



STATE
OF THE
WORKFORCE
REPORT

2 0 0 3 S U P P L E M E N T

FOR MORE INFORMATION:



2604 E. Dempster Street, Suite 502
Park Ridge, IL 60068

Phone (847) 699-9195

Fax (847) 699-9155

Email info@workforceboard.org

Website www.workforceboard.org



*Prepared by A Corporation for a Skilled Workforce
900 Victors Way, Suite 350
Ann Arbor, Michigan 48108*

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EXECUTIVE SUMMARY

Northern Cook County, Illinois has many assets. Assets are the leverage points that can be built upon to improve an area's relative and absolute position in the economy, leading to a better quality of living and working for all people and businesses. Northern Cook's population is affluent, well educated, and includes a large proportion of executives and professionals. The area's youth are likely to work, graduate from high school, and go to college. Its economy is diverse, attracts workers from other areas, and offers opportunities across a wide range of education and training levels.

However, the Northern Cook area also faces several challenges. Challenges are the conditions that, if changed, will have the greatest impact on improving the quality of living and working. The area has little affordable housing. Its education levels and aspirations are out of alignment with growth occupations and skill requirements. It suffers from traffic congestion that is fed, in part, by the imbalance of jobs and housing. It has pockets of poverty, immigrants with difficulty communicating in English, and a growing gap between the "haves" and "have nots."

Northern Cook's story is a combination of its assets and challenges.

The Northern Cook County Story

Northern Cook's industrial diversity mirrors the region, which mirrors the nation. Recovery from the current recession should be relatively faster than other regions as a result.

The region is not overly dependent on any one sector, unlike Detroit and Cleveland (manufacturing); Las Vegas and Miami (tourism); San Jose and Austin (high tech); telecommunications (Atlanta and Dallas); or finance (New York and Charlotte). A January 2003 report prepared for the U.S. Conference of Mayors by Global Insight gave the Chicago metropolitan area a top ranking on the diversity index. The MSA has had significant growth in business services, especially financial, which may be a key to future development. Northern Cook shares the overall labor market of the region, and its own composition closely resembles the total market. Northern Cook has a slightly greater proportion of employment in manufacturing, professional/scientific/technical services, construction, and information as compared with the metropolitan region or Cook County as a whole. Although it has been hit hard by the current recession, its diversity will be an advantage in bouncing back.

The occupational mix is topped by high-wage, high-skill occupations, but the greatest opportunities are in jobs that require less than a four-year degree. The aspirations of youth may not match the jobs available, leading to unemployment or underemployment.

The skills required by the top occupations and the "new economy" are different from those in the declining sector of traditional manufacturing (advanced manufacturing is excepted). Individuals aspiring to the top jobs in the 21st century require a 21st century curriculum. On the other hand, the percentage of jobs requiring a four-year degree is far lower than the percent of students pursuing such degrees. The result is likely to be a skills mismatch, with some workers being under-prepared and others being over-prepared.

There is a lack of balance between the occupations of residents and the occupations within Northern Cook firms.

The area “exports” managers and professionals and “imports” workers for jobs in services, construction and production. The lack of alignment contributes to many people commuting back and forth everyday, leading to long commutes, added pollution, accidents, and time lost in congestion. The movement of workers around the region also supports the fact that skill development is a regional issue, not a local issue. A third of Northern Cook’s workforce does not live in Northern Cook.

Prosperity is uneven, following a national trend toward “haves” and “have nots.”

“Haves” and “have nots” are distinguished not only by income, but also by education and skill level and attainment. The data indicate that schools do not perform evenly, housing is less affordable in some areas than others; many youth and adults are not attached to the labor force despite the growth of jobs; and the percentage of residents lacking health insurance is rising. Minorities tend to be more heavily impacted by economic downturns than the majority white population. Lack of access to the Internet increases the divide between the “haves” and “have nots.” Although the rate of poverty in the area is small, small numbers in a populous area reflect thousands of people. Addressing the needs of the poor is both a social issue and an economic issue.

Growing demographic diversity is uneven. There are “pockets” of demographic groups that may need specific services.

Northern Cook as a whole is older than other parts of the region, and there are specific communities within Northern Cook that have even greater concentrations of aging residents. Areas with high percentages of elderly residents may need more health care and emergency services, better transportation access, and availability of elder care services than other communities. Ethnic diversity is growing dramatically thanks to a high immigration rate, but is particularly focused in a few communities. The more diverse communities are younger, calling for a greater demand for public education capacity and child care. The more diverse communities also contain higher concentrations of individuals with English communication barriers, indicating a greater need for English as a Second Language services.

INTRODUCTION

Purpose of the Supplement

Welcome to the first supplement to the Northern Cook County State of the Workforce Report. The supplement is part of a series of workforce intelligence products being produced by The Workforce Board of Northern Cook County that include the original 2002 State of the Workforce Report, a State of the Youth Report and on-going primary research through employer interviews, web-based surveying, and regional industry summits.

The Workforce Boards of Metropolitan Chicago Project Background

In addition to being a product for The Workforce Board of Northern Cook County, this supplement is also a product of a joint project sponsored by the metropolitan Chicago workforce boards. The eight boards in the region contracted with Corporation for a Skilled Workforce to develop workforce intelligence products that would allow for each of the local workforce areas and the entire region to:

- Differentiate each area from other individual neighboring workforce areas, the region as a whole, and the state;
- Identify critical workforce issues;
- Build a credible foundation for planning;
- Engage stakeholders;
- Raise career awareness for youth;
- Identify priorities for employment and training;
- Identify data gaps;
- Provide a baseline against which to measure progress in the future;
- Provide a solid foundation for identifying shared goals, planning strategies, and prioritizing action.

Parallel to the development of these products, a series of local and regional meetings were held with key stakeholders to identify strategic issues. Those issues will be more clearly formulated and prioritized into strategic initiative briefs, again one for each local area as well as for the entire region.

Defining the Metropolitan Chicago Workforce Region

The metropolitan Chicago workforce region consists of eight different workforce development areas covering eight different counties. Those areas (including the name of the Workforce Board) are:

Workforce Board	Workforce Area Covered
Chicago Workforce Board	City of Chicago
DuPage County Workforce Board	County of DuPage
Lake County Workforce Investment Board	County of Lake
McHenry County Workforce Investment Board	County of McHenry
The Workforce Board of Northern Cook County	North and Northwest suburbs of Cook County
River Valley Workforce Investment Board	Counties of DeKalb, Kane, and Kendall
Cook County Workforce Investment Board	South and West suburbs of Cook County
Workforce Investment Board of Will County	County of Will

The metropolitan Chicago workforce region differs slightly from the Chicago Primary Metropolitan Statistical Area. The latter also includes Grundy County. Some charts use the term "rest of region" along with Northern Cook and Chicago. "Rest of Region" refers to South and West Cook, DuPage, Lake, McHenry, River Valley and Will.

How to Read the Report

This report is built around major “storylines” for the area. Supporting data are provided for each storyline, followed by implications at the end of each chapter that describe what the conditions and trends mean for Northern Cook County. This is not an exhaustive recitation of all data that exists, and more timely data is being printed every day. Gathering workforce intelligence and creating action plans are on-going activities. The State of the Workforce Report is a “freeze frame” along the data gathering/planning continuum that asks readers to pause and consider what needs to be changed to impact the trends and change the area’s story over time.

Use of Data

Prior to the release of the full suite of eight State of the Workforce Reports, data files were provided to each local steering committee. These files included detailed graphics, tables, and hundreds of key bullet points. Yet, many of these did not make it into the narrative reports because they did not contribute significantly to the area’s major storylines.

The more detailed data files are available from the workforce board. Please contact the Workforce Board of Northern Cook County for more information.

Acknowledgements

The Workforce Board of Northern Cook County would like to thank all of its participants in this local planning process, including board members, key representatives of government, economic development, labor, education, and business and industry.

NORTHERN COOK INDUSTRY DIVERSITY MIRRORS THE REGION'S DIVERSITY, PROVIDING OPPORTUNITY FOR ECONOMIC RECOVERY

Diversity Offers Hope for Fast Recovery From Recession

Northern Cook's industrial diversity offers a buffer against economic storms that strike a particular sector. Its composition is very similar to that of the Chicago Metropolitan Statistical Area, and the metropolitan area is remarkably similar to the average of the top twenty metropolitan statistical areas in the country.

Private Sector Employment Distribution by Industry, NAICS, 2001 Q1

Source: Illinois Department of Employment Security

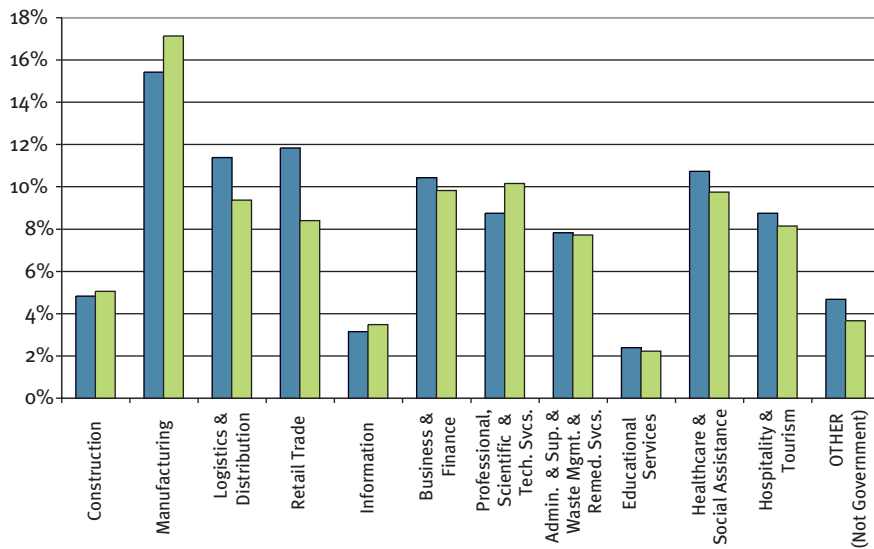


Figure 1 ■ Metro Region ■ Northern Cook

Unlike Detroit and Cleveland (manufacturing), Las Vegas and Miami (tourism), San Jose and Austin (high tech), or Atlanta and Dallas (telecommunications), the Chicago metropolitan region is not overly dependent on any one sector. A January 2003 report prepared for the U.S. Conference of Mayors by Global Insight gave the Chicago metropolitan area a top ranking on the diversity index. Northern Cook is a part of the Chicago labor market, and even by itself is similarly diverse.

Northern Cook does have a slightly greater percentage of its workforce than the metropolitan region as a whole in:

- Manufacturing
- Professional/Scientific/Technical Services
- Construction
- Information

While the area has 18.9% of the region's total employment, it has 21.9% of the region's professional/scientific/technical services employment, 21% of the manufacturing employment, 20.9% of the information employment, and 19.7% of the construction employment.

Northern Cook has a slightly lower percentage of its workforce than the region as a whole in:

- Logistics
- Retail Trade
- Business and Finance
- Educational Services
- Health Care
- Hospitality and Tourism
- Other, not Government

Table 1: Employment Totals by Industry (NAICS¹), 2001 Q1

Industry	Northern Cook County Total	Cook County Total	Metro Regional Total	Northern Cook County as % of Cook County	Northern Cook County as % of Metro Region
Construction	33,197	90,460	168,205	36.7%	19.7%
Manufacturing	112,667	329,281	537,773	34.2%	21.0%
Logistics and Distribution	61,515	259,869	396,888	23.7%	15.5%
Retail Trade	55,196	250,768	412,393	22.0%	13.4%
Information	22,784	76,047	109,163	30.0%	20.9%
Business and Finance	64,561	263,817	363,470	24.5%	17.8%
Professional, Scientific and Technical Services	66,739	222,631	304,659	30.0%	21.9%
Administrative and Support, and Waste Management Services	50,748	177,547	272,405	28.6%	18.6%
Educational Services	14,568	63,381	82,836	23.0%	17.6%
Health Care and Social Assistance	64,090	275,396	373,787	23.2%	17.1%
Hospitality and Tourism	53,482	205,402	304,856	26.0%	17.5%
Other (not Government)	23,983	107,677	162,459	22.3%	14.8%
Total Employment²	657,965	2,322,816	3,488,894	28.3%	18.9%

Source: Illinois Department of Employment Security

¹ The first State of the Workforce Report provided employment distribution by Standard Industrial Classification (SIC) code. The North American Industrial Classification System (NAICS) is replacing the old SIC system for national, state, and local data. NAICS provides a more comprehensive, accurate view of the labor market while SIC remains the only means by which to show historical growth patterns. As NAICS data is gathered over time, historical trends can also be demonstrated using that system and the SIC codes will eventually become obsolete. Due to the newness of NAICS, a sample of the type of sectors contained within each major industry is contained in a table in the Appendices.

² Total employment does not equal the sum of employment shown in industries due to non-disclosure within "other industries – not government" which includes mining, agriculture, utilities, other services and non-classifiable establishments.

Northern Cook has Lower Share than Regional Average in Several Target Sectors

Northern Cook somewhat trails the region as a whole in the proportion of its employment that falls into four of the six industry sectors that have been targeted for development in the region based on their size, growth, wages, skills, and importance to the economy. The region is hosting a series of summits focused on each sector to gather additional intelligence about the needs of these industries and to create follow-up strategies that will help them prosper and grow. Northern Cook is contributing to the effort not only through participation in the summits, but through one-on-one interviews with top employers in each sector and targeting of business services provided through the public one-stop system.

Table 2: Regional and Northern Cook Employment in Targeted Sectors

Sector	Percent of Regional Employment	Percent of Northern Cook Employment
Distribution (Logistics - combination of Transportation and Warehousing with Wholesale Trade)	11.4%	9.3%
Finance and Business (Finance, Insurance, Real Estate, Rental and Leasing)	10.4%	9.8%
Health Care (and Social Assistance)	10.7%	9.7%
Hospitality and Tourism (Accommodations and Entertainment)	8.7%	8.1%
Manufacturing	15.4%	17.1%
Technology (Information and Professional Services)	Information: 3.1% Professional: 8.7%	Information: 3.5% Professional: 10.1%

Financial services are particularly important because the sector may be key to the region's future. In the Chicago metropolitan region, business services are dominant compared to other top regions in the country, particularly in the area of finance: investment banks, mutual fund companies, venture capital firms and insurance. Business services and the finance/insurance/real estate sectors together employ more people than retail trade in the region (retail trade tends to be the fastest growing sub-sector all over the country). Northern Cook has a slightly smaller than average share in this sector, although it saw a substantial 77.7% increase between 1991 and 2001, representing 27,440 additional jobs.

Northern Cook also has a smaller than average proportion of workers in health care and social assistance employment. There are multiple reasons why this is important. First, health care occupations are in high demand. Many occupations within health care require high skills, and health care jobs tend to be less subject to lay-offs than other sectors. Secondly, as explained further in a later chapter, Northern Cook's population tends to be older than those in other workforce areas, and older populations have a greater need for health care services. Finally, Northern Cook attracts a high proportion of immigrants and has pockets of poverty, and such populations may have a higher need for social assistance. But on the positive side, social services was one of the top growth sub-sectors between 1991 and 2001, increasing by 100.4% (6,391 jobs).

Northern Cook surpasses the region in its proportion of manufacturing. Manufacturing is particularly important due to its multiplier effect on the economy. According to national data developed by Virginia's A.L. Philpott Manufacturing Extension Partnership (VPMEP), "Every \$1 million in final sales of manufactured products supports 10 jobs in the manufacturing sector and six jobs in other sectors such as services, construction, and agriculture. Because the service sector is more labor intensive than the manufacturing sector, \$1 million in final sales of services supports 17 jobs. However, since the service sector has a smaller multiplier effect on the rest of the economy, \$1 million in its final sales supports only two jobs in the sectors outside of services." Manufacturing, however, is particularly susceptible to general economic conditions. The U.S. Conference of Mayors' report notes that the region's "manufacturing array is susceptible to cyclical weakness and various durable goods producers face significant structural challenges."

