

WOMEN AND MINORITIES IN THE ILLINOIS LABOR FORCE

2012 PROGRESS REPORT

Illinois Department of Employment Security
33 S. State Street
Chicago, IL 60603

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In response to the Progress of Women and Minorities in the Workforce Act (PA 87-0405), this report provides an annual update on the employment progress of women and minorities in the Illinois workforce, based on the most current available data. Certain information, such as population and education data and some wage data, is only available through the year 2010.

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

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

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Executive Summary

This report examines how women and minorities in Illinois fared in the labor force in 2011 by analyzing their economic status through several economic indicators. The report also contains a detailed description of trends in the Illinois economy.

The Illinois labor force declined in calendar year 2011 as Illinois continued to recover from the most recent national economic recession. Both genders and all major racial groups and ethnicities saw their labor force participation rates decline as more people stopped looking for work.

The Illinois unemployment rate decreased for men in 2011 but remained the same for women. All major racial and ethnic groups saw declines in their unemployment rates, except African-Americans, who traditionally have the highest and most disproportionate unemployment rate of all groups.

Illinois employment increased slightly in 2011 but remained below pre-recessionary employment levels. The employment-to-population ratios in 2011 were down for both genders and all racial and ethnic groups. In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. However, in both the U.S. and Illinois, women held more than one-half of the professional and sales jobs. Minorities also tend to be highly concentrated in lower-paying jobs, such as service workers and laborers. However, Asians tend to have their highest concentration of employment in good-paying professional and technical jobs.

Women and men in both Illinois and the nation have relatively equal levels of educational attainment, with men holding a narrow lead in graduate degrees. Asians have the highest percentage of bachelor and graduate degrees of any racial and ethnic group in Illinois, followed by whites and African-Americans. Hispanics have the lowest levels of educational attainment.

Mirroring national trends, earnings for women in Illinois increased at a higher rate than they did for men in 2010 (the most current year for population data). The ratio of median wages for women relative to men improved for women in Illinois for the first time in four years. Also, the U.S. ratio for women improved for the first time in five years. As for racial and ethnic groups, Asians have the highest earnings in the U.S., followed by whites, then African-Americans and Hispanics.

Recent research from the U.S. Department of Labor points to several barriers to higher employment and earnings for minorities, particularly African-Americans, in the U.S. Such barriers include lower educational attainment, prolonged unemployment status, under-representation in high-growth job sectors and lower access to jobs. Finally, a recent study from the Center for Labor Market Studies at Northeastern University revealed that high school dropouts had disproportionately high incarceration rates, and that black male dropouts had the highest incarceration rate among the three major race-ethnic groups.

Section I: Profile of Illinois

As the State of Illinois continues recovering from the recent national recession, several indicators point to economic progress. For example, extended mass layoffs reached a record low in 2011, unemployment dropped, and statewide employment increased for the first time since the start of the recession. This section takes a detailed look at Illinois' population, labor force and industry characteristics.

Population

Illinois is home to more than 4% of the nation's residents and is currently the fifth most populous state in the United States, behind California, Texas, New York and Florida. Population changes have a direct effect on the workforce. As certain groups expand or contract, their participation in the labor force also changes. The Illinois population grew slightly (0.4%) between 2009 and 2010¹ to 12.84 million residents in July 2010 (the most current year for population data). By adding 46,400 residents during that time period, Illinois earned a ranking of 16 among states adding population.

Labor force participation

The Illinois labor force² in calendar year 2011 consisted of 6.56 million civilians, compared to 6.6 million in calendar year 2010. It grew in each of the last nine months of 2011, following 12 straight months of decline. However, as of December 2011, 66.0% of the civilian, non-institutional population was in the labor force, down 2.7 points from the November 2007 pre-recession level of 68.7%.

1 . U.S. Census Bureau, Population Division, September 2011, <http://www.census.gov/popest/intercensal/index.html>.

2. The labor force includes all persons in the civilian, non-institutional population classified as either employed or unemployed. In general, as the population continues to grow, so does the pool of available workers.

Figure 1. Illinois Civilian Labor Force, Monthly Data, 1991-2011

Source: U.S. Bureau of Labor Statistics

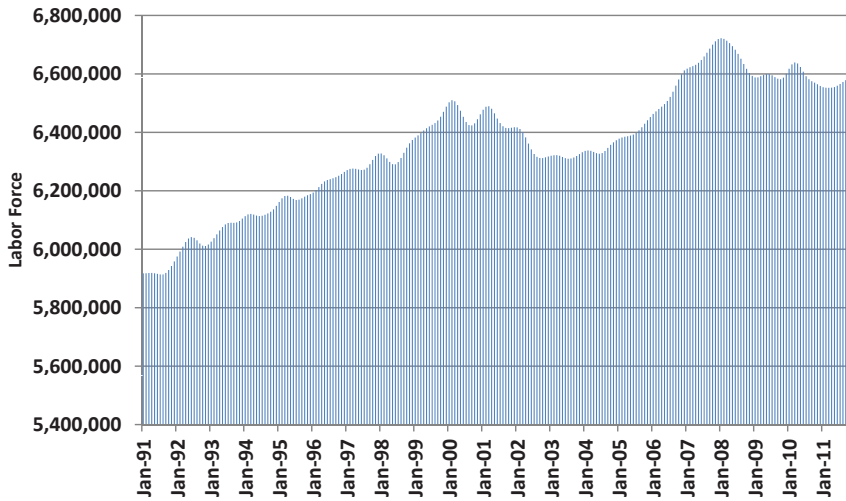


Figure 1 shows more facts about the Illinois labor force:

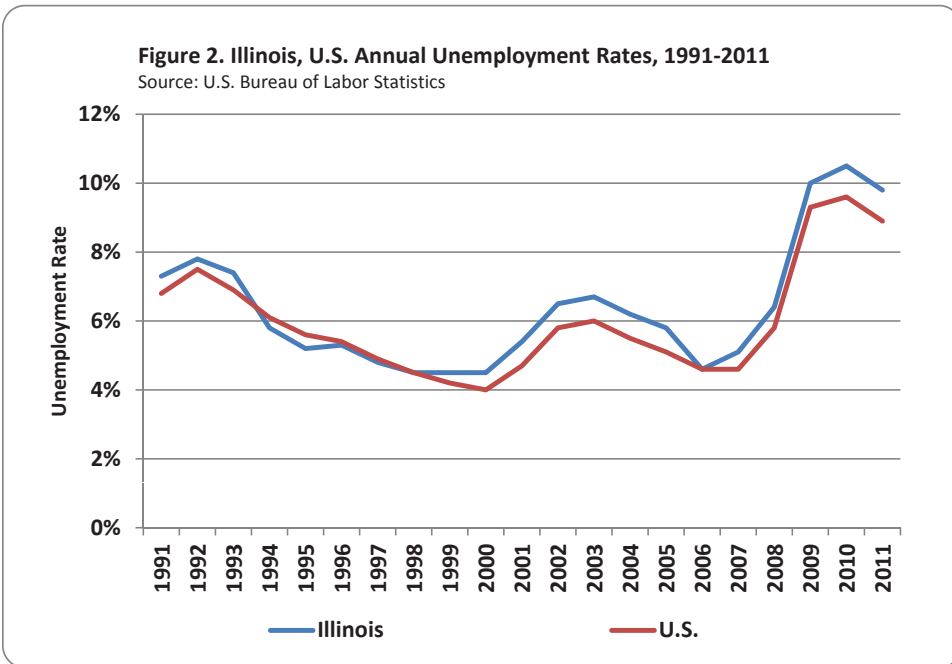
- The Illinois labor force in December 2011 included 6.59 million civilians, compared to 6.56 million the year before.³
- The Illinois civilian labor force has grown steadily during the past two decades, with the exception of periods of economic slowdown, including January 1980 to July 1980, July 1981 to November 1982, July 1990 to March 1991, March 2001 to November 2001, and December 2007 through June 2009.
- During the past 10 years, the Illinois labor force has grown from 6,477,400 civilians in January 2001 to 6,585,500 in December 2011, a 1.7% increase.⁴

3. Illinois Department of Employment Security, Economic Information and Analysis Division, "Illinois Labor Force Estimates Annual Averages, 1976-2011."

4. Ibid.

Unemployment

Both the U.S. and Illinois unemployment rates declined in 2011. The U.S. unemployment rate dropped to 8.9% from 9.6% the year before. The Illinois unemployment rate dropped to 9.8% from 10.5% in 2010 (See *Figure 2*). The Illinois unemployment rate has exceeded the U.S. rate each year during the past decade (except in 2006 when the rate was the same). Though the Illinois rate decreased in 2011, it is 4.7 points above the 2007 pre-recessionary unemployment rate. Similarly, the 2011 U.S. unemployment rate is 4.3 points higher than what it was in 2007 (4.6%).



Extended Mass Layoffs

An extended mass layoff event is one in which at least 50 workers are separated from their employer for more than 30 days. It is notable that in 2011 Illinois experienced the lowest number of worker separations from extended mass layoff events since 1997.

In 2011, the *professional and business services* industry was responsible for the highest percentage (28%) of extended mass layoffs, compared to all other industries. Other industries that comprised the largest percentage of extended mass layoffs in 2011 included *construction*, responsible for 27%, followed by *manufacturing* (11%). *Trade-transportation-utilities* and *leisure and hospitality* each had 7% of all extended mass layoffs followed by *retail trade* (6%) and *educational and health services* (4%). **Figure 3** highlights key facts pertaining to layoffs:

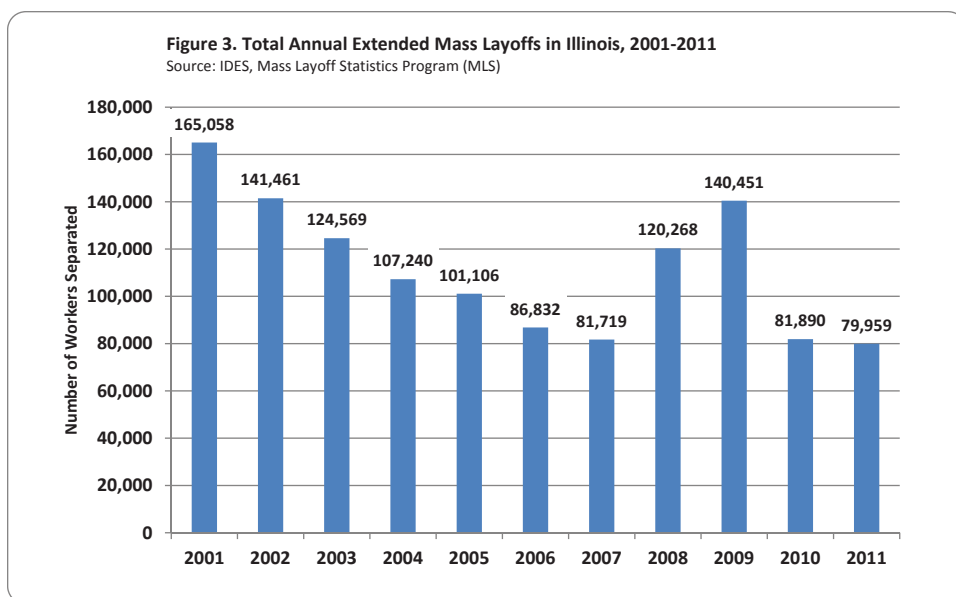


Figure 3:

- In 2011, 431 extended mass layoff events occurred in Illinois, and 79,959 workers were separated.⁵
- The year 2011 saw 1,931 fewer workers separated in extended mass layoffs and a 7% decrease in the number of extended mass layoffs events, compared to the year 2010.

5. Illinois Department of Employment Security, Economic Information and Analysis Division, "Mass Layoffs in Illinois: Annual Totals, extended mass layoff events in private, non-agricultural industries, and all potential layoff events," <http://www.ides.illinois.gov/page.aspx?item=918>.

Employment

During the past two decades, the number of employed Illinois residents trended upward, except during economic recessions, including the last one that ended in June 2009. In 2011, the number of people employed increased slightly from the prior year, but remained below pre-recessionary levels.

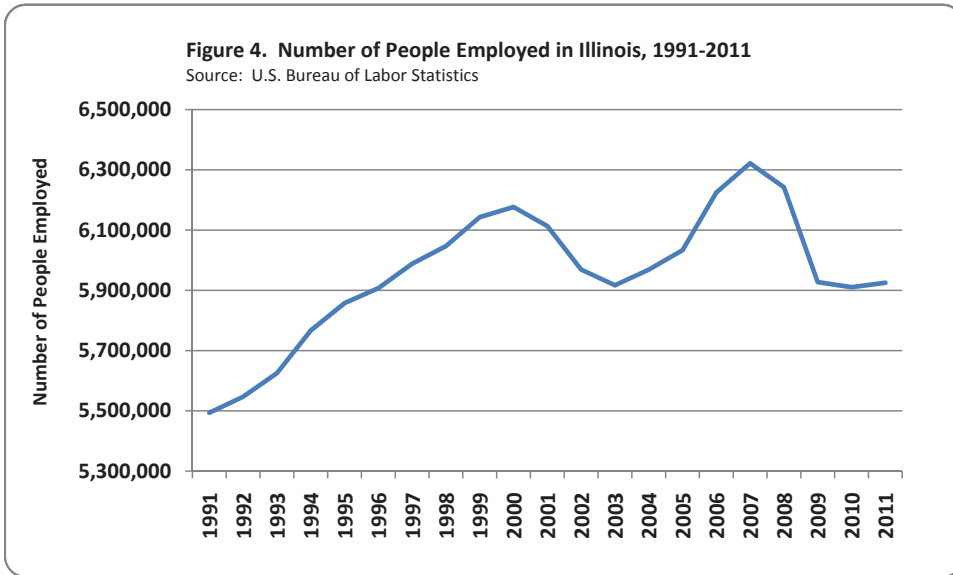


Figure 4 shows the following employment facts:

- In 2011, the number of employed Illinois residents increased by 14,500 to about 5.9 million people. In 2007, the last pre-recessionary year, some 6.3 million Illinois residents were employed.⁶
- The number of employed workers in the state has risen during the past 30 years, except during the economic recessions of: January 1980 to July 1980, July 1981 to November 1982, July 1990 to March 1991, March 2001 to November 2001, and December 2007 through June 2009.

6. Illinois Department of Employment Security, Economic Information and Analysis Division, "Illinois Labor Force Estimates Annual Averages, 1976-2011."

