

LABOR FORCE, BUSINESS, & INDUSTRY TREND STATEMENTS

Trend Statement #1: Job growth in the transportation, warehouse and logistics industry (TWL) in the JJC district is expected to increase faster than other occupations.

Trend Statement #2: Overall, manufacturing jobs are projected to decline in Illinois through 2014, although the job outlook is more promising for those with postsecondary credentials or skills who choose to enter manufacturing and related middle-skill occupations.

Trend Statement #3: Occupational growth in low-wage fast food, retail, and hospitality labor markets is expected to increase by 25% in the next three to five years.

Trend Statement #4: Occupational growth in the construction trades is projected to increase by 1.1 million jobs (or 17%) between 2008 and 2018 in the U.S., and by 11% in the JJC district, equal to the overall job growth of 11%.

Trend Statement #5: The largest number of jobs will be created in health care and social-assistance service related occupations over the next three to five years.

Trend Statement #6: In the next five years, the emerging workforce will need to develop competencies in customer and personal service, mathematics, computers and electronics, education and training, administration and management, critical thinking, instructing, oral expression, and deductive reasoning.

Trend Statement #7: The civilian workforce in the next three to five years is likely to be composed of more historically underrepresented and minority groups (e.g., women, Latinos) and older workers.

Trend Statement #8: According to the Bureau of Labor Statistics, a significant number of the jobs in the next five years will require some post-secondary education and/or credential.

Trend Statement #9: Occupational growth in education and training is expected to increase at a larger rate than for all occupations.

Trend Statement #10: Knowledge of and the application of technology will increasingly be valued as a skill set in the labor force.

Trend Statement #11: Over the next five to ten years, a “skills gap” (the difference between job performance skills available in the workforce and the performance requirements of employers) will become increasingly evident, particularly in “middle-skill” occupations.

Trend Statement #1: Job growth in the transportation, warehouse and logistics industry (TWL) in the JJC district is expected to increase faster than other occupations.

Rationale:

Growth for all occupations in the JJC district are projected to increase by 11% between 2006 and 2016. During the same time period, Logisticians are projected to increase by 16% and Transportation, Storage, and Distribution Managers by 14% (IDES, 2010).

The annual compound growth rate for all industries in the JJC district is projected to be 1.1% between 2006 and 2016. The rate for warehousing and storage is projected to be 6.2% and 2.3% for truck transportation (IDES, 2010).

Growth in the transportation and warehousing industry is projected to grow by 12% between 2010 and 2015, faster than the 7% rate for all industries (Will County Workforce Investment Board, 2010).

Employment in these occupations is projected to grow by 1.1 million in the U.S. between 2004 and 2014. Two-fifths of new jobs should be for truck drivers and driver/sales workers. Three-tenths of new jobs in the transportation industry are projected to be in transportation and warehousing, mostly replacing the decline in rail transportation. Of the 30 occupations projected to witness the most growth to 2014, three are in the transportation and warehousing industry (Hecker, 2005).

Between 2009 and 2010, transportation and warehousing was one of the few industries that witnessed positive labor market growth, growing by 1%, compared to -1% for all industries in Will County (Will County C.E.D., 2010).

Source(s):

Cain, C. W. (2007, July 11). Logistics Leads Job Growth in Will County. *Joliet Herald News*, p. A9.

Hecker, D. E. (2005, November). Occupational Employment Projections to 2014. *Monthly Labor Review*. Online: <http://www.bls.gov/opub/mlr/2005/11/art5full.pdf>.

Illinois Department of Employment Security. (2010). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

