

McHenry County Labor Report—By The Numbers *Fall 2016*

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Introduction

The McHenry County Labor Report for 2016 offers a current snapshot of the local workforce and highlights the following key areas:

- Demographics– current overview of our people resources.
- Industries– current and 10 year growth, earnings and sales.
- Occupations– employment and unemployment characteristics, and education.
- Average Annual Wage Comparisons for McHenry County and surrounding areas for select industries.
- Workforce Program customers participant training, employment and expenditure figures.

The McHenry County Labor Report identifies the County's economic strengths, weaknesses and opportunities for future growth. The report updates the data produced for the 2015 Labor Report and includes new information on population changes, workforce by industry, and labor underutilization. Information is presented in the form of easy to read charts, graphs, and tables. Updated information for commuting patterns in and out of the county for employment is provided this year.

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 opportunities.
- To highlight industries and occupations with potential future growth, as well as areas of declining growth.
- To understand McHenry County in comparison to surrounding counties.
- 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.

For customized workforce and wage reports contact the McHenry County Workforce Network Board.

Resources: A full listing of the resources used to compile the report can be found on page 35.

Acknowledgements: This report has been compiled and prepared by:

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RECENT HIGHLIGHTS OF THE WORKFORCE NETWORK AND WORKFORCE NETWORK BOARD

- ✓ Over 6500 visitors utilized 22,556 services at the Workforce Center. This was a decrease of 23% in visits and a 5% decrease in services from 2015, due to lower unemployment rates..
- ✓ Over 3600 people attended department programs such as job club, job fairs, seminars, mock interviews and resume critiques.
- ✓ 255 individuals participated in WIOA funded services, such as career advising, training, and work experience. This was a 17% decrease from 2015 due to a drop in unemployment rates.
- ✓ Of the individuals who completed services so far this program year, 91% are employed and have an average wage of \$20.42/hour.
- ✓ 106 WIOA eligible customers participated in training for high demand occupations. 67 customers participated in internship programs at 43 worksites in the County.
- ✓ On the Job Training (OJT) and Incumbent worker training programs resulted in 144 participants trained at 20 worksites. Combined reimbursements to County employers was were \$135,163.
- ✓ 44% of grant dollars have spent on training programs. The requirement imposed by Department of Commerce and Economic Opportunity (DCEO), the State department that administers WIOA grants, that 40% of program dollars be spent on training customers.
- ✓ The department met all of its 9 federal performance goals negotiated with Department of Commerce and Economic Opportunity, and exceeded in 8 areas. The department must meet or exceed all performance goals to ensure eligibility to receive future federal funding.
- ✓ McHenry County received \$1,837,571 to provide workforce development services and programs for county businesses and residents. This is a reduction of 7.21% or \$142,754 from the previous program year.
- ✓ MCWN was awarded an Illinois Talent Pipeline Grant for Incumbent and Dislocated Workers to grow their knowledge and skills in Industrial Maintenance Technology. Expanded the Pipeline Grant training offering to provide Manufacturing Management Excellence training proactive strategies for maintenance in manufacturing. The grant has trained 40 workers with 13 County employers that will result in Industrial Maintenance certificates for those completing the program and upgraded maintenance departments.
- ✓ Young Adult program has been redesigned to focus on out of school individuals between 18-24 years of age. WIOA requires 80% of Youth funds be spent on this population and we are at 87%.
- ✓ Maintained services during the State of Illinois budget impasse and met the 80% spending level requirement by DOL even though we had limited funds for the first quarter of the program year.
- ✓ Completed process mapping of center services with our WIOA partners. We have implemented changes in services, the referral process and have developed a procedure guide for resource room services.
- ✓ Assisted and participated in the McHenry High School Manufacturing, Trades, & Industry event, introducing local career opportunities to High School Students and their parents.
- ✓ Developed and drafted the Local Workforce Area 4-Year Workforce Development Plan, to integrate with Regional and State Workforce Development plans
- ✓ Engaged Workforce Boards of Metropolitan Chicago to craft the Regional WIOA Plan for addressing regional workforce needs and deliver workforce skills programs and solutions.
- ✓ Identified Young Adult Program needs and procured GED Classes with MCC for the MCWN Young Adult Program.
- ✓ Working with MCEDC, Boone and Winnebago Counties and others a Community Economic Development Strategy (CEDS) document was adopted by McHenry County to provide a common direction and voice within the county for the economic partners. The CEDS is integrated with the Rockford Region CEDS plan and is filed with the US Economic Development Administration for approval.
- ✓ Expanded working partnership with Rockford Region Economic Development District in regional training and economic development grant applications, and development of a regional Comprehensive Economic Development Strategy. Participating in Economic and Workforce Development strategy discussions with Rockford Workforce, Rockford EDCs, and Regional DCEO.

Demographic Profile

In 2015, the population in McHenry County, Illinois was 307,343. Between 2005 and 2015, the region's population grew at an annual average rate of 0.4%.






The region has a civilian labor force of 171,719 with a participation rate of 72.2%. Of individuals 25 to 64 in McHenry County, Illinois, 34.3% have a bachelor's degree or higher which compares with 27.6% in the nation.

The median household income in McHenry County, Illinois is \$76,345 and the median house value is \$213,400.

DEMOGRAPHIC PROFILE ¹						
	Percent			Value		
	McHenry County, Illinois	IL Economic Dev Region EDR4	Illinois	McHenry County, Illinois	IL Economic Dev Region EDR4	Illinois
Demographics						
Population ²	—	—	—	307,343	8,790,442	12,859,995
Population Annual Average Growth ²	0.4%	0.3%	0.2%	1,306	25,811	25,009
Median Age ³	—	—	—	38.0	35.7	36.6
Under 18 Years	27.3%	25.1%	24.4%	84,175	2,184,668	3,129,179
18 to 24 Years	7.6%	9.4%	9.7%	23,455	821,452	1,246,307
25 to 34 Years	11.3%	14.6%	13.8%	34,761	1,269,688	1,775,957
35 to 44 Years	15.3%	14.0%	13.5%	47,336	1,220,662	1,725,890
45 to 54 Years	17.0%	14.5%	14.6%	52,619	1,261,774	1,870,879
55 to 64 Years	11.4%	11.0%	11.5%	35,094	958,668	1,473,207
65 to 74 Years	6.0%	6.1%	6.6%	18,560	527,262	849,535
75 Years, and Over	4.1%	5.2%	5.9%	12,760	455,884	759,678
Race: White	90.1%	64.6%	71.5%	278,257	5,617,288	9,177,877
Race: Black or African American	1.1%	17.5%	14.5%	3,283	1,518,703	1,866,414
Race: American Indian and Alaska Native	0.3%	0.4%	0.3%	939	33,765	43,963
Race: Asian	2.5%	6.0%	4.6%	7,807	523,153	586,934
Race: Native Hawaiian and Other Pacific Islander	0.0%	0.0%	0.0%	80	2,749	4,050
Race: Some Other Race	4.3%	9.1%	6.7%	13,194	791,877	861,412
Race: Two or More Races	1.7%	2.4%	2.3%	5,200	212,523	289,982
Hispanic or Latino (of any race)	11.4%	21.2%	15.8%	35,249	1,848,519	2,027,578
Economic						
Labor Force Participation Rate and Size (civilian population 16 years and over) ⁴	72.2%	67.7%	65.9%	171,719	4,650,404	6,701,592
Armed Forces Labor Force ⁴	0.1%	0.2%	0.2%	139	12,231	17,265
Veterans, Age 18-64 ⁴	4.6%	3.4%	4.5%	8,870	188,340	364,367
Median Household Income ^{3,4}	—	—	—	\$76,345	\$62,634	\$57,166
Poverty Level (of all people) ⁴	7.6%	13.9%	14.4%	23,256	1,201,167	1,810,470
Mean Commute Time (minutes) ⁴	—	—	—	33.8	31.2	28.2

DEMOGRAPHIC PROFILE ¹						
	Percent			Value		
	McHenry County, Illinois	IL Economic Dev Region EDR4	Illinois	McHenry County, Illinois	IL Economic Dev Region EDR4	Illinois
Commute via Public Transportation ⁴	2.7%	12.3%	8.9%	4,162	502,086	528,753
Union Membership ⁵	15.9%	14.8%	14.9%	—	—	—
Educational Attainment, Age 25-64						
No High School Diploma ⁴	6.8%	11.6%	10.7%	11,398	551,803	731,050
High School Graduate ⁴	24.1%	22.2%	24.8%	40,570	1,054,054	1,705,521
Some College, No Degree ⁴	25.4%	20.3%	21.8%	42,695	964,732	1,495,538
Associate's Degree ⁴	9.4%	7.3%	8.4%	15,764	345,176	573,316
Bachelor's Degree ⁴	23.7%	23.9%	21.6%	39,879	1,135,614	1,484,545
Postgraduate Degree ⁴	10.6%	14.7%	12.7%	17,845	696,067	874,302
Housing						
Total Housing Units ⁴	—	—	—	116,534	3,479,526	5,299,433
Median House Value (of owner-occupied units) ^{3,4}	—	—	—	\$213,400	\$227,561	\$175,700
Homeowner Vacancy ⁴	2.1%	2.3%	2.2%	1,892	47,687	72,018
Rental Vacancy ⁴	5.3%	6.8%	6.7%	1,136	81,994	115,492
Renter-Occupied Housing Units (% of Occupied Units) ⁴	18.4%	35.3%	33.1%	20,121	1,113,461	1,583,926
Occupied Housing Units with No Vehicle Available (% of Occupied Units) ⁴	3.1%	12.6%	10.8%	3,411	397,405	515,427
Social						
Enrolled in Grade 12 (% of total population) ⁴	1.8%	1.6%	1.5%	5,681	137,201	189,894
Disabled, Age 18-64 ⁴	6.3%	7.4%	8.4%	12,134	410,080	669,137
Foreign Born ⁴	9.5%	18.7%	13.9%	29,312	1,633,773	1,786,926
Speak English Less Than Very Well (population 5 yrs and over) ⁴	5.6%	12.7%	9.3%	16,286	1,038,620	1,122,349

Source: [JobsEQ®](#)
Data as of 2016Q2

Regional Business Statistics					
Indicator	Current	Previous	Improved/Weaker	Area	Source
Chicago Business Activity	94.0	95.8	Decreased 	Chicago Area	REAL
	July 2016	July 2015			
Chicago Business Barometer	54.2	48.7	Improved 	Chicago Area	ISM-Chicago
	Sept. 2016	Sept. 2015			
Employment Cost Index for private industry workers	129.9	123.2	Increased 	Midwest East North Central	BLS
	June 2016	June 2015			
GSP Growth Gross State Product	\$775,007 M	\$742,028 M	Improved 	Illinois	FRBC
	2015	2014			
Home Price Index	133.60	131.72	Improved 	Chicago	S&P
	July 2016	July 2015			

SOURCES: REAL- Univ of Illinois Regional Economics Application Laboratory; ISM-Chicago - Institute for Supply Management; BLS - Bureau of Labor Statistics; FRBC - Federal Reserve Bank of Chicago S&P - Case & Schiller Home Price Index, Standard & Poor's;

McHenry County Real Estate Activity

Detached Single - Family	September			Trailing 12 Months		
	Sep - 15	Sep - 16	+ / -	Sep - 15	Sep - 16	+ / -
New Listings	538	542	+0.7%	6,757	7,182	6.3%
Under Contract (includes Contingent & Pending)	320	394	+23.1%	4,075	4,633	+13.7%
Closed Sales	332	393	+18.4%	3,977	4,509	+13.4%
Median Sales Price*	\$197,125	\$199,450	+1.2%	\$193,000	\$206,125	+6.8%
Average Sales Price*	\$210,272	\$211,262	+0.5%	\$208,218	\$217,789	+4.6%
Percent of Original List Price Received*	92.3%	93.5%	+1.3%	91.9%	94.0%	+2.3%
Average Market Time	87	90	+3.4%	119	103	-13.4%
Inventory of Homes for Sale at Month End	2,205	1,847	-16.2%	--	--	--

Attached Single - Family	September			Trailing 12 Months		
	Sep-15	Sep-16	+ / -	Sep-15	Sep-16	+ / -
New Listings	106	126	+18.9%	1,271	1,385	+9.0%
Under Contract (includes Contingent & Pending)	70	81	+15.7%	904	984	+8.8%
Closed Sales	78	87	+11.5%	896	954	+6.5%
Median Sales Price*	\$123,000	\$138,000	+12.2%	\$120,000	\$132,000	+10.0%
Average Sales Price*	\$133,157	\$145,277	+9.1%	\$125,118	\$136,266	+8.9%
Percent of Original List Price Received*	95.3%	95.4%	+0.1%	93.8%	94.8%	+1.1%
Average Market Time	60	55	-8.3%	84	70	-16.7%
Inventory of Homes for Sale at Month End	287	265	-7.7%	--	--	--

*Does not account for seller concessions.

Source: Midwest Real Estate Data LLC.

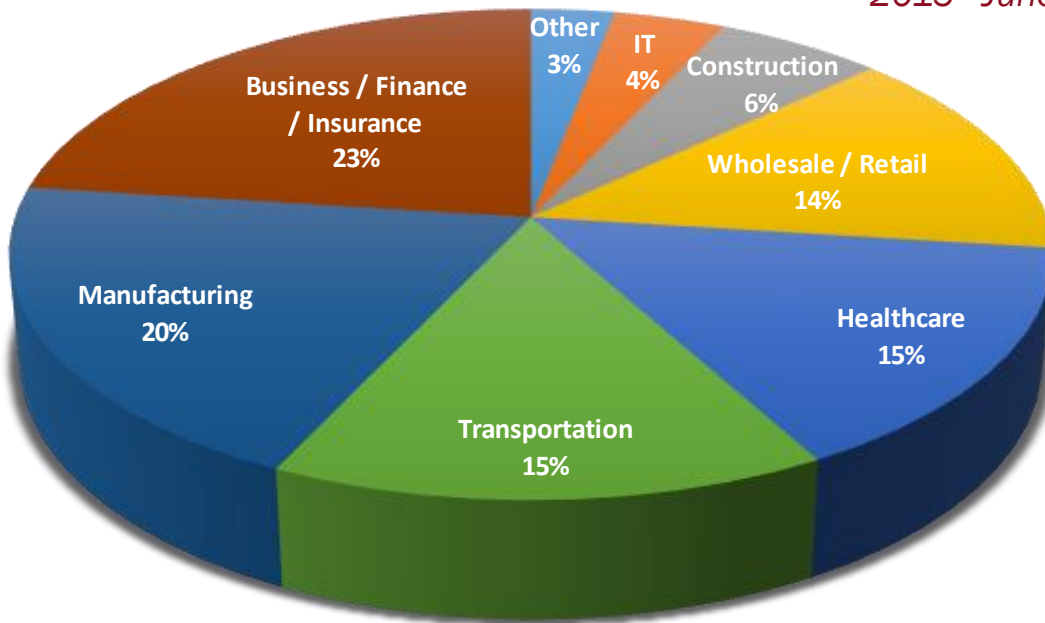
Wages and Employment of McHenry County Workforce Network (MCWN) WIOA (Workforce Innovation and Opportunity Act) Customers

All Exited Customers

Exits: People who have successfully finished services and left the MCWN / WIOA Program

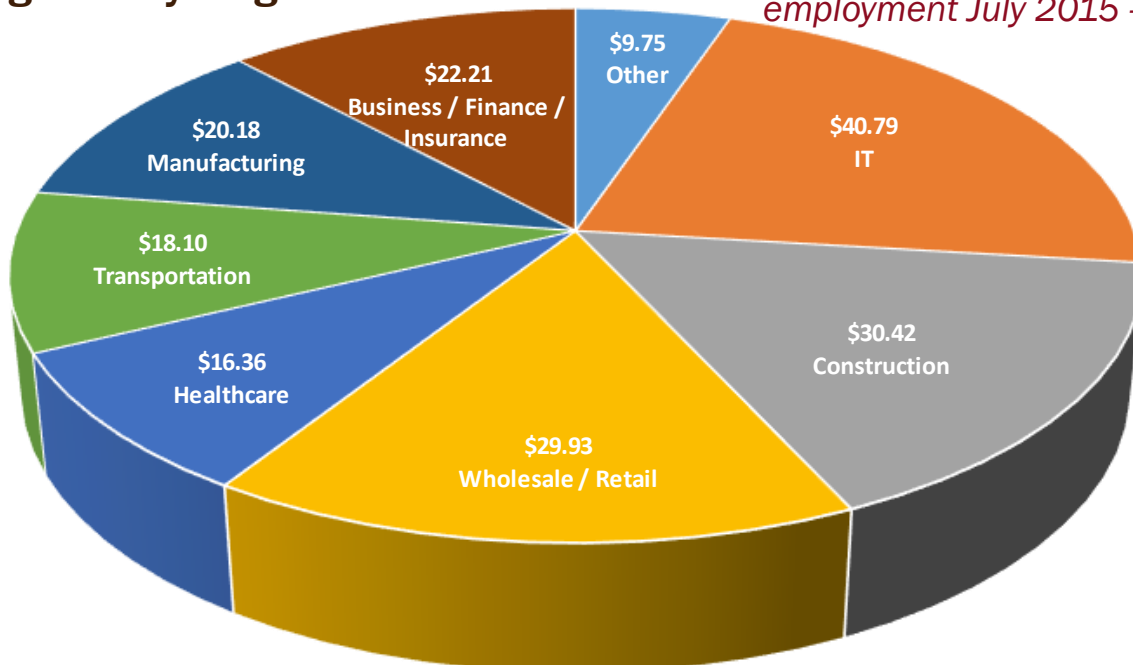
Industry Sectors in which WIOA Customers found employment July 2015 - June 2016

