



McHenry County Workforce Center

An Illinois **workNet**® Center

A proud partner of the American **JobCenter**® network

**NEED JOB HELP**

**COME ON IN**

**500  
RUSSEL CT.**

**By the Numbers:  
McHenry County  
Labor Report Fall 2024**

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# Introduction

## Goals of the Report

- To provide businesses with current data to assist with their decision making.
- To identify the changing demographics and its impact on the local workforce and economy.
- To identify sectors that make up the economic base of the County and the skills necessary for employment.
- To highlight industries and occupations with growth potential, as well as declining areas.
- To engage local leaders, businesses and educators in workforce and economic development of the County by providing information that can be used to develop strategic plans to meet current and future needs.

County Overview/Demographics					
People & Income Overview (By Place of Residence)	Value		Industry Overview, 2023 (By Place of Work)	U.S. Rank	
	Value	U.S. Rank		Value	U.S. Rank
Population (2023)	313,573	233	Covered Employment	96,358	303
Growth (%) since 2020 Census	0.80%	1,318	Avg Wage per Job	\$53,513	1,032
Households (2022)	115,467	239	Manufacturing - % All Jobs in County	13.1%	1,103
Labor Force (persons) (Ann. Avg. 2023)	169,714	175	Avg Wage per Job	\$69,717	742
Unemployment Rate (Ann. Avg. 2023)	3.7%	1,029	Transportation & Warehousing - % All Jobs in County	0.40%	2,928
Per Capita Personal Income (2022)	\$65,807	456	Avg Wage per Job	\$70,293	313
Median Household Income (2022)	\$99,128	117	Health Care, Social Assist. - % All Jobs in County	11.90%	1,295
Poverty Rate (2022)	5.9%	3,082	Avg Wage per Job	\$46,812	1,699
High School Diploma or More - % of Adults 25+ (2022)	93.90%	403	Finance and Insurance - % All Jobs in County	1.70%	1,951
Bachelor's Degree or More - % of Adults 25+ (2022)	35.3%	379	Avg Wage per Job	\$78,076	684

StatsAmerica is a service of the Indiana Business Research Center at Indiana University's Kelley School of Business. This initiative is funded in part by the U.S. Commerce Department's Economic Development Administration. Some information is supplemented from Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

**For customized workforce and wage reports contact the McHenry County Workforce Network Board at [mcwnboard@mchenrycountyil.gov](mailto:mcwnboard@mchenrycountyil.gov)**

Resources: **A full listing of the resources used to compile the report can be found on page 43.**

The McHenry County Workforce Network (MCWN) and MCWN Board administers the federal Workforce Innovation and Opportunity (WIOA) Title 1 Workforce Development Grant for the County of McHenry, Illinois.

Acknowledgements: This report has been compiled and prepared by:

- Jake Rohn, Director, McHenry County Workforce Network Board
- Jeffery Poynter, Director, McHenry County Workforce Network
- Chris Nejd, Assistant Director, McHenry County Workforce Network

## Recent Highlights of the Workforce Network and Workforce Network Board

- ✓ Served over 3,412 people with their job search needs through services such as job club, job fairs, seminars, mock interviews and resume critiques.
- ✓ Of the 47 Adults/Dislocated Workers who completed services, 21 were employed at organizations within McHenry County. Of the 18 young adults that completed services, 14 were either employed or continuing their career path by entering into a bachelor's degree program.
- ✓ 80 WIOA eligible customers started training for high demand occupations.
- ✓ 111 individuals completed work-based learning training, such as On the Job Training (OJT), Internships and Incumbent worker training, with employers in the County. This helps to address the needs of County employers to develop a skilled workforce from a small talent pool. These programs offset the costs for employer based training and reimbursed County employers over \$554,000.
- ✓ Provided over 11,000 services throughout the workforce system that included 1,332 first time customers of the McHenry County Workforce Center.
- ✓ 57.8% of our grant dollars have been spent on direct training services for individuals and County employers, which exceed the Department of Commerce and Economic Opportunity (DCEO), the State department that administers WIOA grants, requirement that 50% of program dollars be spent on direct training services.
- ✓ Workforce Network Job Fairs connected 210 employers with 665 job seekers.
- ✓ McHenry County Workforce Center continues to respond to the community needs adapting service delivery to provide programs and services both virtually and in person.
- ✓ Met or Exceeded Program Year (PY) 2023 WIOA 15 performance goals negotiated with Department of Commerce and Economic Opportunity.
- ✓ Worked with local training providers to expand offerings within in-demand occupations for MCWN customers looking to improve employability skills or changing careers.
- ✓ Continue to deliver and enhance our series of workshops on Internet Job Search tools and techniques. Renewed the Internet Job Seeker Series and Network to Success Job Club programming for job seekers in McHenry County for PY 24.
- ✓ McHenry County received \$1,843,534 to provide workforce development services and programs for county businesses and residents for the 2024 Program Year, that began July 1, 2024. This is an Increase of 1.9% or \$35,245 from the previous program year.
- ✓ Developed and maintained a balanced, business led, WIOA compliant Workforce Development Board that represents the local business community, made up of members from Manufacturing, Healthcare, Agriculture, Economic Development, Marketing, Education, Labor, and Community Organizations.
- ✓ Developed the Local and Regional Workforce Development plans that provide an overview of the workforce development conditions and initiatives for the next 4 years.
- ✓ Maintained and fostered a working relationship with local, state, and federal legislators, providing relevant information on local workforce development needs and initiatives.
- ✓ The fourth cohort of young adults completed Parents Alliance Employment Project Search. MCWN Board, MCWN, and Parents Alliance partnered with Northwestern Medicine Huntley Hospital, McHenry County College, and IL Dept of Human Services to provide work-based learning for ten (10) out-of-school youth with disabilities to participate in a progression of services and training at Woodstock Hospital leading to unsubsidized job placement. The fifth cohort of students is slated for the 2024-25 school year.

# MCHENRY COUNTY WORKFORCE NETWORK PROGRAM BY THE NUMBERS

During PY23 (7/1/23 to 6/30/24) McHenry County Workforce Network (MCWN) spent

**\$1,082,414** for all grants



Connecting  
**3412**  
Job Seekers to



**223**  
Opportunities to  
connect with  
local businesses



**\$2+**  
**million**

earned in wages by our customers who completed training programs, Internships, or received job search assistance

# Over \$554K

granted to businesses in McHenry County for



# 111

interns and custom training solutions

# Over \$502,000

granted to job seekers for Career training in high demand Career Fields



# Over \$110,000

Granted for young adult initiatives towards disability employment

# Over \$25,900

Granted in Support Services to reduce barriers to developing career pathways

# Developing Career Pathways in McHenry County Through WIOA Educational Training

## Manufacturing

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$18.**



## Business

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$26.**

## I.T

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$22.**



## Healthcare

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$20.**

## Transportation

Individuals that completed educational training and gained employment during PY 23 averaged wages over **\$28.**



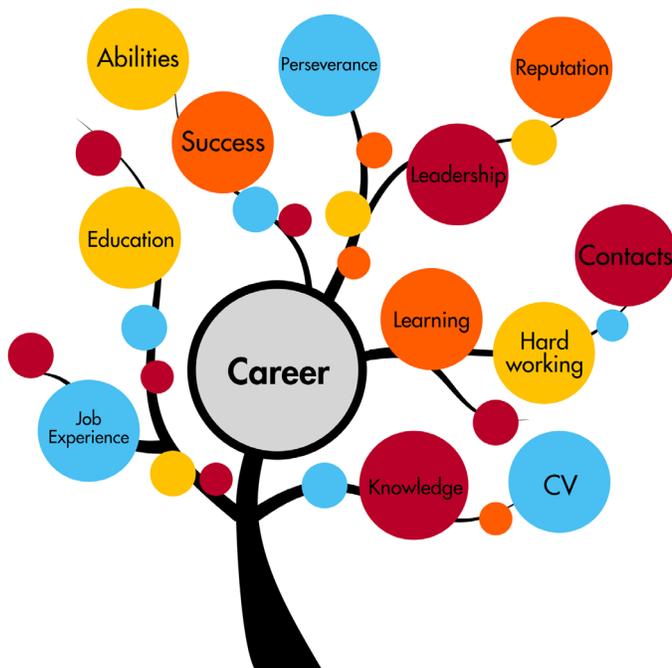
# Average Training Duration Per Industry Within the WIOA Program

## Manufacturing

On average, it took roughly 13 weeks for an individual to finish training in the manufacturing field.

## Business

On average, it took roughly 65 weeks for an individual to finish training in the business field.



## Transportation

On average, it took roughly 10 weeks for an individual to finish training in the transportation field.



## I.T

On average, it took roughly 23 weeks for an individual to finish training in the IT field.

## Healthcare

On average, it took roughly 59 weeks for an individual to finish training in the healthcare field.

McHENRY COUNTY  
Workforce Network



# Economic Overview of McHenry County

**313,573**

**Population (2023)**

Population grew by 5,428 over the last 5 years and is projected to grow by 6,253 over the next 5 years.

**107,786**

**Total Regional Employment**

Jobs decreased by 1,452 over the last 5 years but are projected to grow by 2,600 over the next 5 years.

**\$100.1K**

**Median Household Income (2022)**

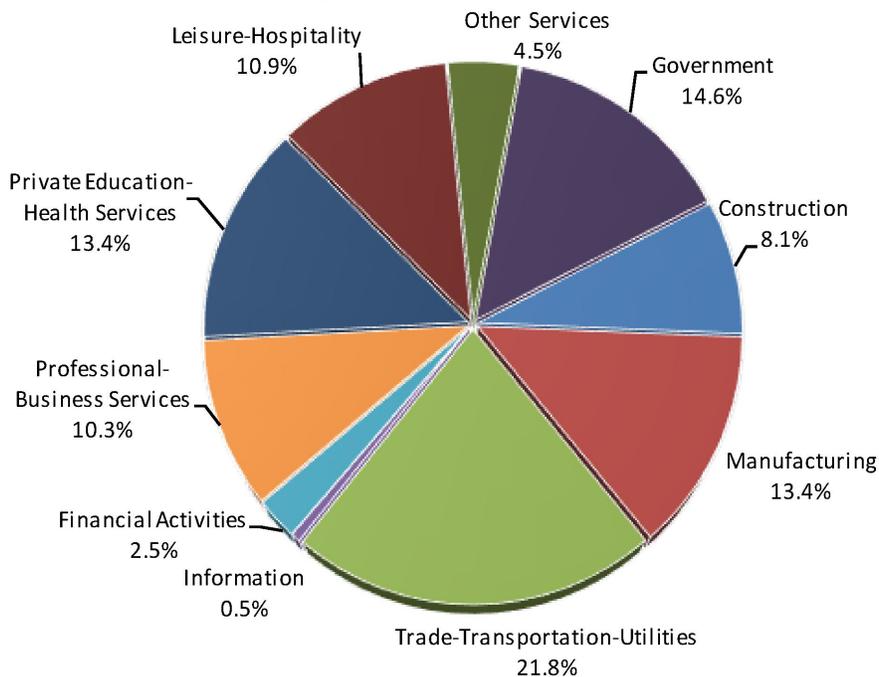
Median household income is \$25.0K above the national median household income of \$75.1K.

## Takeaways

- As of 2023 the region's population increased by 1.8% since 2018, growing by 5,428. Population is expected to increase by 2.0% between 2023 and 2028, adding 6,253.
- From 2018 to 2023, jobs declined by 1.3% in McHenry County, IL from 109,238 to 107,786. This change fell short of the national growth rate of 4.3% by 5.6%. As the number of jobs declined, the labor force participation rate decreased from 69.2% to 67.5% between 2018 and 2023.
- Concerning educational attainment, 23.2% of McHenry County, IL residents possess a Bachelor's Degree (2.0% above the national average), and 9.6% hold an Associate's Degree (0.8% above the national average).
- The top three industries in 2023 are Education and Hospitals (Local Government), Restaurants and Other Eating Places, and Local Government, Excluding Education and Hospitals.

Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Employment by Industry Share

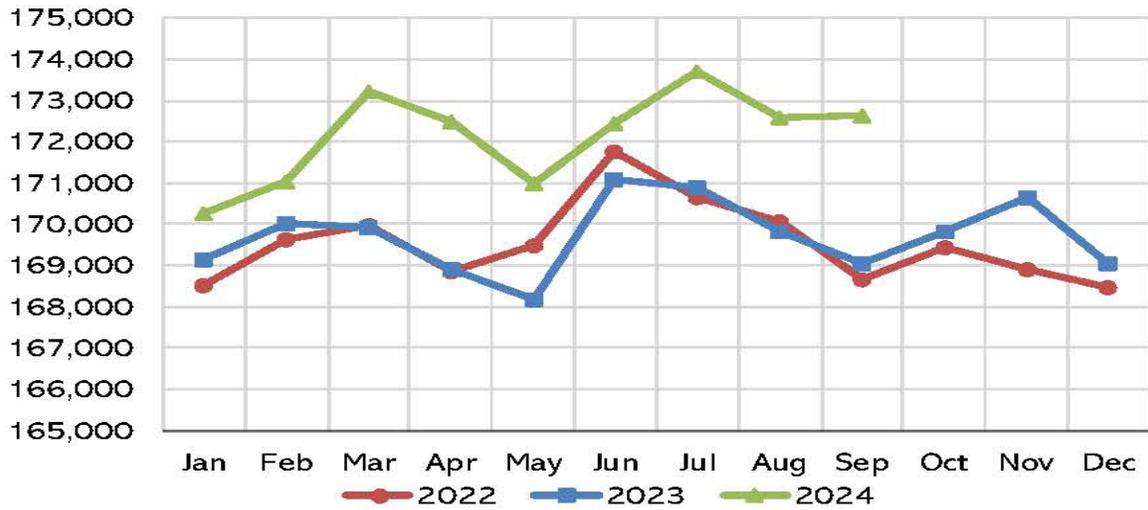


Note: Current month is preliminary

Source: IDES –Workforce Information Update—Local Workforce Investment Area 2

## Economic Overview Cont.

### Total Labor Force

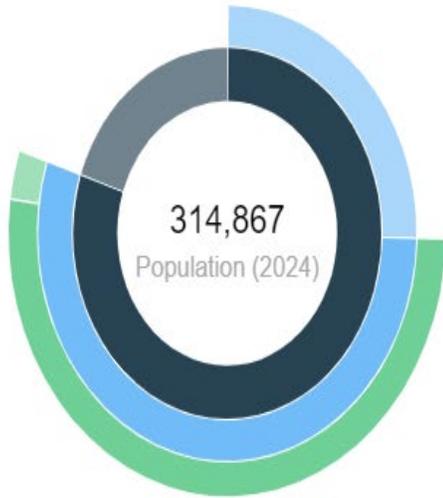


	Sep-24	Aug-24	Sep-23	Month Ago	Year Ago		
<i>Labor Force Information</i>				#	%	#	%
<i>Civilian Labor Force</i>	172,647	172,600	169,040	47	0.0%	3,607	2.1%
<i>Employment</i>	165,033	164,257	162,493	776	0.5%	2,540	1.6%
<i>Unemployment</i>	7,614	8,343	6,547	-729	-8.7%	1,067	16.3%
<i>Unemployment Rate (%)</i>	4.4	4.8	3.9	-0.4		0.5	
<i>Employment by Industry Information</i>							
<b>Total Nonfarm</b>	<b>97,028</b>	<b>96,940</b>	<b>98,275</b>	<b>88</b>	<b>0.1%</b>	<b>-1,247</b>	<b>-1.3%</b>
Total Private	82,271	82,737	83,403	-466	-0.6%	-1,132	-1.4%
Goods Producing	20,692	20,931	20,635	-239	-1.1%	57	0.3%
Service Providing	76,336	76,009	77,640	327	0.4%	-1,304	-1.7%
Construction	7,858	7,885	8,063	-27	-0.3%	-205	-2.5%
Manufacturing	12,776	12,992	12,521	-216	-1.7%	255	2.0%
Trade-Transportation-Utilities	21,233	21,120	20,722	113	0.5%	511	2.5%
Information	517	514	624	3	0.6%	-107	-17.1%
Financial Activities	2,395	2,446	2,476	-51	-2.1%	-81	-3.3%
Professional-Business Services	10,134	9,907	11,064	227	2.3%	-930	-8.4%
Private Education-Health Services	12,987	12,947	12,902	40	0.3%	85	0.7%
Leisure-Hospitality	10,059	10,534	10,920	-475	-4.5%	-861	-7.9%
Other Services	4,254	4,340	4,060	-86	-2.0%	194	4.8%
Government	14,757	14,203	14,873	554	3.9%	-116	-0.8%

