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Women and Minorities in the Illinois Labor Force

2024 Progress Report



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

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

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

Contents

2	List of Figures
3	List of Tables
4	Executive Summary
5	Illinois Snapshot 2023
6	Section I: Profile of Illinois
9	Section II: An Analysis of Women and Minorities in the Illinois Labor Force
9	Population
12	Labor Force Participation
15	Unemployment
18	Union Membership
20	Employment
22	Job Patterns
24	Education
26	Wages
29	Appendix
31	Career Resources
33	Endnotes

List of Figures

Page	Figure
5	Illinois Civilian Labor Force, Monthly Data, 2003-2023
6	Figure 1. Illinois, U.S. Annual Unemployment Rates, 2003-2023
6	Figure 2. Number of People Employed in Illinois, 2003-2023
8	Figure 3. Monthly Illinois Employment Trends by Industry, 2008-2023
9	Figure 4. Illinois Population by Race/Ethnicity, July 2022
10	Figure 5. Growth of African American, Hispanic and Asian Populations in Illinois, July 2012-2022
10	Figure 6. Growth of American Indian and Native Hawaiian/Pacific Islander Populations in Illinois, July 2012-2022
10	Figure 7. Growth of Population Reporting More than One Race in Illinois, July 2012-2022
12	Figure 8. Annual U.S. Labor Force Participation Rate by Gender, 1948-2023
13	Figure 9. Illinois Labor Force Participation Rate by Gender, 2003-2023
13	Figure 10. Labor Force Participation Rate by Race/Ethnicity in U.S. and Illinois, 2023
13	Figure 11. African American Labor Force Participation Rate by Gender in Illinois, 2003-2023
14	Figure 12. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2023

Page	Figure
14	Figure 13. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2023
15	Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2023
16	Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 2003-2023
16	Figure 16. Illinois Unemployment Gap by Race/Ethnicity, 2013-2023
17	Figure 17. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2023
18	Figure 18. Annual Union Membership Rate for Illinois and the U.S., 2013-2023
20	Figure 19. Full- and Part-Time Workers by Gender, Age 16 and Older in U.S., 2023
21	Figure 20. Full- and Part-Time Workers by Race/Ethnicity, Age 16 and Older in U.S., 2023
22	Figure 21. Job Patterns of Men and Women in the U.S., 2021
22	Figure 22. Job Patterns of Men and Women in Illinois, 2021
23	Figure 23. EEO Aggregate Report – Illinois Private Sector Employment, 2021
23	Figure 24. EEO Summary Report – Illinois State Government Full-Time Professional Jobs Held by Minorities, 2023
24	Figure 25. Educational Attainment by Women, Age 25 and Older in Illinois, 2022
26	Figure 26. Percentage of Population with Bachelor’s Degree or Higher, Age 25 and Older in U.S. and Illinois, 2022
26	Figure 27a. Median Weekly Earnings by Gender, U.S., 2012-2022
26	Figure 27b. Median Weekly Earnings by Gender, Illinois, 2012-2022
27	Figure 28. Women’s Median Weekly Earnings as Percentage of Men’s, Age 16 and Older, 2012-2022
27	Figure 29. U.S. Women’s Median Weekly Earnings as Percentage of White Men’s, 2002-2022
28	Figure 30. U.S. Weekly Earnings Gap: African Americans, Asians, Hispanics vs. Whites, 2012-2022

List of Tables

Page	Table
7	Table 1. Illinois Annual Average Employment by Sector, 2022-2023
11	Table 2. Origin of Foreign-Born Immigrants in Illinois, 2022
17	Table 3. Illinois Unemployment Rate by Race/Ethnicity and Gender, Age 16 and Older, 2023
18	Table 4. Union Membership in Illinois and the U.S., 2013-2023
19	Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity, 2022-2023
24	Table 6. Educational Attainment of Illinois Residents by Gender, Age 25 and Older, 2022
25	Table 7. Educational Attainment of Illinois Residents by Race/Ethnicity, Age 25 and Older, 2022

Executive Summary

Four years after the COVID-19 pandemic, the United States economy has generally recovered from the pandemic-induced recession but faces new challenges and opportunities caused by its disruptions. Changing demographics, expanded options to work from home, and evolving occupations and industries have created substantial opportunities for women and minorities in the Illinois labor force. This report examines how women and minorities in Illinois fared in the labor force in 2022 and 2023 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force partly recovered from the dampening impact of the pandemic-induced recession with increased participation rates in 2022 and 2023, yet the size of the labor force overall remained well below pre-pandemic levels. The Illinois labor force participation rate increased in 2023 for men, but not women. By racial/ethnic groups, only white and African American men posted gains over-the-year while Hispanic men and women and white and African American women posted declines.

The Illinois unemployment rate also saw little change for men and women, yet varied more substantially by racial/ethnic groups in 2023. African American workers saw the largest unemployment rate decline, followed by Hispanic workers. The unemployment rate for white workers increased slightly in 2023 from the prior year. Table 3 shows broader improvement among racial/ethnic groups and by gender between 2021 and 2023.

Overall, the number of employed workers increased from the previous year but remained below pre-pandemic levels; the employment participation rate for the Illinois workforce increased from 2022 and was significantly higher than the 2020 recession low. Though employment participation rates in Illinois increased for African American workers, rates for white and Hispanic workers declined in 2023 from the prior year.

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs—industries that tend to offer lower pay. However, in both the U.S. and Illinois, women held more than half of professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. Asian workers tend to be more highly concentrated in well-paying professional and technical jobs.

Women and men in Illinois attain bachelor's and graduate degrees at higher rates than women and men nationally, with women having slightly better rates than men in both categories in Illinois and nationally. Asian workers have the highest percentage of bachelor's and graduate degrees of any racial and ethnic group in Illinois, followed by white and African American workers, while Hispanic workers have the lowest levels of education.

Median earnings for women in Illinois increased at a slightly lower rate than they did for men in 2022. Nationally, the rate of increase was also lower for women than men in 2022. As for women in racial and ethnic groups, Asian workers have the highest earnings in the U.S., followed by white, African American, and Hispanic workers, respectively.

Illinois Snapshot 2023

According to the most updated data from the U.S. Census Bureau's Population Estimates Program, Illinois is home to just under 4% of the nation's residents and is the 6th most populous state in the U.S. after California, Texas, New York, Florida and Pennsylvania.¹

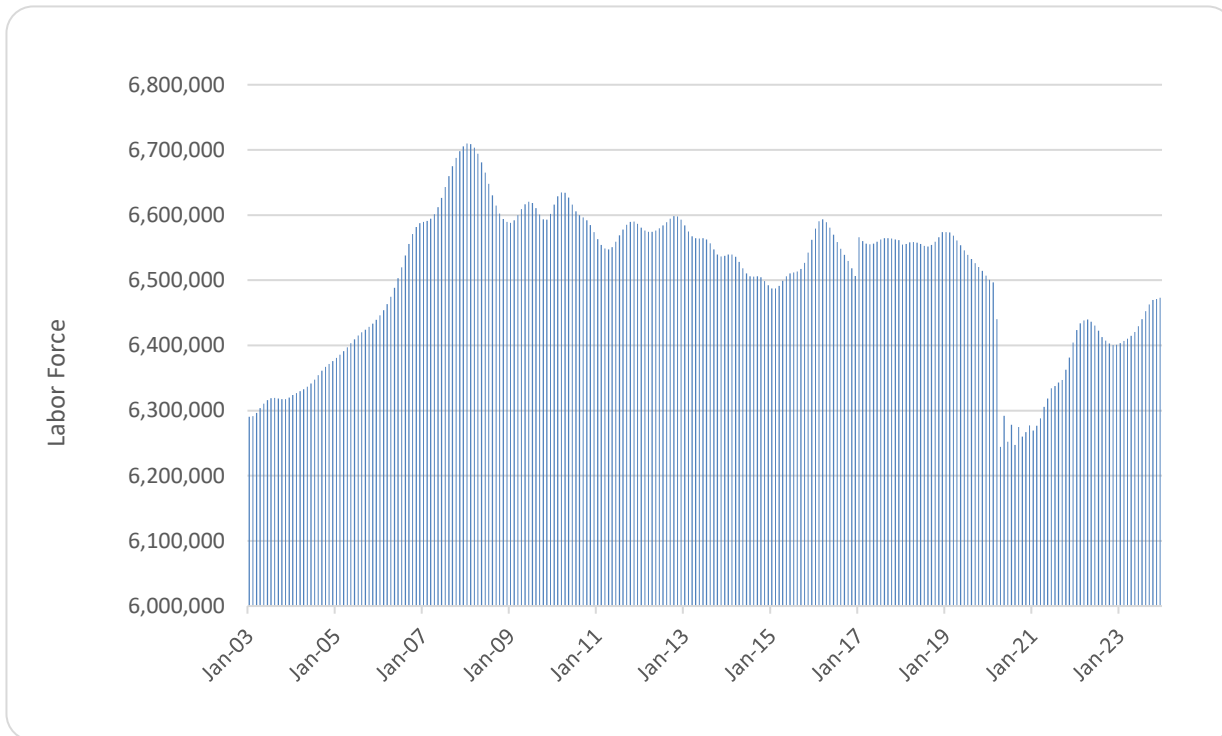
The Illinois population decreased -0.3% from 12,582,515 in 2022 to 12,549,689 residents in 2023 (the most recent year available for total state population). Illinois was ranked 48th among all states in terms of population change in 2023, with a net decline of -32,826 residents, trailing only California and New York in net outmigration



The Illinois labor force in calendar year 2023 consisted of 6,437,900 civilians, compared to 6,421,700 in calendar year 2022, an increase of +16,200.^{2,3} The number of labor force participants increased in every month of 2023, as compared to 2022 when the number of participants increased in five months and decreased in seven. As of December 2023, 64.5% of the civilian non-institutional population was in the labor force, or +0.3 percentage point above the January 2020 labor force participation rate of 64.2%.

Illinois Civilian Labor Force, Monthly Data, 2003-2023

Source: U.S. Bureau of Labor Statistics



Section I: Profile of Illinois

As the State of Illinois’s economy continues its progression well into the 21st century, labor force indicators continue to suggest long-term progress. This section takes a detailed look at Illinois’ unemployment, employment and industry growth trends.

