

**THE
NORTH CENTRAL ILLINOIS 5-County
AREA
LABOR AVAILABILITY REPORT**

August, 2014

Compiled and Prepared by



THE PATHFINDERS

www.thepathfindersus.com

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INTRODUCTION

The Pathfinders has employed its many years of experience in workforce assessments for corporate site-selection clients and civilian workforce assessments for the Department of Defense in locations that faced military base closures to produce this evaluation of the North Central Illinois 5-County area workforce. In site-selection projects, the question that most often drives the search is whether the candidate location has the workforce needed for a new or expanding operation. When considering the workforce of a possible location, a prospect basically wants to know:

- Can I find the workers I need in this location?
- Do these workers have any skills and/or experience that pertain to my operation?
- How much will these workers cost?

Consequently, an analysis of an area's workforce became a key component of site searches conducted by The Pathfinders. The report that follows was developed as a tool for economic development officials for use in business recruitment and workforce development efforts. Senior human resources executives from among corporate clients assisted in refining the methodology and report format.

With regard to labor availability, while unemployed workers are a source considered in hiring, companies typically also staff a new operation with individuals who are working but who desire better jobs and who appear to possess the skills, education, and experience to qualify them for those better jobs. **By that definition**, those individuals can be considered "underemployed" and are identified as such in this report.

The Pathfinders was retained to quantify the extent to which both unemployment and underemployment exist in the North Central Illinois 5-County area. This report also represents the objective and professional view of The Pathfinders with regard to workforce quality, availability, costs, experience and skills that a new or expanding employer can expect in the North Central Illinois 5-County region.

The information presented in this report has been developed independently of the client, and the client has not influenced the findings.



KEY FINDINGS

- **The North Central Illinois 5-County area, referred to in this report as the “labor shed”, has a household population of approximately 170,100; a civilian labor force of approximately 87,100; and a pool of approximately 9,400 unemployed persons who are actively seeking work.**
- **The results of this survey indicate that a new or expanding employer will be able to attract employees from an additional pool of about 16,300 underemployed workers.**
- **The median current pay rate of the underemployed workers in the labor shed is \$18.00 per hour, and their median desired pay rate is \$19.75 per hour.**
- **Results indicate that underemployed workers are willing to commute an average of 31 miles to a new job, in contrast to their current average commute of 17 miles.**
- **Survey results indicate 23% of the underemployed and 21% of unemployed, actively seeking work individuals in the labor shed have bachelor degrees or higher.**
- **The median desired pay rate of the unemployed workers who are actively seeking work is \$12.00 per hour.**
- **In total, the North Central Illinois 5-County area has approximately 25,700 available workers for new or expanding businesses.**



METHODOLOGY

The first step in assessing the workforce of the North Central Illinois 5-County area was to determine the boundaries of the area to be assessed. To accomplish this task, The Pathfinders applied the same reasoning that would be used during a site search for a corporate client considering the area as a potential location. The North Central Illinois 5-County survey area includes those locations from which workers might be drawn to a new employer and is referred to in this report as the “labor shed”. This labor shed consists of Bureau, LaSalle, Marshall, Putnam and Stark Counties in North Central Illinois.

A map of the North Central Illinois 5-County labor shed is included on the following page.

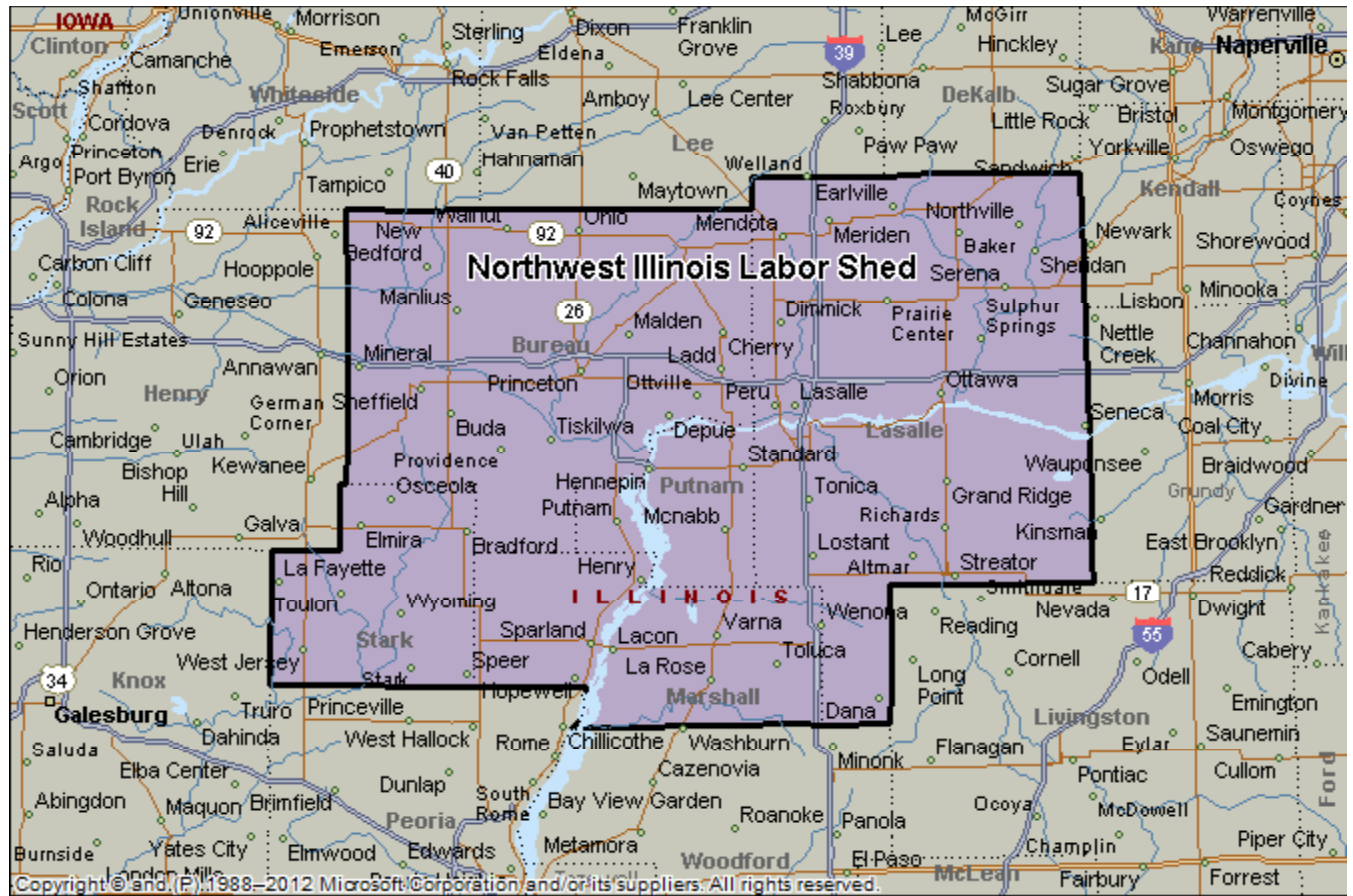
Selected online resources were used in this project. Additionally, The Pathfinders conducted interviews with individuals throughout the North Central Illinois 5-County region. Those individuals were proportionally stratified across age, household income, and zip codes. The purpose of these surveys was to ascertain availability for work with a new employer; determine desired pay rates; and, collect information on such factors as age, education, commuting patterns, experience, and skills.

The data obtained as a result of those interviews enabled The Pathfinders to apply and employ a proprietary methodology that accurately determined the existence of underemployment and the quality and characteristics of both the underemployed and unemployed workers in the area. Further, The Pathfinders applied a proprietary process to the analysis of the data to correct for invalid responses. For example, those persons indicating they would take a new job but also indicating the desire for increased or decreased pay that is unreasonable are not included in the results.

It is important to note that companies making location decisions based upon these surveys have reported that when staffing actually began, the numbers reported by The Pathfinders proved to be accurate.



MAP OF THE NORTH CENTRAL ILLINOIS 5-County LABOR SHED



NUMBER OF AVAILABLE WORKERS

The North Central Illinois 5-County Area Labor Shed

The North Central Illinois 5-County area labor shed has a household population of approximately 170,100. The civilian labor force numbers approximately 87,100 and the labor shed contains approximately 9,400 unemployed people who are actively seeking work.

The results of this assessment determined that approximately 16,300 workers can be defined as underemployed: those individuals who are currently working but would take a better job if offered by a new or existing employer and who appear to possess the skills, education, and experience to qualify them to do so. Together with the unemployed, actively seeking work individuals, the North Central Illinois 5-County area has approximately 25,700 available workers for new or existing employers.

TOTAL AVAILABLE WORKERS

Number of underemployed workers	16,300
Number of unemployed, actively seeking work individuals	9,400
	<hr/>
Total Number of Workers Available for Employers*	25,700

* The reader is cautioned that, while the number of workers identified in the region, as well as their skills, experience, education, and costs, is accurate, all of those individuals may not be acceptable candidates for an employer. Their previous work records, stability, integrity, intelligence, appearance, and other factors are not considered in this report.



ASSESSMENT OF THE UNDEREMPLOYED WORKFORCE

The North Central Illinois 5-County Area Labor Shed

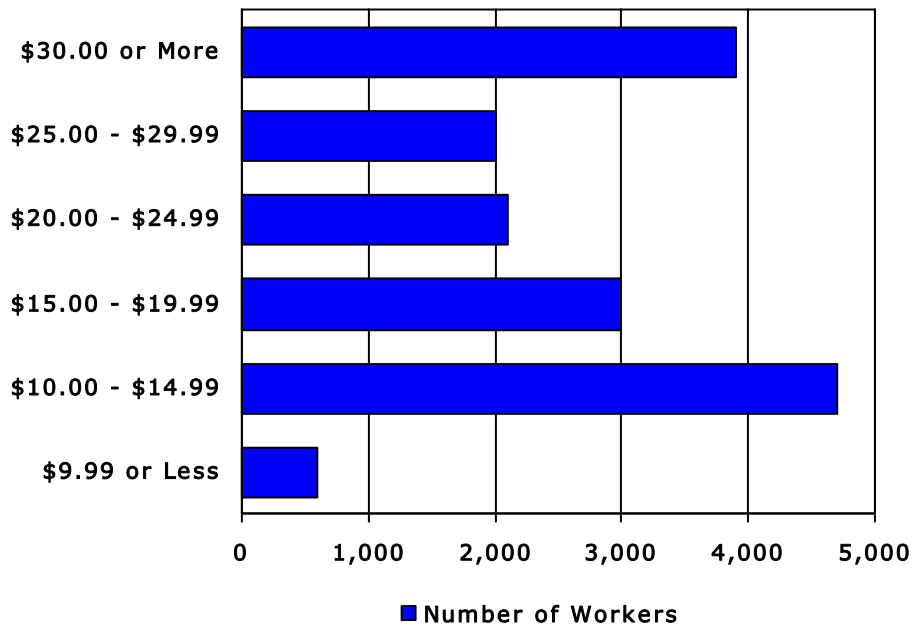
The 16,300 underemployed workers identified in this report might also be termed “upgraders”. They desire to move into an upgraded job and appear to possess the skills, education, and experience to enable them to do so. The following charts represent the desired pay rates of the underemployed individuals in the labor shed. Desired wages are shown by specific rates, range and percentiles.