Industry Growth and Decline

Employment by Sector

Table 1. Illinois Employment by Sector, 2011

| | No. of Jobs | % of Total Jobs |
|------------------------------------|------------------|-----------------|
| Natural Resources & Mining | 9,500 | 0.2% |
| Construction | 195,300 | 3.4% |
| Manufacturing | 574,000 | 10.1% |
| Trade, Transportation, & Utilities | 1,139,500 | 20.1% |
| Information | 100,400 | 1.8% |
| Financial Activities | 361,900 | 6.4% |
| Professional and Business Services | 829,500 | 14.6% |
| Educational and Health Services | 849,700 | 15.0% |
| Leisure and Hospitality | 518,800 | 9.2% |
| Other Services | 247,900 | 4.4% |
| Government | 836,700 | 14.8% |
| Total Nonfarm | 5,663,100 | 100.0% |

Source: Current Employment Statistics (CES), Illinois Department of Employment Security

Table 1 shows the number and percentage of jobs in Illinois across industry super-sectors. The industry responsible for the greatest percentage of employment in Illinois is the *trade, transportation, and utilities industry* super-sector, which employed 20.1% of the workers in the state in 2011. *Educational and health services* employed 15.0%, followed by *professional and business services* (14.6%), *manufacturing* (10.1%) and *leisure and hospitality* (9.2%).

Table 2. Growth of Industries in Illinois, 2010-2011

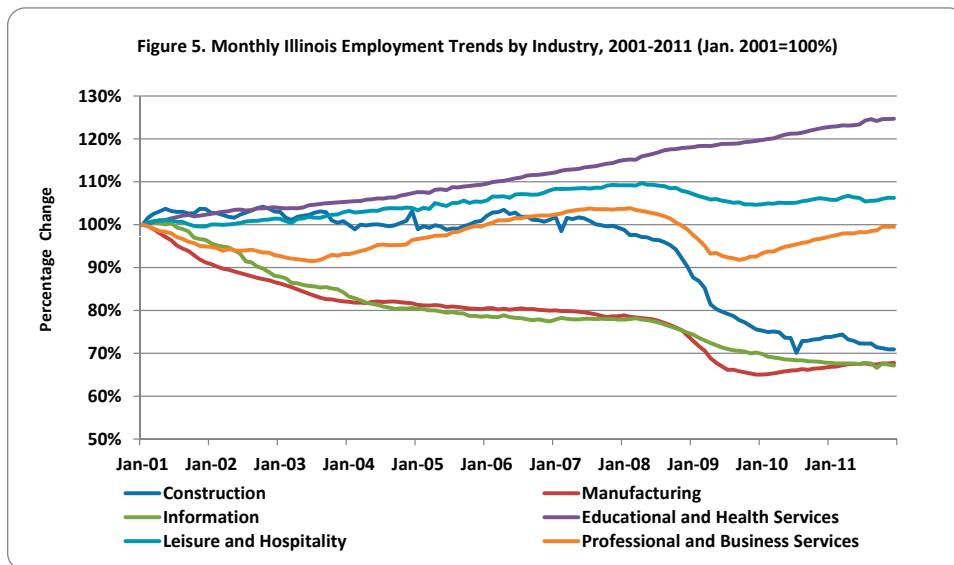
| Industry | 2011 | 2010 | Change | % Change |
|------------------------------------|------------------|------------------|---------------|-------------|
| Natural Resources & Mining | 9,500 | 9,100 | 400 | 4.4% |
| Construction | 195,300 | 198,300 | -3,000 | -1.5% |
| Manufacturing | 574,000 | 561,000 | 13,000 | 2.3% |
| Trade, Transportation, & Utilities | 1,139,500 | 1,125,600 | 13,900 | 1.2% |
| Information | 100,400 | 101,800 | -1,400 | -1.4% |
| Financial Activities | 361,900 | 363,700 | -1,800 | -0.5% |
| Professional and Business Services | 829,500 | 801,900 | 27,600 | 3.4% |
| Educational and Health Services | 849,700 | 833,100 | 16,600 | 2.0% |
| Leisure and Hospitality | 518,800 | 515,400 | 3,400 | 0.7% |
| Other Services | 247,900 | 249,100 | -1,200 | -0.5% |
| Government | 836,700 | 853,800 | -17,100 | -2.0% |
| Total Nonfarm | 5,663,100 | 5,612,700 | 50,400 | 0.9% |

Source: Current Employment Statistics (CES), Illinois Department of Employment Security

Over-The-Year Growth

Total nonfarm employment in Illinois increased in 2011 for the first time since the recession began in December 2007. Compared to the year 2010, jobs in Illinois increased over the year by 50,400 or 0.9% (See **Table 2**). Jobs had fallen by 0.8% (-44,700) in 2010 and had declined 4.9% (-292,000) in 2009. The *trade, transportation, and utilities* industry super-sector continued to employ the most workers, with more than 1.1 million employed in the state. This sector had an employment increase of 1.2% compared to 2010. *Natural resources & mining* had the highest rate of employment increase (4.4%). However, the actual change in the industry's employment level was much lower than *professional business services*, which had an employment rate increase of 3.4% and an employment level increase of 27,600. *Manufacturing* (2.3%) and *educational and health services* (2.0%) showed strong increases in employment. *Construction* (-1.5%), and *information* (-1.4%) employment continued to decline in 2011. *Government* had the highest rate of employment decline at 2.0%.

10-Year Growth



Although total nonfarm employment in Illinois has increased over the year, Illinois has lost more than 300,000 jobs between 2001 and 2011. **Figure 5** shows the three industry super sectors with the most employment growth and decline during this period. **Note:** The employment figures referenced in **Figure 5** are seasonally-adjusted data.

Employment in *educational and health services* has trended upward since 2001, with more than a 20% increase during the time period. *Leisure and hospitality* was negatively impacted by the recession that began in December 2007, but has stabilized and shown some recent employment gains. *Professional and business services* suffered employment declines of more than 10% because of the recent recession. It has rebounded during the last couple of years and is currently trending upward.

Construction employment in Illinois was fairly stable until the start of the 2007 recession. Employment in the industry has plunged about 30% since then. Employment in the *information* sector has been on a slow decline since 2001. *Manufacturing* employment was slowly declining from the start of the period as well, and that decline accelerated during the recent recession. However in the last two years, employment has stabilized and is showing a slow, but steady, upward trend.

Occupational Projections

Employment among occupations in Illinois will likely shift during the next decade. **Table 3** features the highest projected job losses from 2008 to 2018. For each occupation, the expected number of jobs lost and the percentage of change are reflected for the 10-year period as a whole.

Table 3. Highest Projected Job Losses in Illinois, 2008-2018, by Occupational Classification

| Rank | Occupational Title | 10-yr job loss total | 10-yr projected change |
|------|-----------------------------------------------|----------------------------|------------------------------|
| 1 | Photographic Processing Machine Operators | -726 | -32% |
| 2 | Coil Winders, Tapers, and Finishers | -555 | -31% |
| 3 | Drill/Boring Machine Tool Setters/Operators | -827 | -29% |
| 4 | Order Clerks | -3,104 | -28% |
| 5 | Sewing Machine Operators | -1,534 | -28% |
| 6 | Lathe/Turning Machine Tool Setters/Operators | -1,286 | -27% |
| 7 | Desktop Publishers | -417 | -25% |
| 8 | Computer Operators | -1,090 | -24% |
| 9 | File Clerks | -2,031 | -22% |
| 10 | Postal Service Mail Sorters/Machine Operators | -2,252 | -22% |
| 11 | Chemical Plant and System Operators | -298 | -22% |
| 12 | Forging Machine Setters/Operators/Tenders | -367 | -20% |
| 13 | Prepress Technicians and Workers | -757 | -20% |
| 14 | Rolling Machine Setters/Operators/Tenders | -332 | -20% |
| 15 | Paper Good Machine Setters/Operators/Tenders | -1,040 | -20% |
| 16 | Electric/Electronic Equipment Assemblers | -1,804 | -20% |
| 17 | Grind/Polish Machine Tool Setters/Operators | -850 | -18% |
| 18 | Machine Feeders and Offbearers | -1,488 | -17% |
| 19 | Electromechanical Equipment Assemblers | -444 | -17% |
| 20 | Bindery Workers | -690 | -17% |

Note: Job categories with less than 1,000 workers have been omitted.

Source: 2008-2018 occupational projections for Illinois, Illinois Department of Employment Security

Table 3:

- In Illinois, manufacturing occupations (e.g., metal worker, lather, prepress technician) are expected to experience the largest decline.⁷
- Order clerks, file clerks, computer operators and postal service mail sorters/machine operators are expected to be among the biggest job losers, with a combined 8,477 job losses between 2008 and 2018.

7. Illinois Department of Employment Security, "Long-Term Occupational Projections for 2008-2018," <http://www.ides.illinois.gov/page.aspx?item=911>.

In Illinois, new occupations will replace lost manufacturing and administrative jobs. As baby boomers age, more healthcare workers will likely be needed. As technology replaces manual labor, computer and skilled labor jobs will grow.

Table 4. Highest Projected Job Growth in Illinois, 2008-2018, by Occupational Classification

| Rank | Occupational Title | 10-yr job gain total | 10-yr projected change |
|------|-----------------------------------------------|----------------------|------------------------|
| 1 | Biomedical Engineers | 395 | 58% |
| 2 | Home Health Aides | 12,939 | 49% |
| 3 | Network Systems & Data Communication Analysts | 3,777 | 46% |
| 4 | Preschool Teachers, except Special Education | 5,546 | 38% |
| 5 | Personal and Home Care Aides | 8,753 | 34% |
| 6 | Physician Assistants | 672 | 32% |
| 7 | Skin Care Specialists | 692 | 32% |
| 8 | Medical Scientists, except Epidemiologists | 638 | 31% |
| 9 | Fitness Trainers/Aerobics Instructors | 4,140 | 30% |
| 10 | Dental Hygienists | 2,182 | 30% |
| 11 | Veterinarians | 595 | 30% |
| 12 | Self-Enrichment Education Teachers | 1,868 | 29% |
| 13 | Personal Financial Advisors | 1,661 | 29% |
| 14 | Physical Therapists | 2,166 | 29% |
| 15 | Physical Therapist Assistants | 825 | 29% |
| 16 | Dental Assistants | 3,615 | 29% |
| 17 | Veterinary Technologists/Technicians | 565 | 29% |
| 18 | Occupational Therapists | 1,250 | 28% |
| 19 | Physical Therapist Aides | 575 | 28% |
| 20 | Employment/Recruitment/Placement Specialists | 2,774 | 28% |

Note: Job categories with less than 1,000 workers have been omitted.

Source: 2008-2018 occupational projections for Illinois, Illinois Department of Employment Security

Table 4:

- Healthcare and education occupations are expected to experience the largest job increases between 2008 and 2018.⁸
- Home health aides, personal and home care aides and preschool teachers (except special education) are expected to add the most jobs to the Illinois economy.
- Occupations expected to experience the most growth are biomedical engineers, followed by home health aides, networking systems and data communication analysts.

8. Illinois Department of Employment Security, "Long-Term Occupational Projections for 2008-2018," <http://www.ides.illinois.gov/page.aspx?item=911>.

Wage Trends

Illinois ranked eighth among states in the U.S. for paying the highest wages.

Table 5. Wages in Illinois and the 13 Counties with the Largest Employment, First Quarter 2011

| Area | Average Weekly Wage, \$ | % Change, 1st Qtr. 2010-2011 | National Ranking by % Change |
|------------------|-------------------------|------------------------------|------------------------------|
| U.S. | \$935 | 5.2% | --- |
| Illinois | \$1,003 | 6.0% | --- |
| Champaign County | \$750 | 2.9% | 242 |
| Cook County | \$1,145 | 5.8% | 70 |
| DuPage County | \$1,076 | 3.4% | 200 |
| Kane County | \$777 | 2.8% | 248 |
| Lake County | \$1,230 | * | --- |
| Madison County | \$738 | 2.1% | 285 |
| McHenry County | \$727 | 4.5% | 125 |
| McLean County | \$904 | 2.1% | 285 |
| Peoria County | \$944 | 18.9% | 1 |
| St. Clair County | \$709 | 2.0% | 293 |
| Sangamon County | \$907 | 3.4% | 200 |
| Will County | \$793 | 5.0% | 94 |
| Winnebago County | \$769 | 7.6% | 22 |

Source: Wages in Illinois and 13 largest counties, U.S. Bureau of Labor Statistics

* Data do not meet BLS disclosure standards

Table 5 shows the average weekly wages in Illinois counties that have the largest employment:

- The highest wages in Illinois are in Lake County, followed by Cook and DuPage counties.
- The fastest growing wages in Illinois for the one-year period beginning the first quarter of 2010 were in Peoria County (18.9%), which also had the fastest growing wages in the country over that time span.⁹

Other important facts about Illinois wages are as follows:

- The Illinois minimum wage, remaining the same since July 1, 2010, is \$8.25 an hour, which is higher than the federal minimum wage of \$7.25 per hour.¹⁰
- From the first quarter of 2010 to the first quarter of 2011, the average weekly wage in Illinois increased by 6.0%, a little higher than the 5.2% change for the nation.
- Illinois' average weekly wage of \$1,003 exceeds the U.S. average weekly wage of \$935.¹¹

9. The fast wage growth in Peoria County is partially attributed to the county's ongoing recovery from the recent economic recession.

10. Illinois Department of Labor, <http://www.state.il.us/agency/idol/news/pdfs/mw.pdf>; and U.S. Department of Labor, "Minimum Wage, Federal, effective July 24, 2009," <http://www.dol.gov>.

11. U.S. Department of Labor, Bureau of Labor Statistics, "County Employment and Wages in Illinois - Fourth quarter 2010," <http://stats.bls.gov/ro5/qcewil.pdf>.

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

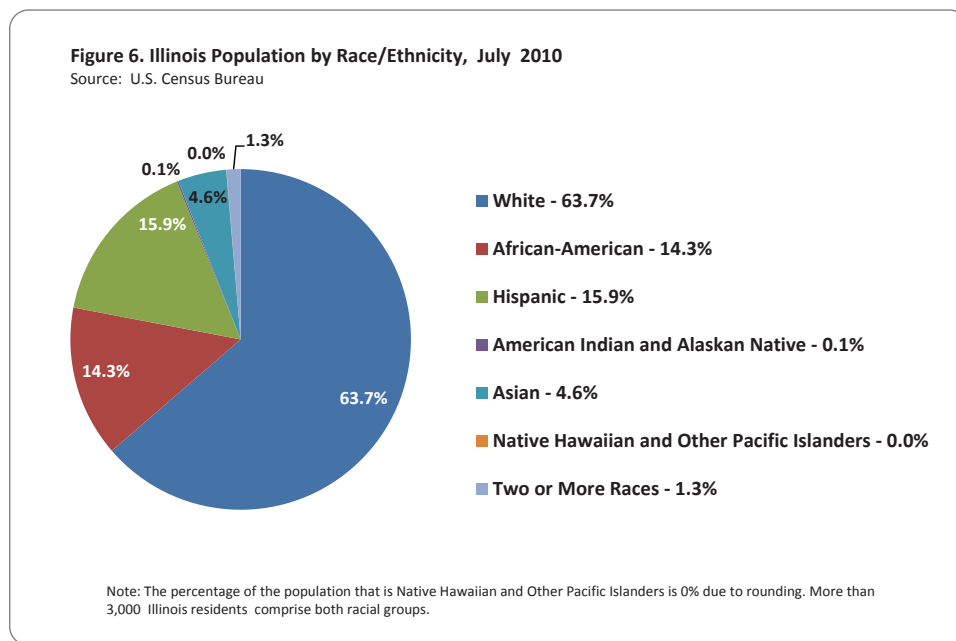
Population

As mentioned earlier, the Illinois population grew slightly by 46,400 residents between 2009 and 2010 (the most current year for population data). This section highlights details about the growth of Illinois' women and minority populations.

