

Workforce Boards of Metropolitan Chicago

Job Vacancy Survey Final Report

Durable and Non-Durable Manufacturing
Transportation and Warehousing
Wholesale Trade



Prepared by the Illinois Department of Employment Security
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Introduction and Project Summary

The purpose of this project is to design, conduct, compile, and analyze a regional Job Vacancy Survey (JVS) of selected industries for the Workforce Boards of Metropolitan Chicago (WBMC). Staff from the Economic Information and Analysis (EI&A) Division of the Illinois Department of Employment Security (IDES) worked closely with representatives from WBMC to identify the targeted industries, finalize the JVS survey instrument and specify the methodology for identifying employers to be surveyed.

IDES identified and extracted potential employers from the IDES Quarterly Census of Employment & Wages (ES202) using the North American Industry Classification System (NAICS) taxonomy. Employers were extracted from four targeted industry sectors: nondurable manufacturing, durable manufacturing, wholesale trade, and transportation and warehousing in the region including Local Workforce Areas (LWAs) 1, 2, 5, 6, 10, 11, and Cook County. The description of the methodology for identifying the employers to be surveyed was provided by IDES to the WBMC and approved, and the approach used by IDES kept the sample size to a manageable number of employers and yet ensured geographic specificity. Surveying and data collection activities commenced on April 5, 2004. The total number of employers from the five targeted industry subsectors included in the survey was 5,314.

Once the survey was finalized and the sample drawn, IDES coordinated with another WBMC vendor, Brandt Information Services, Inc. (BISI), which solicited employer responses, recorded the results, created a survey results database, and transmitted the results database back to IDES. The JVS requested information from all participating employers on business and employment conditions and utilization of temporary workers. Employers were also asked if they would be willing to participate in focus groups centered on the causes of job vacancies in the employer's industry. Job vacancies reported by employers in the targeted industries were identified and compiled using the Standard Occupational Code (SOC). If a vacancy was reported, information was requested from the employer regarding the duration of the vacancy, educational requirements, experience required, benefits, recruitment method, hiring difficulties, and wage rates.

Staff from IDES managed the activities of BISI for the WBMC, assisted in the modification of shared data agreements, conducted a preliminary analysis of the results of the survey, compiled statistical results, completed a preliminary survey findings report, solicited input from external reviewers, and compiled this final report. The final report results will also be presented by IDES at regional informational forums as desired by WBMC.

Data and Methods

Questionnaire Design

The geographic focus of this project is the Northeast Economic Development Region of Illinois that comprises nine Local Workforce Areas: Lake County Workforce Investment Board; McHenry County Workforce Investment Board; River Valley Workforce Investment Board; DuPage Workforce Board; Cook County Workforce Investment Board; The Workforce Board of Northern Cook County; Chicago Workforce Board; Workforce Investment Board of Will County; and Grundy, Livingston, Kankakee Workforce Board. The purpose is to measure the duration, nature, extent and labor supply constraints associated with job vacancies in five targeted industry sectors: nondurable manufacturing, durable manufacturing, wholesale trade, transportation and warehousing, and railroads. This report includes two geographies, the Metropolitan Chicago area and the nine aforementioned Local Workforce Areas (to appear in the appendix) and four industry sectors (railroads is a separate report). IDES will identify patterns of industry-sector labor demand and supply that are specific to a workforce area or are shared across workforce areas.

The questionnaire asks employers for their perceptions of past business and employment conditions (six months ago) and expectations for future conditions (six months from now). Employers were also asked whether they are willing to be contacted by their Local Workforce Boards to participate in an employer focus group to examine the causes of job vacancies in their industry. Almost 900 employers expressed a willingness to participate in these focus groups. This overwhelming response is a measure of the topic's timeliness and critical nature as employers evaluate near-term business needs.

Next, the survey poses questions to the employers concerning their job vacancies. Employers with at least one job vacancy were prompted to list the specific occupation of the vacancy and the count of openings (whether permanent or seasonal and full-time or part-time). Then, for each occupation with a job vacancy the questionnaire requested information on:

- Duration of vacancy- less than 30 days, 31-60 days, 61-90 days, more than 90 days, and don't know;
- Minimum education requirement- no diploma, high school/GED, vocational training/certification, 2-year degree, bachelor's degree, and advanced degree;
- Minimum experience requirement- no experience, some experience, experience in related field, and experience in this occupation;
- Starting hourly or annual wage;
- Benefits- no benefits, health insurance, paid sick leave, paid vacation, and retirement benefits;
- Hiring difficulty- internal corporate policy, applicants' technical skills, applicants' work readiness skills, labor availability and other; and,

- Common recruitment method- newspaper, Internet, schools/colleges, public employment agencies, private employment services, hire from within, referrals, and other.

Every occupational survey faces the task of reconciling responses from employers to a standardized classification scheme of occupational titles. In this project, IDES implemented the Standard Occupational Classification (SOC) coding structure. The advantage of utilizing the SOC for this project is that it permits consistency with other statistical programs and affords the opportunity to compare, or augment, the JVS information with auxiliary data sources. In addition, the SOC structure is implemented in surveys conducted by the US Bureau of Labor Statistics (BLS), ensuring its currency and relevance. The JVS employer responses were scrutinized closely to establish consistency with the SOC coding structure. Moreover, the IDES Career Resource Network maintains a list of occupational titles that have been reviewed and approved by major stakeholders of this information. These titles were integrated into the database and adopted in the reports.

Employer-based surveys of occupational information suffer from the reluctance of respondents to provide hourly or annual wage information. JVS collected wage information on more than eighty percent of the occupations listed as having at least one job vacancy. This success rate exceeds the typical experience of occupational surveys. However, wage information for some specific occupations may be indicated with “not available.” The likelihood of such occurrences increases as the number of survey respondents declines in industry-employment size stratum for specific geographies.

Sample Design

IDES designed the sample using three stratification criteria: geography, industry sector and firm employment size. First, firms are assigned a county designation based on the physical location of the worksite or business. The advantage of the county as the geographic identifier is its use as a building block of larger aggregates, such as a single Metropolitan Chicago area or a Local Workforce Area. For example, IDES links worksites located in Kane County to the River Valley Workforce Area. The exception to this scheme is worksites in Cook County that are designated to the three subcounty workforce areas covering the City of Chicago, northern Cook County and southern Cook County.

The initial sample for this study used Cook County as a geographic surrogate for the three subcounty workforce areas. At a later stage in the project, IDES allocated the Cook County firms to the appropriate local workforce area, either the City of Chicago, northern Cook County or southern Cook County. The basis for this allocation is a study conducted by IDES jointly with the National Opinion Research Center (NORC) on the accuracy of municipal civil districts (mcd) and zip codes to establish subcounty boundaries for local workforce areas.

In an early stage of the NORC study, the three subcounty workforce boards confirmed the designation of their boundaries based on streets. The municipal civil districts delineate the geographic boundaries for the northern Cook County and southern Cook County local workforce areas. The zip codes define the City of Chicago workforce boundaries. This information was integrated into a Geographic Information System (GIS). The municipal districts and zip codes were superimposed on the GIS boundaries to verify the geographic accuracy. Next, IDES used its proprietary data on firm worksite addresses to measure the reliability of the municipal districts and zip codes for assigning firms to the appropriate subcounty workforce area.

The conclusion of the NORC study is that more than ninety-five percent of the Cook County firms were allocated to the proper subcounty workforce area. Based on this joint work with NORC, IDES used the municipal civil district and zip codes of firms in the WBMC project to construct a subcounty datafile that separately assigned the Cook County sample firms to three constituent workforce areas: City of Chicago, northern Cook County and southern Cook County.

The second sample stratification criterion is industry sector. The Workforce Boards of Metropolitan Chicago (WMBC) designated five sectors for this study: nondurable manufacturing, durable manufacturing, wholesale trade, transportation and warehousing, and railroads. Job vacancy information was solicited from firms in the first four sectors on the basis of phone interviews. These firms represent both the private and public (federal, state and local) sectors. The coverage of railroads was handled by direct, face-to-face interviews conducted by IDES staff. The number of railroad firms in Illinois is so small that a sample would be inadequate to garner sufficient coverage for reliable estimates. A census is more appropriate for railroads.

Finally, within each industry sector, the sample stratifies firms by six categories of employment size: 5-9, 10-19, 20-49, 50-99, 100-249, and 250 or greater. This delineation of size categories approximates the design of the Occupational Employment and Wage Survey (OES) conducted by IDES in conjunction with the BLS. Both the Metropolitan Chicago Job Vacancy Survey (MCJVS) and the OES Survey are held to the constraint of producing occupational information for substate areas. Other options for stratification by firm employment size use fewer categories, which increases the potential for distortion in occupational staffing patterns between sample firms and the population of all firms.

The success of this project hinges on a data file that includes employment by place of work, an indicator for industry sector, and a designation of physical location of the place of business (worksite). The Quarterly Census of Employment and Wages (ES202) database meets these project requirements. This database includes employment records submitted quarterly by Illinois employers under state and federal mandates for the Unemployment Insurance program. The Illinois ES202 database currently contains approximately 320,000 employer records, representing an employer base of almost six million workers. In addition to the quarterly payroll information, the employer designates the type of business activity, i.e., an industry sector, and provides a physical

location address for the place of business. Every three years, the contact information, industry code and physical location address are verified directly with the employer.

Using the ES202, IDES employed several parameters to draw the sample for the MCJVS. The sample plan requires the estimation of results by industry sector for each metropolitan Chicago workforce area. Firms are assigned to a workforce board area on the basis of the county code of their worksite. Approximately ten percent of firms in the Illinois ES202 do not have a specific county designation and are considered statewide reporters. An example of a statewide reporter is an insurance firm with insurance agents located throughout the state that does not report the physical location of each agent. These firms are excluded from the MCJVS sample. In addition, the sample includes only those firms with a valid phone number for contact. A small number of firms in the ES202 use mailing addresses as the primary contact information. Due to time constraints, IDES was not able to conduct refinement to determine valid phone numbers for these firms.

Third, the sample does not include firms with less than five employees. This parameter is used in other states that conduct job vacancy surveys. These firms have the highest incidences of bankruptcy and often become inactive within a four-quarter time period. The responsibilities and duties of staff in these smallest firms are broadly defined and do not fit easily one specific occupation which is the principal data collection vehicle for job vacancy information. The inclusion of these firms would re-allocate the sample away from the larger-sized firms and limit the information yield on duration, nature, extent and labor supply constraints associated with job vacancies.

The contract between the WBMC and Brandt Information Services, Inc (BISI) specified a minimum sixty-five percent response rate by industry. IDES set the total sample size at 5,300 firms to reflect the geographic and industry detail required for the reliable estimation of job vacancy results. This sample size did not exceed the data collection capabilities of BISI.

The sample selection for the metropolitan Chicago firms was based on the Neyman Allocation method, a method recommended by the US Bureau of Labor Statistics. This method optimally allocates sample units to the cell strata in cases where the stratification criteria vary greatly in size. The MCJVS requires such optimization because of variation in the size of workforce areas and industry sectors in metropolitan Chicago. The Neyman method involves the random selection of firms within each of the aforementioned six employment-size categories. The exception is the largest size category, i.e., more than 250 employees, when all firms are selected as certainty units. The certainty selection among the largest employers is also a parameter in the OES survey.

Workforce Boards of Metropolitan Chicago: Job Vacancy Sample Selection
(number of firms in sample)

Local Workforce Area	NonDurable Manufacturing	Durable Manufacturing	Wholesale Trade	Transportation, Warehousing & Logistics	Total
Lake County	91	132	141	20	384
McHenry County	53	75	35	18	181
River Valley	149	153	84	42	428
DuPage County	169	294	348	135	946
Northern Cook County	189	315	371	119	994
City of Chicago	325	324	298	138	1086
Southern Cook County	208	339	238	139	924
Will County	51	64	52	38	205
Grundy, Livingston, Kankakee	38	33	32	28	131
Total	1273	1729	1599	678	5279

The total sample size submitted to BISI for data collection was almost 5,300 Illinois firms. Twenty percent of the sample firms resided in the City of Chicago. Approximately eighteen percent of the firms are located in each of the next largest Local Workforce Areas: northern Cook County, DuPage County, and southern Cook County. The sample in the remaining workforce areas ranges between 130 to 430 firms. Firms in durable manufacturing and wholesale trade each constitute approximately thirty percent of the sample. Nondurable manufacturing has slightly less representation, 24%, and the number of transportation and warehousing firms totals thirteen percent.

Response Rates

Data collection activities for the Job Vacancy Survey (JVS) began on April 5, 2004 subsequent to approval of the sample plan by the WBMC. The collection activities were conducted by Brandt Information Services, Inc. (BISI) and concluded on May 6, 2004. BISI devoted one week of staff resources to review the survey data and re-verify responses with employers. BISI transmitted the final survey data to IDDES on May 12, 2004.

BISI achieved an overall response rate of 70% or more in each of the industry sectors, in excess of the contract minimum requirement of an overall response rate of 65%. In an effort to maximize the number of JVS responses from firms in the Chicago area, BISI allocated additional staff time at the end of April to refine telephone contact numbers. Approximately ten percent of the phone numbers in the JVS sample were disconnected and a much smaller percentage were either no answer or wrong number. BISI staff conducted Internet searches and matches of commercial employer databases to determine whether a firm was actually out-of-business or in-business and at a different phone number. The former is not considered an eligible respondent and, consequently, is excluded from the calculation of the survey response rate. As a result of this effort, almost five hundred firms were moved from the ineligible to the eligible category and solicited for a survey response. Given the overall response rate of 70%, this effort may have augmented the number of completed surveys by approximately three hundred and fifty employers.

Workforce Boards of Metropolitan Chicago: Job Vacancy Sample Selection
(number of survey respondents)

Local Workforce Area	NonDurable Manufacturing	Durable Manufacturing	Wholesale Trade	Transportation, Warehousing & Logistics	Total
Lake County	58	74	88	14	234
McHenry County	42	57	25	10	134
River Valley	104	99	60	26	289
DuPage County	110	199	180	75	564
Northern Cook County	96	204	205	54	559
City of Chicago	184	177	152	89	602
Southern Cook County	133	211	149	75	568
Will County	34	38	32	25	129
Grundy, Livingston, Kankakee	27	24	26	20	97
Total	788	1083	917	388	3176

The total number of complete surveys returned to IDES is 3,176. The breakdown by industry sector shows the greatest number of responses in durable manufacturing (1,083 surveys) followed by wholesale trade (917 surveys) and nondurable manufacturing (788 surveys). Not surprisingly, this pattern is replicated in the number of sample firms. Transportation/warehousing constituted only twelve percent in the sample and a similar amount among respondent firms.

Estimation Weights

One approach to this project would have been to conduct a survey of all employers in each sample stratum. This approach was deemed cost prohibitive and not efficient. An

alternative approach designates a firm in a sample stratum as representative of other firms in the stratum. As described in the sample selection, the sample strata were constructed on the basis of three stratification criteria: geography, industry sector and firm employment size. The survey response garnered from a single firm actually represents other firms in the same stratum. This approach, then, weights the survey response to reflect the representativeness of that employer to the population of employers in the particular stratum. The WBMC approved the IDES plan to sample the employer population and agreed to the proportions used to generate the sample in each stratum.

The use of this sample approach led to the question of how to calculate and apply the estimation weights to the survey responses. If each survey respondent represents some portion of the larger stratum population, then the question is how many additional firms are represented by a single respondent firm. One method is to calculate the estimation weight using the total (population) count of firms in the stratum as the numerator and the sample count as the denominator. This method does not, however, account for the prevalence of non-response to the survey. A second method uses the total (population) count divided by the number of survey respondents in the stratum. This second method adjusts for the survey non-response. IDES chose this second method for the implementation in this project.

The estimation weights are applied equally to all respondent firms in each sample stratum regardless of whether the employer reports any vacancies. Indeed, the designation of “no job vacancy” is a valid survey response and is included in the weights. An additional advantage of this approach is the maintenance of consistency in reporting results for the business and employment conditions and the occupation-based job vacancy results. Whereas all respondents provided information on conditions, only one-fifth of employers had at least one job vacancy.

The geographic stratifying criterion in the sample frame is the county. Therefore, IDES conducted a sample of firms within each county that constitutes the Northeast Economic Development Region. The industry-employment size estimation weights, consequently, are calculated separately for each county. This project reports JVS results for the Metropolitan Chicago area and its Local Workforce Areas. For the metropolitan area, IDES uses the proportional average of the county estimation weights based on the magnitude of the population counts and respondent counts across the constituent counties. This same logic is applied to multi-county local workforce areas. For single-county workforce areas, IDES used the original county-based weights.

The final task, then, was to calculate estimation weights for subcounty local workforce areas, more specifically northern suburban Cook County, southern suburban Cook County and the City of Chicago. One option was to apply the weights from the Cook County industry-employment size strata to each of these subcounty areas. This option, though, assumes a similar industry composition and mix of firm employment size in each of these subcounty areas. A second option was to re-calculate the weights for each local area based on the total count of firms by industry-employment size strata specific to the

local area. IDES implemented the second option because the assumption in the first option lacks merit.

Measures

This report includes measures of both business conditions and employment conditions. As explained in the section on questionnaire design, the survey questions asked the respondent to compare the current conditions to a perception of six months ago and to an expectation of six months in the future. Each question was followed with six response categories: much better, somewhat better, about the same, somewhat worse, much worse and don't know.

IDES investigated four different measures of the diffusion index to present the results of employer responses to these questions. IDES decided to proceed with the "stratified weight" approach used by the Institute of Supply Management (formerly known as the National Association of Supply Management) and the other major employer- and household-based attitudinal surveys. This approach generates more stable values for different scenarios on the distribution of employer responses across the categories ranging from much better to much worse. The incidences of "don't know" are excluded from the index calculation.

According to the stratified weight approach, the percentage of respondents in each response category receives a different weight. Those with a response of "much better" receive a weight of 1.0. The second category of respondents, "somewhat better", is given a 0.75 weight. The third category is 0.50, somewhat worse is 0.25 and the final category (much worse) is 0.0.

The value-added of the diffusion index as an information display technique is its interpretative simplicity and intuitiveness. A weighted score in excess of 50 indicates improving conditions. Conversely, a weighted score less than fifty suggests a worsening in conditions. Moreover, the relative distance of a score from the anchor of fifty suggests the degree of improvement or worsening. For example, a score of 70 suggest greater improvement in conditions than does a score of 55. And, a score of 30 indicates a significantly worsening of conditions than does a score of 45.

The results for the business and employment conditions in the Metropolitan Chicago area are reported in two data tables in the Analysis section. The first table, Business and Employment Conditions: Respondent Firms in Metro. Chicago, reports findings for all respondent firms in the Job Vacancy Survey by industry sector. The second table, Business and Employment Conditions: Firms with Vacancies in Metro. Chicago, narrows the scope to only those firms that reported at least one job vacancy. The purpose of this juxtaposition is to determine whether the perception of past conditions or the expectation for future conditions differs significantly for employers in these two groups of firms. More specifically, do employers with job vacancies have a more optimistic view of business or employment conditions?

The second part of the analysis section addresses the characteristics of job vacancies in the Metropolitan Chicago area for specific occupations. The full data are included in the appendix. The text of the analysis, though, focuses on those occupations with the greatest number of vacancies by industry sector. These occupation-based data include information only on those job vacancies identified by employers as permanent and full-time. The vast majority of job openings fall into these two categories, as shown in the Firms with Vacancies table. Moreover, the objective of this report is to provide information for the WBMC to facilitate remedial labor market services in their local areas. These services should be formulated on the basis of information that affords to the client the greatest probability of improving their position in the labor market. Should the WBMC desire the seasonal and part-time data, IDES can provide it to them in the preferred format.

The occupation-based data tables report information in several formats. The number of permanent, full-time vacancies is a count. The median hourly wage is in dollars. In an effort to maximize employer response to this survey question, respondents were given an option to provide the wage information as either an hourly or annual estimate. The annual responses are converted to an hourly metric on the basis of 2080 work hours in a year. The conversion of all responses to an hourly metric permits the calculation of a median. IDES chose to estimate the median, rather than the mean, to reduce the impact of extreme values on the display of the information. The mean, or average, is sensitive to skewed data and may misrepresent the responses of other employers.

The benefits question asked respondents to select all benefits that apply to the particular occupation with job vacancies. Therefore, the values within a particular cell can range between 0% and 100%, meaning that no employers offer the particular benefit or all employers offer the benefit. For example, an employer with vacancies for waiters could select health benefits, paid vacation and retirement benefits, but not paid sick leave. In this case, the former three categories would be indicated with 100% and the latter category, 0%.

The remaining survey topics (duration of vacancy, education requirement, experience requirement, hiring difficulty and recruitment method) asked the employer to choose only the single most appropriate response category. Within each question set, the responses add to 100% across all the response categories. For example, the summation across the categories of vacancy duration (0-30 days, 31-60 days, 61-90 days, more than 90 days) equal 100% for each specific occupation. This mathematical condition holds for each of the other vacancy topics.

Business and Employment Conditions

The design of this project is to measure job vacancy labor demand and supply constraints in four targeted industry sectors: nondurable manufacturing, durable manufacturing, wholesale trade, and transportation/warehousing. Toward that end, employers were asked to describe general business and employment conditions in their industry, as well as the use of workers from temporary help agencies, staffing agencies or contract companies. These questions help gauge whether the employers in these sectors share common, or unique, perceptions about labor market conditions.

Almost 3,200 firms in the Metropolitan Chicago area responded to the Job Vacancy Survey (JVS). More than one-third of the respondent firms are in durable manufacturing and one-quarter are in nondurable manufacturing (see tables at the end of this section). Slightly more than ten percent of the respondents are in transportation/warehousing and the remainder are in wholesale trade. Almost twenty-six percent of the firms in transportation/warehousing report job vacancies compared to between 14% to 16.5% in the other industry sectors. Hiring activity is significantly more vigorous in the transportation/warehousing sector. Employers in this sector, though, are much less likely to utilize the services of temporary help agencies, only 11.7%. In contrast, manufacturers are more than twice as likely to use temporary help.

JVS asked employers whether business/employment conditions are better or worse now than six months ago. Moreover, the survey solicited their expectation concerning whether business/employment conditions will be better or worse six months from now. The purpose is to capture perceptions of current circumstance and expectations for the future in the context of two critical, and related, issues: business conditions and employment conditions. The indexes are calculated such that a value above fifty expresses better conditions and, conversely, a value below fifty means worse conditions. A value at fifty suggests no change. The value-added information from these indexes is to provide a metric for trends in perceptions and expectations that impact hiring activity.

The business conditions index reveals a growing optimism among employers in the Metropolitan Chicago area. While conditions worsened somewhat in the last six months, the expectation for the future is emphatically more positive. The consistency of the response across industry sector suggests a broadbased optimism. One distinctive feature of the Illinois recovery has been the absence of persistent and accelerating job growth. The JVS results on employment conditions indicate that employers are predisposed to expand payrolls in the next six months. Employers anticipate a betterment of employment conditions in the next one-half year. Once again, the consistency of this finding across industry sectors bodes well for a recovery that is more likely to sustain its momentum.

Among respondent firms, 535 (17%) firms report at least one job vacancy (see tables at the end of this section). Almost 180 vacancy firms are in durable goods manufacturing and an additional 100 of the firms are in transportation/warehousing. The remainder is divided evenly between nondurable goods, manufacturing, and wholesale trade. The prevalence of temporary help among vacancy firms is noticeably higher than for all JVS

respondent firms (compare results in tables at the end of this section). Therefore, firms with vacancies are significantly more likely to contract labor needs to temporary agencies than is the case among most other firms in the Metro Chicago economy.

Employers in these four sectors report more than 9,200 vacancies. One-third of these vacancies is in wholesale trade and the remaining sectors each have between 1,800 and 2,200 vacancies. The vast majority of these vacancies are permanent, i.e., projected to last longer than six months, although approximately seven percent of the vacancies are designated as seasonal in both nondurable manufacturing and transportation/warehousing. Moreover, full-time vacancies range between 95% to 99% in both manufacturing sectors and wholesale trade. Transportation/warehousing is distinct. Full-time vacancies decrease to eighty percent.

The vacancy firms share a similar perception of current business and employment conditions with all respondent firms. Indeed, their expectation of near-term conditions is also remarkably similar to the larger respondent pool. Although the vacancy firms represent less than twenty percent of all respondents to the Job Vacancy Survey, the uniformity of these findings for these two populations of firms suggests a shared sense of improvement. Indeed, the index scores for the next six months are well above the no-change threshold of fifty. Interestingly, employers are more optimistic concerning business conditions than employment conditions, which is consistent with an economic recovery fueled by productivity gains, i.e., job gains lag and production gains. The JVS results do not suggest no employment growth in the next six months, rather a more tempered growth when compared to improvement in overall business conditions.

Table: Business and Employment Conditions: Respondent Firms in Metro. Chicago

	Manufacturing		Wholesale Trade	T.W.L.
	Nondurable	Durable		
Number of firms	786	1082	918	385
Vacancies (% reporting)	16.28%	16.54%	13.94%	25.97%
Business Conditions Index				
Improved last 6 months	44	43	46	51
Will improve next 6 months	64	64	65	65
Employment Conditions Index				
Improved last 6 months	47	43	46	50
Will improve next 6 months	55	57	58	57
Temp help (% reporting)	28.53%	23.02%	17.65%	11.65%

Table: Business and Employment Conditions: Firms with Vacancies in Metro. Chicago

	Manufacturing		Wholesale Trade	T.W.L.
	Nondurable	Durable		
Number of firms	128	179	128	100
Business Conditions Index				
Improved last 6 months	45	39	42	46
Will improve next 6 months	63	70	69	69
Employment Conditions Index				
Improved last 6 months	45	38	45	51
Will improve next 6 months	58	58	59	60
Temp help (% reporting)	50.16%	36.37%	34.42%	13.28%
Total number of vacancies	2189	1801	3186	2048
Permanent (% total vacancies)	92.19%	96.99%	98.03%	93.21%
Seasonal (% total vacancies)	7.81%	3.01%	1.97%	6.79%
Full-time (% total vacancies)	98.77%	97.22%	95.07%	80.54%
Part-time (% total vacancies)	1.23%	2.78%	4.93%	19.46%

Please see the accompanying charts on the following pages.

Number of Vacancies

While these graphs display only those occupations with the ten greatest number of vacancies reported by employers, several threads appear common across the industry sectors (see appendix for a more complete listing of occupations and job vacancy characteristics). First, the compiled responses from employers identify a consistency such that the number of vacancies for the top two or three occupations is significantly greater than for the remainder of the top ten. The number of vacancies for the latter, the “second tier,” falls within a relatively narrow range of twenty to forty openings. This bifurcation of vacancies suggests a shared demand for core occupations within the industry sector, i.e., first tier, and a less pervasive demand for the second tier occupations.

Another striking result is the presence of the same occupation on the top ten lists of more than one industry sector. For example, customer service representatives appear on the list for each sector. Potential explanations are: 1. High turnover is endemic to this occupation and, consequently, employers are constantly in search of candidates; or, 2. Employers are responding to a shared sense of momentum in the economic recovery and are hiring in anticipation of increased product demand. Tracking this occupation across different vacancy characteristics for each industry sector facilitates an understanding of the broader labor market dynamic at work in the occupation. Truck drivers and production workers are also in high demand in more than one sector.

Several of the occupations on the top vacancy list in the nondurable manufacturing sector reflect demand that is common across employers and not specific to the particular product market of an employer. Hiring activity for truck drivers, production helpers, packagers, first-line supervisors (lead workers), team assemblers, and customer service representatives is robust and widespread among employers in this sector. In contrast, the variety of machine operators reflects a demand that is more specific to food processing or printing.

Employers in durable goods manufacturing identify occupations directly related to production as those in greatest demand. The representation of machine tool operators, welders/cutters and mechanical engineers reflects a decision among employers in this sector to boost hiring in those occupations most critical to an acceleration in product demand. Many of these occupations are often associated with a higher set of skills and, consequently, may potentially yield a smaller candidate pool for hiring.

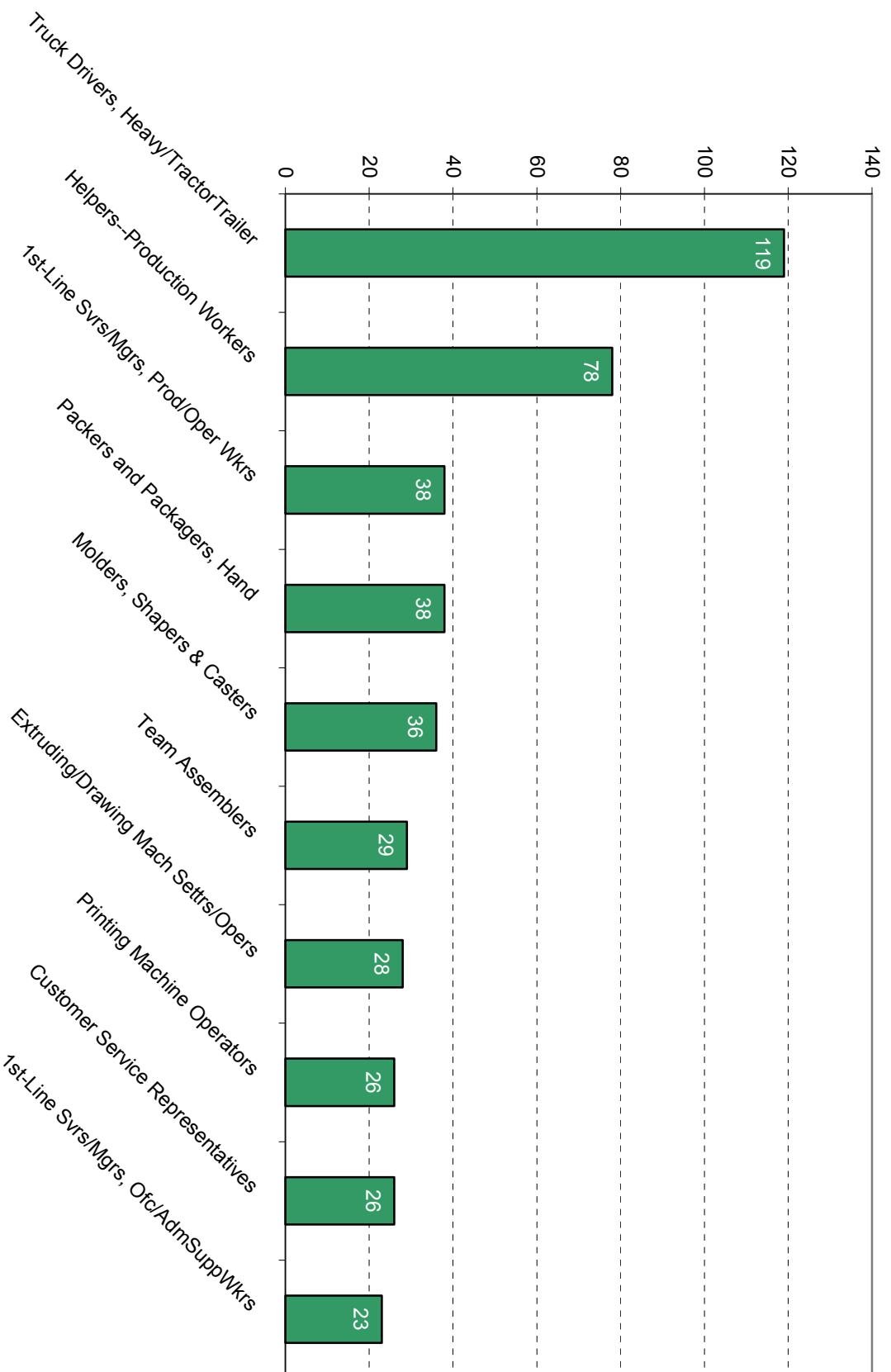
Employers in wholesale trade report the greatest need for customer service representatives, more than one hundred job vacancies. Electronics engineers (83 openings) and machine tool setters (69 openings) constitute the remainder of the top job opportunities. The second tier of demand is relatively compressed, ranging between thirty-two to forty vacancies. The presence of telemarketers, sales representatives, and sales managers among the second tier, coupled with the rank of customer service representatives in the first tier, indicates an industry expecting an upward shift in product

demand. This conclusion is further supported by employer demand for shipping and receiving clerks and packagers.

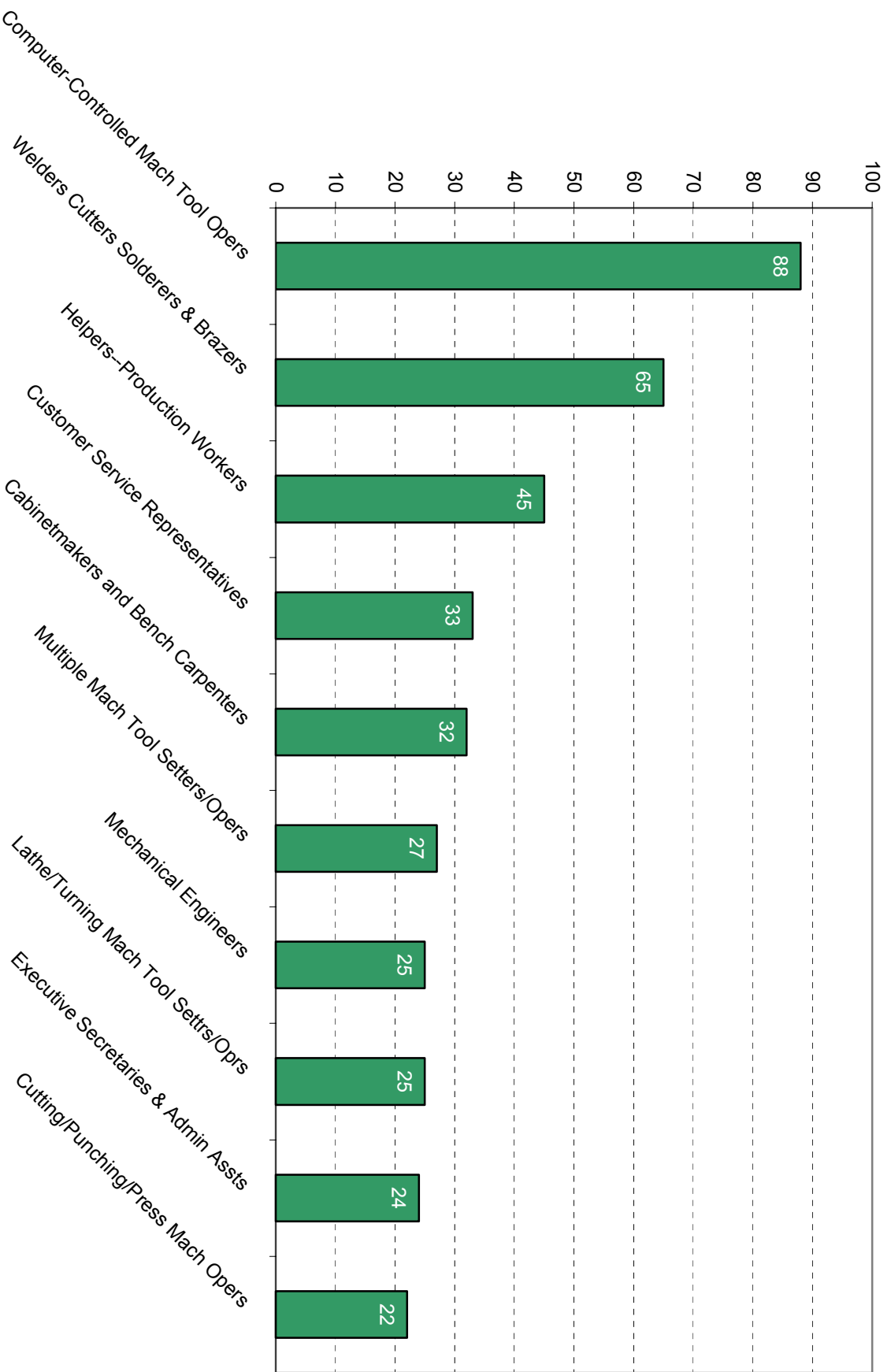
Tractor-Trailer drivers clearly dominate labor demand in the transportation/warehousing sector. Employers in this industry report almost six hundred openings in this occupation. Delivery truck drivers are also in great demand, but reside near the bottom of the top ten list. Jobs for bus drivers, both transit and school, are near the top of the vacancy list. Not surprisingly, first-line supervisors and dispatchers are included on this high-demand list, each with twenty-five vacancies. Customer service representatives and sales representatives have fewer vacancies, but were identified by employers as being among those in demand.

Please see the accompanying charts on the following pages.

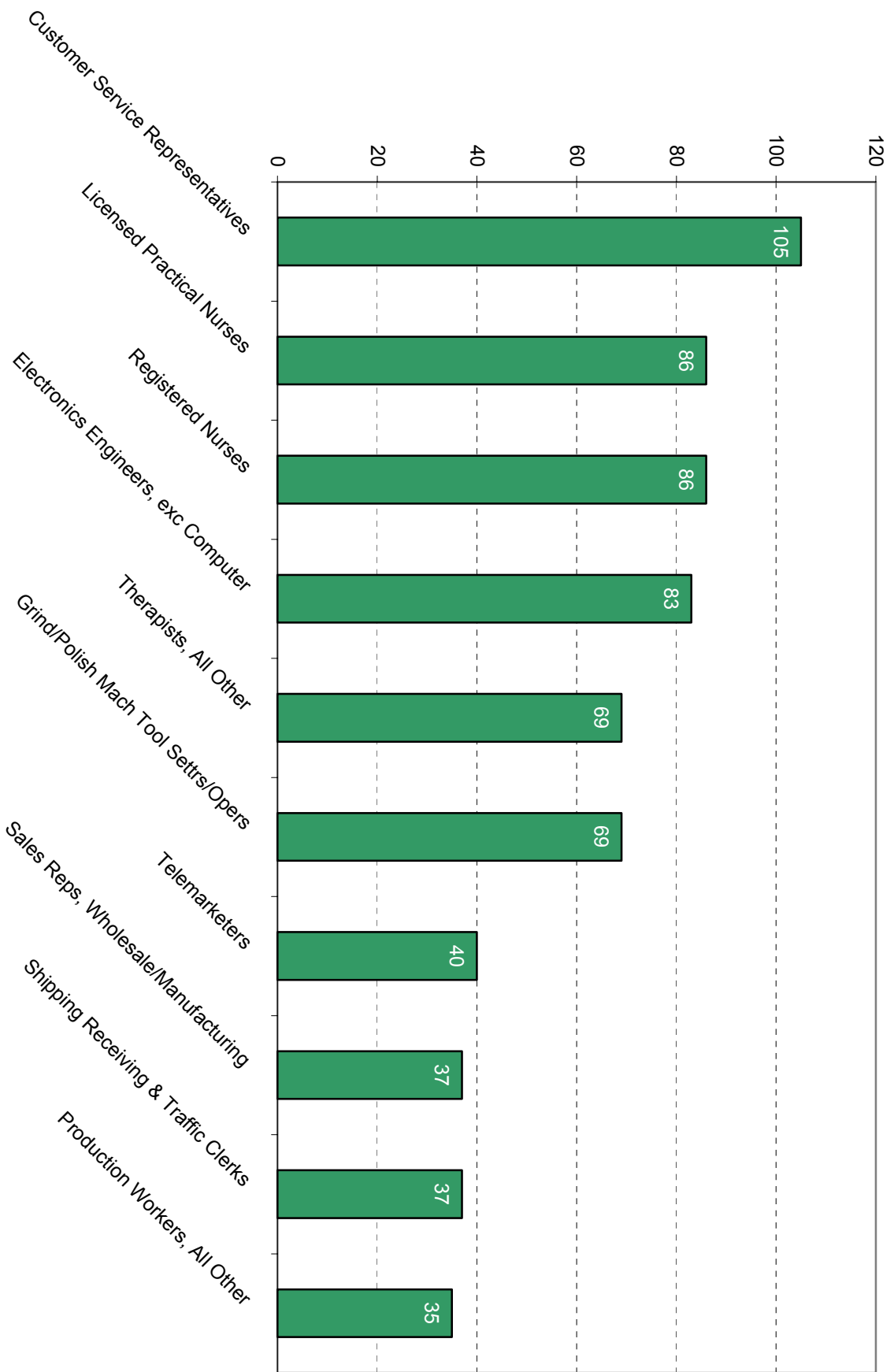
Most Job Vacancies Non-Durable Manufacturing Industry



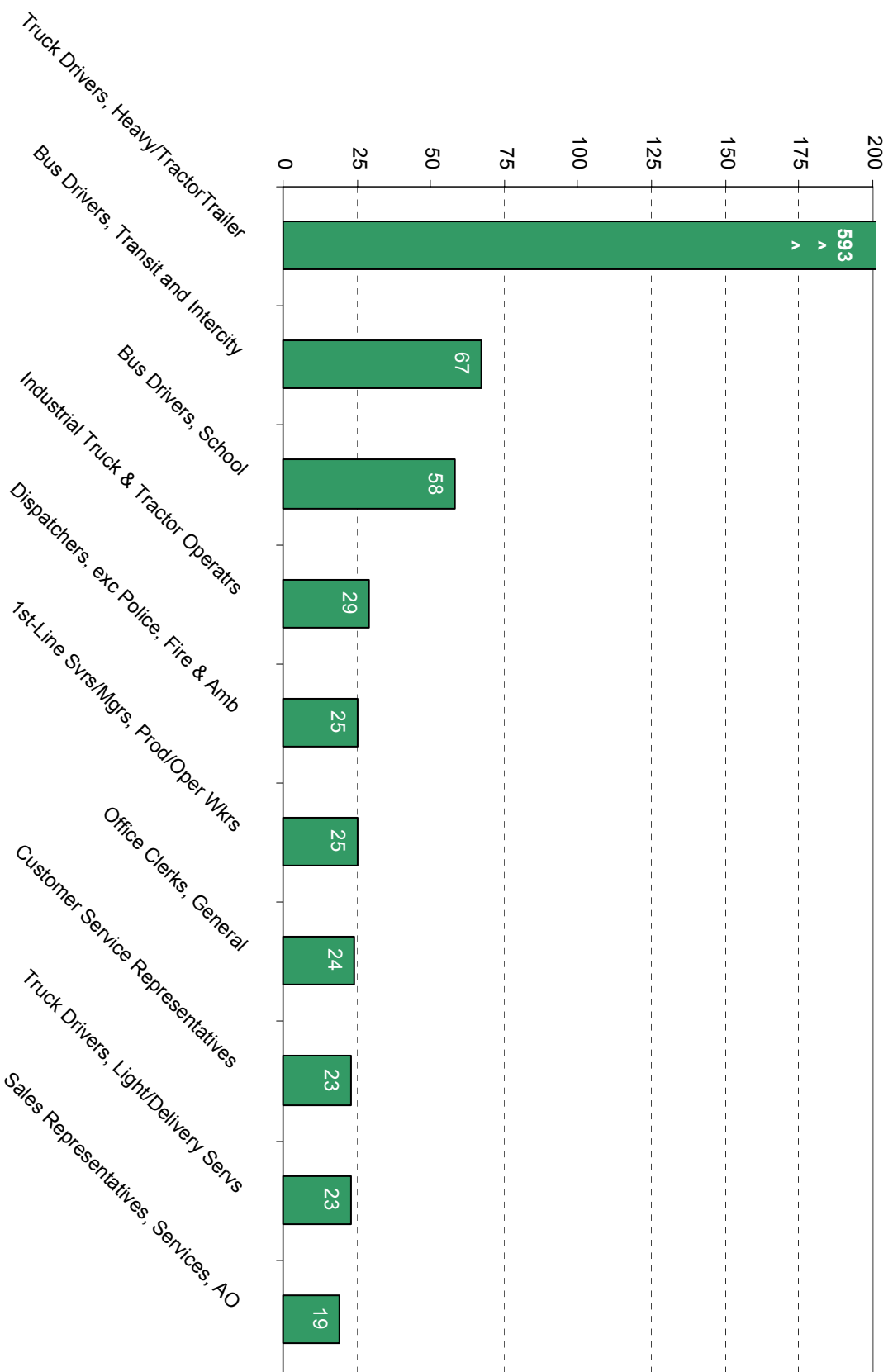
Most Job Vacancies Durable Manufacturing Industry



Most Job Vacancies Wholesale Trade Industry



Most Job Vacancies Transportation/Warehousing/Logistics Industry



Duration of Vacancy

The bulk of the job vacancies in nondurable manufacturing, durable manufacturing, wholesale trade and transportation/warehousing have been open for less than one month. Employers in these sectors anticipate a persistence in the economic recovery that necessitates a boost in hiring activity. Given the timeliness of this survey, this shared anticipation has crystallized only in the last several weeks. The persistence of recent openings across the breadth of occupations reinforces this conclusion.

While the responses from employers in nondurable goods manufacturing fit the general aforementioned conclusion, a few exceptions exist. Three-quarters of the vacancies for production workers and first-line office (administrative) supervisors have, in fact, been open one to two months. A much smaller, but still noticeable, percentage of vacancies for molders and printing machine operators have also been available for the one-to-two month timeframe.

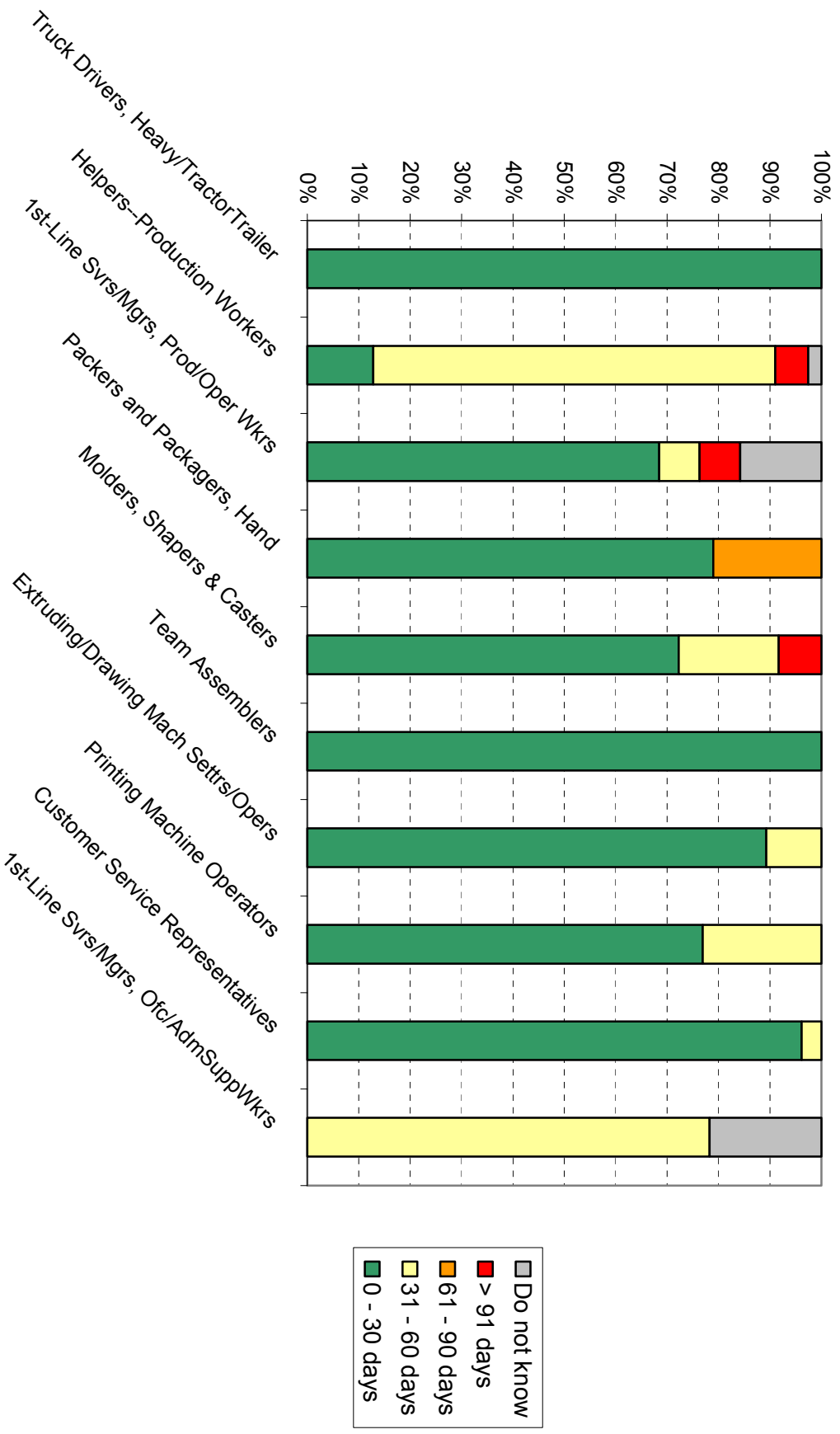
In durable goods manufacturing, the principal split is not between less than one month and greater than one month. Rather, vacancies have been open either less than one month or greater than three months, i.e., always open. The latter phenomenon describes primarily the machine tool occupations in which employers historically report a chronic shortage.

One distinctive feature of the Illinois economy is its role as a hub for goods distribution. Consequently, employment in wholesale trade tends to lead business cycle movement. Approximately one-half of the top occupations in wholesale trade report some vacancies with a duration of greater than one month. Employers in this sector have been intensifying hiring activity for several months and across a breadth of occupations.

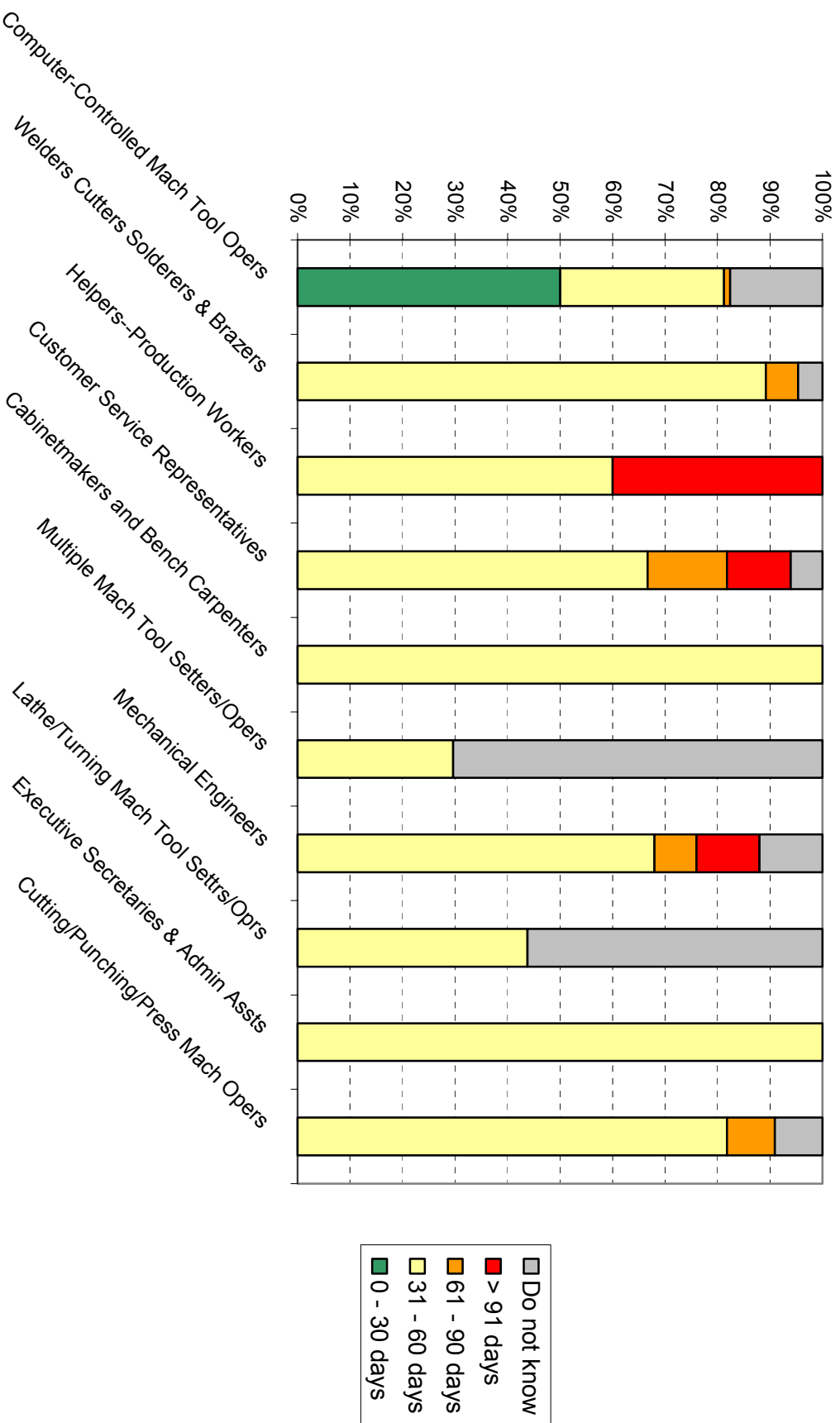
The duration of vacancy measure reveals two labor market dynamics in transportation/warehousing. Vacancies for truck drivers, both tractor-trailer and delivery, and transit bus drivers show a distribution across different timeframes. Twenty percent of the openings for tractor-trailer drivers have been available for more than one month. For vacancies among delivery drivers, thirty percent have been open for more than three months. A similar situation exists among transit bus drivers; employers report eighty percent of the vacancies under the designation of two months or more. These three occupations reveal a labor market driven by high turnover and, consequently, demand across a variety of timeframes. Vacancies in the remaining occupations in this sector are largely limited to less than one month. Once again, the survey has tapped into a shared sentiment among employers that near-term growth will require a boost in payroll employment.

Please see the accompanying charts on the following pages.

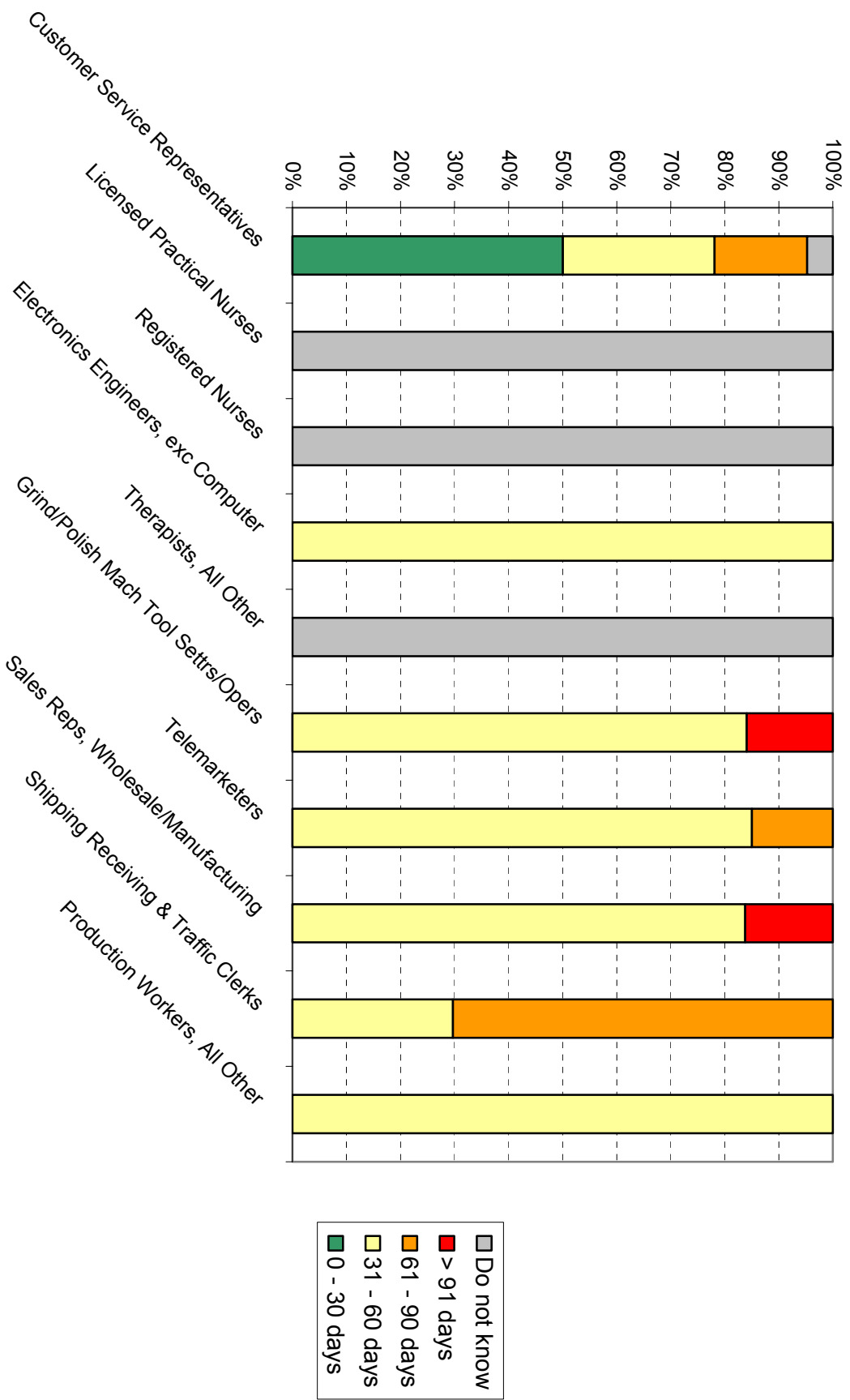
Duration of Vacancy Non-Durable Manufacturing Industry



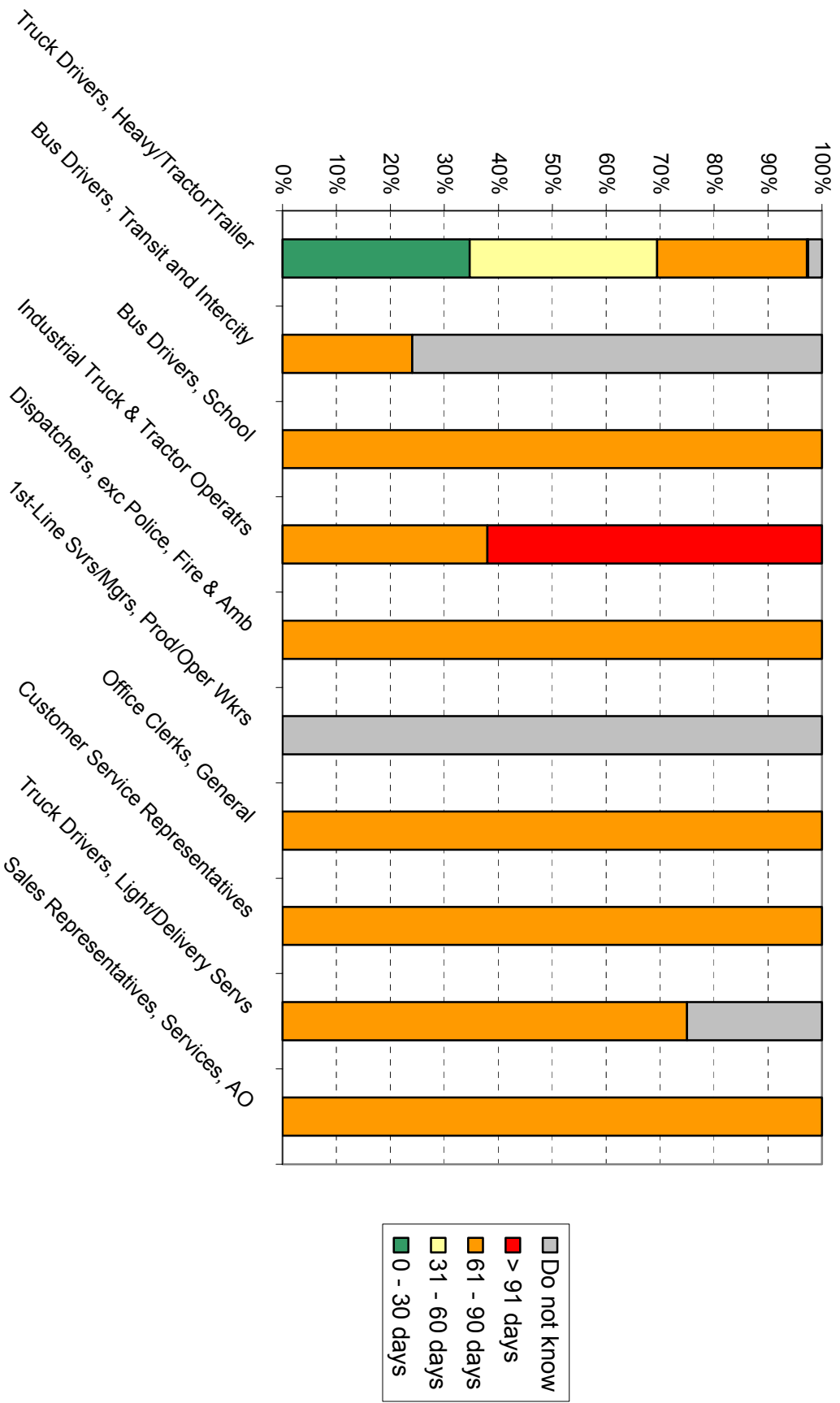
Duration of Vacancy Durable Manufacturing Industry



Duration of Vacancy Wholesale Trade Industry



Duration of Vacancy Transportation/Warehousing/Logistics Industry



Educational Requirement

The educational requirements for most vacancies in nondurable manufacturing are modest, at most a high school diploma. One exception is first-line supervisors (lead workers). Three-quarters of the openings for office supervisors and one-quarter of production supervisors require at least a two-year degree. A second exception is customer service representatives: two-thirds of the vacancies have a minimum requirement of a bachelor's degree.

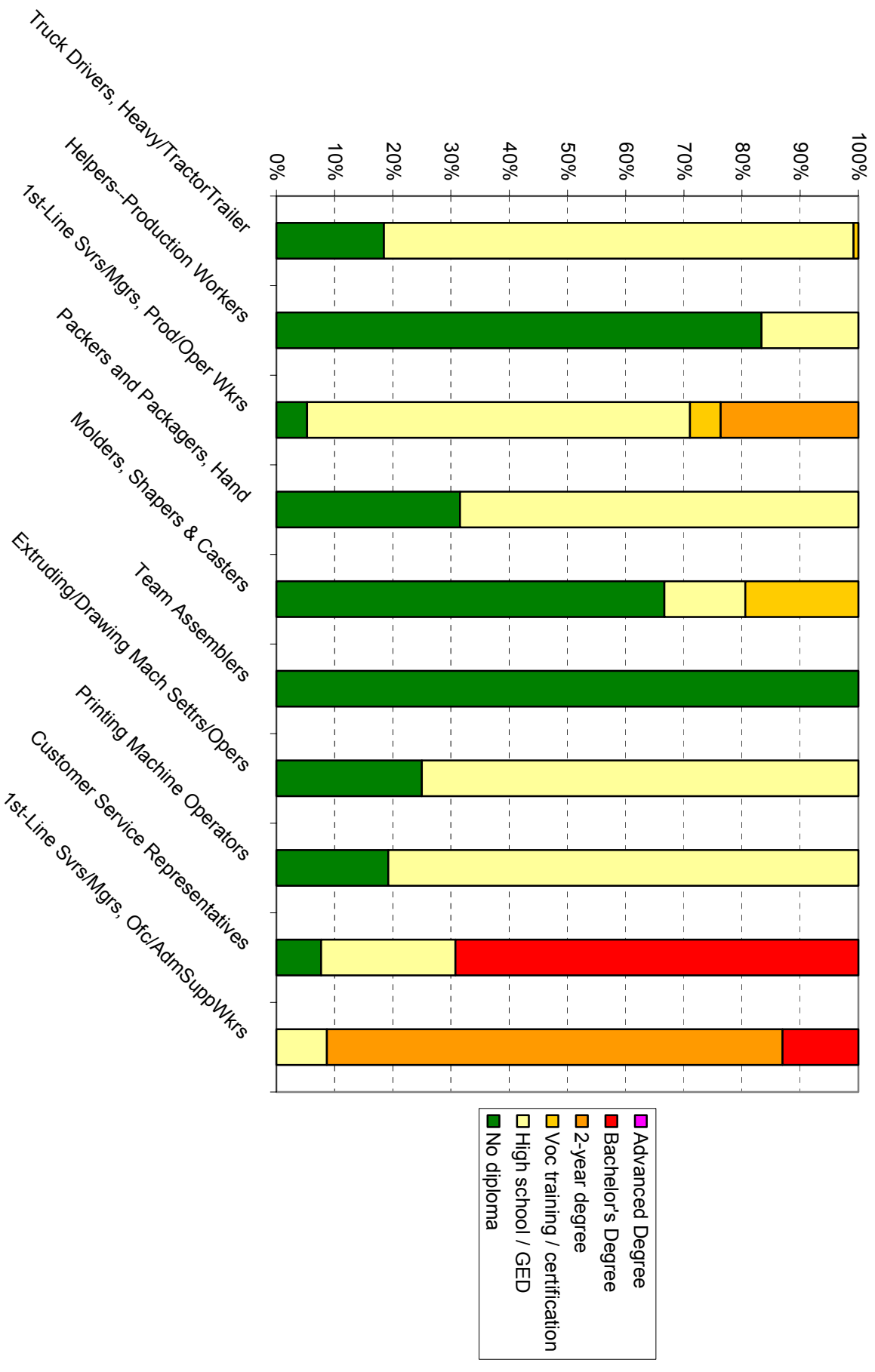
In durable goods manufacturing, employers identified diverse education requirements for customer service representatives and mechanical engineers, ranging in general from no high school diploma to a bachelor's degree. In the case of service representatives, this diversity most probably reflects the technical complexity of the product line. This sector includes electrical and electronic components manufacturing, as well as furniture assembly. Mechanical engineers, on the other hand, reflect different personnel practices across employers. In one instance, an employer might use the title of engineer for a machine mechanic occupation that requires a high school diploma. In contrast, another employer might reserve the title of engineer only for those occupations that require a four-year post-secondary degree.

The dispersion of minimum requirements across different levels of educational attainment also reveals incongruity among employers in wholesale trade. The vast majority of employers that are recruiting for customer service representatives require at least a high school diploma and, yet, ten percent of the vacancies in this occupation require at least a two-year degree. More than three-quarters of the openings for machine setters stipulate a two-year degree, but fifteen percent do not require even a high school diploma. The most diverse educational requirement is sales representative which varies from no diploma to bachelor's degree. Accordingly, sales managers also vary from high school diploma to bachelor's degree. Ninety percent of the openings in electronics engineers necessitate only vocational training or certification. Ten percent require an advanced degree. More than likely, most employers designate an occupation as an electronic engineer without the stipulation of a traditional engineering degree. Those occupations that do require an advanced degree may be in more of a management, or supervisory, career ladder.

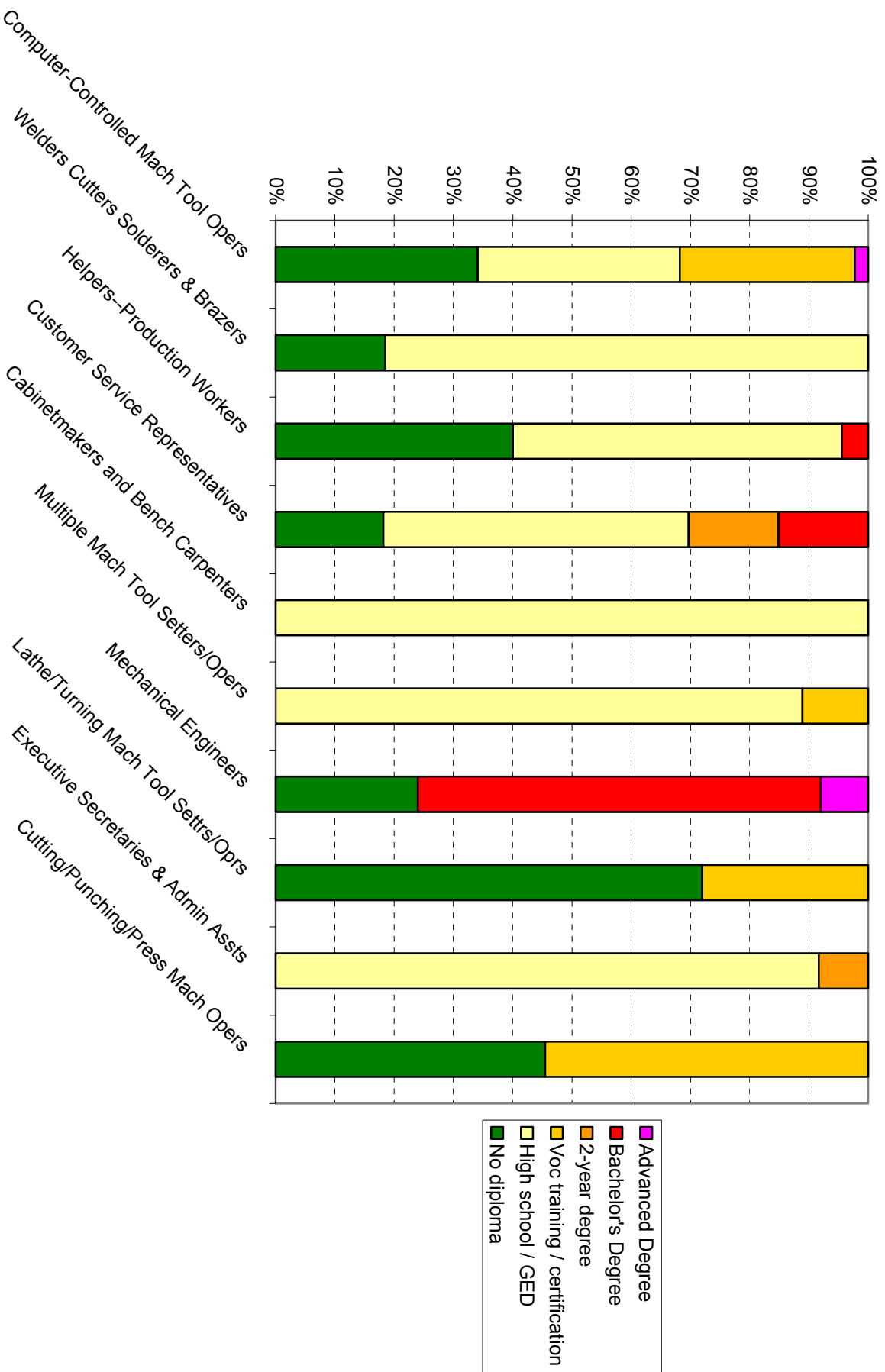
The distribution of educational requirements among truck drivers and bus drivers in transportation/warehousing reveals a labor market that may be progressively moving toward vocational training and certification. While the majority of the vacancies in these occupations demand only a high school diploma or less, a noticeable portion require successful job candidates to demonstrate completion of some post-secondary training. Educational requirements for fork-lift operators and customer service representatives are relatively low as employers emphasize more on-the-job training.

Please see the accompanying charts on the following pages.

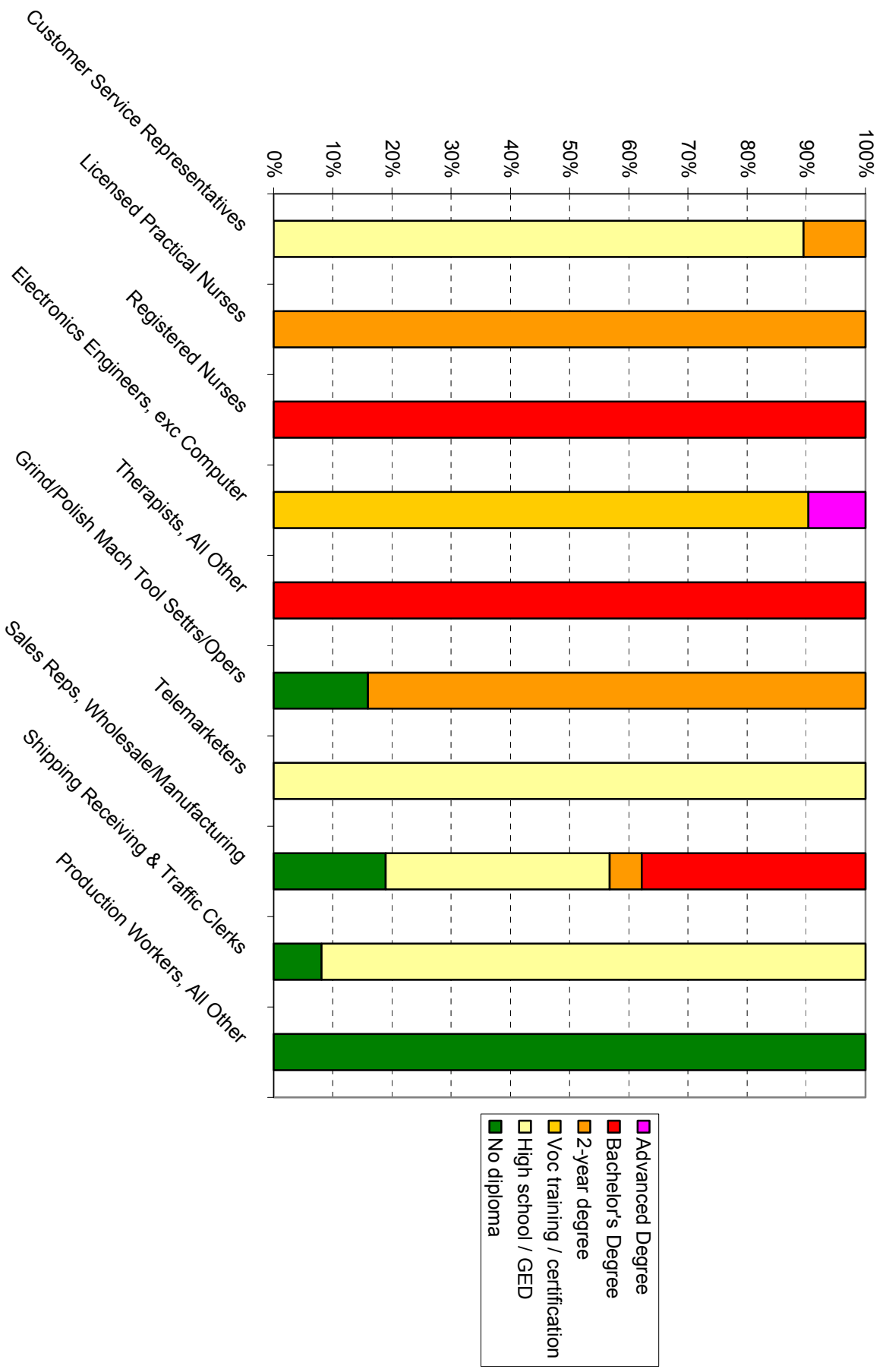
Education Requirement Non-Durable Manufacturing Industry



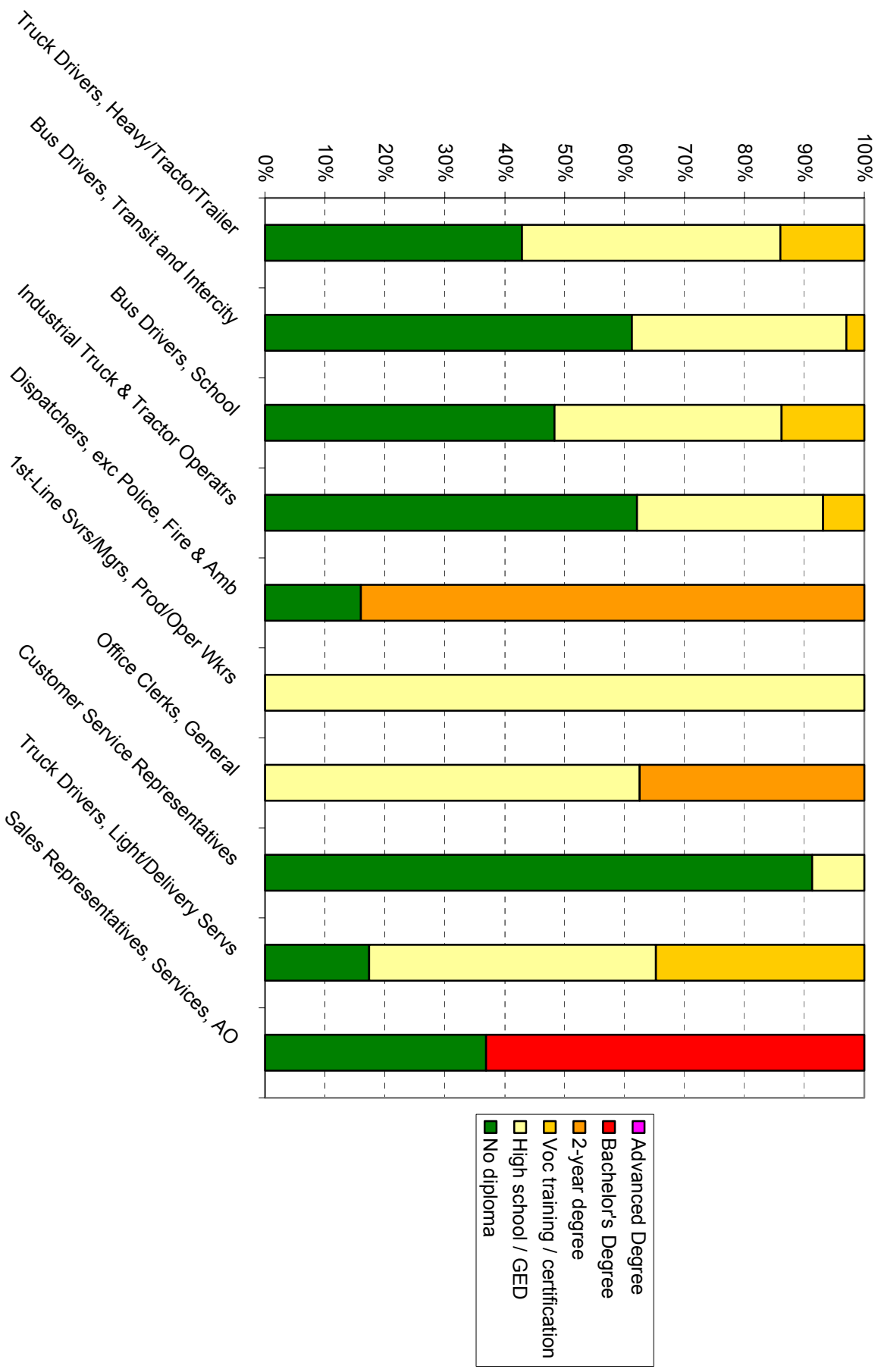
Education Requirement Durable Manufacturing Industry



Education Requirement Wholesale Trade Industry



Education Requirement Transportation/Warehousing/Logistics Industry



Work Experience Requirement

Most of the vacancies in occupations on the top ten list for nondurable manufacturing require only some work experience. Employers expect successful candidates in vacancies for production workers, packagers, and customer service representatives to acquire value-added primarily through on-the-job training with their firm. At the other extreme, a large portion of the openings for truck drivers and first-line supervisors stipulate experience in the specific occupation.

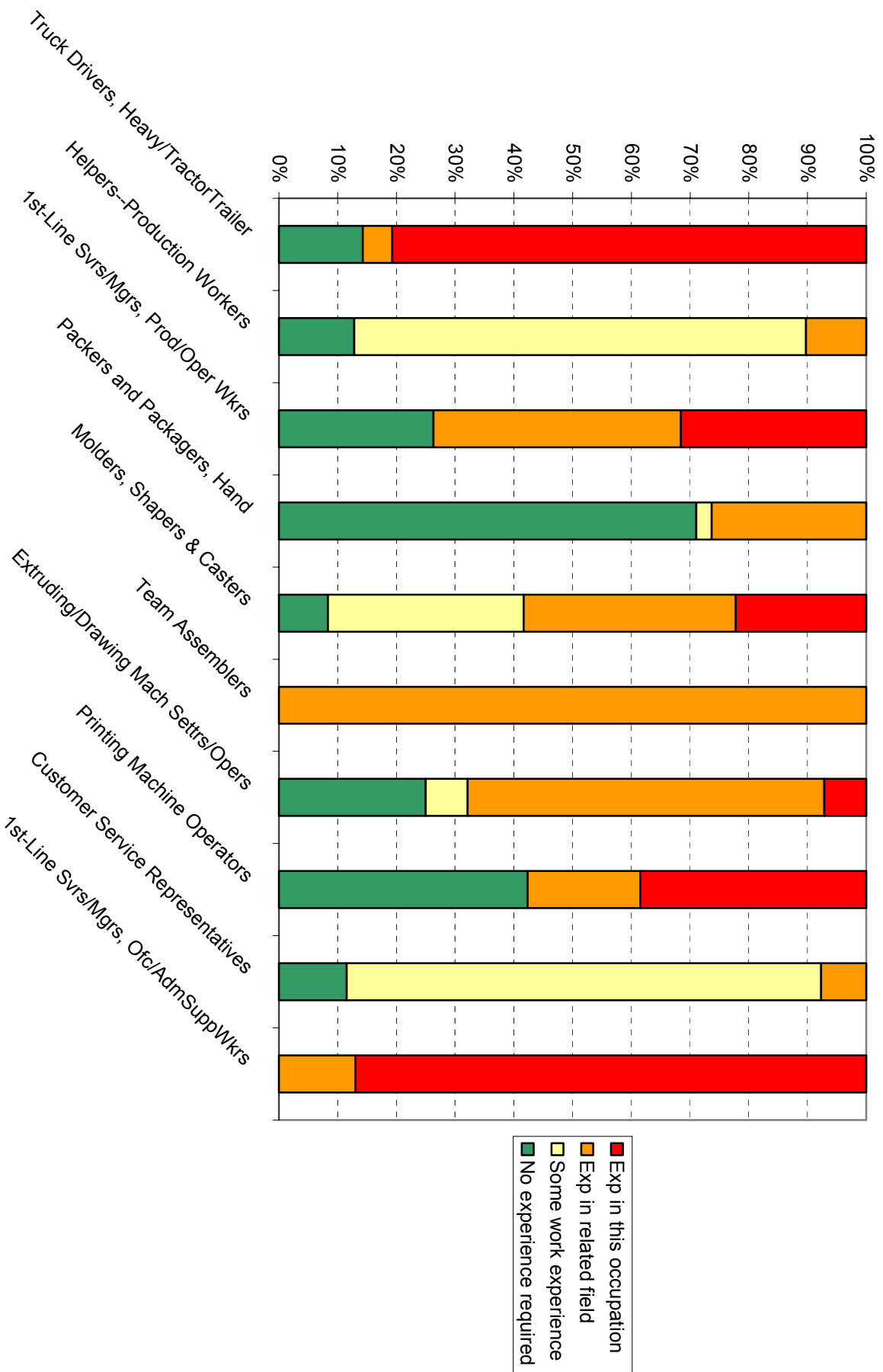
In the durable manufacturing sector, the minimum experience requirement for machine operator candidates is either previous work in a related field or in the specific occupation. The technical and technological complexity of the machines in this sector require job candidates to demonstrate skills acquired in another work setting. The workplace training for successful candidates probably assumes a modicum of skills with technologies most relevant to the specific machine.

Most of the vacancies in the top wholesale trade occupations require at least some work experience in a related field. The pervasiveness of this response across a number of different occupations suggests that employers value highly those candidates that can demonstrate a familiarity with the industry. Telemarketers and shipping/receiving clerks are one exception to this finding. Employers require, to a large extent, only some work experience. The vacancies for production workers are an entry point for workers and do not require any previous experience.

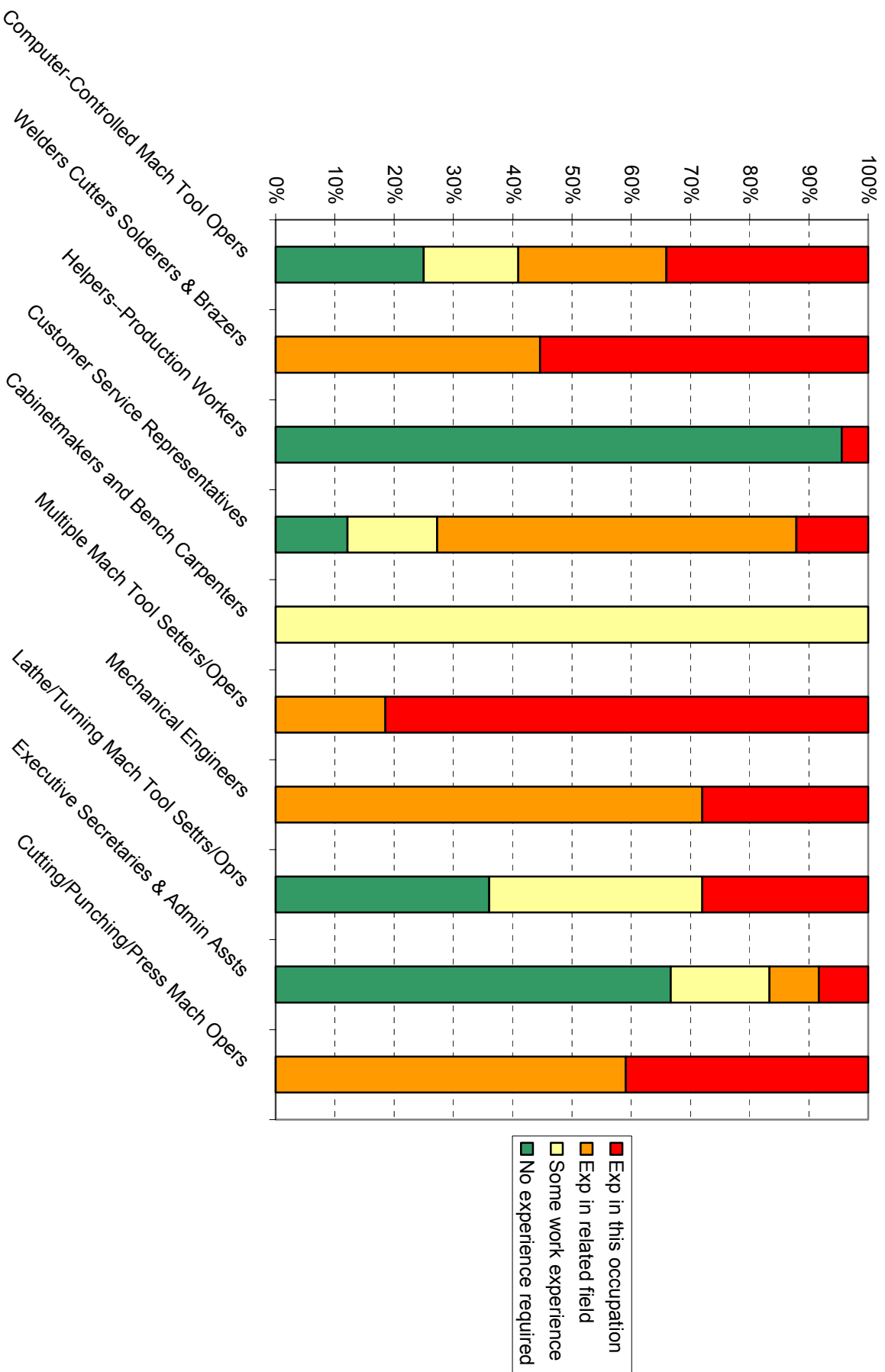
In transportation/warehousing, the work experience requirement for truck drivers, both tractor trailer and delivery, ranges from some experience to previous experience in the specific occupation. This variety is consistent with the findings for the educational requirement and, once again, reinforces the notion of a labor market in transition that may be moving toward stricter requirements. The survey results for bus drivers, on the other hand, suggest different hiring criteria for school drivers than transit drivers. Eighty-five percent of the vacancies in the former do not require any work experience or only some experience. In contrast, eighty percent of the vacancies for transit drivers require experience in a related field and twenty percent require candidates to demonstrate experience in the specific occupation. School bus drivers, then, may be an important candidate pool for employers seeking transit drivers.

Please see the accompanying charts on the following pages.

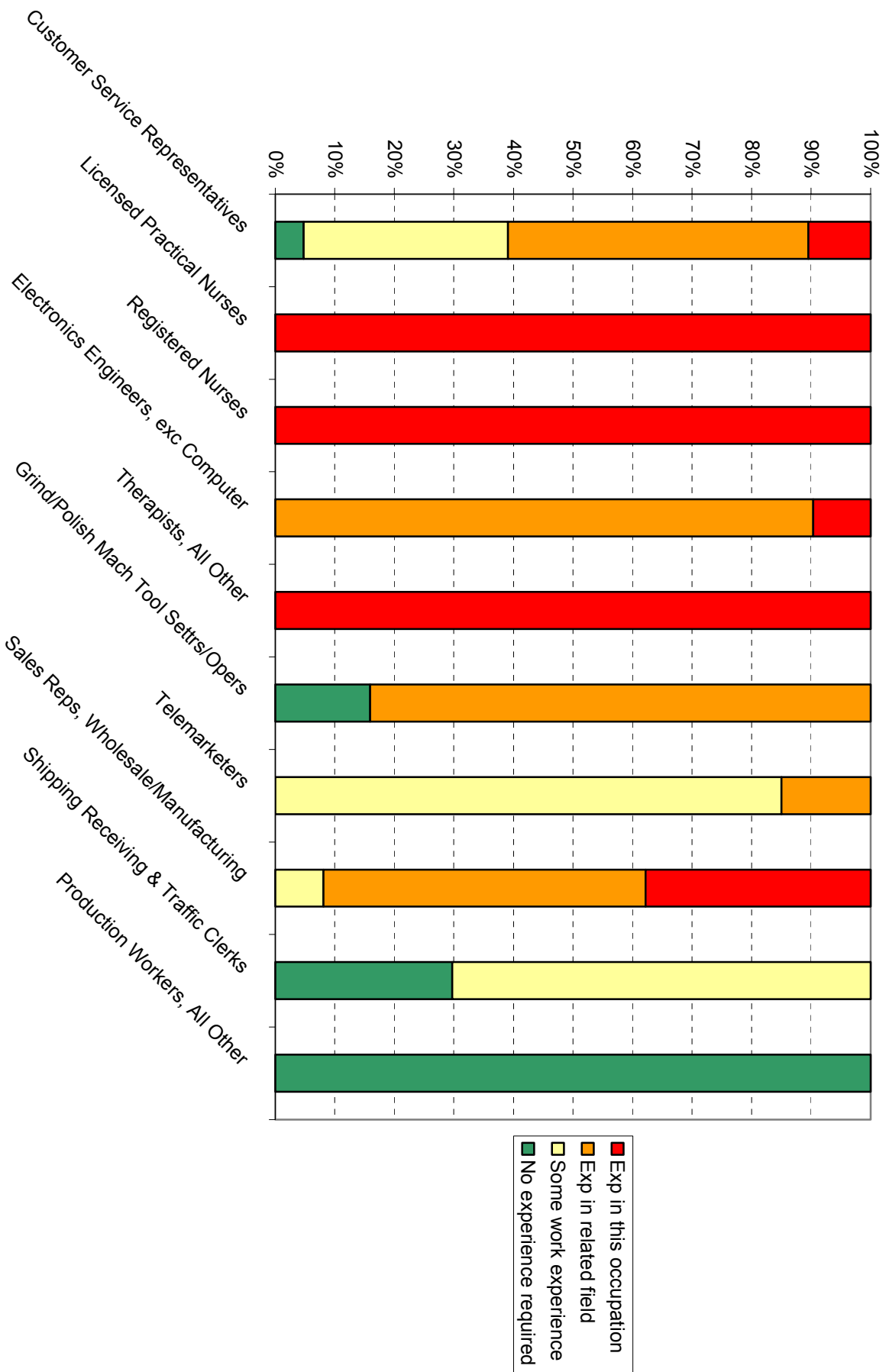
Experience Requirement Non-Durable Manufacturing Industry



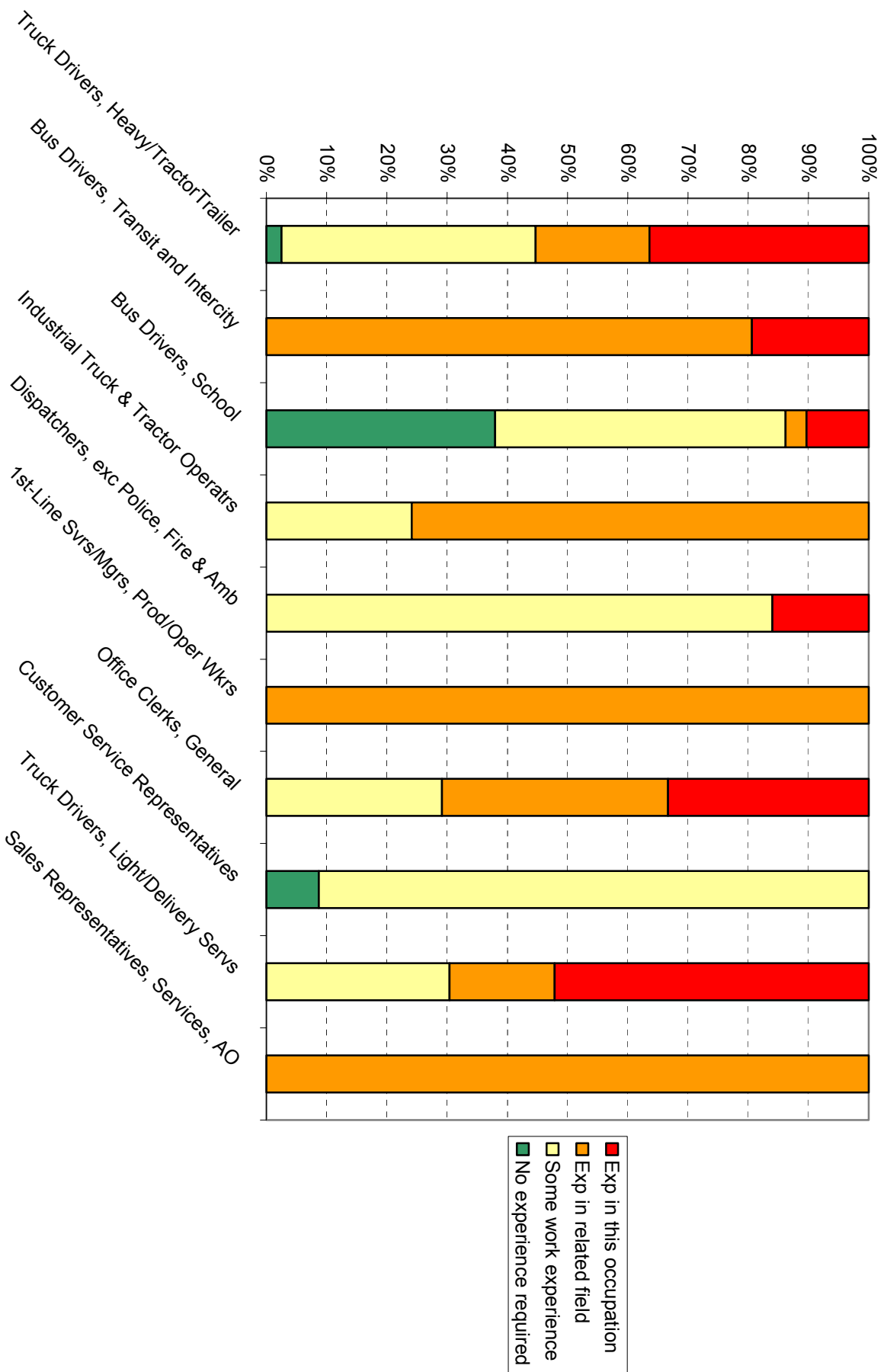
Experience Requirement Durable Manufacturing Industry



Experience Requirement Wholesale Trade Industry



Experience Requirement Transportation/Warehousing/Logistics Industry



Hourly Wage

As described in the Data and Methods section, the information in these graphs is calculated as the median hourly wage. The median, as opposed to other measures of central tendency (mean or mode), is appropriate for wage information because the distribution of values may be skewed by a few observations. The median measure diminishes the impact of extreme values on a distribution. Once again, more than eighty percent of the occupations reported to JVS include wage information.

In nondurable manufacturing, three of the top ten occupations with job vacancies have a starting hourly wage of \$15.00 per hour or more (tractor-trailer drivers, first-line office supervisors, and first-line production supervisors). Four occupations fall below ten dollars an hour, which may hinder recruitment and retention (molders, packagers, extruding machine operators, production workers). Printing machine operators are often considered among the most skilled production workers and the starting wage is \$12.00 per hour.

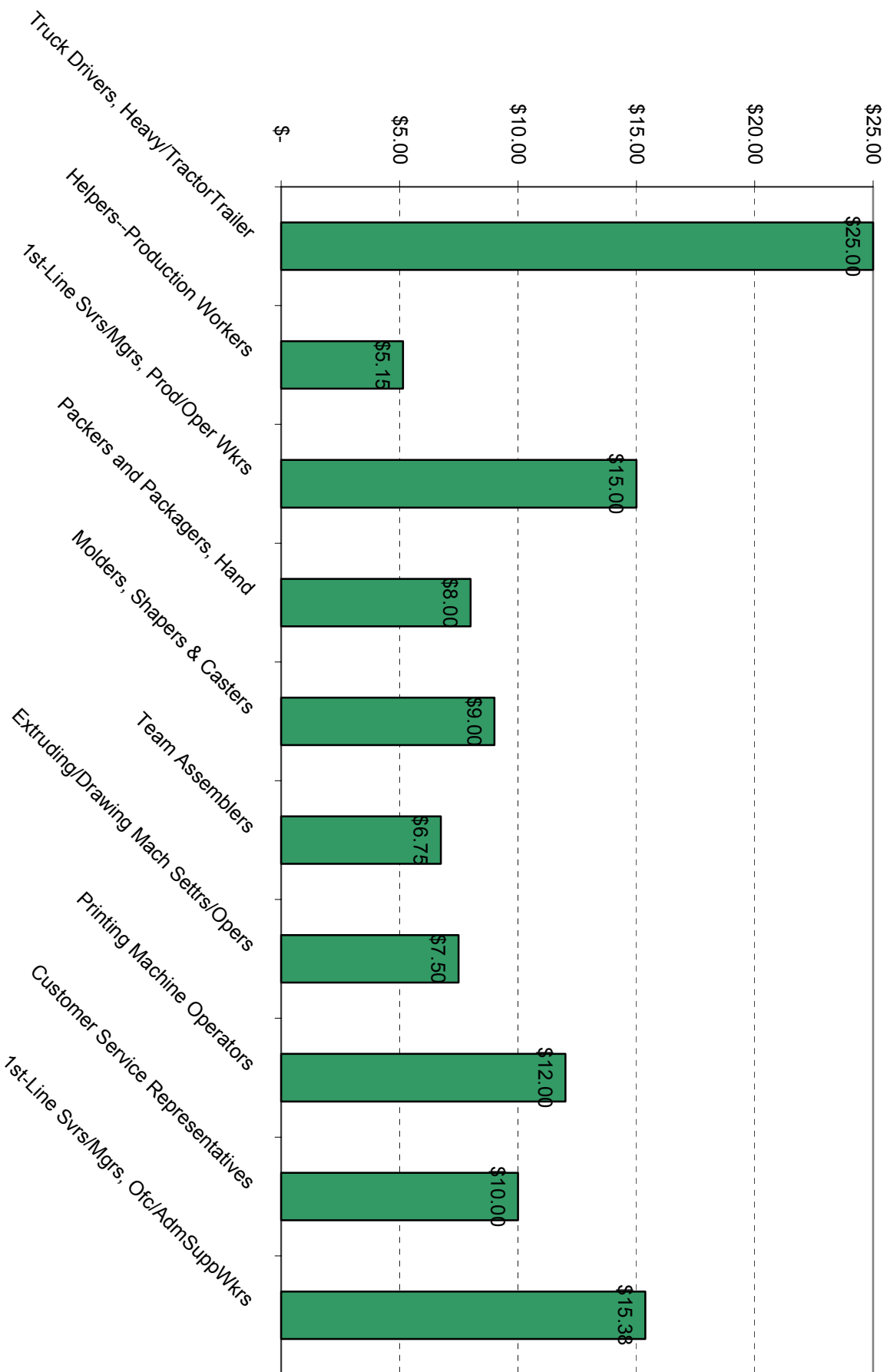
The starting hourly wage for cabinetmakers and mechanical engineers is the highest among the top hiring occupations in durable manufacturing, \$24.04. Unlike nondurable manufacturing that had a wage distribution weighted at the top and bottom, the durable manufacturing sector has four occupations with a starting wage of approximately \$13.00 per hour (customer service representative, welders, machine tool operators and lathe operators).

The top ten occupations in wholesale trade are more concentrated toward the upper range of starting salaries. Sales managers (\$33.42), tractor-trailer drivers (\$20.00), electronics engineers (\$19.23), and sales representatives (\$17.31) exceed the threshold of \$15.00 per hour. Production workers (\$8.00) are the only occupation with a starting wage below \$10.00.

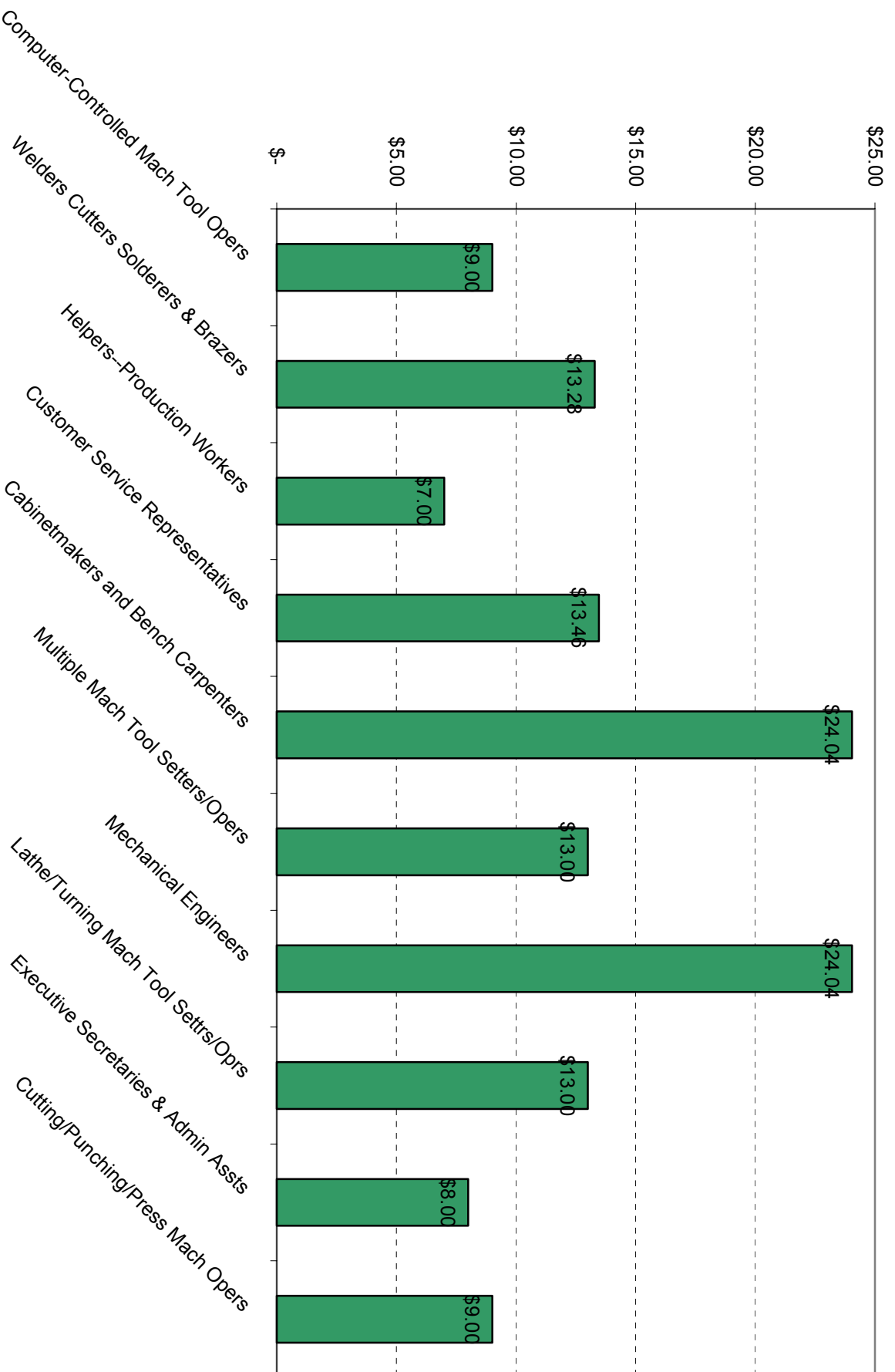
In transportation/warehousing, the distribution of hourly wages among the top occupations is more compressed than in the other industry sectors. The starting wages range from \$9.00 to \$19.71. Thus, the top wage is less than in the other sectors and the bottom wage is higher. Not surprisingly, the starting wage for tractor-trailer drivers (\$15.93) and delivery truck drivers (\$14.00) is reasonably similar. This observation also holds for bus drivers, i.e., transit drivers (\$10.00) and school drivers (\$9.50).

Please see the accompanying charts on the following pages.

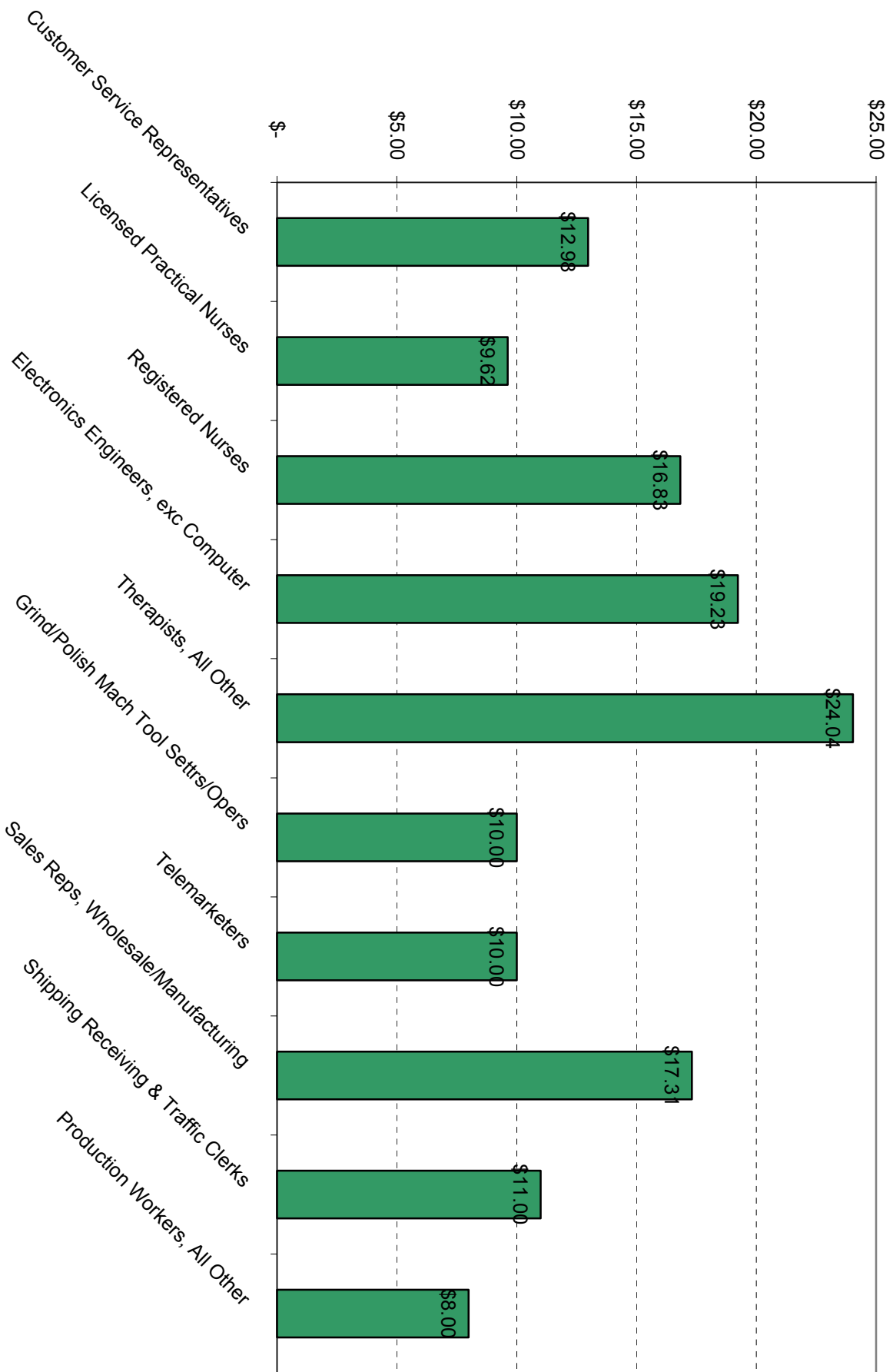
Median Starting Wage Offered (Hourly) Non-Durable Manufacturing Industry



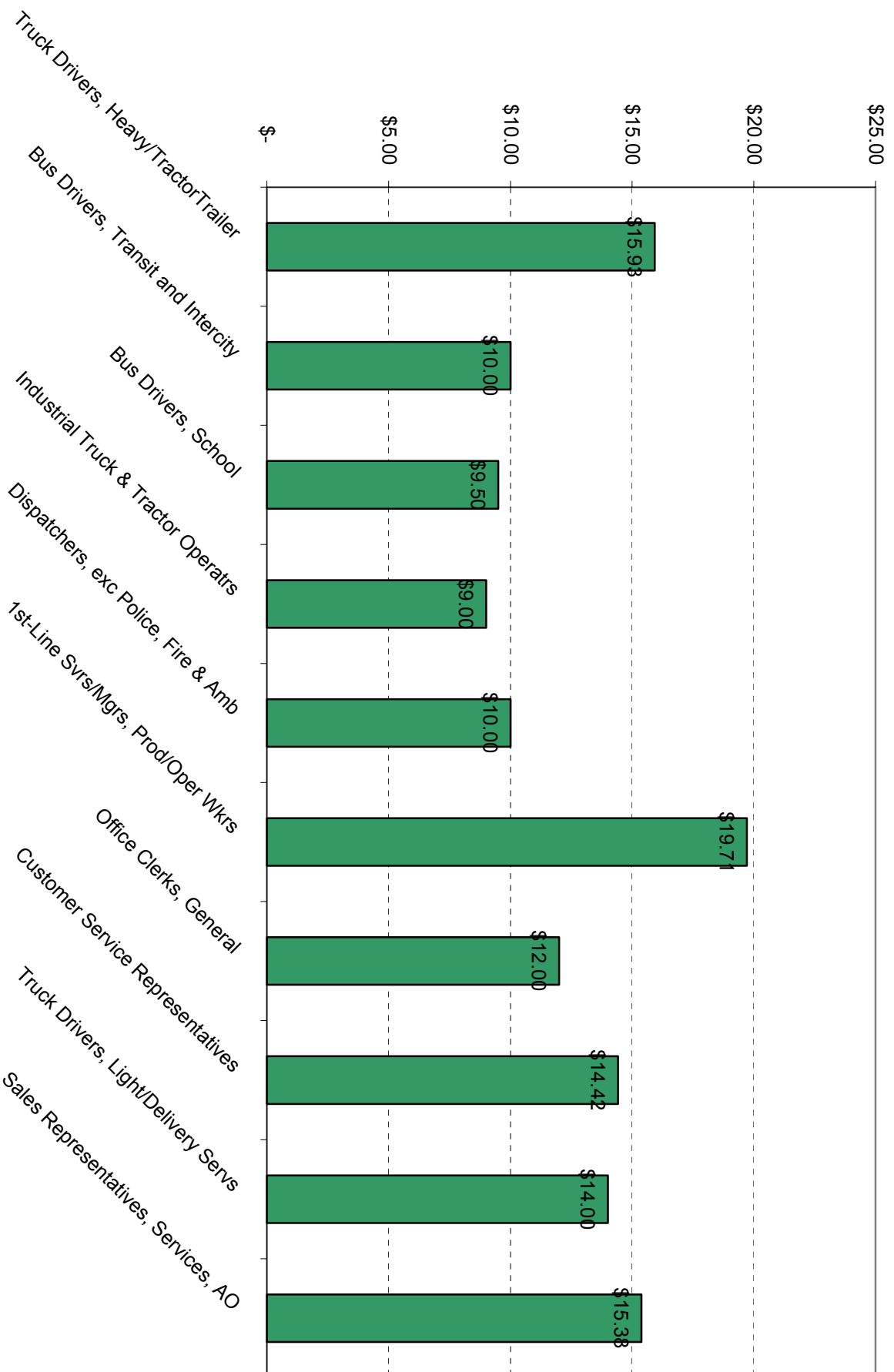
Median Starting Wage Offered (Hourly) Durable Manufacturing Industry



Median Starting Wage Offered (Hourly) Wholesale Trade Industry



Median Starting Wage Offered (Hourly) Transportation/Warehousing/Logistics Industry



Provision of Benefits

In nondurable manufacturing, a majority of vacancies in extruding machine operators and first-line office supervisors do not offer any benefits, as is the case for one-quarter of the vacancies for packagers. The results for office supervisors reflects a small number of survey respondents and should be interpreted with some care. Paid sick and vacation leave are commonly offered for most job openings. Health insurance is also prevalent, however less than the paid leave for most vacancies.

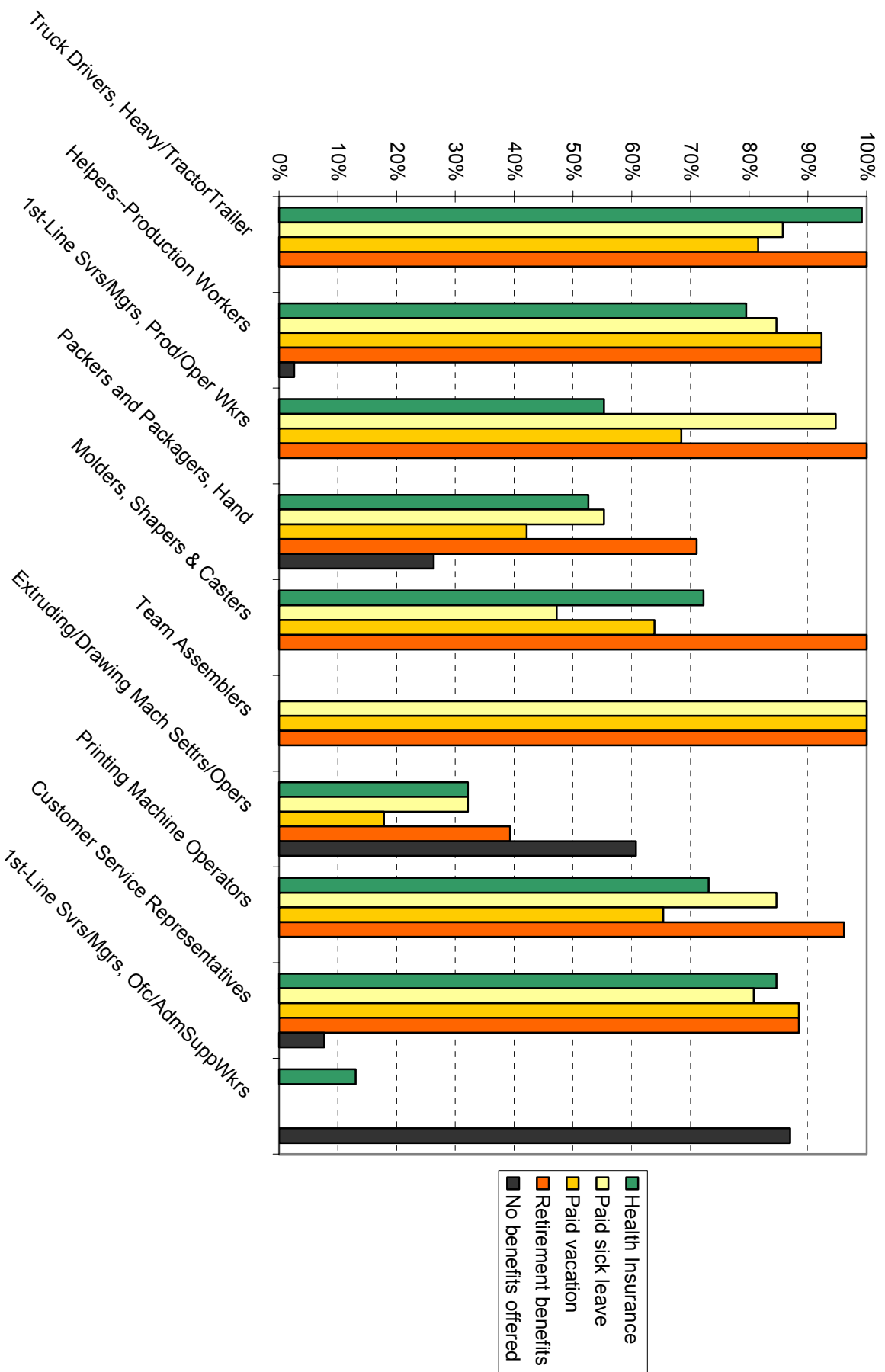
Retirement benefits are widespread in the durable manufacturing sector. The exception is among multiple machine tool operators and, to a lesser extent, production workers. Paid sick leave, more so than paid vacation, is the benefit of choice among employers most active in hiring. Almost three-quarters of the openings for multiple machine tool operators and one-half for production workers do not offer any benefits.

In wholesale trade, only one-half of the openings for packagers are provided benefits. The other top vacancy occupations include at least some combination of benefits. Retirement benefits are most common. Health benefits are more generalized in this sector than in any of the other three sectors. Employers routinely offer successful job candidates paid sick and vacation leave, unlike durable manufacturing which favors paid sick leave.

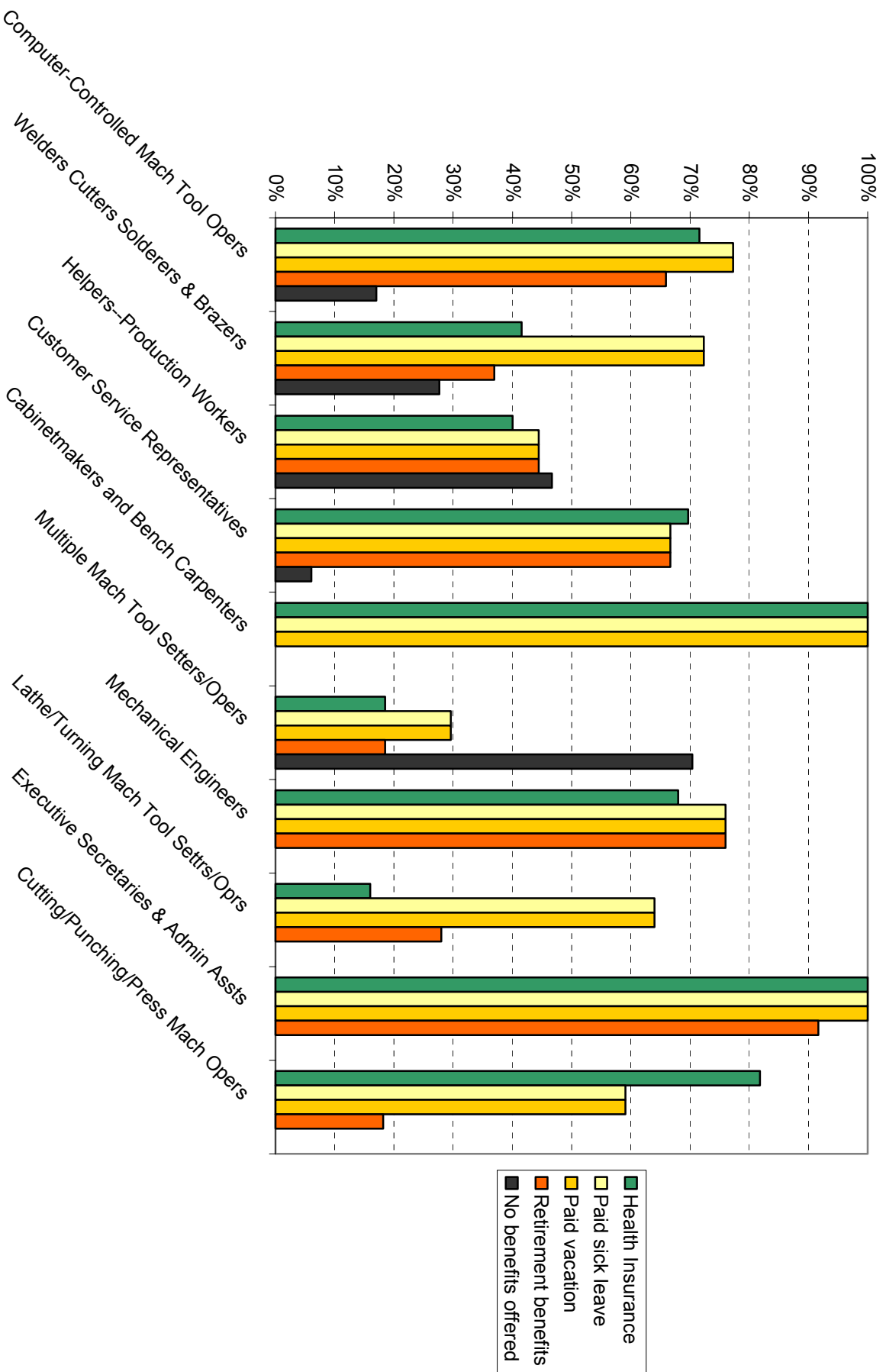
Most of the occupations in the transportation/warehousing sector include the full menu of benefits, with the exception of truck drivers and school bus drivers. Employers hiring into these two occupations offer a range of benefit options from none to a mixture of health insurance and paid sick and vacation leave. This lack of consistency across employers underscores the segmented nature of these labor markets.

Please see the accompanying charts on the following pages.

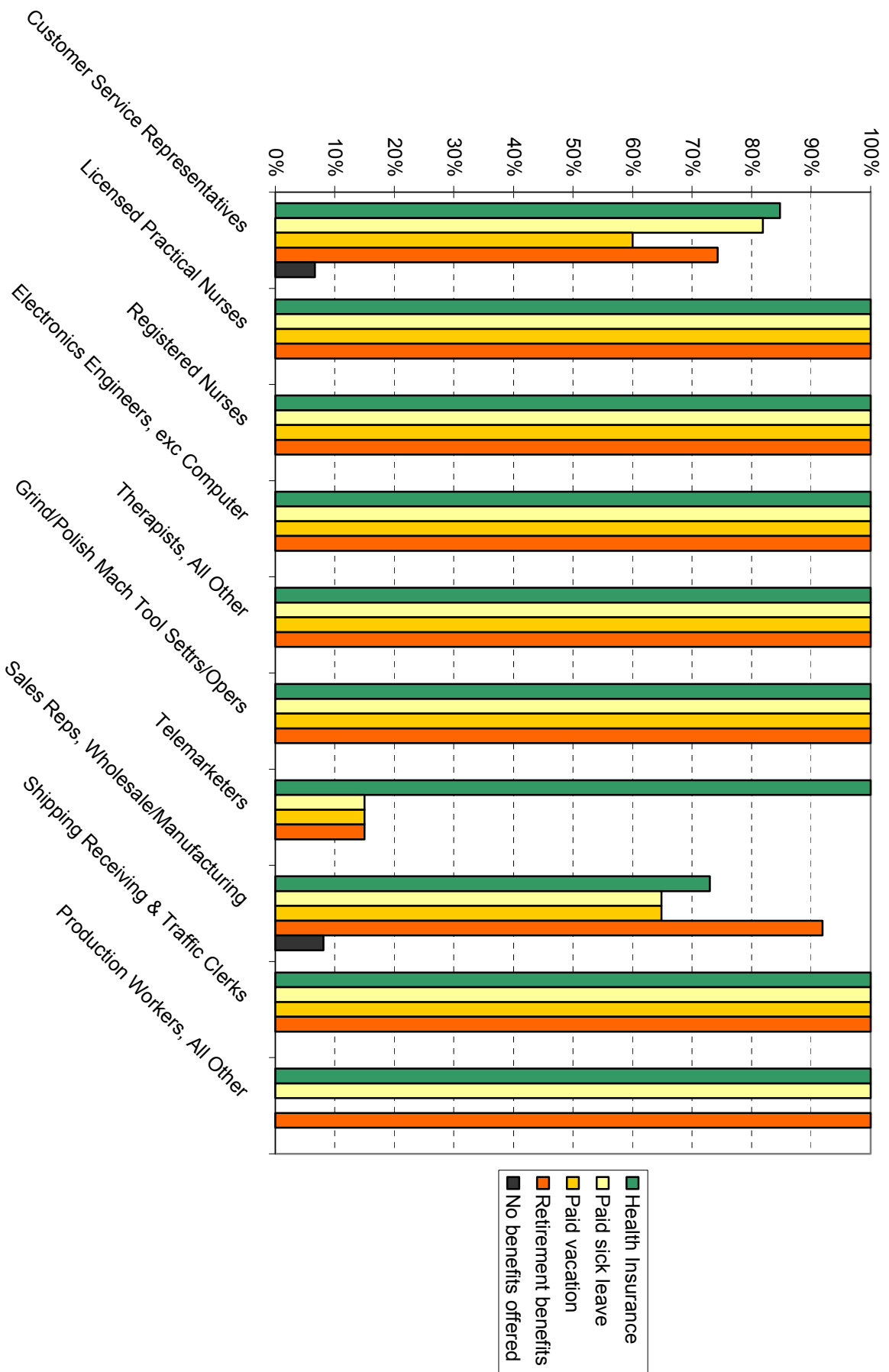
Benefits Offered Non-Durable Manufacturing Industry



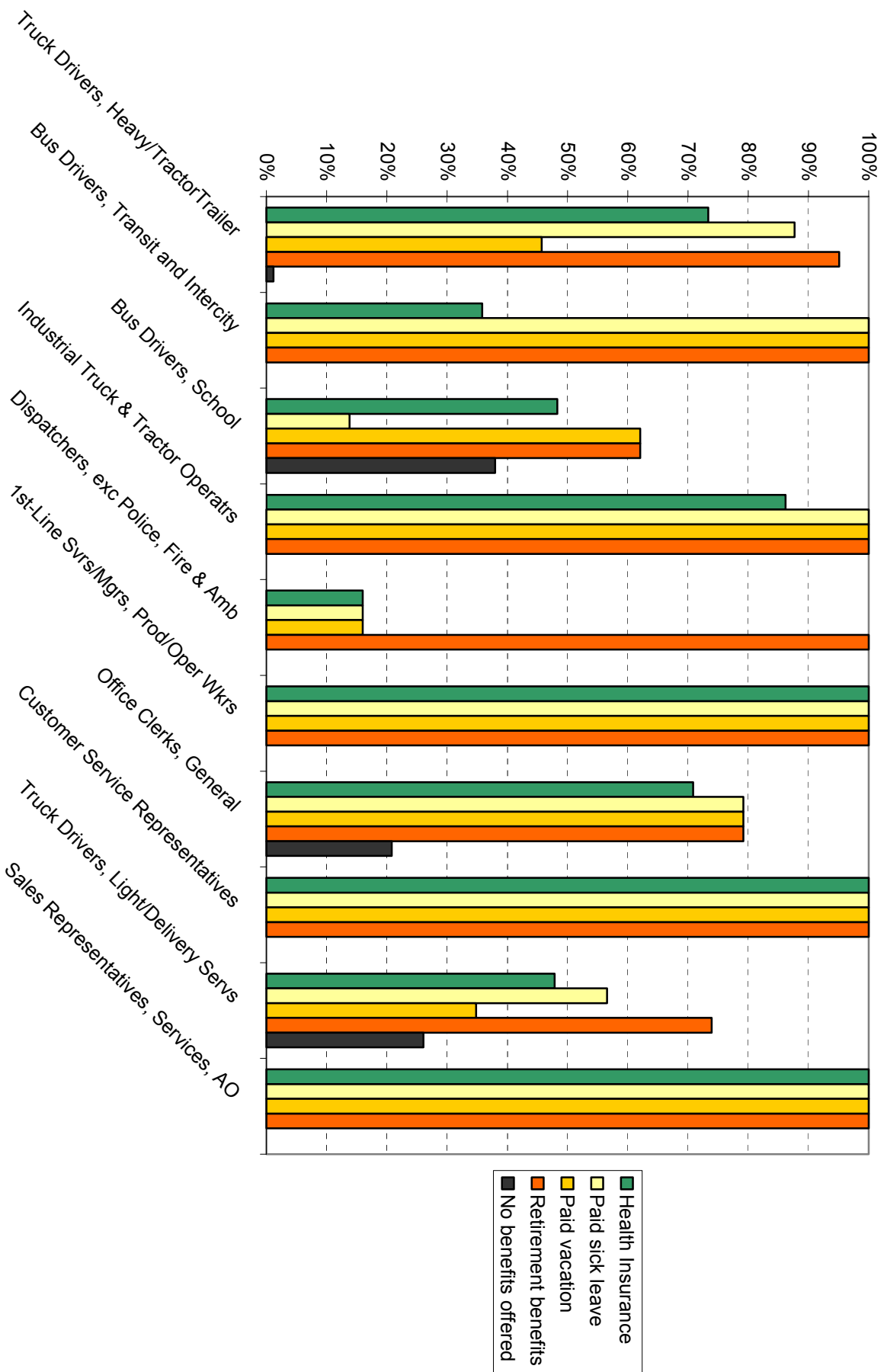
Benefits Offered Durable Manufacturing Industry



Benefits Offered Wholesale Trade Industry



Benefits Offered Transportation/Warehousing/Logistics Industry



Hiring Difficulties

Employers in nondurable manufacturing identify applicants' basic skills (e.g., language, reading, work ethic and punctuality) as the primary source of hiring difficulties in most of the occupations with a high number of job vacancies. In the more skilled occupations, such as extruding and printing machine operators, the survey results reveal a perceived deficit of applicants' technical skills (math, computer, and problem solving). For molders, and to a lesser extent print operators, employers describe labor availability as a hiring constraint. Of note, the overwhelming response to hiring difficulties for production workers falls to the "other" category. Survey interviewers solicited a follow-up description from employers who selected the "other" category. The results develop two themes: 1. High turnover in the occupation requires on-going recruitment; and, 2. Working conditions deter potential candidates.