NUMBER OF UNDEREMPLOYED WORKERS AVAILABLE AT SPECIFIC WAGE RATES PER HOUR (rounded)

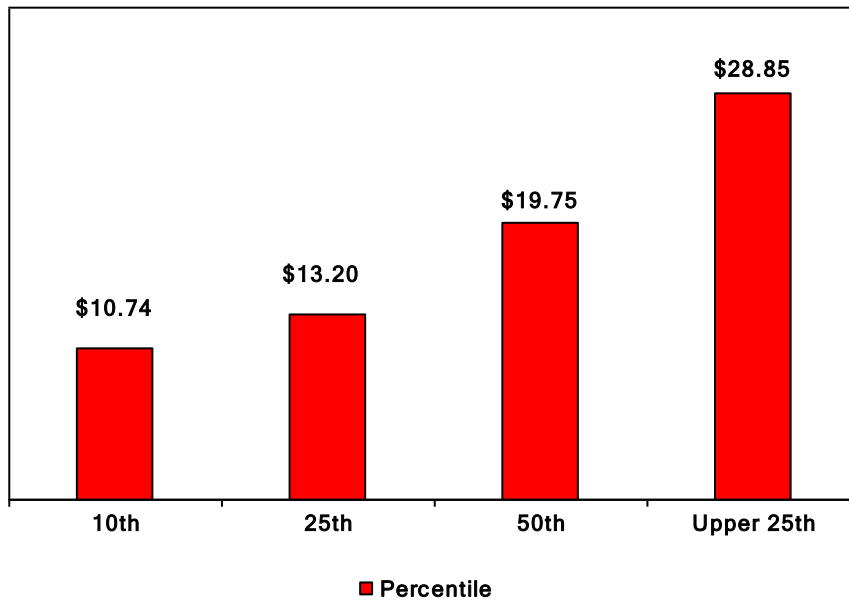
Desired Pay Rate	Number Available
\$9.99 or Less	600
\$10.00 - \$11.99	1,500
\$12.00 - \$13.99	2,700
\$14.00 - \$15.99	1,700
\$16.00 - \$17.99	400
\$18.00 - \$19.99	1,400
\$20.00 - \$21.99	1,100
\$22.00 - \$23.99	200
\$24.00 - \$25.99	1,900
\$26.00 - \$27.99	600
\$28.00 - \$29.99	300
\$30.00 - \$31.99	300
\$32.00 - \$33.99	500
\$34.00 - \$35.99	300
\$36.00 - \$37.99	500
\$38.00 - \$39.99	500
\$40.00 or More	1,800



DESIRED WAGE RATES PER HOUR BY RANGE
16,300 Underemployed Workers



DESIRED WAGE RATES PER HOUR BY PERCENTILE
16,300 Underemployed Workers



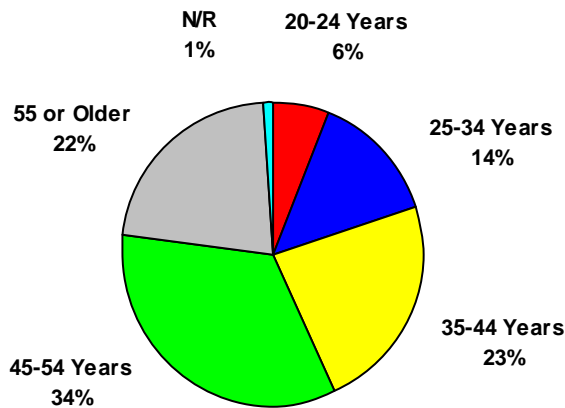
CHARACTERISTICS OF UNDEREMPLOYED WORKERS

The North Central Illinois 5-County Area Labor Shed

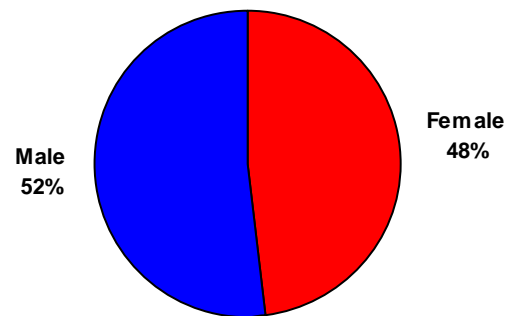
16,300 Underemployed Workers

The following charts provide information on various characteristics of the underemployed workers in the labor shed. **As these data relate solely to those individuals in the labor shed who are underemployed, they will vary from data representative of the population and civilian labor force as a whole.**

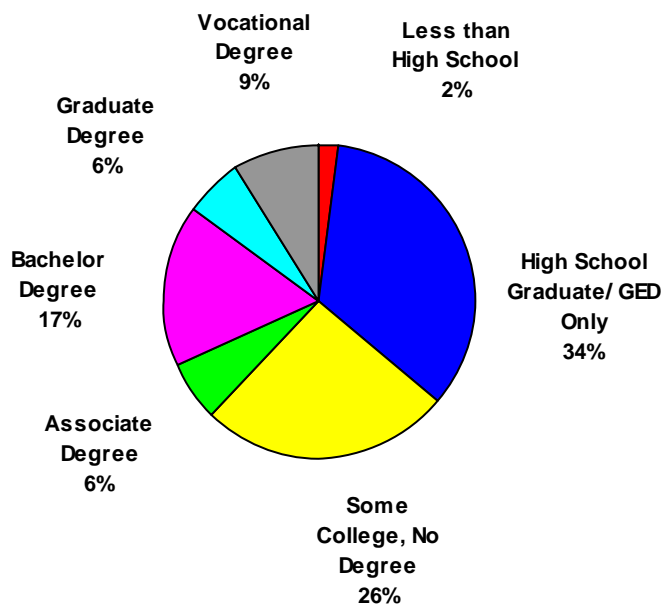
AGE - Average 42 Years



GENDER



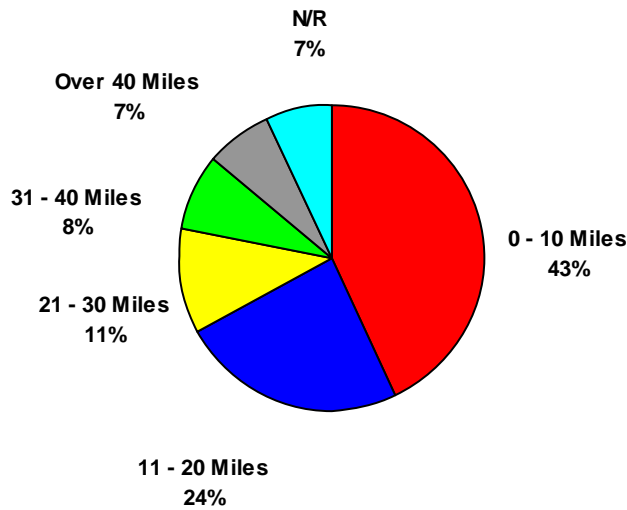
EDUCATION



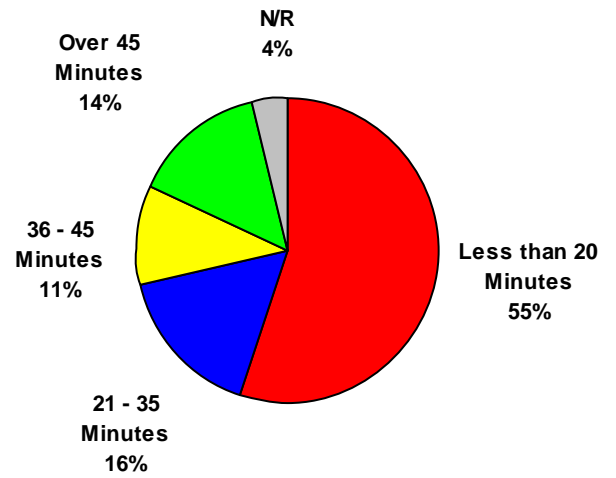
CHARACTERISTICS OF UNDEREMPLOYED WORKERS

16,300 Underemployed Workers

CURRENT COMMUTE DISTANCE



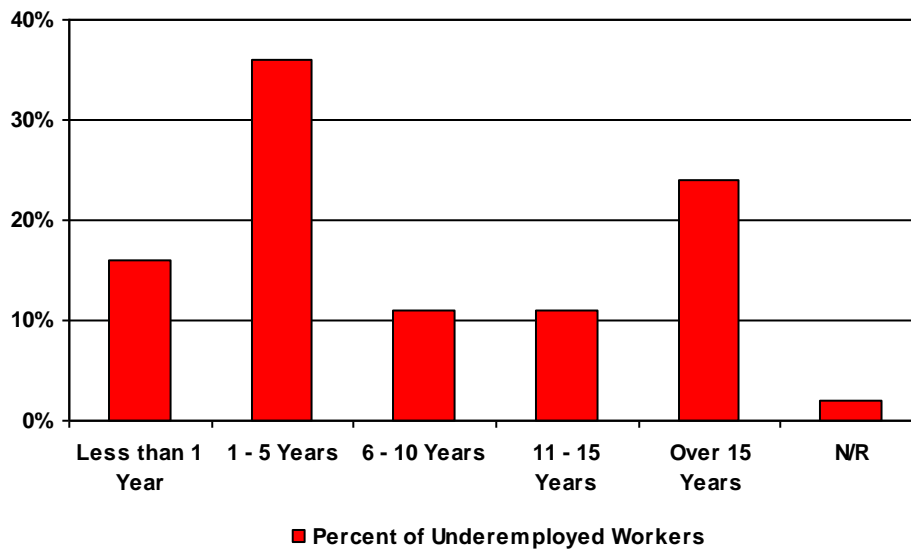
CURRENT COMMUTE TIME



The average commute time of the underemployed workers in the labor shed is 28 minutes, and the average current commute distance is 17 miles.