Source: IDES—Workforce Information Update—Local Workforce Investment Area 2

## Economic Overview Cont.

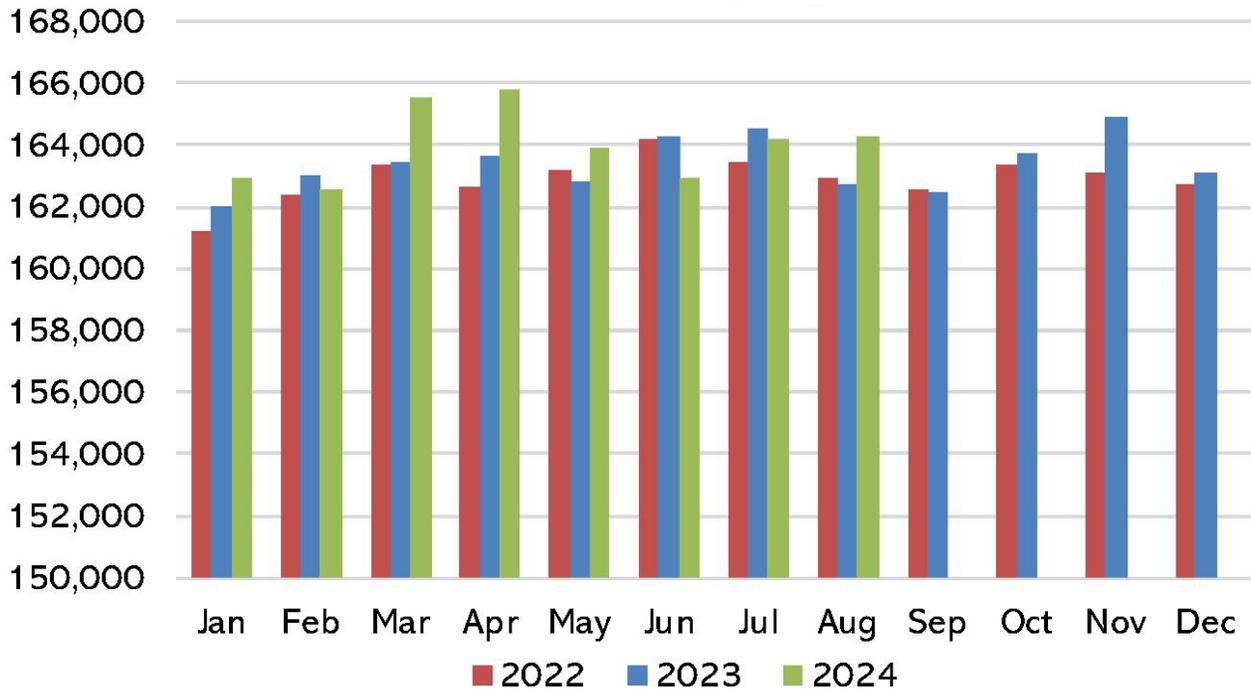
### June 2024 Labor Force Breakdown



	Population
● 16+ Civilian Non-Institutionalized Population	252,015
● Not in Labor Force (16+)	79,561
● Labor Force	172,454
● Employed	162,908
● Unemployed	9,546
● Under 16, Military, and institutionalized Population	62,852

Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

### Number of Employed

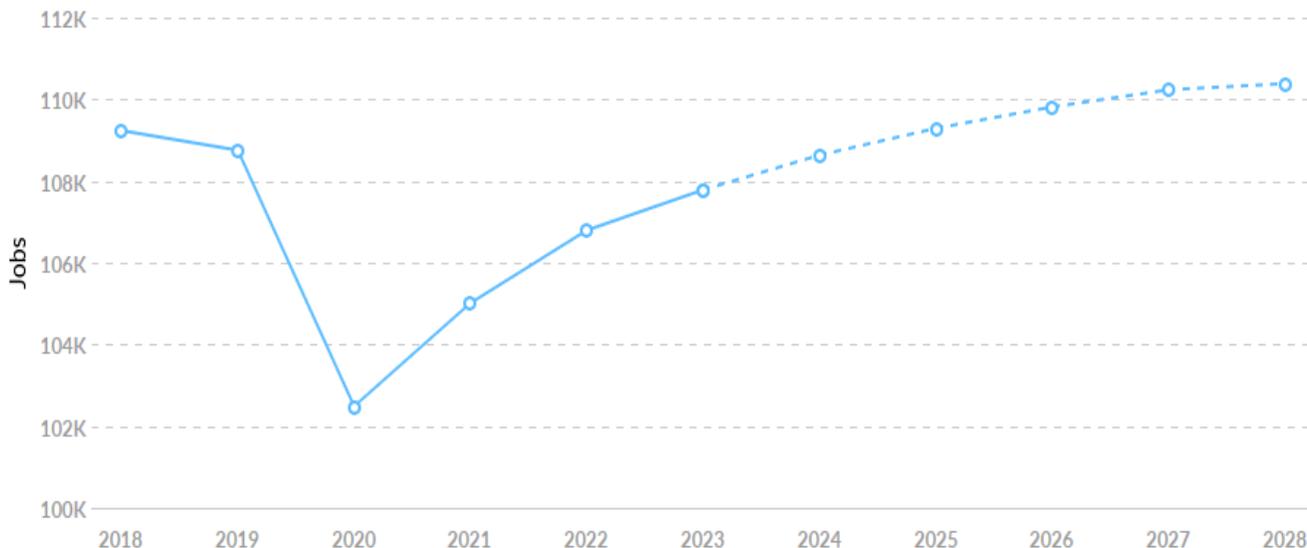


Source: IDES—Workforce Information Update—Local Workforce Investment Area 2

## Economic Overview Cont.

### Job Trends

From 2018 to 2023, jobs declined by 1.3% in McHenry County, IL from 109,238 to 107,786. This change fell short of the national growth rate of 4.3% by 5.6%.



Timeframe	Jobs
2018	109,238
2019	108,757
2020	102,481
2021	105,012
2022	106,795
2023	107,786
Projected 2024	108,635
Projected 2025	109,293
Projected 2026	109,816
Projected 2027	110,237
Projected 2028	110,386

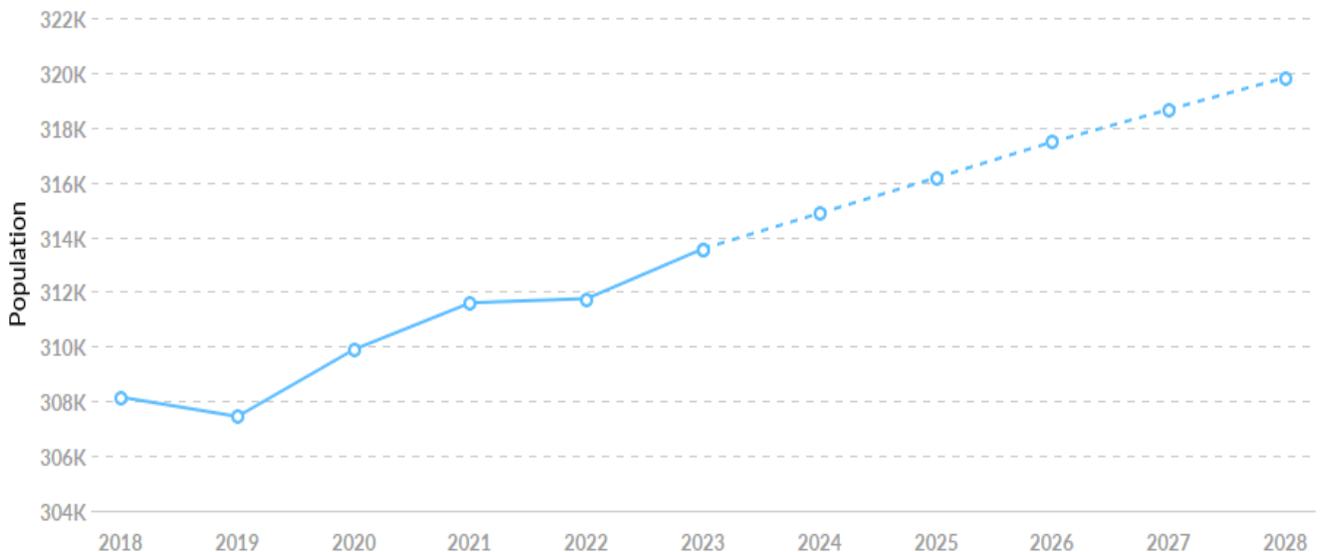
## Population Characteristics

	McHenry County, IL	60 Minute Commutable Range from McHenry County	Illinois	United States
<b>Population (2023)</b>	313,573	1,601,814	12,563,179	335,528,243
<b>Jobs (2023)</b>	107,786	828,781	6,600,934	172,265,362
<b>Cost of Living Index</b>	103.0	103.7	99.8	100.0
<b>Gross Regional Product</b>	\$14.01B	\$144.15B	\$1.06T	\$27.04T
<b>Exports</b>	\$11.04B	\$159.41B	\$894.79B	\$11.78T
<b>Unemployment Rate (June 2024)</b>	5.5%	NA	6.1%	6%
<b>Median Household Income (2022)</b>	\$93,801	NA	\$72,563	\$69,021
<b>Violent Crimes per 1,000 people</b>	0.67	NA	2.53	3.60
<b>Property Crimes per 1,000 people</b>	5.40	NA	13.70	18.22

Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

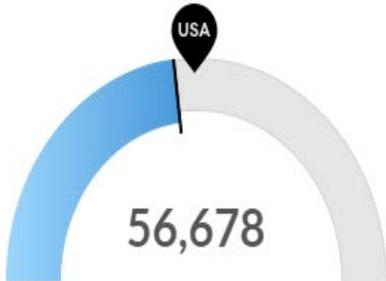
## Population Trends

As of 2023 the region's population increased by 1.8% since 2018, growing by 5,428. Population is expected to increase by 2.0% between 2023 and 2028, adding 6,253.



Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Population Characteristics – Cont.



### Millennials

McHenry County, IL has 56,678 millennials (ages 25-39). The national average for an area this size is 63,389.



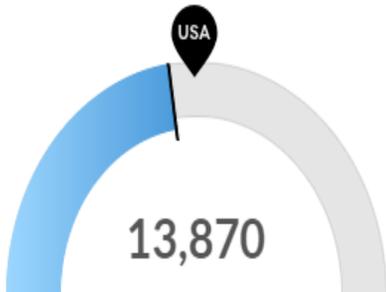
### Retiring Soon

Retirement risk is about average in McHenry County, IL. The national average for an area this size is 93,425 people 55 or older, while there are 97,039 here.



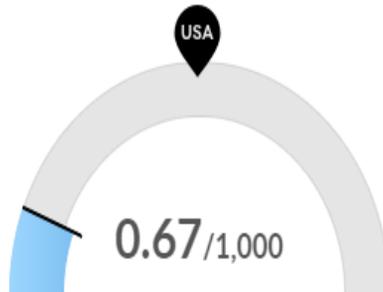
### Racial Diversity

Racial diversity is low in McHenry County, IL. The national average for an area this size is 128,203 racially diverse people, while there are 67,763 here.



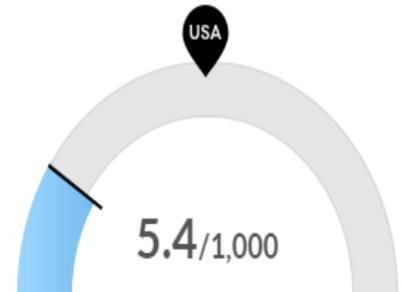
### Veterans

McHenry County, IL has 13,870 veterans. The national average for an area this size is 15,938.



### Violent Crime

McHenry County, IL has 0.67 violent crimes per 1,000 people. The national rate is 3.6 per 1,000 people.



### Property Crime

McHenry County, IL has 5.4 property crimes per 1,000 people. The national rate is 18.22 per 1,000 people.

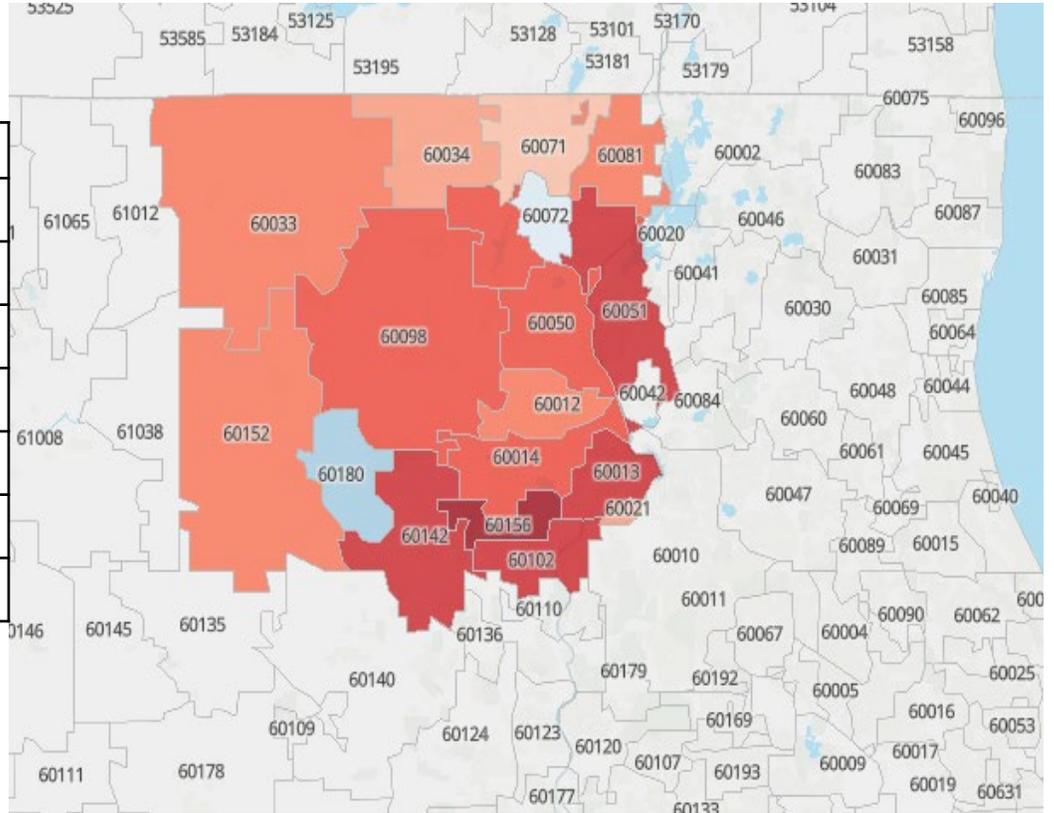
## Population Characteristics – Cont.

### Place of Work vs Place of Residence

Understanding where talent in McHenry County, IL currently works compared to where talent lives can help you optimize site decisions.

