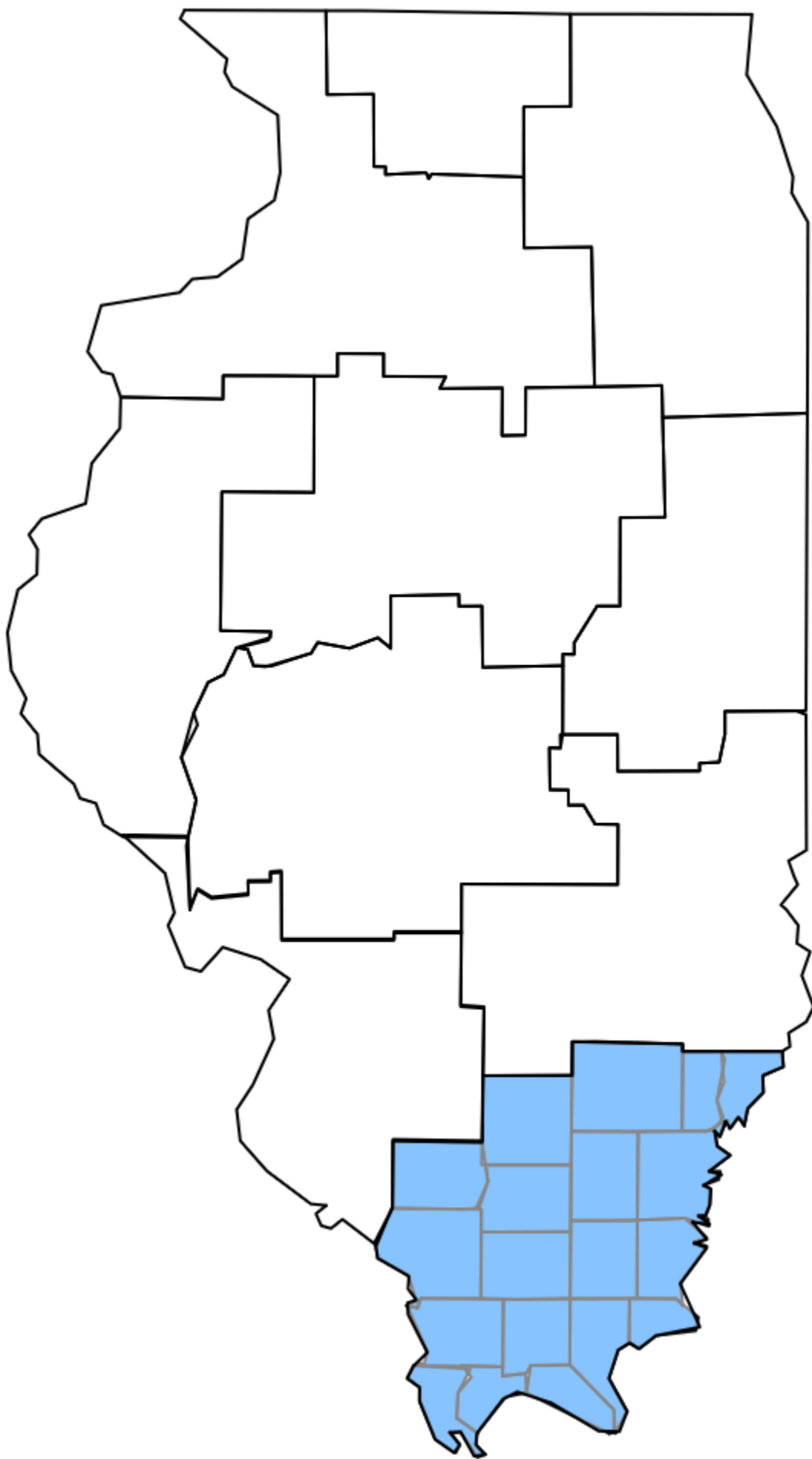
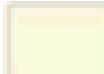


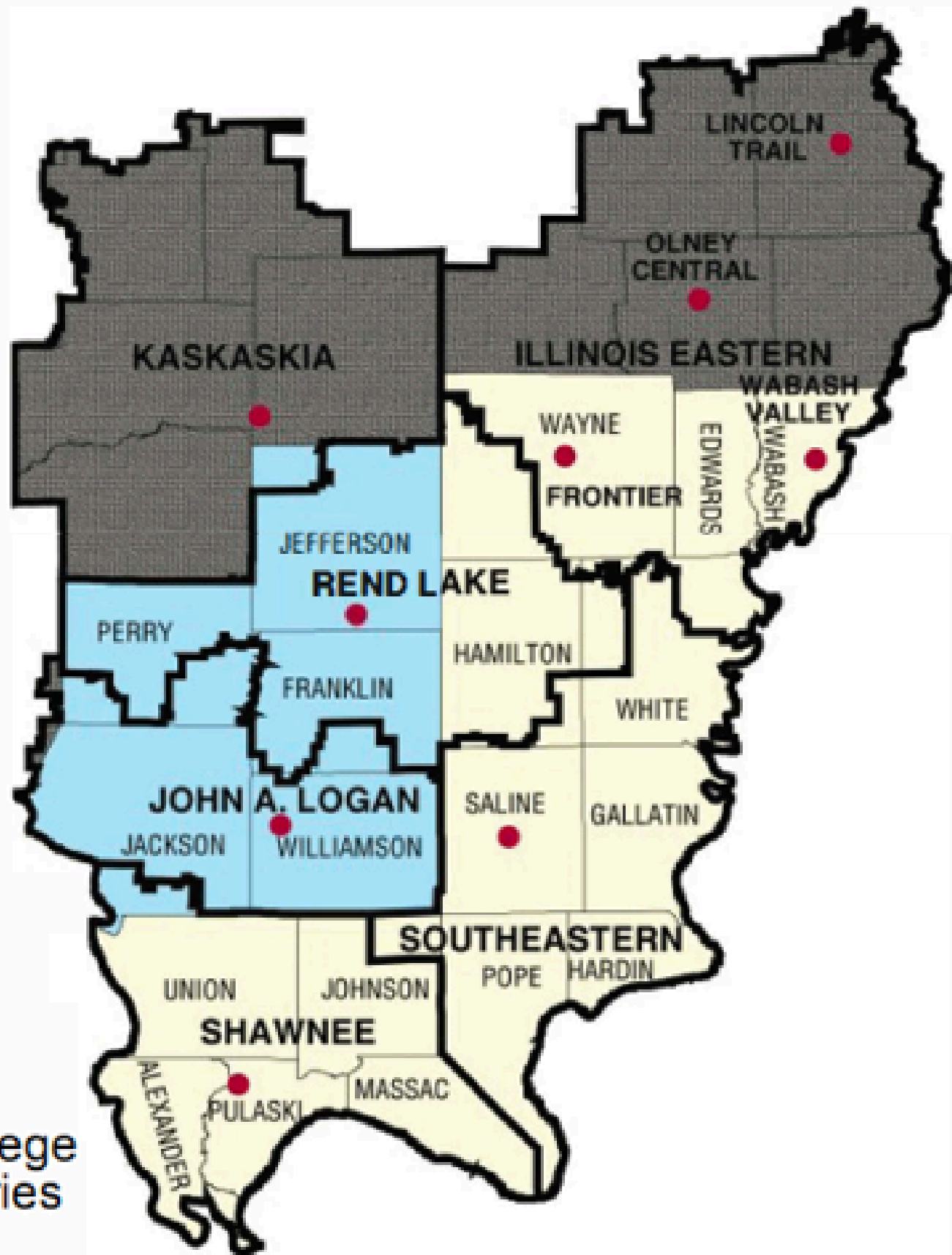


2026 Southern Regional Plan Data Packet

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: Eric Makela, Eric.Makela@illinois.gov.



-  LWIA 26
-  LWIA 25
-  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

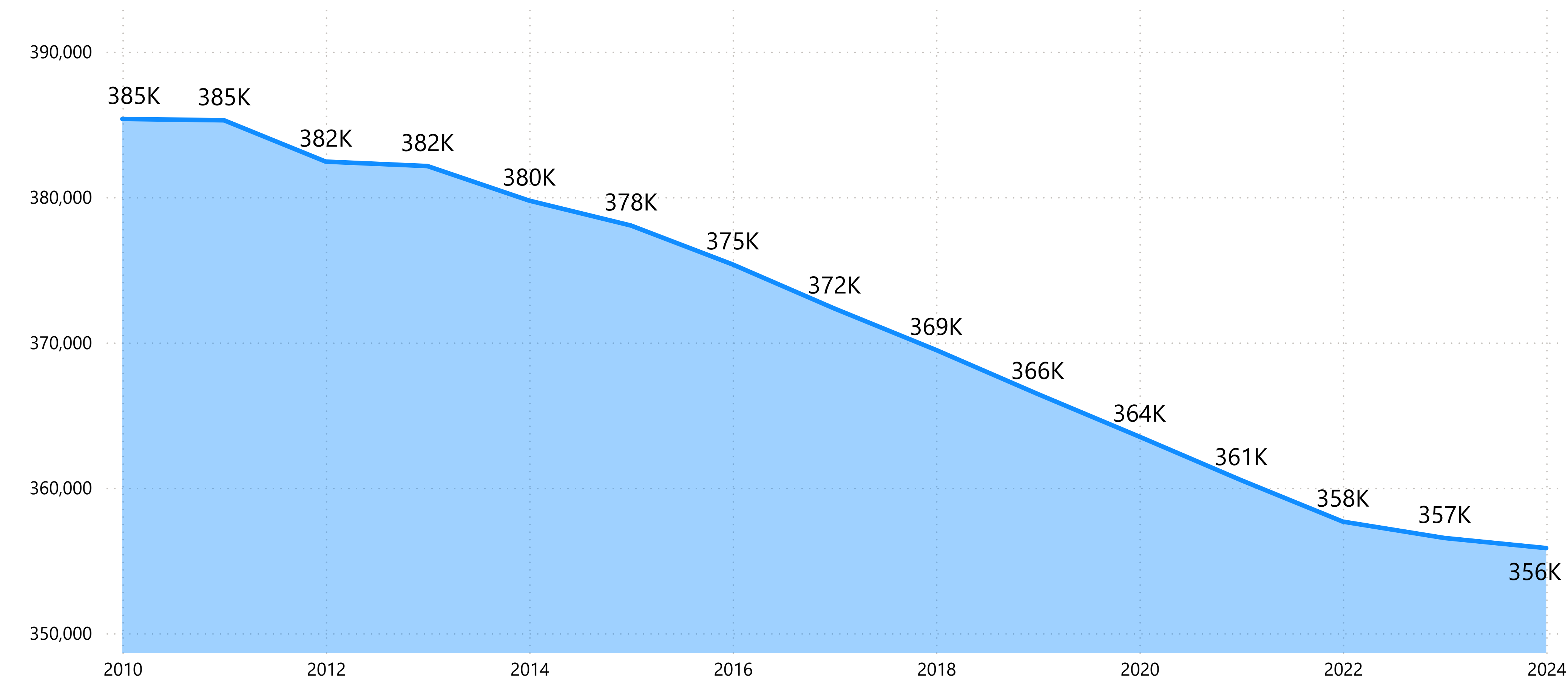
Poverty Status

Target Populations

Southern 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
Williamson	67,064
Jackson	53,199
Franklin	37,033
Jefferson	36,107
Saline	22,826
Perry	20,272
Union	16,886
Wayne	15,928
Massac	13,627
White	13,395
Johnson	13,320
Wabash	10,979
Hamilton	7,818
Edwards	5,984
Total	355,854

3.0%

Share of State in 2010

2.8%

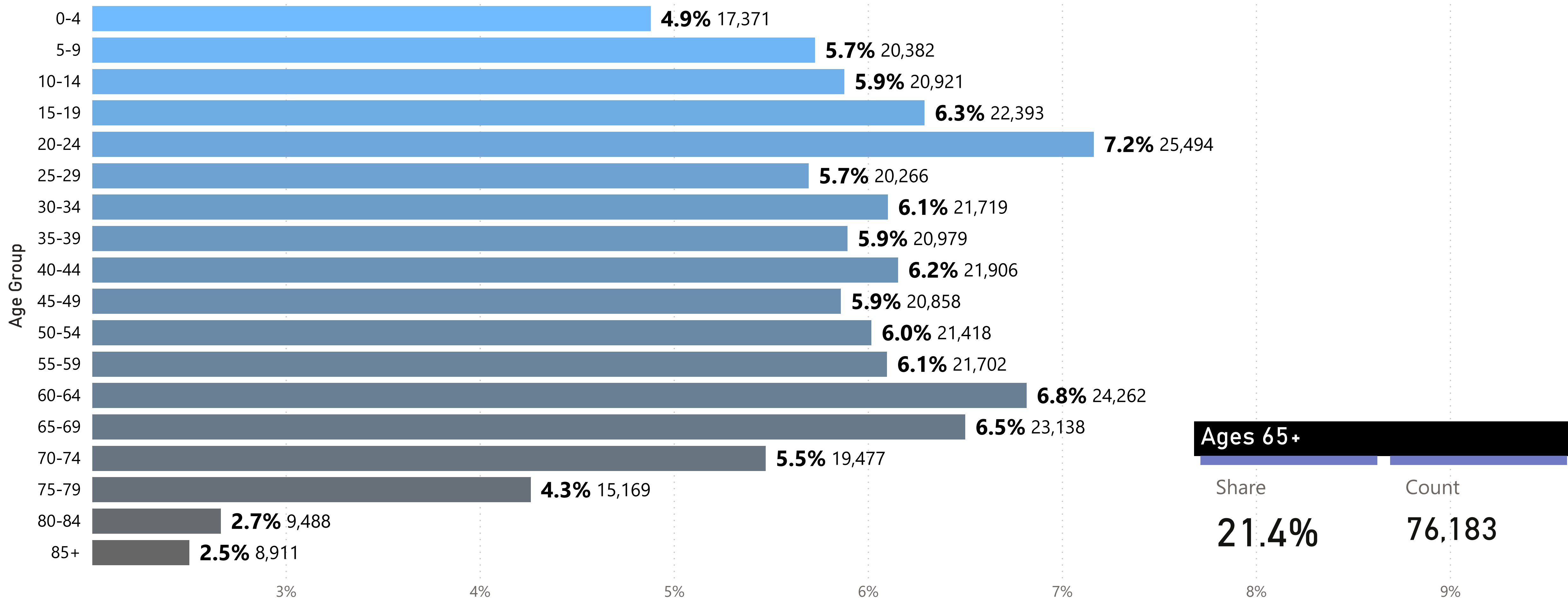
Share of State in 2024

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.

Southern 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



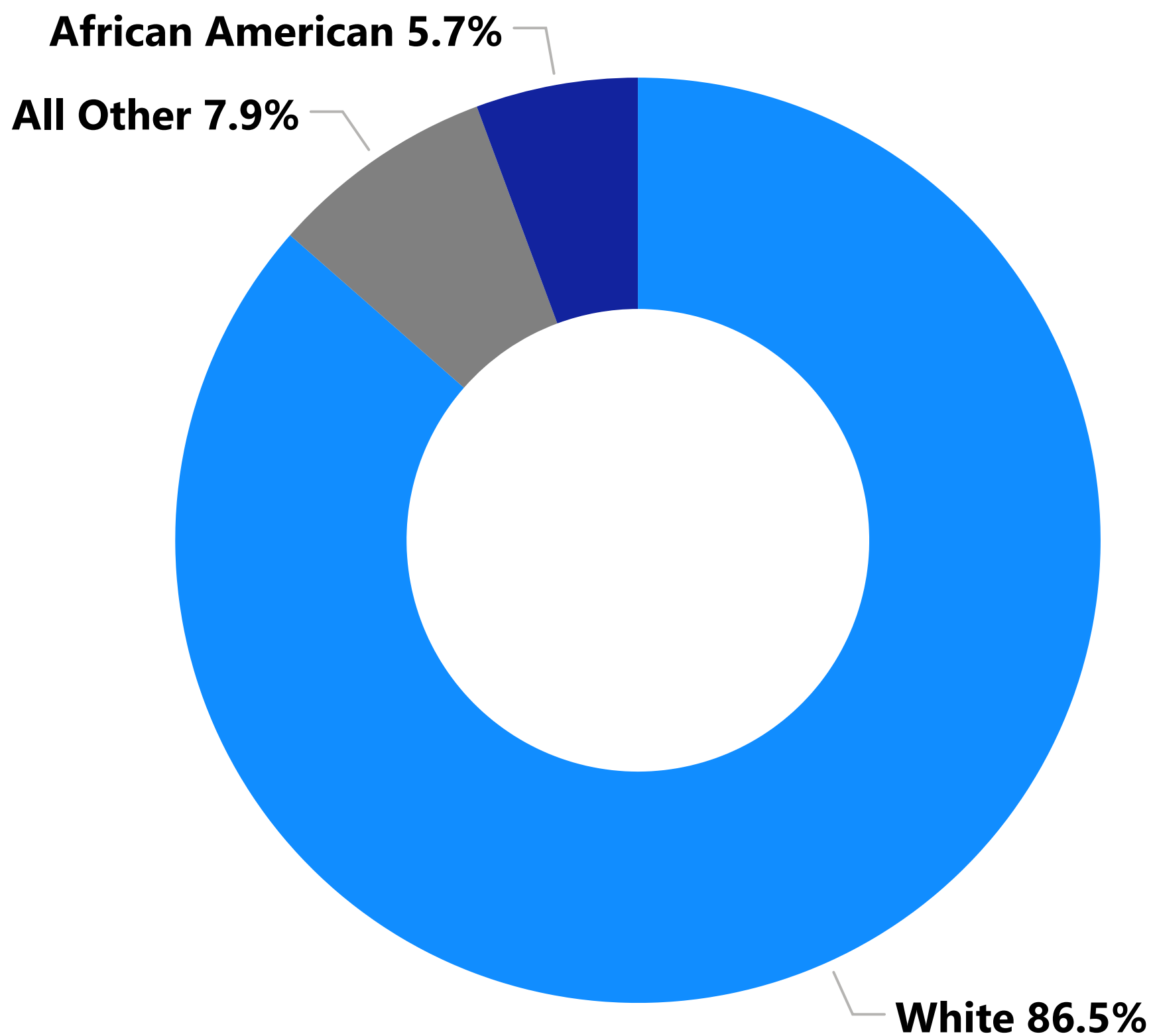
Source: U.S. Census Bureau, Annual County Resident Population Estimates, 2024

Southern 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	311,064	86.5%
African American	20,368	5.7%
Multiracial	12,154	3.4%
Hispanic, any race	10,621	3.0%
Asian	4,206	1.2%
Other	789	0.2%
American Indian or Alaska Native	474	0.1%
Native Hawaiian or Pacific Islander	102	0.0%
Total	359,778	100.0%

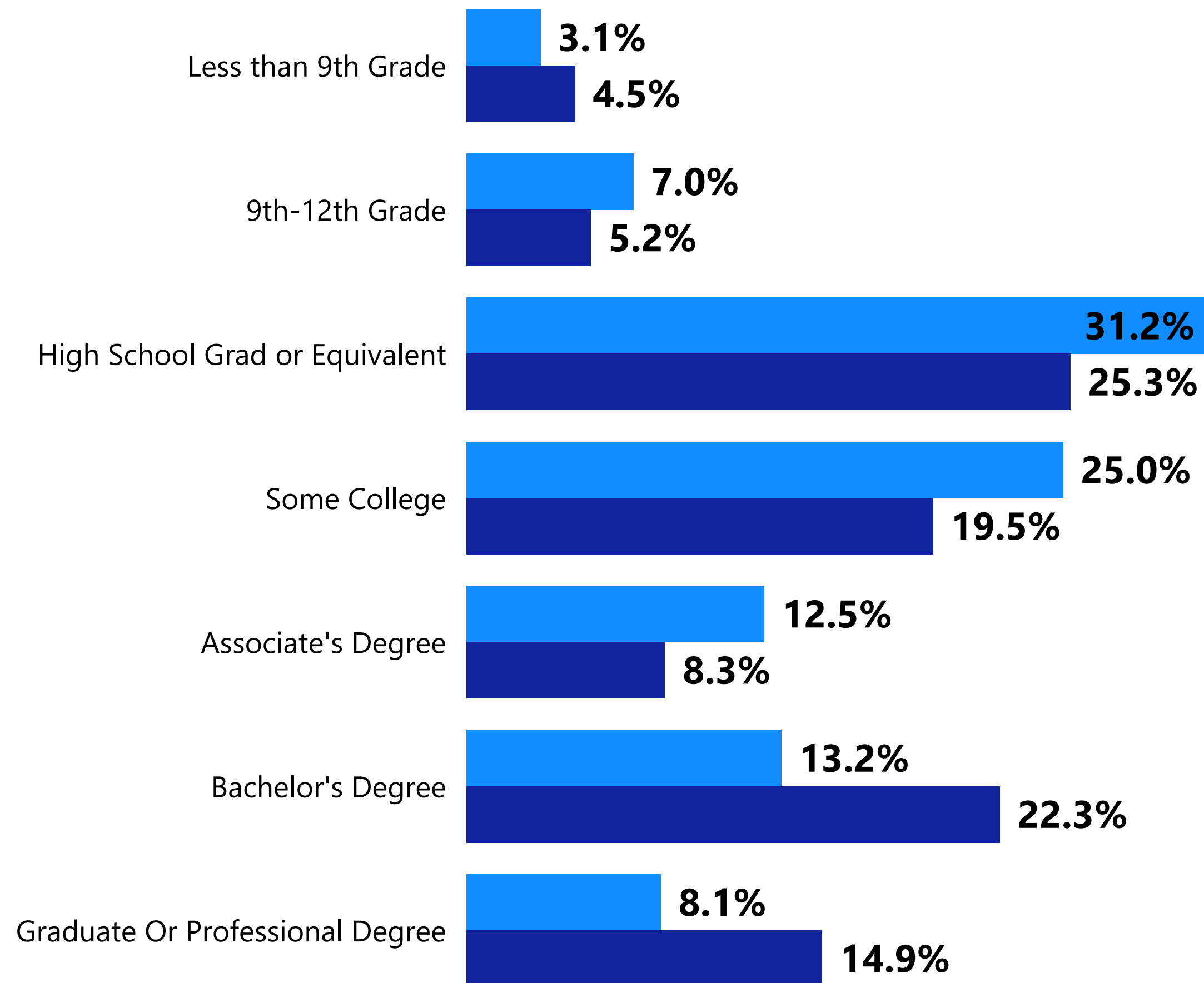
Source: U.S. Census Bureau, 2019-2023 American Community Survey, Table B03002.

Southern 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.

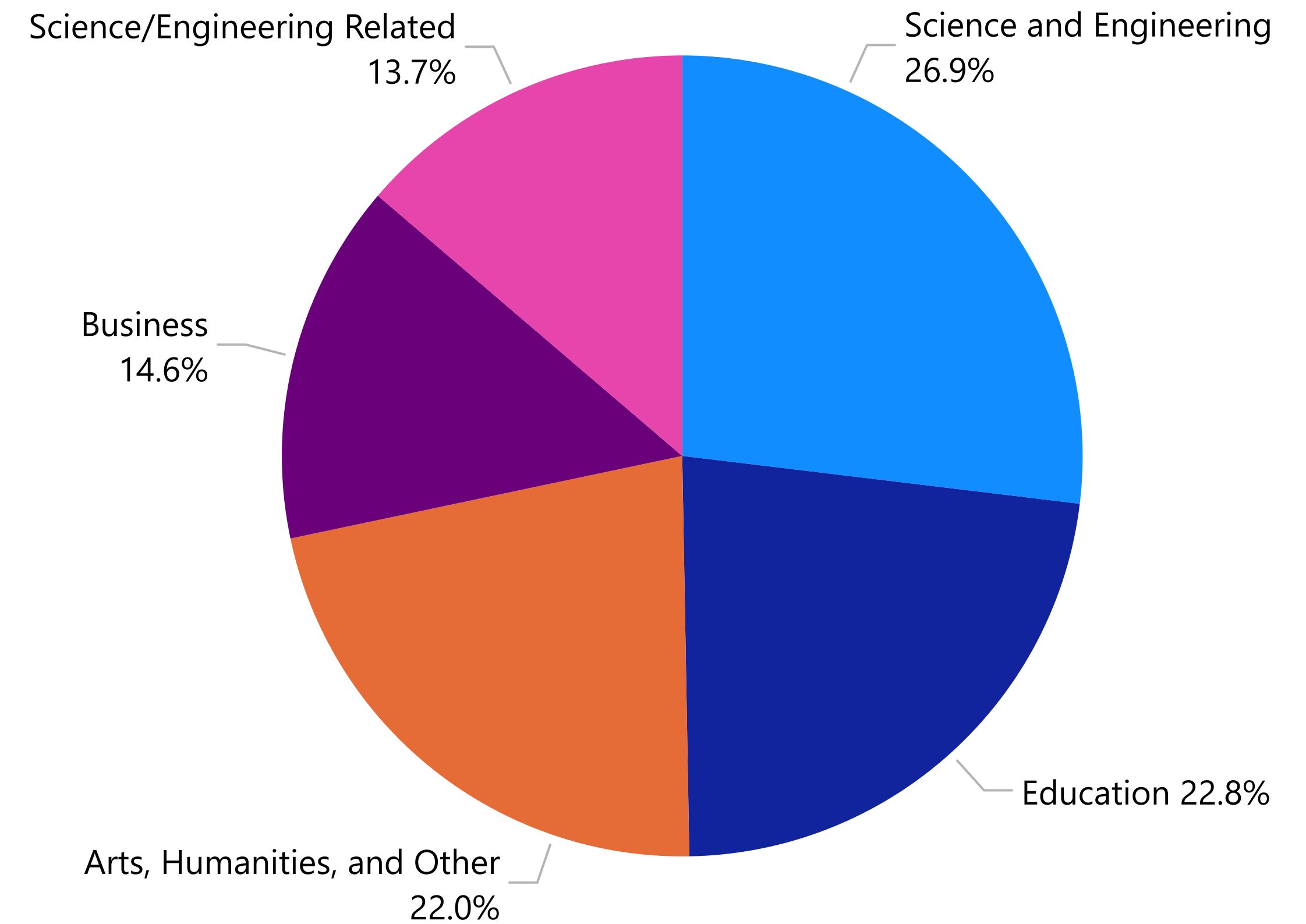
Share of Population Age 25+ by Education Level

● 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.

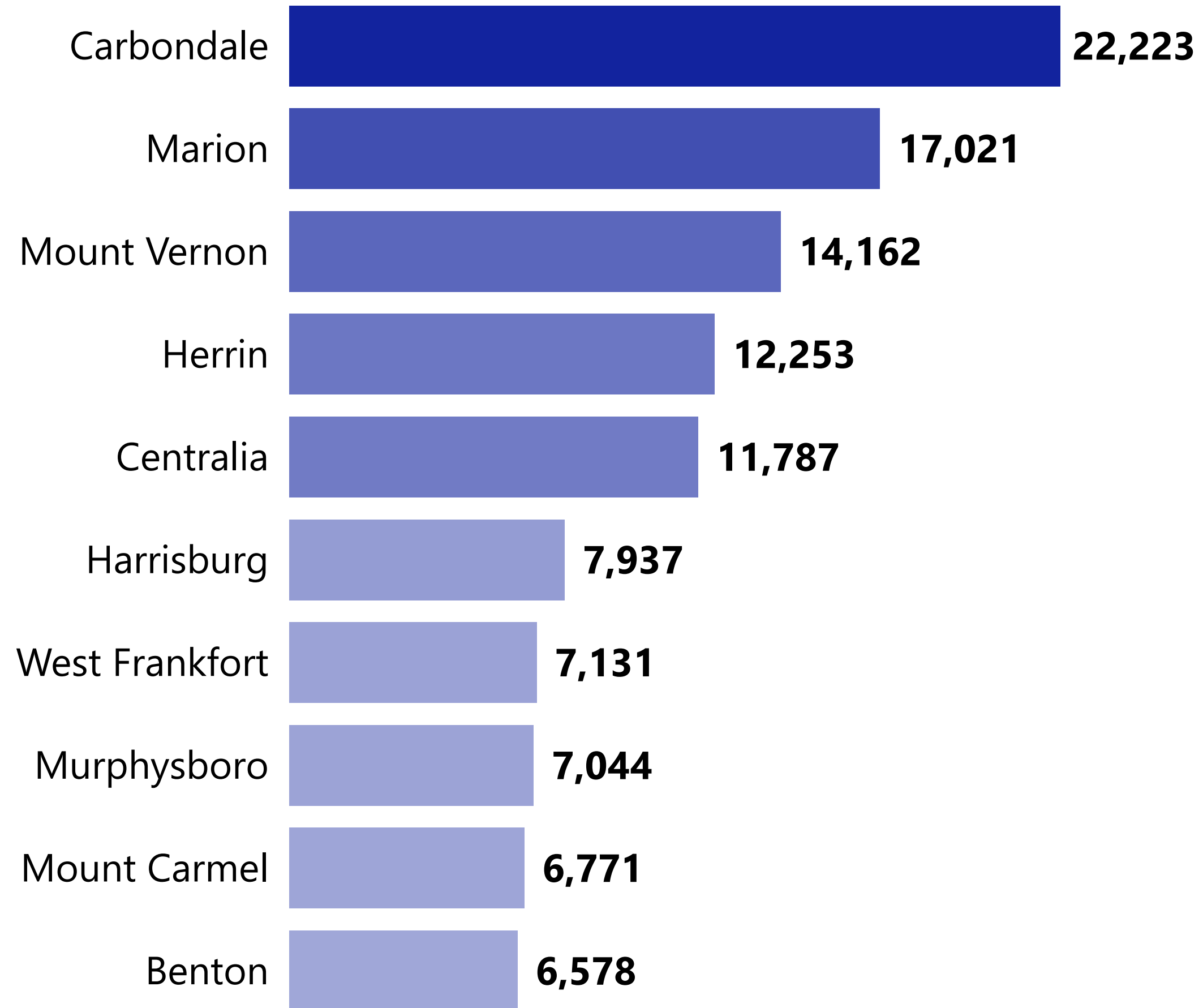
Source: U.S. Census Bureau, 2019-2023 American Community Survey, Tables S1501 & S1502.

Largest Cities in Southern 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.

