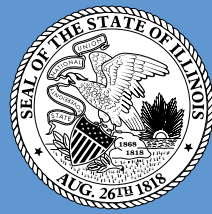


State of Illinois
JB Pritzker, Governor

Department of Employment Security
Kristin Richards, Director



2022 Illinois Economic Report



2022 Illinois Economic Report

September 2022

Prepared by:

Illinois Department of Employment Security
Economic Information & Analysis Division
George W. Putnam, Ph.D. – Illinois LMI Director

Project Director:

Marty Johnson, MBA – Manager, Workforce Analysis & Dissemination

Design:

Charles Carey

This workforce product was funded, wholly or in part, by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for noncommercial purposes is permissible. All other uses require the prior authorization of the copyright owner.

The Federal Government reserves a paid-up, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use for federal purposes: i) the copyright in all products developed under the grant, including a sub grant or contract under the grant or subgrant; and ii) any rights of copyright to which the recipient, subrecipient or a contractor purchases ownership under an award (including but not limited to curricula, training models, technical assistance products, and any related materials). Such uses include, but are not limited to, the right to modify and distribute such products worldwide by any means, electronically or otherwise. Federal funds may not be used to pay any royalty or license fee for use of a copyrighted work, or the cost of acquiring by purchase a copyright in a work, where the Department has a license or rights of free use in such work, although they may be used to pay costs for obtaining a copy which is limited to the developer/seller costs of copying and shipping. If revenues are generated through selling products developed with grant funds, including intellectual property, these revenues are program income. Program income must be used in accordance with the provisions of this grant award and 2 CFR 200.307.

Table of Contents

Highlights	4
Technical Notes for the Reader	5
Section 1: Labor Market Analysis of the State of Illinois	6
Economic Recession and Recovery in Illinois: A 2-Year Retrospective	6
Labor Supply	6
Labor Demand	16
A Variety of Wage Measures	19
Spotlight: Living Wages	22
Illinois Employment Projections	25
Section 2: Economic Development Regions	30
Labor Supply by Economic Development Region	30
Labor Demand by Economic Development Region	33
Economic Recovery Across the Regions	35
Average Weekly Wages Across Development Regions	37
Living Wages Across Economic Development Regions	37
Spotlight: Automation and Job Skill Changes	40
Current Labor Market Conditions	41
Section 3: Illinois' Economic Development Region Profiles	43
Region 1: Central with Exhibits 1A through 1D	44
Region 2: East Central with Exhibits 2A through 2D	46
Region 3: North Central with Exhibits 3A through 3D	48
Region 4: Northeast with Exhibits 4A through 4D	50
Region 5: Northern Stateline with Exhibits 5A through 5D	52
Region 6: Northwest with Exhibits 6A through 6D	54
Region 7: Southeast with Exhibits 7A through 7D	56
Region 8: Southern with Exhibits 8A through 8D	58
Region 9: Southwest with Exhibits 9A through 9D	60
Region 10: West Central with Exhibits 10A through 10D	62
End Notes	64

Table of Contents (continued)

Exhibits

Exhibit 1: Civilian Unemployment Rate, Illinois and U.S., January 2010 – April 2022	6
Exhibit 2: Unemployment Rates by Race and Gender for Adult Men and Women in Illinois, Selected Months	9
Exhibit 3: Unemployment Rates by Race and Gender for Adult Men and Women in the U.S., Selected Months	10
Exhibit 4: Employed Who Teleworked Because of Covid-19 Pandemic, Selected Months by Race, U.S.	11
Exhibit 5: Employed Who Teleworked Because of Covid-19 Pandemic, Selected Months by Education, U.S.	11
Exhibit 6: Educational Attainment in Illinois (Age 25+) by Race and Ethnicity, 2019.....	12
Exhibit 7A: Changes in Labor Force Participation Rate for Women in Illinois and U.S. by Age During Recession	13
Exhibit 7B: Changes in Labor Force Participation Rate for Women in Illinois and U.S. by Age During Recovery.....	14
Exhibit 8A: Changes in Labor Force Participation Rate for Men in Illinois and U.S. by Age During Recession.....	14
Exhibit 8B: Changes in Labor Force Participation Rate for Men in Illinois and U.S. by Age During Recovery.....	15
Exhibit 9: Business Cycle Loss in Nonfarm Payroll Employment for Illinois and U.S. Peak to Trough, 2020	16
Exhibit 10: Shortfall Percentages in Nonfarm Employment by Industry Sector for Illinois and U.S., April 2022.....	18
Exhibit 11: Two Business Cycle Recoveries: U.S. and Illinois.....	18
Exhibit 12: Average Hourly Earnings, Private All Industry, Over the Year Change, Illinois and U.S., January 2018-April 2022	19
Exhibit 13: Average Weekly Wage (AWW) for U.S. and Illinois for Q1: 2020, Q1:2021, Q1:2022.....	20
Exhibit 14: Median Hourly and Annual Wages by Occupational Grouping, 2021, Sorted by Illinois % Share	21
Exhibit 15: Average Hourly Earnings: Selected Industries, Over-the-Year % Change.....	23
Exhibit 16: State of Illinois Projections by Industry Sectors with Industry Shares, 2020-2030	25
Exhibit 17: State of Illinois Projections by Key Occupational Grouping, 2020-2030	27
Exhibit 18: Largest Growth and Declining Occupations in Illinois, 2020-2030 Projections.....	28
Exhibit 19: Share of Jobs by Educational Requirement, Illinois and U.S. 2030.....	29
Exhibit 20: Civilian Labor Force by Economic Development Region, 2021 average	31
Exhibit 21: Unemployment Rates in Illinois and by Economic Development Region, Selected Aprils.....	31
Exhibit 22: Business Cycle Percent Change in Labor Force, Number Employed and Number of Unemployed Persons in Illinois and Economic Development Regions	32
Exhibit 23: Population by Key Age Groups by Economic Development Region, 2019	33
Exhibit 24: Share of Industry Employment for Illinois and the High/Low Range for the Economic Development Regions, April 2022	34
Exhibit 25: Recovery Shortfalls by Industry by State and Economic Development Region, April 2019 – April 2022	35
Exhibit 26: Range of Average Weekly Wages by County within EDRs for Q1:2021	37
Exhibit 27: Living Wages for Various Family Options by Economic Development Region, Spring 2022.....	38
Exhibit 28: Median Usual Weekly Earnings by Educational Attainment, U.S. Adults Aged 25 and over, 2021	39
Exhibit 29: Educational Attainment for Population by EDR Aged 25 and over	39
Exhibit 30: Illinois Nonfarm Payroll Employment, Jobs Lost and Gained, Shortfall from January 2020 Peak through June 2022	41

Economic Development Region Profiles (Regions 1 – 10)..... 43

Exhibit A: Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted	
Exhibit B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021	
Exhibit C: Occupational Wages, 2021	
Exhibit D: Help Wanted Online Job Postings: Entry, Median and Experienced Wages from BLS Occupational Wage Statistics	

Highlights

- This report covers the period 2019 through 2022 focusing on the pandemic-induced recession and subsequent recovery. An annual economic report satisfies the requirements of the Department of Labor/Employment and Training Administration's contract deliverable for the Economic Information and Analysis Division of the Illinois Department of Employment Security.
- Illinois reached its all-time low unemployment rate (3.6%) in the history of the series dating back to 1976 in November and December 2019 just before the start of the pandemic, with the rate inching up to 3.7% in January 2020.
- The pandemic high unemployment rate was 17.4% in April 2020 in Illinois but dropped rapidly over the two-year recovery reaching 4.6% in April 2022.
- Illinois' ten Economic Development Regions (EDRs) did not suffer equally during the 2020 recession with the highest unemployment rate in the Northern Stateline Region (EDR 5), and the lowest unemployment rate in the East Central Region (EDR 2).
- All EDRs experienced unemployment rate declines over the two-year recovery with the lowest unemployment rates in the Northeast (EDR 4) and West Central Regions (EDR 10). Nonfarm payroll employment has not completely recovered in any EDR, but the Northeast (EDR 4) and East Central (EDR 2) Regions posted the smallest shortfalls through April 2022 while the Northern Stateline (EDR 5) posted the largest shortfall.
- Unemployment rates by race and gender reveal that African-American men and women were hardest hit by the pandemic and faced the slowest recovery.
- Labor force participation is higher in Illinois than the nation; the labor force participation rate has improved more rapidly in Illinois than in the nation since the recovery began, particularly among prime age (25 – 54) groups.
- Between the employment peak and trough in 2020, nonfarm payroll employment loss in Illinois was smaller than the nation (13.5% versus 14.4%). However, Illinois lost the gains made during the recovery-expansion after the 2007-09 recession whereas the nation did not see such extensive losses.
- In the two-year recovery period from the April 2020 trough to April 2022, Illinois recovered 82.1% of jobs lost during the recession compared with 94.2% recovery in the nation. By June 2022, Illinois had recovered 85.6% of jobs lost while the nation recovered 97.7% of jobs lost.
- Two industry sectors – Professional and Business Services and Trade, Transportation and Utilities – not only recovered pandemic losses, but exceeded prior nonfarm payroll employment levels. This is also true for the nation.
- The Economic Development Regions have shown recoveries in a variety of industry sectors differing by region and from the state overall. For example, the Northeast Region, which encompasses the Chicagoland area, recovered most like the State, while the Southeast Region had the most differences from the State in the industries that recovered or posted the largest shortfalls.
- Wage information is generally lagging as data come primarily from the Quarterly Census of Employment and Wages (QCEW). The QCEW data reveal Illinois wage increases were roughly in line with the nation in 2021.
- Wages by Economic Development Region show that the rate of increases varied by region; most regions kept pace with the state.

Interpretation of Data

In an ideal world, all data would be strictly comparable whether we are reviewing national, state, or local area statistics. Unfortunately, that is not the case even when most data come from a single source such as the U.S. Bureau of Labor Statistics (BLS). Those who are most familiar with national data are accustomed to monthly statistics that are adjusted for seasonal variation (seasonally adjusted, SA). That is, data are adjusted for normal seasonal variations that happen at roughly the same time each year. Consider for instance retail trade employment. Retail sales and retail employment expand in November and December every year, and then drop off sharply in January each year. By adjusting retail trade employment for seasonal behavior, we can see underlying trends and changes in behavior that occur for reasons other than the time of year. Labor force behavior can be seasonal with teens entering the labor force during summer months and dropping out during the school year notably impacting the unemployment rate. The BLS seasonally adjusts national and statewide monthly unemployment rates and nonfarm payroll employment.

Local data are not always seasonally adjusted. When data are not seasonally adjusted (NSA), then month-to-month variations that are caused by underlying seasonal trends rather than underlying changes in demand are not evident or distinguishable. When comparing data that are not adjusted for seasonal variation, it is best to look at year-over-year changes rather than month-over-month changes.

In this report, we compare seasonally adjusted employment and unemployment for Illinois relative to the nation. Since data are seasonally adjusted, any monthly change generally reflects changes in demand. Yet, when we compare Illinois statewide statistics to Economic Development Region (EDR) data, then we must look at the year-over-year changes in data which are not adjusted for seasonal variation.

It is important to keep in mind that seasonally adjusted data cannot be compared with data that are not adjusted for seasonal variation. It would be like comparing apples to oranges. Rule of thumb: Always compare like data (Seasonally Adjusted or Unadjusted); if data are not seasonally adjusted, compare to year ago, not month ago.

The official national business cycle, as determined by the National Bureau of Economic Research, peaked in February 2020 and bottomed in April 2020.¹ This was true for the national nonfarm payroll statistics. In Illinois employment figures peaked in January 2020, though they bottomed in April 2020 along with the nation. The national recession is defined as beginning in February and ending in April, while the Illinois recession began in January and ended in April. It is not unusual for individual states to peak before or after the nation; nor is it unusual for individual states to bottom before or after the nation.

When we are looking at regional (local) data that are not seasonally adjusted, we must use April 2019 as a pre-pandemic reference point in the employment and unemployment series because it is inaccurate to compare month-to-month changes. April 2020 remains the trough month; and then we can compare over-the-year changes in each subsequent April. This report reviews one- or two-year recoveries in local areas by comparing April 2021 and April 2022 to April 2019 (pre-pandemic reference point) and April 2020 (recession trough).

Interpretation of Industry Codes

Industry data determined by the 2017 North American Industry Classification System (NAICS) are available by detailed industries which are then rolled up into summary statistics. This report covers industry information at the supersector level and sometimes some broad subsectors. For instance, Manufacturing is the super sector whereas Durable Goods Manufacturing and Nondurable Goods Manufacturing are subsectors. Additional industry detail would consider Food Manufacturing within Nondurable Goods and Primary Metals within Durable Goods Manufacturing. Another example is that Trade, Transportation and Utilities are rolled up as a major industry sector, which can be broken down into three subcategories: Wholesale Trade, Retail Trade, and Transportation, Warehousing and Utilities. Each of the subcategories can be broken down further within broad categories such as Durable and Nondurable Wholesale trade; a wide variety of Retail Trade such as Food Stores, General Merchandise Stores and Gas Stations; Transportation categories such as Truck, Air, or Rail Transportation. Here, we will focus on summary level data.

Section 1: Labor Market Analysis of the State of Illinois

Economic Recession and Recovery in Illinois: A 2-Year Retrospective

The United States entered its third year of economic recovery from the Covid-19 pandemic-induced recession in May 2022. This report reviews how Illinois' economy fared in the first two years of recovery (April 2020 – April 2022) relative to the nation. Several labor market indicators will be featured because no single indicator can reveal the complete story. We will show that the path of recovery for the state differs from the nation and differs among the state's ten Economic Development Regions. Reviewing a variety of labor market indicators, we will see that workers in the Illinois labor market and in the nation did not face equal challenges or opportunities during the two-month recession (February 2020-April 2020), nor did they recover at the same pace. The pace of economic activity was largely determined by decisions businesses made early on whether to temporarily or permanently shutter their doors, as well as the ability that some employees had to work remotely. Neither economic development regions nor industry sectors exhibited equal losses or regained equal growth. Not all men and women in the labor force recovered their labor market status at the same pace, nor did racial disparities ameliorate equally over this period.

To set the stage, we will begin by getting a perspective on the state of the Illinois labor market in 2019 just before the start of the pandemic and then review the first and second year of recovery during the ongoing pandemic

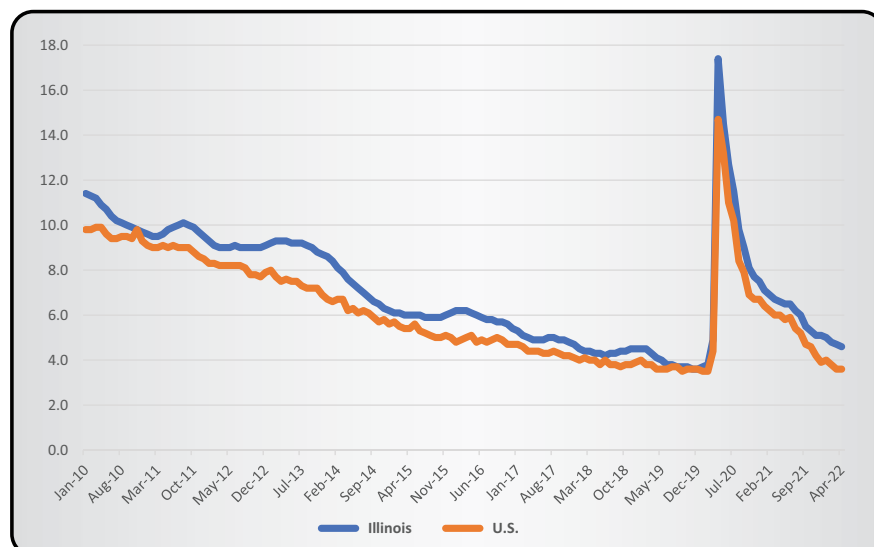
period. We will get a hint of the path of the labor market as it enters its third year of recovery beginning in May 2022. Illinois' recession and recovery will be viewed relative to the U.S. We will begin by looking at labor supply and demand in the state, wages by industry and occupation, industry and occupation projections and then provide an overview of how the Economic Development Regions (EDRs) have fared during this period comparing their growth patterns relative to Illinois as a whole.

Labor Supply

Statewide Unemployment

The U.S. and the state of Illinois' economy as measured by the unemployment rate can only be described as excellent in 2019. Illinois and the nation reached cyclical lows in their unemployment rates just before the start of the pandemic. The state's unemployment rate was 3.6% in December 2019, its lowest level since this series began in 1976. The U.S. reached its cyclical low in January 2020, recording the lowest monthly unemployment rate (3.5%) since July 1969. Daily news articles decry labor shortages today, but low unemployment rates in 2019 were causing many employers in Illinois and nationwide to worry about potential labor shortages then, a period of strong economic demand.² By the end of 2019, Illinois' unemployment rate nearly matched the nation's, a rare occurrence. (Exhibit 1) Historically, Illinois' unemployment rate is higher than the national rate by a measurable margin: between 2010 and 2019, Illinois' unemployment rate was 0.8 percentage point higher than the

Exhibit 1: Civilian Unemployment Rate, Illinois and U.S., January 2010 – April 2022



national rate on average. While the unemployment rate is usually higher in Illinois, so is the labor force participation rate. This means a higher share of Illinois' civilian population is actively engaged in the labor market relative to the nation. The labor force measures those who are either employed or actively seeking employment.

Illinois' civilian unemployment rate remained low in January and February while Covid-19 began circulating in the U.S. but before the World Health Organization (WHO) declared a global pandemic on March 11, 2020.³ As of March 9, 2020, Illinois Governor Pritzker had already declared an emergency disaster area for all counties.⁴ Along with several state governors, Governor Pritzker announced a shutdown or stay-at-home order on March 20 to begin on March 21.⁵ Even before governors around the country were announcing stay-at-home orders to begin in the latter part of the month, businesses were already reacting to current conditions by laying off workers early in March, as evidenced by rising unemployment claims in the second and third weeks of March. The unemployment rate jumped +1.1 percentage points over-the-month in Illinois to 4.9% in March (+0.9 percentage points over-the-month in the U.S. to 4.4%) and then surged by a whopping +12.5 percentage points over-the-month in April to 17.4% (+10.3 percentage points over-the-month in the U.S. to 14.7%). In June 2020, the National Bureau of Economic Research (NBER) officially declared February 2020 as the peak of the nation's economic cycle, but by then the economy had already started to turn around. Just a month later in July, the NBER

declared April as the end of the recession, making it the shortest and steepest recession in our nation's history.⁶

With the WHO's declaration of the pandemic in March 2020 and rapidly rising cases of Covid-19 in Illinois and the nation, many businesses that were not shutting down opted to allow employees who could work from home to work remotely. In Illinois and across the nation, state governors instructed nonessential businesses to close their doors to reduce the speed of the spread of the Covid-19 virus, that is, "to flatten the curve" so that hospitals would be better equipped to handle increasing patient loads. Alas, not all businesses could operate exclusively by telework and a massive number of workers were laid off. In January 2020 when the state's unemployment rate stood at 3.7%, 239,400 Illinoisans were unemployed; by April, an additional 868,800 unemployed pushed April's totals to 1,108,200 unemployed persons at the trough of the recession. The weekly initial and continued claims data clearly delineate the time sequence of the impact. Nationally, more than 23 million workers became unemployed at the trough of the recession in April 2020. Unemployment insurance benefits soared to unprecedented levels during the recession and in the early months of recovery. In addition to regular state unemployment insurance benefits, the President signed into law the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020. Section 2102 of the CARES Act created the temporary Pandemic Unemployment Assistance program which was administered by the U.S. Department of Labor along with regular Unemployment Insurance benefits.



The PUA program covered classes of workers such as the self-employed (including independent contractors and gig workers); workers seeking part-time employment; and people who hadn't worked long enough to qualify for regular UI benefits, who were typically ineligible to collect regular unemployment insurance during normal times, providing a cushion to a greater share of the workforce than was typical during recessions in the past. The Pandemic Emergency Unemployment Compensation (PEUC) program provided unemployment benefits to those who exhausted their regular UI benefits.⁷

Remote work, also known as telework, became the new normal for white collar professionals who could perform their work from home. According to the U.S. Bureau of Labor Statistics, 35.4% of employees were working remotely because of the novel coronavirus in May 2020, in the early days of the pandemic.⁸ But clearly, the surge in the unemployment rate indicated that millions of workers nationally could not perform their jobs from home and pandemic induced layoffs were the norm. Steep and widespread, the recession was short, officially lasting only two months. Within six months of reaching its peak, the unemployment rate fell sharply in Illinois (-9.3 percentage points to 8.1%) and the nation (-7.8 percentage points to 6.9%). Typically, unemployment rates peak after the economic recovery begins and decline slowly in the early months of recovery because employers initially meet increased demand for goods and services by increasing the number of hours worked before re-hiring

staff. But this recession was different in that employers were ready to hire back employees much sooner. When we look at the industry composition of the path of pandemic job destruction, we will see why workers were recalled more quickly this time. This was not a typical manufacturing demand slowdown, or one caused by a build-up of unwanted inventories. This recession was caused by the uncertainty of the novel coronavirus, fears of virus exposure and government requirements to shutdown vulnerable businesses where virus exposure would be greatest such as at office workplaces, restaurants, grocery stores, places of worship, gyms, and other places of entertainment.

By April 2021, the first year of recovery ended with a 62.2% drop (689,300) in the number of unemployed persons in Illinois from a level of 1,108,200. At the same time, the U.S. posted a 57.8% or 13.3 million decline in the number of unemployed persons according to the U.S. Bureau of Labor Statistics. Large monthly declines in the number of unemployed persons continued into the second year of recovery. As the recovery marked its second anniversary in April 2022, the total number of unemployed persons in Illinois dropped 811,900 (73.3%) from its high while the nation decreased by 17.1 million (-74.2%). Yet even with this whopping decline, the number of unemployed persons nationally (5.941 million) remained more than 224,000 higher than February 2020 and 48,100 higher in Illinois (296,300) in April 2022.



Two years after the trough of this recession, civilian unemployment rates were not far off from pre-recession levels. Indeed, the nation's unemployment rate once again touched pre-pandemic levels in March and April 2022 (3.6%). Illinois' unemployment rate stood 1.0 percentage point above its historical low in April 2022 at 4.6%. During the recession and the two years of subsequent recovery, Illinois' unemployment rate resumed its typical behavior of running about one percentage point higher than the national rate. Thus, the current differential is not remarkably different from the average differential experienced in the ten-year period (2010-2019) when it averaged 0.8 percentage point higher than the national unemployment rate.

Statewide Unemployment by Race and Gender

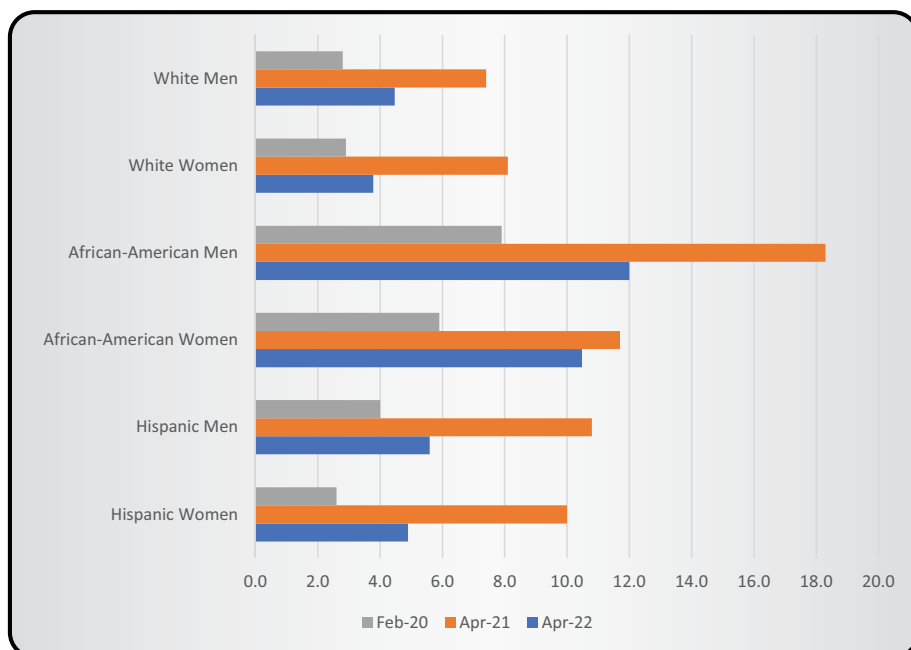
Reviewing unemployment rates by gender and race, it is evident that not all groups have seen equal improvement in their circumstances. Seasonally adjusted unemployment rates by gender and race are not available monthly for Illinois (nor for any state). Monthly unadjusted rates are too volatile to assess meaningfully, so we look at the 12-month average for the months in question. In February 2020, when Illinois' seasonally adjusted civilian unemployment rate stood at 3.8%, the unemployment rate for the 12-months ending February 2020 for White adult men was 2.8%; but nearly three times higher for

African-American adult men at 7.9%; and one and a half times higher for Hispanic adult men at 4.0%. Women's unemployment rates were equally varied: White adult women saw a 2.9% unemployment rate while the rate was twice that at 5.9% for African-American adult women. In contrast, the rate for Hispanic adult women was lower at 2.6%. (Adult is defined as anyone 20 years and older.)

Since we are looking at a 12-month average, the sharp rise that took place in April 2020 would not be evident immediately as depicted in Exhibit 2, and it is more meaningful to look at unemployment rates for the 12-months ending April 2021, one year after the cyclical trough. Hispanic and African-Americans of both genders faced double-digit unemployment rates. Rates for White men and women were significantly lower. By April 2022, two years into the recovery, unemployment rates for African-American men and women remained at double-digits even as rates have come down from their highs.

In April 2022, the unemployment rates (measured by 12-month moving averages) for White women were closest to their pre-pandemic levels (3.8%, +0.9 percentage points) followed by Hispanic men (5.6%, +1.6 percentage points); White men (4.5%, +1.7 percentage points); Hispanic women (4.9%, +2.3 percentage points); African-American men (12.0%, +4.1 percentage points)

Exhibit 2: Unemployment Rates by Race and Gender for Adult Men and Women in Illinois, Selected Months, 12-month Moving Average, Not Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information and Analysis via Haver Analytics

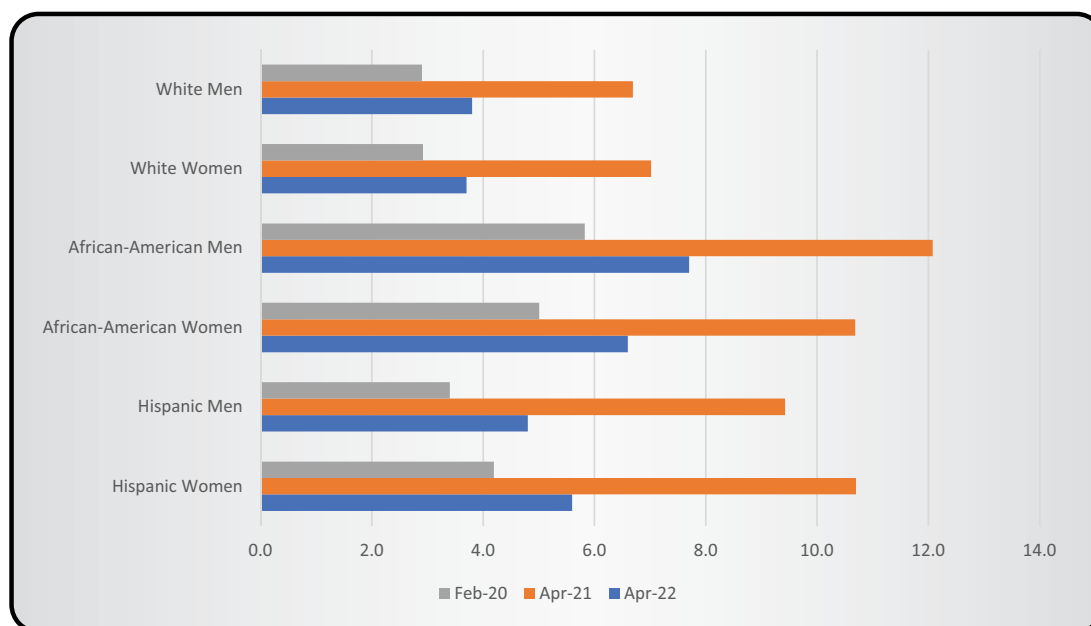
and African-American women (10.5%, +4.7 percentage points). Undoubtedly, the rate of decline across various ethnic and gender groups reflects the industries where these individuals worked as well as their occupations. Individuals with higher levels of education were more likely to be in occupations that allowed remote work or didn't cause as much fear and uncertainty as occupations requiring work at a place of business such as a manufacturing plant or a grocery store. Obviously, this does not hold true in all cases because health care professions include all levels of education and are mostly people-facing.

Some significant differences can be seen when comparing Illinois rates to the nation (Exhibits 2 and 3). For instance, beginning with pre-pandemic data in February 2020, Hispanic women in Illinois had lower unemployment rates than the nation but Hispanic men had higher

unemployment rates than the nation. African-American women and men in Illinois had higher unemployment rates than their national counterparts, while White women and men in Illinois had similar rates. In all cases, we are comparing 12-month moving averages of not seasonally adjusted data for Illinois and the nation.

Two years into the recovery, Hispanic women nationally had higher unemployment rates than Hispanic women in Illinois, but Hispanic men in Illinois continued to have higher unemployment rates than in the nation. African-American women and men in the nation have not recuperated their pre-pandemic unemployment rates, but nonetheless showed much lower unemployment rates than in Illinois. White women in the nation and Illinois show similar rates two years into the recovery, but White men in Illinois have slightly higher unemployment rates than in the nation.

Exhibit 3: Unemployment Rates by Race and Gender for Adult Men and Women in the U.S, Illinois, Selected Months, 12-month Moving Average, Not Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information and Analysis via Haver Analytics

The ability to work remotely could explain a part of the differential in unemployment rates by race. Hispanics and African-Americans were less likely than Whites to telework early in the pandemic (May 2020) and that trend continued into 2022. Exhibit 4 reflects national percentages, because these data are not available by state.⁹

Even more telling are the differences by education. Exhibit 5 shows percentages of workers teleworking by education levels. Those with higher rates of education had a greater likelihood of working remotely. Whites

have higher education levels than African-Americans and Hispanics, consequently they had more opportunity to opt for telework rather than become unemployed. According to the Illinois Board of Higher Education (IBHE), 67.6% of Whites age 25+ have at least some postsecondary education whereas the numbers are much lower for African-Americans (57.7%) and Hispanics (35.9%). Moreover, Exhibit 6 (following page) shows that Whites have a greater percentage of Bachelor's degrees (38.1%) than do either African-Americans (21.4%) or Hispanics (14.1%).¹⁰

Exhibit 4: Employed Who Teleworked Because of Covid-19 Pandemic, Selected Months by Race, U.S.

Percent of Total Employed, U.S.		
	May-20	Apr-22
Hispanic	23.0%	3.9%
African-American	29.3%	6.4%
White	35.3%	7.0%
Asian	51.9%	18.5%

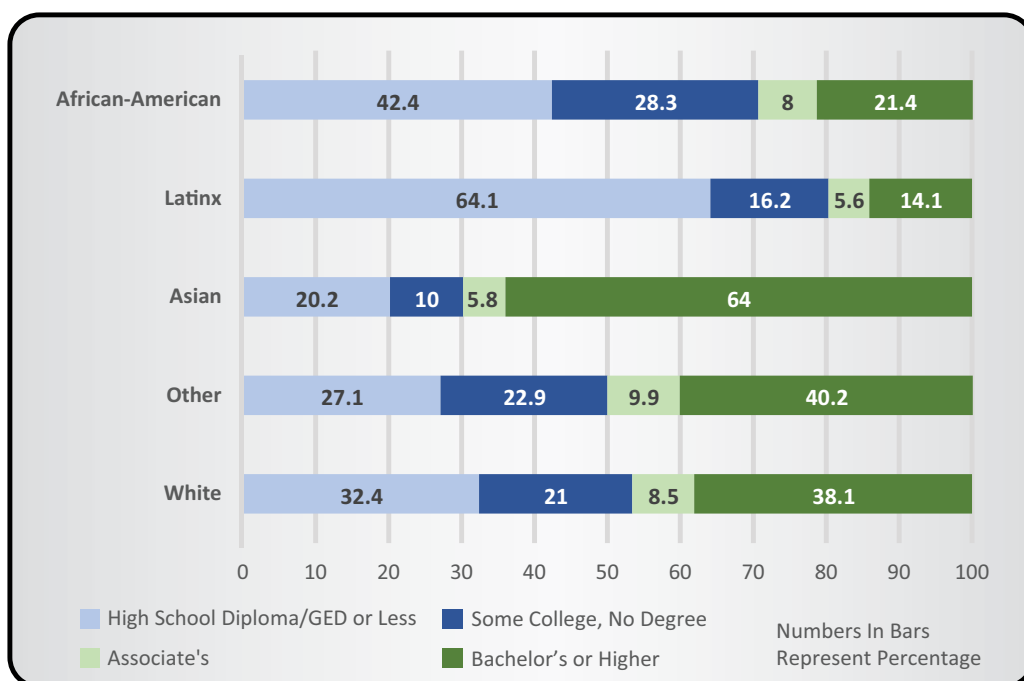
Source: U.S. Bureau of Labor Statistics, May 2020 and April 2022

Exhibit 5: Employed Who Teleworked Because of Covid-19 Pandemic, Selected Months by Education, U.S.

