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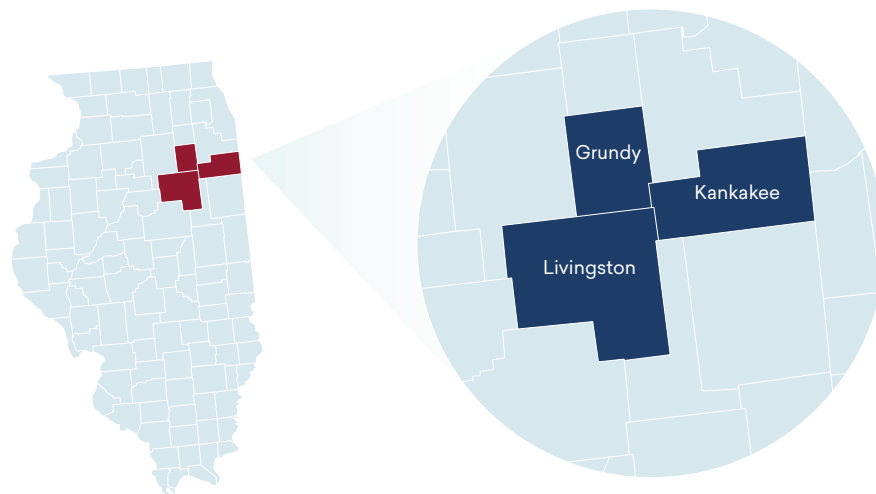


Introduction

As members of the Illinois Workforce Partnership, the vision for the Grundy, Livingston, Kankakee Workforce Board (Workforce Board) is to have a high quality, employer-driven, innovative, proactive workforce development system that supports economic development. To support this vision, the Workforce Board partnered with the County of Kankakee to provide insight on workforce strategies that contribute to the economic competitiveness of this 3-county region (LWIA 11).

The purpose of this study is to provide a snapshot of the social and economic trends of each county in LWIA 11 and a further assessment of the labor market gap analyses, labor shed analyses, and industry cluster analyses. The intent is for workforce and economic development entities, government, and business leaders alike to use the information presented to coordinate efforts and target activities to better support worker skill development, job creation, and improved economic opportunities.

The first section of this report provides a demographic overview for the tri-county region. The second section of the report examines the labor force in detail. There are separate documents providing detailed demographic and workforce insights for each county independently. All data come from Emsi Dataset 2017.1, Class of Worker: QCEW, non-QCEW, Self-employed, unless otherwise noted.



Resident Characteristics

This section examines the characteristics of the resident population in the 3-county workforce development area, LWIA 11. The characteristics of an area affect the size, skill and composition of the workforce and its overall economy.

The LWIA 11 region is home to nearly 200,000 people with 81,000 people who are employed. Area businesses and industry generated approximately \$8.5 billion in gross regional product in 2016. Kankakee County, the most populous of the tri-county region, has nearly 46,000 workers and generates nearly half the gross product for the region (GRP). Grundy County comprises over one-third of the workers and produces one-quarter of the gross regional product, whereas, Livingston County contributes 18% to the region's gross product.

REGIONAL OVERVIEW

TABLE 1. Regional Overview, 2011-2016

	KANKAKEE COUNTY	GRUNDY COUNTY	LIVINGSTON COUNTY	LWIA 11 REGION TOTAL
Population (2016)	110,683	50,807	36,270	197,760
Population Change % (2011-2016)	(3%)	1%	(7%)	(2.3)
Total Industry Jobs (2016)	45,972	20,076	14,950	80,998
Total Industry Jobs Change % (2011-2016)	4%	15%	(3%)	5.3%
Current Average Earnings	\$47,358	\$65,723	\$51,173	\$52,614
COL Index	97.7	98.4	100.6	N/A
Bachelor's Degree +	10.6%	15.0%	10.9%	11.8%
GRP	\$4,144,945,666	\$2,929,954,580	\$1,399,422,188	\$8,474,322,433



POPULATION

The population has declined in the 3-county region over the past six years. The patterns described below directly impact current and future workforce needs. At first glance, such stagnation could appear to weaken the economic base and create skill shortages. Looking deeper, the data tell a different story on a county-by-county level as further described in each county profile.

FIGURE 1. Year-over-Year % Change in Population, 2006-2026

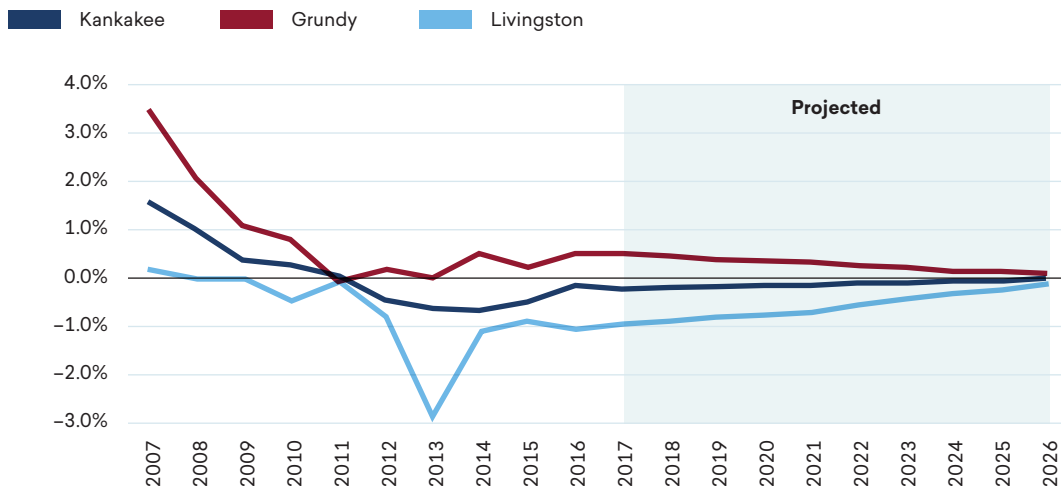
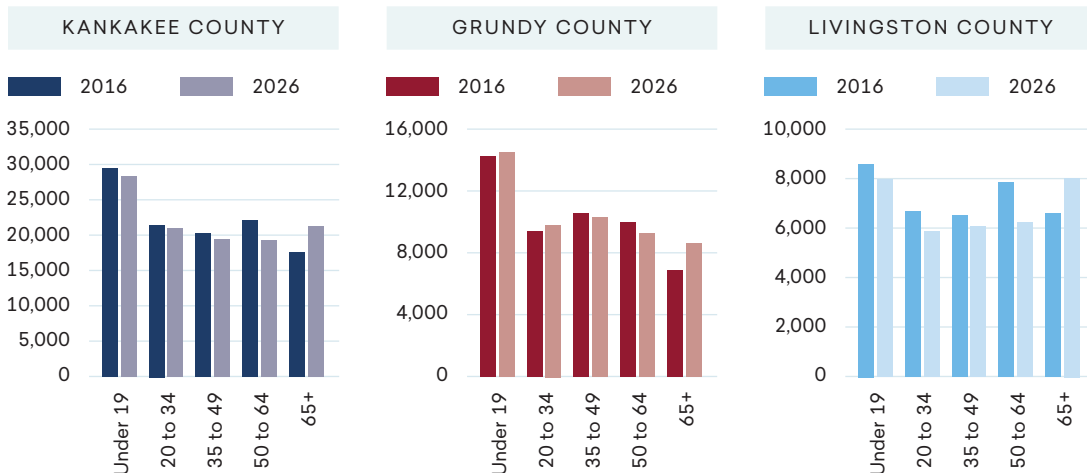


TABLE 2. Population by Age Group, LWIA Region (2016)

LWIA REGION	
197,760 2016 Population	-2.3% Population Growth for the Last 5 Years
1.5% of State	State Growth 0.1%



DIVERSITY

Diversity in the workforce can be a driving factor in helping businesses appeal to larger markets and customer preferences. The variety of background and experiences that can be found in diverse employee groups often brings more creativity into the workplace. Many local economies have economic development efforts that seek to attract a diverse population base in efforts to increase local entrepreneurship and grow local creative endeavors, such as in the arts.