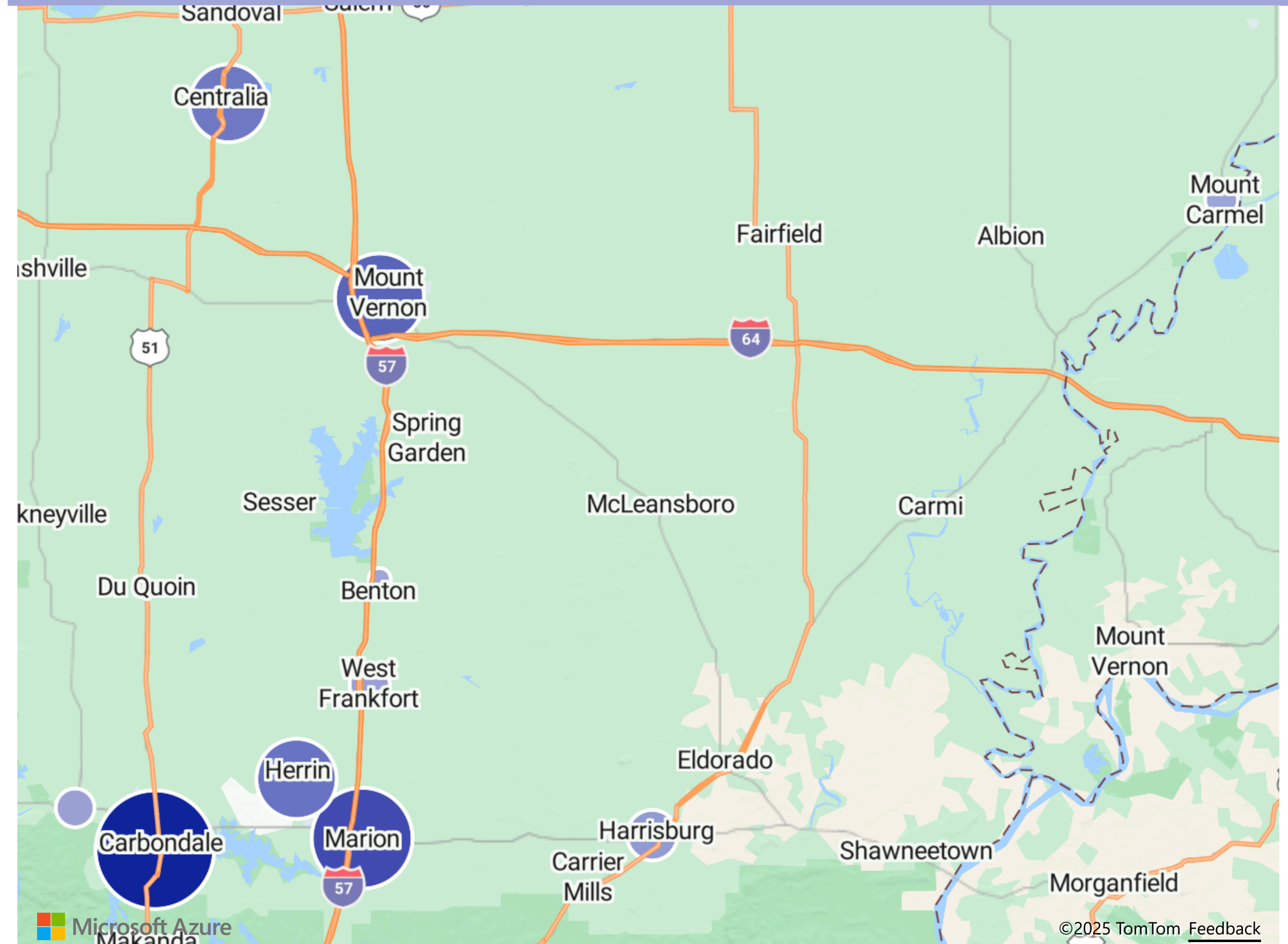
Ten Largest Cities in 2024

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 Southern 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
326,522	95.9%

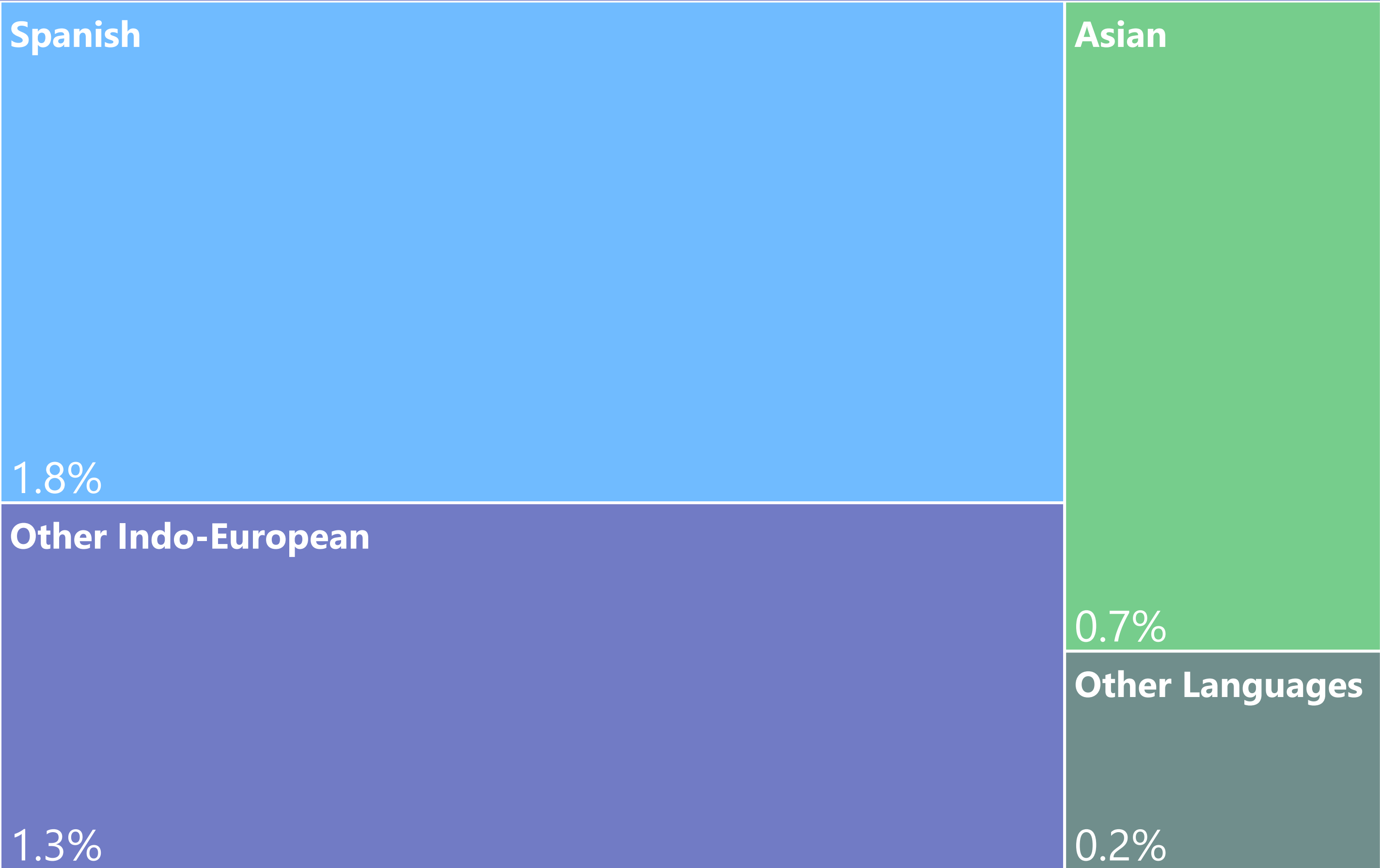
Does not Speak English at Home	
Count	Share
14,024	4.1%

"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 Southern Region

68,412

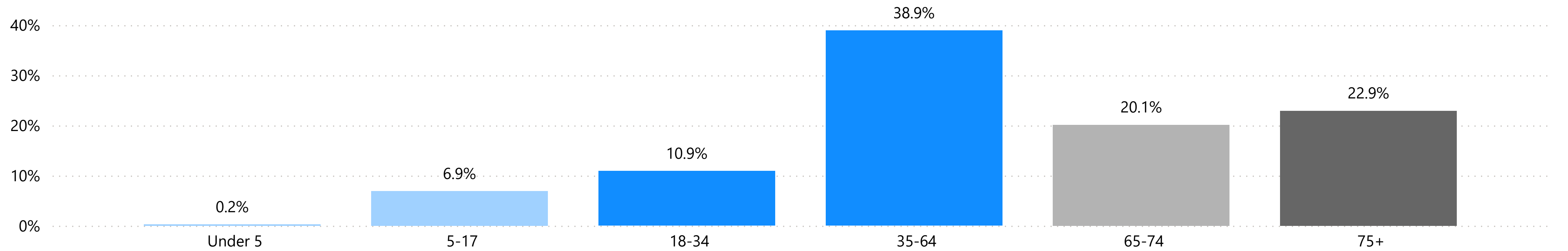
Persons with Disabilities in Region

19.6%

Share

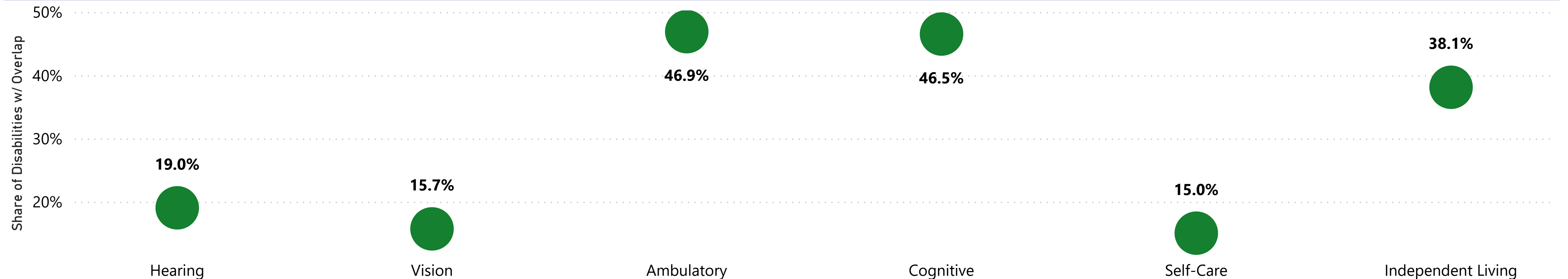
Approximately 12% of the population (or 1.48 million people) in Illinois have some type of disability. Among the population of working age (18-64) with disabilities, the most common disabilities are cognitive and ambulatory. Below is the composition of persons with disabilities in the region by age and 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 Southern Region

22,508

Veterans in Region

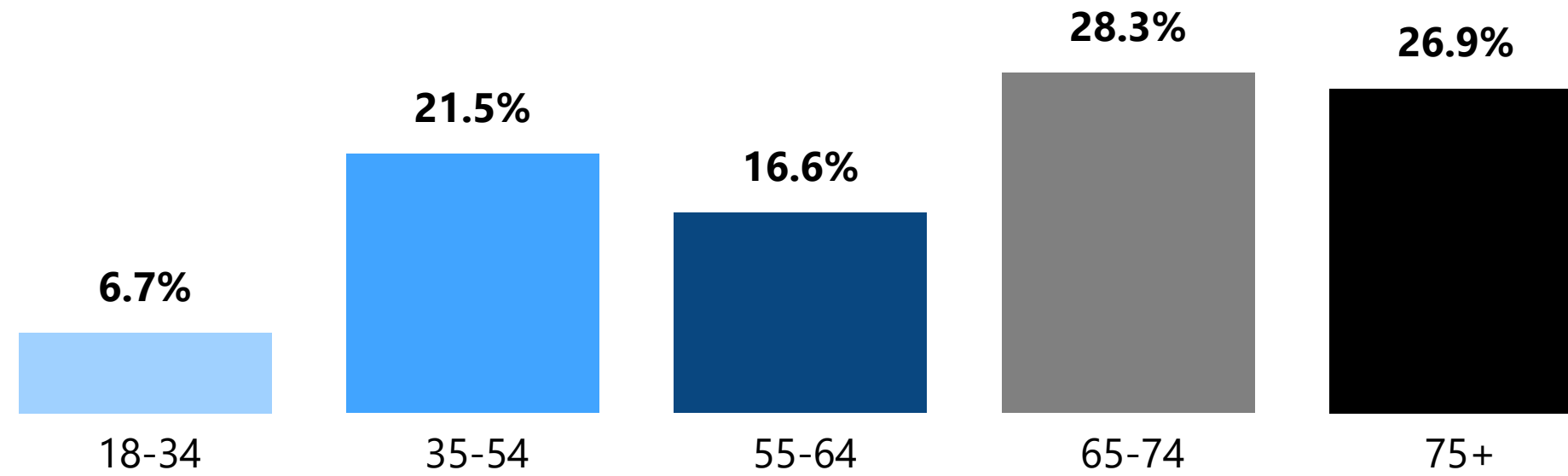
7.9%

% 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.

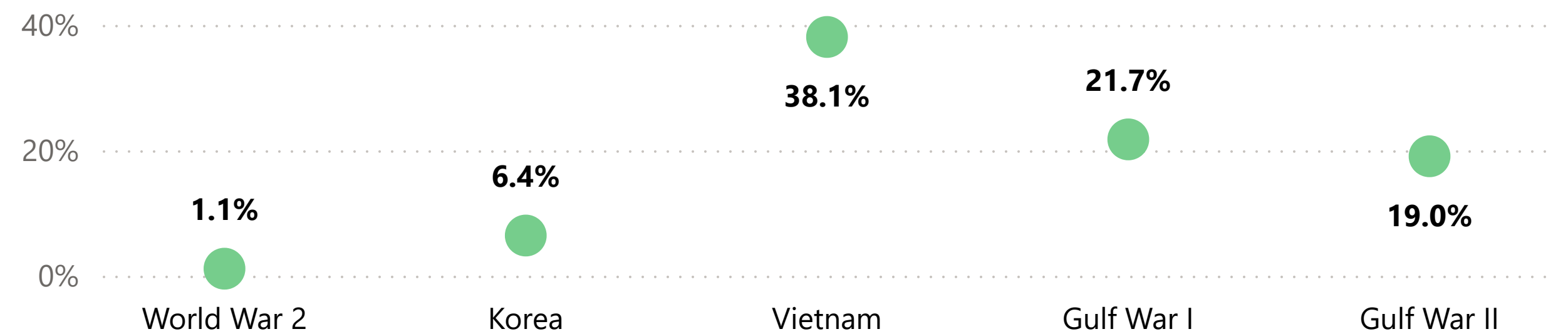
The American Community Survey data on veterans do not consistently dissect by labor force status. Totals by race and educational attainment could also include retirees or those of working age, but not in the labor force.

Share of Veterans by Age



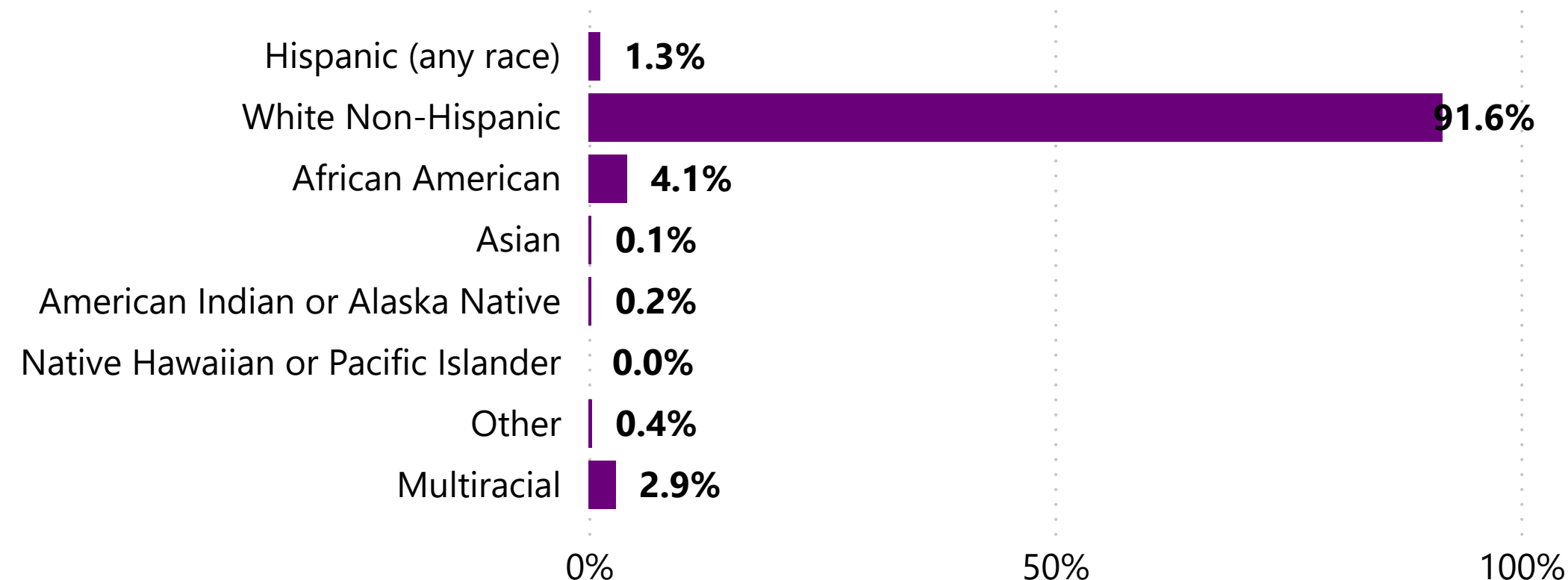
Period of Service

Does not total 100%- excludes peacetimes

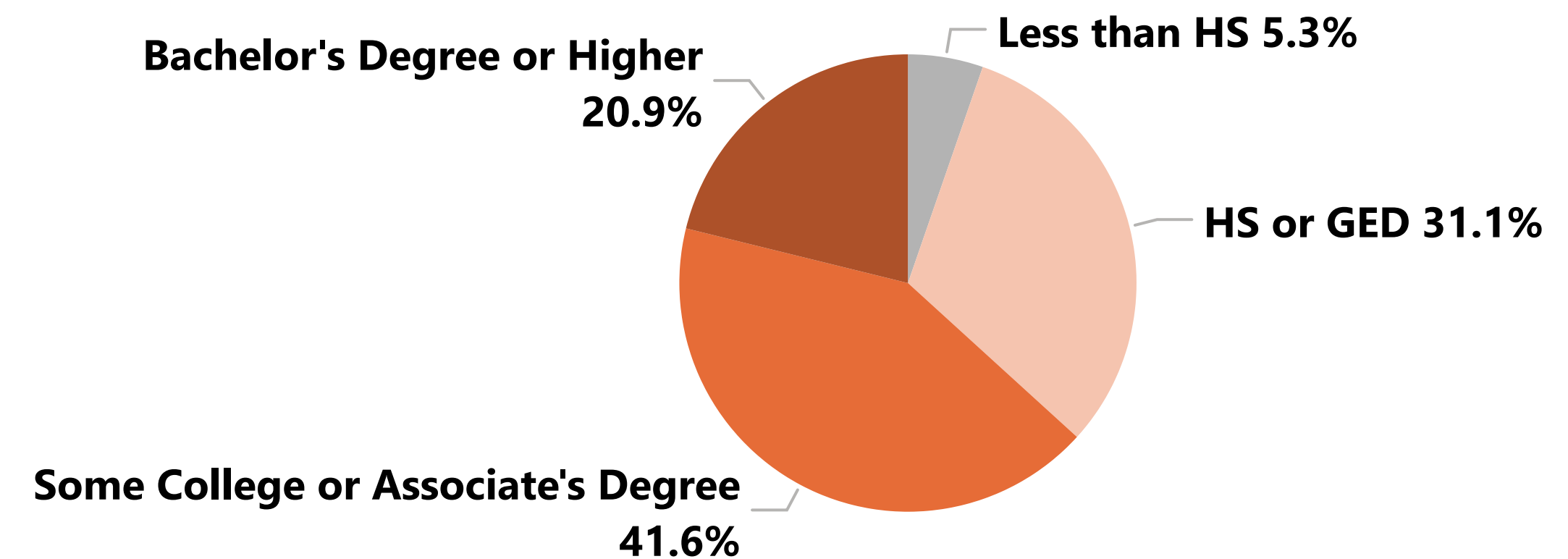


Race/Ethnicity

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



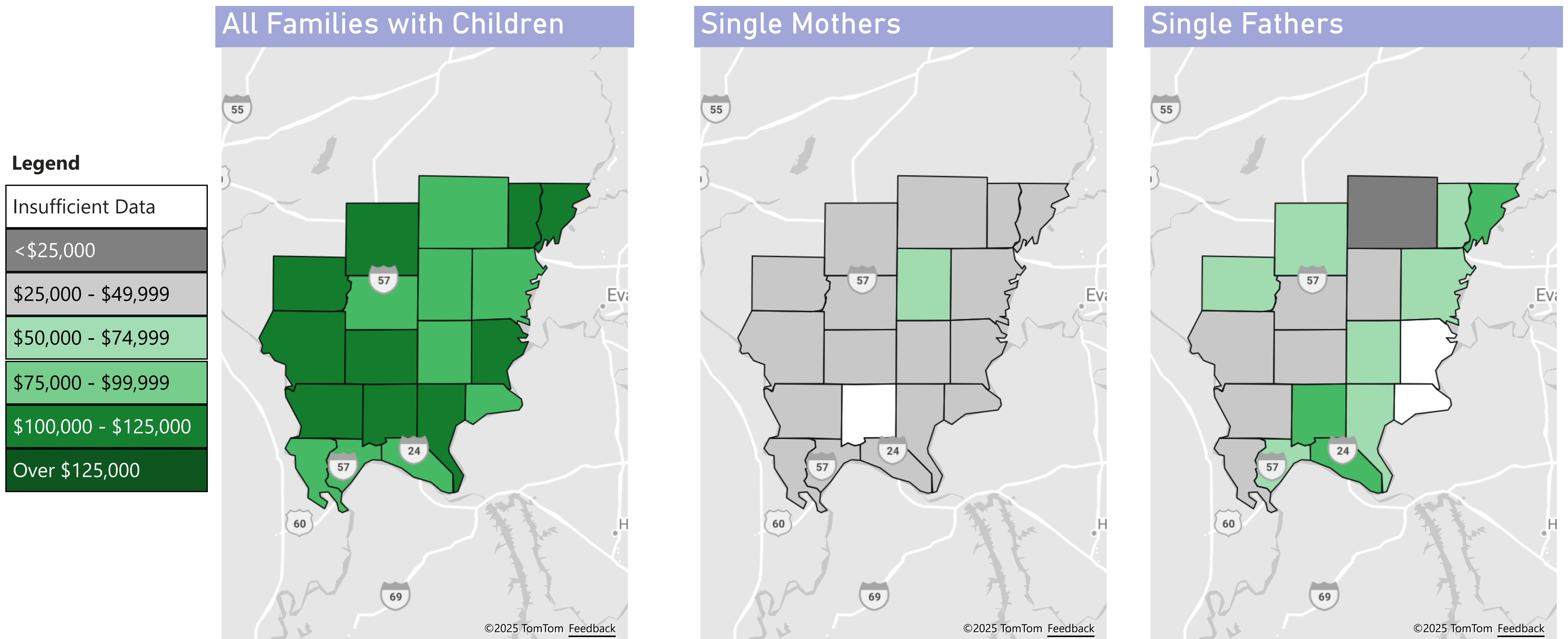
Educational Attainment, ages 25+



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

Income by Household Type for Counties in Southern 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.



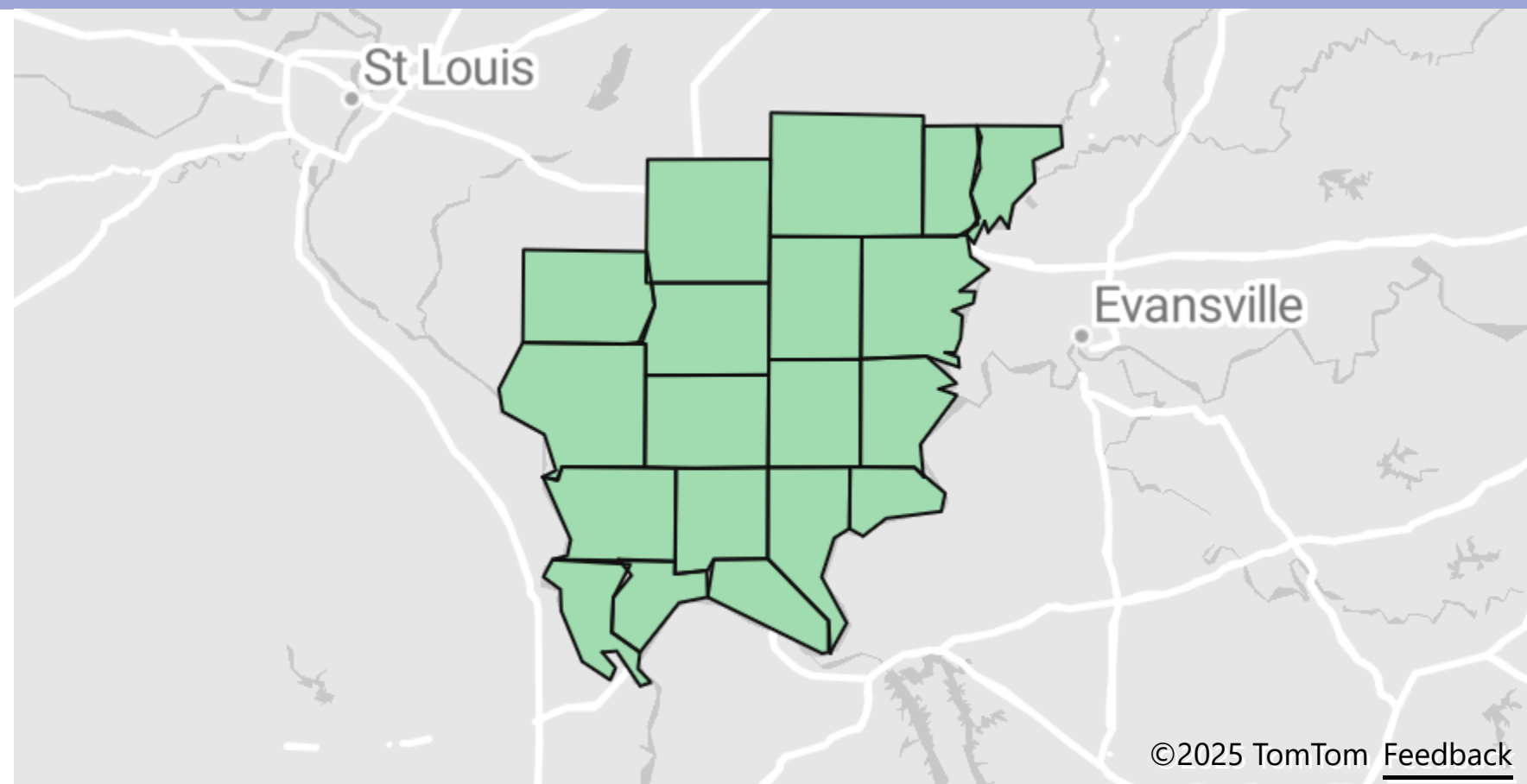
Median Income by Race within Counties, Southern Region

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.

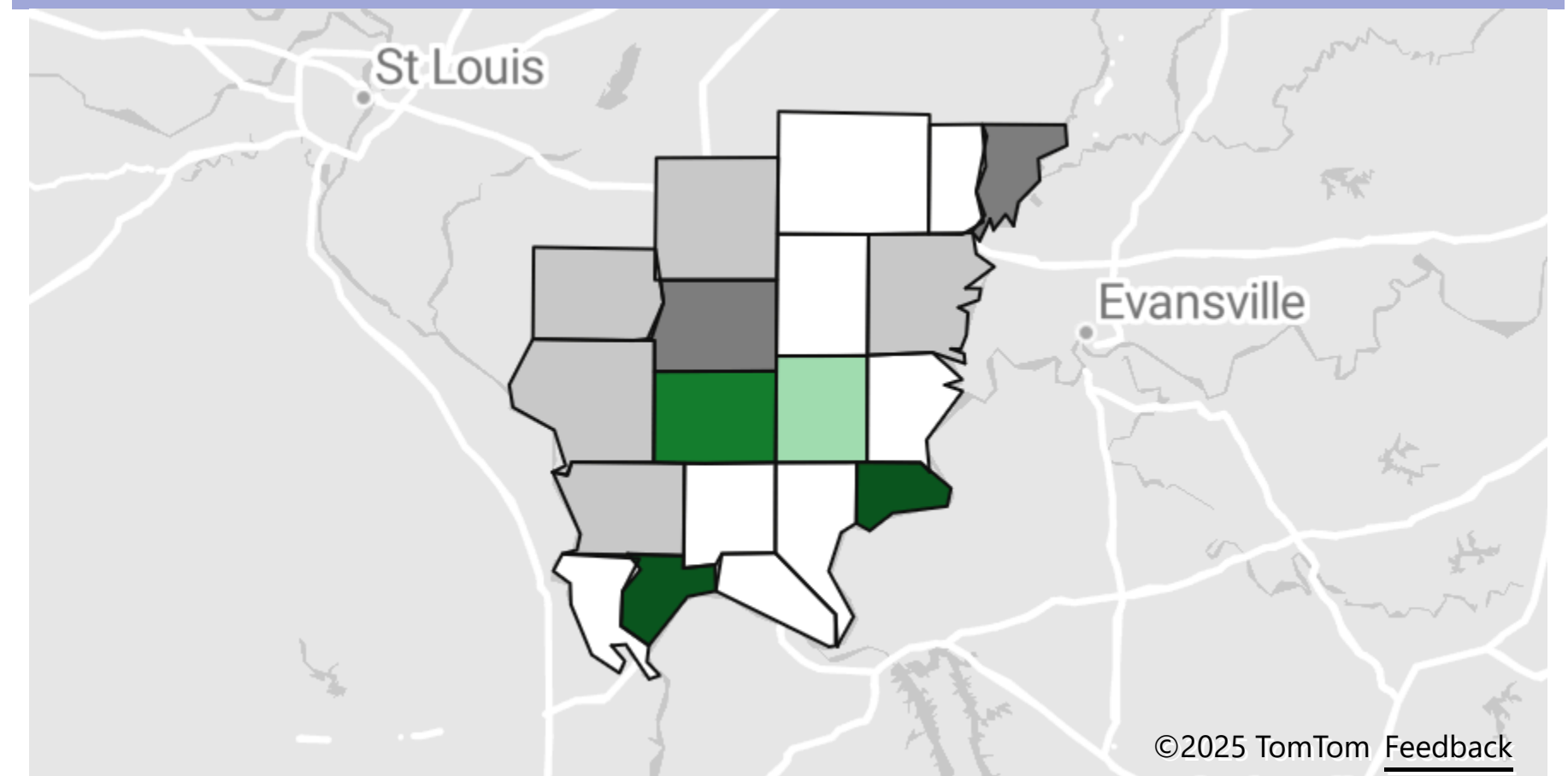
Legend

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

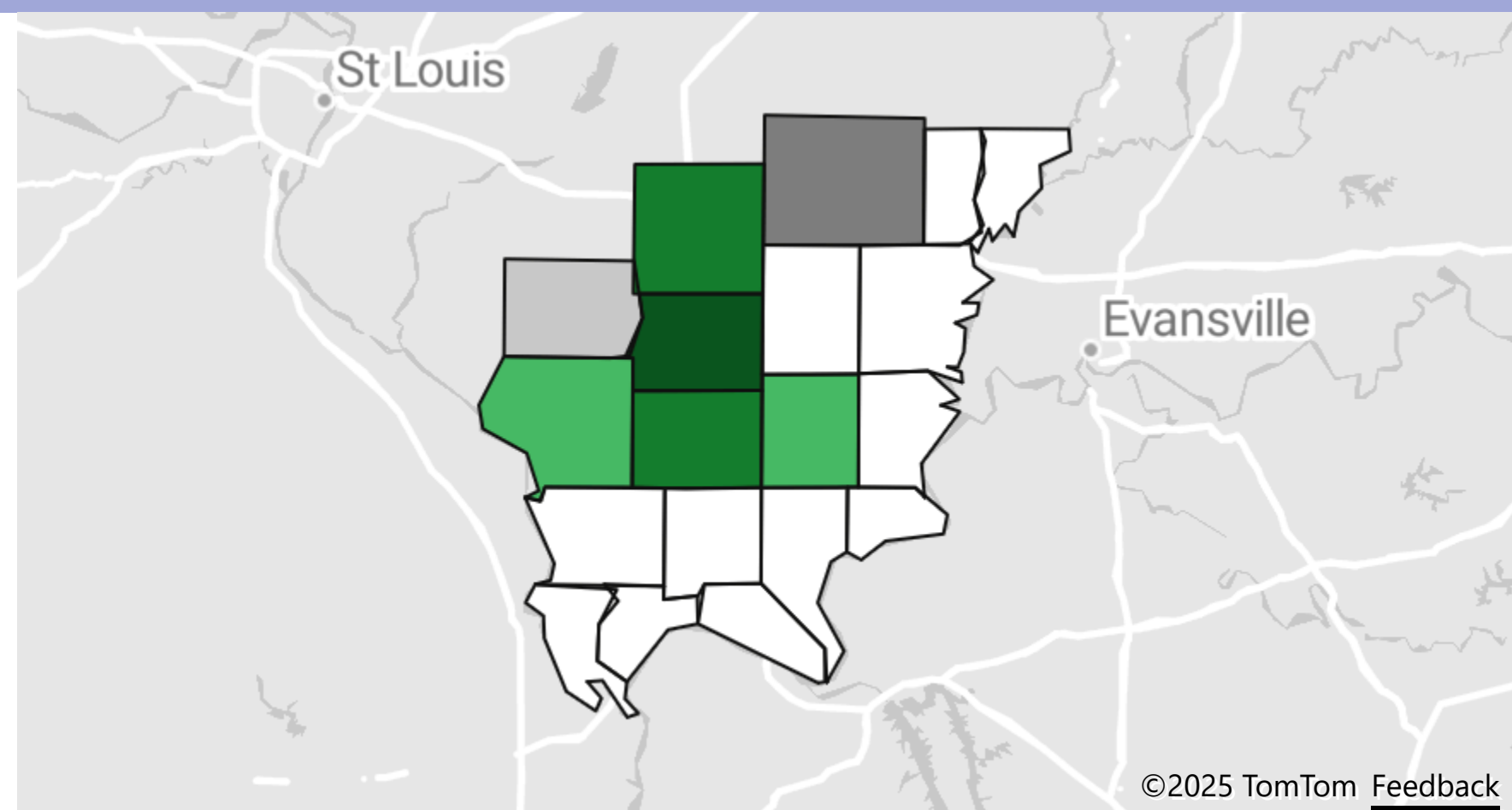
White Non-Hispanic



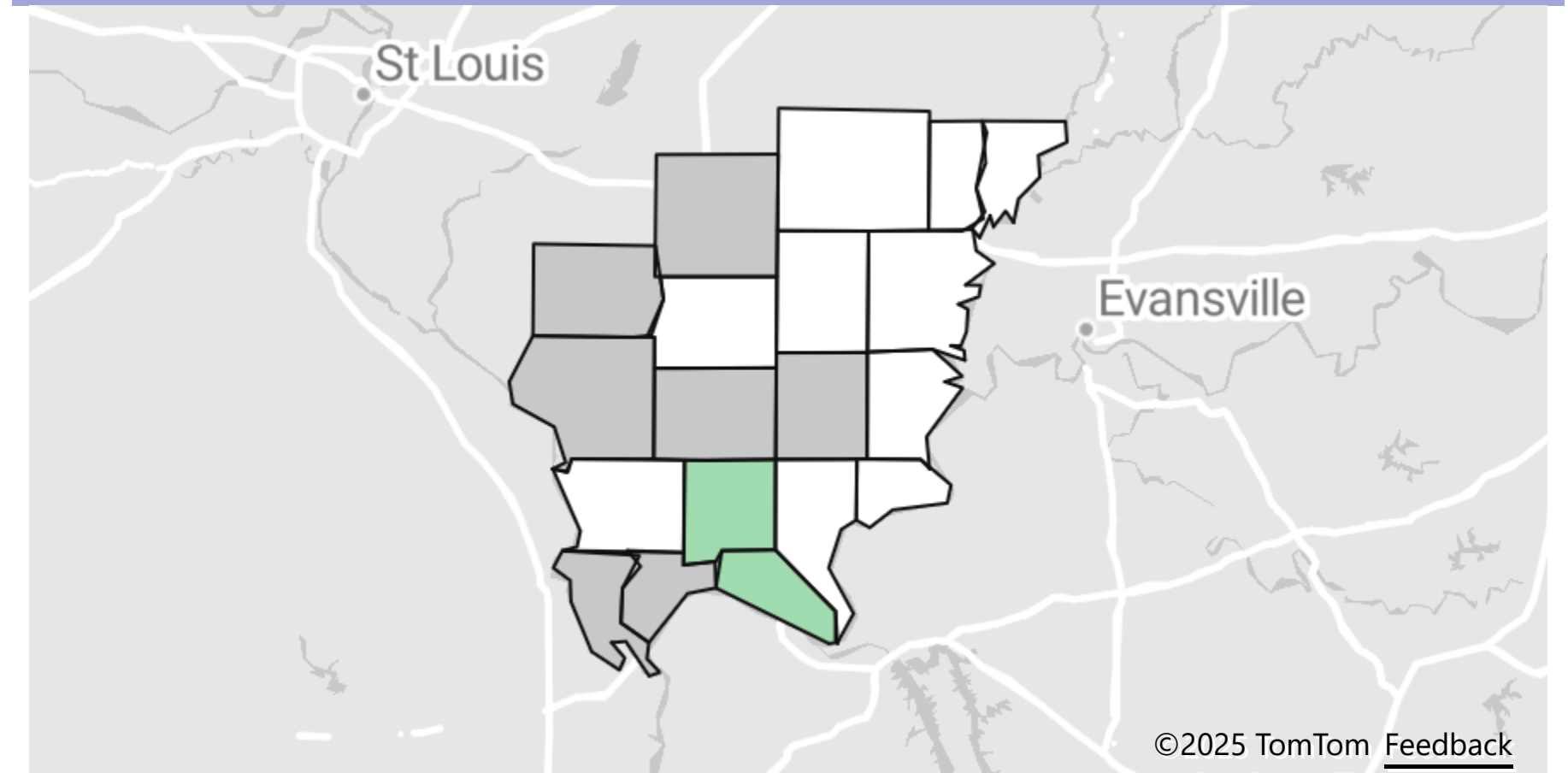
Hispanic (Any Race)



