

**2015**

# State of the Youth Report



**Lake County Workforce  
Investment Board &  
Youth Council**

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## Summary

The Lake County Youth Council and Workforce Investment Board are tasked with providing programs and services to help prepare youth for their future careers. In order to successfully accomplish that mission, it is critical to understand the young people in our community. Who are they and what challenges do they face as they complete their education and transition into the world of work? How are those challenges shifting over time? The report seeks to answer these questions by investigating the demographic, economic, health and educational profile of young people in Lake County.

Once we understand more about the youth in the community, we need to understand what programs and services are already available to them to help bridge the gap to a career. The next portion of the report includes the results of a survey of community organizations and schools to identify what job-readiness programs are offered.

After an investigation of our youth and the programs that serve them, a few conclusions become apparent:

**Averages don't tell the whole story.** On average, Lake County is an exceptional place to live, but many of the data points indicate that while some communities are thriving, others are struggling.

**Not all careers require 4-year degrees.** There are many high-wage, high-growth careers in growing industry sectors in Lake County that do not require a Bachelor's degree.

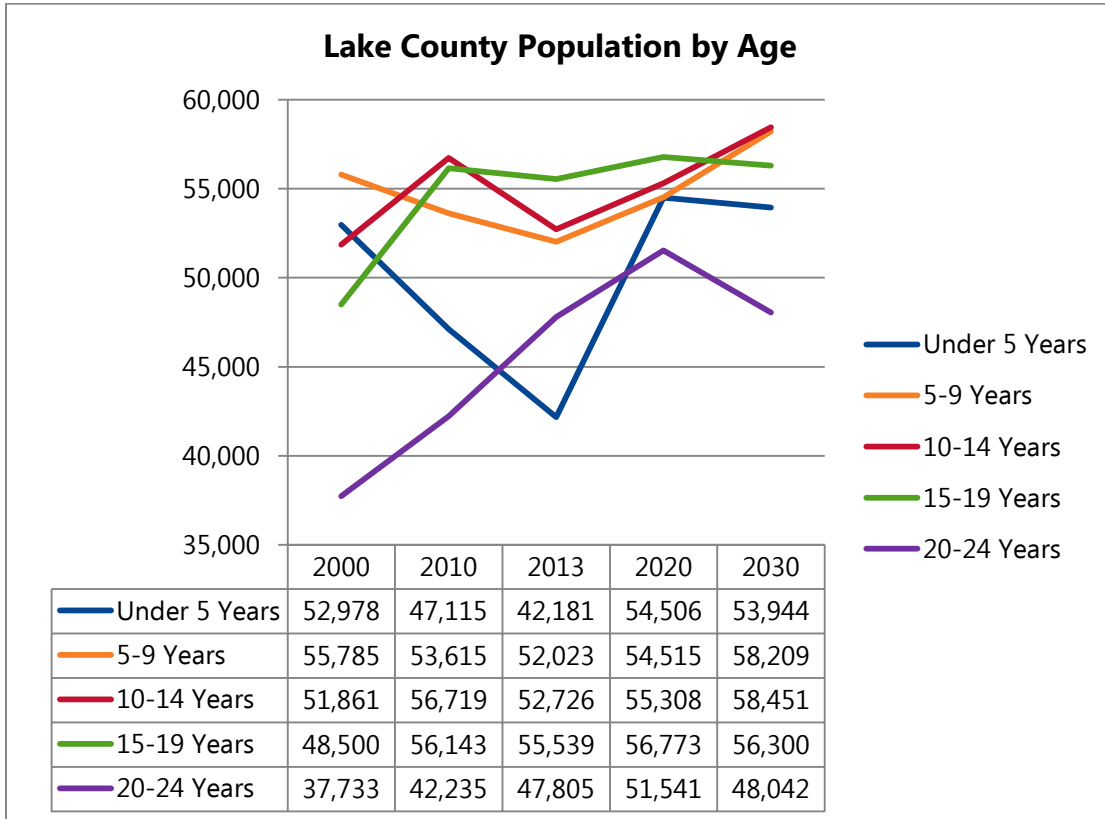
**Increasing diversity is an asset.** Employers consider a diverse workforce an asset, and the population in Lake County—especially our youth—are following the trend of increasing diversity.

Based on the data about what challenges our youth face and the landscape of available resources for youth, we can ask: what is missing? Is there a way to more efficiently align programs to optimize the outcomes for youth? What does the data tell us about how those programs will need to evolve in the future to continue to make sure that the potential of our youth is fully captured in our economy?

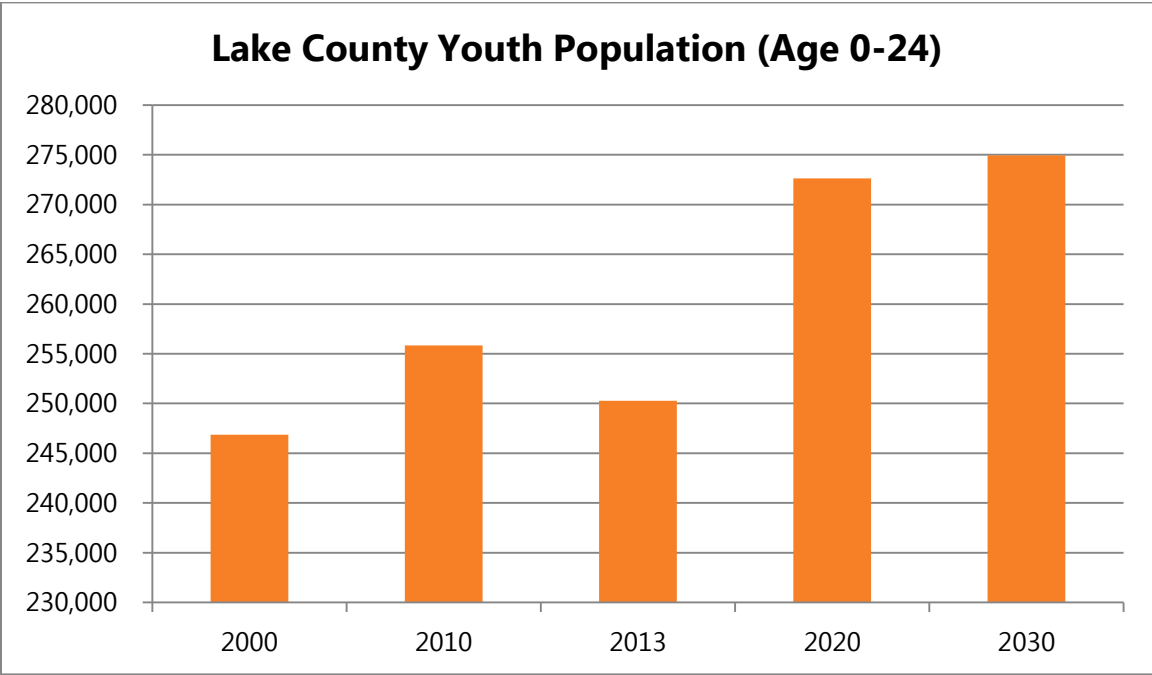
This report is meant to inform and assist policy-makers, educators, service providers, parents, employers and others as they prepare young people for adulthood. Together the information about our youth and the programs that are available to them will help us better utilize our resources to deliver the best outcomes for the future of our local economy.

# Youth Demographics

In 2000 there were 246,857 youth 0-24 years of age in Lake County. By 2010 that number had increased to 255,827, which represents only a 4% increase, compared to a 8% increase in the population overall in the same time period. While our population has been aging, the most current projections indicate that our youth population will soon be growing again.