LENGTH OF TIME IN CURRENT JOB

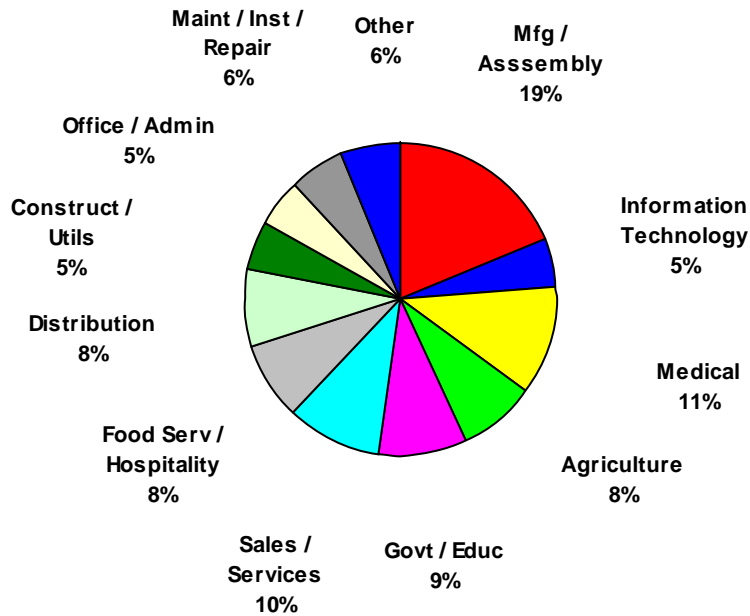
Average 10 Years



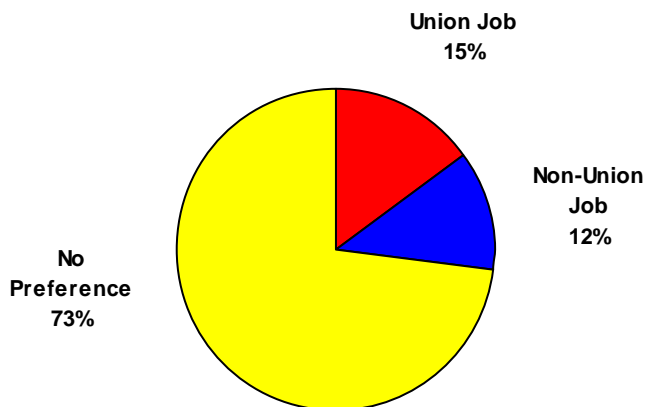
CHARACTERISTICS OF UNDEREMPLOYED WORKERS

16,300 Underemployed Workers

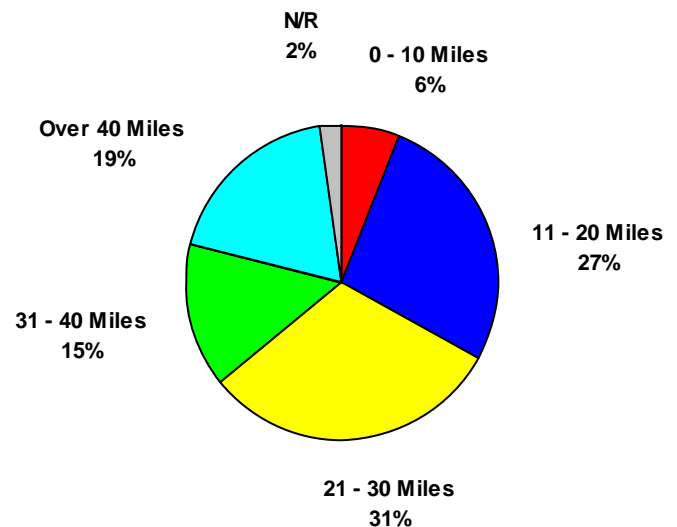
CURRENT AREA OF EMPLOYMENT



UNION PREFERENCE

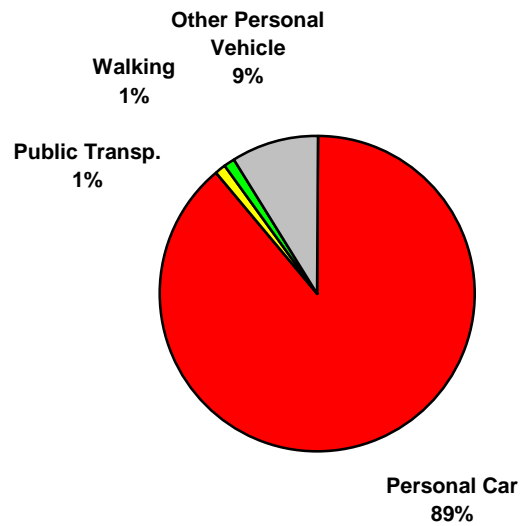


MILES WILLING TO COMMUTE Average 31 Miles

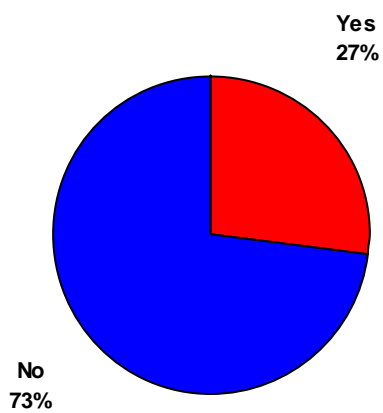


CHARACTERISTICS OF UNDEREMPLOYED WORKERS 16,300 Underemployed Workers

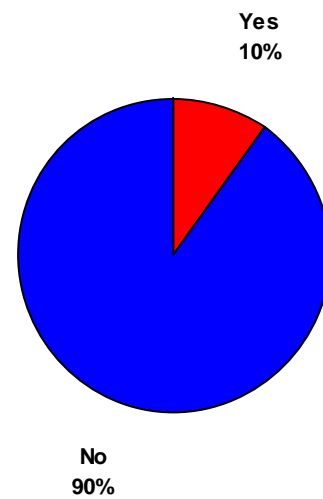
CHIEF MODE OF TRANSPORTATION



SINGLE-PARENT HOUSEHOLD



CHILDREN IN HOUSEHOLD UNDER THE AGE OF 5



EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

16,300 Underemployed Workers

The experience and skills categories used in this report are designed to provide accurate workforce data for employers which fall into one or more of the following four broad groups:

- manufacturing, assembly, fabrication or other industrial operations;
- back office, data processing, call centers, information technology, customer service or sales operations;
- distribution or transportation operations; and,
- biotechnology, pharmaceuticals or medical research operations.

The experience and skills categories are purposefully similar in order to present the most accurate worker availability for operations in one of those four groups and are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations.

The experience chart reports the approximate number of underemployed workers experienced in each category. The chart also gives the percentage of the total number of underemployed experienced in each category and the average number of years of experience in each category. Further, an accompanying chart illustrates the percentage of the total underemployed workers in the labor shed who are experienced in each category and the percent of those who use each category of experience in their current jobs.

Likewise, for the skills categories, the charts illustrate the approximate number of underemployed workers in the labor shed who are skilled in each of the categories, the percent of the total underemployed, and the percent of underemployed workers who use each skills category in their current jobs.

It should be noted that individuals polled normally have experience and skills in multiple categories; therefore, the category number of workers will not total to the number of underemployed, nor will the percentages equal 100%.



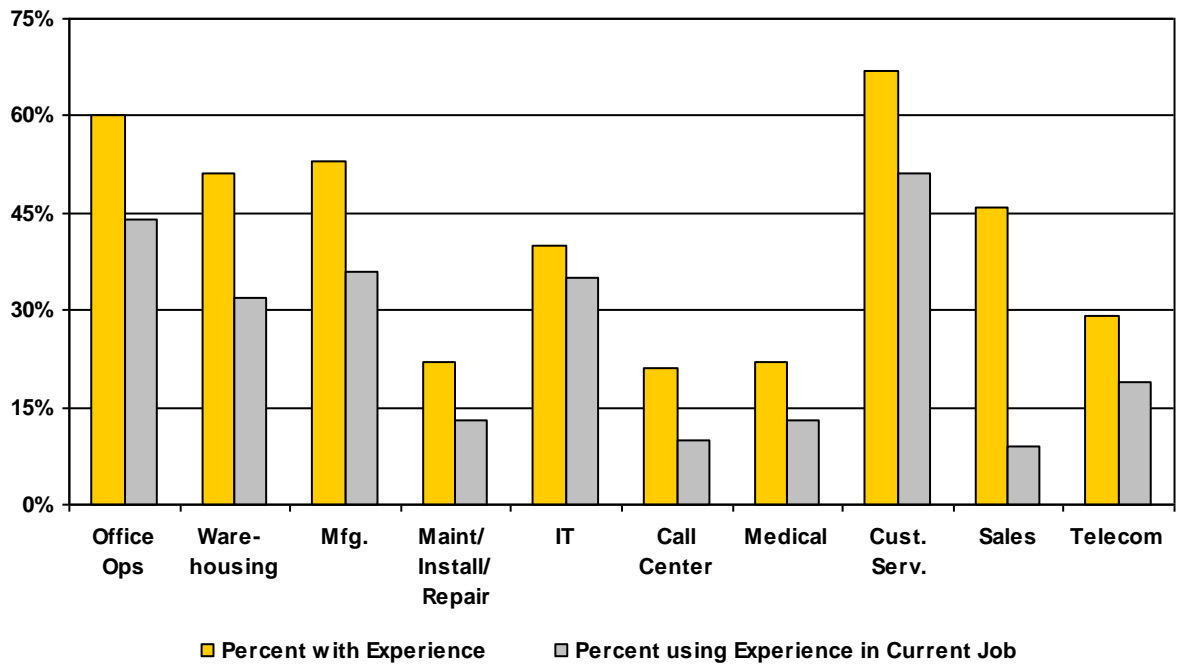
EXPERIENCE OF UNDEREMPLOYED WORKERS

16,300 Underemployed Workers

Experience Category	Number of Workers*	Percentage of Total	Average Years of Experience
Customer Service	10,900	67%	12
Office Operations	9,800	60%	11
Manufacturing/Assembly/Fabrication	8,600	53%	13
Warehouse/Distribution/Transportation	8,300	51%	8
Sales	7,500	46%	9
Maintenance/Installation/Repair	6,500	40%	14
Information Technology	5,700	35%	11
Telecommunications	4,700	29%	8
Medical/Health Sciences	3,600	22%	11
Call Center	3,400	21%	4

* Rounded

EXPERIENCE USED IN CURRENT JOB

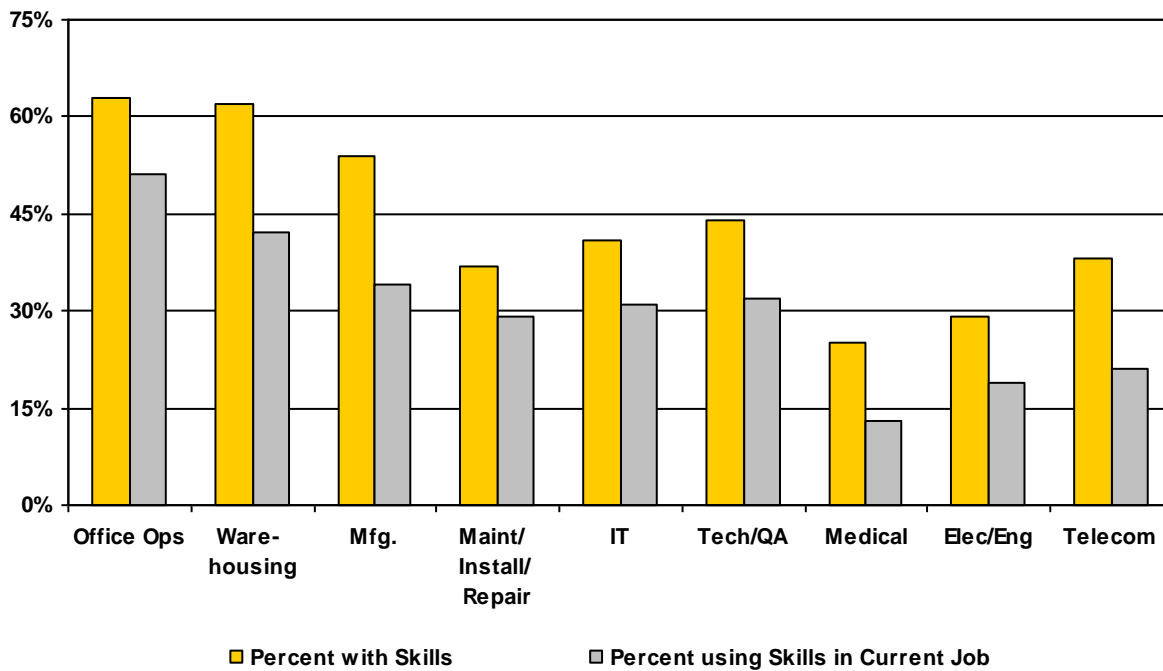


SKILLS OF UNDEREMPLOYED WORKERS 16,300 Underemployed Workers

Skills Category	Number of Workers*	Percentage of Total
Office Operations	10,300	63%
Warehouse/Logistics	10,100	62%
Manufacturing/Assembly/Fabrication	8,800	54%
Technician/Quality Assurance	7,200	44%
Information Technology	6,700	41%
Telecommunications	6,200	38%
Maintenance/Installation/Repair	6,000	37%
Electronics/Engineering	4,700	29%
Medical/Health Sciences	4,100	25%

* Rounded

SKILLS USED IN CURRENT JOB



EXPERIENCE AND SKILLS – UNDEREMPLOYED WORKERS

16,300 Underemployed Workers

The survey respondents were asked to identify the one category of experience in which they felt they were most experienced and, also, the single skills category in which they believed themselves to be most skilled. The charts below reflect the results of these questions.

CATEGORY OF MOST EXPERIENCED

Experience Category	Percentage of Respondents
Manufacturing/Assembly/Fabrication	21%
Customer Service	17%
Office Operations	13%
Medical/Health Sciences	12%
Warehouse/Distribution/Transportation	12%
Maintenance/Installation/Repair	11%
Information Technology	7%
Sales	6%
Call Center	1%

CATEGORY OF MOST SKILLED

Skills Category	Percentage of Respondents
Office Operations	18%
Manufacturing/Assembly/Fabrication	16%
Warehouse/Logistics	14%
Maintenance/Installation/Repair	13%
Medical/Health Sciences	11%
Technician/Quality Assurance	9%
Information Technology	8%
Electronics/Engineering	6%
Telecommunications	3%
N/R	2%

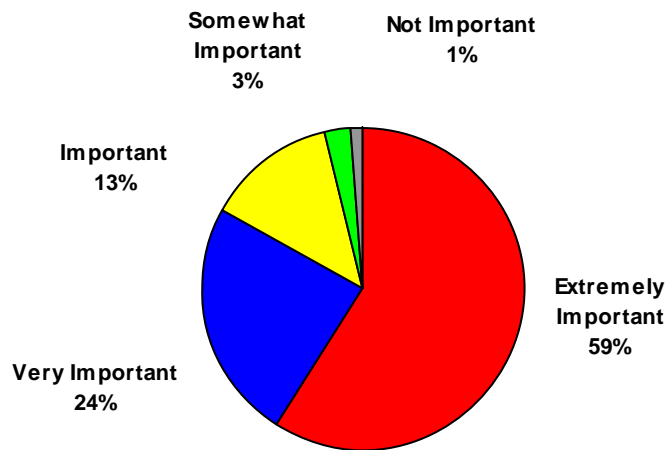


BUSINESS FACTORS AFFECTING JOB DESIRABILITY

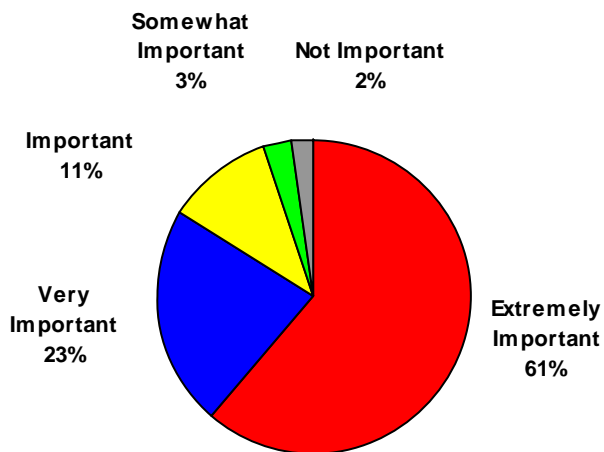
Underemployed Workers

In an effort to identify those business factors most important to the North Central Illinois 5-County area’s underemployed workers relative to consideration of an employer’s desirability and a potential job change, the respondents were asked to rate the following job factors from “extremely important” to “not important”.

