



Industry Connection

Labor Market and Your Program:
Where's the tie-in?

TREES 2/21/24

Agenda

- Minilecture
 - LMI data
 - Frameworks for collaboration
- Working session—letter drafting & industry identification
- Share out

Labor Market Analysis

Regional data & CLNA survey
results to date

Economic Development Region 4 (EDR4)

Counties

- Cook
- DuPage
- Lake
- Will
- Kane
- McHenry
- Kendall
- Kankakee
- DeKalb

Industries

- IT
- Energy
- Life Sciences & Healthcare
- Manufacturing & Agribusiness
- AgTech
- Food Manufacturing
- Machinery

EDR4 Employers

Large Employers

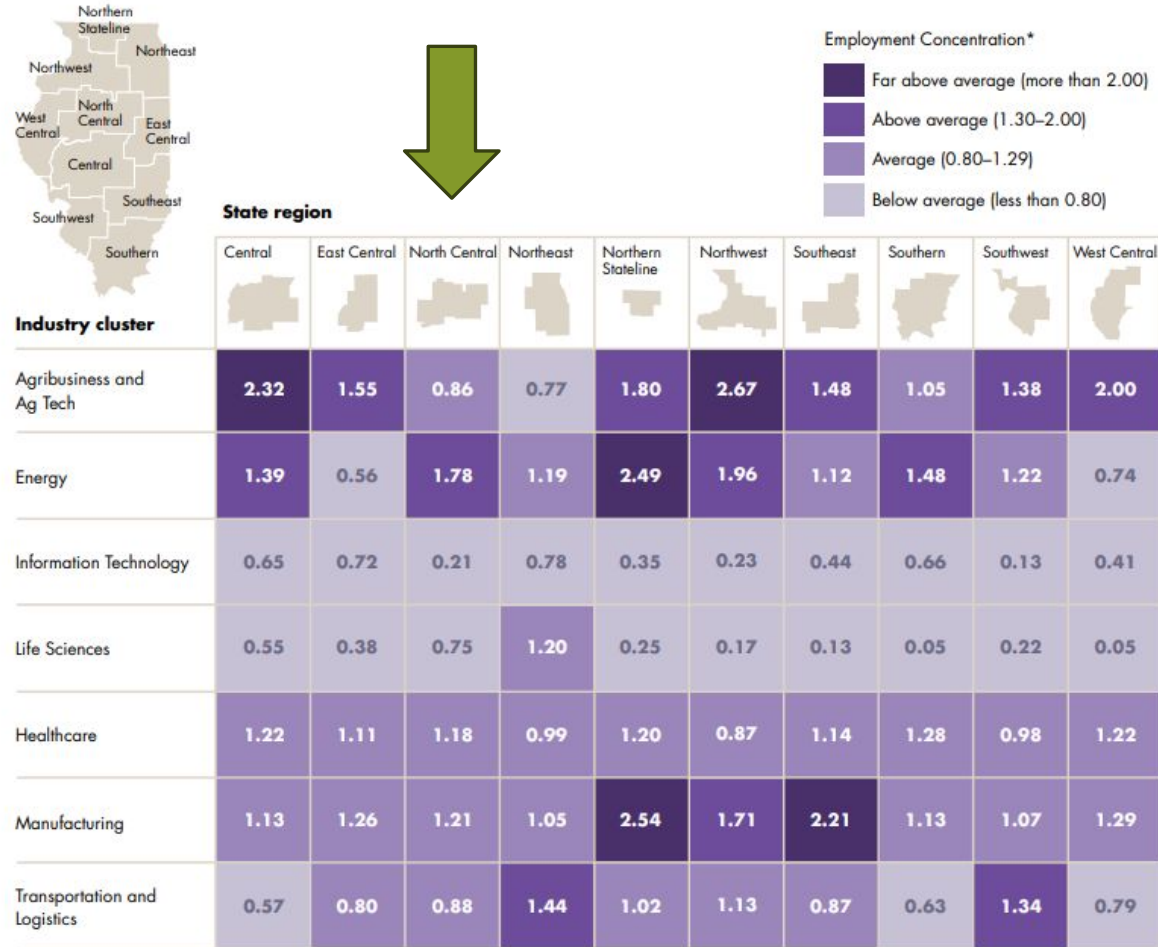
- McDonald's Corporation
- The Boeing Company
- Hyatt Hotels Corporation
- Jones Lang Lasalle Incorporated
- Abbvie Inc.
- Nielsen Consumer LLC
- Alexian Brothers-Ahs Midwest Region Health Co.
- Alight Group, Inc.

Corporate HQs

- Dover Corporation
- Edward Don & Company
- Motorola Solutions
- Navistar International
- Uber Freight
- United Air Lines, Inc.
- U.S. Foods, Inc.

- Abbott Laboratories

Employment Concentration for Selected Industries by Region, Relative to Nation



Note: "Employment Concentration" is the ratio of the employment share in Illinois to the employment share in the nation.