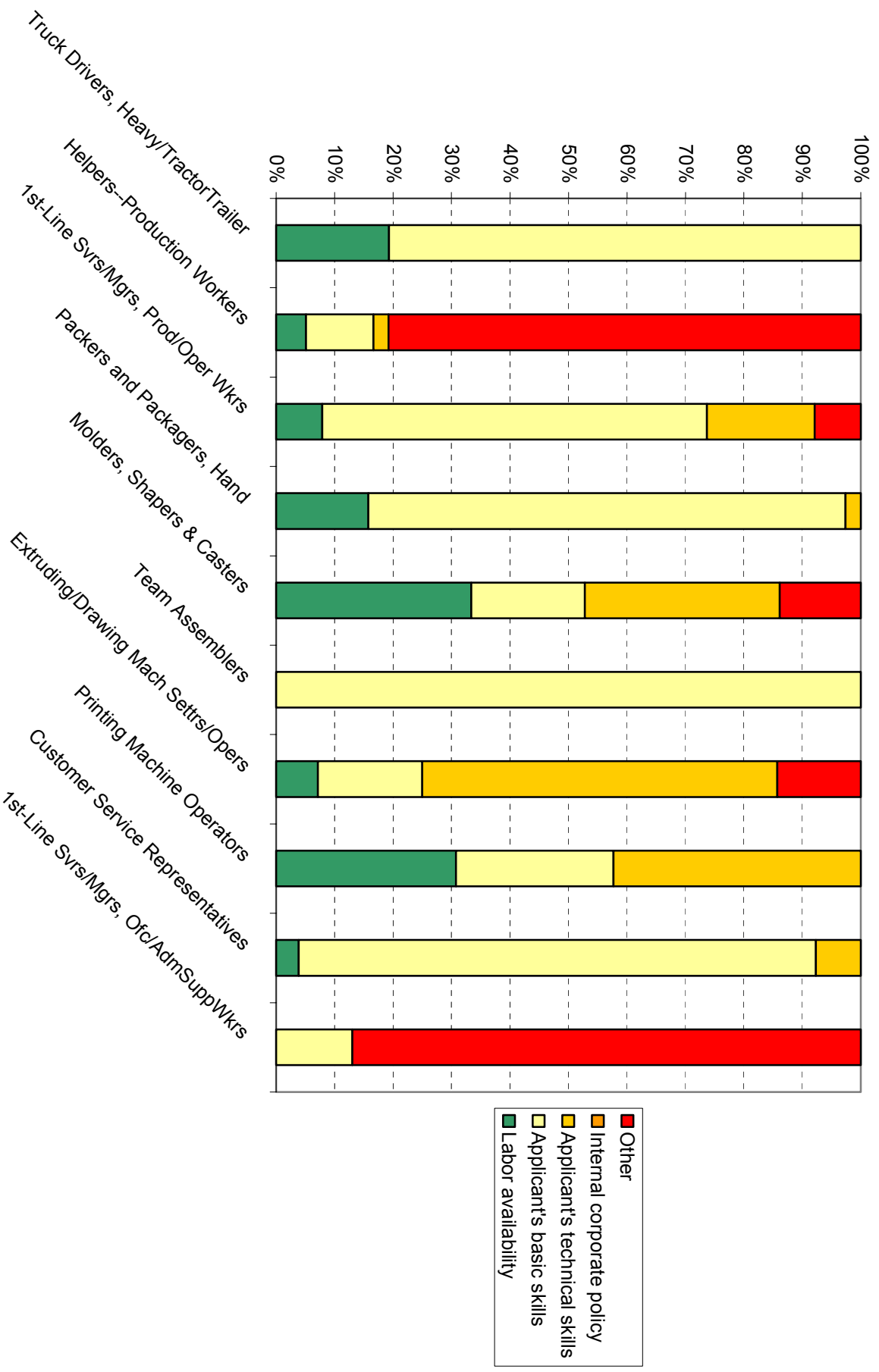
Employers persistently specify applicants' technical skills as the principal impediment to hiring in durable manufacturing. The constancy of this response is more remarkable for the variety of occupations in the list, ranging from customer service representatives to machine operators. Labor availability, though, is another formidable obstacle employers face in the recruitment of welders and lathe machinists. Employers in this sector also repeatedly identify "other" as the source of hiring difficulties. The additional comments lent substance to this choice and indicate a problem with working conditions and relocation costs. In addition, many "other" respondents opted for this category because they felt that labor availability and applicants' skills contributed equally to hiring difficulties.

In wholesale trade, the source of hiring difficulties for electronic engineers and packagers is predominately labor availability. Among the other occupations, applicants' basic skills is the primary hindrance, followed by the lack of appropriate technical skills. Recruitment of production workers, once again, is plagued by high turnover.

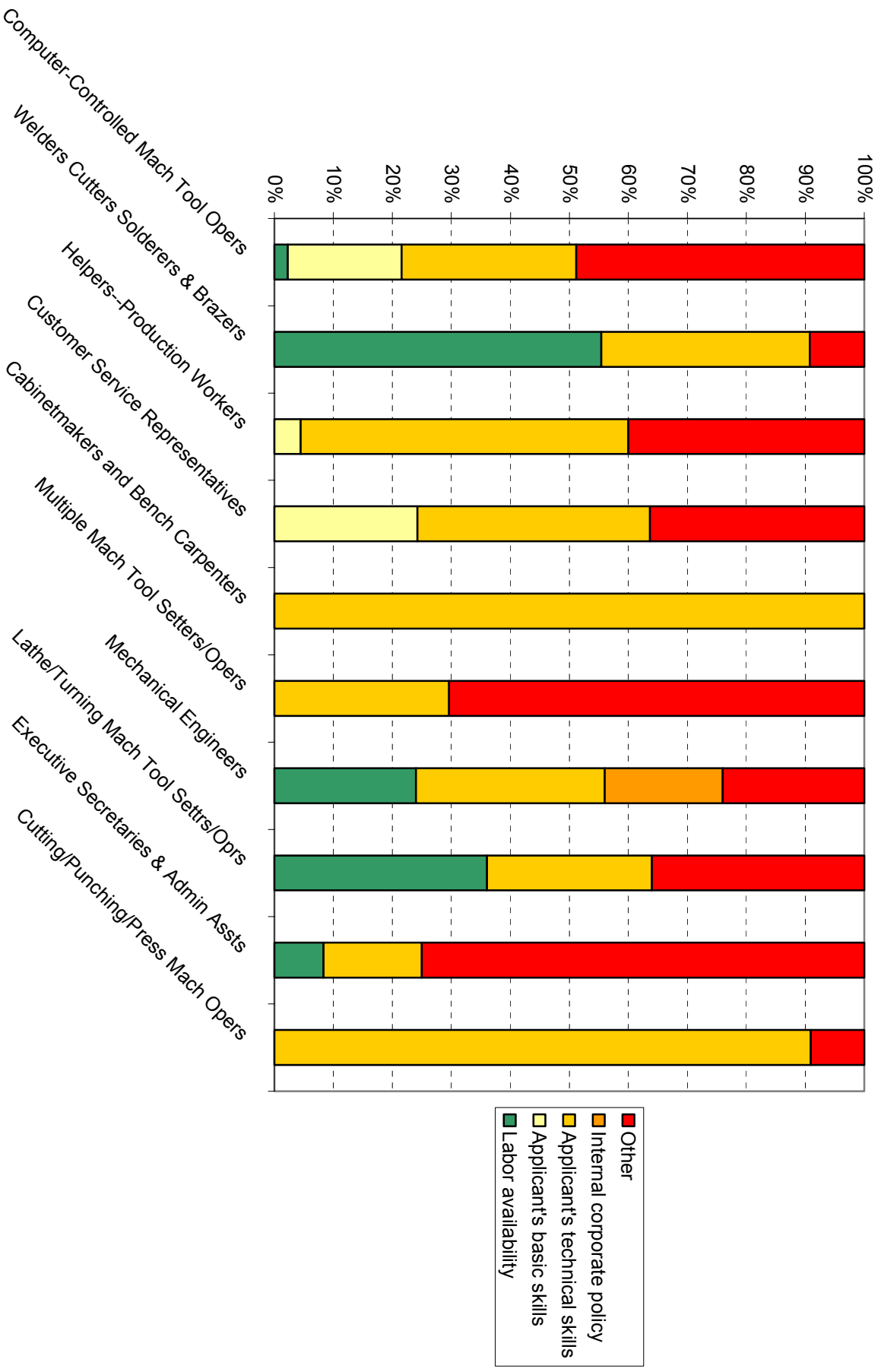
Most occupations in the transportation/warehousing sector highlight the gap between employers' expectations and applicants' basic skills and technical skills. Curiously, applicants for delivery truck driver positions lack the technical skills, but not for tractor trailer applicants (a deficit of basic skills). These findings merit additional investigation. Labor availability is a constraint in hiring customer service representatives and school bus drivers. Under the "other" response category, employers note two additional problems with applicants for bus driver vacancies: prevalence of felony convictions and liability insurance. Employers also describe retention as an issue with sales representatives. Successful candidates often move quickly into other positions.

Please see the accompanying charts on the following pages.

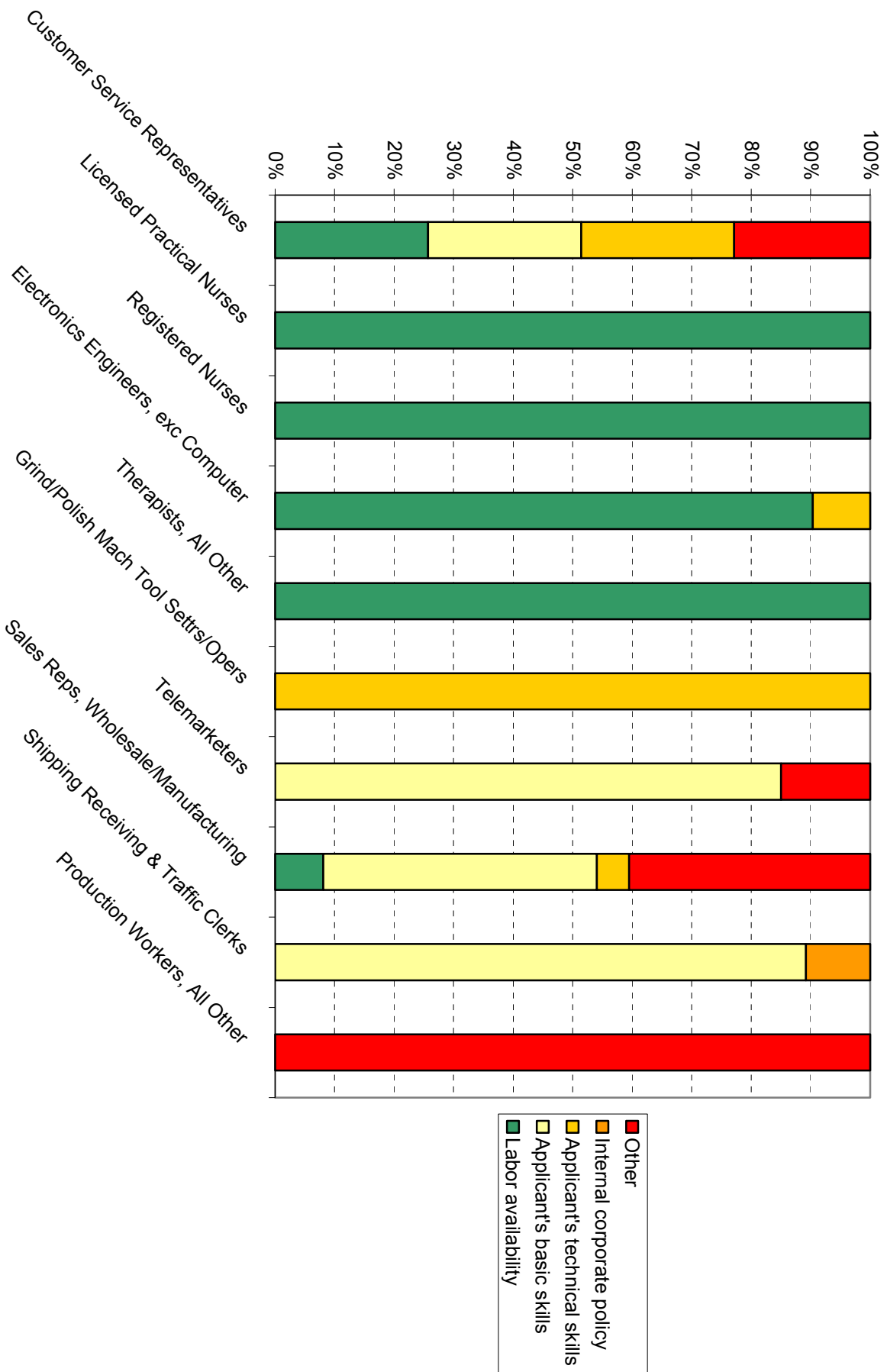
Hiring Difficulty Non-Durable Manufacturing Industry



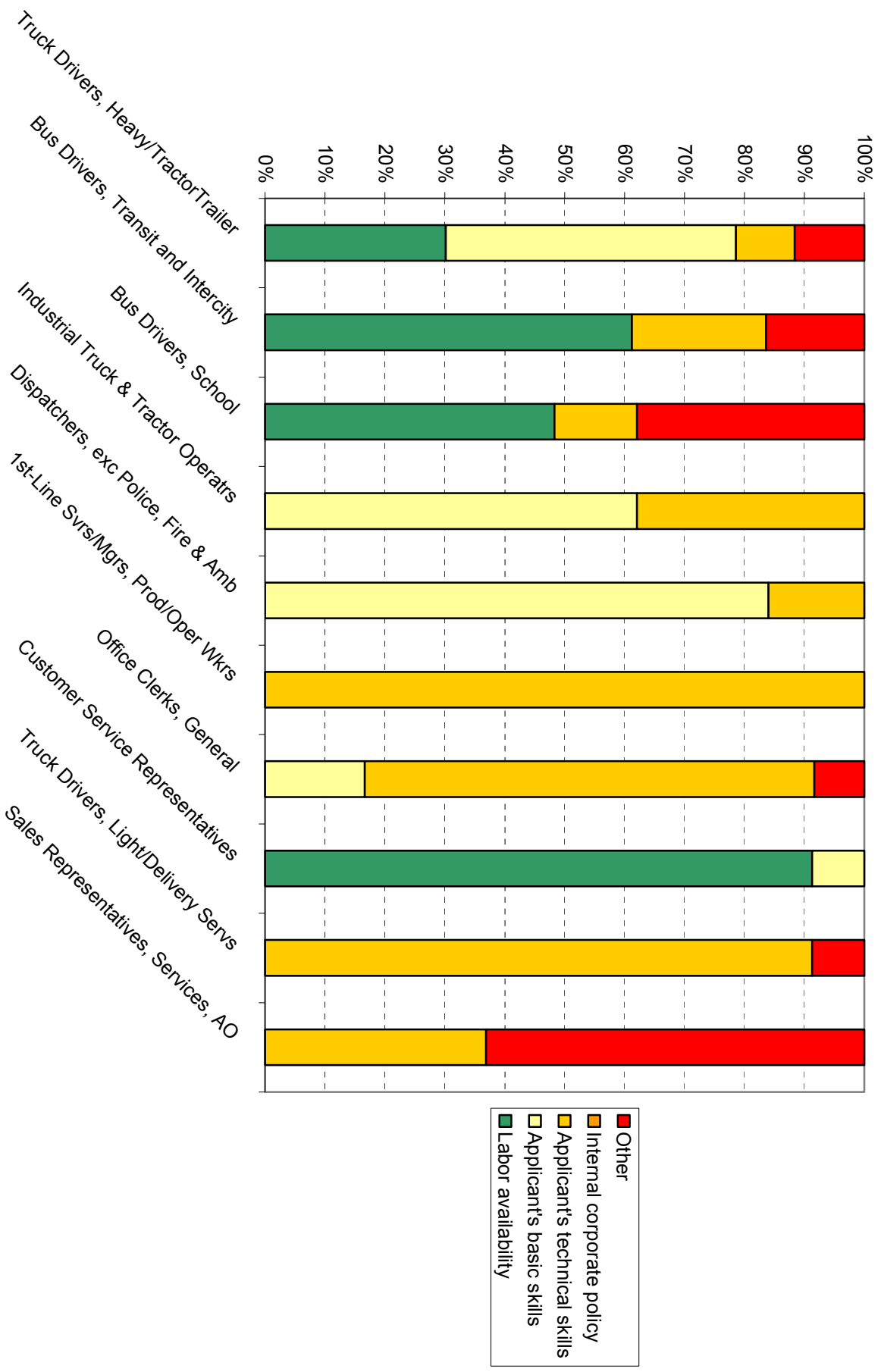
Hiring Difficulty Durable Manufacturing Industry



Hiring Difficulty Wholesale Trade Industry



Hiring Difficulty Transportation/Warehousing/Logistics Industry



Recruitment Method

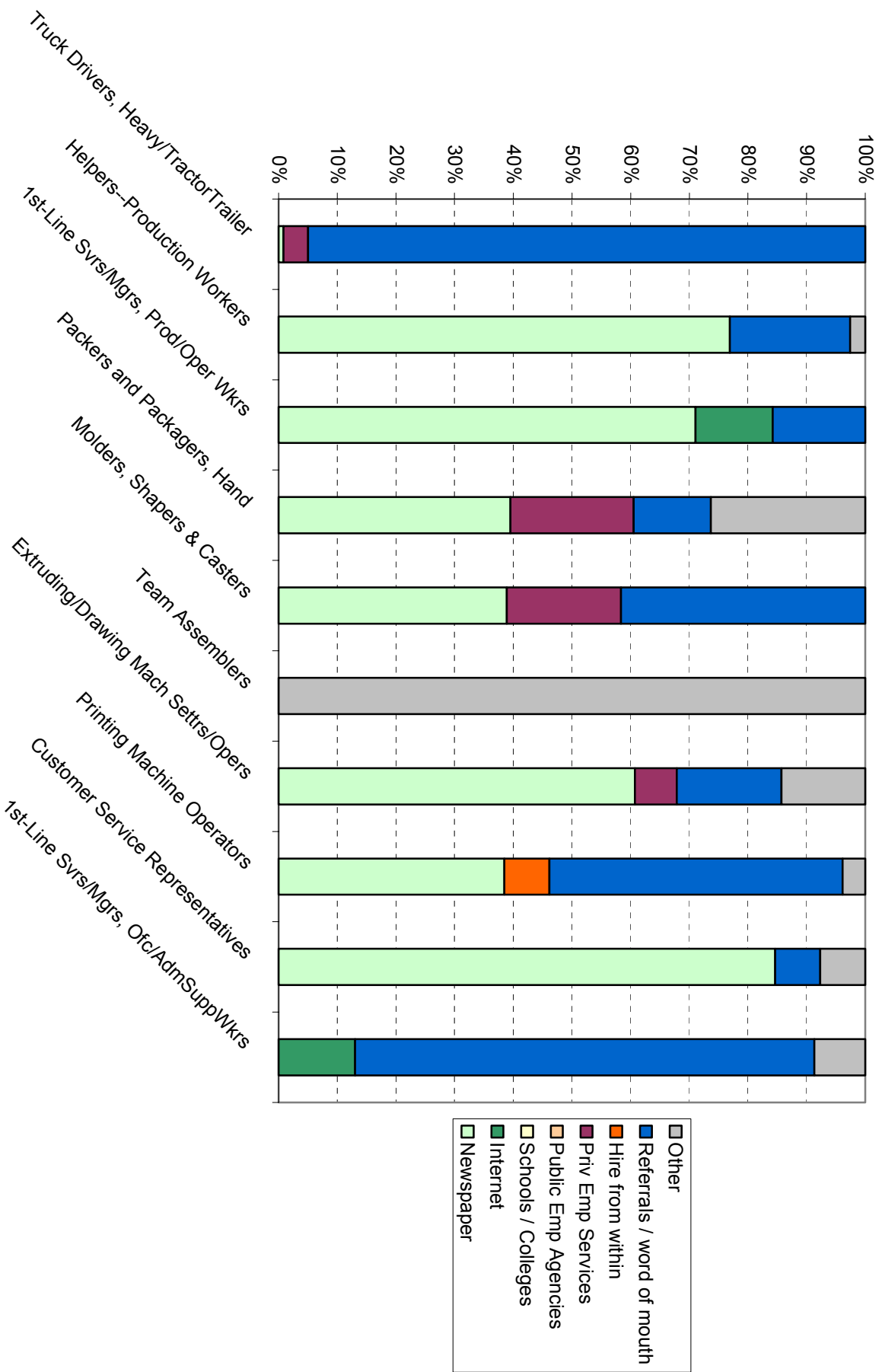
Employers in nondurable manufacturing identified the newspaper and personal referrals as the most effective recruitment method for most of the occupations with the greatest number of job vacancies. One exception is first-line supervisors, both office and production. Employers chose the Internet as the most effective method for thirteen percent of the openings in each of these occupations. Private employment services and staffing agencies are the choice in twenty percent of the recruitment efforts conducted for packagers and molders.

Similar to nondurable manufacturing, newspapers and personal referrals are often the first recruitment option in durable manufacturing. The Internet is a frequent recruitment tool for customer service representatives, mechanical engineers, and executive secretaries. Of some note, employers readily access the recruitment efforts of public employment agencies for welders and machine tool operators.

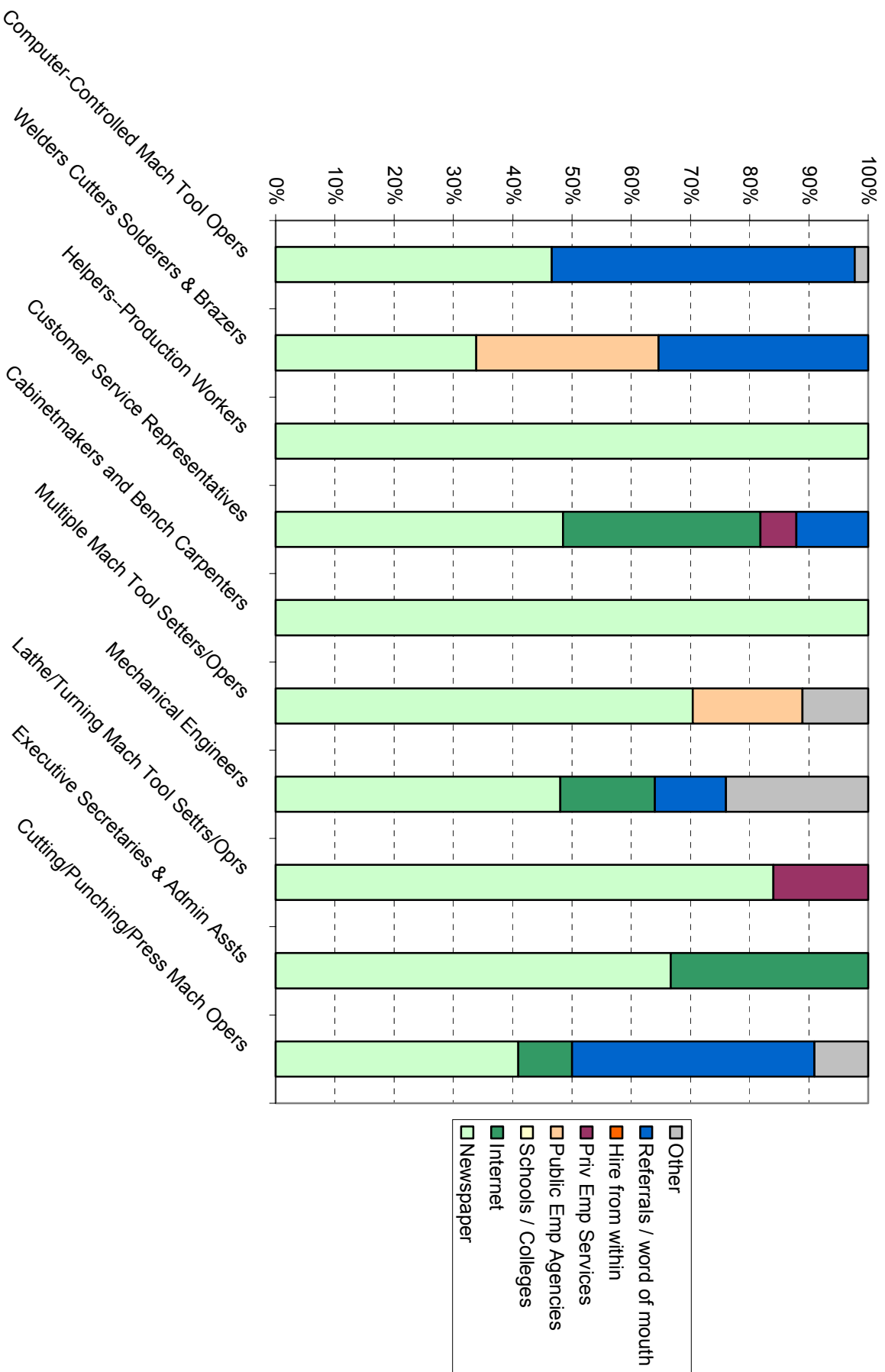
The predominant patterns exhibited in manufacturing also occur in wholesale trade and transportation/warehousing, thus, employers identify newspapers and personal referrals as the most effective recruitment method. In wholesale trade, though, public employment agencies are among the most effective methods for recruitment into a number of occupations: customer service representatives, electronic engineers, shipping/receiving clerks, and sales managers. In the transportation/warehousing sector, public agencies play a critical role in the identification of candidates for school bus drivers.

Please see the accompanying charts on the following pages.

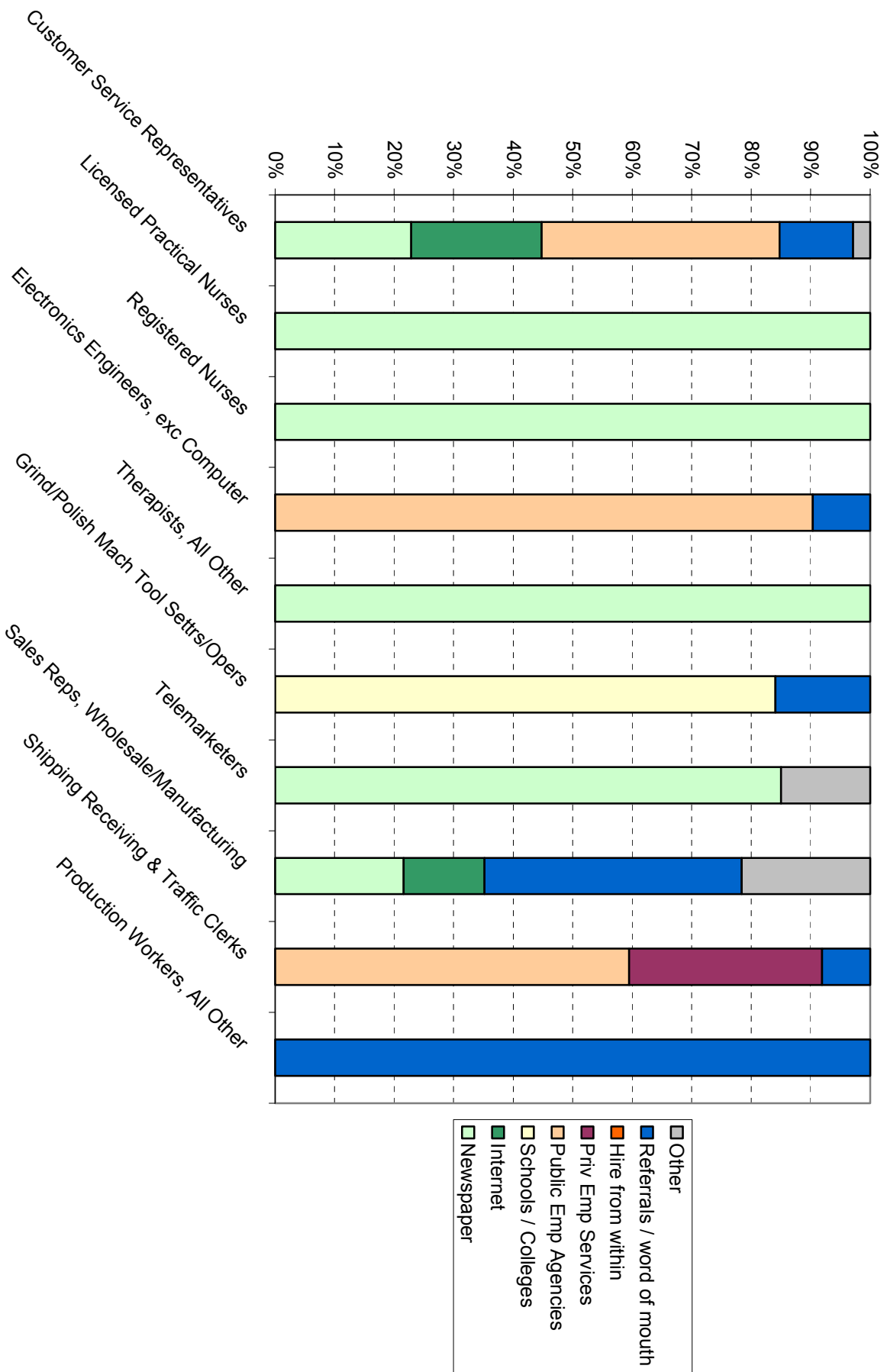
Recruitment Method Non-Durable Manufacturing Industry



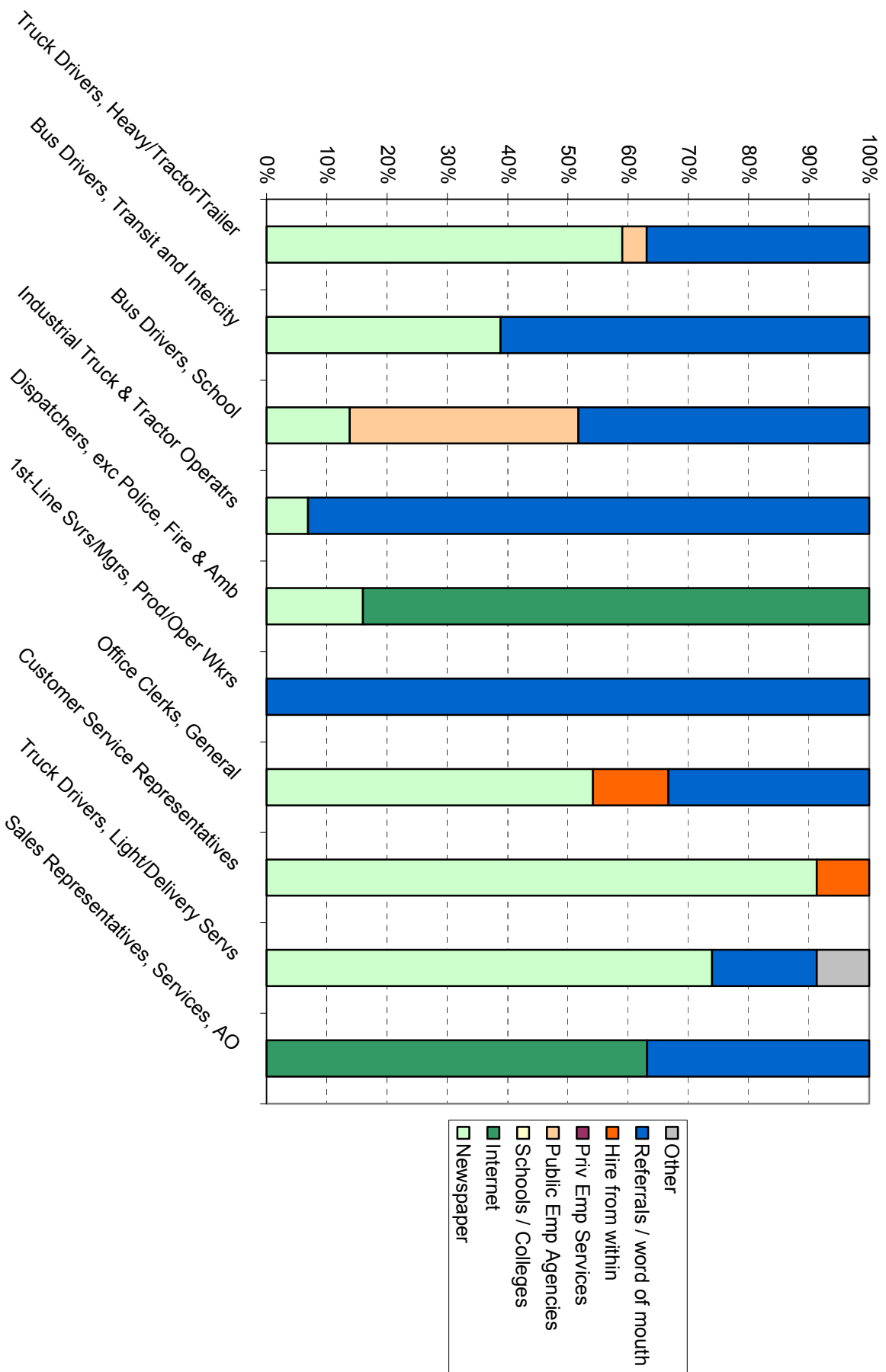
Recruitment Method Durable Manufacturing Industry



Recruitment Method Wholesale Trade Industry



Recruitment Method Transportation/Warehousing/Logistics Industry



Observations

The outstanding features of this Report are the timeliness of the information coupled with its geographical and industry detail. Of greatest importance, the WBMC has information on job vacancies in target industry sectors for their local areas only two to four weeks after contact with employers. Indeed, many of the employers report job vacancies that have been open less than thirty days, i.e., March-April timeframe. The findings on the business and employment conditions suggest a growing employer sentiment of optimism in hiring that situates the WBMC to respond proactively with labor market services. This model of public- and private-sector cooperation has yielded data which are unique in their currency and specificity.

The WBMC augmented the Job Vacancy Survey to include a question on the willingness of respondents to participate in focus groups organized by the local workforce board and centered on the causes of job vacancies in the employer industry. Fifteen to twenty percent of employers reported a job vacancy and more than 885 employers provided contact information to participate in focus groups. Labor market issues, such as hiring and retention, are arguably among the top priority for most employers. These JVS responses provide a depth of potential for employer contact on this critical issue.

Another advantage of this study is the opportunity it affords the WBMC to begin constructing occupational profiles of job vacancies. From one perspective, these profiles can be built for a single occupation within an industry sector using information from the different descriptive categories of job vacancies. For example, employers in wholesale trade identify labor availability as the major impediment to filling openings for electronic engineers and packagers. The full menu of benefits is readily available for the former, but employers are more selective in their benefit offering to candidates for packagers. Moreover, the most effective recruitment method for engineers is public employment agencies and recruitment of packagers is primarily conducted through newspapers and referrals.

A second perspective is to track the same occupation across different industry sectors which may suggest previously hidden barriers to the delivery of effective labor market services. Employers in each industry sector characterize customer service representative as among those occupations with the most job vacancies. Employers in transportation/warehousing report labor availability as the greatest impediment to hiring in this occupation and, yet, benefits are readily offered to candidates and the starting hourly wage is higher than any other sector. In contrast, employers in durable manufacturing do not report labor availability as an obstacle to hiring qualified candidates as service representatives. However, the starting wage is less and benefits less generous in durable manufacturing than transportation/warehousing. At one level, it is counterintuitive that pay and benefits would not be advantageous to employers in the latter sector. Yet, employers in transportation/warehousing rely solely on newspapers for recruitment and those in durable manufacturing realize the advantage of the Internet as a recruitment tool.

The timeliness and specificity (both geographic and industry) of the JVS information certainly underscore the value-added of this project, as does the flexibility to present the information from several different perspectives. A final point centers on the solicitation of employers to identify the most effective recruitment method. One of the response categories is public employment agencies, such as of Local Workforce Boards and One-Stop Centers. The results of the survey point toward an uneven usage of these agencies across industry sectors and occupations. Four of the top ten occupations in wholesale trade reveal a significant role of these public agencies in recruitment. However, in the nondurable manufacturing sector, employers consistently failed to characterize the agencies as effective. The JVS results, then, can be an informational tool to help public employment agencies formulate and shape strategies for effective recruitment of labor for employers.

Appendices

Industry Sector Data Tables

- Appendix A: Workforce Boards of Metropolitan Chicago Regional Tables
- Appendix B: Lake County Workforce Investment Board
- Appendix C: McHenry County Workforce Investment Board
- Appendix D: River Valley Workforce Investment Board
- Appendix E: DuPage Workforce Board
- Appendix F: Cook County Workforce Investment Board
- Appendix G: The Workforce Board of Northern Cook County
- Appendix H: Chicago Workforce Board
- Appendix I: Workforce Investment Board of Will County
- Appendix J: Grundy, Livingston, Kankakee Workforce Board

- Appendix K: Job Vacancies in the Railroad Industry

Appendix A

Workforce Boards of Metropolitan Chicago Regional Tables

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy				Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method												
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Truck Drivers, Heavy/Tractor/Trailer	119	100%					18%	81%	1%				14%	5%	81%	\$25.00	0%	99%	86%	82%	100%	19%	81%					1%				4%	95%		
Helpers--Production Workers	78	13%	78%		6%	3%	83%	17%					13%	77%	10%	\$5.15	3%	79%	85%	92%	92%	5%	12%	3%		81%	77%						21%	3%	
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	38	68%	8%		8%	16%	5%	66%	5%	24%			26%		42%	\$15.00	0%	55%	95%	68%	100%	8%	66%	18%		8%	71%	13%					16%		
Packers and Packagers, Hand	38	79%		21%			32%	68%					71%	3%	26%	\$8.00	26%	53%	55%	42%	71%	16%	82%	3%		39%	39%				21%		13%	26%	
Molders, Shapers & Casters	36	72%	19%		8%		67%	14%	19%				8%	33%	36%	\$9.00	0%	72%	47%	64%	100%	33%	19%	33%		14%	39%				19%		42%		
Team Assemblers	29	100%					100%							100%		\$6.75	0%	0%	100%	100%	100%		100%											100%	
Extruding/Drawing Mach Settrs/Opers	28	89%	11%				25%	75%					25%	7%	61%	\$7.50	61%	32%	32%	18%	39%	7%	18%	61%		14%	61%				7%		18%	14%	
Printing Machine Operators	26	77%	23%				19%	81%					42%	19%	38%	\$12.00	0%	73%	85%	65%	96%	31%	27%	42%			38%				8%	50%	4%		
Customer Service Representatives	26	96%	4%				8%	23%		69%			12%	81%	8%	\$10.00	8%	85%	81%	88%	88%	4%	88%	8%			85%					8%	8%		
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	23		78%			22%		9%		78%	13%			13%	87%	\$15.38	87%	13%	0%	0%	0%		13%		87%			13%				78%	9%		
Molding/Cornakng/Casting Mach Opers	21	76%		24%			33%	57%	10%				38%	10%	33%	\$9.13	10%	90%	90%	90%	90%	24%	24%	19%	33%	48%	10%		10%			24%	10%		
Marketing Managers	20	10%				90%		10%			90%			100%		\$13.38	20%	70%	80%	10%	80%	10%		70%	20%			80%						20%	
Chemical Technicians	19	100%									100%			100%		\$24.04	0%	100%	100%	100%	100%			100%				100%							
Industrial Production Managers	18	50%	11%	11%		28%		11%			89%			61%	39%	\$19.23	0%	100%	100%	72%	100%		28%	50%	11%	11%	39%	50%			11%				
Laborers & Freight/StockMovrs, Hand	17				100%			100%					100%			\$7.25	100%	0%	0%	0%	0%		100%				100%								
Slaughters and Meat Packers	17	100%						100%						100%		\$7.50	0%	100%	0%	0%	100%				100%								100%		
Industrial Machinery Mechanics	17	12%	65%			24%		47%	41%		12%			76%	24%	\$16.00	12%	76%	88%	53%	88%			65%	35%		12%	47%				29%	12%		
Management Analysts	16		13%			88%					100%			100%		\$28.85	0%	100%	100%	13%	100%			100%				88%			13%				
Janitors & Cleaners, exc Maid/Hskpr	15	100%						100%					87%	13%		\$6.75	87%	0%	13%	13%	13%	13%		87%			100%								
Food Cooking Mach Opers & Tenders	15	100%						13%	87%					100%		\$8.00	87%	13%	13%	13%	13%		13%	87%			87%					13%			
Chemists	14	79%			21%			36%			14%	50%		57%	43%	\$20.19	0%	100%	100%	100%	86%			86%	14%			43%			21%	14%		21%	
Office Clerks, General	14	79%	7%			14%		57%		43%			7%	36%	14%	\$12.00	14%	21%	43%	36%	86%		29%		71%		79%				7%		14%		
Human Resources Managers	13	54%	23%			23%		23%	15%		77%			46%	54%	\$19.23	0%	100%	77%	100%	100%	23%	23%	15%	23%	15%	23%	54%					23%		
Fiberglass Laminators & Fabricators	13		100%					100%						100%		\$13.80	0%	100%	100%	100%	100%				100%								100%		
Accountants and Auditors	13	46%				54%		23%	15%			15%	23%		23%	\$22.13	15%	85%	85%	46%	85%			62%	23%	15%	31%	38%						31%	
Financial Managers	13	46%				54%					46%	54%		54%	46%	\$33.65	31%	69%	69%	15%	69%			54%	46%		15%	54%						31%	
Sales Reps, Wholesale/Manufacturing	12	67%	17%			17%		33%		17%	50%			33%	33%	\$16.83	0%	67%	83%	83%	100%	50%	17%	17%	17%			83%						17%	
Bookkeeping/Acnntng/Auditing Clerks	12	92%	8%					25%		75%				67%	33%	\$14.45	50%	50%	50%	50%	50%	25%		25%	50%		17%					8%		75%	
Rolling Mach Settrs/Opers/Tenders	10			100%				100%					100%			\$14.02	0%	100%	100%	100%	100%		100%			100%									
Shipping Receiving & Traffic Clerks	10	80%				20%		80%	20%				10%	40%	50%	\$9.00	0%	60%	60%	80%	100%	40%	20%	20%	20%		20%			20%					
Bookbinders	10	100%						100%					100%			\$9.00	0%	100%	100%	0%	100%	100%			100%							100%			
Computer Systems Analysts	10	30%				70%					100%			70%	30%	\$25.96	20%	80%	80%	30%	80%		30%	20%	30%	20%		50%						50%	

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy				Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method												
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Transportation, Storage & Dist Mgrs	10	20%			10%	70%		70%	20%	10%			20%	80%	\$31.25	0%	100%	100%	30%	100%		70%	30%			20%	70%				10%				
Business Operations Specialists, AO	9	100%					78%	22%				22%	78%		N/A	22%	78%	78%	0%	78%				78%	22%		78%							22%	
Industrial Truck & Tractor Operatrs	9	100%					33%	67%					100%		\$9.00	0%	67%	100%	67%	100%		67%	38%	33%						33%		67%			
Receptionists & Information Clerks	8	100%					25%	75%					63%	38%	\$10.00	0%	63%	100%	100%	100%	25%	38%	38%			63%				38%					
Maintenance Workers, Machinery	8	100%							100%				88%	13%	\$20.00	0%	100%	100%	100%	100%		88%	13%			88%	13%								
Coat/Paint/Spray Mach Setters/Opers	8	25%	75%				75%	25%				100%			\$13.65	25%	75%	75%	75%	75%		100%				100%									
Inspectors/Testers/Sorters/Weighers	7	43%	29%			29%		71%		29%		43%	57%		\$9.40	0%	71%	71%	14%	100%		14%	86%			29%	29%					43%			
Bindery Workers	7	29%			71%		71%	29%				71%		29%	\$12.00	71%	29%	29%	29%	29%	29%			71%		100%									
Food Batchmakers	7	100%					100%						100%		\$9.00	0%	100%	100%	100%	100%	100%													100%	
Executive Secretaries & Admin Assts	7	57%	43%				29%		29%	43%		29%	29%	43%	\$14.42	0%	100%	71%	71%	100%		29%		71%		57%					14%	29%			
Cutting/Punching/Press Mach Opers	7	100%					71%	29%					71%	29%	\$6.40	0%	29%	100%	71%	100%			100%									100%			
Human Resources Managers, All Other	6	50%	17%			33%				83%	17%		50%	50%	\$21.63	33%	67%	67%	17%	67%			67%	33%	17%	50%							33%		
Industrial Engineers	6	67%				33%				100%			33%	67%	\$25.24	33%	67%	67%	33%	67%			67%	33%		33%					33%	33%			
Financial Analysts	6					100%				67%	33%		33%	67%	N/A	67%	33%	33%	0%	33%			33%	67%		33%			33%				67%		
Plating/Coating Mach Setters/Opers	6			100%			100%					100%			\$13.65	0%	100%	100%	100%	100%		100%				100%									
1st-Line Svrs/Mgrs, Mechs/Installers	6	33%	17%			50%	17%	50%	33%			17%	83%		\$28.85	0%	100%	100%	33%	100%		83%		17%		17%	50%				33%				
Training and Development Managers	5					100%				100%			100%		N/A	0%	100%	100%	0%	100%			100%				100%								
Agricultural & Food Sci Technicians	5	60%	40%				60%		40%			20%	40%	40%	\$12.00	0%	60%	100%	60%	100%		40%	60%							40%	60%				
Network/Computer Sys Administrators	5	40%				60%			40%	60%			100%		N/A	40%	60%	60%	0%	60%		60%		40%		60%				60%			40%		
Paper Good Mach Settrs/Opers/Tendr	5				100%		100%					100%			\$12.00	100%	0%	0%	0%	0%				100%		100%									
Cutting/Slicing Mach Setters/Opers	5	60%		40%			40%	60%				100%			\$17.00	40%	0%	0%	60%	60%			60%	40%		100%									
Retail Salespersons	5	60%				40%		60%		40%		40%	60%		N/A	0%	100%	100%	60%	100%			100%			40%					40%		60%		
Logisticians	5		40%			60%			40%	60%		40%	60%		\$15.63	0%	100%	100%	40%	100%		60%	40%			60%				40%					
Managers, All Other	5					100%				100%			100%		N/A	0%	100%	100%	100%	100%			100%				100%								
Wholesale/Retail Buyers, exc Farm	4	100%					50%			50%			100%		\$24.04	50%	50%	50%	50%	50%				100%		50%							50%		
Chemical Engineers	4	25%			75%					75%	25%		75%	25%	\$38.46	0%	100%	100%	100%	100%			75%	25%		25%							75%		
Sales Managers	4		50%			50%				100%			100%		\$33.65	0%	100%	100%	50%	100%		50%	50%			50%				50%					
General and Operations Managers	4					100%		50%		50%		50%	50%		N/A	50%	50%	50%	0%	50%			50%	50%		50%							50%		
Bakers	4	75%			25%		75%	25%				75%	25%		\$8.00	25%	0%	0%	0%	75%	25%	75%										75%	25%		
Production/Planning/Expeditg Clerks	4	100%					100%						100%		\$8.00	0%	0%	100%	100%	100%		100%								100%					
Computer & Information Systems Mgrs	3					100%				100%			100%		N/A	0%	100%	100%	0%	100%				100%											
Operations Research Analysts	3					100%				100%			100%		N/A	0%	100%	100%	0%	100%	100%					100%									

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method											
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Industrial Engineering Technicians	2	100%							100%					100%	\$16.83	0%	0%	100%	0%	100%				100%		100%										
Economists	2				100%					100%				100%	N/A	0%	100%	100%	0%	100%		100%			100%		100%									
Electricians	1	100%					100%							100%	\$27.00	0%	100%	100%	100%	100%		100%				100%										
Billing/Posting Clerks & Mach Opers	1	100%									100%			100%	\$14.42	0%	100%	100%	100%	100%				100%		100%										
Metal Workers & Plastic Workers, AO	1	100%					100%					100%			\$8.00	0%	100%	100%	100%	100%				100%		100%										
Health & Safety Enginrs, exc Mining	1	100%					100%					100%			\$17.55	0%	100%	0%	100%	100%				100%		100%										
Graphic Designers	1	100%					100%					100%			\$10.00	0%	0%	0%	100%	100%		100%				100%										
Data Entry Keyers	1	100%						100%					100%		\$10.00	0%	0%	100%	100%	100%		100%				100%										

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required				Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method							
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience	Exp in related field		Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth
Computer-Controlled Mach Tool Opers	88	62%	2%		35%		34%	34%	30%		2%	25%	16%	25%	34%	\$9.00	17%	72%	77%	66%	83%	2%	19%	30%		49%	47%						51%	2%
Welders Cutters Solderers & Brazers	65	89%	6%		5%		18%	82%						45%	55%	\$13.28	28%	42%	72%	37%	72%	55%		35%	9%	34%				31%		35%		
Helpers--Production Workers	45	60%		40%			40%	56%		4%		96%			4%	\$7.00	47%	40%	44%	44%	53%		4%	56%	40%	100%								
Customer Service Representatives	33	67%	15%	12%	6%		18%	52%		15%	15%	12%	15%	61%	12%	\$13.46	6%	70%	67%	67%	94%		24%	39%	36%	48%	33%			6%		12%		
Cabinetmakers and Bench Carpenters	32	100%						100%					100%			\$24.04	0%	100%	100%	0%	100%			100%		100%								
Multiple Mach Tool Setters/Opers	27	30%			70%			89%	11%				19%	81%		\$13.00	70%	19%	30%	19%	30%			30%	70%	70%			19%				11%	
Lathe/Turning Mach Tool Settrs/Oprs	25	28%			36%	36%	72%		28%			36%	36%		28%	\$13.00	0%	16%	64%	28%	100%	36%		28%	36%	84%				16%				
Mechanical Engineers	25	68%	8%	12%	12%		24%			68%	8%			72%	28%	\$24.04	0%	68%	76%	76%	100%	24%		32%	20%	24%	48%	16%				12%	24%	
Executive Secretaries & Admin Assts	24	92%				8%		92%		8%		67%	17%	8%	8%	\$8.00	0%	100%	100%	92%	100%	8%		17%	75%	67%	33%							
Cutting/Punching/Press Mach Opers	22	82%	9%		9%		45%		55%				59%	41%		\$9.00	0%	82%	59%	18%	100%			91%	9%	41%	9%					41%	9%	
Sales Managers	20	15%	75%		10%					10%	90%		30%	70%		\$28.85	0%	90%	95%	65%	100%		20%	35%	45%	45%	20%			5%		30%		
Laborers & Freight/StockMovrs, Hand	20	20%	80%				10%	90%				10%	10%	80%		\$8.25	0%	100%	90%	90%	100%	10%		80%	10%					80%		20%		
Electric/Electronic Eqpt Assemblers	19	79%	11%		11%		89%	11%				79%	11%	11%		\$8.50	0%	100%	100%	11%	100%		89%	11%		11%						89%		
Computer Softwre Engineers, Systems	18	72%	28%							100%				100%		\$19.23	0%	100%	28%	28%	100%			100%		11%	72%		17%					
Shipping Receiving & Traffic Clerks	17	100%						100%				29%		71%		\$10.00	0%	88%	88%	88%	100%			29%	71%	71%							29%	
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	15	73%	27%				13%	53%	20%	13%				73%	27%	\$19.23	0%	73%	87%	60%	100%	13%	13%	27%	13%	33%	27%	33%		27%	13%		13%	
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	15	87%				13%				87%	13%			100%		N/A	87%	13%	13%	13%	13%			13%	87%	87%	13%							
Electrical Engineers	14		79%		21%					100%				100%		\$24.04	0%	100%	100%	100%	100%	14%		86%		21%			64%			14%		
Sales Reps, Whls/Mfg, Tech/SciProds	13	38%	15%	46%						46%	54%		23%	62%	15%	\$16.83	0%	77%	100%	100%	100%		38%	38%	23%	23%	54%		23%					
Market Research Analysts	12	100%							25%	75%				100%		\$16.83	0%	67%	67%	67%	100%			42%	58%	58%	42%							
Tool and Die Makers	12	100%							83%	17%			17%	83%		\$23.25	0%	67%	83%	50%	100%			100%		100%								
Team Assemblers	12	100%						83%		17%		25%	17%	42%	17%	\$9.50	0%	83%	100%	58%	100%	25%	33%	17%	25%	58%			17%		25%			
Extrudng/Formng/Compctng Mach Opers	12	100%						100%						100%		\$11.28	0%	0%	100%	100%	100%	100%			100%					100%				
Inspectors/Testers/Sorters/Weighers	12	83%				17%	25%	17%		42%	17%		17%	58%	25%	\$12.00	0%	33%	83%	42%	100%	17%	25%	33%	25%	83%	17%							
Industrial Engineers	11	55%	36%	9%						100%			9%	36%	55%	\$28.85	0%	100%	100%	82%	100%			36%	18%	45%	36%	64%						
Sales Reps, Wholesale/Manufacturing	11			18%	82%			18%		64%	18%			36%	64%	\$12.02	0%	100%	100%	100%	100%		18%	64%	18%	64%	36%							
Metal-Refining Furn Opers & Tenders	10	100%					60%	40%				60%		40%		\$8.00	0%	40%	100%	60%	60%			60%	40%		40%						60%	
Industrial Machinery Mechanics	10	80%	20%				20%	60%	20%			60%		40%		\$11.98	0%	100%	100%	100%	100%	20%		80%		20%	80%							
Human Resources Managers	10	80%				20%				20%	60%	20%		60%	40%	\$21.30	0%	80%	100%	100%	100%	20%		60%	20%		100%							
Grind/Polish Mach Tool Settrs/Opers	10	80%			20%		50%	30%	20%		30%	30%	30%	40%		\$12.47	20%	80%	80%	30%	80%			50%	50%	70%	30%							
Industrial Production Managers	10	80%				20%				30%	40%	30%		70%	30%	\$24.00	0%	70%	100%	100%	100%			70%	30%	30%	30%	20%		30%		20%		
Bookkeeping/Acctng/Auditing Clerks	9	100%						22%		22%	22%	33%		22%	78%	\$11.06	0%	100%	100%	78%	100%			44%	56%	56%	44%							

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy				Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method													
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Office Clerks, General	9	100%					22%	22%		56%			22%	56%	22%		\$10.00	0%	44%	100%	56%	100%	22%	56%		22%	100%									
Packers and Packagers, Hand	9	100%					33%	67%					33%	22%	44%		\$9.00	0%	100%	100%	78%	100%	22%	44%		33%	44%							56%		
Machinists	9	100%					33%	67%						67%	33%		\$12.00	0%	100%	100%	0%	100%		100%			33%						67%			
Industrial Truck & Tractor Operatrs	9	78%		22%			67%	22%	11%				44%	44%	11%		\$8.00	0%	100%	78%	56%	100%	22%	56%	22%		11%						67%	22%		
Dental Laboratory Technicians	9	100%					67%	33%					67%	33%			\$7.00	0%	100%	100%	67%	100%		67%		33%	100%									
Marketing Managers	8	25%	25%	25%		25%					100%			50%	50%		\$23.32	0%	75%	75%	75%	100%		75%		25%	25%	75%								
Plating/Coating Mach Setters/Opers	8	100%						100%						100%			\$7.00	0%	100%	100%	100%	100%			100%									100%		
Engine and Other Machine Assemblers	8	100%						100%					75%	25%			\$6.00	0%	100%	100%	100%	100%				100%					75%	25%				
Crush/Grind/Polish Mach Settrs/Oprs	8	100%						100%					75%	25%			\$13.00	0%	25%	25%	25%	100%		75%		25%								100%		
Computer Support Specialists	8	25%				75%					75%	25%		75%	25%		\$21.88	0%	100%	100%	100%	100%		100%			100%									
Maintenance Workers, Machinery	8	100%						100%					38%	25%	38%		\$10.00	0%	100%	63%	63%	63%	38%	63%			25%				38%		38%			
Purchasing Agents, exc Retail/Farm	8	50%		25%	25%			25%		25%	50%		25%	50%	25%		\$20.19	0%	75%	75%	75%	100%	25%	25%	25%	25%	50%				25%		25%			
Retail Salespersons	8	63%		38%				63%			38%		38%	25%	38%		N/A	38%	63%	63%	25%	63%	38%	25%	38%							63%	38%			
Stock Clerks and Order Fillers	7	100%					43%	57%					71%	29%			\$9.00	0%	57%	57%	29%	100%	29%	71%			71%						29%			
Packaging/Filling Mach Opers/Tendr	6	100%						100%					100%				\$7.75	0%	100%	100%	100%	100%		100%										100%		
Management Analysts	6	67%				33%					100%			67%	33%		\$20.67	0%	100%	67%	67%	100%		100%			33%	67%					33%	67%		
Financial Managers	6	33%	33%			33%				33%	67%			100%			\$25.55	0%	67%	100%	100%	100%		33%	67%		100%									
Coat/Paint/Spray Mach Setters/Opers	6	100%						100%					100%				\$11.00	0%	100%	100%	0%	100%	100%			100%									100%	
All Others	6	100%						100%					100%				\$9.43	100%	0%	0%	0%	0%				100%									100%	
Production Workers, All Other	6	100%					50%	50%					100%				\$8.50	0%	50%	100%	50%	100%		50%	50%		100%									
Janitors & Cleaners, exc Maid/Hskpr	5	100%						100%					60%	40%			\$12.47	0%	100%	100%	100%	100%		40%		60%	60%						40%			
Computer Sftwr Engrns, Applications	5		60%			40%					40%	60%		40%	60%		N/A	0%	100%	100%	40%	100%		40%		60%		40%						60%		
Molders, Shapers & Casters	5	100%					60%		40%				60%	40%	40%		\$7.00	0%	100%	100%	40%	100%		40%		60%	40%							60%		
Wholesale/Retail Buyers, exc Farm	5			60%	40%				40%		60%			40%	60%		\$21.63	0%	100%	100%	100%	100%		40%		60%										
Production/Planning/Expedigt Clerks	4	100%						50%			50%		50%	50%			\$14.60	0%	50%	50%	50%	100%		50%	50%		100%									
Electromechanical Eqmnt Assemblers	4	100%						100%						100%			\$6.88	0%	0%	100%	100%	100%				100%									100%	
Compliance Officers, exc Hlth/Safty	4	100%						100%						100%			\$15.88	0%	100%	100%	100%	100%	100%				100%									
Industrial Engineering Technicians	4	100%						50%			50%			100%			\$21.43	50%	50%	50%	50%	50%	50%			50%		50%								
Accountants and Auditors	4	100%								50%	50%			50%	50%		\$22.84	0%	0%	100%	100%	100%		100%			50%	50%								
Molding/Cormakng/Casting Mach Opers	4	50%				50%	50%						50%	50%			\$10.50	50%	50%	0%	0%	50%				100%										
Financial Analysts	4		50%			50%								100%			\$24.76	0%	100%	100%	100%	100%		100%												
Chemical Technicians	4	100%												100%			\$15.88	0%	100%	100%	100%	100%	100%				100%									

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Grinding & Polishing Workers, Hand	4	100%					100%							100%	\$14.00	0%	100%	100%	0%	100%	100%	100%					100%								
Sales Engineers	4	50%			50%				50%	50%			50%	50%	\$25.24	0%	50%	100%	100%	100%			100%			50%				50%					
Materials Engineers	4	50%	50%						100%				50%	50%	\$26.44	50%	50%	50%	0%	50%			50%	50%			50%								
Electronics Engineers, exc Computer	4					100%				100%					N/A	0%	100%	100%	100%	100%			100%			100%									
Electrical & Electronic Eng Techs	4	50%	50%									50%	50%		\$31.80	0%	100%	100%	100%	100%			100%			50%	50%								
Machine Feeders and Offbearers	3				100%			100%				100%			\$8.00	0%	100%	0%	0%	100%			100%			100%									
Engineering Techs, exc Drafters, AO	3	100%							100%					100%	\$24.00	0%	0%	100%	100%	100%			100%						100%						
Electricians	3				100%		100%						100%		\$10.00	0%	100%	100%	0%	100%			100%			100%									
Job Printers	3		100%				100%							100%	\$8.00	0%	0%	100%	100%	100%			100%			100%									
Desktop Publishers	3	100%							100%					100%	\$12.00	0%	100%	100%	100%	100%				100%											
General and Operations Managers	3		100%				100%							100%	\$24.04	0%	0%	100%	100%	100%			100%			100%						100%			
Milling/Planing Mach Setters/Opers	3	100%					100%							100%	\$10.00	0%	100%	0%	0%	0%			100%											100%	
Extruding/Drawing Mach Settrs/Opers	3	100%					67%	33%				33%	67%		\$10.25	0%	100%	100%	33%	100%			100%			33%							67%		
Billing/Posting Clerks & Mach Opers	3		100%						100%					100%	N/A	0%	100%	100%	100%	100%				100%		100%									
Employment/Recruitmnt/Placmnt Specs	2	100%								100%				100%	\$16.17	0%	100%	100%	100%	100%				100%		100%									
Truck Drivers, Light/Delivery Servs	2	100%						100%						100%	N/A	0%	0%	100%	100%	100%			100%			100%									
1st-Line Svrs/Mgrs, Helprs/Laborers	2	100%					100%				100%			100%	\$16.83	100%	0%	0%	0%	0%			100%			100%									
Financial Specialists, All Other	2					100%				100%				100%	N/A	0%	100%	100%	100%	100%			100%			100%									
Managers, All Other	2	100%								100%				100%	N/A	0%	0%	100%	100%	100%			100%			100%									
Transportation, Storage & Dist Mgrs	2	100%						100%						100%	\$11.00	0%	0%	0%	0%	100%			100%			100%									
Purchasing Managers	2	100%								100%				100%	\$19.23	0%	100%	100%	100%	100%			100%												
Clean/Wash/MetalPickling Eqpt Opers	2	100%					100%							100%	\$10.56	0%	0%	100%	100%	100%				100%		100%									
Training & Development Specialists	2		100%				100%							100%	\$11.98	0%	100%	100%	100%	100%				100%			100%								
Graphic Designers	2	100%							100%					100%	\$17.45	0%	100%	100%	100%	100%			100%			100%									
Construction Laborers	2	100%					100%							100%	\$10.50	0%	100%	100%	0%	100%			100%			100%									
General Maintenance & Repair Wrkrs	2	100%					100%							100%	\$13.00	0%	100%	0%	0%	100%				100%											
Mail Clrks/Mch Opers, exc PostalServ	2	100%					100%							100%	\$9.62	0%	100%	100%	100%	100%			100%			100%									
Refractory Materials Repairers	2	100%					100%							100%	\$9.00	0%	0%	100%	0%	100%			100%			100%									
Helpers--Install/Maint/Repair Wrkrs	2	100%					100%							100%	\$6.50	0%	100%	0%	0%	100%			100%											100%	
Assemblers & Fabricators, All Other	2	100%							100%					100%	\$7.00	0%	0%	0%	0%	100%			100%												
Switchbrd Opers, inc Answering Serv	2	100%								100%				100%	N/A	0%	0%	0%	0%	100%			100%			100%									
Numerical Tool/Proc Control Progms	2				100%		100%							100%	\$10.00	0%	100%	100%	100%	100%			100%			100%									

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method															
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other				
Drafters, All Other	2	100%									100%				100%	N/A	0%	100%	100%	100%	100%		100%			100%														
Writers and Authors	2		100%								100%			100%		\$24.04	0%	100%	100%	100%	100%		100%				100%													
Operations Research Analysts	2		100%								100%			100%		\$36.92	0%	100%	100%	100%	100%		100%				100%													
Art Directors	2		100%								100%			100%		\$24.04	0%	100%	100%	100%	100%		100%				100%													
Instructional Coordinators	2					100%						100%		100%		N/A	0%	100%	100%	100%	100%		100%				100%													
Mechanical Engineering Technicians	2	100%										100%		100%		N/A	0%	100%	100%	100%	100%		100%				100%													
Elec Repairers, Comm/Industrial Eqpt	2	100%										100%		100%		\$18.27	0%	100%	100%	100%	100%		100%				100%													
Aerospace Eng & Operations Techs	2				100%				100%					100%		\$26.00	0%	100%	100%	100%	100%		100%															100%		
Mechanical Drafters	2	100%								100%				100%		\$15.00	0%	100%	100%	100%	100%	100%	100%				100%											100%		
Furnace/Oven/Drier/Kettle Operators	2	100%						100%						100%		\$15.00	0%	100%	100%	100%	100%		100%																100%	
Biomedical Engineers	2	100%												100%		\$24.00	0%	100%	100%	100%	100%		100%																100%	
Advertising Sales Agents	2		100%											100%		\$24.76	0%	100%	100%	100%	100%		100%					100%												

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Wholesale Trade
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy				Educational Requirement				Experience Required				Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method												
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Customer Service Representatives	105	56%	34%		10%		90%		10%				5%	34%	50%	10%	\$12.98	7%	85%	82%	60%	74%	26%	26%	26%		23%	23%	22%		40%			12%	3%	
Licensed Practical Nurses	86				100%				100%						100%		\$9.62	0%	100%	100%	100%	100%	100%					100%								
Registered Nurses	86				100%				100%						100%		\$16.83	0%	100%	100%	100%	100%	100%					100%								
Electronics Engineers, exc Computer	83	100%						90%		10%					90%	10%	\$19.23	0%	100%	100%	100%	100%	90%		10%						90%			10%		
Therapists, All Other	69				100%				100%						100%		\$24.04	0%	100%	100%	100%	100%	100%					100%								
Grind/Polish Mach Tool Settrs/Opers	69	84%		16%			16%		84%				16%		84%		\$10.00	0%	100%	100%	100%	100%			100%					84%				16%		
Telemarketers	40	85%	15%				100%							85%	15%		\$10.00	0%	100%	15%	15%	15%		85%			15%	85%							15%	
Sales Reps, Wholesale/Manufacturing	37	84%		16%			19%	38%	5%	38%				8%	54%	38%	\$17.31	8%	73%	65%	65%	92%	8%	46%	5%	41%	22%	14%						43%	22%	
Shipping Receiving & Traffic Clerks	37	30%	70%				8%	92%					30%	70%			\$11.00	0%	100%	100%	100%	100%		89%		11%					59%	32%		8%		
Production Workers, All Other	35	100%					100%						100%				\$8.00	0%	100%	100%	0%	100%				100%								100%		
Packers and Packagers, Hand	33	100%					76%	24%					42%	6%	52%		\$10.50	52%	42%	42%	42%	48%	76%	18%	6%			52%						48%		
Sales Managers	32	63%	25%		13%		6%		25%	69%					66%	34%	\$33.42	0%	84%	88%	94%	100%	25%		28%	19%	28%	6%	28%		25%	9%		16%	16%	
Truck Drivers, Heavy/Tractor/Trailer	32	78%	22%				66%	34%					16%	6%	78%		\$20.00	0%	78%	94%	72%	100%	22%	6%	13%		59%	6%					6%	66%	22%	
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	29	100%					100%						97%		3%		N/A	0%	100%	100%	100%	100%				100%		100%								
Sales Reps, Whls/Mfg, Tech/SciProds	29	14%	72%	14%			28%			72%			31%	55%	14%		\$18.27	14%	86%	86%	86%	86%	14%	14%	72%			28%	14%	17%		41%				
All Others	26	100%							100%				100%				N/A	0%	100%	100%	100%	100%			100%			100%								
Purchasing Managers	26	92%	8%						8%	92%					92%	8%	\$19.23	0%	92%	85%	85%	100%	8%			92%	85%	8%							8%	
Computer Support Specialists	24	100%					100%							100%			\$10.10	0%	0%	92%	92%	100%			100%				100%							
Network/Computer Sys Administrators	22	100%								100%					100%		\$36.06	0%	0%	100%	100%	100%			100%							100%				
Industrial Truck & Tractor Operatrs	22	100%					36%	55%	9%				50%	50%			\$8.00	9%	91%	91%	91%	91%		32%	45%		23%	41%					9%	50%		
Bookkeeping/Acctng/Auditing Clerks	21	100%					38%			62%			48%	33%	19%		\$16.83	0%	81%	86%	86%	100%			19%	19%	62%	86%							14%	
Accountants and Auditors	21	100%					5%			95%			5%	38%	14%	43%	\$18.99	0%	100%	62%	62%	100%			52%	10%	38%	14%	43%							43%
Mechanical Engineering Technicians	20			100%			100%						100%				\$15.00	0%	100%	100%	100%	100%			100%				100%							
Executive Secretaries & Admin Assts	20	100%					50%		35%	15%			15%	60%	25%		\$17.79	0%	100%	50%	50%	100%	10%	25%	15%		50%		25%		10%	15%			50%	
Computer Programmers	19	89%	11%				11%			89%				89%	11%		N/A	0%	100%	11%	11%	100%			11%		89%		11%						89%	
Computer Sftwr Engrns, Applications	19	100%								100%				100%			\$28.85	0%	100%	53%	53%	100%				100%			53%						47%	
Computer Systems Analysts	17	100%							18%	82%				100%			\$25.48	0%	82%	0%	0%	100%				100%			18%						82%	
Receptionists & Information Clerks	17	100%					88%	12%					12%	29%	59%		\$10.50	0%	29%	88%	71%	100%	18%		71%	12%	88%								12%	
General and Operations Managers	15	60%		27%	13%		13%			87%				13%	60%	27%	\$32.45	0%	87%	53%	40%	100%		13%	40%		47%		13%						87%	
Office Clerks, General	15	100%					53%	20%		27%			53%		47%		\$5.25	0%	73%	100%	73%	100%		53%	20%		27%	27%	20%						53%	
Transportation, Storage & Dist Mgrs	13	69%			31%		85%			15%				62%	38%		\$14.00	0%	92%	85%	85%	100%			85%		15%	31%	46%					8%	15%	
Financial Managers	13		100%							100%					23%	77%	\$28.85	0%	100%	100%	100%	100%			100%			77%							23%	

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Wholesale Trade
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy				Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method													
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree		Advanced Degree	No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Other	Internal corporate policy	Applicant's technical skills **	Applicant's basic skills *	Labor availability	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Laborers & Freight/StockMovrs, Hand	10	100%					80%	20%					80%	20%			\$7.00	0%	80%	100%	80%	100%		20%		80%		80%	20%							
Parts Salespersons	10		100%				100%								100%		\$6.50	0%	100%	100%	0%	100%		100%			100%									
Truck Drivers, Light/Delivery Servs	10	100%					100%						100%				\$8.50	0%	100%	100%	0%	0%				100%		100%								
Marketing Managers	10	80%	20%							100%				50%	50%		\$33.17	0%	70%	70%	70%	100%			50%		50%		100%							
1st-Line Svrs/Mgrs, Reta Sales Wkrs	10	20%	60%		20%		20%			20%	60%		20%	60%	20%		\$14.69	0%	100%	80%	40%	100%		40%	20%	40%			20%			20%			60%	
Outdoor Powr Eqpt & Small Eng Mechs	9	100%					100%							100%			\$10.00	0%	100%	100%	100%	100%			100%											100%
Management Analysts	9	100%									100%			100%			\$33.65	0%	100%	67%	67%	100%			67%		33%		33%	33%						33%
Stock Clerks and Order Fillers	9	100%					33%	33%			33%		67%	33%			\$9.00	0%	67%	100%	67%	100%		67%	33%						33%			67%		
Inspectors/Testers/Sorters/Weighers	8	100%						75%			25%		25%	75%			\$15.00	0%	25%	0%	0%	100%			75%		25%									100%
Engineering Techs, exc Drafters, AO	8	100%									100%			100%			\$19.23	0%	100%	100%	100%	100%			100%			100%								
Numerical Tool/Proc Control Progrrs	7	100%					100%						100%				\$14.00	0%	100%	100%	100%	100%			100%				100%							
Cutting/Slicing Mach Setters/Opers	7	100%					100%						100%				\$10.00	0%	100%	100%	100%	100%				100%		100%								
Employment/Recruitmnt/Placmnt Specs	7	71%	29%								100%			100%			N/A	0%	100%	29%	29%	100%				100%			29%						71%	
Med Records & Health Info Technicians	7	100%									100%			100%			N/A	0%	100%	100%	100%	100%		100%				100%								
Helpers--Production Workers	7	100%					100%						43%	57%			\$11.00	43%	57%	57%	57%	57%			43%		57%		43%					57%		
Pharmacists	6	50%			50%						100%			100%			\$38.46	0%	100%	50%	50%	100%			50%		50%					50%			50%	
Graphic Designers	6	33%			67%						100%			100%			\$16.83	0%	100%	67%	67%	100%				100%			67%							33%
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	6	100%					50%	50%						100%			\$15.37	0%	100%	100%	100%	100%		50%		50%		50%	50%							
Payroll and Timekeeping Clerks	6	100%									100%			100%			\$16.83	0%	100%	67%	67%	100%				67%	33%						67%			33%
Financial Analysts	5	100%									100%			100%			\$16.83	0%	100%	60%	60%	100%			60%		40%		60%							40%
Market Research Analysts	5	60%	40%				60%				40%		60%	40%			\$22.12	0%	100%	100%	100%	100%		60%		40%		100%								
Sales Representatives, Services, AO	5	100%									100%			100%			\$21.63	0%	100%	60%	60%	100%			60%		40%		60%							40%
Electrical Engineers	5		100%								100%			100%			\$21.63	0%	100%	100%	100%	100%	100%				100%				100%					
1st-Line Svrs/Mgrs, Helprs/Laborers	5	100%					60%	40%			40%			100%			\$17.79	0%	60%	100%	100%	100%		40%	60%			100%								
Retail Salespersons	5	40%				60%	60%	40%					60%	40%			\$12.00	0%	100%	40%	40%	100%				100%		40%								60%
Compensation and Benefits Managers	5	100%									100%			100%			N/A	0%	100%	0%	0%	100%				100%										100%
Molding/Cormakng/Casting Mach Opers	4	100%						50%	50%					100%			\$12.00	0%	50%	100%	50%	100%		50%		50%		100%								
Managers, All Other	4	100%						50%			50%			50%	50%		N/A	0%	100%	50%	50%	100%				100%		50%								50%
Demonstrators and Product Promoters	4				100%						100%		100%				\$10.00	0%	100%	100%	0%	100%		100%												100%
Advertising and Promotions Managers	4			100%							100%			100%			N/A	0%	100%	100%	100%	100%				100%						100%				
Cargo and Freight Agents	4	100%						100%						100%			\$13.00	0%	100%	100%	0%	100%			100%											100%
Food Batchmakers	4	100%						100%						100%			\$7.50	0%	100%	100%	100%	100%				100%										100%

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Wholesale Trade
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Other	Internal corporate policy	Applicant's technical skills **	Applicant's basic skills *	Labor availability	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth
Butchers and Meat Cutters	3	100%					100%								100%	\$5.29	0%	100%	100%	0%	100%				100%										100%
Mobile Heavy Eqpt Mechs, exc Engine	3	100%					100%							100%		\$13.00	0%	0%	0%	0%	100%				100%									100%	
Computer, Ofc & ATM Mach Repairers	3		100%				100%							100%		\$12.02	0%	100%	100%	100%	100%			100%					100%						
Computer Operators	3	100%									100%			100%		\$19.23	0%	0%	100%	100%	0%			100%			100%								
Human Resources Managers	3	100%								100%				100%		\$19.38	0%	0%	0%	0%	100%				100%			100%							
Medical & Health Services Managers	3	100%									100%			100%		\$28.85	0%	100%	100%	100%	100%			100%										100%	
Computer & Information Systems Mgrs	3	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%									100%	
Health & Safety Engrs, exc Mining	3	100%									100%			100%		\$21.63	0%	0%	0%	0%	100%				100%			100%							
Billing/Posting Clerks & Mach Opers	3	100%					100%							100%		N/A	0%	100%	100%	100%	100%			100%			100%								
Database Administrators	3	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Human Resources Managers, All Other	3	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Engineering Managers	3	100%									100%			100%		\$24.04	0%	100%	100%	100%	100%			100%			100%								
Lawyers	3	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Administrative Services Managers	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Computer Softwre Engineers, Systems	2		100%							100%				100%		\$16.83	0%	100%	100%	100%	100%			100%					100%						
Budget Analysts	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
HR/Trng/Labor Rels Specs, All Other	2	100%								100%				100%		N/A	0%	100%	0%	0%	100%				100%										100%
Training & Development Specialists	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Claims Adjusters/Examnrs/Invstgatr	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Wholesale/Retail Buyers, exc Farm	2	100%									100%			100%		\$21.63	0%	100%	100%	100%	100%			100%			100%								
Credit Analysts	2	100%									100%			100%		\$15.38	0%	100%	100%	100%	100%				100%			100%							
Designers, All Other	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Laundry and Dry-Cleaning Workers	2	100%					100%					100%		100%		\$7.50	0%	0%	100%	0%	0%				100%			100%							
1st-Line Svrs/Mgrs, Mechs/Installrs	2					100%		100%						100%		\$21.63	0%	100%	100%	100%	100%			100%			100%			100%					
Animal Breeders	2					100%								100%		N/A	100%	0%	0%	0%	0%			100%				100%							
Order Clerks	2	100%									100%			100%		\$14.22	0%	100%	100%	100%	100%				100%										100%
File Clerks	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Procurement Clerks	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Insurance Sales Agents	2	100%									100%			100%		N/A	0%	100%	0%	0%	100%				100%										100%
Advertising Sales Agents	2	100%						100%						100%		\$8.00	0%	100%	100%	0%	100%				100%			100%							100%
Counter and Rental Clerks	2	100%						100%						100%		\$8.00	0%	100%	100%	0%	100%				100%			100%							
1st-Line Svrs/Mgrs, NonRetSalesWkr	2			100%							100%			100%		\$38.46	0%	100%	100%	100%	100%				100%			100%							

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Transportation/Warehousing/Logistics
Full-Time Job Vacancies

Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement					Experience Required				Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Truck Drivers, Heavy/TractorTrailer	593		80%	1%	7%	8%	4%		43%	43%	14%				3%	42%	19%	36%	\$15.93	1%	73%	88%	46%	95%	30%	48%	10%		12%	59%			4%		37%	
Bus Drivers, Transit and Intercity	67		19%		61%	19%		61%	36%	3%						81%	19%	\$10.00	0%	36%	100%	100%	100%	61%		22%	16%	39%						61%		
Bus Drivers, School	58		100%					48%	38%	14%				38%	48%	3%	10%	\$9.50	38%	48%	14%	62%	62%	48%		14%	38%	14%			38%			48%		
Industrial Truck & Tractor Operatrs	29		38%	62%				62%	31%	7%					24%	76%		\$9.00	0%	86%	100%	100%	100%		62%	38%		7%						93%		
Dispatchers, exc Police, Fire & Amb	25		100%					16%			84%				84%		16%	\$10.00	0%	16%	16%	16%	100%		84%	16%		16%	84%							
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	25			100%					100%						100%			\$19.71	0%	100%	100%	100%	100%			100%								100%		
Office Clerks, General	24		100%						62%		38%				29%	38%	33%	\$12.00	21%	71%	79%	79%	79%		17%	75%	8%	54%					13%	33%		
Customer Service Representatives	23		100%					91%	9%					9%	91%			\$14.42	0%	100%	100%	100%	100%	91%	9%			91%				9%				
Truck Drivers, Light/Delivery Svcs	23		52%		17%	30%		17%	48%	35%					30%	17%	52%	\$14.00	26%	48%	57%	35%	74%			91%	9%	74%					17%	9%		
Sales Representatives, Services, AO	19		100%					37%			63%					100%		\$15.38	0%	100%	100%	100%	100%			37%	63%		63%				37%			
Shipping Receiving & Traffic Clerks	16		44%		56%			44%	56%					56%		44%		\$10.96	0%	100%	100%	100%	100%			44%	56%	100%								
Railroad Conductors and Yardmasters	13		100%						100%							100%		\$20.00	0%	100%	100%	0%	100%		100%									100%		
Motor Vehicle Operators, All Other	12		100%					100%							100%			N/A	100%	0%	0%	0%	0%	100%										100%		
Accountants and Auditors	9		22%				78%		22%		78%				22%	78%		\$8.50	22%	78%	78%	78%	78%	78%	22%	22%		100%								
Switchbrd Oper, inc Answering Serv	9		100%					100%							100%			\$7.50	100%	0%	0%	0%	0%			100%		100%								
Writers and Authors	9		100%					100%							100%			N/A	0%	100%	100%	100%	100%				100%							100%		
Parts Salespersons	9		100%								100%					100%		\$16.83	0%	0%	100%	100%	100%		100%			100%								
Subway and Streetcar Operators	8		100%					100%						100%				\$13.46	0%	100%	100%	100%	100%			100%			100%						100%	
Taxi Drivers and Chauffeurs	8		100%						75%	25%					25%	75%		\$6.50	25%	50%	50%	75%	75%		25%	50%	25%	75%							25%	
Laborers & Freight/StockMovrs, Hand	8		50%	50%				75%		25%				25%	25%	50%		\$11.50	0%	75%	75%	25%	100%		75%		25%	100%								
Procurement Clerks	7		100%					100%						100%				\$11.06	0%	100%	100%	100%	100%	100%				100%		100%						
Mechanical Engineering Technicians	6		100%					100%						100%				\$9.50	0%	100%	100%	0%	100%		100%									100%		
Receptionists & Information Clerks	6		33%			67%		100%							33%	67%		\$10.50	0%	67%	100%	33%	100%		100%								33%	67%		
Cargo and Freight Agents	6		67%		33%			67%			33%			67%		33%		\$13.22	0%	100%	100%	100%	100%	67%		33%			67%			33%				
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	5		100%					100%							100%			\$8.50	0%	0%	100%	0%	100%			100%			100%						100%	
Transportation Workers, All Other	4		100%					100%							100%			\$9.50	0%	100%	100%	0%	100%	100%				100%							100%	
Bookkeeping/Acctng/Auditing Clerks	3		100%					67%			33%				67%	33%		\$12.02	0%	100%	100%	100%	100%			33%	67%	100%								
Bus/Truck Mechncs & DieselEng Specs	2		100%						100%							100%		\$12.00	0%	100%	100%	100%	100%					100%							100%	
Compnsatn/Bnfts & JobAnalysis Specs	2		100%							100%						100%		\$12.02	0%	100%	100%	100%	100%		100%				100%							
Inspectors/Testers/Sorters/Weighers	2		100%					100%						100%				\$8.50	100%	0%	0%	0%	0%			100%		100%								
Financial Specialists, All Other	2						100%				100%					100%		N/A	0%	100%	100%	100%	100%			100%						100%				
Food Batchmakers	2		100%					100%						100%				\$7.50	0%	0%	100%	0%	0%		100%										100%	

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

Area: Workforce Boards of Metropolitan Chicago Industry Sector: Transportation/Warehousing/Logistics
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method											
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
General Maintenance & Repair Works	2	100%					100%					100%			\$9.00	0%	100%	100%	100%	100%	100%					100%										
Captains/Mates/Pilots, Water Vessel	2	100%					100%						100%		\$26.44	0%	100%	100%	100%	100%				100%											100%	
Helpers--Carpenters	2				100%		100%						100%		N/A	0%	100%	100%	100%	100%	100%					100%										
Sales Managers	2				100%					100%			100%		N/A	0%	100%	100%	100%	100%	100%					100%	100%									
Billing/Posting Clerks & Mach Opers	2	100%					100%						100%		\$13.50	0%	100%	100%	0%	100%			100%			100%										
Order Clerks	2	100%					100%					100%			\$10.00	0%	0%	100%	100%	100%		100%				100%										
Sales Reps, Wholesale/Manufacturing	1		100%				100%						100%		\$19.23	0%	100%	100%	100%	100%		100%				100%										
Credit Authorizers/Checkers/Clerks	1	100%					100%						100%		N/A	0%	100%	100%	100%	100%	100%					100%										
Executive Secretaries & Admin Assts	1	100%					100%					100%			\$20.00	0%	100%	100%	100%	100%		100%				100%										
Management Analysts	1	100%								100%			100%		\$38.46	0%	100%	100%	100%	100%	100%					100%										
Emer Med Technicians & Paramedics	1		100%								100%				N/A	0%	100%	100%	100%	100%		100%													100%	

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

Appendix B

Lake County Workforce Investment Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Note: Too few firms with vacancies limit the production of detailed response data.

Table 1. Business and Employment Conditions: Respondent Firms in Lake County

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Number of Firms	57	74	86	14
Vacancies (% reporting vacancies)	22.8%	23.0%	17.4%	7.1%
Temp help (% reporting temp help)	34.1%	32.5%	23.8%	0.0%
Business conditions index				
improved last 6 months	49	46	47	43
will improve next 6 months	66	63	66	75
Employment conditions index				
improved last 6 months	51	43	48	47
will improve next 6 months	56	59	59	59

Table 2. Business and Employment Conditions: Firms with Vacancies in Lake County

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Total number firms	13	17	15	1
Temp help (% reporting temp help)	51.3%	53.0%	35.5%	0.0%
Total number vacancies	108	106	215	10
permanent (% total vacancies)	100.0%	100.0%	100.0%	*
seasonal (% total vacancies)	0.0%	0.0%	0.0%	*
full-time (% total vacancies)	100.0%	100.0%	99.9%	*
part-time (% total vacancies)	0.0%	0.0%	0.1%	*
Business conditions index				
improved last 6 months	44	33	46	*
will improve next 6 months	64	68	57	*
Employment conditions index				
improved last 6 months	42	41	48	*
will improve next 6 months	60	53	55	*

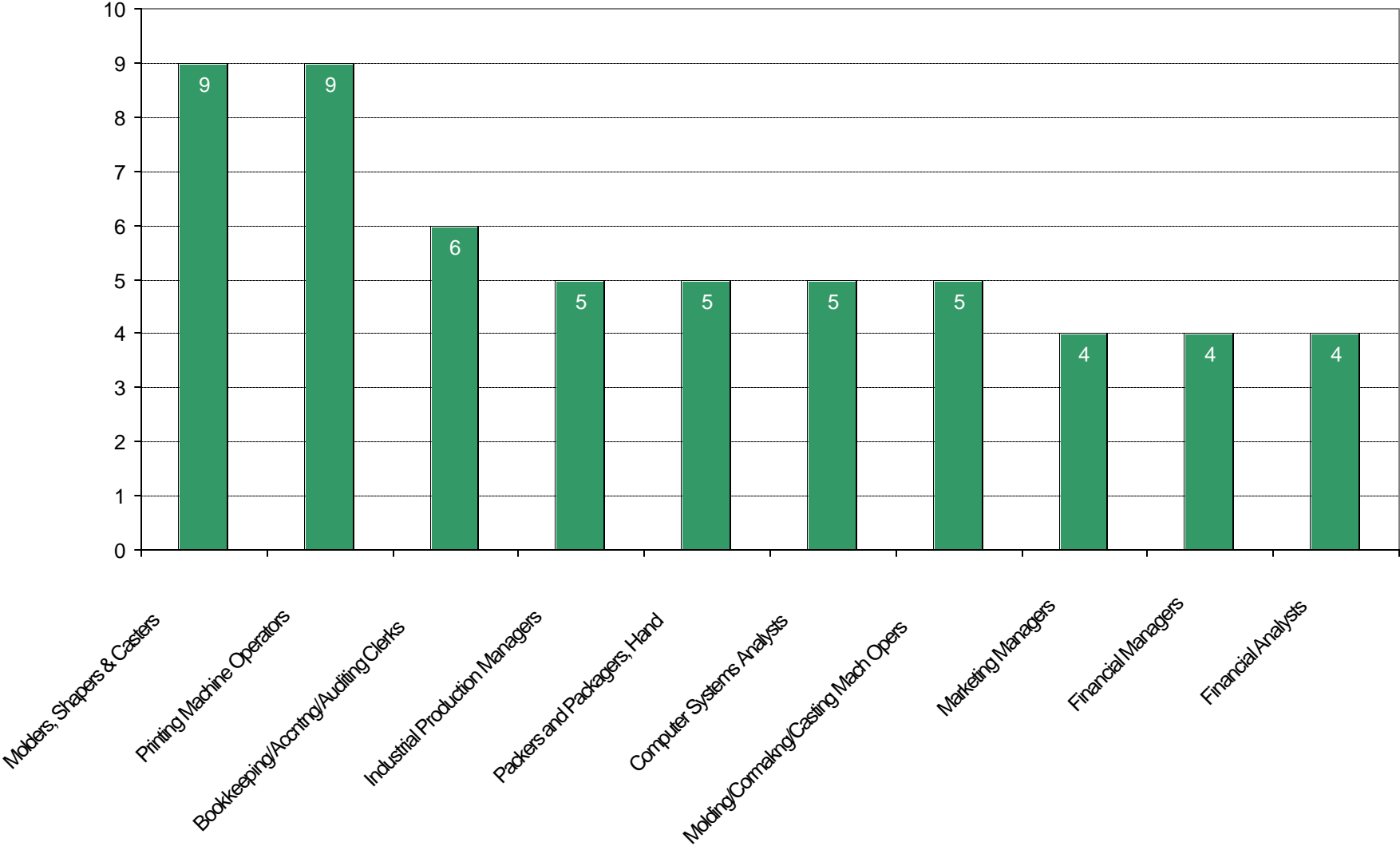
Note: * indicates too few firms with vacancies to produce detailed response data.

Area: LWA 1 - Lake County Workforce Investment Board Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

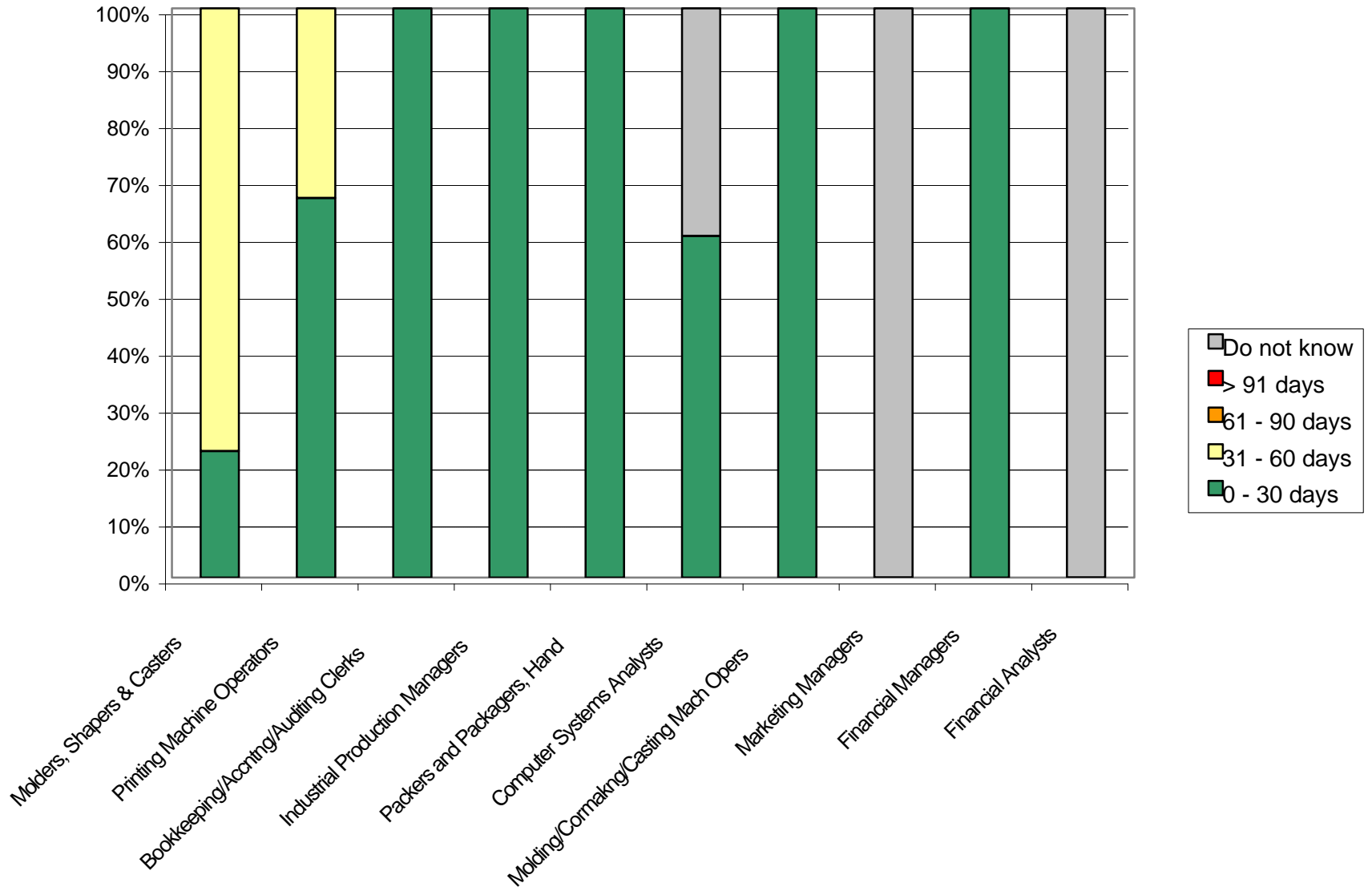
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method										
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy/	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Molders, Shapers & Casters	9	22%	78%				22%	78%					78%	22%	\$7.00	0%	22%	22%	22%	100%	78%			22%	22%											
Printing Machine Operators	9	67%	33%				100%						33%	67%	\$12.00	0%	100%	100%	33%	100%	33%	67%			33%									67%		
Bookkeeping/Acctng/Auditing Clerks	6	100%						100%					100%		N/A	100%	0%	0%	0%	0%				100%											100%	
Industrial Production Managers	5	100%							100%				100%		\$16.00	0%	100%	100%	100%	100%	100%					100%										
Packers and Packagers, Hand	5	100%					20%	80%					100%		\$8.00	0%	40%	40%	100%	80%	80%	20%					60%								40%	
Computer Systems Analysts	5	60%			40%				100%				100%		\$25.96	40%	60%	60%	60%	60%			60%	40%											100%	
Molding/Corkmakng/Casting Mach Opers	5	100%					100%						40%		\$17.00	40%	60%	60%	60%	60%			100%		60%										40%	
Marketing Managers	4				100%				100%				100%		N/A	100%	0%	0%	0%	0%				100%												100%
Financial Managers	4	100%							100%				100%		N/A	100%	0%	0%	0%	0%				100%												100%
Financial Analysts	4				100%				100%				100%		N/A	100%	0%	0%	0%	0%				100%												100%
Accountants and Auditors	4	50%			50%		50%		50%				50%	50%	\$19.23	50%	50%	50%	50%	50%		50%														100%
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	3				100%		100%						100%		\$16.00	0%	100%	100%	100%	100%	100%					100%										
Human Resources Managers	3	100%							100%				100%		\$49.52	0%	100%	100%	100%	100%			100%												100%	

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

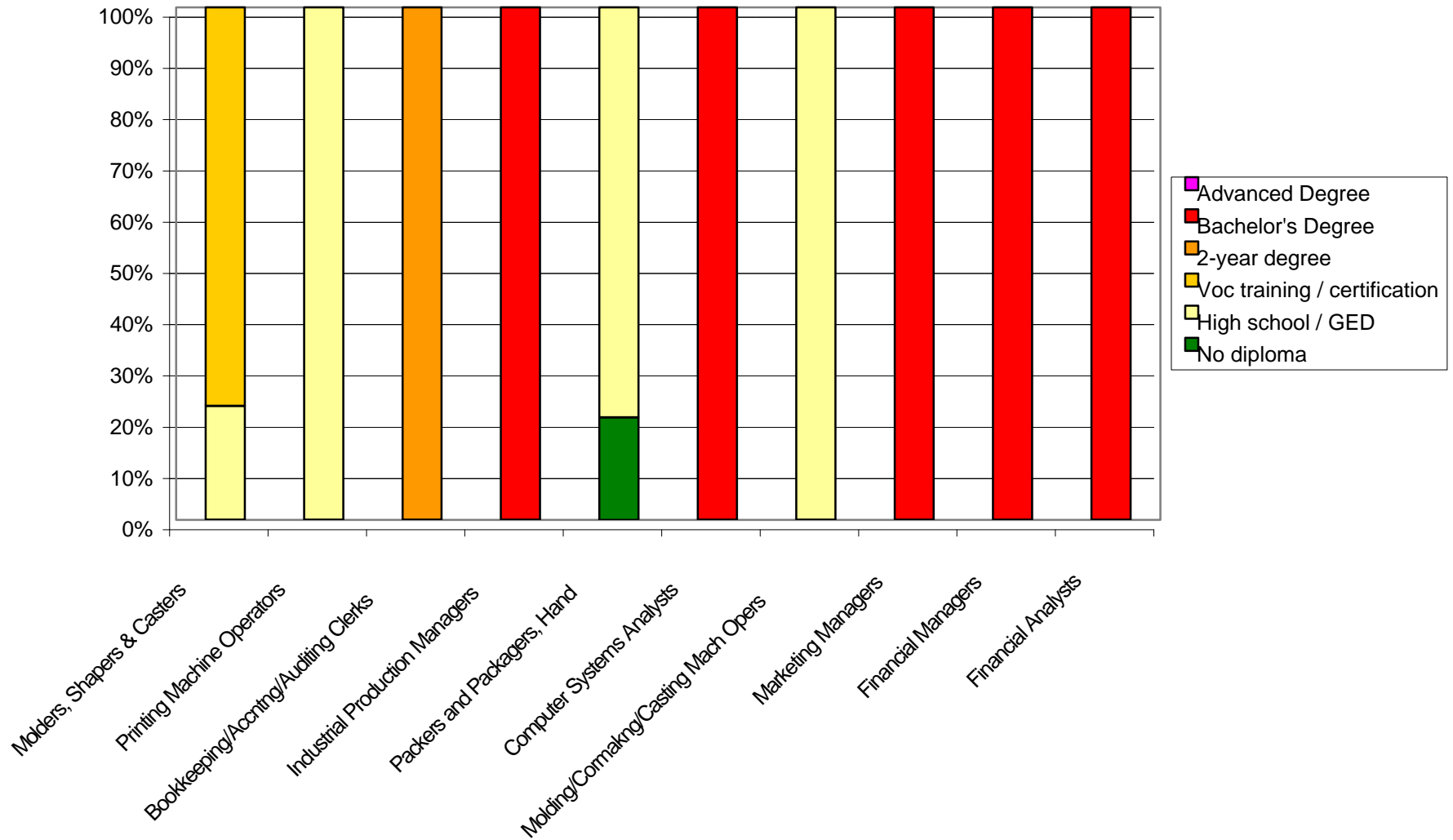
LWA 1: Lake County
Most Job Vacancies, Non-Durable Manufacturing Industry



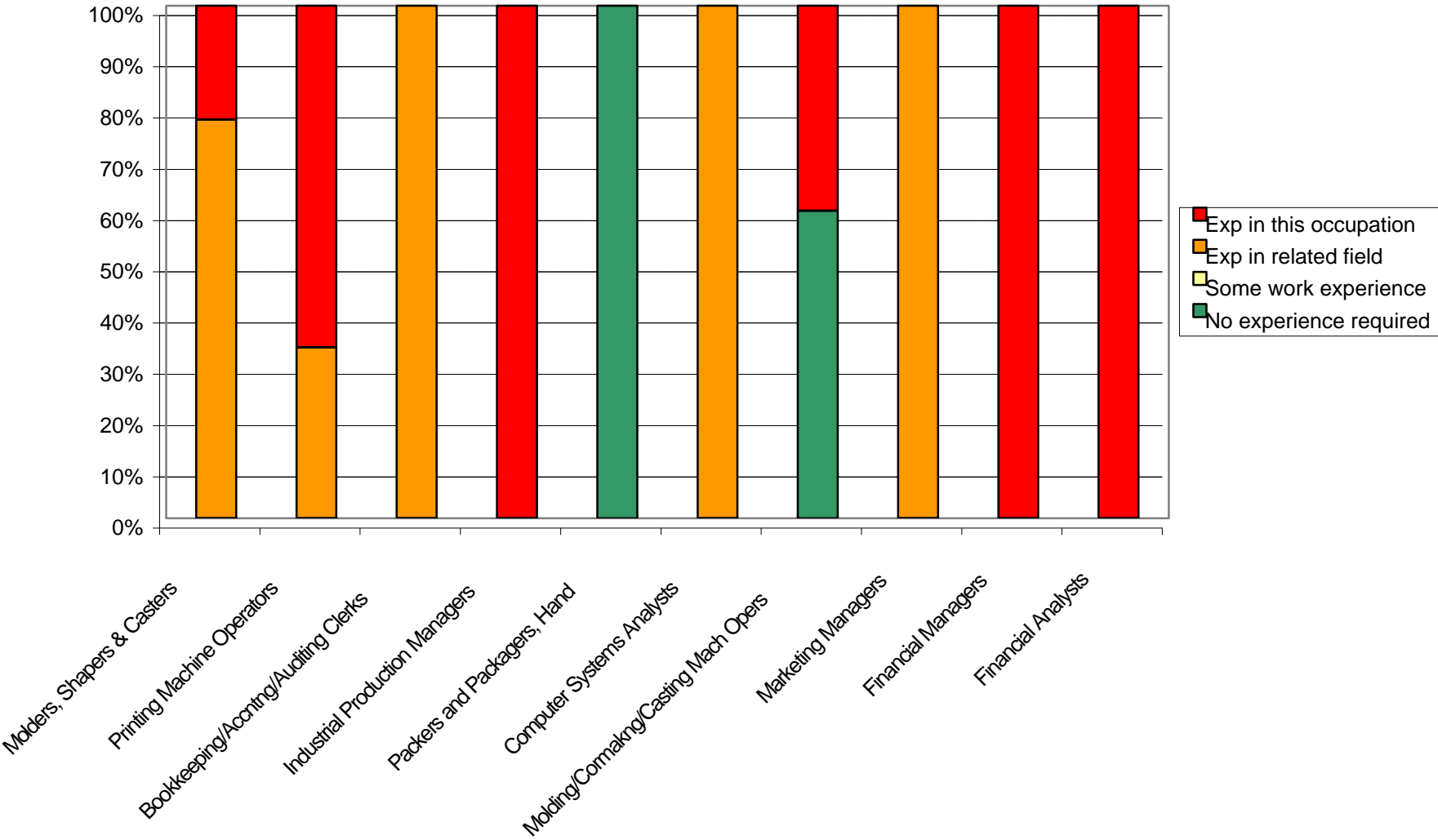
LWA 1: Lake County Duration of Vacancy, Non-Durable Manufacturing Industry



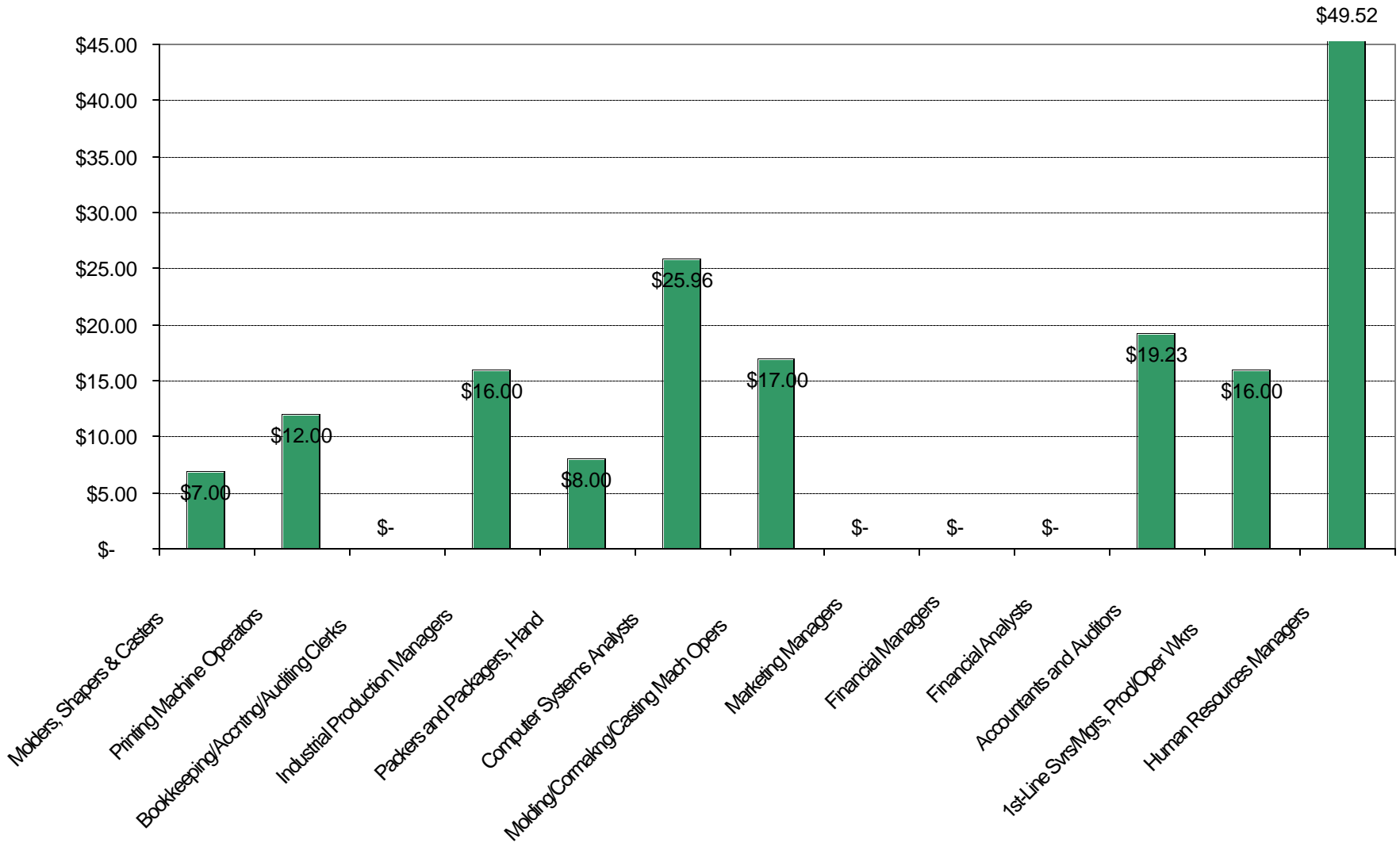
LWA 1: Lake County Education Requirement, Non-Durable Manufacturing Industry



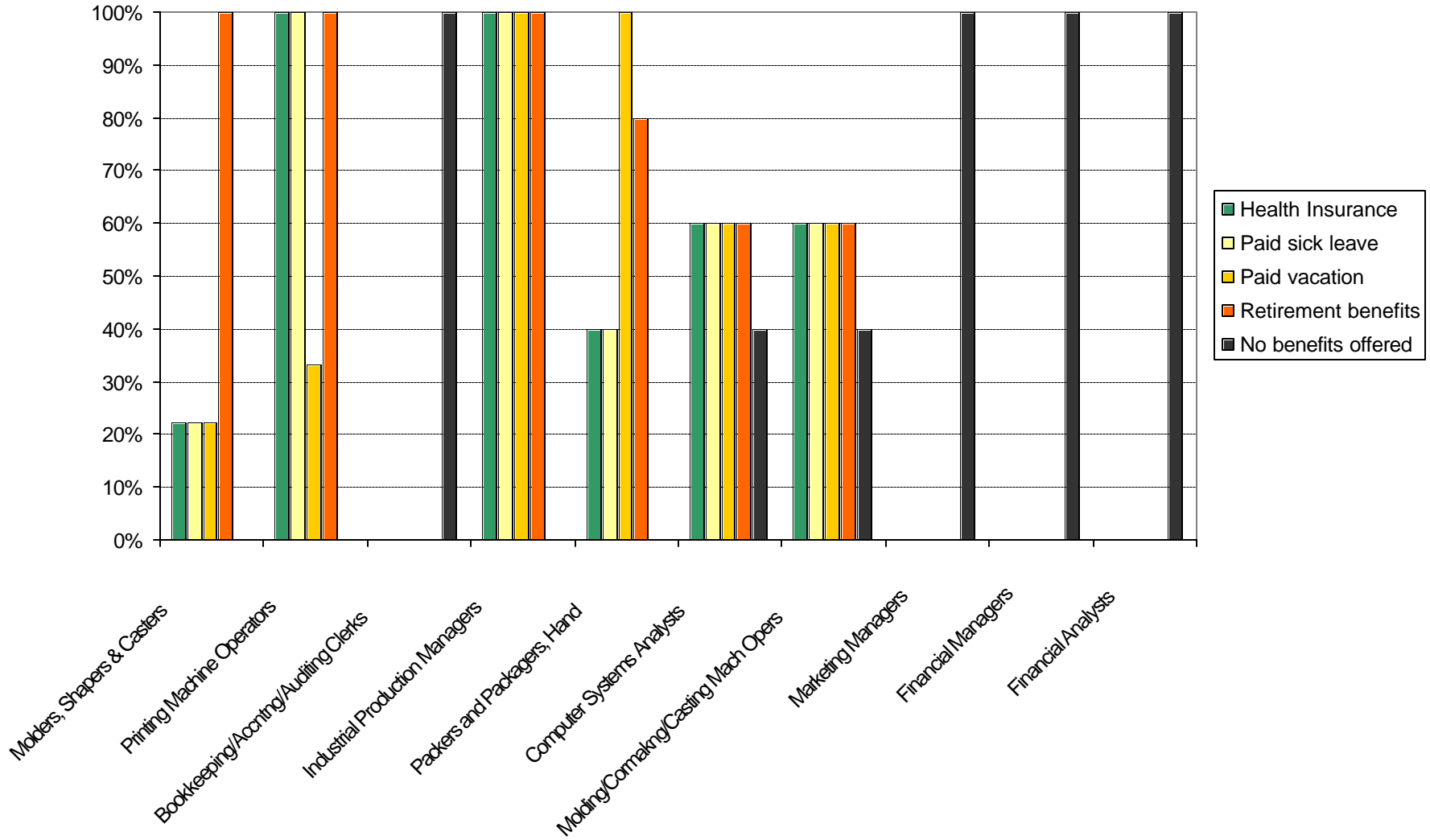
LWA 1: Lake County Experience Requirement, Non-Durable Manufacturing Industry



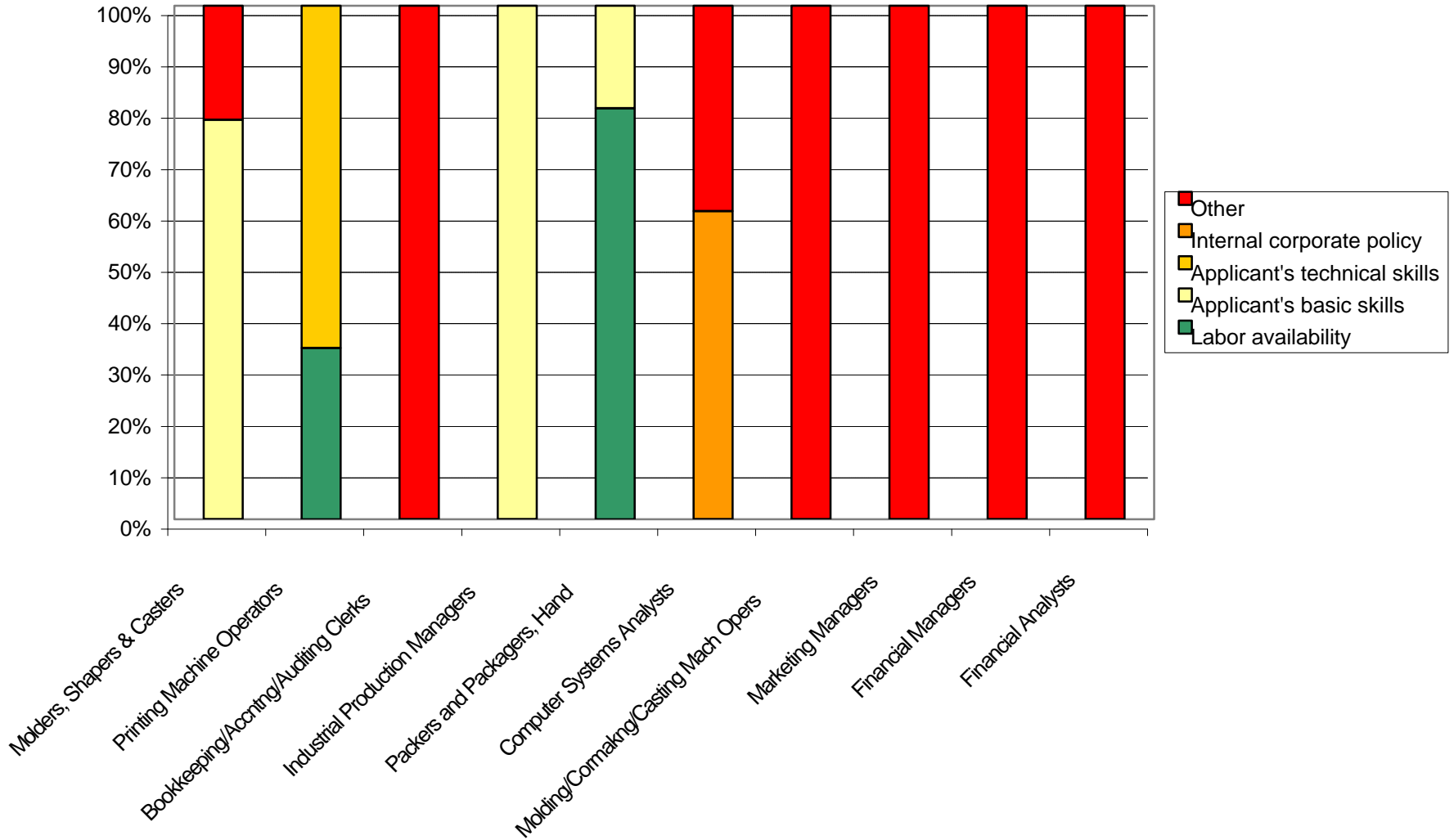
LWA 1: Lake County
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry



**LWA 1: Lake County
Benefits Offered, Non-Durable Manufacturing Industry**



LWA 1: Lake County Hiring Difficulty, Non-Durable Manufacturing Industry

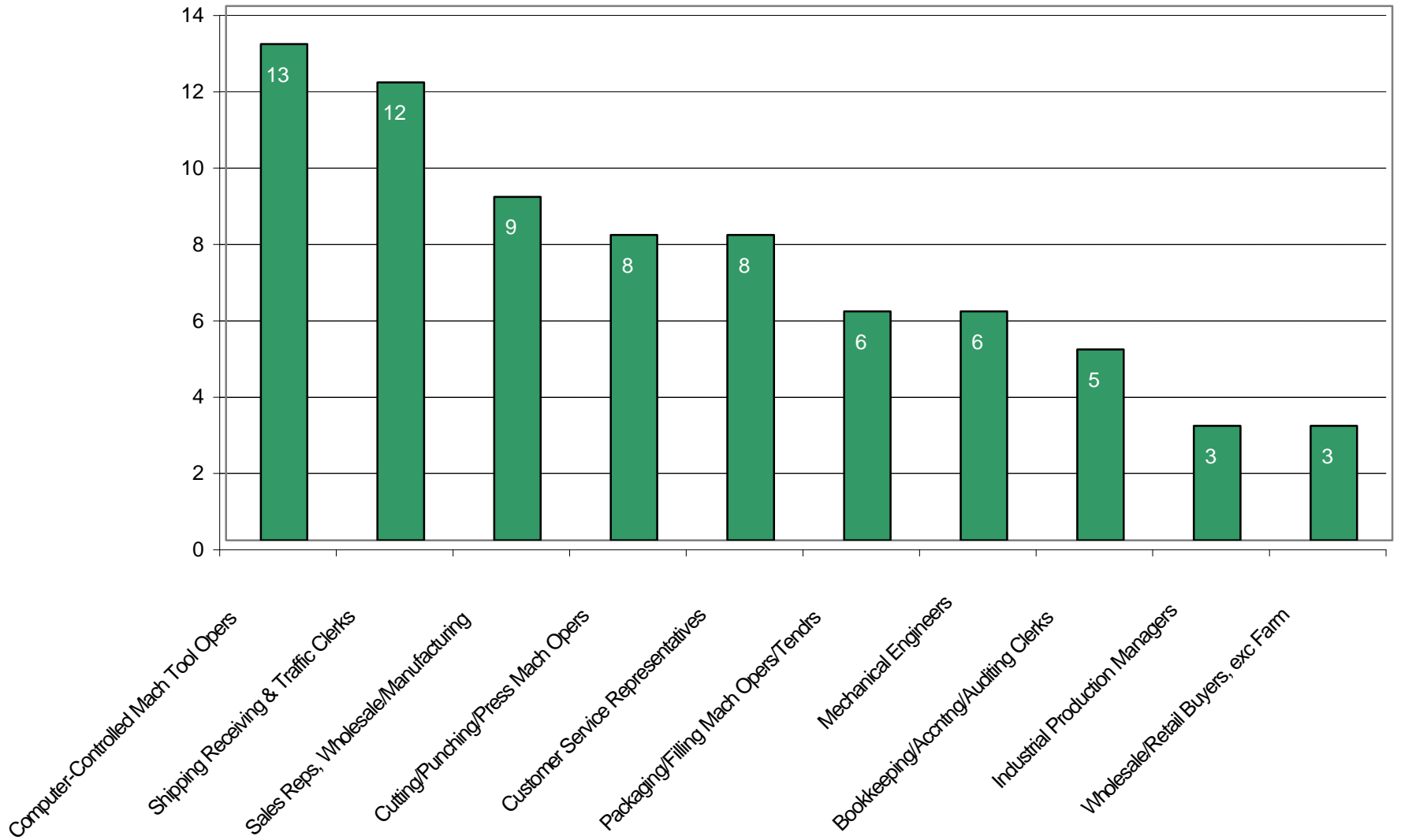


Area: LWA 1 - Lake County Workforce Investment Board Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

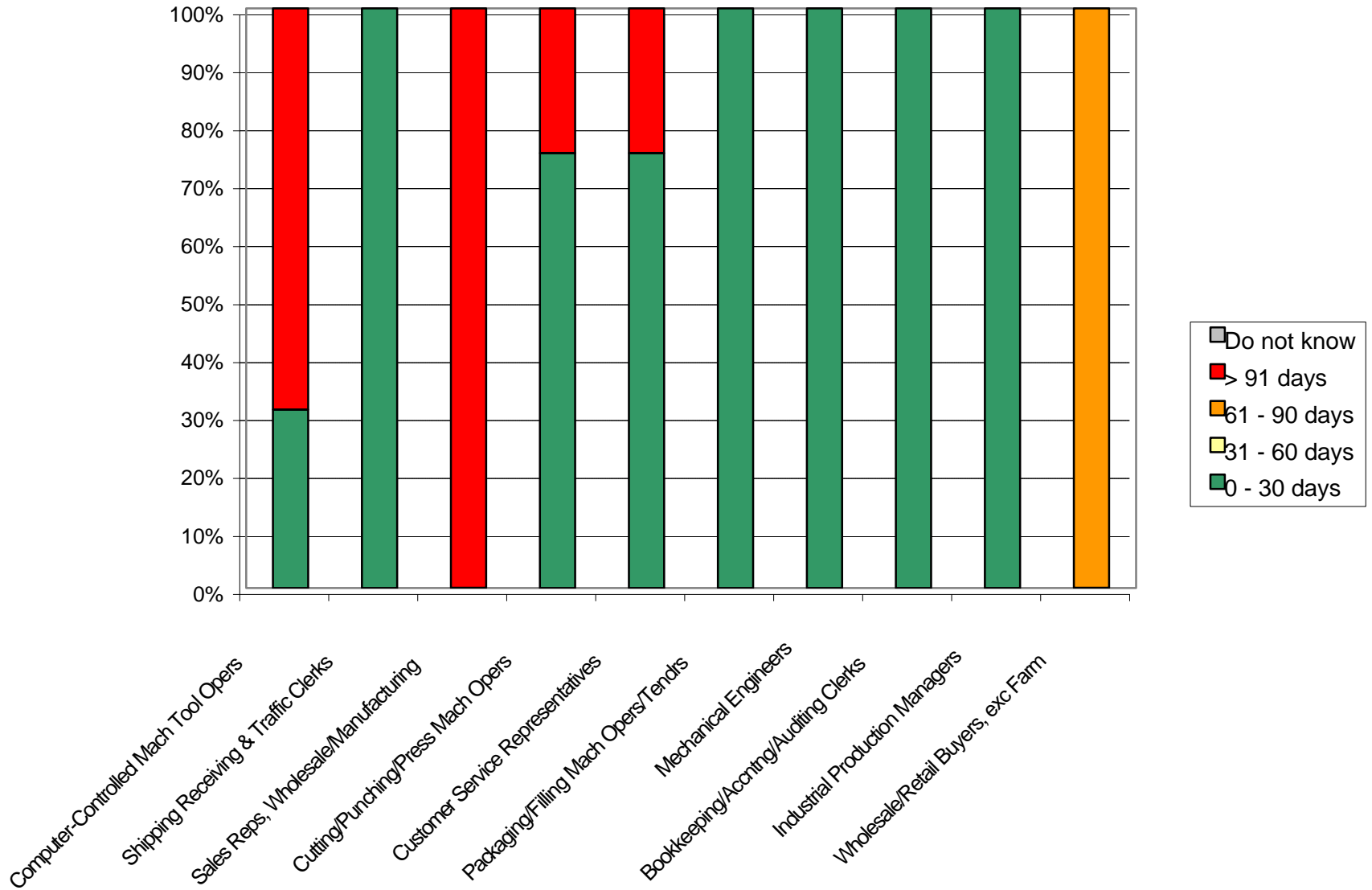
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method										
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Computer-Controlled Mach Tool Opers	13	31%			69%		15%	69%		15%			15%	85%	\$8.00	0%	100%	100%	100%	100%		15%	15%		69%	31%							69%		
Shipping Receiving & Traffic Clerks	12	100%					100%						100%		\$10.00	0%	100%	100%	100%	100%				100%	83%								17%		
Sales Reps, Wholesale/Manufacturing	9			100%			22%	78%					22%	78%	\$12.02	0%	100%	100%	100%	100%		22%	78%		78%	22%									
Cutting/Punching/Press Mach Opers	8	75%		25%				100%					100%		\$9.00	0%	100%	100%	25%	100%			75%	25%	75%									25%	
Customer Service Representatives	8	75%		25%			63%	38%				38%	63%		\$13.46	0%	100%	63%	63%	100%		25%	38%	38%	75%	25%									
Packaging/Filling Mach Opers/Tendr	6	100%					100%					100%			\$7.75	0%	100%	100%	100%	100%			100%										100%		
Mechanical Engineers	6	100%					50%			50%			100%		\$22.84	0%	100%	100%	100%	100%			50%	50%	100%										
Bookkeeping/Acctng/Auditing Clerks	5	100%					40%			60%		40%	60%		\$13.39	0%	100%	100%	100%	100%			40%	60%	100%										
Industrial Production Managers	3	100%								100%			100%		\$37.64	0%	100%	100%	100%	100%				100%	100%										
Wholesale/Retail Buyers, exc Farm	3		100%							100%			100%		\$21.63	0%	100%	100%	100%	100%				100%		100%									
Electrical Engineers	3			100%						100%			100%		\$28.85	0%	100%	100%	100%	100%			100%		100%										
Market Research Analysts	3	100%								100%			100%		N/A	0%	100%	100%	100%	100%				100%		100%									
Stock Clerks and Order Fillers	3	100%					100%					100%			\$8.00	0%	0%	0%	0%	100%			100%		100%										

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

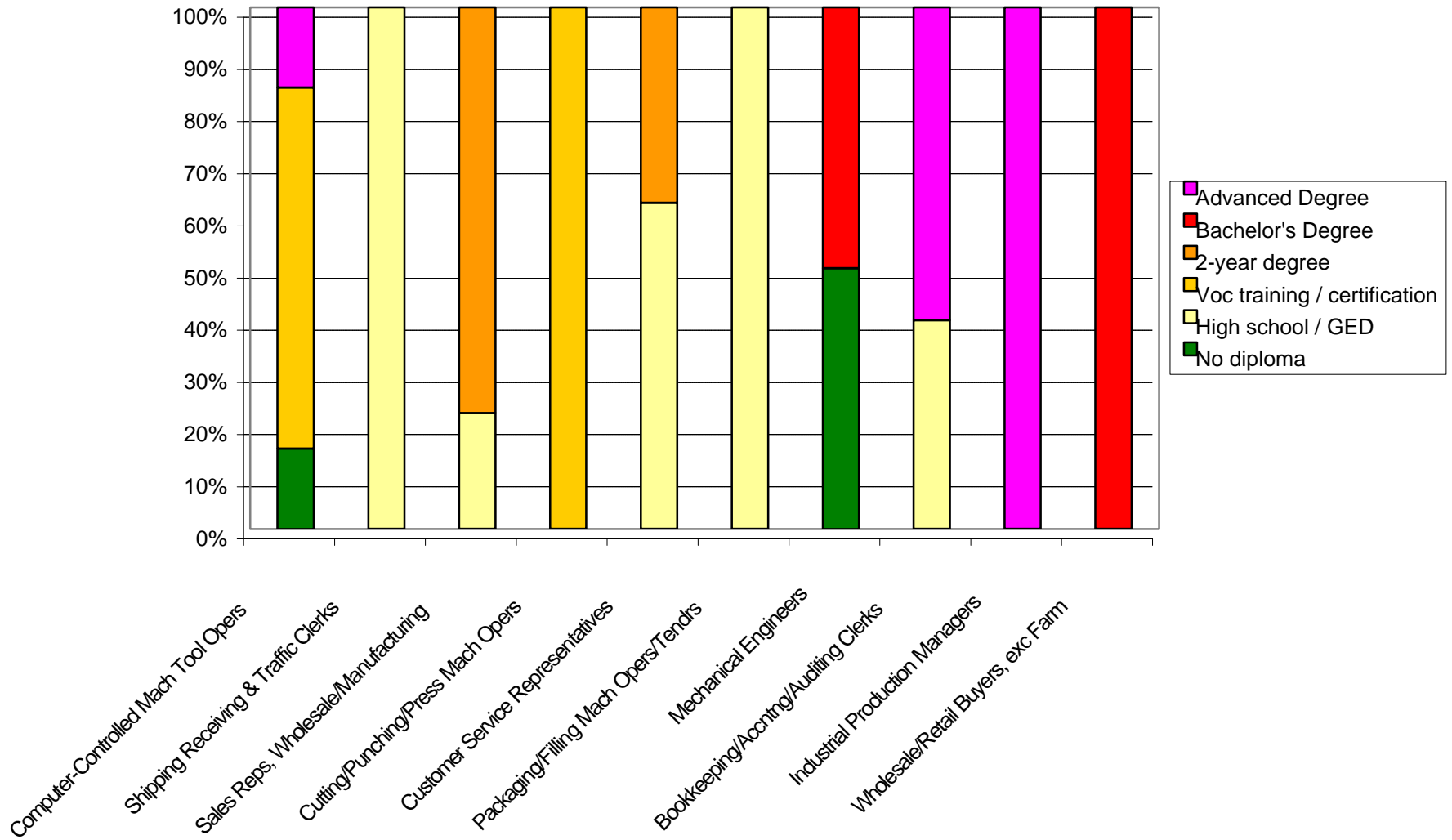
LWA 1: Lake County
Most Job Vacancies, Durable Manufacturing Industry



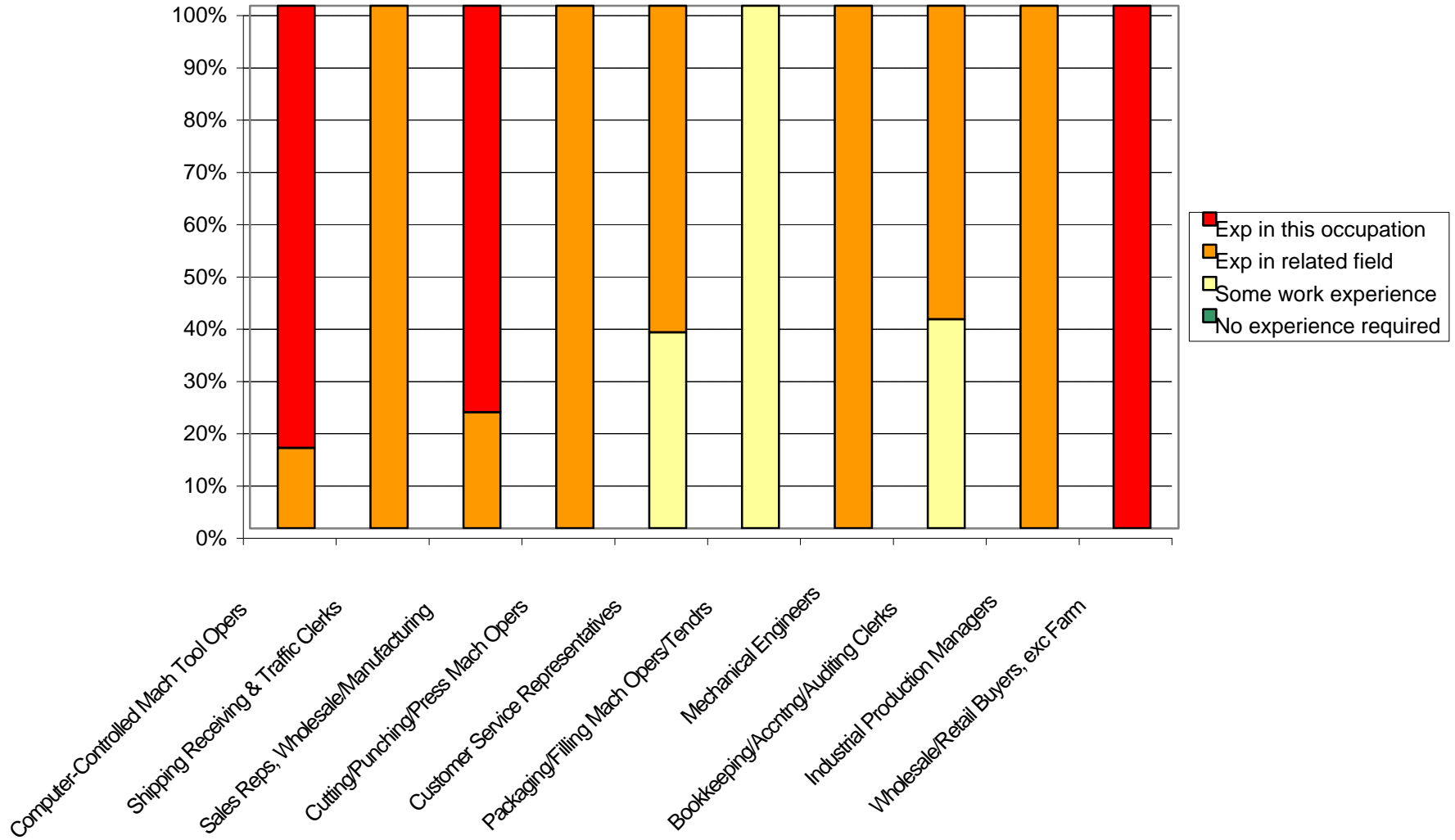
LWA 1: Lake County Duration of Vacancy, Durable Manufacturing Industry



