



Readiness and Illinois' 21st Century Workforce

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Working Illinois

- Illinois has the 5th largest state economy, but **has experienced below average economic growth since 1990, ranking 35th** among the states in growth of Gross State Product and creating on average just over 37,000 jobs per year.
- 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.

US Census Projected Population Changes in Illinois

Year	Age 0-19	Age 20-54	Age 55-64	Age 65+
2000	29%	51%	8%	12%
2020	27%	46%	12%	15%
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%

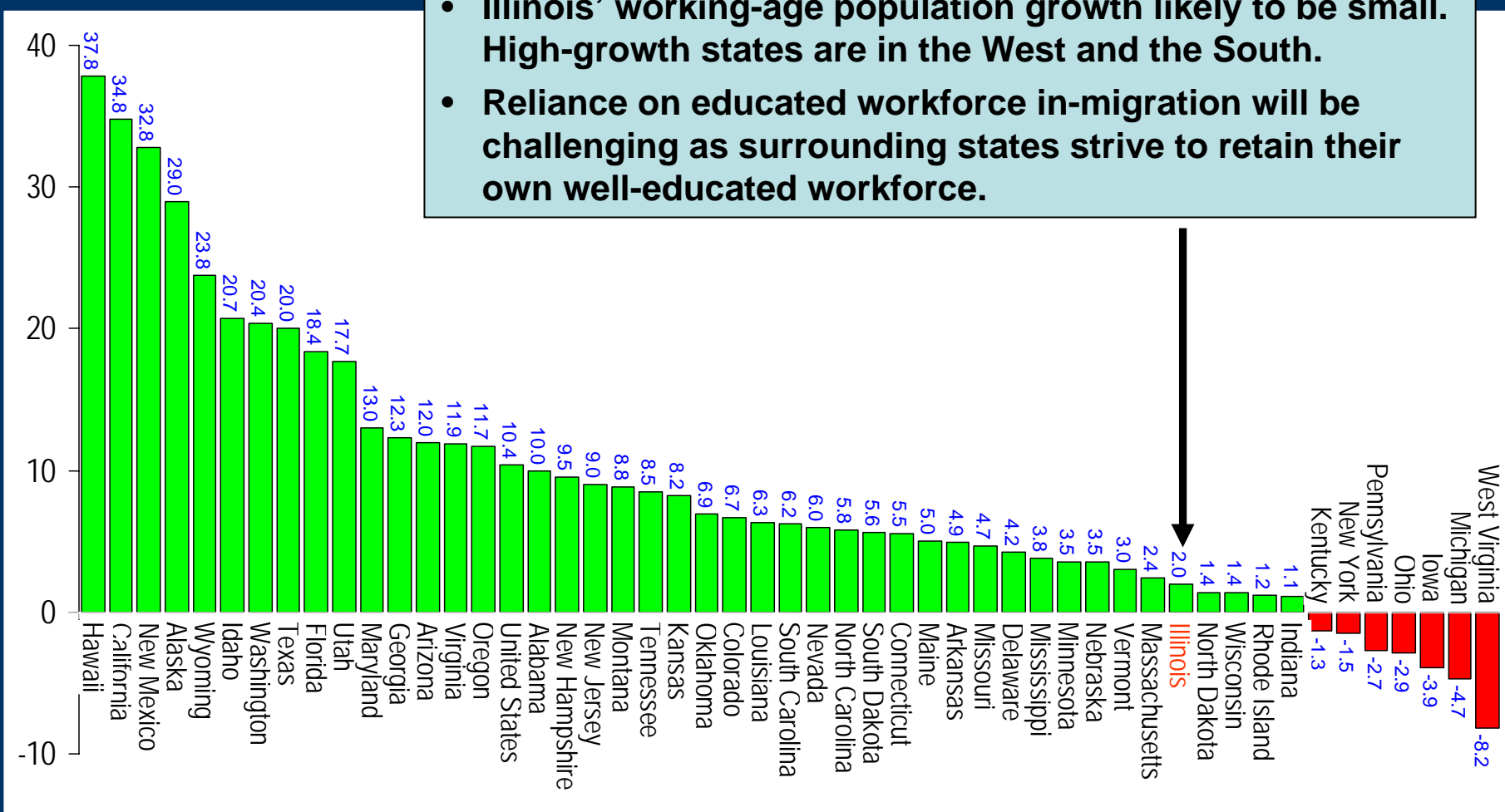
- Strong economy needed to support growing obligations to aging population.
- DCEO assumes in-migration to meet job growth needs.

