

State of the Workforce 2024: Lake County

Presented By:

Lake County Workforce Development

Lake County Partners



Poll #1

Please select which best describes you.

- Professional (Employees and Job Seekers)
- C-Suite Executive
- HR Personnel
- Entrepreneur and Business Owner
- Student and Academia
- Coach and Advisor
- Government Official and Policymaker
- Other





Agenda

- Opening Remarks
- Lake County Workforce Development's Business Services Team
- Lake County Workforce Development's Apprenticeship Navigator
- Lake County Workforce Development's Project Lead Planner
- Lake County Partners
- Closing Thoughts
- Questions

As we look ahead to the future of work, what challenge do you anticipate emerging?

Skills Gap and Training

Leadership Skills and Ambiguity

Soft Skills Deficit

Rapidly Changing Workforce

Impact of AI and Automation

Demographic Shifts

Remote Work and New Normal

Economic and Education Challenges

Recruitment and Retention

Accessibility and Inclusivity

What solutions will you implement in 2024 to address the challenges you or your organization are facing?

Waiting for responses ...

Opening Remarks



Kimberly Wimer
Board Chair
Laser Precision, LLC

Lake County Workforce Development's Business Services Team



Antonio Garcia
Business Services Manager



Jeff Hubert
Business Services Project Lead

Unemployment Trends

2023 ⇨ 2024

The unemployment rate in Lake County, IL, fluctuated throughout 2023.

- 5.7% in August
- 5.2% in July
- 4.8% in June
- **November 4.1%.**

The 2024 workforce outlook emphasizes growth.

- Lower interest rates can stimulate economic activity by making borrowing cheaper.
- **Inflation:** The Federal Reserve expects inflation – to slip from 2.8% in 2023 **to 2.4% in 2024.**

Unemployment Trends

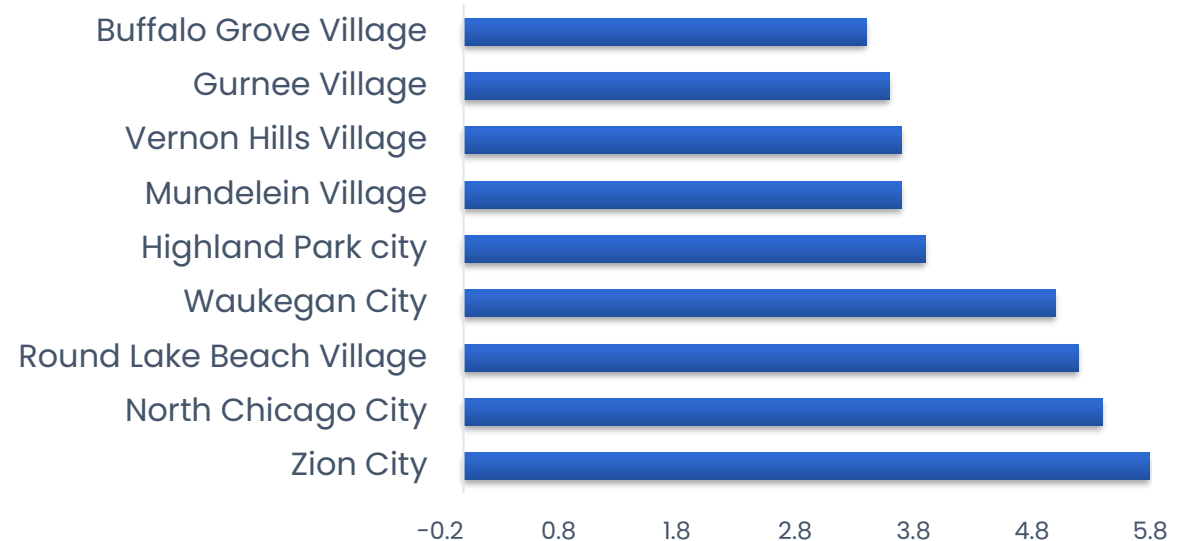
Summary:

- 216K new jobs added, bringing the total to 2.7M jobs
- Unemployment in the US (November) fell below historic lows of 3.7%
- 4.1% annual wage growth

Lake County 4.1%

Unemployment Rate by City

Lake County, IL - IDES Nov2023



Workforce Trends

Return-to-Office Battle

Embracing Flexibility

Quality Over Quantity in Hiring

Adoption of AI Technology

Increased Use of Data in HR and Recruiting



Talent Pipeline Management (TPM)

Talent Pipeline Management (TPM) is a **six-step** strategic process that proactively identifies, attracts, develops, and retains a pool of qualified candidates to meet your current and future talent needs



Collaborative Initiatives in the Industry Sector: Focusing on Apprenticeships, Employment Opportunities for Justice-Impacted Individuals, and Internship Creation for High School Students.

Lake County Workforce Development's Apprenticeship Navigator

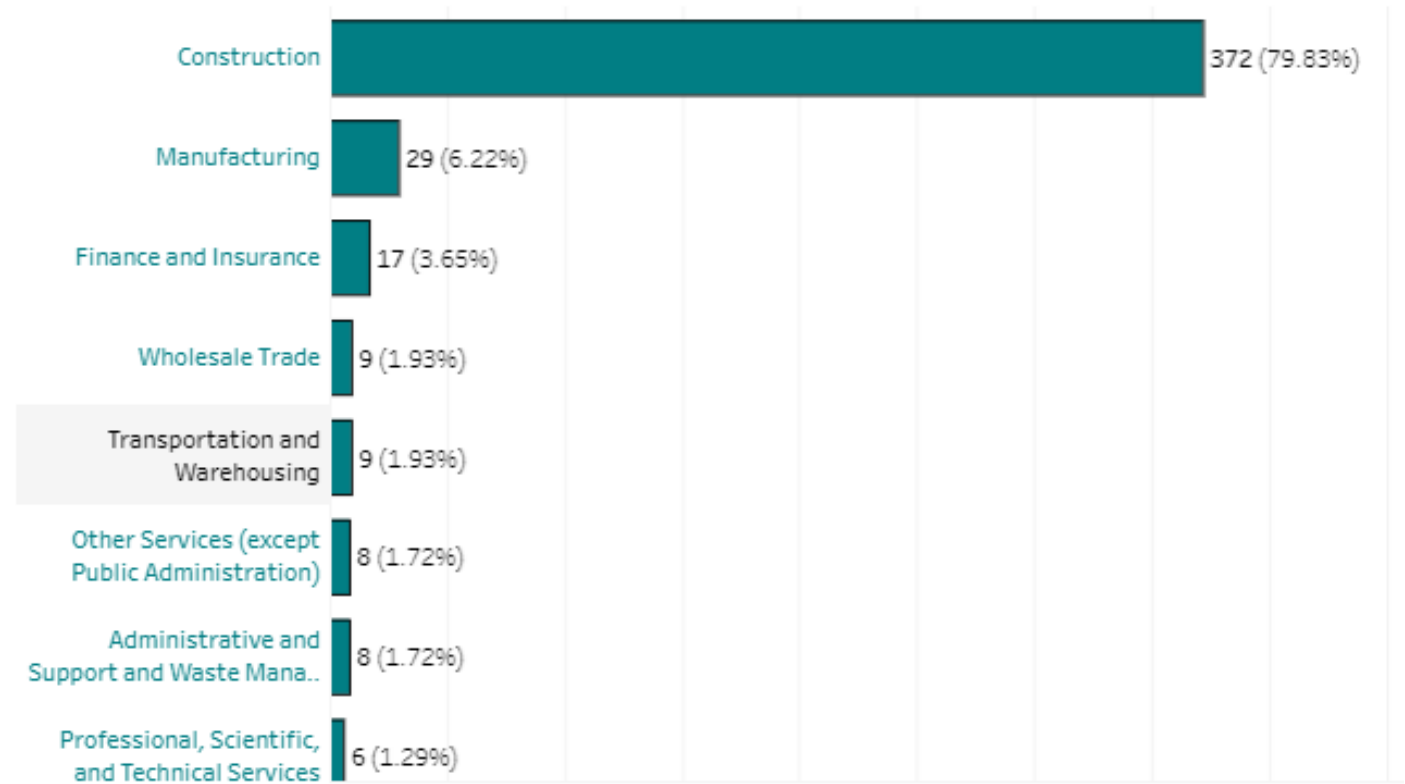


Rason Grant
Apprenticeship Navigator

Apprenticeship

- Work
- Earn
- Learn

By Industry

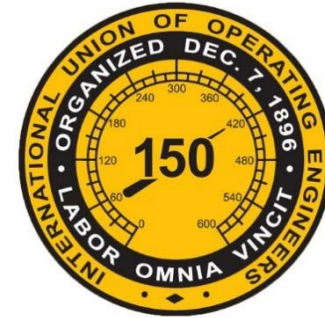


Registered Apprenticeship Programs

- Structured On-the-Job Learning
- Curriculum/Education
- Mentorship
- Progressive Wages Earned
- Nationally recognized industry credential
- Build a highly skilled workforce and talent pipeline
- Career pathways and advancement opportunities
- Leverage funding
- Recruit, train, and retain
- Tax Credits



