alone:	5,683	6,722	+18.3%
Other Population:	21,225	26,374	+24.3%
Hispanic Population:	28,238	33,410	+18.3%





County Job Gain/Loss 2000 - 2005



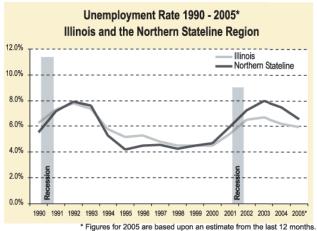


Total Employment 2000-2005 *

Area Name	2000	2005	% Change
Boone County	20,929	21,477	+2.62%
Ogle County	25,778	24,583	-4.64%
Stephenson County	24,565	23,391	-4.78%
Winnebago County	139,500	132,067	-5.33%
Regional Total	210,772	201,517	-4.39%

^{*} Figures for 2005 are a seven month average (January through July).

Projected Growth of New Jobs 2002 - 2012 STEPHENSON WINNEBAGO Greater than 9.0% Growth 7.0% - 9.0% Growth OGLE 4.6% - 6.9% Growth 3.0% - 4.5% Growth Less than 3.0% Growth



DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

Northern Stateline Illinois - Industry Structure Summary

- The Northern Stateline region lost 6,930 manufacturing jobs (14.3%) from 2001 to 2003, which was less than the state average loss of 18.8%.
- The annual mean wage of \$43,344 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$3,259.
- Manufacturing¹ jobs make up 23.0% of total employment in the Northern Stateline region which is greater than the state average of 12.3%.
- Higher-wage service² jobs make up 9.4% of total employment in the Northern Stateline region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 31.2% of total employment in the Northern Stateline region which is less than the state average of 32.0%.

No	Northern Stateline Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	191,185	181,256	-5.2%	14,686	12,925	35,037	\$22,050	
Manufacturing Total	48,595	41,665	-14.3%	2,334	1,727	\$43,344	\$33,317	
Higher-Wage Service	18,414	17,086	-7.2%	1,240	1,255	\$40,627	\$29,852	
Lower-Wage Service	56,114	56,619	0.9%	5,353	4,160	\$27,249	\$16,201	

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Northern Stateline Illinois - Top 20 Projected Growth Industries Summary

The Northern Stateline region is projected to gain 13,897 net new jobs between 2002 and 2012, a 6.7% increase. This is less than the statewide projected net increase of 9.8%.

- Administrative and support services, an industry with a mean annual wage of \$20,388, will have the largest percentage increase in jobs in the region through 2012 followed by ambulatory health care services, transportation equipment manufacturing, nursing and residential care facilities, and specialty trade contractors. These five industries will be responsible for 45.6% of total growth in new jobs* in the Northern Stateline region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,524 in food services and drinking places to a high of \$57,480 for ambulatory health care services.
- The top 20 growth sectors make up 86.3% of the expected total growth in new jobs in the Northern Stateline region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	No	rthern Stateline Illinois - Top 20	Projected	Growth I	ndustries	S
Rank	NAICS	Title	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003
-	-	All Public and Private Employment	207,087	220,984	13,897	-
-	-	Total - declining industries*	47,681	44,562	-3,119	-
-	-	Total - growing industries*	148,412	164,478	16,066	-
1	561///	Administrative and support services	11,890	14,273	2,383	\$20,388
2	621///	Ambulatory health care services	6,714	8,231	1,517	\$57,480
3	336///	Transportation equipment mfg.	5,337	6,680	1,343	\$43,308
4	623///	Nursing and residential care facilities	5,113	6,182	1,069	\$21,864
5	238///	Specialty trade contractors	6,787	7,795	1,008	\$45,456
6	622///	Hospitals	8,411	9,306	895	\$36,324
7	611///	Educational services	13,760	14,605	845	\$30,948
8	541///	Professional, scientific & tech. services	4,652	5,388	736	\$48,024
9	722///	Food services and drinking places	11,771	12,442	671	\$10,524
10	100///	Self employed and unpaid family workers	10,366	10,946	580	NA
11	624///	Social assistance	2,204	2,659	455	\$17,532
12	813///	Religious, civic & professional orgs.	6,382	6,766	384	\$15,552
13	452///	General merchandise stores	4,334	4,716	382	\$16,536
14	484///	Truck transportation	1,990	2,261	271	\$40,788
15	811///	Repair and maintenance	2,317	2,571	254	\$30,168
16	236///	Construction of buildings	1,703	1,947	244	\$39,432
17	445///	Food and beverage stores	4,817	5,033	216	\$18,288
18	444///	Building material & garden equip. stores	1,711	1,926	215	\$ 25,140
19	311///	Food manufacturing	4,327	4,535	208	\$42,396
20	522///	Credit intermediation & related activities	3,326	3,518	192	\$34,620
		Source: Illinois Department of Er			· ·	

Totals in declining and growing industry exclude government.

Northern Stateline Illinois - Top 20 Projected Growth Occupations Summary

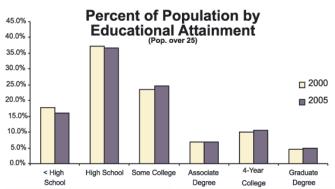
- Fifteen occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include material moving workers (22.4% more), other production occupations (11.6% more), and other management occupations (10.5% more).
- Construction trades workers, an occupation with a mean annual wage of \$43,678, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by health diagnosing and treating practitioners, retail sales workers, motor vehicle operators, and food and beverage serving workers. These five occupations will make up 21.3% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,340 in food and beverage serving workers to a high of \$80,676 for top executives.
- The top 20 growth occupations will make up 60.3% of the new jobs created in the Northern Stateline region through 2012.

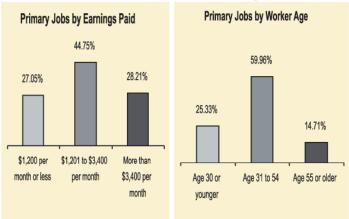
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

Northern Stateline Illinois - Top 20 Projected Growth Occupations								
Rank	soc	Ti . le	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employement	207,087	220,984	13,897	-	-	-
	-	Total - Growing Occupations	176,358	191,834	15,476	-	-	-
	-	Total - Declining Occupations	30,623	29,040	-1,583	-	-	-
1	47-2000	Construction Trades Workers	8,266	9,537	1,271	127	150	\$47,814
2	29-1000	Health Diagnosing and Treating Practitioners	6,308	7,509	1,201	120	123	\$44,771
3	41-2000	Retail Sales Workers	10,578	11,329	751	75	446	\$17,800
4	53-3000	Motor Vehicle Operators	5,819	6,569	750	75	85	\$27,976
5	35-3000	Food and Beverage Serving Workers	6,580	7,148	568	57	321	\$14,340
6	29-2000	Health Technologists and Technicians	3,063	3,553	490	49	53	\$32,137
7	13-1000	Business Operations Specialists	3,707	4,192	485	48	65	\$42,611
8	43-4000	Information and Record Clerks	6,710	7,193	483	48	140	\$25,241
9	31-1000	Nursing, Psychiatric and Home Health Aides	2,568	3,048	480	48	34	\$20,805
10	37-2000	Building Cleaning and Pest Control Workers	4,875	5,315	440	44	95	\$17,190
11	25-2000	Primary/Secondary/Special Ed. School Teachers	6,622	7,033	411	41	156	\$44,696
12	31-9000	Other Healthcare Support Occupations	1,834	2,239	405	40	39	\$22,864
13	49-9000	Other Installation, Maintenance and Repair Occs	3,908	4,307	399	40	84	\$37,413
14	11-1000	Top Executives	4,722	5,120	398	40	88	\$80,676
15	25-3000	Other Teachers and Instructors	1,488	1,879	391	39	18	\$33,263
16	21-1000	Counselors/Social Workers/ Comm Service Specs	1,732	2,079	347	35	33	\$37,236
17	51-9000	Other Production Occupations	7,008	7,342	334	33	172	\$25,133
18	53-7000	Material Moving Workers	9,335	9,668	333	33	260	\$22,580
19	15-1000	Computer Specialists	2,473	2,789	316	32	33	\$49,576
20	11-9000	Other Management Occupations	8,793	9,097	304	30	123	\$61,642
	Source: Illinois Department of Employment Security							