#### Net Commuters

	925 to 2,322
	0 to 924
	0 to -924
	-925 to -2,322
	-2,323 to -4,228
	-4,229 to -7,548
	-7,549 to -11,319
	-11.320



#### Where Talent Works

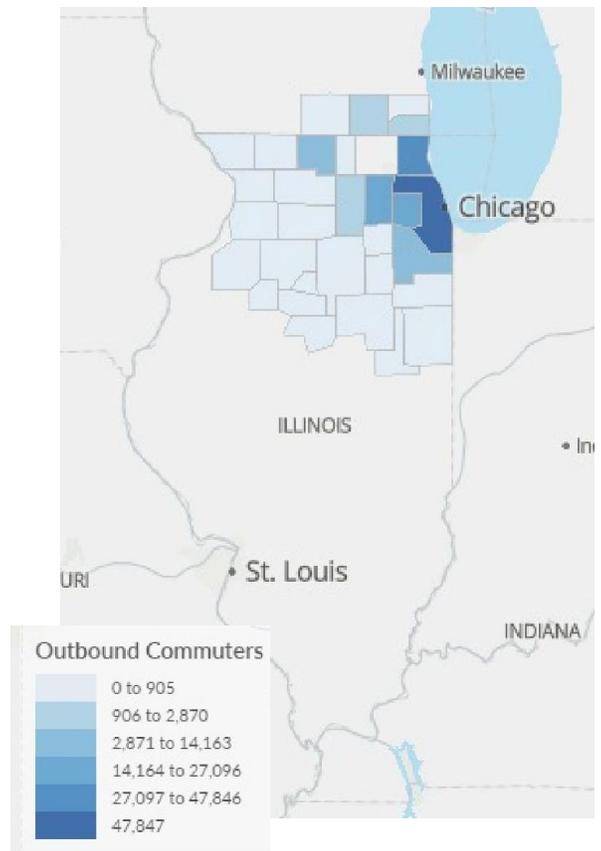
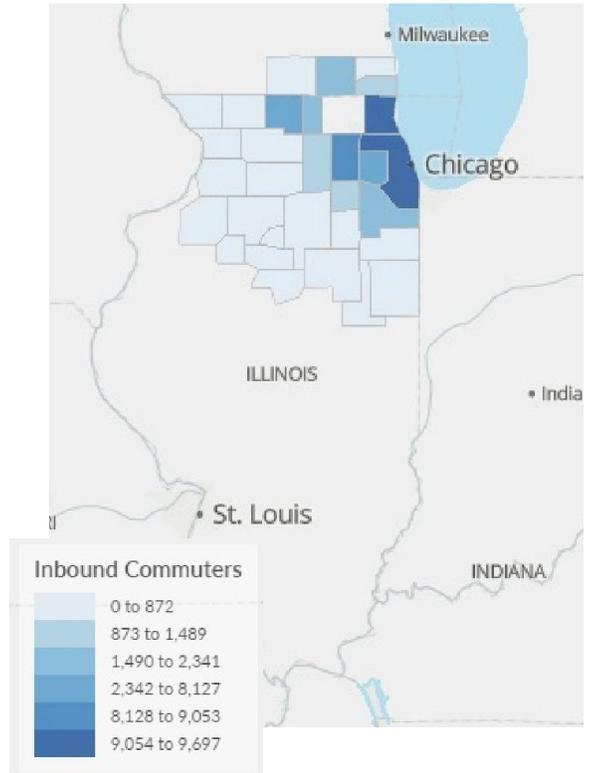
Zip	City	2023 Employment
60014	Crystal Lake, IL	23,425
60098	Woodstock, IL	13,701
60050	McHenry, IL (City)	11,260
60102	Algonquin, IL	10,260
60142	Huntley, IL	7,311

#### Where Talent Lives

Zip	City	2023 Workers
60014	Crystal Lake, IL	27,748
60098	Woodstock, IL	18,348
60102	Algonquin, IL	17,907
60050	McHenry, IL (City)	16,959
60156	Lake in the Hills, IL	16,958

## Population Characteristic - Commuting Patterns

County	Inbound Commuters to McHenry County	Outbound Commuters from McHenry County	Net Commuters
Cook County, IL	9,697	47,847	(38,149)
Lake County, IL	9,054	27,097	(18,043)
Kane County, IL	8,128	16,092	(7,964)
DuPage County, IL	2,957	14,164	(11,207)
Will County, IL	1,890	3,064	(1,174)
Winnebago County, IL	2,342	2,871	(529)
Walworth County, WI	1,490	1,423	68
DeKalb County, IL	1,160	1,100	59
Kenosha County, WI	1,191	906	285
Boone County, IL	1,672	416	1,255
Kendall County, IL	873	524	349
La Salle County, IL	347	376	(29)
Racine County, WI	402	275	128
Kankakee County, IL	259	274	(15)
Grundy County, IL	148	182	(34)
Rock County, WI	204	194	11
Ogle County, IL	267	191	76
Lee County, IL	269	138	132
Stephenson County, IL	219	125	94
Whiteside County, IL	101	104	(3)
Bureau County, IL	68	84	(16)
Livingston County, IL	36	51	(15)
Woodford County, IL	29	12	18
Henry County, IL	76	31	45
Iroquois County, IL	31	24	7
Jo Daviess County, IL	22	23	(2)
Marshall County, IL	23	3	20
Ford County, IL	12	23	(10)
Carroll County, IL	23	12	12
Putnam County, IL	11	3	8
Stark County, IL	7	2	5
	43,011	117,630	(74,619)



This dataset shows the number of inbound, outbound, and net commuters for the selected region.

## Labor Utilization

### Labor Force Participation Rate Trends



Timeframe	Labor Force Participation Rate
2019	69.83%
2020	66.09%
2021	65.95%
2022	68.26%
2023	67.78%
January - March 2024	68.05%
Apr-24	68.45%
May-24	67.84%
Jun-24	68.43%

## Labor Utilization – Cont.

### Labor Underutilization for Illinois and the United States, annual averages (percent), 2019-2023

Measure	Illinois					United States				
	2023	2022	2021	2020	2019	2023	2022	2021	2020	2019
<b>U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force</b>	2.1	1.7	3.2	3.1	1.5	1.4	1.3	2.8	2.8	1.3
<b>U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force</b>	2.5	2.2	3.8	7.1	2.0	1.9	1.7	3.2	6.1	1.7
<b>U-3 Total unemployed, as a percent of the civilian labor force (official concept of unemployment) (1)</b>	4.9	4.4	6.0	9.1	3.9	3.9	3.6	5.3	8.1	3.7
<b>U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers (2)</b>	5.2	4.6	6.2	9.4	4.1	4.2	3.9	5.6	8.4	3.9
<b>U-5 Total unemployed, plus discouraged workers, plus all other persons marginally attached to the labor force, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	6.0	5.3	7.0	10.0	4.7	4.8	4.5	6.4	9.2	4.5
<b>U-6 Total unemployed, plus all persons marginally attached to the labor force, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all persons marginally attached to the labor force (2)</b>	8.6	7.7	10.0	14.1	7.4	7.4	6.9	9.4	13.6	7.2

#### Footnotes:

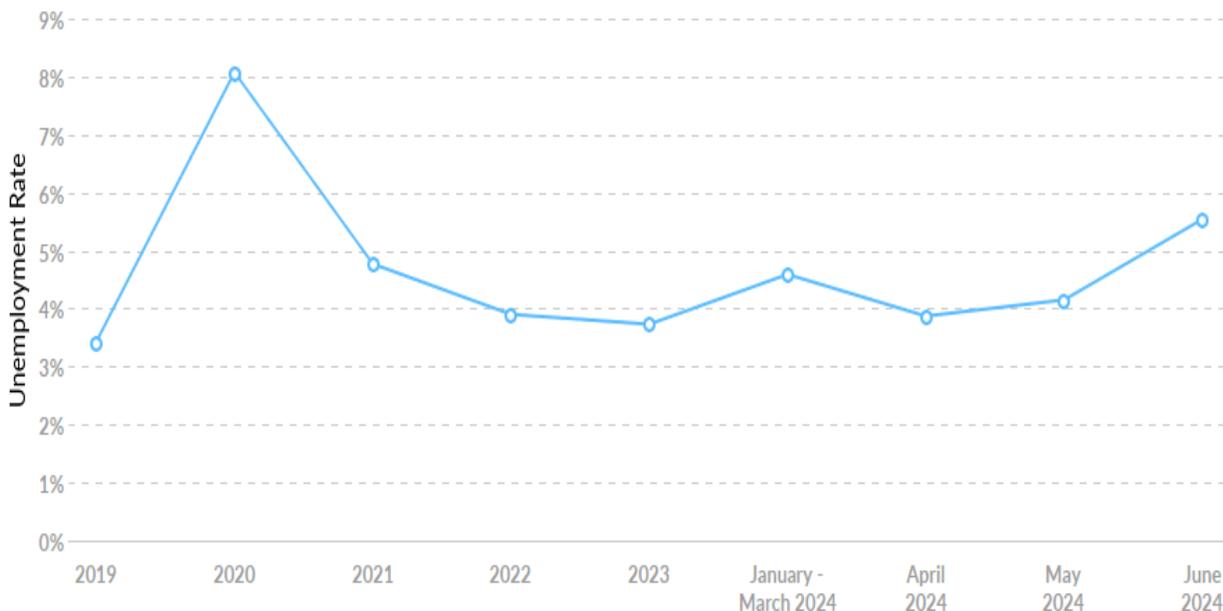
(1) The U-3 rates presented are unofficial state estimates derived from the Current Population Survey (CPS). The official measure is a model-based estimate available through the Local Area Unemployment Statistics (LAUS) program at [www.bls.gov/lau/data.htm](http://www.bls.gov/lau/data.htm).

(2) Persons marginally attached to the labor force are those who currently are neither working nor looking for work but indicate that they want and are available for a job and have looked for work sometime in the past 12 months. Discouraged workers, a subset of the marginally attached, have given a job-market related reason for not currently looking for work. Persons employed part time for economic reasons are those who want and are available for full-time work but have had to settle for a part-time schedule.

# Unemployment Overview

## Unemployment Rate Trends

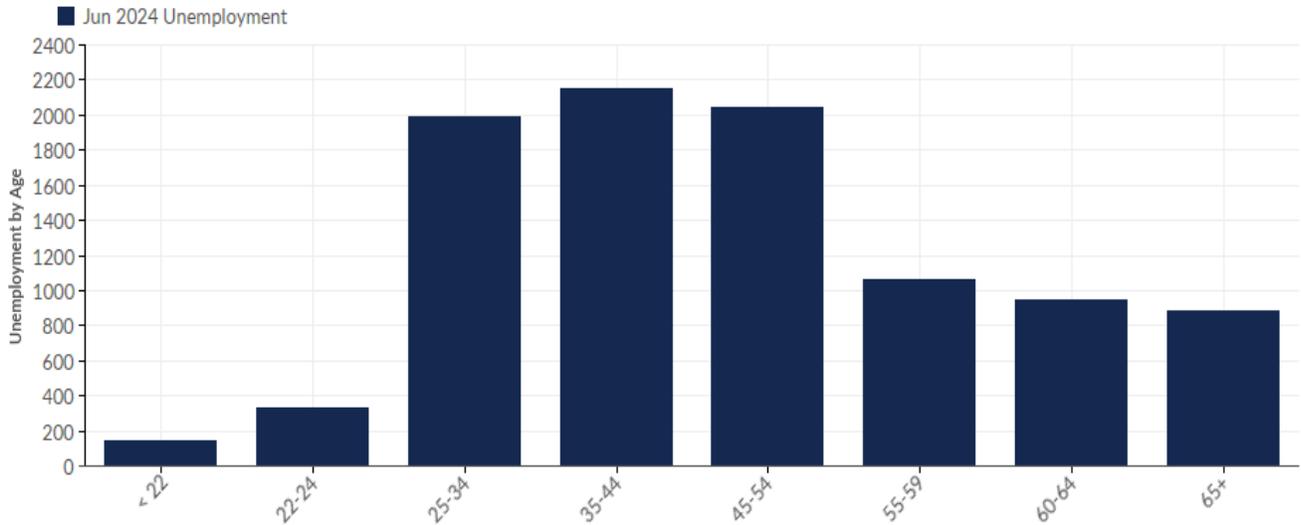
McHenry County, IL had a June 2024 unemployment rate of 5.54%, increasing from 3.42% 5 years before.



Timeframe	Unemployment Rate
2019	3.42%
2020	8.07%
2021	4.77%
2022	3.90%
2023	3.73%
January - March 2024	4.59%
Apr-24	3.87%
May-24	4.15%
Jun-24	5.54%

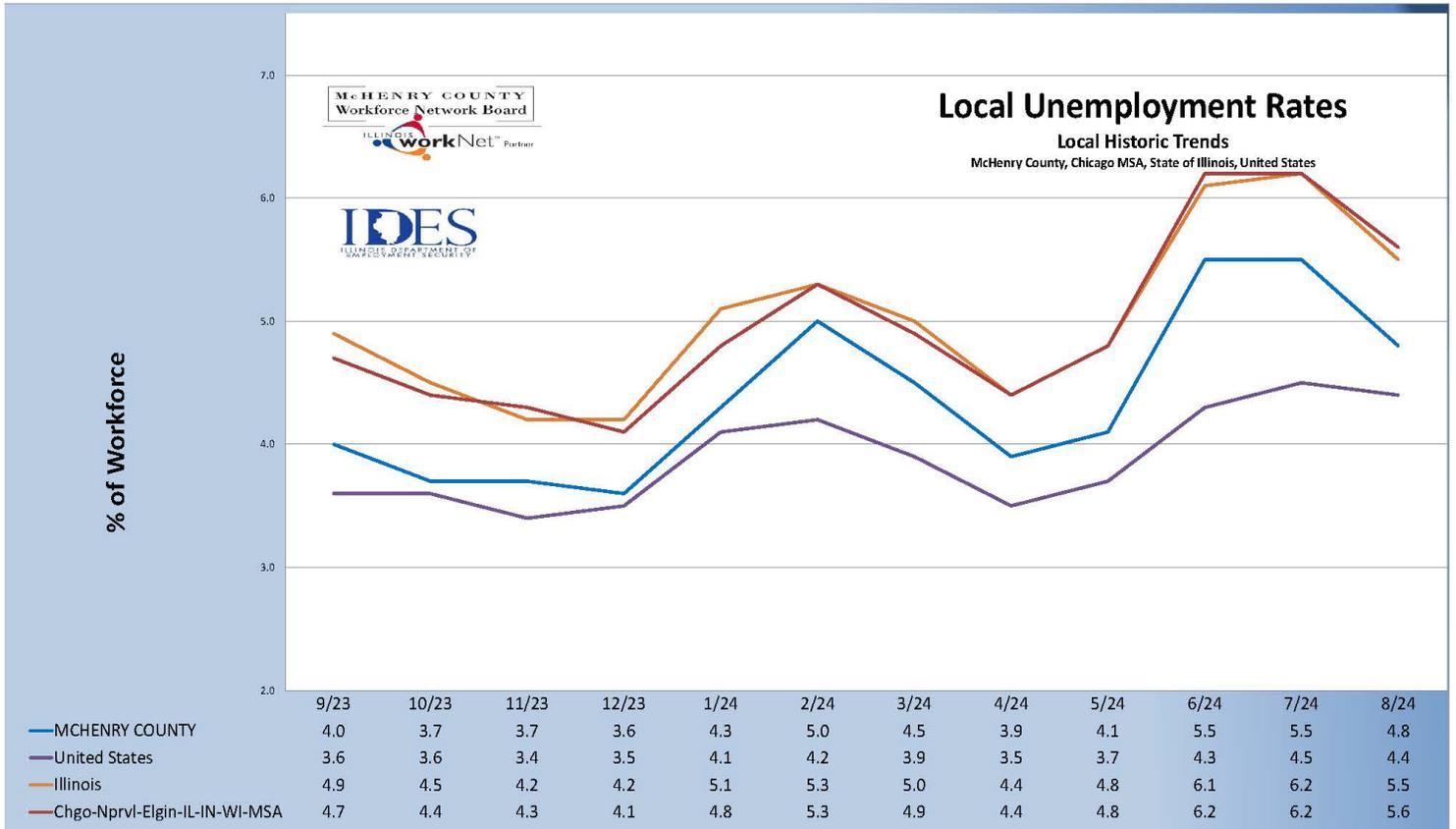
# Unemployment Overview Cont.

