



Readiness and Illinois' 21st Century Workforce

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A Few Reminders about Illinois' Job Market

- Between 1990 and 2005, Illinois lost 24% of its manufacturing industry jobs (-225,000, usually higher paying jobs).
- Three service industries: **professional and business services, education and health services, and the leisure and hospitality industry**, registered the largest proportionate job growth, increasing 37% (+559,300, many are lower paying jobs than manufacturing, but often requiring more education).
- **Education is a major factor in employment.**
- Higher preparation levels command (relatively) higher wages.



Jobs in Illinois are shifting to those that need postsecondary education. This is also the case across the rest of the country.

- IDES projects an additional 700,000 jobs to be added to the Illinois from 2002 to 2012.
 - **55% requiring some postsecondary education**
 - **34% requiring at least a bachelor's degree**
- 7 million total Illinois jobs by 2012.
 - **30% requiring postsecondary education**
 - **23% requiring at least a bachelor's degree**



And employers want college-ready skills even from high school graduates.

- Asked about recent Illinois college graduates' overall knowledge and skills, 591 Illinois employers report
 - **38% very satisfied; 57% satisfied; 3% dissatisfied; 2% don't know.**
 - **They recommended that higher education improve the teaching of practical skills, and place more emphasis on communication skills.**
- Nationally, employers say that
 - **high school graduates are deficient in professionalism/work ethic, oral and written communication, teamwork/collaboration, and critical thinking/problem solving.**
 - **At the college level, conclusions similar to the Illinois study – citing deficiencies in writing in English, communications and leadership.**



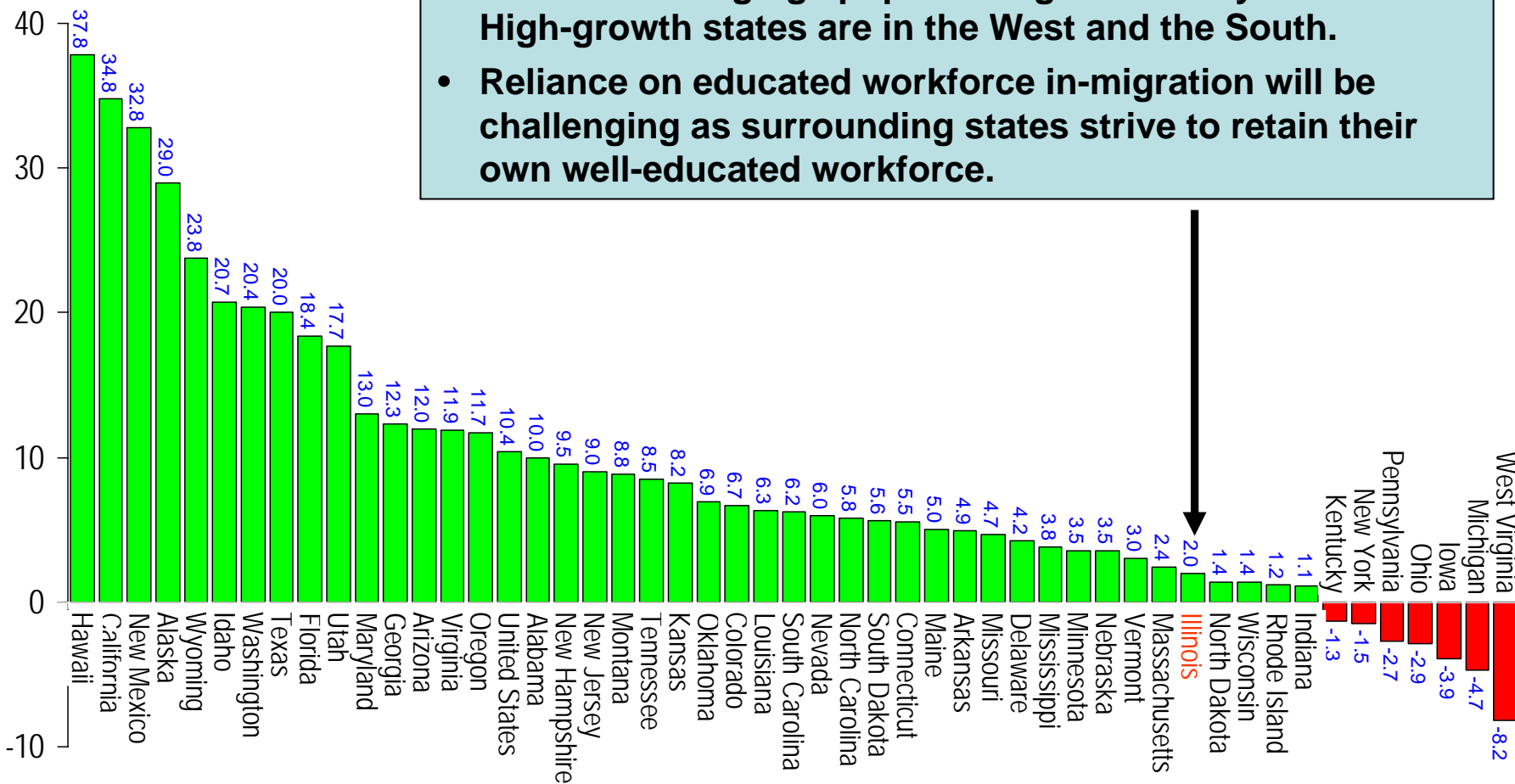
Illinois' population is aging – a vibrant economy is needed to support growing obligations to the aging population.