Manufacturing has been declining as a share of the area's total employment, including a substantial drop in real numbers since 1996.

Northern Cook County Private Sector Employment by Industry (SIC), 1991 - 2001

Source: Illinois Department of Employment Security

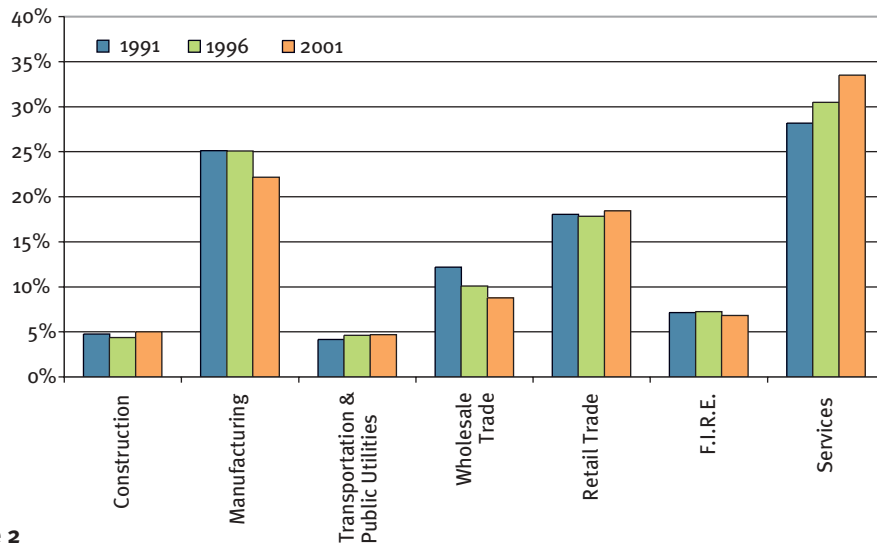


Figure 2

³ Note: The graphic displays industries by SIC code, since historical data is not available using NAICs.

Table 3: Northern Cook County Employment by Industry

Industry	1991	1996	2001
Agriculture	3,213	3,059	4,557
Mining	23	---	26
Construction	25,563	25,858	30,961
Manufacturing	136,008	149,773	137,454
Transportation, Communication, Public Utilities	22,418	27,407	28,971
Wholesale Trade	65,948	60,148	54,208
Retail Trade	97,658	106,547	114,348
Finance, Insurance And Real Estate	38,446	43,113	42,196
Services	152,682	182,182	207,851
Non-classifiable Establishments	481	93	641
Total, All Industries	542,440	598,180	621,213

Source: Illinois Department of Employment Security

In the current economic downturn, manufacturing suffered the most mass layoff numbers numerically and was tied for second place in layoffs as a percentage of industry employment.

Table 4: Mass Layoff Statistics September 2001- September 2002 for Northern Cook

Industry	Number of Layoff Events	Number of Workers Separated	Percent of 2001 Industry Employment
Agriculture	*	*	
Construction	13	2,218	7.2%
Manufacturing	23	4,610	3.4%
Transportation, Communication, Public Utilities	4	972	3.4%
Wholesale Trade	*	*	
Retail Trade	11	2,944	2.6%
Finance, Insurance And Real Estate	*	*	
Services	10	2,292	1.1%
Total	66	13,641	

* Suppressed to avoid potential disclosure of individual employers.

Source: Illinois Department of Employment Security

Distribution is important because of its high value-add. Chicago Metropolis 2020's *Regional Realities* publication identified logistics (distribution) as having the highest value-added per employee in the region of 15 different industries. The value-added index for 15 major sectors in the region compared to the U.S. in 1999 gave logistics an index of 1.45, compared to 1.41 for business services, 1.17 for tourism (hospitality), heavy manufacturing (1.01), finance (.96), and light manufacturing (.92). "Value-add" measures how much economic value a company creates through production, innovation, or effective use of labor and capital. Northern Cook trails the region in its percentage of employment in this sector, despite the presence of O'Hare Airport within the region.

Professional/scientific/technical and information services, where Northern Cook has an edge over the region, are critical factors in the "new economy" index, which will be discussed further in the next section.

Impact of Recession Demonstrated by Layoffs

On February 6, 2003, the Chicago region was declared the "job loss capital of America," according to statistics from the U.S. Department of Labor, surpassing even much larger New York City in job losses last year. As part of that labor market, Northern Cook has been dramatically affected, beginning even prior to the events of 9/11.

Total Number of Mass Layoffs and Separations,
Northern Cook County, 1997-2001

Source: Illinois Department of Employment Security

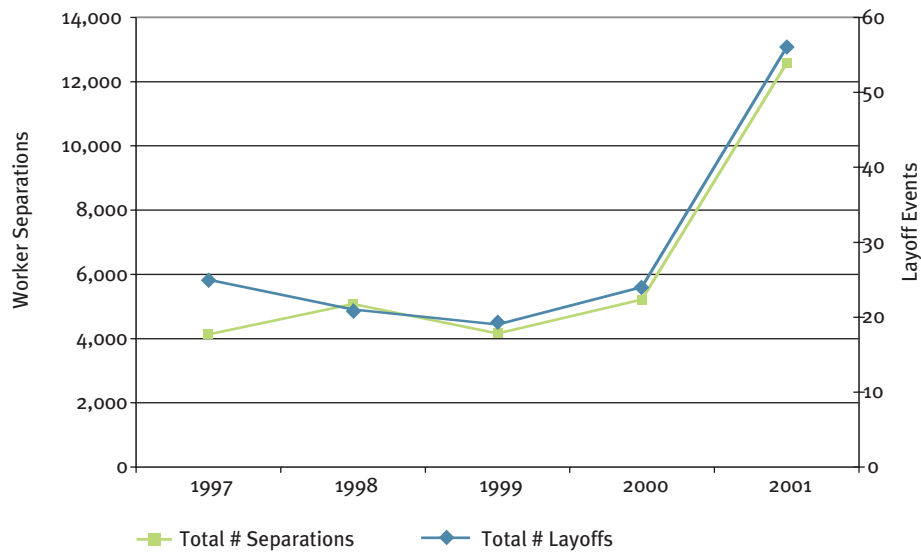


Figure 3

While the region's very diversity may have contributed to its large job losses since this recession has been unusually broad across all sectors, that same diversity should help it to recover more quickly. Despite losses in the recession, Northern Cook's unemployment rate has been consistently below that of Cook County as a whole, the metropolitan area, and the state.

Table 5: Comparison Unemployment Rates

	Northern Cook	Cook	Chicago MSA	State
December 2002	4.6%	6.7%	6.5%	6.4%
November 2002	4.8%	7.1%	6.5%	6.7%
December 2001	4.7%	6.4%	5.9%	6.0%

Source: Illinois Department of Employment Security

Bottom Line

- Northern Cook’s diversity is a strength, although it is lagging the region in a few key sectors in terms of the proportion of all employment. To build upon the diversity advantage and to increase employment in the target sectors, local leaders must nurture prominent, value-add sectors such as logistics, as well as high-growth, high-skill sectors such as business services, as well as high multiplier sectors such as manufacturing. One sector cannot be overly promoted at the expense of others. It is critical that the Workforce Board of Northern Cook County plan an approach to structuring business services delivery through the one-stop system and ensure the participation of policy-makers in industry summits. Follow-up to those summits is critical.
- The regional economy has considerable migration of firms in and out of the MSA (see the Regional State of the Workforce Report for additional detail). When that churn is coupled with the overall diversity of employment, it adds up to a compelling case for workers needing to gain and maintain transferable skills that can be re-applied to new firms or different industries. Public investment in skill training should be tied to initiatives that develop portable skill credentials (i.e., certifications recognized by multiple firms throughout an industry or across industries) and essential transferable skills (e.g., math and computer, interpersonal, management, etc.) rather than firm-specific or machine-specific training.
- The prominence of financial services among business services and the urgency of ensuring the region has a competitive advantage in technology add up to a strong need for math and computer skills. Proficiency in these areas needs to be ensured at the K-12 level to ensure the future workforce is prepared for excellent job opportunities that these critical sectors offer.

THE OCCUPATIONAL MIX AND NECESSARY SKILLS ARE CHANGING

21st Century Jobs Require 21st Century Skills

Occupational data is not available at the sub-county level, so countywide data must be used to describe what is happening to the occupational mix in Northern Cook. The top 20 occupations in Cook County were identified from a list of 410 occupations. The occupations were ranked against one another in the categories of current employment, growth rate, and average annual wage, and then an overall ranking was derived by adding the occupation's rank from each category. Many of the top twenty occupations⁴, including systems analysts; computer engineers; managers of engineers and computer information systems; computer scientists, securities, commodities, and financial services sales; and electricians, require strong basic skills in math and computer literacy, as well as “soft” skills such as interpersonal, managerial, listening, and critical thinking.

The Northern Cook State of the Workforce Report identified transferable skill and knowledge requirements for select industry sectors using the O*Net model (see page 37 of the State of the Workforce Report). Although the sectors were not identical to those selected for regional focus, the skills required will be the same. “Transferable” is the operative word.

As the nation and region move from a manufacturing to services economy and the need for a skilled workforce continues to grow, it is important to understand the skills needed by employers in the 21st Century.

There are literally dozens of models that outline the skill sets needed in today's workplace, but one of the better framings comes from the Northwest Center for Emerging Technologies (NWCET), and the report *Building a Foundation for Tomorrow*⁵, published in 2000. Originally intended to serve as the framework for information technology, these cross-cutting skills represent an excellent view for all new economy, if not all industries.

Note: the authors are not promoting this list as the final, or one and only, list. However, this list is one good example of defining what is meant by “21st century skills” or a “21st century workforce curriculum.”

NWCET Employability Skills

Employers are often quoted by workforce professionals as saying, “just give me someone with basic skills and I'll train him/her myself.” Yet, employers are vague about their definition of basic skills and more than one employer means more than one definition. Workforce professionals will also agree to disagree on what is meant by basic skills. More often than not, employers are looking for people who have the right attitude, have good “work ethics,” are good team players, and like to learn. The NWCET Employability Skills list includes:

- Communication Skills
- Organizational Skills
- Team Contribution and Leadership
- Professionalism
- Critical Thinking and Decision Making
- Customer Relations
- Self-Directed and Continuous Learning

⁴ The full table may be found in the appendices.

⁵ Project developed in part by the National Science Foundation. Partners included Microsoft, The Boeing Company, American Association of Community Colleges, American Electronics Association, Educational Development Center, U.S. Department of Commerce, and U.S. Department of Labor, in addition to many others

NWCET Cross-Sector Core Skill Areas

- Project Management
- Task Management
- Problem-Solving / Troubleshooting

NWCET Core Curriculum⁶

- Analytical Skills and Problem Solving
- Business Organization and Environment
- Coordination and Communication Skills
- Project and Process Flow Skills
- Core Computer Software and Hardware Skills
- Core Field of Study Skills

Definitions of each of these skills are contained in the Appendices.

New Skills Must be Built for a New Economy

The top twenty occupations reflect the growing importance of the “new economy” on the occupational mix. The “new economy” may be defined as “a world in which people work with their brains instead of their hands. A world in which communications technology creates global competition - not just for running shoes and laptop computers, but also for bank loans and other services that can't be packed into a crate and shipped. A world in which innovation is more important than mass production. A world in which investment buys new concepts or the means to create them, rather than new machines. A world in which rapid change is a constant. A world at least as different from what came before it as the industrial age was from its agricultural predecessor. A world so different its emergence can only be described as a revolution.”⁸

The Progressive Policy Institute (PPI) ranks states and metropolitan areas' progress in adapting to this new economy.⁷ PPI maintains that to be successful in the new economic order, a state or region must *invest in knowledge infrastructure — world-class education, training, and technology*. Skills are indeed where the action is.

The Chicago metropolitan region ranks in the middle of the top 50 regions on the New Economy Index, with an overall ranking of 19. This is not bad, but it is not terribly good, either. It scores lowest (36th) in workforce education, which is a weighted measure of the educational attainment of the workforce considering advanced degrees, bachelor's degrees, or some college coursework. Its highest ranking is 6th place in broadband telecommunications capacity. The Chicago region's ranking on each of the indices is included in the Appendices.

Incorporation of 21st century skills in K-16 education and incumbent workforce training will improve the region's ability to attract and grow new economy jobs that ensure its position in the national and global economy.

⁶ Referred to as “IT Core Curriculum” in publication; the author of this report has omitted the “IT” to more accurately reflect the all-industry need.

⁷ *The Metropolitan New Economy Index*, Atkinson, Robert D. and Gottlieb, Paul D., Progressive Policy Institute and The Center for Regional Economic Issues, April 2001 (www.ppionline.org).

⁸ www.hotwired.lycos.co

Training Investments Decline While Skill Requirements Grow

The State of the Workforce Report (page 40) listed numerous education and training gaps for modern manufacturing in the Chicago region based on a report by the Manufacturing Workforce Development Project. Additionally, the Regional State of the Workforce Report describes results from an American Society of Training and Development (ASTD) survey administered to between 40 and 50 employers in a given year, covering about 40,000 workers. The data reflects the practices of larger companies, including U.S. leaders,⁹ so that local employers can better gauge their practices against those companies that are “making learning a central focus of efforts to stay competitive.”

While U.S. companies overall and U.S. leaders are increasing the percentage of employees trained, City of Chicago companies have dramatically cut back, causing the overall regional score to also reflect a negative (although less extreme) change. U.S. Leaders and the U.S. also surpass the region in terms of percentage of total payroll spent on training. The Balance of the Region (without Cook County) in particular scores significantly lower than the other comparison areas examined in terms of the change in total training expenditures as a percent of payroll.

Demand for Non-Degreed Technical Workers Outstrips Supply

New curriculum skills and new economy jobs do not imply that more workers need four-year degrees. The appendix contains tables of the top jobs by education and training category. There are excellent, high paying job opportunities that require only an associate degree, certificate, or on the job training. In fact, most of the jobs available in the region require less than a four-year degree.

Distribution of Jobs by Education Requirement

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

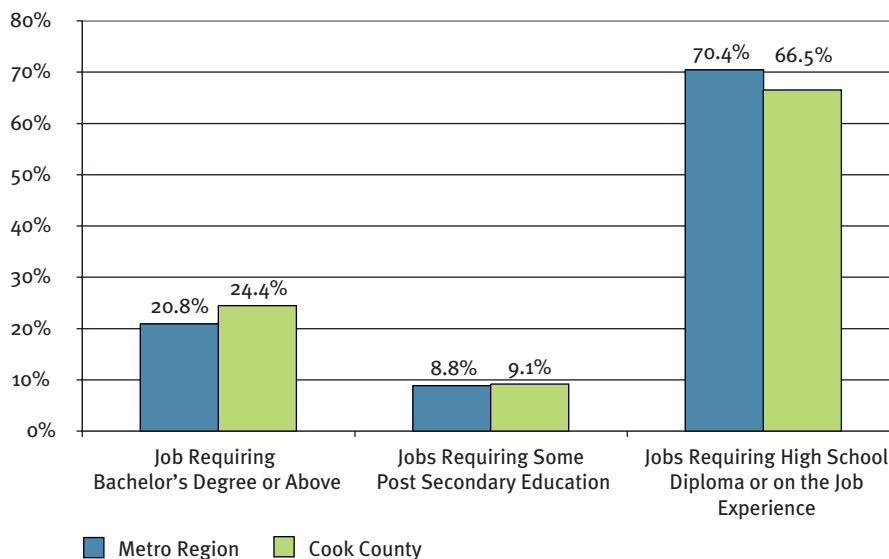


Figure 4

⁹ Definition of ASTD US Training Leaders - ASTD ranks all U.S. firms in their benchmarking training survey in four categories of training measures: Investment (mainly dollars spent), Time (mainly employee training hours), Reach (mainly the percent of employees trained), and Sophistication (mainly use of learning technologies). The ten percent of organizations with the highest combined scores across the four categories are identified as US Training Leaders. On the basis of 2000 numbers, 39 firms qualified. These data are seen as, "what it takes for an organization to separate itself from the pack," and "make learning a central focus of efforts to stay competitive."