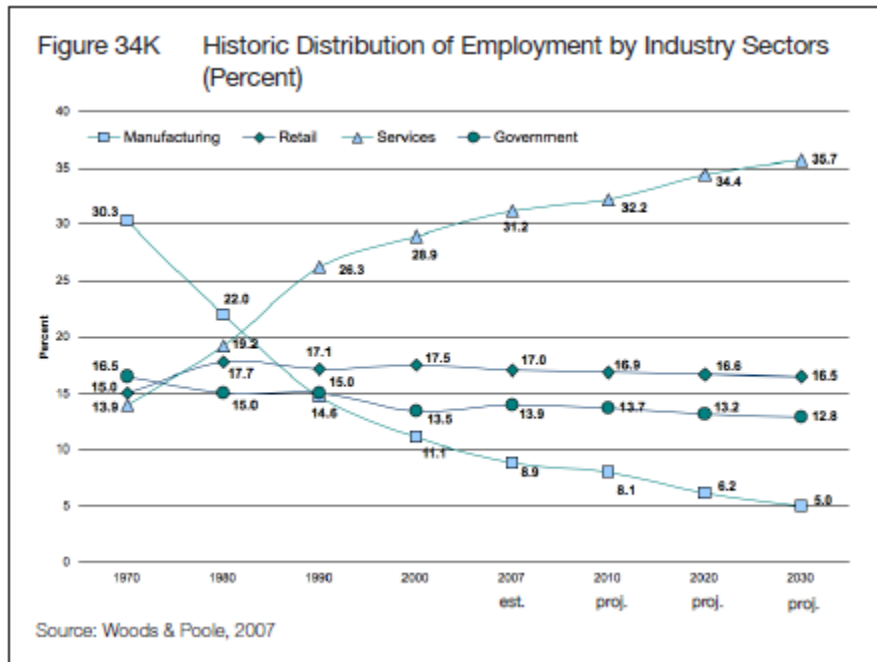
Will County Center for Economic Development. (2010, April). *Will County Economic Update*. Online: <http://www.willcountyworkforceboard.com/downloads/Reports/Economic%20Update%20Q2010.pdf>

Will County Workforce Investment Board. (2010, July). *Workforce Analysis of Targeted Industries in Will County*.

Trend Statement #2: Overall, manufacturing jobs are projected to decline in Illinois through 2014, although the job outlook is more promising for those with postsecondary credentials or skills who choose to enter manufacturing and related middle-skill occupations.

Rationale:

The labor market in manufacturing in Will County has been decreasing steadily since the 1970’s, as the following chart demonstrates (Northern Illinois University, 2008):

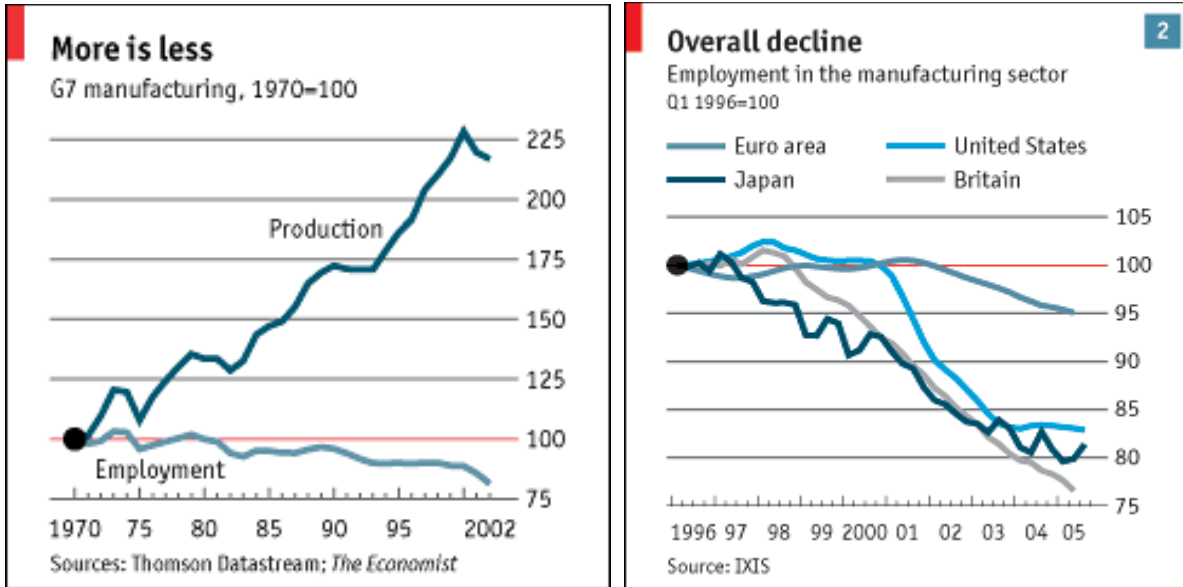


The Illinois Department of Employment Security notes a -0.92 annual compound decrease in the manufacturing industry between 2006-2016, compared to a 1.05% labor market growth for all jobs for the JJC district (IDES, 2010a).