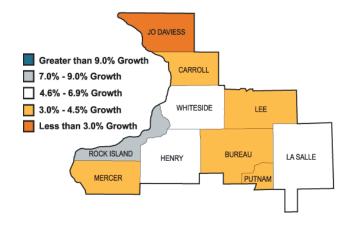
NORTHWESTERN REGIONAL SUMMARY

Profile	2000	2005	% Change	
Population (1/1/2005):	506,127	501,969	-0.8%	
Population, Median Age:	38.4	38.7	+0.8%	
Percent Population 65+:	16.1%	15.5%	-4.5%	
White Population, Alone:	467,572	459,529	-1.7%	
Black Population, Alone:	16,293	15,994	-1.8%	
Asian Population, Alone:	3,142	3,473	+10.5%	
Other Population:	19,120	22,973	+20.2%	
Hispanic Population:	29.344	32,523	+10.8%	





Projected Growth of New Jobs 2002 - 2012





County Job Gain/Loss 2000 - 2005

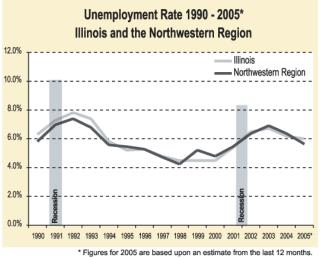
Greater than 4.0% Growth 2.0% - 4.0% Loss Greater than 4.0% Growth Greater than 4.0% Loss

No Significant Change (-1.9% to 1.9%)

Total Employment 2000-2005 *

2000	2005	% Change	
18,143	17,483	-3.64%	
8,106	7,706	-4.93%	
25,933	25,456	-1.84%	
12,209	11,648	-4.60%	
53,245	51,954	-2.42%	
16,902	17,325	2.50%	
8,327	8,261	-0.79%	
2,980	2,907	-2.44%	
73,941	72,574	-1.85%	
29,514	28,164	-4.58%	
249,300	243,479	-2.33%	
	18,143 8,106 25,933 12,209 53,245 16,902 8,327 2,980 73,941 29,514	18,143 17,483 8,106 7,706 25,933 25,456 12,209 11,648 53,245 51,954 16,902 17,325 8,327 8,261 2,980 2,907 73,941 72,574 29,514 28,164	

* Figures for 2005 are a seven month average (January through July).



rigares for 2000 are based aport arrestinate from the last 12 months

DATA SOURCES: Illinois Department of Employment Security, 2005; EASI Analytics, Inc., 2005

Northwestern Illinois - Industry Structure Summary

- The Northwestern region lost 6,664 manufacturing jobs (19%) from 2001 to 2003, which was more than the state average loss of 18.8%.
- The annual mean wage of \$41,556 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$5,047.
- Manufacturing¹ jobs make up 15.1% of total employment in the Northwestern region which is greater than the state average of 12.3%.
- Higher-wage service² jobs make up 10.5% of total employment in the Northwestern region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 32.4% of total employment in the Northwestern region which is greater than the state average of 32.0%.

Northwestern Illinois - Industry Structure								
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	195,018	188,600	-3.3%	15,713	12,564	\$31,194	\$19,212	
Manufacturing Total	35,063	28,409	-19.0%	2,361	1,516	\$41,556	\$31,495	
Higher-Wage Service	17,663	19,875	12.5%	1,871	1,158	\$41,144	\$29,755	
Lower-Wage Service	58,844	61,197	4.0%	5,158	4,444	\$22,998	\$13,192	

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Northwestern Illinois - Top 20 Projected Growth Industries Summary

The Northwestern region is projected to gain 13,724 net new jobs between 2002 and 2012, a 5.9% increase. This is less than the statewide projected net increase of 9.8%.

- Food services and drinking places, an industry with a mean annual wage of \$10,056, will have the largest percentage increase in jobs in the region through 2012 followed by educational services, ambulatory health care services, administrative and support services, and nursing and residential care facilities. These five industries will be responsible for 41.1% of total growth in new jobs in the Northwestern region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$9,252 in accommodation to a high of \$47,844 for ambulatory health care services.
- The top 20 growth sectors make up 83.4% of the expected total growth in new jobs in the Northwestern region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	Northwestern Illinois - Top 20 Projected Growth Industries							
Rank	NAICS	Title	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Меап Wage, 2003		
-	-	All Public and Private Employment	231,851	245,575	13,724	-		
-	-	Total - declining industries*	41,501	38,573	-2,928	-		
-	-	Total - growing industries*	168,359	183,910	15,551	-		
1	722///	Food services and drinking places	13,375	15,080	1,705	\$10,056		
2	611///	Educational services	16,944	18,213	1,269	\$28,500		
3	621///	Ambulatory health care services	5,969	7,224	1,255	\$47,844		
4	561///	Administrative and support services	7,662	8,866	1,204	\$17,340		
5	623///	Nursing and residential care facilities	6,112	7,078	966	\$18,876		
6	541///	Professional, scientific & tech. services	4,720	5,526	806	\$37,224		
7	622///	Hospitals	8,463	9,236	773	\$32,916		
8	452///	General merchandise stores	6,257	6,863	606	\$18,516		
9	100///	Self employed and unpaid family workers	16,098	16,641	543	NA		
10	721///	Accommodation	2,247	2,756	509	\$9,252		
11	624///	Social assistance	2,905	3,391	486	\$17,424		
12	484///	Truck transportation	3,225	3,644	419	\$38,556		
13	238///	Specialty trade contractors	5,938	6,320	382	\$38,952		
14	423///	Merchant wholesalers, durable goods	5,350	5,701	351	\$42,936		
15	493///	Warehousing and storage	354	685	331	\$29,916		
16			2,354	2,682	328	\$15,576		
17			4,394	4,712	318	\$13,596		
18	522///	Credit intermediation & related activities	4,514	4,773	259	\$33,288		
19	444///	Building material & garden equip. stores	1,817	2,059	242	\$24,828		
20	811///	Repair and maintenance	2,204	2,422	218	\$26,856		
	Source: Illinois Department of Employment Security.							

Source: Illinois Department of Employment Security.

Totals in declining and growing industry exclude government.

Northwestern Illinois - Top 20 Projected Growth Occupations Summary

- Twelve occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include cooks and food preparation workers (18.6% more), building cleaning and pest control workers (13.2% more), and construction trades workers (10.5% more).
- Food and beverage serving workers, an occupation with a mean annual wage of \$13,673, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by health diagnosing and treating practitioners, retail sales workers, motor vehicle operators, and construction trades workers. These five occupations will make up 23.1% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$13,673 in food and beverage serving workers to a high of \$67,960 for top executives.
- The top 20 growth occupations will make up 54.1% of the new jobs created in the Northwestern region through 2012.

