State of Illinois
Bruce Rauner, Governor

Department of Employment Security
Jeff Mays, Director

Women and Minorities in the Illinois Labor Force

2016 Annual Report

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

WOMEN AND MINORITIES IN THE ILLINOIS LABOR FORCE

2016 PROGRESS REPORT

Illinois Department of Employment Security
33 S. State Street
Chicago, IL 60603

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In response to the Progress of Women and Minorities in the Workforce Act (PA 87-0405), this report provides an annual update on the employment progress of women and minorities in the Illinois workforce. This report tracks the status of women and minorities in the state's labor force based on the most currently available data.

Note: The information in this report is subject to change at any time.

The Mission of the Progress of Women and Minorities in the Workforce Program is to promote the material, social and intellectual prosperity of working men and women in Illinois by increasing public education and awareness of workplace equity and diversity, and responsibly monitoring the employment progress of women and minorities in the Illinois workforce through accurate, comprehensive and informative reporting.

Contents

2 List of Figures and Tables

4 Executive Summary

5 Illinois Snapshot 2015

6 Section I: Profile of Illinois

9 Section II: An Analysis of Women and Minorities in the Illinois Labor Force

9 Population

12 Labor Force Participation

14 Unemployment

18 Union Membership

19 Employment

21 Job Patterns

23 Education

26 Wages

28 Appendix

30 Career Resources

31 Endnotes

List of Figures and Tables

Page	Figure
5	Illinois Civilian Labor Force, Monthly Data, 1995-2015
6	Figure 1. Illinois, U.S. Annual Unemployment Rates, 1995-2015
6	Figure 2. Number of People Employed in Illinois, 1995-2015
8	Figure 3. Monthly Illinois Employment Trends by Industry, 2004-2015
9	Figure 4. Illinois Population by Race/Ethnicity, July 2014
10	Figure 5. Growth of African-American, Hispanic and Asian Populations in Illinois, 2004-2014
10	Figure 6. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, 2004-2014
10	Figure 7. Growth of Population Reporting More than One Race/Ethnicity in Illinois, 2004-2014
12	Figure 8. Annual U.S. Labor Force Participation Rates by Gender, 1948-2015
13	Figure 9. Illinois Labor Force Participation Rate by Gender, 1995-2015
13	Figure 10. Labor Force Participation Rate by Race/Ethnicity in U.S. and Illinois, 2015
13	Figure 11. African-American Labor Force Participation Rate by Gender in Illinois, 1995-2015
14	Figure 12. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2015
14	Figure 13. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2015

Page	Figure
15	Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2015
15	Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 1995-2015
16	Figure 16. Illinois Unemployment Gap by Race/Ethnicity, 2005-2015
17	Figure 17. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2015
18	Figure 18. Annual Union Membership Rate for Illinois and the U.S., 2005-2015
20	Figure 19. Full- and Part-time Workers by Gender, Age 16 and Older in U.S., 2015
21	Figure 20. Full- and Part-time Workers by Race/Ethnicity, Age 16 and Older, 2015
22	Figure 21. Job Patterns of Women and Men in Illinois, 2014
22	Figure 22. Job Patterns of Men and Women in the U.S., 2014
23	Figure 23. EEO Aggregate Report – Illinois Private Sector Employment, 2014
23	Figure 24. EEO Summary Report – Illinois State Government Full-Time Professional Jobs, Held by Minorities, 2015
24	Figure 25. Educational Attainment by Women Ages 25 and Older in Illinois, 2014
25	Figure 26. Percentage of Population Age 25 and Older with Bachelor's Degree or Higher, U.S. and Illinois, 2014
26	Figure 27a. Median Weekly Earnings by Gender, Illinois 2004-2014
26	Figure 27b. Median Weekly Earnings by Gender, U.S. 2004-2014
26	Figure 28. Women's Median Weekly Earnings as Percentage of Men's, Ages 16 and Older, 2004-2014
27	Figure 29. U.S. Women's Median Weekly Earnings as Percentage of White Men's 1994-2014
27	Figure 30. U.S. Earnings Gap: Blacks, Asians, Hispanics vs. Whites, 2004-2014

Page	Table
7	Table 1. Illinois Employment by Sector, 2014-2015
11	Table 2. Origin of Foreign-Born Immigrants in Illinois, 2014
17	Table 3. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2015
18	Table 4. Union Membership in Illinois and the U.S. 2005-2015
19	Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity 2014-2015
24	Table 6. Educational Attainment of Illinois Civilians by Gender, Age 25 and Older, 2014
25	Table 7. Educational Attainment of Illinois Population Age 25 and Older by Race, 2014

Executive Summary

This report examines how women and minorities in Illinois fared in the labor force in 2015 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force continued its decline in 2015 and remained below levels reported before the most recent national economic crisis. The Illinois labor force participation rate fell in 2015 for Hispanics and women of all races but rose for men among all races.

The Illinois unemployment rate decreased for both men and women and all racial groups in 2015. Women experienced a larger decrease in the unemployment rate as compared to men. Among racial groups, African-Americans saw the biggest unemployment rate decline, followed by Hispanics and whites. The unemployment rate for Hispanic men increased but only slightly, while the unemployment rate for Hispanic women fell sharply.

The number of employed Illinois residents increased for the second year in-a-row in 2015, reaching its highest level since 2008. The employment-participation rate increased in 2015 but remained below pre-recession levels for both men and women as well as all racial groups. In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. However, in both the U.S. and Illinois, women held more than half of the professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. However, Asians tend to have their highest concentration of employment in good-paying professional and technical jobs.

Women and men in both Illinois and the nation have relatively equal levels of educational attainment, with women holding slightly more Associate's and Bachelor's degrees. Asians have the highest percentage of Bachelor's and graduate degrees of any racial and ethnic group in Illinois, followed by whites and African-Americans. Hispanics have the lowest levels of educational attainment.

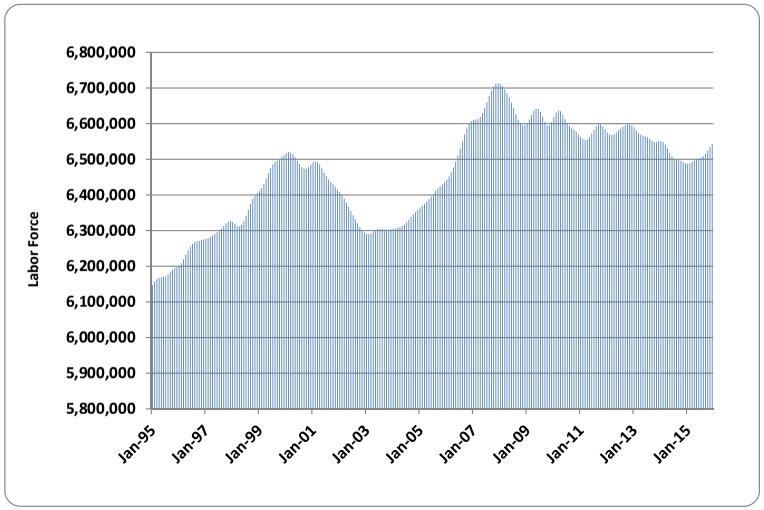
Earnings for women increased at a higher rate than they did for men in 2014 (the most current year for population data), in both Illinois and at the national level. The ratio of median wages for women relative to men improved for women in Illinois and in the U.S. As for women in racial and ethnic groups, Asians have the highest earnings in the U.S., followed by whites, then African-Americans and Hispanics.

Illinois Snapshot - 2015

According to the Annual Estimates of Resident Population Change, produced by the Census Bureau, Illinois is home to more than 4% of the nation's residents and remains the 5th most populous state in the U.S. after California, Texas, New York and Florida.

The Illinois population decreased slightly (-0.1%) from 12,890,552 in 2013 to 12,880,580 residents in 2014 (the most recent year available for both total state population and state population by demographic characteristics).[1] Illinois was ranked 50th among all states in terms of net population change in 2014, with a net decline of 9,972 residents (the largest annual decrease among all states).

Illinois Civilian Labor Force, Monthly Data, 1995-2015
Source: U.S. Bureau of Labor Statistics

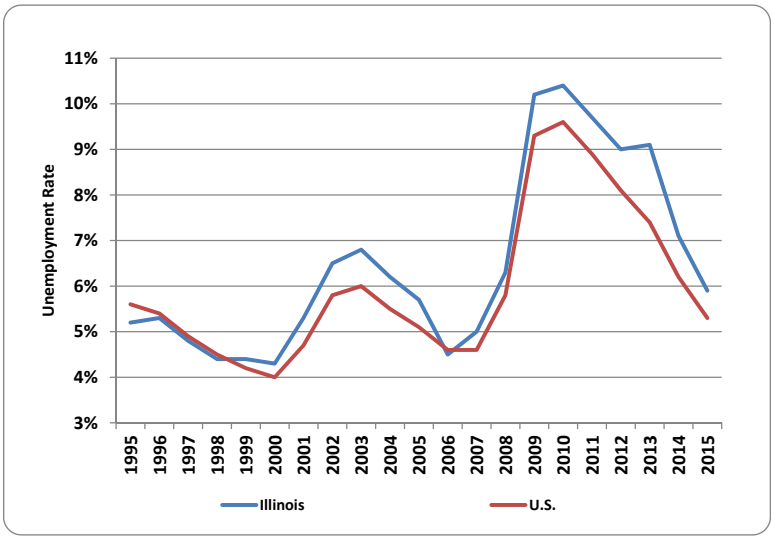


The Illinois labor force[2] in calendar year 2015 consisted of 6,512,400 civilians, compared to 6,515,200 in calendar year 2014.[3] The labor force increased for eleven straight months in 2015, beginning in February, with monthly growth steadily increasing through December. As of December 2015, 65.0% of the civilian, non-institutional population was in the labor force, or 3.7 points below the November 2007 pre-recession labor force participation rate of 68.7%.

Section I: Profile of Illinois

As the State of Illinois continues to recover from the recent national recession, several indicators point to economic progress. This section takes a detailed look at Illinois' unemployment, employment and industry growth trends.

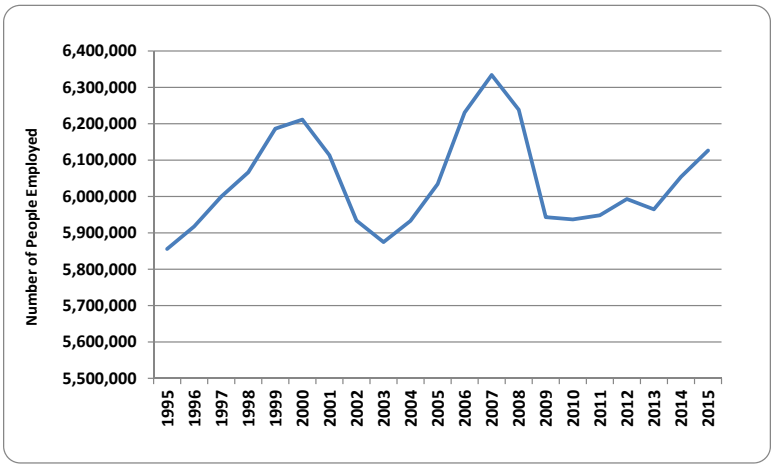
Figure 1. Illinois, U.S. Annual Unemployment Rates, 1995-2015
Source: U.S. Bureau of Labor Statistics



Unemployment

The U.S. and Illinois unemployment rates both decreased in 2015 and each saw their lowest unemployment rates since 2008.[4] The U.S. unemployment rate dropped to 5.3% in 2015 from 6.2% the year before. The Illinois unemployment rate fell to 5.9% in 2015 from 7.1% in 2014 (See **Figure 1**). The Illinois unemployment rate has been higher than the U.S. unemployment rate each year during the past decade, except in 2006 when the Illinois rate was 0.1 point lower than the national rate. The 2015 Illinois unemployment rate was 0.9 point above its 2007 pre-recessionary unemployment rate (5.0%). Similarly, the 2015 U.S. unemployment rate was 0.7 point higher than it was in 2007 (4.6%).