Industries of Employment



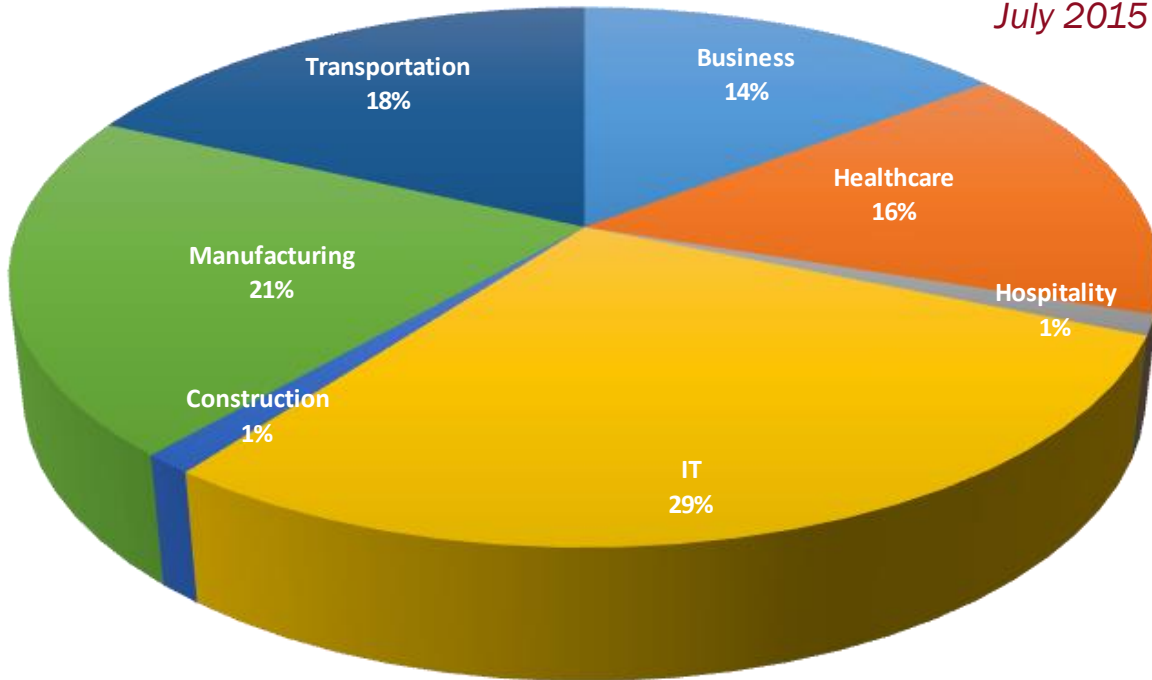
Average Hourly Wage

WIOA Customers finding employment July 2015 - June 2016



Customer Training by Industry

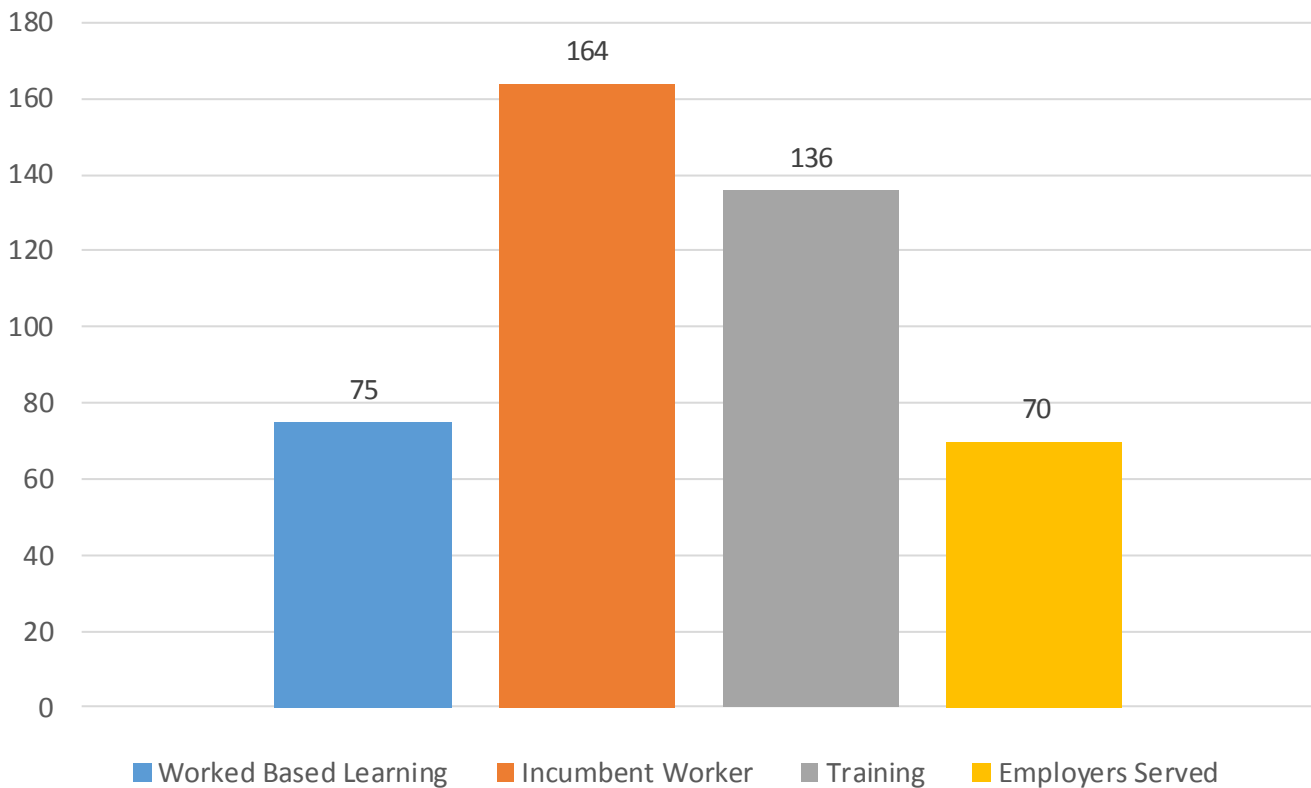
July 2015 - June 2016



MCWN expended **\$1,554,199** in federal workforce dollars (WIOA, Trade and Talent Pipeline grants) to provide services for adult and young adult customers during the 2015 program year ending June 30, 2016. This investment has returned an estimated **\$3,313,239** in annual wages to the local economy. Average annual earnings for WIOA Customers: **\$44,774**. **\$686,395** was spent directly on customer training, accounting for 44% of the program expenditures.

Customer Served by Category

Source: Illinois Workforce Development System



Work based learning includes: Work Experience, Internships and On the Job Training (OJT)
 Employer included those that were worksites, Incumbent Worker training (IWT), and OJT

REGIONAL GROSS DOMESTIC PRODUCT

Chicago-Naperville-Elgin, IL-IN-WI (Metropolitan Statistical Area)				
Industry	2012	2013	2014	2015
All industry total	581924	587130	608710	640656
Private industries	529936	534190	555563	587506
Agriculture, forestry, fishing, and hunting	(D)	981	(D)	(D)
Mining	(D)	(D)	531	(D)
Oil and gas extraction	(D)	(D)	(D)	(NA)
Mining, except oil and gas	(D)	409	405	(NA)
Support activities for mining	(D)	(D)	(D)	(NA)
Utilities	(D)	7575	(D)	8263
Construction	18245	19321	20334	22368
Manufacturing	79115	74322	77298	80727
Durable goods manufacturing	(D)	35899	36058	37356
Nondurable goods manufacturing	(D)	38423	41241	43372
Wholesale trade	(D)	(D)	49690	51438
Retail trade	28622	29497	29583	31119
Transportation and warehousing	(D)	21455	(D)	23687
Air transportation	(D)	(D)	6376	(NA)
Rail transportation	(D)	(D)	(D)	(NA)
Truck transportation	5087	5127	5339	(NA)
Transit and ground passenger transportation	(D)	1529	1574	(NA)
Information	(D)	(D)	(D)	(D)
Finance, insurance, real estate, rental, and leasing	141152	140321	148374	(D)
Finance and insurance	56913	55023	59980	64323
Real estate and rental and leasing	84239	85297	88394	(D)
Professional and business services	85709	87585	91386	96919
Professional, scientific, and technical services	(D)	(D)	53634	(D)
Management of companies and enterprises	(D)	15476	15286	(D)
Administrative and waste management services	20370	(D)	22467	23883
Educational services, health care, and social assistance	46660	47745	49065	50900
Educational services	9450	9543	10015	(D)
Health care and social assistance	37210	38202	39049	(D)
Ambulatory health care services	15994	16606	(D)	(NA)
Arts, entertainment, recreation, accommodation, and food services	20621	21393	21914	23867
Amusements, gambling, and recreation industries	(D)	3084	3164	(NA)
Accommodation and food services	(D)	(D)	(D)	(D)
Other services, except government	(D)	(D)	(D)	(D)
Government	51988	52940	53148	53150
Federal civilian	7614	7496	7767	(NA)
Federal military	2374	2246	2086	(NA)
State and local	42000	43198	43294	(NA)
Addenda:				
Natural resources and mining	1247	(D)	(D)	1204
Trade	(D)	(D)	79273	82557
Transportation and utilities	28217	29031	30592	31950
Private goods-producing industries	98606	(D)	(D)	104299
Private services-providing industries	431330	(D)	(D)	483207

Legend / Footnotes:

(D) Not shown in order to avoid the disclosure of confidential information; estimates are included in higher level totals.

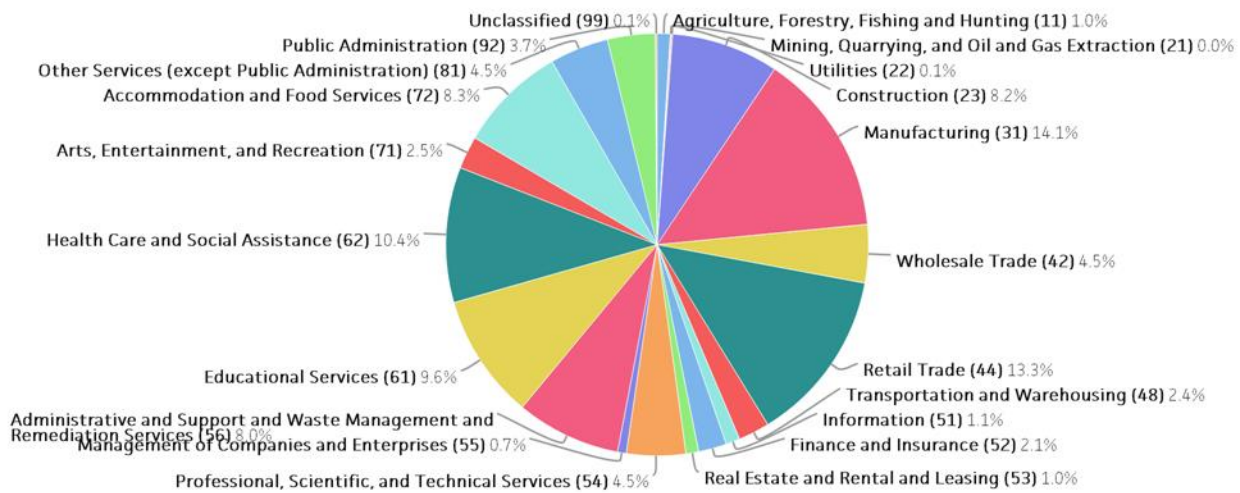
(NA) Not available.

Last updated: September 20, 2016.

Industry Snapshot

The largest sector in McHenry County, Illinois is Manufacturing, employing 14,972 workers. The next-largest sectors in the region are Retail Trade (14,141 workers) and Health Care and Social Assistance (11,011). High location quotients (LQs) indicate sectors in which a region has high concentrations of employment compared to the national average. The sectors with the largest LQs in the region are Manufacturing (LQ = 1.70), Construction (1.50), and Arts, Entertainment, and Recreation (1.27).

Total Workers for McHenry County, Illinois by Industry



Source: JobsEQ*. Data as of 2016Q2

Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2015Q4 with preliminary estimates updated to 2016Q2.

Sectors in McHenry County, Illinois with the highest average wages per worker are Management of Companies and Enterprises (\$107,239), Mining, Quarrying, and Oil and Gas Extraction (\$76,251), and Finance and Insurance (\$70,839). Regional sectors with the best job growth (or most moderate job losses) over the last 5 years are Administrative and Support and Waste Management and Remediation Services (+1,795 jobs), Accommodation and Food Services (+1,286), and Construction (+865).

Over the next 5 years, employment in McHenry County, Illinois is projected to contract by 1,389 jobs. The fastest growing sector in the region is expected to be Health Care and Social Assistance with a +1.1% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Health Care and Social Assistance (+597 jobs), Construction (+330), and Professional, Scientific, and Technical Services (+103).

Industry Snapshot in McHenry County, Illinois

NAICS	Industry	Current			Historical				Forecast		
		Four Quarters Ending with 2016q2			Total Change over the Last 5 Years	Average Annual % Change in Employment 2011q2-2016q2			Over the Next 5 Years		
		Employment	Avg. Annual Wages	Location Quotient	Employment	McHenry County, Illinois	EDR4	Illinois	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
11	Agriculture, Forestry, Fishing and Hunting	1,071	\$35,866	0.69	212	4.5%	1.2%	1.4%	181	-78	-1.5%
21	Mining, Quarrying, and Oil and Gas Extraction	51	\$76,251	0.11	11	4.9%	2.5%	-1.4%	6	-2	-0.8%
22	Utilities	128	\$49,274	0.22	-14	-2.1%	0.2%	0.2%	16	-9	-1.4%
23	Construction	8,720	\$62,692	1.50	865	2.1%	2.5%	1.2%	866	330	0.7%
31	Manufacturing	14,972	\$57,217	1.70	-667	-0.9%	0.1%	0.2%	1,674	-1,175	-1.6%
42	Wholesale Trade	4,742	\$62,832	1.12	-457	-1.8%	1.4%	0.9%	516	-97	-0.4%
44	Retail Trade	14,141	\$27,500	1.22	560	0.8%	1.1%	0.8%	2,168	-193	-0.3%
48	Transportation and Warehousing	2,536	\$52,690	0.58	-10	-0.1%	2.5%	1.9%	324	-146	-1.2%
51	Information	1,149	\$40,185	0.54	-166	-2.7%	-0.1%	0.0%	134	-82	-1.5%
52	Finance and Insurance	2,279	\$70,839	0.54	-311	-2.5%	-0.1%	0.4%	266	-46	-0.4%
53	Real Estate and Rental and Leasing	1,028	\$42,385	0.57	-50	-0.9%	1.3%	1.2%	112	-35	-0.7%
54	Professional, Scientific, and Technical Services	4,812	\$56,470	0.69	537	2.4%	3.1%	2.8%	500	103	0.4%
55	Management of Companies and Enterprises	709	\$107,239	0.45	68	2.0%	0.5%	-0.5%	74	-16	-0.5%
56	Administrative and Support and Waste Management and Remediation Services	8,513	\$33,143	1.23	1,795	4.8%	3.2%	2.5%	953	68	0.2%
61	Educational Services	10,161	\$41,378	1.15	63	0.1%	0.5%	0.0%	1,039	-376	-0.8%
62	Health Care and Social Assistance	11,011	\$48,144	0.73	627	1.2%	2.0%	1.4%	1,079	597	1.1%
71	Arts, Entertainment, and Recreation	2,646	\$19,213	1.27	-155	-1.1%	2.1%	1.9%	400	-14	-0.1%
72	Accommodation and Food Services	8,794	\$16,431	0.93	1,286	3.2%	3.1%	2.6%	1,521	-148	-0.3%
81	Other Services (except Public Administration)	4,788	\$30,620	1.02	185	0.8%	0.3%	0.1%	594	-64	-0.3%
92	Public Administration	3,888	\$48,983	0.76	-446	-2.1%	-0.4%	-0.5%	464	-89	-0.5%
99	Unclassified	134	\$33,199	0.64	90	25.2%	12.7%	15.3%	16	-2	-0.3%
	Total - All Industries	106,273	\$43,719	1.00	4,021	0.8%	1.6%	1.1%	12,841	-1,389	-0.3%