Source: US. Census population projections, 2005 – www.census.gov/population/projections/DownldFile2.xls. Retrieved 2/23/2007 Note: Note that Illinois' Department of Commerce & Economic Opportunity (DCEO) 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.

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.

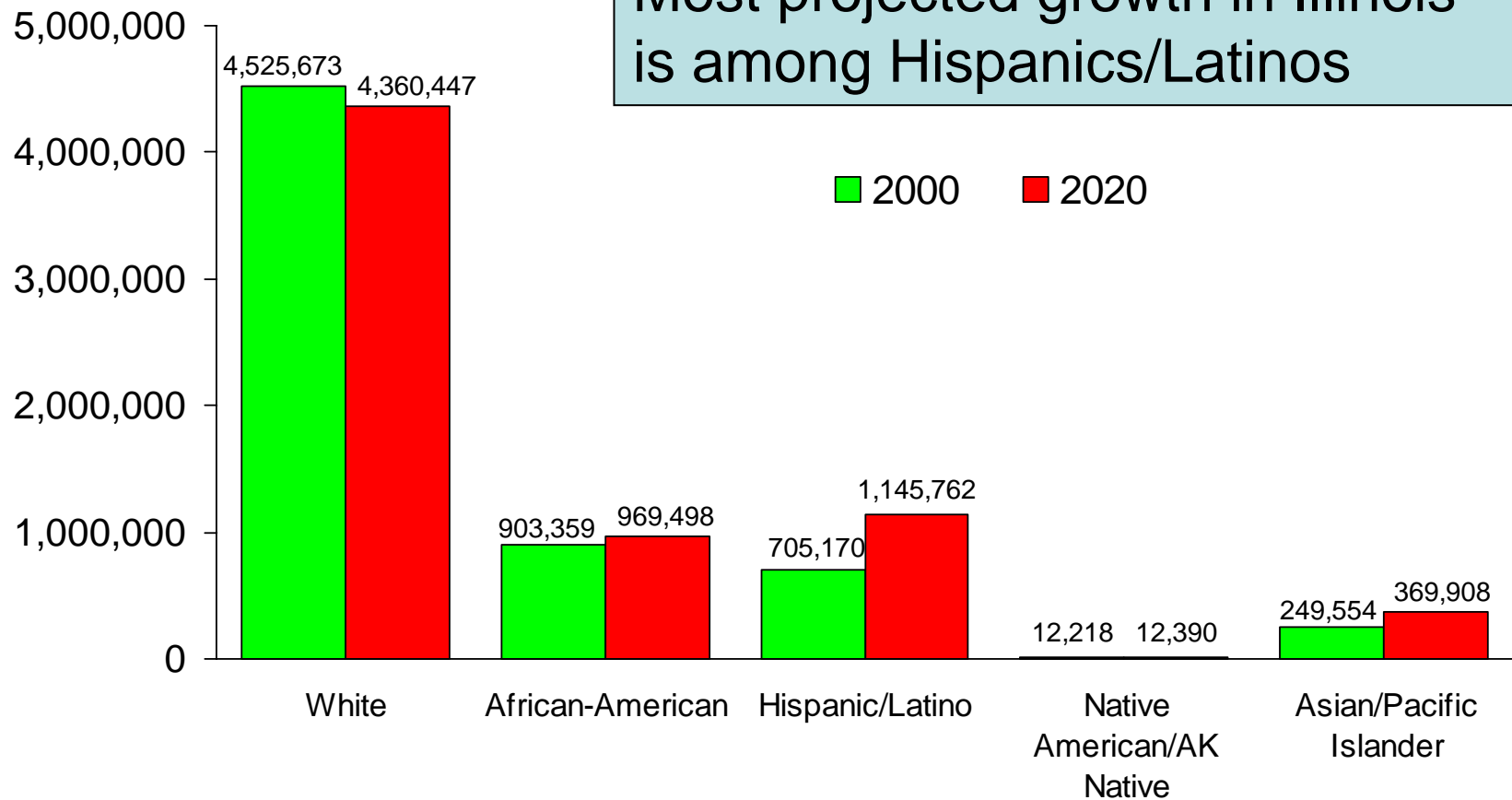


Source: U.S. Census Bureau (from NCHERS, November 2005)