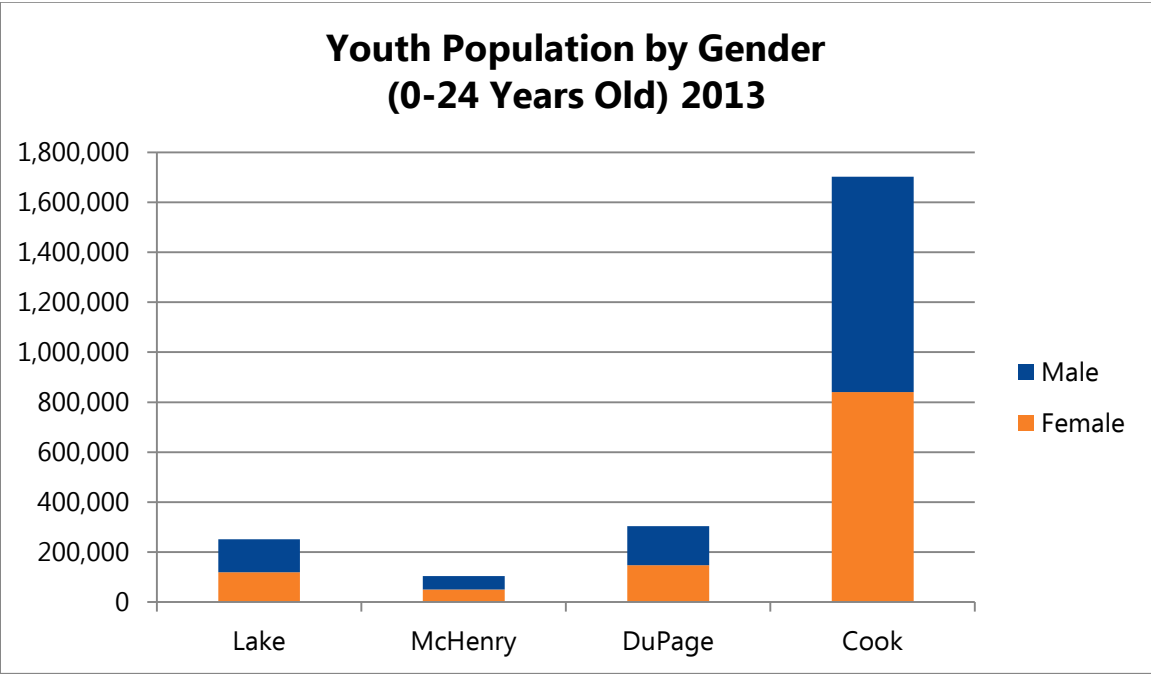


Sources: U.S. Census Bureau, 2000 Census & 2010 Census, 2009-2013 5-Year American Community Survey, Illinois Department of Commerce and Economic Opportunity, Populations Projections



Sources: U.S. Census Bureau, 2000 Census & 2010 Census, 2009-2013 5-Year American Community Survey, Illinois Department of Commerce and Economic Opportunity, Populations Projections

The distribution between males and females for the Lake, McHenry, DuPage and Cook Counties, and the State of Illinois, shows a slightly higher proportion of males under the age of 25 than females.



Source: U.S. Census Bureau, Population Division

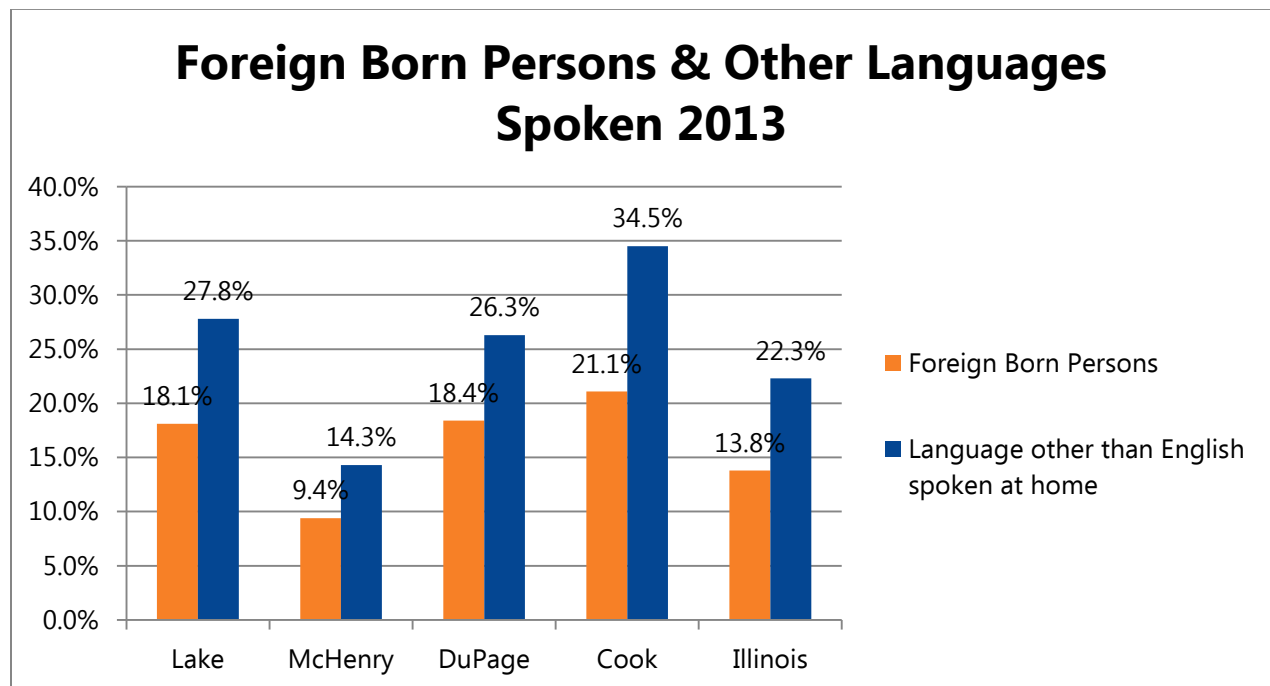
Lake County's population is predominantly white but the minority population is growing. Lake County continues to be less diverse than Cook County, but more diverse than any of the other collar counties, and

more diverse than the State of Illinois as a whole. A substantial portion of Lake County residents identify themselves as Hispanic or Latino.

Population by Race/Origin (Youth and Adults) 2013					
	Lake	McHenry	DuPage	Cook	Illinois
White	78.7%	90.8%	80.3%	56.7%	72.5%
Black	6.8%	1.2%	4.6%	24.4%	14.4%
Asian	6.4%	2.6%	10.3%	6.4%	4.7%
Other	5.2%	3.7%	2.6%	10.4%	6.2%
Hispanic or Latino <sup>1</sup>	20.2%	11.7%	13.5%	24.2%	16.0%

Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey

Diversity is healthy for the vitality of any area, but it does bring different cultures and values that need to be understood and accommodated in our schools and workplaces. It also brings communication challenges that can impact the educational system and employment settings. In addition, a significant percentage of Lake County residents are born outside the U.S. and more than a quarter speak a language other than English when at home.



Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey

In 2013, 5,074 young people in Lake County ages 5-17 had some sort of disability. Disabilities included in the U.S. Census data for this age group are hearing, visual, cognitive, ambulatory, and self-care disabilities. The distribution of types of disabilities for youth in Lake County is similar to other counties in the region and the state as a whole.

<sup>1</sup> "Hispanic or Latino" is not a racial designation but an ethnic origin.

