



The Illinois Labor Market Review

Your Source For Illinois Labor Market Information

Inside:

**500,000 Future
Job Openings
for Illinois**

Best Bet Jobs

**Illinois' Changing
Demographic
Structure and its
Impact on the
Labor Force**



Illinois Labor Market Review

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500,000 Job Openings for Illinois through 2018

IDES ranks Illinois' high demand occupations

By Yolanda Y. Harris

Through the year 2018, more than 500,000 new job openings requiring different levels of education and paying a wide range of wages will shape Illinois' economic landscape, according to Illinois Department of Employment Security projections. In addition, many more job openings will arise as experienced workers leave the labor force.

However, reflecting a national trend, the large occupations that are spread across many industries and that produce the most job openings will tend to require less education and pay lower wages. This report highlights occupational trends in Illinois and a career resource that can help students and job seekers with career planning.

The Bureau of Labor Statistics reports that nearly two-thirds of the top 30 occupations with the largest expected numerical increases require only short- to long-term on-the-job training.¹ A similar trend is evident in Illinois. Illinois jobs that are expected to have the most openings are: office and administrative support occupations, projected to increase by 28,912 jobs annually, sales and related occupations (+22,801 annually), and food preparation and serving occupations (+22,799 annually).²

Opportunities for higher-paying jobs are expected to increase, although at a lower level than lower-paying jobs. For example, annual average job openings will total 11,030 for management occupations, 12,061 for business and financial operations occupations, 4,886 for computer and mathematical occupations and 12,609 for healthcare practitioners and technical occupations through the year 2018.³

To help students and job seekers sift through occupational projections data and apply it to their career planning, IDES produces a brochure called "Learn More Earn More." The brochure highlights Illinois occupations with the most openings each year, their wages, job descriptions and education requirements. Learn more about careers online at <http://www.ilworkinfo.com/icrn.htm>.

"Best Bet" Jobs in Illinois

Short-term on-the-job training:

Janitors and Cleaners (except Maids / Housekeepers), Nursing Aides, Orderlies, and Attendants

Moderate-term on-the-job training:

General Maintenance and Repair Workers, Pharmacy Technicians

Long-term on-the-job training:

Electricians, Plumbers, Pipefitters, and Steamfitters

Vocational training after high school:

Licensed Practical Nurses, Automotive Service Technicians and Mechanics

2 years of college:

Registered Nurses, Respiratory Therapists, Physical Therapists Assistants

4 years of college:

Registered Nurses, Computer Software Engineers (Systems), Computer Software Engineers (Applications), Computer Systems Analysts

4 years of college + work experience:

Computer and Information Systems Managers, Pharmacists, Physical Therapists

Note: "Best Bet" jobs have a large number of job openings as well as growth rates and wages that exceed the average in Illinois.

Source: IDES' "Learn More Earn More" brochure. Access the complete brochure at <http://lmi.ides.state.il.us/lmem/lmem.htm>.

Endnotes:

1. K. Bartsch, "The employment projections for 2008-18," The U.S. Department of Labor Bureau of Labor Statistics' Monthly Labor Review (November 2009): 3, <http://bls.gov/opub/mlr/2009/11/home.htm>.
2. Illinois Department of Employment Security, State of Illinois Occupational Projections (Long-term), 2008-2018, <http://lmi.ides.state.il.us/projections/employproj.htm>.
3. See note 2 above.

Yolanda Y. Harris is Editor of the Illinois Labor Market Review

Business, Technology and Healthcare to Lead Growth of Illinois Economy

By Yolanda Y. Harris

Services industries in Illinois will continue their upward growth trend through 2018, with sectors like professional, scientific and technical services and health care and social assistance growing at twice the rate of all sectors, according to Illinois Department of Employment Security data.

Within these sectors, employment services, individual and family services and several health care industries are among leading industries adding the most new jobs to the economy. Using the Illinois Department of Employment Security's recently released industry employment projections for the period 2008 to 2018, this report highlights details about the future of Illinois industries.

Fastest growing sectors

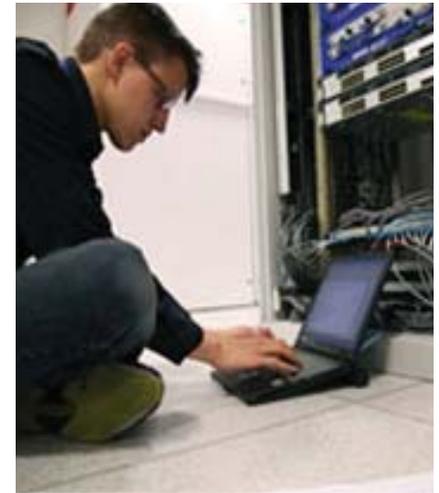
The Illinois Department of Employment Security projects that the top four sectors to lead growth in the Illinois economy between 2008 and 2018 are professional, scientific and

technical services (with a projected 2.10 percent annual growth), health care and social assistance (1.98 percent), administrative and waste management (1.72 percent), and leisure and hospitality (1.32 percent). Except for leisure and hospitality, the growth rate for each of these sectors is projected to be more than double the growth rate of all Illinois industries (see table 1).

Sectors on the decline

On the other hand, the sectors expected to experience the fastest annual loss during the 10-year period are natural resources and mining (-1.14 percent), followed by manufacturing (-1.11 percent) and agricultural production (-.76 percent).

Manufacturing, expected to decline by 69,783 jobs, will experience, by far, the most job loss of any sector. Most of those losses in manufacturing will come from durable goods manufacturing, with computer and electronic products, fabricated metal and machinery



experiencing the bulk of the decline.

Although manufacturing will lead the pack in job losses, this sector in 2008 employed more workers than any other sector in Illinois, except healthcare and social assistance.

Table 1. Illinois Sectors Ranked by Employment Change Through 2018

Industry	Annual Compound Growth Rate %	Base Year Employment 2008	Projected Year Employment 2018	Total # job openings 2008-2018
Total, all industries	0.83	6,333,193	6,881,612	548,419
Professional, scientific & technical services	2.10	368,351	453,548	85,197
Health care & social assistance	1.98	691,058	840,813	149,755
Administrative & waste management services	1.72	394,916	468,195	73,279
Leisure and hospitality	1.32	531,020	605,499	74,479
Other services	1.21	289,588	326,702	37,114
Educational services, private & public	1.02	554,775	614,258	59,483
Transportation & warehousing & utilities	0.86	302,524	329,695	27,171
Construction	0.81	258,502	280,329	21,827
Financial activities	0.54	391,915	413,581	21,666
Government, total	0.48	374,304	392,836	18,532
Retail trade	0.37	628,364	651,785	23,421
Wholesale trade	0.31	309,905	319,753	9,848
Information	0.04	114,898	115,386	488
Agricultural production, total	-0.76	71,393	66,150	-5,243
Manufacturing, total	-1.11	658,184	588,401	-69,783
Natural resources and mining	-1.14	9,879	8,807	-1,072

Source: Illinois Department of Employment Security, 2008-2018 industry employment projections

Here is a closer look at the dynamics behind the sectors that are projected to grow the fastest:

Professional, scientific and technical services

This sector is expected to grow 2.10 percent annually, gaining 85,197 jobs, which is the largest job gain for the entire professional and business services supersector.¹ In general, business demand for consultants and sophisticated computer networks are major contributors to the growth of the professional and business services supersector nationwide, according to the Bureau of Labor Statistics.²

The management, scientific and technical services industry will add the most jobs to this sector and will be responsible for most of its growth (see table 2). Specialized design services and computer systems design related services are other growth leaders in this industry.