Year	Age 0-19	Age 20-54	Age 55-64	Age 65+
Distribution in 2000	29%	51%	8%	12%
Distribution in 2020	27%	46%	12%	15%
Distribution in 2030	27%	45%	10%	18%
2000-2020 Census Change	-8,707 -0.2%	-215,671 -3%	553,066 53%	488,739 33%
2000-2030 Census Change	1,408 0.0%	-272,920 -4%	372,959 36%	912,152 61%

Projections of Working-Age Population (Ages 18-64)—Percent Change, 2000-20



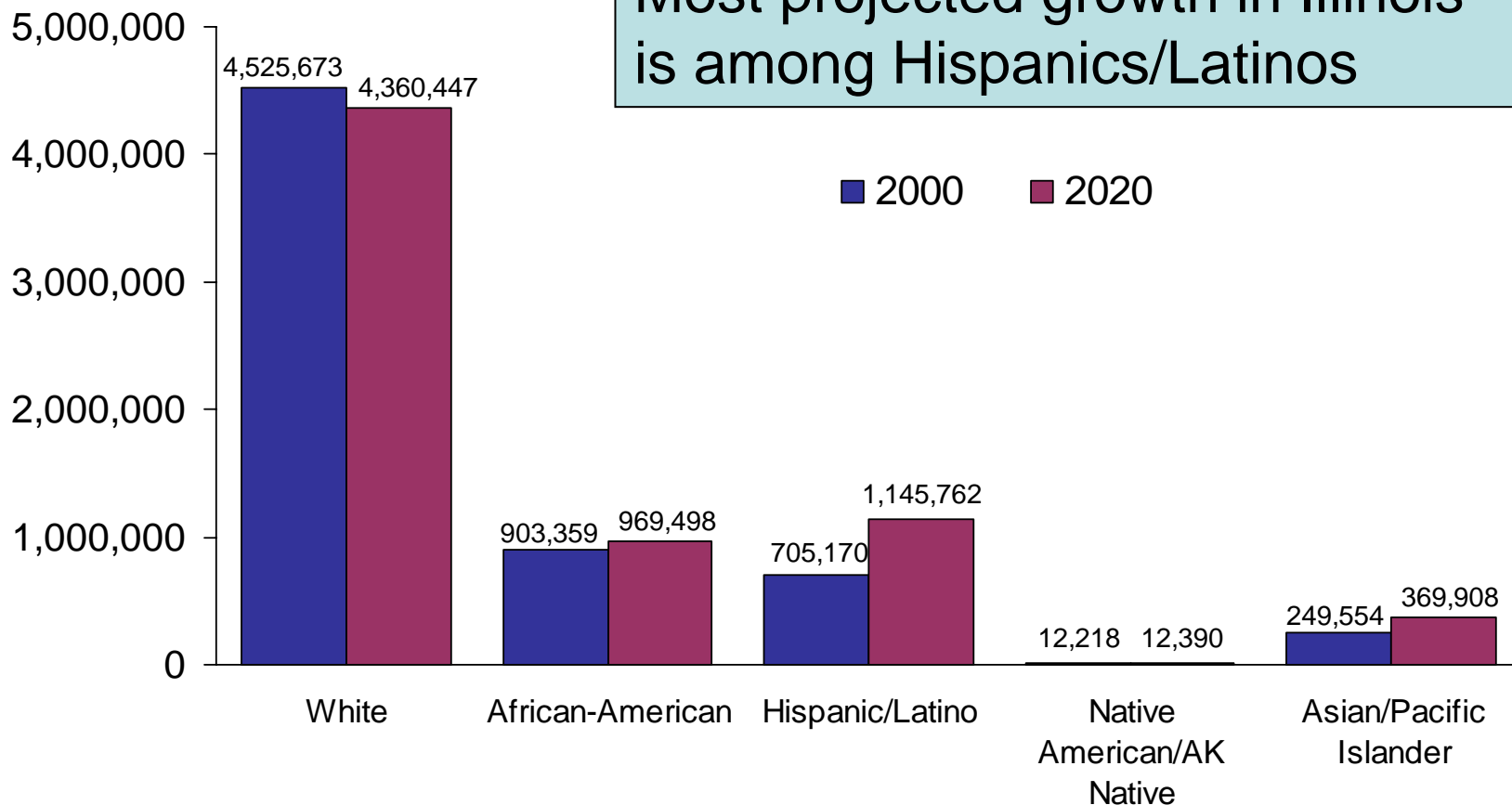
- Illinois' working-age population growth likely to be small. High-growth states are in the West and the South.
- Reliance on educated workforce in-migration will be challenging as surrounding states strive to retain their own well-educated workforce.