Being a more populous area, Kankakee County comprises a more diverse resident base than the other two counties in the region. Roughly 13% of the region classifies themselves as ethnicity or racial minorities.

TABLE 3. Population by Race, 2015

	KANKAKEE	GRUNDY	LIVINGSTON
White	80.3%	94.3%	92.5%
Black or African American	15.0%	1.5%	5.4%
American Indian and Alaska Native	0.2%	0.1%	0.1%
Asian	1.1%	0.7%	0.3%
Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.0%
Some other race	1.4%	2.4%	0.9%
Two or more races	1.9%	1.1%	0.9%

Source: U.S. Census, 2011-2015 American Community Survey 5-Year Estimates

EDUCATIONAL ATTAINMENT

Long-term changes in educational attainment cause structural change in the economy. More residents in this region earned a bachelor's degree or higher than 10 years ago. Regional increases in educational attainment in the past decade can be considered a structural change with a permanent impact on the LWIA 11 labor market.

The region lags behind the state and the U.S. in overall educational attainment of the working population. For the tri-county area, 47% of people age 25 and older have a high school diploma or less, compared to 40% for the state and 42% for the U.S. Conversely, 27% have an associate's degree or higher, compared to 40% for the state and 37% for the U.S.

The following figures illustrate educational attainment of the resident population around the region.

TABLE 4. Educational Attainment, 2016

EDUCATION LEVEL	KANKAKEE		GRUNDY		LIVINGSTON		LWIA 11 REGION	ILLINOIS	UNITED STATES
	2006	2016	2006	2016	2006	2016		2016	
Less Than 9th Grade	8%	7%	3%	4%	7%	5%	6%	7%	7%
9th Grade to 12th Grade	7%	7%	6%	4%	9%	8%	6%	6%	7%
High School Diploma	35%	34%	37%	32%	43%	41%	35%	27%	28%
Some College	25%	26%	26%	27%	20%	23%	26%	21%	21%
Associate's Degree	8%	8%	10%	9%	7%	7%	8%	8%	8%
Bachelor's Degree	11%	11%	12%	15%	9%	11%	12%	20%	18%
Graduate Degree and Higher	7%	7%	6%	8%	5%	6%	7%	12%	11%

FIGURE 1. Population who have earned a Bachelor's Degree or Higher

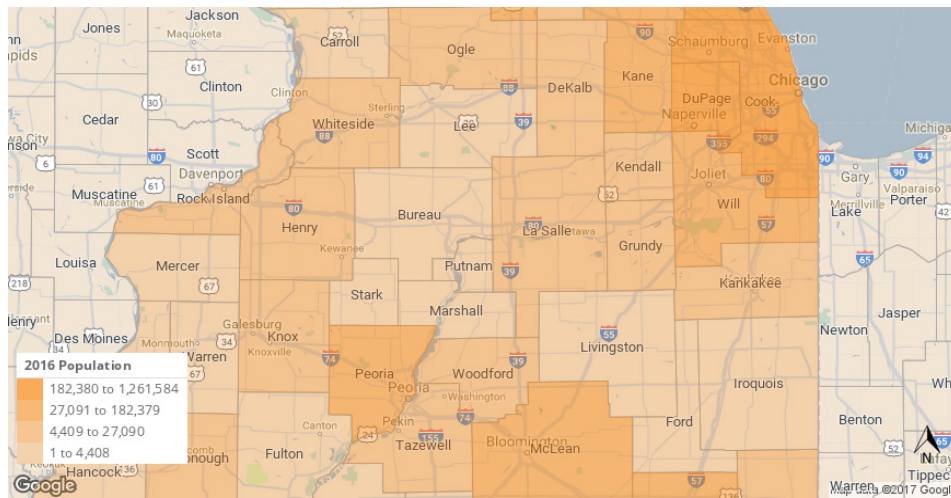
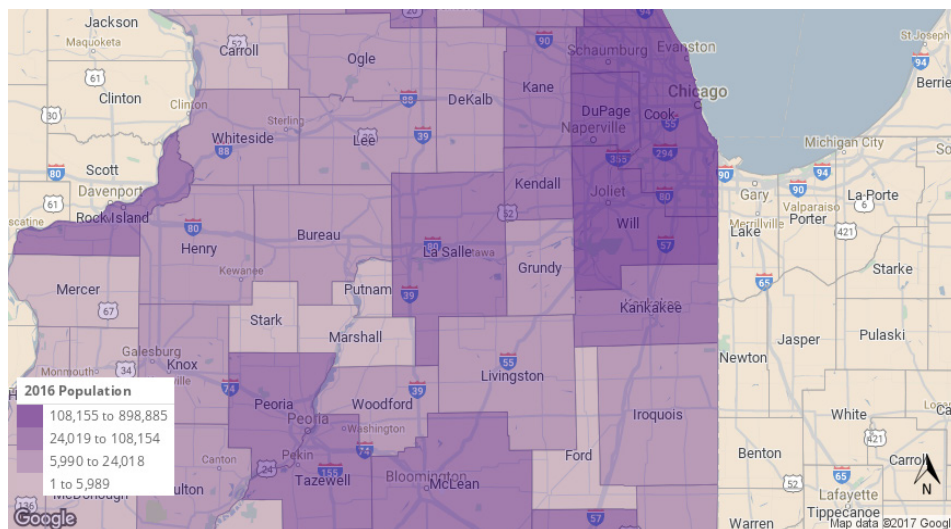