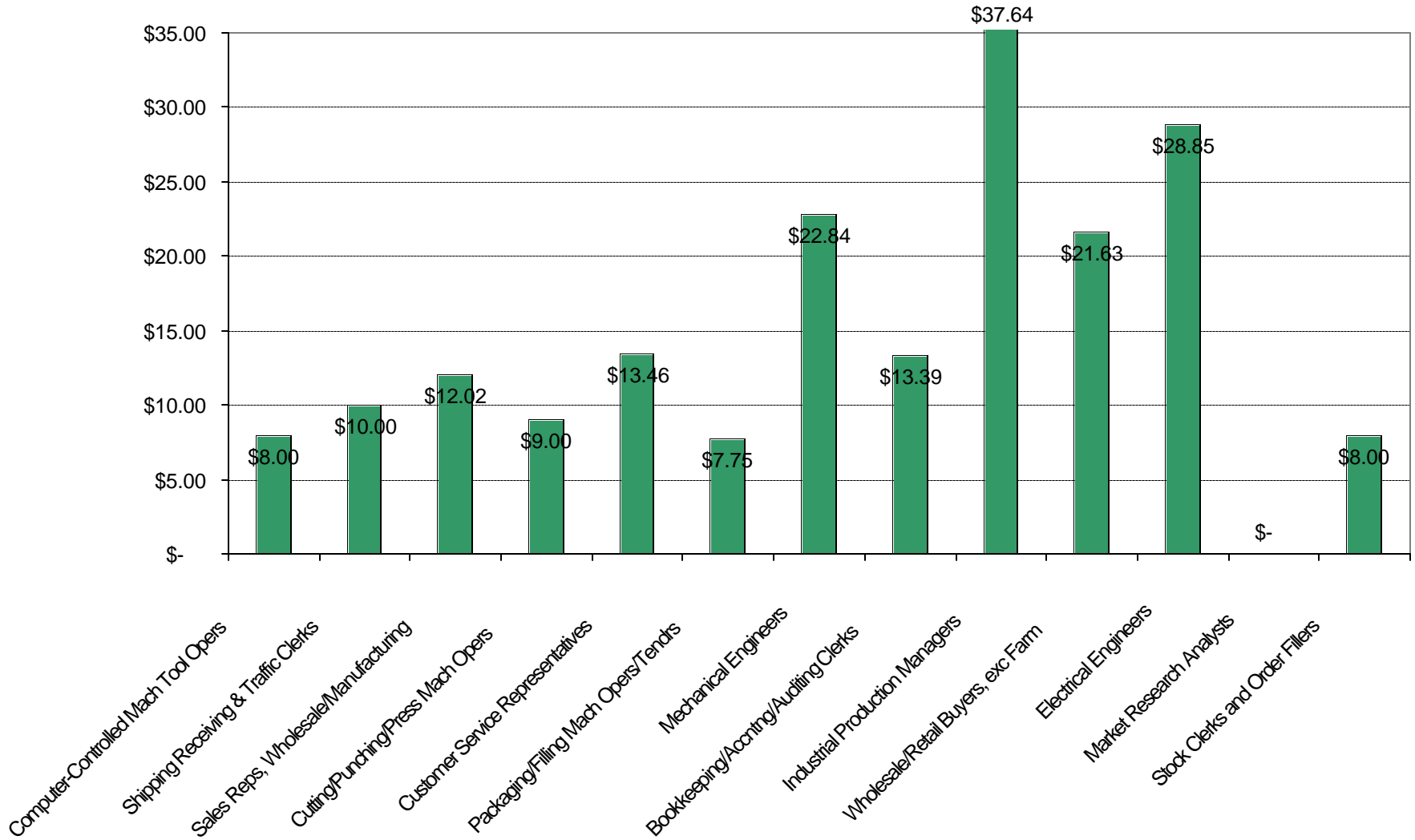
LWA 1: Lake County Education Requirement, Durable Manufacturing Industry



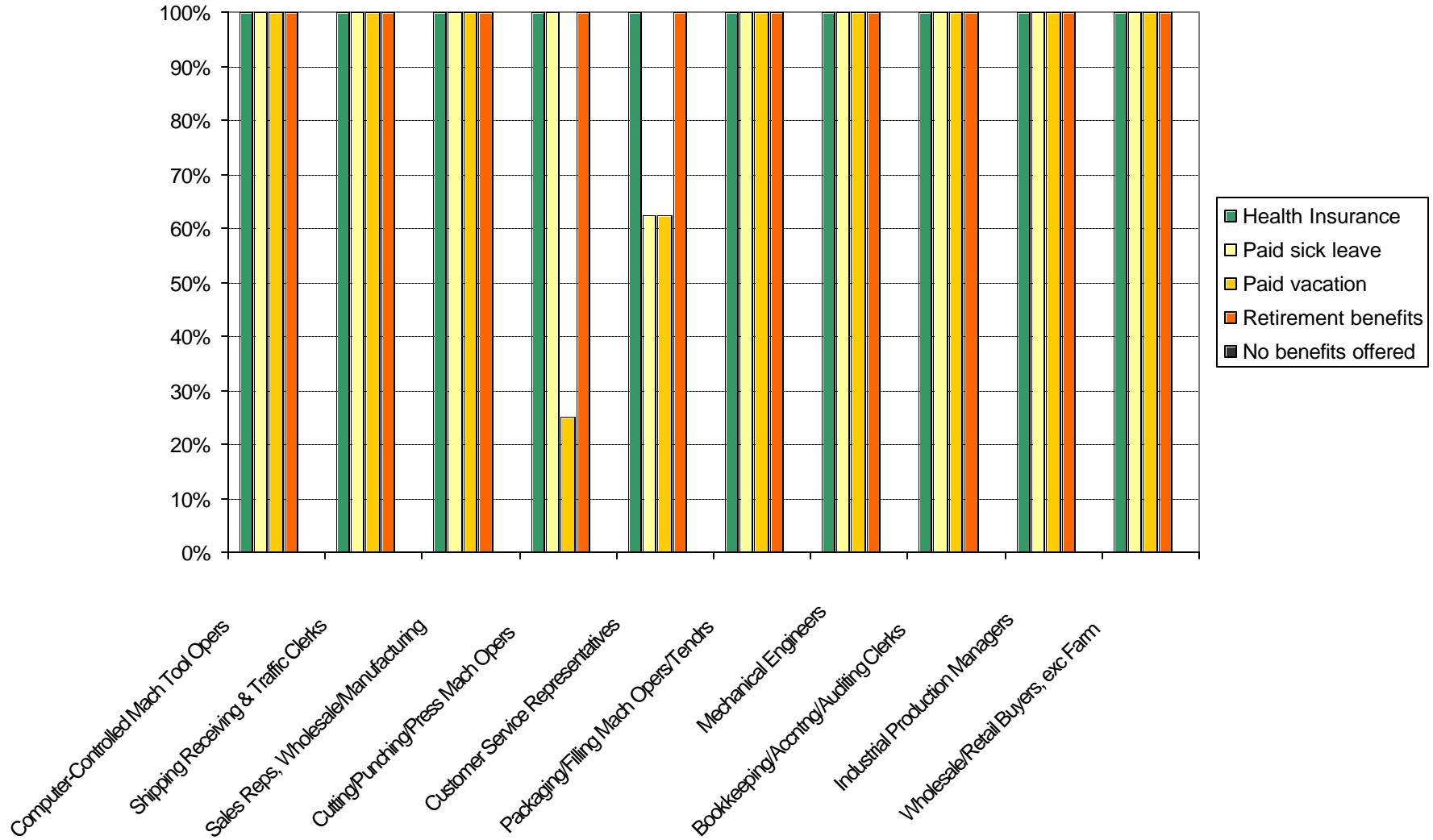
LWA 1: Lake County Experience Requirement, Durable Manufacturing Industry



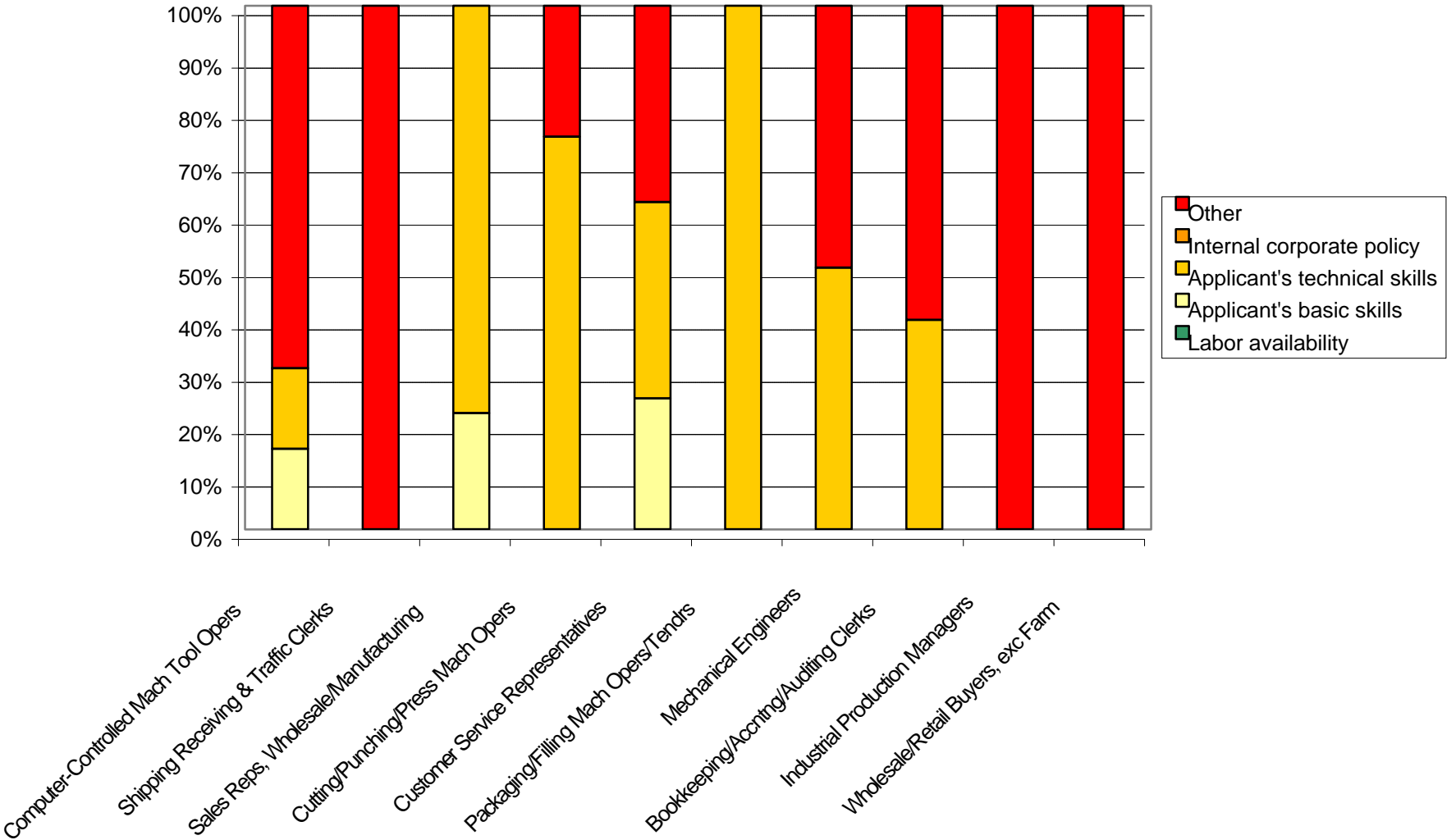
LWA 1: Lake County
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry



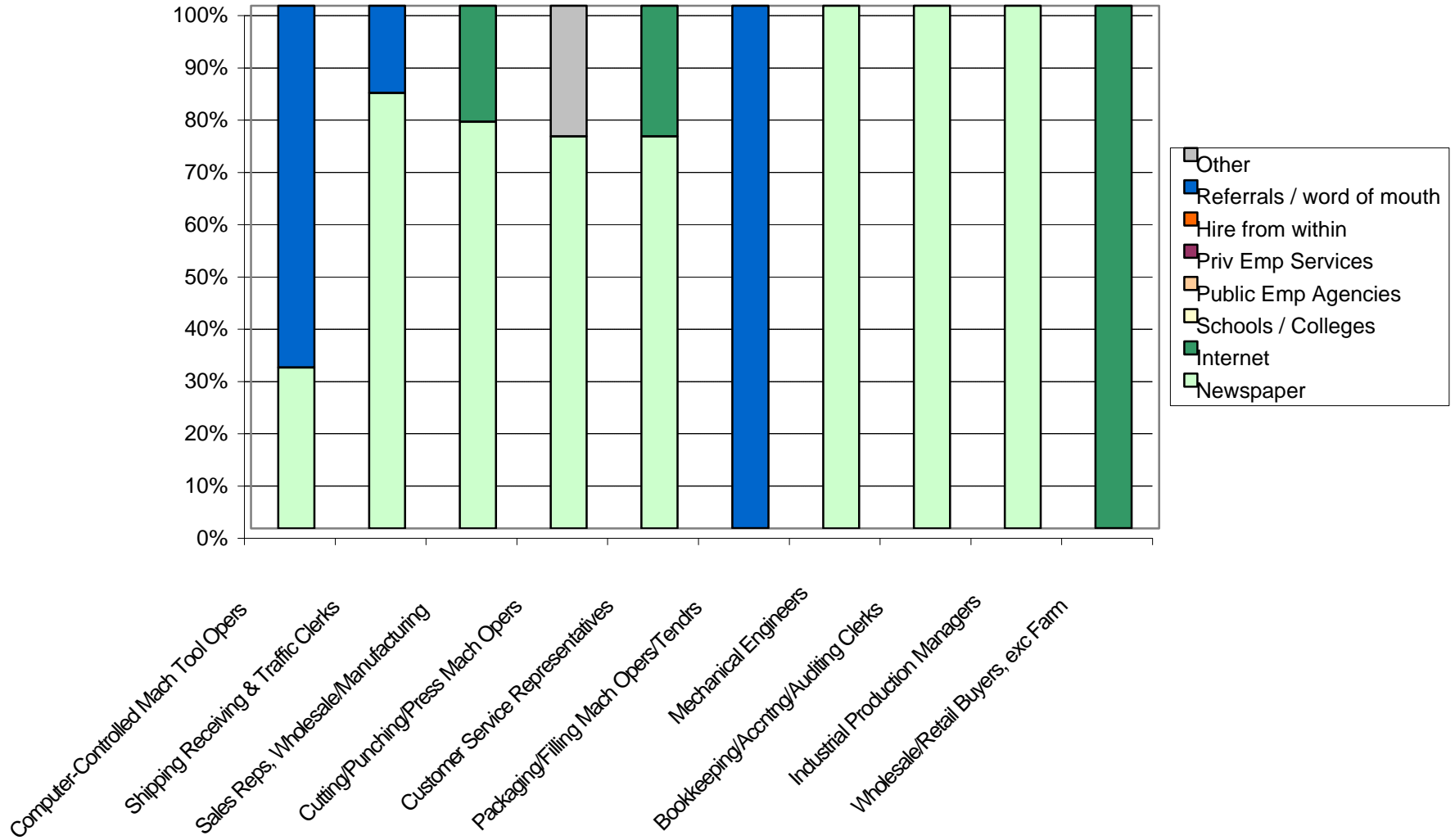
**LWA 1: Lake County
Benefits Offered, Durable Manufacturing Industry**



LWA 1: Lake County Hiring Difficulty, Durable Manufacturing Industry



LWA 1: Lake County Recruitment Method, Durable Manufacturing Industry

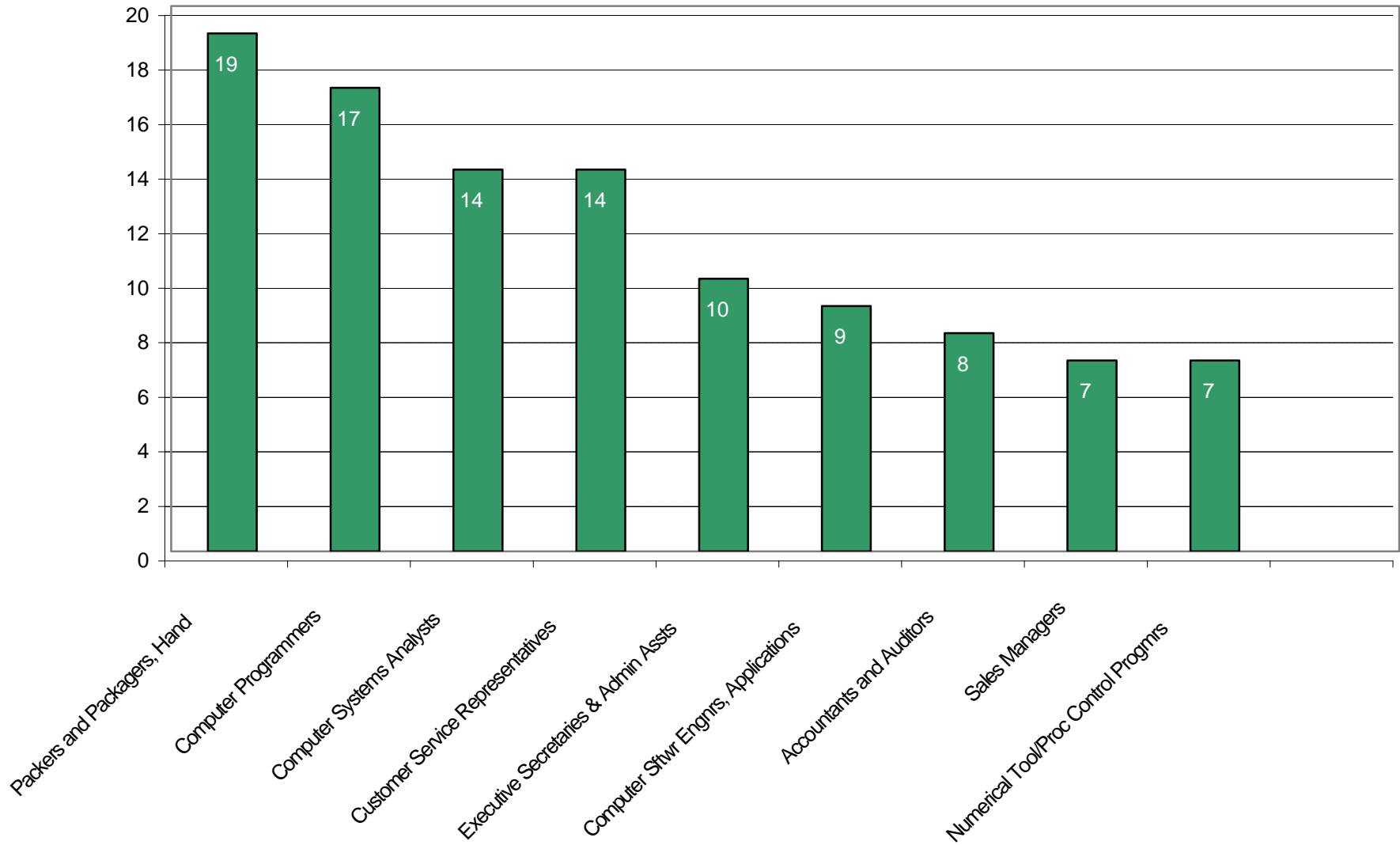


Area: LWA 1 - Lake County Workforce Investment Board Industry Sector: Wholesale Trade
Full-Time Job Vacancies

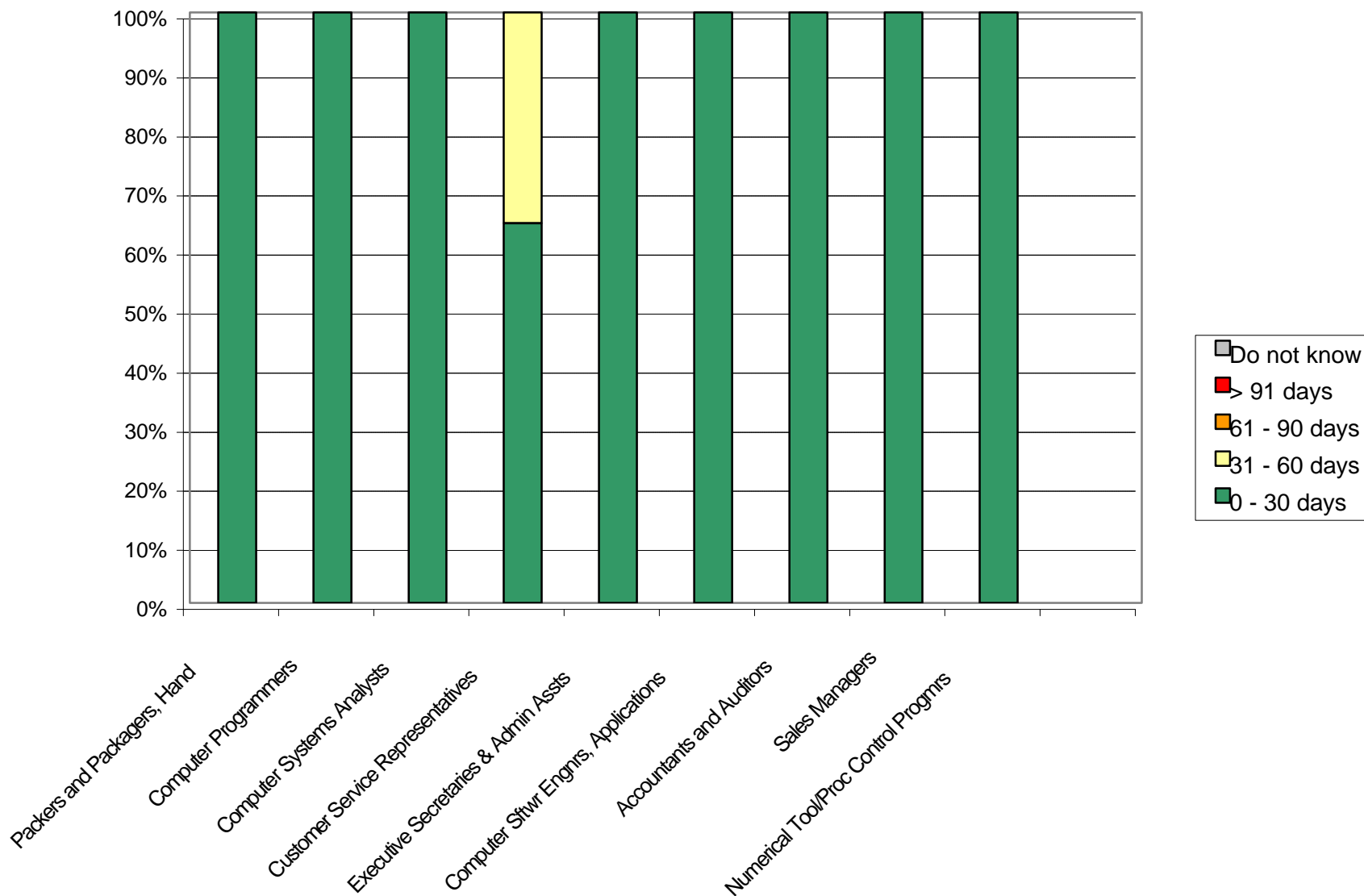
Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method													
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other		
Packers and Packers, Hand	19	100%					100%						11%	89%		\$10.50	89%	0%	0%	0%	11%	89%	11%					89%							11%			
Computer Programmers	17	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%									100%			
Computer Systems Analysts	14	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%										100%		
Customer Service Representatives	14	64%	36%				100%						36%	21%	21%	\$12.02	36%	43%	43%	43%	64%	21%	36%	21%	21%	43%				36%					21%			
Executive Secretaries & Admin Assts	10	100%					50%		50%					100%		N/A	0%	100%	0%	0%	100%					100%										100%		
Computer Sftwr Engrs, Applications	9	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%										100%		
Accountants and Auditors	8	100%								100%			100%			N/A	0%	100%	0%	0%	100%					100%										100%		
Sales Managers	7	100%								100%				100%		\$28.85	0%	100%	71%	71%	100%			29%	43%	29%	29%					43%				29%		
Numerical Tool/Proc Control Progmrs	7	100%					100%						100%			\$14.00	0%	100%	100%	100%	100%		100%				100%		100%							100%		
Employment/Recruitmnt/Placmnt Specs	5	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
General and Operations Managers	5	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Receptionists & Information Clerks	5	100%					100%						40%	60%		\$12.02	0%	100%	60%	0%	100%	60%			40%	60%										40%		
Compensation and Benefits Managers	5	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Advertising and Promotions Managers	4		100%							100%				100%		\$45.67	0%	100%	100%	100%	100%			100%						100%								
Pharmacists	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Database Administrators	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Management Analysts	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Lawyers	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Sales Reps, Wholesale/Manufacturing	3	100%					100%							100%		\$16.83	0%	100%	100%	100%	100%	100%					100%									100%		
Bookkeeping/Acctng/Auditing Clerks	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Human Resources Managers, All Other	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Computer & Information Systems Mgrs	3	100%								100%				100%		N/A	0%	100%	0%	0%	100%					100%											100%	
Helpers--Production Workers	3	100%					100%						100%			\$9.50	100%	0%	0%	0%	0%		100%				100%										100%	
1st-Line Svcs/Mgrs, Ofc/AdmSuppWkrs	3	100%					100%						100%			\$13.00	0%	100%	100%	100%	100%	100%					100%										100%	

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

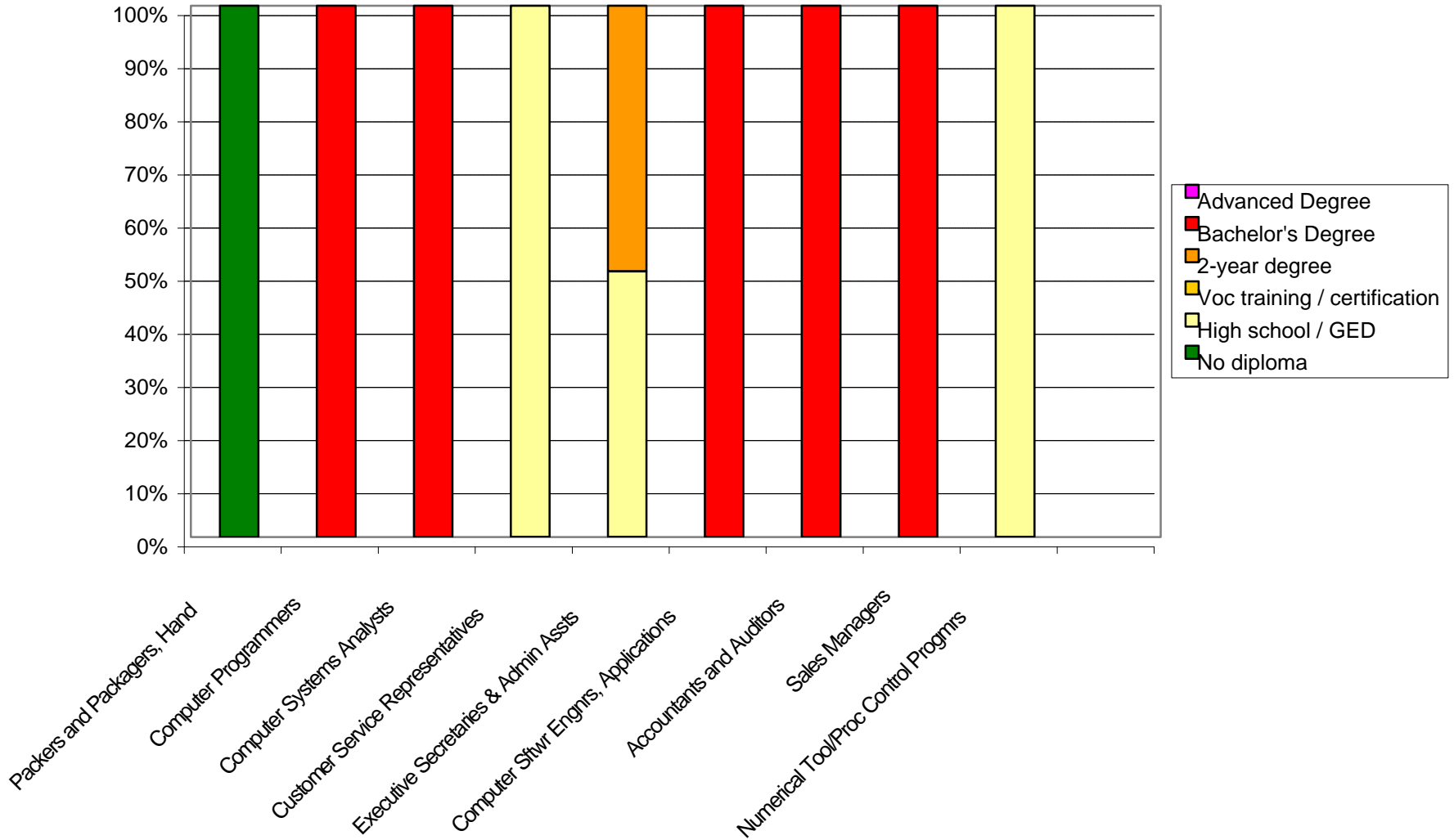
**LWA 1: Lake County
Most Job Vacancies, Wholesale Trade Industry**



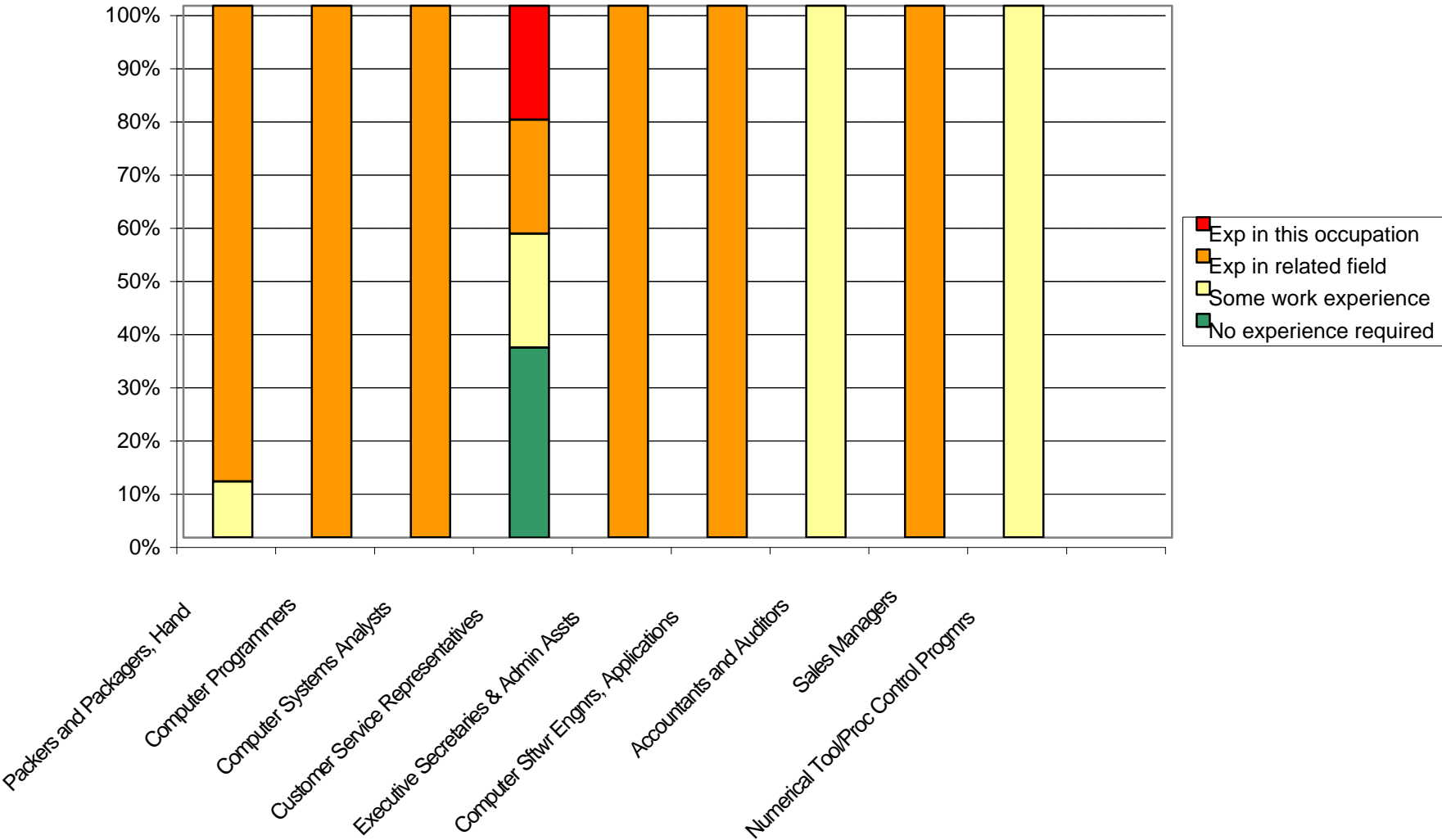
LWA 1: Lake County Duration of Vacancy, Wholesale Trade Industry



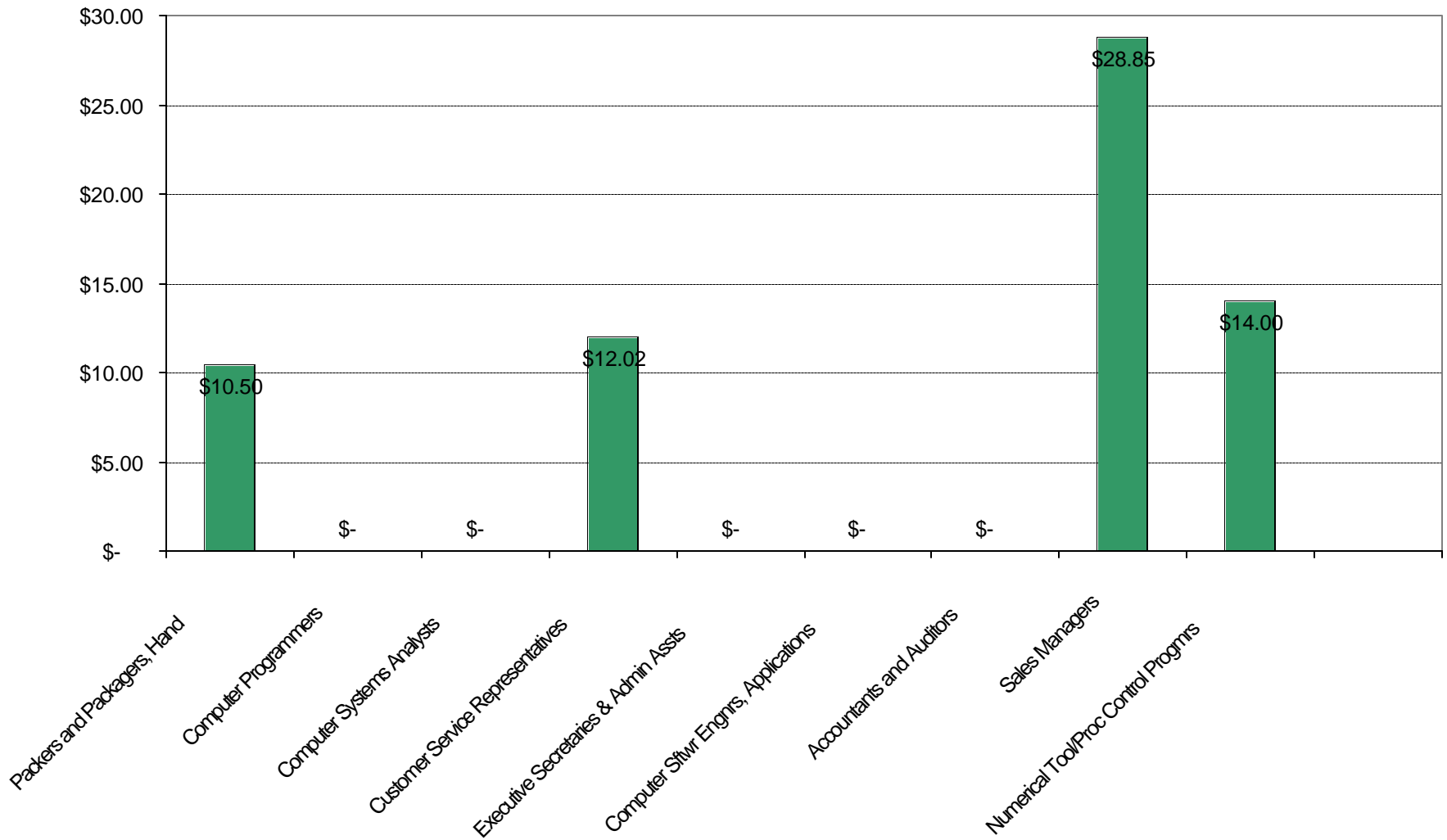
LWA 1: Lake County Education Requirement, Wholesale Trade Industry



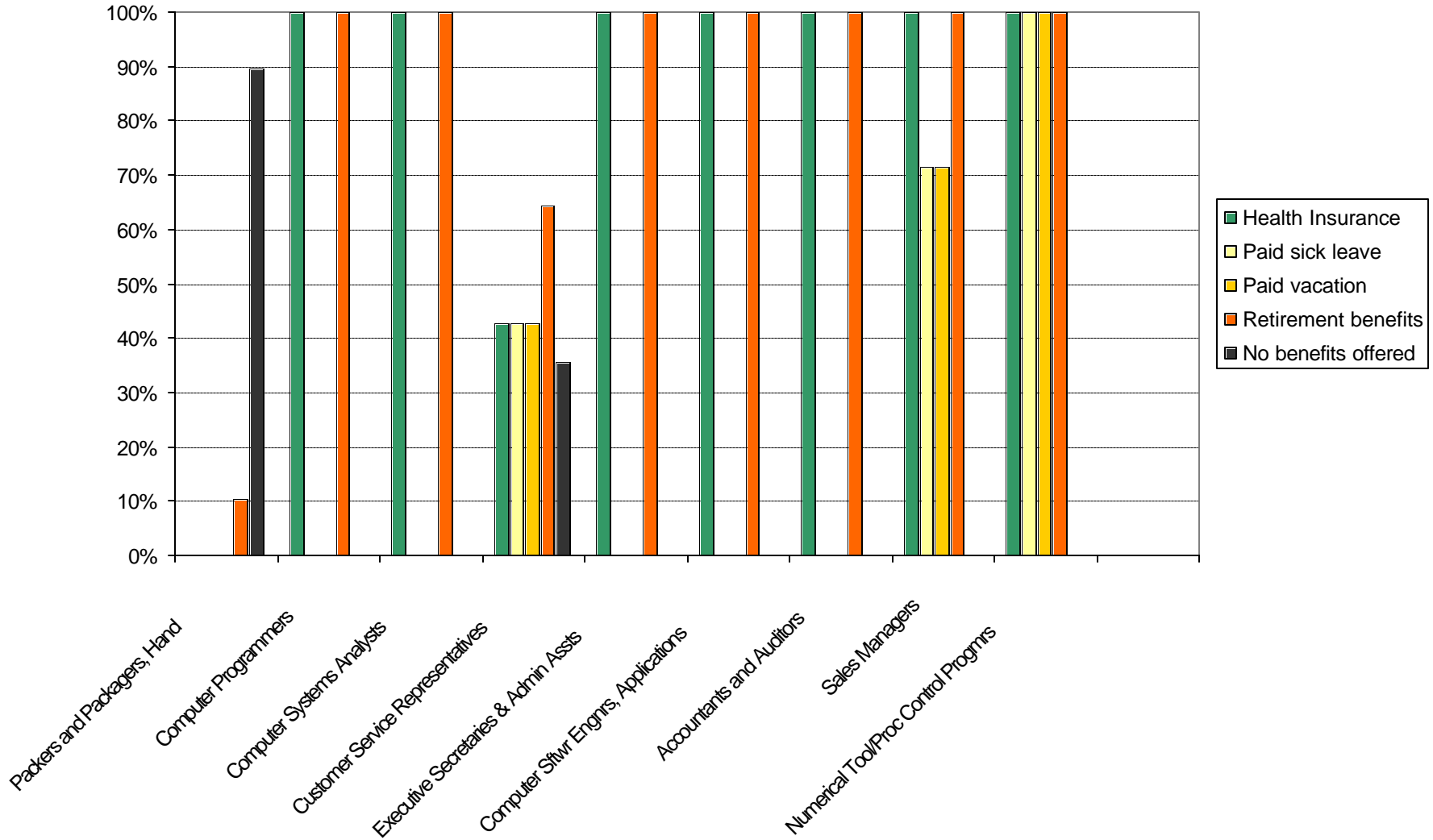
LWA 1: Lake County Experience Requirement, Wholesale Trade Industry



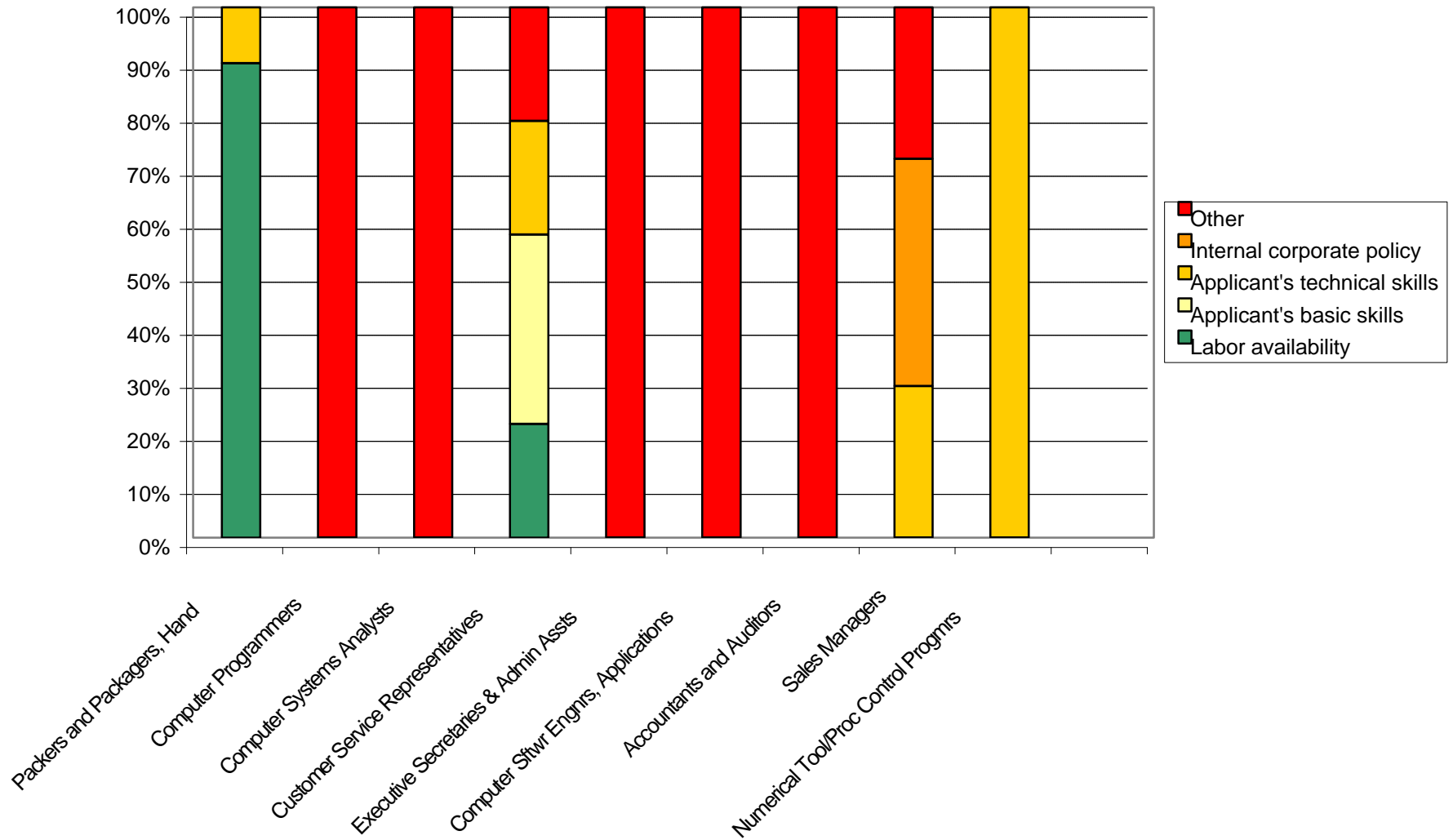
LWA 1: Lake County
Median Starting Wage Offered (Hourly), Wholesale Trade Industry



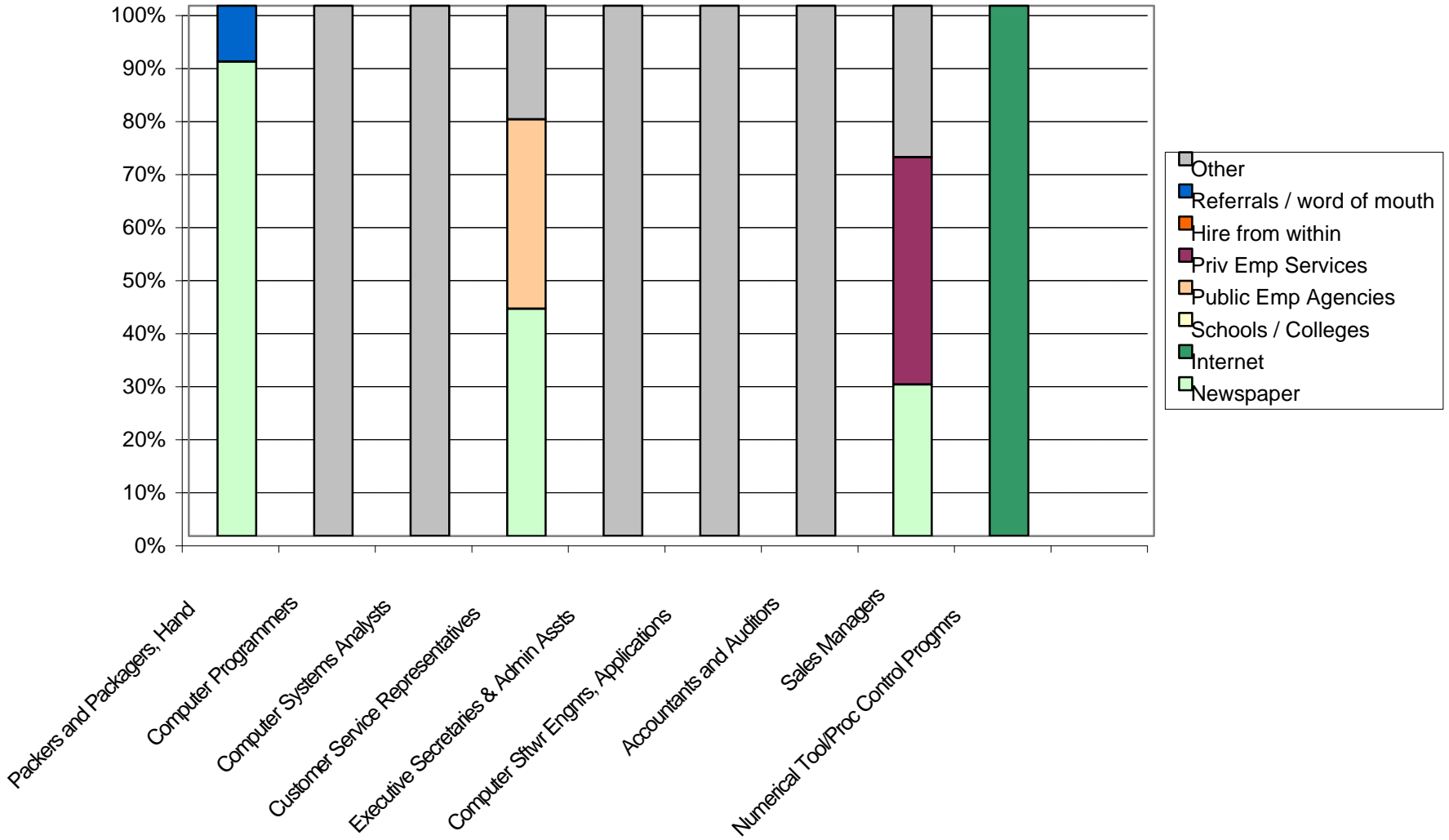
**LWA 1: Lake County
Benefits Offered, Wholesale Trade Industry**



LWA 1: Lake County Hiring Difficulty, Wholesale Trade Industry



LWA 1: Lake County Recruitment Method, Wholesale Trade Industry



Appendix C

McHenry County Workforce Investment Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Note: Too few firms with vacancies limit the production of detailed response data.

Table 1. Business and Employment Conditions: Respondent Firms in McHenry County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	42	56	24	10
Vacancies (% reporting vacancies)	33.3%	19.6%	8.3%	20.0%
Temp help (% reporting temp help)	26.4%	0.0%	14.0%	54.7%
Business conditions index				
improved last 6 months	48	39	47	39
will improve next 6 months	70	65	64	63
Employment conditions index				
improved last 6 months	49	39	41	29
will improve next 6 months	58	62	53	30

Table 2. Business and Employment Conditions: Firms with Vacancies in McHenry County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	14	11	2	2
Temp help (% reporting temp help)	68.4%	26.2%	61.5%	0.0%
Total number vacancies	43	148	3	16
permanent (% total vacancies)	91.2%	97.5%	*	*
seasonal (% total vacancies)	8.8%	2.5%	*	*
full-time (% total vacancies)	100.0%	89.9%	*	*
part-time (% total vacancies)	0.0%	10.1%	*	*
Business conditions index				
improved last 6 months	36	39	*	*
will improve next 6 months	66	81	*	*
Employment conditions index				
improved last 6 months	40	21	*	*
will improve next 6 months	60	65	*	*

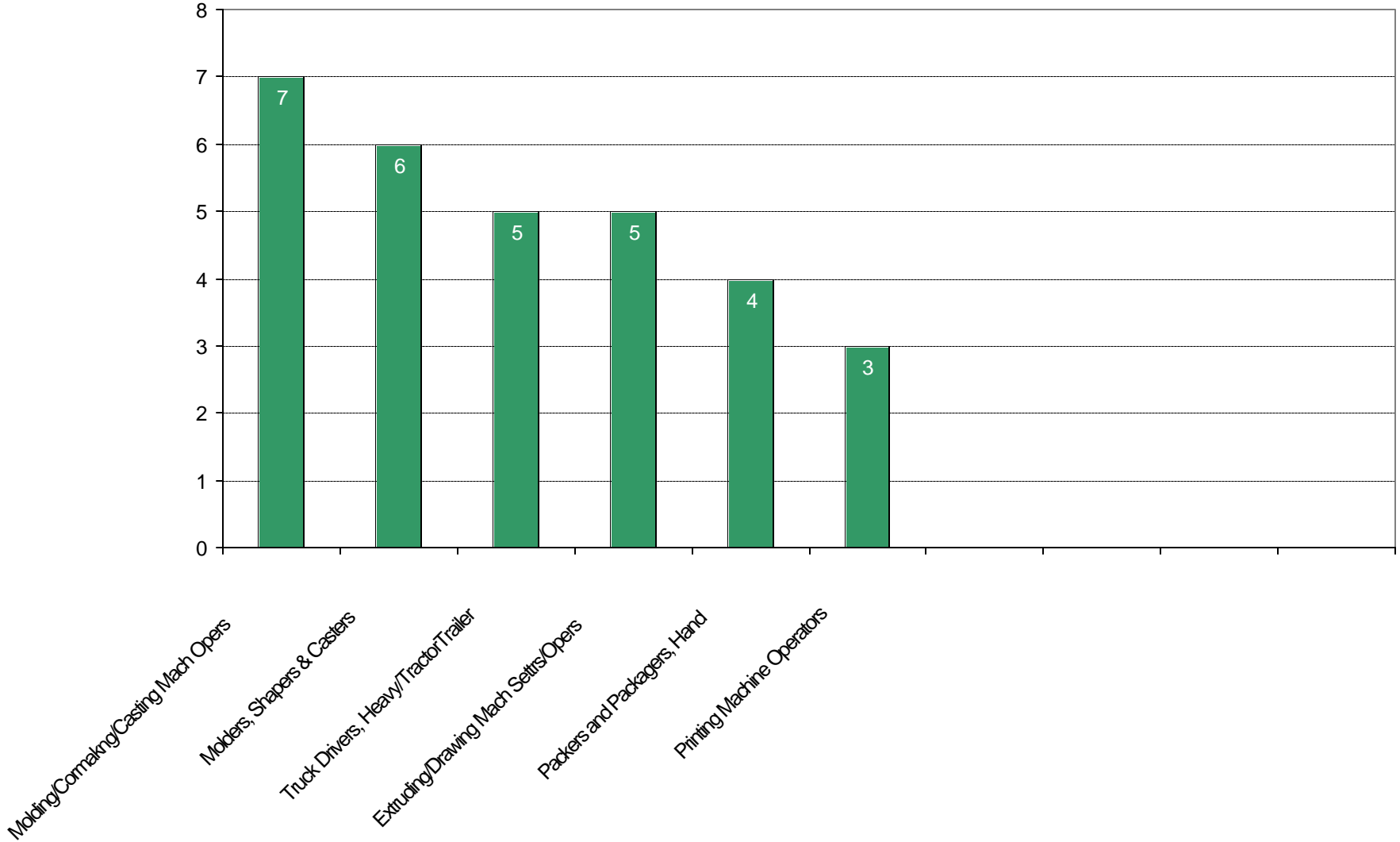
Note: * indicates too few firms with vacancies to produce detailed response data.

Area: LWA 2 - McHenry County Workforce Investment Board Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

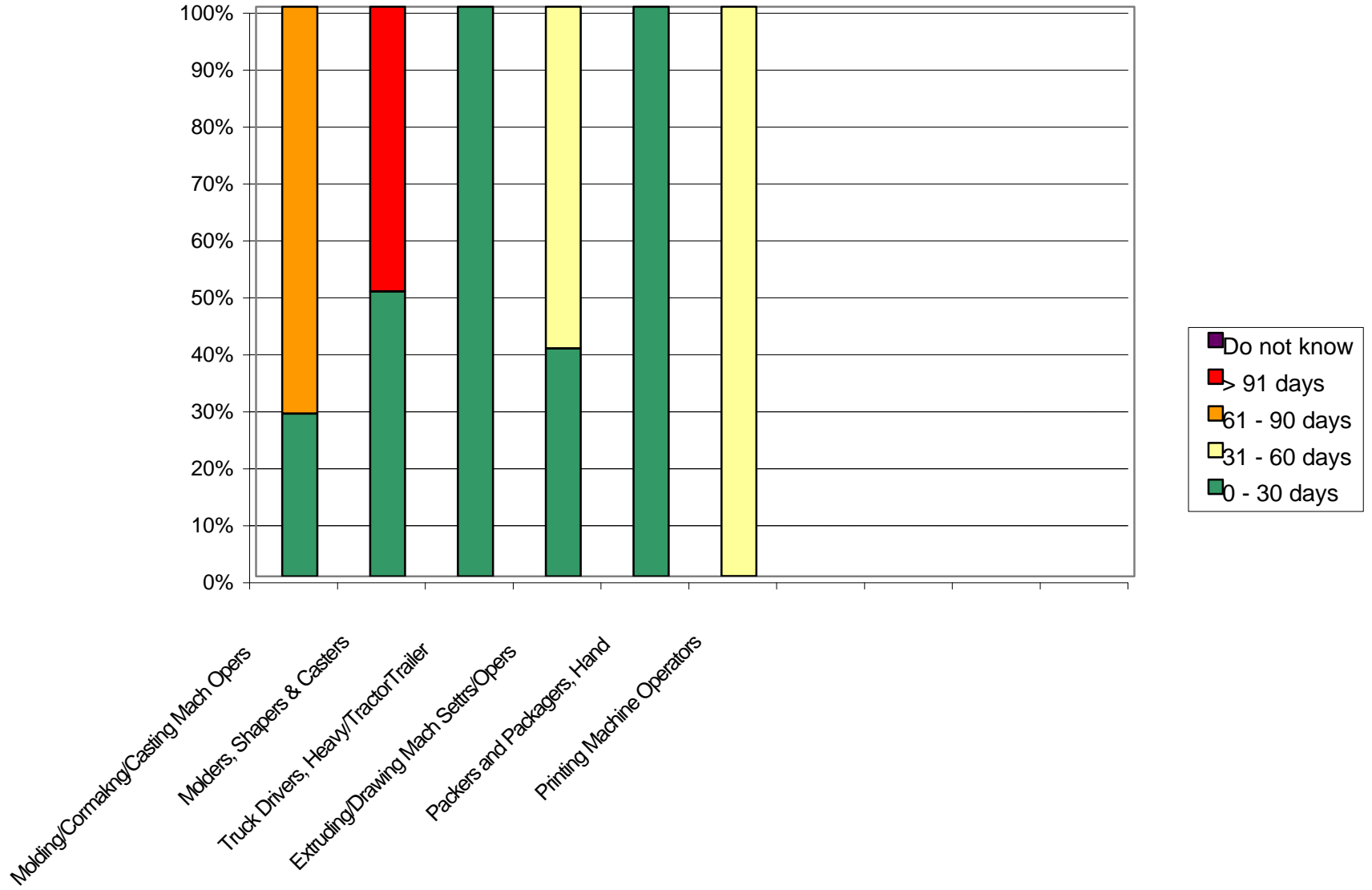
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method								
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy/	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth
Molding/Cornakng/Casting Mach Opers	7	29%	71%				100%					71%		29%	N/A	0%	100%	100%	100%	100%		71%	29%				29%						71%	
Molders, Shapers & Casters	6	50%		50%			100%					50%	50%		N/A	0%	100%	100%	100%	100%			50%	50%	50%							50%		
Truck Drivers, Heavy/TractorTrailer	5	100%					100%						100%		N/A	0%	100%	100%	0%	100%	100%									100%				
Extruding/Drawing Mach Settrs/Opers	5	40%	60%				60%	40%				60%	40%		\$10.25	0%	60%	60%	60%	100%		100%										100%		
Packers and Packagers, Hand	4	100%					75%	25%				75%	25%		N/A	0%	75%	100%	100%	100%		75%	25%			25%						75%		
Printing Machine Operators	3		100%				100%					100%			N/A	0%	100%	100%	100%	100%		100%										100%		

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

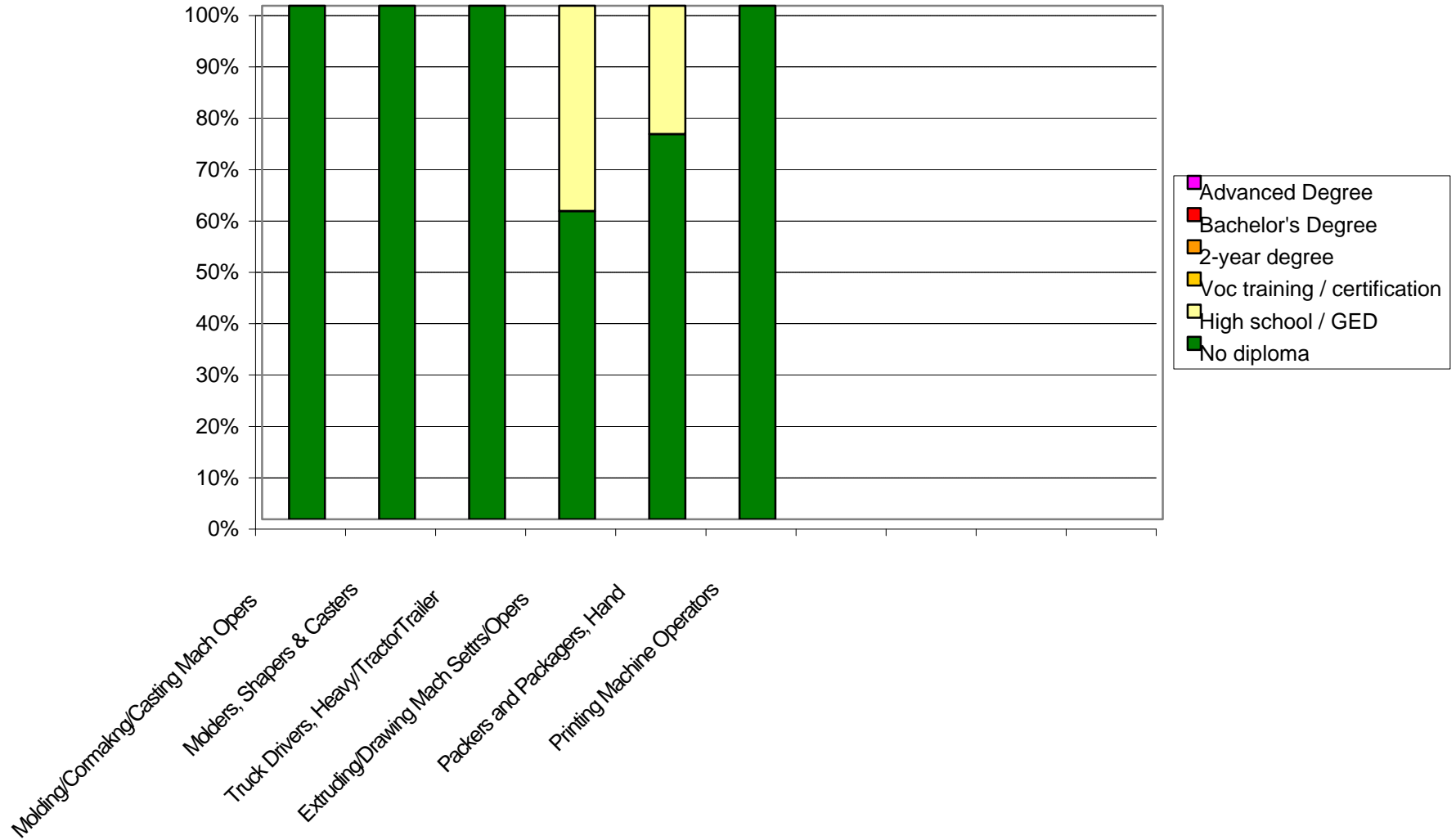
LWA 2: McHenry County
Most Job Vacancies, Non-Durable Manufacturing Industry



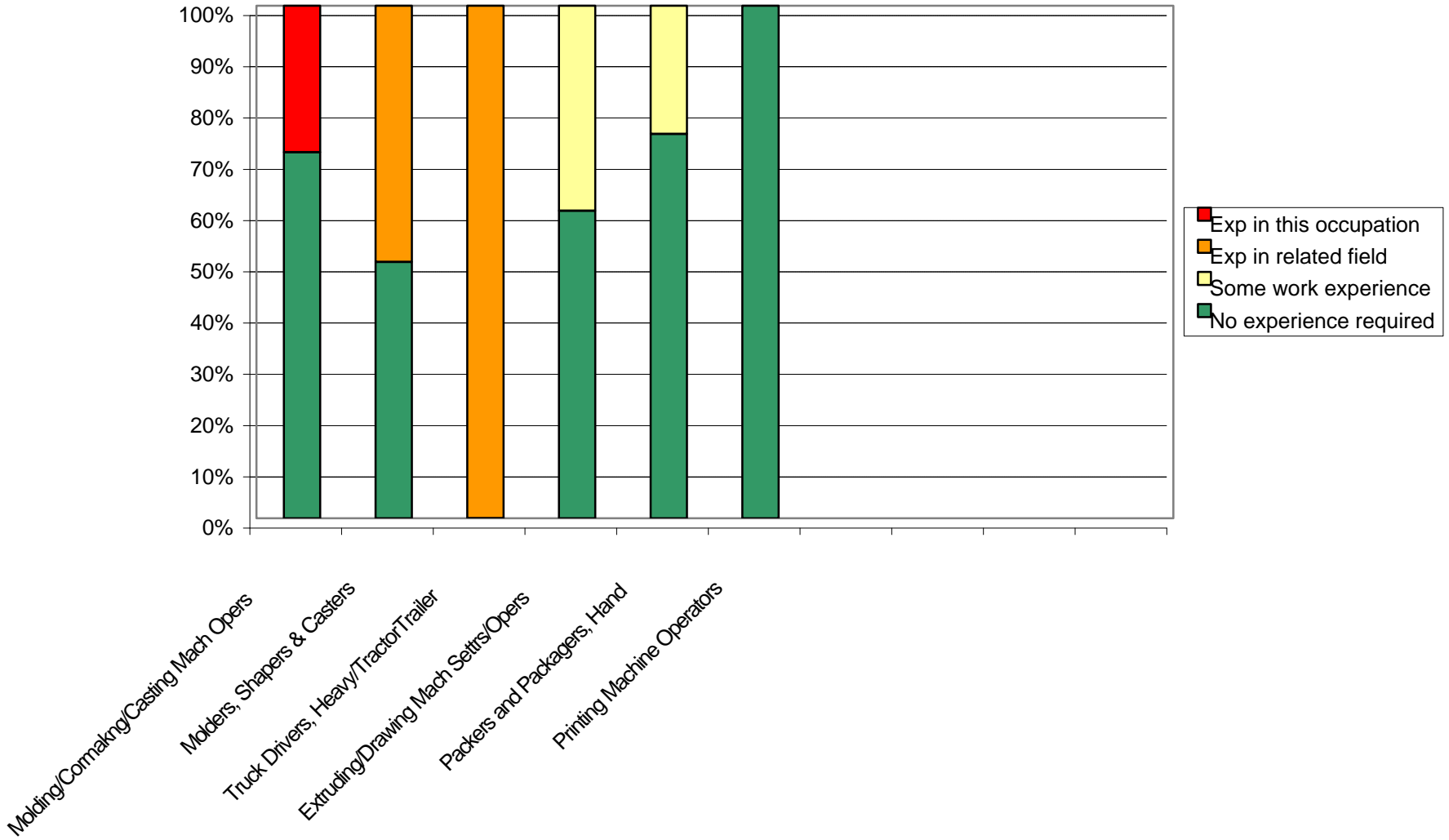
LWA 2: McHenry County
Duration of Vacancy, Non-Durable Manufacturing Industry



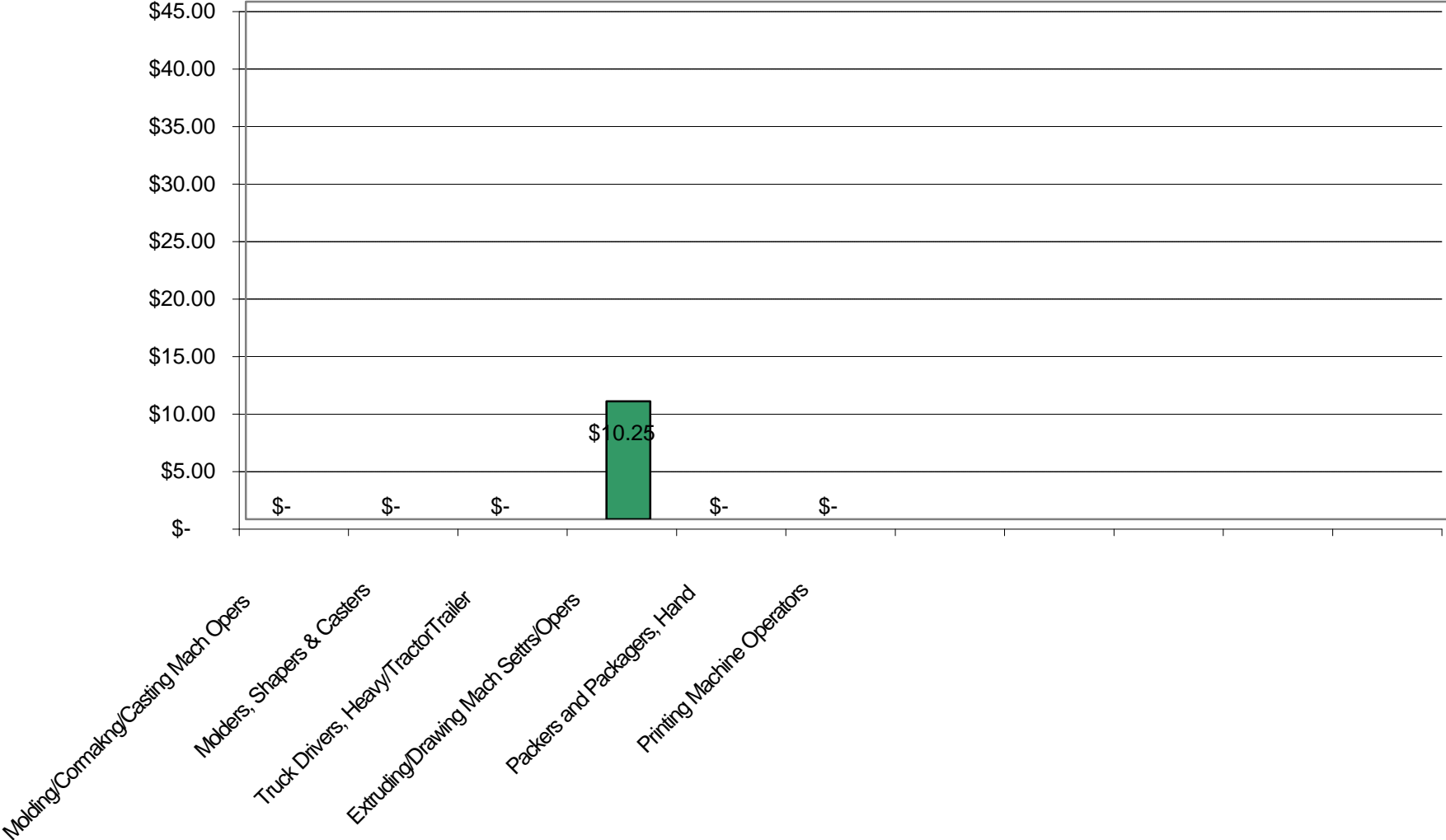
LWA 2: McHenry County Education Requirement, Non-Durable Manufacturing Industry



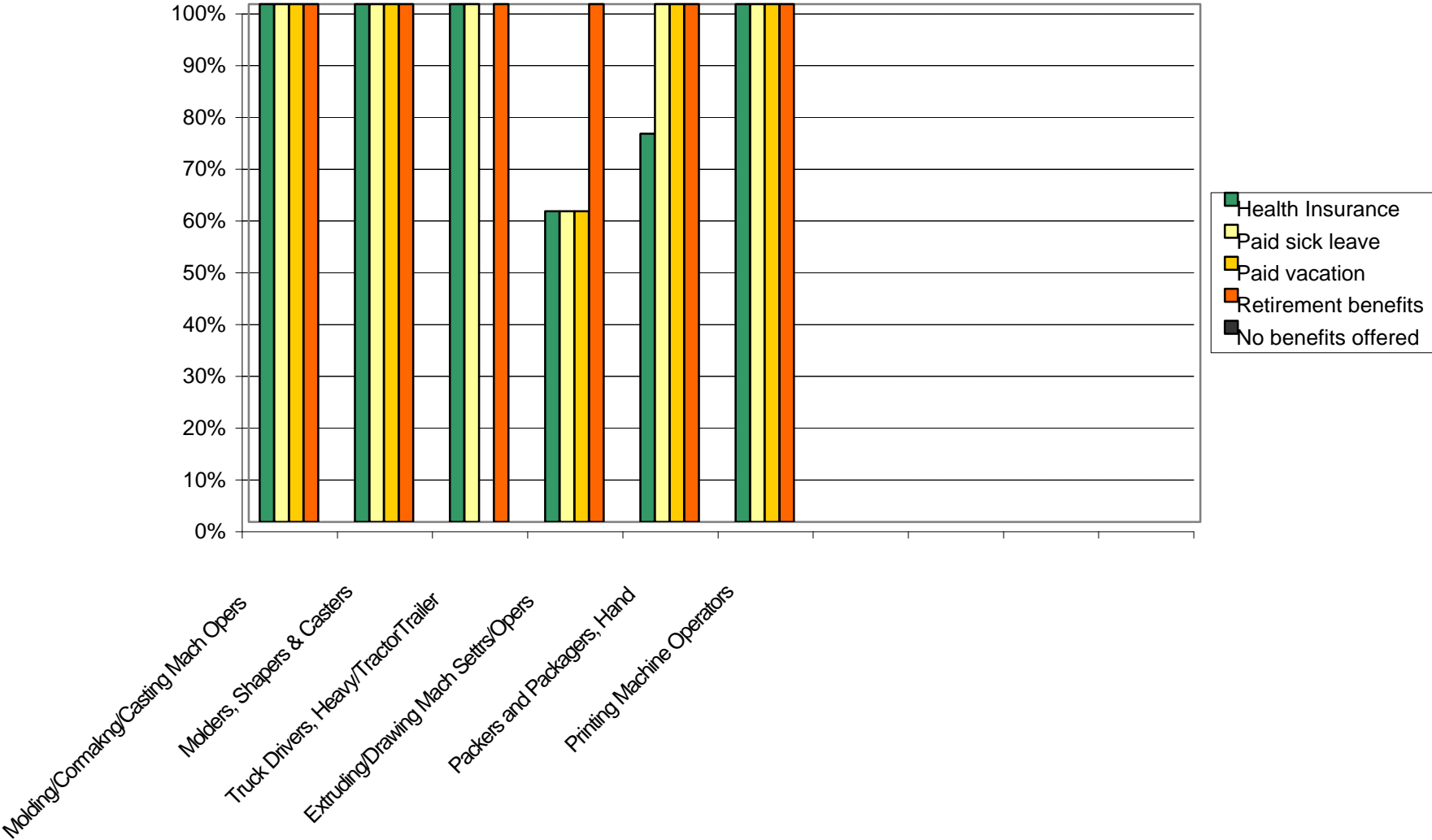
LWA 2: McHenry County Experience Requirement, Non-Durable Manufacturing Industry



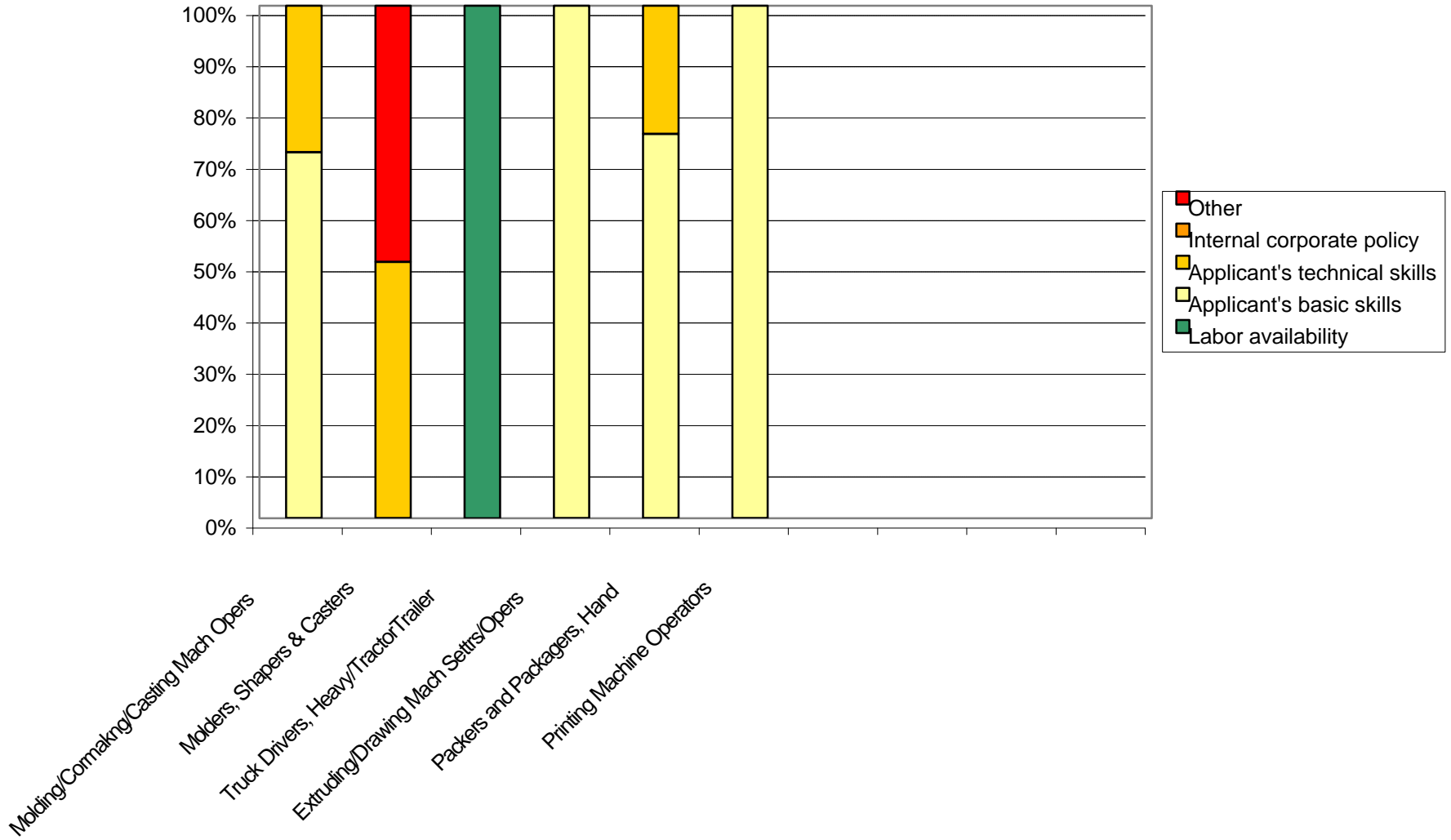
LWA 2: McHenry County
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry



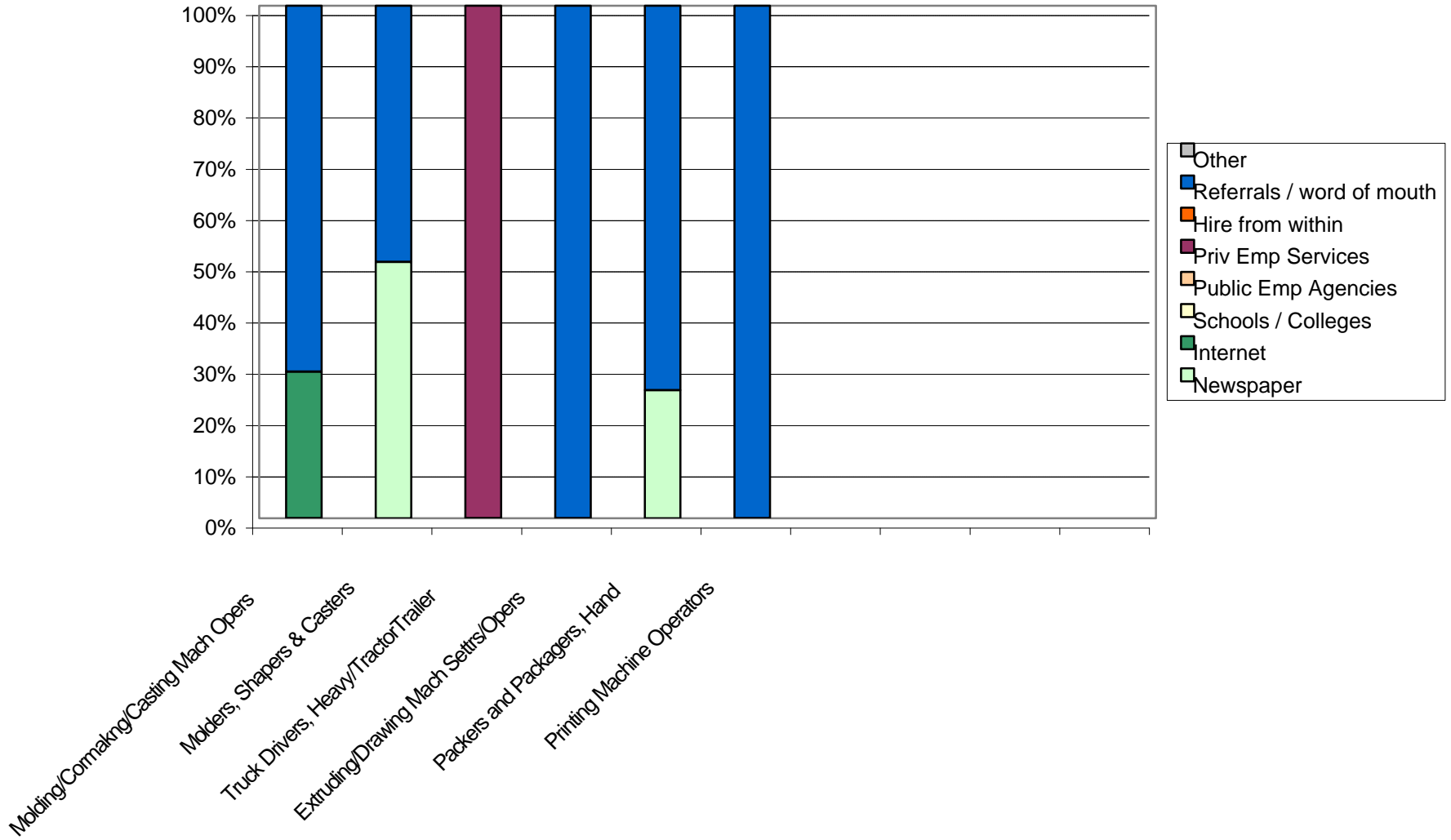
**LWA 2: McHenry County
Benefits Offered, Non-Durable Manufacturing Industry**



LWA 2: McHenry County Hiring Difficulty, Non-Durable Manufacturing Industry



LWA 2: McHenry County Recruitment Method, Non-Durable Manufacturing Industry

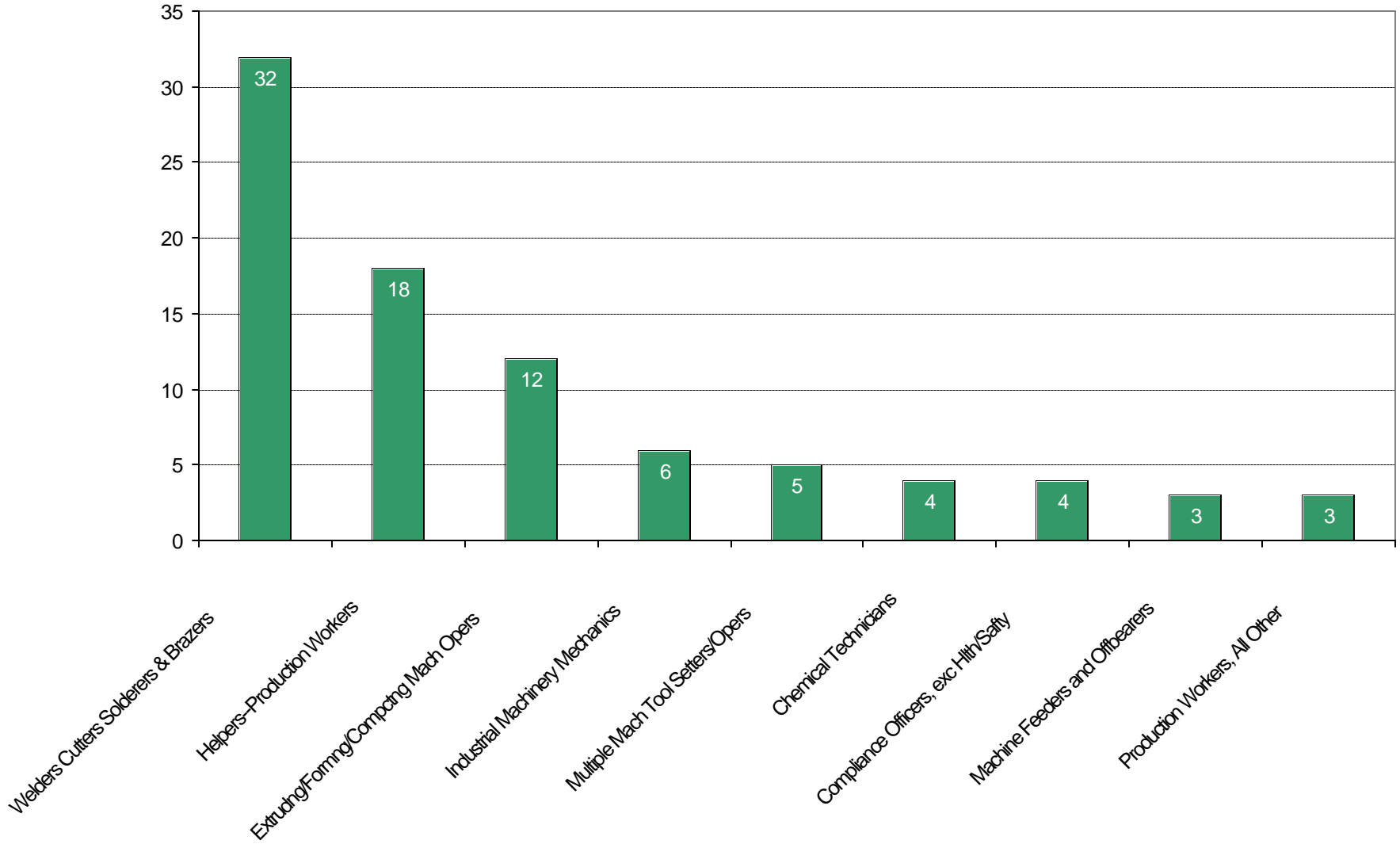


Area: LWA 2 - McHenry County Workforce Investment Board Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

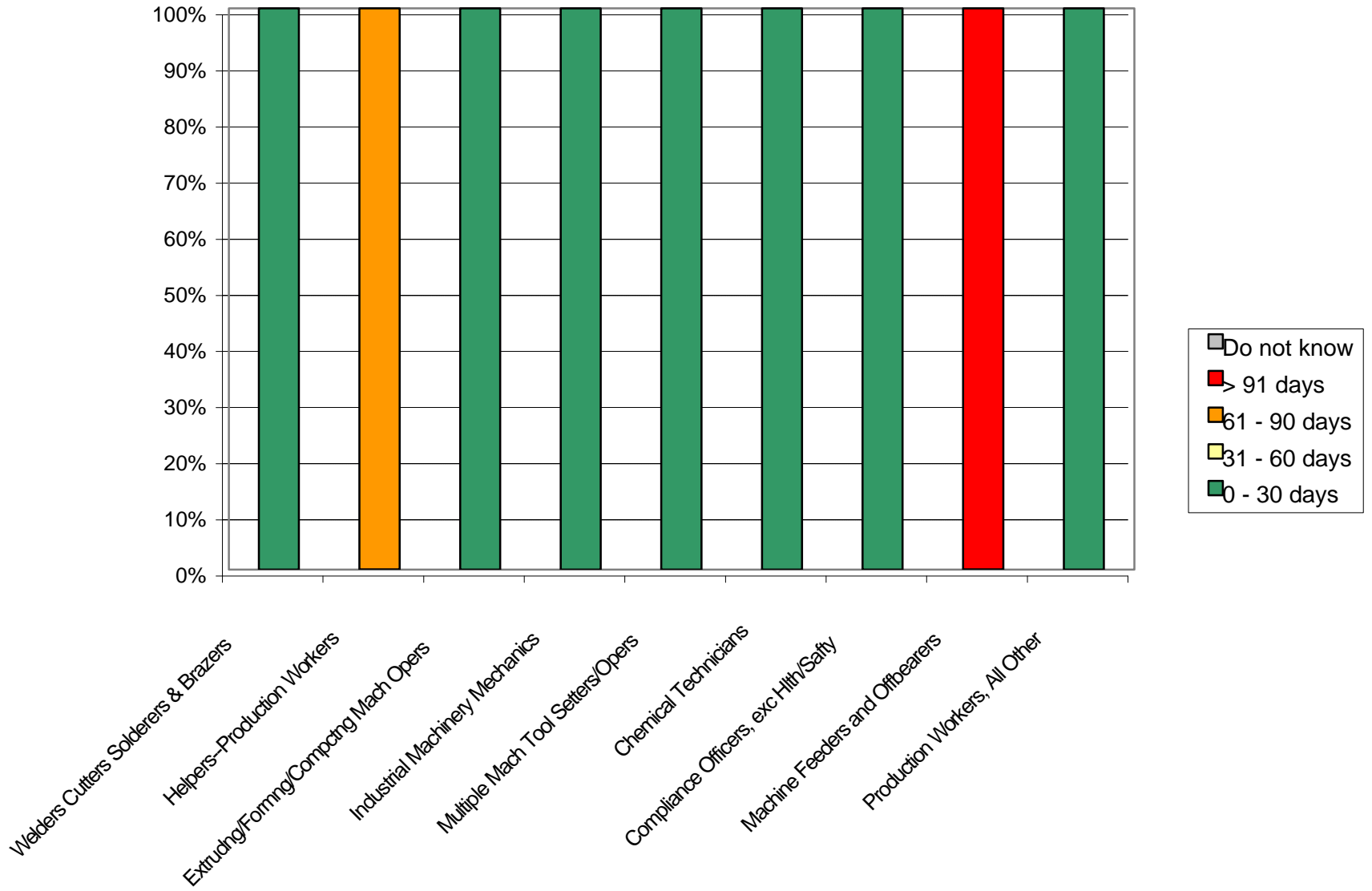
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method											
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other		
Welders Cutters Solderers & Brazers	32	100%					38%	63%					63%	38%	\$13.28	38%	0%	63%	63%	63%	63%	63%	38%								63%			38%			
Helpers--Production Workers	18		100%				100%						100%		\$11.50	0%	100%	100%	100%	100%				100%	100%												
Extrudng/Formng/Compctng Mach Opers	12	100%						100%					100%		\$11.28	0%	0%	100%	100%	100%	100%	100%															
Industrial Machinery Mechanics	6	100%						100%					100%		\$11.98	0%	100%	100%	100%	100%	100%		100%				100%										
Multiple Mach Tool Setters/Opers	5	100%						100%					100%		\$15.00	0%	100%	100%	100%	100%			100%														
Chemical Technicians	4	100%								100%			100%		\$15.88	0%	100%	100%	100%	100%	100%						100%										
Compliance Officers, exc Hlth/Saftey	4	100%						100%					100%		\$15.88	0%	100%	100%	100%	100%	100%						100%										
Machine Feeders and Offbearers	3			100%				100%					100%		\$8.00	0%	100%	0%	0%	100%			100%				100%										
Production Workers, All Other	3	100%						100%					100%		\$8.50	0%	100%	100%	0%	100%		100%				100%											

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

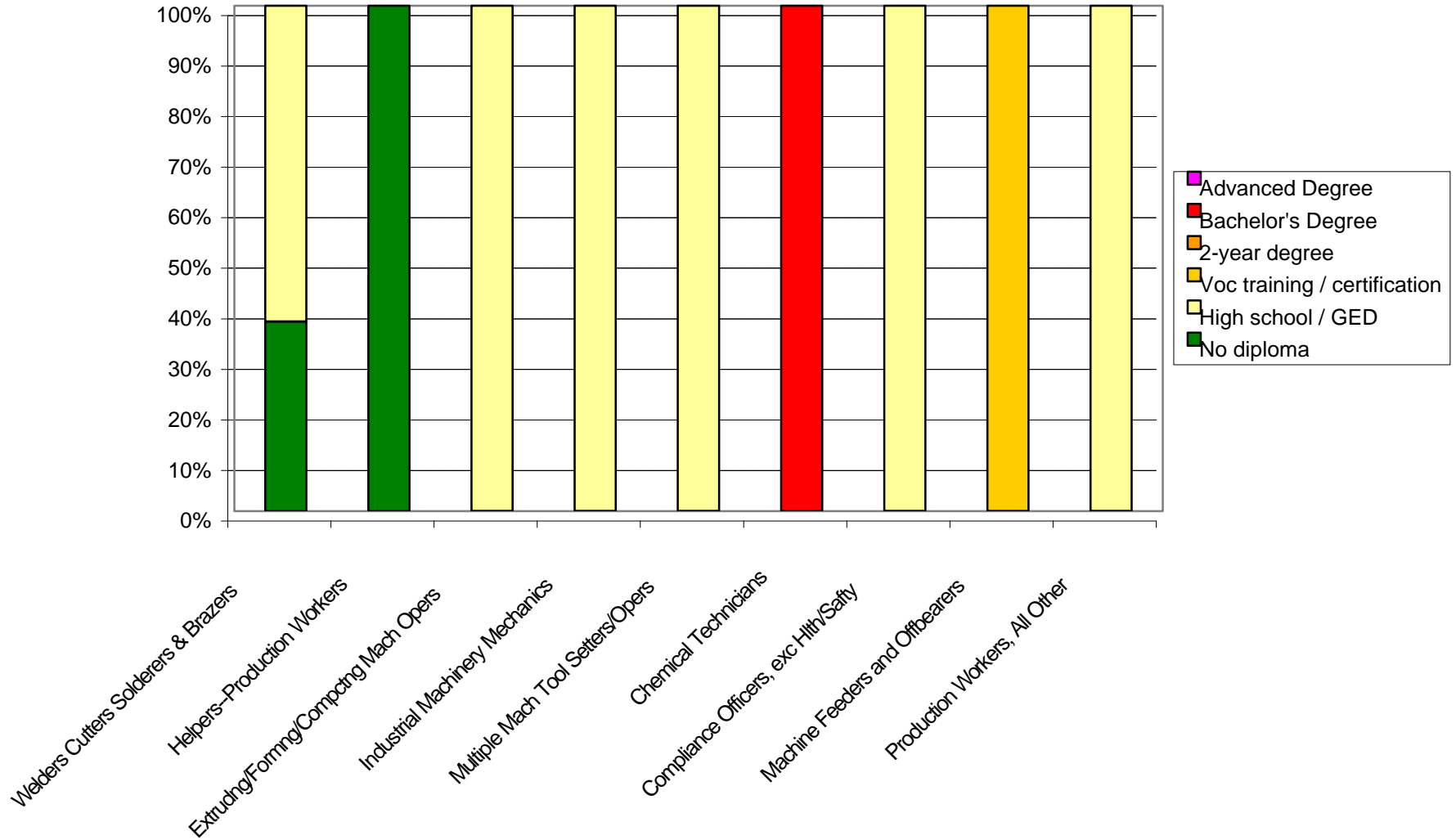
LWA 2: McHenry County
Most Job Vacancies, Durable Manufacturing Industry



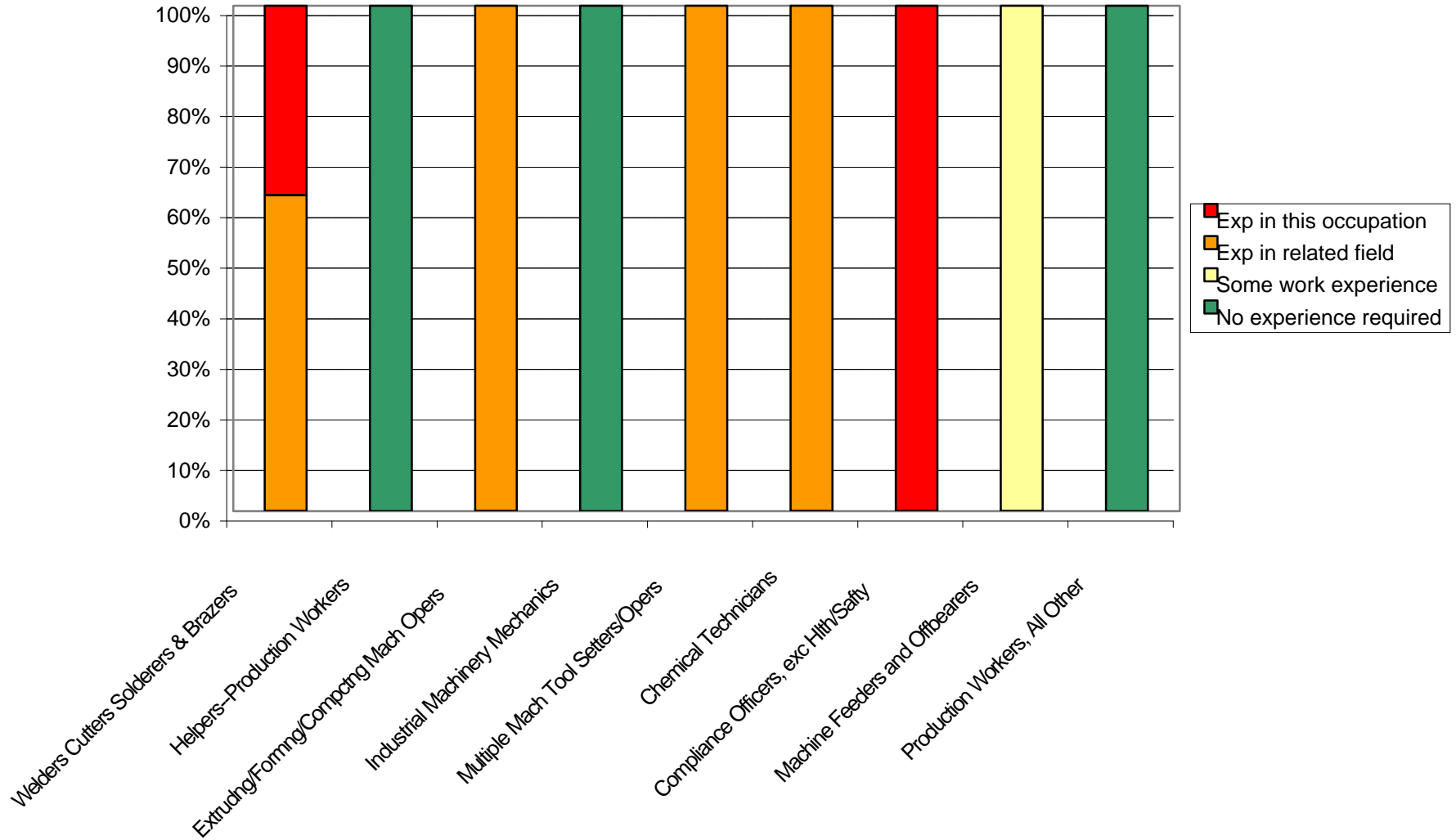
LWA 2: McHenry County Duration of Vacancy, Durable Manufacturing Industry



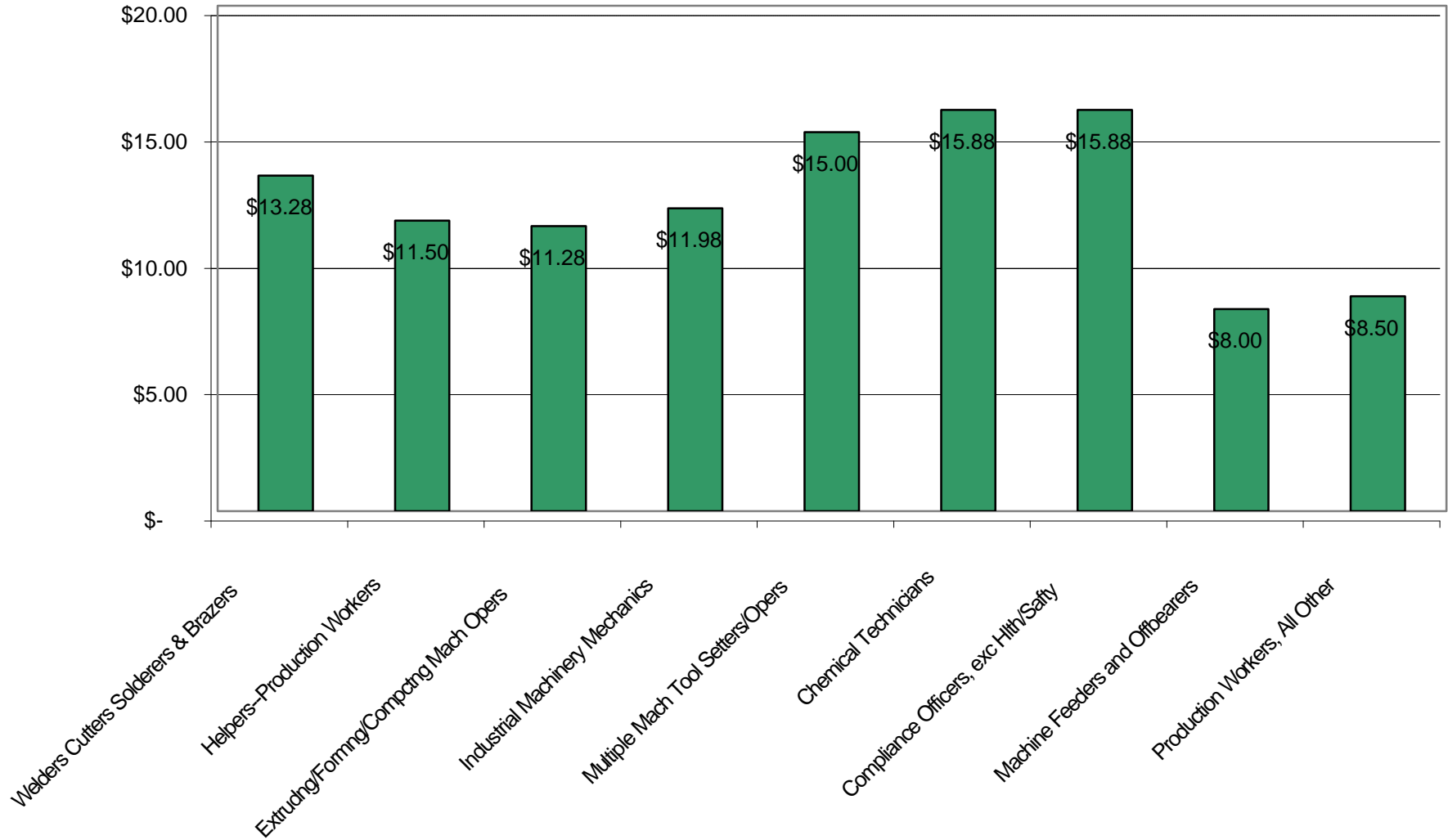
LWA 2: McHenry County Education Requirement, Durable Manufacturing Industry



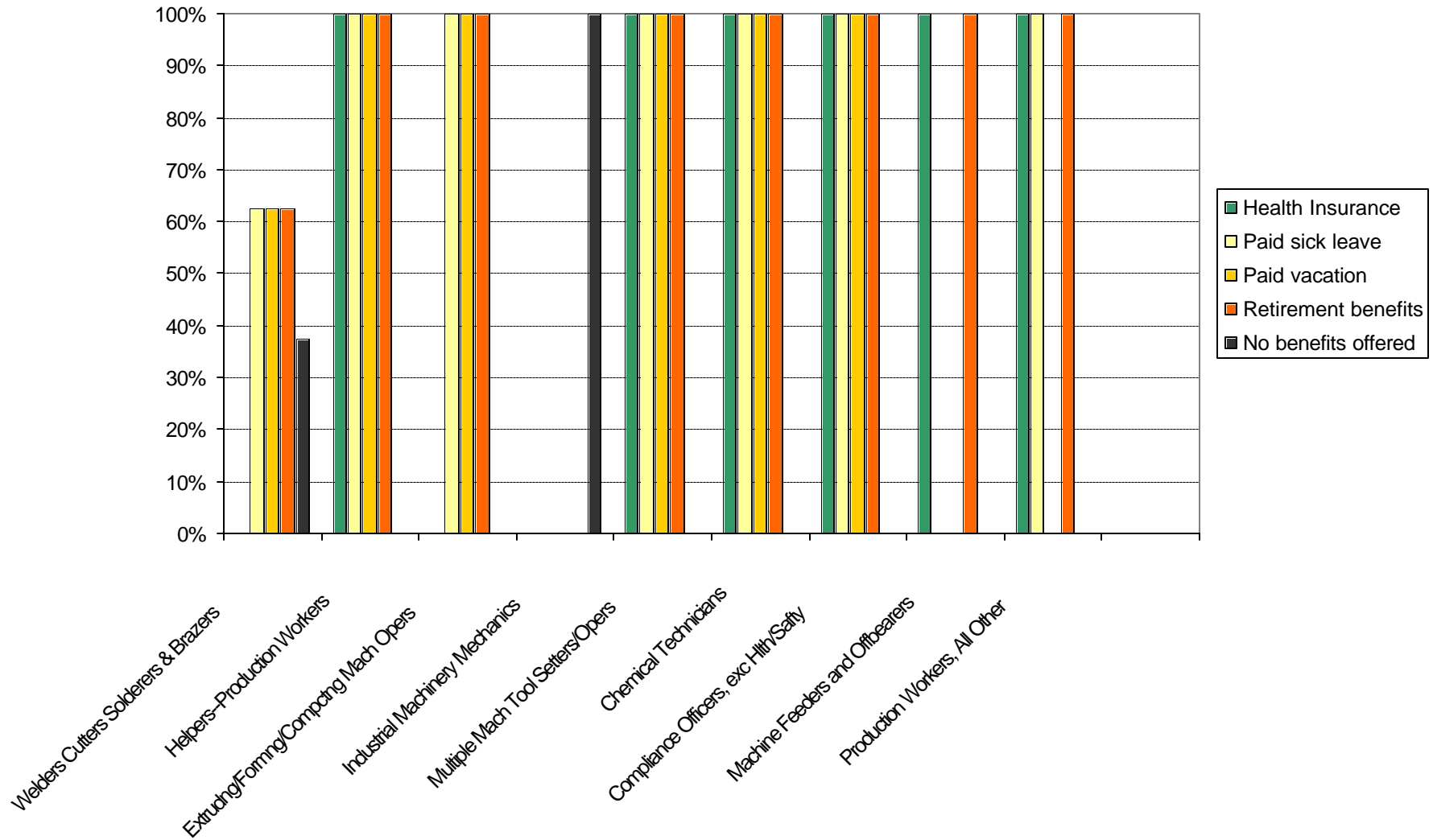
LWA 2: McHenry County Experience Requirement, Durable Manufacturing Industry



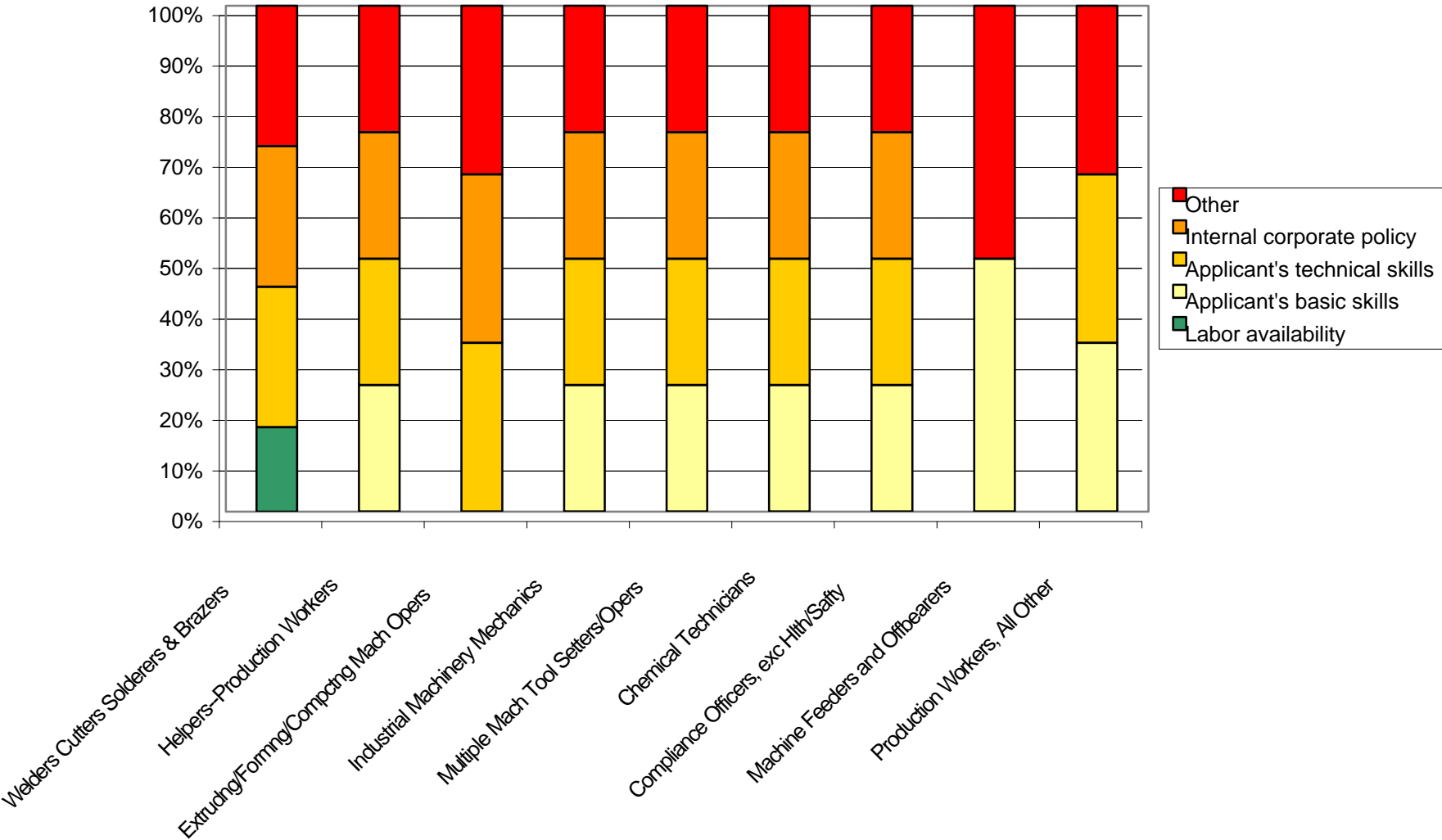
LWA 2: McHenry County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry



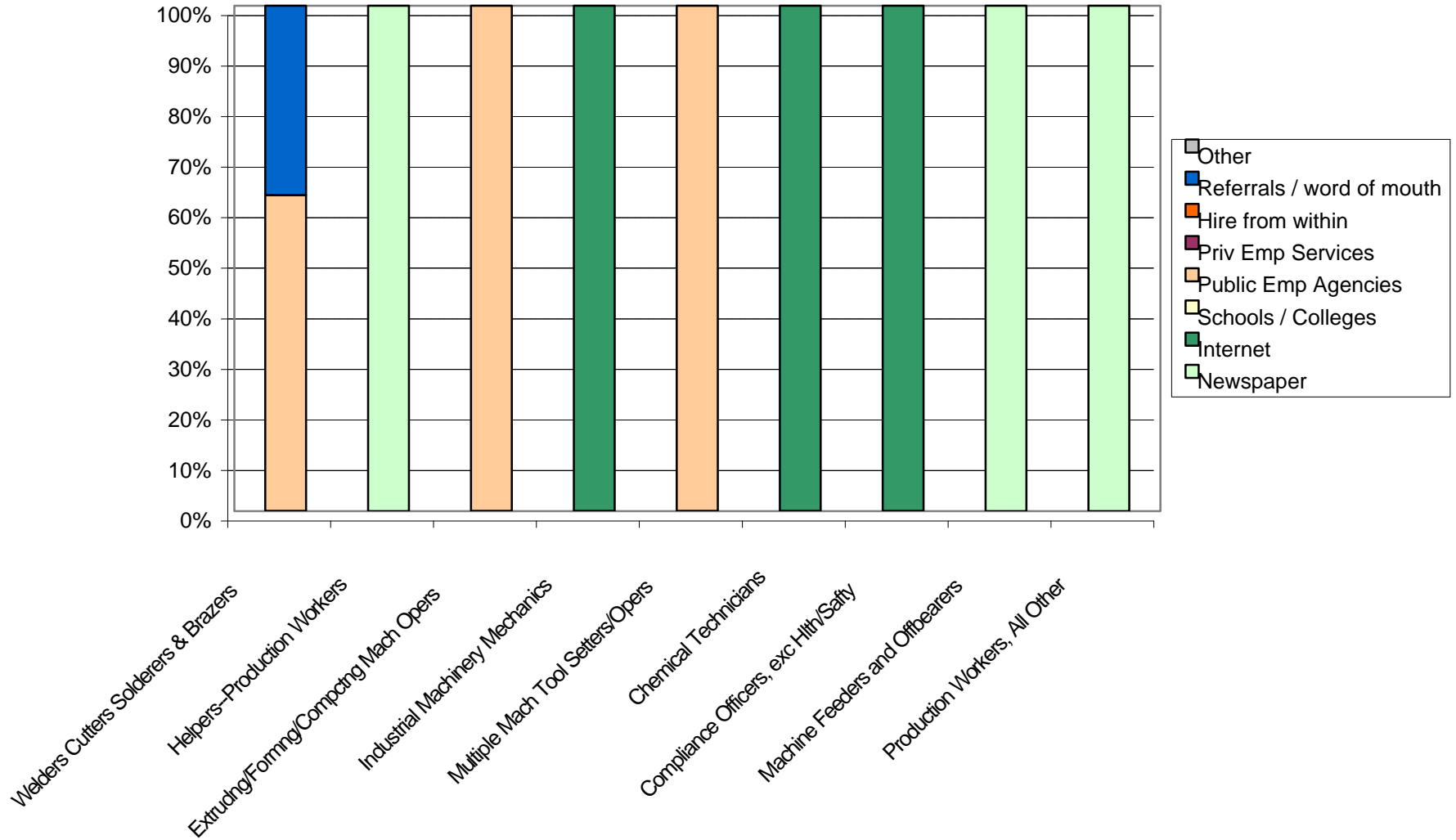
**LWA 2: McHenry County
Benefits Offered, Durable Manufacturing Industry**



LWA 2: McHenry County Hiring Difficulty, Durable Manufacturing Industry



LWA 2: McHenry County Recruitment Method, Durable Manufacturing Industry



Appendix D

River Valley Workforce Investment Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Note: Too few firms with vacancies limit the production of detailed response data.

Table 1. Business and Employment Conditions: Respondent Firms in River Valley

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	104	98	58	26
Vacancies (% reporting vacancies)	19.2%	14.3%	20.7%	19.2%
Temp help (% reporting temp help)	31.7%	20.5%	25.3%	10.4%
Business conditions index				
improved last 6 months	40.6	45.8	50.8	61.3
will improve next 6 months	63.6	63.7	71.9	72.0
Employment conditions index				
improved last 6 months	51.1	45.4	50.5	59.2
will improve next 6 months	53.9	56.2	61.0	62.3

Table 2. Business and Employment Conditions: Firms with Vacancies in River Valley

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	20	14	12	5
Temp help (% reporting temp help)	48.4%	48.8%	26.6%	6.8%
Total number vacancies	96	48	70	23
permanent (% total vacancies)	100.0%	100.0%	100.0%	*
seasonal (% total vacancies)	0.0%	0.0%	0.0%	*
full-time (% total vacancies)	94.3%	100.0%	98.6%	*
part-time (% total vacancies)	5.7%	0.0%	1.4%	*
Business conditions index				
improved last 6 months	40	33	36	*
will improve next 6 months	65	65	80	*
Employment conditions index				
improved last 6 months	46	40	34	*
will improve next 6 months	61	58	74	*

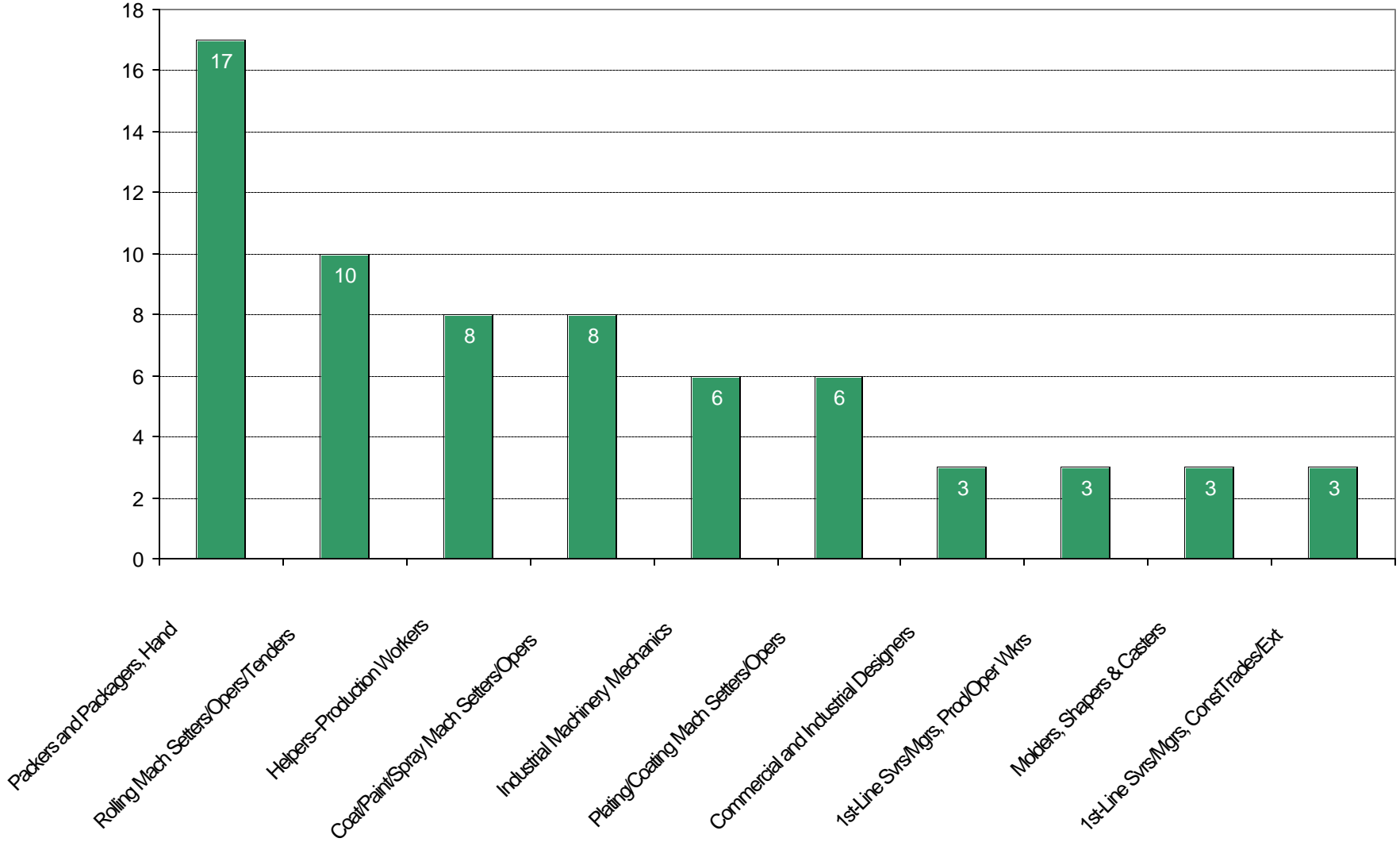
Note: * indicates too few firms with vacancies to produce detailed response data.