Percent of Total Employed, U.S.		
	May-20	Apr-22
Total Employed Over 25	37.4%	8.4%
Less than High School	5.2%	1.2%
High school, no college	15.3%	2.2%
Some college, Associates	25.1%	4.5%
Bachelors & higher	59.6%	15.3%
Bachelors only	53.5%	13.9%
Advanced degree	68.9%	17.7%

Source: U.S. Bureau of Labor Statistics, May 2020 and April 2022

Exhibit 6: Educational Attainment in Illinois (Age 25+) by Race and Ethnicity, 2019



Source: Illinois Board of Higher Education

One should keep in mind that education and occupations play unique roles in teleworking capabilities. A health care professional who is a doctor has an advanced degree but must interact with patients. (Teledoc is becoming more prevalent but is not always possible.) A medical transcriptionist who has a lower degree of education than a doctor can more easily telework.

Statewide Labor Force Participation by Gender and Age

Earlier in this narrative, we said that Illinois' labor force participation rate was higher than the U.S. labor participation rate. A high labor force participation rate is considered good for an economy because it signifies that a greater share of the population is able and willing to work. All else equal, a state with a higher-than-average participation rate also needs a higher-than-average employment participation rate to not be troubled by high unemployment rates. The labor force includes both the employed and those actively seeking work, so the employed component of the labor force can increase relative to those actively seeking work, which will in turn drive down the unemployment rate. But, if the labor force decreases due to fewer number of people actively seeking work, it will reduce the unemployment rate, not because a greater number of people are working, but because fewer people are available to work. A declining unemployment rate stemming from a declining labor force is not the best way to achieve economic prosperity.

The labor force participation rate for any given location depends on a variety of factors. It depends on the size and age distribution of the population. For instance, a state with a large share of its population over 65 will not have a high participation rate. Population characteristics shift over time. Demographers have made household words of Baby Boomers, Generation X, Gen Y also known as Millennials, and Gen Z also known as iGen or Centennials. Each generation resides in a different age segment. For instance, Baby Boomers born between 1946 and 1964 are now between the ages of 58 and 76, with a greater share of this cohort facing much lower labor force participation rates and increasingly retired. The prime age segment of the labor force – those aged 25 – 54 – has the highest labor force participation rates. Those born between 1968 and 1997 make up the prime-age segment of the labor force today. In terms of cohorts, those would be in Gen X (born 1965 – 1976), Gen Y (Millennials, born 1977 - 1995) and Gen Z (Centennials born 1996 - 2015) cohorts. This means that all Millennials are part of the prime-age cohort, with some Gen X and a small number of Gen Z.¹¹

In addition to age, gender also plays a role in labor force participation. On average, women tend to have lower labor force participation rates than men for nearly all age groups since traditionally women are household caretakers. In Illinois, both men and women in the prime-age group (25 - 54) have higher labor force participation rates than the nation.

Education plays a major role in labor force participation as well. Education is closely tied to employment with higher levels of education correlated with greater employment opportunities and lower unemployment rates. The share of the population that holds Bachelor's Degrees or higher in the U.S. is not measurably different from Illinois (37.5% versus 37.6%), however, a larger share of Illinois' population has at least some college or Associate's Degrees (28.1% versus 25.8% in the U.S.).¹²

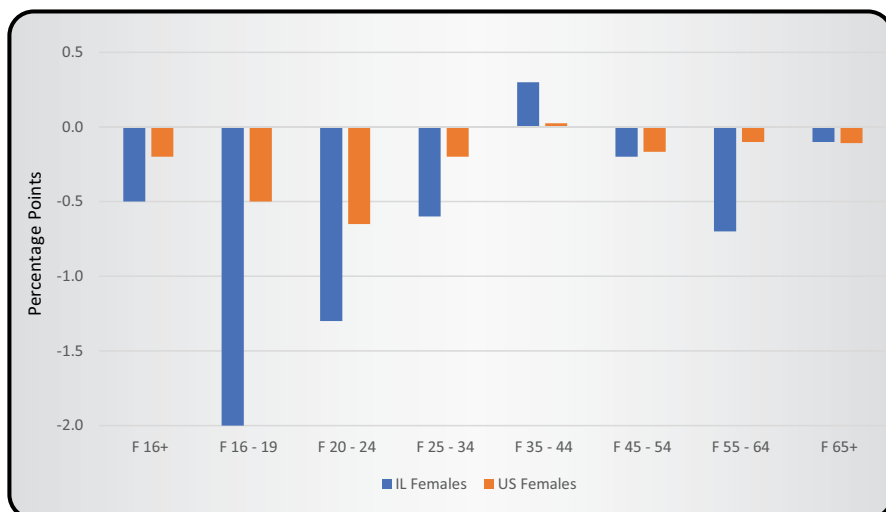
Health also plays a factor in labor force participation as a healthier population has greater ability to work. Typically, the underlying health of any individual in the labor market is private and not knowable statistically by the BLS. However, the BLS can measure disabilities and the U.S. Bureau of Labor Statistics reported that the labor force participation rate among workers over age 16 with a disability was 22.3% in 2021. This compares with a labor force participation rate of 63% for all workers. Labor force participation rates for workers with a disability are not available by state. Underlying chronic health conditions and facing disabilities are two different concepts; here we can measure disability.¹³

Labor force participation declined during the pandemic across all age groups by race and by gender. In Illinois, the labor force participation rates for men aged 25 – 54 were closely aligned to their counterparts in the U.S., but by October 2020, the sixth month of recovery, prime-aged men in Illinois saw their participation rates rise above the U.S. rates, reaching pre-pandemic levels. Illinois participation rates were not as high as in 2016 (not

an Illinois peak, though a strong year), but regained 2019 levels. Prime-aged women in Illinois continued to participate in the labor force at a greater rate than women in the nation. The participation rate for prime-age women not only regained pre-pandemic levels but reached new highs over this most recent 10-year period. In contrast, prime-aged men and women in the U.S. had not yet regained pre-pandemic labor force participation rates. (Measuring 12-month averages of not seasonally adjusted labor force participation rates through April 2022 for Illinois and the U.S. for comparable data.)

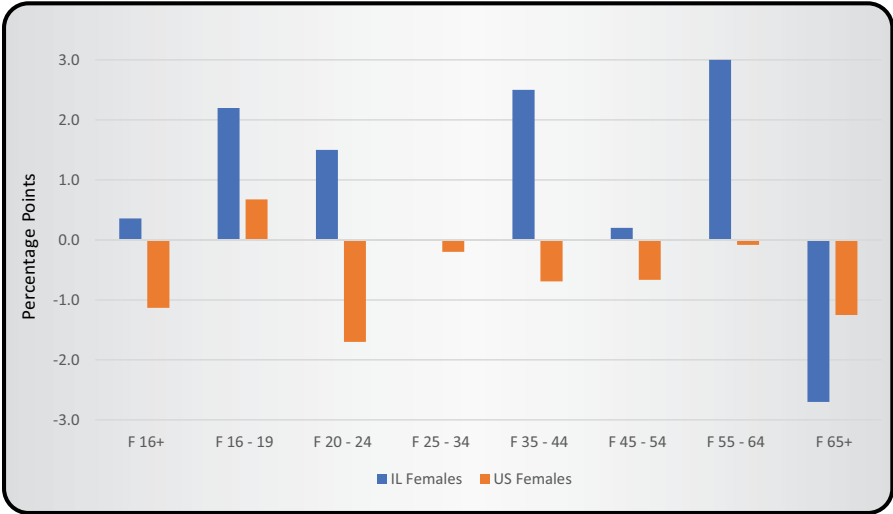
Looking more closely at labor force participation rates by age cohort and gender shows that while Illinois saw a larger decline than the U.S. in participation rates for men and women between the peak and trough of the cycle, Illinois is now seeing more substantial improvement. Not all age groups are experiencing the same gains. In sum, all women in the Illinois workforce over age 16 saw a 0.5 percentage point drop in their participation rate during the recession, more than twice as much as women in the nation (-0.2 percentage points). Within the prime-age groups (ages 25 - 54), women ages 25 - 34 saw the largest decline, while women ages 35-44 increased their labor market participation during this short recession. Older women aged 55 - 64 as well as younger women aged 16 - 24 also saw sharp labor force participation drops, more than their U.S. counterparts. But in the subsequent recovery, two years later, all age groups in Illinois --except older women over age 65--had improved their labor force participation rate, and more than their U.S. counterparts. (Exhibits 7A, 7B)

Exhibit 7A: Changes in Labor Force Participation Rate for Women in Illinois and U.S. by Age, During Recession (February 2020 – April 2020) Using 12-month moving average



Source: U.S. Bureau of Labor Statistics via Haver Analytics and Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 7B: Changes in Labor Force Participation Rate for Women in Illinois and U.S. by Age, During Recovery (February 2020 – April 2022) Using 12-month moving average

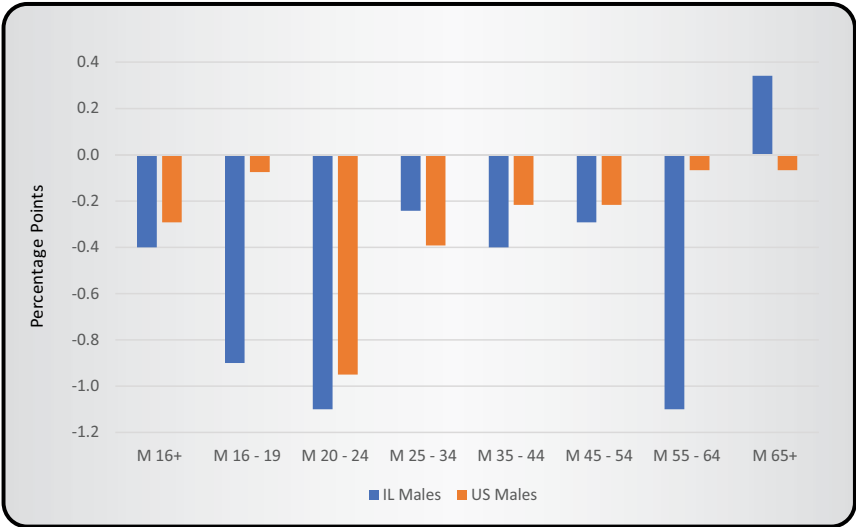


Source: U.S. Bureau of Labor Statistics via Haver Analytics and Illinois Department of Employment Security, Economic Information & Analysis

Among men, declines in participation rates were similar between men in Illinois over 16 and their national counterparts (-0.4 in IL versus -0.3 in the U.S.). Only men over age 65 and men ages 25 - 34 outperformed their national counterparts during the recession. Two years later, men living in Illinois saw greater improvement in their participation rates over their national counterparts except for the older cohorts (aged 55 and older).

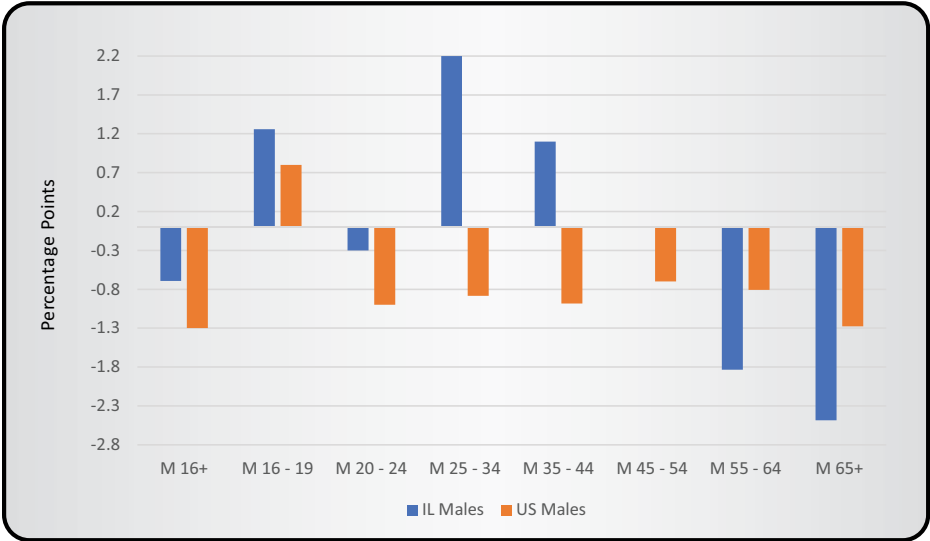
The Federal Reserve’s Monetary Policy Report issued in February 2022 reflected on changes in labor supply and suggested that the recovery in labor participation may be limited nationally due to a variety of factors. According to their analysis, both expected and excess retirements will play a large role in limiting a recovery in labor market participation. Additional factors include caregiving (parents taking care of young or school age children and nonparents caring for others) as well as Covid-19 fears.

Exhibit 8A: Changes in Labor Force Participation Rate for Men in Illinois and U.S. by Age, During Recession (February 2020 – April 2020) Using 12-month moving average



Source: U.S. Bureau of Labor Statistics via Haver Analytics and Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 8B: Changes in Labor Force Participation Rate for Men in Illinois and U.S. by Age, During Recovery (February 2020 – April 2022) Using 12-month moving average



Source: U.S. Bureau of Labor Statistics via Haver Analytics and Illinois Department of Employment Security, Economic Information & Analysis

(People are fearful of returning to work if they are not able to telework. They are fearful of working in too-close quarters and they fear encountering others who may not be vaccinated or wearing masks.) Nationally, labor supply will be limited by declining international migration trends due to national policy.¹⁴ Illinois has a large foreign-born population¹⁵ and could be adversely impacted by a reduction in migration prospects in the longer term.

While many analysts are convinced that early retirements have permanently reduced labor supply, recent economic conditions (namely inflation concerns) have brought some of the early retired back into the labor force. Since some of the early retired men and women were not prepared for retirement, they may be induced to return to the labor market with such enticements as a flexible work schedule.¹⁶



Labor Demand

Statewide Industry Employment During Recession and Recovery

Where did the unemployed come from during this recent recession? We know they have not yet all returned to work because unemployment rates are not at their pre-pandemic lows in Illinois. We can assess the impact of Covid-19 on Illinois businesses by reviewing which industries suffered the most during the pandemic – and which have shown improved recoveries in the two years since the April 2020 trough.

Illinois reached its employment peak, as measured by nonfarm payrolls in January 2020, one month earlier than the U.S., which reached its employment peak in February 2020. Coming into 2020, Illinois had moderated its rate of growth in 2019 with total nonfarm payrolls increasing 0.4% on average after growing 0.8% in 2018. At the same time, national payroll growth also moderated, slowing to 1.3% in 2019 after gaining 1.6% in the prior year. In 2019, Illinois (and the nation) saw payroll gains in a variety of industry sectors including Construction, Financial Activities, Education and Health Services, Lei-

sure and Hospitality, Other Services and Government. Unlike the U.S., Illinois payrolls decreased in Manufacturing and Trade, Transportation, and Utilities. Payrolls were roughly unchanged in Information Services and Professional and Business Services. In 2019, Illinois saw gains in Natural Resources and Mining, though U.S. payrolls were nearly flat in that sector.

The 2020 recession affected every major industry sector in Illinois and the nation. Some sectors posted smaller employment declines than others, but all industry sectors declined. In total, nonfarm payroll employment in Illinois lost 832,500 jobs between January and April 2020, reversing the entire gain attributable to the prior expansion beginning after the 2007-09 recession. This 13.5% decline was slightly smaller than the nation's 14.4% decline. Similarly, Illinois' private sector decline (14.6%) was smaller than the nation's 16.2% drop in private payrolls. But the job losses in the nation did not reverse the entire 17.6% growth from the prior expansion (nor the 20.9% growth in the private sector).

In Exhibit 9, the columns for 'Peak to Trough %' reflect the percent changes in Illinois and the nation while the 'Recession Loss' columns reflect thousands of jobs.

Exhibit 9: Business Cycle Loss in Nonfarm Payroll Employment for Illinois and U.S. Peak to Trough Percent Change and Differences, 2020

Seasonally Adjusted	Peak to Trough %		Recession Loss	
	IL	US	IL	US
Total Nonfarm	-13.5%	-14.4%	-832,500	-21,991
Private	-14.6%	-16.2%	-775,200	-21,016
Mining	-11.7%	-10.3%	-900	-71
Construction	-13.6%	-14.5%	-31,200	-1,108
Manufacturing	-8.4%	-10.7%	-49,000	-1,362
Durable Goods	-9.3%	-11.7%	-31,800	-939
Nondurable Goods	-7.1%	-8.9%	-17,200	-423
Trade, Transportation, and Utilities	-11.0%	-11.4%	-133,200	-3,159
Wholesale Trade	-6.2%	-6.9%	-18,300	-405
Retail Trade	-16.7%	-14.4%	-98,000	-2,245
Transportation, Warehousing, and Utilities	-5.2%	-8.0%	-16,900	-510
Information	-8.2%	-9.0%	-7,700	-261
Financial Activities	-2.7%	-3.2%	-11,000	-280
Finance and Insurance	-0.8%	-0.6%	-2,500	-39
Real Estate and Rental and Leasing	-10.1%	-10.2%	-8,500	-241
Professional and Business Services	-9.8%	-10.8%	-92,600	-2,302
Professional, Scientific, and Technical	-5.5%	-5.5%	-23,600	-530
Management of Companies and Enterprises	-3.5%	-4.2%	-3,000	-102
Administrative and Support and Waste	-15.2%	-18.0%	-66,000	-1,670
Education and Health Services	-10.4%	-11.5%	-98,800	-2,839
Educational Services	-12.7%	-13.8%	-20,200	-524
Health Care and Social Assistance	-9.9%	-11.1%	-78,600	-2,314
Leisure and Hospitality	-47.6%	-48.3%	-299,700	-8,203
Arts, Entertainment, and Recreation	-54.3%	-51.7%	-52,200	-1,295
Accommodation and Food Services	-46.4%	-47.7%	-247,500	-6,908
Other Services	-19.8%	-24.0%	-51,100	-1,431
Government	-6.9%	-4.3%	-57,300	-975
Federal Government	0.4%	0.5%	300	14
State Government	-6.3%	-4.1%	-9,600	-219
Local Government	-8.0%	-5.2%	-48,000	-770

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information and Analysis

For instance, the industry detail by each sector reveals that the job loss in the Leisure and Hospitality sector was unprecedented in Illinois (-47.6%) and the nation (-48.3%). By its nature, the Leisure and Hospitality industry requires customer contact whether employees are serving food, cleaning hotel rooms, or entertaining the public in theaters, casinos or museums. While even the leisure business has office workers, this industry has the largest number of employees that require personal contact to perform their work. Thirty-six percent (36%) of jobs lost in Illinois were in this front-line industry. Job losses in Leisure and Hospitality payrolls amounted to 299,700 in Illinois. In the nation, the Leisure and Hospitality industry lost jobs (8,203,000) accounting for 37.3% of the total nonfarm payrolls shed (21,991,000 jobs) during the recession.

In percentage terms, the Other Services and Construction sectors posted the next largest declines in both Illinois and the U.S. But in both cases, the share of jobs lost in these two industries was not the largest share of jobs lost in the economy. Exhibit 9 shows the percentage declines and the differences for the Illinois and the U.S.

In numbers, after Leisure and Hospitality, both Illinois and the U.S. registered the largest share of jobs lost in Trade, Transportation and Utilities, Education and Health Services, and Professional and Business Services. These four industry sectors accounted for 75% of nonfarm payroll declines.

Trade, Transportation and Utilities posted the second

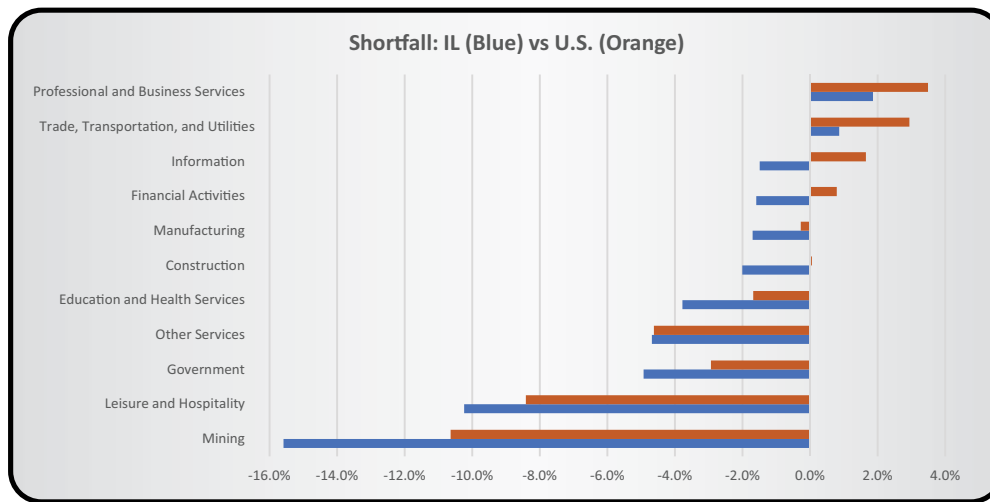
largest decline in numbers of jobs lost in the state, representing 16% of the total decline. The lion's share of the drop in trade came from the retail sector. Most retail stores were deemed nonessential and shut down in the first few months of the pandemic. Even after businesses re-opened, some employers faced difficulties in re-hiring staff who were fearful of facing customers and potentially being exposed to the Covid-19 virus. Labor supply shortages were cited as major concerns among retail establishments.¹⁷

Beyond the similar pattern emerging from these four large industry sectors, Illinois and the U.S. parted ways a bit. Illinois posted the largest (number) declines in Government, Other Services, Manufacturing and Construction. The U.S. posted the largest declines in Other Services, Manufacturing, Construction and Government reflecting a slight re-ordering as seen from the state perspective. The industry sectors with the smallest declines were Financial Activities, Information Services and Mining registered both in Illinois and the U.S.

In the first six months of recovery, Illinois payrolls regained more than 46 percent of the jobs lost; at the same time, U.S. payrolls regained 53.5% of the jobs lost. In subsequent months, monthly payroll gains grew more slowly, particularly in Illinois. By October 2021, eighteen months into the recovery, Illinois regained 69.4% of the jobs lost while the nation regained 79.5% of the jobs lost. By April 2022, the two-year anniversary of the recovery, Illinois regained 82.1% of the lost jobs while the U.S. regained 94.2% of lost jobs.



Exhibit 10: Shortfall Percentages in Nonfarm Employment by Industry Sector for Illinois and U.S., April 2022



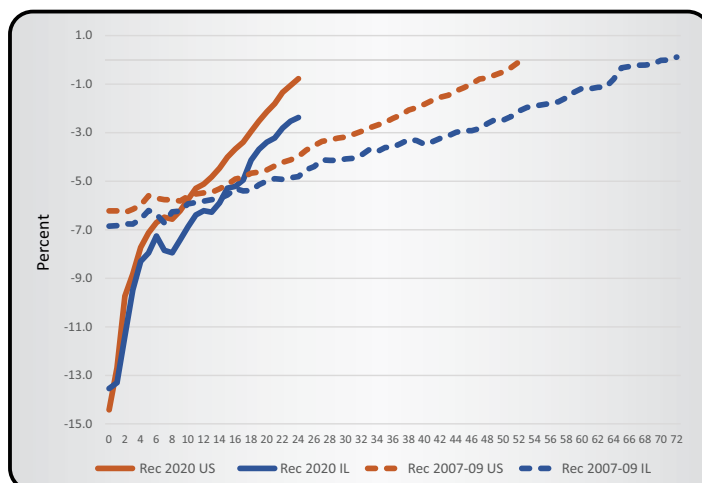
Source: U.S. Bureau of Labor Statistics via Haver Analytics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 10 represents shortfalls in industry sectors in Illinois and the nation as of April 2022. Both Illinois and the U.S. have not only regained recession job losses in Professional and Business Services and Trade, Transportation and Utilities, but have surpassed previous high employment levels in these two industries. The U.S., but not Illinois, has recovered job losses in Financial Activities, Information Services and Construction. The U.S. and Illinois continue to face shortfalls in Manufacturing, Education and Health Services, Government, Other Services, Leisure and Hospitality and Mining.

To some extent many businesses are blaming labor shortages for a slowing recovery. Indeed, even before the recession, employers decried skills gaps in the labor force. Job vacancies are high as supported by the Job Openings and Labor Turnover Survey. In April 2022, the jobs openings rate was 7.8% in Illinois and 7.2% in the U.S. This compares with an openings rate of 4.5% in Illinois, and a 4.6% opening rate in the nation in April 2019 before the recession.

A high openings rate notwithstanding, it is not unusual for Illinois to lag the nation when recovering from an economic downturn. Exhibit 11 reveals that it took nearly two additional years for Illinois to recover from the Great Recession of 2007-09 than the nation as measured by nonfarm payroll employment. The nation recovered its employment losses in 53 months while it took 72 months for Illinois to regain its prior nonfarm payroll peak. The trajectory of the current path suggests that employment could recover in fewer months than it did in the prior recession even though the recession started with a steeper decline, bearing in mind that changes in current economic conditions both nationally and globally could impact this trajectory in a less desirable direction. Inflationary pressures coming from supply shortages, conflict in the Ukraine impacting food supplies and the Federal Reserve tightening monetary conditions to tamp down inflationary pressures by raising interest rates will each play some role in the state and national employment growth trajectory in coming months.

Exhibit 11: Two Business Cycle Recoveries: U.S. and Illinois



Source: U.S. Bureau of Labor Statistics via Haver Analytics, Illinois Department of Employment Security, Economic Information & Analysis

A Variety of Wage Measures

Monthly Average Hourly Earnings

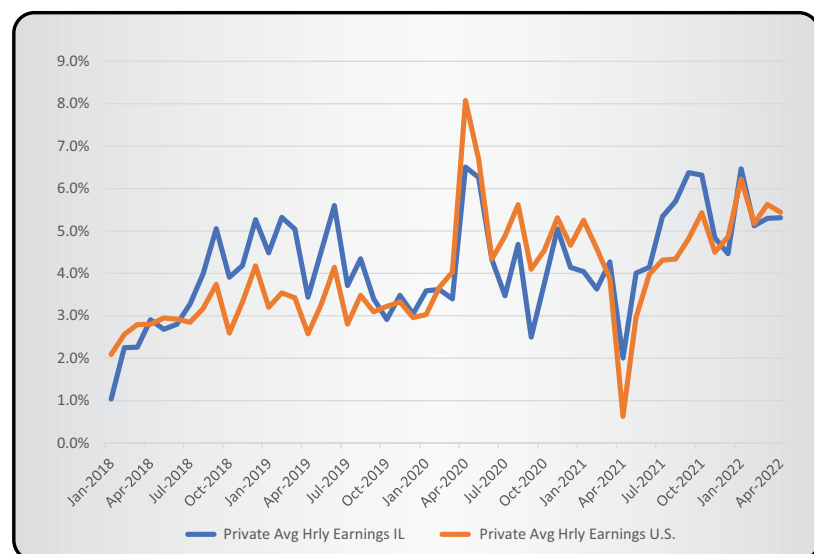
Wages are the nexus of labor supply and labor demand. A variety of wage data exists, providing sundry information for different purposes. For instance, comparing over-the-month or over-the-year changes in average wages reveals information about inflationary pressures in the labor market. On the other hand, occupational wages tell us about potential wages that individuals can earn in their chosen profession whether at the beginning of their career or over time with experience.

While we can easily look at monthly statistics regarding unemployment and employment for the nation, state and local areas, monthly wage data are less readily available for smaller geographies. Average hourly earnings are published monthly by the U.S. Bureau of Labor Statistics at the same time as the nonfarm payroll and unemployment rates. These monthly figures get a lot of attention, particularly when policymakers and investors are highly concerned about inflationary pressures. It is important to keep in mind that these average hourly earnings reflect more than just changes in absolute wages. As a summary statistic, they reflect the wages of individuals on nonfarm payrolls who have different occupations, levels

of education and experience in the same industry as well as a shifting industry mix each month as new people are hired (sometimes greater increases in high earnings industries and sometimes larger increases in low earnings industries). All that is summarized in the average hourly wage – which then is compared to the prior month or the prior year's average hourly wage. Without the more granular information (occupations, education and experience) we cannot conclude whether changes in average hourly wages are due to a different composition of the workforce or fluctuations in individual earnings.

Exhibit 12 compares over-the-year changes in private sector average hourly earnings in Illinois relative to the U.S. Overall, one would say that average hourly earnings in Illinois and the U.S. are generally moving in the same direction although sometimes Illinois hourly earnings rise more and other times U.S. hourly earnings increase more. Neither line is very smooth because these data are not seasonally adjusted. Another caveat to consider is that Illinois average hourly earnings reflect employment patterns for Illinois whereas the U.S. hourly earnings reflect employment patterns for the nation. This is the most up-to-date information available on changes in average hourly earnings and is based on the Establishment Survey undertaken each month by the U.S. Bureau of Labor Statistics.

Exhibit 12: Average Hourly Earnings, Private All Industry, Over-the-Year Change, Illinois and U.S., January 2018 – April 2022, Not Seasonally Adjusted



Source: U.S. Bureau of Labor Statistics via Haver Analytics and BLS.gov Data Tool

Average Weekly Wages

A more detailed look at average weekly wages utilizes the Quarterly Census of Employment and Wages (QCEW) in which data are compiled not just by state, but also by county. To start, we can review the Illinois average weekly wage (AWW) by industry relative to the U.S. These quarterly statistics are reported with a six-month lag; that is, data for the fourth quarter of 2021 were reported in early June 2022. These quarterly data are not a time series, but nonetheless they allow us to look at over-the-year changes in the average weekly wage by industry. Some of the same issues that arise in the monthly data play a factor here as well. For instance, these data represent wages paid to workers of all educational and experience levels, a vast variety of occupations, and they depend on the relative weight of the employment in each of these industries.

These quarterly data are not adjusted for seasonal variation for either the state or the nation. Consequently, over-the-year comparisons make more sense than over-the-quarter. In order to avoid data overload, we will just look at U.S. and Illinois figures for the first quarters of 2020, 2021 and 2022.

Exhibit 13 depicts average weekly wages for the U.S. and Illinois along with over-the-year changes. Note that the Total All Industries AWW for Illinois was higher than the AWW for the U.S. each March. The AWW was also higher than the U.S. when comparing the Goods-Producing industries overall and the Service-Providing industries. However, that does not hold true for each of the individual industries. The average weekly wage for Natural Resources and Mining is lower in Illinois than the national average wage while construction wages are higher in

Illinois than the national average. Manufacturing wages were also higher in Illinois than the nation.

Similarly, not all Service-Providing industry wages are higher in Illinois than in the nation. The three industry sectors in which Illinois' average weekly wages are generally higher than those in the U.S. include Trade, Transportation and Utilities; Financial Activities; and Other Services. The Illinois average weekly wage is lower than the national average for Information Services. Professional and Business Services, Educational and Health Services as well as the Leisure and Hospitality sector, are similar in Illinois to the nation.

Average weekly wages by industry are useful in that they reveal general wage trends in the economy. But as previously mentioned, they are summary statistics and can be misleading. Not everyone in the Leisure and Hospitality sector earned an average \$469 per week in the first quarter of 2021 where hotel managers and front-line food supervisors probably earned more while clerks and cleaning staff earned less. That holds true in high wage sectors as well. Not all workers in Financial Activities earned an average weekly wage of \$3,429 in the first quarter of 2021: bank tellers earned less while financial advisors earned more.

Over-the-year wage gains varied among industry sectors; wage gains were not identical each quarter in Illinois to the nation but were not significantly different. Some industries grew more rapidly than others. Over-the-year gains in the Leisure and Hospitality industry were particularly dramatic, with double-digit gains reflecting demand for workers in this industry and higher wages needed to induce workers to this industry in Q1:2022 in the U.S. and Illinois.

Exhibit 13: Average Weekly Wage (AWW) for U.S. and Illinois for Q1:2020, Q1:2021, and Q1:2022, Level and Over-the-Year Change, Not Seasonally Adjusted

	March 2020				March 2021				March 2022			
	Average Weekly Wage		Over the Year Change		Average Weekly Wage		Over the Year Change		Average Weekly Wage		Over the Year Change	
	U.S.	IL	U.S.	IL	U.S.	IL	U.S.	IL	U.S.	IL	U.S.	IL
Private Ownership												
Total All Industries	\$ 1,236	\$ 1,329	3.3%	2.2%	\$ 1,308	\$ 1,418	5.8%	6.7%	\$ 1,398	\$ 1,524	6.9%	7.5%
Goods Producing	\$ 1,360	\$ 1,495	1.6%	-0.8%	\$ 1,360	\$ 1,529	0.0%	2.3%	\$ 1,459	\$ 1,668	7.3%	9.2%
Natural Resources and Mining	\$ 1,341	\$ 1,034	0.1%	-0.3%	\$ 1,215	\$ 1,020	-9.4%	-1.4%	\$ 1,359	\$ 1,106	11.8%	8.5%
Construction	\$ 1,233	\$ 1,373	3.4%	1.7%	\$ 1,239	\$ 1,409	0.5%	2.6%	\$ 1,308	\$ 1,449	5.7%	2.9%
Manufacturing	\$ 1,435	\$ 1,556	1.1%	-1.5%	\$ 1,449	\$ 1,592	1.0%	2.3%	\$ 1,560	\$ 1,771	7.6%	11.3%
Service-Providing	\$ 1,210	\$ 1,298	3.7%	2.9%	\$ 1,297	\$ 1,397	7.2%	7.6%	\$ 1,386	\$ 1,498	6.9%	7.2%
Trade Transportation and Utilities	\$ 999	\$ 1,092	2.6%	0.6%	\$ 1,016	\$ 1,126	1.7%	3.1%	\$ 1,115	\$ 1,247	9.6%	10.7%
Financial Activities	\$ 2,537	\$ 3,146	4.4%	4.2%	\$ 2,740	\$ 3,429	8.0%	9.0%	\$ 2,953	\$ 3,636	7.8%	6.0%
Information	\$ 2,657	\$ 2,197	6.0%	7.6%	\$ 3,124	\$ 2,448	17.6%	11.4%	\$ 3,083	\$ 2,595	-1.3%	6.0%
Professional and Business Services	\$ 1,646	\$ 1,648	3.5%	2.9%	\$ 1,725	\$ 1,715	4.8%	4.1%	\$ 1,866	\$ 1,876	8.2%	9.5%
Education and Health services	\$ 993	\$ 993	3.0%	2.9%	\$ 1,024	\$ 1,008	3.1%	1.5%	\$ 1,095	\$ 1,096	7.0%	8.7%
Leisure and Hospitality	\$ 477	\$ 467	3.5%	3.3%	\$ 479	\$ 469	0.4%	0.4%	\$ 540	\$ 539	12.7%	14.9%
Other services	\$ 792	\$ 869	4.5%	4.4%	\$ 835	\$ 922	5.4%	6.1%	\$ 885	\$ 972	6.0%	5.4%

Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics

Occupational Wages

Occupational wage data are produced annually by the U.S. Bureau of Labor Statistics, reported about three months after the end of the year. In March 2022, the U.S. reported 2021 occupational wages for the U.S. and 50 states as well as local areas such as large Metropolitan Statistical Areas (MSAs). In addition, Illinois produces occupational wages by Economic Development Region (EDR), Local Workforce Investment Area (LWIA) and by county. These annual occupational wages are based on responses from six semiannual panels collected over a 3-year period. The May 2021 estimates are based on panels from May 2021, November 2020, May 2020, November 2019, May 2019, and November 2018. Consequently, it is not appropriate to compare annual changes in occupational wages to assess a percentage change in wages. These should be considered a point in time snapshot.