FIGURE 2. Population who have Some College or earned an Associates Degree



Source: Emsi Dataset 2017.1, nested means

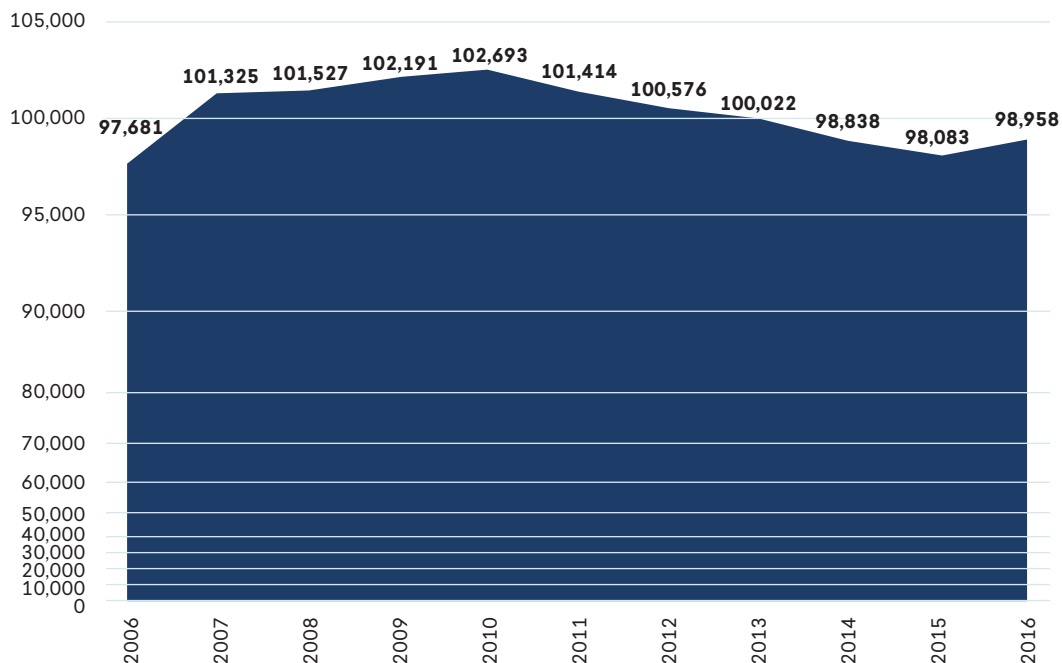
Workforce Characteristics

The labor force is composed of those people age 16 and over in the civilian noninstitutionalized population, including those classified as unemployed. Understanding labor force composition, particularly in terms of skills availability, provides some indications of an economy's dynamism. For example, some economists project lower rates of economic growth in coming years driven largely by slowing growth of the labor force.

LABOR FORCE

Nationwide, slowing labor force growth may be due several factors including (but not limited to) demographic shifts, discouraged workers, and people who stay in school longer or return to school. Preliminary labor force numbers for all counties in 2016 show a slight uptick—bucking both the nationwide trend and the five-year trend.

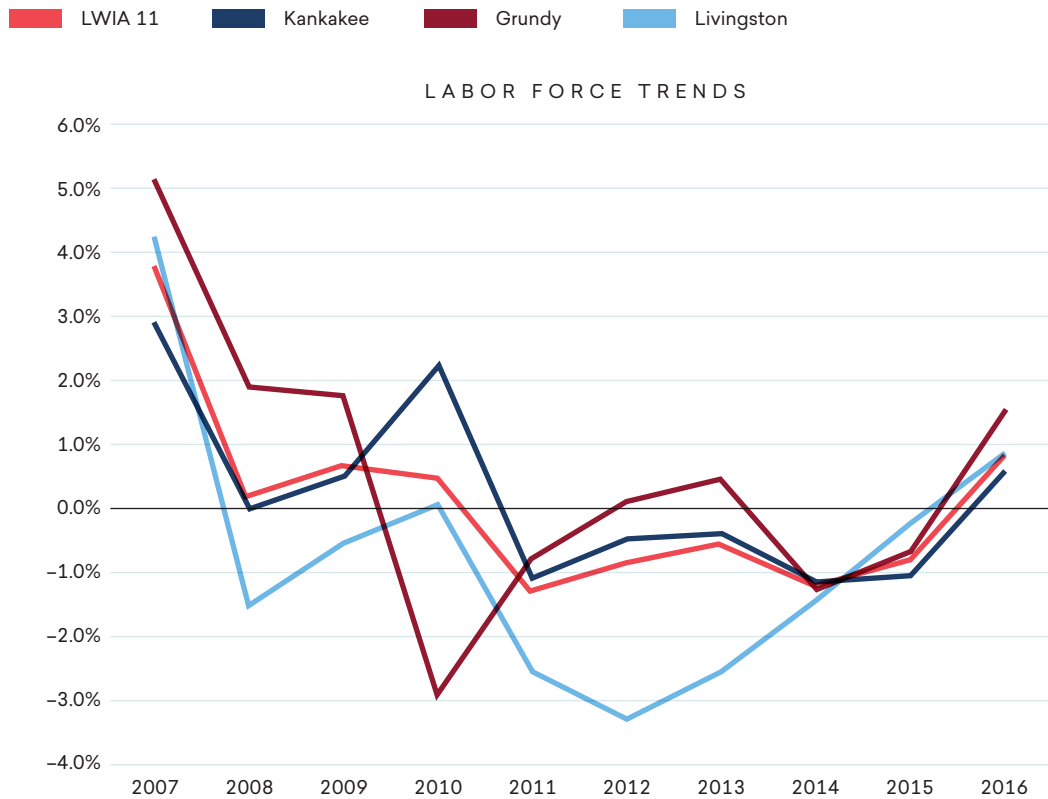
FIGURE 2. Labor Force Trends, LWIA Region



Source: Illinois Employment Security Department, LAUS



FIGURE 3. Year-over-Year % Change in Labor Force by County



Source: Illinois Employment Security Department, LAUS

UNEMPLOYMENT

It should be noted that Grundy and Kankakee counties are considered Labor Surplus Areas for FY 2017, according to Illinois Department of Employment Security. A “Labor Surplus Area” (LSA) must have an average unemployment rate at least 20 percent above the average rate for all States (plus the District of Columbia and Puerto Rico) during the previous two calendar years. The purpose of Labor Surplus Areas is to direct Federal procurement contract money to areas where people are in the most severe economic need. Contracts are awarded to employers who agree to carry out over 50 percent of the value of the contract in the LSA. Supporting these employers by providing information on this procurement preference benefit, specific contract availability, and proposal assistance is one economic development effort that can bring immediate business and job increases to the area.

After a steep rise during the recession and its prolonged recovery, the unemployment rate in the LWIA 11 region has improved in recent years. By the end of 2016, the region, collectively, had an unemployment rate of 6.5%—but still above the state and nation at 6% and 4.9%, respectively.