Health care and social assistance

This sector is expected to grow 1.98 percent annually, gaining 149,755 jobs, the largest job gain of all sectors. Child day care services will lead growth in this sector, with a projected 3.76 percent annual growth and 12,769 job openings through the year 2018 (see table 3). The need to replace the large numbers of experienced workers who leave the child care industry for better-paying jobs with benefits triggers job openings in this industry, according to the Bureau of Labor Statistics.³

The second fastest growing industry in health care and social assistance is other ambulatory services, expected to grow 3.48 percent annually. Other ambulatory health care services include services such as blood pressure and health screening facilities, hearing testing services and pacemaker monitoring services. Nursing and residential care facilities is expected to be the leader in job openings, with 28,765 new jobs through the year 2018. In general, advances in medical technology and the increasing population of the elderly, whose health care needs are greater than average, are expected to drive growth in the healthcare and social assistance sector nationwide, reported BLS.⁴

Table 2. Growth of Illinois' Professional, Scientific and Technical Services Sector

Industry	Annual Compound Growth Rate %	Number of Job Openings 2008-2018
Professional, scientific and technical services	2.10	85,197
Management, scientific and technical services	3.50	25,918
Specialized design services	2.56	2,334
Computer systems design related services	2.19	14,238
Legal services	1.99	12,433
Accounting, tax preparation & payroll services	1.92	10,327
Architectural and engineering services	1.84	9,681
Other professional, scientific / technical services	1.48	4,052
Scientific research & development services	1.14	3,448
Advertising and related services	0.93	2,766

Source: Illinois Department of Employment Security, 2008-2018 industry projections

Table 3. Growth of Illinois' Health Care and Social Assistance Sector

Industry	Annual Compound Growth Rate %	Number of Job Openings 2008-2018
Health care and social assistance	1.98	149,755
Child day care services	3.76	12,769
Other ambulatory health care services	3.48	4,084
Offices of other health practitioners	3.36	11,889
Food, housing & emergency relief services	3.10	1,640
Outpatient care centers	3.07	5,153
Individual and family services	3.04	16,817
Vocational rehabilitation services	2.98	5,964
Home health care services	2.97	1,618
Nursing and residential care facilities	2.02	28,765
Offices of physicians	2.12	19,953
Offices of dentists	1.94	7,391
Medical and diagnostic laboratories	1.60	950
Hospitals	0.96	25,486

Source: Illinois Department of Employment Security, 2008-2018 industry projections

Table 4. Growth of Illinois' Administrative and Waste Management Services Sector

Industry	Annual Compound Growth Rate %	Number of Job Openings 2008-2018
Administrative and waste management services	1.72	73,279
Facilities support services	3.32	1,153
Office administrative services	2.00	3,592
Services to building and dwellings	2.04	19,378
Business support services	1.84	5,973
Employment services	1.76	34,602
Investigation and security services	1.44	5,299
Other support services	0.98	2,125
Travel arrangement & reservation services	0.93	988
Waste management & remediation services	0.13	169

Source: Illinois Department of Employment Security, 2008-2018 industry projections

Administrative and waste management services

Administrative and waste management services is projected to grow 1.72 percent each year, gaining a total 73,279 jobs through 2018. More firms using outside service providers or specialists to perform administrative and waste management services will trigger growth in this sector, according to the Illinois Department of Employment Security.⁵ With an expected 3.32 percent annual growth rate, facilities support services, which includes janitorial, maintenance, trash disposal, guard and security and mail routing services, is the growth leader in this sector (see table 4 on previous page).

Employment services, with a projected 34,602 openings through 2018, is projected to be the leader in job openings within this sector as well as for all Illinois sectors. BLS attributes the fast growth and large number of openings in employment services to high turnover in the industry. In addition, businesses' needs for workers to manage seasonal and temporary increases in their workloads, their needs for specialized workers and their increasing desire to expand without incurring the costs of permanent employees, will spur growth in this industry.

Leisure and hospitality

This sector is expected to grow 1.32 percent annually and add 74,479 jobs to the economy through 2018. Museums, historical sites and institutions and the amusement, gambling and recreation industry will lead growth in this sector (see table 5). With a projected 55,506 new jobs, food services and drinking places will add the most jobs to this sector. According to BLS, rising incomes, leisure time, and awareness of the health benefits of physical fitness will increase the demand for arts, entertainment, and recreation services.⁶

Industries with most projected job openings

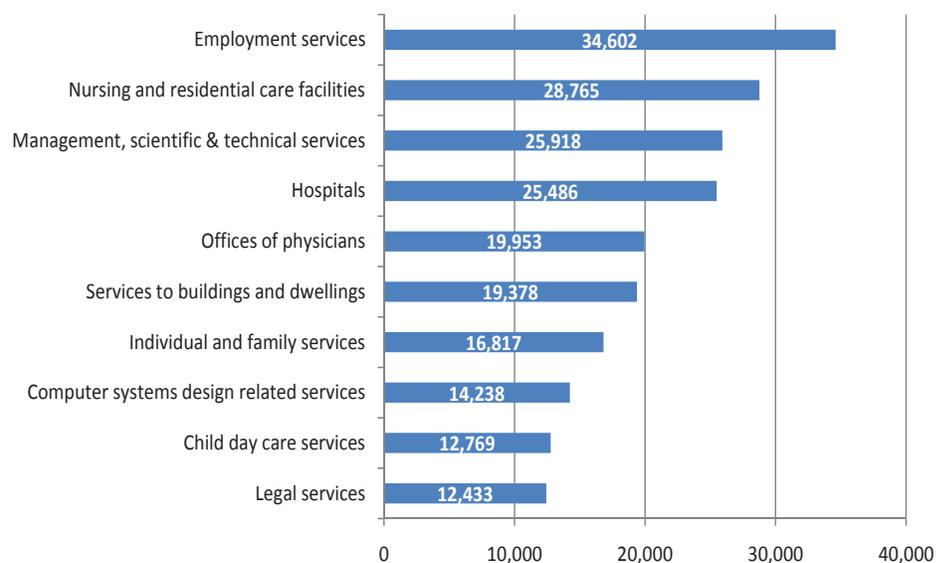
Chart 1 reveals that the industries expected to add the most jobs to Illinois' economy between 2008 and 2018 are largely in the professional and business services and health care and social assistance supersectors. Most job openings will be in employment services, which is expected to

Table 5. Growth of Illinois' Leisure and Hospitality Sector

Industry	Annual Compound Growth Rate %	Number of Job Openings 2008-2018
Leisure and hospitality	1.32	74,479
Museums, historical sites and institutions	1.94	1,582
Amusements, gambling & recreation industries	1.74	11,011
Food services and drinking places	1.31	55,506
Accommodation	0.95	5,181
Performing arts, sports & related industries	0.80	1,199

Source: Illinois Department of Employment Security, 2008-2018 industry projections

Chart 1. Top Job Openings in Illinois' Fastest Growing Industry Sectors



Note: The above table ranks job openings in Illinois' top three fastest growing industry sectors: 1) professional, scientific and technical, (2) administrative and waste management services and (3) health care and social assistance.