Women's population growth

Illinois' female population grew by nearly 22,000 in 2010 and maintained its slight lead as a little more than half (50.9%) of the state's residents. Between 2000 and 2010, the female population grew by 3.2% to 6,543,367. During the same period, the male population grew by 3.6% to 6,299,799.

Minorities' population growth



Hispanics, African-Americans and Asians:

Minorities were responsible for most of the population growth in Illinois in 2010. Minorities are groups of people, classified by race, gender, religion, disability or other distinguishing characteristic, who constitute less than one-half of a region, state or country's population. In July 2010, the Illinois population was 63.7% white (non-Hispanic) and 36.3% minority. Hispanics continue to maintain the lead they captured in 2007 as the largest minority group in Illinois, followed by African-Americans (**Figure 6**).¹²

12. U.S. Census Bureau, Population Division, September 2011, <http://www.census.gov/popest/intercensal/index.html>.

Figure 7. Growth of African-American, Hispanic and Asian Populations in Illinois, 2000-2010

Source: U.S. Census Bureau

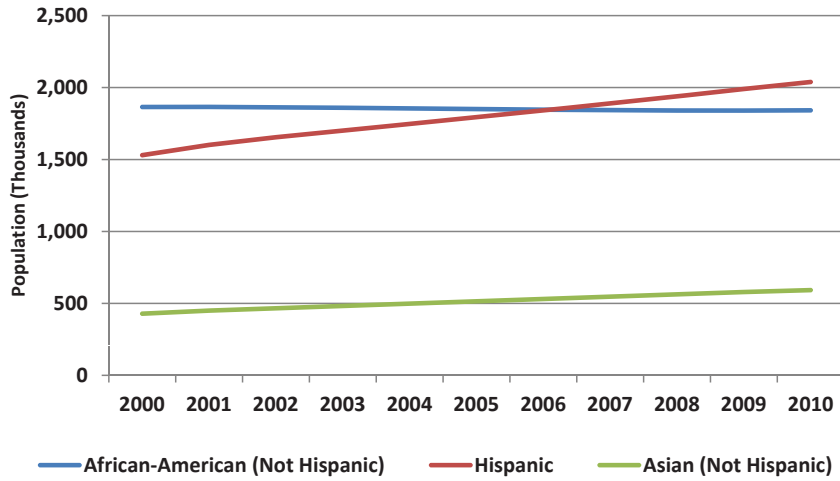


Figure 7 shows the population change in Illinois' African-American, Hispanic and Asian residents over time:

- From 2000 to 2010, the number of Hispanics in Illinois grew by 508,793 or 33.2% (from 1,530,262 in April 2000 to 2,039,055 in July 2010).¹³
- The African-American population declined by 1.2%, or from 1,864,778 in April 2000 to 1,841,965 in July 2010.
- Asians reported the largest percentage growth since 2000, rising by 38.4%, or from 428,136 in April 2000 to 592,382 in July 2010.

13. U.S. Census Bureau, Population Division, September 2011, <http://www.census.gov/popest/intercensal/index.html>.

Figure 8. Growth of American-Indian and Native Hawaiian/Pacific Islander Populations in Illinois, 2000-2010

Source: U.S. Census Bureau

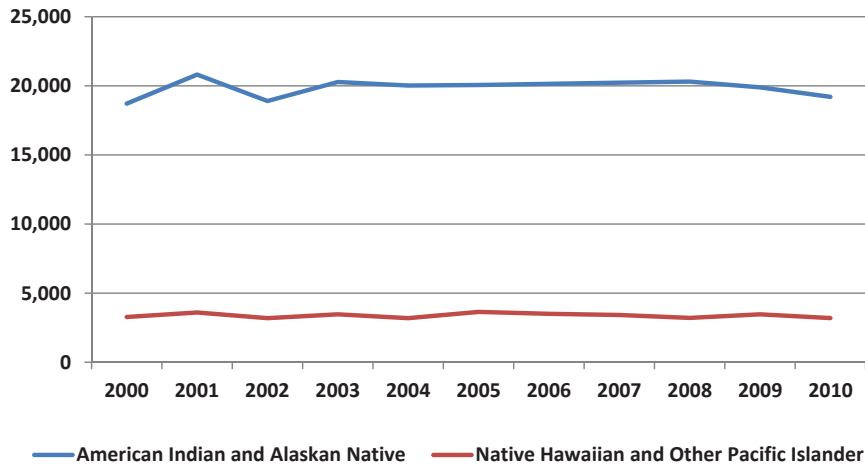
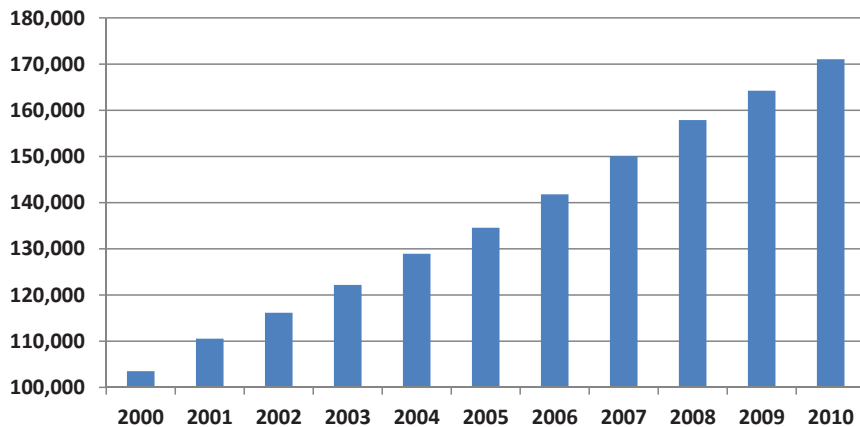


Figure 9. Growth of Population Reporting More than One Race/Ethnicity in Illinois, 2000-2010

Source: U.S. Census Bureau



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

Figures 8-9 show population trends for other minority groups, including American Indians and native Hawaiians/Pacific Islanders:

- From April 2000 to July 2010, the American-Indian population increased by 490 people (2.6%), to reach 19,204 Illinois residents.¹⁴
- The Native Hawaiian and Other Pacific Islander population was almost unchanged, dropping slightly by 75 people (2.3%) to reach 3,197 in July 2010.
- The number of people who identify themselves as being of two or more races grew from 103,503 people in 2000 to 171,063 in July 2010, an increase of 65.3% or 67,560 people.

14. U.S. Census Bureau, Population Division, September 2011, <http://www.census.gov/popest/intercensal/index.html>.

Immigrants:

The minority population in Illinois is composed of a large number of immigrants. In 2010 (the most current year for population data), 13.7% of the state's population, or more than 1.7 million people, were born outside of the United States.¹⁵ This share has grown from 12.6% in 2000.

Table 6. Origin of Foreign-Born Immigrants in Illinois, 2010

| | Number | % of IL Total Pop. | % of IL Foreign Born |
|-----------------------------------------------------------|---------------|-------------------------------|---------------------------------|
| Foreign-born population, excluding population born at sea | 1,759,859 | 13.7% | |
| Latin America | 842,202 | 6.6% | 47.9% |
| Asia | 467,055 | 3.6% | 26.5% |
| Europe | 388,568 | 3.0% | 22.1% |
| Other | 62,034 | 0.5% | 3.5% |
| Total IL population, 2010 | 12,843,166 | | |

Source: American FactFinder, U.S. Census Bureau

Table 6 shows more data on foreign-born immigrants in Illinois:

- In 2010, nearly half (47.9%) of the foreign-born population in Illinois was born in Latin America.
- A little more than a quarter (26.5%) of the Illinois foreign-born population was born in Asia, and a little less than one quarter (22.1%) was born in Europe.
- The rest of the world accounted for 3.5% of the foreign-born population in the United States.

Note: The year 2010 is the most current year for available population data.

15. U.S. Census Bureau, American Fact Finder, <http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml>.

Minority population growth by county

Most of the 2010 population growth in Illinois is due to the growth of the minority population, especially Hispanics, in Cook County and the collar counties of the Chicago metropolitan area.

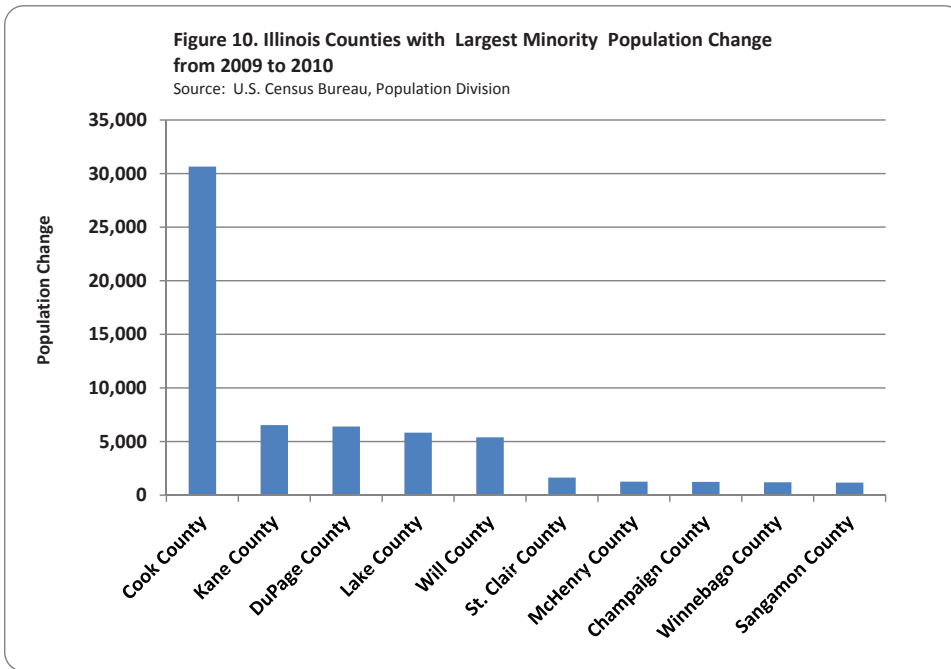


Figure 10 shows the Illinois counties that saw the largest change in minority population from 2009 to 2010:

- Among all Illinois counties, Cook County’s minority population grew the most, increasing by more than 30,000 from 2009 to 2010. Cook County is the state’s most populated county, with 5.20 million residents.
- Kane County’s minority population grew by 6,500, bringing the county’s total population to 516,499.
- DuPage County’s minority population rose by 6,400, bringing the county’s total population to 918,764.
- Lake County’s minority population rose by 5,800, bringing the county’s total population to 704,596.
- Will County’s minority population grew by 5,300, bringing the county’s total population to 678,697 residents.
- St. Clair, McHenry, Champaign, Winnebago and Sangamon Counties each saw their minority population rise by less than 2,000.

Note: The year 2010 is the most current year for available population data.

Labor Force Participation

The Illinois labor force grew to 6.59 million civilians in 2011, although the percentage of non-institutionalized civilians in the labor force has declined compared to the November 2007 pre-recessionary rate (*See Figure 12 in Section I*).

By Gender

As a result of the slow economic recovery, both men and women saw their labor force participation rates decline in 2011. The historical decline in the male participation rate is due, in part, to the structural loss of jobs in male-dominated industries, such as manufacturing. Following are more facts about the labor force participation rate for men and women:

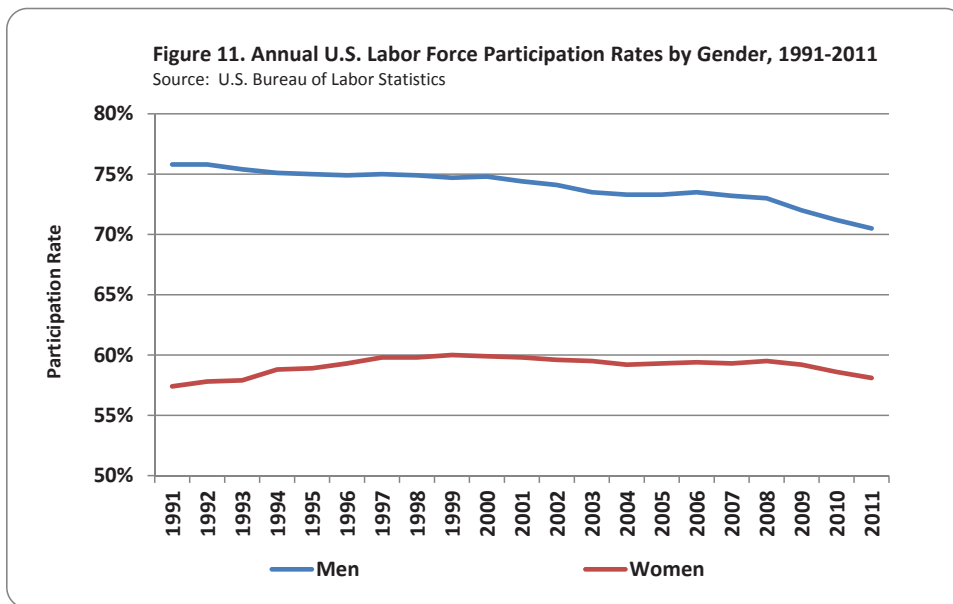


Figure 11:

- The U.S. labor force participation rate for women was 58.1% in 2011, compared to 58.6% in 2010.¹⁶
- The men's labor force participation rate was 70.5% in 2011, compared to 71.2% in 2010.
- The gap between men and women who participate in the U.S. labor force has steadily narrowed since 1981.¹⁷
- Labor force participation typically declines during recessions. The participation rates for men and women in 2009-2011 reflect this behavior.

16. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.

