

Metropolitan Chicago Region Community Audit Data File

Please note that this is a draft document. Analysis, figures and statistics may have changed significantly between this and the final SOW and brief documents. Data and analysis found in the SOW supercede anything found in this document. This document is provided as a data supplement, and includes some data and graphs that were not included in the final report.

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Introduction

Comparison of Metropolitan Chicago Region to Other Metropolitan Statistical Areas:

In order to better understand the Metropolitan Chicago region's strengths and weaknesses, ten other metropolitan statistical areas ("MSAs") were chosen for comparison. They were selected based on a variety of factors including: historical significance (New York NY, Los Angeles CA, Philadelphia PA), geographic proximity (Gary IN, Kenosha WI), geographic rivalries (Dallas TX, Denver CO), and "emerging new economies" (Boston MA, San Diego CA, San Francisco CA). The United States was also selected where available for additional comparability.

The aggregate data for the eight workforce board regions of Northern Cook, Southern Cook, Chicago, DuPage, River Valley (counties of Kane, Kendall, and DeKalb), Lake, McHenry, and Will were not used in this report. The reason was that preliminary data analysis showed little or no statistical difference between those eight areas and the Chicago MSA (which also includes Grundy County). Therefore, in order to make the data components consistent, metropolitan statistical area data is used for all data comparisons.

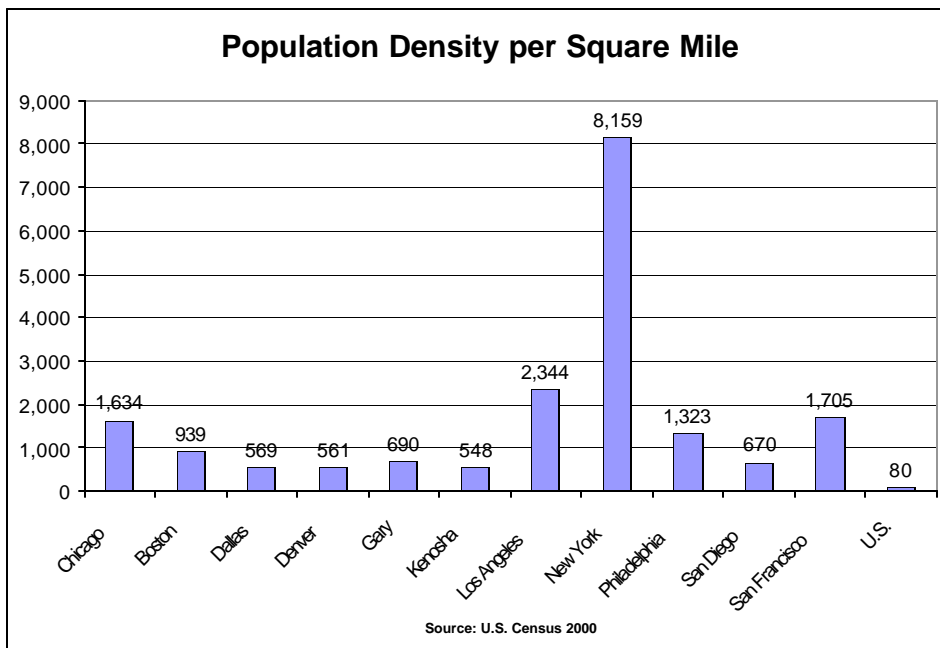
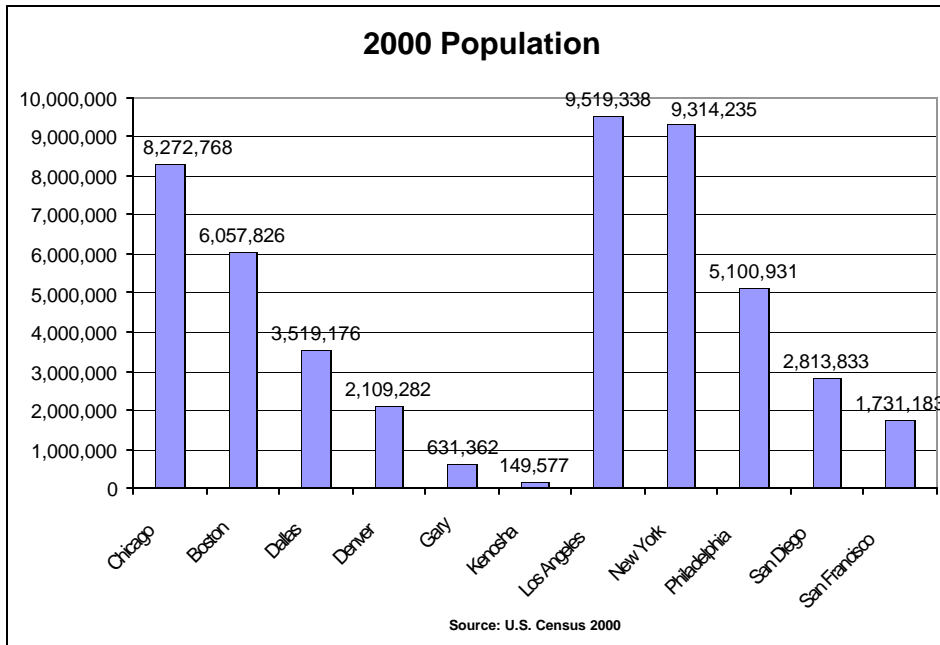
In terms of neighboring areas, the Kenosha, Wisconsin MSA includes Kenosha County, Wisconsin and the Gary, Indiana MSA includes the Indiana counties of Lake and Porter.

Terms Used:

The term "industries" and "sectors" are used interchangeably without difference.

The term "Chicago" is used to refer to the Metropolitan Chicago Region for the sake of brevity. For those data elements in which the City of Chicago is used in comparison to the other local workforce areas, it is noted.

Size of Metropolitan Statistical Areas

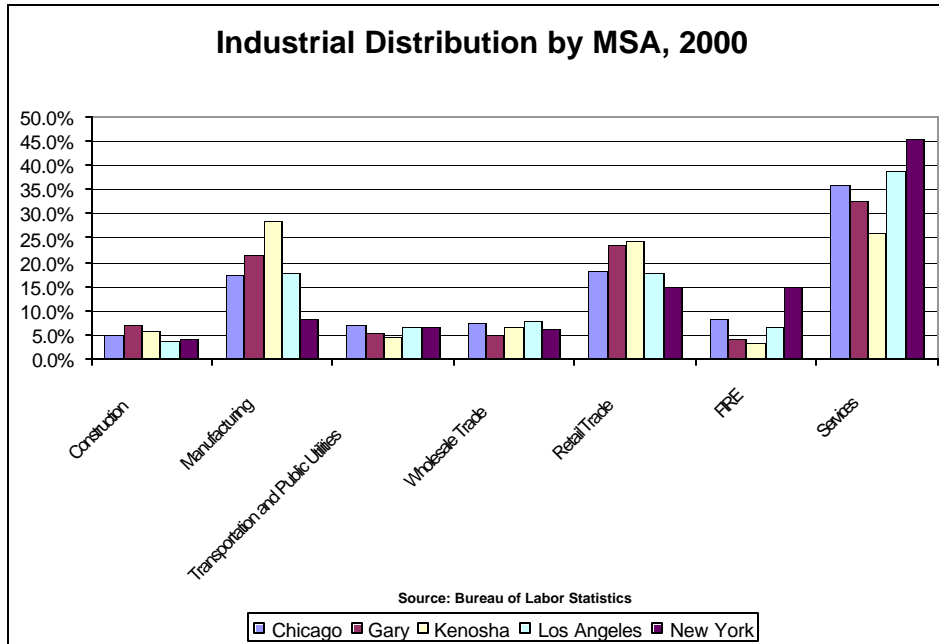


- When looking at Chicago's strength and weaknesses compared to other areas, keep in mind the population and density of areas. Chicago MSA is most like New York and Los Angeles in its size and Los Angeles and San Francisco in its density.

Workforce Demand

Employment Distribution by Industry

Employment Distribution by Major SIC Industry, 2001



- Like most economies across the nation, Chicago MSA is a services-oriented economy. The service industry employs a significantly higher percentage of all private sector employment than any other industry. Other leading industries include retail trade and manufacturing.
- Services includes such varied sub-industries as Hotels and Lodging, Personal Services, Business Services including both help supply and information technology, automotive repair and services, other repair services, motion pictures, amusements and recreation, health, education, legal, social, and professional (engineering, management, testing labs, public relations, research, etc.)
- Chicago's neighbors, Kenosha, WI and Gary, IN, both have large percentages of manufacturing employment, as well as retail trade.

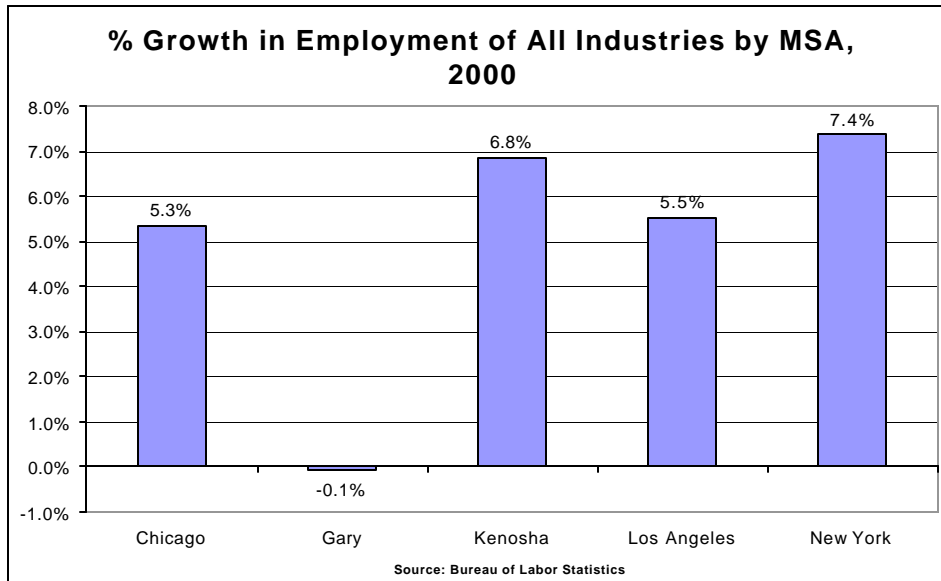
Chicago MSA Employment Distribution by 2-Digit SIC, March 2001

Industry (SIC)	TOTAL
All Industries	3,488,894
Manufacturing	599,735
Durable Goods	339,608
Lumber & Wood (24)	6,632
Furniture & Fixtures (25)	11,727
Stone, Clay, Glass (32)	12,097
Primary Metals (33)	20,972
Fabricated Metals (34)	73,738
Industrial Machinery & Equipment. (35)	73,953
Electronic Machinery (36)	86,363
Transportation Equipment (37)	17,428
Instruments & Related Products (38)	22,223
Miscellaneous. Manufacturing (39)	14,475
Nondurable Goods	260,127
Food & Kindred Pdts (20)	59,220
Apparel Products (23)	8,695
Paper & Allied Pdts (26)	25,216
Printing & Publishing (27)	69,689
Chemical & Allied (28)	46,596
Petroleum & Coal (29)	4,419
Rubber & Plastics (30)	42,400
Other Nondurables (21, 22, 31)	3,892
Non-Manufacturing	2,884,689
Mining & Quarrying (10-14)	1,593
Contract Construction (15-17)	165,301
Transportation (40-47)	177,966
Communication. & Utilities (48, 49)	66,547
Wholesale Trade (50, 51)	254,891
Retail Trade (52-59)	633,133
Finance-Insurance-Real Estate (60-67)	297,613
Business Services (73)	353,882
Health Services (80)	302,363
Engineering, Management, & Related Services (87)	157,534
Miscellaneous & All Other Services (01-09, 70-72, 74-79, 81-86, 88, 89)	473,866
Non-classifiable Establishments	4,470

- Digging deeper into the leading industry drivers, at the 2-digit Standard Industrial Classification (SIC) level we see that Chicago MSA has more employment in manufacturing of durable goods than it does non-durable goods. Durable goods manufacturing tends to be more sensitive to economic downturns than non-durable goods manufacturing.
- Within durable goods, electronic machinery, industrial machinery and equipment, and fabricated metals are the leading sectors.

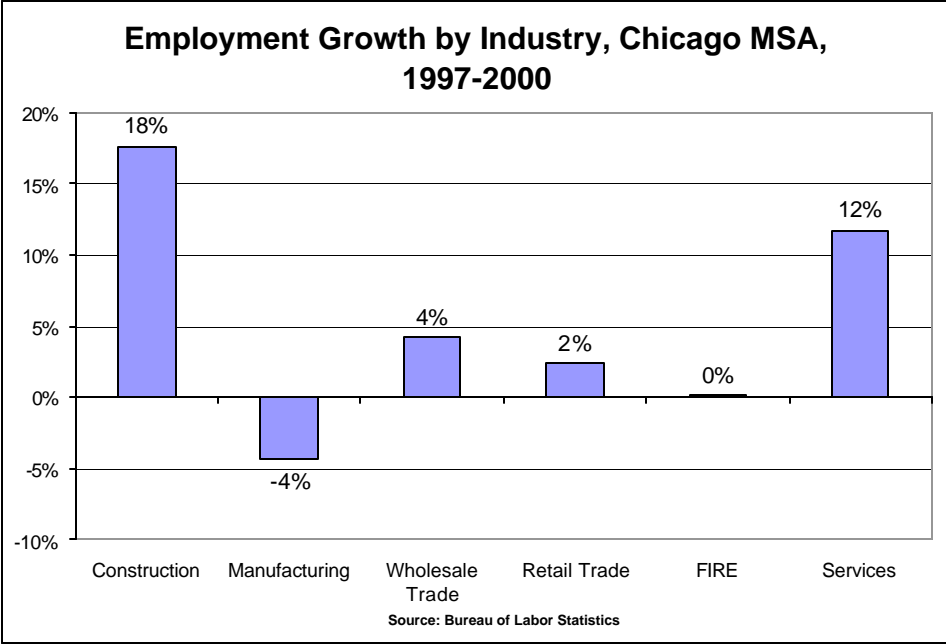
- Within non-durable goods, printing and publishing and food and kindred products are the leading employment sectors.
- Among service sectors, both business services (including computer services) and health services have significant employment.

Change in Total Employment by MSA, SIC 1997-2000



- Chicago MSA has enjoyed a healthy growth rate of 5.3%, which exceeded Gary's (negative growth). Los Angeles, New York and Kenosha have enjoyed significantly higher rates of growth than Chicago.

Chicago MSA Change in Employment by Industry, SIC 1997-2000



- Services increased by 12% between 1997 and 2000, exceeded only by construction, which grew 18%. Manufacturing declined by 4%.

Employment by Occupation

Employment Distribution by Occupational Cluster by MSA, 2001

Occupational Cluster	Chicago MSA	Chicago MSA	Gary MSA	Kenosha MSA	Los Angeles MSA	New York MSA	USA
Management	314,610	7.6%	4.2%	5.1%	6.0%	6.0%	6.0%
Business and Financial Operations	192,340	4.6%	2.1%	1.6%	3.9%	5.0%	3.6%
Computer and Mathematical	107,560	2.6%	0.7%	0.6%	2.1%	2.4%	2.3%
Architecture and Engineering	74,420	1.8%	1.1%	1.4%	1.8%	1.1%	2.0%
Life, Physical, and Social Science	30,720	0.7%	0.4%	0.4%	0.7%	0.8%	0.8%
Community and Social Services	44,470	1.1%	1.1%	1.6%	1.2%	1.8%	1.1%
Legal	31,820	0.8%	0.5%	0.4%	0.9%	1.4%	0.7%
Education, Training, and Library	200,550	4.8%	6.0%	8.0%	5.4%	7.3%	5.7%
Arts, Design, Entertainment, Sports, and Media	50,330	1.2%	0.7%	1.0%	2.6%	2.8%	1.2%
Healthcare Practitioners and Technical	185,700	4.5%	4.7%	4.2%	4.5%	4.7%	4.7%
Healthcare Support	68,090	1.6%	2.3%	2.6%	1.9%	3.5%	2.3%
Protective Service	85,090	2.0%	2.0%	N/a	3.0%	4.0%	2.3%
Food Preparation and Serving Related	264,450	6.4%	8.8%	10.8%	5.2%	5.6%	7.7%
Building and Grounds Cleaning and Maintenance	137,720	3.3%	3.6%	3.4%	2.9%	3.5%	3.3%
Personal Care and Service	80,980	1.9%	2.5%	2.7%	1.7%	3.4%	2.1%
Sales and Related	404,580	9.7%	10.5%	11.1%	9.3%	9.6%	10.4%
Office and Administrative Support	783,830	18.9%	15.2%	15.1%	20.3%	21.3%	17.7%
Farming, Fishing, and Forestry	2,450	0.1%	0.0%	**	0.1%	0.0%	0.4%
Construction and Extraction	166,870	4.0%	6.3%	4.9%	3.2%	3.5%	4.8%
Installation, Maintenance, and Repair	141,370	3.4%	7.0%	3.6%	3.5%	2.9%	4.1%
Production	456,530	11.0%	10.2%	14.6%	11.4%	5.1%	9.6%
Transportation and Material Moving	333,050	8.0%	10.0%	7.0%	8.6%	4.5%	7.4%

Source: Bureau of Labor Statistics

Bold= Highest rate of employment across MSAs

- The region's top five occupational clusters by size of employment are office and administrative (18.9%), production (11.0%), sales and related (9.7%), transportation and material moving (8.0%), and management (7.6%).
- Chicago MSA has a higher rate of employment than other areas in management (7.6%), and computer and mathematical (2.6%).
- It is interesting to note that Metropolitan Chicago has the lowest rate of employment among comparison areas in health care support, while health care practitioners is in line with other areas. What impact will this have on an industry reliant on entry-level occupations such as nursing aides and orderlies?