Figure 2. Number of People Employed in Illinois, 1995-2015
Source: U.S. Bureau of Labor Statistics



Employment

During the past two decades, the number of employed Illinois residents has generally trended upward, except during economic recessions, including the last one that ended in June 2009. In 2015, the number of people employed increased sharply but remained below pre-recessionary levels.

Figure 2 shows the following employment facts:

- In 2015, the number of employed Illinois residents rose by 72,400 to 6,126,300. In 2007, the last pre- recessionary year, 6,334,000 Illinois residents were employed.[5]

- The number of employed workers in the state has typically risen during the past 30 years, except during the economic recessions of: January 1980 to July 1980, July 1981 to November 1982, July 1990 to March 1991, March 2001 to November 2001 and December 2007 through June 2009. 2013 was a notable exception to this pattern.

Table 1. Illinois Annual Average Level Employment by Sector, 2014-2015

Source: Current Employment Statistics (CES), Illinois Department of Employment Security

	2014	2015	2014-2015 % Change	Distribution of 2015 Total Jobs
Natural Resources & Mining	9,900	9,500	-4.0%	0.2%
Construction	201,700	213,000	5.6%	3.6%
Manufacturing	580,100	581,400	0.2%	9.8%
Trade, Transportation, & Utilities	1,179,700	1,200,500	1.8%	20.1%
Information	99,100	100,800	1.7%	1.7%
Financial Activities	376,500	379,800	0.9%	6.4%
Professional and Business Services	909,500	917,900	0.9%	15.4%
Educational and Health Services	885,100	898,800	1.5%	15.1%
Leisure and Hospitality	558,200	575,800	3.2%	9.7%
Other Services	252,200	252,900	0.3%	4.2%
Government	827,400	830,300	0.4%	13.9%
Total Nonfarm	5,879,500	5,960,600	1.4%	**100.0%**

Industry Growth Trends

Employment by Sector

Table 1 shows the number and percentage distribution of jobs in Illinois across industry supersectors along with the percentage change in employment (using annual average data) from 2014 to 2015. The industry responsible for the greatest percentage of employment in Illinois is the trade, transportation, and utilities industry supersector, which employed 20.1% of the workers in the state in 2015. Professional and business services employed 15.4%, educational and health services employed 15.1%, government (13.9%), followed by manufacturing (9.8%) and leisure and hospitality (9.7%).

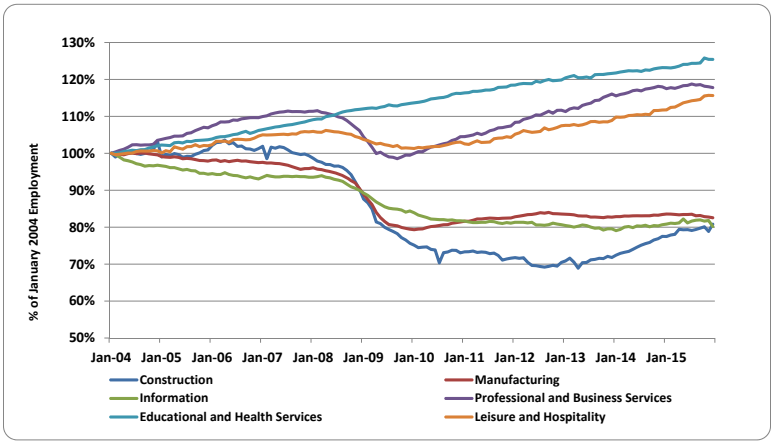
Over-The-Year Growth

Total nonfarm employment in Illinois increased in 2015 for the fifth year in a row by 81,100 (1.4%), compared to the year 2014, and at approximately

half the growth rate of the nation. Illinois jobs had risen by 75,100 (1.3%) in 2014 and by 54,100 (0.9%) in 2013. The nation's annual average nonfarm employment grew 2.1% in 2015, 1.9% in 2014 and 1.6% in 2013, according to growth data from the U.S. Bureau of Labor Statistics. The trade, transportation, and utilities industry supersector in Illinois continued to employ the most workers, with more than 1.20 million employed in the state. This sector also had the largest increase in employment level (20,800), which was an employment increase of 1.8% compared to 2014.

Leisure and hospitality had the second largest increase in employment level (17,600) along with a high rate of employment increase (3.2%). Construction had an increase in employment of 11,300 along with the highest rate of employment increase (5.6%). Educational and health services had an increase in employment of 13,700 (1.5%), professional business services had an increase of employment of 8,400 (0.9%), the information sector had an increase of employment of 1,700 (1.7%), financial activities increased by 3,300 (0.9%), while government employment was up 2,900 (0.4%), and manufacturing was up 1,300 (0.2%). Natural resources & mining had a decrease in employment of 400 (-4.0%).

Figure 3. Monthly Illinois Employment Trends by Industry, 2004-2015 (Jan. 2004=100%)
Source: Current Employment Statistics (CES), Illinois Department of Employment Security



Employment Trends

Total nonfarm employment in Illinois has increased for the fifth straight year and Illinois has gained over 140,000 jobs (3.0%) between 2004 and 2015. The nation's nonfarm employment grew more than three times as fast (9.5%) between 2004 and 2015. **Figure 3** shows the three industry supersectors in Illinois with the most employment growth and largest declines during this period.

Note: The employment figures referenced in Figure 3 are seasonally-adjusted monthly data.

Employment in educational and health services has trended upward since 2004, with slightly over a 25% increase during the time period. The leisure and hospitality industry sector was negatively

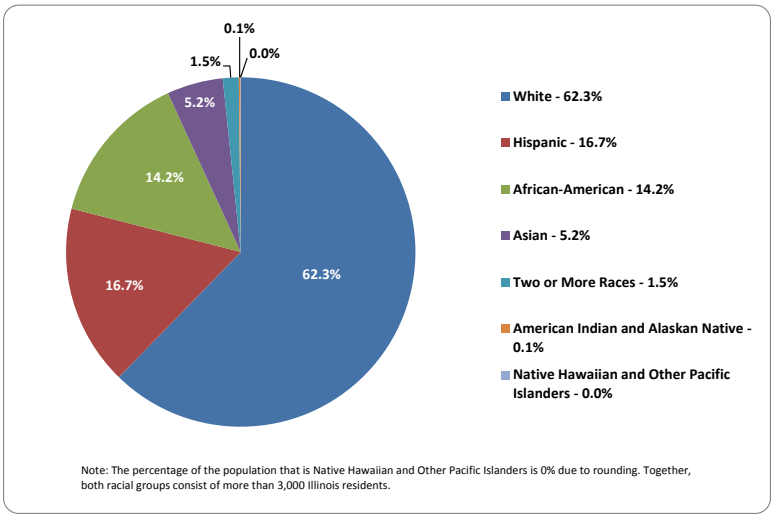
impacted by the recession that began in December 2007, but has stabilized and continues to show steady employment gains. Professional and business services suffered employment declines of around 10% because of the recent recession, but employment in the sector has surpassed its pre-recession level and continues to grow.

Construction employment in Illinois was fairly stable until the start of the 2007 recession. Employment in the industry then plunged about 30% through the end of 2010, but is now moving steadily upward. Employment in the information sector was in slow decline after 2004 with the largest decreases occurring during the recession. However, employment in this industry has levelled off since 2010. Manufacturing employment has been slowly declining since 2004 as well, with the decline accelerating during the recession. Employment has stabilized since 2010 with signs of a slow, but steady, upward trend, although industry employment was flat in 2015.

Section II: An Analysis of Women and Minorities in the Illinois Labor Force

Figure 4. Illinois Population by Race/Ethnicity, July 2014

Source: U.S. Census Bureau



Population

As mentioned earlier in this report, the total Illinois population declined by 9,972 residents between 2013 and 2014 (the most current year for population data). This section highlights details about the growth of Illinois' women and minority populations.

Women's population growth:

Illinois' female population fell by about 5,000 in 2014 but maintained its slight lead as a little more than half (50.9%) of the state's residents. Between 2004 and 2014, the female population grew by 2.3% to 6,559,694. During the same period, the male population grew by 2.4% to 6,230,886.

Figure 5. Growth of African-American, Hispanic and Asian Populations in Illinois, 2004-2014
Source: U.S. Census Bureau

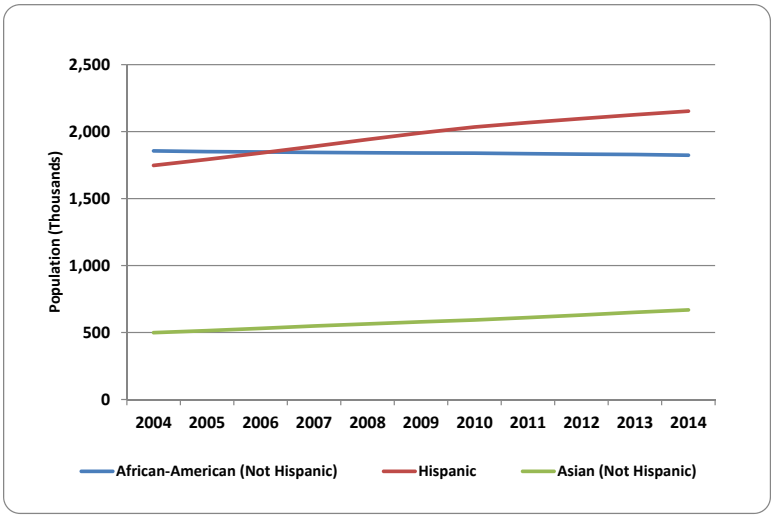


Figure 6. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, 2004-2014
Source: U.S. Census Bureau