17. Ibid

Figure 12. U.S. Male-Female Labor Force Participation Rate Gap, 1981-2011

Source: U.S. Bureau of Labor Statistics

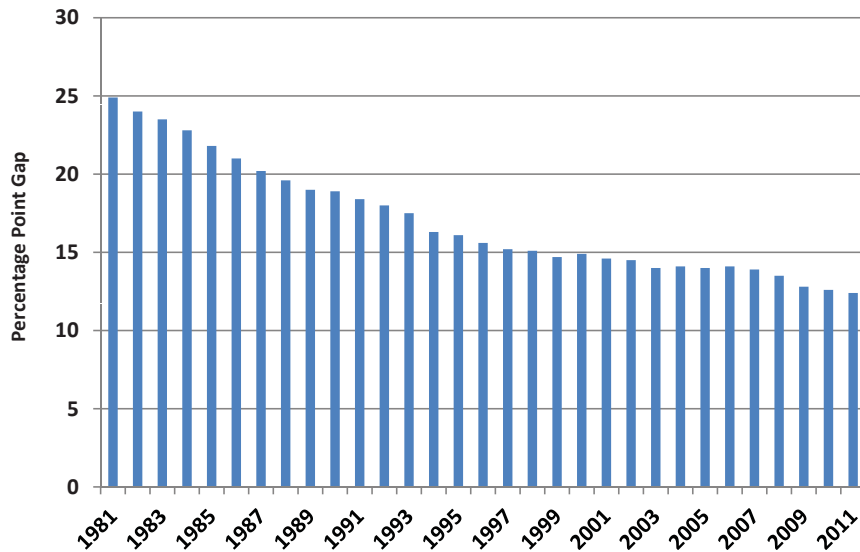
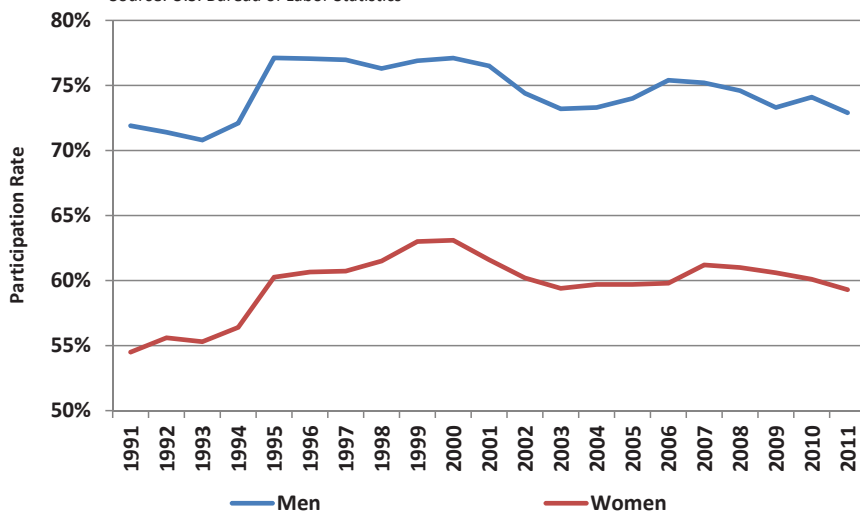


Figure 13. Illinois Labor Force Participation Rate by Gender, 1991-2011

Source: U.S. Bureau of Labor Statistics



Figures 12-13:

- The U.S. male-female labor force participation percentage gap has dropped as more women have entered the workforce. The national gender gap in 2011 was 12.4%.¹⁸ The 2011 Illinois women’s labor force participation rate of 59.3% was lower than the men’s rate of 72.9% and slightly higher than the U.S. women’s rate of 58.1%.¹⁹ The statewide gender gap decreased to 13.6% in 2011 from 14.0% in 2010.

18. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/tables.htm>.

19. U.S. Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group.”

By Race

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

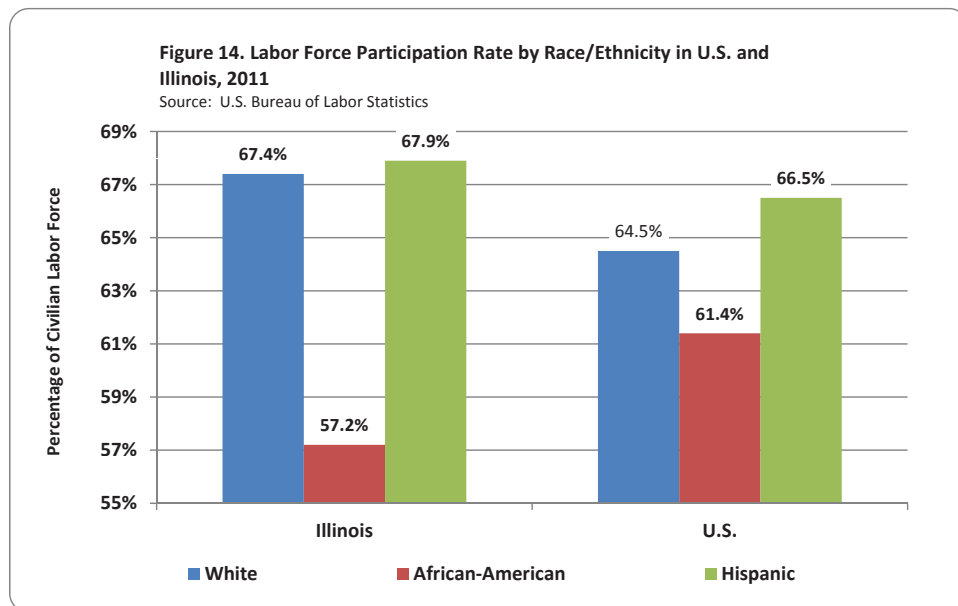


Figure 14:

- In 2011, the labor force participation rate decreased for all three major racial groups in both Illinois and the U.S.
- The rate of labor force participation, on both a national and statewide level, ranks from highest to lowest as follows: Hispanics, whites, and then African-Americans.²⁰
- In 2011, Hispanics had the highest labor force participation rate in both Illinois (67.9%) and the U.S. (66.5%).²¹
- African-Americans had the lowest labor force participation rates of all races in both Illinois (57.2%) and the U.S (61.4%).

20. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

21. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, 2010, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

Figure 15. African American Labor Force Participation Rates by Gender in Illinois, 1991-2011

Source: U.S. Bureau of Labor Statistics

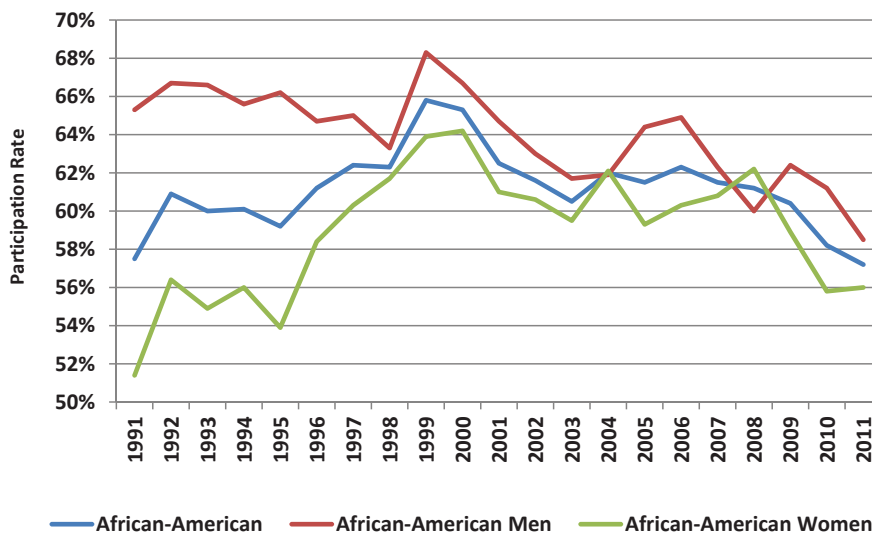
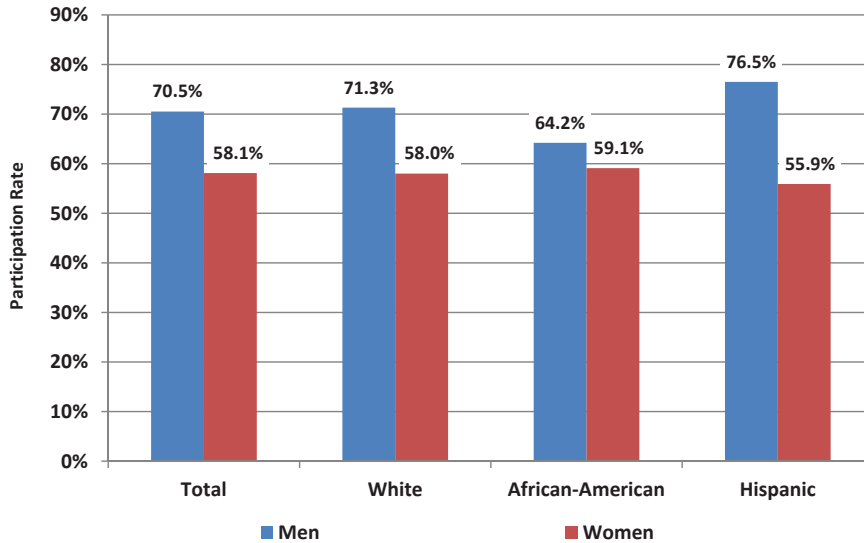


Figure 15:

- For most of the last two decades in Illinois, the labor force participation rate for African-American men was higher than the rate for African-American women, except for 2004, when their labor force participation rates converged, and in 2008, when the participation rate for African-American men dropped to, as of that time, its lowest level on record.
- In 2011, the labor force participation rate for African-American men was 58.5%, the lowest level currently on record, and 56.1% for African-American women. The labor force participation rate declined from the previous year for both African-American men and women.

Figure 16. U.S. Labor Force Participation Rate by Race/Ethnicity and Gender, 2011

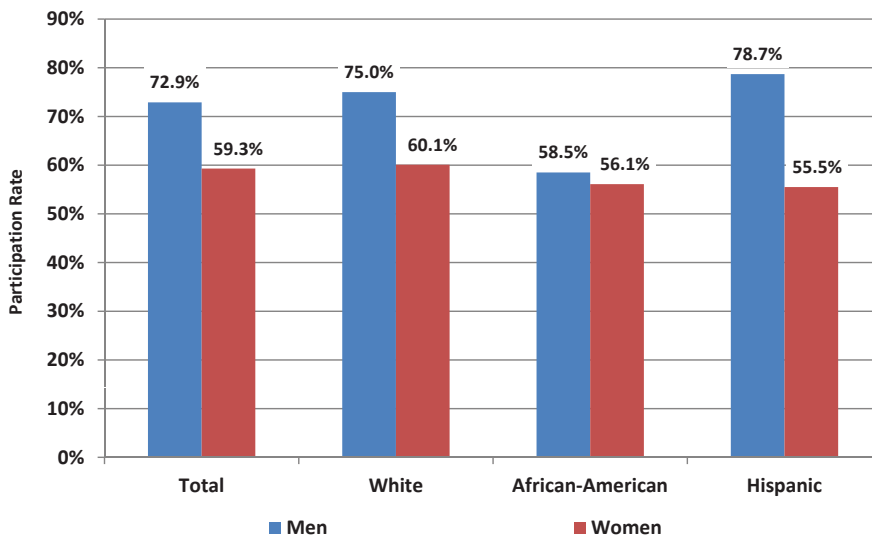
Source: U.S. Bureau of Labor Statistics



Analysis of genders by race:

Figure 17. Illinois Labor Force Participation Rate by Race/Ethnicity and Gender, 2011

Source: U.S. Bureau of Labor Statistics



Figures 16-17:

- Among women in the U.S., African-Americans had the highest labor force participation rate (59.1%), while Hispanic women had the lowest (55.9%).²² In Illinois, white women had the highest labor force participation rate (60.1%), compared to African-American (56.1%) and Hispanic women (55.5%).²³
- Hispanic men (78.7%) had the highest labor force participation rate in Illinois, compared to white men (75.0%) and African-American men (58.5%).
- African-American women achieved closer parity with same-race males on labor force participation than did white or Hispanic women.

22. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

23. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates, Labor Force Participation Rates by Gender and Racial Group."

Unemployment

Although both the U.S. and Illinois unemployment rates in 2011 dropped to 8.9 % and 9.8% respectively, both rates remain above their November 2007 pre-recessionary levels (*See Figure 2 in Section I*).

By Gender

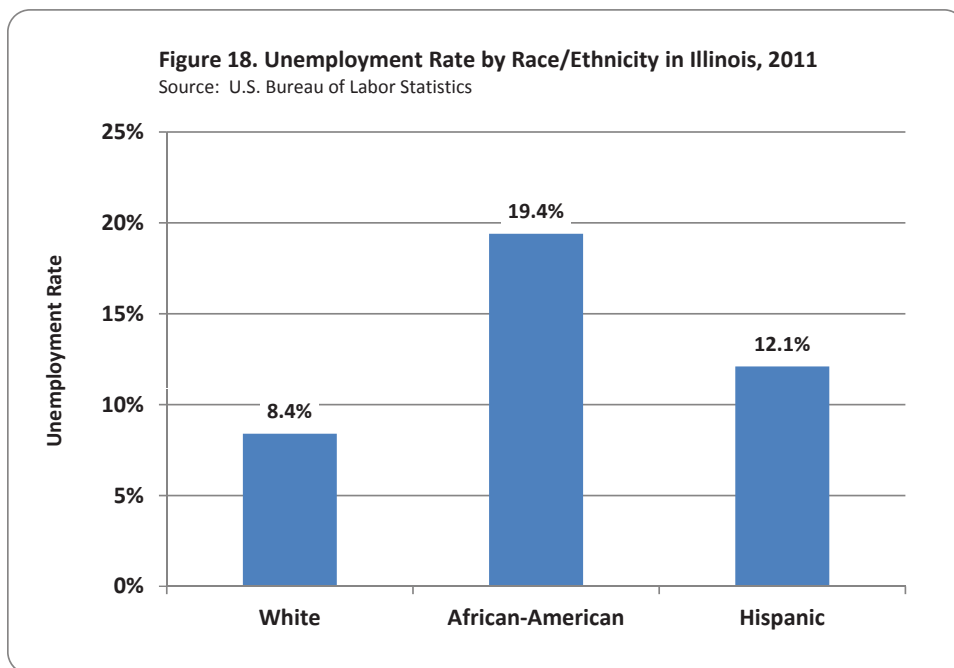
Nationally, the unemployment rate decreased for both genders in 2011. In Illinois, the 2011 unemployment rate for men (10.4%) decreased, but the rate for women (8.8%) did not change. In both the U.S. and Illinois, men continued experiencing higher unemployment rates than women. The unemployment rate for men was 9.4% nationwide in 2011, compared to 8.5% for women.²⁴

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

- In 2011, white women had a lower unemployment rate than white men (7.4% vs. 9.2%) in Illinois. The same is true of African-American women, when compared to African-American men (16.4% vs. 23.0%).
- In 2011, the unemployment rate for Hispanic women was 11.4%, and for Hispanic men, it was 12.6%.