Area: LWA 5 - River Valley Workforce Investment Board Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

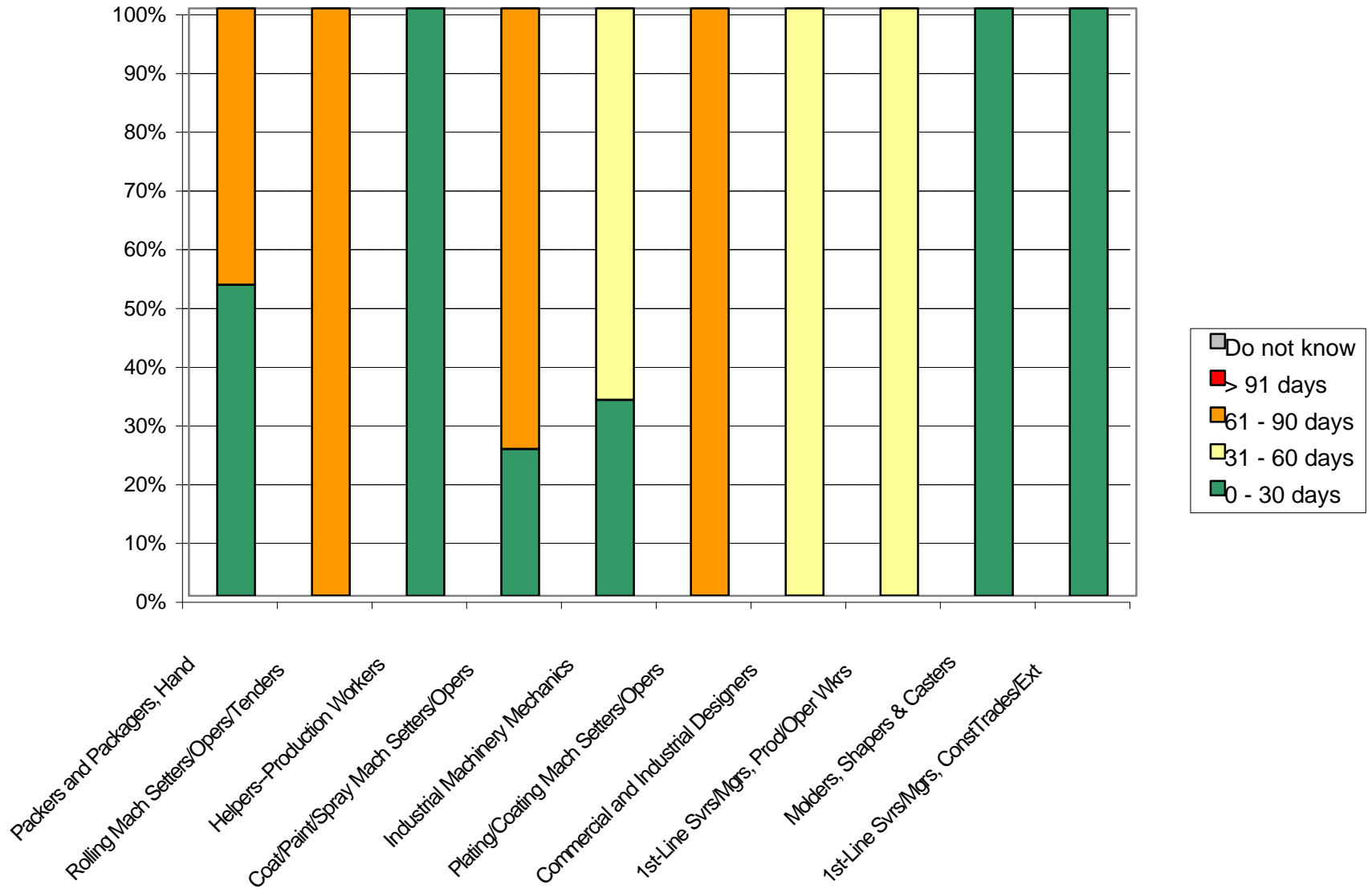
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Packers and Packagers, Hand	17	53%		47%			47%	53%				100%				\$8.00	0%	88%	88%	41%	100%	12%	88%					53%							
Rolling Mach Setters/Opers/Tenders	10			100%			100%					100%				\$14.02	0%	100%	100%	100%	100%		100%				100%								
Helpers--Production Workers	8	100%					50%	50%				100%				\$7.64	0%	50%	0%	50%	50%	50%	50%										100%		
Coat/Paint/Spray Mach Setters/Opers	8	25%		75%			75%	25%				100%				\$13.65	25%	75%	75%	75%	75%		100%				100%								
Industrial Machinery Mechanics	6	33%	67%				100%						67%	33%		\$18.50	0%	67%	100%	33%	100%			33%	67%		33%	67%							
Plating/Coating Mach Setters/Opers	6			100%			100%					100%				\$13.65	0%	100%	100%	100%	100%		100%				100%								
Commercial and Industrial Designers	3		100%				100%							100%		\$19.23	0%	100%	100%	100%	100%	100%											100%		
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	3		100%				100%							100%		\$14.42	0%	100%	100%	0%	100%			100%			100%								
Molders, Shapers & Casters	3	100%					100%						100%			\$15.00	0%	100%	100%	0%	100%			100%			100%								
1st-Line Svrs/Mgrs, ConstTrades/Ext	3	100%								100%				100%		N/A	0%	100%	100%	100%	100%	100%												100%	
Retail Salespersons	3	100%					100%						100%			N/A	0%	100%	100%	100%	100%	100%													100%
Bookkeeping/Acctng/Auditing Clerks	3	100%							100%					100%		\$14.90	0%	100%	100%	100%	100%	100%													100%
Receptionists & Information Clerks	3	100%					100%							100%		\$10.00	0%	100%	100%	100%	100%			100%			100%								

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

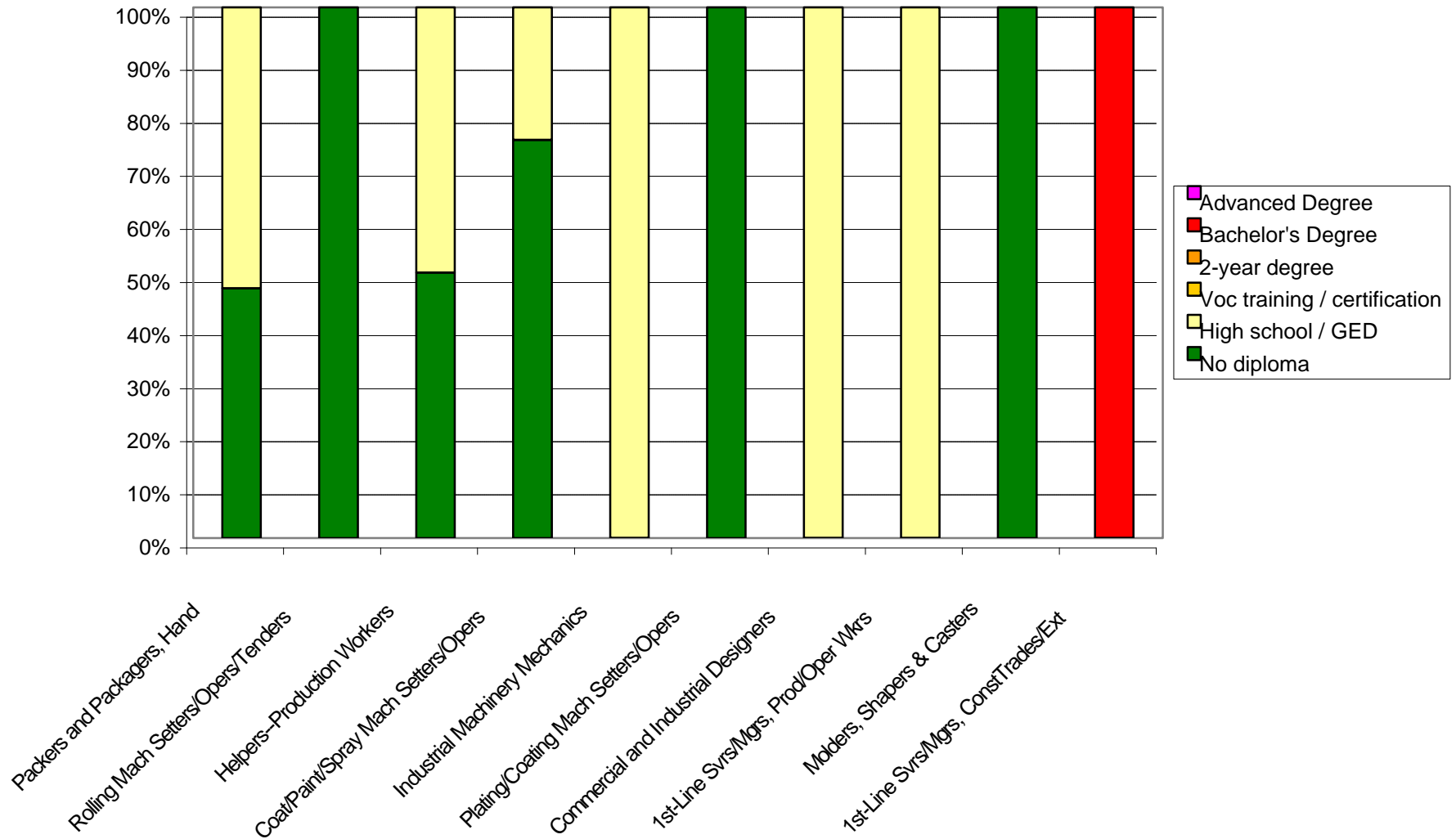
**LWA 5: DeKalb, Kane and Kendall Counties
Most Job Vacancies, Non-Durable Manufacturing Industry**



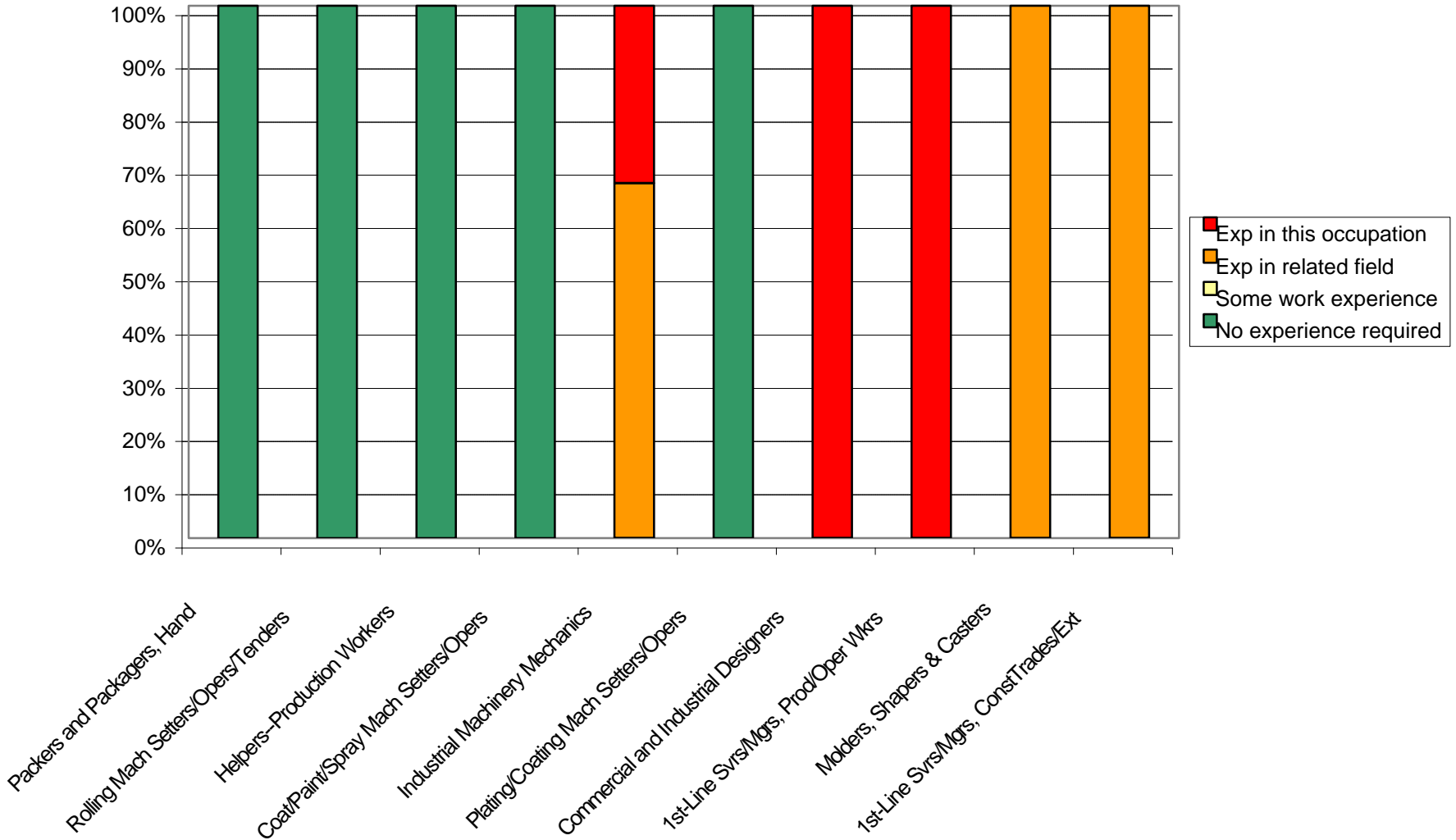
LWA 5: DeKalb, Kane and Kendall Counties
Duration of Vacancy, Non-Durable Manufacturing Industry



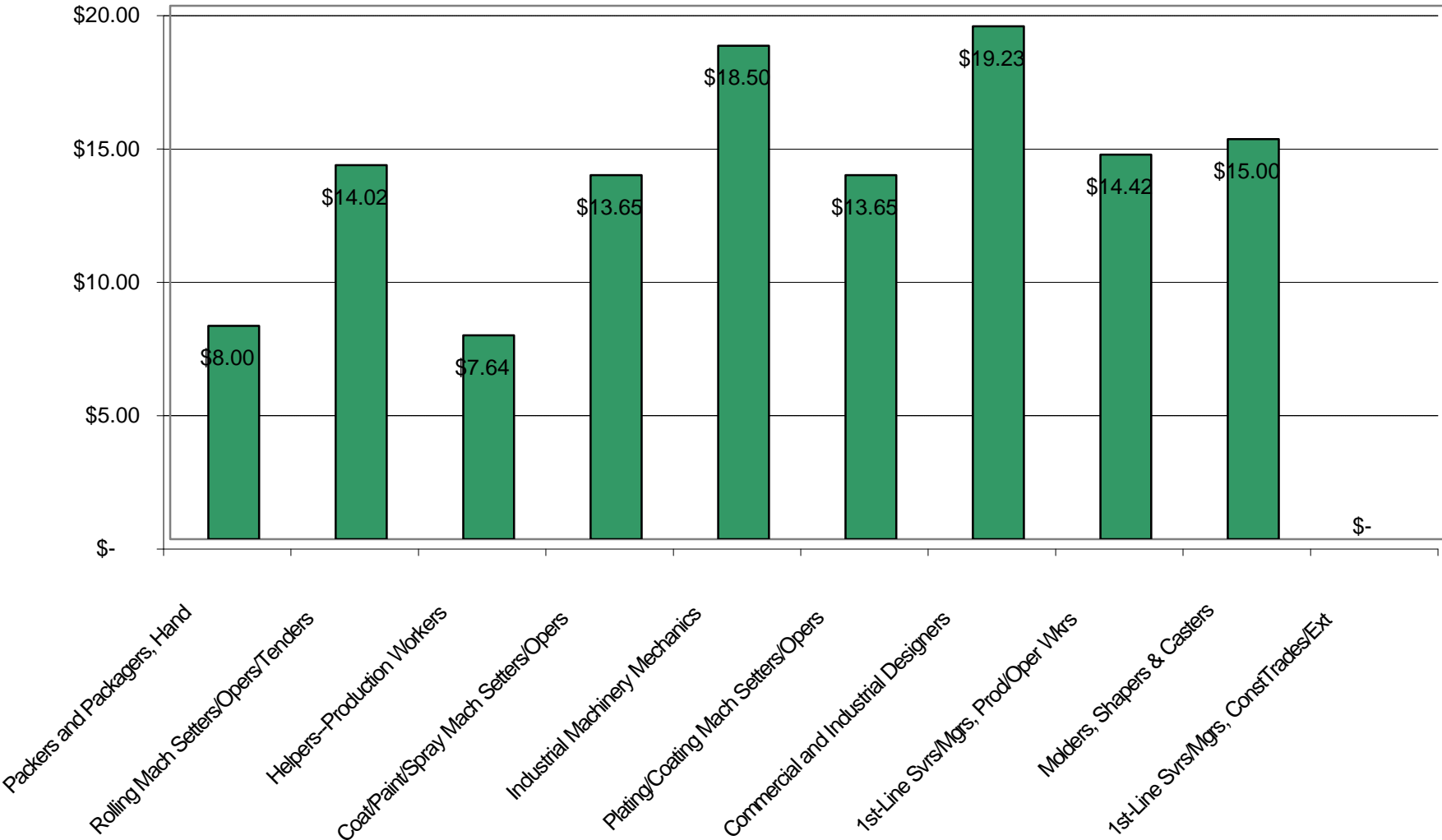
LWA 5: DeKalb, Kane and Kendall Counties
Education Requirement, Non-Durable Manufacturing Industry



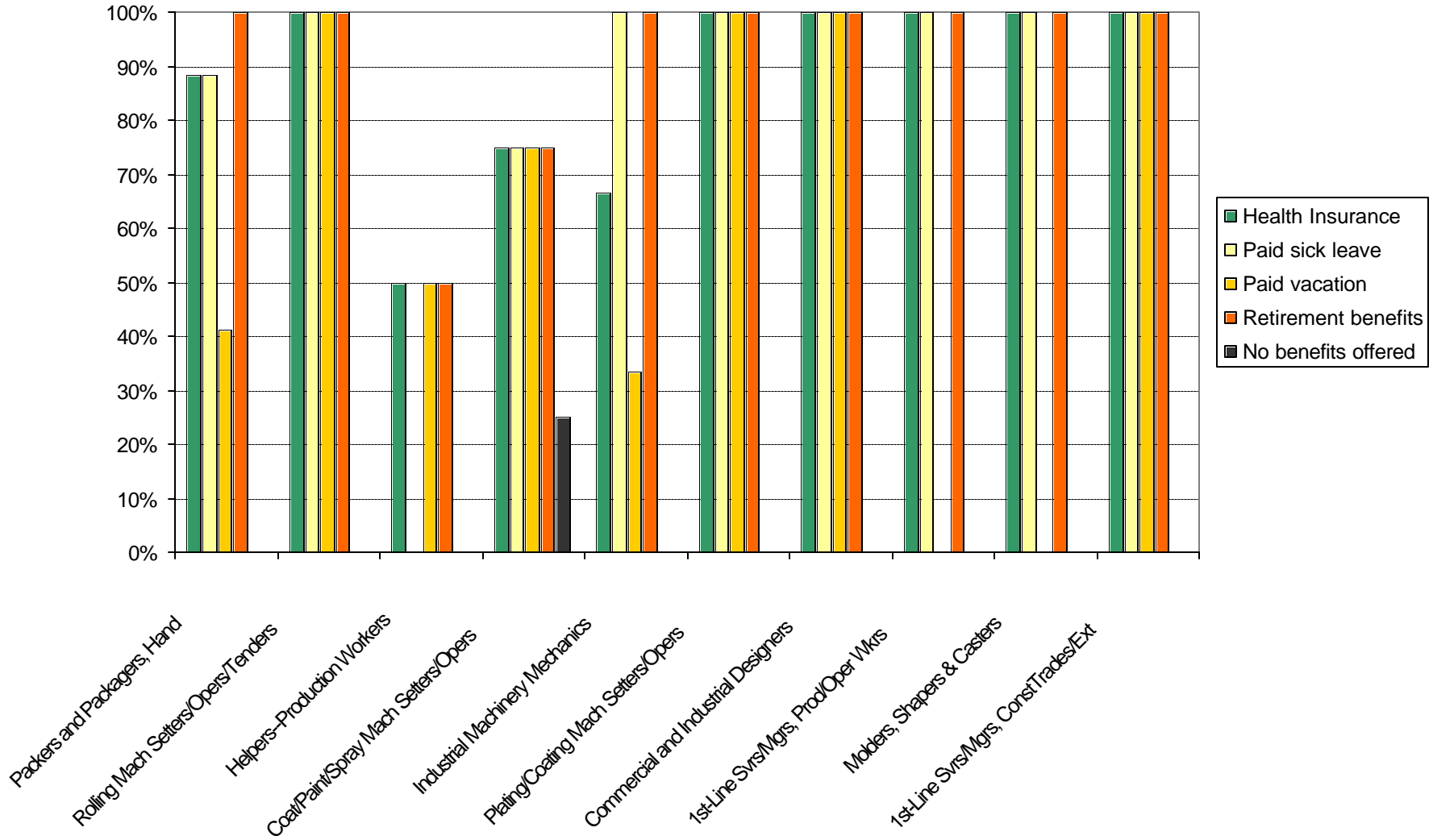
LWA 5: DeKalb, Kane and Kendall Counties
Experience Requirement, Non-Durable Manufacturing Industry



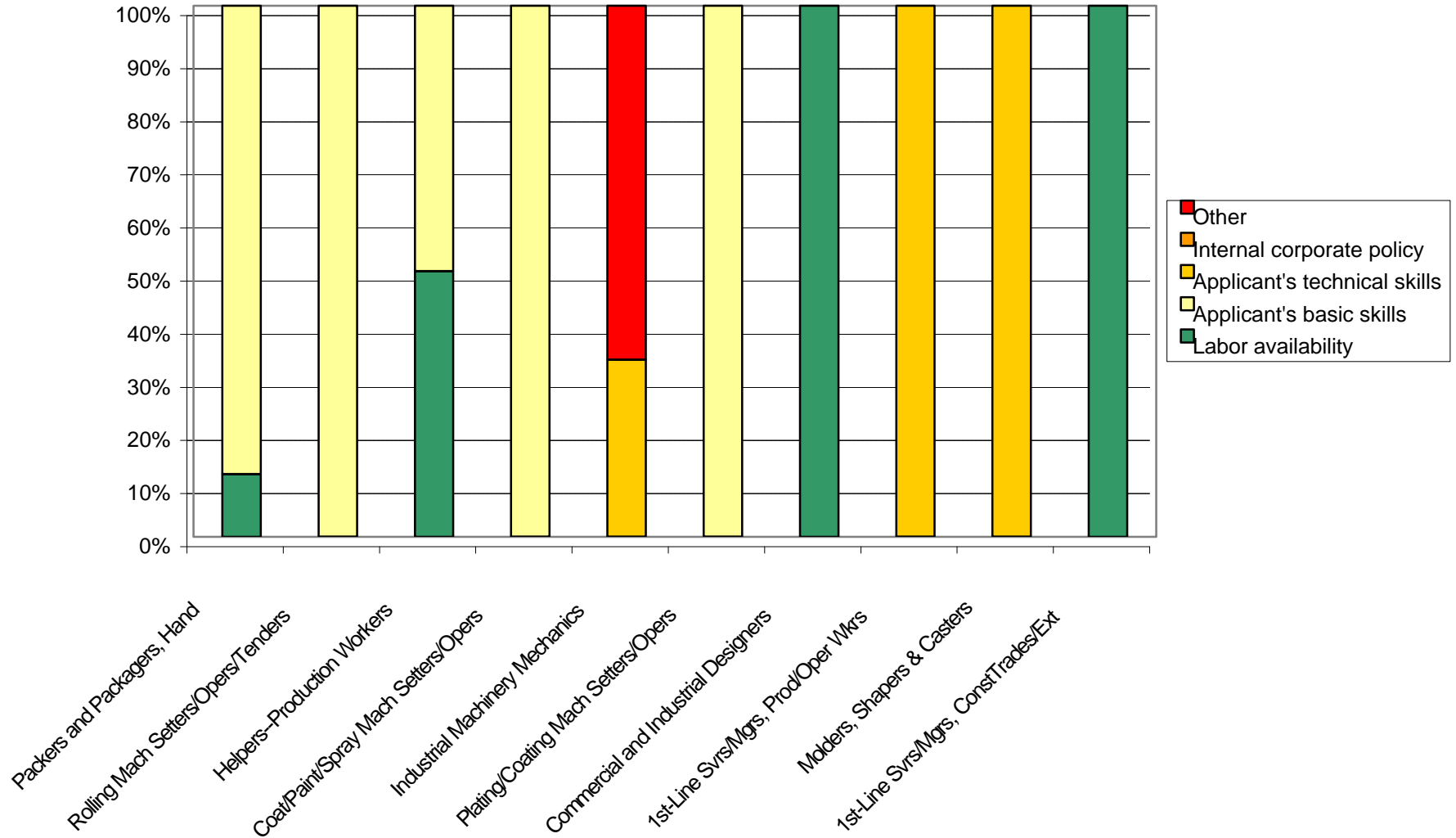
**LWA 5: DeKalb, Kane and Kendall Counties
 Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry**



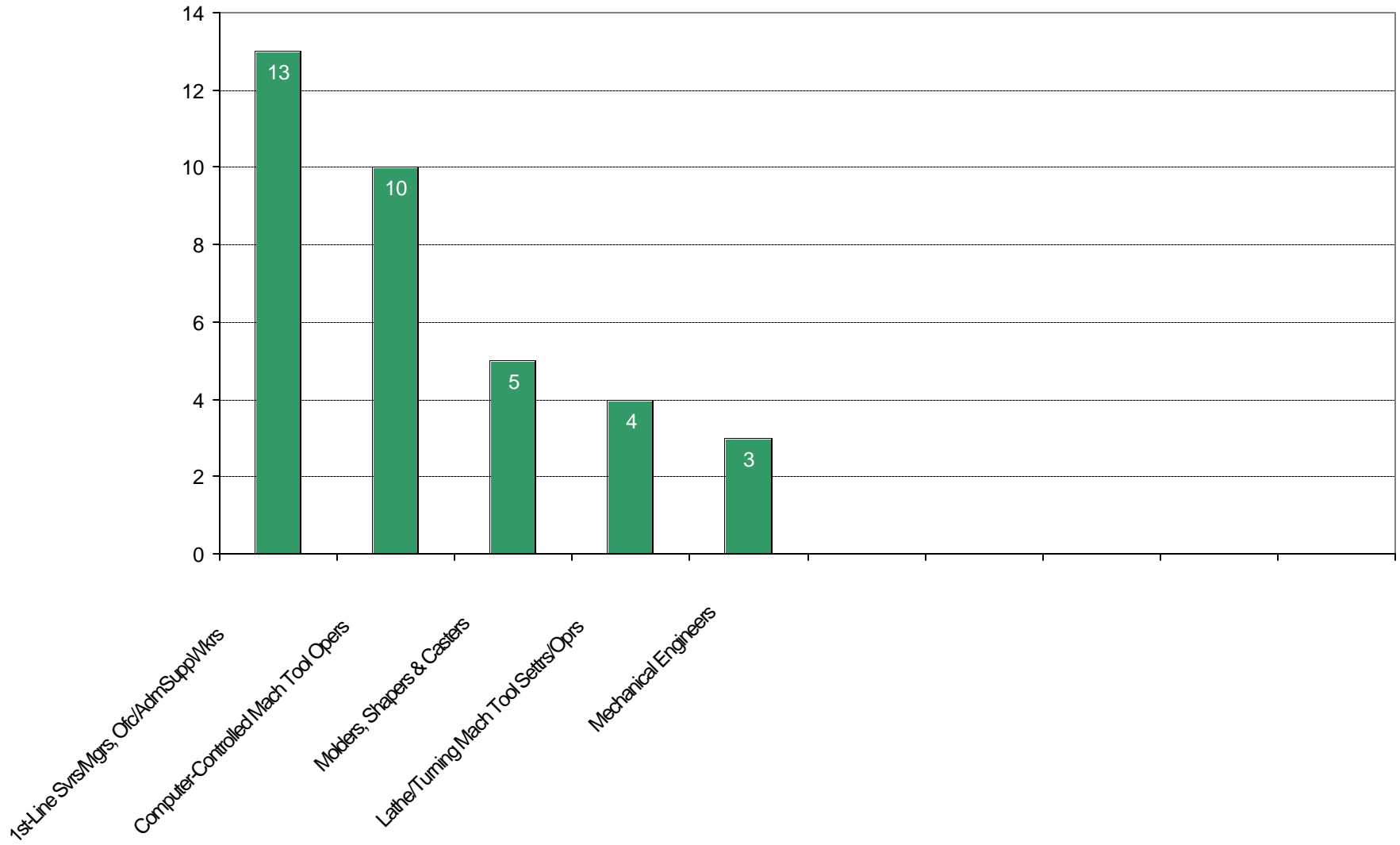
**LWA 5: DeKalb, Kane and Kendall Counties
Benefits Offered, Non-Durable Manufacturing Industry**



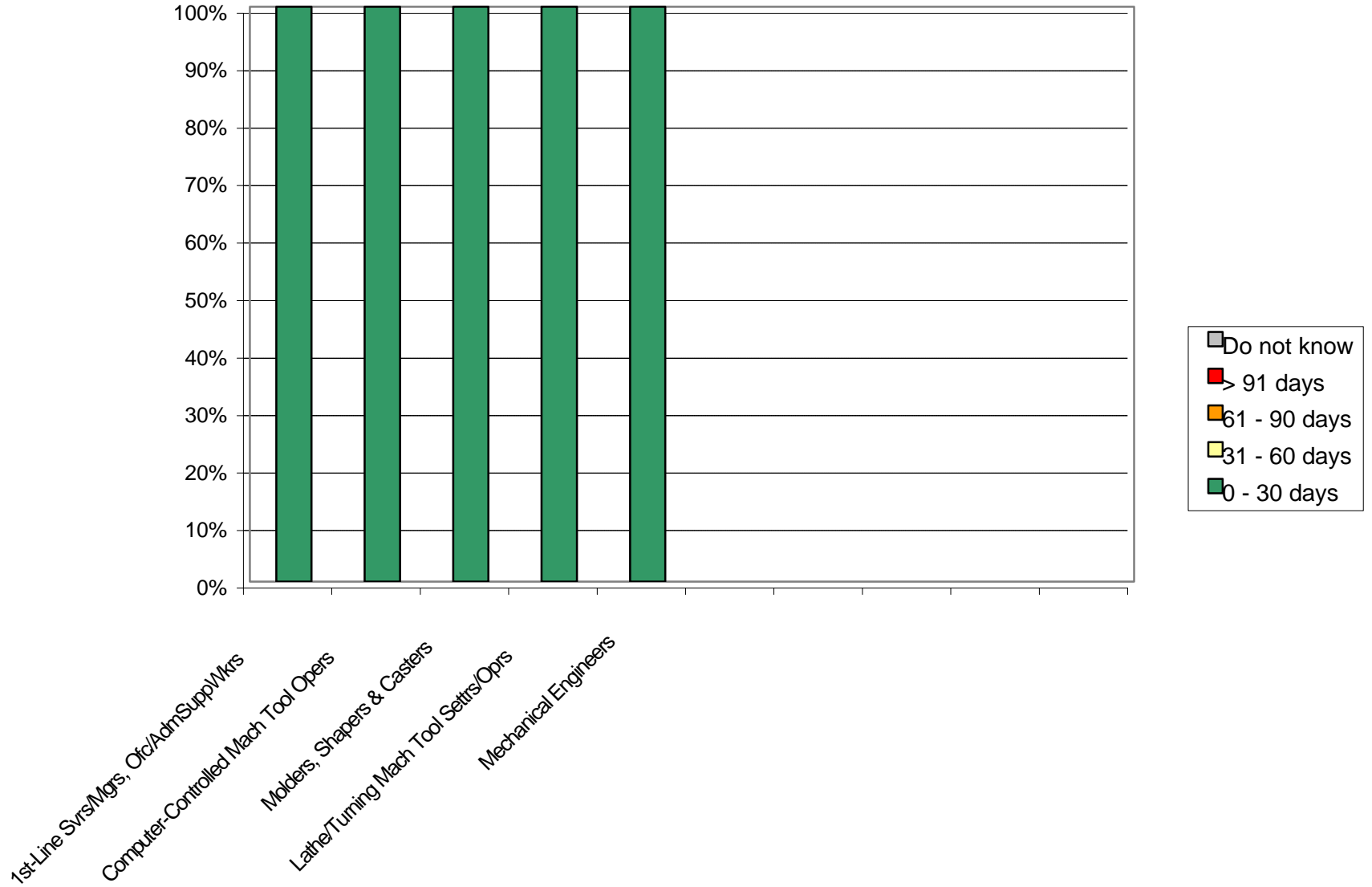
LWA 5: DeKalb, Kane and Kendall Counties Hiring Difficulty, Non-Durable Manufacturing Industry



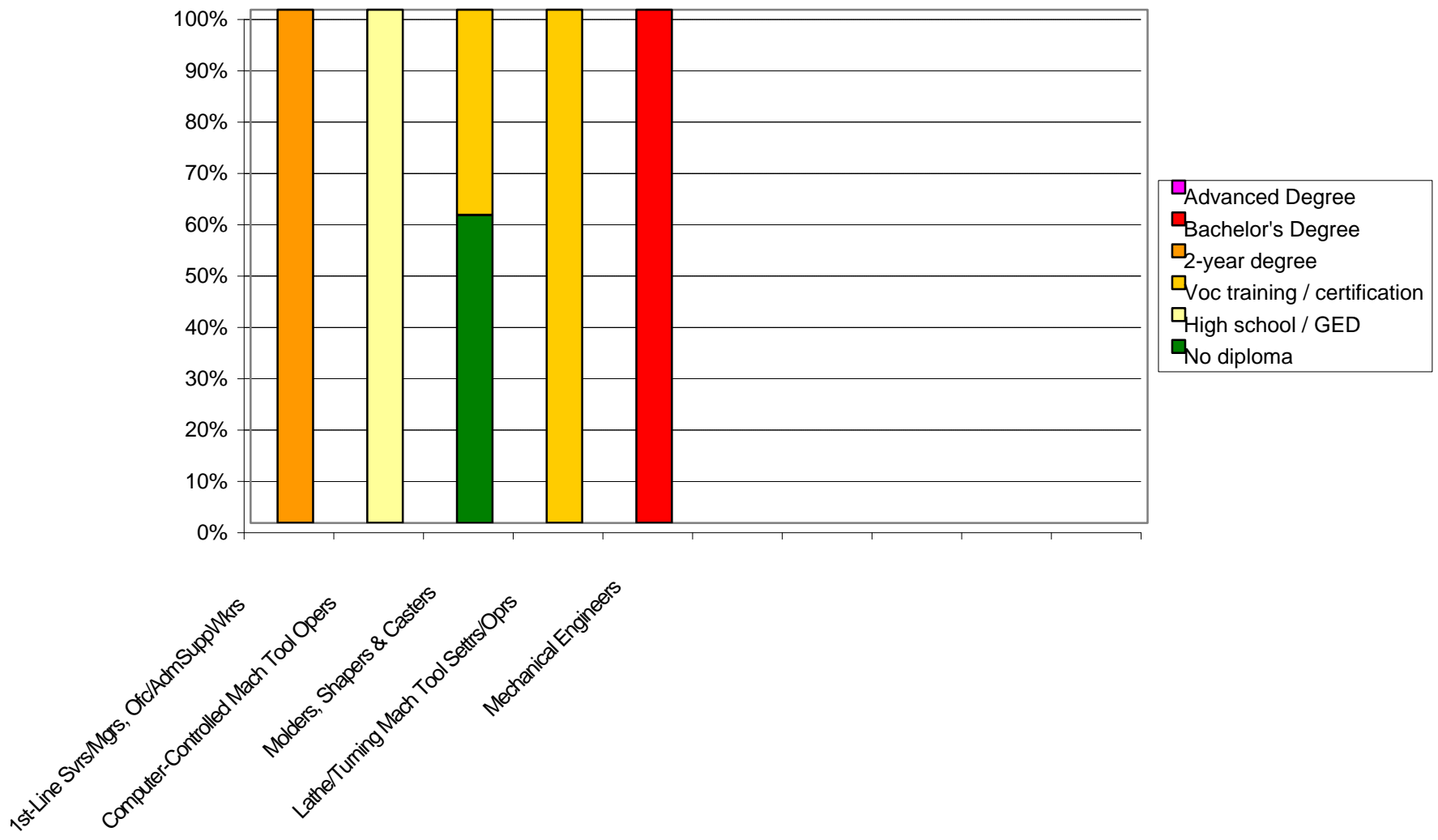
**LWA 5: DeKalb, Kane and Kendall Counties
Most Job Vacancies, Durable Manufacturing Industry**



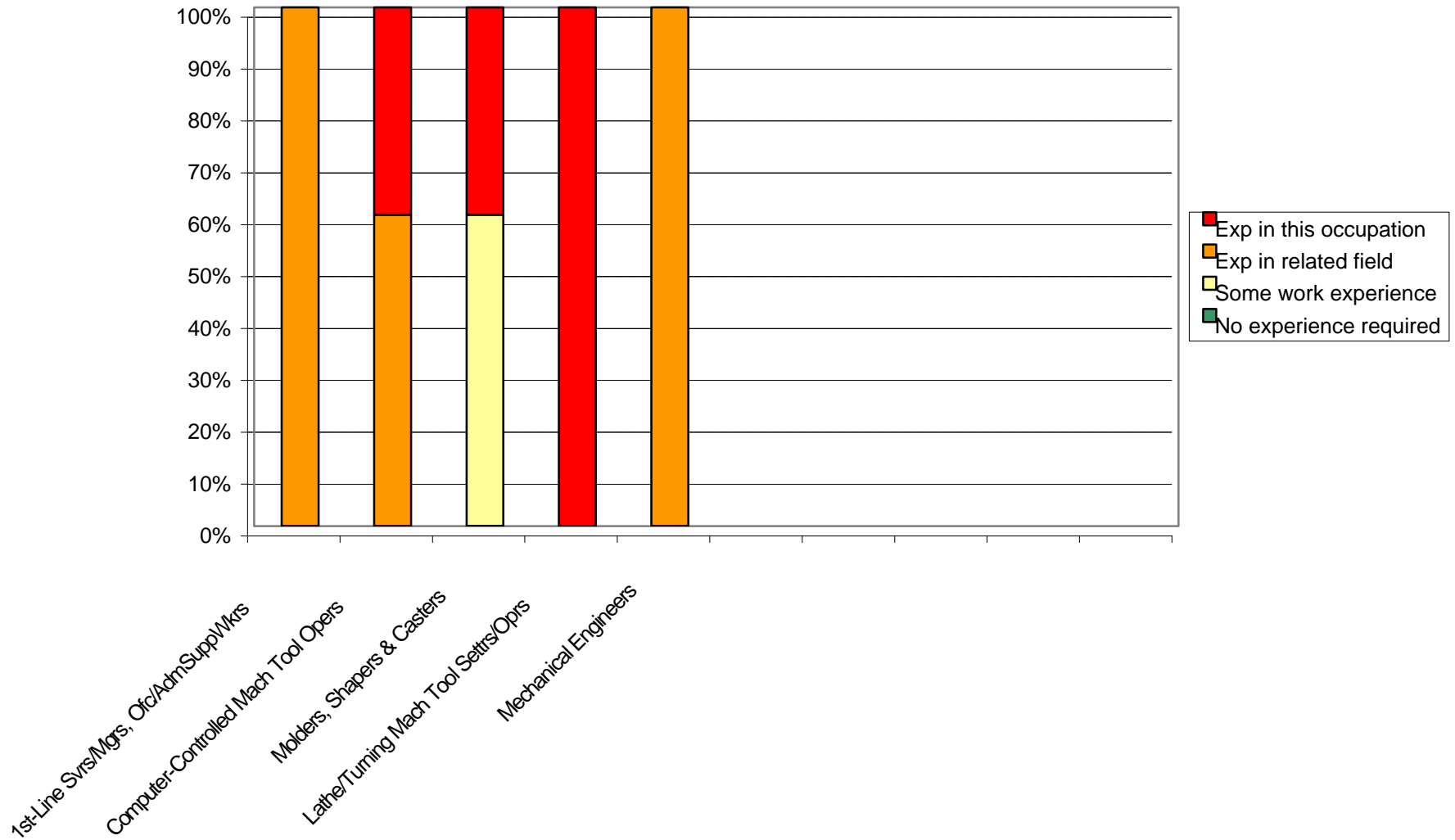
LWA 5: DeKalb, Kane and Kendall Counties
Duration of Vacancy, Durable Manufacturing Industry



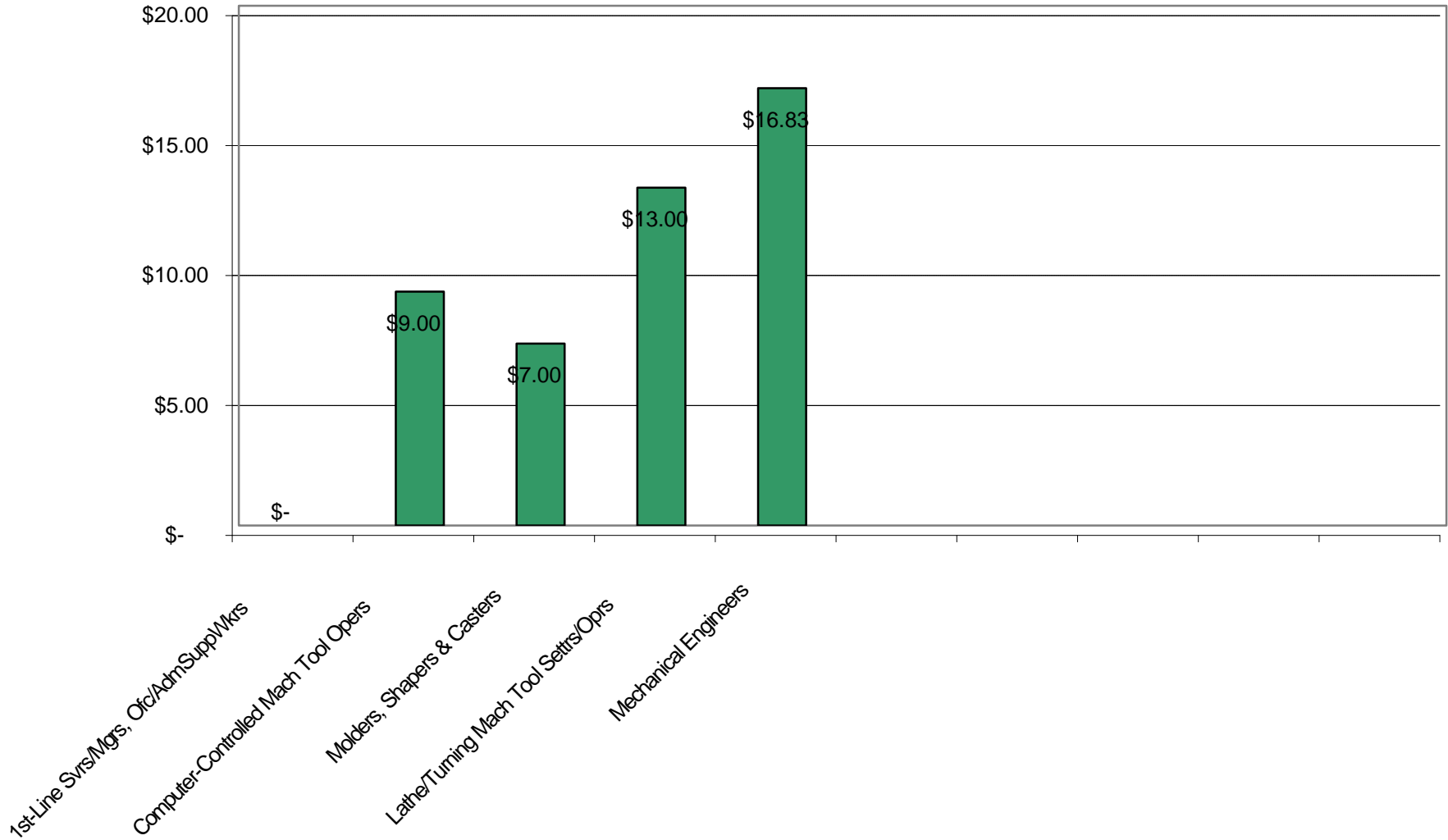
**LWA 5: DeKalb, Kane and Kendall Counties
Education Requirement, Durable Manufacturing Industry**



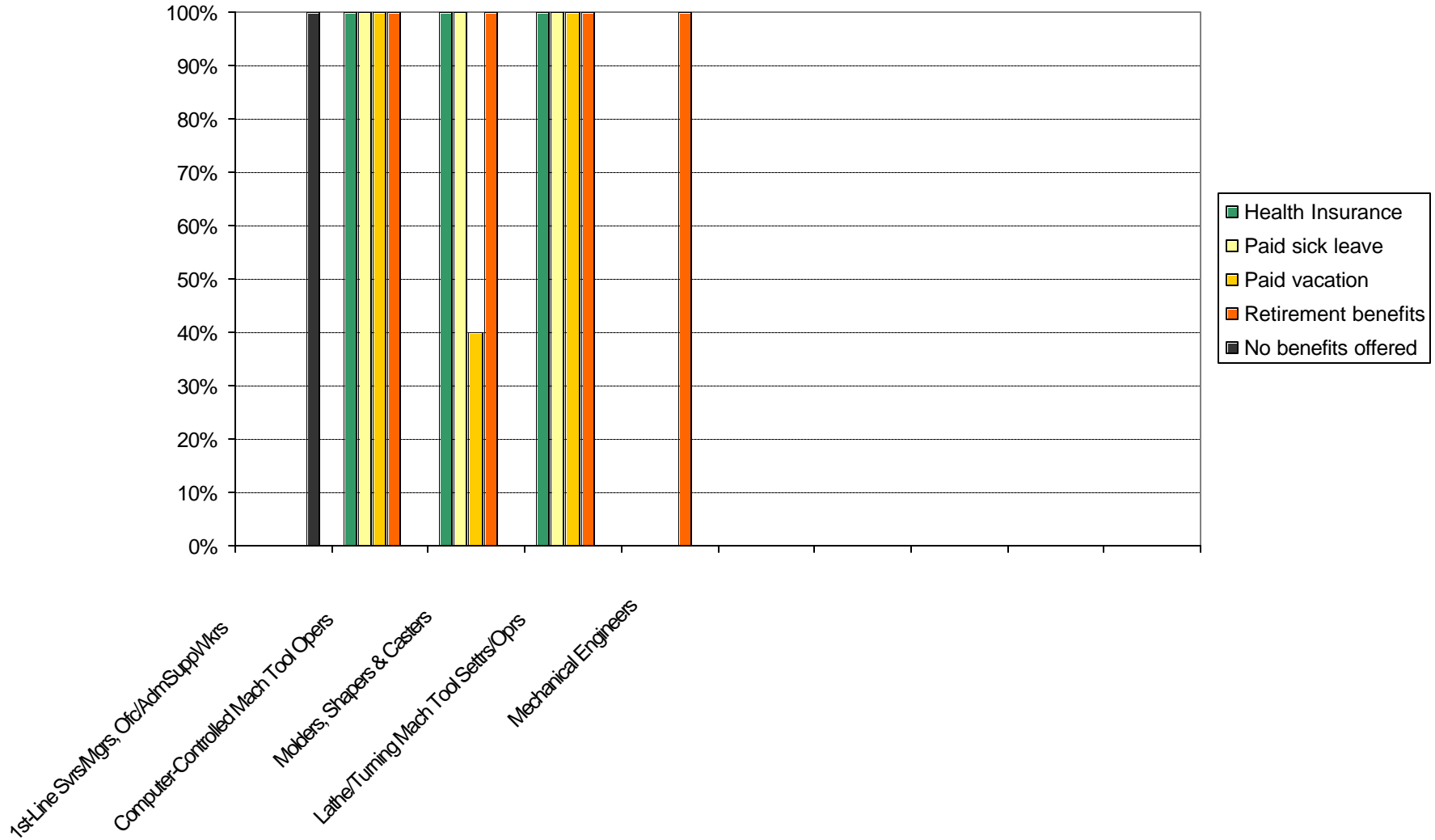
LWA 5: DeKalb, Kane and Kendall Counties Experience Requirement, Durable Manufacturing Industry



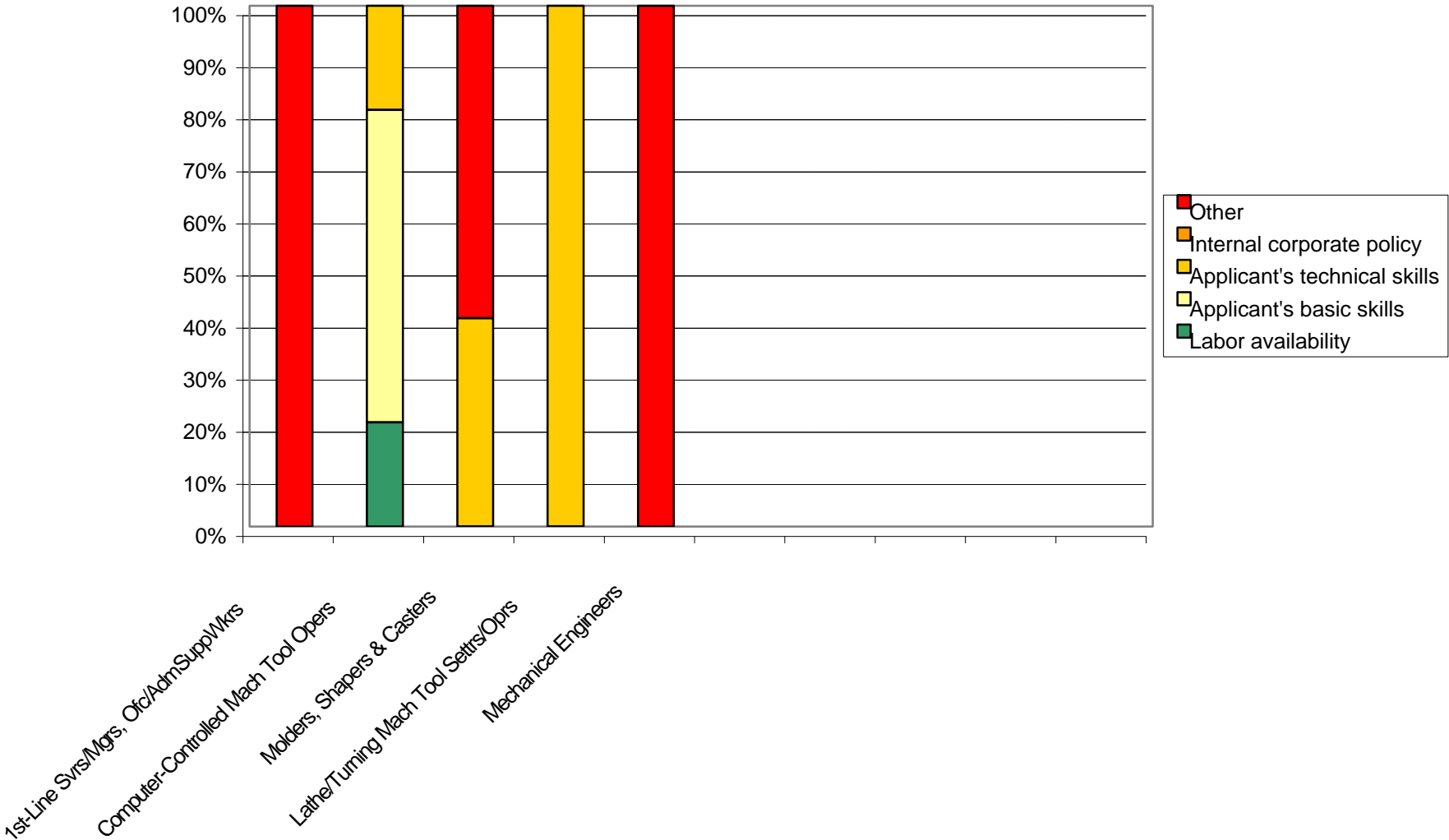
LWA 5: DeKalb, Kane and Kendall Counties
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry



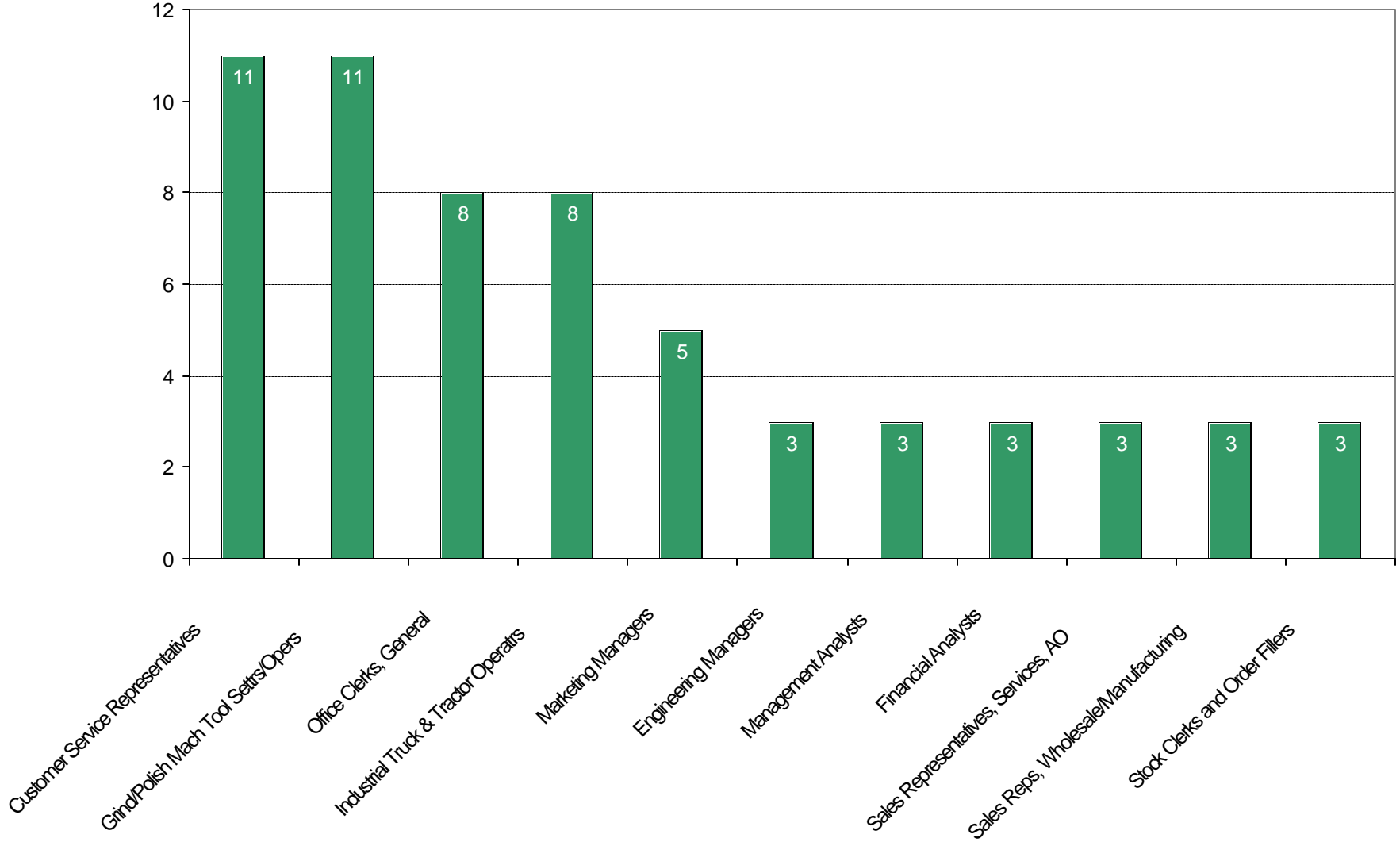
**LWA 5: DeKalb, Kane and Kendall Counties
Benefits Offered, Durable Manufacturing Industry**



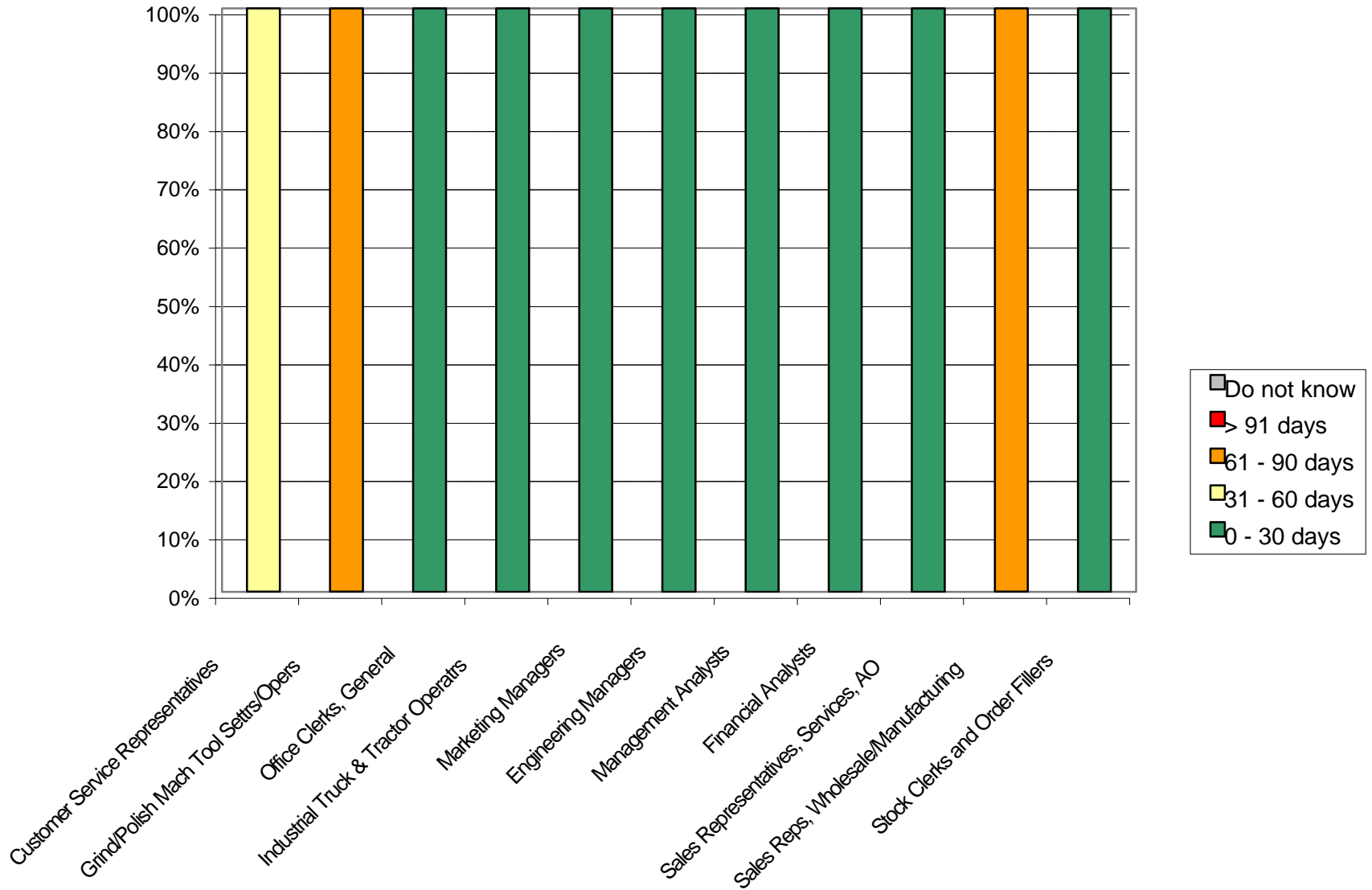
**LWA 5: DeKalb, Kane and Kendall Counties
Hiring Difficulty, Durable Manufacturing Industry**



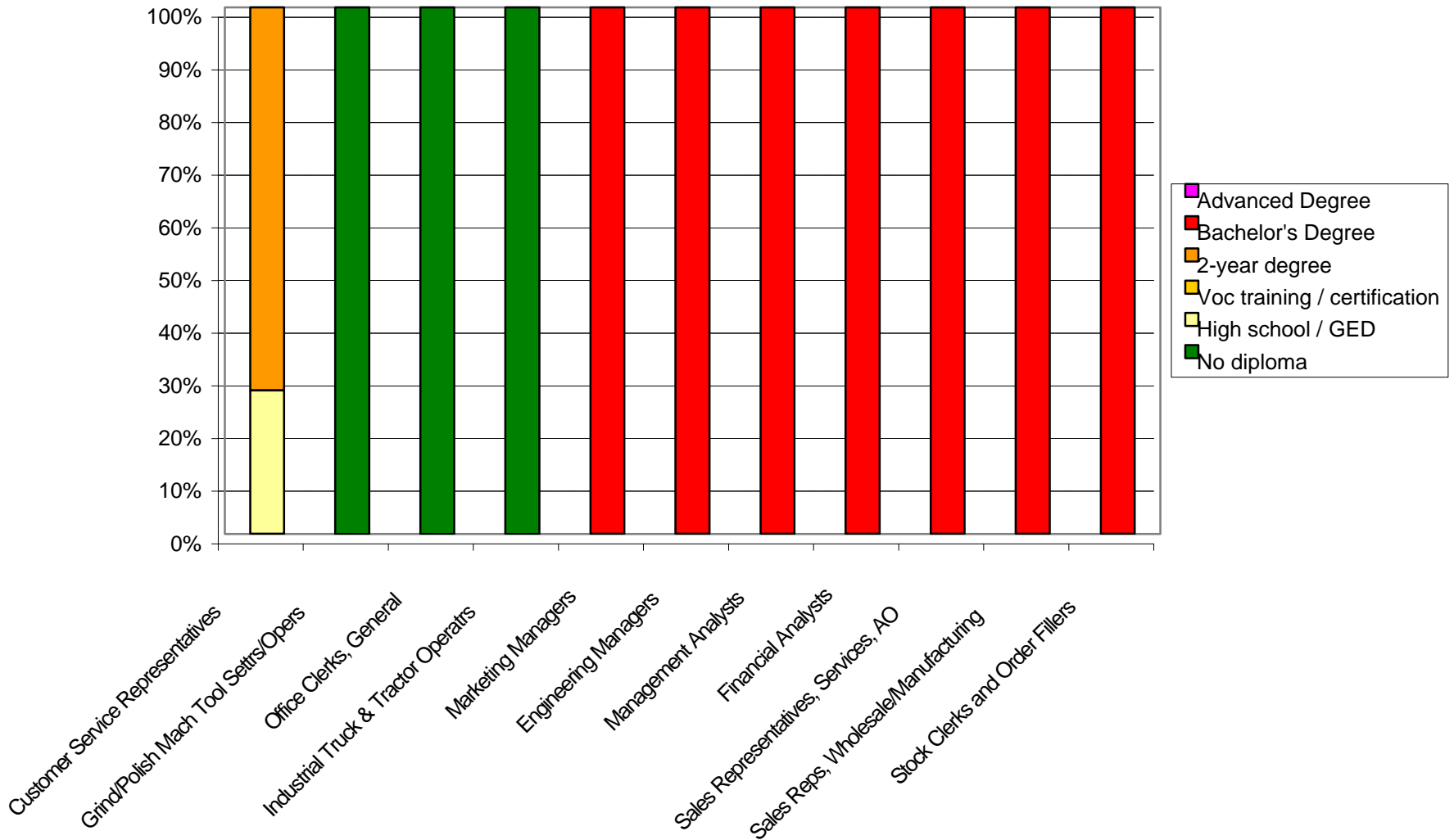
**LWA 5: DeKalb, Kane and Kendall Counties
Most Job Vacancies, Wholesale Trade Industry**



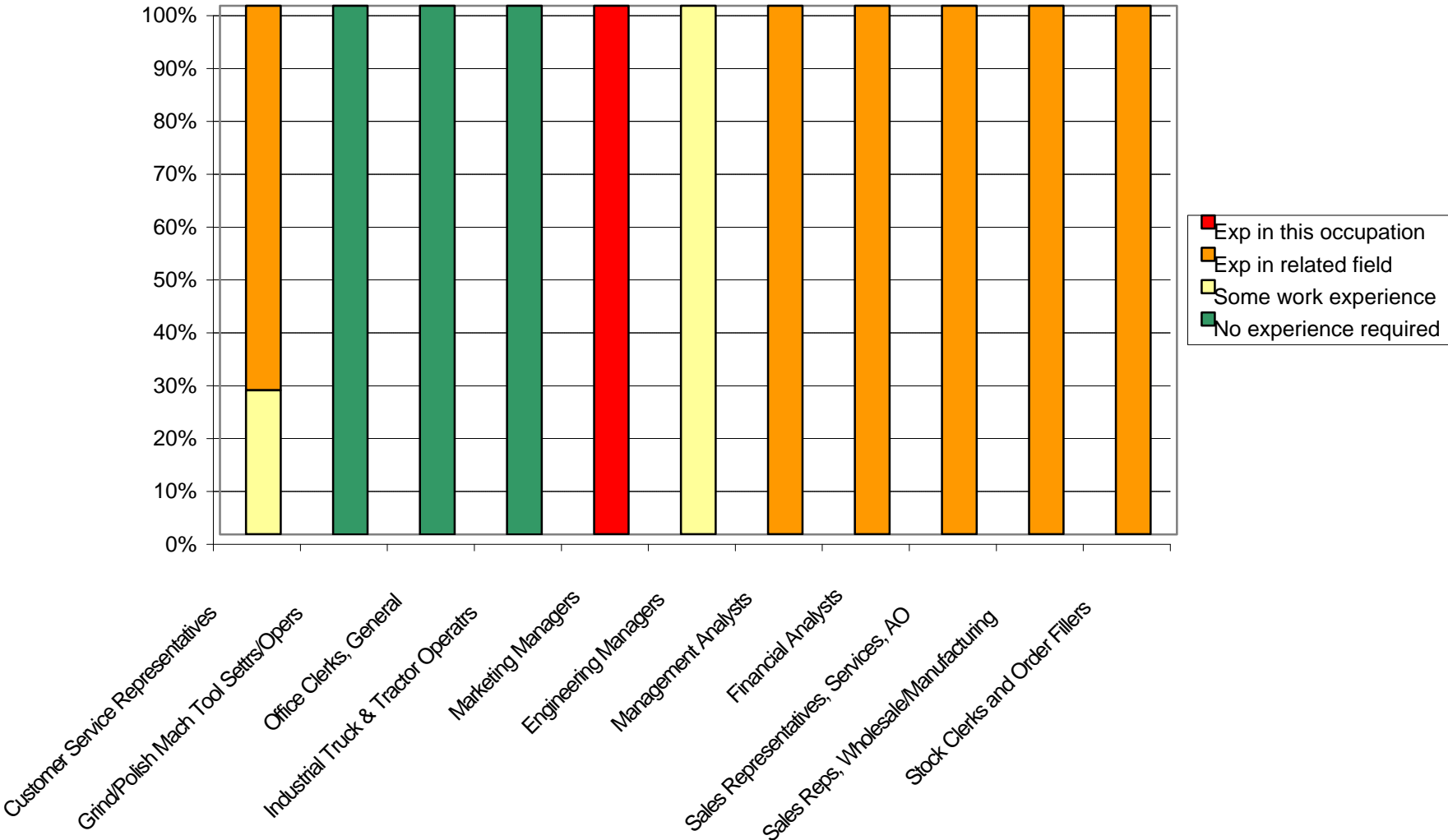
**LWA 5: DeKalb, Kane and Kendall Counties
Duration of Vacancy, Wholesale Trade Industry**



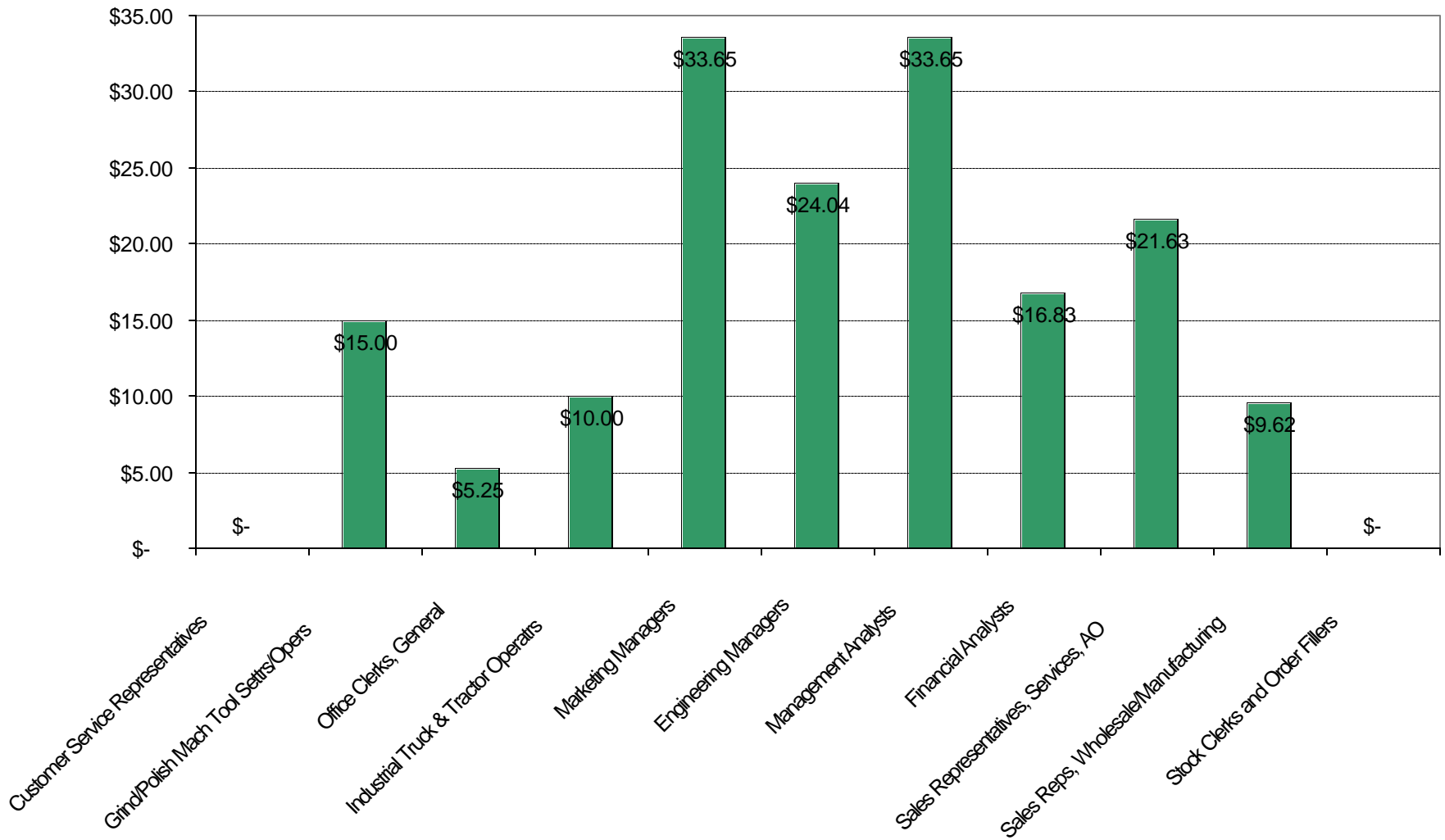
**LWA 5: DeKalb, Kane and Kendall Counties
Education Requirement, Wholesale Trade Industry**



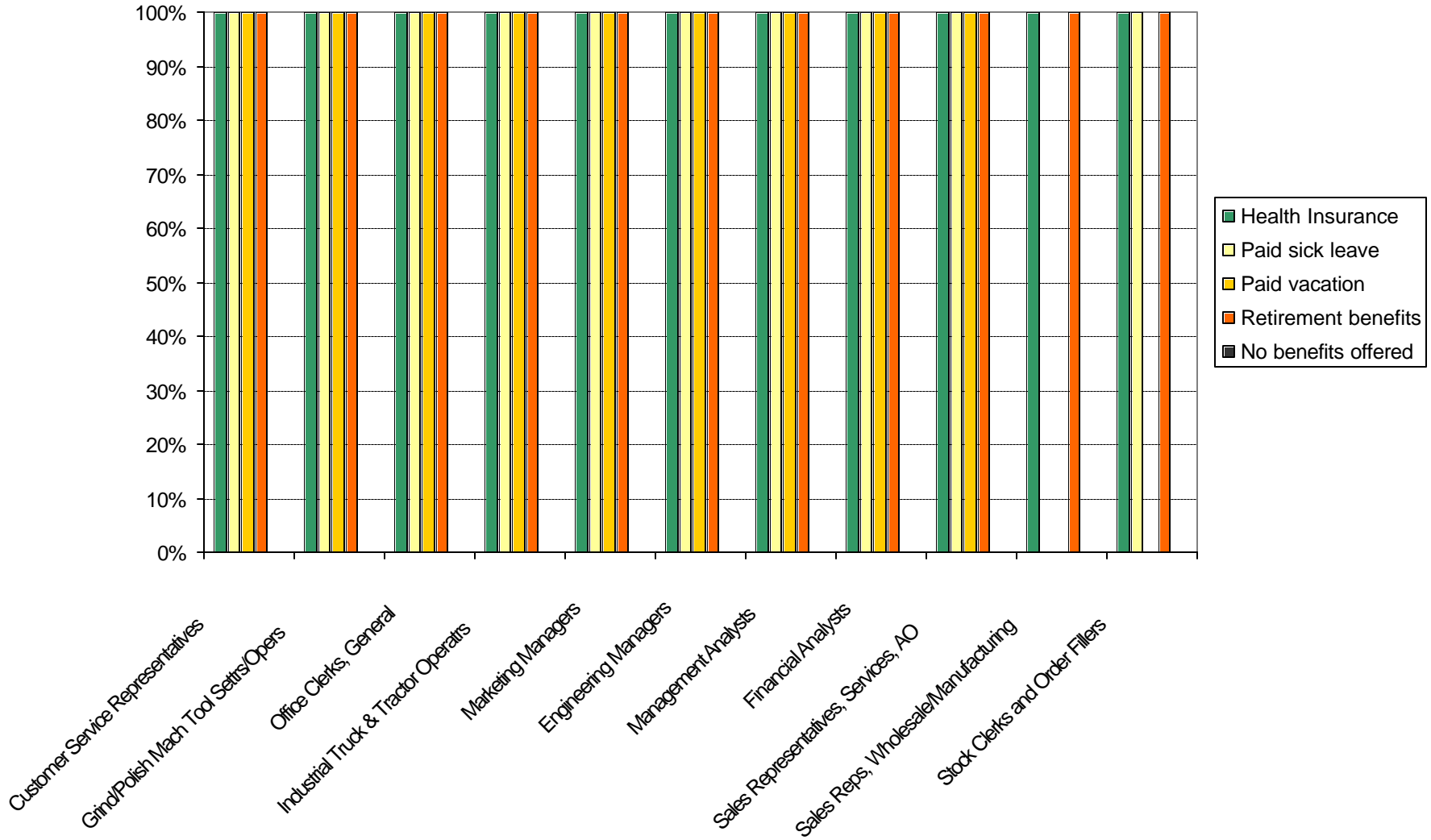
LWA 5: DeKalb, Kane and Kendall Counties
Experience Requirement, Wholesale Trade Industry



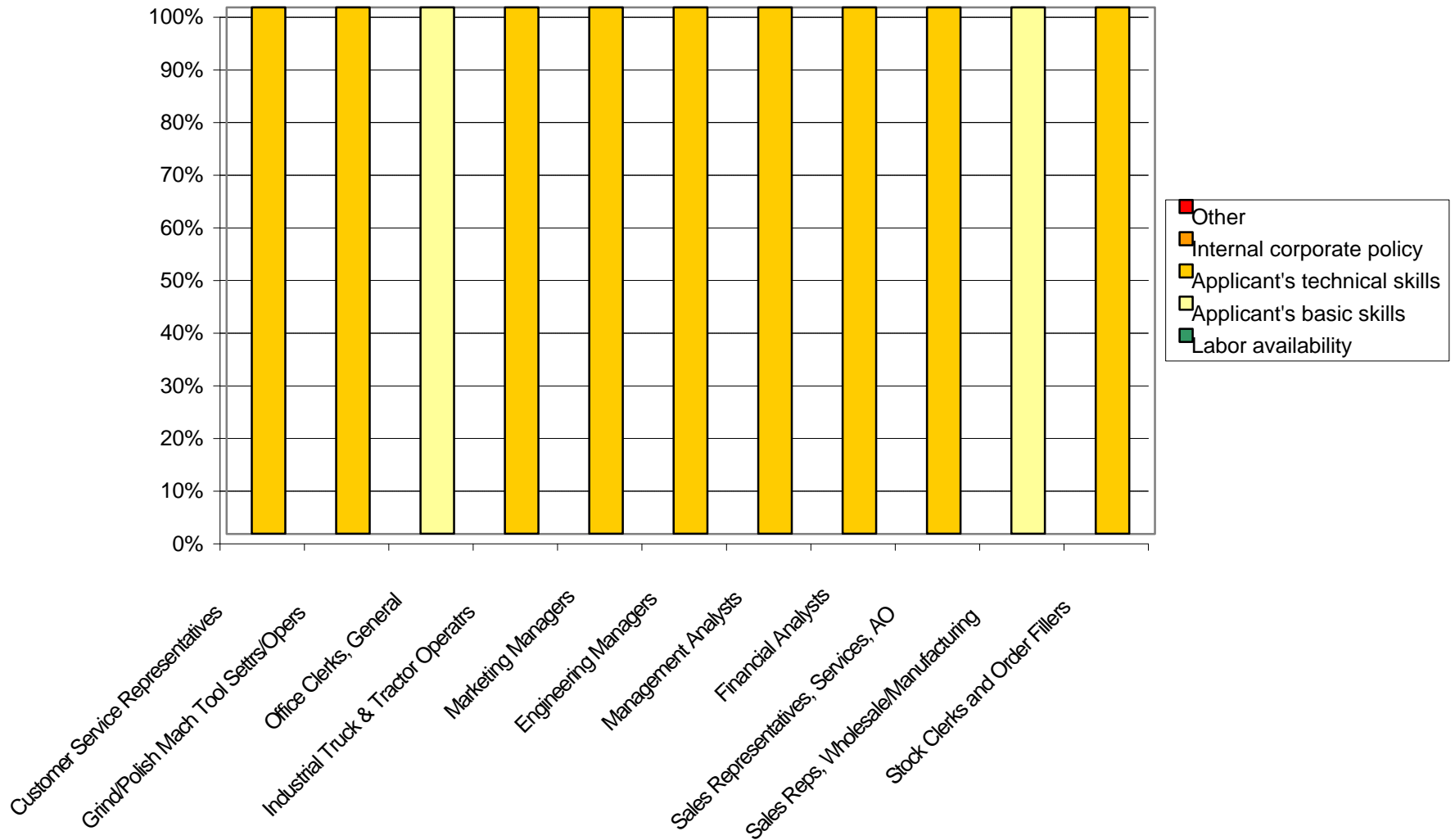
**LWA 5: DeKalb, Kane and Kendall Counties
Median Starting Wage Offered (Hourly), Wholesale Trade Industry**



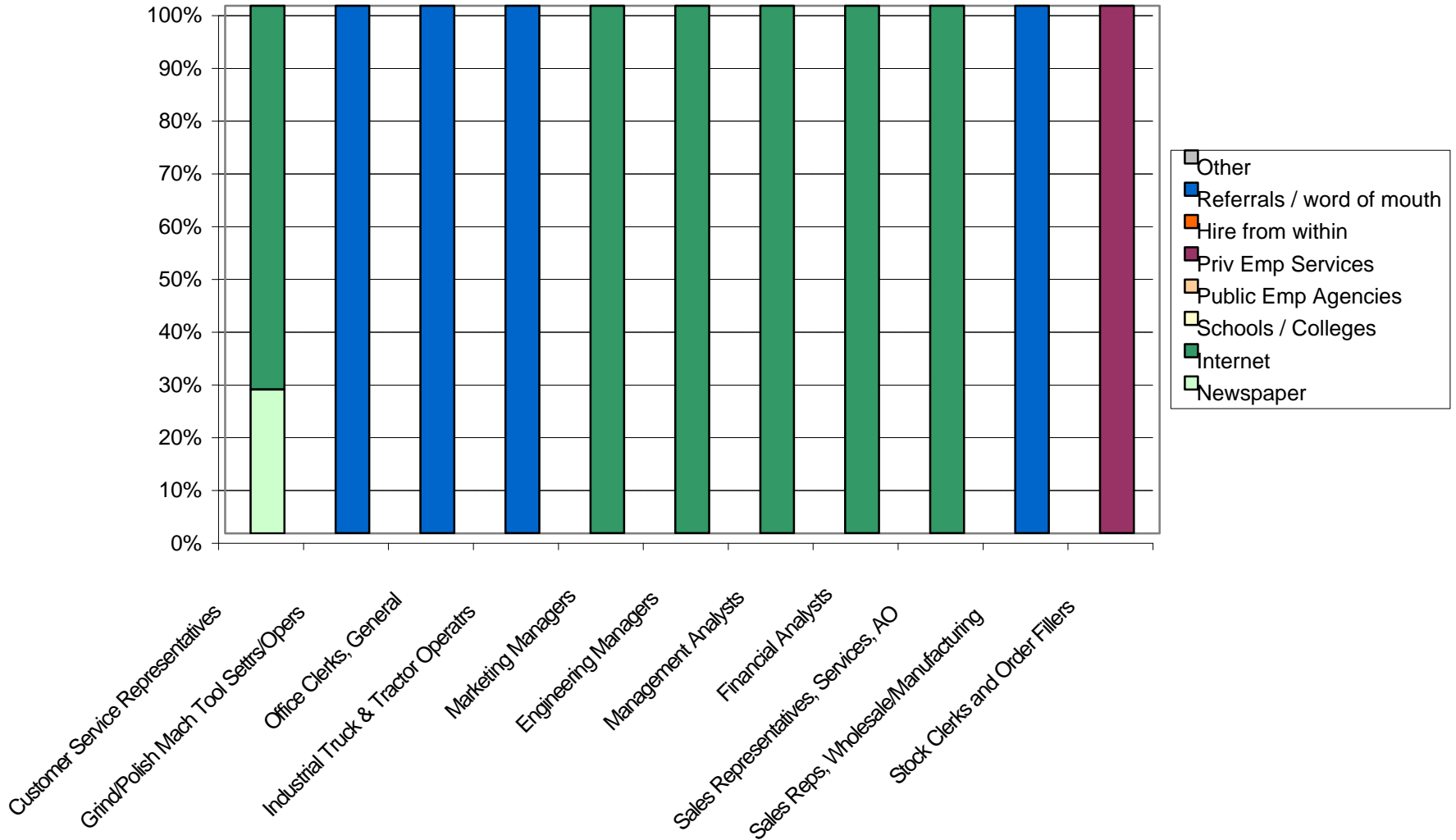
**LWA 5: DeKalb, Kane and Kendall Counties
Benefits Offered, Wholesale Trade Industry**



LWA 5: DeKalb, Kane and Kendall Counties Hiring Difficulty, Wholesale Trade Industry



**LWA 5: DeKalb, Kane and Kendall Counties
Recruitment Method, Wholesale Trade Industry**



Appendix E

DuPage Workforce Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Table 1. Business and Employment Conditions: Respondent Firms in DuPage County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	110	199	179	74
Vacancies (% reporting vacancies)	12.7%	23.1%	16.8%	24.3%
Temp help (% reporting temp help)	29.8%	24.7%	16.8%	20.0%
Business conditions index				
improved last 6 months	43	41	47	47
will improve next 6 months	66	66	66	70
Employment conditions index				
improved last 6 months	48	44	46	50
will improve next 6 months	56	56	61	65

Table 2. Business and Employment Conditions: Firms with Vacancies in DuPage County

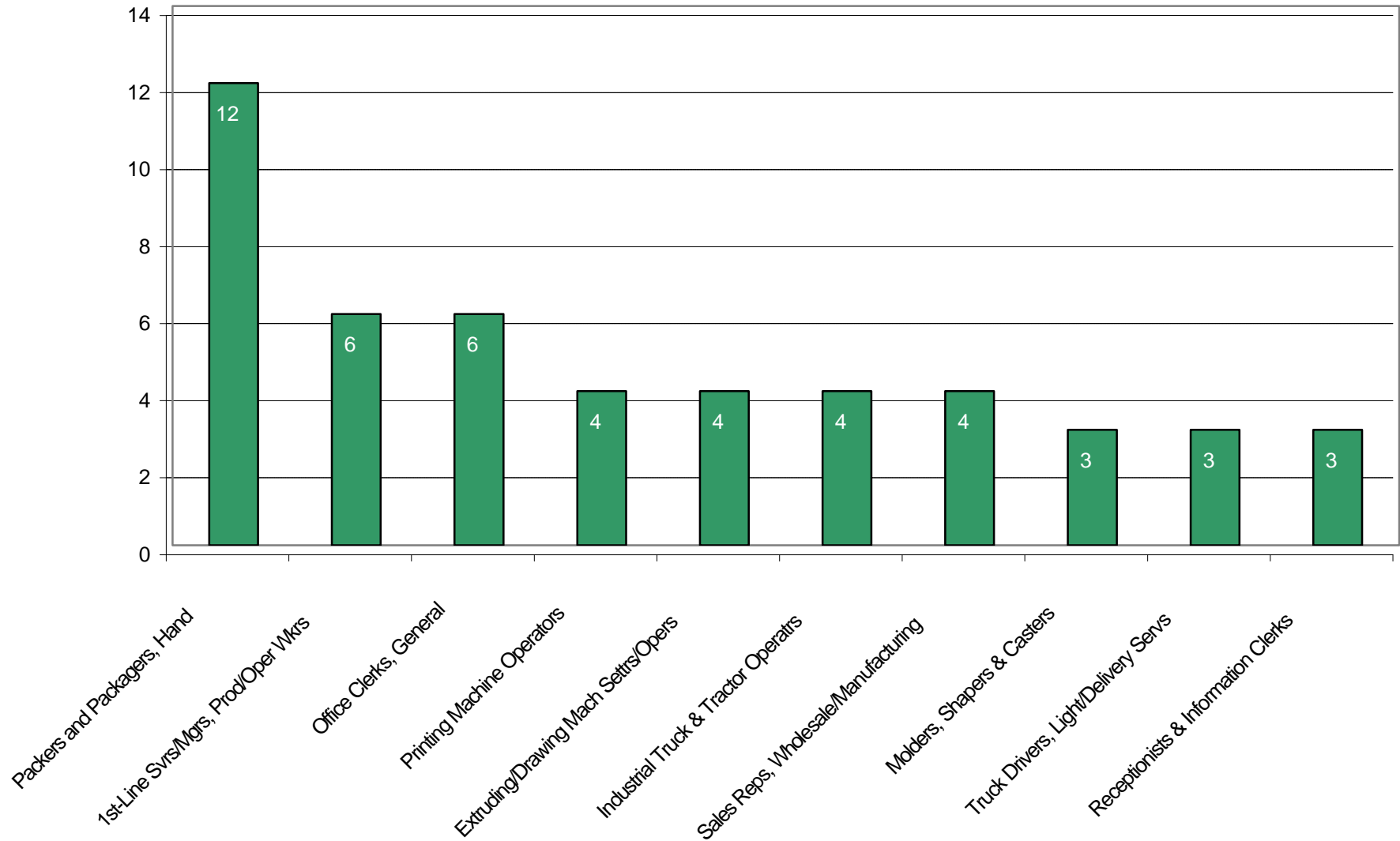
	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	14	46	30	18
Temp help (% reporting temp help)	37.8%	30.7%	28.2%	37.9%
Total number vacancies	66	231	247	227
permanent (% total vacancies)	100.0%	99.6%	98.7%	89.4%
seasonal (% total vacancies)	0.0%	0.4%	1.3%	10.6%
full-time (% total vacancies)	93.1%	99.6%	92.9%	86.8%
part-time (% total vacancies)	6.9%	0.4%	7.1%	13.2%
Business conditions index				
improved last 6 months	35	44	42	40
will improve next 6 months	72	70	65	84
Employment conditions index				
improved last 6 months	40	43	42	51
will improve next 6 months	58	55	63	73

Area: LWA 6 - DuPage Workforce Board Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

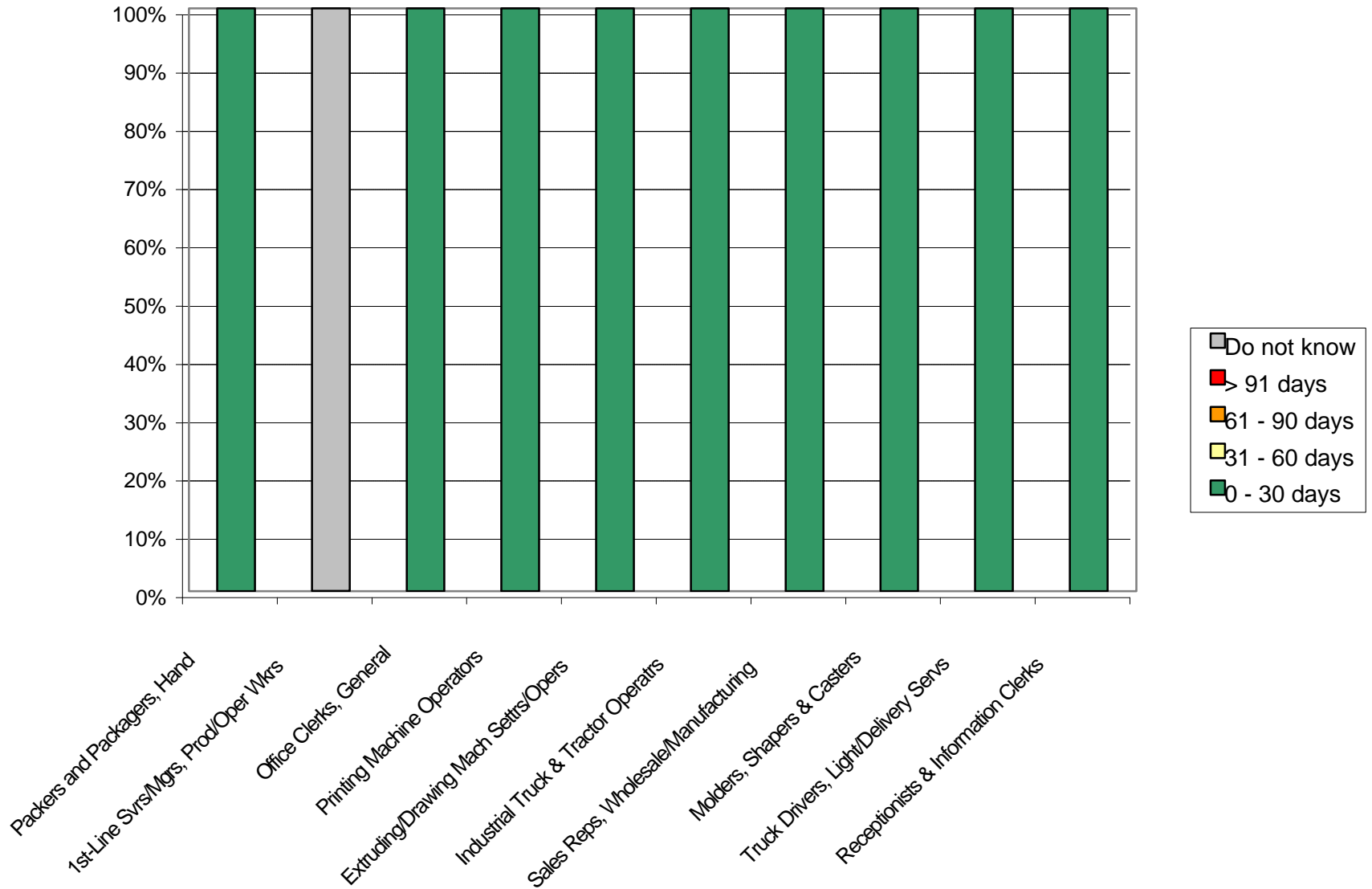
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method										
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Packers and Packers, Hand	12	100%					100%					17%	83%		\$7.50	83%	0%	0%	0%	17%	100%					17%									83%	
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	6				100%		100%						100%		\$15.00	0%	100%	100%	0%	100%	100%	100%											100%			
Office Clerks, General	6	100%						100%					100%		\$12.00	0%	0%	0%	0%	100%				100%	100%											
Printing Machine Operators	4	100%					100%					100%			\$5.75	0%	0%	100%	100%	100%	100%	100%												100%		
Extruding/Drawing Mach Settrs/Opers	4	100%					100%					100%			\$9.00	0%	100%	100%	0%	100%				100%											100%	
Industrial Truck & Tractor Operatrs	4	100%					100%						100%		\$10.00	0%	100%	100%	100%	100%															100%	
Sales Reps, Wholesale/Manufacturing	4	100%							100%			100%			\$21.70	0%	0%	100%	100%	100%	100%					100%										
Molders, Shapers & Casters	3	100%					100%						100%		\$9.00	0%	0%	100%	0%	100%				100%	100%											
Truck Drivers, Light/Delivery Svcs	3	100%						100%				100%			\$12.00	0%	0%	100%	100%	100%				100%		100%										
Receptionists & Information Clerks	3	100%					100%						100%		\$7.50	0%	0%	100%	100%	100%	100%												100%			

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

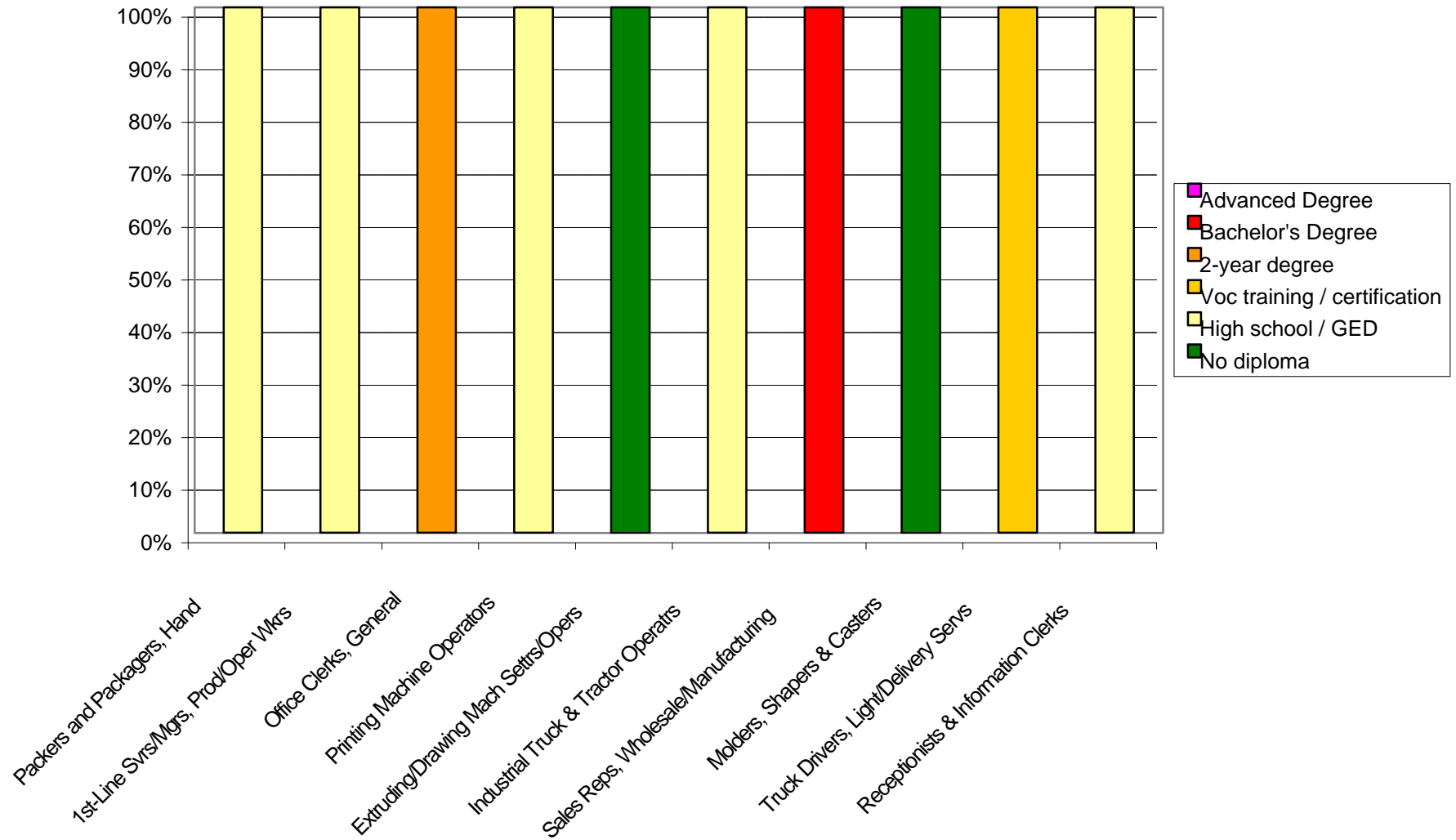
**LWA 6: DuPage County
Most Job Vacancies, Non-Durable Manufacturing Industry**



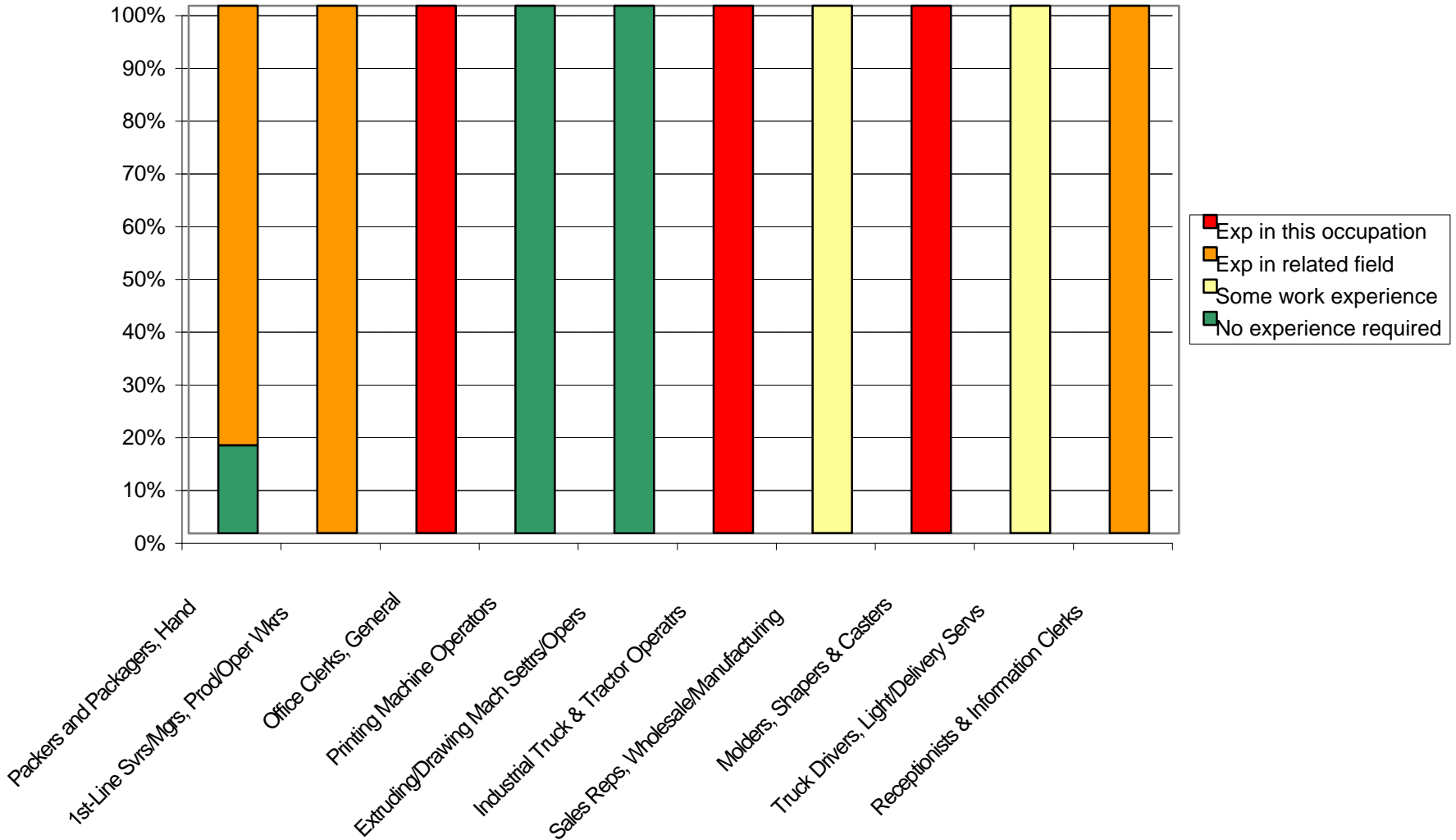
LWA 6: DuPage County Duration of Vacancy, Non-Durable Manufacturing Industry



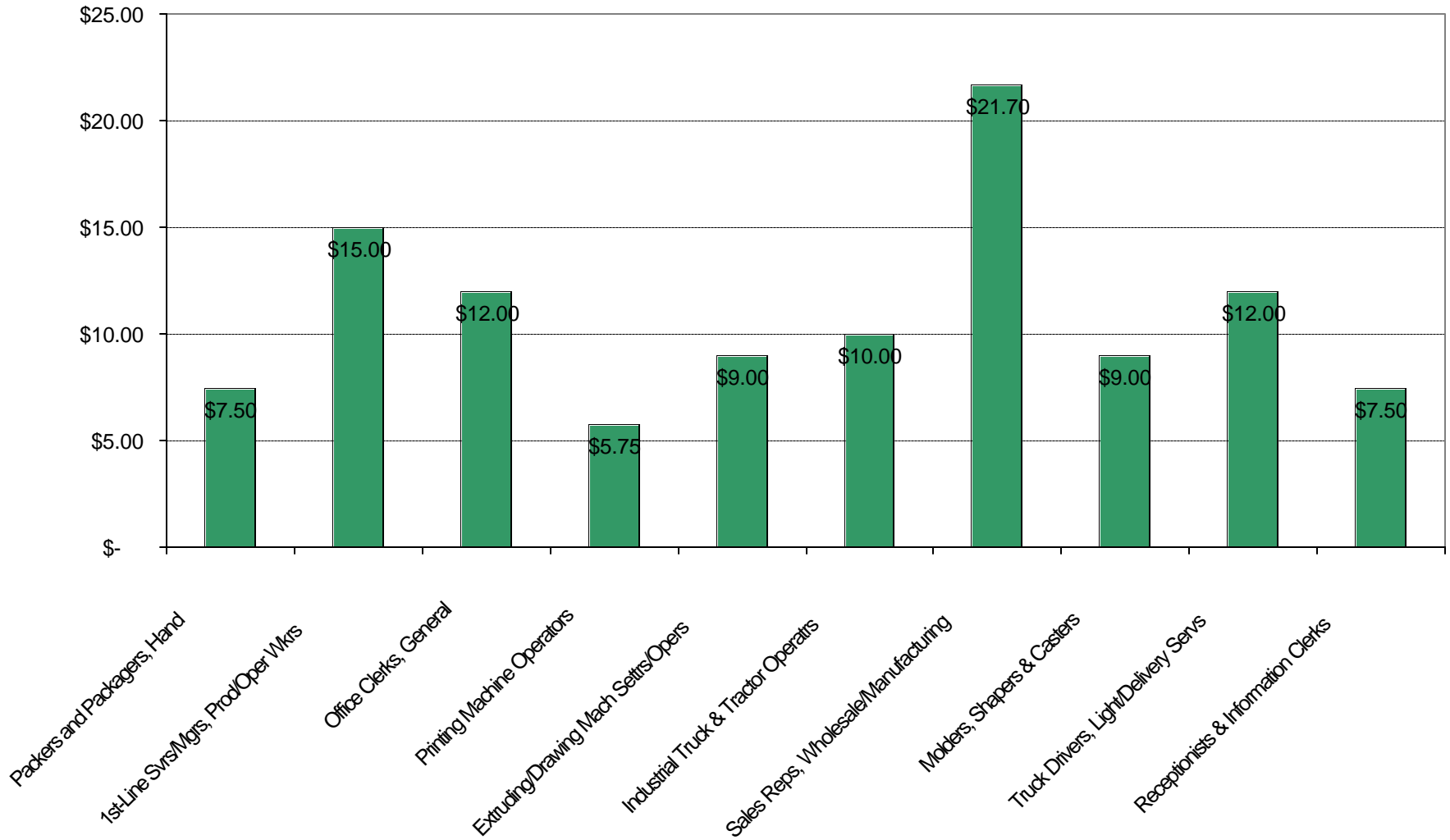
LWA 6: DuPage County Education Requirement, Non-Durable Manufacturing Industry



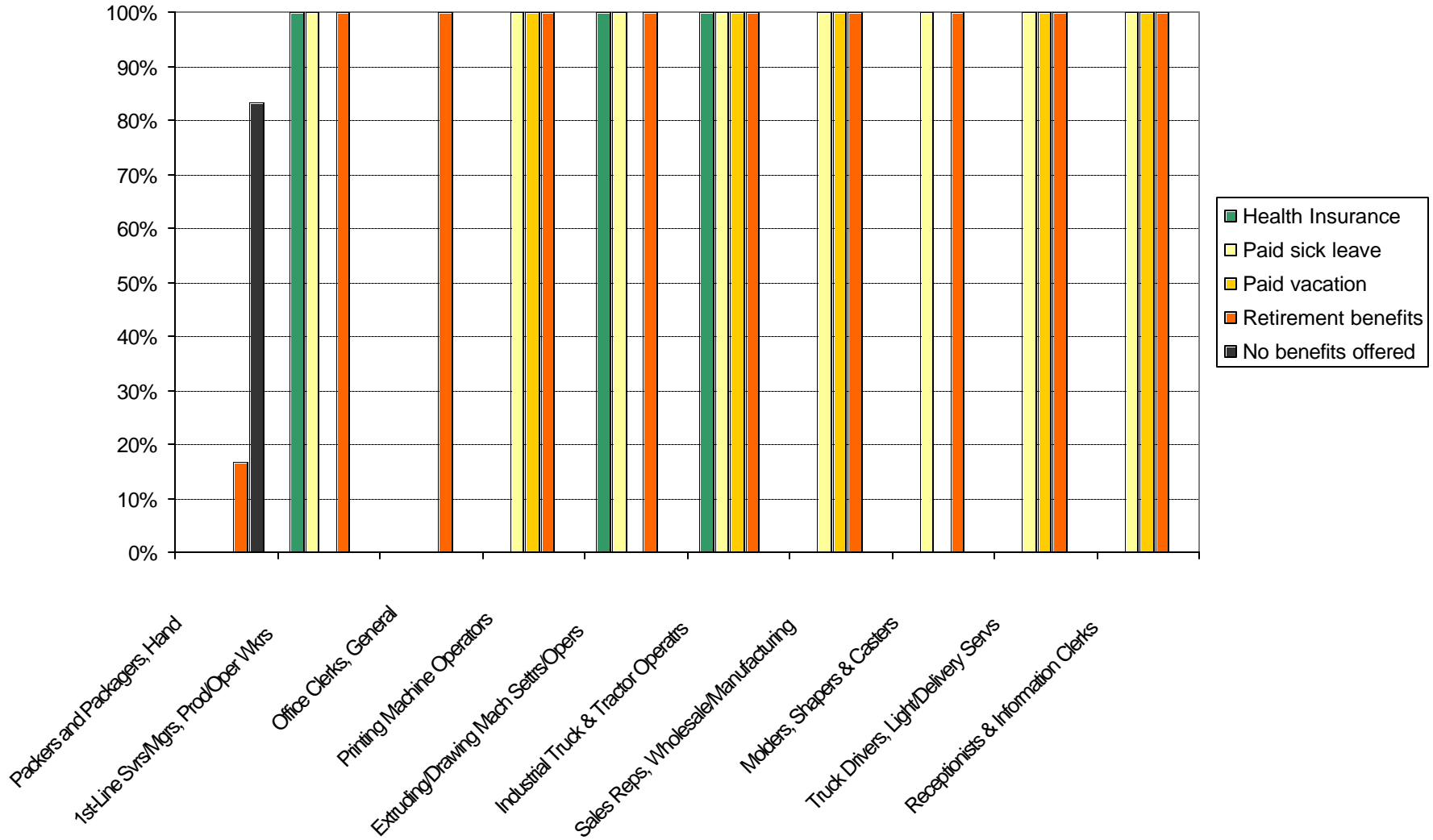
**LWA 6: DuPage County
Experience Requirement, Non-Durable Manufacturing Industry**



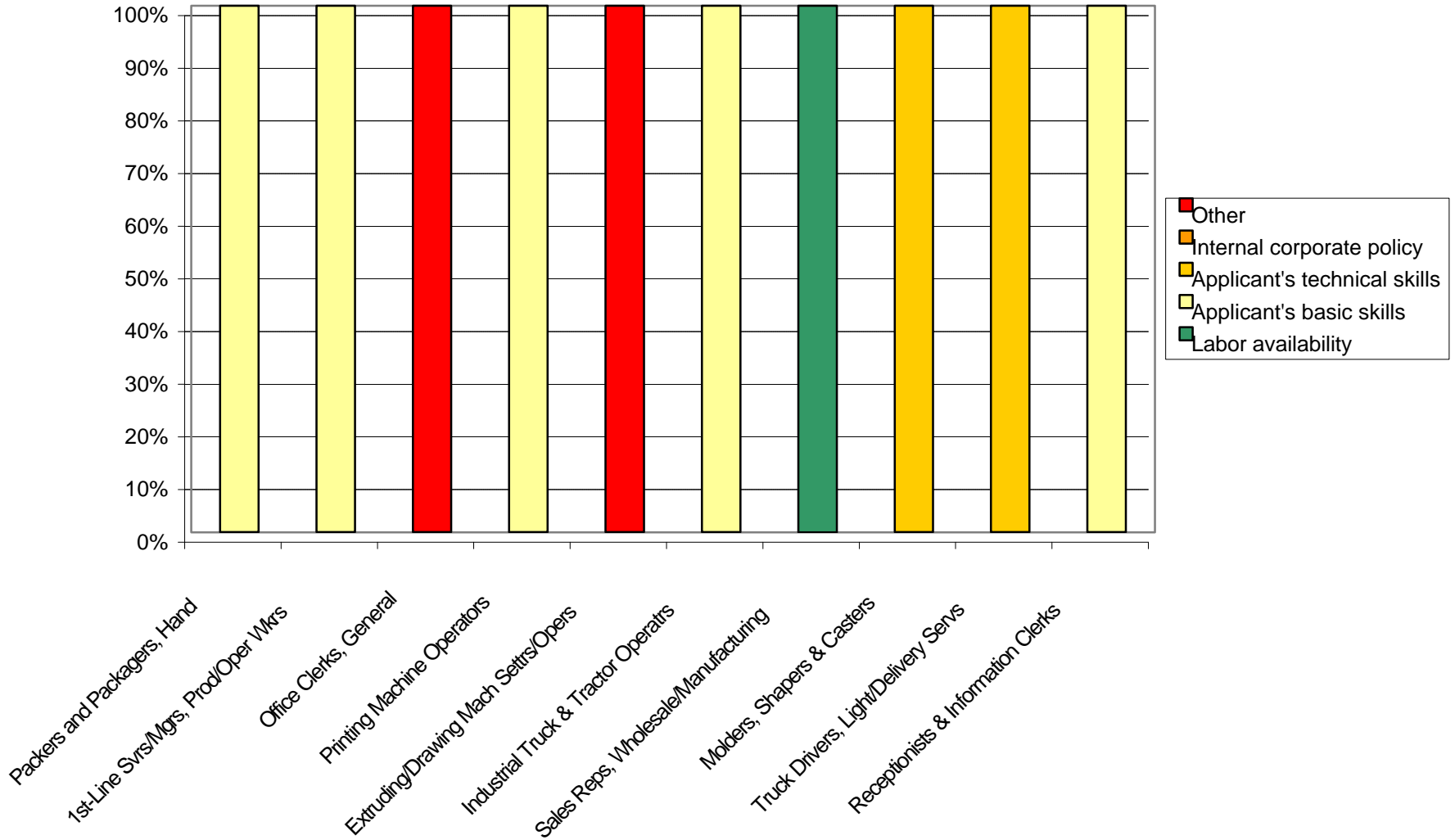
LWA 6: DuPage County
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry



**LWA 6: DuPage County
Benefits Offered, Non-Durable Manufacturing Industry**



LWA 6: DuPage County Hiring Difficulty, Non-Durable Manufacturing Industry

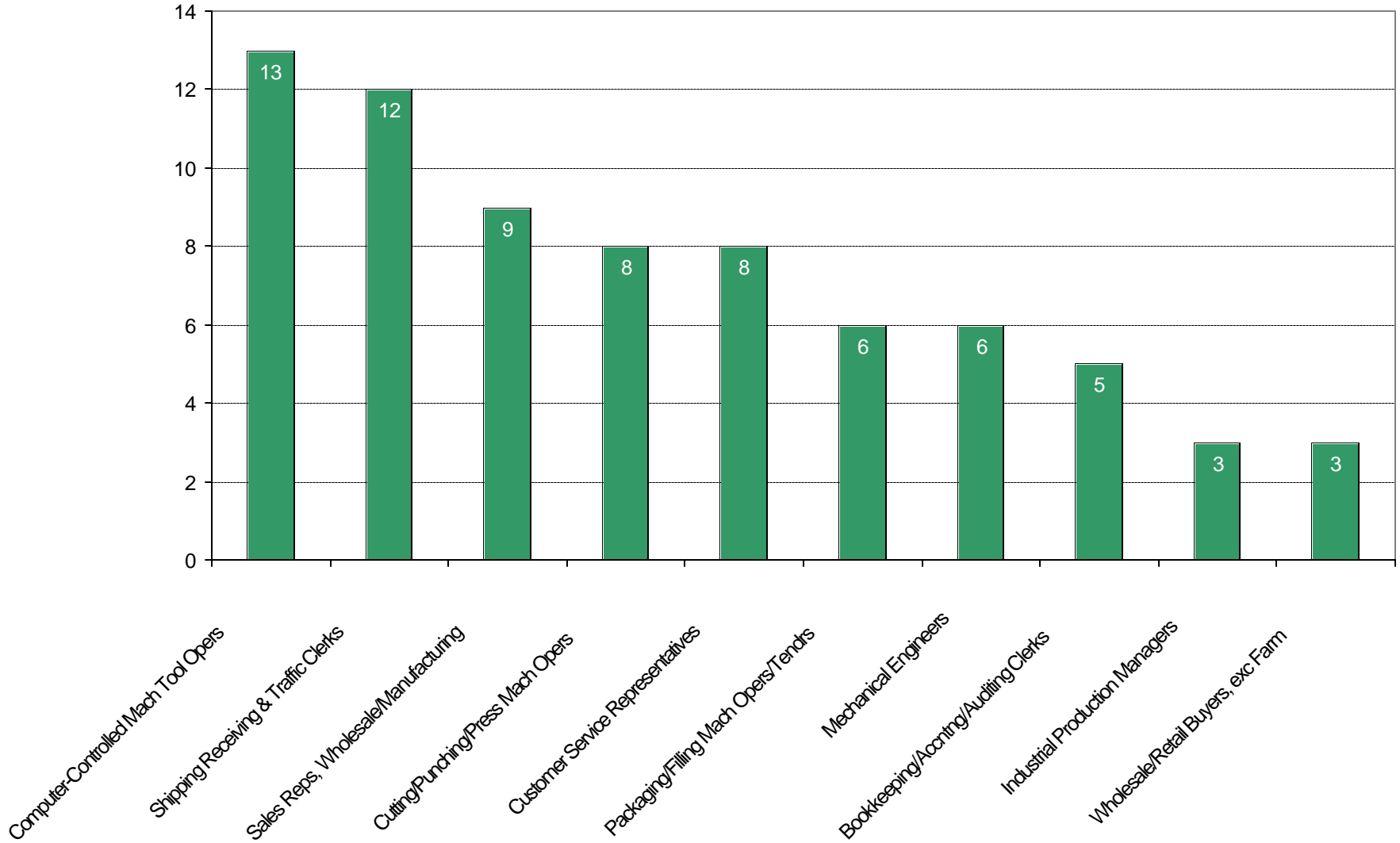


Area: LWA 6 - DuPage Workforce Board Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

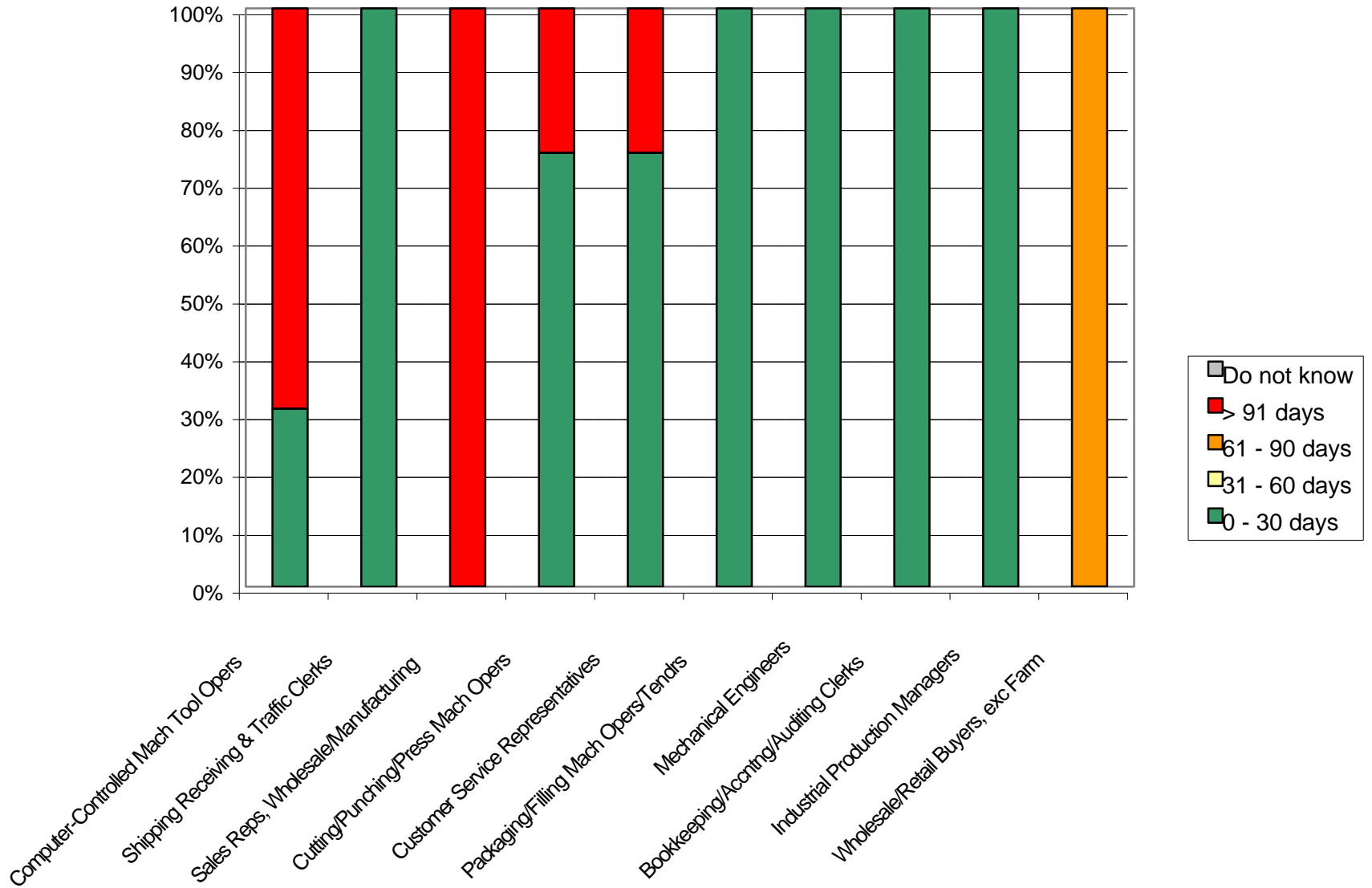
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Computer-Controlled Mach Tool Opers	13	31%			69%		15%	69%		15%			15%	85%	\$8.00	0%	100%	100%	100%	100%		15%	15%		69%	31%								69%	
Shipping Receiving & Traffic Clerks	12	100%					100%						100%		\$10.00	0%	100%	100%	100%	100%				100%	83%								17%		
Sales Reps, Wholesale/Manufacturing	9			100%			22%	78%					22%	78%	\$12.02	0%	100%	100%	100%	100%		22%	78%		78%	22%									
Cutting/Punching/Press Mach Opers	8	75%		25%				100%					100%		\$9.00	0%	100%	100%	25%	100%			75%	25%	75%									25%	
Customer Service Representatives	8	75%		25%			63%	38%				38%	63%		\$13.46	0%	100%	63%	63%	100%		25%	38%	38%	75%	25%									
Packaging/Filling Mach Opers/Tendr	6	100%					100%					100%			\$7.75	0%	100%	100%	100%	100%			100%											100%	
Mechanical Engineers	6	100%					50%			50%			100%		\$22.84	0%	100%	100%	100%	100%			50%	50%	100%										
Bookkeeping/Acctng/Auditing Clerks	5	100%					40%			60%		40%	60%		\$13.39	0%	100%	100%	100%	100%			40%	60%	100%										
Industrial Production Managers	3	100%								100%			100%		\$37.64	0%	100%	100%	100%	100%				100%	100%										
Wholesale/Retail Buyers, exc Farm	3		100%							100%			100%		\$21.63	0%	100%	100%	100%	100%				100%		100%									
Electrical Engineers	3			100%						100%			100%		\$28.85	0%	100%	100%	100%	100%			100%		100%										
Market Research Analysts	3	100%								100%			100%		N/A	0%	100%	100%	100%	100%				100%		100%									
Stock Clerks and Order Fillers	3	100%					100%					100%			\$8.00	0%	0%	0%	0%	100%			100%		100%										

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

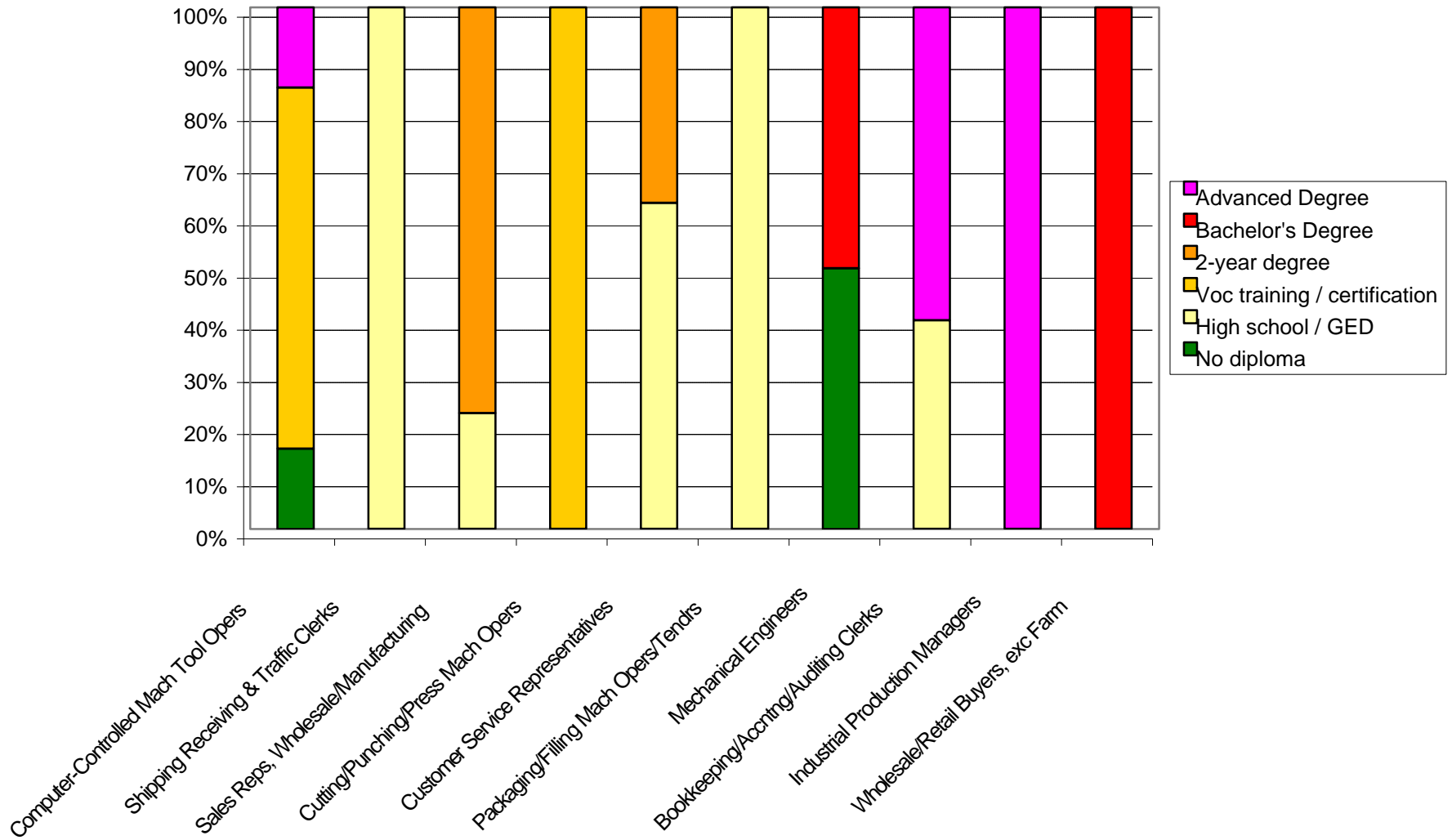
LWA 6: DuPage County
Most Job Vacancies, Durable Manufacturing Industry



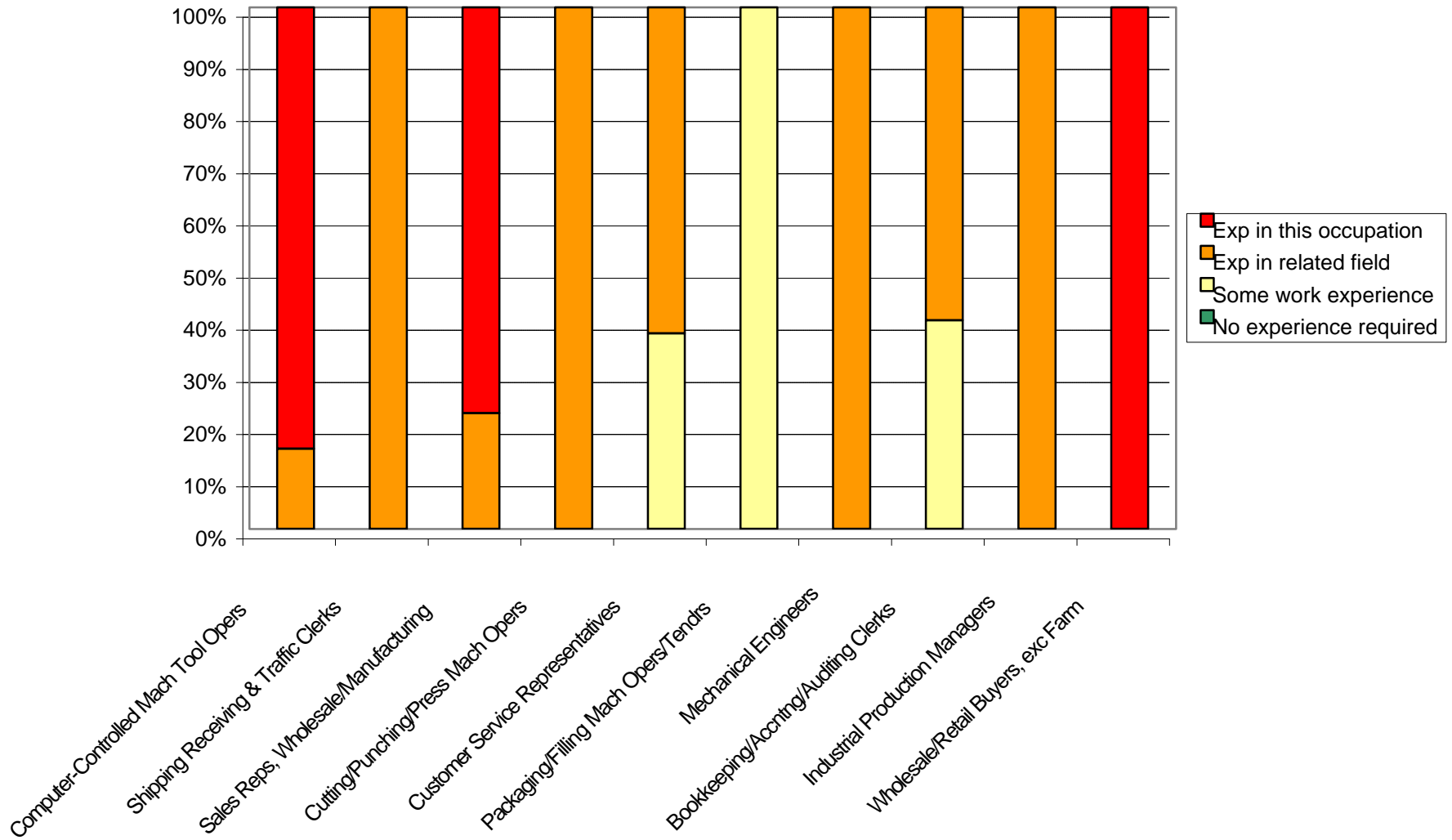
LWA 6: DuPage County
Duration of Vacancy, Durable Manufacturing Industry



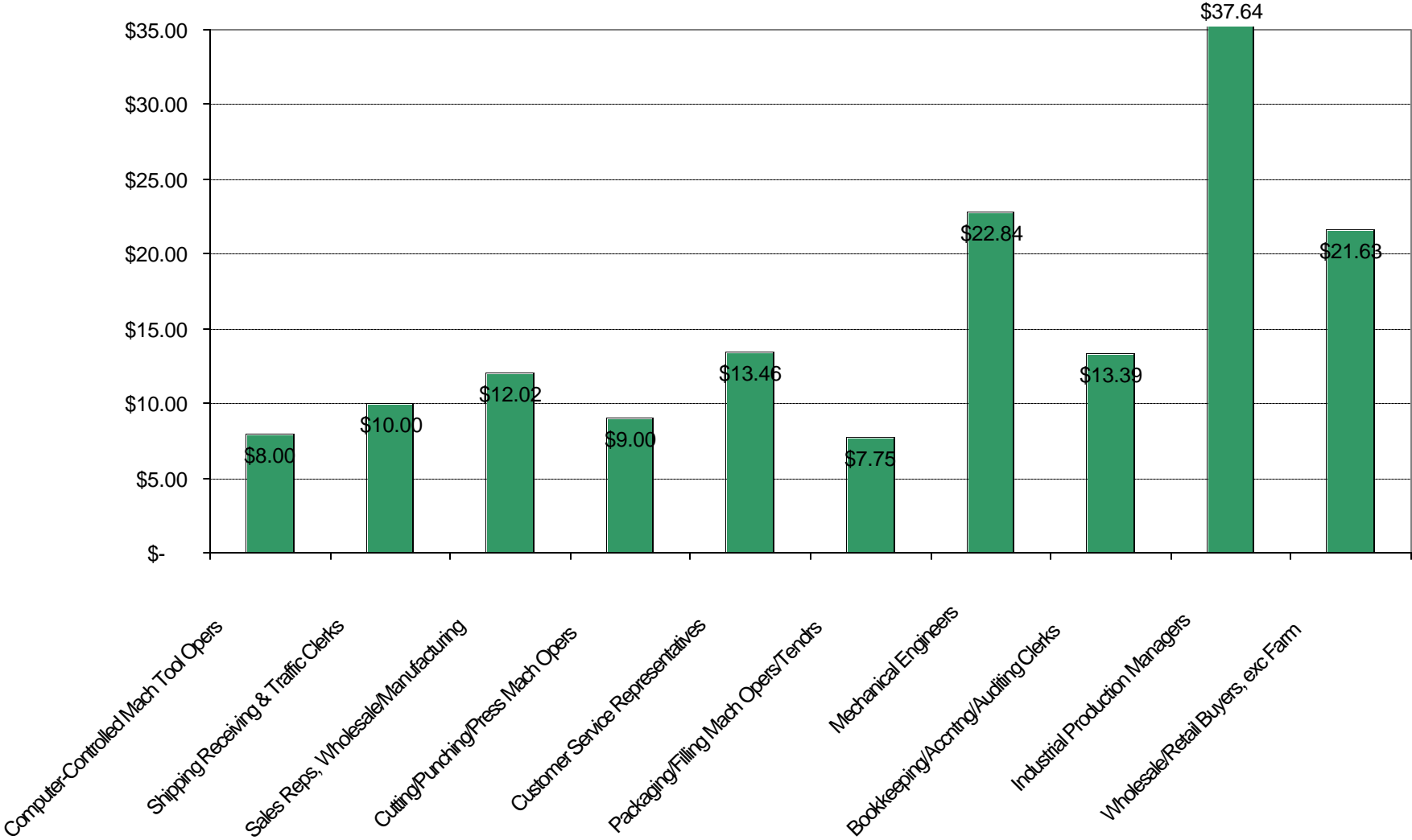
LWA 6: DuPage County Education Requirement, Durable Manufacturing Industry



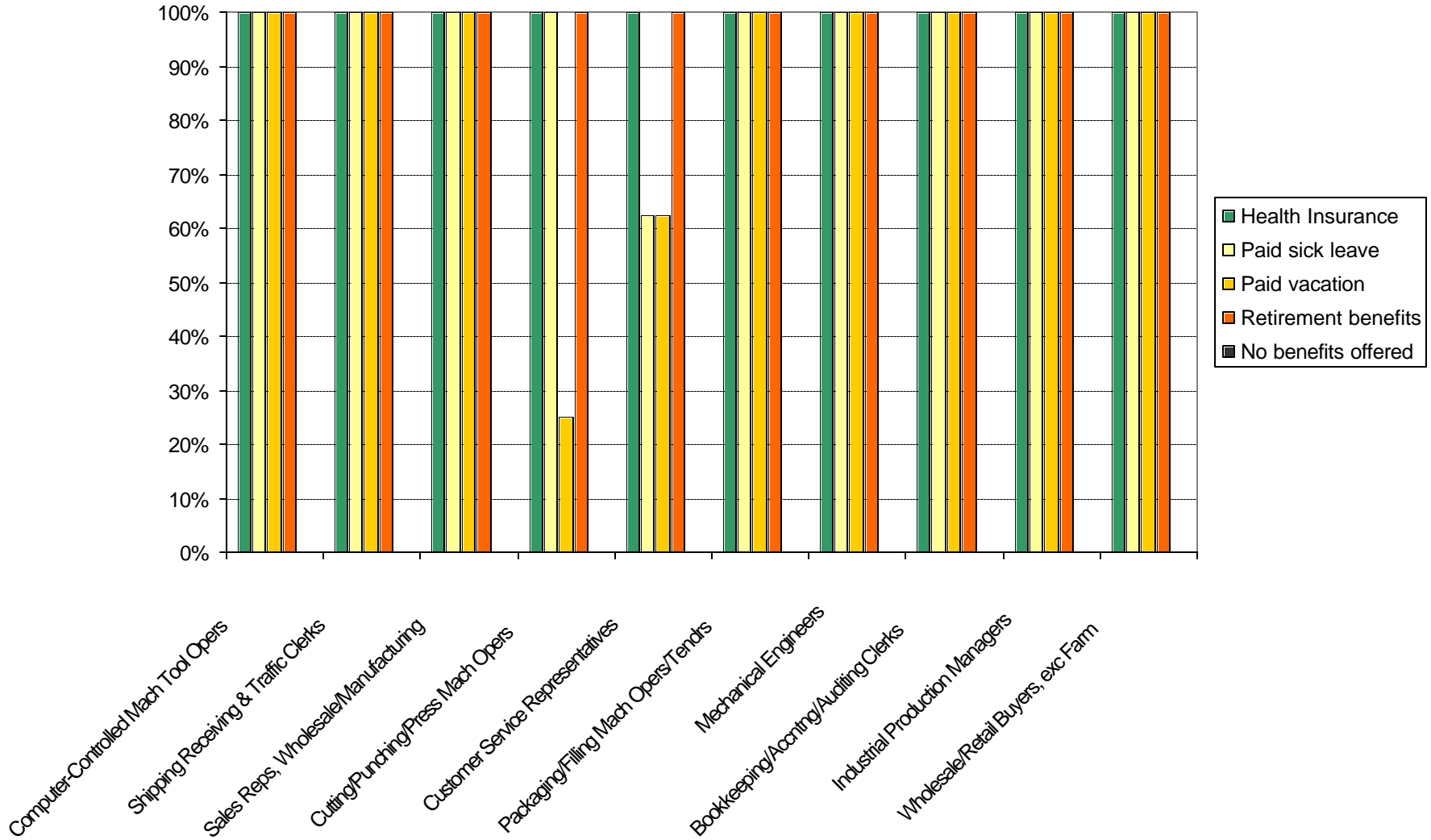
LWA 6: DuPage County Experience Requirement, Durable Manufacturing Industry



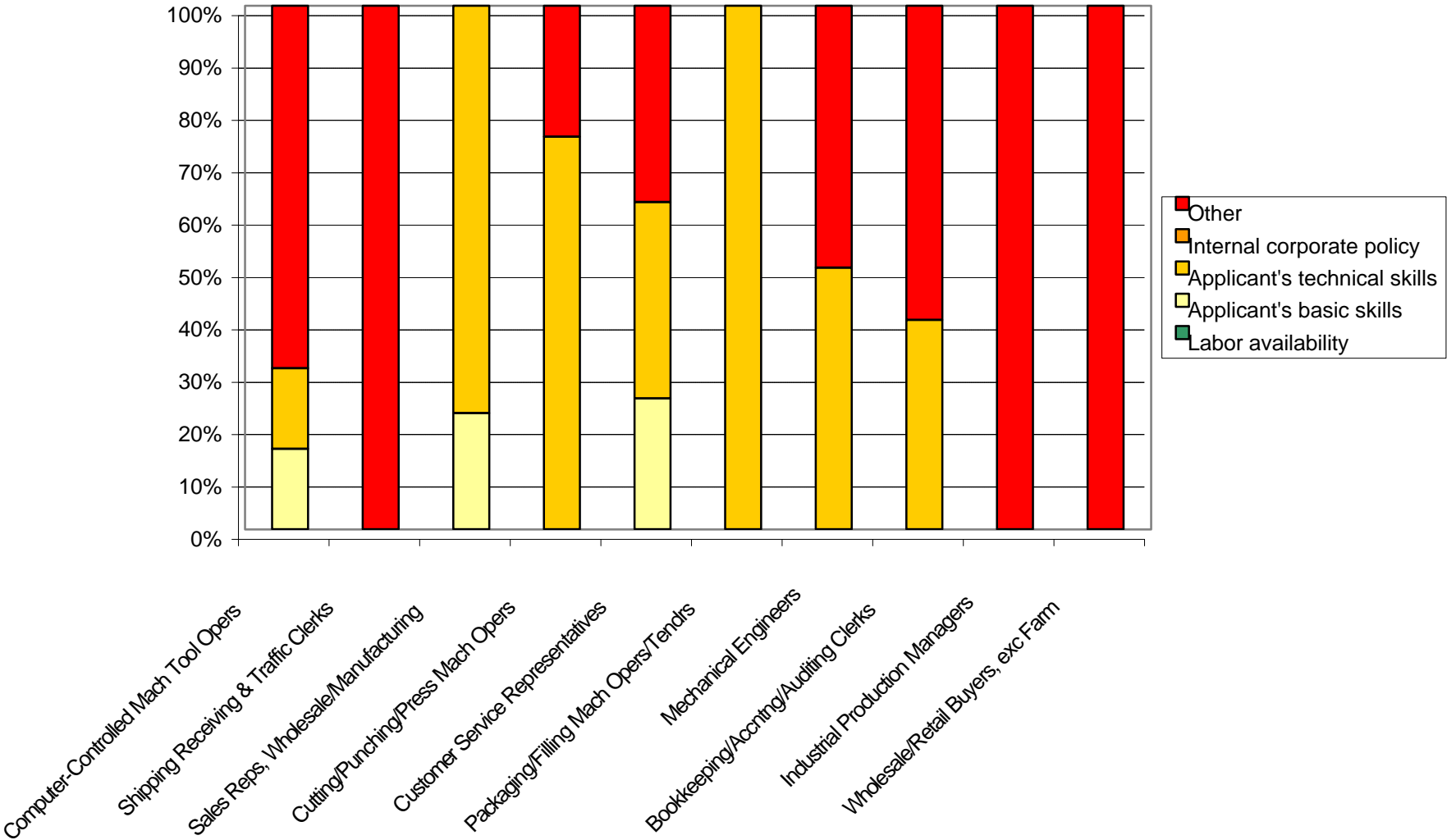
**LWA 6: DuPage County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry**



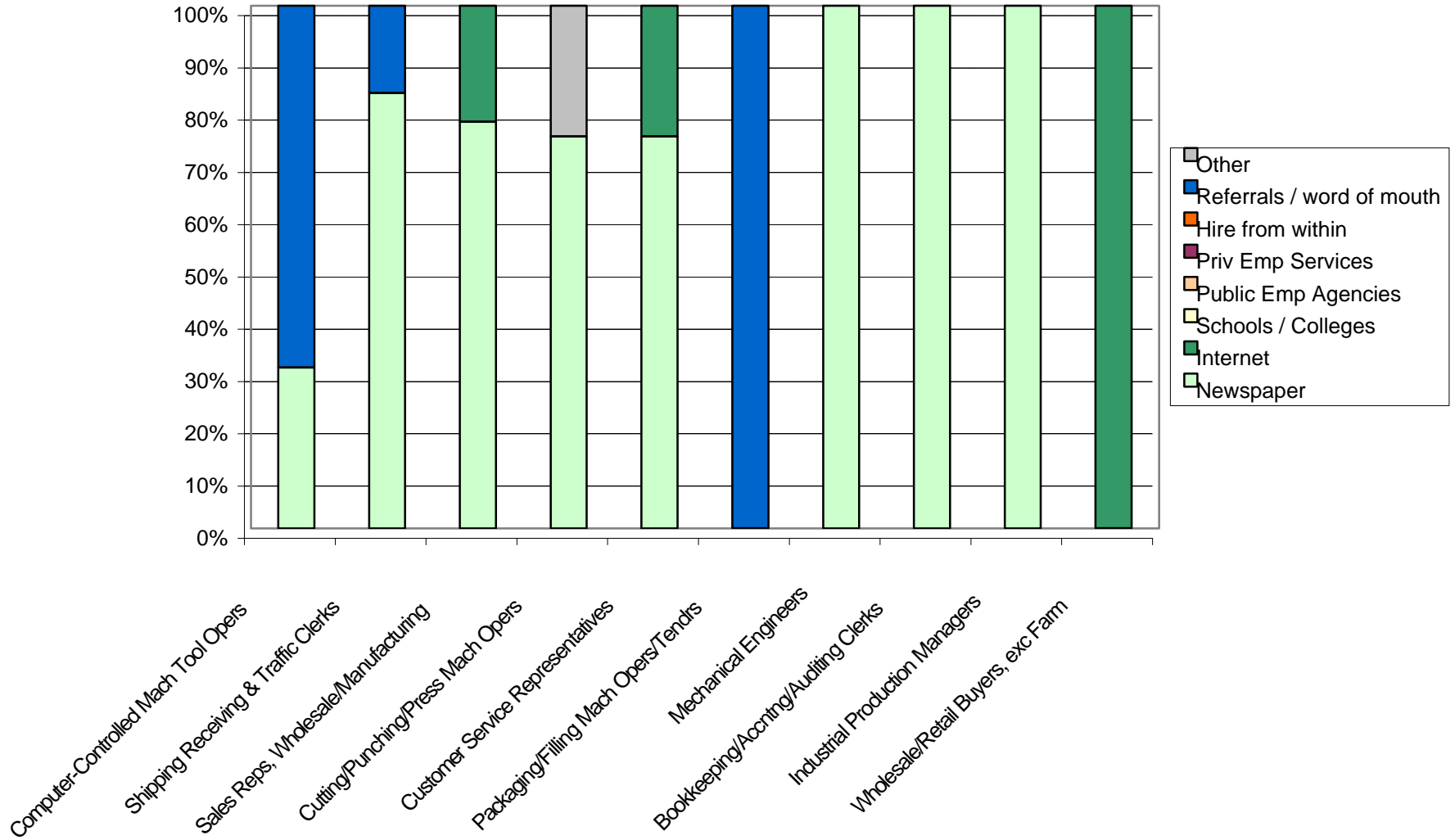
**LWA 6: DuPage County
Benefits Offered, Durable Manufacturing Industry**