FIGURE 4. Number of Unemployed, 2006-2016

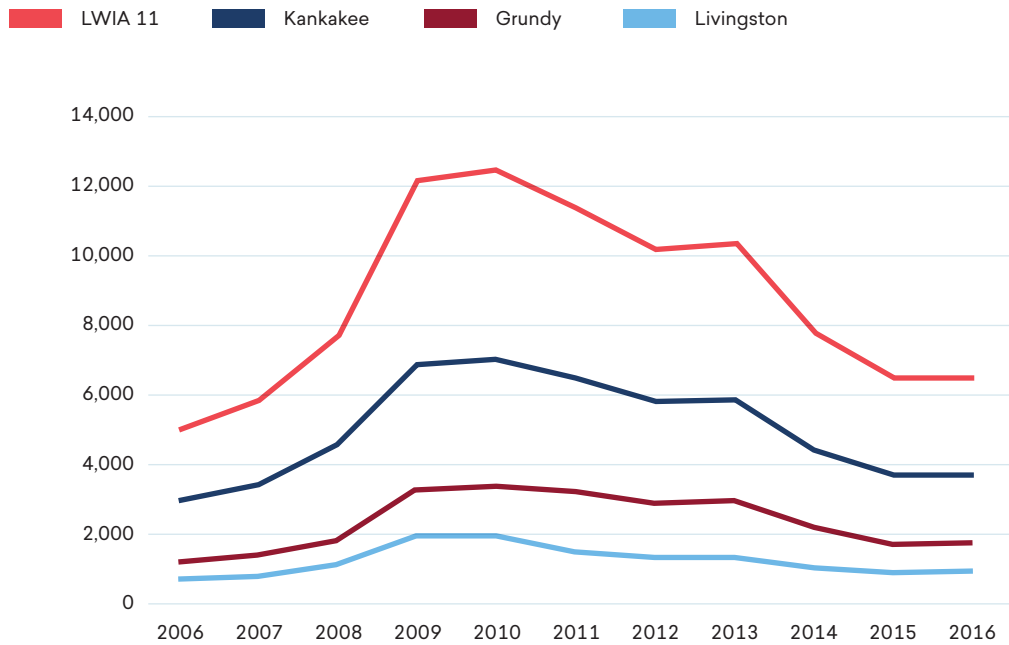
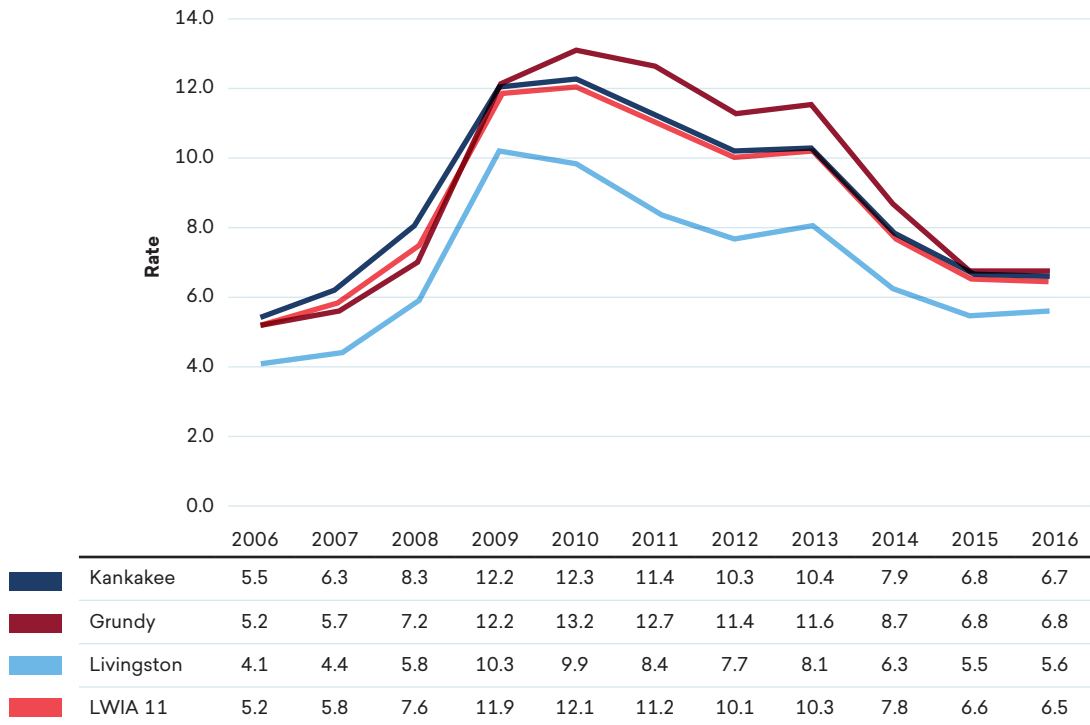


FIGURE 5. Unemployment Rates Trends, 2006-2016



Source: Illinois Employment Security Department, LAUS



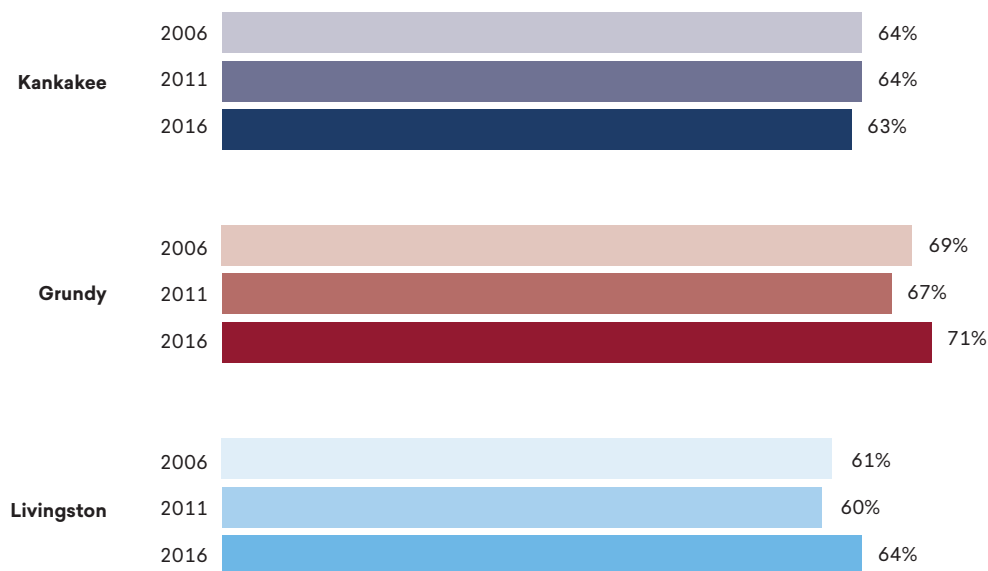
LABOR FORCE PARTICIPATION RATE

Another indicator of labor market supply and demand is the labor force participation rate. This broader measure is the share of population (age 16+) that is either working or actively seeking work.

Across the country, the labor force participation rate has been steadily declining for the past 15 years. Nationwide, the falling participation rate has perhaps garnered more attention from economists than the more traditional topics of GDP growth, unemployment, or inflation. Lower labor force participation rates place more burden of support for the general population across fewer workers. It also means that while the population of an area can be at normal levels, employers struggle to find enough skilled workers. The trend continues with nearly a two percentage point net decline between 2011 (64.1) and 2016 (62.8). Some economists have attributed this to the recession followed by the unusually slow recovery that caused some workers to become discouraged and permanently drop out of the labor force—particularly the younger working-age cohorts—coupled with the demographic shift of an aging workforce, resulting in a structural shift rather than a cyclical shift in our labor force dynamics.

Figure 6 illustrates labor force participation trends during the recession and post-recession. The average 2016 LWIA 11 region rate of 66% is nearly four percentage points higher than the nation, indicating a higher level of participation. And unlike the trend that is occurring across the country, most of the labor force participation rates are on the incline around the region, with the exception of Kankakee County which is only down slightly.

FIGURE 6. Labor Force Participation Rates by County, 2006-2016



UNDEREMPLOYED

A falling unemployment rate can cause a tightening in the labor market and growing concern of having enough workers with adequate skills to fill available jobs. In some tight labor market areas, there are a large number of underemployed workers. Labor that falls under the underemployment classification includes those workers who are highly skilled but working in low paying jobs, workers who are highly skilled but working in low skill jobs, and part-time workers who would prefer to be full time.