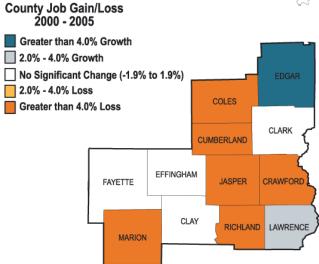
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

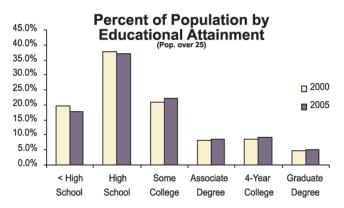
	Northwestern Illinois - Top 20 Projected Growth Occupations							
Rank	SOC	. <u>∓</u> 	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	231,851	245,575	13,724	-	-	-
	-	Total - Growing Occupations	189,636	205,460	15,824	-	-	-
	-	Total - Declining Occupations	42,037	39,938	-2,099	1	-	-
1	35-3000	Food and Beverage Serving Workers	7,821	8,938	1,117	112	381	\$13,673
2	29-1000	Health Diagnosing and Treating Practitioners	6,800	7,891	1,091	109	133	\$48,917
3	41-2000	Retail Sales Workers	13,275	14,226	951	95	561	\$15,729
4	53-3000	Motor Vehicle Operators	7,411	8,146	735	74	114	\$25,143
5	47-2000	Construction Trades Workers	8,453	9,127	674	67	153	\$42,604
6	13-1000	Business Operations Specialists	4,743	5,387	644	64	85	\$46,549
7	25-2000	Primary/Secondary/Special Ed. School Teachers	7,887	8,527	640	64	186	\$39,534
8	15-1000	Computer Specialists	3,186	3,701	515	51	42	\$50,153
9	25-3000	Other Teachers and Instructors	1,821	2,289	468	47	22	\$39,344
10	43-4000	Information and Record Clerks	7,553	8,019	466	47	159	\$23,307
11	29-2000	Health Technologists and Technicians	3,338	3,803	465	47	59	\$29,998
12	31-1000	Nursing, Psychiatric and Home Health Aides	3,037	3,481	444	44	40	\$19,517
13	37-2000	Building Cleaning and Pest Control Workers	5,506	5,916	410	41	109	\$17,593
14	11-1000	Top Executives	5,069	5,478	409	41	95	\$67,960
15	31-9000	Other Healthcare Support Occupations	1,800	2,161	361	36	38	\$22,499
16	39-9000	Other Personal Care and Service Workers	3,639	3,985	346	35	84	\$16,845
17	33-3000	Law Enforcement Workers	1,748	2,084	336	34	41	\$34,416
18	35-2000	Cooks and Food Preparation Workers	4,482	4,812	330	33	145	\$15,893
19	41-4000	Sales Reps, Wholesale and Manufacturing	2,998	3,324	326	33	79	\$42,945
20	21-1000	Counselors/Social Workers/ Comm Service Specs	2,115	2,435	320	32	41	\$29,932
		Source: Illinois	Department of	Employment S	Security			

SOUTHEASTERN REGIONAL SUMMARY



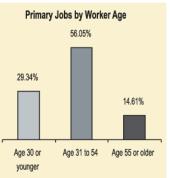
Profile	2000	2005	% Change
Population (1/1/2005):	275,648	270,628	-1.8%
Population, Median Age:	37.1	37.3	+0.5%
Percent Population 65+:	16.1%	15.6%	-5.0%
White Population, Alone:	265,813	260,315	-2.1%
Black Population, Alone:	5,457	5,249	-3.8%
Asian Population, Alone:	1,224	1,331	+8.7%
Other Population:	3,154	3,733	+18.4%
Hispanic Population:	2,565	2,726	+6.3%





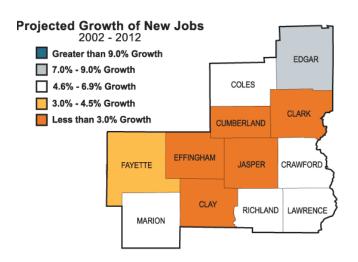
Total Employment 2000-2005 *

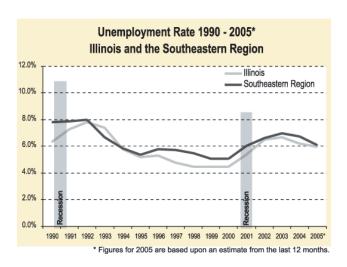
Primary Jobs by Earnings Paid	Prima
\$1,200 per \$1,201 to \$3,400 More than month or less per month \$3,400 per month	29.34% Age 30 or younger



Area Name	2000	2005	% Change
Clark County	8,270	8,111	-1.92%
Clay County	6,728	6,617	-1.66%
Coles County	26,924	25,412	-5.61%
Crawford County	9,024	8,637	-4.29%
Cumberland County	5,543	5,255	-5.20%
Edgar County	9,405	10,008	+6.42%
Effingham County	17,492	17,225	-1.52%
Fayette County	9,585	9,652	+0.70%
Jasper County	5,055	4,849	-4.08%
Lawrence County	7,620	7,899	+3.66%
Marion County	19,503	16,815	-13.78%
Richland County	7,361	7,024	-4.57%
Regional Total	132,510	127,505	-3.78%
* Figu	ree for 2005 are a se	aven month ave	rage / January throu

* Figures for 2005 are a seven month average (January through July).





Southeastern Illinois - Industry Structure Summary

- The Southeastern region lost 286 manufacturing jobs (1.5%) from 2001 to 2003, which was less than the state average loss of 18.8%.
- The annual mean wage of \$33,540 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$13,063.
- Manufacturing¹ jobs make up 17.2% of total employment in the Southeastern region which is greater than the state average of 12.3%.
- Higher-wage service² jobs make up 6.7% of total employment in the Southeastern region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 30.2% of total employment in the Southeastern region which is less than the state average of 32.0%.

Southeastern Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003
Total public/private employment in sectors*	117,838	112,212	-4.8%	8,345	8,462	\$28,218	\$18,828
Manufacturing Total	19,001	19,287	1.5%	908	1,071	\$33,540	\$25,918
Higher-Wage Service	11,226	7,565	-32.6%	460	462	\$30,180	\$22,169
Lower-Wage Service	35,415	33,854	-4.4%	2,978	2,798	\$22,877	\$13,145

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Southeastern Illinois - Top 20 Projected Growth Industries Summary

The Southeastern region is projected to gain 5,910 net new jobs between 2002 and 2012, a 4.4% increase. This is less than the statewide projected net increase of 9.8%.

- Educational services, an industry with a mean annual wage of \$27,768, will have the
 largest percentage increase in jobs in the region through 2012 followed by food services
 and drinking places, nursing and residential care facilities, administrative and support
 services, and ambulatory health care services. These five industries will be responsible for
 48.6% of total growth in new jobs* in the Southeastern region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$8,652 in food services and drinking places to a high of \$46,500 for ambulatory health care services.
- The top 20 growth sectors make up 86.2% of the expected total growth in new jobs in the Southeastern region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	Southeastern Illinois - Top 20 Projected Growth Industries							
Rank	NAICS	TiHe	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003		
-	-	All Public and Private Employment	135,656	141,566	5,910	-		
-	-	Total - declining industries*	32,775	29,463	-3,312	-		
-	-	Total - growing industries*	94,865	103,831	8,966	-		
1	611///	Educational services	12,862	14,263	1,401	\$27,768		
2	722///	Food services and drinking places	7,282	8,143	861	\$8,652		
3	623///	Nursing and residential care facilities	5,157	6,000	843	\$18,156		
4	561///	Administrative and support services	4,691	5,357	666	\$12,084		
5	621///	Ambulatory health care services	3,497	4,080	583	\$46,500		
6	622///	Hospitals	4,403	4,879	476	NA		
7	484///	Truck transportation	1,584	2,052	468	\$32,868		
8	624///	Social assistance	2,358	2,694	336	\$15,420		
9	326///	Plastics and rubber products mfg.	2,144	2,469	325	\$33,528		
10	452///	General merchandise stores	3,331	3,622	291	\$19,524		
11	238///	Specialty trade contractors	2,743	3,009	266	\$31,644		
12	311///	Food manufacturing	1,844	2,102	258	\$38,856		
13	493///	Warehousing and storage	1,077	1,301	224	\$36,252		
14	813///	Religious, civic & professional orgs.	2,287	2,418	131	\$11,172		
15	100///	Self employed and unpaid family workers	8,631	8,751	120	NA		
16	444///	Building material & garden equip. stores	988	1,091	103	\$20,544		
17	541///	Professional, scientific & tech. services	1,957	2,057	100	\$35,808		
18	445///	Food and beverage stores	2,225	2,322	97	\$12,144		
19	423///	Merchant wholesalers, durable goods	1,794	1,889	95	\$37,860		
20	337///	Furniture and related product mfg.	1,133	1,217	84	\$34,560		
		Source: Illinois Department of Er Totals in declining and growing indus						