Figure 1. Illinois, U.S. Annual Unemployment Rates, 2003-2023

Source: U.S. Bureau of Labor Statistics

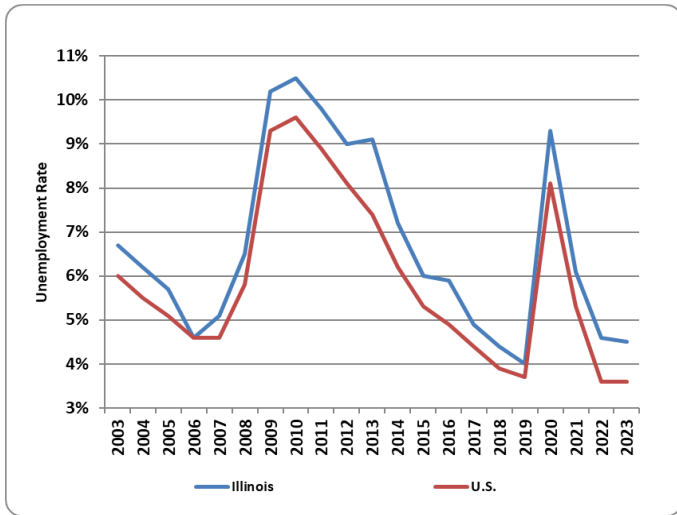
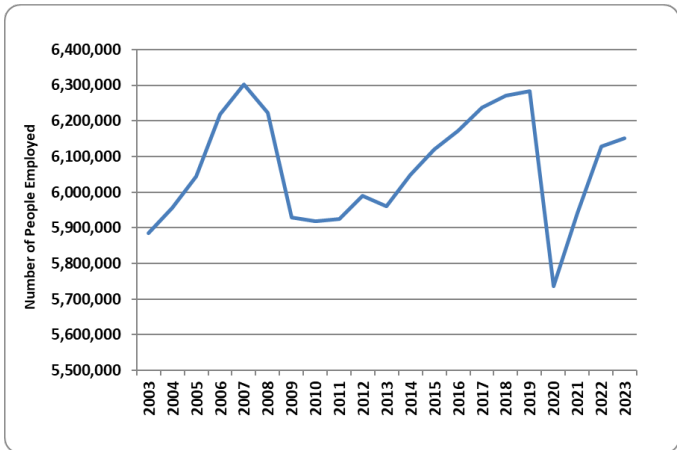


Figure 2. Number of People Employed in Illinois, 2003-2023

Source: U.S. Bureau of Labor Statistics



Unemployment

The U.S. unemployment rate was 3.6% in 2023, unchanged from 2022, and the lowest unemployment rate since 1969 when it was 3.5%. The Illinois unemployment rate decreased -0.1 percentage point, or from 4.6% in 2022 to 4.5% in 2023, and the lowest unemployment rate since 2019 when it was 4.0% (See **Figure 1**). The Illinois unemployment rate has been higher than the U.S. unemployment rate each year during the past two decades. In 2023, the U.S. unemployment rate was -3.8 percentage points lower than it was in 2013 (7.4%) and the Illinois unemployment rate was down -4.6 percentage points from 2013 (9.1%).

Employment

During the past two decades, the number of employed Illinois residents has generally trended upward, except during economic recessions. In 2023, the number of people employed increased from the previous year but remained below pre-pandemic heights.

Figure 2 shows the following employment facts:

- In 2023, the number of employed Illinois residents rose by +23,200 to 6,150,700. In 2019, the last, full pre-pandemic year, 6,283,500 Illinois residents were employed.⁴
- The number of employed workers in the state has typically risen during the past 20 years, except during the economic recessions of: December 2007 through June 2009, and February to April 2020.

Industry Growth Trends

Employment by Sector:

Table 1 shows the number and percentage distribution of jobs in Illinois across sectors along with the percentage change in employment (using annual average data) from 2022 to 2023. The sector responsible for the greatest percentage of employment in Illinois is the Trade, Transportation, and Utilities sector, which employed 20.1% of the workers in the state in 2023. Educational and Health Services employed 15.8%, Professional and Business Services employed 15.5%, followed by Government (13.3%), Leisure and Hospitality (9.7%) and Manufacturing (9.4%).

Table 1. Illinois Annual Average Employment by Sector, 2022-2023

Source: Current Employment Statistics (CES), U.S. Bureau of Labor Statistics

	2022	2023	2022-2023 % Change	Distribution of 2023 Total Jobs
Natural Resources and Mining	6,900	7,200	4.3%	0.1%
Construction	230,700	234,900	1.8%	3.8%
Manufacturing	570,500	577,600	1.2%	9.4%
Trade, Transportation, and Utilities	1,217,800	1,226,700	0.7%	20.1%
Information	97,000	93,300	-3.8%	1.5%
Financial Activities	402,200	401,500	-0.2%	6.6%
Professional and Business Services	972,200	950,100	-2.3%	15.5%
Educational and Health Services	931,300	967,200	3.9%	15.8%
Leisure and Hospitality	565,700	592,100	4.7%	9.7%
Other Services	246,300	250,500	1.7%	4.1%
Government	791,300	812,400	2.7%	13.3%
Total Nonfarm Employment	6,031,900	6,113,500	1.4%	100.0%

Over-The-Year Growth⁵

Total nonfarm employment in Illinois increased in 2023 by 81,600 (+1.4%), roughly one percentage point less than the nation's +2.3% increase. Illinois jobs had declined by -426,000 (-7.0%) in 2020, snapping a nine-year growth streak. The nation's annual average nonfarm employment grew +2.3% in 2023, its third consecutive year of expansion, after decreasing -5.8% in 2020, according to employment data from the U.S.

Bureau of Labor Statistics. The Educational and Health Services sector in Illinois posted the largest increase in nonfarm payroll employment (+35,900), which was a +3.9% increase from 2022.

Leisure and Hospitality recorded the second largest increase in employment (+26,400); up +4.7%. Government employment increased by +21,100 (+2.7%). Trade, Transportation and Utilities payrolls increased +8,900 (+0.7%). The Manufacturing sector rose +7,100 (+1.2%), Construction payrolls gained +4,200 (+1.8%) and Natural Resources and Mining jobs increased by +300 (+4.3%). Employment declines occurred in three sectors: Professional and Business Services (-22,100; -2.3%), Information (-3,700; -3.8%) and Financial Activities (-700; -0.2%).

Employment Trends

Total nonfarm employment in Illinois increased by +110,800 jobs (+1.8%) between January 2008 and December 2023, while the nation’s nonfarm employment grew +13.7% during the same period.

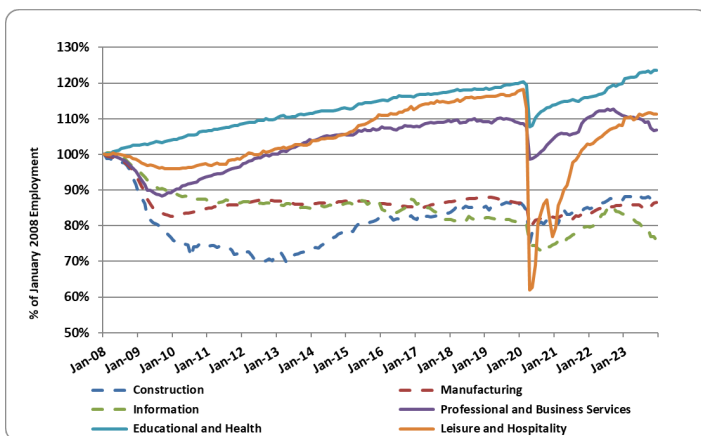
Figure 3 shows the three sectors in Illinois with the most employment growth and largest declines during this period.⁶

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

Employment in Educational and Health Services had steadily increased until a drastic decline in 2020 of more than -12%. Employment in Education and Health Services has since surpassed the 2020 level and overall is up +23.6% since 2008, as of December 2023. The Leisure and Hospitality industry experienced employment growth of +11.3%, despite a small decrease in employment during the financial crisis which brought on the 2008 recession, and the most significant decline of any industry in Illinois in 2020. Likewise, employment in Professional and Business Services fell during both recessions but has overall expanded by +6.8% since 2008.

Figure 3. Monthly Illinois Employment Trends by Industry, 2008-2023 (Jan. 2008=100%)

Source: U.S. Bureau of Labor Statistics



Employment in the Information sector fell by -24.2% since 2008. Manufacturing employment declined through 2011 before stabilizing but decreased again in 2020. Employment in Manufacturing decreased -13.4% from 2008 to 2023. Construction employment in Illinois fell nearly -30% from 2008 to 2012 then began a slow ascension until 2020. Employment in Construction remained 12.4% below 2008 levels.

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

Population

Between 2012 and 2022, the female population in Illinois declined by -3.2% to 6,353,298. During the same period, the male population fell by -2.3% to 6,228,734, according to the U.S. Census Bureau's Population Estimates Program.

Women's population growth:⁷

Illinois' female population fell by -50,383 (-0.8%) between July 2021 and July 2022 but with 6,353,298 estimated residents remains slightly over half (50.5%) of the state's population. During the same period, the male population fell by -54,054 (-0.9%) to 6,228,734.

Minorities' population growth:

The majority of minority groups reported net population growth in July 2022, including Hispanics, Asians and those who identify themselves as two or more races. Whites, African Americans, American

Figure 4. Illinois Population by Race/Ethnicity, July 2022

Source: U.S. Census Bureau

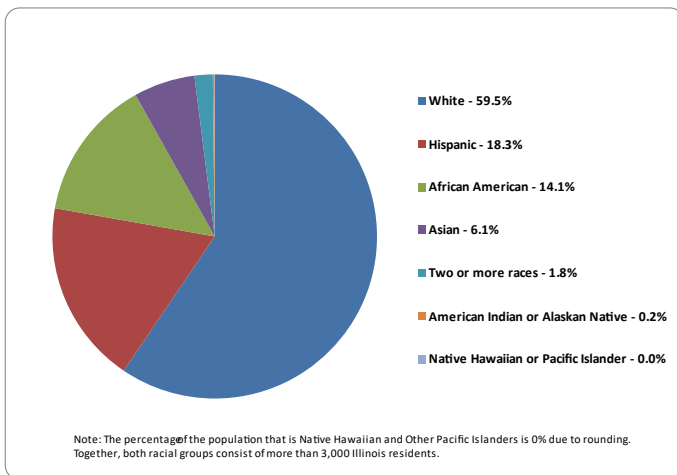


Figure 5. Growth of African American, Hispanic and Asian Populations in Illinois, July 2012 - July 2022

Source: U.S. Census Bureau, American Community Survey

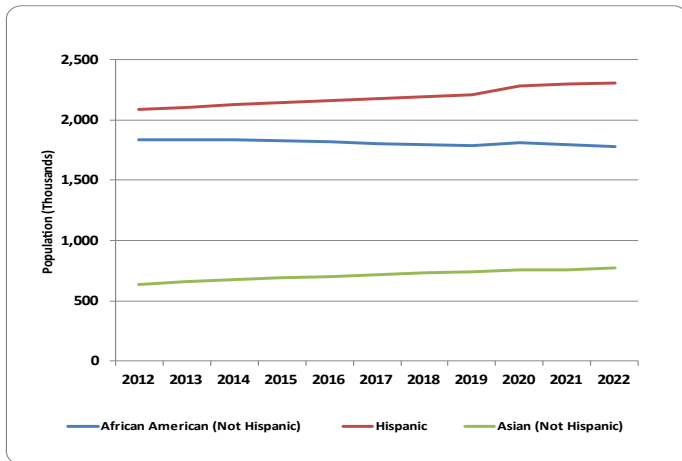


Figure 6. Growth of American Indian and Native Hawaiian/Pacific Islander Populations in Illinois, July 2012 - July 2022