The Bureau of Labor Statistics provide alternative measures of labor underutilization by state (U-1 through U-6; U-3 is the official unemployment rate). The difference between the U-5 rate (all persons who are marginally attached to the labor force) and U-6 (adds those who are involuntary part-time workers) provide an estimate of the underemployment rate by state—the larger the difference between U-5 and U-6, the higher the incidence of this form of underemployment.

Using this method, Illinois had the 10th highest incidence of underemployment, at 4.1, in the nation in 2016. Nevada was first at 5.1, followed by California (4.8) and New Mexico (4.5). South Dakota was the lowest at 1.7, followed by the District of Columbia (2.0) and Nebraska (2.2).

Due to sample size limitations of the Current Population Survey, the U.S. Bureau of Labor Statistics are not able to produce estimates for the alternative measures of labor underutilization below the state level and, therefore, an alternative methodology was used for this analysis.

The supply variable used educational attainment of residents of the area and demand was determined by the number and types of occupations currently employed in the area along with their typical entry level of education. The percentages shown are the percentage point differences between supply and demand—positive numbers indicate supply exceeds demand, meaning a larger share of underemployed within that county and educational attainment level. This analysis concludes that a small portion of the resident population is underemployed around the LWIA 11 region.

EDUCATIONAL ATTAINMENT LEVEL	KANKAKEE COUNTY	GRUNDY COUNTY	LIVINGSTON COUNTY	LWIA 11 REGION
High school diploma or equivalent	0.4%	1.6%	-1.4%	0.3%
Postsecondary nondegree award, credential, some college	-0.1%	-1.3%	1.3%	-0.2%
Associate degree	-0.1%	0.0%	0.0%	-0.1%
Bachelor's degree	0.2%	-0.1%	0.4%	0.1%
Graduate degree or higher	-0.3%	0.3%	0.2%	-0.1%
All Other	-0.1%	-0.6%	-0.4%	-0.1%

RETIREMENT TRENDS

One of several reasons the labor force participation has been dropping so dramatically in recent years is the rising number of retirees. This demographic shift, coined as the “Silver Tsunami,” is causing a structural shift in the labor force. This trend is causing businesses, workforce boards, economic development agencies, and governments to flounder. There are an estimated 60 million ‘Baby Boomers’ in the process of retiring (nationwide), to be replaced by an estimated 40 million ‘Millennials’. However, the labor force participation rate for Millennials (who are entering the workforce) is significantly lower than the labor force participation rate of the Baby Boomers when they were at the age of just entering the workforce. Economists continue to ferret out the details of changing patterns (remaining in school longer, marrying later) that are impacting Millennial labor force participation rates. In the interim, attracting Millennial workers through locating closer to urban centers, providing more flexible work arrangements, and offering greater amenities at the office have become popular employer workforce recruiting tactics.

Of the largest employing industries in the LWIA region, nearly one-fourth of their workforce is age 55 and older and set to retire over the next 10 years. Livingston County has the largest share of age 55 and older workers while Grundy County has the smallest share. By industry, all counties have relatively the same share of workers age 55 and older (see Table 5).

TABLE 5. Largest Employing Industries and Share of Workers age 55 and over (2016)

LWIA 11 REGION	JOBS	AGE 55+ (% OF INDUSTRY)	KANKAKEE COUNTY	JOBS	AGE 55+ (% OF INDUSTRY)
All Industries	80,998	23%	All Industries	45,972	23%
Health Care and Social Assistance	11,753	23%	Health Care and Social Assistance	7,776	23%
Government	11,215	22%	Government	5,821	23%
Retail Trade	10,295	22%	Manufacturing	5,715	23%
Manufacturing	9,352	24%	Retail Trade	5,553	20%
Accommodation and Food Services	6,054	12%	Accommodation and Food Services	3,603	12%

GRUNDY COUNTY	JOBS	AGE 55+ (% OF INDUSTRY)	LIVINGSTON COUNTY	JOBS	AGE 55+ (% OF INDUSTRY)
All Industries	20,076	22%	All Industries	14,950	25%
Retail Trade	3,171	22%	Government	2,605	22%
Government	2,789	22%	Manufacturing	2,272	25%
Health Care and Social Assistance	2,236	22%	Health Care and Social Assistance	1,741	25%
Construction	2,064	18%	Retail Trade	1,572	27%
Accommodation and Food Services	1,614	12%	Information	1,075	22%

Total annual openings can provide an indication of employer demand for workers. There are two kinds of job openings – those that must be filled due to company growth and those opening caused by worker attrition. In recent years, attrition is often due to retirement, which can signal the need for employers to have strong succession plans (many do not). Succession planning assistance is another tactic workforce development professionals can use support area companies. The top 25 occupations in the region with the most annual openings due to replacements are outlined in Table 6 below. Those highlighted typically have less turnover than the other occupations listed and, therefore, the replacement rates could be attributed to more retirements than turnover.

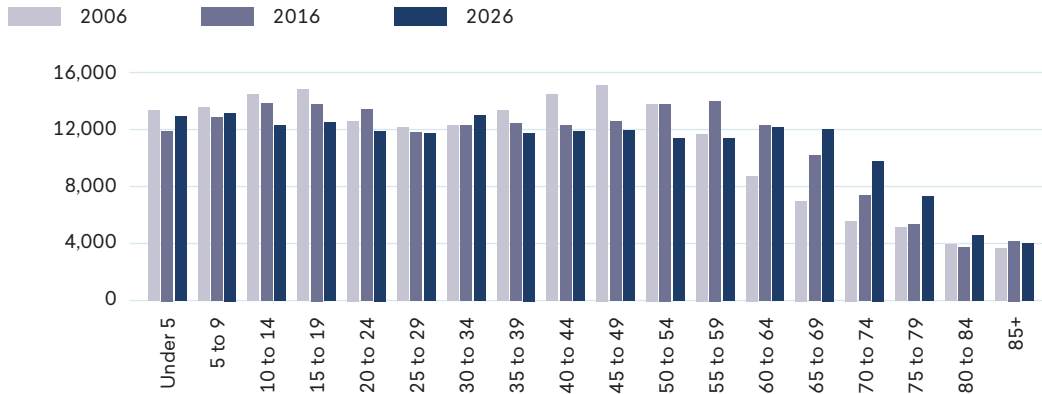
TABLE 6. Top 25 Number of Replacement Jobs due to either Retirements or Turnover by Occupation, LWIA 11 Region (2016)

SOC CODE	OCCUPATION TITLE	JOBS	REPLACEMENT JOBS
41-2011	Cashiers	2,530	108
41-2031	Retail Salespersons	2,852	99
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,741	56
35-3031	Waiters and Waitresses	1,083	52
43-5081	Stock Clerks and Order Fillers	1,586	50
29-1141	Registered Nurses	2,059	49
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,569	47
43-9061	Office Clerks, General	2,099	45
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,035	35
31-1014	Nursing Assistants	1,457	33
11-9013	Farmers, Ranchers, and Other Agricultural Managers	1,862	32
39-9011	Childcare Workers	1,043	31
11-1021	General and Operations Managers	1,202	30
43-4051	Customer Service Representatives	1,189	29
41-1011	First-Line Supervisors of Retail Sales Workers	1,203	27
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,286	26
25-2021	Elementary School Teachers, Except Special Education	1,008	22
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	357	21
25-9041	Teacher Assistants	858	21
11-9199	Managers, All Other	932	21
49-9071	Maintenance and Repair Workers, General	767	20
39-5012	Hairdressers, Hairstylists, and Cosmetologists	774	20
47-2061	Construction Laborers	984	20
51-9199	Production Workers, All Other	926	19
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	758	18