Southeastern Illinois - Top 20 Projected Growth Occupations Summary

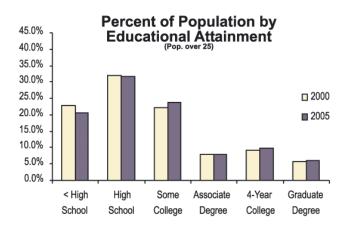
- Twelve occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include cooks and food preparation workers (19.8% more), business operations specialists (13.1% more), and construction trades workers (13% more).
- Primary/secondary/special education school teachers, an occupation with a mean annual
 wage of \$36,281, is the occupation which is projected to have the highest percentage
 increase of employment through 2012, followed by health diagnosing and treating
 practitioners, food and beverage serving workers, motor vehicle operators, and retail sales
 workers. These five occupations will make up 26.1% of the new jobs* created in the region
 through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$13,912 in food and beverage serving workers to a high of \$58,253 for top executives.
- The top 20 growth occupations will make up 61.9% of the new jobs created in the Southeastern region through 2012.

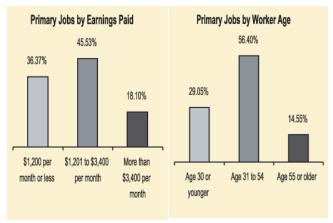
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

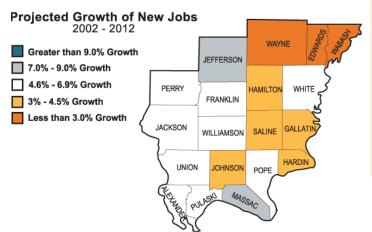
	Southeastern Illinois - Top 20 Projected Growth Occupations							
Rank	soc	Title	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	135,656	141,566	5,910	-	-	-
	-	Total - Growing Occupations	86,947	95,032	8,085	-	-	-
	-	Total - Declining Occupations	48,118	45,948	-2,170	1	-	•
1	25-2000	Primary/Secondary/Special Ed. School Teachers	4,634	5,289	655	65	109	\$36,281
2	29-1000	Health Diagnosing and Treating Practitioners	3,741	4,362	621	62	73	\$46,198
3	35-3000	Food and Beverage Serving Workers	4,095	4,648	553	55	200	\$13,912
4	53-3000	Motor Vehicle Operators	3,757	4,280	523	52	57	\$25,177
5	41-2000	Retail Sales Workers	6,489	6,965	476	48	275	\$15,293
6	47-2000	Construction Trades Workers	4,419	4,808	389	39	78	\$33,976
7	25-3000	Other Teachers and Instructors	1,188	1,519	331	33	15	\$21,326
8	31-1000	Nursing, Psychiatric and Home Health Aides	2,168	2,487	319	32	28	\$17,626
9	25-1000	Postsecondary Faculty	1,752	2,035	283	28	35	\$51,500
10	29-2000	Health Technologists and Technicians	1,892	2,155	263	26	33	\$26,508
11	21-1000	Counselors/Social Workers/ Comm Service Specs	1,464	1,701	237	24	28	\$35,294
12	13-1000	Business Operations Specialists	2,072	2,284	212	21	36	\$38,098
13	31-9000	Other Healthcare Support Occupations	1,065	1,269	204	20	23	\$22,459
14	25-9000	Other Educational Training & Library Occupations	1,218	1,408	190	19	22	\$19,321
15	11-1000	Top Executives	2,710	2,869	159	16	51	\$58,253
16	33-3000	Law Enforcement Workers	908	1,065	157	16	21	\$41,436
17	43-4000	Information and Record Clerks	3,808	3,963	155	16	81	\$21,870
18	35-2000	Cooks and Food Preparation Workers	2,514	2,668	154	15	81	\$15,179
19	49-9000	Other Installation, Maintenance and Repair Occs	2,240	2,380	140	14	48	\$29,797
20	41-1000	Supervisors, Sales Workers	1,650	1,777	127	13	30	\$29,074
	Source: Illinois Department of Employment Security							

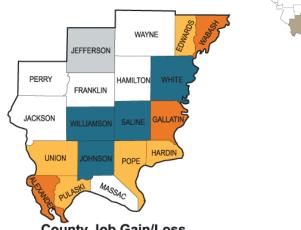
SOUTHERN REGIONAL SUMMARY

Profile	2000	2005	% Change
Population (1/1/2005):	389,777	387,348	-0.6%
Population, Median Age:	37.6	38	+1.1%
Percent Population 65+:	16.4%	15.8%	-4.3%
White Population, Alone:	355,337	352,143	-0.9%
Black Population, Alone:	24,346	23,415	-3.8%
Asian Population, Alone:	3,026	3,36	+11.2%
Other Population:	7,068	8,425	+19.2%
Hispanic Population:	5,402	5,957	+10.3%









County Job Gain/Loss 2000 - 2005

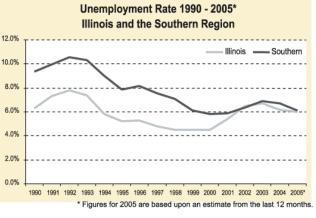
2000 2000	
Greater than 4.0% Growth	2.0% - 4.0% Loss
2.0% - 4.0% Growth	Greater than 4.0% Loss

■ No Significant Change (-1.9% to 1.9%)

Total	Employm	ent 20	000-200)5 *

Area Name	2000	2005	% Change
Alexander County	3,338	3,191	-4.41%
Edwards County	3,447	3,312	-3.91%
Franklin County	16,311	16,340	+0.18%
Gallatin County	2,691	2,569	-4.53%
Hamilton County	3,781	3,753	-0.75%
Hardin County	1,816	1,752	-3.51%
Jackson County	28,929	29,357	+1.48%
Jefferson County	18,044	18,600	+3.08%
Johnson County	4,541	4,758	+4.77%
Massac County	6,816	6,843	+0.40%
Perry County	9,557	9,543	-0.15%
Pope County	1,896	1,852	-2.34%
Pulaski County	2,872	2,809	-2.20%
Saline County	10,942	11,412	+4.30%
Union County	7,806	7,641	-2.12%
Wabash County	6,514	6,091	-6.50%
Wayne County	7,891	7,793	-1.24%
White County	7,098	7,788	+9.73%
Williamson County	28,047	29,967	+6.85%
Regional Total	172,337	175,371	+1.76%

* Figures for 2005 are a seven month average (January through July).