By Race

Nationally, the unemployment rate decreased for all racial groups. However, in Illinois, the unemployment rate decreased for all major racial groups, except African-Americans. The Illinois unemployment rate was 19.4% for African-Americans, 12.1% for Hispanics and 8.4% for whites (*See Figure 18*). In both Illinois and the U.S., African-Americans historically have the highest unemployment rates of all major racial and ethnic groups.



Note: Unemployment data for Asians in Illinois was not available during the production of this report.

24. U.S. Bureau of Labor Statistics, Current Population Survey.

Figure 19. Unemployment Rate by Race/Ethnicity in Illinois, 1991-2011

Source: U.S. Bureau of Labor Statistics

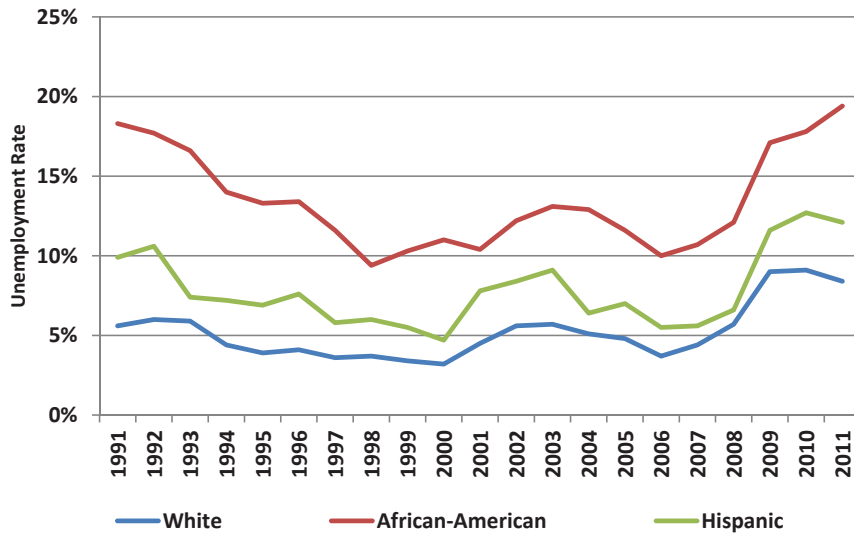


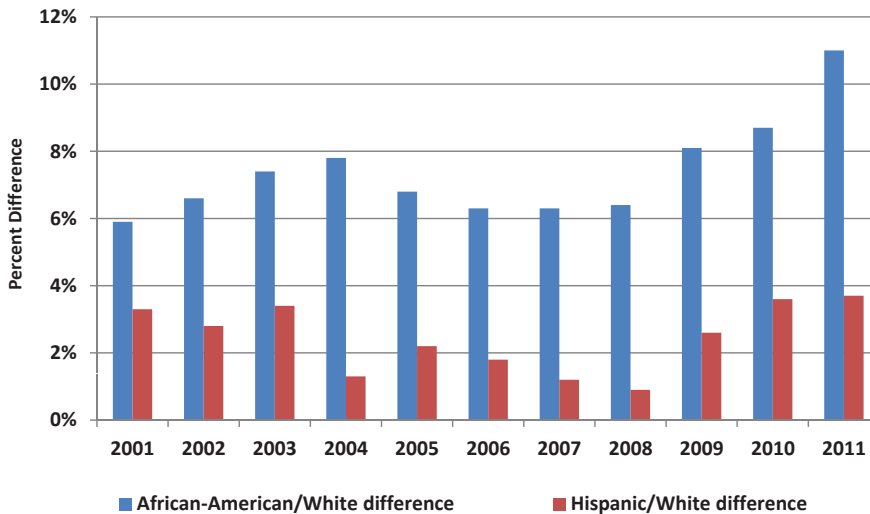
Figure 19 highlights more unemployment trends for racial groups in Illinois:

- Historically, African-Americans have had unemployment rates that are at least double that of the rate for whites.²⁵
- The unemployment rate for Hispanics has exceeded the unemployment rate for whites ever since data by race and ethnicity began to be reported in 1981, although the differences are not as large as the differences between white and African-American unemployment rates.
- Hispanics have had lower unemployment rates than African-Americans since unemployment rates for both races began to be reported in 1981.

25. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group, 2011."

Figure 20. Illinois Unemployment Gap by Race/Ethnicity, 2000-2011

Source: U.S. Bureau of Labor Statistics



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

Figure 20:

- The unemployment gap between African-Americans and whites was equal to 11.0 percentage points in 2011.²⁶
- Since 1981, when state unemployment rates by race and ethnicity began to be reported, the gap between white and Hispanic unemployment has ranged from 0.9 percentage points in 2008 to 9.3 points in 1982. For African-Americans, it has ranged from 5.7 points in 1998 to 17.8 points in 1985.

Analysis of women by race:

Also noteworthy are the unemployment rate trends for Illinois women by race. In 2011, the unemployment rates for white and Hispanic women decreased from the previous year, while the unemployment rate for African-American women increased.²⁷ Hispanic women saw their unemployment rate drop -1.3 percentage points, while the unemployment rate for white women fell -0.4 point. The unemployment rate for African-American women climbed 2.0 percentage points.

26. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, “Annual Illinois Unemployment Rates by Gender and Racial Group, 2011.”

27. U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Current Population Survey, 2011 data.

Figure 21. Unemployment Rate for Women by Race/Ethnicity in Illinois, 2011

Source: U.S. Bureau of Labor Statistics

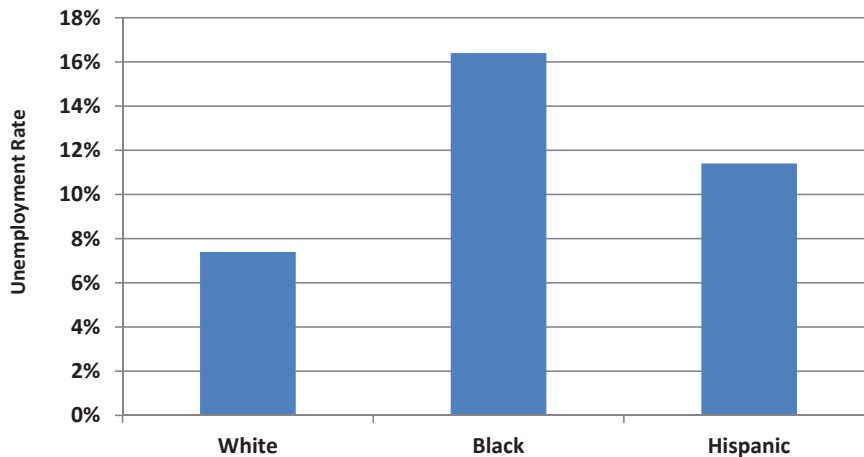


Figure 21:

- African-American women continued to have the highest unemployment rate in 2011. The unemployment rate for African-American women was 16.4%, compared to 11.4% for Hispanic women and 7.4% for white women.
- The 2011 unemployment rate for African-American women was the highest on record since 1989.

Table 7. Illinois Unemployment Rate by Race and Gender, Age 16 and Older, 2011

| Year | White Men | White Women | Hispanic Men | Hispanic Women | African-American Men | African-American Women |
|------|-----------|-------------|--------------|----------------|----------------------|------------------------|
| 2011 | 9.2 | 7.4 | 12.6 | 11.4 | 23.0 | 16.4 |
| 2008 | 6.0 | 5.4 | 5.9 | 7.8 | 14.0 | 10.7 |
| 2005 | 4.9 | 4.6 | 5.4 | 10.0 | 12.7 | 10.6 |
| 2003 | 6.8 | 4.4 | 10.1 | 7.6 | 14.7 | 11.9 |
| 2001 | 4.7 | 4.4 | 6.7 | 9.5 | 11.6 | 9.4 |

Source: U.S. Bureau of Labor Statistics

Analysis of men by race:

Following are comparisons of 2011 unemployment rates for Illinois men by race:

Table 7:

- In 2011, the annual average unemployment rate in Illinois was 23.0% for African-American men, 12.6% for Hispanic men and 9.2% for white men.²⁸
- The 23.0% unemployment rate for Illinois African-American men was their highest unemployment rate since 1986.
- During the past decade, African-American men in Illinois reported the highest unemployment rates (11.6% in 2001 and 23.0% in 2011) among all racial groups and both genders. White women had the lowest rates (4.4% in 2001 and 7.4% in 2011).

28. U.S. Department of Labor, Bureau of Labor Statistics. Local Area Unemployment Statistics, Current Population Survey, "Annual Illinois Unemployment Rates by Gender and Racial Group, 2011."

Extended Mass Layoffs

In Illinois, 79,959 workers were separated from their jobs in 2011 in extended mass layoff events (*See Section I, Figure 3*). This is the lowest number of extended mass layoff worker separations since 1997. Of the 79,959 Illinois workers separated in extended mass layoffs in 2011, most were men and most were white. More details about the characteristics of laid-off workers follow:

By Gender

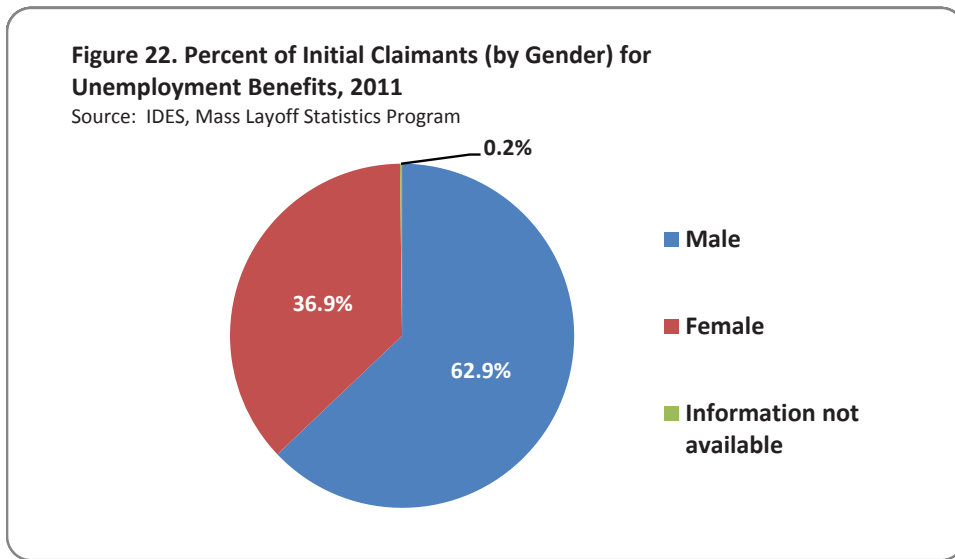


Figure 22:

- Women comprised 36.9% of all workers who were separated in extended mass layoff events in 2011 and who filed initial claims for unemployment benefits. This percentage was slightly lower than their 2010 separation rate of 37.3%.

By Race

Figure 23. Percent of Initial Claimants (by Race/Ethnicity) for Unemployment Benefits, 2011

Source: IDES, Mass Layoff Statistics Program

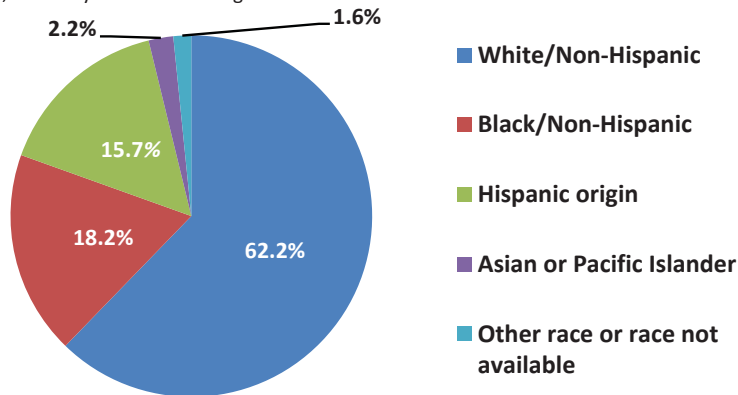


Figure 23:

- Racial minorities made up more than one-third (37.8%) of workers who were separated in extended mass layoff events and who filed initial claims for unemployment benefits, up only slightly from 2010 (36.8%). The largest percentage of initial claimants was whites (62.2%), followed by blacks (18.2%) and Hispanics (15.7%). The 2011 initial claimant percentages by individual race/ethnicity groups were about the same as in 2010.

Employment

In 2011, the number of employed Illinois residents increased slightly by 14,500 to about 5.9 million people but remained below November 2007 pre-recessionary levels (*See Section I, Figure 4*).

In Illinois, the 2011 employment-to-population ratio, which is the percentage of working-aged women and men (ages 16 and older) employed, was 54.1% for women, down from 54.8% in 2010. The male employment-to-population ratio in 2011 was 65.3%, down from 65.7% in 2010. Employment-to-population ratios in Illinois were also down among all racial groups in 2011. Whites reported the highest employment-to-population ratio in 2011 (61.8%), followed by Hispanics (59.7%) and African-Americans (46.1%). Employment-to-population ratios for Asians in Illinois were not available during the production of this report.

Part-Time vs. Full-Time Work

A shift in the labor market has led to an overall decrease in the average number of working hours for employees of both genders. More than 27.3 million U.S. residents worked part time in 2011, about the same as in 2010.²⁹ Part-time employment is defined as working less than 35 hours per week. The number of full-time workers in the U.S. in 2011 was 112.5 million, compared to 111.7 in 2010.

