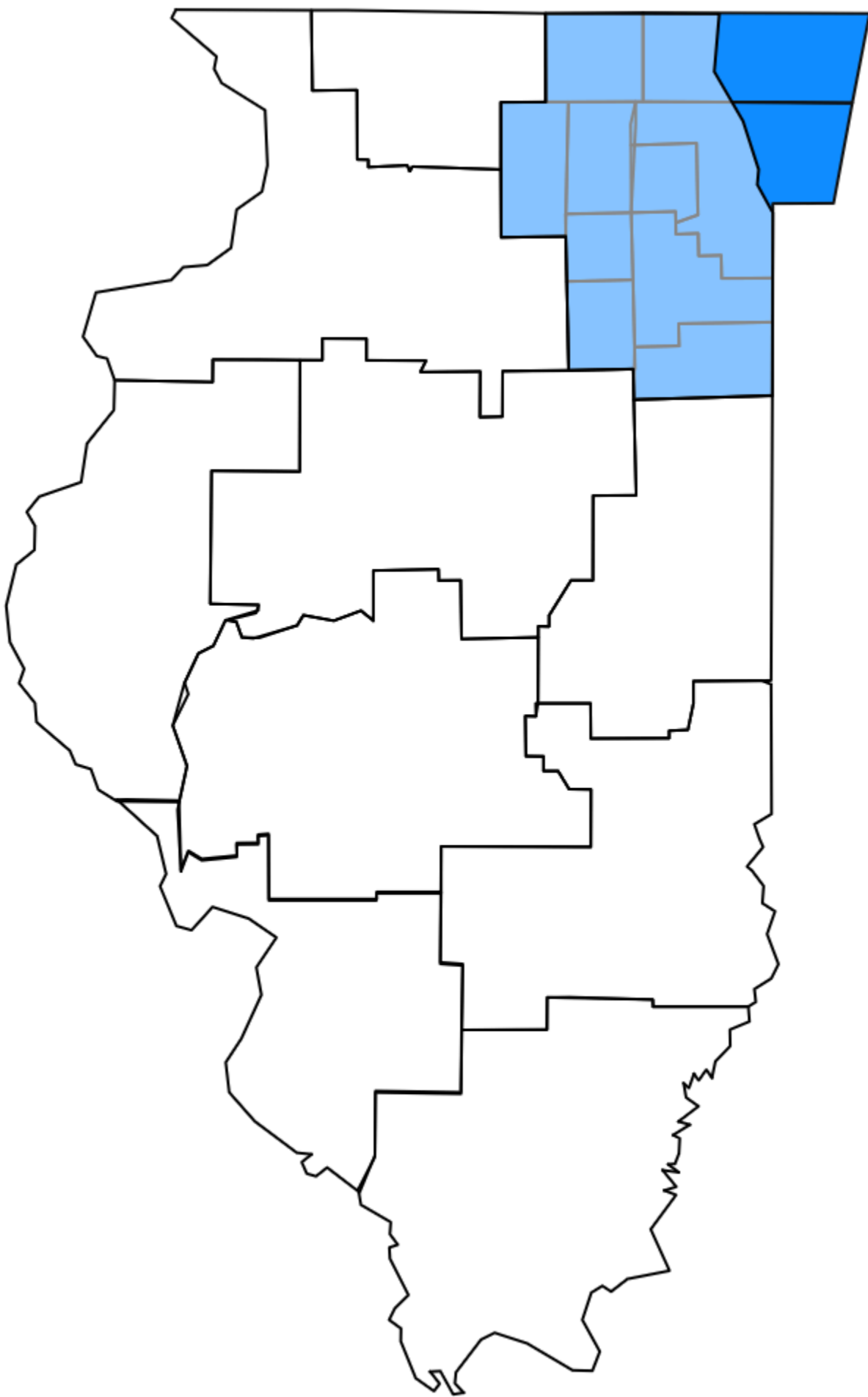
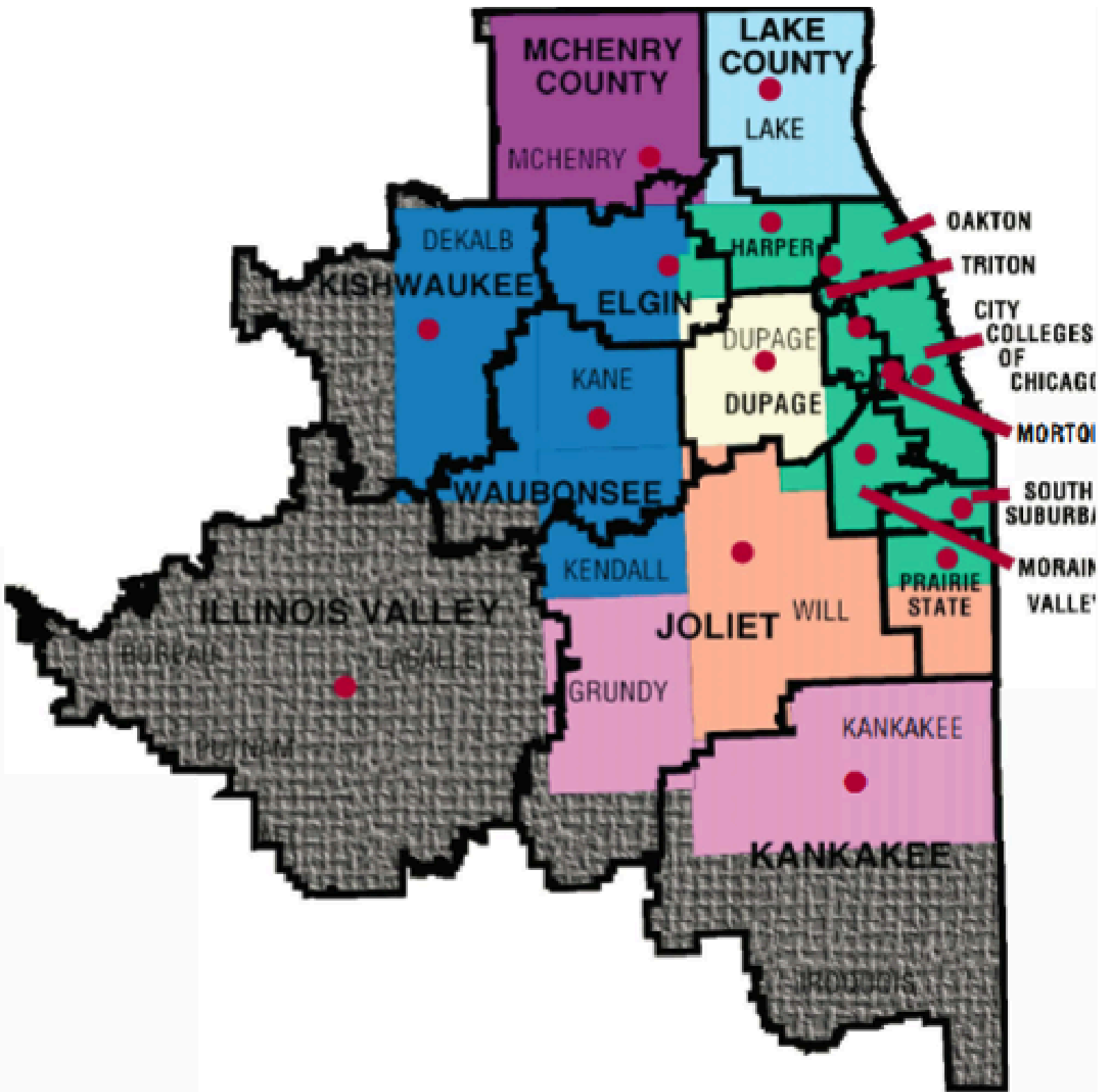


2026 Northeast Regional Plan Data Packet

For general questions about the regional data packets, contact Andy Blanke, ablanke1@niu.edu. For more detailed questions, contact your region's Labor Market Economist: Logan Taira, Logan.Taira@illinois.gov.



- LWIA 1
- LWIA 2
- LWIA 5
- LWIA 6
- LWIA 7
- LWIA 10
- LWIA 11
- Community College District Boundaries & Locations



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Demographic Overview



Population Over Time

Age

Race & Ethnicity

Educational Attainment

Bachelor's Degree Fields

Largest Cities in Region

Language

Disabilities

Veterans

Income for Families

Income by Race/Ethnicity

Poverty Status

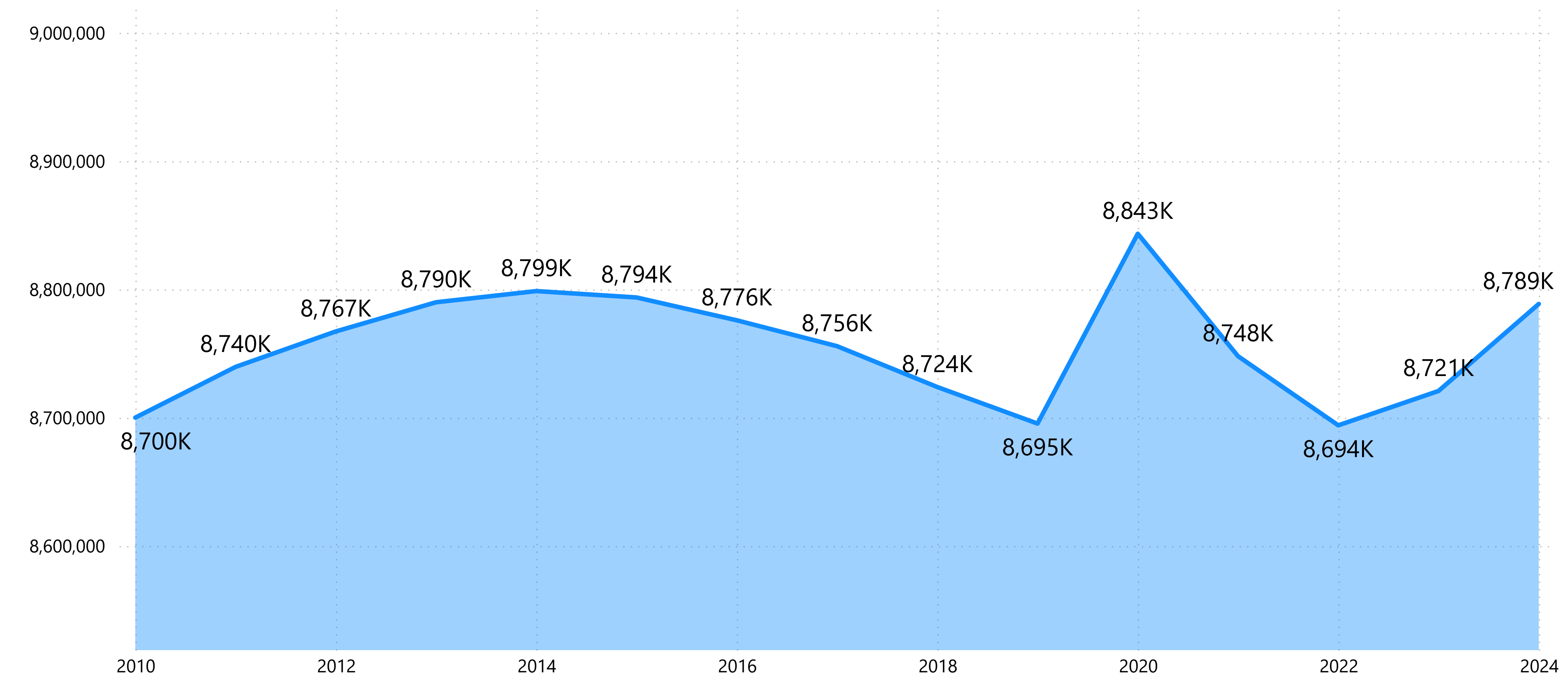
Target Populations

Northeast Region Population Over Time

Illinois has a population of 12,710,158 and is the 6th largest state in the nation. Below are the estimated total population and share of total population over time, along with the 2024 population for each county in the region.

Care must be taken when comparing population for 2019 and 2020, as the 2019 estimate was based on migration and aging adjustments from the 2010 census, and 2020 was a full count of the population. The Census Bureau did not revise previous population estimates to reconcile with the 2020 full counts. Statewide, the Census Bureau estimated population decreases for 2020-2022, which were somewhat reversed for 2023-2024.

County	2024 Population
Cook	5,182,617
Du Page	937,142
Lake	718,604
Will	708,583
Kane	520,997
McHenry	315,959
Kendall	143,171
Kankakee	106,410
De Kalb	101,335
Grundy	53,835
Total	8,788,653



67.8%
Share of State in 2010

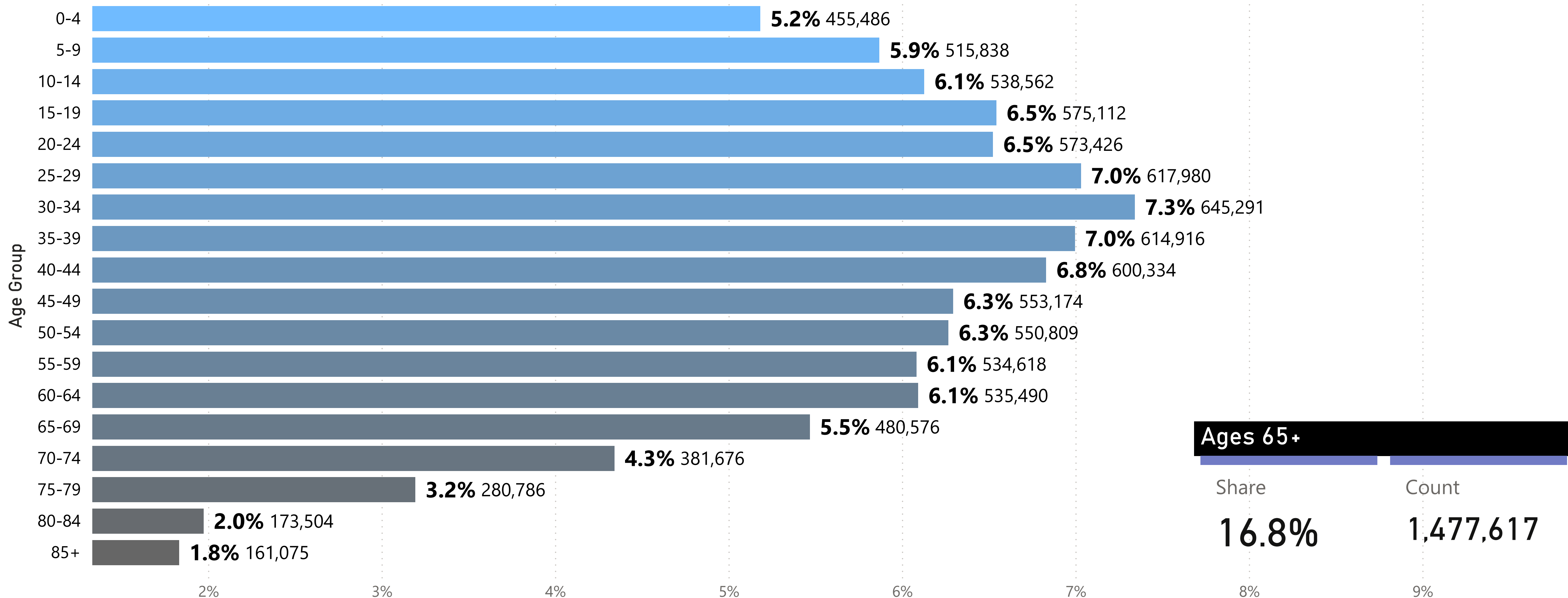
69.1%
Share of State in 2024

Source: U.S. Census Bureau, Population Estimates Program, 2010-2019 & 2020-2024. 2010 & 2020 populations are for April 1st. All other estimates are for July 1st.

Northeast Region Age Composition in 2024

The median age in Illinois has been steadily increasing over the past decade. In 2024, the median age was 39.4 compared to 36.6 in 2010. Statewide, just under 18% of Illinois residents are age 65 and over. Below is the composition of population by age in the region.

Population by Age in 2024, Shares and Counts



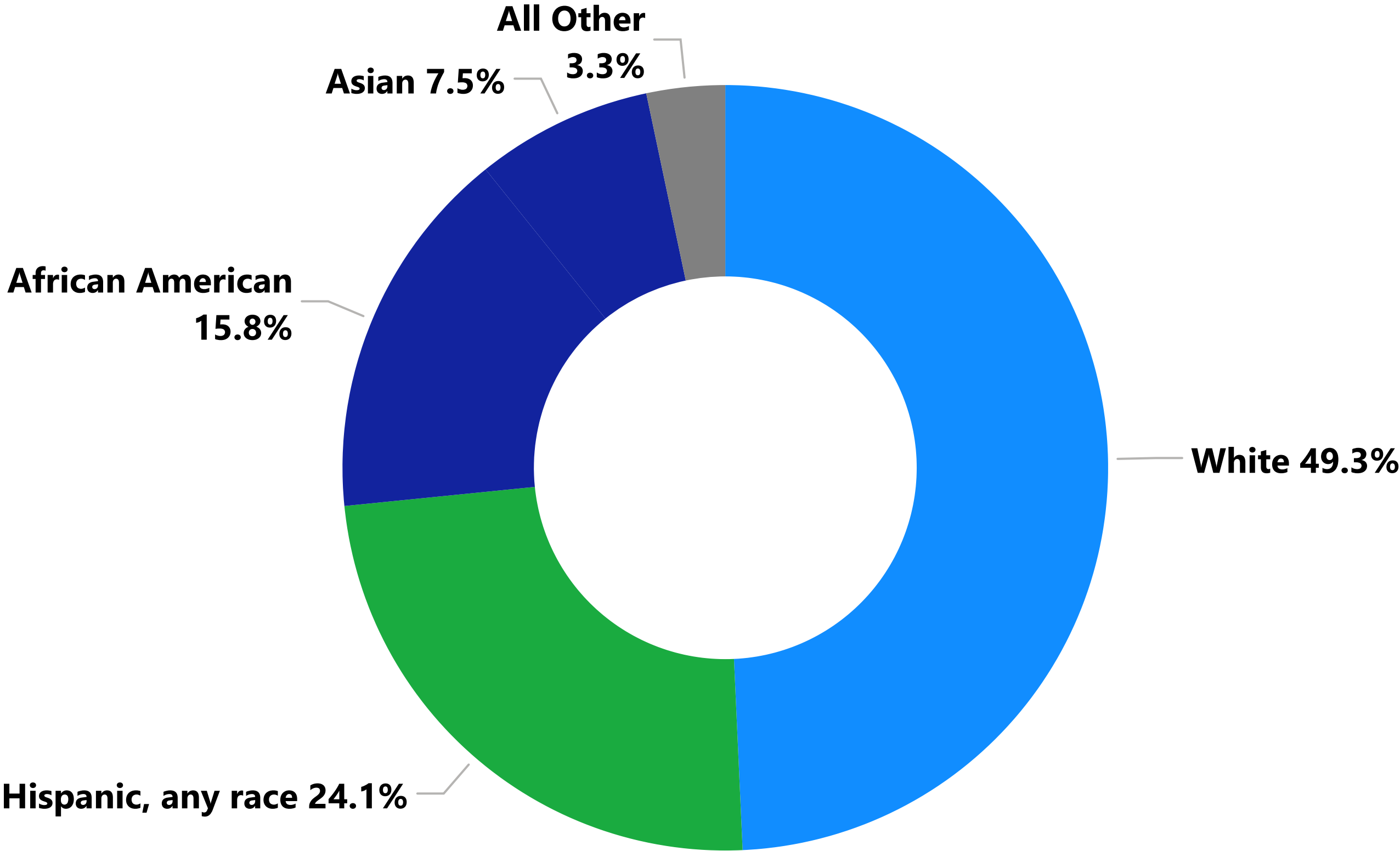
Source: U.S. Census Bureau, Annual County Resident Population Estimates, 2024

Northeast Region Population by Race/Ethnicity, 2019-2023

Statewide, about 59% of the population is white, 19% is Hispanic, and 14% is African American. Below is the composition of the population in the region by race and ethnicity, along with estimated population levels for 2019-2023. On this page, Hispanic ethnicity includes all races, and all other categories are non-Hispanic.

Share of Population by Race/Ethnicity

All Races are Non-Hispanic, Hispanic includes all races. "All Other" includes all groups with <5% of total. See table for all categories.



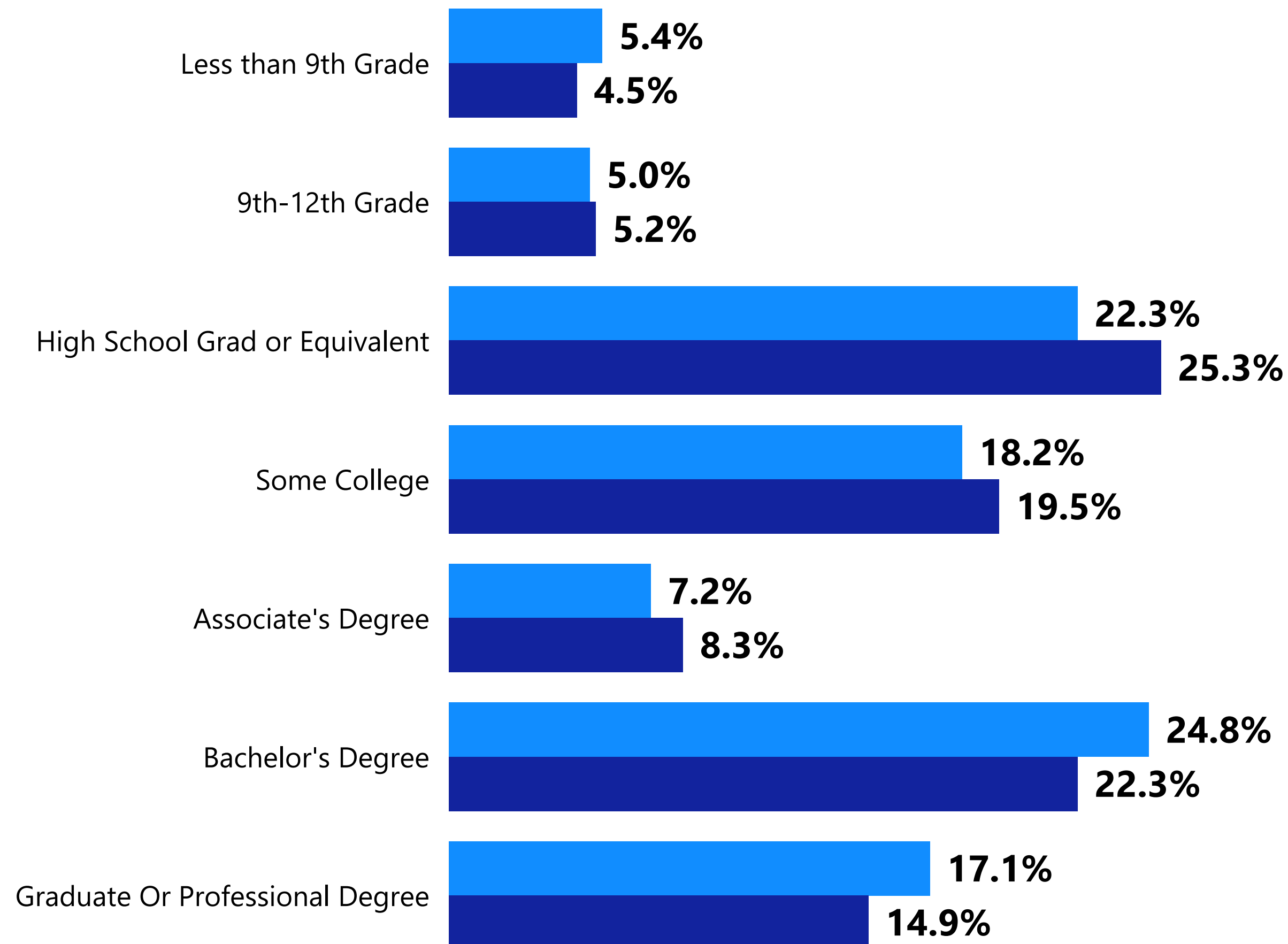
Population Details		
Race	Count	Share
White	4,310,047	49.3%
Hispanic, any race	2,110,221	24.1%
African American	1,383,939	15.8%
Asian	652,335	7.5%
Multiracial	249,146	2.8%
Other	33,091	0.4%
American Indian or Alaska Native	5,386	0.1%
Native Hawaiian or Pacific Islander	2,026	0.0%
Total	8,746,191	100.0%

Northeast Region Educational Attainment Characteristics

About 65% of Illinois residents 25 & over continued education past high school. Below are the educational attainment characteristics of the region compared to the state.

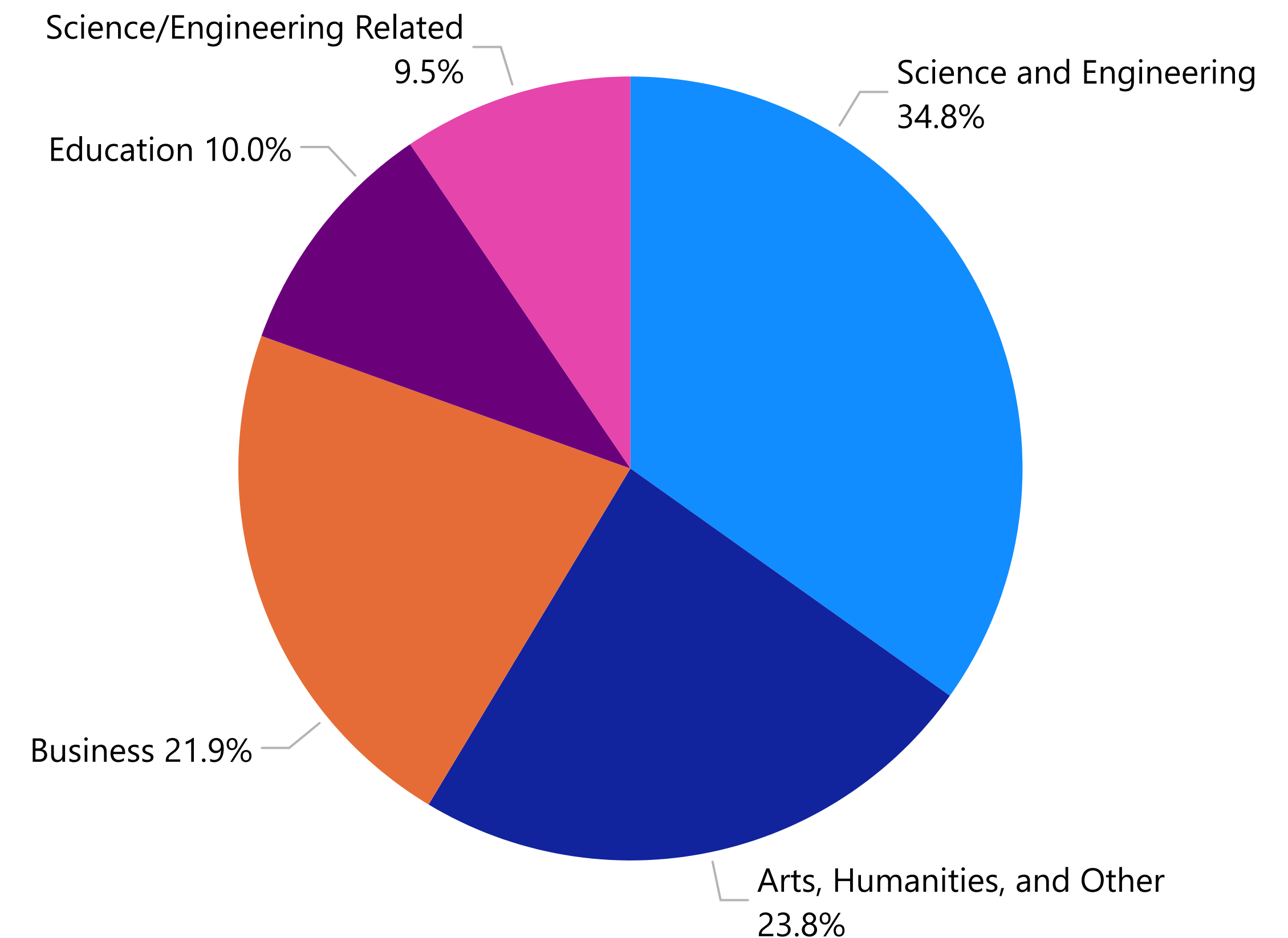
Share of Population Age 25+ by Education Level

● Region ● State



Bachelor's Degrees by Field of Study

American Community Survey does not ask about Associate's Degree fields of study.



Science/Engineering Related includes pre-medical, engineering technology, etc.

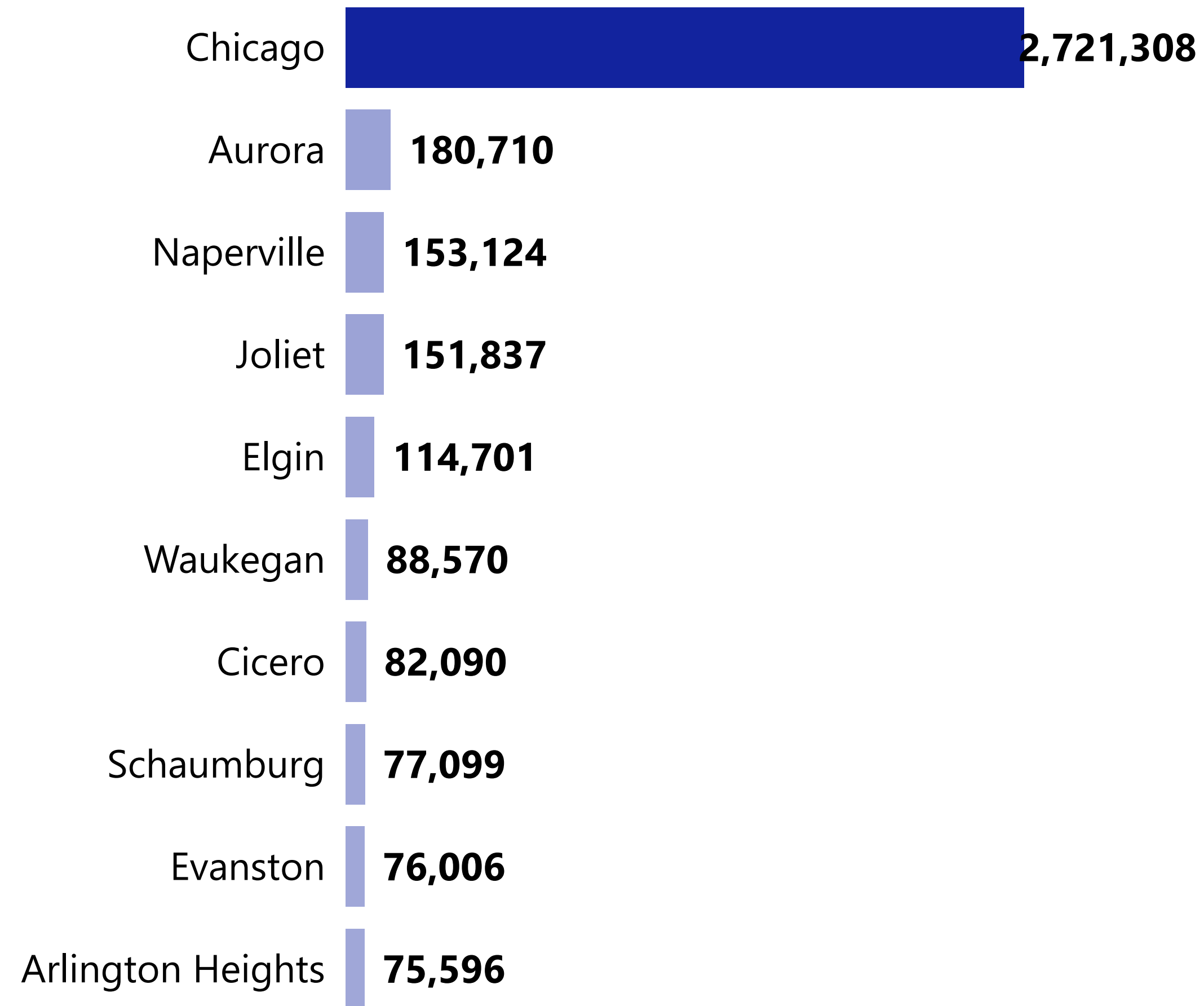
Source: U.S. Census Bureau, 2019-2023 American Community Survey, Tables S1501 & S1502.

Largest Cities in Northeast Region

Below are the July 1st, 2024 population estimates for the 10 largest cities in the region. *These population counts differ from American Community Survey data, which shows average population over a multi-year period.* Population estimates are based on births, deaths, and relocations that occurred after April 1st, 2020.

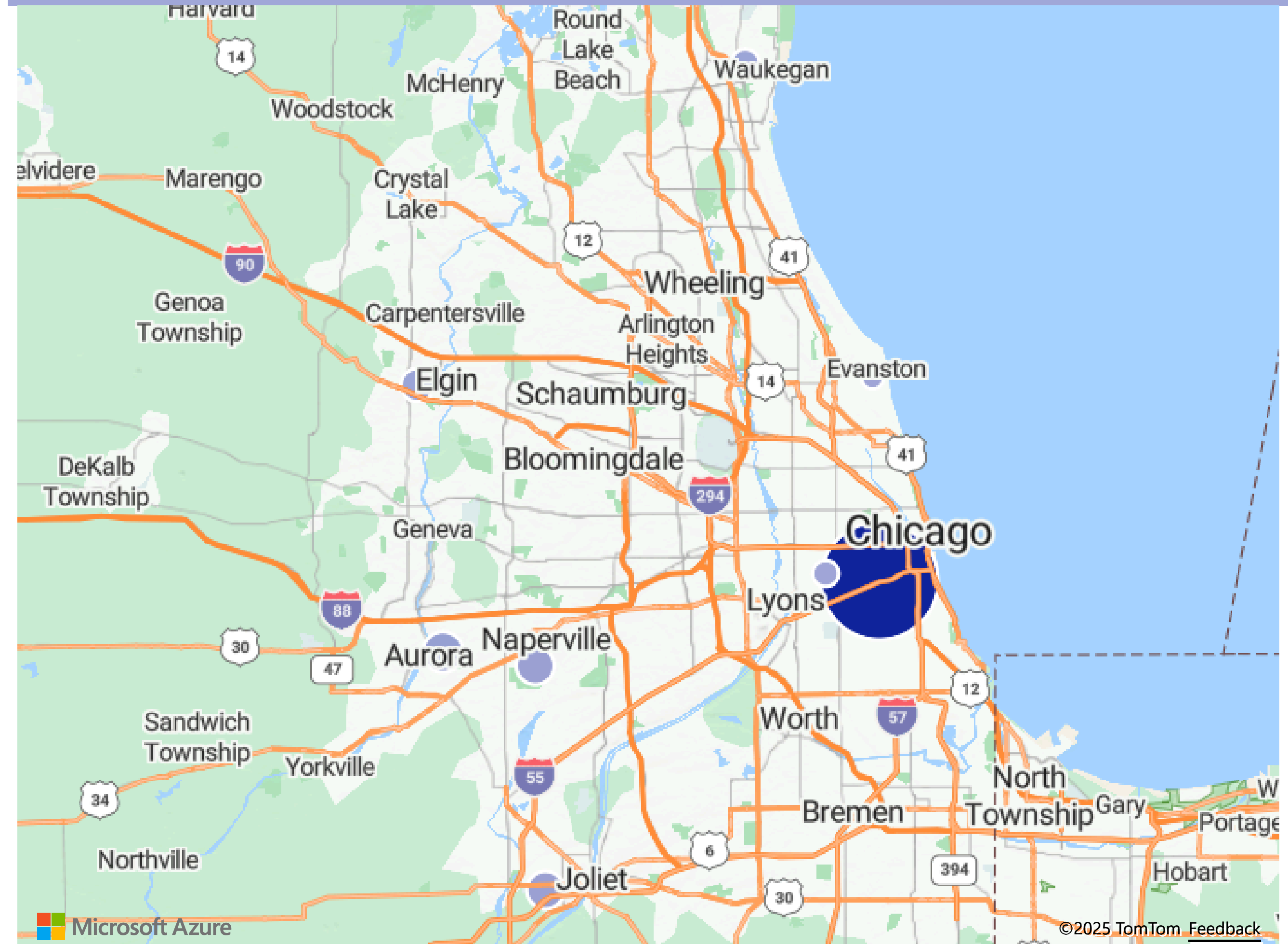
Ten Largest Cities in 2024

Shading proportional to population sizes within region.



Reference Map for Largest Cities

Dots correspond to size in region, not municipal boundaries. Some labels might not show due to density.



Source: U.S. Census Bureau, 2024 Population Estimates.

Population Ages 5+ by Language Spoken at Home in Northeast Region

Statewide, 23.8% of Illinois residents speak a language other than English at home. On the national level, 22.5% of the population speaks a language other than English at home. Below is the composition of population in the region by language spoken at home.

