

CHAPTER 1

A. Regional Plans

1. How were all partners involved in providing, analyzing, and agreeing on supply and demand data and targeted sectors/industries/occupations/skills?
All core partners and all required partners participated in a series of meetings, telephone conference calls, and the summit to compile and review data, evaluate resources, and identify the key region targeted sectors.
2. How is the region changing in terms of population demographic, labor supply and occupational demand

Population 2000-2014

	Population (2014*)	Population (2000)	Population Change (2000- 2014*)	Population Percent Change (2000- 2014*)
Bureau County, IL	34,361	35,503	-1,142	-3.2%
Carroll County, IL	15,027	16,674	-1,647	-9.9%
Henry County, IL	50,031	51,020	-989	-1.9%
Jo Daviess County, IL	22,427	22,289	138	0.6%
LaSalle County, IL	112,698	111,509	1,189	1.1%
Lee County, IL	35,248	36,062	-814	-2.3%
Mercer County, IL	16,204	16,957	-753	-4.4%
Putnam County, IL	5,895	6,086	-191	-3.1%
Rock Island County, IL	146,964	149,374	-2,410	-1.6%
Whiteside County, IL	57,680	60,653	-2,973	-4.9%
Northwest IL Region Total	496,535	506,127	-9,592	-1.9%
U.S.	314,107,084	281,421,906	32,685,178	11.6%

* The data in this table are calculated by ACS using annual surveys conducted during 2010-2014 and are representative of average characteristics during this period.

Between 2000 and 2014, the general population in the Northwest IL Region declined by 1.9 percent from 506,127 to 496,535, whereas, the U.S. population increased by 11.6 percent. Only two counties in the region, LaSalle County and Jo Daviess County, increased in population during this time (1.1 percent and 0.6 percent, respectively). Carroll County had the most dramatic decrease in population during this time period with a 9.9 percent decrease in overall population. Whiteside County followed with a 4.9 percent decrease, Mercer County showed a 4.4 percent decrease, and Bureau County lost 3.2 percent of its population in that time period.

Age Distribution and Change, 2000-2014*

	2000	2014*
Total Population	506,127	496,535
Under 18	124,134	110,326
18-34	102,265	97,821
35-44	78,350	58,190
45-64	119,976	141,859
65 and over	81,402	88,339
Percent of Total		
Under 18	24.5%	22.2%
18-34	20.2%	19.7%
35-44	15.5%	11.7%
45-64	23.7%	28.6%
65 and over	16.1%	17.8%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Source: Headwaters Economics, 2016

The population decline is striking age cohorts in the Northwest Illinois Region in a disproportionate manner. The 65 and over population and the age cohort consisting of 45 to 64 year olds have both grown significantly between 2000 and 2014. However, the number of individuals in the 35 to 44 age range decreased by over 20,000 between 2000 and 2014. This is a prime age range for the workforce and shows that there has been substantial outmigration from the Northwest IL Region. A corresponding decrease in the “Under 18” cohort shows that individuals in the 35 to 44 age range are taking their families and moving out of the area. The number of individuals within the 18 to 34 age range has decreased, as well.

This age re-distribution cycle will have a dramatic impact on workforce in the Northwest Illinois Region for years to come. A growing portion of the population is reaching retirement age and their replacements are not there to take over their positions. More importantly, businesses and industries will need to retain older workers or be prepared to train replacements that might be older and less amenable to developing critical technological skills that will be needed in the 21st century workplace. It also suggests an urgent need to make linkages and communicate opportunities to younger residents in the area to keep them in the area and in the local workforce.

State/County	2010 Census	Projections 2015	Projections 2020	Projections 2025	% Change in Population, 2010 to 2025
Illinois	12,830,632	12,978,800	13,129,233	13,263,662	3.4%
Bureau	34,978	34,251	33,682	33,144	-5.2%
Carroll	15,387	14,735	14,169	13,601	-11.6%
Henry	50,486	49,243	48,234	47,250	-6.4%
Jo Daviess	22,678	22,408	22,138	21,805	-3.8%
LaSalle	113,924	112,881	112,417	112,034	-1.7%
Lee	36,031	35,972	36,065	36,119	0.2%
Mercer	16,434	16,144	15,897	15,652	-4.8%
Putnam	6,006	6,003	5,998	5,977	-0.5%
Rock Island	147,546	145,010	143,037	141,317	-4.2%
Whiteside	58,498	56,691	55,267	53,922	-7.8%
Northwest IL Region	501,968	493,338	486,904	480,821	-4.2%

Source: Illinois Department of Public Health, 2015

Looking forward, the Northwest Illinois Region is typified by projected population loss through 2025. Based on Illinois Department of Public Health population projections using the 2010 Census as the baseline, the population of Illinois is expected to increase 3.4 percent through 2025 to 13,263,662. Conversely, the population of the Northwest Illinois Region is expected to decrease 4.2 percent in the same time period, dropping from 501,968 residents identified in the 2010 Census to 480,821 in 2025. This represents a loss of over 20,000 residents within a span of 15 years.

Some counties in the region are projected to experience larger population losses with Carroll County's population projected to decrease almost 12 percent between 2010 and 2025, followed by Whiteside County with a 7.8 percent population decline, and Henry County with a 6.4 percent decline. The only county that is projected to increase in population is Lee County and that increase is only 0.2 percent. Rock Island County, the largest and most urbanized county within the region is expected to lose nearly 6,000 residents during this time period.

The Thompson Prison changes may change some of projected population declines. If the prison is brought to capacity, up to 11,000 employees may be needed. The existing housing stock in Whiteside and Carroll counties will not be sufficient to meet projected needs, so there may also be growth in construction.

Population by Race, Percent of Total 2014

	White alone	Black or African American alone	American Indian alone	Asian alone	Native Hawaiian & Other Pacific Is. alone	Some other race alone	Two or more races
Bureau County, IL	95.4%	0.6%	0.2%	0.7%	0.0%	1.8%	1.1%
Carroll County, IL	96.1%	1.2%	0.1%	0.4%	0.0%	0.7%	1.4%
Henry County, IL	93.9%	1.6%	0.2%	0.4%	0.0%	1.7%	2.3%
Jo Daviess County, IL	97.8%	0.3%	0.2%	0.4%	0.0%	0.2%	1.1%
LaSalle County, IL	94.6%	2.1%	0.2%	0.6%	0.0%	1.0%	1.5%
Lee County, IL	91.7%	4.7%	0.1%	0.7%	0.3%	0.9%	1.6%
Mercer County, IL	97.4%	0.4%	0.1%	0.3%	0.0%	1.0%	0.8%
Putnam County, IL	97.2%	0.1%	0.0%	0.3%	0.0%	0.8%	1.6%
Rock Island County, IL	81.9%	9.5%	0.3%	1.9%	0.0%	3.3%	3.0%
Whiteside County, IL	92.2%	1.4%	0.3%	0.5%	0.2%	3.2%	2.1%
Northwest IL Region	90.7%	4.1%	0.2%	0.9%	0.1%	2.0%	2.0%
U.S.	73.8%	12.6%	0.8%	5.0%	0.2%	4.7%	2.9%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

The population of the Northwest IL Region area is significantly White with pockets of diversity in Rock Island County and to a lesser extent, Lee County. For the entire Northwest Illinois Region, the population is 90.7 percent White, 4.1 percent African American, 0.2 percent American Indian, 0.9 percent Asian, 0.1 percent Native Hawaiian or other Pacific Islander, 2.0 percent some other race, and 2.0 percent two or more races.