## Unemployment by Age



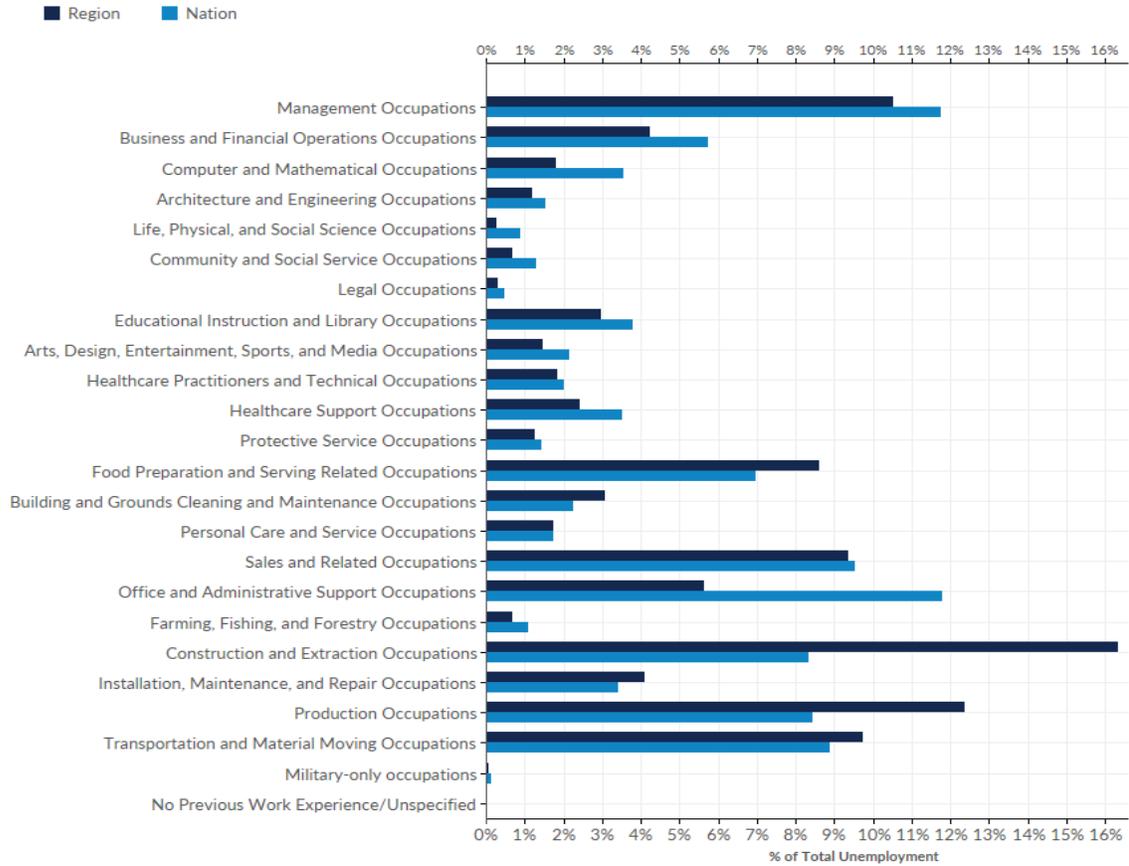
Lightcast Q3 2024 Data Set | [www.economicmodeling.com](http://www.economicmodeling.com)

## Local Unemployment Comparison



Data Sourced From <https://ides.illinois.gov/resources/labor-market-information/laus.html>

# Unemployment Overview Cont.

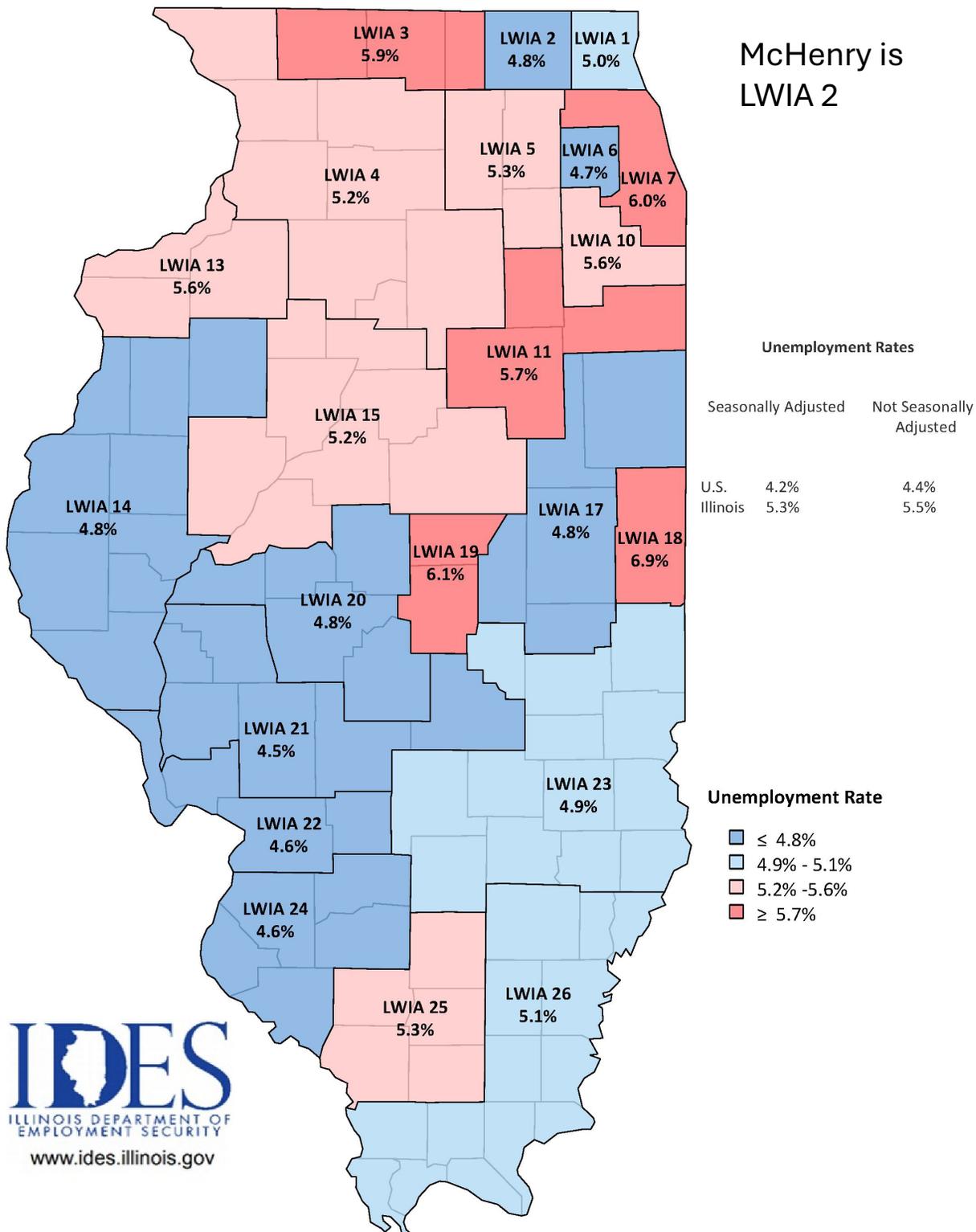


SOC	Occupation	Unemployed (6/2024)	% of Regional Unemployment	% of National Unemployment
11-0000	Management Occupations	1,001	10%	12%
13-0000	Business and Financial Operations Occupations	400	4%	6%
15-0000	Computer and Mathematical Occupations	170	2%	4%
17-0000	Architecture and Engineering Occupations	112	1%	1%
19-0000	Life, Physical, and Social Science Occupations	22	0%	1%
21-0000	Community and Social Service Occupations	61	1%	1%
23-0000	Legal Occupations	27	0%	0%
25-0000	Educational Instruction and Library Occupations	281	3%	4%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	136	1%	2%
29-0000	Healthcare Practitioners and Technical Occupations	174	2%	2%
31-0000	Healthcare Support Occupations	228	2%	3%
33-0000	Protective Service Occupations	119	1%	1%
35-0000	Food Preparation and Serving Related Occupations	819	9%	7%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	289	3%	2%
39-0000	Personal Care and Service Occupations	164	2%	2%
41-0000	Sales and Related Occupations	890	9%	9%
43-0000	Office and Administrative Support Occupations	536	6%	12%
45-0000	Farming, Fishing, and Forestry Occupations	62	1%	1%
47-0000	Construction and Extraction Occupations	1,557	16%	8%
49-0000	Installation, Maintenance, and Repair Occupations	390	4%	3%
51-0000	Production Occupations	1,177	12%	8%
53-0000	Transportation and Material Moving Occupations	927	10%	9%
55-0000	Military-only occupations	3	0%	0%
99-0000	No Previous Work Experience/Unspecified	0	0%	0%

## Unemployment Overview Cont.

Illinois Unemployment Rate by Local Workforce Innovation Area  
August 2024 - Not Seasonally Adjusted

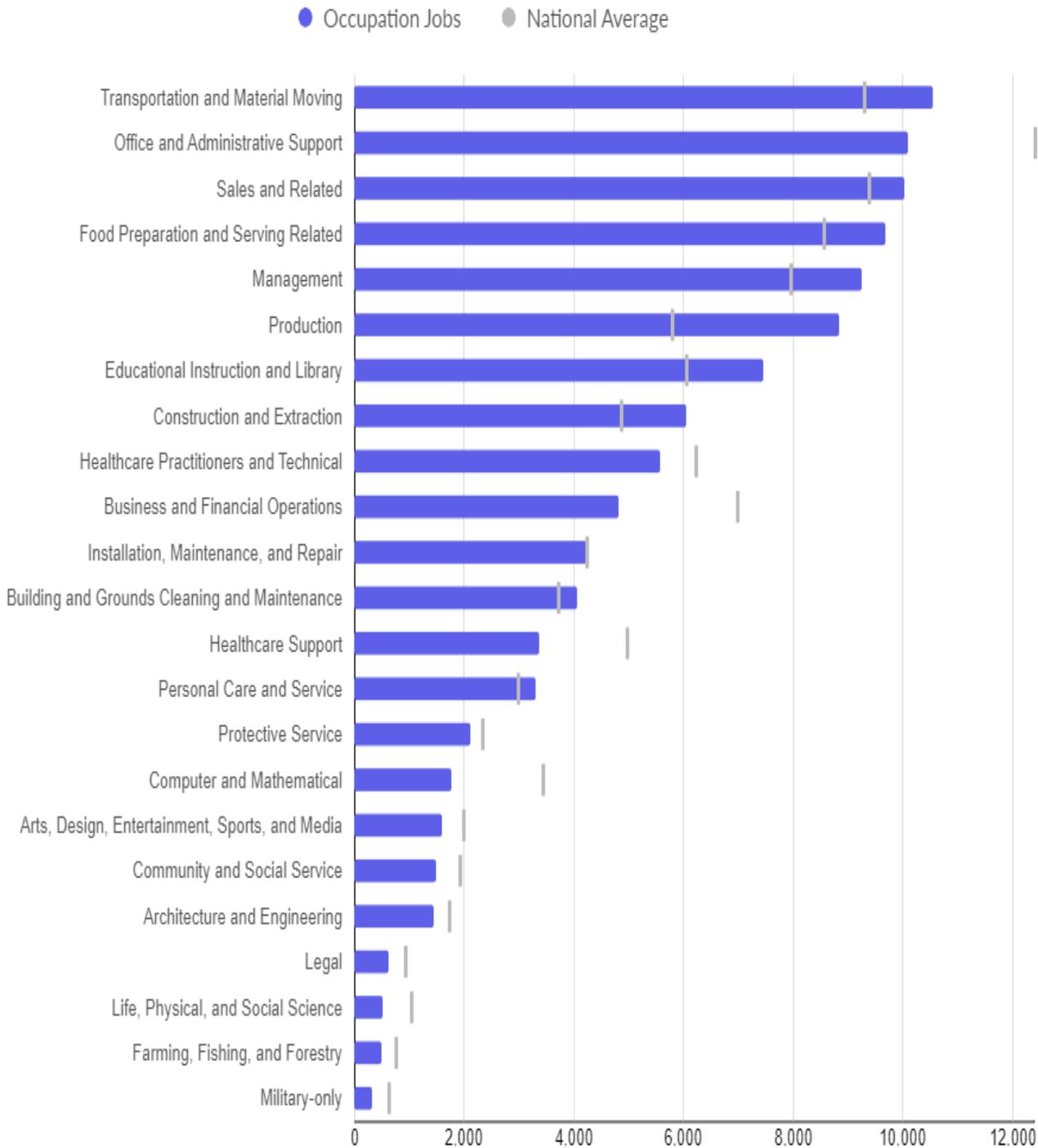
IL Dept. of Employment Security, Economic Information & Analysis Division



Data Sourced From <https://ides.illinois.gov/resources/labor-market-information/laus.html>

