

From Data to Action: Shaping Illinois' Workforce Future

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Data

The smell test is more important than the t-test.

Data is a tool to help us understand, evaluate, and improve outcomes.

We need to let the questions lead,
otherwise we just drown in decimal points.

My questions are about:

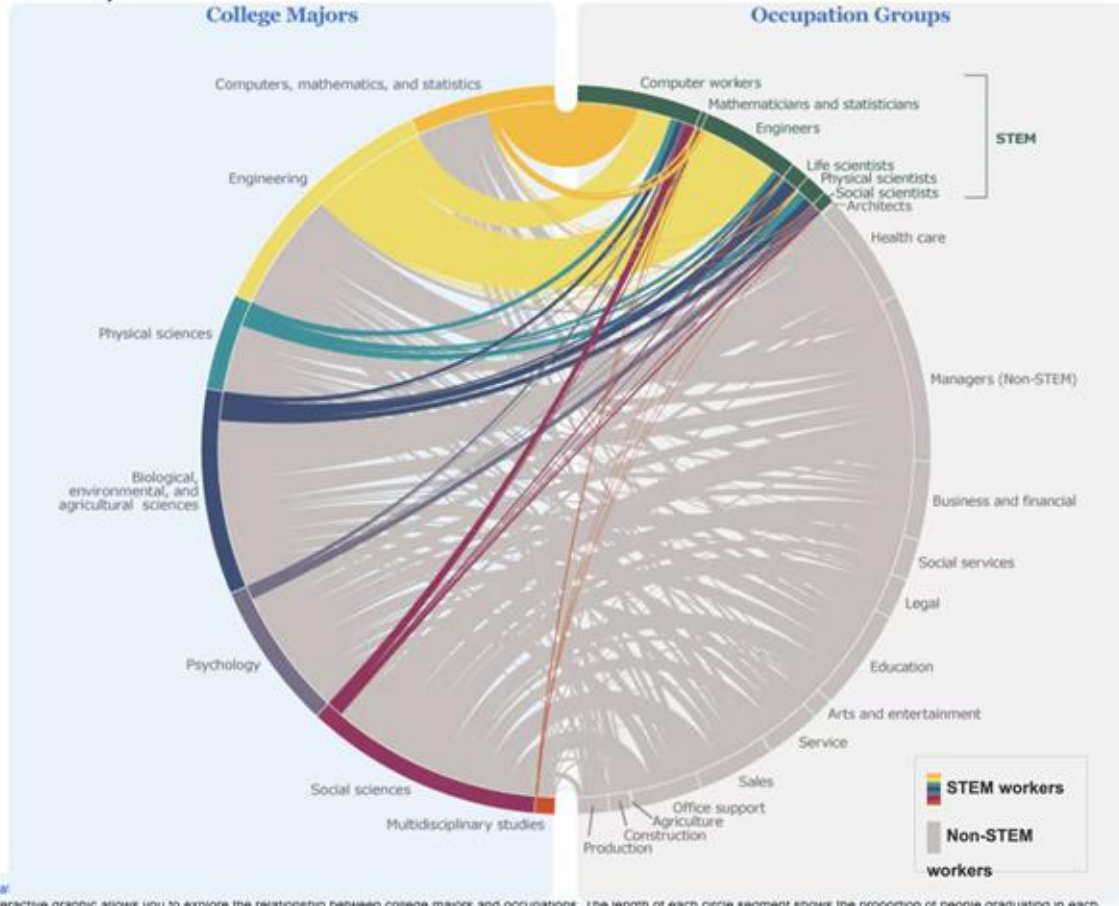
- Feedback loops,
- Alignment between education and workforce systems, and
- Bringing the workplace and classroom closer together

What is a good job?