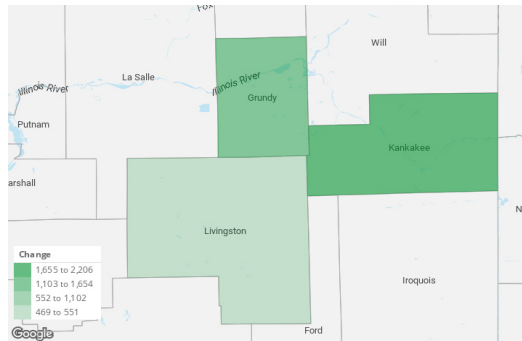
Like many U.S. counties, the counties in the LWIA 11 workforce region are experiencing a growing aging population. The graph below illustrates this demographic change over the next ten years. When broken down, all counties look similar. You can see the progression of the population aging going into the forecast years.

FIGURE 7. Population by Age Cohort, LWIA 11 Region (2006-2026)



To further illustrate the retiring population in this region, the depiction below shows where the most concentrated changes in the 55 and over cohort will take place over the next ten years.

FIGURE 8. Numeric Change in Age 55 and older Population, by County (2016-2026)



	2016	2026	NUMERIC CHANGE	% CHANGE
Kankakee	31,923	34,129	2,206	7%
Grundy	13,140	14,753	1,613	12%
Livingston	11,889	12,358	469	4%
Total	56,952	61,240	4,288	

COMMUTING PATTERNS

The data below comes from Census' Longitudinal Employer-Household Dynamics (LEHD) program which is a partnership that generates the most comprehensive job flow data available. Commuting data show a powerful view of the workforce and where the labor supply is located. The data are also valuable in transportation planning, policy and analysis. Typically, larger commuting patterns between areas are eligible for additional federal transportation funds and, ultimately, increasing commerce and spurring economic activity.

Kankakee County has the smallest share of residents commuting outside of the area for work compared to the other two counties while Grundy County has a considerably disproportionate

share of workers commuting outside for work compared to workers commuting into the area. The top cities (in order) with the most residents leaving daily for work include Minooka, Coal City, Saint Anne, Gardner, and Manteno. The top cities where residents are commuting in to work include Momence, Pontiac, Bradley, and, to a lesser degree, South Wilmington. Table 7 shows commuting flows between the LWIA 11 region.

TABLE 7. Where Residents Work in LWIA 11 Region (2014)

RESIDENTS FROM:	WHERE RESIDENTS WORK							
	KANKAKEE COUNTY		GRUNDY COUNTY		LIVINGSTON COUNTY		TOTAL PRIMARY JOBS	
	NUMBER	% OF TOTAL PRIMARY JOBS	NUMBER	% OF TOTAL PRIMARY JOBS	NUMBER	% OF TOTAL PRIMARY JOBS	WORK IN COUNTY OF RESIDENCE	WORK OUTSIDE COUNTY OF RESIDENCE
Kankakee	22,313	55.1%	455	1.1%	353	0.9%	55.1%	44.9%
Grundy	381	2.4%	6,085	37.7%	345	2.1%	37.7%	62.3%
Livingston	194	1.4%	233	1.6%	6,772	47.2%	47.2%	52.8%

Source: U.S. Census LEHD on the Map, 2014, Primary Workers

FIGURE 9. Commuting Flows in LWIA 11 Region (2014)

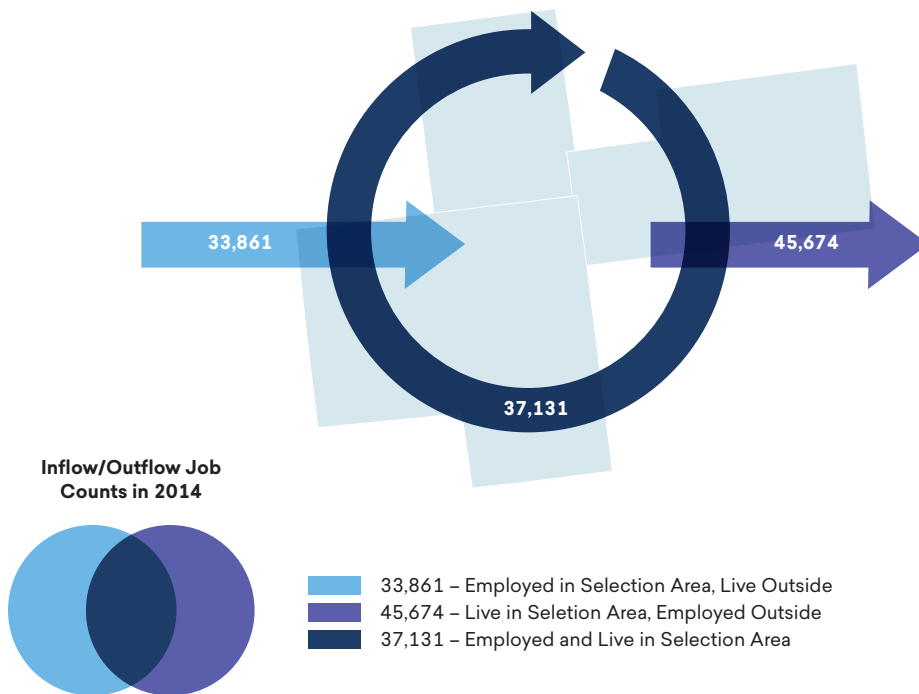
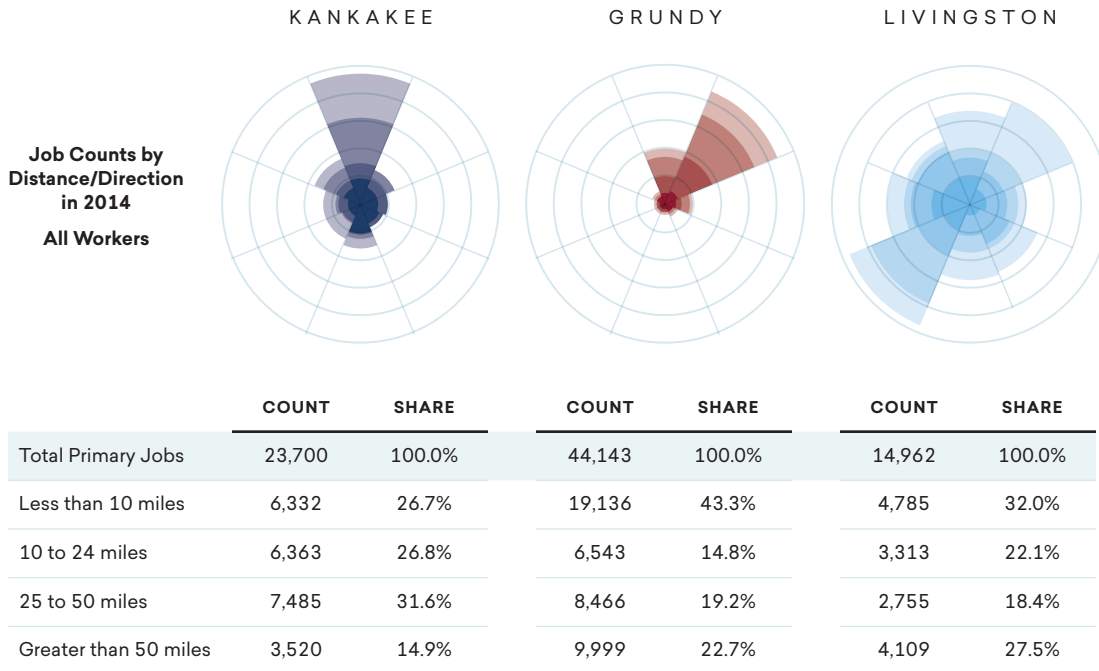