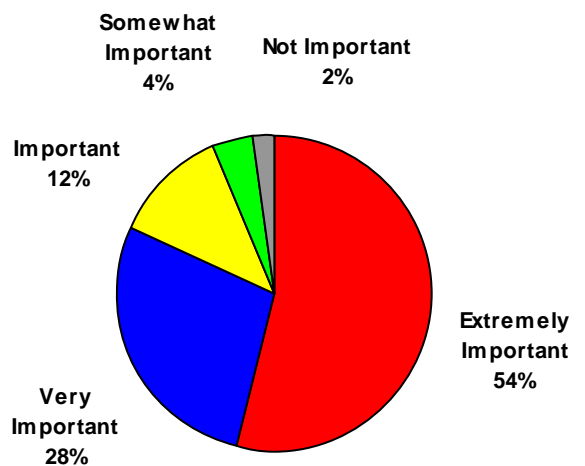
SALARY



INSURANCE BENEFITS



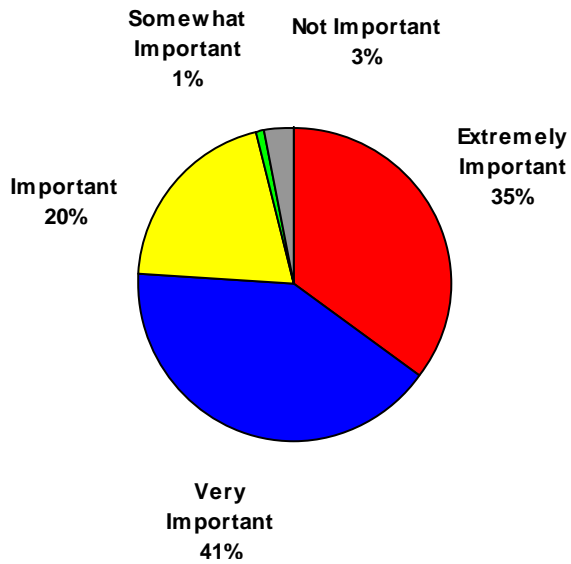
RETIREMENT BENEFITS



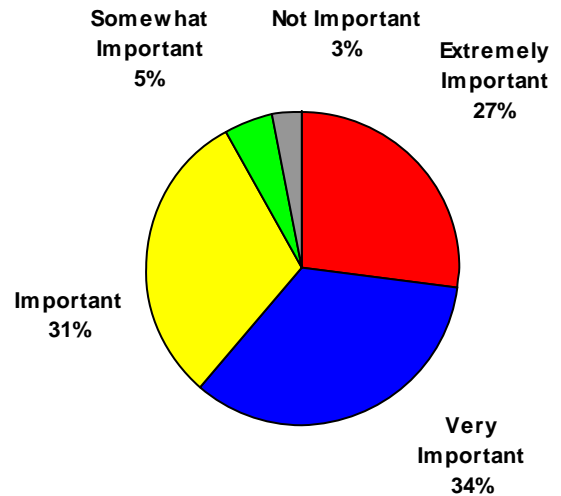
BUSINESS FACTORS AFFECTING JOB DESIRABILITY

16,300 Underemployed Workers

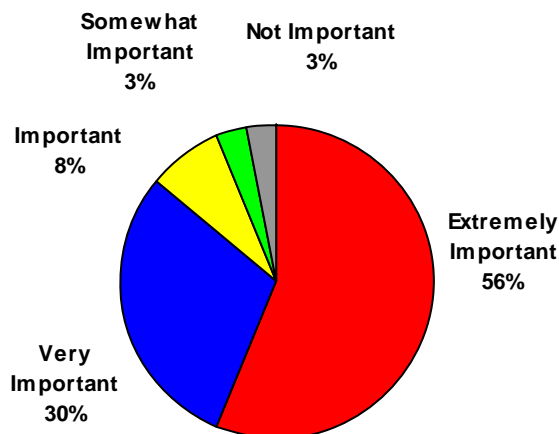
PHYSICAL WORKING ENVIRONMENT



PAID TRAINING PROGRAMS



OPPORTUNITY FOR ADVANCEMENT

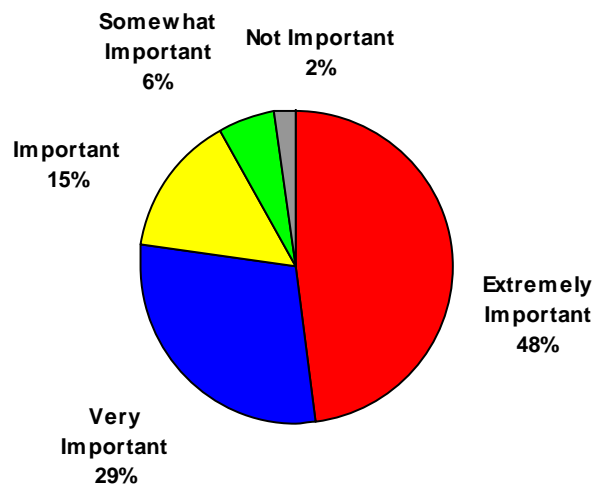


PERSONAL FACTORS AFFECTING JOB DESIRABILITY

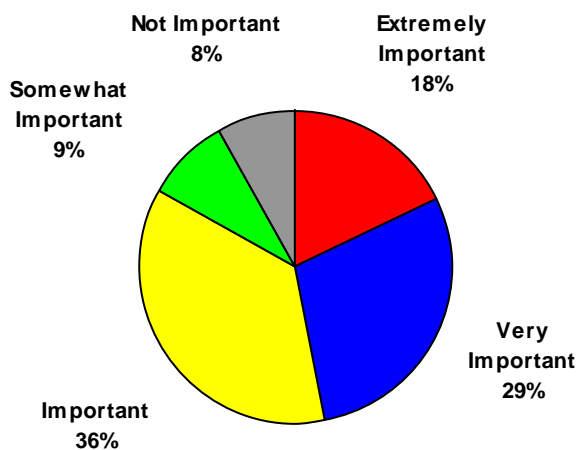
16,300 Underemployed Workers

In an effort to identify those personal factors most important to the North Central Illinois 5-County area’s underemployed workers relative to consideration of an employer’s desirability and a potential job change, the respondents were asked to rate the following job factors from “extremely important” to “not important”.

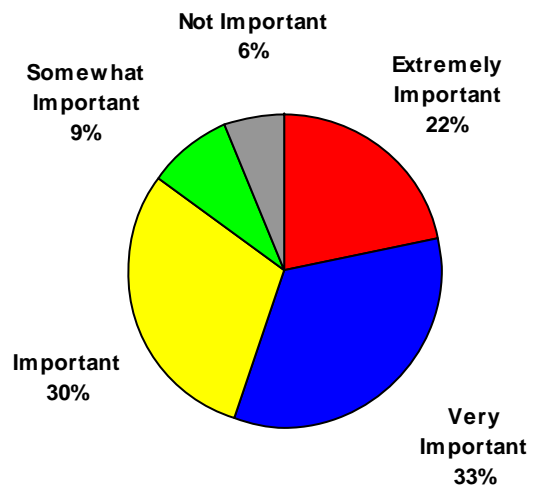
LOCATION



TELECOMMUTING POLICY OF COMPANY



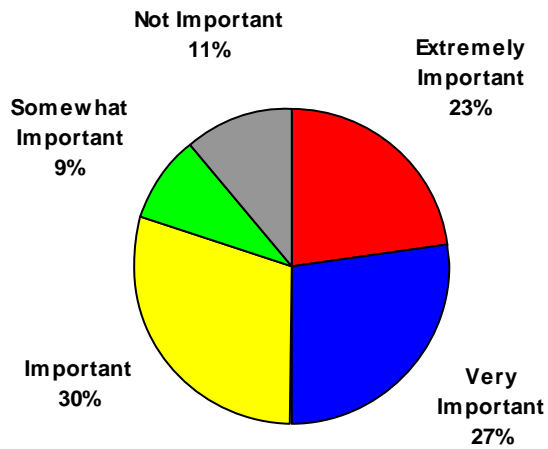
FLEXIBLE WORK SCHEDULE



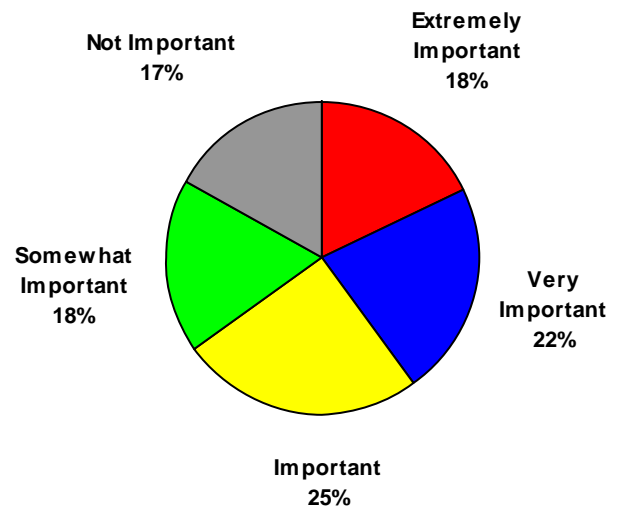
PERSONAL FACTORS AFFECTING JOB DESIRABILITY

16,300 Underemployed Workers

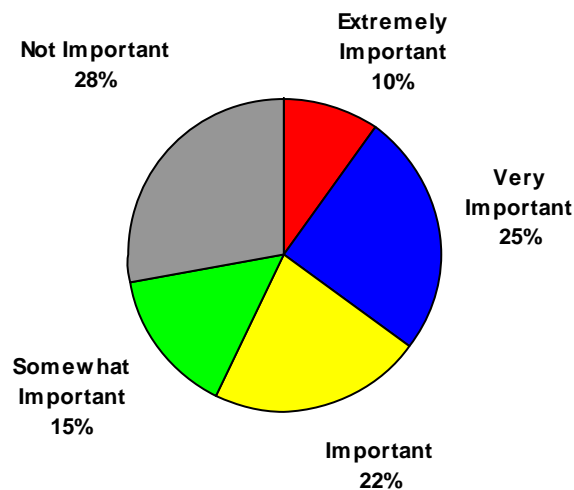
TRANSPORTATION AVAILABILITY / COST



PERSONAL PHYSICAL IMPAIRMENTS



DAY / ELDER CARE AVAILABILITY / COST



INTEREST IN TRAINING COURSES

16,300 Underemployed Workers

A component was added to this survey which was designed to determine possible interest in training courses on the part of the underemployed workers in the North Central Illinois 5-County workforce. In the table that follows, it should be noted that many of the respondents indicated interest in more than one program; therefore, the percent total will not equal 100.

Type of Training Course	Number of Workers*	Percentage of Total
Industrial Machine Operations	7,000	43%
Computer Software Applications	6,200	38%
Construction Trades	5,200	32%
Technical Trades	5,200	32%
Human Resources	5,100	31%
Computer Programming	5,100	31%
Computer Maintenance or Repair	4,700	29%
Health Care	4,100	25%
Food Service or Hospitality	4,100	25%
Auto or Maintenance Mechanics	3,900	24%
Restaurant or Retail Management	3,700	23%
Real Estate or Insurance	3,600	22%
GED or Basic Reading, Writing, Arithmetic	3,100	19%
Commercial Vehicle Operations	2,900	18%
ESL (English as a Second Language)	2,100	13%

* Rounded

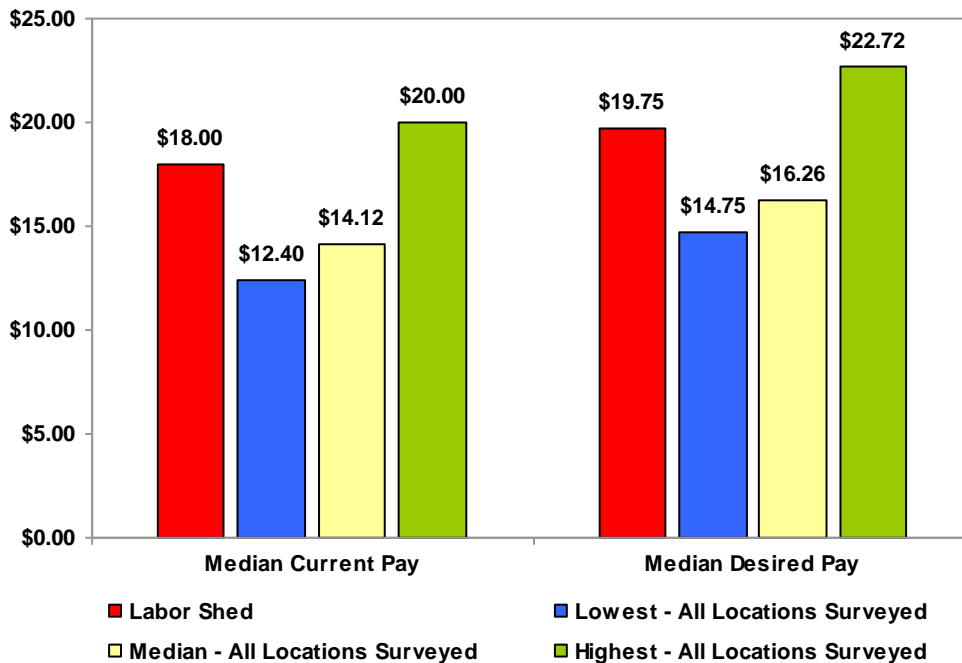


NATIONAL COMPARISONS OF UNDEREMPLOYED WORKFORCE

This section of the report provides comparisons of the pay rates, experience and skills of the labor shed’s underemployed workforce with the underemployed workforces in other areas previously surveyed by The Pathfinders. A prospect company considering the North Central Illinois 5-County region as a location will judge its workforce on a comparative basis. The comparative data for other locations used in the following charts reflect information accumulated over the past eighteen months. The Pathfinders maintains a continuing database of surveyed counties and communities. In the charts, the North Central Illinois 5-County region is referred to as “labor shed”.