Southern Illinois - Industry Structure Summary

- The Southern region lost 2,352 manufacturing jobs (20%) from 2001 to 2003, which was more than the state average loss of 18.8%.
- The annual mean wage of \$39,738 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$6,865.
- Manufacturing¹ jobs make up 7.3% of total employment in the Southern region which is less than the state average of 12.3%.
- Higher-wage service² jobs make up 7.7% of total employment in the Southern region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 36.8% of total employment in the Southern region which is greater than the state average of 32.0%.

	Southern Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003	
Total public/private employment in sectors*	130,511	129,448	-0.8%	10,086	10,233	\$28,653	\$18,381	
Manufacturing Total	11,740	9,388	-20.0%	367	839	\$39,738	\$33,054	
Higher-Wage Service	9,649	9,968	3.3%	749	747	\$29,579	\$21,137	
Lower-Wage Service	46,971	47,608	1.4%	4,108	3,544	\$24,474	\$13,955	

Source: Illinois Department of Employment Security.

Southern Illinois - Top 20 Projected Growth Industries Summary

The Southern region is projected to gain 8,826 net new jobs between 2002 and 2012, a 5.5% increase. This is less than the statewide projected net increase of 9.8%.

- Educational services, an industry with a mean annual wage of \$28,980, will have the largest percentage increase in jobs in the region through 2012 followed by food services and drinking places, nursing and residential care facilities, hospitals, and ambulatory health care services. These five industries will be responsible for 47.1% of total growth in new jobs* in the Southern region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,104 in food services and drinking places to a high of \$45,624 for ambulatory health care services.
- The top 20 growth sectors make up 83.4% of the expected total growth in new jobs in the Southern region through 2012.

^{*}Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

		Southern Illinois - Top 20 Proje	ected Grov	th Indust	ries	
Rank	NAICS	Ti-le	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003
-	-	All Public and Private Employment	161,568	170,394	8,826	-
-	-	Total - declining industries*	24,626	22,460	-2,166	-
-	-	Total - growing industries*	118,957	129,315	10,358	-
1	611///	Educational services	22,297	23,860	1,563	\$28,980
2	722///	Food services and drinking places	9,967	11,000	1,033	\$10,104
3	623///	Nursing and residential care facilities	4,872	5,687	815	\$16,020
4	622///	Hospitals	6,873	7,608	735	\$31,968
5	621///	Ambulatory health care services	4,693	5,425	732	\$45,624
6	541///	Professional, scientific & tech. services	2,831	3,466	635	\$33,504
7	561///	Administrative and support services	3,286	3,861	575	\$17,352
8	452///	General merchandise stores	4,279	4,673	394	\$18,048
9	624///	Social assistance	2,600	2,935	335	\$16,188
10	813///	Religious, civic & professional orgs.	3,364	3,597	233	\$14,544
11	713///	Amusements, gambling & recreation ind.	1,622	1,840	218	\$19,920
12	238///	Specialty trade contractors	3,400	3,603	203	\$34,224
13	484///	Truck transportation	1,598	1,799	201	\$29,364
14	721///	Accommodation	932	1,112	180	\$13,068
15	485///	Transit & ground passenger transportation	682	828	146	\$10,560
16	524///	Insurance carriers & related activities	1,693	1,826	133	\$31,164
17	237///	Heavy and civil engineering construction	982	1,112	130	\$44,304
18	423///	Merchant wholesalers, durable goods	1,568	1,698	130	\$31,644
19	811///	Repair and maintenance	992	1,120	128	\$21,768
20	522///	Credit intermediation & related activities	2,695	2,812	117	\$28,668
		Source: Illinois Department of Er Totals in declining and growing indus				

Totals in declining and growing industry exclude government.

Southern Illinois - Top 20 Projected Growth Occupations Summary

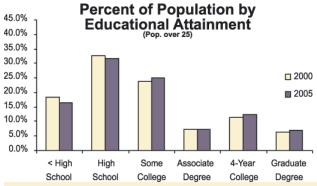
- Thirteen occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include other educational training and library occupations (13.9% more), information and record clerks (11.3% more), and retail sales workers (11.1% more).
- Health diagnosing and treating practitioners, an occupation with a mean annual wage of \$46,019, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by food and beverage serving workers, postsecondary faculty, primary/secondary/special education school teachers, and retail sales workers. These five occupations will make up 26.9% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$13,654 in food and beverage serving workers to a high of \$56,543 for top executives.
- The top 20 growth occupations will make up 63.3% of the new jobs created in the Southern region through 2012.

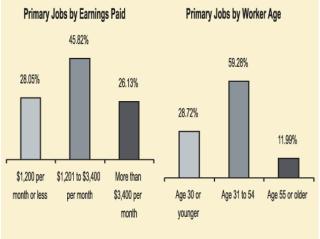
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

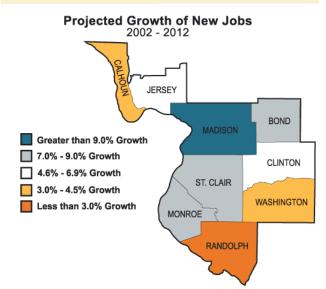
	Southern Illinois - Top 20 Projected Growth Occupations							
Rank	soc	Title	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	161,568	170,393	8,825	-	-	-
	-	Total - Growing Occupations	111,754	122,320	10,566	-	-	-
	-	Total - Declining Occupations	49,816	48,076	-1,740	-	-	-
1	29-1000	Health Diagnosing and Treating Practitioners	5,244	6,071	827	83	102	\$48,294
2	35-3000	Food and Beverage Serving Workers	5,586	6,275	689	69	272	\$13,654
3	25-1000	Postsecondary Faculty	4,619	5,297	678	68	102	\$30,722
4	25-2000	Primary/Secondary/Special Ed. School Teachers	5,891	6,543	652	65	138	\$38,996
5	41-2000	Retail Sales Workers	8,730	9,374	644	64	371	\$15,109
6	25-3000	Other Teachers and Instructors	1,804	2,244	440	44	22	\$22,356
7	53-3000	Motor Vehicle Operators	4,291	4,697	406	41	67	\$24,745
8	47-2000	Construction Trades Workers	5,298	5,691	393	39	95	\$42,962
9	13-1000	Business Operations Specialists	2,765	3,123	358	36	48	\$39,205
10	29-2000	Health Technologists and Technicians	2,550	2,877	327	33	44	\$26,413
11	31-1000	Nursing, Psychiatric and Home Health Aides	2,292	2,616	324	32	30	\$16,301
12	15-1000	Computer Specialists	1,793	2,110	317	32	23	\$42,083
13	33-3000	Law Enforcement Workers	1,646	1,949	303	30	38	\$37,195
14	21-1000	Counselors/Social Workers/ Comm Service Specs	2,085	2,348	263	26	40	\$29,524
15	43-4000	Information and Record Clerks	4,624	4,872	248	25	101	\$21,907
16	31-9000	Other Healthcare Support Occupations	1,270	1,505	235	23	26	\$25,474
17	11-1000	Top Executives	3,163	3,388	225	22	59	\$56,543
18	25-9000	Other Educational Training & Library Occupations	1,715	1,921	206	21	31	\$17,674
19	13-2000	Financial Specialists	2,012	2,214	202	20	37	\$42,139
20	35-2000	Cooks and Food Preparation Workers	3,314	3,493	179	18	107	\$14,662
		Source: Illinois	Department o	Employment S	Security			