Source: Illinois Department of Employment Security, 2008-2018 industry projections

yield 34,602 new jobs. As explained earlier, high turnover in the industry, plus business' increasing need for temporary workers, will drive openings in this industry.

The increasing population of elderly residents and their health care needs will make nursing and residential care facilities, hospitals and offices of physicians among the top five industries with the most openings in Illinois. Nursing and residential care facilities are expected to create 28,765 openings; while hospitals and offices of physicians are projected to create 25,486 openings and

19,953 openings, respectively.

In the professional and business services sector, management, scientific and technical services is expected to create 25,918 new positions. Continued demand for advice on planning and logistics, implementation of new technologies and compliance with workplace safety, environmental and employment regulations will trigger growth in this industry, according to BLS.⁷ In addition, computer systems design related services, is expected to add 14,238 new jobs, as the demand for the design and integration

of sophisticated networks and Internet and intranet sites increase.

Another leader in job openings in Illinois is individual and family services, which is expected to grow by 16,817 jobs through the year 2018. BLS reports that a substantial increase in the elderly population will increase demand for adult day care and home care services. Also an increase in the demand for drug and alcohol abuse programs is expected as those with drug and alcohol addiction are required to attend treatment programs, instead of going to jail.⁸

In summary, most services industries in Illinois will continue their job growth through the 10-year period ending 2018,

while goods-producing industries will continue their downward trend. The professional scientific and technical services sector is expected to lead the growth rate of all sectors in Illinois through the 10-year-period ending 2018. This sector's projected annual growth rate of 2.10 percent is double the projected 0.83 percent annual growth rate of all Illinois sectors. With a projected annual growth rate of 1.98 percent, health care and social assistance is the second fastest growing industry in Illinois.

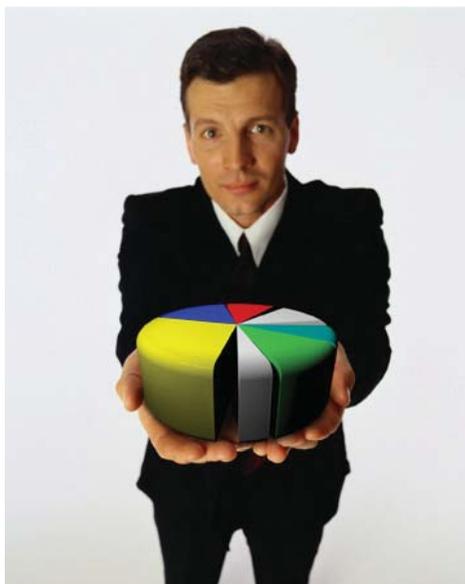
Most new job openings will be in professional and business services and health care and social assistance sectors. Employment services is expected to lead job openings in Illinois with 34,602 new

jobs. An aging population will contribute to the increased demand for health and social services. More than 74,000 new job openings are projected in nursing and residential care facilities, hospitals and offices of physicians. Individual and family services will add nearly 17,000 new jobs. In addition, demand for logistics planning, new technologies and sophisticated networks will make management, scientific and technical services, and computer systems design related services among the top providers of new jobs to the Illinois economy.

Yolanda Y. Harris is Editor of the Illinois Labor Market Review

Endnotes:

1. Illinois Department of Employment Security, State of Illinois Industry Employment Projections (Long-term), 2008-2018, <http://lmi.ides.state.il.us/projections/employproj.htm>.
2. R. Woods, "Industry output and employment projections to 2018," The U.S. Department of Labor Bureau of Labor Statistics' Monthly Labor Review (November 2009), <http://bls.gov/opub/mlr/2009/11/art4full.pdf>.
3. U.S. Department of Labor, Bureau of Labor Statistics. Career Guide to Industries, 2010-11 edition. Website: www.bls.gov/oco/cg/cgs032.htm.
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5. Mitch Daniels (Workforce Analysis and Dissemination manager, Illinois Department of Employment Security), e-mail message to author, Oct. 22, 2010.
6. U.S. Department of Labor, Bureau of Labor Statistics. Career Guide to Industries, 2010-11 edition. Website: www.bls.gov/oco/cg/cgs031.htm.
7. Woods, "Industry output," 66.
8. U.S. Department of Labor, Bureau of Labor Statistics. Career Guide to Industries, 2010-11 edition. Website: <http://www.bls.gov/oco/cg/cgs040.htm>.



Did You Know?

Industry and employment projections

for Illinois and several of its geographic divisions, including metro areas, counties and local workforce areas, are available via the IDES website. To access this data, visit <http://lmi.ides.state.il.us/projections/employproj.htm>.

Illinois' Changing Demographic Structure and its Impact on the Labor Force

by Rich Reinhold



The population of Illinois, like much of the rest of the nation, is becoming more racially and ethnically diverse, and it is also aging. Illinois is slightly better educated than the U.S., with about one-third of its residents holding at least a bachelor's degree in 2009. At the same time, unemployment remains high and job growth is sluggish, making entry into the labor market more difficult.

This article will examine the demographic structure and educational attainment of the population and how they impact the labor force and employment status of Illinois residents.

Illinois' population getting older but remains younger than nation

Illinois' total population has risen by nearly half a million since 2000 and grown older (see table 1). The average median age for Illinois residents in 2009 was 36.2 and 1.5 years older than what was reported in the 2000 Census. Nationally, the median age in 2009 was 36.8, also up 1.5 years from 2000.

The biggest share of total population growth in Illinois since 2000 was found with 55- to 64-year-olds, which saw their

numbers increase by more than one-third. The population age 15 and younger and 25 to 44 years old actually fell during this period possibly due to factors such as declines in birth rates and migration to other states. Also, growth in the number of residents age 65 and older was nearly five times the increase in the population under age 25. At the national level, there was also a drop in the number of 25- to 44-year-olds but the 15 and younger age group increased slightly.

All racial groups in Illinois have seen population growth, but the largest percentage increases were found among Hispanics and

Table 1: Illinois Total Population by Gender, Age Group and Race/Ethnicity: Change Between 2000-2009 and Comparison to U.S.