By Gender

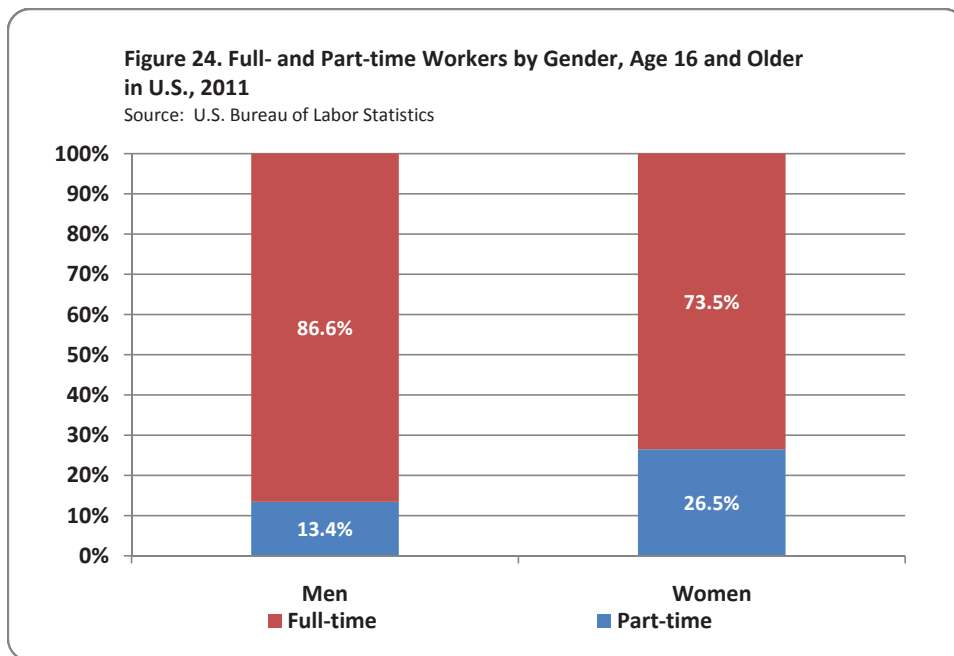


Figure 24:

- Of the 65.5 million employed women in the U.S., 26.5% worked part time in 2011, down slightly from 26.6% in 2010. The percentage of men employed part time in 2011 was 13.4%, unchanged from 2010.³⁰
- Nationally, nearly twice as many women worked part time as compared to men.

29. U.S. Department of Labor, Bureau of Labor Statistics, <http://www.bls.gov/cps/#data>.

30. U.S. Department of Labor, Bureau of Labor Statistics, "Current Population Survey, Employed and Unemployed Full- and Part-time Workers by Age, Sex, Race and Hispanic or Latino Ethnicity, 2011," <http://www.bls.gov/cps/cpsaat8.pdf>.

By Race

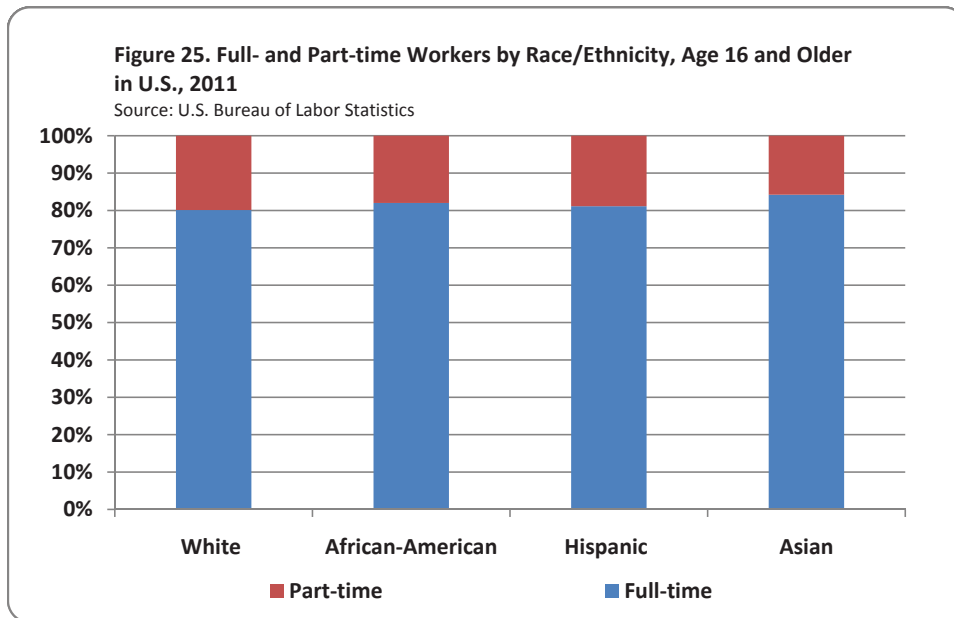


Figure 25:

The percentage of workers employed part time nationwide decreased for all racial groups, except African-Americans in 2011.

- Asians and African-Americans had the lowest percentage of part-time workers in the U.S. in 2011, at 15.8% and 18.0, respectively.³¹
- At 19.9%, whites had the highest percentage of part-time workers.
- The percentage of full-time workers increased among all racial groups in 2011, with the exception of African-Americans.
- Asians had the highest percentage of full-time workers, followed by blacks.

Note: Data on part-time employment for minorities in Illinois is not published.

Job Patterns

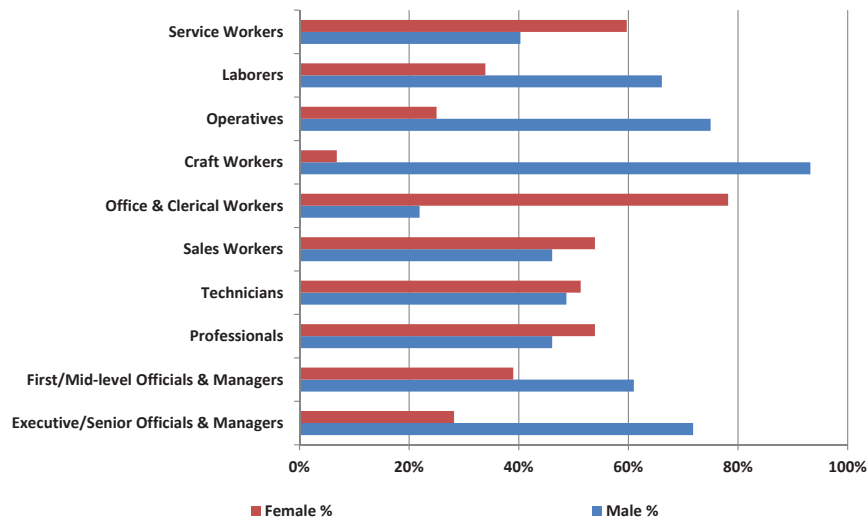
By Gender

In Illinois and nationwide, women make up a larger share of the workforce in service and clerical jobs that tend to have lower pay. Men, in contrast, have a higher proportion of employment in occupational categories, such as craft workers and managers, which tend to have higher wages. Men also dominate employment in the categories of operatives and laborers, where the number of jobs is shrinking and wages have been in decline. Figures 26 and 27 show the percentage of men and women employed in various private sector job classifications in Illinois and the nation in 2010, the latest time period available.

31. U.S. Department of Labor, Bureau of Labor Statistics, Current Population Survey, <http://www.bls.gov/cps/#data>.

Figure 26. Job Patterns of Women and Men in Illinois, 2010

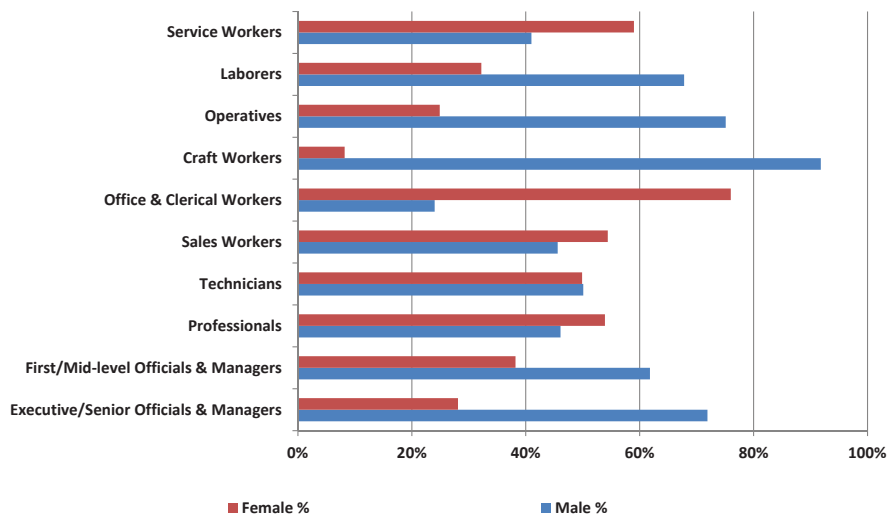
Source: (2010 EEO-1 Illinois Aggregate Report), Equal Employment Opportunity Commission (EEOC)



Note: The Officials and Managers category has been split into two categories

Figure 27. Job Patterns of Men and Women in the U.S., 2010

Source: (2010 EEO-1 National Aggregate Report), Equal Employment Opportunity Commission (EEOC)



Note: The Officials and Managers category has been split into two categories

Figures 26-27:

- Job patterns in Illinois are similar to national job patterns.
- Women are employed in the highest proportions in office and clerical jobs and as service workers in both the U.S. and Illinois. In 2010 (the latest data available), women held 78.2% of office and clerical jobs in the state and 59.7% of service jobs.³² The corresponding national numbers were 76.0% and 59.0% respectively.³³
- In 2010, only 6.8% of craft jobs in Illinois were held by women. Women were employed in 8.2% of craft jobs at the national level.
- In both the U.S. and Illinois, women held more than one-half of the professional and sales jobs.
- Women comprised about 50% of technician jobs in both Illinois and the nation.

32. U.S. Equal Employment Opportunity Commission, “2010 EEO-1 Aggregate Report for Illinois,” www.eeoc.gov.

33. U.S. Equal Employment Opportunity Commission, “2010 EEO-1 National Aggregate Report,” www.eeoc.gov.

By Race

Many minority workers also are employed in occupational categories that tend to pay lower wages. Figure 28 shows that Hispanics and African-Americans both have high levels of employment in the occupational categories of operatives, laborers, and service workers during 2010 (the latest data available).³⁴ However, Asians have their highest concentration of employment in the categories of professionals and technicians, which tend to have good pay.

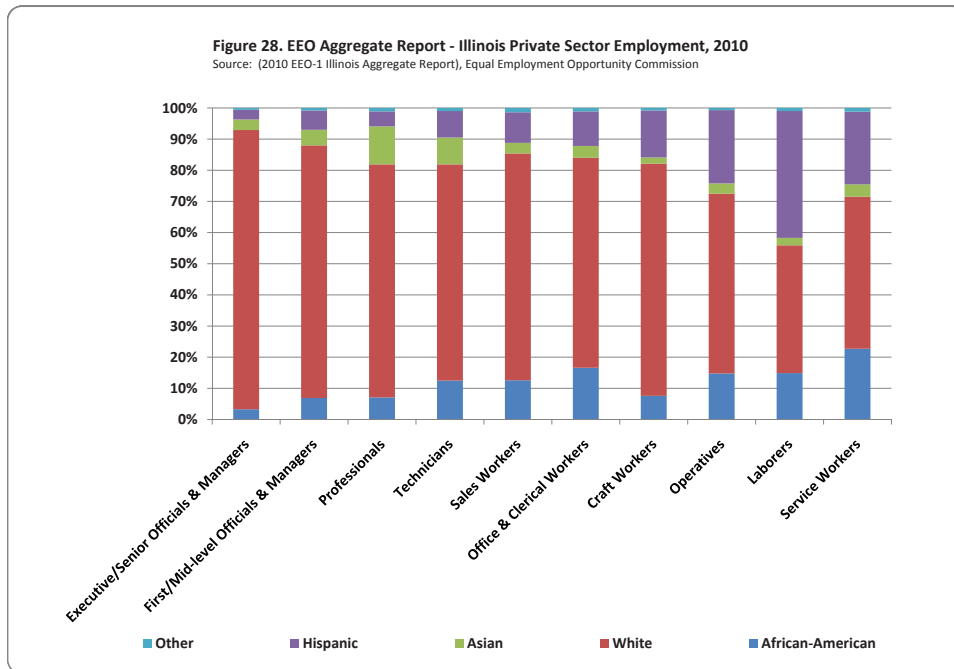


Figure 28:

- In 2010 (the latest time period for private sector staffing data), African-Americans in Illinois had a high proportion of employment as service workers (22.7%), office and clerical workers (16.6%), laborers (14.9%) and operatives (14.8%).
- In 2010, Hispanics had their highest rates of employment in Illinois as laborers (40.7%), operatives (23.5%), service workers (23.3%) and craft workers (15.1%).
- Whites had their highest rates of employment in management, professional and craft jobs. In 2010, whites filled 89.6% of executive/senior officials and managers positions, 81.1% of first/mid-level officials and managers jobs, 74.8% of professional jobs and 74.5% of craft jobs. They also filled 72.8% of sales jobs.
- Asians in Illinois were mostly concentrated in professional, technical and management jobs. In 2010, Asians filled 12.2% of professional jobs, 8.6% of technical jobs and 5.0% of first/mid-level officials and managers jobs.

In the government sector, African-Americans in the U.S. make up a disproportionate share of workers, and consequently, have been more vulnerable to drastic layoffs in government during the past two years, according to a recent U.S. Department of Labor report.³⁵ The department reported that nearly 20% of African-Americans worked in state, local or federal government, compared to 14.2% of whites and 10.4% of Hispanics.³⁶

34. U.S. Equal Employment Opportunity Commission, "2010 EEO-1 Aggregate Report for Illinois," www.eeoc.gov.

35. U.S. Department of Labor, "The African- American Labor Force in the Recovery," Feb. 29, 2012.

36. Ibid.

In the Illinois public sector, African-Americans lead other minority groups in professional and management jobs. Hispanic representation in these positions is low. Figure 29 highlights management employment trends in state government for racial groups.