For 66.52% of the jobs in the county, the educational requirements are a high school diploma or some on the job experience. Only 24.7% of jobs in the county require a bachelor's degree or higher. According to the U.S. Bureau of Labor Statistics, of the 2.8 million teens who graduated from high school nationwide in 1997, 67% were enrolled in college the following October. Of that 67%, about two-thirds matriculated to four-year colleges to earn bachelor's degrees, but only 23% of all employment nationally requires this level of education. Cook County's 24.7% rate is only slightly higher than the national average.

“Hiring college graduates solves the problem of finding workers with stronger basic skills, but college is a very expensive employment agency.”

Teaching the New Basic Skills, Murnane and Levy, 1996, page 8

in the 1960s, only one in seven four-year college graduates was not employed in college-level work. Today, the figure is more like one in three, and for those who try to improve their odds by getting a master's degree, only one in ten is likely to find employment commensurate with their level of education. The sheer number of college graduates on the street allows employers to use possession of a degree as a screening device for basic skills. For the graduate, it is an extremely costly credential for demonstrating the ability to read and compute. Many young people go off to college with no career goals whatsoever, which contributes to the extraordinarily high dropout rate and turns universities into a “\$40,000 career exploration program.”

Dr. Gray proposes that parents and school systems stop focusing on postsecondary attendance and start focusing on postsecondary success. Career information is vital for a student to understand the labor market ahead and match that understanding with likes and aptitudes. Youth who participated in a summit called Youth Quake 2002, sponsored by the Youth Council of The Workforce Board of Northern Cook County, indicated they would like to have a broader range of work-based learning options from which to choose. Although students currently have access to job shadowing, internships, and career fairs, they want to explore more occupations and more industries. Youth may be more open to alternative paths to success than suggested by their current postsecondary behavior, simply because of their limited knowledge of the labor market.

Dr. Kenneth Gray writes in his book *Getting Real: Helping Teens Find Their Future* (2000), that “while increasing numbers of college graduates were ending up in low-wage service jobs, the nation's economy was generating record numbers of unfilled positions for technicians in high-skill/high-wage technical jobs.” The Hudson Institute (Judy & D'Amico, 1997) predicted the country's Gross Domestic Product would be negatively affected by as much as 5% if the gap is not closed. Dr. Gray goes on to point out that

Bottom Line

- Public investments in education and training should target and reward teaching of new curriculum skills.
- Getting labor market information to parents, youth, counselors, and educators is critical. Community attitudes about the relative value of four-year degrees versus technical degrees must change. All youth need career development plans that focus on future success, not just future college attendance.
- Incentives may be needed to increase employer investment in incumbent worker training so regional employers will be in line with U.S. leaders.

OCCUPATIONS OF RESIDENTS AND OCCUPATIONS WITHIN NORTHERN COOK FIRMS ARE IMBALANCED

Northern Cook “Exports” Management and “Imports” Production

Figure 5 compares the occupational distribution of jobs in the region – as reported by employers – to the occupational distribution of jobs reported by residents of the region on the U.S. Census. It reflects differences in where people work versus where they live, which is affected by cost of living and “urban flight.”

In Northern Cook County, 43% of the resident population reports holding jobs in management, professional and related occupations, but only 29% of the jobs available are in that occupation grouping.

Jobs Reported by Employers vs. Occupations Reported by Household, Northern Cook County

Source: U.S. Census (2000 Data Set), AGS Demographics (2002 Estimates Data Set)

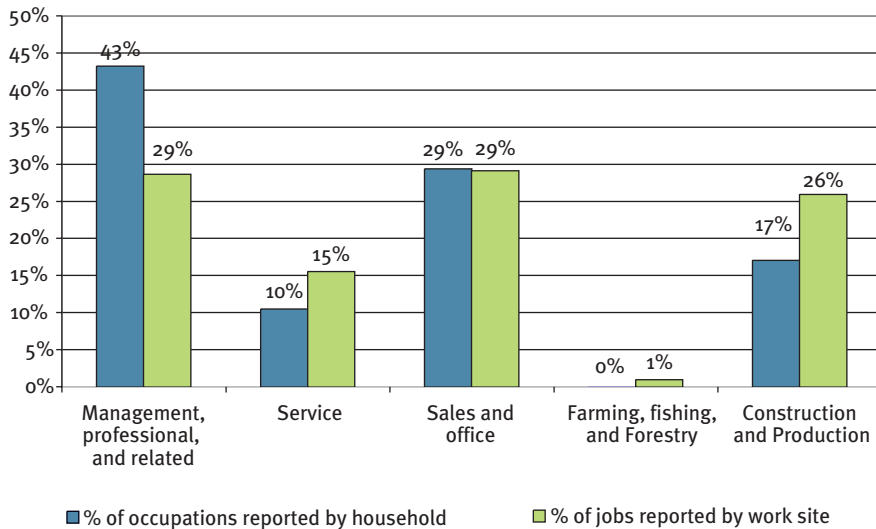


Figure 5

When it comes to Construction and Production jobs, the opposite is true: 26% of jobs in the region are in this field, but only 17% of the population is employed in those types of jobs, leading to in-commuting.

Considering that the Chicago metropolitan area is all one labor market, this is not necessarily an economic problem, but it is a quality of life issue since it requires considerable travel back and forth everyday as workers go from their place of residence to their place of work. In addition to people traveling in and out of Northern Cook, many people are simply traveling across it on their way between the city and the collar counties.

From 1990 to 2000, the percent of the Metropolitan Region’s population residing in Northern Cook County decreased from 14.7% to 13.7% (Figure 6). All three Cook County subregions declined in their share of the region, indicating a generalized movement to the suburban outer ring counties over the last 10 years. Of the three subregions, Northern Cook County declined less than Chicago, but more than South and West Cook. While Northern Cook’s share of the regional

population declined 1%, its share of regional employment declined only .1%. Jobs are not redistributing themselves as quickly as population in the region, which means that more people are commuting further to work, adding to the already congested roads.

Workforce Areas as Percent of Region's Population, 1990 & 2000

Source: US Census Bureau 2000

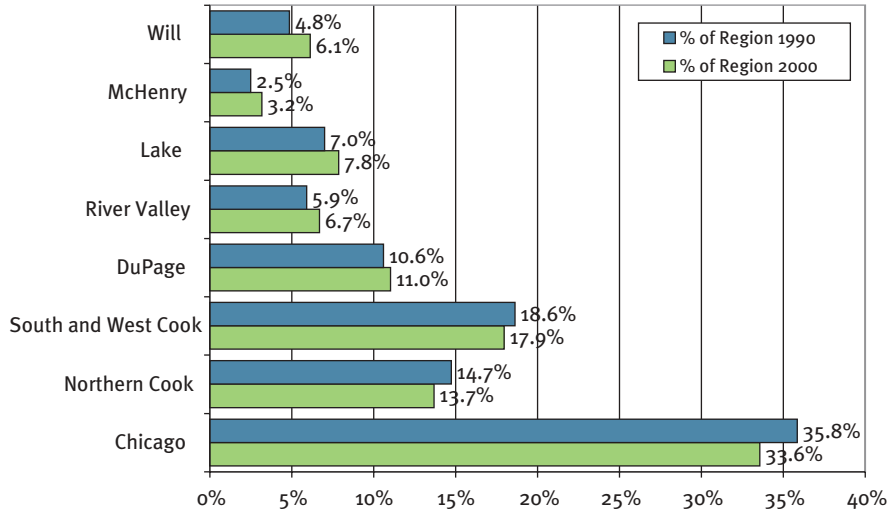


Figure 6

Growth Rate of Population, 1990-2000

Source: US Census Bureau 2000

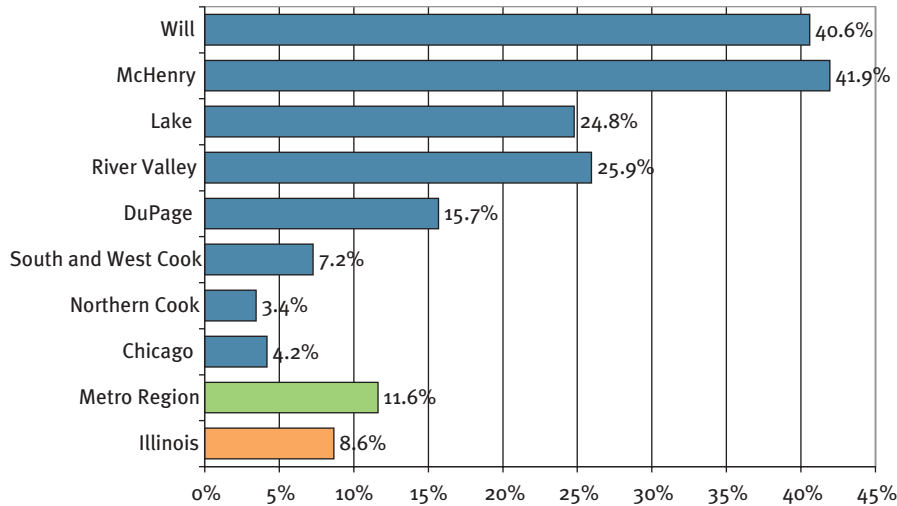


Figure 7

All of Cook County is a work destination for people living around the region. For the purposes of this report, Northern Cook County is portrayed by the Northwest and North Shore commuting areas (see the Appendix F for a map of the commuting areas). Both of these areas are importers of workers, with a combined total of 165,195 workers (Figure 8).

Of the persons who live in Northern Cook, one-third of them (33.3%) work elsewhere (Figure 9). Of the people who work in Northern Cook, 43.3% of them live elsewhere (Figure 10). And the vast majority of both groups drive to work alone.

Net In-Commuting, 1999

Source: Chicago Area Transportation Study (www.catsmpo.com)

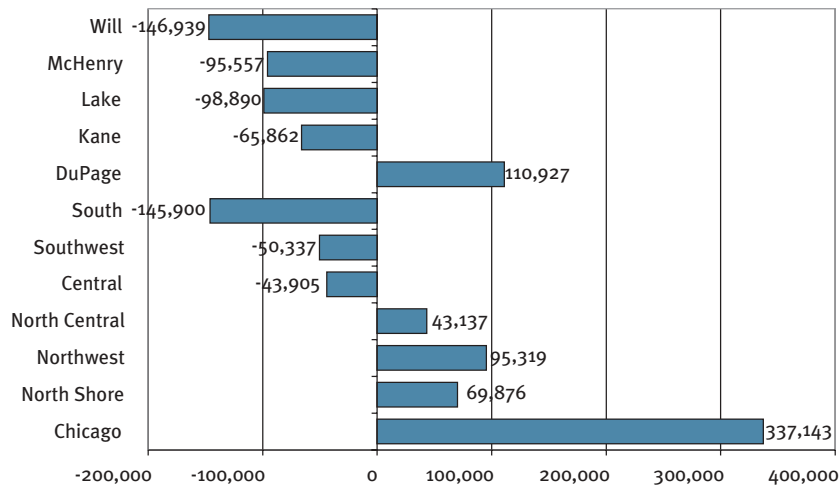


Figure 8

Workplace Destination of Northern Cook County Resident Workers, 1999

Source: Chicago Area Transportation Study (www.catsmpo.com)

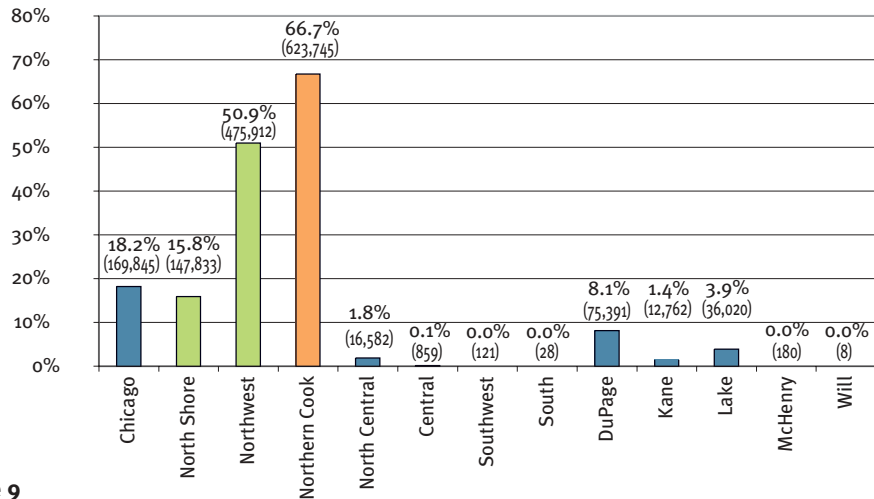


Figure 9

Home Origin of Persons Working in Northern Cook County, 1999

Source: Chicago Area Transportation Study (www.catsmpo.com)

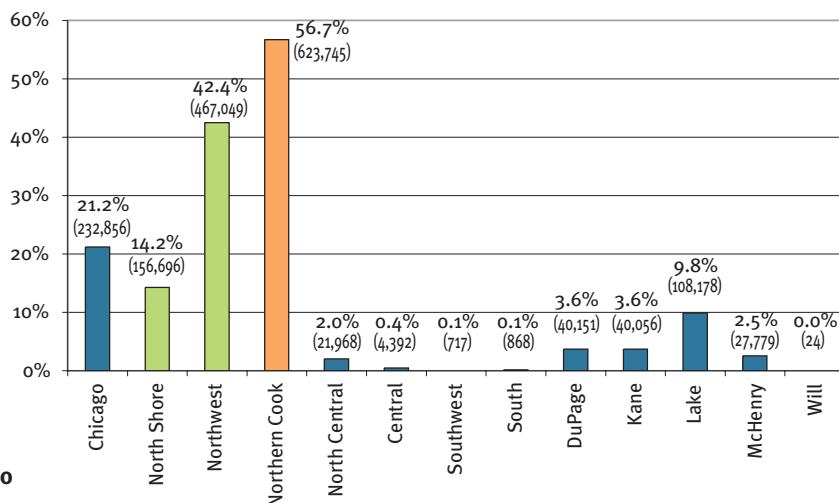


Figure 10

Workers by Transportation Method, 2000

Source: US Census Bureau 2000

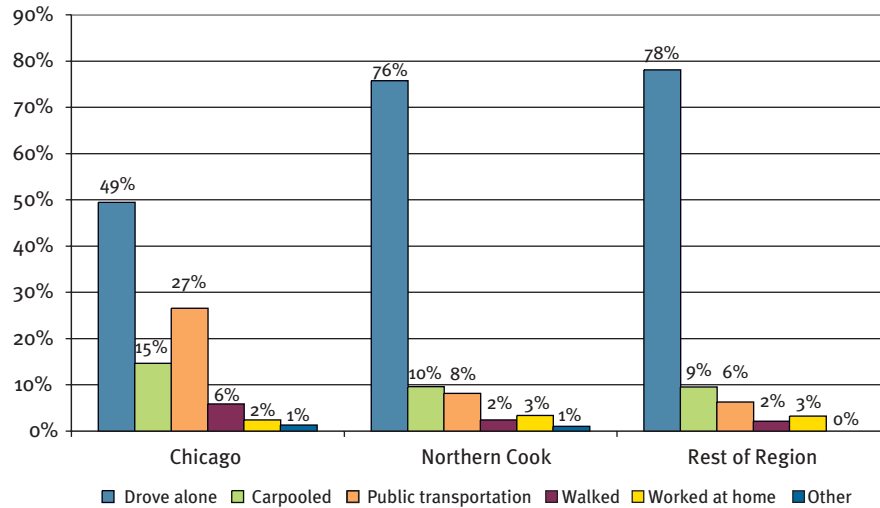


Figure 11

76% of Northern Cook County workers drive alone to work, while another 10% are in car pools (Figure 11). That equates to over 450,000 cars on the road each day. As pointed out in the original State of the Workforce Report, 32% of suburban Cook County residents who currently commute to work using their own vehicle say they would prefer to live where they can commute to work by public transit. The efforts of the Regional Transportation Clearinghouse described in the report need to be supported, although merely identifying and filling transportation gaps is not the total answer. Reducing the need for transportation by closing the housing/workplace gap and restructuring how some work gets done must also be considered in finding solutions.