SOUTHWESTERN REGIONAL SUMMARY

Profile	2000	2005	% Change
Population (1/1/2005):	671,603	684,746	+2.0%
Population, Median Age:	36.3	36.5	+0.6%
Percent Population 65+:	14.0%	13.5%	-2.0%
White Population, Alone:	555,651	567,123	+2.1%
Black Population, Alone:	98,625	96,356	-2.3%
Asian Population, Alone:	4,502	5,350	+18.8%
Other Population:	12,825	15,917	+24.1%
Hispanic Population:	1,378	12,993	+14.2%









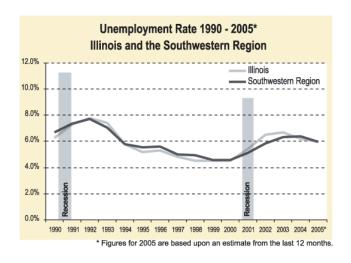
Greater than 4.0% Growth 2.0% - 4.0% Loss 2.0% - 4.0% Growth Greater than 4.0% Loss

No Significant Change (-1.9% to 1.9%)

Total Employment 2000-2005 *

Area Name	2000	2005	% Change
Bond County	7,926	8,046	+1.51%
Calhoun County	2,396	2,382	-0.58%
Clinton County	17,614	17,872	+1.46%
Jersey County	10,620	10,856	+2.23%
Madison County	126,791	127,844	+0.83%
Monroe County	14,988	16,017	+6.87%
Randolph County	14,417	14,451	+0.23%
St. Clair County	113,489	114,336	+0.75%
Washington County	8,008	8,235	+2.83%
Regional Total	316,249	320,039	+1.20%

* Figures for 2005 are a seven month average (January through July).



Southwestern Illinois - Industry Structure Summary

- The Southwestern region lost 7,113 manufacturing jobs (20.8%) from 2001 to 2003, which was more than the state average loss of 18.8%.
- The annual mean wage of \$45,220 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$1,383.
- Manufacturing jobs¹ make up 11.4% of total employment in the Southwestern region which is less than the state average of 12.3%.
- Higher-wage service² jobs make up 9.7% of total employment in the Southwestern region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 38.7% of total employment in the Southwestern region which is greater than the state average of 32.0%.

Southwestern Illinois - Industry Structure							
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003
Total public/private employment in sectors*	237,725	236,856	-0.4%	19,249	18,993	\$31,473	\$22,803
Manufacturing Total	34,197	27,084	-20.8%	1,846	2,482	\$45,220	\$37,067
Higher-Wage Service	21,171	22,929	8.3%	1,649	1,774	\$42,610	\$28,987
Lower-Wage Service	90,637	91,561	1.0%	7,874	7,032	\$24,680	\$14,542

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

Southwestern Illinois - Top 20 Projected Growth Industries Summary

The Southwestern region is projected to gain 24,050 net new jobs between 2002 and 2012, an 8.9% increase. This is less than the statewide projected net increase of 9.8%.

- Educational services, an industry with a mean annual wage of \$30,948, will have the largest percentage increase in jobs in the region through 2012 followed by food services and drinking places, ambulatory health care services, nursing and residential care facilities, and administrative and support services. These five industries will be responsible for 40.1% of total growth in new jobs* in the Southwestern region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$10,320 in food services and drinking places to a high of \$63,456 for professional, scientific and technical services.
- The top 20 growth sectors make up 83.1% of the expected total growth in new jobs in the Southwestern region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing. U.S. Census Bureau. 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	Southwestern Illinois - Top 20 Projected Growth Industries							
Rank	NAICS	Title	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003		
-	-	All Public and Private Employment	269,926	293,976	24,050	-		
-	-	Total - declining industries*	41,141	38,145	-2,996	-		
-	-	Total - growing industries*	206,777	233,172	26,395	-		
1	611///	Educational services	24,448	27,452	3,004	\$30,948		
2	722///	Food services and drinking places	19,295	21,585	2,290	\$10,320		
3	621///	Ambulatory health care services	8,951	10,901	1,950	\$46,536		
4	623///	Nursing and residential care facilities	7,037	8,936	1,899	\$ 19,008		
5	561///	Administrative and support services	6,614	8,055	1,441	\$17,856		
6	541///	Professional, scientific & tech. services	8,302	9,661	1,359	\$63,456		
7	493///	Warehousing and storage	784	1,964	1,180	\$23,724		
8	452///	General merchandise stores	7,980	9,126	1,146	\$17,088		
9	624///	Social assistance	4,806	5,680	874	\$17,424		
10	713///	Amusements, gambling & recreation ind.	4,938	5,799	861	\$22,128		
11	622///	Hospitals	11,765	12,587	822	\$28,116		
12	236///	Construction of buildings	3,829	4,646	817	\$38,004		
13	100///	Self employed and unpaid family workers	16,286	16,965	679	NA		
14	484///	Truck transportation	3,789	4,444	655	\$34,176		
15	238///	Specialty trade contractors	7,608	8,238	630	\$39,132		
16	813///	Religious, civic & professional orgs.	6,893	7,407	514	\$15,036		
17	811///	Repair and maintenance	3,342	3,821	479	\$27,720		
18	522///	Credit intermediation & related activities	4,270	4,746	476	\$32,604		
19	485///	Transit & ground passenger transportation	1,864	2,295	431	\$17,856		
20	524///	Insurance carriers & related activities	2,073	2,493	420	\$42,036		
		Source: Illinois Department of Er		ity.				

Totals in declining and growing industry exclude government.

Southwestern Illinois - Top 20 Projected Growth Occupations Summary

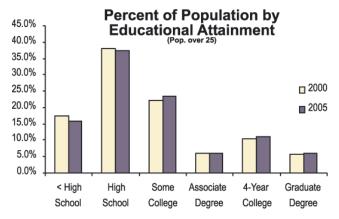
- Eleven occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include primary/secondary/special education school teachers (9.2% more), health technologists and technicians (7.5% more), and top executives (5.8% more).
- Retail sales workers, an occupation with a mean annual wage of \$16,294, is the
 occupation which is projected to have the highest percentage increase of employment
 through 2012, followed by food and beverage serving workers, health diagnosing and
 treating practitioners, construction trades workers, and motor vehicle operators. These five
 occupations will make up 25.1% of the new jobs* created in the region through 2012.
- The median wage in the region's top growth occupations ranges from a low of \$14,139 in food and beverage serving workers to a high of \$63,297 for top executives.
- The top 20 growth occupations will make up 56.8% of the new jobs created in the Southwestern region through 2012.

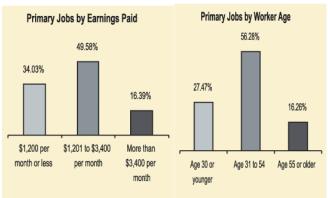
^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

