



PREPARED FOR

Grundy Livingston Kankakee Workforce Board



5/29/2024

Labor Shed Market Analysis

Kankakee County

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1. Executive Summary

The Kankakee County Labor Shed Market Analysis, prepared for the Grundy Livingston Kankakee Workforce Board, offers an in-depth look at the labor market dynamics in and around Kankakee County, Illinois. This analysis is crucial for understanding the current labor supply, workforce characteristics, underemployment patterns, commuting trends, and skills gaps in the region.

An Ample Supply of Skilled Workers Is Available in Proximity to Key Sites in the County

Site 1 (5210 Quebec Drive, Bourbonnais IL)



Population: Within a 30-minute drivetime of Site 1, the population is [178,711 with a labor force of 91,699](#).



Educational Attainment: The region's educational attainment is [broadly in line with job demand](#), with 68.1% of the labor force aged 25-64 possessing an associate's degree or less and about 64% of jobs typically requiring that level of education.



Manufacturing Labor Supply: There is [ample labor supply](#) for an expansion up to 150 jobs in the manufacturing industry. There are at least 53 potential candidates for every opening in key occupations such as team assemblers and first-line supervisors of production.



Transportation & Warehousing Labor Supply: There is [ample labor supply](#) for an expansion up to 150 jobs in the transportation, warehousing, distribution, and logistics (TWDL) industry. There are at least 52 potential candidates for every opening in key occupations such as heavy and tractor-trailer truck drivers and laborers and freight stock and material movers hand workers.

Site 2 (200 East Court Street, Kankakee IL)



Population: A 30-minute drivetime from Site 2 encompasses a population of [135,377 and a labor force of 67,658](#).



Educational Attainment: The education of the labor force is [aligned with typical job requirements](#), as 69.7% of the population aged 25-64 has a two-year award or less, and about 64% of jobs typically require that level of education.



Manufacturing Labor Supply: There is [ample labor supply](#) for an expansion up to 100 jobs in the manufacturing industry, with at least 59 potential candidates for every opening in key occupations such as team assemblers and first-line supervisors of production.

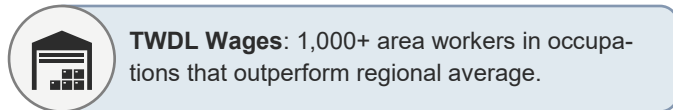
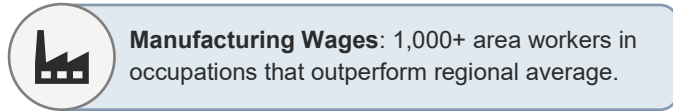


Transportation & Warehousing Labor Supply: There is [ample labor supply](#) for an expansion up to 100 jobs in the transportation, warehousing, distribution, and logistics (TWDL) industry, with at least 51 potential candidates for every opening in key occupations such as heavy and tractor-trailer truck drivers and laborers and freight stock and material movers hand workers.

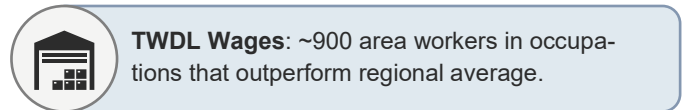
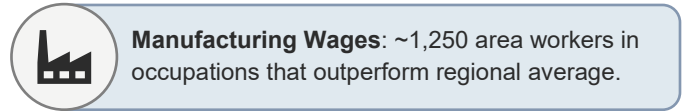
Competitive Wages Differ by Site and Target Industry

Wage structures at both major sites in Kankakee County—5210 Quebec Drive, Bourbonnais IL (Site 1) and 200 East Court Street, Kankakee IL (Site 2)—reflect the economic incentives available to potential workers and the competitiveness of these areas for attracting skilled labor. Higher wages in specialized sectors such as manufacturing and transportation, warehousing, distribution, and logistics (TWDL) highlight the potential for these sites to draw a high-quality workforce. This analysis provides a detailed look into the wage differences across various occupations at both sites, offering valuable insights for businesses considering establishing operations in these areas.

Site 1 (5210 Quebec Drive, Bourbonnais IL)




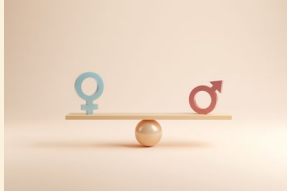


Site 2 (200 East Court Street, Kankakee IL)



Regional Workforce Data Display Experienced, Diverse, and Educated Labor Supply

Kankakee County's workforce is a strategic asset for potential new and expanding businesses, presenting demographic diversity and a strong educational foundation. The workforce predominantly comprises a prime-aged workforce, which typically translates to a high degree of professional experience and reliability and is particularly advantageous for businesses seeking a stable, experienced labor force committed to crucial occupations. Additionally, the workforce's racial composition is predominantly White, but also includes substantial Black or African American and Asian communities, providing a culturally diverse supply of workforce talent. Specific highlights include:

 <p>Most Prominent Age Group</p> <p>45 to 54 years - suggests a workforce with years of professional experience and industry knowledge but not yet approaching retirement within both regions</p>	 <p>Racial Diversity</p> <p>Predominantly White but also has significant representation from Black or African American and Asian workers.</p>	 <p>Advanced Education</p> <p>Meets Regional Demand for Target Industries - for specialized positions requiring advanced knowledge, 21.3% of adults aged 25-64 in the county hold a bachelor's degree or higher.</p>	 <p>Gender Split</p> <p>Balanced Gender Ratio (55% male to 45% female) - Manufacturing occupations within the county are 72% male, and TWDL occupations also show a significant male dominance of 79%. The local gender ratio is in line with national averages but suggests potential for fostering gender diversity.</p>
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Underemployed Workers Represent Potential Latent Talent Pool

The analysis of underemployment within Kankakee County reveals a significant portion of the workforce that is overqualified for their current positions, particularly in sales, office, and administrative support roles. This underutilization of skills presents a unique opportunity for new businesses to harness this latent talent pool. Employing these individuals in roles that match their qualifications can lead to improved job satisfaction, higher productivity, and a more dynamic workplace environment.

- Within the general workforce, **over 400 individuals are underemployed in office and administrative support roles and similar numbers in sales roles**, indicating significant potential for higher productivity and job satisfaction if appropriately utilized. In both the manufacturing and TWDL industries, a significant number of workers are currently well positioned to advance into higher supervisory roles should such opportunities arise.

Commuting Patterns Show Kankakee Residents Mostly Stay Within County for Work. Region has an Opportunity to Capture Net Out-Commuter Losses with Shorter Commutes.

Kankakee County's commuting patterns reveal a deeply interconnected workforce with strong local and regional ties. A significant majority of the workforce lives and works within the county, indicating a stable local employment base, while a notable portion commutes from neighboring counties such as Will, Cook, and LaSalle. This mix enhances the local labor pool with diverse skills and offers businesses both the stability of a local workforce and the dynamism of regional economic integration.

- Chmura estimates that **9,881 workers living outside Kankakee County commute into the region for work**. Another 35,300 residents both live and work in the county, and 13,203 residents commute outside the region for work.
- **78.1% of Kankakee County's workforce resides and works within the county**, which helps in maintaining a stable local workforce. Additionally, 5.3% commute from Cook County, 4.7% from Will County, and 2.4% from Iroquois County, expanding the local labor pool with diverse skills from neighboring regions. The existing commuting infrastructure supports a well-connected labor market, making Kankakee County an attractive location for businesses seeking a strategic logistical advantage within the region.