**Percent Disabled Population Age 5-17 by Type of Disability<sup>2</sup>  
2013**

	Lake		McHenry		DuPage		Cook		Illinois	
	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number
Hearing	.5%	676	.2%	127	.4%	630	.5%	4,616	.5%	11,901
Visual	.6%	822	.2%	157	.3%	531	.7%	6,293	.7%	15,703
Cognitive	2.6%	3,739	2.4%	1,490	2.4%	4,033	2.7%	23,292	3.2%	71,302
Ambulatory	.4%	587	.6%	355	.4%	759	.6%	5,657	.6%	13,184
Self-care	.7%	987	.7%	443	.7%	1,187	.9%	7,788	.8%	18,833
All disabilities	3.6%	5,074	3.0%	1,918	3.2%	5,463	4.0%	34,703	4.3%	98,267

Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey





**Key Takeaways**

Lake County youth are increasingly diverse, and new program strategies will be necessary to meet the diverse needs of our youth. Programs must take into account the cultural and language differences as well as the special needs of our young people in order to make sure that all of them are prepared to successfully enter the workforce. Further, a more diverse youth population means that these youth may have parents or other family members that could benefit from workforce development services. The Lake County Workforce Investment Board might want to consider strategies to serve multiple siblings in the same family, or even the different generations within a family in order to help the entire family find a pathway to long-term economic success.

<sup>2</sup> Youth may have more than one type of disability.

## Risk Factors

The Annie E. Casey Foundation produces an annual Kids Count Index, which evaluates different states based on 16 indicators which impact child well-being. These 16 indicators are organized into four domains: economic well-being, family and community, health and education. Those states ranked first are doing the best in a particular category.

Area		16 Key Indicators	IL Ranking
ECONOMIC WELL-BEING		<ul style="list-style-type: none"> <li>• Children in poverty</li> <li>• Children whose parents lack secure employment</li> <li>• Children living in households with a high housing cost burden</li> <li>• Teens not in school and not working</li> </ul>	21
FAMILY & COMMUNITY		<ul style="list-style-type: none"> <li>• Children in single-parent families</li> <li>• Children in families where household head lacks high school diploma</li> <li>• Children living in high-poverty areas</li> <li>• Teen births per 1,000</li> </ul>	28
HEALTH		<ul style="list-style-type: none"> <li>• Low-birth weight babies</li> <li>• Children without health insurance</li> <li>• Child and teen deaths per 100,000</li> <li>• Teens who abuse alcohol or drugs</li> </ul>	12
EDUCATION		<ul style="list-style-type: none"> <li>• Children not attending preschool</li> <li>• Fourth graders not proficient in reading</li> <li>• Eighth graders not proficient in math</li> <li>• High school students not graduating on time</li> </ul>	17

Source: The Annie E. Casey Foundation, 2014 KIDS COUNT Data Book

## Economic Indicators

The long-term success of youth in Lake County may be influenced by their economic situation. This section will focus on those economic risk factors that can impact the future well-being of our youth.

*“Growing up in poverty is one of the greatest threats to healthy child development. Poverty and financial stress can impede children’s cognitive development and their ability to learn. It can contribute to behavioral, social and emotional problems and poor health. The risks posed by economic hardship are greatest among children who experience poverty when they are young and among those who experience persistent and deep poverty.”*

*-Annie E. Casey Foundation, Kids Count Data Book 2014*

In 2000, median household income in the region ranged from a high in DuPage County of \$67,887 to a low in Cook County of \$45,922. The median household income in 2000 in Lake County was near the top

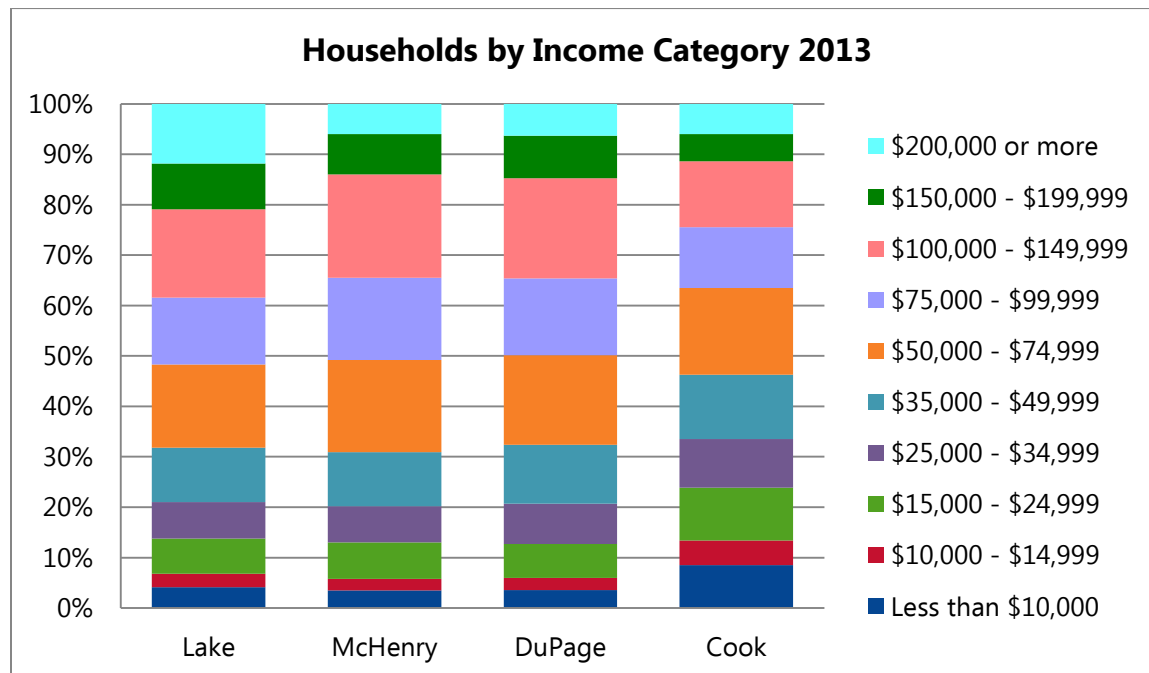


end of the range at \$66,973 per year. By 2013, the median household income in Lake County kept pace with upward trends and increased to \$77,469.

Median Household Income 2000 and 2013					
	Lake	McHenry	DuPage	Cook	Illinois
Median Household Income 2013	\$77,469	\$76,145	\$78,487	\$54,548	\$56,797
Median Household Income 2000	\$66,973	\$64,826	\$67,887	\$45,922	\$46,590

Source: U.S. Census Bureau, 2000 Census, 2009-2013 5-Year American Community Survey

Income levels vary greatly across the region and especially in Lake County. While a larger percentage of Lake County households have income greater than \$100,000 than any other county in the region, there is also a higher percentage of households with income below \$35,000 than any of the suburban comparison counties. So, while many households are enjoying healthy incomes, there are a significant number of families that are struggling.



Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey

Slightly more households are living in poverty in Lake County than in any of the comparison suburban counties, and more of those families have children under age 18. Nearly 24% of families with a female head of household and no husband in Lake County are living in poverty and that number jumps to roughly one third for those families headed by women with children.

### Percentage of Families Whose Income is Below the Poverty Level 2013

	Lake	McHenry	DuPage	Cook	Illinois
All Families	6.6%	5.9%	4.8%	13.1%	10.3%
With related children under 18 years	10.3%	9.1%	7.6%	20.1%	16.4%
With related children under 5 years only	10.0%	10.1%	7.1%	16.8%	16.7%
Married couple families	3.2%	3.0%	2.8%	6.5%	4.7%
With related children under 18 years	4.8%	4.0%	4.1%	9.8%	7.1%
With related children under 5 years only	3.8%	2.4%	3.3%	6.8%	5.7%
Families with female householder, no husband present	23.8%	22.3%	15.7%	29.7%	29.8%
With related children under 18 years	32.7%	31.4%	23.7%	40.1%	39.6%
With related children under 5 years only	33.5%	44.8%	33.1%	42.5%	46.9%

Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey

The Child Poverty Rate for Lake County in 2013 was 13.7%, which was up .4% over the previous year. The same report notes that there are 64,721 individuals living in poverty in Lake County and the average amount that a poor family's income falls below the poverty line, or the mean income deficit is \$9,538.