Source: Estimates from Regional Economic Models, Inc., 2018

Economic Development Region 4 | Northeast

February 2024

EMPLOYER	JOB POSTINGS
Northwestern Memorial Healthcare	1,194
Advocate Aurora Health	730
NorthShore University Health System	404
Chicago Public Schools	331
Ascension	323
University of Chicago	320
Walgreens	290
State of Illinois	240
University of Illinois	225
Uline	203
Discover Financial Services	195
Kroger / Albertsons	181
Loyola University Health System	171
AbbVie	166
Starbucks	156
Portillo's	156
United States Department of Veterans Affairs	151
CVS Health	141
Marriott International	140
Ann & Robert H. Lurie Children's Hospital Of Chicago	112

ILLINOIS EDRs

- 1 - Central
- 2 - East Central
- 3 - North Central
- 4 - Northeast
- 5 - Northern Stateline
- 6 - Northwest
- 7 - Southeastern
- 8 - Southern
- 9 - Southwestern
- 10 - West Central

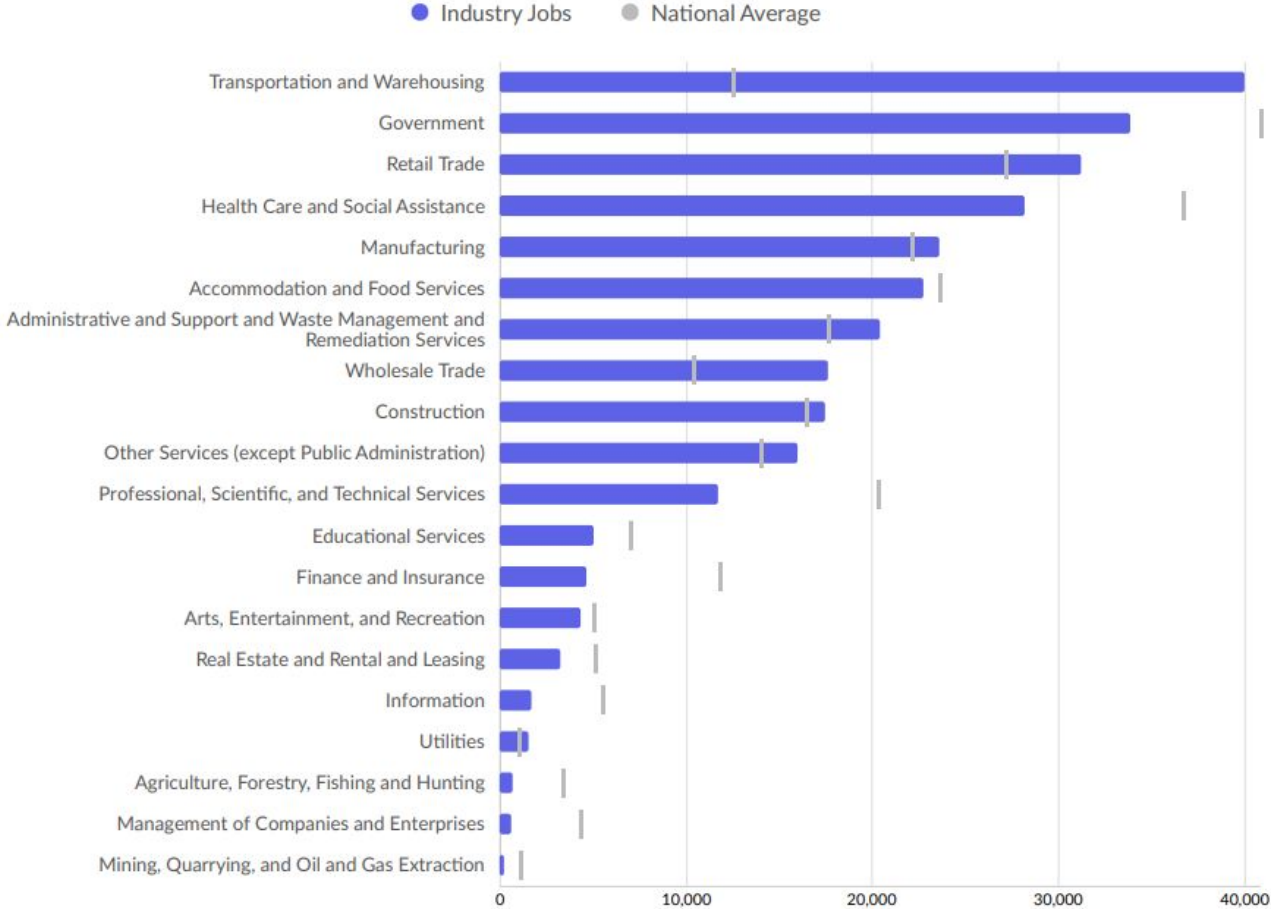


Technical Notes:

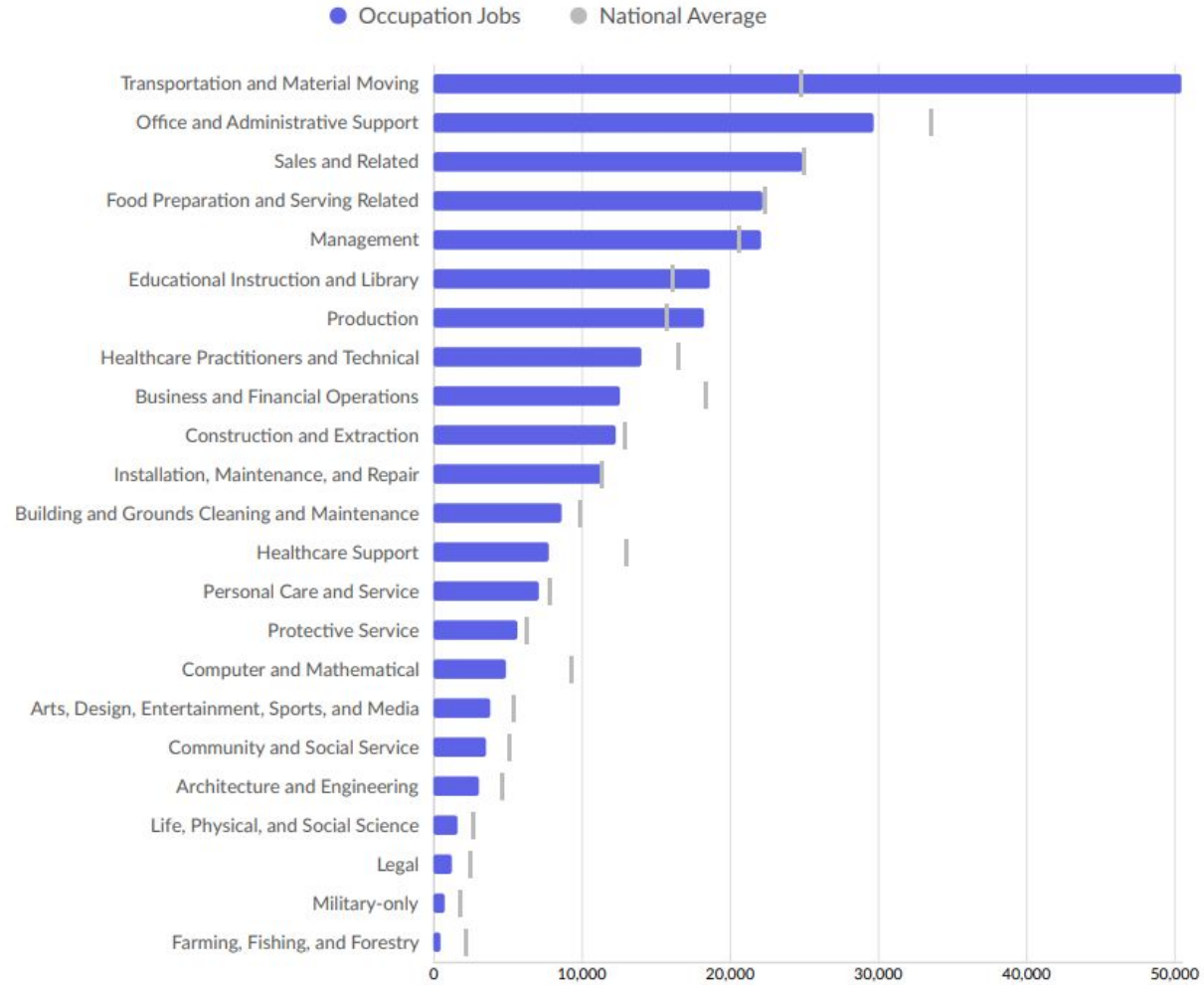
1. The Economic Information & Analysis (EI&A) Division collects, compiles, analyzes, publishes, and distributes a variety of Workforce, Career Resource and Labor Market information and is the State of Illinois' primary source of labor market statistical data. [CLICK HERE](#) for EI&A Data and Statistics.
2. This report represents employers that post online job ads; it is not necessarily a complete listing of all jobs available in this area. Some industries--like construction--do not typically advertise their job openings online.
3. The Conference Board-Lightcast Help Wanted OnLine® Data Series (HWOL) measures the number of new, first-time online job ads from over 45,000 websites worldwide, including company career sites, national and local job boards, and job posting aggregators; job postings are updated daily. From time to time, ads used in the HWOL Data Series may have inaccurate location information listed. These inaccuracies are addressed and corrected on an ongoing basis.

OCCUPATION	JOB POSTINGS
Registered Nurses	2,048
Retail Salespersons	1,785
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,752
First-Line Supervisors of Retail Sales Workers	1,134
Managers, All Other	1,059
Customer Service Representatives	1,000
Fast Food and Counter Workers	868
Medical and Health Services Managers	827
Software Developers	786
Sales Managers	732
General and Operations Managers	715
Laborers and Freight, Stock, and Material Movers, Hand	681
Computer Occupations, All Other	669
Heavy and Tractor-Trailer Truck Drivers	667
Home Health and Personal Care Aides	617
Health Technologists and Technicians, All Other	608
Maintenance and Repair Workers, General	601
Human Resources Specialists	556
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	548
Marketing Managers	544