Projected Change in Population Age 25-64 By Race/Ethnicity—Illinois, 2000-20

Most projected growth in Illinois is among Hispanics/Latinos





Workforce Conclusions

- Working age population growth is likely to be small in Illinois – and up mainly for Hispanics/Latinos, followed by Asians.
- An adequate workforce will depend on:
 - Continued in-migration
 - Participation of those not in the workplace (including younger and older people)
 - Improved education pipeline results

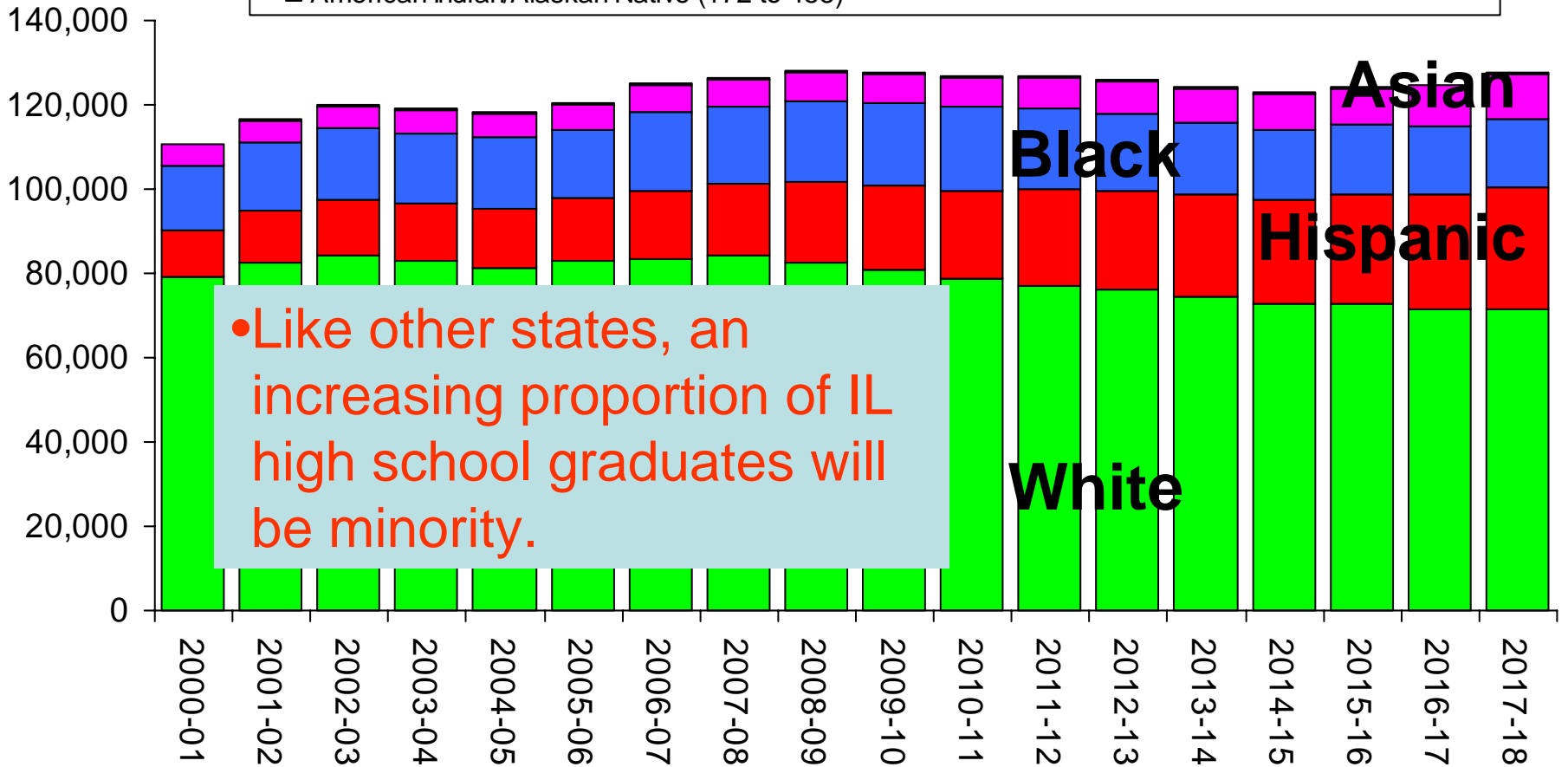
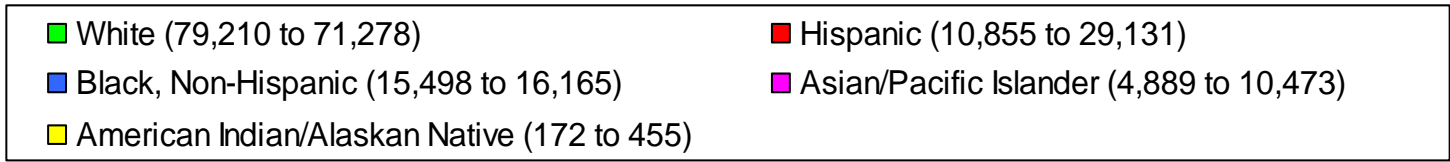
Source: From Dennis Jones' (NCHEMS) presentation to IBHE Summit, Chicago, IL. November 2005. Note that Illinois' DECO population projections assume that there will be in-migration to meet projected job growth, and so add net in-migration to balance projected job growth.