Source: JobsEQ®
Data as of 2016Q2

NAICS	Industry	Current			Historical				Forecast		
		Four Quarters Ending with 2016q2			Total Change over the Last 5 Years	Average Annual % Change in Employment 2011q2-2016q2			Over the Next 5 Years		
		Employment	Avg. Annual Wages	Location Quotient	Employment	McHenry County, Illinois	EDR4	Illinois	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
Industry Snapshot of Agriculture, Forestry, Fishing and Hunting in McHenry County, Illinois											
111	Crop Production	794	\$34,768	1.34	189	5.6%	0.1%	0.0%	136	-70	-1.8%
112	Animal Production and Aquaculture	104	\$46,249	0.18	19	4.0%	7.1%	2.5%	20	-6	-1.2%
113	Forestry and Logging	10	\$13,624	0.17	0	-1.0%	-2.5%	2.8%	1	-1	-2.1%
114	Fishing, Hunting and Trapping	11	\$12,788	0.34	2	2.9%	-6.8%	-3.7%	2	-1	-1.9%
115	Support Activities for Agriculture and Forestry	151	\$34,148	0.51	3	0.4%	0.6%	4.5%	24	0	0.0%
11	Agriculture, Forestry, Fishing and Hunting	1,071	\$35,866	0.69	212	4.5%	1.2%	1.4%	181	-78	-1.5%
Industry Snapshot of Mining, Quarrying, and Oil and Gas Extraction in McHenry County, Illinois											
211	Oil and Gas Extraction	2	\$115,183	0.01	2	n/a	58.9%	1.4%	0	0	0.2%
212	Mining (except Oil and Gas)	43	\$75,515	0.33	5	2.5%	-0.4%	-0.9%	4	-2	-1.1%
213	Support Activities for Mining	6	\$66,930	0.03	4	29.3%	6.9%	-5.2%	1	0	0.6%
21	Mining, Quarrying, and Oil and Gas Extraction	51	\$76,251	0.11	11	4.9%	2.5%	-1.4%	6	-2	-0.8%
	Total - All Industries	106,273	\$43,719	1.00	4,021	0.8%	1.6%	1.1%	12,841	-1,389	-0.3%
Industry Snapshot of Utilities in McHenry County, Illinois											
221	Utilities	128	\$49,274	0.22	-14	-2.1%	0.2%	0.2%	16	-9	-1.4%
22	Utilities	128	\$49,274	0.22	-14	-2.1%	0.2%	0.2%	16	-9	-1.4%
Industry Snapshot of Construction in McHenry County, Illinois											
236	Construction of Buildings	1,436	\$49,826	1.10	118	1.7%	2.2%	-0.6%	140	-9	-0.1%
237	Heavy and Civil Engineering Construction	1,402	\$100,429	1.75	394	6.8%	6.9%	4.1%	155	215	2.9%
238	Specialty Trade Contractors	5,882	\$56,737	1.59	354	1.2%	2.1%	1.4%	568	113	0.4%
23	Construction	8,720	\$62,692	1.50	865	2.1%	2.5%	1.2%	866	330	0.7%

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		Four Quarters Ending with 2016q2			Total Change over the Last 5 Years	Average Annual % Change in Employment 2011q2-2016q2			Over the Next 5 Years		
		Employment	Avg. Annual Wages	Location Quotient		McHenry County, Illinois	EDR4	Illinois	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent
Industry Snapshot of Manufacturing in McHenry County, Illinois											
311	Food Manufacturing	1,108	\$47,070	1.02	10	0.2%	1.0%	1.0%	137	-45	-0.8%
312	Beverage and Tobacco Product Manufacturing	6	\$41,910	0.04	4	27.4%	3.4%	2.7%	1	0	-0.6%
313	Textile Mills	151	\$49,039	1.83	61	11.0%	1.0%	1.0%	22	-25	-3.6%
314	Textile Product Mills	129	\$28,147	1.56	3	0.5%	-0.6%	-0.1%	17	-26	-4.4%
315	Apparel Manufacturing	23	\$15,405	0.22	2	2.2%	0.2%	-0.7%	3	-8	-7.9%
316	Leather and Allied Product Manufacturing	9	\$27,583	0.38	5	20.6%	2.3%	-2.7%	1	-2	-5.0%
321	Wood Product Manufacturing	93	\$47,366	0.32	-95	-13.1%	1.0%	1.3%	9	-5	-1.1%
322	Paper Manufacturing	261	\$50,841	1.01	80	7.6%	-0.9%	-1.0%	27	-22	-1.8%
323	Printing and Related Support Activities	844	\$42,615	2.57	-683	-11.2%	-1.9%	-2.7%	93	-121	-3.0%
324	Petroleum and Coal Products Manufacturing	284	\$68,401	3.64	55	4.5%	1.0%	0.8%	37	-15	-1.1%
325	Chemical Manufacturing	511	\$65,770	0.89	-108	-3.8%	0.2%	0.4%	64	-46	-1.9%
326	Plastics and Rubber Products Manufacturing	2,924	\$57,284	6.03	299	2.2%	-0.1%	0.8%	341	-317	-2.3%
327	Nonmetallic Mineral Product Manufacturing	405	\$66,707	1.42	-160	-6.5%	2.8%	2.0%	45	-35	-1.8%
331	Primary Metal Manufacturing	489	\$61,119	1.82	131	6.5%	1.9%	0.3%	57	-55	-2.3%
332	Fabricated Metal Product Manufacturing	2,654	\$62,242	2.59	67	0.5%	0.1%	-0.3%	298	-129	-1.0%
333	Machinery Manufacturing	1,986	\$60,055	2.57	95	1.0%	-1.0%	-0.9%	214	-107	-1.1%
334	Computer and Electronic Product Manufacturing	757	\$50,510	1.02	-19	-0.5%	-1.8%	-2.1%	76	-81	-2.2%
335	Electrical Equipment, Appliance, and Component Manufacturing	736	\$59,065	2.73	-160	-3.9%	-0.5%	-0.8%	77	-55	-1.6%
336	Transportation Equipment Manufacturing	60	\$91,938	0.05	-316	-30.7%	3.7%	5.5%	6	-3	-1.2%
337	Furniture and Related Product Manufacturing	181	\$52,465	0.65	-59	-5.5%	0.2%	-0.3%	17	-9	-1.1%
339	Miscellaneous Manufacturing	1,362	\$62,222	2.99	118	1.8%	0.0%	0.2%	155	-76	-1.1%
31	Manufacturing	14,972	\$57,217	1.70	-667	-0.9%	0.1%	0.2%	1,674	-1,175	-1.6%
Industry Snapshot of Wholesale Trade in McHenry County, Illinois											
423	Merchant Wholesalers, Durable Goods	2,843	\$60,028	1.35	-289	-1.9%	0.3%	0.2%	307	-66	-0.5%
424	Merchant Wholesalers, Nondurable Goods	1,260	\$61,552	0.86	-217	-3.1%	1.8%	0.8%	138	-85	-1.4%
425	Wholesale Electronic Markets and Agents and Brokers	640	\$77,464	0.97	49	1.6%	5.3%	3.4%	70	49	1.5%
42	Wholesale Trade	4,742	\$62,832	1.12	-457	-1.8%	1.4%	0.9%	516	-97	-0.4%

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Industry Snapshot of Retail Trade in McHenry County, Illinois											
441	Motor Vehicle and Parts Dealers	1,942	\$48,363	1.37	574	7.3%	4.2%	3.1%	260	-1	0.0%
442	Furniture and Home Furnishings Stores	244	\$27,012	0.72	-11	-0.9%	0.3%	-0.1%	35	-13	-1.1%
443	Electronics and Appliance Stores	388	\$34,862	1.07	-56	-2.7%	-2.1%	-2.1%	54	-36	-1.9%
444	Building Material and Garden Equipment and Supplies Dealers	1,321	\$29,638	1.49	48	0.7%	0.9%	1.0%	198	-27	-0.4%
445	Food and Beverage Stores	2,222	\$19,276	1.02	-8	-0.1%	2.1%	1.5%	359	-59	-0.5%
446	Health and Personal Care Stores	868	\$34,010	1.13	106	2.6%	-0.1%	-0.4%	109	-51	-1.2%
447	Gasoline Stations	260	\$20,471	0.41	14	1.1%	1.2%	2.7%	49	-6	-0.5%
448	Clothing and Clothing Accessories Stores	817	\$19,009	0.83	40	1.0%	0.5%	0.1%	130	-36	-0.9%
451	Sporting Goods, Hobby, Musical Instrument, and Book Stores	540	\$18,564	1.17	-72	-2.5%	-0.2%	-0.3%	88	26	0.9%
452	General Merchandise Stores	3,975	\$21,608	1.74	-22	-0.1%	0.6%	0.1%	638	33	0.2%
453	Miscellaneous Store Retailers	803	\$24,095	1.24	1	0.0%	0.5%	0.9%	123	-39	-1.0%
454	Nonstore Retailers	761	\$34,335	1.29	-55	-1.4%	1.4%	-0.2%	90	10	0.3%
44	Retail Trade	14,141	\$27,500	1.22	560	0.8%	1.1%	0.8%	2,168	-193	-0.3%
Industry Snapshot of Transportation and Warehousing in McHenry County, Illinois											
481	Air Transportation	55	\$61,431	0.17	-9	-3.1%	2.0%	1.7%	8	1	0.5%
482	Rail Transportation	258	\$80,913	1.62	20	1.7%	0.5%	0.3%	37	-15	-1.2%
483	Water Transportation	1	\$45,946	0.03	0	-4.2%	-1.0%	-1.0%	0	0	-0.1%
484	Truck Transportation	980	\$51,584	0.86	87	1.9%	4.1%	2.4%	93	-22	-0.5%
485	Transit and Ground Passenger Transportation	194	\$21,666	0.33	29	3.2%	2.8%	2.4%	19	-14	-1.5%
486	Pipeline Transportation	3	\$98,619	0.08	-2	-11.9%	-3.5%	-1.5%	0	0	-0.8%
487	Scenic and Sightseeing Transportation	1	\$22,896	0.03	0	-9.4%	4.0%	3.2%	0	0	0.0%
488	Support Activities for Transportation	221	\$45,575	0.41	34	3.4%	3.5%	2.4%	27	-2	-0.2%
491	Postal Service	431	\$61,872	1.01	-56	-2.4%	-1.7%	-1.9%	108	-88	-4.4%
492	Couriers and Messengers	146	\$33,966	0.31	-11	-1.5%	1.4%	2.2%	16	-7	-1.0%
493	Warehousing and Storage	246	\$57,096	0.40	-100	-6.6%	3.9%	3.7%	31	-6	-0.5%
48	Transportation and Warehousing	2,536	\$52,690	0.58	-10	-0.1%	2.5%	1.9%	324	-146	-1.2%
Industry Snapshot of Information in McHenry County, Illinois											
511	Publishing Industries (except Internet)	237	\$51,709	0.45	-167	-10.1%	-3.7%	-2.3%	26	-47	-4.4%
512	Motion Picture and Sound Recording Industries	243	\$17,082	0.75	72	7.2%	-0.2%	0.0%	41	-9	-0.7%
515	Broadcasting (except Internet)	12	\$48,922	0.06	-21	-18.0%	0.4%	0.1%	2	-1	-2.4%
517	Telecommunications	313	\$60,949	0.55	-34	-2.1%	-2.6%	-2.6%	30	-40	-2.7%
518	Data Processing, Hosting, and Related Services	35	\$21,401	0.15	3	1.6%	2.5%	3.4%	4	0	-0.1%
519	Other Information Services	310	\$27,931	1.06	-18	-1.2%	7.9%	6.5%	37	10	0.6%
51	Information	1,149	\$40,185	0.54	-166	-2.7%	-0.1%	0.0%	134	-82	-1.5%

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Industry Snapshot of Finance and Insurance in McHenry County, Illinois											
522	Credit Intermediation & Related Activities	1,239	\$55,296	0.68	-291	-4.1%	-0.8%	-0.8%	152	-53	-0.9%
523	Securities, Commodity Contracts, & Other Financial Investments & Related Activities	338	\$154,055	0.49	18	1.1%	0.8%	1.0%	35	18	1.1%
524	Insurance Carriers & Related Activities	700	\$62,654	0.41	-31	-0.9%	1.1%	2.0%	80	-12	-0.4%
525	Funds, Trusts, and Other Financial Vehicles	1	\$151,132	0.15	-7	-35.7%	-42.4%	-39.5%	0	0	0.9%
52	Finance and Insurance	2,279	\$70,839	0.54	-311	-2.5%	-0.1%	0.4%	266	-46	-0.4%
Industry Snapshot of Real Estate and Rental and Leasing in McHenry County, Illinois											
531	Real Estate	719	\$43,410	0.52	-87	-2.3%	1.1%	0.9%	76	-23	-0.7%
532	Rental and Leasing Services	302	\$36,601	0.77	34	2.4%	2.0%	2.0%	36	-12	-0.8%
533	Lessors of Nonfinancial Intangible Assets	7	\$67,721	0.42	4	16.1%	-1.2%	2.5%	1	0	-0.4%
53	Real Estate and Rental and Leasing	1,028	\$42,385	0.57	-50	-0.9%	1.3%	1.2%	112	-35	-0.7%
Industry Snapshot of Professional, Scientific, and Technical Services in McHenry County, Illinois											
541	Professional, Scientific, and Technical Services	4,812	\$56,470	0.69	537	2.4%	3.1%	2.8%	500	103	0.4%
54	Professional, Scientific, and Technical Services	4,812	\$56,470	0.69	537	2.4%	3.1%	2.8%	500	103	0.4%
Industry Snapshot of Management of Companies and Enterprises in McHenry County, Illinois											
551	Management of Companies and Enterprises	709	\$107,239	0.45	68	2.0%	0.5%	-0.5%	74	-16	-0.5%
55	Management of Companies and Enterprises	709	\$107,239	0.45	68	2.0%	0.5%	-0.5%	74	-16	-0.5%
Industry Snapshot of Administrative and Support and Waste Management and Remediation Services in McHenry County, Illinois											
561	Administrative & Support Svcs	8,298	\$32,314	1.26	1,765	4.9%	3.3%	2.6%	932	63	0.2%
562	Waste Management & Remed. Svcs	216	\$63,329	0.70	30	3.0%	1.7%	1.1%	23	5	0.4%
56	Administrative, Support, Waste Mgmt & Remed. Svcs	8,513	\$33,143	1.23	1,795	4.8%	3.2%	2.5%	953	68	0.2%
Industry Snapshot of Educational Services in McHenry County, Illinois											
611	Educational Services	10,161	\$41,378	1.15	63	0.1%	0.5%	0.0%	1,039	-376	-0.8%
61	Educational Services	10,161	\$41,378	1.15	63	0.1%	0.5%	0.0%	1,039	-376	-0.8%
Industry Snapshot of Health Care and Social Assistance in McHenry County, Illinois											
621	Ambulatory Health Care Svcs	3,941	\$66,433	0.75	-282	-1.4%	2.5%	2.0%	389	424	2.1%
622	Hospitals	2,894	\$56,955	0.66	-125	-0.8%	1.0%	0.6%	271	-32	-0.2%
623	Nursing and Res Care Facilities	1,875	\$27,285	0.76	466	5.9%	1.3%	1.0%	191	181	1.9%
624	Social Assistance	2,301	\$23,503	0.80	569	5.8%	3.5%	2.5%	231	8	0.1%
62	Health Care & Social Assistance	11,011	\$48,144	0.73	627	1.2%	2.0%	1.4%	1,079	597	1.1%