LWA 6: DuPage County Hiring Difficulty, Durable Manufacturing Industry



LWA 6: DuPage County Recruitment Method, Durable Manufacturing Industry

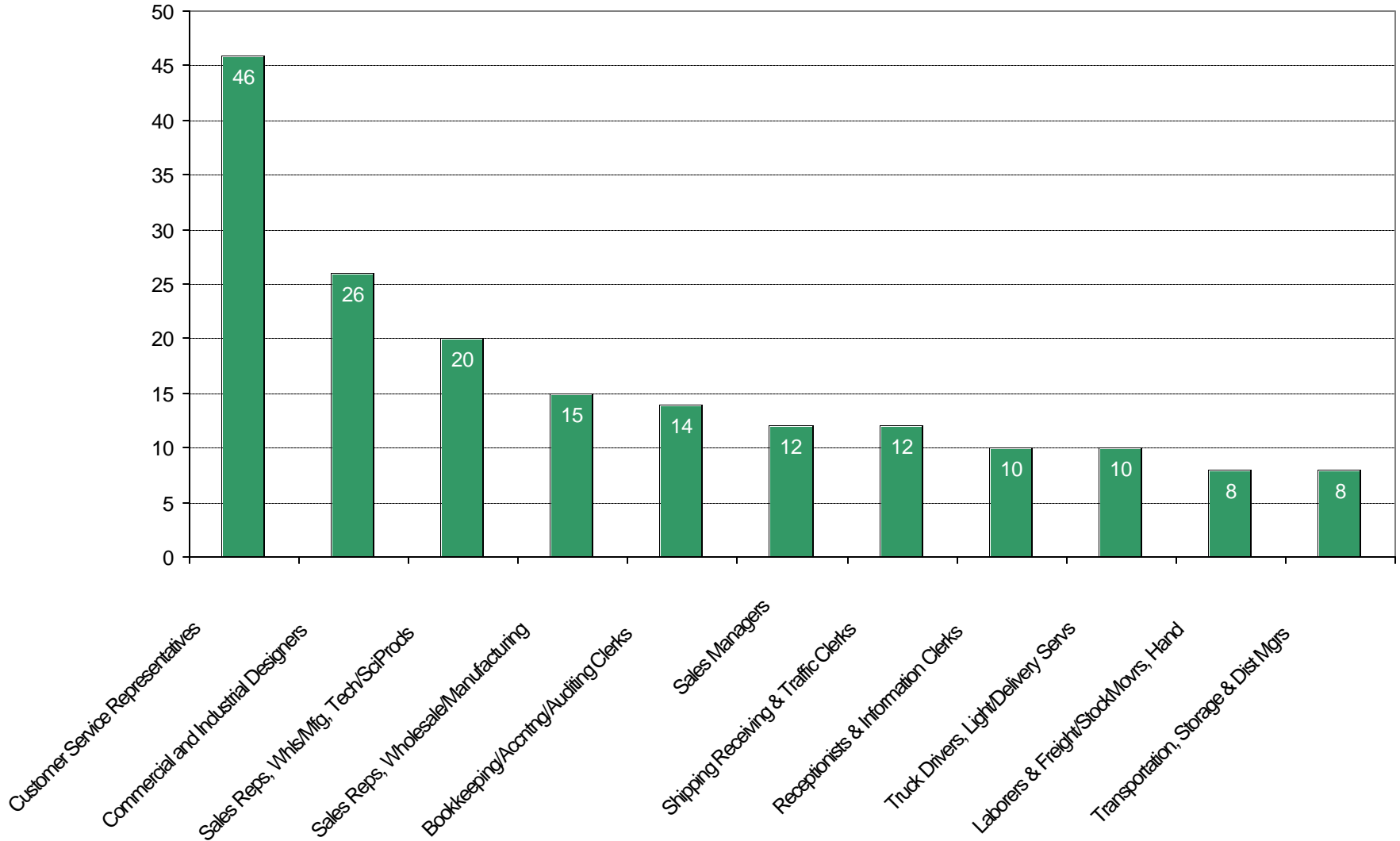


Area: LWA 6 - DuPage Workforce Board Industry Sector: Wholesale Trade
Full-Time Job Vacancies

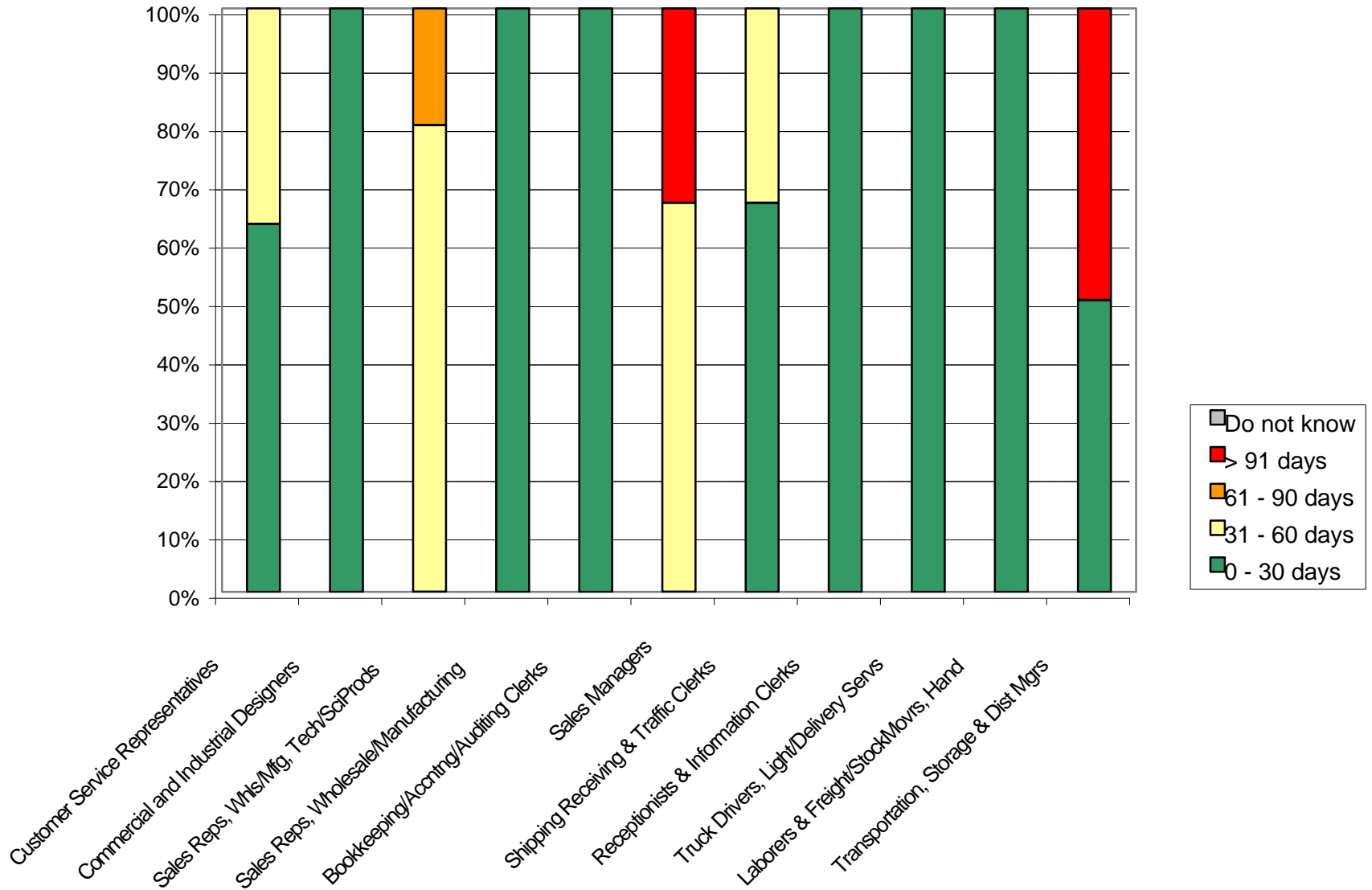
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth
Customer Service Representatives	46	63%	37%				100%					52%	30%	17%	\$12.98	0%	100%	100%	50%	57%	52%	37%			11%			20%		74%			7%	
Commercial and Industrial Designers	26	100%							100%			100%			N/A	0%	100%	100%	100%	100%			100%			100%								
Sales Reps, Whls/Mfg, Tech/SciProds	20		80%	20%			20%		80%			80%	20%		\$23.08	20%	80%	80%	80%	80%	20%		80%			20%	20%				60%			
Sales Reps, Wholesale/Manufacturing	15	100%					47%					27%	73%		\$17.31	0%	73%	53%	53%	100%		73%			27%	53%							47%	
Bookkeeping/Acctng/Auditing Clerks	14	100%					29%					71%	29%		\$16.83	0%	100%	100%	100%	100%		29%			71%	100%								
Sales Managers	12		67%		33%				67%	33%			67%	33%	\$36.06	0%	100%	100%	100%	100%	67%				33%		33%		67%					
Shipping Receiving & Traffic Clerks	12	67%	33%				100%				67%	33%			\$9.00	0%	100%	100%	100%	100%		67%		33%							100%			
Receptionists & Information Clerks	10	100%					100%					100%			\$10.50	0%	0%	100%	100%	100%			100%			100%								
Truck Drivers, Light/Delivery Servs	10	100%					100%				100%				\$8.50	0%	100%	100%	0%	0%				100%		100%								
Laborers & Freight/StockMvrs, Hand	8	100%					100%				100%				\$7.00	0%	100%	100%	100%	100%			100%			100%								
Transportation, Storage & Dist Mgrs	8	50%			50%		100%					50%	50%		\$15.26	0%	100%	100%	100%	100%		100%				50%	50%							
Cutting/Slicing Mach Setters/Opers	7	100%					100%				100%				\$10.00	0%	100%	100%	100%	100%				100%		100%								
General and Operations Managers	6	33%		67%			33%		67%			33%	67%		\$33.65	0%	100%	100%	100%	100%		67%		33%		33%							67%	
Office Clerks, General	4	100%							100%			100%			N/A	0%	0%	100%	0%	100%				100%		100%								
Payroll and Timekeeping Clerks	4	100%							100%			100%			\$16.83	0%	100%	100%	100%	100%			100%								100%			
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	3	100%					100%					100%			\$17.74	0%	100%	100%	100%	100%				100%		100%								

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

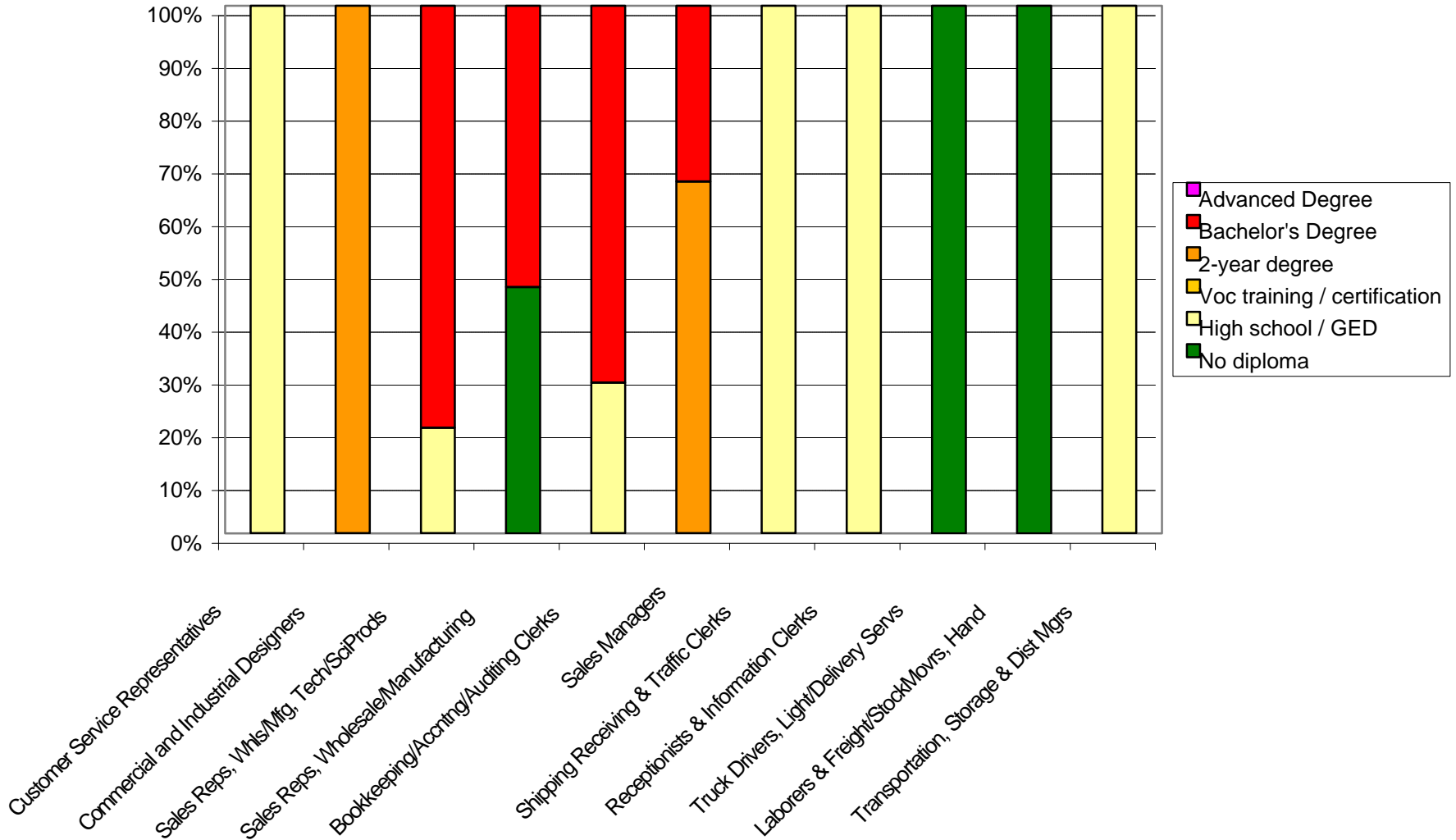
**LWA 6: DuPage County
Most Job Vacancies, Wholesale Trade Industry**



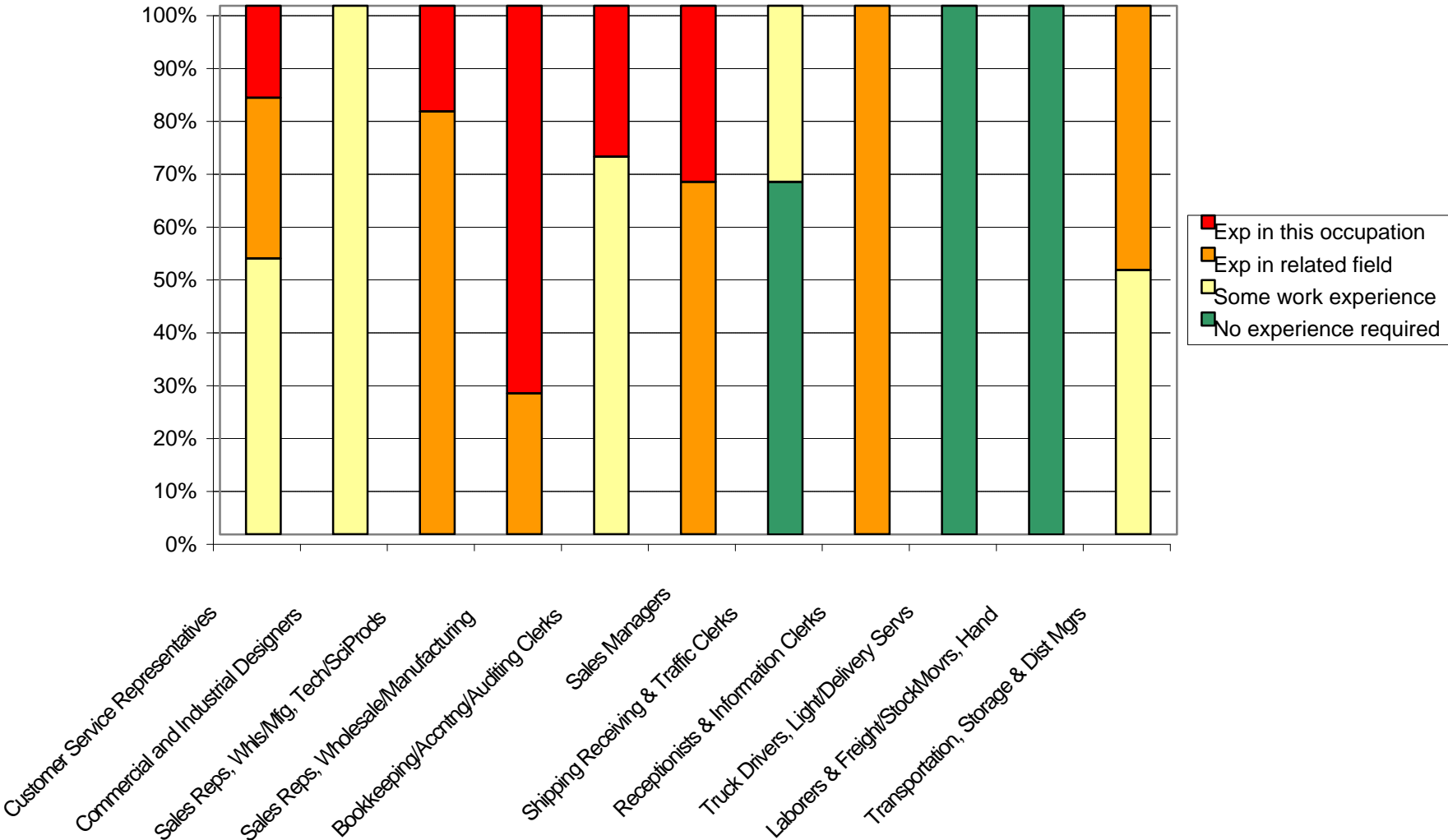
LWA 6: DuPage County Duration of Vacancy, Wholesale Trade Industry



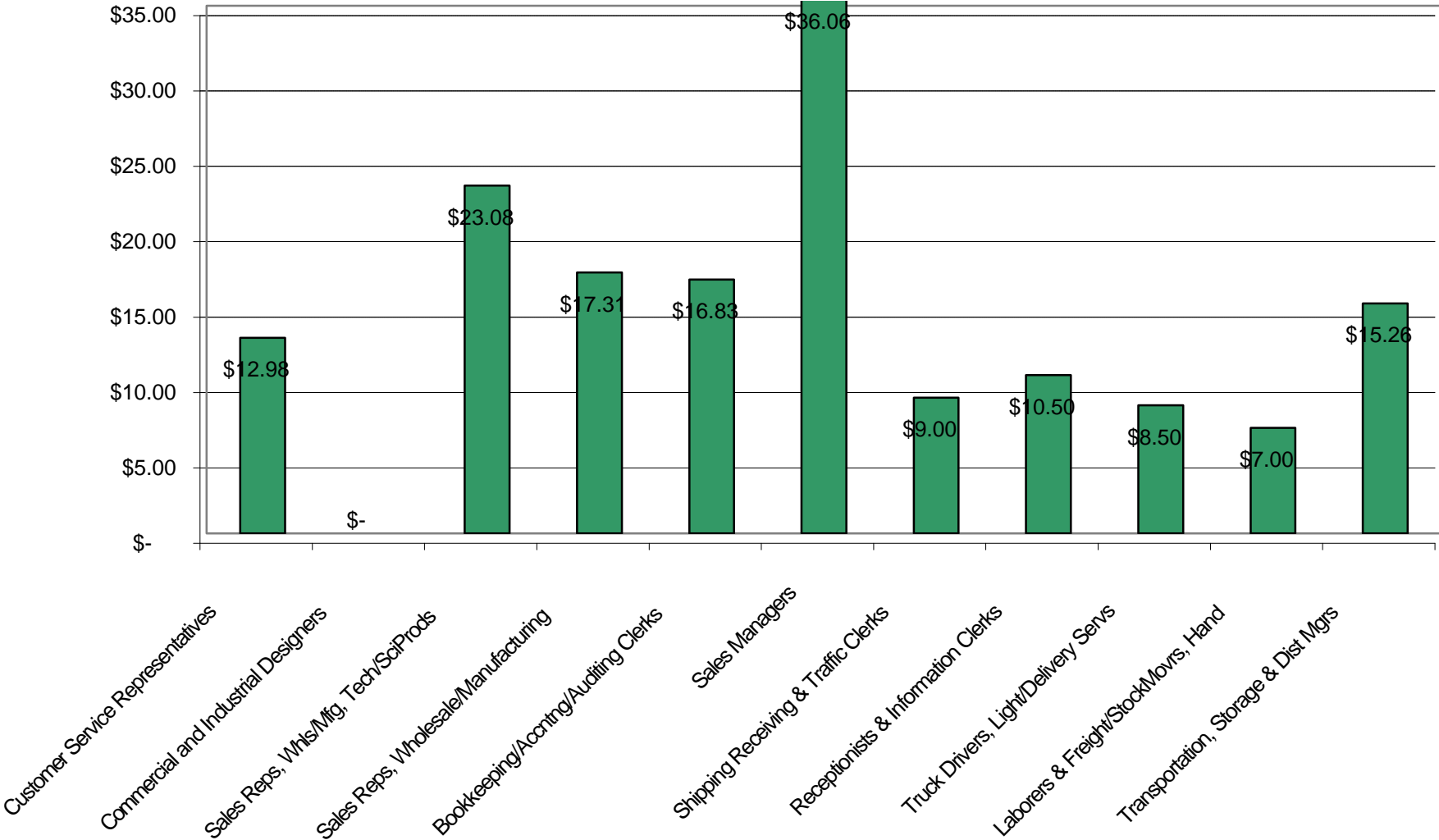
LWA 6: DuPage County Education Requirement, Wholesale Trade Industry



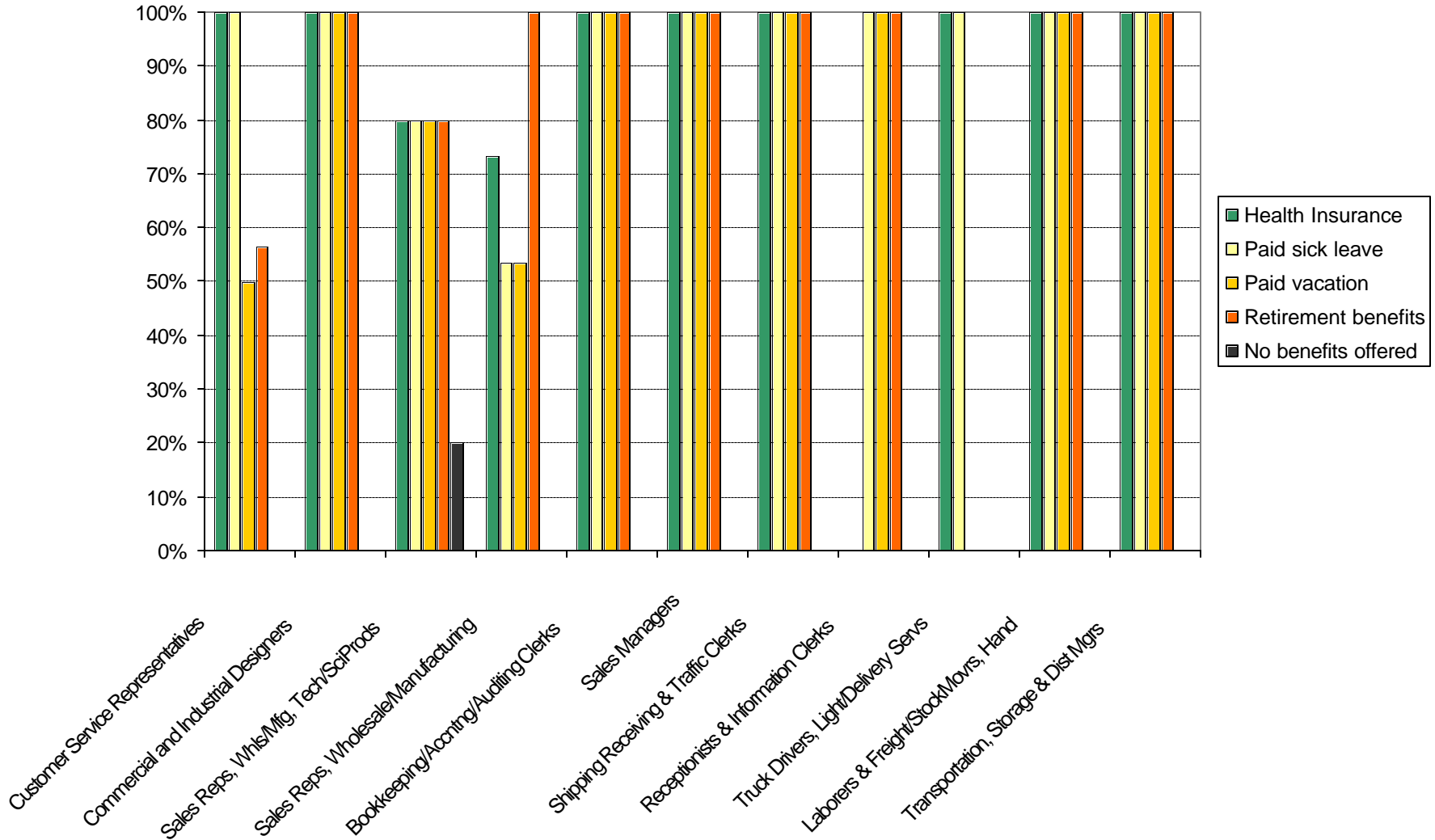
LWA 6: DuPage County Experience Requirement, Wholesale Trade Industry



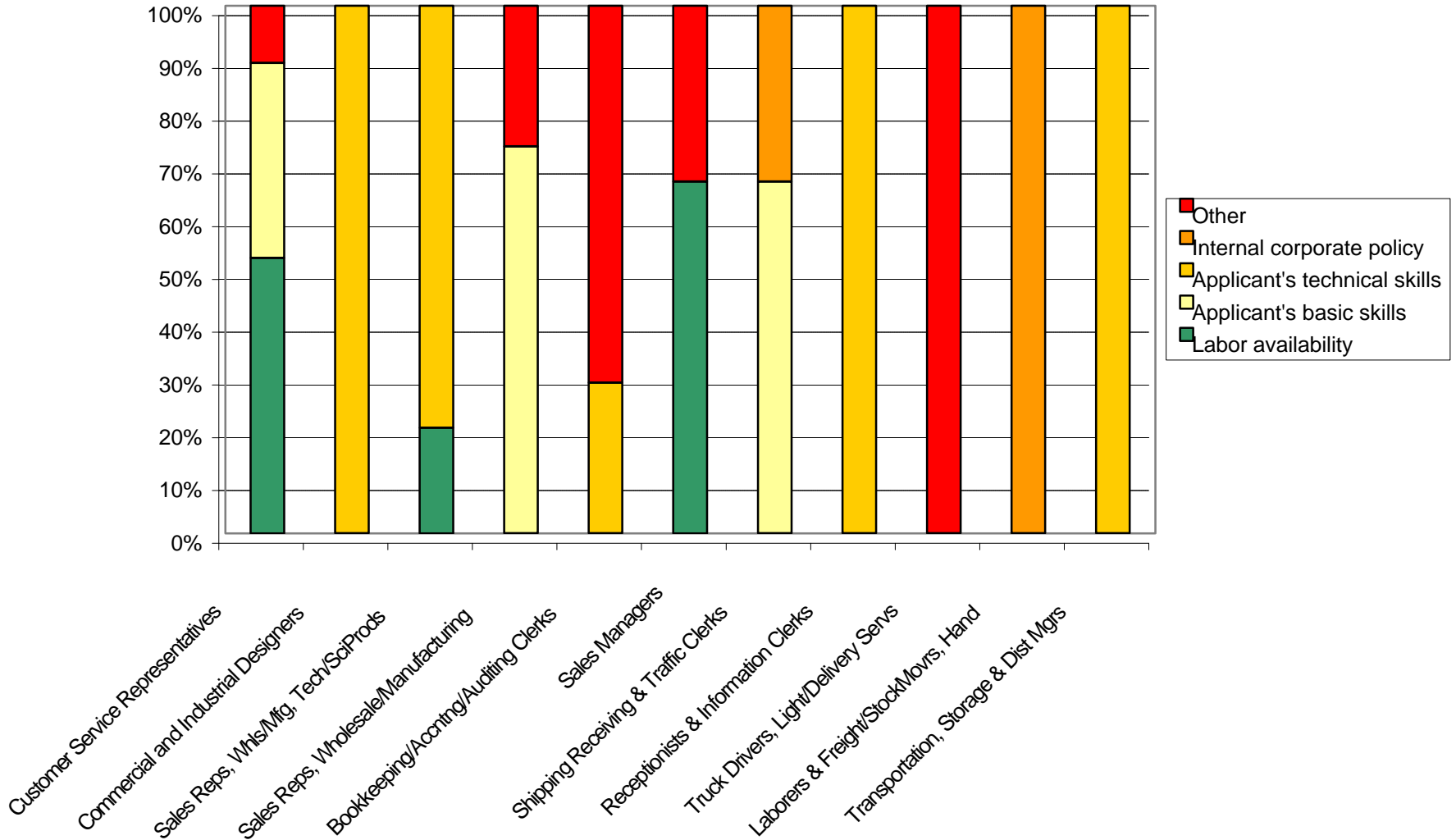
**LWA 6: DuPage County
 Median Starting Wage Offered (Hourly), Wholesale Trade Industry**



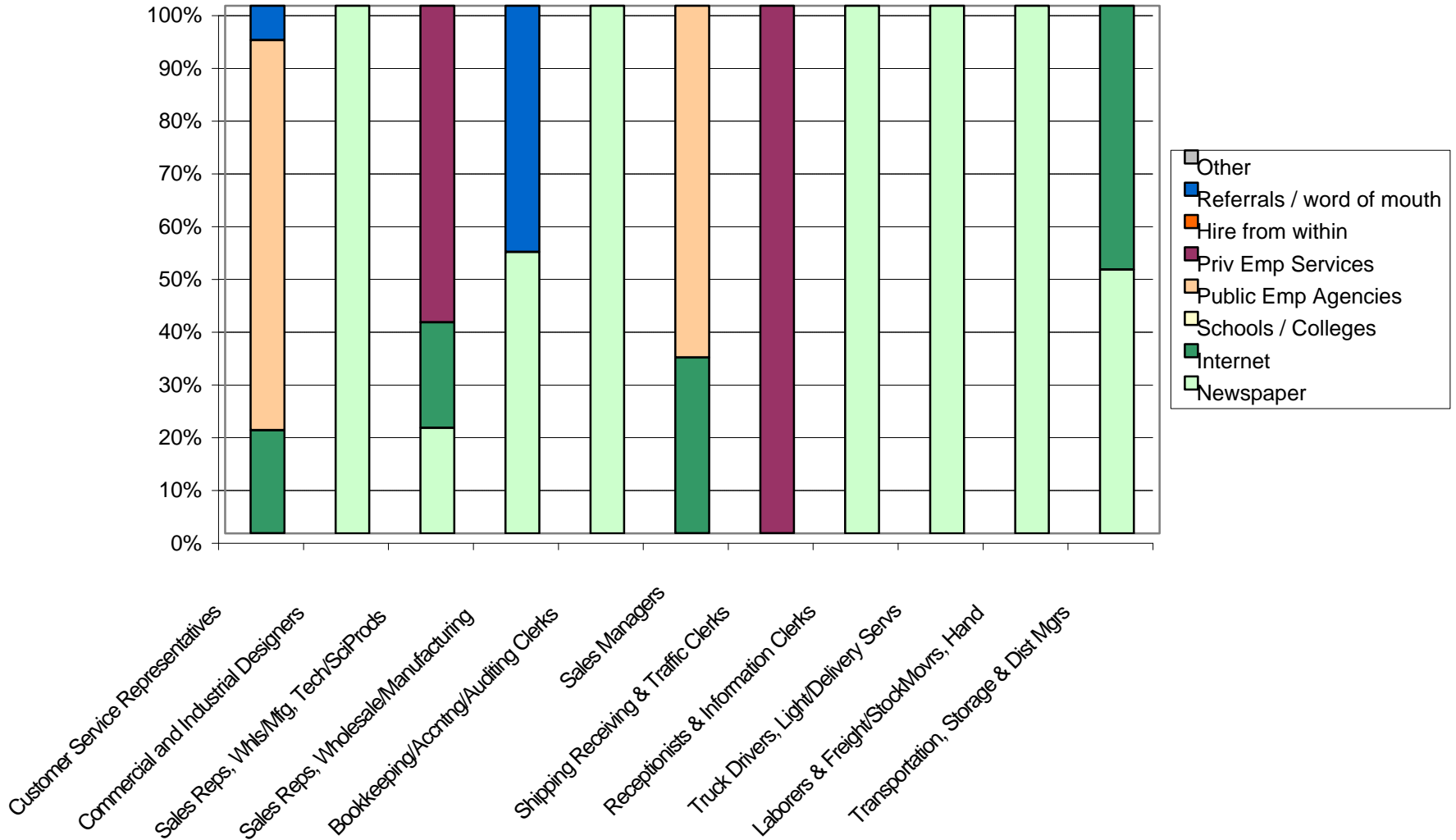
**LWA 6: DuPage County
Benefits Offered, Wholesale Trade Industry**



LWA 6: DuPage County Hiring Difficulty, Wholesale Trade Industry



LWA 6: DuPage County Recruitment Method, Wholesale Trade Industry

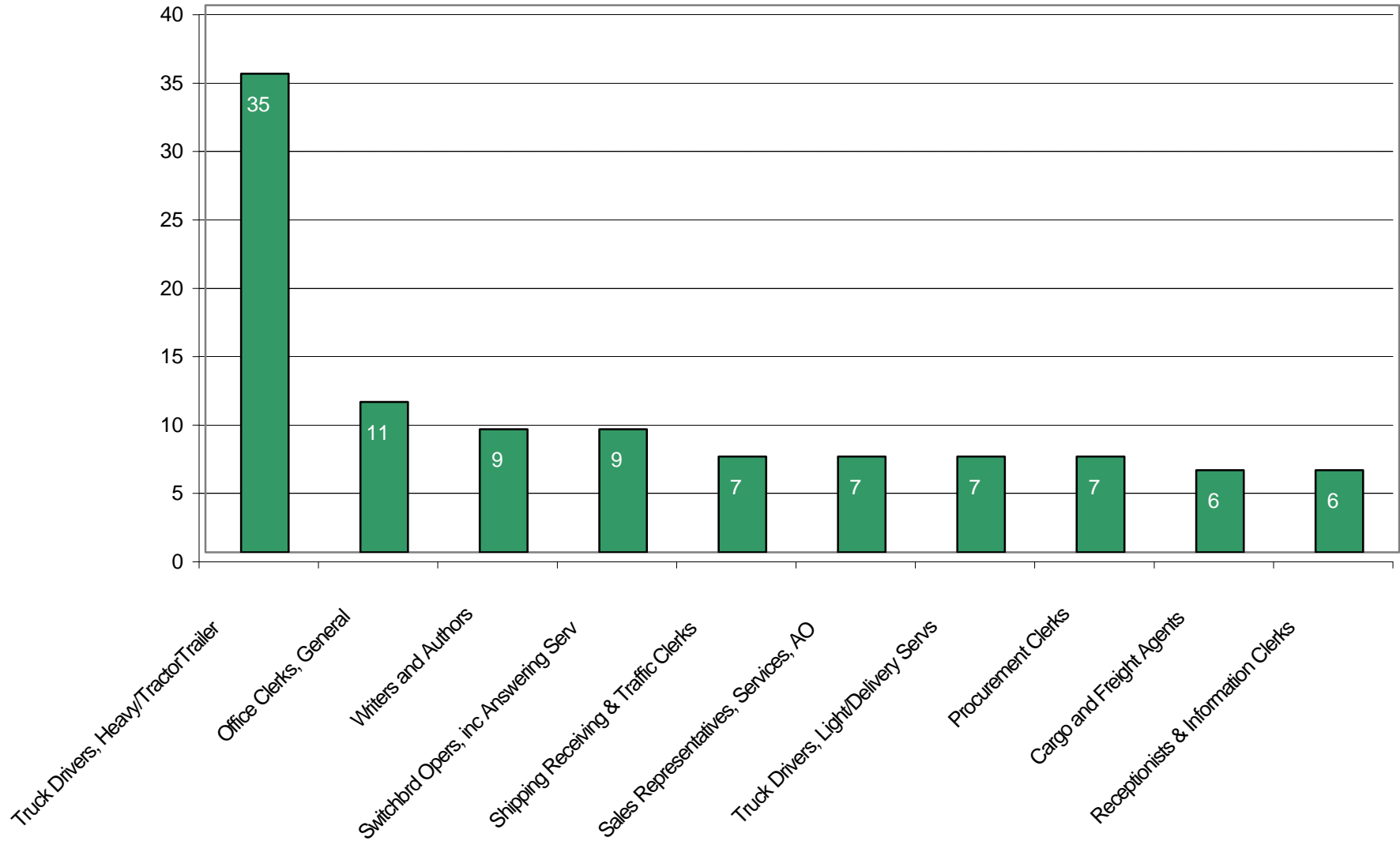


Area: LWA 6 - DuPage Workforce Board Industry Sector: Transportation/Warehousing/Logistics
Full-Time Job Vacancies

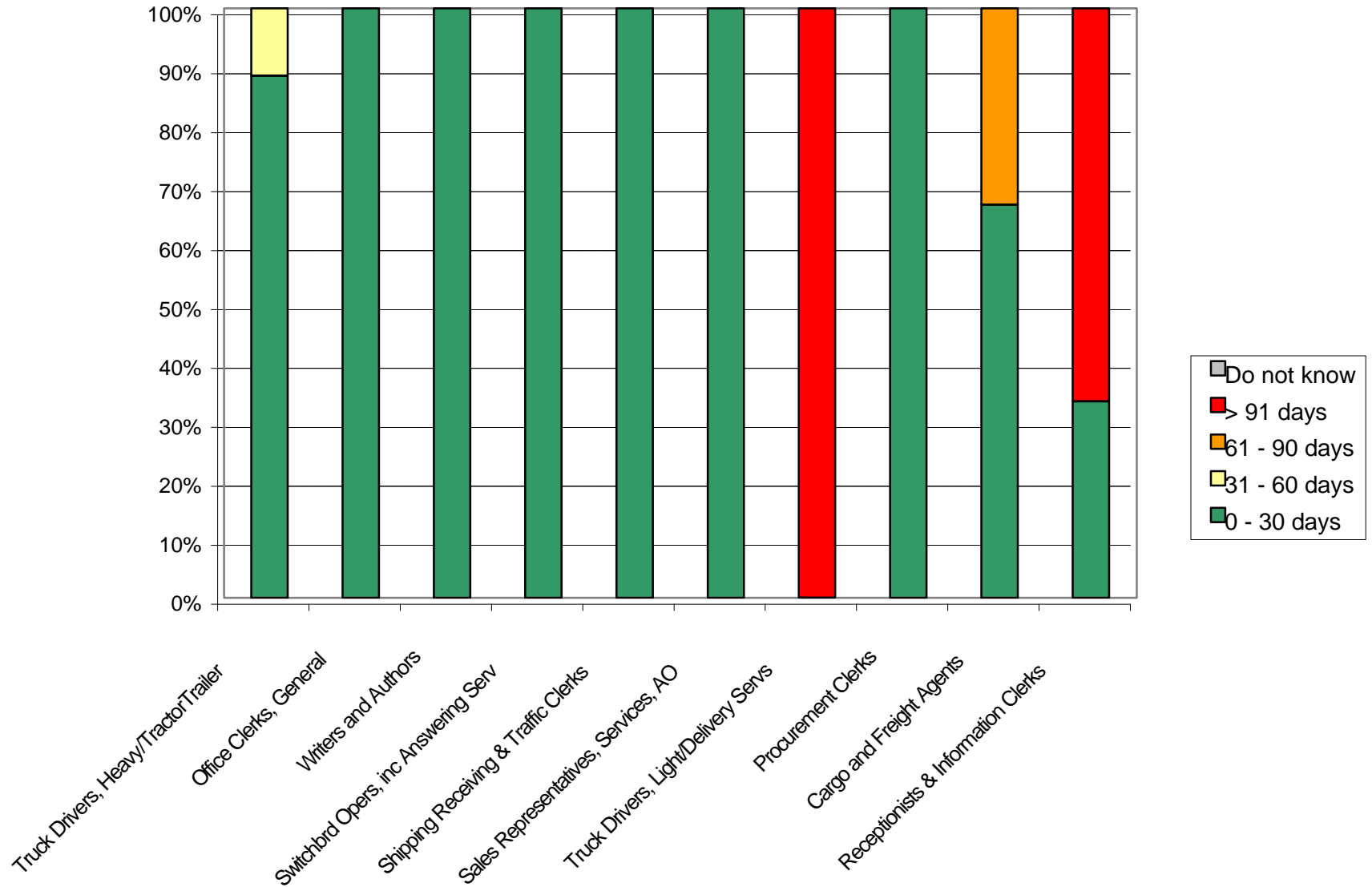
Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method											
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Truck Drivers, Heavy/TractorTrailer	35		89%	11%				11%	89%					77%	23%	\$13.46	0%	11%	23%	23%	100%	77%		11%		11%	100%										
Office Clerks, General	11		100%					18%		82%					18%	\$12.02	0%	100%	100%	100%	100%			82%		18%	100%										
Writers and Authors	9		100%					100%							100%	N/A	0%	100%	100%	100%	100%					100%										100%	
Switchbrd Opers, inc Answering Serv	9		100%					100%						100%		\$7.50	100%	0%	0%	0%	0%			100%			100%										
Shipping Receiving & Traffic Clerks	7		100%					100%						100%		\$12.02	0%	100%	100%	100%	100%			100%			100%										
Sales Representatives, Services, AO	7		100%					100%						100%		\$12.02	0%	100%	100%	100%	100%			100%												100%	
Truck Drivers, Light/Delivery Servs	7					100%		100%						100%		\$14.00	0%	100%	100%	0%	100%			100%			100%										
Procurement Clerks	7		100%					100%						100%		\$11.06	0%	100%	100%	100%	100%	100%					100%		100%								
Cargo and Freight Agents	6		67%		33%			67%		33%				67%	33%	\$13.22	0%	100%	100%	100%	100%	67%		33%			67%						33%				
Receptionists & Information Clerks	6		33%			67%		100%						33%	67%	\$10.50	0%	67%	100%	33%	100%			100%											33%	67%	
Transportation Workers, All Other	4		100%					100%						100%		\$9.50	0%	100%	100%	0%	100%	100%					100%										

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

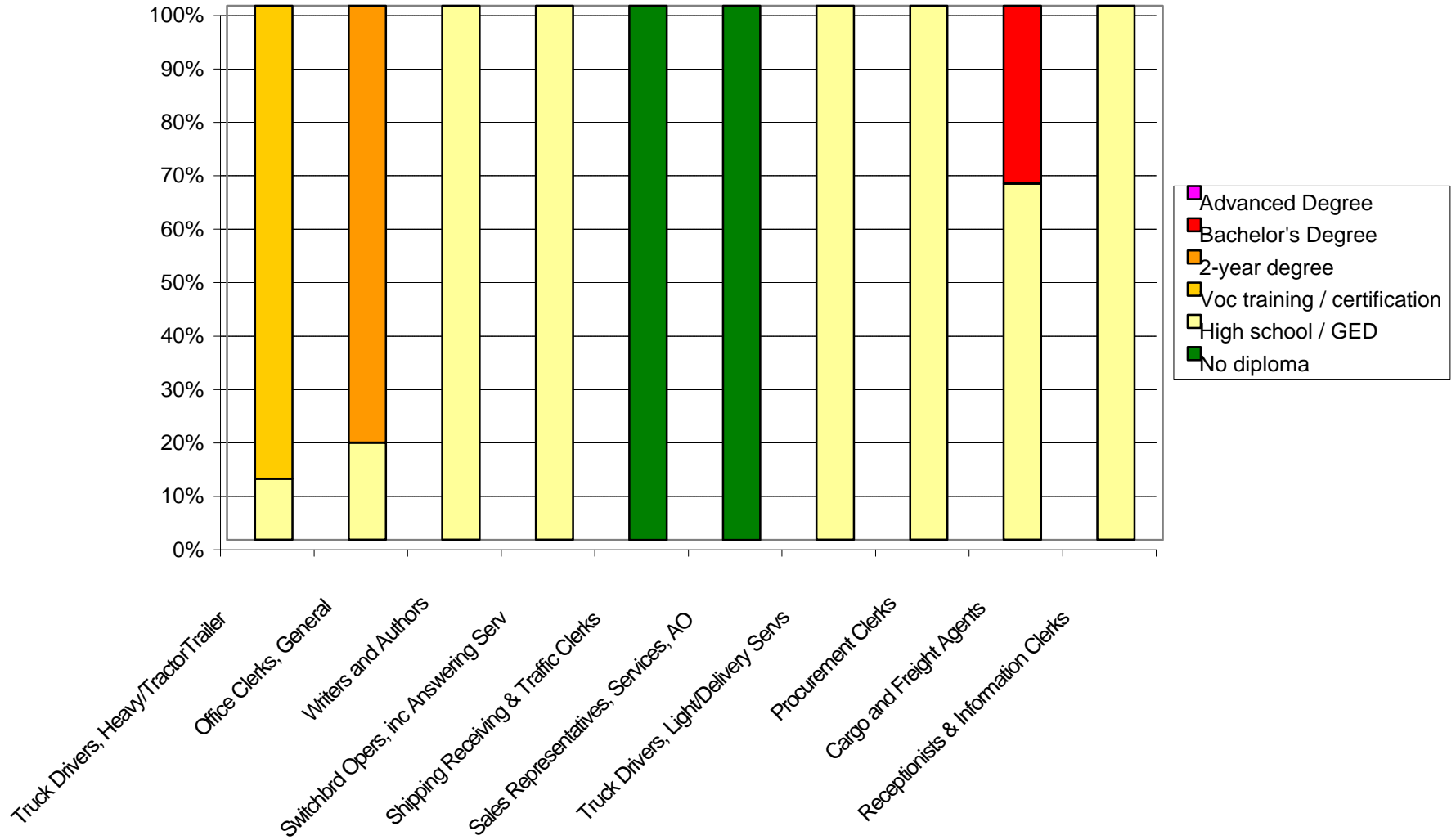
LWA 6: DuPage County
Most Job Vacancies, Transportation/Warehousing/Logistics Industry



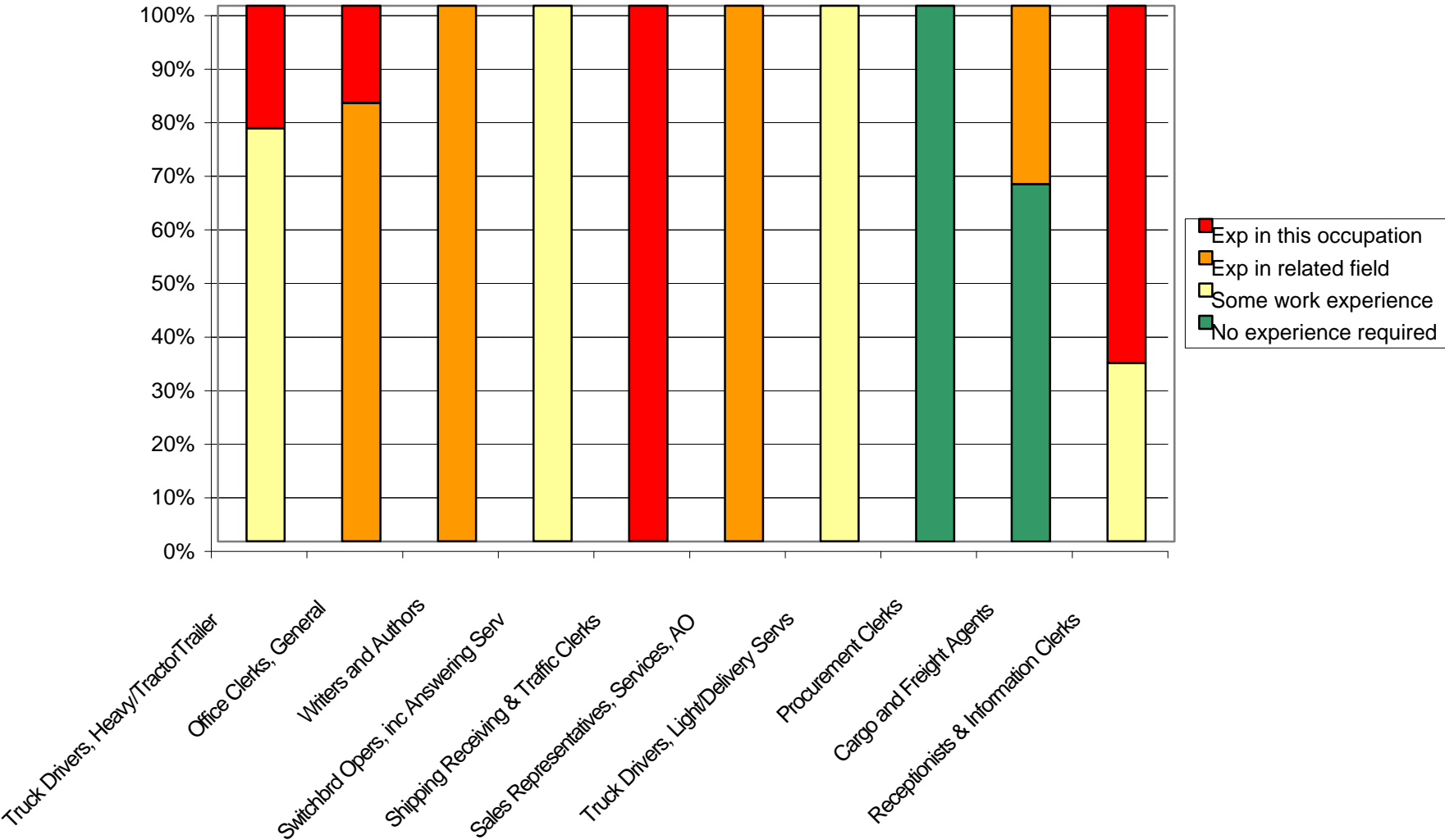
LWA 6: DuPage County
Duration of Vacancy, Transportation/Warehousing/Logistics Industry



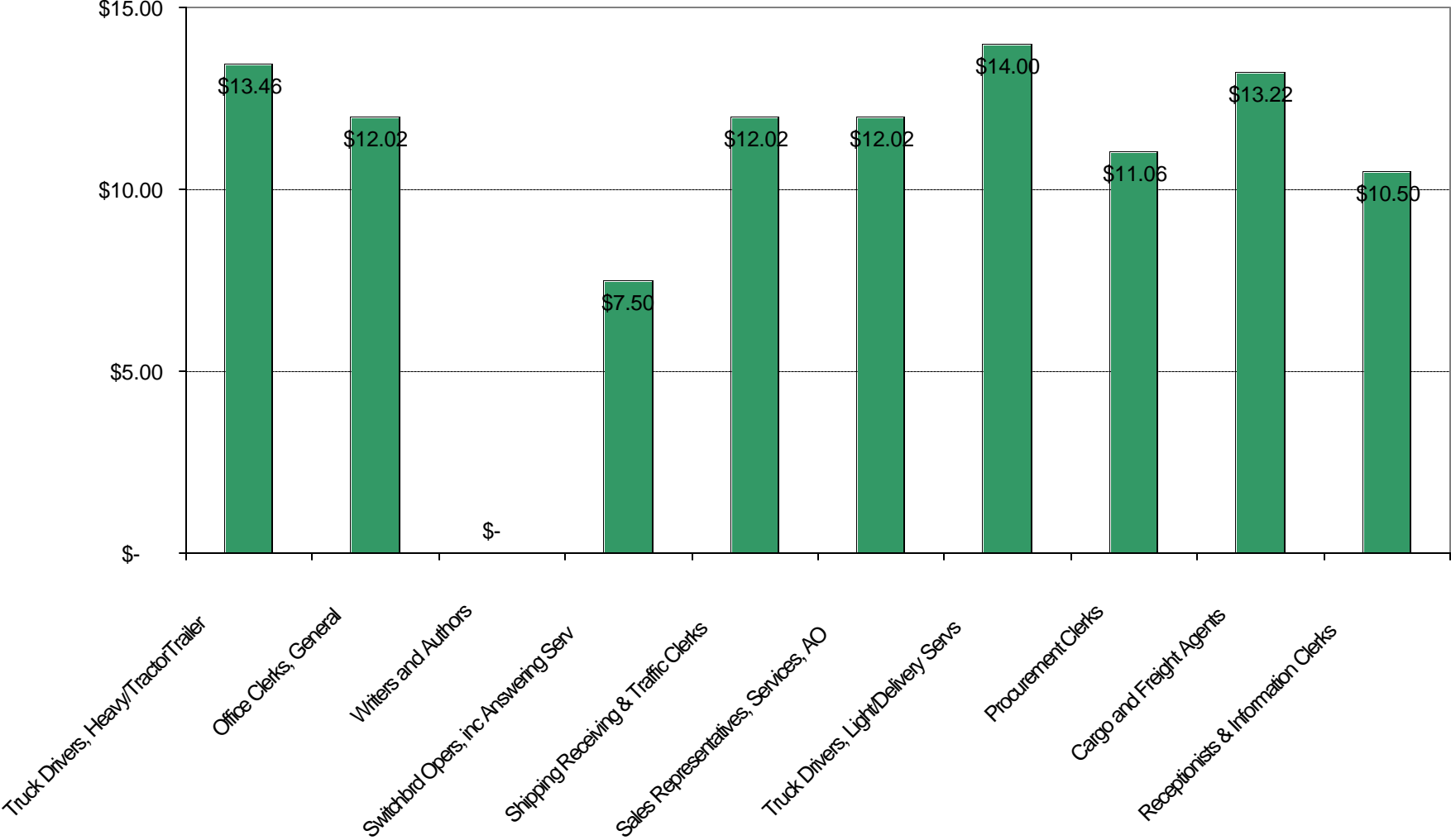
LWA 6: DuPage County Education Requirement, Transportation/Warehousing/Logistics Industry



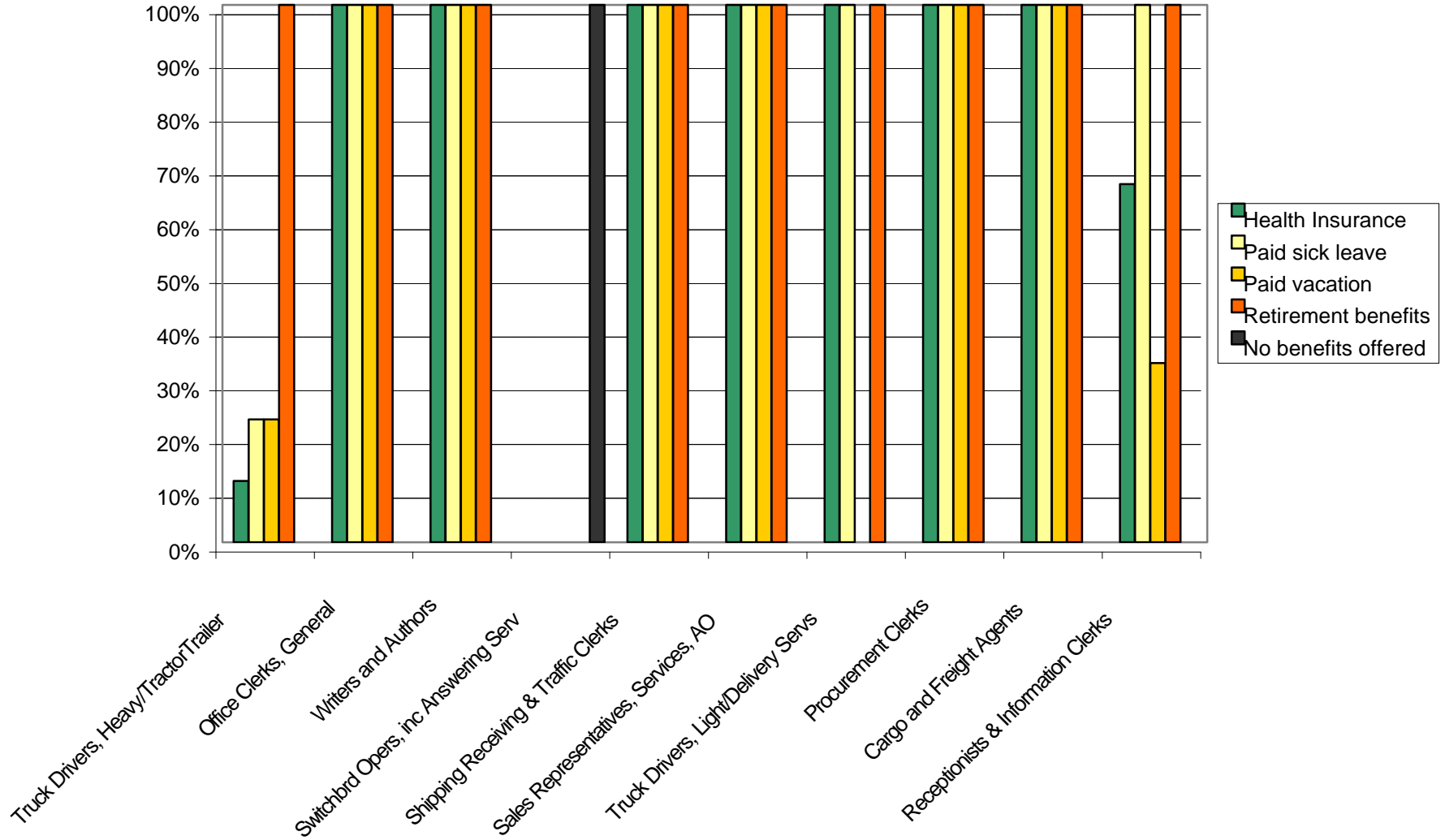
LWA 6: DuPage County
Experience Requirement, Transportation/Warehousing/Logistics Industry



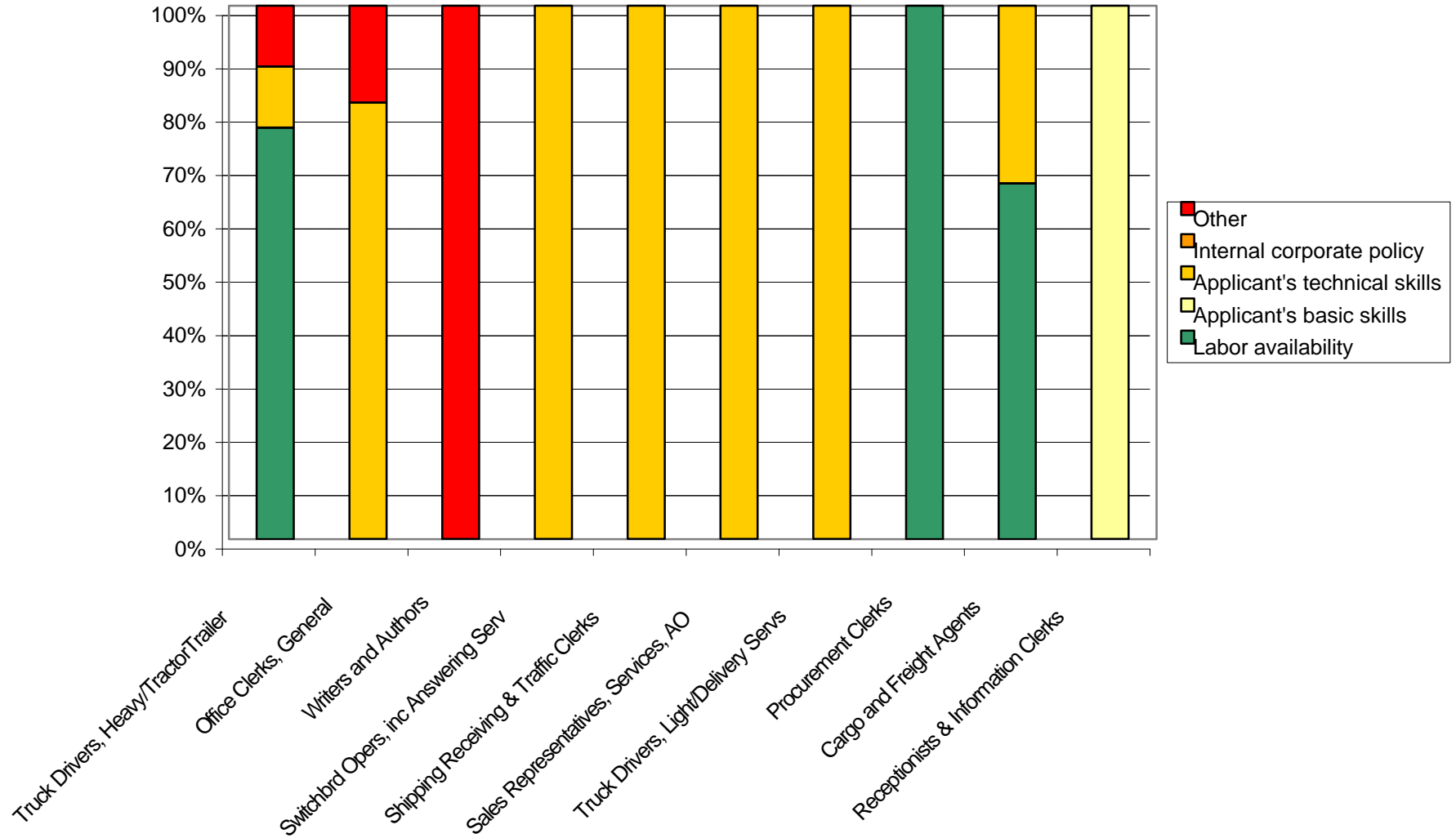
**LWA 6: DuPage County
Median Starting Wage Offered (Hourly), Transportation/Warehousing/Logistics Industry**



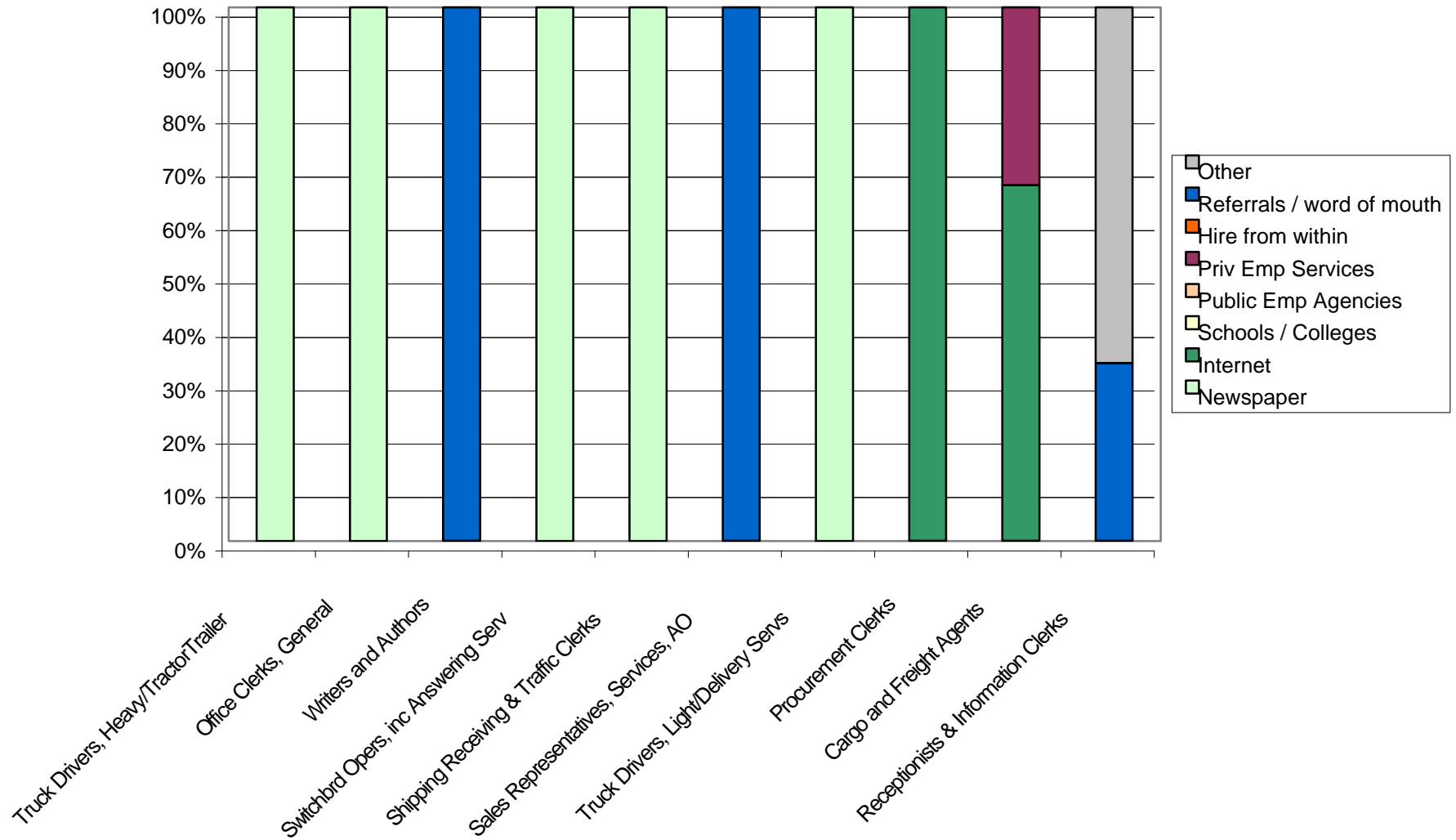
**LWA 6: DuPage County
Benefits Offered, Transportation/Warehousing/Logistics Industry**



LWA 6: DuPage County Hiring Difficulty, Transportation/Warehousing/Logistics Industry



LWA 6: DuPage County Recruitment Method, Transportation/Warehousing/Logistics Industry



Appendix F

Cook County Workforce Investment Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Table 1. Business and Employment Conditions: Respondent Firms in Southern Cook County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	133	211	149	75
Vacancies (% reporting vacancies)	18.0%	10.4%	10.7%	29.3%
Temp help (% reporting temp help)	30.0%	21.5%	22.0%	13.4%
Business conditions index				
improved last 6 months	41	43	47	50
will improve next 6 months	64	64	64	66
Employment conditions index				
improved last 6 months	46	43	49	46
will improve next 6 months	57	57	59	56

Table 2. Business and Employment Conditions: Firms with Vacancies in Southern Cook County

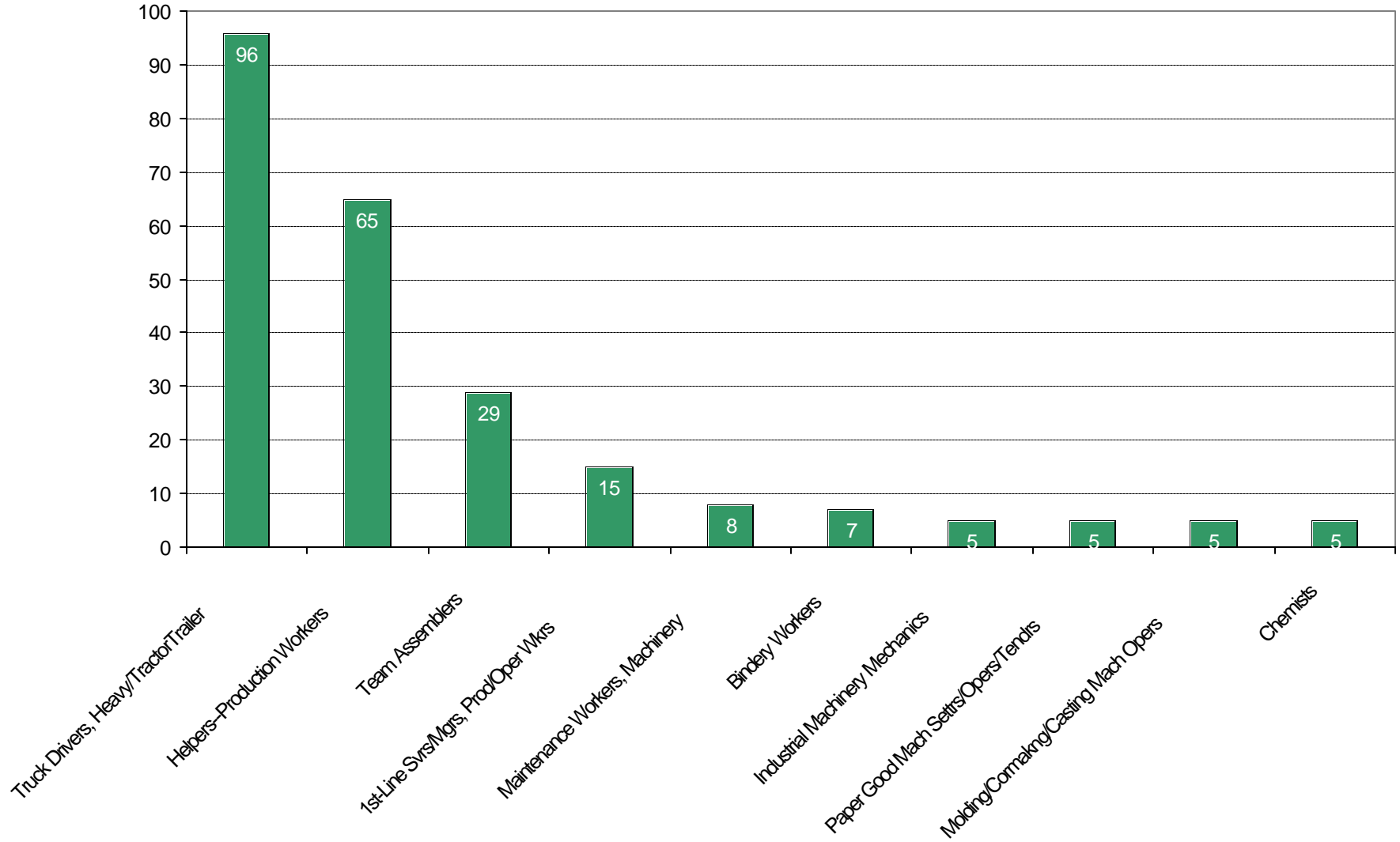
	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	24	22	16	22
Temp help (% reporting temp help)	61.1%	52.6%	52.9%	21.7%
Total number vacancies	558	111	255	510
permanent (% total vacancies)	80.3%	100.0%	100.0%	92.9%
seasonal (% total vacancies)	19.7%	0.0%	0.0%	7.1%
full-time (% total vacancies)	98.2%	100.0%	88.8%	97.5%
part-time (% total vacancies)	1.8%	0.0%	11.2%	2.5%
Business conditions index				
improved last 6 months	45	51	41	53
will improve next 6 months	65	73	67	70
Employment conditions index				
improved last 6 months	49	44	58	46
will improve next 6 months	54	63	53	58

Area: LWA 7 - Cook County Workforce Investment Board Industry Sector: Non-Durable Manufacturing
Full-Time Job Vacancies

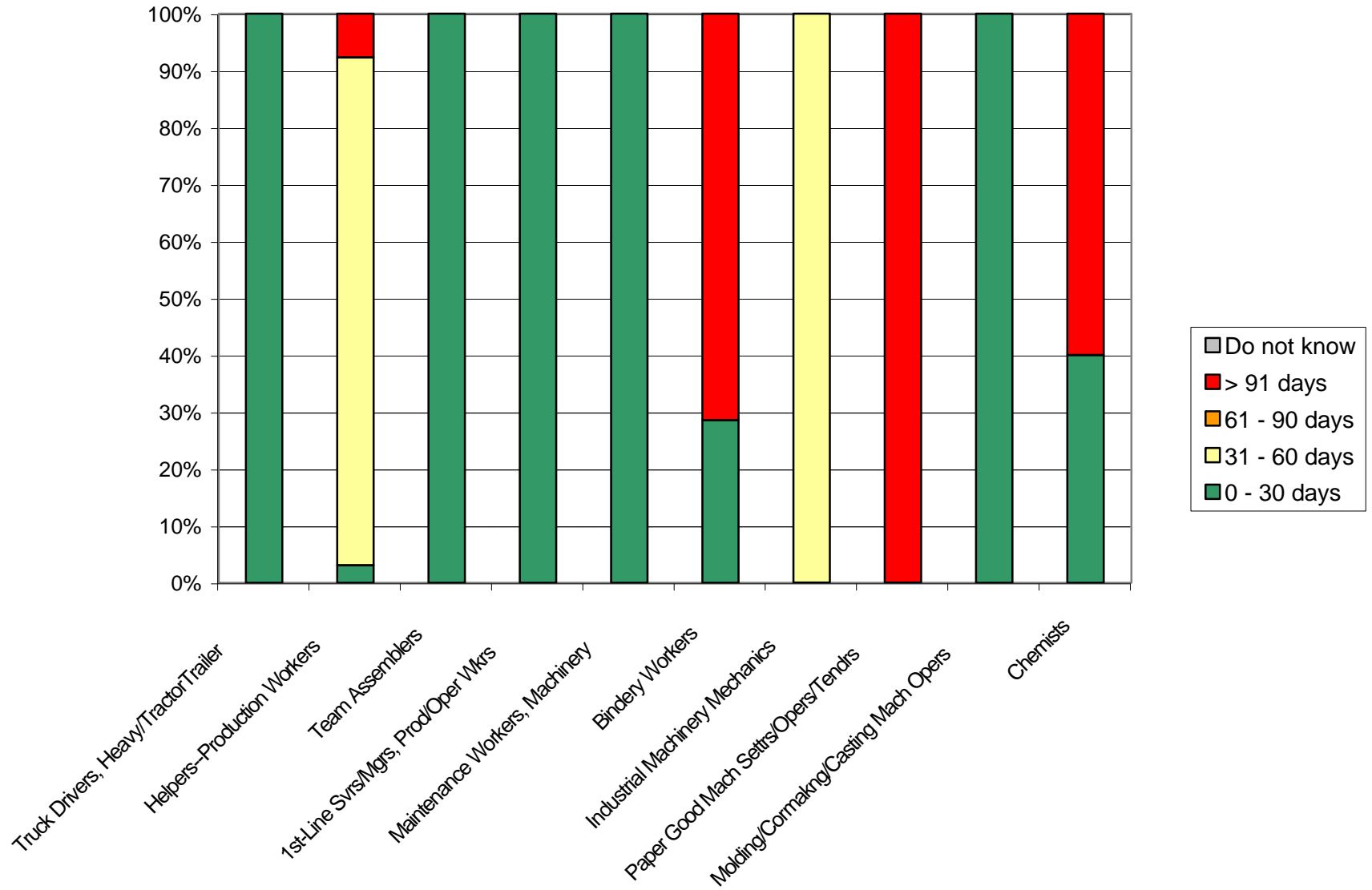
Job Titles	Number of vacancies	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method										
		Permanent (6+ months)	0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other
Truck Drivers, Heavy/Tractor/Trailer	96	100%					100%								100%	\$25.00	0%	100%	100%	100%	100%	100%	100%											100%		
Helpers--Production Workers	65	3%	89%		8%		89%	11%						3%	89%	8%	\$5.15	0%	89%	97%	100%	100%	8%	3%		89%	92%						8%			
Team Assemblers	29	100%					100%								100%	\$6.75	0%	0%	100%	100%	100%	100%	100%											100%		
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	15	100%						87%		13%				67%	20%	13%	\$16.83	0%	33%	100%	80%	100%	80%			20%	100%									
Maintenance Workers, Machinery	8	100%							100%						88%	13%	\$20.00	0%	100%	100%	100%	100%	88%	13%			88%	13%								
Bindery Workers	7	29%			71%		71%	29%						71%		29%	\$12.00	71%	29%	29%	29%	29%	29%			71%	100%									
Industrial Machinery Mechanics	5		100%						100%						100%	\$11.50	0%	100%	100%	100%	100%	100%		100%										100%		
Paper Good Mach Settrs/Opers/Tendr	5				100%		100%							100%		\$12.00	100%	0%	0%	0%	0%	0%			100%	100%										
Molding/Cormakng/Casting Mach Opers	5	100%					100%							100%		\$9.13	0%	100%	100%	100%	100%	100%	100%				100%									
Chemists	5	40%			60%		100%							40%	60%	\$28.85	0%	100%	100%	100%	100%	100%		100%							40%			60%		
Industrial Production Managers	4		50%	50%			50%			50%				100%		\$28.85	0%	100%	100%	100%	100%	100%		100%			50%				50%					
Accountants and Auditors	3	100%								100%				100%		\$25.04	0%	100%	100%	100%	100%	100%		100%			100%									
Chemical Engineers	3				100%					100%				100%		\$38.46	0%	100%	100%	100%	100%	100%		100%											100%	
Advertising Sales Agents	3		100%				100%							100%		N/A	0%	100%	100%	100%	100%	100%		100%							100%					
Human Resources Managers	3		100%							100%				100%		N/A	0%	100%	100%	100%	100%	100%	100%		100%											

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

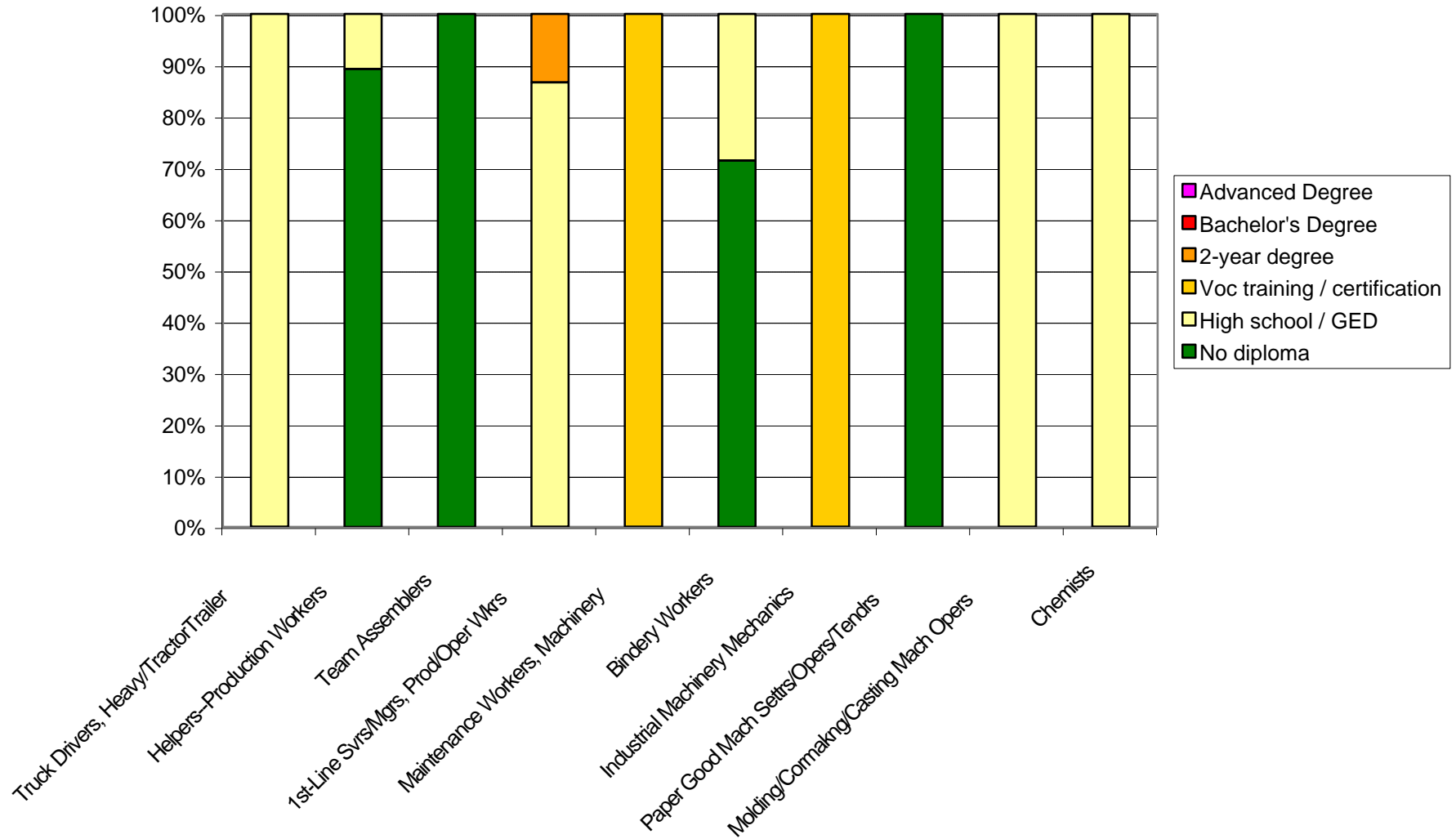
**LWA 7: South & West Suburban Cook County
Most Job Vacancies, Non-Durable Manufacturing Industry**



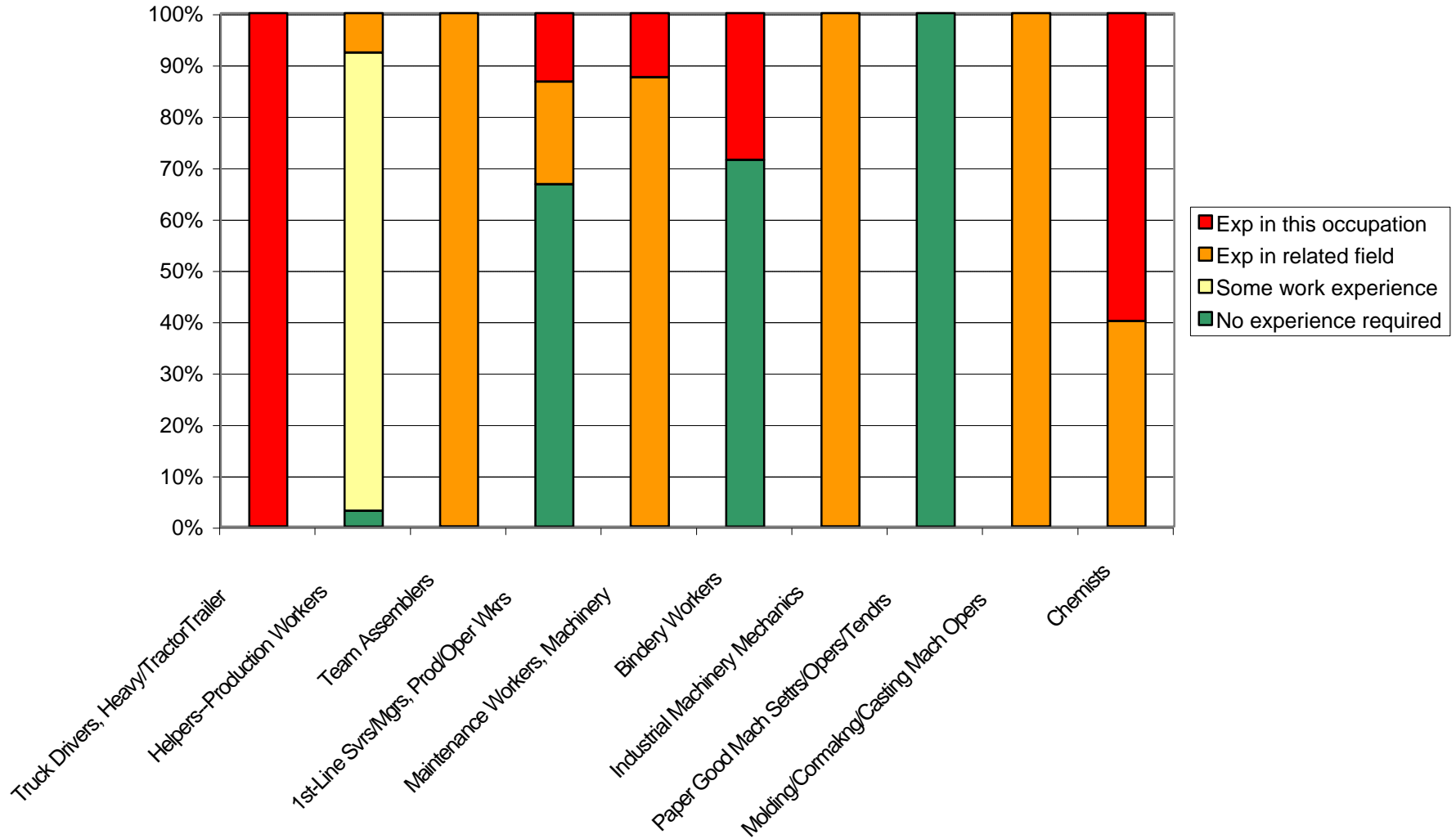
**LWA 7: South & West Suburban Cook County
Duration of Vacancy, Non-Durable Manufacturing Industry**



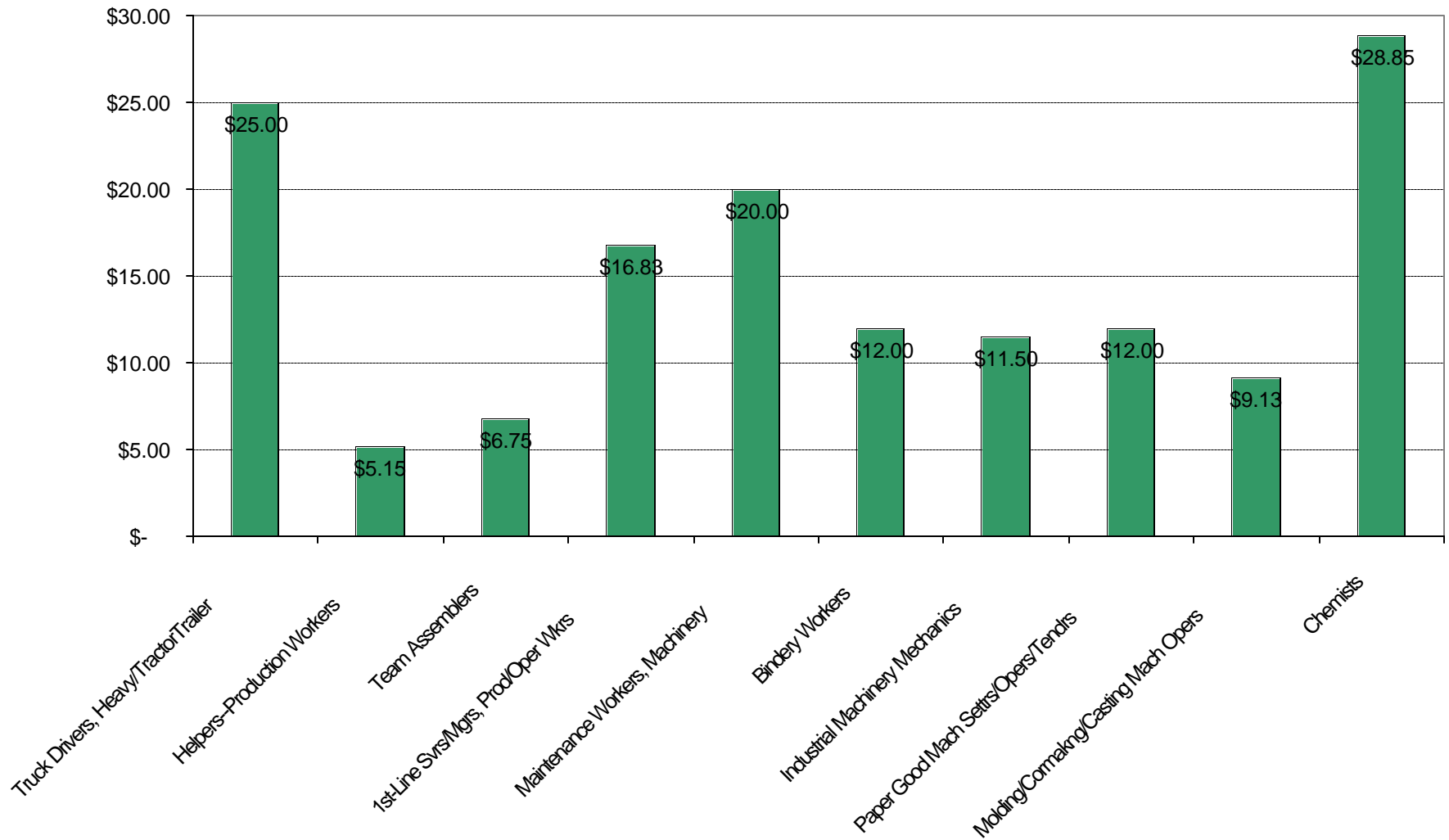
LWA 7: South & West Suburban Cook County Education Requirement, Non-Durable Manufacturing Industry



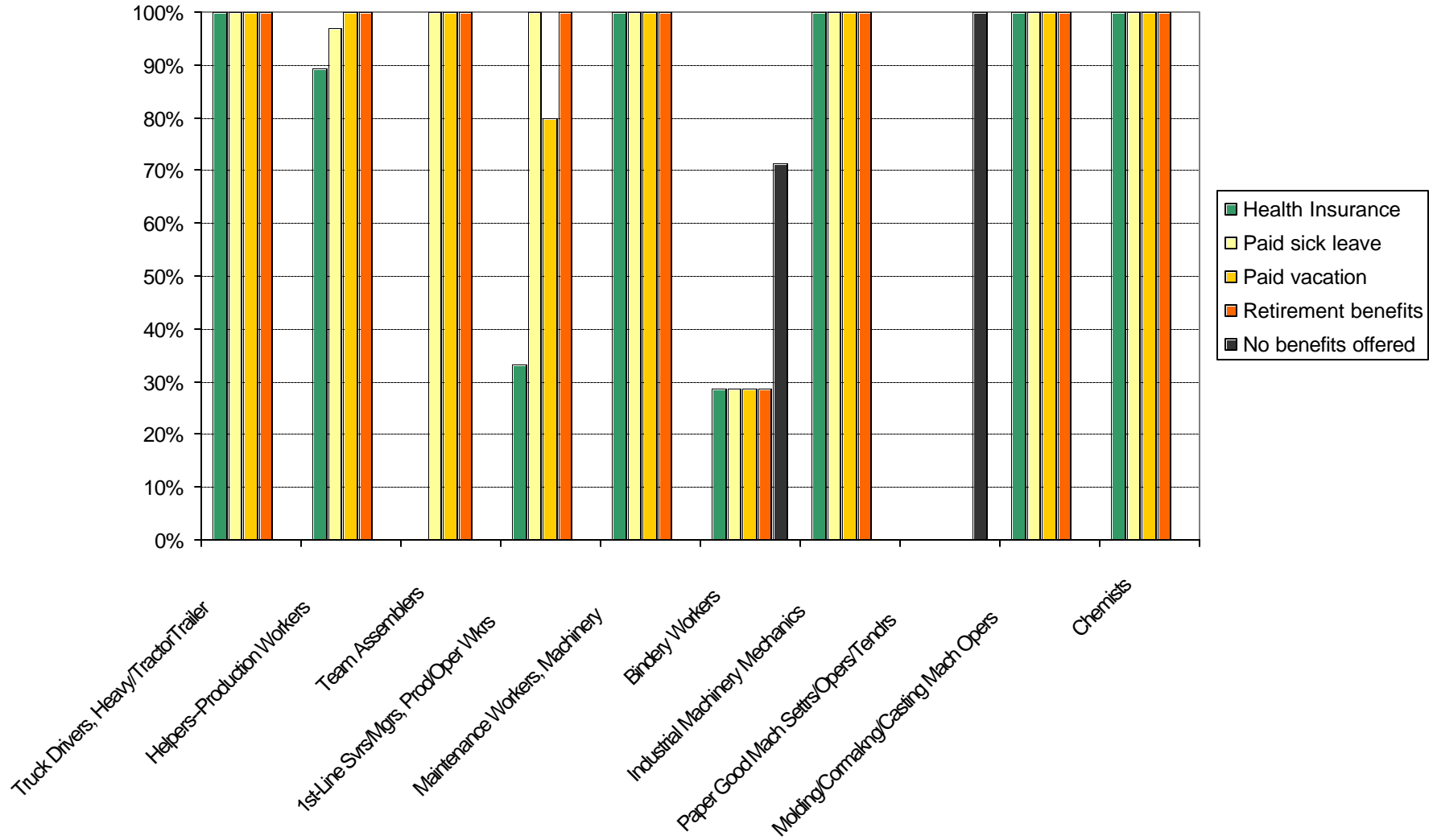
LWA 7: South & West Suburban Cook County Experience Requirement, Non-Durable Manufacturing Industry



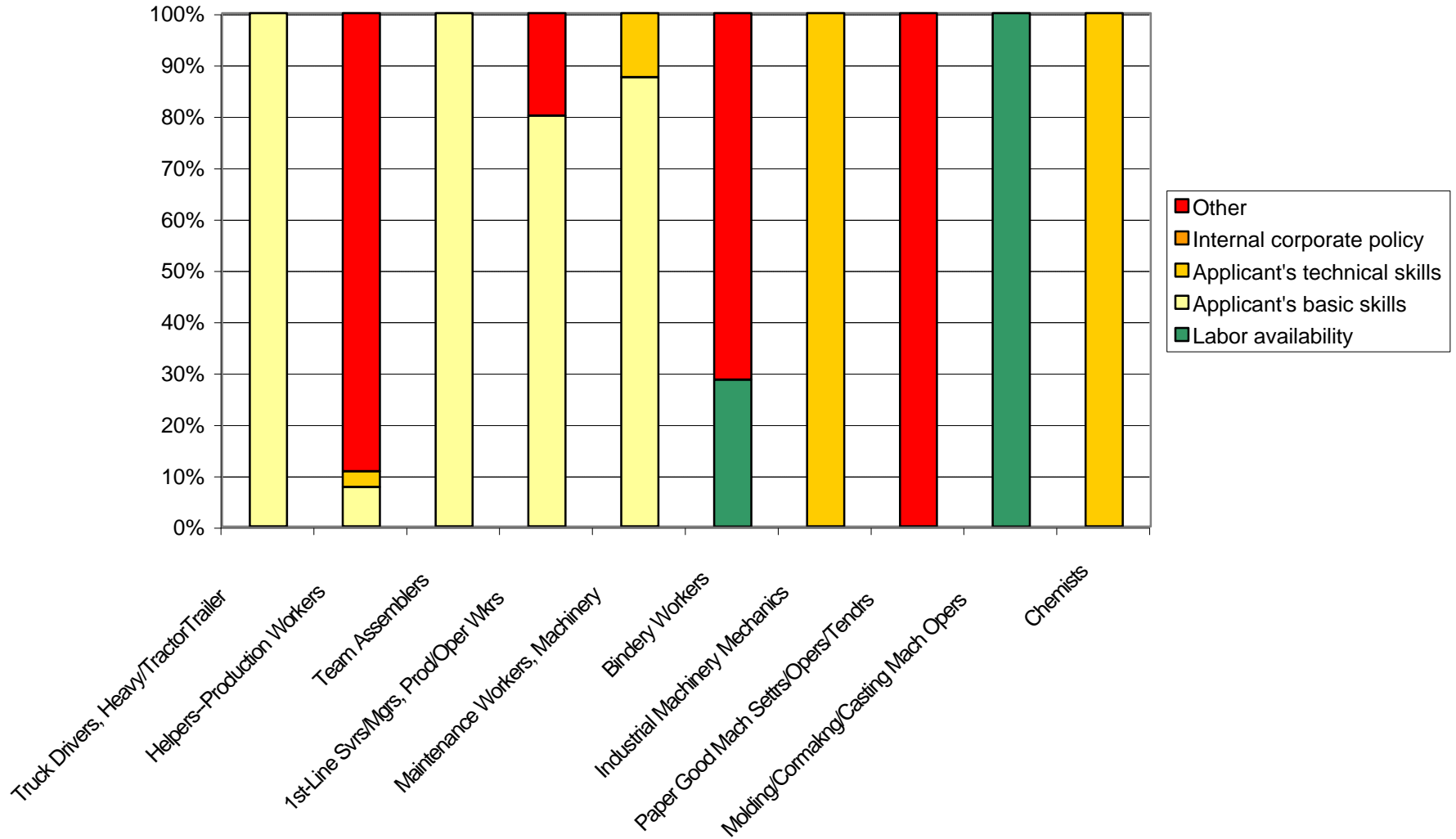
**LWA 7: South & West Suburban Cook County
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry**



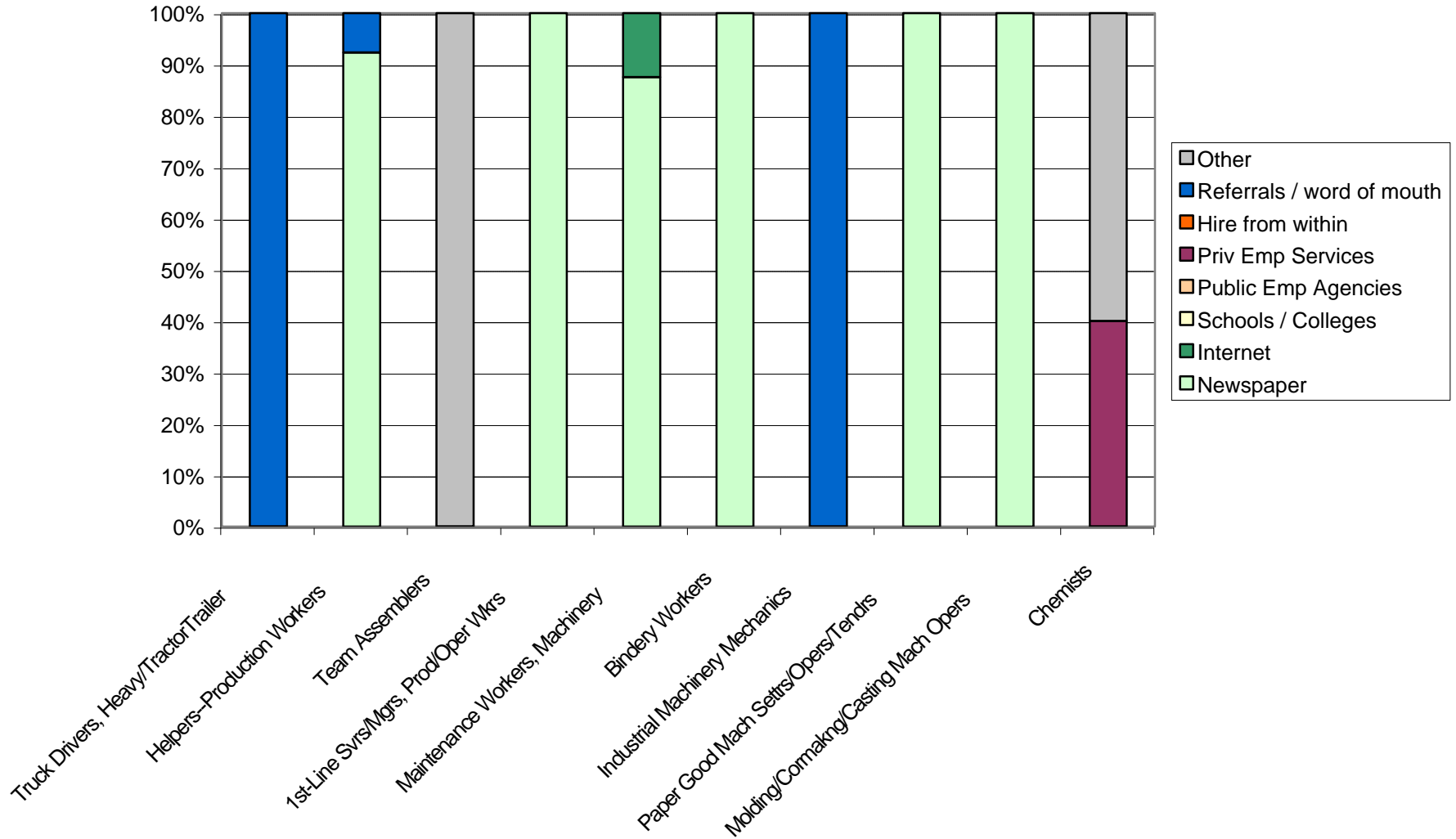
**LWA 7: South & West Suburban Cook County
Benefits Offered, Non-Durable Manufacturing Industry**



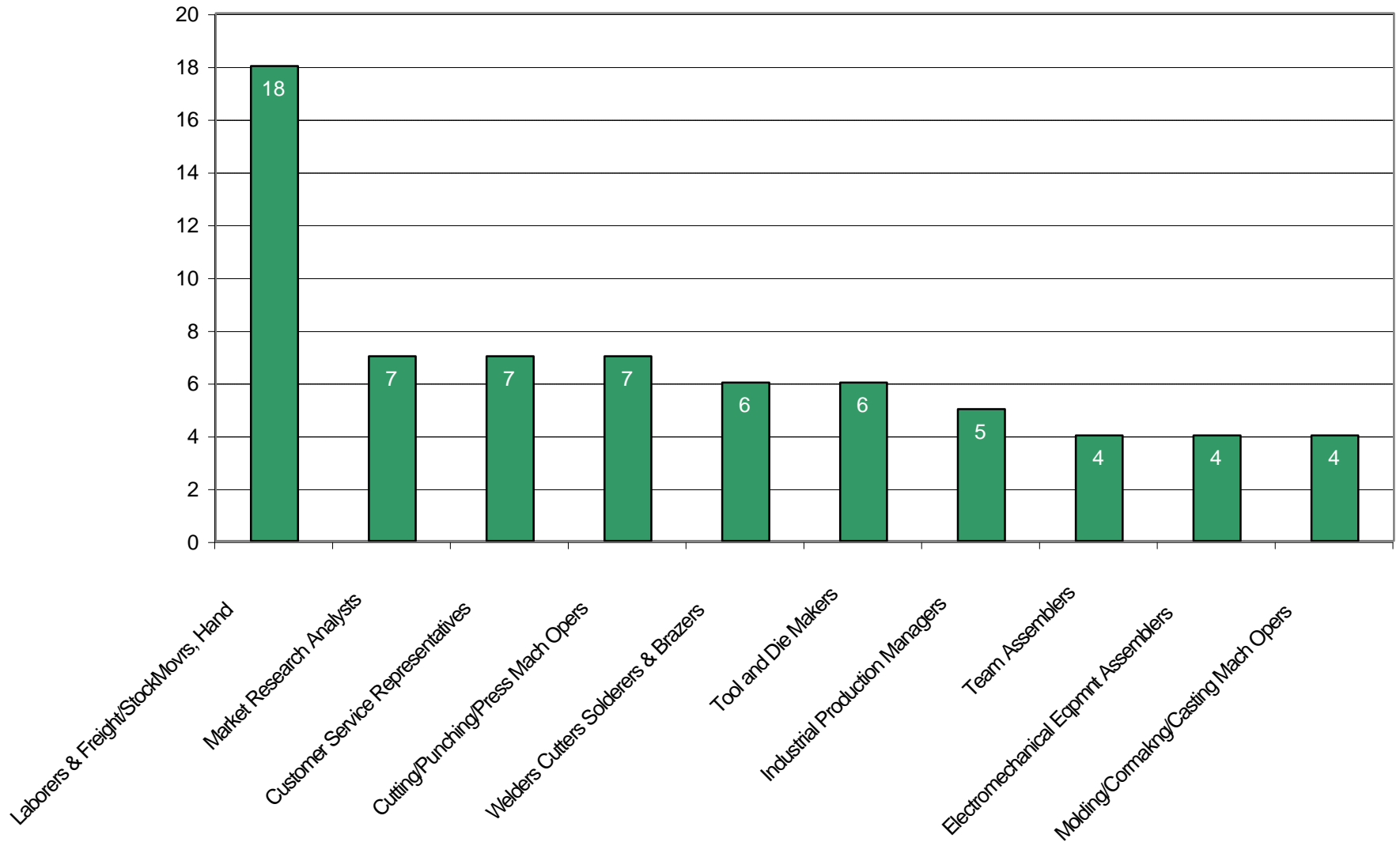
LWA 7: South & West Suburban Cook County Hiring Difficulty, Non-Durable Manufacturing Industry



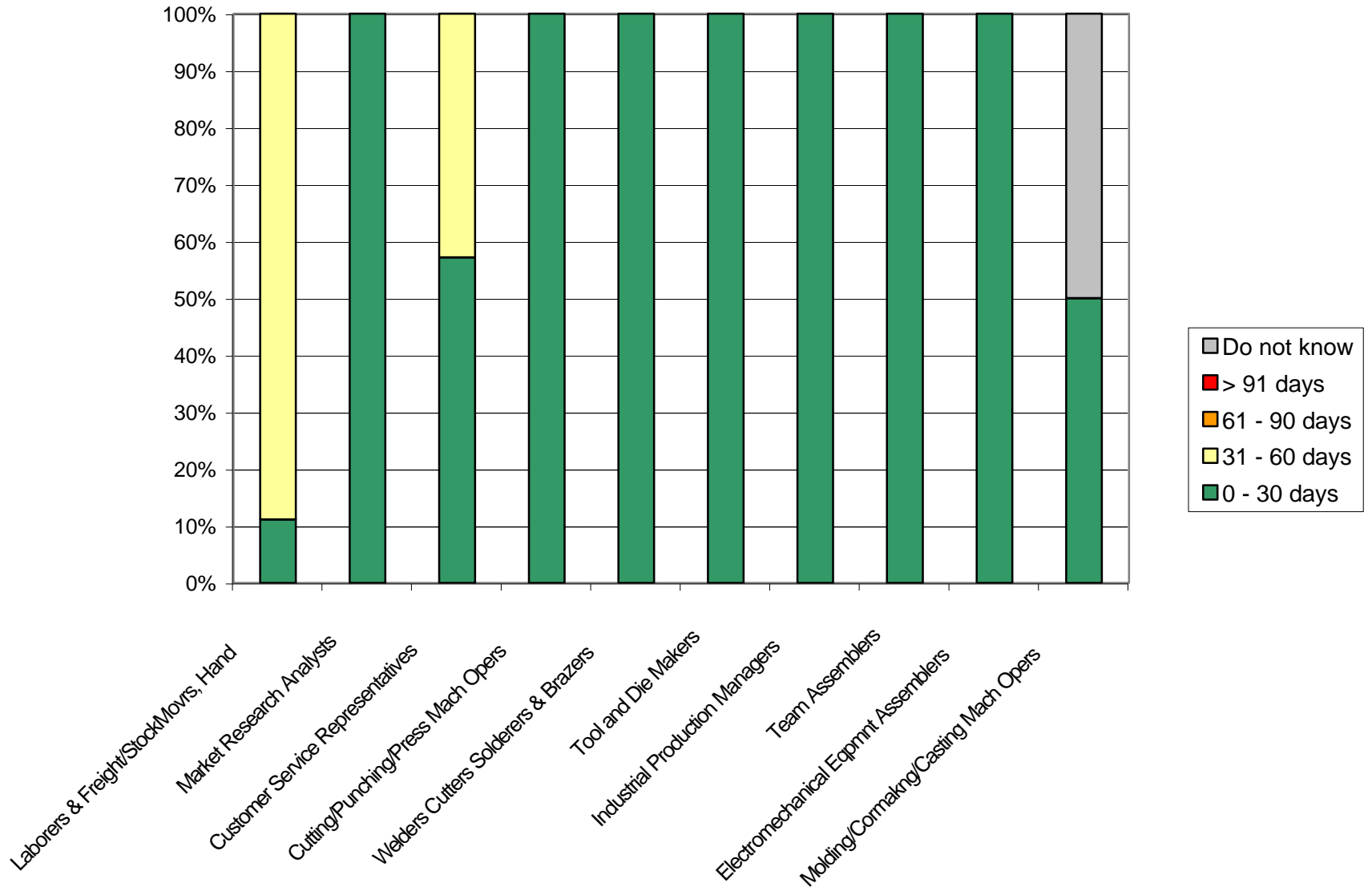
LWA 7: South & West Suburban Cook County Recruitment Method, Non-Durable Manufacturing Industry



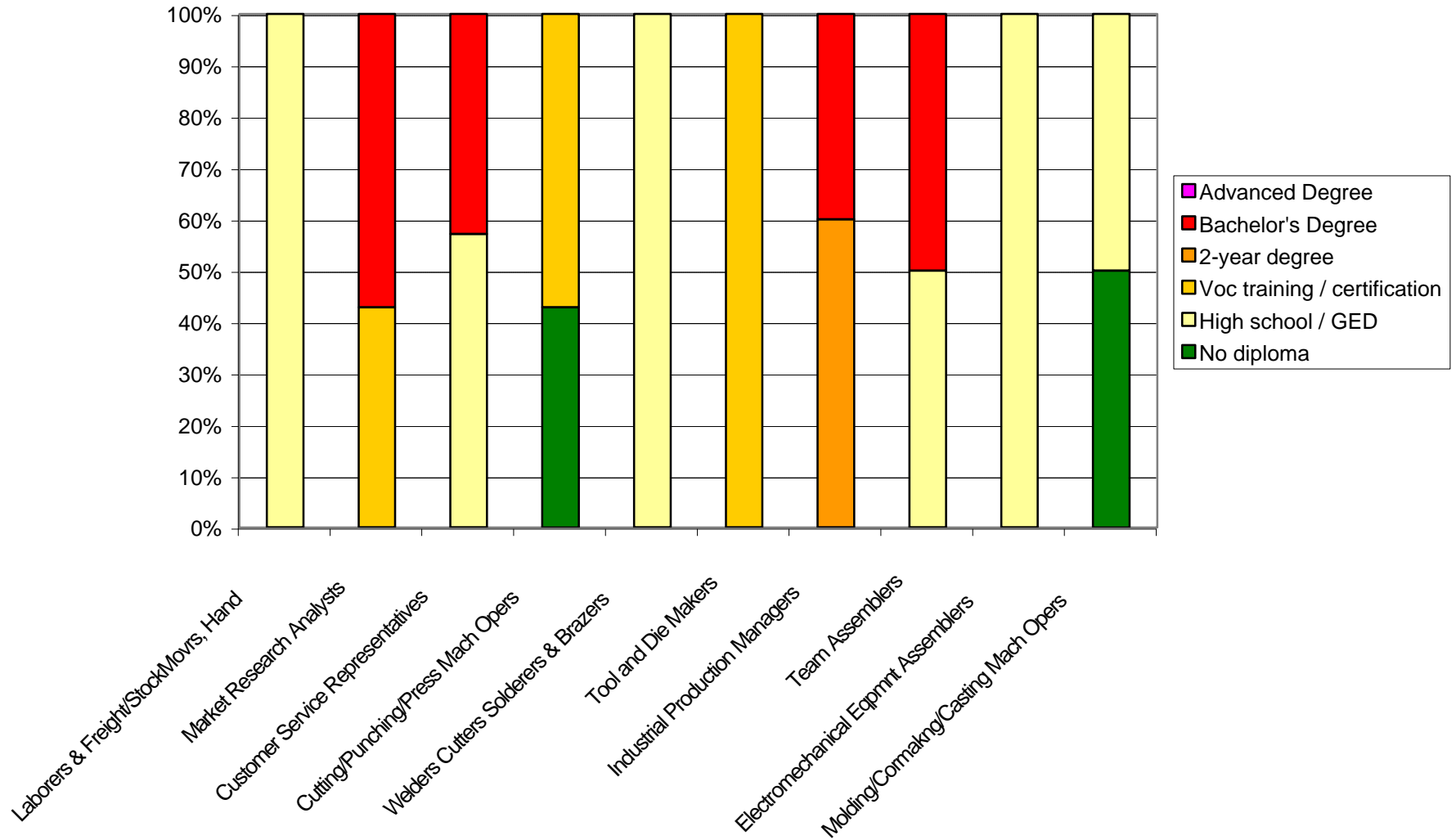
**LWA 7: South & West Suburban Cook County
Most Job Vacancies, Durable Manufacturing Industry**



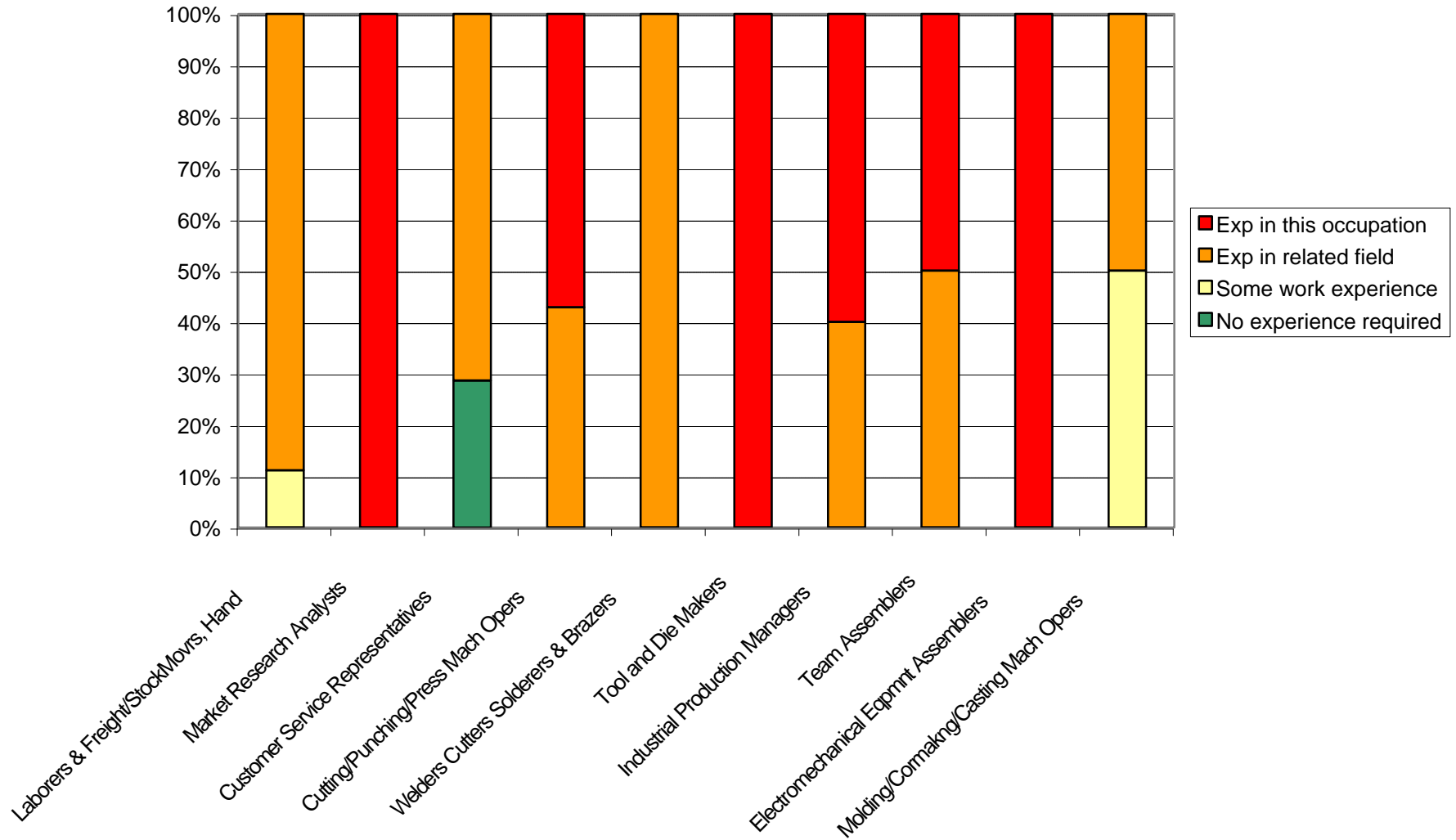
LWA 7: South & West Suburban Cook County Duration of Vacancy, Durable Manufacturing Industry



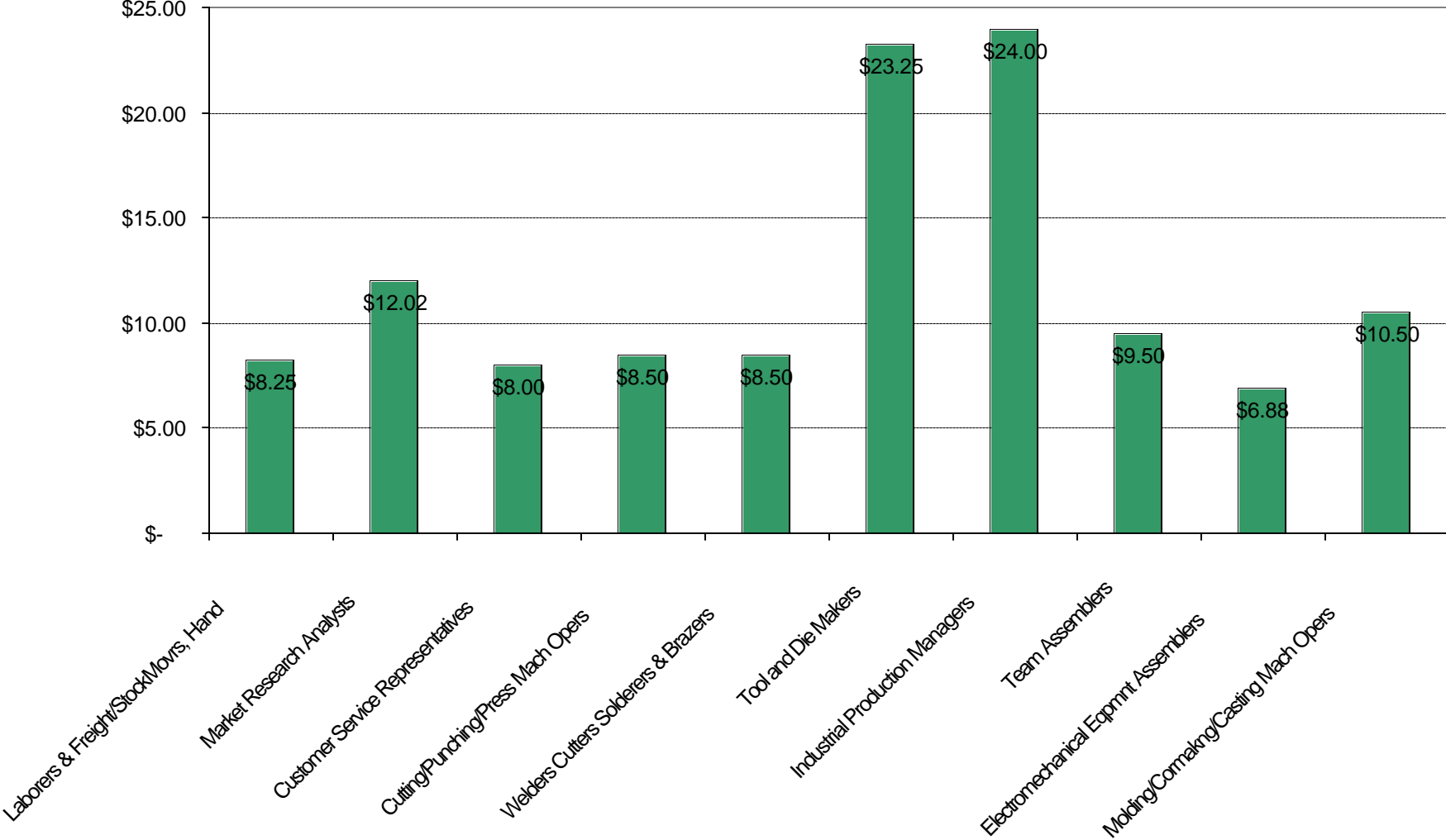
LWA 7: South & West Suburban Cook County Education Requirement, Durable Manufacturing Industry



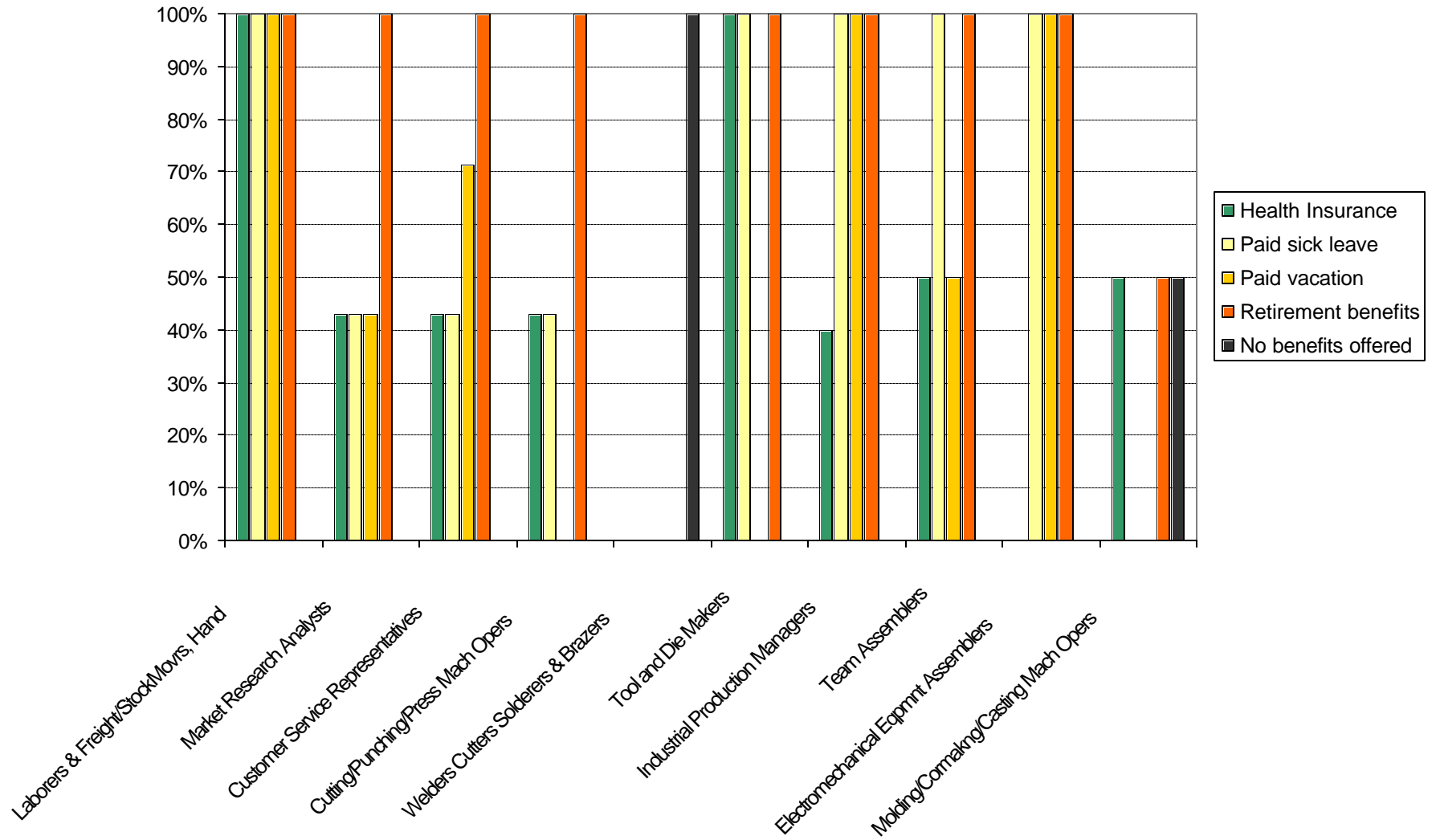
LWA 7: South & West Suburban Cook County Experience Requirement, Durable Manufacturing Industry



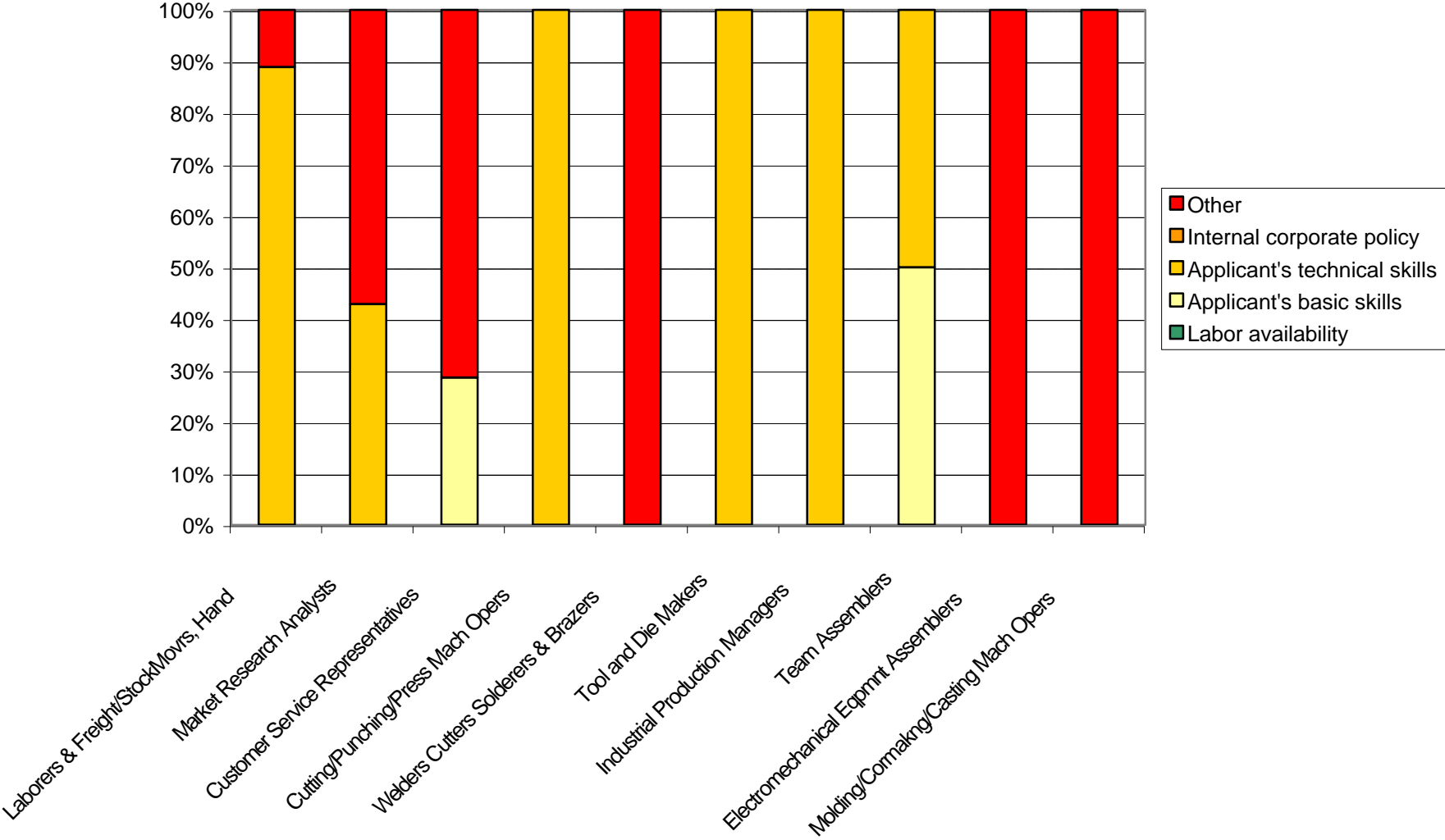
**LWA 7: South & West Suburban Cook County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry**



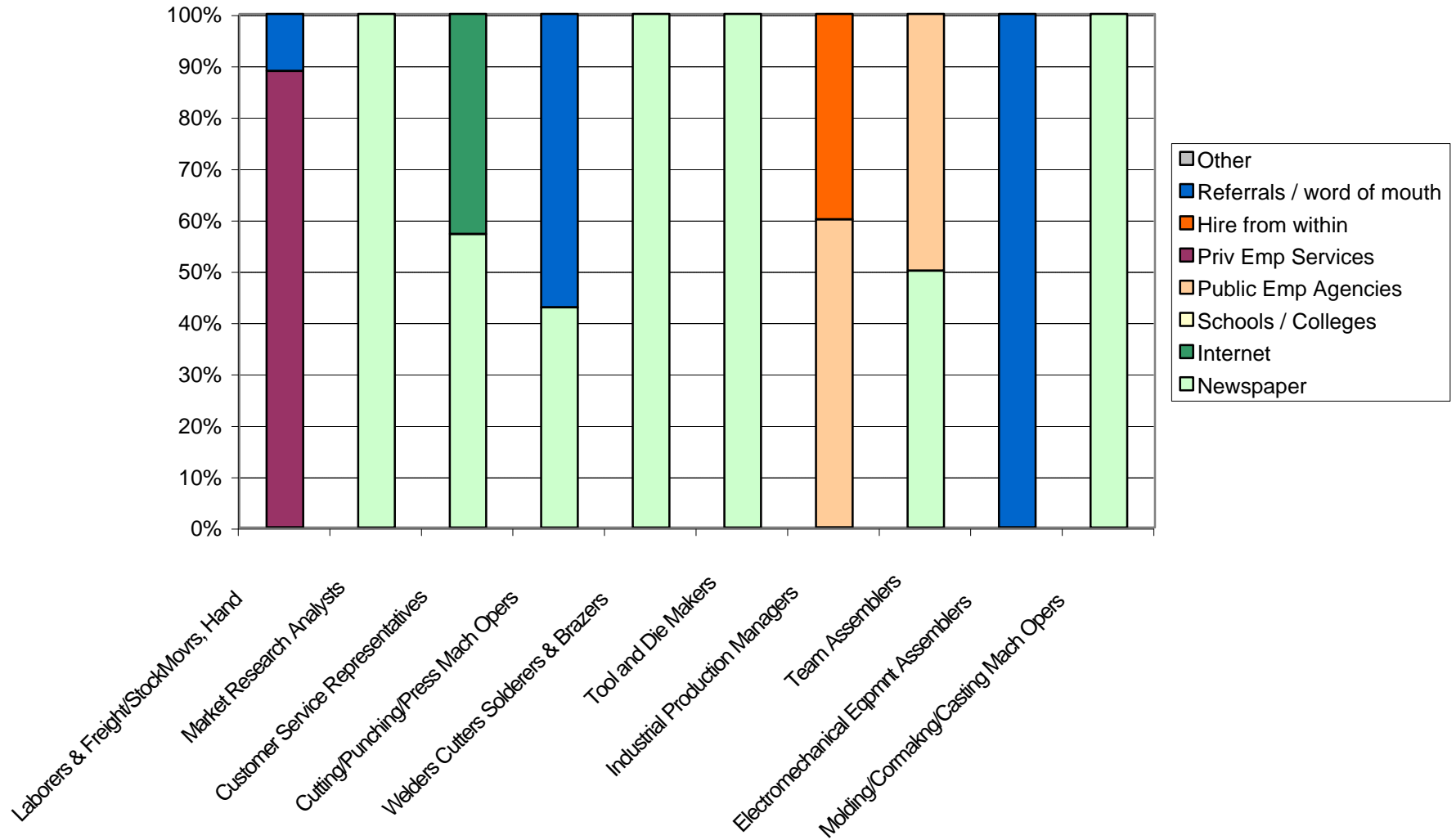
**LWA 7: South & West Suburban Cook County
Benefits Offered, Durable Manufacturing Industry**



LWA 7: South & West Suburban Cook County Hiring Difficulty, Durable Manufacturing Industry



LWA 7: South & West Suburban Cook County Recruitment Method, Durable Manufacturing Industry