Skills Gaps Analysis Indicates an Abundance of Manufacturing Skills

The skills analysis for Kankakee County underscores both the strengths and gaps within the local workforce. Notable skill surpluses in specific areas suggest areas where the workforce is well-prepared, while significant deficits in other skills highlight opportunities for targeted training and recruitment to meet business needs. This balance of surplus and deficit provides a roadmap for aligning local talent development with the actual demands of the economy.

- The **manufacturing workforce has a surplus of workers** with skills such as operating jib cranes, fork trucks, hand tools, and CAD software. Supporting the TWDL cluster, the region shows a surplus of workers with DOT medical cards, inventory control, radio frequency, and lift trucks. These skill surpluses can support expanding firms. Gaps in the clusters include Microsoft Office, MIG welding, and power tools in manufacturing, as well as forklifts (stand-up and sit-down) and warehouse management systems in TWDL. Gaps in both sectors present potential opportunities for workforce training.

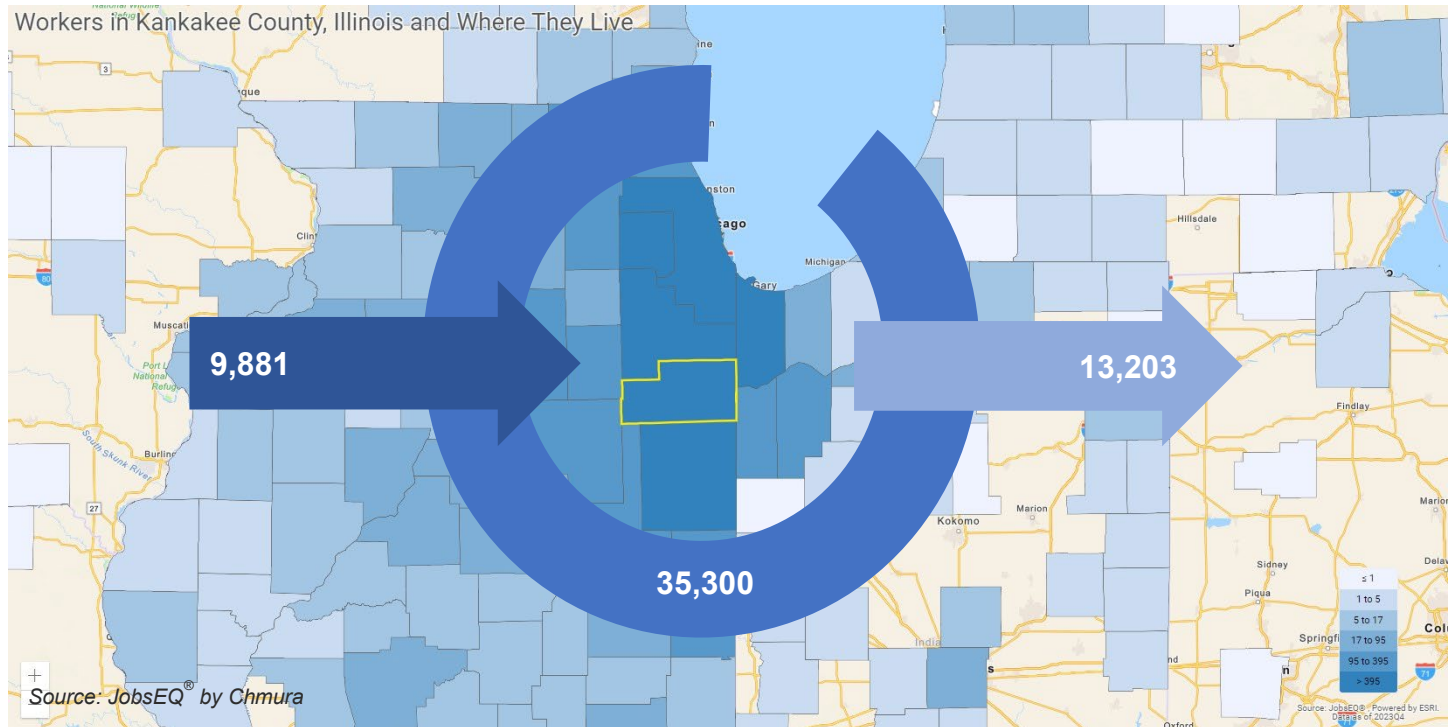
2. County Commuting Patterns

TABLE 2.1: Workers of Kankakee County, Illinois and Where They Live

Location	Count	Share
Kankakee County, Illinois	35,300	78.1%
Cook County, Illinois	2,382	5.3%
Will County, Illinois	2,111	4.7%
Iroquois County, Illinois	1,076	2.4%
All Other Locations	4,312	9.5%

Source: Chmura's JobsEQ®

Figure 2.1: 35,300 Residents Both Live and Work in Kankakee County



Chmura estimates that 9,881 workers living outside Kankakee County commute into the region for work.¹ As shown in Figure 2.1, another 35,300 residents both live and work in the county, and 13,203 residents commute outside the region for work. 5.3% of the county's workers commute from Cook County and 4.7% from Will County. Additionally, Iroquois County provides 2.4% of Kankakee County's workers. The remaining 9.5% of workers reside in various other locations, indicating that a considerable number of Kankakee County's workforce is willing to travel beyond their immediate county for employment. However, over three-quarters of Kankakee County's workforce (78.1%) lives within the county itself, reflecting a community where the majority have the opportunity to work close to where they reside. This distribution shows that Kankakee County is a community with strong local employment, as well as home to many workers that are integrally connected to the broader regional economy.

¹ Chmura used an internal commuting model, which uses a combination of data from LODES and the ACS survey provided by the U.S. Census Bureau, to calculate commuting patterns for the region.