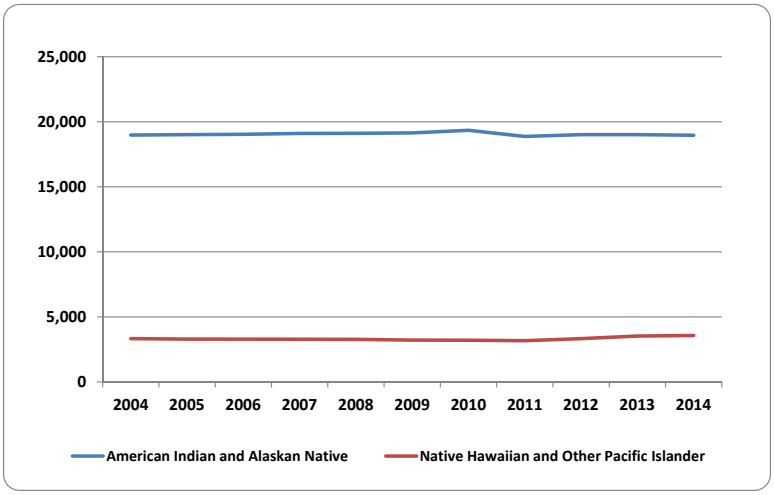
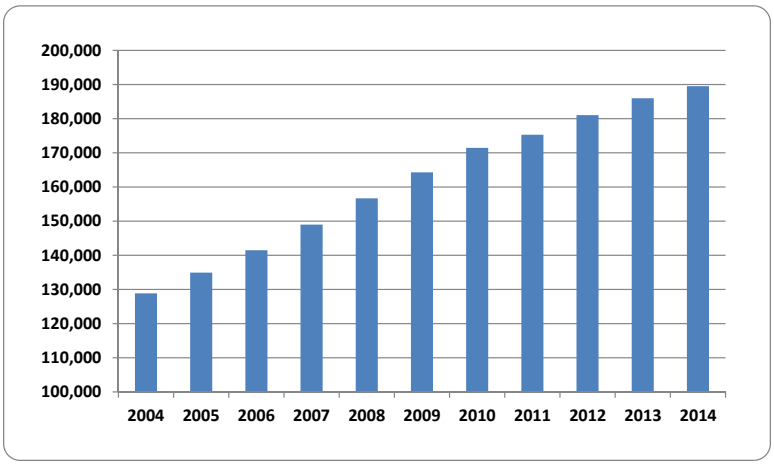


Figure 7. Growth of Population Reporting More than One Race/Ethnicity in Illinois, 2004-2014
Source: U.S. Census Bureau



Minorities' population growth:

All minorities, except for African-Americans and American Indians and Alaskan Natives, reported net population growth in Illinois in 2014. Minorities are groups of people, classified by race, gender, religion, disability or other distinguishing characteristic, who constitute less than one-half of a region, state or country's population. In July 2014, the Illinois population was 62.3% white (non-Hispanic) and 37.7% minority. Hispanics represent the largest minority group in Illinois, followed by African-Americans (**Figure 4**, on previous page).[6]

Figure 5 shows the population change in Illinois' African-American, Hispanic and Asian residents over time:

- From 2004 to 2014, the number of Hispanics in Illinois grew by 405,702 or 23.2%, from 1,747,272 in July 2004 to 2,152,974 in July 2014.[7]
- The African-American population declined by 1.7%, or from 1,856,036 in July 2004, to 1,823,834 in July 2014.
- Asians reported the largest percentage growth since 2004, rising by 34.1%, or from 498,762 in July 2004, to 668,787 in July 2014.

American Indians, Native Hawaiians/ Pacific Islanders and more than one race:

Figures 6-7 show population trends for other minority groups, including American Indians, native Hawaiians/Pacific Islanders and those who identify themselves by two or more races.

- From July 2004 to July 2014, the American-Indian population was nearly unchanged, dropping by14 people (-0.1%) to 18,966 Illinois residents.[8]
- The Native Hawaiian and Other Pacific Islander population rose by 244 (7.3 %) over ten years to reach 3,568 in July 2014.

- The number of people who identify themselves as being of two or more races grew from 128,853 people in 2004 to 189,505 in July 2014, an increase of 47.1% or 60,652 people.

Immigrants:

The minority population in Illinois is composed of a large number of immigrants. In 2014 (the most current year for population data), 13.9% of the state's population, or almost 1.8 million people, were born outside of the United States.[9] This share has grown from 12.6% in 2000.

Table 2 shows more data on foreign-born immigrants in Illinois:

- In 2014, nearly half (45.3%) of the foreign-born population in Illinois was born in Latin America.

Table 2. Origin of Foreign-Born Immigrants in Illinois, 2014
Source: American FactFinder, U.S. Census Bureau

	Number	% of IL Total Pop.	% of IL Foreign Born
Foreign-born population, excluding population born at sea	1,784,403	13.9%	
Latin America	807,484	6.3%	45.3%
Asia	530,312	4.1%	29.7%
Europe	368,686	2.9%	20.7%
Other	77,921	0.6%	4.4%
Total IL population, 2014	12,880,580		

- A little more than a quarter (29.7%) of the Illinois foreign-born population was born in Asia, and a little less than one quarter (20.7%) was born in Europe.
- The rest of the world accounted for 4.4% of the foreign-born population in Illinois.

Note: The year 2014 is the most current year for available population data.

Labor Force Participation

The Illinois labor force dropped to 6,512,400 civilians in 2015. Also, the percentage of non-institutionalized civilians in the labor force continued its decline from the November 2007 pre-recessionary participation rate.

By Gender:

The labor force participation rate for women decreased in 2015, the largest drop since 2002. The labor force participation rate for men saw its largest increase since 2010, following four consecutive years of decline. However, even with the increase in 2015, the male labor force participation rate remains below 2007 pre-recession levels and far below the peak participation rates of the 1970s. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. A second factor influencing the labor participation rate, for both genders, is the fact that baby boomers are withdrawing from the labor force as they retire.

Following are more facts about the labor force participation rate for men and women:

Figure 8:

- The U.S. labor force participation rate for women was 56.7% in 2015, compared to 57.0% in 2014.[10]
- The U.S. labor force participation rate for men was 69.1% in 2015, compared to 69.2% in 2014.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since national labor force participation data by gender began to be collected in the late 1940s.[11]
- Labor force participation typically declines during recessions and increases during economic expansions. However, notwithstanding historical patterns, labor force participation in Illinois and the nation has continued to fall since the current economic expansion began in 2009.

Figure 8. Annual U.S. Labor Force Participation Rates by Gender, 1948-2015
Source: U.S. Bureau of Labor Statistics

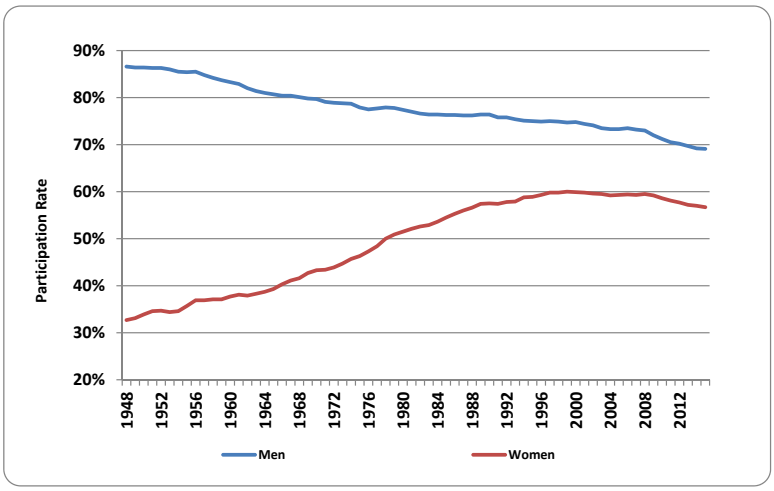


Figure 9. Illinois Labor Force Participation Rate by Gender, 1995-2015
Source: U.S. Bureau of Labor Statistics

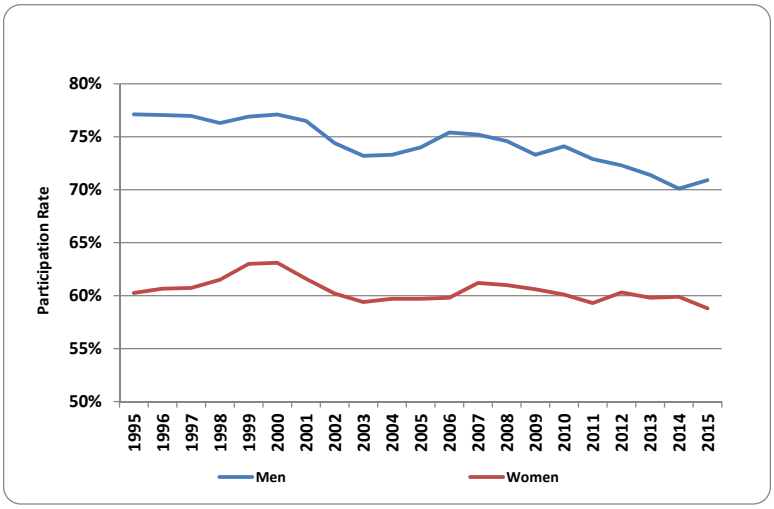


Figure 10. Labor Force Participation Rate by Race/ Ethnicity in U.S. and Illinois, 2015
Source: U.S. Bureau of Labor Statistics

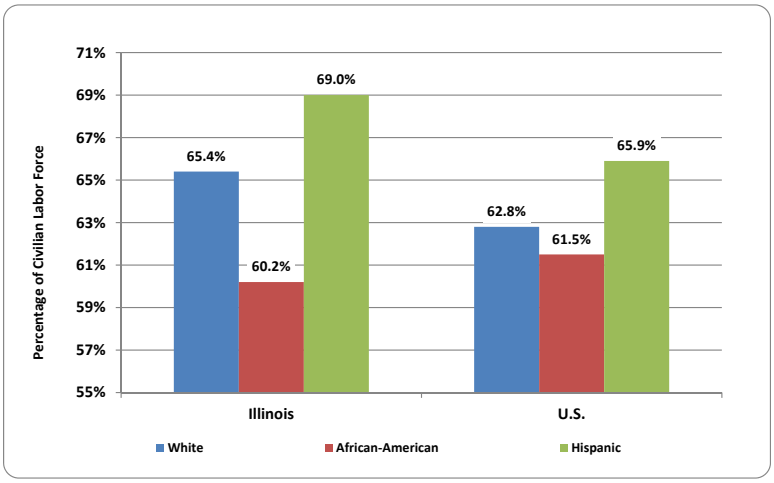
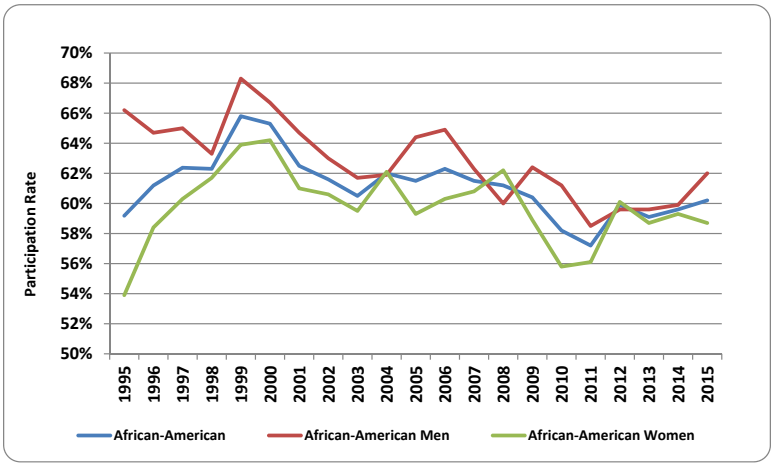


Figure 11. African-American Labor Force Participation Rates by Gender in Illinois, 1995-2015
Source: U.S. Bureau of Labor Statistics



Figures 8-9:

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2015 was 12.4 points.[12]
- The 2015 Illinois women's labor force participation rate of 58.8 was lower than the men's rate of 70.9% but higher than the U.S. women's rate of 56.7%.[13]
- The statewide gender gap increased to 12.1% in 2015 from 10.2% in 2014.