Exhibit 14 shows employment in each of the major occupational groupings, along with the median hourly wage and the median annual wage in Illinois and the U.S. Detailed information for Illinois is available on the IDES website in the Labor Market section entitled [Wage Information](#). Detailed information for the U.S. is available at the U.S. BLS website, [Occupational Employment and Wage Statistics](#).

Comparing Illinois to the U.S., Exhibit 14 shows that the median annual wage for all occupations averaged \$46,630 in Illinois while it averaged \$45,760 in the U.S. In Illinois and the nation, Office and Administrative Support Occupations were the largest major group accounting for 13% of all occupations. In this largest occupational group, the median annual pay was \$38,210 in Illinois versus \$38,050 in the U.S. The highest paying occupation in this category in Illinois were First Line Supervisors of Office and Administrative Support Workers with median salary of \$61,560 while the lowest paying occupation was Hotel, Motel and Resort Desk Clerks paying \$26,780. In the U.S., the highest paying occupation in this category was Executive Secretary with median annual pay of \$62,060 while the lowest annual wage was \$28,080 for Hotel, Motel and Resort Desk Clerks.

In Illinois, the second largest group was Transportation and Material Moving Occupations with median annual pay of \$37,090 and accounting for 11% of the occupations. Pilots had the highest median annual salary in this grouping at \$169,410 while Driver/Sales workers had the lowest annual wage at \$24,280. This grouping of occupations was the third largest in the U.S. and accounted for 9% of the occupations (\$36,860) with the highest median salary also registered for Pilots (\$202,180) and the lowest annual wage held by Ambulance Drivers and Attendants (\$29,120).

Exhibit 14: Median Hourly and Annual Wages by Occupational Grouping, 2021, Sorted by Illinois % Share

Occupational Groupings	Illinois			U.S.		
	Total Employment	% Share	Hourly Median	Total Employment	% Share	Hourly Median
All Occupations	5,618,830		\$ 22.42	140,886,310		\$ 22.00
Office and Administrative Support Occupations	749,700	13%	\$ 18.37	18,299,380	13%	\$ 18.29
Transportation and Material Moving Occupations	593,810	11%	\$ 17.83	12,639,920	9%	\$ 17.72
Sales and Related Occupations	498,200	9%	\$ 14.47	13,256,290	9%	\$ 14.71
Management Occupations	442,130	8%	\$ 49.69	8,909,910	6%	\$ 49.25
Food Preparation and Serving Related Occupations	395,940	7%	\$ 12.90	11,201,480	8%	\$ 13.65
Production Occupations	383,640	7%	\$ 18.18	8,408,030	6%	\$ 18.13
Business and Financial Operations Occupations	368,050	7%	\$ 36.99	9,053,790	6%	\$ 36.81
Healthcare Practitioners and Technical Occupations	347,820	6%	\$ 35.97	8,787,730	6%	\$ 36.08
Educational Instruction and Library Occupations	341,780	6%	\$ 24.30	8,191,930	6%	\$ 27.51
Healthcare Support Occupations	221,930	4%	\$ 14.37	6,603,680	5%	\$ 14.37
Installation, Maintenance, and Repair Occupations	205,150	4%	\$ 23.38	5,574,410	4%	\$ 23.05
Computer and Mathematical Occupations	175,110	3%	\$ 44.84	4,654,750	3%	\$ 46.90
Construction and Extraction Occupations	173,610	3%	\$ 35.58	5,848,950	4%	\$ 23.18
Building and Grounds Cleaning and Maintenance Occupations	166,190	3%	\$ 14.59	4,108,810	3%	\$ 14.54
Protective Service Occupations	137,700	2%	\$ 24.71	3,385,030	2%	\$ 22.40
Personal Care and Service Occupations	92,670	2%	\$ 14.17	2,566,440	2%	\$ 14.16
Community and Social Service Occupations	86,430	2%	\$ 23.16	2,239,680	2%	\$ 23.28
Architecture and Engineering Occupations	74,150	1%	\$ 38.27	2,436,520	2%	\$ 38.39
Arts, Design, Entertainment, Sports, and Media Occupations	67,800	1%	\$ 23.57	1,815,290	1%	\$ 24.61
Legal Occupations	49,810	1%	\$ 40.09	1,178,140	1%	\$ 39.63
Life, Physical, and Social Science Occupations	40,910	1%	\$ 34.53	1,273,640	1%	\$ 34.97
Farming, Fishing, and Forestry Occupations	6,310	0%	\$ 16.97	452,490	0%	\$ 14.36

Source: U.S. Bureau of Labor Statistics

In the U.S., Sales and Related Occupations were the second largest grouping with 9% of the occupations and with median annual earnings of \$30,600. Sales and Related Occupations were the third largest group in Illinois accounting for 9% of the total, with median annual pay of \$30,100. Illinois and the nation had the same highest

paying occupations in this category. (Sales Engineers with median annual pay \$121,180 in Illinois vs. \$103,710 in the nation.) Telemarketers had the lowest median annual earnings in Illinois (\$26,780), while nationally Cashiers had the lowest median annual pay (\$27,260).

Spot Light: Living Wages

Who wouldn't prefer higher wages to lower wages? But it is no secret that different areas of the country have different costs-of-living. Therefore, a seemingly high wage in New York City might not necessarily be preferable to a lower wage in an area with a lower cost of living. The Massachusetts Institute of Technology (MIT) has calculated wages that an individual in a household must earn to support him/herself and their family. Many researchers and organizations have used the MIT calculator; it is unique in that it covers all the counties in the United States. They calculate the living wage by looking at costs of basic needs, which include food, child care, health insurance, housing, transportation, other necessities (clothing, personal items, housekeeping supplies), civic engagement (fees and admissions, pets, toys, hobbies, playground, reading, education), and broadband.¹⁸ It is worth noting that we pulled these data in the Spring of 2022, so anyone looking at the calculator today may find the data have been updated. [MIT Living Wage Calculator](#)

Looking at Illinois as a whole, this calculator shows that a single adult requires a living wage of \$18.44/hour to support him/herself (assuming 2,080 hours worked per year) but would need \$35.15/hour with 1 child; \$44.02/hour with 2 children; and \$57.92/hour with 3 children given cost considerations for food, childcare, medical care, housing, transportation, and other costs. The MIT Living Wage Calculator also calculates living wages for a Two Adult/One Working household and a household for Two Adults/Two Working. Clearly, a lower living wage is required for each individual in a household with two working adults than a household with a Single Adult (consider that at least housing costs are shared, and in the case of two adults with children, childcare is shared).

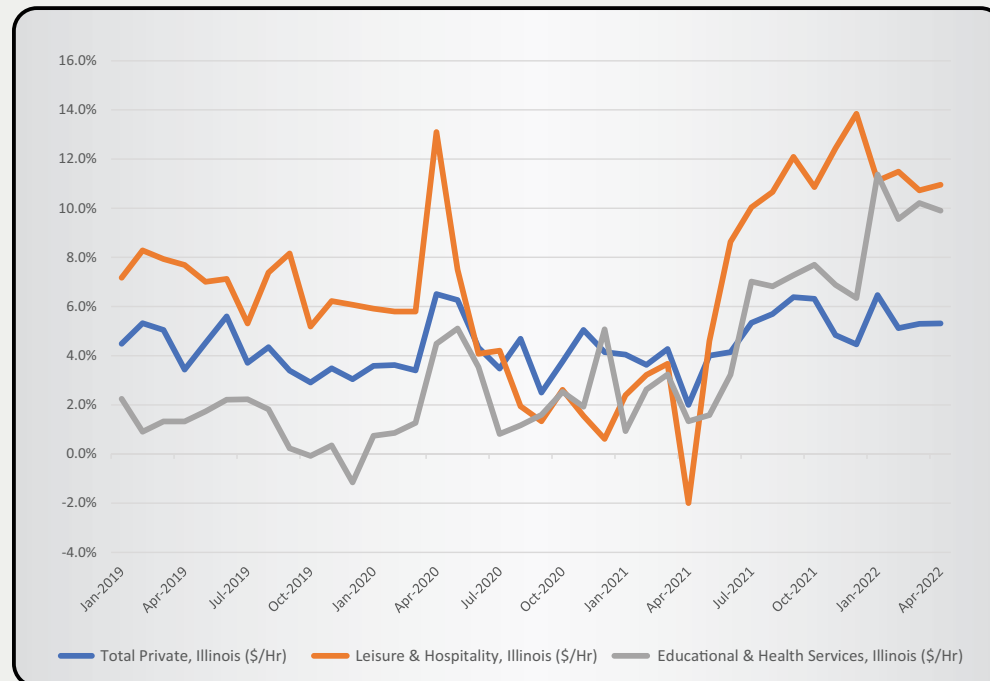
As seen in Exhibit 14, the largest occupational grouping in Illinois is Office and Administrative Support Occupations. Utilizing the statewide data on the IDES web page, [Wage Information](#), we see within this grouping that entry level hourly wages range from a low of \$11.60 (Library Assistants, Clerical) to a high of \$23.64 (Desktop Publishers). The experienced wage for Library Assistants rises to \$16.75 while the experienced wage for Desktop Publishers increases to \$35.35. A single adult would not be able to support him/herself as a Library Assistant, though they would as a Desktop Publisher, and would be able to support him/herself with one child—but probably not more than that. Within this grouping, ten occupations (or 19% of the key occupations in Illinois in this grouping) would provide a single adult an entry wage that is at \$18.44 or above.

The second largest occupational grouping in Illinois is Transportation and Material Moving Occupations. Aircraft Service Attendants have the lowest entry wage at \$11.55. Highest wages are for Airline Pilots, Copilots and Flight Engineers who don't have hourly wages, but entry annual wages of \$122,102. This occupational grouping has a greater share (67%) of entry level wages at \$18.44 or above that would technically support a single adult.

Sales and Related Occupations are the third largest occupational grouping in Illinois. Real Estate Brokers have the lowest entry wage at \$11.46 while Sales Representatives, Wholesale and Manufacturing have the highest entry wage at \$26.77. Only four of the 22 listed occupations offer entry wages of \$18.44 or above. It is interesting to note, though, that Real Estate Brokers have a much more rapid gain from entry to experienced than many other professions with higher starting wages. Furthermore, in each of the occupations, it isn't obvious how long it takes for an individual to see a wage increase from entry level to median to experienced. No doubt, this would depend on the skills required to master various occupations.

What about education requirements for these jobs? Among the 800+ occupations, 208 occupation codes offered a median hourly wage of \$18.44 or less. Many of these occupations required no formal education or high school degree/equivalent with short term or moderate on the job training. Six occupation codes of the 208 total required Associate's degrees, seven occupations required Bachelor's degrees, three required some college, no degree; and 12 required postsecondary nondegree awards. With experience, wages do increase past the living wage of \$18.44 for most of these occupations but 43 occupations remain with wages below the living wage. Some of these occupations are in key healthcare support sectors including Home Health and Personal Care Aides, Dietetic Technicians, Ambulance Drivers and Attendants, Pharmacy Aides, Orderlies, Nursing Assistants, Physical Therapy Aides. Is it any wonder that these occupations are a breeding ground for high turnover?

Exhibit 15: Average Hourly Earnings: Selected Industries, Over-the-Year % Change



Source: U.S. Bureau of Labor Statistics via Haver Analytics, Illinois Department of Employment Security, Economic Information & Analysis

Historically, low-skilled, low-wage jobs have been tied to younger workers just starting out in the workforce, or immigrants newly arriving to the U.S. without benefit of speaking English and not yet integrated into job networks. But not all low-wage jobs are filled by teens or young adults living at home with their parents. Some low-wage workers are raising families. It is no wonder that in a tight labor market so many workers in these jobs are indeed leaving not the workforce, but the occupation. The Leisure and Hospitality and the Education and Health Services sectors are comprised of many of these low-wage workers and that's where wages have risen the most post-pandemic as seen in Exhibit 15. These are also among the industry sectors that are furthest away from reaching pre-pandemic payroll levels in both Illinois and the nation.

The Illinois Future of Work Task Force was tasked with understanding the opportunities and challenges to work stemming from technology, innovation, and demographic change. The May 2022 report set forth a vision for how the state could broaden equitable access to quality jobs, education, and training opportunities to prepare the Illinois workforce for jobs of the future and support businesses in growing quality jobs across the state.¹⁹

One special feature of the work of the task force was to go beyond a living wage and define a Quality Job.

"A Quality Job provides a family-sustaining wage and benefits package including access to healthcare and the ability for employees to take time off from their jobs when they are sick or need to care for a sick family member without having to risk financial or career stability. A quality job offers safe working conditions for all of its workers and ensures a culture and environment that treats all workers with dignity and respect, including respect for workers' right to form a union without interference, and to organize and bargain collectively for better conditions. Additionally, a quality job provides workers with predictable work schedules, creates opportunities for training and advancement, and gives workers power and voice within their roles and organizations."²⁰

One of the recommendations coming out of this report was to also adopt a statewide measurement for Quality Jobs. While Quality Jobs are not yet measurable, one can make the case that occupations currently paying living wages as measured by the BLS annual Occupational Employment and Wage Survey could be akin to quality jobs. Moreover, keep in mind that many jobs offer job ladders and career paths such that those currently starting at low wages can be parlayed into better positions through additional training and experience.

It is important to keep in mind that the cost-of-living varies across the state just like it does across the country. It would be more realistic to look at cost-of-living measures by local areas, such as counties, to determine whether occupations are paying sufficiently. The [MIT calculator](#) provides data by county. We will look at this in greater detail in the EDR section, where we also use the BLS Occupational and Employment Wage Statistics data by Economic Development Region to consider living wage jobs by local area.

Illinois Employment Projections

Statewide Long-Term Industry Projections

As the economy continues to pre-pandemic employment levels, industry sectors have not grown, nor are they expected to grow, at the same rate. For historical context, after the 2007-09 recession, neither Manufacturing nor Construction payrolls returned to pre-recession levels in Illinois, but Educational and Health Services payrolls had continued to grow even during the recession months. Changes in the structure of the U.S. and Illinois economies drive shifts in industry growth patterns as the recovery and expansion continue. Ongoing changes in the economy can be temporary or permanent. Long-term, or ten-year projections, assume a steady-state economic growth rate, or a full employment economy in the projection year, minimizing the possible impacts of business cycles; that is, boom or bust projection years. Structural changes due to technology or environment can also

create sweeping changes in which industries grow more rapidly or more slowly.

Total All-Industry employment projections for Illinois for the 2020-2030 period show an annual compound growth rate of 0.76 percent, an increase over the prior 10-year projection period 2018-2028 of 0.11 percentage point, reflecting the lower base year employment levels for 2020 when Illinois and U.S. employment levels plunged during the start of the pandemic. Similarly, the U.S. projections reflect an annual growth rate of 0.75 percent, which is higher than their prior projections as the national data also takes into account the low base year employment due to Covid-19. The total all-industries employment figures incorporate self-employed and agricultural workers. (Exhibit 16)

Looking at key nonfarm industry sectors, Leisure and Hospitality is projected to be the fastest growing sector in Illinois (and the nation) over the 2020 – 2030 forecast

Exhibit 16: State of Illinois Projections by Industry Sectors with Industry Shares, 2020 - 2030

North American Industry Classification System (NAICS) Title	Base Year Employment 2020	Projected Year		Annual Compound Growth Rate	Industry Share	
		Employment 2030	Change 2020-2030		2020	2030
TOTAL, ALL INDUSTRIES	6,315,758	6,809,830	494,072	0.76		
Self Employed Workers	254,257	234,662	-19,595	-0.80		
Agricultural Production, Total	71,639	72,937	1,298	0.18		
Total Nonfarm	5,715,856	6,232,305	516,449	0.87		
Natural Resources and Mining	6,794	6,885	91	0.13	0.1%	0.1%
Construction	216,665	238,373	21,708	0.96	3.8%	3.8%
Manufacturing, Total	554,523	575,158	20,635	0.37	9.7%	9.2%
Non-Durable Goods Manufacturing, Total	239,648	251,367	11,719	0.48	4.2%	4.0%
Durable Goods Manufacturing, Total	314,875	323,791	8,916	0.28	5.5%	5.2%
Trade, Transportation, and Utilities	1,186,732	1,285,023	98,291	0.80	20.8%	20.6%
Wholesale Trade	281,714	289,569	7,855	0.28	4.9%	4.6%
Retail Trade	556,348	592,583	36,235	0.63	9.7%	9.5%
Transportation, Warehousing & Utilities	348,670	402,871	54,201	1.46	6.1%	6.5%
Information	87,444	88,124	680	0.08	1.5%	1.4%
Financial Activities	404,583	421,118	16,535	0.40	7.1%	6.8%
Finance and Insurance, Total	326,281	337,776	11,495	0.35	5.7%	5.4%
Real Estate and Rental and Leasing	78,302	83,342	5,040	0.63	1.4%	1.3%
Professional and Business Services	890,779	971,653	80,874	0.87	15.6%	15.6%
Professional, Scientific & Tech. Services	411,722	452,638	40,916	0.95	7.2%	7.3%
Management of Companies and Enterprises	83,208	84,773	1,565	0.19	1.5%	1.4%
Administrative & Waste Management Services	395,849	434,242	38,393	0.93	6.9%	7.0%
Educational and Health Services	1,322,945	1,405,872	82,927	0.61	23.1%	22.6%
Educational Services, Private & Public	533,943	550,625	16,682	0.31	9.3%	8.8%
Health Care & Social Assistance	789,002	855,247	66,245	0.81	13.8%	13.7%
Leisure and Hospitality	458,858	612,602	153,744	2.93	8.0%	9.8%
Arts, Entertainment and Recreation	63,248	99,056	35,808	4.59	1.1%	1.6%
Accommodation and Food Services	395,610	513,546	117,936	2.64	6.9%	8.2%
Other Services	254,660	279,484	24,824	0.93	4.5%	4.5%
Government, Total	331,873	348,013	16,140	0.48	5.8%	5.6%
Federal Government, exc. US Post Office	42,500	42,211	-289	-0.07	0.7%	0.7%
State Government, exc. Educ. & Hosp.	63,721	66,160	2,439	0.38	1.1%	1.1%
Local Government, exc. Educ. & Hosp.	225,652	239,642	13,990	0.60	3.9%	3.8%

Source: Illinois Department of Employment Security, Economic Information & Analysis

horizon. It is not surprising given that the 2020 base year coincides with particularly low employment overall and specifically in this industry sector as it declined to unprecedented levels in the early stages of the pandemic. After Leisure and Hospitality, the fastest growing (in percentage terms) industry sectors in Illinois are: Construction; Other Services; Professional and Business Services; Educational and Health Services; Government; Financial Activities; Manufacturing; Natural Resources and Mining; and Information. Within the major industry sectors, some subsectors are expected to grow faster than others. This includes Arts, Entertainment and Recreation; Accommodation and Food Services; Transportation, Warehousing and Utilities; Professional, Scientific and Technical Services; Administrative and Waste Management Services; Health Care and Social Assistance.

Among major industry sectors and subsectors, Illinois will see some changes in relative importance of industry shares. While Manufacturing employment is projected to grow during the decade, its industry share of nonfarm employment is expected to decline to 9.2% in 2030 from a 9.7% share in 2020 with declining employment shares in both Durable and Nondurable Manufacturing. In contrast, Transportation, Warehousing and Utilities is expected to see a greater relative importance in nonfarm payroll employment from 2020 levels as well as from before the pandemic. Professional and Business Services are projected to be roughly unchanged overall, with more employment in Professional, Scientific and Technical services and Administrative and Waste Management, but

less employment in Management of Companies and Enterprises (headquarters jobs). The Leisure and Hospitality employment share of the total projected employment is projected to be higher from the depressed 2020 levels, but not completely back to employment share seen prior to the pandemic, with perhaps fewer jobs in hotels and restaurants. Educational Services employment is not projected to return to its pre-pandemic employment share, although Health Care and Social Assistance employment shares are expected to increase.

We've noted several times in this report that summary statistics don't capture the significant details in changes and expected changes in the labor market. The larger industry sectors might be slowing down, but strength can persist among more detailed industries in these declining sectors. For instance, among durable goods manufacturers, employment growth in Nonmetallic Mineral Product Manufacturing, Primary Metal Manufacturing and Fabricated Metal Manufacturing suggests these industries will be growing faster than the average for all durable goods manufacturers. Among nondurable goods manufacturers, employment in Food Manufacturing and Beverage and Tobacco Production Manufacturing are projected to grow more rapidly than the average for all nondurable goods manufacturers. Similarly in the Educational Services sector, employment in Community and Junior Colleges employment is expected to decline over the projection horizon, but employment at Colleges, Universities and Professional Schools is expected to grow, as well as in Educational Support Services.



Statewide Long-Term Occupation Projections

While industry projections reveal which segments of the economy will grow, occupation projections reveal what types of jobs will be needed to meet the demand for goods and services in the U.S. and Illinois. Among the occupational groupings, Office and Administrative Support Occupations has the largest demand for occupational employment even though employment in this occupational group is expected to decline. The second largest occupational group is Transportation and Material Moving Occupations, which is expected to have strong job-openings growth over the 10-year projection period; the third largest group is Sales and Related Occupations, a group that is anticipated to have a moderate growth rate. Production Occupations is the fourth largest grouping and Food Preparation and Serving occupations is the fifth largest occupational grouping in Illinois.

In sheer numbers (rather than percentage growth), the fastest employment growth is expected in Food Preparation and Service Occupations which should not be surprising given that the 2020 base year employment reflects a relatively low base due to Covid-19. The occupational group with the second largest expected growth in total job openings is Transportation and Material Moving Occupations.

The Management Occupations group is expected to have the third largest growth in demand by level of employment. (Exhibit 17)

Occupational employment projections for the 2020-2030 period are presented in Exhibit 17. The estimated 10-year average growth in occupational employment demand, defined by job openings, is based on three factors: employment growth by respective industries, occupational transfers, and labor force exits. Employment growth by industries represents the estimated increase in demand by employers of workers in respective industries over the 10-year period. In addition, because individuals transfer out of occupations, specifically major occupational groups, an estimate of the jobs employers will need to fill because individuals have transferred out of the occupation, is added to the expected demand by employers. Finally, for a number of reasons, including child care, school enrollment or retirement, workers are expected to leave the labor force, and employers will also have to fill those respective positions. So it is expected that while average annual job openings will be 725,980 over the 10-year period, 265,312 openings will be based on labor force exits, 410,839 will be based on transfers from one major occupational group to another; and 49,838 openings will stem from the growth of industries that employ the respective occupations.

Exhibit 17: State of Illinois Projections by Key Occupational Grouping, 2020 - 2030

Title	Base Year Employment 2020	Projected Year Employment 2030	Employment Change 2020-2030		Average Annual Job Openings due to				Annual Compound Growth
			Number	Percent	Exits	Transfer	Growth	Total	
Total, All Occupations	6,044,269	6,542,650	498,381	8.25	265,312	410,839	49,838	725,989	0.80
Office & Administrative Support Occupations	776,594	759,009	-17,585	-2.26	36,809	47,644	-1,758	82,695	-0.23
Transportation & Material Moving Occupations	595,925	677,882	81,957	13.75	29,324	50,276	8,196	87,796	1.30
Sales & Related Occupations	570,010	598,825	28,815	5.06	28,911	45,641	2,882	77,434	0.49
Management Occupations	500,219	546,414	46,195	9.23	13,916	28,114	4,620	46,650	0.89
Food Preparation & Serving Occupations	408,273	511,900	103,627	25.38	35,034	46,719	10,363	92,116	2.29
Production Occupations	410,389	418,815	8,426	2.05	15,637	29,630	843	46,110	0.20
Business & Financial Operations Occupations	374,508	405,807	31,299	8.36	10,196	22,887	3,130	36,213	0.81
Healthcare Practitioners & Technical Occs	368,095	394,118	26,023	7.07	9,602	11,432	2,602	23,636	0.69
Education, Training & Library Occupations	354,738	374,715	19,977	5.63	15,082	16,805	1,998	33,885	0.55
Healthcare Support Occupations	222,763	251,261	28,498	12.79	13,952	14,537	2,850	31,339	1.21
Installation, Maintenance & Repair Occs	213,317	232,112	18,795	8.81	7,084	13,992	1,880	22,956	0.85
Construction & Extraction Occupations	204,432	221,556	17,124	8.38	6,293	14,370	1,712	22,375	0.81
Computer & Mathematical Occupations	194,823	214,158	19,335	9.92	4,240	10,082	1,934	16,256	0.95
Building & Grounds Cleaning & Maint. Occs	184,947	199,734	14,787	8.00	11,010	13,971	1,479	26,460	0.77
Personal Care & Service Occupations	127,540	155,256	27,716	21.73	8,754	11,148	2,772	22,674	1.99
Protective Service Occupations	136,197	147,256	11,059	8.12	6,579	8,950	1,106	16,635	0.78
Community & Social Services Occupations	113,433	122,965	9,532	8.40	4,103	7,532	953	12,588	0.81
Arts/Design/Entertainment, Sports/Media Occ	93,451	100,920	7,469	7.99	3,686	6,110	747	10,543	0.77
Architecture & Engineering Occupations	81,317	87,201	5,884	7.24	2,000	4,020	588	6,608	0.70
Legal Occupations	54,159	60,120	5,961	11.01	1,526	2,127	596	4,249	1.05
Life, Physical & Social Science Occupations	44,222	47,544	3,322	7.51	943	3,152	332	4,427	0.73
Farming, Fishing & Forestry Occupations	14,917	15,082	165	1.11	632	1,700	16	2,348	0.11

Source: Illinois Department of Employment Security, Economic Information & Analysis

Fast Growing Occupations

Some of the fastest growing occupations in percentage terms are very tiny. That's why it is useful to look at level changes in employment from the base year (2020) to the projected year (2030). As seen in Exhibit 18, a number of the fastest growing occupations are characterized as occupations with low wages and high turnover, such as fast food and counter workers, home health and personal care aide, and retail salespersons. These are also occupations that have low education requirements. On the flip side, several strong growth occupations require a Bachelor's degree such as General and Operations Managers, Software Developers, and Quality Assurance Analysts/Testers, Financial Managers, and Market Research Analysts. The entire list of occupations can be found on the IDES website: [Employment Projections](#)

Declining Occupations

Just like the growing occupations, it is useful to look at declines in occupational levels rather than at percentage changes since small occupations might show outsized declines. Moreover, even rapidly declining occupations have strong base demand. For instance, Secretaries (executive; nonexecutive and legal) are projected to decline by nearly 12,000 over the next 10 years, but the total demand for secretaries remains sizable with projected employment at nearly 84,000 in total. Many of the declining occupations have job tasks that are compatible with various degrees of automatization, but it isn't unusual to see required skill sets shift within various job titles.

Exhibit 18: Largest Growth and Declining Occupations in Illinois, 2020-2030 Projections

	EMPLOYMENT		CHANGE
	2020	2030	
TOTAL ALL OCCUPATIONS	6,044,269	6,542,650	498,381
Largest 10-year Growth in Numbers			
Fast Food & Counter Workers	128,646	155,232	26,586
Laborers/Freight/Stock & Material Movers	177,899	203,622	25,723
Cooks, Restaurant	37,797	59,394	21,597
Home Health & Personal Care Aides	99,461	118,604	19,143
Waiters & Waitresses	65,400	82,939	17,539
Retail Salespersons	133,699	149,491	15,792
General & Operations Managers	122,541	135,134	12,593
Software Developers & QA Analysts/Testers	64,672	76,309	11,637
Stockers & Order Fillers	78,537	89,840	11,303
Truck Drivers, Light or Delivery Services	60,857	70,081	9,224
Bartenders	22,013	30,964	8,951
1st-Line Svcs/Mgrs Food Prep/Serving Wkrs	30,673	38,820	8,147
Financial Managers	41,441	48,947	7,506
Truck Drivers, Heavy & Tractor-Trailer	74,624	82,058	7,434
Market Research Analysts & Specialists	36,108	43,413	7,305
Largest 10-year Decline in Numbers			
Secretaries & Admin. Assts., Ex. Legal/Medi	62,445	56,907	-5,538
Executive Secretaries & Exec. Admin. Assis	25,020	20,264	-4,756
Misc. Assemblers & Fabricators	65,946	62,519	-3,427
Tellers	18,713	15,474	-3,239
Office Clerks, General	151,957	148,750	-3,207
Inspect/Testers/Sorters/Samplers/Weighers	28,513	25,589	-2,924
Cashiers	127,115	124,942	-2,173
Telecom Equip Install/Repair, Ex Line Install	8,596	6,756	-1,840
Legal Secretaries	8,244	6,664	-1,580
Data Entry Keyers	7,022	5,489	-1,533
Computer Programmers	7,133	6,157	-976
Bookkeeping/Accounting/Auditing Clerks	62,921	61,957	-964
Printing Press Operators	9,420	8,595	-825
Buyers & Purchasing Agents	14,016	13,265	-751
Order Clerks	4,618	3,883	-735

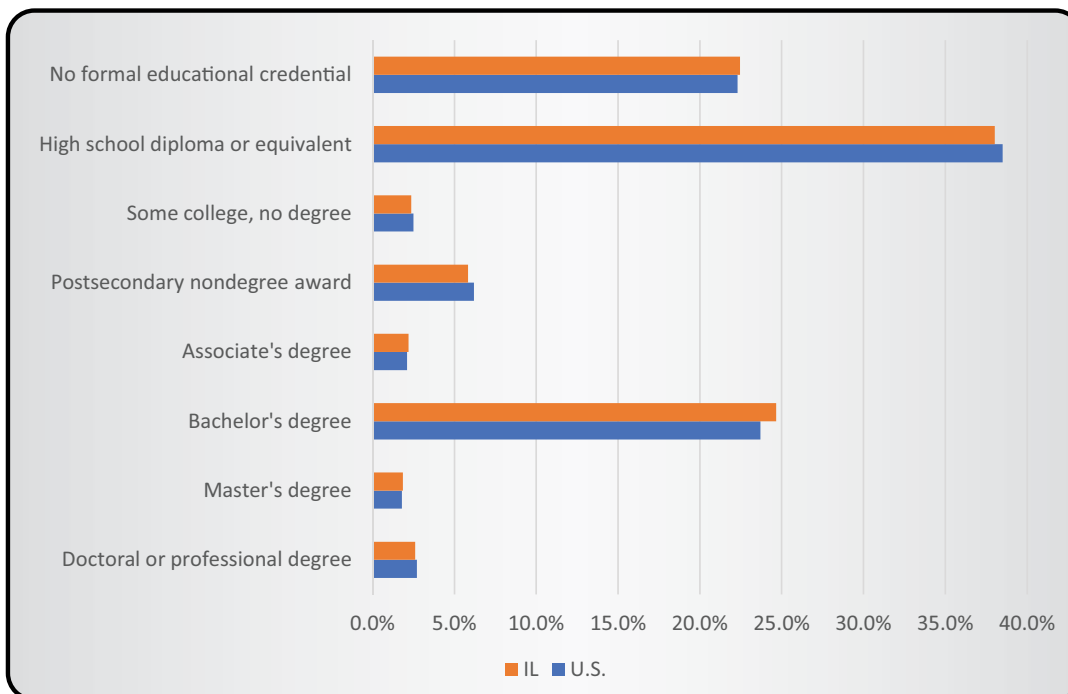
Source: Illinois Department of Employment Security, Economic Information & Analysis

Will all jobs require advanced degrees?

Overall, jobs are expected to increase by 498,381 or 8.25% over the 10-year period from 6,044,269 in 2020 to 6,542,650 in 2030. Exhibit 19 reveals that most jobs require a high school diploma or equivalent, followed by no formal educational credential. Nearly a quarter of the jobs require a Bachelor's degree. Less than 5% of the jobs

will require a Master's degree or Doctoral/Professional degree. Nearly 6% will require a postsecondary nondegree award and less than 5% will require some college, no degree or an Associate's degree. Note that Illinois and U.S. educational shares are very similar although Illinois requires a slightly greater demand for Bachelor's degrees and a slightly smaller demand for high school diploma or equivalent than the nation.

Exhibit 19: Share of Jobs by Educational Requirement, Illinois and U.S., 2030



Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis



Section 2: Economic Development Regions

Labor Supply by Economic Development Region

The ten Economic Development Regions (EDRs) vary in geographic size as well as size of the labor force. Most of the EDRs comprise nine or ten counties, although the Northern Stateline Region (EDR 5) in northern Illinois has only four counties while the Southern Region (EDR 8) has 19 counties. In terms of labor force size, the Northeast Region (EDR 4) incorporates the Chicagoland area and has the largest labor force (71% of the State). Exhibit 20 shows labor force levels for 2021. Aside from the sizable Northeast region, several EDRs are more similar in labor force size, although the underlying economic base for each region varies as some are focused on manufacturing activity, some on trade, transportation and utilities and others on government and education.