Apprenticeship Opportunities



Lake County Workforce Development's Project Lead Planner



Ashanti Ross

Project Lead Planner

Workforce Training Grants

- Workforce Development funds qualified individuals for short-term occupational training. The goal is for individuals to become more competitive for high-demand and high-wage jobs.
- Eligible individuals can receive up to \$10,000 in tuition assistance
- Individuals will receive career guidance
- Job search assistance is provided to aid in securing employment

Your Career Solution

The Lake County Workforce Development Department partners with local employers, colleges, universities, and private institutions to connect individuals to sustainable employment and wages.

Workforce Development funds qualified individuals for a paid work experience or short-term occupational training. The goal is for individuals to become more competitive for high-demand and high-wage jobs.

Paid work experience

- Qualified individuals are matched with an internship, allowing them to gain new skills to add to their resume or to establish contacts in a new career field.
- Locations and type of work experiences vary; some recent work experiences have been in fields such as IT, healthcare, and business.
- Upload your resume when you apply to the Virtual Information Session for consideration.

Training services

- Eligible individuals can receive up to \$10,000 in tuition assistance
- Individuals will receive career guidance and planning
- Support services are provided to assist individuals in completing their training
- Job Search assistance is provided to aid in securing employment

Example industries & occupations

- **Manufacturing** – Careers can include welders, machine operators, and engineers.
- **Transportation / Logistics** – Careers can include heavy and tractor-trailer drivers, logisticians, and supply chain specialists.
- **Information Technology** – Careers can include computer hardware engineers, project managers, and UX/UI designers.
- **Healthcare** – Careers can include registered nurses, medical assistants, and technicians.



Apply for services

Complete an online application to learn more about our work experience and training services. Link: bit.ly/virtualinformationsession



Contact Us Today!

☎ (847) 377-3450

📍 1 N. Genesee Street, 1st Floor
Waukegan, IL 60085

🕒 M-F 8:30 AM-5:00 PM

🌐 LakeCountyJobCenter.com



Scan QR code to visit our

[Linktree](#)



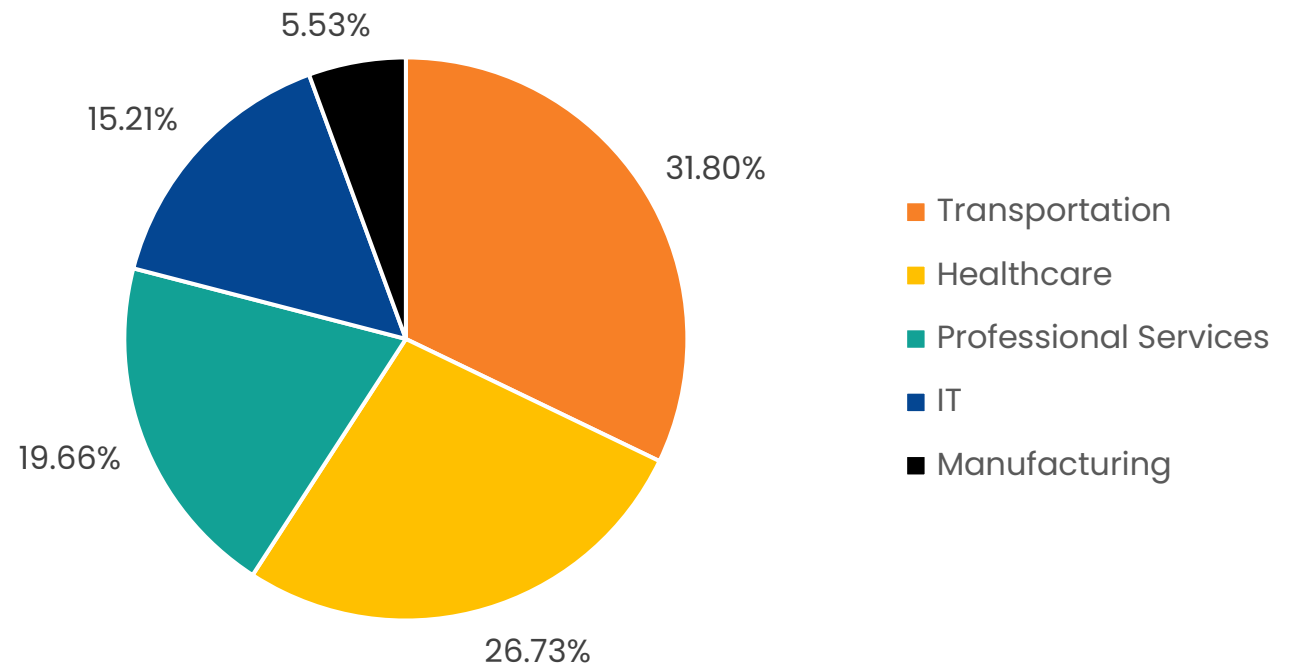
"The Job Center of Lake County is an equal opportunity employer/program. Staff, clients, and employers must adhere to the Lake County Workforce Development Internal and External Events Policy. Funds for this project were provided by the U.S. Department of Labor's (USDOL) Employment and Training Administration. See our website for details. Funds for this project were provided by the U.S. Department of Labor's (USDOL) Employment and Training Administration. See our website for details: <https://bit.ly/3EJr6p>."

PY21-22 Training Analysis: Major Industries

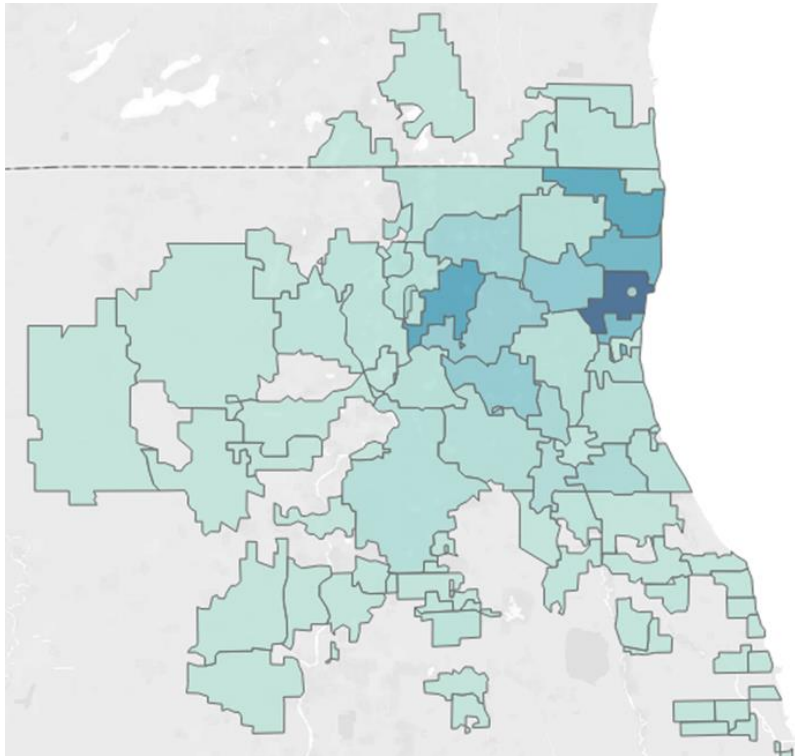
Major Training Industries:

1. Transportation
2. Healthcare
3. Professional Services
4. IT
5. Manufacturing

Industries % of Total Training Enrollments



PY21 Training Analysis: Location

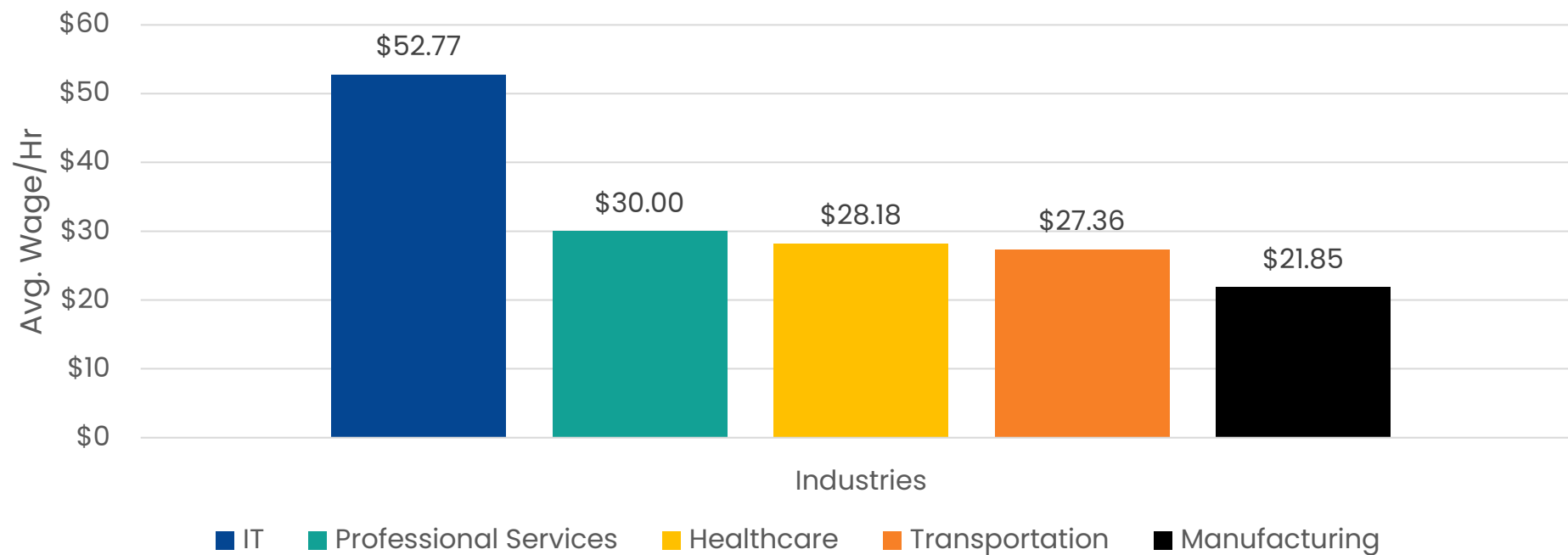


List of top cities served in Lake County:

1. Waukegan – 24.71%
2. Zion – 10.01%
3. N. Chicago – 9.25%
4. Round Lake Bch. – 5.83%
5. Round Lake – 4.69%
6. Gurnee – 4.31%
7. Grayslake – 3.80%
8. Beach Park – 2.66%
9. Mundelein – 2.66%
10. Lake Villa – 2.28%

PY21-22 Training Analysis: Employment

Avg. Wage (Hr) by Industry



PY21-22 Training Analysis: Employment

- Employment status breakdown: 67.09% employed after completion
- List of top job titles per major industry
 - Transportation: CDL Driver
 - Healthcare: LPN, Medical Assistant, CNA/Nursing Assistant, Home Health Aide
 - Professional Services: Office Manager, HR Specialist, Accounts Payable, Customer Service
 - IT: Systems/Database Administrator, Project Manager, IT/Systems Analyst
 - Manufacturing: Machine Operator, CNC Machinist/Operator, HVAC Technician

PY21 Training Analysis: Credentials

- % of successful completions: 76.4%
- # of credentials obtained: 550+
- Most common credentials obtained in each industry
 - Transportation: CDL
 - HC: LPN, Medical Assistant, Case Investigation, Dental Assisting, Nurse Assisting
 - IT: Agile Scrum, AWS, MS Azure, Tableau
 - Manufacturing: CNC, HVAC
 - Professional Services: PMP, Lean Six Sigma, SHRM-CP, Quickbooks

PY21-22 Workforce Training Grants

Transportation (CDL) Micro View

- 31.8% of Total WIOA Trainees
- Average Wages: \$27.36/hr
- Demographic Data (age)
 - Avg. Age: 33.54 years



PY21-22 Workforce Training Grants

Healthcare Micro View

- 26.73% of Total WIOA Trainees
- Average Wages: \$28.18/hr
- Demographic Data (age)
 - Avg. Age: 34.75 years



PY21-22 Workforce Training Grants

Key Highlights

- Average Wages: \$26.72
- Zip Codes Served: 88 Distinct Zip Codes
- Total Individuals Served: 789
- Top Training Industries:
 1. Transportation
 2. Healthcare
 3. Professional Services
 4. IT
 5. Manufacturing



Workforce Training Grants

How do Workforce Training Grants benefit the labor force?

- Addresses skills gaps
- Assists with transitioning careers/industries
- Addresses barriers to employment
- Prioritizes job quality and equitable access to good jobs for all
- Allows employers to tap into a talent pool of skilled workers



The State of Job Skills

- Skills to stay on top of trends but also future-proof your career.
- Lifelong learning is the new norm.
- Upskilling and reskilling are everyone's responsibility.
- Top global job skills trends include leadership, AI, cybersecurity and information security, business, and understanding and communicating data.



How are you using AI in the workplace?

Waiting for responses ...

Lake County Partners



Bethany Williams
Strategy & Intelligence Director



ECONOMIC DEVELOPMENT UPDATE

2023 Investments

- Manufacturing

- Carlson Labs
- Roncadin Pizza
- Henry Broch Foods
- Diversified Food Services Supply
- Encore Packaging
- NorthStar Pickles
- Ymer Technologies
- Nemera
- Volo Quality Meats
- CoreWeave/Chirisa AI Data Center

- Media / Public Relations

- Polaris Media

- Senior Affordable Housing

- Lincoln Avenue Capital



Five Year Metrics

	2019	2020	2021	2022	2023
New Jobs	310	2,460	470	419	786
Retained Jobs	468	3,520	127	112	512
Direct Investment	\$146M	\$144M	\$125M	\$202M	\$610M