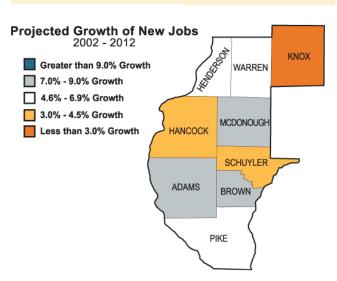
	Soi	uthwestern Illinois - 1	op 20 Pr	ojected G	rowth C	ccupa	tions	
Rank	soc	Ti⁴le	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	269,926	293,976	24,050	-	-	-
	-	Total - Growing Occupations	226,135	251,584	25,449	-	-	-
	-	Total - Declining Occupations	37,900	36,498	-1,402	-	-	-
1	41-2000	Retail Sales Workers	16,426	18,048	1,622	162	695	\$16,362
2	35-3000	Food and Beverage Serving Workers	10,850	12,356	1,506	151	529	\$14,139
3	29-1000	Health Diagnosing and Treating Practitioners	8,966	10,455	1,489	149	176	\$48,264
4	47-2000	Construction Trades Workers	11,561	12,964	1,403	140	209	\$44,214
5	53-3000	Motor Vehicle Operators	9,060	10,378	1,318	132	140	\$28,248
6	25-2000	Primary/Secondary/Special Ed. School Teachers	9,858	11,103	1,245	124	230	\$41,908
7	13-1000	Business Operations Specialists	5,195	5,999	804	80	92	\$46,322
8	31-1000	Nursing, Psychiatric and Home Health Aides	3,678	4,447	769	77	48	\$19,406
9	43-4000	Information and Record Clerks	8,011	8,772	761	76	172	\$23,288
10	25-1000	Postsecondary Faculty	2,687	3,421	734	73	58	\$48,249
11	39-9000	Other Personal Care and Service Workers	4,671	5,403	732	73	106	\$19,182
12	29-2000	Health Technologists and Technicians	4,461	5,169	708	71	80	\$30,441
13	25-3000	Other Teachers and Instructors	2,510	3,217	707	71	31	\$28,312
14	37-2000	Building Cleaning and Pest Control Workers	6,512	7,180	668	67	128	\$17,400
15	11-1000	Top Executives	5,776	6,407	631	63	108	\$63,297
16	15-1000	Computer Specialists	3,255	3,881	626	63	43	\$52,966
17	21-1000	Counselors/Social Workers/ Comm Service Specs	3,026	3,546	520	52	58	\$36,268
18	31-9000	Other Healthcare Support Occupations	2,386	2,879	493	49	51	\$23,717
19	35-2000	Cooks and Food Preparation Workers	6,058	6,542	484	48	196	\$15,423
20	13-2000	Financial Specialists	3,387	3,856	469	47	62	\$42,972
		Source: Illinois	Department o	Employment S	Security			

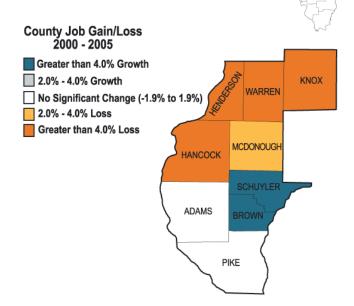
WEST CENTRAL REGIONAL SUMMARY

Profile	2000	2005	% Change
Population (1/1/2005):	235,618	229,572	-2.6%
Population, Median Age:	37.8	38.2	+1.1%
Percent Population 65+:	17.1%	16.6%	-5.2%
White Population, Alone:	221,142	214,778	-2.9%
Black Population, Alone:	8,645	8,180	-5.4%
Asian Population, Alone:	1,560	1,666	+6.8%
Other Population:	4,271	4,948	+15.9%
Hispanic Population:	4,034	4,349	+7.8%





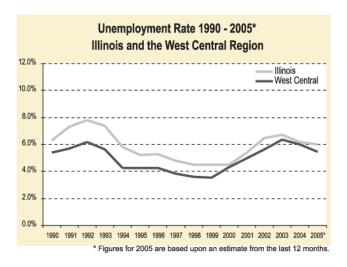




Total Employment 2000-2005 *

		-	
Area Name	2000	2005	% Change
Adams County	34,506	35,042	+1.55%
Brown County	2,683	3,178	+18.45%
Hancock County	10,342	9,482	-8.32%
Henderson County	4,101	3,823	-6.78%
Knox County	26,579	23,923	-9.99%
McDonough County	16,082	15,616	-2.90%
Pike County	8,031	8,115	+1.05%
Schuyler County	3,775	4,111	+8.90%
Warren County	9,590	8,623	-10.08%
Regional Total	115,689	111,914	-3.26%

^{*} Figures for 2005 are a seven month average (January through July).



West Central Illinois - Industry Structure Summary

- The West Central region lost 4,447 manufacturing jobs (32%) from 2001 to 2003, which was more than the state average loss of 18.8%.
- The annual mean wage of \$39,339 for stable manufacturing jobs in the region is less than the state average of \$46,603 by \$7,264.
- Manufacturing¹ jobs make up 10.8% of total employment in the West Central region which is less than the state average of 12.3%.
- Higher-wage service² jobs make up 9% of total employment in the West Central region which is less than the state average of 17.0%.
- Lower-wage service³ jobs make up 34.3% of total employment in the West Central region which is greater than the state average of 32.0%.

	West Central Illinois - Industry Structure								
Sector	Employment, 2001	Employment, 2003	Employment Change 2001 - 2003	Separations Stable Jobs, 2003	New Hires Stable Jobs, 2003	Stable Jobs: Mean Earnings, 2003	Hires New Stable Jobs: Mean Earnings, 2003		
Total public/private employment in sectors*	93,233	87,672	-6.0%	6,471	5,906	\$27,777	\$17,472		
Manufacturing Total	13,889	9,453	-31.9%	819	220	\$39,339	\$26,994		
Higher-Wage Service	7,574	7,862	3.8%	509	422	\$30,930	\$23,796		
Lower-Wage Service	31,742	30,062	-5.3%	2,416	2,193	\$22,734	\$13,791		

Source: Illinois Department of Employment Security.

*Total differs from the total employment data in the other tables because it excludes self-employed and agricultural workers

West Central Illinois - Top 20 Projected Growth Industries Summary

The West Central region is projected to gain 5,592 net new jobs between 2002 and 2012, a 4.9% increase. This is less than the statewide projected net increase of 9.8%.

- Nursing and residential care facilities, an industry with a mean annual wage of \$18,204, will have the largest percentage increase in jobs in the region through 2012 followed by educational services, food services and drinking places, ambulatory health care services, and administrative and support services. These five industries will be responsible for 48% of total growth in new jobs* in the West Central region through 2012.
- Mean annual wages in the region's top growth sectors range from a low of \$8,916 in food services and drinking places to a high of \$48,348 for ambulatory health care services.
- The top 20 growth sectors make up 85.8% of the expected total growth in new jobs in the West Central region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

¹ Includes: NAICS 31-33 Manufacturing, U.S. Census Bureau, 2002 NAICS Codes and Titles.

² Higher-wage service includes: NAICS 51 Information, NAICS 52 Finance and insurance, NAICS 53 Real estate and rental and leasing, NAICS 54 Professional and technical services, NAICS 55 Management of companies and enterprises, and NAICS 56 Administrative and waste services. U.S. Census Bureau. 2002 NAICS Codes and Titles.

³ Lower-wage service includes: NAICS 61 Educational services, NAICS 62 Health care and social assistance, NAICS 71 Arts, entertainment, and recreation, NAICS 72 Accommodation and food services, and 81 Other Services (except Public Administration). U.S. Census Bureau. 2002 NAICS Codes and Titles.