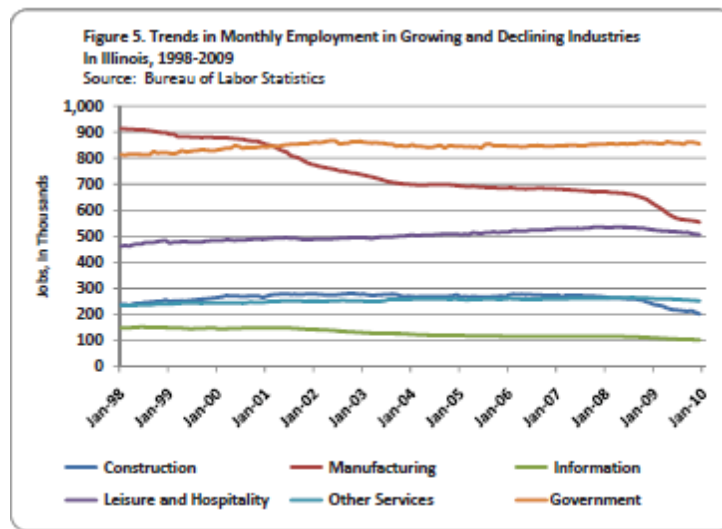
Growth in the manufacturing industry is projected to decrease by 6% between 2010 and 2015, faster than the 7% rate for all industries (Will County Workforce Investment Board, 2010).

Nationally, the manufacturing industry is projected to decrease by 9% in employment between 2008 and 2018 (Bureau of Labor Statistics, 2010).

The primary cause of slow labor growth in manufacturing is increased productivity. As manufacturers have become more productive by taking advantage of technology and research about effective organizational practices. So, while U.S. output in the production of goods has increased, employment has slowed. As a result, economists predict manufacturing output will nearly double by 2020, while employment in manufacturing shrinks to 10-12% of the workforce (The Economist, 2001, 2003, and 2005). The two graphs below from The Economist (2001, 2003) illustrate this trend:



According to IDES (2010b), the manufacturing industry has witnessed a significant drop in employment over the last decade, as demonstrated by the following graph:



Despite, evidence suggests that decreases in manufacturing may be overestimated, may not truly capture structural changes in the new economy, and may even lead to a “skills gap” in manufacturing (U.S. National Research Board, 1992; U.S. National Science Foundation, 2000). For instance:

- The line between goods-producing and service-producing sectors is becoming blurred.
- More manufacturers are engaging in value-added services to enhance their products.
- The National Science Foundation notes that manufacturing is becoming more reliant on malleable, quick-response technologies and organizational structures that do not describe traditional conceptions of factories and industries.
- Low costs are not the only consideration firms make when locating a physical structure.
- Access to markets and a talented workforce also play a significant role.

- The National Association of Manufacturers (NAM) project a shortage of skilled workers in manufacturing, as defined by the difference between the skills the industry requires and the available skills in the labor market. 92% of large manufacturers state that community college graduates are adequately prepared for entry-level jobs in their firms, much higher than only 39% of those with high school diplomas or GEDs (National Association of Manufacturers, 2005).
- The Workforce Investment Boards of Chicago note that jobs requiring at least an associate's degree will witness the fastest growth among all degrees in the next five years, growing by 32% (compared to 24% for bachelor's degrees). Yet, degree attainment in associate degree programs is not expected to keep up, leading to a skills gap and critical shortage of skilled workers in manufacturing (Workforce Investment Boards of Metropolitan Chicago, 2004).

Sources:

Bureau of Labor Statistics. (2010). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

The Economist. (2001, November 1). The Manufacturing Paradox.

The Economist. (2003, September 25). The Misery of Manufacturing.

The Economist. (2005, September 29). Industrial Metamorphosis.