Source: U.S. Census Bureau, American Community Survey

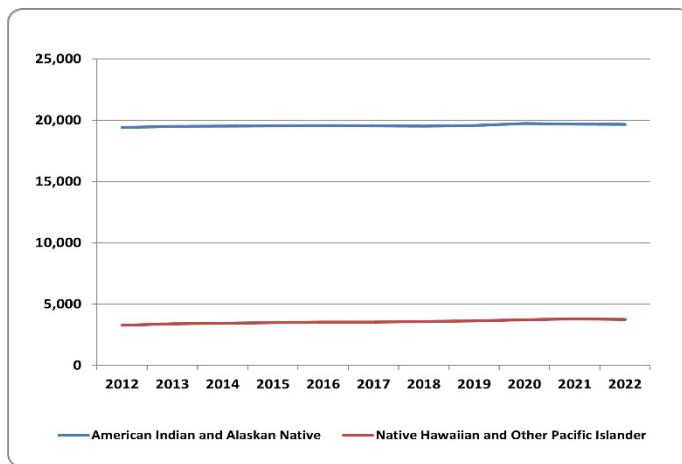
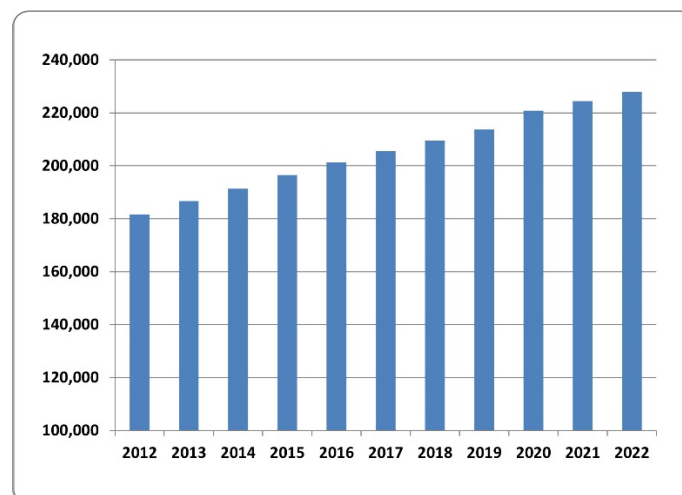


Figure 7. Growth of Population Reporting More than One Race in Illinois, July 2012 - July 2022

Source: U.S. Census Bureau, American Community Survey



Indians and Alaskan Natives, and Native Hawaiian/Pacific Islanders each recorded net annual population declines in July 2022. Minorities are groups of people classified by race, gender, religion, disability or other distinguishing characteristics, who constitute less than one-half of a region’s, state’s or country’s population. In July 2022, the Illinois population was 59.5% white (non-Hispanic) and 40.5% minority. Hispanics represented the largest minority group in Illinois, followed by African Americans (Figure 4, on previous page).

Figure 5 shows the population change in Illinois’ African American, Hispanic and Asian residents over a ten-year period:

- The number of Hispanics in Illinois grew by +219,072 (+10.5%) or from 2,084,653 in July 2012 to 2,303,725 in July 2022.
- The African American population declined by -63,204 (-3.4%), or from 1,837,155 in July 2012 to 1,773,951 in July 2022.
- The Asian population reported the largest percentage growth among those reported under a single racial group since 2012, rising by 21.1%, or from 635,541 in July 2012 to 769,499 in July 2022.

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

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

- From July 2012 to July 2022, the American Indian population was up slightly, increasing by +263 residents (+1.4%) to 19,669.
- The Native Hawaiian and Other Pacific Islander population rose by +467 (+14.2 %) over ten years to reach 3,751 in July 2022.
- The number of people who identify themselves as being of two or more races grew from 181,610 people in July 2012 to 227,886 in July 2022, an increase of +46,276 (+25.5%).

Those who identify themselves as being of two or more races reported higher ten-year population growth rates as compared to those who reported themselves as a single racial group.

Immigrants:⁸

The minority population in Illinois is composed of a large number of immigrants. In 2022, 14.3% of the state’s population, just over 1.8 million people, were born outside of the United States, up from 13.9% in 2019. The United States has a similar percent of foreign-born residents at 13.9%, just -0.4% less than that of Illinois. The share of immigrants as a percentage of all residents in Illinois has grown from 12.6% in 2000.

Table 2. Origin of Foreign-Born Immigrants in Illinois, 2022

Source: U.S. Census Bureau, American Community Survey

	Number	% of IL Total Pop.	% of IL Foreign Born
Foreign-born population, excluding population born at sea	1,810,100	14.3%	
Latin America	785,968	6.2%	43.4%
Asia	561,275	4.4%	31.0%
Europe	365,357	2.9%	20.2%
Other	97,500	0.8%	5.4%
Total IL population, 2022	12,671,821		

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

- In 2022, over a third (43.4%) of the foreign-born population in Illinois was originally from Latin America.
- A little more than a quarter (31.0%) of the Illinois foreign-born population was born in Asia, and approximately a fifth (20.2%) was born in Europe.
- The rest of the world accounted for 5.4% of the foreign-born population in Illinois.

Note: *The year 2022 is the most current year for available population data.*

Labor Force Participation

The Illinois labor force expanded from 6,421,700 to 6,437,900 civilians in 2023, an increase of +16,200. Also, the percentage of non-institutionalized civilians in the Illinois labor force increased +0.1 percentage point in 2023, to 64.2%, and remained below its 2019, pre-pandemic percentage of 64.6%.⁹

By Gender:

The labor force participation rate for women in Illinois decreased -1.7 percentage points to 58.4% in 2023, from 60.1% in 2022. The labor force participation rate for men rose +0.3 percentage point to 69.7% in 2023, from 69.4% in 2022. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. A second factor influencing the labor participation rate, for both genders, is the fact that baby boomers are withdrawing from the labor force as they retire.

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

Figure 8:¹⁰

- The U.S. labor force participation rate for women was 57.3% in 2023, compared to 56.8% in 2022.
- The U.S. labor force participation rate for men was 68.1% in 2023, compared to 68.0% in 2022.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since national labor force participation data by gender began to be collected in the late 1940s.
- Labor force participation typically declines during recessions and increases during economic expansions.

Figure 8. Annual U.S. Labor Force Participation Rate by Gender, 1948-2023

Source: U.S. Bureau of Labor Statistics

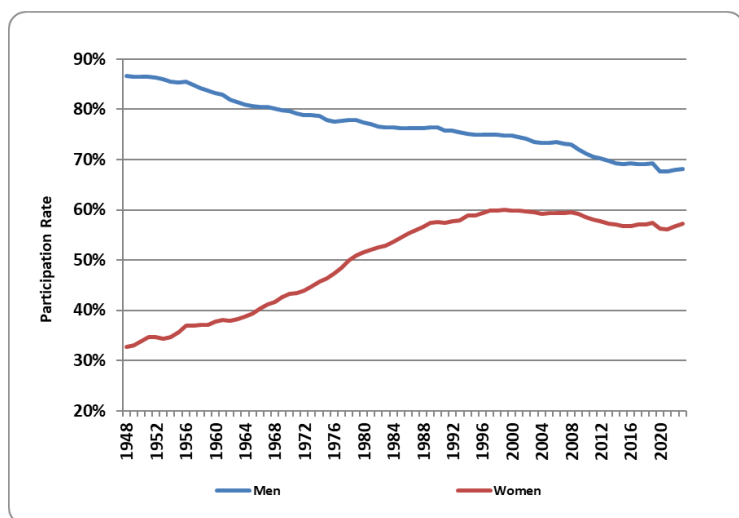


Figure 9. Illinois Labor Force Participation Rate by Gender, 2003- 2023

Source: U.S. Bureau of Labor Statistics

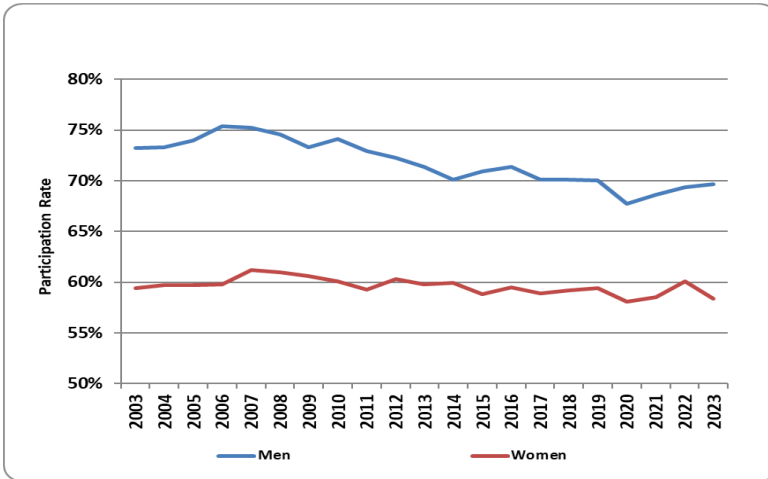


Figure 10. Labor Force Participation Rate by Race/Ethnicity in U.S. and Illinois, 2023

Source: U.S. Bureau of Labor Statistics

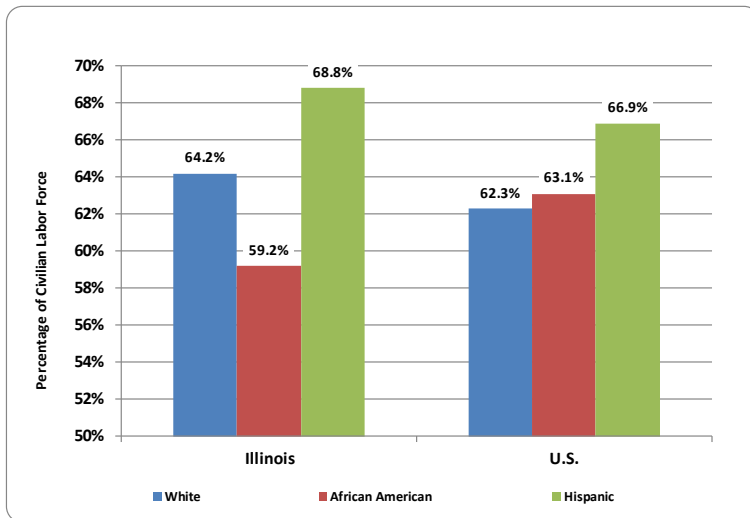
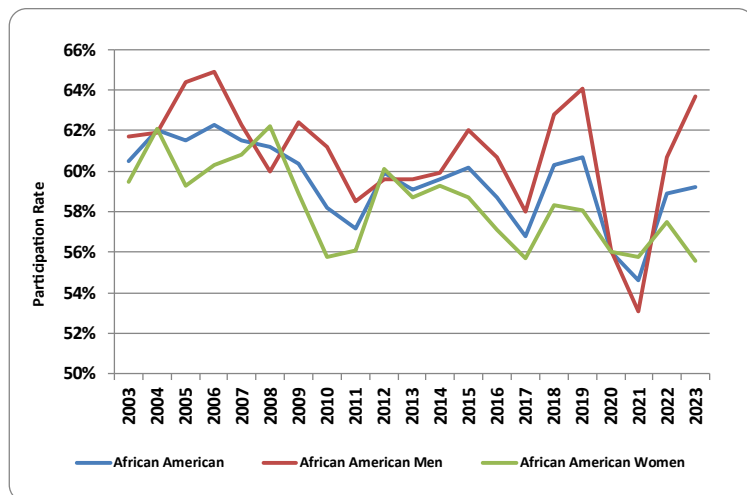


Figure 11. African American Labor Force Participation Rate by Gender in Illinois, 2003- 2023

Source: U.S. Bureau of Labor Statistics



Figures 8-9:¹¹

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2023 was 10.8 percentage points.
- The 2023 Illinois women’s labor force participation rate of 58.4% was lower than the men’s rate of 69.7% but higher than the U.S. women’s rate of 57.3%.
- The statewide gender gap increased to 11.3 percentage points in 2023 from 9.3 percentage points in 2022.