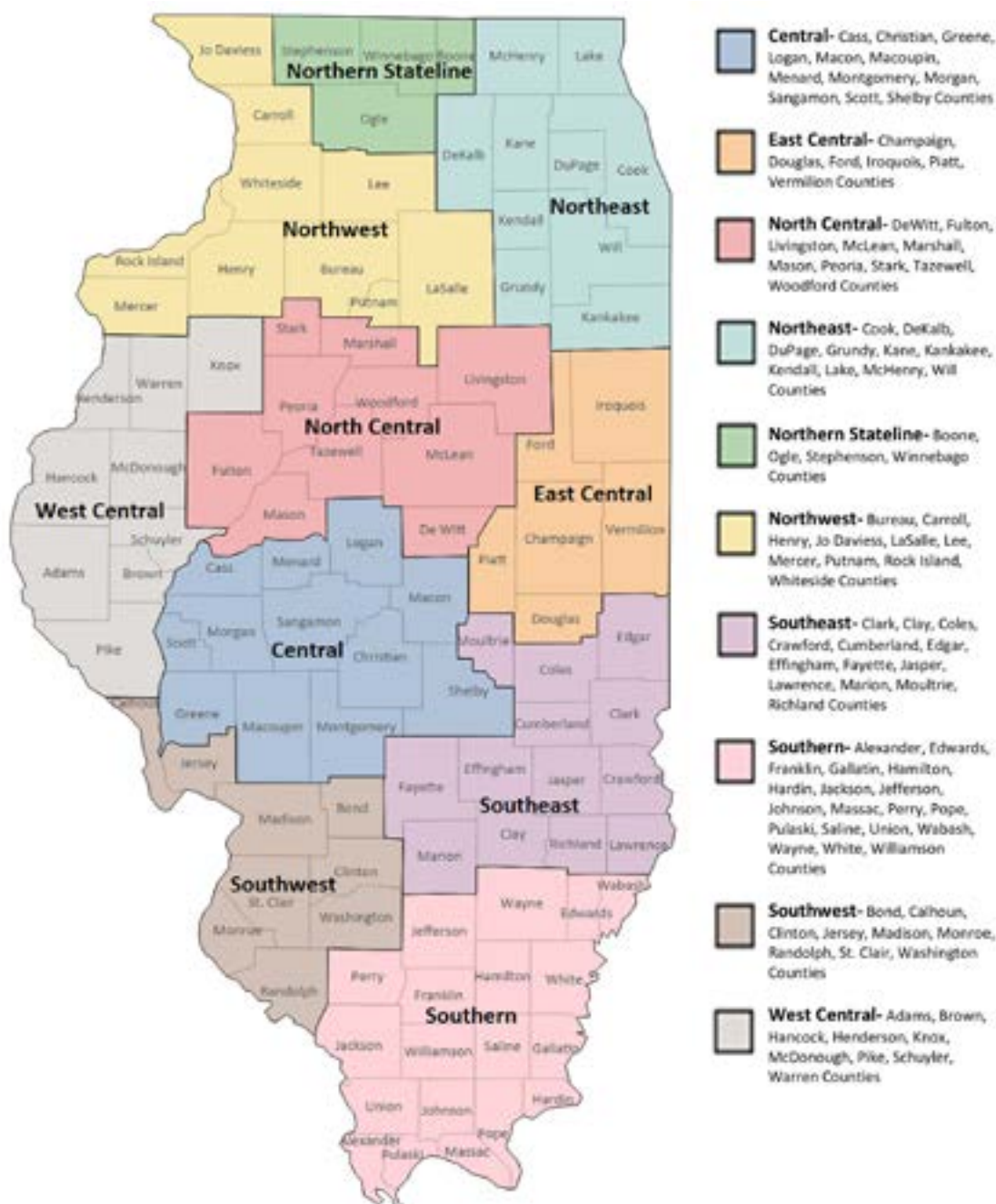


Exhibit 20: Civilian Labor Force by Economic Development Region, 2021 average

2021		
	Illinois	6,318,915
EDR 1	Central	248,791
EDR 2	East Central	178,182
EDR 3	North Central	298,114
EDR 4	Northeast	4,437,516
EDR 5	Northern Stateline	202,895
EDR 6	Northwest	233,241
EDR 7	Southeast	129,938
EDR 8	Southern	157,702
EDR 9	Southwest	336,183
EDR 10	West Central	96,355

Source: Illinois Department of Employment Security, Economic Information & Analysis

Additional focused detail on each of the Economic Development Regions can be found in Section 3 where we provide selected labor market information on employment and wages. In addition, readers can visit [IllinoisWorkNet's](#) regional planning page which includes each EDR's regional data packet with a fountain of demographic information by Economic Development Region. We also offer a direct link to each region's packet in Section 3.

Unemployment by Economic Development Region

Unemployment rates surged in 2020 from record lows in 2019. The state and each of the Economic Development Regions posted double-digit unemployment rates

in April 2020. These rates improved relatively rapidly over the course of the two-year recovery. As we noted in the first Section of this report, employers typically are slow to re-hire workers in the early stages of recovery, and are more likely to meet increased demand for their products by increasing the numbers of hours worked. This time, employers quickly re-hired workers. In some cases, slowness in re-hiring was due to lack of qualified workers rather than lack of demand. Exhibit 21 shows that the recovery across the State was relatively uniform with moderate exceptions (a high unemployment rate in Northern Stateline at 7.2%) and a few EDRs (East Central, Northeast, Southeast, Southwest, and West Central) seeing rates closer to 4% than to 5%.

Exhibit 21: Unemployment Rates in Illinois and by Economic Development Region, Not Seasonally Adjusted, Selected Aprils pre-during-post pandemic

Unemployment Rates Not Seasonally Adjusted					
		April 2019	April 2020	April 2021	April 2022
	Illinois	3.9	17.2	6.4	4.4
EDR 1	Central	4.0	13.7	5.7	5.0
EDR 2	East Central	3.6	11.7	5.0	4.3
EDR 3	North Central	4.0	14.7	5.5	4.8
EDR 4	Northeast	3.8	17.8	6.8	4.2
EDR 5	Northern Stateline	4.5	19.9	8.5	7.2
EDR 6	Northwest	4.3	16.6	5.4	4.7
EDR 7	Southeast	3.7	15.7	4.8	4.3
EDR 8	Southern	4.2	19.5	5.8	5.1
EDR 9	Southwest	3.5	14.7	5.1	4.3
EDR 10	West Central	3.7	12.4	4.6	4.2

Source: Illinois Department of Employment Security, Economic Information & Analysis

It is important to consider that a declining unemployment rate doesn't tell the whole story. While it means fewer people are unemployed, the unemployment rate also depends on the size of the labor force as well as the number of employed persons. An unemployment rate might decline because people are dropping out of the labor force. Indeed, nationwide concerns about labor supply shortages abound. Stories proliferated about men and women taking early retirement, as well as prime-age men and women dropping out of the labor force to take care of children or elderly parents. A worker's status as 'not in the labor force', or 'not unemployed' both translate into a lower unemployment rate but with different repercussions.

Exhibit 22 shows the percentage decline in three key labor market statistics: percentage change in the labor force, percentage change in the number of persons employed, and percentage change in the number unemployed in Illinois and the ten Economic Development Regions in April 2022 relative to April 2019 (pre-pandemic). Each of the EDRs saw unique behavior in its labor force. While the state numbers show that April 2022 labor force levels are 2.4% below April 2019, the EDRs range from a low of -1.6% in the Northeast Region to a high of -6.1% in the West Central Region.

As we indicated earlier in this report, labor force participation depends largely on age (with the highest participation in the prime-age group of 25 – 54), education (higher education levels are associated with increased participation), gender (men have higher attachment to the labor force than women) and general health.

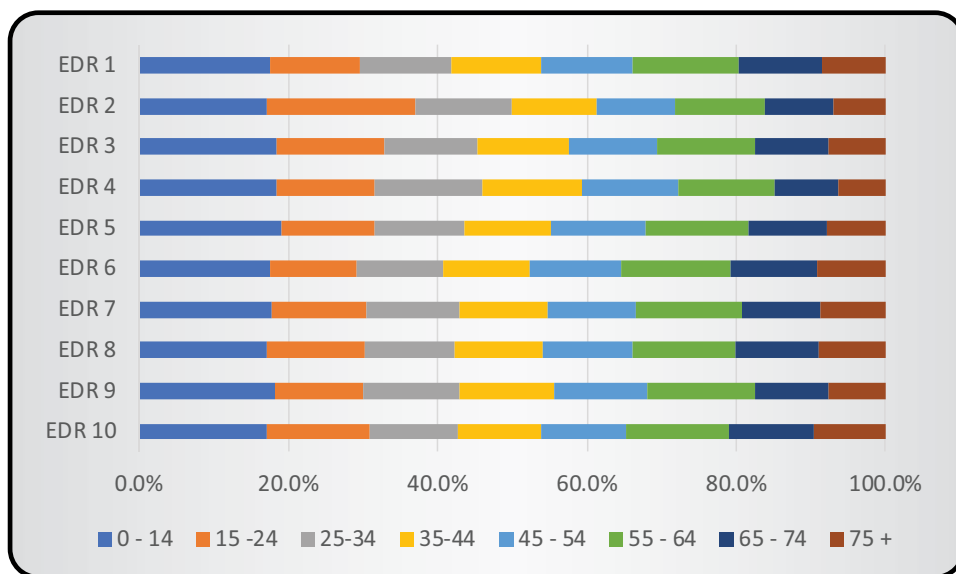
When comparing EDR demographics, there is much variation across the state. As of 2019, the Northeast Region (EDR 4) had the largest share of its population in the prime-age group of 25 - 54. The Northwest Region (EDR 6) had the highest share of its population in the 55 – 69 age group, an age group with lower labor force participation and an increasing likelihood of retirement. Given the large drop in the labor force in the West Central Region relative to pre-pandemic, one would expect this region to have a large share of its population in the older age group, but its share is like the Southeast and Southwest regions (EDRs 7 and 9, respectively). The West Central Region does have a smaller population share in the 25 - 54 prime age group. There may be other factors that help to explain the larger-than-average decline in the labor force in the West Central Region. For instance, it may be home to a higher proportion of women who have dropped out of the labor force to take care of children because daycare options have disappeared, or to home-school their children.

Exhibit 22: Business Cycle Percent Change in Labor Force, Number Employed, and Number of Unemployed Persons in Illinois and Economic Development Regions, Not Seasonally Adjusted

Measuring percentage change between April 2019 and April 2022				
Not Seasonally Adjusted				
		Labor Force	Number Employed	Number Unemployed
	Illinois	-2.4%	-2.9%	11.2%
EDR 1	Central	-4.1%	-5.1%	19.5%
EDR 2	East Central	-3.3%	-4.1%	16.1%
EDR 3	North Central	-4.2%	-5.0%	15.7%
EDR 4	Northeast	-1.6%	-2.0%	8.0%
EDR 5	Northern Stateline	-3.8%	-6.5%	52.7%
EDR 6	Northwest	-4.3%	-4.7%	3.2%
EDR 7	Southeast	-3.8%	-4.4%	11.3%
EDR 8	Southern	-4.9%	-5.8%	14.5%
EDR 9	Southwest	-3.9%	-4.6%	16.3%
EDR 10	West Central	-6.1%	-6.6%	7.9%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 23: Population by Key Age Groups by Economic Development Region, 2019



Source: U.S. Census Bureau, Annual County Resident Population, 2019

Considering whether average education levels in the regions may have impacted labor force attachment, the West Central (EDR 10) is the region with the highest share of population over age 25 with either less than high school or high school achievement, and a smaller share of some college attained, Associate's degrees, Bachelor's degrees or graduate/professional degrees. This region also has a larger share of its population with a disability (15.1%) compared with the state average of 10.8%, which may also play a role in its lower labor force numbers.

An aging population typically reduces the labor supply as individuals become more inclined to retire from work. Without an influx of younger workers, possibly immigrants, employers are left at a disadvantage. Exhibit 23 reveals that the Northeast Region has the largest share of prime-age population as well as the lowest share of population in the 55 – 69 age group. The Northeast EDR includes the Chicago and Elgin Met Divisions, along with the Kankakee Metropolitan Statistical Area. The big city attracts younger workers because it generally provides more opportunities. Taking a longer-term view (since the 2007-09 recession for instance), the Northeast Region has seen a pickup in labor force at the expense of other regions, particularly, the Central Region, the North Central Region, and the Southern Region.

Labor Demand by Economic Development Region

Typically, business cycles are measured by monthly peaks and troughs of seasonally adjusted data. The U.S. peak for the prior business cycle was February 2020 and the trough was April 2020. In Illinois, seasonally adjusted nonfarm payrolls peaked in January 2020, and bottomed in April, the same month as the nation. In reviewing smaller geographies, such as the state's ten EDRs, seasonally adjusted employment data are not available. Consequently, we select April 2019 as the pre-pandemic reference point for comparison, rather than the actual peak month achieved in January 2020 in Illinois. Since the trough occurred in April 2020, we measure growth in subsequent Aprils (2021, 2022) to measure recovery.

Nonfarm Payrolls as Share of Total Industry Employment Across the Economic Development Regions

The ten EDRs are not mirror images of the state when it comes to employment shares by industry, although by sheer magnitude, one would expect the Northeast Region (EDR 4) to be most like the state since it encompasses the Chicagoland area and is the largest of the ten regions. In fact, the Northeast Region is most like the state average when comparing share of nonfarm payrolls in various industries as a share of total employment.

Exhibit 24 shows the industry shares for Illinois and the range of highs and lows registered by the EDRs in each industry category. Even just looking at Private Nonfarm payrolls shows that the share ranges from a low of 69% in the East Central EDR to a high of 88.6% in the Northeast EDR. This means that 69% of the jobs are in the private sector in the East Central EDR, but 88.6% of the jobs are in the private sector in the Northeast EDR. Conversely, a lower private sector share means the government sector accounts for a greater share of nonfarm payroll jobs. To consider another example, Manufacturing accounts for 9.5% of the jobs in Illinois, but the highest share is 19.4% in the Northern Stateline Region, and the lowest share is 8.6% in the Northeast Region.

Trade, Transportation and Utilities holds the largest employment share of the Illinois economy (20.1%) but varies in size across the ten regions from a high of 24.3% in the Southwest (EDR 9) and West Central (EDR 10) regions and a low of 16.5% in the East Central region (EDR 2). Within the Trade, Transportation and Utilities, we can consider the key subsectors. The West Central region

has a higher-than-average industry share in Retail Trade while the Southwest region has a greater share of non-farm payrolls in Transportation, Warehousing, and Utilities as well as Wholesale Trade. The East Central region has low shares in both Retail Trade and Transportation and Warehousing.

Professional and Business Services is the second largest industry sector in Illinois, with a 16.0% industry share. Not surprisingly, the Northeast Region which encompasses the Chicagoland area holds a higher-than-average share (18.6%). No other EDR holds a share larger than the state, and in fact, some of the regions have particularly small Professional and Business Service shares, with the smallest share in the Southeast EDR at 4.3%.

Educational and Health Services are the third largest industry sector in Illinois, with a 15.4% share in a range of 11.6% (Northwest EDR) to a high of 17.2% (Central EDR). The variability in industry shares is smaller in this sector; no doubt reflecting the pervasive need for education and health services throughout the state's economy.

Exhibit 24: Share of Industry Employment for Illinois and the High/Low Range for the Economic Development Regions, Not Seasonally Adjusted, April 2022

Industry Employment Share of Total			
<i>Not Seasonally Adjusted - As of April 2022</i>			
	IL	EDR High	EDR Low
Total Private	86.5%	88.6%	69.0%
Natural Resources and Mining	0.1%	0.0%	1.5%
Construction	3.7%	5.0%	3.1%
Manufacturing	9.5%	19.4%	8.6%
Durable Goods	5.4%	15.3%	4.4%
Nondurable Goods	4.1%	5.9%	2.3%
Trade, Transportation, and Utilities	20.1%	24.3%	16.5%
Wholesale Trade	4.7%	7.2%	2.5%
Retail Trade	9.7%	11.9%	9.3%
Transportation, Warehousing, and Utilities	5.7%	9.1%	3.6%
Information	1.5%	1.7%	0.6%
Financial Activities	6.8%	9.7%	3.2%
Professional and Business Services	16.0%	18.6%	4.3%
Education and Health Services	15.4%	17.2%	11.6%
Leisure and Hospitality	9.3%	11.7%	8.9%
Other Services	4.1%	5.4%	3.1%
Government	13.5%	31.0%	11.4%
Federal Government	1.3%	3.3%	0.7%
State Government	2.4%	18.6%	0.7%
Local Government	9.7%	14.6%	9.0%

Source: Illinois Department of Employment Security, Economic Information & Analysis

In the State overall, Manufacturing accounts for 9.5% of nonfarm payrolls, but this varies across the regions with the highest concentration in Northern Stateline (19.4%), Southeast (17.4%) and Northwest (14.7%). In those three regions, Durable Goods Manufacturing holds a significantly higher share than Nondurable Goods Manufacturing. In several of the regions where the total share of manufacturing payrolls approximates 10%, the share of nondurable goods to durable goods is roughly half.

Leisure and Hospitality, the industry sector most impacted by the pandemic-induced recession in Illinois and the nation, accounts for 9.3% of payrolls. In 2019, this sector accounted for 10% of nonfarm payrolls in the State, though at the trough of the 2020 recession, it dipped as low as 6.2%. The industry share varies across the ten EDRs from a low of 8.9% (Northern Stateline) to a high of 11.7% (Southwest).

Financial Activities holds a 6.8% share of industry payrolls in Illinois but the variation across the regions is large, running from a low of 3.2% to a high of 9.7%. It is not the Northeast Region that holds the highest share but the North Central Region, even though the Chicagoland area is renowned for its banking and trading exchanges.

Economic Recovery Across the Regions

Economic Development Regions exhibit many differences but they have one main commonality: all were impacted by the pandemic-induced recession in 2020, and not one had completely recovered in the first two years after the trough of the recession was reached in April 2020. In this section, we will compare the state and the ten regions by selecting April 2019 as the pre-pandemic reference point, since the data are not adjusted for seasonal variation and best comparisons are made by looking at the same month across years.

The ten EDRs did not move in tandem over the course of the recovery between April 2020 and April 2022, but all have improved from their trough lows. (In each case we compare employment levels in April 2022 to levels in April 2019. When the figure is negative, we call it a shortfall; if it is at 0 or greater, then it is a recovery.) In April 2022 the unadjusted statewide nonfarm payrolls stood -2.0% below levels posted in April 2019. Three EDRs were able to match or outperform the state overall: East Central (-1.7%), Northeast (-1.7%), and Southwest (-1.9%). The remaining regions have larger shortfalls in total nonfarm payrolls, with the weakest recoveries in Northern Stateline (-4.7%), West Central Region (-4.3%)

Exhibit 25: Recovery Shortfalls by Industry by State and Economic Development Region,
April 2019 – April 2022, Not Seasonally Adjusted

	ILLINOIS	Central EDR1	East Central EDR2	North Central EDR3	Northeast EDR4	Northern Stateline EDR5	Northwest EDR6	Southeast EDR7	Southern EDR8	Southwest EDR9	West Central EDR10
TOTAL, all Industries	-2.0%	-3.2%	-1.7%	-2.8%	-1.7%	-4.7%	-2.3%	-2.1%	-4.1%	-1.9%	-4.3%
Private	-1.8%	-3.5%	-1.2%	-2.7%	-1.5%	-4.7%	-2.5%	-2.7%	-5.6%	-2.0%	-5.2%
Natural Resources	-23.5%	-27.5%	23.1%	4.5%	-5.5%	15.1%	-16.5%	-12.8%	-33.5%	-4.4%	-15.4%
Construction	-2.0%	12.4%	4.1%	6.4%	-1.8%	5.4%	-0.7%	16.4%	-6.2%	1.3%	5.1%
Manufacturing	-2.8%	-2.1%	-2.7%	-4.7%	-2.0%	-12.5%	-1.0%	-8.7%	-2.9%	-8.6%	-7.0%
Durable goods	-5.9%	-6.2%	-5.1%	-6.6%	-6.8%	-13.4%	0.5%	-6.5%	-9.8%	-9.5%	-6.4%
Nondurable goods	1.7%	1.6%	0.1%	1.8%	3.7%	-8.9%	-4.0%	-13.9%	5.4%	-7.1%	-8.3%
Trade Transportation & Utilities	1.0%	-1.4%	-5.0%	-2.2%	1.1%	2.4%	-0.4%	1.9%	-2.0%	2.7%	-1.1%
Wholesale Trade	-3.7%	-6.7%	-7.1%	-4.7%	-3.1%	-6.8%	-1.3%	-4.5%	-2.2%	-3.1%	4.3%
Retail Trade	-0.2%	0.9%	-5.7%	0.3%	-0.7%	0.9%	2.1%	3.8%	-3.2%	-2.9%	-3.1%
Transport, Warehousing & Utilities	7.6%	-2.5%	-0.7%	-6.7%	8.5%	11.1%	-4.0%	2.9%	1.1%	13.7%	-3.3%
Information	-2.6%	17.7%	-2.9%	-35.0%	-0.5%	-19.1%	-15.9%	-8.5%	-12.8%	-22.4%	-30.7%
Financial Activities	-1.2%	-9.2%	-7.5%	-4.3%	-0.9%	-3.7%	-1.6%	2.2%	-3.6%	-9.0%	-8.5%
Professional and Business Services	1.9%	3.7%	-3.8%	4.0%	1.2%	-4.1%	-1.0%	-17.5%	-15.5%	16.4%	2.4%
Education and Health	-2.4%	-9.1%	9.7%	-1.1%	-1.0%	-2.6%	-8.2%	-5.9%	-5.5%	-8.0%	-8.4%
Leisure and Hospitality	-9.7%	-10.4%	-5.0%	-9.4%	-11.1%	-8.2%	-4.4%	2.2%	-4.6%	-7.2%	-9.2%
Other Services	-3.6%	-2.5%	1.2%	-3.5%	-4.7%	-5.5%	0.9%	4.8%	-1.5%	-5.0%	-6.6%
Government	-3.3%	-1.9%	-2.7%	-3.1%	-2.8%	-4.7%	-1.6%	1.0%	0.1%	-1.6%	-0.9%
Federal	0.5%	-0.6%	-0.9%	-6.2%	0.9%	0.5%	7.3%	-1.0%	1.5%	-3.5%	-2.2%
State	-5.4%	0.6%	-2.6%	1.6%	-2.8%	12.7%	2.8%	5.9%	-2.6%	2.8%	4.0%
Local	-3.3%	-3.8%	-3.3%	-4.5%	-3.2%	-6.0%	-4.1%	-0.9%	2.0%	-2.6%	-3.1%

Losses Gains

Source: Illinois Department of Employment Security, Economic Information & Analysis

and Southern Region (-4.1%). Exhibit 25 details the total percentage changes for Illinois and the Economic Development Regions between April 2019 and April 2022.

Between April 2019 and April 2022, key industry sectors that have fully recovered and grown beyond their pre-pandemic levels in Illinois on a statewide basis include Professional and Business Services and Trade, Transportation and Utilities. Within industry subsectors, Nondurable Goods Manufacturing recovered and even surpassed pre-pandemic levels, as did Transportation, Warehousing, and Utilities. Federal government payrolls also recovered statewide. In this section, we are only considering statewide data that can be compared to the EDR figures, so we have fewer industry sectors to review.

The Northeast Region (EDR 4) matched the State in all these sectors. Five EDRs (1, 2, 3, 4 and 8) saw Nondurable Goods Manufacturing surpass pre-pandemic levels. Four EDRs (4, 5, 7, and 9) have seen pre-pandemic nonfarm payroll levels for Trade, Transportation and Utilities. Only the West Central Region (EDR 10) regained (and surpassed) pre-pandemic levels in the Wholesale Trade subsector. Five EDRs (1, 3, 5, 6, and 7) regained and surpassed pre-pandemic levels in the Retail Trade subsector. Five EDRs (4, 5, 7, 8 and 9) surpassed pre-pandemic levels in the Transportation, Warehousing and Utilities subsector. Professional and Business Service employment levels have surpassed pre-pandemic levels in five EDRs (1, 3, 4, 9 and 10).

Some EDRs have recovered in sectors that have not yet seen recovery in Illinois as a whole. Exhibit 25 summarizes industry sectors by EDR. Some noteworthy items to consider:

EDR 1, the Central Region is the only EDR to show recovery in Information Services. Other sectors to show recovery in this EDR that is different from the statewide figures include Construction, Retail Trade and State Government.

EDR 2, the East Central region, is one of three EDRs to post recovery in Natural Resources and Mining, and Other Services. It is the only region to post a recovery in Education and Health Services. Construction payrolls also recovered.

EDR 3, the North Central Region, also posted recoveries in Natural Resources and Mining, Construction, Professional and Business Services, and State Government.

EDR 4, the Northeast Region that encompasses the State's largest city, has not posted any gains in sectors that did not match the state as a whole.

EDR 5, the Northern Stateline region, regained (and surpassed) pre-pandemic levels in Natural Resources and Mining, Construction, Retail Trade, Transportation, Warehousing and Utilities, and State Government. Recovery in Manufacturing, the lifeblood of this region, has stalled and significantly depressed this region.

EDR 6, the Northwest Region of the State, posted recovery in Durable Goods Manufacturing, the only region to have recovered in this sector, as well as Retail Trade, Other Services, and Federal and State Government payrolls.

EDR 7, the Southeast Region, is the only region to have posted recoveries in Financial Activities and Leisure and Hospitality, in addition to some of the sectors recovered by the state overall. This region has recovered employment in more industry sectors than any other region in the state.

EDR 8, the Southern Region of the State is the only sector to have posted a recovery in Local Government payrolls in addition to matching some of the statewide recovery sectors.

EDR 9, the Southwest Region, posted recoveries in some of the same industries as the state, and also in Construction and State Government.

EDR 10, the West Central Region was the only one among the ten to post a recovery in Wholesale Trade payrolls. It also regained (and surpassed) Construction, Professional and Business Services and State Government payroll levels.

Not a single Economic Development Region has regained April 2019 (pre-pandemic) levels in Total Manufacturing. Among the ten EDRs, the smallest shortfall is in the Northwest Region (-1.0%) and the largest shortfall is in Northern Stateline (-12.5%), particularly damaging for the Northern Stateline Region, as it accounts for 19.5% of its payrolls.

Exhibit 25 has a lot of red cells in the table, indicating that the State and the ten EDRs have employment gaps to fill. The largest shortfall statewide is Natural Resources and Mining in percentage terms. However, in number of actual jobs, the number is relatively small (2,000) as a share of total jobs (over 6 million). However, the next largest shortfall is in Leisure and Hospitality (-9.7% statewide) ranging from the smallest gap of 4.4% to the largest gap of 11.1% in the various regions. Local Government payrolls (which tend to have a large educational component) are still seeing a 3.3% shortfall statewide, with a range of -0.9% to -6.0%. Education and Health Services have a smaller shortfall statewide (-2.4%), but four regions are seeing shortfalls in employment of greater than 8% in this sector.

Average Weekly Wages Across Economic Development Regions

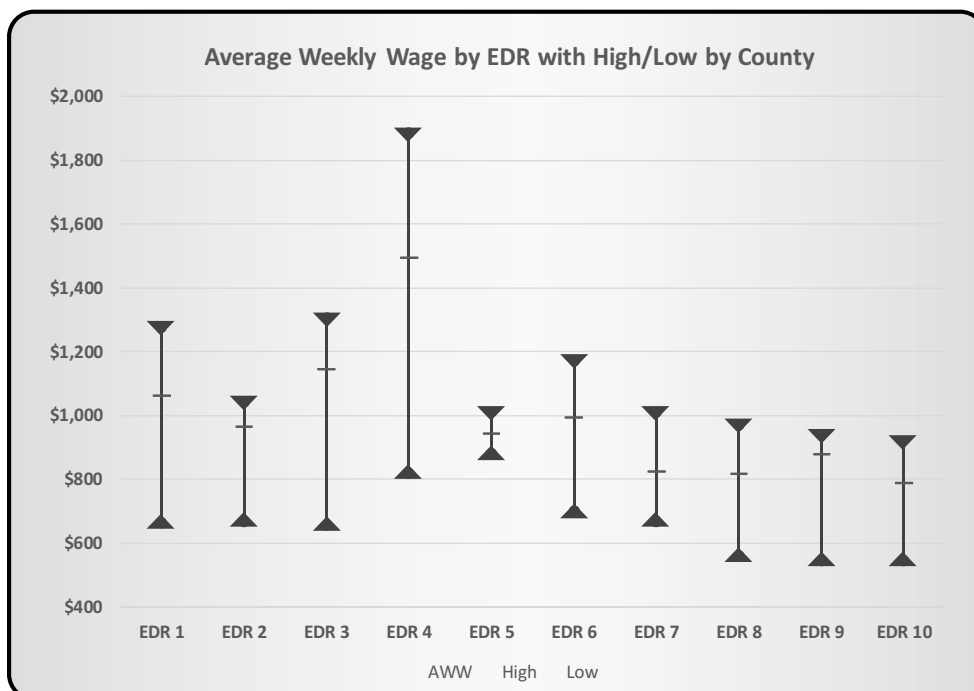
In the earlier statewide section that focuses on Average Weekly Wages, Exhibit 13 shows that wages vary by industry. We already noted that the ten Economic Development Regions have different and unique industry mixes. So it is no surprise that wages vary among the regions. Exhibit 26 reveals that some of the EDRs show a wide variation in AWW among the counties that make up each region. For instance, the Northeast Region that encompasses the Chicagoland area shows a wide variation in county wages while the Northern Stateline region shows

less wage divergence among the counties that it contains. The chart below shows that the Northeast Region has the highest AWW whereas the West Central Region has the lowest AWW. Regions heavily concentrated in high wage industries (for instance Manufacturing, Construction, Financial Activities) will have a higher average than industries concentrated in low wage industries (such as Leisure and Hospitality, Other Services, Natural Resources and Mining). But in addition, wages will depend on hours worked as well as education experience of the workforce. Each industry does have occupations that offer high or low wages (for instance, health care includes doctors, nurses, CNAs). It is also important to remember that cost-of-living varies across the state with high cost areas (Chicagoland) likely offering higher wages than lower cost areas (smaller metro areas in the state).

Living Wages across Economic Development Regions

Exhibit 26 shows that average weekly wages vary across Illinois. Exhibit 27 show the wages needed to sustain a selection of family options from Single Household, no Children to Two Working Adults with Two Children. While we are focusing on Economic Development Regions, it is important to keep in mind that the regions are comprised of 102 Illinois counties. Cost of living varies across the state and the basic unit of measurement is the county. Highs and lows depicted in Exhibit 26 reflect the

Exhibit 26: Range of Average Weekly Wages by County within EDRs for Q1:2021



Source: Illinois Department of Employment Security, Economic Information & Analysis

102 counties in the state. Are residents in the Northeast Region so much better off than residents in other Illinois counties? One way to determine this is to look at the cost-of-living in each county and determine what wage would be needed to correspond to basic needs (food, childcare, insurance and health, housing, transportation, other necessities, civic engagement, broad band). The MIT Calculator is the primary source of such information. To keep the focus on EDRs, we used the county data from the MIT calculator and created EDR averages for living wages in each region.²¹

Taking these factors into account, the Northeast Region, where average weekly wages are highest, also has the highest cost of living and the highest average living wage requirements. The Southeast Region, the region where average weekly wages are lowest, also is an area with lower costs of living and among the lowest living wage requirements to meet basic needs.

The MIT Living Wage Calculator reveals, however, that at minimum in the lowest cost EDR for a single (working) adult with no children, a wage of at least \$15.31 is required and in the highest cost EDR it reaches \$19.22. Six EDRs (Central, Northern Stateline, Northwest, Southwest, Southeast, Southern and West Central) have a living wage minimum within \$15.00 – \$16.00; three EDRs have a living wage requirement between \$16.00 - \$17.00; Only one EDR requires more than \$19.00 an hour (working 2080 hours/year) to sustain a single adult.

At the other end of the spectrum, a family with two working adults and two children, the minimum living wage was \$21.51 in the Southeast EDR, and the maximum was \$25.63 in the Northeast EDR. Three EDRs required a

living wage of less than \$22/hour; four EDRs required between \$22 and \$23/hour; two EDRs required between \$23 and \$24/hour.

We can look at the Occupational Employment and Wage data by Economic Development Region to see which occupations pay sufficiently to cover the living wage, and which occupations do more than just cover basic needs.

The occupations that will tend to provide higher wages are typically associated with higher levels of education. We noted previously that higher levels of education are generally associated with a higher labor force participation rate, lower unemployment rates, and generally better employment prospects. The higher the level of educational attainment, the more likely that an individual will stay in the labor force for a longer period, will have shorter unemployment spells even when they do occur, and are likely to have higher wages due to greater opportunities. Occupations with higher educational requirements tend to be more stable, although there is no doubt that changing technological trends will make the repetitive tasks of any occupation more likely to be capital-intensive rather than labor intensive. Many companies have already substituted technology for workers. Grocery stores have had self-checkout lanes for many years, and the number of self-checkout lanes has increased, particularly in big box stores.

The lodging industry has recently started substituting technology for staff as well. Many hotels provide digital check-in via smartphone. Even without the app, self-serve kiosks are becoming increasingly evident.²² Rising wages coupled with labor supply shortages make a shift from labor intensive work to capital intensive work more profitable.