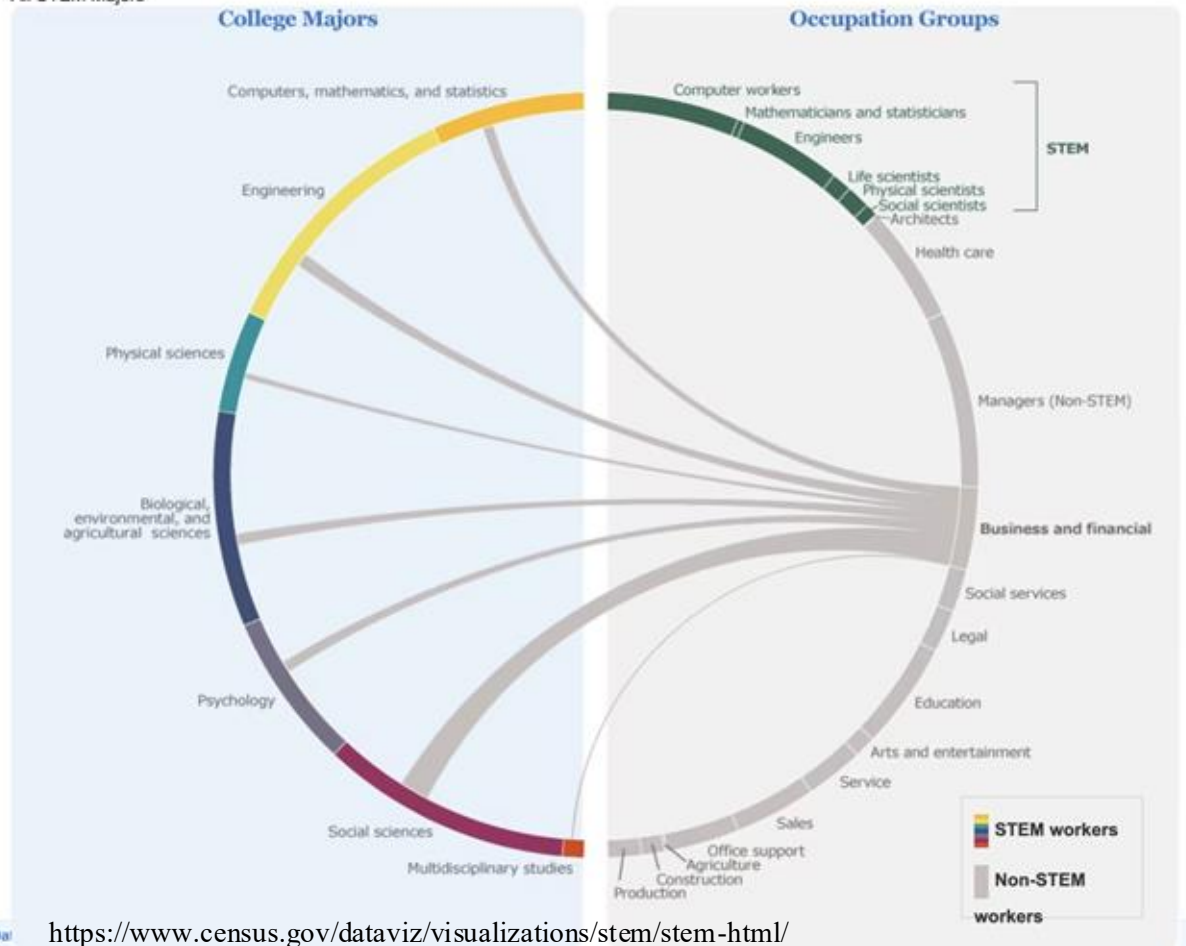
We've defined a good job as making at least \$43,000 a year with a kick-up at age 45 to account for family formation. Other definitions exist, but it's very difficult to measure 'ability to control schedule'. Many these characteristics correlate with earnings and education.

The answers to even the most 'clear' questions become complicated very quickly.

For instance, the CIP-SOC crosswalk.