Illinois Department of Employment Security. (2010a). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

Illinois Department of Employment Security. (2010b, April). *Women and Minorities in the Illinois Labor Force: 2010 Progress Report*. Online: <http://www.ides.state.il.us/pdf/reports/WomenMinorities/report.pdf>

National Association of Manufacturers. (2005). *2005 Skills Gap Report: A Survey of the American Manufacturing Workforce*. Online: <http://www.nam.org/>

Northern Illinois University. (2008). *Will County Market Facts: 2008*. Online: <http://www.illinoisdata.com/marketfacts/will.pdf>

U.S. National Research Board. (1992). *Dispelling the Manufacturing Myth: American Factories Can Compete in the Global Marketplace*. Washington, DC: National Academy Press.

U.S. National Science Foundation. (2000). *America's Investment in the Future*. Online: <http://www.nsf.gov/about/history/nsf0050/index.jsp>.

Will County Workforce Investment Board. (2010, July). *Workforce Analysis of Targeted Industries in Will County*.

Workforce Investment Boards of Metropolitan Chicago. (2004, June). *Critical Skill Shortages Report on the Manufacturing Sector*. Online: <http://www.workforceboardsmetrochicago.org/upload/ManufacturingCSSRtoDCEO060404.pdf>.

Trend Statement #3: Occupational growth in low-wage fast food, retail and hospitality labor markets is expected to increase by 25% in the next three to five years.

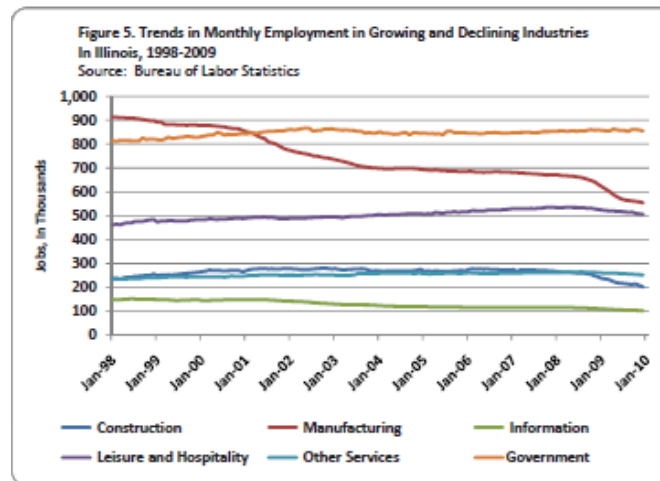
Rationale:

Many of the fastest growing jobs in Will County are relatively low wage and low skill. Will County has 4.7% of the metropolitan Chicago region's total employment of hospitality & tourism and 4.6% of the region's retail trade employment (Workforce Investment Board of Will County, 2003).

Overall, the leisure and hospitality industry is projected to grow at an annual compound growth rate of 1.73% in the JJC district between 2006 and 2016, compared to 1.05% for all industries (IDES, 2010a). Food services and drinking places are projected to grow by 1.54% during the same time period.

Retail salespersons and waiters/waitresses are both in the top 30 largest growing occupational areas in the U.S. between 2008 and 2018 (Bureau of Labor Statistics, 2010).

According to IDES (2010b), the leisure and hospitality industry has been one of the few industries to witness growth in Illinois over the last decade, as demonstrated by the following graph:



Source(s):

Bureau of Labor Statistics. (2010). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

Illinois Department of Employment Security. (2010a). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

Illinois Department of Employment Security. (2010b, April). *Women and Minorities in the Illinois Labor Force: 2010 Progress Report*. Online: <http://www.ides.state.il.us/pdf/reports/WomenMinorities/report.pdf>

Workforce Investment Board of Will County. (2003). *State of Workforce*. Online: http://www.willcountyworkforceboard.com/PDF/SOW_WILL.pdf.

Trend Statement #4: Occupational growth in the construction trades is projected to increase by 1.1 million jobs (or 17%) between 2008 and 2018 in the U.S., and by 11% in the JJC district, equal to the overall job growth of 11%.

Rationale:

The construction industry is projected to witness growth that is comparable to overall labor market growth (IDES, 2010; Will County Workforce Investment Board, 2010).

In the JJC district, much of the growth in construction jobs will be related to specialty trade contractors, with slower growth in building and civil engineer construction (IDES, 2010).

Sources:

Bureau of Labor Statistics. (2010). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

Illinois Department of Employment Security. (2010). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

Will County Workforce Investment Board. (2010, July). *Workforce Analysis of Targeted Industries in Will County*.