Characteristic	2009	2000	Change 2000-2009		U.S. Percent
			Numeric	Percent	
Total, all ages	12,910,409	12,419,293	491,116	4.0%	9.1%
Total, Male	6,359,626	6,080,336	279,290	4.6%	9.7%
Total, Female	6,550,783	6,338,957	211,826	3.3%	8.5%
0 to 15 years old	2,815,133	2,888,966	-73,833	-2.6%	2.7%
16 to 24 years old	1,660,988	1,567,383	93,605	6.0%	10.7%
25 to 44 years old	3,544,995	3,795,544	-250,549	-6.6%	-2.3%
45 to 54 years old	1,878,298	1,626,742	251,556	15.5%	18.4%
55 to 64 years old	1,416,522	1,040,633	375,889	36.1%	43.3%
65 years and over	1,594,473	1,500,025	94,448	6.3%	13.1%
Median Age	36.2	34.7	1.5	4.3%	4.2%
White	10,195,829	9,921,552	274,277	2.8%	7.1%
Black or African American	1,926,551	1,901,815	24,736	1.3%	11.0%
Asian	567,673	435,425	132,248	30.4%	32.3%
All Other	220,356	160,501	59,855	37.3%	28.9%
Hispanic	1,968,599	1,530,262	438,337	28.6%	37.1%

Source: U.S. Census Bureau

Asians¹. The 2000-2009 population growth rates for both white and black residents were below the overall statewide percentage increase. Additionally, the population growth for all racial groups as well as Hispanics was lower in Illinois as compared to the U.S.

Table 2 compares the demographic structure of the population in Illinois and U.S. in 2009. Aside from being younger, Illinois' population has a larger proportion of blacks and a smaller share of whites, Asians and Hispanics.

¹Hispanics is not a race category, but instead, an ethnic classification. Hispanics can be of any race.

Changes within the demographic structure of the Illinois' civilian non-institutional population

The civilian non-institutional population, which is a part of the total population, includes all residents 16 and older but excludes those residing in facilities such as prisons, hospitals and military bases. Table 3 shows the changes in the demographic structure of the Illinois non-institutional population between years 2000 and 2009. Not surprisingly, the patterns reported over the past decade within the non-

institutional population mirror those of the total population. Hispanics have seen their representation within the non-institutional population increase by about 3 percent, while whites and blacks have seen their share of population decline by roughly 1 percent. The age distribution has shifted upward by about 6 percent for the percentage of population age 45 and older. As with the total population, Illinois had a larger share of black residents but a smaller percentage of Hispanics compared to the nation. Also, the working age population was slightly younger in Illinois.

Table 2: Distribution of 2009 Illinois and U.S. Total Population by Gender, Age Group and Race/Ethnicity

Characteristic	Illinois	U.S.	Difference
Total, Male	49.3%	49.3%	0.0%
Total, Female	50.7%	50.7%	0.0%
0 to 15 years old	21.8%	21.5%	0.3%
16 to 24 years old	12.9%	12.7%	0.2%
25 to 44 years old	27.5%	27.1%	0.4%
45 to 54 years old	14.5%	14.5%	0.0%
55 to 64 years old	11.0%	11.3%	-0.3%
65 years and over	12.4%	12.9%	-0.5%
White	79.0%	79.6%	-0.6%
Black or African American	14.9%	12.9%	2.0%
Asian	4.4%	4.6%	-0.2%
All Other	1.7%	2.9%	-1.2%
Hispanic	15.2%	15.8%	-0.6%

Source: U.S. Census Bureau

Table 3: The Demographic Composition of the Illinois and U.S. Non-institutional Working Age Population

Demographic group	IL 2009	IL 2000	Change	U.S. 2009	IL vs. U.S. (2009)
Men	48.6	48.0	0.6	48.4	0.2
Women	51.4	52.0	-0.6	51.6	-0.2
White	80.5	81.4	-0.9	81.0	-0.5
Black or African American	13.9	15.0	-1.1	12.0	2.0
Hispanic or Latino ethnicity	12.0	9.1	2.9	13.9	-2.0
Total, 16 to 19 years	7.6	7.9	-0.3	7.2	0.4
Total, 20 to 24 years	9.4	9.3	0.1	8.7	0.7
Total, 25 to 34 years	17.2	18.6	-1.4	17.1	0.1
Total, 35 to 44 years	17.7	21.6	-4.0	17.4	0.3
Total, 45 to 54 years	19.9	17.4	2.5	18.8	1.1
Total, 55 to 64 years	13.6	10.6	2.9	14.7	-1.1
Total, 65 years and over	14.6	14.5	0.2	16.1	-1.5

Source: U.S. Census Bureau

Men, blacks and youth among those hardest hit by national recession

The non-institutional population can be further subdivided between those in the labor force (employed or unemployed) and those outside the labor force. Table 4 shows men, whites, Hispanics and those ages 25 to 54 had the highest labor force and employment participation rates in both 2000 and 2009. But table 4 also shows that men, blacks

and younger workers (ages 16 to 24) have seen the largest declines in both labor force participation and employment as a result of the most recent national economic recession that ended in June 2009. The oldest workers (ages 55 and older) actually reported higher labor force and employment participation rates in 2009 as compared to 2000.

Historically, men, blacks, Hispanics and youth have seen the highest unemployment

rates. These groups also saw the largest unemployment rate increases between 2000 and 2009.

Table 4b compares labor force participation, employment percentages for Illinois and the U.S. Illinois reported higher labor force and employment participation rates than the nation in 2009 for all residents, except blacks and the youngest age groups. Unemployment

Table 4: Illinois 2009 Labor Force, Employment and Unemployment Status by Gender, Race/Ethnicity and Age Group

Demographic group	Labor Force Participation Rate			Employment-Population Ratio			Unemployment Rate		
	2009	2000	Change	2009	2000	Change	2009	2000	Change
All	66.8	69.8	-3.0	60.1	66.1	-6.0	10.1	4.5	5.6
Men	73.3	77.1	-3.8	65.2	73.6	-8.4	11.1	4.5	6.6
Women	60.6	63.1	-2.5	55.3	60.4	-5.1	8.7	4.2	4.5
White	67.6	70.6	-3.0	61.5	68.3	-6.8	9.0	3.2	5.8
Black or African American	60.4	65.3	-4.9	50.1	58.1	-8.0	17.1	11.0	6.1
Hispanic or Latino ethnicity	72.3	74.1	-1.8	64.0	70.6	-6.6	11.6	4.7	6.9
Total, 16 to 19 years	37.1	54.3	-17.2	27.5	47.9	-20.4	25.8	11.9	13.9
Total, 20 to 24 years	71.4	79.5	-8.1	59.8	72.5	-12.7	16.3	8.8	7.5
Total, 25 to 34 years	82.4	86.2	-3.8	74.4	82.7	-8.3	9.7	4.1	5.6
Total, 35 to 44 years	84.1	84.9	-0.8	76.3	82.1	-5.8	9.3	3.3	6.0
Total, 45 to 54 years	83.2	85.2	-2.0	76.9	83.0	-6.1	7.6	2.6	5.0
Total, 55 to 64 years	66.7	63.2	3.5	61.4	61.4	0.0	7.9	2.7	5.2
Total, 65 years and over	17.4	14.4	3.0	16.6	14.1	2.5	5.0	2.0	3.0