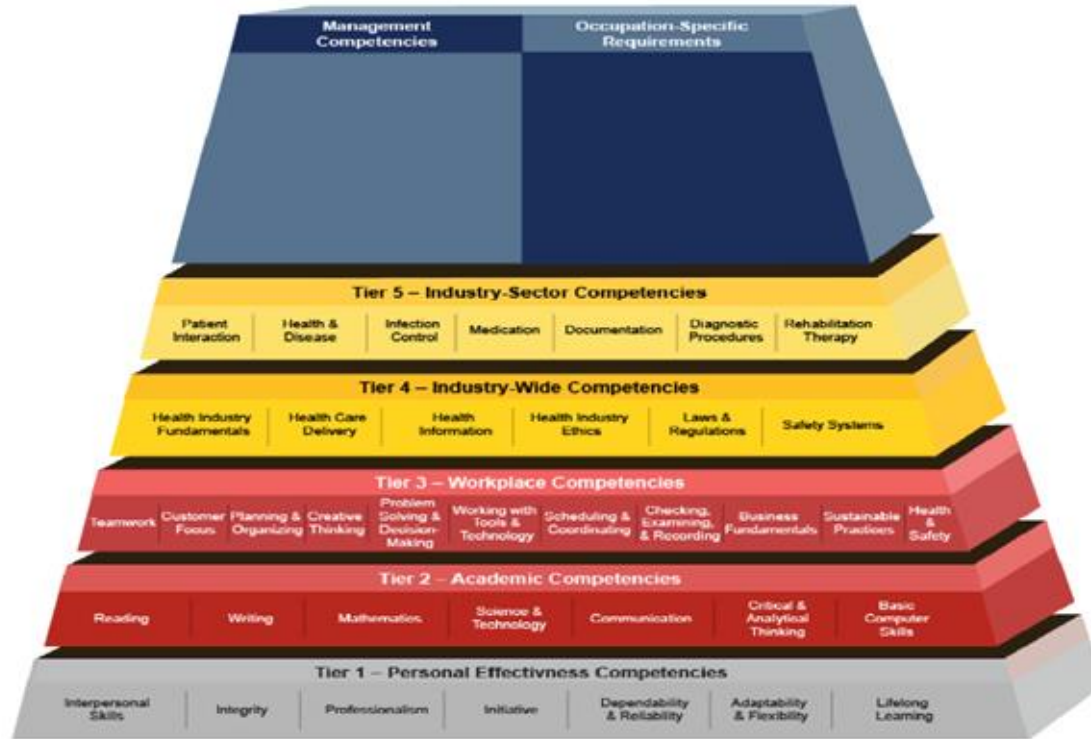
Source: Georgetown University Center on Education and the Workforce, "The STEM Education Pipeline: From College to Career." The width of each chord segment shows the proportion of non-STEM workers in each...



<https://www.census.gov/dataviz/visualizations/stem/stem-html/>

I'm also quite interested in questions about
career pathways and training.

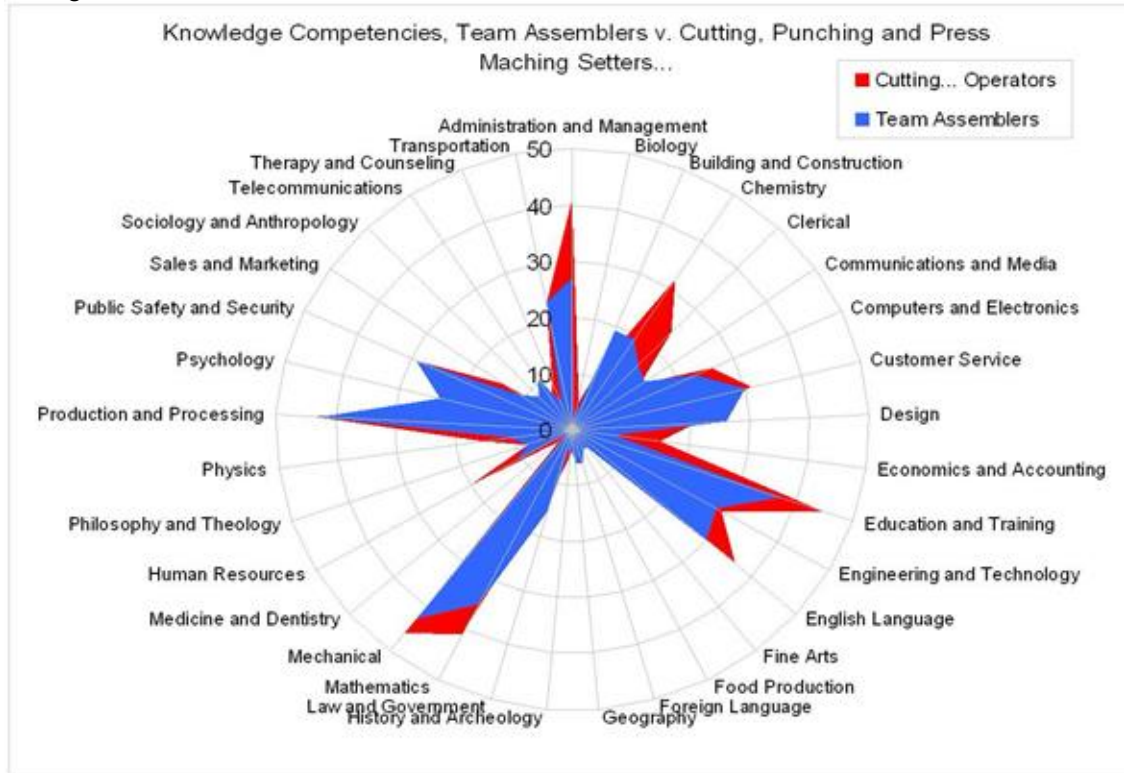
Thinking about stackability, curricular distance from the workplace, and when OJT kicks i



I've very impressed by the work done on career clusters but they need to incorporate information on occupational distance.