	1	West Central Illinois - Top 20 Pro	jected Gr	owth Indu	stries	
Rank	NAICS	ਜੱ ⊕ e	Employment, 2002	Projected Employment, 2012	Projected Employment Change	Mean Wage, 2003
-	-	All Public and Private Employment	113,546	119,138	5,592	-
-	-	Total - declining industries*	19,970	18,095	-1,875	-
-	-	Total - growing industries*	82,185	91,196	9,011	-
1	623///	Nursing and residential care facilities	4,069	5,405	1,336	\$18,204
2	611///	Educational services	12,188	13,295	1,107	\$26,076
3	722///	Food services and drinking places	6,160	7,046	886	\$8,916
4	621///	Ambulatory health care services	2,751	3,297	546	\$48,348
5	561///	Administrative and support services	2,164	2,610	446	\$18,216
6	622///	Hospitals	4,465	4,910	445	NA
7	484///	Truck transportation	1,815	2,156	341	\$36,396
8	452///	General merchandise stores	2,691	3,024	333	\$17,316
9	424///	Merchant wholesalers, nondurable goods	3,088	3,412	324	\$33,204
10	311///	Food manufacturing	2,463	2,691	228	\$32,640
11	541///	Professional, scientific & tech. services	1,840	2,067	227	\$34,236
12	100///	Self employed and unpaid family workers	9,617	9,840	223	NA
13	445///	Food and beverage stores	2,724	2,943	219	\$14,568
14	813///	Religious, civic & professional orgs.	2,193	2,410	217	\$13,104
15	624///	Social assistance	1,508	1,690	182	\$18,840
16	238///	Specialty trade contractors	1,730	1,889	159	\$33,768
17	811///	Repair and maintenance	905	1,051	146	\$25,068
18	441///	Motor vehicle and parts dealers	1,556	1,701	145	\$28,260
19	721///	Accommodation	681	805	124	\$12,420
20	423///	Merchant wholesalers, durable goods	1,186	1,286	100	\$33,120
		Source: Illinois Department of Er Totals in declining and growing indus				

West Central Illinois - Top 20 Projected Growth Occupations Summary

• Thirteen occupations of the top 20 in the region are expected to grow faster in the region than in the state. Three with the most expected growth over the state include information and record clerks (21.1% more), cooks and food preparation workers (13.5% more), and

motor vehicle operators (10.9% more).

 Health diagnosing and treating practitioners, an occupation with a mean annual wage of \$37,749, is the occupation which is projected to have the highest percentage increase of employment through 2012, followed by food and beverage serving workers, retail sales workers, nursing, psychiatric and home health aides, and postsecondary faculty. These five occupations will make up 23.3% of the new jobs* created in the region through 2012.

- The median wage in the region's top growth occupations ranges from a low of \$13,735 in food and beverage serving workers to a high of \$54,899 for top executives.
- The top 20 growth occupations will make up 67.9% of the new jobs created in the West Central region through 2012.

^{*} The calculation of new jobs does not include growth due to replacements. See the State of Working Illinois website at http://www.stateofworkingillinois.niu.edu for detailed data on employment change due to growth and replacement.

West Central Illinois - Top 20 Projected Growth Occupations								
Rank	SOC	Title	Employment, 2002	Projected Employment, 2012	Employment Change	Annual Growth	Annual Replacements	Mean Wage, 2003
	-	All Public and Private Employment	113,546	119,138	5,592	-	-	-
	-	Total - Growing Occupations	73,074	81,208	8,134	-	-	-
	-	Total - Declining Occupations	40,241	37,702	-2,539	-	-	-
1	29-1000	Health Diagnosing and Treating Practitioners	3,480	4,134	654	65	67	\$46,354
2	35-3000	Food and Beverage Serving Workers	3,548	4,125	577	58	173	\$13,735
3	41-2000	Retail Sales Workers	6,073	6,643	570	57	258	\$15,733
4	31-1000	Nursing, Psychiatric and Home Health Aides	1,769	2,240	471	47	23	\$18,260
5	25-1000	Postsecondary Faculty	2,169	2,623	454	45	46	\$50,331
6	53-3000	Motor Vehicle Operators	3,441	3,816	375	38	52	\$23,602
7	25-2000	Primary/Secondary/Special Ed. School Teachers	3,810	4,175	365	36	89	\$34,625
8	29-2000	Health Technologists and Technicians	1,694	1,997	303	30	28	\$27,636
9	25-3000	Other Teachers and Instructors	1,131	1,426	295	30	14	\$22,178
10	47-2000	Construction Trades Workers	3,336	3,592	256	26	57	\$31,375
11	13-1000	Business Operations Specialists	1,846	2,069	223	22	32	\$40,078
12	35-2000	Cooks and Food Preparation Workers	2,184	2,400	216	22	71	\$14,925
13	21-1000	Counselors/Social Workers/ Comm Service Specs	1,192	1,406	214	21	23	\$32,433
14	37-2000	Building Cleaning and Pest Control Workers	2,791	2,985	194	19	55	\$16,762
15	31-9000	Other Healthcare Support Occupations	843	1,027	184	18	17	\$19,023
16	33-3000	Law Enforcement Workers	926	1,095	169	17	21	\$44,040
17	11-1000	Top Executives	2,274	2,433	159	16	42	\$54,899
18	43-4000	Information and Record Clerks	3,147	3,299	152	15	69	\$20,700
19	41-1000	Supervisors, Sales Workers	1,719	1,869	150	15	31	\$28,812
20	39-9000	Other Personal Care and Service Workers	2,225	2,369	144	14	52	\$15,959
Source: Illinois Department of Employment Security								

GLOSSARY

DEFINITIONS OF TECHNICAL TERMS REFERRED TO IN THE TEXT

African American:

Defined by the U.S. Census Bureau as a person having origins in any of the Black racial groups of Africa.

Hispanic:

People of Hispanic origin are those who indicated to the Census Bureau that their origin was Mexican, Puerto Rican, Cuban, Central or South American, or some other Hispanic origin. Persons of Hispanic origin may be of any race.

Median Income:

Median income is the amount which divides the income distribution into two equal groups, half having incomes above the median, half having incomes below the median. The median incomes for households, families, and unrelated individuals are based on all households, families, and unrelated individuals, respectively. The median incomes for people are based on those 15 years old and over with income.

NAICS:

The North American Industry Classification System (NAICS) has replaced the U.S. Standard Industrial Classification (SIC) system.

Poverty Line:

Varies by family size and is geographically sensitive. There is one set of figures for the 48 contiguous states and the District of Columbia, one set for Alaska, and one set for Hawaii. It is calculated by the U.S. Department of Health and Human Services to assist in determining eligibility for federal programs.

Poverty Threshold:

Following the U.S. Office of Management and Budget's Directive 14, the Census Bureau uses a set of money income thresholds that vary by family size and composition to determine who is "poor." If a family's total income is less than that family's threshold, then that family, and every individual in it, is considered "poor" for statistical purposes. The poverty thresholds do not vary geographically, but they are updated annually for inflation with the Consumer Price Index (CPI-U).

SOC:

The 2000 Standard Occupational Classification (SOC) system is used by federal agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of over 820 occupations according to their occupational definition.

DEFINITIONS OF TECHNICAL TERMS USED IN REGIONAL DATA TABLES¹

Employment:

Annual mean of the total number of workers employed by a given employer on the first calendar day of the reference quarter.

Separations Stable Jobs:

Annual mean of quarterly total number of workers who were hired by a given employer, worked for three consecutive quarters, but were not employed by that employer in the next quarter.

New Hires Stable Jobs:

Annual mean of quarterly number of workers who were hired by a given employer and worked for three consecutive quarters, but had not been employed by that employer within the past year.

Employment - Stable Jobs:

All workers employed by a given employer in the reference, subsequent, and previous quarters.

Stable Jobs - Mean Earnings:

Annual mean of mean monthly earnings for all workers employed by a given employer for three consecutive quarters. Only the mean of the earnings for workers who fit the definition of Employment Stable Jobs are included in this definition.

Hires - All Stable Jobs:

All workers who were first employed at a firm for only the last three consecutive quarters (e.g in the current quarter and the two preceding quarters but not in the quarter before those.)

Hires - New Stable Jobs: Mean Earnings:

Annual mean of average monthly earnings for all workers who were hired by a given employer and worked for three consecutive quarters. Only the average of the earnings for workers who fit the definition of Hires All Stable Jobs are included in this definition.

Median Wages:

The median wages are based on employment weighted median summaries of regional occupational medians.

¹ Illinois Department of Employment Security is the source for these definitions.