Hispanic Population Vs. Non-Hispanic Population, 2014

	Total Population	Hispanic or Latino (of any race)	Not Hispanic or Latino	White alone	Black or African American alone	American Indian alone	Asian alone	Native Hawaiian & Oth. Pacific Is. alone	Some other race	Two or more races
Bureau County, IL	34,361	2,805	31,556	30,705	220	78	242	0	11	300
Carroll County, IL	15,027	474	14,553	14,156	163	15	63	2	0	154
Henry County, IL	50,031	2,554	47,477	45,662	764	83	181	0	103	684
Jo Daviess County, IL	22,427	659	21,768	21,338	65	39	95	3	0	228
LaSalle County, IL	112,698	9,569	103,129	98,659	2,280	179	704	2	8	1,297
Lee County, IL	35,248	1,910	33,338	30,886	1,624	36	236	103	29	424
Mercer County, IL	16,204	327	15,877	15,623	69	13	47	0	0	125
Putnam County, IL	5,895	273	5,622	5,506	4	0	18	0	0	94
Rock Island County, IL	146,964	17,686	129,278	109,637	13,371	245	2,736	39	158	3,092
Whiteside County, IL	57,680	6,606	51,074	49,210	749	123	264	107	69	552
Northwest IL Region	496,535	42,863	453,672	421,382	19,309	811	4,586	256	378	6,950
U.S.	314,107,084	53,070,096	261,036,988	197,159,492	38,460,598	2,082,768	15,536,209	493,155	611,881	6,692,885

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

In terms of raw numbers, the Hispanic population within the region is 42,863. Rock Island County has the largest Hispanic population with 17,686 residents and is followed by LaSalle County with 9,569 and Whiteside County with 6,606. The second largest group is African American with 19,309 residents in the Northwest Illinois Region. Rock Island County is home to almost 70 percent of the African American population in the region with other somewhat significant populations in LaSalle and Lee Counties. Almost 60 percent of the region's Asian population is also concentrated in Rock Island County with refugees from Myanmar accounting for much of this growth. Other significant refugee / immigrant populations residing in Rock Island County come from East African countries, particularly Togo, and the war-torn regions within the Central African Republic, Burundi, and the Democratic Republic of Congo. Individuals identifying as "two or more races" are concentrated in Rock Island County and, to a lesser extent LaSalle County.

Hispanic Population, Percent of Total 2014

	Hispanic or Latino (of any race)	Not Hispanic or Latino	White alone	Black or African American alone	American Indian alone	Asian alone	Native Hawaiian & Oth. Pacific Is. alone	Some other race	Two or more races
Bureau County, IL	8.2%	91.8%	89.4%	0.6%	0.2%	0.7%	0.0%	0.0%	0.9%
Carroll County, IL	3.2%	96.8%	94.2%	1.1%	0.1%	0.4%	0.0%	0.0%	1.0%
Henry County, IL	5.1%	94.9%	91.3%	1.5%	0.2%	0.4%	0.0%	0.2%	1.4%
Jo Daviess County, IL	2.9%	97.1%	95.1%	0.3%	0.2%	0.4%	0.0%	0.0%	1.0%
LaSalle County, IL	8.5%	91.5%	87.5%	2.0%	0.2%	0.6%	0.0%	0.0%	1.2%
Lee County, IL	5.4%	94.6%	87.6%	4.6%	0.1%	0.7%	0.3%	0.1%	1.2%
Mercer County, IL	2.0%	98.0%	96.4%	0.4%	0.1%	0.3%	0.0%	0.0%	0.8%
Putnam County, IL	4.6%	95.4%	93.4%	0.1%	0.0%	0.3%	0.0%	0.0%	1.6%
Rock Island County, IL	12.0%	88.0%	74.6%	9.1%	0.2%	1.9%	0.0%	0.1%	2.1%
Whiteside County, IL	11.5%	88.5%	85.3%	1.3%	0.2%	0.5%	0.2%	0.1%	1.0%
Northwest IL Region	8.6%	91.4%	84.9%	3.9%	0.2%	0.9%	0.1%	0.1%	1.4%
U.S.	16.9%	83.1%	62.8%	12.2%	0.7%	4.9%	0.2%	0.2%	2.1%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Over the past decade, the Hispanic population has growth throughout the region. Currently, Hispanics make up 8.6 percent of the Northwest Illinois Region’s population (42,863), whereas, Hispanics make up 16.9 percent of the total U.S. population. Rock Island County and Whiteside County have the largest percentages of Hispanics within their county populations (12.0 percent and 11.5 percent, respectively). Mercer County with a Hispanic population at 2.0 percent of the total county population and Jo Daviess County with a Hispanic population at 2.9 percent of the total population have the smallest Hispanic population percentages.

Some smaller communities within the region including Sterling, Rock Falls, and Kewanee, have also seen significant growth in their Hispanic populations over the past decade.

Racial/Ethnic Population Change: 2000-2014

	White			Black			American Indian & Alaska Native			Asian		
	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014
Bureau County	34,365	32,784	-4.6%	116	220	89.7%	61	83	36.1%	182	247	35.7%
Carroll County	16,164	14,447	-10.6%	91	177	94.5%	40	15	-62.5%	68	63	-7.4%
Henry County	49,077	48,895	-0.4%	583	794	36.2%	52	83	59.6%	127	196	54.3%
Jo Daviess County	21,991	21,926	-0.3%	44	65	47.7%	23	39	69.6%	36	95	163.9%
La Salle County	105,896	106,603	0.7%	1,723	2,391	38.8%	191	250	30.9%	598	706	18.1%
Lee County	33,422	32,338	-3.2%	1,772	1,667	-5.9%	41	36	-12.2%	202	236	16.8%
Mercer County	16,680	15,785	-5.4%	50	69	38.0%	21	15	-28.6%	29	47	62.1%
Putnam County	5,941	5,730	-3.6%	38	4	-89.5%	21	-	-100.0%	16	18	12.5%
Rock Island County	127,742	120,355	-5.8%	11,260	13,988	24.2%	410	461	12.4%	1,524	2,736	79.5%
Whiteside County	56,294	53,197	-5.5%	616	829	34.6%	158	177	12.0%	254	314	23.6%
Northwest IL Region	467,572	452,060	-3.3%	16,293	20,204	24.0%	1,018	1,159	13.9%	3,036	4,658	53.4%

Source: U.S. Census, American Community Survey, 2014.

Racially and ethnically, the Northwest Illinois Region has become more diverse between 2000 and 2014, while simultaneously declining in overall population. The White population in the region has declined as a percentage of the population and in real numeric totals. Overall for the region, the White population declined by 3.3 percent between 2000 and 2014 with the steepest decline being in Carroll County (-10.6 percent) followed by Rock Island County (-5.8 percent). Only La Salle County registered an increase in its White population, with a 0.7 percent growth during this time period.

The Black or African American population in the region grew by 24 percent, with the largest jumps being registered in Carroll County (94.5 percent increase) and Bureau County (89.7 percent increase). The Black population in Lee County decreased by 5.9 percent and in Putnam County, it decreased by 89.5 percent. In regards to Putnam County, the Black population was small to begin with so the movement of a number of individuals magnifies the percentage change substantially.

Likewise, the American Indian and Alaska Native population was small in 2000 and remained small in 2014, but still registered growth of 13.9 percent. Jo Daviess County had the largest jump in American Indians and Alaska Natives with a 69.6 percent increase. Putnam County's American Indian and Native Alaskan

population ceased to exist during this time period. Again, the numbers in Putnam County were extremely small to begin with so the 100 percent decline in this population should be viewed with caution.

The Asian population in the region grew 53.4 percent between 2000 and 2014 with the highest rates being in Jo Daviess County (163.9 percent increase), Rock Island County (79.5 percent increase), and Mercer County (62.1 percent increase). The only county in the region that saw declining numbers of Asians was Carroll County where the Asian population decreased 7.4 percent between 2000 and 2014. However, this represents only 5 individuals.