Asian



African American

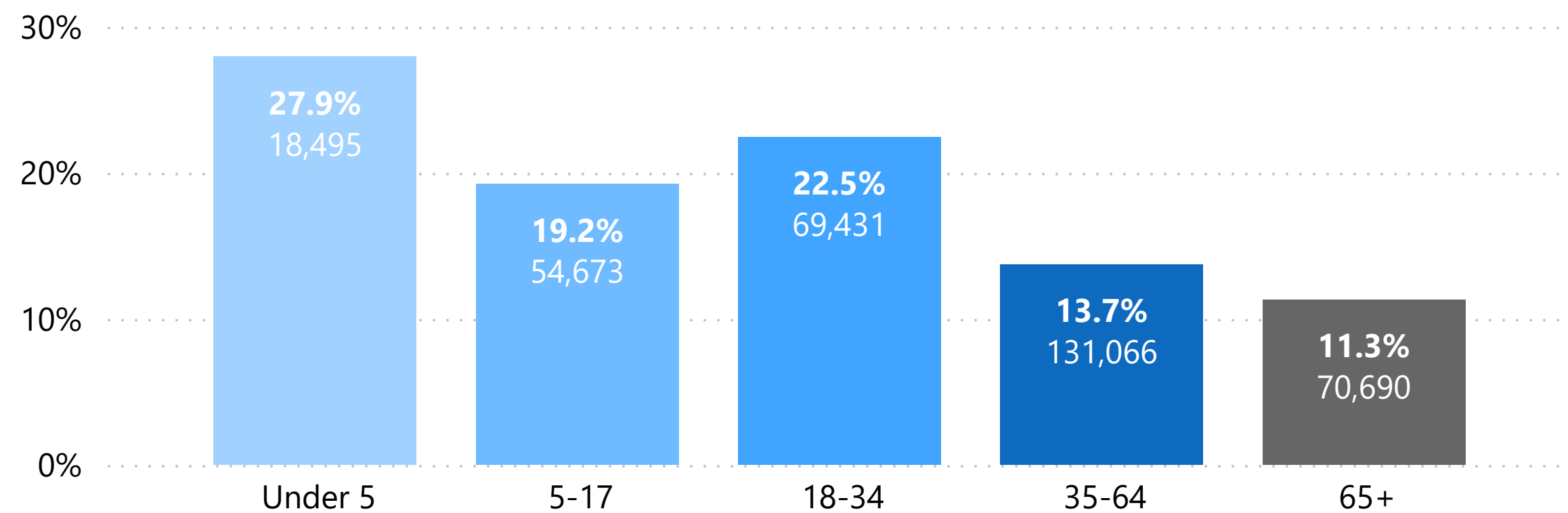


Poverty Status by Age, Race, Sex, and Education in Southern Region

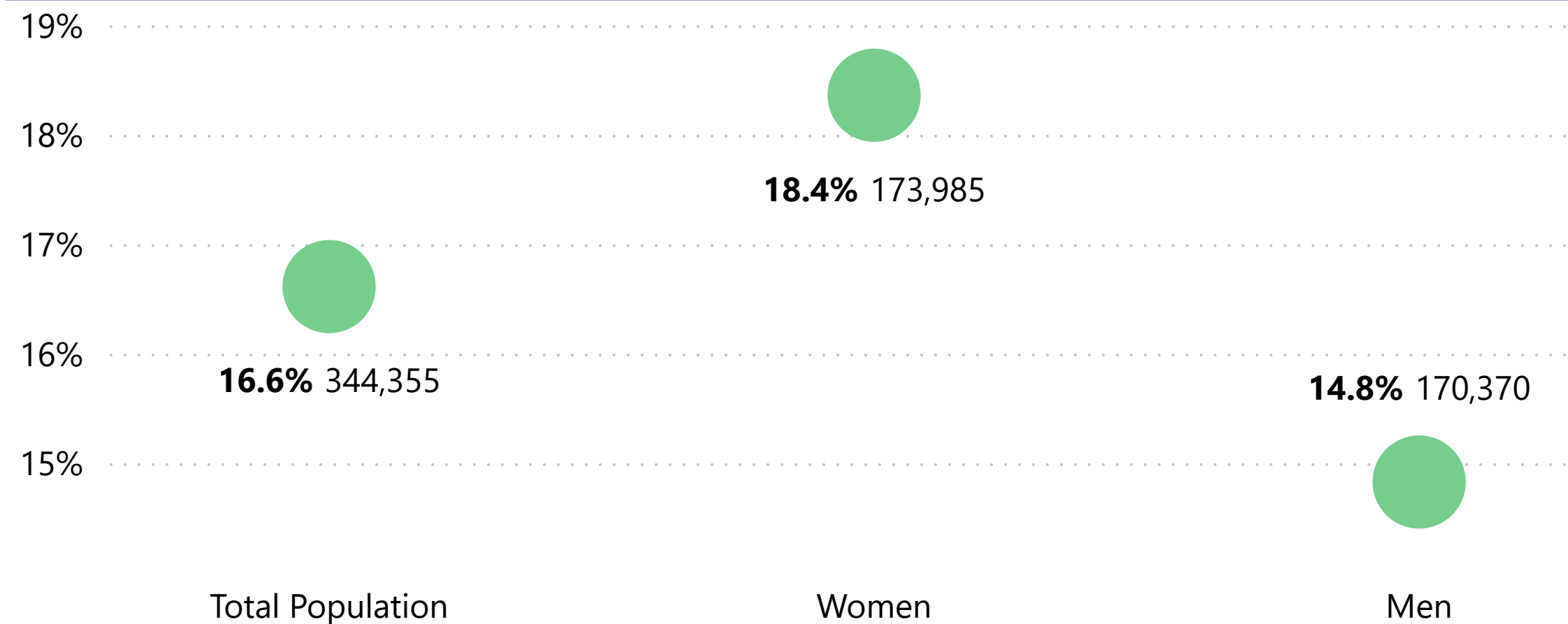
Roughly 1.5 million Illinois residents live below poverty. Children under the age of 5 (17%), females (13%), African Americans (25%), and individuals lacking a high school diploma or equivalent (21%) are more likely to live below poverty. Below are the counts and percentages of residents in the region 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

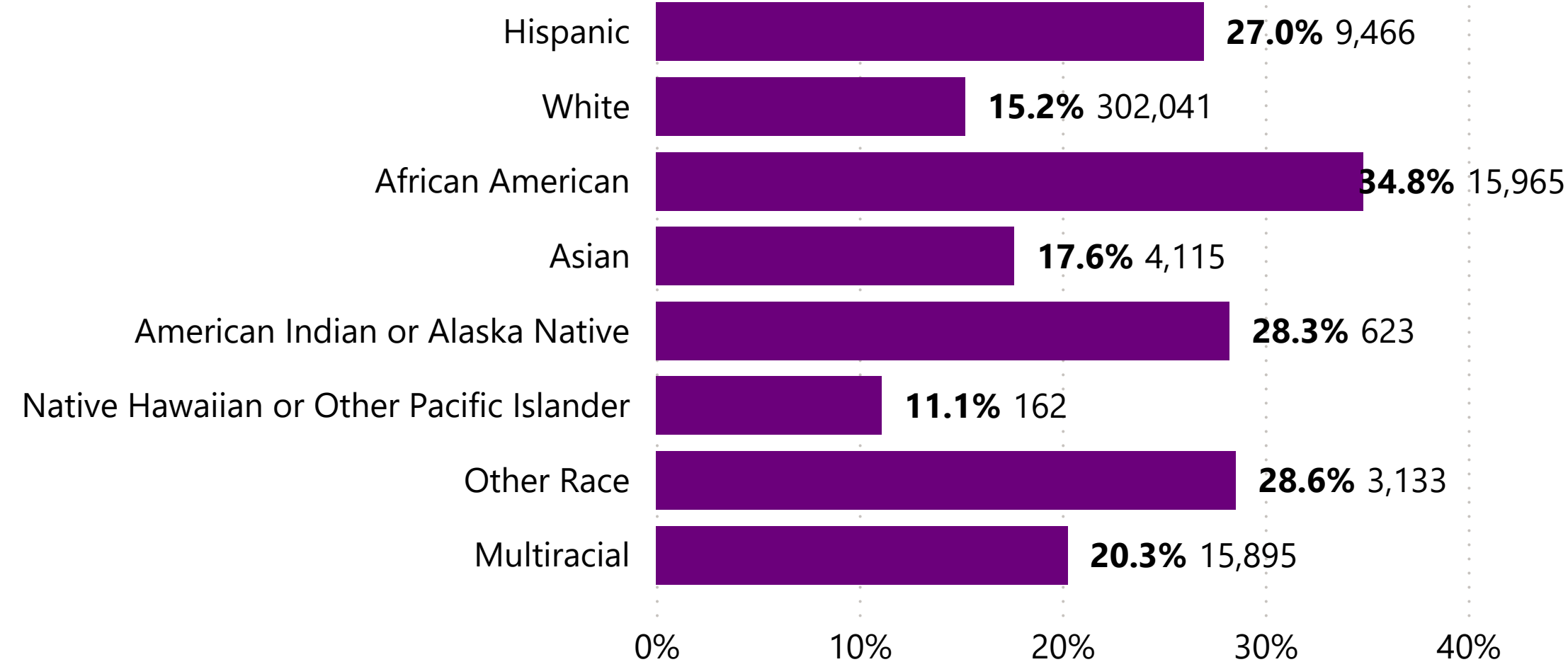
Percentages do not total 100- they are the percent to each group overall.



By Sex

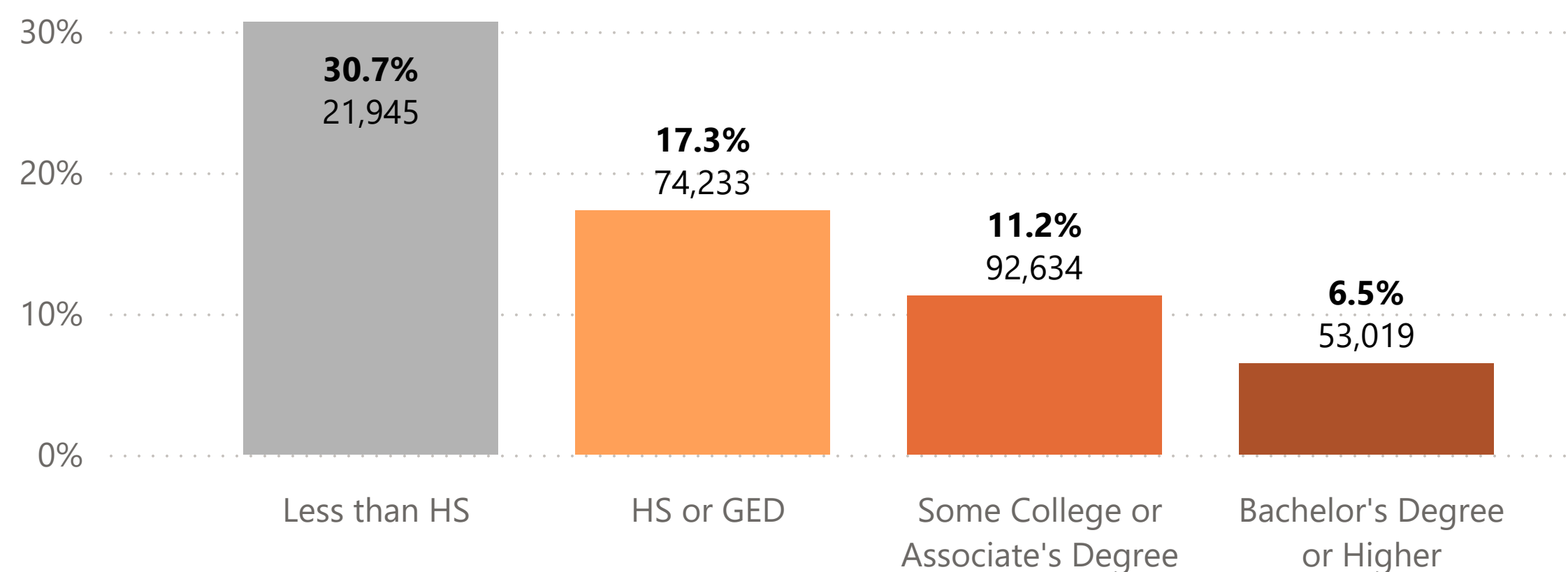


By Race/Ethnicity



By Educational Attainment

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

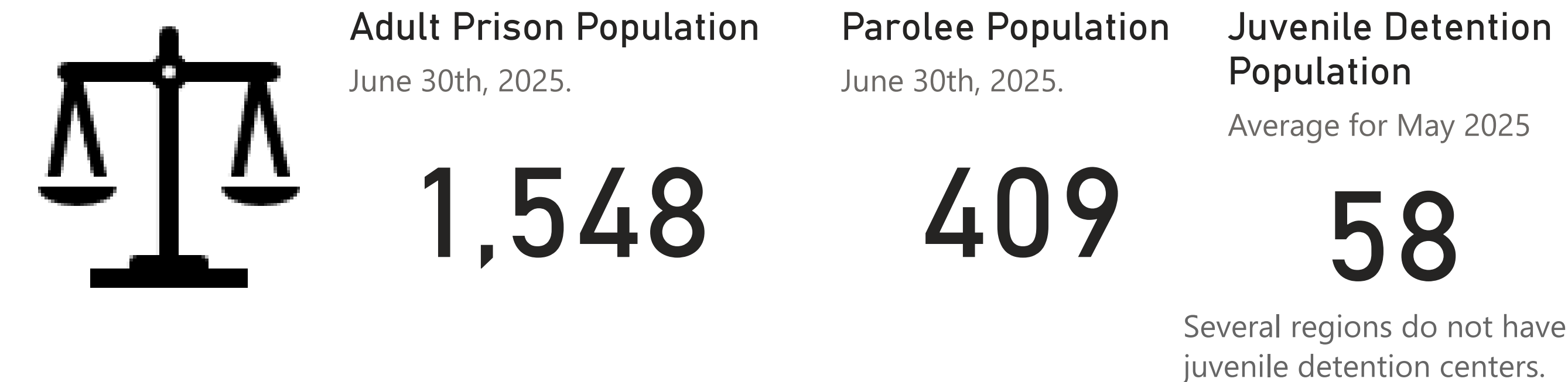


Target Populations in Southern Region

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.

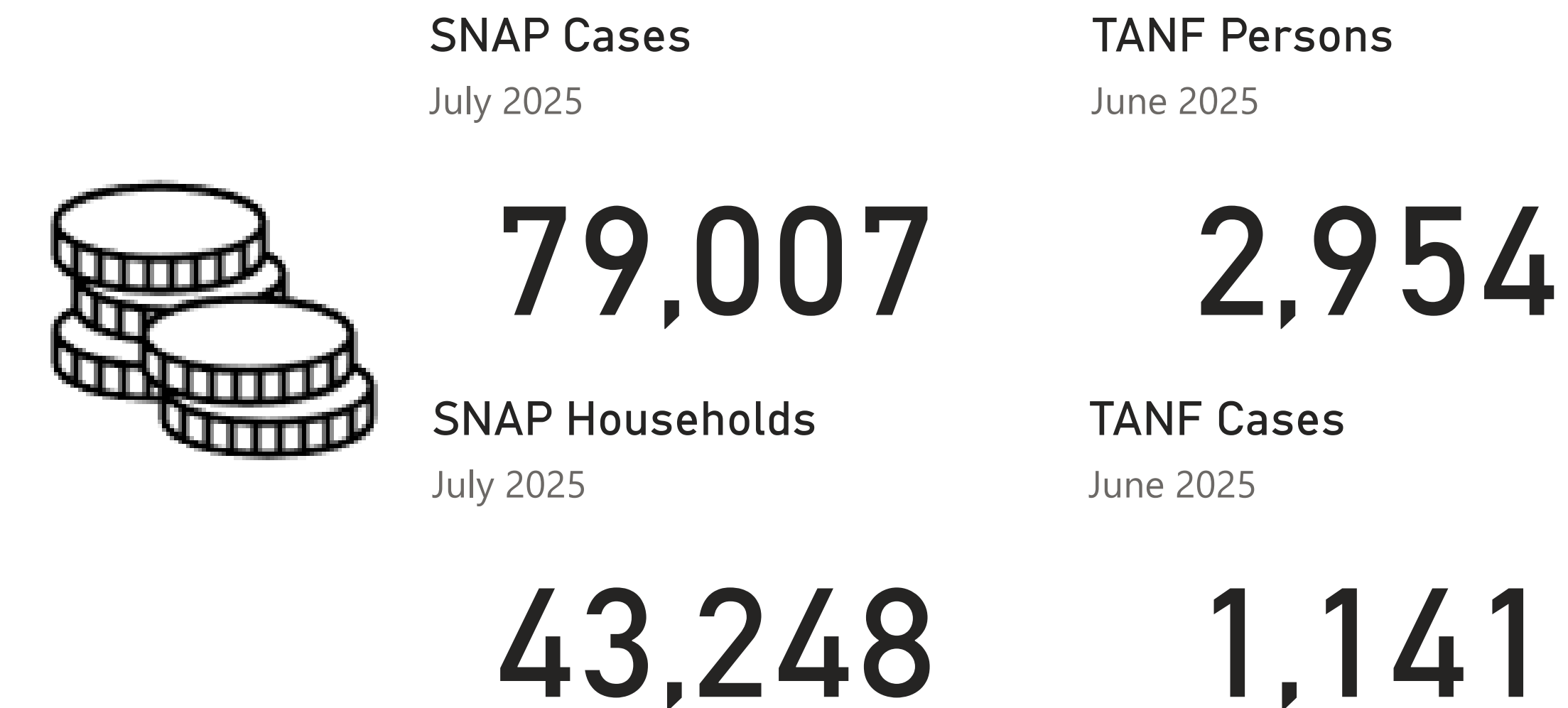
Justice-Involvement Indicators

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

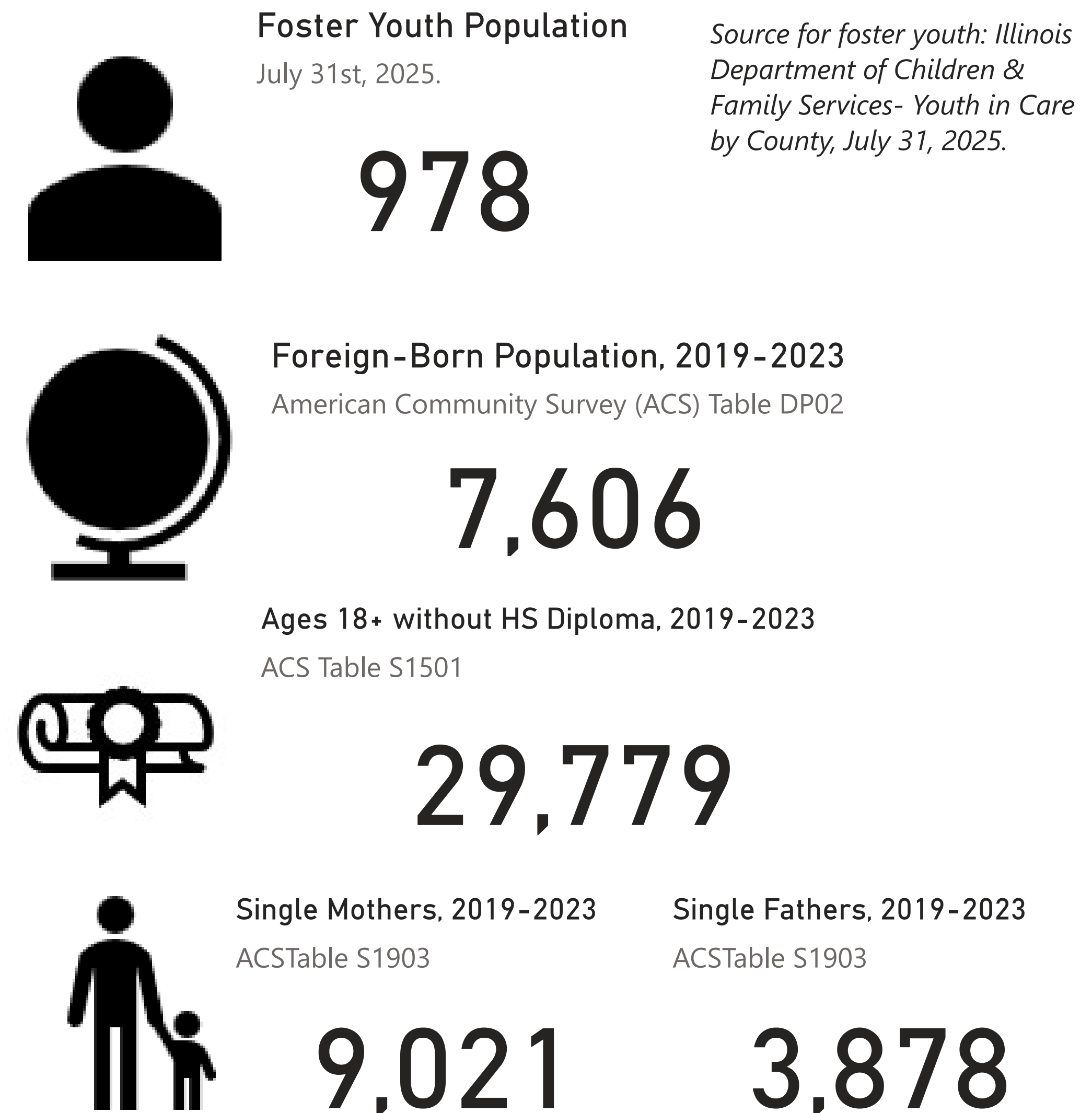


Low-Income Indicators

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

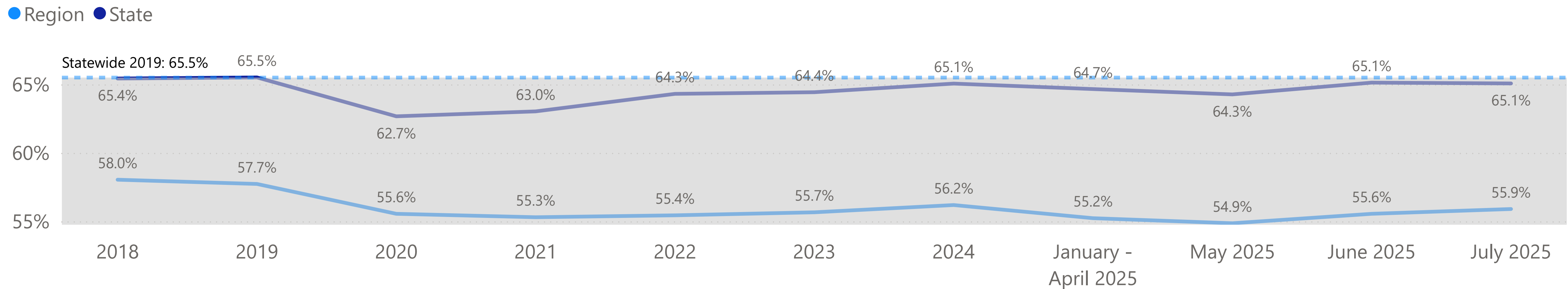
Year-Over-Year Employment Changes



Southern Region Labor Force Participation & Unemployment Over Time

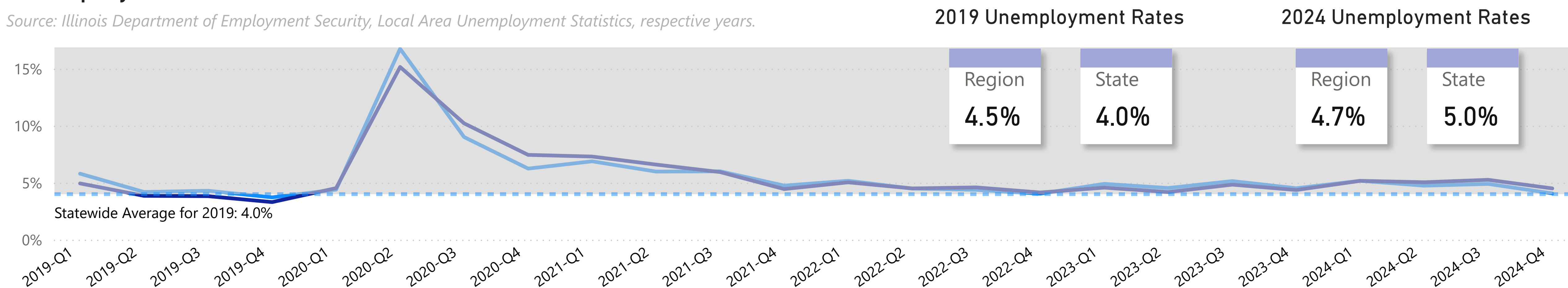
Labor Force Participation Rates

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



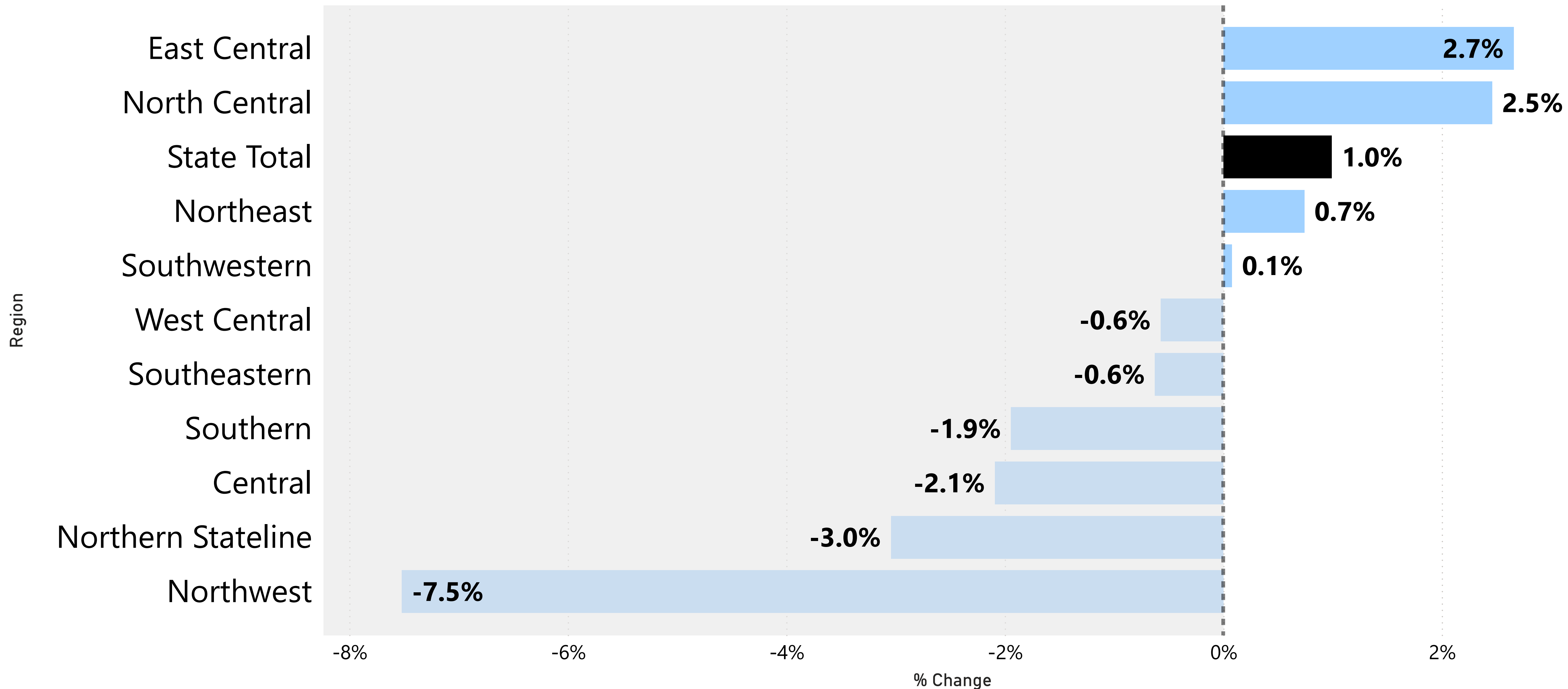
Unemployment Rates

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.*

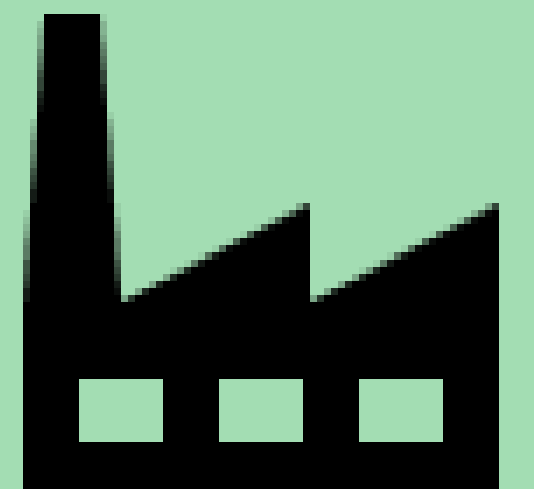
Industry clusters are distinct from Career Clusters. Career Clusters are groups of educational programs organized around knowledge and skill requirements for groups of occupations.

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.