Speaks English Only	
Count	Share
5,654,376	68.5%

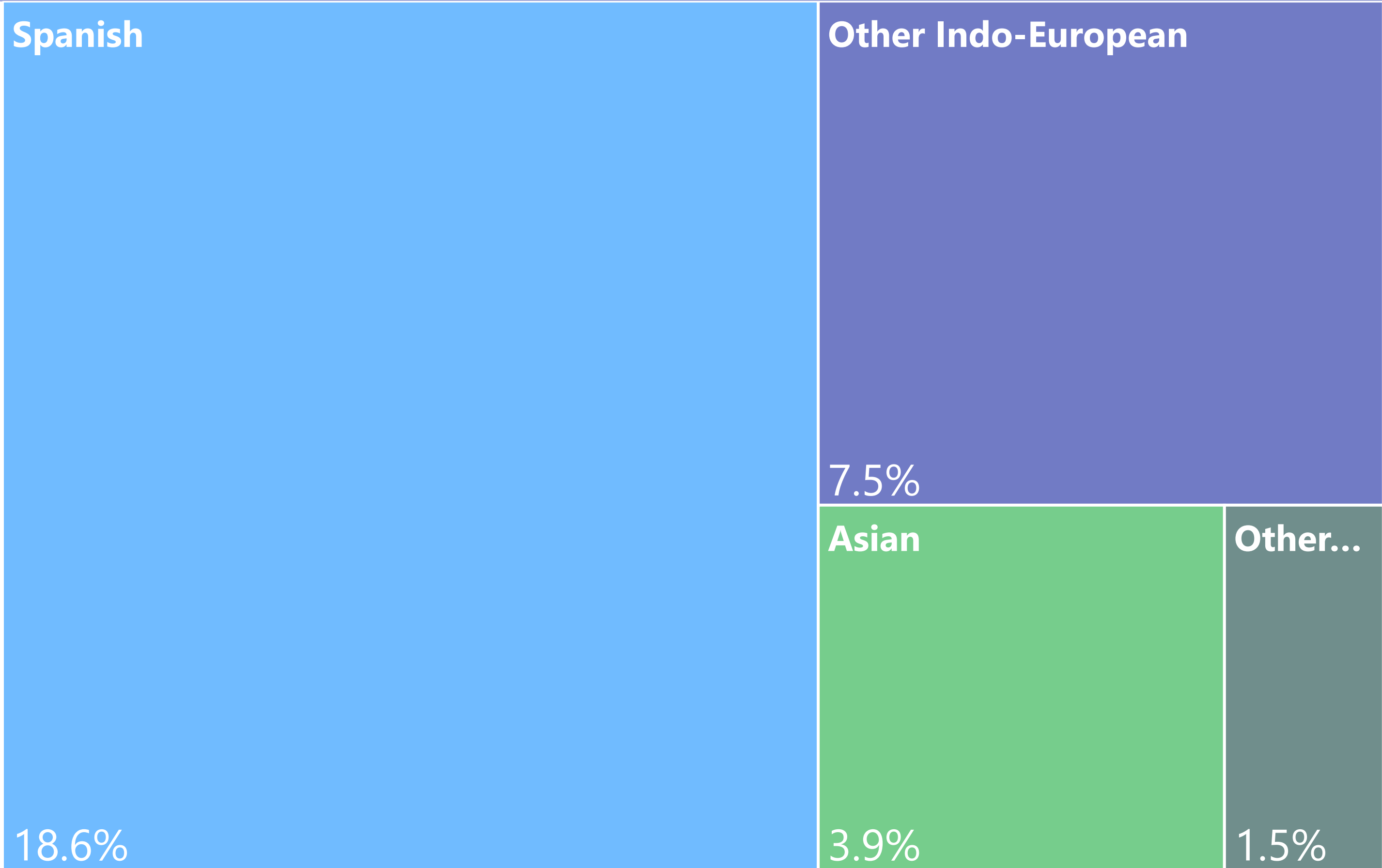
Does not Speak English at Home	
Count	Share
2,601,893	31.5%

"Other Indo-European" includes French, Polish, Russian, Hindi, etc.

"Other Languages" includes Arabic, Hebrew, indigenous North American languages, and African languages.

Languages Other than English, by Geographic Origin

Does not total 100% - English is majority in every region.



Population with Disabilities in Northeast Region

909,770

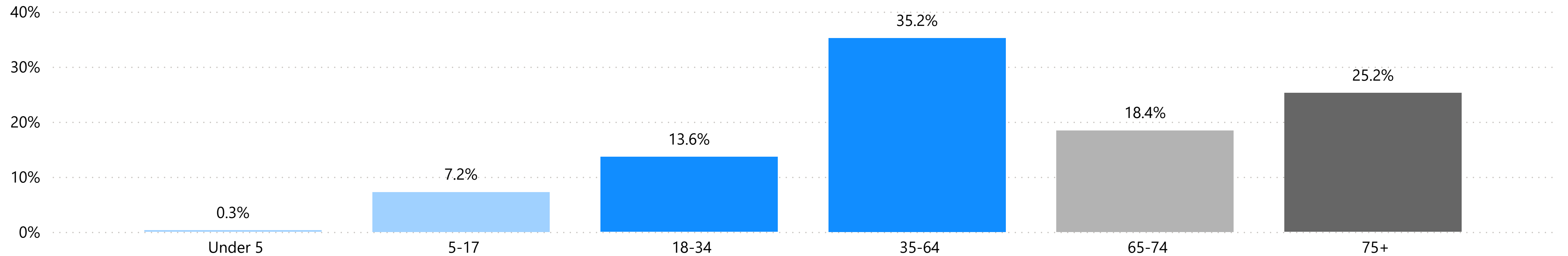
Persons with Disabilities in Region

10.5%

Share

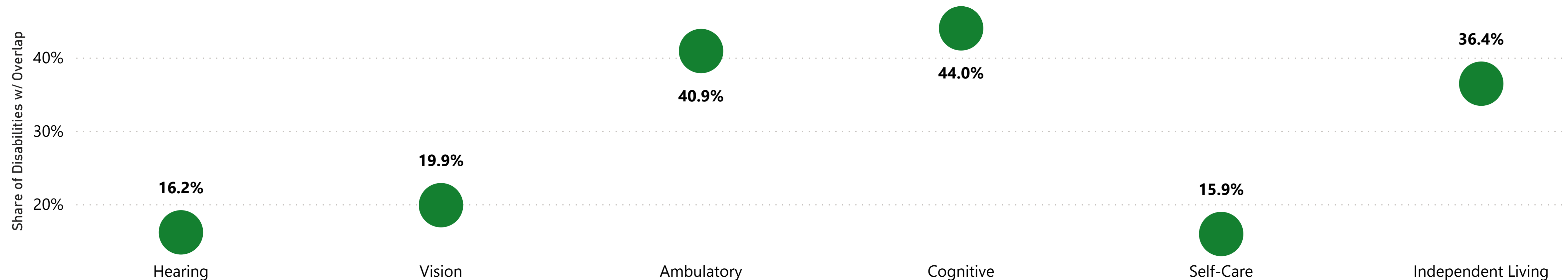
Approximately 12% of the population (or 1.48 million people) in Illinois have some type of disability. Among the population of working age (18-64) with disabilities, the most common disabilities are cognitive and ambulatory. Below is the composition of persons with disabilities in the region by age and by type of disability. **These data are not comparable to the 2023 data packets, which showed disability types for the total population instead of ages 18-64. E.g., the previous data included retirees.**

Share of Persons with Disabilities by Age



Types of Disabilities, Ages 18-64

Percent to total with disabilities AND ages 18-64. Does not total 100 - disabilities can intersect.



Source: U.S. Census Bureau, 2019-2023 American Community Survey, Table S1810.

Population with Disabilities in Northeast Region

263,143

Veterans in Region

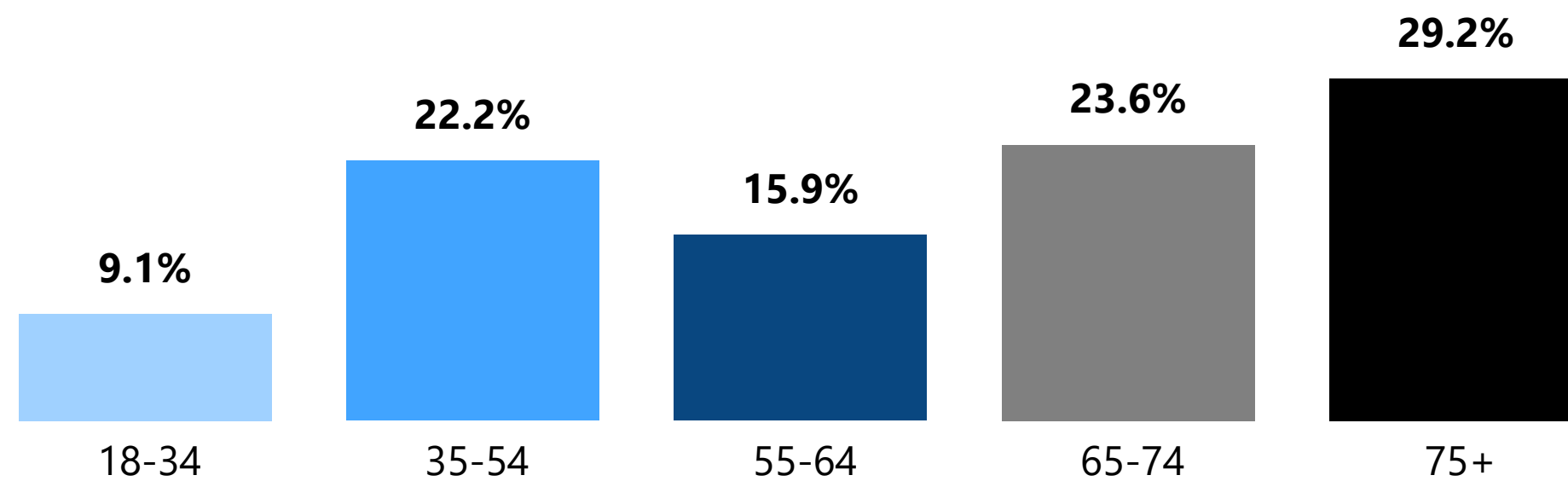
3.9%

% of Population Ages 18+

Statewide, there are 493,667 veterans in Illinois, which is about 5% of the total population. Nationally, veterans represent about 6% of the total population. Below is some information on the share of the veteran population in the region by age, race, period of service, and educational attainment.

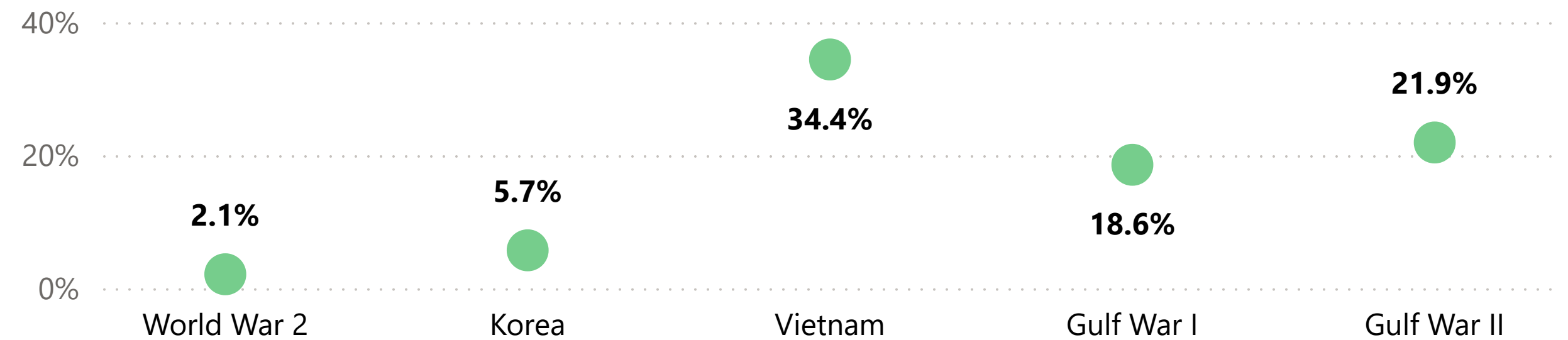
The American Community Survey data on veterans do not consistently dissect by labor force status. Totals by race and educational attainment could also include retirees or those of working age, but not in the labor force.

Share of Veterans by Age



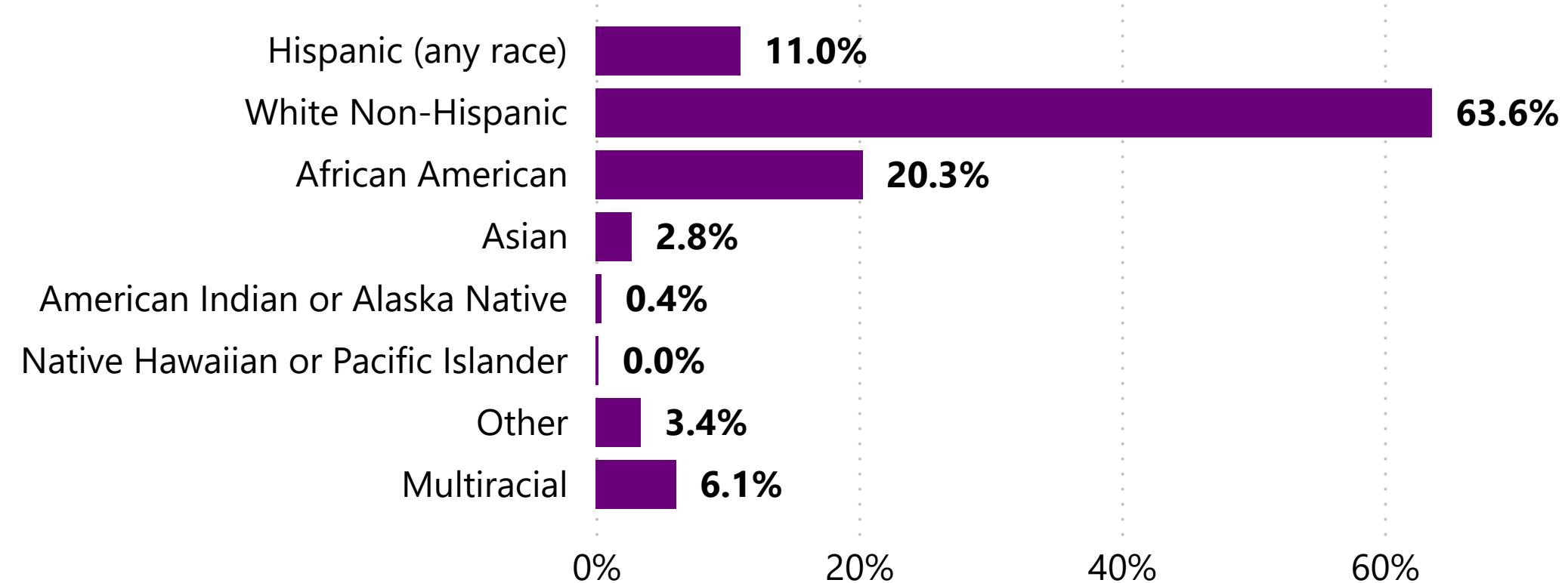
Period of Service

Does not total 100%- excludes peacetimes

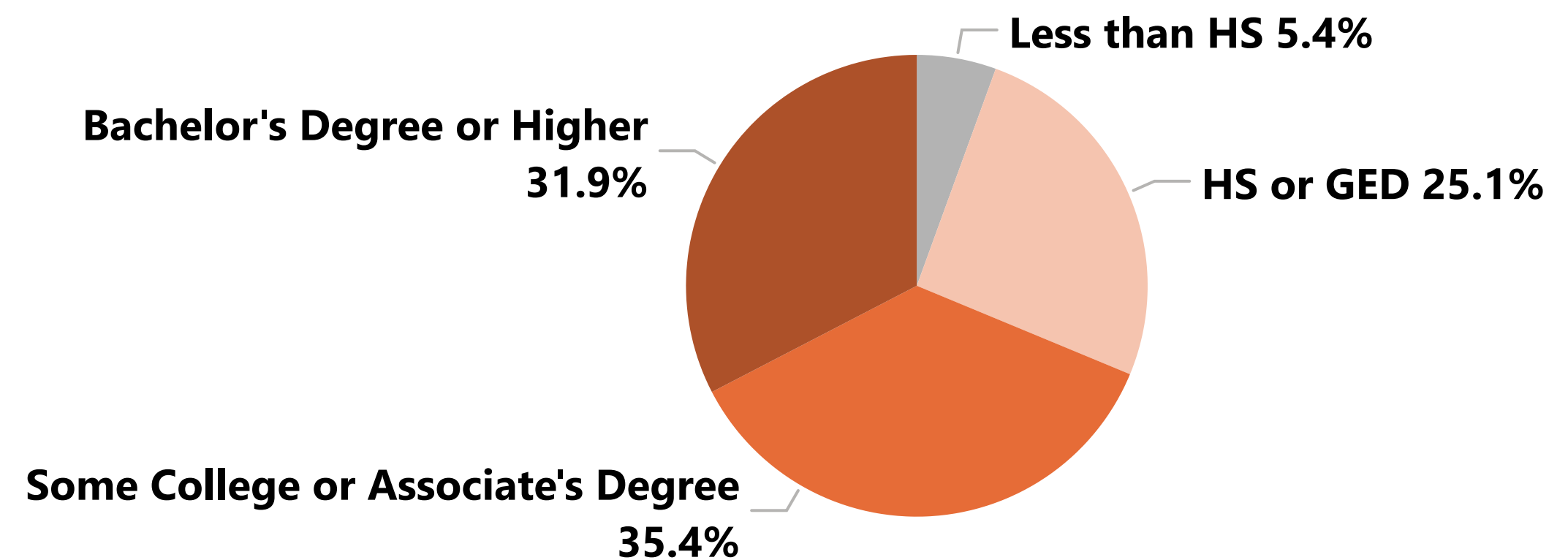


Race/Ethnicity

Does not total 100- survey did not specify non-hispanic except for white.



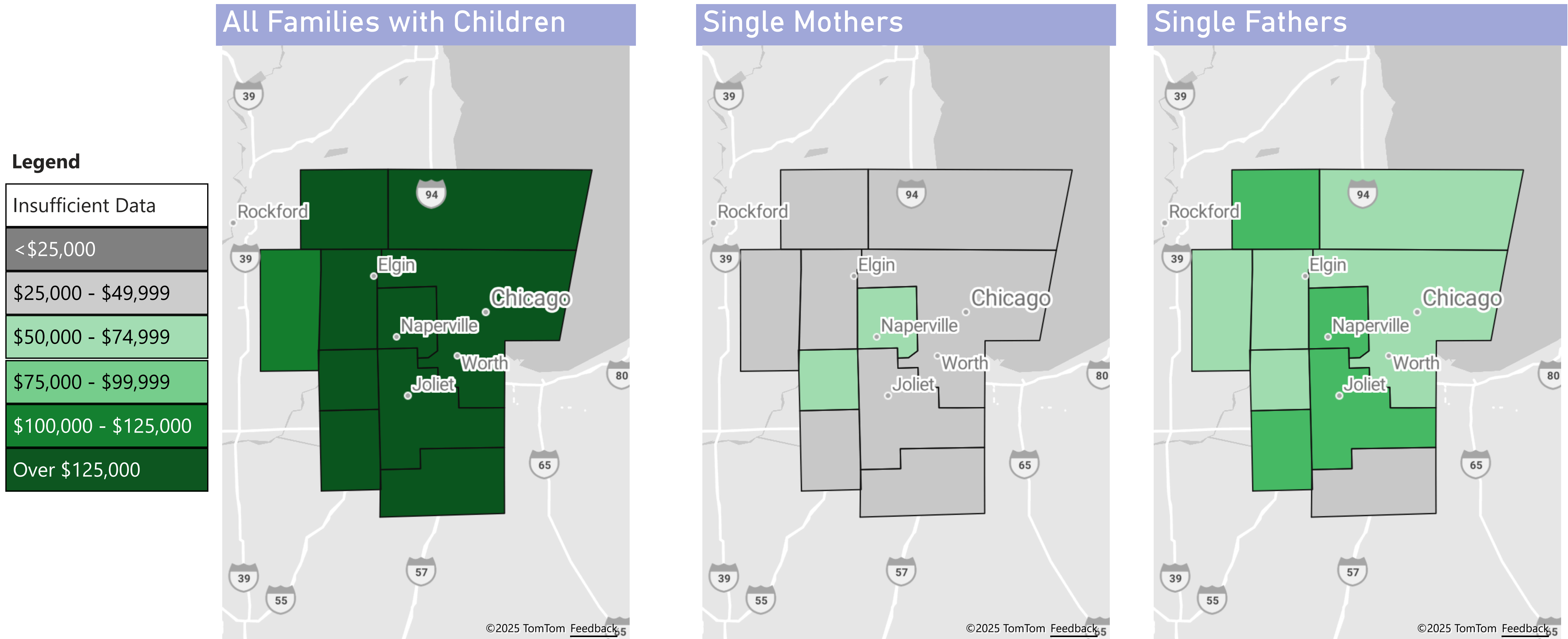
Educational Attainment, ages 25+



Source: U.S. Census Bureau, 2019-2023 American Community Survey, Table S2101.

Income by Household Type for Counties in Northeast Region

The statewide median income for all households was \$81,702, which is 4% higher than the national level of \$78,538. In Illinois, the median income was \$102,968 for all families with children, \$39,148 for single mother households, and \$60,331 for single father households. Single parents typically earn less, which can overlap with earnings gaps by sex.



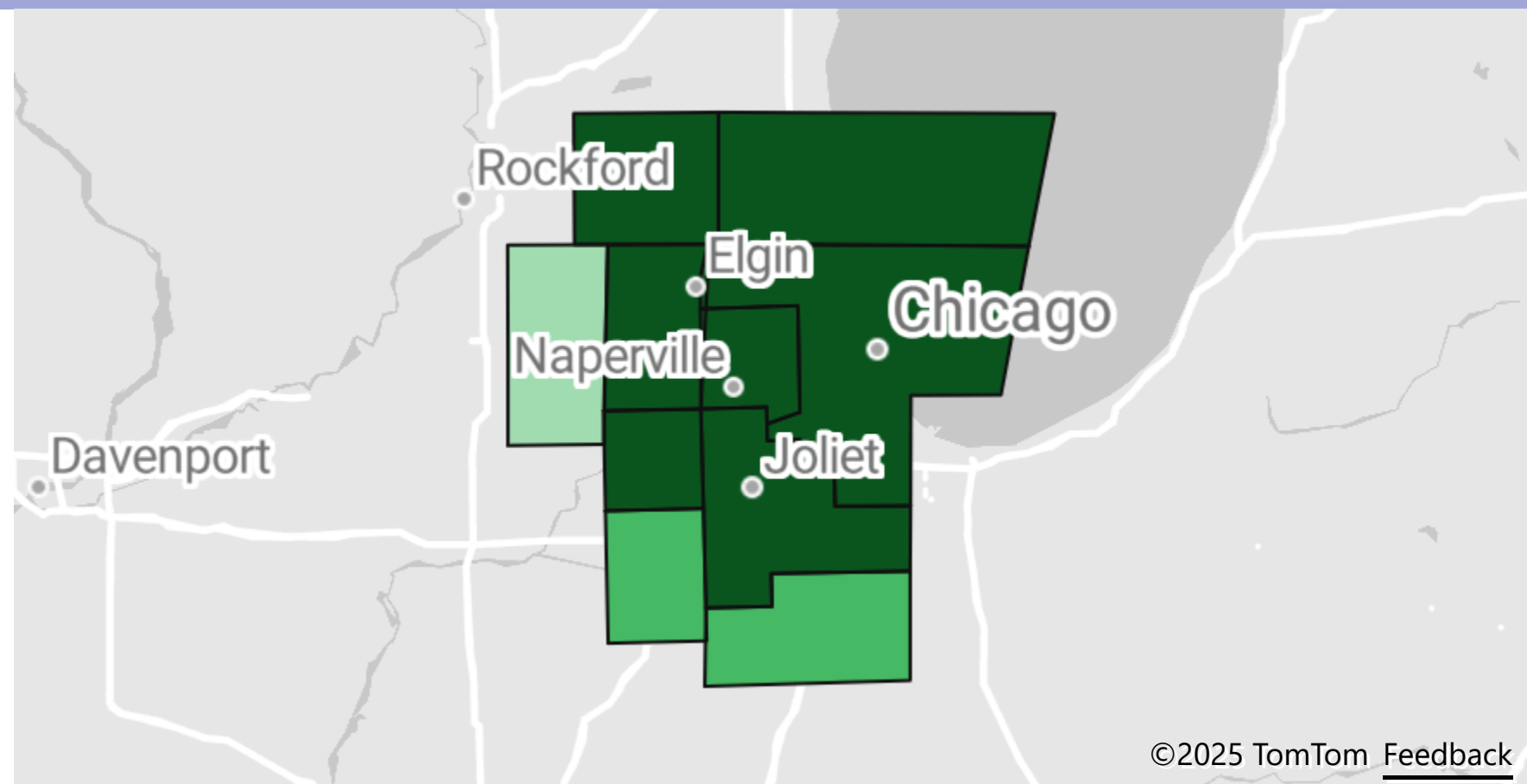
Median Income by Race within Counties, Northeast Region

Statewide, the median income for African American households is \$49,100, Asian households is \$111,938, Hispanic households is \$74,795, and White households is \$89,563. Below are the American Community Survey responses for household income by race in each county of the region.

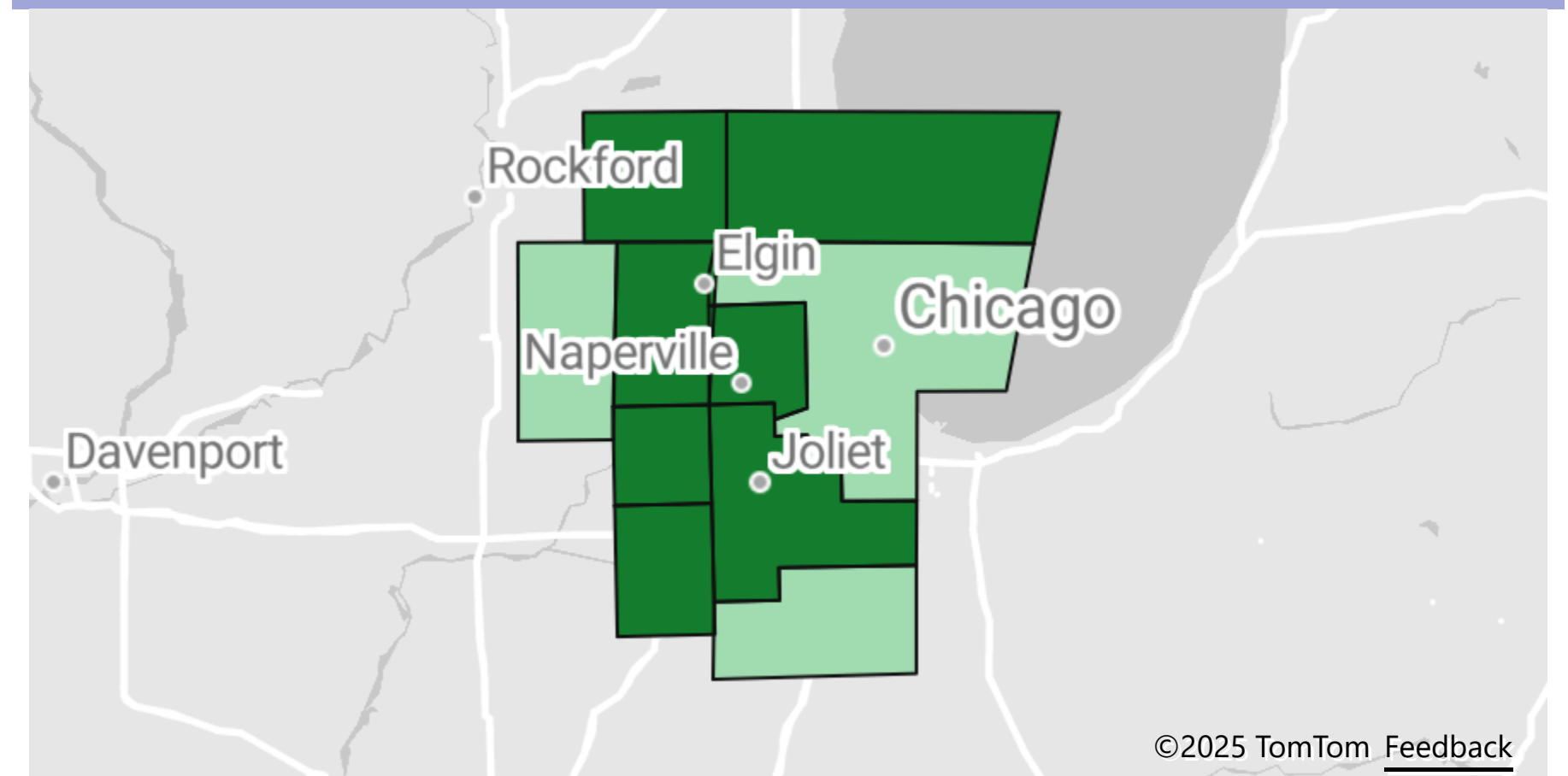
Legend

Insufficient Data
<\$25,000
\$25,000 - \$49,999
\$50,000 - \$74,999
\$75,000 - \$99,999
\$100,000 - \$125,000
Over \$125,000

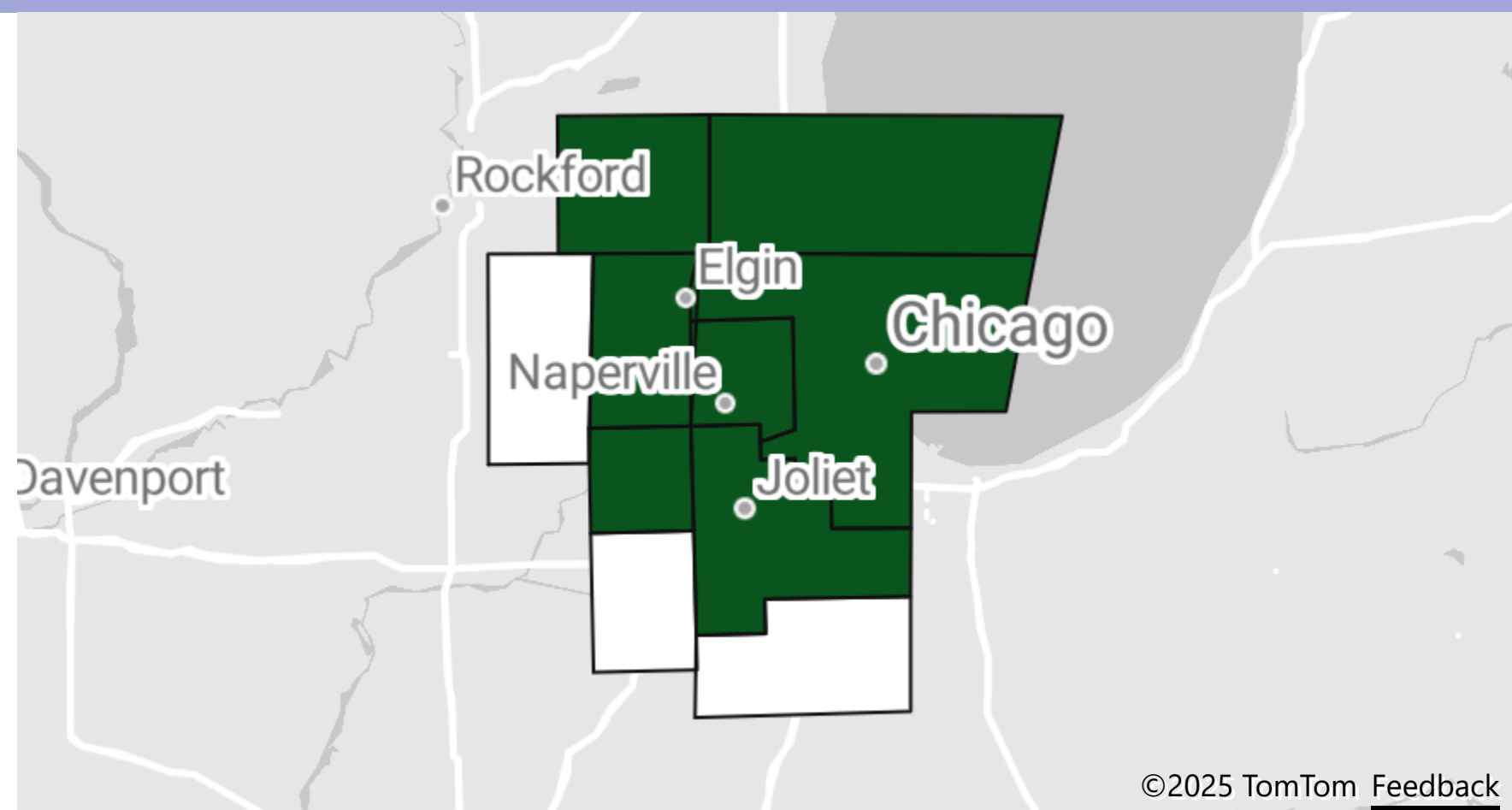
White Non-Hispanic



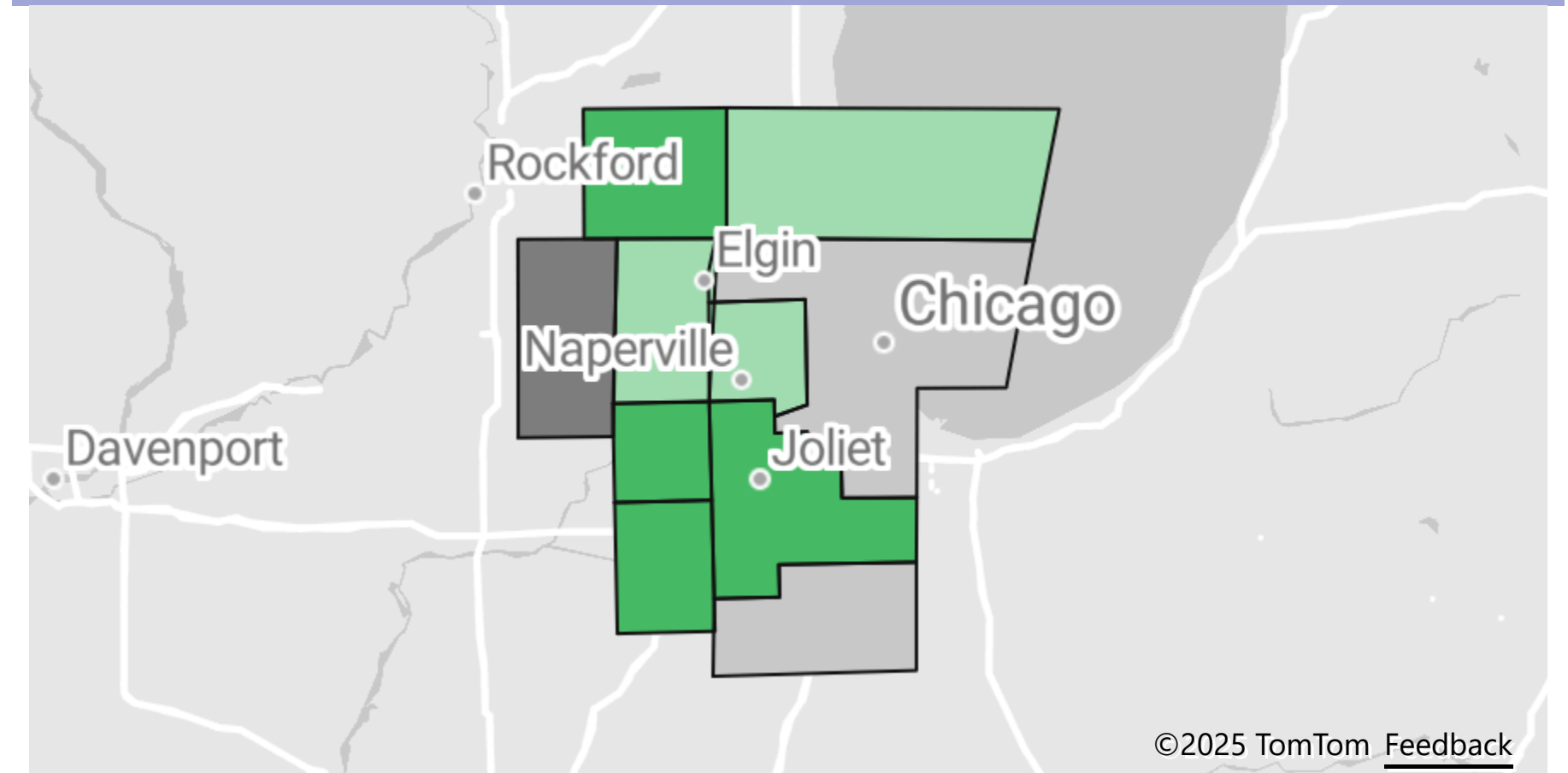
Hispanic (Any Race)