Racial/Ethnic Population Change: 2000-2014 continued

	Native Hawaiian & Other Pacific Islander			Some Other Race			Two or More Races			Hispanic		
	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014	2000	2014	% Growth 2000-2014
Bureau County	10	4	-60.0%	455	629	38.2%	314	394	25.5%	1,732	2,805	62.0%
Carroll County	5	2	-60.0%	136	110	-19.1%	170	213	25.3%	340	474	39.4%
Henry County	6	7	16.7%	669	842	25.9%	506	1,136	124.5%	1,467	2,554	74.1%
Jo Daviess County	1	6	500.0%	75	41	-45.3%	119	255	114.3%	342	659	92.7%
La Salle County	26	2	-92.3%	1,908	1,081	-43.3%	1,167	1,665	42.7%	5,791	9,569	65.2%
Lee County	8	103	1187.5%	277	311	12.3%	340	563	65.6%	1,147	1,910	66.5%
Mercer County	1	0	-100.0%	60	156	160.0%	116	132	13.8%	216	327	51.4%
Putnam County	0	0	0.0%	38	49	28.9%	32	94	193.8%	171	273	59.6%
Rock Island County	45	39	-13.3%	5,612	4,913	-12.5%	2,781	4,472	60.8%	12,791	17,686	38.3%
Whiteside County	4	122	2950.0%	2,471	1,825	-26.1%	856	1,216	42.1%	5,347	6,606	23.5%
Northwest IL Region	106	285	168.9%	11,701	9,957	-14.9%	6,401	10,140	58.4%	29,344	42,863	46.1%

Source: U.S. Census, American Community Survey, 2014.

The Native Hawaiian and Pacific Islander population grew by 168.9 percent in the Northwest Illinois Region, the largest percentage growth of any ethnic or racial group in the region. However, the numbers are very small and the high percentage growth is attributed to the movement of just a few individuals. Of particular interest are the counties of Whiteside and Lee where there were substantial jumps in individuals in this category. Whiteside County saw a 2,950 percent increase in Native Hawaiians and Pacific Islanders with the population jumping from 4 in 2000 to 122 in 2014. Likewise, Lee County's Native Hawaiian and Pacific Islander population increased from 8 individuals to 103 individuals, a 1,187.5 percent increase between 2000 and 2014.

The category, “Some Other Race” experienced a general decline over the period of 2000 to 2014. According to the statistics, there were 14.9 percent fewer individuals identifying themselves as “Some Other Race” in 2014 than in 2000. There were pockets of growth in Mercer County (160 percent increase), Bureau County (38.2 percent increase), Putnam County (28.9 percent increase), and Henry County (25.9 percent increase). Part of the reason for the decline could be more individuals self-identifying in the category “Two or More Races”.

Between 2000 and 2014, the population in the “Two or More Races” category increased by 58.4 percent in the region. In fact, all counties experienced population growth in this category with counties such as Putnam, Henry, and Jo Daviess experiencing the highest percentage growth.

The Hispanic population, which includes all racial categories, grew substantially across the region and within each county over the 14 year period. For the entire region, the Hispanic population increased 46.1 percent during this time period. Jo Daviess County’s Hispanic population grew 92.7 percent and Henry County’s Hispanic population grew 74.1 percent. Whiteside County’s 23.5 percent increase represents the smaller percentage increase of all of the counties but Whiteside County also had a significant Hispanic population present in 2000.

Educational Attainment, 2014*

	Total Population 25 yrs or older	No high school degree	High school graduate	Associates degree	Bachelor's degree or higher	Bachelor's degree	Graduate or professional
Bureau County, IL	24,131	2,358	21,773	2,013	4,222	2,675	1,547
Carroll County, IL	10,958	1,155	9,803	923	1,702	1,154	548
Henry County, IL	34,499	3,749	30,750	3,562	6,765	4,548	2,217
Jo Daviess County, IL	16,482	1,372	15,110	1,283	3,870	2,541	1,329
LaSalle County, IL	77,826	8,883	68,943	7,092	12,671	8,600	4,071
Lee County, IL	24,960	2,966	21,994	2,235	4,127	2,735	1,392
Mercer County, IL	11,439	1,093	10,346	1,009	1,777	1,156	621
Putnam County, IL	4,213	442	3,771	487	578	384	194
Rock Island County, IL	100,772	12,280	88,492	9,360	21,826	14,496	7,330
Whiteside County, IL	39,881	4,899	34,982	4,023	6,609	4,199	2,410
Northwest IL Region	345,161	39,197	305,964	31,987	64,147	42,488	21,659
U.S.	209,056,129	28,587,748	180,468,381	16,580,076	61,206,147	38,184,668	23,021,479

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Of the 345,161 residents in the Northwest Illinois Region over the age of 25, 64,147 have attained a Bachelor’s degree or higher. With largest total county populations in the region, Rock Island and LaSalle Counties have the largest numbers of residents who have attained these degrees. In the region, 31,987

residents have attained Associates degrees with Rock Island and LaSalle Counties having the largest concentrations. However, both Whiteside Counties and Henry Counties have significant concentrations as well due to the presence of Sauk Valley Community College and Black Hawk College (East Campus) within those counties. In the region, almost the same number of residents have Bachelor’s degrees as do residents who have not finished High School.

Educational Attainment, Percent of Total 2014

	No high school degree	High school graduate	Associates degree	Bachelor's degree or higher	Bachelor's degree	Graduate or professional
Bureau County, IL	9.8%	90.2%	8.3%	17.5%	11.1%	6.4%
Carroll County, IL	10.5%	89.5%	8.4%	15.5%	10.5%	5.0%
Henry County, IL	10.9%	89.1%	10.3%	19.6%	13.2%	6.4%
Jo Daviess County, IL	8.3%	91.7%	7.8%	23.5%	15.4%	8.1%
LaSalle County, IL	11.4%	88.6%	9.1%	16.3%	11.1%	5.2%
Lee County, IL	11.9%	88.1%	9.0%	16.5%	11.0%	5.6%
Mercer County, IL	9.6%	90.4%	8.8%	15.5%	10.1%	5.4%
Putnam County, IL	10.5%	89.5%	11.6%	13.7%	9.1%	4.6%
Rock Island County, IL	12.2%	87.8%	9.3%	21.7%	14.4%	7.3%
Whiteside County, IL	12.3%	87.7%	10.1%	16.6%	10.5%	6.0%
Northwest IL Region	11.4%	88.6%	9.3%	18.6%	12.3%	6.3%
U.S.	13.7%	86.3%	7.9%	29.3%	18.3%	11.0%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

When reviewing educational attainment figures based on percentages, the Northwest Illinois Region is below the national average for Bachelor’s degree and Graduate/Professional degree attainment. While 29.3% of the U.S. population has attained at least a Bachelor’s degree, within the Northwest Illinois Region that figure is 18.6 percent. However, the High School graduate rate in the region exceeds the national average of 86.3 percent with every county in the region surpassing the U.S. High School graduation rate. Additionally, Northwest Illinois Region’s Associates degree attainment rate is higher than the national average of 7.9 percent.

Within the region, Jo Daviess County has the highest proportion of High School, Bachelor’s degree, and Graduate or Professional School graduates. Putnam County has the highest percentage of residents who have attained Associates degrees but the lowest percentage of residents with either a Bachelor’s or Graduate degree.