Five Year Total

New Jobs
4,445

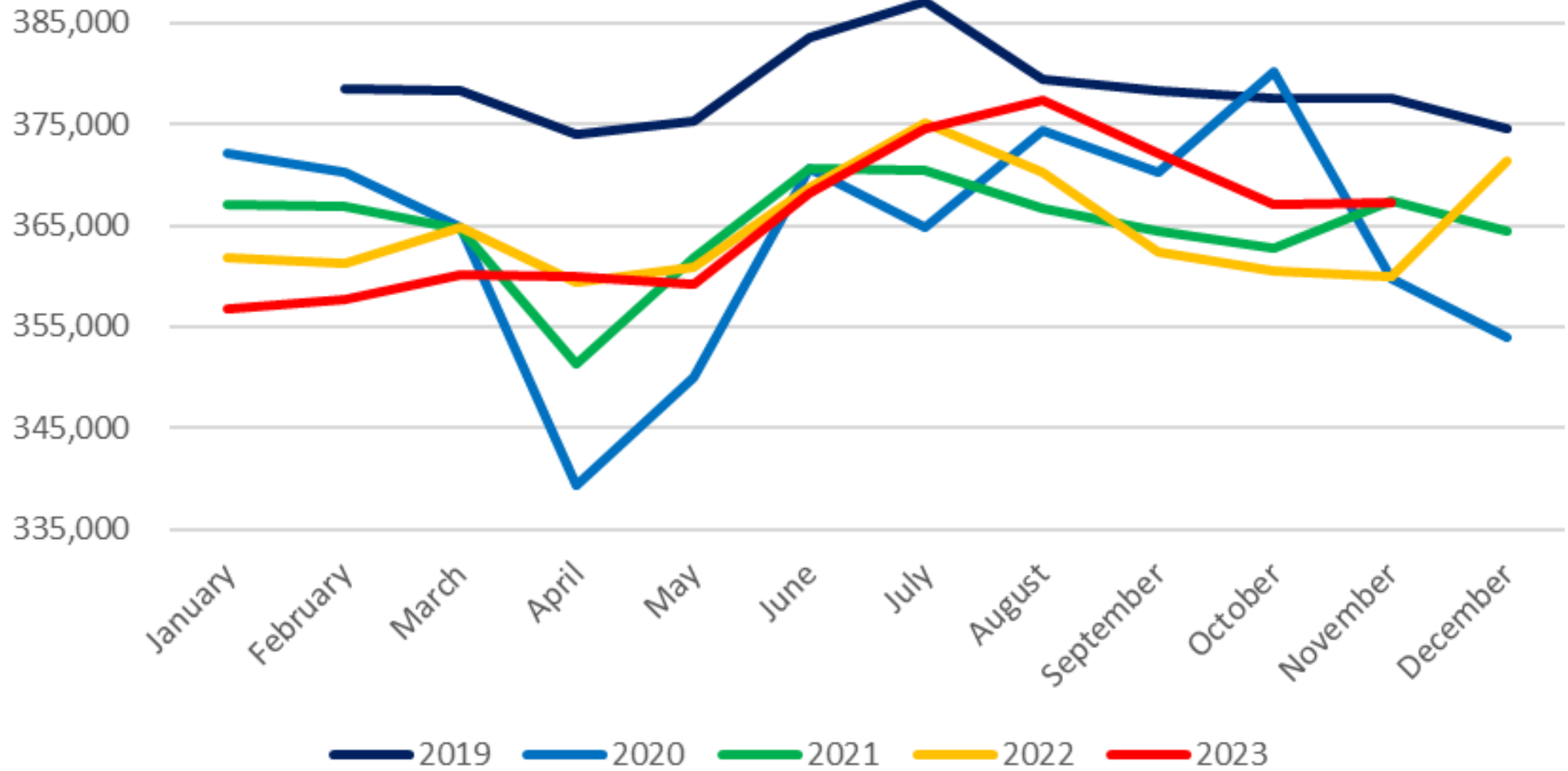
Retained Jobs
4,739

Direct Investment
\$1.23 B

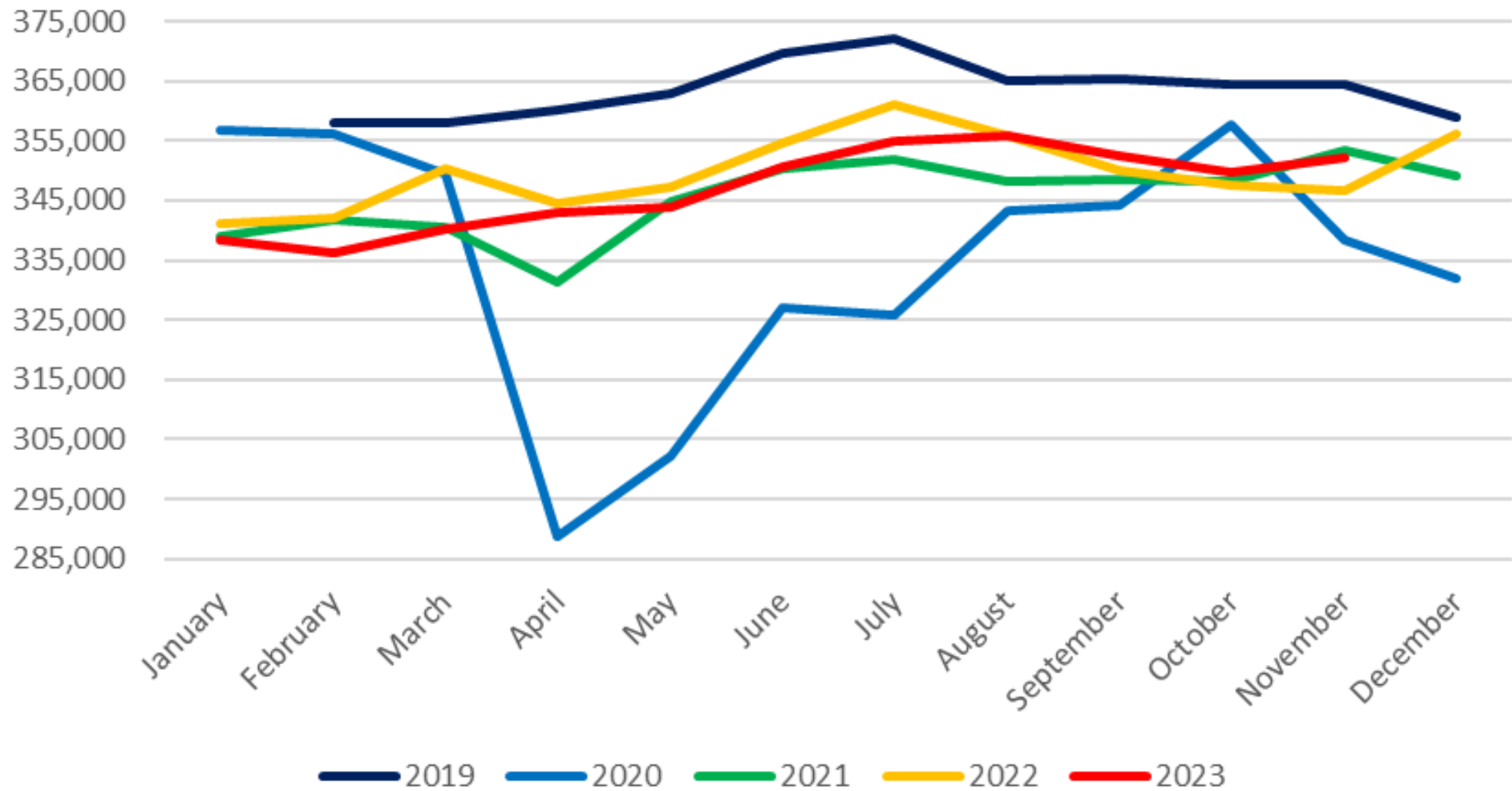
A welder wearing a blue denim shirt and a black protective mask is working on a metal piece. The welder is holding a welding torch, and a bright blue light is visible at the point of contact. The background is a dark industrial setting with some equipment and lights.