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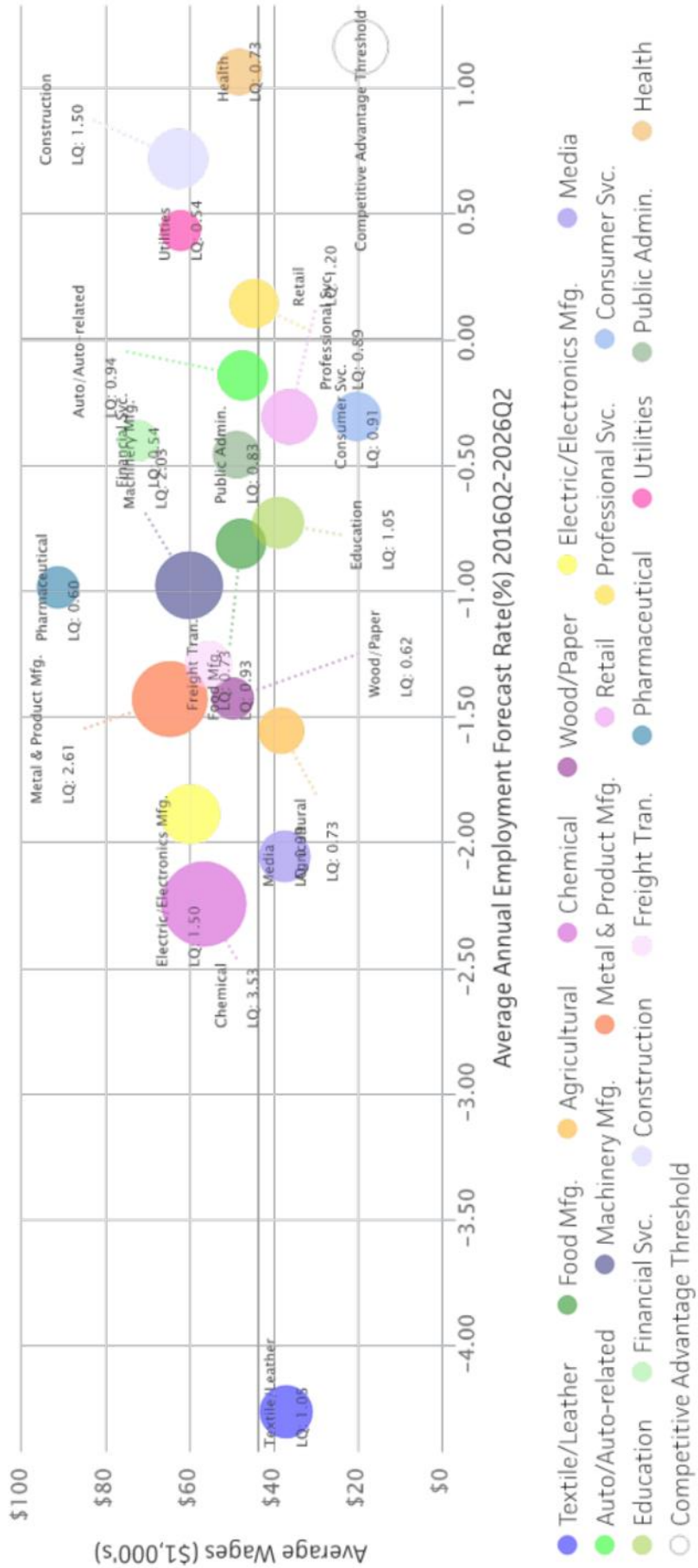
NAICS	Industry	Current			Historical				Forecast		
		Employment	Avg. Annual Wages	Location Quotient	Total Change over the Last 5 Years	Average Annual % Change in Employment 2011q2-2016q2			Over the Next 5 Years		
McHenry County, Illinois	EDR4					Illinois	Total Approx Repl Demand	Total Growth Demand	Avg. Annual Growth Percent		
Industry Snapshot of Arts, Entertainment, and Recreation in McHenry County, Illinois											
711	Performing Arts, Spectator Sports, and Related Industries	459	\$20,412	0.79	15	0.7%	2.0%	2.2%	69	-8	-0.4%
712	Museums, Historical Sites, and Similar Institutions	190	\$14,387	1.11	-8	-0.8%	0.9%	0.8%	26	1	0.1%
713	Amusement, Gambling, and Recreation Industries	1,996	\$19,175	1.49	-162	-1.5%	2.2%	1.9%	305	-7	-0.1%
71	Arts, Entertainment, and Recreation	2,646	\$19,213	1.27	-155	-1.1%	2.1%	1.9%	400	-14	-0.1%
Industry Snapshot of Accommodation and Food Services in McHenry County, Illinois											
721	Accommodation	232	\$21,301	0.16	-11	-0.9%	2.5%	2.0%	34	0	0.0%
722	Food Services and Drinking Places	8,562	\$16,295	1.07	1,297	3.3%	3.2%	2.6%	1,523	-147	-0.3%
72	Accommodation and Food Services	8,794	\$16,431	0.93	1,286	3.2%	3.1%	2.6%	1,521	-148	-0.3%
Industry Snapshot of Other Services (except Public Administration) in McHenry County, Illinois											
811	Repair and Maintenance	1,609	\$46,149	1.53	95	1.2%	1.3%	1.2%	196	-9	-0.1%
812	Personal and Laundry Services	2,016	\$23,414	1.31	172	1.8%	0.0%	-0.2%	278	-16	-0.2%
813	Religious, Grantmaking, Civic, Professional, and Similar Organizations	1,071	\$20,635	0.55	-117	-2.1%	0.0%	-0.2%	119	-36	-0.7%
814	Private Households	92	\$40,476	0.48	35	9.9%	0.2%	1.1%	12	-3	-0.7%
81	Other Services (except Public Administration)	4,788	\$30,620	1.02	185	0.8%	0.3%	0.1%	594	-64	-0.3%
Industry Snapshot of Public Administration in McHenry County, Illinois											
921	Executive, Legislative, and Other General Government Support	3,039	\$52,915	1.45	-344	-2.1%	0.1%	-0.3%	350	-67	-0.4%
922	Justice, Public Order, and Safety Activities	695	\$32,021	0.53	-81	-2.2%	-1.5%	-0.9%	93	-15	-0.4%
923	Administration of Human Resource Programs	14	\$68,325	0.03	0	0.4%	-4.7%	0.4%	2	-1	-2.1%
924	Administration of Environmental Quality Programs	31	\$28,865	0.14	-8	-4.5%	2.7%	0.7%	3	-1	-0.5%
925	Administration of Housing Programs, Urban Planning, and Community Development	90	\$44,853	1.39	-5	-1.2%	-1.3%	-1.5%	10	-2	-0.4%
926	Administration of Economic Programs	18	\$49,915	0.04	-7	-6.3%	0.1%	-1.4%	2	-2	-2.1%
92	Public Administration	3,888	\$48,983	0.76	-446	-2.1%	-0.4%	-0.5%	464	-89	-0.5%
Industry Snapshot of Unclassified in McHenry County, Illinois											
999	Unclassified	134	\$33,199	0.64	90	25.2%	12.7%	15.3%	16	-2	-0.3%
99	Unclassified	134	\$33,199	0.64	90	25.2%	12.7%	15.3%	16	-2	-0.3%

Industry Clusters

A cluster is a geographic concentration of interrelated industries or occupations. The industry cluster in McHenry County, Illinois with the highest relative concentration is Chemical with a location quotient of 3.53. This cluster employs 3,491 workers in the region with an average wage of \$56,630. Employment in the Chemical cluster is projected to contract in the region about 2.25% per year over the next 5 years.

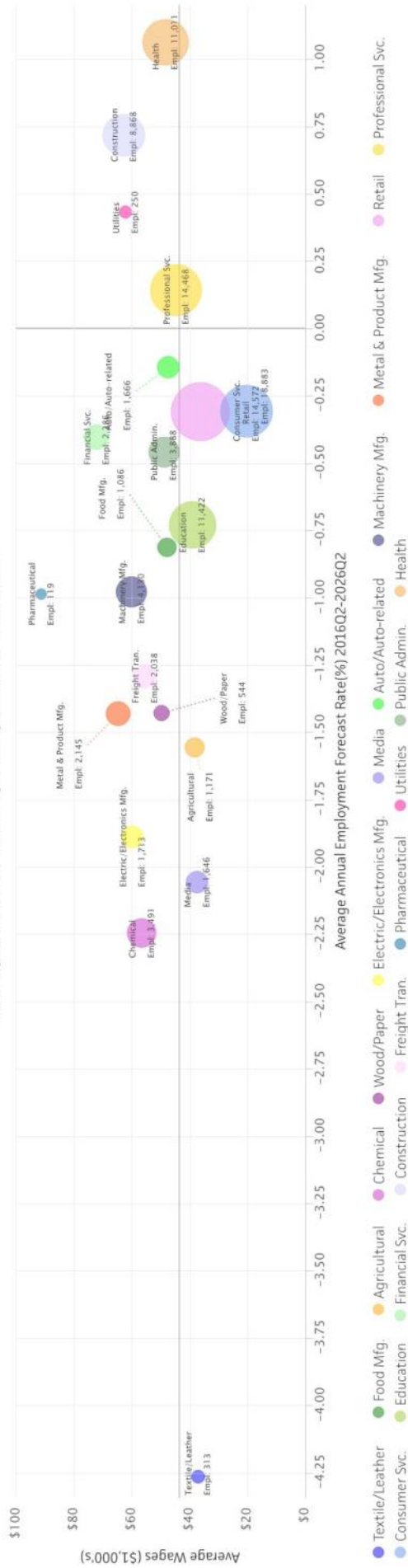
The location quotient is a measure of the relative size of an occupation group compared to average in the nation.

Industry Clusters for McHenry County, Illinois as of 2016Q2



Source: JobsEQ®, Data as of 2016Q2

Industry Clusters for McHenry County, Illinois as of 2016Q2



Source: JobsEQ® Data as of 2016Q2

Location Quotient - (LQ) This value is shown by the size of the circle; the larger the circle, the larger the location quotient.

- A location quotient greater than 1.0 indicates that the region has a higher concentration of employment in a particular industry or occupation than the nation; a location quotient less than 1 indicates the region has a lower concentration of employment in the cluster than the nation. (NOTE: for this calculation, a four-quarter average of employment is used.) See chart on previous page
- If a regional industry group has a location quotient of 1.25 or higher, it is considered to possess a *Competitive Advantage in that industry*.
- Only industries or occupations with an LQ higher than .5 are shown in the clusters chart.

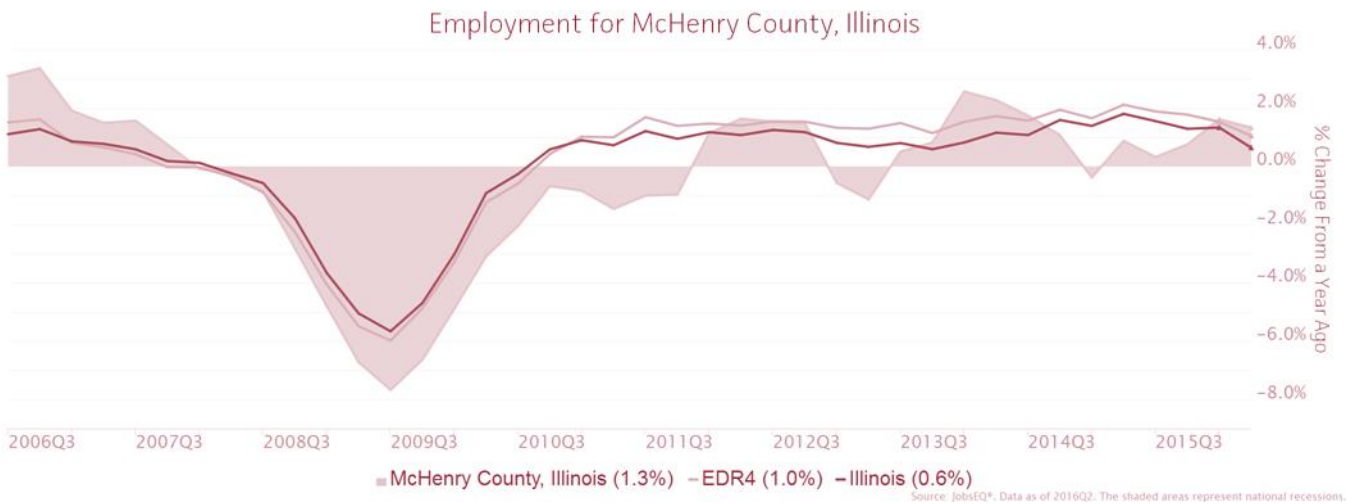
Nondisclosure - if cluster data are nondisclosable, a range will be given for the LQ.

Average Wages - This value is shown on the vertical axis. The higher the circle is shown on the chart, the higher the average wages in that cluster.

Forecast Growth - The forecast growth rate for a cluster is the annual average percentage change in employment expected over the given period. This value is shown along the horizontal axis. The further to the right a cluster's circle is shown, the greater the growth expected in that cluster.

Employment Trends

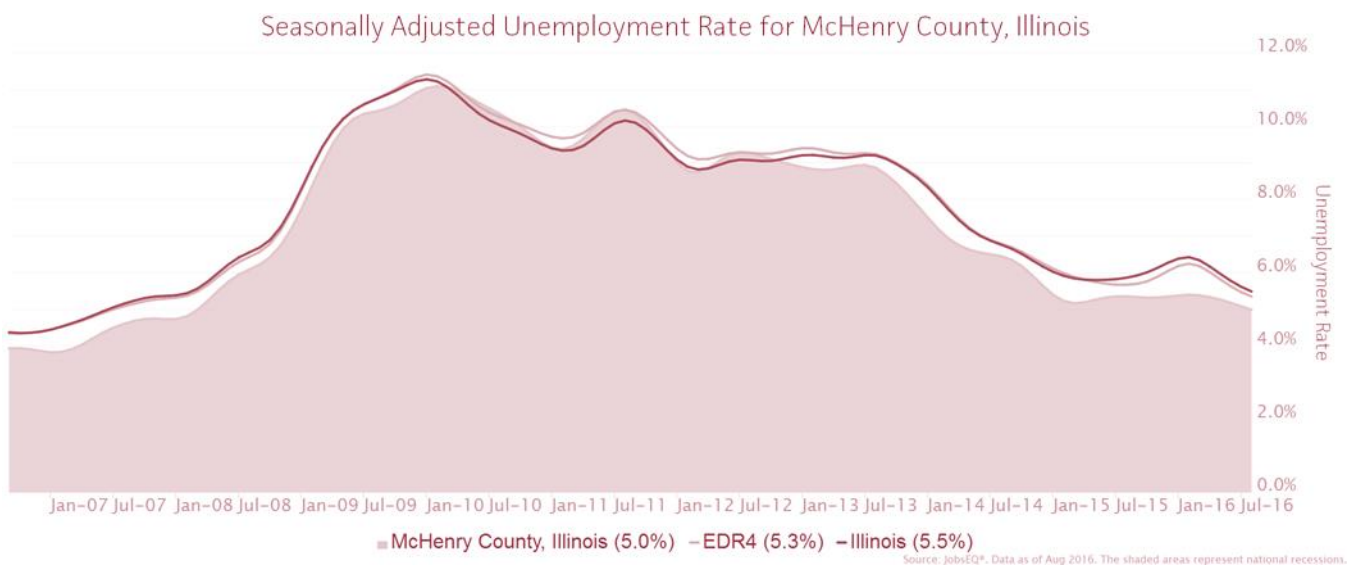
As of 2016Q2, total employment for McHenry County, Illinois was 106,273 (based on a four-quarter moving average). Over the year ending 2016Q2, employment increased 1.3% in the region.



Employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2014Q4 with preliminary estimates updated to 2016Q2.

Unemployment Rate

The seasonally adjusted unemployment rate for McHenry County, Illinois was 5.0% as of August 2016. The regional unemployment rate was the same as the national rate of 5.0%. One year earlier, in August 2015, the unemployment rate in McHenry County, Illinois was 5.3%.



Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through August 2016



HELP WANTED ON LINE (HWOL)

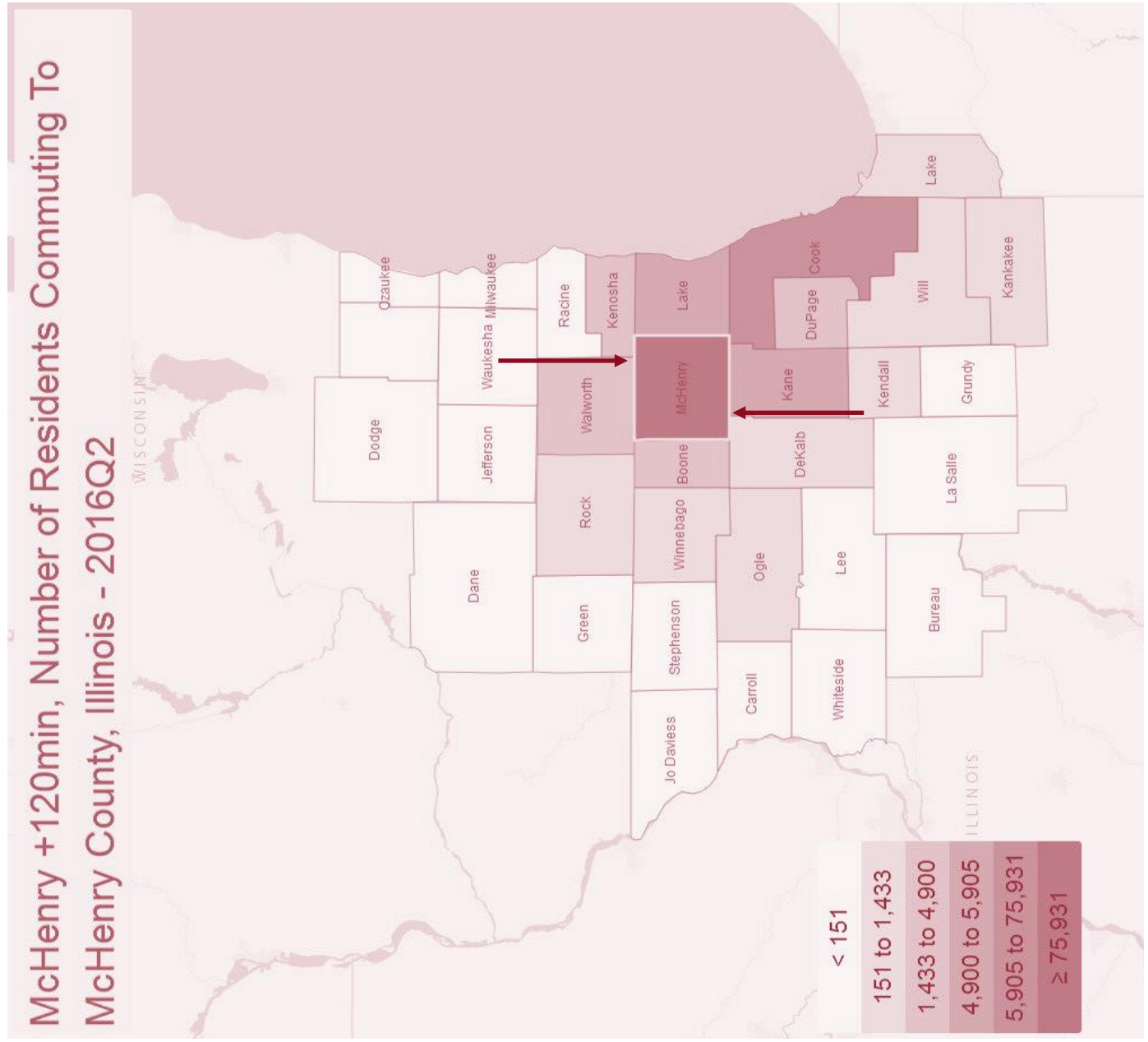
Available Online Job Postings

Oct 2015 — Sept 2016

The Economic Information and Analysis Division collects, compiles, analyzes, publishes and distributes a variety of workforce, career resource and labor market information including this geographic-specific list of **current regional jobs in demand**. The data source, Help Wanted Online, uses web spider crawler technology to scrape among others: online job boards, newspapers, niche, free and local sources and aggregator sites.* For additional information or to contact a labor market economist at www.ides.illinois.gov and select “Labor Market Information” under the Workforce Partners tab.