Asian



African American

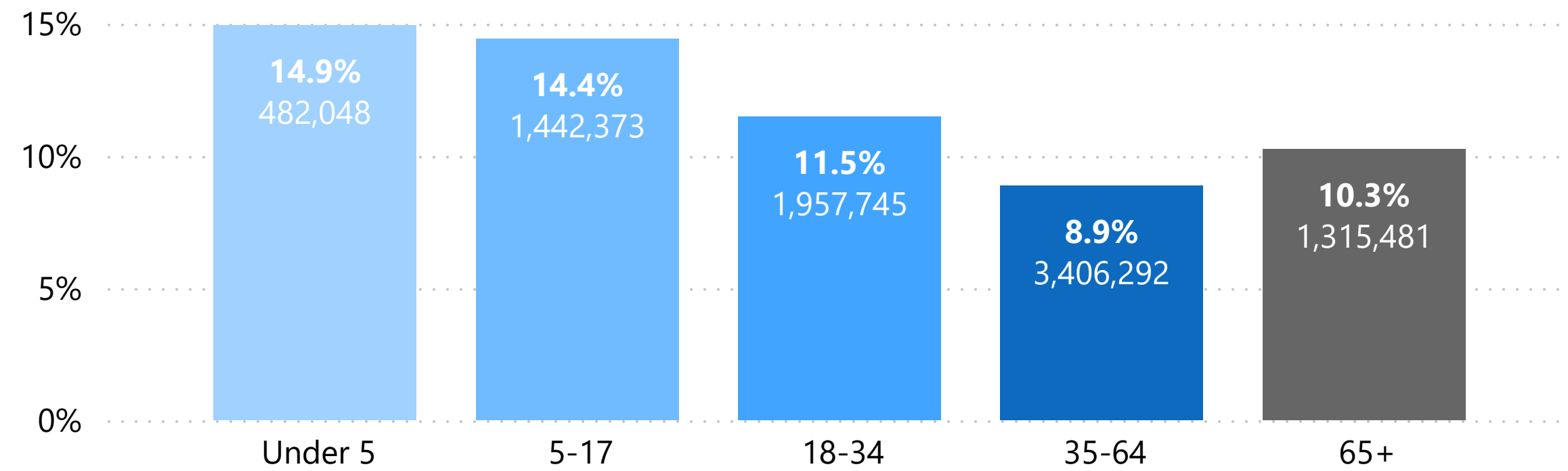


Poverty Status by Age, Race, Sex, and Education in Northeast Region

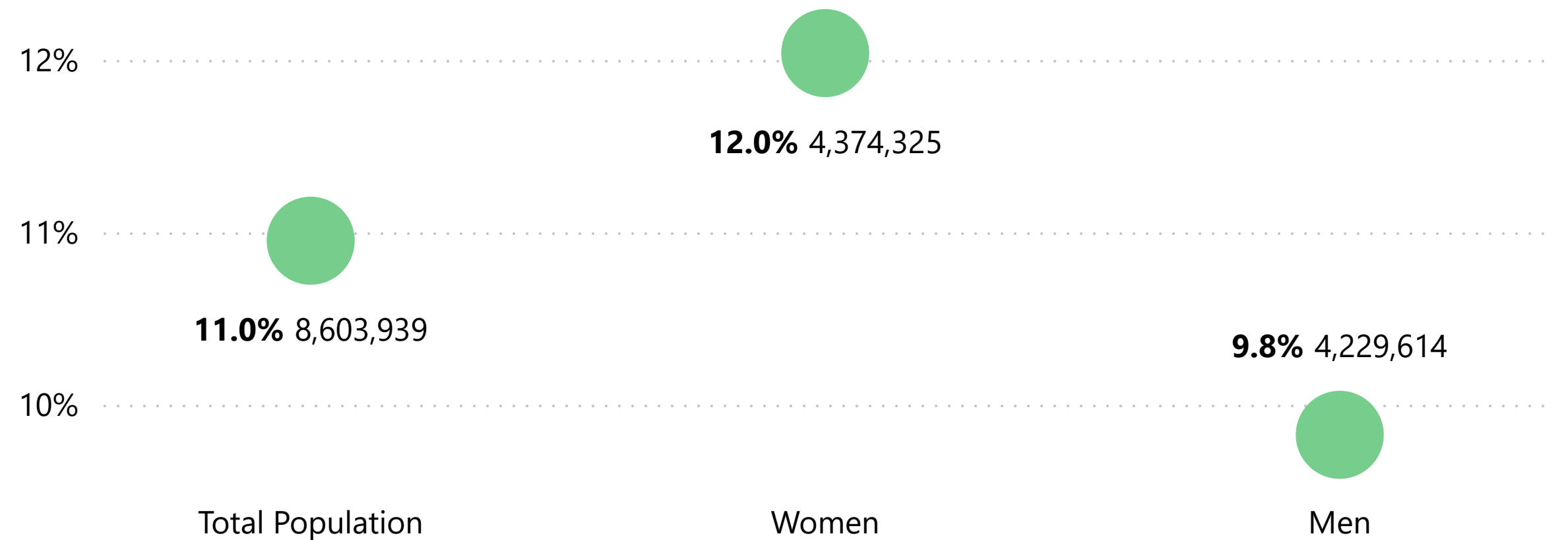
Roughly 1.5 million Illinois residents live below poverty. Children under the age of 5 (17%), females (13%), African Americans (25%), and individuals lacking a high school diploma or equivalent (21%) are more likely to live below poverty. Below are the counts and percentages of residents in the region experiencing poverty by several characteristics. *Percentages are to their total populations in the region- e.g., the percentage of all males, the percentage of all females, etc. For this reason, percentages do not total 100.*

By Age

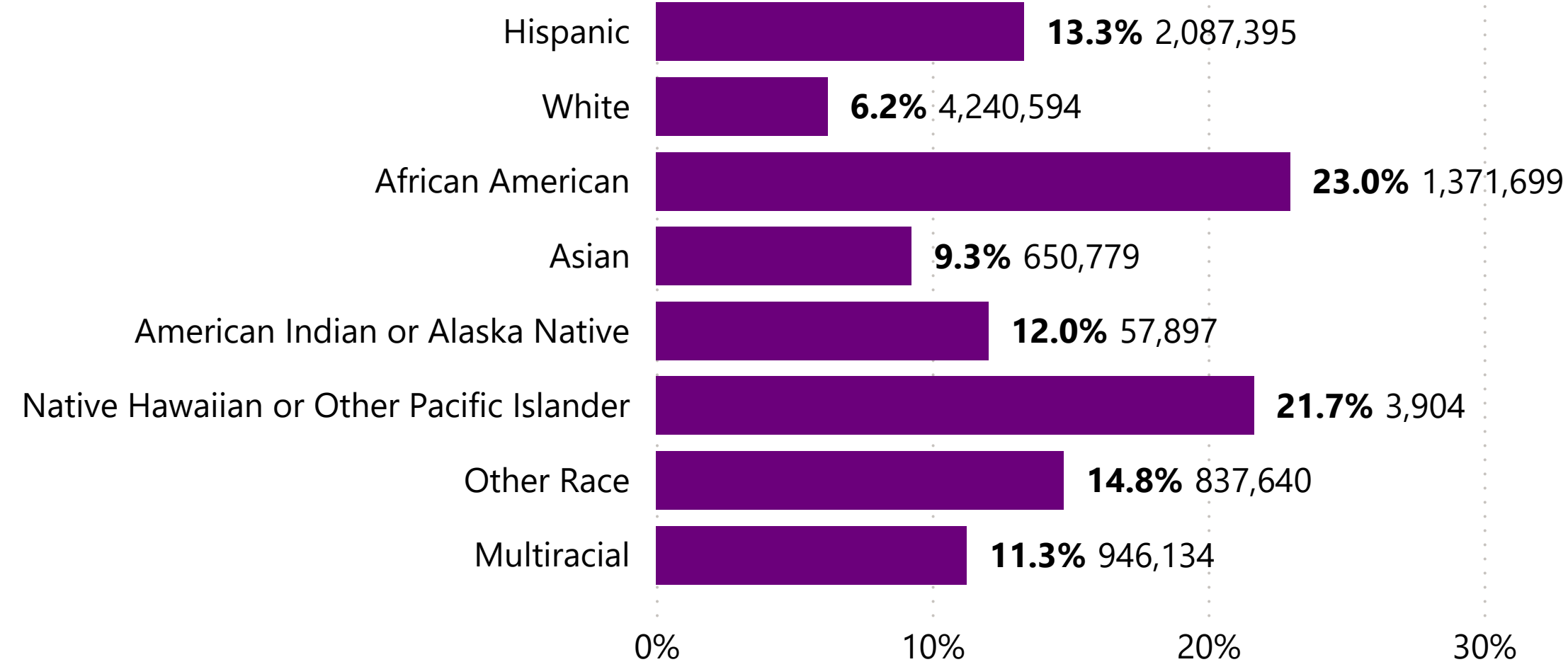
Percentages do not total 100- they are the percent to each group overall.



By Sex

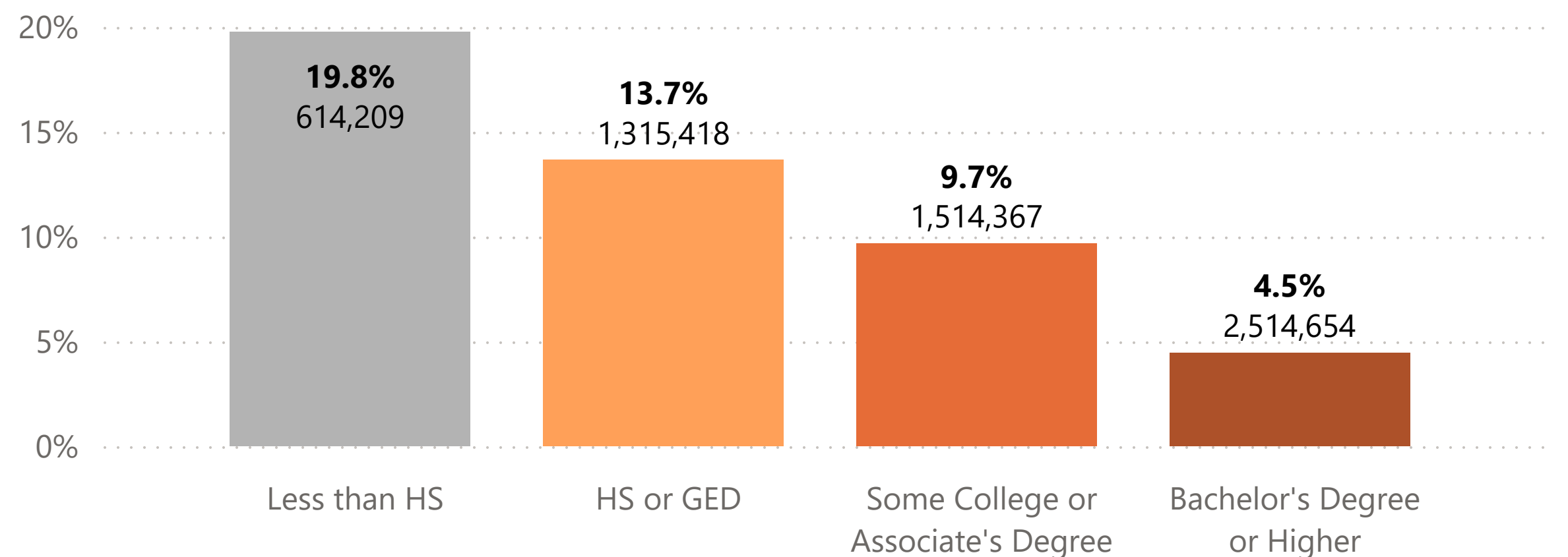


By Race/Ethnicity



By Educational Attainment

Percent to total population ages 25+ at each education level.

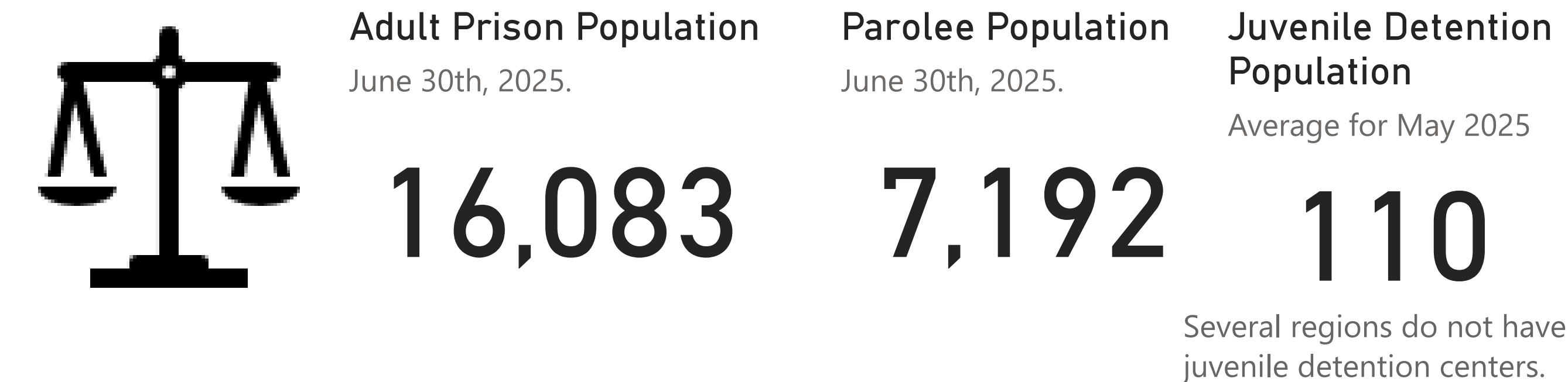


Target Populations in Northeast Region

Below are some counts of various target populations in the EDR. Please note that timing of the counts varies by indicator, due to the data being reported at different times by several agencies. All data were most recent available at time of writing in August 2025.

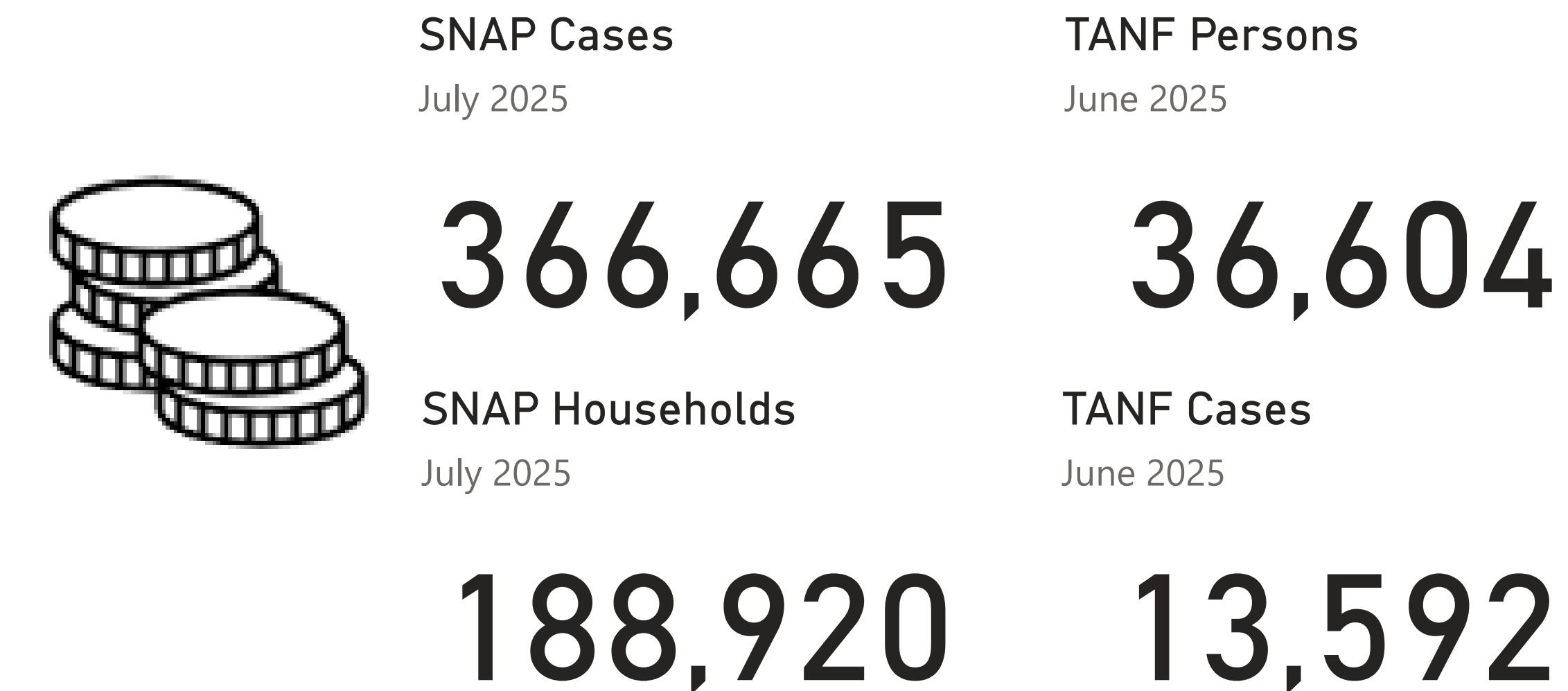
Justice-Involvement Indicators

Source: Illinois Department of Corrections, Prison & Parolee Population Datasets, Illinois Juvenile Justice Commission, JMIS Monthly Data Reports.

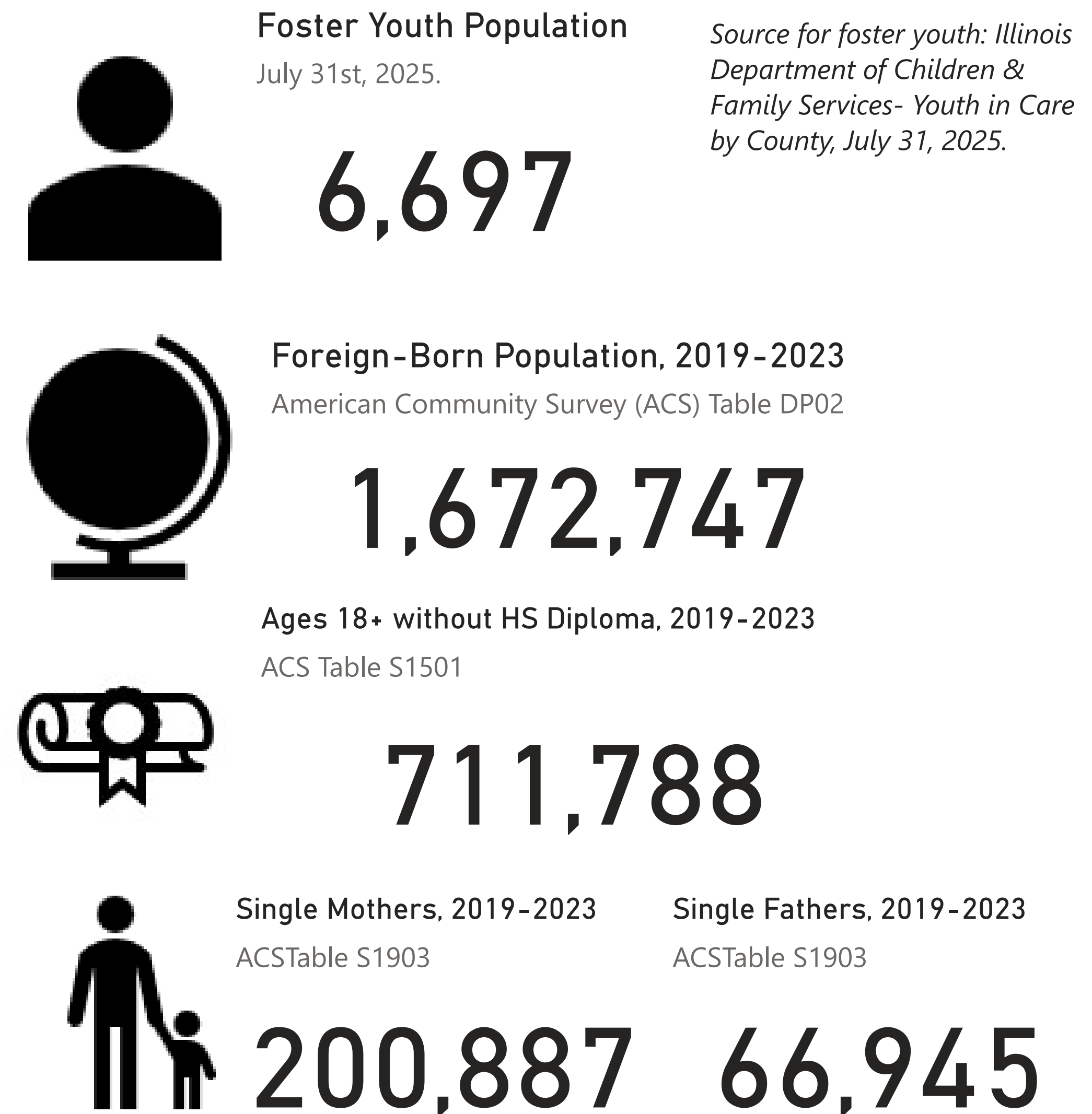


Low-Income Indicators

Source: Illinois Department of Human Services, June & July, 2025.



Other Target Populations



Employment Trends

Labor Force Participation & Unemployment

Total Employment Relative to 2019

Leading, Emerging, and Maturing Sectors

Sectors Relative to 2019

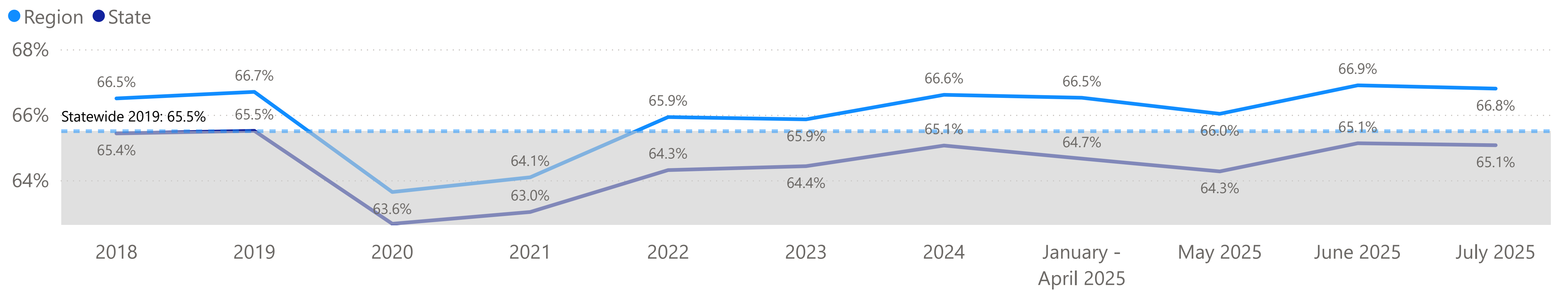
Year-Over-Year Employment Changes



Northeast Region Labor Force Participation & Unemployment Over Time

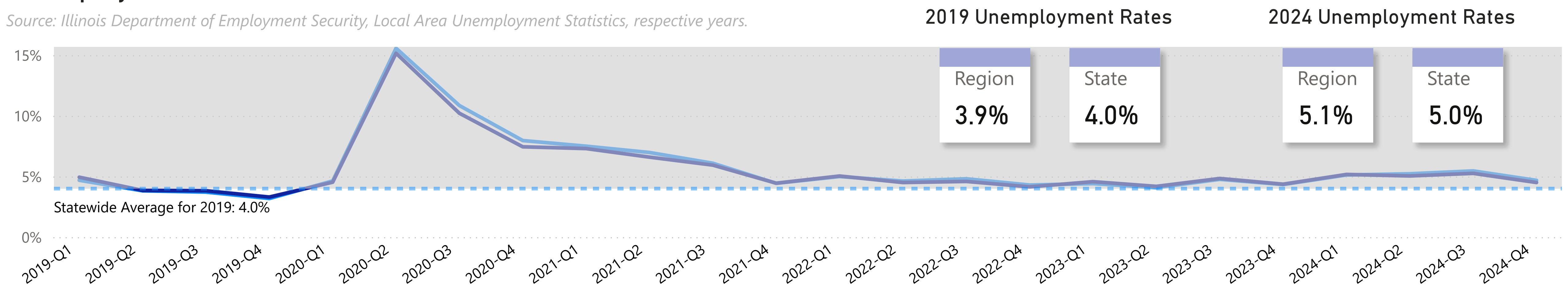
Labor Force Participation Rates

Source: Estimates from Lightcast, 2025. Shaded area shows participation rate below statewide rate in 2019.



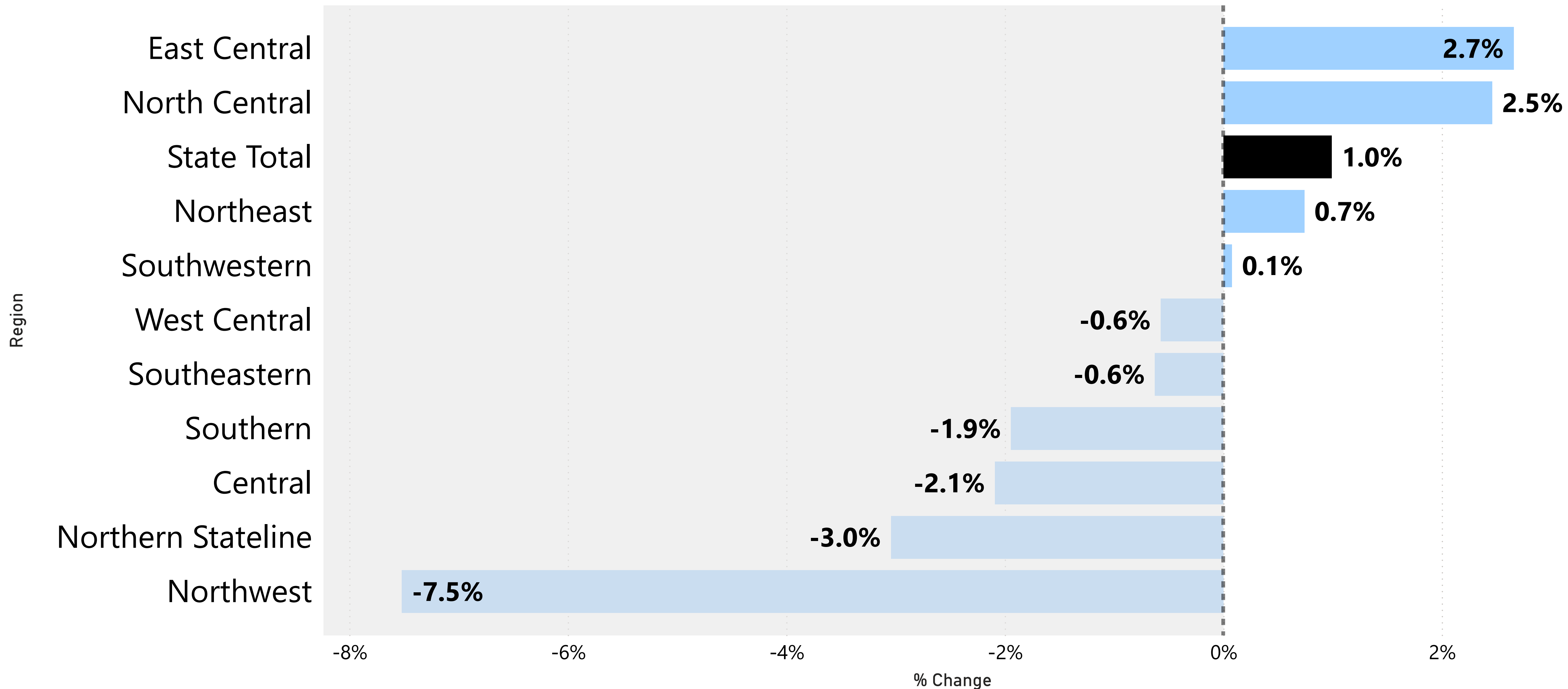
Unemployment Rates

Source: Illinois Department of Employment Security, Local Area Unemployment Statistics, respective years.



% Change in Total Nonfarm Employment, Q2 2019 - Q2 2025 (Not Seasonally Adjusted)

Below is a high-level comparison of total employment by region for Q2 2019 (pre-pandemic) vs Q2 2023 (latest available at time of writing). Regions are sorted by size of employment growth/declines. Statewide, total employment in Q2 2025 was 1.0% higher than in Q2 2019. In six of ten regions, employment was lower in Q2 2025 than in Q2 2019.



Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

Sectors, Industries, and Clusters

Demystifying business employment groupings

All businesses and employers are categorized in Federal data collections by the **North American Industry Classification System - NAICS**. The NAICS is a nested structure that **groups businesses by primary goods produced or services provided**.

Sectors are large segments of the economy, represented as **2-digit NAICS codes**. For example, the manufacturing sector consists of NAICS codes beginning with 31, 32, or 33.

Industries are components of Sectors, represented as **3-6-digit NAICS codes**. More digits in a NAICS code indicate more specific subsets of sectors. For example, Machinery Manufacturing (NAICS 333) is a subset of Manufacturing, and Industrial Machinery Manufacturing (NAICS 3332) is a subset of Machinery Manufacturing. *In other reports, the terms sector and industry are often used interchangeably.* For regional planning purposes, 2-3 digit NAICS codes provide sufficient detail. There are literally thousands of 6-digit NAICS codes, which may be viewed at naics.com/search.

Clusters are **groups of related industries** with a strong **concentration** of employment **in** a particular **region**. Higher concentrations of employment **might indicate competitive advantages** within regions, such as availability of skilled workers, proximity to services and suppliers, and suitable infrastructure. *Industry clusters are typically considered in economic development strategic plans.*

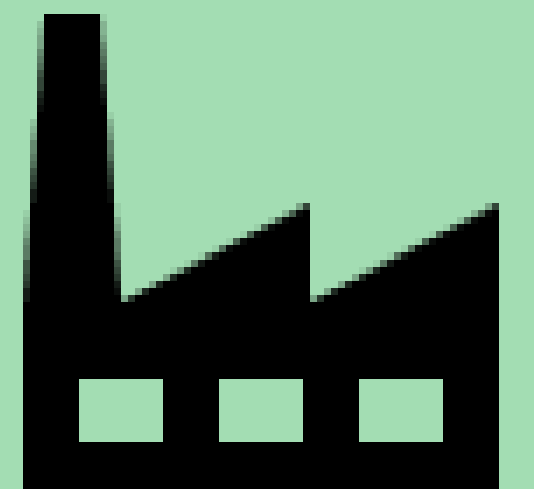
Industry clusters are distinct from Career Clusters. Career Clusters are groups of educational programs organized around knowledge and skill requirements for groups of occupations.

Like all data, NAICS codes have some limitations and caveats. **The Bureau of Labor Statistics updates NAICS every 8 years**, and so emerging industries might not be reflected consistently. For example, **electric vehicle manufacturing does not have a dedicated NAICS code** - it is included in the same industry as fossil-fuel automobile manufacturing. Also, businesses are classified by the primary activity at each physical location, not necessarily by activities of the parent company. For example, warehouses for e-commerce companies are classed as Warehousing and Storage (NAICS 493).

Sector and industry employment are **distinct from occupational employment**, or jobs classified by work responsibilities. For example, all industries employ people with information technology occupations, while the Information sector specifically refers to publishing and telecommunications. **Put simply, sectors and industries describe businesses, while occupations describe workers.**

NAICS example

More digits = more detailed subset



Manufacturing Sector: NAICS 31-33

Example Component Industry

Machinery Manufacturing: 333

Industrial Machinery: 3332

Semiconductor Machinery: 333242

Regional Sector Analysis

Employment Changes and Location Quotients

The **maps** on the following pages **show the "where" for selected economic data** at the regional and county levels. This view allows readers to more easily **see how each county contributes** to the overall economic engine in a region **and** how regions as a whole **compare to other areas** of the state.

All maps in the next section show employment **by place of work, i.e., businesses located in each county**. They might not correspond to where workers live.

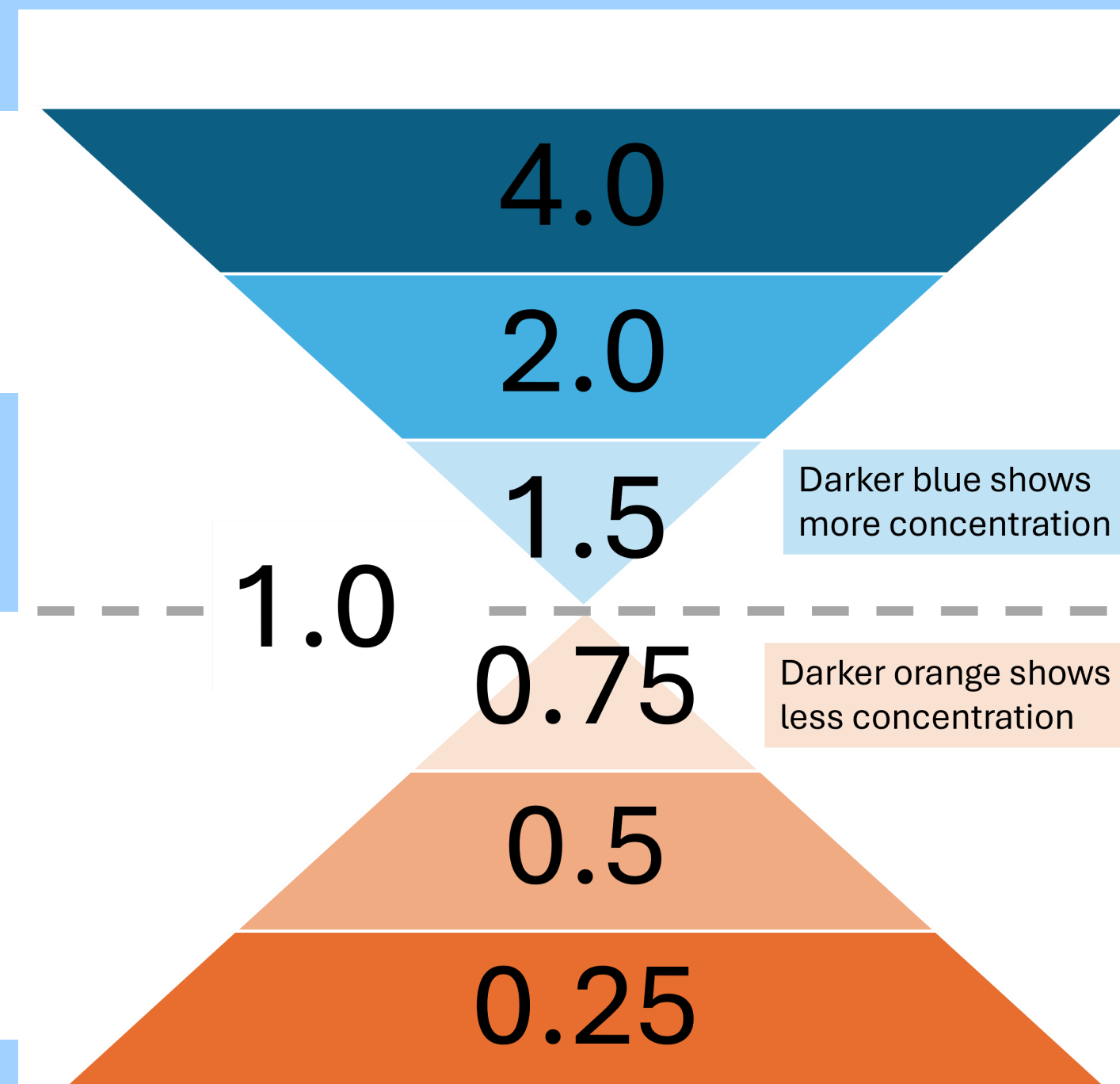
The **Employment Change** maps indicate the level of **gain or loss of employment** between Q4 2021 and Q4 2022 (latest available at time of writing). These maps can be used to understand where gains and losses occurred, and identify targets of opportunity where skilled workers may be in greater demand, or identify areas which may be in need of attention from regional workforce and economic development agencies.

The **The Location Quotient (LQ)** maps indicate counties **where sector employment is** most and least **concentrated** as of Q4 2022. The LQ value indicates how concentrated employment in a given sector compares to the nation.

An LQ of **1.0 means employment is in line with** the overall **national** employment for that **sector**. A value **greater than 1.0 means** that sector's employment is **more heavily concentrated** here than in the nation, while values less than 1.0 indicate employment is less concentrated than the nation. The farther away from 1.0, the greater the difference between what is happening in the county than the nation. For example, if a sector represents 40% of employment in a county and that sector nationally represents 10% of employment, it would have an LQ of 4.0, or a concentration of employment that is 4 times higher than the nation.