By Race:

The next few charts examine labor force participation in Illinois by racial and ethnic group.

Figure 10:

- In 2015, the labor force participation rate increased for African-Americans in Illinois but dropped slightly for whites and Hispanics. Nationally, the labor force participation also fell for whites and Hispanics and increased for African-Americans.
- The labor force participation rate, on both a national and statewide level, ranks from highest to lowest as follows: Hispanics, whites, and then African-Americans.[14]
- In 2015, Hispanics had the highest labor force participation rate in both Illinois (69.0%) and the U.S. (65.9%).[15]
- African-Americans had the lowest labor force participation rates of all races in both Illinois (60.2%) and the U.S. (61.5%).

Figure 11:

- For most of the last two decades in Illinois, the labor force participation rate for African-American men was higher than the rate for African-American women. The exceptions

were in 2004, when labor force participation rates converged, and in 2008 and 2012 when the labor force participation rate for African-American men dropped below that for African-American women and was among the lowest on record.

- In 2015, the labor force participation rate was 58.7% for African-American women and 62.0% for African-American men.
- The labor force participation rate increased from the previous year for both African-American men and women.

Figure 12. U.S. Labor Force Participation Rate by Race/ Ethnicity and Gender, 2015
Source: U.S. Bureau of Labor Statistics

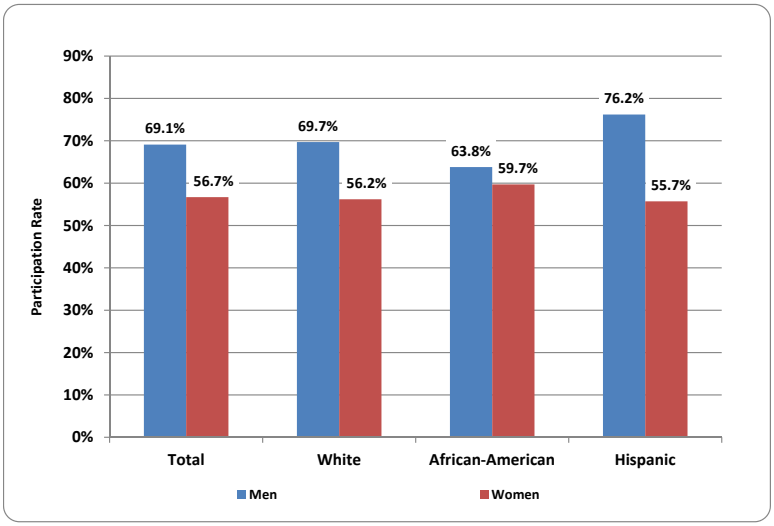
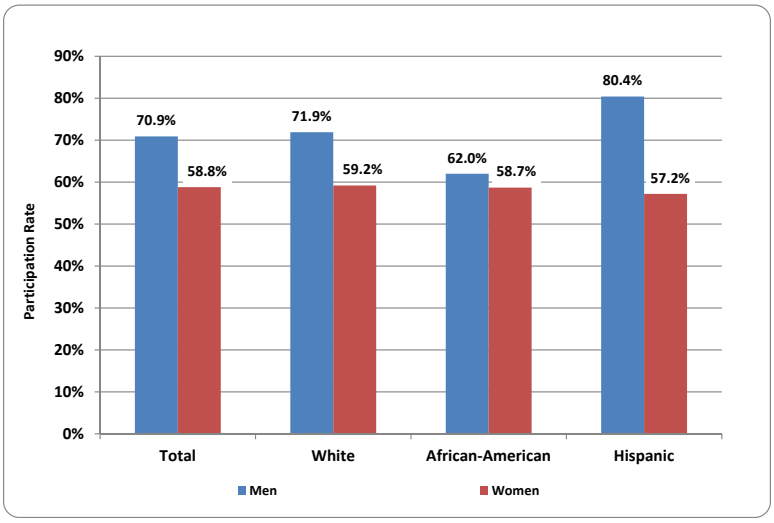


Figure 13. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2015
Source: U.S. Bureau of Labor Statistics



Analysis of gender by race:

Figures 12-13:

Among women in the U.S., African-Americans had the highest labor force participation rate (59.7%), while Hispanic women had the lowest (55.7%).[16] In Illinois, white women had the highest labor force participation rate (59.2%), compared to African-American women (58.7%) and Hispanic women (57.2%).[17]

Hispanic men (80.4%) had the highest labor force participation rate in Illinois, compared to white men (71.9%) and African-American men (62.0%).

Unemployment

The Illinois unemployment rate decreased for the second year in a row, falling -1.2 points to 5.9% in 2015, while the U.S. unemployment rate dropped -0.9 point to 5.3 percent. However, both the national and Illinois unemployment rates continued to remain above their 2007 pre-recessionary levels (See **Figure 1** in **Section I**).

Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2015
Source: U.S. Bureau of Labor Statistics

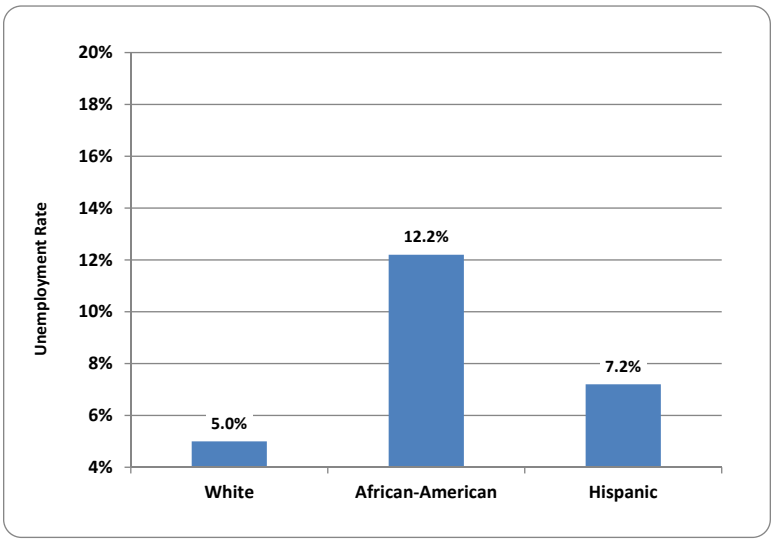
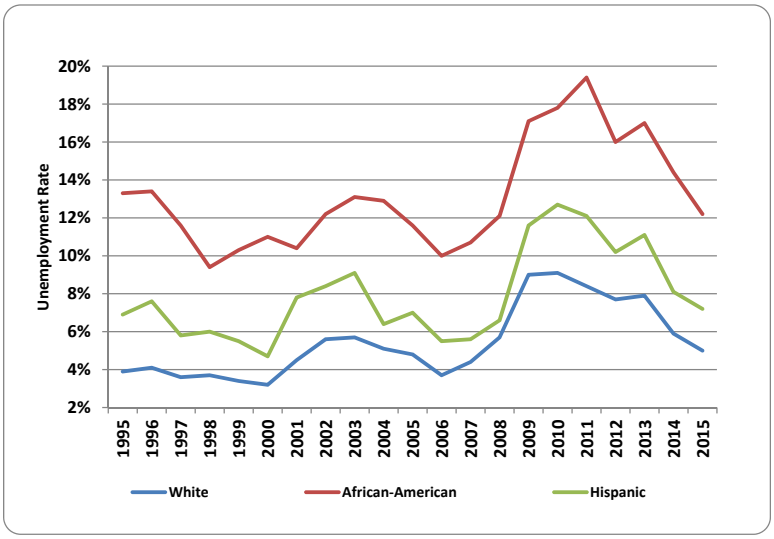


Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 1995-2015
Source: U.S. Bureau of Labor Statistics



By Gender:

Nationally and in Illinois, the unemployment rate decreased for both genders in 2015.

In both the U.S. and Illinois, men continued to experience higher unemployment rates than women, with the exception of Hispanics. The unemployment rate for men was 5.4% nationwide in 2015, compared to 5.2% for women. In Illinois, the 2015 unemployment rate for men was 6.5%, as compared to 5.2% for women.[18]

Following are unemployment facts comparing genders of the same racial or ethnic group:

- In 2015, white women had a lower unemployment rate than white men (5.2% vs. 6.5%) in Illinois. The same is true of African-American women, when compared to African-American men (9.7% vs. 15.1%).
- In 2015, the unemployment rate for Hispanic women in Illinois was 7.5%, and for Hispanic men it was 6.9%.

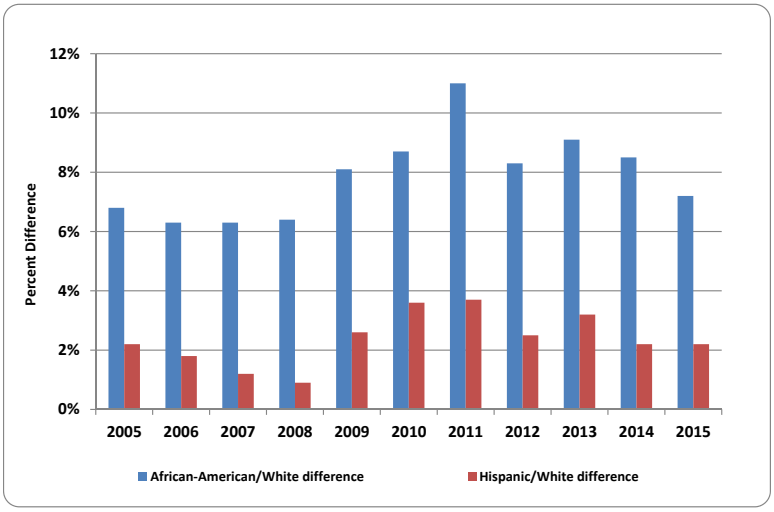
By Race:

Nationally and in Illinois, the unemployment rate decreased for all racial groups in 2015. In Illinois, unemployment rate was 12.2% for African-Americans, 7.2% for Hispanics and 5.0% for whites (See **Figure 14**). In both Illinois and the U.S., African-Americans historically have had the highest unemployment rates among all major racial and ethnic groups.

Note: Unemployment data for Asians in Illinois was not available during the production of this report.

Figure 15 highlights more unemployment trends for racial groups in Illinois:

Figure 16. Illinois Unemployment Gap by Race/ Ethnicity, 2005-2015
Source: U.S. Bureau of Labor Statistics



- Historically, African-Americans have had unemployment rates that are at least double that of the rate for whites.[19]
- The unemployment rate for Hispanics has exceeded the unemployment rate for whites by at least one percentage point since data by race and ethnicity began to be reported in 1981, with the exception of 2008, although the differences have been smaller than what has been reported between whites and African-Americans.
- Hispanics have had lower unemployment rates than African-Americans since unemployment rates for both races began to be reported in 1981.

The "unemployment gap" is the difference in unemployment rates between two groups of people. **Figure 16** shows the unemployment gap between African-Americans and whites, and Hispanics and whites:

Figure 16:

- The unemployment gap between African-Americans and whites was equal to 7.2 percentage points in 2015.[20]
- The unemployment gap between Hispanics and whites was 2.2 percentage points in 2015.
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment has ranged from 0.9 percentage points in 2008 to 9.3 points in 1982. For African-Americans, it has ranged from 5.7 points in 1998 to 17.8 points in 1985.