Trend Statement #5: The largest number of jobs will be created in health care and social-assistance service related occupations over the next three to five years.

Rationale:

Nationally, the health care and social assistance industries are projected to grow by 25% between 2008 and 2018, compared to a 9% rate of growth for all industries (Bureau of Labor Statistics, 2010a). In the JJC district, the health care and social assistance industries are projected to grow by 29% between 2006 and 2016, compared to a 11% rate of growth for all industries (IDES, 2010). The health care and social assistance industries are projected to witness the largest growth of any industry in Will County between 2010 and 2015 (Will County Workforce Investment Board, 2010).

Jobs in health care in the JJC district are projected to account for nearly 20% of all job growth between 2006 and 2016. Annualized growth in health care and social assistance is projected to grow by 2.56%, much higher than the 1.05% for all industries (IDES, 2010). Three of the top 10 and seven of the top 30 largest growing occupations in the U.S. between 2008 and 2018 are in health care (Bureau of Labor Statistics, 2010a). 50% of current Registered Nurses are projected to be retired by 2015 (Fera, 2010).

According to the Bureau of Labor Statistics (2010b), “healthcare will generate 3.2 million new wage and salary jobs between 2008 and 2018, more than any other industry, largely in response to rapid growth in the elderly population. Ten of the twenty fastest growing occupations are related to healthcare. Many job openings should arise in all healthcare employment settings as a result of employment growth and the need to replace workers who retire or leave their jobs for other reasons.” Over the last five years, associate degrees in health care related fields have accounted for nearly all degree growth at JJC (JJC, 2010).

Sources:

Bureau of Labor Statistics. (2010a). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

Bureau of Labor Statistics. (2010b). *Career Guide to Industries, 2010-11: Health Care*. Online: <http://www.bls.gov/oco/cg/cgs035.htm>

Fera, P. (2010, November 30). *Economic Update and Workforce Resources*. Will County Workforce Investment Board.

Illinois Department of Employment Security. (2010). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

Joliet Junior College. (2010). *Office of Institutional Research & Effectiveness*. Online: <http://www.jjc.edu/about/college-info/institutional-research/Pages/default.aspx>

Will County Workforce Investment Board. (2010, July). *Workforce Analysis of Targeted Industries in Will County*.

Trend Statement #6: In the next five years, the emerging workforce will need to develop competencies in customer and personal service, mathematics, computers and electronics, education and training, administration and management, critical thinking, instructing, oral expression, and deductive reasoning.

Rationale:

According to the National Association of College Employers (NACE), the top five skills employers look for in college graduates are (in order): communications skills, analytical skills, teamwork skills, technical skills, and a strong work ethic. The skills reported as being least in demand by employers were sense of humor, entrepreneurial skills, strategic planning skills, creativity, and friendly/outgoing personality (NACE, 2010).

Skills employers reported as being the most satisfied with in new college graduate hires include computer skills, teamwork skills, analytical skills, technical skills, and interpersonal skills. Skills report as being the most important, but least satisfied with, include strong work ethic, communication skills (written), adaptability, communications skills (verbal), and initiative (NACE, 2010).

Research shows that the highest predictors of success in community college (as measured by transfer or attainment of an occupational degree) is the attainment of college-level math credit, avoidance of no-penalty withdrawals and continuous enrollment. Only 11% of community college students completed a math course beyond Algebra II in high school, compared to 44% of students who enroll in four-year colleges and universities (Adelman, 2005). In Illinois, as in many states, there is no requirement for enrollment past Algebra II in high school, meaning that many students who lack preparation in math will probably continue enrollment in community colleges.

According to the National Association of Manufacturers (NAM, 2005), the top five skills in demand are technical skills, ability to work in teams, strong computer skills, ability to read and translate diagrams and charts, and supervisory skills.

According to ACT (2010), “the five fastest-growing career fields based on 2008-18 annual projected job openings account for 53% of the demand for jobs requiring at least a 2-year degree. The percentage of 2010 high school graduates interested in careers in these fields was less than the projected demand.”

Less than half of students who took the ACT met career readiness benchmarks in all industry sectors analyzed (ACT, 2010).