Poverty impacts children in different ways and to different degrees than adults. The poverty rate for Lake County adults and youth is higher than the suburban comparator set, although well below the poverty rates in Cook County.

Income and Poverty Indicators			
County	Poverty Rate (all ages) 2013	Child Poverty Rate (under age 18) 2013	Bankruptcies (per 1,000 People) 2013
Lake	9.5%	13.7%	4.17
McHenry	7.1%	9.2%	4.6
DuPage	7.0%	9.8%	4.15
Cook	17.8%	26.0%	6.89

Source: Social Impact Research Center, Poor By Comparison: Report on Illinois Poverty

Parenting teens often face a unique set of economic challenges. Teens are at higher risk of bearing low-birth weight and preterm babies and their babies are far more likely to be born into families with limited educational and economic resources, which can lead to barriers to their future success. In the most recent year for which data is available, teen births represented 42.4 live births per 1,000 women ages 15-19, compared to only 30.4 for the state as a whole, and the Lake County number is trending upward. (Alliance, 2015)

#### Key Takeaways

Although Lake County has a strong economy and many families have incomes that are above average, nearly one in ten Lake County families with children is living in poverty, and children are more likely than adults to be living in poverty in Lake County. Given the impact that poverty has on long-term economic

potential, and that the impact is especially felt by children, the work of connecting youth to careers is of even greater importance.

## Health Indicators

Health and nutrition factors, as well as access to healthcare, can impact the educational and career success of Lake County youth.

While the rates of persons without health insurance and babies born with low birth weight are similar across the suburban counties, the percentage of children eligible for free or reduced-price school lunch is significantly higher in Lake County than it is in either of the comparable suburban counties. In addition, food insecurity rates are higher for children than for adults, but Lake County's food insecurity rates for all age groups trends slightly higher than the other regional counties.

Health and Nutrition Indicators					
	Lake	McHenry	DuPage	Cook	Illinois
Health Uninsured Rate, Non-seniors, 2012	12.1%	11.1%	11.1%	18.2%	14.6%
Percentage of Babies Born Low Birth Weight, 2010	7.7%	7.8%	7.4%	9.1%	8.3%
Percent of Children Eligible for Free or Reduced-Price School Lunch 2013-2014 academic year	46.4%	29.5%	32.0%	72.9%	57.1%
Food Insecurity Rate, 2012 (Lack of access to food and/or nutritional food to lead active, healthy life)	9.8%	8.8%	9.1%	15.3%	14.2%
Child Food Insecurity Rate, 2012 (Lack of access to food and/or nutritional food to lead active, healthy life)	18.2%	17.8%	16.4%	20.8%	21.6%

Source: Social Impact Research Center, County Fact Sheets

The Illinois Youth Survey is conducted in the spring with 6<sup>th</sup>, 8<sup>th</sup>, 10<sup>th</sup> and 12<sup>th</sup> graders from participating schools. The survey asks student to anonymously disclose their drug and alcohol use behavior. The 2014 Survey had a response rate of 43% in Lake County, meaning that 43% of the students enrolled in those grades participated in the survey. The survey is available to all schools that have students in the targeted grades, but not all schools participate. Children as young as 6<sup>th</sup> grade report having used drugs and alcohol. Nearly half of all 12<sup>th</sup> graders and a quarter of 10<sup>th</sup> graders report using alcohol in the last 30 days, and nearly a quarter of 12<sup>th</sup> graders and 13% of 10<sup>th</sup> graders report using marijuana in the same timeframe. It should be noted that these numbers are, unfortunately not inconsistent with statewide average numbers. In fact, the most recent statewide data available, which are from 2012, indicate that younger students across the state are using alcohol and drugs at greater rates than youth in Lake County.

2014 Substance Abuse Rates by Grade in Lake County				
Substance Used	6 <sup>th</sup> Grade	8 <sup>th</sup> Grade	10 <sup>th</sup> Grade	12 <sup>th</sup> Grade
<b>Used in the Past Year</b>				
<b>Any Substance (including alcohol, cigarettes, inhalants or marijuana)</b>	<b>13%</b>	<b>25%</b>	<b>46%</b>	<b>65%</b>
Alcohol	10%	23%	43%	64%
Cigarettes	1%	3%	6%	12%
Inhalants	3%	3%	2%	2%
Marijuana	1%	7%	21%	37%
<b>Any Illicit Drugs (excluding marijuana)</b>	<b>N/A</b>	<b>2%</b>	<b>4%</b>	<b>8%</b>
Crack/Cocaine	N/A	1%	1%	2%
Hallucinogens/LSD	N/A	0%	2%	5%
Ecstasy/MDMA	N/A	1%	2%	5%
Methamphetamine	N/A	0%	1%	0%
Heroin	N/A	0%	1%	1%
<b>Any Prescription Drugs to Get High</b>	<b>N/A</b>	<b>2%</b>	<b>5%</b>	<b>8%</b>
Steroids	N/A	1%	1%	1%
Prescription Painkillers	N/A	1%	3%	4%
Other Prescription Drugs	N/A	1%	4%	6%
Prescription Drugs Not Prescribed to You	N/A	4%	7%	11%
<b>Other the Counter Drugs</b>	<b>N/A</b>	<b>2%</b>	<b>2%</b>	<b>2%</b>
<b>Used in the Past 30 Days</b>				
<b>Alcohol</b>	<b>4%</b>	<b>12%</b>	<b>24%</b>	<b>45%</b>
<b>Any Tobacco Products</b>	<b>1%</b>	<b>4%</b>	<b>7%</b>	<b>18%</b>
Cigarettes	0%	2%	3%	8%
Smokeless Tobacco	0%	1%	3%	6%
Smoking Tobacco (other than cigarettes)	0%	3%	4%	13%
<b>Inhalants</b>	<b>2%</b>	<b>3%</b>	<b>1%</b>	<b>1%</b>
<b>Marijuana</b>	<b>0%</b>	<b>5%</b>	<b>13%</b>	<b>24%</b>
<b>Any Prescription Drugs to Get High</b>	<b>N/A</b>	<b>1%</b>	<b>3%</b>	<b>5%</b>
Prescription Painkillers	N/A	1%	1%	2%
Other Prescription Drugs	N/A	0%	2%	4%
Prescription Drugs Not Prescribed to You	2%	1%	3%	5%
<b>Over the Counter Drugs</b>	<b>N/A</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
<b>Used in the Past 2 Years</b>				
Binge Drinking	1%	4%	9%	24%
<b># of Respondents</b>	<b>3,774</b>	<b>4,411</b>	<b>6,110</b>	<b>4,628</b>

Source: University of Illinois, Center for Prevention Research & Development, 2014 Illinois Youth Survey

### Key Takeaways

In general, Lake County is an extremely healthy place to live, but again, the data show us that nearly one in five children in Lake County is struggling with food insecurity and nearly half qualify for free or reduced price lunch. In addition, drug use continues to threaten the health and welfare of our youth.

## Education Indicators

Obviously educational factors can have a tremendous impact on the ability of youth to successfully pursue their careers.

The characteristics of Lake County high school students vary widely depending on the school. The percentage of students from low income families ranges from less than 1% at Adlai Stevenson H. S. in Lincolnshire to nearly 84% in North Chicago. The percentage of students learning English also varies dramatically from a low of .1% in Deerfield to nearly 15% in North Chicago. Unfortunately, the challenges highlighted in the table below tend to cluster so certain schools are working to help students who may have multiple barriers to academic success.