Occupational distance is a skill-based measure of how closely related is the skill bundle/portfolio of one job to the next.

Thinking about aligning specific skill and enhancing labor mobility via Education and training



EMS

Diving in

Projections

(New projections are in development)

Illinois

Between 2021 and 2031, an average of 690,000 job openings will be created annually in Illinois both from new jobs and jobs that come open for other reasons, most frequently retirement.

This is how the vacancies will break down by education level:

- ◇ 482,000 of these annual job openings will be for workers with postsecondary credentials.
- ◇ 155,000 of these annual job openings will be for those with a high school diploma.
- ◇ 53,000 of these annual job openings will be for those with less than a high school diploma.

Illinois state rank | Percentage of jobs in 2031 that will require:



Illinois: Jobs forecast for 2031 by education level

Education level	2031 Jobs	Share of jobs	Rank by share among states
Less than high school	461,000	8%	19
High school diploma	1,340,000	22%	41
Some college, no degree	1,235,000	21%	36
Associate's degree	558,000	9%	36
Bachelor's degree	1,499,000	25%	12
Graduate degree	876,000	15%	9
Total	5,969,000	100%	

Illinois: Change in jobs by education level

Education level	2021 Jobs	2031 Jobs	Change in net new jobs
High school diploma or less	1,743,000	1,801,000	58,000
Middle skills	1,725,000	1,793,000	68,000
Bachelor's degree or higher	2,247,000	2,375,000	128,000
Total	5,715,000	5,969,000	254,000

Illinois: Occupations

Occupation	2021 Jobs	2031 Jobs	Growth (%)
Sales and Office Support	1,269,000	1,252,000	-1%
Blue-Collar	1,382,000	1,427,000	3%
Food and Personal Services	815,000	836,000	3%
Managerial and Professional Office	825,000	881,000	7%
Education	368,000	396,000	8%
Healthcare	573,000	651,000	14%
STEM	309,000	337,000	9%
Community Services and Arts	174,000	189,000	9%
Total	5,715,000	5,969,000	4%

Illinois: Where the jobs will be in 2031, by occupation and education level (in thousands of jobs)

Occupations	Less than high school	High school graduates	Some college	Associate's degree	Bachelor's degree	Graduate degree	Total
Sales and Office Support							
Sales	27	106	119	45	164	38	499
Office and administrative support	31	160	231	95	194	42	753
Blue-Collar							
Farming, fishing, and forestry	1	3	2	1	1	0	8
Construction and extraction	32	77	45	14	13	1	182
Installation, maintenance, and equipment repair	21	82	63	37	15	4	222
Production	80	155	89	28	30	7	389
Transportation and material moving	92	270	156	44	54	9	625
Food and Personal Services							
Food preparation and serving	76	143	102	34	42	8	405
Personal care	11	36	33	12	24	5	121
Building and grounds cleaning and maintenance	46	77	34	11	10	2	180
Protective services	4	24	36	19	36	10	129
Managerial and Professional Office							
Management	10	46	61	32	184	110	443
Business operations	1	19	35	16	125	65	261
Financial	1	5	8	7	72	33	126
Legal	0	2	3	1	9	37	52

*Not available due to data limitations.

**Values may not sum to the overall forecast totals or to 100 percent due to rounding.

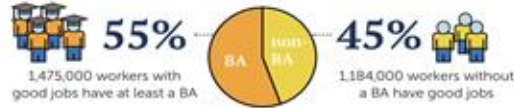
Illinois: Where the jobs will be in 2031, by occupation and education level (in thousands of jobs)