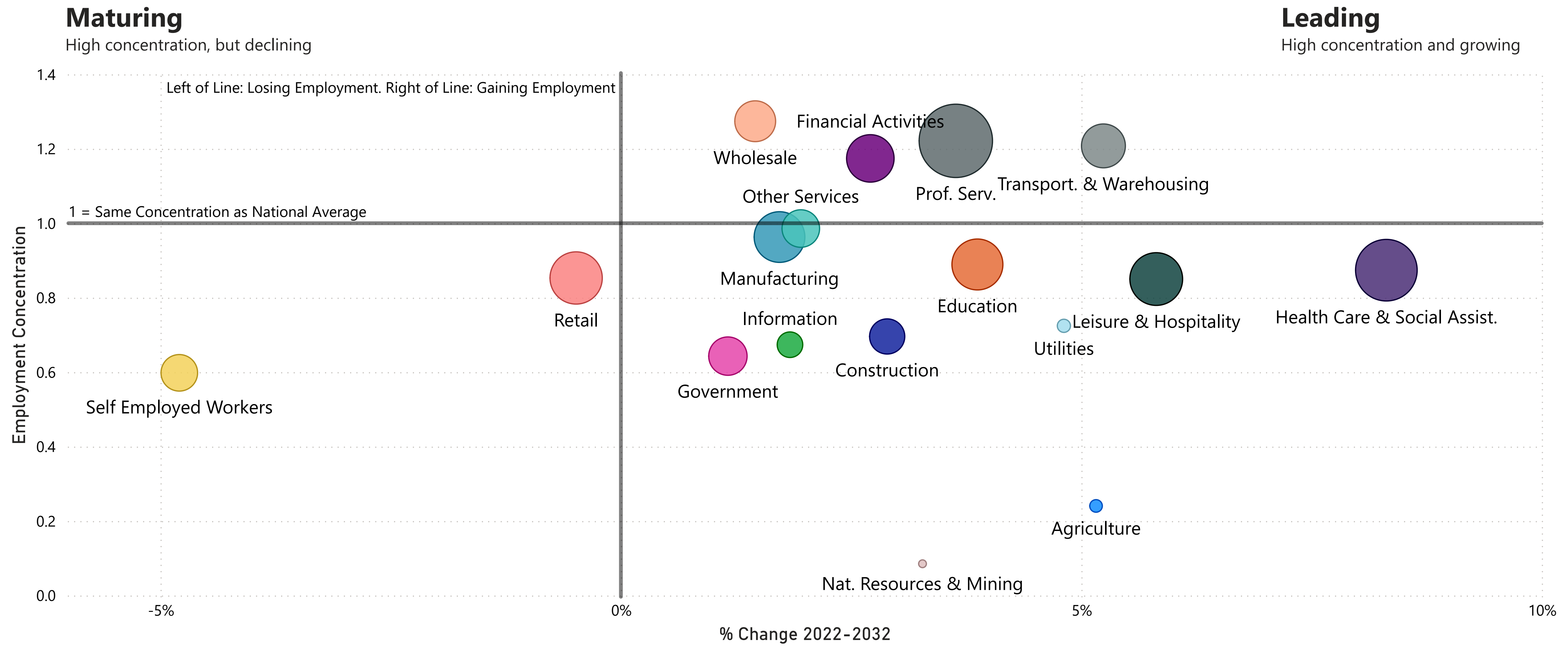
Some maps on the following pages have **counties shaded black**, indicating an insufficient number of workers to reach federal employment reporting thresholds. This data is **suppressed to protect** the **privacy** of businesses, employers, and workers in those counties. **We use 2-digit NAICS** level data **to minimize** the instances of data **suppression**.

The maps on the following pages show where employment is concentrated and the degree to which it is above or below the national level. Areas with **high LQs might have an** inherent **advantage**, while areas with low LQs might have an inherent disadvantage for supporting a particular sector's businesses with skilled workers.



Northeast Region Employment Location Quotients by Sector

Bubble size corresponds to total employment in 2022. Some sectors excluded in lower left quadrant due to disproportionately low location quotients and employment declines. Education includes public and private, and government excludes education.

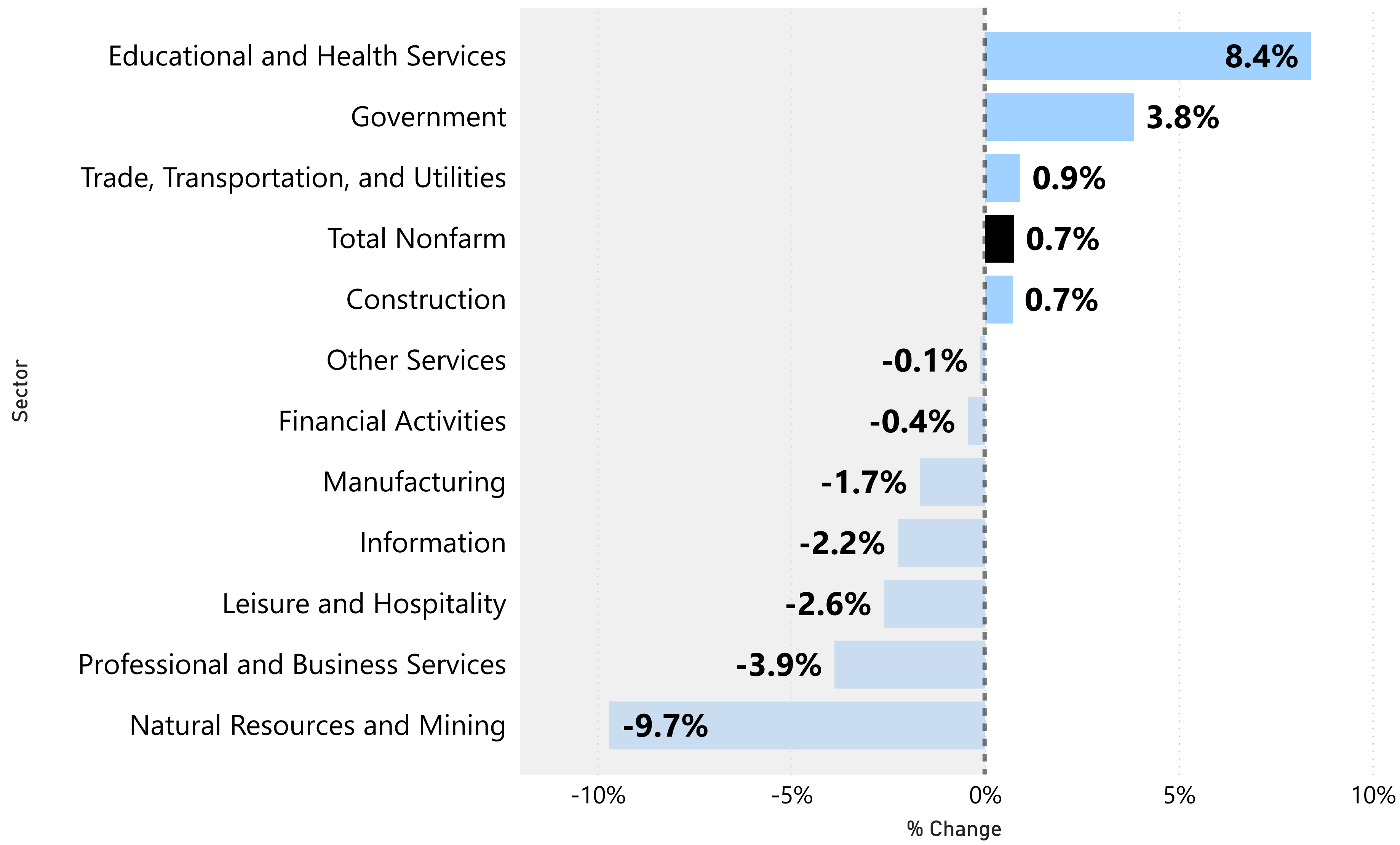


Source: Illinois Department of Employment Security, 2022-2032 Industry Employment Projections.

Emerging
Low concentration, but growing

% Change in Employment by Sector in Northeast Region, Q2 2019 - Q2 2025

Below is a high-level comparison of total employment by sector in the region for Q2 2019 (pre-pandemic) vs Q2 2025 (latest available at time of writing). Sectors are sorted by size of % employment change. On the right are total jobs in Q2 2025 by sector, sorted by employment size.



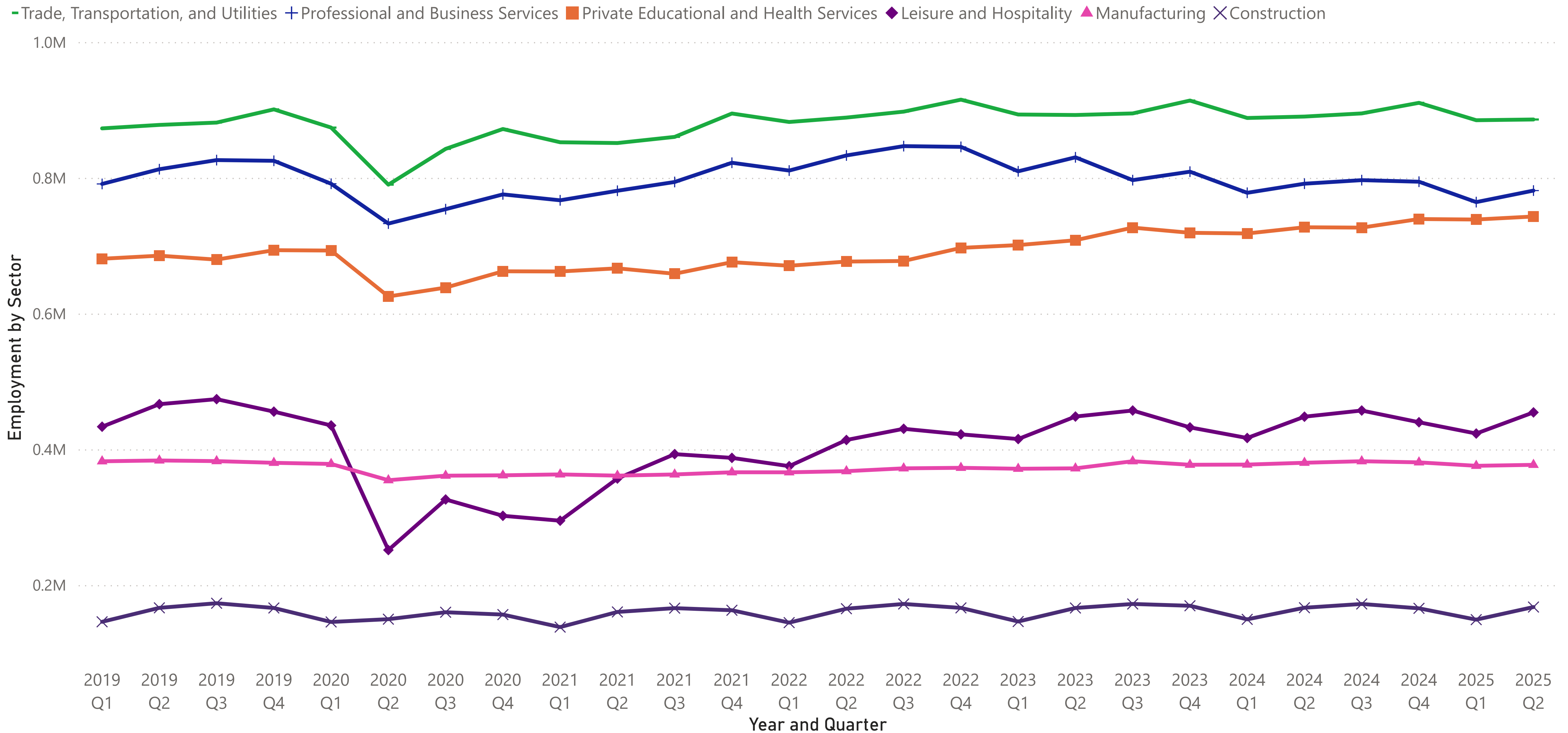
Total Employment in Q2 2025

Blank cells indicate suppressed data.

Sector	Count of Jobs
Total Nonfarm	4,513,343
Trade, Transportation, and Utilities	885,941
Professional and Business Services	781,208
Educational and Health Services	743,017
Government	536,939
Leisure and Hospitality	454,417
Manufacturing	377,156
Financial Activities	307,769
Other Services	182,832
Construction	167,670
Information	74,804
Natural Resources and Mining	1,591

Northeast Region Employment by Sector and Quarter, 2019-2025Q2 (not seasonally adjusted)

Below are quarterly employment levels by sector in the region, including quarterly employment fluctuations. E.g., transportation employment gets temporary increases in 4th quarter due to holiday e-commerce spending. Some sectors with lower statewide employment are excluded for simplicity.

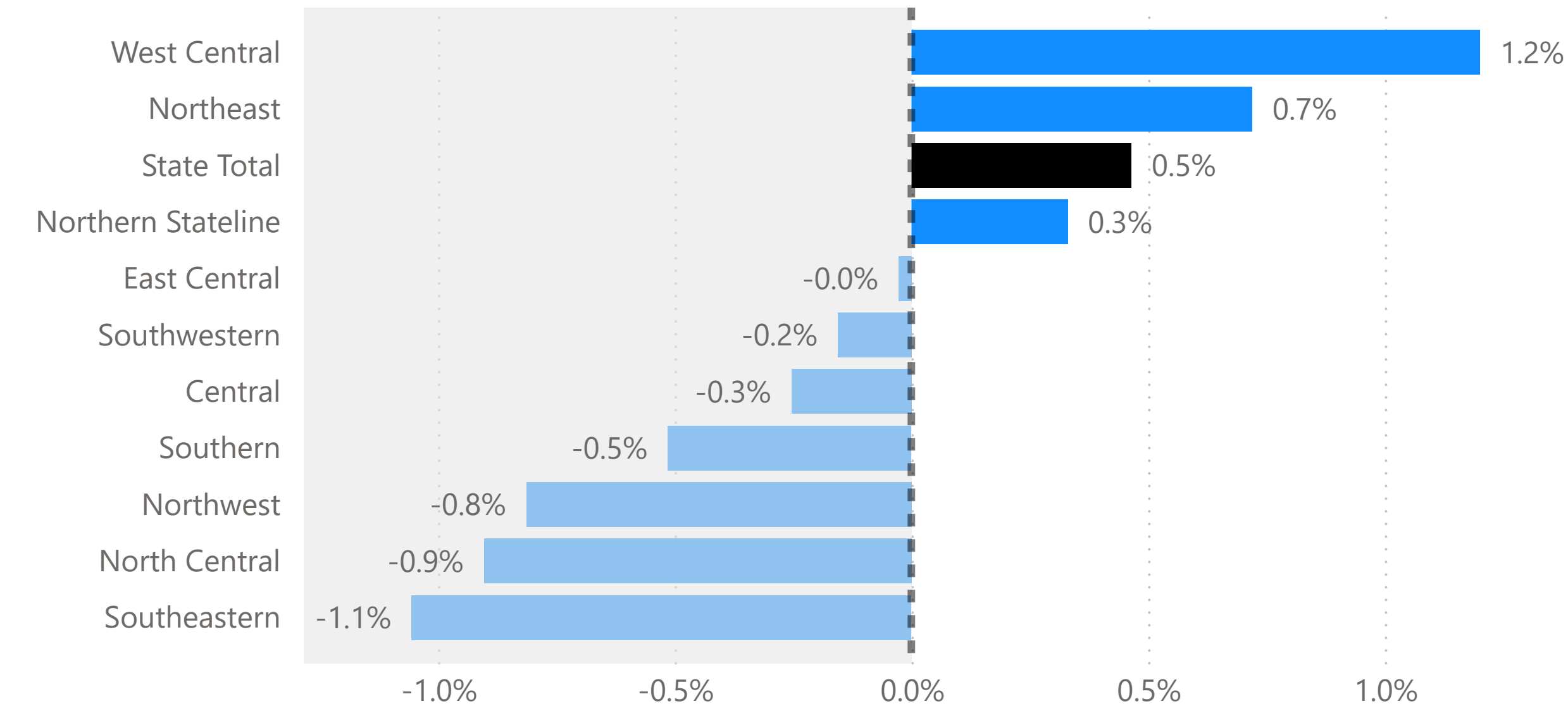


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

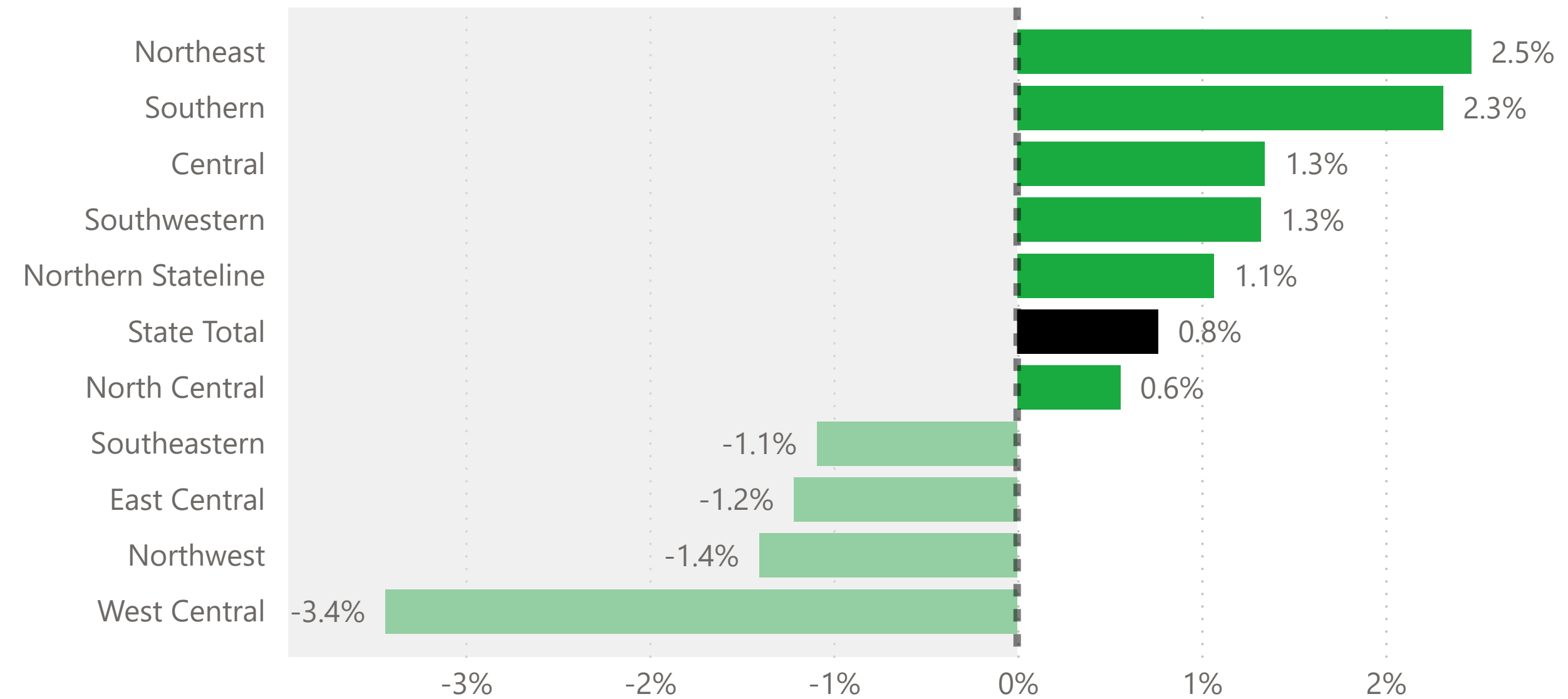
Employment Change by Sector, June 2024 vs June 2025 (Not Seasonally Adjusted, 1 of 3)

Below are comparisons of *year-over-year* employment changes by sector and region. *Regions and the state are sorted by % change in employment.*

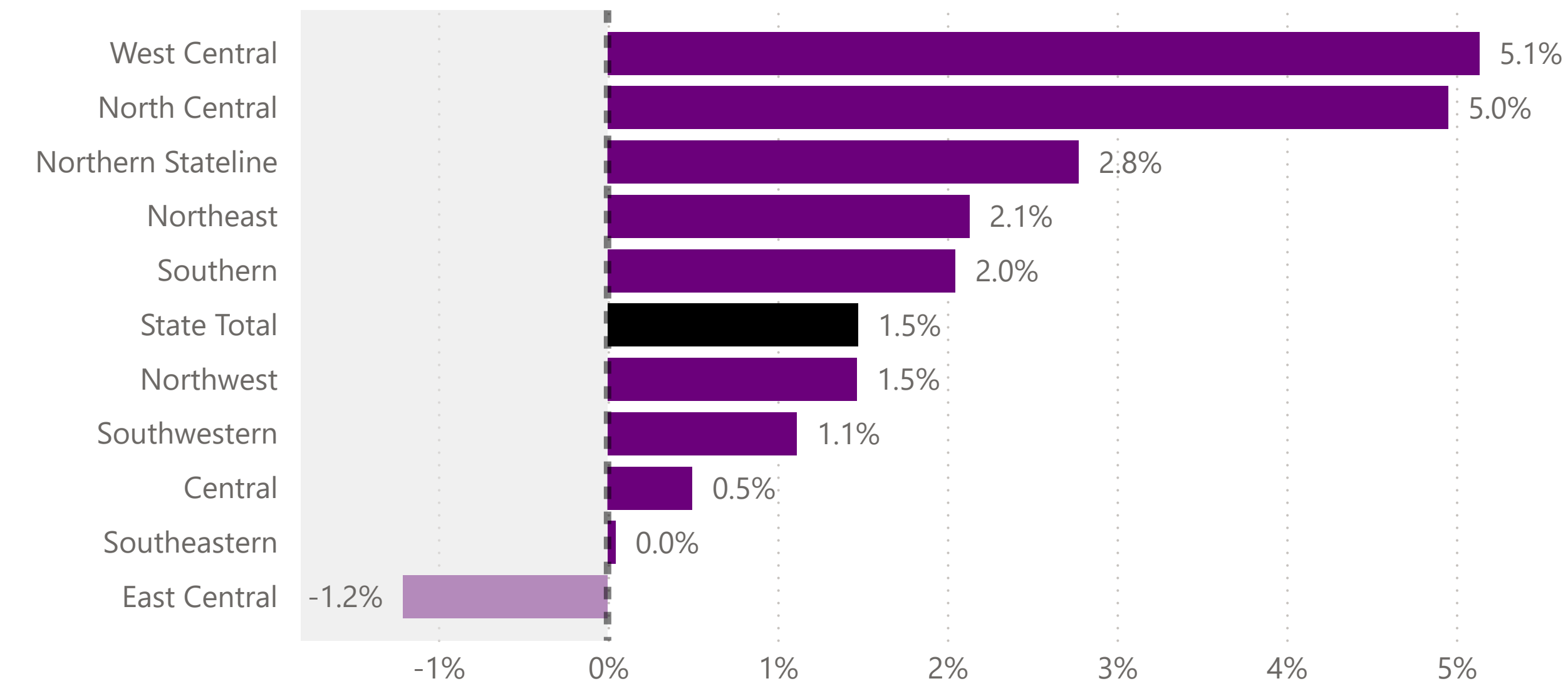
Total Nonfarm



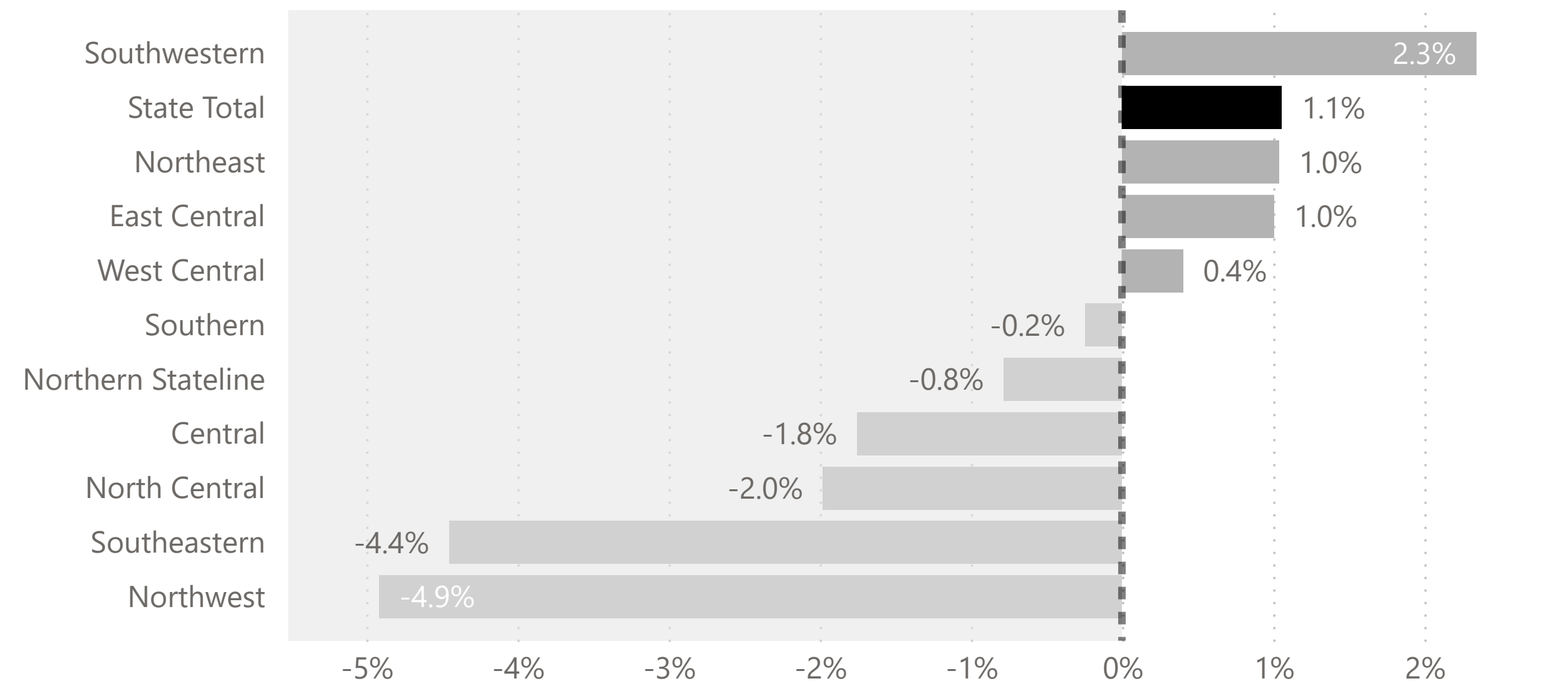
Construction



Private Education & Health Services



Financial Activities

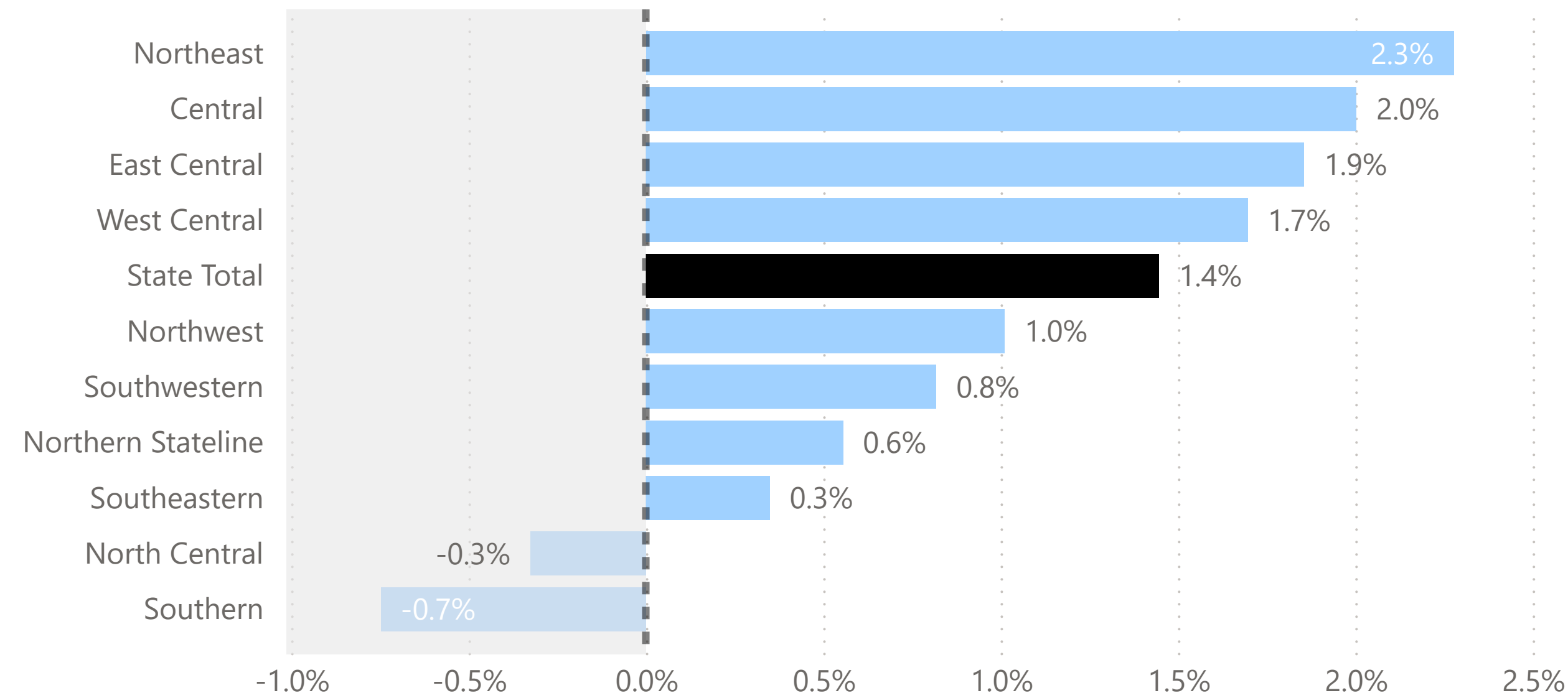


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

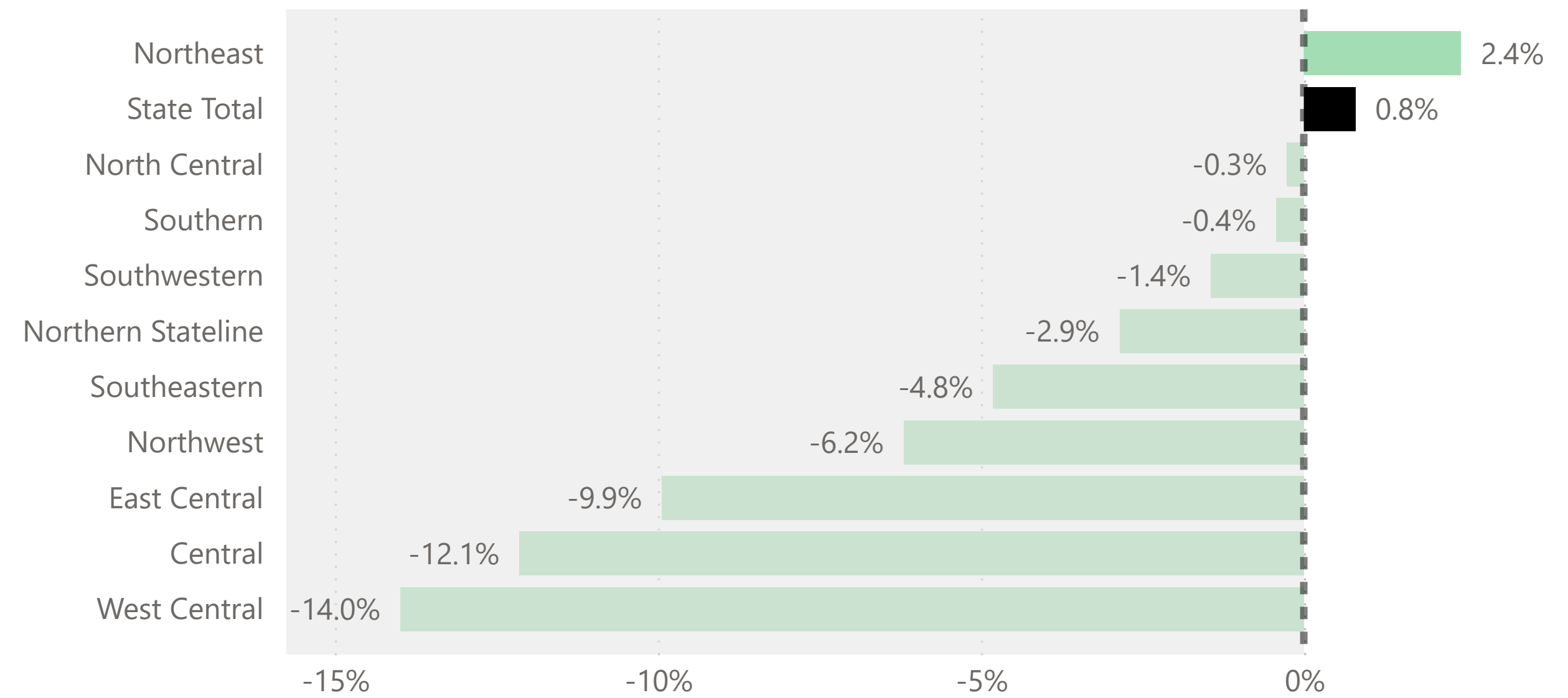
Employment Change by Sector, June 2024 vs June 2025 (Not Seasonally Adjusted, 2 of 3)

Below are comparisons of year-over-year employment changes by sector and region. *Regions and the state are sorted by % change in employment.*