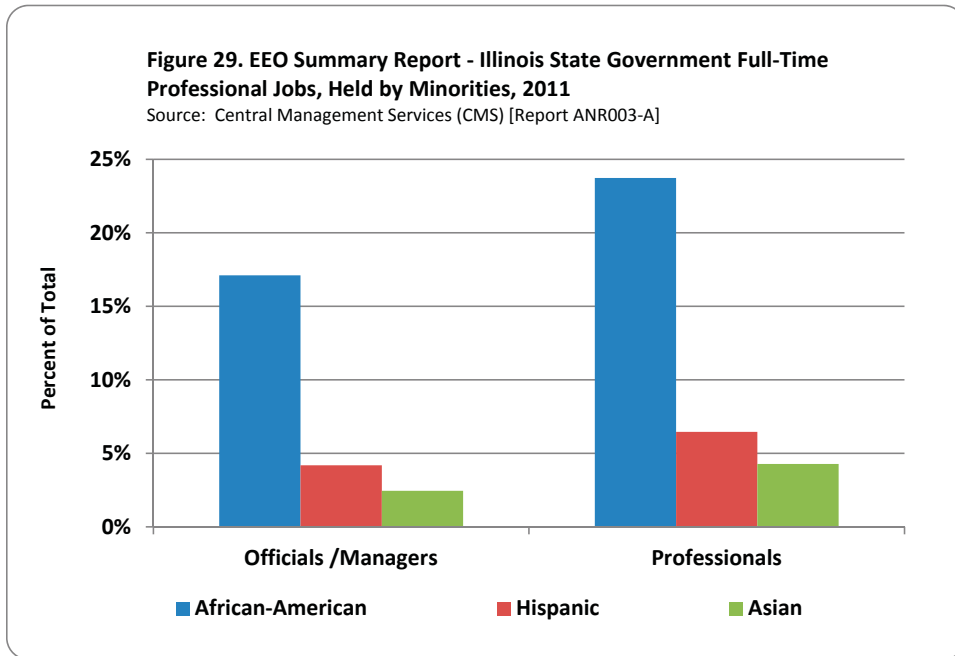


Figure 29:

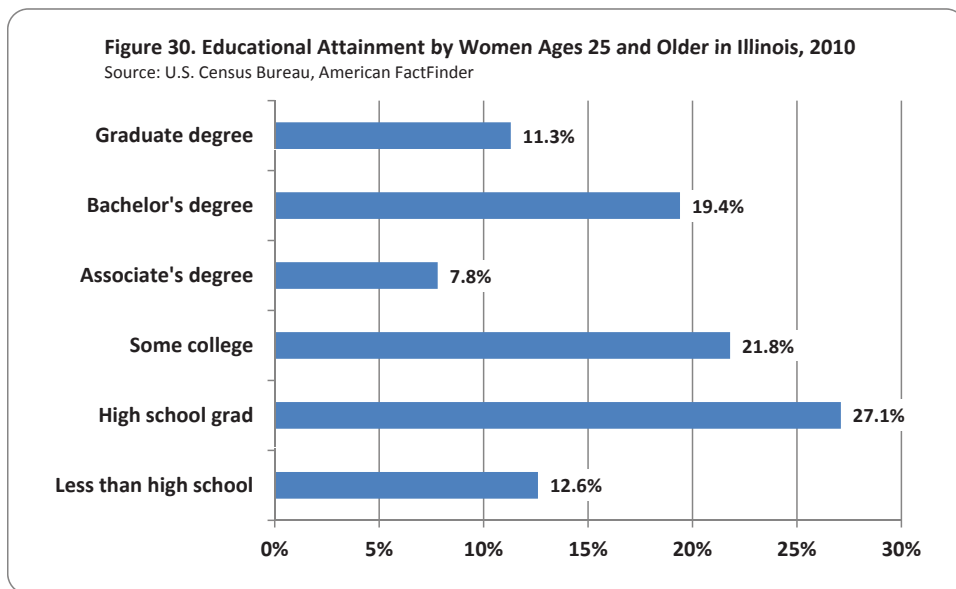
- In 2011, African-Americans had the highest proportions of employment among minority groups in management and professional positions for Illinois state government.
- African-Americans held 17.1% of management jobs and 23.7% of professional jobs.
- Hispanics were employed in 4.2% of the management jobs and 6.5% of the professional jobs, while Asians had 2.4% of the management positions and 4.3% of the professional jobs.

Education

Education remains a critical factor in finding and keeping a good job. According to the U.S. Bureau of Labor Statistics, 62.3% of the nation's workforce is projected to have attained at least some college education by the year 2020.³⁷ However, the BLS also estimates that, under a high growth scenario, the gap between the number of jobs requiring college degrees and the number of workers possessing them will amount to 1.5 million by 2020.

In general, Illinois residents are fairly-well educated, with college graduation rates above the national average, according to 2010 Census data (the most current data available). Illinois women and men ages 25 and older have attained a relatively equal level of education. Asians and whites lead in attaining the highest rates of post-secondary education and therefore might have a better chance of securing the fastest growing jobs.

Gender trends



On a national level, the proportion of women ages 25 to 64 who are in the labor force and who have a college degree has roughly tripled from 1970 to 2010. In 1970, only 11% of women ages 25 to 64 in the U.S. labor force held college degrees, compared to 36% in 2010.³⁸ In addition, younger women in the U.S. are now more likely than younger men to have a college or graduate degree.³⁹ In Illinois, more than half of Illinois women ages 25 and older have acquired at least some college education, while only 12.6% of women have less than a high school education (*See Figure 30*).

37. Anthony Camevale, Nicole Smith and Jeff Strohl, "Help Wanted: Projections of job and education requirements through 2018," U.S. Bureau of Labor Statistics, 2010.

38. "Women in the Labor Force: A Databook," U.S. Bureau of Labor Statistics, December 2011.

39. U.S. Department of Commerce Economics and Statistics Administration, Executive Office of the President Office of Management and Budget, Women in America: Indicators of Social and Economic Well-Being, March 2011.

**Table 8. Educational Attainment of Illinois Civilians
by Gender, Age 25 and Older, 2010**

| | Male | Female |
|-------------------------------|-------------|---------------|
| Less than 9th grade | 5.6% | 5.5% |
| 9th to 12th grade, no diploma | 8.0% | 7.1% |
| High school graduate | 28.1% | 27.1% |
| Some college, no degree | 20.8% | 21.8% |
| Associate's degree | 6.5% | 7.8% |
| Bachelor's degree | 19.1% | 19.4% |
| Graduate degree | 11.8% | 11.3% |

Source: American FactFinder, U.S. Census Bureau

Table 8 shows data on the similar levels of educational attainment for men and women:

- Illinois men have a narrow lead over women (11.8% vs. 11.3%) when comparing graduate degree attainment between the genders.
- The percentage of women and men in Illinois attaining bachelor's degrees as their highest educational attainment was nearly the same in 2010 (19.1% for males and 19.4% for females).
- A greater percentage of Illinois women (60.3%) than men (58.2%) who were at least 25 years old had attended at least some college.
- A slightly higher percentage of males (28.1%) than females (27.1%) had attained only a high school diploma as their highest level of education.

Racial trends

Of the Illinois population age 25 and older, the racial groups attaining the greatest percentages of graduate degrees, bachelor's degrees and high school diplomas are Asians, followed by whites. Hispanics have the lowest percentage of college degrees and high school diplomas of all racial groups.

Table 9. Educational Attainment of Illinois Population Age 25 and Older by Race, 2010

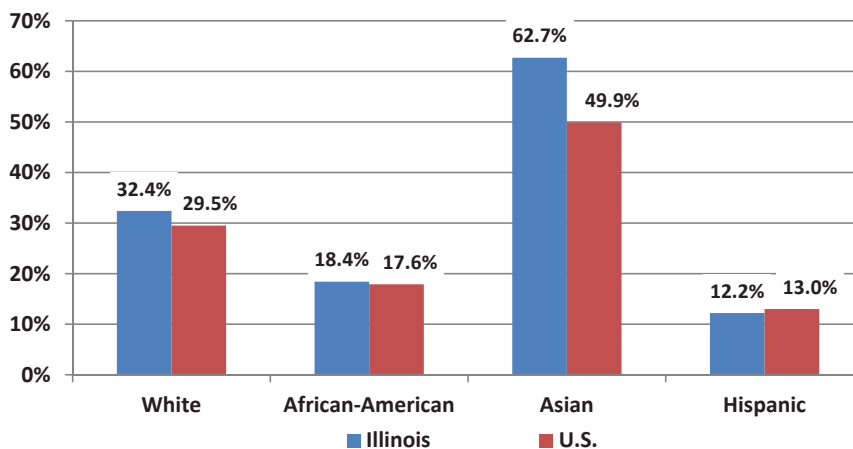
| Education Level | Whites | African-Americans | Hispanics | Asians |
|-------------------------------------------------------|--------|-------------------|-----------|--------|
| High school graduate (includes equivalency) or higher | 89.6% | 82.3% | 60.6% | 90.6% |
| Some college, no degree (or higher) | 61.0% | 54.5% | 32.1% | 78.6% |
| Bachelor's degree or higher | 32.4% | 18.4% | 12.2% | 62.7% |
| Graduate degree | 12.1% | 6.7% | 3.7% | 25.6% |

Source: American FactFinder, U.S. Census Bureau

Here are more specifics, as reflected in **Table 9**:

- Nearly 91% of Asians in Illinois earned high school diplomas or higher, followed by whites (89.6%), African-Americans (82.3%) and Hispanics (60.6%).
- The gap between whites and Hispanics with high school diplomas is almost 30 percentage points; whereas the gap between African-Americans and whites is only 7.3 percentage points.
- Nearly 63% of Asians in Illinois have bachelor's degrees or higher, compared to 32.4% of whites, 18.4% of African-Americans and 12.2% of Hispanics.
- The gap between Asians and whites having a bachelor's degree or higher is 30.3 percentage points but only 1.0 percentage point for at least a high school diploma.
- At the graduate level, 25.6% of Asians in Illinois have graduate degrees, compared to 12.1% of whites, 6.7% of African-Americans and 3.7% of Hispanics.

Figure 31. Percentage of Population Age 25 and Older with Bachelor's Degree or Higher, Illinois, 2010



National education trends among racial groups are similar to Illinois trends. However, as reflected in **Figure 31**, Illinois leads the nation in college graduation rates. A much greater percentage of Asians in Illinois have a bachelor's degree than in the U.S. (62.7% vs. 49%). Also, Hispanics are the only racial/ethnic group with a slightly higher proportion of bachelor's degrees at the national level than in Illinois.

Wages

Greater education leads to higher future wages for all workers, including women and minorities. Women who earn graduate or professional degrees generally raise their earnings, although disparities with men's earnings persist. For example in 2010, Illinois women who had earned graduate or professional degrees had a median annual income of \$13,365 more than women with bachelor's degrees. However, Illinois men with graduate or professional degrees had a median annual income of \$27,149 more than women with comparable degrees.⁴⁰

Wage trends by gender

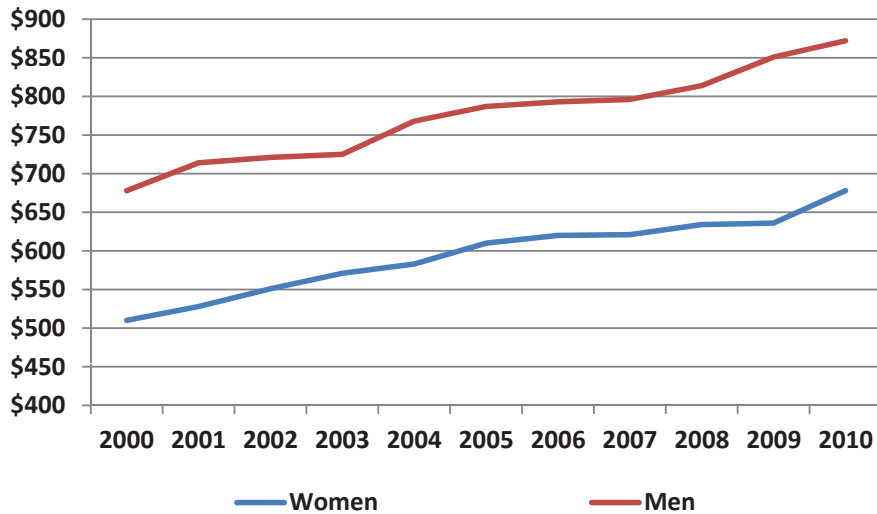
As women have moved into traditionally male occupations, such as management and professional work, their work opportunities have expanded. Shifts in the economy and an increase in computer-based jobs have also led to new careers for women.⁴¹ The influx of available career opportunities, along with women's increasing attainment of higher education, have triggered a steady increase in women's wages.

40. U.S. Census Bureau, American FactFinder, 2010 American Community Survey 1-Year Estimates, <http://factfinder2.census.gov>.

41. Pamela Aronson and Jeylan T. Mortimer, "Gender and Career Orientations among Contemporary Young Adults: Linear, Drift, and Patchwork Perspectives," Working Paper (Philadelphia: MacArthur Network's Transitions to Adulthood and Public Policy Study, 2008).

Figure 32. Median Weekly Earnings by Gender, Illinois, 2000-2010

Source: Highlights of Women's Earnings in 2010, U.S. Bureau of Labor Statistics



Median Weekly Earnings by Gender, U.S., 2000-2010

Source: Highlights of Women's Earnings in 2010, U.S. Bureau of Labor Statistics

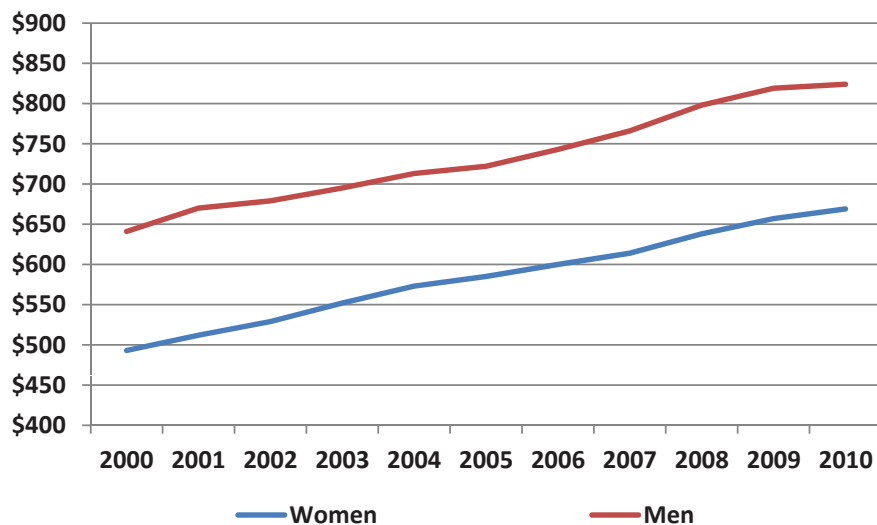


Figure 32 compares median wages for full-time workers by gender in Illinois and the U.S.:

- Mirroring national trends, earnings for women in Illinois increased at a higher rate than they did for men in 2010.
- Illinois' median weekly earnings for women were \$678 in 2010, up from \$636 in 2009.
- The weekly median earnings for men in Illinois were \$872 in 2010 (the most current year for wage data), up from \$851 in 2009.
- Nominal (non-inflation adjusted) earnings for both women and men have trended upwards during the last decade. However, a recent report by Sentier Research shows that the real median income (income adjusted for inflation) of American households dropped 6.7% during the first two years of the nation's economic recovery.⁴²

42. Jeffery H. Anderson, "Americans' Incomes Have Dropped 6.7% During the 'Recovery,'" Free Republic, <http://www.freerepublic.com/focus/f-news/2827734/posts>, Nov. 1, 2011.

