The data in this report is based on skills listed in job postings for the Harper College district area from January 1 to December 31 in 2010 and 2014. The NIU Center for Governmental Studies retrieved the data on a city by city basis for the geographic region that each community college serves, using Burning Glass Technologies. Four types of data were pulled. The first set is by employer. The second set is by occupation. The third set is by salary. The fourth set is by skills, as defined below. A map documenting the cities represented in this report is included at the end of this report. Cities that fall partially within a community college district have been included. Cities may lie in more than one district. Duplicated job postings are scrubbed from the data.

Skill types are defined by Burning Glass Technologies as follows.

- Specialized Skills: more occupation-specific. Accounting, python, phlebotomy, patient care, etc.
- Baseline Skills: these are general skills, such as communications, leadership, and writing, and are transferrable across occupations.
- Software and Programming skills: All computer-based skills. NOTE: these may *also* fall into either baseline or specialized skills lists. Baseline will include basic skills, e.g. Excel, Word, while specialized will include more advanced computer skills; e.g. C#, STATA, R, Python.

Burning Glass's Labor Insight tool is an advanced analytic application that allows users to analyze, trend, and compare real-time jobs data on a regional, statewide, or national basis, at a granular level of detail that highlights skills, knowledge, experience, and education in demand as well as industries and occupations. Using a branch of artificial intelligence called Statistical Natural Language Processing (SNLP), Burning Glass's patented approach allows this tool to mine the text of each job posting to extract and code a much larger data record, which includes: job function (O*NET), employer industry (NAICS), location (through geo-coordinates, MSA, and LMA), educational requirements (degree, level, and major), source, common and specialized skills (using a multi-level, hierarchical and fully customizable skills dictionary of over 15,000 skills), the duration and level of experience, required certifications or licenses, and much more.
Harper Top 25 Employers Job Postings 2014

- Sears (3,955)
- Allstate (1,866)
- CVS Caremark (1,209)
- Alexian Brothers Health System (1,161)
- Motorola Inc. (834)
- Zurich Insurance (798)
- Advocate Health Care (593)
- Nordstrom (525)
- Automatic Data Processing... (507)
- Honeywell (495)
- Northwestern Community Healthcare (456)
- C.R. England, Inc (412)
- Citi (401)
- Zurich (398)
- HCR ManorCare (385)
- Catamaran (369)
- Macy's (361)
- Marriott International Incorporated (328)
- Northrop Grumman (320)
- US Air Force (307)
- Capital One (271)
- MB Financial Bank (265)
- St Alexius Medical Center (263)
- Flextronics International (255)
- Paylocity (247)

Harper Top 25 Employers Job Postings 2010

- Sears (2,105)
- Allstate (920)
- Motorola Inc. (586)
- Alexian Brothers Health System (506)
- AT&T (353)
- Siemens (322)
- Kmart (294)
- Advocate Health Care (265)
- Northwestern Community Hospital (247)
- JP Morgan Chase Company (207)
- CVS Caremark (205)
- HCR ManorCare (167)
- Medline Industries (159)
- Zurich Financial Services Group (150)
- Ryder System Incorporated (148)
- General Electric Company (147)
- Automatic Data Processing... (144)
- Accellent Incorporated (139)
- Verizon Communications Incorporated (135)
- Zurich Insurance (133)
- Cancer Treatment Centers Of America (133)
- Whole Foods Market, Inc. (132)
- Petsmart (126)
- Bei Systems Incorporated (120)
- Harper College (117)
Harper Top Occupations Job Postings, 2014-2010

A "0" in the 2010 numbers indicates that the occupation was not one of the top 25 occupations for 2010. It does not indicate that there were no job postings for those occupations.
Harper Distribution of Advertised Salary, 2014

- More than $75,000: 3,214
- $50,000 to $74,999: 1,788
- $35,000 to $49,999: 1,724
- Less than $35,000: 4,769