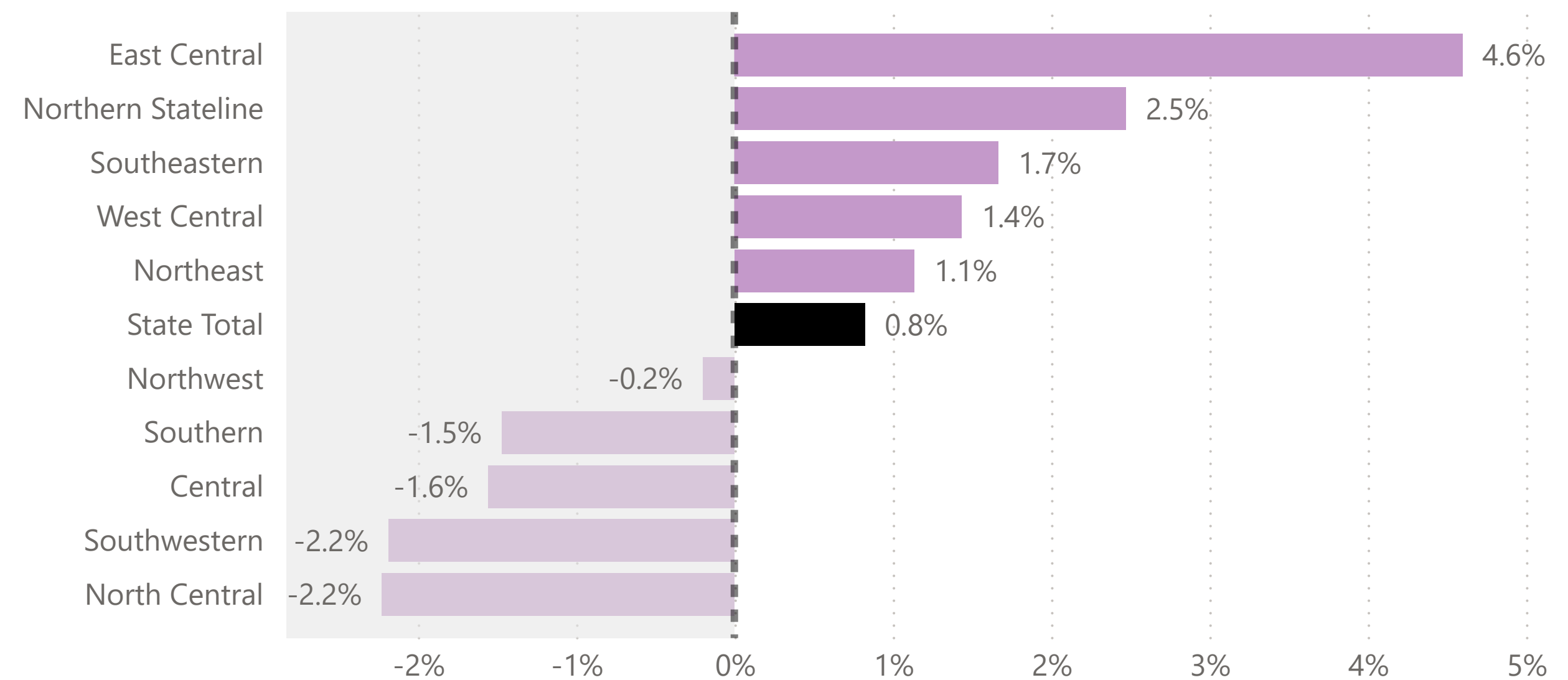
Government



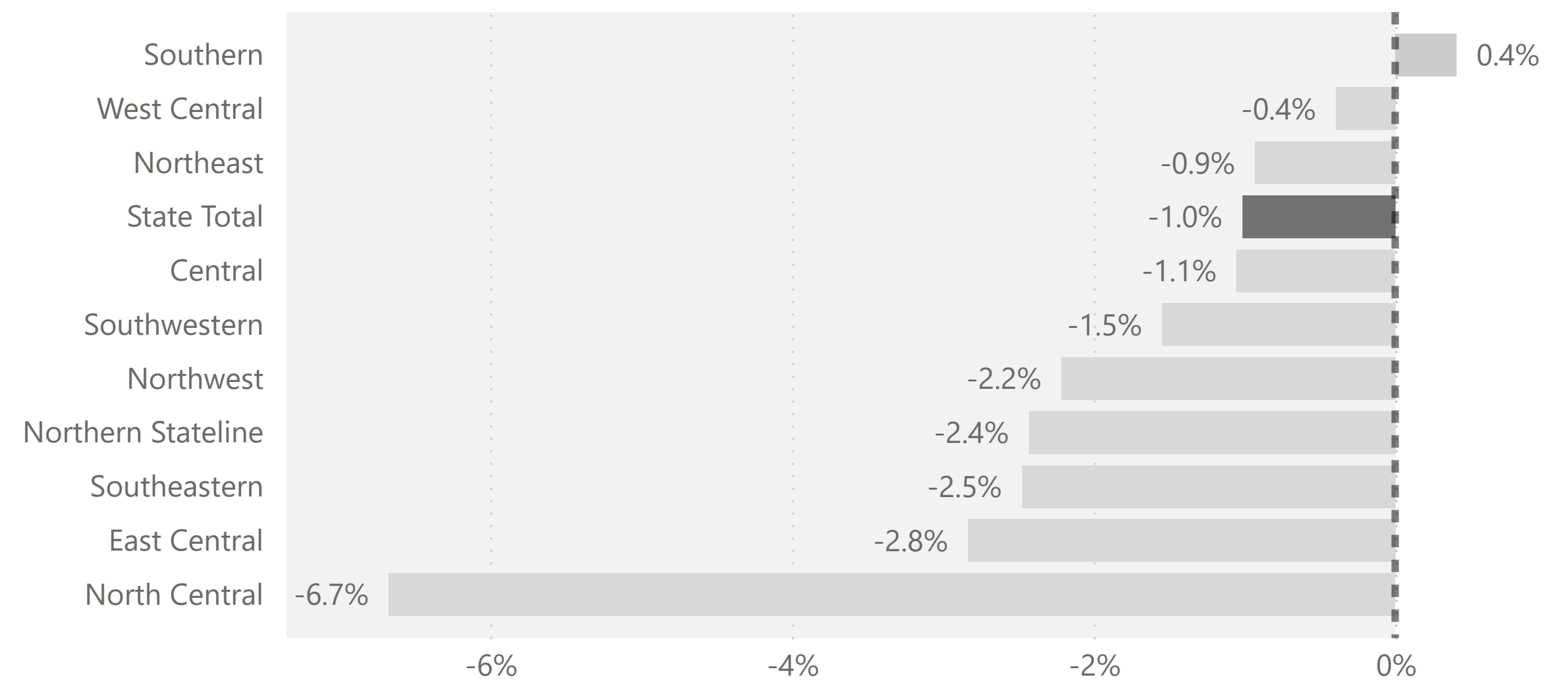
Information



Leisure & Hospitality



Manufacturing

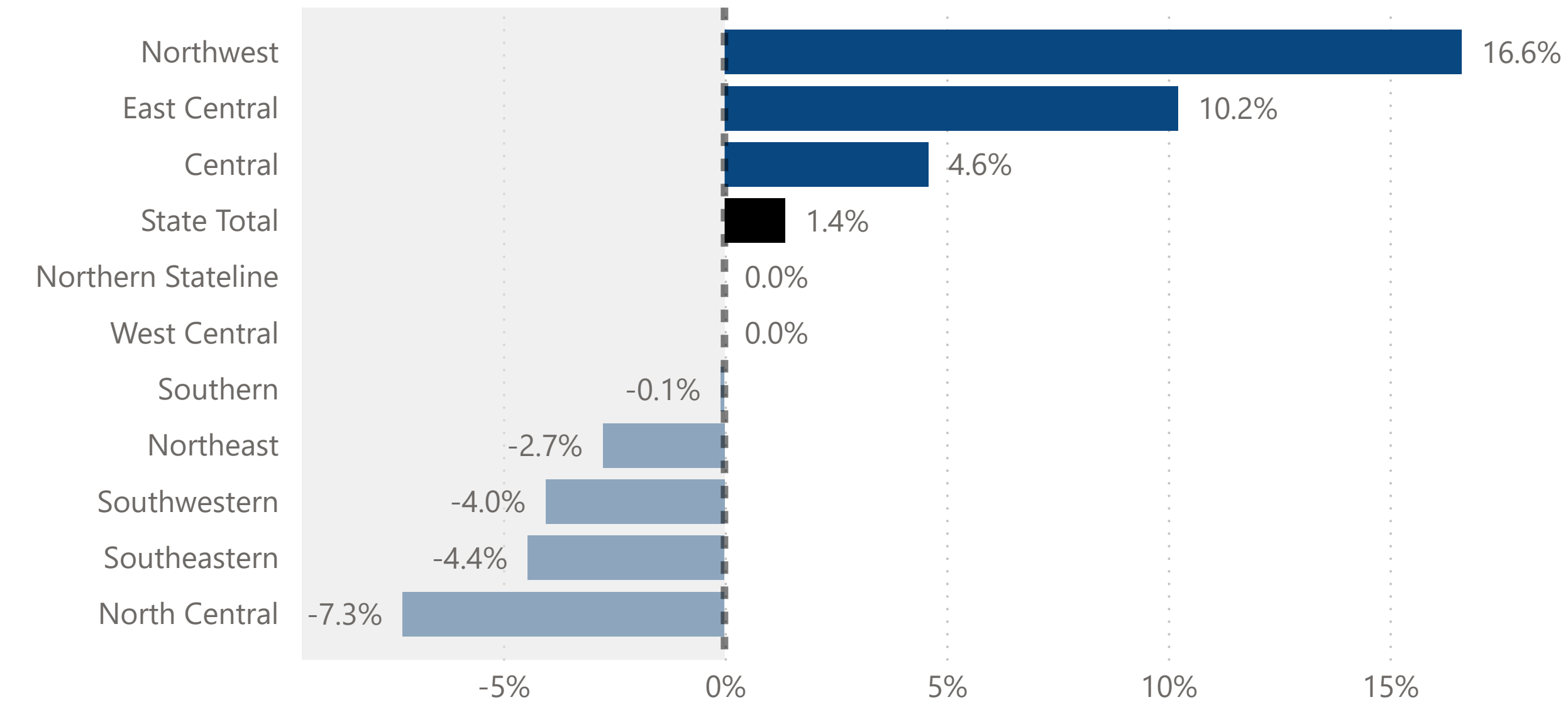


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

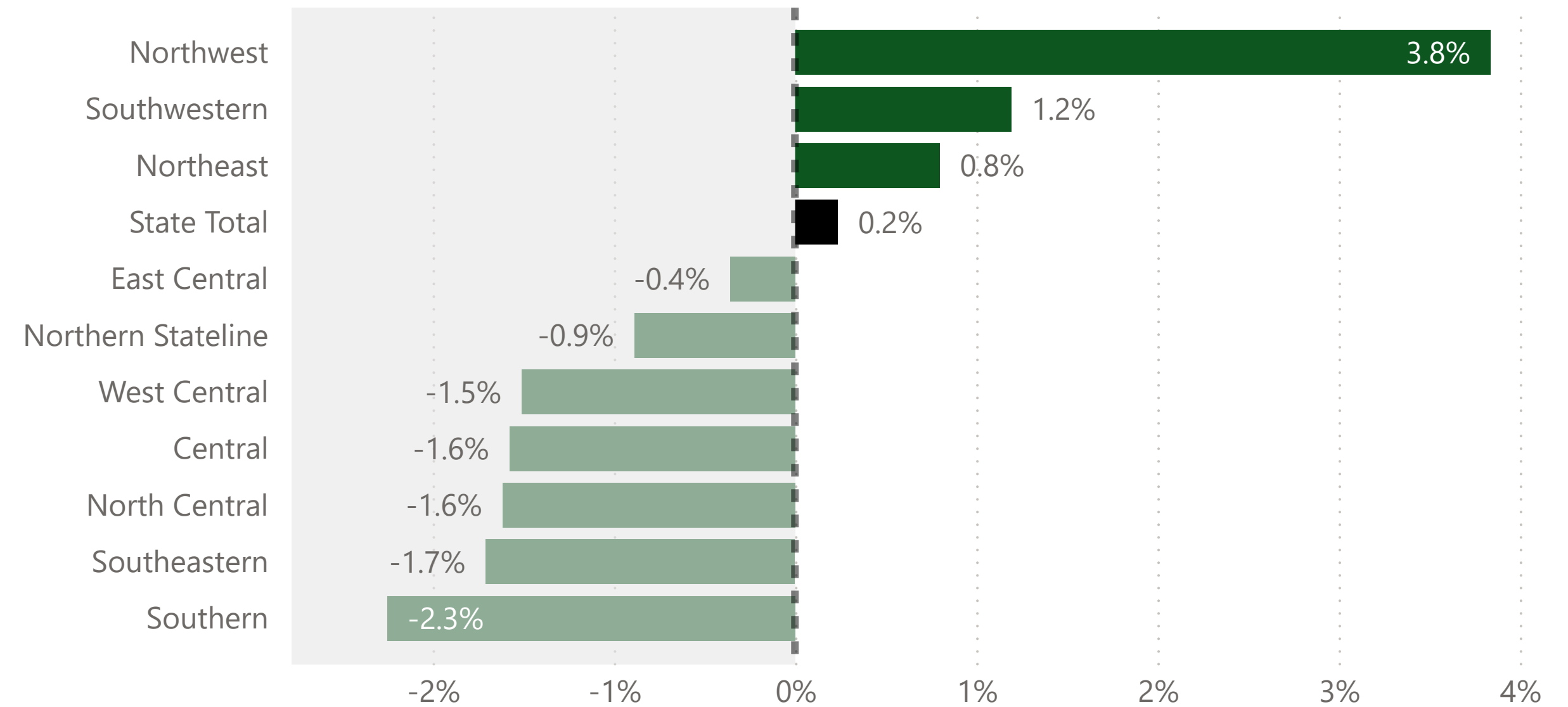
Employment Change by Sector, July 2022 vs July 2023 (Not Seasonally Adjusted, 3 of 3)

Below are comparisons of year-over-year employment changes by sector and region. *Regions and the state are sorted by % change in employment.*

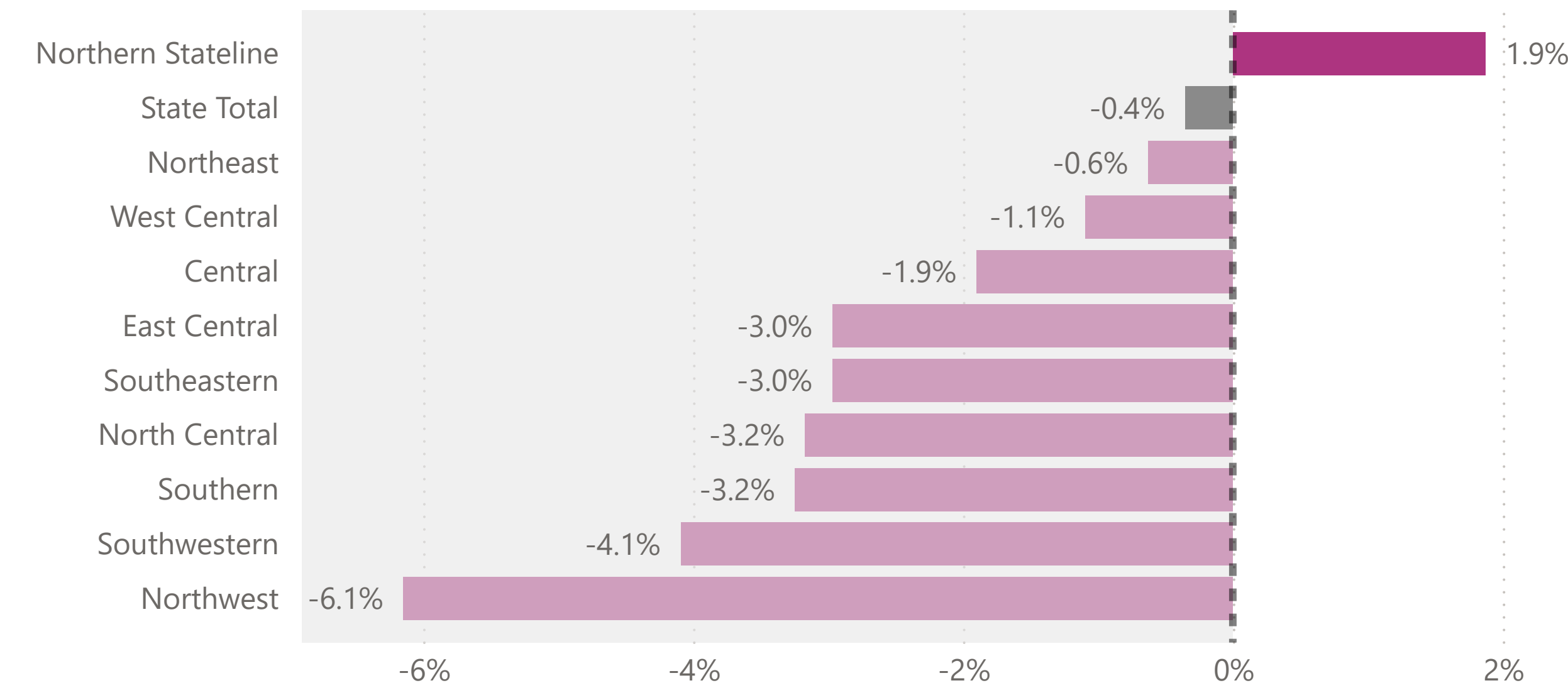
Natural Resources and Mining



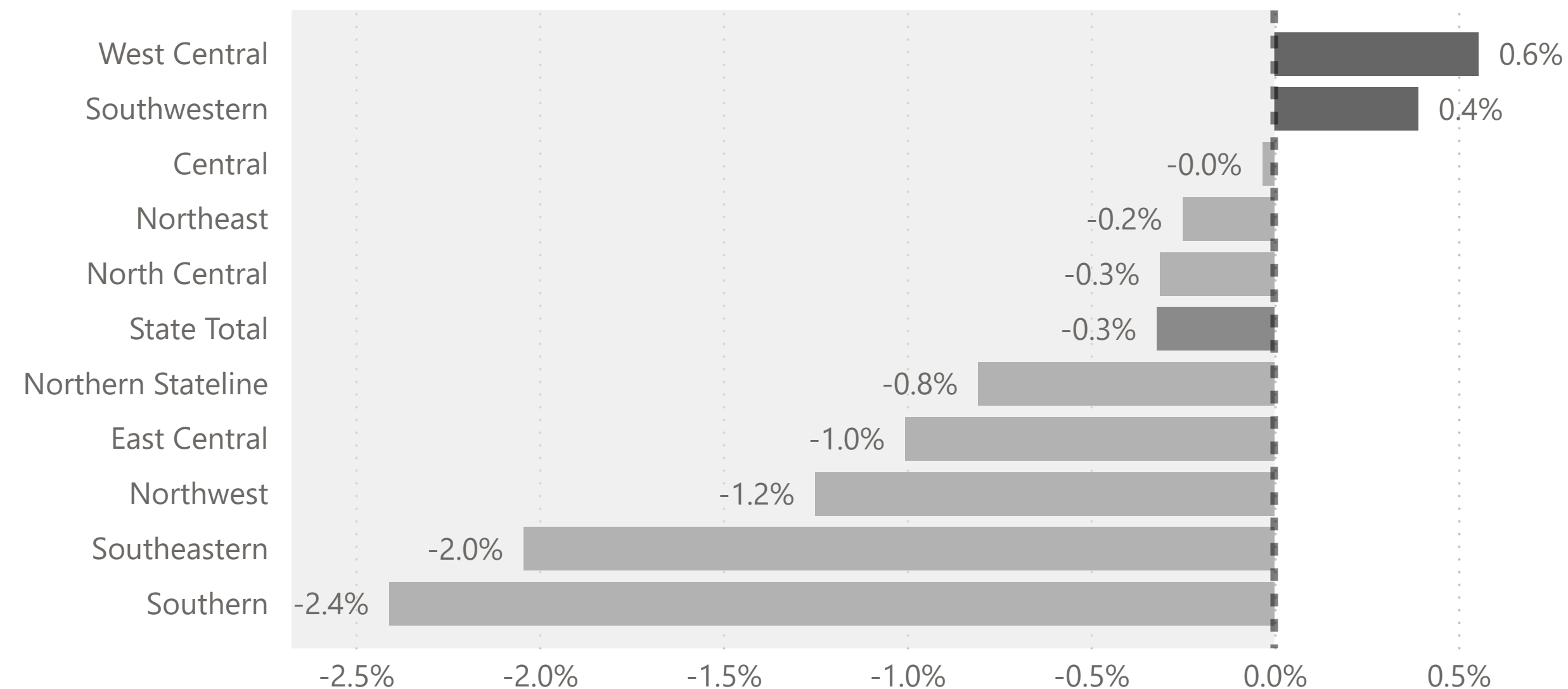
Other Services, excl. Government



Professional and Business Services



Trade, Transportation, and Utilities



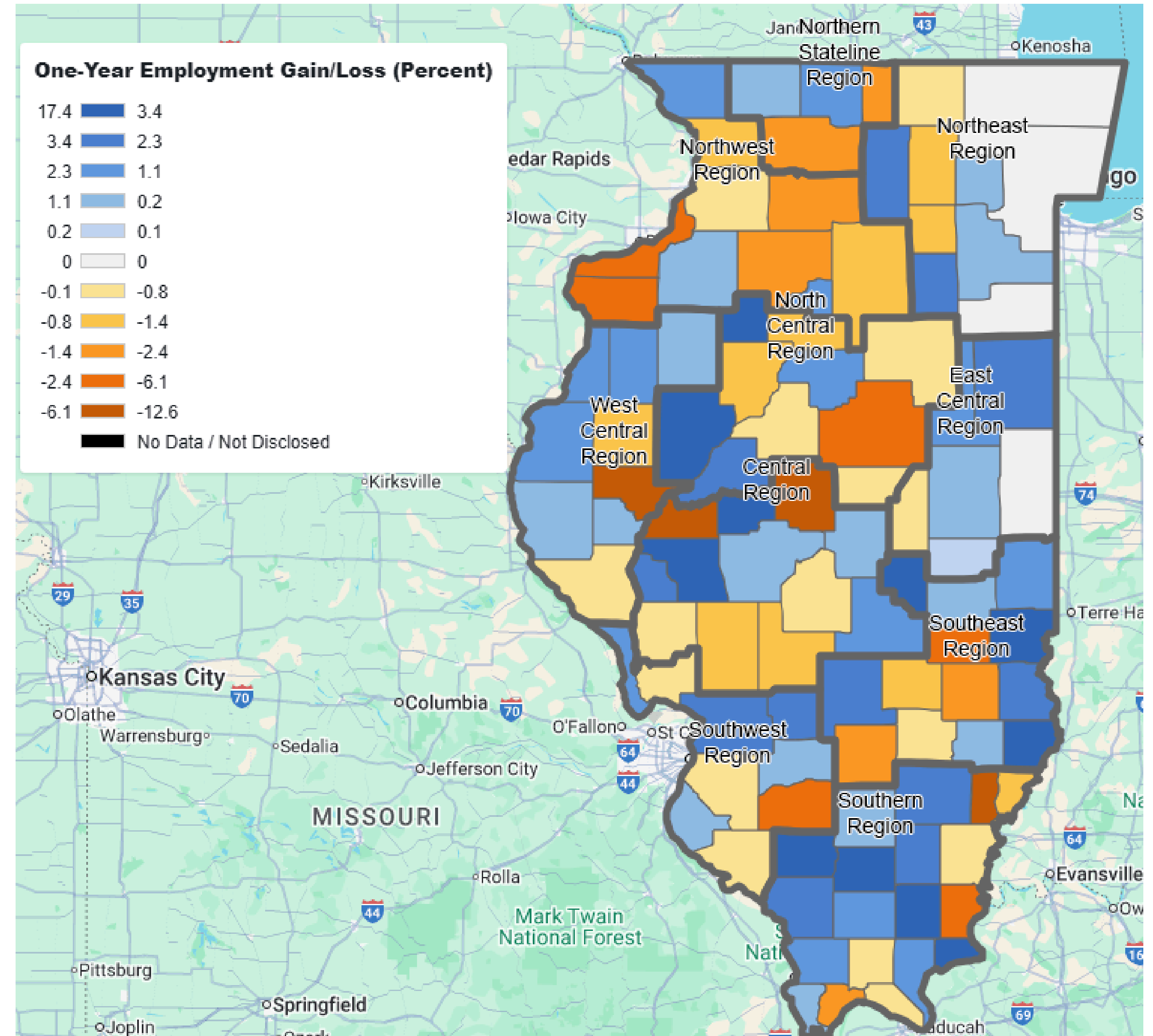
Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

Total Employment Change by County, Q4 2023 - Q4 2024

In this map and the maps on the following pages, darker **orange** indicates more employment **declines** over the past year, while darker **blue** indicates more employment **growth**. Region-level employment changes do not reflect the employment **churn** that **occurs within** some **regions**.

Care must be taken when comparing **percentage changes**, as they **are relative to** the employment **size** of each county. For example, some of the largest percentage employment changes were in counties along the Southern border with smaller total employment sizes.

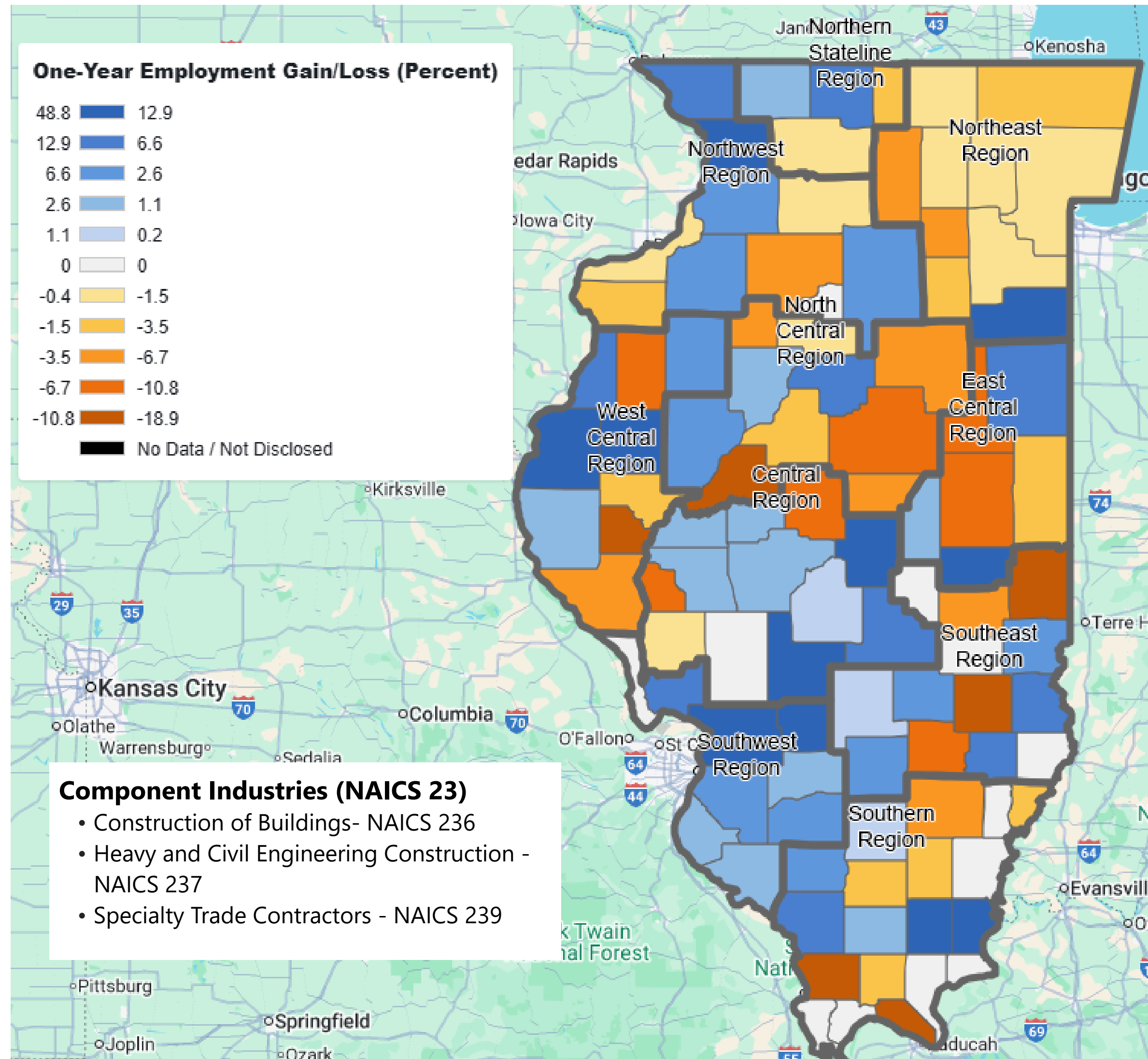
The following pages offer more detail by sector and by county within each region.



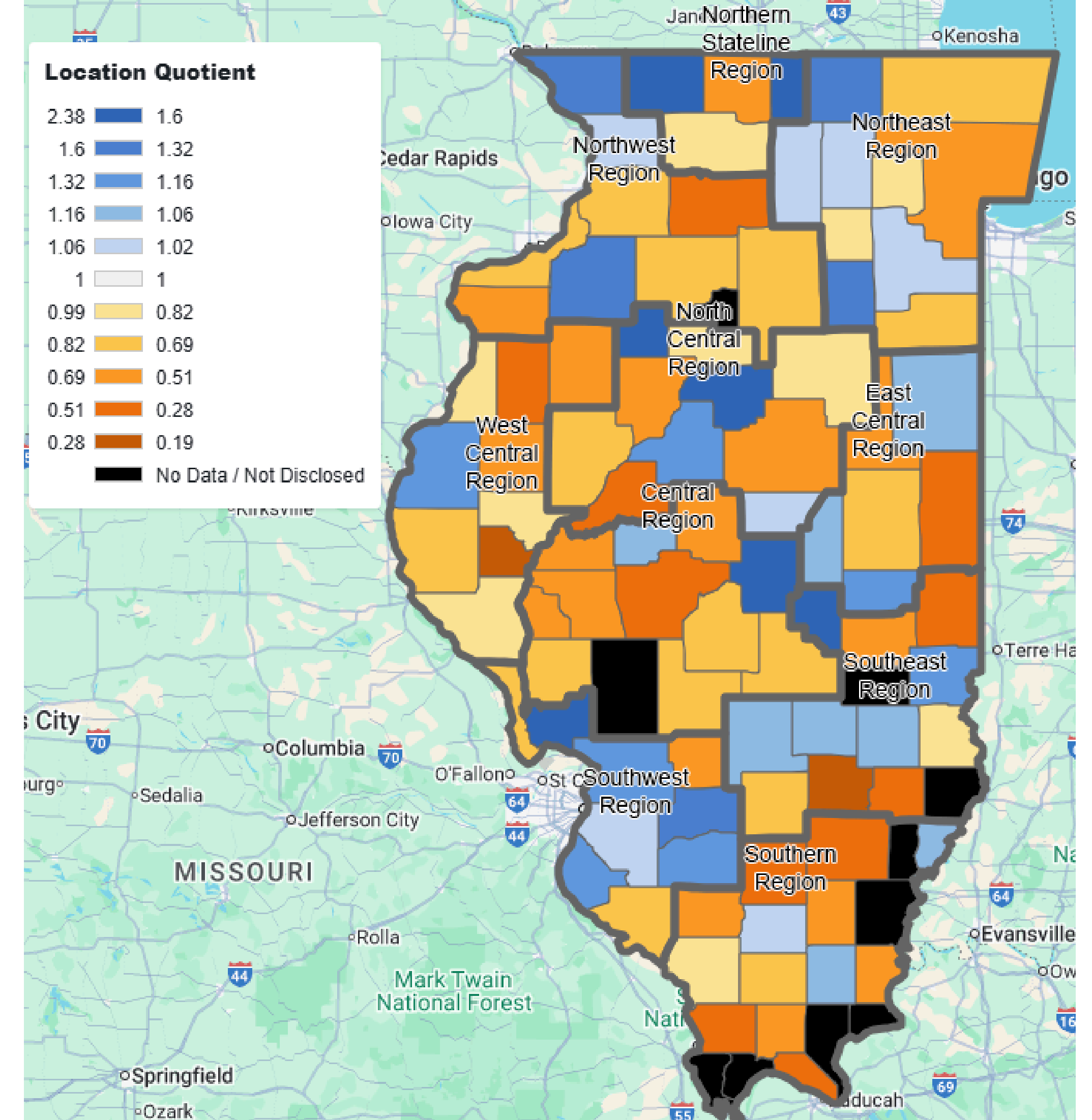
Construction Sector

Q4 2023- Q4 2024% Employment Change & Q4 2024 Employment Location Quotient

Employment Change



Employment Concentration



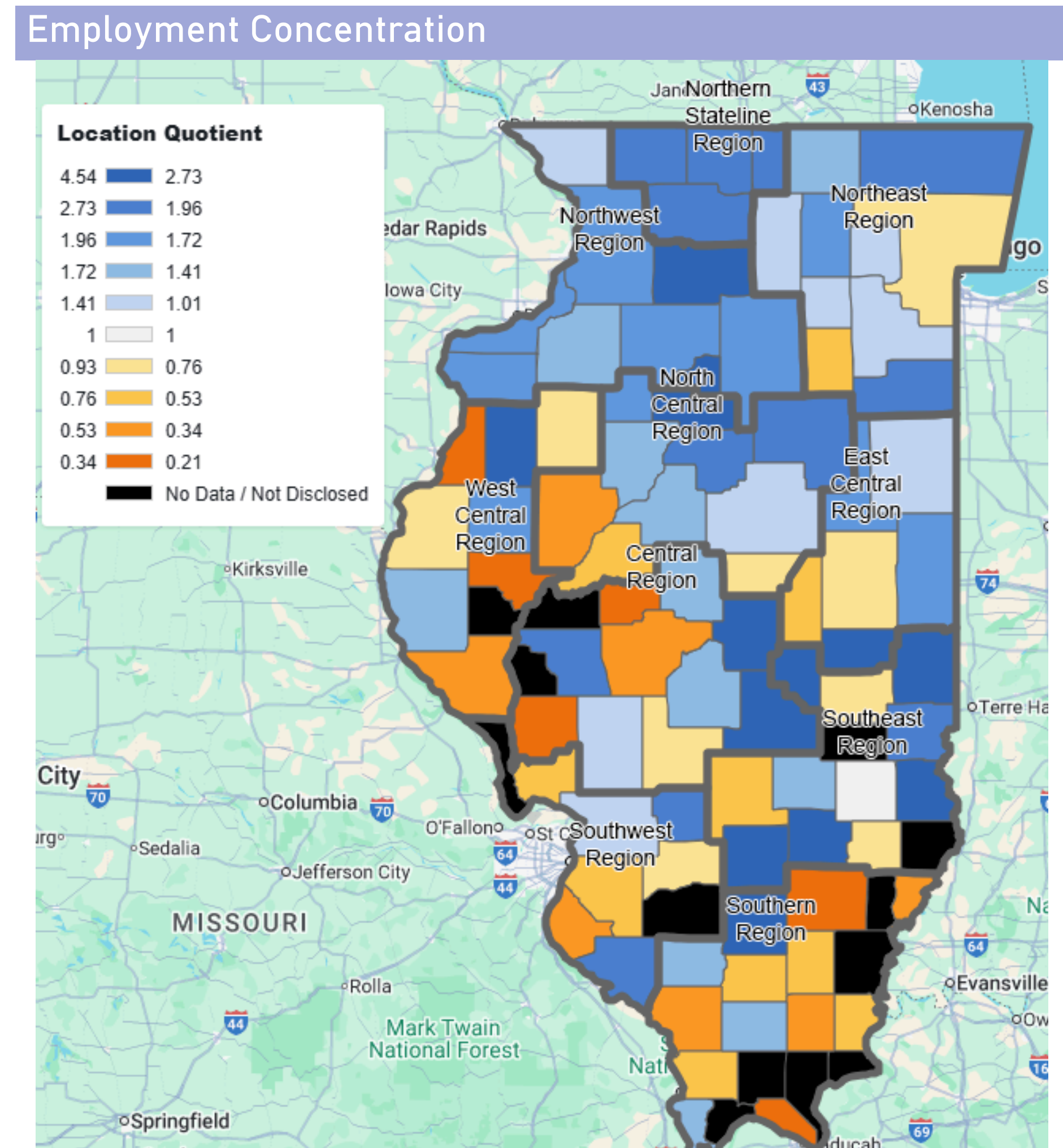
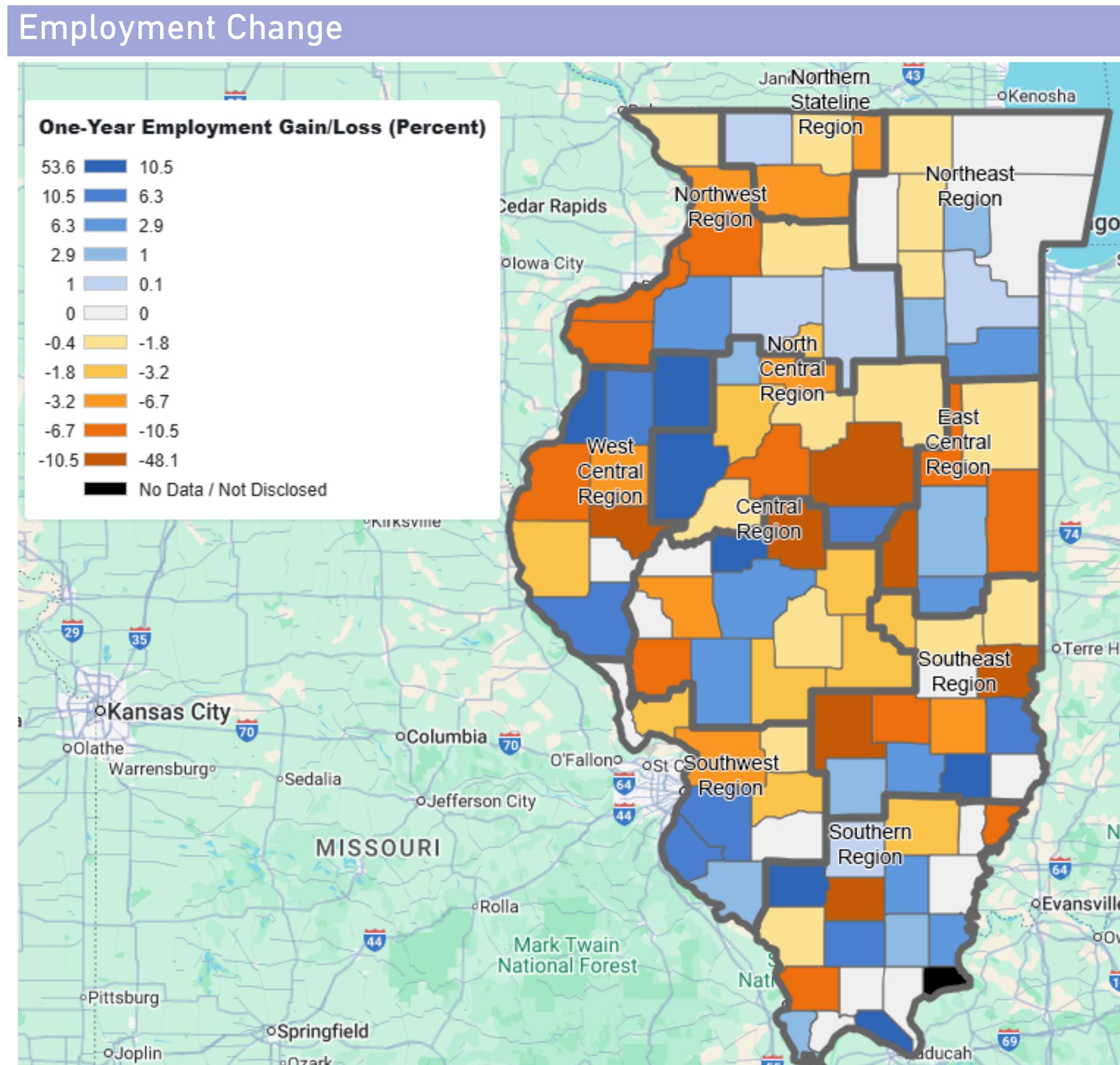
Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

Manufacturing Sector

Q4 2023- Q4 2024 % Employment Change

Component Industries (NAICS 31-33)

- Food(NAICS 311)
- Beverage and Tobacco Products (NAICS 312)
- Textile Mills (NAICS 313)
- Textile Product Mills (NAICS 314)
- Apparel (NAICS 315)
- Leather and Allied Products (NAICS 316)
- Wood Products (NAICS 321)
- Paper (NAICS 322)
- Printing (NAICS 323)
- Petroleum and Coal Products (NAICS 324)
- Chemicals (NAICS 325)
- Plastics and Rubber Products (NAICS 326)
- Nonmetallic Mineral Products (NAICS 327)
- Primary Metals (NAICS 331)
- Fabricated Metal Products (NAICS 332)
- Machinery (NAICS 333)
- Computer and Electronic Products (NAICS 334)
- Electrical Equipment and Components (NAICS 335)
- Transportation Equipment (NAICS 336)
- Furniture (NAICS 337)
- Miscellaneous (NAICS 339)



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

Trade, Transportation, and Utilities Sector

Q4 2023- Q4 2024 % Employment Change

Component Industries

Utilities (NAICS 22)

Wholesale Trade (NAICS 42)

- Durable Goods (NAICS 423)
- Nondurable Goods (NAICS 424)
- Electronic Markets (NAICS 425)