TABLE 8. Where Residents Work in each given county



Source: U.S. Census LEHD on the Map, 2014, Primary Workers

LABOR AVAILABILITY

We examine labor availability by looking at worker data that shows occupation by residence. The data comes from the same Census LEHD program but is coupled with Census' new Longitudinal Origin-Destination Employment Statistics (LODES) program and is then matched with occupational data using staffing patterns.

Occupation by residence information shows where workers in given occupations live in comparison to where they work. Net commuters are the minimum number of workers who commute in or out of the region to satisfy the regional numbers of jobs held. A positive number (shown in GREEN in the Net Commuters figure below) describes commuters entering a region, while a negative number (shown in RED) describes commuters leaving a region.

	JOBS	AVAILABLE WORKFORCE	NET COMMUTERS
Kankakee	45,972	51,971	-5,999
Grundy	20,076	29,587	-9,511
Livingston	14,950	17,346	-2,396

TABLE 9. Top 25 Occupations Held by Available Workforce within the LWIA 11 Region, 2016

SOC	DESCRIPTION	JOBS	AVAILABLE WORKFORCE	NET COMMUTERS	ANNUAL OPENINGS	MEDIAN HOURLY EARNINGS
41-2031	Retail Salespersons	2,598	3,151	-553	131	\$10.54
41-2011	Cashiers	2,501	2,596	-95	159	\$9.68
43-9061	Office Clerks, General	2,056	2,425	-369	79	\$14.06
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,511	2,382	-871	85	\$12.62
29-1141	Registered Nurses	2,042	2,162	-120	90	\$30.45
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,738	2,110	-372	99	\$8.93
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,743	1,788	-45	91	\$18.68
43-5081	Stock Clerks and Order Fillers	1,570	1,763	-193	82	\$11.54
11-1021	General and Operations Managers	1,169	1,572	-403	48	\$35.95
43-4051	Customer Service Representatives	1,142	1,547	-405	46	\$14.15
31-1014	Nursing Assistants	1,439	1,521	-82	75	\$11.66
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,252	1,502	-250	31	\$14.54
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	998	1,409	-411	38	\$10.84
35-3031	Waiters and Waitresses	1,067	1,361	-294	74	\$8.91
25-2021	Elementary School Teachers, Except Special Education	997	1,059	-62	42	\$27.14
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	707	1,055	-348	35	\$26.84
25-9041	Teacher Assistants	853	972	-119	37	\$12.19
47-2061	Construction Laborers	785	963	-178	43	\$21.74
43-3031	Bookkeeping, Accounting, and Auditing Clerks	805	958	-153	16	\$16.34
25-1099	Postsecondary Teachers	737	938	-201	32	\$27.68
49-9071	Maintenance and Repair Workers, General	741	934	-193	32	\$21.06
11-9013	Farmers, Ranchers, and Other Agricultural Managers	932	931	1	52	\$14.30
51-9199	Production Workers, All Other	914	923	-9	62	\$15.32
41-1011	First-Line Supervisors of Retail Sales Workers	847	888	-41	34	\$19.22
39-9021	Personal Care Aides	484	837	-353	25	\$12.64



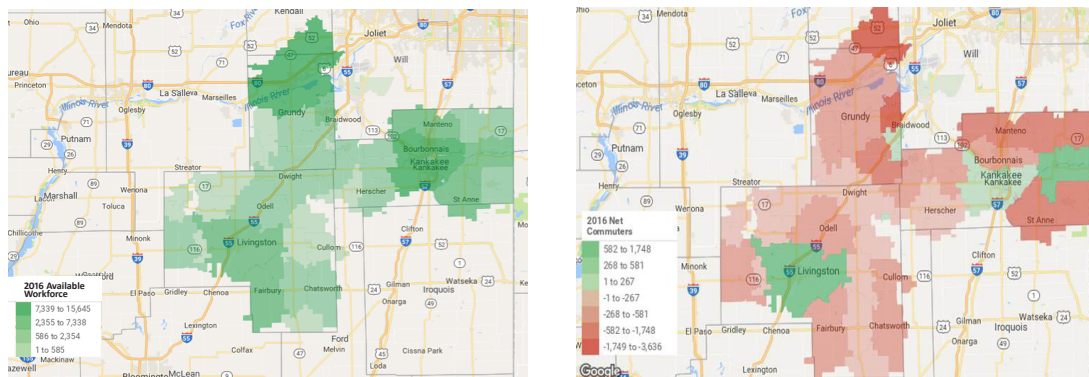
TABLE 10. Top Skills of Available Workforce, LWIA Region

TOP SKILLS
Administration and Management
Building and Construction
Clerical
Computers and Electronics
Customer and Personal Service
Economics and Accounting
Education and Training
English Language
Food Production
Mathematics
Mechanical
Production and Processing
Psychology
Public Safety and Security
Sales and Marketing
Transportation
Administration and Management
Building and Construction
Clerical

LABOR SHED ANALYSIS

Net commuter data allow economic development professionals to understand which occupations and skills are leaving the area in their daily commutes or vice versa. The top 25 largest occupations in the LWIA 11 region are still losing about 5,540 residents to businesses outside the area. Figure 11 below shows net commuting patterns for these occupations

FIGURE 10. Net Commuters for all Occupations Residing in the LWIA 11 region, by Zip Code (2016)



The top occupations leaving the area are material moving workers, construction trades workers, food and beverage serving workers, business operations specialists, and information and record clerks. Businesses in the area may have difficulty recruiting the more highly skilled workers amongst this group.

The job most people are commuting into the area for are health technologists and technicians. To a lesser degree, other teachers and instructors (excluding elementary and secondary teachers) and some agricultural workers. A list of the top net commuting patterns by occupation is provided below.