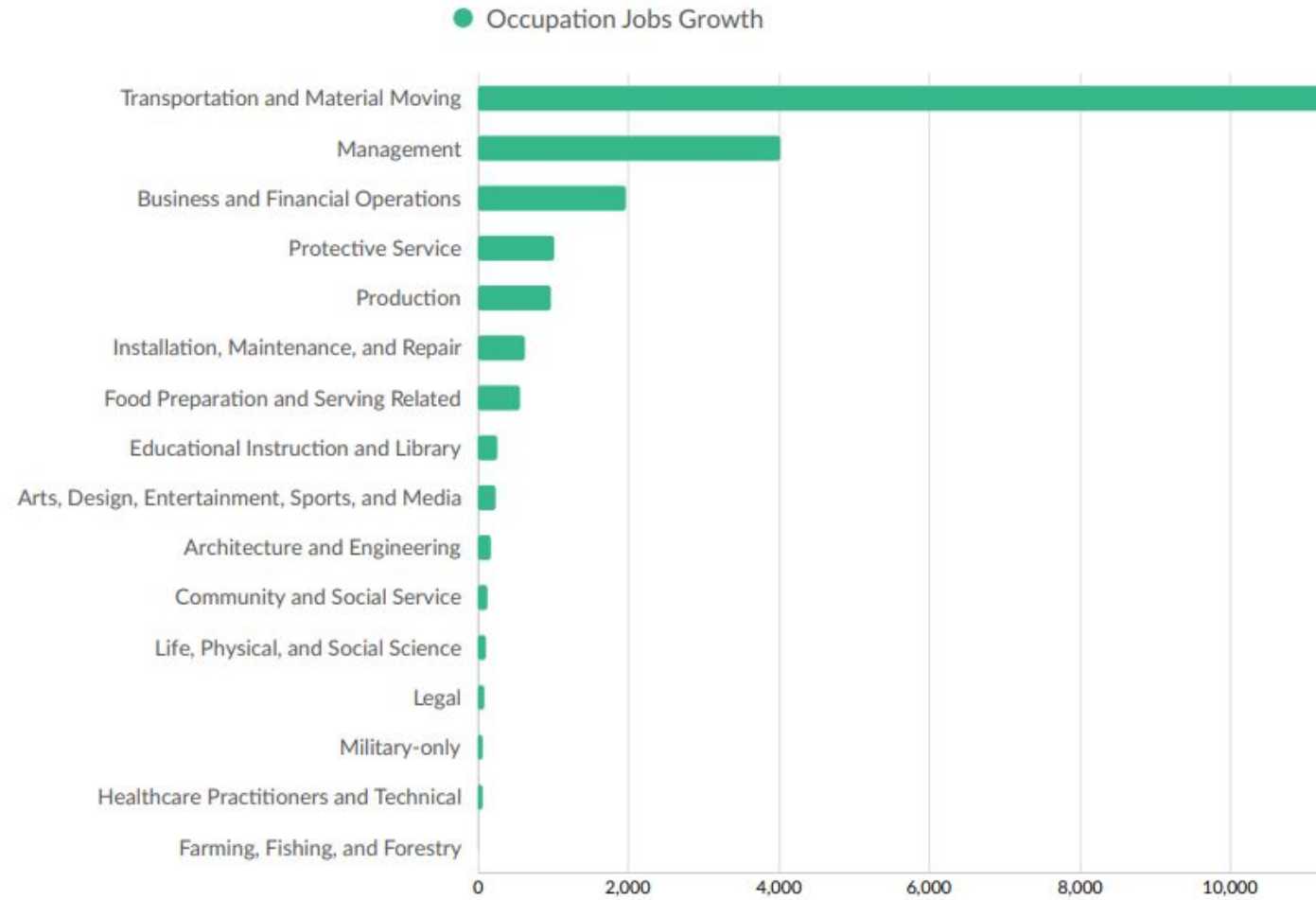
Largest Industries



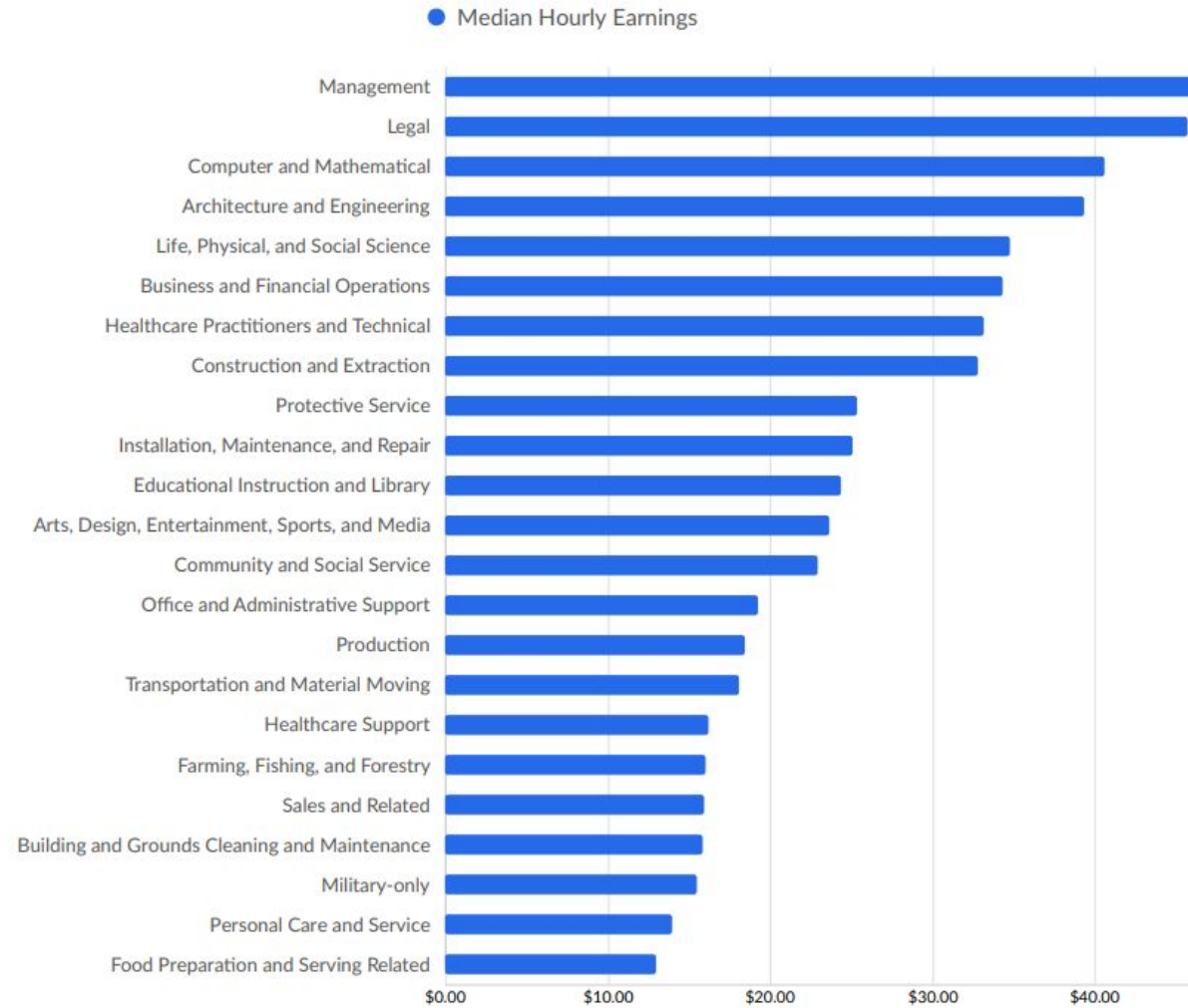
Largest Occupations























Top Growing Occupations

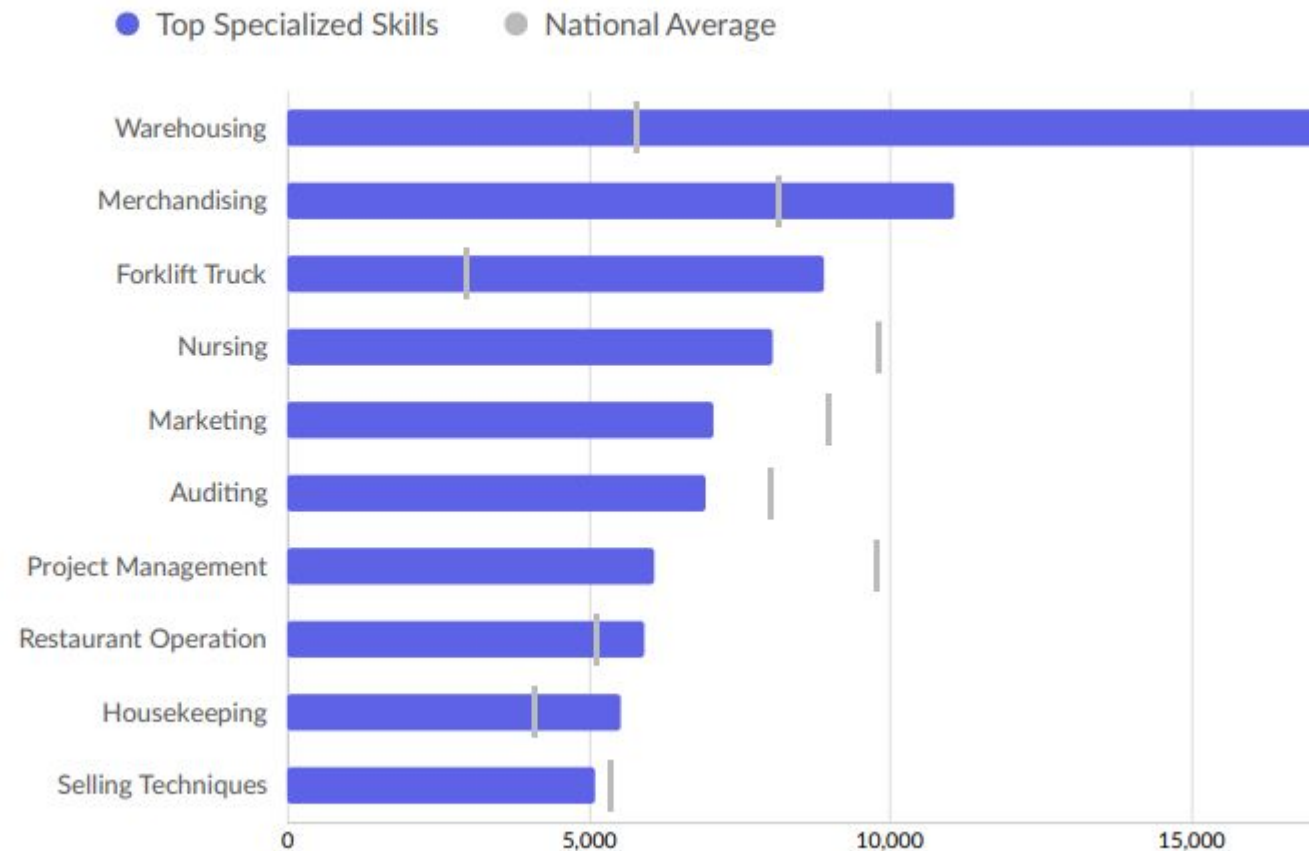


Top Occupation Earnings



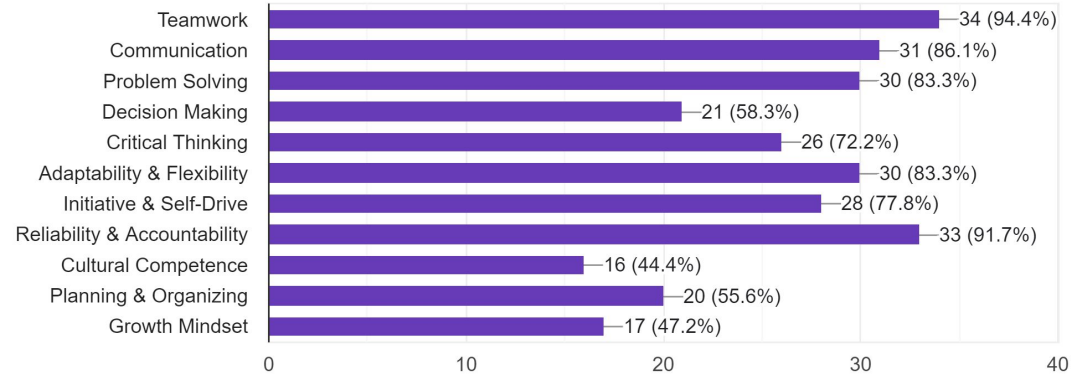
Top Companies	Profiles	Top Companies Posting	Unique Postings
Amazon	1,074 	Rjw Logistics	667 
Walmart	730 	Ulta Beauty	654 
Joliet Junior College	720 	Ascension	613 
Silver Cross Hospital	683 	Randstad	604 
Advocate Aurora Health	676 	Joliet Junior College	554 
AMITA Health	577 	Amazon	506 
AT&T	563 	Walgreens Boots Alliance	463 
Plainfield Community Consolida...	560 	Ryder	440 
Lewis University	540 	ManpowerGroup	416 
Exelon	521 	Capital One	410 