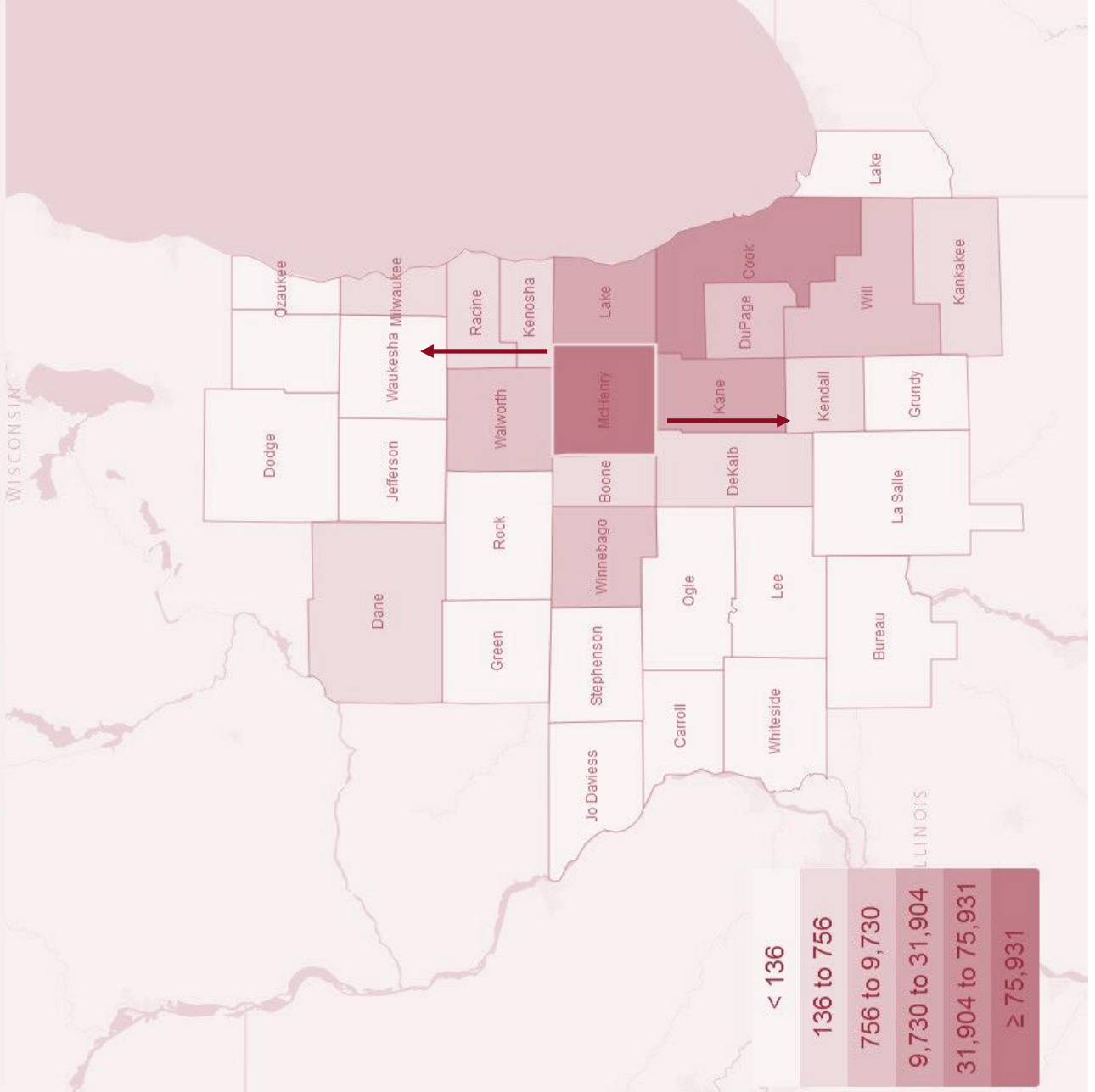
Job Opportunities by Major Occupational Group	March 2016 sample	Sept 2016 sample	12 Month Job Posting Total Oct 2015 - Sept 2016
Computer and Mathematical Occupations	20,442	17,525	240,616
Management Occupations	17,991	15,148	213,573
Office and Administrative Support Occupations	16,081	14,803	193,361
Sales and Related Occupations	16,081	13,988	189,061
Business and Financial Operations Occupations	13,931	12,659	167,103
Healthcare Practitioners and Technical Occupations	10,458	10,391	129,401
Transportation and Material Moving Occupations	8,602	8,488	111,291
Education, Training, and Library Occupations	5,731	7,755	79,326
Food Preparation and Serving Related Occupations	6,330	6,864	77,445
Installation, Maintenance, and Repair Occupations	4,105	4,068	49,624
Architecture and Engineering Occupations	3,990	3,120	46,839
Arts, Design, Entertainment, Sports, and Media Occupations	3,648	3,623	46,054
Production Occupations	3,831	3,369	43,402
Protective Service Occupations	15,482	1,222	29,390
Community and Social Services Occupations	2,362	2,325	28,812
Healthcare Support Occupations	2,140	2,147	26,754
Building and Grounds Cleaning and Maintenance Occupations	2,123	2,212	25,506
Construction and Extraction Occupations	1,609	2,045	22,277
Personal Care and Service Occupations	1,583	1,546	18,763
Life, Physical, and Social Science Occupations	1,569	1,336	17,414
Legal Occupations	1,118	907	13,275
Farming, Fishing, and Forestry Occupations	53	73	743
Military Specific Occupations	9	3	65

Source: IDES— The Conference Board Help Wanted OnLine® Data Series



Commuting TO McHenry County, 120 Minute Commute Time - 2016Q2	
Region	Commuters
Boone County, Illinois	1,613
Bureau County, Illinois	57
Carrall County, Illinois	14
Cook County, Illinois	5,906
DeKalb County, Illinois	731
Du Page County, Illinois	1,819
Grundy County, Illinois	78
Jo Daviess County, Illinois	12
Kane County, Illinois	5,597
Kankakee County, Illinois	151
Kendall County, Illinois	550
Lake County, Illinois	4,900
La Salle County, Illinois	68
Lee County, Illinois	130
McHenry County, Illinois	75,931
Ogle County, Illinois	277
Stephenson County, Illinois	103
Whiteside County, Illinois	37
Will County, Illinois	1,236
Winnebago County, Illinois	935
Lake County, Indiana	176
Dane County, Wisconsin	36
Dodge County, Wisconsin	3
Green County, Wisconsin	7
Jefferson County, Wisconsin	50
Kenosha County, Wisconsin	1,434
Milwaukee County, Wisconsin	64
Ozaukee County, Wisconsin	7
Racine County, Wisconsin	140
Rock County, Wisconsin	296
Walworth County, Wisconsin	2,089
Washington County, Wisconsin	8
Waukesha County, Wisconsin	47

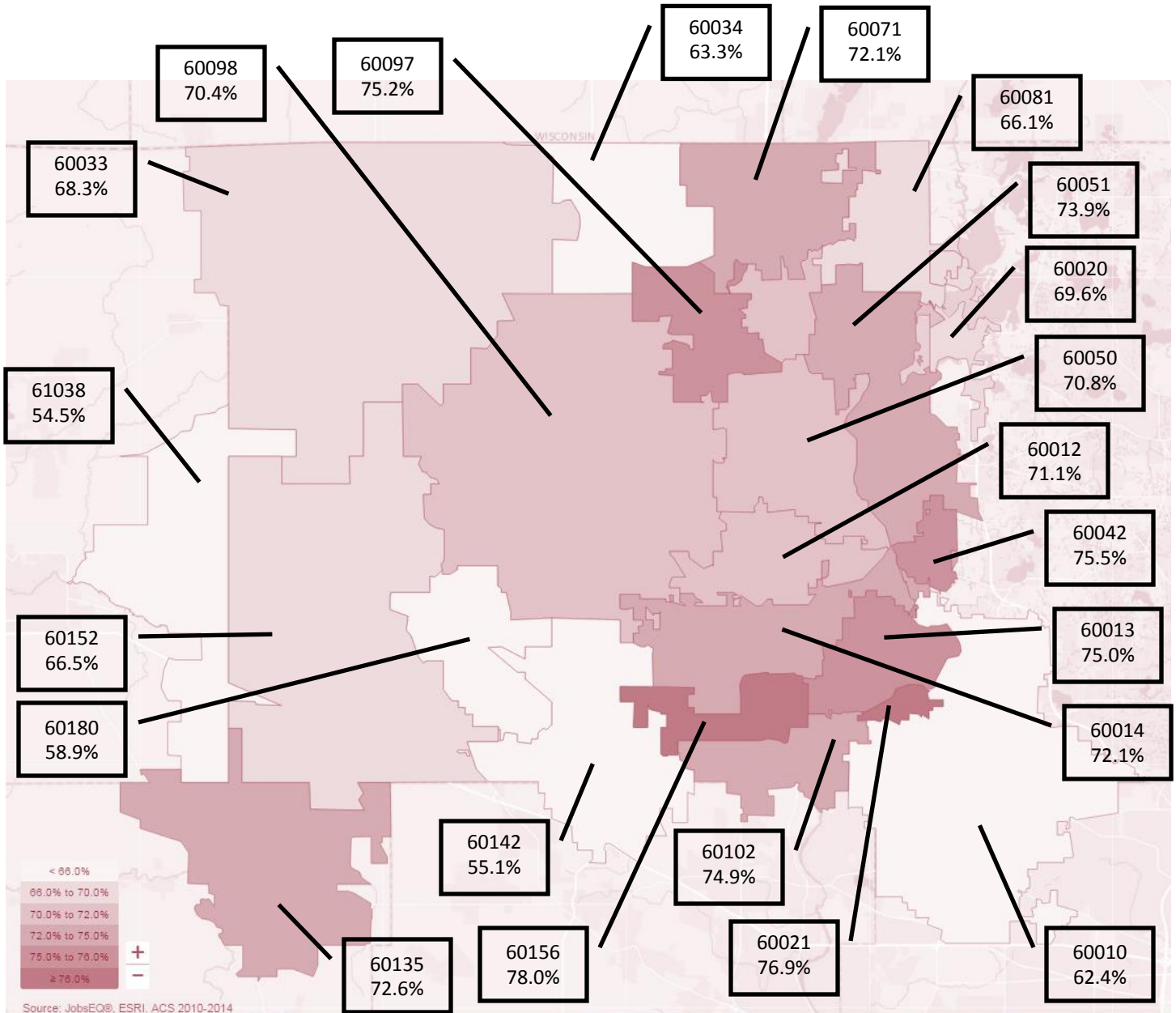
McHenry +120min, Number of Residents Commuting From McHenry County, Illinois - 2016Q2



Residents Commuting FROM McHenry County, 120 Minute Commute Time - 2016Q2

Region	Commuters
Boone County, Illinois	630
Bureau County, Illinois	28
Carroll County, Illinois	8
Cook County, Illinois	31,905
DeKalb County, Illinois	665
Du Page County, Illinois	8,817
Grundy County, Illinois	122
Jo Daviess County, Illinois	22
Kane County, Illinois	9,731
Kankakee County, Illinois	212
Kendall County, Illinois	239
Lake County, Illinois	15,607
La Salle County, Illinois	102
Lee County, Illinois	84
McHenry County, Illinois	75,931
Ogle County, Illinois	134
Stephenson County, Illinois	95
Whiteside County, Illinois	64
Will County, Illinois	1,801
Winnebago County, Illinois	1,638
Lake County, Indiana	71
Dane County, Wisconsin	147
Dodge County, Wisconsin	8
Green County, Wisconsin	7
Jefferson County, Wisconsin	6
Kenosha County, Wisconsin	394
Milwaukee County, Wisconsin	198
Ozaukee County, Wisconsin	11
Racine County, Wisconsin	136
Rock County, Wisconsin	135
Walworth County, Wisconsin	757
Washington County, Wisconsin	15
Waukesha County, Wisconsin	110

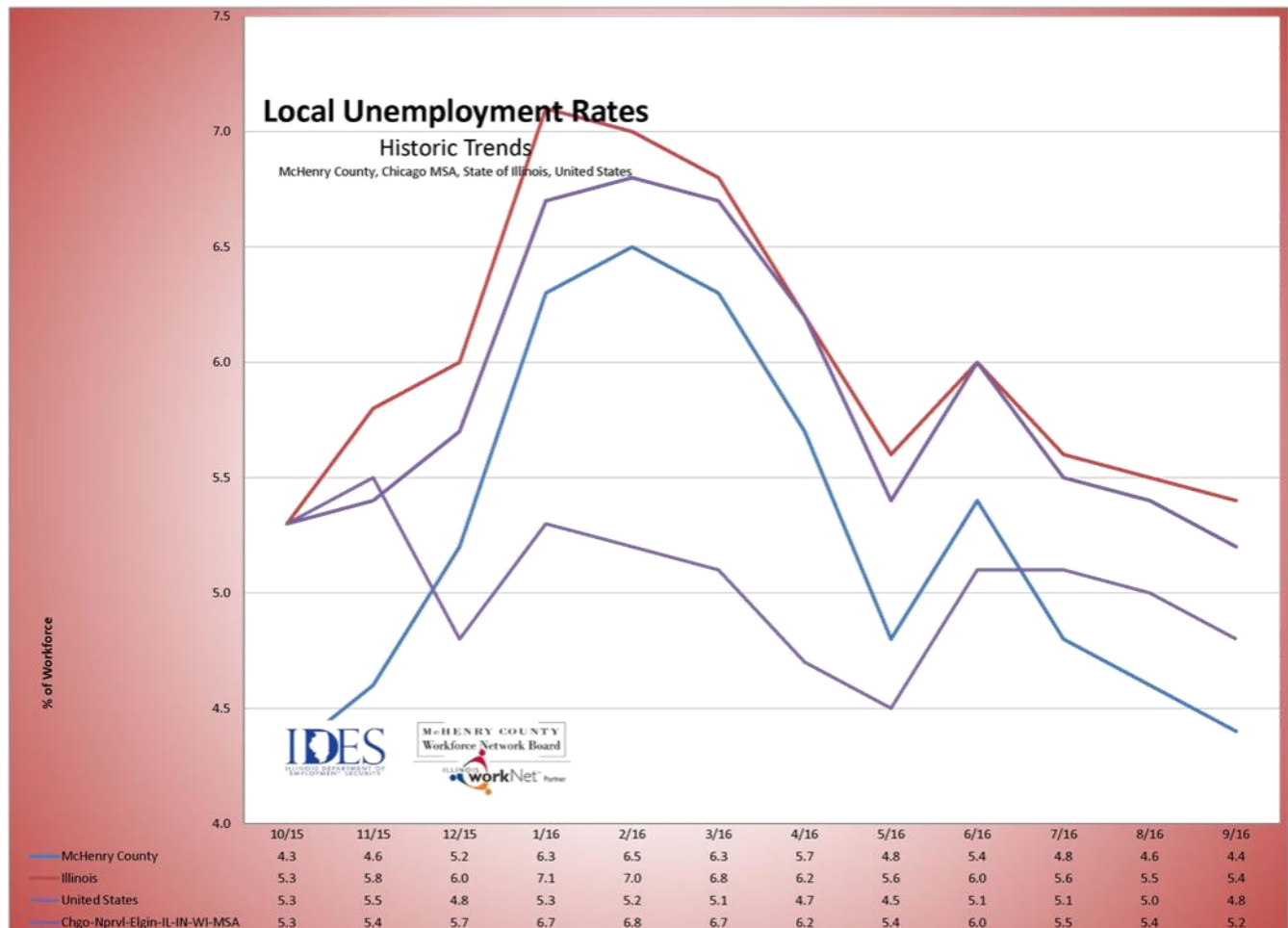
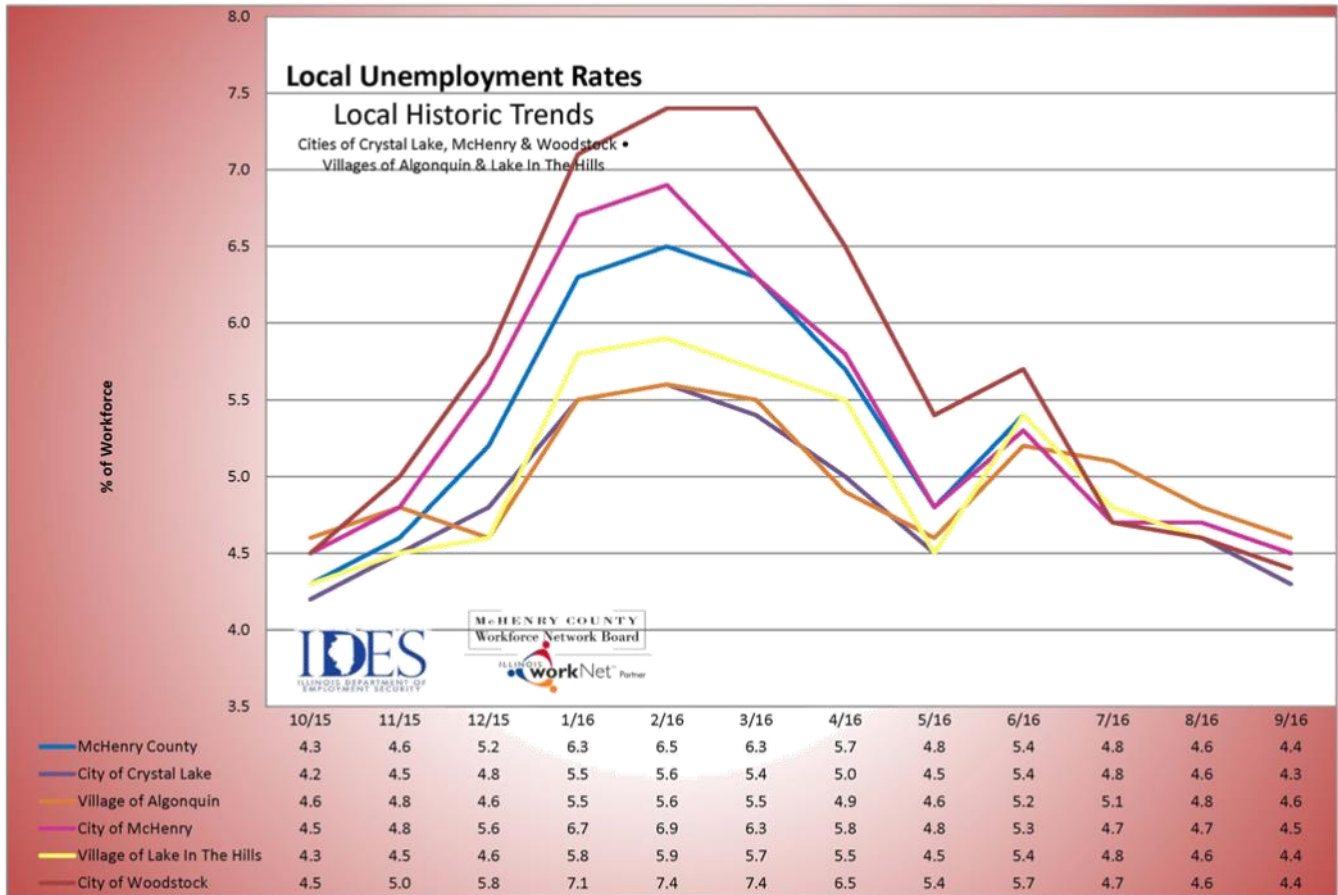
McHenry County, IL, Labor Force Participation Rate (civilian population 16 years and over)