By Race/Ethnicity:

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

Figure 10:¹²

- In 2023, the labor force participation rate decreased for whites and Hispanics in Illinois but increased for African Americans. Nationally, the labor force participation increased for all racial groups.
- In the U.S., African Americans have a greater labor force participation rate than whites (63.1% and 62.3%), whereas in Illinois, African Americans have a lower labor force participation rate than whites (59.2% and 64.2%).
- In 2023, Hispanics had the highest labor force participation rate in both Illinois (68.8%) and the U.S. (66.9%).
- African Americans had the lowest labor force participation rate of all races in Illinois (59.2%), but the second highest behind Hispanics in the U.S. (63.1%).

Figure 11:¹³

- For most of the last two decades in Illinois, the labor force participation rate for African American men was higher than the rate for African American women. The exceptions were in 2004, when the labor force participation rate for women rose

sharply and converged with the African American male labor force participation rate. In 2008, 2012, and 2021, the labor force participation rate for African American men dropped below that for African American women and was either among the lowest or lowest on record.

- In 2023, the labor force participation rate was 55.6% for African American women, the lowest rate since 1995, and 63.7% for African American men, the highest rate since 2019.
- As compared to 2022, the labor force participation rate increased +3.0 percentage points for African American men and fell by -1.9 percentage points for African American women.

Analysis of gender by race/ethnicity:

Figures 12-13:¹⁴

Among women in the U.S., African Americans had the highest labor force participation rate (61.0%), followed by Hispanics (58.7%) and white women (56.5%). Nationally, African American women also reported a higher labor force participation rate (60.5%) prior to the pandemic in 2019, as compared to Hispanic women (57.7%) and white women (56.8%).

In Illinois, Hispanic women had the highest labor force participation rate (59.2%), compared to white women (58.2%) and African American women (55.6%). Hispanic women in Illinois also reported a higher labor force participation rate (60.6%) compared to white women (59.4%) and African American women (58.1%) prior to the pandemic in 2019.

Hispanic men (77.6%) had the highest labor force participation rate in Illinois, compared to white men (70.3%) and African American men (63.7%). Nationally, Hispanic men (75.1%) also had a higher labor force participation rate as compared to white

Figure 12. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2023

Source: U.S. Bureau of Labor Statistics

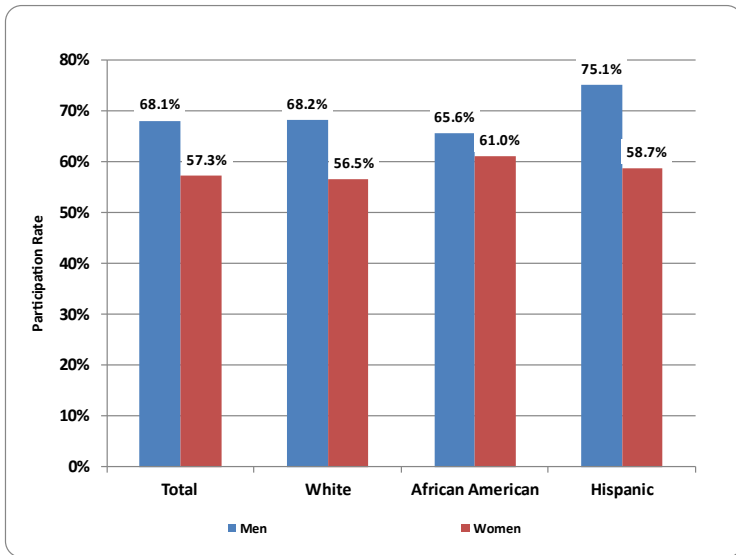
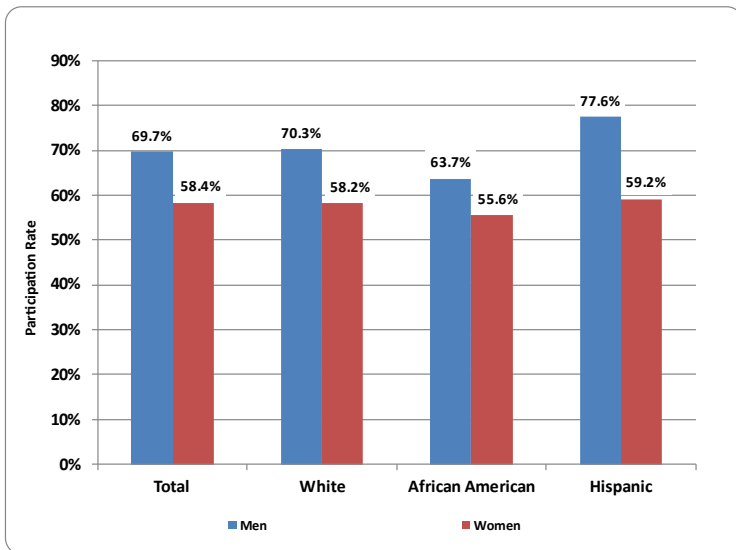


Figure 13. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2023

Source: U.S. Bureau of Labor Statistics



men (68.2%) and African American men (65.6%). Hispanic men, both nationally and in Illinois, had a higher labor force participation rate as compared to white men and African American men prior to the pandemic in 2019.

Unemployment

In 2023, the annual Illinois unemployment rate decreased -0.1 percentage point to 4.5%, its lowest annual reading since 2019. The U.S. unemployment rate was unchanged at 3.6%, matching a 54-year low (see Figure 1 in Section I).¹⁵

By Gender:¹⁶

Nationally and in Illinois the unemployment rate decreased for women and increased for men in 2023.

In both the U.S. and Illinois, men continued to experience higher unemployment rates than women. The unemployment rate for men was 3.8% nationwide in 2023, compared to 3.5% for women. In Illinois, the 2023 unemployment rate for men was 4.6% compared to 4.1% for women.

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

Across all racial groups in Illinois, the unemployment rate differences between men and women varied in 2023. The unemployment rate for white women was 3.3%, as compared to a 4.0% unemployment rate for white men. The unemployment rate for African American women was identical to that for African American men (9.6%). The unemployment rate for Hispanic women was 4.9%, as compared to 4.1% for Hispanic men.

By Race/Ethnicity:¹⁷

Nationally, the unemployment rate decreased for African Americans and increased for whites and Hispanics. In Illinois, the unemployment rate decreased in 2023 for African Americans and Hispanics but increased for whites. In Illinois, the 2023 unemployment rate was 9.6% for African Americans, 4.4% for Hispanics, and 3.7% for

Figure 14. Unemployment Rate by Race/Ethnicity in Illinois, 2023

Source: U.S. Bureau of Labor Statistics

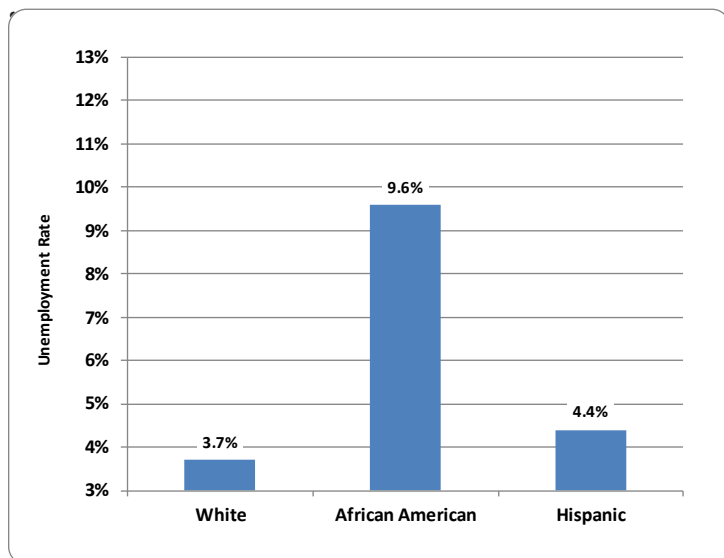
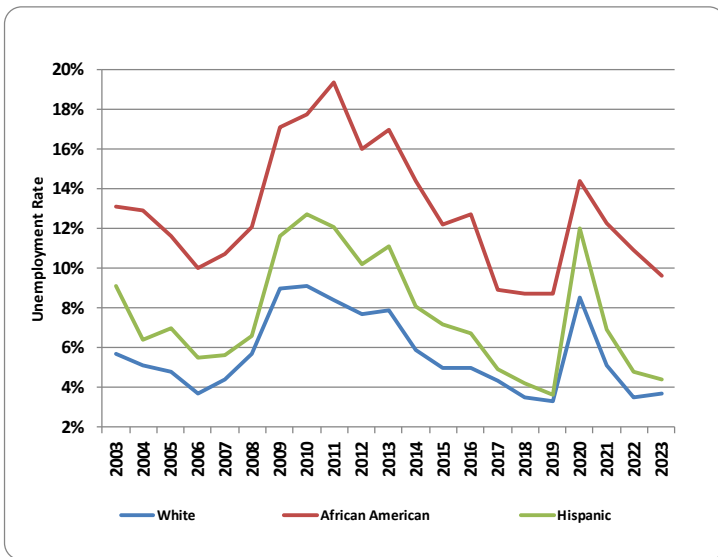


Figure 15. Unemployment Rate by Race/Ethnicity in Illinois, 2003-2023

Source: U.S. Bureau of Labor Statistics



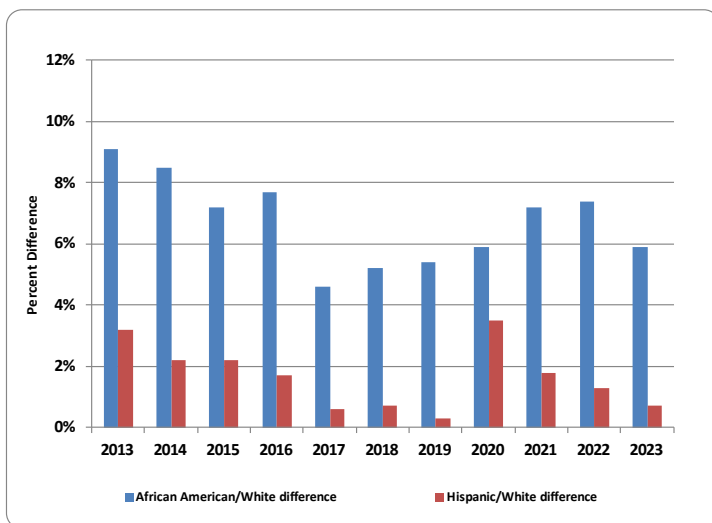
for whites (See Figure 14). In both Illinois and the U.S., African Americans historically have had the highest unemployment rate among all major racial and ethnic groups.