# Occupations Characteristics Overview

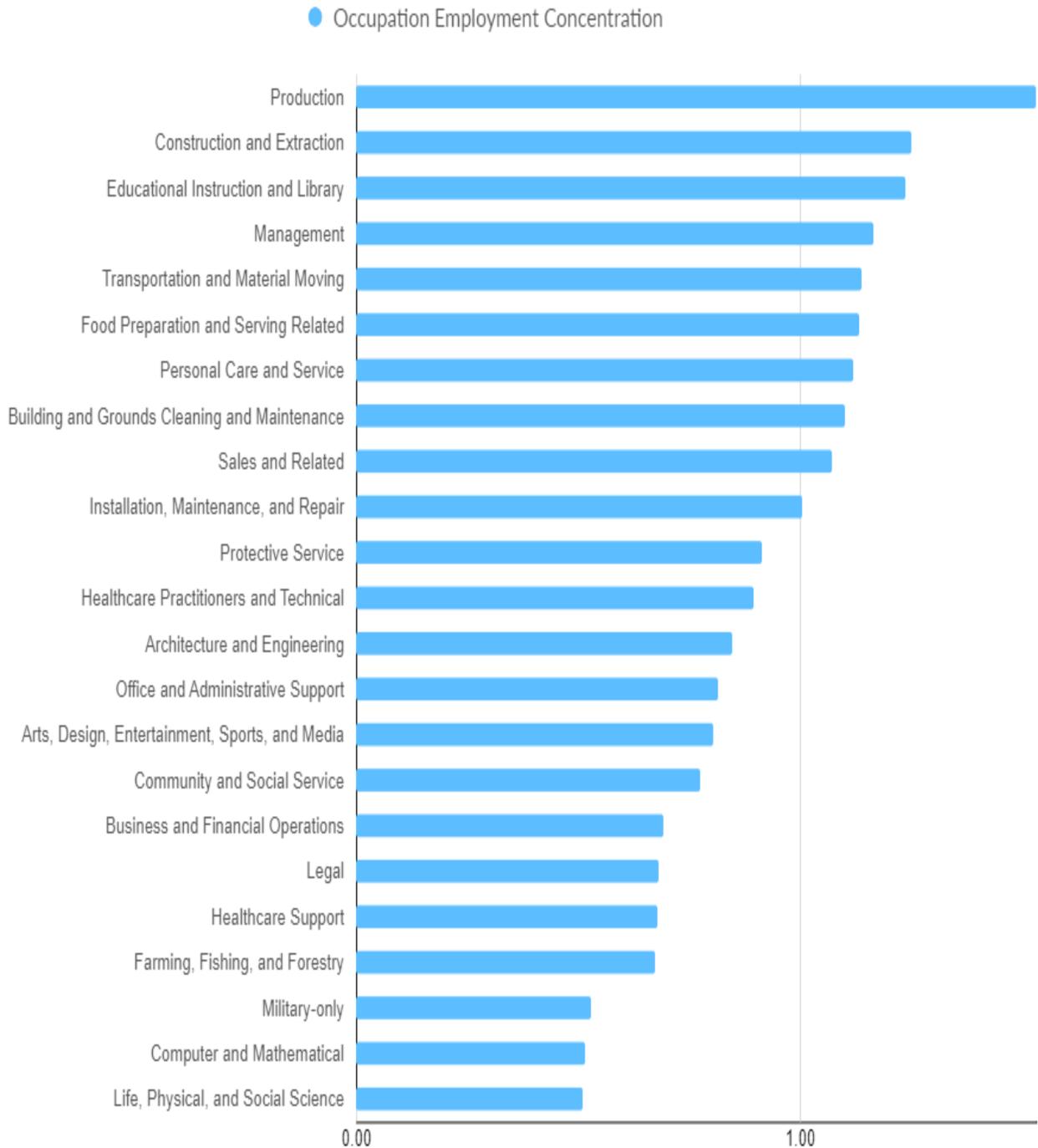
## Largest Occupations



## Occupations Characteristics Overview – Cont.

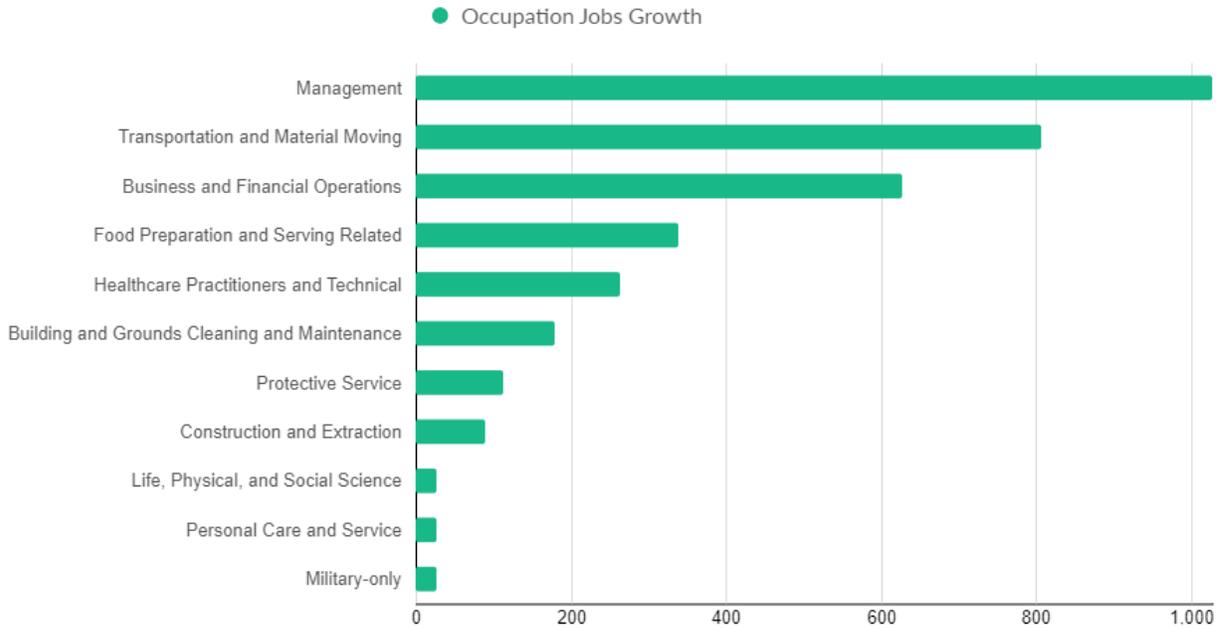
### Top Occupation Employment Concentration

Employment Concentration (also known as Location Quotient) quantifies the concentration of employed workers in a region relative to the national average. It can reveal what makes a particular region “unique” in comparison to the national average.



# Occupations Characteristics Overview – Cont.

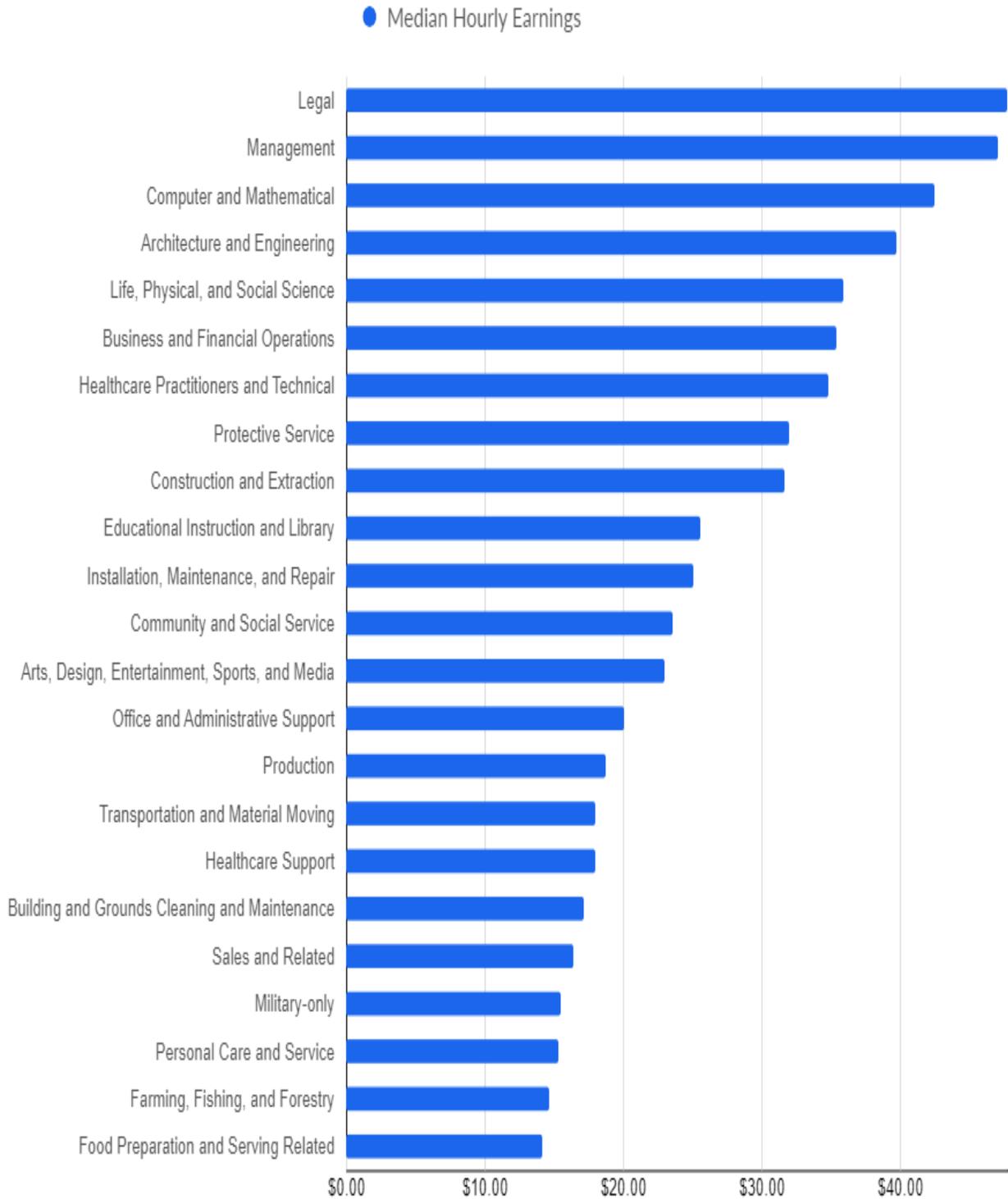
## Top Growing Occupations



Occupation	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2023 Employment Concentration	Oct 2023 - Sep 2024 Unique Average Monthly Postings	2023 Median Hourly Earnings	Automation Index
Management	8,236	9,263	1,027	+12%	1.17	166	\$47.11	84.7
Transportation and Material Moving	9,760	10,567	807	+8%	1.14	129	\$18.03	111.0
Business and Financial Operations	4,191	4,819	628	+15%	0.69	67	\$35.40	89.4
Food Preparation and Serving Related	9,351	9,689	338	+4%	1.13	147	\$14.16	125.4
Healthcare Practitioners and Technical	5,312	5,575	263	+5%	0.90	301	\$34.82	88.3
Building and Grounds Cleaning and Maintenance	3,887	4,066	179	+5%	1.10	53	\$17.16	122.5
Protective Service	2,008	2,121	113	+6%	0.91	22	\$32.00	99.1
Construction and Extraction	5,963	6,052	89	+1%	1.25	28	\$31.71	122.7
Life, Physical, and Social Science	491	517	26	+5%	0.51	45	\$35.97	84.5
Personal Care and Service	3,284	3,310	26	+1%	1.12	46	\$15.33	96.9
Military-only	297	323	26	+9%	0.53	0	\$15.47	0.0

# Occupations Characteristics Overview – Cont.

## Top Occupation Earnings



## Unique Job Posting Trends

[Deduplication](#) is the process of identifying duplicate job postings and only counting one of the duplicates. The unique posting count is the count of postings after the deduplication process has taken place. The [total posting count](#) is the count of postings before deduplication. For example, if a user runs a report that returns 12 total job postings and 2 unique job postings, this means that the 12 postings contained 10 duplicates and only 2 unique job advertisements.

### Job Posting Overview

27,882

Unique Postings  
63,353 Total Postings

3,288

Employers Competing  
3,288 Total Employers

25 Days

Median Posting Duration  
Regional Average: 25 Days

2 : 1

Posting Intensity

Regional Average: 2 : 1

### Top Cities Posting

City	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Crystal Lake, IL	17,289 / 7,092	2 : 1	25 days
McHenry, IL	9,526 / 4,603	2 : 1	27 days
Algonquin, IL	10,105 / 4,236	2 : 1	24 days
Woodstock, IL	6,447 / 2,894	2 : 1	26 days
Huntley, IL	6,946 / 2,878	2 : 1	26 days
Cary, IL	4,044 / 1,722	2 : 1	21 days
Harvard, IL	2,245 / 1,209	2 : 1	24 days
Marengo, IL	1,480 / 646	2 : 1	24 days
Lake in the Hills, IL	1,326 / 566	2 : 1	25 days
Spring Grove, IL	934 / 424	2 : 1	25 days

## Unique Job Posting Trends – Cont.

### Top Posted Occupations

Occupation (O*NET)	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Retail Salespersons	3,133 / 1,225	3 : 1	26 days
Registered Nurses	2,672 / 1,218	2 : 1	28 days
Personal Care Aides	1,913 / 729	3 : 1	24 days
Customer Service Representatives	1,901 / 667	3 : 1	24 days
First-Line Supervisors of Retail Sales Workers	1,659 / 647	3 : 1	27 days
Production Workers, All Other	1,734 / 634	3 : 1	21 days
Fast Food and Counter Workers	1,197 / 478	3 : 1	29 days
Laborers and Freight, Stock, and Material Movers, Hand	1,101 / 440	3 : 1	21 days
Maintenance and Repair Workers, General	1,064 / 432	2 : 1	26 days
Heavy and Tractor-Trailer Truck Drivers	757 / 381	2 : 1	28 days

### Top Industries

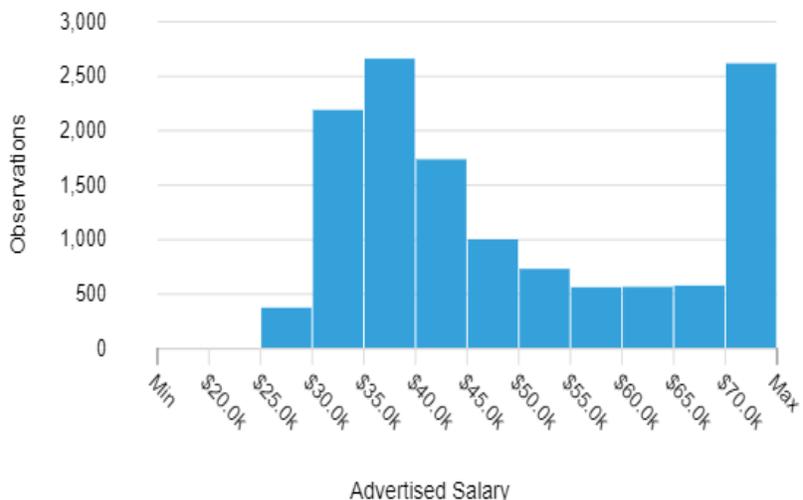
Industry	Total/Unique (Sep 2023 - Sep 2024)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	4,110 / 2,208	2 : 1	19 days
General Medical and Surgical Hospitals	4,096 / 1,978	2 : 1	28 days
Temporary Help Services	1,605 / 725	2 : 1	19 days
Limited-Service Restaurants	1,624 / 697	2 : 1	26 days
Full-Service Restaurants	1,631 / 658	2 : 1	27 days
Home Health Care Services	1,372 / 555	2 : 1	26 days
Offices of Physicians (except Mental Health Specialists)	1,133 / 554	2 : 1	28 days
Supermarkets and Other Grocery Retailers (except Convenience Retailers)	1,103 / 498	2 : 1	31 days
Elementary and Secondary Schools	818 / 470	2 : 1	24 days
Department Stores	1,250 / 408	3 : 1	31 days

## Unique Job Posting Trends – Cont.

### Advertised Salary

There are 12,950 advertised salary observations (46% of the 27,882 matching postings).

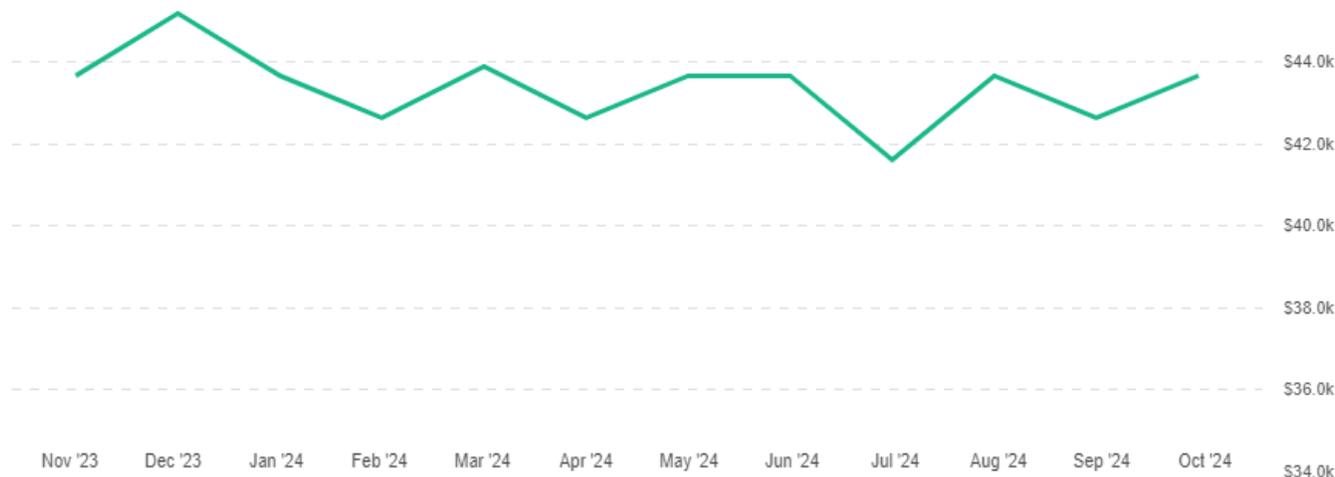
**\$43.6K**  
Median Advertised Salary



### Advertised Salary Trend

What are employers saying? These data are gathered from the salary ranges offered by employers in their online job postings. While these wages are not always markers of the overall market rate, they do show how advertised salaries from employers are increasing or decreasing over time.

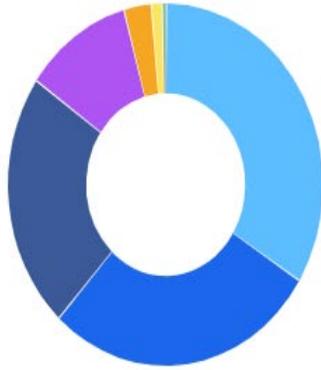
▲ 0.0% Nov 2023 – Oct 2024  
\$43.6k Median



12,296 Job Postings

## Business Characteristics Overview

### Business Size



	Percentage	Business Count
1 to 4 employees	33.8%	4,368
5 to 9 employees	27.9%	3,607
10 to 19 employees	22.9%	2,955
20 to 49 employees	11.0%	1,422
50 to 99 employees	2.8%	362
100 to 249 employees	1.1%	144
250 to 499 employees	0.3%	43
500+ employees	0.1%	11

\*Business Data by DatabaseUSA.com is third-party data provided by Lightcast to its customers as a convenience, and Lightcast does not endorse or warrant its accuracy or consistency with other published Lightcast data. In most cases, the Business Count will not match total companies with profiles on the summary tab.