LABOR FORCE, EMPLOYMENT & UNEMPLOYMENT

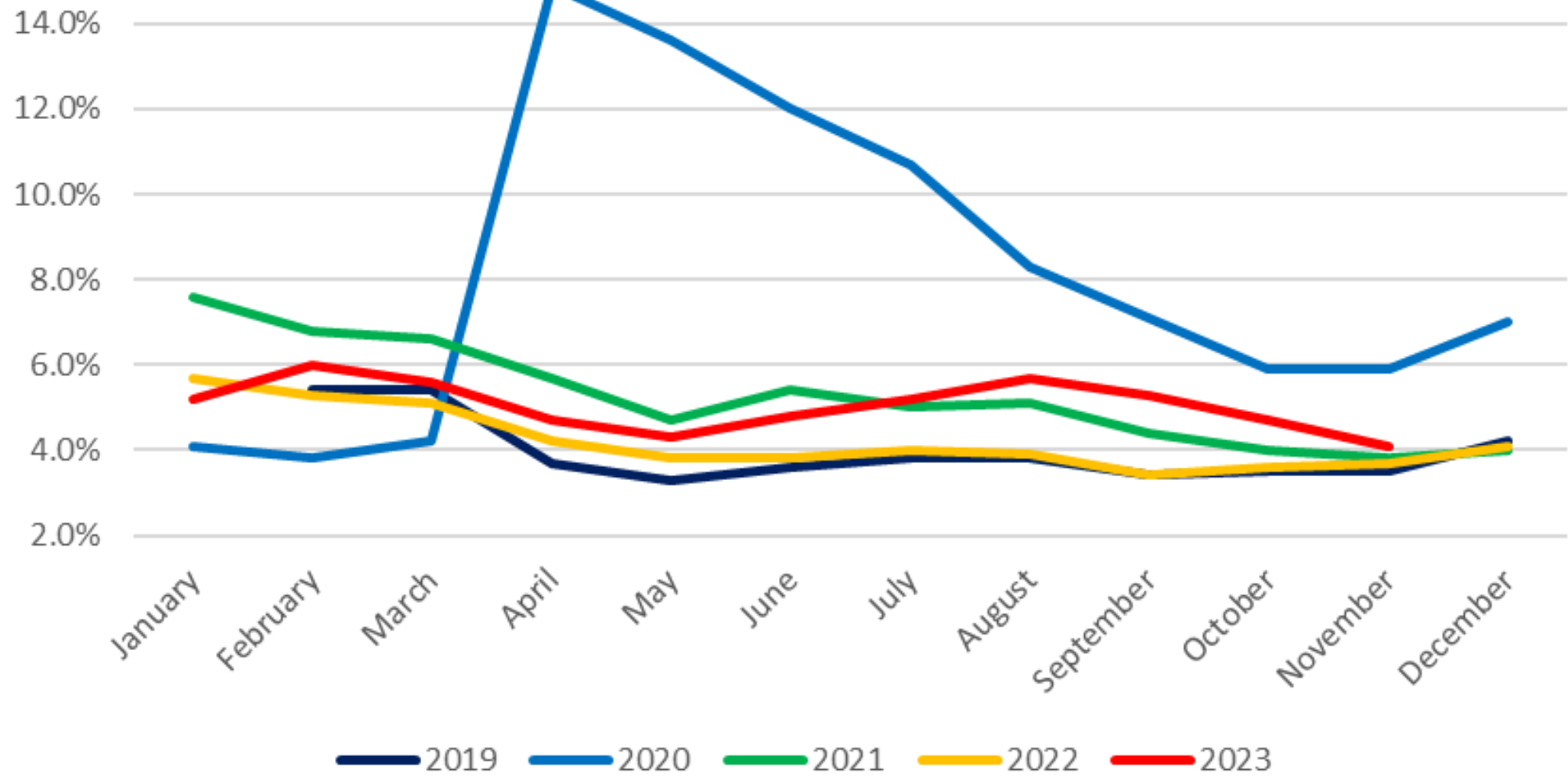
Lake County Labor Force



Lake County Employment



Lake County Unemployment Rate



Unemployment Rate Math

$$\text{UNEMPLOYMENT RATE} = \frac{\text{\# EMPLOYED}}{\text{LABOR FORCE}}$$

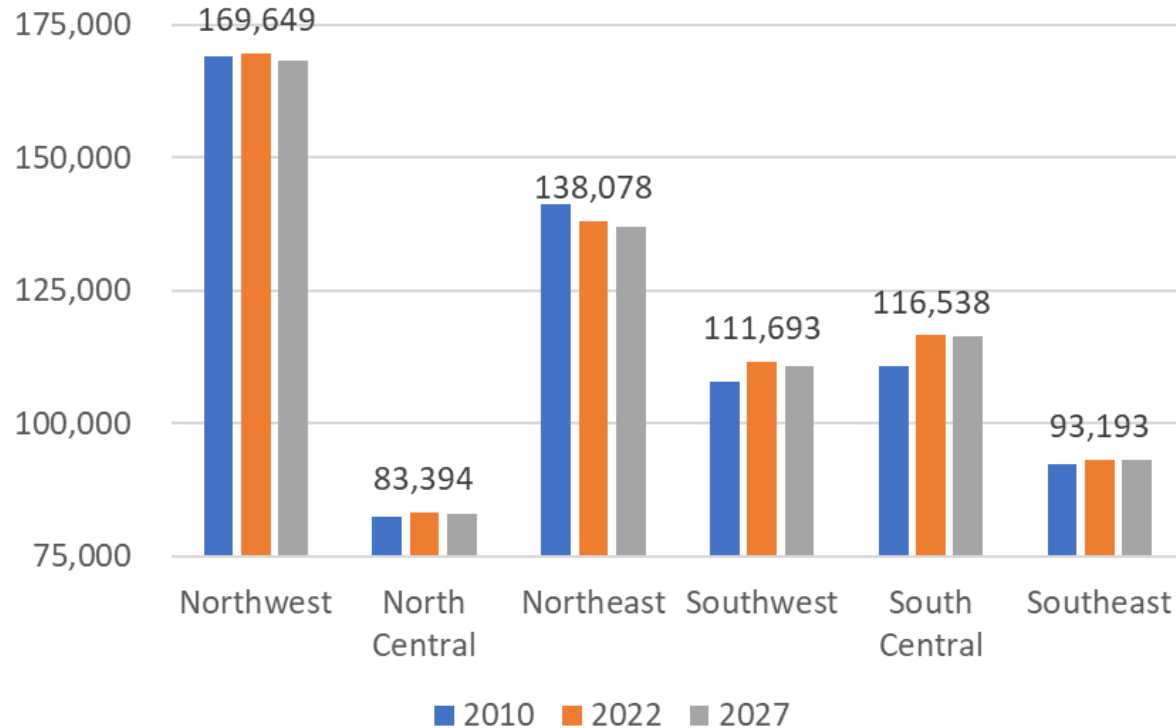
A case study...

November 2023 Employed	352,205
November 2023 Labor Force	367,314
November 2023 Unemployment Rate	4.1%

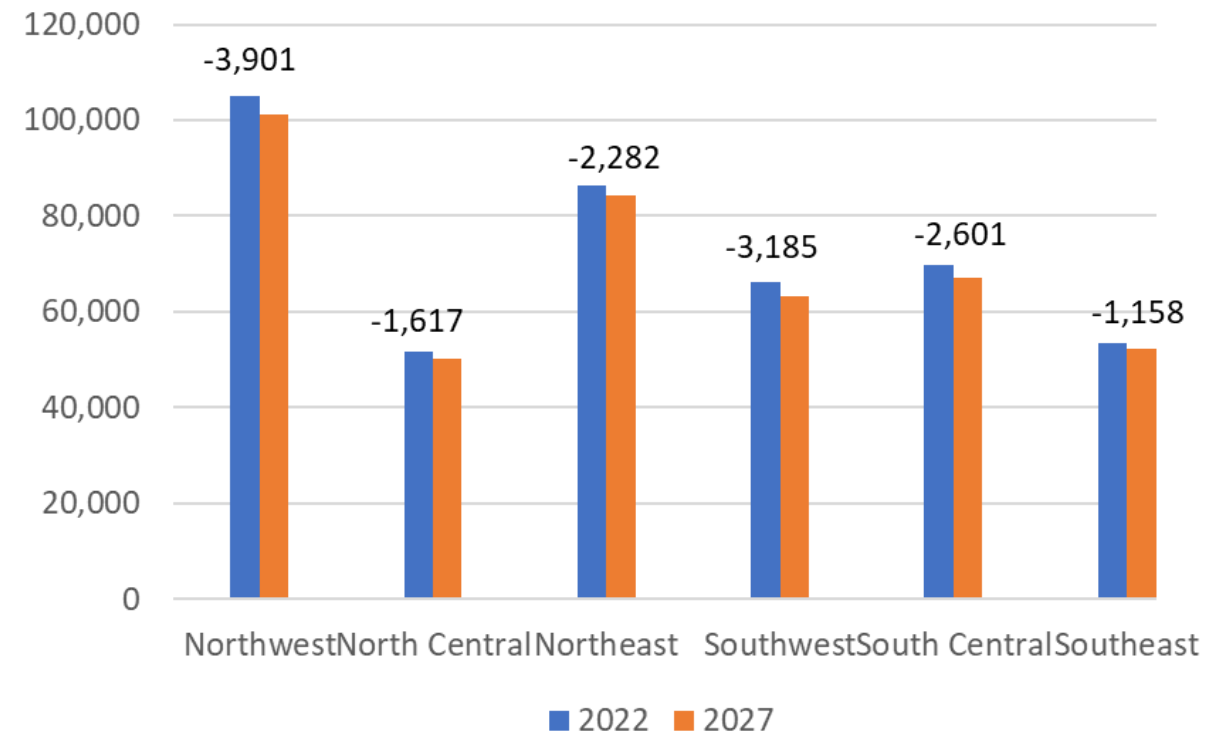
But if we instead divided the Nov. 23 Employed number by the Nov. 2019 (pre-pandemic) Labor Force number of 377,502, that would yield an unemployment rate of **6.7%**.

Stable or Aging with Decreasing Working Population

Lake County Sub-Regions Population Trends 2010-27



Population Age 18-64 by Sub-Region, 2022 and 2027



Why is our Labor Force Shrinking?

- Demographic pressures:
 - Slow/flat population growth
 - Aging population
- People leaving the workforce
- Other challenges:
 - Housing
 - Child Care





HOUSING

Lake County Housing Building Permits Low Since 2018

Below Projected 5-Year Household Growth

Average of 1,244 units per year countywide.