Top Occupations in Demand for Chicago MSA in Selected Occupational Clusters

See Appendix A for Top 20 occupations and characteristics for the region and the following major occupational clusters (top 2 occupations by demand in parentheses):

- **All Industries** (Retail Salesperson, General Office Clerks)
- **Distribution Occupations** (Laborers, Heavy Truck Drivers)
- **Finance Occupations** (Accountants and Auditors, Management Analysts)
- **Health Care Occupations** (Registered Nurses, Nursing Aides)
- **Hospitality Occupations** (Cashiers, Janitors and Cleaners)
- **Manufacturing Occupations** (Production Helpers, Team Assemblers)
- **Technology Occupations** (Computer Programmers, Computer Systems Analysts)

Please note that in the appendix tables are “part-time quartile” and “unemployment quartile”. A very high score in part-time quartile signifies an occupation that is in the top quartile (75% or above) in its likelihood to provide only part-time hours, and a very high score in the unemployment quartile signifies an occupation that is in the top quartile (75% or above) in its susceptibility to being unemployed. Other quartile ranges include High (51%-74%), Low (26%-49%), and Very Low (0-25%).

New Economy Index¹ Ratings

- **Chicago MSA ranks 19th of 50** metropolitan statistical areas measured across various “New Economy” indicators, with a score of 37.7. The highest-ranking area was San Francisco (score of 95.6) and the lowest was Grand Rapids, MI (score of 13.6).
- **Managerial, Professional and Technical Jobs** - Chicago MSA ranks **29th at 36%** (D.C. first at 48%, Las Vegas last at 25%).
 - ◆ This indicator measures the region’s proportionate share of workforce employment in managerial, professional and technical positions.
- **High-Tech Jobs** - Chicago MSA ranks **15th at 4.0%** (Austin first at 9.0%, Las Vegas last at 1.1%)
 - ◆ High Tech jobs measures the percentage of all employment in electronics and high-tech electronics manufacturing, software, and computer-related services, telecommunications, data processing and information services, biomedical and electro-medical services.
- **Gazelle Jobs** - Chicago MSA ranks **28th at 9.4%** (Orlando first at 16.2%, Norfolk last at 5.9%)
 - ◆ Gazelle jobs are those in companies with an annual sales revenue growth of 20 percent or more for four straight years, as a share of total employment. Gazelle jobs can be created by fast retail growth but are typically the growth of gazelle jobs is the relatively small number of fast-growing firms of all sizes that account for most of the growth. Between 1994 and 1998, gazelles (355,000 companies plus) generated practically as many jobs in the U.S. (10.7 million) as the entire U.S. economy².
- **Job Churning** - Chicago MSA ranks **17th at 10.1** (Denver first at 11.7, Rochester worst at 3.3)
 - ◆ Job churning measures gains in employment considering business births and expansion and business deaths and contraction.

¹ *The Metropolitan New Economy Index*, Atkinson, Robert D. and Gottlieb, Paul D., Progressive Policy Institute and The Center for Regional Economic Issues, April 2001 (www.ppionline.org)

² David Birch, Anne Haggerty, and William Parsons, *Corporate Demographics: Corporate Almanac* (Cambridge, Mass.: Cognetics, 1999). “Measuring the Internet Economy,” Cisco-University of Texas 2000, <http://www.internetindicators.com>

Perceptions in the Region³

- **Economic Development Goals** were identified as Workforce Development, Retain Business, Recruit Business
- **Business Climate Strengths** were identified as Passenger Air Service and Freight Air Service
- **Workforce Development strengths** were identified as Higher Education and Community Colleges

Business Development Priority Actions

Percent of Survey Respondents who identified the following as a priority action:

- Basic Research and Development (55%)
- Technology Venture Programs (51%)
- Manufacturing Modernization (51%)
- Small Business Development (51%)
- Venture Capital (50%)
- Entrepreneurial Assistance (49%)

Workforce Development Priorities for Action

Survey Respondents who identified a high priority for:

- K-12 Education (71%)
- Technology Skills Training (69%)
- School to Work (66%)
- Apprenticeships (65%)
- Technology Preparation (65%)
- Customized Skills Training (58%)
- Basic Skills Training (58%)
- Community Colleges (58%)
- Telecommuting Opportunities (53%)

³*Draft Northeast Illinois Regional Development Strategy, Visions and Priorities*, Illinois Economic Development Board, compiled September 2000. As part of developing the economic development plan for the region, a series of regional summits were held throughout the five county area of Cook, Lake, DuPage, Will, and Kankakee between May and June 2000. From the work of those summits, a survey was sent to over 8,000 business and community leaders in the region; 440 were returned for a response rate of 5.5%

- Universities (53%)
- English as a Second Language (50%)

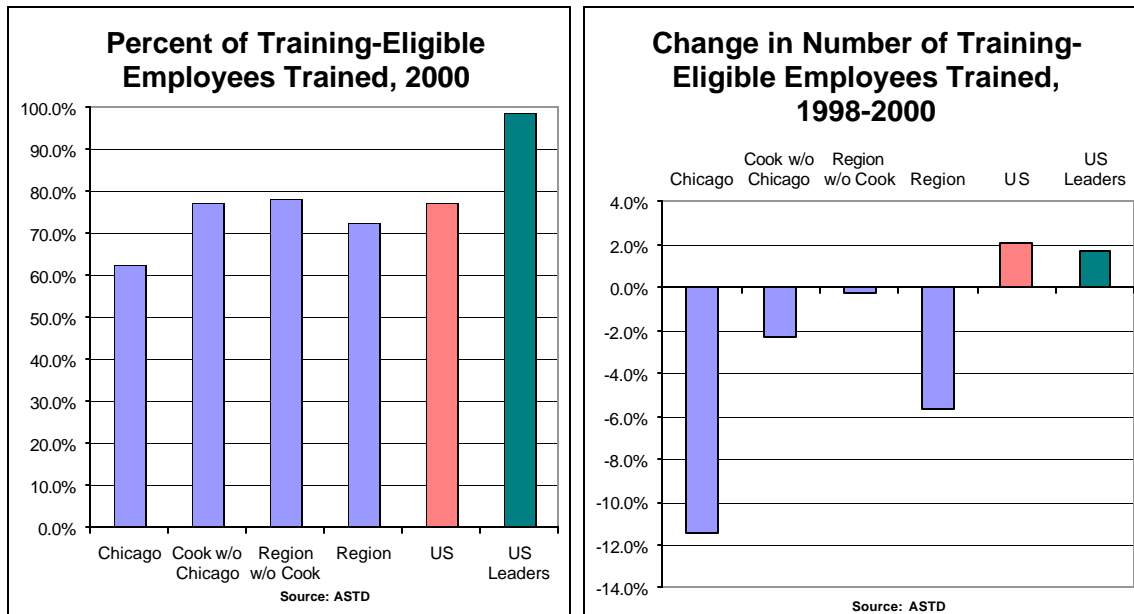
Strategic Issues Identified

- Adapting and improving educational approaches and training programs on an ongoing basis, including vocational training and distance learning, while promoting diversity.
- Reducing the mismatch between location of jobs and housing.
- Providing quality day care facilities.
- Improving curriculum across the region so it meets needs and fosters skills, thereby narrowing the “technology gap.”

One potential strategy is to validate whether this September 2000 data (compiled from surveys conducted for a different combination of five area counties than is being considered for the Metropolitan Chicago Region) holds true at this point in time for these eight workforce areas. The Regional Steering Committee might also consider leveraging efforts with other groups addressing these issues as an action item if they make sense for the eight county region.

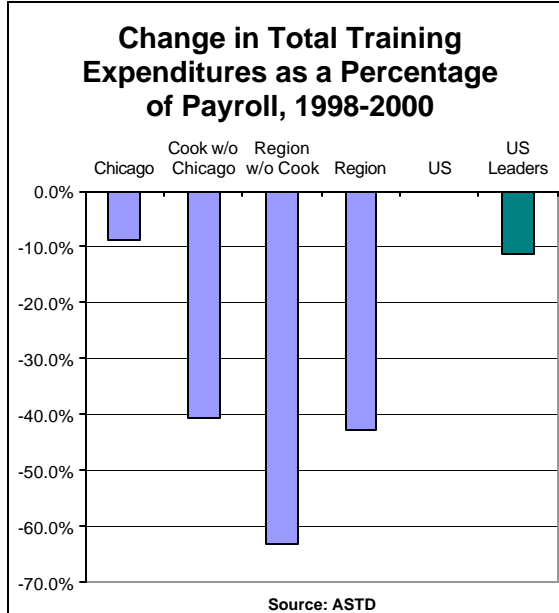
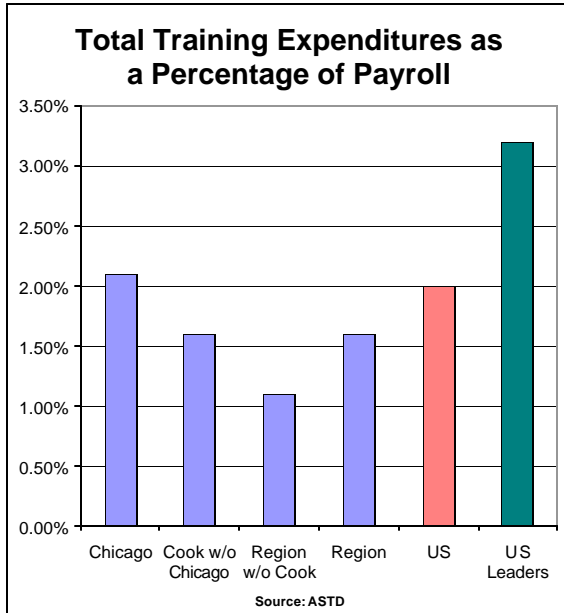
Employer Training Trends (ASTD) Within the Region

American Society of Training and Development (ASTD) data includes survey results of between 40 and 50 employers in a given year covering about 40,000 workers. Thus, the data reflects the practices of larger companies, including U.S. Leaders⁴ so that local employers can better gauge their practices against those companies that are “making learning a central focus of efforts to stay competitive.”

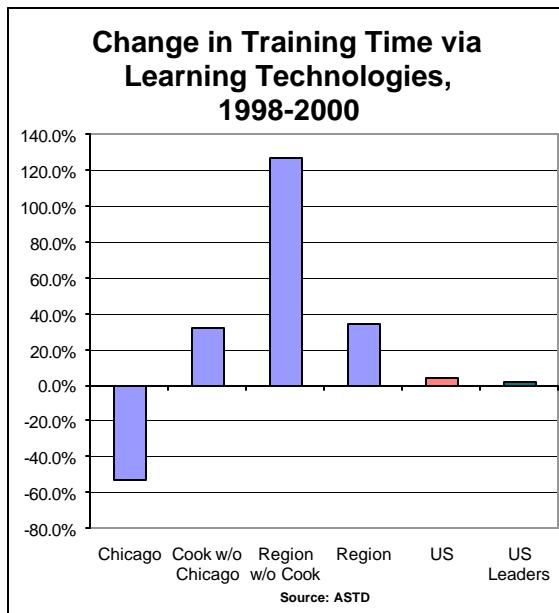
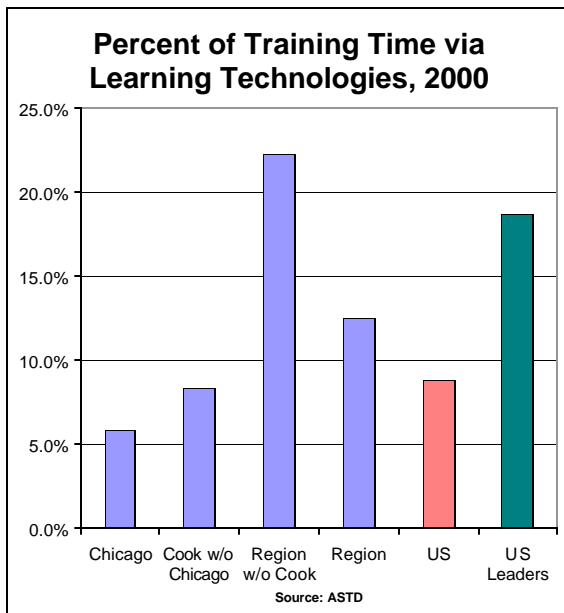


- While U.S. companies overall and U.S. Leaders are increasing the percentage of employees trained, City of Chicago companies have dramatically cut back, causing the overall regional score to also reflect a negative (although less extreme) change.

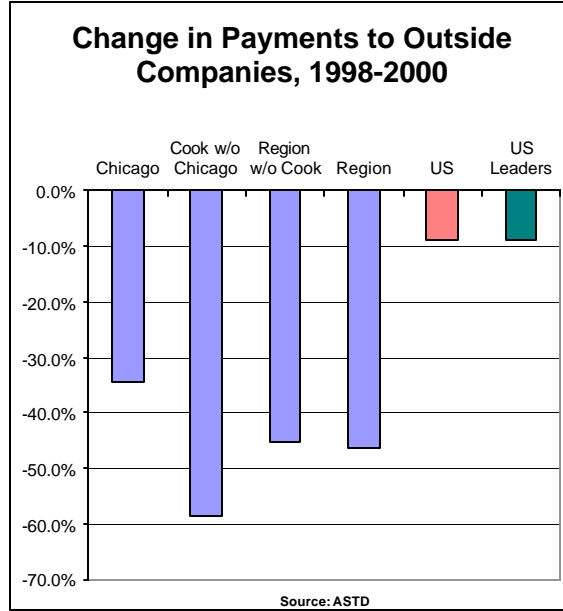
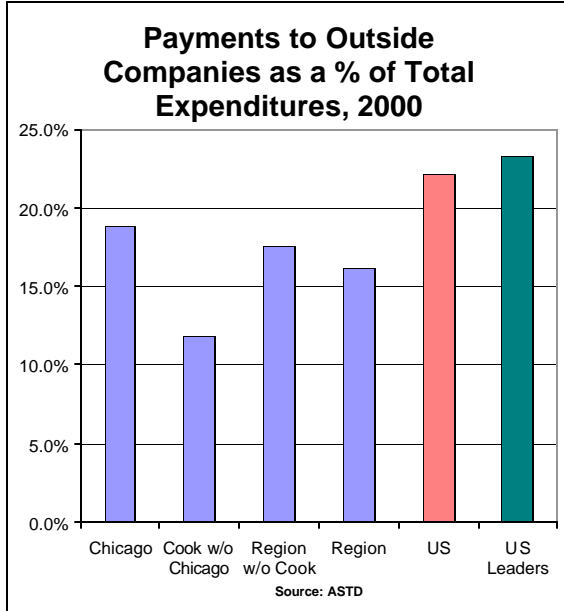
⁴ Definition of ASTD US Training Leaders - ASTD ranks all U.S. firms in their benchmarking training survey in four categories of training measures: Investment (mainly dollars spent), Time (mainly employee training hours), Reach (mainly the percent of employees trained), and Sophistication (mainly use of learning technologies). The ten percent of organizations with the highest combined scores across the four categories are identified as US Training Leaders. On the basis of 2000 numbers, 39 firms qualified. These data are seen as "what it takes for an organization to separate itself from the pack" and "make learning a central focus of efforts to stay competitive."



- Having said that, City of Chicago outpaces all but U.S. Leaders in terms of percentage of total payroll spent on training. The Balance of the Region (without Cook County) scores significantly lower than the other comparison areas examined.
- Note: For change in Total Training Expenditures as a Percentage of Payroll, 1998-2000, the U.S. Change is 0.



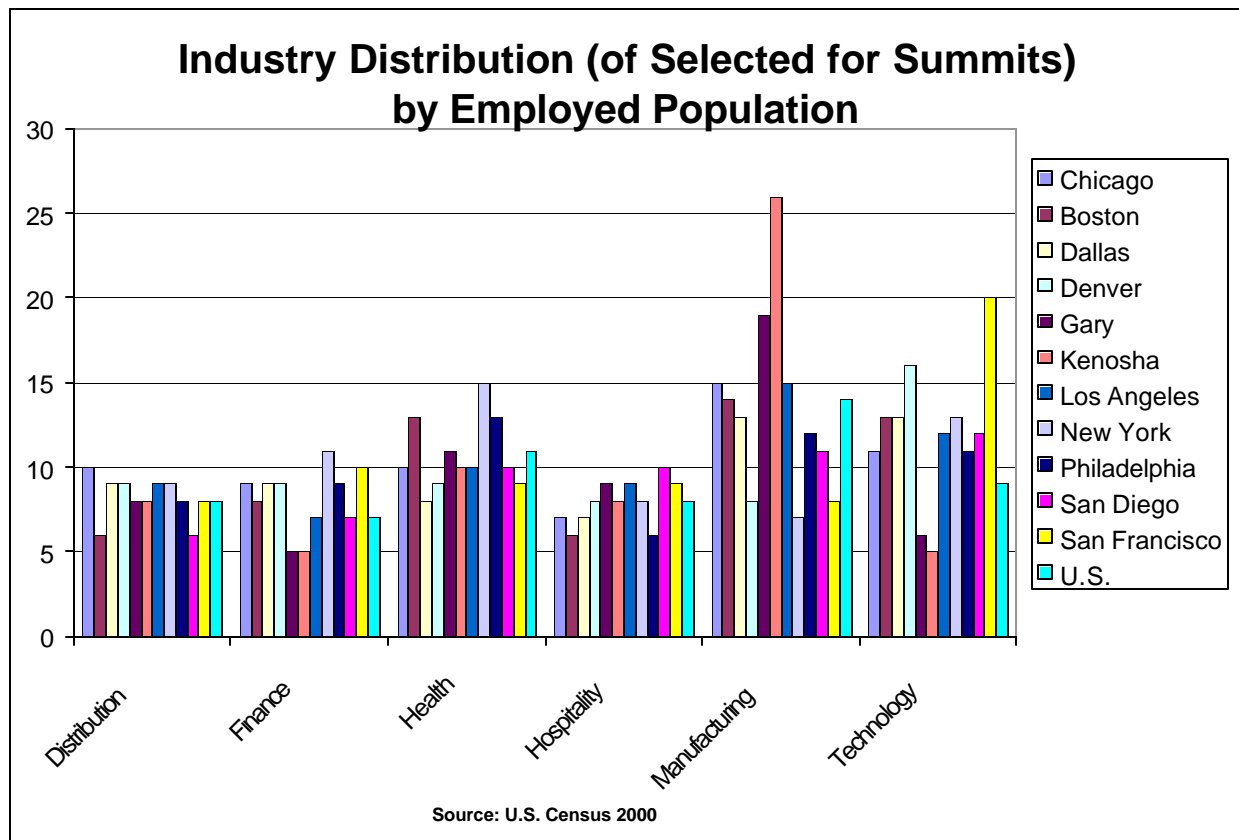
- The Balance of the Region (without Cook County) scores significantly higher than other comparison areas when it comes to learning technologies, outpacing even the U.S. Leaders in this "sophistication" score. Likewise, the change in use of learning technologies is highest in the Region without Cook. City of Chicago is quite low, both in 2000 as well as in Change.