Sources:

ACT. (2010). *Condition of College and Career Readiness: 2010*. Online: <http://act.org/research/policymakers/cccr10/pdf/ConditionofCollegeandCareerReadiness2010.pdf>

Adelman, C. (2005). *Moving Into Town and Moving On: The Community College in the Lives of Traditional-Aged Students*. U.S. Department of Education, online: <http://www2.ed.gov/rschstat/research/pubs/comcollege/index.html>

National Association of College Employers. (2010, November). *Job Outlook 2011*. Bethlehem, PA: NACE.

National Association of Manufacturers. (2005). *2005 Skills Gap Report: A Survey of the American Manufacturing Workforce*. Online: <http://www.nam.org/>

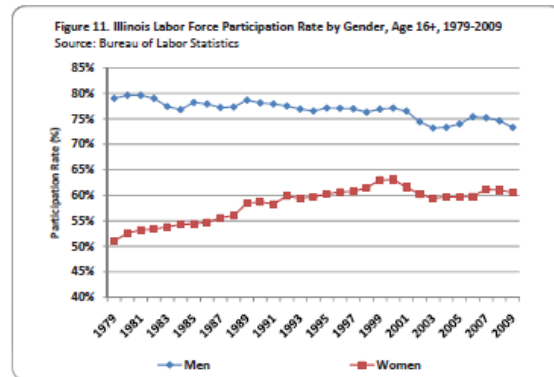
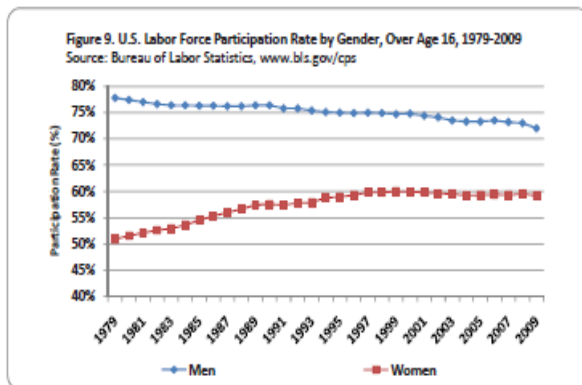
Trend Statement #7: The civilian workforce in the next eight years is likely to be composed of more historically underrepresented and minority groups (e.g., women, Latinos) and older workers.

Rationale:

The following table outlines changes in labor market in the U.S. between 2008 and 2018 in thousands (Bureau of Labor Statistics, 2010):

Area	2008 Employees	2018 Employees	% Change
All employees, above 16 years	154,287	166,911	8.2%
Female	71,767	78,229	9.0%
Male	82,250	88,682	7.5%
16-24 years old	22,032	21,131	-4.1%
25-54 years old	104,396	105,944	1.5%
55 years and above	27,857	39,836	43.0%
African-American	17,740	20,244	14.1%
Asian	7,202	9,345	29.8%
Hispanic	22,024	29,304	33.1%
White, Non-Hispanic	105,210	106,837	1.5%
Total Non-White/Non-Hispanic	46,966	58,893	25.4%

As the following graphs illustrate, the gap in labor market participation for women and men has narrowed in the last 30 years in the U.S. and Illinois (IDES, 2010):



Sources:

Bureau of Labor Statistics. (2010). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

Illinois Department of Employment Security. (2010b, April). *Women and Minorities in the Illinois Labor Force: 2010 Progress Report*. Online: <http://www.ides.state.il.us/pdf/reports/WomenMinorities/report.pdf>

Trend Statement # 8: According to the Bureau of Labor Statistics, a significant number of the jobs in the next five years will require some post-secondary education and/or credential.

Rationale:

The U.S. is shifting from an economy based on goods to one based on services, creating a human capital economy (McMahon, 2002; McMahon, 2009).