Analysis of women by race:

Also noteworthy are the unemployment rate trends for Illinois women by race.[21] In 2015, the unemployment rate for African-American women decreased by -2.0 percentage points and for Hispanic women the unemployment rate fell by -2.5 percentage points. The unemployment rate for white women dropped by -1.2 points.

Figure 17. Unemployment Rate for Women by Race/ Ethnicity in Illinois, 2015
Source: U.S. Bureau of Labor Statistics

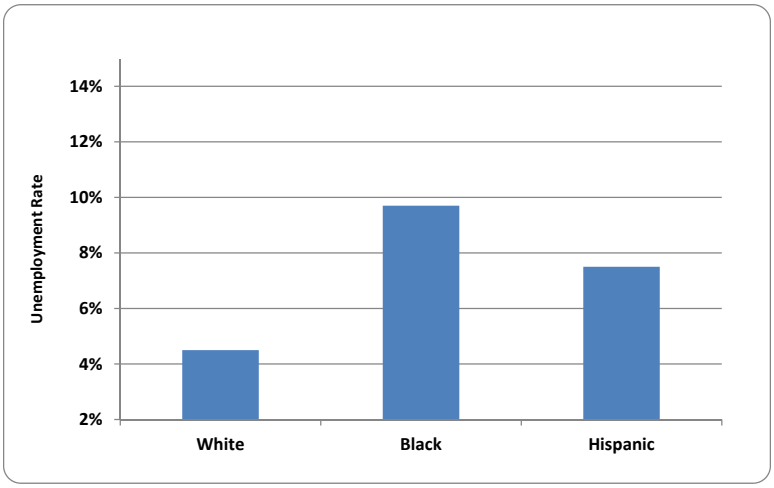


Figure 17:

- Among women, African-American women continued to have the highest unemployment rate in 2015. The unemployment rate for African-American women in Illinois was 9.7%, compared to 7.5% for Hispanic women and 4.5% for white women.
- In 2015, the unemployment rate for African-American women, while lower than their 2014 unemployment rate, was still above their 2007, pre-recession unemployment rate of 8.7%.

Analysis of men by race:

Following are comparisons of 2015 unemployment rates for Illinois men by race:

Table 3. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2015
Source: U.S. Bureau of Labor Statistics

Year	White Men	White Women	Hispanic Men	Hispanic Women	African-American Men	African-American Women
2015	5.4	4.5	6.9	7.5	15.1	9.7
2012	8.2	7.3	9.9	10.5	18.1	14.4
2011	9.2	7.4	12.6	11.4	23.0	16.4
2009	9.9	7.9	10.8	12.9	20.2	14.6
2007	4.9	3.8	6.0	5.0	13.1	8.7

Table 3:

- In 2015, the Illinois annual average unemployment rate was 15.1% for African-American men, 6.9% for Hispanic men and 5.4% for white men.[22]
- The 15.1% unemployment rate for Illinois African-American men was the lowest since 2008 when their unemployment rate was 14.0%.
- African-American men in Illinois have reported the highest unemployment rates among all racial groups and both genders since data on gender and race began to be reported in 1981, with the exception of two years, 1984 and 1998.

- White women have had the lowest unemployment rates among all racial groups and both genders since 1981, except for six years (1981, 1984, 1990, 1996, 1999 and 2004).

Union Membership

Labor union membership in Illinois, as well as the percentage of Illinois workers in unions, increased slightly in 2015. The percentage of Illinois employed who were members of unions rose to 15.2 percent in 2015, up from 15.1 percent in 2014. Nationally, union membership also grew in 2015 but the percentage of employed in unions was unchanged from 2014 at 11.1 percent (See **Figure 18** and **Table 4**).

Union membership has shown a long-term trend of decline in both Illinois and the U.S. In the early 1980s, the union membership rate for Illinois employed was nearly 25 percent, and, in the U.S. about 20 percent. Since 2005, the percentage of Illinois employed who were members of unions has dropped 1.7 percentage points. Nationally, union membership has decreased 1.4 percent points since 2005.

Most of the historical losses in union membership have been in the private sector. The U.S. private sector union membership rate has dropped from

Figure 18. Annual Union Membership Rates for Illinois and the U.S., 2005-2015
Source: U.S. Bureau of Labor Statistics

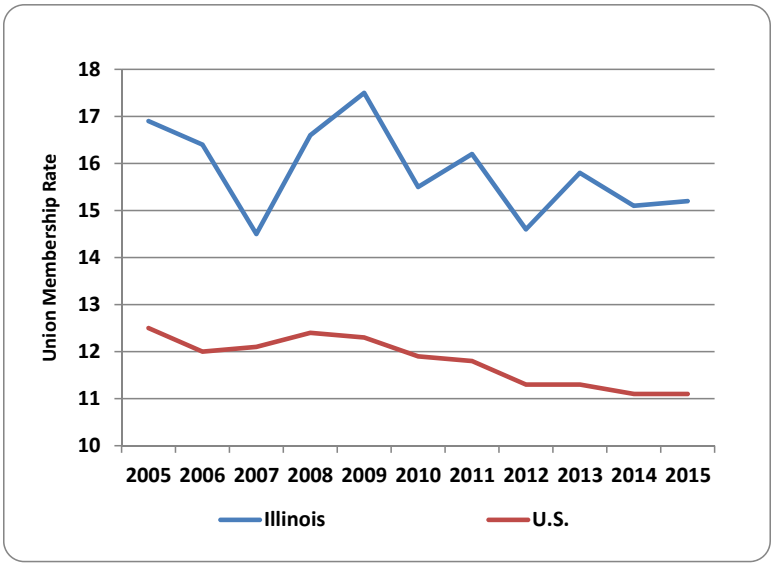


Table 4. Union Membership in Illinois and the U.S.
Membership levels displayed in thousands
Source: U.S. Department of Labor, Bureau of Labor Statistics

	ILLINOIS		UNITED STATES			
Year	Union Members	% of Employed	Union Members	% of Employed	% Private Sector Employed	% Public Sector Employed
2005	927	16.9	15,685	12.5	7.8	36.5
2006	931	16.4	15,359	12.0	7.4	36.2
2007	842	14.5	15,670	12.1	7.5	35.9
2008	939	16.6	16,098	12.4	7.6	36.8
2009	951	17.5	15,327	12.3	7.2	37.4
2010	844	15.5	14,715	11.9	6.9	36.2
2011	876	16.2	14,764	11.8	6.9	37.0
2012	801	14.6	14,366	11.3	6.6	35.9
2013	851	15.8	14,528	11.3	6.7	35.3
2014	831	15.1	14,576	11.1	6.6	35.7
2015	847	15.2	14,795	11.1	6.7	35.2

7.8 percent in 2005 to just 6.7 percent in 2015. Nationally, more than one-third of those employed in the public sector are members of unions. However, public sector union membership has also experienced declines in membership rates, decreasing from 36.5 percent in 2005 to 35.2 percent in 2015.

Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity
Source: U.S. Department of Labor, Bureau of Labor Statistics

	2015	2014	Annual Change
Total	11.1	11.1	0.0
Men, all races, ethnicities	11.5	11.7	-0.2
Women, all races, ethnicities	10.6	10.5	0.1
White	10.8	10.8	0.0
Men	11.2	11.5	-0.3
Women	10.2	10.1	0.1
Black or African-American	13.6	13.2	0.4
Men	14.5	14.5	0.0
Women	12.8	12.2	0.6
Asian	9.8	10.4	-0.6
Men	8.9	9.2	-0.3
Women	10.7	11.8	-1.1
Hispanic or Latino ethnicity	9.4	9.2	0.2
Men	9.6	9.4	0.2
Women	9.2	8.9	0.3

Union Membership by Gender and Race

Table 5:

Union membership rates continued to be slightly higher for men than for women, although the gap has narrowed. In 2015, 11.5 percent of men employed were members of unions as compared to 10.6 percent of women.

Among racial groups, the highest union membership rates were found among African-Americans (13.6%), while the lowest membership rates were found among Hispanics (9.4%). Asians were the only racial group to see a decrease in union membership in 2015, with their membership rate falling -0.6 point. Both Asian women (-1.1 points) and Asian men (-0.3 point) reported decreases in union membership rates in 2015. The only other group to experience a union membership decline was white men (-0.3 point).

Employment

In 2015, the number of employed Illinois residents increased by 72,400 to 6,126,300. This was fourth annual gain in the number of people employed in the past five years (See **Section I**, **Figure 2**).

In Illinois, the employment participation rate in 2015 was 60.9 percent, up from 60.2 percent in 2014. The employment participation rate is the percentage of the non-institutional working age population (age 16 and older) who are employed. The employment-participation rate for women was 55.7% in 2015, down -0.2% from 2014. The male employment participation rate in 2015 was 66.3%, up from 64.9% in 2014. Employment participation rates in Illinois also rose for all racial groups in 2015, with African-Americans reporting the largest increase (+1.8%). Hispanics reported the highest employment participation rates in 2015 (64.1%), followed by whites (62.2%) and African-Americans (52.8%).

Note: Employment participation rates for Asians in Illinois were not available during the production of this report.

Part-Time vs. Full-Time Work:

Over the past several decades, there has been an overall decline in the percentage of people employed full-time and a corresponding increase in the percentage of people employed part-time. The percentage employed part-time rose significantly during, and immediately following, the 2007-2009 economic recession but has declined in the past few years. More than 27.3 million U.S. residents worked part-time in 2015, slightly lower than in 2014.[23] Part-time employment is defined as working less than 35 hours per week. The number of full-time workers in the U.S. in 2015 was 121.5 million, compared to 118.7 million in 2014, a gain of about 2.8 million.

By Gender:

Figure 19:

Of the 69.7 million employed women in the U.S., 25.2% worked part-time in 2015, down slightly from 25.8% in 2014. The percentage of men employed part-time in 2015, was 12.4%, down from the 2014 percentage of 12.7%.[24] Nationally, there were 7.8 million more women working part-time in 2015 than men.