- Balance of Cook (without Chicago) spends a smaller percentage on outside training organizations than do the other areas examined.
- All areas are spending a smaller percentage on outside training organizations in 2000 than they did in 1998, including overall U.S. companies and U.S. Leaders. Again, the Balance of Cook has a significantly higher rate of decline than the other areas.

Current Workforce Supply

Industry Distribution of Employed Population by MSA, NAICS

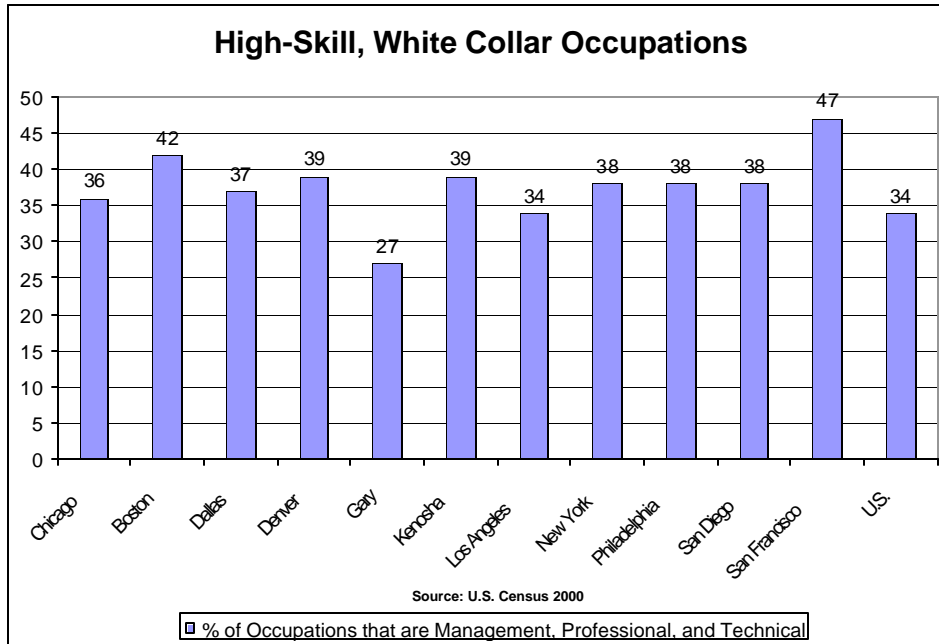


- Employment distribution⁵ is typically reported by *jobs by employers*, i.e. “demand,” as it is earlier in this draft data file. However, this graphic looks at employment distribution reported as *jobs by employed population*, i.e. “supply”. Furthermore, this graphic differs from the previous perspective in that it uses the new North American Industrial Classification System (NAICS) rather than the SIC code, and then further combines those NAICS codes to arrive at a suitable definition for the six industries selected for workforce summits.
- Chicago MSA has the highest rate of its population working in the distribution industry among any of the other metro areas reviewed.
- Chicago’s neighbors, Kenosha and Gary, have higher rates of their population working in manufacturing.
- Among the industries and metro areas reviewed, finances and health employ a higher percentage of the population in New York than in other areas, San Diego has the highest proportionate share of its population in hospitality, Kenosha has the highest percentage of its population employed in manufacturing, and the highest

⁵ Distribution combines Transportation and Warehousing with Wholesale Trade; Finance includes Finance, Insurance, Real Estate, and Rental and Leasing; Hospitality includes Accommodations plus Entertainment, Technology includes Information plus Professional Services.

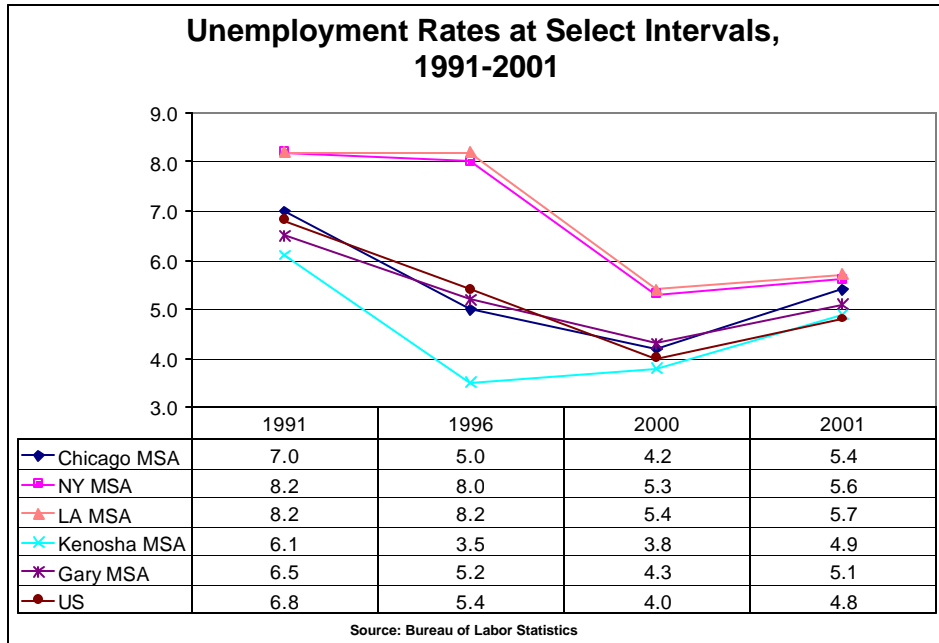
percentage of individuals employed in technology is found in San Francisco. San Francisco's high percentage of individuals employed in technology appears to validate many of the findings of the New Economy Index.

Occupational Distribution by Employed Population by MSA

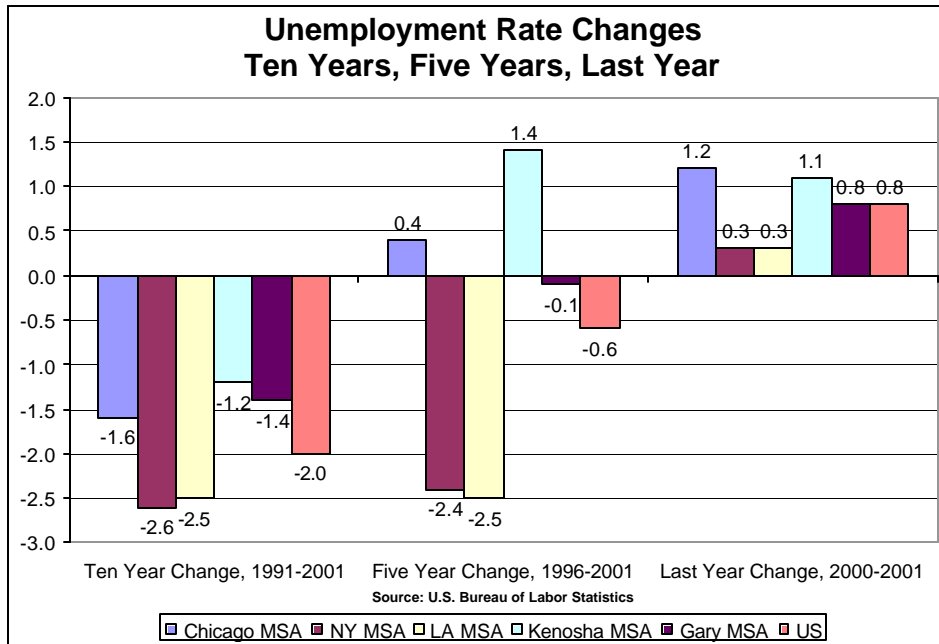


- Again, while the previous view of occupations was about jobs/demand, this graphic illustrates people/supply.
- Chicago is only slightly above the U.S. average in its rate of “white collar, high-skill” jobs at 36% compared to 34%.
- Chicago’s neighbor, Kenosha, has a surprisingly high rate, given its huge base of manufacturing employment. Chicago’s neighbor Gary has the lowest rate.
- Again, San Francisco’s high rate here appears to validate many of the findings of the New Economy Index.

Unemployment Rates at Select Intervals by MSA



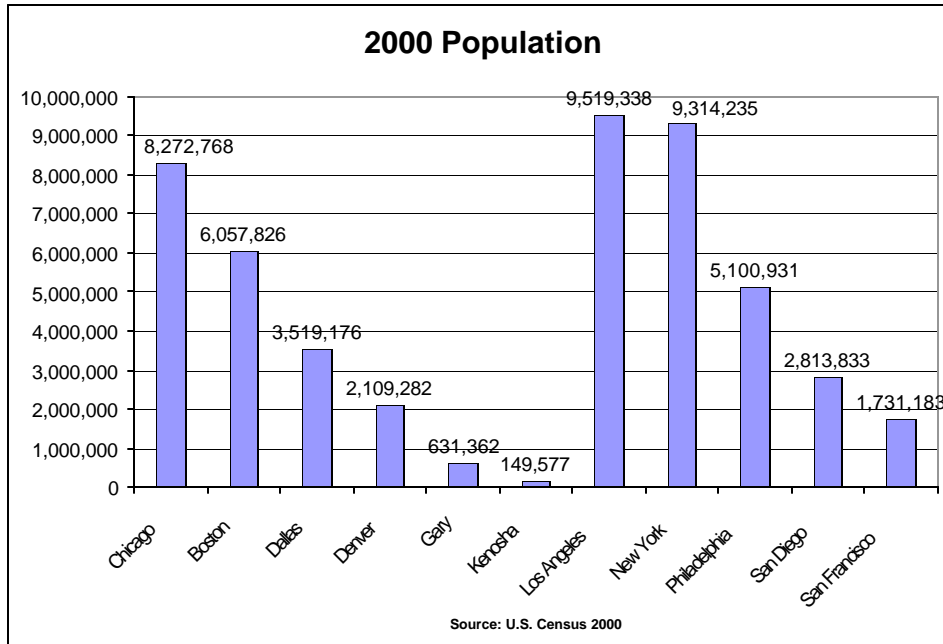
- Chicago's unemployment rate has remained similar to that of the U.S. over the past ten years, starting slightly higher in 1991, dipping lower five years later in 1996, inching higher in 2000, and widening that higher rate in 2001.
- Chicago MSA fares much better than New York and Los Angeles.
- Chicago's neighbor, Kenosha, has enjoyed a much lower rate than other areas reviewed which is surprising given its dependence on manufacturing, a sector susceptible to recessions.
- The final edition of this Report will look at unemployment rates over specific monthly intervals (for purposes of post-9/11 analysis) as well as mass layoff statistics, as has been requested during local area presentations.



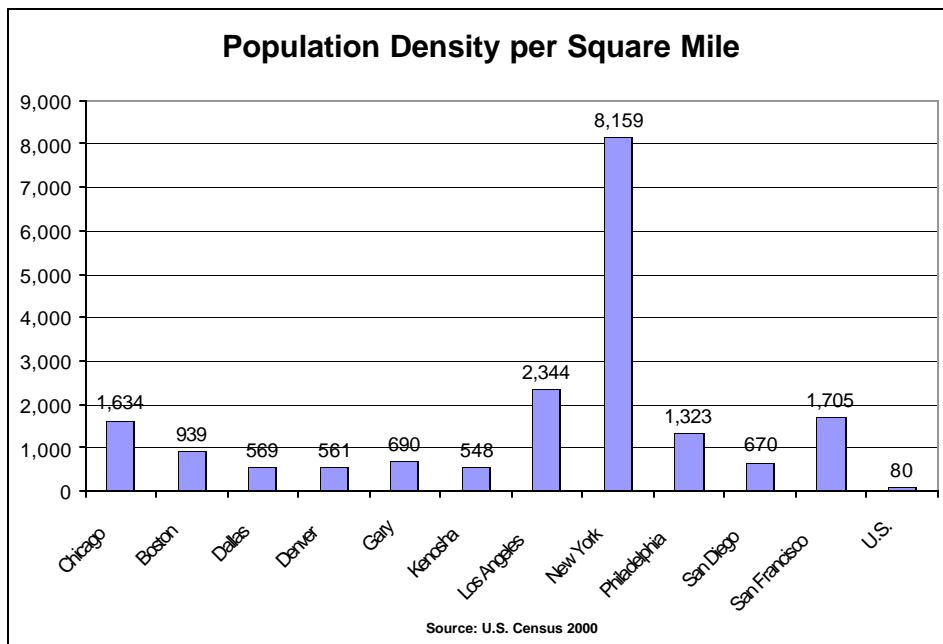
- Chicago’s unemployment rate did not decrease to the same extent as New York, Los Angeles, and the U.S. over the past ten years. New York saw the largest decline for the 10-year period as a whole, even though its rate has been increasing since 2000.
- Chicago’s unemployment rate increased over the past five years. The only other area reviewed that increased was Kenosha. Kenosha still has lower unemployment than the other areas. It shows an increase primarily because its rate was *so* much lower than the other areas in 1996. Los Angeles saw the largest decline when comparing 1996 data to 2001 data, even though it is trending upwards since 2000 like all the other regions.
- Chicago’s unemployment rate increased over the past year, the highest rate among areas reviewed at 1.2% points (4.2% to 5.4%). However, all areas reviewed saw an increased unemployment rate over the past year. Despite its higher rate of increase, Chicago MSA still has a lower unemployment rate than LA or New York.

Population and Population Change by MSA

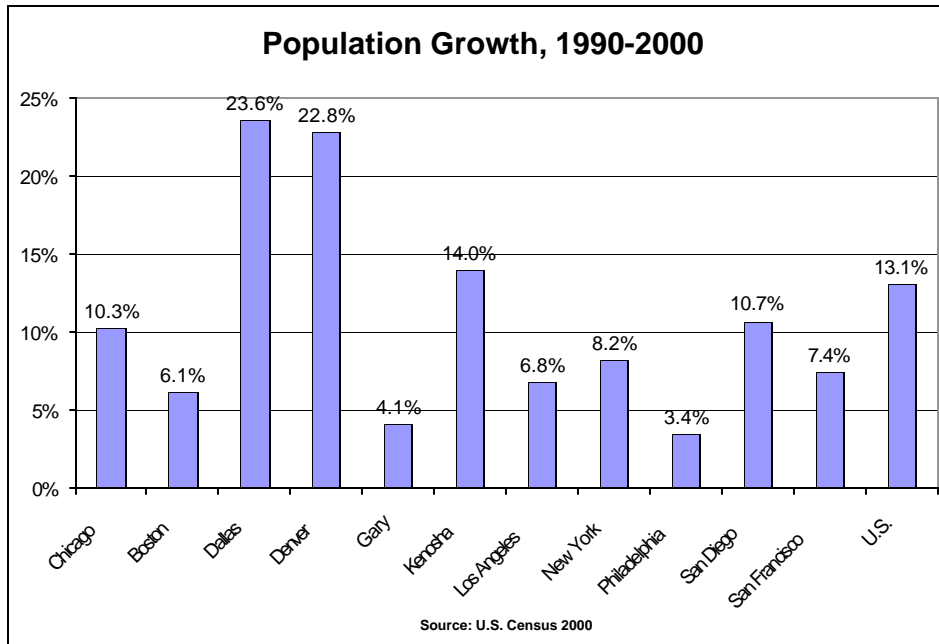
When comparing metropolitan areas, it is important to understand the overall size of the population, its density, and its total change over time.



- Chicago MSA has the third most population of the metro areas reviewed, trailing only industrial Los Angeles and New York.
- Chicago's neighbors, Gary and Kenosha, were by far the smallest areas studied.

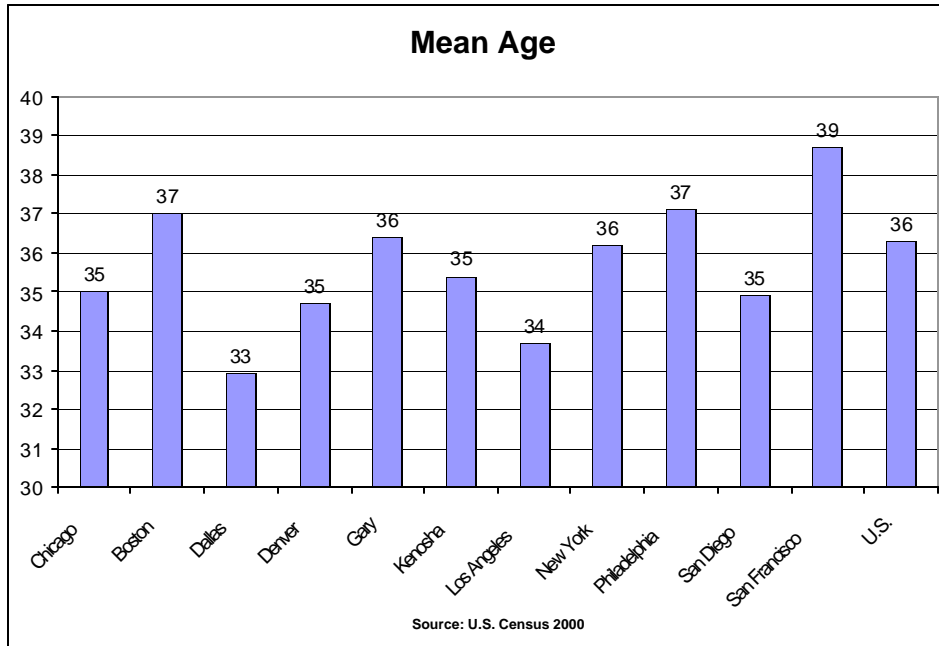


- Chicago MSA has the fourth highest population density among those areas studied, trailing New York, Los Angeles, and San Francisco.