In-Demand Skills



Which essential skills are you looking for in your new hires? Check all that apply.

36 responses

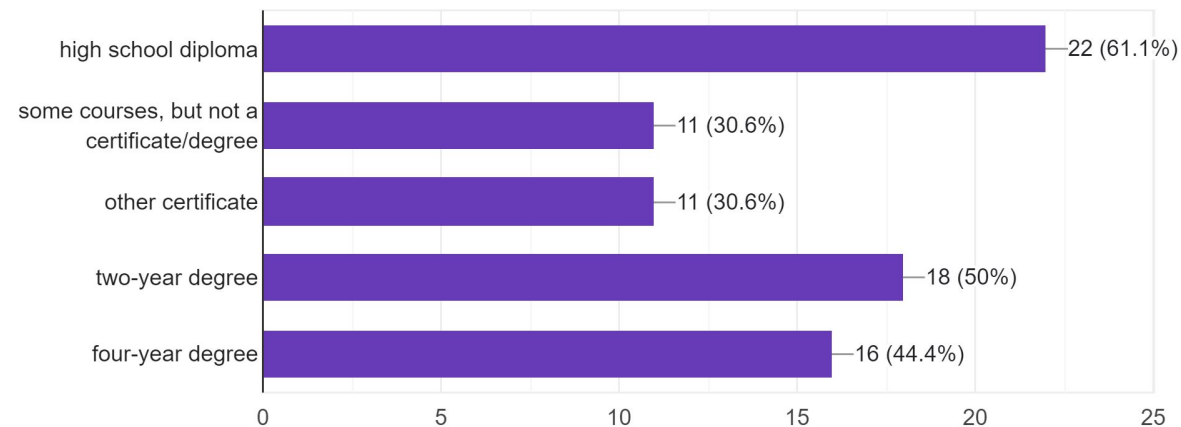


TREES CLNA Industry Survey

Academic Credentials, TREES Survey

Which academic credentials does your company use for hiring new entry level employees or promoting existing employees?

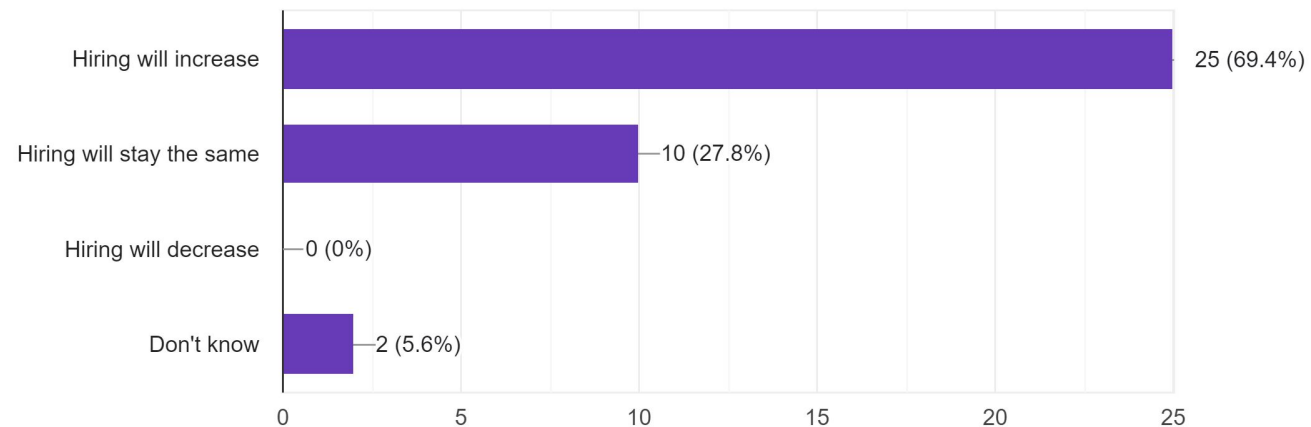
36 responses



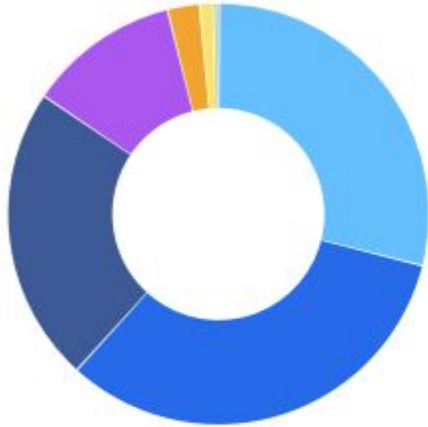
Projected Employment, TREES Survey

What is the projected employment outlook at your company for the next 5 years (Jan 2024- Dec 2028)?