Lake County High School Student Characteristics 2014				
High School	% Low Income Students	% Students English Learners	% Students with Disabilities	% Students Homeless Students
Adlai Stevenson H. S.	0.1%	4.4%	8.9%	0.0%
Antioch Community H.S.	20.1%	0.2%	11.5%	0.5%
Barrington H.S.	19.7%	1.3%	12.1%	0.3%
Deerfield H.S.	2.8%	0.1%	15.3%	0.2%
Grant Community H.S.	35.5%	1.3%	11.3%	0.6%
Grayslake Central H.S.	12.5%	1.9%	13.1%	1.6%
Grayslake North H.S.	11.0%	2.4%	12.7%	0.6%
Highland Park H.S.	14.6%	3.5%	16.0%	0.1%
Lake Forest H.S.	3.5%	0.1%	18.0%	0.2%
Lake Zurich H.S.	10.4%	0.6%	13.7%	0.3%
Lakes Community H.S.	15.0%	0.5%	11.8%	0.7%
Libertyville H.S.	5.6%	0.2%	10.9%	0.4%
Mundelein Consolidated H.S.	39.0%	4.0%	12.5%	1.2%
New Technology High - Zion Benton Township East	51.0%	0.3%	1.4%	0.3%
North Chicago Community H.S.	83.8%	14.7%	18.2%	2.1%
Round Lake Senior H.S.	71.3%	6.3%	13.0%	1.0%
Vernon Hills H.S.	11.4%	1.8%	13.1%	0.1%
Warren Township H.S.	15.5%	2.5%	11.4%	0.8%
Wauconda H.S.	23.8%	2.9%	12.8%	0.5%
Waukegan H.S.	61.3%	9.8%	12.6%	1.1%
Zion Benton Township H.S.	56.1%	3.9%	13.9%	0.1%

Source: Northern Illinois University, Illinois Interactive Report Card

The Prairie State Achievement Examination (PSAE) measures the performance of grade 11 students in reading, mathematics, and science. PSAE measures individual student achievement relative to the Illinois

Learning Standards. Curriculum experts and Illinois teachers have developed these standards in collaboration with the Illinois State Board of Education. Results are reported by subject according to four performance levels: exceeds standards, meets standards, below standards, and academic warning. The chart below indicates the percentage of students from each high school who either met or exceeded the PSAE standards in each performance area as well as graduation rates and drop out rates for each district high school in the County.

<b>Lake County High School Student Achievement 2014</b>			
<b>High School</b>	<b>2014 Meets/Exceeds All Standards</b>	<b>4 Year Graduation Rate</b>	<b>Drop Out Rate</b>
Adlai Stevenson H. S.	86.8%	92.5%	0.3%
Antioch Community H.S.	58.8%	92.9%	1.1%
Barrington H.S.	77.6%	94.8%	0.5%
Deerfield H.S.	87.4%	97.7%	0.1%
Grant Community H.S.	57.6%	92.1%	1.1%
Grayslake Central H.S.	71.2%	94.5%	0.6%
Grayslake North H.S.	66.6%	92.8%	0.7%
Highland Park H.S.	81.0%	90.6%	0.7%
Lake Forest H.S.	85.4%	93.2%	0.4%
Lake Zurich H.S.	79.6%	96.8%	0.7%
Lakes Community H.S.	69.6%	93.4%	0.7%
Libertyville H.S.	85.9%	95.6%	0.2%
Mundelein Consolidated H.S.	56.3%	93.5%	0.5%
New Technology High - Zion Benton Township East	59.4%	89.3%	0.9%
North Chicago Community H.S.	17.4%	69.3%	2.4%
Round Lake Senior H.S.	36.2%	71.9%	6.9%
Vernon Hills H.S.	92.6%	94.1%	1.1%
Warren Township H.S.	69.8%	92.7%	0.9%
Wauconda H.S.	69.1%	87.7%	1.9%
Waukegan H.S.	28.7%	75.8%	3.0%
Zion Benton Township H.S.	38.3%	82.1%	2.2%

Source: Northern Illinois University, Illinois Interactive Report Card

Not surprisingly, the investment in education varies widely from school to school across Lake County. Per pupil spending is divided between instructional spending and operational spending. Instructional spending per pupil includes only the activities directly dealing with the teaching of students or the interaction between teachers and students. Operating spending per pupil includes all costs for overall operations, including instructional spending, but excluding summer school, adult education, capital expenditures, and long-term debt payments. According to the Illinois State Board of Education, the statewide average instructional spending per pupil in 2014 was \$7,094 and operational spending per pupil was \$12,045. The average instructional spending in Lake County was \$8,729 and the average operational

spending was \$15,484. While the averages for both types of spending are higher in Lake County than the state averages, there are some high schools, like Grant H.S. and Wauconda H.S., where the instructional spending falls well below the state average. On the other end of the spectrum, there are high schools in Lake County, like Deerfield H.S., Highland Park H.S. and Lake Forest H.S., where instructional spending is nearly double the state average. While per pupil spending isn't a proxy for educational quality, it often correlates with student performance, which seems to be true in Lake County.

<b>Lake County High School Per Pupil Spending 2014</b>		
<b>High School</b>	<b>District Instructional Spending Per Pupil</b>	<b>District Operational Spending Per Pupil</b>
Adlai Stevenson H. S.	\$10,946	\$18,287
Antioch Community H.S.	\$8,292	\$15,227
Barrington H.S.	\$9,039	\$15,040
Deerfield H.S.	\$13,228	\$23,184
Grant Community H.S.	\$5,341	\$11,262
Grayslake Central H.S.	\$7,473	\$14,645
Grayslake North H.S.	\$7,473	\$14,645
Highland Park H.S.	\$13,228	\$23,184
Lake Forest H.S.	\$13,369	\$22,917
Lake Zurich H.S.	\$7,379	\$12,560
Lakes Community H.S.	\$8,292	\$15,227
Libertyville H.S.	\$12,491	\$20,271
Mundelein Consolidated H.S.	\$7,731	\$12,501
New Technology High - Zion Benton Township East	\$7,468	\$13,381
North Chicago Community H.S.	\$7,202	\$13,640
Round Lake Senior H.S.	\$5,762	\$10,683
Vernon Hills H.S.	\$12,491	\$20,271
Warren Township H.S.	\$7,083	\$11,739
Wauconda H.S.	\$4,914	\$10,701
Waukegan H.S.	\$6,638	\$12,412
Zion Benton Township H.S.	\$7,468	\$13,381
<b>LAKE COUNTY AVERAGE</b>	<b>\$8,729</b>	<b>\$15,484</b>
<b>ILLINOIS STATE AVERAGE</b>	<b>\$7,094</b>	<b>\$12,045</b>