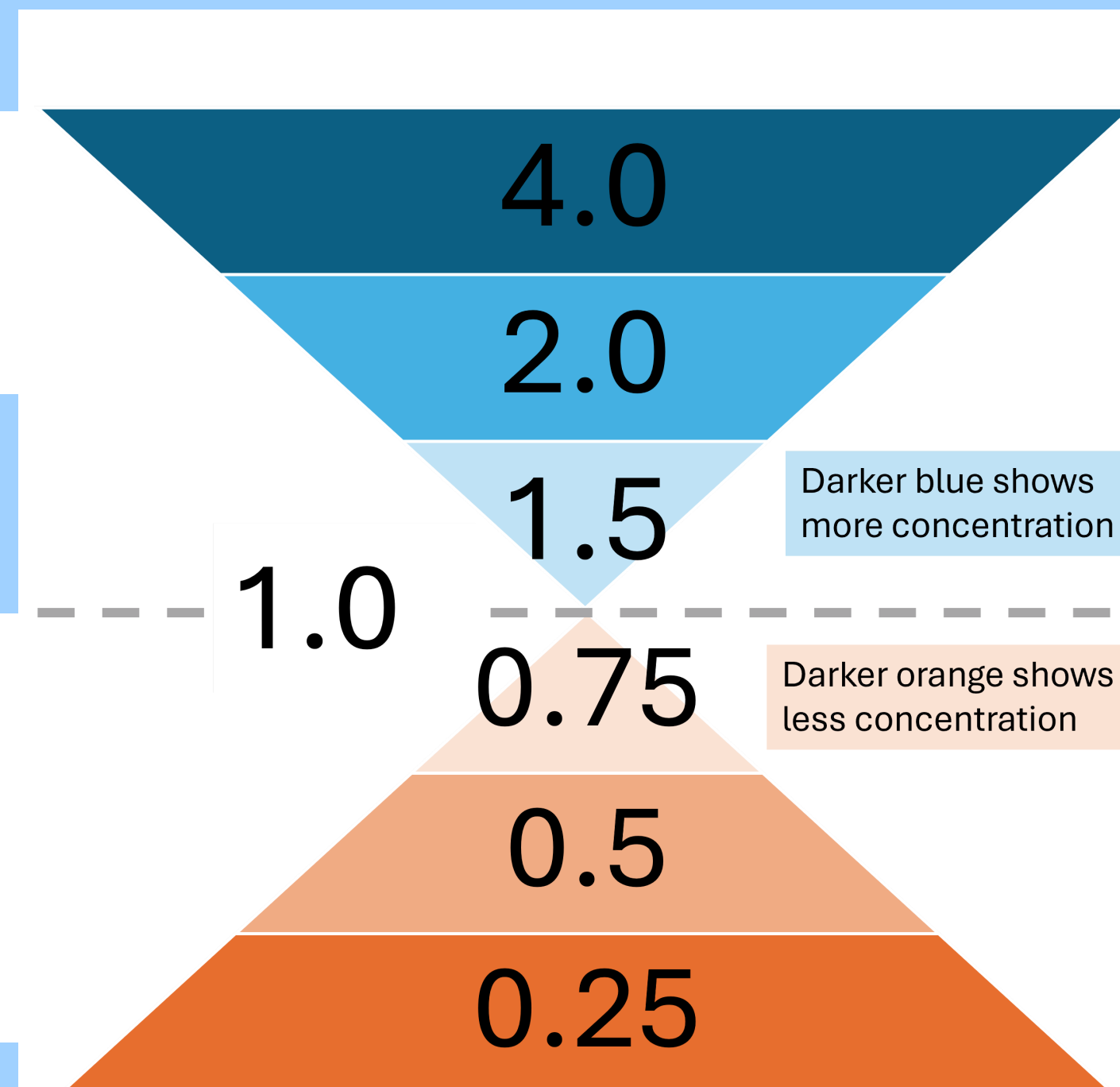
The **Employment Change** maps indicate the level of **gain or loss of employment** between Q4 2021 and Q4 2022 (latest available at time of writing). These maps can be used to understand where gains and losses occurred, and identify targets of opportunity where skilled workers may be in greater demand,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

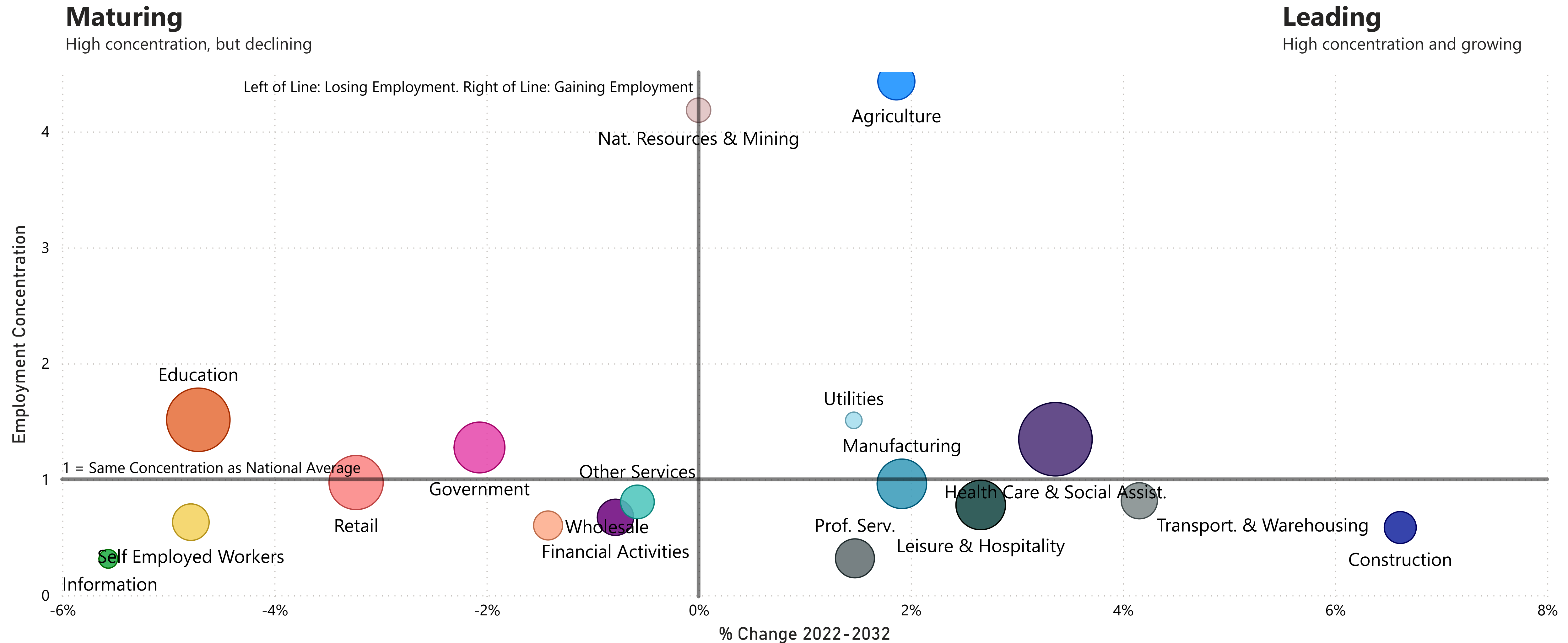
Some maps on the following pages have **counties shaded black**, indicating an insufficient number of workers to reach federal employment reporting thresholds. This data is **suppressed to protect** the **privacy** of businesses, employers, and workers in those counties. **We use 2-digit NAICS** level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



Southern 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.

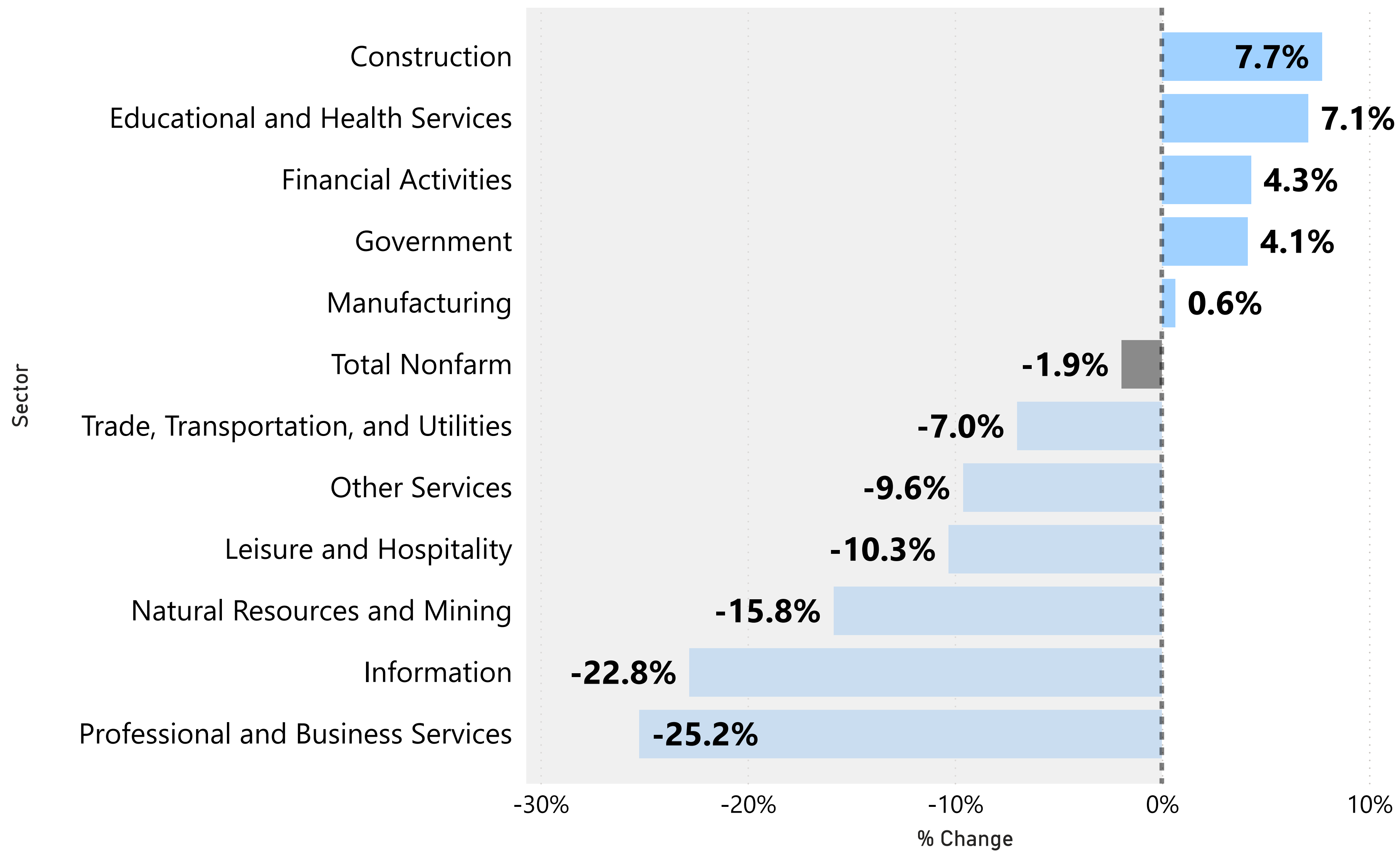


Source: Illinois Department of Employment Security, 2022-2032 Industry Employment Projections.

Emerging
Low concentration, but growing

% Change in Employment by Sector in Southern 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

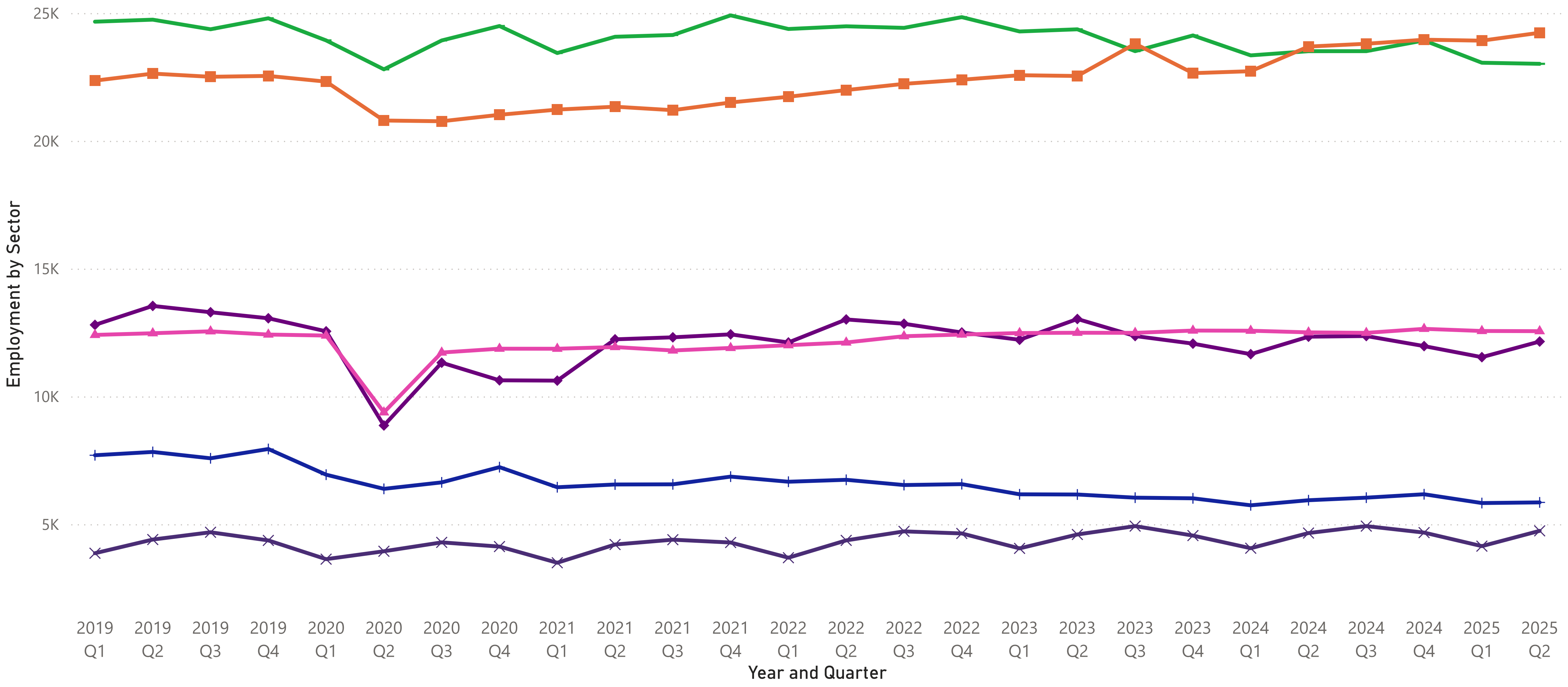
Blank cells indicate suppressed data.

Sector	Count of Jobs
Total Nonfarm	131,919
Government	35,837
Educational and Health Services	24,229
Trade, Transportation, and Utilities	23,013
Manufacturing	12,552
Leisure and Hospitality	12,147
Professional and Business Services	5,852
Financial Activities	5,764
Construction	4,739
Other Services	4,446
Natural Resources and Mining	2,415
Information	925

Southern 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.

— Trade, Transportation, and Utilities + Professional and Business Services ■ Private Educational and Health Services ◆ Leisure and Hospitality ▲ Manufacturing × Construction

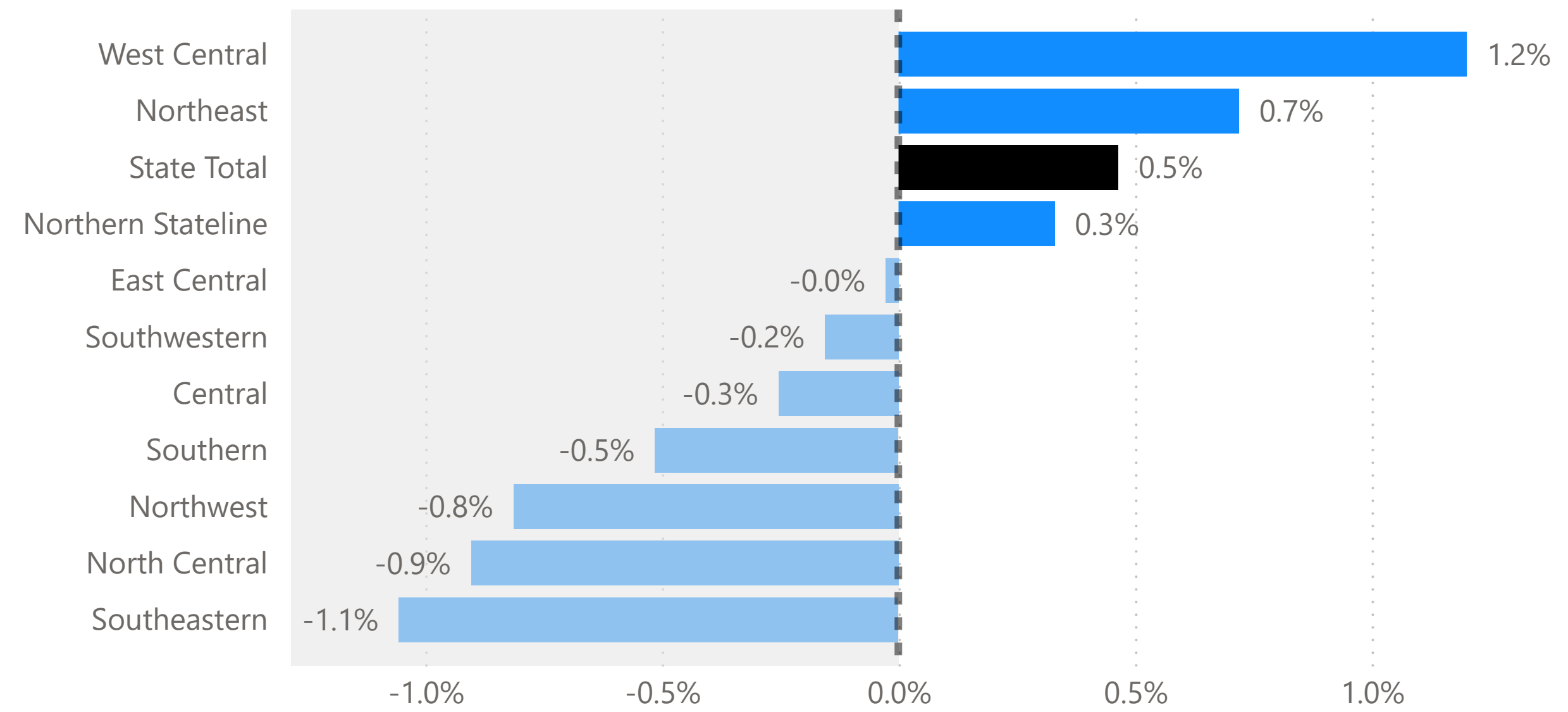


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

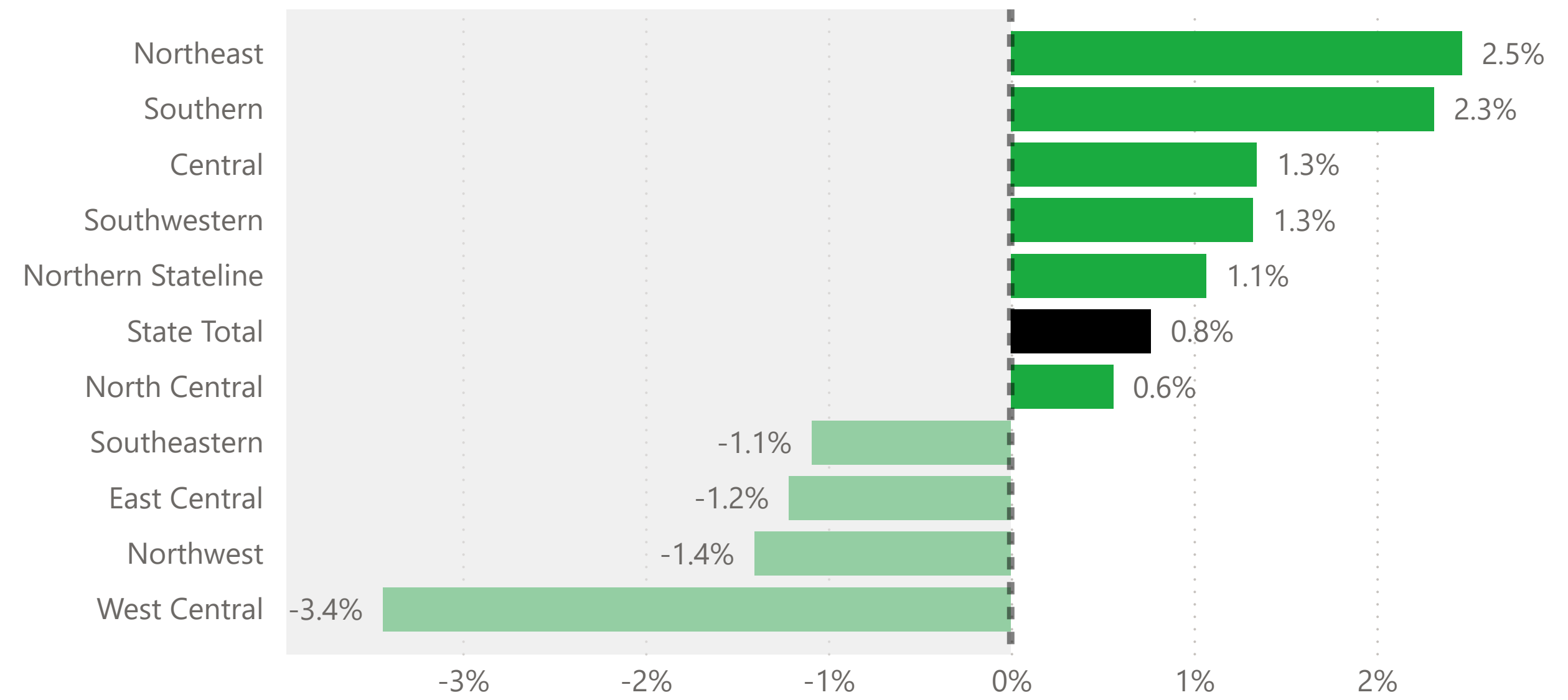
Employment Change by Sector, June 2024 vs June 2025 (Not Seasonally Adjusted, 1 of 3)

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

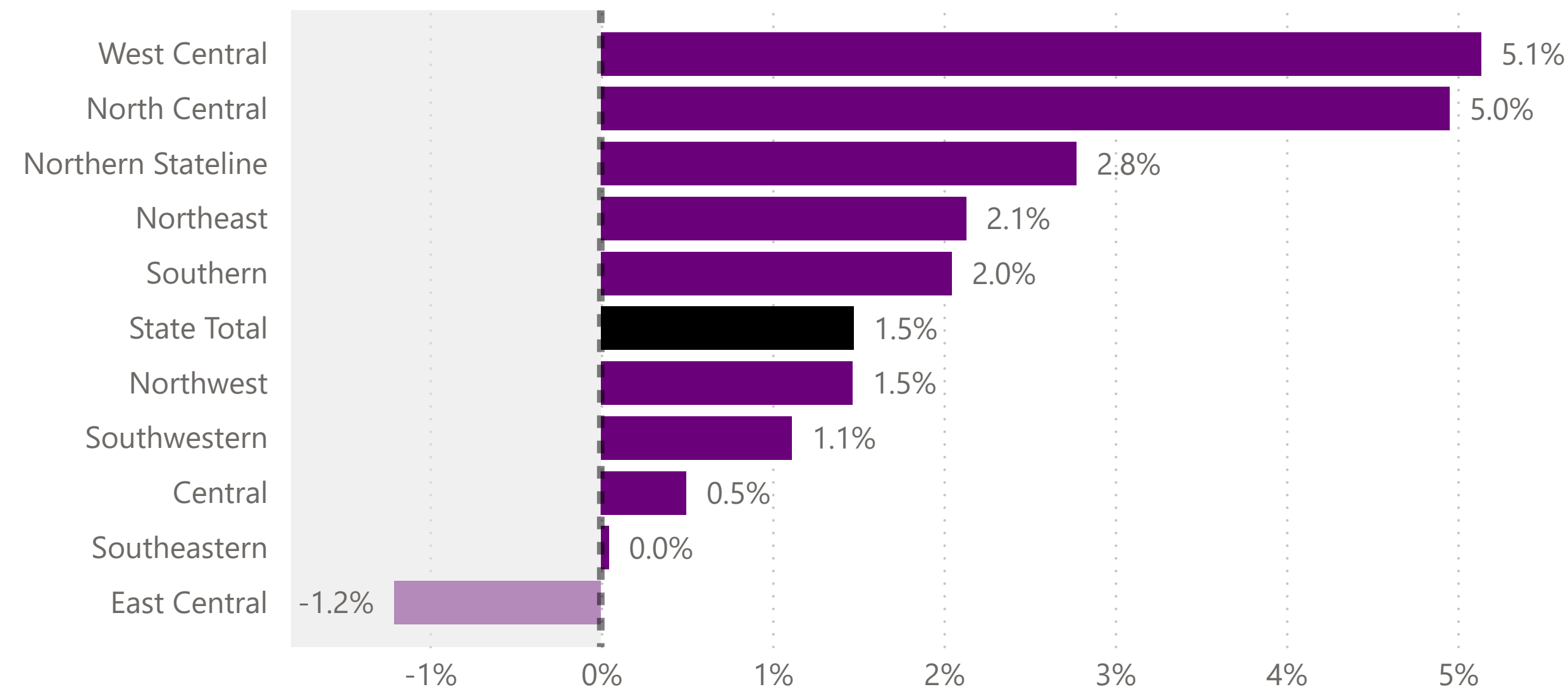
Total Nonfarm



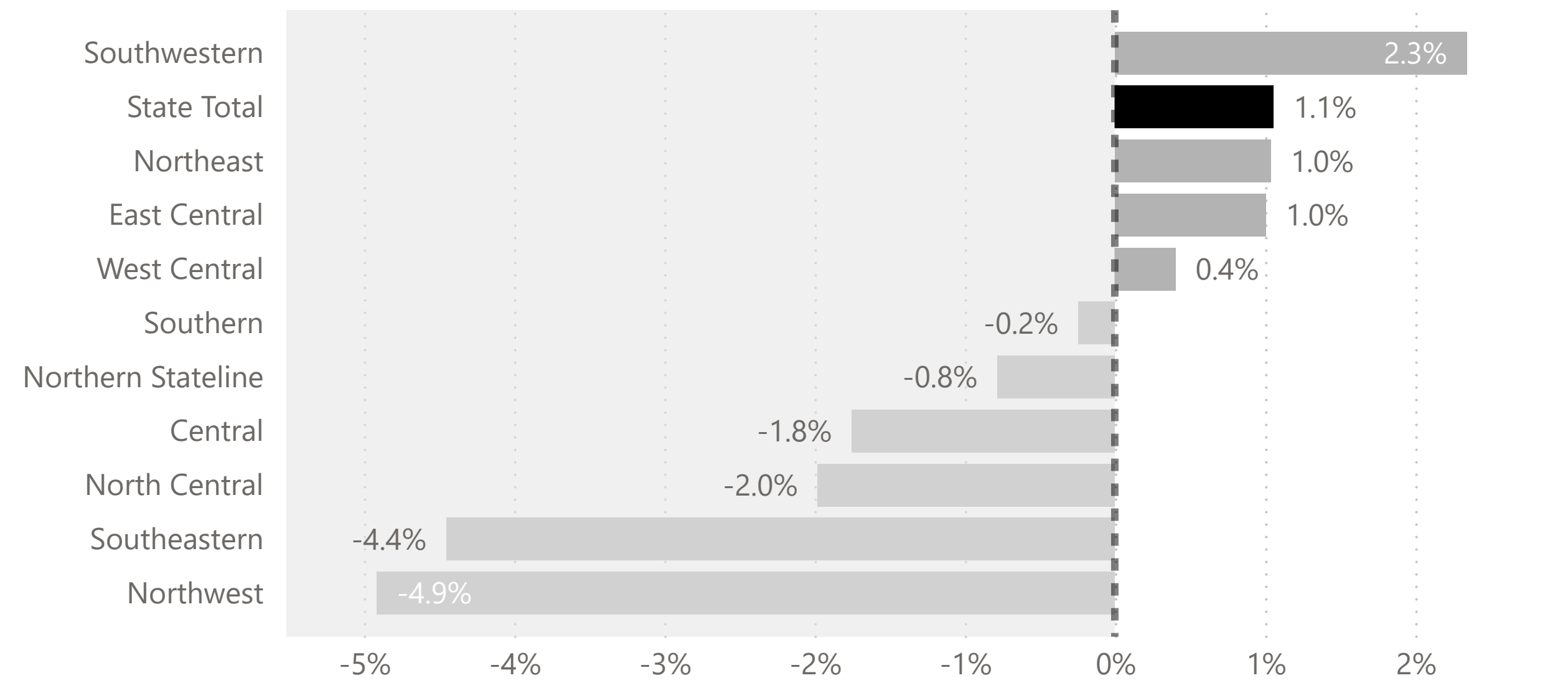
Construction



Private Education & Health Services



Financial Activities

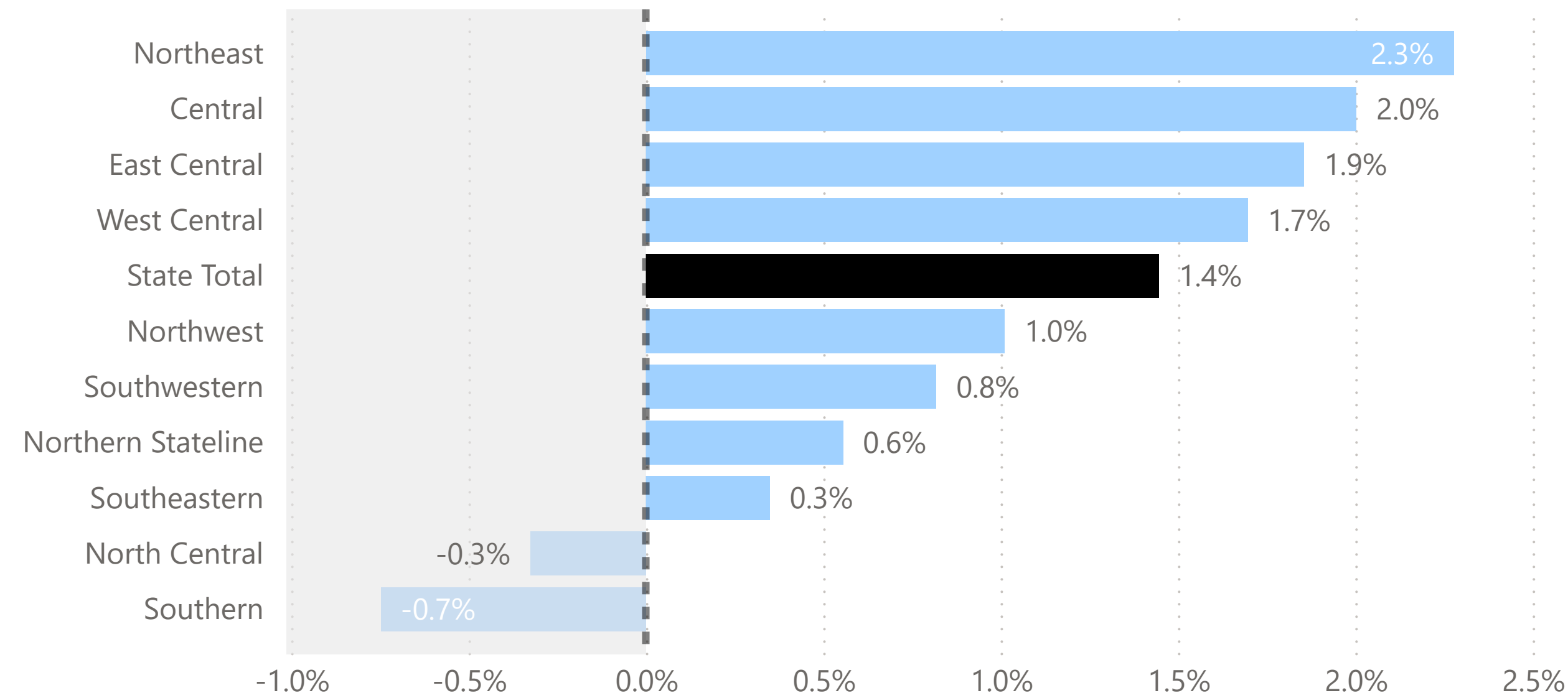


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

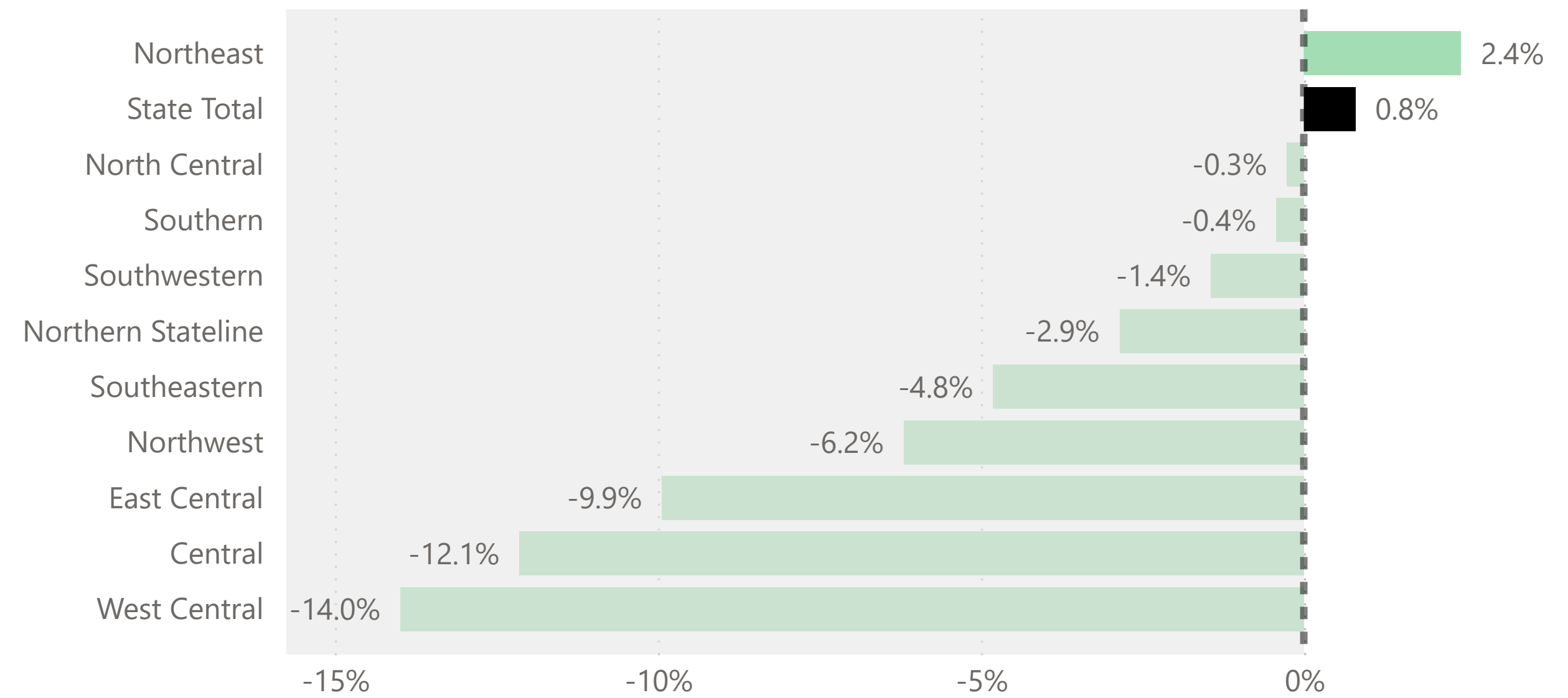
Employment Change by Sector, June 2024 vs June 2025 (Not Seasonally Adjusted, 2 of 3)