The chart below illustrates the median current and desired wages of the underemployed workers in the North Central Illinois 5-County labor shed as compared to those underemployed workers in all locations surveyed by The Pathfinders over the past eighteen months.

COMPARISON OF MEDIAN CURRENT / DESIRED WAGES (per hour)



**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**

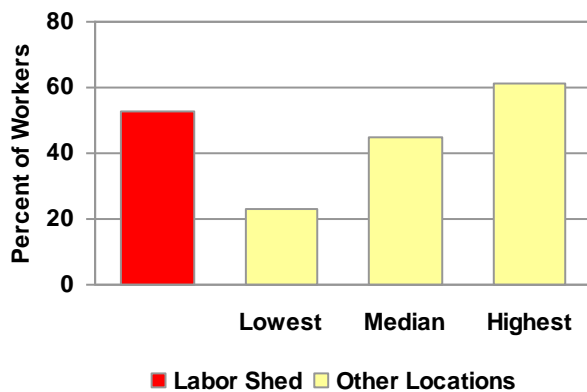
OFFICE



**WAREHOUSE / DISTRIBUTION /
TRANSPORTATION**



**MANUFACTURING / ASSEMBLY /
FABRICATION**

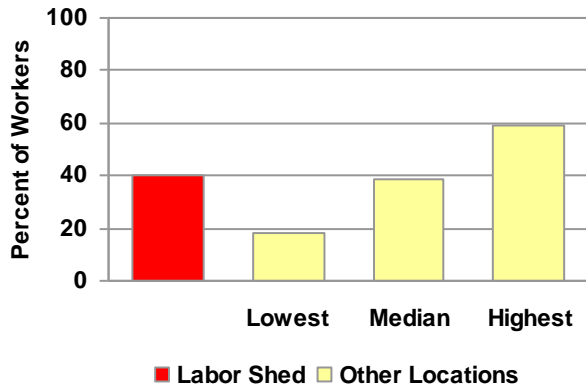


**MEDICAL /
HEALTH SCIENCES**



**COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**

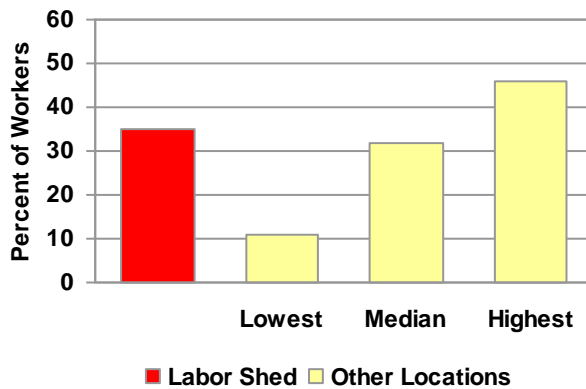
**MAINTENANCE /
INSTALLATION / REPAIR**



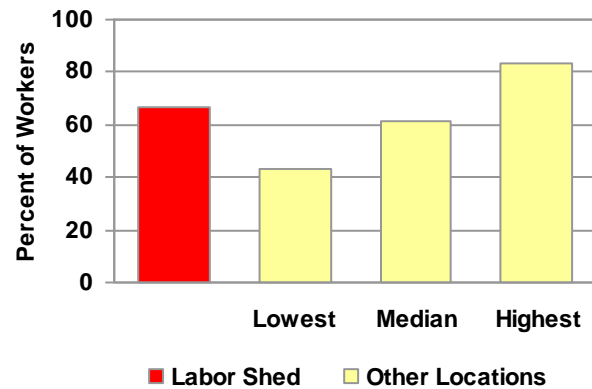
CALL CENTER



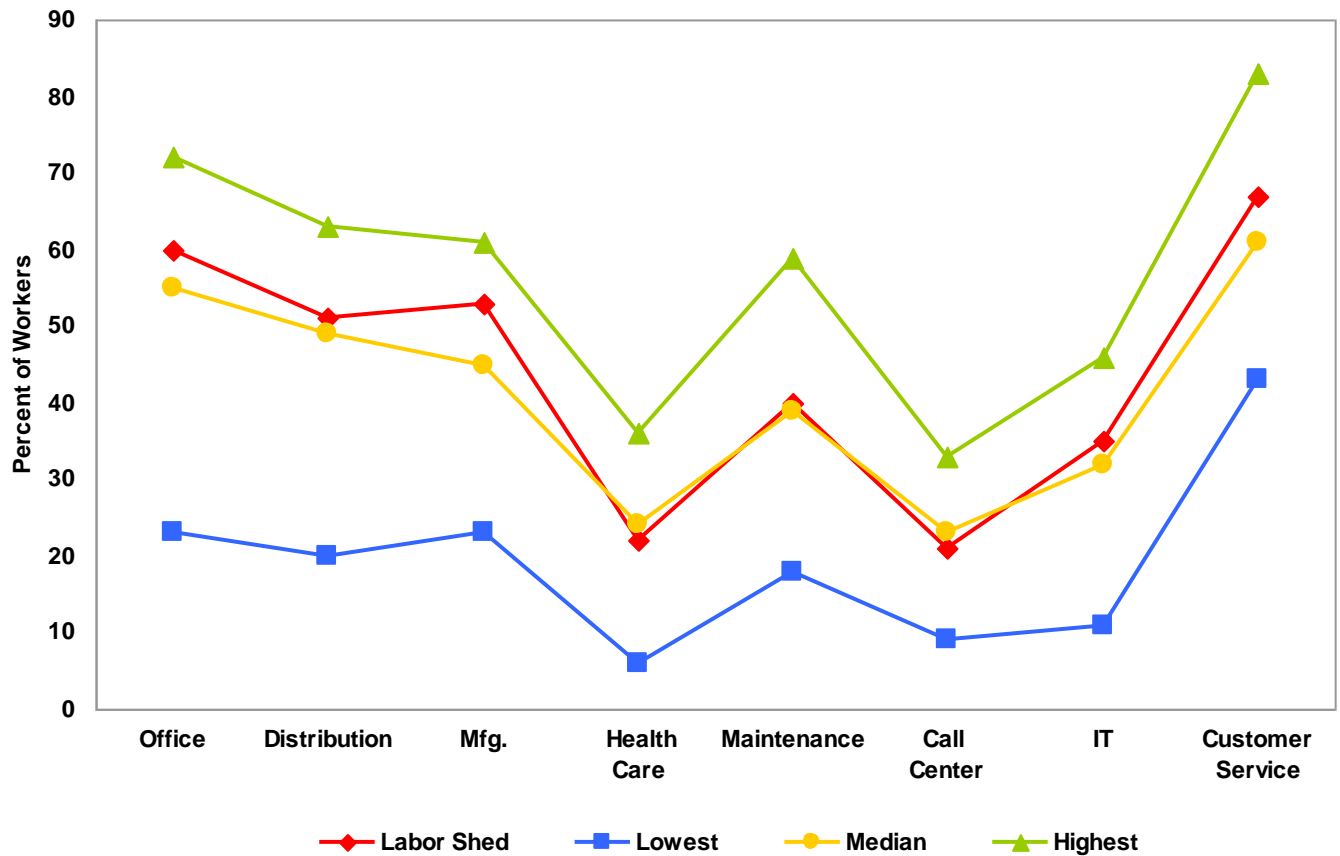
INFORMATION TECHNOLOGY



CUSTOMER SERVICE



**SUMMARY COMPARISON OF EXPERIENCE
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**



**COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**

OFFICE



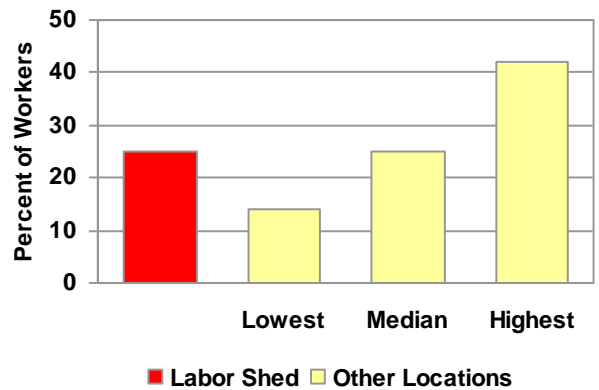
**WAREHOUSE /
LOGISTICS**



**MANUFACTURING / ASSEMBLY /
FABRICATION**



**MEDICAL /
HEALTH SCIENCES**

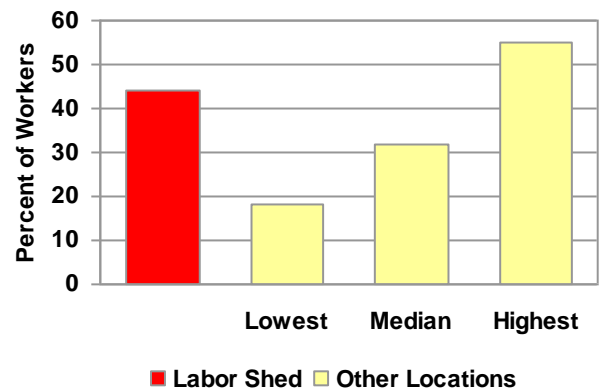


**COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**

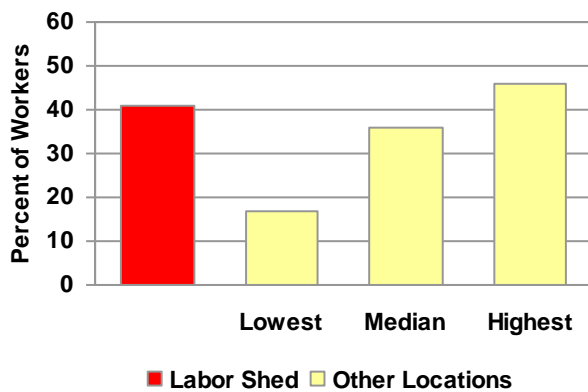
**MAINTENANCE /
INSTALLATION / REPAIR**



**TECHNICIAN / QUALITY
ASSURANCE**



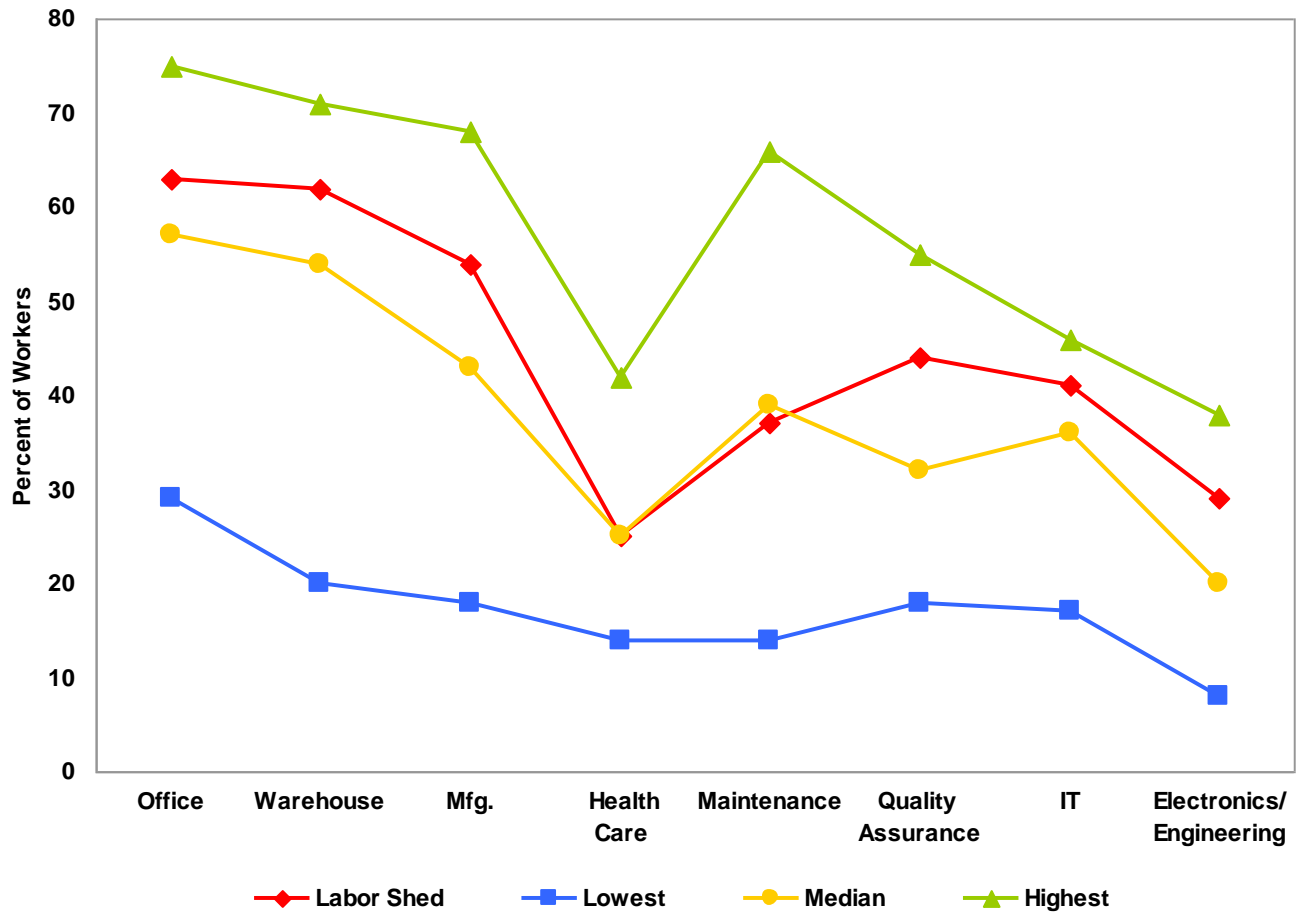
INFORMATION TECHNOLOGY



**ELECTRONICS /
ENGINEERING**



**SUMMARY COMPARISON OF SKILLS
UNDEREMPLOYED WORKERS
The North Central Illinois 5-County Area /
Locations Surveyed Over the Past 18 Months**



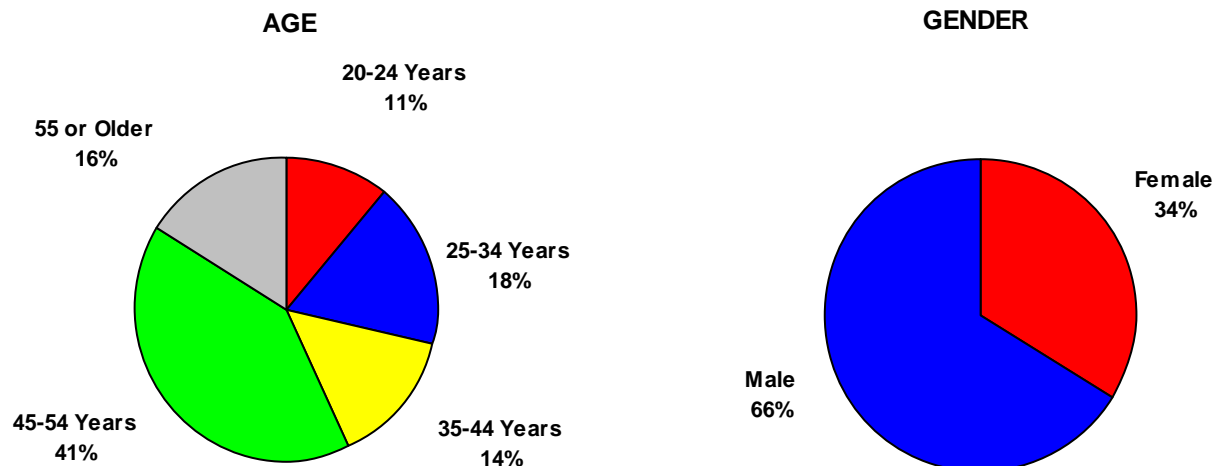
ASSESSMENT OF THE UNEMPLOYED WORKFORCE
The North Central Illinois 5-County Area Labor Shed

CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK

9,400 Workers

According to survey results, the following charts provide information on those unemployed workers in the labor shed who are actively seeking work. **As these data relate solely to those individuals in the labor shed who are unemployed, they will vary from data representative of the population and civilian labor force as a whole. Further, the determinations for this segment of the workforce has a larger statistical variance than that for the underemployed.**

In the North Central Illinois 5-County labor shed, according to published sources, there are approximately 9,400 individuals who are actively seeking work. Survey results indicate the average age of these individuals is 41 years.



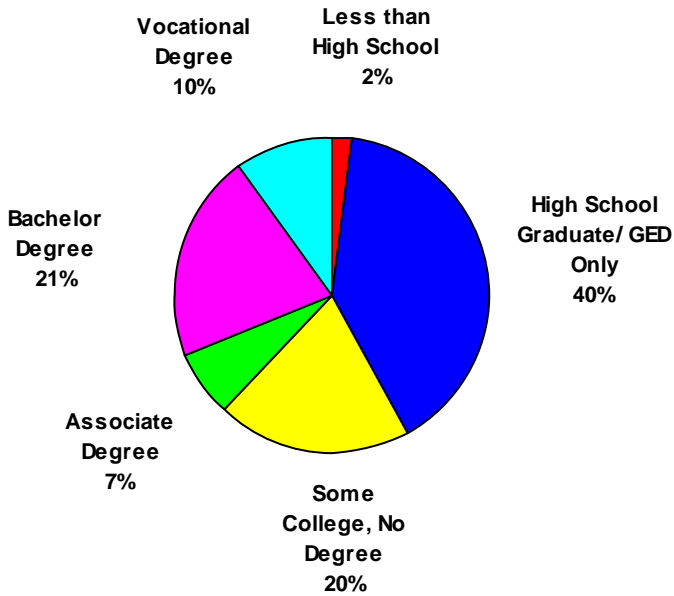