Figure 19. Full- and Part-time Workers by Gender, Age 16 and Older in U.S., 2015
Source: U.S. Bureau of Labor Statistics

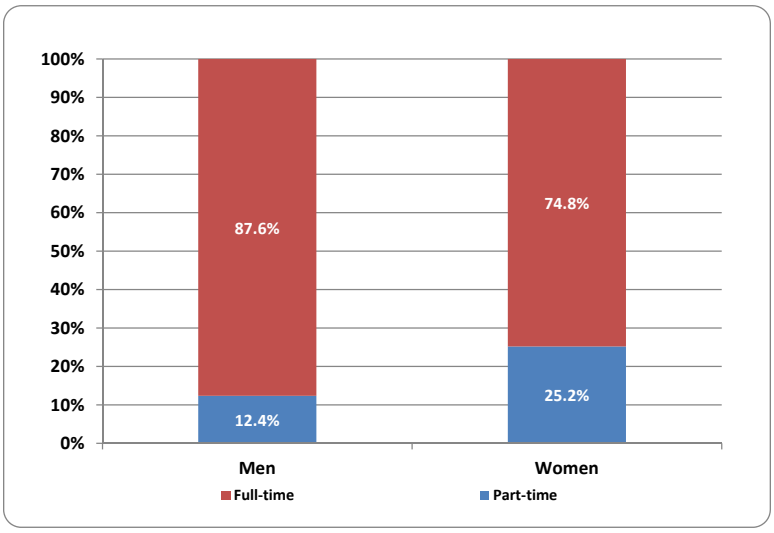
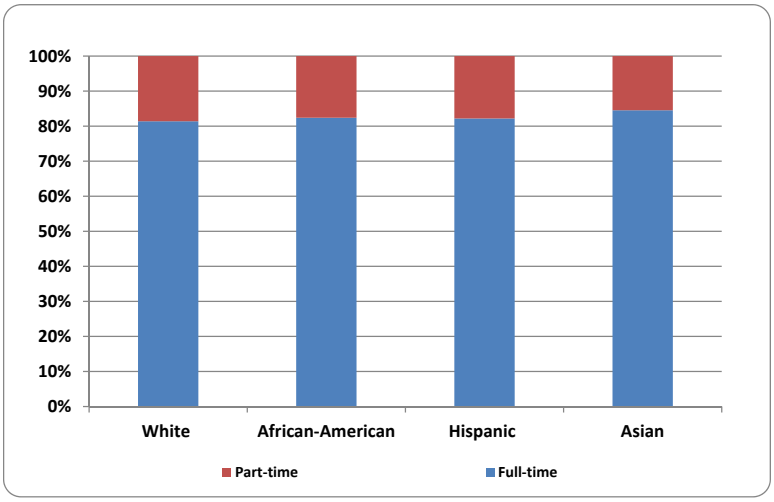


Figure 20. Full- and Part-time Workers by Race/ Ethnicity, Age 16 and Older in U.S., 2015
Source: U.S. Bureau of Labor Statistics



By Race:

Figure 20:

The percentage of workers employed part-time nationwide in 2015 declined for all racial groups.

- Asians and African-Americans had the lowest percentage of part-time workers in the U.S. in 2015, at 15.5% and 17.6%, respectively.[25] At 18.6%, whites had the highest percentage of part-time workers, followed by Hispanics at 17.8%.
- The percentage of full-time workers in the U.S. increased in 2015 for all racial groups
- Asians (84.5%) had the highest percentage of full-time workers, followed by African-Americans (82.4%), Hispanics (82.2%) and whites (81.4%)

Note: Data on part-time employment for minorities in Illinois are not published by the U.S. Bureau of Labor Statistics.

Job Patterns

By Gender

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where the number of jobs is shrinking and wages have been in decline. **Figures 21** and **22**, on the following page, show the percentage of men and women employed in various private sector job classifications in Illinois and the nation in 2014, the latest time period available.

Figure 21. Job Patterns of Women and Men in Illinois, 2014

Source: (2014 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission (EEOC)

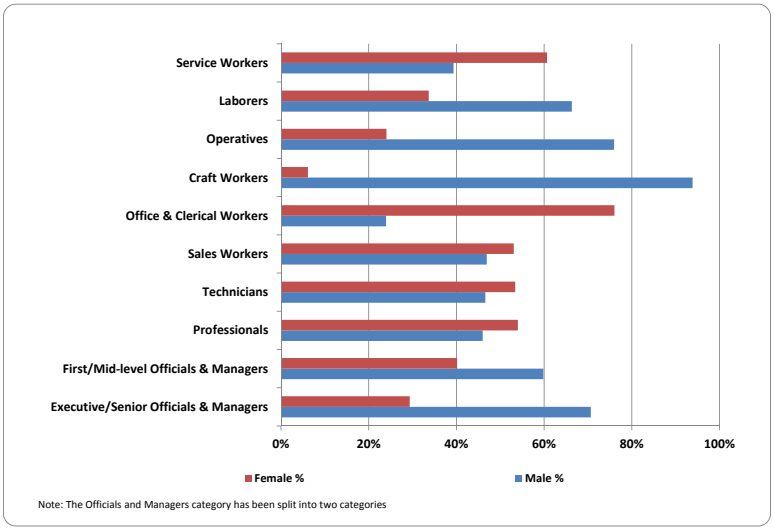
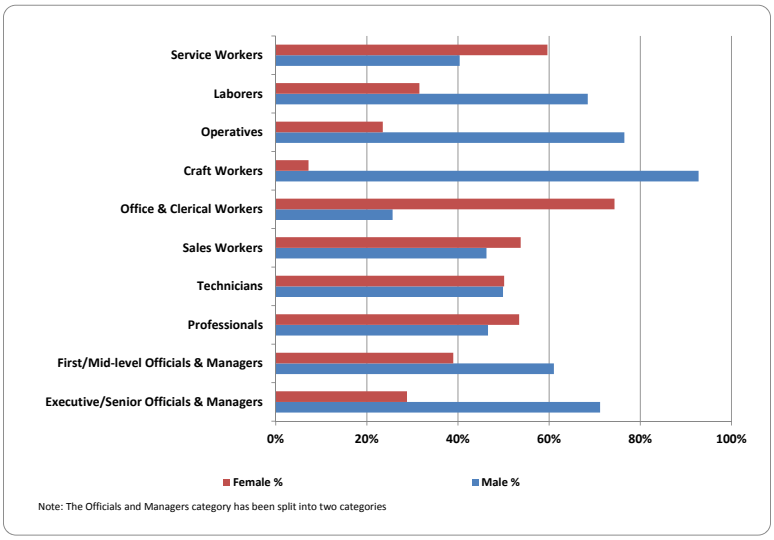


Figure 22. Job Patterns of Men and Women in the U.S., 2014

Source: U.S. Bureau of Labor Statistics



Figures 21-22:

Job patterns in Illinois are similar to national job patterns. Women are employed in the highest proportions in office and clerical jobs and as service workers in both the U.S. and Illinois.

- In 2014 (the latest data available), women held 76.0% of office and clerical jobs in the state and 60.7% of service jobs.[26] The corresponding national numbers were 74.4% and 59.6% respectively.[27]
- In 2014, only 6.1% of craft jobs in Illinois were held by women. Women were employed in 7.2% of craft jobs at the national level.
- In both the U.S. and Illinois, women held more than half of the professional and sales jobs.
- Women filled about half of the technician jobs in both Illinois and the nation.

By Race:

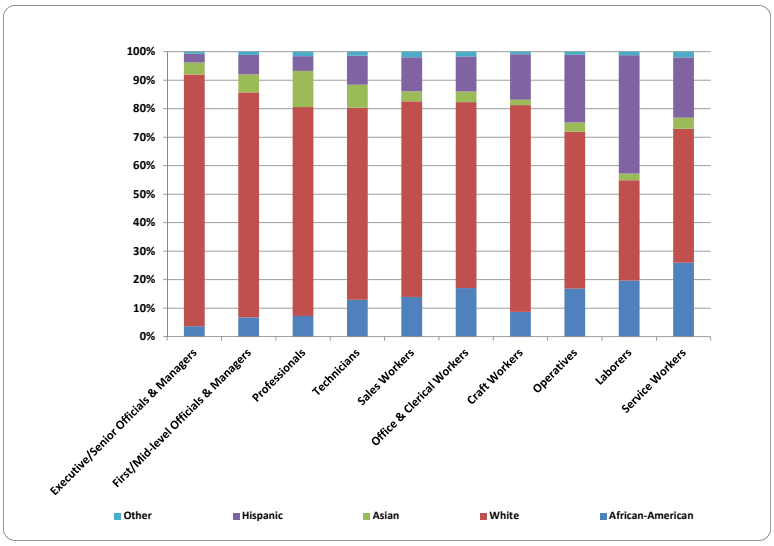
Many minority workers also are employed in occupational categories that tend to pay lower wages. **Figure 23** shows that Hispanics and African-Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2014 (the latest data available).[28] However, Asians have their highest concentration of employment in the categories of professionals and technicians, which tend to have good pay.

Figure 23 (on following page):

- In 2014 (the latest time period for private sector staffing data), African-Americans in Illinois had a high proportion of employment as service workers (26.0%), office and clerical workers (17.1%), laborers (19.7%) and operatives (16.9%).

Figure 23. EEO Aggregate Report - Illinois Private Sector Employment, 2014

Source: (2014 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission



- Hispanics had their highest rates of employment in Illinois as laborers (41.5%), operatives (23.8%), service workers (21.1%) and craft workers (16.0%).
- Whites had their highest rates of employment in management, professional and craft jobs. Whites filled 88.3% of executive/senior officials and managers positions, 78.9% of first/mid-level officials and managers jobs, 73.3% of professional jobs and 72.6% of craft jobs. They also filled 68.7% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. Asians filled 12.7% of professional jobs, 8.1% of technician jobs and 6.4% of first/mid-level officials and managers jobs.

In the Illinois public sector, African-Americans lead other minority groups in professional and management jobs. Hispanic representation in these positions is low relative to their proportion of the total population. **Figure 24** highlights management employment trends in state government for racial groups.

Figure 24. EEO Summary Report - Illinois State Government Full-Time Professional Jobs, Held by Minorities, 2015

Source: Central Management Services (CMS) [Report ANR003-A]

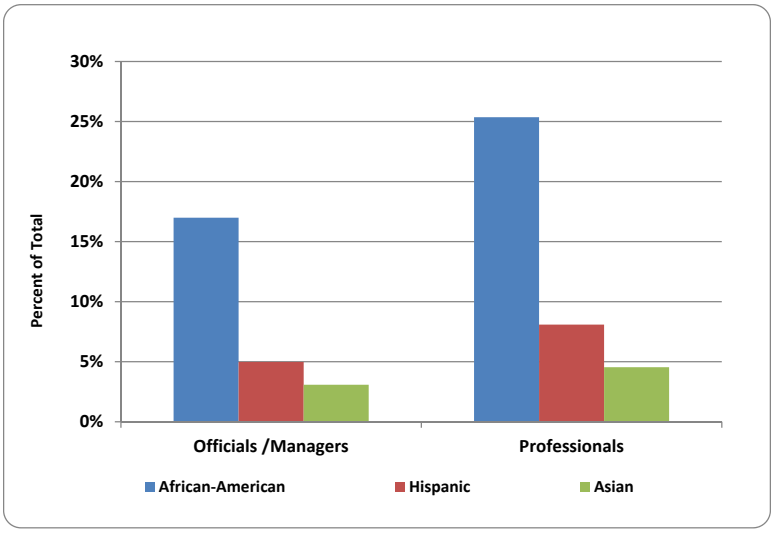


Figure 24:

- In 2015, African-Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African-Americans held 17.0% of management jobs and 25.4% of professional jobs.
- Hispanics were employed in 5.0% of management jobs and 8.1% of professional jobs, while Asians had 3.1% of management positions and 4.5% of professional jobs.