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

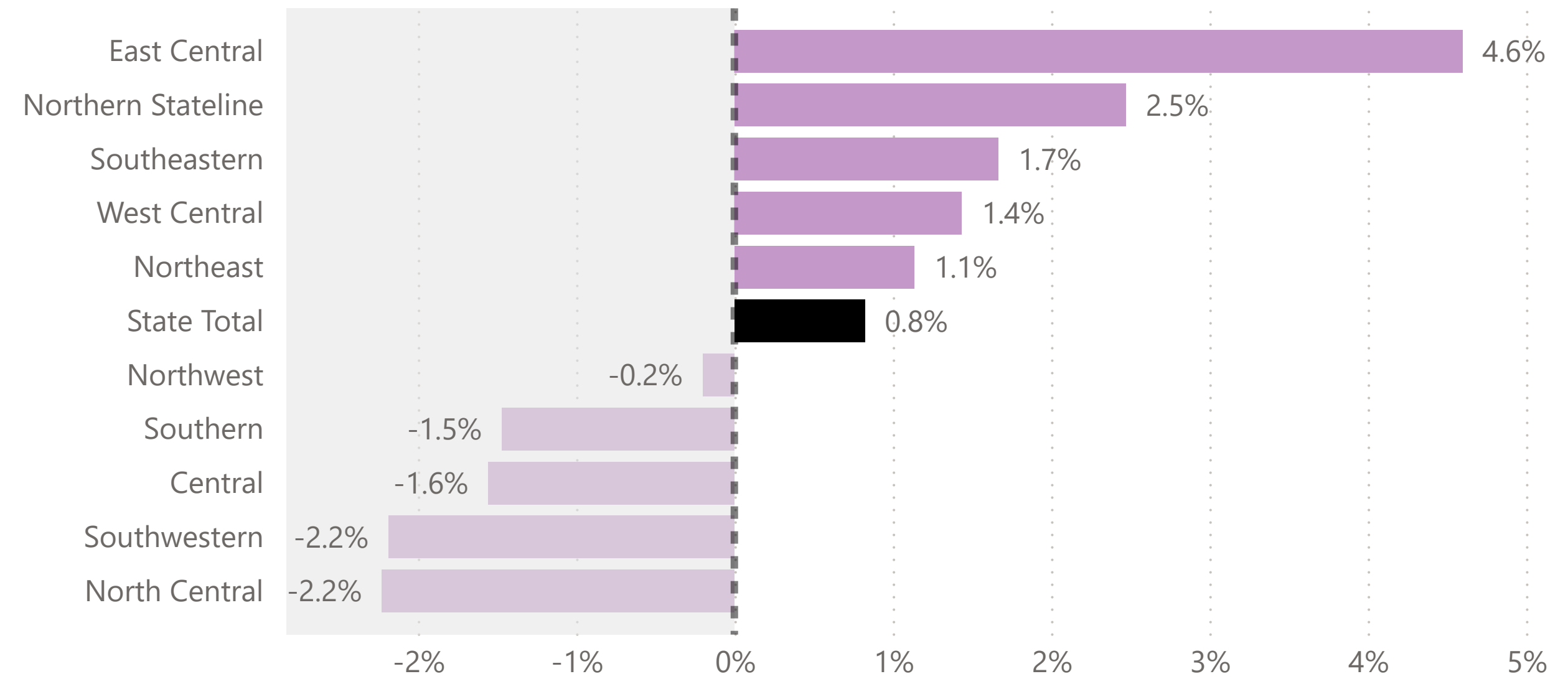
Government



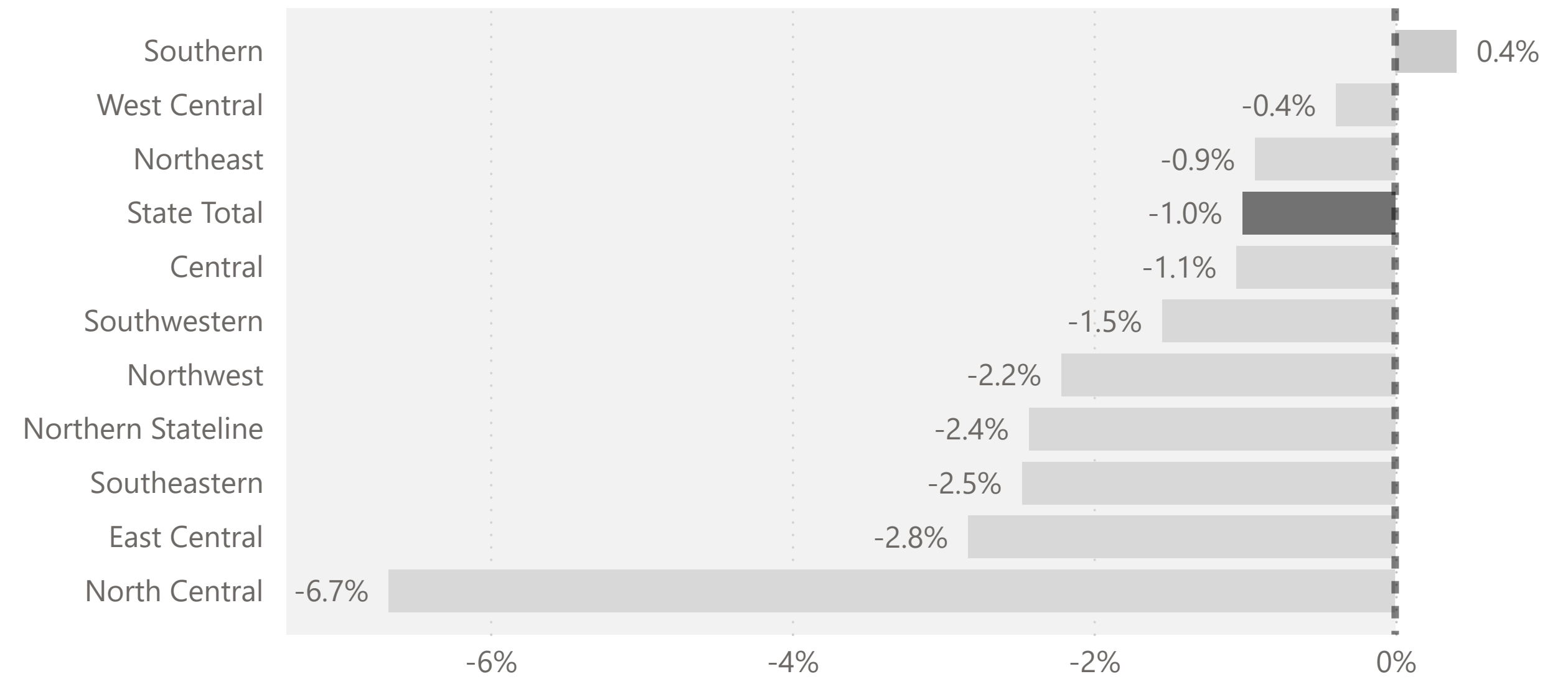
Information



Leisure & Hospitality



Manufacturing

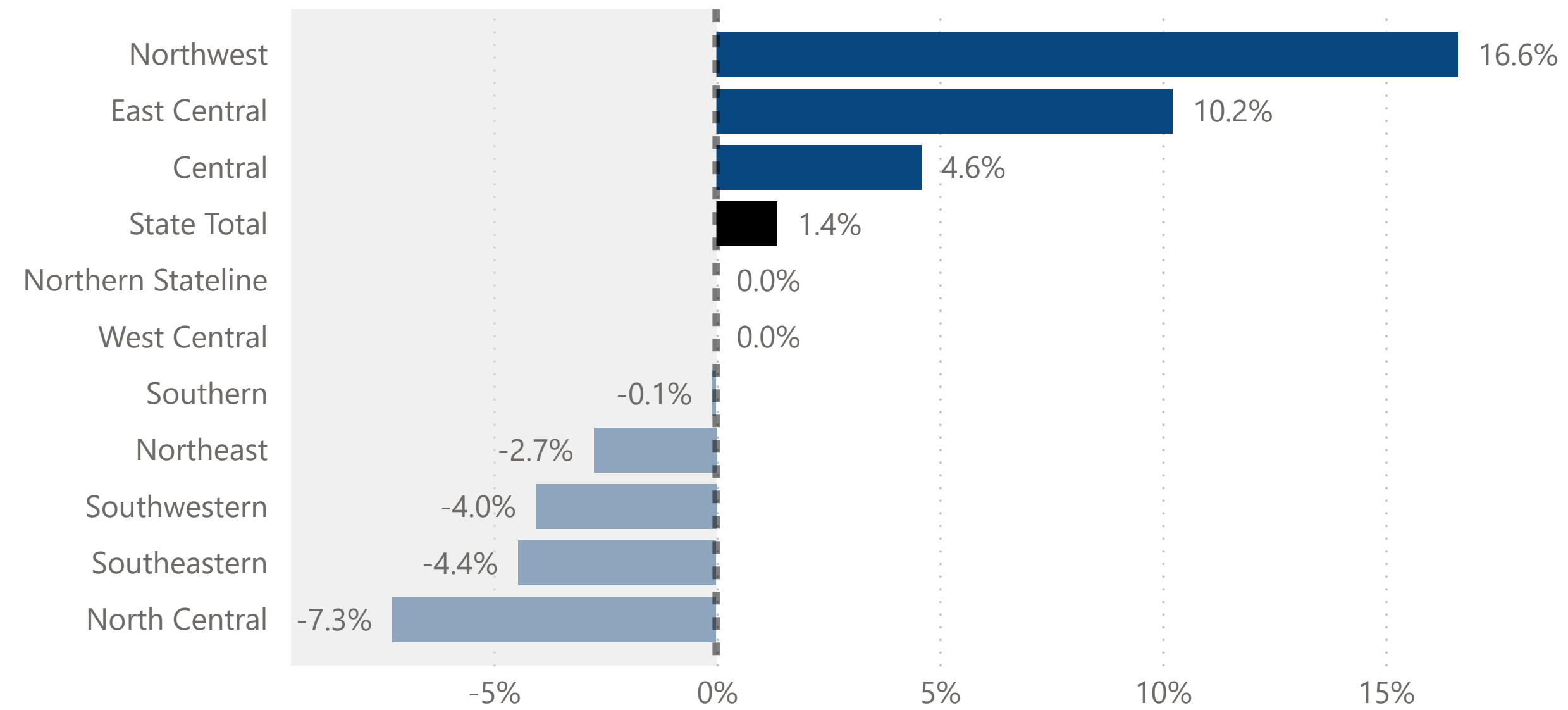


Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

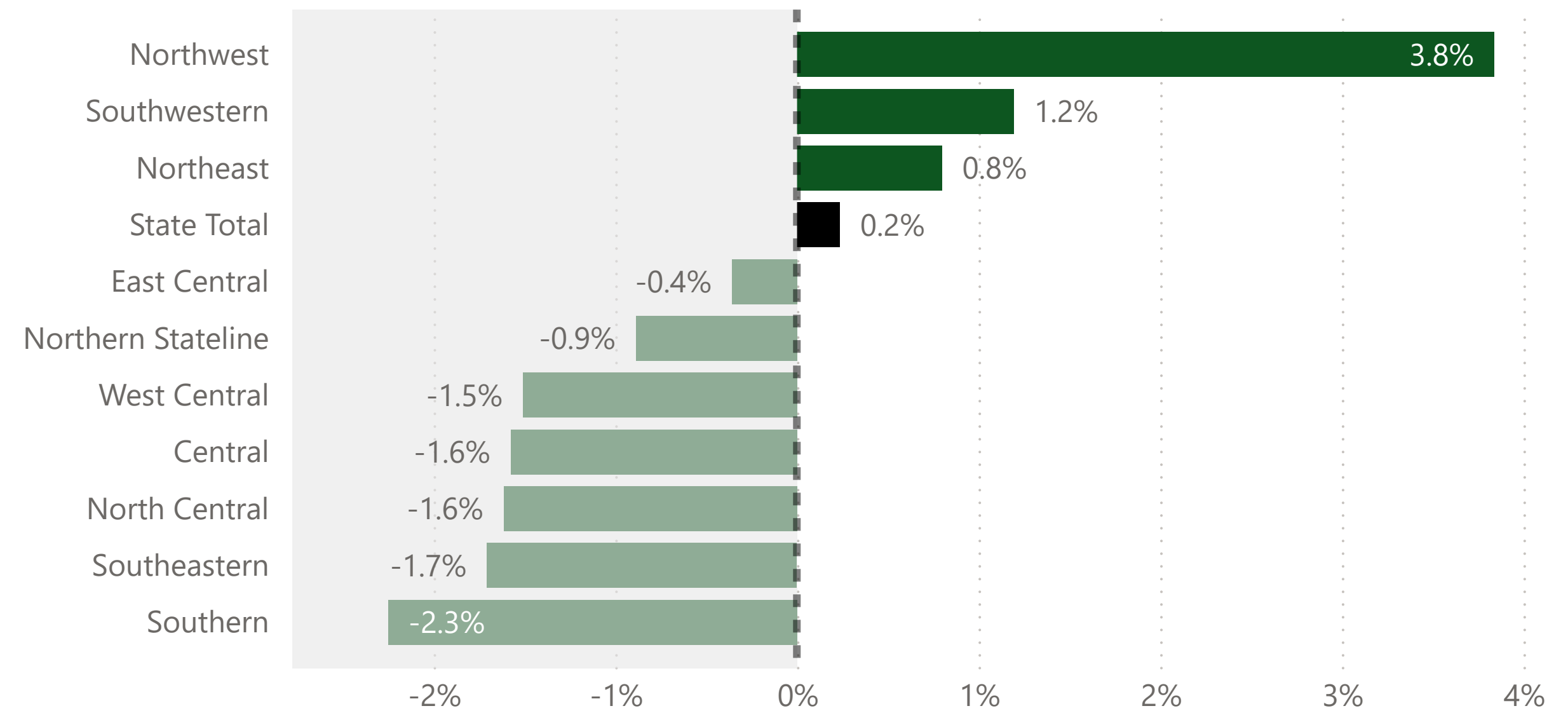
Employment Change by Sector, July 2022 vs July 2023 (Not Seasonally Adjusted, 3 of 3)

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

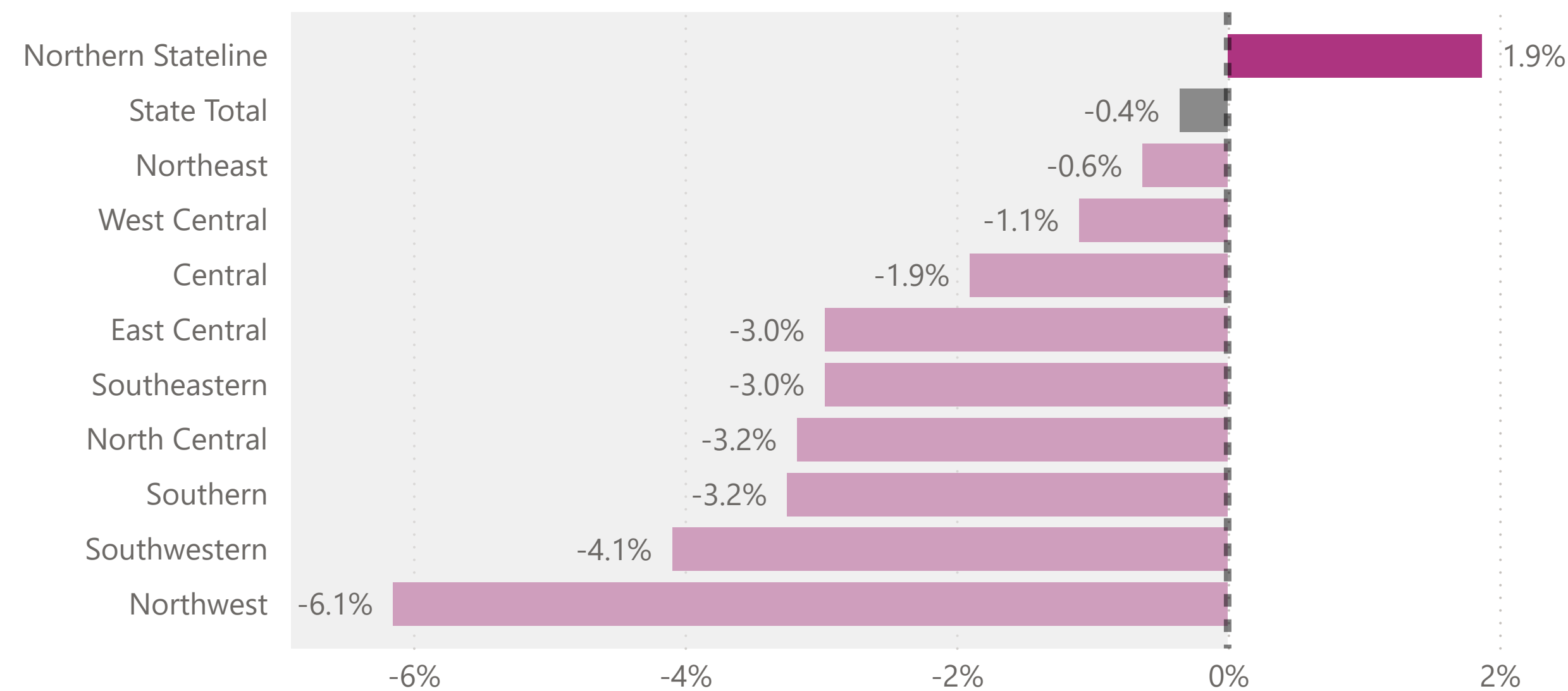
Natural Resources and Mining



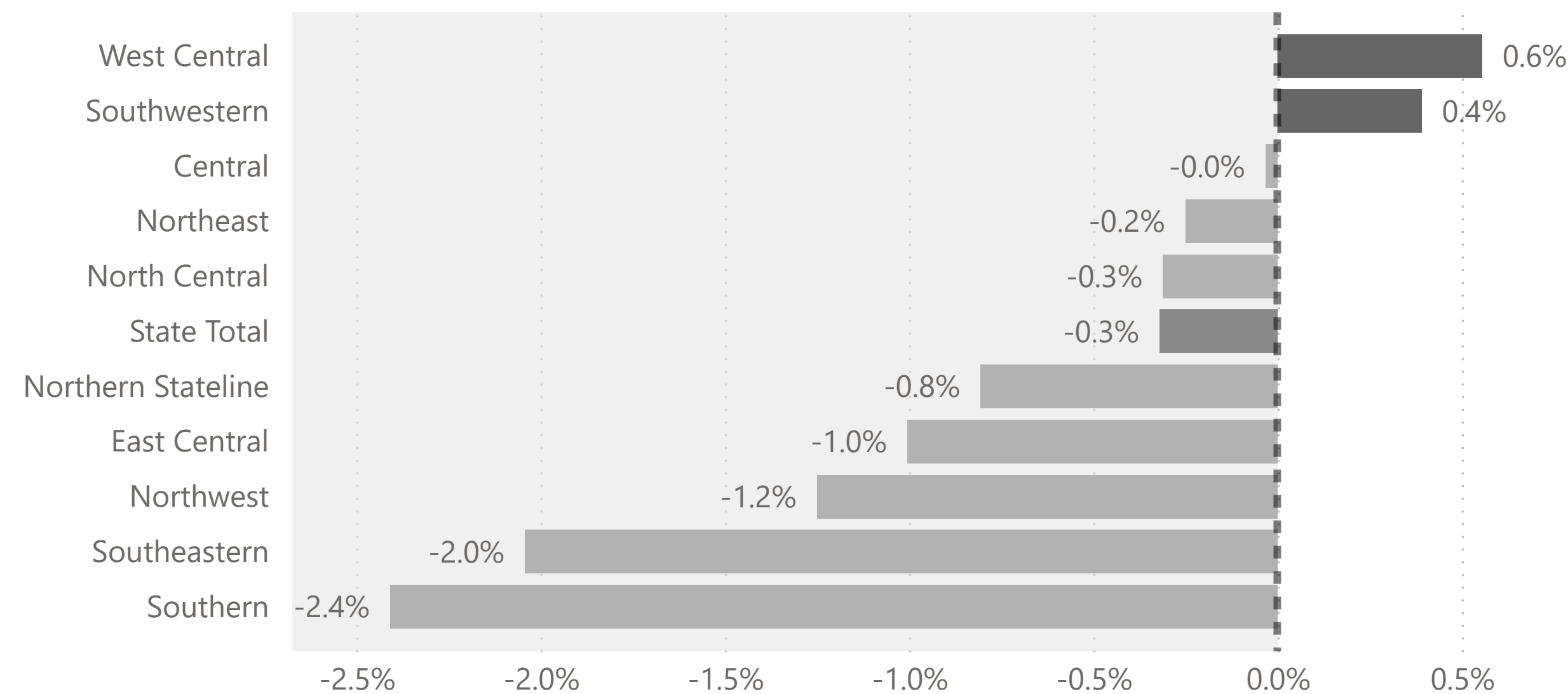
Other Services, excl. Government



Professional and Business Services



Trade, Transportation, and Utilities



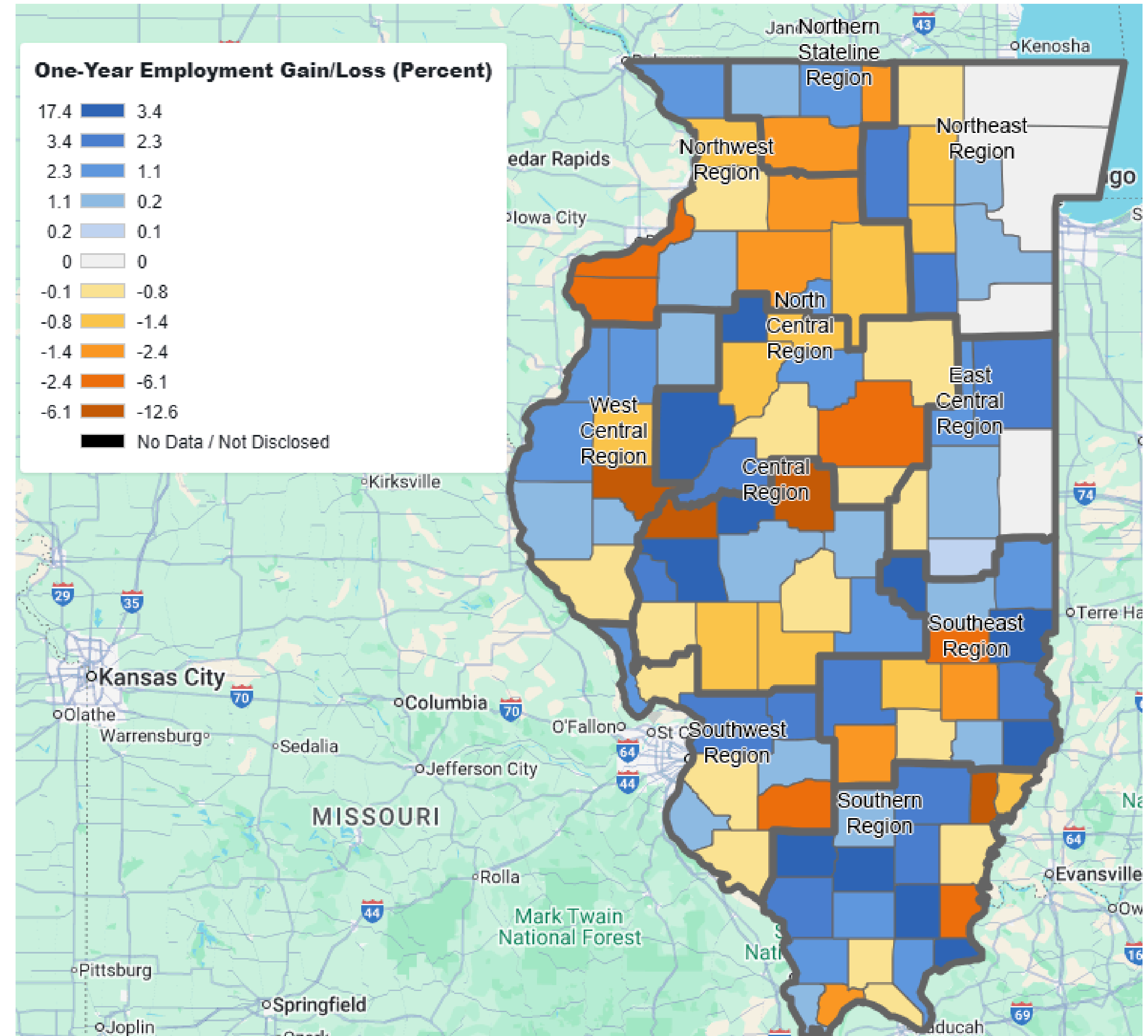
Source: Illinois Department of Employment Security, Current Employment Statistics, respective years.

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.

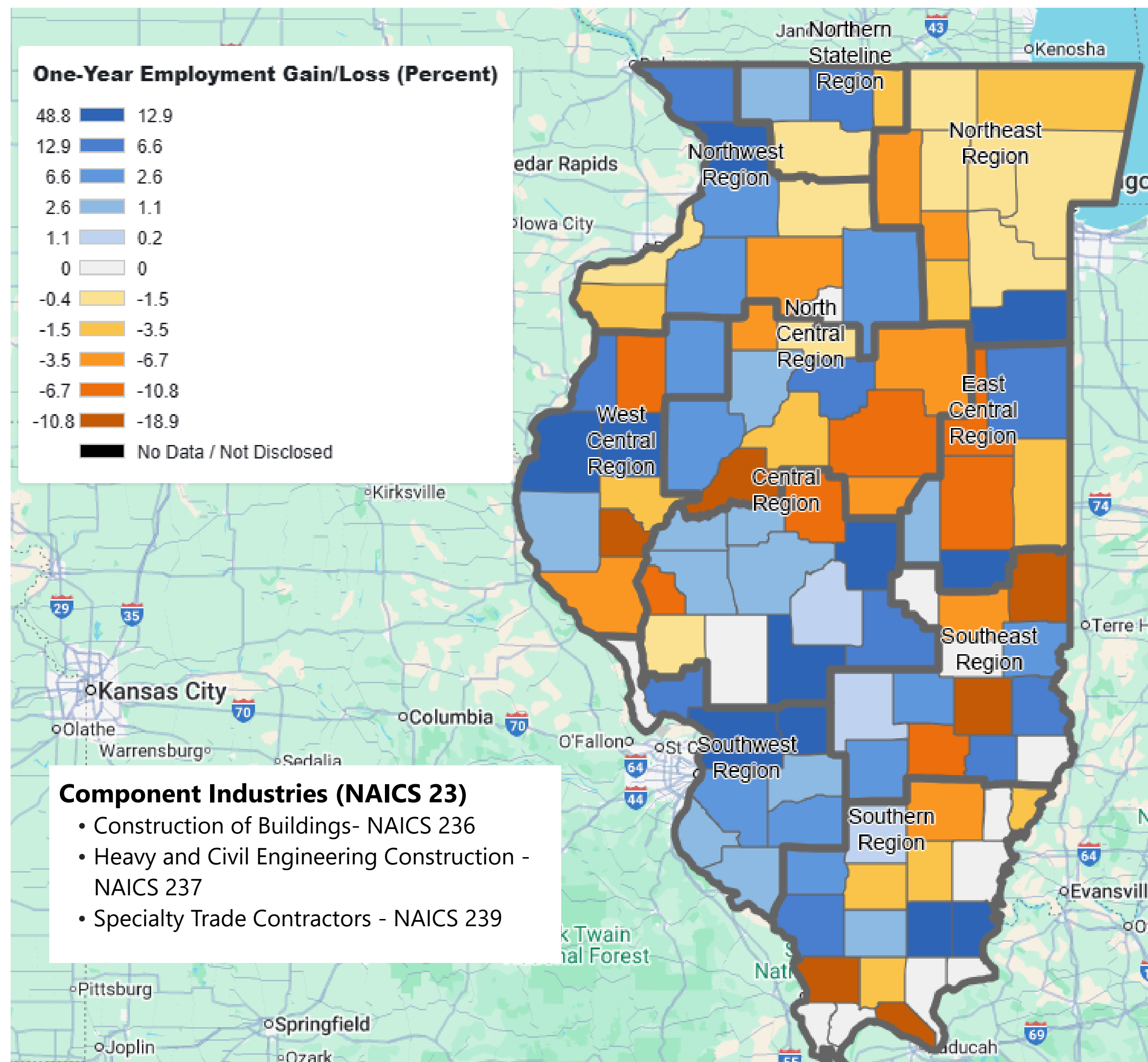
The following pages offer more detail by sector and by county within each region.