The median desired pay rate of the individuals who are unemployed, actively seeking work is \$12.00 per hour. These available workers have been out of the workforce for an average of 18 months and are willing to commute an average of 27 miles for a job.



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

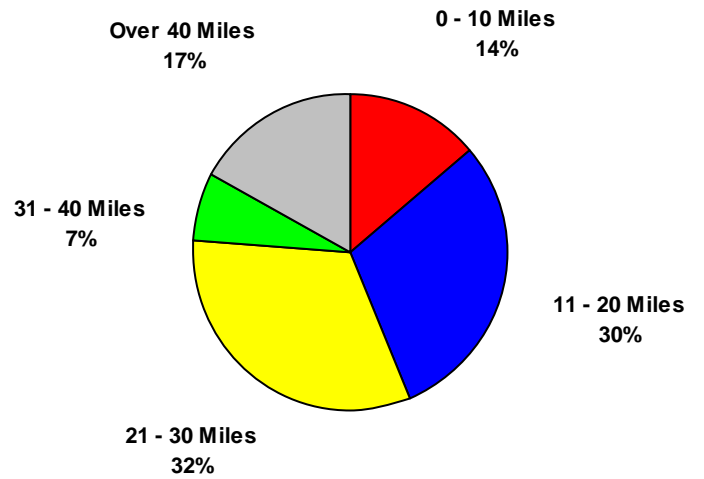
9,400 Workers

EDUCATION

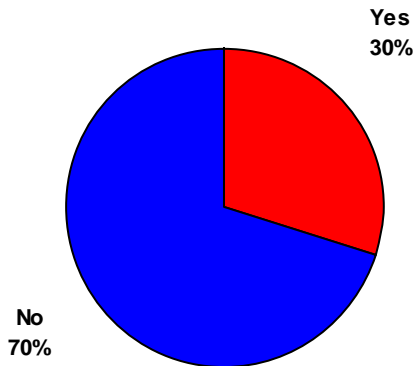


MILES WILLING TO COMMUTE

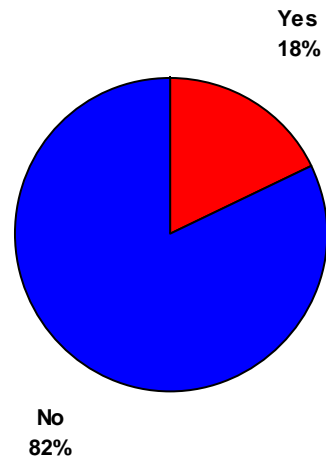
Average 27 Miles



SINGLE-PARENT HOUSEHOLD



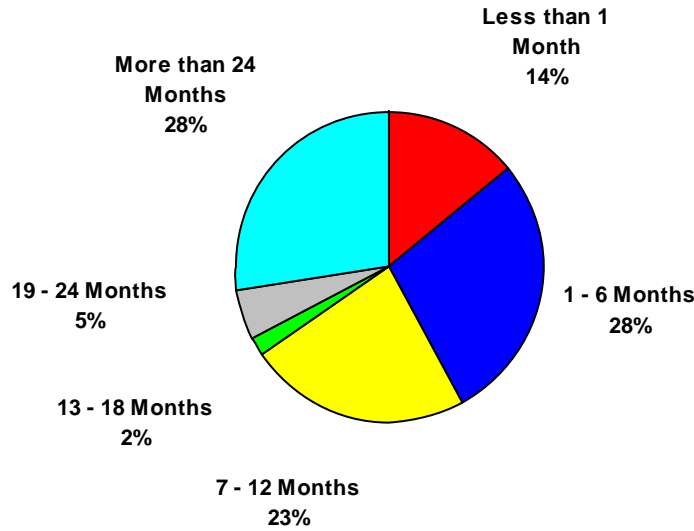
CHILDREN IN HOUSEHOLD UNDER THE AGE OF 5



**CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE
ACTIVELY SEEKING WORK**

9,400 Workers

MONTHS OUT OF WORKFORCE



REASON FOR BEING OUT OF WORKFORCE

REASON	Percentage of Respondents
Laid Off / Job Eliminated	43%
Company Closed / Relocated	16%
Personal Choice / Stay-At-Home	11%
No Jobs / Discouraged	11%
Medical/Disability	10%
Student	9%



CHARACTERISTICS OF UNEMPLOYED INDIVIDUALS WHO ARE ACTIVELY SEEKING WORK

9,400 Workers

Experience Category	Number of Individuals*	Percentage of Total
Manufacturing/Assembly/Fabrication	6,700	71%
Sales	6,600	70%
Office Operations	5,200	55%
Warehouse/Distribution/Transportation	4,900	52%
Maintenance/Installation/Repair	4,300	46%
Customer Service	4,000	43%
Medical/Health Sciences	2,500	27%
Telecommunications	2,400	25%
Call Center	2,200	23%
Information Technology	1,500	16%

The similarities between the experience and skills categories are designed to ensure inclusiveness considering the multitude of tasks and job titles present in most business, government and institutional operations. **It should be noted that individuals polled normally have experience and/or skills in multiple categories.**

Skills Category	Number of Individuals*	Percentage of Total
Office Operations	6,700	71%
Manufacturing/Assembly/Fabrication	6,400	68%
Warehouse/Logistics	4,700	50%
Medical/Health Sciences	3,700	39%
Maintenance/Installation/Repair	3,400	36%
Information Technology	3,400	36%
Telecommunications	3,200	34%
Electronics/Engineering	3,200	34%
Technician/Quality Assurance	2,200	23%

* Rounded



EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

In developing a profile of existing workers in the North Central Illinois region, The Pathfinders considered such factors as labor availability, productivity, attitudes, costs, and education. The analysis was based upon interviews conducted with senior management and human resources professionals from companies located in the labor shed.

As determined from the employer interviews, the tables below reflect the top five methods used to recruit hourly and salaried workers in the North Central Illinois region and the percent of employers utilizing each method. Employers may use multiple recruitment methods.