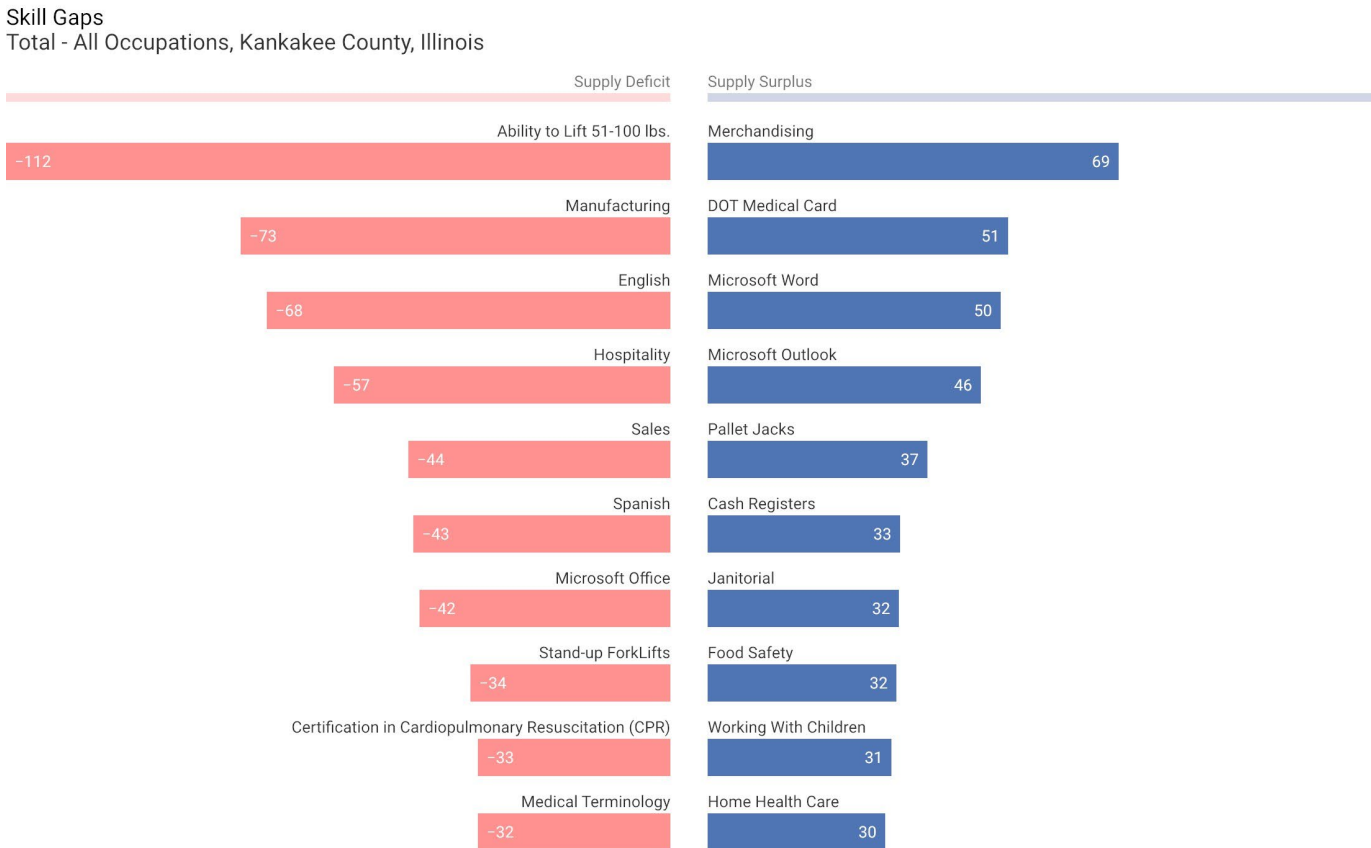
3. Skills Analysis

Chmura defines a skill gap as the difference between the supply and demand for a skill. This can be measured by percentage or a job count (where the job count is relative to occupation demand). Positive gaps are surpluses of a skill, while negative gaps represent a shortage of a skill. Skill supply (candidates) is collected from resume data; demand (openings) is collected from job ads with JobsEQ (RTI). The results of the analysis may indicate a mismatch between the skills workers possess and those that employers are seeking. Efforts to address these gaps may include targeted training programs, recruitment strategies, or educational initiatives to equip the workforce with skills that are in high demand, thereby creating a more balanced job market. The results also may demonstrate an abundance of qualified workers who are capable of filling positions for new or expanding firms in the region.

All Occupations

A skill gap analysis for Kankakee County across all occupations shows a surplus of some skills in the job market. The most substantial surplus is in merchandising skills, with 69 more workers with that skill than advertised needs. Other areas with notable surpluses include having a DOT medical card (+51), proficiency with Microsoft Word (+50), and Microsoft Outlook (+46). Skills such as using pallet jacks, operating cash registers, janitorial work, food safety, working with children, and home health care show smaller surpluses ranging from +30 to +37. The analysis also indicates that there is a significant supply deficit in several skills, most notably with a shortage of individuals who can lift 51-100 lbs. showing the largest gap at -112, followed by general manufacturing skills at -73. English and hospitality skills are also in deficit by -68 and -57, respectively. Skills with sales, Spanish, Microsoft Office, stand-up forklifts, CPR, and medical terminology are in lesser but still short supply.

Figure 3.1: Cash Register and Microsoft Office Skills Are in High Demand in Kankakee County



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

Manufacturing

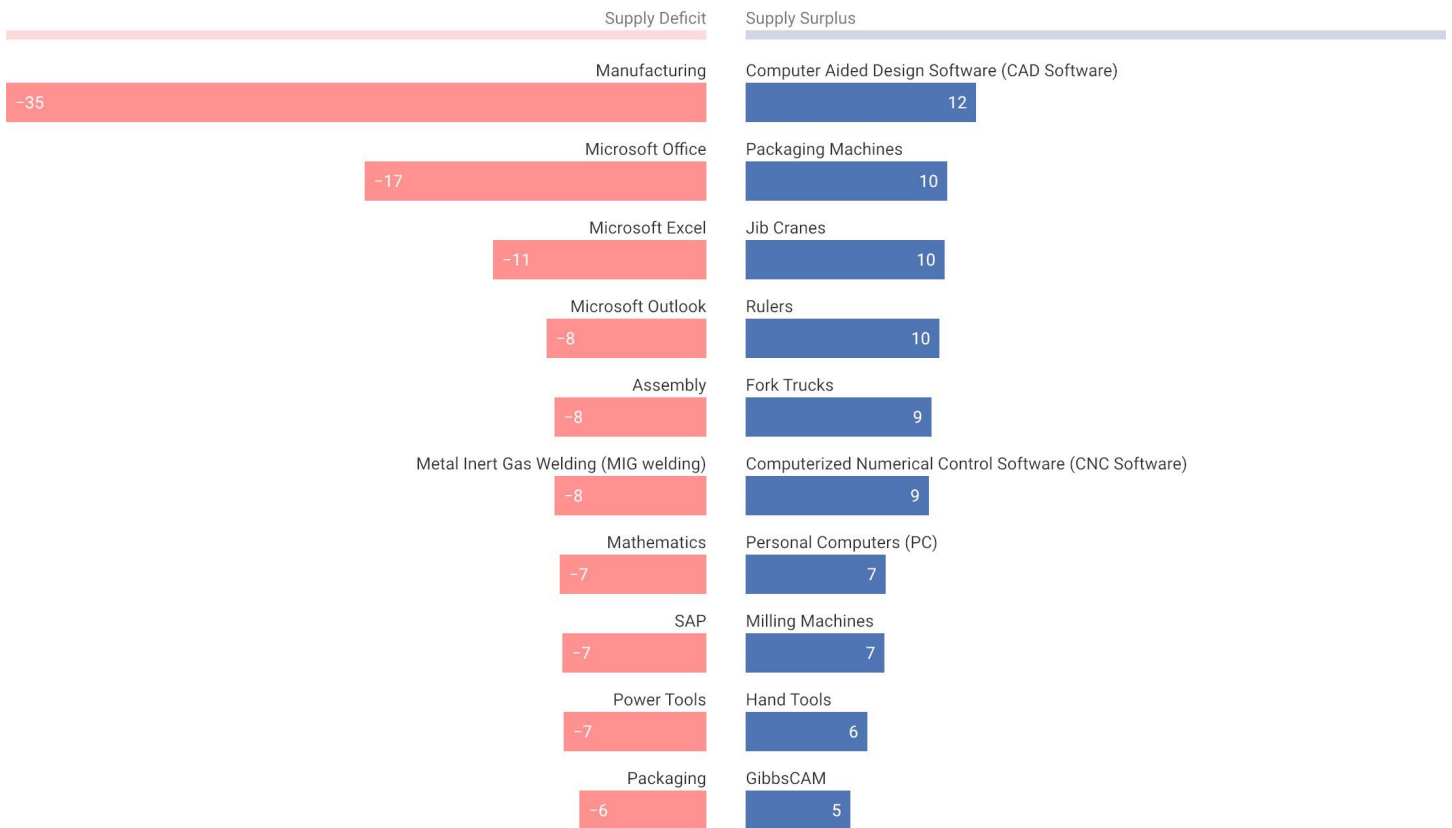
Within manufacturing occupations, the most substantial skill deficit is in general manufacturing skills, with a shortfall of 35. There is also a notable deficit in Microsoft Office skills, with a gap of -17, and Microsoft Excel and Microsoft Outlook in particular are lacking by -11 and -8, respectively. Additionally, there is a smaller gap for assembly and metal inert gas (MIG) welding skills at -8 each. Skills in mathematics, SAP, and power tools are each short by -7. Packaging skills have a deficit of -6.