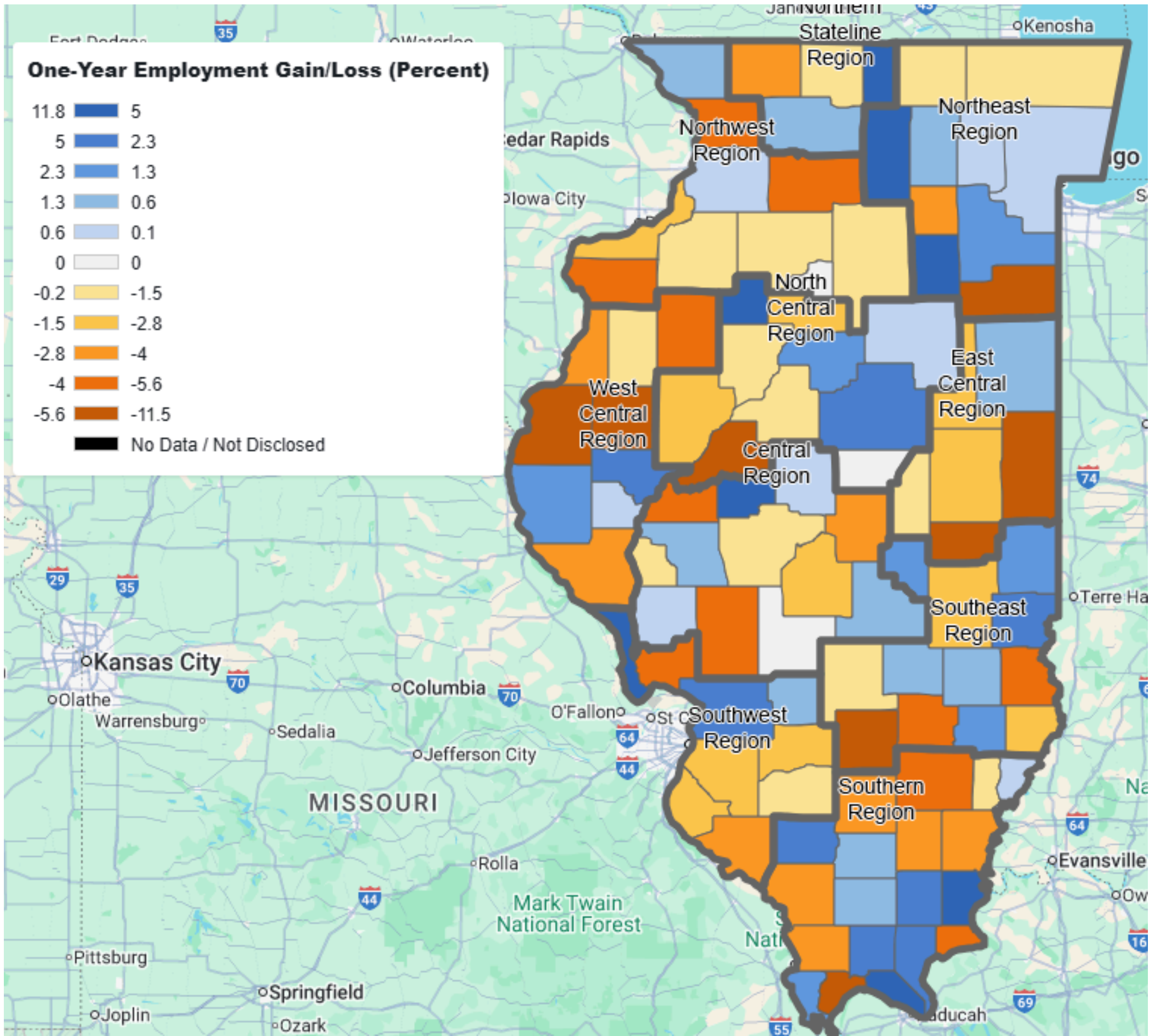
Retail Trade (NAICS 44-45)

- Motor Vehicle and Parts (NAICS 441)
- Furniture and Home Furnishings(NAICS 442)
- Electronics and Appliances (NAICS 443)
- Building and Garden Equipment (NAICS 444)
- Food and Beverage (NAICS 445)
- Health / Personal Products (NAICS 446)
- Gasoline Stations (NAICS 447)
- Clothing and Accessories (NAICS 448)
- Sporting Goods & Hobbies (NAICS 451)
- General Merchandise (NAICS 452)
- Miscellaneous (NAICS 453)
- Nonstore Retailers (NAICS 454)

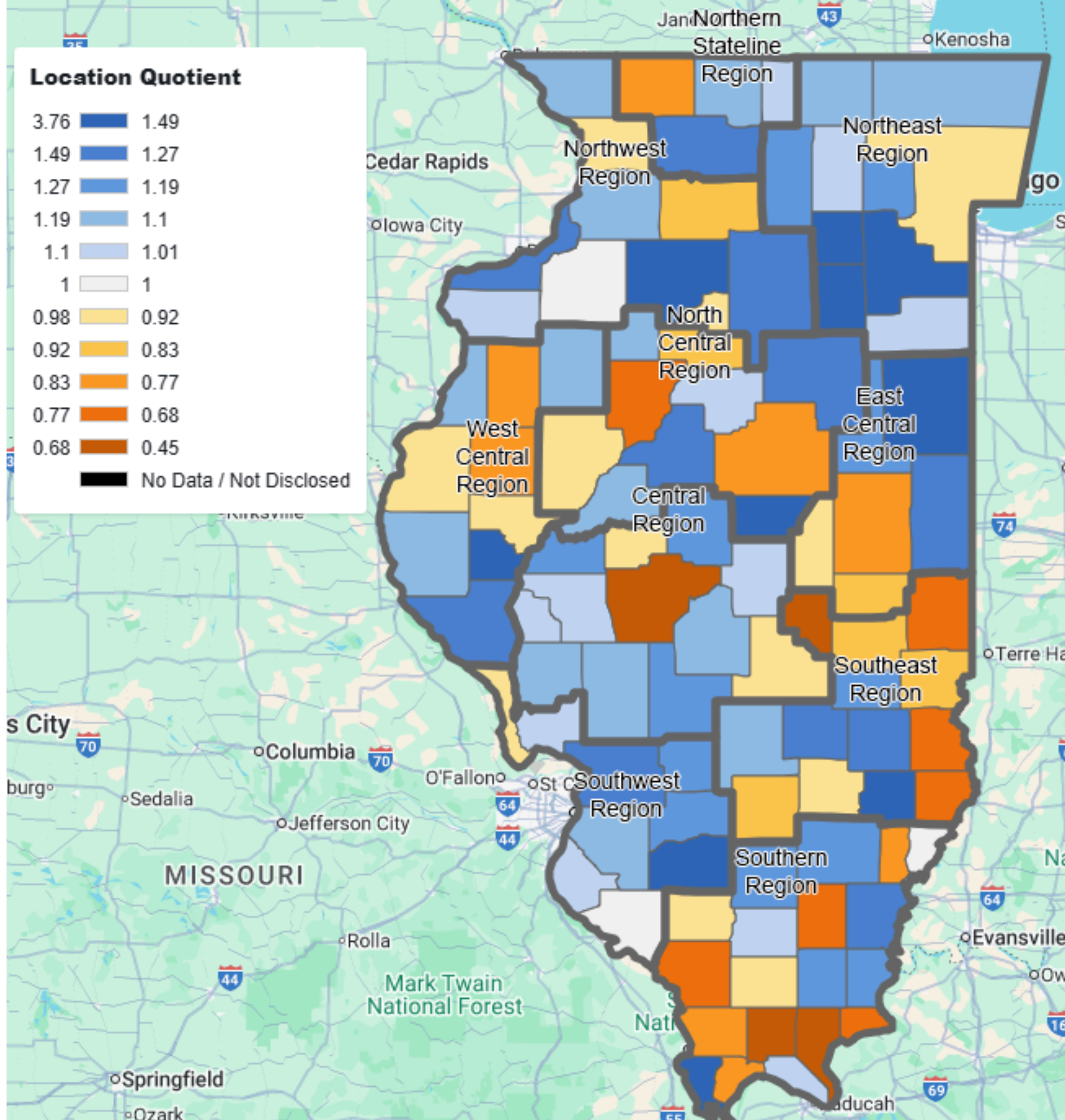
Transportation and Warehousing (NAICS 48-49)

- Air (NAICS 481)
- Rail (NAICS 482)
- Water (NAICS 483)
- Truck (NAICS 484)
- Transit and Ground Passenger (NAICS485)
- Pipeline (NAICS 486)
- Scenic and Sightseeing (NAICS 487)
- Support Activities (NAICS 488)
- Postal Service (NAICS 491)
- Couriers and Messengers (NAICS 492)
- Warehousing and Storage (NAICS493)

Employment Change



Employment Concentration

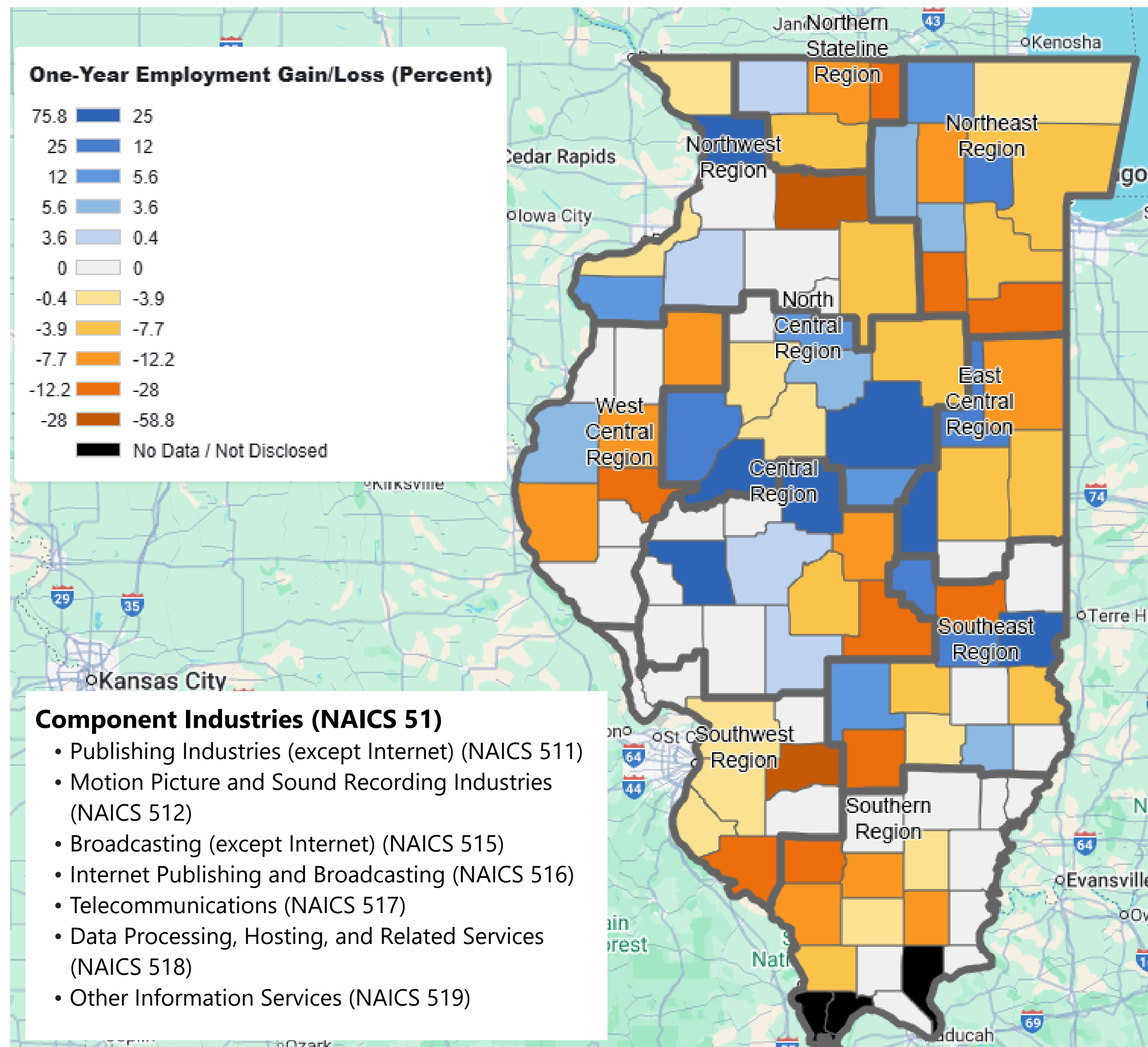


Information Sector

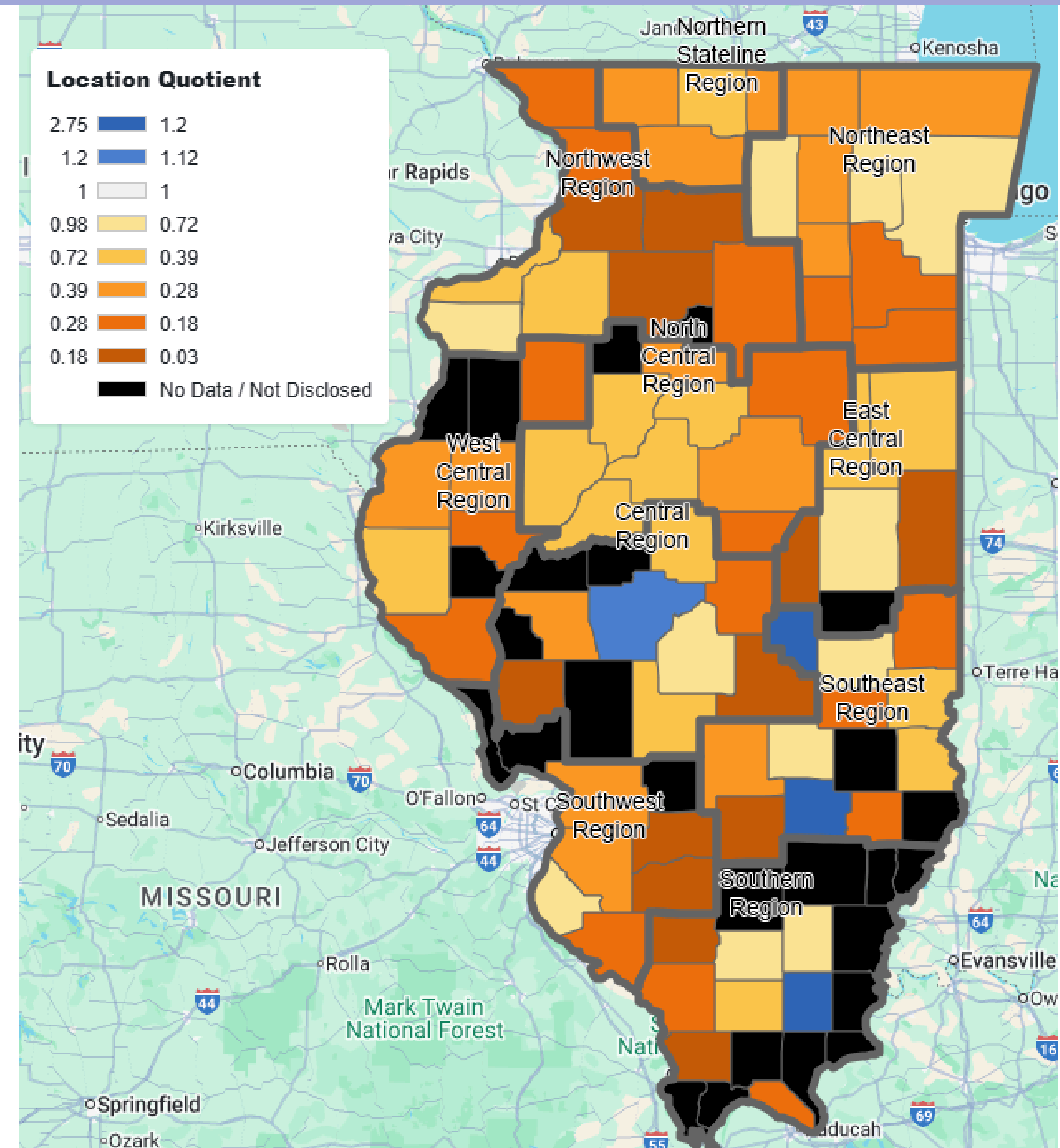
Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

Most IT **occupations** (e.g., programmers) are employed outside of the Information sector.

Employment Change



Employment Concentration

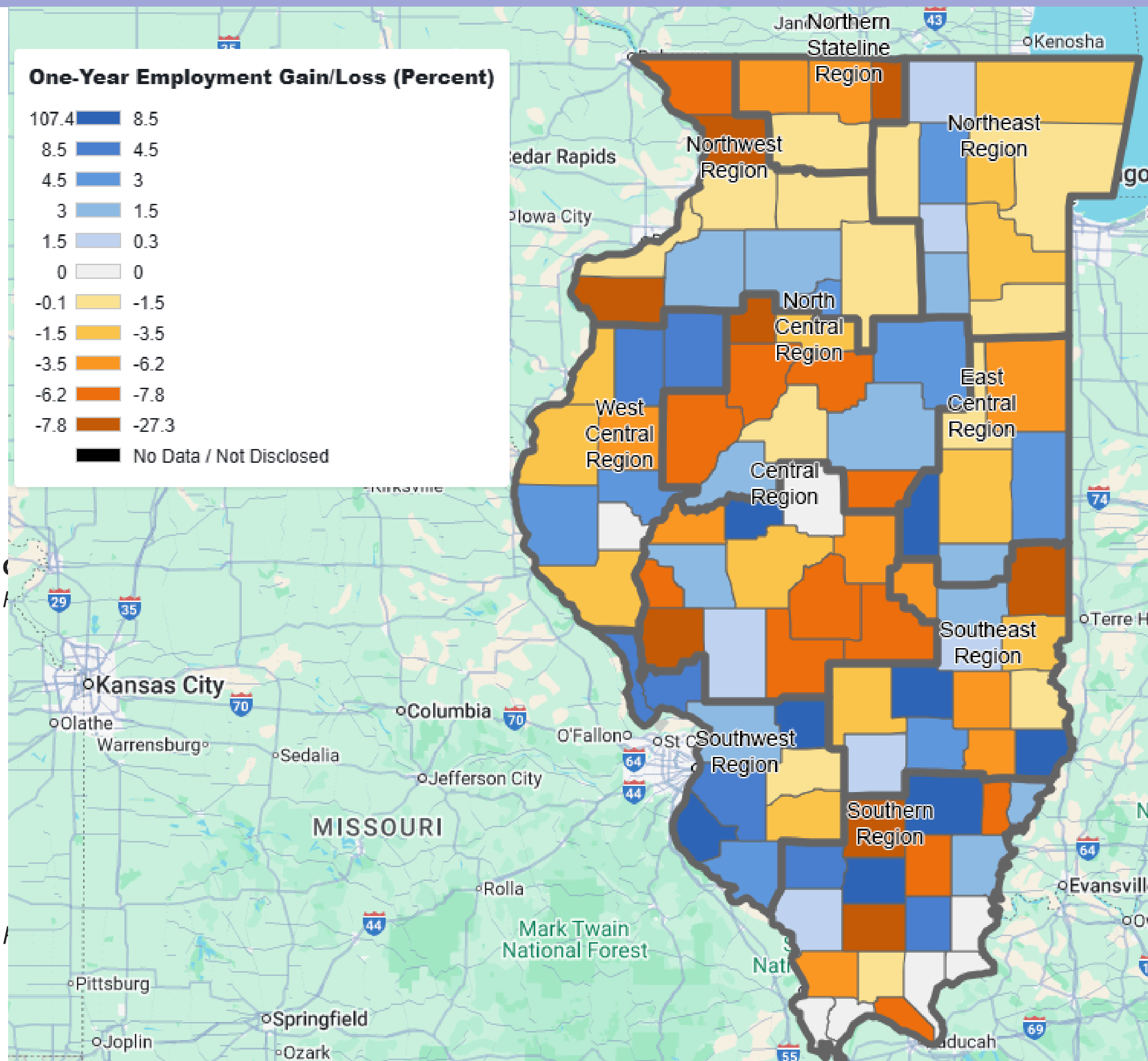


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

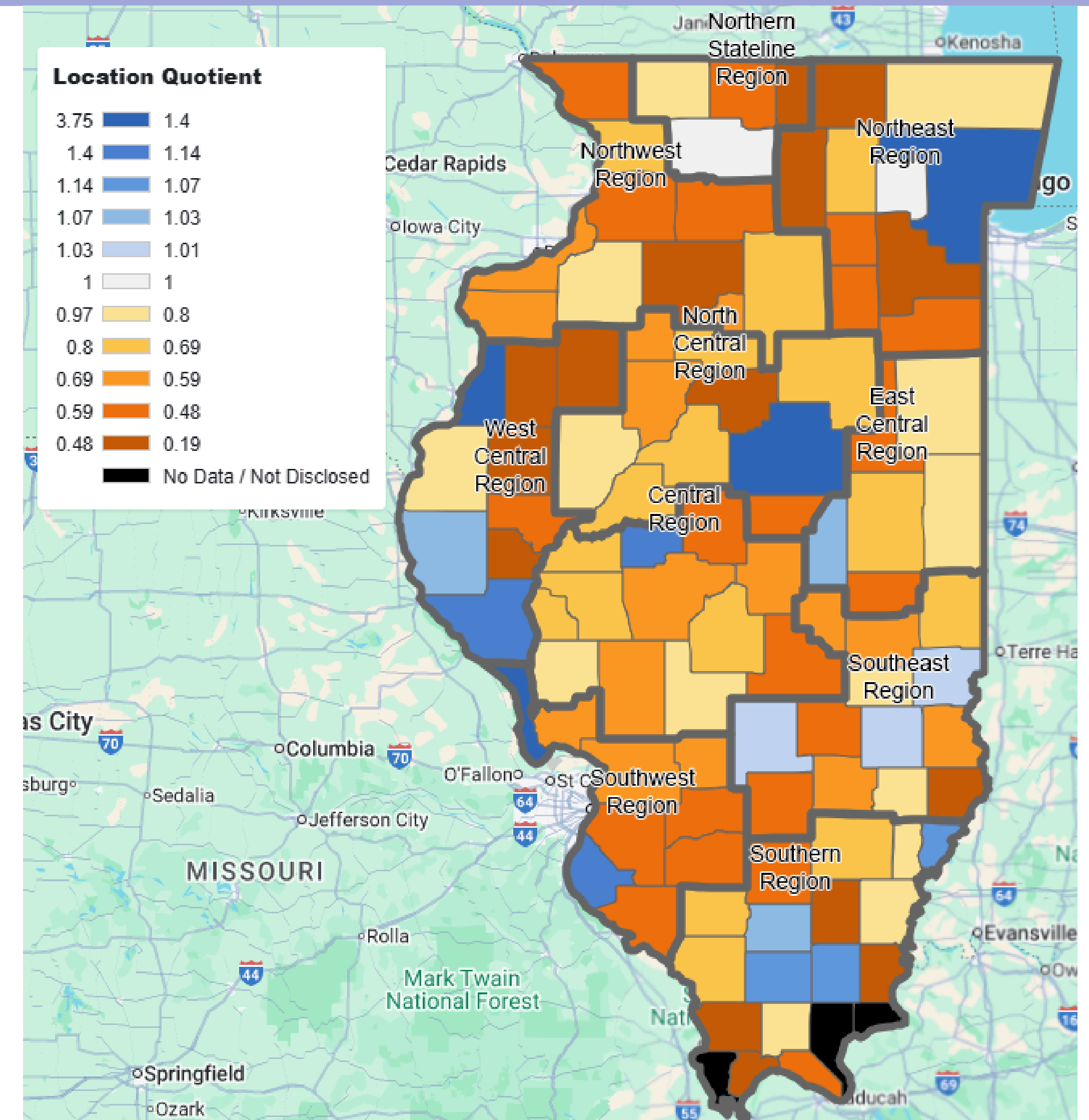
Financial Activities Sector

Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

Employment Change



Employment Concentration

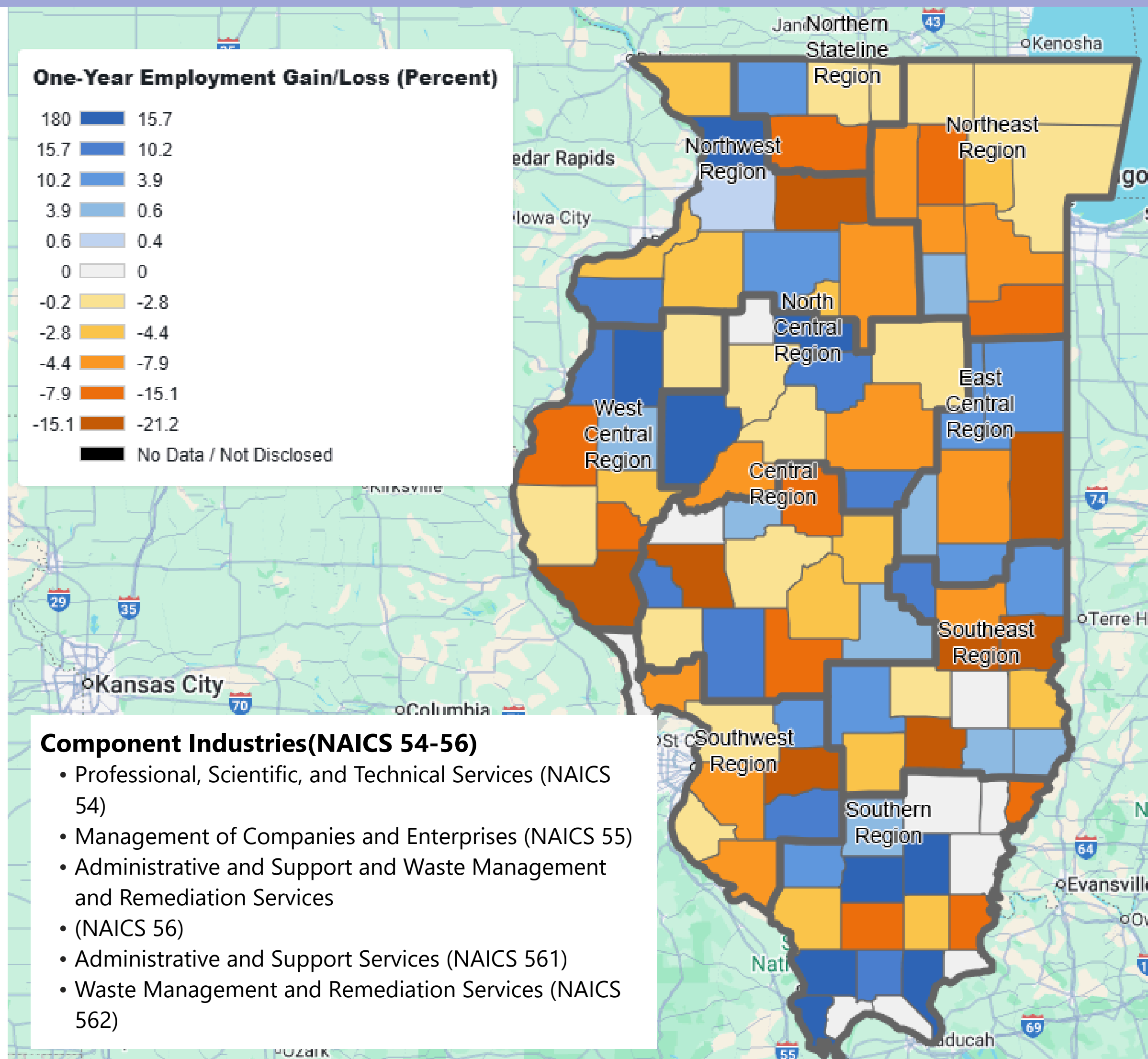


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

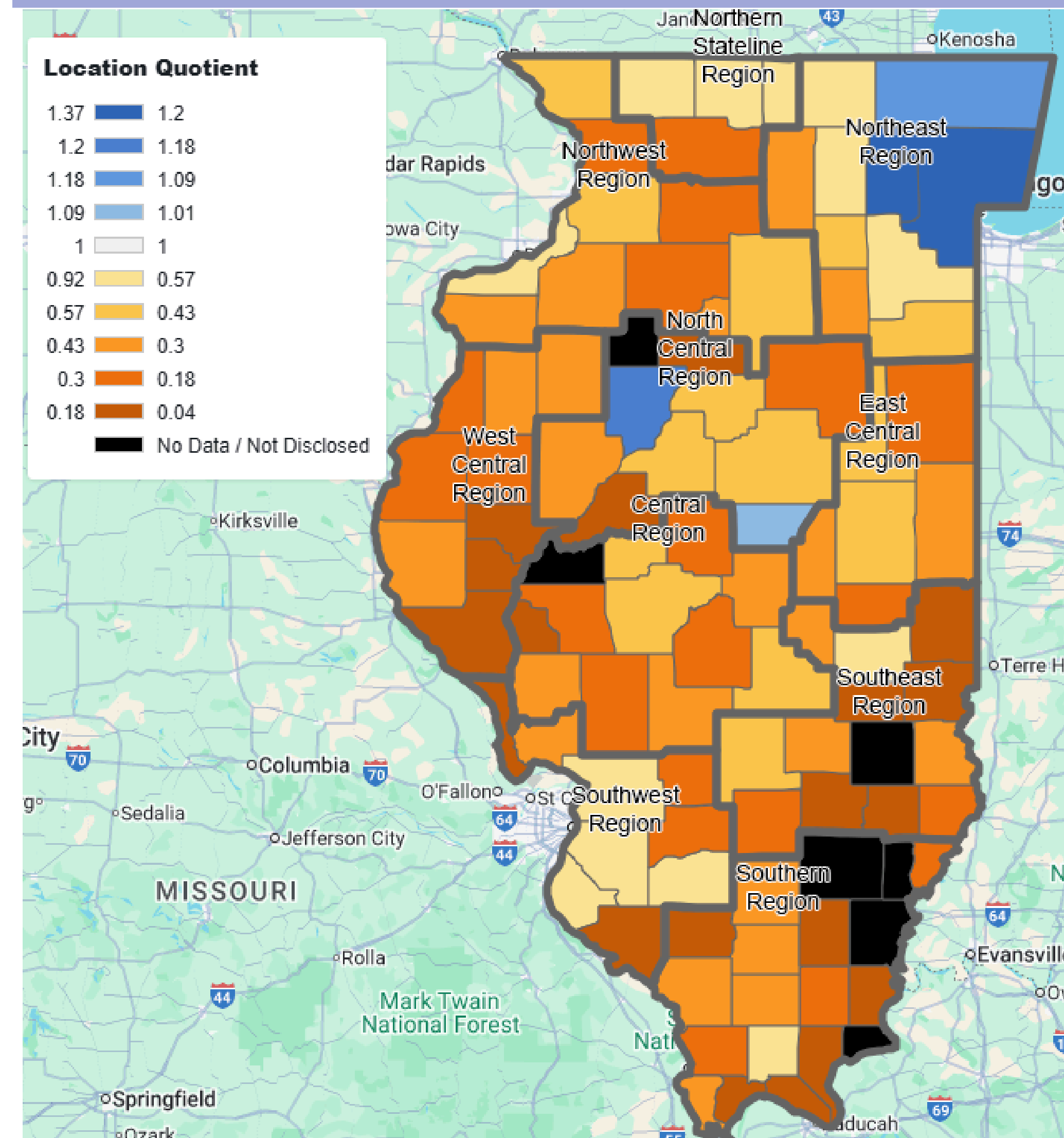
Professional & Business Services Sector

Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

Employment Change



Employment Concentration



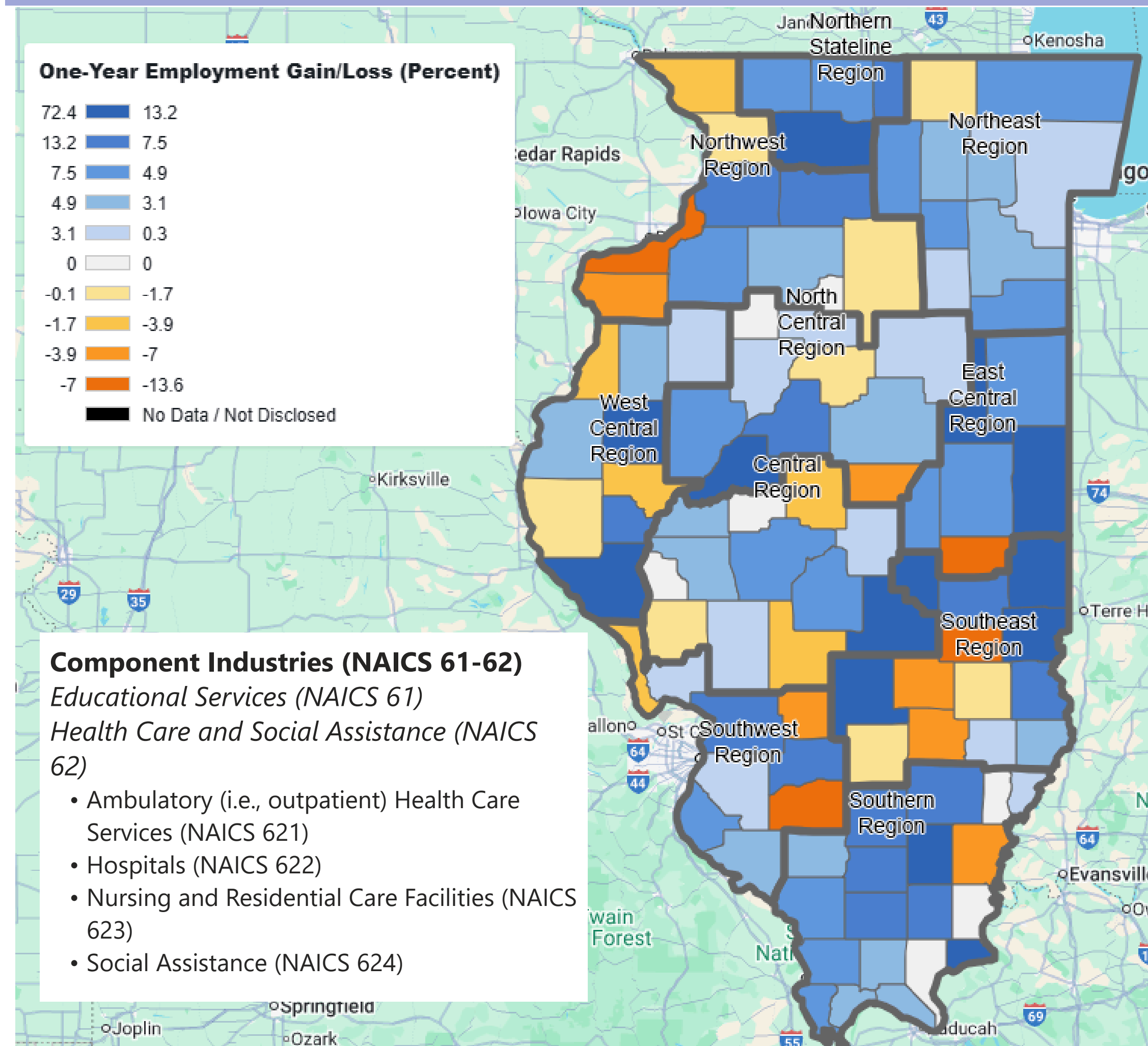
Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

Education and Health Services Sector

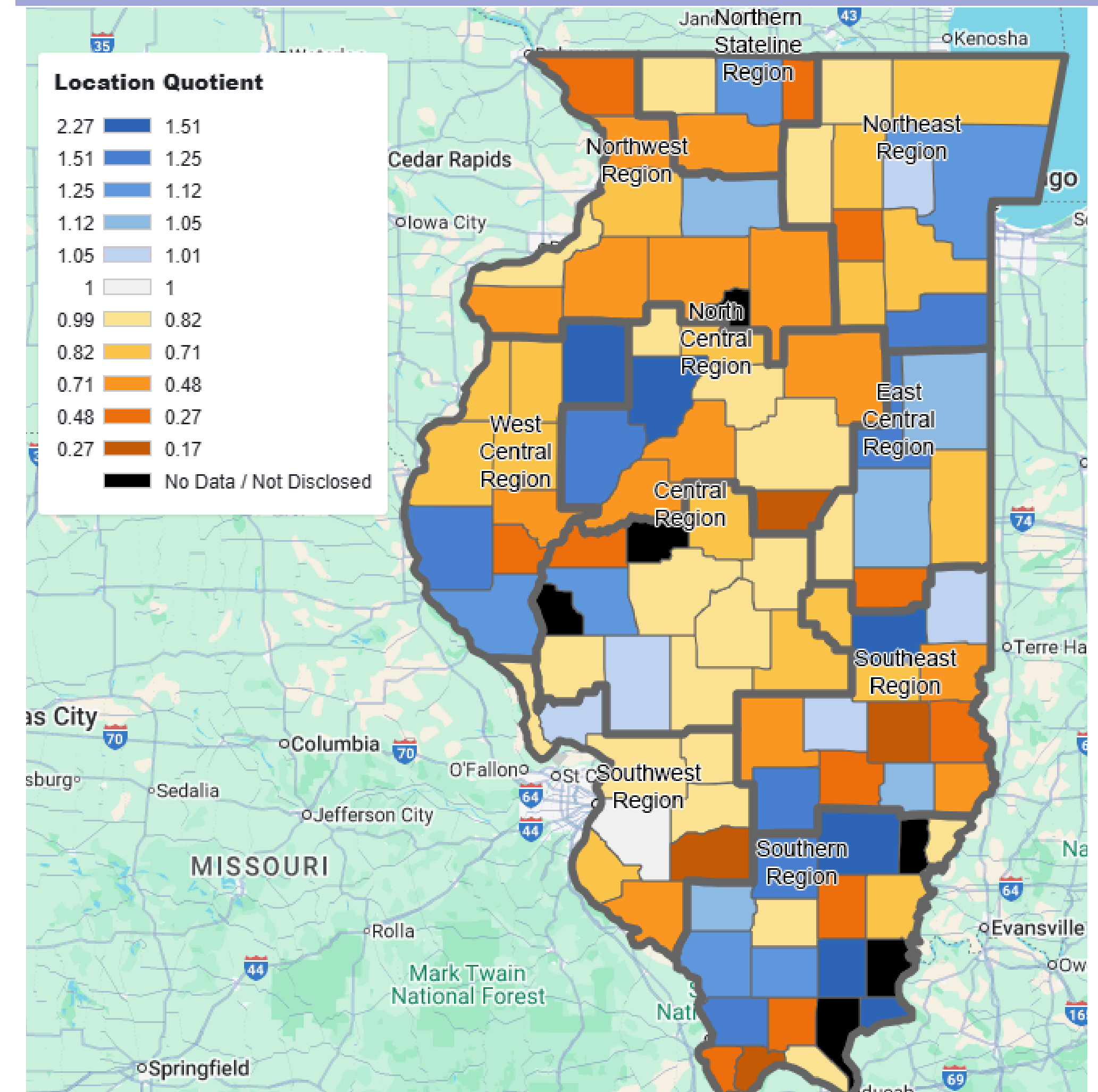
Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

It is not possible to dissect this sector into health care or education alone in some counties, due to suppression.