RECRUITMENT METHODS

Recruiting Methods – Hourly Workers	% of Employers
Word of Mouth	50%
Newspaper Ads	45%
Internet	40%
Staffing, Temp Agency	15%
Walk-Ins	15%

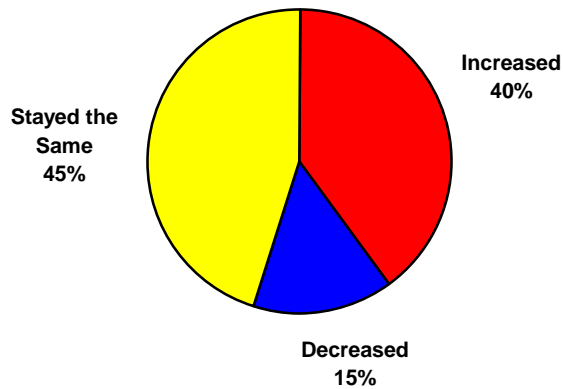
Recruiting Methods – Salaried Workers	% of Employers
Internet	55%
Word of Mouth	45%
Newspaper Ads	30%
Walk-Ins	20%
Staffing, Temp Agency	15%



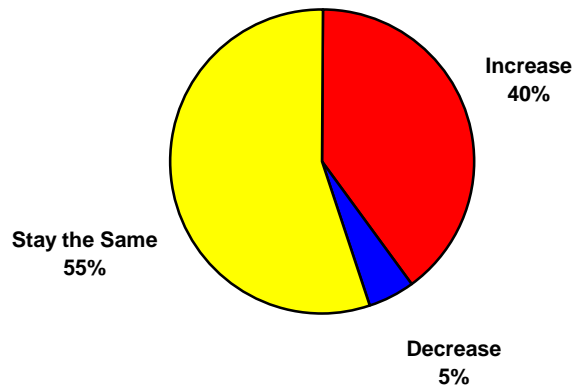
EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

The employers who were interviewed were asked whether or not their company's employment figures had increased, decreased or stayed the same over the past twelve months and also to make hiring projections for the next twelve months.

**NUMBER OF EMPLOYEES
Past 12 Months**

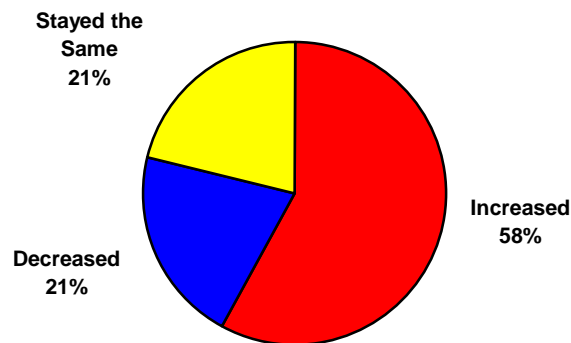


**NUMBER OF EMPLOYEES
Next 12 Months**



The employers were asked to report if, over the past two years, their state unemployment tax rate had increased, decreased or stayed the same.

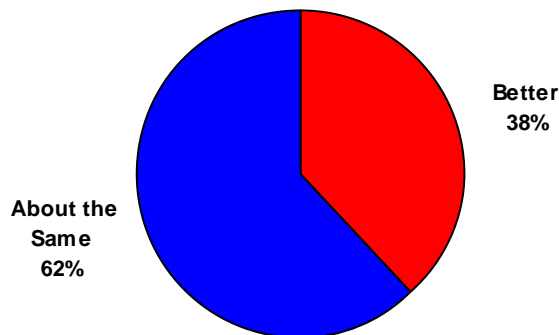
**STATE UNEMPLOYMENT TAX RATE
Past Two Years**



EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

65% of the employers interviewed stated their companies had operations in other regions of the United States. Of these employers, those familiar with the workforces in those other locations reported their North Central Illinois area operations were comparable to or better than the other regions in terms of profitability and production.

WORKFORCE COMPARISON WITH OTHER LOCATIONS



Based upon the experience of The Pathfinders in evaluating labor forces in numerous locations, a definite correlation between productivity, absenteeism, tardiness, turnover, and substance abuse appears to exist. That correlation goes beyond the fact that an absent worker is obviously unproductive. Rather, those factors are indicative of an employee's attitude toward the job.

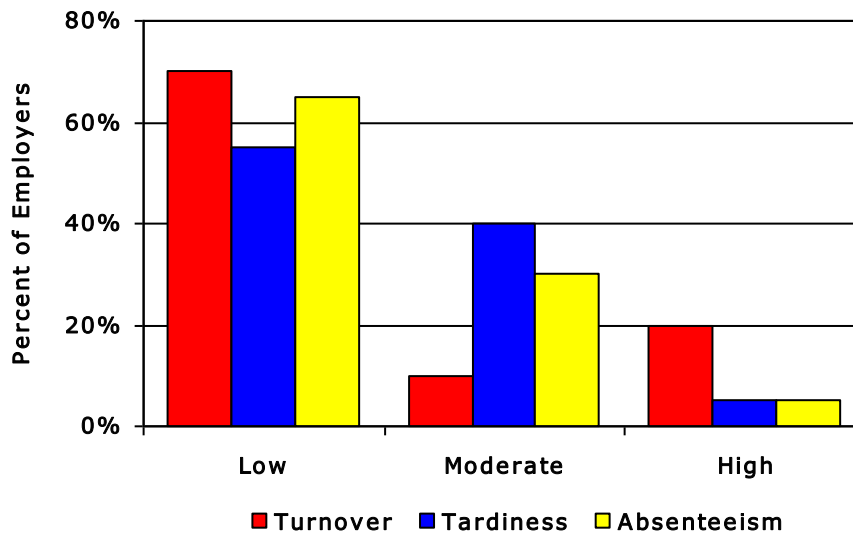
The employers surveyed in this study were asked to rate turnover, tardiness and absenteeism among their workers as "Low", "Moderate" or "High". Further, they were surveyed as to their substance abuse testing practices and asked to rate substance abuse among the area workforce.

The charts on the following pages illustrate the percent of employers' ratings for these and other factors, including educational facilities, worker productivity and reliability, teamwork and basic skills.



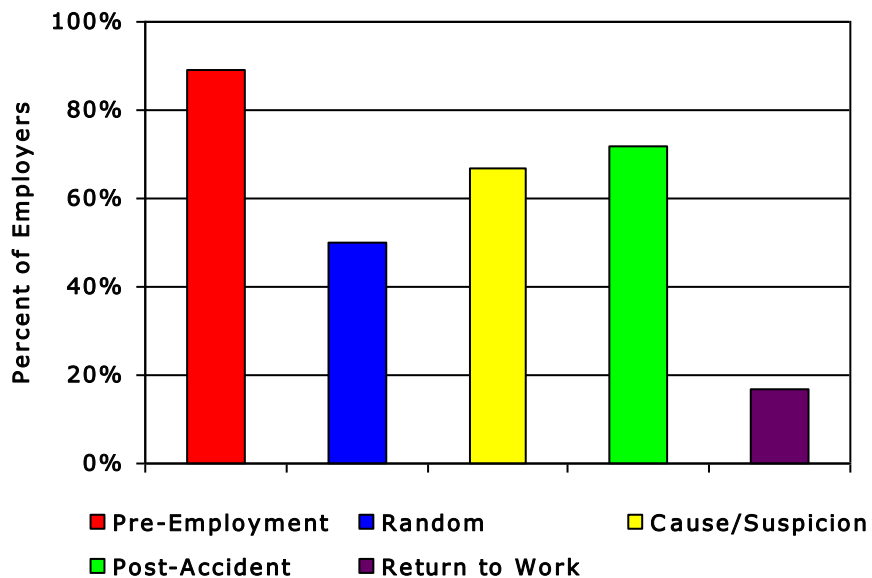
EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

TURNOVER / TARDINESS / ABSENTEEISM



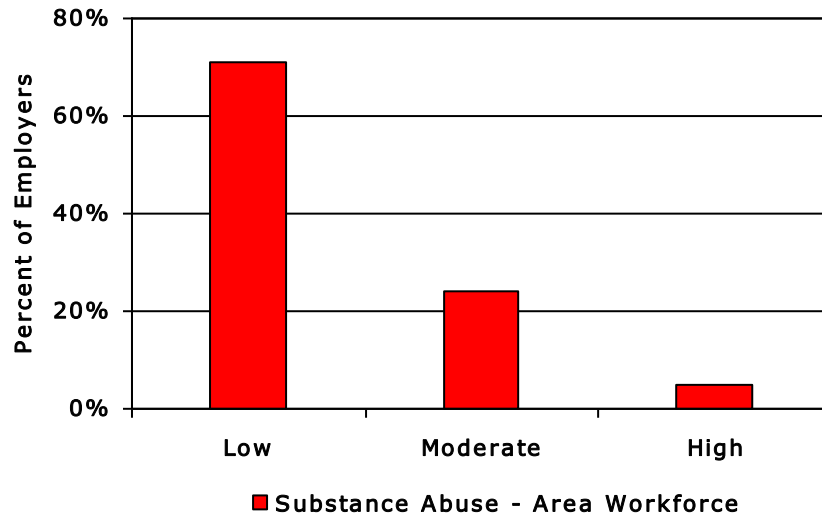
In the North Central Illinois labor shed, 90% of the employers interviewed stated their companies tested for substance abuse, using one or more of the following practices:

SUBSTANCE ABUSE TESTING PRACTICES



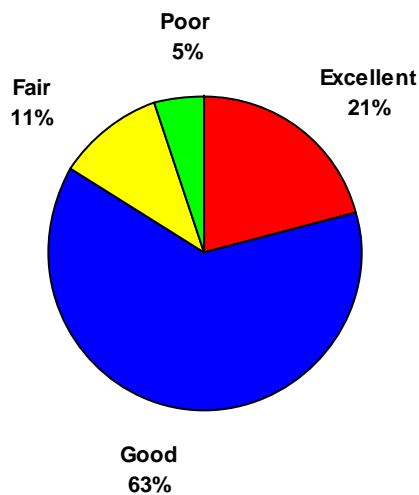
EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

SUBSTANCE ABUSE RATING – AREA WORKFORCE

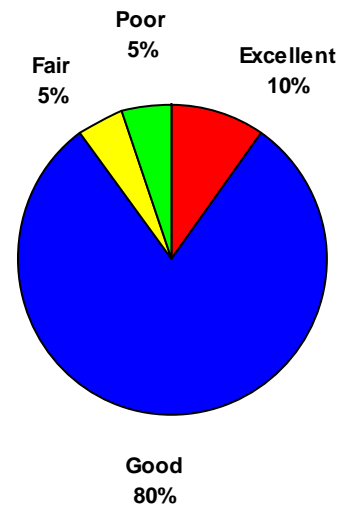


Further, 90% of the employers surveyed completed criminal background checks on potential employees, and 80% checked for valid drivers' licenses.

WORKER PRODUCTIVITY

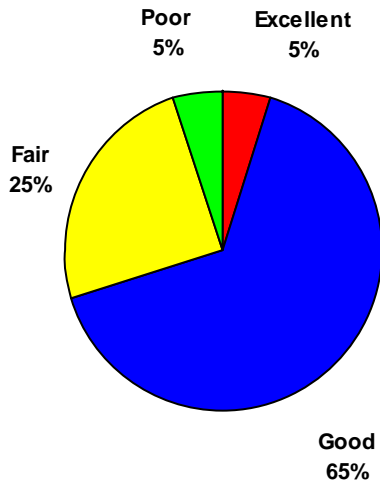


WORKER RELIABILITY

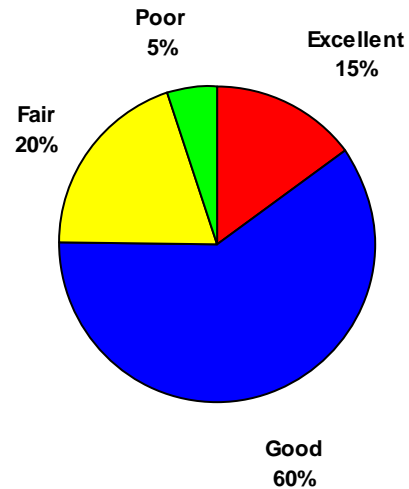


EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

WORKER ATTITUDES

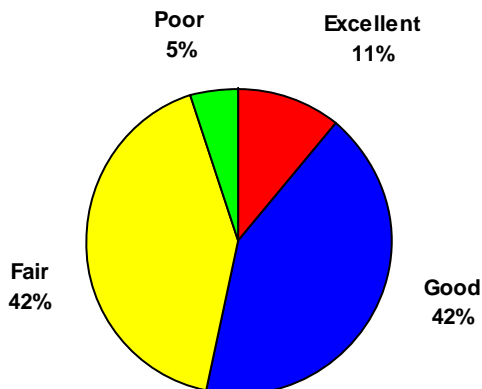


TEAMWORK SKILLS

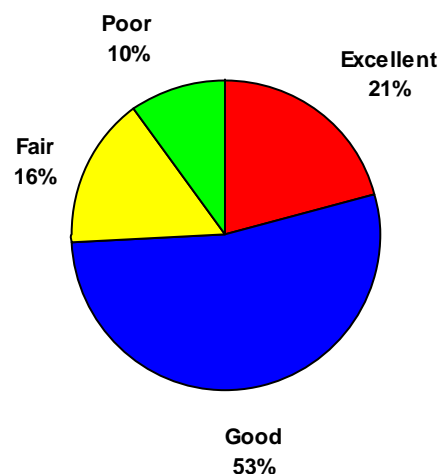


The educational competencies of employees are additional factors used to evaluate an area's labor force. In the North Central Illinois area, 53% of the employers interviewed rated the local public schools as "Good" to "Excellent", and 74% rated the local community colleges and technical schools as "Good" to "Excellent". Ratings for basic skills and other factors are also shown.