Source: JobsEQ®, ESRI, ACS 2010-2014

McHenry County, Illinois Labor Force Participation Rate and Size (civilian population 16 years and over)

McHenry County ZIP CODE	Labor Force Participation Rate and Size (civilian population 16 years and over)	McHenry County ZIP CODE2	Labor Force Participation Rate and Size (civilian population 16 years and over)2
60010	62.4%	60071	72.1%
60012	71.1%	60072	71.6%
60013	75.0%	60081	66.1%
60014	72.1%	60097	75.2%
60020	69.6%	60098	70.4%
60021	76.9%	60102	74.9%
60033	68.3%	60135	72.6%
60034	63.3%	60142	55.1%
60042	75.5%	60152	66.5%
60050	70.8%	60156	78.0%
60051	73.9%	60180	58.9%
		61038	54.5%



Labor Underutilization for Illinois and the United States, annual averages (percent), 2013-2016

Measure	Illinois				United States			
	2013	2014	2015	2016	2013	2014	2015	2016
U-1 Persons unemployed 15 weeks or longer, as a percent of the civilian labor force	5.2	4.3	3.1	3.0	3.9	3.3	2.4	2.1
U-2 Job losers and persons who completed temporary jobs, as a percent of the civilian labor force	5.0	4.3	2.9	3.1	3.9	3.3	2.7	2.4
U-3 Total unemployed, as a percent of the civilian labor force (official concept of unemployment) (1)	9.1	7.7	5.9	6.0	7.4	6.5	5.4	5.0
U-4 Total unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers (2)	9.6	8.1	6.4	6.4	7.9	6.9	5.9	5.4
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)	10.4	8.9	7.2	7.1	8.8	7.8	6.7	6.1
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)	16.0	13.7	11.1	11.0	13.8	12.5	10.8	9.9

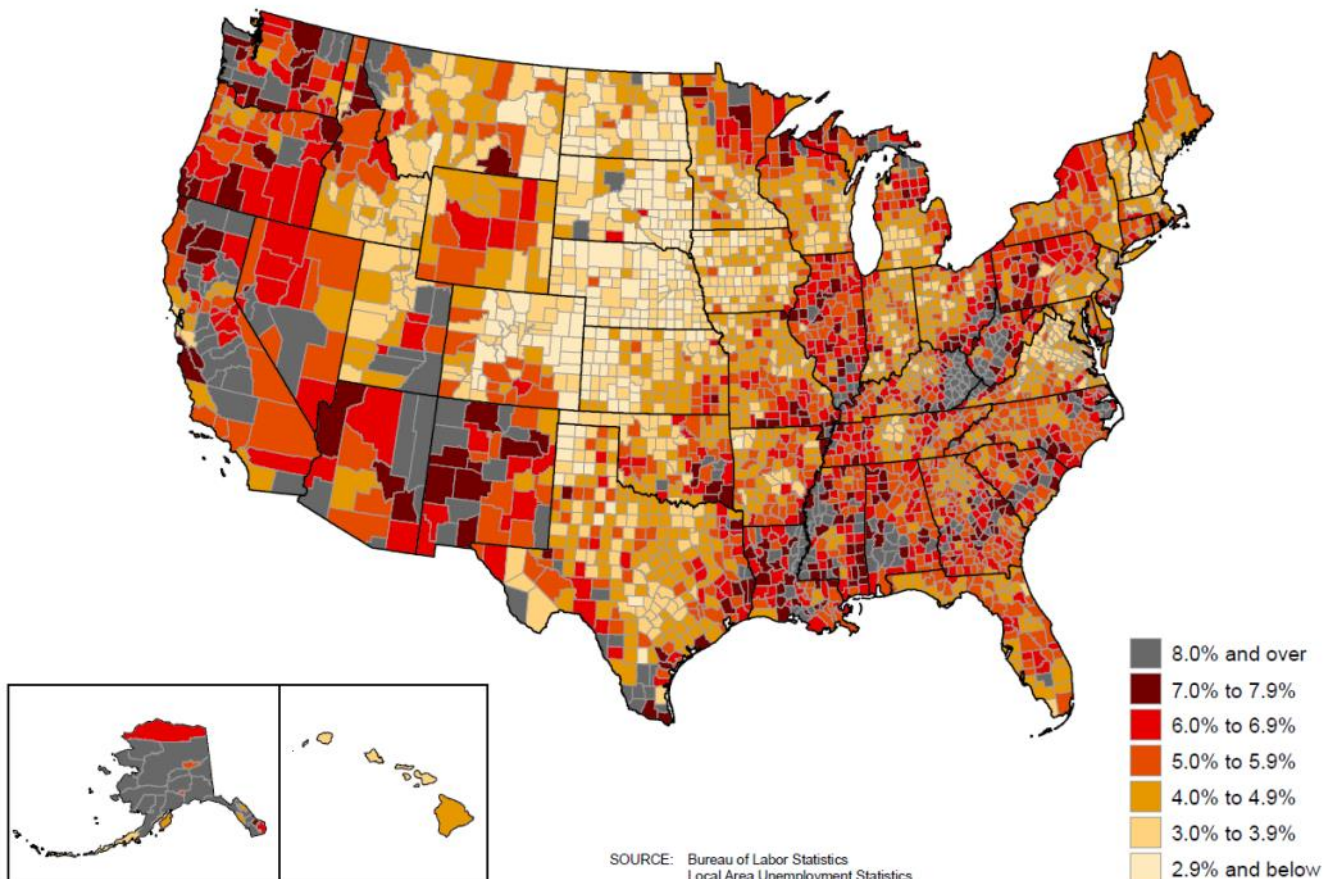
Footnotes:

(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.

(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 rates by county, September 2015 - August 2016 averages

(U.S. rate = 4.9 percent)



Cost of Living Index

The Cost of Living Index estimates the relative price levels for consumer goods and services. When applied to wages and salaries, the result is a measure of relative purchasing power. The cost of living is 2.8% higher in McHenry County, Illinois than the U.S. average.

COST OF LIVING INFORMATION			
	Annual Average Salary	Cost of Living Index (Base US)	US Purchasing Power
McHenry County, Illinois	\$44,102	102.5	\$43,043
EDR4	\$61,434	103.5	\$59,354
Illinois	\$57,405	99.1	\$57,899
USA	\$54,152	100.0	\$54,152

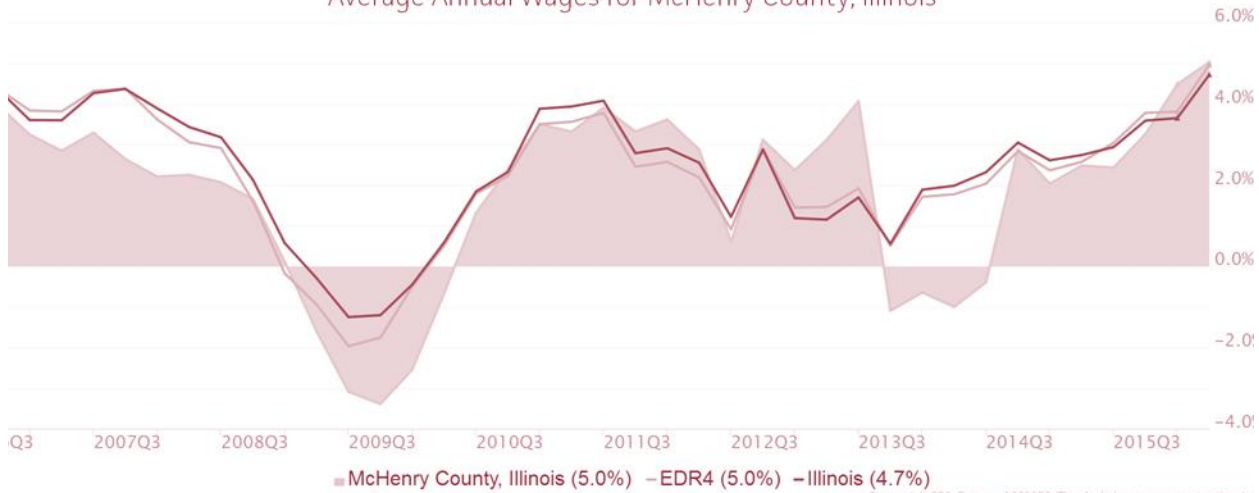
Source: [JobsEQ®](#)
Data as of 2016Q2

The Cost of Living Index is developed by Chmura Economics & Analytics and is updated quarterly.

Wage Trends

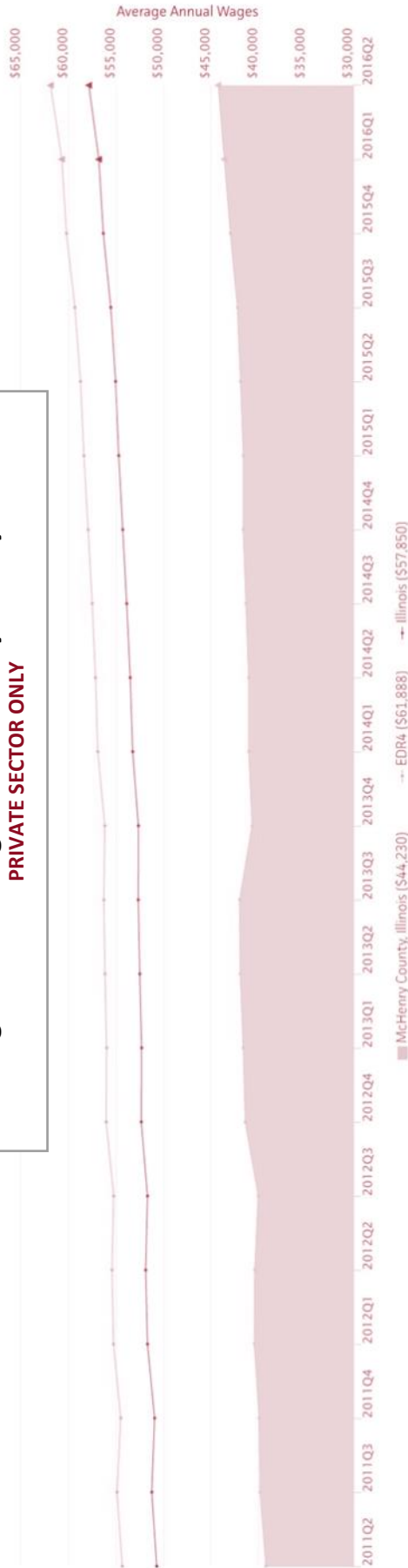
The average worker in McHenry County, Illinois earned annual wages of \$44,102 as of 2016Q2. Average annual wages per worker increased 5.0% in the region during the preceding four quarters. For comparison purposes, annual average wages were \$54,152 in the nation as of 2016Q2 .

Average Annual Wages for McHenry County, Illinois



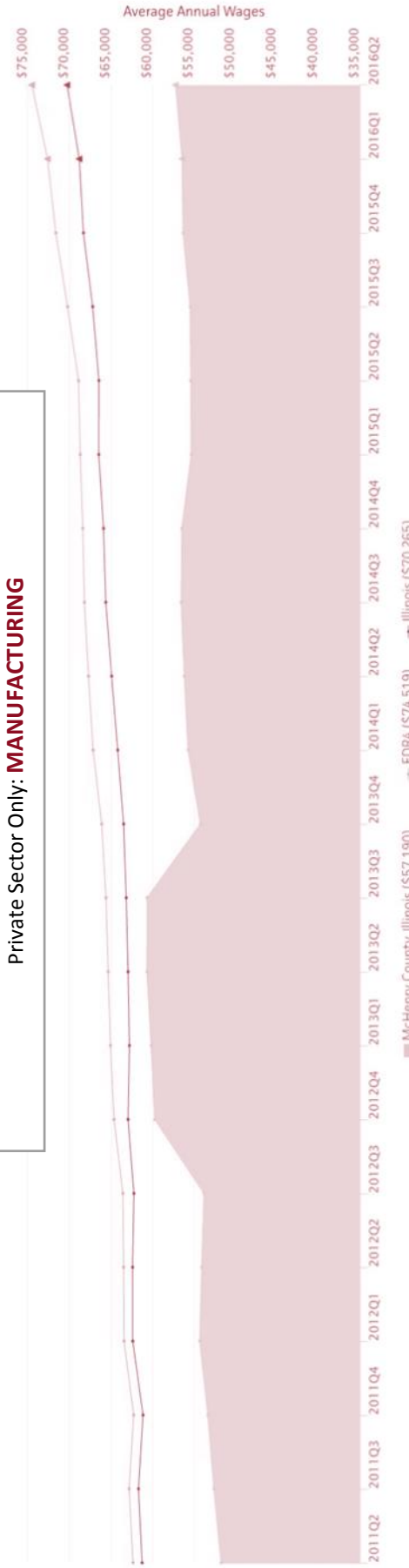
Annual average wages per worker data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and imputed where necessary. Data are updated through 2015Q4 with preliminary estimates updated to 2016Q2.

Average Annual Wages for McHenry County, Illinois
PRIVATE SECTOR ONLY



Source: JobsEQ*. Data as of 2016Q2. The shaded areas represent national recessions.

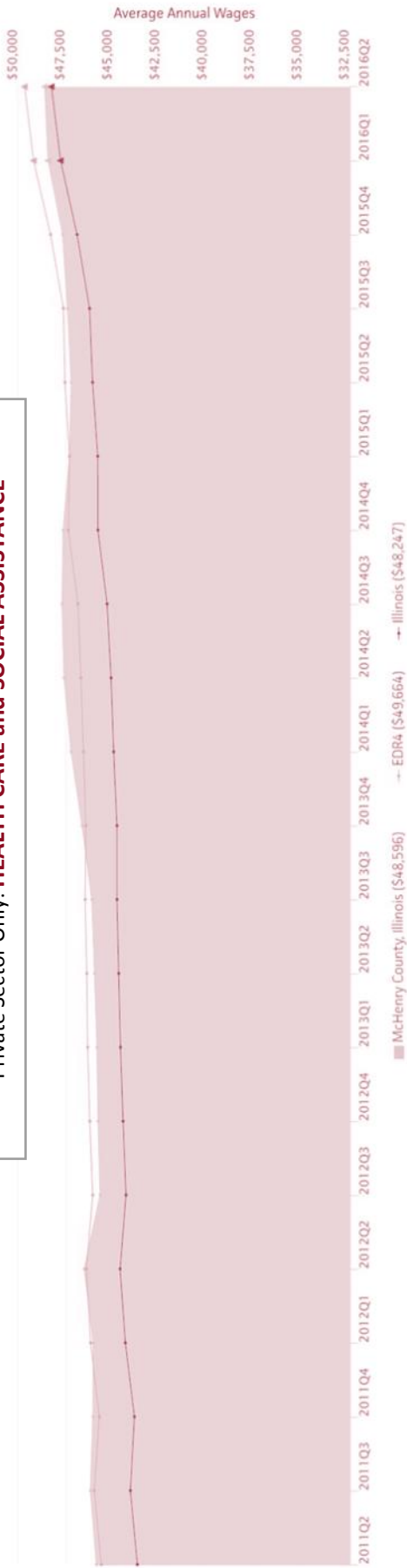
Average Annual Wages for McHenry County, Illinois
Private Sector Only: MANUFACTURING



Source: JobsEQ*. Data as of 2016Q2. The shaded areas represent national recessions.