Conversely, the manufacturing sector in Kankakee County appears to have an ample supply to support expansion in several areas. Computer-aided design (CAD) software skills show a surplus of 12, indicating there are more candidates with this skill than there are roles currently requiring it. There is a surplus of 10 in skills related to packaging machines, jib cranes, and rulers. There is a surplus of 9 in both fork trucks and computerized numerical control (CNC) software skills. Skills in personal computers, milling machines, hand tools, and GibbsCAM show smaller surpluses, ranging from +5 to +7.

Figure 3.2: General Manufacturing and Microsoft Office Skills Are in High Demand in Manufacturing Occupations

Skill Gaps

Manufacturing (CTE Cluster), Kankakee County, Illinois



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

Transportation, Warehousing, Distribution, and Logistics

The transportation, distribution, and logistics (TWDL) sector in Kankakee County is experiencing significant skill gaps in several areas, the largest being in the physical capability to lift 51-100 lbs., with a deficit of -59. There is also a notable shortage of -26 in operating stand-up forklifts, and skills in using hand trucks are lacking by -22. The gap extends to operators of stand-up forklifts, with a shortfall of -14, and a shortfall of -13 for warehouse management systems (WMS). Proficiency with English and Microsoft Office, as well as possession of a driver's license, each have a gap of -10. There is a -8 gap in working with Microsoft Excel, and a shortage of -7 for forklift certified workers.

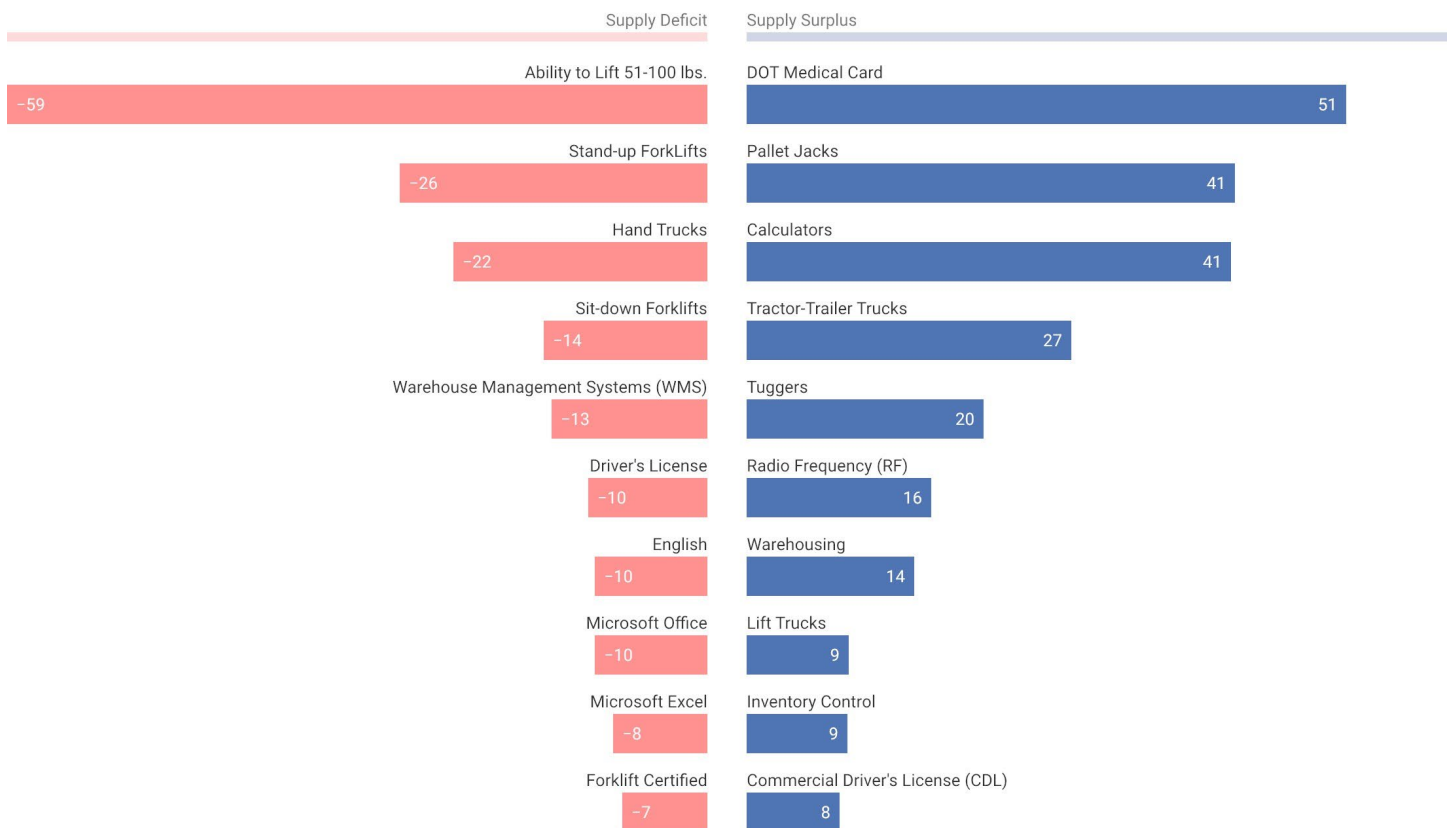
Conversely, there is a surplus of workers with a DOT medical card, exceeding demand by 51. Other areas with skill surpluses include operating pallet jacks, calculators, tractor-trailer trucks, and tuggers, each with a surplus ranging from +20 to +41. Skills in radio frequency, warehousing, operating lift trucks, inventory control, and possessing a commercial driver's license (CDL) are in excess by smaller margins, with a surplus range of +8 to +16 each.

The data indicates a demand for physically capable workers and those skilled in operating specific machinery and systems which currently outstrips supply. On the other hand, there is an abundance of candidates with certain technical skills and qualifications that surpass employer needs, suggesting that new firm expansions or opportunities for retraining or upskilling within existing firms in the region could help realign the workforce with market demands.

Figure 3.3: Ability to Lift Heavy Weights and Drive Tractor-Trailer Trucks Are in High Demand in TWDL Occupations

Skill Gaps

Transportation, Distribution & Logistics (CTE Cluster), Kankakee County, Illinois



Source: JobsEQ®
Data as of 2023Q4; openings and candidate sample compiled in July 2022

4. Underemployment

Underemployed workers² represent a potential supply of college-educated workers for skilled jobs needed in business expansions. The concentration of workers not making full use of their degrees, however, also represents a misalignment between educational supply and typical education and training needs for jobs in the region.