Household Income and Income Distribution, 2014*

	Bureau County, IL	Carroll County, IL	Henry County, IL	Jo Daviess County, IL	LaSalle County, IL	Lee County, IL	Mercer County, IL	Putnam County, IL	Rock Island County, IL	Whiteside County, IL	Northwest IL Region	U.S.
Per Capita Income (2014 \$s)	\$26,587	\$26,918	\$26,845	\$29,477	\$25,668	\$24,943	\$26,739	\$28,158	\$26,257	\$24,815	na	\$28,555
Median Household Income^ (2014 \$s)	\$49,921	\$49,629	\$52,518	\$52,065	\$51,232	\$52,004	\$51,259	\$55,360	\$48,226	\$48,343	na	\$53,482
Total Households	14,111	6,531	20,237	9,555	43,891	13,468	6,662	2,427	60,367	23,328	200,577	116,211,092
Less than \$10,000	5.2%	5.8%	5.6%	5.5%	6.7%	5.9%	5.1%	3.1%	7.6%	5.8%	6.4%	7.2%
\$10,000 to \$14,999	5.4%	6.6%	4.9%	5.1%	6.1%	5.5%	4.3%	3.4%	5.3%	4.7%	5.3%	5.3%
\$15,000 to \$24,999	13.7%	11.0%	10.4%	10.3%	11.0%	10.2%	10.8%	14.0%	11.4%	12.7%	11.4%	10.7%
\$25,000 to \$34,999	11.1%	12.3%	11.0%	11.2%	10.3%	12.0%	9.3%	9.1%	11.7%	12.5%	11.3%	10.2%
\$35,000 to \$49,999	14.7%	14.7%	15.4%	15.4%	14.9%	14.7%	19.3%	15.7%	15.9%	15.8%	15.5%	13.5%
\$50,000 to \$74,999	20.3%	20.7%	21.5%	19.1%	19.9%	21.1%	20.5%	18.7%	20.0%	20.6%	20.3%	17.8%
\$75,000 to \$99,999	13.1%	12.7%	12.2%	14.9%	12.9%	14.1%	14.1%	15.5%	11.7%	13.5%	12.8%	12.2%
\$100,000 to \$149,999	11.5%	12.0%	13.4%	11.9%	13.3%	10.8%	12.4%	14.4%	10.8%	10.0%	11.7%	13.0%
\$150,000 to \$199,999	2.6%	2.0%	3.3%	4.0%	2.9%	3.2%	1.7%	2.2%	3.0%	3.1%	3.0%	5.0%
\$200,000 or more	2.4%	2.3%	2.2%	2.7%	2.1%	2.4%	2.4%	3.7%	2.7%	1.4%	2.3%	5.0%

* The data in this table are calculated by ACS using annual surveys conducted during 2010-2014 and are representative of average characteristics during this period.

Jo Daviess County has the highest Per Capita Income within the region at \$29,477, and it is the only county in the region that exceeds the U.S. average of \$28,565. Putnam County comes in second in the region at \$28,158. Whiteside County has the lowest Per Capita Income at \$24,815. In regards to Median Household Income, Putnam County has the highest figure in the region, \$55,360. The lowest Median Household Income figure is in Rock Island County at \$48,226.

In terms of income distribution, the \$50,000 to \$74,999 income range contains the largest percentage of residents both regionally and nationally. Within the region, income distribution is concentrated in the middle with U.S. having larger percentages in the bottom income levels and in the higher income levels. Rock Island and LaSalle Counties, both more urbanized areas than the region as a whole, have larger percentages of residents making less than \$10,000 per year than the rest of the region.

Poverty, 2014*

	Bureau County, IL	Carroll County, IL	Henry County, IL	Jo Daviess County, IL	LaSalle County, IL	Lee County, IL	Mercer County, IL	Putnam County, IL	Rock Island County, IL	Whiteside County, IL	Northwest IL Region	U.S.
People	33,828	14,764	49,107	22,183	109,636	32,536	15,965	5,889	142,124	56,483	482,515	306,226,394
Families	9,348	4,258	13,600	6,401	29,108	8,921	4,723	1,662	37,351	15,490	130,862	76,958,064
People Below Poverty	4,069	1,940	5,299	1,988	14,175	3,501	1,736	616	20,658	6,745	60,727	47,755,606
Families below poverty	892	397	1,097	336	2,888	692	430	119	3,970	1,263	12,084	8,824,660
Percent of Total												
People Below Poverty	12.0%	13.1%	10.8%	9.0%	12.9%	10.8%	10.9%	10.5%	14.5%	11.9%	12.6%	15.6%
Families below poverty	9.5%	9.3%	8.1%	5.2%	9.9%	7.8%	9.1%	7.2%	10.6%	8.2%	9.2%	11.5%

* The data in this table are calculated by ACS using annual surveys conducted during 2010-2014 and are representative of average characteristics during this period.

For the U.S., 15.6 percent of the population is classified as living below the poverty level and 11.5 percent of families live below the poverty level. In comparison, 12.6 percent of the residents in the Northwest Illinois Region live below the poverty level while 9.2 percent of the 130,862 families in the Northwest Region live below the poverty line.

Rock Island County has 14.5 percent of its total population and 10.6 percent of its families living below the poverty level, the highest rates in the region. The lowest poverty rates for individuals and families exists in Jo Daviess County where 9.0 percent of individuals and 5.2 percent of families reside below poverty levels.

Employment by Industry, 2014*

	Civilian employed population > 16 years	Ag, forestry, fishing & hunting, mining	Const.	Mfg.	Wholesale trade	Retail trade	Transp., warehousing, and utilities	Info.	Finance and insurance, and real estate	Prof, scientific, mgmt, admin, & waste mgmt	Education, health care, & social assistance	Arts, entertain., rec., accomodation, & food	Other services, except public admin	Public admin
Bureau County, IL	16,231	1,024	1,143	2,427	610	2,520	1,053	186	717	785	3,203	1,270	758	535
Carroll County, IL	7,013	564	435	1,460	190	802	390	90	344	377	1,446	376	320	219
Henry County, IL	23,572	855	1,765	4,210	758	2,683	1,557	384	1,150	1,507	4,941	1,598	1,083	1,081
Jo Daviess County, IL	11,179	515	767	1,546	209	1,310	836	251	632	710	2,231	1,114	675	383
LaSalle County, IL	51,263	1,813	3,149	7,302	1,376	7,556	3,501	681	2,354	3,596	10,671	4,539	2,743	1,982
Lee County, IL	15,893	471	761	2,852	502	1,582	1,023	207	748	1,001	4,083	1,418	573	672
Mercer County, IL	7,632	481	639	1,352	188	811	518	150	376	412	1,563	533	345	264
Putnam County, IL	2,707	125	187	466	136	397	245	42	119	153	495	160	62	120
Rock Island County, IL	67,927	771	3,533	12,492	1,782	7,828	4,118	1,454	2,733	5,662	15,256	5,956	3,295	3,047
Whiteside County, IL	26,434	750	1,287	5,361	497	3,832	1,307	241	1,169	1,622	6,240	1,785	1,371	972
Northwest IL Region	229,851	7,369	13,666	39,468	6,248	29,321	14,548	3,686	10,342	15,825	50,129	18,749	11,225	9,275
U.S.	143,435,233	2,807,292	8,843,718	14,955,235	3,937,598	16,598,718	7,066,666	3,064,078	9,467,555	15,618,627	33,297,237	13,610,162	7,112,579	7,055,768

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Employment by Industry, Percent of Total 2014