Source: U.S. Bureau of Labor Statistics

Table 4b: Comparison of Illinois and U.S. 2009 Labor Force, Employment and Unemployment Status

Demographic group	Labor Force Participation Rate			Employment-Population Ratio			Unemployment Rate		
	Illinois	U.S.	Difference	Illinois	U.S.	Difference	Illinois	U.S.	Difference
All	66.8	65.4	1.4	60.1	59.3	0.8	10.1	9.3	0.8
Men	73.3	72.0	1.3	65.2	64.5	0.7	11.1	10.3	0.8
Women	60.6	59.2	1.4	55.3	54.4	0.9	8.7	8.1	0.6
White	67.6	65.8	1.8	61.5	60.2	1.3	9.0	8.5	0.5
Black or African American	60.4	62.4	-2.0	50.1	53.2	-3.1	17.1	14.8	2.3
Hispanic or Latino ethnicity	72.3	68.0	4.3	64.0	59.7	4.3	11.6	12.1	-0.5
Total, 16 to 19 years	37.1	37.5	-0.4	27.5	28.4	-0.9	25.8	24.3	1.5
Total, 20 to 24 years	71.4	72.9	-1.5	59.8	62.2	-2.4	16.3	14.7	1.6
Total, 25 to 34 years	82.4	82.7	-0.3	74.4	74.5	-0.1	9.7	9.9	-0.2
Total, 35 to 44 years	84.1	83.7	0.4	76.3	77.0	-0.7	9.3	7.9	1.4
Total, 45 to 54 years	83.2	81.6	1.6	76.9	75.8	1.1	7.6	7.2	0.4
Total, 55 to 64 years	66.7	64.9	1.8	61.4	60.6	0.8	7.9	6.6	1.3
Total, 65 years and over	17.4	17.2	0.2	16.6	16.1	0.5	5.0	6.4	-1.4

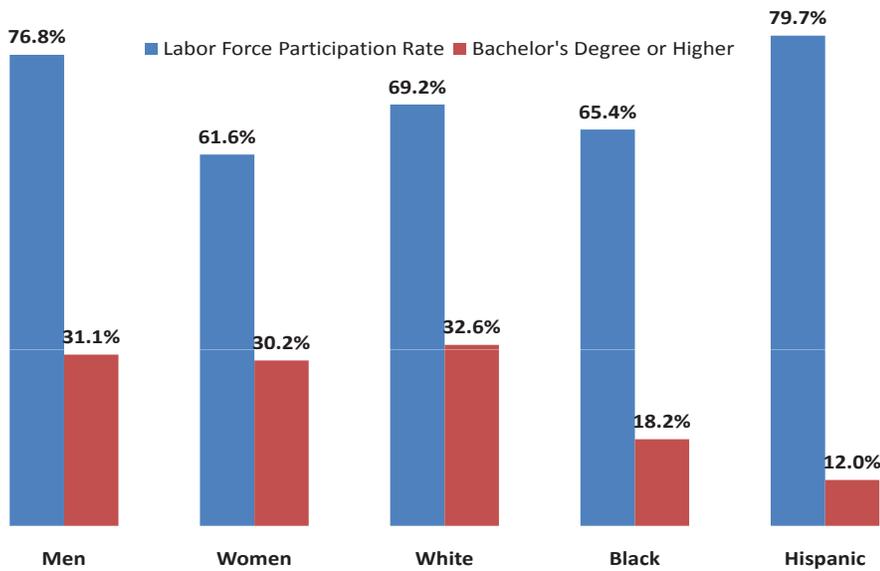
Source: U.S. Bureau of Labor Statistics; U.S. Census Bureau; U.S. Department of Education

Table 5: 2009 Labor Force, Employment and Unemployment Status and Educational Attainment (Ages 25 and Older)

Characteristic	Illinois					United States				
	Labor Force Participation Rate	Employment-Population Ratio	Unemployment Rate	Bachelor's Degree or Higher	High School Diploma or Higher	Labor Force Participation Rate	Employment-Population Ratio	Unemployment Rate	Bachelor's Degree or Higher	High School Diploma or Higher
All	68.9%	63.1%	8.5%	30.6%	86.4%	67.0%	61.7%	7.9%	29.5%	86.7%
Men	76.8%	69.5%	9.5%	31.1%	85.8%	74.6%	68.1%	8.8%	30.1%	86.2%
Women	61.6%	57.1%	7.3%	30.2%	87.0%	59.9%	55.8%	6.9%	29.1%	87.1%
White	69.2%	63.7%	7.8%	32.6%	89.2%	66.9%	62.0%	7.3%	29.9%	87.1%
Black	65.4%	56.2%	13.9%	18.2%	82.1%	66.2%	58.1%	12.3%	19.3%	84.1%
Hispanic	79.7%	71.7%	10.1%	12.0%	59.2%	71.3%	63.8%	10.5%	13.2%	61.9%

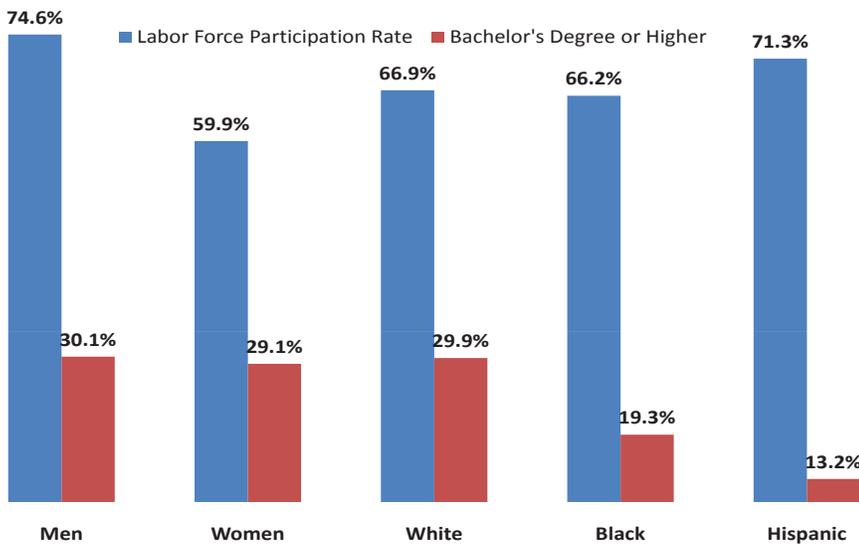
Source: U.S. Bureau of Labor Statistics; U.S. Census Bureau; U.S. Department of Education

Chart 1: Illinois 2009 Labor Force Participation Rates and Educational Attainment by Gender and Race/Ethnicity (Ages 25 and Older)



Source: U.S. Bureau of Labor Statistics and U.S. Census Bureau

Chart 1b: U.S. 2009 Labor Force Participation Rates and Educational Attainment by Gender and Race/Ethnicity (Ages 25 and Older)



Source: U.S. Bureau of Labor Statistics and U.S. Census Bureau

rates were higher in Illinois than in the U.S. for all groups, except Hispanics and those ages 25 to 34 and ages 65 and older.