Occupations	Less than high school	High school graduates	Some college	Associate's degree	Bachelor's degree	Graduate degree	Total
Education							
Education	2	15	28	23	133	194	395
Healthcare							
Healthcare professional and technical	1	17	42	66	123	127	376
Healthcare support	16	77	97	42	35	8	275
STEM							
Computer and mathematical sciences	3	9	21	14	103	58	208
Architecture, surveying, drafting, and technical	0	3	5	3	10	7	28
Engineering	0	2	3	3	32	15	55
Life and physical sciences	0	1	1	1	13	18	34
Social sciences	*	*	*	*	3	10	13
Community Services and Arts							
Arts, design, entertainment, sports, and media	2	7	9	5	38	12	73
Community and social services	2	4	11	4	36	58	115
TOTAL**	459	1,340	1,234	557	1,499	878	5,967

https://cew.georgetown.edu/wp-content/uploads/Projections_2031-State-Report.pdf

Good Jobs

Who has the good jobs? BA vs. non-BA



\$58,000



Median earnings of non-BA workers with good jobs in 2015

How big is the non-BA workforce?



Earnings distribution of non-BA good jobs



Change in number of non-BA good jobs 1991-2015



Non-BA good jobs in blue-collar vs. skilled-services industries



Note: Data is old (but so am I)

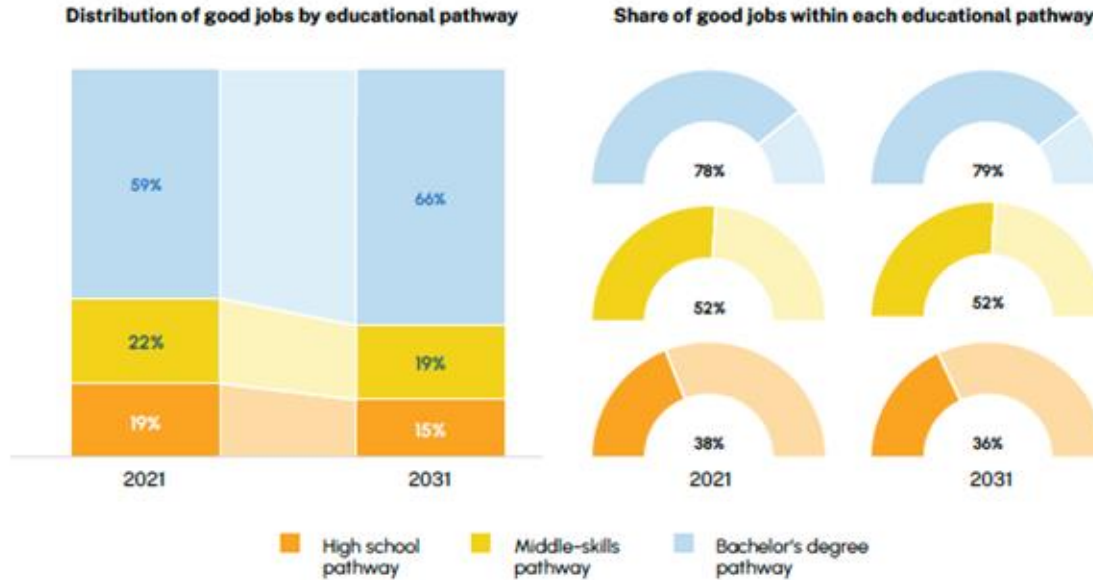
Jobs by educational attainment				
Educational attainment	Number of workers	Workers with good jobs	Median earnings	Median earnings of workers with good jobs
Non-BA Workers				
Less than high school	373,000	74,000	\$22,000	\$51,000
High school graduate	1,160,000	401,000	\$30,000	\$56,000
Some college	1,107,000	476,000	\$35,000	\$60,000
Associate's degree	474,000	233,000	\$39,000	\$60,000
All non-BA workers	3,114,000	1,184,000	\$31,000	\$58,000
BA+ Workers				
Bachelor's or higher	2,035,000	1,475,000	\$60,000	\$76,000
All workers	5,148,000	2,658,000	\$40,000	\$66,000

NON-BA GOOD JOBS

Top five industries				
Industry	Number of non-BA good jobs	Share of non-BA good jobs	Share of non-BA workers with good jobs	Median earnings
Manufacturing	226,000	19%	45%	\$56,000
Transportation and utilities	147,000	12%	56%	\$60,000
Construction	134,000	11%	55%	\$62,000
Information, financial activities, and real estate	112,000	10%	50%	\$60,000
Health services	110,000	9%	27%	\$53,000

Top five occupations				
Occupation	Number of non-BA good jobs	Share of non-BA good jobs	Share of non-BA workers with good jobs	Median earnings
Office and administrative support	167,000	14%	32%	\$52,000
Management	136,000	12%	66%	\$70,000
Production	127,000	11%	37%	\$53,000
Transportation and material moving	122,000	10%	36%	\$55,000
Construction and extraction	120,000	10%	56%	\$63,000

The bachelor's degree pathway will account for an increasing share of good jobs, reaching 66 percent by 2031, compared to 59 percent in 2021.