	Ag, forestry, fishing & hunting, mining	Construction	Mfg.	Wholesale trade	Retail trade	Transp., warehousing, and utilities	Information	Finance and insurance, and real estate	Prof, scientific, mgmt, admin, & waste mgmt	Education, health care, & social assistance	Arts, entertain., rec., accomodation, & food	Other services, except public administration	Public admin
Bureau County, IL	6.3%	7.0%	15.0%	3.8%	15.5%	6.5%	1.1%	4.4%	4.8%	19.7%	7.8%	4.7%	3.3%
Carroll County, IL	8.0%	6.2%	20.8%	2.7%	11.4%	5.6%	1.3%	4.9%	5.4%	20.6%	5.4%	4.6%	3.1%
Henry County, IL	3.6%	7.5%	17.9%	3.2%	11.4%	6.6%	1.6%	4.9%	6.4%	21.0%	6.8%	4.6%	4.6%
Jo Daviess County, IL	4.6%	6.9%	13.8%	1.9%	11.7%	7.5%	2.2%	5.7%	6.4%	20.0%	10.0%	6.0%	3.4%
LaSalle County, IL	3.5%	6.1%	14.2%	2.7%	14.7%	6.8%	1.3%	4.6%	7.0%	20.8%	8.9%	5.4%	3.9%
Lee County, IL	3.0%	4.8%	17.9%	3.2%	10.0%	6.4%	1.3%	4.7%	6.3%	25.7%	8.9%	3.6%	4.2%
Mercer County, IL	6.3%	8.4%	17.7%	2.5%	10.6%	6.8%	2.0%	4.9%	5.4%	20.5%	7.0%	4.5%	3.5%
Putnam County, IL	4.6%	6.9%	17.2%	5.0%	14.7%	9.1%	1.6%	4.4%	5.7%	18.3%	5.9%	2.3%	4.4%
Rock Island County, IL	1.1%	5.2%	18.4%	2.6%	11.5%	6.1%	2.1%	4.0%	8.3%	22.5%	8.8%	4.9%	4.5%
Whiteside County, IL	2.8%	4.9%	20.3%	1.9%	14.5%	4.9%	0.9%	4.4%	6.1%	23.6%	6.8%	5.2%	3.7%
Northwest IL Region	3.2%	5.9%	17.2%	2.7%	12.8%	6.3%	1.6%	4.5%	6.9%	21.8%	8.2%	4.9%	4.0%
U.S.	2.0%	6.2%	10.4%	2.7%	11.6%	4.9%	2.1%	6.6%	10.9%	23.2%	9.5%	5.0%	4.9%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Within the Northwest Illinois Region, the Education, Healthcare & Social Assistance sector employs more workers than any of the other categories listed above at 21.8 percent of the area’s workforce employed in this sector. The other top sectors include Manufacturing employing 17.2 percent and Retail Trade employing 12.8 percent. Within the region, Lee County has the highest percentage of residents employed in the Education, Healthcare, and Social Assistance and Carroll County has the highest percentage of population employed in Manufacturing at 20.8 percent.

Employment by Occupation, 2014*

	Civilian employed population > 16 years	Management, professional, & related	Service	Sales and office	Farming, fishing, and forestry	Construction, extraction, maint., & repair	Production, transportation, & material moving
Bureau County, IL	16,231	4,140	3,056	3,853	384	941	3,263
Carroll County, IL	7,013	1,985	1,251	1,326	175	344	1,740
Henry County, IL	23,572	7,311	3,959	5,498	179	1,426	4,241
Jo Daviess County, IL	11,179	3,226	1,938	2,694	193	637	1,826
LaSalle County, IL	51,263	13,693	10,128	12,127	508	2,853	9,865
Lee County, IL	15,893	4,701	3,308	3,533	175	677	2,975
Mercer County, IL	7,632	2,328	999	1,749	122	528	1,553
Putnam County, IL	2,707	742	411	664	5	178	552
Rock Island County, IL	67,927	20,390	13,061	16,543	183	3,055	12,422
Whiteside County, IL	26,434	7,261	4,673	6,361	214	1,167	5,785
Northwest IL Region	229,851	65,777	42,784	54,348	2,138	11,806	44,222
U.S.	143,435,233	52,234,574	26,053,338	34,935,133	1,050,726	7,169,365	17,336,254

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Employment by Occupation, Percent of Total 2014

	Management, professional, & related	Service	Sales and office	Farming, fishing, and forestry	Construction, extraction, maint., & repair	Production, transportation, & material moving
Bureau County, IL	25.5%	18.8%	23.7%	2.4%	5.8%	20.1%
Carroll County, IL	28.3%	17.8%	18.9%	2.5%	4.9%	24.8%
Henry County, IL	31.0%	16.8%	23.3%	0.8%	6.0%	18.0%
Jo Daviess County, IL	28.9%	17.3%	24.1%	1.7%	5.7%	16.3%
LaSalle County, IL	26.7%	19.8%	23.7%	1.0%	5.6%	19.2%
Lee County, IL	29.6%	20.8%	22.2%	1.1%	4.3%	18.7%
Mercer County, IL	30.5%	13.1%	22.9%	1.6%	6.9%	20.3%
Putnam County, IL	27.4%	15.2%	24.5%	0.2%	6.6%	20.4%
Rock Island County, IL	30.0%	19.2%	24.4%	0.3%	4.5%	18.3%
Whiteside County, IL	27.5%	17.7%	24.1%	0.8%	4.4%	21.9%
Northwest IL Region	28.6%	18.6%	23.6%	0.9%	5.1%	19.2%
U.S.	36.4%	18.2%	24.4%	0.7%	5.0%	12.1%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

In regards to occupational data for the Northwest Illinois Region, the largest occupational category for the area is Management, Professional and Related Occupations with 28.6 percent of the area’s population working in these occupations. Another 23.6 percent are employed in Sales and Office Occupations and 19.2 percent of the population is employed in Production, Transportation and Material Moving Occupations in the area.

Within the region, Henry County has the highest proportion of its residents employed in Management, Professional and Related Occupations with 31.0 percent of its population working in these occupations. Conversely, Bureau County has the lowest proportion of its working population employed in these occupations. Putnam County has the highest proportion of residents employed in Sales and Office Occupations (24.5 percent) with Carroll County having the lowest proportion of residents employed in Sales and Office Occupations (18.9 percent). However, Carroll County has the highest proportion of residents employed in Production, Transportation and Material Moving Occupations (24.8 percent) and Jo Daviess County has the lowest proportion of residents in these occupations. The region has a significantly higher proportion of its population employed in the Production, Transportation and Material Moving Occupations than the nation as a whole (U. S. Figure =12.1 percent). However, it has fewer residents employed in the Management, Professional and Related Occupations than the U.S does, as a whole (U.S. Figure =36.4 percent).

Labor Participation Characteristics, 2014*

	Bureau County, IL	Carroll County, IL	Henry County, IL	Jo Daviess County, IL	LaSalle County, IL	Lee County, IL	Mercer County, IL	Putnam County, IL	Rock Island County, IL	Whiteside County, IL	Northwest IL Region	U.S.
Population 16 to 64	21,083	9,093	31,013	13,386	70,998	22,868	9,891	3,705	92,924	35,444	310,405	205,597,667
WEEKS WORKED PER YEAR:												
Worked 50 to 52 weeks	59.3%	58.5%	60.8%	61.0%	55.5%	54.4%	59.3%	55.3%	56.6%	58.7%	57.3%	55.1%
Worked 27 to 49 weeks	11.5%	12.2%	9.8%	12.7%	11.2%	11.6%	11.3%	11.5%	11.3%	10.9%	11.2%	10.3%
Worked 1 to 26 weeks	8.5%	9.7%	7.5%	9.9%	10.9%	8.5%	8.9%	9.9%	9.8%	8.8%	9.5%	9.2%
Did not work	20.6%	19.6%	21.9%	16.4%	22.4%	25.5%	20.5%	23.3%	22.3%	21.6%	21.9%	25.3%
HOURS WORKED PER WEEK:												
Worked 35 or more hours per week	60.8%	60.0%	60.6%	62.0%	56.5%	57.3%	62.1%	56.6%	57.6%	58.4%	58.3%	56.7%
Worked 15 to 34 hours per week	14.8%	16.6%	13.7%	16.7%	17.2%	12.9%	13.4%	15.0%	15.5%	16.7%	15.6%	14.4%
Worked 1 to 14 hours per week	3.7%	3.9%	3.9%	4.8%	4.0%	4.3%	4.0%	5.1%	4.7%	3.3%	4.1%	3.6%
Did not work	20.6%	19.6%	21.9%	16.4%	22.4%	25.5%	20.5%	23.3%	22.3%	21.6%	21.9%	25.3%

* The data in this table are calculated by ACS using annual surveys conducted during 2010-2014 and are representative of average characteristics during this period.