The relationship between educational attainment and labor force status

Generally, there is a strong, inverse relationship between educational attainment and labor force status; the higher the level of education, the lower the unemployment rate and vice versa. Those with higher levels of education also tend to have strong labor force attachment. However, do these assumptions hold true for all demographic groups, and can we find differences in Illinois and the U.S.?

In 2009, the Illinois labor force participation rate for men 25 and older was about 15 percent higher than women in the same age group, due in part to women leaving the workforce for child rearing. But, as table 5 and chart 1 show, the differences in levels of educational attainment for men and women age 25 and older were much smaller or less than 2 percent.

Hispanics reported labor force participation rates that were more than 10 percent higher than whites and blacks. Conversely, Hispanics had the lowest percentages of the population age 25 and older with a high school diploma or a bachelor's degree among all races.

Chart 1b compares labor force participation rates and the percentages holding bachelor's degrees among demographic groups in the U.S. during 2009. Nationally, the differences found between both genders and among racial/

ethnic groups were about the same as found in Illinois.

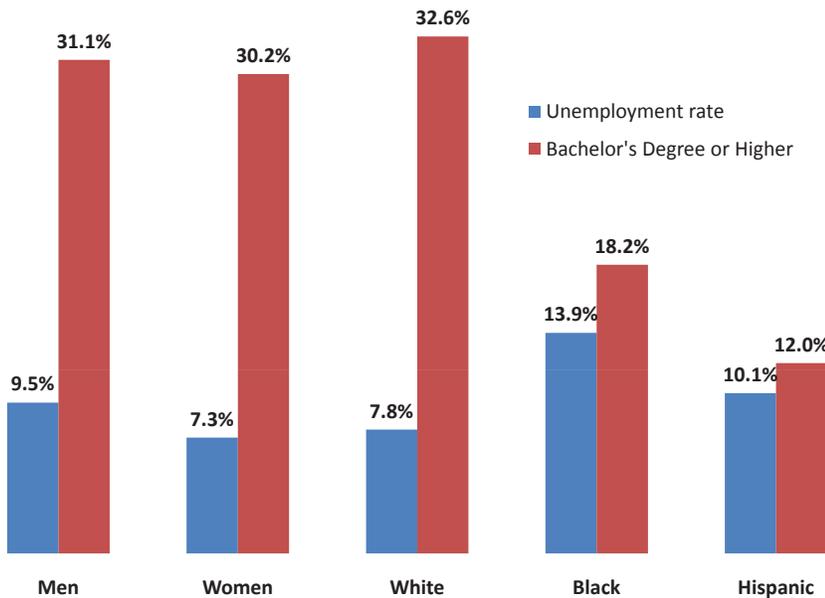
For the most part, Illinois had higher labor force participation and educational attainment rates among demographic groups as compared to the U.S. One exception was the lower level of educational attainment for blacks and Hispanics living in Illinois. Also, the black labor force participation rate in the U.S. was higher than in Illinois.

As mentioned earlier, one would expect to find lower unemployment rates among groups that had the higher levels of educational attainment. However, this pattern was not found consistently. Chart 2 shows that the 2009 unemployment rate for men was more than two points above the unemployment rate for women, despite the fact that the percentage with at least a high school diploma or a bachelor degree was about the same.

Additionally, the 2009 unemployment rate for blacks was nearly four points higher than the Hispanic unemployment rate, even though blacks had higher educational attainment levels.

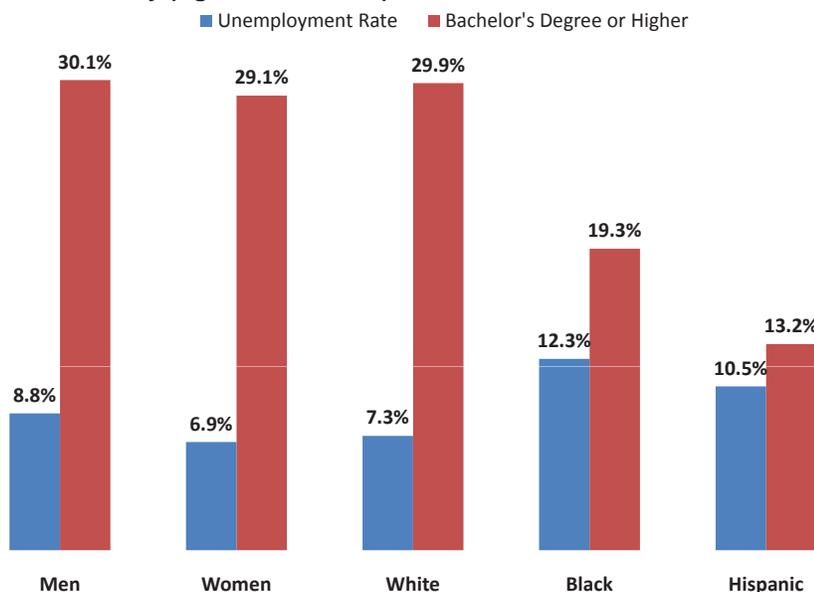
Chart 2b shows that these unemployment rate and educational attainment inconsistencies were also present at the national level. Furthermore, higher levels of educational attainment in Illinois did not translate into

Chart 2: Illinois 2009 Unemployment Rates and Educational Attainment by Gender and Race/Ethnicity (Ages 25 and older)



Source: U.S. Bureau of Labor Statistics and U.S. Census Bureau

Chart 2b: U.S. 2009 Unemployment Rates and Educational Attainment by Gender and Race/Ethnicity (Ages 25 and older)



Source: U.S. Bureau of Labor Statistics and U.S. Census Bureau

lower unemployment rates as compared to the U.S.