Area: LWA 7 - Cook County Workforce Investment Board

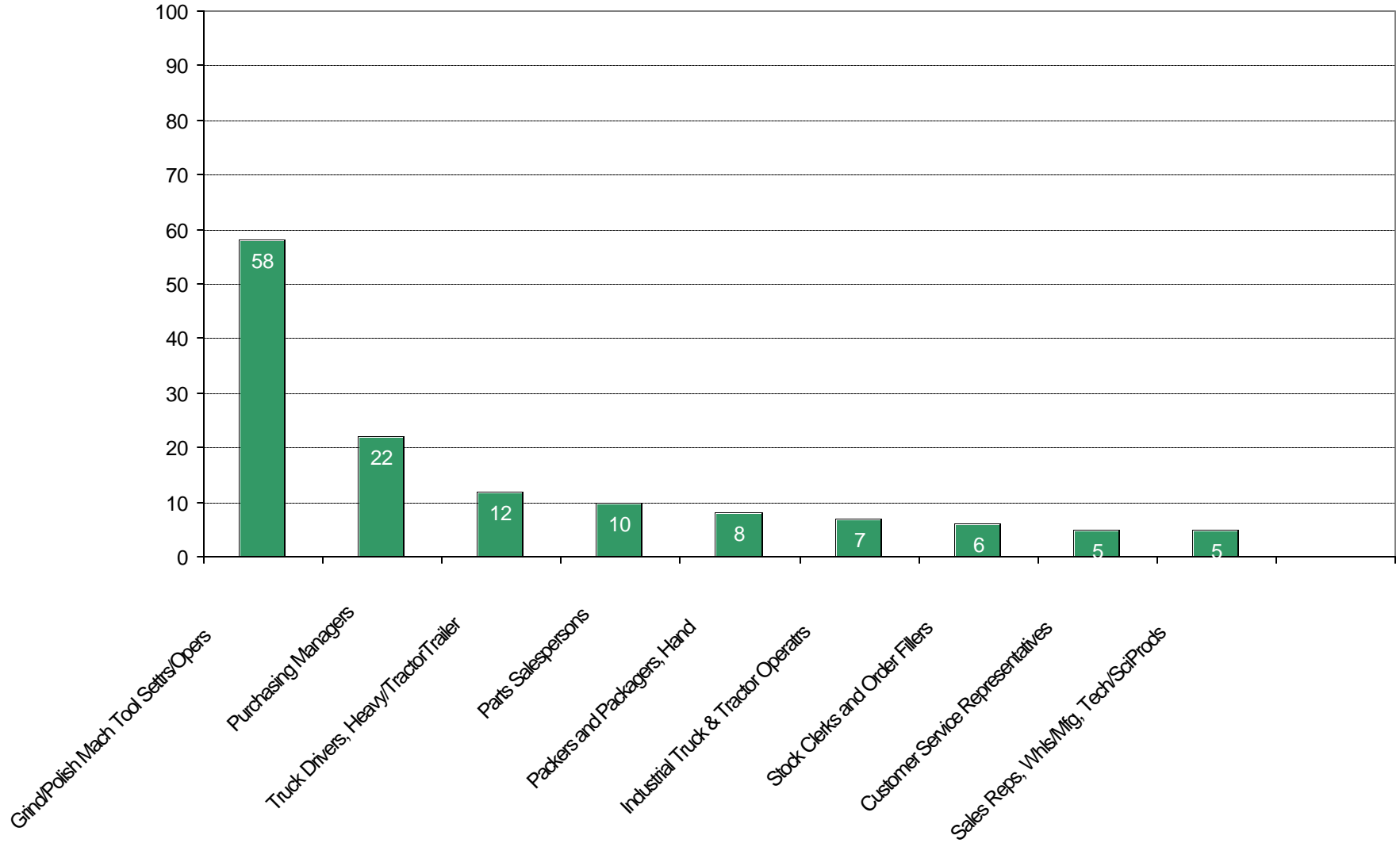
Industry Sector: Wholesale Trade

Full-Time Job Vacancies

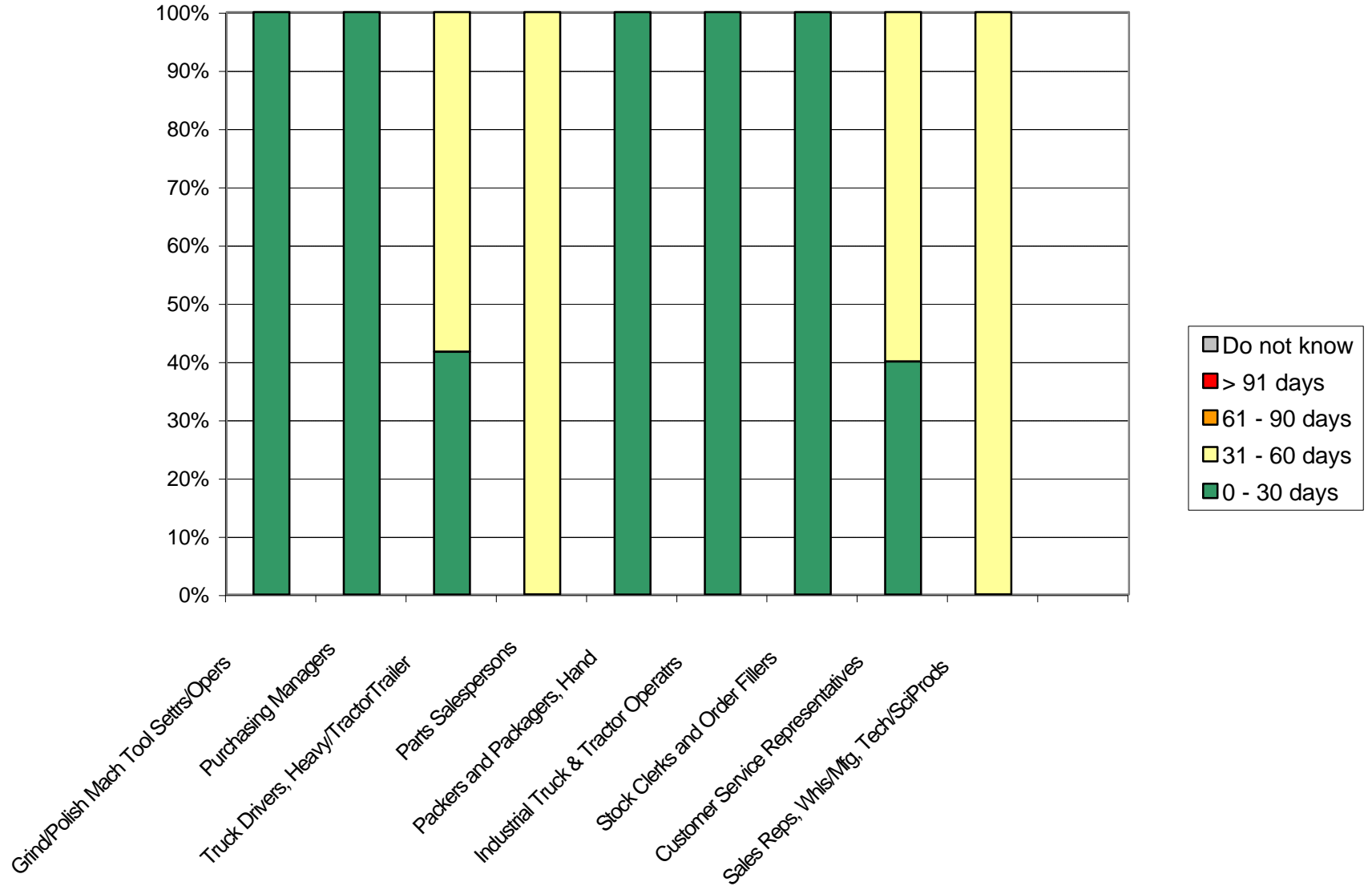
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method											
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Grind/Polish Mach Tool Settrs/Opers	58	100%							100%				100%		\$10.00	0%	100%	100%	100%	100%		100%														
Purchasing Managers	22	100%							100%				100%		\$19.23	0%	100%	100%	100%	100%				100%		100%										
Truck Drivers, Heavy/TractorTrailer	12	42%	58%				42%	58%				42%	58%		\$16.00	0%	42%	100%	42%	100%	58%			42%								42%	58%			
Parts Salespersons	10		100%				100%						100%		\$6.50	0%	100%	100%	0%	100%		100%				100%										
Packers and Packagers, Hand	8	100%					100%					100%			\$7.50	0%	100%	100%	100%	100%	100%														100%	
Industrial Truck & Tractor Operatrs	7	100%					100%					100%			\$8.00	0%	100%	100%	100%	100%		100%				100%										
Stock Clerks and Order Fillers	6	100%					50%	50%				100%			\$8.50	0%	50%	100%	100%	100%		100%													100%	
Customer Service Representatives	5	40%	60%				40%	60%				40%	60%		\$14.32	40%	0%	0%	0%	60%		40%		60%		100%										
Sales Reps, Whls/Mfg, Tech/SciProds	5		100%						100%			100%			\$18.27	0%	100%	100%	100%	100%			100%													
Shipping Receiving & Traffic Clerks	3	100%					100%					100%			\$9.00	0%	100%	100%	100%	100%		100%													100%	
Mobile Heavy Eqpt Mechs, exc Engine	3	100%					100%					100%			\$13.00	0%	0%	0%	0%	100%		100%														100%
Marketing Managers	3	100%							100%				100%		\$28.08	0%	0%	0%	0%	100%				100%		100%										
Butchers and Meat Cutters	3	100%					100%						100%		\$5.29	0%	100%	100%	0%	100%		100%														100%
Health & Safety Enginrs, exc Mining	3	100%							100%				100%		\$21.63	0%	0%	0%	0%	100%				100%		100%										
Computer Systems Analysts	3	100%							100%				100%		\$25.48	0%	0%	0%	0%	100%				100%		100%										
Human Resources Managers	3	100%							100%				100%		\$19.38	0%	0%	0%	0%	100%				100%		100%										
Financial Managers	3		100%										100%		N/A	0%	100%	100%	100%	100%				100%											100%	

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

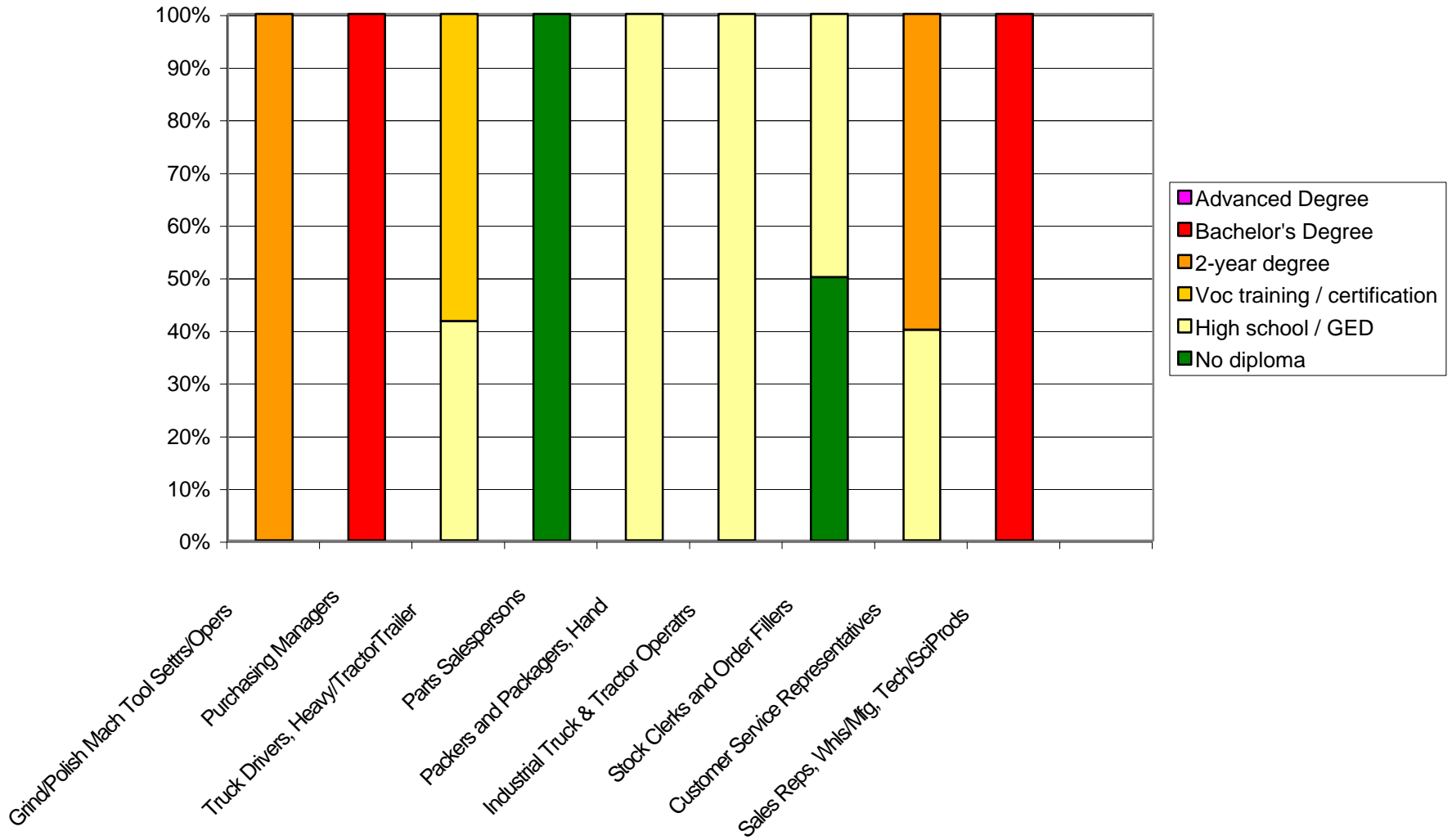
**LWA 7: South & West Suburban Cook County
Most Job Vacancies, Wholesale Trade Industry**



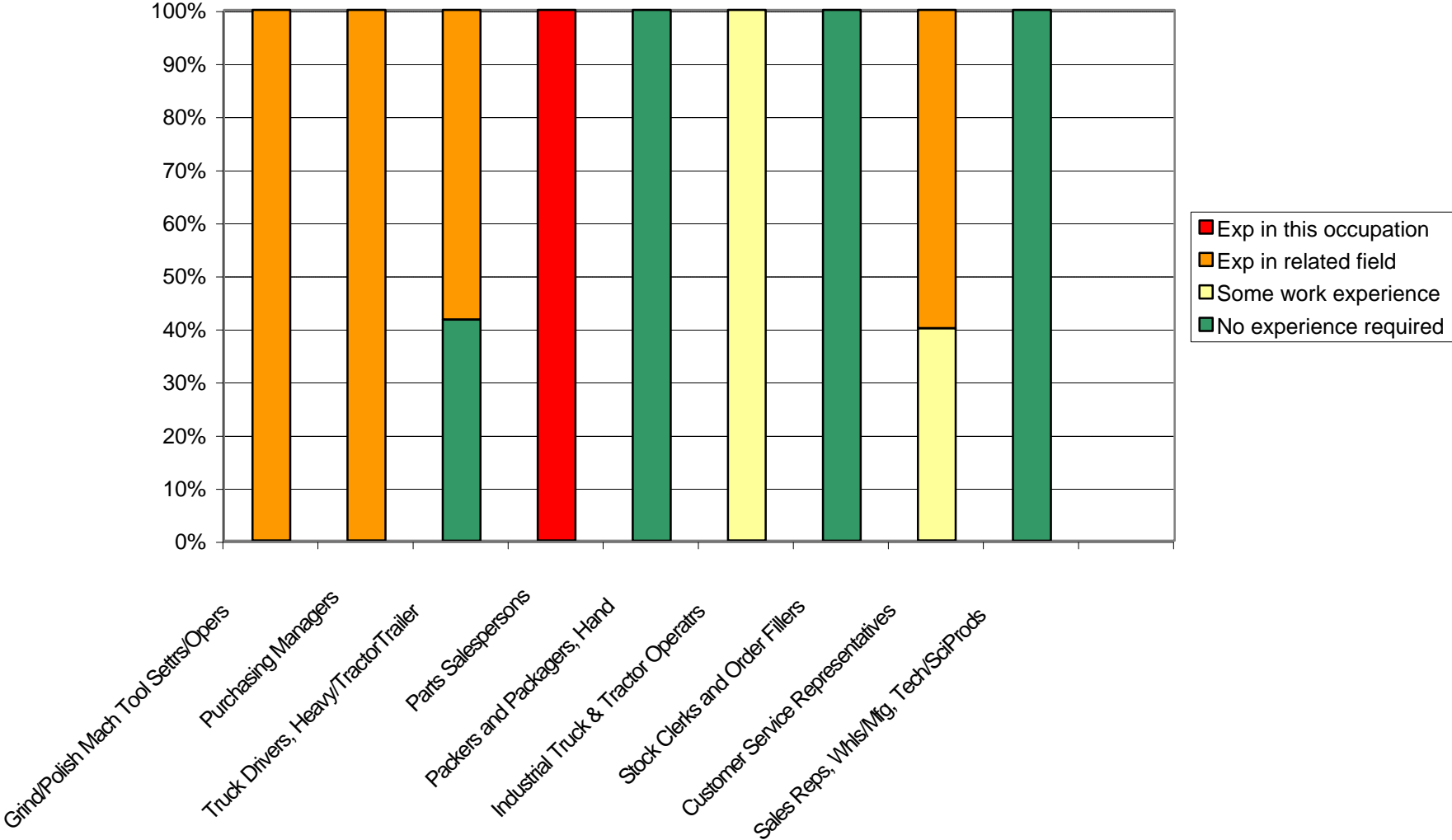
LWA 7: South & West Suburban Cook County Duration of Vacancy, Wholesale Trade Industry



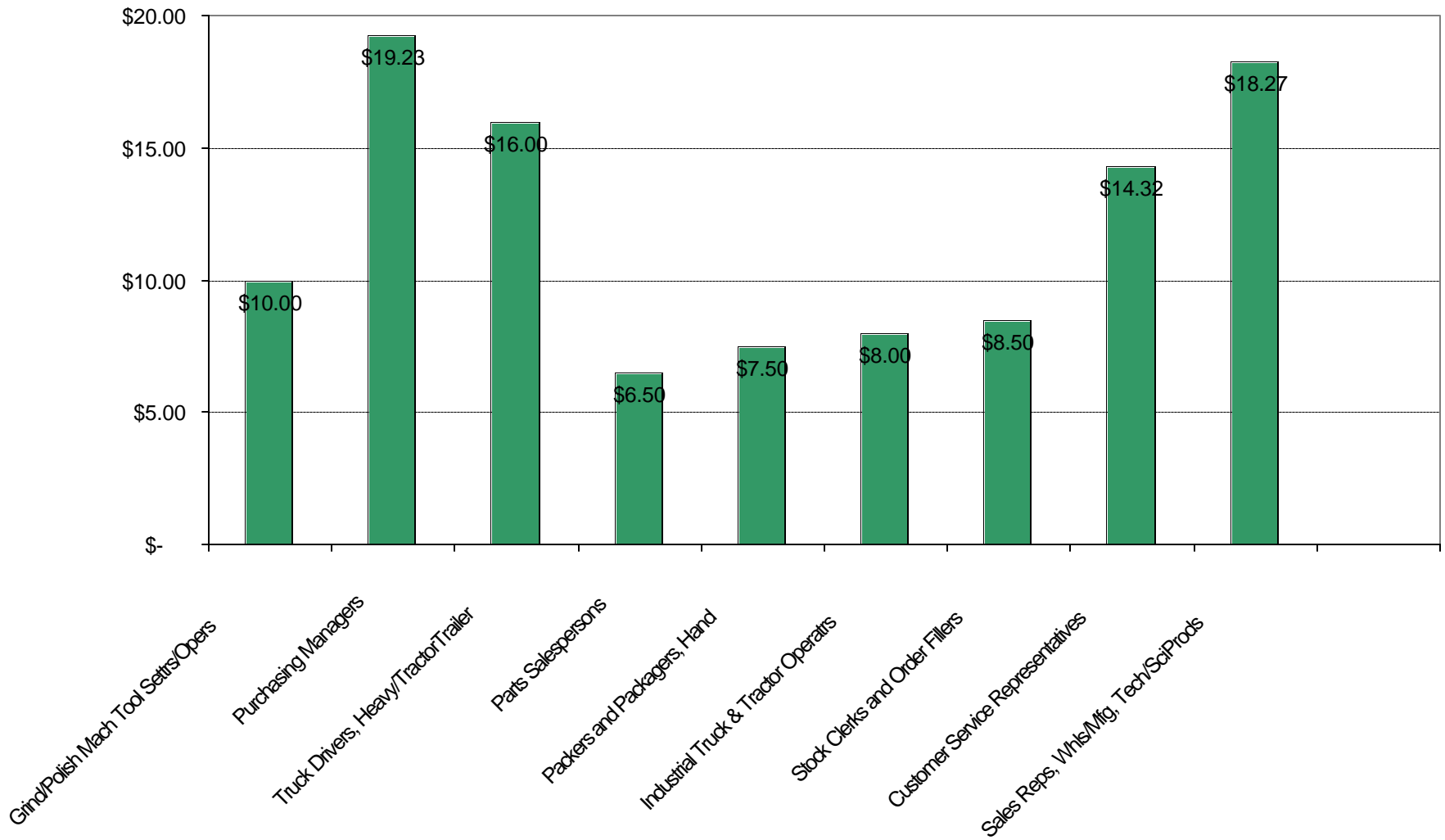
LWA 7: South & West Suburban Cook County Education Requirement, Wholesale Trade Industry



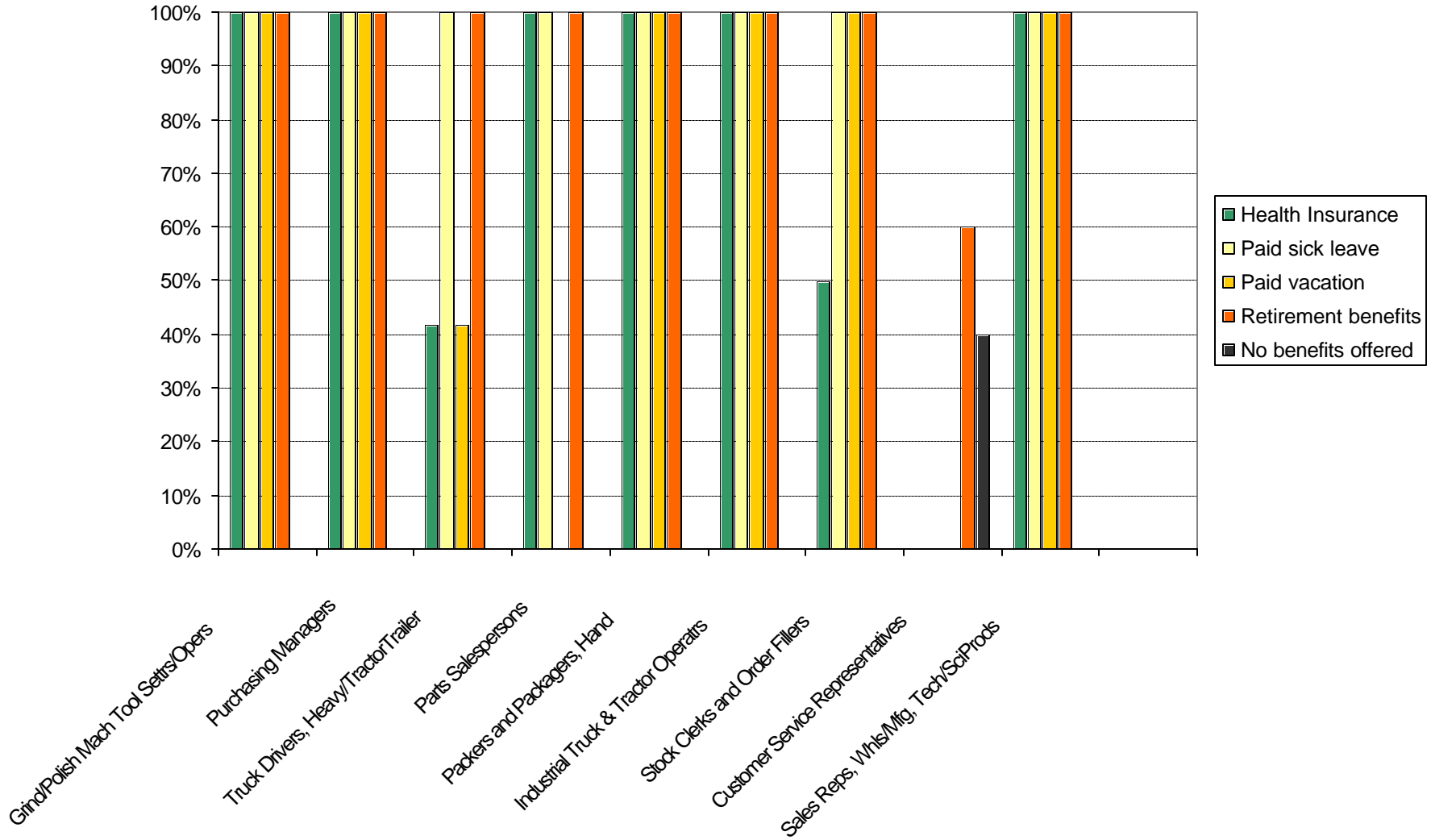
LWA 7: South & West Suburban Cook County Experience Requirement, Wholesale Trade Industry



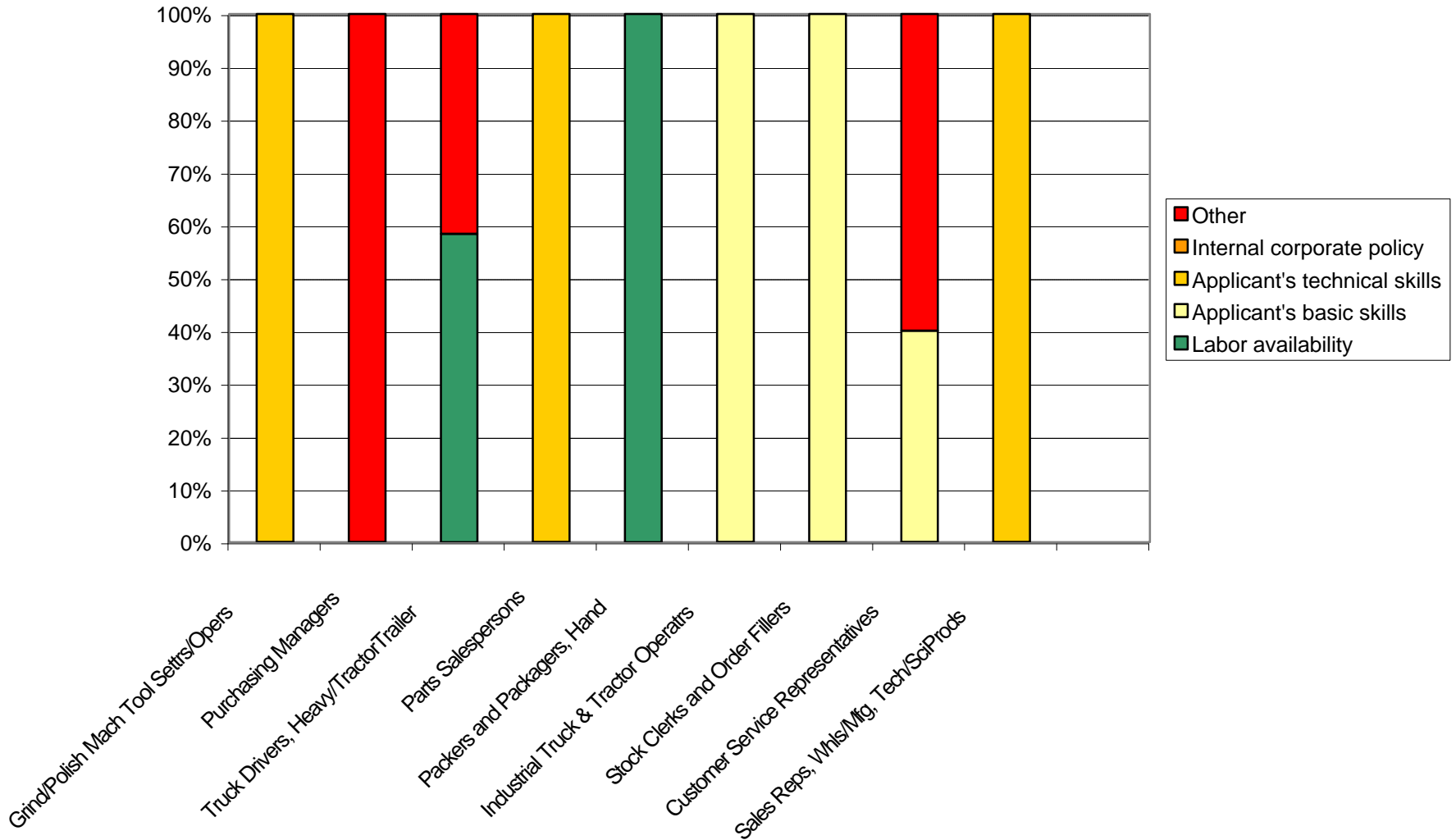
**LWA 7: South & West Suburban Cook County
Median Starting Wage Offered (Hourly), Wholesale Trade Industry**



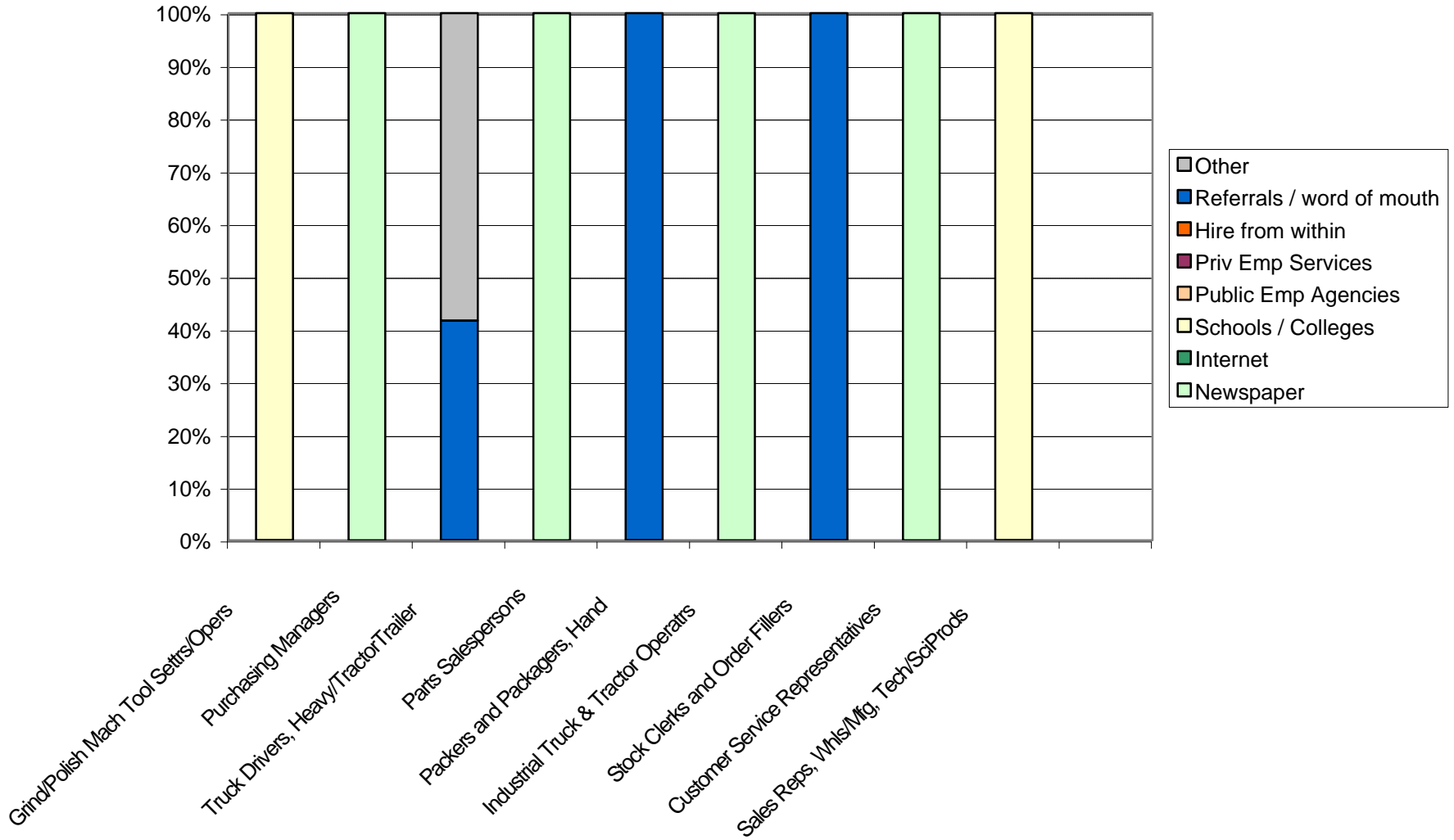
**LWA 7: South & West Suburban Cook County
Benefits Offered, Wholesale Trade Industry**



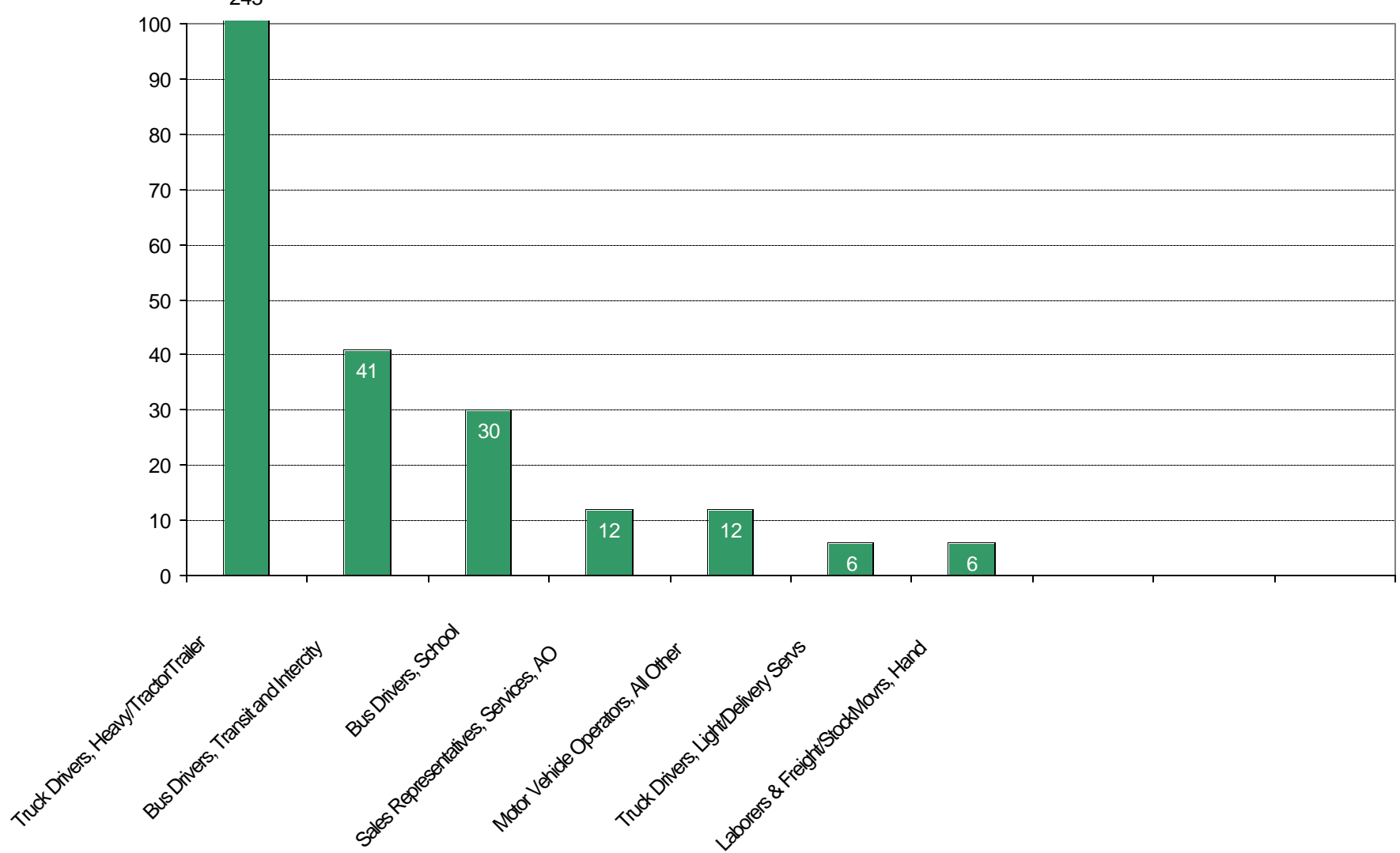
LWA 7: South & West Suburban Cook County Hiring Difficulty, Wholesale Trade Industry



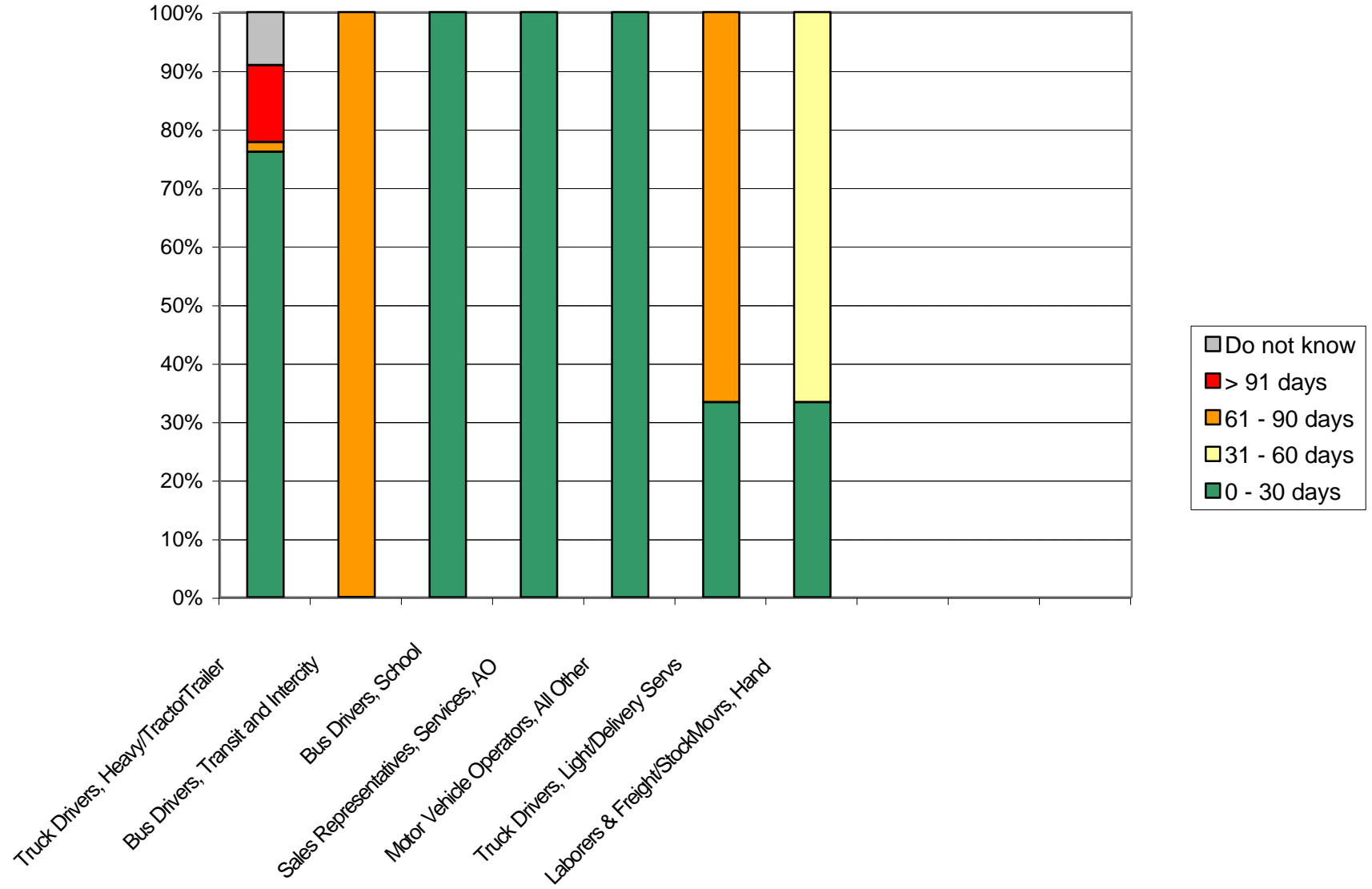
LWA 7: South & West Suburban Cook County Recruitment Method, Wholesale Trade Industry



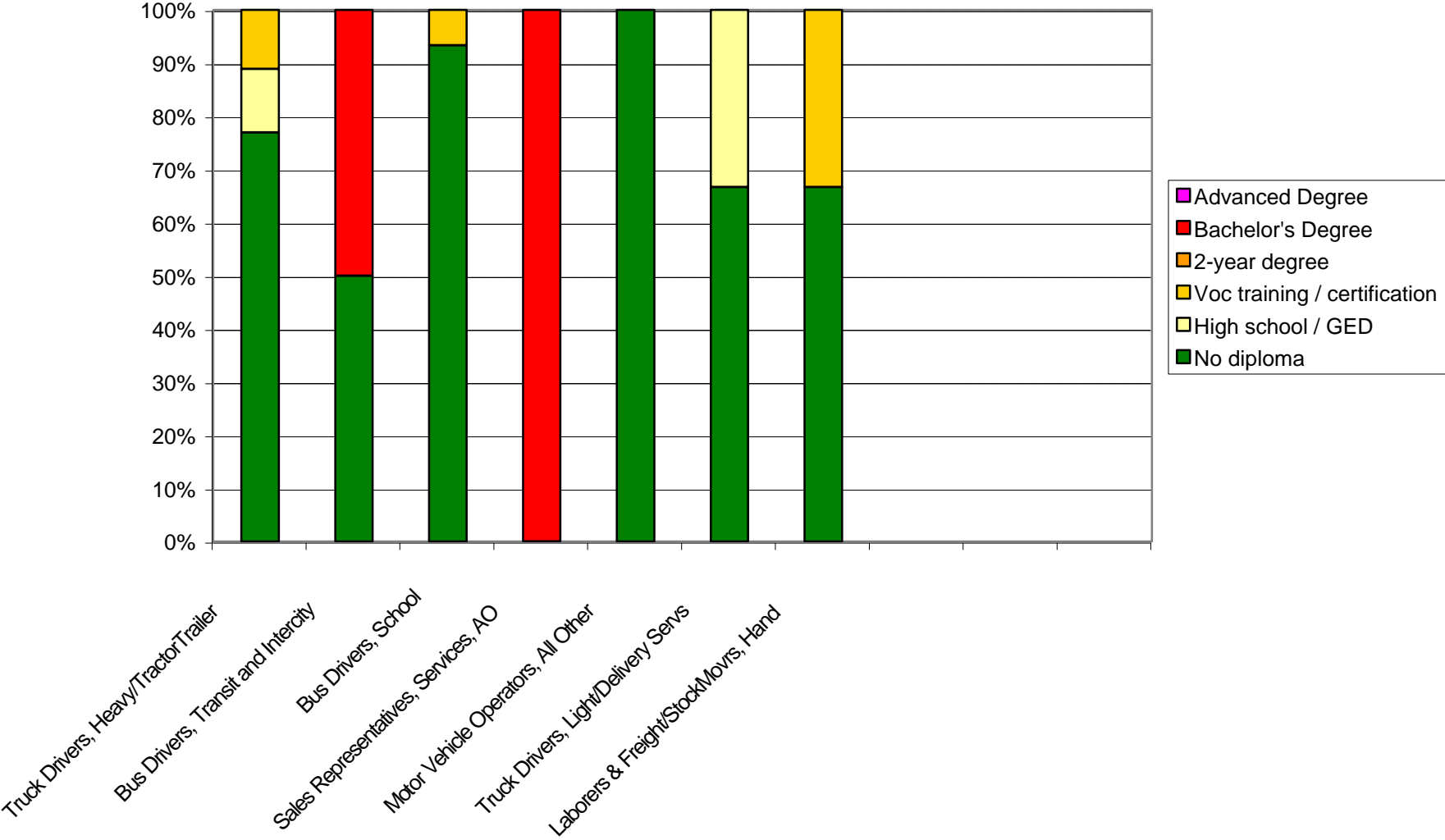
**LWA 7: South & West Suburban Cook County
Most Job Vacancies, Transportation/Warehousing/Logistics Industry**



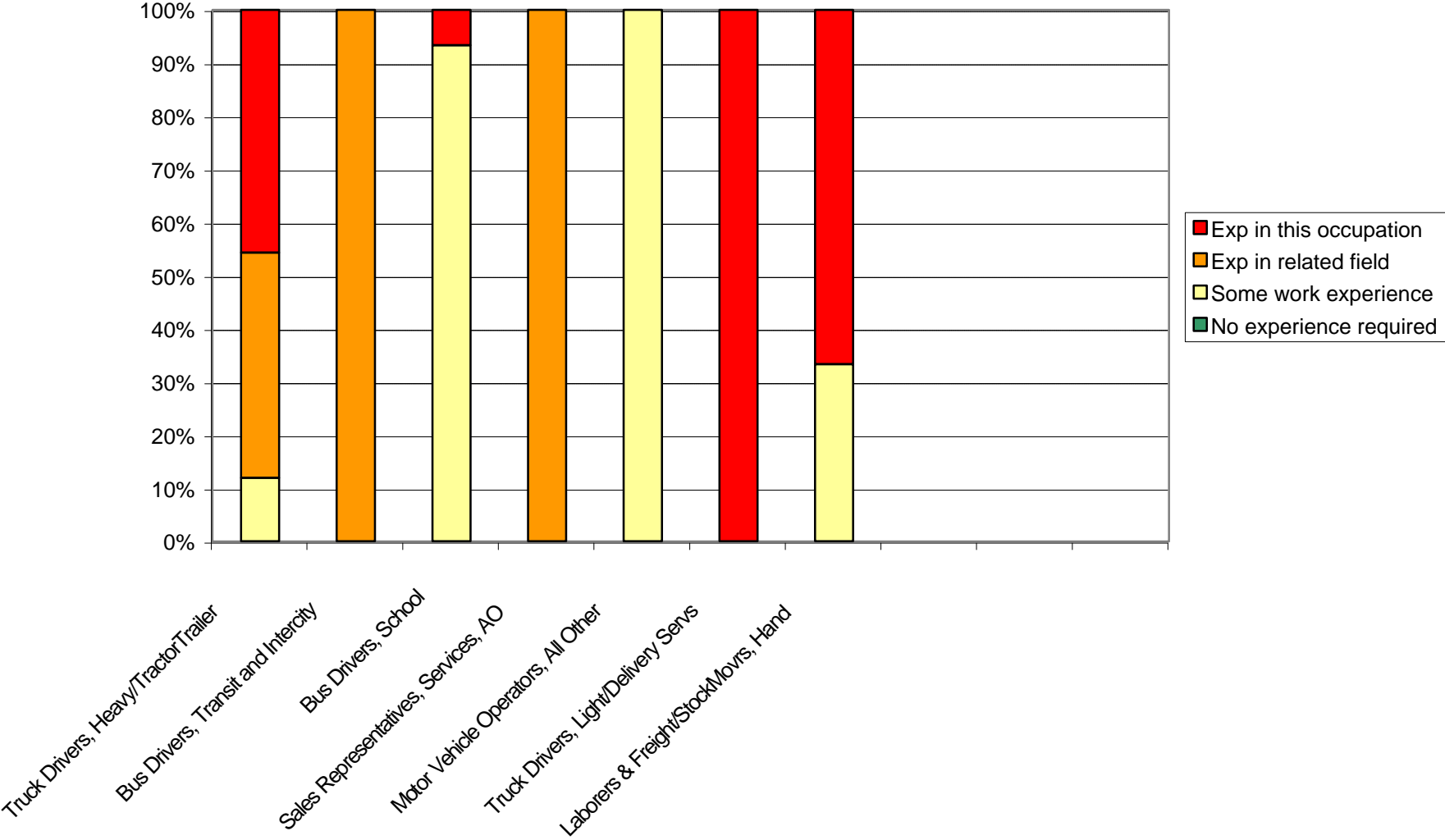
**LWA 7: South & West Suburban Cook County
Duration of Vacancy, Transportation/Warehousing/Logistics Industry**



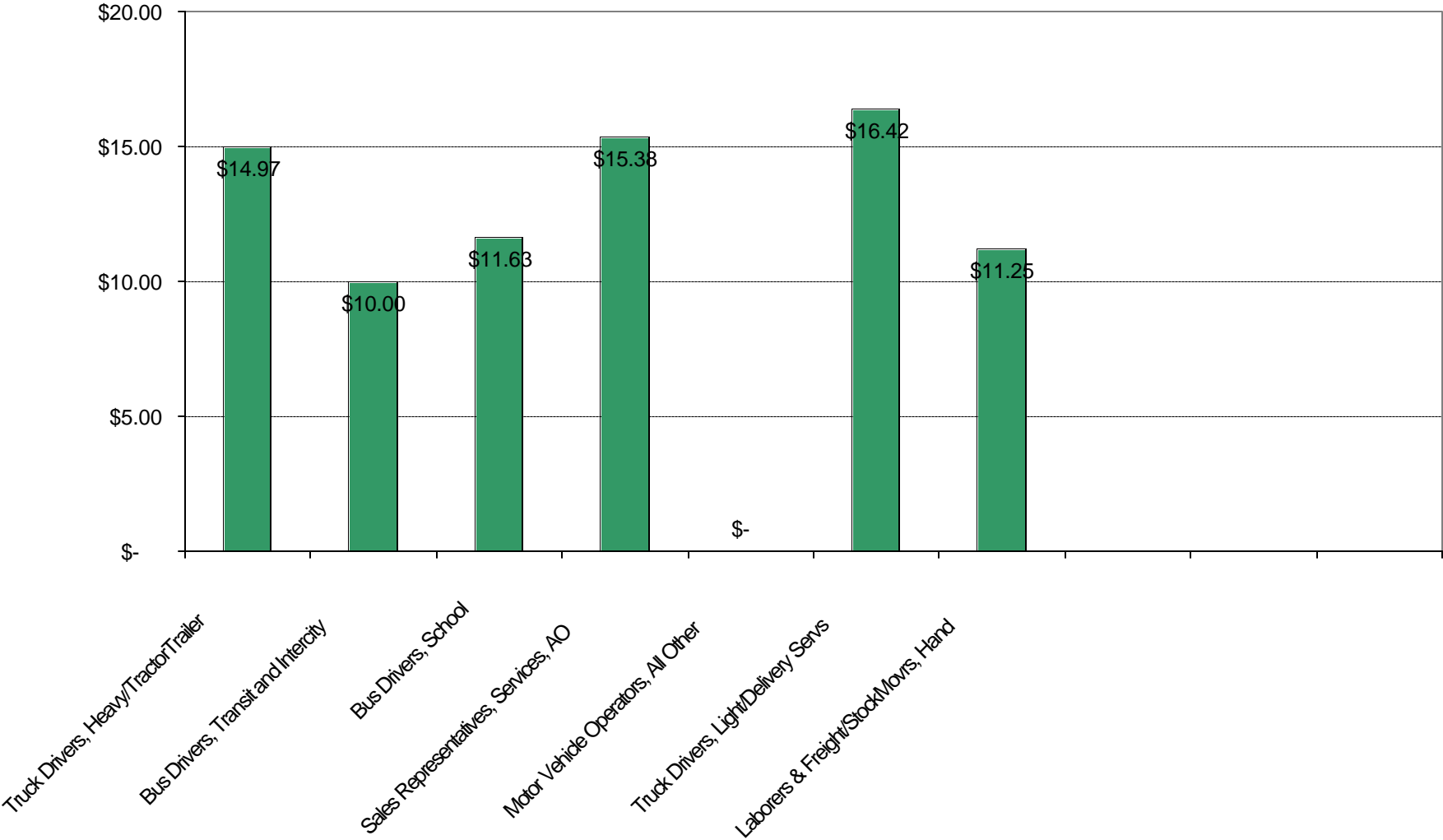
**LWA 7: South & West Suburban Cook County
Education Requirement, Transportation/Warehousing/Logistics Industry**



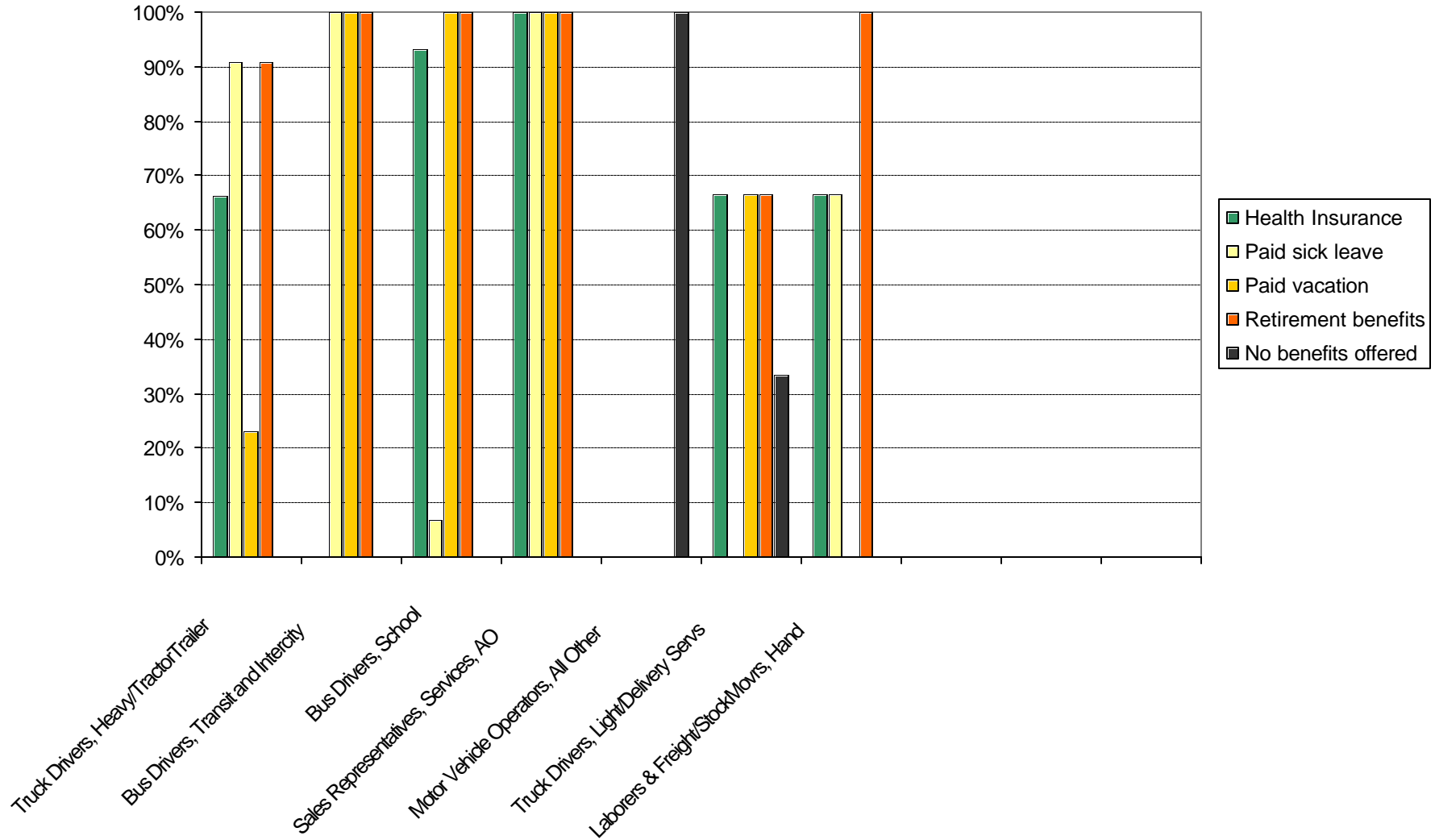
**LWA 7: South & West Suburban Cook County
Experience Requirement, Transportation/Wareshousing/Logistics Industry**



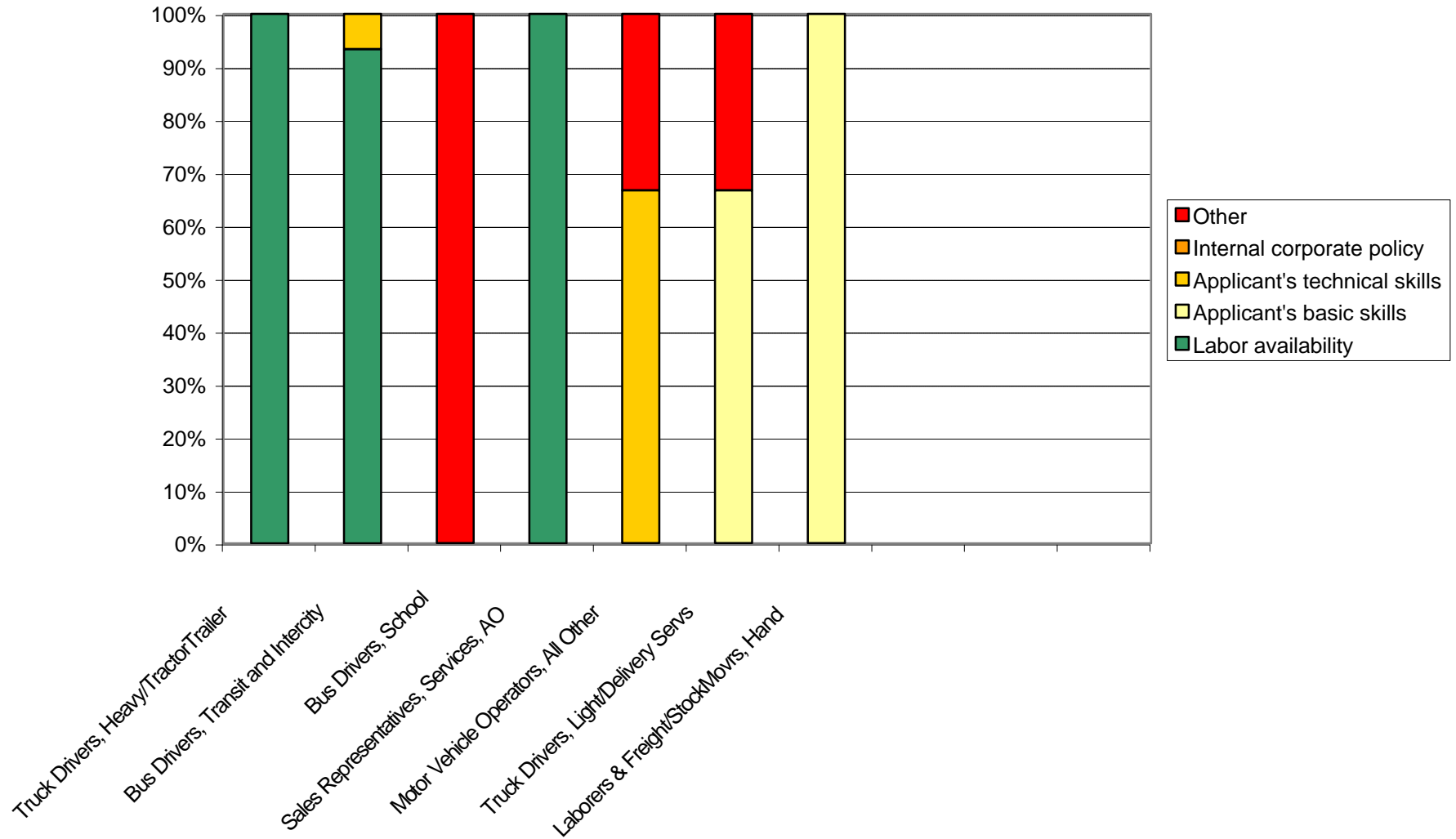
**LWA 7: South & West Suburban Cook County
Median Starting Wage Offered (Hourly), Transportation/Warehousing/Logistics Industry**



**LWA 7: South & West Suburban Cook County
Benefits Offered, Transportation/Warehousing/Logistics Industry**



LWA 7: South & West Suburban Cook County Hiring Difficulty, Transportation/Warehousing/Logistics Industry



Appendix G

The Workforce Board of Northern Cook County

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Table 1. Business and Employment Conditions: Respondent Firms in Northern Cook County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	96	204	205	54
Vacancies (% reporting vacancies)	22.9%	20.1%	16.1%	24.1%
Temp help (% reporting temp help)	31.1%	23.6%	16.6%	12.1%
Business conditions index				
improved last 6 months	47	41	44	50
will improve next 6 months	62	64	66	65
Employment conditions index				
improved last 6 months	43	41	43	45
will improve next 6 months	54	56	56	60

Table 2. Business and Employment Conditions: Firms with Vacancies in Northern Cook County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	22	41	33	13
Temp help (% reporting temp help)	60.6%	36.9%	35.7%	6.2%
Total number vacancies	530	290	805	237
permanent (% total vacancies)	99.8%	91.1%	99.3%	97.6%
seasonal (% total vacancies)	0.2%	8.9%	0.7%	2.4%
full-time (% total vacancies)	99.7%	95.5%	98.2%	97.6%
part-time (% total vacancies)	0.3%	4.5%	1.8%	2.4%
Business conditions index				
improved last 6 months	54	37	37	37
will improve next 6 months	62	67	72	66
Employment conditions index				
improved last 6 months	44	40	39	43
will improve next 6 months	61	56	53	56

Area: LWA 8 - The Workforce Board of Northern Cook County

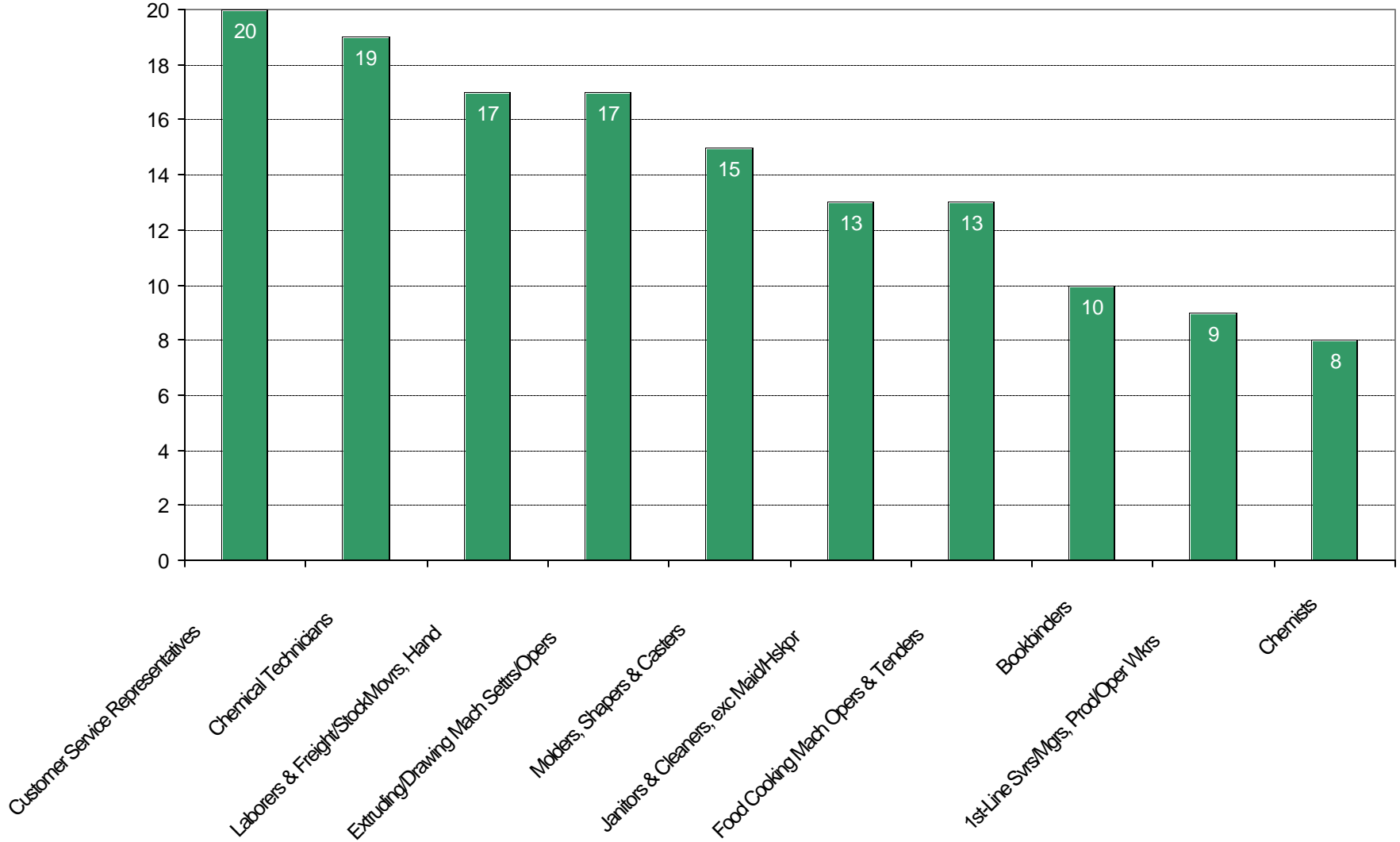
Industry Sector: Non-Durable Manufacturing

Full-Time Job Vacancies

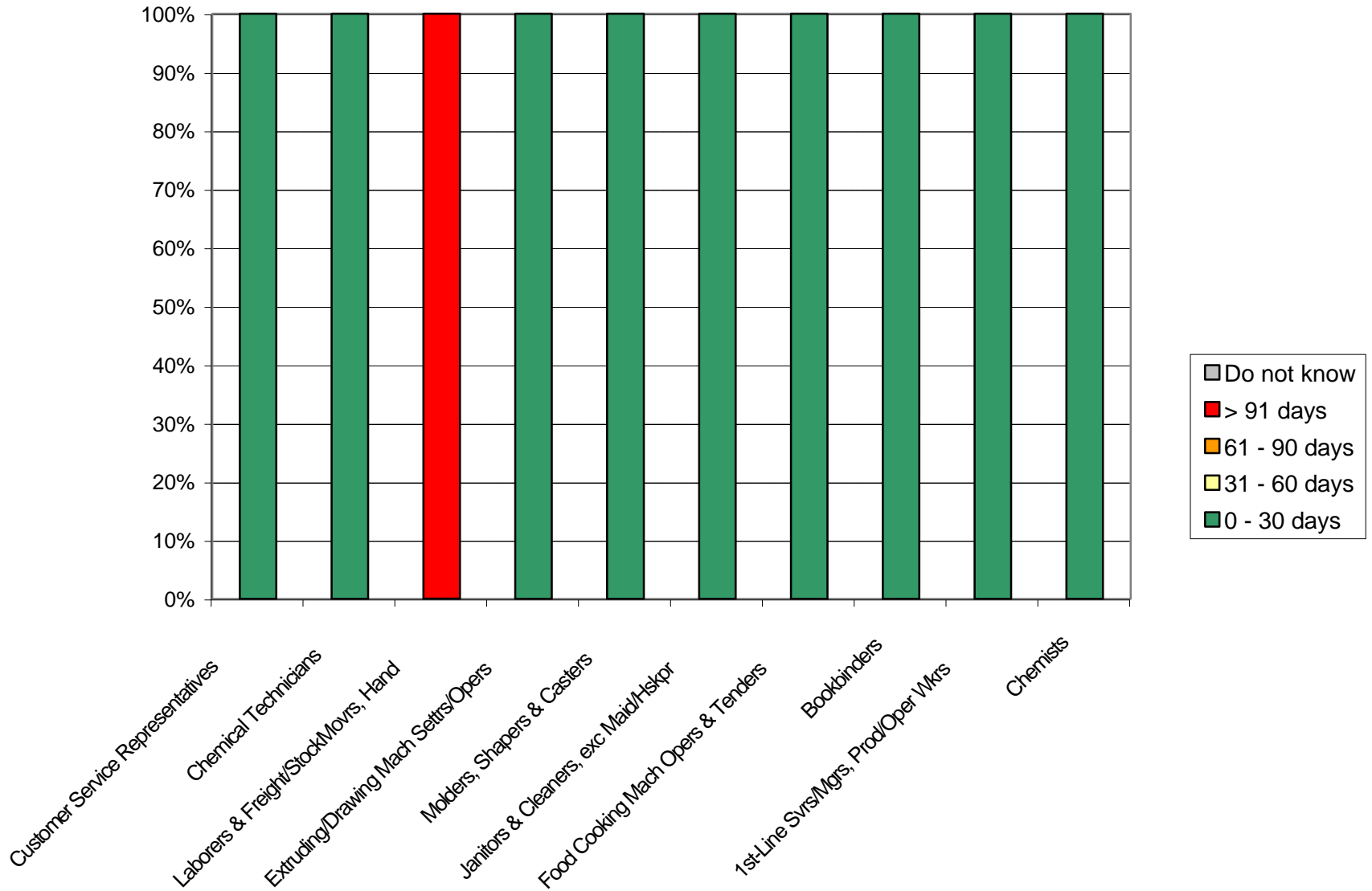
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy				Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method													
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree		No experience required	Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Other	Internal corporate policy	Applicant's technical skills	Applicant's basic skills *	Labor availability	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Customer Service Representatives	20	100%					10%			90%			90%	10%		\$10.00	0%	100%	90%	100%	100%			90%	10%			90%							10%	
Chemical Technicians	19	100%								100%			100%			\$24.04	0%	100%	100%	100%	100%						100%									
Laborers & Freight/StockMvrs, Hand	17				100%		100%					100%				\$7.25	100%	0%	0%	0%	0%			100%			100%									
Extruding/Drawing Mach Settrs/Opers	17	100%					100%						100%			\$7.50	100%	0%	0%	0%	0%			100%			100%									
Molders, Shapers & Casters	15	100%					80%	20%					80%	20%		\$9.00	0%	100%	20%	100%	100%			80%	20%			20%						80%		
Janitors & Cleaners, exc Maid/Hskpr	13	100%					100%					100%				\$6.75	100%	0%	0%	0%	0%			100%			100%									
Food Cooking Mach Opers & Tenders	13	100%						100%					100%			\$8.00	100%	0%	0%	0%	0%			100%			100%									
Bookbinders	10	100%					100%					100%				\$9.00	0%	100%	100%	0%	100%			100%									100%			
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	9	100%						22%	78%				78%	22%		\$11.00	0%	22%	78%	100%	100%			78%	22%			100%								
Chemists	8	100%								25%	75%		75%	25%		\$20.19	0%	100%	100%	100%	75%			75%			25%						25%			
Business Operations Specialists, AO	7	100%					100%						100%			N/A	0%	100%	100%	0%	100%					100%								100%		
Transportation, Storage & Dist Mgrs	7				100%		100%						100%			N/A	0%	100%	100%	0%	100%			100%										100%		
Cutting/Punching/Press Mach Opers	5	100%					100%						100%			\$6.40	0%	0%	100%	100%	100%					100%									100%	
Human Resources Managers	5	40%			60%		60%			40%			60%	40%		\$19.23	0%	100%	40%	100%	100%			60%			40%							100%		
Sales Reps, Wholesale/Manufacturing	4	50%			50%		50%			50%			50%	50%		\$16.83	0%	100%	50%	50%	100%			50%			50%							100%		
Printing Machine Operators	4	100%					50%	50%					100%			N/A	0%	100%	100%	50%	100%			50%	50%			50%					50%		50%	
Accountants and Auditors	4	25%			75%		75%			25%			75%	25%		\$14.42	0%	100%	100%	25%	100%					25%	75%							25%	75%	
Shipping Receiving & Traffic Clerks	4	50%			50%		100%					50%	50%			\$9.00	0%	50%	50%	50%	100%			50%	50%									50%	50%	
Human Resources Managers, All Other	4	75%	25%							75%	25%		75%	25%		\$21.63	0%	100%	100%	25%	100%					100%							25%	75%		
Operations Research Analysts	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Network/Computer Sys Administrators	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Computer Systems Analysts	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Logisticians	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Computer Sftwr Engrns, Applications	3				100%					100%			100%			N/A	0%	100%	0%	100%	100%			100%											100%	
Employment/Recruitmnt/Placmnt Specs	3				100%					100%			100%			N/A	0%	100%	0%	100%	100%			100%											100%	
Purchasing Agents, exc Retail/Farm	3				100%		100%						100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Computer Support Specialists	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
1st-Line Svrs/Mgrs, Mechs/Installrs	3				100%		100%						100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Industrial Truck & Tractor Operatrs	3	100%					100%						100%			\$9.00	0%	0%	100%	0%	100%					100%									100%	
Computer & Information Systems Mgrs	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%					100%									100%	
Counter Attendants, Caf/Cffee Shop	3	100%					100%					100%				\$7.50	0%	0%	0%	0%	100%			100%											100%	
1st-Line Svrs/Mgrs, NonRetlSalesWkr	3				100%		100%						100%			N/A	0%	100%	0%	100%	100%			100%											100%	
1st-Line Svrs/Mgrs, Ofc/AdmSuppWkrs	3				100%					100%			100%			N/A	0%	100%	0%	0%	0%			100%											100%	
Industr'l-Organizatinl Psychologists	3				100%					100%			100%			N/A	0%	100%	100%	0%	100%			100%											100%	
Bakers	3	100%					100%					100%				\$8.00	0%	0%	0%	0%	100%			100%											100%	

Source: Illinois Department of Employment Security, Economic Information and Analysis Division.

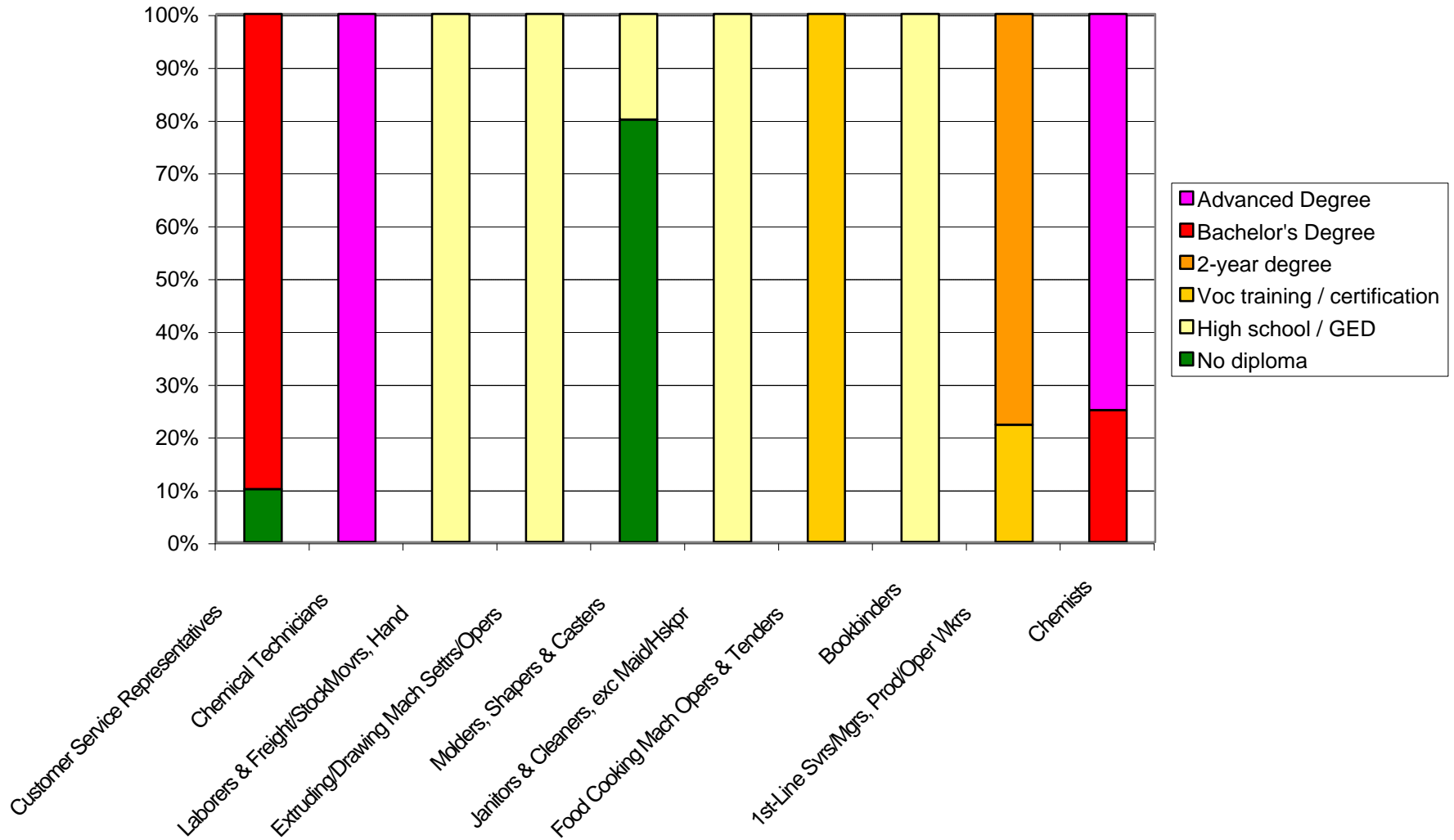
**LWA 8: Northern Cook County
Most Job Vacancies, Non-Durable Manufacturing Industry**



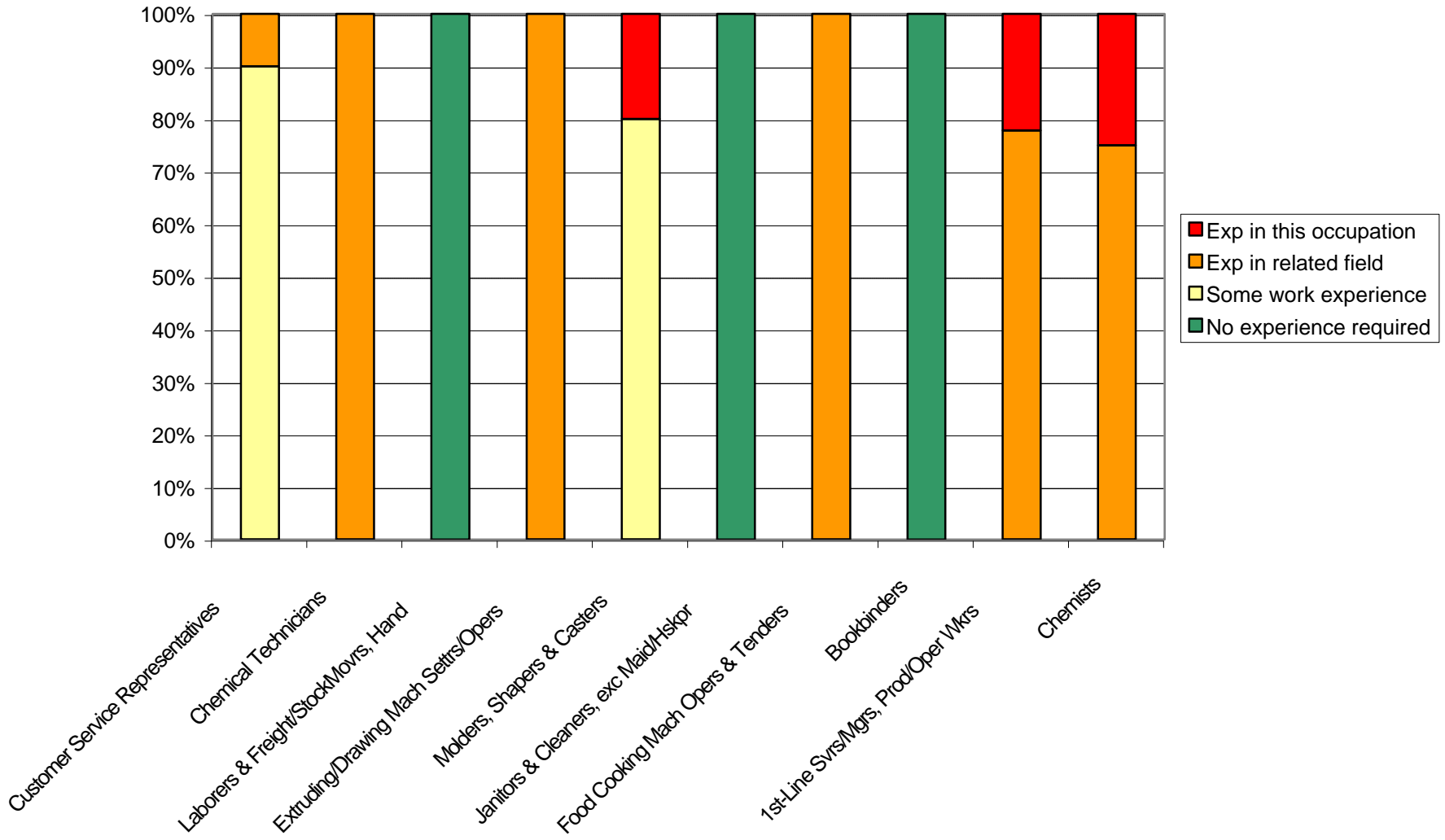
**LWA 8: Northern Cook County
Duration of Vacancy, Non-Durable Manufacturing Industry**



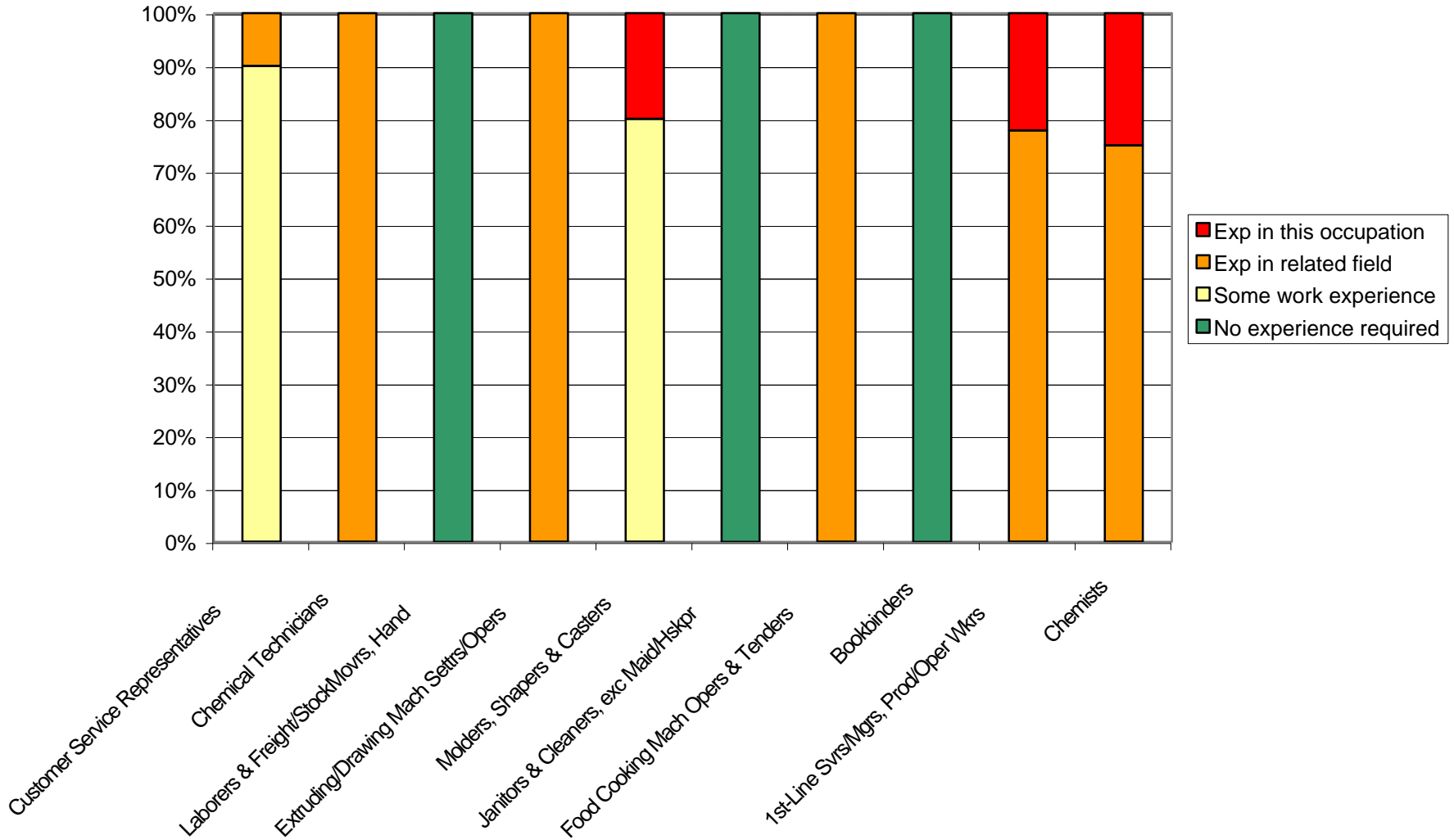
LWA 8: Northern Cook County Education Requirement, Non-Durable Manufacturing Industry



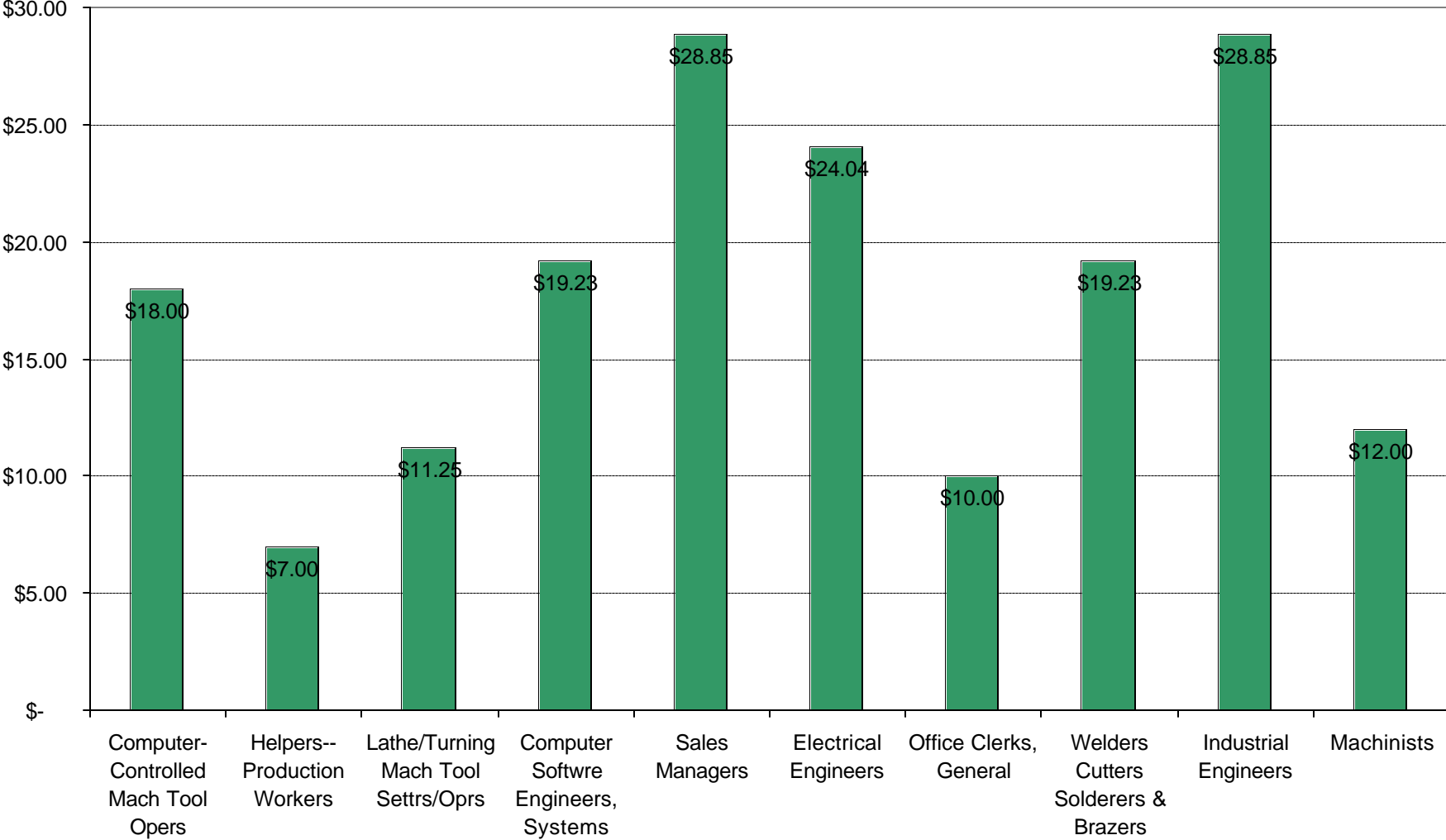
LWA 8: Northern Cook County Experience Requirement, Non-Durable Manufacturing Industry



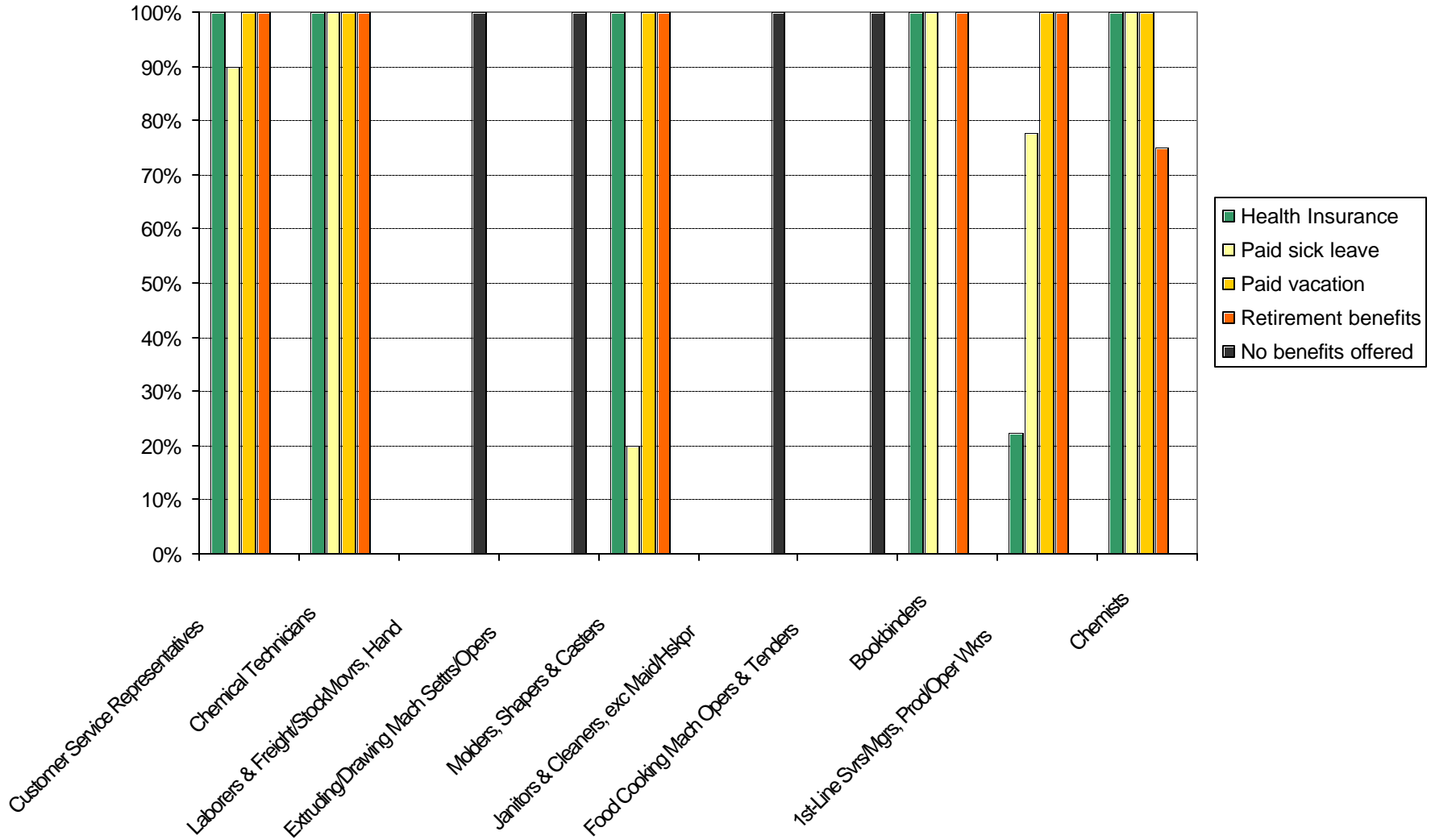
LWA 8: Northern Cook County Experience Requirement, Non-Durable Manufacturing Industry



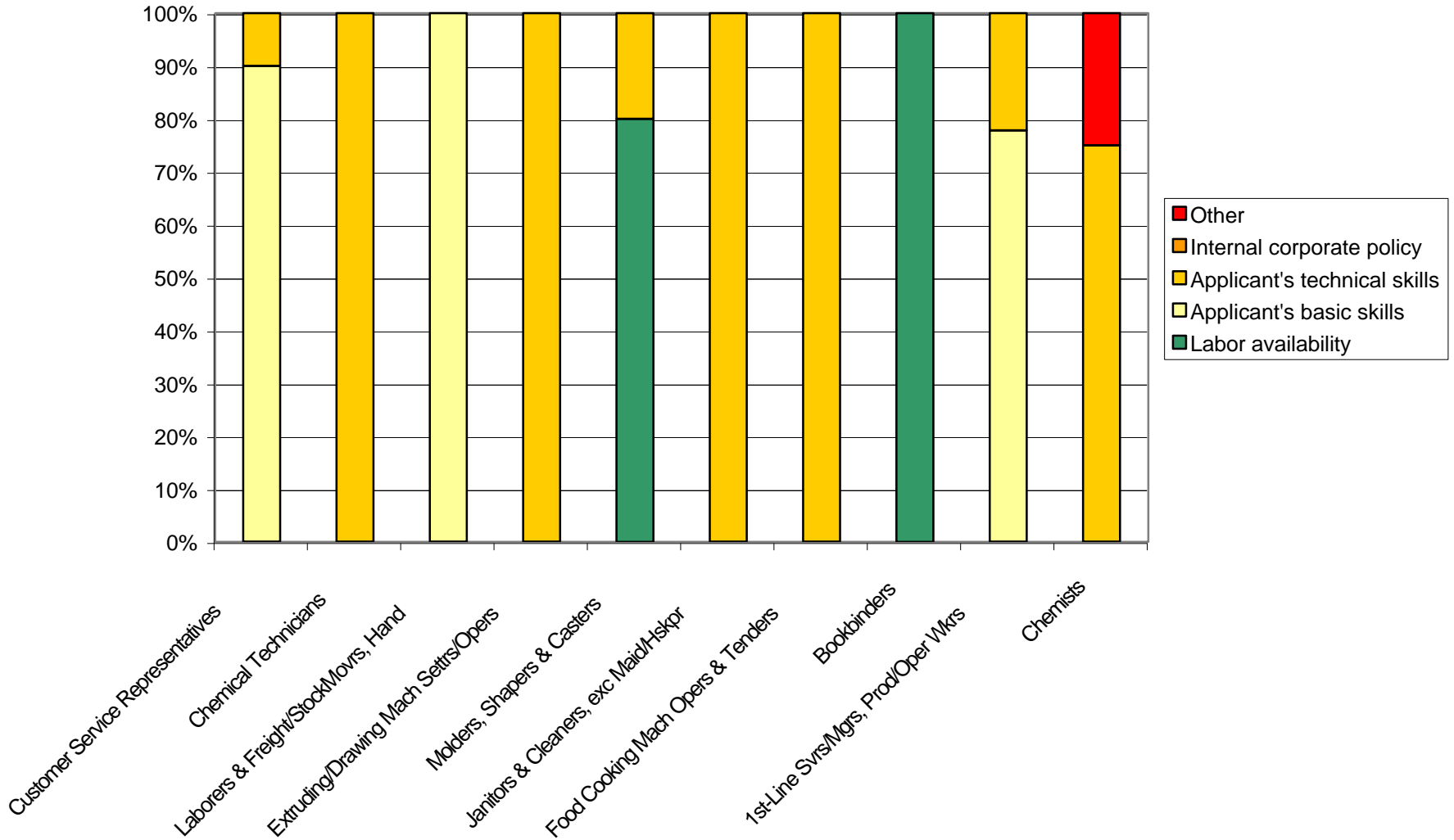
**LWA 8: Northern Cook County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry**



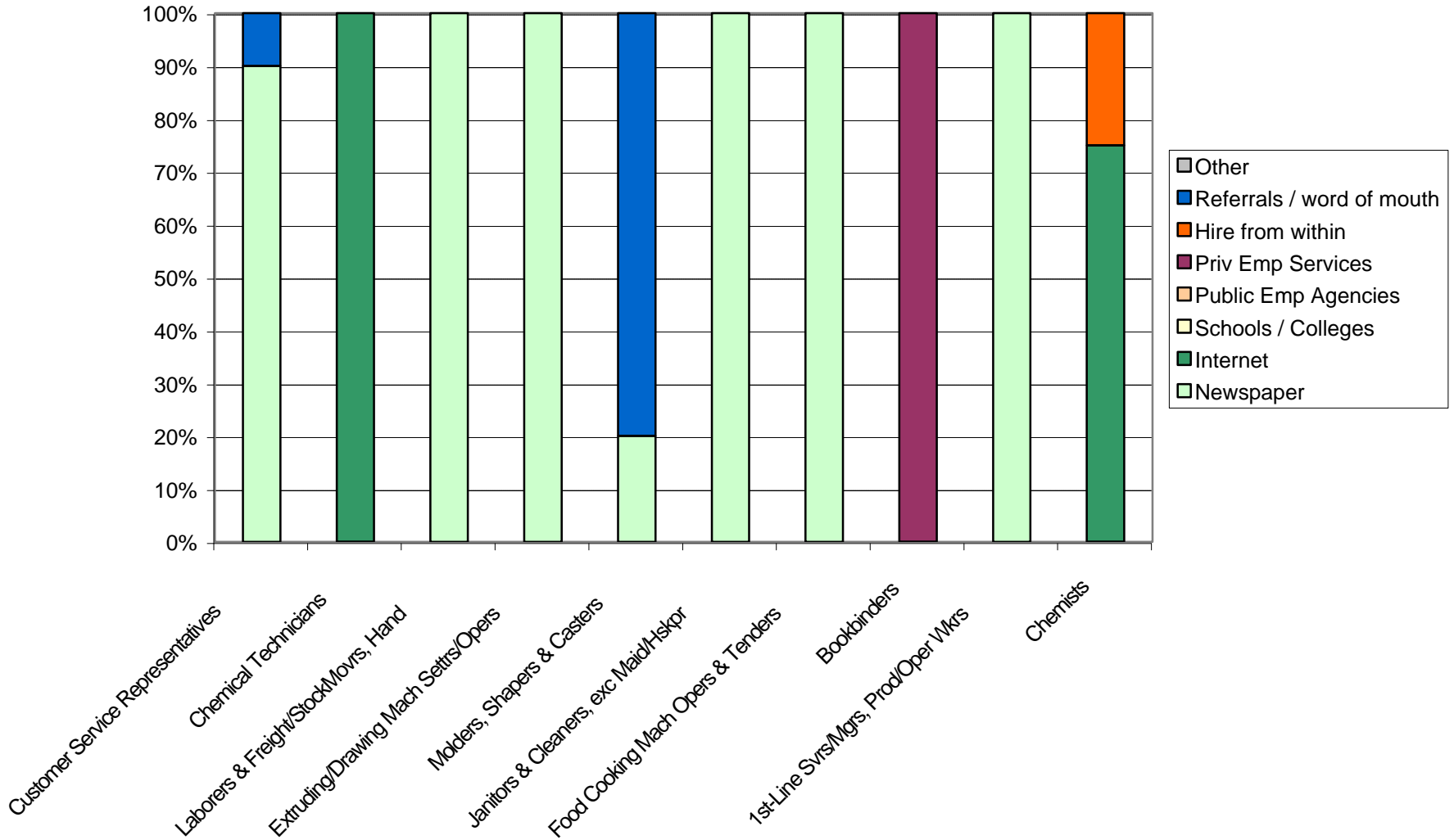
**LWA 8: Northern Cook County
Benefits Offered, Non-Durable Manufacturing Industry**



LWA 8: Northern Cook County Hiring Difficulty, Non-Durable Manufacturing Industry



**LWA 8: Northern Cook County
Recruitment Method, Non-Durable Manufacturing Industry**



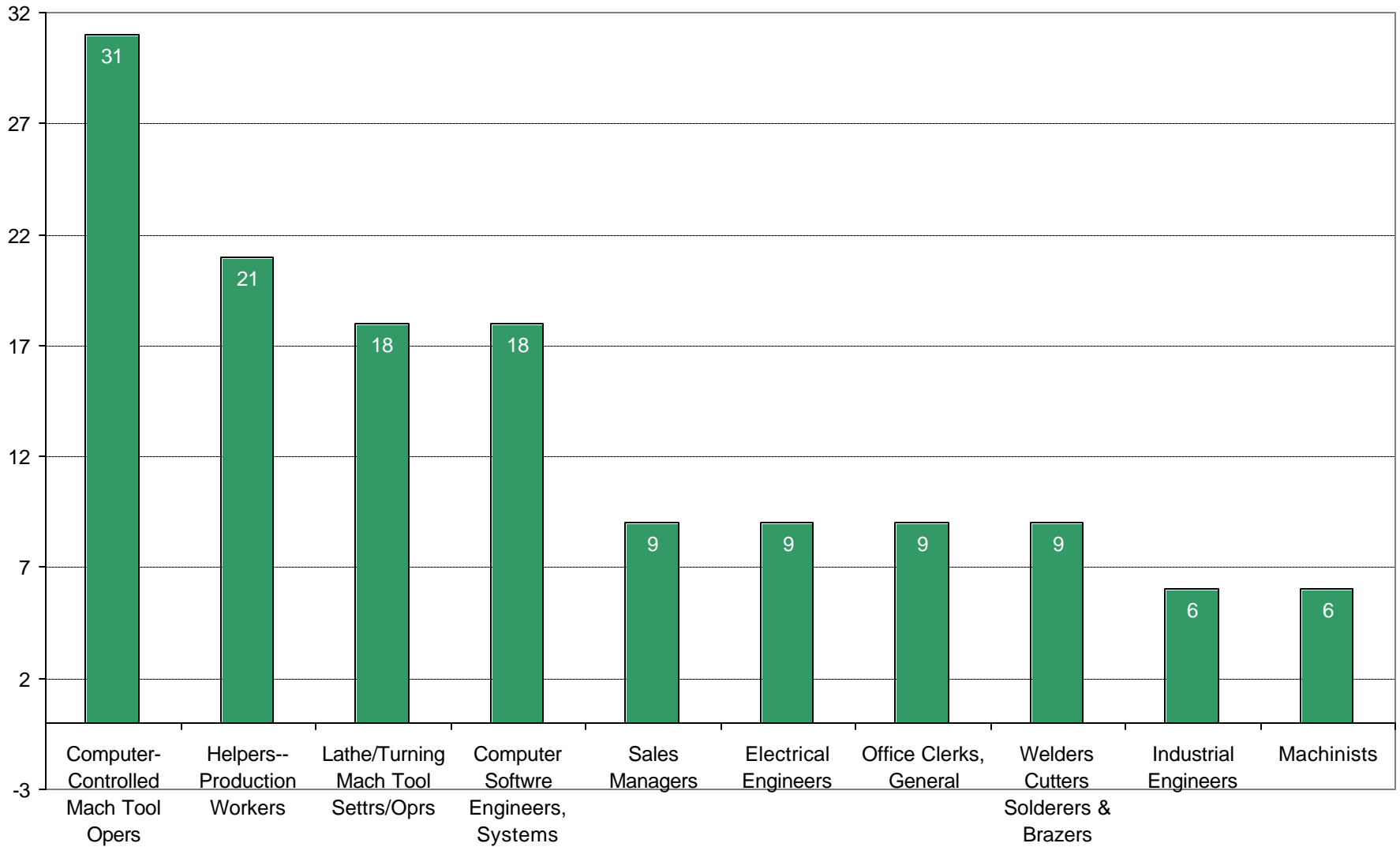
Area: LWA 8 - The Workforce Board of Northern Cook County

Industry Sector: Durable Manufacturing

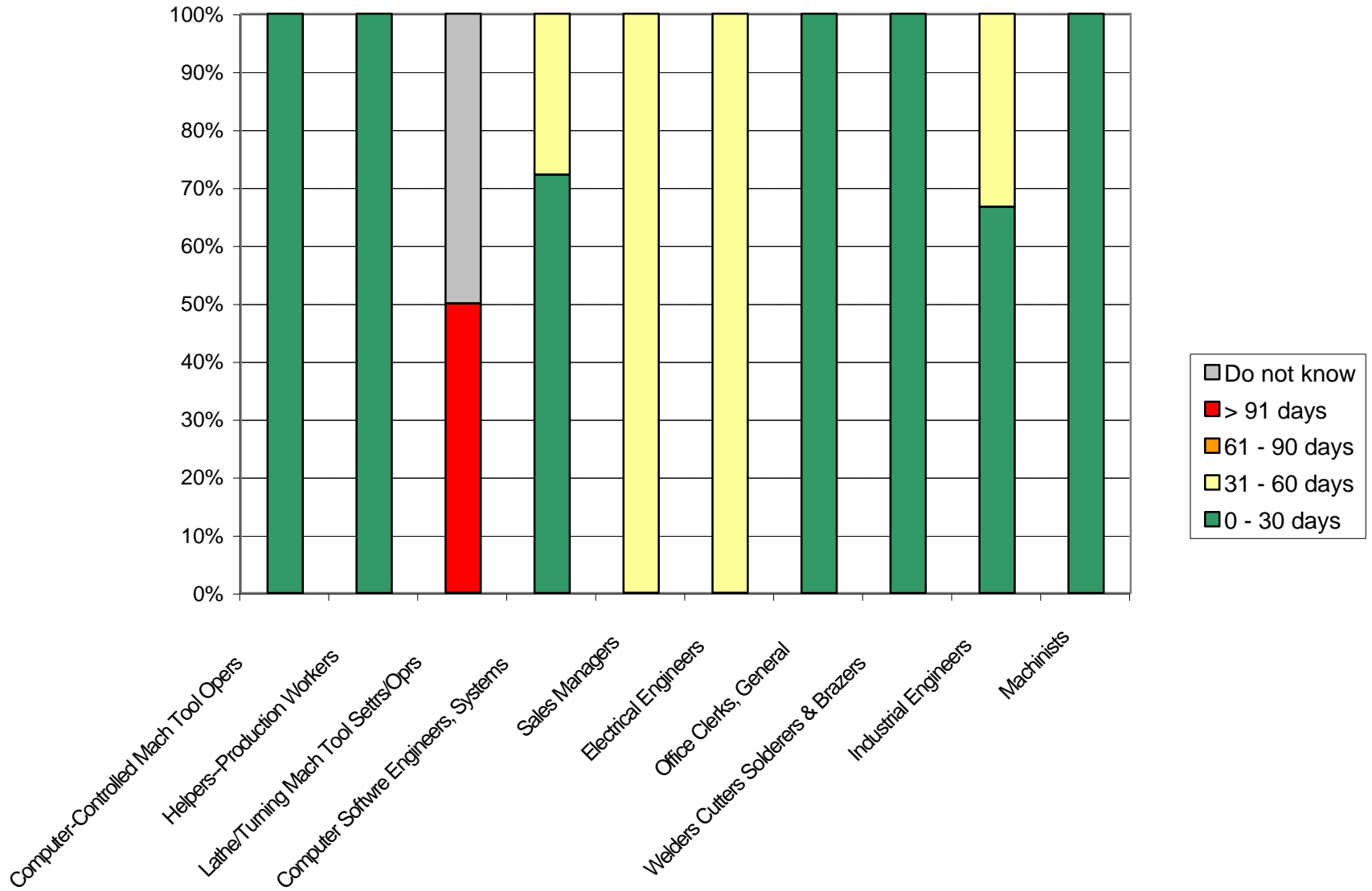
Full-Time Job Vacancies

Job Titles	Number of Vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method							
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within
Computer-Controlled Mach Tool Opers	31	100%					6%	45%	48%				45%	19%	35%	\$18.00	29%	45%	61%	42%	71%	29%	65%		6%	94%							6%
Helpers--Production Workers	21	100%					100%					100%				\$7.00	100%	0%	0%	0%	0%		100%			100%							
Lathe/Turning Mach Tool Settrs/Oprs	18			50%	50%	100%						50%	50%			\$11.25	0%	0%	50%	0%	100%	50%		50%	100%								
Computer Softwre Engineers, Systems	18	72%	28%							100%				100%		\$19.23	0%	100%	28%	28%	100%		100%			11%	72%		17%				
Sales Managers	9		100%							100%			100%			\$28.85	0%	100%	100%	100%	100%			100%		100%							
Electrical Engineers	9		100%							100%			100%			\$24.04	0%	100%	100%	100%	100%		100%						100%				
Office Clerks, General	9	100%					22%	22%	56%			22%	56%	22%		\$10.00	0%	44%	100%	56%	100%	22%	56%	22%		100%							
Welders Cutters Solderers & Brazers	9	100%					100%							100%		\$19.23	0%	100%	100%	0%	100%	100%			100%								
Industrial Engineers	6	67%	33%							100%			33%	67%		\$28.85	0%	100%	100%	67%	100%		67%	33%		67%	33%						
Machinists	6	100%					100%						100%			\$12.00	0%	100%	100%	0%	100%		100%								100%		
Crush/Grind/Polish Mach Settrs/Oprs	6	100%					100%					100%				\$13.00	0%	0%	0%	0%	100%		100%								100%		
Sales Reps, Whls/Mfg, Tech/SciProds	6	50%	50%						50%	50%			100%			\$29.57	0%	50%	100%	100%	100%		50%	50%		50%		50%					
Customer Service Representatives	6	33%	67%				67%	33%				33%	67%			\$9.62	33%	67%	67%	67%	67%		33%	67%		33%					67%		
Coat/Paint/Spray Mach Settrs/Oprs	6	100%					100%					100%				\$11.00	0%	100%	100%	0%	100%	100%									100%		
Retail Salespersons	5	40%	60%				40%		60%			40%	60%			N/A	0%	100%	100%	40%	100%		40%	60%							40%	60%	
Inspectors/Testers/Sorters/Weighers	5	100%					60%		40%			100%				\$8.00	0%	40%	100%	0%	100%		40%	60%		60%	40%						
Tool and Die Makers	4	100%						50%	50%			50%	50%			\$26.66	0%	50%	100%	100%	100%		100%			100%							
Grinding & Polishing Workers, Hand	4	100%					100%						100%			\$14.00	0%	100%	100%	0%	100%	100%			100%						100%		
Industrial Truck & Tractor Operatrs	4	50%	50%				50%	50%				100%				\$8.50	0%	100%	50%	100%	100%	50%	50%							50%	50%		
Computer Sftwr Engnrs, Applications	3		100%							100%			100%			N/A	0%	100%	100%	0%	100%			100%							100%		
Grind/Polish Mach Tool Settrs/Oprs	3	100%					100%					100%				\$12.47	0%	100%	100%	100%	100%			100%		100%							
Packers and Packagers, Hand	3															\$10.80																	
Janitors & Cleaners, exc Maid/Hskpr	3	100%					100%					100%				\$12.47	0%	100%	100%	100%	100%			100%		100%							

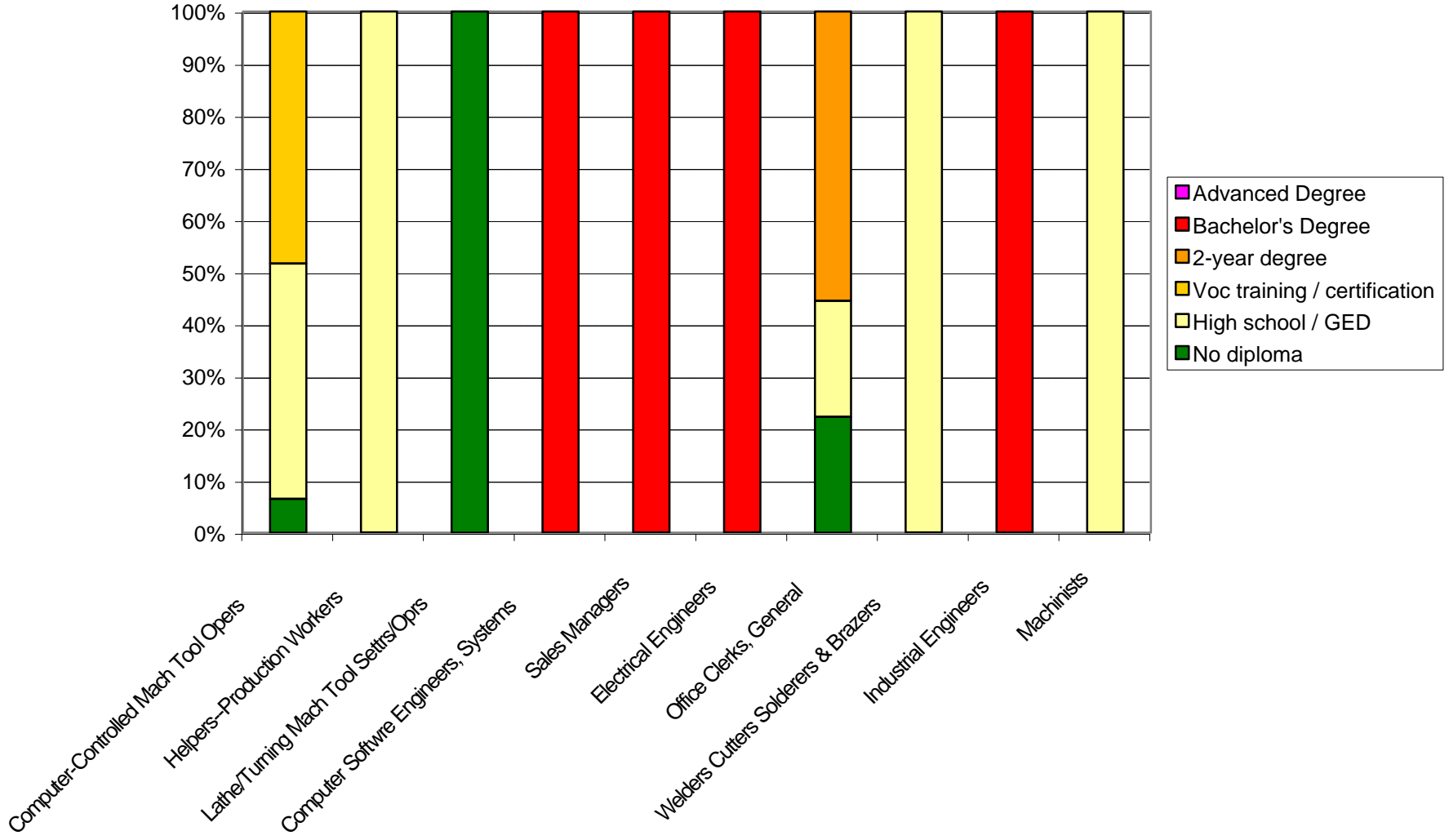
**LWA 8: Northern Cook County
Most Job Vacancies, Durable Manufacturing Industry**



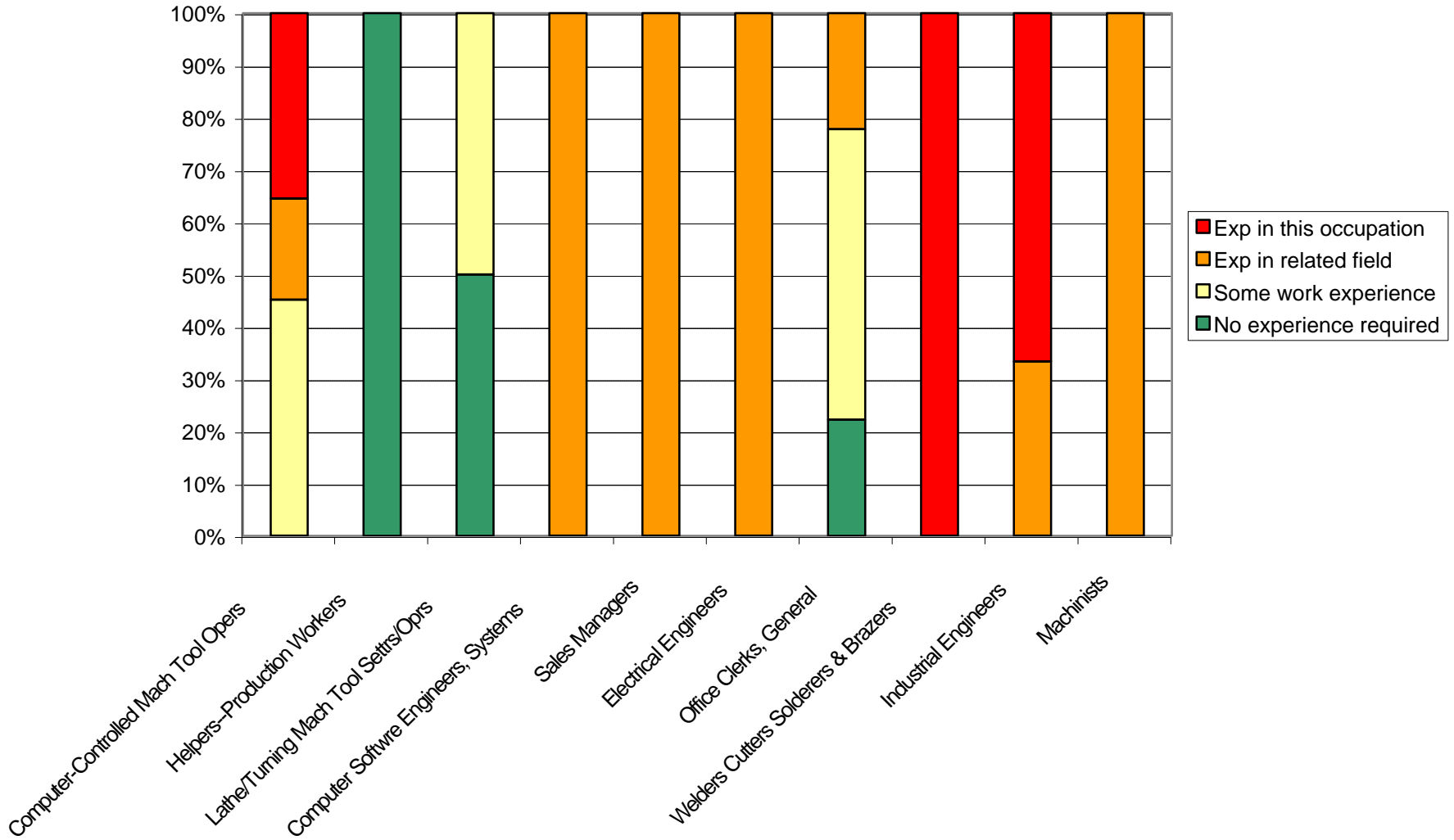
**LWA 8: Northern Cook County
Duration of Vacancy, Durable Manufacturing Industry**



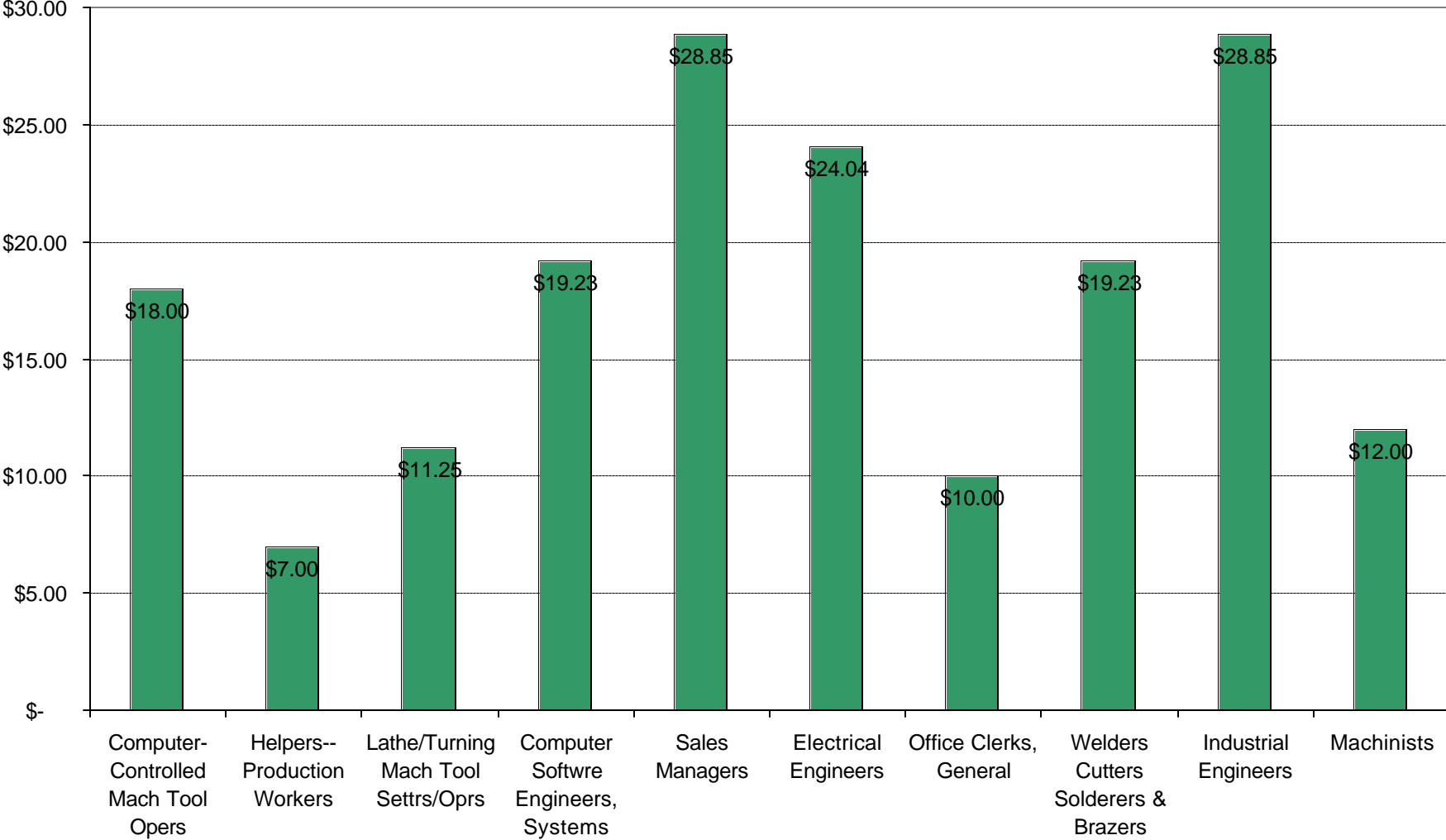
LWA 8: Northern Cook County Education Requirement, Durable Manufacturing Industry



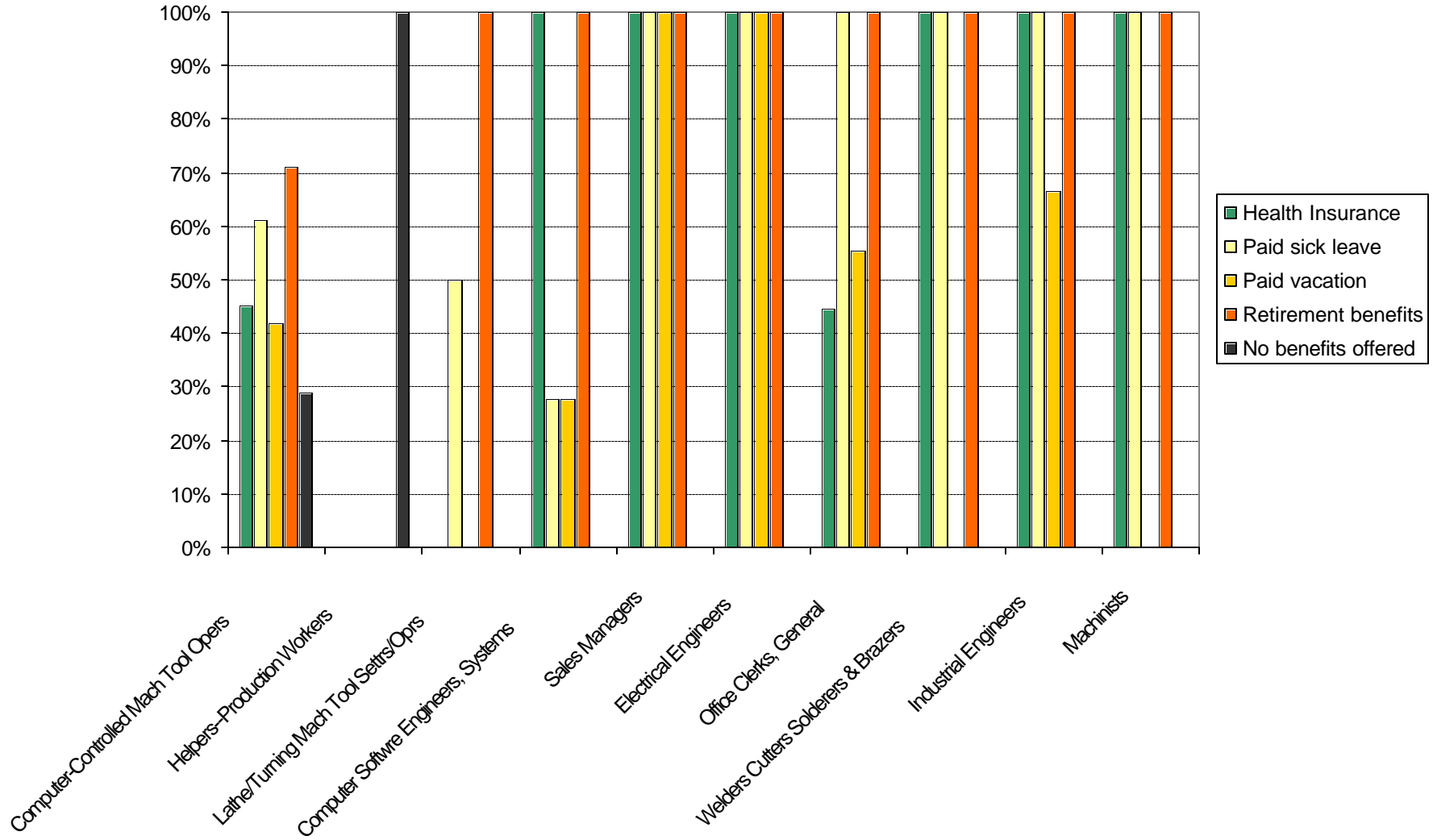
LWA 8: Northern Cook County Experience Requirement, Durable Manufacturing Industry



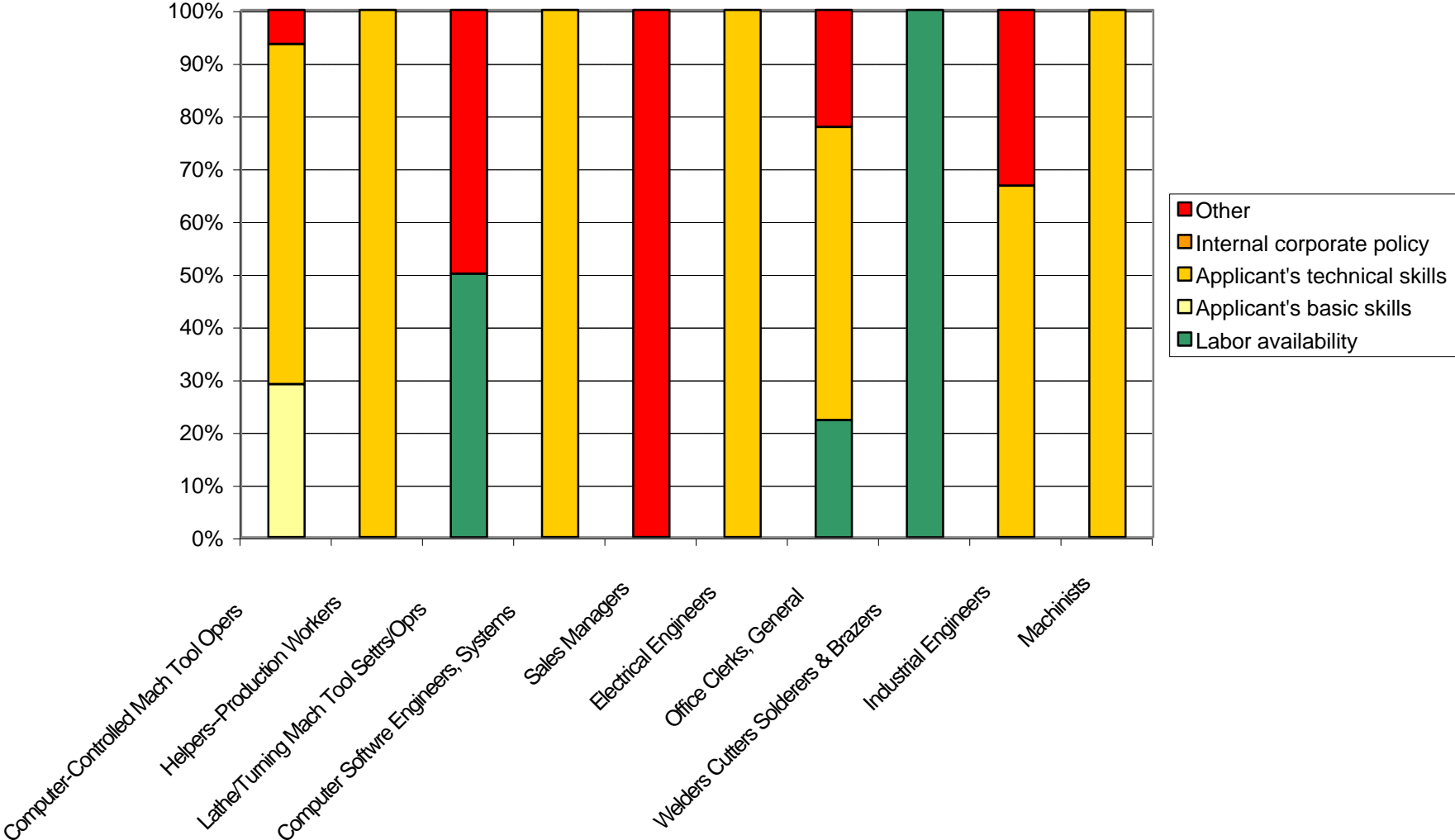
**LWA 8: Northern Cook County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry**