In 2014, 55.1 percent of the U.S. population worked 50 to 52 weeks; 10.3 percent worked 27 to 49 weeks per year; 9.2 percent worked 1 to 26 weeks per year; and 25.3 percent did not work. In the region, Jo Daviess County had the highest percentage of residents between the ages of 16 to 64 who worked 50 to 52 weeks per year at 61.0 percent followed by Henry County at 60.8 percent. Lee County had the lowest percentage of residents in this category at 54.4 percent.

The region had higher percentages of labor participation for all three levels than the U.S. averages. However, nationally 25.3 percent of the U.S. population did not work in the preceding year while in the Northwest Illinois Region, 21.9 percent of residents reported that they did not work in the previous year. The only county to exceed the U.S. rate for non-participation in the labor market was Lee County where 25.5 percent of the population between the ages of 16 and 64 did not work in the previous year.

Jo Daviess County had the lowest percentage of residents in the 16 to 64 age range who reported that they had not worked in the previous year at 16.4 percent.

In regards to hours worked per week, Mercer County had the highest proportion of residents between the ages of 16 and 64 who worked at least 35 hours a week at 62.1 percent followed by Jo Daviess County at 62.0 percent and Henry County at 60.8 percent. LaSalle County residents reported the lowest percentage of residents who worked more than 35 hours per week at 56.5 percent.

At all levels of hours worked per week, the Northwest Illinois Region's total labor participation rates exceeded the U.S. levels. While more Northwest Illinois Region residents were participating in full time work, more of our residents were also participating in part time arrangements than the U.S. population as a whole. The major difference was that the percentage of the U.S. population that reported that they had not worked in the past year was higher.

3. What are the policy and service implications of the current LMI and projected LMI?

Based on LMI data, both current and projected, combined with the population demographics included here, demand in occupations will be driven largely by replacements, with some growth attributed to expanding industry sectors. One of the primary issues facing the region includes the aging of the population and the outmigration of younger individuals who typically make up the bulk of the workforce. With waves of retirements for the Baby Boom generation beginning, industries will need to replace these workers and the natural population growth will hamper industries' ability to recruit new workers, put pressures on education providers to meet business and industry demands, and require economic development organizations and chambers of commerce to become even more creative in attracting and retaining workforce talent to their communities.

It will also be important to recognize the importance of older adults and their contributions to the labor pool over the coming years. Increasingly, education providers – community colleges, universities, local workforce investment boards – will need to develop action steps to accommodate these non-traditional learners and re-emphasize the importance of lifelong learning. Additionally, to shore up the number of new workers that can be directed into the workforce, programs focused on a diverse population including Hispanics, African Americans, and other growing minority groups along with first and second generation immigrants and refugees, and Veterans will need to be developed.

4. What special populations exist in the region, what is their magnitude, and what are the policy and service implications to meet the needs of these individuals?

Language Spoken at Home, 2014*

	Population 5 yrs or older	Speak only English	Speak a language other than English	Spanish or Spanish Creole	Other Indo-European languages	Asian and Pacific Island languages	Other languages	Speak English less than "very well"
Bureau County, IL	32,511	29,995	2,516	1,779	518	193	26	660
Carroll County, IL	14,284	13,739	545	303	184	35	23	246
Henry County, IL	47,227	44,981	2,246	1,689	342	129	86	900
Jo Daviess County, IL	21,383	20,406	977	479	338	58	102	274
LaSalle County, IL	106,308	99,535	6,773	5,332	856	538	47	2,729
Lee County, IL	33,314	31,576	1,738	1,053	510	164	11	456
Mercer County, IL	15,336	15,015	321	141	142	15	23	83
Putnam County, IL	5,554	5,322	232	140	80	12	0	51
Rock Island County, IL	137,788	121,783	16,005	10,203	3,137	1,660	1,005	6,801
Whiteside County, IL	54,407	50,987	3,420	2,513	683	142	82	1,060
Northwest IL Region	468,112	433,339	34,773	23,632	6,790	2,946	1,405	13,260
U.S.	294,133,373	232,724,203	61,409,170	38,098,698	10,806,493	9,776,631	2,727,348	25,305,202

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Language Spoken at Home, Percent of Total 2014

	Speak only English	Speak a language other than English	Spanish or Spanish Creole	Other Indo-European languages	Asian and Pacific Island languages	Other languages	Speak English less than "very well"
Bureau County, IL	92.3%	7.7%	5.5%	1.6%	0.6%	0.1%	2.0%
Carroll County, IL	96.2%	3.8%	2.1%	1.3%	0.2%	0.2%	1.7%
Henry County, IL	95.2%	4.8%	3.6%	0.7%	0.3%	0.2%	1.9%
Jo Daviess County, IL	95.4%	4.6%	2.2%	1.6%	0.3%	0.5%	1.3%
LaSalle County, IL	93.6%	6.4%	5.0%	0.8%	0.5%	0.0%	2.6%
Lee County, IL	94.8%	5.2%	3.2%	1.5%	0.5%	0.0%	1.4%
Mercer County, IL	97.9%	2.1%	0.9%	0.9%	0.1%	0.1%	0.5%
Putnam County, IL	95.8%	4.2%	2.5%	1.4%	0.2%	0.0%	0.9%
Rock Island County, IL	88.4%	11.6%	7.4%	2.3%	1.2%	0.7%	4.9%
Whiteside County, IL	93.7%	6.3%	4.6%	1.3%	0.3%	0.2%	1.9%
Northwest IL Region	92.6%	7.4%	5.0%	1.5%	0.6%	0.3%	2.8%
U.S.	79.1%	20.9%	13.0%	3.7%	3.3%	0.9%	8.6%

* The data in this table are calculated by ACS using annual surveys conducted during 2009-2014 and are representative of average characteristics during this period.

Besides a growing Hispanic population within the region, Rock Island County is home to World Relief, an organization that assists in the relocation of refugees to the Quad Cities metropolitan area. As a result of World Relief’s efforts and refugee and immigrant secondary migration, there is a significant population in the area that speaks languages other than English as a first language. The refugee / immigrant population includes a significant number of West Africans, Central Africans, Burmese, Iraqis, and Central Americans.

Additionally, from a workforce perspective, the population in this region is older with younger residents migrating away from the area. From a workforce policy standpoint, this requires an approach to workforce development that emphasizes “lifelong learning” and helping workers who are already in the workforce to identify educational and career paths that are not traditional. Recent changes in the criminal justice system regarding sentencing and early release will increase the number of returning citizens who will require education and workforce services.

The area also has a larger than average population that have worked in production oriented fields. Oftentimes, when entering these fields, very little advanced training was required but with the changing dynamics of manufacturing, there is a premium place on more technical skills that are developed beyond the High School level. A focus for this population needs to be taking their real world skills and transforming them into applicable and certifiable skills that local manufacturers are demanding of their employees.

5. What sectors/industries/occupations/skills are in demand and targets for opportunity?

a. What sectors/industries/occupations/skills have favorable Location Quotients

Sectors and industries with favorable location quotients in the Northwest Illinois Region include General Production; Nonmetallic Mineral Mining and Quarrying; Electric Distribution; Animal Food Manufacturing; Food Manufacturing; Animal Slaughtering and Processing; Footwear Manufacturing; Chemical Product and Agricultural Chemical Manufacturing; Hardware Manufacturing; Machinery Manufacturing; Fabricated Metal Product Manufacturing; Industrial Machinery Manufacturing; Appliance Manufacturing; Wholesalers of Chemical Products; Inland Water Transportation; General Freight Trucking; Warehousing and Storage; Management of Companies and Enterprises; Travel Arrangement and Reservation Services; Support Services; and Health Care Services (including nursing care facilities and assisted living facilities).