Exhibit 27: Living Wages for Various Family Options by Economic Development Region, Spring 2022

	1 Adult		2 Adults (1 working)		2 Adults (2 working)	
	0 Children	2 Children	0 Children	2 Children	0 Children	2 Children
ILLINOIS	\$ 18.16	\$ 43.49	\$ 27.33	\$ 38.42	\$ 13.66	\$ 24.66
Central	\$ 15.61	\$ 39.01	\$ 24.73	\$ 35.70	\$ 12.37	\$ 22.42
East Central	\$ 16.67	\$ 39.76	\$ 25.24	\$ 36.06	\$ 12.62	\$ 22.79
North Central	\$ 16.17	\$ 40.22	\$ 24.97	\$ 36.07	\$ 12.48	\$ 23.03
Northeast	\$ 19.22	\$ 45.42	\$ 28.49	\$ 39.60	\$ 14.24	\$ 25.63
Northern Stateline	\$ 15.54	\$ 39.60	\$ 24.56	\$ 35.73	\$ 12.29	\$ 22.72
Northwest	\$ 15.51	\$ 38.78	\$ 24.55	\$ 35.57	\$ 12.28	\$ 22.31
Southeast	\$ 15.31	\$ 37.26	\$ 24.27	\$ 35.10	\$ 12.15	\$ 21.51
Southern	\$ 15.39	\$ 38.41	\$ 24.33	\$ 35.31	\$ 12.16	\$ 21.82
Southwest	\$ 16.56	\$ 40.76	\$ 25.45	\$ 36.73	\$ 12.61	\$ 23.29
West Central	\$ 15.50	\$ 36.93	\$ 24.36	\$ 35.29	\$ 12.18	\$ 21.59

Source: MIT Living Wage Calculator, Illinois Department of Employment Security, Economic Information & Analysis

Education Matters for Higher Earnings

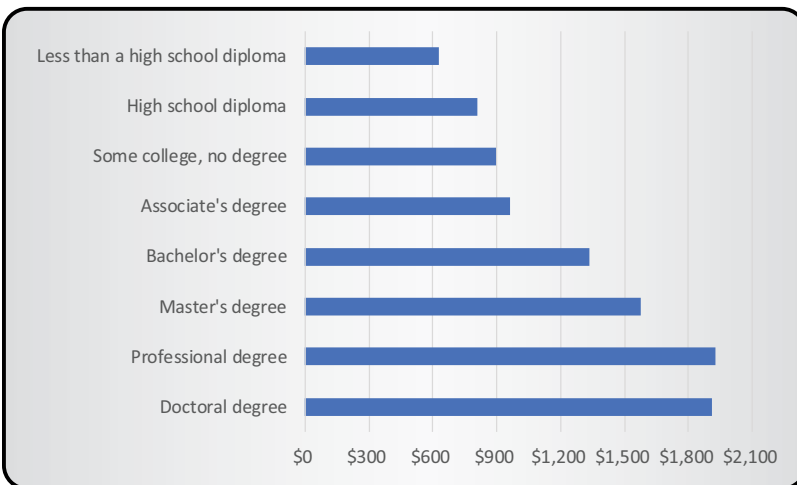
As previously mentioned, wages are determined by a variety of factors including occupation, experience, and education. Generally, higher educational attainment will result in higher weekly earnings. BLS published median usual weekly earnings by educational attainment for 2021, which shows that those with Doctoral and Professional degrees earn more than those with lesser degrees. Not all Doctoral and Professional degrees are created equal; an English or History professor might earn less than a statistician with a Bachelor's degree. But across similar occupations, more education is favored over less.

The weekly wages earned across the Economic Development Regions depend on the occupations and industries prevalent in those regions. Average weekly wages also reflect the educational attainment for the population currently living in each of the regions. The educational attainment may reflect skills that workers embody

as well as the ability to learn new skills. Consider that someone with less than high school may have skill gaps not evident in those who have completed high school or have some college. At the same time, the level of education may also reflect the lifelong learning inclination of the workforce.

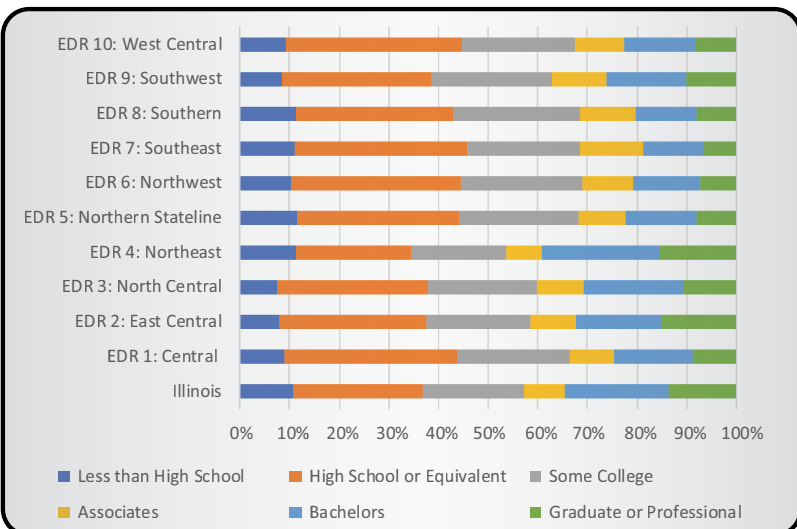
Note that each region varies in the educational attainment of its population. For each region, most of the area's population has high school or equivalent and some college. The North Central Region has the smallest share of its population over 25 with "less than high school" and the Southeast has the smallest share of its population with graduate or professional degrees. The Northeast has the highest share of Bachelor's degrees as well as graduate and professional degrees. Keep in mind that the Northeast Region includes the Chicago MSA with its larger diverse workforce where a greater number of jobs are likely to require advanced degrees.

Exhibit 28: Median Usual Weekly Earnings by Educational Attainment, U.S. Adults aged 25 and over, 2021



Source: U.S. Bureau of Labor Statistics

Exhibit 29: Educational Attainment for Population by EDR Aged 25 and over



Source: U.S. Census Bureau 2015-2019 American Community Survey

Economically speaking, automation tends to increase when the cost of labor becomes higher than the cost of capital. Technological progress reduces the cost of capital. This is not news. The pandemic showed us how technological progress can increase in leaps and bounds due to changing economic and environmental conditions. For instance, self-check-in kiosks were already evident at airports long before the start of the pandemic. But Covid-19 accelerated the shift to contactless check-in and check-out options, as consumers became more interested in cleanliness and reducing face-to-face contact whenever possible. This does not automatically negate the need for airline counter agents or front desk clerks at hotels, but it allows front desk agents to provide more meaningful interactions with customers or solve more complex problems at airports.²³ Using the widespread rollout of ATMs as a guide, we know that the number of tellers decreased since the inception of ATMs or Cash Station machines, as they were commonly known in the beginning, but human tellers did not disappear altogether.

Manufacturing is well associated with automation. Recently, the W.E. Upjohn Institute published a report, “How Illinois Manufacturers are Adopting Advanced Technologies: An Insight Report on Automation, Workforce, and Productivity.” Among the primary survey findings, the authors note that advanced manufacturing technologies are about automation and workforce: both are drivers and ironically, both are barriers to adoption. Firms were driven to use advanced technologies because skilled workers became difficult to find. Yet, the increase in technology required higher levels of skills, making it imperative that workers continuously improve their skills, as the nature of jobs evolves.²⁴ Link to [W.E. Upjohn report](#).

Carl Benedikt Frey and Michael A. Osborne have created a model that ranks occupations according to their probability of computerization. The greater the number of repetitive tasks, the more likely that at least a portion of the occupation could be computerized. According to their list, the five occupations with the highest probability of computerization were: Telemarketers; Title Examiners, Abstractors and Searcher, Hand Sewers, Mathematical Technicians, and Insurance Underwriters.²⁵ The entire list can be found in their 2013 article [The Future of Employment](#).

EMSI Burning Glass created the Skill Disruption Index under the assumption that the skills needed to perform any job evolve over time. Using their comprehensive job listings database from 2016 through 2021, they found significant changes in requested skills in the job ads. The Disruption Index combined two measures of skill changes: whether new skills are required and the importance of the skills shifts. They assigned greater weight to skills that carry a salary premium. Interesting results: in the Top Quartile of Jobs, 76% of the top 20 requested skills have changed since 2016. Technology drives skill change in both Tech and Non-Tech jobs, ranging from information technology to human resources to marketing and public relations to planning and analysis. You can find their results here.²⁶ [The Speed of Skill Change](#)

In a Monthly Labor Review article, “Growth Trends for Selected Occupations Considered at Risk from Automation,” Michael J. Handel notes that the automation literature focuses on the job destruction that comes from technological advances but does not consider the possibility that innovation may increase demand for goods and services. Moreover, the literature tends to omit the effects of population and economic growth. This article shows that predictions of job destruction from automation are often overblown.²⁷ The complete article can be found [here](#).

Current Labor Market Conditions *At the Start of the Third Year of Recovery*

Statewide Unemployment and Labor Force

May 2022 begins the third year of economic recovery and Illinois continued to show improvement in labor force conditions, albeit at a slower rate than earlier in the recovery. Illinois' unemployment rate dipped to 4.5% in June from 4.6% in May. Both the labor force participation rate and the employment-to-population rate were unchanged over-the-month (at 64.6% and 61.7%, respectively). While the unemployment rate remains 1.0 percentage point higher than pre-pandemic levels, the labor force participation rate was 0.1 percentage points higher than January 2020. The employment-to-population ratio remains 0.4 percentage points lower than pre-pandemic levels. The number of unemployed persons was 21.4% (+51,200) higher in June 2022 than in January 2020. A complete recovery in the labor force would have the employment-to-population ratio back at 62.1%, where it was in January 2020, thereby also reducing the number of unemployed persons.

The nation's labor force participation rate stood at 62.2% in June, -0.5 percentage points less than January 2020. Similarly, the nation's employment-to-population ratio was 59.9% in June, -1.2 percentage points lower than January 2020. However, the nation's unemployment rate was 3.6% in June and the number of unemployed persons was 1.5% above January 2020 levels (a smaller percentage than for Illinois.) The rate of improvement in the nation's labor force conditions also moderated in recent months with the unemployment rate holding at 3.6% for four straight months; the labor force participation rate and the employment-to-population ratio is rising and

falling within a narrow band.

Some analysts might see this as evidence that labor supply is constrained and cannot grow further, but even considering that baby boomers are entering the retirement years, there is still room for labor force participation rates to head at least a little higher.

Statewide Industry Employment

As the recovery began its third year, Illinois continued to post relatively strong gains in May and June adding 29,400 jobs over the two-month period. In May and June, the strongest sectors were Leisure and Hospitality (+17,100); Construction (+5,300); Education and Health Services (+4,700); Professional Services (+3,300); Wholesale Trade (+3,300); Transportation and Warehousing (+1,600); Manufacturing (+1,500); and State Government (+1,400). On the flip side, the weakest sectors for the two months were Business Services (-4,600); Retail Trade (-3,000); Financial Activities (-1,500); Other Services (-1,200); and Federal Government (-1,200).

Exhibit 30 shows that Illinois has gained 715,500 jobs since the April 2020 trough through June 2022 and is now 1.9% shy of its January 2020 peak (-117,000) jobs. Professional and Business Services have gained and surpassed the prior peak by 19,400 jobs; Trade, Transportation, and Utilities have regained and surpassed the prior peak by 11,300 jobs; Information Services have regained and surpassed the prior peak by 900 jobs; and Construction payrolls have regained and surpassed the prior peak by 600 jobs.

Exhibit 30: : Illinois Nonfarm Payroll Employment, Jobs Lost and Gained, Shortfall from January 2020 Peak through June 2022

All data are seasonally adjusted	Industry	IL Peak	Levels at	Recession Loss		Recovery Gain			
	Share of	Employment	Trough	%	# of Jobs	Current	%	# of	Jobs short of
	Total	Jan 2020	April 2020	Change	Lost	Jun-22	Change	Jobs Gained	Jan 20 Peak
IL - Total Nonfarm	100.0%	6,148,900	5,316,400	-13.5%	-832,500	6,031,900	13.5%	715,500	-117,000
IL - Private Sector	86.9%	5,314,900	4,539,700	-14.6%	-775,200	5,238,900	15.4%	699,200	-76,000
IL - Mining	0.1%	7,700	6,800	-11.7%	-900	6,500	-4.4%	-300	-1,200
IL - Construction	3.8%	229,500	198,300	-13.6%	-31,200	230,100	16.0%	31,800	600
IL - Manufacturing	9.5%	581,100	532,100	-8.4%	-49,000	573,700	7.8%	41,600	-7,400
IL - Trade, Transportation, and Utilities	20.2%	1,205,500	1,072,300	-11.0%	-133,200	1,216,800	13.5%	144,500	11,300
IL - Information	1.6%	93,900	86,200	-8.2%	-7,700	94,800	10.0%	8,600	900
IL - Financial Activities	6.7%	414,100	403,100	-2.7%	-11,000	405,900	0.7%	2,800	-8,200
IL - Professional and Business Services	16.0%	945,600	853,000	-9.8%	-92,600	965,000	13.1%	112,000	19,400
IL - Education and Health Services	15.2%	949,900	851,100	-10.4%	-98,800	918,200	7.9%	67,100	-31,700
IL - Leisure and Hospitality	9.7%	629,100	329,400	-47.6%	-299,700	582,800	76.9%	253,400	-46,300
IL - Other Services	4.1%	258,500	207,400	-19.8%	-51,100	245,100	18.2%	37,700	-13,400
IL - Government	13.1%	834,000	776,700	-6.9%	-57,300	793,000	2.1%	16,300	-41,000

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

We noted previously that the labor market recovery tends to be uneven across industry sectors. Given the structural changes in the economy that have taken place during the pandemic, it is possible that some sectors may show a persistent lag while others post new highs. Indeed, Transportation, Warehousing and Utilities have posted their highest levels in the history of this series that began in 1990. The same is true for Professional and Business Services and the subcategory Professional, Scientific and Technical Services. Construction payrolls reached their highest levels since January 2009; Nondurable Goods Manufacturing payrolls posted their highest levels since 2008.

We don't have seasonally adjusted figures for the detailed components that make up these industries, but looking at a 12-month moving average of a variety of subindustry level employment we discovered that Food Manufacturing payrolls were at their highest level since the history of the series began in 1990; Chemical Manufacturing payrolls were at their best since 2009; Retail Gas Stations had the highest payroll levels since 1998; Internet Provider payrolls were at their highest levels since 2004; Insurance Carriers and Related Activities were at their highest levels since the series began. Even among the lagging sectors in Education and Health Services, Ambulatory Health Service payrolls recuperated

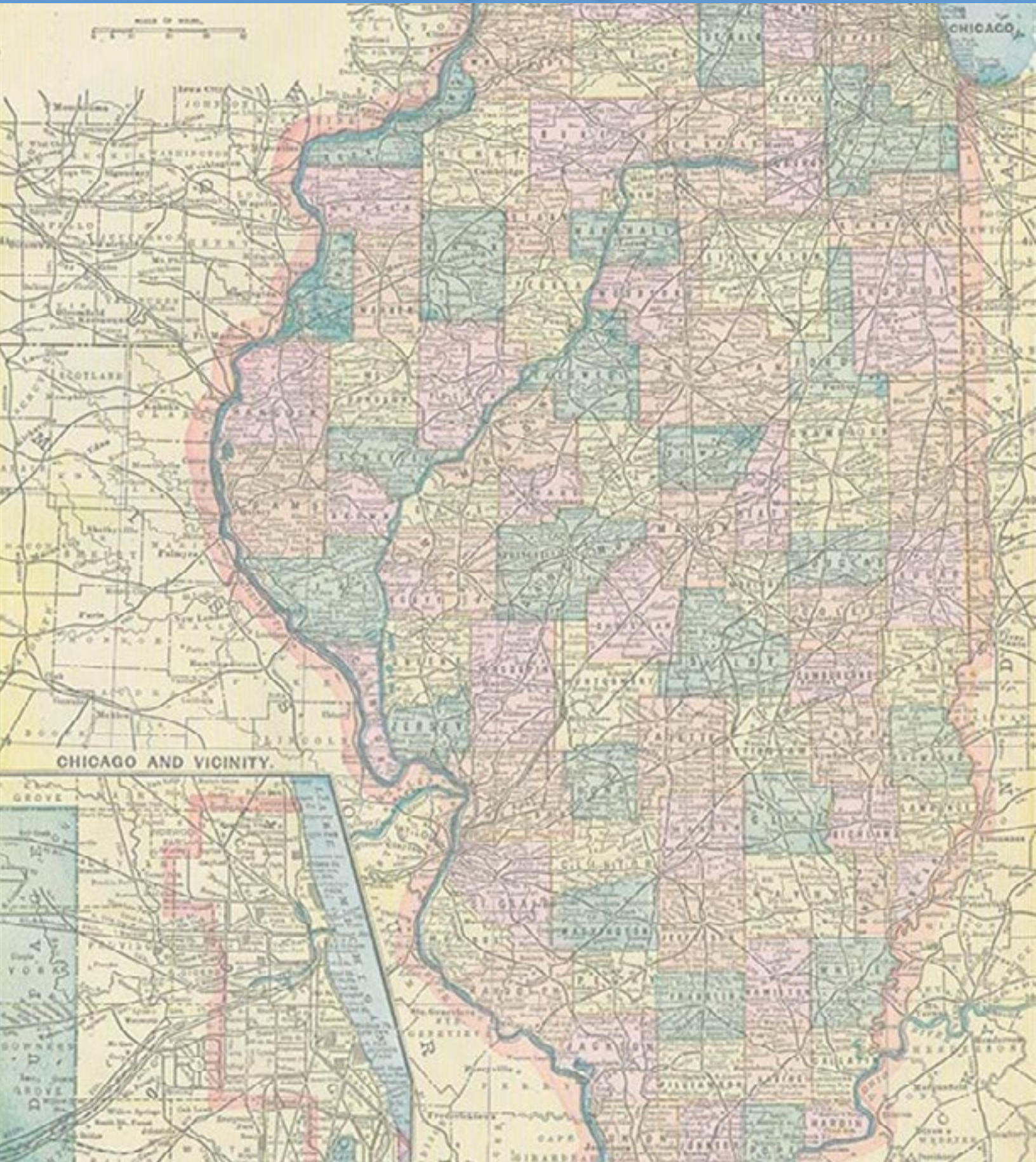
to their pre-pandemic levels. Within Leisure and Hospitality, Drinking Places (Bars) had the highest payroll figures in the history of the series.

Final Thoughts

The job market continues to reflect relative strength. Granted, the JOLTS data revealed that job openings declined in June to 6.6% in the U.S. but held at 6.9% in Illinois. The Bureau of Labor Statistics collects data on Job Openings and Labor Turnover (JOLTS) each month. The job openings rate is highly regarded as an indicator of labor demand. Nonetheless, the job openings rate remains above year ago levels (+0.3 percentage points in the U.S. and +0.8 percentage points in Illinois). (JOLTS data are reported with a longer lag than other labor market indicators.) Unemployment insurance claims stabilized in recent months and started to turn slightly upward in June and July in Illinois and the U.S. but nonetheless remain at historically low levels. The pace at which nonfarm payrolls grow in the next 12 months may slow down from the pace we saw in the prior 12 months. This is typical in later stages of a recovery. That said, national payroll data did not moderate in July, however, rising faster than in the prior four months. But the year is long, and conditions can easily change. It is best to monitor key indicators monthly to assess current economic conditions.



Section 3: Economic Development Region Profiles



Economic Development Region 1 Central

Cass, Christian, Greene, Logan, Macon, Macoupin, Menard, Montgomery, Morgan, Sangamon, Scott, Shelby
[Demographic Detail for EDR 1](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Central Region includes the state's capital Springfield in Sangamon County as well as Decatur, the second MSA in this region. One would expect State Government to be a significant source of nonfarm payroll jobs – and it is. But this region is not just about government, with Manufacturing (10.8%) and Educational and Health Services (17.2%) accounting for a larger share of nonfarm jobs than the state average. Industry shares and employment are detailed in Exhibit 1A.

Exhibit 1A: Central Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 1: Central <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	227,105	198,699	213,753	219,859	-28,406	15,054	6,106	-3.2%
Total Private	79.3%	180,736	155,001	168,828	174,350	-25,735	13,827	5,522	-3.5%
GOODS PRODUCING	15.4%	33,371	30,960	32,590	33,787	-2,411	1,630	1,197	1.2%
Natural Resources and Mining	0.2%	541	431	396	392	-110	-35	-4	-27.5%
Construction	4.4%	8,651	7,610	8,940	9,720	-1,041	1,330	780	12.4%
Manufacturing	10.8%	24,179	22,919	23,254	23,675	-1,260	335	421	-2.1%
Durables	4.9%	11,431	10,402	10,573	10,721	-1,029	171	148	-6.2%
Nondurables	5.9%	12,748	12,517	12,681	12,954	-231	164	273	1.6%
SERVICE-PROVIDING	84.6%	193,734	167,739	181,163	186,072	-25,995	13,424	4,909	-4.0%
Trade, Transportation, and Utilities	18.4%	41,139	36,654	40,427	40,561	-4,485	3,773	134	-1.4%
Wholesale trade	3.6%	8,511	7,990	8,054	7,940	-521	64	-114	-6.7%
Retail Trade	11.1%	24,134	20,302	23,978	24,343	-3,832	3,676	365	0.9%
Transportation, Warehousing, and Utilities	3.8%	8,494	8,362	8,395	8,278	-132	33	-117	-2.5%
Information	1.7%	3,204	2,563	2,991	3,770	-641	428	779	17.7%
Financial Activities	4.8%	11,590	11,023	11,042	10,528	-567	19	-514	-9.2%
Professional and Business Services	7.9%	16,672	13,790	16,713	17,286	-2,882	2,923	573	3.7%
Educational and Health Services	17.2%	41,656	38,308	36,674	37,885	-3,348	-1,634	1,211	-9.1%
Leisure and Hospitality	9.0%	22,170	12,498	18,113	19,875	-9,672	5,615	1,762	-10.4%
Other Services	4.8%	10,934	9,205	10,278	10,658	-1,729	1,073	380	-2.5%
Government	20.7%	46,369	43,698	44,925	45,509	-2,671	1,227	584	-1.9%
Federal Government	1.2%	2,704	2,713	2,696	2,688	9	-17	-8	-0.6%
State Government	8.4%	18,305	18,058	18,170	18,418	-247	112	248	0.6%
Local Government	11.1%	25,360	22,927	24,059	24,403	-2433	1132	344	-3.8%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 1B. Total average wages for this region were below the total statewide averages in each quarter. Over-the-year wage increases did not match the statewide average, posting smaller over-the-year gains in the first, third and fourth quarters. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes. Average weekly wage increases in the Goods-Producing sector (which encompasses Manufacturing, Construction, and Mining) were higher than the average in the first two quarters of the year while Services-Providing wages (which includes Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services and Government) jumped in the second and third quarters of the year.

Exhibit 1B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 1: Central	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 1,066	4.5%	\$ 1,033	4.8%	\$ 1,069	5.9%	\$ 1,132	1.8%
Private Sector	\$ 1,006	5.0%	\$ 962	7.5%	\$ 1,002	8.7%	\$ 1,089	2.6%
Goods-Producing	\$ 1,516	10.9%	\$ 1,264	9.4%	\$ 1,222	2.4%	\$ 1,373	2.3%
Service-Providing	\$ 873	1.9%	\$ 882	7.3%	\$ 943	11.2%	\$ 1,017	3.0%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Menard and Sangamon Counties require the highest living wages while Cass, Greene, Morgan, Scott and Shelby require the lowest living wages. For a single working adult without any dependents, this ranges from \$15.16 to \$15.93/hour. The median hourly wage for all occupations in this region is \$20.00 but ranges across the Occupational Groupings from a low of \$12.12 for Food Prep and Serving Related Occupations to a high of \$46.60 for Management Occupations. Exhibit 1C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 1C: Occupational Wages, 2021, Economic Development Region 1

EDR 1: Central							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.98	\$27,010	\$20.00	\$41,585	\$33.50	\$69,689
11-0000	Management Occupations	\$24.09	\$50,111	\$46.60	\$96,927	\$63.48	\$132,037
13-0000	Business and Financial Operations Occupations	\$22.49	\$46,772	\$36.47	\$75,837	\$46.79	\$97,322
15-0000	Computer and Mathematical Occupations	\$24.96	\$51,906	\$39.94	\$83,070	\$50.02	\$104,039
17-0000	Architecture and Engineering Occupations	\$27.56	\$57,317	\$39.04	\$81,198	\$48.24	\$100,336
19-0000	Life, Physical, and Social Science Occupations	\$22.20	\$46,179	\$35.64	\$74,138	\$43.99	\$91,499
21-0000	Community and Social Service Occupations	\$15.18	\$31,573	\$23.52	\$48,905	\$29.82	\$62,022
23-0000	Legal Occupations	\$20.31	\$42,240	\$31.98	\$66,530	\$53.96	\$112,250
25-0000	Educational Instruction and Library Occupations	\$13.28	\$27,620	\$23.57	\$49,016	\$29.33	\$61,013
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$13.19	\$27,435	\$19.50	\$40,558	\$29.90	\$62,179
29-0000	Healthcare Practitioners and Technical Occupations	\$19.58	\$40,736	\$31.08	\$64,639	\$56.70	\$117,936
31-0000	Healthcare Support Occupations	\$12.76	\$26,536	\$14.89	\$30,975	\$17.66	\$36,735
33-0000	Protective Service Occupations	\$17.88	\$37,177	\$31.22	\$64,952	\$38.24	\$79,544
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$12.12	\$25,214	\$14.80	\$30,786
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$12.26	\$25,497	\$15.11	\$31,431	\$19.28	\$40,119
39-0000	Personal Care and Service Occupations	\$11.82	\$24,598	\$14.41	\$29,990	\$19.44	\$40,453
41-0000	Sales and Related Occupations	\$11.58	\$24,094	\$14.24	\$29,625	\$22.82	\$47,474
43-0000	Office and Administrative Support Occupations	\$13.43	\$27,936	\$18.74	\$38,977	\$24.24	\$50,429
45-0000	Farming, Fishing, and Forestry Occupations	\$13.61	\$28,308	\$18.39	\$38,239	\$23.08	\$48,002
47-0000	Construction and Extraction Occupations	\$18.20	\$37,869	\$29.86	\$62,120	\$36.69	\$76,320
49-0000	Installation, Maintenance, and Repair Occupations	\$15.89	\$33,064	\$23.86	\$49,634	\$31.63	\$65,790
51-0000	Production Occupations	\$14.23	\$29,602	\$19.05	\$39,623	\$24.76	\$51,511
53-0000	Transportation and Material Moving Occupations	\$12.95	\$26,927	\$18.36	\$38,189	\$24.30	\$50,556

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 1D shows the occupations with the highest job postings in the Central Region (EDR 1) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in a given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For instance, all of these occupations were also posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Master's degree. Several occupations only require a high school diploma. Online job postings usually don't include any wages in the ads. The wage figures in Exhibit 1D come from the BLS Occupational Employment and Wage Statistics for the local EDR which is posted on the IDES website. Several of the posted jobs have entry wages that can be considered living wages although more than a handful had entry wages below \$15.16 - \$15.93. Four of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 1D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
29-1141	Registered Nurses	\$27.60	\$57,411	\$37.23	\$77,436	\$39.80	\$82,789	Bachelor's
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.58	\$36,562	\$24.04	\$50,006	\$28.24	\$58,743	Post Secondary Nondegree Award/Short OJT
41-2031	Retail Salespersons	\$11.55	\$24,035	\$13.64	\$28,360	\$17.41	\$36,214	No formal education/Short OJT
11-9199	Managers, All Other	\$27.18	\$56,525	\$48.50	\$100,882	\$60.77	\$126,390	Bachelor's
41-4012	Sales Representatives, Wholesale and Manufacturing, Excep	\$16.36	\$34,042	\$29.86	\$62,114	\$38.59	\$80,273	Bachelor's
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.16	\$29,440	\$18.92	\$39,354	\$24.47	\$50,901	High School Diploma/less than 5 Yrs Exp
43-4051	Customer Service Representatives	\$13.40	\$27,858	\$18.25	\$37,948	\$21.98	\$45,729	High School Diploma/less than 5 Yrs Exp
11-9111	Medical and Health Services Managers	\$32.23	\$67,051	\$47.06	\$97,888	\$62.21	\$129,394	Bachelor's/less than 5 Yrs Exp
49-9071	Maintenance and Repair Workers, General	\$14.90	\$30,987	\$23.17	\$48,192	\$27.47	\$57,147	High School Diploma/Moderate OJT
31-1131	Nursing Assistants	\$13.57	\$28,226	\$15.04	\$31,297	\$16.67	\$34,691	Post Secondary Nondegree Award
29-2021	Licensed Practical and Licensed Vocational Nurses	\$21.15	\$43,996	\$23.41	\$48,690	\$25.93	\$53,926	Post Secondary Nondegree Award
43-6014	Secretaries and Administrative Assistants, Except Legal, Med	\$13.27	\$27,605	\$18.19	\$37,847	\$21.85	\$45,444	High School diploma/Short OJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.69	\$28,469	\$18.34	\$38,146	\$21.06	\$43,795	No formal education/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$12.12	\$25,214	\$14.80	\$30,786	No formal education/Short OJT
29-2099	Health Technologists and Technicians, All Other	\$15.47	\$32,169	\$21.97	\$45,700	\$29.53	\$61,420	Post Secondary Nondegree Award
11-9051	Food Service Managers	\$16.41	\$34,136	\$23.05	\$47,938	\$30.67	\$63,791	High School Diploma/less than 5 Yrs Exp
43-6013	Medical Secretaries and Administrative Assistants	\$15.21	\$31,627	\$18.19	\$37,847	\$19.79	\$41,167	High School Diploma/Moderate OJT
27-1026	Merchandise Displayers and Window Trimmers	\$13.46	\$28,001	\$15.04	\$31,294	\$18.69	\$38,869	High School diploma/Short OJT
37-2012	Maids and Housekeeping Cleaners	\$11.83	\$24,616	\$12.74	\$26,487	\$15.07	\$31,345	No formal education/Short OJT
29-1127	Speech-Language Pathologists	\$24.35	\$50,640	\$31.06	\$64,603	\$41.81	\$86,967	Master's/Internship

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis

Economic Development Region 2 East Central

Champaign, Douglas, Ford, Iroquois, Piatt, Vermillion

[Demographic Detail for EDR 2](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The East Central Region is home to two MSAs: Champaign-Urbana and Danville. It includes the state's largest university. Consequently, it is not surprising that State Government is a significant source of nonfarm payroll jobs – nearly 19%. But this region also holds a larger share of Manufacturing payrolls (10%) than the state average; a slightly greater portion of Leisure and Hospitality jobs (9.6%); and a greater share of both Federal (1.8%) and Local Government (10.6%) employment than the statewide average. Industry shares and employment are detailed in Exhibit 2A.