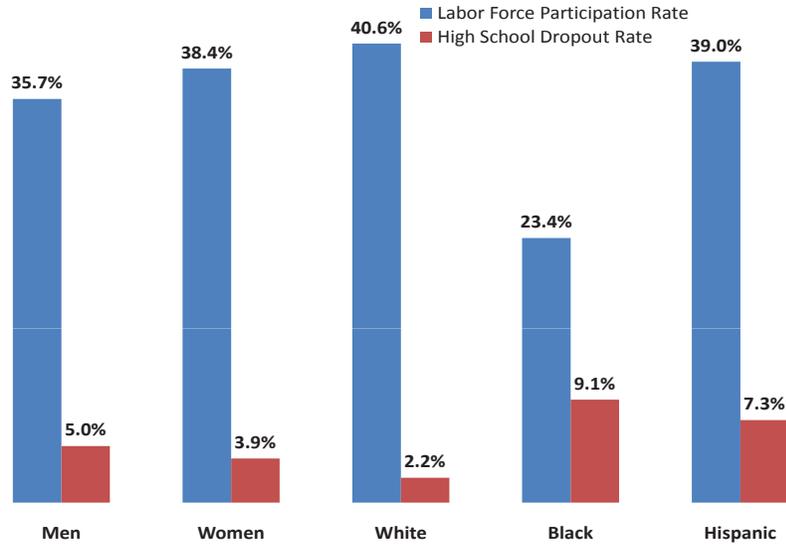
Youth labor force status and high school dropout rates

The most detailed, official educational attainment statistics produced by the federal statistical agencies are for the population age 25 and older. However, this analysis also examines the youngest age group in the labor force, including those ages 16 to 19. This group has the lowest percentage of labor force participation and the highest unemployment rate. In 2009, the Illinois unemployment rate for the 16- to 19-year-olds was 25.8 percent or almost two and a half times the unemployment rate for the entire labor force.

Labor force participation and unemployment rates were compared to high school dropout rates (the most recent school year for which data were available from the U.S. Department of Education was 2007-2008). The 20- to 24-year-old age group was excluded from this portion of the analysis because their 2009 labor force status was unlikely to be related to high school dropout statistics from just one or two years earlier.

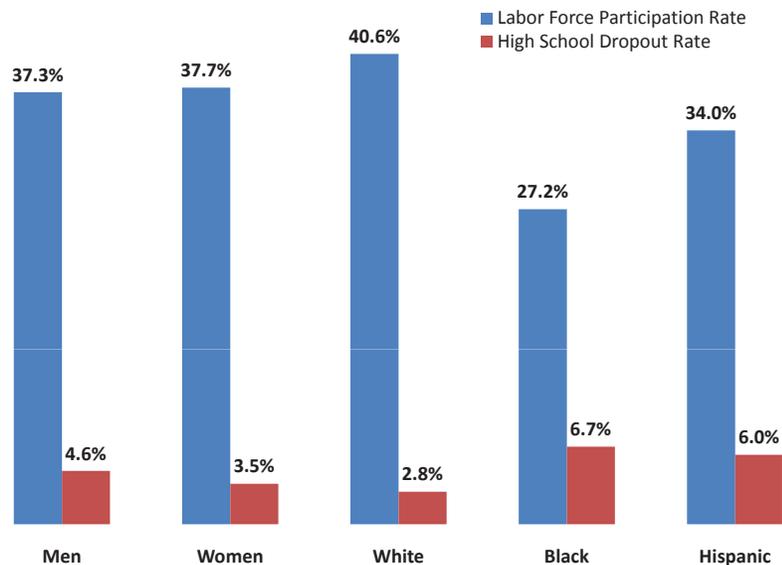
There was a fairly strong relationship between youth labor force participation in 2009 and high school dropout rates in Illinois (see table 6 and chart 3). Male teens had slightly lower labor force participation and higher dropout rates compared to female teenagers. White teens had the lowest dropout rate and highest labor force participation, while the reverse was true for black teens.

Chart 3: Illinois 2009 Labor Force Participation Rates (Ages 16-19) and 2007-2008 Dropout Rates By Gender and Race Ethnicity



Source: U.S. Bureau of Labor Statistics and U.S. Department of Education

Chart 3b: U.S. Labor Force Participation Rates (Ages 16-19) and 2007-2008 High School Dropout Rates By Gender and Race/Ethnicity



Source: U.S. Bureau of Labor Statistics and U.S. Department of Education

Table 6: 2009 Labor Force, Employment and Unemployment Status (Ages 16-19) and High School Dropout Rates

Characteristic	Illinois				United States			
	Labor Force Participation Rate	Employment-Population Ratio	Unemployment Rate	High School Dropout Rate	Labor Force Participation Rate	Employment-Population Ratio	Unemployment Rate	High School Dropout Rate
All	37.1%	27.5%	25.8%	5.2%	37.5%	28.4%	24.3%	4.1%
Men	35.7%	24.4%	31.7%	5.0%	37.3%	26.9%	27.8%	4.6%
Women	38.4%	30.6%	20.4%	3.9%	37.7%	29.9%	20.7%	3.5%
White	40.6%	31.8%	21.8%	2.2%	40.6%	31.7%	21.8%	2.8%
Black	23.4%	11.6%	50.2%	9.1%	27.2%	16.5%	39.5%	6.7%
Hispanic	39.0%	29.5%	24.3%	7.3%	34.0%	23.7%	30.2%	6.0%

Source: U.S. Bureau of Labor Statistics; U.S. Census Bureau; U.S. Department of Education

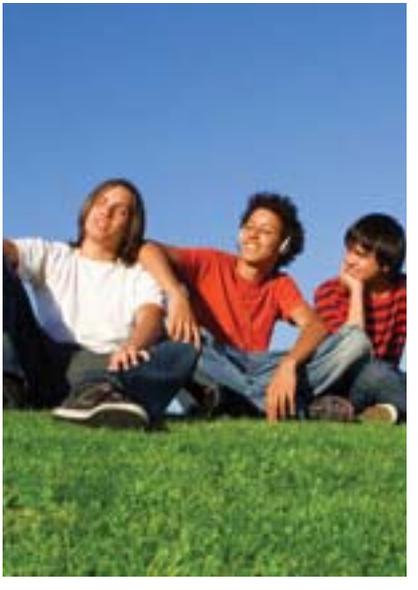
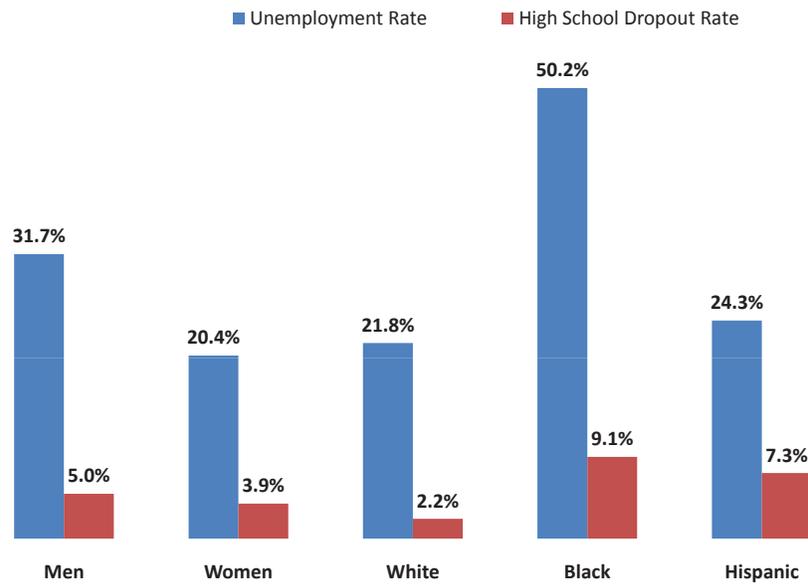