With regards to occupations, production occupations; farming, fishing, and forestry occupations, and transportation occupations have the highest locations quotients.

b. What sectors/industries/occupations/skills have favorable demand projections based on growth?

Sectors and industries within Northwest Illinois Region with the most favorable demand projections based on growth include the following: Residential Building Construction; Contractors (Equipment , Finishing and Specialty Trade); Wood product manufacturing; Nonmetallic Mineral Product Manufacturing; Fabricated Metal Product Manufacturing; Transportation Equipment Manufacturing; Cement & Concrete Manufacturing; Warehousing & Storage; Specialized Trucking; Architectural, Engineering & Related Services; Computer Systems Design and Related Services; Management, Scientific, and Technical Consulting Services; Employment Services; Business Support Services; Services to Buildings and Dwellings; Other Business Support Services; Offices of Physicians, Dentists, other Healthcare Practitioners; Outpatient Care Centers; Home Health Care Services; Other Ambulatory Health Care Services; General Medical and Surgical Hospitals; Skilled Nursing Care Facilities; Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities; Assisted Living Facilities for the Elderly; and Individual and Family Services.

Occupations with the most favorable demand based on growth projections in the Northwest Illinois Region include the following: Healthcare Practitioners and Technical Occupations; Construction and Extraction Occupations; Healthcare Support Occupations; and Personal Care and Service Occupations.

c. What sectors/industries/occupations/skills have favorable demand projections based on replacements?

For the Northwest Illinois Region, the top sectors and industries that have favorable demand projection based on replacement estimates through the year 2022 include the following: Electrical Power Generation, Transmission, and Distribution; Animal Slaughtering and Processing; Plastics Product Manufacturing; Other Fabricated Metal Product Manufacturing; Agriculture, Construction, and Mining Machinery

Manufacturing; General Freight Trucking; Specialized Trucking; Warehousing and Storage; Management of Companies and Enterprises; Employment Services; Services to Buildings and Dwellings; Other Business Support Services; Elementary and Secondary Education; Offices of Physicians; General Medical and Surgical Hospitals; Skilled Nursing Facilities; Assisted Living Facilities for the Elderly; and Individual and Family Services.

The top occupations with favorable demand projections based on replacements in the Northwest Illinois Region include the following: Office and Administrative Support Occupations; Sales and Related Occupations; Production Occupations; Transportation and Material Moving Occupations; Education, Training, and Library Occupations; Management Occupations, and Healthcare Practitioner and Technical Occupations.

d. What sectors/industries/occupations/skills are considered mature but still important to the regional economy?

Within the Northwest Illinois Region, the manufacturing industry has had a long history and has served as a major employer. However, some manufacturing industries are maturing and their impact on employment, while important, is not as large as it once was in the past. Among these industries that are considered maturing but still important to the regional economy are the following: Chemical Manufacturing; Plastics and Rubber Products Manufacturing; and Electrical Equipment , Appliance, and Component Manufacturing.

e. What sectors/industries/occupations/are considered emerging in the regional economy?

There are a number of newer industries that are beginning to expand within the Northwest Illinois Region. Many, at this time, have few employees but based on projections and industry demand, they have the potential to grow into significant sectors for the regional economy. These include the following: Food Manufacturing; Textile Product Mills; Wood Product Manufacturing; Petroleum and Coal Products Manufacturing; Nonmetallic Mineral Product Manufacturing; Primary Metals Manufacturing; Fabricated Metal Manufacturing; Machinery Manufacturing; Transportation Equipment Manufacturing; Furniture and Related Product Manufacturing; Furniture and Related Product Manufacturing; Miscellaneous Manufacturing; Merchant Wholesalers - Durable Goods; Merchant Wholesales – Nondurable Goods; Wholesale Electronic Markets and Agents and Brokers; Truck Transportation; Transit and Ground Passenger Transportation; Scenic Sightseeing Transportation; Support Activities for Transportation; Couriers and Messengers; Warehousing & Storage; Ambulatory Health Care Services; Nursing and Residential Care Facilities; and Social Assistance.

Our goal is to narrow the number of sectors that we will focus on to a few primary sectors for which we can more carefully and strategically match our resources and responses.

6. What are the targeted industries and occupations and how were they determined using primary and secondary supply and demand data.

The Northwest Illinois Region has determined that there are three primary industries that will be focused on with regards to the regional plan: Manufacturing; Transportation/Logistics; and Healthcare. Information Technology and its impact on the three primary industries will also be included within the regional plan.

The three primary industries were selected due to their prominence in the regional economy, the LMI data that indicated that these three fields had higher than average location quotients and demand projections, and also because the Labor Market Exchange system's (IllinoisJobLink.com) job order data supports the inclusion of these industries. Communications with local employers and industry experts indicate that there is heavy demand in these three sectors and there are significant issues with recruiting and retaining workers in these fields.

B. Describe the development and implementation of sector initiatives for in-demand industry sectors or occupations for the planning region.

1. What sectors / industries / occupations / skills are the regional priorities and how was this determined? (This question refers to how the targeted sectors / industries were ranked to establish a priority. Explain how the status of growing, maturing and emerging was factored into the ranking.)

All core partners and all required partners participated in a series of meetings, telephone conference calls, and the summit to compile and review data, evaluate resources, and identify the key regional targeted sectors. Four community colleges have significant portions of their districts housed within the Northwest Region so many initial planning discussions tended to revolve around data compiled by the respective colleges. This data was combined with the on-the-ground experiences of all core partners and other required partners. This method also insured that the varying needs of the large region were considered.

Black Hawk College

The Black Hawk College District covers most or all of Rock Island, Mercer, and Henry counties and combines both rural and urban areas. This district is also impacted significantly by proximity to the Iowa counties of Scott and Muscatine. As a result, much of the data used to determine sector initiatives in this portion of the Northwest Region is specific to the Davenport-Moline-Rock Island, IA-IL Metropolitan Statistical Area. Economic Modeling Software, Inc. (EMSI) projects strong growth between 2015 and 2023 in:

- Healthcare – Registered Nurses, Nursing Assistants, Personal Care Aides, Home Health Aides, Licensed Practical and Licensed Vocational Nurses, Medical Assistants
- Logistics – Laborers and Freight, Stock and Material Movers, Heavy and Tractor Trailer Drivers, Light Truck or Delivery Services Drivers
- Manufacturing/Trades – Industrial Machinery Mechanics, Machinists, Maintenance and Repair Workers, Team Assemblers, Electricians, Plumbers, Pipefitter, Steamfitters
- Agriculture – Farmers, Ranchers, Other Agricultural Managers, Landscaping and Groundskeeping
- IT – Computer Systems Analysts, Software Developers, Applications, Computer User Support Specialists (combined with IT requirements in many of the other fields)

In addition to the EMSI data, we reviewed the five key industries identified for each county in the Bi-State Region based on Location Quotient (LQ) and total jobs. (LQ is a measure of the concentration of a certain industry sector in an area relative to the concentration of that industry sector in the U.S.) Key industries for each county are:

Rock Island – Agricultural and Construction Machinery Manufacturing, Military Manufacturing and Logistics, Packaging and Labeling Services, Animal Slaughtering, Nuclear Electric Power Generation

Henry County – Small Arms Manufacturing, Truck Trailer Manufacturing, Ethyl Alcohol Manufacturing, Elevator and Moving Stairway Manufacturing, Prefabricated Wood building Manufacturing