- Chicago MSA has experienced about average population growth compared to other areas studied. Its 10.3% rate of growth trails the national growth rate of 13.1%.
- Chicago MSA enjoyed higher rates of population growth than a number of other areas including Los Angeles, New York, and its neighbor Gary.
- Dallas and Denver have experienced the largest growth of the areas reviewed. Chicago's neighbor Kenosha has also enjoyed a rate of growth that exceeds the national rate.

Age Indicators by MSA



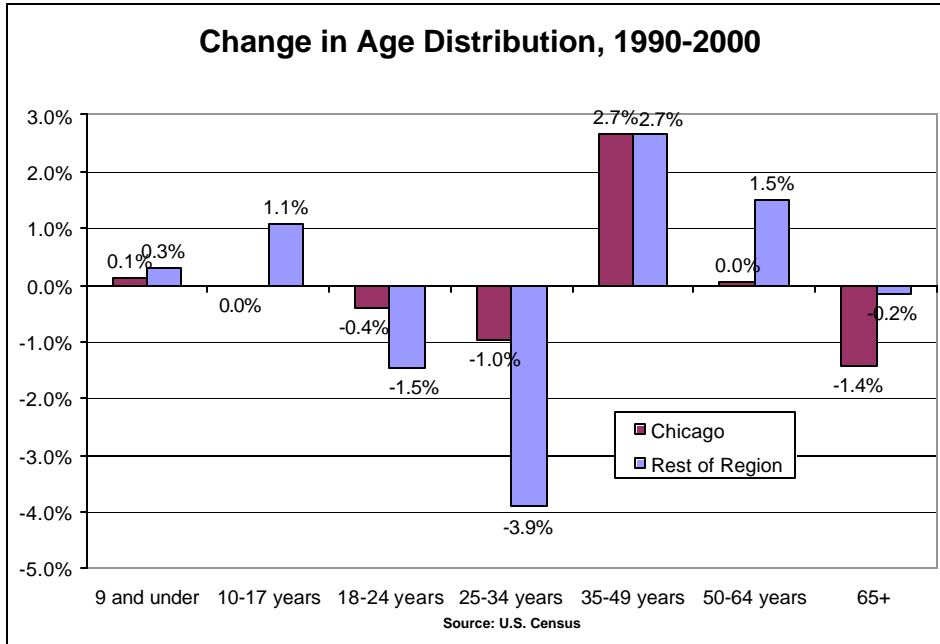
- Chicago MSA is younger than the U.S. average and many metro areas including San Francisco (oldest at 39), Boston, Philadelphia, New York, and others.

Population by Age, 2000

Age	Chicago	Rest of Region
9 and under	15.2%	15.3%
10-17 years	11.0%	11.9%
18-24 years	11.3%	8.5%
25-34 years	18.5%	14.0%
35-49 years	21.4%	24.7%
50-64 years	12.4%	14.6%
65+	10.2%	11.0%

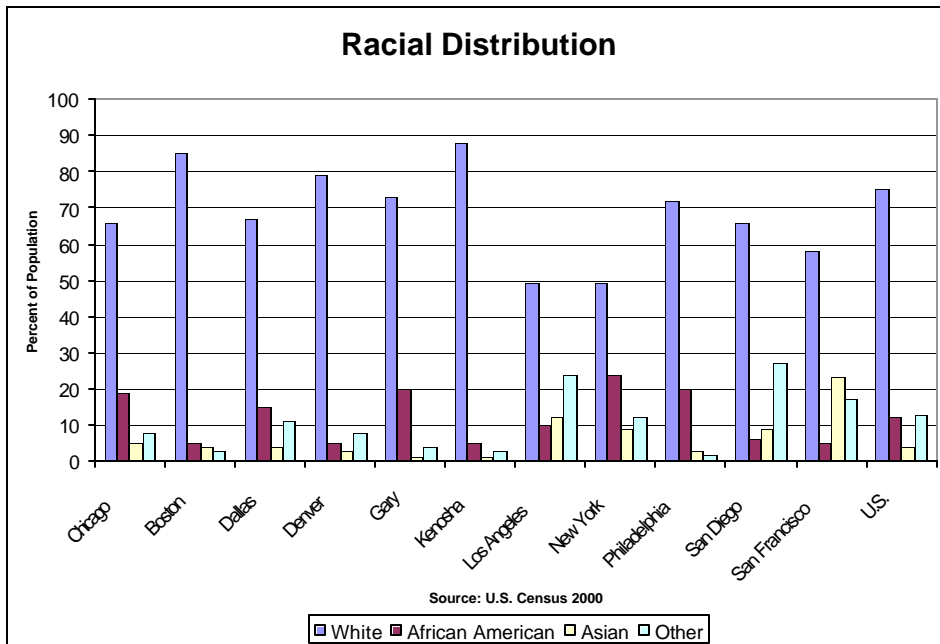
Source: U.S. Census 2000

- The City of Chicago's population is "less elderly" than the rest of the region, and the City has a much higher rate of 25-34 year olds, which is around the age that many begin to "seriously attach" to the occupations and industries that will drive their careers.

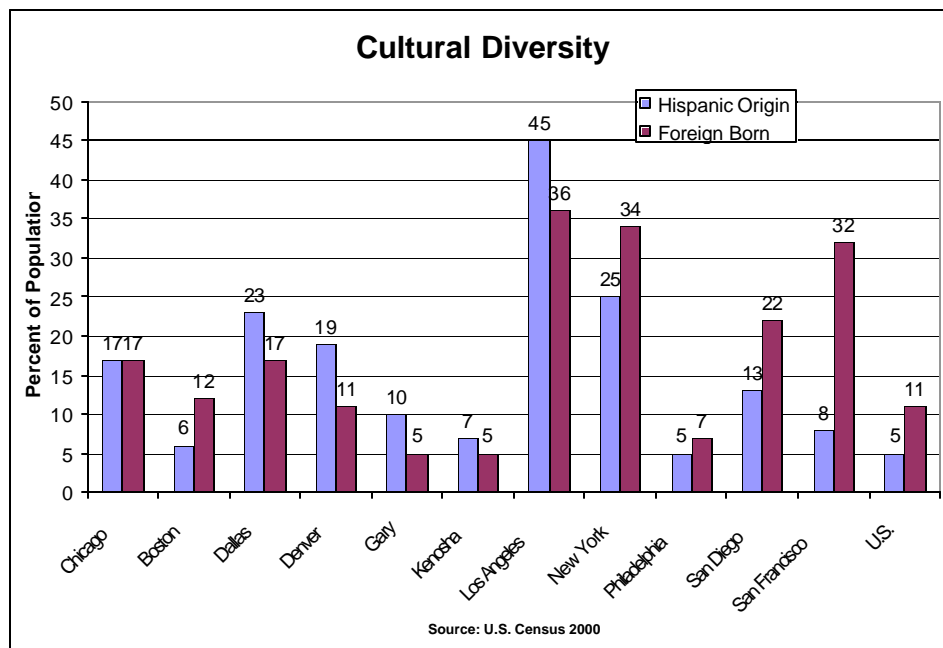


- Rest of Region other than the City of Chicago is seeing sharp declines in the 25-34 year old age category. Rest of Region is also seeing sharper increases in 10-17 year olds and 50-64 year olds.
- The City of Chicago is seeing a sharper decline in people age 65 and over than is the rest of the region.

Race and Ethnicity by MSA

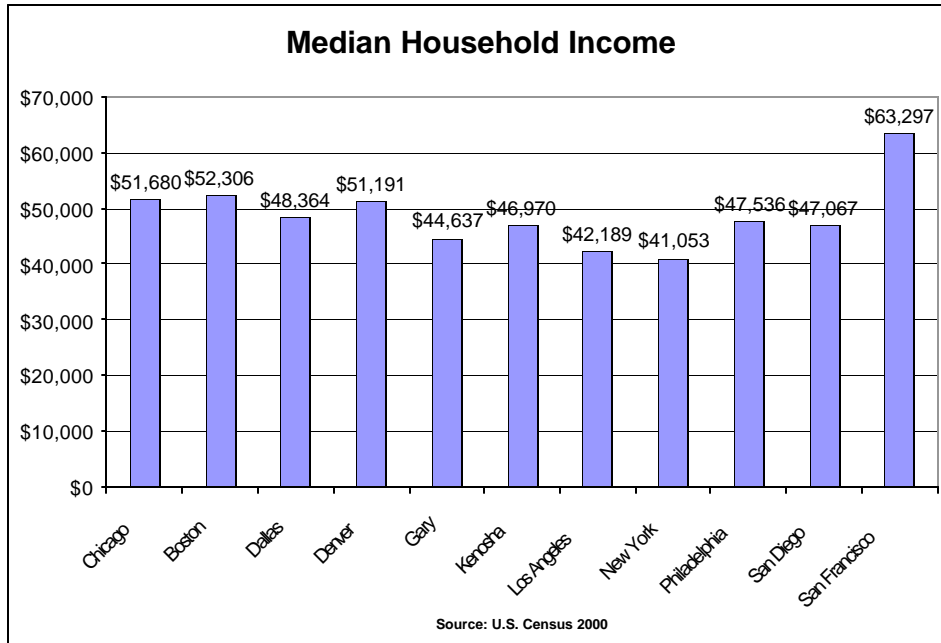


- Chicago MSA is “less white” than the national average and many of the areas studied. Chicago MSA has generally high rates of African-Americans, average rates of Asian-Americans, and less “other.”
- Los Angeles, San Diego, and San Francisco all have high rates of “other”.
- Chicago’s neighbor Kenosha is not particularly diverse; nearly 9 in 10 are white.



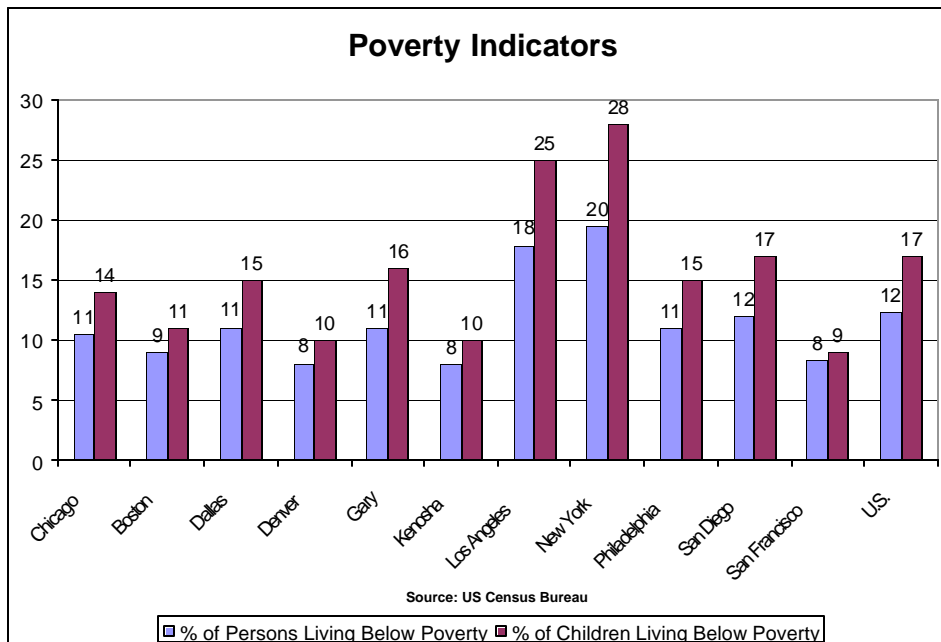
- Chicago MSA has higher rates of Hispanic population than many areas studied, but trails Los Angeles (where nearly 1 in 2 are of Hispanic origin), New York, and Dallas.
- Los Angeles and New York have nearly twice the rate of foreign-born citizens than Chicago. However, Chicago’s rate is 6% higher than the national rate. Coastal cities such as LA, San Diego, San Francisco, and New York are ports of entry for immigrants. They are likely to have greater racial and ethnic diversity than inland areas. For the Hispanic population, a coastal location is not as critical; geographical proximity to Mexico (like Dallas) will also influence cultural diversity.
- Again, Kenosha is the least diverse area among those reviewed.

Income by MSA



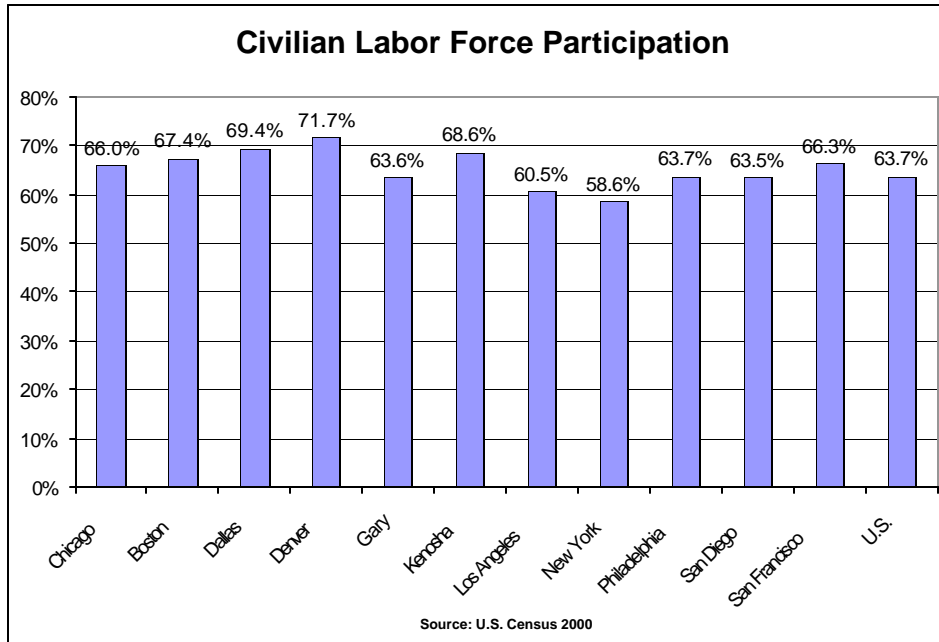
- Chicago's median household income is third highest among areas studied, trailing only San Francisco and Boston.
- Chicago's neighbors, Gary and Kenosha, are surprisingly strong, exceeding both Los Angeles and New York. When considering that the cost of living is lower in Gary and Kenosha, this higher median income becomes even higher in purchasing power.

Poverty by MSA



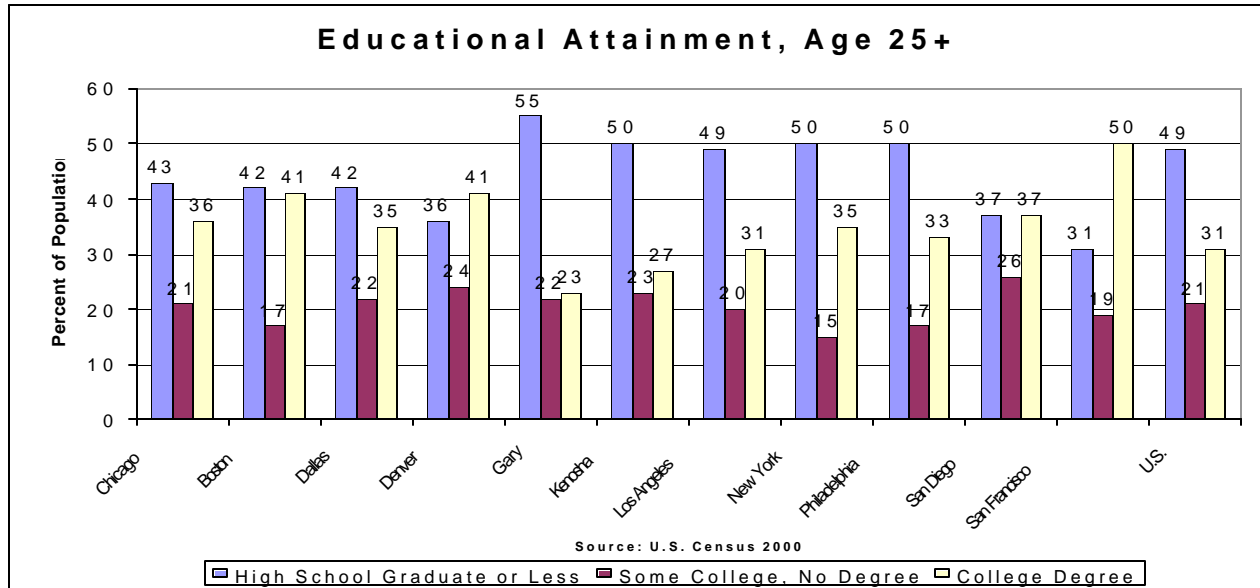
- Chicago MSA fares surprisingly well among areas studied, falling in the middle of the pack, and faring better than the national rates. Obviously, this story differs within the metro area as well as the 8 counties that comprise the workforce region.
- While like Los Angeles and New York in many ways, Chicago MSA is strongly different in the frequency of poverty, with rates almost half those of the two metro areas that have the lowest median household income.