Exhibit 2A: East Central Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 2: East Central <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	160,506	145,503	155,800	157,825	-15,003	10,297	2,025	-1.7%
Total Private	69.0%	110,172	96,369	106,652	108,875	-13,803	10,283	2,223	-1.2%
GOODS PRODUCING	13.2%	21,003	19,198	20,709	20,795	-1,805	1,511	86	-1.0%
Natural Resources and Mining	0.0%	52	53	50	64	1	-3	14	23.1%
Construction	3.3%	4,989	4,698	5,257	5,193	-291	559	-64	4.1%
Manufacturing	9.8%	15,962	14,447	15,402	15,538	-1,515	955	136	-2.7%
Durables	5.2%	8,573	7,165	8,112	8,139	-1,408	947	27	-5.1%
Nondurables	4.7%	7,389	7,282	7,290	7,399	-107	8	109	0.1%
SERVICE-PROVIDING	86.8%	139,503	126,305	135,091	137,030	-13,198	8,786	1,939	-1.8%
Trade, Transportation, and Utilities	16.5%	27,376	24,595	25,723	26,013	-2,781	1,128	290	-5.0%
Wholesale trade	3.8%	6,455	6,187	5,952	5,998	-268	-235	46	-7.1%
Retail Trade	9.0%	15,149	12,715	14,124	14,283	-2,434	1,409	159	-5.7%
Transportation, Warehousing, and Utilities	3.6%	5,772	5,693	5,647	5,732	-79	-46	85	-0.7%
Information	1.5%	2,380	2,236	2,417	2,311	-144	181	-106	-2.9%
Financial Activities	3.9%	6,609	6,307	6,137	6,115	-302	-170	-22	-7.5%
Professional and Business Services	6.8%	11,189	9,609	10,429	10,766	-1,580	820	337	-3.8%
Educational and Health Services	14.4%	20,766	20,405	22,654	22,773	-361	2,249	119	9.7%
Leisure and Hospitality	9.6%	15,953	9,659	13,688	15,149	-6,294	4,029	1,461	-5.0%
Other Services	3.1%	4,896	4,360	4,895	4,953	-536	535	58	1.2%
Government	31.0%	50,334	49,134	49,148	48,950	-1,200	14	-198	-2.7%
Federal Government	1.8%	2,910	2,828	2,995	2,883	-82	167	-112	-0.9%
State Government	18.6%	30,152	30,148	30,179	29,370	-4	31	-809	-2.6%
Local Government	10.6%	17,272	16,158	15,974	16,697	-1,114	-184	723	-3.3%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 2B. Total average wages in this region were generally below the statewide averages in each quarter. In the first three quarters of the year, the over-the-year average weekly wage increases were similar to the state, but gains were much smaller in the East Central Region in the fourth quarter. Over-the-year average weekly wage gains were generally higher in Service-Providing industries which include Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services and Government. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 2B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 2: East Central	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 969	6.7%	\$ 990	4.2%	\$ 1,009	5.8%	\$ 1,072	2.8%
Private Sector	\$ 926	6.6%	\$ 941	7.8%	\$ 954	7.4%	\$ 1,052	3.8%
Goods-Producing	\$ 1,094	4.8%	\$ 1,089	7.1%	\$ 1,139	5.2%	\$ 1,254	2.0%
Service-Providing	\$ 883	7.1%	\$ 902	8.1%	\$ 906	8.2%	\$ 1,000	4.7%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Champaign, Ford and Piatt Counties require the highest living wages while Iroquois requires the lowest living wages. For a single working adult without any dependents, this ranges from \$15.56 to \$17.15/hour. The median hourly wage for all occupations in this region is \$20.96 but ranges across the Occupational Groupings from a low of \$12.33 for Food Prep and Serving Related Occupations to a high of \$46.12 for Management Occupations. Exhibit 2C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 2C: Occupational Wages, 2021, Economic Development Region 2

EDR 2: East Central							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$13.13	\$27,309	\$20.96	\$43,607	\$34.52	\$71,794
11-0000	Management Occupations	\$24.80	\$51,579	\$46.12	\$95,932	\$63.06	\$131,169
13-0000	Business and Financial Operations Occupations	\$20.19	\$41,994	\$30.85	\$64,176	\$40.83	\$84,935
15-0000	Computer and Mathematical Occupations	\$24.51	\$50,987	\$36.98	\$76,936	\$44.55	\$92,667
17-0000	Architecture and Engineering Occupations	\$25.28	\$52,578	\$38.32	\$79,704	\$46.82	\$97,379
19-0000	Life, Physical, and Social Science Occupations	\$20.82	\$43,321	\$30.77	\$64,006	\$40.30	\$83,818
21-0000	Community and Social Service Occupations	\$16.28	\$33,858	\$24.22	\$50,374	\$29.61	\$61,591
23-0000	Legal Occupations	\$21.01	\$43,693	\$37.77	\$78,560	\$61.80	\$128,538
25-0000	Educational Instruction and Library Occupations	\$15.65	\$32,555	\$24.97	\$51,937	\$41.37	\$86,046
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$14.13	\$29,387	\$23.73	\$49,358	\$34.09	\$70,927
29-0000	Healthcare Practitioners and Technical Occupations	\$22.25	\$46,277	\$36.59	\$76,111	\$67.13	\$139,630
31-0000	Healthcare Support Occupations	\$13.19	\$27,439	\$15.31	\$31,850	\$18.69	\$38,871
33-0000	Protective Service Occupations	\$16.80	\$34,936	\$31.10	\$64,673	\$37.03	\$77,036
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.33	\$25,654	\$15.18	\$31,568
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$12.28	\$25,537	\$15.22	\$31,654	\$18.73	\$38,950
39-0000	Personal Care and Service Occupations	\$11.88	\$24,701	\$14.72	\$30,613	\$20.40	\$42,440
41-0000	Sales and Related Occupations	\$11.61	\$24,158	\$14.20	\$29,534	\$22.31	\$46,405
43-0000	Office and Administrative Support Occupations	\$13.71	\$28,510	\$18.88	\$39,270	\$24.60	\$51,155
45-0000	Farming, Fishing, and Forestry Occupations	\$13.85	\$28,811	\$18.04	\$37,517	\$23.93	\$49,763
47-0000	Construction and Extraction Occupations	\$18.70	\$38,892	\$30.50	\$63,451	\$38.55	\$80,186
49-0000	Installation, Maintenance, and Repair Occupations	\$15.41	\$32,040	\$23.86	\$49,634	\$29.45	\$61,242
51-0000	Production Occupations	\$13.56	\$28,205	\$18.19	\$37,827	\$22.55	\$46,912
53-0000	Transportation and Material Moving Occupations	\$13.17	\$27,398	\$18.40	\$38,278	\$23.58	\$49,043

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 2D shows the occupations with the highest job postings in the East Central Region (EDR 2) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in a given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For instance, 11 of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Doctoral or Professional degree. Several occupations in this region require a Bachelor's degree. Online job postings usually don't include wages in the ads. The wage figures in Exhibit 2D come from the BLS Occupational Employment and Wage Statistics for the local EDR which is posted on the IDES website. Several of the posted jobs have entry wages that can be considered living wages although more than a handful had entry wages below \$15.56 - \$17.15. Four of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 2D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
11-9033	Education Administrators, Postsecondary	\$30.59	\$63,610	\$38.21	\$79,464	\$59.34	\$123,430	Master's/less than 5 Yrs Exp
25-2031	Secondary School Teachers, Except Special and Career/Techn	N/A	\$43,302	N/A	\$62,233	N/A	\$69,712	Doctoral or Professional
41-2031	Retail Salespersons	\$11.58	\$24,092	\$13.74	\$28,575	\$16.75	\$34,844	No formal education/Short OJT
31-1120	Home Health and Personal Care Aides	\$12.42	\$25,827	\$13.87	\$28,846	\$15.27	\$31,760	High school diploma/Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.49	\$30,147	\$18.92	\$39,354	\$24.67	\$51,303	High School Diploma/less than 5 Yrs Exp
13-1071	Human Resources Specialists	\$19.83	\$41,253	\$29.75	\$61,880	\$34.33	\$71,421	Bachelor's
43-6014	Secretaries and Administrative Assistants, Except Legal, Medic	\$13.44	\$27,958	\$18.37	\$38,203	\$21.84	\$45,422	High School diploma/Short OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except T	\$16.88	\$35,125	\$30.00	\$62,393	\$39.62	\$82,426	Bachelor's
27-1026	Merchandise Displayers and Window Trimmers	\$13.64	\$28,374	\$15.04	\$31,294	\$18.63	\$38,751	High School diploma/Short OJT
49-9071	Maintenance and Repair Workers, General	\$14.48	\$30,116	\$23.37	\$48,620	\$25.90	\$53,875	High School Diploma/Moderate OJT
29-1141	Registered Nurses	\$27.93	\$58,096	\$36.65	\$76,245	\$41.25	\$85,803	Bachelor's
11-9199	Managers, All Other	\$28.39	\$59,063	\$48.09	\$100,020	\$62.26	\$129,508	Bachelor's
11-9111	Medical and Health Services Managers	\$35.68	\$74,227	\$49.04	\$101,991	\$73.26	\$152,382	Bachelor's/less than 5 Yrs Exp
15-2031	Operations Research Analysts	\$27.53	\$57,249	\$38.56	\$80,198	\$49.38	\$102,706	Bachelor's
21-1012	Educational, Guidance, and Career Counselors and Advisors	\$20.07	\$41,737	\$24.69	\$51,344	\$29.32	\$60,989	Master's
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.33	\$25,654	\$15.18	\$31,568	No formal education/Short OJT
27-2022	Coaches and Scouts	N/A	\$23,844	N/A	\$46,406	N/A	\$94,129	Bachelor's
15-1252	Software Developers	\$29.65	\$61,682	\$40.04	\$83,277	\$51.57	\$107,275	Bachelor's
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$17.07	\$35,512	\$23.52	\$48,920	\$39.24	\$81,617	Bachelor's
11-9051	Food Service Managers	\$15.97	\$33,213	\$22.95	\$47,737	\$30.48	\$63,409	High School Diploma/less than 5 Yrs Exp

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis.

Economic Development Region 3 North Central

DeWitt, Fulton, Livingston, McLean, Marshall, Mason, Peoria, Stark, Tazewell, Woodford

[Demographic Detail for EDR 3](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The North Central Region is home to two Metro areas: Peoria and Bloomington. This region also holds a larger share of Manufacturing (10.1%) than the state average; a greater share of Financial Activities jobs (9.7%); and a greater share of Leisure and Hospitality (9.9%) employment than the statewide average. Industry shares and employment are detailed in Exhibit 3A.

Exhibit 3A: North Central Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 3: North Central <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	291,318	255,652	275,039	283,156	-35,666	19,387	8,117	-2.8%
Total Private	84.7%	246,696	213,871	233,507	239,935	-32,825	19,636	6,428	-2.7%
GOODS PRODUCING	14.3%	41,244	37,756	38,604	40,550	-3,488	848	1,946	-1.7%
Natural Resources and Mining	0.0%	132	119	120	138	-13	1	18	4.5%
Construction	4.2%	11,210	9,963	11,810	11,928	-1,247	1,847	118	6.4%
Manufacturing	10.1%	29,902	27,674	26,674	28,484	-2,228	-1,000	1,810	-4.7%
Durables	7.7%	23,424	21,773	20,622	21,889	-1,651	-1,151	1,267	-6.6%
Nondurables	2.3%	6,478	5,901	6,052	6,595	-577	151	543	1.8%
SERVICE-PROVIDING	85.7%	250,074	217,896	236,435	242,606	-32,178	18,539	6,171	-3.0%
Trade, Transportation, and Utilities	17.6%	50,916	45,016	49,271	49,773	-5,900	4,255	502	-2.2%
Wholesale trade	3.4%	10,173	9,203	9,391	9,698	-970	188	307	-4.7%
Retail Trade	10.4%	29,454	25,323	29,443	29,541	-4,131	4,120	98	0.3%
Transportation, Warehousing, and Utilities	3.7%	11,289	10,490	10,437	10,534	-799	-53	97	-6.7%
Information	0.8%	3,325	2,713	2,254	2,162	-612	-459	-92	-35.0%
Financial Activities	9.7%	28,696	28,305	28,437	27,463	-391	132	-974	-4.3%
Professional and Business Services	12.3%	33,372	30,245	31,910	34,718	-3,127	1,665	2,808	4.0%
Educational and Health Services	16.0%	45,798	42,232	45,812	45,281	-3,566	3,580	-531	-1.1%
Leisure and Hospitality	9.9%	31,030	17,524	25,519	28,110	-13,506	7,995	2,591	-9.4%
Other Services	4.2%	12,315	10,080	11,700	11,878	-2,235	1,620	178	-3.5%
Government	15.3%	44,622	41,781	41,532	43,221	-2,841	-249	1,689	-3.1%
Federal Government	0.9%	2,860	2,757	2,732	2,683	-103	-25	-49	-6.2%
State Government	3.8%	10,702	10,602	9,797	10,872	-100	-805	1,075	1.6%
Local Government	10.5%	31,060	28,422	29,003	29,666	-2638	581	663	-4.5%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 3B. Total average wages in this region were generally below the statewide averages in each quarter. The North Central Region was the only one of the 10 EDRs to post an over-the-year decline in the AWW in the first quarter of 2021. This was due to a sharp reduction in the average weekly wage in the Goods-Producing which encompasses Manufacturing, Construction and Mining. Wages in the Service-Providing industry sector rose more rapidly than average wages in this region. Service-providing industries include Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services and Government. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 3B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 3: North Central	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 1,148	-0.5%	\$ 1,056	4.6%	\$ 1,061	1.1%	\$ 1,187	0.8%
Private Sector	\$ 1,189	-1.3%	\$ 1,070	5.7%	\$ 1,088	1.4%	\$ 1,220	0.9%
Goods-Producing	\$ 1,612	-9.1%	\$ 1,460	5.9%	\$ 1,391	-7.2%	\$ 1,571	-8.5%
Service-Providing	\$ 1,099	1.4%	\$ 985	6.0%	\$ 1,021	4.5%	\$ 1,144	4.4%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Marshall, Peoria, Stark, Tazewell and Woodford Counties require the highest living wages while Livingston requires the lowest living wages. For a single working adult without any dependents, this ranges from \$15.19 to \$16.36/hour. The median hourly wage for all occupations in this region is \$21.33 but ranges across the Occupational Groupings from a low of \$12.06 for Food Prep and Serving Related Occupations to a high of \$48.38 for Management Occupations. Exhibit 3C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 3C: Occupational Wages, 2021, Economic Development Region 3

EDR 3: North Central							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.96	\$26,964	\$21.33	\$44,356	\$34.82	\$72,424
11-0000	Management Occupations	\$26.50	\$55,111	\$48.38	\$100,621	\$70.15	\$145,903
13-0000	Business and Financial Operations Occupations	\$20.98	\$43,622	\$31.68	\$65,879	\$44.93	\$93,460
15-0000	Computer and Mathematical Occupations	\$32.90	\$68,431	\$47.50	\$98,792	\$58.63	\$121,943
17-0000	Architecture and Engineering Occupations	\$29.00	\$60,322	\$47.30	\$98,387	\$55.26	\$114,933
19-0000	Life, Physical, and Social Science Occupations	\$20.90	\$43,453	\$35.33	\$73,490	\$47.31	\$98,408
21-0000	Community and Social Service Occupations	\$15.18	\$31,570	\$21.67	\$45,084	\$27.24	\$56,654
23-0000	Legal Occupations	\$21.17	\$44,021	\$38.09	\$79,241	\$64.43	\$134,017
25-0000	Educational Instruction and Library Occupations	\$13.44	\$27,953	\$23.50	\$48,867	\$31.09	\$64,671
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$13.43	\$27,923	\$21.12	\$43,942	\$30.79	\$64,042
29-0000	Healthcare Practitioners and Technical Occupations	\$19.57	\$40,696	\$29.86	\$62,095	\$48.23	\$100,298
31-0000	Healthcare Support Occupations	\$13.25	\$27,554	\$15.22	\$31,655	\$17.96	\$37,355
33-0000	Protective Service Occupations	\$15.39	\$32,030	\$26.66	\$55,457	\$34.74	\$72,273
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$12.06	\$25,078	\$14.78	\$30,733
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$12.26	\$25,489	\$14.76	\$30,719	\$18.20	\$37,852
39-0000	Personal Care and Service Occupations	\$11.76	\$24,451	\$13.58	\$28,255	\$18.59	\$38,679
41-0000	Sales and Related Occupations	\$11.55	\$24,034	\$14.27	\$29,690	\$23.41	\$48,679
43-0000	Office and Administrative Support Occupations	\$13.33	\$27,729	\$18.47	\$38,402	\$23.57	\$49,006
45-0000	Farming, Fishing, and Forestry Occupations	\$12.88	\$26,780	\$17.82	\$37,054	\$21.59	\$44,891
47-0000	Construction and Extraction Occupations	\$18.67	\$38,825	\$30.24	\$62,915	\$38.05	\$79,152
49-0000	Installation, Maintenance, and Repair Occupations	\$15.44	\$32,102	\$23.39	\$48,655	\$30.66	\$63,763
51-0000	Production Occupations	\$14.50	\$30,162	\$18.97	\$39,455	\$24.48	\$50,925
53-0000	Transportation and Material Moving Occupations	\$12.48	\$25,959	\$17.36	\$36,109	\$22.69	\$47,192

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 3D shows the occupations with the highest job postings in the North Central Region (EDR 3) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in a given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For instance, 16 of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Bachelor's degree. Several occupations in this region require no formal education or high school diploma. Online job postings usually don't include wages. The wage figures in Exhibit 3D come from the BLS Occupational Employment and Wage Statistics for the local EDR which is available on the IDES website. Several of the posted jobs have entry wages that can be considered living wages although more than a handful had entry wages below \$15.19 - \$16.36. Four of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 3D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$18.03	\$37,503	\$24.73	\$51,443	\$29.80	\$61,980	Post Secondary Nondegree Award/Short OJT
29-1141	Registered Nurses	\$27.70	\$57,629	\$35.33	\$73,486	\$37.45	\$77,900	Bachelor's
15-1252	Software Developers	\$40.04	\$83,282	\$59.56	\$123,880	\$62.71	\$130,423	Bachelor's
41-2031	Retail Salespersons	\$11.52	\$23,955	\$13.54	\$28,168	\$17.06	\$35,479	No formal education/Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.17	\$29,461	\$18.74	\$38,977	\$24.87	\$51,736	High School Diploma/less than 5 Yrs Exp
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$16.75	\$34,843	\$28.79	\$59,887	\$38.22	\$79,496	Bachelor's
11-9199	Managers, All Other	\$29.41	\$61,181	\$49.22	\$102,381	\$67.62	\$140,637	Bachelor's
43-4051	Customer Service Representatives	\$13.26	\$27,581	\$17.40	\$36,193	\$21.03	\$43,744	High School Diploma/less than 5 Yrs Exp
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$12.21	\$25,389	\$14.53	\$30,220	\$17.22	\$35,801	No formal education/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$12.06	\$25,078	\$14.78	\$30,733	No formal education/Short OJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$12.51	\$26,029	\$15.30	\$31,826	\$19.09	\$39,723	No formal education/Short OJT
49-9071	Maintenance and Repair Workers, General	\$13.88	\$28,855	\$21.14	\$43,973	\$25.74	\$53,529	High School Diploma/Moderate OJT
11-9111	Medical and Health Services Managers	\$33.22	\$69,108	\$47.00	\$97,764	\$66.50	\$138,331	Bachelor's/less than 5 Yrs Exp
31-1131	Nursing Assistants	\$13.94	\$29,001	\$15.20	\$31,612	\$16.55	\$34,411	Post Secondary Nondegree Award
11-1021	General and Operations Managers	\$22.16	\$46,093	\$39.36	\$81,875	\$65.80	\$136,872	Bachelor's/less than 5 Yrs Exp
11-2022	Sales Managers	\$30.36	\$63,156	\$56.64	\$117,812	\$75.08	\$156,163	Bachelor's/less than 5 Yrs Exp
29-2061	Licensed Practical and Licensed Vocational Nurses	\$21.36	\$44,435	\$23.69	\$49,272	\$27.09	\$56,359	Post Secondary Nondegree Award
15-1232	Computer User Support Specialists	\$15.80	\$32,860	\$23.69	\$49,276	\$29.77	\$61,927	Some college, no degree
27-1026	Merchandise Displayers and Window Trimmers	\$13.41	\$27,873	\$16.70	\$34,743	\$18.75	\$39,003	High School diploma/Short OJT
11-9051	Food Service Managers	\$16.57	\$34,454	\$23.24	\$48,341	\$31.15	\$64,789	High School Diploma/less than 5 Yrs Exp

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis.

Economic Development Region 4 Northeast

Cook, DeKalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry, Will

[Demographic Detail for EDR 4](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Northeast Region is home to three Metro Divisions: Chicago-Naperville-Arlington Heights; Elgin; and Lake-Kenosha, IL-WI and a Metropolitan Statistical Area (MSA), Kankakee. This region comprises approximately 70% of the state's jobs. The industries with the greatest share of jobs (relative to the state's average) include: Financial Activities jobs (7%) and Professional and Business Services (18.6%). It roughly matches the state's average for Trade, Transportation and Utilities; Educational and Healthcare Services; and Leisure and Hospitality payrolls. Industry shares and employment are detailed in Exhibit 4A.

Exhibit 4A: Northeast Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 4: Northeast <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	4,433,258	3,846,929	4,178,001	4,359,507	-586,329	331,072	181,506	-1.7%
Total Private	88.6%	3,921,424	3,358,918	3,695,764	3,861,907	-562,506	336,846	166,143	-1.5%
GOODS PRODUCING	12.2%	542,607	488,924	522,163	531,968	-53,683	33,239	9,805	-2.0%
Natural Resources and Mining	0.0%	1,743	1,649	1,553	1,648	-94	-96	95	-5.5%
Construction	3.6%	159,902	138,806	155,700	156,973	-21,096	16,894	1,273	-1.8%
Manufacturing	8.6%	380,962	348,469	364,910	373,346	-32,493	16,441	8,436	-2.0%
Durables	4.4%	207,125	186,052	192,632	193,122	-21,073	6,580	490	-6.8%
Nondurables	4.1%	173,837	162,417	172,278	180,224	-11,420	9,861	7,946	3.7%
SERVICE-PROVIDING	87.8%	3,890,651	3,358,005	3,655,838	3,827,539	-532,646	297,833	171,701	-1.6%
Trade, Transportation, and Utilities	20.3%	875,500	775,128	849,619	885,426	-100,372	74,491	35,807	1.1%
Wholesale trade	5.2%	234,149	218,984	222,855	226,859	-15,165	3,871	4,004	-3.1%
Retail Trade	9.3%	407,894	331,726	393,233	405,233	-76,168	61,507	12,000	-0.7%
Transportation, Warehousing, and Utilities	5.8%	233,457	224,419	233,531	253,334	-9,038	9,112	19,803	8.5%
Information	1.7%	76,369	71,341	71,117	75,994	-5,028	-224	4,877	-0.5%
Financial Activities	7.0%	306,716	301,908	304,232	303,822	-4,808	2,324	-410	-0.9%
Professional and Business Services	18.6%	799,645	723,347	775,778	809,356	-76,298	52,431	33,578	1.2%
Educational and Health Services	15.6%	687,274	622,116	669,446	680,400	-65,158	47,330	10,954	-1.0%
Leisure and Hospitality	9.2%	451,375	231,020	336,212	401,485	-220,355	105,192	65,273	-11.1%
Other Services	4.0%	181,939	145,133	167,196	173,457	-36,806	22,063	6,261	-4.7%
Government	11.4%	511,834	488,011	482,238	497,600	-23,823	-5,773	15,362	-2.8%
Federal Government	1.2%	52,067	52,530	53,276	52,534	463	746	-742	0.9%
State Government	1.2%	54,600	53,842	52,295	53,063	-758	-1,547	768	-2.8%
Local Government	9.0%	405,167	381,639	376,667	392,003	-23528	-4972	15336	-3.2%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 4B. Total average wages in this region, which includes the Chicagoland area, were generally above the statewide averages in each quarter. Over-the-year increases were smaller than the statewide increase in one of the four quarters. In the first, second and third quarters of 2021, average wages in the Service-Providing industries rose more rapidly than the total. Average weekly wages in the Goods-Producing sector jumped in the fourth quarter. Goods-producing industries include Mining, Manufacturing and Construction. Service-providing industries include Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services, and Government. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 4B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 4: Northeast	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 1,498	5.8%	\$ 1,330	4.3%	\$ 1,347	7.0%	\$ 1,578	6.4%
Private Sector	\$ 1,530	5.7%	\$ 1,325	5.3%	\$ 1,369	7.2%	\$ 1,599	6.8%
Goods-Producing	\$ 1,637	1.5%	\$ 1,461	6.1%	\$ 1,522	5.5%	\$ 1,858	10.2%
Service-Providing	\$ 1,511	6.5%	\$ 1,301	5.2%	\$ 1,343	7.6%	\$ 1,556	6.2%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Cook, DuPage, Kane, Lake, McHenry and Will Counties require the highest living wages while Kankakee requires the lowest living wages. For a single working adult without any dependents, this ranges from \$16.43 to \$19.29/hour. The median hourly wage for all occupations in this region is \$23.71 but ranges across the Occupational Groupings from a low of \$14.24 for Food Prep and Serving Related Occupations to a high of \$59.14 for Management Occupations. Exhibit 4C reveals that seven additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 4C: Occupational Wages, 2021, Economic Development Region 4

EDR 4: Northeast							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$14.44	\$30,029	\$23.71	\$49,330	\$39.68	\$82,541
11-0000	Management Occupations	\$31.44	\$65,403	\$59.14	\$123,014	\$80.50	\$167,429
13-0000	Business and Financial Operations Occupations	\$24.03	\$49,971	\$38.76	\$80,624	\$53.08	\$110,393
15-0000	Computer and Mathematical Occupations	\$26.80	\$55,736	\$48.44	\$100,771	\$58.27	\$121,209
17-0000	Architecture and Engineering Occupations	\$28.60	\$59,505	\$39.97	\$83,131	\$53.33	\$110,936
19-0000	Life, Physical, and Social Science Occupations	\$22.89	\$47,610	\$38.12	\$79,290	\$52.07	\$108,302
21-0000	Community and Social Service Occupations	\$17.67	\$36,758	\$24.31	\$50,575	\$32.22	\$67,006
23-0000	Legal Occupations	\$24.74	\$51,448	\$49.00	\$101,920	\$78.70	\$163,704
25-0000	Educational Instruction and Library Occupations	\$16.16	\$33,623	\$29.95	\$62,294	\$39.24	\$81,622
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$15.82	\$32,905	\$24.79	\$51,556	\$38.51	\$80,106
29-0000	Healthcare Practitioners and Technical Occupations	\$22.86	\$47,549	\$38.66	\$80,410	\$55.20	\$114,802
31-0000	Healthcare Support Occupations	\$14.48	\$30,106	\$15.36	\$31,949	\$19.41	\$40,384
33-0000	Protective Service Occupations	\$15.40	\$32,034	\$25.49	\$53,010	\$39.93	\$83,074
35-0000	Food Preparation and Serving Related Occupations	\$11.95	\$24,851	\$14.24	\$29,631	\$16.75	\$34,846
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$13.70	\$28,488	\$15.78	\$32,826	\$20.27	\$42,164
39-0000	Personal Care and Service Occupations	\$12.44	\$25,880	\$15.32	\$31,855	\$22.58	\$46,963
41-0000	Sales and Related Occupations	\$12.97	\$26,984	\$16.87	\$35,104	\$29.96	\$62,301
43-0000	Office and Administrative Support Occupations	\$15.13	\$31,473	\$20.58	\$42,810	\$26.98	\$56,113
45-0000	Farming, Fishing, and Forestry Occupations	\$13.07	\$27,200	\$15.60	\$32,458	\$20.93	\$43,535
47-0000	Construction and Extraction Occupations	\$21.31	\$44,312	\$39.56	\$82,282	\$45.90	\$95,474
49-0000	Installation, Maintenance, and Repair Occupations	\$16.71	\$34,752	\$24.97	\$51,950	\$34.24	\$71,227
51-0000	Production Occupations	\$14.54	\$30,251	\$18.97	\$39,446	\$25.47	\$52,975
53-0000	Transportation and Material Moving Occupations	\$13.77	\$28,635	\$18.81	\$39,132	\$25.90	\$53,872

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 4D shows the occupations with the highest job postings in the Northeast Region (EDR 4) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in a given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. Indeed, most of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Bachelor's degree with years of experience. Most of the jobs in this month's postings in this region required some advanced education. Online job postings usually don't include wage data. The wage figures in Exhibit 4D come from the BLS Occupational Employment and Wage Statistics for the local EDR and is published on the IDES website. Several of the posted jobs have entry wages that can be considered living wages although a few had entry wages below \$16.43 - \$19.29. Four of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 4D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
15-1252	Software Developers	\$36.96	\$76,880	\$52.76	\$109,753	\$66.76	\$138,857	Bachelor's
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$19.81	\$41,204	\$29.05	\$60,434	\$33.11	\$68,852	Post Secondary Nondegree Award/Short OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$18.50	\$38,480	\$30.82	\$64,112	\$43.17	\$89,783	Bachelor's
29-1141	Registered Nurses	\$31.35	\$65,216	\$39.20	\$81,536	\$45.44	\$94,502	Bachelor's
11-9199	Managers, All Other	\$38.85	\$80,826	\$62.50	\$129,993	\$79.30	\$164,949	Bachelor's
11-2021	Marketing Managers	\$39.37	\$81,892	\$63.24	\$131,537	\$86.25	\$179,400	Bachelor's/5 Yrs Exp
41-2031	Retail Salespersons	\$12.70	\$26,409	\$14.55	\$30,267	\$18.44	\$38,346	No formal education/Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	\$16.03	\$33,349	\$22.80	\$47,436	\$28.24	\$58,730	High School Diploma/less than 5 Yrs Exp
11-9111	Medical and Health Services Managers	\$39.46	\$82,071	\$52.47	\$109,129	\$78.57	\$163,434	Bachelor's/less than 5 Yrs Exp
43-4051	Customer Service Representatives	\$14.54	\$30,255	\$18.90	\$39,315	\$24.42	\$50,791	High School Diploma/less than 5 Yrs Exp
11-2022	Sales Managers	\$38.43	\$79,946	\$65.21	\$135,633	\$89.71	\$186,591	Bachelor's/less than 5 Yrs Exp
11-1021	General and Operations Managers	\$27.21	\$56,591	\$50.58	\$105,204	\$80.21	\$166,834	Bachelor's/less than 5 Yrs Exp
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.40	\$27,867	\$15.37	\$31,956	\$20.01	\$41,622	No formal education/Short OJT
11-9051	Food Service Managers	\$19.20	\$39,918	\$26.88	\$55,909	\$34.63	\$72,025	High School Diploma/less than 5 Yrs Exp
13-1111	Management Analysts	\$33.02	\$68,668	\$50.54	\$105,131	\$69.37	\$144,288	Bachelor's/less than 5 Yrs Exp
31-1131	Nursing Assistants	\$14.87	\$30,936	\$18.63	\$38,762	\$19.09	\$39,710	Post Secondary Nondegree Award
13-1071	Human Resources Specialists	\$20.88	\$43,439	\$31.09	\$64,663	\$41.75	\$86,825	Bachelor's
35-0000	Food Preparation and Serving Related Occupations	\$11.95	\$24,851	\$14.24	\$29,631	\$16.75	\$34,846	No formal education/Short OJT
15-1241	Computer Network Architects	\$43.22	\$89,893	\$64.26	\$133,667	\$74.18	\$154,278	Bachelor's
11-3031	Financial Managers	\$42.92	\$89,271	\$64.52	\$134,192	\$90.20	\$187,611	Bachelor's/5 Yrs Exp

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information and Analysis.

Economic Development Region 5 Northern Stateline

Boone, Ogle, Stephenson, Winnebago

[Demographic Detail for EDR 5](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Northern Stateline Region is home to one Metro area: Rockford. This region also holds a larger share of Manufacturing jobs (19.4%) than any other region and twice the state average; other industry sectors that are larger than the state average includes Trade, Transportation and Utilities (20.8%) and Educational and Health Services (15.9%). Industry shares and employment are detailed in Exhibit 5A.