Source: Northern Illinois University, Illinois Interactive Report Card

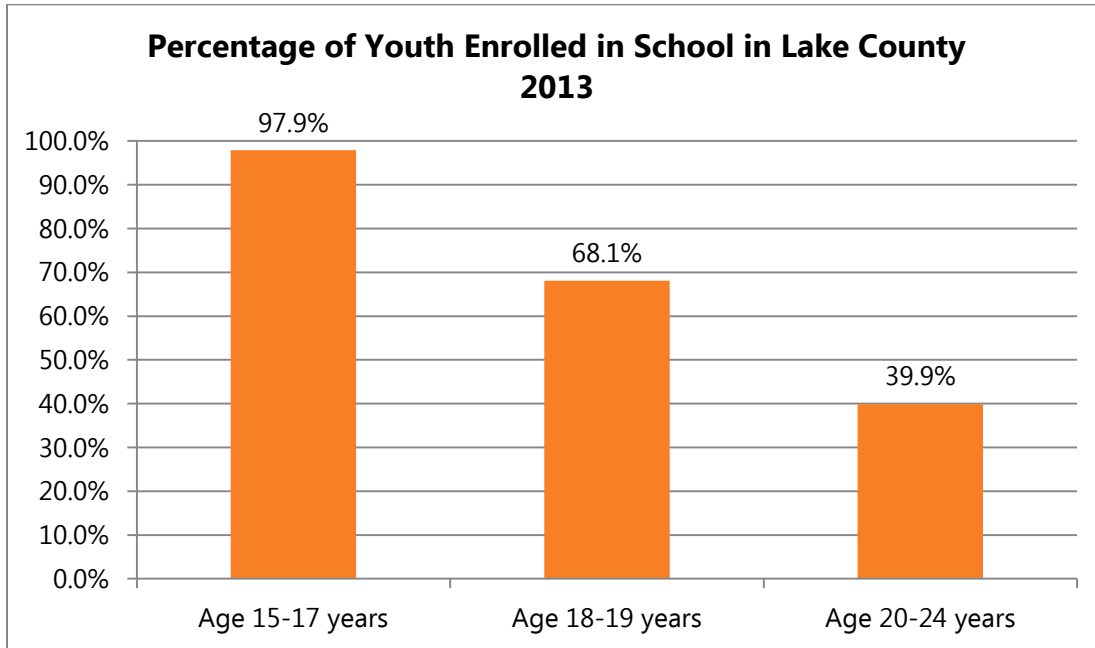
### Key Takeaways

The performance of our high schools is uneven. While several schools are among the best in the state, there are a few that continue to struggle. As schools face the challenges of special needs students and reduced budgets, often administrators are unable to develop integrated school-to-career programming. The Lake County Workforce Investment Board and Youth Council can continue to help meet this need.

## Youth Work Readiness

*"Teens who leave school and do not become part of the workforce are at high risk of experiencing negative outcomes as they transition to adulthood. While those who have dropped out of school are clearly vulnerable, many young people who have finished school but are not working are also at a disadvantage in terms of achieving economic success in adulthood."*

*--Annie E. Casey Foundation, Kids Count Data Book 2014*



Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey

Overall, the percentage of youth enrolled in school in Lake County is commendable, but for those that are not enrolled, how connected are they to the labor market?

The U.S. Bureau of Labor Statistics defines the terms "labor force," "employed" and "unemployed." In basic terms, people over age 16 with jobs are "employed." Those individuals could be working only part-time or working on a temporary basis. People who are jobless, but are looking for a job and are available to work are counted as "unemployed." The "labor force" is made up of those that are employed and those who are unemployed. Depending on their availability to work while in school, a student may or may not be counted as in the "labor force."



## Lake County Youth Labor Force and Unemployment Rate, Selected Cities 2013

City/Village	Age 16-19 Years							Age 20-24						
	Total	In Labor Force		Employed		Unemployed		Total	In Labor Force		Employed		Unemployed	
		#	%	#	%	#	%		#	%	#	%	#	%
Antioch	948	419	44.2%	254	60.6%	165	39.4%	706	597	84.6%	568	95.1%	29	4.9%
Deerfield	1,112	367	33.0%	334	91.0%	33	9.0%	555	386	69.5%	310	80.3%	76	19.7%
Grayslake	1,471	811	55.1%	654	80.6%	157	19.4%	1,133	894	78.9%	836	93.5%	58	6.5%
Gurnee	2,197	966	44.0%	750	77.6%	216	22.4%	1,624	1,196	73.6%	977	81.7%	219	18.3%
Highland Park	1,495	500	33.4%	391	78.2%	109	21.8%	1,056	717	67.9%	688	96.0%	29	4.0%
Highwood	236	135	57.2%	69	51.1%	66	48.9%	452	346	76.5%	336	97.1%	10	2.9%
Lake Forest	1,218	377	31.0%	351	93.1%	26	6.9%	960	626	65.2%	581	92.8%	45	7.2%
Libertyville	1,158	447	38.6%	342	76.5%	105	23.5%	881	697	79.1%	621	89.1%	81	11.6%
Mundelein	1,861	963	51.7%	733	76.1%	230	23.9%	1,808	1,412	78.1%	1,172	83.0%	240	17.0%
North Chicago	5,070	4,269	84.2%	4,026	94.3%	243	5.7%	5,538	4,707	85.0%	4,516	95.9%	191	4.1%
Round Lake	656	258	39.3%	218	84.5%	40	15.5%	879	621	70.6%	601	96.8%	20	3.2%
Round Lake Beach	1,635	842	51.5%	672	79.8%	170	20.2%	2,290	1,864	81.4%	1,680	90.1%	184	9.9%
Vernon Hills	1,202	504	41.9%	370	73.4%	134	26.6%	1,274	1,045	82.0%	758	72.5%	287	27.5%
Wauconda	720	284	39.4%	190	66.9%	94	33.1%	849	741	87.3%	621	83.8%	120	16.2%
Waukegan	6,100	2,573	42.2%	1,761	68.4%	812	31.6%	7,298	5,878	80.5%	5,039	85.7%	839	14.3%
Zion	1,585	727	45.9%	363	49.9%	364	50.1%	1,568	1,272	81.1%	1,009	79.3%	263	20.7%
<b>LAKE COUNTY</b>	<b>45,282</b>	<b>20,828</b>	<b>46.0%</b>	<b>16,400</b>	<b>78.7%</b>	<b>4,428</b>	<b>21.3%</b>	<b>43,237</b>	<b>34,705</b>	<b>80.3%</b>	<b>29,809</b>	<b>85.9%</b>	<b>4,896</b>	<b>14.1%</b>

Source: U. S. Census Bureau, 2009-2013 5-Year American Community Survey, Table B23001

The largest concern is for those youth that leave high school and do not go on to continue their education or find employment. These youth are often called "disconnected youth." While the percentage of disconnected youth statewide is falling, those who are disconnected are often facing multiple challenges, and require new strategies to successfully reconnect them with educational opportunities or work.

In March of 2014, the U.S. Bureau of Labor Statistics released a report called "America's Young Adults at 27: Labor Market Activity, Education, and Household Composition: Results From a Longitudinal Survey Summary." The report summarizes the results of a nationally representative survey of about 9,000 young men and women who were born during the years 1980 to 1984. These respondents were ages 12 to 17 when first interviewed in 1997, and ages 26 to 32 when interviewed for the 15th time in 2011-12. The survey provides information on work and non-work experiences, training, schooling, income, assets, and other characteristics. While the survey analyzes youth across the country and isn't specific to Lake County, it found that high school graduates who had never enrolled in college were employed an average of 68 percent of the weeks from ages 18 to 22, and 74 percent of weeks from ages 23 to 26. In comparison, those who had dropped out of high school were employed 51 percent of weeks from ages 18 to 22, and 57 percent of weeks from ages 23 to 26. Simply graduating high school dramatically increases one's likelihood of being employed.

**United States**  
**Summer Employment Status of Youth Ages 16 – 24**  
 Data not seasonally adjusted

	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>
Total Youth 16-24	37,586,000	37,944,000	38,196,000	38,799,000	38,861,000	38,735,000
Labor Force	23,691,000	22,938,000	22,742,000	23,472,000	23,506,000	23,437,000
-Youth Employed	19,304,000	18,564,000	18,632,000	19,461,000	19,684,000	20,085,000
-Youth Unemployed	4,387,000	4,374,000	4,110,000	4,011,000	3,821,000	3,353,000
Unemployment Rate	18.5	19.1	18.1	17.1	16.3	14.3
Not in Labor Force	13,895,000	15,006,000	15,454,000	15,327,000	15,355,000	15,298,000

Source: U. S. Department of Labor, Bureau of Labor Statistics, Employment and Unemployment Among Youth—Summer 2014

WorkKeys is a job skills assessment that can help identify those job candidates that have the foundational and soft skills necessary to be successful in a given job. The state of Illinois administers portions of the WorkKeys assessments to all public high school students. A score of more than 5 indicates that the student is meeting the standards required for employment. According to the WorkKeys assessment, while the majority of Lake County high school students have the basic skills for work, the preparedness of the student varies widely depending on which school they attend.