Bottom Line

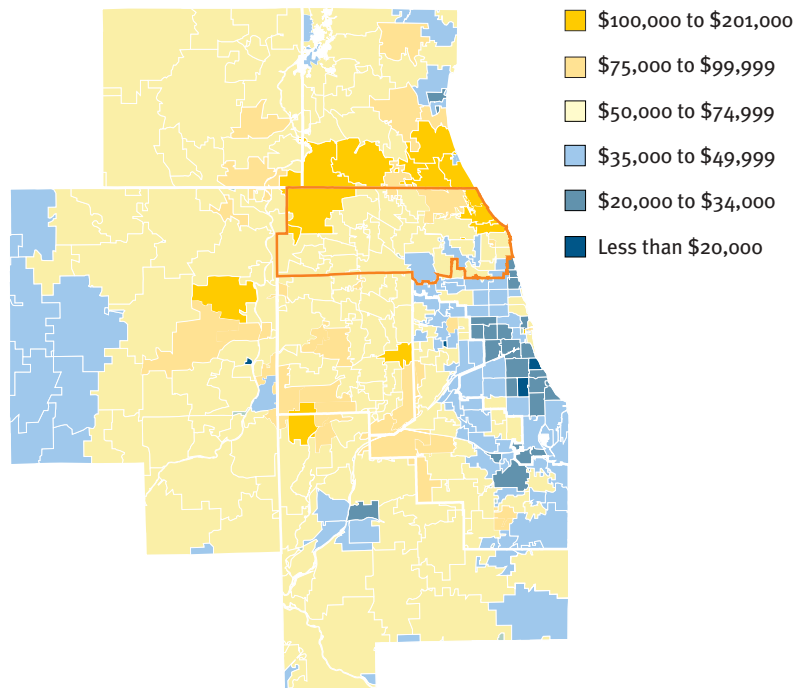
- The fact that over 40% of the people working in Northern Cook come from outside the area reinforces the need to take a regional approach to skill development.
- If the mismatch between occupations and jobs continues or the gap becomes wider, traffic congestion is also likely to worsen. Options include developing affordable housing for people who work in Northern Cook so they can live and work in the same area; promoting the use of public transportation to lesson traffic; and using technology and flexible workplace policies to enable more people to work from home.

Poverty in the Midst of Plenty

Northern Cook County is relatively affluent, with a higher median household income than Cook County as a whole, the region as a whole, the state, or the U.S. In Northern Cook, 60.3% of all households have an annual income of \$50,000 or more, compared to 46% in Illinois and 42% nationally.

Median Household Income by ZCTA, Metro Region, 1999

Source: US Census Bureau 2000



Map 1

Map 1 shows median income by zip code throughout the region. Northern Cook has Zip Code Tabulation Areas (ZCTA's) in the highest two income brackets in the northeast and northwest corners of the area, but also lesser incomes in the southeast section. No ZCTA in Northern Cook has a median income less than \$35,000 - \$49,000. Of the eight workforce areas in the region, only DuPage and McHenry have less poverty than Northern Cook.

The 1990's were years of unprecedented high employment and prosperity. However, not everyone benefited. In 2000, 2.4% of Northern Cook County residents were living at less than 50% of poverty (Figure 12). While 2.4% sounds like a very small percentage, it equates to 26,954 people living at a level that isn't just *at* poverty, but *50% of the poverty level*.¹⁰

¹⁰ Poverty is defined by applicable family size, age of householder, and number of related children under 18 present. For example, in 2002, the poverty threshold for a family of four (two adults, two children under 18 years old) was \$18,244.

Percent of Population with Income Less than 50% of Poverty Level, 2000

Source: US Census Bureau 2000

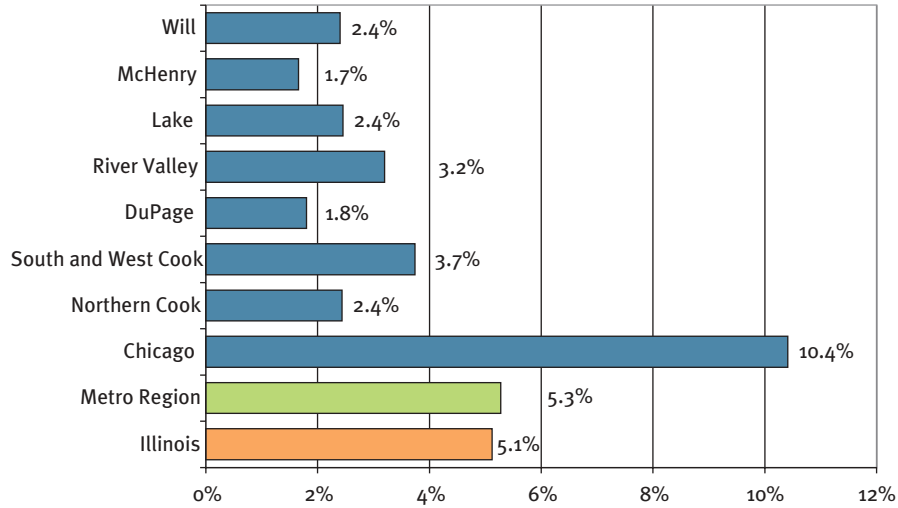


Figure 12

Percent of Families in Poverty, 2000

Source: US Census Bureau 2000

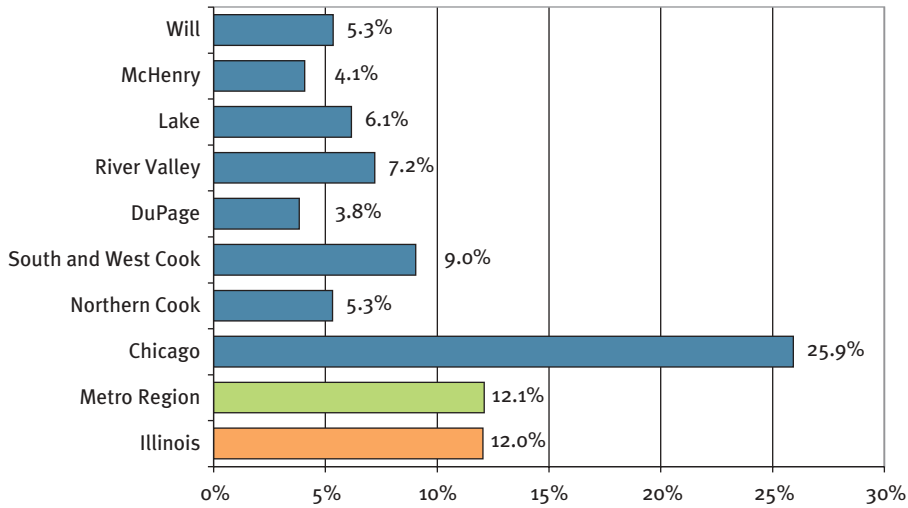
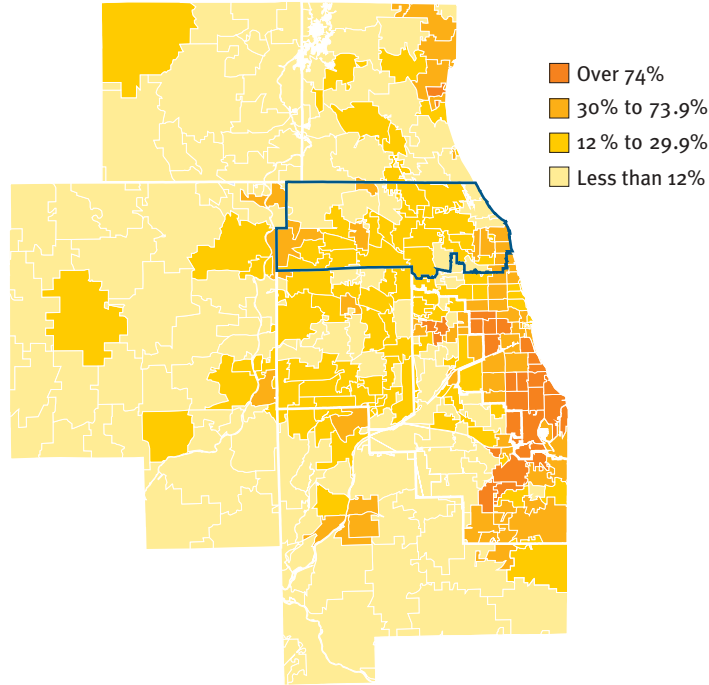


Figure 13

% Minority by ZCTA, Metro Region, 2000

Source: US Census Bureau 2000



Map 2

Minorities tend to be more heavily concentrated in the areas with higher poverty rates.

Minorities also tend to be more heavily impacted by economic downturns than the majority white population. The Economic Policy Institute (EPI)¹¹ stated that when national unemployment is at 6.5% or higher, it is even higher for cyclically sensitive occupations, industries, and demographic groups. A statewide report of the characteristics of the insured unemployed for December, 2002 supports EPI’s contention that industries, occupations, and demographic groups are differentially affected by the economic downturn.

Table 8: State Unemployment Claimants and Labor Force by Race

Race/Ethnicity	Percent of All Claimants in December, 2002	Percent of all Labor Force, Annual Average, 2001
White	60.37%	82.8%
Black	20.32%	13.4%
Hispanic	16.79%	9.8%

Source: Illinois Department of Employment Security

Minority representation in unemployment claims is higher than their representation in the overall labor force.

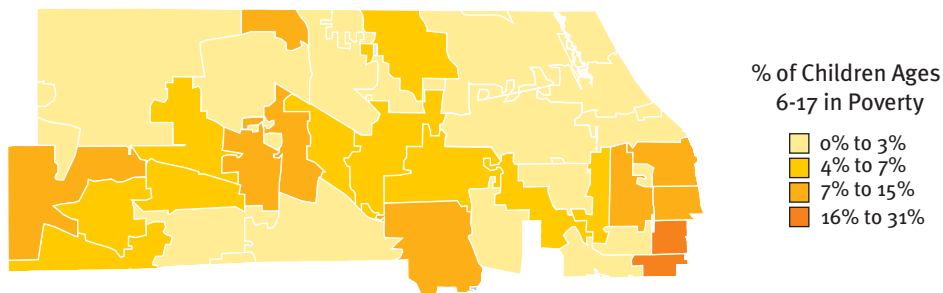
¹¹ “It Ain’t Over Till It’s Really Over”; Economic Policy Institute; (www.epinet.org, 11/7/02).

Children Suffer More From Poverty

Childhood poverty aligns closely with the map of median household incomes. The areas with the highest median household incomes are also the lowest in percentage of children in poverty. However, the areas of “middle income (the \$50,000 to 74,999 range) vary widely in the incidence of children in poverty. Being poor in a relatively affluent area is more difficult than being poor in a relatively poor area, and the disparities may produce greater difficulty for those youth.

Children in Poverty, 1999

Source: US Census Bureau, 2000



Map 3

Minority children are much more likely to be in poverty than white children. In addition to cultural and language barriers, minority youth in poverty must also deal with other barriers. Black and Hispanic children suffer a higher incidence of poverty than white or Asian children. While blacks comprise only 5.1% of the total population aged 5-17, they represent 16.3% of children in poverty. Hispanics comprise 16.2% of all individuals aged 5-17, but 29.3% of children in poverty overall. By contrast, 72.1% of all youth aged 5-17 are white, but white children comprise only 51% of all children in poverty in Northern Cook.

There is a direct correlation between socio-economics and educational success. Studies show that low-income youth are less likely to perform well in school. The National Assessment of Education Progress (NAEP) analyzed student achievement in 2000 relative to the poverty level of public schools, as measured by the percent of students eligible for free or reduced price lunch.¹² They found that not only did schools with high percentages of youth in poverty score less well, but that students who are not personally eligible for the free lunch but who attend schools with high rates of poverty scored lower than those in schools with lower rates of poverty. In addition to lower scores, schools with higher poverty rates were found to have:

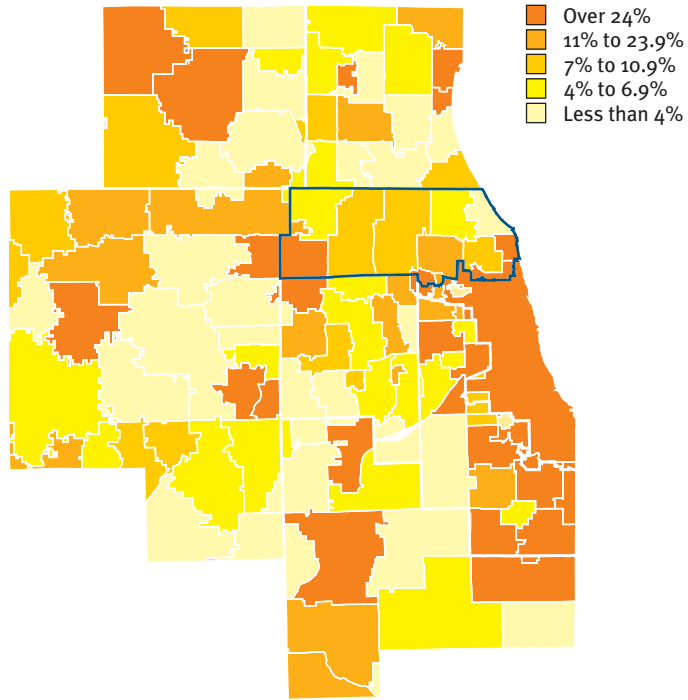
- Higher rates of absenteeism;
- A lower percentage of students with a “very positive” attitude toward academic achievement; and
- Less parental involvement.

Maps 4-6 graphically depict the connection between low income students and poor outcomes. The connection between poverty and performance is stronger than that between performance and teacher quality or instructional expenditures.

¹² “It Ain’t Over Till It’s Really Over”; Economic Policy Institute; (www.epinet.org, 11/7/02).