LOCAL PUBLIC SCHOOLS

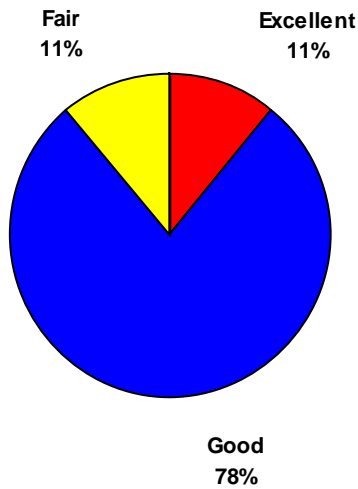


**LOCAL COMMUNITY COLLEGES
AND TECH SCHOOLS**



EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

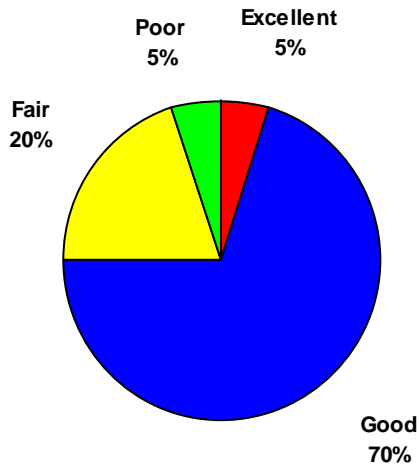
READING SKILLS



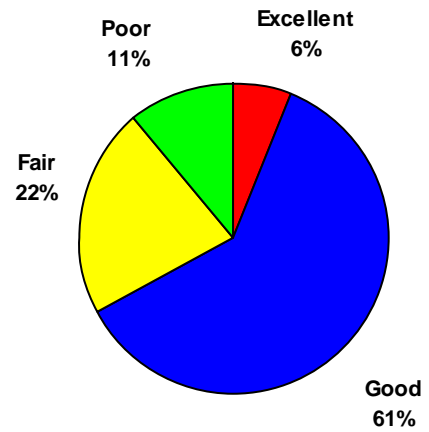
WRITING SKILLS



COMPUTER SKILLS

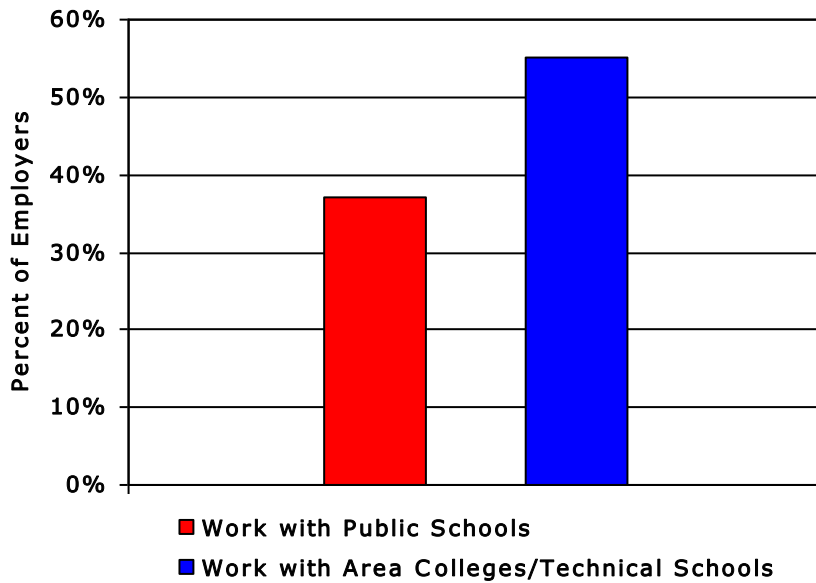


MATH SKILLS

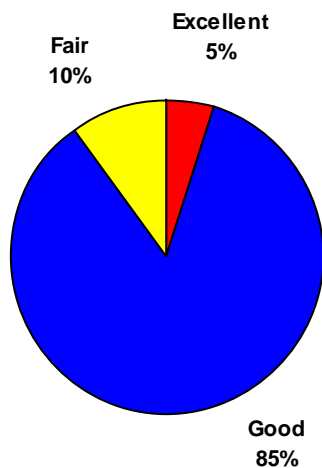


EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

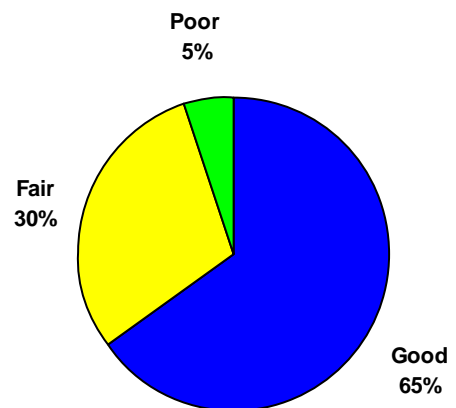
Additionally, many of the employers interviewed stated their companies worked with the area educational institutions in terms of apprenticeships, internships or other training programs.



WORKER ENTRY LEVEL SKILLS

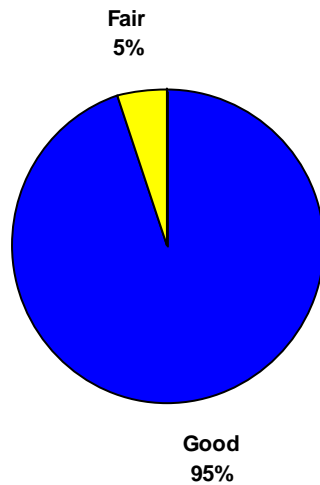


JOB READINESS SKILLS



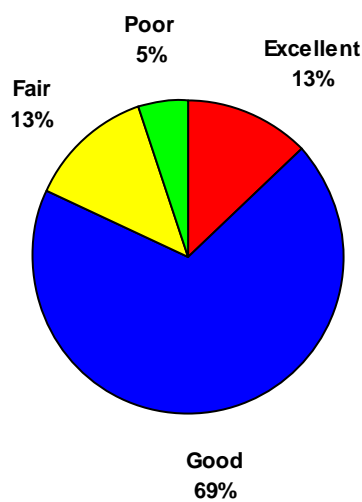
EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

WORKER TRAINABILITY



The participating employers were asked to give an overall rating of the area's workforce in consideration of all factors. As shown, the North Central Illinois area's workforce was rated "Good" to "Excellent" by 82% of the employers interviewed.

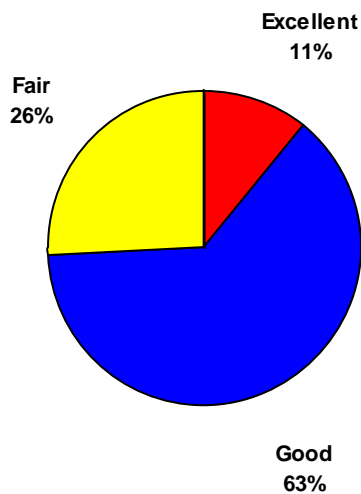
WORKFORCE OVERALL RATING



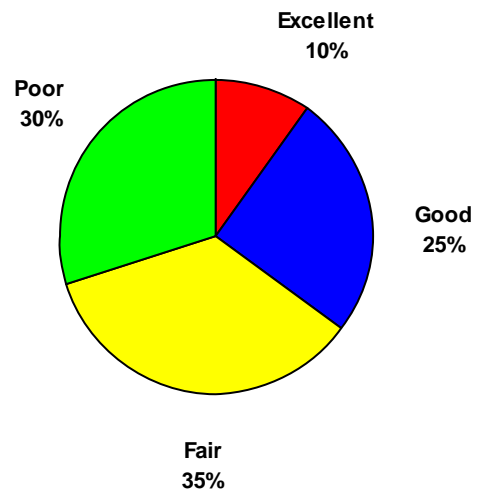
EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

Further, the employers who were interviewed gave the following ratings to the area's business climate in terms of such factors as support and communication, the area's transportation system and the area's overall quality of life. In addition, the employers offered their opinions on the availability of labor in the area.

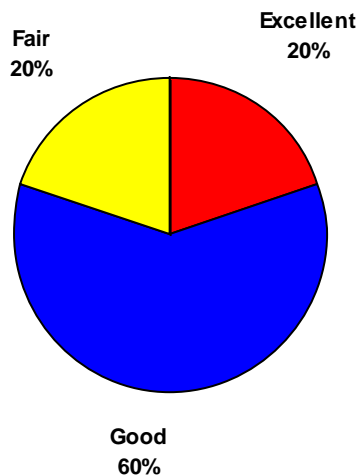
AREA BUSINESS CLIMATE



AREA TRANSPORTATION SYSTEM

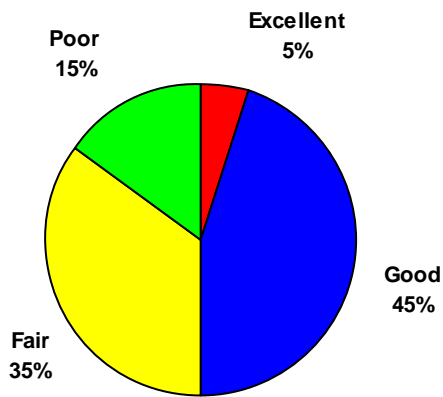


AREA QUALITY OF LIFE

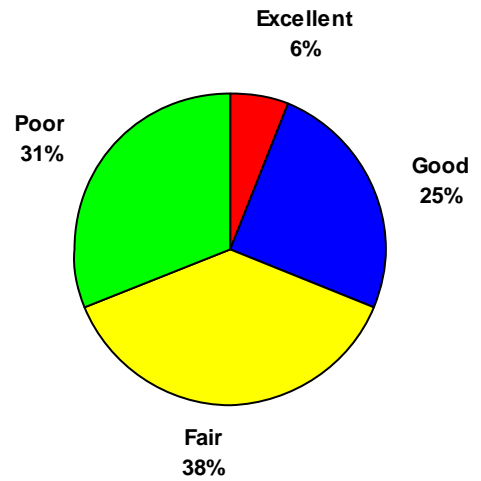


EMPLOYERS' VIEWS AND RATINGS OF THE NORTH CENTRAL ILLINOIS AREA TOTAL WORKFORCE

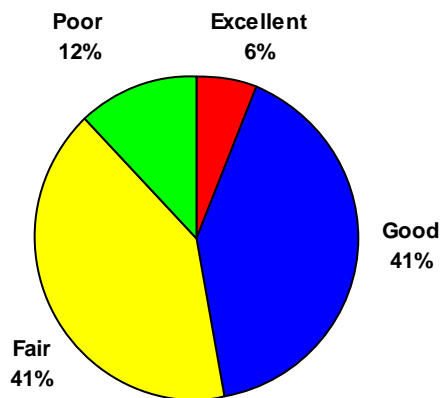
SKILLED WORKERS AVAILABILITY



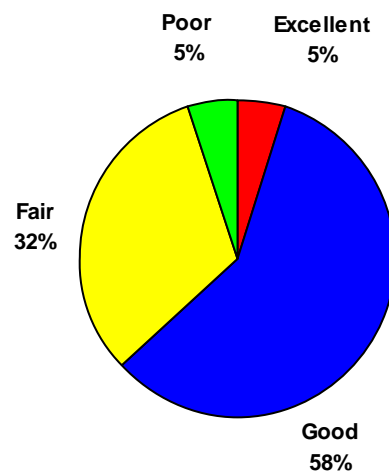
TECHNICAL WORKERS AVAILABILITY

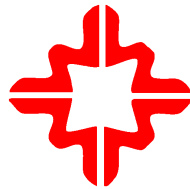


PROFESSIONAL WORKERS AVAILABILITY



UNSKILLED WORKERS AVAILABILITY





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