Education

In general, Illinois residents are fairly well educated, with college graduation rates above the national average, according to 2014 American

Figure 25. Educational Attainment by Women Ages 25 and Older in Illinois, 2014
Source: U.S. Census Bureau, American FactFinder

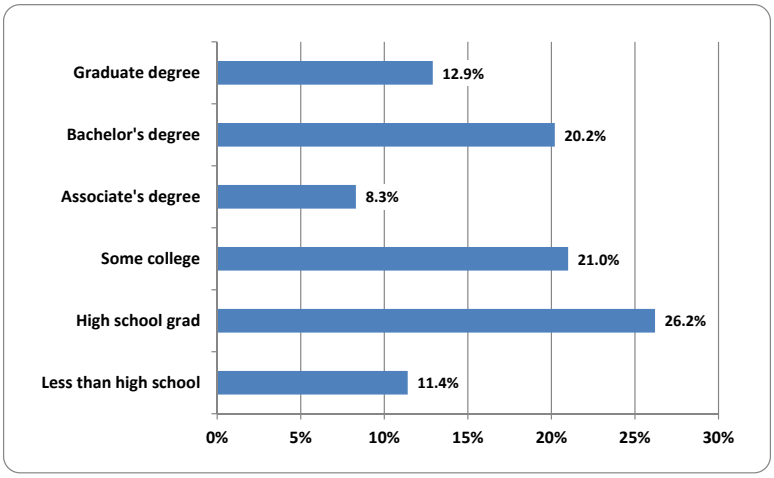


Table 6. Educational Attainment of Illinois Civilians by Gender, Age 25 and Older, 2014
Source: American FactFinder, U.S. Census Bureau

	Male	Female
Less than 9th grade	5.4%	5.1%
9th to 12th grade, no diploma	6.9%	6.3%
High school graduate	27.2%	26.2%
Some college, no degree	20.9%	21.0%
Associate's degree	7.1%	8.3%
Bachelor's degree	20.0%	20.2%
Graduate degree	12.5%	12.9%

Community Survey data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and therefore might have a better chance of securing the fastest growing jobs.

Gender Trends:

The proportion of women ages 25 years and older with a college (Associate's, Bachelor's or Graduate) degree was 41.4% in 2014. This proportion has continued to grow over time as it was 31.1% as recently as in 2000. In addition, women in the U.S. are now more likely than men to have a college degree. In Illinois, more than half of Illinois women ages 25 and older have acquired at least some college education, while only 11.4% of women have less than a high school education (See **Figure 25**).

Table 6 shows data on the similar levels of educational attainment for men and women in Illinois:

- Illinois women have a narrow lead over men (12.9% vs. 12.5%) when comparing graduate degree attainment between the genders.
- The percentage of women and men in Illinois attaining bachelor's degrees as their highest educational attainment was nearly the same in 2014 (20.0% for males and 20.2% for females).
- Summary percentages across attainment levels show that more Illinois women (62.4%) than men (60.5%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (27.2%) than females (26.2%) had attained only a high school diploma as their highest level of education.

Racial Trends:

Of the Illinois population age 25 and older, the racial group attaining the greatest percentages of bachelor's degrees is Asians while the group with

the highest percentage of high school diplomas is almost equal between Asians and whites. Hispanics have the lowest percentage of college degrees and high school diplomas of all racial/ethnic groups.

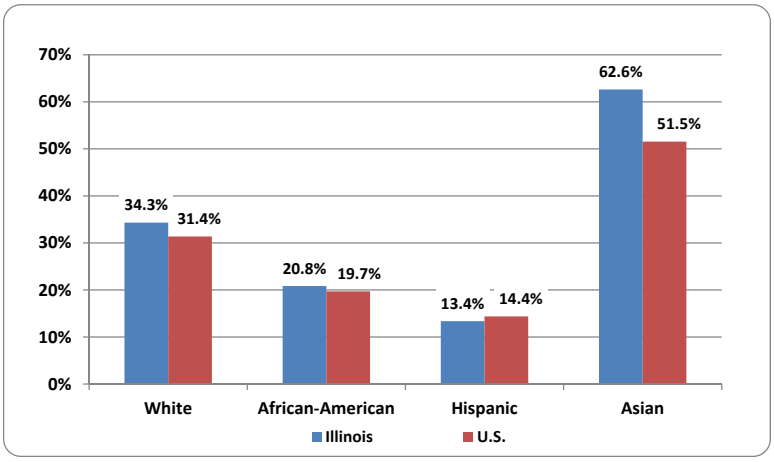
Table 7. Educational Attainment of Illinois Population Age 25 and Older by Race, 2014
Source: American FactFinder, U.S. Census Bureau

Education Level	Whites	African-Americans	Hispanics	Asians
High school graduate (includes equivalency) or higher	90.5%	84.8%	64.5%	90.9%
Some college or associates degree (or higher)	63.1%	56.4%	34.6%	79.9%
Bachelor's degree or higher	34.3%	20.8%	13.4%	62.6%

Here are more specifics, as reflected in **Table 7**:

- Over 90% of whites and Asians in Illinois earned high school diplomas or higher, followed by African-Americans (84.8%) and Hispanics (64.5%).
- The gap between whites and Hispanics with high school diplomas is over 25 percentage points; whereas the gap between African-Americans and whites is a little more than 5 percentage points.
- Almost 63% of Asians in Illinois have bachelor's degrees or higher, compared to 34.3% of whites, 20.8% of African-Americans and 13.4% of Hispanics.
- The gap between Asians and whites having a bachelor's degree or higher is almost 30 percentage points, whereas whites and Asians have similar proportions with a high school diploma.

Figure 26. Percentage of Population Age 25 and Older with Bachelor's Degree or Higher, U.S. and Illinois, 2014
Source: U.S. Census Bureau



National education trends among racial groups are similar to Illinois trends. However, as reflected in **Figure 26**, Illinois has a higher proportion of its population with bachelor's degrees than the nation as a whole. A much greater percentage of Asians in Illinois have a bachelor's degree than in the U.S. (62.6% vs. 51.5%). Also, Hispanics are the only racial/ethnic group with a higher proportion of bachelor's degrees at the national level than in Illinois.

Figure 27a. Median Weekly Earnings by Gender, Illinois, 2004-2014

Source: Highlights of Women's Earnings in 2014, U.S. Bureau of Labor Statistics

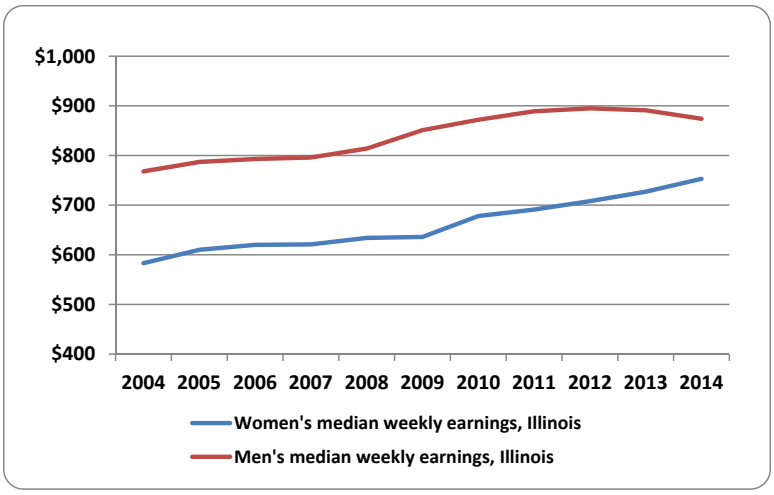


Figure 27b. Median Weekly Earnings by Gender, U.S., 2004-2014

Source: Highlights of Women's Earnings in 2014, U.S. Bureau of Labor Statistics

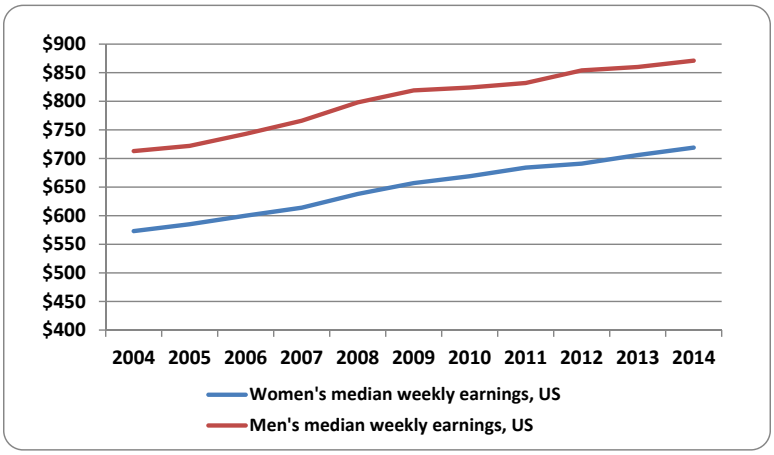
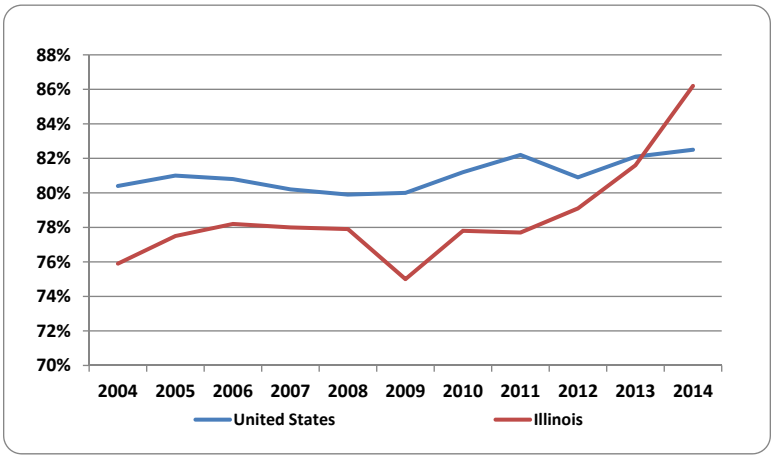


Figure 28. Women's Median Weekly Earnings as Percentage of Men's Ages 16 and Older, 2004-2014

Source: Highlights of Women's Earnings in 2014, U.S. Bureau of Labor Statistics



Wages

Greater education leads to higher future wages for all workers, including women and minorities. Women who earn graduate or professional degrees generally raise their earnings, although disparities with men's earnings persist. For example in 2014, Illinois women who had earned graduate or professional degrees had a median annual income of $15,053 more than women with bachelor's degrees. However, Illinois men with graduate or professional degrees had a median annual income of $24,825 more than women with comparable degrees.[29]

Wage Trends by Gender:

As women have moved into traditionally male occupations, such as management and professional work, their work opportunities have expanded. Shifts in the economy and an increase in computer-based jobs have also led to new careers for women. The available career opportunities, along with women's increasing attainment of higher education, have triggered a steady increase in women's wages.

Figures 27a and 27b compare median wages for full-time workers by gender in Illinois and the U.S.:

- Earnings for women in Illinois increased at a higher rate than they did for men in 2014 (the most current year for wage data), as did the earnings for women nationally.
- Illinois' median weekly earnings for women were $753 in 2014, up from $727 in 2013.
- The weekly median earnings for men in Illinois were $874 in 2014, down from $891 in 2013.

Figure 28 shows that the ratio of median wages for women relative to men increased both nationally and in Illinois in 2014:

- The Illinois ratio was 86.2% in 2014 (the most current year for wage data), compared to the U.S. ratio of 82.5%.