Employment Change



Employment Concentration

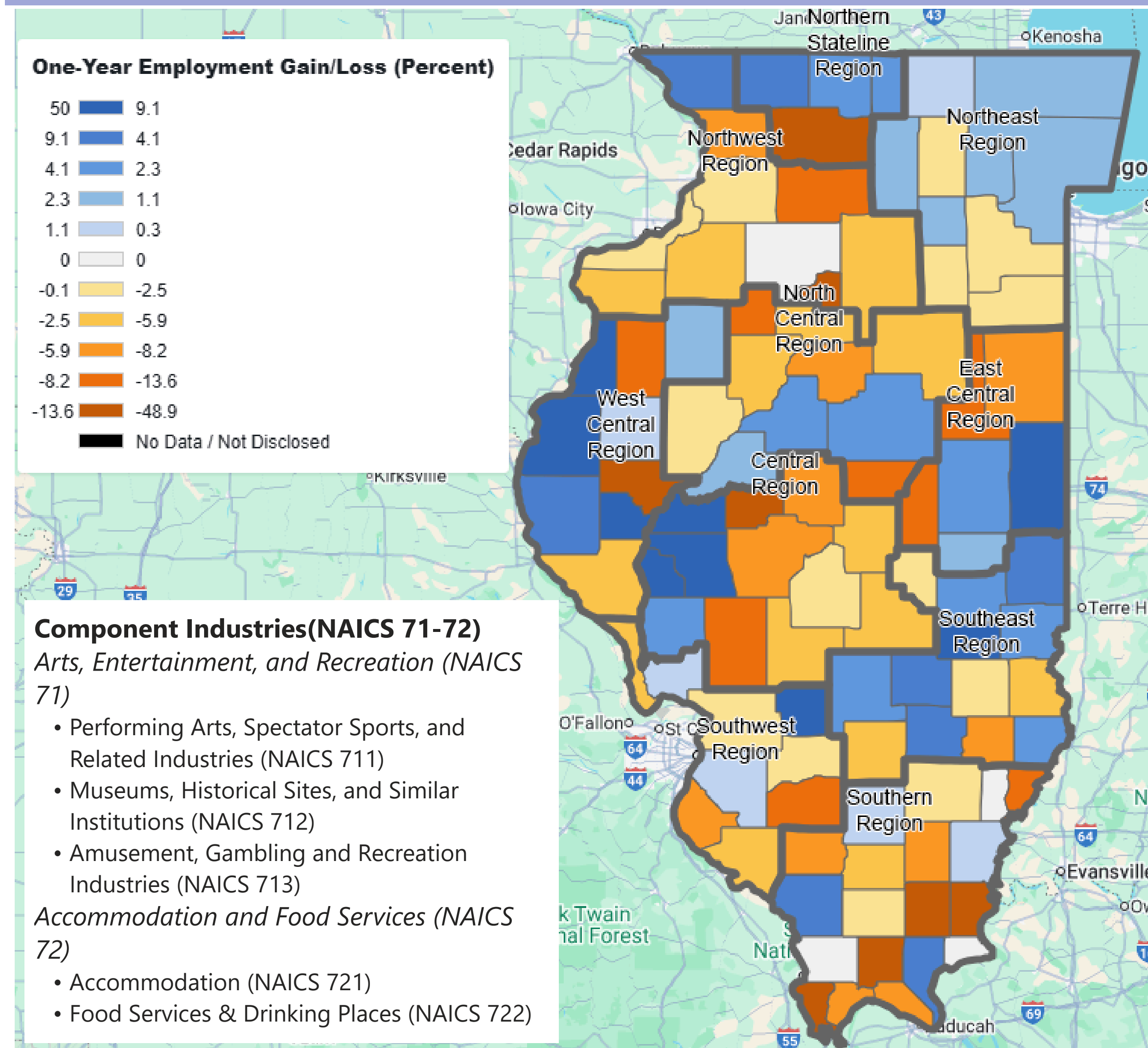


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

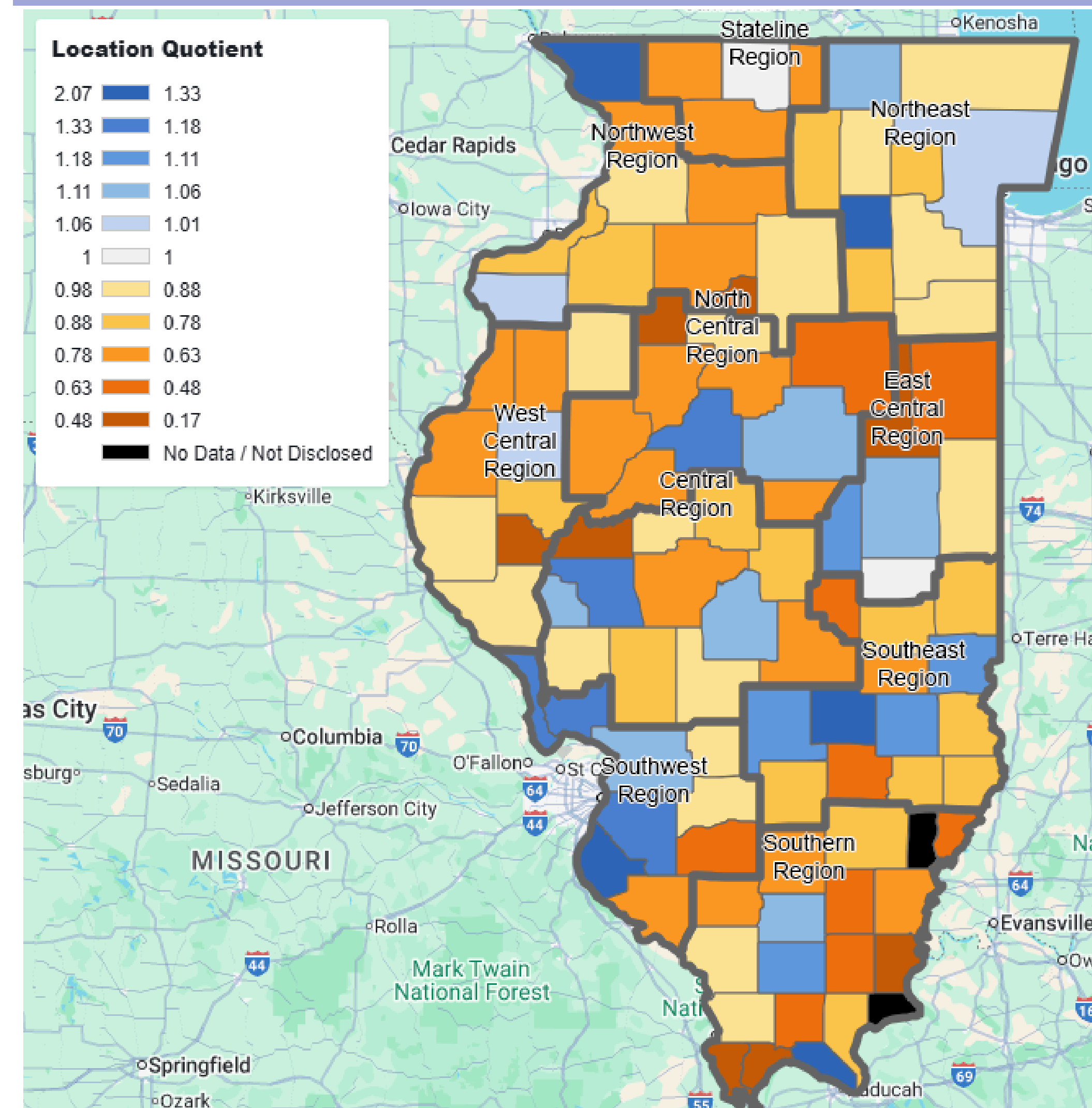
Leisure and Hospitality Sector

Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

Employment Change



Employment Concentration

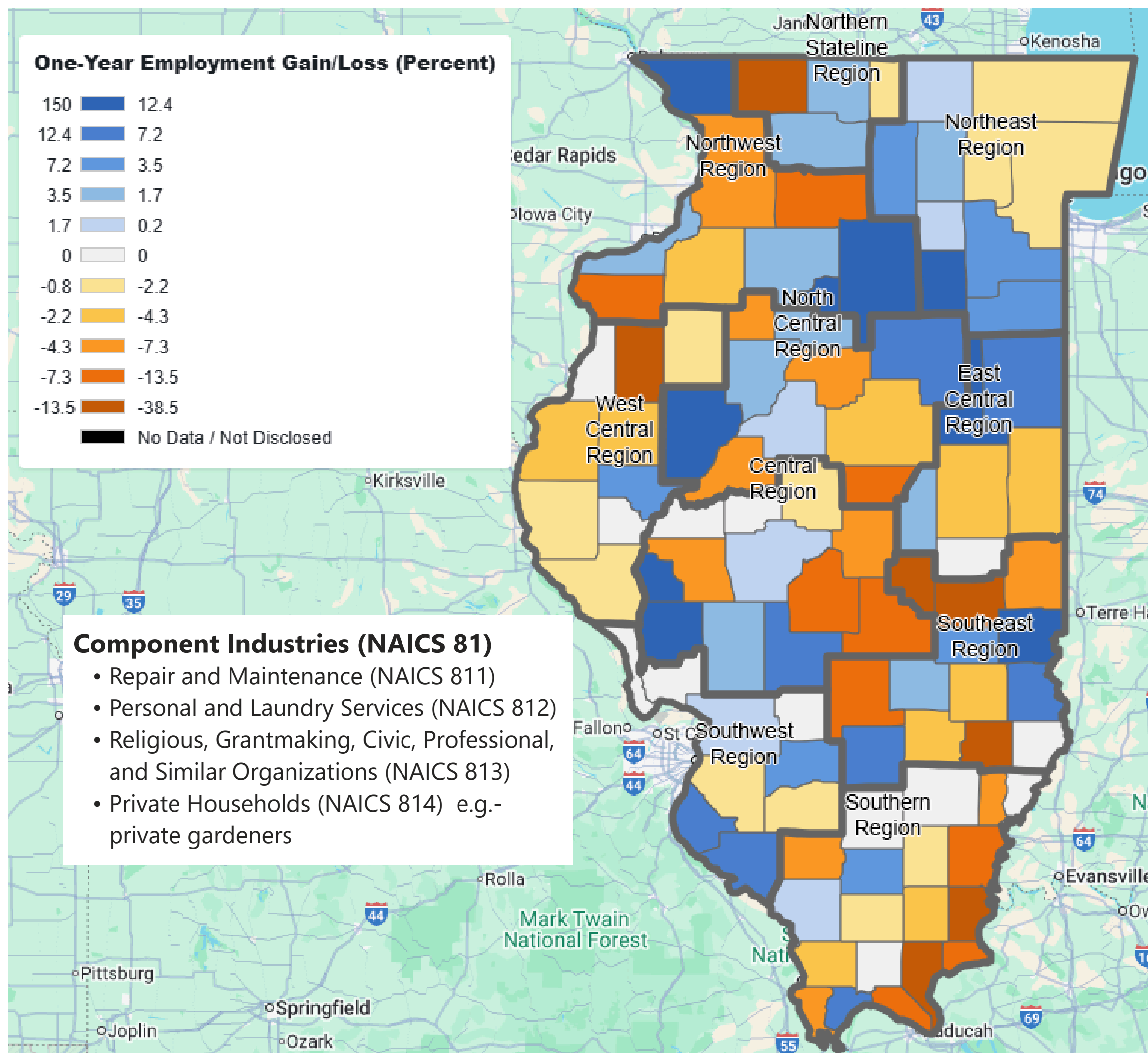


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

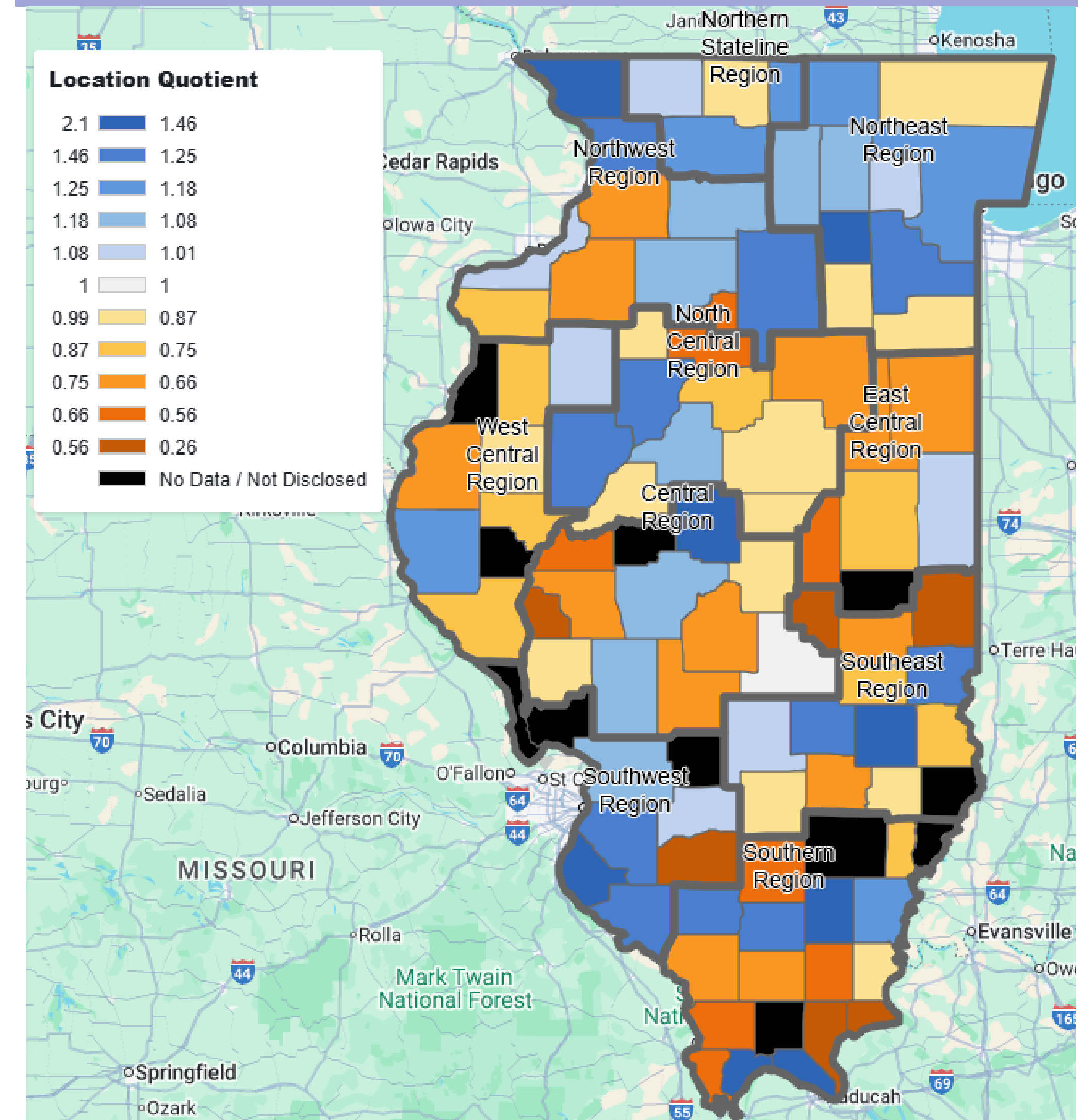
Other Services Sector

Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

Employment Change



Employment Concentration



Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

Educational Pipeline



Demand Occupations

- . Typical Education Level**
- . Projected Annual Openings**
- . Skill Requirements**

Higher Education

Enrollments/Completions

Community College Enrollments

Community College Completions

- . Career & Technical Education**
- . By Type of Program**
- . By Career Cluster**

Supply Gaps for Demand Occupations

Selected Demand Occupations by Education Level, Northeast Region (1 of 2)

✓ Living wage for one adult - \$23.56

✓ Living wage for a single parent - \$40.41

Source: Illinois Department of Employment Security, Long-Term Occupational Employment Projections, 2022-2032, Occupational Employment and Wage Statistics, 2024, Learn More, Earn More, 2024. Living Wage thresholds from the Living Wage Institute at MIT, <https://livingwage.mit.edu/states/17>, accessed October 2025.


Requiring a Certificate or License


Occupation	Projected Annual Openings	Entry Wage	Experienced Wage	Skills
Heavy and Tractor-Trailer Truck Drivers	6,813	\$22.43	\$36.29 ✓	Operation Monitoring , Time Management
Nursing Assistants	5,523	\$19.16	\$24.19 ✓	Service Orientation, Active Listening, Social Perceptiveness
Teaching Assistants, Except Postsecondary	4,600			Instructing, Active Learning, Active Listening
Childcare Workers	4,376	\$14.86	\$18.76	Monitoring, Service Orientation, Speaking
Exercise Trainers and Group Fitness Instructors	2,475	\$16.43	\$36.44 ✓	Instructing, Service Orientation, Social Perceptiveness
Medical Assistants	2,129	\$18.69	\$24.95 ✓	Speaking, Active Listening, Reading Comprehension
Automotive Service Technicians and Mechanics	1,987	\$18	\$35.18 ✓	Equipment Maintenance, Repairing, Troubleshooting

Requiring an Associate's Degree

Occupation	Projected Annual Openings	Entry Wage	Experienced Wage	Skills
Registered Nurses	5,512	\$36.18 ✓	\$52.04 ✓	Active Listening, Social Perceptiveness, Service Orientation
Preschool Teachers, Except Special Education	1,825	\$17.03	\$22.74	Speaking, Learning Strategies, Instructing
Computer User Support Specialists	1,475	\$21	\$36.26 ✓	Active Listening, Problem Solving, Critical Thinking
Paralegals and Legal Assistants	1,213	\$23.68 ✓	\$41.80 ✓	Reading Comprehension, Active Listening, Speaking
Computer Network Support Specialists	588	\$25.4 ✓	\$43.77 ✓	Problem Solving, Critical Thinking, Decision Making
Physical Therapist Assistants	576	\$28.36 ✓	\$38.74 ✓	Active Listening, Monitoring, Social Perceptiveness
Clinical Laboratory Technologists and Technicians	505	\$22.55	\$41.13 ✓	Active Listening, Critical Thinking, Reading Comprehension

Selected Demand Occupations by Education Level, Northeast Region (2 of 2)

 Living wage for one adult - \$23.56

 Living wage for a single parent - \$40.41

Source: Illinois Department of Employment Security, Long-Term Occupational Employment Projections, 2022-2032, Occupational Employment and Wage Statistics, 2024, [Learn More](#), [Earn More](#), 2024. Living Wage thresholds from the Living Wage Institute at MIT, <https://livingwage.mit.edu/states/17>, accessed October 2025.

Requiring a Bachelor's Degree

Occupation	Projected Annual Openings	Entry Wage		Experienced Wage		Skills
General and Operations Managers	12,594	\$28.21	✓	\$90.55	✓	Active Listening, Coordination, Monitoring
Management Analysts	4,334	\$34.74	✓	\$76.69	✓	Active Listening, Critical Thinking, Reading Comprehension
Accountants and Auditors	3,599	\$30.03	✓	\$52.59	✓	Active Listening, Mathematics, Reading Comprehension
Market Research Analysts and Marketing Specialists	3,253	\$24.46	✓	\$48.89	✓	Reading Comprehension, Listening, Problem Solving
Elementary School Teachers, Except Special Education	2,880					Instructing, Speaking, Learning Strategies
Business Operations Specialists, All Other	2,572	\$24.38	✓	\$52.07	✓	Active Listening, Critical Thinking, Reading Comprehension
Insurance Sales Agents	2,506	\$21.86		\$68.13	✓	Active Listening, Reading Comprehension, Speaking

Requirements Beyond Bachelor's Degree

Occupation	Projected Annual Openings	Hourly Entry Wage		Hourly Experienced Wage		Skills
Software Developers	3,884	\$42.34	✓	\$75.93	✓	Programming, Data Structure, Software Testing
Financial Managers	3,101	\$52.81	✓	\$108.85	✓	Active Listening, Critical Thinking, Monitoring
Managers, All Other	2,363	\$44.25	✓	\$91.06	✓	Reading Comprehension, Speaking, Writing
Sales Managers	1,841	\$44.35	✓	\$100.17	✓	Persuasion, Active Listening, Speaking
Marketing Managers	1,684	\$47.98	✓	\$94.96	✓	Active Learning, Active Listening, Critical Thinking
Lawyers	1,337	\$43.49	✓	\$116.45	✓	Active Listening, Speaking, Reading Comprehension
Medical and Health Services Managers	1,216	\$40.98	✓	\$84.13	✓	Speaking, Critical Thinking, Active Listening

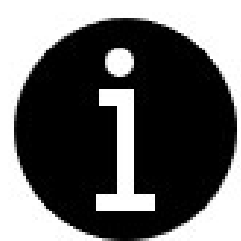
Notes on Demand Occupations



The Demand Occupation Training List is created as a collaborative effort between the DCEO Office of Employment and Training and the NIU Workforce Policy Lab, based on labor market information from the Illinois Department of Employment Security. **Demand Occupations are selected based on projected job openings, earnings potential, education/training requirements, and petitions by local workforce boards.** Eligible training providers must provide training that aligns with demand occupations.



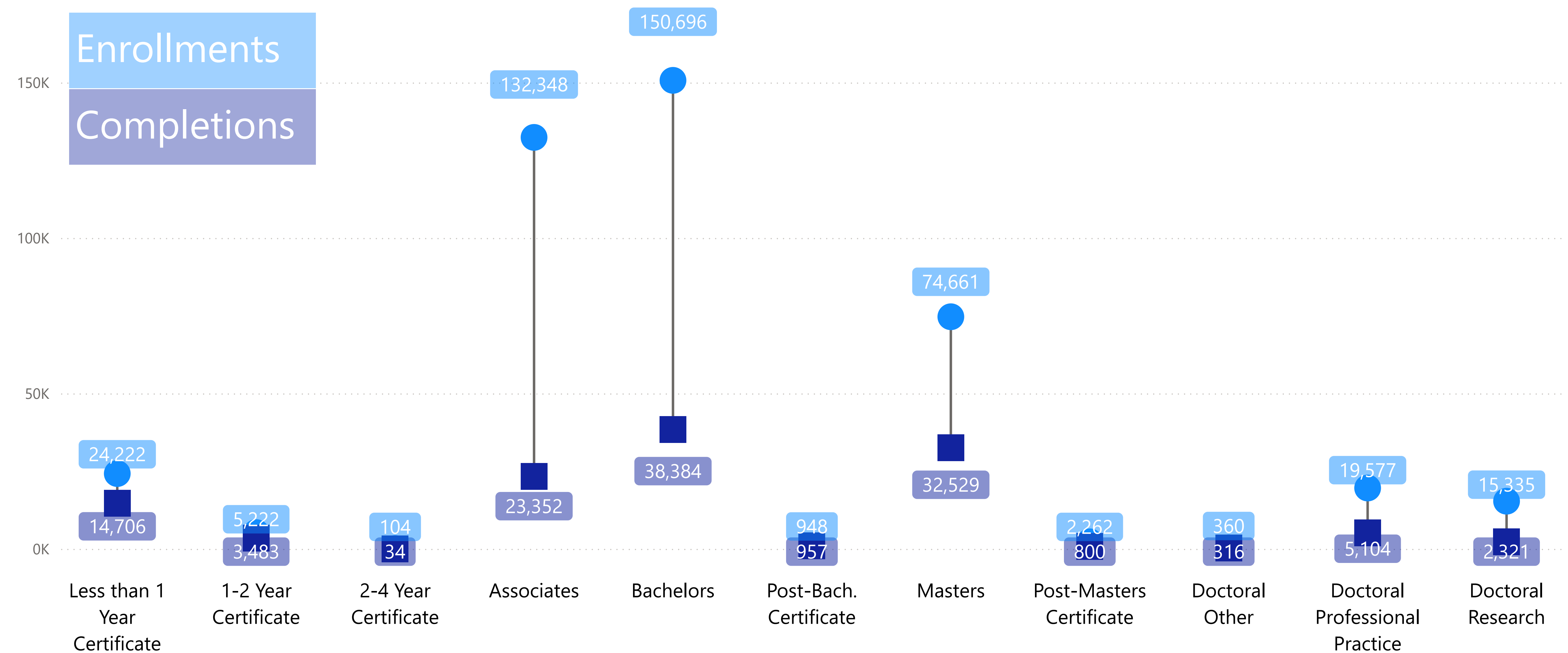
Each year, the Illinois Department of Employment Security (IDES) identifies occupations at each education level with a large number of projected annual job openings and high pay for their education categories. These occupations are reported in the **Learn More, Earn More** publication and this report shows those demand occupations from the 2024 edition. They closely follow the Demand Occupation Training List developed by the DCEO Office of Employment and Training and the NIU Workforce Policy Lab, but it also includes jobs at several education and training levels that are not eligible for WIOA funding. For example, the Learn More Earn More publication shows jobs that require short-term on-the-job training and no formal education requirement, but these jobs are not eligible for WIOA-funded training. *Conversely, the full Demand Occupation Training List includes more occupations than those highlighted in Learn More Earn More.*



Occupations on the following pages were selected **based on projected** number of annual job **openings, not necessarily by growth.** Occupations **can have** job **openings** even with projected total employment declines, **due to replacements.** The IDES provides long-term occupational forecasts for all occupations, but care must be taken when comparing percentage growth rates for occupations with fewer jobs in the base year.

Northeast Region Enrollments and Completions by Degree level, 2024

Enrollments and graduations are two separate cohorts- e.g., those enrolled in long-term programs in 2024 might not graduate in 2024. Enrollment in some programs might not persist from year to year. Completions in some programs might not correspond directly to labor availability, given that some international students return to their home countries.



Enrollments in short-term certificates might not correspond to completions- learners could enroll in transfer programs.

Source: Illinois Board of Higher Education, 2024.

Northeast Region Higher Education Enrollments & Completions by Curriculum

Enrollments and completions are **separate cohorts**- those enrolled in 2024 do not graduate in 2024. Data bars are proportional to size within region.

Bachelor's Degree		
Curriculum	Enrolled	Completed
Health Professions	25,272	10,782
Business, Management, Marketing	20,530	4,932
Visual and Performing Arts	13,718	3,038
All Other, <2% of Enrollments and Completions	11,877	2,606
Social Sciences	7,067	2,267
Psychology	8,351	2,265
Biological and Biomedical Sciences	9,105	2,160
Computer and Information Sciences	10,266	2,118
Education	7,427	1,600
Engineering	6,923	1,475
Communication, Journalism	4,402	1,283
Parks, Recreation, Leisure, Fitness, and Kinesiology	3,142	641
English Language and Literature/Letters	1,750	561
Physical Sciences	1,980	473
Theology and Religious Vocations	1,678	467
Mathematics and Statistics	1,392	442
Multi/Interdisciplinary Studies	1,541	403
Liberal Arts and Sciences, General Studies and Humanities	12,922	392
Foreign Languages, Literatures, and Linguistics	484	191
Philosophy and Religious Studies	592	171
Total	150,696	38,384

Beyond Bachelor's Degree		
Includes grad certificates, Masters, and Doctoral		
Curriculum	Enrolled	Completed
Health Professions	39,217	12,395
Business, Management, Marketing	13,652	6,526
Education	10,194	4,187
Computer and Information Sciences	7,217	2,788
Legal Professions and Studies	5,689	2,515
All Other, <2% of Enrollments and Completions	6,231	2,470
Psychology	6,329	1,979
Public Administration and Social Service Professions	4,298	1,911
Engineering	3,353	1,334
Social Sciences	2,889	1,311
Multi/Interdisciplinary Studies	2,736	965
Theology and Religious Vocations	3,340	954
Biological and Biomedical Sciences	2,610	861
Visual and Performing Arts	1,827	832
Mathematics and Statistics	1,409	498
Physical Sciences	1,692	413
Foreign Languages, Literatures, and Linguistics	460	88
Total	113,143	42,027

Some curriculum categories have been shortened for readability. Many standard curriculum labels include terms like "And Related Activities", etc.

Source: Illinois Board of Higher Education, 2024.

Community College Enrollments by District & College in Northeast Region

Below is a summary of recent unduplicated for-credit and non-credit enrollments in community college districts that are primarily located in the region. Examples of non-credit programs include professional development workshops, custom trainings for employers, and hobby/recreational offerings.

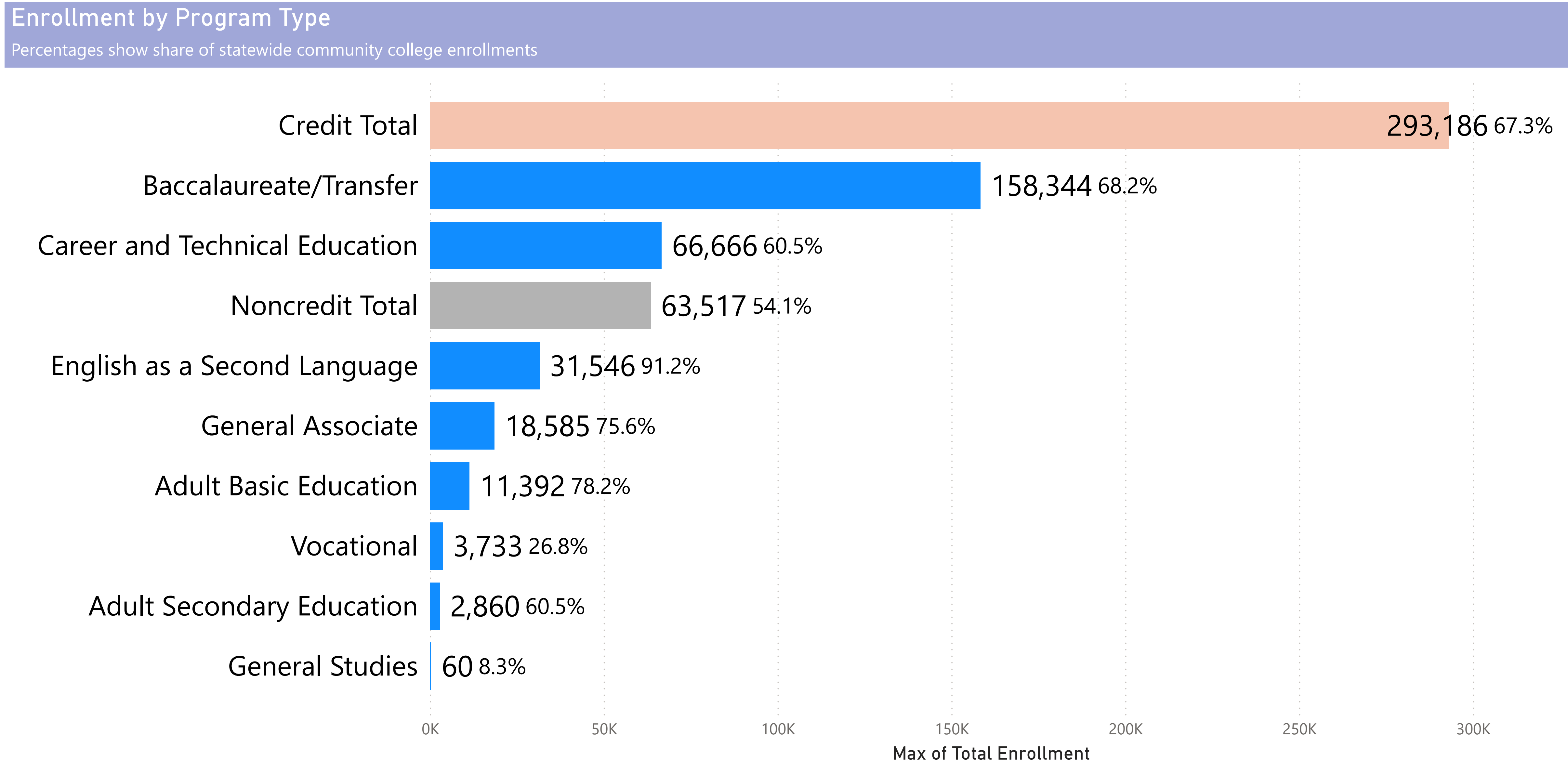
College Name	Credit Total	Baccalaureate/ Transfer	General Studies	Career and Technical Education	English as a Second Language	General Associate	Adult Basic Education	Vocational	Adult Secondary Education	Noncredit Total
Northeast Region Total	293,186	158,344	60	66,666	31,546	18,585	11,392	3,733	2,860	63,517
City Colleges of Chicago	62,043	30,429		6,648	10,619	6,785	7,433		129	6,047
College of DuPage	41,539	20,258	28	16,063	4,424	414	222		130	9,041
College of Lake County	22,299	12,958	2	6,381	2,055	36	101	335	431	14,619
Harper	22,904	15,950		4,166	2,147	143	216	282		3,795
Joliet Junior	20,583	8,819	17	5,208	1,214	4,817	131		377	4,056
Oakton	17,467	11,539		2,721	2,195	44	368	365	235	4,321
McHenry County	13,303	7,758		3,956	879	422	109		179	11,916
Moraine Valley	17,956	13,117		3,261	992	334	194	5	53	2,533
Triton	16,508	5,622		4,632	71	3,422	1,386	1,368	7	1,935
Elgin	15,160	7,844		3,825	2,909	55	248	13	266	1,213
Waubonsee	15,414	10,216	12	2,432	1,840	272	275		367	403
CCC Malcolm X	12,016	4,225		1,836	1,038	3,677	1,231		9	1,328
CCC Wilbur Wright	12,002	6,561		405	2,621	824	1,580		11	689
CCC Harry S Truman	10,719	3,706		875	3,842	399	1,855		42	545
CCC Richard J. Daley	9,786	4,006		953	2,315	841	1,623		48	777
CCC Harold Washington	8,446	7,363		585		498				439
South Suburban	7,937	5,599		913	468	83	258	473	143	113
Prairie State	6,382	2,255		2,288	526	340	58	742	173	381
Morton	5,879	1,867		2,239	743	771	177		82	416
CCC Olive-Harvey	4,587	2,400		851	555	274	504		3	1,526
Kankakee	3,940	1,590	1	1,189	213	645	149		153	2,540
CCC Kennedy-King	4,487	2,168		1,143	248	272	640		16	743
Kishwaukee	3,872	2,523		744	251	2	67	150	135	188

Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

Credit Total is the sum of all columns to the right of it, excluding Noncredit Total.

Northeast Region Total Community College Enrollments by Program Type

Below is a summary of total community college enrollments in the region for FY2024, including total counts and the share of total statewide enrollments.