Labor Force Attachment by MSA

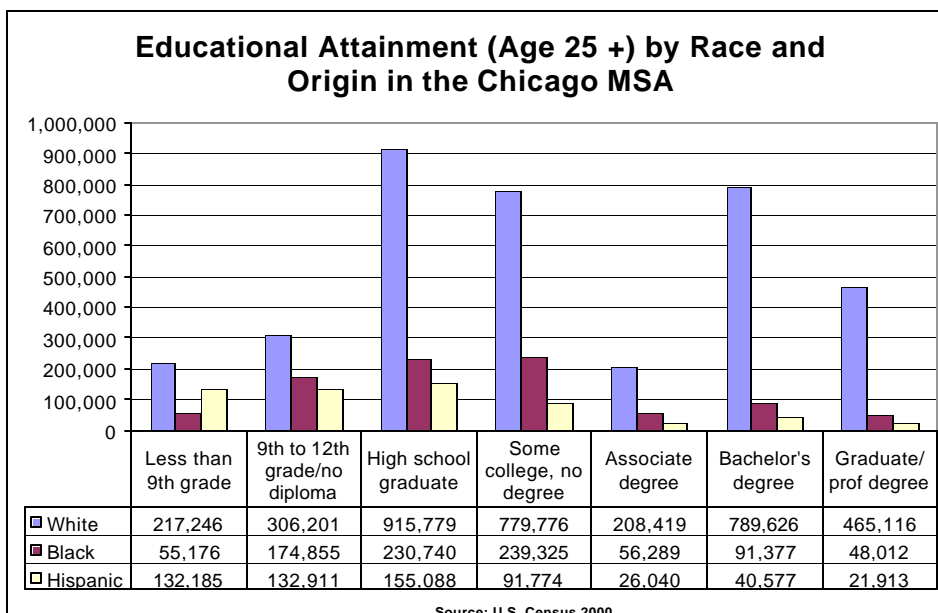


- Chicago's labor force participation rate is higher than that of the U.S. and many areas, but trails such areas as Denver, Kenosha, Dallas, and Boston. Despite the relatively good news, nearly 1 out of every 3 Chicago MSA area residents over the age of 16 are not participating in the workforce. While this could be married mothers with kids in school, individuals with disabilities, or incarcerated individuals it is worth exploring in more detail.

Educational Attainment by MSA

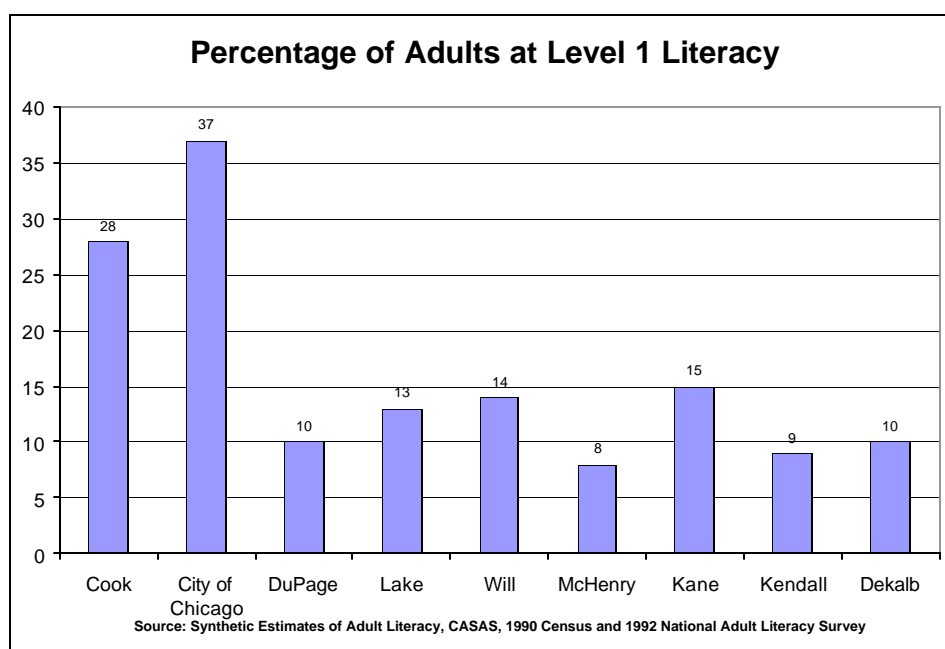


- Nationally, nearly half (49%) of all persons 25 and over had a high school degree or less as the highest level of educational attainment. In Chicago, this rate is slightly less (43%). It is better for an area to have a low rate in this category, and higher rates in the other categories, particularly in college degrees.
- Chicago's rate of individuals with a college degree is greater than the national rate (36% compared to 31%), and higher than all areas other than Boston, San Diego, and San Francisco.
- Not surprisingly, San Francisco has the highest rate of college degrees, as well as the lowest rate of high school graduates or less.



- Amongst the white population, the dominant category is high school graduate, followed by Bachelor's degree and some college, no degree.
- Amongst the black population, the dominant category is some college, no degree but a very close second is high school graduate, followed by 9th to 12th grade, no degree.
- Amongst the Hispanic population, the dominant category is high school graduate, followed narrowly behind by 9th to 12th grade, and then less than 9th grade.
- Whites in general are much higher educated, with a high total number of graduate degrees combined with other high-level categories such as bachelor's degrees and some college, no degree.

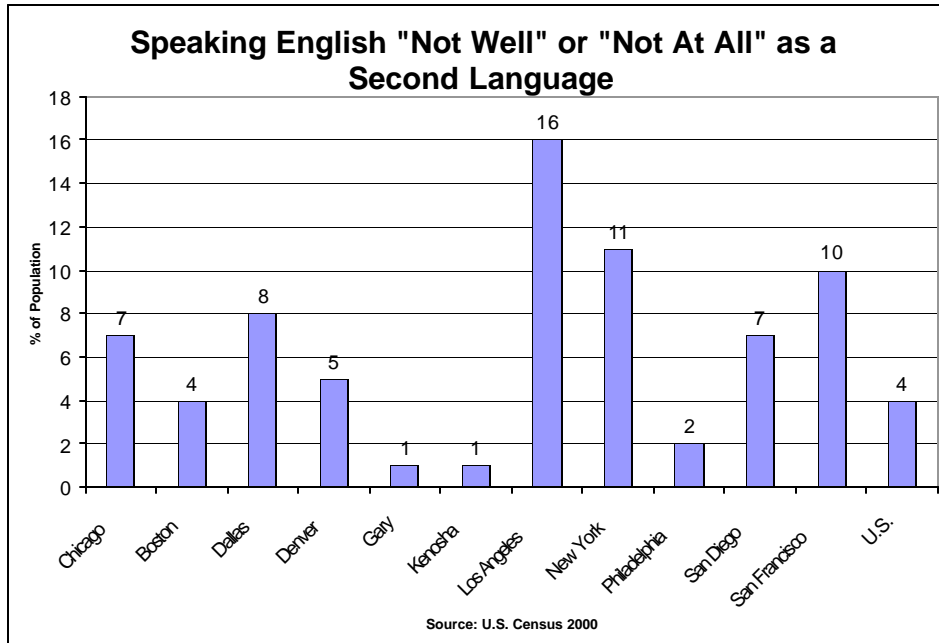
Adult Literacy, 1992⁶ Within Chicago Workforce Region



- The National Literacy Survey last completed in 1992 showed a clear separation in the percentage of adults at level 1 literacy
- Over 1 in 3 adults in the City of Chicago did not have basic level 1 literacy. Populations have changed considerably over the last 10 years. The above chart can give us some relative indicators of what we might expect to find today, but the decennial literacy survey results will be eagerly anticipated in early 2003.

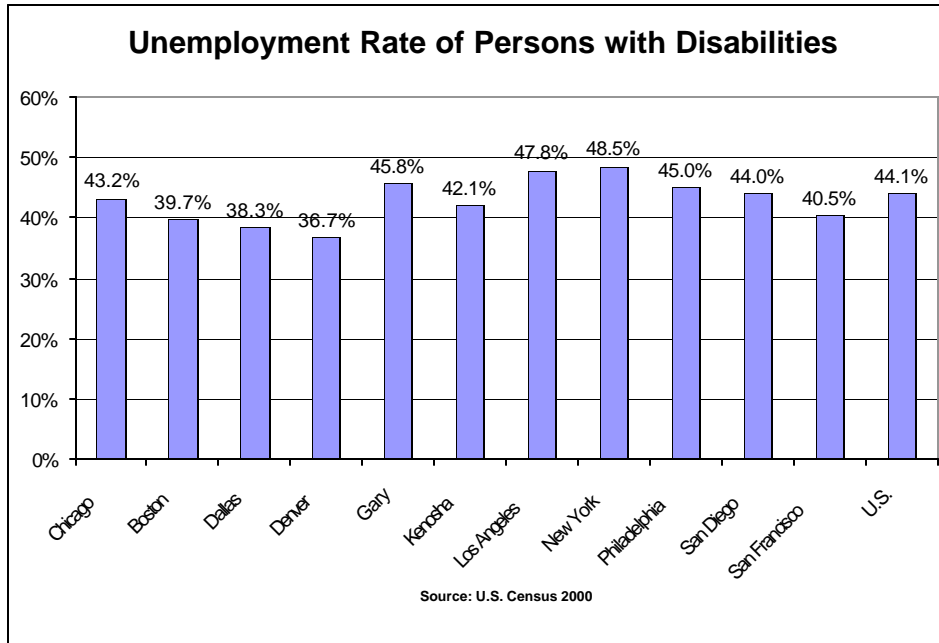
⁶ The National Adult Literacy Survey provides an outstanding measure of an area's basic and advanced literacy on 5 different levels ranging from 1 (worst) to 5 (best). These data combine 1992 literacy data with 1997 synthetic estimates for local areas using the 1992 data and 1990 U.S. Census data. The data will be updated in 2002. Level 1 literacy indicates an inability to sign one's name, identify a country in a short article, locate the expiration date on a driver's license, or total a bank deposit entry.

English Proficiency by MSA



- Cultural diversity brings with it many challenges, including English Proficiency. Chicago MSA has higher rates of people speaking English “not very well” or “not at all” as a second language than does the nation.
- Chicago MSA fares better in English Proficiency than do Dallas, Los Angeles, New York, or San Francisco, consistent with its lower rate of population that is foreign born.

Employing Persons with Disabilities, Age 16 – 64 by MSA



- As occupational and skills shortages increase, the need for non-traditional workers will increase as well. Many industries are already seeing the benefits of hiring disabled workers, ranging from restaurants to new technology start-ups.
- The Chicago MSA's population age 16-64 is 5,348,278, and of that 901,764 (17%) report having a disability (including sensory, physical, mental, and others.) Of the 511,887 with a disability, 511,887 report being employed and 389,887 (43.2%) report being unemployed.
- Chicago MSA has a lower disability unemployment rate than the U.S. but is exceeded by Boston, Dallas, Denver, and San Francisco. Denver has the lowest rate, while New York has the highest.

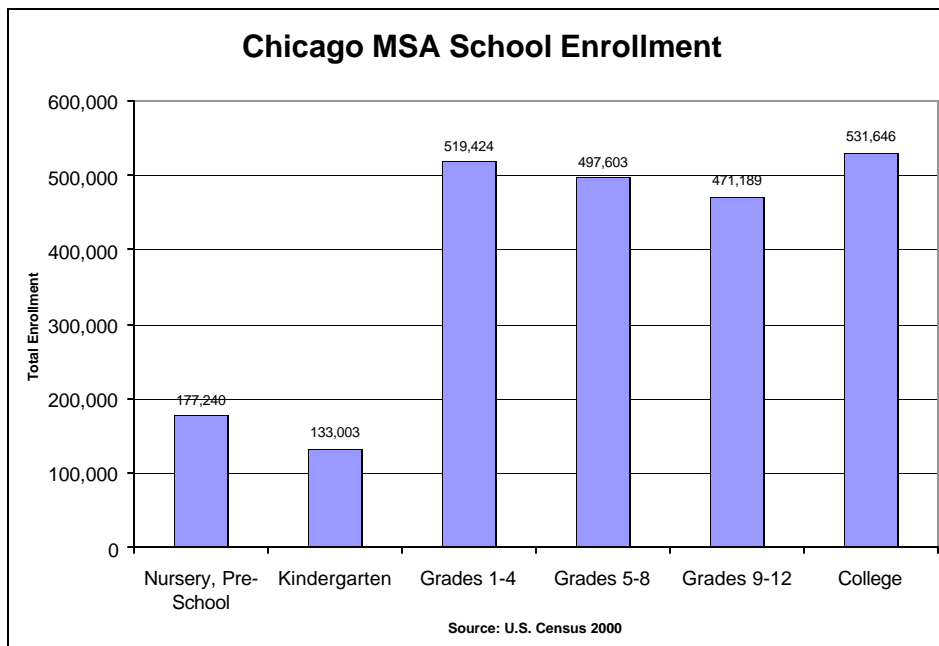
The Emerging Workforce

Education data for the 2001-2002 school year was recently released, and CSW is in the process of “mapping” the education indicators for the final State of the Workforce reports. By mapping we refer to the ability to visually present on maps by specific school districts and areas the key education indicators, within and across individual workforce board areas and the entire region. For now, the following information from the previous year’s data release is used in graph format to provide contextual information.

Education

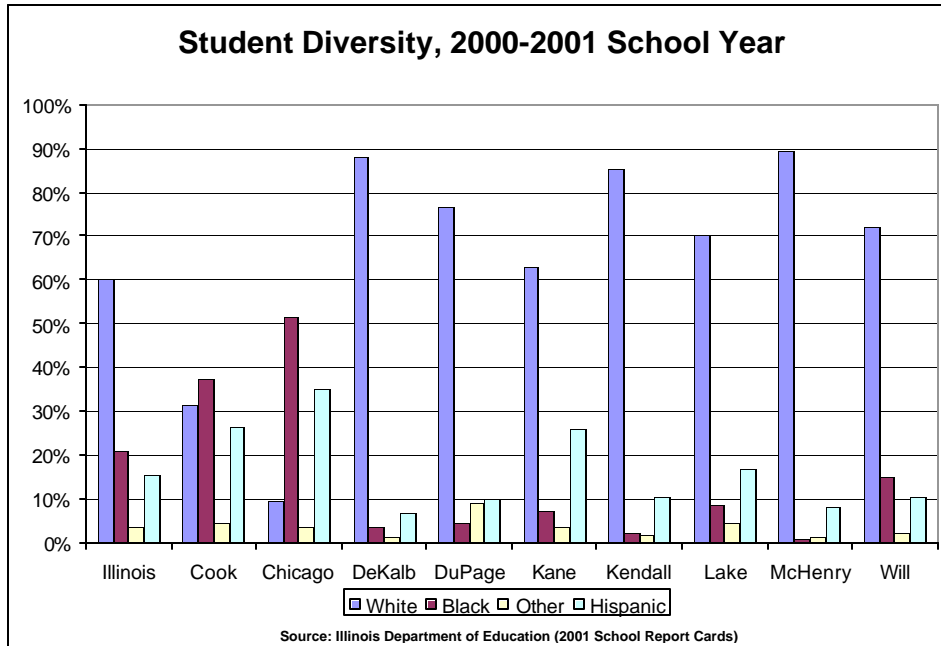
Education data is typically not comparable at local levels across states and regions. Given that, most of this data uses specific data within the Chicago 8-county workforce region.

School Enrollment in Chicago MSA



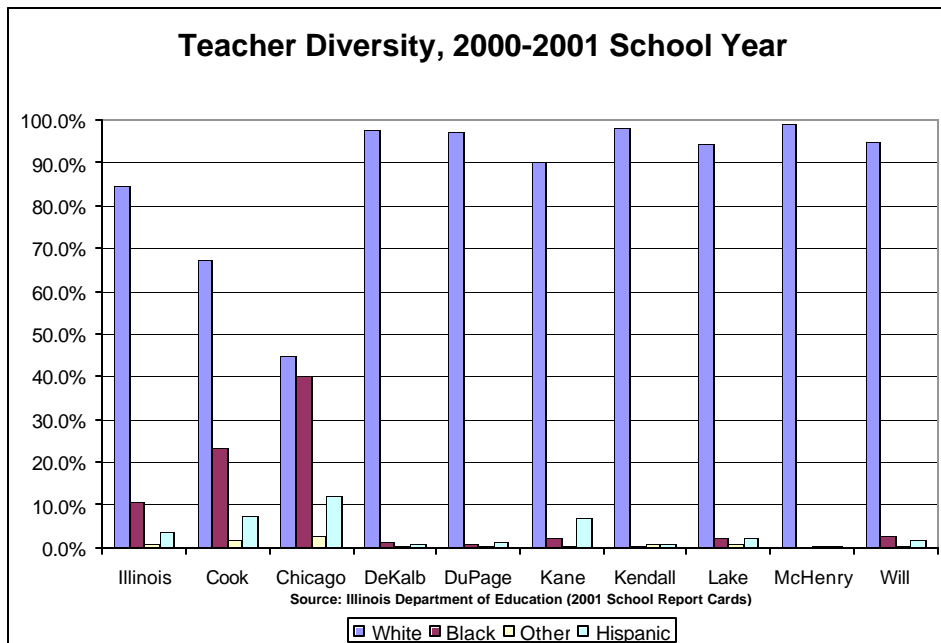
- More students are enrolled in College and Grades 1-4 than the other educational levels.
- Given the challenges in impacting local education policy, many boards across the country are choosing to focus on the educational levels where they can have the most impact. In this case, Chicago area policy makers might choose to focus on college and early primary education. However, policy makers should also consider the importance of grades 5-8 as that is often when children start to make decisions that affect their high school course choices (i.e. whether they pursue vocational education, whether they pursue advanced algebra, etc.).