The Illinois Education Pipeline



Changing demographics of IL High School Graduates





- Currently, black and Hispanic/Latino students in Illinois (and nationally) are not completing high school at the same rates as their peers.

Black = 49%; Hispanic/Latino = 54%;
White & Asian = 85%

- The changing racial/ethnic composition of Illinois' high school graduates will be even more pronounced if black and Hispanic/Latino completion rates improve.



- And many of those who finish high school are not ready for college or the workplace.
- Still, a majority expect to earn a bachelor's degree.

Distribution of the Class of 2002 **Percentage Expecting Bachelor's Degree or More**

Not/Least Ready	34%	1/3	72%
Minimally Ready	11%	}	84%
Somewhat Ready	17%		1/3
More Ready	17%	}	96%
Most Ready	20%		1/3



There are low readiness rates in all racial/ethnic groups, but especially among black and Latino students.

College Ready:

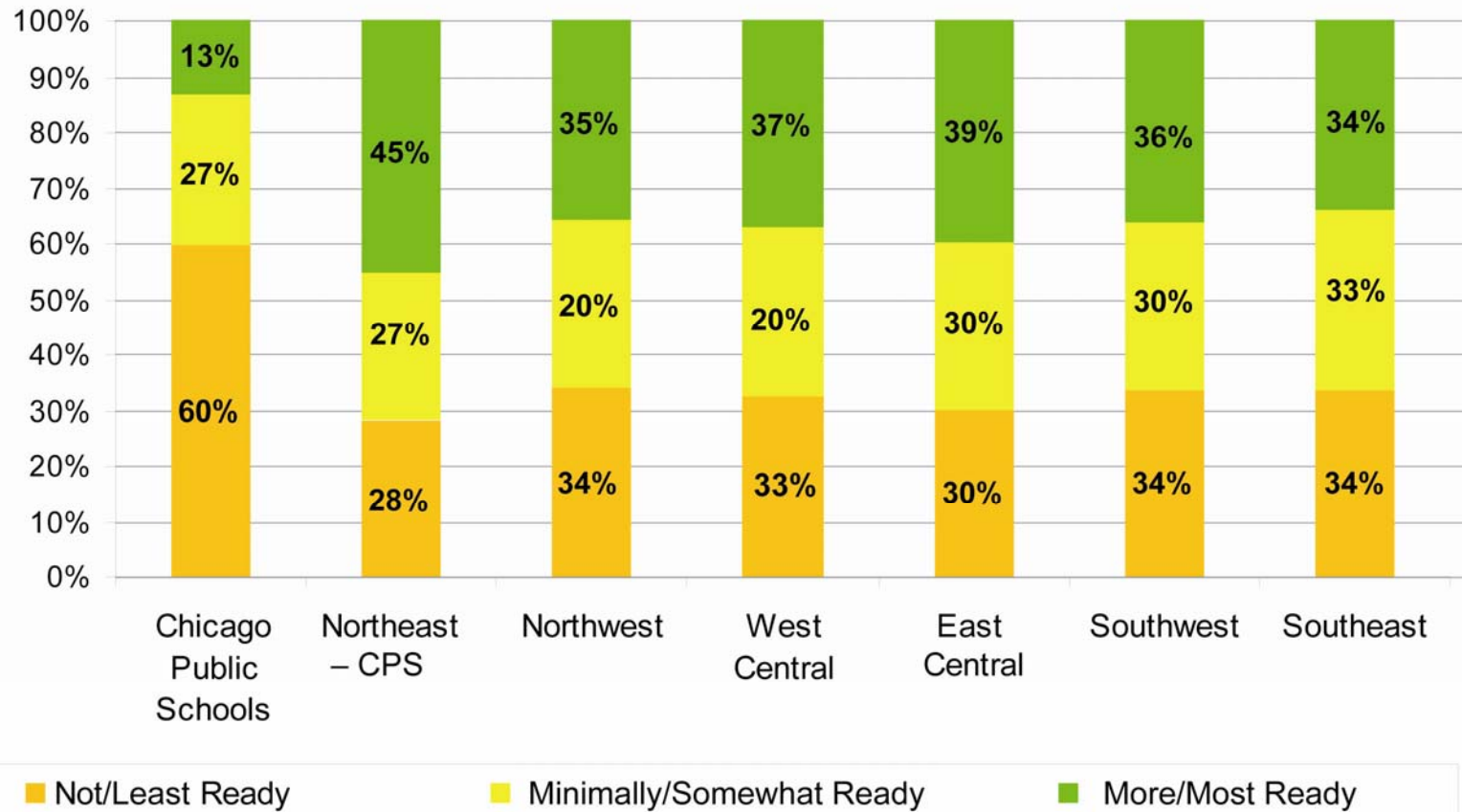
Black – 11%, Latino – 17%, White – 48%, Asian – 55%

Not/Least College Ready:

Black – 54%, Latino – 49%; White – 22%; Asian – 17%



And college readiness is an issue across the regions of the state.