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

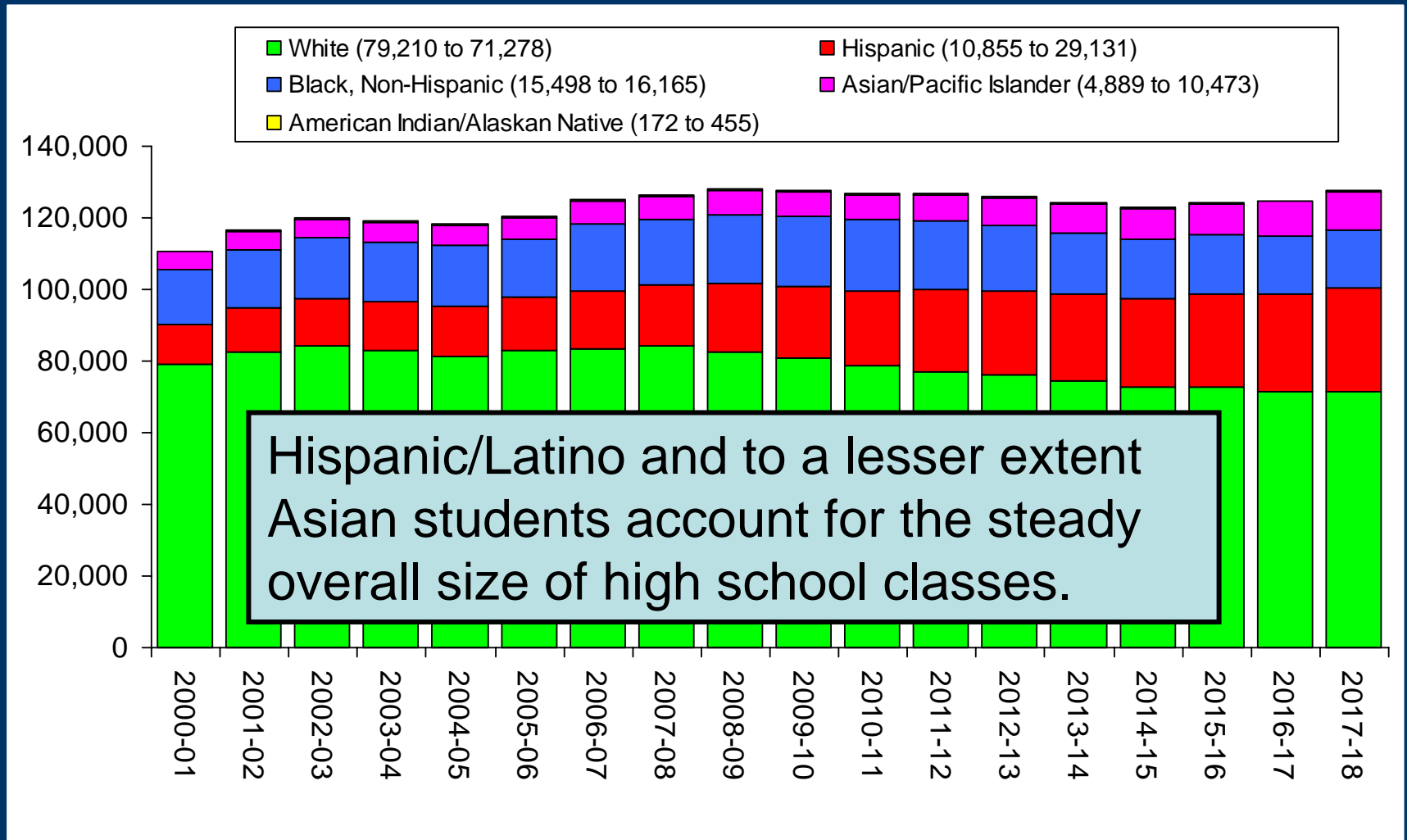
Source: From Dennis Jones' (NCHEMS) presentation to IBHE Summit, Chicago, IL. November 2005. Note that Illinois' DECO population projections assume that there will be in-migration to meet projected job growth, and so add net in-migration to balance projected job growth.