Student Information within Chicago Workforce Region

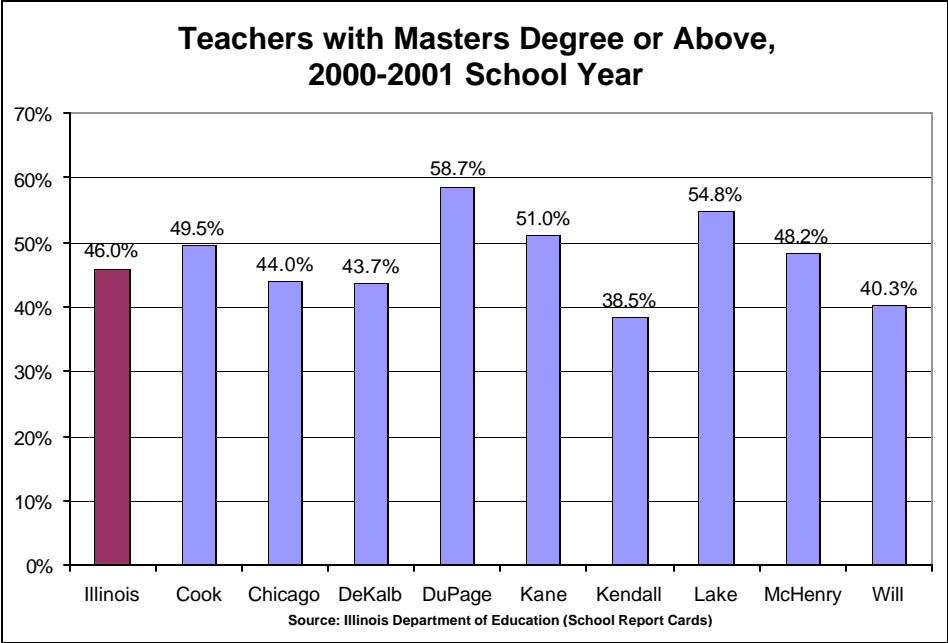


- Cook County's student body is "less white" than the outlying areas, although this is likely because it includes the City of Chicago, where less than 10% of the student body is white.
- Chicago, Cook, Kane, Lake, and Will have the highest rates of Hispanic students.

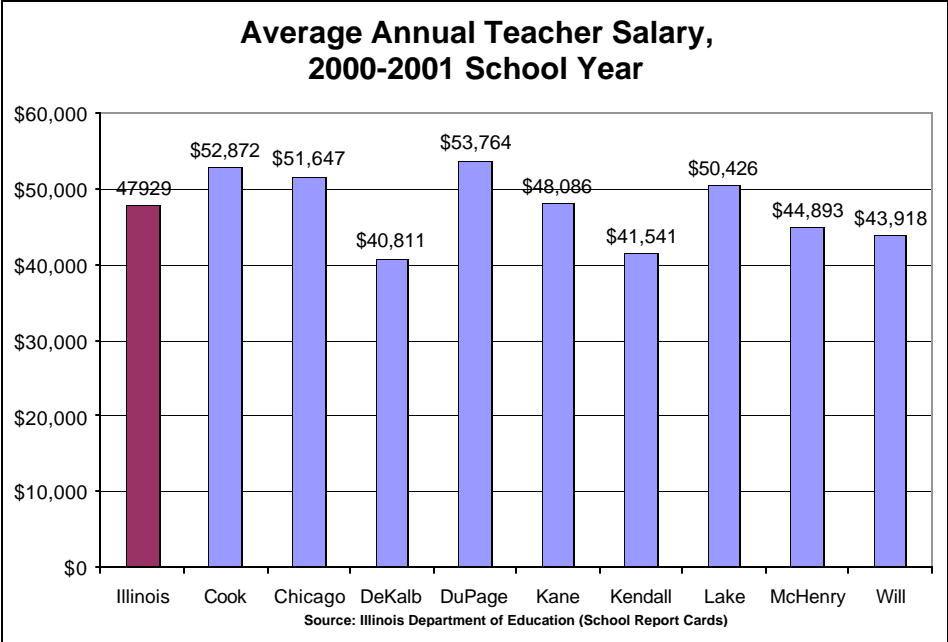
Teacher/Administration Information Within Chicago Workforce Region



- Teacher diversity is relatively low across the area. Cook and Kane have the most diverse faculty, yet they are still far from aligned with the student composition.
- Once again, the high value for Cook as a whole is influenced by the City of Chicago, where the majority of teachers are not white.

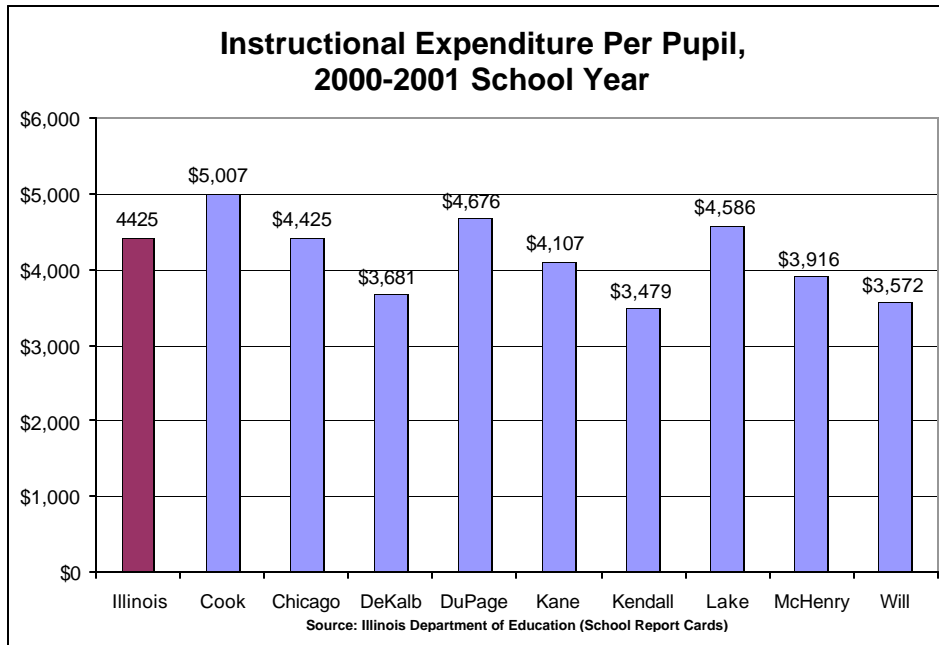


- Nearly 6 out of every 10 teachers in DuPage has a Masters Degree or above, the highest rate of any of the regions' counties. Kendall has the lowest rate at not quite 40%.
- Chicago, DeKalb, Kendall, and Will all fall below the State rate for teachers with Masters degrees or above.

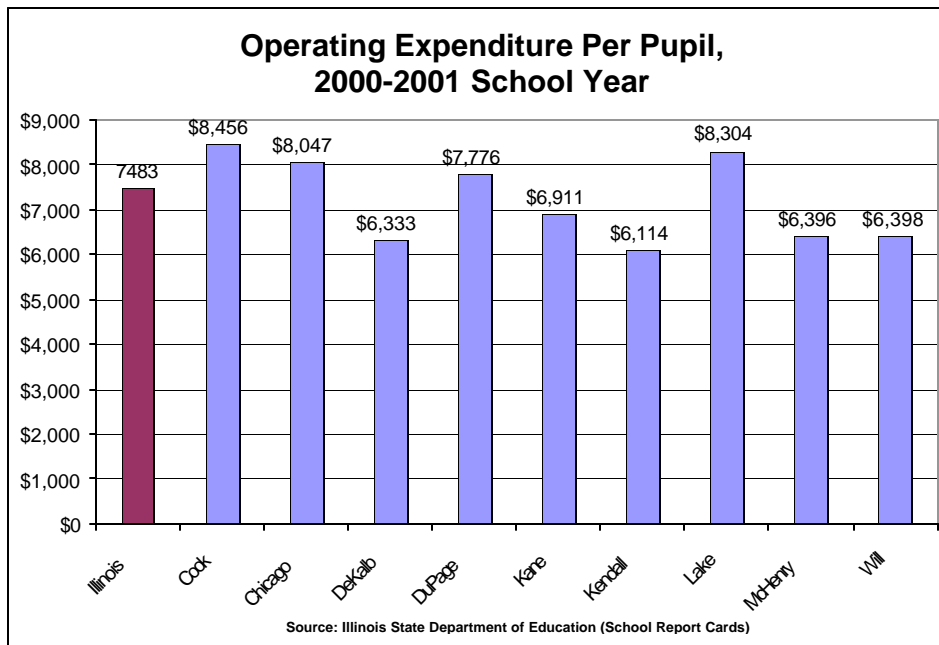


- DuPage has the highest paid teachers, DeKalb the lowest.
- Chicago, Cook, DuPage, Kane, and Lake exceed the State rate of pay, the others do not.

Financial Information Within Chicago Workforce Region



- Cook spends the most on instructional education per pupil, Kendall the least.

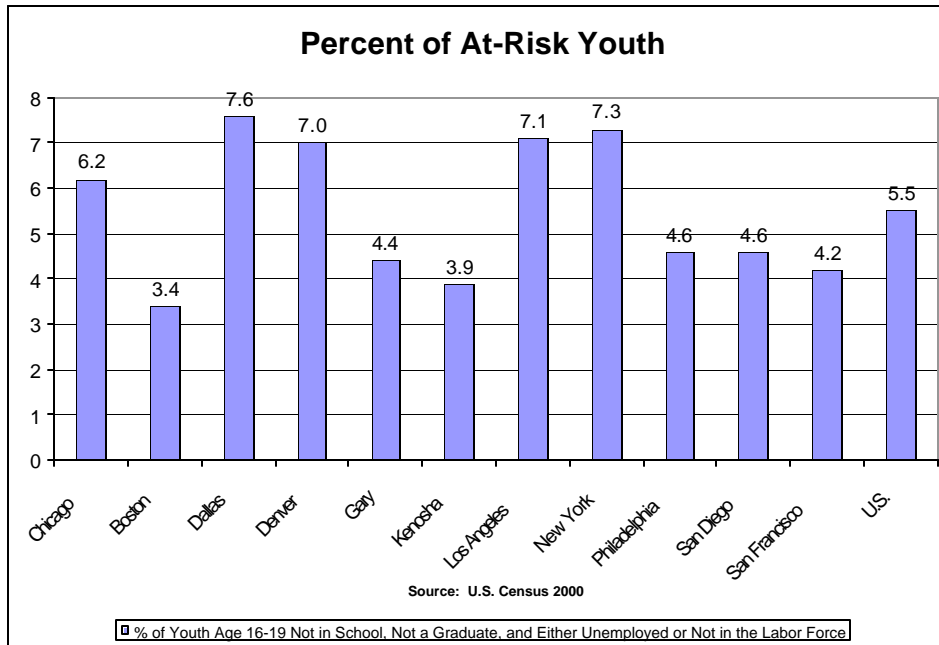


- Cook and Lake have the largest operating expenditures per pupil, with Kendall having the lowest.

Student Assessments Within Chicago Workforce Region

New data regarding student assessments has recently been released and will be incorporated into the final report with other education indicators on geographic maps that allow for spatial views of key demographics.

At-Risk Youth by MSA



- Chicago MSA has higher rates of at-risk youth than the U.S. but lower rates than Dallas, Denver, New York, and Los Angeles.
- While Chicago MSA holds advantages over many areas, the rate is high enough to warrant consideration and policy action. Policy makers might wish to start with the following information as they build strategies to better connect youth to the labor market:

Youth Not in the Labor Market⁷ in the City of Chicago

- Using 1999 data, over ¼ million youths age 16-21 live in the City of Chicago. They are overwhelmingly minority, with over ¾ being non-White.
- A quarter of the entire 16-21 year old population (over 65,000 youths) are neither enrolled in school nor in the labor force.
- The not-in-school, not-in-the-labor-force population is overwhelmingly minority, and particularly Hispanic. In fact, 39% of 16-21 year old Hispanics are in neither, compared to 5.5% for Non-Hispanic Whites, and 23.4% for Non-Hispanic Blacks. Programs for Youth⁸
- Most students feel that high school counselors are not aware of options. Many students learn of options from peers, family members, or other organizations.

⁷ *Assessing Labor Market Needs for City of Chicago Youths*, Conducted for the Mayor's Office of Workforce Development by National Opinion Research Center, July 7, 2000.

⁸ *ibid*

- School-to-Work programs are difficult for students to learn about and join.
- The best educational approaches provide classroom instruction with “hands-on” training to provide a complete view and address all learning styles.
- Recent changes in the Chicago Public School system have placed emphasis on reading, writing, and arithmetic.

Obstacles to Youth Employment⁹

- Low-income youth face obstacles to employment because of limited communication skills, difficulty with the application process, lack of etiquette (how to dress and behave), and employer stereotypes about minority youth.
 - Low income youth face serious transportation problems because of distances they have to travel and inadequate public transportation in residential areas
 - Low-income youth lack role models and have unrealistic expectations of what it takes to be a wage earner.
 - Background checks will exclude youth with criminal records.
 - Dropouts face concern of employers that the pattern will repeat itself.
 - Teen mothers face barriers due to childcare arrangements and the need for very flexible schedules.
- One note about the study is the confusion about “school to work” programs (“Youth Not in the Labor Market” box, last bullet). School to work isn’t typically a program that you join but rather a concept for how all youth are prepared for the world of work, i.e. an undercurrent through all instruction. There is an apparent disconnect with students regarding the underlying concept of school to work that should be addressed.

⁹ *ibid*

New Economy¹⁰ Education and Innovation Indicators

Chicago MSA ranks **19th overall out of the top 50** metro areas.

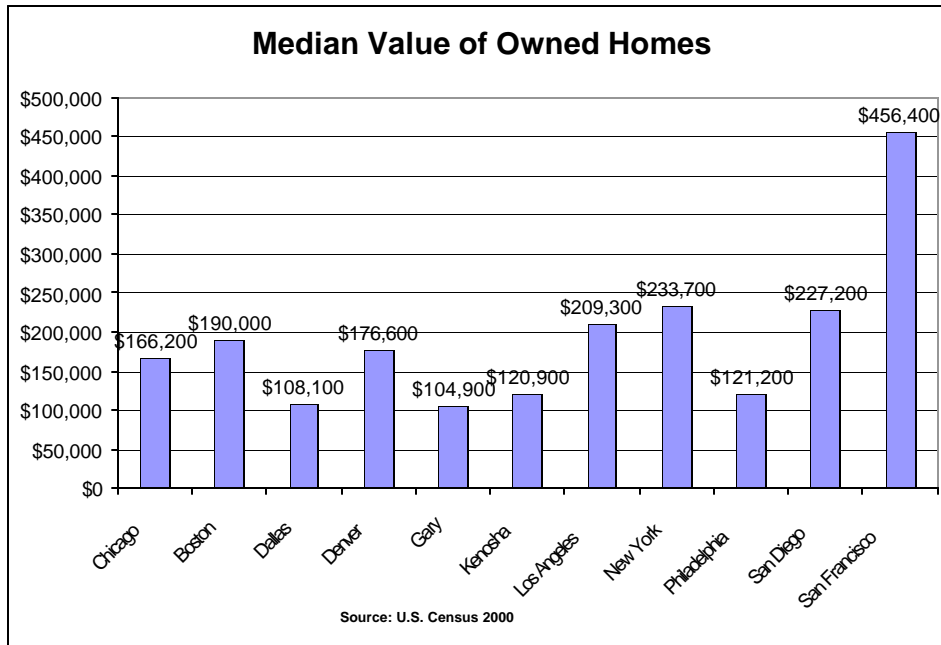
- **Workforce Education** – Chicago MSA ranks **36th at 0.53** (D.C. ranks first at 0.74, Los Angeles last at 0.44)
 - ◆ Workforce Education is a weighted measure of the educational attainment of the workforce based on advanced degrees, bachelor’s degrees, or some college course.
- **Computer Use in Schools** – Chicago MSA ranks **24th at 68%** (Louisville ranks first at 81%, West Palm Beach last at 49%).
 - ◆ This indicator provides the percent of children using computers in the classroom.
- **Degrees Granted in Science and Engineering** – Chicago MSA ranks **25th at 9.9** (Raleigh-Durham ranks first at 12.9, Las Vegas ranks last at 8.7)
 - ◆ This indicator is a weighted score of degrees in science and engineering as a share of the workforce.
- **Academic Research and Development (R&D) Funding** – Chicago MSA ranks **32nd at 9.8** (Raleigh-Durham ranks first at 14.5, Jacksonville last at 9.4)
 - ◆ The indicator is a combination measure of industry investment in R&D at academic institutions, and total academic R&D.
- **Patents** – Chicago MSA ranks **21st at 0.50** (Rochester ranks first at 2.33, Norfolk last at 0.13)
 - ◆ This indicator represents the number of utility patents issued to companies or individuals per 1,000 workers.
- **Venture Capital** – Chicago MSA ranks **21st at 0.23** (San Francisco ranks first at 5.5%, Greensboro and Memphis rank last at 0%)
 - ◆ The indicator is a ratio of venture capital invested as a share of gross metropolitan product.