Mercer County – Machined Parts Manufacturing, Crop and Animal Production (Farming), Farm Supply Commodities & Farm Support Activities, Paperboard Container Manufacturing, Plate work and Metal Finishing

Scott County – Aluminum Manufacturing, Construction Agricultural & Other Industrial Machinery Manufacturing, Animal-based Rood Processing, Steel Foundries, Lime Cement & Concrete Manufacturing

Muscatine County – Office Furniture and Fixtures Manufacturing, Lighting Fixture Manufacturing, Plant- and Animal-based Food Manufacturing, Pesticide and Agricultural Chemical Manufacturing, Iron & Steel Mills Ferro and Non-Ferro alloy Manufacturing

Illinois Valley Community College, Sauk Valley Community College, Highland Community College:

- Manufacturing, production workers, industrial maintenance
- Healthcare: nursing, ambulatory care, Radiologic technology
- Criminal Justice – Law enforcement and corrections
- Computer occupations and support
- Precision Agriculture and “Value-added Agriculture

Regional priorities were determined by reviewing the following:

- LMI data from the State of Illinois
- Jobs EQ Reports
- EMSI Reports
- Advisory Committee feedback (Truck driver training, Nursing, Manufacturing/Maintenance/Welding, Agriculture)
- Northern Illinois University P-20 Workforce Needs Report

- Northern Illinois University P-20 Emerging Jobs Report
- Advisory committee work, job data, and a regional survey completed by area Economic Development groups

TCEDA – Tri-County Economic Development Alliance:

- Manufacturing & Industrial Maintenance
 - Food manufacturing – emerging
 - Chemical manufacturing – maturing/growing
 - Machinery manufacturing – leading/growing
 - Fabricated metal manufacturing – leading/growing
- Healthcare
 - Nursing and Skilled Nursing Facilities - Leading
 - Ambulatory Care - emerging
 - Hospitals – maturing
 - Social assistance - emerging
- Transportation/Logistics
 - Merchant Wholesalers – Durable Goods – Leading
 - Merchant Wholesalers – Nondurable Goods – Leading
 - Truck Transportation – Leading
 - Scenic and Sightseeing Transportation – Emerging
 - Support Activities for Transportation – Emerging
 - Warehousing and Storage – Leading
- IT –as a subfield of Mfg., Healthcare, and Transportation/Logistics

Regional priorities were determined by reviewing the following:

TCEDA surveyed 225 regional companies in Jo Daviess, Carroll, and Stephenson Counties regarding manufacturing skills and occupational demands in October 2014.

Other data is from LMI information distributed through IDES to local workforce investment boards.

2. What sector-based partnerships exist in the region? If any exist, are they business-led and what is their role in planning?

- Healthcare- Illinois Valley Community Hospital, not business led, participate in the Area Planning Council

- Community colleges have active Advisory groups used in planning healthcare offerings and curricula – community college led
- Manufacturing- American Nickeloid, not business led, participate in bridge class as a guest speaker
- The Quad Cities was recently named one of 12 federally-designated manufacturing communities as part of the Investing in Manufacturing Communities Partnership grant.
- Chief Manufacturing Executives meet quarterly at IVCC–business led
- Other Advisory committees meeting annually or biannually(Truck driver training, Nursing, Manufacturing/Maintenance/Welding, Agriculture, Criminal Justice, Fire Science, Rad Tech, and Office and Administrative Service) – community college led
- Northern Illinois Discover Manufacturing Expo – business led
- Public Safety Career Fair – community college led
- Workforce Readiness Coalition (manufacturing) – community college led
- National Manufacturing Day Planning Committee (K-12, College, and Industry)
- Highland Community College has annual advisory meetings, meets monthly with NIDA (Northern Illinois Development Alliance) and TCEDA (Tri-County Economic Development Alliance and with the Workforce Development Coalition
- Pathways to Academic, Career, and Employment (PACE). Eastern Iowa Community Colleges received funds from the Iowa State Legislature for the Pathways to Academic, Career, and Employment (PACE) Program in 2013. PACE strives to create a strong pipeline of individuals entering and completing training in high skill / high demand career areas in ***Advanced Manufacturing, Allied Health, Information Technology and Transportation / Logistics.***

To support the process, PACE incorporates the use of sector boards. Sector boards are partnerships of employers within one industry who come together to focus on the workforce needs of the industry within the regional labor market. The Quad Cities Chamber of Commerce could see that having the both the Iowa and Illinois community colleges participate would be preferable to establishing duplicative boards. With Chamber encouragement, Black Hawk College representatives were invited to join.

Sector Boards are different from the traditional Advisory Councils that the colleges have had in place for many years and that continue to work with college career programs advising faculty on the types of training students need today in each of those specific career fields. Sector Boards work on a much broader basis and are focused on long-range planning, taking into account new technology and factors expected to impact the industry. They are focused on the future workforce and work to identify resources and solutions to anticipated staffing and competitiveness needs.

The four sector boards established are:

1. Advanced Manufacturing
2. Allied Health (includes mental and dental as well as broad range of medical)
3. Information Technology (IT)
4. Transportation and Logistics

3. What other public-private partnerships exist in the region that could support sector strategies and what is their role in planning?

- CPT- Certified Production Technician – Certificate endorsed by several CME participants
- Truck Driver Training works with trucking companies for student placement
- Healthcare Executives Group, IVCC nursing department works with area hospitals and nursing homes
- Starved Rock Advantage – non profit collaboration of employers, educators, and others in the Starved Rock area to develop a work-ready community and talent pipeline for area businesses.
- Workforce Development Coalition – Highland
- Chambers of Commerce and Economic Development Corporations or Organizations
- SET – Stronger Economies Together – multi-county regional economic development planning initiative through USDA and University of Illinois Extension – Putnam County (along with Marshall and Stark Counties)
- LEAD – Leader in Economic Alliance Development – Lee, Carroll, and Whiteside Counties (initially – looking to add Jo Daviess and Ogle Counties) – regional economic development planning initiative through USDA and University of Illinois Extension to develop leadership capacity to promote regional economic collaboration.

4. What neutral conveners with the capacity to help establish sector partnerships exist in the region and what is their role in planning?

- Chambers of Commerce – represent needs of local employers, advocate for educational programming and resources to meet those needs
 - Examples: Quad Cities Chamber of Commerce, Illinois Valley Area Chamber of Commerce, Sauk Valley Chamber of Commerce, Illinois River Area Chamber of Commerce.
- Economic Development Organizations – NIDA, TCEDA, I-88 West Corridor Association, Greater Sterling Development Corp., Henry County Economic Development Partnership, Kewanee Economic Development Corporation, La Salle County EDC
- Local Workforce Board – provide linkages between employers, prospective employees, training providers and fund training programs
- Adult Education Area Planning Councils – assure that those in need of ABE, ASE, ESL, and High School Equivalency educational programming prepares students for the workforce
- Bi-State Regional Commission – Research and assess opportunities and threats and articulate broad economic development strategies for the region
- North Central Illinois Council of Governments - Research and assess opportunities and threats and articulate broad economic development strategies for the region
- Black Hawk Hills Regional Council - Research and assess opportunities and threats and articulate broad economic development strategies for the region
- North Central Regional Betterment Coalition
- United Way Education and Income Councils – support agencies offering supportive services needed for workforce development

- Sauk Valley Center for Small Business Development
- Starved Rock Startups
- Starved Rock Country Alliance
- Streator Incubator
- Community Colleges: Black Hawk College, Illinois Valley Community College, Highland Community College, Sauk Valley Community College
- Western Illinois University
- Augustana College
- University of Illinois and University of Illinois Extension
- USDA
- BEST, Inc.
- Illinois Manufacturing Excellence Center (IMEC)