The Illinois Education Pipeline



Projections of High School Graduates to 2018 By Race/Ethnicity—Illinois





Illinois High School Graduate Rates by Race/Ethnicity

- Black and Hispanic/Latino students are not completing high school at the same rates as their peers. There would be more black and Hispanic/Latino students among Illinois' high school graduates if completion rates were higher.
- Illinois' white and Asian students graduate from high school at higher rates than nationally.

	U.S.	Illinois
White	78	85
Asian	72	85
ALL STUDENTS	70	73
Black	55	49
Hispanic/Latino	53	54



IERC College Readiness Index

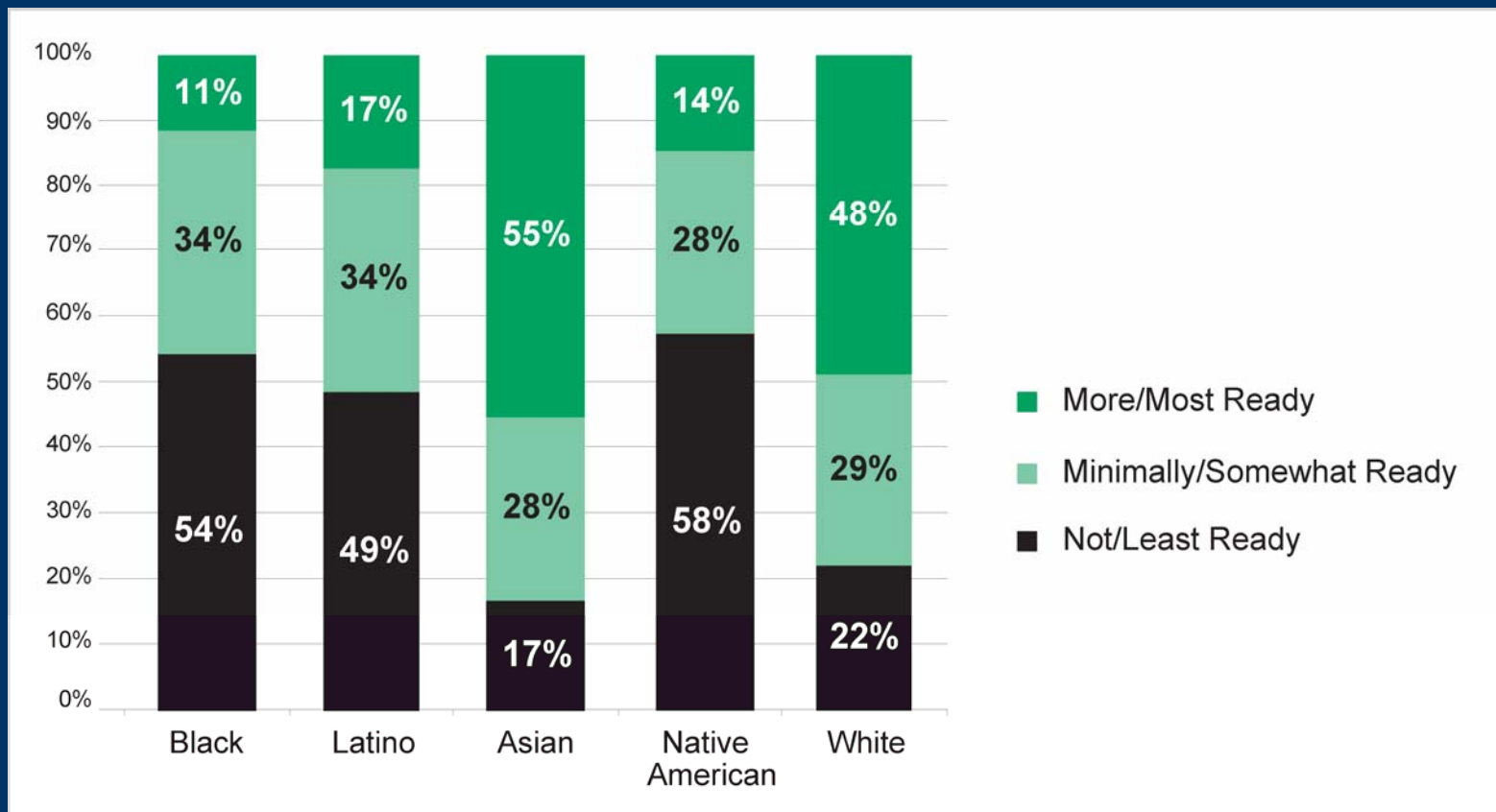
Distribution of the Class of 2002		Percentage Expecting Bachelor's Degree or More
Not/Least Ready	34%	72%
Minimally Ready	11%	84%
Somewhat Ready	17%	
More Ready	17%	96%
Most Ready	20%	99%