Exhibit 5A: Northern Stateline Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 5: Northern Stateline <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment					Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22		Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	184,707	157,231	169,149	176,077		-27,476	11,918	6,928	-4.7%
Total Private	88.3%	163,105	137,340	148,487	155,482		-25,765	11,147	6,995	-4.7%
GOODS PRODUCING	23.7%	46,262	40,103	39,284	41,787		-6,159	-819	2,503	-9.7%
Natural Resources and Mining	0.0%	53	41	47	61		-12	6	14	15.1%
Construction	4.3%	7,241	6,303	7,155	7,632		-938	852	477	5.4%
Manufacturing	19.4%	38,968	33,759	32,082	34,094		-5,209	-1,677	2,012	-12.5%
Durables	15.3%	31,161	27,196	25,254	26,978		-3,965	-1,942	1,724	-13.4%
Nondurables	4.0%	7,807	6,563	6,828	7,116		-1,244	265	288	-8.9%
SERVICE-PROVIDING	76.3%	138,445	117,128	129,865	134,290		-21,317	12,737	4,425	-3.0%
Trade, Transportation, and Utilities	20.8%	35,845	31,434	34,692	36,698		-4,411	3,258	2,006	2.4%
Wholesale trade	3.5%	6,634	6,108	6,064	6,182		-526	-44	118	-6.8%
Retail Trade	10.9%	19,029	15,946	18,247	19,203		-3,083	2,301	956	0.9%
Transportation, Warehousing, and Utilities	6.4%	10,182	9,380	10,381	11,313		-802	1,001	932	11.1%
Information	0.9%	1,979	1,355	1,385	1,602		-624	30	217	-19.1%
Financial Activities	3.8%	7,001	6,523	6,762	6,744		-478	239	-18	-3.7%
Professional and Business Services	8.7%	16,025	13,458	15,098	15,365		-2,567	1,640	267	-4.1%
Educational and Health Services	15.9%	28,751	26,815	27,910	27,998		-1,936	1,095	88	-2.6%
Leisure and Hospitality	8.9%	17,149	9,438	14,247	15,750		-7,711	4,809	1,503	-8.2%
Other Services	5.4%	10,093	8,214	9,109	9,538		-1,879	895	429	-5.5%
Government	11.7%	21,602	19,891	20,662	20,595		-1,711	771	-67	-4.7%
Federal Government	0.7%	1,143	1,164	1,133	1,149		21	-31	16	0.5%
State Government	0.7%	1,147	1,210	1,262	1,293		63	52	31	12.7%
Local Government	10.3%	19,312	17,517	18,267	18,153		-1795	750	-114	-6.0%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 5B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage increases were small in the first quarter of 2021 but picked up steam in subsequent quarters even faster than the statewide averages, but moderated again in the fourth quarter relative to the statewide average gain. Both Goods-Producing industries (Mining, Manufacturing, Construction) and Services-Providing industries (Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services and Government) posted larger-than-average gains in the middle quarters of the year. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 5B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 5: Northern Stateline	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 947	0.8%	\$ 948	5.2%	\$ 997	7.2%	\$ 1,102	5.3%
Private Sector	\$ 952	0.6%	\$ 946	6.0%	\$ 1,006	7.6%	\$ 1,107	5.0%
Goods-Producing	\$ 1,189	-0.9%	\$ 1,152	7.4%	\$ 1,217	7.1%	\$ 1,333	3.3%
Service-Providing	\$ 856	1.8%	\$ 864	6.4%	\$ 920	8.5%	\$ 1,017	6.6%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Ogle County requires the highest living wage while Stephenson requires the lowest living wage. For a single working adult without any dependents, this ranges from \$15.23 to \$15.68/hour. The median hourly wage for all occupations in this region is \$19.20 but ranges across the Occupational Groupings from a low of \$12.30 for Food Prep and Serving Related Occupations to a high of \$47.00 for Management Occupations. Exhibit 5C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 5C: Occupational Wages, 2021, Economic Development Region 5

EDR 5: Northern Stateline							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$13.12	\$27,298	\$19.20	\$39,934	\$31.96	\$66,479
11-0000	Management Occupations	\$24.75	\$51,466	\$47.00	\$97,765	\$64.52	\$134,204
13-0000	Business and Financial Operations Occupations	\$19.50	\$40,566	\$30.07	\$62,546	\$40.93	\$85,143
15-0000	Computer and Mathematical Occupations	\$22.07	\$45,906	\$36.85	\$76,651	\$46.37	\$96,447
17-0000	Architecture and Engineering Occupations	\$27.05	\$56,271	\$39.32	\$81,784	\$48.26	\$100,382
19-0000	Life, Physical, and Social Science Occupations	\$21.25	\$44,191	\$32.42	\$67,432	\$45.18	\$93,973
21-0000	Community and Social Service Occupations	\$15.45	\$32,134	\$23.21	\$48,269	\$28.59	\$59,478
23-0000	Legal Occupations	\$19.41	\$40,377	\$36.87	\$76,701	\$56.36	\$117,216
25-0000	Educational Instruction and Library Occupations	\$14.63	\$30,426	\$24.23	\$50,399	\$32.06	\$66,695
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$13.15	\$27,355	\$19.27	\$40,074	\$28.96	\$60,223
29-0000	Healthcare Practitioners and Technical Occupations	\$21.39	\$44,508	\$36.18	\$75,247	\$54.24	\$112,828
31-0000	Healthcare Support Occupations	\$13.40	\$27,870	\$15.17	\$31,561	\$18.28	\$38,032
33-0000	Protective Service Occupations	\$15.30	\$31,822	\$30.68	\$63,814	\$36.89	\$76,712
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.30	\$25,583	\$14.78	\$30,743
37-0000	Building and Grounds Cleaning and Maintenance Occupation	\$12.14	\$25,255	\$14.92	\$31,035	\$18.39	\$38,245
39-0000	Personal Care and Service Occupations	\$11.78	\$24,512	\$12.63	\$26,276	\$18.03	\$37,504
41-0000	Sales and Related Occupations	\$11.62	\$24,172	\$14.31	\$29,766	\$23.33	\$48,542
43-0000	Office and Administrative Support Occupations	\$13.51	\$28,104	\$18.64	\$38,778	\$24.54	\$51,050
45-0000	Farming, Fishing, and Forestry Occupations	\$12.60	\$26,204	\$16.73	\$34,782	\$20.98	\$43,632
47-0000	Construction and Extraction Occupations	\$19.46	\$40,487	\$31.57	\$65,675	\$40.01	\$83,240
49-0000	Installation, Maintenance, and Repair Occupations	\$15.92	\$33,109	\$23.67	\$49,236	\$32.44	\$67,488
51-0000	Production Occupations	\$14.91	\$31,017	\$19.35	\$40,260	\$26.31	\$54,722
53-0000	Transportation and Material Moving Occupations	\$13.18	\$27,411	\$17.37	\$36,140	\$22.05	\$45,854

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 5D lists the occupations with the highest job postings in the Northern Stateline Region (EDR 5) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For instance, 16 of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Bachelor's degree with years of experience. Most of the jobs in this month's postings in this region required at least a high school diploma/equivalent. Online job postings usually don't include wage data. The wage figures in Exhibit 5D come from the BLS Occupational Employment and Wage Statistics for the local EDR and can be found on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.23 - \$15.68. Five of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 5D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$18.07	\$37,584	\$24.51	\$50,984	\$29.77	\$61,907	Post Secondary Nondegree Award/Short OJT
29-1141	Registered Nurses	\$28.07	\$58,379	\$36.90	\$76,758	\$39.91	\$82,995	Bachelor's
41-2031	Retail Salespersons	\$11.58	\$24,102	\$13.82	\$28,753	\$17.20	\$35,765	No formal education/Short OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Excep	\$18.50	\$38,473	\$30.23	\$62,883	\$41.33	\$85,970	Bachelor's
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.14	\$29,409	\$18.99	\$39,492	\$25.13	\$52,280	High School Diploma/less than 5 Yrs Exp
11-9199	Managers, All Other	\$32.89	\$68,410	\$48.70	\$101,294	\$63.51	\$132,093	Bachelor's
43-4051	Customer Service Representatives	\$13.33	\$27,734	\$17.81	\$37,050	\$21.82	\$45,383	High School Diploma/less than 5 Yrs Exp
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.97	\$29,047	\$15.15	\$31,510	\$19.49	\$40,536	No formal education/Short OJT
49-9071	Maintenance and Repair Workers, General	\$15.15	\$31,510	\$23.20	\$48,254	\$27.35	\$56,893	High School Diploma/Moderate OJT
31-1131	Nursing Assistants	\$13.82	\$28,732	\$15.23	\$31,691	\$16.91	\$35,169	Post Secondary Nondegree Award
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.30	\$25,583	\$14.78	\$30,743	No formal education/Short OJT
11-9051	Food Service Managers	\$15.15	\$31,501	\$22.95	\$47,737	\$29.28	\$60,894	High School Diploma/less than 5 Yrs Exp
33-9032	Security Guards	\$12.90	\$26,827	\$15.72	\$32,703	\$19.87	\$41,343	High School diploma/Short OJT
11-9111	Medical and Health Services Managers	\$33.77	\$70,229	\$47.58	\$98,961	\$66.25	\$137,784	Bachelor's/less than 5 Yrs Exp
29-2061	Licensed Practical and Licensed Vocational Nurses	\$21.66	\$45,065	\$23.94	\$49,792	\$27.99	\$58,219	Post Secondary Nondegree Award
11-1021	General and Operations Managers	\$21.80	\$45,341	\$39.54	\$82,253	\$64.10	\$133,336	Bachelor's/less than 5 Yrs Exp
31-1120	Home Health Aides	\$12.95	\$26,939	\$14.04	\$29,193	\$15.19	\$31,596	High School diploma/Short OJT
31-1120	Personal Care Aides	\$12.95	\$26,939	\$14.04	\$29,193	\$15.19	\$31,596	High School diploma/Short OJT
27-1026	Merchandise Displayers and Window Trimmers	\$13.48	\$28,039	\$17.26	\$35,905	\$19.86	\$41,301	High School diploma/Short OJT
35-1012	First-Line Supervisors of Food Preparation and Serving Work	\$13.87	\$28,857	\$15.80	\$32,868	\$20.39	\$42,411	High School Diploma/less than 5 Yrs Exp

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis

Economic Development Region 6 Northwest

Bureau, Carroll, Henry, Jo Daviess, LaSalle, Lee, Mercer, Putnam, Rock Island, Whiteside

[Demographic Detail for EDR 6](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Northwest Region is home to one Metro area: Davenport-Moline-Rock Island. This region holds a larger share of Manufacturing jobs (14.6%) than the state average; other industry sectors that are larger than the state average includes Trade, Transportation and Utilities (22%) and Government (18.5%). Industry shares and employment are detailed in Exhibit 6A.

Exhibit 6A: Northwest Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 6: Northwest <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	198,300	172,795	188,932	193,742	-25,505	16,137	4,810	-2.3%
Total Private	81.5%	161,885	138,215	153,708	157,914	-23,670	15,493	4,206	-2.5%
GOODS PRODUCING	19.3%	37,829	34,396	35,860	37,318	-3,433	1,464	1,458	-1.4%
Natural Resources and Mining	0.5%	1,044	864	846	872	-180	-18	26	-16.5%
Construction	4.2%	8,182	6,905	7,895	8,127	-1,277	990	232	-0.7%
Manufacturing	14.6%	28,603	26,628	27,119	28,319	-1,975	491	1,200	-1.0%
Durables	10.0%	19,260	18,209	18,185	19,351	-1,051	-24	1,166	0.5%
Nondurables	4.6%	9,343	8,419	8,934	8,968	-924	515	34	-4.0%
SERVICE-PROVIDING	80.7%	160,471	138,398	153,072	156,424	-22,073	14,674	3,352	-2.5%
Trade, Transportation, and Utilities	22.0%	42,721	38,251	41,687	42,549	-4,470	3,436	862	-0.4%
Wholesale trade	4.5%	8,785	8,316	8,655	8,672	-469	339	17	-1.3%
Retail Trade	11.2%	21,344	18,291	21,102	21,788	-3,053	2,811	686	2.1%
Transportation, Warehousing, and Utilities	6.2%	12,592	11,644	11,931	12,089	-948	287	158	-4.0%
Information	0.7%	1,517	1,260	1,238	1,276	-257	-22	38	-15.9%
Financial Activities	3.9%	7,652	7,283	7,478	7,532	-369	195	54	-1.6%
Professional and Business Services	10.5%	20,558	17,946	19,696	20,358	-2,612	1,750	662	-1.0%
Educational and Health Services	11.6%	24,534	21,550	23,038	22,534	-2,984	1,488	-504	-8.2%
Leisure and Hospitality	9.0%	18,258	10,261	16,082	17,453	-7,997	5,821	1,371	-4.4%
Other Services	4.6%	8,816	7,268	8,629	8,893	-1,548	1,361	264	0.9%
Government	18.5%	36,415	34,580	35,223	35,828	-1,835	643	605	-1.6%
Federal Government	3.3%	6,049	6,532	6,714	6,490	483	182	-224	7.3%
State Government	1.6%	3,061	3,080	3,116	3,146	19	36	30	2.8%
Local Government	13.5%	27,305	24,968	25,393	26,192	-2337	425	799	-4.1%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 6B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage increases roughly moved in line with the statewide average in the first half of the year, but not in the second half due to sharp declines in the Service-Providing industry sector in the third quarter. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 6B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 6: Northwest	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 997	6.2%	\$ 957	2.8%	\$ 1,015	-1.6%	\$ 1,244	4.0%
Private Sector	\$ 999	6.3%	\$ 945	3.4%	\$ 1,010	-2.4%	\$ 1,279	4.5%
Goods-Producing	\$ 1,127	0.8%	\$ 1,170	7.9%	\$ 1,281	8.8%	\$ 1,366	5.9%
Service-Providing	\$ 956	8.3%	\$ 869	1.8%	\$ 917	-7.1%	\$ 1,248	3.9%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, LaSalle County requires the highest living wage while Carroll requires the lowest living wage. For a single working adult without any dependents, this ranges from \$15.16 to \$15.85/hour. The median hourly wage for all occupations in this region is \$19.03 but ranges across the Occupational Groupings from a low of \$11.94 for Food Prep and Serving Related Occupations to a high of \$46.69 for Management Occupations. Exhibit 6C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 6C: Occupational Wages, 2021, Economic Development Region 6

EDR 6: Northwest							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.87	\$26,766	\$19.03	\$39,586	\$31.32	\$65,134
11-0000	Management Occupations	\$23.04	\$47,924	\$46.69	\$97,124	\$63.85	\$132,811
13-0000	Business and Financial Operations Occupations	\$21.02	\$43,723	\$34.46	\$71,671	\$43.94	\$91,405
15-0000	Computer and Mathematical Occupations	\$23.89	\$49,689	\$39.77	\$82,734	\$50.94	\$105,952
17-0000	Architecture and Engineering Occupations	\$26.16	\$54,409	\$38.36	\$79,800	\$48.35	\$100,565
19-0000	Life, Physical, and Social Science Occupations	\$22.69	\$47,190	\$36.18	\$75,253	\$47.25	\$98,283
21-0000	Community and Social Service Occupations	\$15.43	\$32,087	\$23.09	\$48,036	\$28.75	\$59,790
23-0000	Legal Occupations	\$20.03	\$41,648	\$37.19	\$77,351	\$60.56	\$125,964
25-0000	Educational Instruction and Library Occupations	\$13.72	\$28,523	\$23.40	\$48,674	\$29.64	\$61,644
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$12.77	\$26,577	\$18.74	\$38,972	\$28.88	\$60,074
29-0000	Healthcare Practitioners and Technical Occupations	\$18.58	\$38,628	\$29.71	\$61,811	\$46.37	\$96,453
31-0000	Healthcare Support Occupations	\$12.74	\$26,509	\$14.74	\$30,666	\$17.76	\$36,947
33-0000	Protective Service Occupations	\$17.34	\$36,072	\$29.72	\$61,828	\$34.70	\$72,178
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.94	\$24,843	\$14.51	\$30,176
37-0000	Building and Grounds Cleaning and Maintenance Occupation	\$12.23	\$25,425	\$15.06	\$31,328	\$18.89	\$39,287
39-0000	Personal Care and Service Occupations	\$11.75	\$24,434	\$13.63	\$28,358	\$17.78	\$36,992
41-0000	Sales and Related Occupations	\$11.51	\$23,936	\$14.20	\$29,527	\$22.78	\$47,382
43-0000	Office and Administrative Support Occupations	\$13.33	\$27,742	\$18.27	\$37,988	\$23.17	\$48,184
45-0000	Farming, Fishing, and Forestry Occupations	\$12.79	\$26,615	\$17.78	\$36,977	\$21.15	\$44,004
47-0000	Construction and Extraction Occupations	\$17.61	\$36,630	\$29.46	\$61,275	\$35.96	\$74,802
49-0000	Installation, Maintenance, and Repair Occupations	\$15.60	\$32,444	\$23.49	\$48,848	\$30.32	\$63,047
51-0000	Production Occupations	\$14.00	\$29,130	\$18.82	\$39,142	\$24.74	\$51,456
53-0000	Transportation and Material Moving Occupations	\$13.10	\$27,239	\$18.94	\$39,400	\$23.61	\$49,115

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 6D shows the occupations with the highest job postings in the Northwest Region (EDR 6) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For instance, 15 of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Bachelor's degree with years of experience. Several of the jobs in this month's postings in this region required at least a high school diploma/equivalent. Online job postings usually don't include wage data. The wage figures in Exhibit 6D come from the BLS Occupational Employment and Wage Statistics for the local EDR and are available on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.16 - \$15.85. Six of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 6D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
29-1141	Registered Nurses	\$26.06	\$54,203	\$35.51	\$73,860	\$37.94	\$78,915	Bachelor's
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.90	\$37,219	\$24.84	\$51,665	\$29.65	\$61,680	Post Secondary Nondegree Award/Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.95	\$29,011	\$18.75	\$39,008	\$24.40	\$50,745	High School Diploma/less than 5 Yrs Exp
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.53	\$28,142	\$18.42	\$38,327	\$20.47	\$42,587	No formal education/Short OJT
15-1252	Software Developers	\$33.93	\$70,570	\$49.60	\$103,167	\$59.81	\$124,409	Bachelor's
41-2031	Retail Salespersons	\$11.51	\$23,936	\$13.57	\$28,240	\$18.01	\$37,450	No formal education/Short OJT
43-4051	Customer Service Representatives	\$13.01	\$27,059	\$17.17	\$35,730	\$20.98	\$43,647	High School Diploma/less than 5 Yrs Exp
49-9071	Maintenance and Repair Workers, General	\$14.73	\$30,636	\$23.13	\$48,121	\$26.45	\$55,018	High School Diploma/Moderate OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$17.22	\$35,804	\$29.90	\$62,180	\$38.56	\$80,202	Bachelor's
11-9111	Medical and Health Services Managers	\$32.90	\$68,437	\$46.69	\$97,124	\$58.09	\$120,832	Bachelor's/less than 5 Yrs Exp
11-9051	Food Service Managers	\$15.37	\$31,984	\$23.00	\$47,834	\$29.66	\$61,698	High School Diploma/less than 5 Yrs Exp
11-9199	Managers, All Other	\$30.39	\$63,204	\$49.27	\$102,472	\$66.20	\$137,691	Bachelor's
37-2012	Maids and Housekeeping Cleaners	\$11.78	\$24,500	\$13.73	\$28,567	\$15.11	\$31,427	No formal education/Short OJT
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Clea	\$12.55	\$26,108	\$15.16	\$31,536	\$18.71	\$38,925	No formal education/Short OJT
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.89	\$43,433	\$23.39	\$48,648	\$26.10	\$54,290	Post Secondary Nondegree Award
53-7065	Stockers and Order Fillers	\$11.79	\$24,524	\$14.32	\$29,773	\$17.87	\$37,157	High School diploma/Short OJT
11-1021	General and Operations Managers	\$20.80	\$43,267	\$38.38	\$79,823	\$62.21	\$129,396	Bachelor's/less than 5 Yrs Exp
43-6014	Secretaries and Administrative Assistants, Except Legal, Mec	\$13.41	\$27,877	\$18.09	\$37,629	\$21.19	\$44,081	High School diploma/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.94	\$24,843	\$14.51	\$30,176	No formal education/Short OJT
41-2011	Cashiers	\$11.46	\$23,833	\$11.53	\$23,989	\$13.20	\$27,450	No formal education/Short OJT

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis

Economic Development Region 7 Southeast

Clark, Clay, Coles, Crawford, Cumberland, Edgar, Effingham, Fayette, Jasper, Lawrence, Marion, Moultrie, Richland
[Demographic Detail for EDR 7](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Southeast Region is home to several cities that serve as regional hubs, but no metro areas. This region holds a larger share of Manufacturing jobs (17.4%) than the state average and is second to the Northern Stateline region with the largest share of manufacturing payrolls; Government (18.7%) is another industry sector that is larger than the state average. Industry shares and employment are detailed in Exhibit 7A.

Exhibit 7A: Southeast Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 7: Southeast <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	109,980	98,503	106,045	107,703	-11,477	7,542	1,658	-2.1%
Total Private	81.3%	90,061	79,653	86,526	87,591	-10,408	6,873	1,065	-2.7%
GOODS PRODUCING	22.2%	25,215	22,843	23,944	23,960	-2,372	1,101	16	-5.0%
Natural Resources and Mining	0.6%	745	615	656	650	-130	41	-6	-12.8%
Construction	4.2%	3,907	4,093	4,420	4,546	186	327	126	16.4%
Manufacturing	17.4%	20,563	18,135	18,868	18,764	-2,428	733	-104	-8.7%
Durables	12.4%	14,328	12,391	13,339	13,393	-1,937	948	54	-6.5%
Nondurables	5.0%	6,235	5,744	5,529	5,371	-491	-215	-158	-13.9%
SERVICE-PROVIDING	77.8%	84,765	75,660	82,101	83,743	-9,105	6,441	1,642	-1.2%
Trade, Transportation, and Utilities	19.5%	20,597	19,917	21,011	20,989	-680	1,094	-22	1.9%
Wholesale trade	3.6%	4,115	4,011	4,056	3,929	-104	45	-127	-4.5%
Retail Trade	10.6%	11,016	10,351	11,441	11,435	-665	1,090	-6	3.8%
Transportation, Warehousing, and Utilities	5.2%	5,466	5,555	5,514	5,625	89	-41	111	2.9%
Information	1.5%	1,721	1,648	1,611	1,574	-73	-37	-37	-8.5%
Financial Activities	5.0%	5,239	5,056	5,206	5,354	-183	150	148	2.2%
Professional and Business Services	4.3%	5,661	4,178	4,813	4,672	-1,483	635	-141	-17.5%
Educational and Health Services	15.1%	17,232	15,547	16,119	16,221	-1,685	572	102	-5.9%
Leisure and Hospitality	9.8%	10,284	6,813	9,650	10,510	-3,471	2,837	860	2.2%
Other Services	4.0%	4,112	3,651	4,172	4,311	-461	521	139	4.8%
Government	18.7%	19,919	18,850	19,519	20,112	-1,069	669	593	1.0%
Federal Government	0.8%	817	823	811	809	6	-12	-2	-1.0%
State Government	5.5%	5,543	5,601	5,655	5,872	58	54	217	5.9%
Local Government	12.5%	13,559	12,426	13,053	13,431	-1133	627	378	-0.9%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 7B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage increases were more moderate than the statewide average in the first quarter of 2021, but then exceeded the statewide average in the second and third quarters of the year, falling back a bit in the fourth quarter. In the second and third quarters, Goods-Producing industries (Mining, Manufacturing, and Construction) posted large over-the-year wage gains, but Services-Providing industries (Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services, and Government) posted strong over-the-year average wage gains in the third and fourth quarters. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 7B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 7: Southeast	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 825	4.5%	\$ 844	7.4%	\$ 870	7.9%	\$ 934	6.5%
Private Sector	\$ 818	4.2%	\$ 836	9.2%	\$ 876	9.1%	\$ 944	6.8%
Goods-Producing	\$ 1,010	2.6%	\$ 1,011	15.9%	\$ 1,088	8.1%	\$ 1,205	2.8%
Service-Providing	\$ 744	5.7%	\$ 765	6.4%	\$ 791	9.8%	\$ 842	9.5%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Richland County requires the highest living wage while Marion requires the lowest living wage. For a single working adult without any dependents, this ranges from \$15.06 to \$16.00/hour. The median hourly wage for all occupations in this region is \$18.78 but ranges across the Occupational Groupings from a low of \$11.91 for Food Prep and Serving Related Occupations to a high of \$43.50 for Management Occupations. Exhibit 7C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 7C: Occupational Wages, 2021, Economic Development Region 7

EDR 7:Southeast							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.67	\$26,367	\$18.78	\$39,068	\$29.15	\$60,639
11-0000	Management Occupations	\$22.57	\$46,950	\$43.50	\$90,479	\$59.95	\$124,695
13-0000	Business and Financial Operations Occupations	\$19.58	\$40,729	\$29.95	\$62,299	\$40.29	\$83,791
15-0000	Computer and Mathematical Occupations	\$21.29	\$44,289	\$34.29	\$71,331	\$43.97	\$91,446
17-0000	Architecture and Engineering Occupations	\$25.30	\$52,618	\$37.98	\$78,997	\$45.29	\$94,210
19-0000	Life, Physical, and Social Science Occupations	\$19.62	\$40,821	\$30.92	\$64,317	\$40.24	\$83,696
21-0000	Community and Social Service Occupations	\$14.92	\$31,025	\$22.37	\$46,533	\$28.01	\$58,264
23-0000	Legal Occupations	\$18.05	\$37,537	\$31.24	\$64,960	\$58.52	\$121,718
25-0000	Educational Instruction and Library Occupations	\$13.48	\$28,044	\$23.33	\$48,525	\$29.24	\$60,800
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$12.31	\$25,593	\$17.86	\$37,149	\$25.13	\$52,286
29-0000	Healthcare Practitioners and Technical Occupations	\$18.63	\$38,740	\$29.70	\$61,788	\$47.04	\$97,858
31-0000	Healthcare Support Occupations	\$12.23	\$25,431	\$14.58	\$30,335	\$16.99	\$35,357
33-0000	Protective Service Occupations	\$17.16	\$35,696	\$29.72	\$61,828	\$34.23	\$71,198
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.91	\$24,768	\$14.38	\$29,917
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$11.96	\$24,869	\$14.80	\$30,772	\$18.39	\$38,247
39-0000	Personal Care and Service Occupations	\$11.78	\$24,499	\$14.24	\$29,631	\$18.88	\$39,279
41-0000	Sales and Related Occupations	\$11.51	\$23,932	\$14.31	\$29,759	\$21.93	\$45,607
43-0000	Office and Administrative Support Occupations	\$13.22	\$27,503	\$18.36	\$38,193	\$22.83	\$47,476
45-0000	Farming, Fishing, and Forestry Occupations	\$15.45	\$32,128	\$18.86	\$39,234	\$26.38	\$54,877
47-0000	Construction and Extraction Occupations	\$16.39	\$34,079	\$23.93	\$49,777	\$33.53	\$69,747
49-0000	Installation, Maintenance, and Repair Occupations	\$15.30	\$31,828	\$23.18	\$48,207	\$29.14	\$60,603
51-0000	Production Occupations	\$14.23	\$29,597	\$18.78	\$39,065	\$23.91	\$49,725
53-0000	Transportation and Material Moving Occupations	\$12.68	\$26,359	\$18.63	\$38,750	\$22.67	\$47,148

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 7D shows which occupations had the highest job postings in the Southeast Region (EDR 7) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For example, all of these occupations were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Doctoral or Professional degree. Several of the jobs in this month's postings in this region required at least a high school diploma/equivalent. Online job postings usually don't include wage data. The wage figures in Exhibit 7D come from the BLS Occupational Employment and Wage Statistics for the local EDR and are available on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.06 - \$16.00. Seven of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 7D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
29-1141	Registered Nurses	\$25.78	\$53,602	\$30.78	\$64,011	\$36.37	\$75,667	Bachelor's
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.24	\$29,625	\$18.83	\$39,176	\$23.37	\$48,621	High School Diploma/less than 5 Yrs Exp
11-9111	Medical and Health Services Managers	\$31.01	\$64,502	\$46.79	\$97,339	\$63.53	\$132,146	Bachelor's/less than 5 Yrs Exp
15-1252	Software Developers	\$29.66	\$61,686	\$45.57	\$94,799	\$53.95	\$112,223	Bachelor's
31-1120	Home Health Aides	\$11.88	\$24,693	\$13.52	\$28,114	\$14.24	\$29,626	High School diploma/Short OJT
41-2031	Retail Salespersons	\$11.51	\$23,947	\$14.07	\$29,266	\$16.76	\$34,855	No formal education/Short OJT
29-1127	Speech-Language Pathologists	\$22.91	\$47,642	\$29.65	\$61,681	\$38.15	\$79,345	Master's/Internship
53-7065	Stockers and Order Fillers	\$11.74	\$24,417	\$14.32	\$29,773	\$17.90	\$37,232	High School diploma/Short OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$16.84	\$35,028	\$23.71	\$49,312	\$28.80	\$59,911	Post Secondary Nondegree Award/Short OJT
53-6031	Automotive and Watercraft Service Attendants	\$11.65	\$24,220	\$13.59	\$28,272	\$14.83	\$30,849	No formal education/Short OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$16.67	\$34,664	\$30.08	\$62,583	\$40.76	\$84,784	Bachelor's
25-2057	Special Education Teachers, Middle School	N/A	\$42,621	N/A	\$58,845	N/A	\$64,507	Bachelor's
19-3034	School Psychologists	\$18.61	\$38,705	\$29.34	\$61,033	\$34.39	\$71,549	Doctoral or Professional Degree
11-3061	Purchasing Managers	\$38.90	\$80,906	\$56.03	\$116,540	\$67.92	\$141,269	Bachelor's/5 Yrs Exp
31-1131	Nursing Assistants	\$13.29	\$27,655	\$14.69	\$30,567	\$16.27	\$33,838	Post Secondary Nondegree Award
11-9199	Managers, All Other	\$32.74	\$68,090	\$48.95	\$101,818	\$65.03	\$135,271	Bachelor's
11-1021	General and Operations Managers	\$20.67	\$42,988	\$38.20	\$79,456	\$59.57	\$123,917	Bachelor's/less than 5 Yrs Exp
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.91	\$24,768	\$14.38	\$29,917	No formal education/Short OJT
53-7065	Stockers and Order Fillers	\$11.74	\$24,417	\$14.32	\$29,773	\$17.90	\$37,232	High School diploma/Short OJT
29-1123	Physical Therapists	\$35.00	\$72,792	\$47.62	\$99,065	\$54.24	\$112,838	Doctoral or Professional Degree

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis

Economic Development Region 8 Southern

Alexander, Edwards, Franklin, Gallatin, Hamilton, Hardin, Jackson, Jefferson, Johnson, Massac, Perry, Pope, Pulaski, Saline, Union, Wabash, Wayne, White, Williamson

[Demographic Detail for EDR 8](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Southern Region is home to one Metro area: Carbondale-Marion. Government payrolls (27.8%) hold a major share of total payrolls, with Federal, State, and Local Government shares all larger than the state average. This region holds a larger share of Natural Resource and Mining jobs (1.5%) than the state average and Educational and Health-care Service payrolls (16.4%) are also higher than the state's average. Industry shares and employment are detailed in Exhibit 8A.

Exhibit 8A: Southern Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 8: Southern <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	136,167	116,140	127,508	130,599	-20,027	11,368	3,091	-4.1%
Total Private	72.2%	99,884	81,348	92,169	94,295	-18,536	10,821	2,126	-5.6%
GOODS PRODUCING	13.8%	19,585	13,788	17,952	17,999	-5,797	4,164	47	-8.1%
Natural Resources and Mining	1.5%	2,867	2,103	1,990	1,906	-764	-113	-84	-33.5%
Construction	3.1%	4,258	3,649	4,049	3,993	-609	400	-56	-6.2%
Manufacturing	9.3%	12,460	8,036	11,912	12,100	-4,424	3,876	188	-2.9%
Durables	4.7%	6,830	4,670	6,165	6,164	-2,160	1,495	-1	-9.8%
Nondurables	4.5%	5,631	3,367	5,748	5,937	-2,264	2,381	189	5.4%
SERVICE-PROVIDING	86.2%	116,582	102,352	109,556	112,600	-14,230	7,204	3,044	-3.4%
Trade, Transportation, and Utilities	18.6%	24,826	22,178	23,837	24,332	-2,648	1,659	495	-2.0%
Wholesale trade	2.5%	3,379	3,009	3,238	3,303	-370	229	65	-2.2%
Retail Trade	11.3%	15,284	13,352	14,658	14,796	-1,932	1,306	138	-3.2%
Transportation, Warehousing, and Utilities	4.8%	6,163	5,817	5,941	6,233	-346	124	292	1.1%
Information	0.8%	1,177	1,080	995	1,026	-97	-85	31	-12.8%
Financial Activities	4.1%	5,523	5,489	5,327	5,326	-34	-162	-1	-3.6%
Professional and Business Services	5.1%	7,911	6,146	6,408	6,683	-1,765	262	275	-15.5%
Educational and Health Services	16.4%	22,638	20,513	21,210	21,390	-2,125	697	180	-5.5%
Leisure and Hospitality	9.8%	13,399	8,038	11,936	12,785	-5,361	3,898	849	-4.6%
Other Services	3.6%	4,826	4,117	4,505	4,753	-709	388	248	-1.5%
Government	27.8%	36,283	34,792	35,339	36,304	-1,491	547	965	0.1%
Federal Government	2.1%	2,745	2,756	2,801	2,786	11	45	-15	1.5%
State Government	11.1%	14,858	14,463	14,549	14,467	-395	86	-82	-2.6%
Local Government	14.6%	18,680	17,573	17,989	19,051	-1107	416	1062	2.0%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 8B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage increase were more moderate than the statewide average in the first and fourth quarters of 2021, but higher than the statewide average in the second and third quarters, when this Region exceeded the statewide average with sharp over-the-year gains in both the Goods-Producing (Mining, Manufacturing and Construction) and Services-Providing industries (Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services and Government). Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 8B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 8: Southern	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 820	2.3%	\$ 850	9.1%	\$ 866	6.7%	\$ 922	4.2%
Private Sector	\$ 772	0.4%	\$ 811	12.6%	\$ 844	8.0%	\$ 917	4.4%
Goods-Producing	\$ 969	-6.2%	\$ 1,003	20.0%	\$ 1,077	6.2%	\$ 1,193	4.5%
Service-Providing	\$ 720	2.9%	\$ 759	10.1%	\$ 782	8.9%	\$ 845	4.5%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Pulaski County requires the highest living wage while Union and White Counties require the lowest living wage. For a single working adult without any dependents, this ranges from \$15.06 to \$16.12/hour. The median hourly wage for all occupations in this region is \$18.66 but ranges across the Occupational Groupings from a low of \$11.78 for Food Prep and Serving Related Occupations to a high of \$38.40 for Management Occupations. Exhibit 8C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 8C: Occupational Wages, 2021, Economic Development Region 8

EDR 8: Southern							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.50	\$25,985	\$18.66	\$38,813	\$29.53	\$61,409
11-0000	Management Occupations	\$21.38	\$44,473	\$38.40	\$79,873	\$56.80	\$118,155
13-0000	Business and Financial Operations Occupations	\$17.67	\$36,765	\$29.02	\$60,357	\$38.47	\$80,034
15-0000	Computer and Mathematical Occupations	\$19.67	\$40,930	\$30.39	\$63,200	\$39.36	\$81,865
17-0000	Architecture and Engineering Occupations	\$23.86	\$49,634	\$36.30	\$75,517	\$43.21	\$89,884
19-0000	Life, Physical, and Social Science Occupations	\$19.66	\$40,900	\$29.89	\$62,162	\$37.65	\$78,318
21-0000	Community and Social Service Occupations	\$15.15	\$31,498	\$22.97	\$47,778	\$29.09	\$60,506
23-0000	Legal Occupations	\$15.50	\$32,234	\$29.93	\$62,253	\$52.19	\$108,553
25-0000	Educational Instruction and Library Occupations	\$13.42	\$27,900	\$23.69	\$49,290	\$33.84	\$70,373
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$12.44	\$25,876	\$18.80	\$39,116	\$27.67	\$57,565
29-0000	Healthcare Practitioners and Technical Occupations	\$18.61	\$38,699	\$29.98	\$62,358	\$46.80	\$97,338
31-0000	Healthcare Support Occupations	\$12.14	\$25,250	\$14.63	\$30,433	\$17.05	\$35,458
33-0000	Protective Service Occupations	\$18.00	\$37,422	\$30.93	\$64,338	\$35.63	\$74,114
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.78	\$24,496	\$14.36	\$29,867
37-0000	Building and Grounds Cleaning and Maintenance Occupation	\$11.92	\$24,799	\$14.53	\$30,220	\$17.89	\$37,198
39-0000	Personal Care and Service Occupations	\$11.74	\$24,411	\$13.16	\$27,365	\$17.75	\$36,923
41-0000	Sales and Related Occupations	\$11.49	\$23,906	\$13.93	\$28,973	\$20.32	\$42,271
43-0000	Office and Administrative Support Occupations	\$13.07	\$27,187	\$17.91	\$37,258	\$21.92	\$45,604
45-0000	Farming, Fishing, and Forestry Occupations	\$13.11	\$27,280	\$18.19	\$37,841	\$22.30	\$46,382
47-0000	Construction and Extraction Occupations	\$17.40	\$36,193	\$28.33	\$58,938	\$33.92	\$70,540
49-0000	Installation, Maintenance, and Repair Occupations	\$14.94	\$31,086	\$23.37	\$48,606	\$29.88	\$62,159
51-0000	Production Occupations	\$14.06	\$29,239	\$19.14	\$39,807	\$25.95	\$53,966
53-0000	Transportation and Material Moving Occupations	\$12.19	\$25,355	\$17.46	\$36,313	\$21.71	\$45,155

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 8D lists the occupations with the highest job postings in the Southern Region (EDR 8) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For example, all of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Doctoral or Professional degree. Several of the jobs in this month's postings in this region required at least a high school diploma/equivalent. Online job postings usually don't include wage data. The wage figures in Exhibit 8D come from the BLS Occupational Employment and Wage Statistics for the local EDR and can be found on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.06 - \$16.12. Nine of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 8D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
29-1141	Registered Nurses	\$25.27	\$52,562	\$31.29	\$65,066	\$37.31	\$77,595	Bachelor's
11-9111	Medical and Health Services Managers	\$31.36	\$65,213	\$46.00	\$95,672	\$60.68	\$126,205	Bachelor's/less than 5 Yrs Exp
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.03	\$29,181	\$18.69	\$38,869	\$23.34	\$48,547	High School Diploma/less than 5 Yrs Exp
29-1127	Speech-Language Pathologists	\$23.97	\$49,861	\$36.16	\$75,194	\$42.81	\$89,030	Master's/Internship
41-2031	Retail Salespersons	\$11.49	\$23,897	\$13.24	\$27,539	\$16.85	\$35,065	No formal education/Short OJT
19-3034	School Psychologists	\$20.04	\$41,682	\$29.52	\$61,390	\$34.84	\$72,462	Doctoral or Professional
27-1026	Merchandise Displayers and Window Trimmers	\$13.16	\$27,365	\$15.18	\$31,566	\$18.06	\$37,565	High School diploma/Short OJT
25-2057	Special Education Teachers, Middle School	N/A	\$41,849	N/A	\$50,198	N/A	\$62,989	Bachelor's
11-1021	General and Operations Managers	\$19.66	\$40,882	\$36.54	\$75,994	\$56.94	\$118,421	Bachelor's/less than 5 Yrs Exp
31-1131	Nursing Assistants	\$13.41	\$27,904	\$14.69	\$30,564	\$16.20	\$33,706	Post Secondary Nondegree Award
31-1120	Home Health Aides	\$11.83	\$24,618	\$12.42	\$25,840	\$13.99	\$29,096	High school diploma/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.78	\$24,496	\$14.36	\$29,867	No formal education/Short OJT
53-6031	Automotive and Watercraft Service Attendants	\$11.70	\$24,333	\$14.32	\$29,773	\$15.04	\$31,289	No formal education/Short OJT
53-7065	Order Fillers	\$11.83	\$24,594	\$14.89	\$30,977	\$19.16	\$39,843	High school diploma/Short OJT
53-7065	Stockers	\$11.83	\$24,594	\$14.89	\$30,977	\$19.16	\$39,843	High school diploma/Short OJT
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.54	\$38,562	\$23.26	\$48,370	\$25.26	\$52,533	Post Secondary Nondegree Award
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$15.19	\$31,597	\$24.79	\$51,556	\$35.04	\$72,874	Bachelor's
29-2010	Clinical Laboratory Technologists and Technicians	\$17.46	\$36,299	\$24.71	\$51,391	\$30.26	\$62,941	Bachelor's
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.72	\$24,387	\$15.01	\$31,227	\$19.00	\$39,519	No formal education/Short OJT

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis.