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

- Historically, African Americans have had unemployment rates that are at least double the rate for whites. The only exceptions were recession years, 2009-2012, and 2020.
- The unemployment rate for Hispanics has exceeded the unemployment rate for whites by at least one percentage point for nearly all years since data by race and ethnicity began to be reported in 1981. However, in years 2018-2019 and 2023, Hispanics recorded their lowest unemployment rates on record, and the unemployment rate gap between whites and Hispanics was less than one percentage point.
- Hispanics have had lower unemployment rates than African Americans since unemployment rates for both races began to be reported in 1981.

Figure 16. Illinois Unemployment Gap by Race/Ethnicity, 2013-2023

Source: U.S. Bureau of Labor Statistics



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

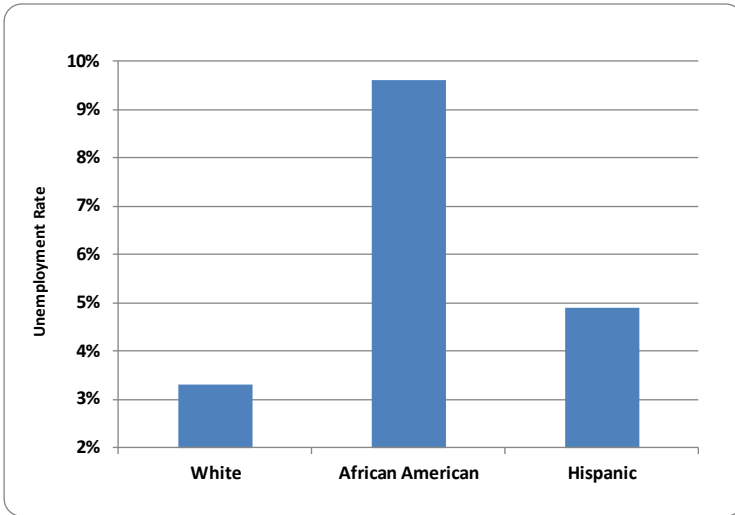
Figure 16:¹⁸

- The unemployment gap between African Americans and whites was 5.9 percentage points in 2023, the smallest gap reported since 2020.
- The unemployment gap between Hispanics and whites was 0.7 percentage point in 2023, the smallest gap reported since 2019.
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment

has ranged from 0.3 percentage point in 2019 to 9.3 percentage points in 1982. For African Americans, it has ranged from 4.6 percentage points in 2017 to 17.8 percentage points in 1985.

Figure 17. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2023

Source: U.S. Bureau of Labor Statistics



Analysis of women by race/ethnicity:¹⁹

Also noteworthy are the unemployment rate trends for Illinois women by race and ethnicity between 2022 and 2023. In 2023, the unemployment rate for African American women decreased by -0.5 percentage point and for Hispanic women the unemployment rate rose +0.1 percentage point. The unemployment rate for white women was unchanged.

Figure 17:

- Among women, African American women continued to have the highest unemployment rate in 2023. The unemployment rate for African American women in Illinois was 9.6%, compared to 4.9% for Hispanic women and 3.3% for white women.

Table 3. Illinois Unemployment Rate by Race/Ethnicity and Gender, Age 16 and Older, 2023

Source: U.S. Bureau of Labor Statistics

Year	White Men	White Women	Hispanic Men	Hispanic Women	African American Men	African American Women
2023	4.0	3.3	4.1	4.9	9.6	9.6
2021	5.5	4.7	7.0	6.7	13.4	11.4
2019	3.3	3.3	3.9	3.1	9.6	7.8
2017	4.3	4.2	4.6	5.4	10.9	7.2
2015	5.4	4.5	6.9	7.5	15.1	9.7

Analysis of men by race/ethnicity:²⁰

Following are comparisons of 2023 unemployment rates for Illinois men by race and ethnicity:

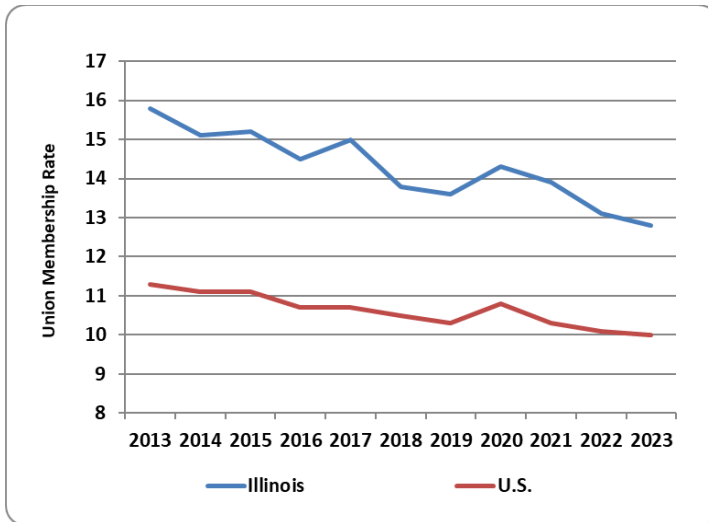
Table 3:

- In 2023, the Illinois annual average unemployment rate was 9.6% for African American men, 4.1% for Hispanic men and 4.0% for white men.

- African American men in Illinois have reported the highest unemployment rate among all racial groups and both genders since data on gender and race began to be reported in 1981, with the exception of two years, 1984 and 1998, when African American women had the highest unemployment rate and 2023 when African American men and women were tied for the highest unemployment rate.

Figure 18. Annual Union Membership Rate for Illinois and the U.S., 2013-2023

Source: U.S. Bureau of Labor Statistics



Union Membership

Labor union membership in Illinois, as well as the percentage of Illinois workers in unions, decreased in 2023. The percentage of Illinois employed who were members of unions dropped to 12.8% in 2023, from 13.1% in 2022. Nationally, union membership also fell in 2023 as did the percentage of workers employed in unions (See **Figure 18 and Table 4**).

Union membership has shown a long-term trend of decline in both Illinois and the U.S. In the early 1980s, the union membership rate for Illinois employed was nearly 25%, and, in the U.S. about 20%. In the past ten years, the percentage of Illinois employed who were members of unions has fallen - 3.0 percentage points, while nationally, union membership has decreased -1.3 percentage points.

Table 4. Union Membership in Illinois and the U.S., 2013-2023

Membership levels displayed in thousands

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

Year	ILLINOIS		UNITED STATES			
	Union Members	% of Employed	Union Members	% of Employed	% Private Sector Employed	% Public Sector Employed
2013	851	15.8	14,528	11.3	6.7	35.3
2014	831	15.1	14,576	11.1	6.6	35.7
2015	847	15.2	14,795	11.1	6.7	35.2
2016	812	14.5	14,555	10.7	6.4	34.4
2017	827	15.0	14,817	10.7	6.5	34.4
2018	786	13.8	14,744	10.5	6.4	33.9
2019	771	13.6	14,574	10.3	6.2	33.6
2020	739	14.3	14,253	10.8	6.3	34.8
2021	752	13.9	14,012	10.3	6.1	33.9
2022	735	13.1	14,285	10.1	6.0	33.1
2023	708	12.8	14,424	10.0	6.0	32.5

Most of the historical losses in union membership have been in the private sector. In the past decade, U.S. private sector union membership rate dropped from 6.7% in 2013 to 6.0% in 2023. Nationally, more than one-third of those employed in the public sector are members of unions. However, public sector union membership has also experienced declines in membership rates, decreasing from 35.3% in 2013 to 32.5% in 2023.

Table 5. Union Membership Rates in the U.S. by Gender, Race/Ethnicity, 2022-2023

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

	2023	2022	Annual Change
Total	10.0	10.1	-0.1
Men, all races, ethnicities	10.5	10.5	0.0
Women, all races, ethnicities	9.5	9.6	-0.1
White	9.8	10.0	-0.2
Men	10.3	10.4	-0.1
Women	9.3	9.5	-0.2
Black or African American	11.8	11.6	0.2
Men	13.2	13.0	0.2
Women	10.5	10.3	0.2
Asian	7.8	8.3	-0.5
Men	7.9	7.6	0.3
Women	7.8	9.1	-1.3
Hispanic or Latino ethnicity	9.0	8.8	0.2
Men	9.2	9.1	0.1
Women	8.8	8.5	0.3

Union Membership by Gender and Race/Ethnicity²¹

Table 5:

Nationally, union membership rates continued to be slightly higher for men than for women. In 2023, 10.5% of employed men were members of unions as compared to 9.5% of women. Men reported no change (0.0) and women (-0.1) reported a small decrease in their union membership rates in 2023.

Among racial groups, the highest union memberships rates were found among African Americans (11.8%), while the lowest membership rates were found among Asians (7.8%).

African Americans and Hispanics saw growth in their union membership rates in 2023, with each reporting a +0.2 percentage point increase. Asians reported the largest union membership decline (-0.5 percentage point), followed by whites (-0.2 percentage point).

Employment

In 2023, the number of employed Illinois residents increased by +23,200 to 6,150,700 (See **Section I, Figure 2**).²²

In Illinois, the employment participation rate in 2023 was 61.4%, up +0.2 percentage point from 2022, a less sizeable increase in the rate than in 2022 (+2.1) and 2021 (+2.3) – the largest single-year increases on record. The employment participation rate is the percentage of the non-institutional working age population (age 16 and older) who are employed. The employment participation rate for women was 56.0% in 2023, down -1.5 percentage points from 57.5% in 2022. The male employment participation rate in 2023 was 66.5%, up +0.2 percentage point from 66.3% in 2022. Employment participation rates in Illinois decreased for whites (-0.6 percentage point) and Hispanics (-1.1 percentage points), but rose for African Americans, which reported an increase of +1.0 percentage points. Hispanics reported the highest employment participation rates in 2023 (65.7%), followed by whites (61.9%) and African Americans (53.5%).

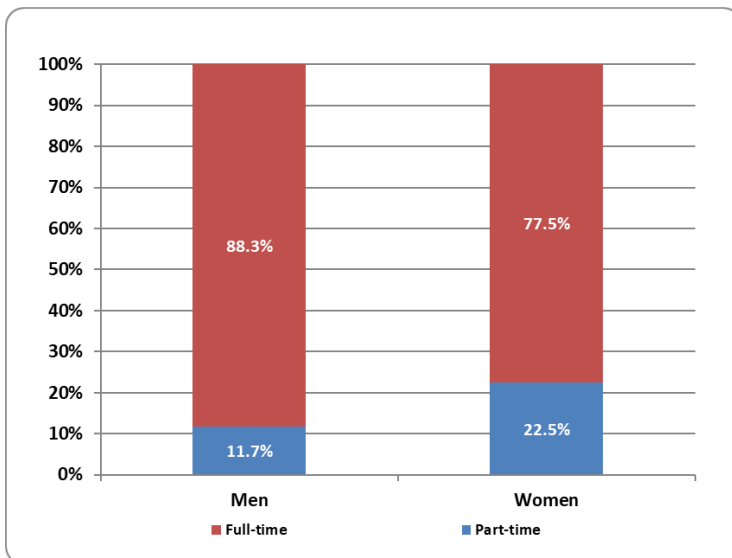
Note: Employment participation rates for Asians in Illinois were not available during the production of this report.