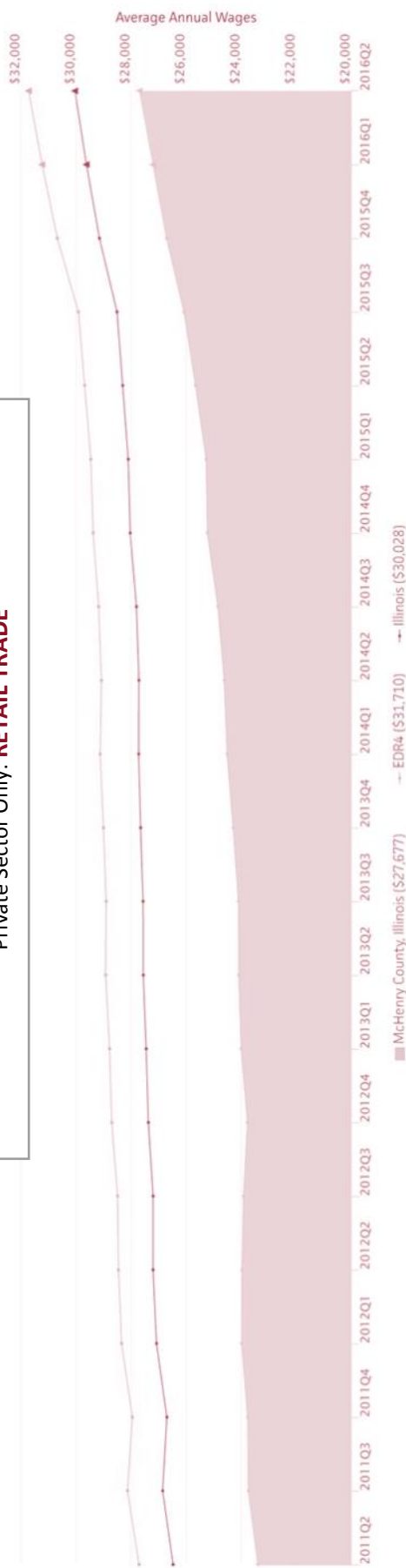
Average Annual Wages for McHenry County, Illinois

Private Sector Only: **HEALTH CARE and SOCIAL ASSISTANCE**



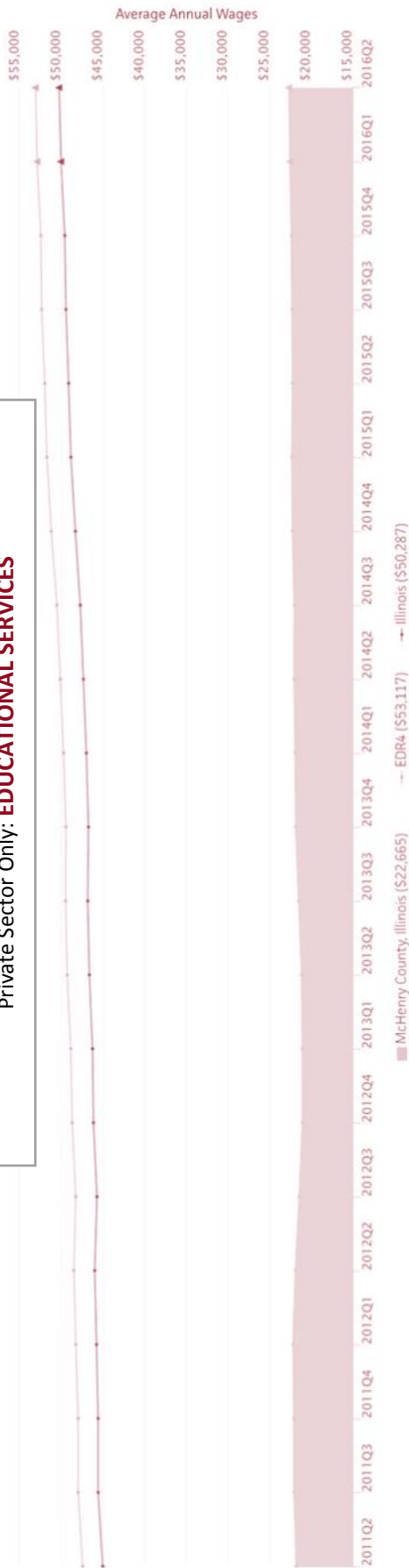
Average Annual Wages for McHenry County, Illinois

Private Sector Only: **RETAIL TRADE**



Average Annual Wages for McHenry County, Illinois

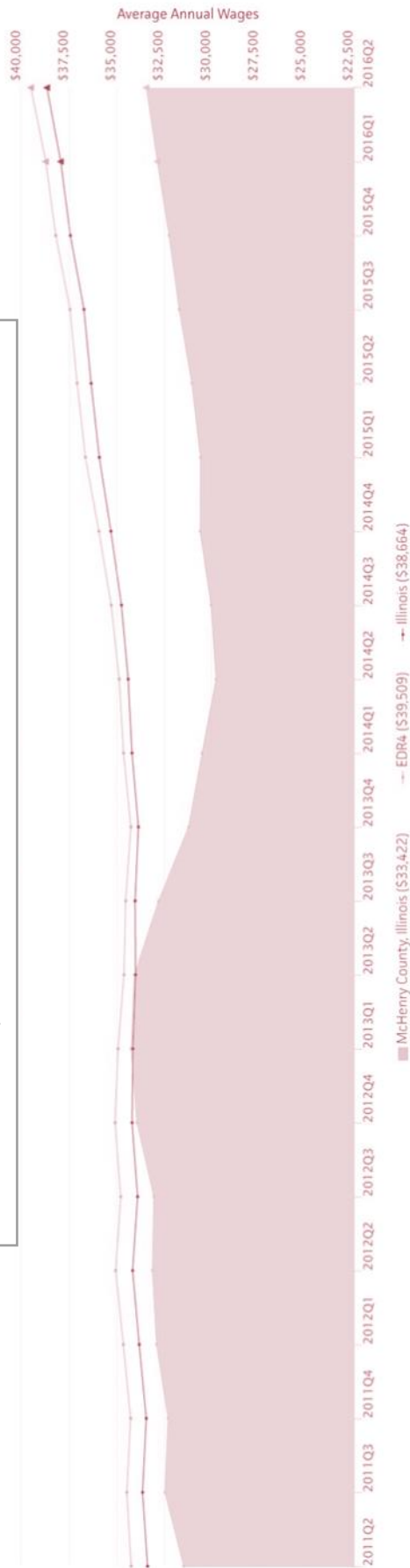
Private Sector Only: **EDUCATIONAL SERVICES**



Source: JobsEQ*. Data as of 2016Q2. The shaded areas represent national recessions.

Average Annual Wages for McHenry County, Illinois

Private Sector Only: **ADMINISTRATIVE & SUPPORT AND REMEDIATION SERVICES**



Source: JobsEQ*. Data as of 2016Q2. The shaded areas represent national recessions.

Occupation Snapshot

The largest major occupation group in McHenry County, Illinois is Office and Administrative Support Occupations, employing 14,524 workers. The next-largest occupation groups in the region are Sales and Related Occupations (12,245 workers) and Production Occupations (10,463). High location quotients (LQs) indicate occupation groups in which a region has high concentrations of employment compared to the national average. The major groups with the largest LQs in the region are Production Occupations (LQ = 1.59), Construction and Extraction Occupations (1.35), and Education, Training, and Library Occupations (1.24).

Occupation groups in McHenry County, Illinois with the highest average wages per worker are Management Occupations (\$99,900), Legal Occupations (\$87,300), and Computer and Mathematical Occupations (\$73,200). The unemployment rate in the region varied among the major groups from 0.8% among Legal Occupations to 10.0% among Farming, Fishing, and Forestry Occupations.

Over the next 5 years, the fastest growing occupation group in McHenry County, Illinois is expected to be Healthcare Support Occupations with a +1.4% year-over-year rate of growth. The strongest forecast by number of jobs over this period is expected for Sales and Related Occupations (+1,755 jobs) and Food Preparation and Serving Related Occupations (+1,688).

OCCUPATION SNAPSHOT IN MCHENRY COUNTY, ILLINOIS														
		Current					Historical				Forecast			
		Four Quarters Ending with 2015q2			2016q2		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2011q2-2016q2			Over the Next 5 Years			
SOC	Title	Empl	Avg. Annual Wages ¹	LQ	Unempl	Unempl Rate	Empl	McHenry County, Illinois	Chicago-Naperville-Elgin, IL-IN-WI MSA	Illinois	Total Repl Demand	Total Growth Demand	Total Demand	Avg. Annual Growth Percent
11-	Management Occupations	5,871	\$99,900	0.92	226	2.6%	167	0.6%	1.3%	0.9%	236	948	840	-0.4%
13-	Business and Financial Operations Occupations	3,662	\$63,600	0.71	224	3.3%	177	1.0%	1.5%	1.2%	181	411	438	0.1%
15-	Computer and Mathematical Occupations	1,618	\$73,200	0.55	99	3.0%	33	0.4%	2.7%	2.4%	222	120	145	0.3%
17-	Architecture and Engineering Occupations	1,640	\$71,000	0.92	80	3.2%	34	0.4%	1.3%	0.8%	84	207	158	-0.6%
19-	Life, Physical, and Social Science Occupations	477	\$62,500	0.56	33	3.6%	48	2.1%	0.7%	0.5%	120	73	75	0.1%
21-	Community and Social Service Occupations	1,098	\$44,000	0.65	44	2.4%	68	1.3%	1.2%	0.6%	69	117	116	0.0%
23-	Legal Occupations	616	\$87,300	0.74	7	0.8%	3	0.1%	0.1%	0.1%	9	60	59	0.0%
25-	Education, Training, and Library Occupations	7,497	\$49,500	1.24	369	3.6%	130	0.4%	0.6%	0.1%	348	805	586	-0.6%
27-	Arts, Design, Entertainment, Sports, and Media Occupations	1,679	\$45,600	0.91	99	3.8%	-31	-0.4%	0.9%	0.6%	74	304	257	-0.6%

OCCUPATION SNAPSHOT IN MCHENRY COUNTY, ILLINOIS														
		Current					Historical					Forecast		
		Four Quarters Ending with 2015q2			2016q2		Total Change over the Last 5 Years	Avg Ann % Chg in Empl 2011q2-2016q2			Over the Next 5 Years			
SOC	Title	Empl	Avg. Annual Wages ¹	LQ	Unempl	Unempl Rate	Empl	McHenry County, Illinois	Chicago-Naperville -Elgin, IL-IN-WI MSA	Illinois	Total Repl Demand	Total Growth Demand	Total Demand	Avg. Annual Growth %
29-	Healthcare Practitioners and Technical Occupations	4,773	\$68,500	0.80	125	1.7%	48	0.2%	1.4%	1.0%	370	499	671	0.7%
31-	Healthcare Support Occupations	2,495	\$27,600	0.80	197	4.8%	220	1.9%	2.2%	1.6%	174	261	442	1.4%
33-	Protective Service Occupations	1,527	\$49,700	0.74	149	5.5%	-66	-0.8%	1.3%	0.7%	57	193	170	-0.3%
35-	Food Preparation and Serving Related Occupations	9,589	\$20,300	1.05	1,147	8.4%	1,282	2.9%	2.9%	2.3%	536	1,815	1,688	-0.3%
37-	Building and Grounds Cleaning and Maintenance Occupations	3,892	\$27,200	1.01	448	7.7%	-56	-0.3%	1.1%	0.7%	188	432	398	-0.2%
39-	Personal Care and Service Occupations	3,930	\$24,200	0.93	316	5.2%	183	1.0%	1.9%	1.4%	451	588	659	0.4%
41-	Sales and Related Occupations	12,245	\$35,000	1.10	1,094	6.0%	132	0.2%	1.1%	0.8%	1,389	1,950	1,755	-0.3%
43-	Office and Administrative Support Occupations	14,524	\$33,600	0.91	1,362	5.5%	173	0.2%	1.4%	1.0%	481	1,582	1,117	-0.6%
45-	Farming, Fishing, and Forestry Occupations	526	\$27,500	0.77	53	10.0%	119	5.3%	1.3%	1.9%	7	90	50	-1.6%
47-	Construction and Extraction Occupations	6,391	\$58,200	1.35	525	6.8%	440	1.4%	2.2%	1.0%	55	581	754	0.5%
49-	Installation, Maintenance, and Repair Occupations	4,648	\$45,900	1.14	359	5.5%	493	2.3%	1.5%	1.2%	233	573	618	0.2%
51-	Production Occupations	10,463	\$33,000	1.59	1,029	7.1%	70	0.1%	1.0%	0.8%	313	1,393	723	-1.3%
53-	Transportation and Material Moving Occupations	7,114	\$31,300	0.99	990	8.4%	354	1.0%	2.4%	1.8%	356	925	782	-0.4%
	Total - All Occupations	106,273	\$42,300	1.00	n/a	n/a	4,021	0.8%	1.6%	1.1%	5,953	13,926	12,541	-0.3%

Source: [JobsEQ®](#)
 Note: Figures may not sum due to rounding.
 Data as of 2016Q2

Workforce Characteristics

WORKFORCE CHARACTERISTICS IN MCHENRY COUNTY, ILLINOIS

Average per Quarter							
NAICS	Industry	Employment	New Hires	Separations	Turnover	Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs
11	Agriculture, Forestry, Fishing and Hunting	597	185	223	15.1%	\$31,958	\$23,483
21	Mining, Quarrying, and Oil and Gas Extraction	48	7	12	16.5%	\$67,743	\$77,347
22	Utilities	120	4	4	4.6%	\$69,449	\$61,969
23	Construction	6,113	1,350	1,585	13.1%	\$60,745	\$45,739
31	Manufacturing	15,235	916	1,148	5.3%	\$57,978	\$41,895
42	Wholesale Trade	4,747	367	415	5.6%	\$60,877	\$45,926
44	Retail Trade	13,220	1,963	2,127	10.1%	\$30,082	\$18,344
48	Transportation and Warehousing	1,894	237	259	9.0%	\$51,066	\$33,284
51	Information	1,063	94	107	7.2%	\$43,040	\$32,692
52	Finance and Insurance	2,113	142	178	5.8%	\$63,018	\$36,631
53	Real Estate and Rental and Leasing	616	85	101	8.4%	\$36,533	\$29,181
54	Professional, Scientific, and Technical Services	3,384	373	453	8.2%	\$59,881	\$41,817
55	Management of Companies and Enterprises	721	33	40	4.2%	\$74,699	\$42,555
56	Administrative and Support and Waste Management and Remediation Services	8,140	4,167	4,754	24.1%	\$33,043	\$20,514
61	Educational Services	10,114	678	896	6.4%	\$41,433	\$19,463
62	Health Care and Social Assistance	9,875	1,161	1,294	8.2%	\$47,483	\$28,157
71	Arts, Entertainment, and Recreation	2,265	518	730	16.7%	\$21,178	\$12,802
72	Accommodation and Food Services	7,893	1,809	1,957	14.6%	\$16,189	\$11,503
81	Other Services (except Public Administration)	3,092	483	573	10.1%	\$30,878	\$22,487
92	Public Administration	4,178	238	387	4.9%	\$44,600	\$25,855
	Total - All Industries ¹	95,492	14,290	16,879	9.4%	\$44,736	\$26,664

Detailed Workforce Characteristics by Industry and Age can be found in the Appendix

Source: JobsEQ®

Data Source 2016Q2

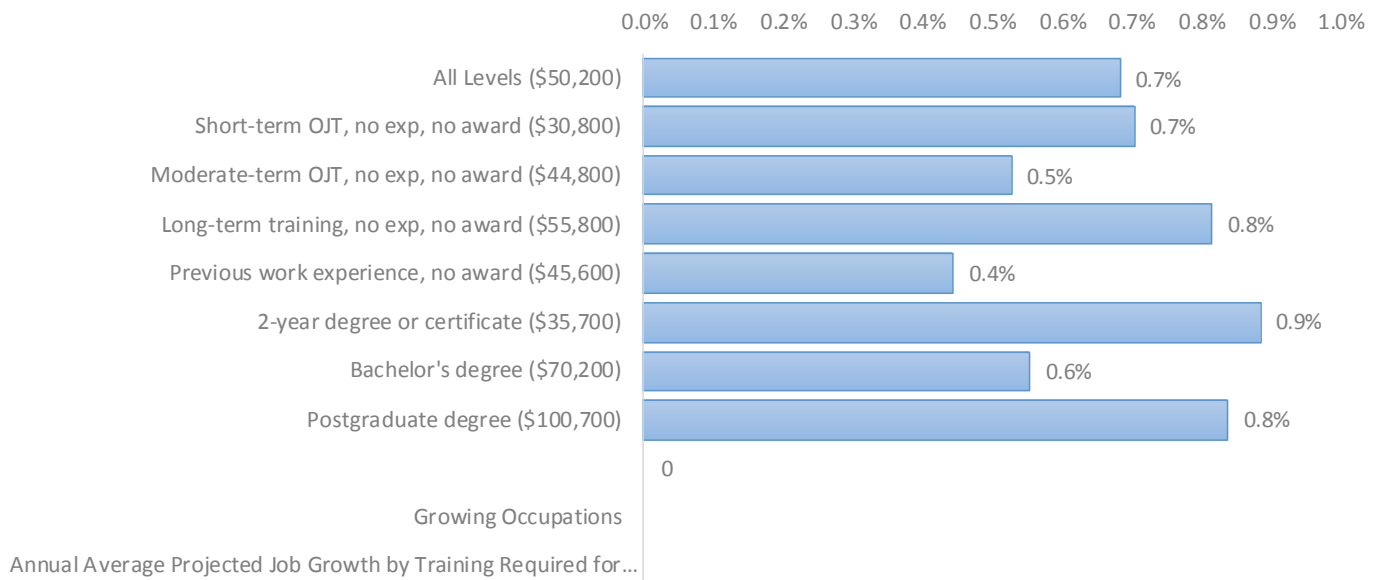
Note: Figures may not sum due to rounding. Demographic details for NAICS 4851, 4911, 485 and 491 may be severely distorted due to limited source data availability.