Harper Distribution of Advertised Salary, 2010

- More than $75,000: 1,471
- $50,000 to $74,999: 744
- $35,000 to $49,999: 747
- Less than $35,000: 1,678
<table>
<thead>
<tr>
<th>SOC Code (ONET-6)</th>
<th>Occupation title</th>
<th>Real Time Job Postings</th>
<th>Advertised Mean Salary</th>
<th>% Real Time Job Postings Requiring High School</th>
<th>% Real Time Job Postings Requiring Post-Secondary or Associate’s Degree</th>
<th>% Real Time Job Postings Requiring Bachelor’s Degree</th>
<th>% Real Time Job Postings Requiring Graduate or Professional Degree</th>
<th>2013 Mean National Salary according to BLS</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-1132</td>
<td>Software Developers, Applications</td>
<td>3,886</td>
<td>$94,521</td>
<td>6%</td>
<td>3%</td>
<td>94%</td>
<td>20%</td>
<td>$96,260</td>
</tr>
<tr>
<td>41-2031</td>
<td>Retail Salespersons</td>
<td>3,342</td>
<td>$53,737</td>
<td>78%</td>
<td>10%</td>
<td>19%</td>
<td>6%</td>
<td>$25,370</td>
</tr>
<tr>
<td>41-4012</td>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>2,569</td>
<td>$64,029</td>
<td>35%</td>
<td>11%</td>
<td>69%</td>
<td>8%</td>
<td>$64,670</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>2,408</td>
<td>$72,006</td>
<td>60%</td>
<td>6%</td>
<td>41%</td>
<td>3%</td>
<td>$40,940</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>2,209</td>
<td>$33,791</td>
<td>71%</td>
<td>15%</td>
<td>34%</td>
<td>4%</td>
<td>$33,370</td>
</tr>
<tr>
<td>41-1011</td>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>1,935</td>
<td>$55,856</td>
<td>49%</td>
<td>15%</td>
<td>56%</td>
<td>15%</td>
<td>$41,450</td>
</tr>
<tr>
<td>39-9011</td>
<td>Childcare Workers</td>
<td>1,669</td>
<td>$26,487</td>
<td>51%</td>
<td>5%</td>
<td>35%</td>
<td>28%</td>
<td>$21,490</td>
</tr>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>1,609</td>
<td>$46,861</td>
<td>2%</td>
<td>32%</td>
<td>43%</td>
<td>33%</td>
<td>$68,910</td>
</tr>
<tr>
<td>11-9199</td>
<td>Managers, All Other</td>
<td>1,553</td>
<td>$90,204</td>
<td>4%</td>
<td>4%</td>
<td>92%</td>
<td>33%</td>
<td>$108,380</td>
</tr>
<tr>
<td>11-2021</td>
<td>Marketing Managers</td>
<td>1,525</td>
<td>$101,871</td>
<td>2%</td>
<td>1%</td>
<td>95%</td>
<td>47%</td>
<td>$133,700</td>
</tr>
<tr>
<td>15-1121</td>
<td>Computer Systems Analysts</td>
<td>1,409</td>
<td>$70,554</td>
<td>1%</td>
<td>5%</td>
<td>94%</td>
<td>17%</td>
<td>$85,320</td>
</tr>
<tr>
<td>15-1199</td>
<td>Computer Occupations, All Other</td>
<td>1,390</td>
<td>$80,556</td>
<td>4%</td>
<td>4%</td>
<td>91%</td>
<td>24%</td>
<td>$83,240</td>
</tr>
<tr>
<td>11-2022</td>
<td>Sales Managers</td>
<td>1,229</td>
<td>$106,992</td>
<td>13%</td>
<td>6%</td>
<td>87%</td>
<td>24%</td>
<td>$123,150</td>
</tr>
<tr>
<td>35-3021</td>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>1,183</td>
<td>$47,585</td>
<td>97%</td>
<td>7%</td>
<td>3%</td>
<td>1%</td>
<td>$18,880</td>
</tr>
<tr>
<td>13-2011</td>
<td>Accountants and Auditors</td>
<td>1,179</td>
<td>$62,718</td>
<td>1%</td>
<td>1%</td>
<td>99%</td>
<td>16%</td>
<td>$72,500</td>
</tr>
<tr>
<td>13-1071</td>
<td>Human Resources Specialists</td>
<td>1,142</td>
<td>$57,924</td>
<td>15%</td>
<td>10%</td>
<td>85%</td>
<td>13%</td>
<td>$61,560</td>
</tr>
<tr>
<td>15-1151</td>
<td>Computer User Support Specialists</td>
<td>1,137</td>
<td>$46,279</td>
<td>29%</td>
<td>25%</td>
<td>63%</td>
<td>10%</td>
<td>$50,450</td>
</tr>
<tr>
<td>11-9111</td>
<td>Medical and Health Services Managers</td>
<td>1,118</td>
<td>$66,145</td>
<td>0%</td>
<td>1%</td>
<td>76%</td>
<td>49%</td>
<td>$101,340</td>
</tr>
<tr>
<td>43-6014</td>
<td>Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</td>
<td>1,039</td>
<td>$37,219</td>
<td>60%</td>
<td>27%</td>
<td>40%</td>
<td>3%</td>
<td>$34,000</td>
</tr>
<tr>
<td>35-1012</td>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>1,000</td>
<td>$37,224</td>
<td>89%</td>
<td>13%</td>
<td>17%</td>
<td>1%</td>
<td>$31,980</td>
</tr>
</tbody>
</table>

This report provides information on both the preferred and minimum/required education levels for job postings. For this reason, a job posting may be counted in more than one of the educational categories shown in the table above.
A "0" in the 2010 numbers indicates that the skill was not one of the top 25 skills for 2010. It does not indicate that there were no job postings for those skills.
Harper Top 25 Software Skills Report 2010

0 4,000 8,000 12,000

Microsoft Excel 5,494
Microsoft Office 3,521
Microsoft Powerpoint 2,335
SQL 1,974
Microsoft Windows 1,940
Oracle 1,612
JAVA 1,483
Microsoft Word 1,140
UNIX 1,116
Extensible Markup Language (XML) 1,005
SAP 982
SQL Server 799
C++ 781
LINUX 755
JavaScript 735
.NET Programming 700
Object-Oriented Analysis and... 671
Microsoft C# 627
Enterprise Resource Planning (ERP) 583
Microsoft Visio 562
Microsoft Project 535
AJAX 509
SAS 436
PERL 418
IBM WEBSPHERE 416


0 4,000 8,000 12,000

Microsoft Excel 12,017
Microsoft Office 8,901
Microsoft Powerpoint 5,072
Microsoft Windows 3,814
SQL 3,748
Microsoft Word 2,486
JAVA 2,356
Oracle 2,344
SAP 2,249
JavaScript 1,452
LINUX 1,370
Extensible Markup Language (XML) 1,330
UNIX 1,240
Enterprise Resource Planning (ERP) 1,212
.NET Programming 1,126
Microsoft C# 998
SQL Server 947
Microsoft Visio 941
SAS 936
Microsoft Sharepoint 842
Word Processing 756
C++ 737
jQuery 714
Object-Oriented Analysis and... 667
MySQL 650