## Lake County High School Student Work Readiness 2014

High School	% Students Achieving WorkKeys Score >5
Adlai Stevenson H. S.	88%
Antioch Community H.S.	65%
Barrington H.S.	80%
Deerfield H.S.	84%
Grant Community H.S.	72%
Grayslake Central H.S.	73%
Grayslake North H.S.	72%
Highland Park H.S.	80%
Lake Forest H.S.	84%
Lake Zurich H.S.	80%
Lakes Community H.S.	78%
Libertyville H.S.	89%
Mundelein Consolidated H.S.	60%
New Technology High - Zion Benton Township East	69%
North Chicago Community H.S.	26%
Round Lake Senior H.S.	47%
Vernon Hills H.S.	85%
Warren Township H.S.	74%
Wauconda H.S.	79%
Waukegan H.S.	40%
Zion Benton Township H.S.	44%

Source: Northern Illinois University, Illinois Interactive Report Card

## High Priority Occupations in Lake County

Based on an analysis of local economic development planning and labor market information, the Lake County Workforce Investment Board publishes a list of high-priority occupations in critical industry sectors. The high priority occupations are listed below. It is important to note that while many of these occupations require post-secondary education, many of these jobs would provide a living wage with only a high school education.

Occupation Family	Occupation	Median Hourly Earnings	Education Level
Architecture & Engineering	Electro-Mechanical Technicians	\$18.73	Associate's degree
	Mechanical Engineering Technicians	\$26.48	Associate's degree
	Engineering Technicians, Except Drafters, All Other	\$29.74	Associate's degree
	Industrial Engineers	\$36.90	Bachelor's degree
	Engineers, All Other	\$41.32	Bachelor's degree
	Mechanical Engineers	\$42.84	Bachelor's degree
	Electrical Engineers	\$55.11	Bachelor's degree
Business & Finance	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$18.63	High school diploma or equivalent
	Compliance Officers	\$20.14	Bachelor's degree
	Human Resources Specialists	\$24.90	Bachelor's degree
	Training and Development Specialists	\$28.80	Bachelor's degree
	Business Operations Specialists, All Other	\$30.67	High school diploma or equivalent
	Accountants and Auditors	\$31.58	Bachelor's degree
	Market Research Analysts and Marketing Specialists	\$31.79	Bachelor's degree
	Logisticians	\$31.93	Bachelor's degree
	Personal Financial Advisors	\$31.95	Bachelor's degree
	Financial Analysts	\$33.33	Bachelor's degree
	Management Analysts	\$36.71	Bachelor's degree
Community & Social Services	Mental Health Counselors	\$16.21	Master's degree
	Child, Family, and School Social Workers	\$22.61	Bachelor's degree
Computer	Computer User Support Specialists	\$28.52	Some college, no degree
	Network and Computer Systems Administrators	\$32.66	Bachelor's degree
	Computer Programmers	\$36.08	Bachelor's degree
	Computer Occupations, All Other	\$37.16	Bachelor's degree
	Software Developers, Applications	\$38.24	Bachelor's degree
	Computer Systems Analysts	\$38.36	Bachelor's degree
	Database Administrators	\$38.74	Bachelor's degree
Operations Research Analysts	\$41.80	Bachelor's degree	

	Software Developers, Systems Software	\$47.28	Bachelor's degree
Healthcare	Pharmacy Technicians	\$13.99	High school diploma or equivalent
	Dental Assistants	\$16.54	Certificate
	Medical and Clinical Laboratory Technicians	\$17.75	Associate's degree
	Opticians, Dispensing	\$17.79	High school diploma or equivalent
	Medical Records and Health Information Technicians	\$18.16	Certificate
	Licensed Practical and Licensed Vocational Nurses	\$22.20	Certificate
	Speech-Language Pathologists	\$27.23	Master's degree
	Radiologic Technologists	\$27.52	Associate's degree
	Registered Nurses	\$29.61	Associate's degree
Healthcare Support	Home Health Aides	\$9.03	Less than high school
	Nursing Assistants	\$11.29	Certificate
	Medical Assistants	\$15.38	Certificate
	Medical Transcriptionists	\$19.45	Certificate
Installation, Maintenance & Repair	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$25.79	Certificate
	Installation, Maintenance, and Repair Workers, All Other	\$17.00	High school diploma or equivalent
	Maintenance and Repair Workers, General	\$19.65	High school diploma or equivalent
	Maintenance Workers, Machinery	\$26.94	High school diploma or equivalent
	Industrial Machinery Mechanics	\$27.82	High school diploma or equivalent
Management	Food Service Managers	\$20.18	High school diploma or equivalent
	Medical and Health Services Managers	\$40.11	Bachelor's degree
	General and Operations Managers	\$42.96	Bachelor's degree
	Purchasing Managers	\$45.13	Bachelor's degree
	Human Resources Managers	\$48.47	Bachelor's degree
	Financial Managers	\$50.77	Bachelor's degree
	Marketing Managers	\$53.66	Bachelor's degree
	Computer and Information Systems Managers	\$55.76	Bachelor's degree
Office & Administrative	Billing and Posting Clerks	\$15.58	High school diploma or equivalent
	Customer Service Representatives	\$16.07	High school diploma or equivalent
	Payroll and Timekeeping Clerks	\$20.57	High school diploma or equivalent
	Human Resources Assistants, Except Payroll and Timekeeping	\$20.67	High school diploma or equivalent
	Cargo and Freight Agents	\$22.59	High school diploma or equivalent
	Production, Planning, and Expediting Clerks	\$22.70	High school diploma or equivalent
	Executive Secretaries and Executive Administrative Assistants	\$24.63	High school diploma or equivalent
	First-Line Supervisors of Office and Administrative Support Workers	\$27.13	High school diploma or equivalent
Production	Helpers--Production Workers	\$11.19	Less than high school

	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$11.45	High school diploma or equivalent
	Packaging and Filling Machine Operators and Tenders	\$13.05	High school diploma or equivalent
	Production Workers, All Other	\$13.74	High school diploma or equivalent
	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$14.05	High school diploma or equivalent
	Team Assemblers	\$14.12	High school diploma or equivalent
	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$15.38	High school diploma or equivalent
	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$16.24	High school diploma or equivalent
	Inspectors, Testers, Sorters, Samplers, and Weighers	\$17.72	High school diploma or equivalent
	Food Batchmakers	\$18.58	High school diploma or equivalent
	Machinists	\$18.67	High school diploma or equivalent
	Welders, Cutters, Solderers, and Brazers	\$19.05	High school diploma or equivalent
	First-Line Supervisors of Production and Operating Workers	\$31.73	Certificate
Sales	First-Line Supervisors of Retail Sales Workers	\$12.38	High school diploma or equivalent
	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$28.46	High school diploma or equivalent
	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$35.72	Bachelor's degree
Science	Agricultural and Food Science Technicians	\$22.52	Associate's degree
	Chemists	\$37.77	Bachelor's degree
Transportation	Packers and Packagers, Hand	\$9.84	Less than high school
	Cleaners of Vehicles and Equipment	\$11.54	Less than high school
	Light Truck or Delivery Services Drivers	\$14.08	High school diploma or equivalent
	Heavy and Tractor-Trailer Truck Drivers	\$16.40	Certificate
	Industrial Truck and Tractor Operators	\$16.46	Less than high school

Source: 2015.1 – QCEW Employees, Non-QCEW Employees, and Self-Employed

## Lake County Workforce Development Youth Services

Lake County Workforce Development's Youth Programs offer a variety of options for young people in need of help to finish their education and successfully transition to the world of work.