Economic Development Region 9 Southwest

Bond, Calhoun, Clinton, Jersey, Madison, Monroe, Randolph, St. Clair, Washington

[Demographic Detail for EDR 9](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The Southwest Region is home to one Metro area: the Illinois portion of the St. Louis MSA. Trade, Transportation and Utilities (24.3%) comprise a significant share of nonfarm payrolls that is larger than the state's average. Leisure and Hospitality (11.7%) also include a major share of payrolls, larger than the state's average. Industry shares and employment are detailed in Exhibit 9A.

Exhibit 9A: Southwest Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 9: Southwest <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment					Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22		Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	251,906	221,537	244,878	247,096		-30,369	23,341	2,218	-1.9%
Total Private	81.3%	204,974	176,461	199,166	200,896		-28,513	22,705	1,730	-2.0%
GOODS PRODUCING	14.1%	36,864	31,913	34,273	34,941		-4,951	2,360	668	-5.2%
Natural Resources and Mining	0.4%	1,010	965	926	966		-45	-39	40	-4.4%
Construction	5.0%	12,229	10,980	12,385	12,382		-1,249	1,405	-3	1.3%
Manufacturing	8.7%	23,625	19,968	20,962	21,593		-3,657	994	631	-8.6%
Durables	5.4%	14,638	11,815	12,738	13,241		-2,823	923	503	-9.5%
Nondurables	3.4%	8,987	8,153	8,224	8,352		-834	71	128	-7.1%
SERVICE-PROVIDING	85.9%	215,042	189,624	210,605	212,155		-25,418	20,981	1,550	-1.3%
Trade, Transportation, and Utilities	24.3%	58,374	55,395	61,510	59,961		-2,979	6,115	-1,549	2.7%
Wholesale trade	3.2%	8,226	7,815	7,976	7,970		-411	161	-6	-3.1%
Retail Trade	11.9%	30,373	26,267	30,195	29,497		-4,106	3,928	-698	-2.9%
Transportation, Warehousing, and Utilities	9.1%	19,775	21,313	23,339	22,494		1,538	2,026	-845	13.7%
Information	0.6%	1,785	1,375	1,400	1,386		-410	25	-14	-22.4%
Financial Activities	3.2%	8,605	7,874	7,974	7,833		-731	100	-141	-9.0%
Professional and Business Services	9.2%	19,603	19,610	22,334	22,815		7	2,724	481	16.4%
Educational and Health Services	13.9%	37,203	33,029	34,038	34,230		-4,174	1,009	192	-8.0%
Leisure and Hospitality	11.7%	31,110	18,346	26,955	28,873		-12,764	8,609	1,918	-7.2%
Other Services	4.4%	11,430	8,919	10,682	10,857		-2,511	1,763	175	-5.0%
Government	18.7%	46,932	45,076	45,712	46,200		-1,856	636	488	-1.6%
Federal Government	2.6%	6,662	6,612	6,693	6,426		-50	81	-267	-3.5%
State Government	4.3%	10,240	10,348	10,456	10,527		108	108	71	2.8%
Local Government	11.8%	30,030	28,116	28,563	29,247		-1914	447	684	-2.6%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 9B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage increases were more moderate than the statewide average in the first and fourth quarters of 2021, but higher than the statewide average in the second and third quarters of the year. Average weekly wage over-the-year gains were strong throughout the year among Service-Providing industries which include Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services, and Government. Among Goods-Producing industries which include Mining, Manufacturing, and Construction, average wage increases were strongest in the second, third and fourth quarters. Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 9B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 9: Southwest	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 881	3.9%	\$ 922	6.0%	\$ 940	7.7%	\$ 1,045	5.4%
Private Sector	\$ 859	3.8%	\$ 888	7.6%	\$ 925	9.0%	\$ 1,035	6.0%
Goods-Producing	\$ 1,196	-2.9%	\$ 1,189	8.1%	\$ 1,267	7.7%	\$ 1,476	7.6%
Service-Providing	\$ 784	6.1%	\$ 821	8.0%	\$ 848	9.7%	\$ 941	6.0%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Calhoun, Clinton, Jersey, Madison, Monroe, and St. Clair Counties require the highest living wages while Randolph County requires the lowest living wage. For a single working adult without any dependents, this ranges from \$15.07 to \$16.66/hour. The median hourly wage for all occupations in this region is \$19.09 but ranges across the Occupational Groupings from a low of \$12.31 for Food Prep and Serving Related Occupations to a high of \$46.05 for Management Occupations. Exhibit 9C reveals that two additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 9C: Occupational Wages, 2021, Economic Development Region 9

EDR 9: Southwest							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.90	\$26,825	\$19.09	\$39,708	\$31.66	\$65,845
11-0000	Management Occupations	\$22.82	\$47,462	\$46.05	\$95,796	\$62.73	\$130,464
13-0000	Business and Financial Operations Occupations	\$21.70	\$45,129	\$36.43	\$75,780	\$46.33	\$96,359
15-0000	Computer and Mathematical Occupations	\$23.94	\$49,809	\$39.63	\$82,430	\$51.03	\$106,146
17-0000	Architecture and Engineering Occupations	\$26.73	\$55,595	\$38.73	\$80,549	\$49.13	\$102,190
19-0000	Life, Physical, and Social Science Occupations	\$18.58	\$38,633	\$31.07	\$64,620	\$42.75	\$88,908
21-0000	Community and Social Service Occupations	\$15.70	\$32,636	\$23.06	\$47,960	\$28.78	\$59,872
23-0000	Legal Occupations	\$19.41	\$40,374	\$38.31	\$79,693	\$60.76	\$126,387
25-0000	Educational Instruction and Library Occupations	\$13.34	\$27,758	\$23.81	\$49,522	\$32.44	\$67,476
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$12.91	\$26,859	\$19.42	\$40,408	\$29.80	\$61,978
29-0000	Healthcare Practitioners and Technical Occupations	\$18.27	\$38,021	\$30.25	\$62,929	\$47.47	\$98,740
31-0000	Healthcare Support Occupations	\$12.98	\$27,012	\$15.11	\$31,411	\$18.15	\$37,755
33-0000	Protective Service Occupations	\$16.57	\$34,452	\$30.82	\$64,105	\$36.66	\$76,245
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.31	\$25,605	\$14.92	\$31,035
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$12.39	\$25,774	\$15.29	\$31,807	\$19.38	\$40,315
39-0000	Personal Care and Service Occupations	\$11.89	\$24,719	\$13.90	\$28,917	\$18.88	\$39,262
41-0000	Sales and Related Occupations	\$11.66	\$24,248	\$14.32	\$29,791	\$22.31	\$46,412
43-0000	Office and Administrative Support Occupations	\$13.45	\$27,981	\$18.64	\$38,778	\$24.11	\$50,134
45-0000	Farming, Fishing, and Forestry Occupations	\$13.27	\$27,609	\$17.31	\$36,022	\$20.84	\$43,360
47-0000	Construction and Extraction Occupations	\$19.16	\$39,846	\$30.75	\$63,956	\$39.34	\$81,841
49-0000	Installation, Maintenance, and Repair Occupations	\$16.35	\$33,999	\$24.20	\$50,327	\$33.67	\$70,048
51-0000	Production Occupations	\$13.90	\$28,916	\$18.93	\$39,385	\$26.19	\$54,471
53-0000	Transportation and Material Moving Occupations	\$13.29	\$27,635	\$18.43	\$38,340	\$23.64	\$49,185

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Exhibit 9D lists the occupations with the highest job postings in the Southwest Region (EDR 9) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For example, all of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Bachelor's degree with years of experience. Several of the jobs in this month's postings in this region required at least a high school diploma/equivalent. Online job postings usually don't include wage data. The wage figures in Exhibit 9D come from the BLS Occupational Employment and Wage Statistics for the local EDR and can be found on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.07 - \$16.66. Four of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 9D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
15-1252	Software Developers	\$28.27	\$58,808	\$47.50	\$98,792	\$58.12	\$120,896	Bachelor's
15-1241	Computer Network Architects	\$34.82	\$72,432	\$51.36	\$106,830	\$65.39	\$136,019	Bachelor's
29-1141	Registered Nurses	\$27.51	\$57,213	\$36.29	\$75,485	\$39.82	\$82,826	Bachelor's
15-1212	Information Security Analysts	\$32.47	\$67,523	\$47.69	\$99,196	\$63.72	\$132,555	Bachelor's/less than 5 Yrs Exp
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$19.23	\$40,004	\$24.92	\$51,843	\$30.99	\$64,464	Post Secondary Nondegree Award/Short OJT
13-1111	Management Analysts	\$29.95	\$62,287	\$47.77	\$99,377	\$59.09	\$122,916	Bachelor's/less than 5 Yrs Exp
41-2031	Retail Salespersons	\$11.62	\$24,188	\$14.03	\$29,193	\$17.77	\$36,958	No formal education/Short OJT
11-9051	Food Service Managers	\$16.32	\$33,958	\$22.60	\$47,022	\$28.76	\$59,817	High School Diploma/less than 5 Yrs Exp
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.27	\$29,675	\$18.85	\$39,206	\$23.96	\$49,831	High School Diploma/less than 5 Yrs Exp
43-4051	Customer Service Representatives	\$13.43	\$27,922	\$17.83	\$37,087	\$21.62	\$44,967	High School Diploma/less than 5 Yrs Exp
15-2051	Business Intelligence Analysts	\$26.42	\$54,942	\$46.08	\$95,843	\$51.23	\$106,564	Bachelor's
11-9111	Medical and Health Services Managers	\$30.55	\$63,544	\$47.51	\$98,826	\$62.75	\$130,502	Bachelor's/less than 5 Yrs Exp
17-2141	Mechanical Engineers	\$30.06	\$62,540	\$39.67	\$82,507	\$50.99	\$106,060	Bachelor's
53-3031	Driver/Sales Workers	\$11.55	\$24,031	\$11.69	\$24,311	\$15.49	\$32,229	High School diploma/Short OJT
53-3033	Light Truck Drivers (or Delivery Service)	\$13.43	\$27,939	\$22.63	\$47,083	\$27.81	\$57,844	High School diploma/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.74	\$24,412	\$12.31	\$25,605	\$14.92	\$31,035	No formal education/Short OJT
11-9199	Managers, All Other	\$33.58	\$69,848	\$49.45	\$102,852	\$65.51	\$136,243	Bachelor's
31-1120	Home Health Aides	\$12.19	\$25,351	\$14.10	\$29,329	\$14.90	\$31,002	High school diploma/Short OJT
49-9071	Maintenance and Repair Workers, General	\$15.57	\$32,395	\$23.34	\$48,558	\$28.63	\$59,556	High School Diploma/Moderate OJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.00	\$27,045	\$15.62	\$32,490	\$19.45	\$40,470	No formal education/Short OJT

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis.

Economic Development Region 10 West Central

Adams, Brown, Hancock, Henderson, Knox, McDonough, Pike, Schuyler, Warren

[Demographic Detail for EDR 10](#) (Detailed Demographics can be found in the WIOA 2022 Regional Plan Data Packet)

The West Central Region is home to several cities that serve as regional hubs, but not an MSA. Manufacturing's share of payrolls (11.6%) is larger than the state's average. Trade, Transportation and Utilities' share of payrolls (24.3%) is larger than the state's average as well. Educational and Healthcare Services (16.7%) also include a major share of payrolls, larger than the state's average. Industry shares and employment are detailed in Exhibit 10A.

Exhibit 10A: West Central Region, Industry Employment and Over-the-Year Change with Recovery Shortfall (2019-2022), Not Seasonally Adjusted

EDR 10: West Central <i>Not Seasonally Adjusted</i>	Industry Share as of April 2022	Industry Employment				Over the Year Change			Shortfall 2019-22
		Apr-19	Apr-20	Apr-21	Apr-22	Apr-20	Apr-21	Apr-22	
Total Nonfarm	100%	86,586	78,718	82,360	82,851	-7,868	3,642	491	-4.3%
Total Private	78.8%	68,856	61,624	65,095	65,279	-7,232	3,471	184	-5.2%
GOODS PRODUCING	15.4%	13,404	12,775	12,748	12,756	-629	-27	8	-4.8%
Natural Resources and Mining	0.4%	403	359	336	341	-44	-23	5	-15.4%
Construction	3.4%	2,681	2,652	2,812	2,818	-29	160	6	5.1%
Manufacturing	11.6%	10,320	9,764	9,600	9,597	-556	-164	-3	-7.0%
Durables	8.0%	7,073	6,594	6,494	6,621	-479	-100	127	-6.4%
Nondurables	3.6%	3,247	3,170	3,106	2,976	-77	-64	-130	-8.3%
SERVICE-PROVIDING	84.6%	73,182	65,943	69,612	70,095	-7,239	3,669	483	-4.2%
Trade, Transportation, and Utilities	24.3%	20,321	18,780	20,068	20,106	-1,541	1,288	38	-1.1%
Wholesale trade	7.2%	5,691	5,487	5,716	5,936	-204	229	220	4.3%
Retail Trade	11.5%	9,855	8,612	9,638	9,552	-1,243	1,026	-86	-3.1%
Transportation, Warehousing, and Utilities	5.6%	4,775	4,681	4,714	4,618	-94	33	-96	-3.3%
Information	0.6%	773	735	604	536	-38	-131	-68	-30.7%
Financial Activities	4.1%	3,711	3,563	3,494	3,396	-148	-69	-98	-8.5%
Professional and Business Services	4.7%	3,794	3,565	3,793	3,886	-229	228	93	2.4%
Educational and Health Services	16.7%	15,090	14,373	14,084	13,825	-717	-289	-259	-8.4%
Leisure and Hospitality	8.9%	8,081	4,798	6,874	7,336	-3,283	2,076	462	-9.2%
Other Services	4.1%	3,682	3,035	3,430	3,438	-647	395	8	-6.6%
Government	21.2%	17,730	17,094	17,265	17,572	-636	171	307	-0.9%
Federal Government	0.9%	786	778	784	769	-8	6	-15	-2.2%
State Government	6.8%	5,409	5,574	5,608	5,623	165	34	15	4.0%
Local Government	13.5%	11,535	10,742	10,873	11,180	-793	131	307	-3.1%

Source: Illinois Department of Employment Security, Economic Information & Analysis

Average Weekly Wages (AWW) for the four quarters of 2021 are summarized in Exhibit 10B. Total average wages in this region were generally below the statewide averages in each quarter. Average weekly wage gains were more moderate than the statewide average in the first and fourth quarters of 2021, but higher than the statewide average gain in the second and third quarters of 2021. Over-the-year wage gains were particularly strong among Service-Providing industries in the second and third quarters (Trade, Transportation and Utilities, Information, Financial Activities, Professional and Business Services, Educational and Health Services, Leisure and Hospitality, Other Services, and Government). Keep in mind that average weekly wages by industry are determined by employment, hours worked, and all the various occupations and experience levels in any given quarter. As a result, the over-the-year change reflects a combination of wage changes and employment changes.

Exhibit 10B: Average Weekly Wage by Economic Development Region and Over-the-Year Change, 2021

EDR 10: West Central	2021Q1		2021Q2		2021Q3		2021Q4	
	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg	Average Weekly Wage	OTY % chg
Illinois Total All Industry	\$ 1,386	6.6%	\$ 1,260	3.5%	\$ 1,273	6.3%	\$ 1,473	6.9%
Total	\$ 791	1.1%	\$ 820	5.5%	\$ 887	10.6%	\$ 964	3.8%
Private Sector	\$ 785	0.3%	\$ 810	6.7%	\$ 898	12.9%	\$ 981	4.7%
Goods-Producing	\$ 947	-0.9%	\$ 975	3.8%	\$ 1,035	7.4%	\$ 1,190	4.0%
Service-Providing	\$ 739	0.7%	\$ 764	8.4%	\$ 860	15.1%	\$ 923	5.1%

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information & Analysis

Occupations matter when it comes to earnings, particularly considering living wages. As calculated by the MIT Living Wage Calculator, Brown County requires the highest living wage while Knox and Warren Counties require the lowest living wages. For a single working adult without any dependents, this ranges from \$15.06 to \$16.20/hour. The median hourly wage for all occupations in this region is \$18.73 but ranges across the Occupational Groupings from a low of \$11.94 for Food Prep and Serving Related Occupations to a high of \$38.24 for Management Occupations. Exhibit 10C reveals that four additional groupings don't offer a living wage as reflected by the median wage. In Food Prep Occupations, not even an experienced wage is life-sustaining.

Exhibit 10C: Occupational Wages, 2021, Economic Development Region 10

EDR 10: West Central							
Soc Code	SOC Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
00-0000	Total all occupations	\$12.57	\$26,148	\$18.73	\$38,961	\$28.77	\$59,831
11-0000	Management Occupations	\$20.90	\$43,476	\$38.24	\$79,532	\$56.69	\$117,910
13-0000	Business and Financial Operations Occupations	\$18.03	\$37,516	\$28.44	\$59,155	\$37.54	\$78,065
15-0000	Computer and Mathematical Occupations	\$19.51	\$40,565	\$30.42	\$63,276	\$41.29	\$85,885
17-0000	Architecture and Engineering Occupations	\$24.45	\$50,854	\$31.17	\$64,834	\$41.74	\$86,820
19-0000	Life, Physical, and Social Science Occupations	\$19.42	\$40,403	\$29.18	\$60,697	\$36.97	\$76,896
21-0000	Community and Social Service Occupations	\$15.44	\$32,117	\$23.32	\$48,496	\$28.55	\$59,378
23-0000	Legal Occupations	\$18.94	\$39,393	\$30.12	\$62,647	\$53.85	\$112,015
25-0000	Educational Instruction and Library Occupations	\$13.14	\$27,330	\$23.09	\$48,036	\$28.71	\$59,714
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	\$12.99	\$27,029	\$18.64	\$38,774	\$25.71	\$53,489
29-0000	Healthcare Practitioners and Technical Occupations	\$18.43	\$38,335	\$29.71	\$61,792	\$48.86	\$101,613
31-0000	Healthcare Support Occupations	\$12.44	\$25,882	\$14.81	\$30,805	\$17.56	\$36,515
33-0000	Protective Service Occupations	\$16.46	\$34,245	\$27.63	\$57,466	\$34.06	\$70,851
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.94	\$24,843	\$14.51	\$30,169
37-0000	Building and Grounds Cleaning and Maintenance Occupations	\$12.05	\$25,053	\$14.92	\$31,042	\$18.66	\$38,795
39-0000	Personal Care and Service Occupations	\$11.77	\$24,477	\$13.76	\$28,628	\$18.36	\$38,185
41-0000	Sales and Related Occupations	\$11.50	\$23,927	\$14.24	\$29,615	\$21.83	\$45,408
43-0000	Office and Administrative Support Occupations	\$13.06	\$27,178	\$18.32	\$38,108	\$22.84	\$47,505
45-0000	Farming, Fishing, and Forestry Occupations	\$13.44	\$27,973	\$18.43	\$38,327	\$24.69	\$51,369
47-0000	Construction and Extraction Occupations	\$16.42	\$34,138	\$23.85	\$49,595	\$33.35	\$69,363
49-0000	Installation, Maintenance, and Repair Occupations	\$15.17	\$31,545	\$22.75	\$47,317	\$27.77	\$57,774
51-0000	Production Occupations	\$13.84	\$28,785	\$18.78	\$39,065	\$22.96	\$47,761
53-0000	Transportation and Material Moving Occupations	\$12.92	\$26,870	\$19.09	\$39,706	\$23.99	\$49,905

Source: U.S. Bureau of Labor Statistics, Illinois Department of Employment Security, Economic Information and Analysis

Exhibit 10D lists the occupations with the highest job postings in the West Central Region (EDR 10) in June 2022 based on the Help Wanted Online postings from The Conference Board. Top job postings can vary in any given month, but when shortages develop in a given occupation, the same jobs may be posted for several months. For example, all of these jobs were posted in the May report. Note the range of education requirements for these top jobs – from no formal education to Doctoral or Professional degree. Several of the jobs in this month's postings in this region did not require any formal education. Online job postings usually don't include wage figures. The wage figures in Exhibit 10D come from the BLS Occupational Employment and Wage Statistics for the local EDR and are available on the IDES website. Some of the posted jobs have entry wages that can be considered living wages although several had entry wages below \$15.06 - \$16.20. Seven of the occupations listed had median wages below the MIT living wage. The Economic Information and Analysis Division updates job postings monthly which can be found here: [Help Wanted Online](#).

Exhibit 10D: Help Wanted Online Job Postings; Entry, Median and Experienced Wages from BLS Occupational Wage Statistics

June Job Postings: Occupations in Demand		Entry Wage		Median Wage		Experienced Wage		Education Requirements
		Hourly	Annual	Hourly	Annual	Hourly	Annual	
41-2031	Retail Salespersons	\$11.51	\$23,941	\$13.39	\$27,847	\$16.86	\$35,069	No formal education/Short OJT
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.37	\$29,903	\$18.92	\$39,354	\$23.84	\$49,592	High School Diploma/less than 5 Yrs Exp
29-1141	Registered Nurses	\$26.62	\$55,390	\$35.51	\$73,864	\$38.22	\$79,496	Bachelor's
41-2011	Cashiers	\$11.46	\$23,833	\$11.50	\$23,922	\$12.82	\$26,679	No formal education/Short OJT
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.53	\$36,452	\$24.46	\$50,885	\$30.50	\$63,443	Post Secondary Nondegree Award/Short OJT
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$15.17	\$31,543	\$19.42	\$40,390	\$22.64	\$47,093	No formal education/Short OJT
35-0000	Food Preparation and Serving Related Occupations	\$11.73	\$24,391	\$11.94	\$24,843	\$14.51	\$30,169	No formal education/Short OJT
11-9111	Medical and Health Services Managers	\$30.44	\$63,324	\$45.93	\$95,529	\$57.51	\$119,636	Bachelor's/less than 5 Yrs Exp
37-2012	Maids and Housekeeping Cleaners	\$11.77	\$24,489	\$12.64	\$26,293	\$14.65	\$30,477	No formal education/Short OJT
53-7065	Stockers	\$11.74	\$24,414	\$12.48	\$25,963	\$15.18	\$31,558	High school diploma/Short OJT
41-4012	Sales Representatives, Wholesale and Manufacturing, Except	\$17.35	\$36,103	\$30.10	\$62,616	\$39.82	\$82,819	Bachelor's
49-9071	Maintenance and Repair Workers, General	\$14.38	\$29,913	\$18.97	\$39,454	\$24.62	\$51,222	High School Diploma/Moderate OJT
31-1120	Home Health Aides	\$11.83	\$24,617	\$12.42	\$25,840	\$14.38	\$29,903	High school diploma/Short OJT
29-1127	Speech-Language Pathologists	\$22.41	\$46,609	\$30.27	\$62,974	\$41.11	\$85,515	Master's/Internship
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Clear	\$12.09	\$25,151	\$14.71	\$30,589	\$17.71	\$36,826	No formal education/Short OJT
47-2061	Construction Laborers	\$14.50	\$30,161	\$23.15	\$48,166	\$27.38	\$56,971	No formal education/Short OJT
25-2057	Special Education Teachers, Middle School	N/A	\$37,249	N/A	\$49,890	N/A	\$58,317	Bachelor's
19-3034	School Psychologists	\$20.19	\$42,000	\$30.14	\$62,679	\$35.66	\$74,171	Doctoral or Professional

Source: Help Wanted Online Job Postings, The Conference Board; U.S. Bureau of Labor Statistics; Illinois Department of Employment Security, Economic Information & Analysis

End Notes

- ¹ NBER announcements of peak and trough dates for 2020 recession are found at: <https://www.nber.org/news/business-cycle-dating-committee-announcement-june-8-2020> and <https://www.nber.org/news/business-cycle-dating-committee-announcement-july-19-2021>.
- ² Sarah Chamberlain, "Addressing the Skilled Labor Shortage in America," *Forbes*, August 21, 2019.
- ³ Cucinotta D, Vanelli M. WHO Declares COVID-19 a Pandemic. *Acta Biomed.* 2020 Mar 19;91(1):157-160. doi: 10.23750/abm.v91i1.9397. PMID: 32191675; PMCID: PMC7569573.
- ⁴ Executive Order in Response to Covid-19 (Covid-19 Executive Order No. 8), Executive Order 2020-10, March 20, 2020, State of Illinois Executive Department, Springfield, Illinois.
- ⁵ Executive Order in Response to Covid-19 (Covid-19 Executive Order No. 8), Executive Order 2020-10, March 20, 2020, State of Illinois Executive Department, Springfield, Illinois.
- ⁶ NBER announcements. <https://www.nber.org/news/business-cycle-dating-committee-announcement-july-19-2021>.
- ⁷ Coronavirus Aid, Relief and Economic Security (CARES) Act of 2020. Section 2102 (Pandemic Employment Assistance).
- ⁸ U.S. Bureau of Labor Statistics, Covid-19, Table 1. Employed persons who teleworked or worked at home for pay at any time in the last 4 weeks because of the coronavirus pandemic by selected characteristics, May 2020 and April 2022.
- ⁹ U.S. Bureau of Labor Statistics, Covid-19, Table 1. Employed persons who teleworked or worked at home for pay at any time in the last 4 weeks because of the coronavirus pandemic by selected characteristics, May 2020 and April 2022.
- ¹⁰ "A Thriving Illinois: Higher Education Paths to Equity, Sustainability, and Growth," Illinois Board of Higher Education, 2021.
- ¹¹ The Center for Generational Kinetics, Generational Breakdown: Info About All the Generations. <https://genhq.com/FAQ-info-about-generations/>.
- ¹² U.S. Census Bureau, Education and Social Stratification Branch and American Community Survey via Haver Analytics.
- ¹³ *U.S. Bureau of Labor Statistics News Release*, Persons with a Disability: Labor Force Characteristics-2021, February 24, 2022.
- ¹⁴ Monetary Policy Report, February 25, 2022, Board of Governors of the Federal Reserve System, Washington D.C.
- ¹⁵ Donald Kerwin, Mike Nicholson, Daniela Alulema, and Robert Warren, "U.S. foreign-born essential workers by status and state and the global pandemic," CMS Report, May 2020.
- ¹⁶ Ben Casselman, "I had to go back: over 55 and not retired after all," *New York Times*, May 19, 2022; and Greg Iacurci, "The 'Un-retirement' trend could help increase the available pool of workers amid this hot job market, analysts find," *CNBC*, May 26, 2022.
- ¹⁷ Avery Hartmans, "Restaurants still can't find enough employees and it's probably not getting better anytime soon," *Insider*, February 3, 2022; and Julia Russell, "The retail labor shortage, automation and the state of work," *Smartbrief*, April 28, 2022.
- ¹⁸ Carey Anne Nadeau, Living Wage Calculator User's Guide/Technical Notes, 2020-2021 Update, Department of Urban Studies and Planning, Massachusetts Institute of Technology.
- ¹⁹ Future of Work in Illinois Task Force Report, May 31, 2022, Future of Work Taskforce.
- ²⁰ Ibid.
- ²¹ We have calculated an average Living Wage by Economic Development Region by weighting the County living wages provided by the Living Wage calculator by the size of the labor force. We encourage you to go to the website directly and search for the county of interest since these data are updated regularly by MIT. <https://livingwage.mit.edu>
- ²² Hotel Tech Report, "30+ Stats that show hotel check in kiosks are the way of the future," January 26, 2022.
- ²³ Ibid.
- ²⁴ Bolter, Kathleen, Nicholas Martens, Kenneth Voytek, and Jim Robey, "How Illinois manufacturers are adopting advanced technologies: an insight report on automation, workforce, and productivity." Report prepared for the Illinois Manufacturing Excellence Center, 2021. <https://research.upjohn.org/reports/269>

- ²⁵ Carl Benedikt Frey, Michael A. Osborne, The future of employment: How susceptible are jobs to computerisation?, *Technological Forecasting and Social Change*, Volume 114, 2017, Pages 254-280,ISSN 0040-1625, <https://doi.org/10.1016/j.techfore.2016.08.019>.
- ²⁶ Matt Sigelmann, Bledi Taska, Layla O’kane, Julia Nitschke, Rainer Strack, Jens Baier, Frank Breitling, and Adam Kotsis, “Shifting Skills, Moving Targets, and Remaking the Workforce,” May 2022, Boston Consulting Group, The Burningglass Institute, EMSI.
- ²⁷ Michael J. Handel, “Growth trends for selected occupations considered at risk from automation,” *Monthly Labor Review*, U.S. Bureau of Labor Statistics, July 2022.

Other References

- Kristin Broughton, “Companies start to lean more on cost savings amid persistent inflation,” *Wall Street Journal*, May 30, 2022.
- Kristin Butcher, Kelsey Moran, and Tara Watson, “Immigrant workers care for America’s elderly,” *Econofact*, December 16, 2021.
- Sarah Chaney Cambon and Harriet Torry, “Summer worker shortage means things will be closed. Again.” *Wall Street Journal*, May 30, 2022.
- 2022 County Health Rankings, National Findings Report, University of Wisconsin Population Health Institute, April 2022.
- Michael Dalton and Jeffrey A. Groen, “Telework during the Covid-19 pandemic: estimates using the 2021 Business Response Survey,” *Monthly Labor Review*, March 2022.
- “Education pays, 2021,” Career Outlook, U.S. Bureau of Labor Statistics, May 2022.
- Employment Projections – 2020-2030, U.S. Bureau of Labor Statistics, September 8, 2021.
- Foreign-Born Workers: Labor Force Characteristics – 2021, U.S. Bureau of Labor Statistics, May 18, 2022.
- Emma Goldberg, “All of those quitters? They’re at work,” *New York Times*, May 13, 2022.
- Gwynn Guilford and Sarah Chaney Cambon, “Workers are changing Jobs, raking in big raises – and keeping inflation high,” *Wall Street Journal*, April 24, 2022.
- Michael Hackman, “Add declining immigration to problems weighing on the labor market,” *Wall Street Journal*, April 5, 2022.
- Irina Ivanova, “America’s labor shortage is actually an immigration shortage,” *CBS News*, April 8, 2022.
- Abbie Langson, Matthew Walsh, and Edward Muna, “Advancing workforce equity in Chicago: a blueprint for action,” National Equity Atlas, 2021.
- Steve Lohr, A 4-year degree isn’t quite the job requirement it used to be,” *New York Times*, April 8, 2022.
- Josh Mitchell, “Several million U.S. workers seen staying out of labor force indefinitely,” *Wall Street Journal*, April 16, 2022.
- Monetary Policy Report, June 17, 2022, Board of Governors of the Federal Reserve System, Washington D.C.
- Eleanor Mueller, “ ‘This is a crisis point’: Inside the battle to fix workforce development as inflation surges,” *Political Pro*, 05/23/2022.

Jun Niew and Shu-Kuei X. Yang, "What has driven the recent increase in retirements?" *KCFed Economic Bulletin*, Federal Reserve Bank of Kansas City, August 11, 2021.

Occupational Employment and Wages – 2021, U.S. Bureau of Labor Statistics, March 31, 2022.

Aimee Picchi, "American families need to earn \$35.80 an hour just to make ends meet," *CBS News*, April 27, 2022.

Eduardo Porter, "Illegal immigration is down, changing the face of California farms," *New York Times*, May 28, 2022.

Ruth Simon, "Small businesses fall behind on hiring as inflation takes a toll," *Wall Street Journal*, June 20, 2022.

Bob Tita, "Robots pick up more work at busy factories," *Wall Street Journal*, May 29, 2022.

Harriet Torry, "Everything costs more and that's disrupting retirement for many," *Wall Street Journal*, April 11, 2022.

Lijia Wei and Jeff Nezaj, "Missing workers: the labor market has yet to recover from the pandemic," ADP Research, June 2022.

<https://www.illinoisworknet.com/WIOA/RegPlanning>