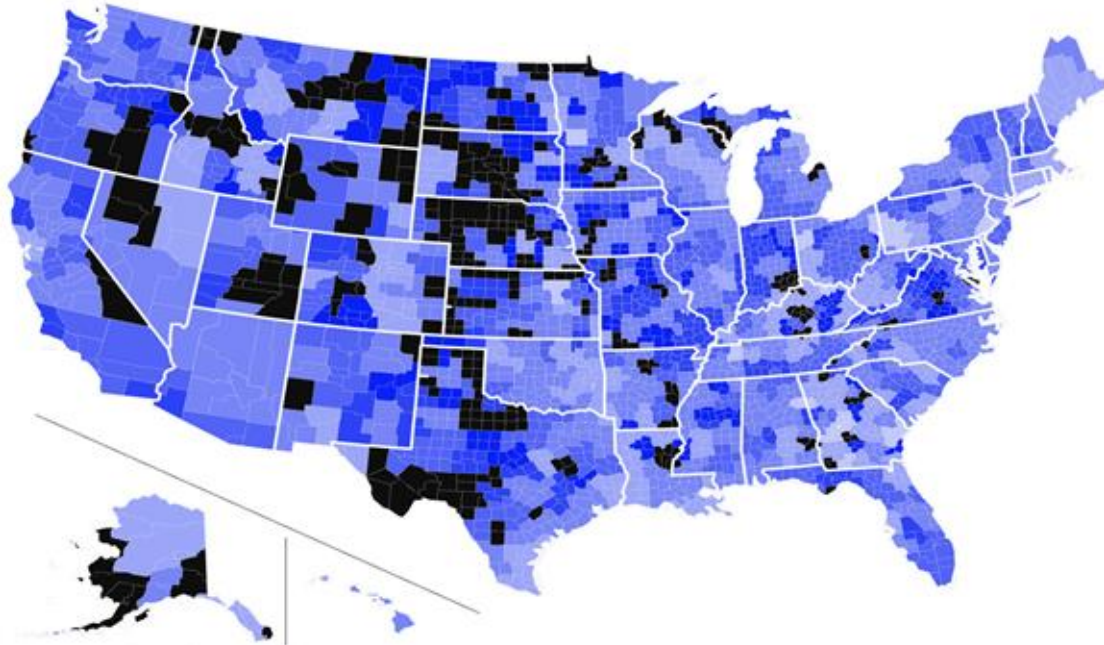


Source: Georgetown University Center on Education and the Workforce projections using Carnevale et al., *After Everything*, 2023; US Census Bureau and Bureau of Labor Statistics, Current Population Survey (CPS), March Supplement, 1992-2020; and US Bureau of Economic Analysis, SARPP Regional Price Parities by State, 2020.

Alignment



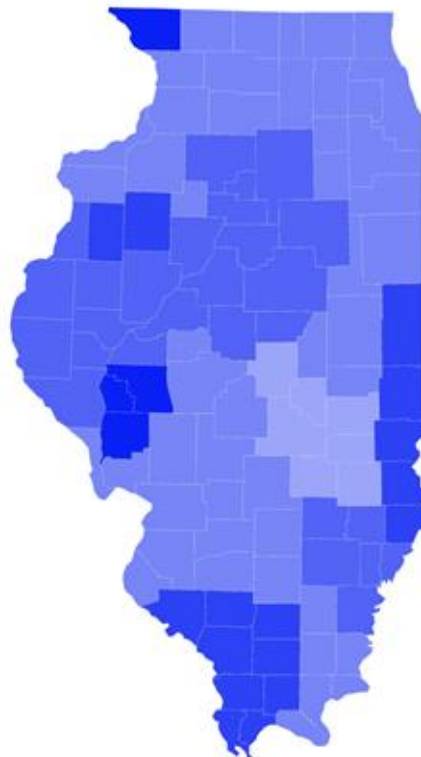
Extent of credentials-to-jobs misalignment



Extent of credentials-to-jobs misalignment

- No data
- Less than 30%
- 30%–<40%
- 40%–<50%
- 50%–<60%
- 60%–<70%
- More than 70%