Kankakee County, Illinois

All Occupations

A large number of workers in sales and related occupations are underemployed in Kankakee County, meaning workers with a college degree are employed in these occupations. Over 450 people in office and administrative support positions and over 350 people in sales positions are potential candidates to fill jobs which they are more qualified for. If an expansion occurred that created positions which required the use of their degrees, they represent a pool of potential candidates to help fill jobs. Compared to the national makeup, Kankakee County has a similar representation of the occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 27.1% of workers in office and administrative support occupations are underemployed compared to 10.1% of workers in these positions in Kankakee County. Similarly, 23.9% of workers in sales and related occupations on the national level are underemployed compared to 9.0% in Kankakee County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

TABLE 4.1: Underemployed Workers in All Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth ³	Unempl Rate
43-0000	Office and Administrative Support Occupations	472	4,659	\$45,200	-1.8%	4.9%
41-0000	Sales and Related Occupations	351	3,893	\$44,900	-1.5%	7.3%
11-0000	Management Occupations	310	3,472	\$114,000	-0.6%	2.8%
35-0000	Food Preparation and Serving Related Occupations	179	3,709	\$32,700	-0.9%	8.8%
29-0000	Healthcare Practitioners and Technical Occupations	164	3,921	\$89,300	-0.5%	2.3%
51-0000	Production Occupations	162	4,001	\$47,500	-1.1%	6.1%
53-0000	Transportation and Material Moving Occupations	160	4,858	\$42,700	-0.7%	9.2%
13-0000	Business and Financial Operations Occupations	131	1,950	\$79,300	-0.6%	3.9%
33-0000	Protective Service Occupations	125	959	\$51,200	-1.0%	5.5%
31-0000	Healthcare Support Occupations	104	2,006	\$39,000	-0.2%	5.3%
39-0000	Personal Care and Service Occupations	102	995	\$37,000	-0.5%	6.2%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	72	527	\$55,400	-0.8%	5.2%
25-0000	Educational Instruction and Library Occupations	66	3,138	\$55,400	-0.9%	3.7%
49-0000	Installation, Maintenance, and Repair Occupations	54	1,724	\$58,000	-0.7%	3.7%
15-0000	Computer and Mathematical Occupations	53	643	\$92,700	-0.1%	3.2%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	41	1,340	\$39,600	-0.8%	7.9%

² Chmura adopts the New York Fed methodology of counting as underemployed only those who have acquired at least a Bachelor's degree and yet are working in an occupation that does not typically require a Bachelor's degree. The only occupations shown in the Underemployment table are "non-college jobs", as designated by the New York Fed. Per the New York Fed, "a job is classified as a college job if 50 percent or more of the people working in that job indicate that at least a bachelor's degree is necessary; otherwise, the job is classified as a non-college job".

³ The forecast average annual employment growth rate.

TABLE 4.1: Underemployed Workers in All Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth ³	Unempl Rate
47-0000	Construction and Extraction Occupations	35	1,291	\$72,900	-0.8%	8.0%
45-0000	Farming, Fishing, and Forestry Occupations	10	300	\$35,700	-1.1%	9.4%
17-0000	Architecture and Engineering Occupations	10	422	\$89,100	-0.4%	3.5%
23-0000	Legal Occupations	9	131	\$95,400	-0.4%	1.4%
19-0000	Life, Physical, and Social Science Occupations	7	444	\$72,600	-0.3%	3.1%
00-0000	Total - All Occupations	2,618	45,221	\$57,900	-0.9%	5.9%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Manufacturing

Within the manufacturing industry, there are employees who have the necessary academic credentials for positions that demand a bachelor's degree or other advanced degrees, even though their current roles do not utilize this level of education. The largest number of underemployed workers include first-line supervisors of production and operating occupations (in addition to inspectors, testers, sorters, samplers, and weighers and chemical equipment operators and tenders). Individuals currently employed as first-line supervisors who possess a bachelor's degree – but are in roles that do not require such qualifications – may be well-positioned to advance into higher supervisory roles should such opportunities arise. Compared to the national makeup, Kankakee County has a similar representation of the manufacturing occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 18.7% of first-line supervisors of production and operating workers are underemployed compared to 6.8% of workers in these positions in Kankakee County. Similarly, 28.8% of chemical equipment operators and tenders on the national level are underemployed compared to 12.1% in Kankakee County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

In September 2023, Gotion announced a \$2 billion investment in a new electric vehicle battery factory in Kankakee County. The project is projected to add 1,651 new jobs in phase one and 1,000 new jobs in phase two. Production is anticipated to commence for the lithium-ion battery packs and cells by late 2024. Chmura adjusted the baseline employment forecast to reflect this announcement in average annual employment growth estimates over the next 10 years.

TABLE 4.2: Underemployed Workers in Manufacturing Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	23	332	\$49,600	0.5%	5.2%
51-9011	Chemical Equipment Operators and Tenders	23	188	\$59,600	-1.6%	4.6%
51-1011	First-Line Supervisors of Production and Operating Workers	23	330	\$67,300	-0.3%	3.3%
49-9071	Maintenance and Repair Workers, General	17	523	\$55,700	-0.7%	5.6%
51-9111	Packaging and Filling Machine Operators and Tenders	14	538	\$41,500	-0.6%	9.0%
43-5061	Production, Planning, and Expediting Clerks	14	83	\$58,400	-0.5%	2.8%
51-2092	Team Assemblers	10	364	\$39,000	0.6%	6.6%
51-3092	Food Batchmakers	9	234	\$39,900	-0.4%	3.7%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	9	145	\$79,300	-0.8%	1.7%
19-4031	Chemical Technicians	5	30	\$52,600	-0.6%	2.4%

TABLE 4.2: Underemployed Workers in Manufacturing Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
49-9041	Industrial Machinery Mechanics	4	134	\$61,500	0.8%	2.0%
51-9199	Production Workers, All Other	4	110	\$44,800	2.7%	8.6%
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	3	23	\$49,500	-1.2%	4.5%
17-3026	Industrial Engineering Technologists and Technicians	3	28	\$64,800	12.3%	4.4%
51-9198	Helpers--Production Workers	3	99	\$44,300	-1.8%	8.0%
51-4041	Machinists	2	136	\$57,200	-0.9%	2.5%
51-2099	Assemblers and Fabricators, All Other	2	83	\$39,000	-0.3%	6.5%
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	2	87	\$43,600	-1.3%	7.6%
51-9161	Computer Numerically Controlled Tool Operators	2	68	\$46,800	-1.9%	5.3%
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2	108	\$44,400	-1.0%	2.3%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, Logistics

In the transportation, warehousing, distribution, and logistics (TWDL) industry, the largest number of underemployed workers are laborers and freight, stock, and material movers, hand workers and heavy and tractor-trailer truck drivers. In the event of an expansion, many of these workers would be well-positioned for career advancement into positions that best utilize their educational background. Additionally, individuals currently employed as first-line supervisors in the TWDL industry who possess a bachelor's degree – but are in roles that do not require such qualifications – are well-positioned to advance into more supervisory roles should such opportunities arise. Compared to the national makeup, Kankakee County has a similar representation of the TWDL occupations that employ the most underemployed workers – although the national ratios are higher. In the United States, 9.5% of laborers and freight, stock, and material movers, hand are underemployed compared to 2.7% of workers in these positions in Kankakee County. Similarly, 9.2% of heavy and tractor-trailer truck drivers on the national level are underemployed compared to 2.9% in Kankakee County. This lower share of unemployment in the county compared to the nation indicates a closer match between workers' skills and job opportunities than the national average.