- Roughly a third of the Class of 2002 are not/least ready for college, about a third are partially ready, and about a third are college ready.
- Majority expect to earn a bachelor's degree.



Readiness of Illinois Class of 2002 by Race/Ethnicity

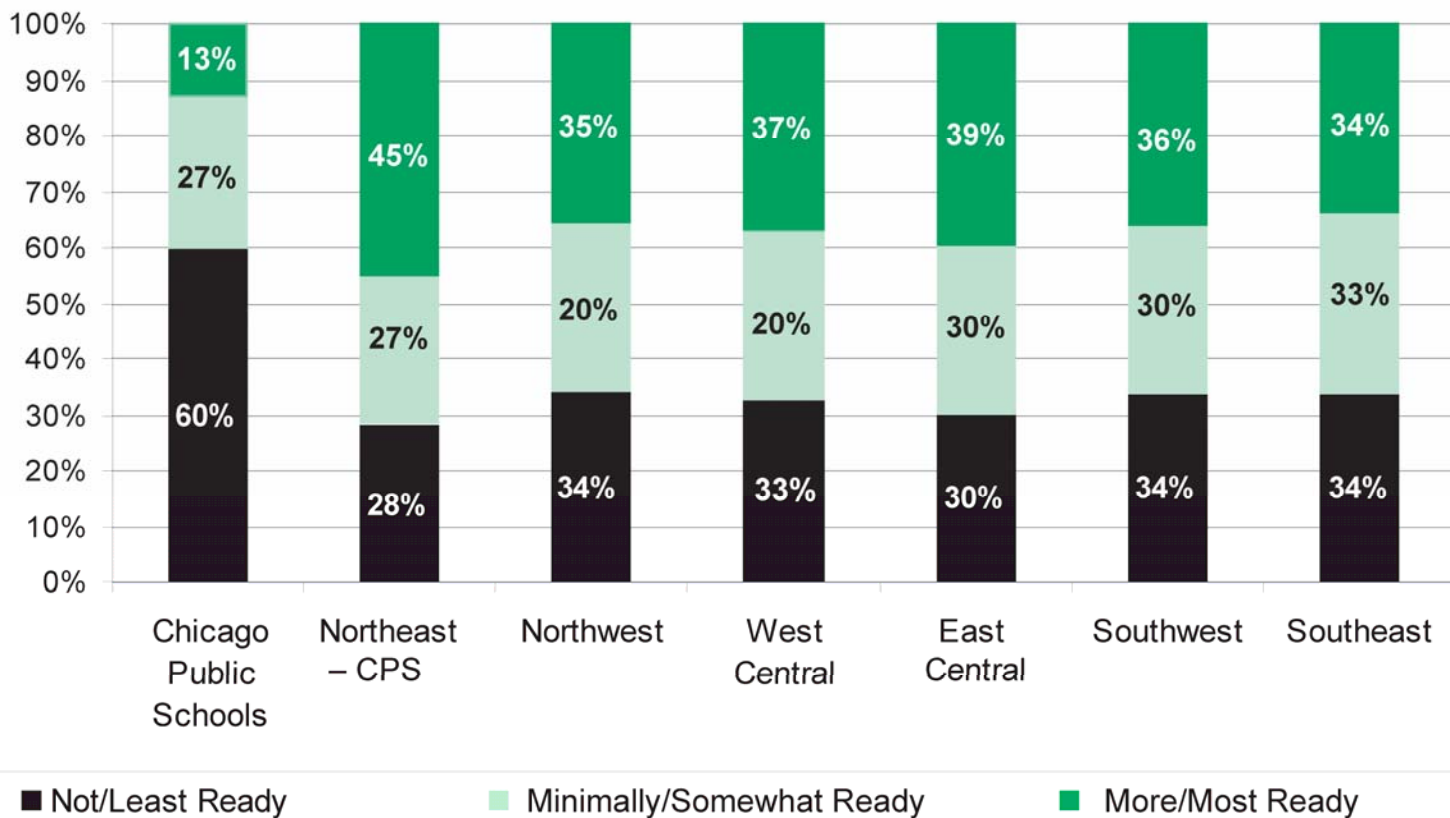
- Black, Latino and Native American high school graduates are less likely to be college ready.