% Low Income Students, 2001-2002 School Year

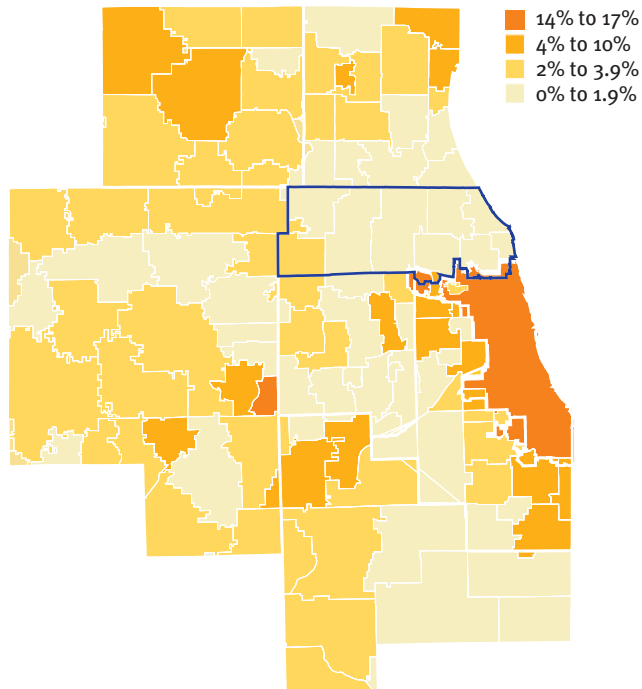
Source: Illinois State Board of Education



Map 4

Dropout Rates for Public Schools by School District

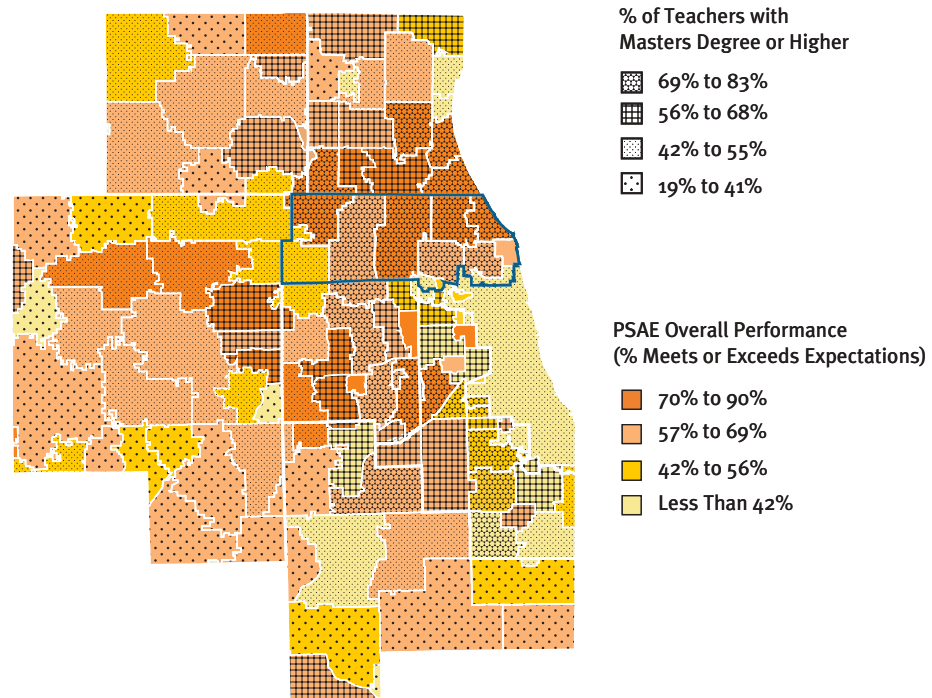
Source: Illinois State Board of Education



Map 5

Teacher Quality Compared To Composite PSAE Scores, 2001-2002 School Year

Source: Illinois State Board Education



Map 6

“Haves” and “Have Nots” Gap May Widen

Evidence of the “haves” and “have nots” dichotomy is seen in the list of the top 15 jobs by employment in Cook County (see appendices).¹³ The top occupation by employment is chief executives, which also happens to have the highest median wage and low probability of part time employment or unemployment. The second largest occupation is retail salespersons, with a median wage of only \$18,400 and high probability of part time work and unemployment.

The Economic Policy Institute¹⁴ noted that as wages have fallen for the typical worker, executive pay has risen dramatically. “In 1965, CEOs made 26 times more than a typical worker; this ratio had risen to 72-to-1 by 1989 and to 310-to-1 by 2000. U.S. CEOs make about three times as much as their counterparts abroad.”

The kinds of jobs held by low skill/low wage earners are often those without benefits. EPI further noted that benefits declined nationally in the late 1990s. The Aspen Institute (“Grow Faster Together or Grow Slowly Apart”) declared that after two decades of growth and prosperity, the country still has “a third of all full-time workers without health insurance, more than half without employer-provided pension coverage, and one in five families unable to earn enough to escape poverty without social assistance.” On a local level, “Regional Realities: Chicago Metropolis 2020” pointed out that between 1995 and 1998, the share of residents lacking health insurance in the region increased from 13.9% to 18.7%, resulting in a rate above the national average.

A Chicago Metropolis 2020 survey reported that 3 out of 4 residents in the region believe the region will be weakened if some residents are left behind in access to jobs. But it isn’t just lack of job access that will weaken the region. It is lack of access to good jobs – including the skills required to qualify for those jobs.

¹³ The full chart, contained in the appendices, provides 1998 employment, projected employed for 2008, the percent change (growth rate), median wage, probability of part-time employment, probability of unemployment, and education and training required.

¹⁴ “The State of Working America, 2002-2003;” Economic Policy Institute; (www.epinet.org, 11/7/02).

Internet access constitutes another kind of divide that is contributing to the growing dichotomy between the “haves” and “have nots.” MSNBC reported¹⁵ that as many as 50 million adults are in danger of becoming functionally illiterate because of lack of access to the Internet. Gartner Group, Inc., a technology consulting firm, predicted that 75% of U.S. households would be linked to the Internet by 2005, and that the system would be so pervasive that not having access or knowledge of how to use it would be the equivalent of not knowing how to read or write today. The study found that only 35% of low-income adults had access compared to 53% in the middle income group, 79% in the upper-middle bracket, and 83% in the top bracket. The researchers pointed to not one, but three digital divides:

- Access to the Internet;
- Knowledge of how to use it well enough to take advantage of its benefits; and
- Access through high-speed cable, DSL, or other broadband delivery systems.

The chief executive of the consulting firm that performed the study remarked that in the future, lack of broadband access would be “the equivalent of having the moderate and upper classes in IMAX theatres while the underprivileged are still watching silent movies.”

Computer knowledge in particular is becoming a “basic skill” as much as reading, writing, and arithmetic. At present, over half (57%) of all Americans over the age of 25 who are employed use a computer at work, and by the year 2010, jobs in the computer and mathematical fields are expected to increase by 67%. In Illinois, 44 out of every 1,000 private sector workers are employed by high-tech firms (22nd in the nation). Illinois is 7th in the nation for the overall number of high-tech workers and 11th for average high-tech wage. However, in 25% of schools in Illinois, the majority of teachers (at least half) are ‘beginners’ in using technology, according to The Children’s Partnership.¹⁶ Low income households are unlikely to have home computers and internet access, which means youth from those households will be less prepared for the higher paying, high technology jobs of the future.

A report by the American Association of University Women¹⁷ finds a growing gap between boys and girls in the use of technology and in taking higher-level computer courses. Girls tend to follow traditional “female career paths,” taking lower-level data entry and word processing courses, while boys are more likely to be found in the higher-level computer courses. Thus, the “technology gap” not only impacts generations (young people are typically more technologically proficient than adults) and low-income youth, but also genders.

While data is not available on the levels of ownership of home computers or Internet access for Northern Cook County, it is very likely that the poor in the county have the same barriers to access, resulting in the same kind of divide that disadvantaged individuals face everywhere. As indicated in Section One, the labor market of which Northern Cook is a part requires good math and computer skills. The State of the Workforce Report released last year included 11th grade assessment scores for 2001 from a sample of Northern Cook school districts. Pass rates for math varied widely across the area, from 44% in one high school in District 46 to 92% in District 203. Failure to equip all youth with adequate skills to succeed in this new economy market will further the gap between the “haves” and “have nots.”

¹⁵ www.msnbc.com/news, October 2, 2002.

¹⁶ Illinois Youth and Technology Fact Sheet; The Children’s Partnership, 2002; www.childrenspartnership.org.

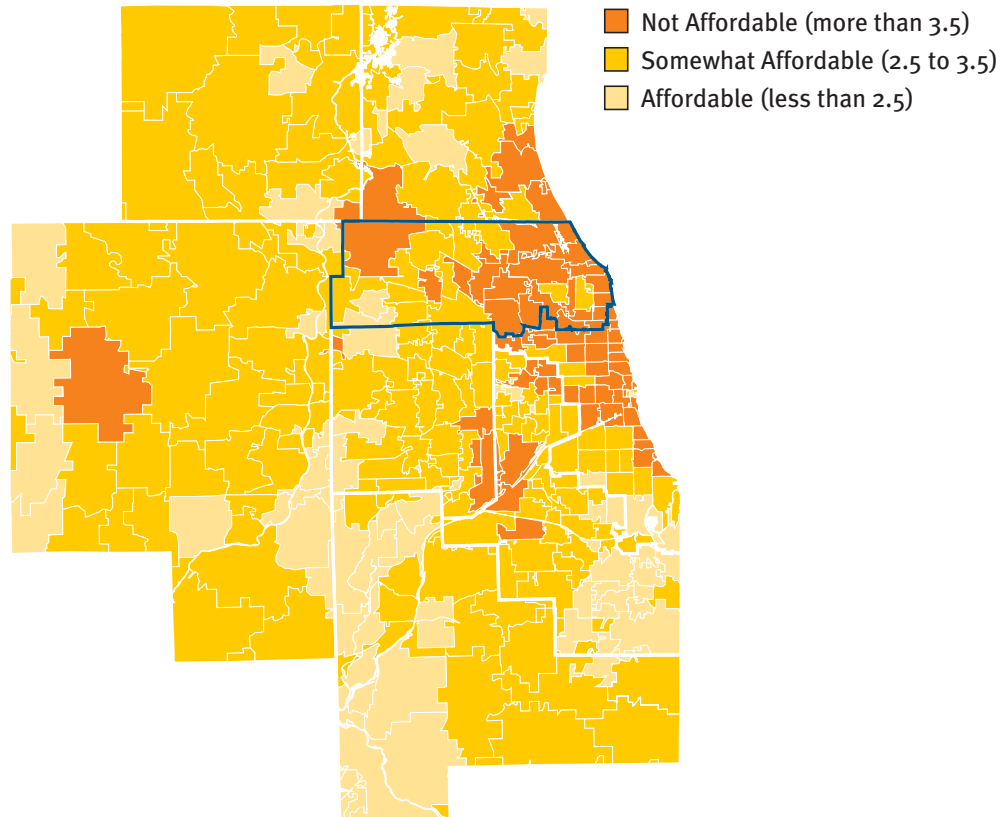
¹⁷ Where are the Girls? Gender Technology Gap; American Association of University Women; 10/98.

Housing is Relatively Unaffordable

As pointed out in Section Three, the lack of alignment between occupations of residents and employment opportunities in Northern Cook firms contributes to heavy commuting. An underlying contributor to the mismatch is undoubtedly the high cost of living in Northern Cook.

Housing Affordability¹⁸ Index by ZCTA, Metro Region, 1999

Source: US Census Bureau 2000



Map 6

Housing in Northern Cook County is expensive relative to income, with the majority of ZCTAs falling into the “Not Affordable” range. Of particular concern are those areas where median incomes are lower, poverty rates are higher, and housing is not affordable. Increasing transportation between areas of low-income workers and areas of high job growth does not necessarily resolve the problem. The Northeastern Illinois Planning Commission adopted a guideline in 1990 that used an average auto-commute distance of 8 miles as desirable for people in moderate to low-income households. Transportation is the second highest expenditure for families behind housing, consuming about 19% of the average household budget. But whereas an investment in home ownership creates wealth, expenditures for transportation create debt.

¹⁸To determine housing affordability, the median housing cost of each zip code was divided by the median household income of the residents of that zip code. The resulting ratio determines whether housing in the area is affordable for the people who live there, where a result of less than 2.5 is affordable, 2.5-3.5 is somewhat affordable, and more than 3.5 is not affordable.

Bottom Line

- Affluence and extreme poverty in close proximity does not make for a healthy community. The Northern Cook “community” has a gap between “haves” and “have nots” that is likely to grow wider.
- The “haves” and “have nots” tend to divide along racial and ethnic lines. Minorities are more likely to live in low-income areas now, and they tend to be more heavily impacted by economic recession.
- Housing and transportation are too high a percentage of low-income workers’ expenditures. Transportation investments do not produce wealth.
- Youth attending schools in areas with high percentages of low-income youth are less likely to do well in school, whether they themselves are low income or not. Youth in such areas need to be a focus for remediation assistance, basic skill building, and career counseling and financial counseling to enable them to succeed and break a family pattern of low-income employment.

GROWING DEMOGRAPHIC DIVERSITY IS UNEVEN

Ethnic Diversity Growing Faster in Some Communities

Eleven percent (11%) of Northern Cook County’s population (123,813 individuals) is of Hispanic origin – 5th in the region (Figure 14). Hispanics have increased in their relative share of the total population by 6% since 1990, growing by 117% (Figure 15). An examination of 65 communities in the north and northwest suburbs revealed very uneven growth in Hispanic population across the

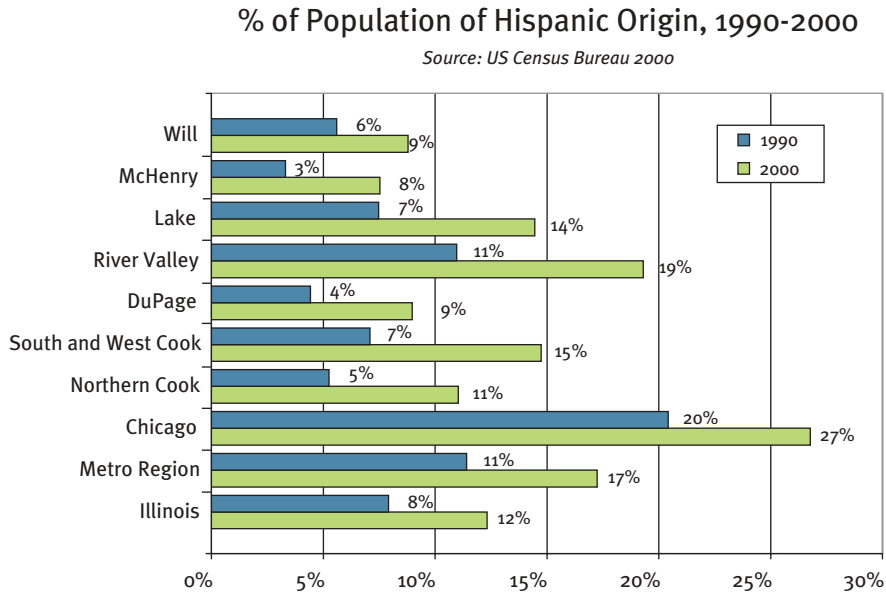


Figure 14

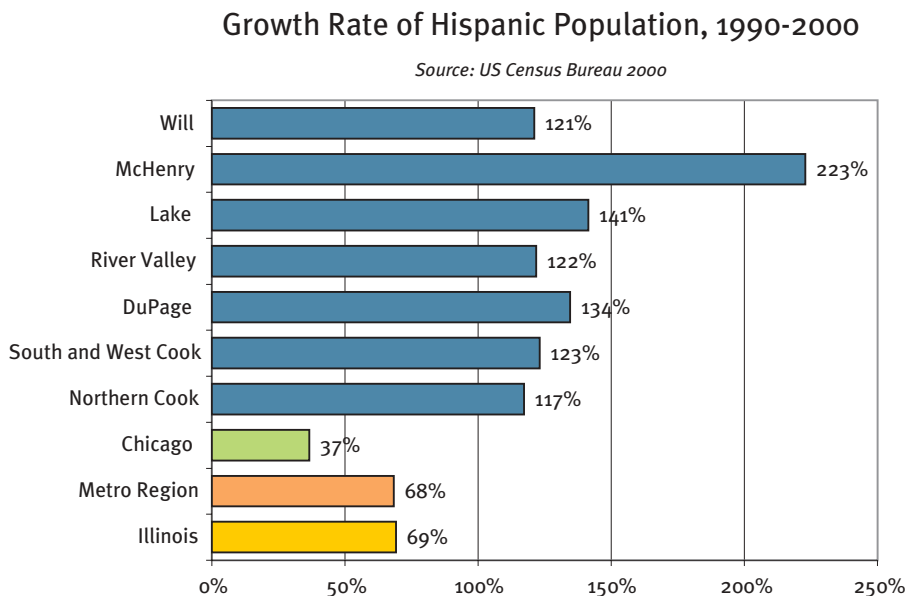


Figure 15

area.¹⁹ Within Northern Cook, the Hispanic population increase was particularly dramatic in Elgin, Hanover Park, and Palatine. The City of Elgin is now over one-third Hispanic. Of a total population of 94,487, Elgin has 32,430 residents of Hispanic origin. The vast majority of the Hispanic community in Northern Cook is of Mexican origin, with very few representing Puerto Rico, Cuba, or other origins.