Part-Time vs. Full-Time Work:²³

In the years immediately following the 2007-2009 recession, there had been a decline in the percentage of people employed full-time and a corresponding increase in the percentage of people employed part-time. Part-time employment is defined as working less than 35 hours per week. But over the past decade, the percentage of employed working full-time in the U.S. has rebounded, climbing to 83.4% in 2020, and remaining above 83% in each of the three subsequent years. Nearly 27 million U.S. residents worked part-time in 2023, about 934,000 more than in 2022.²³ The number of full-time workers in the U.S. in 2023 was 134.1 million, as compared to 132.2 million the previous year.

Figure 19. Full- and Part-time Workers by Gender, Age 16 and Older in U.S., 2023

Source: U.S. Bureau of Labor Statistics



Illinois full-time and part-time employment data by gender and race are not available from the U.S. Bureau of Labor Statistics.

By Gender:²⁴

Figure 19 (on previous page):

Of the approximately 75.5 million employed women in the U.S., 22.5% worked part-time in 2023, up 0.5 percentage point from 22.0% in 2022. The percentage of men employed part-time in 2023 was 11.7%, up 0.1 percentage point from 11.6% in 2022. Nationally, there were 7.0 million more women working part-time in 2023 than men.

By Race/Ethnicity:²⁵

Figure 20:

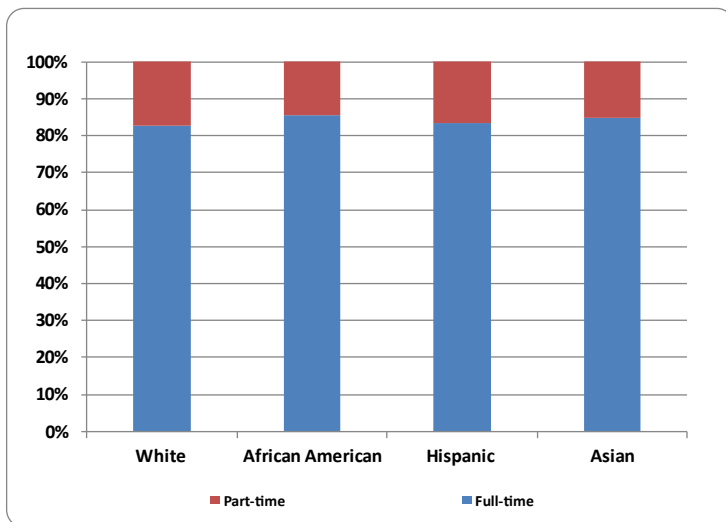
The percentage of workers employed part-time nationwide in 2023 increased for all racial groups.

- African Americans had the lowest percentage of part-time workers in the U.S. in 2023, at 14.5%.²⁵ At 17.2%, whites had the highest percentage of part-time workers, followed by Hispanics (16.6%) and Asians (15.0%).
- The percentage of full-time workers in the U.S. decreased in 2023 for all racial groups.
- African Americans (85.5%), had the highest percentage of full-time workers, followed by Asians (85.0%), then Hispanics (83.4%) and whites (82.8%).

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

Figure 20. Full- and Part-time Workers by Race/Ethnicity, Age 16 and Older in U.S., 2023

Source: U.S. Bureau of Labor Statistics



Job Patterns

By Gender:²⁶

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where demand for labor has steadily increased over the past several years.

Figures 21 and 22 show the percentage of men and women employed in various private sector job classifications in Illinois and the nation in 2021, the latest time period available from the U.S. Equal Employment Opportunity Commission. Illinois and national job classification ratios do differ, but typically not by more than a couple percentage points.

Figures 21-22:

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

- In 2021 (the latest data available), women held 74.9% of office and clerical jobs in the state and 61.6% of service jobs. The corresponding national numbers were 75.1% and 60.7% respectively.
- In 2021, only 6.6% of craft jobs in Illinois were held by women. Women were employed in 7.0% of craft jobs at the national level.
- In both the U.S. and Illinois, women held more than half of the professional jobs and nearly half of the sales jobs.
- Women filled a little more than half of the technician jobs in both Illinois and the nation.

Figure 21. Job Patterns of Men and Women in the U.S., 2021

Source: (2021 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission (EEOC)

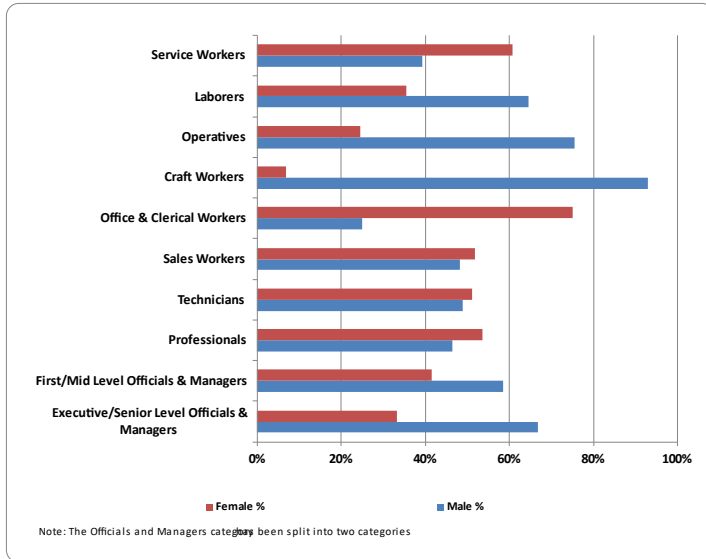


Figure 22. Job Patterns of Men and Women in Illinois, 2021

Source: (2021 EEO-1 National Aggregate Report), Equal Employment Opportunity Commission (EEOC)

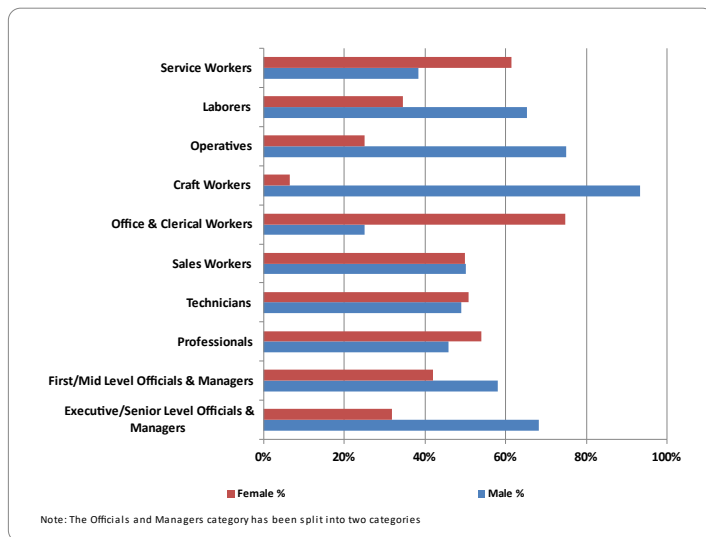
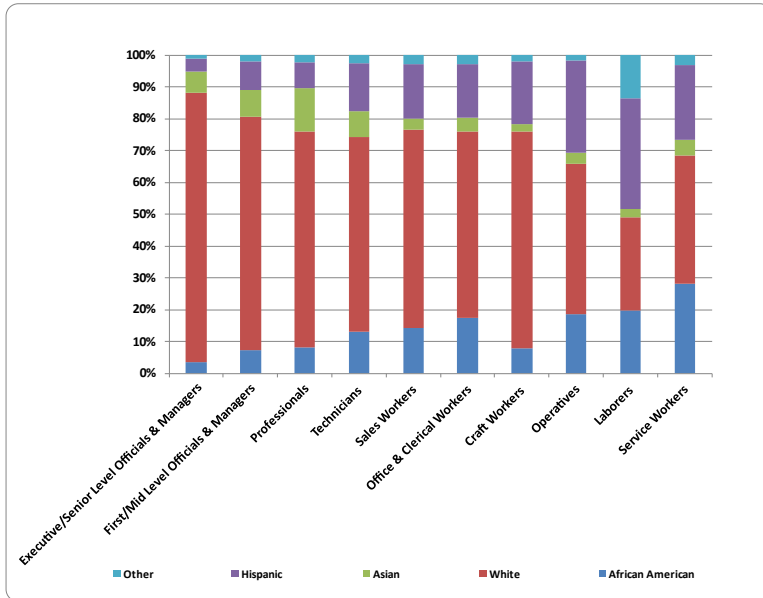


Figure 23. EEO Aggregate Report - Illinois Private Sector Employment, 2021

Source: (2021 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission



By Race/Ethnicity:²⁷

Many minority workers also are employed in occupational categories that tend to pay lower wages. **Figure 23** shows that Hispanics and African Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2021 (the latest data available). However, Asians have their highest concentration of employment in the categories of professionals, first/mid-level officials and managers and technicians, which tend to have higher pay.

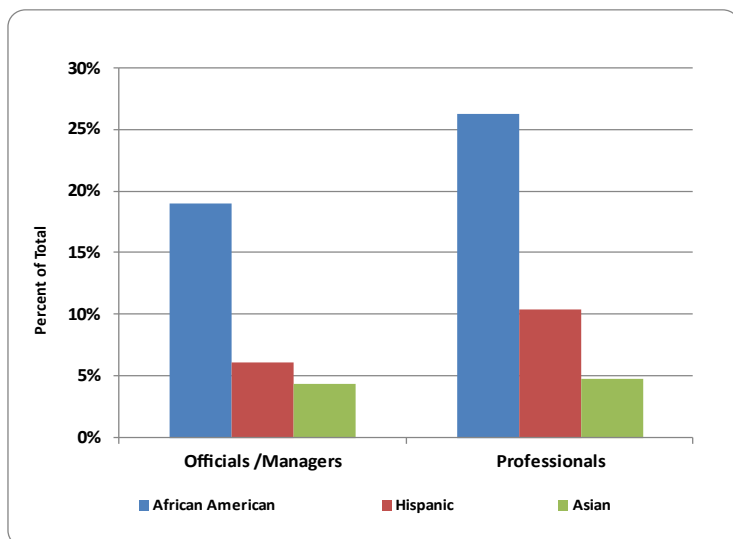
Figure 23:

- In 2021 (the latest time period for private sector staffing data), African Americans in Illinois had a high proportion of employment as service workers (28.3%), laborers (19.7%), operatives (18.5%), and office and clerical workers (17.3%).
- Hispanics had their highest rates of employment in Illinois as laborers (34.9%), operatives (28.8%), service workers (23.6%), and craft workers (19.7%).
- Whites had their highest rates of employment in management, craft and professional jobs. Whites filled 84.5% of executive/senior officials and managers positions, 73.3% of first/mid-level officials and managers jobs, 68.0% of craft jobs, and 67.8% of professional jobs. They also filled 62.1% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. Asians filled 13.6% of professional jobs, 8.4% of first/mid-level officials and managers jobs, and 8.2% of technician jobs.