Lake County communities permitted more units in 2017 than in subsequent years or the prior two.

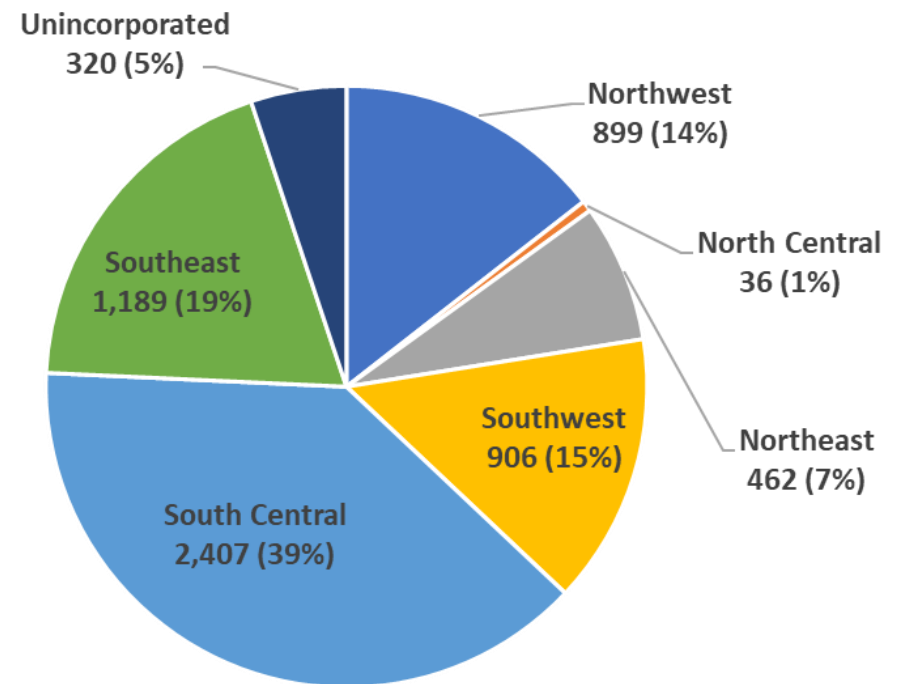
Single-family levels have remained typical, while fewer multi-family units have been permitted per year.

Greatest construction in South Central with significant number of multi-family units.

Compared to neighboring counties, spike in McHenry County in 2021, primarily single-family.

Kenosha County permitted notable numbers in 2019 and especially in 2021, attributed entirely to multi-family permits.

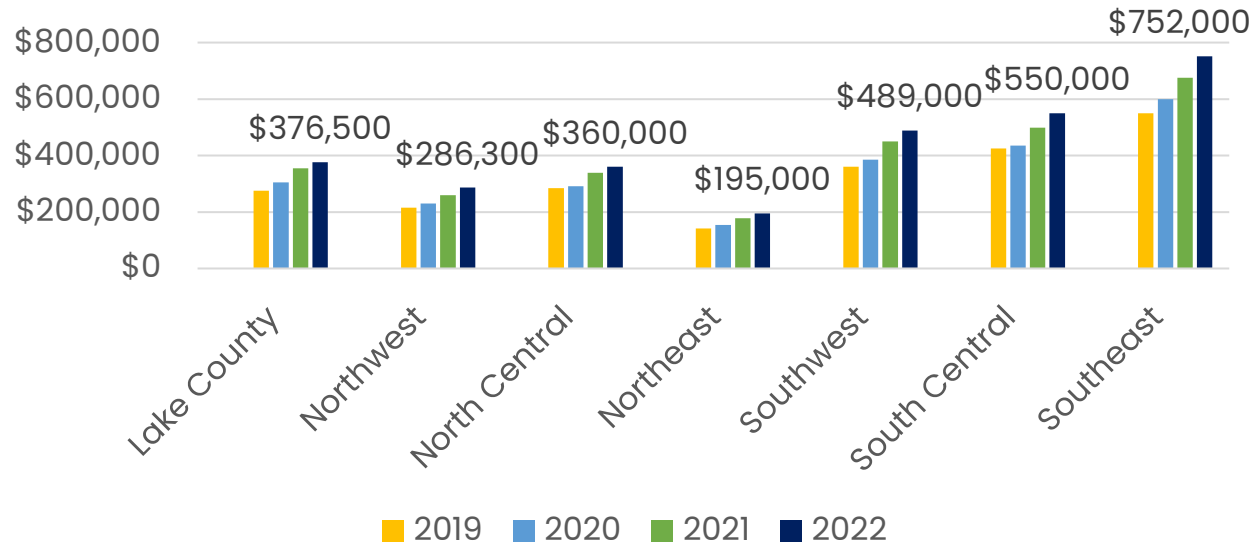
Housing Units Permitted by Sub-Region - 2018-2022



Supply Constraints Result in Price Appreciation Outpacing Income Growth

Single-Family Median Sales Price Rose 37% in 4 Years

Single-Family Detached Median Home Sales Prices
In Lake County and Sub-Regions, 2019 - 2022



Source: Midwest Real Estate Data

Exceeding Regional Income Growth

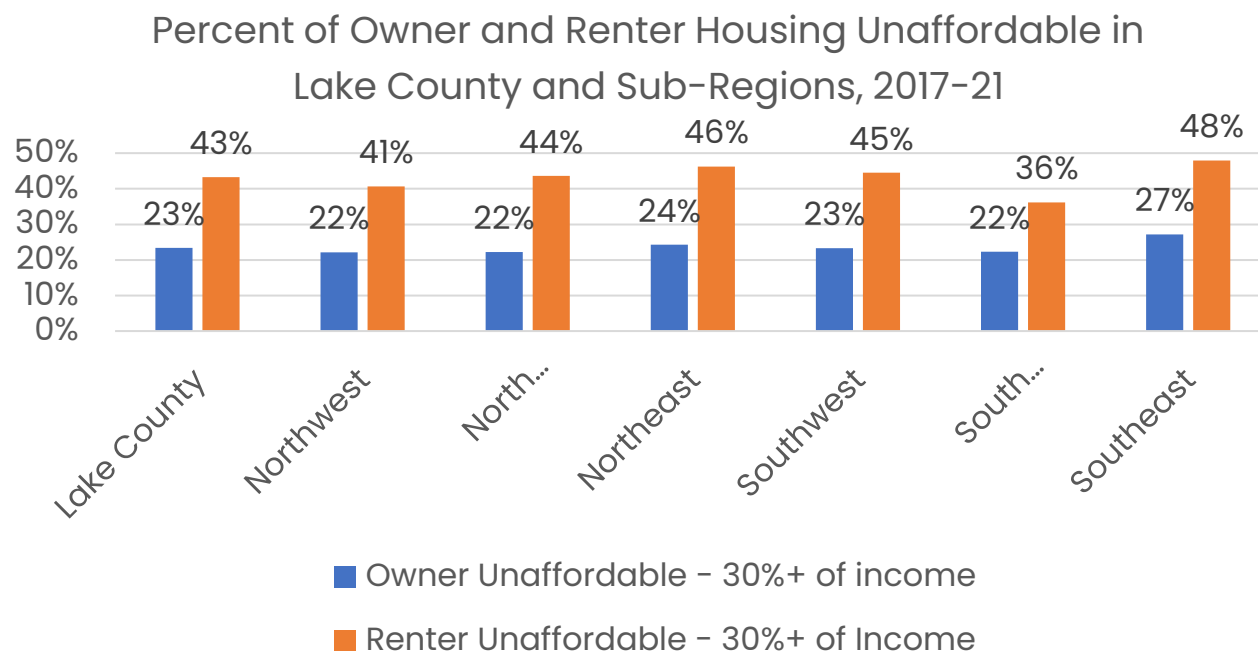
LAKE COUNTY MEDIAN INCOME AND SINGLE-FAMILY DETACHED
MEDIAN SALES PRICE, 2019-22

Year	4-Person HH Median Income	SFD Median Sales Price	Ratio of Sales Price to Median Income
2019	\$89,100	\$275,000	3.1
2020	\$91,000	\$305,000	3.4
2021	\$93,200	\$355,000	3.8
2022	\$104,200	\$376,500	3.6
% Change	16.9%	36.9%	