Northern Cook has the largest percentage of population of foreign birth of any of the eight workforce areas in the metropolitan region (Figure 16). Roughly a quarter of those immigrants arrived within the last five years, contributing to language issues (Figure 17).

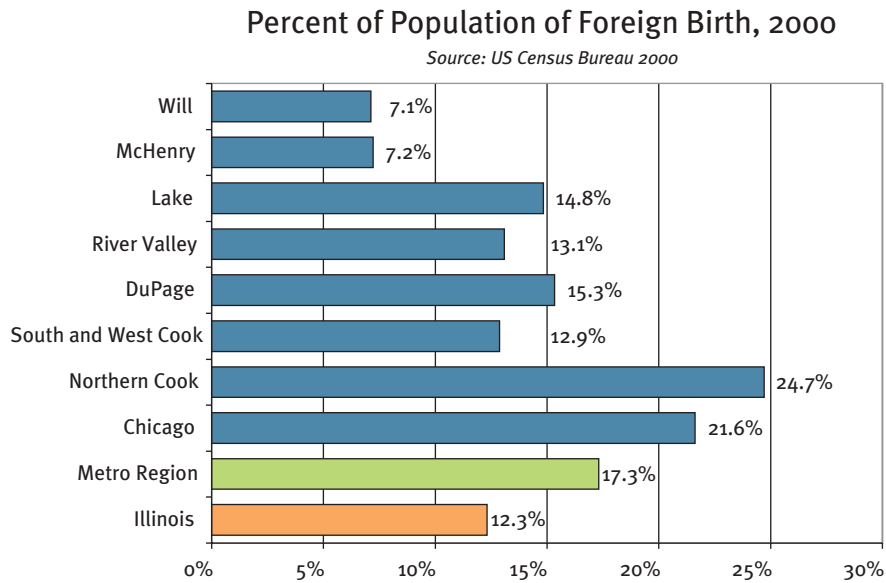


Figure 16

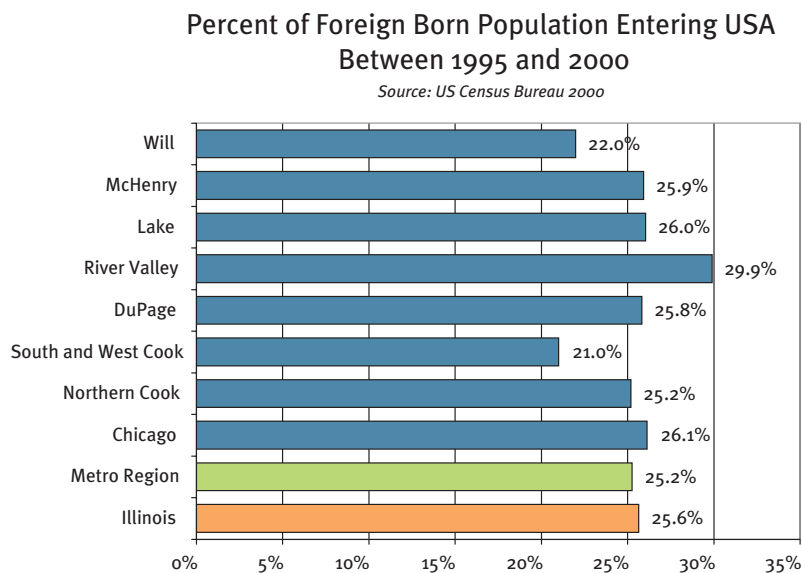


Figure 17

¹⁹ An Economic Factbook of Chicago's North and Northwest Suburbs; Chicago Tribune; September, 2002

Many immigrants with language issues are likely to have come from Asian countries. Northern Cook's population is 11% Asian compared to 4% in Chicago and 3% in the rest of the region. The Asian population is also more heavily concentrated in some communities than others. Schaumburg, Skokie, and Naperville each have over 10,000 Asian residents.

Communities in which substantial proportions of residents have English speaking challenges include Elgin, Hanover Park, and Palatine. There are more than 5,000 individuals in each community who report they speak Spanish and have difficulties with English, while there are more than 2,000 individuals of Asian descent in each of Hoffman Estates, Schaumburg, and Skokie who report English language barriers.

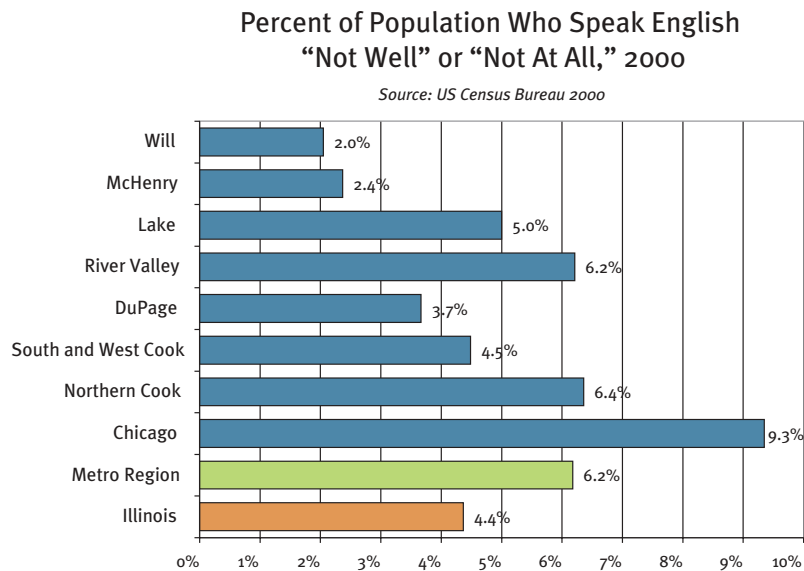


Figure 18

Northern Cook Mostly Older, But Some Communities Adjusting to Higher Rates of Youth

The presence of large numbers of immigrants has an impact on the average age of a community. Northern Cook on the whole is older than the rest of the region, with fewer residents under 18 and more residents over 50.

The average age of the U.S. on the whole is increasing. The 2000 census revealed the highest national median age yet recorded: 35.3 years, up from 32.9 years in the 1990 census. Within Northern Cook, there are communities with significantly higher median ages than the national average, including Niles (46.8); Lincolnwood (45.4); Northfield (44.4); Northbrook (44.1); Park Ridge (42.5); Wilmette (42.2); and Skokie (41.9). On the other hand, communities with large Hispanic populations have considerably younger residents, with median ages of 30.9 in Elgin and 29.7 in Hanover Park. Arlington Heights is an anomaly, with large numbers of people both in the under 18 age group as well as the over 65 group.

Change in Age Distribution, 1990-2000

Source: US Census Bureau 2000

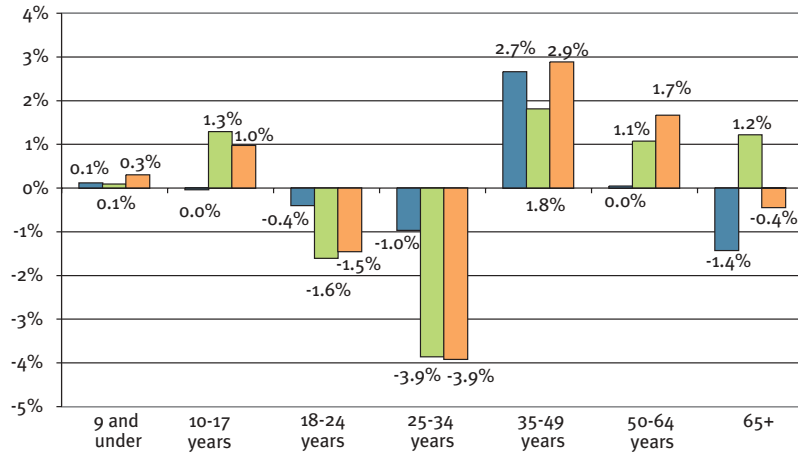


Figure 19

■ Chicago ■ Northern Cook ■ Rest of Region

The most significant trend in Northern Cook is the growth in the over age 65 category, particularly since both Chicago and the rest of the region have seen declines in the percentage of those individuals since 1990. The high cost of housing may be a factor, since young people starting out in their careers may be less able to afford to live in Northern Cook.

The lower distribution of individuals aged 18-24 in Northern Cook is consistent with the Rest of Region, and indeed, national findings.²⁰

Table 9: Population by Age, 2000

Age	Chicago	Northern Cook	Rest of Region
9 and under	15.2%	13.3%	15.8%
10-17 years	11.0%	10.8%	12.2%
18-24 years	11.3%	8.0%	8.6%
25-34 years	18.5%	14.1%	14.0%
35-49 years	21.4%	24.1%	24.9%
50-64 years	12.4%	15.9%	14.3%
65+	10.2%	13.8%	10.3%

Source: US Census Bureau 2000

The lower median age of residents in communities with a larger percentage of Hispanic population supports data that points to higher birth rates among immigrants, particularly Hispanics. The fertility rate among the foreign-born population in the United States is more than a third higher than that of the native born population. That fertility rate is due almost entirely to Hispanic women. The birth rate of foreign-born Hispanic women is half again as much on the average as it is for native-born (www.fairus.org, 01/03). Minority rates in the youth population exceed that of the general population, further evidence of the higher birthrate. While Hispanics comprise only 11% of the total Northern Cook population, they comprise 19.4% of all individuals under age 5. These rates may be of benefit to Northern Cook, where the population is older on the average than the rest of the region.

²⁰ From 1990-2000, the relative share of individuals in the nation increased for those in the categories of over 75 years, 55-64, 45-54, and 35-44 years. The relative share decreased for 15-24, 25-34, and 65-74 year olds. The population percentage age 14 and under remained very nearly the same, decreasing only minimally.

Hispanics as Percent of Age Cohort, 2000

Source: US Census Bureau 2000

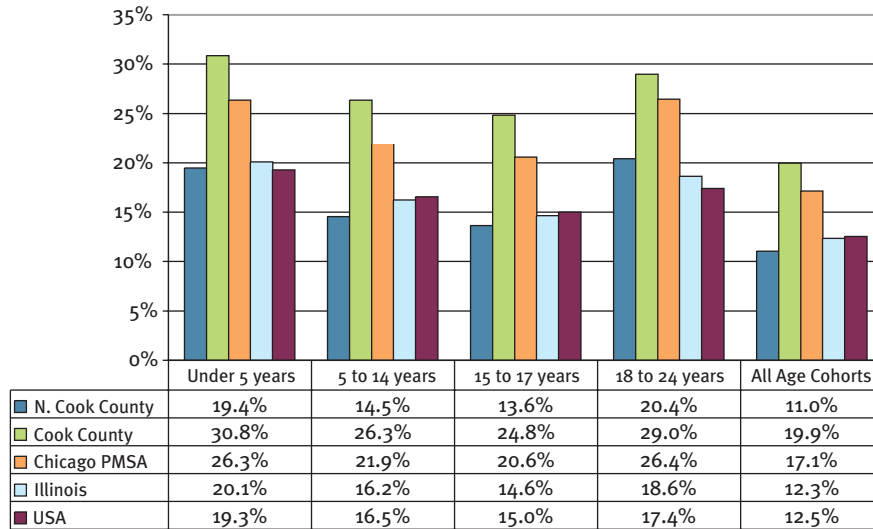
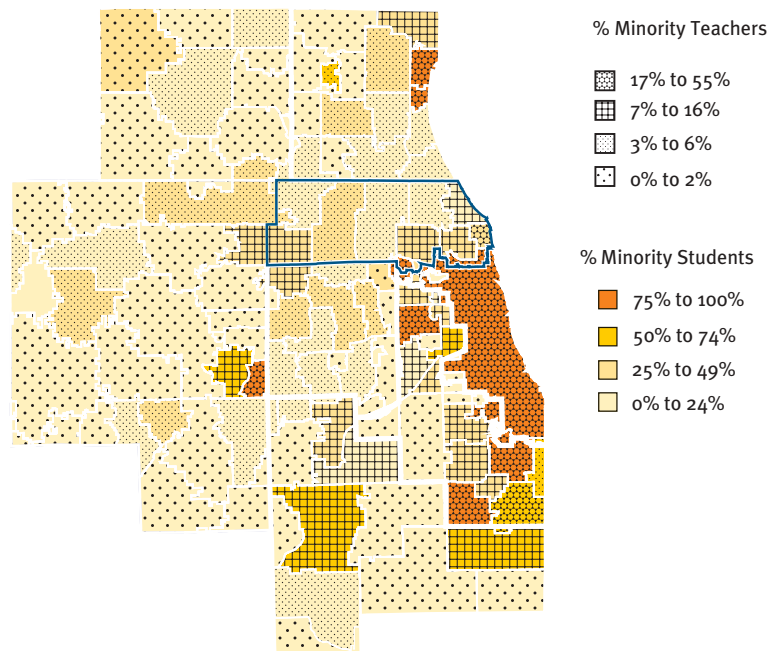


Figure 20

According to the Aspen Institute (“Grow Faster Together or Grow Slowly Apart,” page 21), there is an unexpected negative relationship between the length of time immigrant children are in the U.S. and how well they fare. “The worsening of outcomes seems particularly acute for low education families and for people of color.” Helping reverse this trend will benefit both the families and the economy. Teacher diversity in the schools can provide role models for minority youth and help them adjust better in a largely white/non-Hispanic community. However, minority teachers are in short supply. There are districts where the rate of minority students falls into the 78-96% category, but there is no school district where the rate of minority teachers is above a very wide 17-55% rate. Most of the area has a far lower incidence of minority teachers than that.

Percent of Minority Teachers Compared to Minority Students by Public School District, 2001-2002

Source: Illinois State Board of Education



Bottom Line

- Assisting immigrants in adapting socially and economically is critical, since the national and local economy are dependent on their labor, their cultural contributions, and their taxes. It is more than just teaching them to communicate well in English; it is also helping their children to excel by providing role models and mentors in school and in community activities.
- An aging population will have a large impact on labor force availability and participation. Northern Cook has a larger percentage of residents in the baby boomer group (age 50-64) than does the rest of the region. The group is so large, that their actions are bound to have an impact. A piece of missing information is what the baby boomer generation will do. The current economic recession may have spoiled early retirement plans for many. If boomers retire early despite the recession, they will reduce both the number of workers in the area as well as skill availability. If they elect to move out of the region or “buy down” when they retire, they will also have a significant impact on the housing market if the smaller and less affluent younger generation is unable to afford the current housing prices left by retirees. Strategies may be needed to attract older workers to remain or reenter the workforce. Emily DeRocco, Assistant Secretary of Labor, says 80% of baby boomers nationally plan to work part time during retirement although we do not know at what kind of jobs, where they plan to work, or whether those plans are feasible.
- The Economic Policy Institute (EPI) figures that only households at the very top of the income spectrum are likely to be adequately prepared for retirement. If the older generation is unprepared, they will increase the drain on social support systems. The need for elder care services, health care, and other support systems required for an older population will rise.
- Uneven growth across geography has implications for schools and social support systems that must gear up to meet the expanding needs. Mapping the locations of community-based services against the locations of populations that most need the services may pinpoint gaps. Communities with particularly high median ages will require more services for the elderly to be physically located in the community. On the other side of the age spectrum, communities with high percentages of young people will need greater child care availability, and schools must prepare for growing numbers of new students, many of whom may have language or cultural barriers.
- Communities with higher rates of immigrants need easily accessible English-as-a-Second Language (ESL) services.

