The data in this report is based on skills listed in job postings for the McHenry County 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.
McHenry 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.
McHenry Distribution of Advertised Salary, 2014

- More than $75,000: 495
- $50,000 to $74,999: 512
- $35,000 to $49,999: 462
- Less than $35,000: 1,712

McHenry Distribution of Advertised Salary, 2010

- More than $75,000: 84
- $50,000 to $74,999: 99
- $35,000 to $49,999: 139
- Less than $35,000: 356
## McHenry Mean Salary for Top 20 Occupations 2014

<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>41-2031</td>
<td>Retail Salespersons</td>
<td>1,130</td>
<td>$42,536</td>
<td>82%</td>
<td>11%</td>
<td>13%</td>
<td>6%</td>
<td>$25,370</td>
</tr>
<tr>
<td>39-9011</td>
<td>Childcare Workers and Nannies</td>
<td>974</td>
<td>$23,891</td>
<td>65%</td>
<td>6%</td>
<td>29%</td>
<td>9%</td>
<td>$21,490</td>
</tr>
<tr>
<td>53-3032</td>
<td>Heavy and Tractor-Trailer Truck Drivers</td>
<td>850</td>
<td>$71,500</td>
<td>81%</td>
<td>5%</td>
<td>24%</td>
<td>0%</td>
<td>$40,940</td>
</tr>
<tr>
<td>41-1011</td>
<td>First-Line Supervisors of Retail Sales Workers</td>
<td>626</td>
<td>$44,803</td>
<td>66%</td>
<td>19%</td>
<td>35%</td>
<td>12%</td>
<td>$41,450</td>
</tr>
<tr>
<td>41-4012</td>
<td>Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products</td>
<td>596</td>
<td>$61,066</td>
<td>45%</td>
<td>12%</td>
<td>57%</td>
<td>6%</td>
<td>$64,670</td>
</tr>
<tr>
<td>43-4051</td>
<td>Customer Service Representatives</td>
<td>589</td>
<td>$38,961</td>
<td>86%</td>
<td>15%</td>
<td>12%</td>
<td>4%</td>
<td>$33,370</td>
</tr>
<tr>
<td>35-3021</td>
<td>Combined Food Preparation and Serving Workers, Including Fast Food</td>
<td>533</td>
<td>$37,115</td>
<td>99%</td>
<td>13%</td>
<td>2%</td>
<td>1%</td>
<td>$18,880</td>
</tr>
<tr>
<td>29-1141</td>
<td>Registered Nurses</td>
<td>498</td>
<td>$66,934</td>
<td>2%</td>
<td>40%</td>
<td>47%</td>
<td>23%</td>
<td>$68,910</td>
</tr>
<tr>
<td>35-1012</td>
<td>First-Line Supervisors of Food Preparation and Serving Workers</td>
<td>377</td>
<td>$33,445</td>
<td>96%</td>
<td>10%</td>
<td>7%</td>
<td>2%</td>
<td>$31,980</td>
</tr>
<tr>
<td>53-7062</td>
<td>Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>355</td>
<td>$28,543</td>
<td>95%</td>
<td>14%</td>
<td>2%</td>
<td>2%</td>
<td>$26,690</td>
</tr>
<tr>
<td>15-1132</td>
<td>Software Developers, Applications</td>
<td>352</td>
<td>$74,325</td>
<td>20%</td>
<td>3%</td>
<td>95%</td>
<td>28%</td>
<td>$96,260</td>
</tr>
<tr>
<td>27-1026</td>
<td>Merchandise Displayers and Window Trimmers</td>
<td>328</td>
<td>$35,803</td>
<td>94%</td>
<td>19%</td>
<td>8%</td>
<td>2%</td>
<td>$29,930</td>
</tr>
<tr>
<td>11-9111</td>
<td>Medical and Health Services Managers</td>
<td>243</td>
<td>$69,924</td>
<td>1%</td>
<td>8%</td>
<td>79%</td>
<td>36%</td>
<td>$101,340</td>
</tr>
<tr>
<td>53-3033</td>
<td>Light Truck or Delivery Services Drivers</td>
<td>242</td>
<td>$45,972</td>
<td>100%</td>
<td>20%</td>
<td>0%</td>
<td>0%</td>
<td>$33,490</td>
</tr>
<tr>
<td>51-4011</td>
<td>Computer-Controlled Machine Tool Operators, Metal and Plastic</td>
<td>226</td>
<td>$32,830</td>
<td>94%</td>
<td>4%</td>
<td>6%</td>
<td>2%</td>
<td>$37,310</td>
</tr>
<tr>
<td>41-2011</td>
<td>Cashiers</td>
<td>210</td>
<td>N/A</td>
<td>100%</td>
<td>15%</td>
<td>0%</td>
<td>0%</td>
<td>$20,420</td>
</tr>
<tr>
<td>39-5012</td>
<td>Hairdressers, Hairstylists, and Cosmetologists</td>
<td>205</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>$27,530</td>
</tr>
<tr>
<td>43-5081</td>
<td>Stock Clerks and Order Fillers</td>
<td>201</td>
<td>N/A</td>
<td>83%</td>
<td>42%</td>
<td>5%</td>
<td>2%</td>
<td>$24,940</td>
</tr>
<tr>
<td>39-9021</td>
<td>Personal Care Aides</td>
<td>199</td>
<td>$47,775</td>
<td>91%</td>
<td>0%</td>
<td>2%</td>
<td>7%</td>
<td>$20,990</td>
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</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.
The McHenry Top 25 Baseline Skills Report 2010 and 2014 shows a comparison of the most in-demand skills in McHenry County. Here are the top 25 skills for each year:

**2010**
1. Communication Skills: 927
2. Organizational Skills: 659
3. Customer Service: 615
4. Writing: 482
5. Problem Solving: 384
6. Microsoft Excel: 320
7. Detail-Oriented: 291
8. Planning: 286
9. Computer Skills: 271
10. Supervisory Skills: 238
11. Building Effective Relationships: 206
12. Microsoft Office: 196
13. Troubleshooting: 195
14. Quality Assurance and Control: 194
15. Multi-Tasking: 188
16. English: 171
17. Listening: 149
18. Leadership: 145
19. Analytical Skills: 139
20. Project Management: 137
21. Microsoft Windows: 133
22. Research: 130
23. Time Management: 108
24. Budgeting: 106
25. Creativity: 95

**2014**
1. Communication Skills: 4,737
2. Organizational Skills: 3,361
3. Writing: 2,734
4. Customer Service: 2,546
5. Problem Solving: 1,823
6. Microsoft Excel: 1,487
7. Computer Skills: 1,377
8. Planning: 1,329
9. Detail-Oriented: 1,243
10. Building Effective Relationships: 1,241
11. Microsoft Office: 1,228
12. English: 1,114
13. Supervisory Skills: 959
14. Multi-Tasking: 932
15. Quality Assurance and Control: 871
16. Project Management: 838
17. Troubleshooting: 801
18. Time Management: 788
19. Research: 786
20. Leadership: 678
21. Teaching: 585
22. Microsoft Windows: 584
23. Microsoft Powerpoint: 544
24. Team Work: 542
25. Creativity: 513