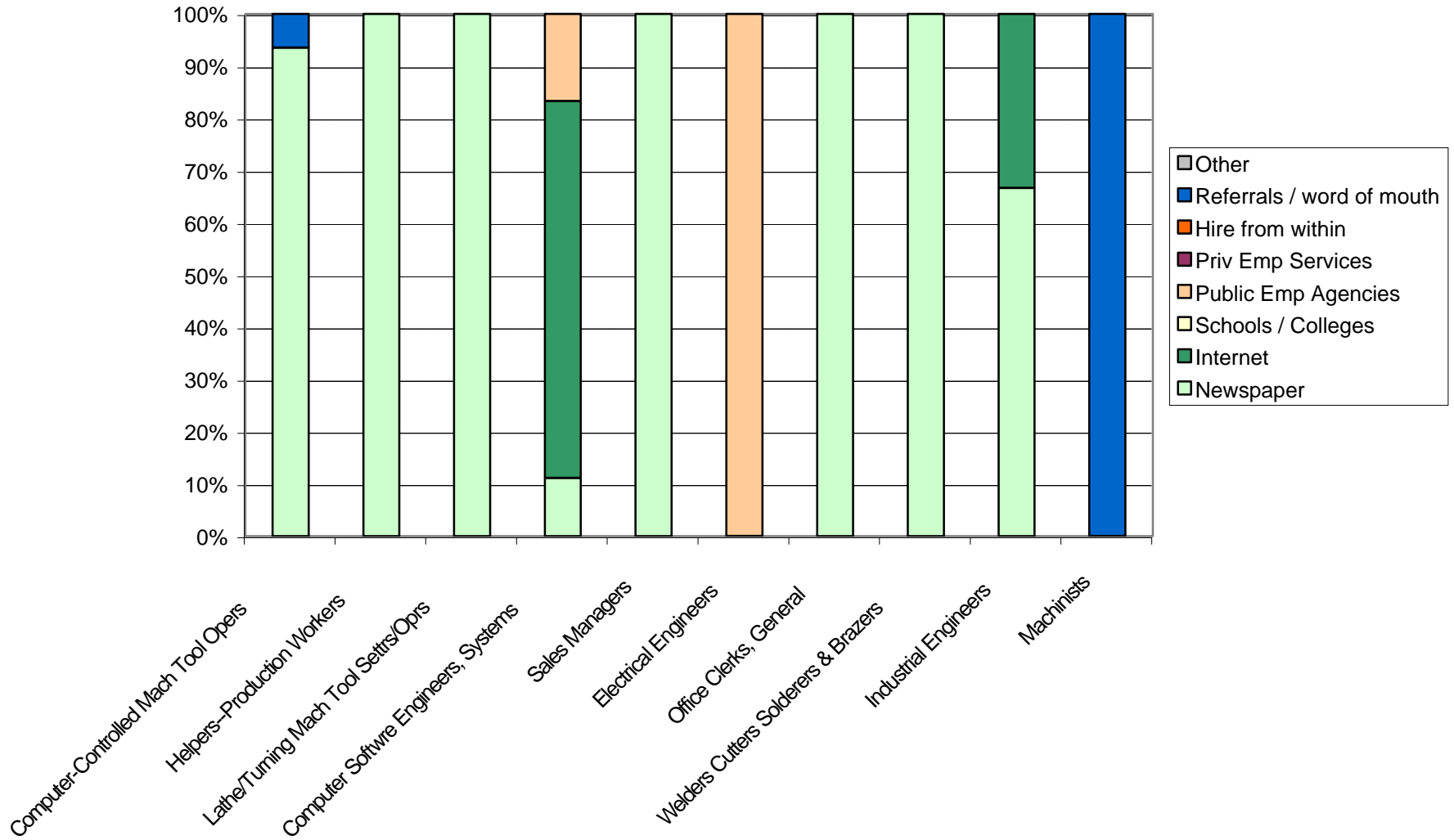
**LWA 8: Northern Cook County
Benefits Offered, Durable Manufacturing Industry**



LWA 8: Northern Cook County Hiring Difficulty, Durable Manufacturing Industry



LWA 8: Northern Cook County Recruitment Method, Durable Manufacturing Industry

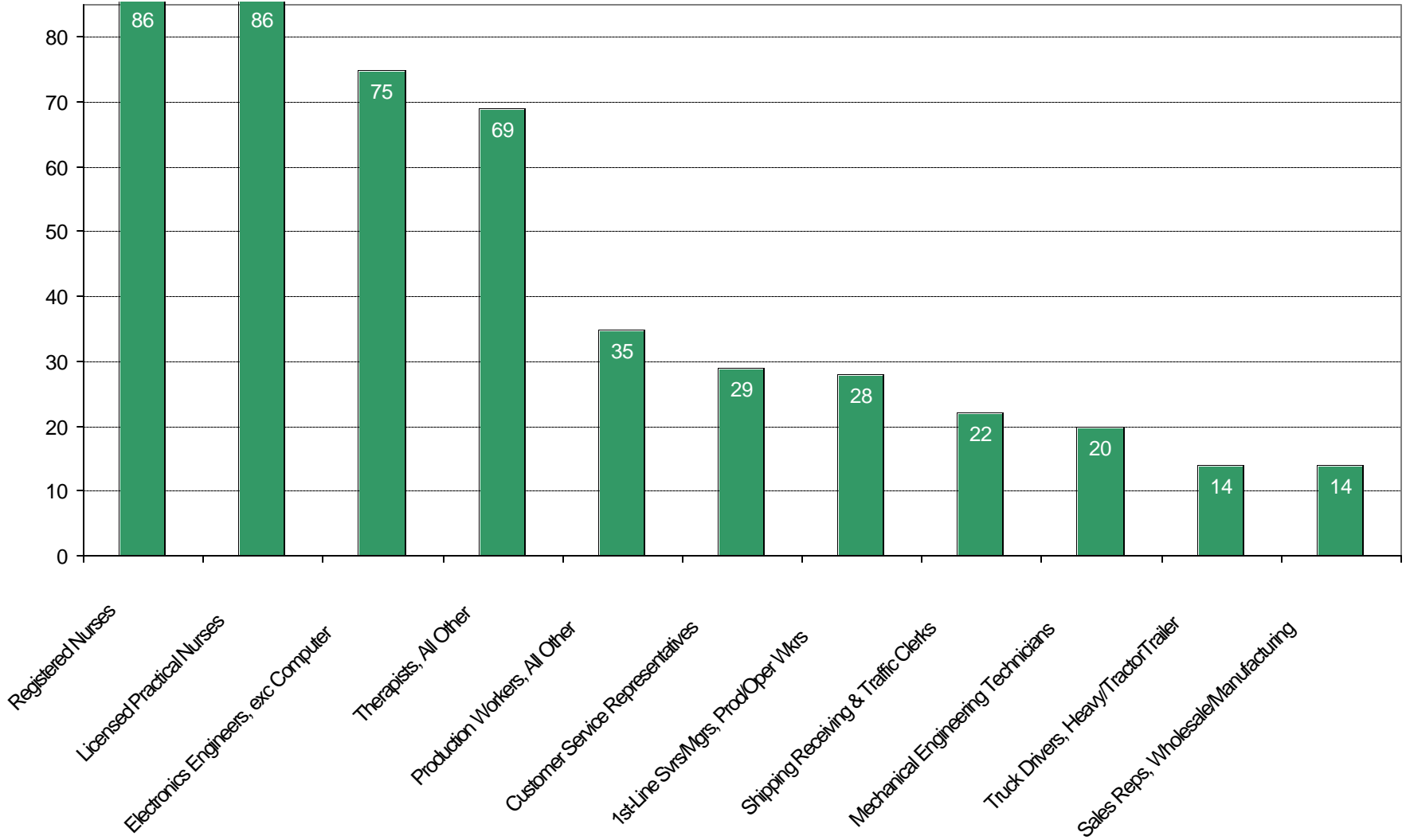


Area: LWA 8 - The Workforce Board of Northern Cook County
Full-Time Job Vacancies

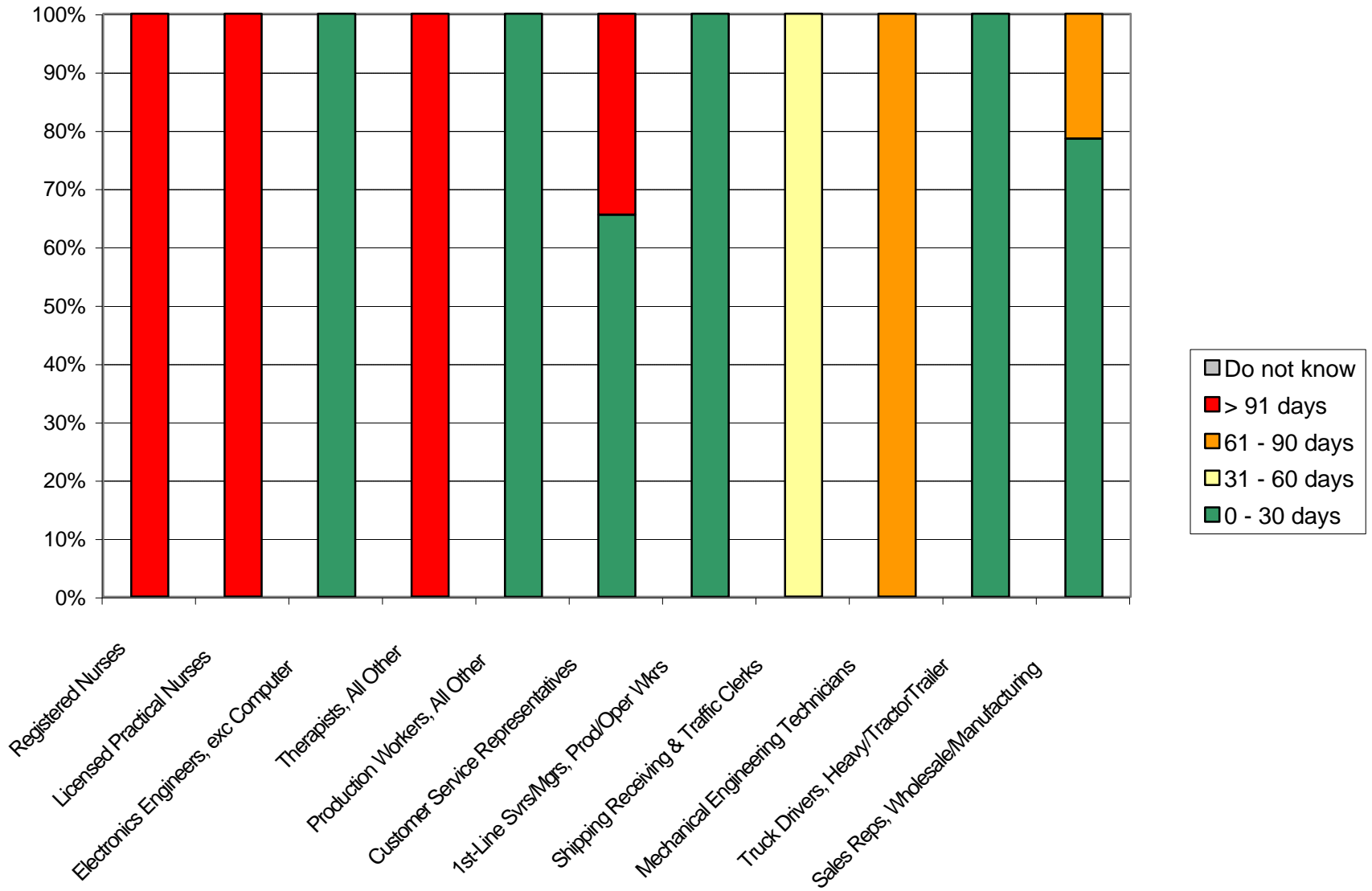
Industry Sector: Wholesale Trade

Job Titles	Number of Vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required				Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method									
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience	Exp in related field		Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Registered Nurses	86			100%					100%					100%	\$16.83	0%	100%	100%	100%	100%	100%						100%									
Licensed Practical Nurses	86			100%				100%					100%	\$9.62	0%	100%	100%	100%	100%	100%	100%						100%									
Electronics Engineers, exc Computer	75	100%					100%					100%		N/A	0%	100%	100%	100%	100%	100%	100%									100%						
Therapists, All Other	69			100%					100%				100%	\$24.04	0%	100%	100%	100%	100%	100%	100%						100%									
Production Workers, All Other	35	100%						100%					100%	\$8.00	0%	100%	100%	0%	100%	100%					100%										100%	
Customer Service Representatives	29	66%			34%		100%					14%	86%	\$15.00	0%	90%	79%	79%	100%	100%		10%	45%		45%	34%	21%		10%					34%		
1st-Line Svrs/Mgrs, Prod/Oper Wkrs	28	100%					100%					100%		\$6.25	0%	100%	100%	100%	100%	100%					100%		100%									
Shipping Receiving & Traffic Clerks	22		100%				100%					100%		\$11.00	0%	100%	100%	100%	100%	100%		100%								100%						
Mechanical Engineering Technicians	20			100%			100%					100%		\$15.00	0%	100%	100%	100%	100%	100%			100%				100%									
Truck Drivers, Heavy/Tractor/Trailer	14	100%					100%					100%		\$20.83	0%	100%	100%	100%	100%	100%					100%										100%	
Sales Reps, Wholesale/Manufacturing	14	79%		21%			79%		21%			21%	57%	21%	\$21.63	21%	57%	79%	79%	79%		21%			79%		21%							21%	57%	
Sales Managers	13	100%					15%		85%			46%	54%	\$31.25	0%	62%	85%	100%	100%	100%			54%	23%	23%		38%						38%	23%		
Financial Managers	10		100%						100%				100%	\$28.85	0%	100%	100%	100%	100%	100%				100%			100%									
Computer Sftwr Engrs, Applications	10	100%							100%				100%	\$28.85	0%	100%	100%	100%	100%	100%					100%		100%									
Executive Secretaries & Admin Assts	7	100%					71%	29%			43%	29%	29%	\$16.35	0%	100%	100%	100%	100%	100%	29%	71%					71%		29%							
Med Records & Health Info Technicians	7	100%						100%					100%	N/A	0%	100%	100%	100%	100%	100%	100%					100%									100%	
Telemarketers	6		100%				100%						100%	\$15.00	0%	100%	100%	100%	100%	100%	100%				100%											100%
Packers and Packagers, Hand	6	100%					100%						100%	\$12.41	0%	100%	100%	100%	100%	100%		100%														100%
Inspectors/Testers/Sorters/Weighers	6	100%					100%					100%		\$15.00	0%	0%	0%	0%	100%	100%			100%													100%
Electrical Engineers	5		100%						100%				100%	\$21.63	0%	100%	100%	100%	100%	100%	100%															
Accountants and Auditors	5	100%							100%				100%	\$18.75	0%	100%	100%	100%	100%	100%			60%	40%			100%									
Graphic Designers	4			100%					100%				100%	\$16.83	0%	100%	100%	100%	100%	100%					100%		100%									
Food Batchmakers	4	100%					100%					100%		\$7.50	0%	100%	100%	100%	100%	100%				100%											100%	
Helpers--Production Workers	4	100%					100%					100%		\$11.00	0%	100%	100%	100%	100%	100%					100%											100%
Cargo and Freight Agents	4	100%					100%					100%		\$13.00	0%	100%	100%	0%	100%	100%																100%
Medical & Health Services Managers	3	100%							100%				100%	\$28.85	0%	100%	100%	100%	100%	100%					100%											100%
Market Research Analysts	3	100%					100%					100%		N/A	0%	100%	100%	100%	100%	100%		100%					100%									
Pharmacists	3			100%					100%				100%	\$38.46	0%	100%	100%	100%	100%	100%					100%									100%		
Retail Salespersons	3				100%		100%					100%		\$12.00	0%	100%	0%	0%	100%	100%					100%											100%
Billing/Posting Clerks & Mach Oper	3	100%					100%						100%	N/A	0%	100%	100%	100%	100%	100%																
Computer Operators	3	100%							100%			100%		\$19.23	0%	0%	100%	100%	0%	0%							100%									100%
Office Clerks, General	3	100%					100%					100%		\$12.98	0%	100%	100%	100%	100%	100%					100%		100%									
1st-Line Svrs/Mgrs, Helprs/Laborers	3	100%					100%					100%		\$17.79	0%	100%	100%	100%	100%	100%					100%		100%									

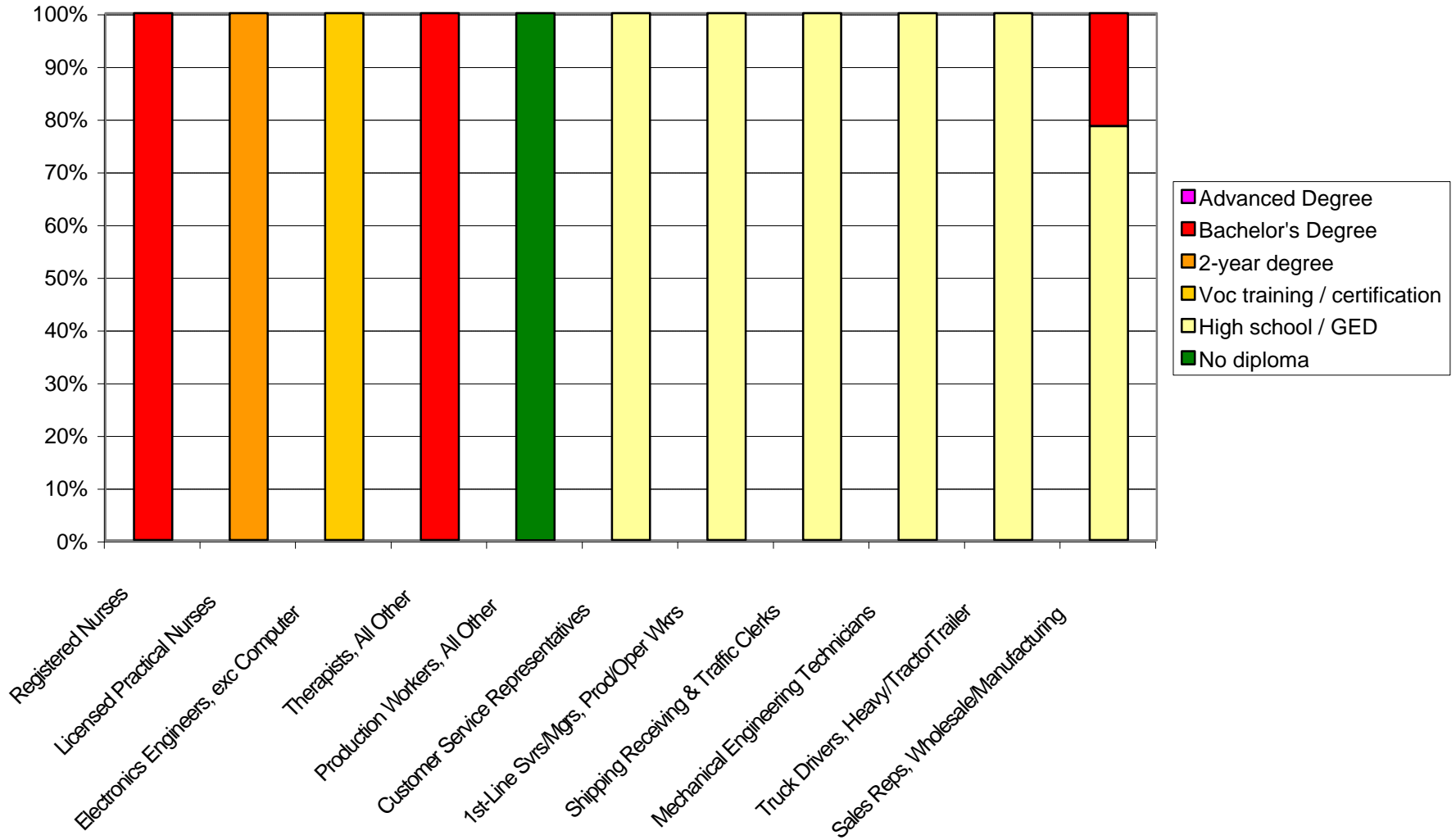
**LWA 8: Northern Cook County
Most Job Vacancies, Wholesale Trade Industry**



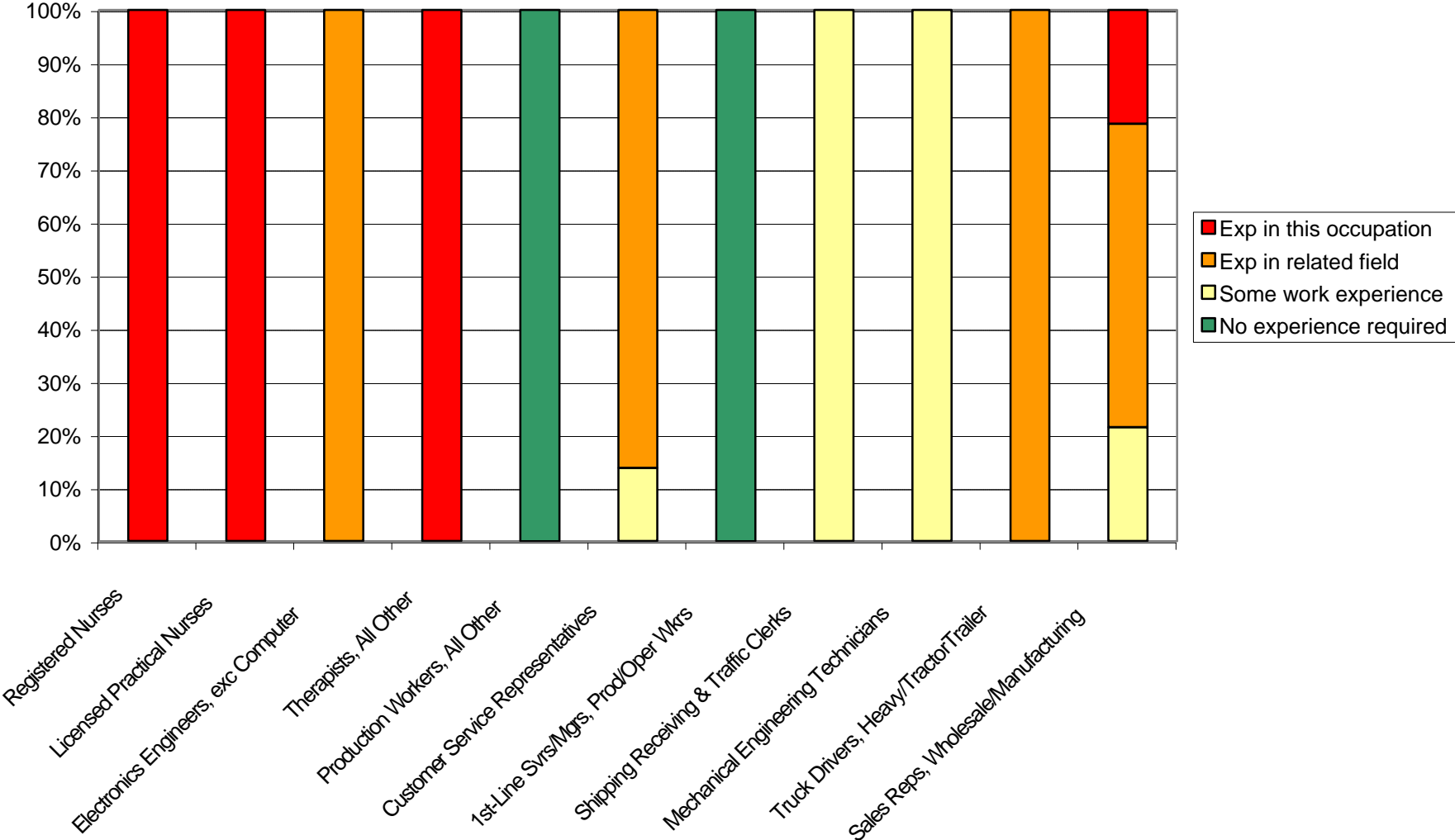
LWA 8: Northern Cook County Duration of Vacancy, Wholesale Trade Industry



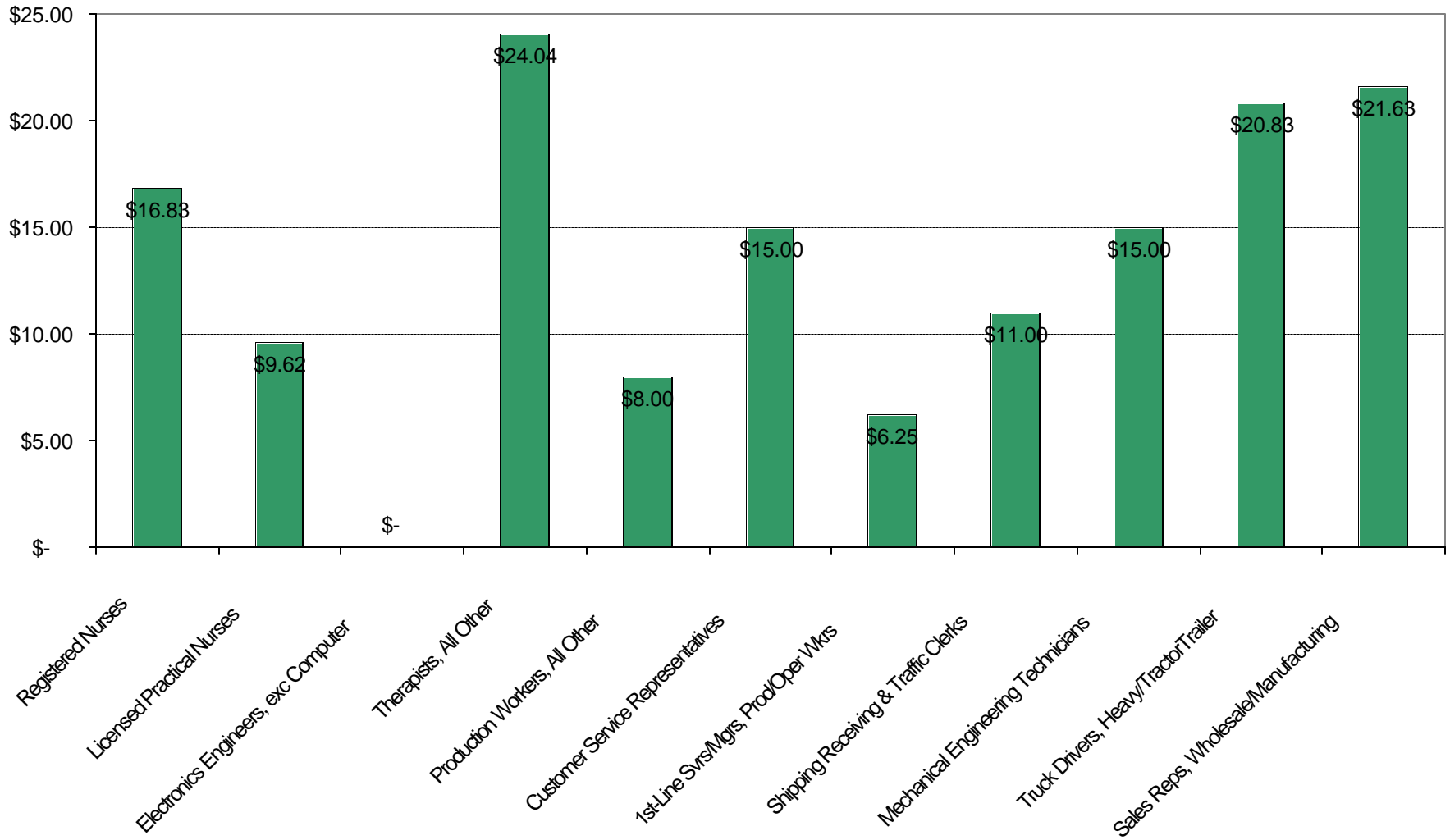
LWA 8: Northern Cook County Education Requirement, Wholesale Trade Industry



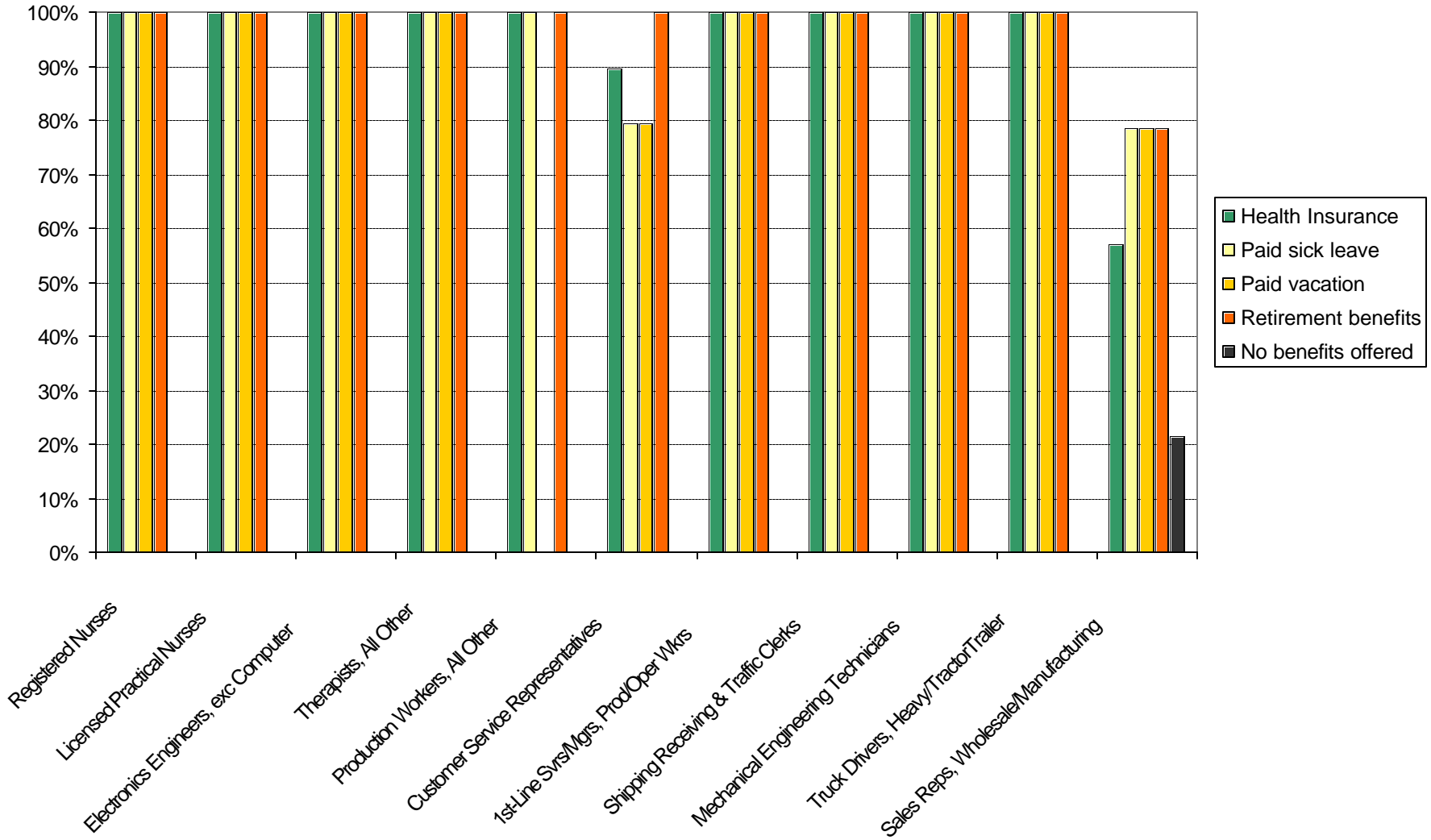
LWA 8: Northern Cook County Experience Requirement, Wholesale Trade Industry



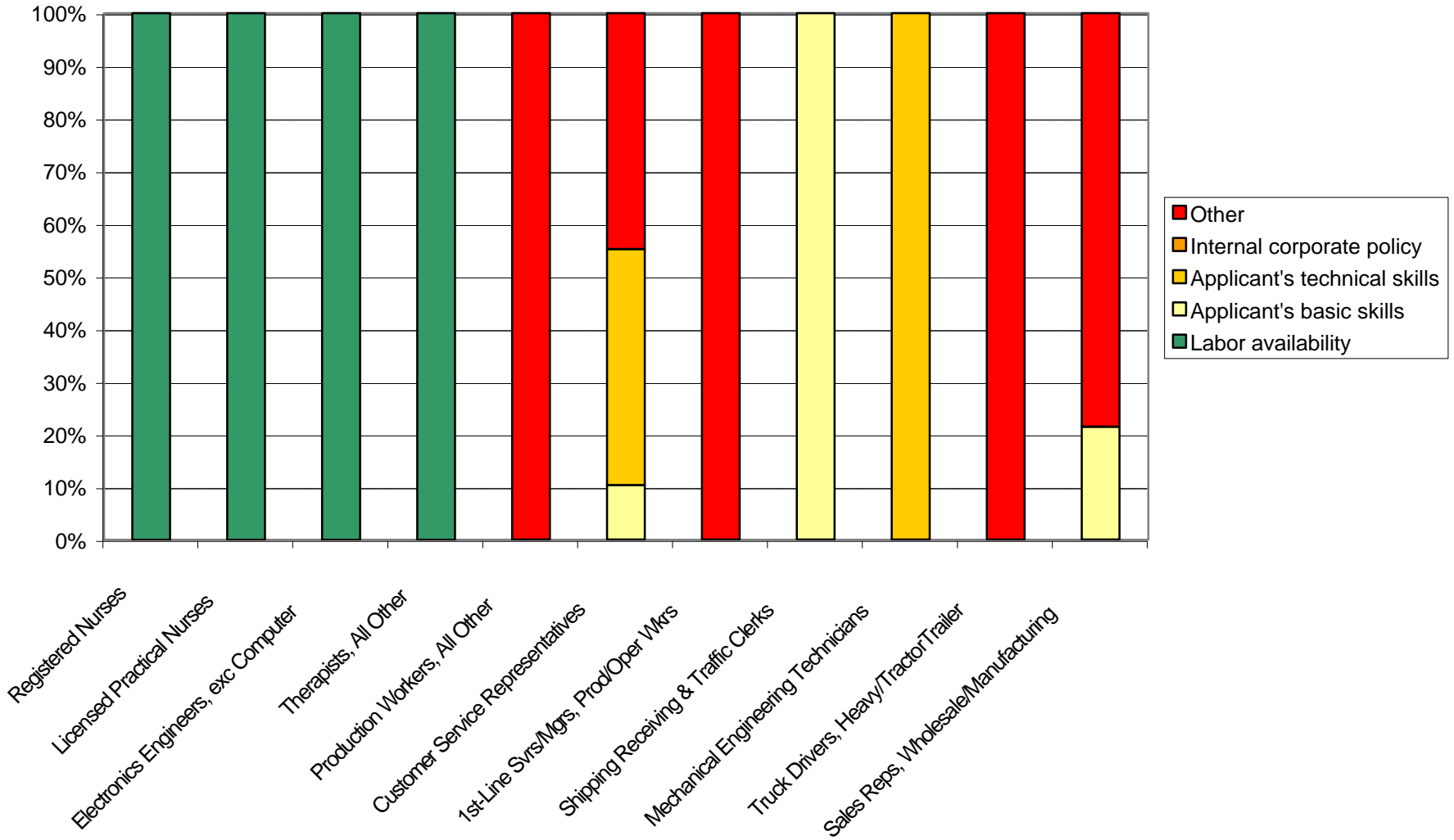
**LWA 8: Northern Cook County
Median Starting Wage Offered (Hourly), Wholesale Trade Industry**



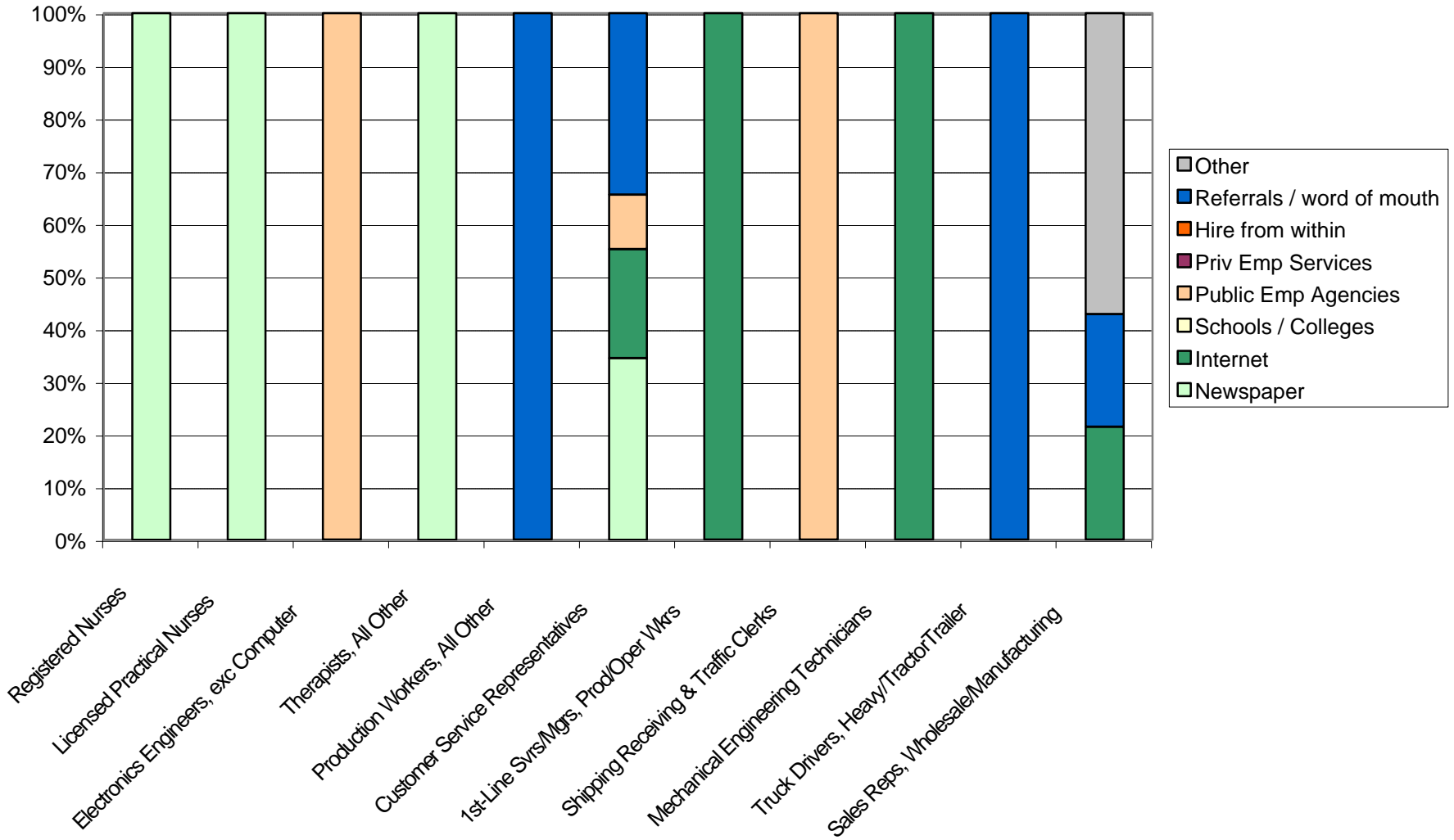
LWA 8: Northern Cook County Benefits Offered, Wholesale Trade Industry



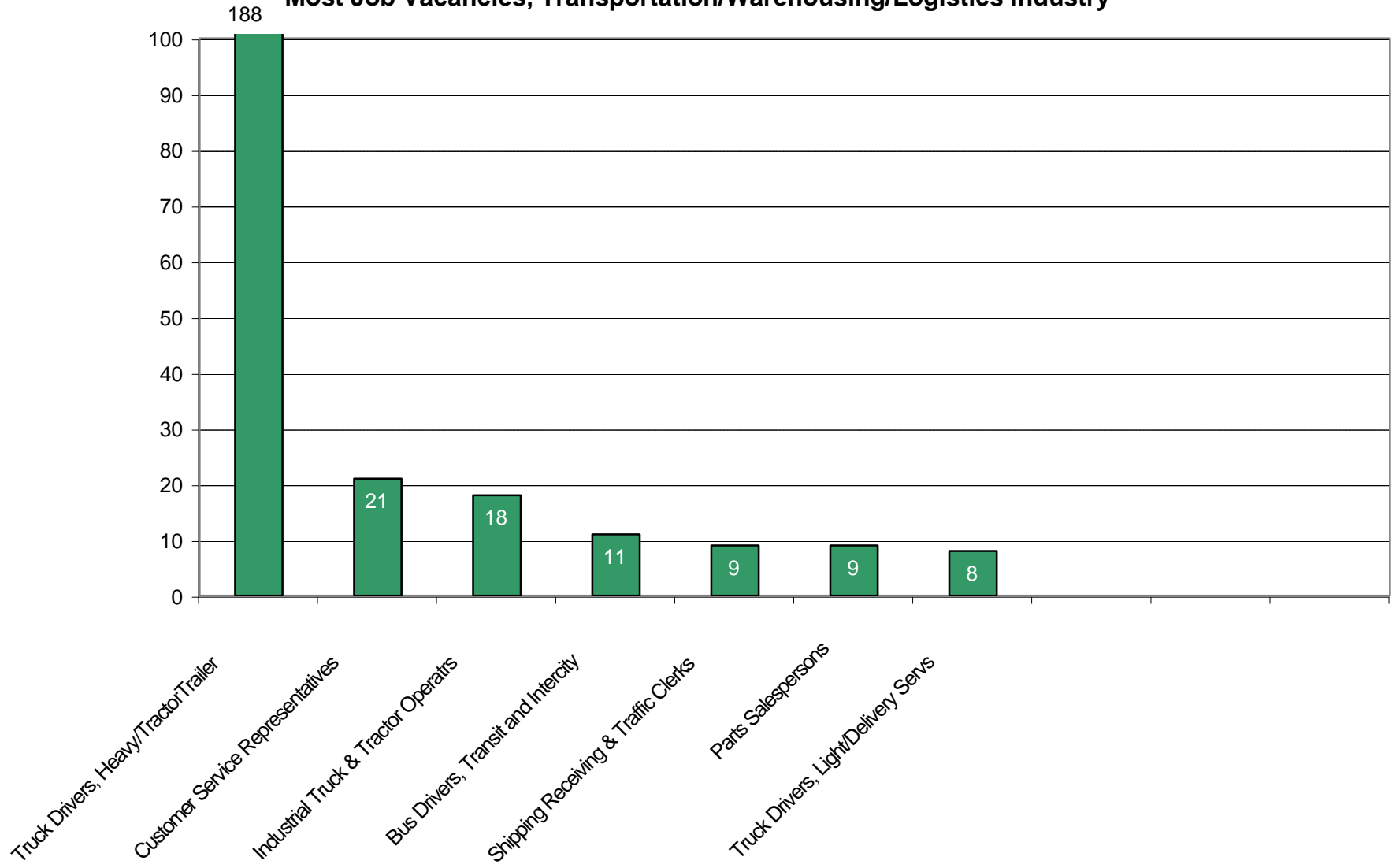
LWA 8: Northern Cook County Hiring Difficulty, Wholesale Trade Industry



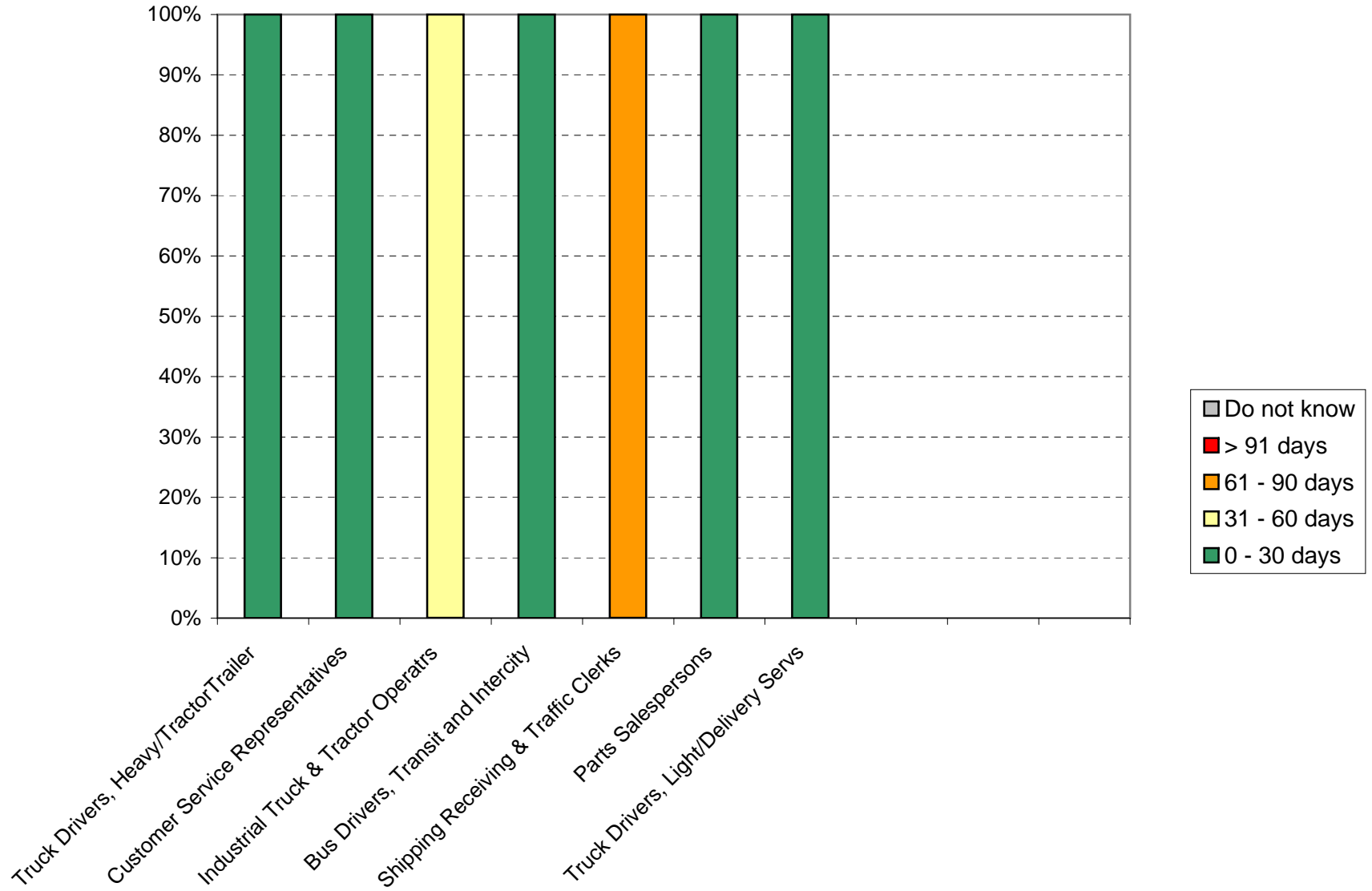
LWA 8: Northern Cook County Recruitment Method, Wholesale Trade Industry



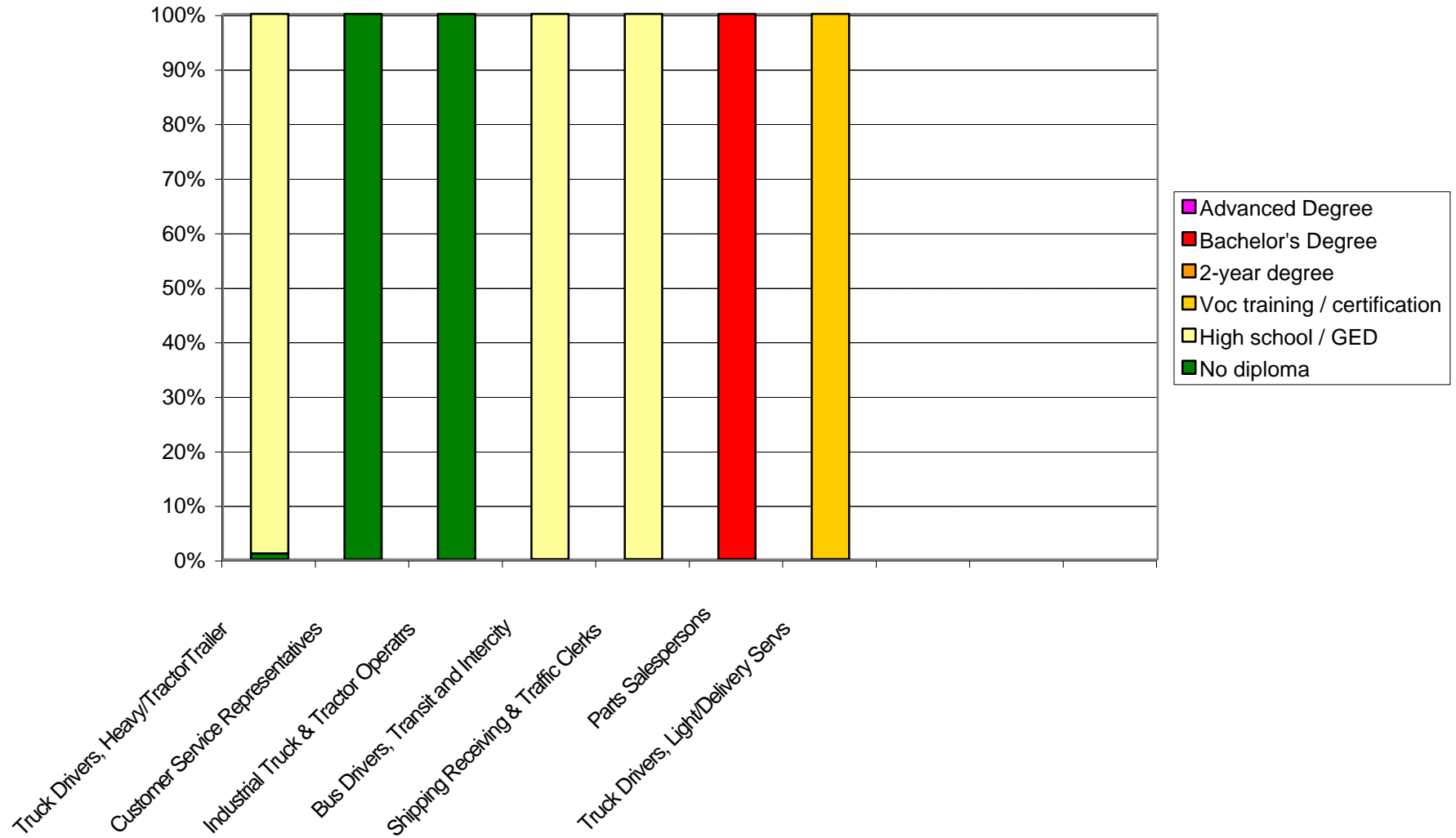
LWA 8: Northern Cook County
Most Job Vacancies, Transportation/Warehousing/Logistics Industry



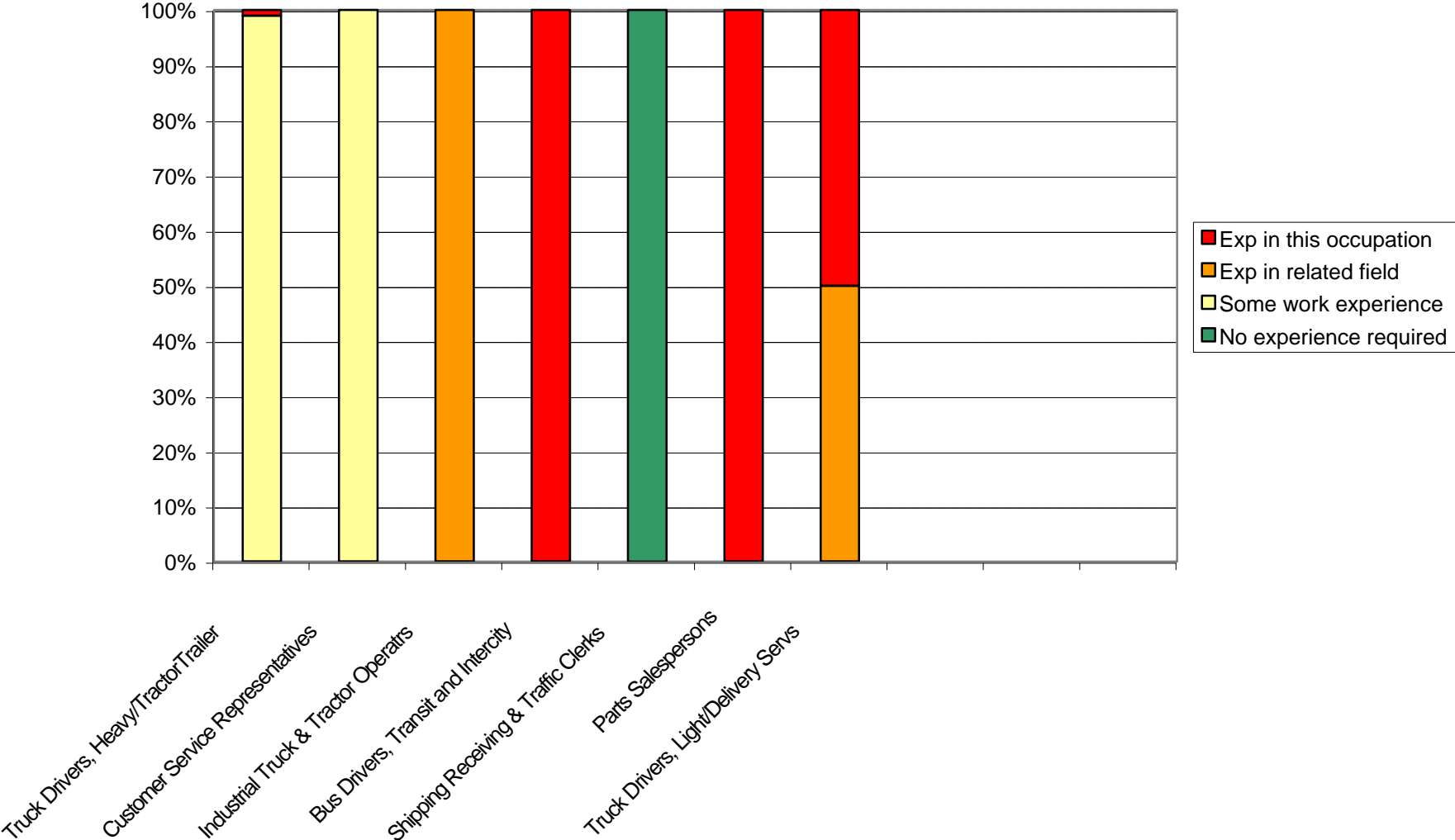
LWA 8: Northern Cook County Duration of Vacancy, Transportation/Warehousing/Logistics Industry



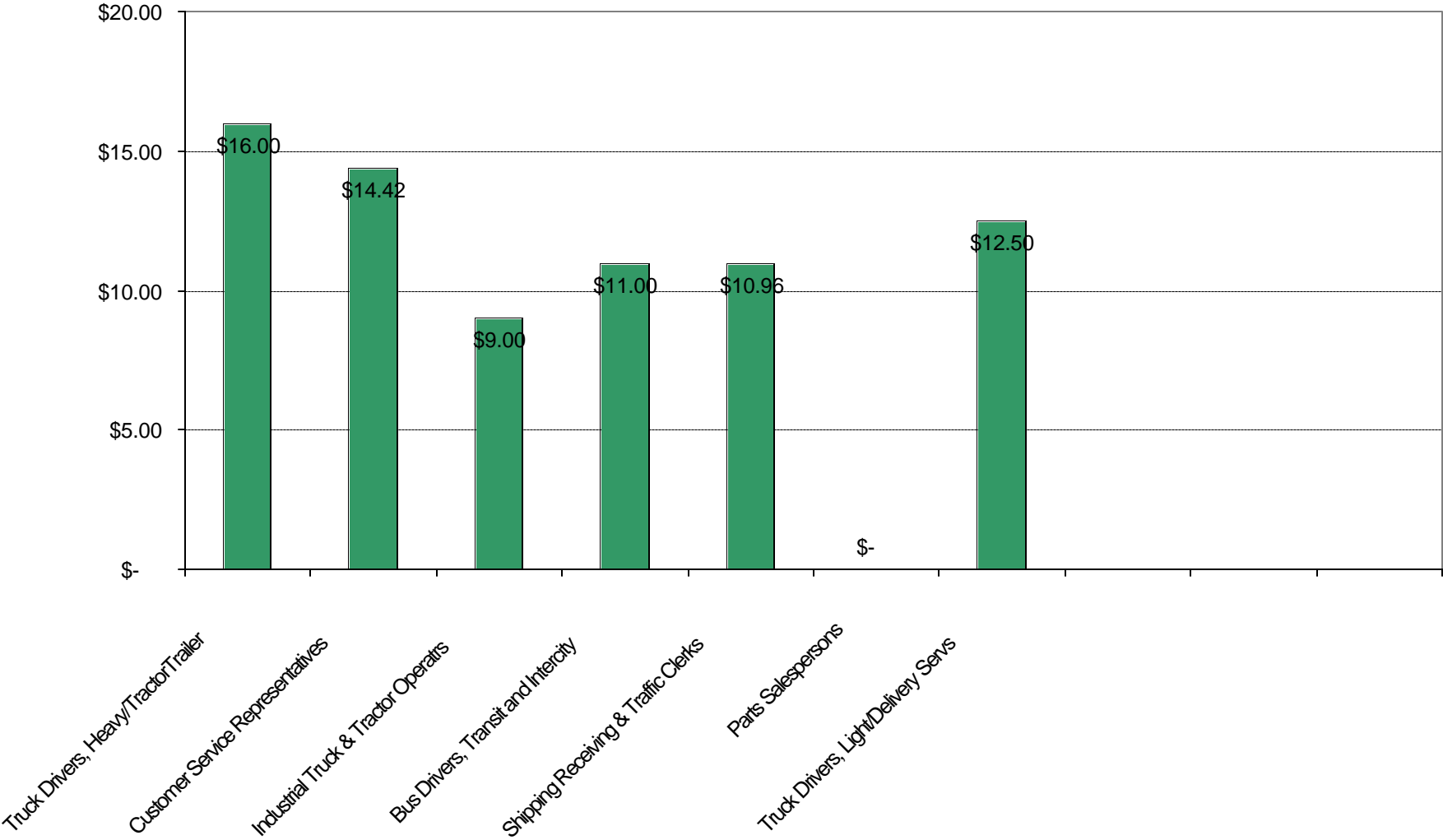
LWA 8: Northern Cook County Education Requirement, Transportation/Wareshousing/Logistics Industry



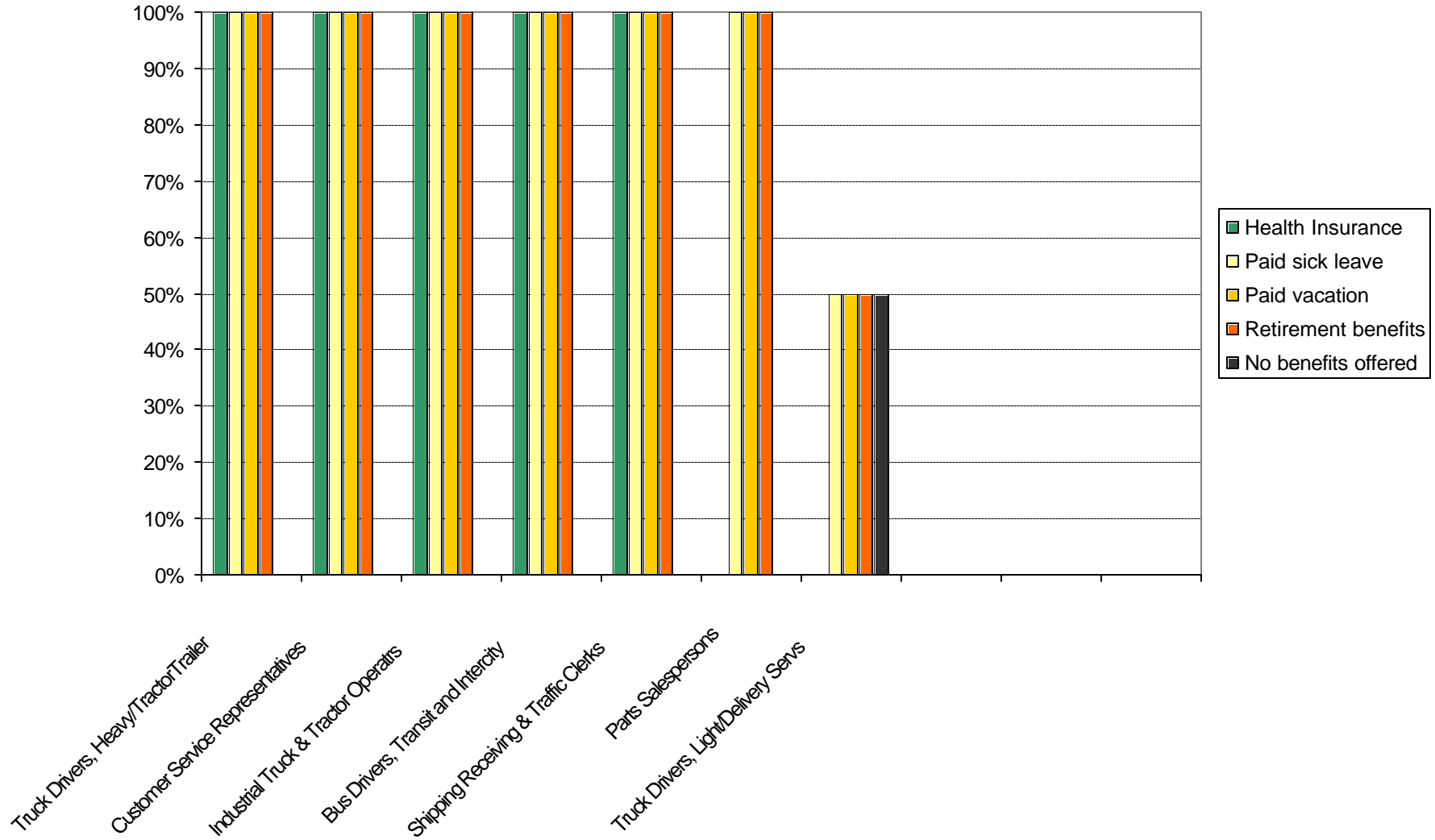
**LWA 8: Northern Cook County
Experience Requirement, Transportation/Warehousing/Logistics Industry**



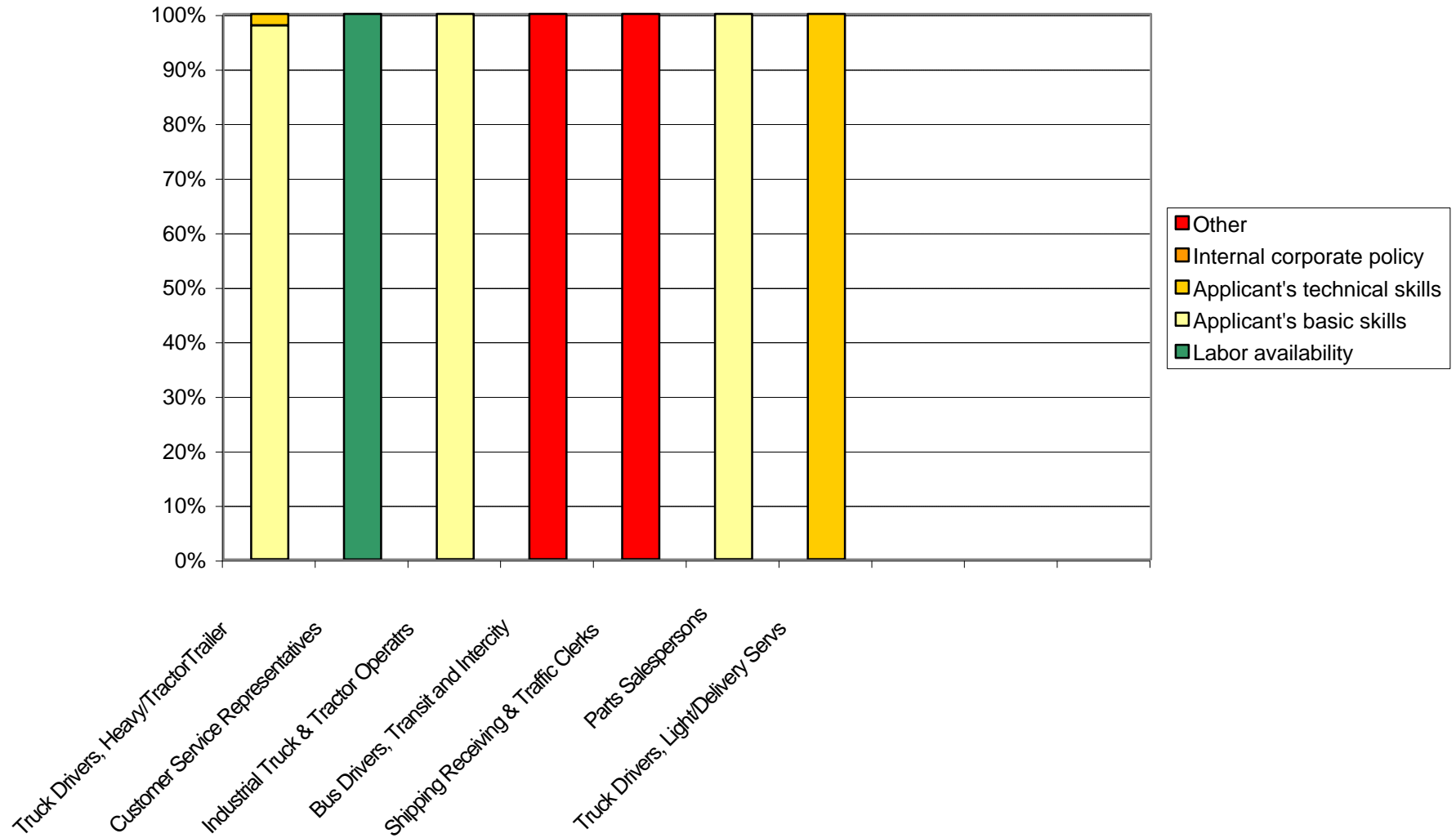
**LWA 8: Northern Cook County
Median Starting Wage Offered (Hourly), Transportation/Warehousing/Logistics Industry**



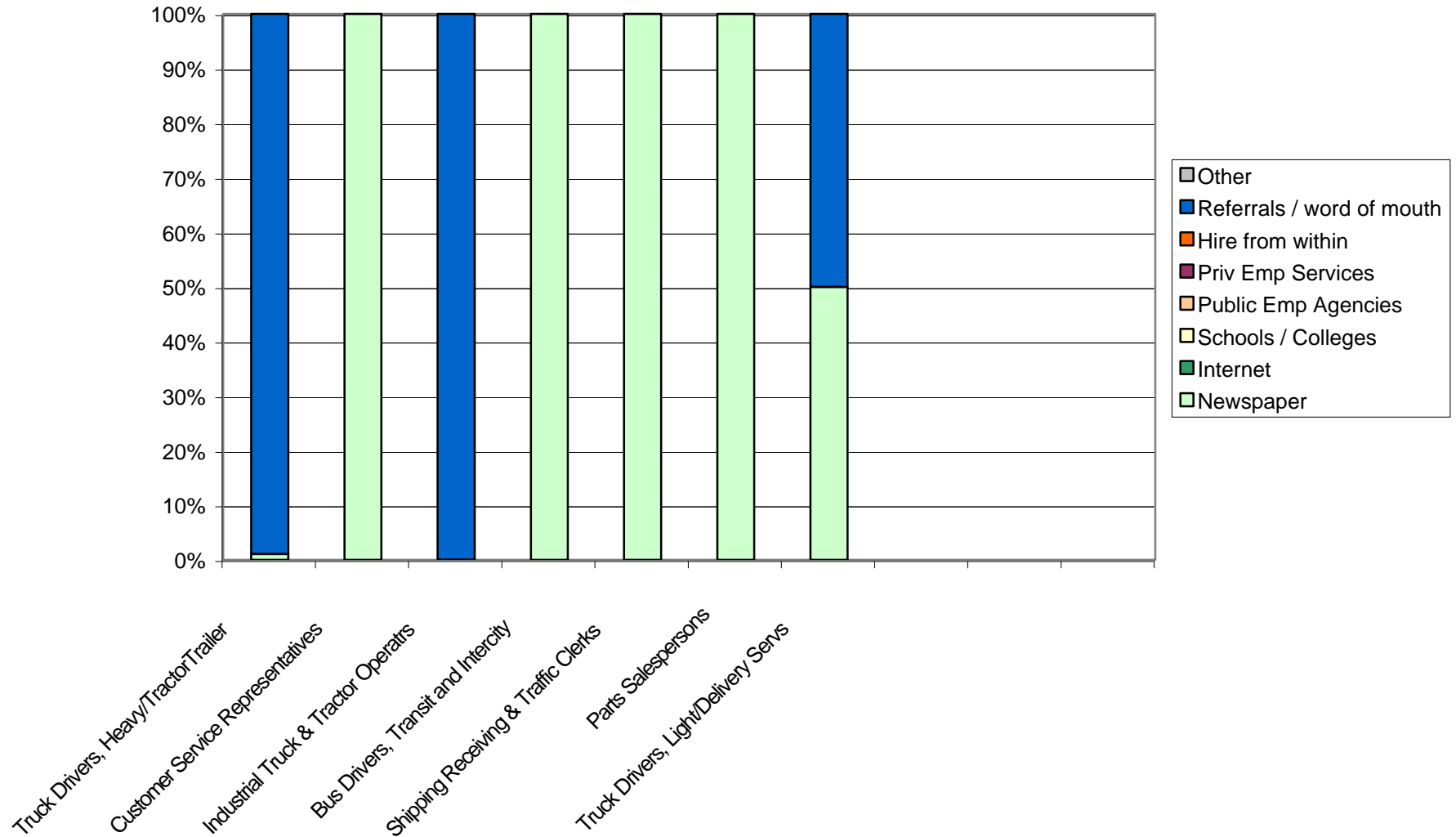
**LWA 8: Northern Cook County
Benefits Offered, Transportation/Warehousing/Logistics Industry**



LWA 8: Northern Cook County Hiring Difficulty, Transportation/Warehousing/Logistics Industry



LWA 8: Northern Cook County Recruitment Method, Transportation/Warehousing/Logistics Industry



Appendix H

Chicago Workforce Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

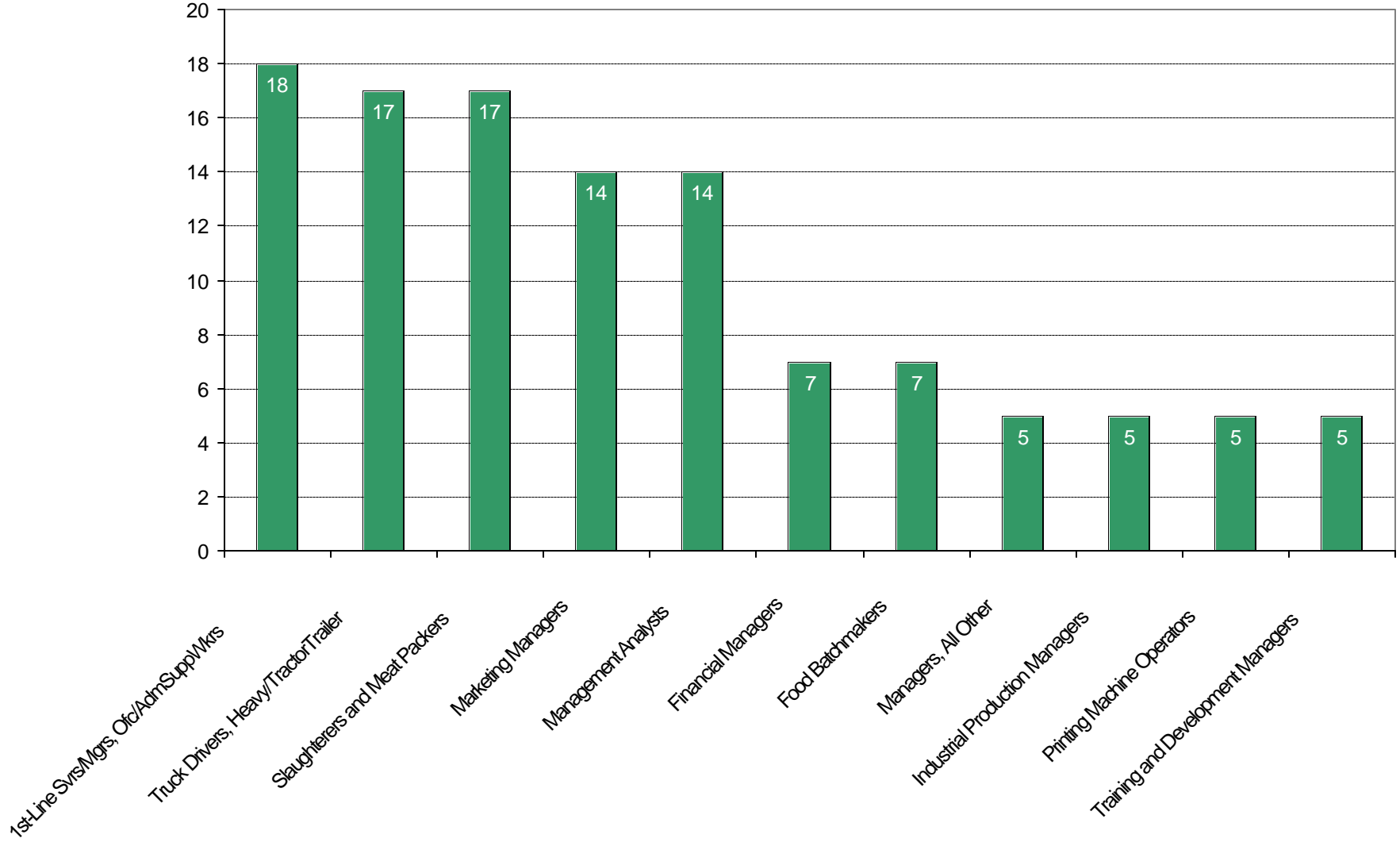
Table 1. Business and Employment Conditions: Respondent Firms in Chicago

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Number of Firms	184	177	152	89
Vacancies (% reporting vacancies)	9.2%	10.7%	6.6%	31.5%
Temp help (% reporting temp help)	23.8%	17.3%	15.1%	11.9%
Business conditions index				
improved last 6 months	49	44	48	54
will improve next 6 months	62	62	64	60
Employment conditions index				
improved last 6 months	48	45	48	53
will improve next 6 months	54	57	55	59

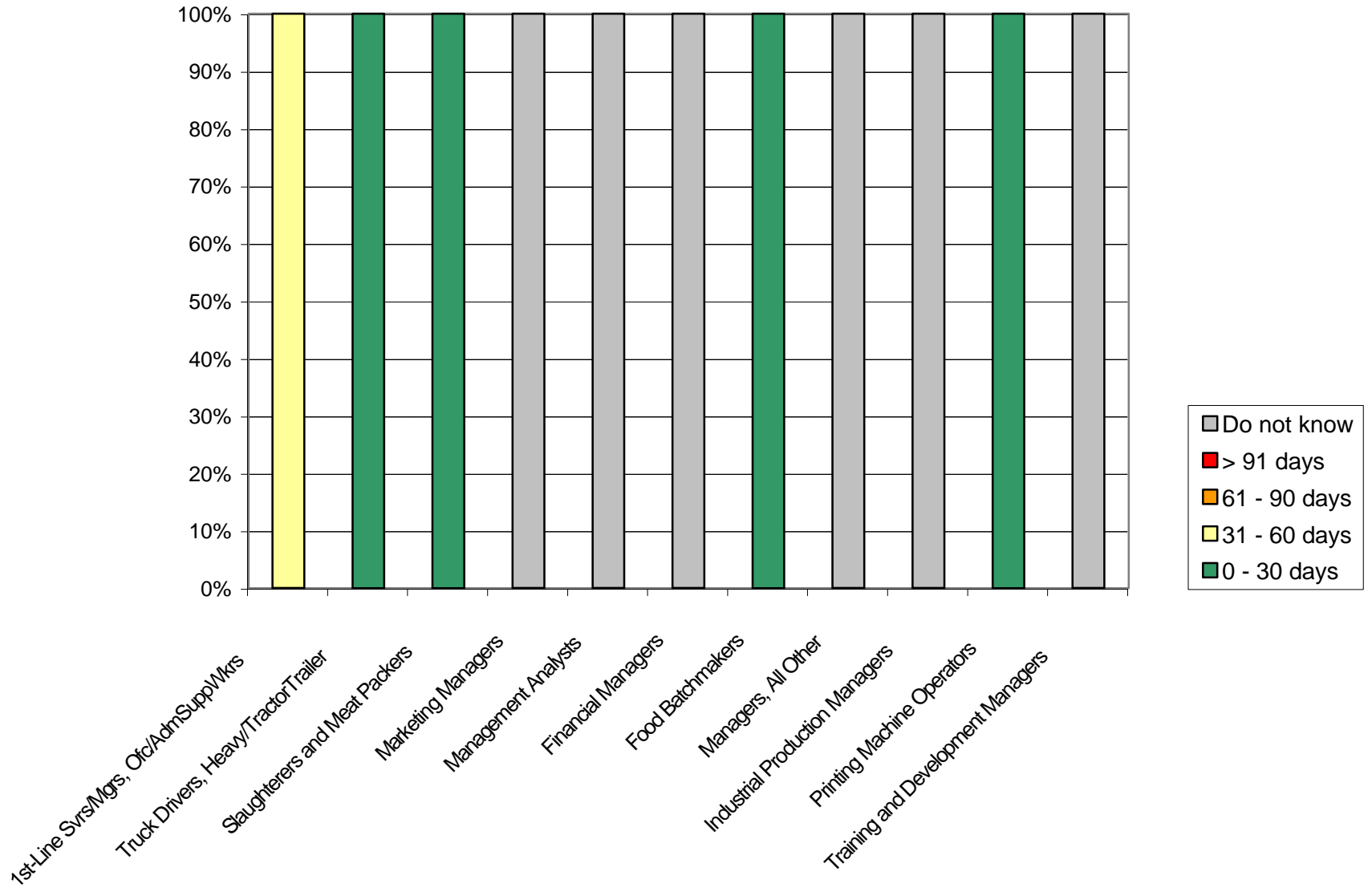
Table 2. Business and Employment Conditions: Firms with Vacancies in Chicago

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Total number firms	17	19	10	28
Temp help (% reporting temp help)	22.9%	44.9%	35.2%	17.0%
Total number vacancies	279	112	133	415
permanent (% total vacancies)	100.0%	96.1%	100.0%	90.1%
seasonal (% total vacancies)	0.0%	3.9%	0.0%	9.9%
full-time (% total vacancies)	94.5%	98.6%	91.3%	58.7%
part-time (% total vacancies)	5.5%	1.4%	8.7%	41.3%
Business conditions index				
improved last 6 months	54	44	53	58
will improve next 6 months	62	62	77	63
Employment conditions index				
improved last 6 months	50	47	49	59
will improve next 6 months	54	55	60	66

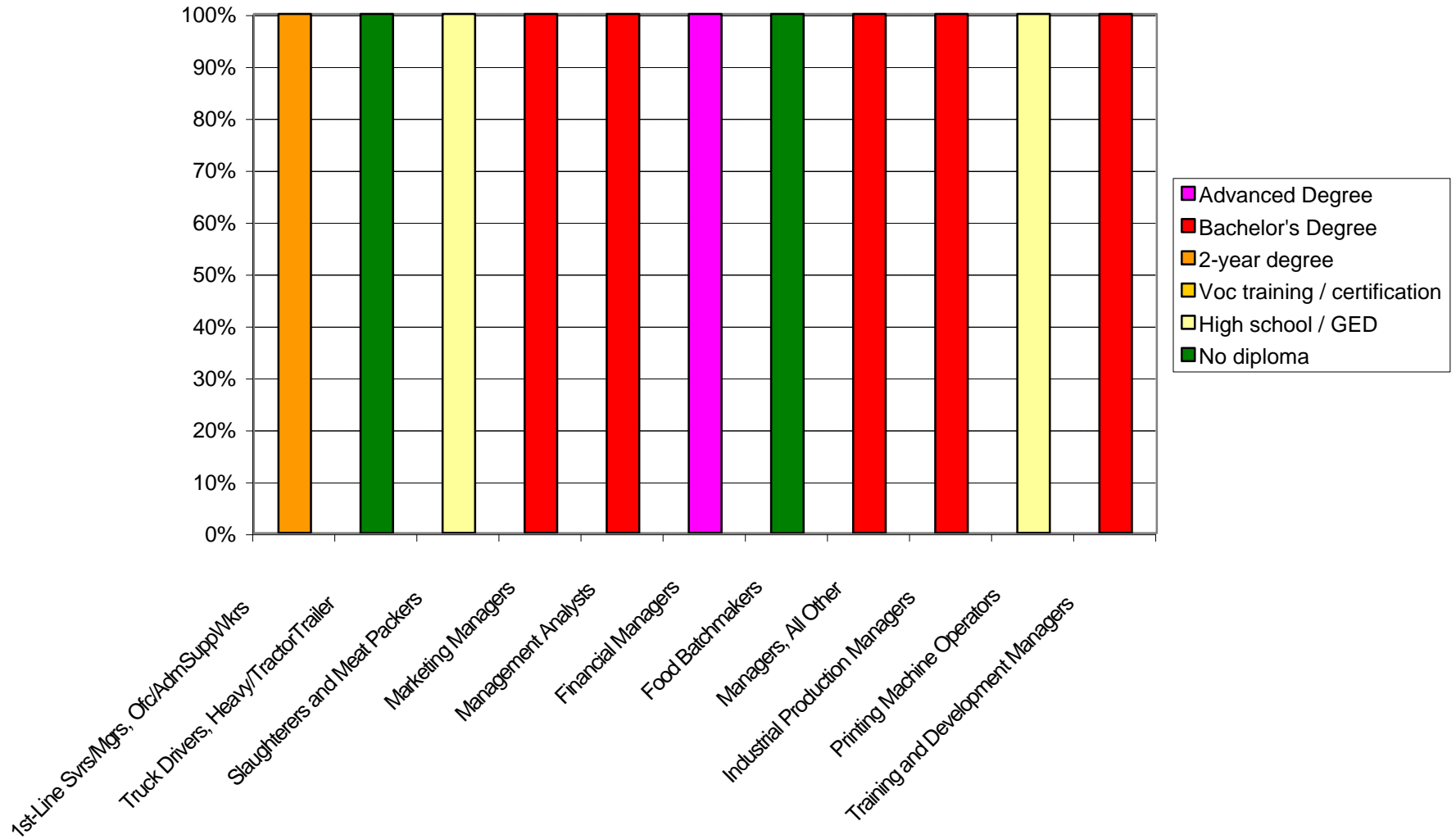
LWA 9: City of Chicago
Most Job Vacancies, Non-Durable Manufacturing Industry



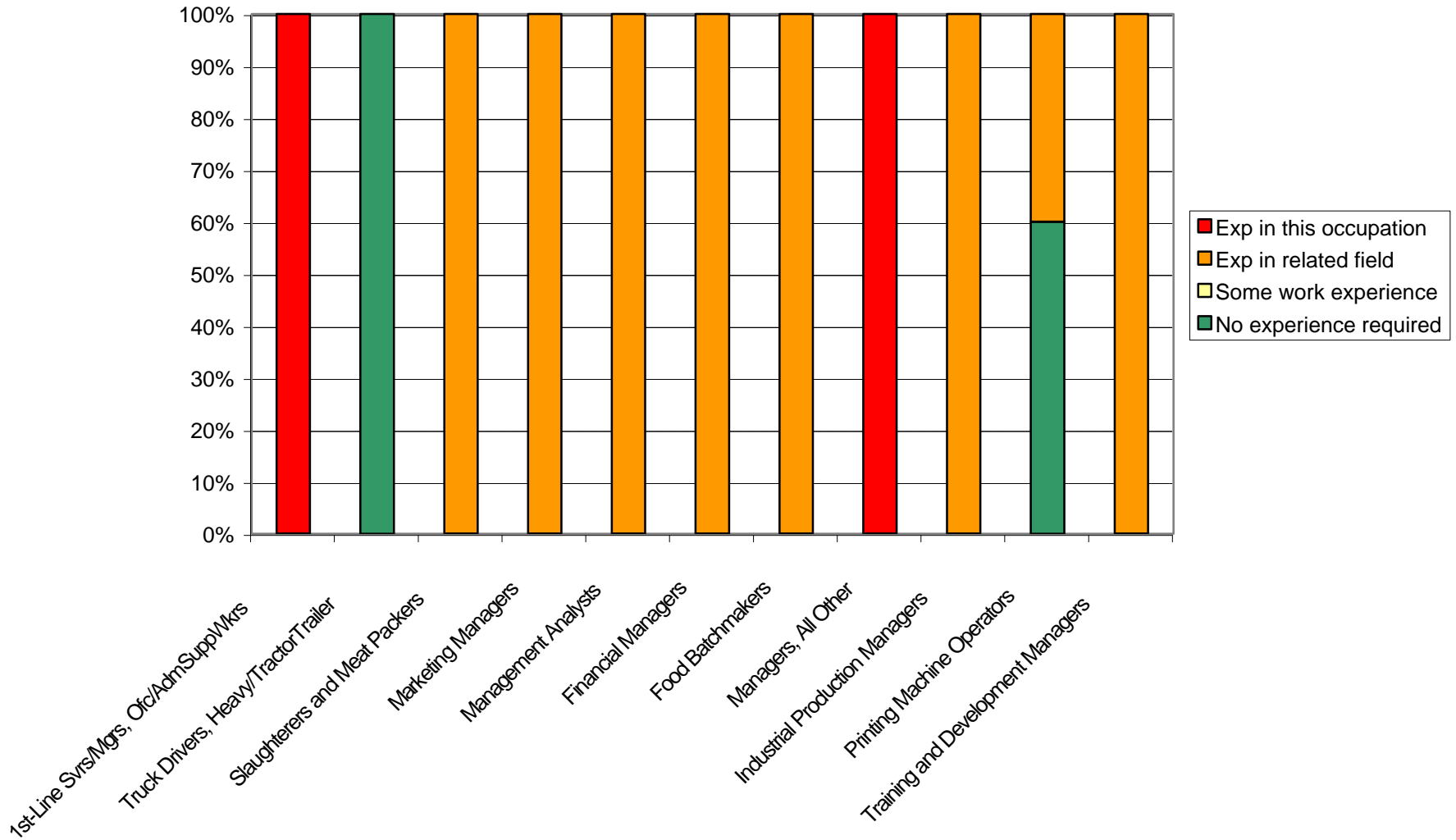
LWA 9: City of Chicago
Duration of Vacancy, Non-Durable Manufacturing Industry



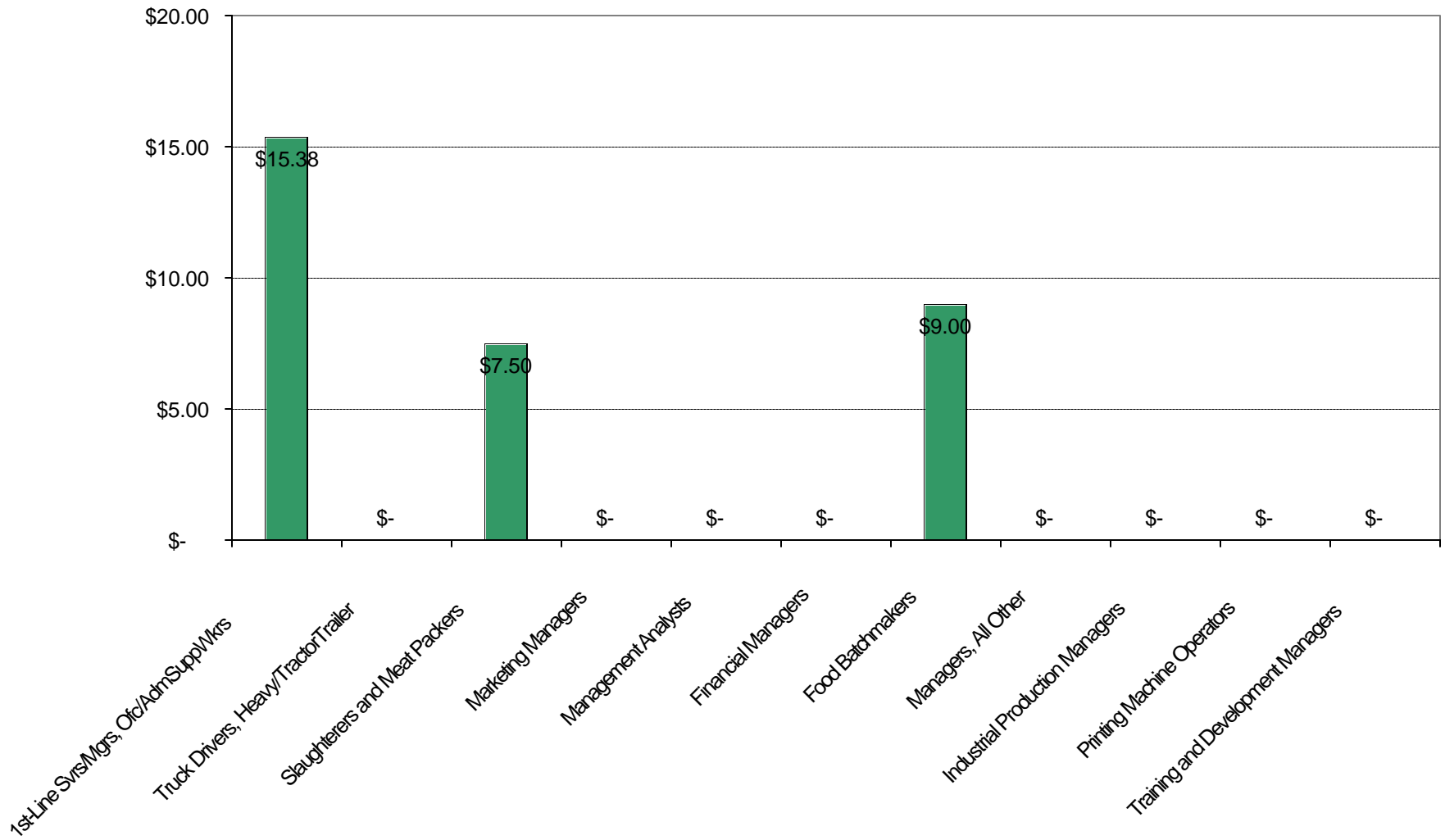
LWA 9: City of Chicago Education Requirement, Non-Durable Manufacturing Industry



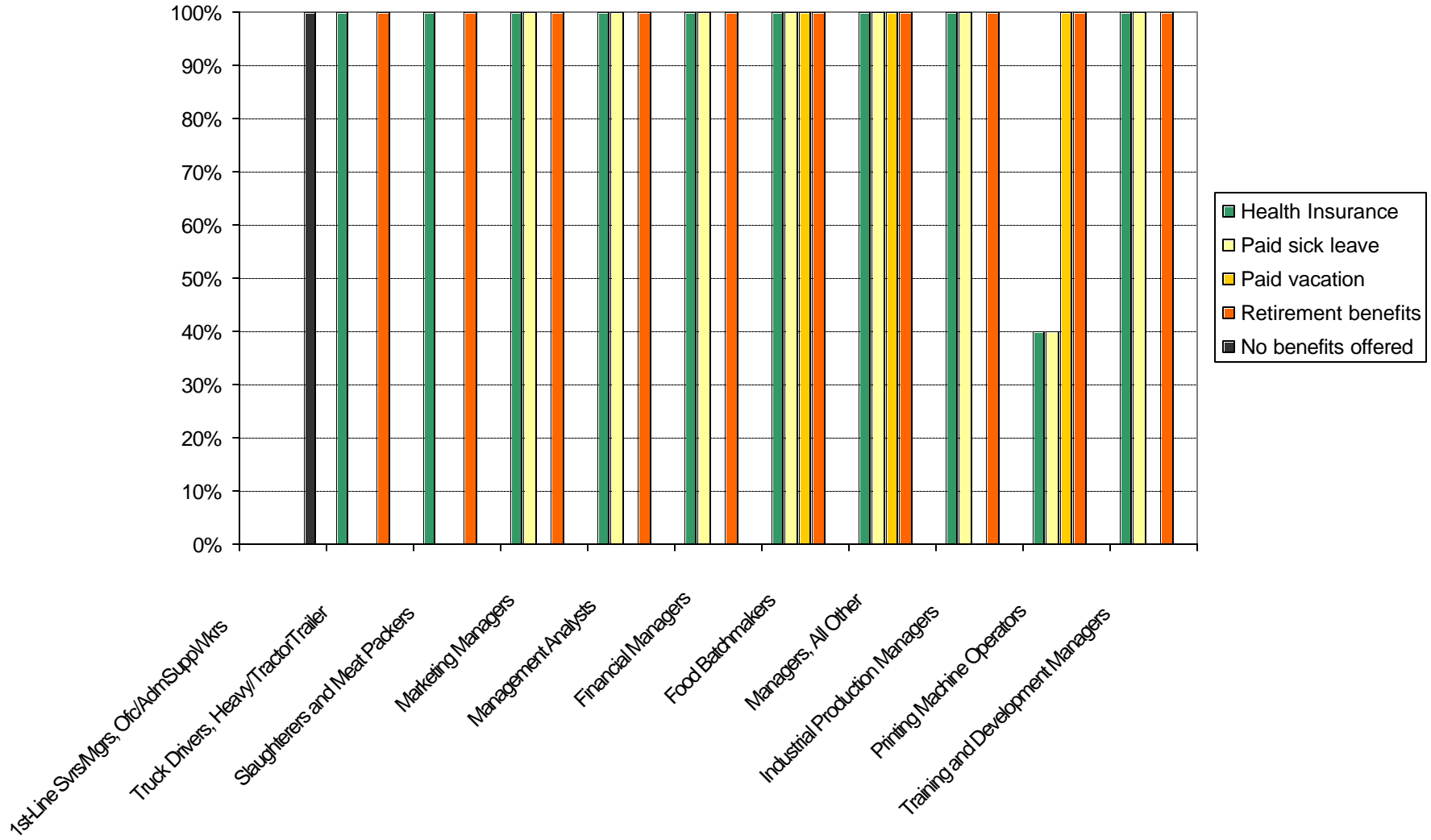
LWA 9: City of Chicago
Experience Requirement, Non-Durable Manufacturing Industry



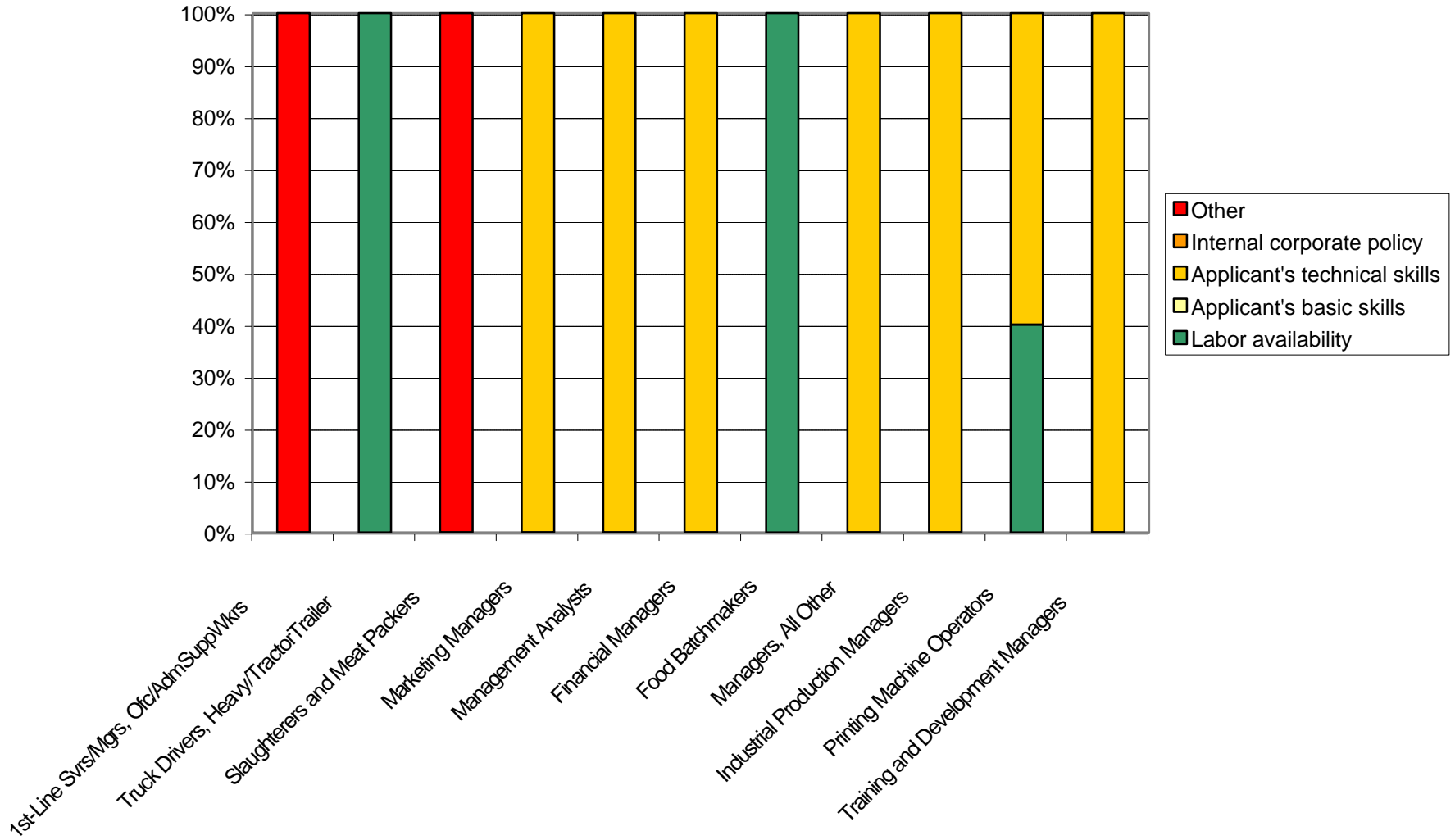
LWA 9: City of Chicago
Median Starting Wage Offered (Hourly), Non-Durable Manufacturing Industry



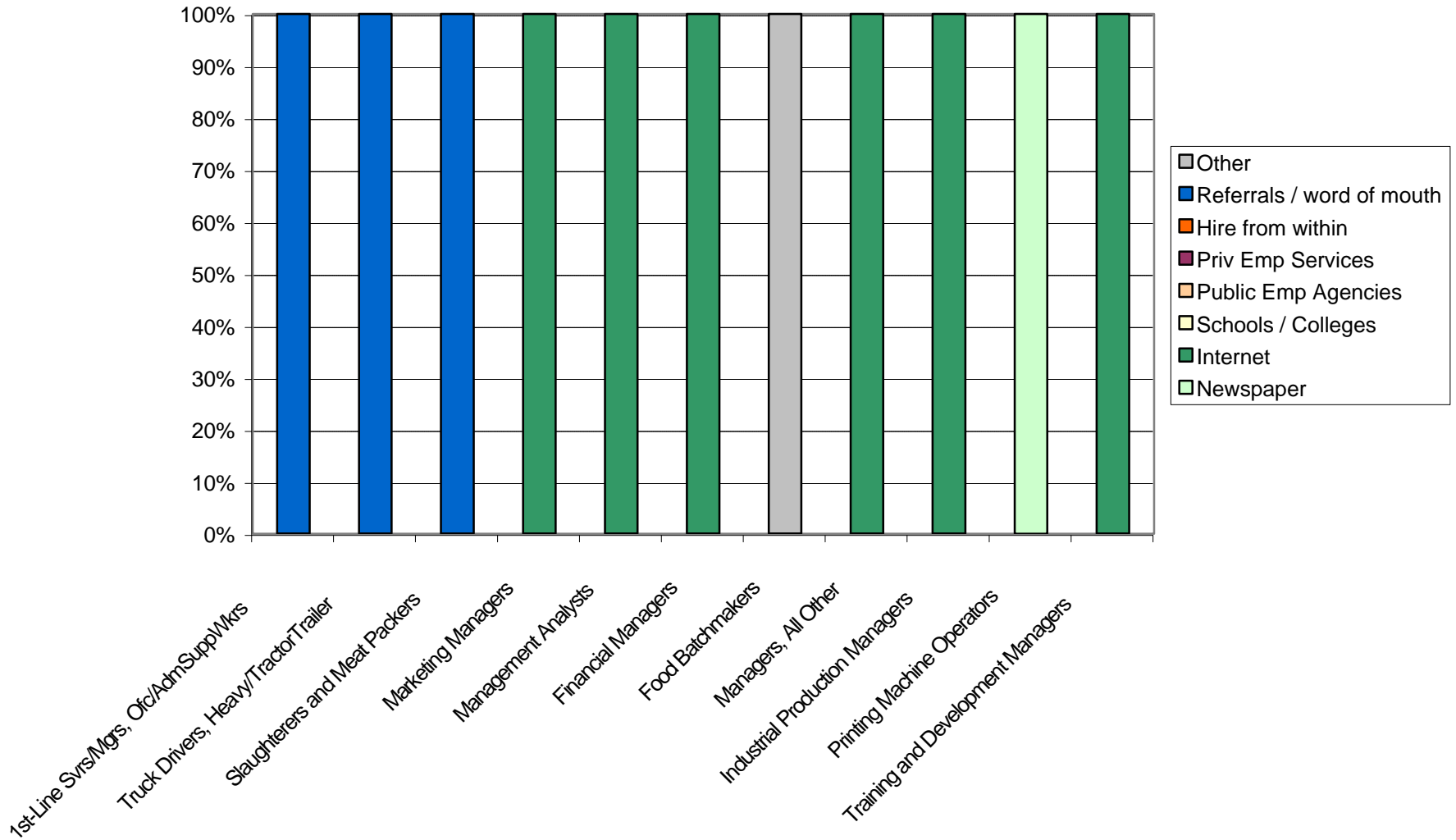
**LWA 9: City of Chicago
Benefits Offered, Non-Durable Manufacturing Industry**



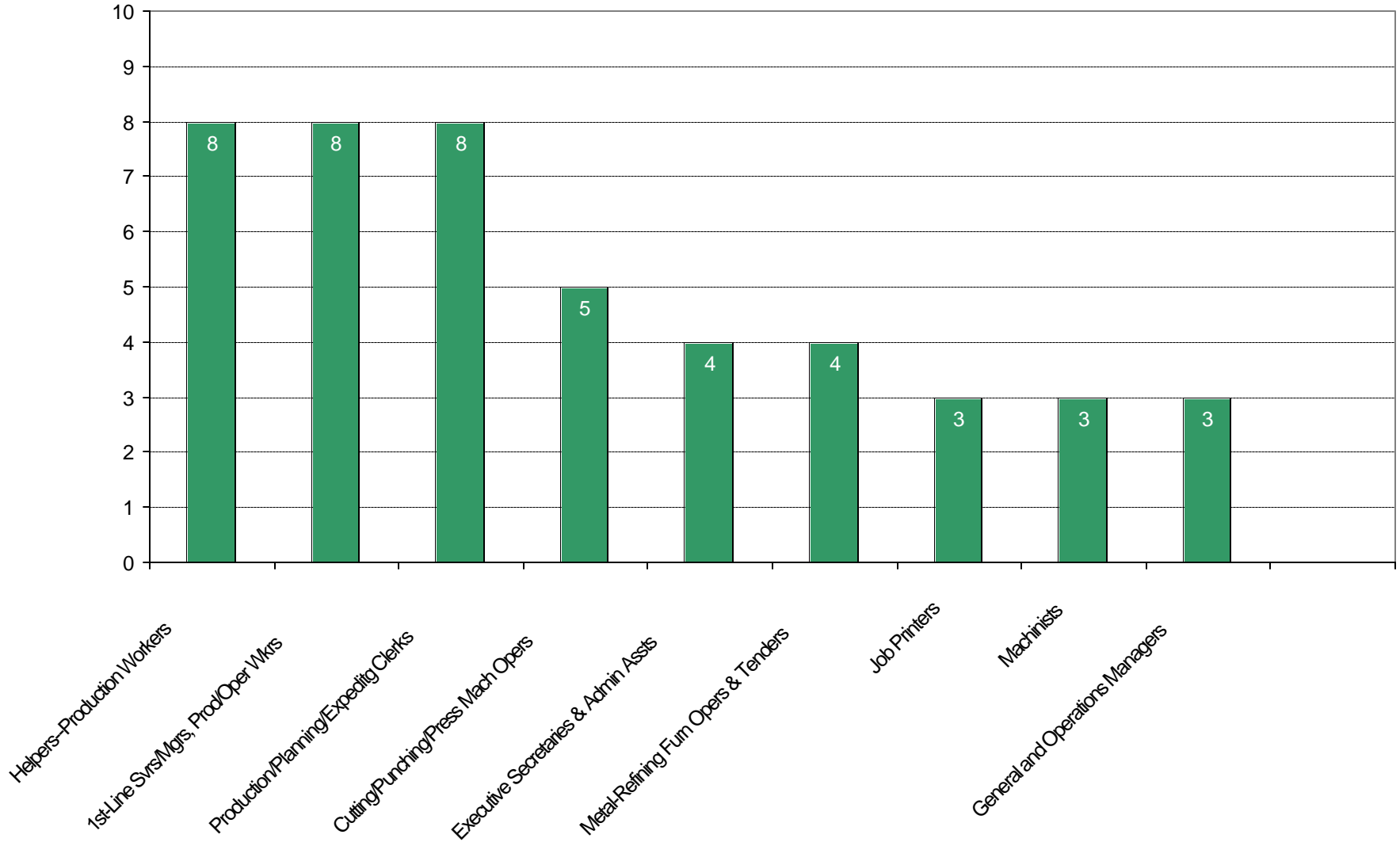
LWA 9: City of Chicago Hiring Difficulty, Non-Durable Manufacturing Industry



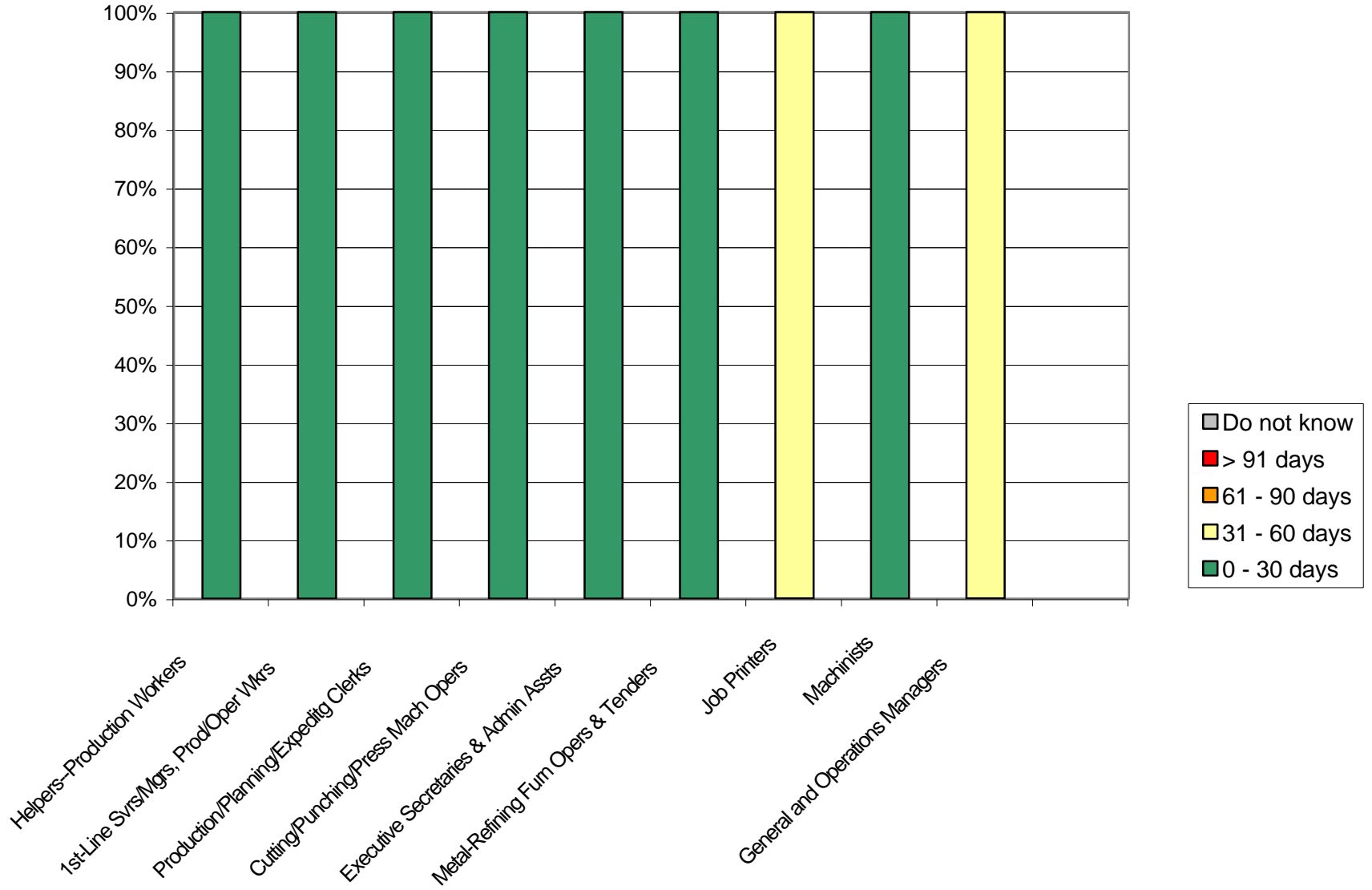
LWA 9: City of Chicago Recruitment Method, Non-Durable Manufacturing Industry



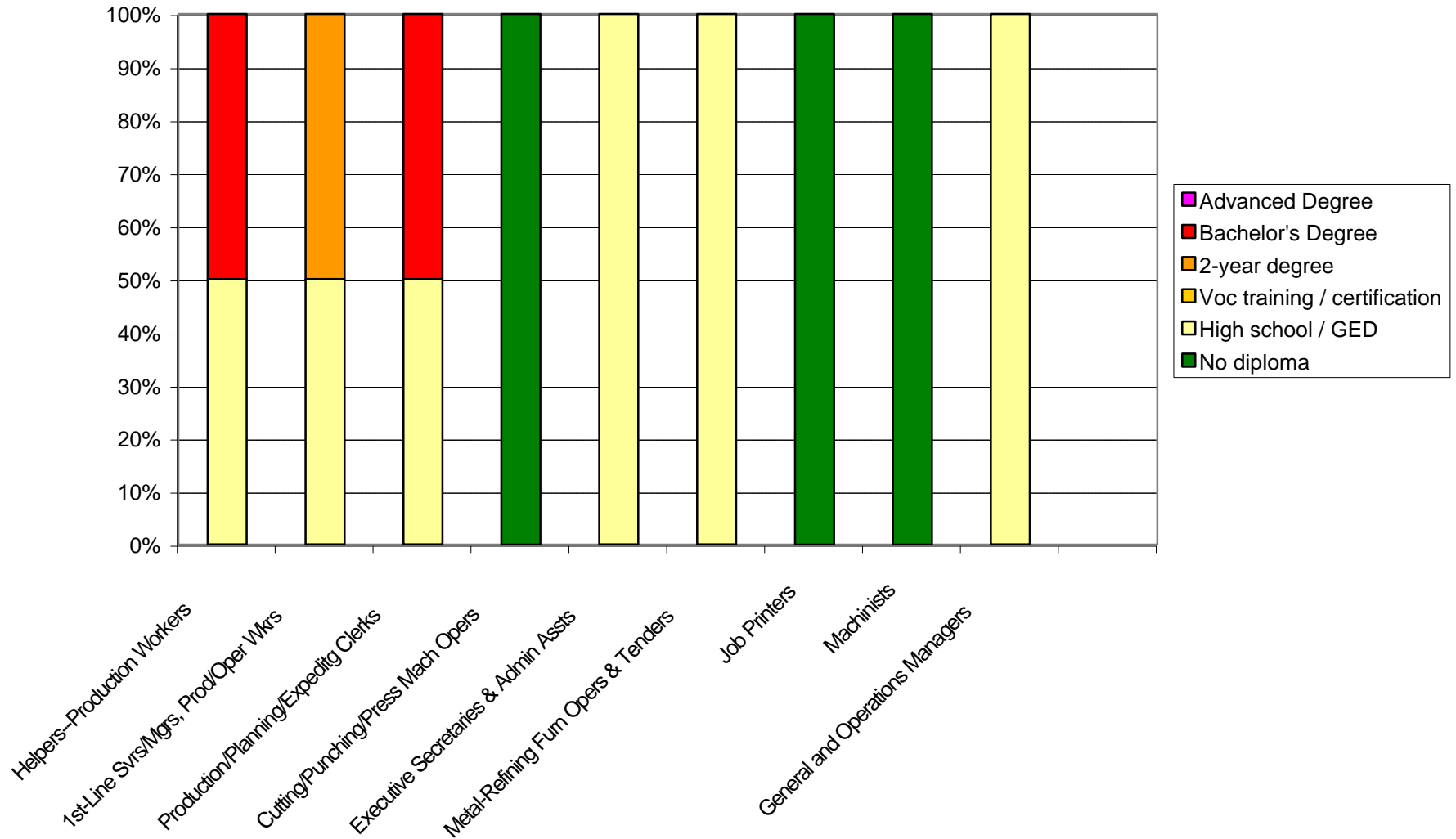
LWA 9: City of Chicago
Most Job Vacancies, Durable Manufacturing Industry



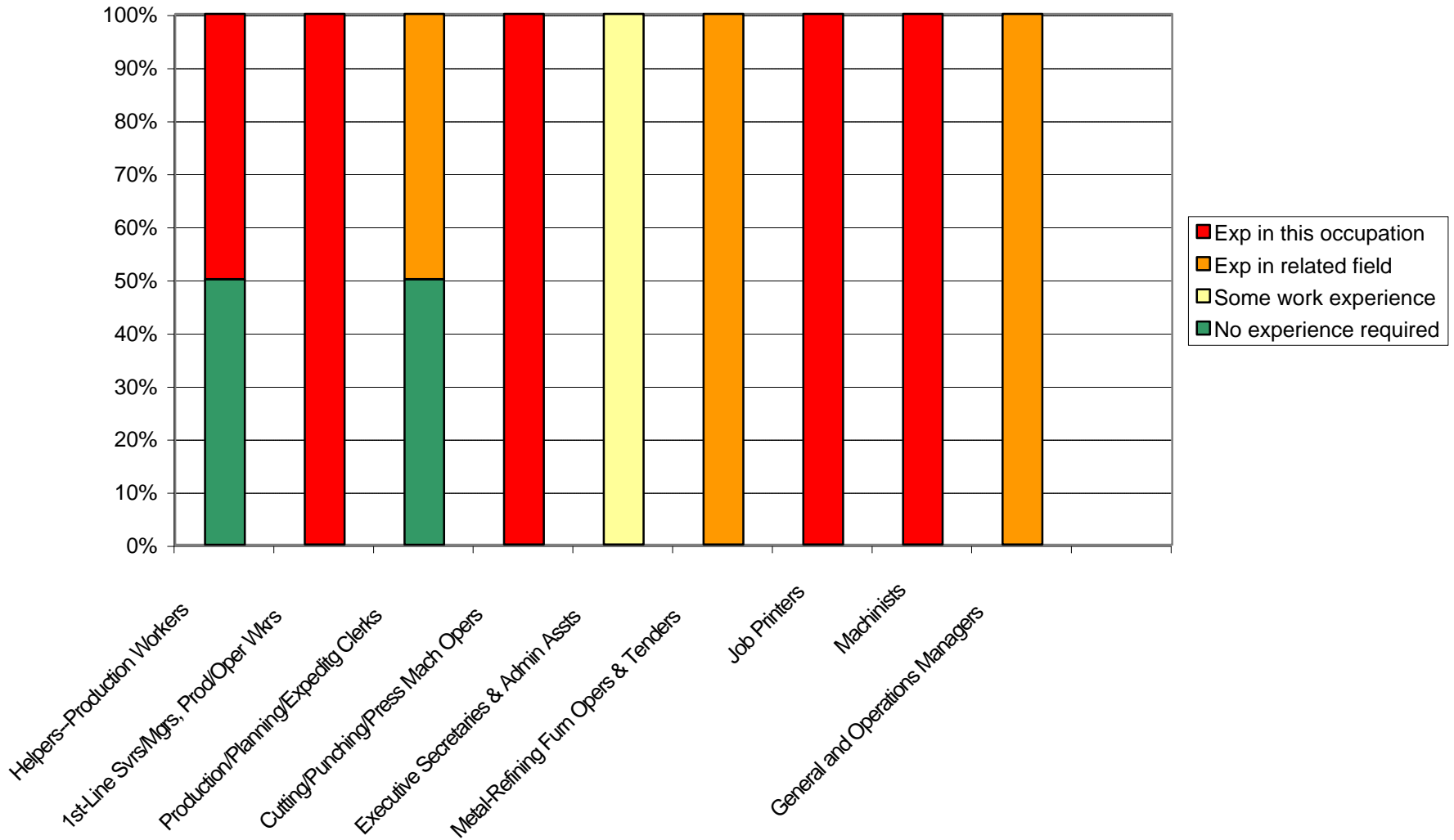
LWA 9: City of Chicago Duration of Vacancy, Durable Manufacturing Industry



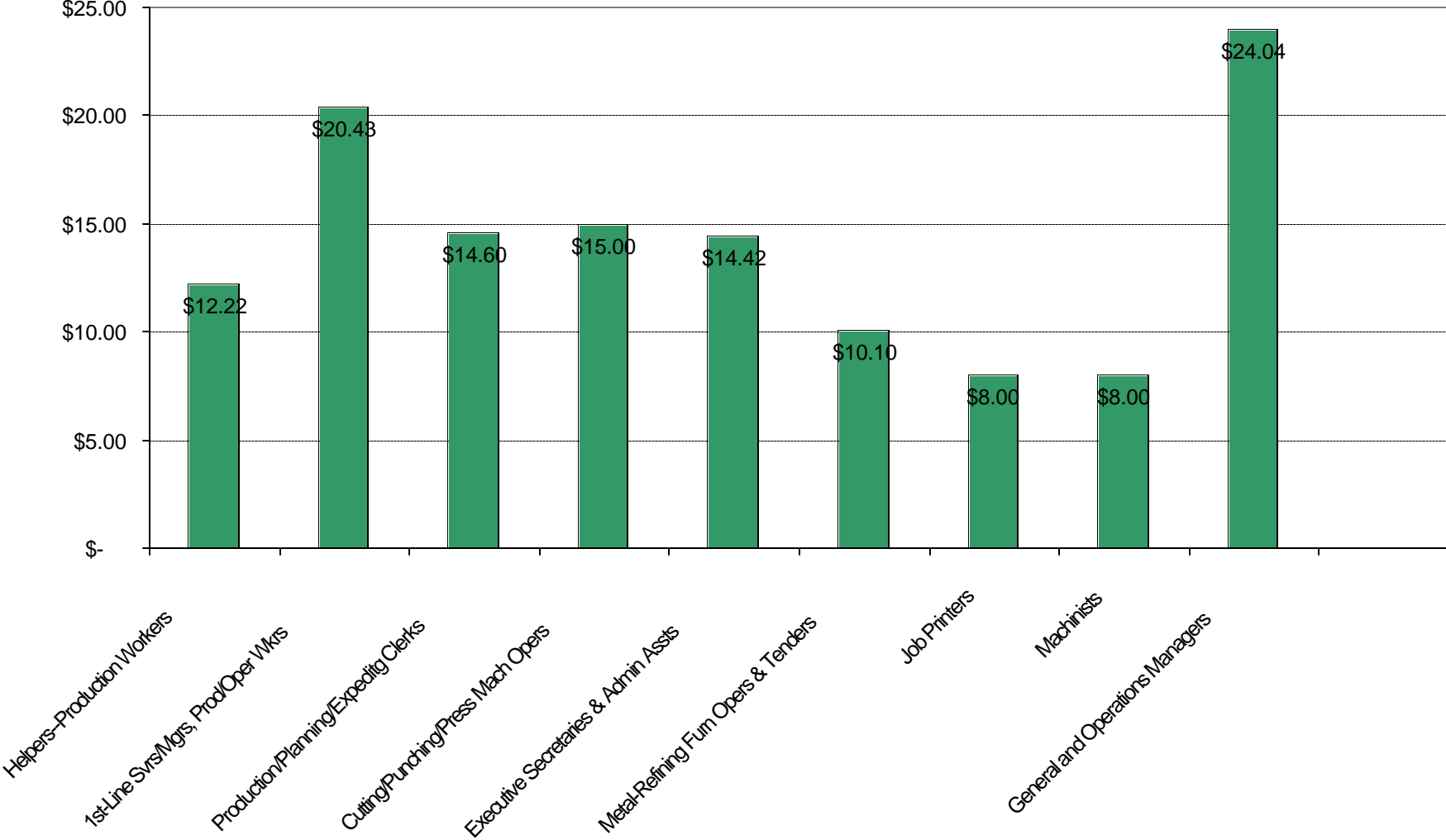
LWA 9: City of Chicago Education Requirement, Durable Manufacturing Industry



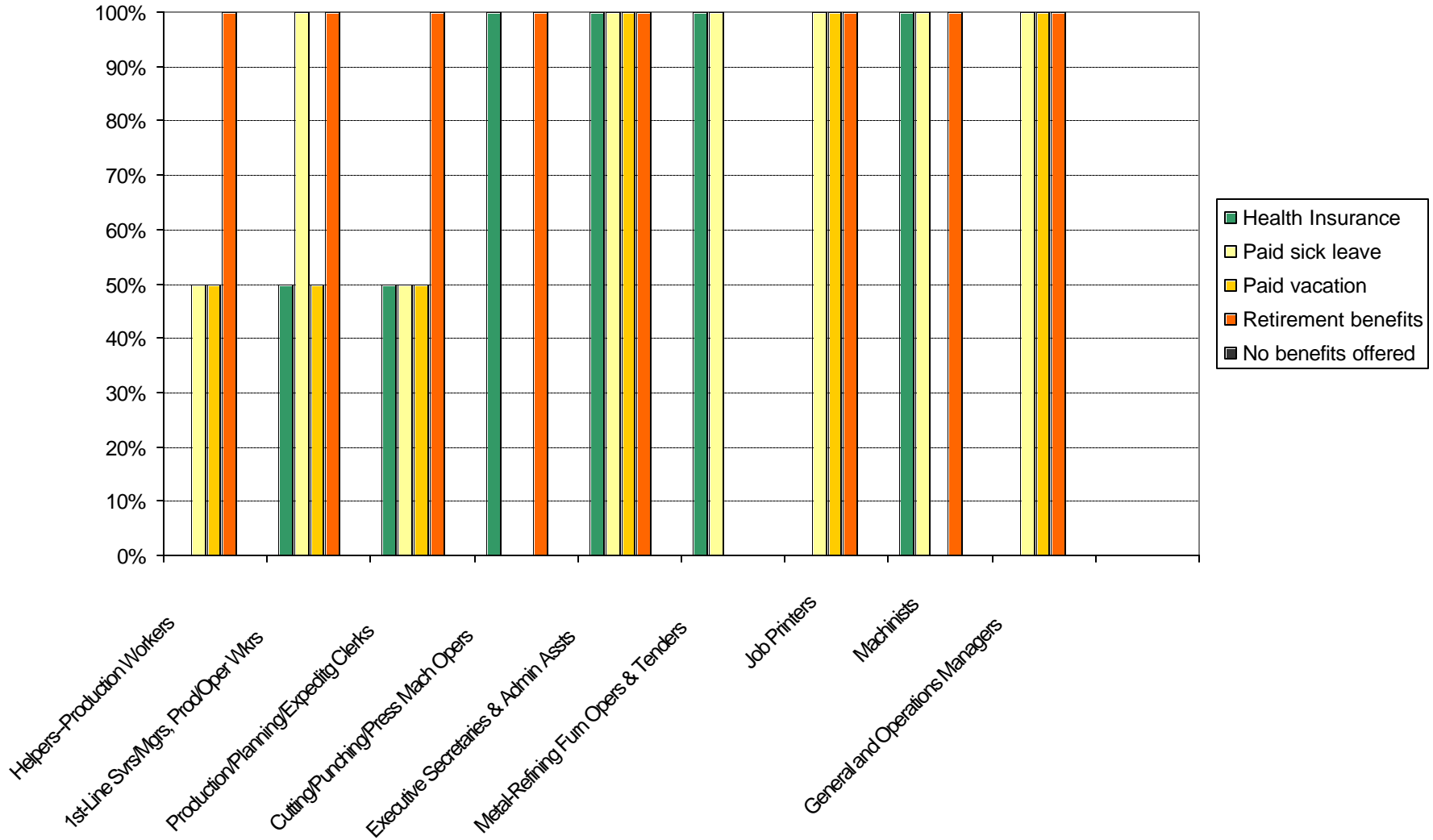
LWA 9: City of Chicago Experience Requirement, Durable Manufacturing Industry



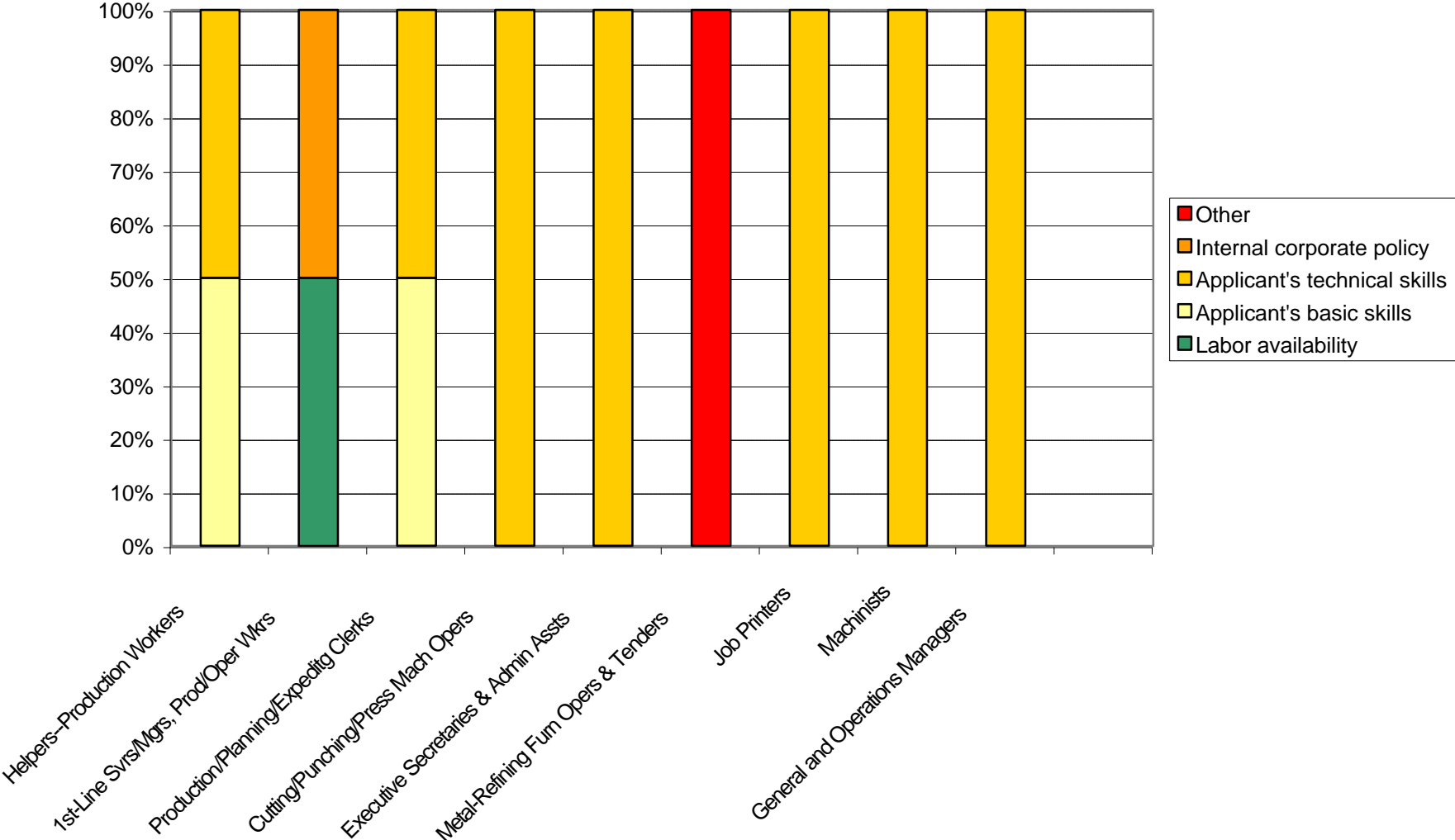
LWA 9: City of Chicago
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry



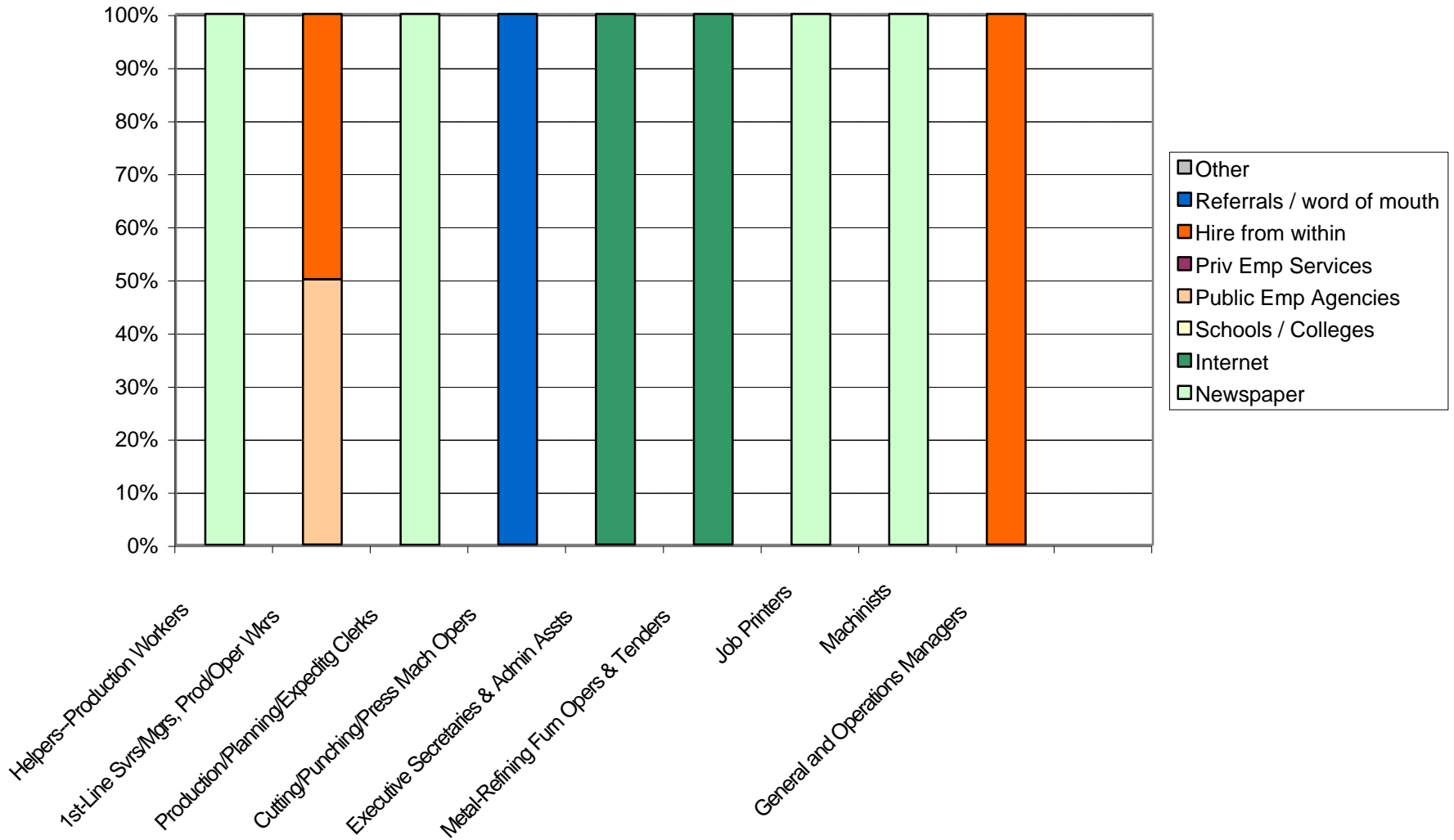
**LWA 9: City of Chicago
Benefits Offered, Durable Manufacturing Industry**