Readiness of Illinois Class of 2002 Within Region

- College readiness is an issue across the regions of the state.





College Access:

Going to College in Year 1 (2002-2003)

- College-going is strongly related to readiness.
- Even so, more than two in five not/least-ready students continue immediately into postsecondary education.

Readiness Index	% to College In 2002-03
Not/Least Ready	43%
Minimally Ready	58%
Somewhat Ready	69%
More Ready	79%
Most Ready	84%
Total	64%



Access: First Year College-Going Rate by Readiness and Race/Ethnicity

- At lower readiness levels, Latino (and Native American) students are less likely to go to college, while Asian students are most likely to continue.

Readiness Index	Black	Latino	Asian	Native American	White
Not/Least Ready	45%	35%	60%	28%	49%
Minimally Ready	57%	47%	66%	46%	61%
Somewhat Ready	67%	58%	79%	46%	72%
More Ready	83%	76%	84%	67%	79%
Most Ready	83%	85%	86%	83%	84%
Total	55%	49%	78%	39%	70%



Access: Enrollment Status Within Four Years (to 2005-2006), by College Readiness

- By Year 4, three quarters of the Class of 2002 have tried college.
- Readiness continues to play an important role in college going.

College Readiness	Start Year 1	Start Year 2, 3 or 4	Still Not Enrolled Any Time
Not/Least Ready	43%	14%	43%
Minimally Ready	58%	14%	28%
Somewhat Ready	69%	11%	20%
More Ready	79%	10%	11%
Most Ready	84%	7%	9%
Total	64%	11%	25%