Extent of credentials-to-jobs misalignment

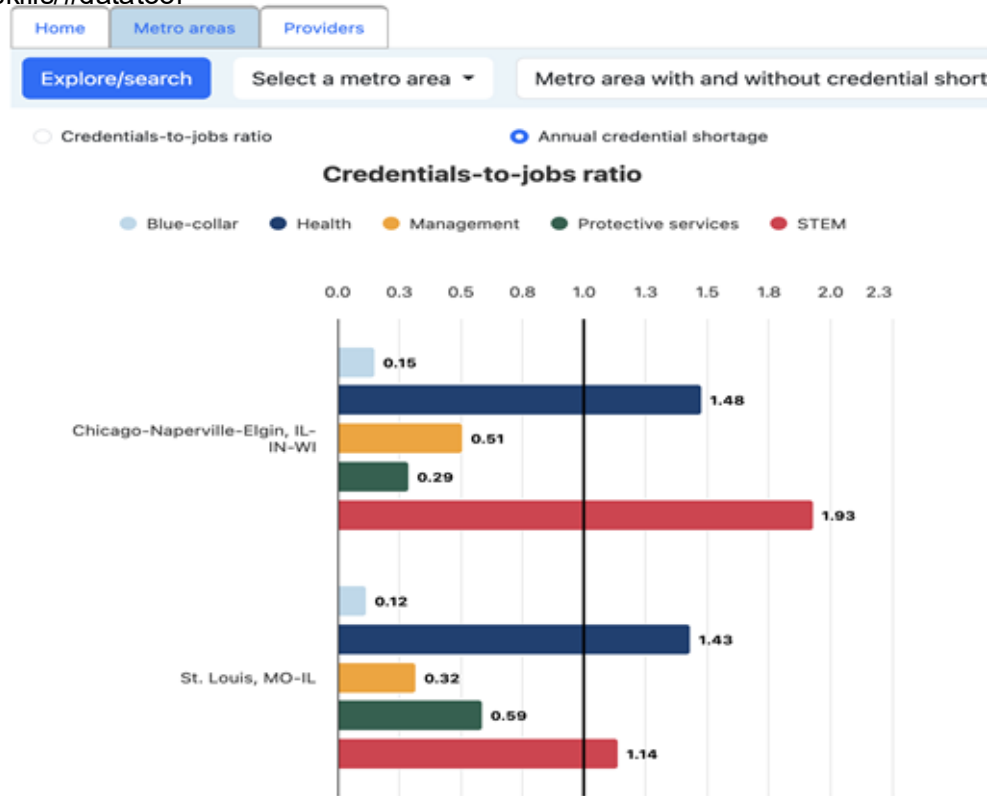


Extent of credentials-to-jobs misalignment



see *The Great Misalignment: Addressing the Mismatch between the Supply of Certificates and Associate's Degrees and the Future*

<https://cew.georgetown.edu/cew-reports/high-paying-middle-skills/#datatool>



Name of the metropolitan area, defined by core-based statistical area (CBSA) code

See notes below the table for guidance on interpreting the data

Annual job openings

Metro area	Occupational group	Credentials-to-jobs ratio ¹	Annual credential shortage ²	Annual credentials awarded <small>Click on metro area for detail by program</small>	Total	In high-paying occupations	In lower-paying occupations
Chicago-Naperville-Elgin, IL-IN-WI	Blue-collar	0.15	7,216	1,300	8,516	3,364	5,152
Chicago-Naperville-Elgin, IL-IN-WI	Health	1.48	0	2,864	1,941	1,242	699
Chicago-Naperville-Elgin, IL-IN-WI	Management	0.51	6,185	6,319	12,504	6,693	5,811
Chicago-Naperville-Elgin, IL-IN-WI	Protective services	0.29	2,398	998	3,396	1,021	2,375
Chicago-Naperville-Elgin, IL-IN-WI	STEM	1.93	0	2,625	1,360	1,360	0

Showing 1 to 5 of 10 entries

Export

¹ Values less than one indicate a shortage in credential production, values greater than one indicate a surplus in credential production, and values equal to one indicate perfect alignment between credential production and future occupational demand.

² Values are only reported when the credentials-to-jobs ratio within the occupational group is less than 1.

Your turn!!

What questions are you trying to answer?

Thank you

Feel free to reach out with questions and suggestions: js787@georgetown.edu



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