According to the Bureau of Labor Statistics (2010), total projected job openings by educational attainment and work experience between 2008 and 2018 are:

- Short, medium, and long-term on-the-job training: 7.5-8.0%
- Work experience: 8.1%
- Postsecondary vocational certificate: 13.2%
- Associates Degree: 19.1%
- Bachelor's Degree: 16.6%
- Master's Degree: 18.3%
- Doctorate Degree: 16.6%
- First Professional Degree: 17.6%

The Bureau of Labor Statistics (BLS) projects that between 2004 and 2014, 40 million of the 55 million job openings in the U.S. will be filled by those without a bachelor's degree. Fifteen million of those jobs are projected to be filled by those who have an associate's degree or at least some college experience. BLS also projected that many of the 40 million jobs will increasingly require more training and professional development than in the past – training that has traditionally been delivered by community colleges. Among the 20 fastest growing occupations, a bachelor's or associate's degree is the most significant source of postsecondary education or training for 12 of them. On-the-job training is the most significant source of postsecondary education or training for 13 of the 20 occupations with the largest numerical increases; 6 of these 20 occupations have an associate or higher degree as the most significant source of postsecondary education or training (Crosby & Moncarz, 2006a; Crosby & Moncarz, 2006b).

According to the Georgetown University Center on Education and the Workforce, 64% of Illinois' jobs will require some form of postsecondary education by 2018. Additionally, 1.3 million of the two million newly created jobs (from job creation, retirement, and other factors) will require postsecondary credentials, with only about 37% requiring only a high school diploma (Carnevale, Strohl, & Smith, 2009; Lumina Foundation, 2010).

Sources:

Bureau of Labor Statistics. (2010). *Economic and Employment Projections*. Online: <http://www.bls.gov/news.release/ecopro.toc.htm>

Carnevale, A.P., Strohl, J., & Smith, N. (2009). Help Wanted: Education and Training Required. In R. Romano & H. Kasper (Eds.), *Occupational Outlook for Community College Students* (pp. 21-31). San Francisco: Wiley.

Carnevale, A.P., Strohl, J., & Smith, N. (2010). *Projections of Jobs and Educational Requirements to 2018*. Georgetown University Center on Education and the Workforce. Online: <http://cew.georgetown.edu/jobs2018/>

Crosby, O., & Moncarz, R. (2006a). The 2004-2014 Job Outlook for People Who Don't Have College Degree. *Occupational Outlook Quarterly, Fall 2006*.

Crosby, O., & Moncarz, R. (2006b). The 2004-2014 Job Outlook for College Graduates. *Occupational Outlook Quarterly*, Fall 2006.

Lumina Foundation. (2010). *A Stronger Nation Through Higher Education and Illinois' Role in That Effort*.
Online: http://www.luminafoundation.org/state_data/Policy_Brief-Illinois.pdf

McMahon, W. (2002). *Education and Development: Measuring the Social Benefits*. London: Oxford University.

McMahon, W. (2009). *Higher Learning, Greater Good: The Private and Social Benefits of Higher Education*.
Baltimore: Johns Hopkins University

Trend Statement #9: Occupational growth in education and training is expected to increase at a larger rate than for all occupations.

Rationale:

Growth in education and training occupations are projected to grow by 20.7% between 2006 and 2016, compared to a growth rate of 11.0% for all occupations in the JJC district (IDES, 2010).

Specific growth rates between 2006 and 2016 for education and training occupations in the JJC district are (IDES, 2010):

- Postsecondary teachers: 16.1%
- Primary and secondary education teachers: 22.8%
- Teacher assistants: 18.7%
- Training and development specialists in business operations: 15.2%

As an industry, educational services are projected to witness an annual compound growth rate of 1.74%, compared to a 1.05% rate for all industries in the JJC district between 2006 and 2016 (IDES, 2010).

The educational services industry in Will County is projected to witness an increase of 13% between 2010 and 2015, compared to an overall growth rate of 7% (Will County Workforce Investment Board, 2010).

Sources:

Illinois Department of Employment Security. (2010). *Employment Projections for Community College Districts, 2006-2016*. Online: http://lmi.ides.state.il.us/projections/ccd_proj.htm

Will County Workforce Investment Board. (2010, July). *Workforce Analysis of Targeted Industries in Will County*.

Trend Statement #10: Knowledge of and the application of technology will increasingly be valued as a skill set in the labor force.

Rationale:

Technology will continue to be valued as a skill by employers (see Labor Market Trend #6 for more rationale; NACE, 2010).

Technology is a complementary function, which leads to broader job responsibilities for staff or line workers, decentralized decision-making, and self-managing teams (Bresnahan, Brynjolfsson, & Hitt, 2002).