TABLE 4.3: Underemployed Workers in Transportation, Warehousing, Distribution, and Logistics Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	38	1,414	\$39,500	-0.8%	11.5%
53-3032	Heavy and Tractor-Trailer Truck Drivers	23	798	\$50,500	-0.8%	6.5%
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	12	159	\$58,800	-0.9%	3.1%
53-3033	Light Truck Drivers	10	332	\$48,400	-0.4%	6.5%
53-7064	Packers and Packagers, Hand	9	295	\$37,700	-1.0%	14.1%
53-3051	Bus Drivers, School	8	173	\$47,000	-0.8%	4.5%
49-3023	Automotive Service Technicians and Mechanics	5	296	\$49,000	-0.8%	2.9%
43-5032	Dispatchers, Except Police, Fire, and Ambulance	5	67	\$59,200	-1.3%	4.2%

TABLE 4.3: Underemployed Workers in Transportation, Warehousing, Distribution, and Logistics Occupations for Kankakee County, Illinois

SOC	Occupation	Underemployed	Total Empl	Avg Ann Wages	Forecast Ann Empl Growth	Unempl Rate
43-5021	Couriers and Messengers	4	58	\$34,000	-0.7%	10.8%
53-7051	Industrial Truck and Tractor Operators	4	226	\$42,400	-0.9%	8.6%
53-7061	Cleaners of Vehicles and Equipment	3	163	\$33,300	-0.7%	9.2%
53-3053	Shuttle Drivers and Chauffeurs	3	45	\$32,100	-0.7%	7.6%
53-3052	Bus Drivers, Transit and Intercity	3	63	\$61,000	-0.5%	8.0%
53-4031	Railroad Conductors and Yardmasters	2	37	\$70,200	-1.0%	0.5%
53-3054	Taxi Drivers	2	21	\$29,400	0.9%	5.1%
43-5011	Cargo and Freight Agents	2	16	\$52,400	-0.2%	4.3%
53-4011	Locomotive Engineers	2	35	\$74,900	-1.0%	1.1%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1	92	\$61,500	-0.9%	0.6%
53-6031	Automotive and Watercraft Service Attendants	1	34	\$32,700	-1.1%	7.3%
49-3093	Tire Repairers and Changers	1	34	\$36,600	-1.0%	3.6%

Source: Chmura's JobsEQ®. Data as of 2023Q4.

5. Labor Supply Overview

Site 1: 5210 Quebec Drive, Bourbonnais, IL

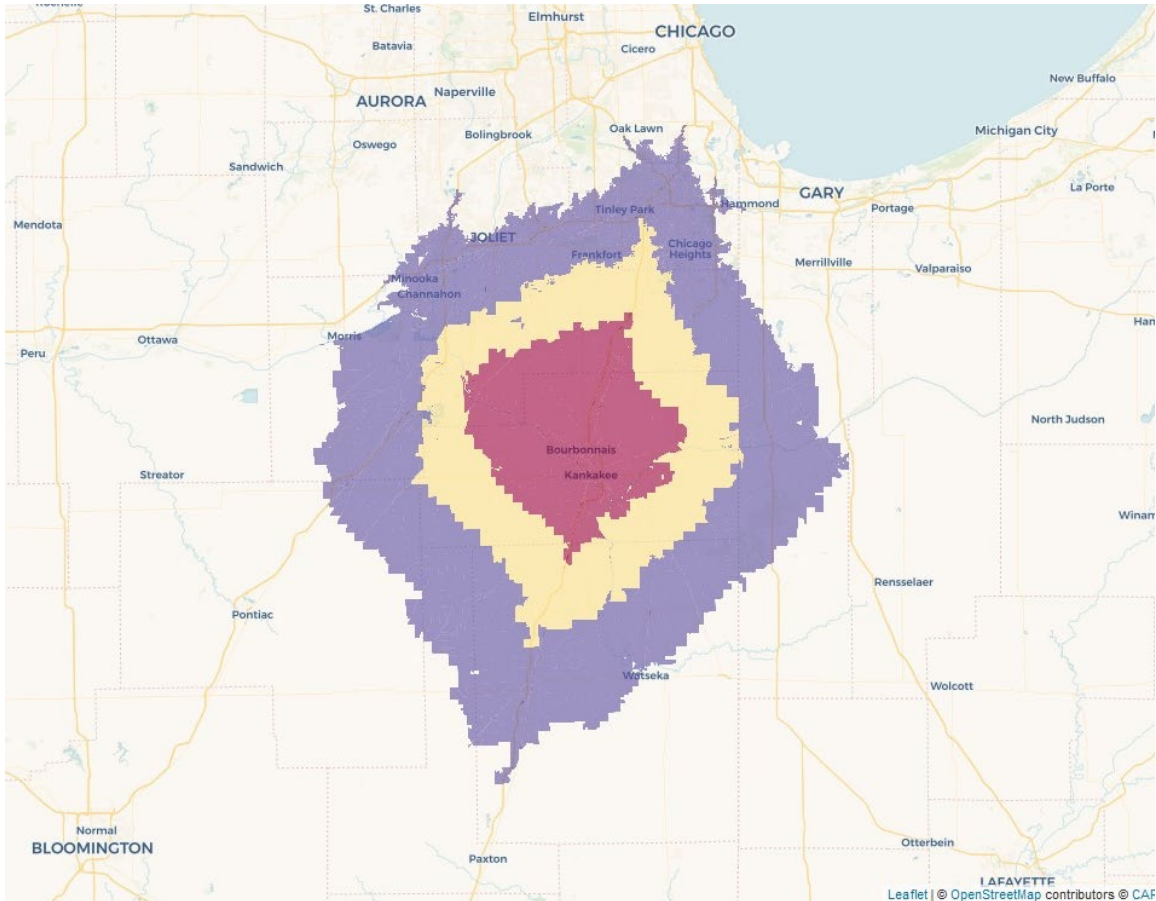


TABLE 5.1: Demographic Overview of Site 1 – 5210 Quebec Drive

	20 Minute Drivetime	30 Minute Drivetime	45 Minute Drivetime
Labor Supply			
Population ¹	100,059	178,711	890,841
Labor Force ¹	49,985	91,699	457,947
Employed ²	42,853	75,025	368,350
Unemployed ²	2,766	4,665	24,121
Educational Attainment (Ages 25-64)			
High School Graduate ¹	34.0%	32.1%	27.6%
Some College or Associate's Degree ¹	34.8%	36.0%	29.2%
Bachelor's Degree or Higher ¹	22.2%	24.8%	29.8%

Source: Chmura's JobsEQ®

1. Data from American Community Survey, 2018-22.

2. Data by SOC, 4Q Moving Average, ending 2023Q4.

Manufacturing Expansion

Specific to the 30-minute drive time from the location of Site 1, at an expansion of a manufacturing firm size up to 150 workers, ample labor supply remains available for the top 10 occupations by new employer demand. At a firm size of 250, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 31% of total hiring for a 150-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above two workers, 100% have ample labor supply at a 150-worker expansion. These additional occupations include machinists and shipping, receiving, and inventory clerks – both of which show a potential labor supply of at least 100 candidates per opening.