¹⁰ *The Metropolitan New Economy Index*, Atkinson, Robert D. and Gottlieb, Paul D., Progressive Policy Institute and The Center for Regional Economic Issues, April 2001 (www.ppionline.org)

Quality of Life

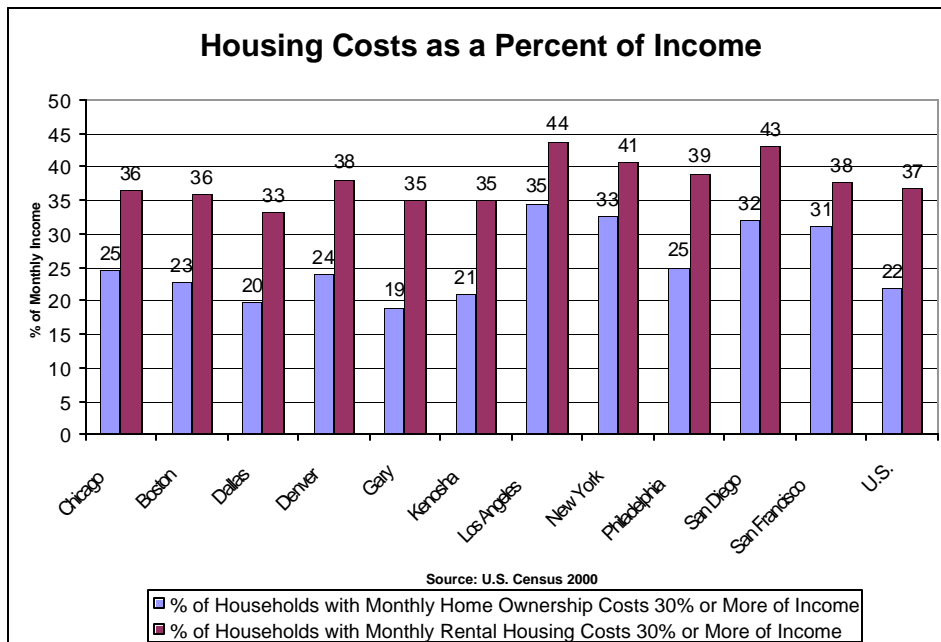
Cost of Living and Housing by MSA

Median Home Value



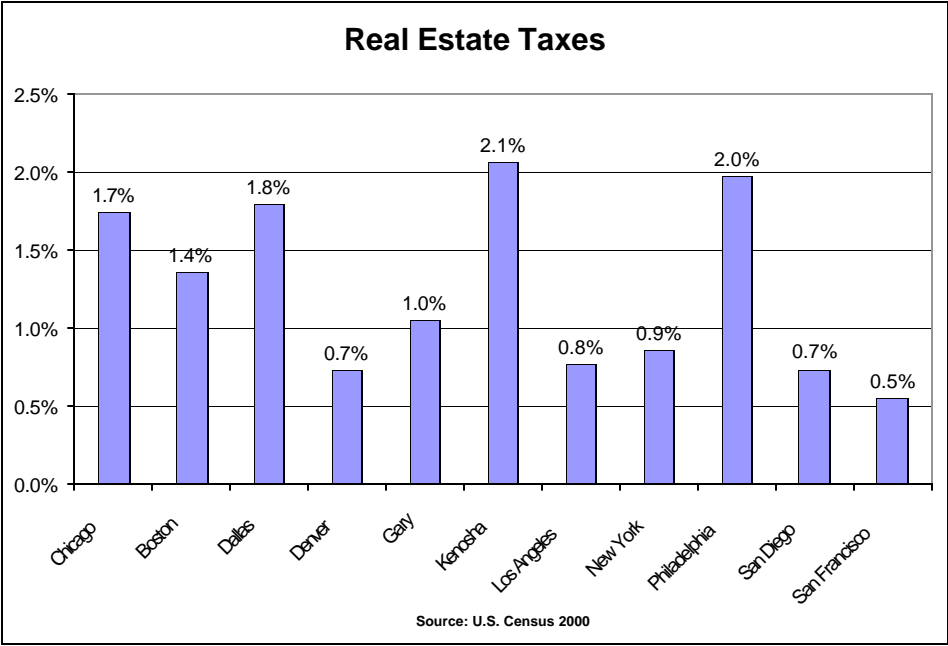
- San Francisco has the highest median home values. Chicago MSA is relatively low compared to most other comparison areas. Gary has the lowest median home value of the areas studied.

Housing Costs as Percent of Income by MSA



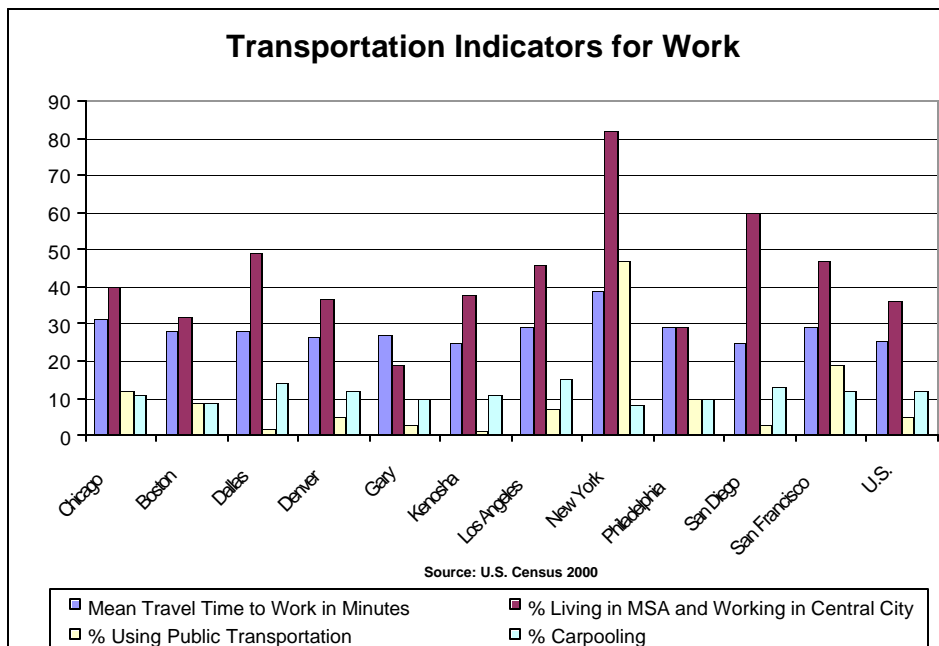
- Economists generally believe that 30% of monthly income is the maximum that should be spent on housing in order to sustain a healthy standard of living.
- Chicago MSA has a higher rate of homeowners who spend over 30% of their monthly income than does the nation (25% spending more than 30% as opposed to 22% in the nation) but only a slightly lower rental rate above 30% (36% compared to 37%).
- Los Angeles, New York, San Diego, and San Francisco all have higher rates of “30% of income or higher” than does Chicago.
- Conversely, Gary and Kenosha have reasonable rates above 30% compared to other areas. The affordability of housing in Northwest Indiana explains why such a large number of Chicago MSA region workers commute in from Indiana every day.

Real Estate Taxes by MSA



- The real estate taxes chart depicts the median real estate tax as a percent of the median home value.
- Kenosha has the highest “median real estate tax rate” of the areas studied, followed by Philadelphia, Dallas and Chicago.
- While not directly a workforce issue, this is very much a quality of life issue. Homebuyers make decisions every day based on tax burdens and other lifestyle-related housing issues.

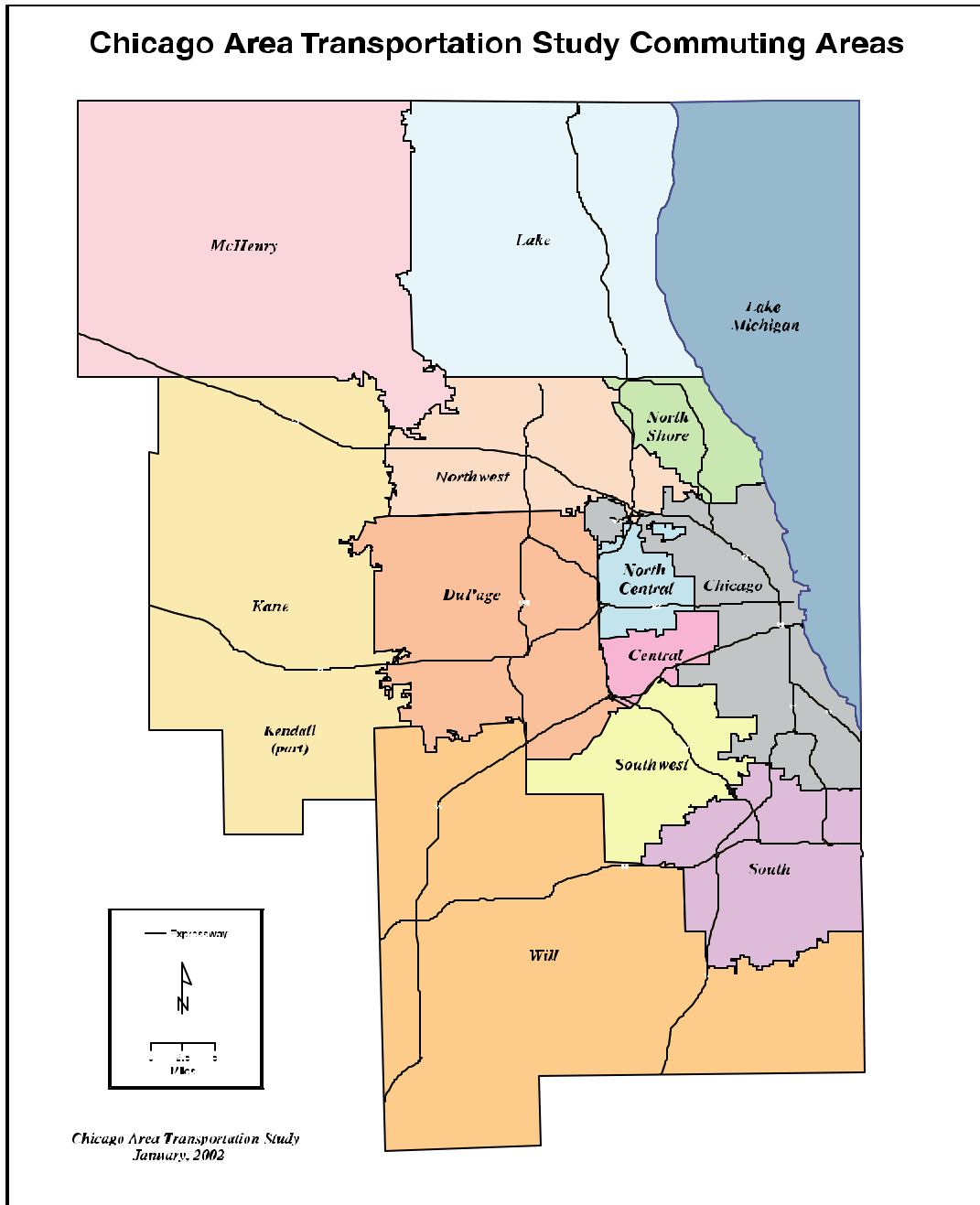
Traveling to Work by MSA



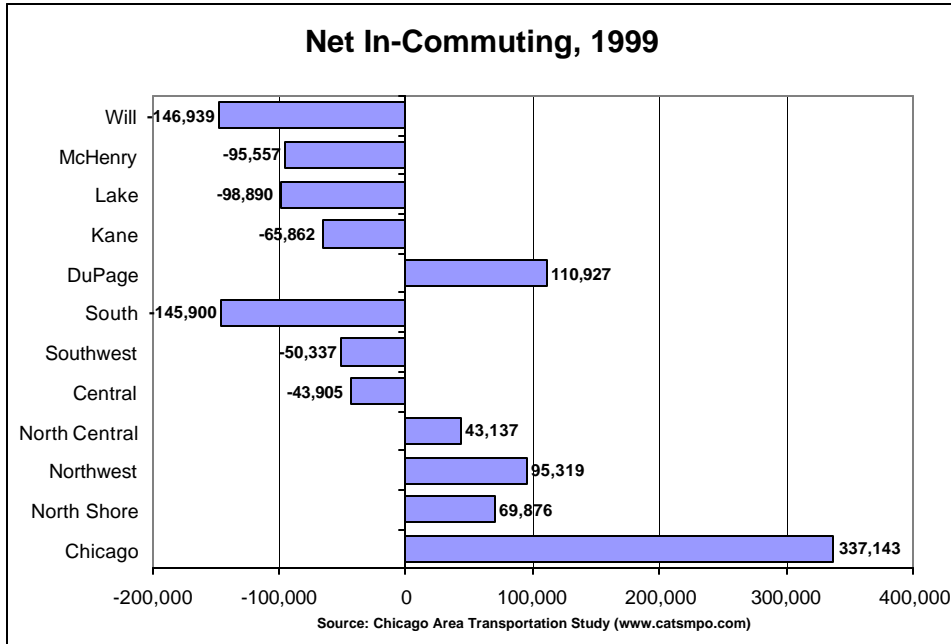
- Urban sprawl is making commutes longer and in some areas. Commuting time is having an adverse effect on the recruitment and retention of both employers and employees.
- Chicago MSA is one of two areas that exceed a half-hour one-way commute time (New York being the other).
- Chicago's workforce location is more balanced compared to most other regions, with only 40% of the population living in the MSA and working in the City of Chicago. This contrasts with New York, where over 80% of the MSA residents work in the City of New York.
- Chicago's rate of using public transportation for work trails only New York and San Francisco among areas studied.
- Chicago MSA is slightly below average in the percent of workers who carpool to work.
- New York is a fascinating case study, in that it has the highest rates of public transportation use, the highest ratio of MSA residents working in the City, and also the longest commute time.

Chicago Area Commuting Pattern Study¹¹ Within the Region

In order to understand the commuting pattern data in “net in-commuting” it is important to understand the transportation areas used in the study. The map below should be used in combination with the graphic that follows it.



¹¹ Chicago Area Transportation Study, 1999



- The City of Chicago is the epicenter of employment, with over 337,000 more people coming into the city than leaving it for work each day. DuPage is the only non-Cook county area with a net increase of in-commuting.
- South, Southwest, and Central Cook are the only Cook transportation areas seeing a net decrease for in-commuting, with 145,900 more people leaving South Cook each day for work than coming in.
- Will County has the largest net loss for in-commuting, with over 146,000 more people leaving the county for work than coming in.
- DuPage and most of Cook are work destinations. The other areas are mostly home destinations.

Health and Wellness Indicators Within the Chicago Workforce Region

Children (17 and Under)	Illinois	City of Chicago	Cook County	DuPage	Kane	Kendall	DeKalb	Lake	McHenry	Will
Child Population 2000	3,245,451	1,215,315	1,280,045	241,411	122,488	16,090	20,552	189,441	78,543	150,680
Living in a Married Couple Family (own child)	67.0	47.4	58.9	82.8	73.8	81.9	74.6	78.2	83.0	78.1
Children in Foster/Substitute Care (per 1,000) in 2001 and Change, 1998-2001	8.3	22.1	13.3	0.9	2.8	1.5	3.3	2.6	1.0	1.9
Percent of all Births to Teens, 1995-1999	-41.5%	-48.2%	-47.6%	-30.8%	-31.7%	7.1%	-41.5%	-35.0%	-9.1%	-23.1%
Infant Mortality – Deaths per 1,000, 1995-1999	12.5	18.1	14.2	4.2	11.2	7.2	9.6	8.2	5.3	8.2
Child Abuse and Neglect per 1,000 in 2000	8.5	11.3	10.0	6.2	7.5	6.0	5.5	5.7	5.2	7.7
Self-Sufficiency Standard, Two-Parent, Two Child Family ¹²	8.3	9.1	6.7	1.7	6.6	5.5	8.4	5.1	6.1	4.5
% Change, 1997-2001 Children on TANF	N/A	\$40,189	\$40,189	\$45,146	\$43,984	\$37,629	\$32,933	\$42,904	\$45,642	\$41,465
	-64.6	-58.5	-59.4	-74.8	-79.3	-79.2	-85.0	-76.2	-82.7	-76.5

Source: Illinois Kids Count 2002, Voices for Illinois Children

- In general the City of Chicago fares worse on most health indicators than do the outlying counties, with DuPage fairing particularly well on many indicators.