FIGURE 11. Top 25 Largest Occupations in LWIA 11 region, Net Commuters (2016)

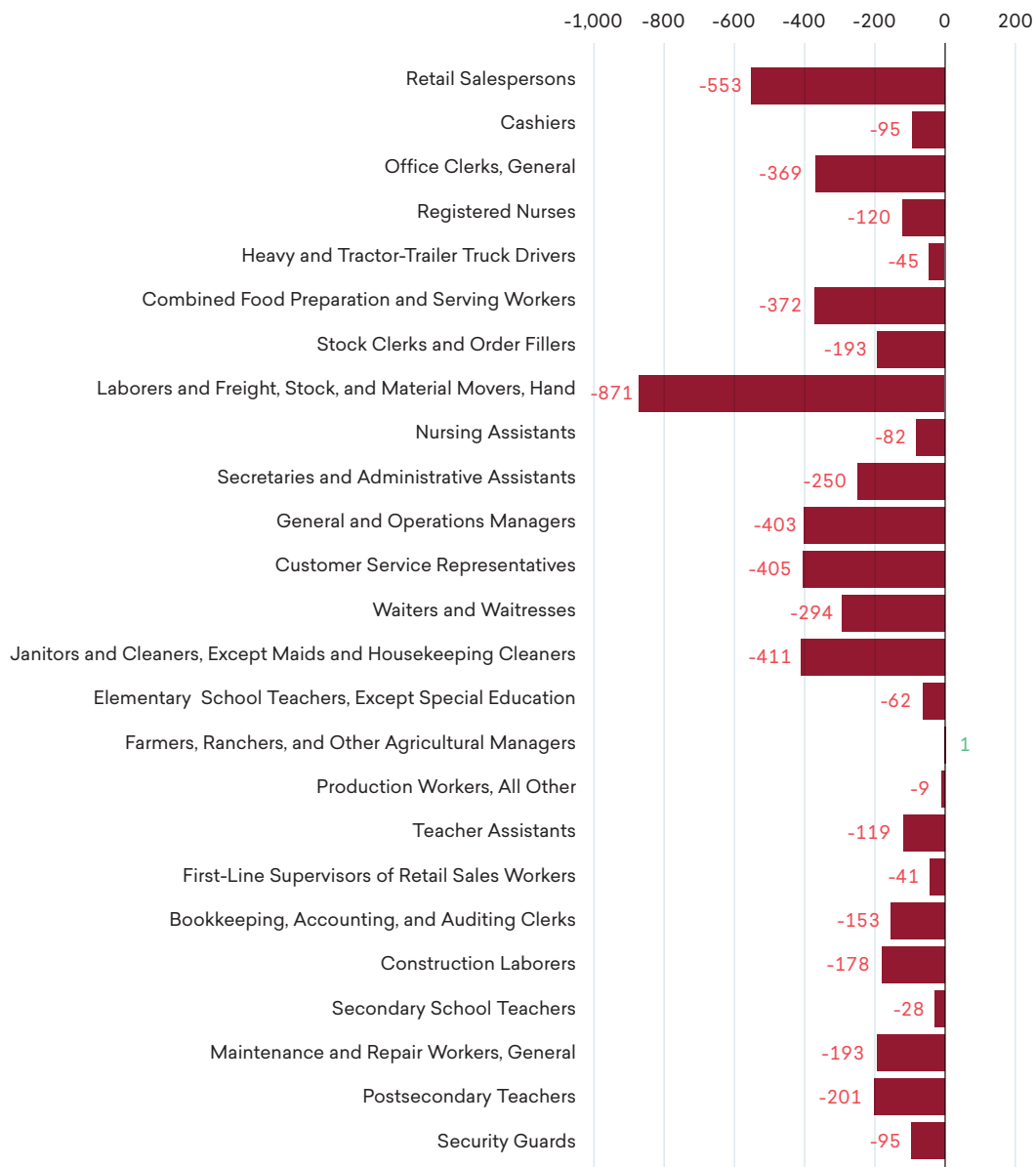


TABLE 11. Net Commuters by Occupation, LWIA 11 Region (2016)

SOC	DESCRIPTION	2016 JOBS	2016 AVAILABLE WORKFORCE	2016 NET COMMUTERS	ANNUAL OPENINGS	MEDIAN HOURLY EARNINGS	2016 - 2026 CHANGE
	All Occupations	80,998	98,904	-17,900	3,082	\$19.76	7,640
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,511	2,382	-871	85	\$12.62	336
41-2031	Retail Salespersons	2,598	3,151	-553	140	\$10.54	355
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	998	1,409	-411	29	\$10.84	80
43-4051	Customer Service Representatives	1,142	1,547	-405	47	\$14.15	163
11-1021	General and Operations Managers	1,169	1,572	-403	51	\$35.95	178
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1,738	2,110	-372	77	\$8.93	164
43-9061	Office Clerks, General	2,056	2,425	-369	61	\$14.06	136
39-9021	Personal Care Aides	484	837	-353	20	\$12.64	151
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	707	1,055	-348	33	\$26.84	158
35-3031	Waiters and Waitresses	1,067	1,361	-294	54	\$8.91	5
53-7064	Packers and Packagers, Hand	358	631	-273	19	\$10.72	76
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,252	1,502	-250	24	\$14.54	87
51-2092	Team Assemblers	361	604	-243	15	\$16.88	56
31-1011	Home Health Aides	258	489	-231	18	\$10.42	101
53-3033	Light Truck or Delivery Services Drivers	431	659	-228	15	\$13.02	70
47-2111	Electricians	266	493	-227	6	\$30.32	1
33-3051	Police and Sheriff's Patrol Officers	364	572	-208	12	\$31.70	(8)
35-2014	Cooks, Restaurant	381	587	-206	14	\$10.64	32
25-1099	Postsecondary Teachers	737	938	-201	24	\$27.68	98
43-5081	Stock Clerks and Order Fillers	1,570	1,763	-193	72	\$11.54	156
49-9071	Maintenance and Repair Workers, General	741	934	-193	32	\$21.06	101
13-2011	Accountants and Auditors	386	571	-185	20	\$27.28	79

SOC	DESCRIPTION	2016 JOBS	2016 AVAILABLE WORKFORCE	2016 NET COMMUTERS	ANNUAL OPENINGS	MEDIAN HOURLY EARNINGS	2016 - 2026 CHANGE
47-2061	Construction Laborers	785	963	-178	31	\$21.74	109
37-3011	Landscaping and Groundskeeping Workers	493	661	-168	15	\$10.98	58
37-2012	Maids and Housekeeping Cleaners	470	633	-163	16	\$9.68	32
43-3071	Tellers	315	293	22	11	\$12.32	(46)
21-1093	Social and Human Service Assistants	359	332	27	9	\$21.91	15
25-2032	Career/Technical Education Teachers, Secondary School	89	62	27	2	\$26.90	0
49-3041	Farm Equipment Mechanics and Service Technicians	95	67	28	3	\$20.13	10
19-4051	Nuclear Technicians	125	94	31	6	\$34.01	7
21-1015	Rehabilitation Counselors	169	136	33	4	\$13.04	(10)
29-2011	Medical and Clinical Laboratory Technologists	212	174	38	6	\$28.70	6
29-2034	Radiologic Technologists	259	215	44	5	\$26.12	(5)
25-3098	Substitute Teachers	592	501	91	15	\$13.28	27
51-8011	Nuclear Power Reactor Operators	265	166	99	13	\$41.69	30
29-2053	Psychiatric Technicians	347	244	103	5	\$18.24	(22)
17-2161	Nuclear Engineers	287	161	126	9	\$56.26	12