RECOMMENDATIONS FOR ACTION

This 2003 State of the Workforce Report Supplement raises many issues that require action. There is no significance to the order of the recommendations, nor are they meant to be prescriptive or exhaustive. Rather, this is an attempt to help guide the community in “getting started” after reviewing this report and discussing a multitude of issues.

It should also be noted that in many cases initiatives are already underway to address some parts of specific recommendations. The logical next steps, in these cases, are to build on the existing efforts and to expand them to encompass the broader issues covered in the recommendations.

Develop regional skill alliances. There are examples of this all over the country. The Chicago metropolitan area is one labor market. Approaching skill development as a region and targeting key industries is more likely to be successful than isolated training programs in each community.

Develop programs to assist low-wage workers and the underemployed with the training and supports they need to increase their earnings. Residents in the metropolitan area have voiced concern about leaving some youth and adults behind. Assisting disadvantaged individuals to move upwards not only improves their individual situations, but also frees entry level jobs for the next generation of new workers. Supports include job training, child care (particularly 3rd shift, sick child, and emergency) transportation, career counseling, and health care coverage.

Increase labor market and career awareness for youth, counselors, teachers, administrators, and parents. The majority of young people do not need a four-year degree. They need help pursuing the full range of options for pathways to success.

Incorporate the 21st Century Curriculum into workforce training and K-16 education. Skill and knowledge requirements are changing. Traditional curricula are simply not adequate to meet the needs of the new economy. Everyone should be prepared to be productive and successful in the new economy.

Assist immigrants and culturally diverse workers to adapt to the American work culture. English as a Second Language instruction should target “workforce English” first and conversational English second. It is more important for workers to be safe on the job and productive first so they can keep their jobs, and then move to conversational instruction so they can feel that they belong to the community.

Replace needs-based assessments and seat-time instruction with skill-based assessment and credentials. Public entities can choose to only fund training that results in transferable skills and credentials, producing a bigger bang for the public buck and providing workers with skills they can take beyond the immediate job placement. Transferable skills and credentials are important in a highly diverse economy.

Research what the baby boomer generation will do and plan accordingly. The boomer generation is too large to ignore and can have too big an impact on the local economy. Understanding what their work, retirement, and living location plans are is critical to develop the right kinds of strategies for the workforce.

Increase computer literacy in the classroom and make computer literacy training as readily available in the community as adult basic education. Broaden home Internet access. Everyone must be encouraged to learn computer skills in a safe, no cost environment. Home Internet access should be as common as home telephone access.

Connect housing development to public transportation accessibility and develop incentives and awareness programs to increase the use of public transportation. Promote the use of technology and alternative working arrangements to allow more work to be done from remote sites. There are many reasons for reducing dependence on individual automobiles. The world oil situation is one. Pollution, traffic fatalities, and time wasted in traffic congestion are others.

Develop effective governing systems for workforce development systems. Public dollars for workforce development are declining, so expenditures of funds and staff efforts must be targeted and efficient. The fragmentation of programs - a nation-wide problem - can be alleviated through better oversight and accountability.

NEXT STEPS

The Workforce Board of Northern Cook County convened several local planning meetings with community stakeholders to review the data, assist with the analysis, and prioritize strategic planning issues. The committee prioritized four candidate conditions for future action:

Condition: Increasing Immigration and Diversity

ACTION GOAL:

Improve language skills of workers with limited English language skills.

DESIRED OUTCOME:

ESL workers learn more quickly through training. As a result, productivity is increased and immigrants have lower unemployment and higher average income.

PRIORITY STRATEGIES:

- Promote regional collaboration and action that addresses workforce language skills.
- Sponsor regional language summit that focuses on the needs of business and highlights excellent models.
- Create a connectivity plan to elevate awareness, focus on ESL as an economic rather than a social issue.

ROLES:

- K-12: Promote multi-cultural interaction and career awareness. Provide sensitivity training in general. Identify pocket areas of priority.
- Postsecondary: Develop and implement specific initiatives and provide ESL training. Train ESL teachers.
- Business: Provide leadership in identifying impacts and problems. Create mentors and tutors in related industries.
- Community-based organizations: Focus initiatives and resources on the issue; participate in forums that engage the ESL communities.
- Economic development: Change focus to elevate awareness about economic vitality of immigrants on region.
- One-stop system: Act as clearing house to provide a link to economic, business, education, and career opportunities.
- Elected officials: Support diversity. Actively support the mission of the one-stop.
- Workforce Board: Convene and facilitate meetings of the stakeholders. Coordinate with regional efforts.

Condition: Diverse and Changing Economy

ACTION GOAL:

Improve transferable skill levels of the current and emerging workforce.

DESIRED OUTCOME:

Skill sets match the changing needs of business as measured by shorter time for employers to fill positions and reduced involuntarily unemployment for workers. The mobility of the workforce is enhanced.

PRIORITY STRATEGIES:

- Promote regional collaboration and action to address skill sets within and across industry sectors.
- Define the skill sets needed for transferability and adopt a uniform report (certification) of how levels of mastery of transferable skills are reported in a way that can be used by multiple employers across multiple industries.
- Develop new strategies for training current workers, including employer involvement in work-based skill advancement.
- Utilize the industry summits to identify the transferable skills and communicate those to education.

ROLES:

- K-12 Education: Teach the basic skills and workforce behaviors required by business.
- Postsecondary: Create awareness of the need for flexibility in the workforce and adapt to changing business needs. Provide continuing education.
- Business: Identify future skill requirements.
- Trade organizations: Work with business to track trends and changing skill needs.
- Economic development: Participate and support cross-industry forums to define skills and mastery levels. Track trends and changing skill needs.
- One-stop system: Provide skills matching and education/training gateway for businesses and workers. Strengthen one-stop capacity for working with business.
- Elected Officials: Support and promote activities.
- Workforce Board: Convene and facilitate.

Condition:

Youth Aspirations Inconsistent with Labor Market Realities

ACTION GOAL:

Increase career awareness among youth, beginning at the elementary level. Provide opportunities for youth to match their aptitudes with career choices.

DESIRED OUTCOME:

Youth are better matched to their careers and more aware of their interests and aptitudes by 10th grade or earlier.

PRIORITY STRATEGIES:

- Promote regional collaboration and action to support enhanced career awareness information that is widely accessible.
- Facilitate business and education collaboration to define skills needed and promote the job opportunities of our area – including clear information to students on specific skills needed for quality jobs.
- Address parents' and counselors' perceptions about jobs and educational opportunities through providing information on wide array of quality jobs; information about wide array of education and training in the area; and career planning, not just college planning. Involve the parents in counseling sessions with their children.
- Establish more work-study and cooperative education experiences that can be made available by business community.

ROLES:

- K-12 education: Initiate career awareness earlier. Provide more work-based learning and application of basic skills.
- Postsecondary: Alignment of curriculum with K-12.
- Business: Provide more work-based learning opportunities and participate in improving business-education communication.
- Community-based organizations: Provide participants with mentoring, shadowing, and internship opportunities and participate in business forums.
- Economic Development: Support school funding and promote work-study programs. Align with career path development.
- One-stop system: Provide information to guidance and youth counselors.
- Elected officials: Promote and support.
- Workforce Board: Convene, support, and facilitate.

Condition: Mobility of Workers- Access to and Cost of Transportation

ACTION GOAL:

Support efforts to achieve affordable workforce transportation and location of workforce in proximity to work.

DESIRED OUTCOME:

Reduction of commuting time and increase in affordable housing.

PRIORITY STRATEGIES:

- Promote regional collaboration and action that address issues related to workforce mobility.
- Utilize the industry summits to involve business and get their commitment to supporting efforts.
- Encourage efforts that support the sharing of best practices among business (e.g., employer assisted housing).
- Develop transportation strategies aimed at movement of workers to jobs.

ROLES:

- K-12 education: NA
- Postsecondary: NA
- Business: Strive for improved transportation and affordable housing; employer assisted housing.
- Community-based organizations: Support locations for affordable housing.
- Economic Development: Support locations for affordable housing near jobs.
- One-stop system: Match workers to local employment.
- Elected officials: Collaborate on regional transit. Promote and support. Address zoning issues.
- Workforce Board: Develop transportation clearinghouse. Convene, support, and facilitate.

APPENDIX A: NOTES AND DEFINITIONS

The North American Industrial Classification System (NAICS) is replacing the old Standard Industrial Classification (SIC) system for national, state, and local data. The Illinois Department of Employment Security is publishing both series for the 1st Quarter of 2001, but only SIC data is available prior to 2001. We have chosen to use both series, NAICS because we believe it provides a more comprehensive, accurate view of the labor market, and SIC because it is the only means by which to show historical growth patterns.

Due to the newness of NAICS, we are providing a sample of the types of sectors contained within each major industry:

Industry Definitions	
INDUSTRY	SAMPLE SECTORS
Construction	Contracting including building, developing, general; heavy construction of roads and bridges; special trade (plumbers, electricians, etc.)
Manufacturing	Apparel; computers and electronics; food; machinery; etc.
Logistics and Distribution	<i>Wholesale Trade</i> (major industry) <i>Transportation and Warehousing</i> (including air, rail, water, truck, and transit transportation; postal service; couriers; warehousing and storage)
Retail Trade	Auto furniture; electronics; building materials and garden; food and beverage; health and personal care; gasoline; clothing; sporting goods; hobby; book; music; general merchandise; etc.
Information	Publishing; motion picture and sound recording; broadcasting and telecommunications (cable, cellular, etc.); information services and data processing (on-line information services, data processing, news syndicates, libraries, etc).
Business and Finance	<i>Management Of Companies And Enterprises; Real Estate And Rental And Leasing; Business and Finance</i> (commercial banking; credit union; consumer lending; real estate financing; securities; investment advice; and insurance carriers.
Professional, Scientific and Technical Services	Legal; accounting; architectural; engineering; interior design; graphical design; custom computer programming; computer systems design; management consulting; executive search; marketing consultation; environmental consulting; scientific research; advertising and public relations; photographic services; veterinary services, etc.
Administrative and Support and Technical Services	Office and administrative; facilities support; employment placement agencies, temporary help services; telephone call services; collection agencies; credit bureaus; court reporting; travel agencies; investigation and security services; armored car services; janitorial services; landscaping service; convention and trade show organizers; waste collection; waste treatment and disposal, etc.
Educational Services	Private Elementary and secondary schools; junior colleges; colleges, universities, and professional schools; business schools; computer training; professional and management development; technical and trade schools; apprenticeship training; fine arts; language; exam preparation and tutoring; automobile driving, etc.

Industry Definitions Continued

Health Care and Social Assistance

Ambulatory; offices of physicians and other practitioners (optometrists, dentists, etc.); outpatient care; medical and diagnostic laboratories; hospitals; nursing and residential care; social assistance including child and youth services; services for the elderly and persons with disabilities; community food and housing; child care day services, etc.

Hospitality and Tourism

Arts, Entertainment, and Recreation (performing arts; spectator sports; museums; zoos; historical sites; amusement; gambling; skiing; marinas, etc.); combined with Accommodations (hotels; casino hotels; RV parks; restaurants; cafeterias; drinking places, etc.)

Other (not Government)

Major industries without significant employment including Agriculture, Forestry, and Fishing; Mining; Utilities; Other Services; and Non-Classified.

Government

Public Education; Executive and Legislative; Justice, Public Order and Safety; Administration of Human Resources; Administration of Environmental Quality; and Administration of Housing, Urban Planning, and Community Development; National Security, etc.

Italics are Major Industries combined in order to provide more descriptive industries.

APPENDIX B: 21ST CENTURY CURRICULUM DEFINITIONS

NWCET Employability Skills

Communication Skills include communication with team members, supervisors and subordinates, customers and clients, and between different groups that is timely and appropriate.

Organizational Skills include the ability to identify and define tasks, track milestones, recognize when a project timeline is running into problems and to take appropriate action.

Team Contribution and Leadership includes the ability to work with team members with different backgrounds and diverse communication styles, the ability to take on different team roles, and the ability to read the team as a whole and individually.

Professionalism includes good work ethics, particularly showing up on time, understanding and following company procedures, and relating to coworkers and customers with respect.

Critical Thinking and Decision Making includes correctly analyzing situations, understanding tradeoffs, making good recommendations, and making the right choices.

Customer Relations includes the ability to solicit and listen to feedback and to effectively address customer issues and concerns.

Self-Directed and Continuous Learning includes the need for employees to continuously engage in self-assessment against the technological landscape of skills and knowledge and to take proactive steps toward enrolling in continuous training for their trade.

NWCET Cross-Sector Core Skill Areas

Project Management includes activities such as: defining the scope of the project; identifying stakeholders, developing task lists, estimating time requirements, evaluating project requirements, tracking milestones, securing needed resources, reporting progress, and many others.

Task Management includes developing time and activity plans to achieve objectives, coordinating and implementing work processes and procedures, and monitoring, analyzing processes and procedures, and maintaining status reports.

Problem-Solving / Troubleshooting includes defining the problem, performing analysis to identify the cause(s), identifying and testing possible solutions, developing and implementing a resolution plan, and evaluating the problem solving process and outcomes.

NWCET Core Curriculum²¹

Analytical Skills and Problem Solving includes hypothesis development and design, statistical analysis, and business environment skills.

Business Organization and Environment includes principles of accounting, professional development, and computer trends in business and society.

Coordination and Communication Skills includes customer relations, project management, communication, teamwork, and written communication.

Project and Process Flow Skills includes analysis and synthesis, project documentation, proposal writing, quality assurance, research, user testing and validation.

²¹ Referred to as “IT Core Curriculum” in publication; the author of this report has omitted the “IT” to more accurately reflect the all-industry need

Core Computer Software and Hardware Skills includes database applications, email, hardware installation and configuration, Internet, network technologies, presentation software, principles of programming, software installation and configuration, spreadsheet applications, Windows environment, and word processing.

Core Field of Study Skills (not included in NWCET definition but added by the author) includes field-specific skills, e.g., special trades for a general contractor, culinary arts for a chef, therapy and counseling for a psychiatrist, and so forth.