¹² Self-Sufficiency Standards is based on a three person family, a parent a pre-schooler, and a school age child, one of 70 different family types for which the self-sufficiency standard is calculated. This family type was chosen to reflect child care costs. For more information contact www.womenemployed.org

Appendix A: Chicago MSA Top 20 Occupations All Industries, Summit Selections

All Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Retail Salespersons	108,870	\$21,410	Very High	Very High	Short-term on-the-job training
2	Office Clerks, General	93,310	\$22,710	High	High	Short-term on-the-job training
3	Cashiers	92,690	\$16,200	Very High	Very High	Short-term on-the-job training
4	Laborers and Freight, Stock, and Material Movers, Hand	91,260	\$19,490	High	Very High	Short-term on-the-job training
5	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	80,750	\$21,120	High	Very High	Short-term on-the-job training
6	Customer Service Representatives	77,990	\$28,420	High	High	Moderate-term on-the-job training
7	General and Operations Managers	76,120	\$72,060	Very Low	Very Low	Degree plus work experience
8	Registered Nurses	71,490	\$48,460	High	Very Low	Associate's degree
9	Stock Clerks and Order Fillers	60,190	\$21,380	Very High	Very High	Short-term on-the-job training
10	Waiters and Waitresses	59,700	\$13,390	Very High	Very High	Short-term on-the-job training
11	Sales Representatives, Wholesale and Mfg, Except Technical and Scientific Products	50,150	\$44,630	Low	Low	Moderate-term on-the-job training
12	Truck Drivers, Heavy and Tractor-Trailer	46,680	\$37,990	Low	High	Moderate-term on-the-job training
13	Executive Secretaries and Administrative Assistants	46,510	\$33,050	High	Low	Moderate-term on-the-job training
14	First-Line Supervisors/Managers of Office and Administrative Support Workers	43,670	\$40,300	Very Low	Very Low	Work experience in a related occupation
15	Food Preparation Workers	43,020	\$13,530	Very High	Very High	Short-term on-the-job training
16	Bookkeeping, Accounting, and Auditing Clerks	41,900	\$29,730	Very High	Low	Moderate-term on-the-job training
17	Secretaries, Except Legal, Medical, and Executive	41,040	\$28,040	High	Low	Moderate-term on-the-job training
18	Combined Food Preparation and Serving Workers, Including Fast Food	38,970	\$13,540	Very High	Very High	Short-term on-the-job training
19	Helpers --Production Workers	37,080	\$17,010	Low	Very High	Short-term on-the-job training
20	Accountants and Auditors	35,180	\$47,000	Low	Very Low	Bachelor's degree
21	Elementary School Teachers, Except Special Ed	34,760	\$44,630	Low	Very Low	Bachelor's degree
22	Maintenance and Repair Workers, General	33,980	\$33,680	Very Low	High	Long-term on-the-job training
23	Security Guards	33,380	\$20,510	High	Very High	Short-term on-the-job training
24	Truck Drivers, Light Or Delivery Services	32,530	\$27,330	Low	High	Short-term on-the-job training
25	Receptionists and Information Clerks	31,730	\$22,130	Very High	High	Short-term on-the-job training

Distribution Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Laborers and Freight, Stock, and Material Movers, Hand	91,260	\$19,490	High	Very High	Short-term on-the-job training
2	Truck Drivers, Heavy and Tractor-Trailer	46,680	\$37,990	Low	High	Moderate-term on-the-job training
3	Truck Drivers, Light Or Delivery Services	32,530	\$27,330	Low	High	Short-term on-the-job training
4	Packers and Packagers, Hand	31,490	\$17,910	High	Very High	Short-term on-the-job training
5	Industrial Truck and Tractor Operators	16,040	\$28,330	Very Low	High	Short-term on-the-job training
6	Driver/Sales Workers	10,280	\$26,950	Low	High	Short-term on-the-job training
7	Airline Pilots, Copilots, and Flight Engineers	8,670	\$103,720	High	Very Low	Bachelor's degree
8	Bus Drivers, School	8,620	\$25,870	Very High	High	Short-term on-the-job training
9	Cleaners of Vehicles and Equipment	8,540	\$16,840	High	Very High	Short-term on-the-job training
10	Parking Lot Attendants	6,940	\$17,440	Very High	High	Short-term on-the-job training
11	Refuse and Recyclable Material Collectors	5,390	\$32,940	Low	Low	Short-term on-the-job training
12	Machine Feeders and Off bearers	4,880	\$22,340	Low	Very High	Short-term on-the-job training
13	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	4,640	\$45,840	Low	Very Low	Work experience in a related occupation
14	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	4,460	\$40,440	Low	Very Low	Work experience in a related occupation
15	Service Station Attendants	3,410	\$18,780	High	Very High	Short-term on-the-job training
16	Taxi Drivers and Chauffeurs	2,830	\$21,660	High	High	Short-term on-the-job training
17	Conveyor Operators and Tenders	1,460	\$27,430	Very Low	Very High	Short-term on-the-job training
18	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	1,410	\$23,450	High	High	Moderate-term on-the-job training
19	Crane and Tower Operators	1,240	\$41,900	Very Low	High	Moderate-term on-the-job training
20	Air Traffic Controllers	950	\$86,890	Very Low	Very Low	Long-term on-the-job training
21	Transportation Inspectors	950	\$31,600	Very Low	Low	Work experience in a related occupation
22	Excavating and Loading Machine and Dragline Operators	900	\$44,690	Very Low	High	Moderate-term on-the-job training
23	Aircraft Cargo Handling Supervisors	420	\$46,620	Low	Very Low	Work experience in a related occupation
24	Bridge and Lock Tenders	300	\$36,160	Low	Very Low	Short-term on-the-job training
25	Loading Machine Operators, Underground Mining	230	\$20,730	Very Low	High	Moderate-term on-the-job training

Finance Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Accountants and Auditors	35,180	\$47,000	Low	Very Low	Bachelor's degree
2	Management Analysts	11,500	\$56,770	High	Low	Degree plus work experience
3	Financial Analysts	9,230	\$51,410	Low	Very Low	Bachelor's degree
4	Claims Adjusters, Examiners, and Investigators	8,540	\$38,470	Very Low	Very Low	Long-term on-the-job training
5	Cost Estimators	6,960	\$46,980	Low	Very Low	Bachelor's degree
6	Training and Development Specialists	6,490	\$49,790	Low	Low	Bachelor's degree
7	Purchasing Agents, Except Wholesale, Retail, and Farm Products	6,430	\$45,050	Very Low	Low	Bachelor's degree
8	Loan Officers	5,840	\$57,720	Low	Very Low	Bachelor's degree
9	Employment, Recruitment, and Placement Specialists	5,240	\$43,770	Low	Low	Bachelor's degree
10	Wholesale and Retail Buyers, Except Farm Products	5,050	\$44,140	High	Low	Bachelor's degree
11	Insurance Underwriters	3,800	\$49,090	Very Low	Very Low	Bachelor's degree
12	Tax Preparers	3,720	\$34,670	Low	Very Low	Moderate-term on-the-job training
13	Personal Financial Advisors	3,320	\$60,080	Low	Very Low	Bachelor's degree
14	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	2,970	\$44,510	Very Low	Very Low	Long-term on-the-job training
15	Credit Analysts	2,870	\$44,060	Low	Very Low	Bachelor's degree
16	Compensation, Benefits, and Job Analysis Specialists	2,810	\$49,850	Low	Low	Bachelor's degree
17	Budget Analysts	2,660	\$41,940	Low	Very Low	Bachelor's degree
18	Tax Examiners, Collectors, and Revenue Agents	1,870	\$55,580	Very Low	Very Low	Bachelor's degree
19	Loan Counselors	1,790	\$31,820	Low	Very Low	Bachelor's degree
20	Financial Examiners	1,270	\$60,760	Low	Very Low	Bachelor's degree
21	Appraisers and Assessors of Real Estate	1,110	\$37,810	Very Low	Very Low	Postsecondary vocational award
22	Insurance Appraisers, Auto Damage	900	\$40,050	Low	Very Low	Long-term on-the-job training
23	Purchasing Agents and Buyers, Farm Products	700	\$45,150	Low	Very Low	Work experience in a related occupation
24	Emergency Management Specialists	340	\$34,520	Low	Low	Work experience in a related occupation
25	Agents and Business Managers of Artists, Performers, and Athletes	230	\$28,740	High	Low	Degree plus work experience

Health Care Occupations: Health Care Practitioners

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Registered Nurses	71,490	\$48,460	High	Very Low	Associate's degree
2	Licensed Practical and Licensed Vocational Nurses	11,960	\$33,060	High	Low	Postsecondary vocational award
3	Pharmacists	6,990	\$70,200	Low	Very Low	First professional degree
4	Pharmacy Technicians	5,600	\$22,160	High	Low	Moderate-term on-the-job training
5	Dental Hygienists	5,260	\$53,230	Very High	Very Low	Associate's degree
6	Medical and Clinical Laboratory Technologists	4,360	\$40,490	High	Low	Bachelor's degree
7	Medical Records and Health Information Technicians	4,280	\$25,190	Low	Low	Associate's degree
8	Medical and Clinical Laboratory Technicians	4,050	\$29,770	High	Low	Associate's degree
9	Emergency Medical Technicians and Paramedics	4,030	\$30,930	High	Low	Postsecondary vocational award
10	Family and General Practitioners	3,800	\$86,100	Low	Very Low	First professional degree
11	Radiologic Technologists and Technicians	3,700	\$37,360	High	Very Low	Associate's degree
12	Psychiatric Technicians	3,550	\$27,200	High	Low	Postsecondary vocational award
13	Physical Therapists	3,540	\$65,700	High	Very Low	Master's degree
14	Speech-Language Pathologists	3,540	\$48,190	High	Very Low	Master's degree
15	Opticians, Dispensing	2,970	\$24,560	High	Low	Long-term on-the-job training
16	Occupational Therapists	2,910	\$41,120	Very High	Low	Bachelor's degree
17	Dentists	2,340	\$117,260	High	Very Low	First professional degree
18	Respiratory Therapists	2,270	\$37,900	High	Very Low	Associate's degree
19	Surgical Technologists	1,760	\$31,350	High	Low	Postsecondary vocational award
20	Cardiovascular Technologists and Technicians	1,690	\$33,270	High	Very Low	Associate's degree
21	Dietitians and Nutritionists	1,330	\$35,050	High	Low	Bachelor's degree
22	Recreational Therapists	1,180	\$24,440	High	Very Low	Bachelor's degree
23	Veterinary Technologists and Technicians	1,170	\$25,590	High	Low	Associate's degree
24	Diagnostic Medical Sonographers	1,090	\$59,390	High	Very Low	Associate's degree
25	Occupational Health and Safety Specialists and Technicians	1,000	\$44,220	High	Low	Bachelor's degree

Health Care Occupations: Health Care Support

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Nursing Aides, Orderlies, and Attendants	29,650	\$19,000	High	High	Short-term on-the-job training
2	Dental Assistants	7,690	\$29,710	Very High	Very Low	Moderate-term on-the-job training
3	Medical Assistants	6,240	\$27,620	High	Low	Moderate-term on-the-job training
4	Home Health Aides	5,530	\$17,370	High	High	Short-term on-the-job training
5	Pharmacy Aides	3,490	\$19,620	High	Low	Short-term on-the-job training
6	Medical Transcriptionists	2,370	\$26,230	High	Low	Postsecondary vocational award
7	Veterinary Assistants and Laboratory Animal Caretakers	2,060	\$19,200	High	Low	Short-term on-the-job training
8	Physical Therapist Assistants	1,560	\$31,920	Very High	High	Associate's degree
9	Medical Equipment Preparers	760	\$24,050	High	Low	Short-term on-the-job training
10	Psychiatric Aides	630	\$19,390	High	High	Short-term on-the-job training
11	Physical Therapist Aides	600	\$22,060	Very High	High	Short-term on-the-job training
12	Occupational Therapist Assistants	350	\$36,820	Very High	High	Associate's degree
13	Occupational Therapist Aides	200	\$20,890	Very High	High	Short-term on-the-job training

Hospitality Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Cashiers	92,690	\$16,200	Very High	Very High	Short-term on-the-job training
2	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	80,750	\$21,120	High	Very High	Short-term on-the-job training
3	General and Operations Managers	76,120	\$72,060	Very Low	Very Low	Degree Plus Work Experience
4	Waiters and Waitresses	59,700	\$13,390	Very High	Very High	Short-term on-the-job training
5	Food Preparation Workers	43,020	\$13,530	Very High	Very High	Short-term on-the-job training
6	Combined Food Preparation and Serving Workers, Including Fast Food	38,970	\$13,540	Very High	Very High	Short-term on-the-job training
7	Landscaping and Groundskeeping Workers	23,320	\$21,170	High	Very High	Short-term on-the-job training
8	Maids and Housekeeping Cleaners	20,970	\$15,980	Very High	Very High	Short-term on-the-job training
9	Cooks, Restaurant	15,920	\$19,170	Very High	Very High	Long-Term on-the-job training
10	Dining Room and Cafeteria Attendants and Bartender Helpers	15,890	\$13,640	Very High	Very High	Short-term on-the-job training
11	Dishwashers	15,620	\$13,320	Very High	Very High	Short-term on-the-job training
12	Cooks, Fast Food	14,920	\$15,040	Very High	Very High	Short-term on-the-job training
13	First-Line Supervisors/Managers of Food Preparation and Serving Workers	14,650	\$24,050	High	High	Work Experience in a Related Occupation
14	Flight Attendants	13,310	\$33,510	Very High	Very Low	Long-Term on-the-job training
15	Marketing Managers	9,900	\$73,750	Very Low	Low	Degree Plus Work Experience
16	Reservation and Transportation Ticket Agents and Travel Clerks	9,420	\$31,760	High	Low	Short-term on-the-job training
17	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	8,980	\$15,800	Very High	High	Short-term on-the-job training
18	Food Service Managers	7,810	\$31,020	Low	Low	Work Experience in a Related Occupation
19	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	6,560	\$16,740	Very High	Very High	Short-term on-the-job training
20	Cooks, Institution and Cafeteria	6,310	\$20,280	Very High	Very High	Long-Term on-the-job training
21	Bartenders	5,310	\$15,860	Very High	High	Short-term on-the-job training
22	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	5,220	\$32,750	Low	High	Work Experience in a Related Occupation
23	Advertising and Promotions Managers	4,650	\$71,060	Very Low	Low	Degree Plus Work Experience
24	Amusement and Recreation Attendants	4,070	\$16,880	Very High	Very High	Short-term on-the-job training
25	Musicians and Singers	3,890	\$40,270	Very High	High	Long-term on-the-job training

Manufacturing Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Helpers --Production Workers	37,080	\$17,010	Low	Very High	Short-term on-the-job training
2	Team Assemblers	30,620	\$23,510	Very Low	High	Moderate-term on-the-job training
3	First-Line Supervisors/Managers of Production and Operating Workers	23,520	\$41,330	Very Low	Very Low	Work experience in a related occupation
4	Inspectors, Testers, Sorters, Samplers, and Weighers	15,700	\$25,580	Very Low	High	Moderate-term on-the-job training
5	Machinists	14,690	\$33,040	Very Low	Low	Long-term on-the-job training
6	Electrical and Electronic Equipment Assemblers	12,630	\$22,360	Very Low	High	Short-term on-the-job training
7	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	12,380	\$23,440	Very Low	High	Moderate-term on-the-job training
8	Packaging and Filling Machine Operators and Tenders	12,260	\$22,590	Low	Very High	Short-term on-the-job training
9	Welders, Cutters, Solderers, and Brazers	9,860	\$31,810	Very Low	High	Postsecondary vocational award
10	Tool and Die Makers	8,060	\$43,820	Very Low	Low	Long-term on-the-job training
11	Printing Machine Operators	7,130	\$29,410	Very Low	Low	Moderate-term on-the-job training
12	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	6,770	\$24,150	Very Low	High	Moderate-term on-the-job training
13	Computer-Controlled Machine Tool Operators, Metal and Plastic	6,300	\$30,570	Very Low	Very Low	Long-term on-the-job training
14	Bakers	5,880	\$22,180	High	High	Long-term on-the-job training
15	Bindery Workers	5,550	\$23,730	Low	High	Moderate-term on-the-job training
16	Laundry and Dry-Cleaning Workers	5,410	\$17,430	High	High	Moderate-term on-the-job training
17	Paper Goods Machine Setters, Operators, and Tenders	5,250	\$24,800	Very Low	High	Moderate-term on-the-job training
18	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	5,220	\$28,270	Very Low	High	Moderate-term on-the-job training
19	Prepress Technicians and Workers	4,920	\$43,520	High	Low	Long-term on-the-job training
20	Sewing Machine Operators	4,820	\$18,440	Low	Very High	Moderate-term on-the-job training
21	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	4,770	\$25,710	Very Low	High	Moderate-term on-the-job training
22	Food Batchmakers	4,400	\$22,060	Low	High	Short-term on-the-job training
23	Mixing and Blending Machine Setters, Operators, and Tenders	4,370	\$28,910	Very Low	High	Moderate-term on-the-job training
24	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	4,240	\$26,330	Low	Very Low	Moderate-term on-the-job training
25	Butchers and Meat Cutters	3,840	\$23,720	Low	High	Long-term on-the-job training

Technology¹³ Occupations

Rank	Occupation Title	Employment	Mean Annual	Part Time Quartile	Unemployment Quartile	Education and Training
1	Computer Programmers	21,300	\$56,750	Low	Very Low	Bachelor's degree
2	Computer Systems Analysts	18,300	\$65,270	Very Low	Very Low	Bachelor's degree
3	Computer Support Specialists	16,880	\$41,400	Very Low	Very Low	Associate's degree
4	Computer Software Engineers, Applications	16,690	\$67,890	Very Low	Very Low	Bachelor's degree
5	Network and Computer Systems Administrators	7,950	\$58,380	Very Low	Very Low	Bachelor's degree
6	Mechanical Engineers	7,330	\$59,510	Very Low	Very Low	Bachelor's degree
7	Civil Engineers	7,040	\$61,470	Very Low	Very Low	Bachelor's degree
8	Electrical and Electronic Engineering Technicians	6,990	\$39,530	Low	Low	Associate's degree
9	Computer Software Engineers, Systems Software	6,500	\$71,380	Very Low	Very Low	Bachelor's degree
10	Civil Engineering Technicians	6,030	\$45,270	Low	Low	Associate's degree
11	Database Administrators	4,730	\$53,400	Very Low	Very Low	Bachelor's degree
12	Industrial Engineers	4,260	\$59,990	Very Low	Low	Bachelor's degree
13	Electrical Engineers	4,110	\$58,210	Very Low	Low	Bachelor's degree
14	Electronics Engineers, Except Computer	3,620	\$61,970	Very Low	Low	Bachelor's degree
15	Network Systems and Data Communications Analysts	3,400	\$57,240	Very Low	Very Low	Bachelor's degree
16	Architects, Except Landscape and Naval	2,420	\$54,810	Very Low	Very Low	Bachelor's degree
17	Industrial Engineering Technicians	2,350	\$39,690	Low	Low	Associate's degree
18	Architectural and Civil Drafters	1,860	\$34,290	Low	Low	Postsecondary vocational award
19	Chemical Engineers	1,790	\$62,570	Very Low	Very Low	Bachelor's degree
20	Mechanical Drafters	1,730	\$40,820	Low	Low	Postsecondary vocational award
21	Electro-Mechanical Technicians	1,660	\$62,360	Low	Low	Associate's degree
22	Mechanical Engineering Technicians	1,470	\$39,760	Low	Low	Associate's degree
23	Operations Research Analysts	1,230	\$58,060	Very Low	Very Low	Master's degree
24	Actuaries	870	\$62,010	High	Very Low	Degree plus work experience
25	Computer Hardware Engineers	840	\$63,480	Very Low	Very Low	Bachelor's degree

¹³ Includes Computer and Mathematic occupations plus Architectural and Engineering occupations