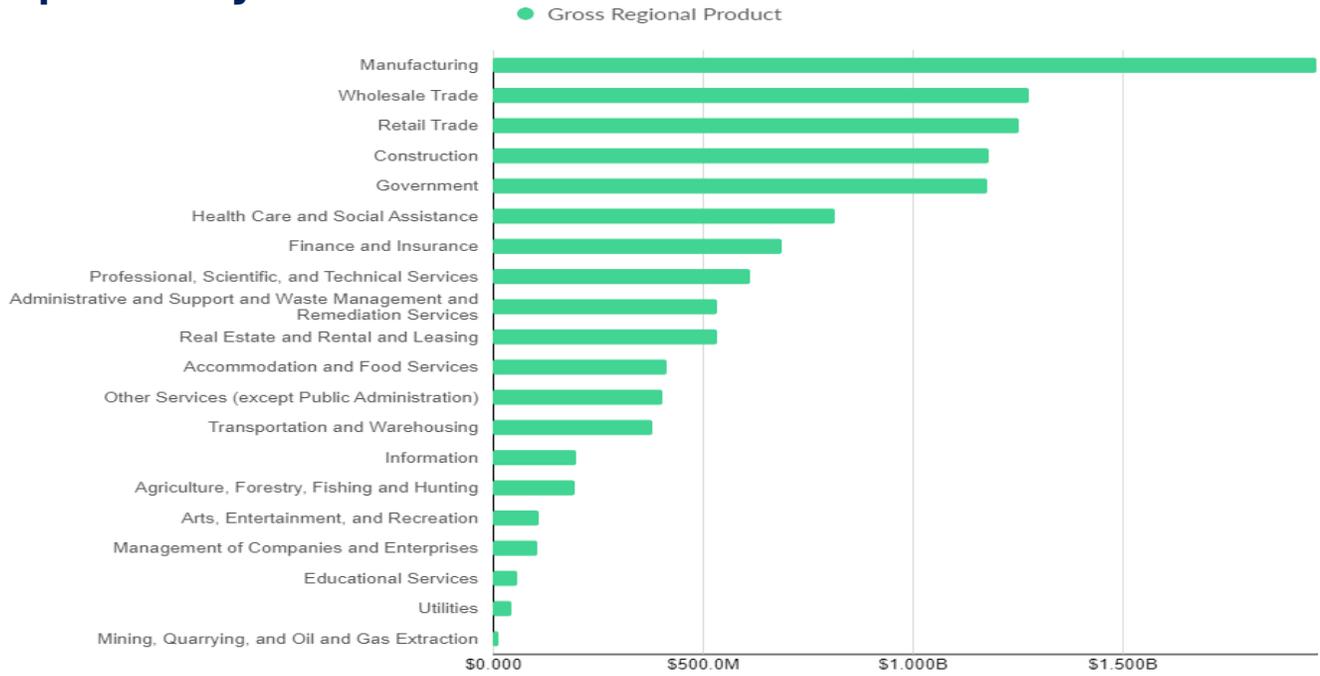
### 37,612 Companies Employ Your Workers

Online profiles for your workers mention 37,612 companies as employers, with the top 10 appearing below. In the last 12 months, 3,056 companies in McHenry County, IL posted job postings, with the top 10 appearing below.

Top Companies	Profiles	Top Companies Posting	Unique Postings
Northwestern Medicine	1,272	Northwestern Memorial Healthcare	1,161
Motorola Solutions	639	Aerotek	583
Advocate Aurora Health	515	Northwestern Medicine	450
McHenry County College	431	Mercy Health	356
AT&T	384	Walmart	345
United Airlines	380	Walgreens Boots Alliance	227
Walmart	367	McHenry County College	209
Allstate	360	Sunbelt Staffing	188
Sears	349	Soliant Health	185

# Business Characteristics Overview – Cont.

## Top Industry GRP

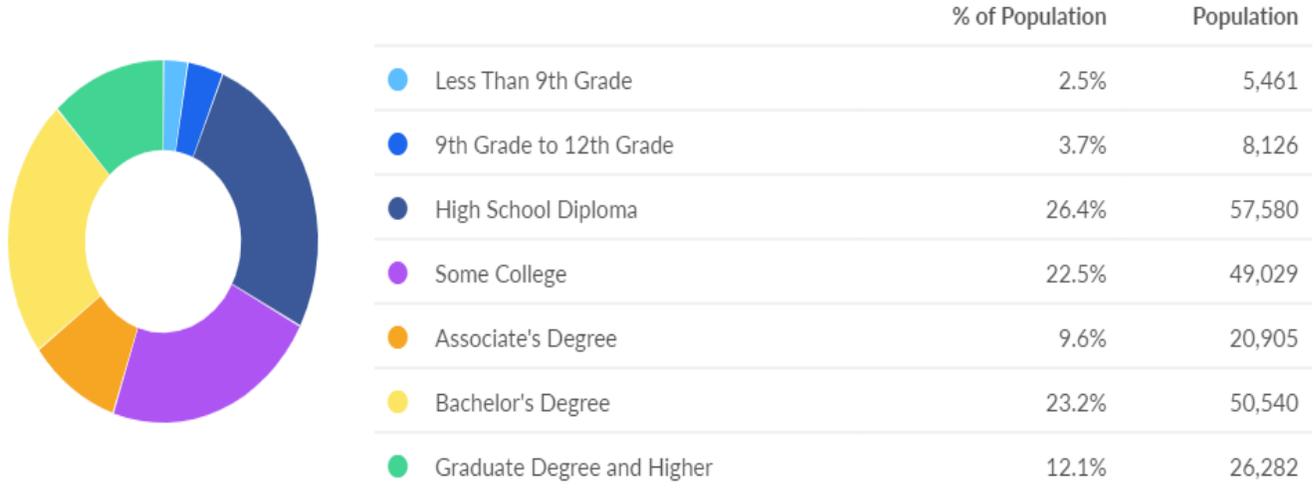


Industry	2018 Jobs	2023 Jobs	Change in Jobs	% Change in Jobs	2023 Employment Concentration	2023 Earnings Per Worker	2023 GRP
Manufacturing	15,069	12,910	-2,159	-14%	1.56	\$83,963	\$1.96B
Wholesale Trade	4,265	5,698	1,433	+34%	1.46	\$89,086	\$1.28B
Retail Trade	13,885	13,655	-230	-2%	1.34	\$42,289	\$1.25B
Construction	8,667	9,107	440	+5%	1.46	\$91,867	\$1.18B
Government	14,970	14,731	-239	-2%	0.95	\$74,109	\$1.18B
Health Care and Social Assistance	11,452	12,006	554	+5%	0.85	\$57,601	\$813.86M
Finance and Insurance	2,114	1,997	-117	-6%	0.46	\$96,300	\$687.76M
Professional, Scientific, and Technical Services	4,701	4,888	187	+4%	0.64	\$82,063	\$611.35M
Administrative and Support and Waste Management and Remediation Services	8,004	7,101	-903	-11%	1.09	\$53,828	\$533.11M
Real Estate and Rental and Leasing	1,096	1,122	26	+2%	0.59	\$58,301	\$532.47M
Accommodation and Food Services	9,445	9,709	264	+3%	1.08	\$26,363	\$413.14M
Other Services (except Public Administration)	5,995	6,055	60	+1%	1.14	\$44,950	\$404.09M
Transportation and Warehousing	2,180	2,567	387	+18%	0.55	\$68,102	\$379.24M
Information	851	658	-193	-23%	0.33	\$73,389	\$198.17M
Agriculture, Forestry, Fishing and Hunting	1,745	1,455	-290	-17%	1.16	\$62,606	\$194.28M
Arts, Entertainment, and Recreation	2,282	2,020	-262	-11%	1.06	\$31,665	\$108.98M
Management of Companies and Enterprises	944	576	-368	-39%	0.36	\$165,292	\$106.47M
Educational Services	1,417	1,362	-55	-4%	0.52	\$34,529	\$59.29M
Utilities	98	102	4	+4%	0.28	\$133,680	\$42.83M
Mining, Quarrying, and Oil and Gas Extraction	48	48	0	0%	0.13	\$86,026	\$13.64M

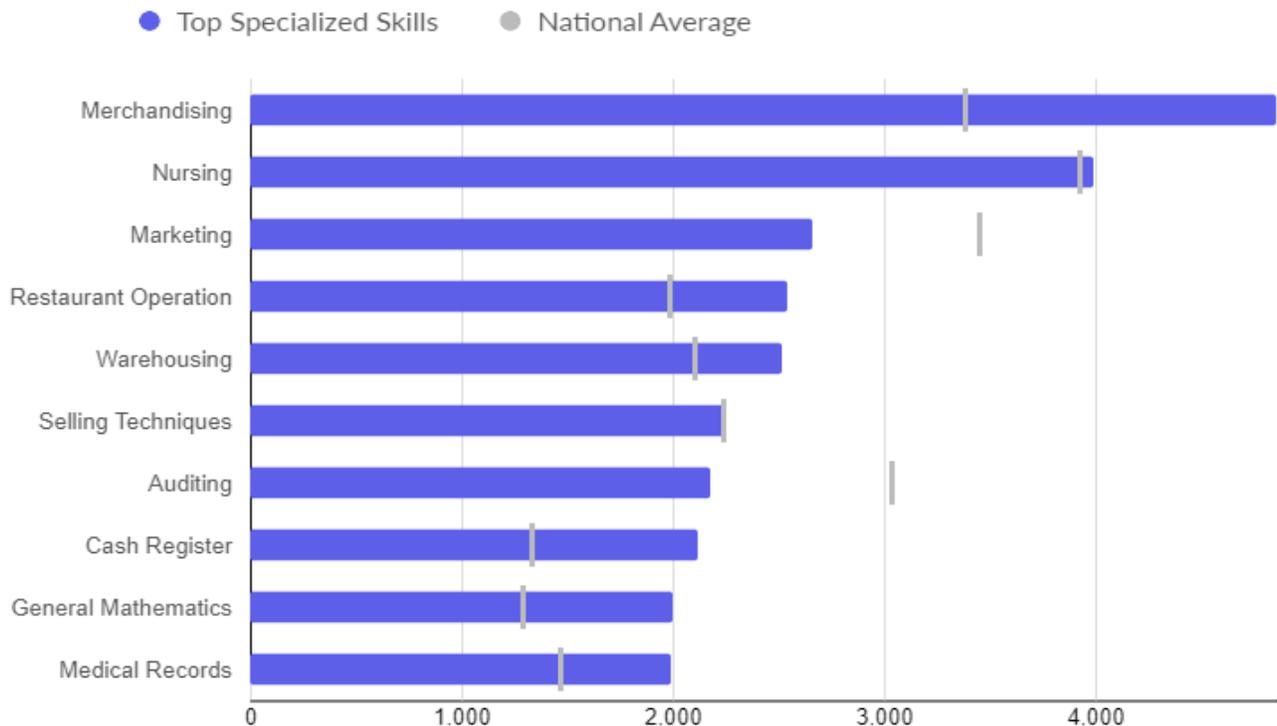
# Education Attainment and In Demand Skills

## Education Attainment

Concerning educational attainment, 23.2% of McHenry County, IL residents possess a Bachelor's Degree (2.0% above the national average), and 9.6% hold an Associate's Degree (0.8% above the national average).

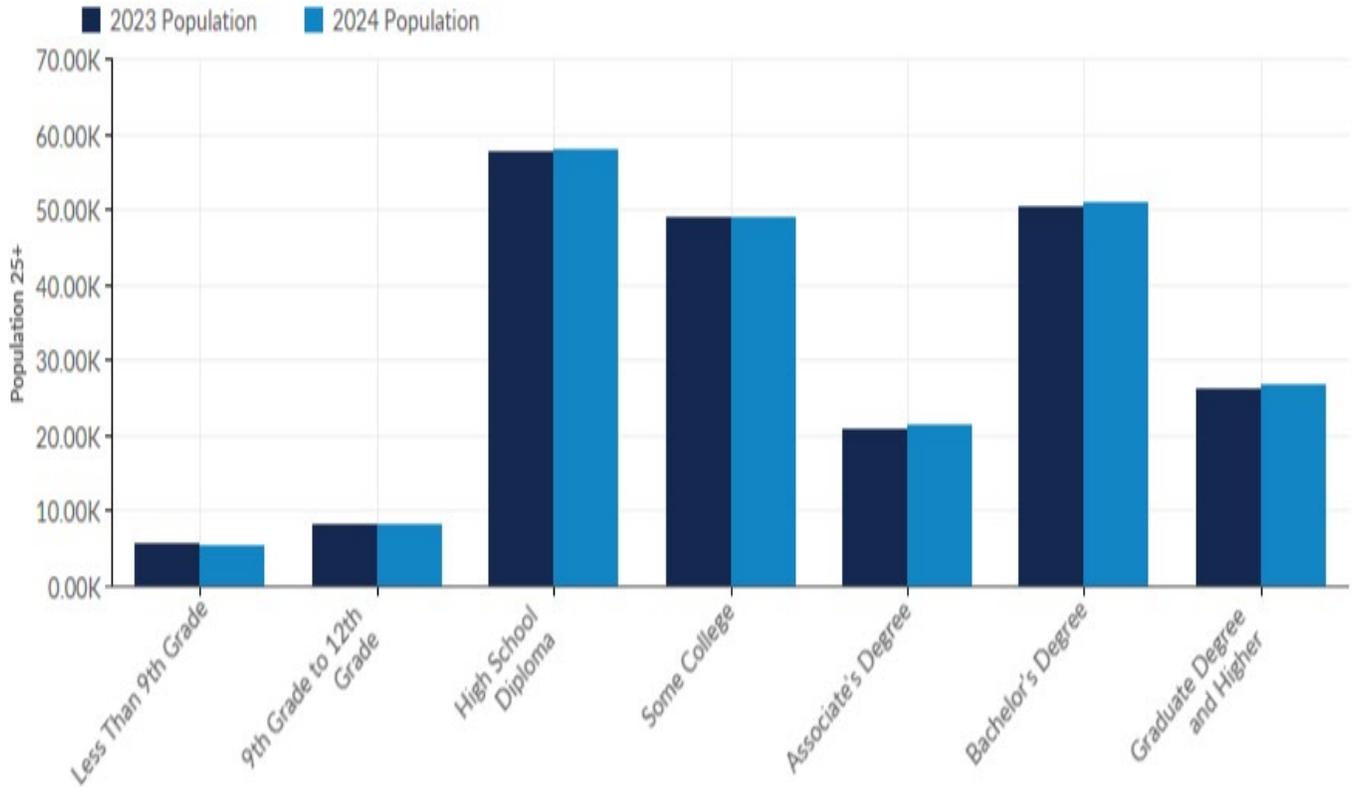


## In Demand Skills



# Education Attainment and In Demand Skills – Cont.

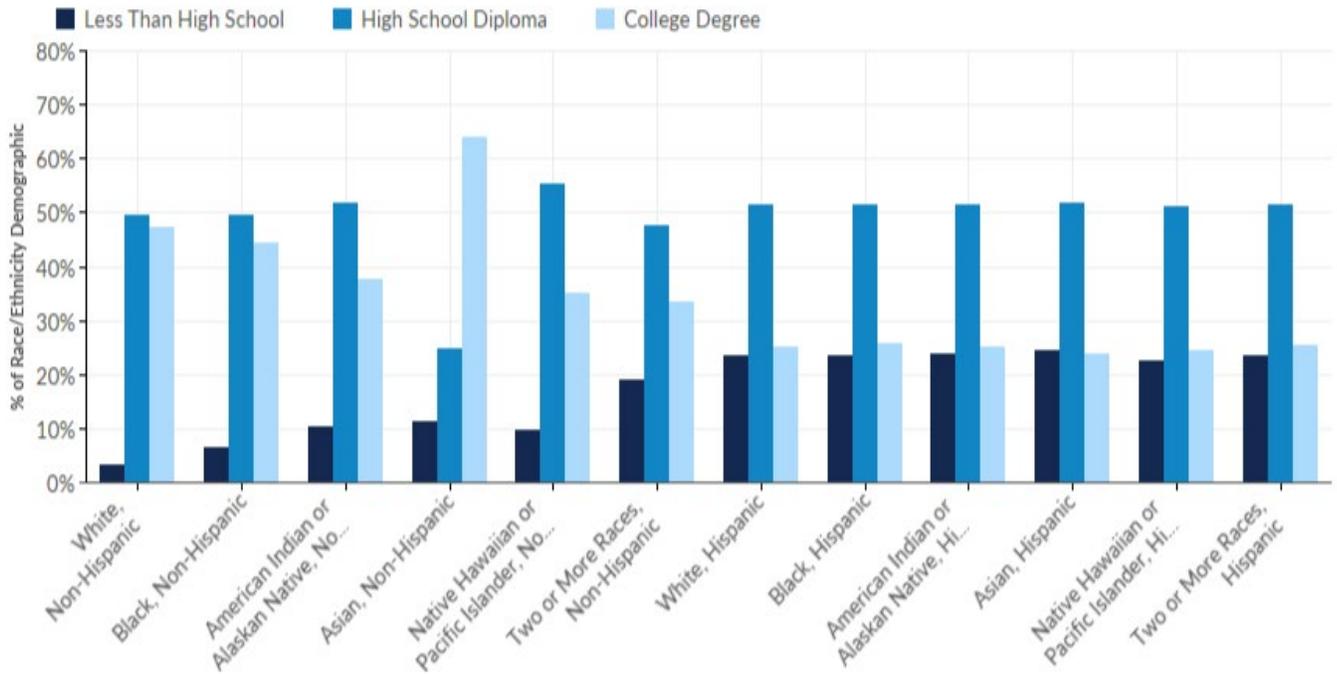
## Education Attainment by Level (2023-2024)