36 responses



Business Size



	Percentage	Business Count
1 to 4 employees	28.9%	6,044
5 to 9 employees	32.8%	6,865
10 to 19 employees	22.7%	4,758
20 to 49 employees	11.6%	2,435
50 to 99 employees	2.5%	517
100 to 249 employees	1.0%	219
250 to 499 employees	0.3%	54
500+ employees	0.2%	41

Frameworks for Industry Collaborations

Including CCPE components

Main approaches to CTE design

Large-scale partnership

- Single large employer or
- Coalition of similar employers
- Co-create curriculum with high school
- Share equipment/labs
- Intensive Work-Based Learning
 - Internships
 - Apprenticeships
 - Other WBL

Employer outreach

- Advisory meeting
- Review program goals
- Curriculum
- Most common design in CTE

Workforce Education Implementation Evaluation



ADVISORY COMMITTEE & WBL

Curriculum Development



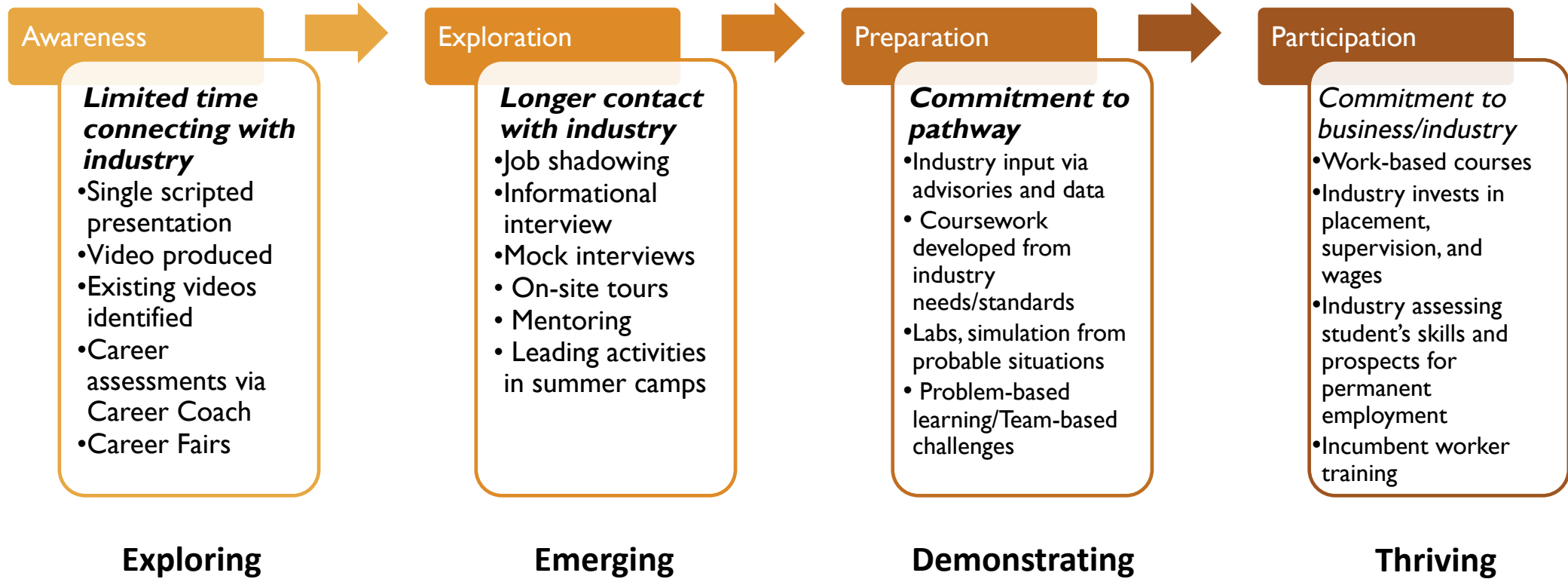
- identify employability knowledge, skills, and behaviors and help incorporate them into the curriculum
- analyze course content and sequence
- review textbooks and other instructional material
- review technology standards in the curriculum
- recommend industry validated credentials
- identify competency levels and performance standards

Educational Enrichment



- provide classroom speakers from business and industry
- offer tours and field experiences for students and faculty/staff
- identify and provide job-shadowing and work-based learning opportunities such as internships and on-the-job training
- evaluate student portfolios and projects
- aid in securing additional funding and/or donations of materials and equipment
- provide guidance to student groups
- support student leadership opportunities such as student recognition events, mentoring, competitions, and scholarships
- provide externship opportunities for faculty
- identify and provide mentors for student mentoring programs