Source: Kretzmer Associates; IHDA; Midwest Real Estate Data

44,000 Owners & 29,000 Renters Live in Unaffordable Housing

Affordability for Renters and Owners



Source: U.S. Census American Community Survey

2-Bedroom Class A Rents Unaffordable

TWO-BEDROOM RENTS IN CLASS A APARTMENTS

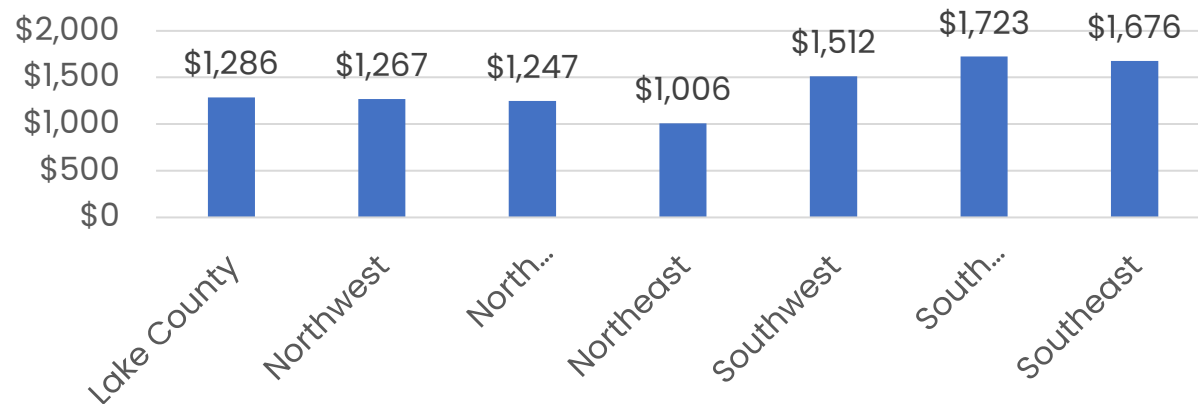
Sub-Region	Asking Range
North west	\$1,545
North Central	\$1,991-2,289
Northeast	\$1,455-1,520
South west	\$2,159-4,076
South Central	\$2,778-3,925
Southeast	\$2,400-4,040

Source: Kretchmer Associates based on on-line listings

Rents in South Lake County Prohibitively Expensive

Median Rent Exceeds What Low and Moderate-Income Workers Can Afford

Lake County and Sub-Regions - Median Gross Rent, 2017-21



Source: US Census, American Community Survey

What Can These Wage Earners Afford?

TYPICAL ANNUAL WAGES
LAKE COUNTY OCCUPATIONS

Occupation	Median Wage	Affordable Monthly Payment
Educational Instruction and Library	\$62,849	\$1,571
Preschool Teachers (exc. Special Ed)	\$30,903	\$773
Music Directors (in Education)	\$44,020	\$1,101
Emergency Medical Technicians	\$37,854	\$946
Pharmacy Technicians	\$38,117	\$953
Home Health and Personal Care Aides	\$31,499	\$787
Protective Services (Fire, Police, etc.)	\$64,668	\$1,617
Food Preparation and Serving	\$29,517	\$738
Sales and Related Occupations	\$37,694	\$942

Source: Illinois Department of Employment Security (IDES)

If current building pace continues, there will be a countywide shortage of 19,300 housing units by 2027:

11,400 market rate units

1,200 affordable senior units

6,700 affordable family units



1212 Larkin Apartments, Elgin (Developer: Full Circle Communities)

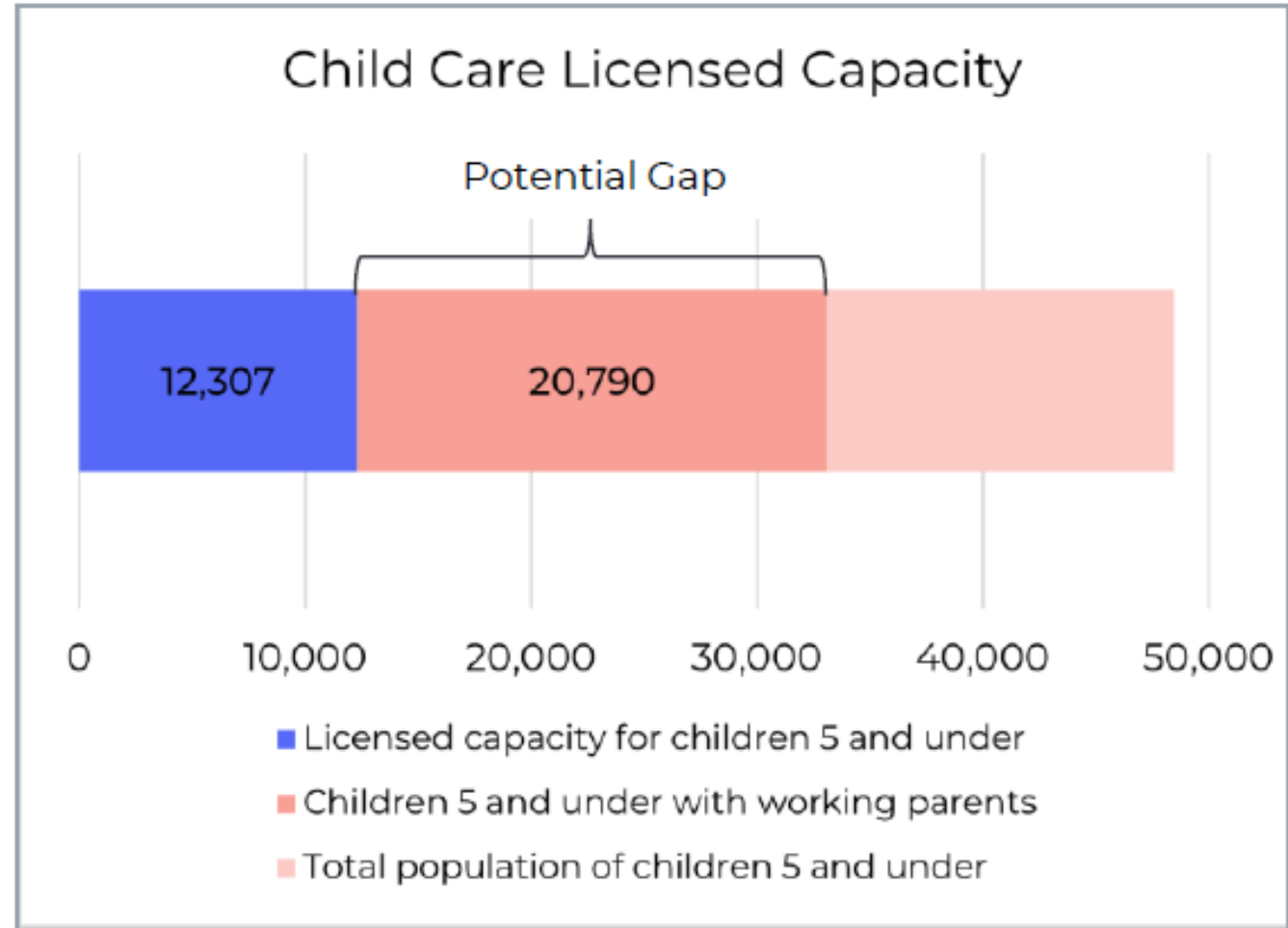


CHILD CARE

Licensed Care is Unavailable for Most

The current licensed child care capacity in Lake County could only serve:

- Approximately a quarter of children age 5 and under, and
- About 37% of those children in working families (i.e. children age 5 and under with one working parent in a one parent household, or two working parents in two person households).