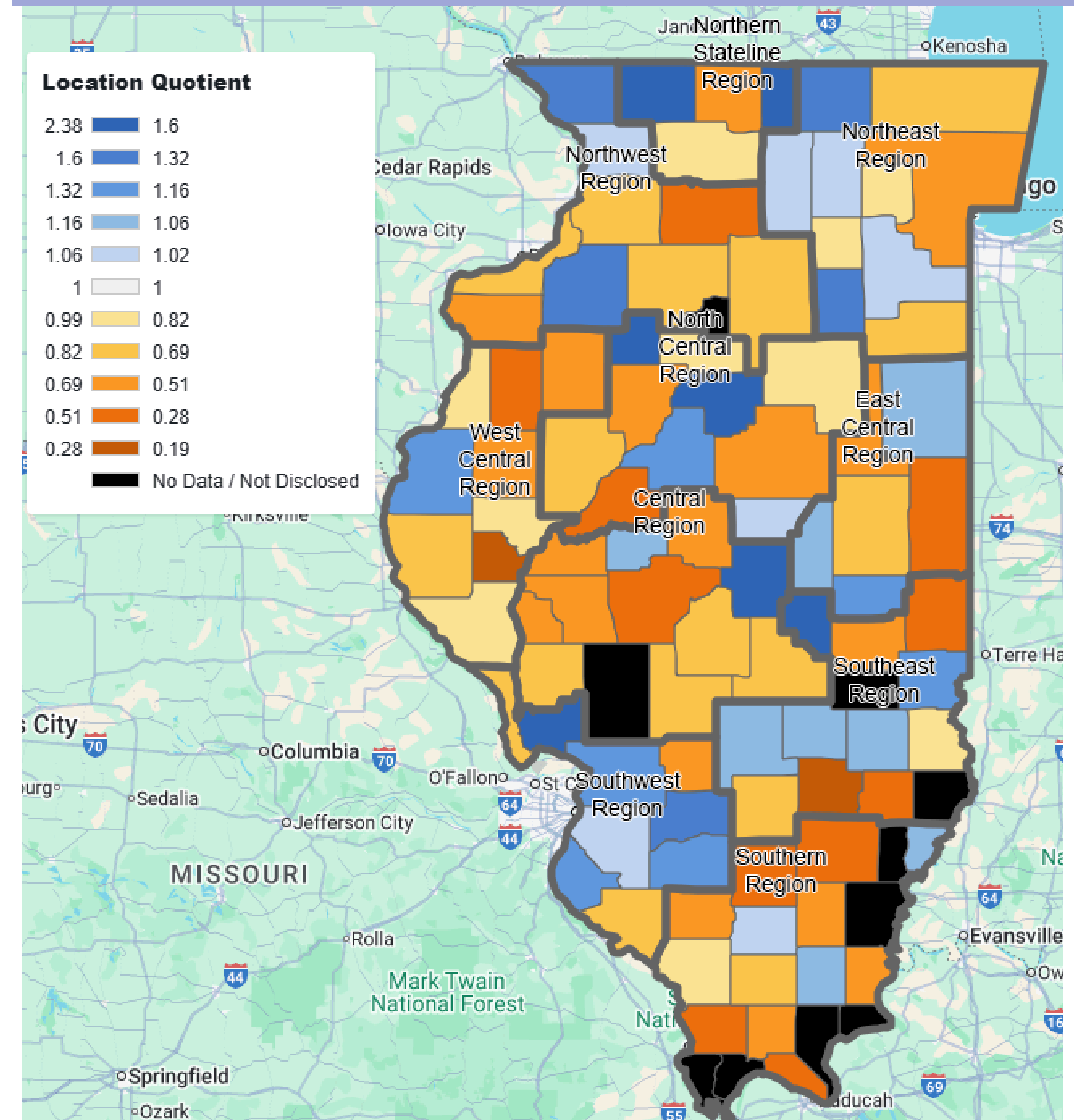
Construction Sector

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

Employment Change



Employment Concentration



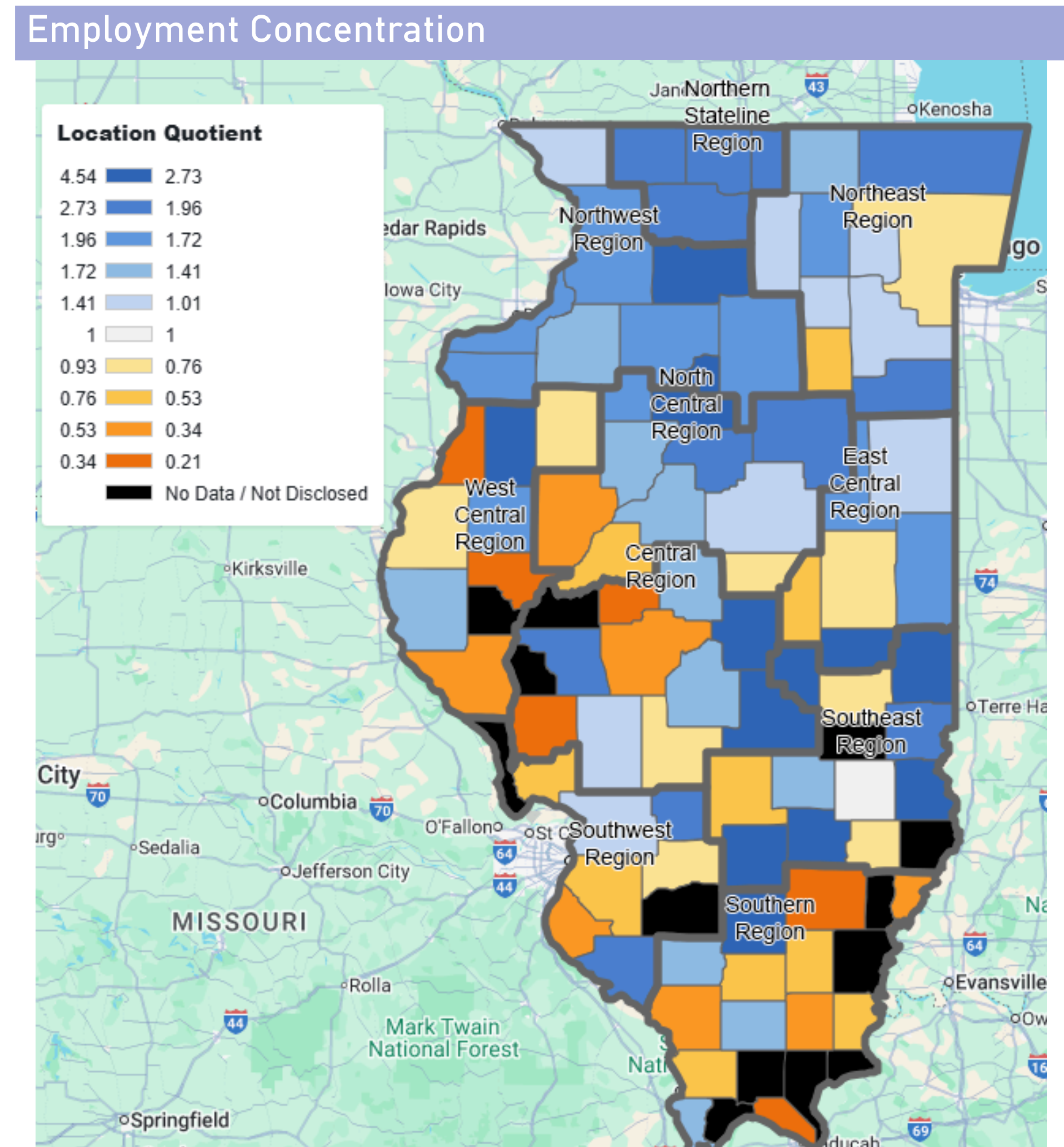
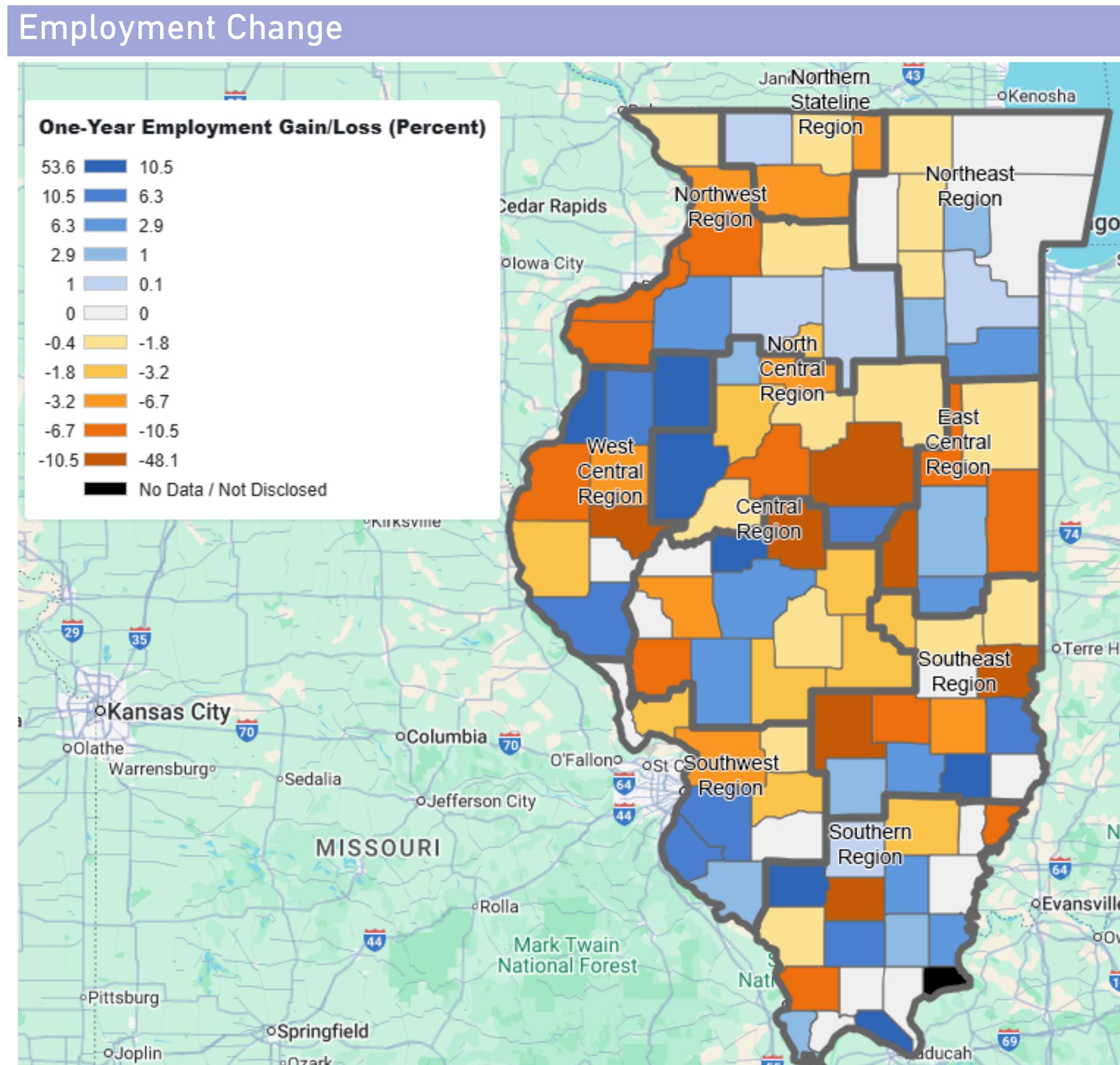
Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

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)

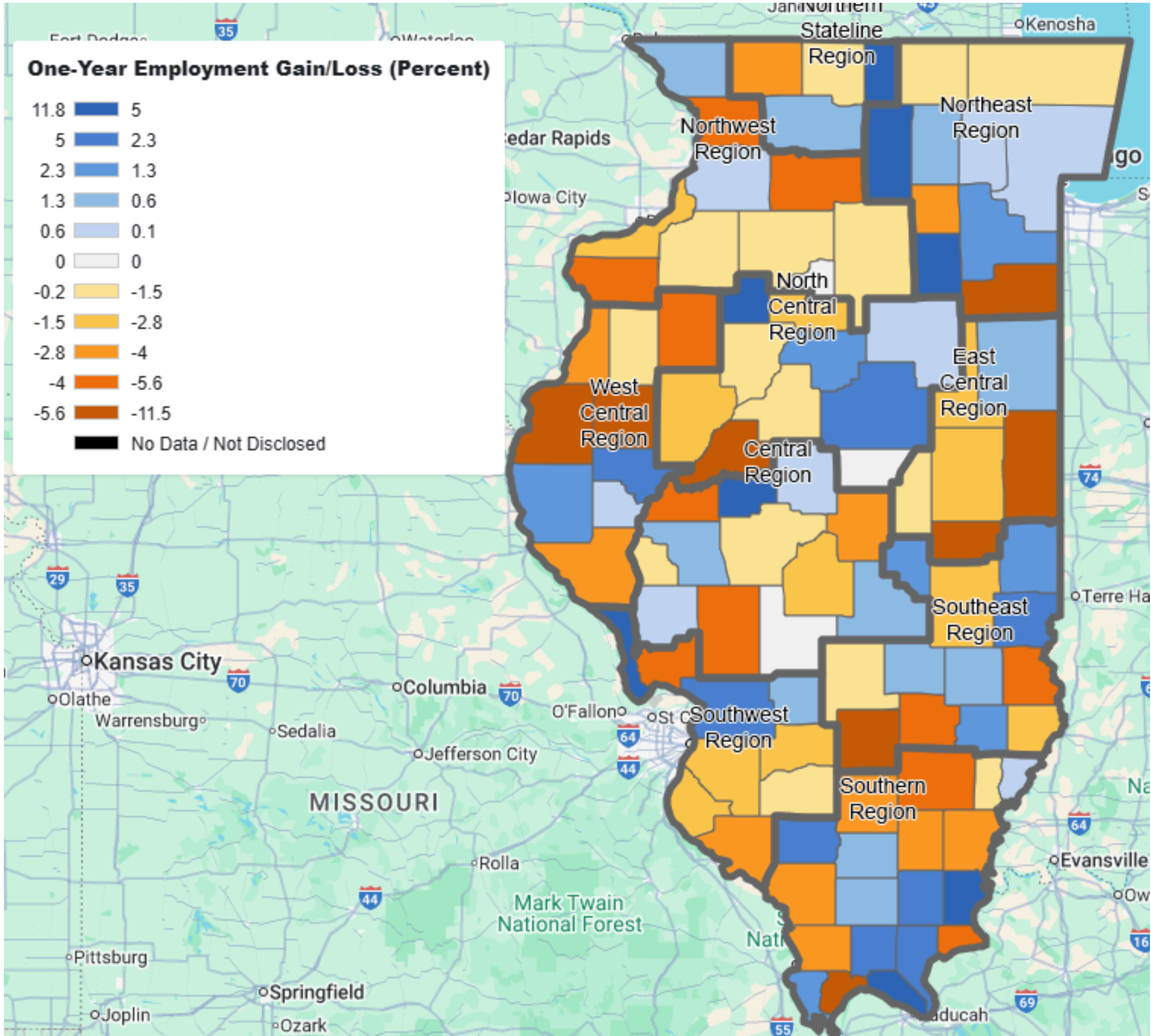
Retail Trade (NAICS 44-45)

- 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)

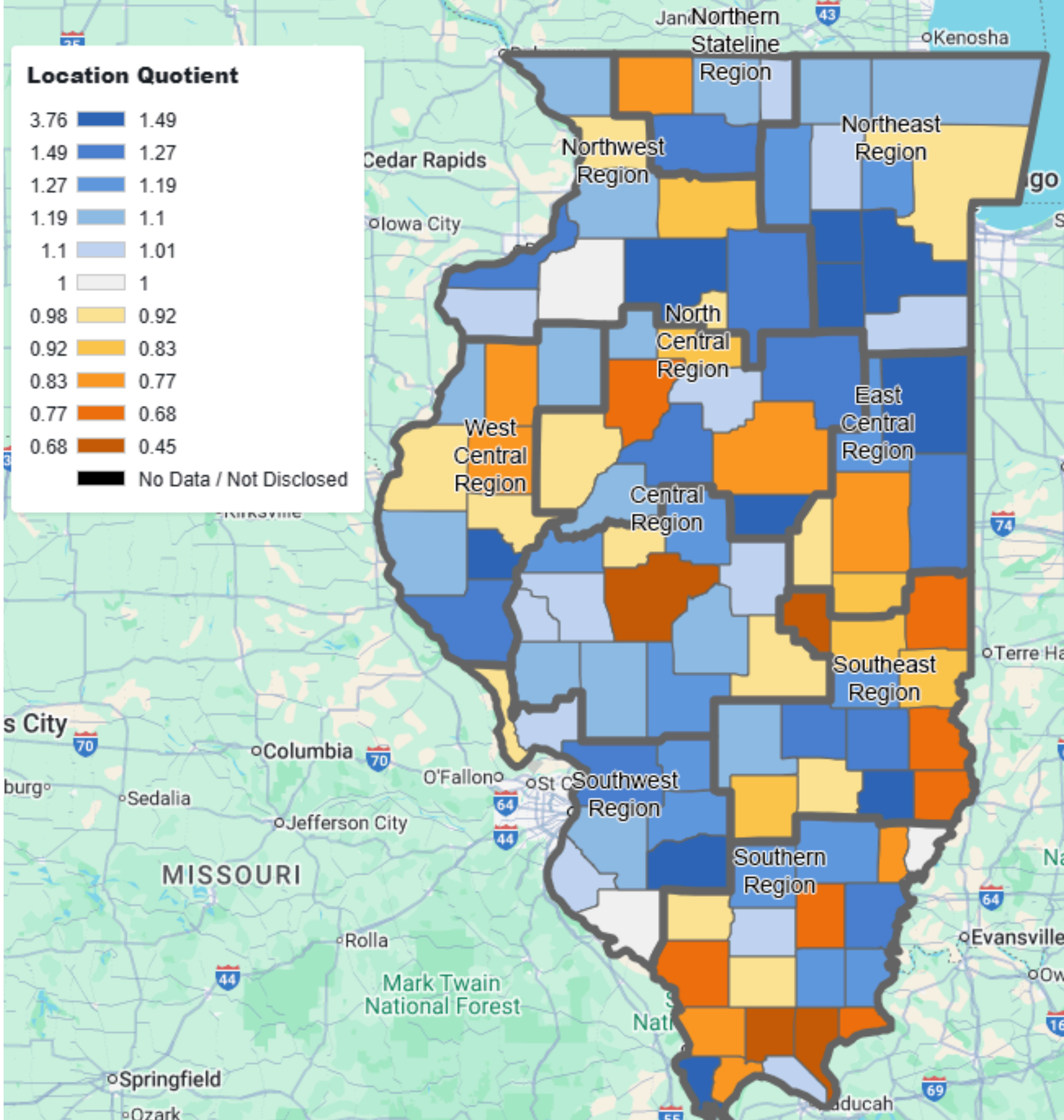
Transportation and Warehousing (NAICS 48-49)

- 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

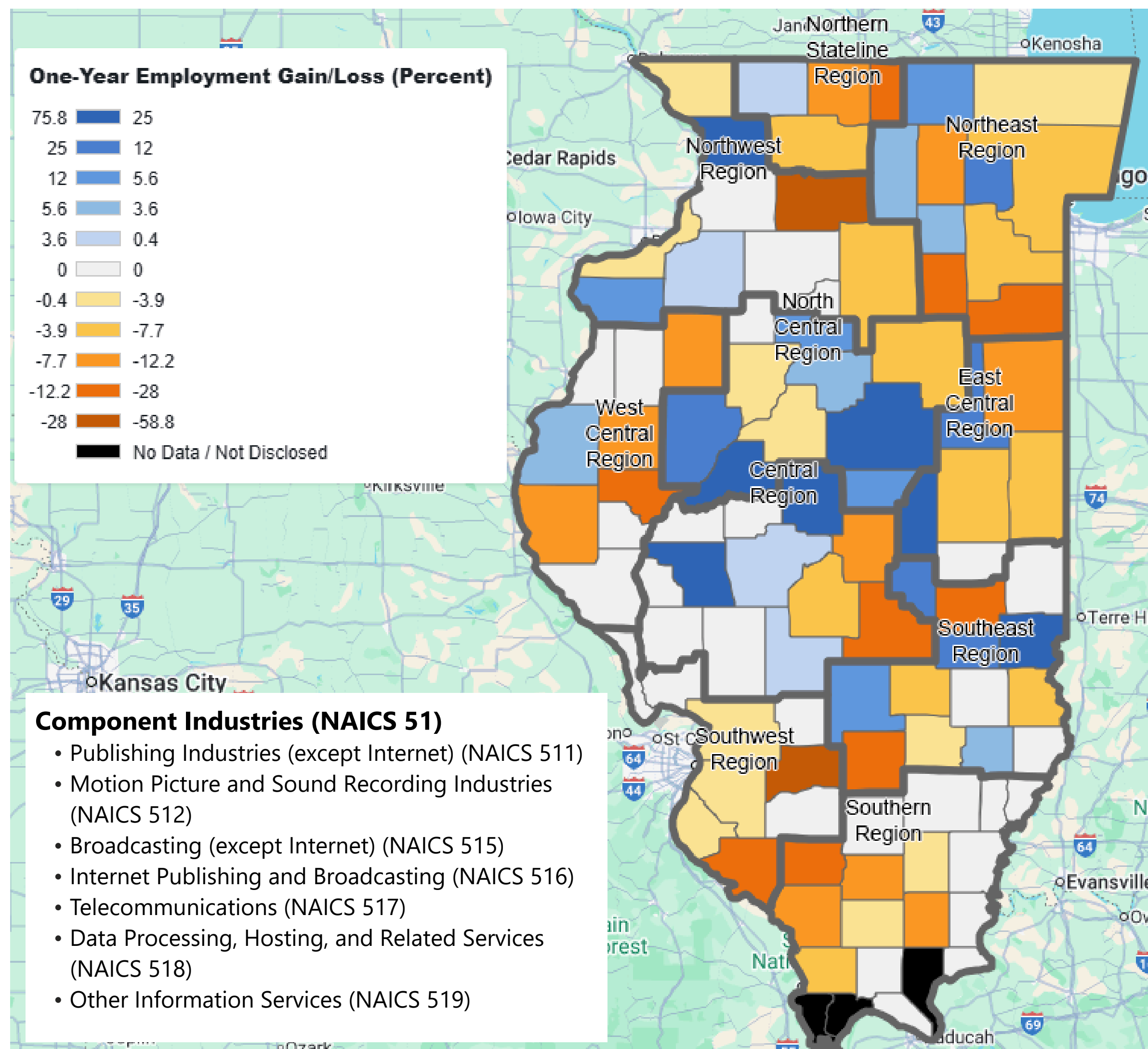


Information Sector

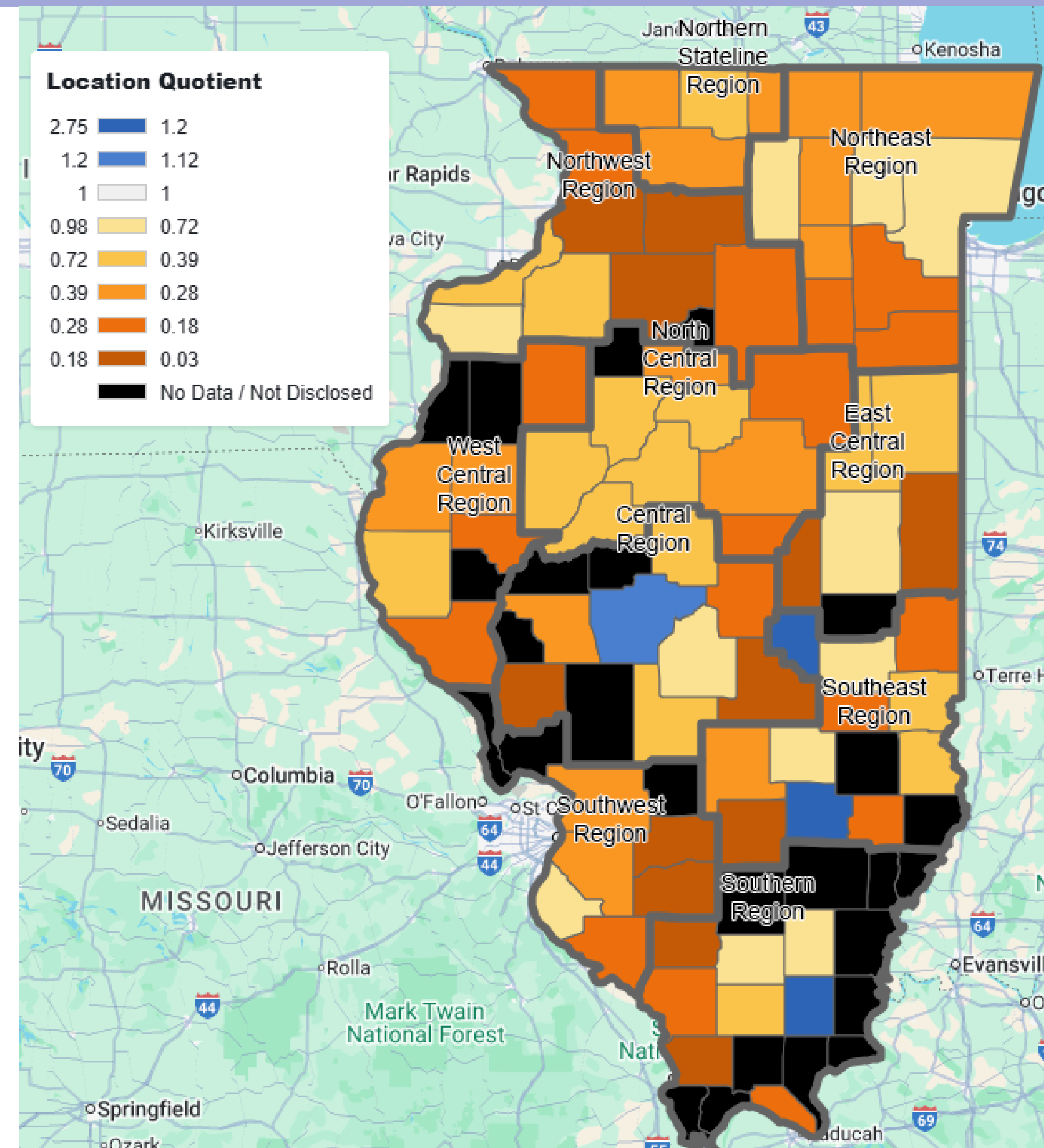
Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