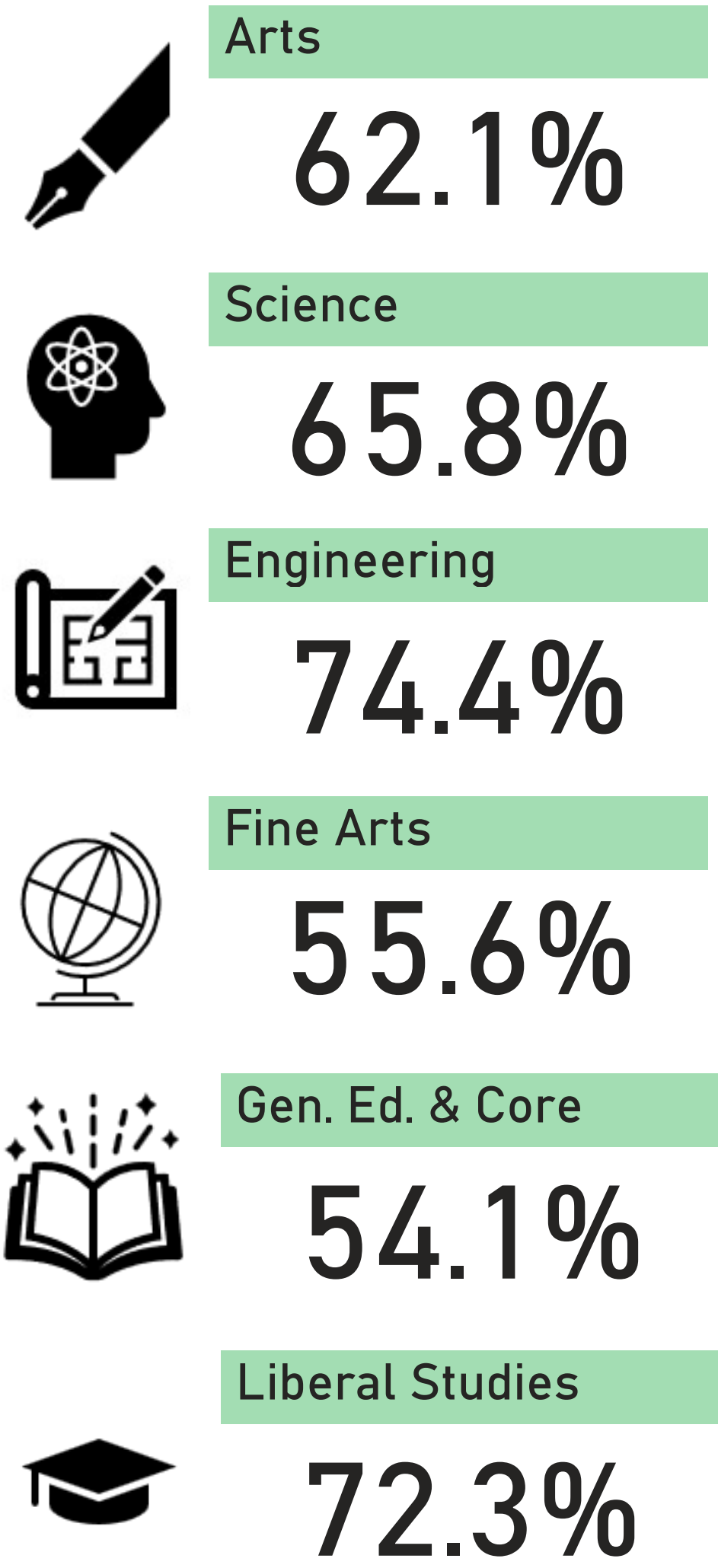
Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

Community College Transfer & General Education Completions in Northeast Region

Below is a summary of recent graduations in community college districts that are primarily located in the region.

College Name	Associate - Transfer	Associate in Arts	Associate in Engineering Science	Associate in Fine Arts	Associate in Liberal Studies & General Ed	Associate in Science	General Education Core Curriculum Credential	Total
Northeast Region Total	12,416	7,601	282	79	1,529	2,925	5,104	29,936
City Colleges of Chicago	2,681	1,442	97	13	530	599	1,125	6,487
Harper	1,394	791	52	11	139	401	1,032	3,820
College of Lake County	935	757	31	3	9	135	830	2,700
Moraine Valley	1,203	586	9	7	320	281		2,406
Elgin	808	563	36	5	11	193	649	2,265
CCC Harold Washington	824	570	8	10	93	143	367	2,015
College of DuPage	996	626	20	15	103	232		1,992
McHenry County	624	427	17	4	21	155	475	1,723
Oakton	576	498	8	5	14	51	501	1,653
CCC Wilbur Wright	667	356	75	3	101	132	310	1,644
Waubonsee	766	440	6	4	55	261		1,532
Joliet Junior	739	509			112	118		1,478
Triton	595	345			65	185	136	1,326
CCC Malcolm X	383	99			182	102	110	876
CCC Richard J. Daley	351	169	7		43	132	148	850
Prairie State	219	149			55	15	173	611
Morton	298	137	1	7	46	107		596
Kishwaukee	245	105	3	2	1	134	96	586
CCC Harry S Truman	222	122	7		45	48	105	549
Kankakee	182	113	2	1	35	31	28	392
South Suburban	155	113		2	13	27	59	369
CCC Olive-Harvey	133	79			27	27	48	314
CCC Kennedy-King	101	47			39	15	37	239

Share of State Completions



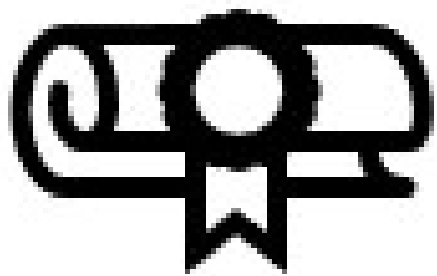
Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

FY24 Career & Technical Education (CTE) Completions in Northeast Region

Below is a summary of recent CTE completions in community college districts primarily located in the region.

Completions by State, Region, and Districts in Region

College Name	Associate in Applied Science	Certificate of Less Than One Year	Certificate of One Year or More	Total
Northeast Region Total	4,958	15,574	2,938	23,470
City Colleges of Chicago	694	2,570	792	4,056
College of Lake County	395	2,222	174	2,791
College of DuPage	747	1,357	333	2,437
Joliet Junior	668	1,229	451	2,348
Moraine Valley	320	1,662	234	2,216
Harper	442	1,415	162	2,019
Elgin	278	1,223	155	1,656
CCC Malcolm X	328	707	202	1,237
Oakton	158	872	80	1,110
Triton	256	628	113	997
Waubonsee	248	597	111	956
CCC Richard J. Daley	52	643	211	906
McHenry County	189	563	46	798
Kankakee	158	396	89	643
Prairie State	122	373	55	550
CCC Olive-Harvey	49	410	68	527
CCC Kennedy-King	71	300	121	492
Kishwaukee	95	218	61	374
CCC Harry S Truman	43	186	101	330
CCC Harold Washington	79	174	60	313
Morton	109	137	41	287
CCC Wilbur Wright	72	150	29	251
South Suburban	79	112	41	232



Share of Statewide Completions

Associate in Applied Science

54.8%

Cert. Less than One Year

60.0%

Cert. One Year or More

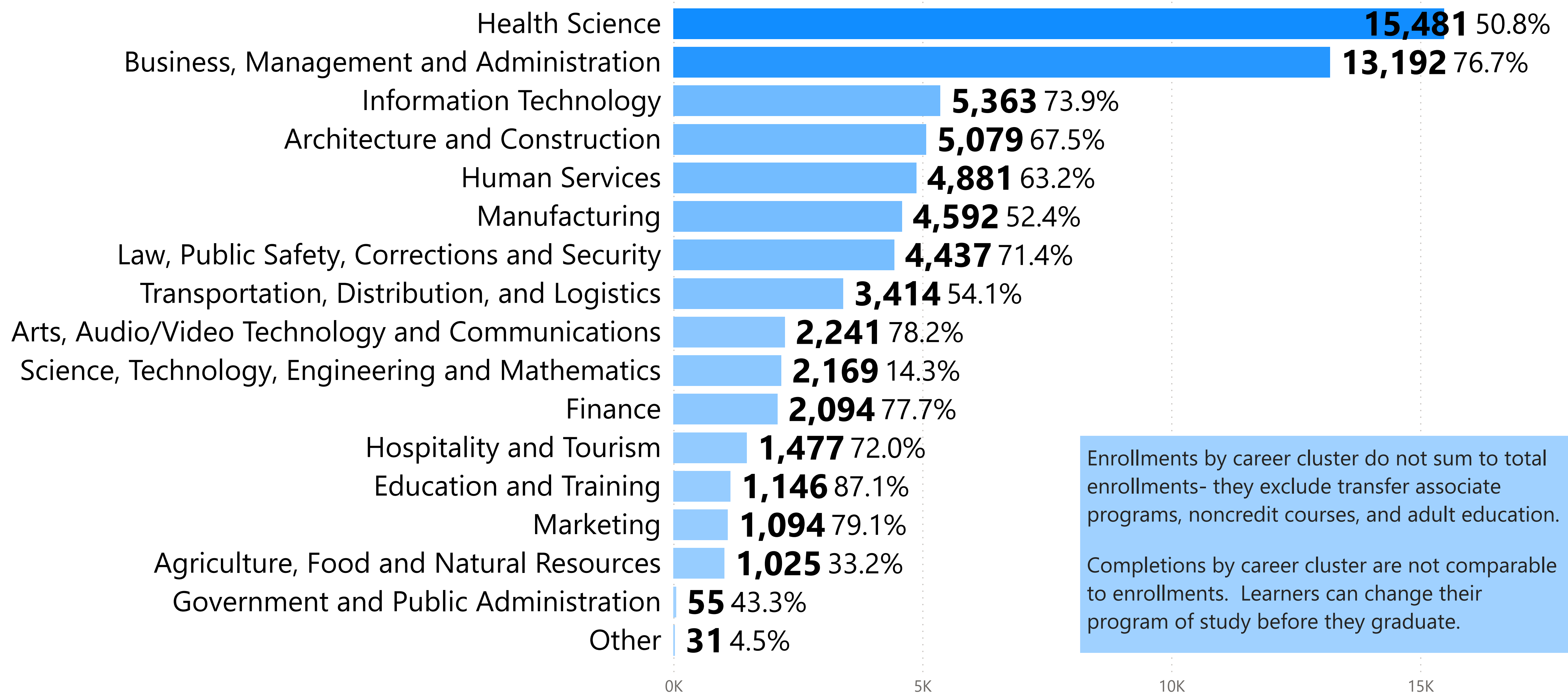
48.7%

Community College Career Cluster Enrollments in Northeast Region

Below is a summary of FY24 enrollments in community college districts that are primarily located in the region.

Count of Enrollments and Share of Statewide Community College Enrollments by Career Cluster

Shading proportional to enrollments within region. Shares do not sum to total- they percent to completions in each career cluster.



Enrollments by career cluster do not sum to total enrollments- they exclude transfer associate programs, noncredit courses, and adult education.

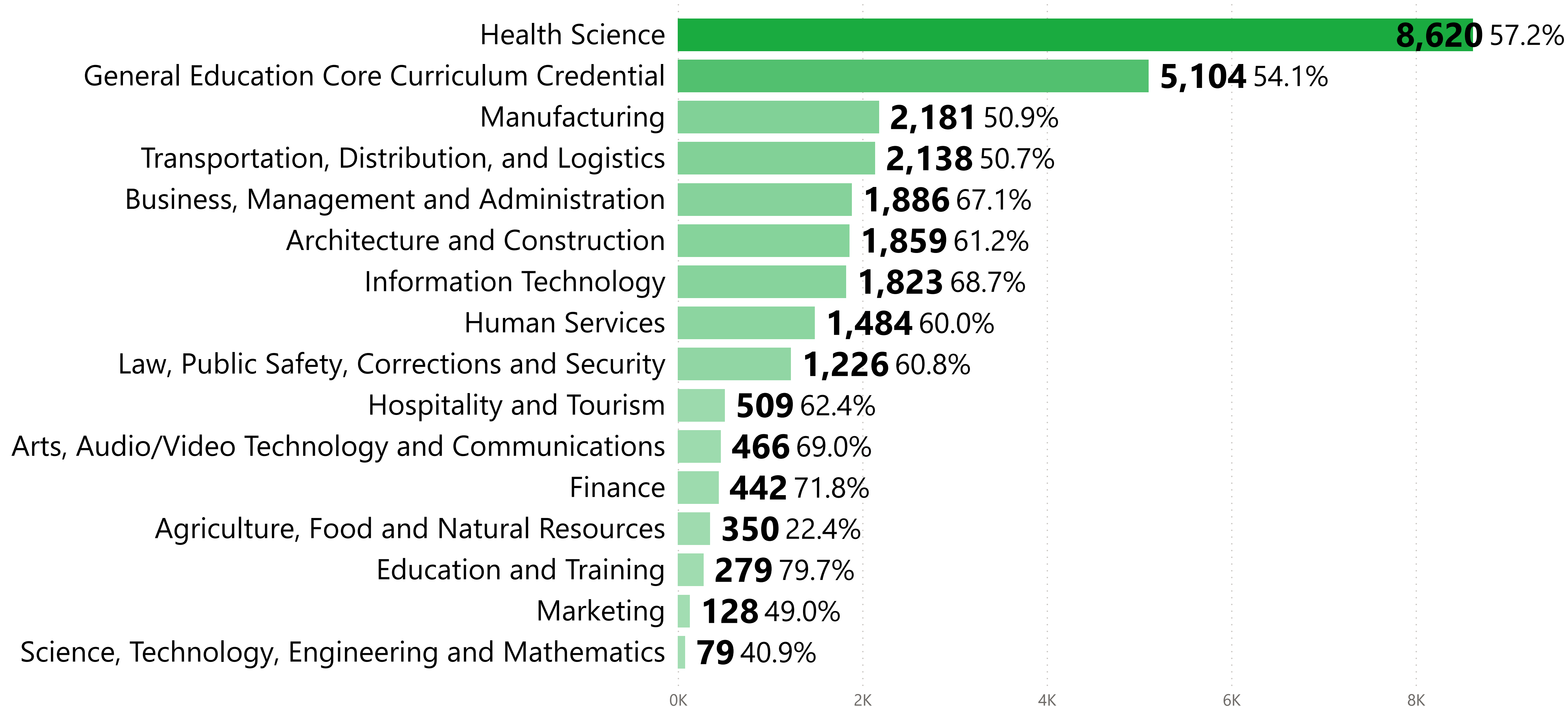
Completions by career cluster are not comparable to enrollments. Learners can change their program of study before they graduate.

Community College Career Cluster Completions in Northeast Region

Below is a summary of recent graduations in community college districts that are primarily located in the region.

Count of Completions and Share of Statewide Community College Completions

Shading proportional to completions within region. Shares do not sum to total- they percent to completions in each career cluster.



Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

Career Cluster Enrollments by Community College & District in Northeast Region

Below is a summary of recent enrollments in community college districts that are primarily located in the region.

College Name	Agriculture , Food and Natural Resources	Architect ure and Construc tion	Arts, Audio/Video Technology and Communications	Business, Management and Administration	Education and Training	Finance	Health Science	Hospitality and Tourism	Human Services	Information Technology	Law, Public Safety, Corrections and Security	Manufacturing	Marketing	Science, Technology, Engineering and Mathematics	Transportation, Distribution, and Logistics		
Northeast Region Total	1,961	9,235	4,347	26,235	1,943	4,238	30,068	2,852	9,218	10,867	8,289	8,607	2,414	4,769	6,348		
College of DuPage	439	1,453	1,569	12,100	699	813	5,496	540	1,369	2,396	1,507	939	752	41	695		
City Colleges of Chicago	203	1,744	341	556	93	240	2,858	307	2,332	1,205	696	209	19	93	1,168		
College of Lake County	213	499	280	1,972	115	213	3,218	412	705	944	883	1,155	17	372	947		
Joliet Junior	571	579	449	1,324	106	195	2,053	515	796	1,429	506	931	123	50	363		
McHenry County	181	95	257	1,326	77	298	1,890	308	345	1,330	652	357	631	1,089	383		
Triton	90	2,748	204	874	2	340	2,093	223	258	426	491	551		26	556		
Harper	72	514	298	2,052	228	587	2,063	46	524	565	734	700	229	42	29		
Elgin		365	246	797	428	322	2,024	281	377	247	772	758	50	3	704		
Moraine Valley		316	206	1,011	150	74	1,916	205	343	576	579	606	112	63	305		
Oakton		184	281	662	1	517	1,489		711	599	354	305	338	412	274		
Prairie State		289	112	1,602	2	254	1,070	6	155	306	205	676	1	3	128		
Waubonsee		214	27	1,094	22	229	1,138		348	362	272	320	87	296	385		
Morton		104	17	389		114	407		296	229	277	222	3	2,209	171		
CCC Malcolm X				99				2,778	523	25	35						
Kankakee	48	70		225	12	5	886		247	88	87	510	2	34	78		
CCC Kennedy-King		783	127	42					306	315	167	27	60				185
South Suburban		56	60	89	8	37	924		293	67	176	181	40	1	2		
CCC Harry S Truman		27		20	92	58				938	147	22	9	17			324
Kishwaukee	144	5		162				543	9	119	98	98	187	10	35	160	
CCC Richard J. Daley	63	724		19	25				1	262	158	47	119	1	93		
CCC Olive-Harvey	133				168	4			134	124	270					659	
CCC Harold Washington		186	214	187	118				151	118	125			1			
CCC Wilbur Wright	7	24		21	1	35	80		9	466	170	21					
"Other" and Government & Public Administration are excluded for space.																	

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Career Cluster Completions by Community College & District in Northeast Region

Below is a summary of recent graduations in community college districts that are primarily located in the region.

College Name	Agriculture, Food and Natural Resources	Architecture and Construction	Arts, Audio/Video Technology and Communications	Business, Management and Administration	Education and Training	Finance	Health Science	Hospitality and Tourism	Human Services	Information Technology	Law, Public Safety, Corrections and Security	Manufacturing	Marketing	Science, Technology, Engineering and Mathematics	Transportation, Distribution, and Logistics
Northeast Region Total	350	1,859	466	1,886	279	442	8,620	509	1,484	1,823	1,226	2,181	128	79	2,138
City Colleges of Chicago	62	817	63	133	50	91	1,054	98	636	261	186	188	6	5	406
College of Lake County	22	244	15	388	26	8	1,009	86	155	139	67	220	3	11	398
College of DuPage	32	127	123	261	61	88	966	41	85	366	87	95	39	7	59
Joliet Junior	125	83	66	366	7	14	586	82	114	342	42	286	14	8	213
Moraine Valley		171	30	162	15	10	863	42	96	269	73	362	4	2	117
Harper	12	105	52	195	46	101	931	5	74	109	114	249	23	1	2
Elgin		107	41	32	61	18	610	108	44	80	126	161	7		261
CCC Malcolm X				52				1,042	1	133	7	2			
Oakton		45	8	47			47	475	59	71	41	68	15	13	221
Triton	8	79	19	55			15	373	25	11	17	197	88	8	102
Waubonsee		24	4	74	3	13	410			49	26	87	60	9	197
CCC Richard J. Daley	22	535			6	12			145	50	21	110	5		
McHenry County	22	3	24	75	9	18	390	19	11	30	69	77	17	8	26
Kankakee	29	9			31	1	153			55	11	42	266	2	44
Prairie State		28	6	13	7		332	5		62	43	26	28		
CCC Olive-Harvey	40				30				24	31	94	308			
CCC Kennedy-King		211	11	11	3			97	60	27	10	20	1	41	
Kishwaukee	38	1			19	171		3	28	27	21	10	5		51
CCC Harry S Truman		4			3	50	7	193		14	1	1		57	
CCC Harold Washington		65	52	30	57				77	21	7	4			
Morton		14			29	9	137	39		9	21	16	13		
CCC Wilbur Wright		2			1	12	12	4		111	51	58			
South Suburban		2	15	6	3		160	23		4	10	9			

Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

Notes on Community College Completer Data

Care must be taken when viewing educational program data, given that program **completions do not** necessarily **correspond to** the number of **individuals**. **Some** credentials **are stackable**, meaning that the same person completes multiple programs.

Enrollments are unduplicated, but completions are not. In other words, **enrollments show** counts of **individuals while completions show** counts of degrees or **credentials**.

Another limitation of comparing enrollments to completions is that **individuals can change their program of study**. For example, those enrolled in the manufacturing career cluster **might graduate in a different career cluster**.

In this report, we show information from community college **districts primarily located in the region**. In some regions, this **might exclude some districts on borders** between regions.

Below is a summary of all community college districts that are affected by this classification:

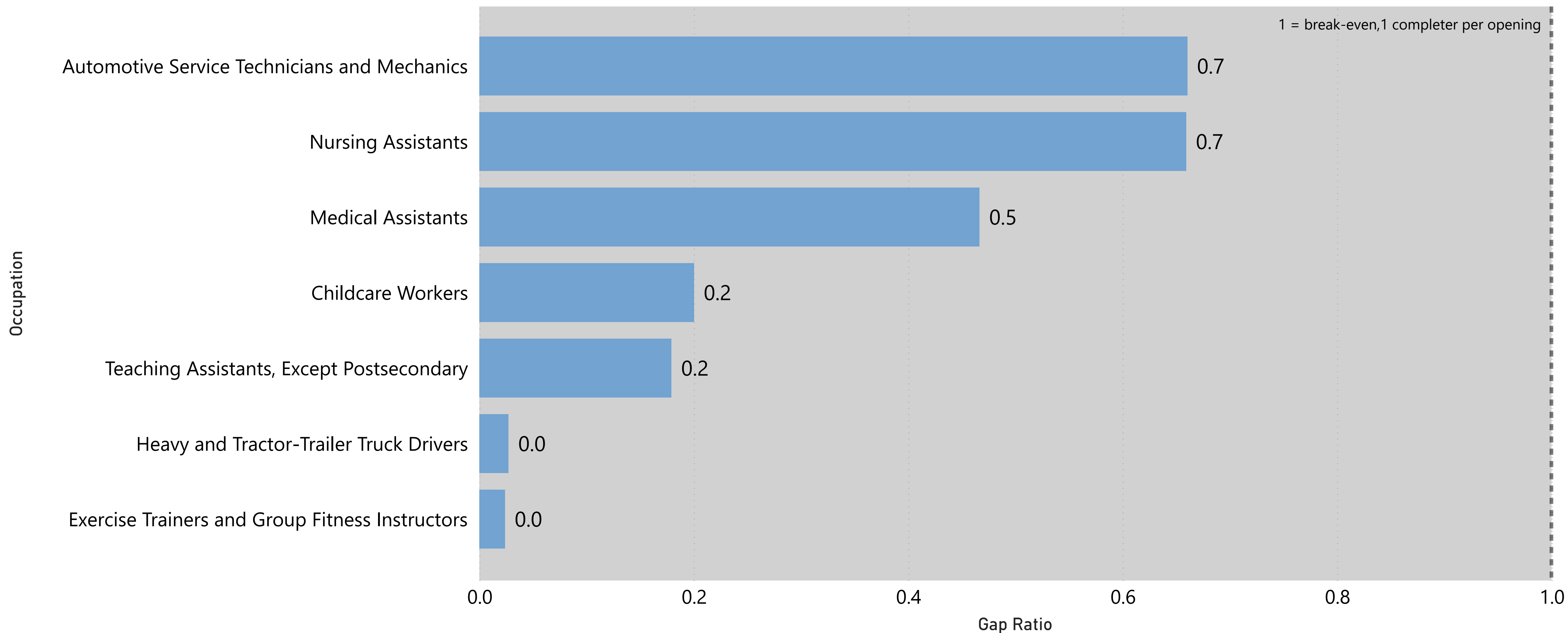
- The **Central** region **partially includes Lewis & Clark** (district ID 53601). It is **now** found in the **Southwestern** report.
- The **East Central** region **partially includes Kankakee** (52001). It is **now** found in the **Northeast** report.
- The **Northwest** region **partially includes Highland** (51901). It is **now** found in the **Northern Stateline** report.
- The **Southeastern** region **partially includes Kaskaskia** (50101). It is **now** found in the **Southwestern** report.
- The **Southern** region **partially includes Illinois Eastern** (529). It is **now** found in the **Southeastern** report.

More detailed information for all community colleges is available in the ICCB Databook, available at:
<https://www.iccb.org/divisions/research-and-analytics/#data-book>.

For more information about community college outcomes, see the [Illinois Postsecondary Profiles](#) or the [Postsecondary Employment Outcomes Explorer](#).

Northeast Region Supply Gaps for Occupations Requiring a Certificate or License

The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. A gap ratio of one indicates one completer per projected job opening. Gaps lower than one indicate more job openings than completers, and gaps greater than 1 indicate more completers than openings.

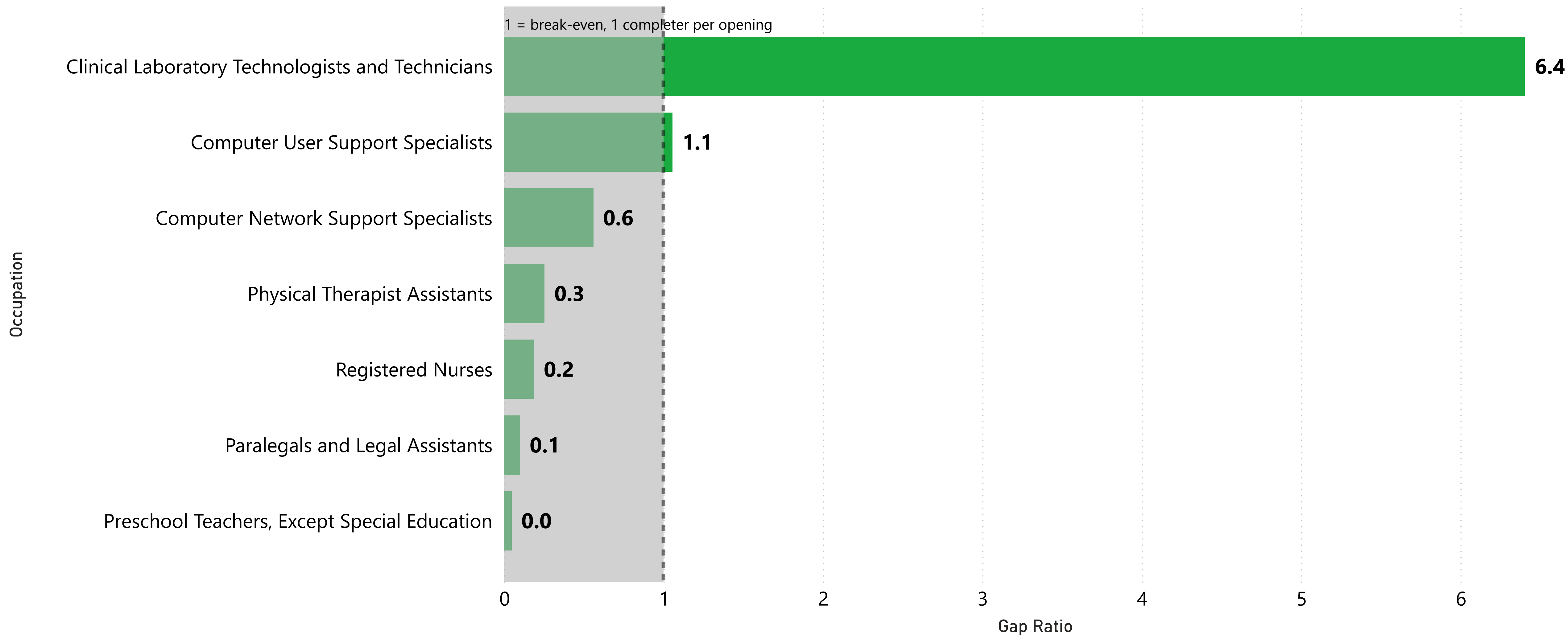


Completers do not include most apprenticeships and true OJT provided solely by employers.

Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Lightcast, 2024.

Northeast Region Supply Gaps for Occupations Requiring an Associate's Degree

The supply gap ratio is a proxy measure the provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. A gap ratio of one indicates one completer per projected job opening. Gaps lower than one indicate more job openings than completers, and gaps greater than 1 indicate more completers than openings.

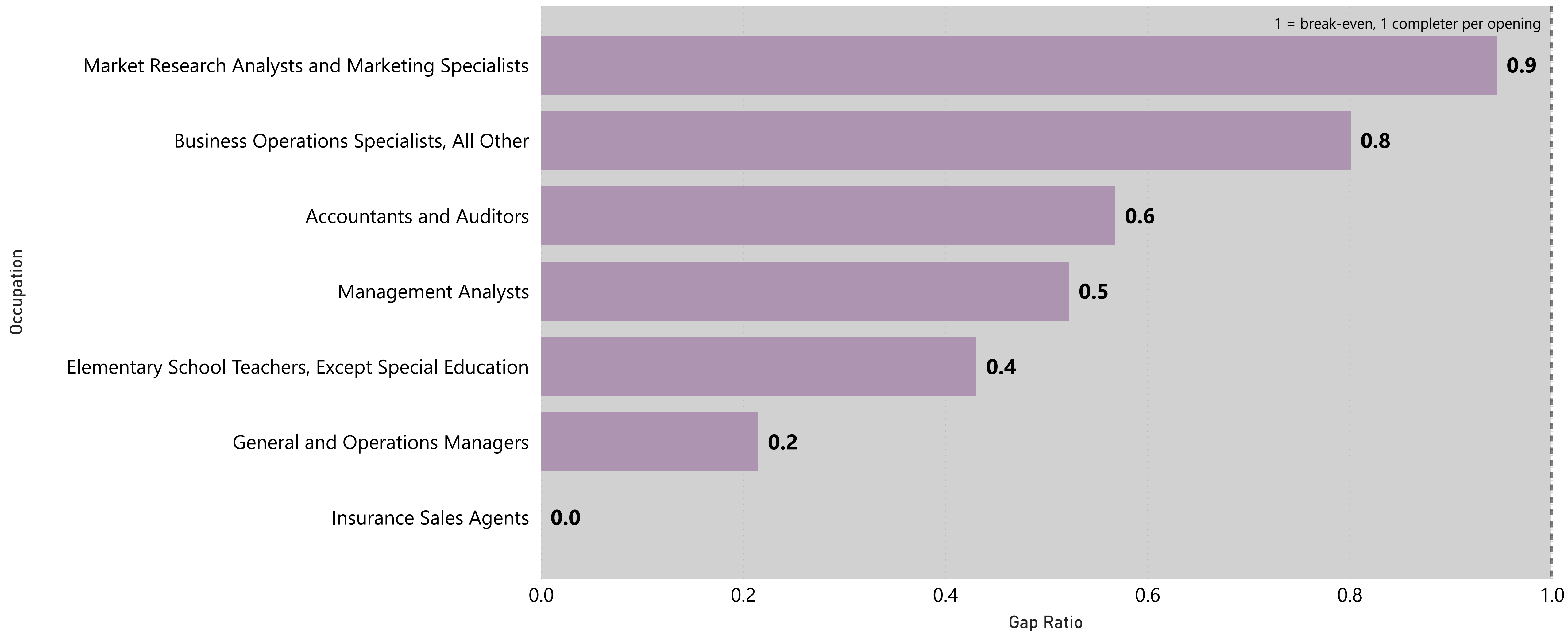


Completers do not include most apprenticeships and true OJT provided solely by employers.

Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Lightcast, 2024.

Northeast Region Supply Gaps for Occupations Requiring a Bachelor's Degree

The supply gap ratio is a proxy measure that provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. A gap ratio of one indicates one completer per projected job opening. Gaps lower than one indicate more job openings than completers, and gaps greater than 1 indicate more completers than openings.

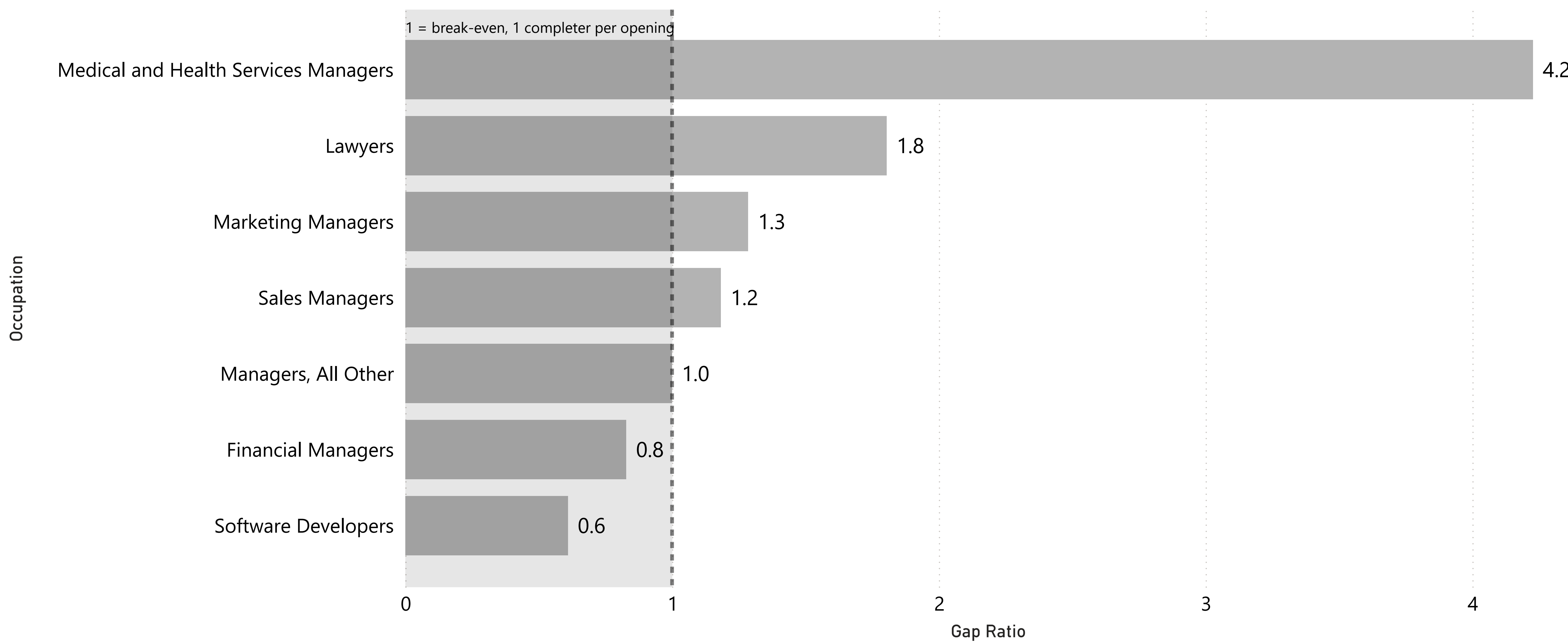


Completers do not include most apprenticeships and true OJT provided solely by employers.

Source: Illinois Department of Employment Security, Illinois Board of Higher Education, & Lightcast, 2024.

Northeast Region Supply Gaps for Occupations Requiring Education Beyond a Bachelor's Degree

The supply gap ratio is a proxy measure the provides insight on how closely supply aligns with demand for selected occupations. The calculation of the ratio is supply / demand. In this case, the supply is the number of program completions in the region associated with the occupation and the demand is the estimated number of regional job openings. A gap ratio of one indicates one completer per projected job opening. Gaps lower than one indicate more job openings than completers, and gaps greater than 1 indicate more completers than openings.



Completers do not include most apprenticeships and true OJT provided solely by employers.

Caveats and Limitations of Gap Analysis

The gap ratio shows an initial, **high-level comparison of completers to** the projected annual **job openings** in an occupation. It is meant to offer a **starting point** for discussions on gaps in the regional workforce system.

Suitable **completers** are identified via a crosswalk of curriculums to occupations developed by Lightcast. This crosswalk is based on data from the National Center for Educational Statistics and Lightcast's experience serving as a consultant for educational and workforce development agencies. It shows the **curricula typically completed by employees** in a given occupation. Completers exclude degree levels above/below the education level specified on each page.

The gap ratio provides a conservative comparison of recent completions to annual openings. **A gap ratio below 1** (i.e., fewer suitable completers than openings) **might not** necessarily **indicate inability** for employers **to fill positions**. Similarly, gap ratios above 1 might not translate to worker surpluses. Below are several examples of cases where worker availability might differ from the gap ratios.

Worker Availability With Completer Shortage

- . **Upskilling** incumbent workers
- . On-the-job training
- . Career changes by **underemployed workers**
- . **Commuters** or remote workers living outside the region

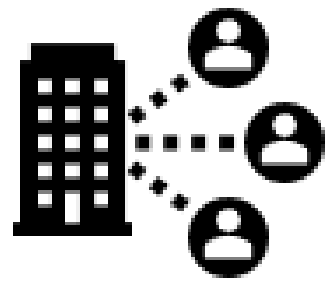
Worker Shortages With Completer Surpluses

- . Turnover- **mismatch of expectations** for education vs workplace
- . Completers **relocate** - hired outside region
 - . Common in regions with a strong university presence
- . **Stacking credentials** - further education before entering labor market
- . Some programs attract international students who return to home countries

Given these limitations in the gap analysis, business engagement will remain a crucial part of the planning process.
The best source for understanding your businesses' employment needs will be the businesses themselves.

ADDITIONAL RESOURCES

Below are several additional data visualization tools that can be used in the regional workforce planning process.



[OnTheMap - Commuter Data](#)

Provided by the U.S. Census Bureau. Shows commuter flows for counties, cities, census tracts, and custom geographies.

E.g., county of residence for workers in a specific city. "Where are workers coming from?"



[Clean Energy Jobs Regional Data Packets](#)

Provided by the University of Illinois Urbana-Champaign Climate Jobs Institute. Shows supply of clean energy jobs in economic development regions.



[Skills-Based Occupational Employment Projections Dashboard](#)

Provided by the Illinois Department of Employment Security. Shows projected worker skill demand for economic or workforce development regions.



[Industry Employment Projections Dashboard](#)

Provided by the Illinois Department of Employment Security. Shows employment trends by type of business, for economic or workforce regions.



[Illinois Postsecondary Profiles - Equity Considerations](#)

Provided by Illinois Report Card & Illinois State Board of Education. Shows statewide trends in higher-education attainment by age, race, and sex.