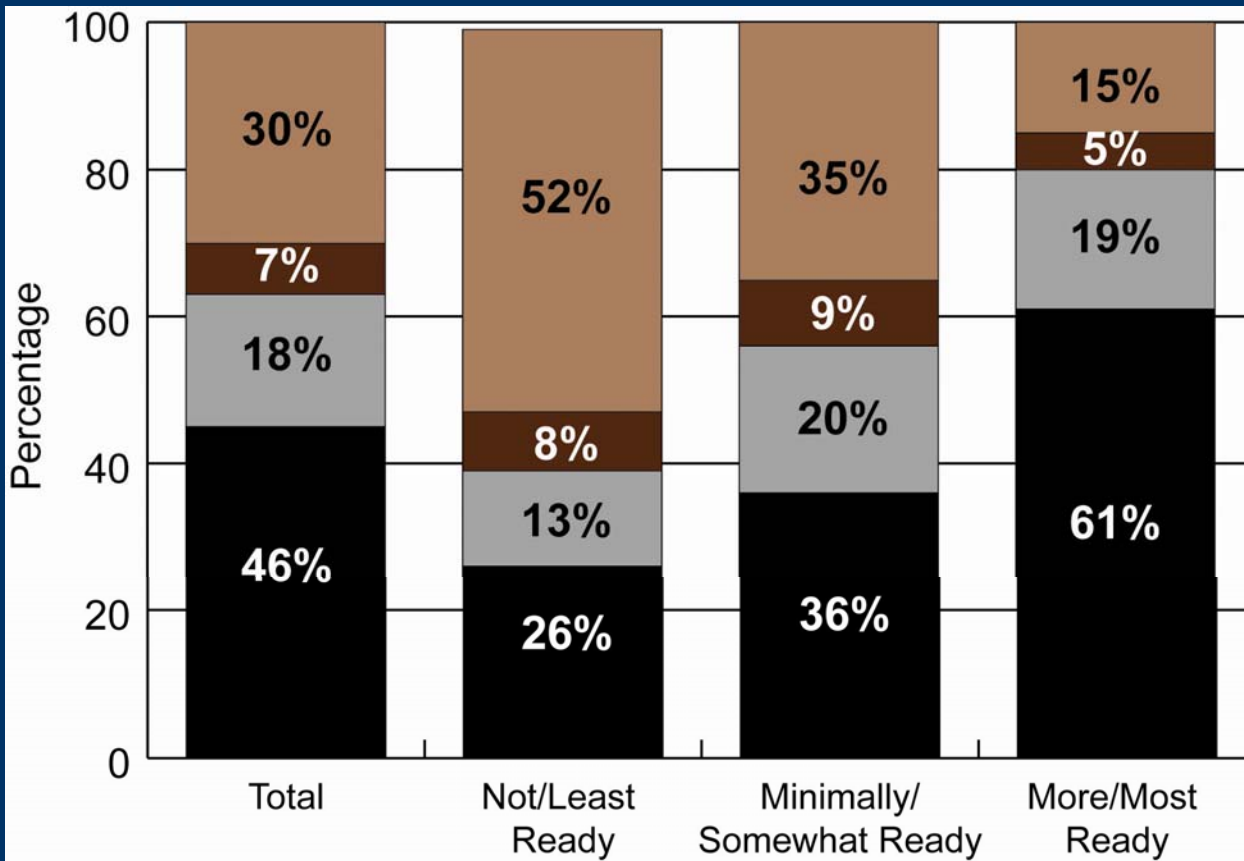




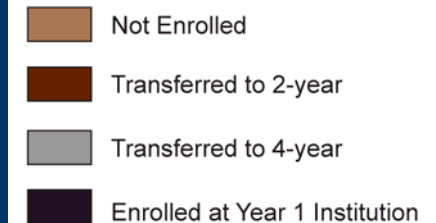
Especially at lower readiness levels, Latino (and Native American, *not shown*) students are less likely to go straight to college, while Asian students are most likely to continue. (Black student participation is quite similar to that of white students at each readiness level.)

Readiness Index	Latino	Black	White	Asian	Total
Not/Least Ready	35%	45%	49%	60%	43%
Minimally Ready	47%	57%	61%	66%	58%
Somewhat Ready	58%	67%	72%	79%	69%
More Ready	76%	83%	79%	84%	79%
Most Ready	85%	83%	84%	86%	84%
Total	49%	55%	70%	78%	64%

College readiness is very important to college persistence.



- Most college-ready students (85%) remain enrolled into Year 4.
- But enrolling full time trumps readiness.





Key Points to Remember

- Jobs increasingly need skills related to postsecondary education.
- Illinois' population is aging, with an increasing proportion of younger people coming from minority racial/ethnic groups.
- **Non-Asian minorities**
 - *Are less likely to graduate from high school.*
 - *Less likely graduate ready for college and the workplace.*
- **Non college-ready Latino high school graduates are less likely to enroll in college than other groups.**
- **Being prepared for college is key (along with enrolling full time) to completing college. We need to get the readiness job done throughout the K-12 years.**



Final Remarks

It's readiness, readiness, readiness

- The Illinois economy will need a more strongly educated working population – we will need every brain reaching its full potential.
- **We must ensure that students have the opportunity and encouragement to maximize their educational potential**
- Higher education and K-12 need to work together on *getting the signals to students and teachers right*.
 - **Align performance expectations across education sectors**
 - **Stronger preparation and higher expectations throughout elementary school -- more equitable distribution of teacher academic capital.**
 - **Better use of students' time in high school – increase expectations by the end of 10th grade, and redesign 11th and 12th grades**
 - **Work towards eliminating need for remedial education in the postsecondary sector**
 - **Keep college students enrolled to program completion = enroll full time.**
- And we are renewing efforts in Illinois.
 - **Gates' funded ISBE initiative**
 - **IBHE Master Planning**
 - **P-20 Council**