Education Level	2023 Population	2024 Population	2023 % of Population	2023 State % Population	2023 National % Population
Less Than 9th Grade	5,559	5,471	3%	5%	5%
9th Grade to 12th Grade	8,269	8,156	4%	5%	6%
High School Diploma	57,539	57,937	26%	25%	26%
Some College	48,902	49,012	22%	20%	19%
Associate's Degree	20,855	21,266	10%	8%	9%
Bachelor's Degree	50,309	51,000	23%	22%	21%
Graduate Degree and Higher	26,165	26,735	12%	15%	14%
	217,598	219,578	100%	100%	100%

# Education Attainment and In Demand Skills – Cont.

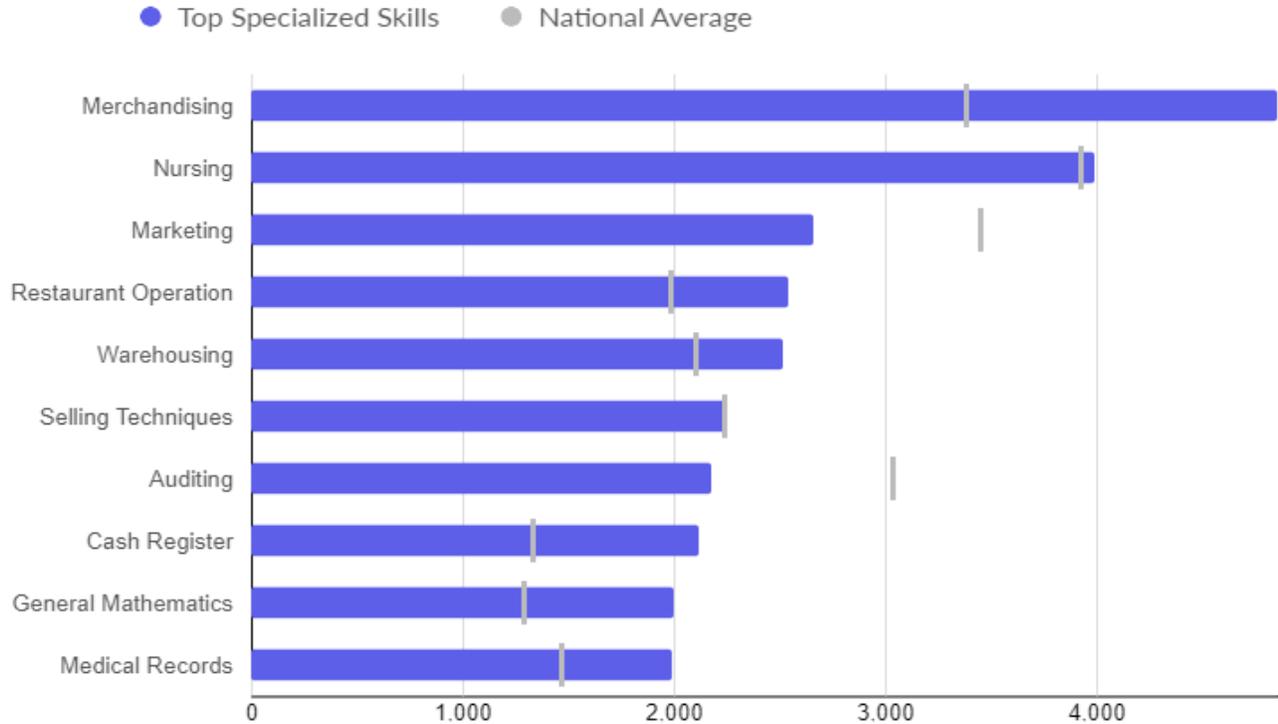
## Education Attainment by Race/Ethnicity (2023-2024)



Race/Ethnicity	2023 Population	2024 Population	2023 Less Than High School	2023 High School Diploma	2023 College Degree
White, Non-Hispanic	176,502	176,606	5,745	87,370	83,386
Black, Non-Hispanic	3,425	3,592	220	1,691	1,514
American Indian or Alaskan Native, Non-Hispanic	345	342	36	179	130
Asian, Non-Hispanic	7,118	7,385	799	1,758	4,562
Native Hawaiian or Pacific Islander, Non-Hispanic	94	100	9	52	33
Two or More Races, Non-Hispanic	1,878	1,941	355	895	627
White, Hispanic	26,097	27,365	6,158	13,398	6,541
Black, Hispanic	441	463	103	226	113
American Indian or Alaskan Native, Hispanic	887	922	210	456	222
Asian, Hispanic	193	203	47	100	46
Native Hawaiian or Pacific Islander, Hispanic	53	57	12	27	13
Two or More Races, Hispanic	565	602	133	290	143
<b>Total</b>	<b>217,598</b>	<b>219,578</b>	<b>13,828</b>	<b>106,441</b>	<b>97,329</b>

# Education Attainment and In Demand Skills – Cont.

## In Demand Skills



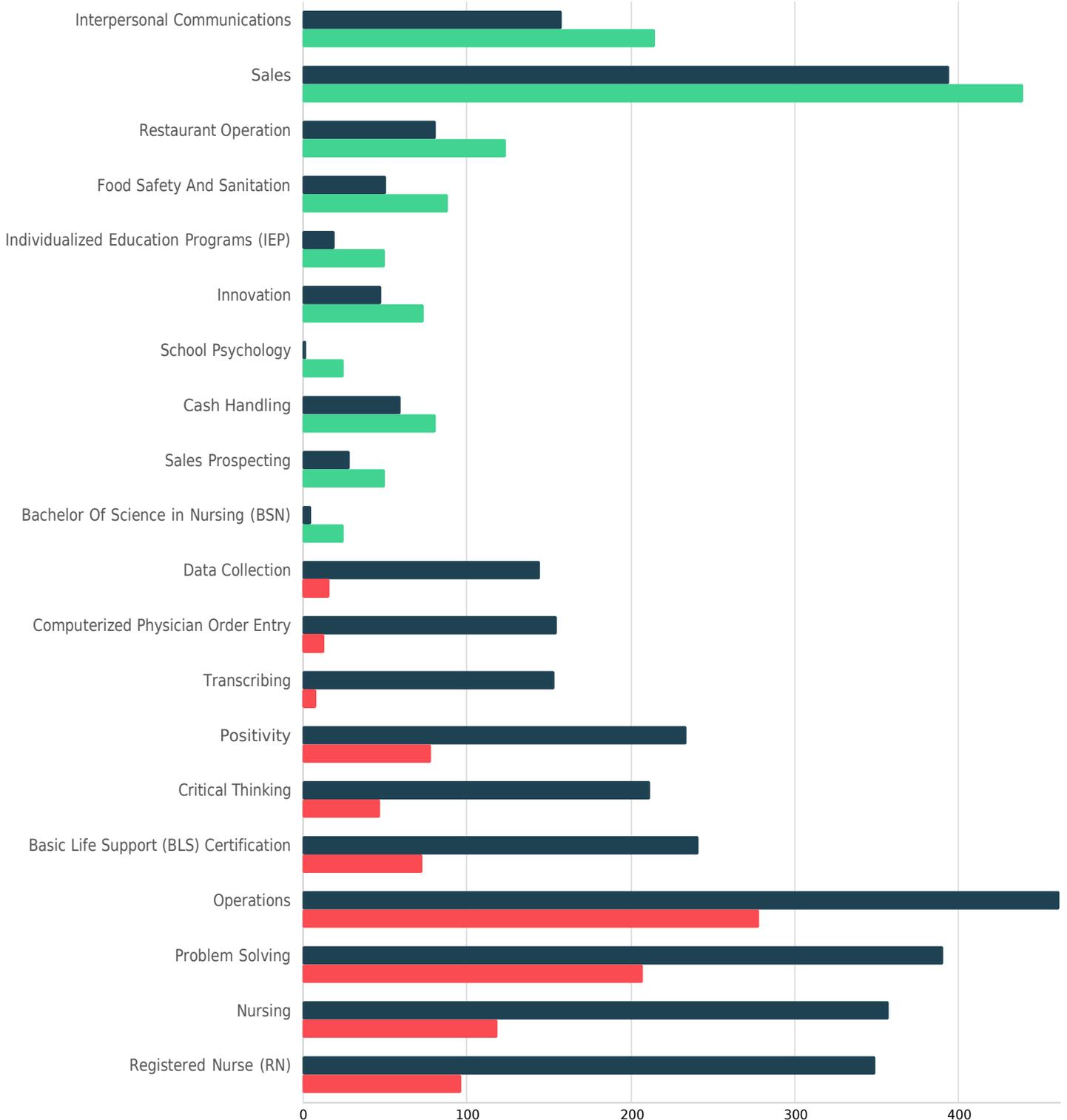
## Top Qualifications

Qualification	Postings with Qualification
Valid Driver's License	2,914
Registered Nurse (RN)	1,714
Cardiopulmonary Resuscitation (CPR) Certification	1,276
Basic Life Support (BLS) Certification	1,127
Certified Nursing Assistant (CNA)	515
Licensed Practical Nurse (LPN)	480
First Aid Certification	352
Advanced Cardiovascular Life Support (ACLS) Certification	279
Certified Medical Assistant (CMA)	220
Certified Pharmacy Technician	219

# Education Attainment and In Demand Skills – Cont.

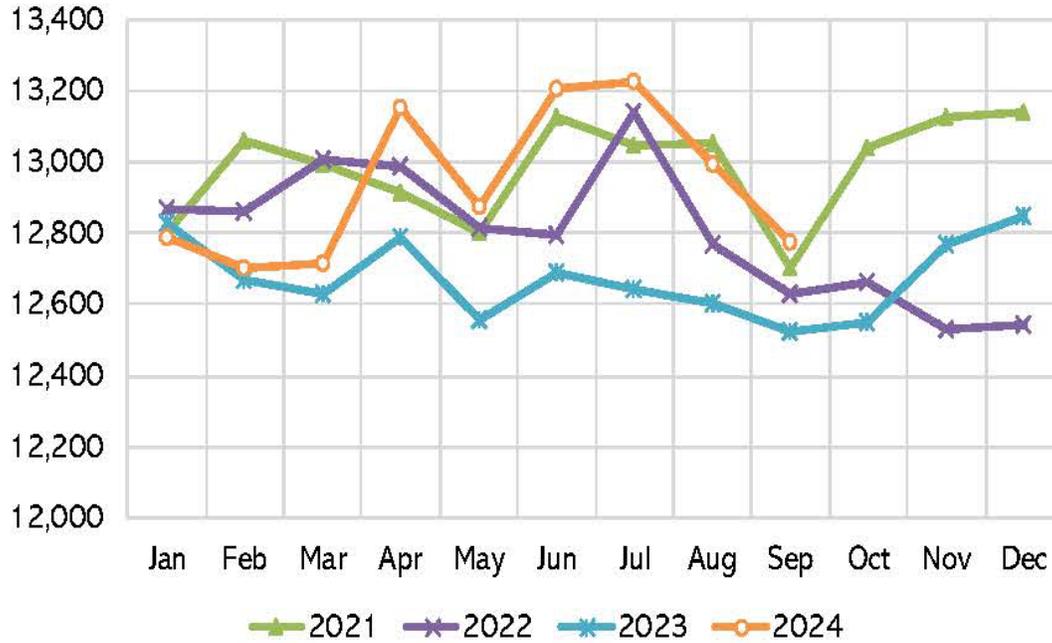
## Hot and Cold Skills by Job Postings

● Postings at start of timeframe ● Postings at end of timeframe

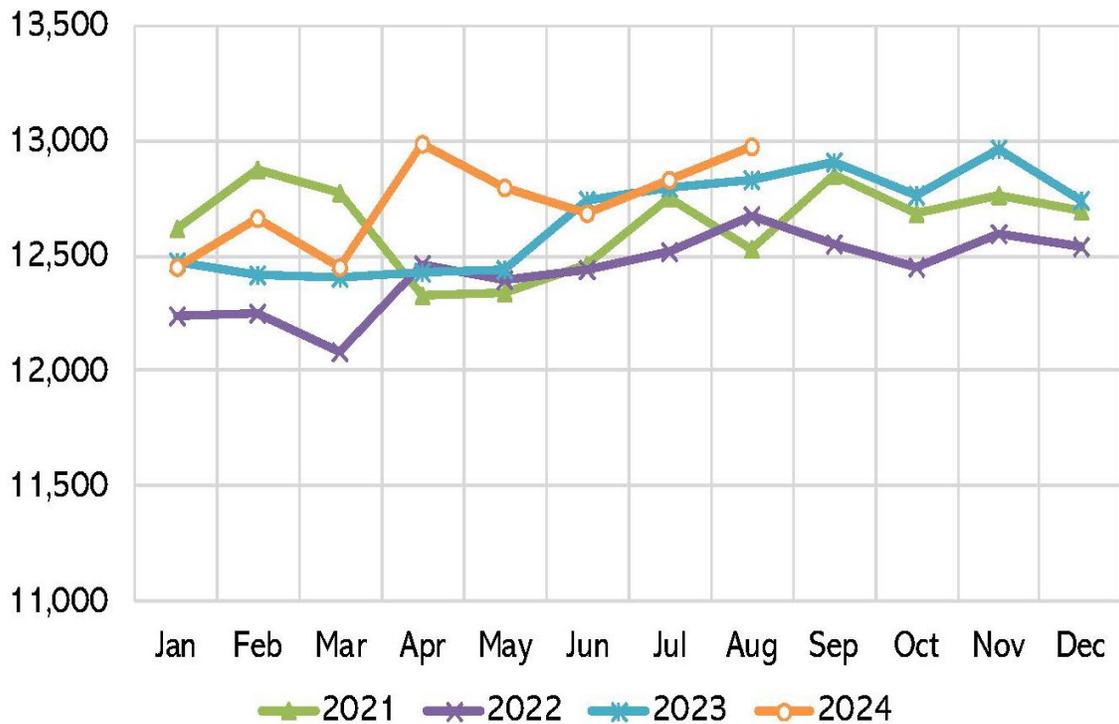


## Employment Statistics

### Manufacturing Employment



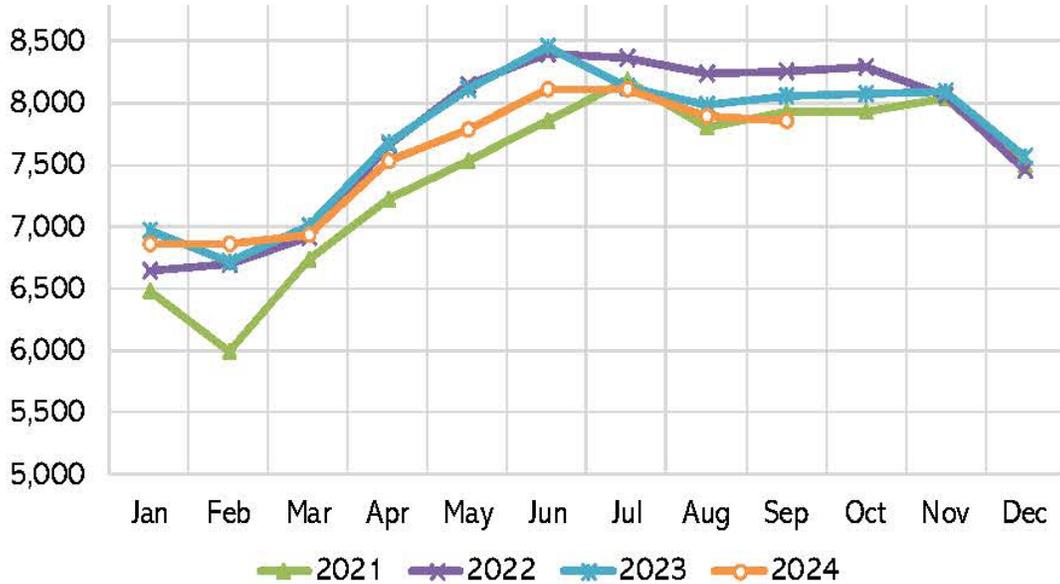
### Private Education and Health Services Employment