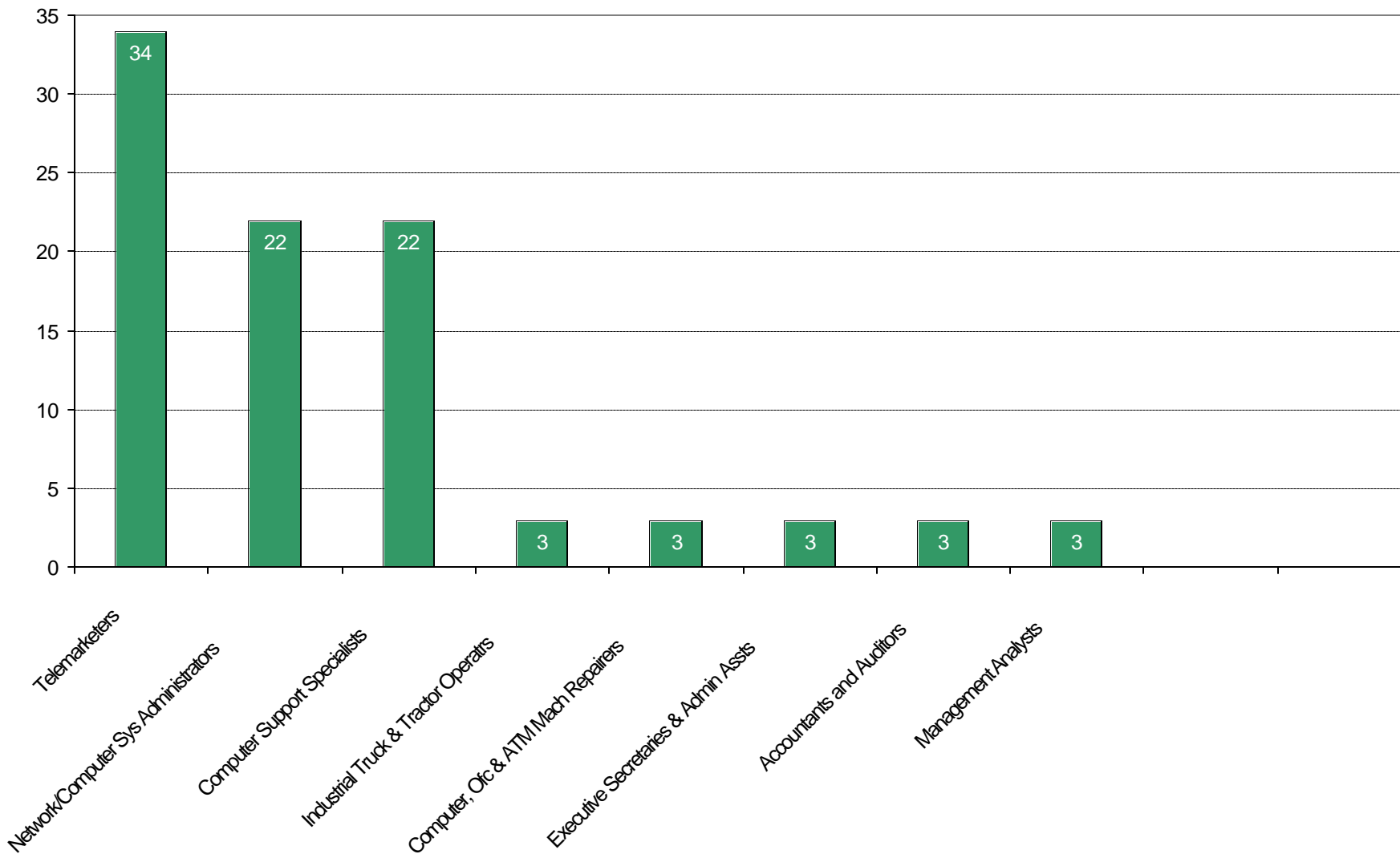
LWA 9: City of Chicago Hiring Difficulty, Durable Manufacturing Industry



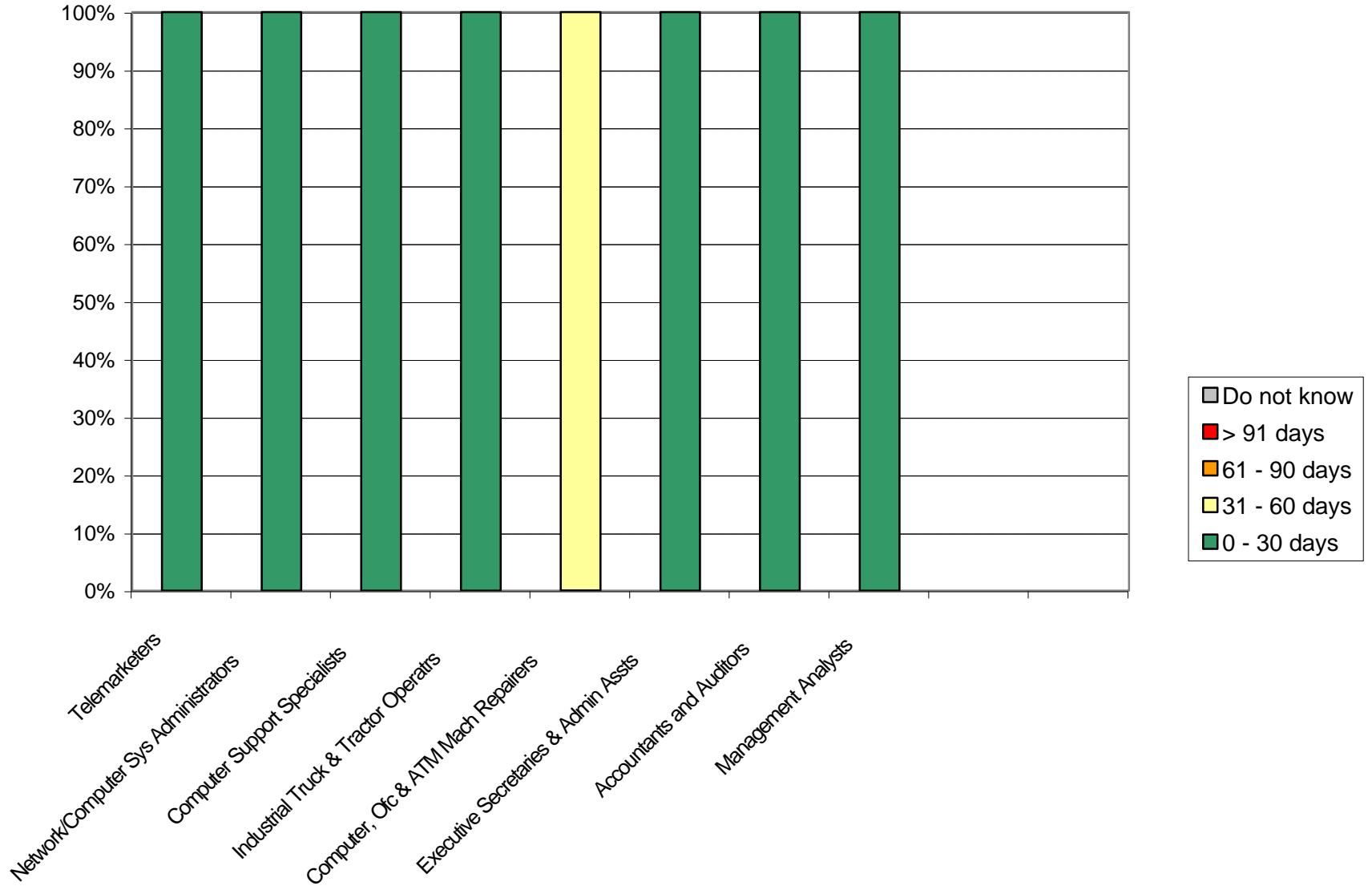
LWA 9: City of Chicago Recruitment Method, Durable Manufacturing Industry



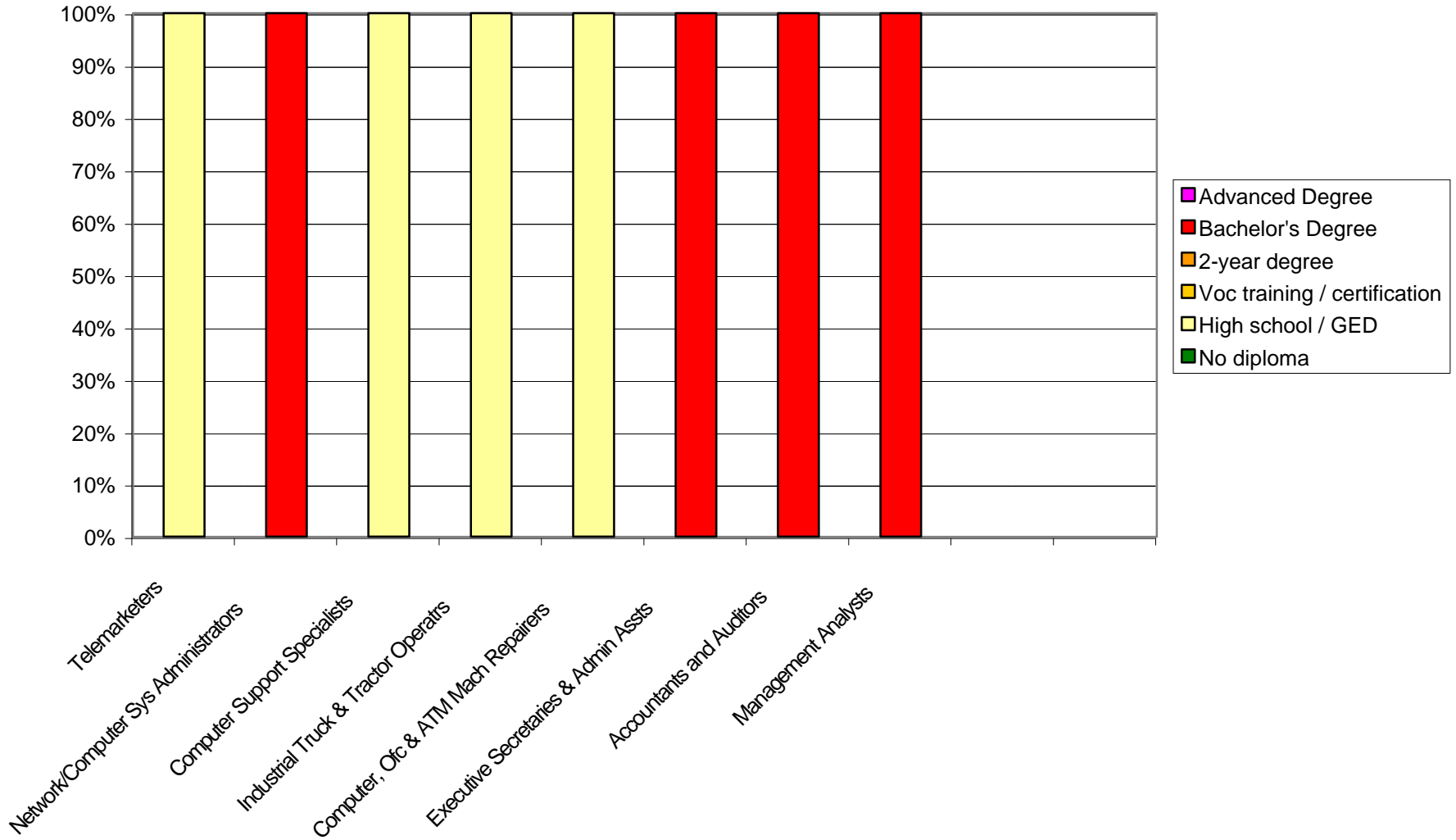
**LWA 9: City of Chicago
Most Job Vacancies, Wholesale Trade Industry**



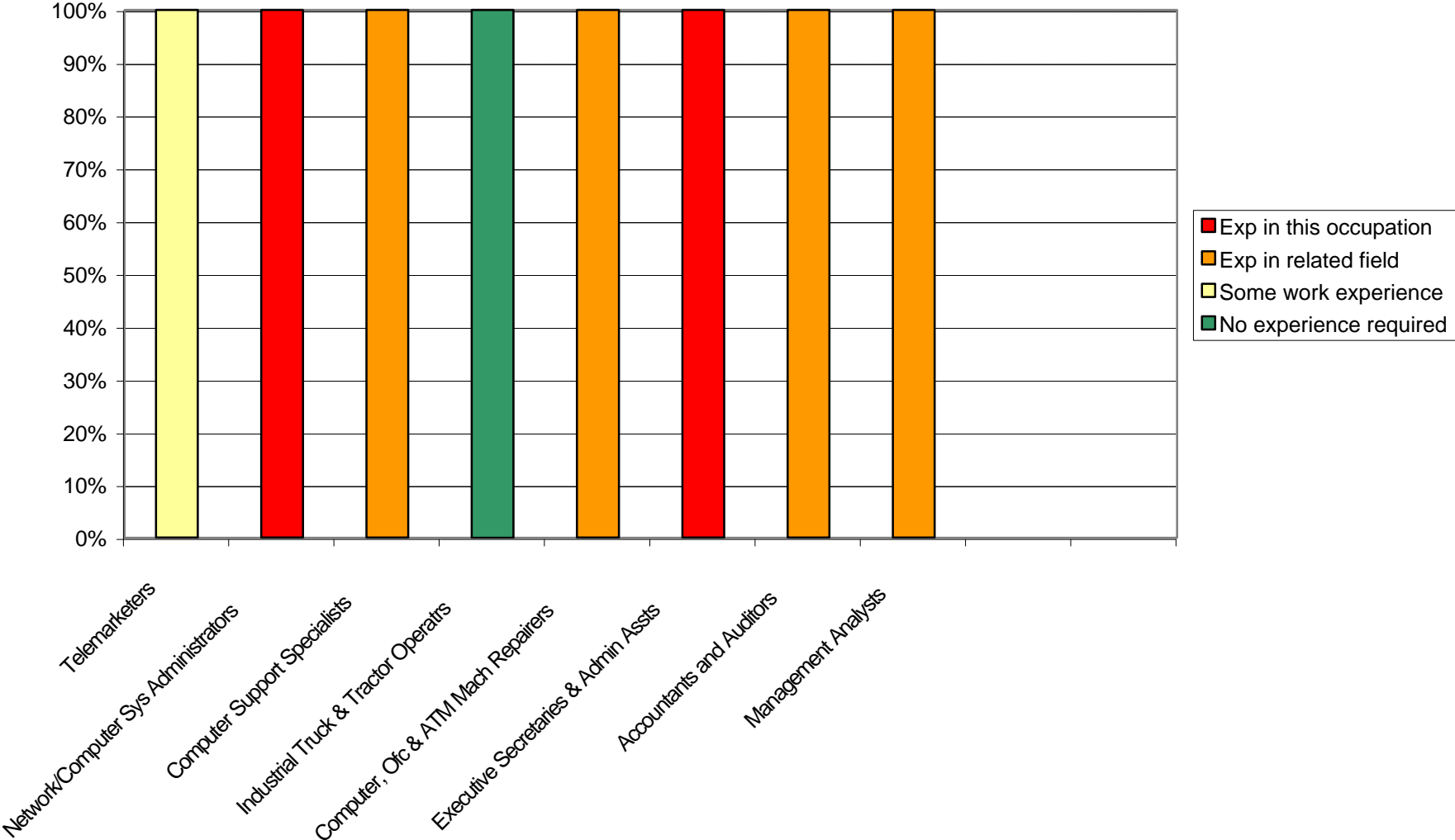
LWA 9: City of Chicago
Duration of Vacancy, Wholesale Trade Industry



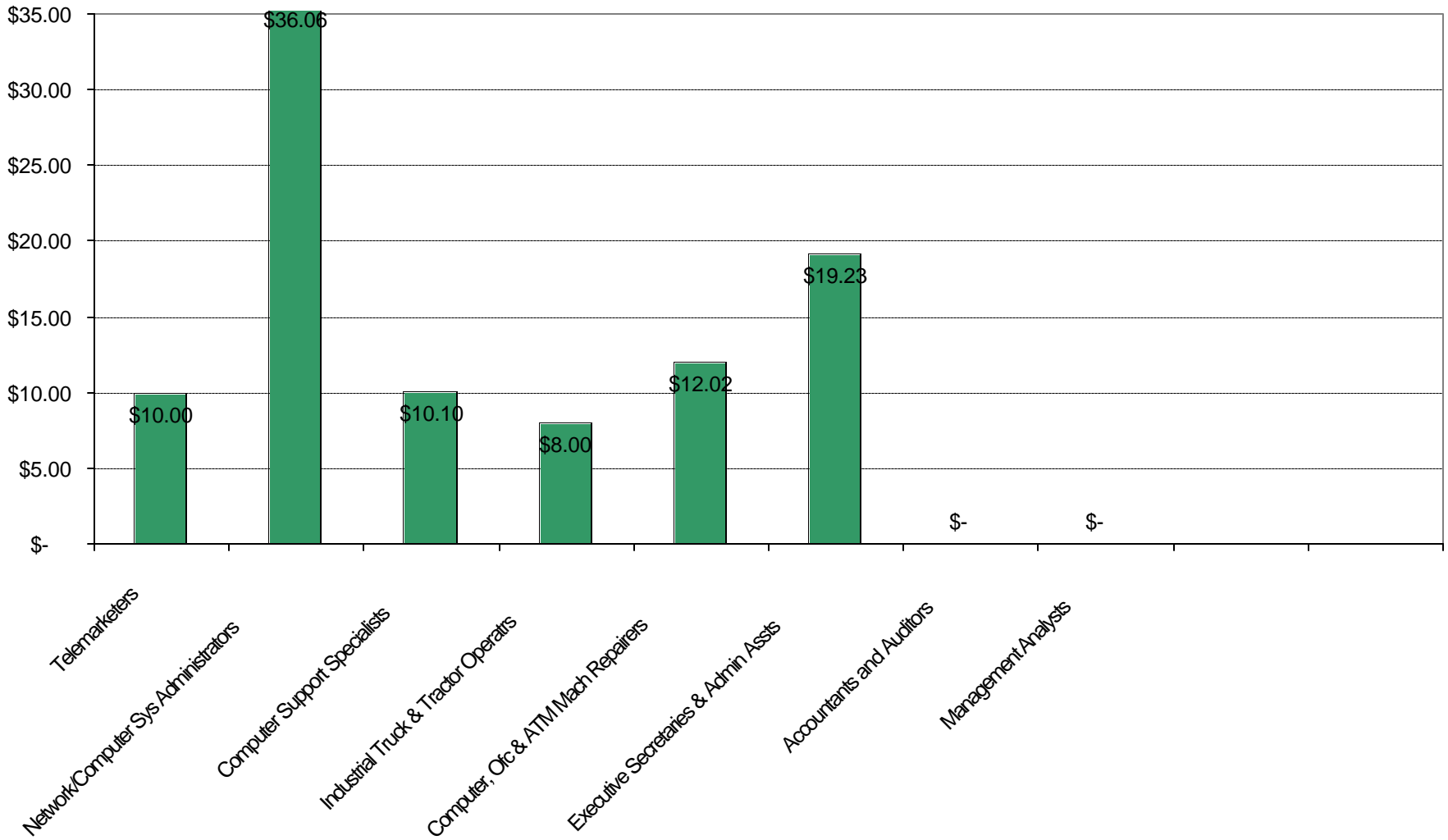
LWA 9: City of Chicago Education Requirement, Wholesale Trade Industry



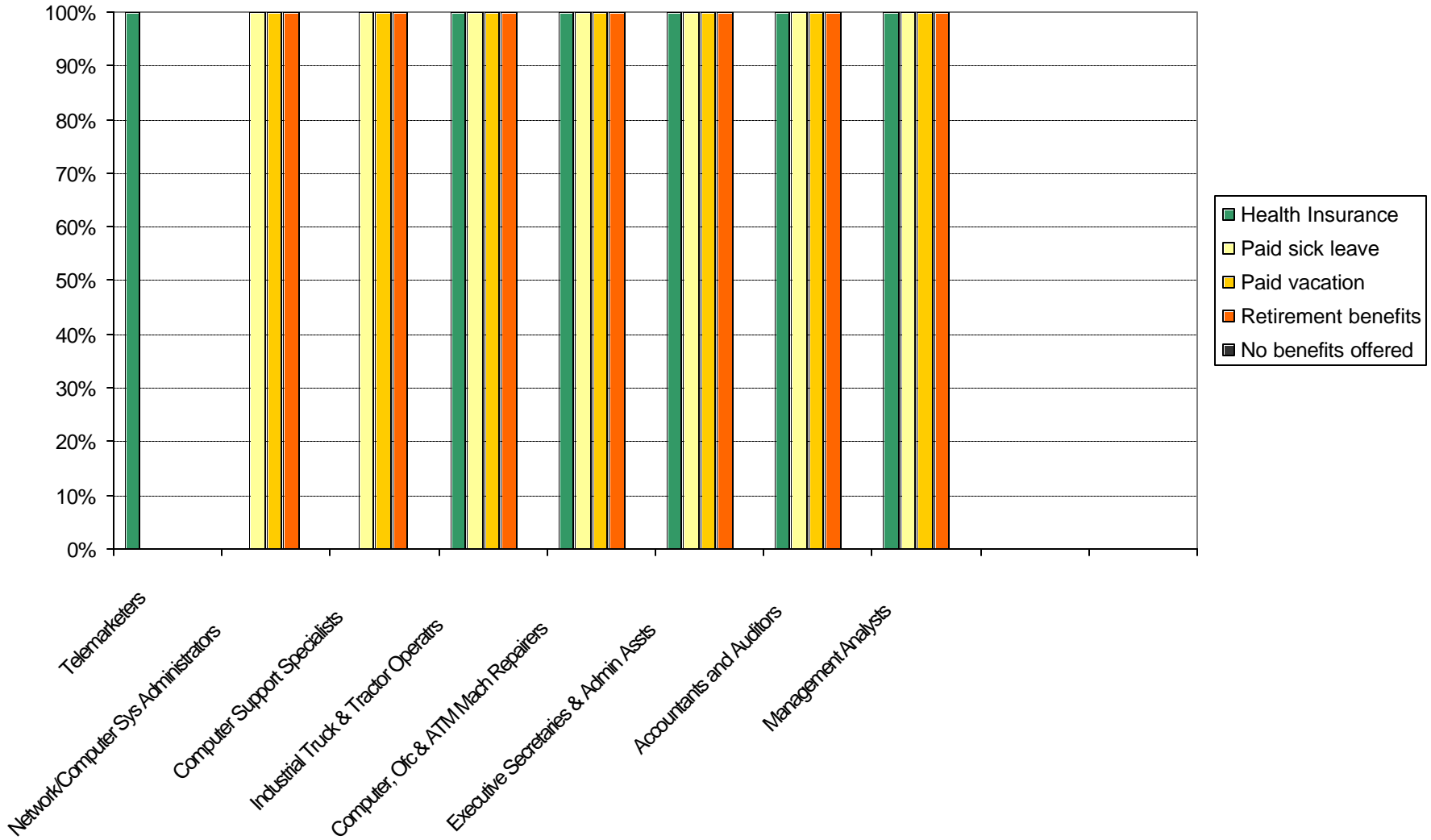
LWA 9: City of Chicago
Experience Requirement, Wholesale Trade Industry



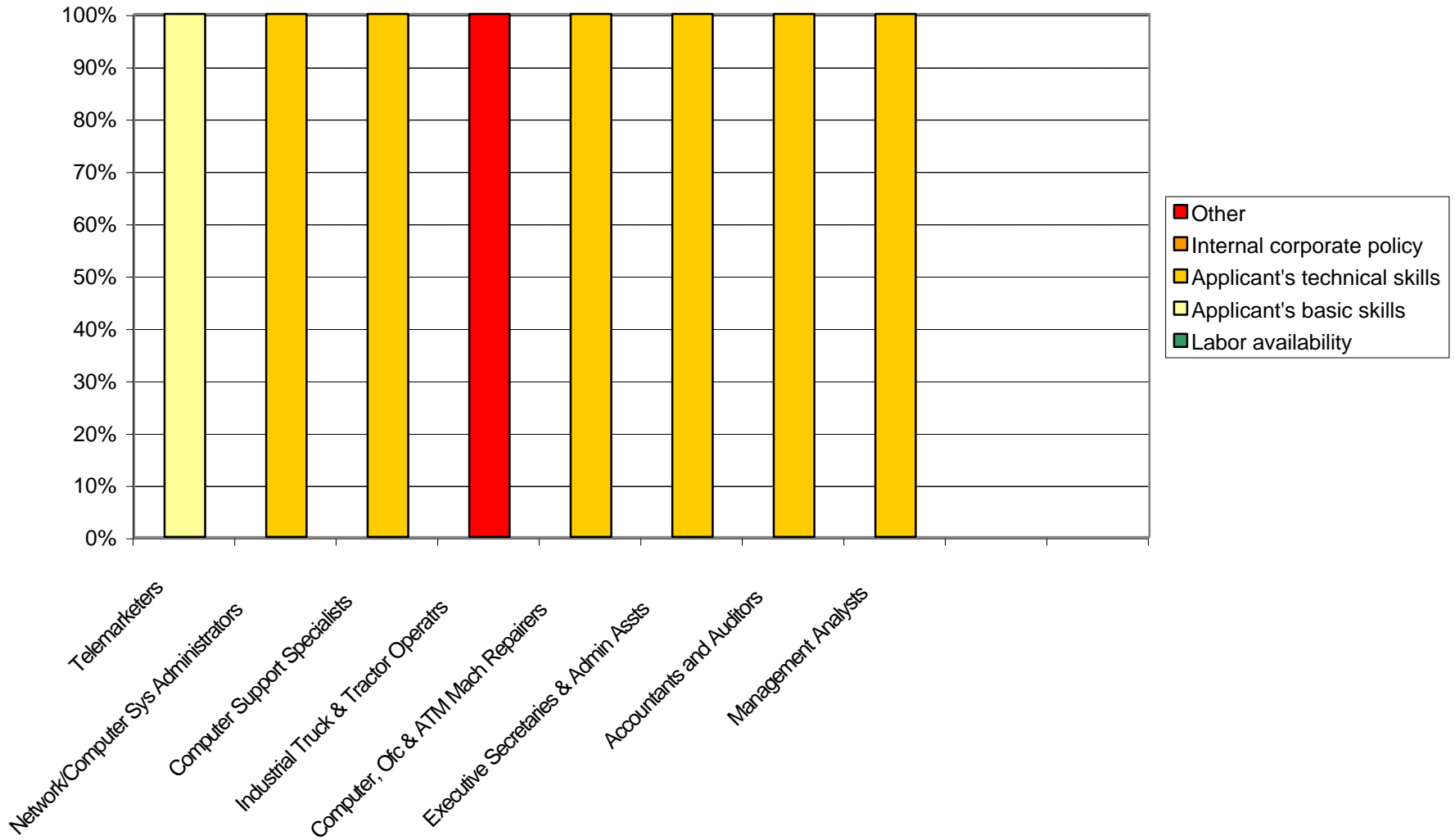
LWA 9: City of Chicago
Median Starting Wage Offered (Hourly), Wholesale Trade Industry



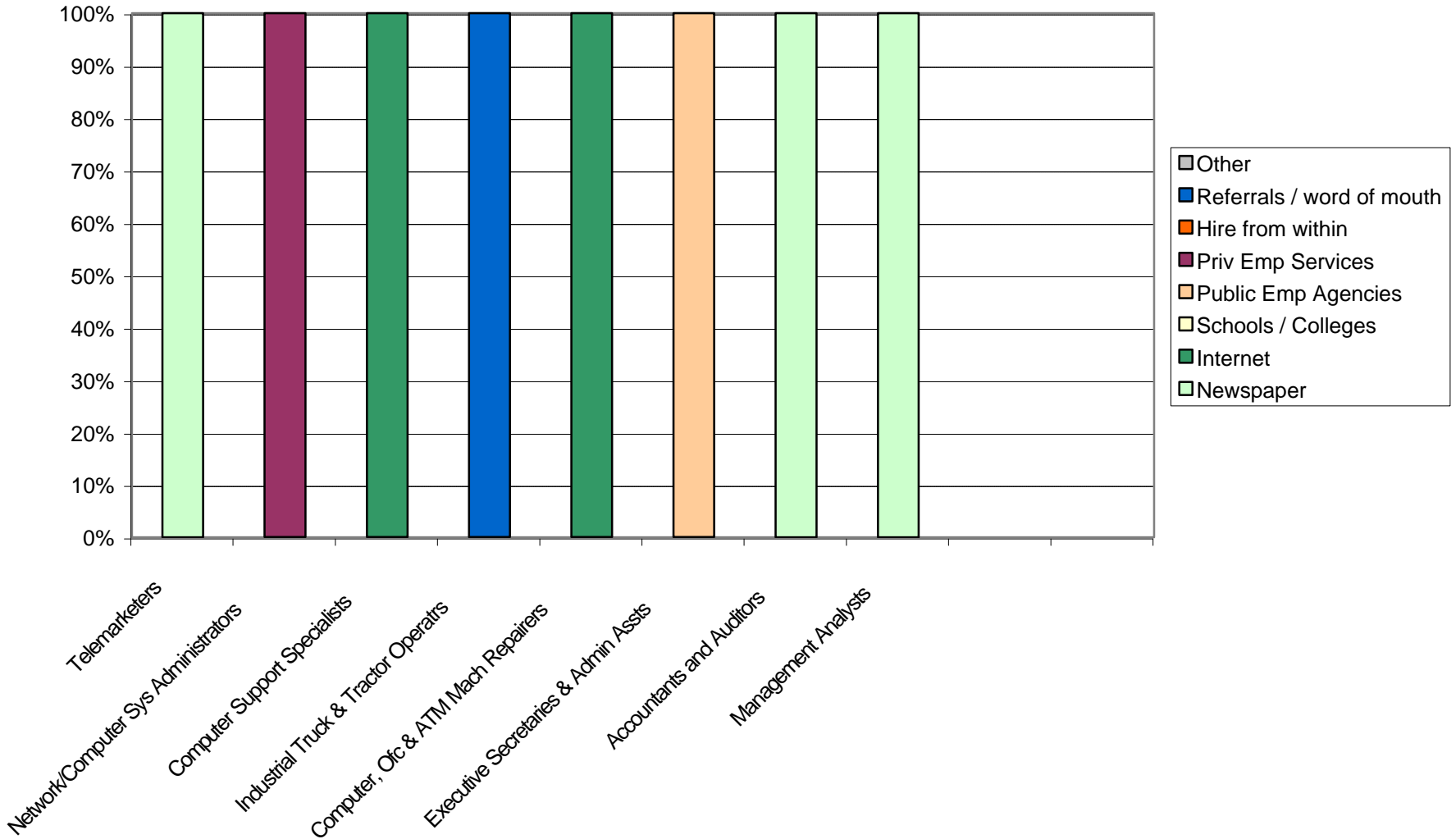
LWA 9: City of Chicago
Benefits Offered, Wholesale Trade Industry



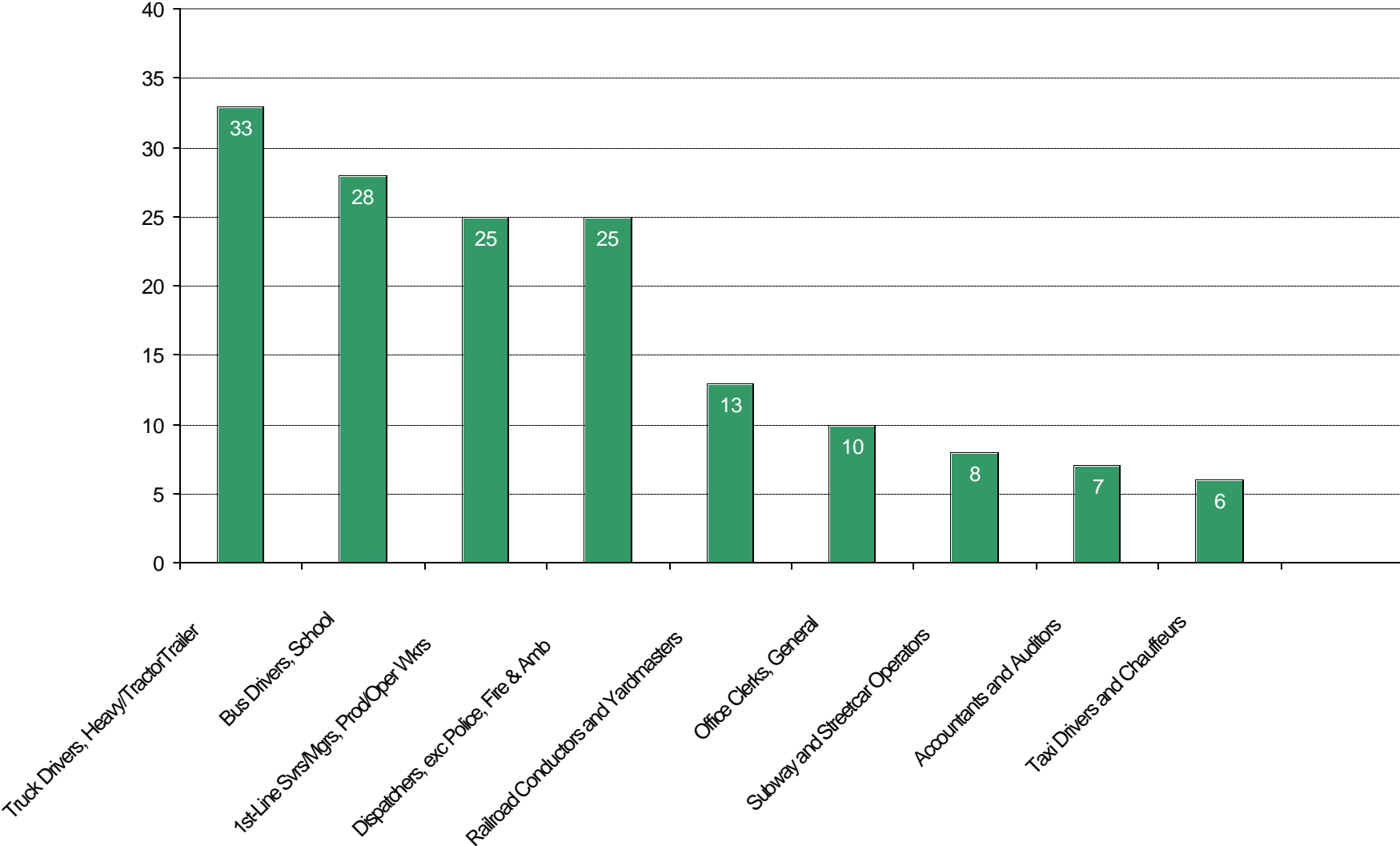
LWA 9: City of Chicago Hiring Difficulty, Wholesale Trade Industry



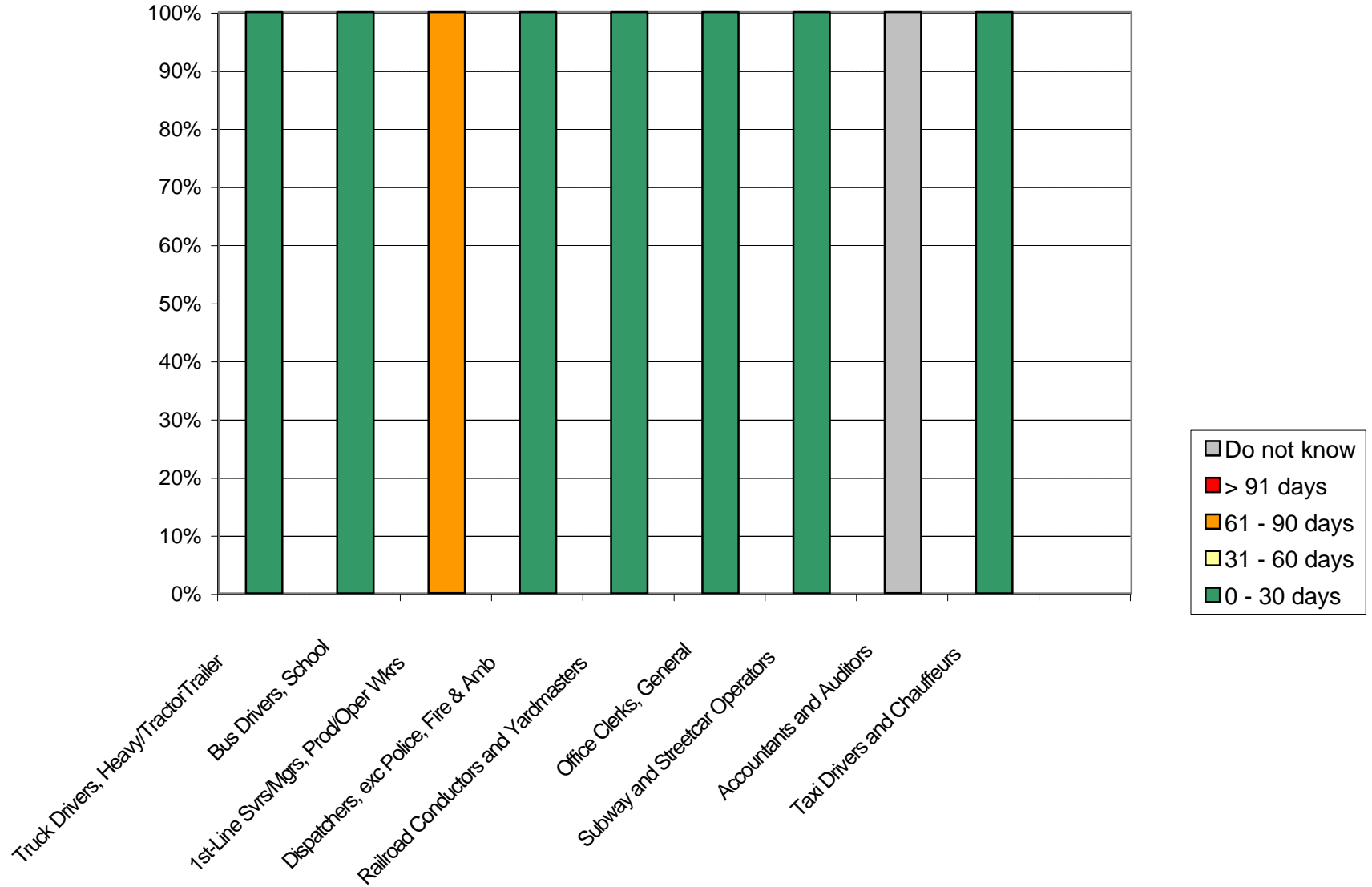
**LWA 9: City of Chicago
Recruitment Method, Wholesale Trade Industry**



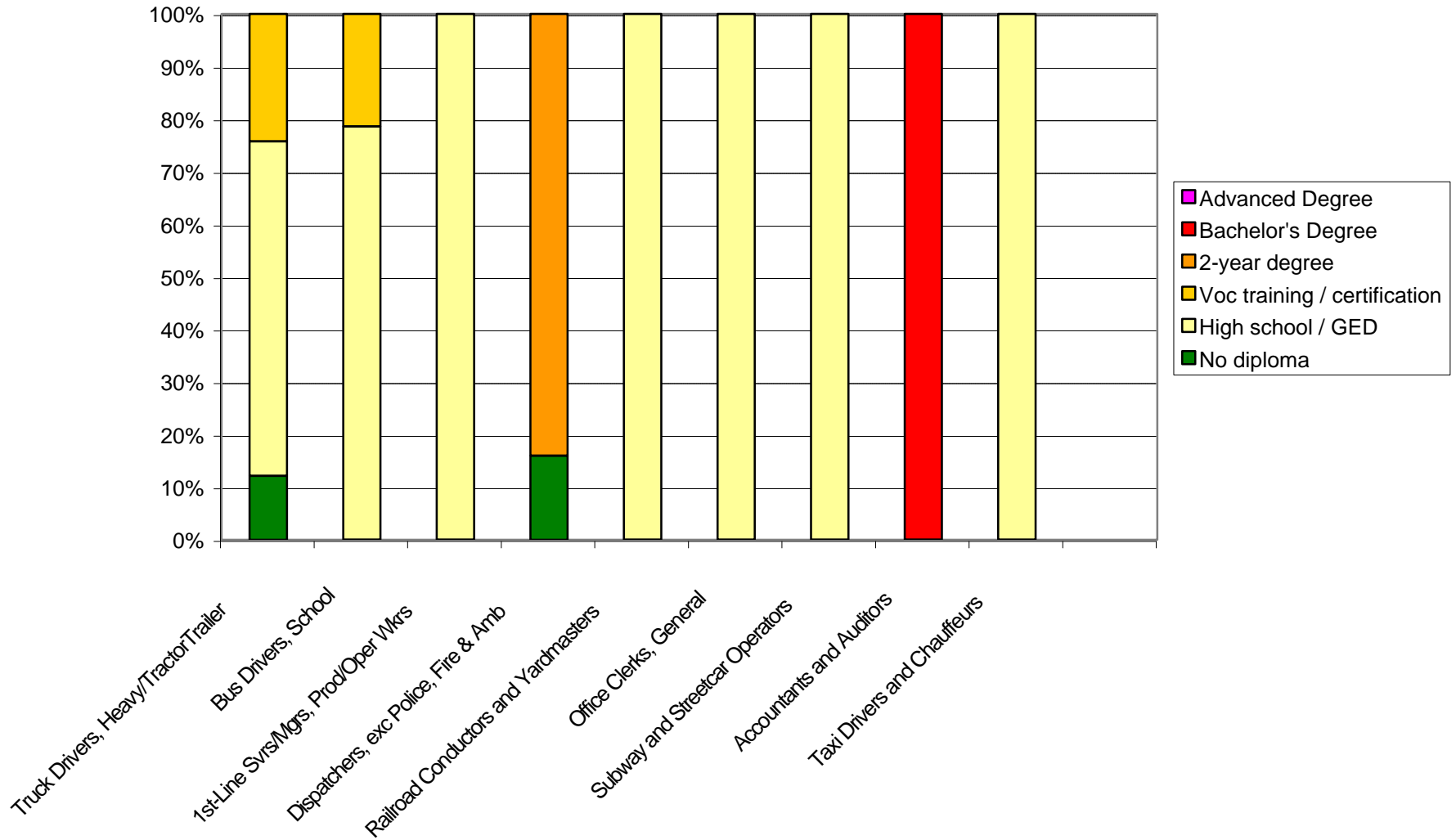
LWA 9: City of Chicago
Most Job Vacancies, Transportation/Warehousing/Logistics Industry



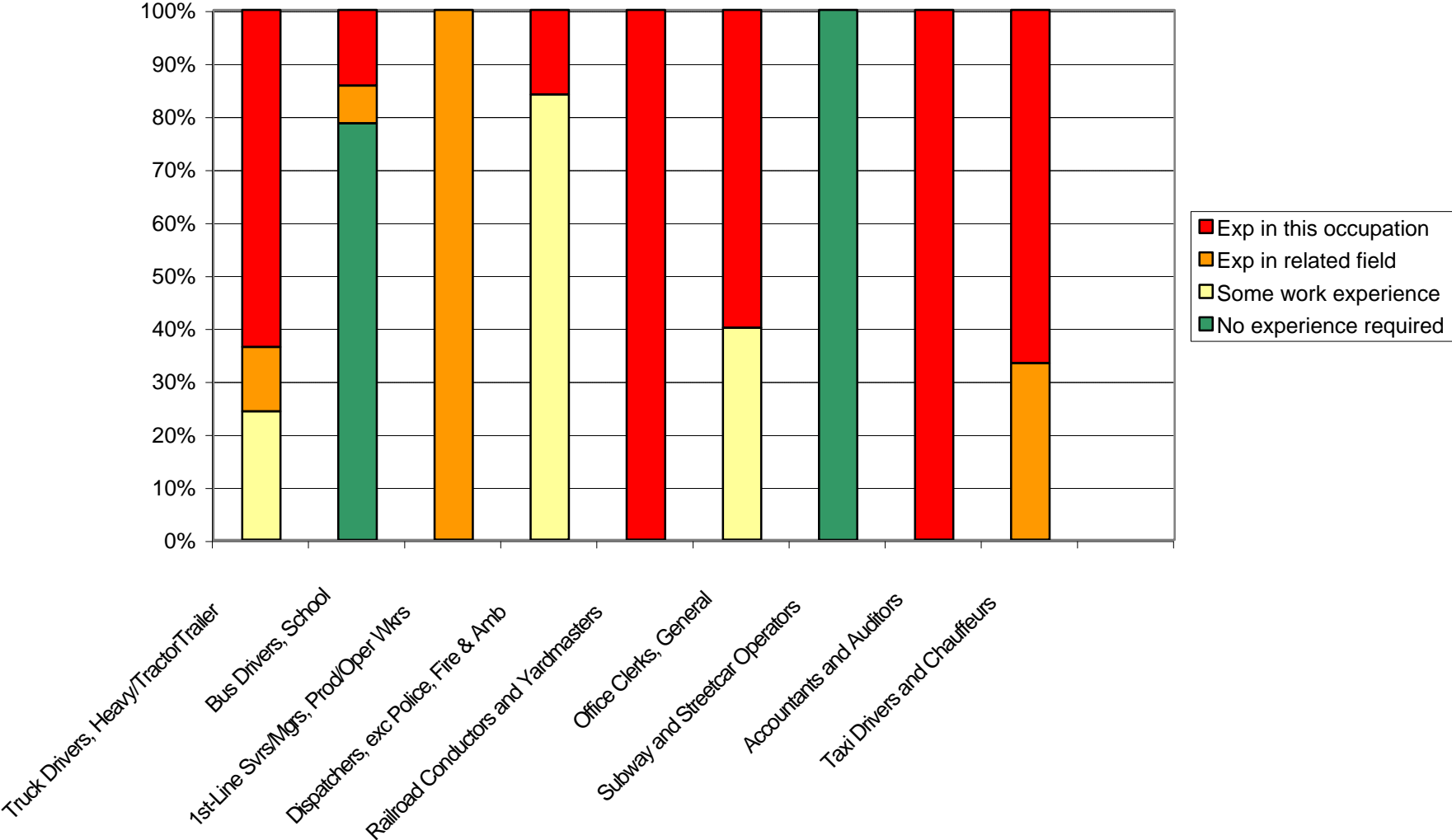
LWA 9: City of Chicago
Duration of Vacancy, Transportation/Warehousing/Logistics Industry



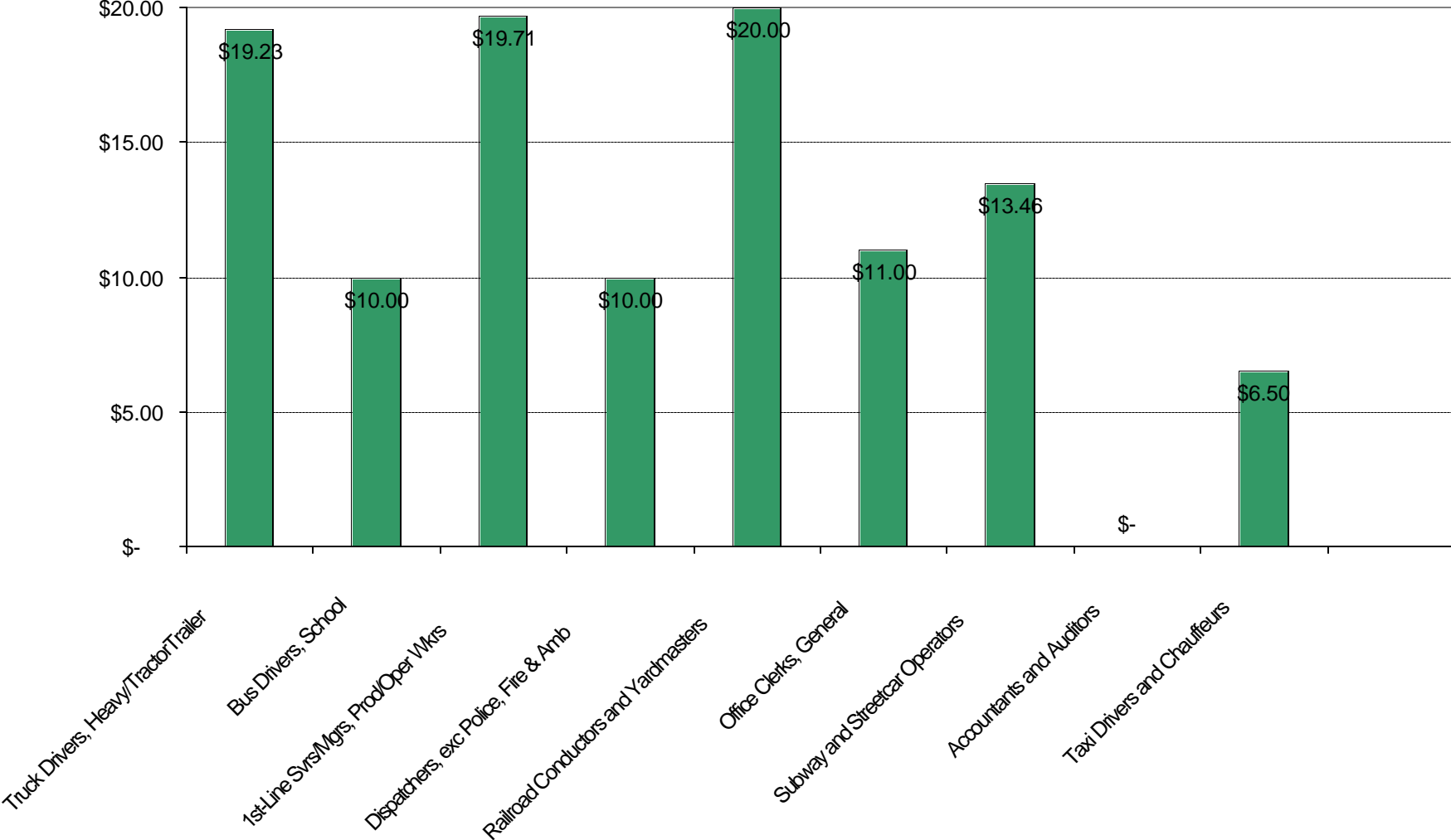
LWA 9: City of Chicago Education Requirement, Transportation/Wareshousing/Logistics Industry



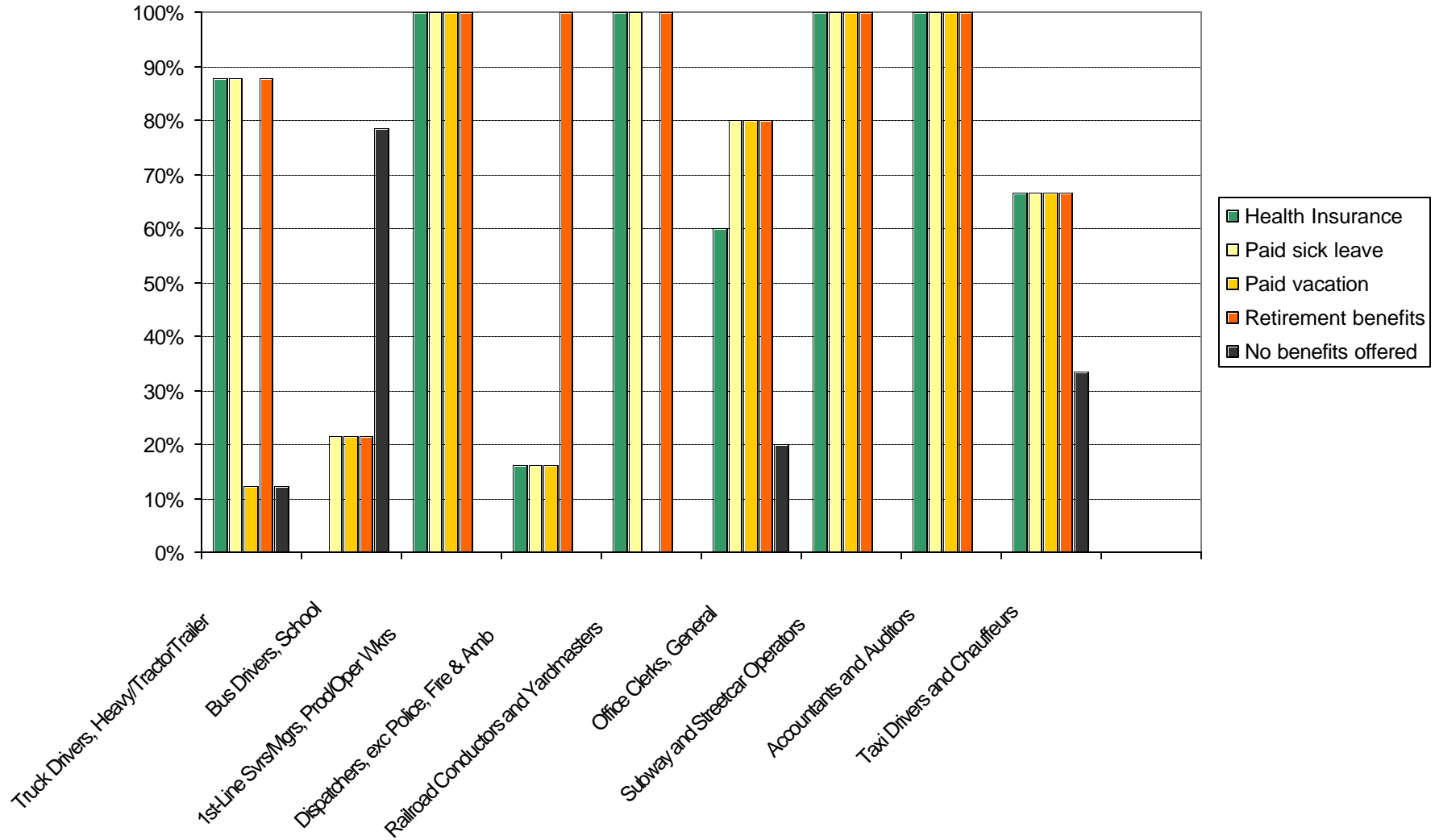
LWA 9: City of Chicago
Experience Requirement, Transportation/Warehousing/Logistics Industry



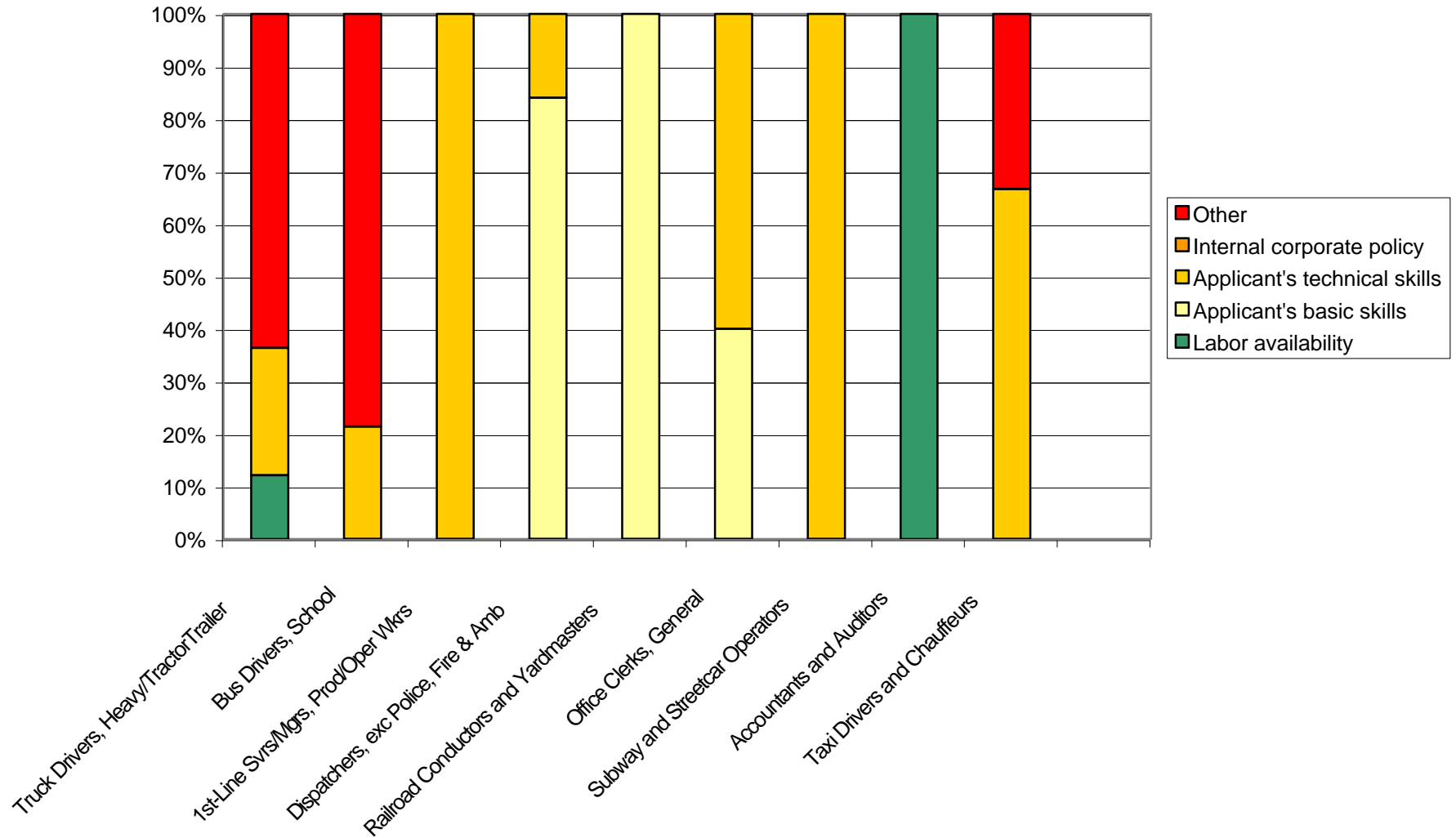
LWA 9: City of Chicago
Median Starting Wage Offered (Hourly), Transportation/Wareshousing/Logistics Industry



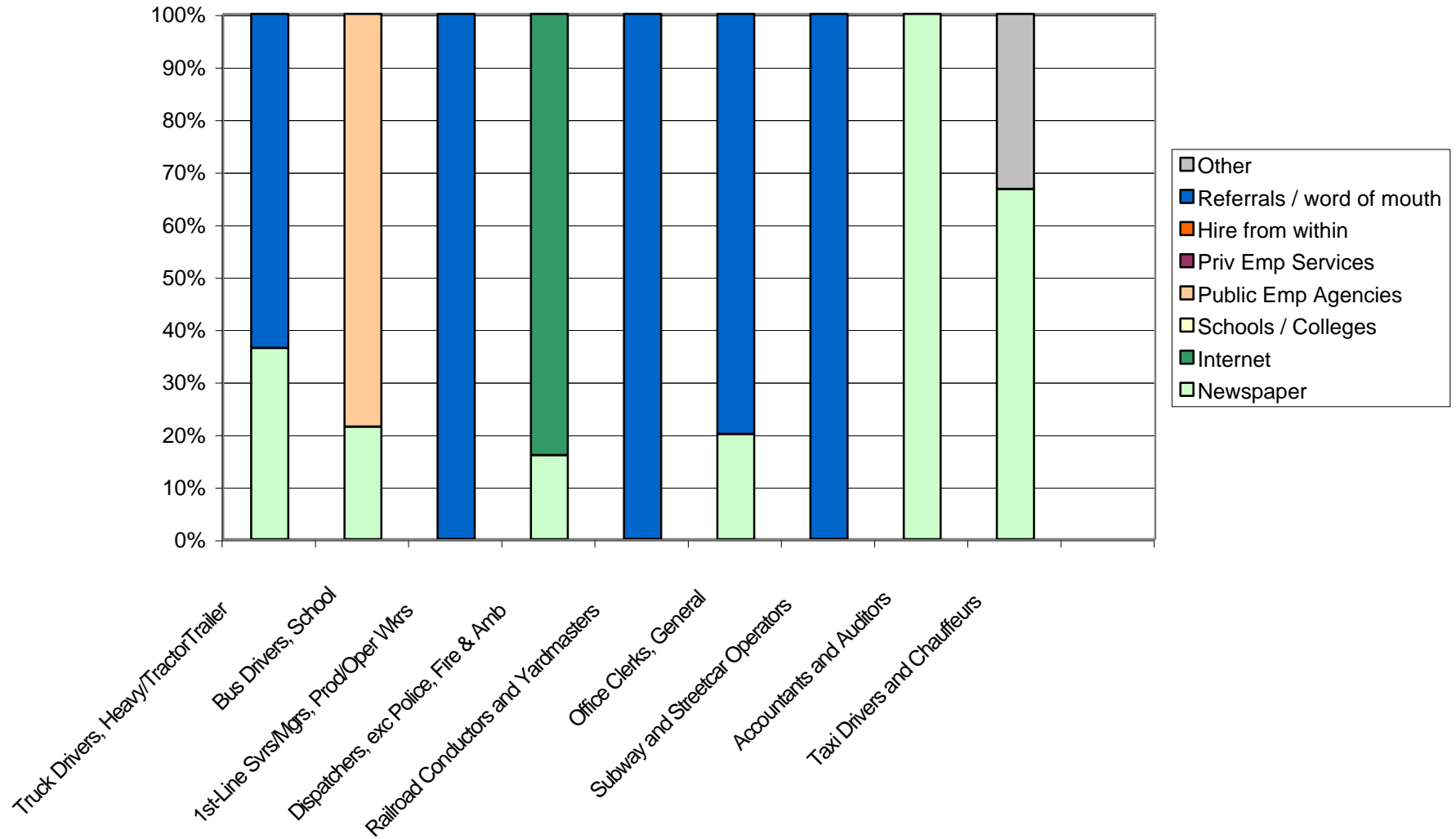
**LWA 9: City of Chicago
Benefits Offered, Transportation/Warehousing/Logistics Industry**



LWA 9: City of Chicago Hiring Difficulty, Transportation/Warehousing/Logistics Industry



LWA 9: City of Chicago Recruitment Method, Transportation/Warehousing/Logistics Industry



Appendix I

Workforce Investment Board of Will County

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Note: Too few firms with vacancies limit the production of detailed response data.

Table 1. Business and Employment Conditions: Respondent Firms in Will County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Number of Firms	34	38	31	25
Vacancies (% reporting vacancies)	5.9%	18.4%	16.1%	28.0%
Temp help (% reporting temp help)	31.9%	18.6%	14.0%	12.8%
Business conditions index				
improved last 6 months	44	40	44	69
will improve next 6 months	62	65	65	63
Employment conditions index				
improved last 6 months	48	46	41	65
will improve next 6 months	54	60	61	38

Table 2. Business and Employment Conditions: Firms with Vacancies in Will County

	Manufacturing		Wholesale <u>Trade</u>	Transportation/ Warehousing <u>Logistics</u>
	<u>Nondurable</u>	<u>Durable</u>		
Total number firms	2	7	5	7
Temp help (% reporting temp help)	100.0%	14.7%	35.9%	12.6%
Total number vacancies	22	84	34	53
permanent (% total vacancies)	*	94.4%	*	100.0%
seasonal (% total vacancies)	*	5.6%	*	0.0%
full-time (% total vacancies)	*	94.4%	*	100.0%
part-time (% total vacancies)	*	5.6%	*	0.0%
Business conditions index				
improved last 6 months	*	24	*	31
will improve next 6 months	*	66	*	64
Employment conditions index				
improved last 6 months	*	29	*	51
will improve next 6 months	*	65	*	66

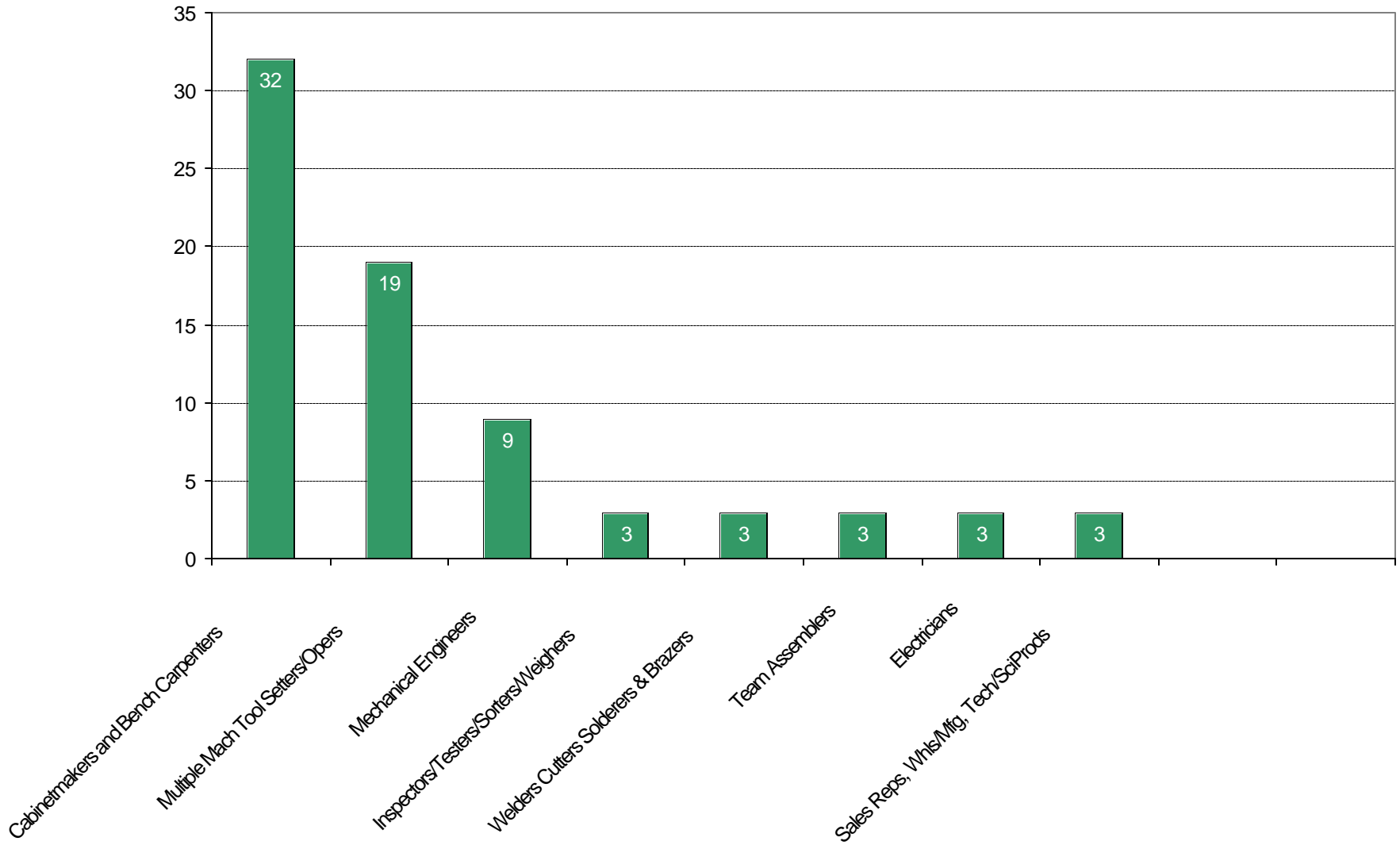
Note: * indicates too few firms with vacancies to produce detailed response data.

Area: LWA 10 - Workforce Investment Board of Will County Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

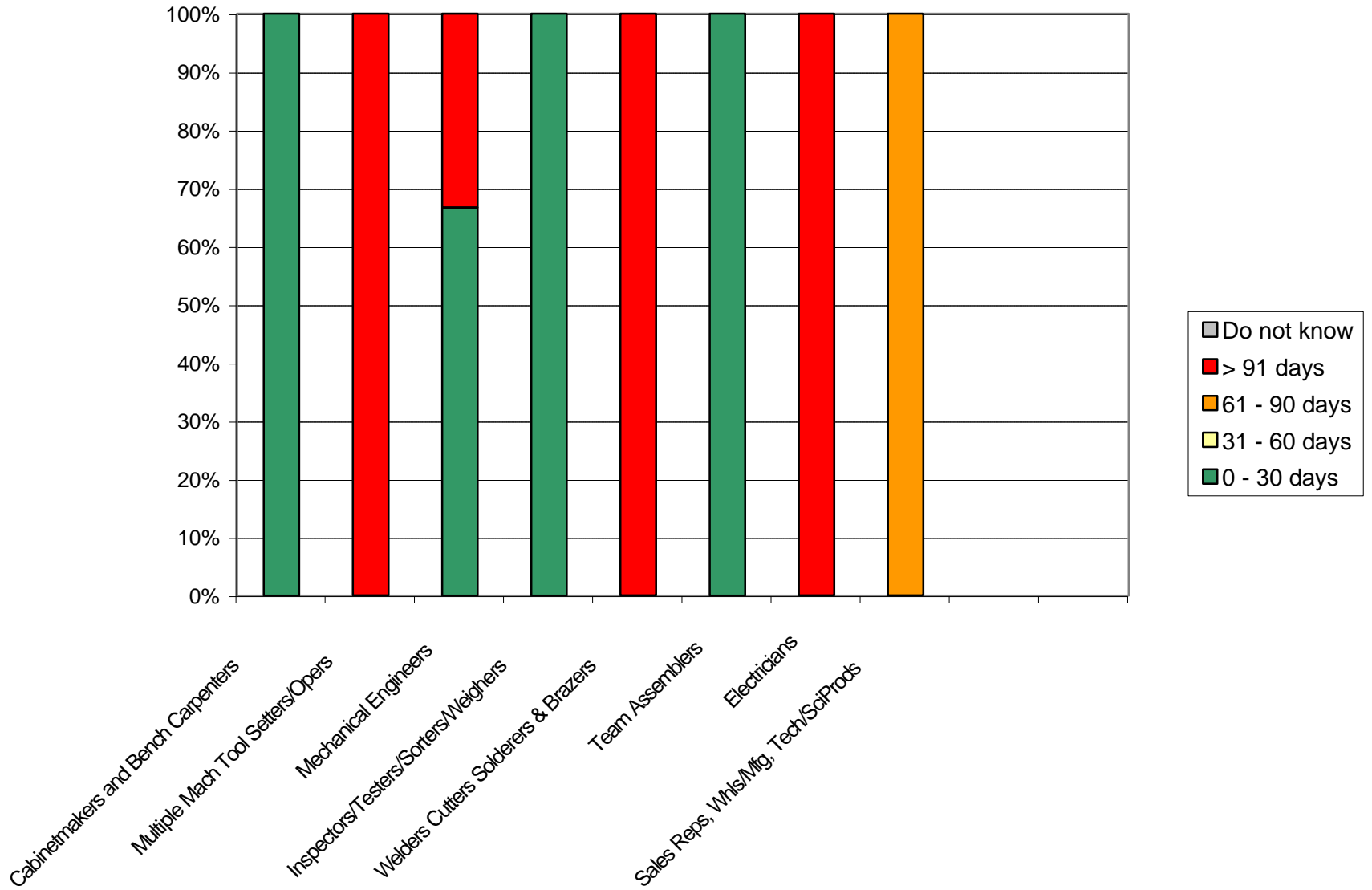
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement					Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties					Recruitment Method										
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required	Some work experience		Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Cabinetmakers and Bench Carpenters	32	100%					100%					100%			\$24.04	0%	100%	100%	0%	100%		100%				100%										
Multiple Mach Tool Setters/Operators	19			100%			100%						100%		\$13.00	100%	0%	0%	0%	0%				100%	100%											
Mechanical Engineers	9	67%			33%					100%			100%		\$25.00	0%	100%	67%	100%	100%	67%		33%			33%								67%		
Inspectors/Testers/Sorters/Weighers	3	100%							100%				100%		\$12.00	0%	0%	100%	100%	100%		100%				100%										
Welders Cutters Solderers & Brazers	3			100%			100%						100%		\$10.00	0%	100%	100%	0%	100%	100%	100%			100%											
Team Assemblers	3	100%					100%						100%		N/A	0%	100%	100%	100%	100%	100%													100%		
Electricians	3			100%			100%						100%		\$10.00	0%	100%	100%	0%	100%		100%			100%											
Sales Reps, Whls/Mfg, Tech/SciProds	3		100%									100%			\$14.00	0%	100%	100%	100%	100%		100%				100%										

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

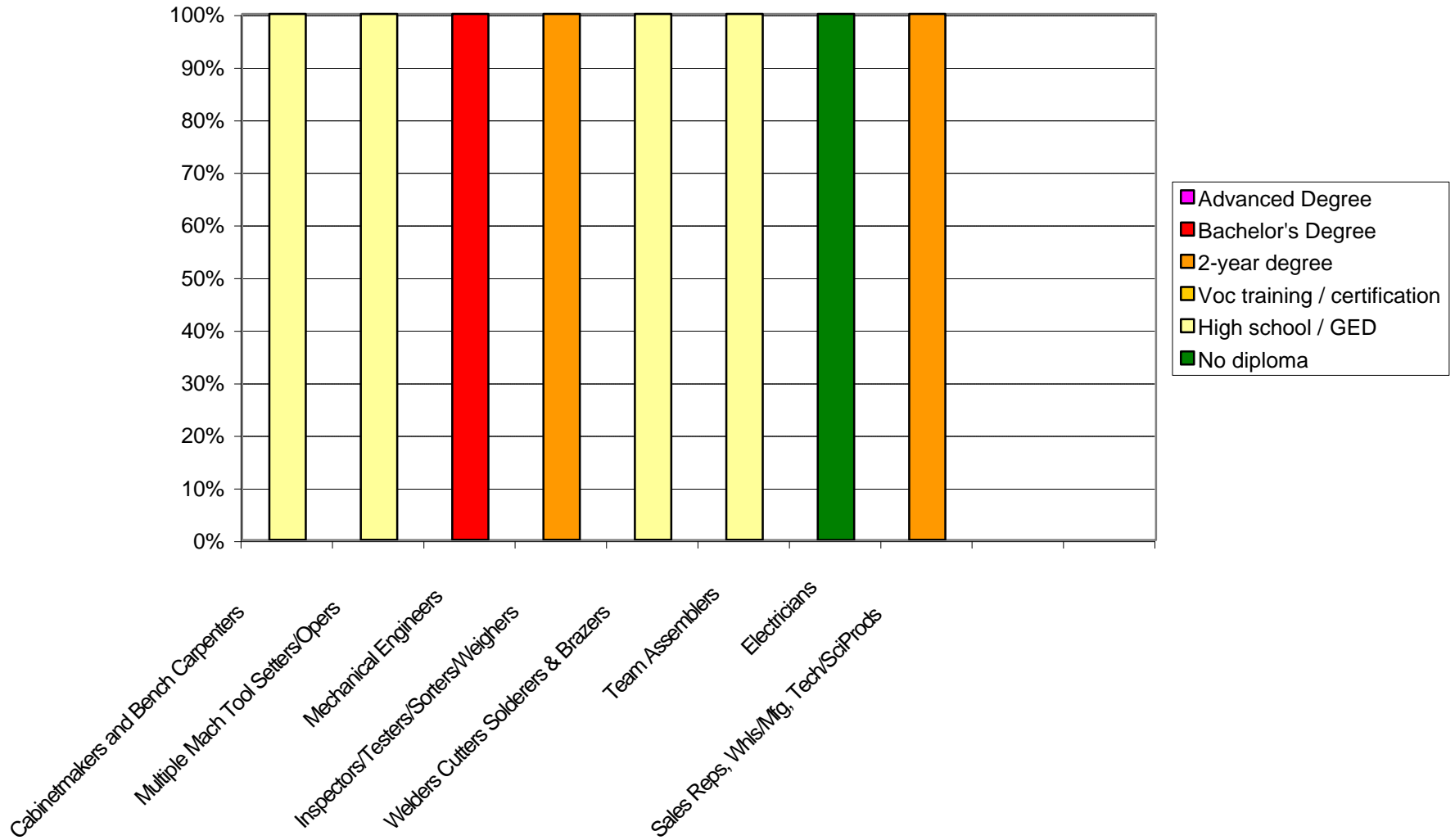
LWA 10: Will County
Most Job Vacancies, Durable Manufacturing Industry



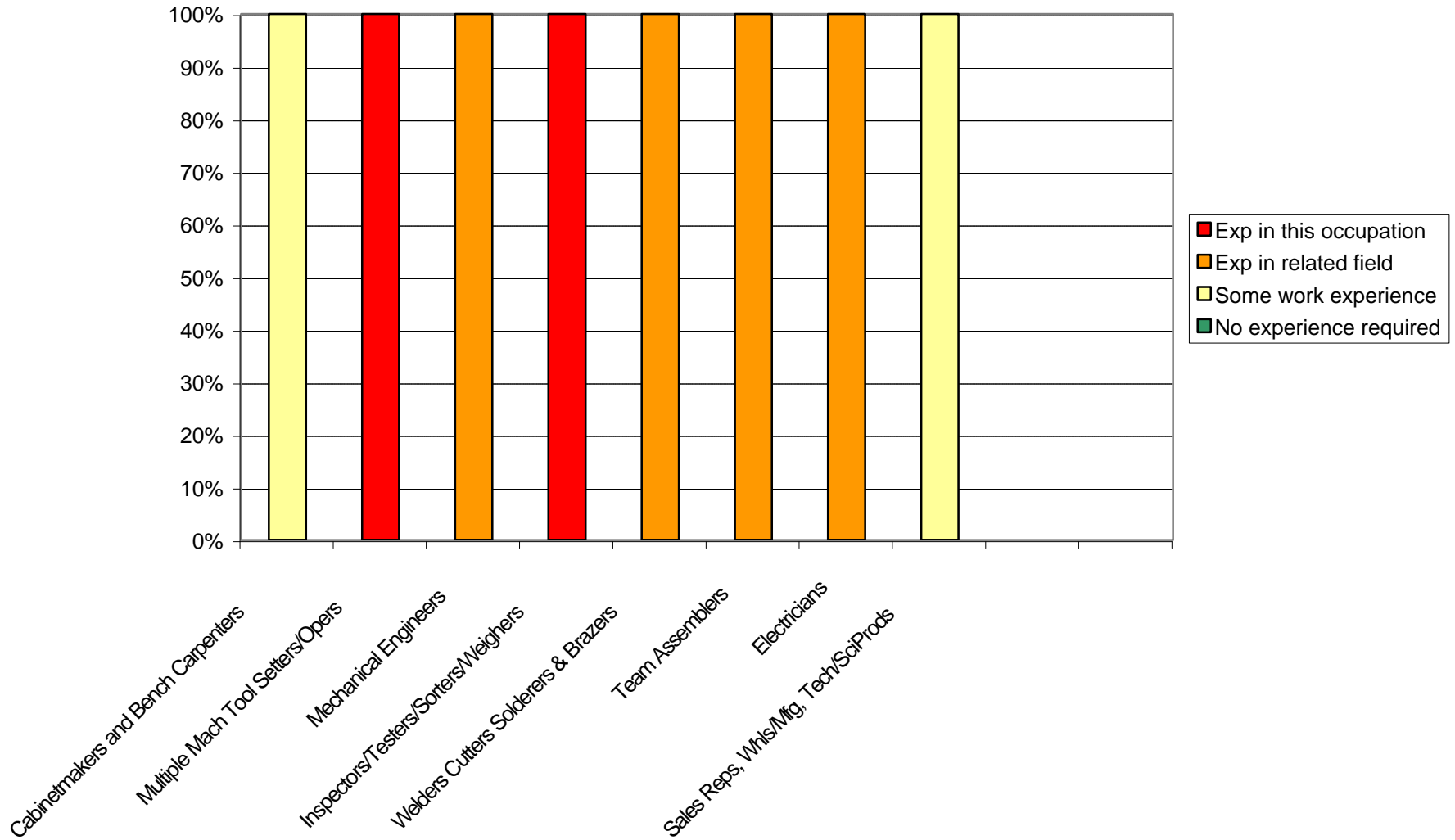
LWA 10: Will County
Duration of Vacancy, Durable Manufacturing Industry



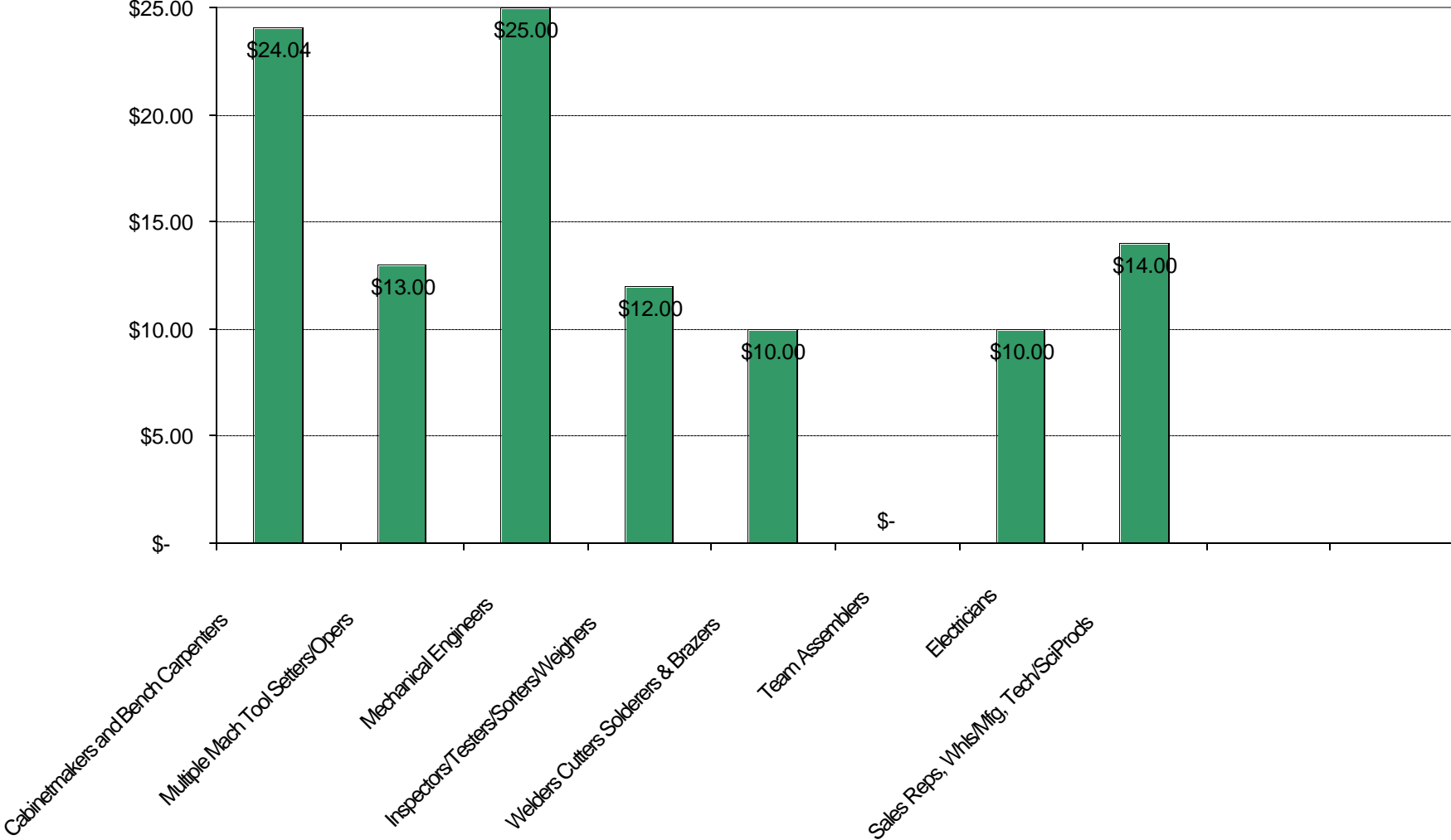
LWA 10: Will County
Education Requirement, Durable Manufacturing Industry



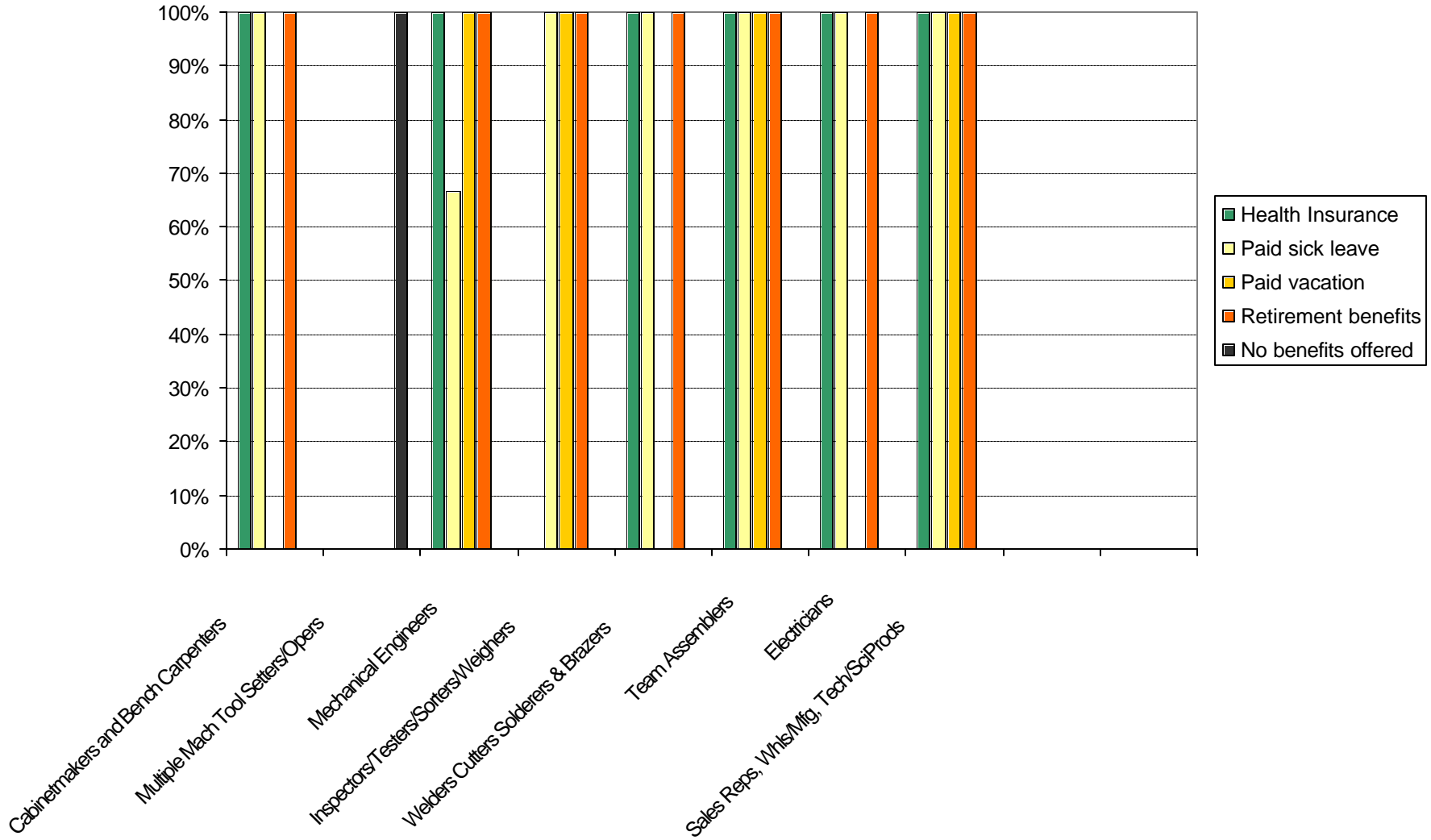
LWA 10: Will County Experience Requirement, Durable Manufacturing Industry



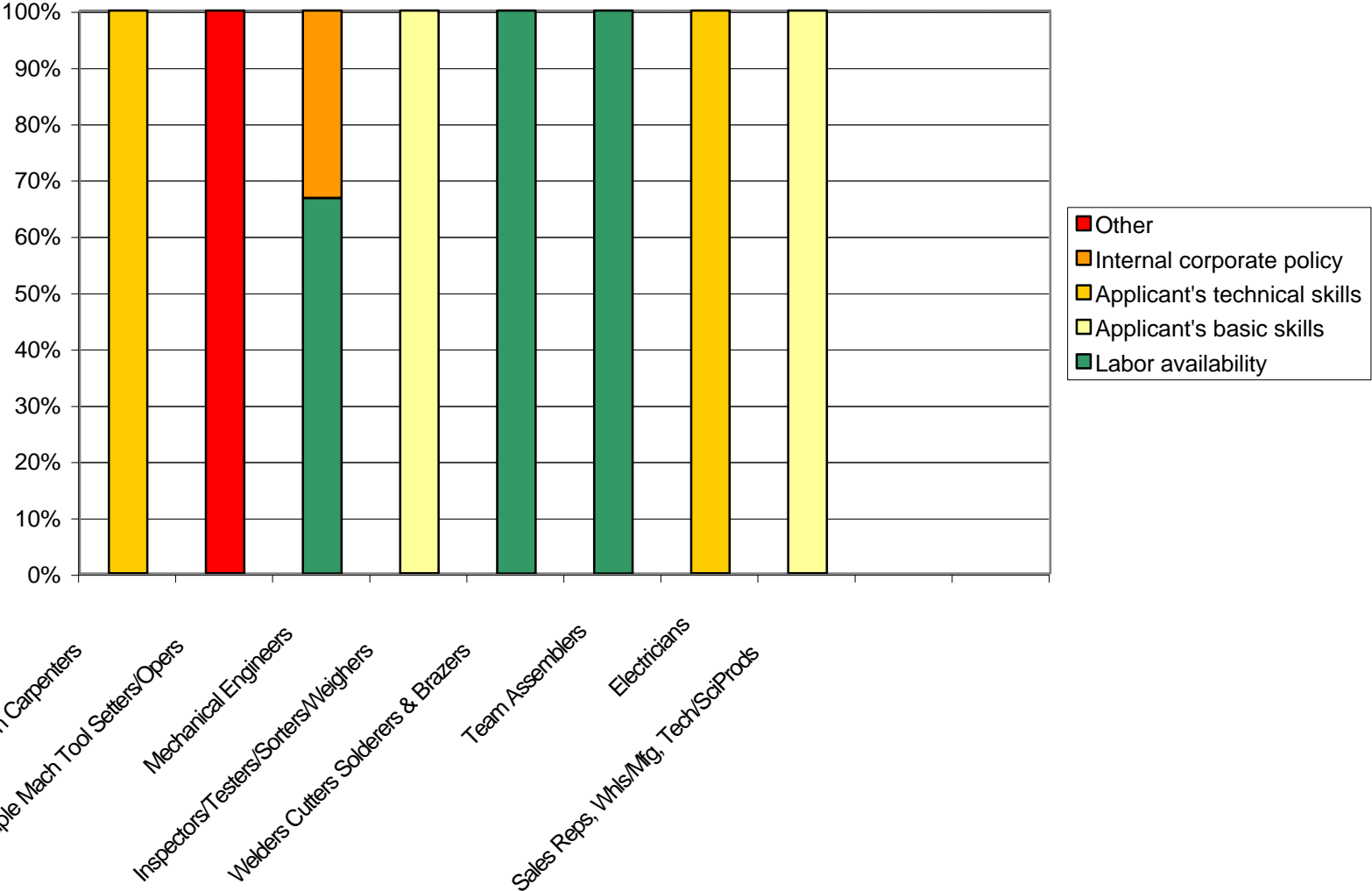
**LWA 10: Will County
Median Starting Wage Offered (Hourly), Durable Manufacturing Industry**



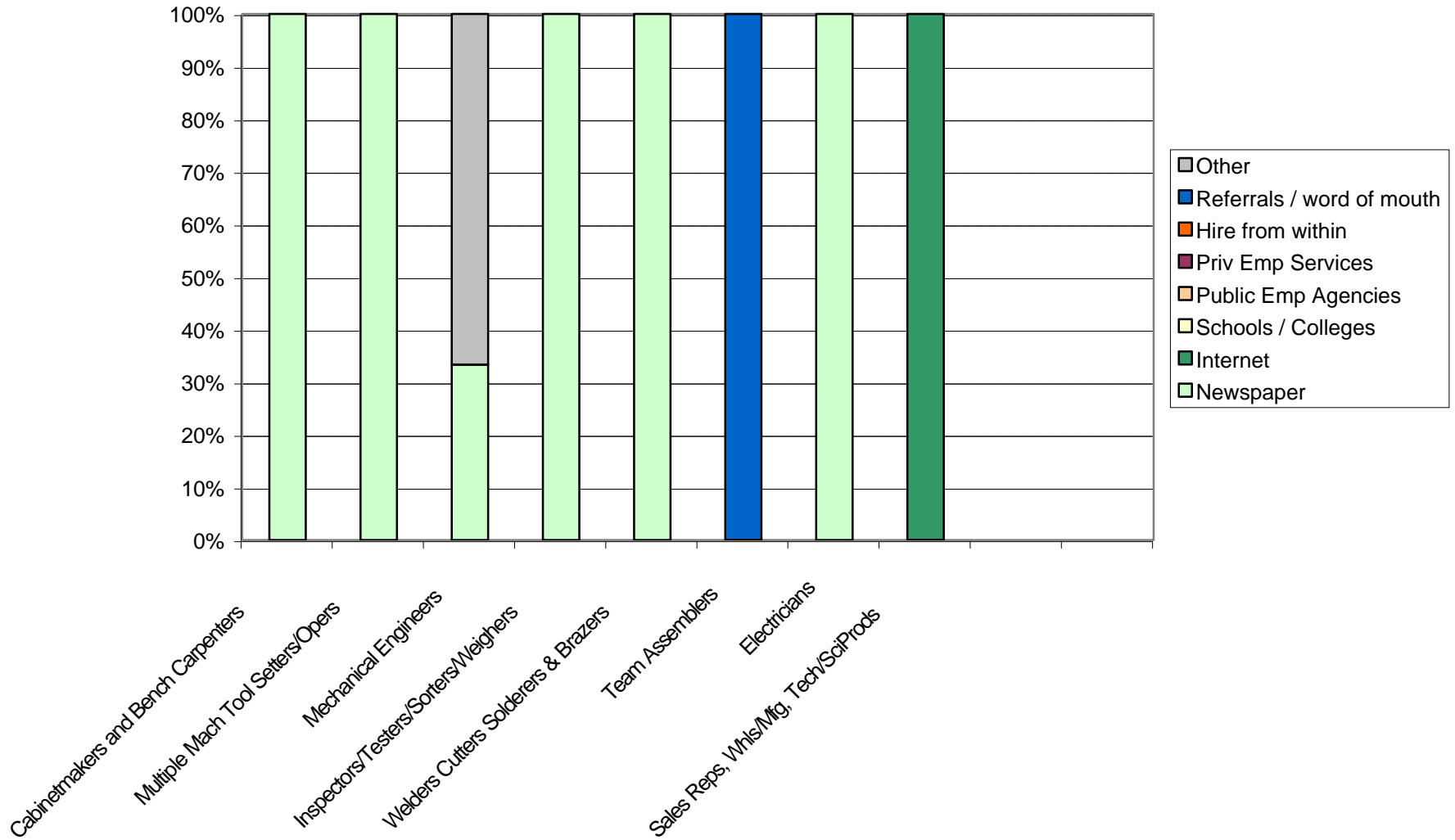
**LWA 10: Will County
Benefits Offered, Durable Manufacturing Industry**



LWA 10: Will County Hiring Difficulty, Durable Manufacturing Industry



**LWA 10: Will County
Recruitment Method, Durable Manufacturing Industry**



Area: LWA 10 - Workforce Investment Board of Will County

Industry Sector: Wholesale Trade

Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits				Hiring Difficulties				Recruitment Method													
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Outdoor Powr Eqpt & Small Eng Mechs	9																																			
Bookkeeping/Acctng/Auditing Clerks	4																																			
Demonstrators and Product Promoters	4																																			
Sales Reps, Whls/Mfg, Tech/SciProds	4																																			
1st-Line Svrs/Mgrs, Retl Sales Wkrs	4																																			
Note: Too few firms with vacancies prevent the production of detailed response data.																																				

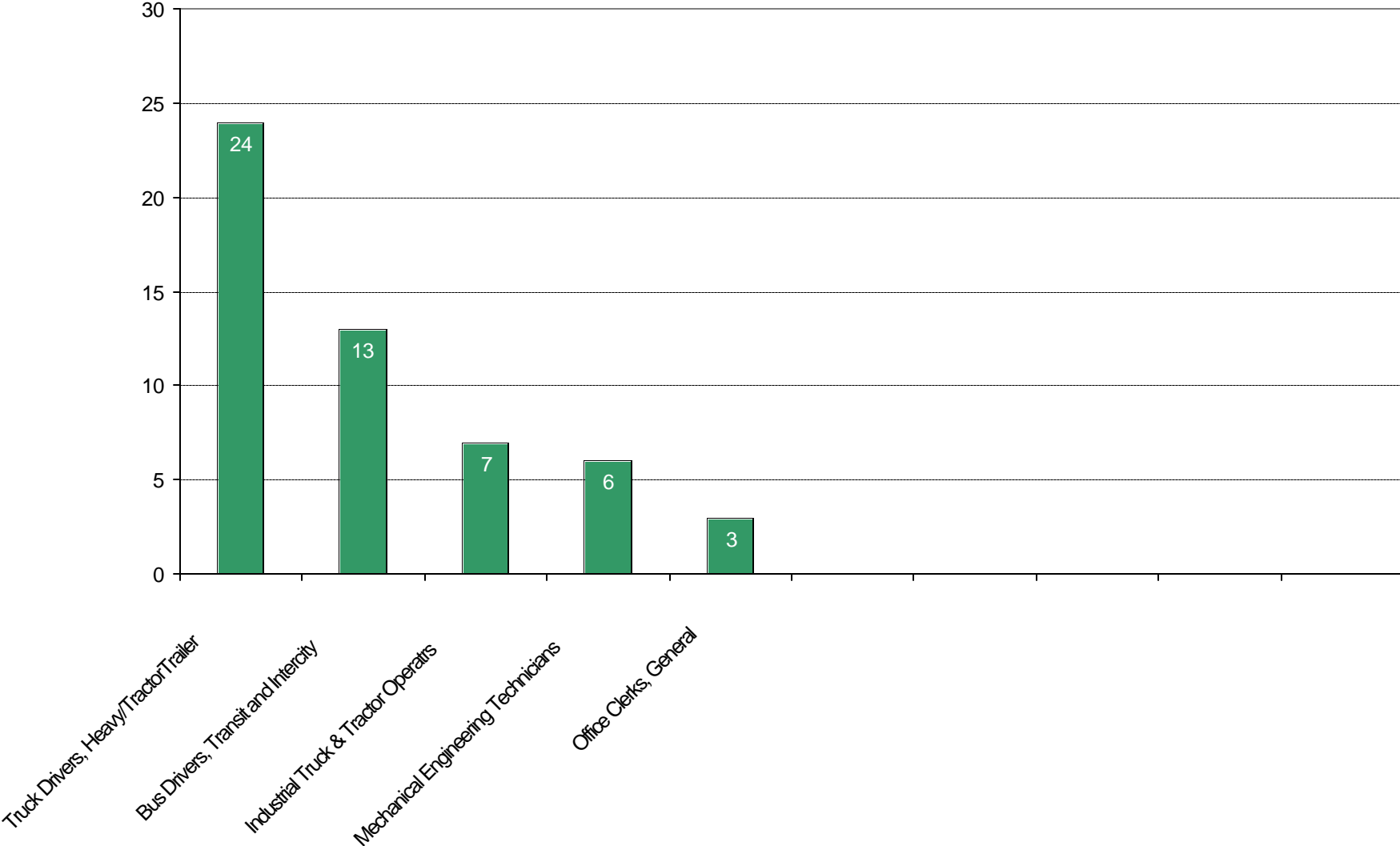
* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

Area: LWA 10 - Workforce Investment Board of Will County Industry Sector: Transportation/Warehousing/Logistics
Full-Time Job Vacancies

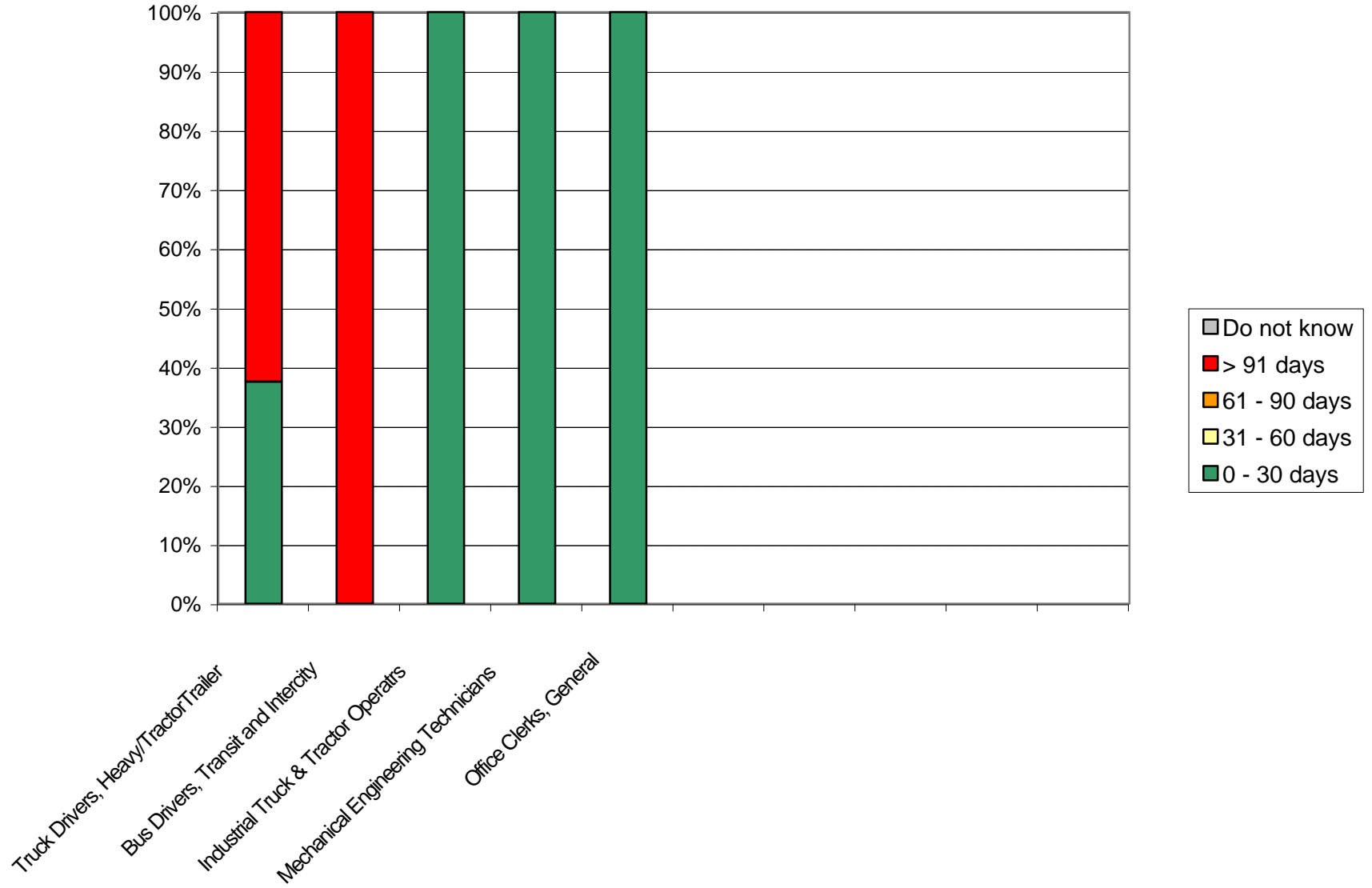
Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits					Hiring Difficulties				Recruitment Method													
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other		
Truck Drivers, Heavy/TractorTrailer	24	38%			63%		38%	63%				63%	13%	25%	\$14.00	13%	0%	25%	0%	88%	75%			25%	100%												
Bus Drivers, Transit and Intercity	13				100%		100%						100%		\$10.50	0%	100%	100%	100%	100%		100%			100%												
Industrial Truck & Tractor Operatrs	7	100%					100%					100%			\$12.00	0%	100%	100%	100%	100%		100%													100%		
Mechanical Engineering Technicians	6	100%					100%					100%			\$9.50	0%	100%	100%	0%	100%	100%	100%														100%	
Office Clerks, General	3	100%					100%					100%			\$9.62	100%	0%	0%	0%	0%		100%														100%	

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

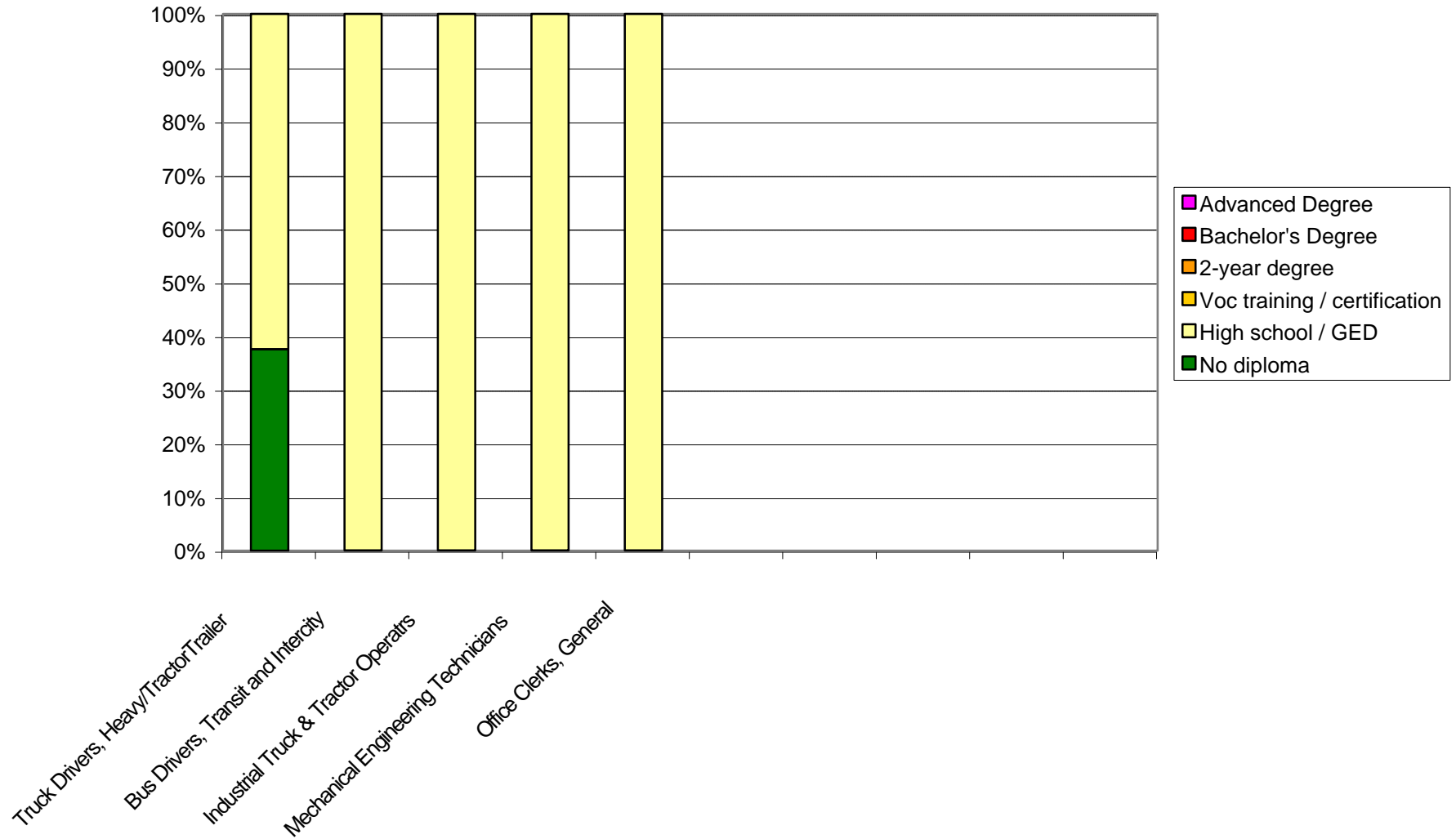
LWA 10: Will County
Most Job Vacancies, Transportation/Warehousing/Logistics Industry



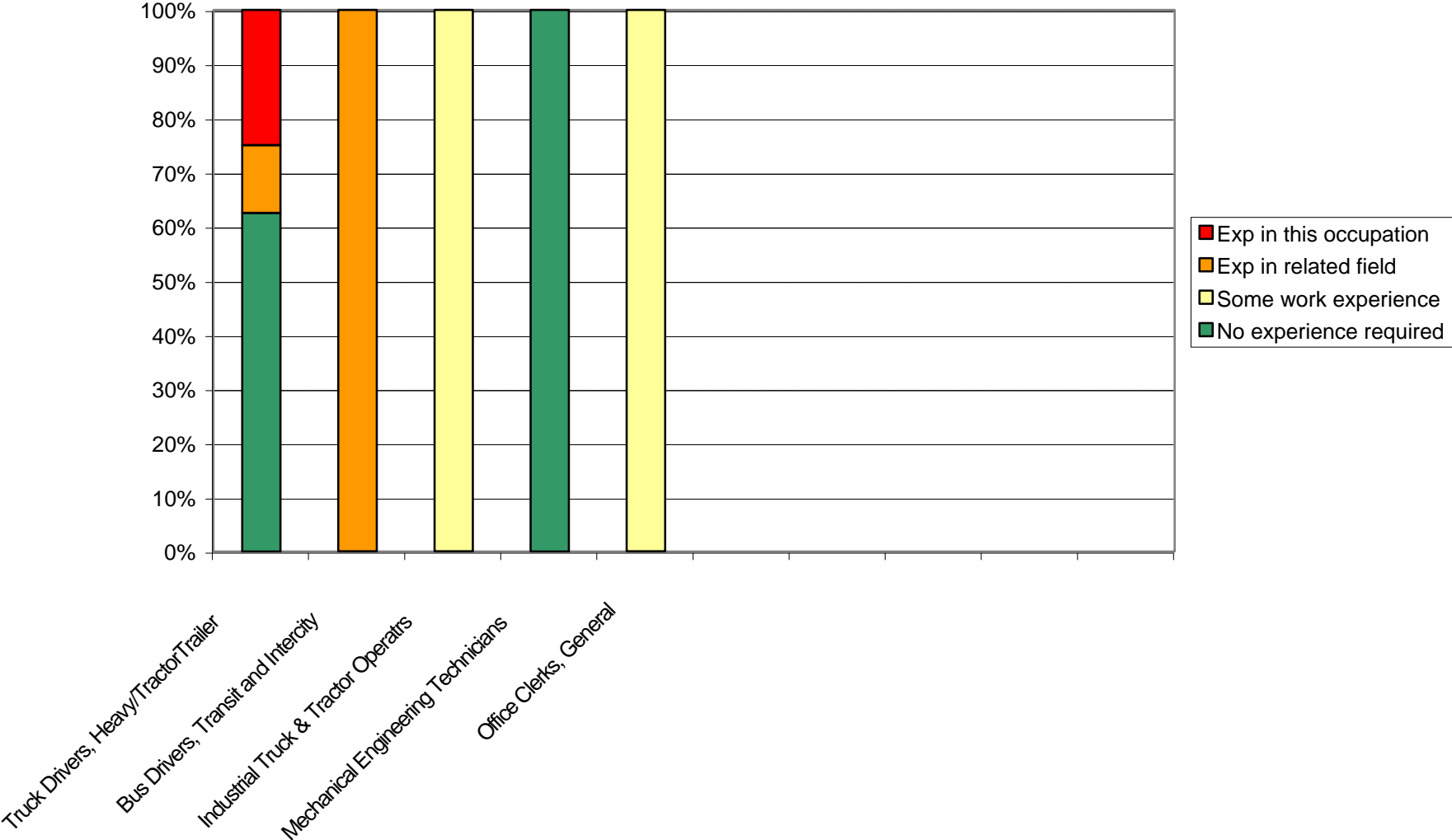
LWA 10: Will County Duration of Vacancy, Transportation/Warehousing/Logistics Industry



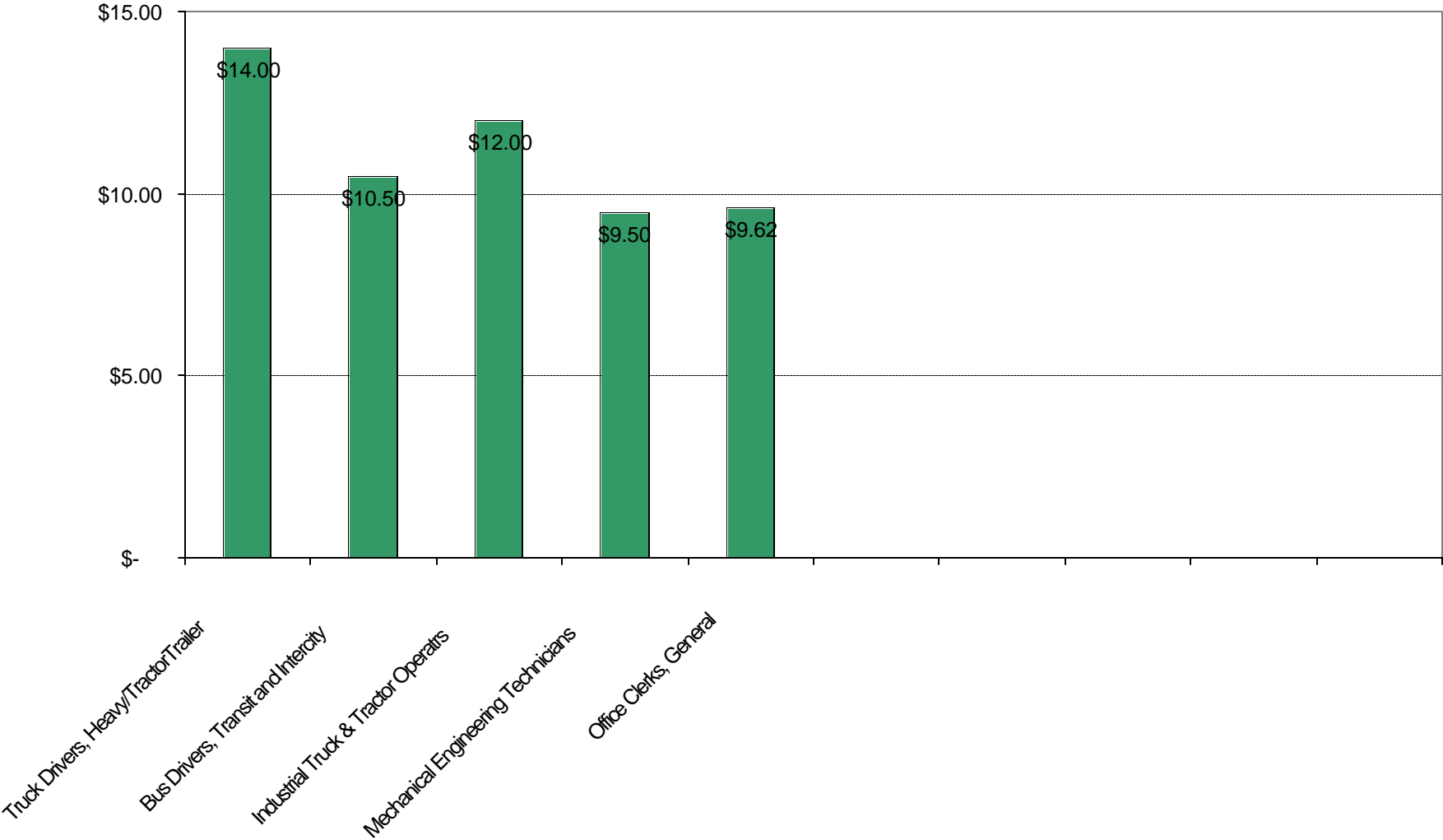
LWA 10: Will County
Education Requirement, Transportation/Warehousing/Logistics Industry



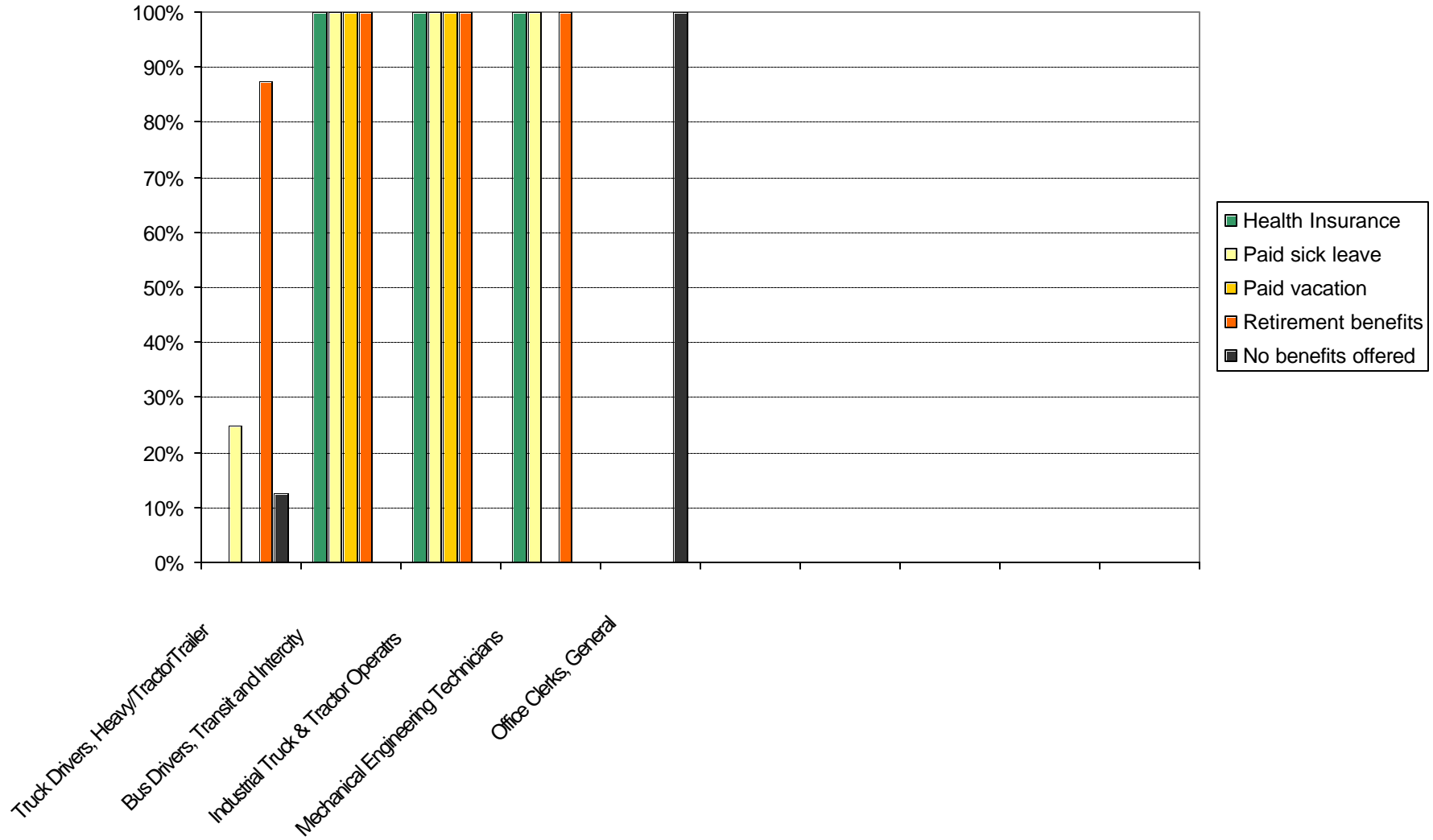
LWA 10: Will County Experience Requirement, Transportation/Warehousing/Logistics Industry



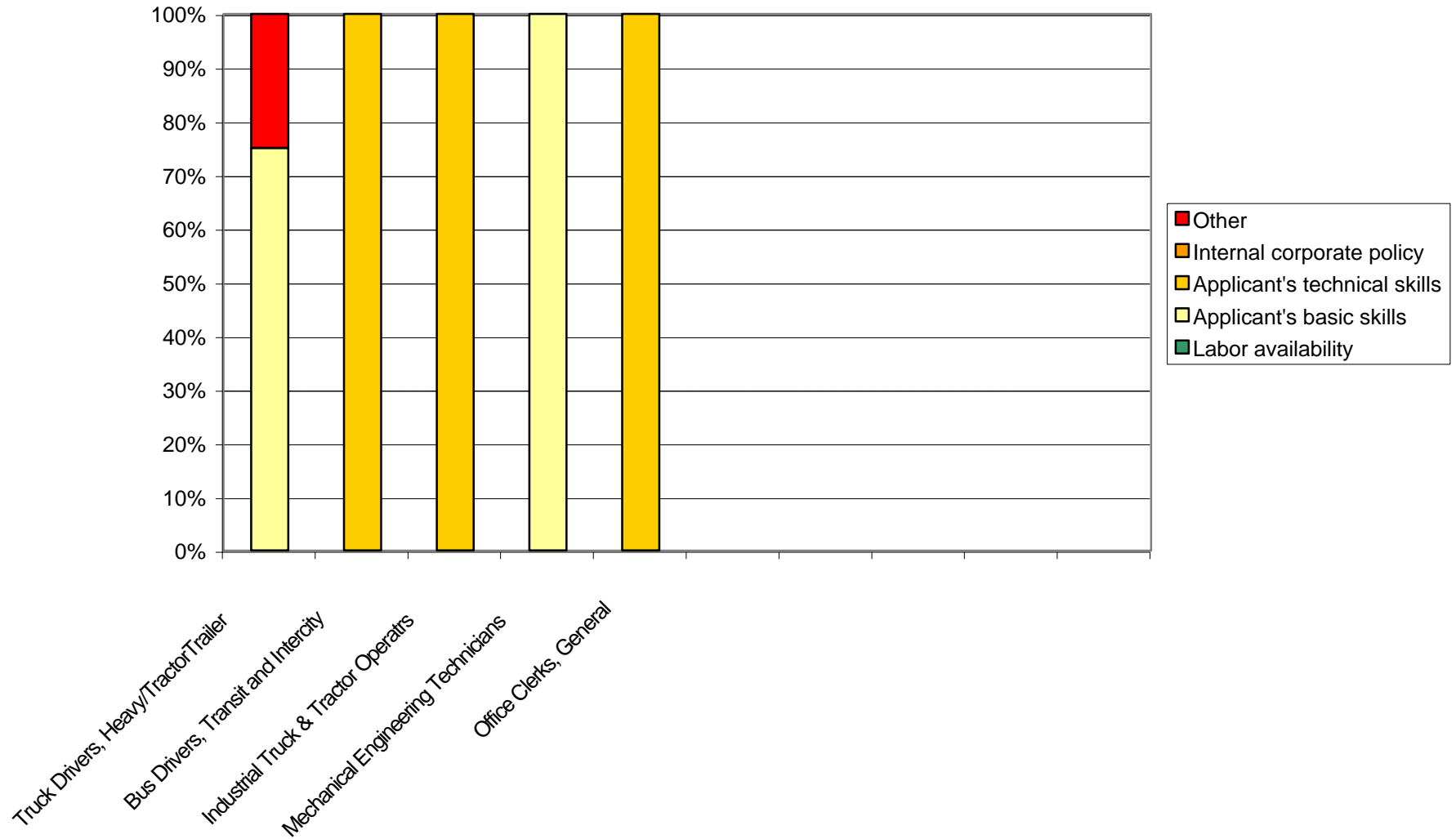
LWA 10: Will County
Median Starting Wage Offered (Hourly), Transportation/Warehousing/Logistics Industry



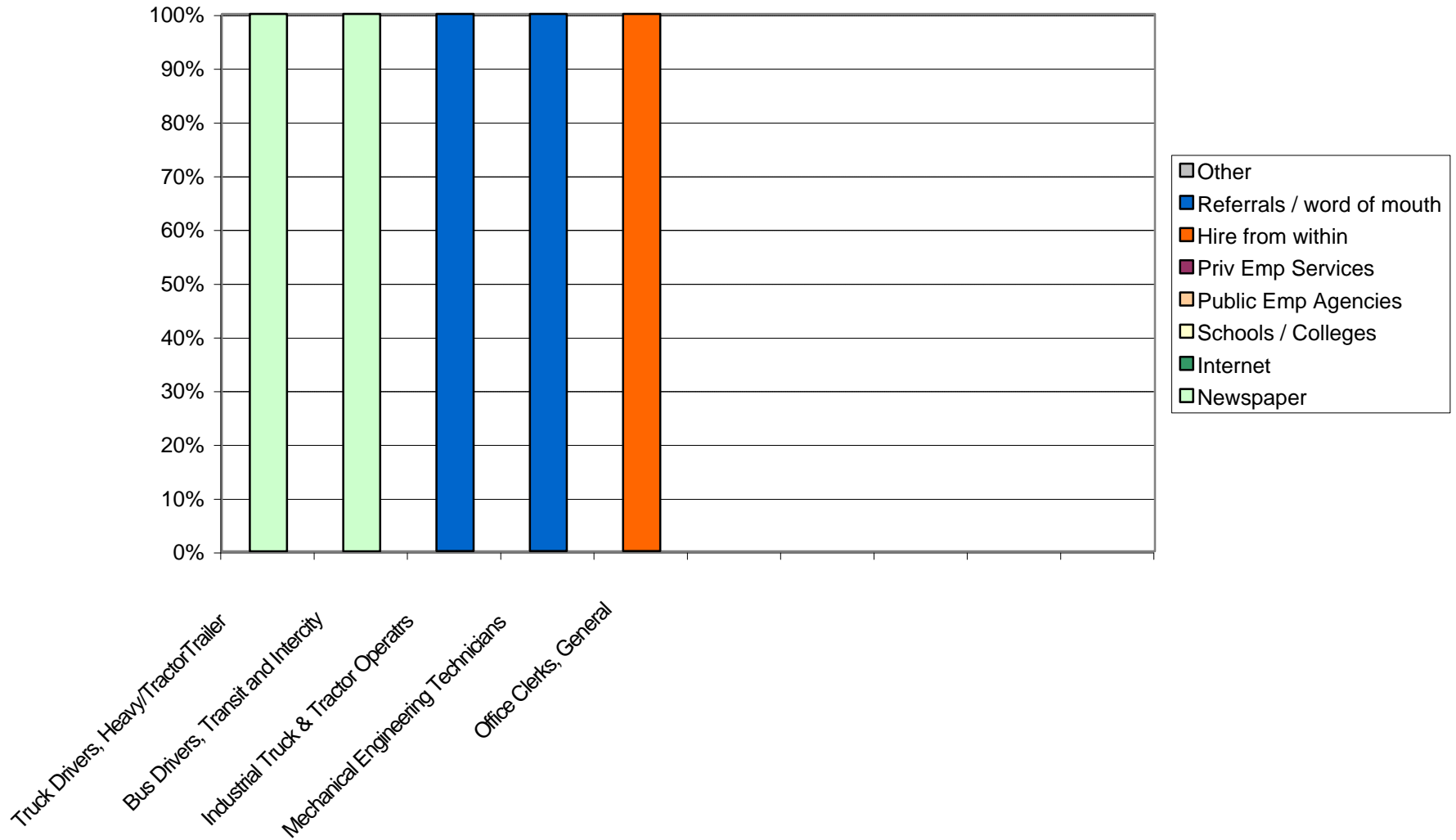
**LWA 10: Will County
Benefits Offered, Transportation/Warehousing/Logistics Industry**



LWA 10: Will County Hiring Difficulty, Transportation/Warehousing/Logistics Industry



LWA 10: Will County Recruitment Method, Transportation/Warehousing/Logistics Industry



Appendix J

Grundy, Livingston, Kankakee Workforce Board

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.

Note: Too few firms with vacancies limit the production of detailed response data.

Table 1. Business and Employment Conditions: Respondent Firms in Grundy, Livingston, and Kankakee

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Number of Firms	26	24	25	20
Vacancies (% reporting vacancies)	7.7%	8.3%	12.0%	20.0%
Temp help (% reporting temp help)	26.5%	17.1%	6.2%	7.8%
Business conditions index				
improved last 6 months	51	45	51	51
will improve next 6 months	60	65	48	56
Employment conditions index				
improved last 6 months	46	47	49	57
will improve next 6 months	55	60	46	51

Table 2. Business and Employment Conditions: Firms with Vacancies in Grundy, Livingston, and Kankakee

	Manufacturing		Wholesale	Transportation/ Warehousing
	<u>Nondurable</u>	<u>Durable</u>	<u>Trade</u>	<u>Logistics</u>
Total number firms	2	2	3	4
Temp help (% reporting temp help)	50.0%	44.4%	0.0%	12.6%
Total number vacancies	4	55	9	35
permanent (% total vacancies)	*	*	*	*
seasonal (% total vacancies)	*	*	*	*
full-time (% total vacancies)	*	*	*	*
part-time (% total vacancies)	*	*	*	*
Business conditions index				
improved last 6 months	*	*	*	*
will improve next 6 months	*	*	*	*
Employment conditions index				
improved last 6 months	*	*	*	*
will improve next 6 months	*	*	*	*

Note: * indicates too few firms with vacancies to produce detailed response data.

Area: LWA 10 - Workforce Investment Board of Will County Industry Sector: Durable Manufacturing
Full-Time Job Vacancies

Job Titles	Number of vacancies Permanent (6+ months)	Duration of Vacancy					Educational Requirement				Experience Required			Median Hourly Wage Offered	Benefits				Hiring Difficulties				Recruitment Method													
		0-30 days	31-60 days	61-90 days	> 91 days	Don't know	No diploma	High school / GED	Voc. training/certification	2-year degree	Bachelor's Degree	Advanced Degree	No experience required		Some work experience	Exp in related field	Exp in this occupation	No benefits offered	Health Insurance	Paid sick leave	Paid vacation	Retirement benefits	Labor availability	Applicant's basic skills *	Applicant's technical skills **	Internal corporate policy	Other	Newspaper	Internet	Schools/colleges	Public Emp. Agencies	Priv. Emp. Services ***	Hire from within	Referrals/word of mouth	Other	
Computer-Controlled Mach Tool Oper	22																																			
Welders Cutters Solderers & Brazers	4																																			
Shipping Receiving & Traffic Clerks	3																																			
Note: Too few firms with vacancies prevent the production of detailed response data.																																				

* (language, reading, work ethic); ** (math, computer, supervisory, problem solving); *** (private employment services/staffing agencies)

Appendix K

Job Vacancies in the Railroad Industry

Please refer to the Data and Methods section (page 2 of Full Report) for information when consulting the detailed job vacancy tables.