APPENDIX C: COOK COUNTY'S TOP 20* OCCUPATIONS BY EMPLOYMENT, GROWTH AND WAGES

Cook County's Top 20* Occupations by Employment, Growth and Wages

Occupational Title	1998 Employment Growth	Rank by Employment Over 10 Years	Projected Ten-Year Wage	Ranking of Occupational Growth	Average Annual Wage	Rank by Wage	Education & Training Code	Overall Ranking
1. Systems Analysts	27,236	37	91%	4	\$62,429	37	1	78
2. Computer Engineers	15,097	65	98%	3	\$66,656	23	1	91
3. Managers of Engineers, Natural Sciences, Computer Information Systems	12,688	85	39%	24	\$79,400	12	1	121
4. Computer Programmers	33,563	29	36%	32	\$54,294	82	1	143
5. Police Patrol Officers	20,083	52	28%	62	\$61,776	41	3	155
6. Managers of Advertising, Marketing, Promotions, Public Relations and Sales	20,723	50	23%	93	\$65,002	28	1	171
7. Engineers, NEC	18,582	56	33%	43	\$55,520	77	1	176
8. Physicians and Surgeons	21,058	49	20%	119	\$83,465	9	1	177
9. Securities, Commodities, Financial Services Sales	13,648	80	30%	54	\$58,096	60	1	194
10. Computer Scientists, NEC	5,191	186	114%	1	\$78,383	13	1	200
11. General Managers & Top Executives	133,377	1	16%	171	\$64,241	30	1	202
12. Artists & Commercial Artists	11,632	93	26%	76	\$54,827	78	1	247
13. Brick Masons & Block Masons	7,315	144	24%	86	\$62,464	35	3	265
14. Electrical & Electronics Engineers	9,768	110	23%	94	\$57,534	64	1	268
15. Medical & Health Service Managers	5,424	181	28%	63	\$65,968	25	1	269
16. Human Resources Managers	10,018	106	18%	145	\$69,081	21	1	272
17. Electricians	18,823	54	16%	176	\$57,338	65	3	295
18. Registered Nurses	67,564	8	17%	158	\$48,450	132	2	298
19. Writers & Editors	10,878	98	33%	44	\$45,934	159	1	301
20. Construction Managers	6,637	157	20%	122	\$67,578	22	1	301

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

*Top 20 occupations were selected from a list of 410 occupations. The occupations were ranked against one another in the categories of current employment, growth rate, and average annual wage, and then an overall ranking was derived by adding the occupation's rank from each category.

APPENDIX D: NEW ECONOMY INDEX RANKINGS

Chicago MSA ranks 19th of 50 overall. The highest-ranking area was San Francisco (score of 95.6) and the lowest was Grand Rapids, MI (score of 13.6).

Managerial, Professional and Technical Jobs - Chicago MSA ranks 29th at 36% (D.C. first at 48%, Las Vegas last at 25%).

This indicator measures the region's proportionate share of workforce employment in managerial, professional and technical positions.

High-Tech Jobs – Chicago MSA ranks 15th at 4.0% (Austin first at 9.0%, Las Vegas last at 1.1%).

High Tech jobs measures the percentage of all employment in electronics and high-tech electronics manufacturing, software, and computer-related services, telecommunications, data processing and information services, biomedical and electro-medical services.

Gazelle Jobs – Chicago MSA ranks 28th at 9.4% (Orlando first at 16.2%, Norfolk last at 5.9%).

Gazelle jobs are those in companies with an annual sales revenue growth of 20 percent or more for four straight years, as a share of total employment. Between 1994 and 1998, gazelles (355,000 companies plus) generated practically as many jobs in the U.S. (10.7 million) as the entire U.S. economy.²²

Job Churning – Chicago MSA ranks 17th at 10.1 (Denver first at 11.7, Rochester worst at 3.3).

Job churning measures gains in employment considering business births and expansion and business deaths and contraction.

Workforce Education – Chicago MSA ranks 36th at 0.53 (D.C. ranks first at 0.74, Los Angeles last at 0.44).

Workforce Education is a weighted measure of the educational attainment of the workforce based on advanced degrees, bachelor's degrees, or some college courses.

Computer Use in Schools – Chicago MSA ranks 24th at 68% (Louisville ranks first at 81%, West Palm Beach last at 49%).

This indicator provides the percent of children using computers in the classroom.

Degrees Granted in Science and Engineering – Chicago MSA ranks 25th at 9.9 (Raleigh-Durham ranks first at 12.9, Las Vegas ranks last at 8.7).

This indicator is a weighted score of degrees in science and engineering as a share of the workforce.

Academic Research and Development (R&D) Funding – Chicago MSA ranks 32nd at 9.8 (Raleigh-Durham ranks first at 14.5, Jacksonville last at 9.4).

The indicator is a combination measure of industry investment in R&D at academic institutions, and total academic R&D.

Patents – Chicago MSA ranks 21st at 0.50 (Rochester ranks first at 2.33, Norfolk last at 0.13).

This indicator represents the number of utility patents issued to companies or individuals per 1,000 workers.

Venture Capital – Chicago MSA ranks 21st at 0.23 (San Francisco ranks first at 5.5%, Greensboro and Memphis rank last at 0%). The indicator is a ratio of venture capital invested as a share of gross metropolitan product.

²² David Birch, Anne Haggerty, and William Parsons, Corporate Demographics: Corporate Almanac (Cambridge, Mass.: Cognetics, 1999). Measuring the Internet Economy," Cisco-University of Texas 2000, <http://www.internetindicators.com>.

APPENDIX E: TOP JOBS BY EDUCATION AND TRAINING CATEGORY

Education & Training Category 1 includes those jobs that require:

- First professional degree
- Doctor's degree
- Master's degree
- Degree plus work experience
- Bachelor's degree

Education & Training Category 2 includes those jobs that require:

- Associate's degree
- Postsecondary vocational award

Education & Training Category 3 includes those jobs that require:

- Work experience in a related occupation
- Long-term on-the-job training
- Moderate-term on-the-job training
- Short-term on-the-job training

Cook County's Top Ten* Occupations in Education & Training Category 1

Occupational Title	1998 Employ.	Rank by Employ.	Growth Over Ten Years	Ranking of Occupational Growth Over 10 Years	Average Annual Wage	Rank by Wage	Overall Ranking
1. Systems Analysts	27,236	37	91	4	\$62,429	37	78
2. Computer Engineers	15,097	65	98	3	\$66,656	23	91
3. Managers of Engineers, Natural Sciences, Computer Information Systems	12,688	85	39	24	\$79,400	12	121
4. Computer Programmers	33,563	29	36	32	\$54,294	82	143
5. Managers of Advertising, Marketing, Promotions, Public Relations and Sales	20,723	50	23	93	\$65,002	28	171
6. Engineers, NEC	18,582	56	33	43	\$55,520	77	176
7. Physicians and Surgeons	21,058	49	20	119	\$83,465	9	177
8. Securities, Commodities, Financial Services Sales	13,648	80	30	54	\$58,096	60	194
9. Computer Scientists, NEC	5,191	186	114	1	\$78,383	13	200
10. General Managers & Top Executives	133,377	1	16	171	\$64,241	30	202

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

*The top ten occupations for each Education and Training Code were selected from a list of 410 occupations which were divided into the three Education and Training Codes. The occupations were then ranked against one another in the categories of current employment, growth rate, and average annual wage, and then an overall ranking was derived by adding the occupation's rank from each category.

Cook County's Top Ten* Occupations in Education & Training Category 2

Occupational Title	1998 Employ.	Rank by Employ.	Growth Over Ten Years	Ranking of Occupational Growth Over 10 Years	Average Annual Wage	Rank by Wage	Overall Ranking
1. Registered Nurses	48,729	8	16	158	\$48,920	132	298
2. Computer Support Specialists	15,624	64	88	5	\$39,248	232	301
3. Personal & Home Care Aides	8,797	120	41	20	\$45,684	164	304
4. Business Services Sales Agents	9,321	76	45	13	\$38,132	224	313
5. Dental Hygienists	2,250	243	33	40	\$61,273	47	330
6. Engineering Technicians & Technologists, NEC	6,789	104	18	131	\$49,536	111	346
7. Electrical & Electronic Equipment Mechanics, NEC	841	381	25	75	\$59,023	56	512
8. Medical Assistants	4,361	155	48	8	\$29,973	351	514
9. Technical Writers	1,079	334	40	19	\$43,219	179	532
10. Elect. & Electronic Technicians & Technologists	5,897	120	11	267	\$39,368	210	597

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

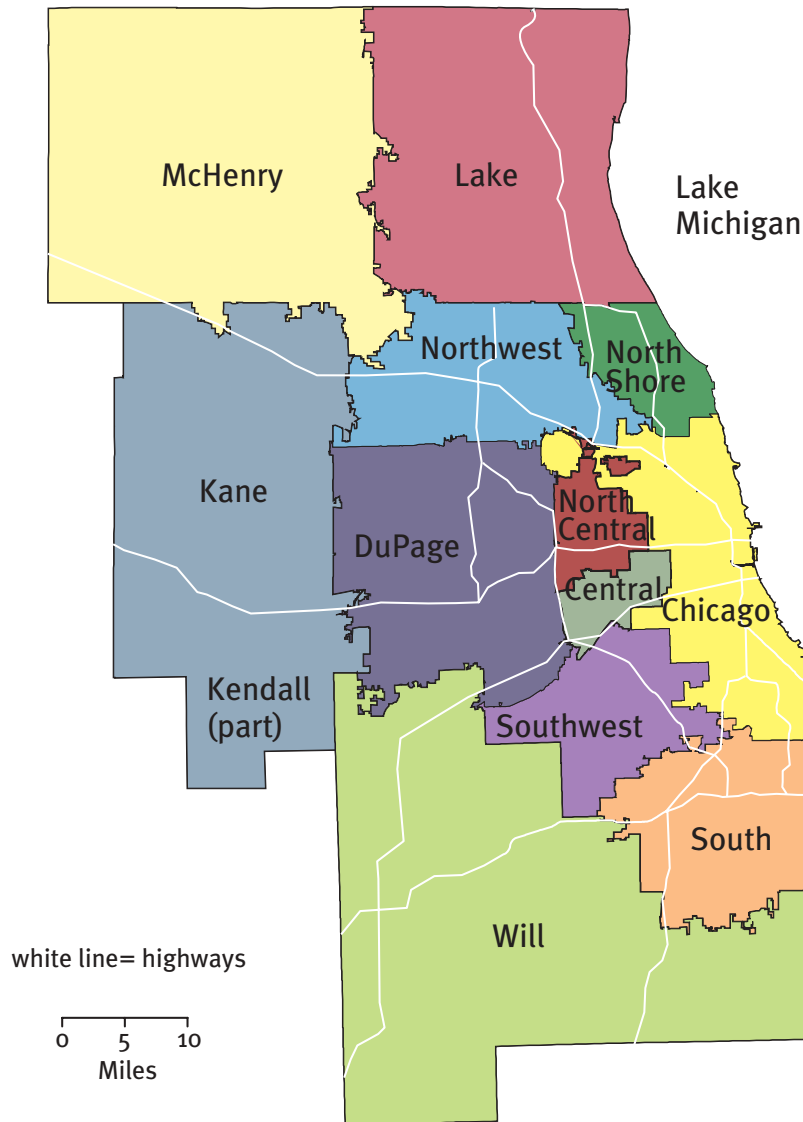
Cook County's Top Ten* Occupations in Education & Training Category 3

Occupational Title	1998 Employ.	Rank by Employ.	Growth Over Ten Years	Ranking of Occupational Growth Over 10 Years	Average Annual Wage	Rank by Wage	Overall Ranking
1. Police Patrol Officers	20,083	52	28	62	\$61,776	41	155
2. Brick Masons & Block Masons	7,315	144	24	86	\$62,464	35	265
3. Electricians	18,823	54	16	176	\$57,338	65	295
4. Truck Drivers, Heavy	30,929	16	17	136	\$37,220	236	388
5. Telephone and Cable TV Installers & Repairers	2,905	206	22	91	\$49,004	118	415
6. Dental Assistants	5,930	119	35	33	\$34,408	290	442
7. Bill & Account Collectors	8,428	86	36	29	\$30,443	344	459
8. Electricians	11,115	61	11	279	\$48,524	126	466
9. Heating, Air Conditioning, Refrigeration Mechanics & Installers	3,914	169	17	139	\$45,352	159	467
10. Carpenters	14,928	42	6	405	\$55,015	71	518

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

APPENDIX F: COMMUTING AREAS

Chicago Area Transportation Study Commuting Areas January 2001



APPENDIX G: TOP JOBS BY EMPLOYMENT

Top 15 Jobs by Employment for Cook County

SOC Title	1998 Employ.	2008 Employ.	% Change from 1998-2008	Median Wage	Part-Time Workers Quartile	Unemployed Workers Quartile	Education or Training Code	Education or Training Category
1. Chief Executives	88,070	100,910	14.6%	\$127,161	Low	Very Low	4	Degree plus work experience
2. Retail Salespersons	75,925	82,451	8.6%	\$18,400	Very High	Very High	11	Short-term on-the-job training
3. Secretaries, Except Legal, Medical, and Executive	71,839	69,820	-2.8%	\$27,814	High	Low	10	Moderate-term on-the-job training
4. Office Clerks, General	65,863	73,074	11.0%	\$21,959	High	High	11	Short-term on-the-job training
5. Cashiers	59,058	67,470	14.2%	\$15,616	Very High	Very High	11	Short-term on-the-job training
6. Managers, All Other occupation	55,763	57,710	3.5%	\$60,141	Very Low	Very Low	8	Work experience in a related
7. Janitors and Cleaners, Except Maids and Housekeeping Cleaners	54,333	59,934	10.3%	\$19,576	High	Very High	11	Short-term on-the-job training
8. Registered Nurses	48,729	56,704	16.4%	\$48,920	High	Very Low	6	Associate's degree
9. Helpers, Construction Trades, All Other	43,230	50,374	16.5%	\$32,973	Low	Very High	11	Short-term on-the-job training
10. Administrative Services Managers	41,257	47,689	15.6%	\$41,266	Very Low	Very Low	4	Degree plus work experience
11. Bookkeeping, Accounting, and Auditing Clerks	39,799	37,435	-5.9%	\$27,611	Very High	Low	10	Moderate-term on-the-job training
12. Marketing Managers	39,018	44,259	13.4%	\$68,130	Very Low	Low	4	Degree plus work experience
13. Waiters and Waitresses	38,389	44,668	16.4%	\$12,991	Very High	Very High	11	Short-term on-the-job training
14. Elementary School Teachers, Except Special Education	35,907	37,840	5.4%	\$41,283	Low	Very Low	5	Bachelor's degree
15. Stock Clerks and Order Fillers	32,122	31,035	-3.4%	\$19,947	Very High	Very High	11	Short-term on-the-job training

Source: Illinois Department of Employment Security, Bureau of Labor Statistics

APPENDIX H: SUMMARY OF SOURCES

Aspen Institute

Skill and worker gaps (“Grow Faster Together or Grow Slowly Apart”)
www.aspeninstitute.org

ASTD

ASTD Benchmarking Survey 2000
(training practices)
www.astd.org

Bureau of the Census, United States

Department of Commerce
U.S. Census 2000
www.census.gov

Chicago Area Transportation Study

Commuting patterns
www.catsmpo.com

Chicago Metropolis 2020

Health insurance and housing data
www.chicagometropolis2020.org

Economic Policy Institute

Impact of recession on the poor
www.epinet.org

Federation for American Immigration Reform

Birth rates among immigrants
www.fairus.org

Getting Real: Helping Teens Find their Future; Kenneth Gray; Corwin Press, Inc., 2000

National data on college attendance and completion

Illinois Department of Employment Security

State and local labor market information
<http://lmi.ides.state.il.us/>

Illinois State Board of Education

K-12 education data
<http://www.isbe.state.il.us/>

Lycos

Definition of the “New Economy”
www.hotwired.lycos.com

MSNBC

Digital divide
www.msnbc.com/news

National Assessment of Educational Progress

Student achievement in schools with high poverty rates
www.nces.ed.gov

National Governor’s Association

Training investment capacity among small firms (“A Governor’s Guide to Creating a 21st Century Workforce”, 2002)
www.nga.org

Northeastern Illinois Planning Commission

Balance of housing and jobs; recommended commute distance
www.nipc.cog.il.us

Progressive Policy Institute

Metropolitan New Economy Index
www.ppionline.org

Virginia's A.L. Philpott Manufacturing Extension Partnership

Multiplier effect of manufacturing employment
www.vpmep.org