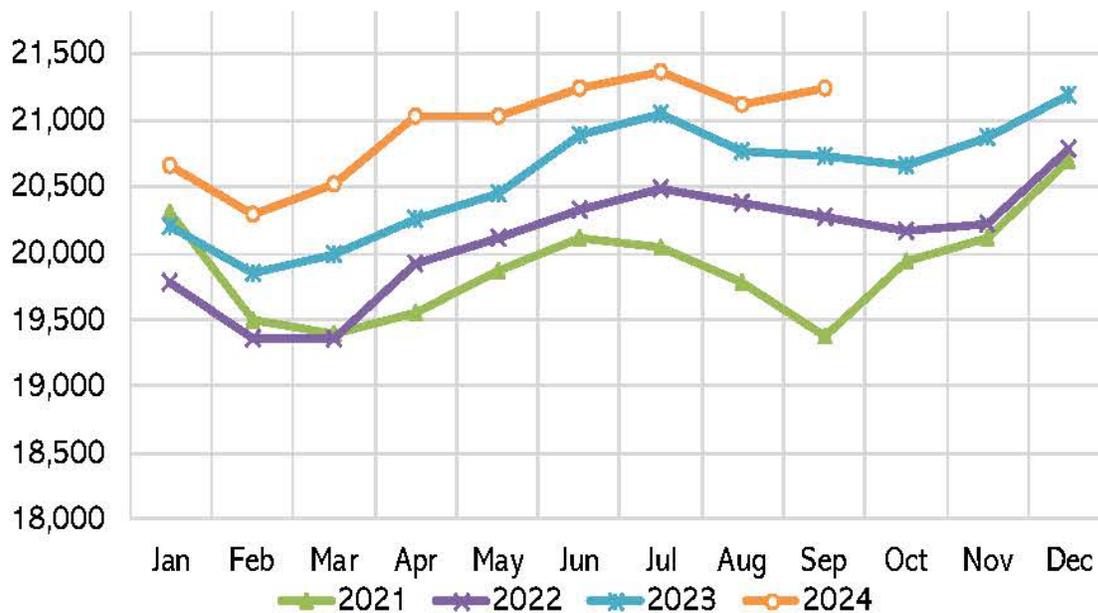
Source: IDES –Workforce Information Update—Local Workforce Investment Area 2

## Employment Statistics – Cont.

### Construction Employment



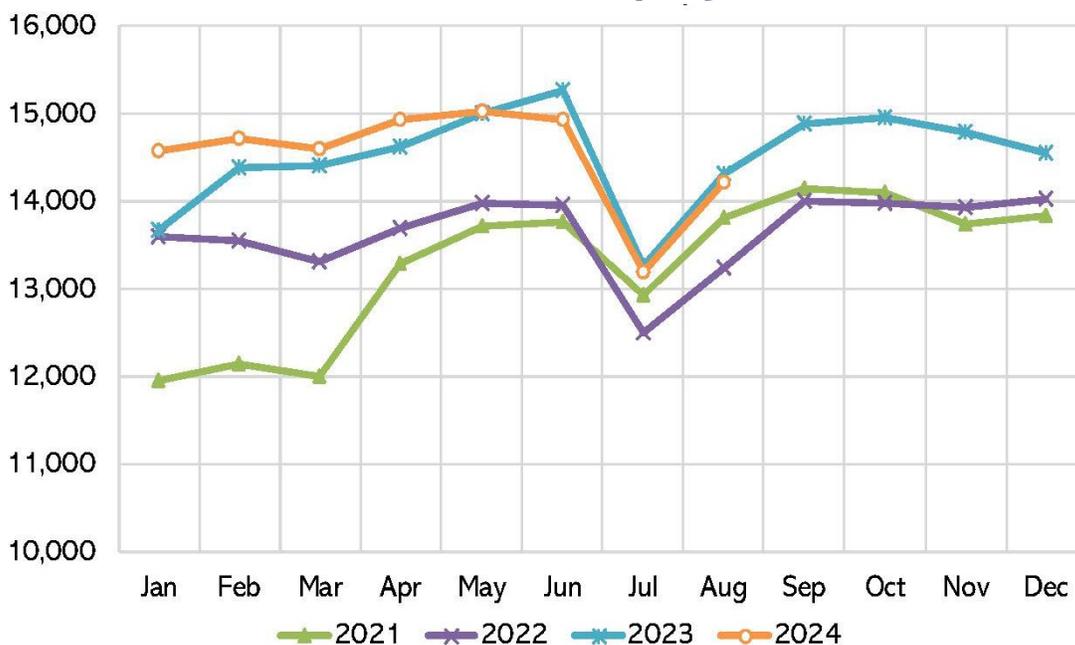
### Trade, Transportation, and Utilities Employment



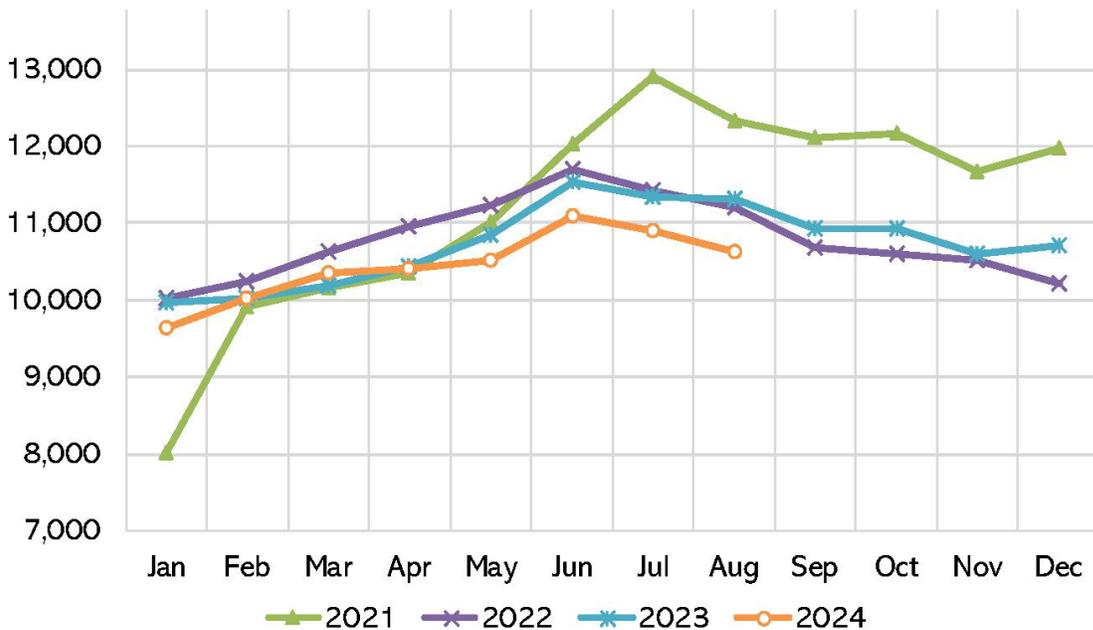
Source: IDES – Workforce Information Update – Local Workforce Investment Area 2

## Employment Statistics – Cont.

### Government Employment



### Leisure and Hospitality Employment



Source: IDES –Workforce Information Update—Local Workforce Investment Area 2

## Region Definition

**EDR4, the Illinois Northeastern Economic Development Region #4, is defined as the following counties:**

Cook County, Illinois; DeKalb County, Illinois; Du Page County, Illinois; Grundy County, Illinois; Kane County, Illinois; Kankakee County, Illinois; Kendall County, Illinois; Lake County, Illinois; McHenry County, Illinois; Will County, Illinois;

## FAQ

### **What is a location quotient?**

A location quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

### **Explain Cost of Living Index?**

The Cost of Living Index (COLI) comes annually from C2ER and provides a baseline for understanding how regional costs of living compare to the nation and to each other. The index is comprised of six major categories: grocery items, housing, utilities, transportation, health care, and miscellaneous goods and services. For example, an index below 100 means the region has a lower cost of living, whereas above 100 means it is more expensive to live.

### **What is replacement demand?**

Replacement demand is the number of jobs required due to replacements—retirements and turnover resulting from workers moving from one occupation into another. Note that replacement demand does not include all turnover—it does not include when workers stay in the same occupation but switch employers. The replacement demand shown in this report may also be understated; thus, it can be taken to be a minimum measure of the number of workers who will need to be trained for the occupation due to replacements. The total projected demand for an occupation is the sum of the replacement demand and the growth demand (which is the increase or decrease of jobs in an occupation expected due to expansion or contraction of the overall number of jobs in that occupation).

### **What is a cluster?**

A cluster is a geographic concentration of interrelated industries or occupations. If a regional cluster has a location quotient of 1.25 or greater, the region is considered to possess a *competitive advantage* in that cluster.

### **What is the difference between industry wages and occupation wages?**

Industry wages and occupation wages are estimated via separate data sets, often the time periods being reported do not align, and wages are defined slightly differently in the two systems (for example, certain bonuses are included in the industry wages but not the occupation wages). It is therefore common that estimates of the average industry wages and average occupation wages in a region do not match exactly.

### **What is NAICS?**

The North American Industry Classification System (NAICS) is used to classify business establishments according to the type of economic activity. The NAICS Code comprises six levels, from the “all industry” level to the 6-digit level. The first two digits define the top level category, known as the “sector,” which is the level examined in this report.

### **What is SOC?**

The Occupational Classification (SOC) is used to classify workers into occupational categories. All workers are classified into one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major groups, 96 minor groups, and 449 occupation groups. Each occupation group includes detailed occupations requiring similar job duties, skills, education, or experience.

### **What is WIOA?**

The **Workforce Innovation and Opportunity Act (WIOA) 2014** - Current replaces the Workforce Investment Act. This new law represents a renewed commitment to workforce development with an eye to the future through innovation and support for individual and national economic growth.

## **Resources and Sources:**

### **Bureau of Economic Analysis (BEA)**

*BEA* produces GDP and related data from the national accounts programs of the U.S. Department of Commerce.

### **Bureau of Labor Statistics (BLS)**

*BLS* is the principal fact-finding agency for the Federal Government in the broad field of labor and statistics.

### **Chmura Economics and Analytics: JobsEQ - 2016.2**

Specialties include economic consulting, economic development, workforce development, economic impact studies, publications, and software development

### **Illinois Department of Employment Security (IDES)**

*IDES* administers the Unemployment Insurance program for the State of Illinois and reports data on employment for the state.

### **Illinois Workforce Development System (IWDS)**

*IWDS* is the Illinois Dept of Commerce and Economic Opportunity's web based WIA / WIOA program management tool for WIA / WIOA professional staff to manage customer and provider records, to report and compare performance among training programs and customer outcomes, and to search and find information about WIA / WIOA-certified training programs.

### **Institute for Supply Management, ISM Chicago**

*ISM Chicago* is the Chicago Purchasing Managers' report on Chicago Business Activity including Employment, New Orders, Order Backlogs, Supplier Deliveries, Prices Paid, and Capital Equipment Buying Policy.

### **McHenry County Economic Development Corporation**

Provides Business & Resource Connections for: Large Employers, Small Cap Businesses, Manufacturers, Financial Institutions, Government Entities

### **McHenry County Graphic Information System Department**

Develop and maintains the Geographic Information System of McHenry County by providing efficient, high quality GIS leadership, coordination, infrastructure, data development and maintenance, and GIS services to meet the needs of McHenry County and the communities served.

### **S&P/Case-Shiller Home Price Indices**

*The S&P/Case-Shiller Home Price Indices* are the leading measures for the U.S. residential housing market, tracking changes in the value of residential real estate both nationally, as well as in 20 metropolitan regions.

### **Stats America**

*STATS America* is a service of the Indiana Business Research Center at Indiana University's Kelley School of Business. This initiative is funded in part by the U.S. Commerce Department's Economic Development Administration and Indiana University.

### **U.S. Census Bureau**

*U.S. Census Bureau* is the source for current population data and the latest Economic Indicators, Households to Business to Government - Income & Spending.

### **U.S. Department of Health and Human Services**

*The Department of Health and Human Services* is the principal agency for protecting the health of all Americans. It is comprised of the Office of the Secretary (18 Staff Divisions) and 11 Operating Divisions, including the office of the Assistant Secretary for Planning and Evaluation which determines the HHS Poverty Guidelines.

### **The University of Illinois at Urbana-Champaign, Regional Economics Applications Laboratory**

*The Regional Economics Applications Laboratory (REAL)* at the University of Illinois at Urbana-Champaign is a regional science research center for advanced graduate students in the fields of economics, geography, urban and regional planning, computer science, and mathematics. Professor Geoffrey J.D. Hewings is a co-founder of REAL and currently serves as Director.

## Services available through the McHenry County Workforce Network

### **Employer Services:**

#### **Employment and Recruiting**

Job Postings

Job Fairs

Applicant Match / Pre Screening

#### **Assessments**

Skills Assessment / Work Keys

Customized Workforce Solutions

Training Programs

Job Assessment for Persons w/ Disabilities

#### **Training Assistance Grants**

New Hire Worker Training Grants

Incumbent Worker Training Grants

Work Experience Internships

Work Based Training for Older Workers (55+)

#### **Economic Development**

Labor Market Information

Wage and Salary Information

#### **Employment Services**

Unemployment Insurance

Tax Credits

Fidelity Bonding

Required Employment Posters

#### **Job-Search Services:**

Resource Room Computers  
with internet access for your job search

Skill Assessments

Career Planning Workshops

Job Search Workshops

Resume Reviews

Mock Interviews

Network to Success

Job Club Networking Group

Job Fairs

Career Advising

Training Grants

Computer Classes

Work Readiness Workshops

Unemployment Claim Assistance

Services for Justice Involved, including Returning Citizens

**McHENRY COUNTY**  
**Workforce Network Board**



500 Russel Court  
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**McHENRY COUNTY**  
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