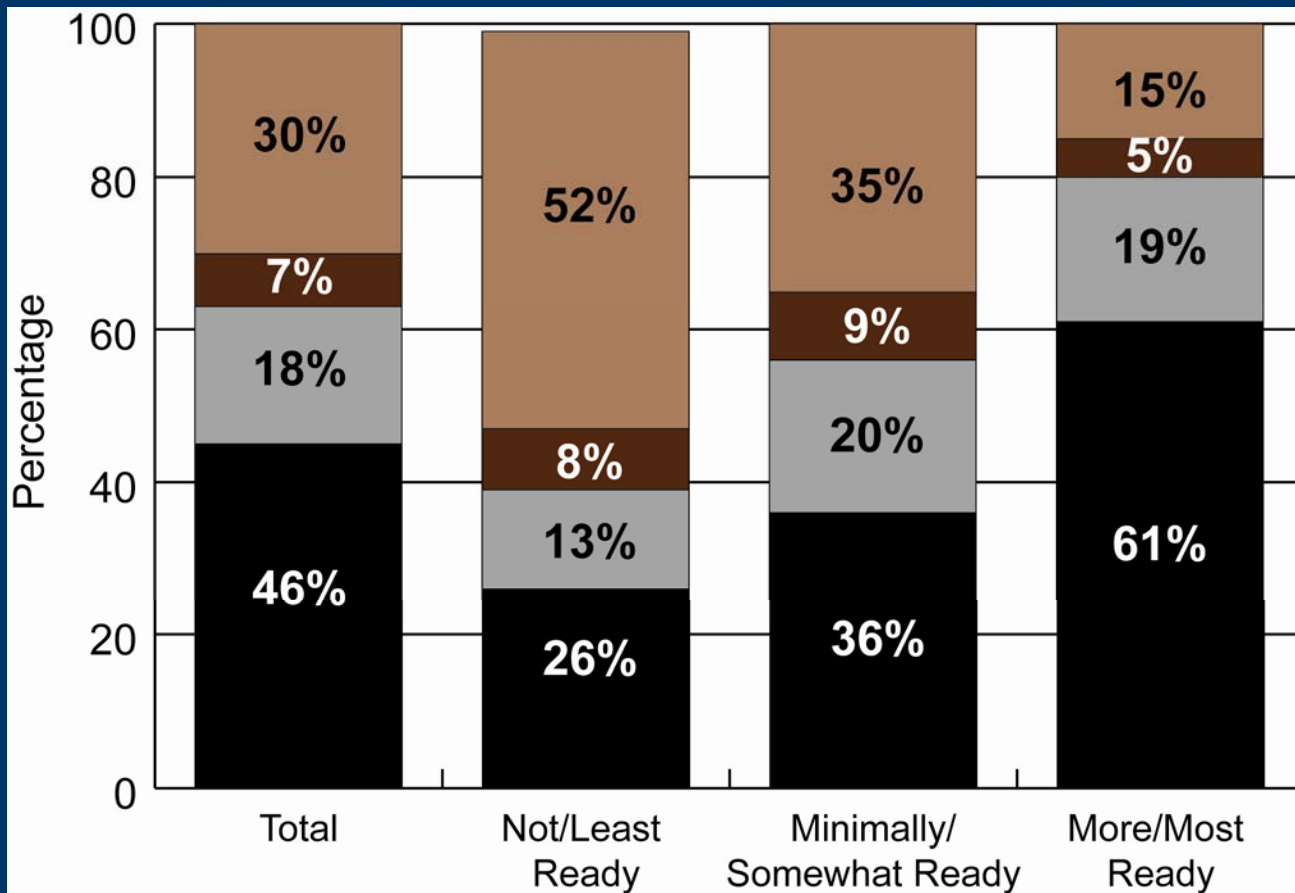


Access: Non-Attendees by the Fourth Year, By Family Income and College Readiness

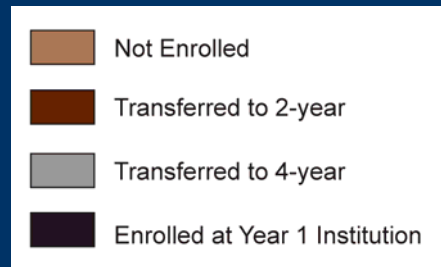
Family income matters in attendance at each readiness level, but especially for less-ready students.

Family Income Quartile	Not/Least Ready	Most Ready	All Readiness Levels
Low	47%	10%	33%
Lower middle	44%	8%	25%
Upper middle	36%	7%	16%
High	31%	8%	13%
All income levels	43%	8%	25%