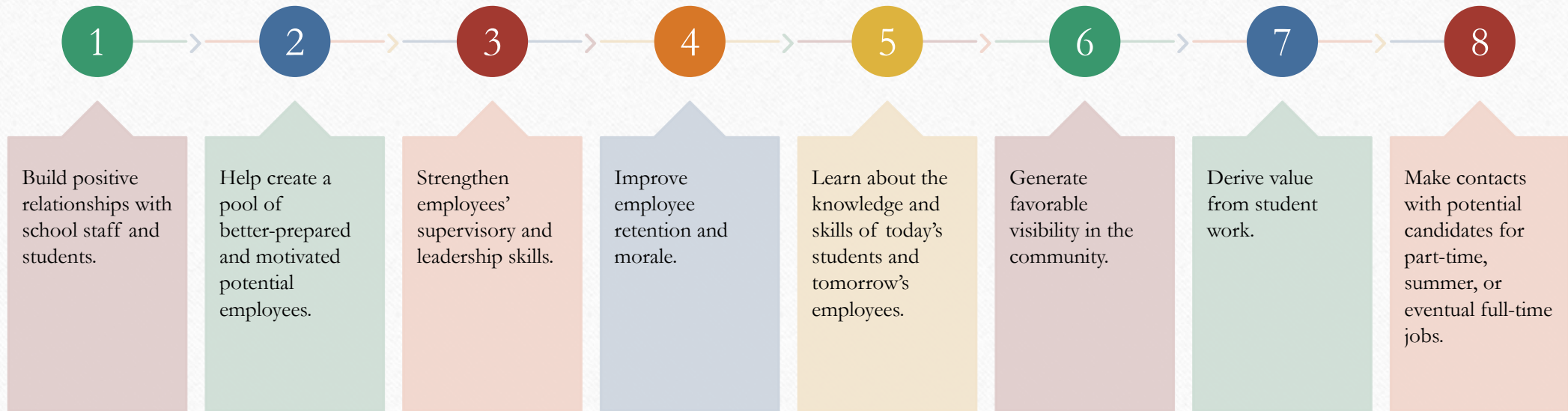




WORK-BASED LEARNING
CONTINUUM

ASKS BASED ON INDUSTRY
PARTNERSHIP CONTINUUM

WBL BENEFITS, EMPLOYER



Tie-Ins



Operations Practice Test Question
from a Fortune 200 Company

Tolerance Check

Out of Range

- Line Temperature
- H₂O Pressure
- Oil Temperature
- Transfer Speed

[Next Group of Gauges >>](#)

Frames Completed: 0

Select the out of range gauges.

Tolerance Limits:

Line Temperature: 25° to 35° H₂O Pressure: 20 PSI to 28 PSI
 Oil Temperature: 75° to 100° Transfer Speed: 134.22 to 136.34

ELA CC.11-12.R.ST.7 (Reading in Science and Tech)

Compare the readings for each labeled gauge display. (Line Temperature, H₂O, Oil Temperature, Transfer Speed) to the tolerance limits provided.

Where, if anywhere, do we find this in our schools?

Use the Part List below to answer questions 6 – 8.

Paper Prices					
Group I	Type				
Weight	A	B	C	D	E
#20	0.11	0.12	0.13	0.14	0.15
#24	0.13	0.14	0.15	0.16	0.17
#28	0.15	0.17	0.19	0.21	0.22
#32	0.18	0.20	0.22	0.24	0.26
#38	0.21	0.23	0.25	0.27	0.29
Group II	Type				
Weight	A	B	C	D	E
#20	0.15	0.17	0.19	0.21	0.22
#24	0.18	0.20	0.22	0.24	0.26
#28	0.21	0.23	0.25	0.27	0.29
#32	0.24	0.26	0.28	0.30	0.32
#38	0.28	0.30	0.32	0.34	0.36

Color Selection	
Group I	Group II
blue	cactus
buff	crimson
canary	diamond
goldenrod	eggplant
green	emerald
grey	gold
ivory	lemon
orchid	lime
pink	peach
salmon	plum
tan	pumice
turquoise	ruby
white	sandstone

Grade Category	
Grade	Code
Writing	A
Offset	B
Opaque	C
Index/Tag	D
Cover	E

8. According to these reference tables, what is the price difference between Group II, offset and cover grade paper at # 20 weight?
- A. 0.01
 - B. 0.03
 - C. 0.05
 - D. 0.07

Industry involvement — Team-Based Challenges

- Identify the Technical Competency and Essential Skill Competency
- Identify the industry problem to be solved
- Validate the industry problem to be solved
- Kick off event—presentation, video
- Mentoring along the way—teams or whole class mentoring
- Feedback along the way
- Feedback at the end
- Resources to help students solve the challenge

EQUITY
CONSIDERATIONS
for WBL

- Social capital, introduction to future employers
- Location, schedule, length of experience
- Built into course versus unstructured
- Mentorship/sponsorship
- Unpaid/low paid opportunities as inequities, set a floor—including minimum hours/week

What Everyone Should Know about Designing Equity-Minded Paid Work-Based Learning Opportunities for College Students (newamerica.org)

Making the ask

Workshopping your contact letter/script

Language

Eduspeak

- Employability skills
- Career ready

Industryspeak

- Show up on time, fit for duty, and ready to learn, ready to work!
- Value added, drive business to profitability

Cold call vs Warm call

Cold call

- Research ahead of time
- Have success story to share
- Call mid-day
- Be clear about next steps





















[Cold Calling: How To Turn Prospects Into Customers | Salesforce](#)

Warm call

- Subject line referencing contact/connection
- Remind about original ask
- Restate need & deadline

[Follow-up email after no response — 8 email examples and template \(flowrite.com\)](#)

Companies to Consider

Top Companies	Profiles	Top Companies Posting	Unique Postings
Amazon	1,074 	Rjw Logistics	667 
Walmart	730 	Ulta Beauty	654 
Joliet Junior College	720 	Ascension	613 
Silver Cross Hospital	683 	Randstad	604 
Advocate Aurora Health	676 	Joliet Junior College	554 
AMITA Health	577 	Amazon	506 
AT&T	563 	Walgreens Boots Alliance	463 
Plainfield Community Consolida...	560 	Ryder	440 
Lewis University	540 	ManpowerGroup	416 
Exelon	521 	Capital One	410 

Modifying the Form Letter

Content

- Connection
- Purpose
- Benefits
- Logistics

Sample to modify



https://docs.google.com/document/d/1wRYFCZcn-9hLLL9AVqhNwucibhQevgQX/edit?usp=drive_link&ouid=116549056555943947580&rtpof=true&sd=true

What questions do you have for us?

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