Figure 29. U.S. Women's Median Weekly Earnings as Percentage of White Men's, 1994-2014
Source: Highlights of Women's Earnings in 2014, U.S. Bureau of Labor Statistics

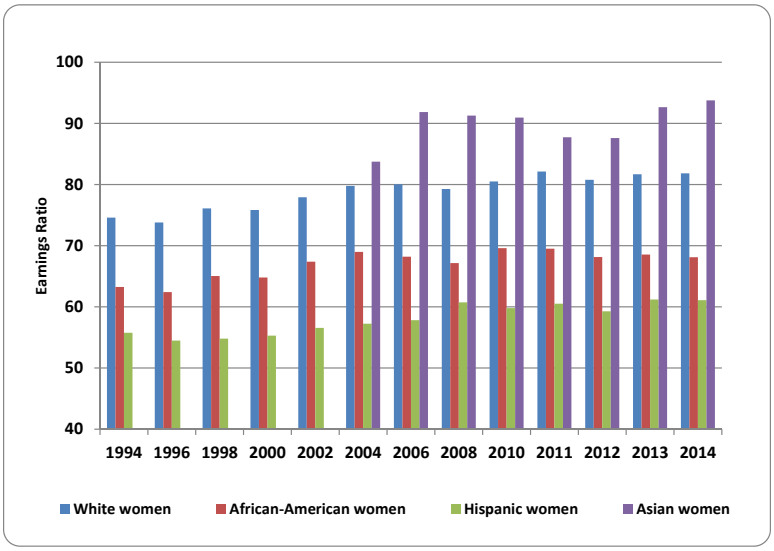
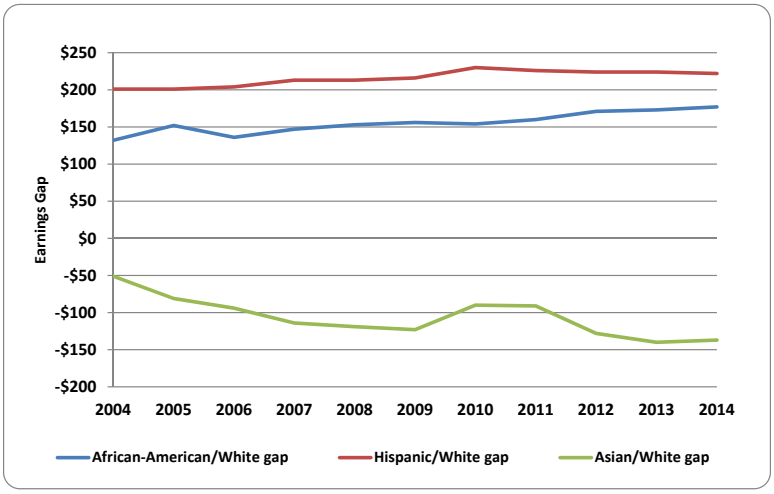


Figure 30. U.S. Earnings Gap: Blacks, Asians, Hispanics vs. Whites 2004-2014
Source: Highlights of Women's Earnings in 2014, U.S. Bureau of Labor Statistics



Wage Trends by Race and Ethnicity:

Figure 29 shows a clear gender wage gap by race/ethnicity (relative to white males) in the United States.

Note: Statewide wage data by racial group is not published.

Women's wage comparisons to white males:

- In 2014 (the most current year for wage data), the U.S. median weekly wage for women as a percentage of white men's median wages was 81.8% for white women, 68.1% for African-American women, 93.8% for Asian women, and 61.1% for Hispanic women.
- African-American women's wages have stayed in the 60-70 percent range for the last two decades, while Hispanic women broke above the 50-60 percent range in 2008 and have stayed just above or below 60 through 2014.

Minorities' wages in comparison to white males:

Figure 30 shows the earnings gap for minority groups in comparison to white males in the U.S.:

- The 2014 median weekly earnings was $953 for Asians, $816 for whites, $639 for African-Americans and $594 for Hispanics working full time in the United States.
- Asians have a higher median wage than do whites. The gap is shown as negative values on the chart. The value for 2014 is -$137.
- The wage gap between African-Americans and whites was $177 for 2014.
- The wage gap between whites and Hispanics decreased to $222 for 2014.

Note: The year 2014 is the most current year for available wage data.

Appendix

Terms and Definitions

Workforce participation terms such as earnings, income, race-ethnicity, and labor force are uniquely defined by state agencies, federal agencies and research organizations. They may even be defined differently by the same organization when used for different purposes. Given their variability, it is important to define the terms as they will be used in this report. Note that caution should be used when comparing numbers in this report to those in other sources because of this ambiguity.

Race and Ethnicity

Beginning with the 2000 Census, race and ethnicity became two distinct concepts in federal workforce reporting. Each person now has two attributes, his or her race (or races), and whether or not he or she is Hispanic. The 2000 Census also established six racial categories: American Indian or Alaska Native; Asian; African-American; Native Hawaiian or Other Pacific Islander; white; and "Some Other Race." Respondents for the first time were allowed to select one or more races. The two ethnicity categories are "Hispanic origin" and "not of Hispanic origin." Given this substantial change in race-ethnicity categories, which introduces the likelihood of overlap of race and Hispanic origin, the Census Bureau cautions against making direct comparisons between the 2000 Census and previous years.

The race/ethnicity population reporting in this report follows standards used by the U.S. Census Bureau and other federal agencies. In figures 6-9 of this report, race and Hispanic origin are expressed as two different concepts in order to present a clearer view of the racial makeup of Illinois' population. For example, data for the racial categories "white" and "African-Americans" does not include Hispanic whites or Hispanic blacks. However, data for the Hispanic ethnic category, includes data for all racial groups, including Hispanics who are white, black, Asian, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.

The population data in this report is from the Census Bureau. The data includes noninstitutional civilians, the incarcerated, and the underemployed.

Labor Force Concepts and Definitions

Employed: Persons are classified as employed if they did any work for pay or profit, worked at least 15 unpaid hours in a family-owned enterprise or were temporarily away from work due to reasons such as vacation, illness or labor dispute. The resident employed totals include the self-employed.

Unemployed: Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work. The unemployed do not include "discouraged" workers—those who have become discouraged with the job hunt and have stopped actively looking for work.

Actively looking for work may consist of any of the following activities:

- Contacting any of the following regarding job opportunities:
  - An employer
  - An employment agency
  - Friends or relatives
  - A school or university employment center
- Sending out resumes or filling out applications
- Placing or answering classified advertisements
- Checking union or professional registers

Workers expecting to be recalled from layoff are counted as unemployed, whether or not they have engaged in a specific jobseeking activity. But, in all other cases, the individual must be actively engaged in some job search activity and available for work (except for temporary illness).

Labor Force: The labor force equals the sum of employed and unemployed persons. Those considered to be not in the labor force are neither employed nor unemployed.

Unemployment Rate: The unemployment rate is the percentage of the labor force that is unemployed (available and looking for work but currently not working).

Civilian Noninstutional Population: The civilian noninstitutional population includes anyone age 16 and older who does not reside in an institution, such as a prison or mental hospital, or who is not on active duty in the Armed Forces.

Labor Force Participation Rate: The labor force participation rate is the percentage of the civilian noninstitutional population that is in the labor force (either employed or unemployed).

Employment Participation Rate: The employment participation rate is defined as the percentage of civilian noninstitutional population that is employed.

To summarize:

Employed persons consist of:

- All persons who did any work for pay or profit during the U.S. Census Bureau's household survey week, which is usually the week including the 12th of each month.
- All persons who did at least 15 hours of unpaid work in a family-operated enterprise.
- All persons who were temporarily absent from their regular jobs because of illness, vacation, bad weather, industrial labor dispute or various personal reasons, whether or not they were paid for the time off.

Unemployed persons are:

- All persons who did not have a job at all during the household survey week, but made specific active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).
- All persons who were not working and were waiting to be called back to a job from which they had been laid off need not be looking for work to be classified as unemployed.
- People who are not part of the labor force are all persons not classified as employed or unemployed, including discouraged workers.

For more information, visit the U.S. Department of Labor's website, "How the Government Measures Employment," at **http://www.bls.gov/cps/cps_htgm.htm**.

Career Resources

The Illinois Department of Employment Security offers several online resources to assist prospective job seekers in finding jobs, training and career information. To access these resources:

1. **Go to www.ides.illinois.gov**
2. **Select the "Individuals" pathway**
3. **Click "Search for Jobs"**
4. **Access the following resource: Illinois JobLink.com**, an online job database that connects job seekers to employers throughout the country.

OR

Follow steps 1 – 2 above, then click "Career Information" in the center column to access the following career resources:

- **CIS Job Seeker:** a tool for the experienced worker who is preparing for a career change or re-entering the workforce after layoff or retirement. It features job search resources, wage information, and information on running your own business (self-employment).

- **CIS:** a career planning tool that offers comprehensive information on occupations, schools, financial aid, job search and extensive links to other career resources. It is designed for high school and college students. (Under the Occupations tab click on Career Clusters then Science, Technology, Engineering and Mathematics for high paying STEM fields.)

- **CIS Junior:** helps middle school and junior high school students explore questions such as "Who am I? Where am I going? How do I get there?" and offers a career cluster interest assessment.

- **CIS Plus:** features additional premium features available for lease such as GED preparation, as well as ACT and SAT courses and practice tests.

- **Learn More Earn More:** highlights occupations expected to provide the most job openings each year. Jobs are organized by education and training requirements from short-term on-the-job training though Work Experience + 4 Years of College or More.

- **Summer Job Central:** offers links to summer job sites as well as information on labor laws for teen workers and ideas for self-employment.

Endnotes

1. U.S. Census Bureau, Population Division, http://www.census.gov/popest/.

2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.

3. Illinois Department of Employment Security, Economic Information and Analysis Division, Illinois Labor Force Estimates, Annual Averages.

4. Ibid.

5. Ibid.

6. U.S. Census Bureau, Population Division, http://www.census.gov/popest/.

7. Ibid.

8. Ibid.

9. U.S. Census Bureau, American Fact Finder, 2014 American Community Survey 1-year (S0501, S0503, S0505, S0506), http://factfinder2.census.gov.

10. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, http://www.bls.gov/cps/#data.

11. Ibid.

12. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, http://www.bls.gov/cps/tables.htm.

13. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

14. U.S. Department of Labor, Bureau of Labor Statistics, http://www.bls.gov/cps/#data.

15. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

16. U.S. Department of Labor, Bureau of Labor Statistics, http://www.bls.gov/cps//#data.

17. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

18. U.S. Bureau of Labor Statistics, Current Population Survey

19. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group."

20. Ibid.

21. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey.

22. U.S. Department of Labor, Bureau of Labor Statistics. Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group."

23. U.S. Department of Labor, Bureau of Labor Statistics, http://www.bls.gov/cps/#data.

24. U.S. Department of Labor, Bureau of Labor Statistics.

25. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, http://www.bls.gov/cps/#data.

26. U.S. Equal Employment Opportunity Commission, "2014 EEO-1 Aggregate Report for Illinois," www.eeoc.gov.

27. U.S. Equal Employment Opportunity Commission, "2014 EEO-1 National Aggregate Report," www.eeoc.gov.

28. U.S. Equal Employment Opportunity Commission, "2014 EEO-1 Aggregate Report for Illinois," www.eeoc.gov.

29. U.S. Census Bureau, American FactFinder,2014 American Community Survey 1-Year Estimates (S1501), http://factfinder2.census.gov.