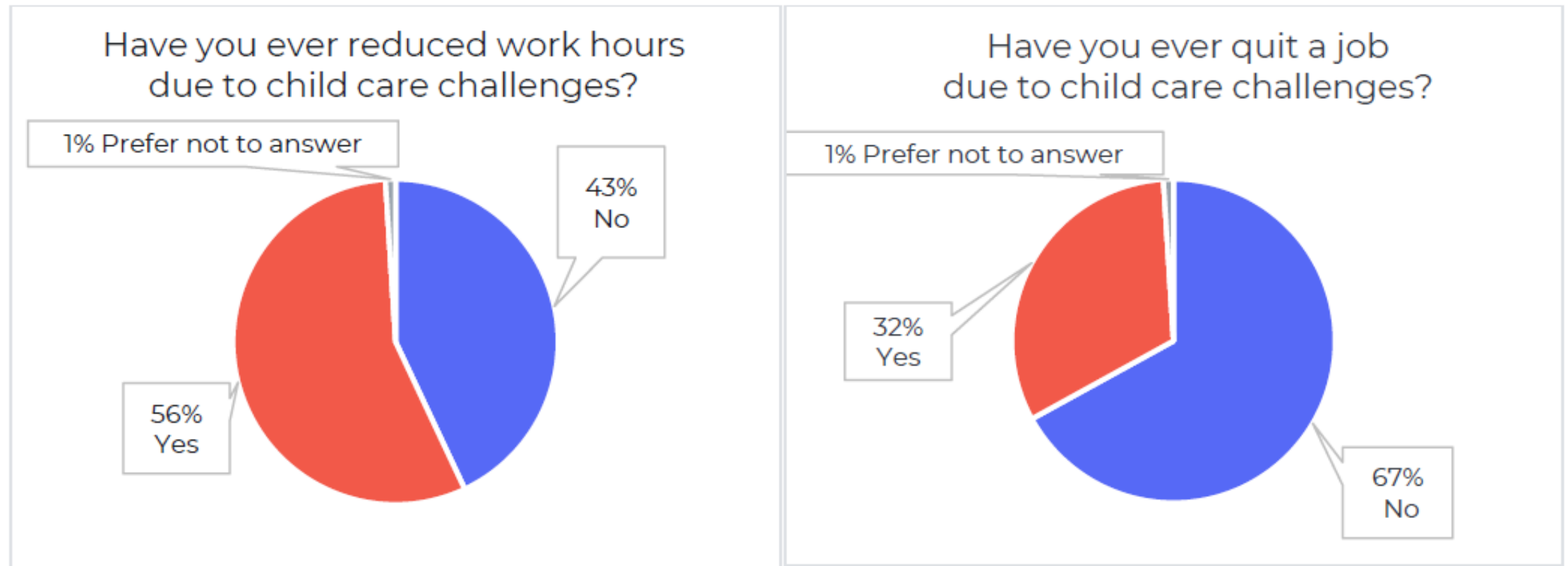


Lake County Families are Cost Burdened by Child Care

The U.S. Dept. of Health and Human Services advises that child care costs should not exceed 7% of a household's budget, but many Lake County families are spending more.

Age	Setting	Median Price for Care		% of Median Annual Household Income (\$92,564)
Infants and Toddlers	Licensed Child Care Center	\$60.06/day	\$15,615/year	16.8%
Preschoolers	Licensed Child Care Center	\$46.00/day	\$11,960/year	12.9%
Infants and Toddlers	Licensed Family Child Care Home	\$39.99/day	\$10,400/year	11.2%
Preschoolers	Licensed Family Child Care Home	\$33.90/day	\$8,814	9.5%

Child Care Challenges Keep People from Working



Source: Start Early Report Survey of Lake County Families

Other Key Findings Re: Child Care

- Only 5 of the 36 elementary school districts in Lake County have confirmed full-day preschool programs. Many parents reported that they cannot utilize the preschool program at their school district because it is only half day and does not fit their work schedule.
- None of the reporting school districts in Lake County offer before- and after-school care to preschool children as they often do for elementary school students. Therefore, even programs that do extend for a full school day, such as Preschool For All-Expansion programs, do not work for many families.
- Survey data indicated that 30% of families reported that child care for early morning, late evening, and weekend hours were among the hardest to find.

KEY TAKEAWAYS

The Lake County workforce is a key driver of our economic competitiveness. To maintain this critical advantage, we must:

Ensure Lake County is an attractive place for workers to live and WORK

Add housing, including a variety of price points and types

Address child care challenges to allow people to work, and to invest in tomorrow's workforce

Closing Remarks

The Lake County Workforce Ecosystem is a tool for employers and job seekers.

The Lake County Workforce Ecosystem engages businesses and industries with the workforce system and its partners. The partners in the Workforce Ecosystem include Workforce Development, the Job Center, Lake County Partners, the College of Lake County, Lake County High Schools Tech Campus, the University Center, City Municipalities, and various Not-for-Profit Organizations.



Contact Information

Lake County Workforce Development

Lakecountyjobcenter.com

1 N Genesee St. Waukegan, IL 60085

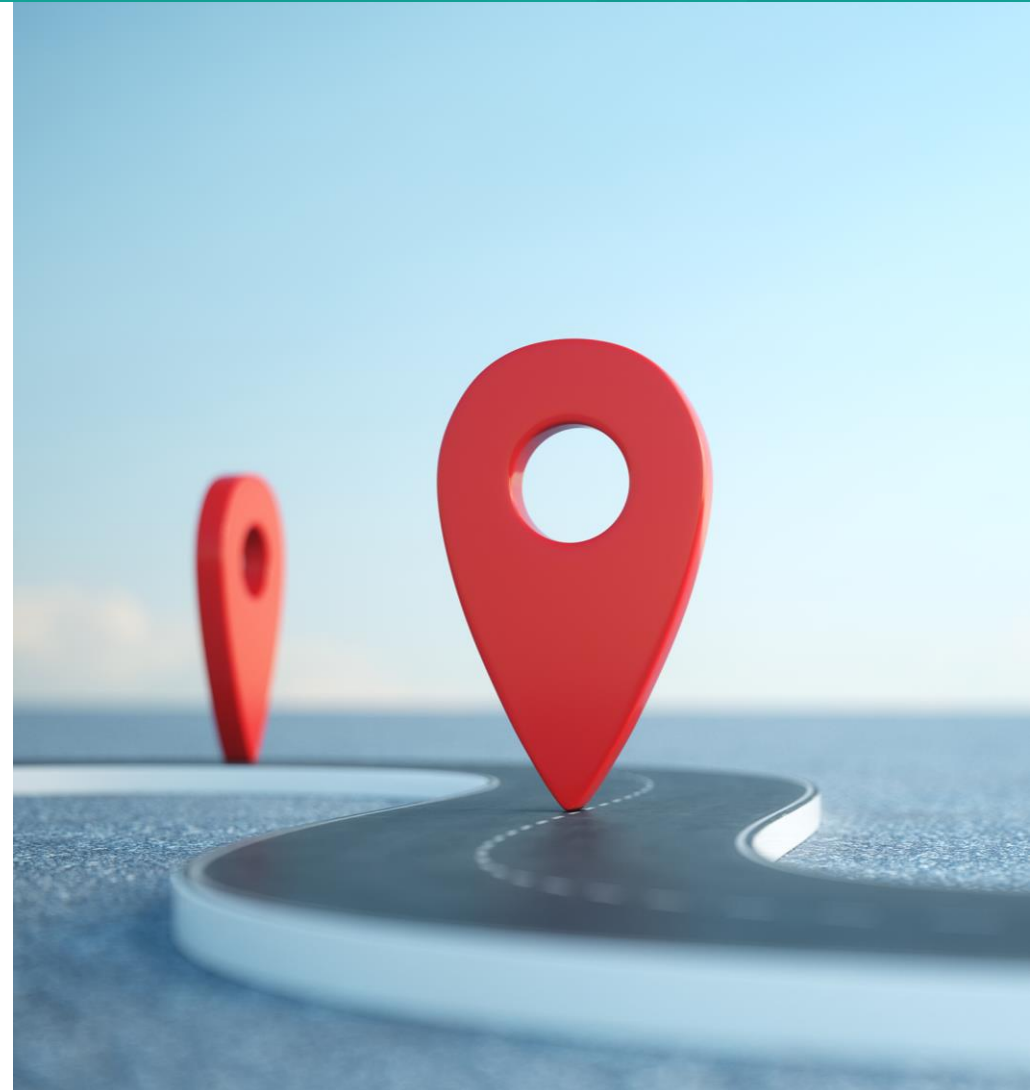
847-377-3450

Lake County Partners

Lakecountypartners.com

One Overlook Point Suite 280 Lincolnshire, IL 60069

847-597-1220



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Like, subscribe, or follow us on social media to stay up to date on job search advice, resources, and job openings.

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@JobCenterofLakeCountyIL



Questions

Please put any questions you have for our presenters in the chat box.

Thank you!