TABLE 5.2: Top 10 Occupations by New Employer Demand in a Manufacturing Expansion of 150 Jobs for Site 1 – 5210 Quebec Drive

SOC	Title	New Employer Demand	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended [†]	Unempl Extended	Potential Candidates per Opening [§]
51-2092	Team Assemblers	11	790	49	\$39,400	\$43,300	211	15	76
51-1011	First-Line Supervisors of Production and Operating Workers	6	583	17	\$68,000	\$73,900	323	15	100
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	5	595	29	\$48,600	\$50,900	1,508	131	125
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5	3,078	337	\$39,100	\$40,400	0	0	683
51-9111	Packaging and Filling Machine Operators and Tenders	4	542	52	\$41,300	\$41,800	4,697	440	149
51-4121	Welders, Cutters, Solderers, and Brazers	4	280	15	\$49,200	\$54,100	2,815	172	74
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	3	151	9	\$40,100	\$44,700	9	1	53
11-1021	General and Operations Managers	3	2,198	66	\$120,900	\$129,000	2,649	73	755
17-2112	Industrial Engineers	3	152	6	\$100,900	\$105,300	370	13	53
49-9041	Industrial Machinery Mechanics	3	260	5	\$64,900	\$66,100	1,839	74	88

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Transportation, Warehousing, Distribution, and Logistics Expansion

Specific to the 30-minute drive time from the location of Site 1, at an expansion of a transportation, warehousing, distribution, and logistics firm with a size of up to 150 workers, ample labor supply remains available for the top 10 occupations by new employer demand. Once reaching a firm size in the range of 250, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 53% of total hiring for a 150-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand above two workers, 100% have ample labor supply at a 150-worker expansion. Additional in-demand occupations include bus and truck mechanics and diesel engine specialists, first-line supervisors of office and administrative support workers, and office clerks, all of which show a potential labor supply of at least 100 candidates per opening.

TABLE 5.3: Top 10 Occupations by New Employer Demand in a TWDL Expansion of 150 Jobs for Site 1 – 5210 Quebec Drive

SOC	Title	New Employer Demand [†]	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended [†]	Unempl Extended	Potential Candidates per Opening [§]
53-3032	Heavy and Tractor-Trailer Truck Drivers	21	1,748	101	\$54,700	\$57,300	992	62	88
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	16	3,078	337	\$39,100	\$40,400	0	0	213
53-3033	Light Truck Drivers	10	731	42	\$49,300	\$48,800	850	65	77
53-7065	Stockers and Order Fillers	7	1,804	207	\$36,200	\$38,200	8,509	795	287
53-7051	Industrial Truck and Tractor Operators	6	706	51	\$45,400	\$46,600	4,483	417	126
13-1111	Management Analysts	6	372	17	\$112,600	\$109,200	1,077	52	65
11-1021	General and Operations Managers	4	2,198	66	\$120,900	\$129,000	2,649	73	566
53-3052	Bus Drivers, Transit and Intercity	3	144	11	\$61,400	\$57,900	20	1	52
43-4051	Customer Service Representatives	3	1,447	102	\$42,600	\$44,200	1,443	94	516
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3	451	12	\$62,200	\$64,700	3,227	114	154

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Site 2: 200 East Court Street, Kankakee, IL

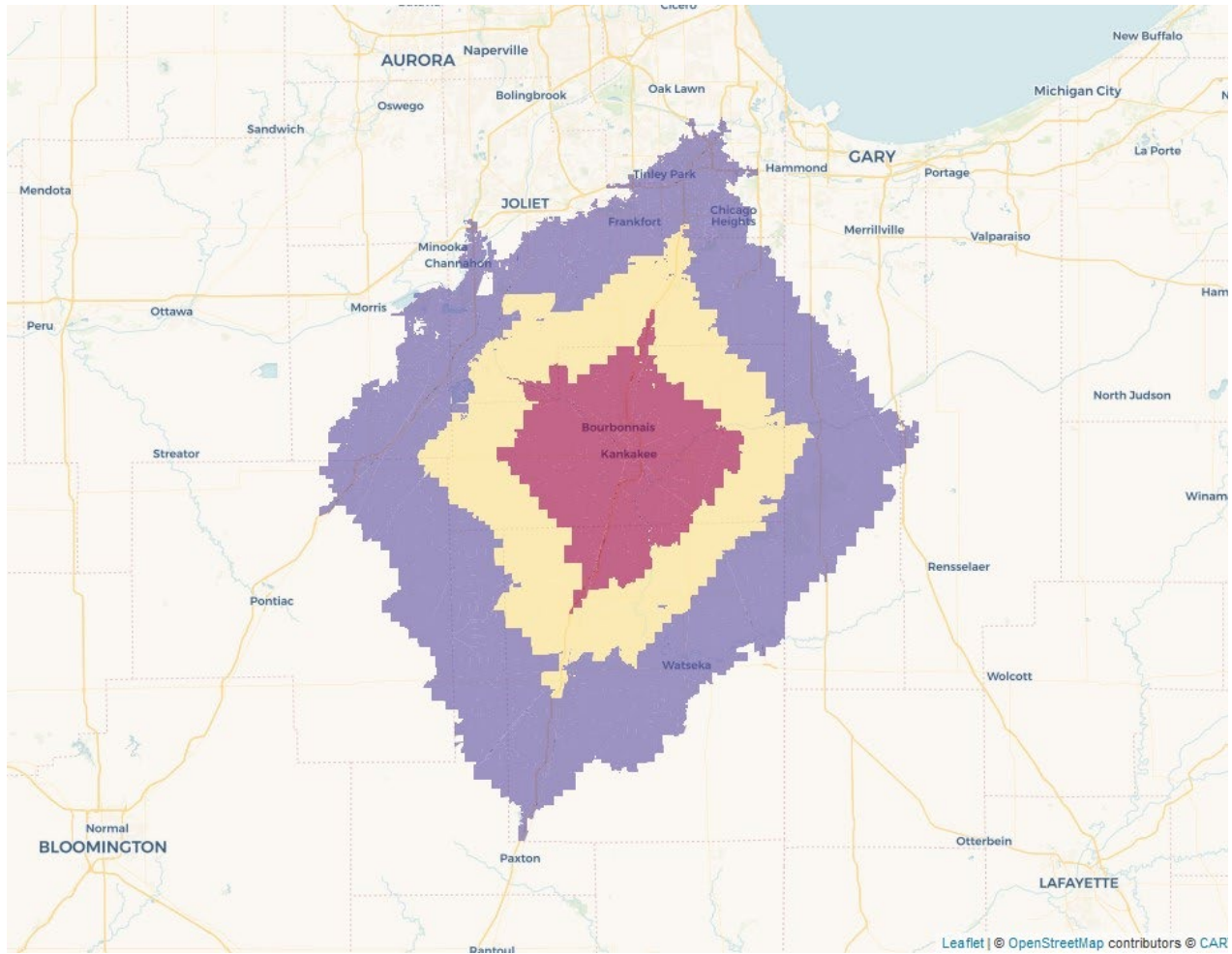


TABLE 5.4: Demographic Overview of Site 2 – 200 East Court Street

	20 Minute Drivetime	30 Minute Drivetime	45 Minute Drivetime
Labor Supply			
Population ¹	95,868	135,377	578,632
Labor Force ¹	47,642	67,658	296,420
Employed ²	41,688	60,757	229,799
Unemployed ²	2,680	3,490	14,907
Educational Attainment (Ages 25-64)			
High School Graduate ¹	33.5%	34.0%	28.3%
Some College or Associate's Degree ¹	35.4%	35.7%	35.0%
Bachelor's Degree or Higher ¹	22.3%	21.8%	29.6%

Source: Chmura's JobsEQ®

1. Data from American Community Survey 2018-22.

2. Data by SOC, 4Q Moving Average, ending 2023Q4.

Manufacturing Expansion

Specific to the 30-minute drive time from the location of Site 2, at an expansion of a manufacturing firm size up to 100 workers, ample labor supply remains available for the top 10 occupations by new employer demand. At a firm size of 200, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 30% of total hiring for a 100-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand of more than one worker, 100% have ample labor supply at a 100-worker expansion. Additional in-demand occupations include maintenance and repair workers, packaging and filling machine operators and tenders, shipping, receiving, and inventory clerks, and welders, cutters, solderers, and brazers, all of which show a potential labor supply of at least 120 candidates per opening. Architectural and engineering managers fall below the ample threshold but have at least 31 potential candidates per opening.