Chart 4: Illinois 2009 Unemployment Rates (Ages 16-19) and 2007-2008 High School Dropout Rates by Gender and Race / Ethnicity



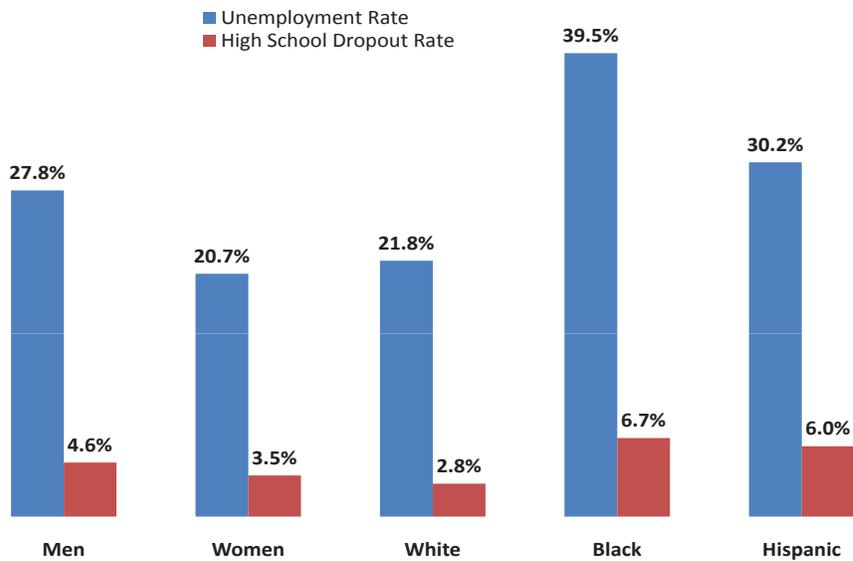
Source: U.S. Bureau and Labor Statistics and U.S. Department of Education

However, the relationship between labor force participation and high dropout rates in Illinois is different with Hispanic youth. Although the Hispanic teen labor force participation rate (39.0) was about the same as for white youth (40.6), Hispanic teens had more than triple the dropout rate of white teens. The U.S. had lower high school dropout rates for all demographic groups except white youth (see chart 3b on previous page).

Not surprisingly, the highest teen unemployment rates in Illinois were found among those groups with the largest dropout rates (see chart 4). The unemployment rate for black teens was more than twice the unemployment rate for white and Hispanic teens. Also, the Hispanic teen unemployment rate was only slightly above the white teen unemployment rate, despite the fact that the Hispanic dropout rate was more than three times that of whites.

Chart 4b presents the same comparisons as shown in chart 4 but for the U.S. The male teen unemployment rate was almost four points higher in Illinois than in the U.S., even though the difference in the dropout rate was less than half a percentage point. The black teen unemployment rate in Illinois

Chart 4b: U.S. 2009 Unemployment Rates (Ages 16-19) and 2007-2008 High School Dropout Rates by Gender and Race/Ethnicity

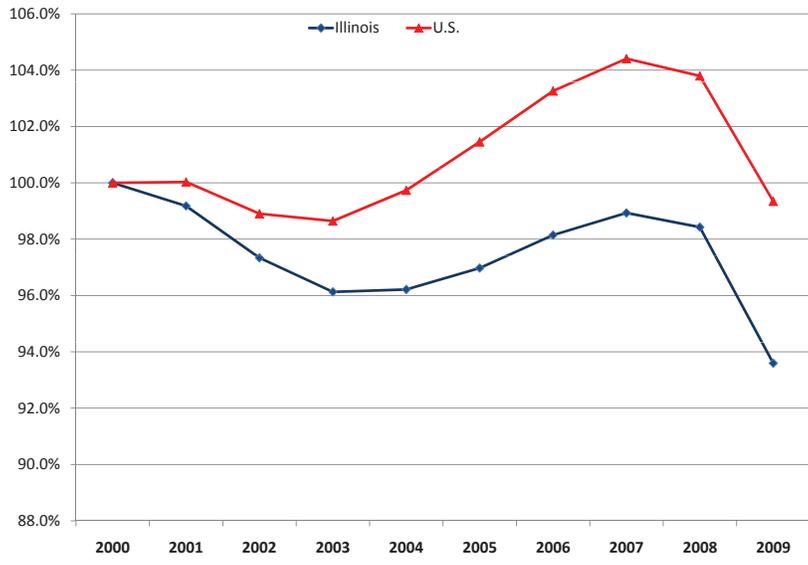


Source: U.S. Bureau of Labor Statistics, U.S. Department of Labor

was more than 10 points higher than the U.S. The difference in Illinois and U.S. high school dropout rates was also largest among black teens. Finally, the unemployment rate for Hispanic teens in the U.S. was about six points higher than in Illinois, despite the fact that the Hispanic dropout rate was larger in Illinois.

Impact of Illinois job growth on labor force participation and unemployment rates

Aside from educational attainment, another important factor that impacts labor force participation and unemployment rates in Illinois is the pace of job growth. As a result of the last two economic recessions,

Chart 5: Change in Annual Total Nonfarm Jobs between 2000-2009 (2000=100%)

Source: U.S. Bureau of Labor Statistics

Illinois experienced more severe job losses than the U.S. during the past decade (see chart 5). Also, unlike the U.S., Illinois never recovered all of the jobs it lost as a result of the 2001 recession. Between 2000 and 2009 Illinois saw total nonfarm employment fall by 6.4 percent, with most of the job losses occurring during the 2007-2009 recession, while the U.S. saw a net employment

decline of less than 1 percent.

Conclusion

This analysis shows that the relationships among labor force participation, unemployment rates and levels of educational attainment were strong but did not always hold true. For example, men in Illinois and the U.S. had higher

unemployment rates compared to women, although a larger percentage of men had at least a bachelor's degree. Blacks in Illinois and the U.S. had higher levels of educational attainment but higher unemployment rates compared to Hispanics. Levels of educational attainment as well as labor force participation and unemployment rates were higher in Illinois than in the U.S. for most demographic groups. There was a strong relationship between youth unemployment rates and high school dropout rates for all demographic groups analyzed. Youth unemployment rates in Illinois were generally higher than in the U.S. but so were high school dropout rates. Illinois lagged behind the U.S. in job growth over the past decade, at least partly explaining the state's higher unemployment rates. Improvement in the level of educational attainment in Illinois is a key factor in lowering and reducing disparities in unemployment rates among all demographic groups. But equally important is sustained, long-term job growth that can meet the needs of a well-educated and diverse workforce.

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