Due to an increasing lack of barriers to access, increasingly high skill levels, and speed of implementation, technology is increasingly adding little competitive advantage to firms and organizations, quickly evolving from an innovation into a commodity (Carr, 2004).

According to the Georgetown University Center on Education and the Workforce, “Education, workplace training, and workplace technology tend to be *sequential and complementary* in producing productivity and earnings. Higher levels of formal education not only increase access to jobs that provide further training, they also increase access to technology that complements, rather than replaces, skills. More highly educated workers use technologies that increase worker autonomy and enhance skills—desktop computers or flexible machine tools, for instance. But less-educated workers tend to use technologies that substitute for skills” (Carnevale, Strohl, & Smith, 2010).

Sources:

Bresnahan, T.F., Brynjolfsson, E., and Hitt, L.M.. (2002). Information Technology, Workplace Organization, and the Demand for Skilled Labor: Firm-Level Evidence. *Quarterly Journal of Economics*, 117, 339-376.

Carnevale, A.P., Strohl, J., & Smith, N. (2010). *Projections of Jobs and Educational Requirements to 2018*. Georgetown University Center on Education and the Workforce. Online: <http://cew.georgetown.edu/jobs2018/>

Carr, N. (2004). *Does IT Matter? Information Technology and the Corrosion of Competitive Advantage*. Boston: Harvard University?

National Association of College Employers. (2010, November). *Job Outlook 2011*. Bethlehem, PA: NACE.

Trend Statement #11: Over the next five to ten years, a “skills gap” (the difference between job performance skills available in the workforce and the performance requirements of employers) will become increasingly evident, particularly in “middle-skill” occupations.

Rationale:

Middle-skill jobs are defined as those that generally require some level of postsecondary education or training beyond high school, but less than a bachelor’s degree (Holzer & Lerman, 2009).

Two challenges will face the U.S. labor market in the next 10 years. First, there is an increased and continued demand for highly skilled labor, usually associated with a Bachelor’s degree. Second, there is a polarization in the demand for labor, as the forces of productivity and, to a lesser extent, globalism and the decline of labor unions “squeeze” out middle-skill positions that require some form of postsecondary education beyond high school, but not necessarily a Bachelor’s degree (Autor, 2010).

In Illinois, 53% of all jobs are classified as middle-skill jobs, 29% high-skill, and 18% low-skill. Projected growth in Illinois between 2004 and 2014 in middle-skill jobs is 47%, compared to 30% in high-skill and 23% in low-skill jobs (Holzer & Lerman, 2008).

In Illinois, the middle-skill positions which are projected to witness the largest number of job openings between 2004 and 2014 are:

- Registered Nurses – 40,240
- Heavy Truck Drivers – 22,640
- Construction Carpenters – 13,940
- Auto Mechanics – 13,360
- Electricians – 9,440
- Police officers – 9,200

The polarization may continue in Illinois due to a gap between demand and supply in middle-skill jobs (Holzer & Lerman, 2008). The percent change in high, middle, and low-skill jobs in Illinois changed by 7.3%, 1.7%, and -9.0% between 1989 and 2004. However, the projected change in educational attainment associated with specific skill levels in Illinois is not projected to keep up with demand for middle-skill jobs. Educational attainment levels for high, middle, and low-skill jobs is projected to change by 0.9%, -2.3%, and 1.4%, respectively, between 2004 and 2020. This means there will be a projected over-supply of low-skill workers in Illinois and an undersupply of middle and high-skill workers in Illinois.

Sources:

Autor, D. (2010, April). *The Polarization of Job Opportunities in the U.S. Labor Market*. Center for American Progress. Online: http://www.americanprogress.org/issues/2010/04/pdf/job_polarization.pdf

Holzer, H., & Lerman, R. (2008, September). *Illinois’ Forgotten Middle-Skill Jobs: Meeting the Demands of a 21st-Century Economy*. Skills2Compete Campaign. Online: <http://www.nationalskillscoalition.org/states/state-coalitions/illinois/>

Holzer, H., & Lerman, R. (2009, February). *The Future of Middle-Skill Jobs*. Brookings Institute. Online: http://www.brookings.edu/events/2009/0226_middle_skill.aspx