Figure 24. EEO Summary Report - Illinois State Government Full-Time Professional Jobs Held by Minorities, 2023

Report covers coded workers as of December 31, 2023.

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



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

Figure 24 (on previous page):

- In 2023, African Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African Americans held 19.0% of management jobs and 26.3% of professional jobs.
- Hispanics were employed in 6.1% of management jobs and 10.4% of professional jobs, while Asians held 4.3% of management positions and 4.8% of professional jobs.

Education

In general, Illinois residents are well educated, with college graduation rates above the national average, according to 2022 American Community Survey data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and, therefore, might have a better chance of securing the fastest growing jobs.

Gender Trends:²⁸

The proportion of women ages 25 years and older in Illinois with a college (associate’s, bachelor’s or graduate) degree was 48.1% in 2022. This proportion has continued to grow over time as it was just 31.1% as recently as 2000. In addition, women in the U.S. are more likely than men to have a college degree. In Illinois, more than two thirds of Illinois women ages 25 and older have acquired at least some college education, while only 8.7% of women have less than a high school education (See **Figure 25**).

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

- Illinois women have a growing lead over men (16.1% vs. 14.3%) when comparing graduate degree attainment between genders.

Figure 25. Educational Attainment by Women, Age 25 and Older in Illinois, 2022

Source: U.S. Census Bureau

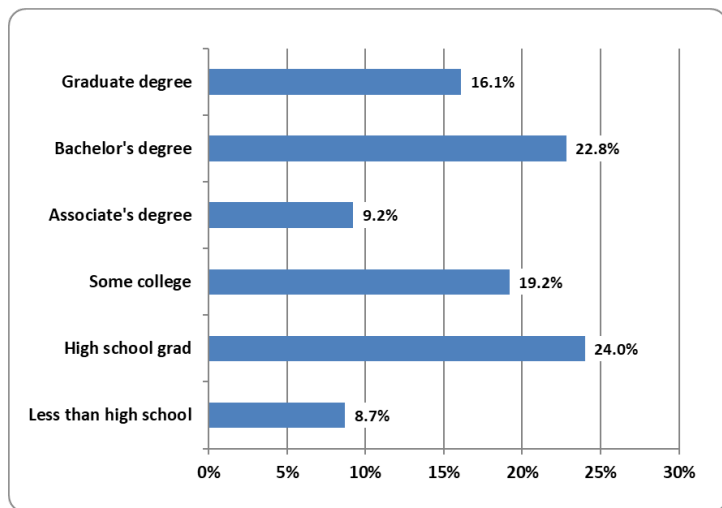


Table 6. Educational Attainment of Illinois Residents by Gender, Age 25 and Older, 2022

Source: U.S. Census Bureau

	Male	Female
Less than 9th grade	4.8%	4.4%
9th to 12th grade, no diploma	5.7%	4.3%
High school graduate	26.4%	24.0%
Some college, no degree	19.0%	19.2%
Associate's degree	7.6%	9.2%
Bachelor's degree	22.1%	22.8%
Graduate degree	14.3%	16.1%

- The percentage of women and men in Illinois attaining bachelor’s degrees as their highest educational attainment was nearly the same in 2022 (22.1% for males and 22.8% for females).
- Summary statistics across attainment levels show that more Illinois women (67.3%) than men (63.0%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (26.4%) than females (24.0%) had attained a high school diploma as their highest level of education.

Racial Trends:²⁹

Of the Illinois population age 25 and older, the racial group with the highest attainment rate of bachelor’s degrees is Asians, while the group with the highest attainment rate of high school diplomas is whites. Hispanics have the lowest rates of high school and college degree attainment among all racial/ethnic groups.

Table 7. Educational Attainment of Illinois Residents by Race/Ethnicity, Age 25 and Older, 2022

Source: U.S. Census Bureau

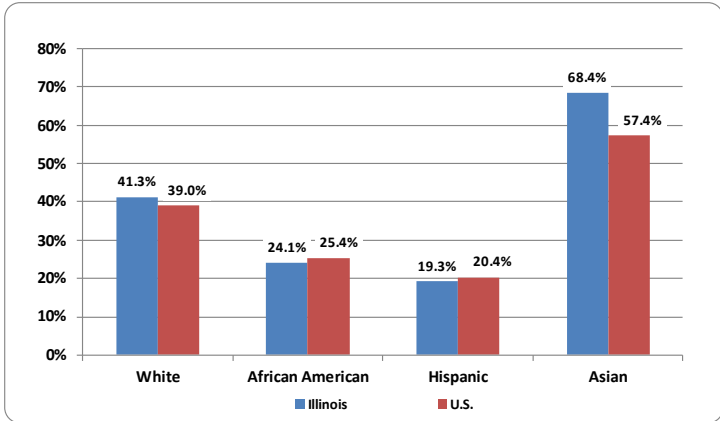
Education Level	Whites	African Americans	Hispanics	Asians
High school graduate (includes equivalency) or higher	94.7%	88.1%	71.4%	92.0%
Some college or associate’s degree (or higher)	69.6%	58.2%	43.1%	81.9%
Bachelor's degree or higher	41.3%	24.1%	19.3%	68.4%

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

- Over 90% of whites and Asians in Illinois earned high school diplomas, followed by African Americans (88.1%) and Hispanics (71.4%).
- The gap between whites and Hispanics with high school diplomas is over 23 percentage points; whereas the gap between African Americans and whites is a little less than 7 percentage points.
- 68.4% of Asians in Illinois have bachelor’s degrees or higher, compared to 41.3% of whites, 24.1% of African Americans and 19.3% of Hispanics.

Figure 26. Percentage of Population with Bachelor’s Degree or Higher, Age 25 and Older in U.S. and Illinois, 2022

Source: U.S. Census Bureau

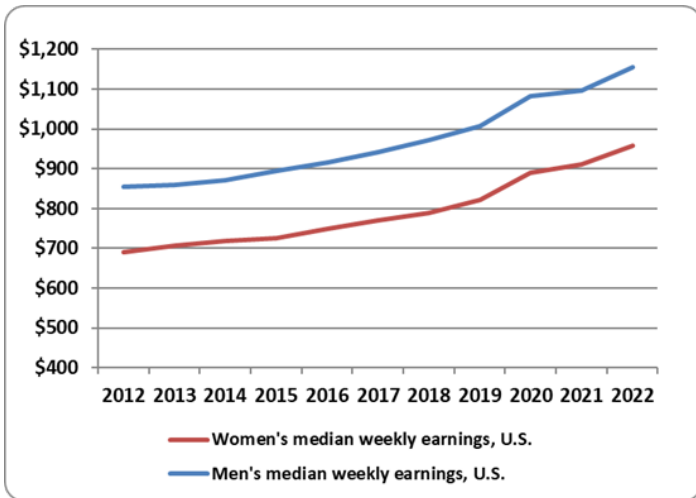


The gap between Asians and whites having a bachelor’s degree or higher is almost 30 percentage points, whereas whites and Asians have similar proportions with a high school diploma.

National education trends among racial groups are similar to Illinois trends. However, as reflected in **Figure 26**, Illinois has a higher proportion of its population with bachelor’s degrees than the nation as a whole. A much higher percentage of Asians in Illinois have a bachelor’s degree than in the U.S. (68.4% vs. 57.4%). A higher proportion of African Americans and Hispanics have bachelor’s degrees at the national level than in Illinois.

Figure 27a. Median Weekly Earnings by Gender, U.S., 2012-2022

Source: Highlights of Women’s Earnings in 2022, U.S. Bureau of Labor Statistics

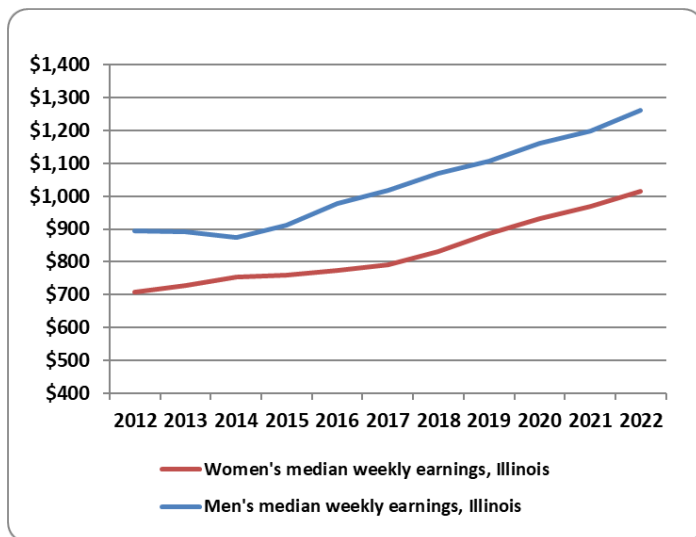


Wages

Greater education leads to higher future wages for all workers, including women and minorities. Women who earn graduate or professional degrees generally raise their earnings, although disparities with men’s earnings persist. For example, Illinois women in 2022 who had earned graduate or professional degrees had a median annual income of \$15,974 more than women with bachelor’s degrees. However, Illinois men with graduate or professional degrees had a median annual income of \$27,710 more than women with comparable degrees.

Figure 27b. Median Weekly Earnings by Gender, Illinois, 2012-2022

Source: Highlights of Women’s Earnings in 2022, U.S. Bureau of Labor Statistics



Wage Trends by Gender:³⁰

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

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

- Earnings for women increased at a lesser rate than men in 2022 (the most current year for wage data). Nationally, earnings for women also increased at a slower rate than men.

- Illinois’ median weekly earnings for women were \$1,014 in 2022, up from \$968 in 2021.
- The weekly median earnings for men in Illinois were \$1,262 in 2022, up from \$1,200 in 2021.

Figure 28. Women’s Median Weekly Earnings as Percentage of Men’s, Age 16 and Older, 2012-2022

Source: Highlights of Women’s Earnings in 2022, U.S. Bureau of Labor Statistics

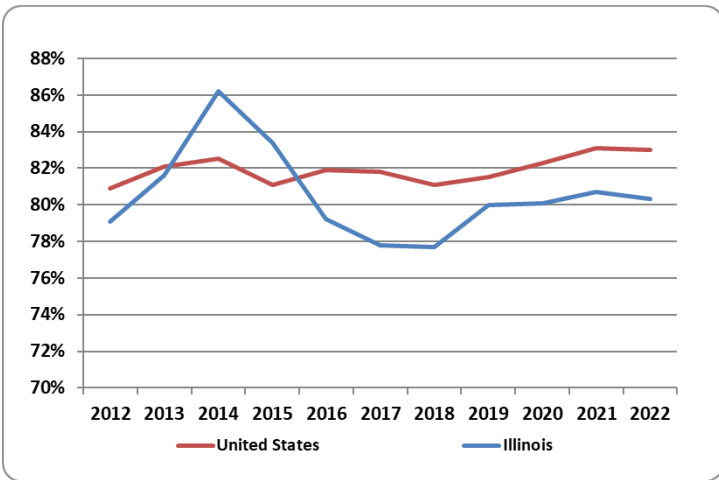


Figure 28 shows that the ratio of median wages for women relative to men remained steady since 2014 nationally but continued to fall in Illinois until a reversal in 2018. However, the levels have been stable since 2019:

- The Illinois ratio was 80.3% in 2022 (the most current year for wage data), compared to the U.S. ratio of 83.0%.