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

Employment Change



Employment Concentration

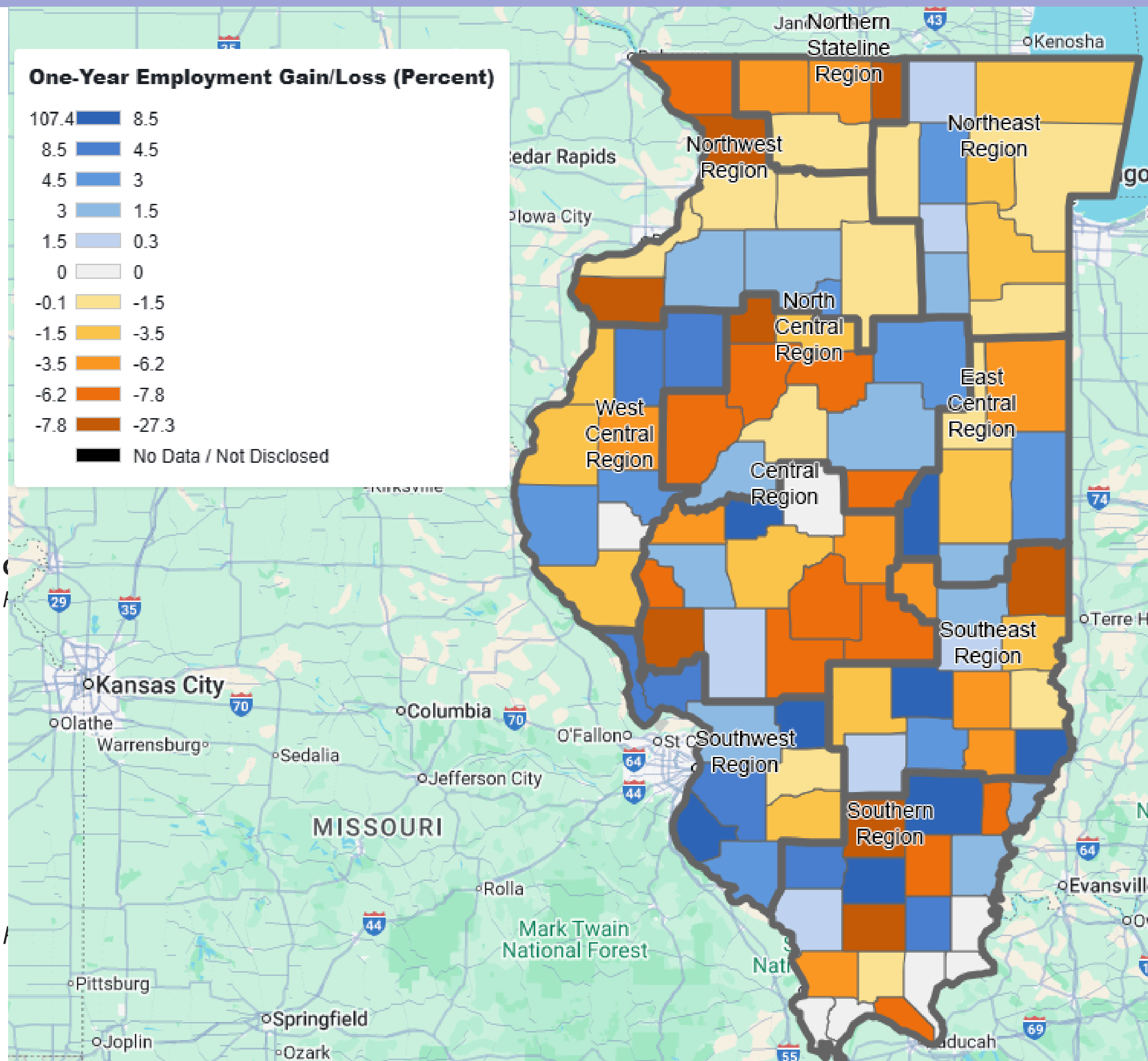


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

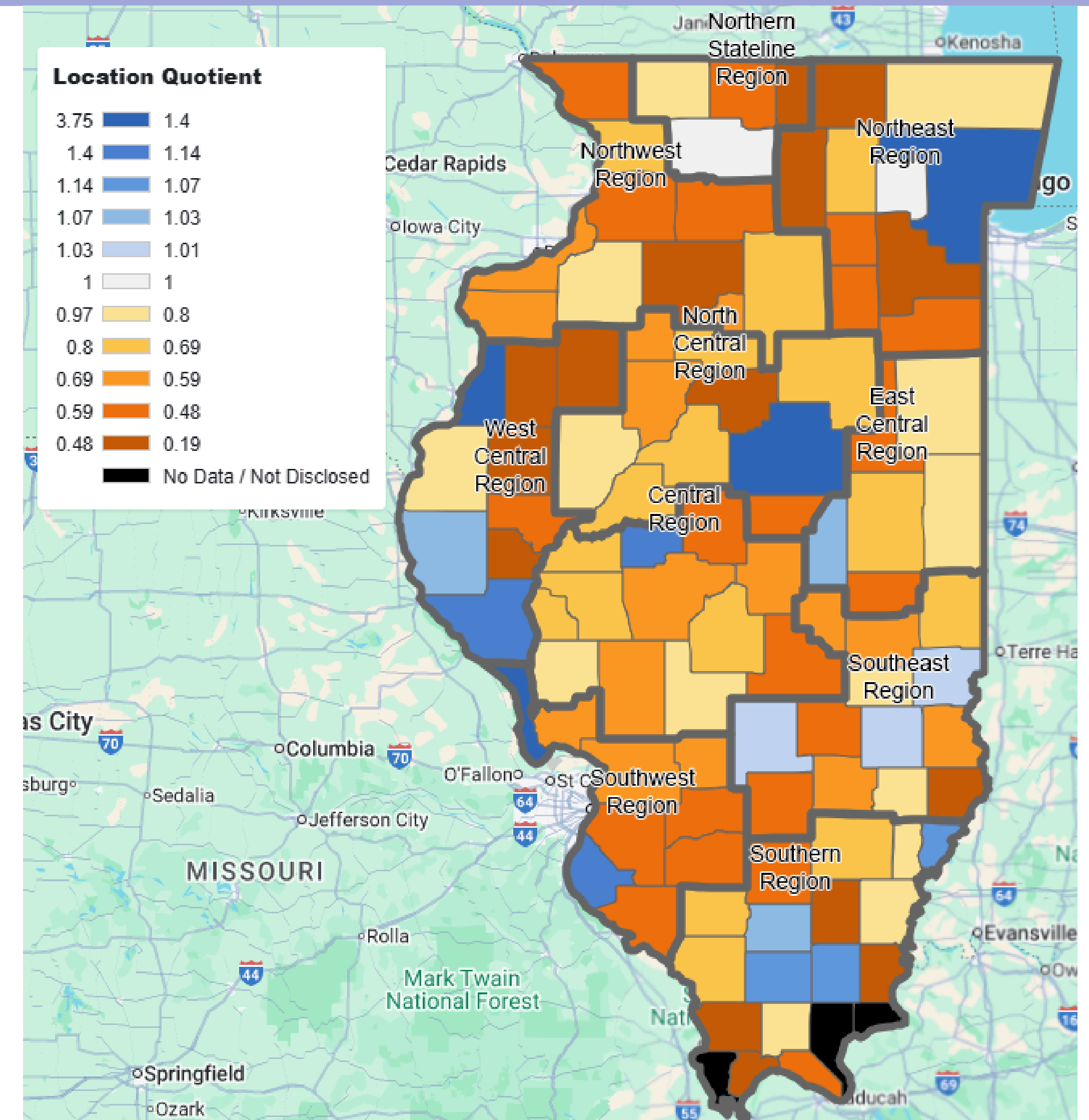
Financial Activities Sector

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

Employment Change



Employment Concentration

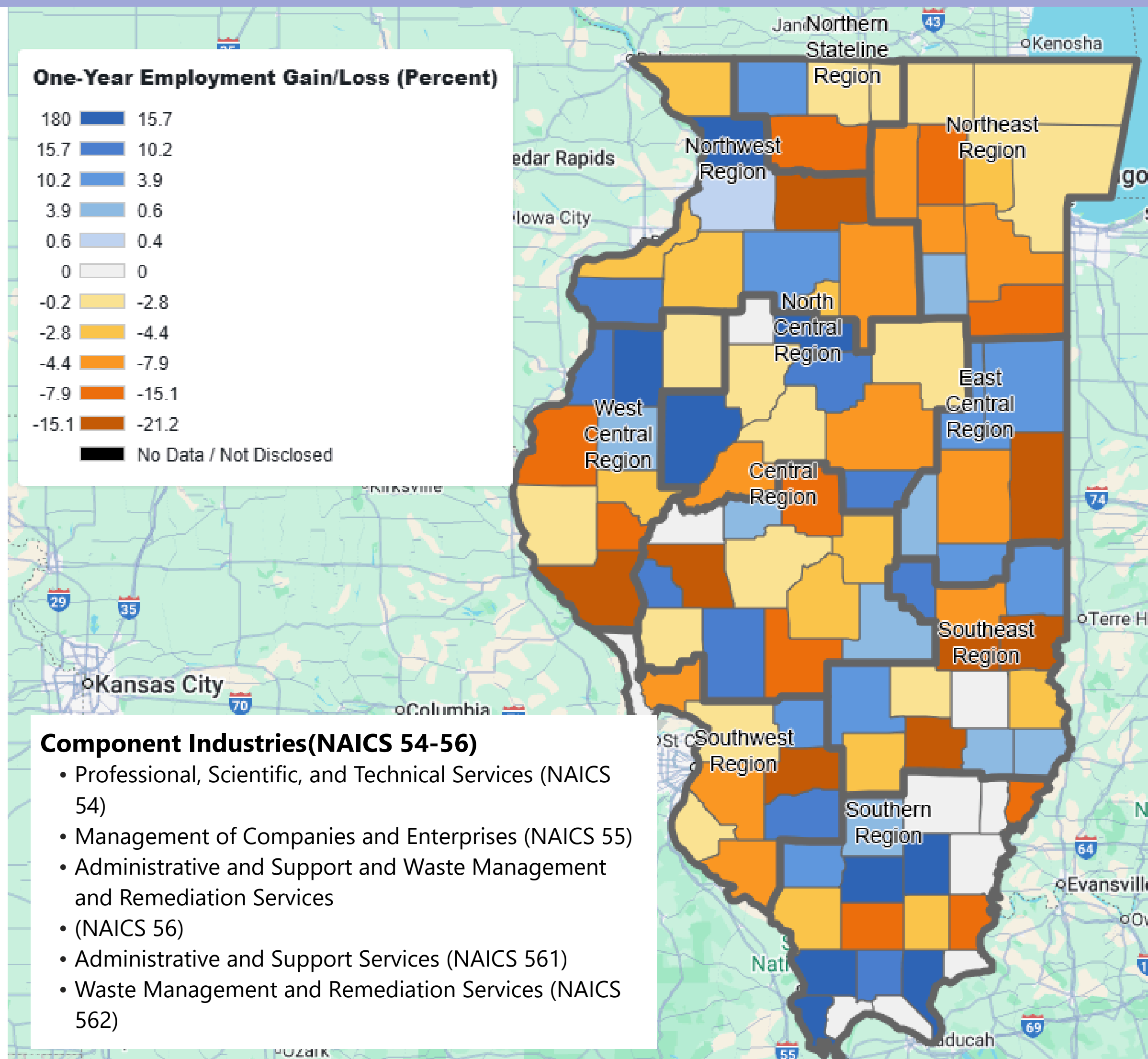


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

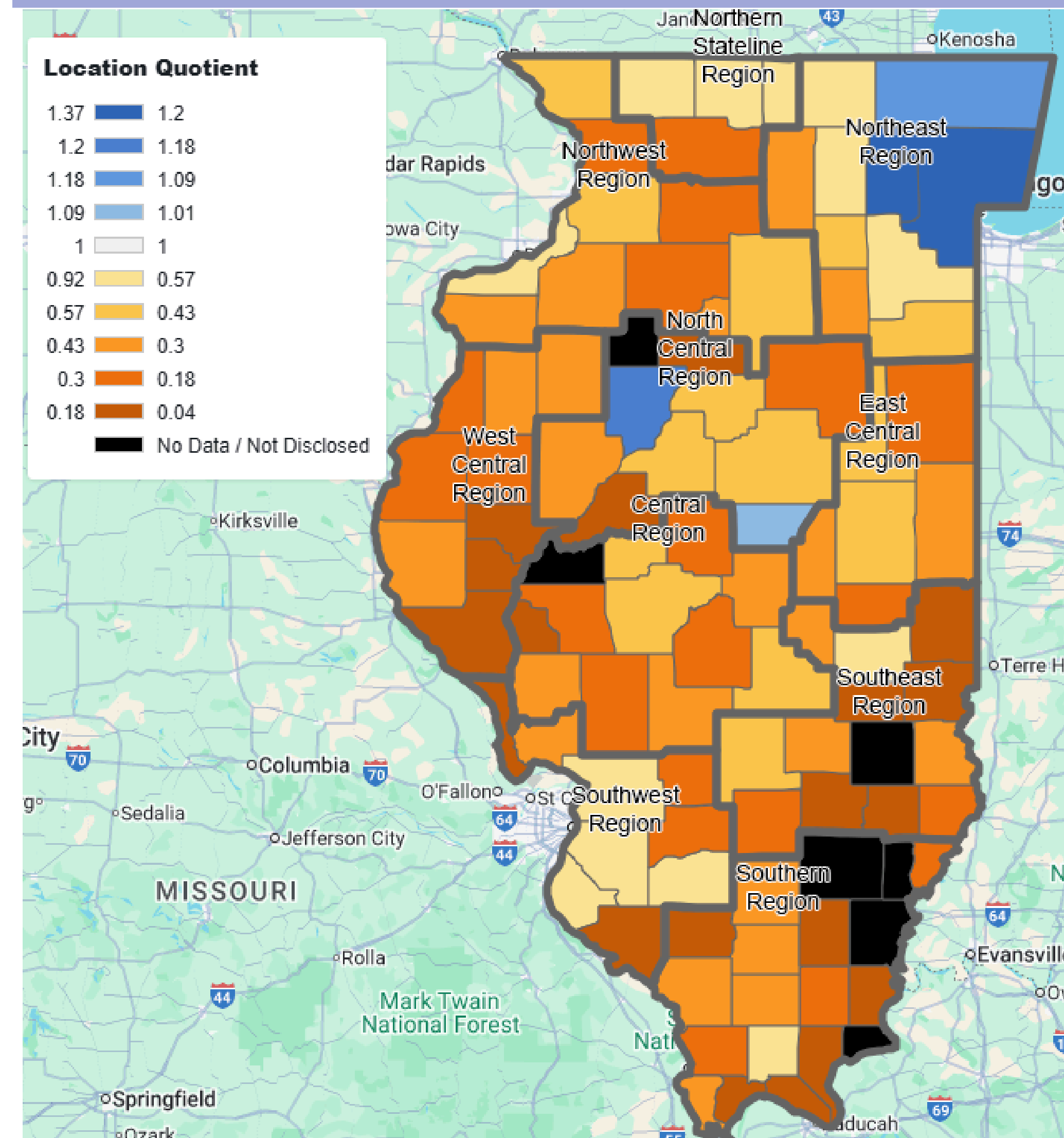
Professional & Business Services Sector

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

Employment Change



Employment Concentration



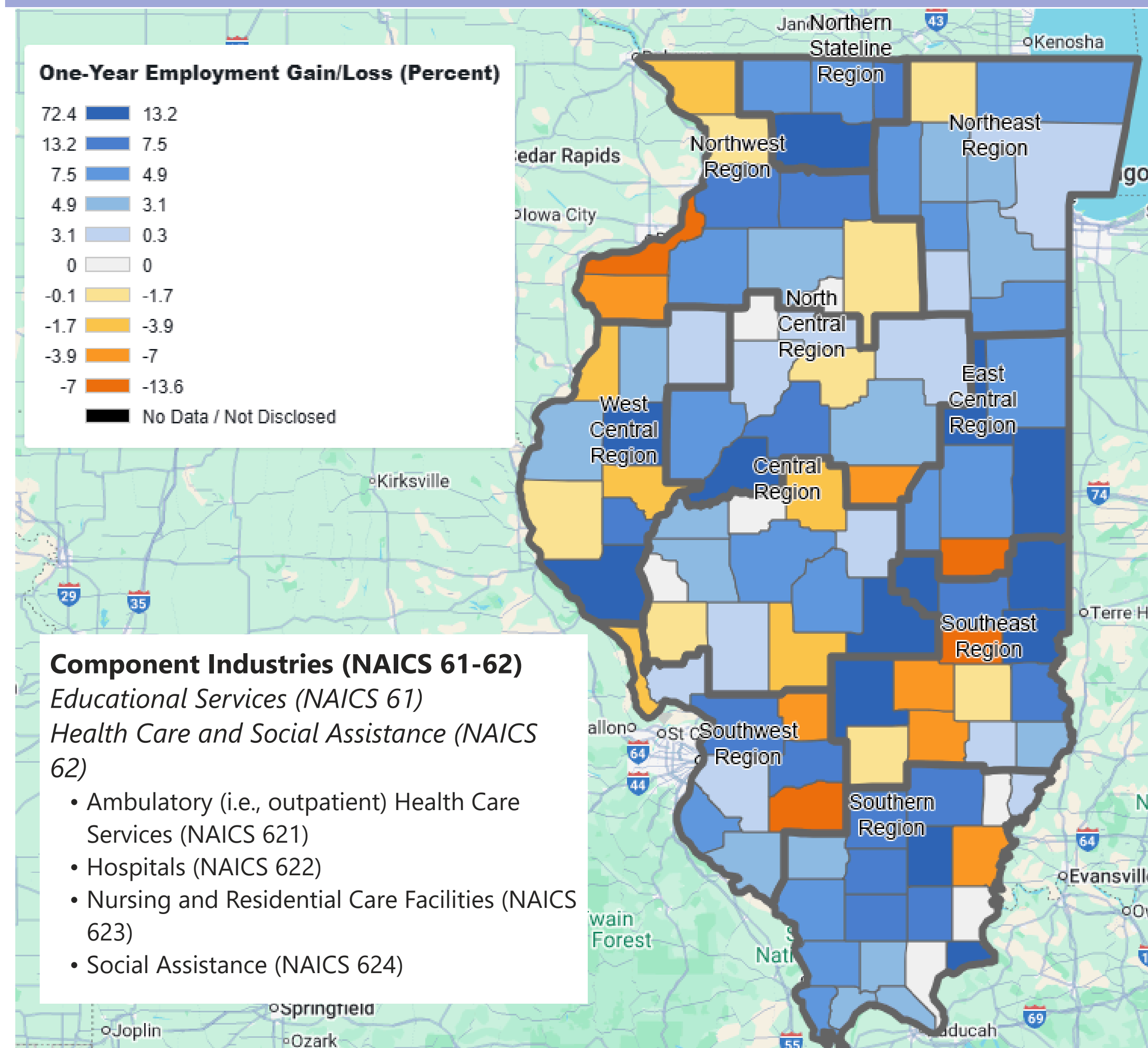
Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

Education and Health Services Sector

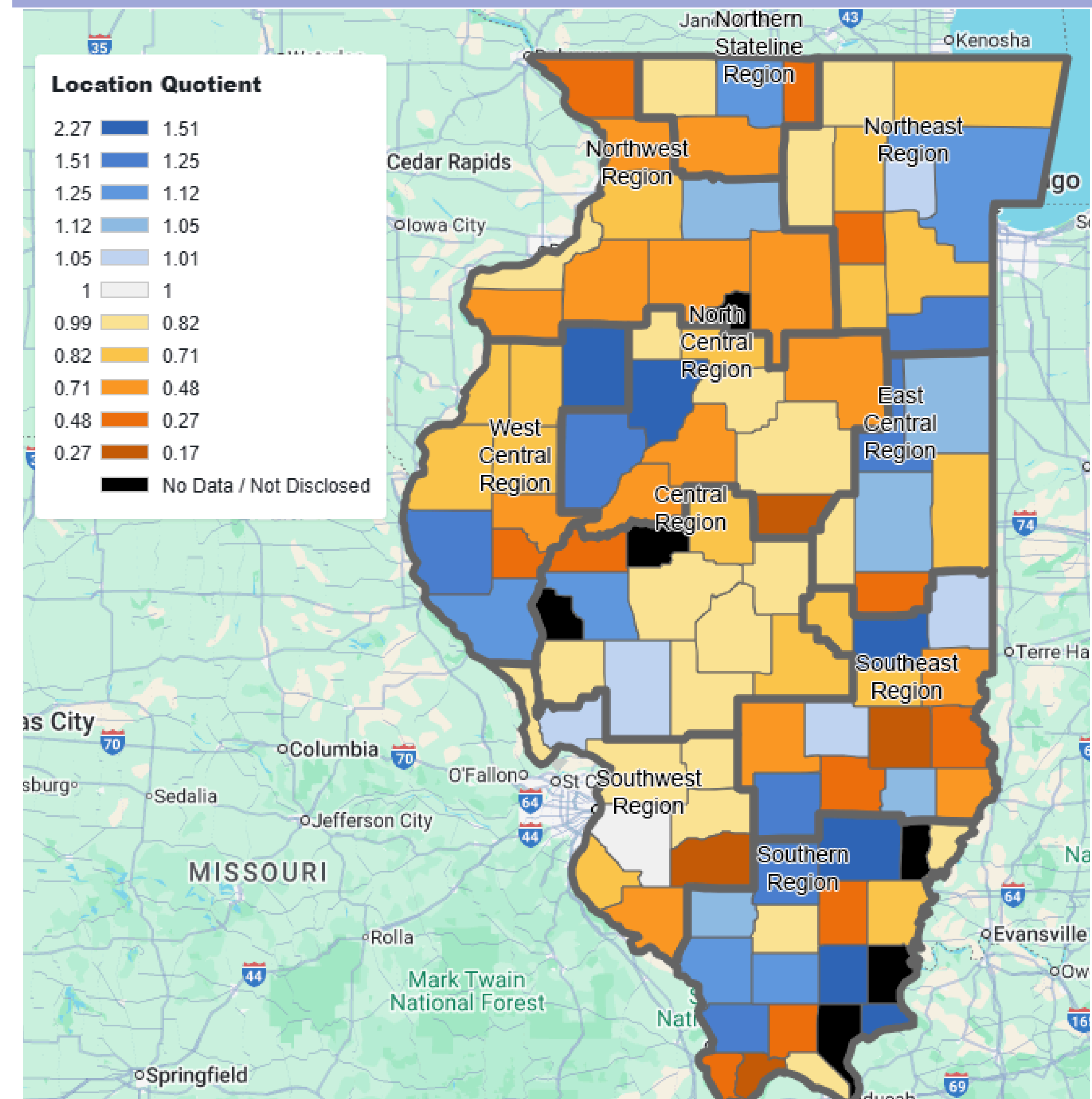
Q4 2023- Q4 2024 % Employment Change & Q4 2024 Employment Location Quotient

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

Employment Change



Employment Concentration

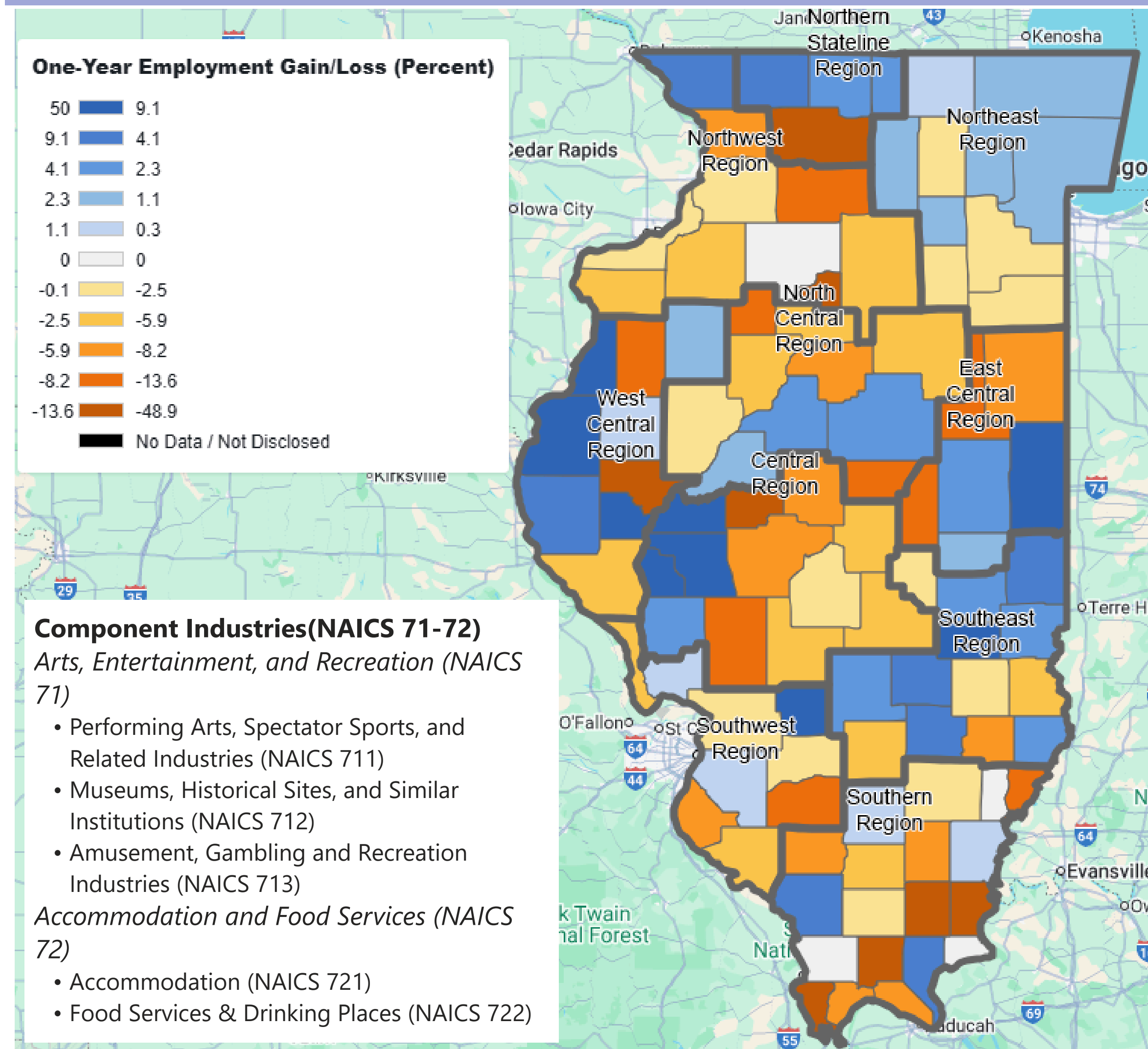


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

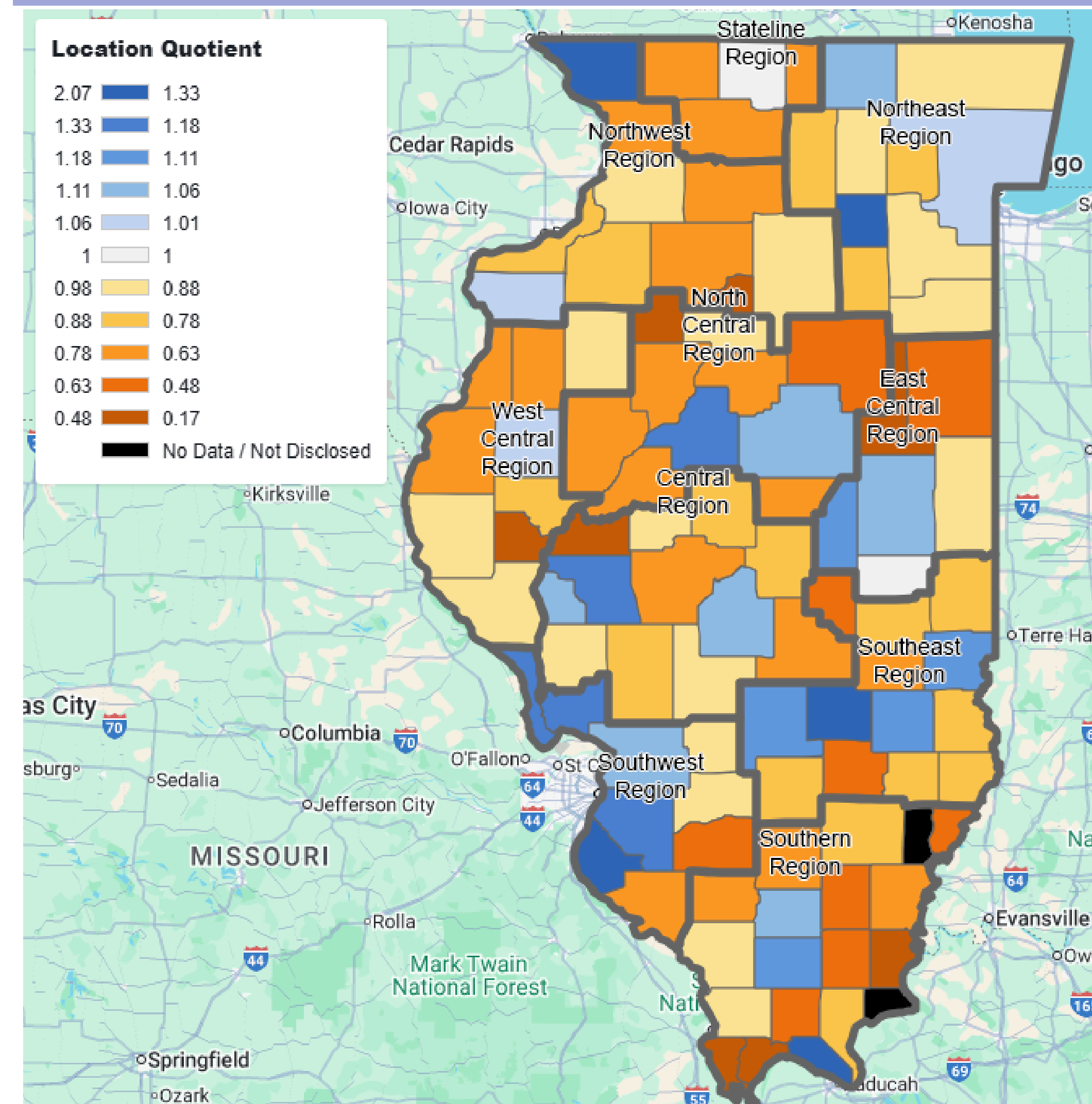
Leisure and Hospitality Sector

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

Employment Change



Employment Concentration

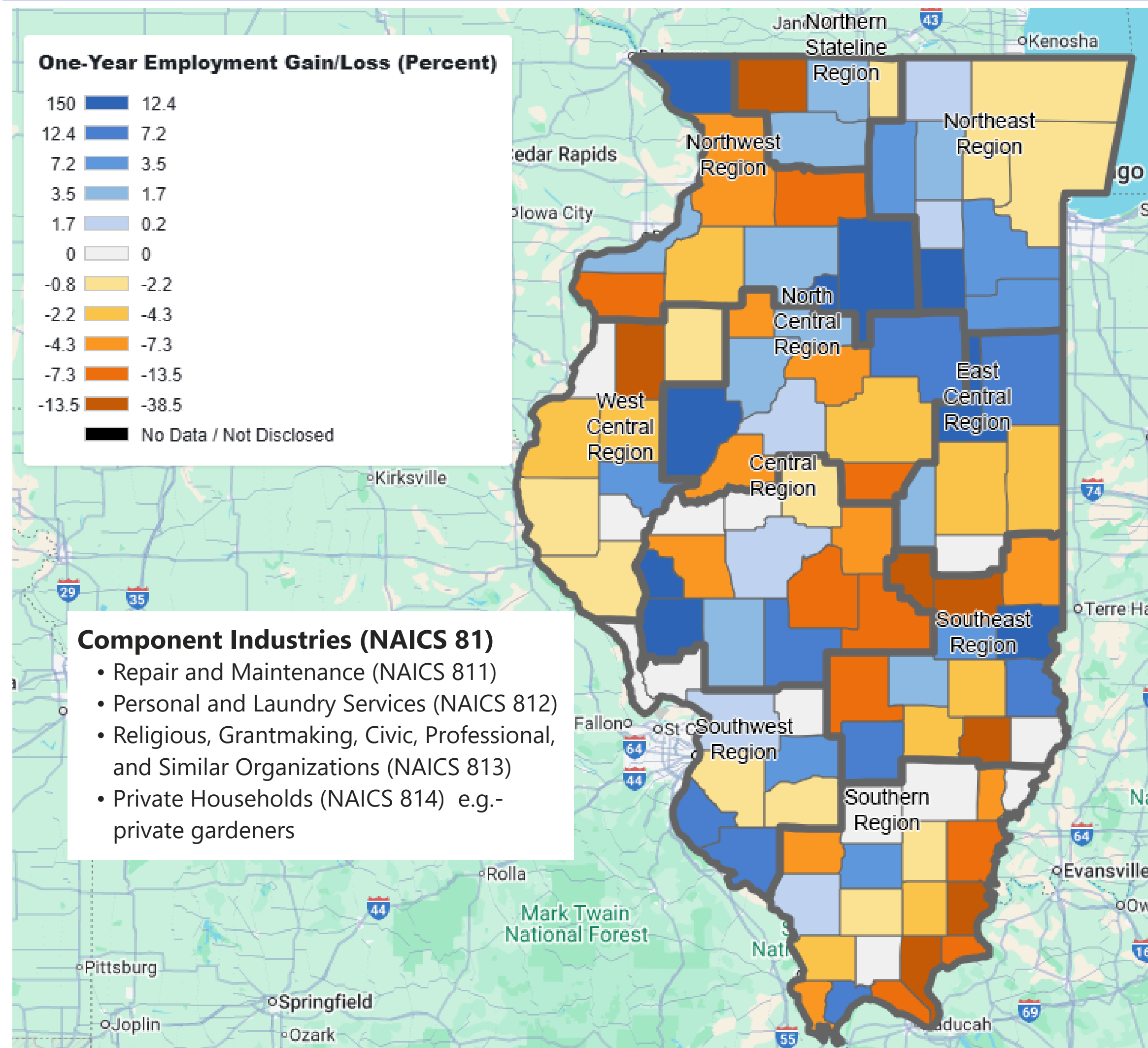


Source: U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages, Q4 2023 & Q4 2024. Retrieved from the Illinois Employment Business System on Illinois WorkNet.

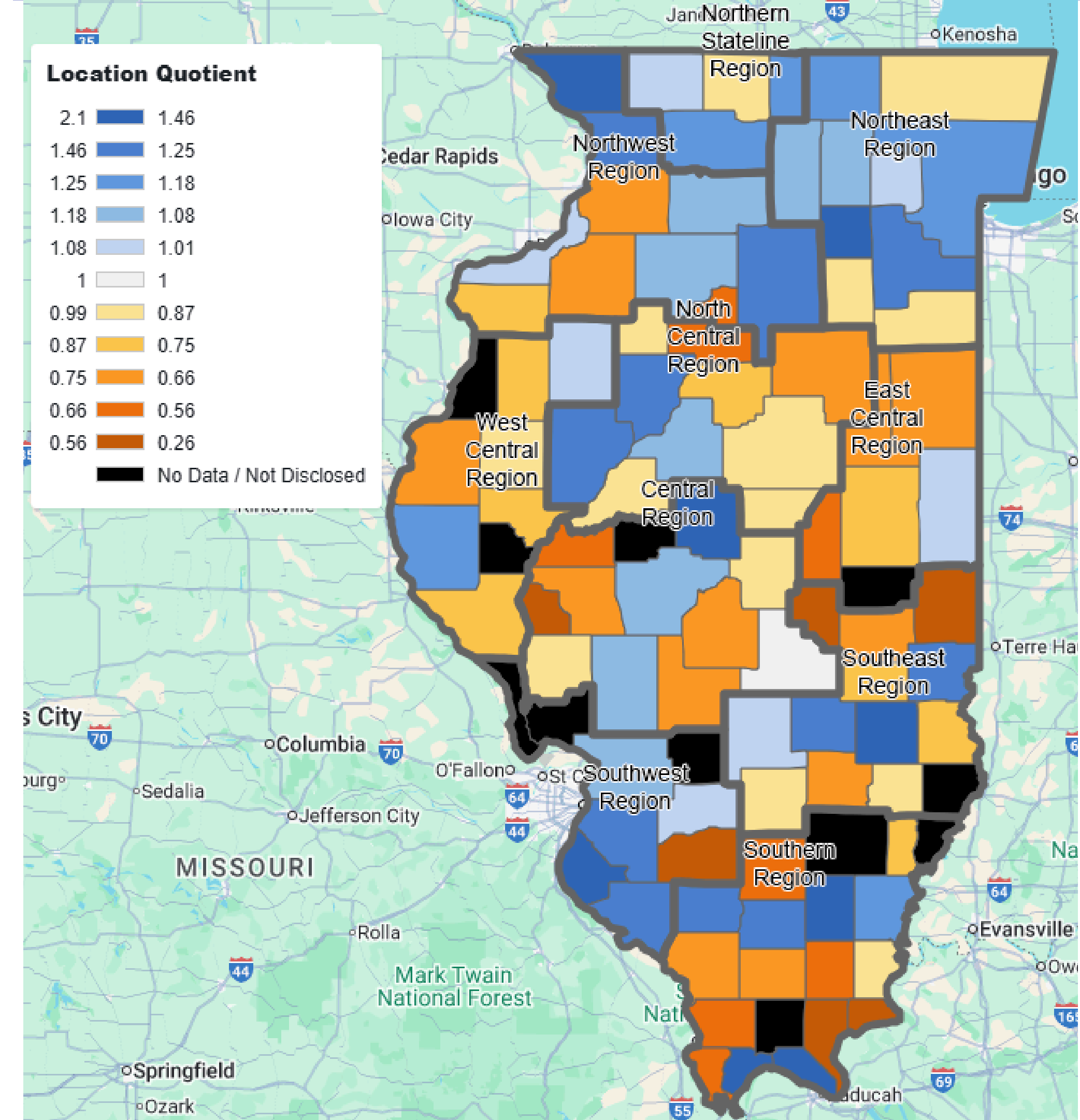
Other Services Sector

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, Southern 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
Nursing Assistants	306	\$16.91	\$22.06	Service Orientation, Active Listening, Social Perceptiveness
Heavy and Tractor-Trailer Truck Drivers	200	\$18.95	\$29.24 ✓	Operation Monitoring , Time Management
Teaching Assistants, Except Postsecondary	168			Instructing, Active Learning, Active Listening
Childcare Workers	139	\$14.41	\$17.03	Monitoring, Service Orientation, Speaking
Medical Assistants	110	\$17.26	\$21.85	Speaking, Active Listening, Reading Comprehension
Automotive Service Technicians and Mechanics	78	\$16.82	\$27.94 ✓	Equipment Maintenance, Repairing, Troubleshooting
Exercise Trainers and Group Fitness Instructors	56	\$16.65	\$30.74 ✓	Instructing, Service Orientation, Social Perceptiveness

Requiring an Associate's Degree

Occupation	Projected Annual Openings ▼	Entry Wage	Experienced Wage	Skills
Registered Nurses	274	\$29.73 ✓	\$46.45 ✓	Active Listening, Social Perceptiveness, Service Orientation
Preschool Teachers, Except Special Education	48	\$15.96	\$23.77 ✓	Speaking, Learning Strategies, Instructing
Physical Therapist Assistants	33	\$23.7 ✓	\$34.76 ✓	Active Listening, Monitoring, Social Perceptiveness
Computer User Support Specialists	23	\$14.74	\$28.05 ✓	Active Listening, Problem Solving, Critical Thinking
Paralegals and Legal Assistants	19	\$17.06	\$26.14 ✓	Reading Comprehension, Active Listening, Speaking
Clinical Laboratory Technologists and Technicians	17	\$22.09	\$36.33 ✓	Active Listening, Critical Thinking, Reading Comprehension
Computer Network Support Specialists	15	\$18.2	\$31.90 ✓	Problem Solving, Critical Thinking, Decision Making

Selected Demand Occupations by Education Level, Southern 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.

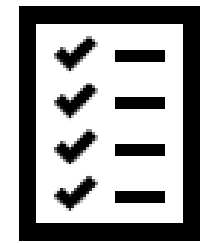
Requiring a Bachelor's Degree

Occupation	Projected Annual Openings ▼	Entry Wage	Experienced Wage		Skills
General and Operations Managers	270	\$23.48	\$62.02	✓	Active Listening, Coordination, Monitoring
Elementary School Teachers, Except Special Education	106				Instructing, Speaking, Learning Strategies
Business Operations Specialists, All Other	100	\$19.64	\$42.45	✓	Active Listening, Critical Thinking, Reading Comprehension
Accountants and Auditors	66	\$22.47	\$39.88	✓	Active Listening, Mathematics, Reading Comprehension
Market Research Analysts and Marketing Specialists	51	\$18.07	\$33.83	✓	Reading Comprehension, Listening, Problem Solving
Insurance Sales Agents	43	\$16.3	\$36.78	✓	Active Listening, Reading Comprehension, Speaking
Management Analysts	37	\$30.83	✓ \$63.79	✓	Active Listening, Critical Thinking, Reading Comprehension

Requirements Beyond Bachelor's Degree

Occupation	Projected Annual Openings ▼	Hourly Entry Wage		Hourly Experienced Wage		Skills
Financial Managers	63	\$31.9	✓	\$70.57	✓	Active Listening, Critical Thinking, Monitoring
Medical and Health Services Managers	60	\$35.33	✓	\$67.91	✓	Speaking, Critical Thinking, Active Listening
Managers, All Other	58	\$32.86	✓	\$72.70	✓	Reading Comprehension, Speaking, Writing
Software Developers	38	\$38.27	✓	\$73.73	✓	Programming, Data Structure, Software Testing
Sales Managers	31	\$33.83	✓	\$80.69	✓	Persuasion, Active Listening, Speaking
Marketing Managers	30	\$28.58	✓	\$60.66	✓	Active Learning, Active Listening, Critical Thinking
Lawyers	25	\$30.75	✓	\$74.90	✓	Active Listening, Speaking, Reading Comprehension

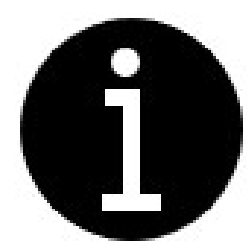
Notes on Demand Occupations



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.



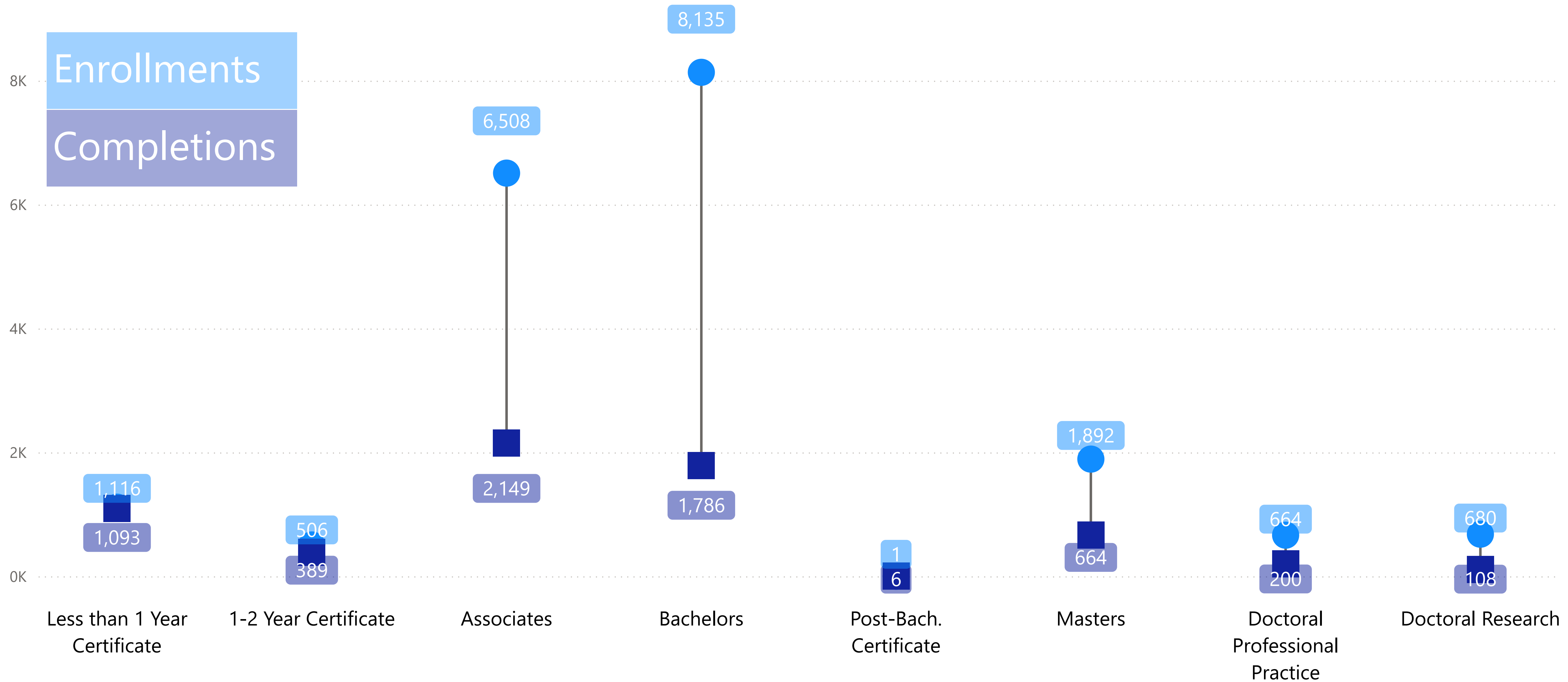
Each year, the Illinois Department of Employment Security (IDES) identifies occupations at each education level with a large number of projected annual job openings and high pay for their education categories. These occupations are reported in the **Learn More, Earn More** publication and this report 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.