Figure 33. Women's Median Weekly Earnings as Percentage of Men's, Ages 16 and Older, 2000-2010

Source: Highlights of Women's Earnings in 2010, U.S. Bureau of Labor Statistics

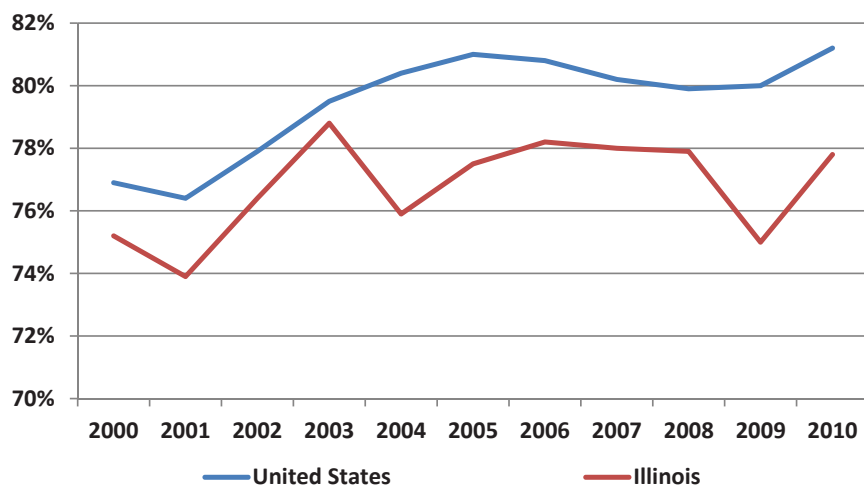
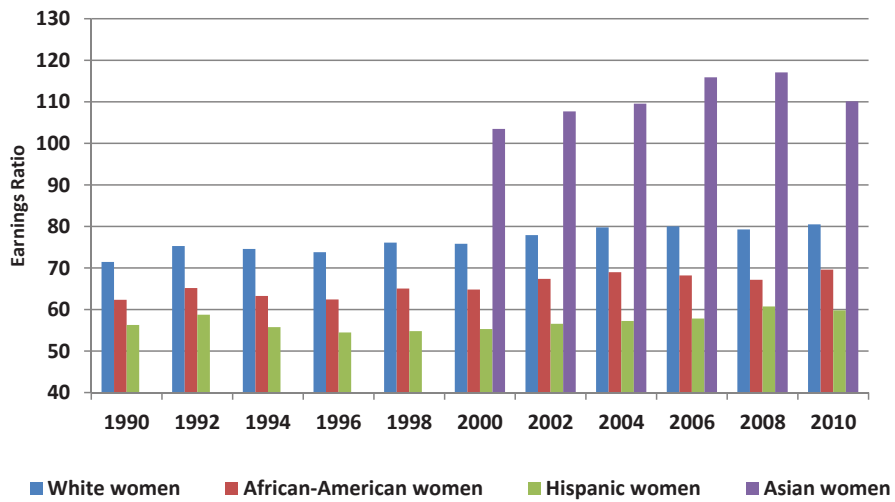


Figure 33 shows that the ratio of median wages for women relative to men recovered in Illinois after falling back in 2009:

- The Illinois ratio was 77.8% in 2010 (the most current year for wage data), compared to the U.S. ratio of 81.2%.
- The ratio improved for women in Illinois for the first time in four years. Also, the U.S. ratio for women improved for the first time in five years.

Figure 34. U.S. Women's Median Weekly Earnings as Percentage of White Men's, 1990-2010

Source: Highlights of Women's Earnings in 2010, U.S. Bureau of Labor Statistics



Wage trends by race and ethnicity

Figure 34 shows a clear gender wage gap by race/ethnicity (relative to white males) in the United States. *Note: Statewide wage data by racial group is not published.*

Women's wage comparisons to white males:

- In 2010 (the most current year for wage data), the U.S. median weekly wage for women as a percentage of white men's median wages was 80.5% for white women, 69.6% for African-American women, 110.1% for Asian women, and 59.8% for Hispanic women.
- Asian women have had higher wages than white men ever since data estimates were first made for this group in 2000.
- White women's wages have stayed in the 70-80 percent range of white men since 1990.
- African-American women's wages have stayed in the 60-70 percent range for the last two decades, while Hispanic women have labored in the 50-60 percent range.

Minorities' wages in comparison to white males:

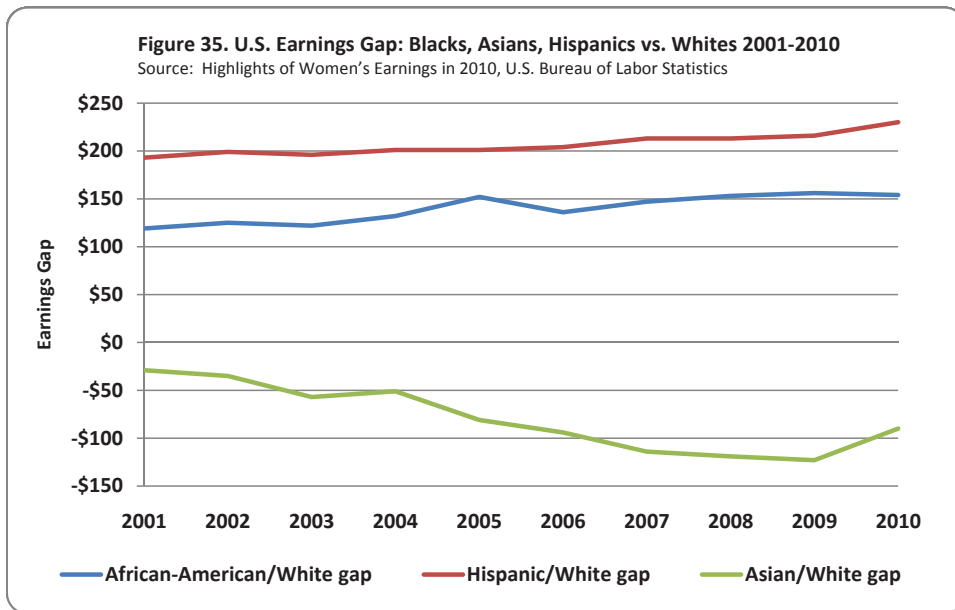


Figure 35 shows the earnings gap for minority groups in comparison to white males in the U.S.:

- The 2010 median weekly earnings was \$855 for Asians, \$765 for whites, \$611 for African-Americans and \$535 for Hispanics working full time in the United States.
- Asians have a higher median wage than do whites (Therefore, the gap is shown as negative values on the chart. The value for 2010 is -\$90). The gap was widest in 2009, but narrowed moderately in 2010.
- The wage gap between African-Americans and whites was \$154 for 2010 and has stayed essentially unchanged since 2005.
- The wage gap between whites and Hispanics increased to \$230 for 2010. This gap has increased slightly each year since 2007 with the largest gain in 2010.

Note: The year 2010 is the most current year for available wage data.

Barriers to Employment and Earnings Potential

The traditional school of thought is that higher levels of educational attainment result in higher employment and earnings. This correlation between education and employment appears to mirror the experiences of Asians and whites, who have the highest levels of education and earnings of all racial and ethnic groups. It also reflects the experiences of whites, who have the lowest rate of unemployment. *Note: Illinois unemployment levels for Asians were not available during the production of this report.* However, this correlation does not entirely mirror the experiences of African-Americans and Hispanics.

For example, as stated earlier in the report, of all racial and ethnic groups, African-Americans have the highest unemployment rates in Illinois and the U.S., even though their level of educational attainment is higher than Hispanics. In addition, the U.S. unemployment rates of African-Americans with the same educational attainment as whites was substantially higher than whites in 2011 at every education level, according to the recent U.S. Department of Labor Report, *The African-American Labor Force in the Recovery*.⁴³ However, the gap in unemployment between African-Americans and whites was smaller at higher educational attainment levels, like bachelor's degrees.

The Labor Department report points out several barriers to higher employment and earnings. For one, African-Americans in the U.S. are under-represented in sectors that have experienced the greatest job growth during the economic recovery, including manufacturing and professional and business services. On the other hand, African-Americans are disproportionately represented in public sector employment, which made them more vulnerable to "drastic layoffs" in government during the past two years, the Labor report revealed.

Secondly, prolonged unemployment makes it more difficult to find a new job, especially as employers sometimes use employment status, unemployment duration and credit ratings to screen out candidates. The Labor Department found that African-Americans who become unemployed are less likely to find jobs and tend to stay unemployed for longer periods of time, compared to whites and Hispanics. Other barriers the Labor Department report cited include transportation barriers and living in economically depressed areas with fewer opportunities for employment.

Current research also shows that certain populations, such as high school dropouts and black males, tend to have lower employment and earn lesser wages relative to the Illinois population as a whole. These disparities were exacerbated during the recent economic recession. The Center for Labor Market Studies at Northeastern University released a report last fall that named inadequate education and higher rates of incarceration as partial contributors to these outcomes. Here are some of the report's findings:

- People lacking a high school diploma or GED certificate earned considerably lesser wages than those with high school diplomas or associate degrees.

For example, during 2009 to 2010, the mean annual earnings of Illinois dropouts ages 18-64 were \$13,400 vs. \$21,700 for high school graduates and \$32,800 for associate degree holders.⁴⁴ In addition, many adult high school dropouts were completely withdrawn from the labor market by the time they reached their late 30s.

43. U.S. Department of Labor, "The African-American Labor Force in the Recovery," Feb. 29, 2012.

44. Andrew Sum, Ishwar Khatiwada, Joseph McLaughlin and Sheila Palma, "High School Dropouts in Chicago and Illinois: The Growing Labor Market, Income, Civic, Social and Fiscal Costs of Dropping out of High School," Center for Labor Market Studies, Northeastern University, November, 2011.

- Inferior labor market outcomes and limited employability skills have influenced the higher incarceration rates of high school dropouts compared to their better-educated peers.

Of Illinois' incarcerated population between the ages of 18 and 34, some 51% were high school dropouts in 2010. Also, of the 18- to 34-year-old males in Illinois, the incarceration rates ranged from one-tenth of 1% for those with bachelor's degrees or higher to 15% for high school dropouts.

- Black male dropouts had the highest incarceration rate among the three major race-ethnic groups, according to the study.

Almost 29% of black male dropouts in Illinois were incarcerated in 2010, compared to 6.6% of native Hispanic male dropouts and 6.5% of native white male dropouts. However, the incarceration rate dropped to 8% for black male high school graduates and 2% for black associate degree holders.

Appendix

Terms and Definitions

Workforce participation terms such as earnings, income, race-ethnicity, and labor force are uniquely defined by state agencies, federal agencies and research organizations. They may even be defined differently by the same organization when used for different purposes. Given their variability, it is important to define the terms as they will be used in this report. Note that caution should be used when comparing numbers in this report to those in other sources because of this ambiguity.

Race and Ethnicity

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

The race/ethnicity population reporting in this report follows standards used by the U.S. Census Bureau and other federal agencies. In figures 6-9 of this report, race and Hispanic origin are expressed as two different concepts in order to present a clearer view of the racial makeup of Illinois’ population. For example, data for the racial categories “white” and “African-Americans” does not include Hispanic whites or Hispanic blacks. However, data for the Hispanic ethnic category, includes data for all racial groups, including Hispanics who are white, black, Asian, American Indian/Alaskan Native and Native Hawaiian/Pacific Islander.

The population data in this report is from the Census Bureau. The data includes noninstitutional civilians, the incarcerated, and the underemployed.

Labor Force Participation

Following the definition used to calculate the unemployment rate in the nation and in Illinois, this report defines the labor force as workers who are employed and those noninstitutional individuals who are unemployed but available for work and actively looking for work. It does not include “discouraged” workers—those who have become discouraged with the job hunt and have stopped actively looking for work. Those who have dropped out of the labor force altogether are excluded from labor force calculations, including the unemployment rates. The self employed are included in the employed, unemployed totals and unemployment rates. The self employed are, however, excluded from nonfarm payroll employment totals.

Each person age 16 and older who is not in an institution such as a prison or mental hospital or on active duty in the Armed Forces is counted and classified in only one group. The sum of the employed and the unemployed constitutes the *civilian labor force*. The *civilian noninstitutional population* includes anyone age 16 and older who does not reside in an institution, such as a prison or mental hospital, or who is not on active duty

in the Armed Forces. The civilian noninstitutional population includes both those classified as in the civilian labor force and those not in the civilian labor force. Those considered to be not in the labor force are neither employed or unemployed.

The *labor force participation rate* is the proportion of the civilian noninstitutional population 16 years of age and older either employed (at work) or unemployed (actively seeking work).

The *employment-to-population ratio* is defined as the percent of civilian noninstitutional population 16 years of age and older that is employed.

Persons are classified as employed if they did any work for pay or profit, worked at least 15 unpaid hours in a family-owned enterprise or were temporarily away from work due to reasons such as vacation, illness or labor dispute.

Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work.

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

Persons are classified as unemployed if they do not have a job, have actively looked for work in the prior four weeks, and are currently available for work.

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

- Contacting any of the following regarding job opportunities:
 - An employer
 - An employment agency
 - Friends or relatives
 - A school or university employment center
- Sending out resumes or filling out applications
- Placing or answering classified advertisements
- Checking union or professional registers

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

To summarize:

Employed persons consist of:

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

Unemployed persons are:

- All persons who did not have a job at all during the household survey week, but made specific active efforts to find a job during the prior four weeks, and were available for work (unless temporarily ill).
- All persons who were not working and were waiting to be called back to a job from which they had been laid off need not be looking for work to be classified as unemployed.

People who are not part of the labor force are:

- All persons not classified as employed or unemployed, including discouraged workers.

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

Earnings

Earnings data in this report were obtained from the U.S. Census Bureau and the BLS’ Quarterly Census of Employment and Wages.

Career Resources

The Illinois Department of Employment Security offers several online resources to assist prospective job seekers in finding jobs, training and career information. To access these resources:

1. **Go to www.ides.illinois.gov**
2. **Select the “Individuals” pathway**
3. **Click “Search for Jobs”**
4. **Access the following resource:**
 - **Illinois Job Link:** an online job database that connects job seekers to employers throughout the country.

OR

Follow steps 1 – 3 above, then click “Career Information” to access the following career resources:

- **ReNew:** a tool for the experienced worker who is preparing for a career change or re-entering the workforce after layoff or retirement. It features current job openings, job search resources and retraining options.
- **Career Information System:** a career planning tool that offers comprehensive information on occupations, schools, financial aid, job search and extensive links to other career resources.
- **CIS Jr:** helps junior high school students explore questions like “Who am I? Where am I going? How do I get there?” and offers a unique career cluster interest assessment.
- **Green Jobs:** Links to studies on the growing green economy and to information about green jobs.
- **Learn More Earn More:** Highlights occupations expected to provide the most job openings each year. Jobs are organized by education and training requirements.