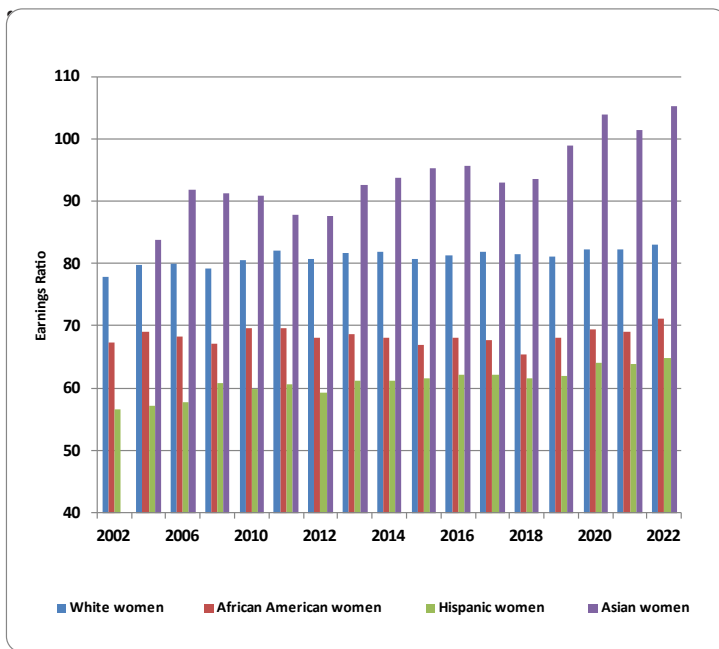
Wage Trends by Race/Ethnicity:³¹

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

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

Figure 29. U.S. Women’s Median Weekly Earnings as Percentage of White Men’s, 2002-2022

Source: Highlights of Women’s Earnings in 2022, U.S. Bureau of Labor Statistics



Women’s wage comparisons to white males:

- In 2022, the U.S. median weekly wage for women as a percentage of white men’s median wages was 83.0% for white women, 71.2% for African American women, 105.3% for Asian women, and 64.9% for Hispanic women.
- African American women’s wages surpassed the 70% range in 2022, the first time since at least 1990, while Hispanic women broke above the 50-60% range in 2008 and have had gradual increase to mid-60% range from 2013 through 2022. Asian women’s wages have remained above the median weekly wage for white men since surpassing in 2020.

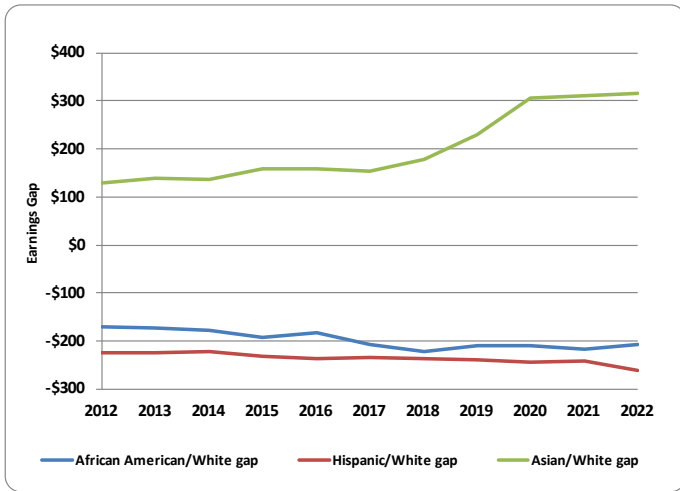
Minorities' wages in comparison to whites:

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

- The 2022 median weekly earnings for full-time employment in the United States was \$1,401 for Asians, \$1,085 for whites, \$878 for African Americans, and \$823 for Hispanics.
- Asians have a higher median wage than do whites. The value for 2022 is \$316.
- The wage gap between African Americans and whites narrowed to -\$207 for 2022.
- The wage gap between whites and Hispanics widened to -\$262 for 2022.

Figure 30. U.S. Weekly Earnings Gap: African Americans, Asians, and Hispanics vs. Whites, 2012-2022

Source: Highlights of Women's Earnings in 2022, U.S. Bureau of Labor Statistics



Appendix

Terms and Definitions

Some workforce terms such as earnings and income are uniquely defined by state agencies, federal agencies and research organizations. They may even be defined differently by the same organization when used for different purposes. In addition, not all research organizations will define terms such as race, ethnicity, employed, unemployed, and labor force the same. Given their variability, it is important to define the terms as they are used in this report. Caution should be used when comparing numbers in this report to those in other sources because of this inconsistency. This appendix provides detail on the key labor market concepts addressed in this report.

Race and Ethnicity

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

The race/ethnicity population reporting in this report follows standards used by the U.S. Census Bureau and other federal agencies. In figures 4-7 of this report, race and Hispanic origin are expressed as two different concepts in order to present a clearer view of the racial makeup of Illinois’ population. For example, data for the racial categories “white” and “African Americans” does not include white persons or African Americans who report Hispanic ethnicity. However, data for the Hispanic ethnic category includes data for all racial groups, including Hispanics who are white, African American, Asian, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.

The population data in this report are from the U.S. Census Bureau. The Census data and population estimates are intended to include all persons currently residing in Illinois and the United States.

Labor Force Concepts and Definitions

Employed: Persons are classified as employed if they performed any work for pay or profit, worked at least 15 unpaid hours in a family-owned enterprise, or were temporarily away from work due to reasons such as vacation, illness or labor dispute. Workers who are temporarily absent from work due to labor disputes, childcare, or other personal reasons, but are under agreement to return to their previous jobs. The resident employed totals include both farm workers and the self-employed.

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

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

- Contacting any of the following regarding job opportunities:
 - An employer
 - An employment agency

- Friends or relatives
- A school or university employment center
- Sending out resumes or filling out applications
- Placing or answering classified advertisements
- Checking union or professional registers

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

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

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

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

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

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

Full-time and part-time: Full-time workers are those who usually work 35 or more hours per week, whereas part-time workers are those who work fewer than 35 hours per week.

To summarize:

Employed persons are:

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

Unemployed persons are:

- All persons who did not have a job during the household survey week, but made active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).

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

Career Resources

The Illinois Department of Employment Security offers a variety of online resources to assist Illinoisans in their career exploration, job search, education, certification, and training goals, and much more.

Illinois JobLink

Illinois JobLink (IJL) is a free, online job matching service with 100,000+ job postings where job seekers can create or upload a resume and look for jobs.

Visit IJL at [IllinoisJobLink.com](https://www.illinoisjoblink.com)

Career Information System

The Career Information System (CIS) is a self-directed, no cost, internet-based system that combines a wealth of career, education/training, and labor market information into one comprehensive, easy-to-use resource tool. The CIS portal encourages self-reflection, exploration, research, goal setting, and decision making for lifelong learning. Read about the four site types listed below and select the one that works for you.

CIS360 Job Seeker/Adult

Focus: Career transitions, employment skills, and exploring career options.

Recommended for career explorers and career changers, *CIS360 Job Seeker/Adult* is for the person who wants to explore current job market trends, change careers, seek new opportunities, and more. This version features extensive job search resources, certification, training and retraining options, labor market trends, and offers career-planning guidance.

CIS360 College

Focus: Launching careers, exploring goals and interests, and researching options.

Recommended for potential, current, and former college students and adults. *CIS360 College* encourages college and university students to set career and educational goals, connect majors to the world of work, locate scholarships, prepare to transfer to another institution, and find graduate schools.

CIS360 High School

Focus: High school self-discovery and ownership over career and education plans.

This site supports high school students in their lifelong career-planning and promotes self-awareness, self-reliance, and self-worth. Tools in this site include self-assessments, exploration, research, goal setting, and decision making. It provides comprehensive career information for students developing and updating their future educational and career plans.

CIS360 Junior

Focus: Middle school exploration of careers, goals, interests, and values.

This site, suitable for grades 5-8, includes activities that match a student's interests to hundreds of occupations like scientist, video game designer, and teacher. It helps students answer questions like What are my strengths, interests, and talents? How do I make decisions and plans? And how do my school and community activities help me reach my goals?

Visit CIS at <https://portal.ilcis.intocareers.org/>

Illinois High School 2 Career

ILHighSchool2Career provides the opportunity for students, parents, and educators to review a wide range of information on Illinois public high school seniors and their pathways after high school, including post-secondary education choices as well as their career outcomes.

This information is made possible through a data sharing partnership between the Illinois Department of Employment Security (IDES), Illinois Student Assistance Commission (ISAC), Illinois State Board of Education (ISBE), and Illinois State University (ISU).

Visit www.ILHighSchool2Career.com to get started.

Illinois College 2 Career

ILCollege2Career provides an opportunity for students, parents, and educators to review a wide range of information on Illinois two-year and four-year schools and universities that includes career outcomes of graduates from a particular academic area of study at a specific post-secondary institution. Results include many categories such as job stability, earnings growth, and earnings potential in Illinois.

This information is made possible through a data sharing partnership between the Illinois Department of Employment Security (IDES), Illinois Student Assistance Commission (ISAC), Illinois Board of Higher Education (IBHE), Illinois Community College Board (ICCB), and Illinois State University (ISU).

Visit www.ILCollege2Career.com to get started.

Endnotes

1. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.
3. Illinois Department of Employment Security, Economic Information & Analysis Division, Illinois Labor Force Estimates, Annual Averages.
4. Ibid.
5. Illinois Department of Employment Security and U.S. Bureau of Labor Statistics, Current Employment Statistics, Annual Averages.
6. Illinois Department of Employment Security and U.S. Bureau of Labor Statistics, Current Employment Statistics. Data in this section make comparison of monthly data between January 2008 and December 2023.
7. U.S. Census Bureau, Population Division, <http://www.census.gov/popest/>.
8. U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates (S0501, S0503, S0505, S0506).
9. Illinois Department of Employment Security, Economic Information & Analysis Division, Illinois Labor Force Estimates, Annual Averages.
10. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
11. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”
12. Ibid.
13. Ibid.
14. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.
15. Ibid.
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17. Ibid.
18. Ibid.
19. Ibid.
20. Ibid.
21. U.S. Bureau of Labor Statistics, “Union Members Summary”, <http://www.bls.gov/news.release/union2.toc.htm>.
22. U.S. Bureau of Labor Statistics, <http://www.bls.gov/data/#employment>
23. Ibid.
24. Ibid.
25. Ibid.
26. U.S. Equal Employment Opportunity Commission, “2021 EEO-1 Report”, www.eeoc.gov.
27. Ibid.
28. U.S. Census Bureau, 2022 American Community Survey 1-Year Estimates (S1501), <http://www.census.gov>.
29. Ibid.
30. U.S. Bureau of Labor Statistics, “Highlights of Women’s Earnings in 2022”, <https://www.bls.gov/cps/earnings.htm#demographics>.
31. Ibid.

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