1. Total industry figures don't reflect employment in unclassified industries (NAICS 9999).

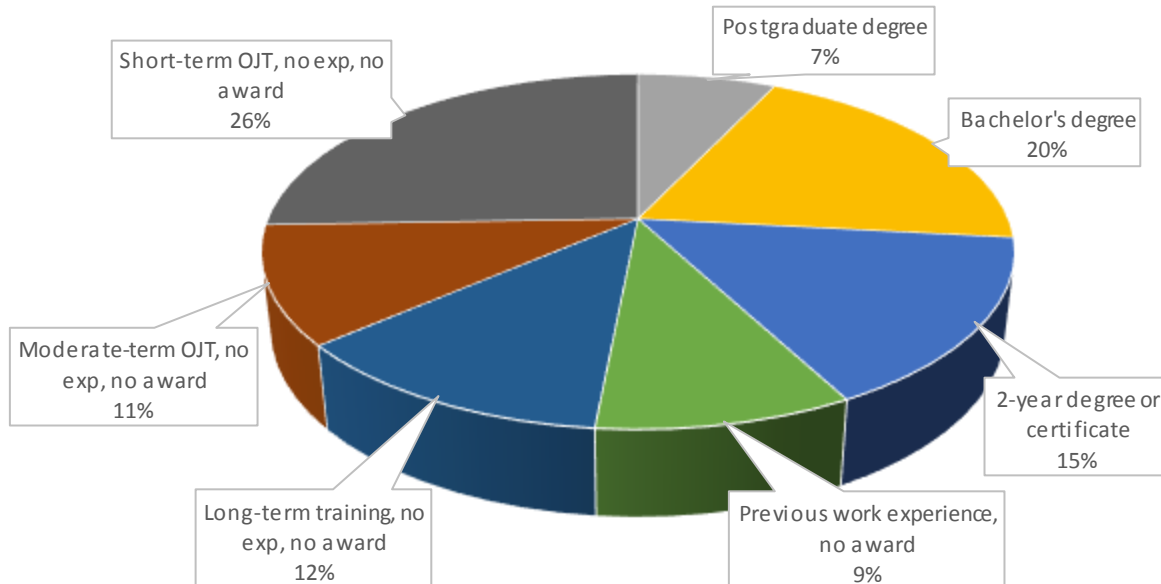
Education Levels

Expected growth rates for occupations vary by the education and training required. While all employment in McHenry County, Illinois is projected to grow 0.7% over the next five years, occupations typically requiring a postgraduate degree are expected to grow 0.9% per year, those requiring a bachelor's degree are forecast to grow 0.6% per year, and occupations typically needing a 2-year degree or certificate are expected to grow 0.9% per year.

Annual Average Projected Job Growth
by Training Required for McHenry County for Growing Occupations



Percent of Employment by Training Required
Growing Occupations for McHenry County



Source JobsEQ, Data as of 2016Q2

**TRAINING CONCENTRATION, McHENRY COUNTY, ILLINOIS,
OCCUPATIONS WITH 75%+ COLLEGE-EDUCATED**

SOC	Title	2016Q2 Employment	Awards (2014-2015)	Training Concentration	Shortfall
11-	Management Occupations	4,851	537	111%	-
13-	Business and Financial Operations Occupations	3,331	41	31%	90
15-	Computer and Mathematical Occupations	1,618	41	55%	34
17-	Architecture and Engineering Occupations	1,320	5	5%	96
19-	Life, Physical, and Social Science Occupations	415	0	0%	59
21-	Community and Social Service Occupations	1,098	0	0%	110
23-	Legal Occupations	616	0	0%	32
25-	Education, Training, and Library Occupations	6,204	1	0%	530
27-	Arts, Design, Entertainment, Sports, and Media Occupations	1,662	45	24%	144
29-	Healthcare Practitioners and Technical Occupations	4,622	48	16%	254
31-	Healthcare Support Occupations	282	29	137%	-
33-	Protective Service Occupations	817	83	129%	-
39-	Personal Care and Service Occupations	624	7	27%	19
41-	Sales and Related Occupations	3,028	2	14%	14
43-	Office and Administrative Support Occupations	528	5	98%	0
49-	Installation, Maintenance, and Repair Occupations	160	8	120%	-
53-	Transportation and Material Moving Occupations	38	0	0%	0

Source: JobsEQ®

Data as of 2016Q2

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.

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 Standard Occupational Classification system (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.

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Appendix

Workforce Characteristics by Industry and Age

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
23	Construction	14-99	6,113	1,350	1,585	13.1%	\$60,745	\$45,739	
		14-18	44	33	30	25.2%	\$16,873	\$16,410	
		19-21	142	72	68	29.2%	\$24,001	\$26,490	
		22-24	221	97	94	20.2%	\$38,339	\$33,349	
		25-34	1,251	299	318	14.7%	\$53,297	\$43,479	
		35-44	1,744	349	414	12.0%	\$65,739	\$49,526	
		45-54	1,649	323	419	12.4%	\$66,596	\$52,866	
		55-64	831	143	194	10.8%	\$63,998	\$49,414	
		65-99	232	35	49	11.2%	\$53,151	\$31,412	
		14-99	15,235	916	1,148	5.3%	\$57,978	\$41,895	
31	Manufacturing	14-18	86	45	31	22.6%	\$16,393	\$15,387	
		19-21	324	92	86	16.9%	\$24,576	\$23,621	
		22-24	615	98	83	11.2%	\$33,400	\$29,976	
		25-34	2,587	214	225	6.8%	\$43,987	\$37,078	
		35-44	3,219	179	205	5.0%	\$57,166	\$44,410	
		45-54	4,279	166	256	4.1%	\$66,938	\$57,095	
		55-64	3,193	89	183	3.7%	\$67,678	\$51,579	
		65-99	931	32	78	4.7%	\$53,456	\$41,862	
		14-99	4,747	367	415	5.6%	\$60,877	\$45,926	
		14-18	25	17	12	28.6%	\$12,480	\$13,625	
42	Wholesale Trade	19-21	86	33	37	19.5%	\$22,073	\$20,215	
		22-24	179	30	27	10.9%	\$33,640	\$33,240	
		25-34	881	88	91	7.0%	\$45,270	\$40,453	
		35-44	1,012	66	71	5.1%	\$59,320	\$56,651	
		45-54	1,357	77	90	4.2%	\$72,652	\$57,911	
		55-64	905	37	57	4.2%	\$70,125	\$50,155	
		65-99	302	18	29	6.5%	\$54,774	\$32,782	
		14-99	4,747	367	415	5.6%	\$60,877	\$45,926	
		14-18	25	17	12	28.6%	\$12,480	\$13,625	
		19-21	86	33	37	19.5%	\$22,073	\$20,215	

Workforce Characteristics in McHenry County, Illinois										
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs		
				New Hires	Separations	Turnover				
44	Retail Trade	14-99	13,220	1,963	2,127	10.1%	\$30,082	\$18,344		
		14-18	644	313	208	25.7%	\$7,842	\$8,030		
		19-21	1,363	381	404	19.1%	\$12,991	\$12,658		
		22-24	1,278	249	292	14.6%	\$18,104	\$16,608		
		25-34	2,732	354	427	9.5%	\$30,494	\$22,331		
		35-44	2,044	242	266	8.3%	\$41,007	\$25,429		
		45-54	2,344	217	252	6.9%	\$37,885	\$26,338		
		55-64	1,980	140	182	5.8%	\$35,650	\$21,991		
		65-99	833	67	97	6.8%	\$21,368	\$12,058		
		48	Transportation and Warehousing	14-99	1,894	237	259	9.0%	\$51,066	\$33,284
				14-18	14	10	6	50.0%	\$6,445	\$5,638
				19-21	35	13	13	26.7%	\$21,478	\$19,259
22-24	60			19	13	15.0%	\$28,599	\$28,144		
25-34	251			53	44	12.5%	\$42,702	\$34,935		
35-44	405			49	54	8.2%	\$49,888	\$38,704		
45-54	572			50	59	7.3%	\$59,699	\$37,946		
55-64	429			32	48	7.3%	\$54,630	\$31,835		
65-99	127			11	21	10.7%	\$39,532	\$23,296		
51	Information			14-99	1,063	94	107	7.2%	\$43,040	\$32,692
				14-18	45	13	9	20.4%	\$6,188	\$6,552
				19-21	48	7	10	14.0%	\$10,237	\$14,381
		22-24	66	11	9	13.8%	\$21,354	\$23,475		
		25-34	197	21	23	8.4%	\$39,558	\$38,609		
		35-44	219	15	19	5.7%	\$54,176	\$46,151		
		45-54	246	16	16	4.4%	\$53,510	\$40,299		
		55-64	175	9	12	5.2%	\$45,045	\$36,935		
		65-99	67	2	8	6.1%	\$31,598	\$21,389		

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
52	Finance and Insurance	14-99	2,113	142	178	5.8%	\$63,018	\$36,631	
		14-18	18	10	6	20.0%	\$10,904	\$10,169	
		19-21	52	14	12	17.3%	\$16,550	\$16,106	
		22-24	85	16	14	14.4%	\$27,581	\$28,295	
		25-34	402	30	40	7.1%	\$45,741	\$34,922	
		35-44	418	25	28	4.9%	\$71,656	\$47,052	
		45-54	585	31	37	5.1%	\$75,227	\$44,561	
		55-64	419	13	26	3.7%	\$70,186	\$41,233	
		65-99	133	4	14	5.2%	\$50,808	\$28,420	
		53	Real Estate and Rental and Leasing	14-99	616	85	101	8.4%	\$36,533
14-18	17			9	10	40.0%	\$6,396	\$7,412	
19-21	31			10	12	25.8%	\$12,067	\$12,006	
22-24	39			10	9	15.1%	\$19,368	\$16,596	
25-34	91			16	18	11.5%	\$32,819	\$28,972	
35-44	112			16	15	8.3%	\$41,459	\$31,639	
45-54	151			12	18	5.9%	\$40,913	\$39,815	
55-64	112			8	11	6.5%	\$46,263	\$55,196	
65-99	64			4	8	6.4%	\$27,743	\$11,926	
54	Professional, Scientific, and Technical Services			14-99	3,384	373	453	8.2%	\$59,881
		14-18	44	28	21	26.6%	\$6,876	\$8,863	
		19-21	77	25	26	20.3%	\$15,102	\$18,932	
		22-24	149	38	38	16.3%	\$27,275	\$26,501	
		25-34	600	83	88	9.8%	\$48,390	\$40,956	
		35-44	739	69	79	7.0%	\$64,164	\$48,038	
		45-54	898	72	102	6.6%	\$67,411	\$50,246	
		55-64	639	43	64	6.8%	\$73,355	\$53,978	
		65-99	237	17	35	8.1%	\$47,468	\$33,651	

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
55	Management of Companies and Enterprises	14-99	721	33	40	4.2%	\$74,699	\$42,555	
		14-18	2	1	1	0.0%	\$16,514	\$19,368	
		19-21	14	4	4	31.8%	\$17,830	\$16,079	
		22-24	25	5	3	8.3%	\$31,883	\$35,590	
		25-34	124	8	6	5.0%	\$43,480	\$34,413	
		35-44	144	6	6	4.5%	\$56,436	\$48,777	
		45-54	207	7	9	3.3%	\$84,114	\$56,033	
		55-64	171	3	7	2.7%	\$92,458	\$52,885	
		65-99	33	1	3	3.4%	\$177,295	\$22,188	
		14-99	8,140	4,167	4,754	24.1%	\$33,043	\$20,514	
56	Administrative and Support and Waste Management and Remediation Services	14-18	117	173	147	40.2%	\$14,063	\$13,922	
		19-21	567	532	600	41.0%	\$15,475	\$15,154	
		22-24	656	491	554	37.0%	\$18,673	\$17,443	
		25-34	1,837	1,070	1,190	28.0%	\$26,513	\$19,830	
		35-44	1,734	778	905	23.0%	\$35,356	\$24,107	
		45-54	1,703	613	726	18.3%	\$44,035	\$21,679	
		55-64	1,035	318	390	17.2%	\$39,872	\$24,472	
		65-99	491	192	241	21.7%	\$24,635	\$17,591	
		14-99	10,114	678	896	6.4%	\$41,433	\$19,463	
		14-18	78	72	72	29.7%	\$4,435	\$4,455	
61	Educational Services	19-21	91	40	57	26.2%	\$10,042	\$11,643	
		22-24	299	80	66	17.5%	\$26,444	\$20,803	
		25-34	1,684	147	157	7.8%	\$42,445	\$22,145	
		35-44	2,366	144	160	6.0%	\$47,733	\$22,247	
		45-54	2,863	108	150	4.6%	\$42,735	\$21,362	
		55-64	2,121	64	156	5.5%	\$40,746	\$18,130	
		65-99	613	22	79	7.2%	\$23,559	\$15,678	

Workforce Characteristics in McHenry County, Illinois

NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs		
				New Hires	Separations	Turnover				
62	Health Care and Social Assistance	14-99	9,875	1,161	1,294	8.2%	\$47,483	\$28,157		
		14-18	132	51	37	21.9%	\$8,500	\$8,487		
		19-21	340	111	99	18.0%	\$14,190	\$14,754		
		22-24	497	122	108	15.0%	\$20,700	\$21,138		
		25-34	1,904	276	299	10.6%	\$33,521	\$28,337		
		35-44	2,159	244	257	7.3%	\$58,784	\$37,174		
		45-54	2,412	209	257	6.3%	\$57,483	\$31,349		
		55-64	1,846	110	166	5.4%	\$51,533	\$30,526		
		65-99	585	38	71	7.4%	\$39,475	\$23,711		
		71	Arts, Entertainment, and Recreation	14-99	2,265	518	730	16.7%	\$21,178	\$12,802
				14-18	275	162	160	31.8%	\$5,054	\$3,773
				19-21	239	85	146	27.7%	\$9,323	\$8,737
				22-24	183	52	77	23.3%	\$12,975	\$12,110
25-34	391			75	117	15.8%	\$22,554	\$15,353		
35-44	335			55	76	12.8%	\$25,480	\$18,172		
72	Accommodation and Food Services	45-54	409	43	69	10.2%	\$25,061	\$16,319		
		55-64	283	26	44	10.7%	\$30,893	\$17,513		
		65-99	149	19	40	21.0%	\$20,138	\$15,926		
		14-99	7,893	1,809	1,957	14.6%	\$16,189	\$11,503		
		14-18	1,094	486	366	25.0%	\$6,502	\$6,274		
		19-21	1,132	304	400	20.2%	\$10,771	\$10,399		
		22-24	838	201	242	17.3%	\$14,712	\$13,203		
		25-34	1,578	322	365	13.0%	\$17,941	\$14,305		
		35-44	1,117	196	219	11.5%	\$20,159	\$14,544		
		45-54	1,081	158	182	9.2%	\$21,503	\$15,295		
		55-64	625	83	108	9.2%	\$19,832	\$15,764		
65-99	429	59	75	9.7%	\$17,270	\$12,936				

Workforce Characteristics in McHenry County, Illinois									
NAICS	Industry	Age	Employment	Average per Quarter			Average Annual Earnings, Stable Jobs	Average Annual Earnings, New Stable Jobs	
				New Hires	Separations	Turnover			
81	Other Services (except Public Administration)	14-99	3,092	483	573	10.1%	\$30,878	\$22,487	
		14-18	85	49	37	26.5%	\$6,551	\$6,713	
		19-21	175	57	53	19.9%	\$13,481	\$13,166	
		22-24	225	54	61	16.9%	\$18,532	\$15,701	
		25-34	656	106	128	10.0%	\$29,202	\$22,264	
		35-44	627	80	97	8.2%	\$36,071	\$30,286	
		45-54	672	78	103	8.5%	\$35,948	\$28,595	
		55-64	468	42	60	6.9%	\$35,320	\$29,977	
		65-99	185	17	35	9.5%	\$25,372	\$21,240	
		92	Public Administration	14-99	4,178	238	387	4.9%	\$44,600
14-18	84			45	50	24.6%	\$5,196	\$4,610	
19-21	140			32	61	20.8%	\$10,556	\$10,096	
22-24	164			25	35	14.6%	\$21,898	\$22,585	
25-34	804			43	61	5.3%	\$43,064	\$30,051	
35-44	1,015			34	41	3.0%	\$54,379	\$31,176	
45-54	1,009			30	52	3.0%	\$49,980	\$23,826	
55-64	737			20	49	3.8%	\$40,720	\$21,768	
65-99	225			10	37	7.9%	\$27,572	\$32,511	
	Total - All Industries ¹			14-99	93,425	12,222	14,994	8.5%	\$44,545

[Source: JobsEQ®](#)

Data are for the four quarters ending 2014Q3

Note: Figures may not sum due to rounding. Demographic details for NAICS 4851, 491.1, 485 and 491 may be severely distorted due to limited source data availability.

1. Total industry figures don't reflect employment in unclassified industries (NAICS 9999).

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