Access to Success: Persistence to Fourth Year by College Readiness



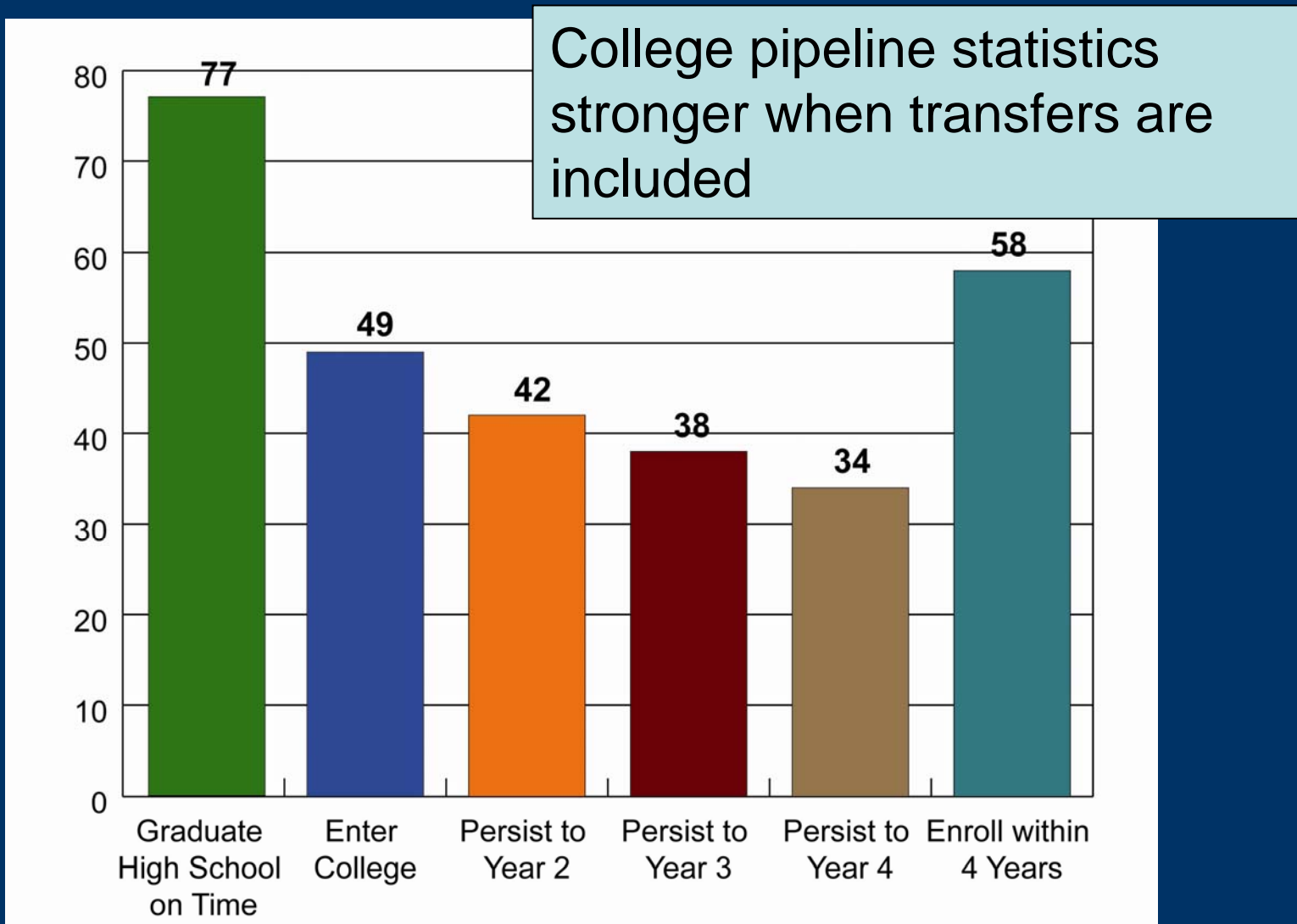
- Most college-ready students (85%) remain enrolled into Year 4.
- Counting transfers boosts persistence measures.





Student Pipeline, Illinois Class of 2002

Of 100 9th Graders, How Many...





Bottom Line on the Pipeline

Like other states, an increasing proportion of young Illinois workers will be minority.

- Non-Asian minorities are less likely to finish high school, or to finish ready for college.
- Non college-ready Latinos (and Native Americans) are less likely than other non-ready groups to continue into college.
- College readiness is very important to college persistence.
- K-12 success is critical to the state's long-term economic success.



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.
- 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**
 - **Better use of students' time in high school – redesign 11th and 12th grades**
 - **Work towards eliminating need for remedial education in the postsecondary sector**
 - **Keeping college students enrolled to program completion**
 - **Ensure that students have the opportunity and encouragement to maximize their educational potential**
- And we are renewing efforts in Illinois.
 - **Gates' funded ISBE initiative**
 - **IBHE Master Planning**
 - **Forum on Public Education**
 - **P-20 Council legislation**