In-School youth services offer young people (ages 17 to 21) who are currently in high school an opportunity to learn about careers, participate in work experiences and achieve academic success while earning an hourly wage. In the program year that ended in 2014, a total of 58 youth participated in In-School programs and all of them graduated from high school. In addition, 50 of the students are attending college, have joined the military, or found employment. This year, programs were provided by:

North Chicago Community Unit High School's Future First Program  
Waukegan Public School's Shine Program  
Zion Benton Township High School's Jobs for Bees Program

Out-of-School youth services offer young people (ages 19 to 21) an opportunity to complete their GED (if they have not already graduated from high school) and participate in occupational skills/employment training while earning an hourly wage. In the program year that ended in 2014, a total of 53 youth participated in Out-of-School programs, and 42 of those earned an industry-recognized credential (80%). A total of 37 participants went on to attend college, join the military, or found employment at the conclusion of the program (70%). This year, Out-of-School programs included:

First Institute's Medical Office Assistant Program  
North Chicago Community Unit High School's Certified Nursing Assistant Program  
Waukegan Public School's Pharmacy Technician Program  
YouthBuild Lake County's Automotive Technician Program  
Computer Systems Institute's Business Technology & Healthcare Programs

In addition to the contracted In-School and Out-of-School programs, youth can also receive funding for occupational training on an individual basis. This program is ideal for youth who would like to pursue careers in a field of study that is not offered through one of the contracted programs, or for those who would like to begin training after the contracted programs have been fully enrolled. Approximately 15 students began their studies in the program year that ended in June 2014. Students in these programs have been successful in completing their training programs and earning their credentials.

The Lake County Board again allocated funds for the Summer Youth Employment Program. Increased funding has expanded the program to serve 215 youth between the ages of 14 and 22 with opportunities to explore the world of work, gain experience, increase confidence and self-esteem and build their resume. This summer, for the first time, students were placed in for-profit worksites in addition to the traditional community-based and local government worksites.

# Connecting Youth to Careers

There are a number of programs and services available to Lake County youth to help them connect to their future careers. Many of those programs are offered through Lake County Workforce Development at the Job Centers of Lake County, but other organizations throughout the community also contribute to this mission. In an effort to understand the full landscape of youth job preparation programs, the Youth Council of the Lake County Workforce Investment Board developed an online survey.

The online survey asks respondents about the types of programs that are offered based on a list of common program elements. The common program elements include:

- Tutoring, study skills, and dropout prevention strategies
- Alternative secondary school offerings
- Summer employment opportunities
- Year round employment opportunities
- Unpaid work experience or internship
- Occupational skill training
- Leadership development
- Supportive services (i.e. child care, transportation, etc.)
- Adult mentoring
- Comprehensive guidance and counseling
- Follow-up activities (after program completion)

The survey also asks about any other program elements, the number of participants served each year, the length of the program, any eligibility requirements for the program (age, income level, previous criminal history, parenting teens, basic skills deficient, etc.) and about any employers that work in partnership to deliver their programs.

The link to the survey was circulated to twelve community organizations, the Regional Office of Education, the Special Education District of Lake County, the Lake County High Schools Technology Campus, and all public and private high schools within the County. Since this is the first year that the survey was conducted, the response rate was not ideal. Among responders, community organizations are very well represented, with significantly less participation by the county high schools. One of the lessons learned is that the outreach to high schools will likely need to happen earlier in the school year. In addition, while we reached out to high school principals this year based on a contact list from the Regional Office of Education, we have since been included in meetings of the guidance counselors from the high schools. Since guidance counselors are most likely to be involved of these kinds of job preparation activities, we will be reaching out to them to help gather information going forward.

## SURVEY RESULTS

**Program Elements:** Several community organizations offer academic programs like tutoring, study skills and dropout prevention strategies. Unpaid internships are another common program element. The scale of the internship programs varies by organization with some offering a small scale internship program within the community organization itself and others offering larger scale programs with corporate partners. Very few organizations offered occupational skills training, and many of those that do offer this program element are funded, at least in part, by grants from the Lake County Workforce Investment Board and Youth Council. Almost no other organizations offer a paid summer work program for youth.



**Program Eligibility:** All but one of the programs required participants to be at least 16 years old, with some programs requiring participants to be 17 years old. Only one program cited that their services were targeted for youth with disabilities. Many programs are targeted to youth from families with low incomes and many are available to youth with criminal histories, with some limitations for sex offenders or those with particularly violent offenses.

**Employer Engagement:** Most programs have some sort of partnership with employers, but the engagement is extremely varied. Some programs have employer advisory panels or function under the oversight of a board that includes local employers. Other programs utilize employers as internship host sites. Based on the survey responses, it is not clear that any local programs are actually driven by employer demand. In practice it seems that most programs are recruiting employers rather than employers seeking youth.

**Program Length:** Most programs run for a calendar or school year, and many have some sort of follow up period. Some programs have open start and end dates that depend on the individual needs of the student, but most function in a cohort style.

## Conclusions

**Averages don't tell the whole story.** The results of this report indicate that on average, Lake County youth are doing well and are well prepared for their transition to the world of work. However, a closer look at almost every data set in the report indicates that there is a subset of our youth that are struggling with factors like poverty, nutrition and educational performance. Not surprisingly and unfortunately, many of these factors tend to cluster. For example, the high schools that have the greatest number of students living in poverty also tend to have the lowest academic performance and the fewest number of students that are prepared for the workforce. These correlations underscore the importance of programs like the year round in-school and out-of-school programs that the Lake County Workforce Investment Board and Youth Council fund, which help disconnected young people and young people with barriers to employment, find ways to connect with a career pathway. Based on the information gathered here, there are almost no other programs in the County that offer the mix of program elements contained in the Lake County year-round or summer employment programs.

**Not all careers require 4-year degrees.** While research does show that increased levels of educational attainment on average do lead to higher earnings, some certificates and degrees are better investments than others. In many growing industry sectors in Lake County, there are on-ramps to high growth and high wage occupations with only an Associate's degree or a professional certificate. These shorter-term training opportunities are often less costly and can help youth find success sooner. Many of these industries also offer distinct career pathways where an individual can enter the workforce with some initial training, but then learn as they earn and move up the ladder within their field. There are opportunities to better identify and promote these career paths to young people and their families. School to career programs like those at the Lake County High Schools Technology Campus, those funded by Lake County Workforce Development, and others are a start, but more can be done to illuminate these opportunities.

**Increasing diversity is an asset.** A surprising number of Lake County residents were born outside of the United States and/or speak a language other than English, and census data indicate that we are becoming more and more diverse. The increasing diversity of our workforce is an attractive quality to employers who are seeking employees who bring a broad and varied perspective and experience, can help them reach customers in global markets, and foster an inclusive and supportive company culture. Maximizing the dynamic potential of the next generation of workers is a huge area of opportunity for our community.

## Final Comments

The Lake County Workforce Investment Board and Youth Council seek proposals for youth services every other year and expect to release a new request for proposals in late 2015. The information contained in this report will help to shape that request and help in evaluating the responses in order to make sure that the programs we offer are tailored to the unmet needs in the County and have the greatest impact.

Ideally, other youth-serving organizations, schools and even policy makers will find this information useful as they plan, fund and evaluate their programs and services. No one organization can meet the diverse and deep needs of our youth, but the network of organizations working together can make sure that Lake County youth are well prepared for a successful future.

## Acknowledgements

The Lake County State of Youth Report is the result of contributions by many stakeholders, including the Youth Council of the Workforce Investment Board of Lake County, local educators, youth service providers, and countless others who provide support to our young people as they continue on their journey to success.

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