Southern 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.

Southern 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
All Other, <2% of Enrollments and Completions	978	208
Health Professions	895	189
Education	604	181
Business, Management, Marketing	719	157
Transportation and Materials Moving	381	154
Engineering/Engineering-related Technologies/Technicians	541	132
Biological and Biomedical Sciences	534	108
Social Sciences	439	102
Agricultural/Animal/Plant/Veterinary Science	262	69
Computer and Information Sciences	366	69
Parks, Recreation, Leisure, Fitness, and Kinesiology	301	68
Liberal Arts and Sciences, General Studies and Humanities	758	66
Communication, Journalism	200	62
Visual and Performing Arts	355	59
Engineering	347	54
Natural Resources and Conservation	193	43
Foreign Languages, Literatures, and Linguistics	73	18
Multi/Interdisciplinary Studies	64	15
Physical Sciences	66	15
Family and Consumer Sciences/Human Sciences	46	11
Total	8,135	1,786

Beyond Bachelor's Degree		
Includes grad certificates, Masters, and Doctoral		
Curriculum	Enrolled	Completed
Health Professions	867	302
All Other, <2% of Enrollments and Completions	917	274
Business, Management, Marketing	183	65
Education	250	58
Biological and Biomedical Sciences	149	43
Engineering	180	43
Computer and Information Sciences	135	42
Social Sciences	118	35
Visual and Performing Arts	66	25
Communication, Journalism	71	20
English Language and Literature/Letters	61	18
Natural Resources and Conservation	44	17
Physical Sciences	80	14
Agricultural/Animal/Plant/Veterinary Science	81	12
Mathematics and Statistics	35	10
Total	3,237	978

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 Southern 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.

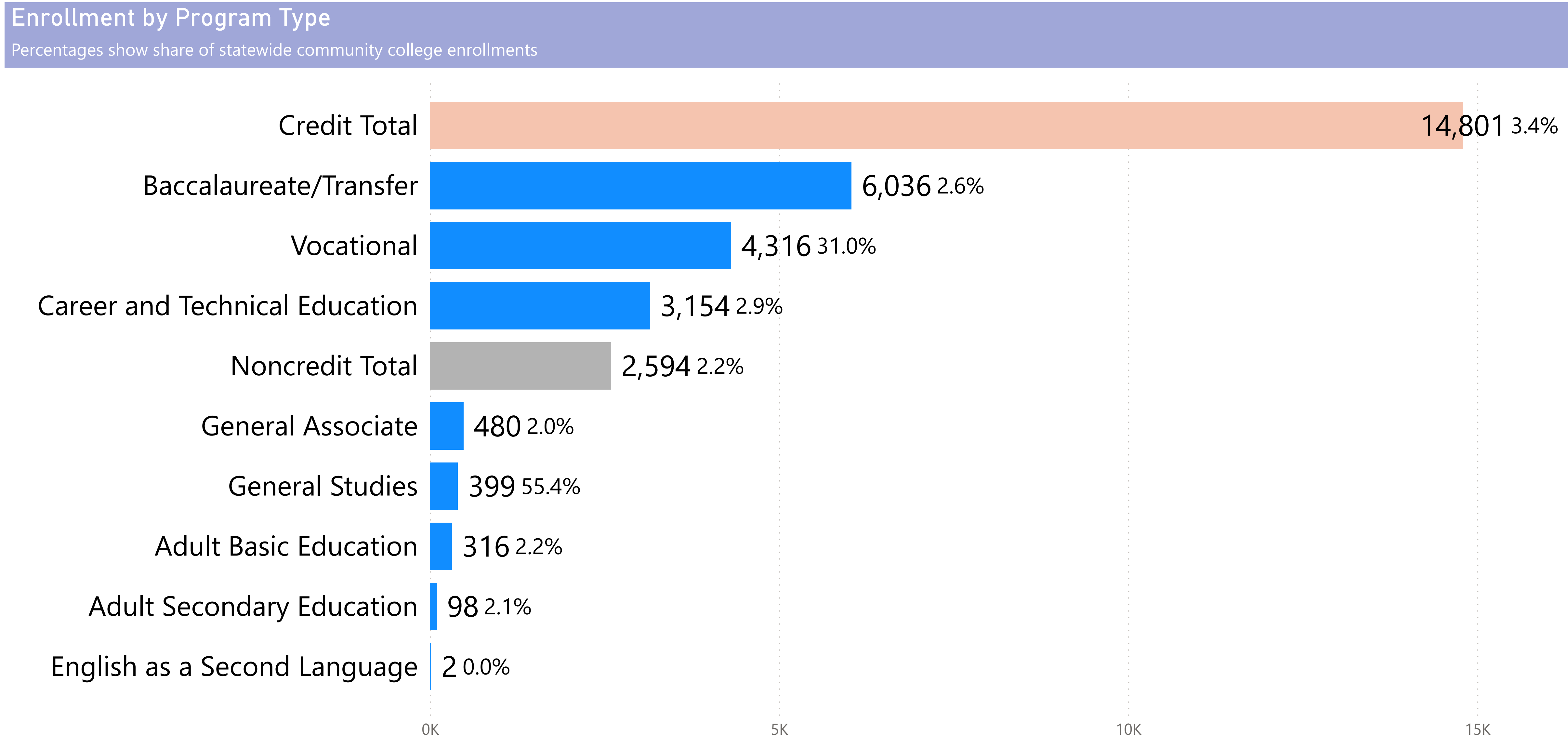
College Name	Credit Total	Baccalaureate/ Transfer	General Studies	Career and Technical Education	English as a Second Language	General Associate	Adult Basic Education	Vocational	Adult Secondary Education	Noncredit Total
Southern Region Total	14,801	6,036	399	3,154	2	480	316	4,316	98	2,594
John A. Logan	5,300	2,750		1,112	2	237	176	974	49	181
Rend Lake	3,428	1,684		878			82	753	31	1,285
Southeastern Illinois	3,275	1,252		341		112		1,570		196
Shawnee	2,798	350	399	823		131	58	1,019	18	932

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.

Southern 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.



Max of Total Enrollment

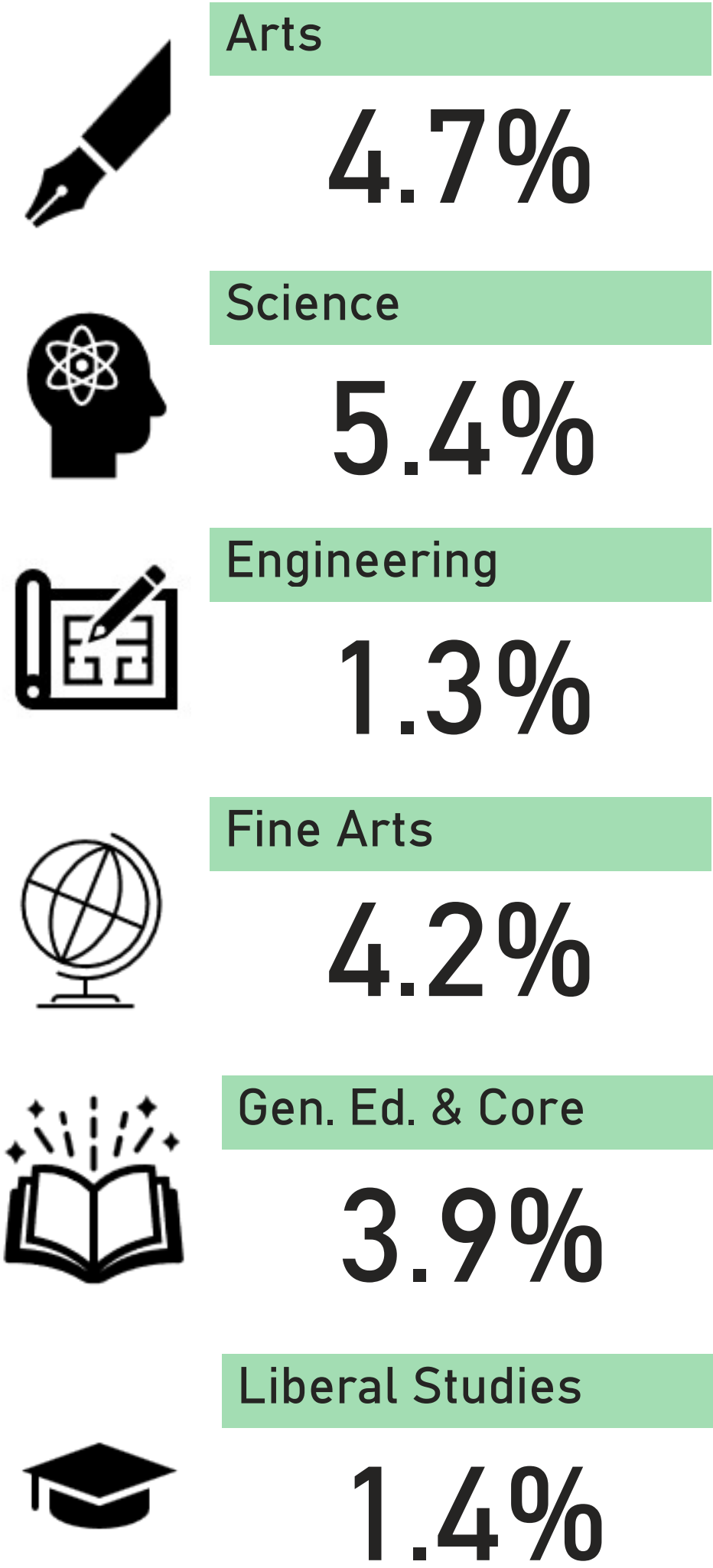
Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

Community College Transfer & General Education Completions in Southern 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
Southern Region Total	859	577	5	6	29	242	368	2,086
Rend Lake	275	161	3	3		108	153	703
John A. Logan	270	211	2	3	7	47		540
Shawnee	185	115			22	48	127	497
Southeastern Illinois	129	90				39	88	346

Share of State Completions



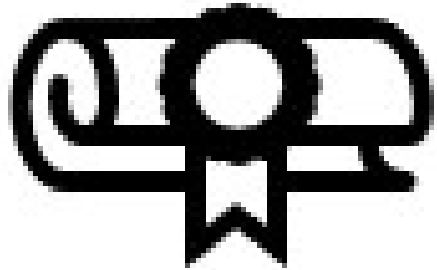
Source: Illinois Community College Board, Fiscal Year 2024 Summary of Graduates and Enrollments & ICCB Databook, Tables III-3 and III-9.

FY24 Career & Technical Education (CTE) Completions in Southern 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
Southern Region Total	492		998		379		1,869
Rend Lake	189		472		125		786
John A. Logan	189		229		136		554
Shawnee	50		195		65		310
Southeastern Illinois	64		102		53		219



Share of Statewide Completions

Associate in Applied Science

5.4%

Cert. Less than One Year

3.8%

Cert. One Year or More

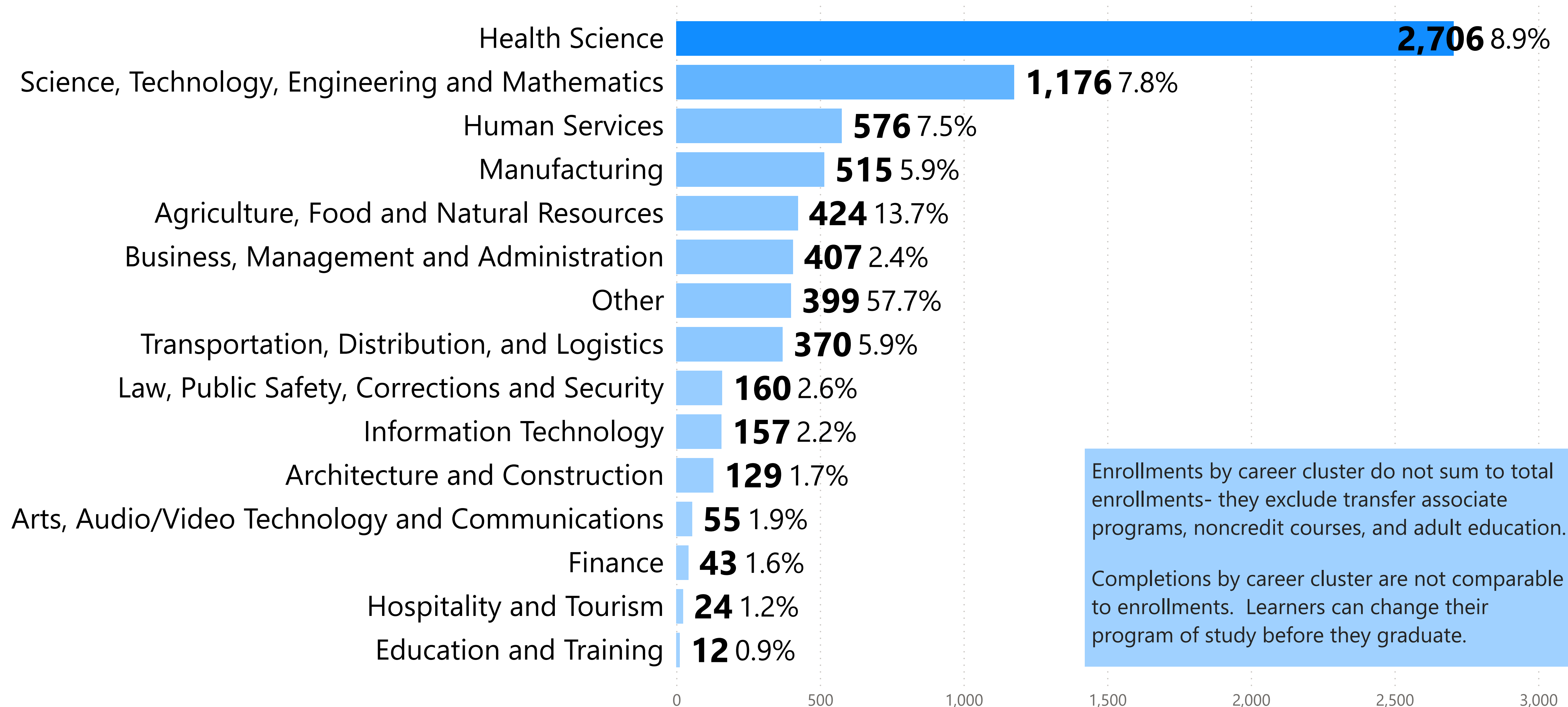
6.3%

Community College Career Cluster Enrollments in Southern 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.

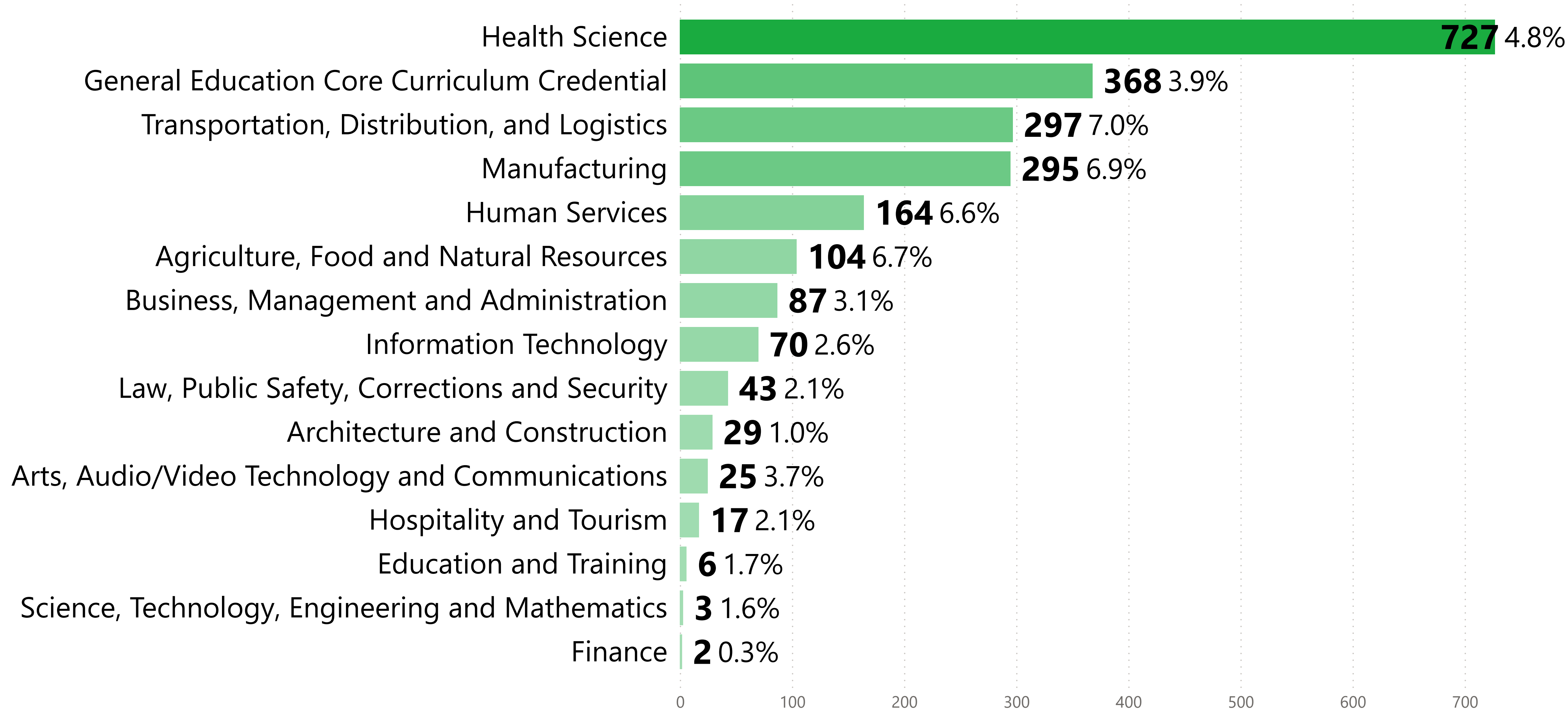


Community College Career Cluster Completions in Southern Region

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 Southern 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	Science, Technology, Engineering and Mathematics	Transportation, Distribution, and Logistics
Southern Region Total	560	263	106	740	37	93	5,542	49	997	290	333	869	3,149	745
John A. Logan	12	209	64	123	37	36	709		371	124	49	254	2,692	113
Shawnee	76	54		317		57	2,298		212	54	94	123		251
Rend Lake	417		42	134			1,062	48	309	49	74	429	118	185
Southeastern Illinois	55			166			1,473	1	105	63	116	63	339	196

"Other" and
Government
& Public
Administrati
on are
excluded for
space.

Career Cluster Completions by Community College & District in Southern 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	Science, Technology, Engineering and Mathematics	Transportation, Distribution, and Logistics
Southern Region Total	104	29	25	87	6	2	727	17	164	70	43	295	3	297
Rend Lake	80		15	53			231	17	75	16	29	136		134
John A. Logan	2	26	10	20	6	1	292		76	14	3	68	3	33
Shawnee	2	3		14		1	148		13	12	4	62		51
Southeastern Illinois	20						56			28	7	29		79

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.

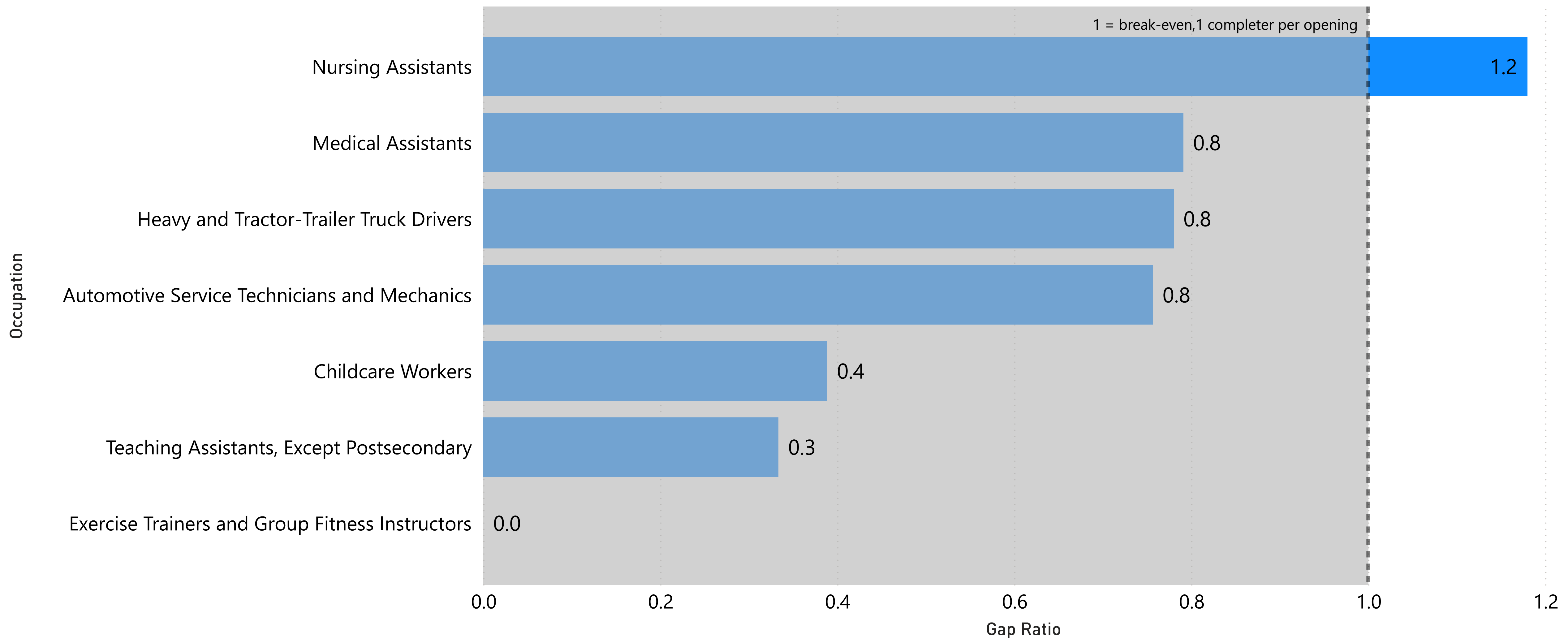
More detailed information for all community colleges is available in the ICCB Databook, available at:

<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](#).

Southern Region Supply Gaps for Occupations Requiring a Certificate or License

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.

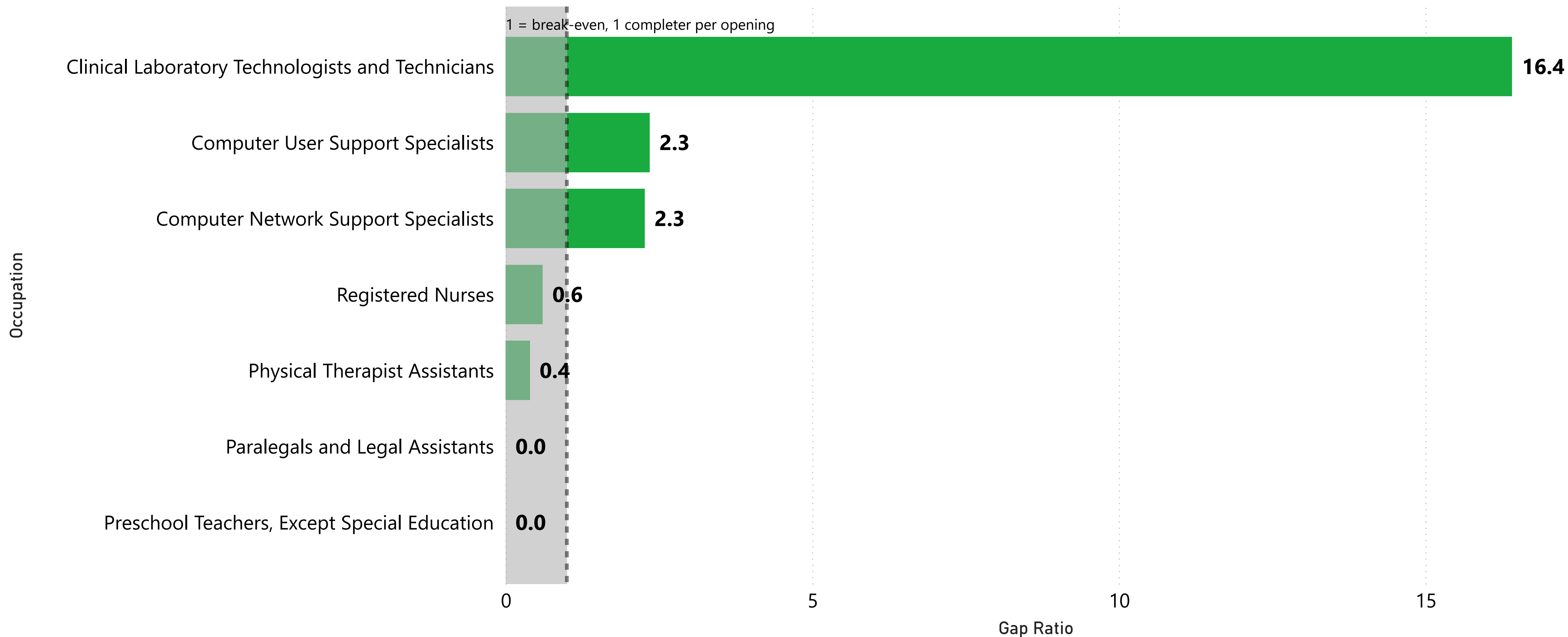


Completers do not include most apprenticeships and true OJT provided solely by employers.

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

Southern 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.

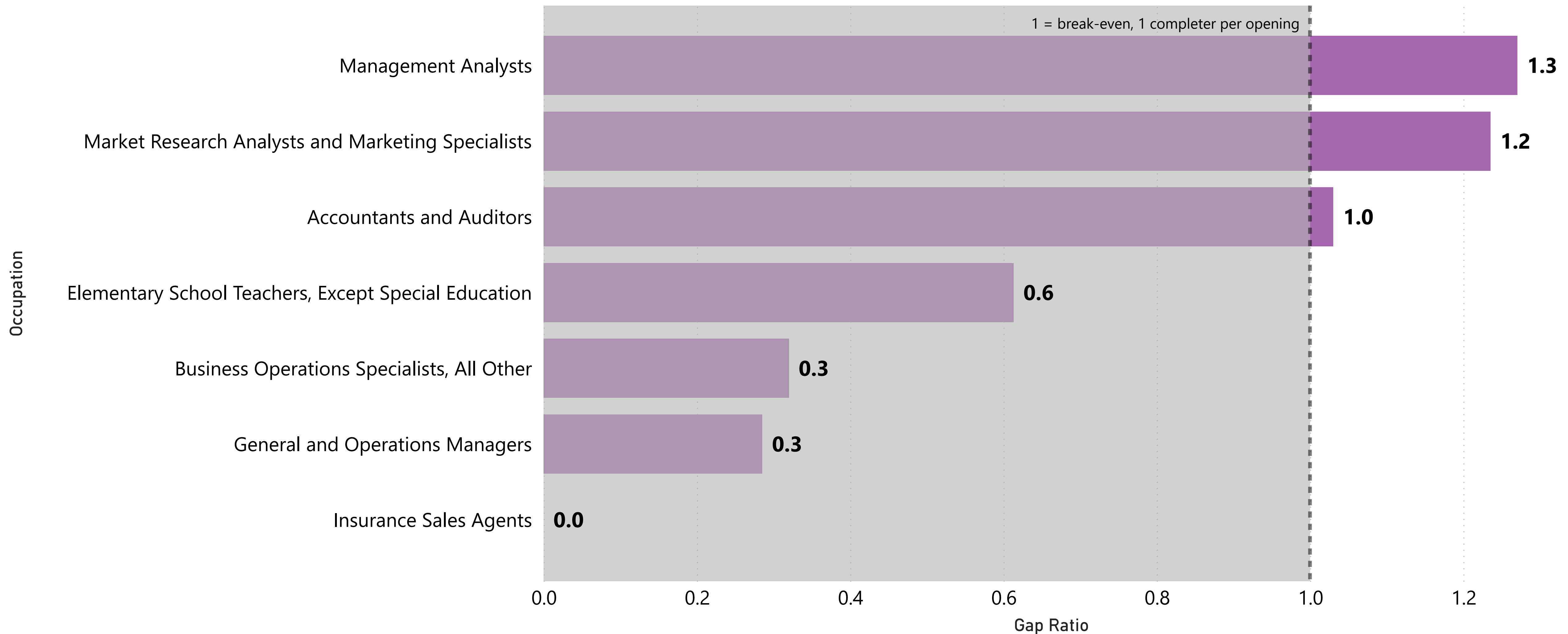


Completers do not include most apprenticeships and true OJT provided solely by employers.

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

Southern Region Supply Gaps for Occupations Requiring 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.

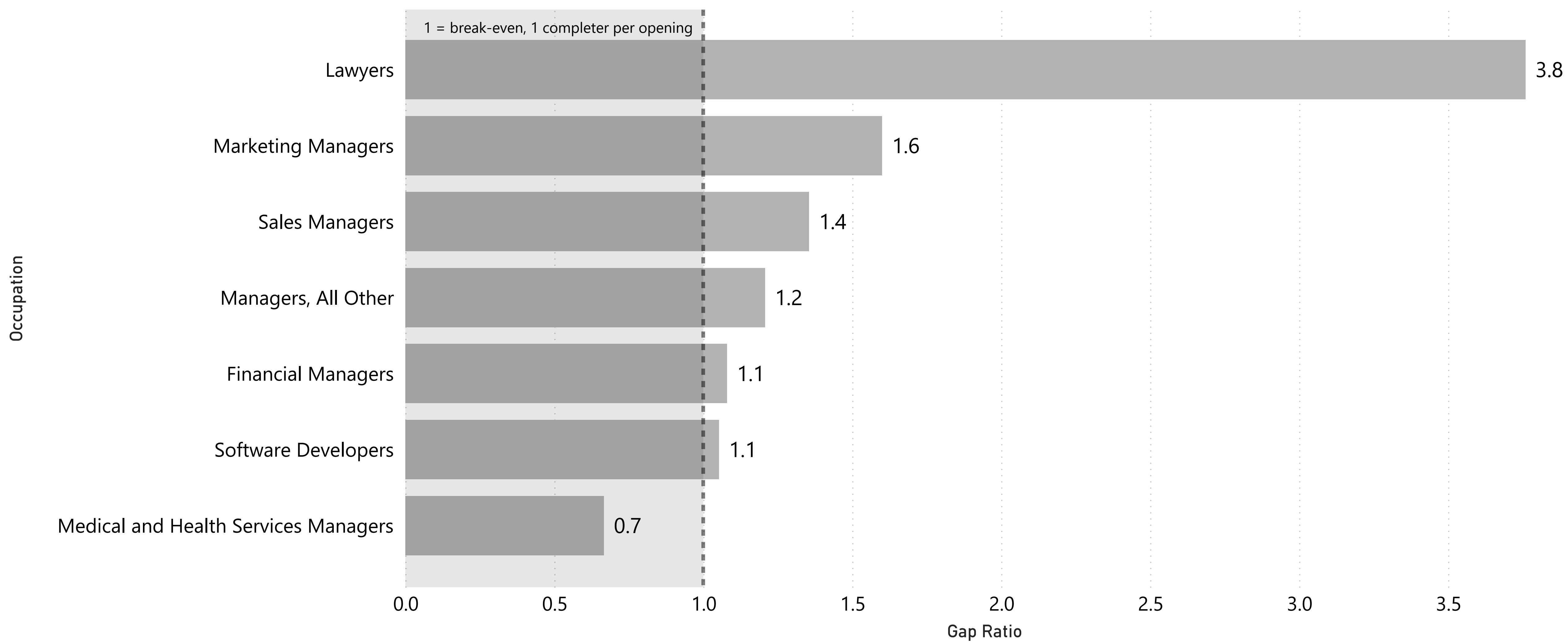


Completers do not include most apprenticeships and true OJT provided solely by employers.

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

Southern 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.

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

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

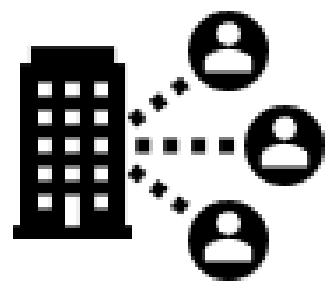
Worker Shortages With Completer Surpluses

- . 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.