TABLE 5.5: Top 10 Occupations by New Employer Demand in a Manufacturing Expansion of 100 Jobs for Site 2 – 200 East Court Street

SOC	Title	New Employer Demand [*]	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended [†]	Unempl Extended	Potential Candidates per Opening [§]
51-2092	Team Assemblers	8	597	38	\$39,000	\$43,300	153	12	79
51-1011	First-Line Supervisors of Production and Operating Workers	4	455	14	\$67,500	\$73,900	264	13	117
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3	461	23	\$48,600	\$50,900	1,157	106	161
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3	2,201	252	\$38,800	\$40,400	0	0	818
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	2	110	7	\$40,000	\$44,700	8	1	59
11-1021	General and Operations Managers	2	1,552	47	\$116,900	\$129,000	1,777	49	799
17-2112	Industrial Engineers	2	121	4	\$100,400	\$105,300	259	9	63
49-9041	Industrial Machinery Mechanics	2	209	4	\$63,700	\$66,100	1,400	58	107
53-7051	Industrial Truck and Tractor Operators	2	486	38	\$45,000	\$46,600	3,237	314	262
51-4041	Machinists	2	233	5	\$55,900	\$55,000	256	14	119

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

Transportation, Warehousing, Distribution, and Logistics Expansion

Specific to the 30-minute drive time from the location of Site 2, at an expansion of a transportation, warehousing, distribution, and logistics firm with a size of up to 100 workers, ample labor supply remains available for the top 10 occupations by new employer demand. Once reaching a firm size in the range of 200, some of the potential labor supply begins to slightly decline (showing less than 50 candidates per opening), but still remains relatively strong as the possible expansion grows larger. The top 10 occupations account for 53% of total hiring for a 100-worker expansion. Several other occupations may require only one or two workers and are unlikely to face hiring difficulty. Among occupations with new employer demand of more than one worker, 100% have ample labor supply at a 100-worker expansion. Additional in-demand occupations include first-line supervisors of transportation and material moving workers (except aircraft cargo handling supervisors), shipping, receiving, and inventory clerks, and office clerks, all of which show a potential labor supply of at least 150 candidates per opening.

TABLE 5.6: Top 10 Occupations by New Employer Demand in a TWDL Expansion of 100 Jobs for Site 2 – 200 East Court Street

SOC	Title	New Employer Demand*	Empl	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended†	Unempl Extended	Potential Candidates per Opening§
53-3032	Heavy and Tractor-Trailer Truck Drivers	14	1,287	78	\$54,000	\$57,300	728	49	98
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	11	2,201	252	\$38,800	\$40,400	0	0	223
53-3033	Light Truck Drivers	6	547	34	\$48,600	\$48,800	582	49	97
53-7065	Stockers and Order Fillers	5	1,277	155	\$35,400	\$38,200	6,391	616	286
53-7051	Industrial Truck and Tractor Operators	4	486	38	\$45,000	\$46,600	3,237	314	131
13-1111	Management Analysts	4	268	12	\$111,000	\$109,200	749	36	70
11-1021	General and Operations Managers	3	1,552	47	\$116,900	\$129,000	1,777	49	533
53-3052	Bus Drivers, Transit and Intercity	2	94	7	\$61,100	\$57,900	12	1	51
43-5021	Couriers and Messengers	2	96	10	\$34,200	\$38,600	816	56	53
43-4051	Customer Service Representatives	2	1,029	72	\$41,400	\$44,200	911	59	550

Source: Chmura's JobsEQ®, data as of 2023Q4.

* The estimated number of employees needed by occupation for the incoming firm, based on the expected staffing pattern. Default staffing patterns for industries are developed by Chmura.

† Workers by Place of Residence who meet the following three criteria: are currently employed; have similar skills to the specified occupation (though may need additional training and/or certification to meet the specified occupation's requirements); and current wages are no more than 10% higher than average wages of the specified occupation. ("Unemployed Extended" is the same as Employment Extended except these workers are currently unemployed.)

§ The ratio of potential candidates ("Current Employed" plus "Current Unemployed") to openings ("New Employer Demand"). The red-orange-yellow-green color scale represents varying ratio levels, moving from a short labor supply (red) to an ample labor supply (green). (The threshold for an "ample" supply varies industry to industry and occupation to occupation, but a general threshold of "50" is used in JobsEQ to denote the green level of generally ample supply.)

6. Workforce Characteristics

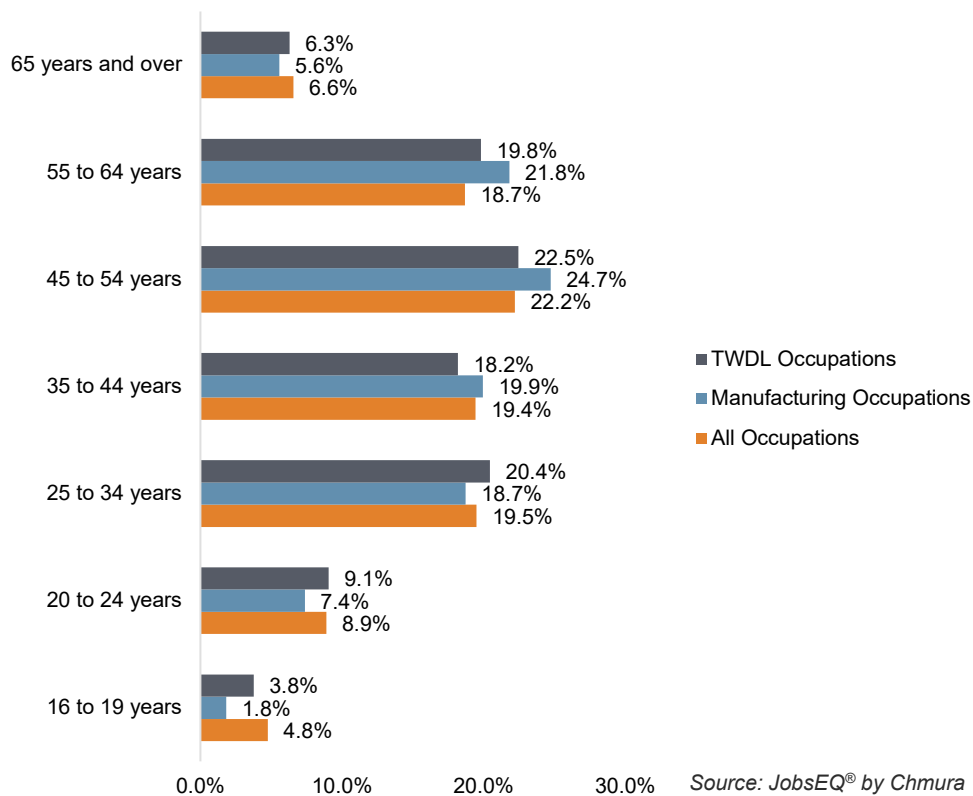
The workforce characteristics/data in this section are representative of the ZCTAs within a 30-minute drivetime of Kankakee County, Illinois. This results in a slightly larger reach than the block level data featured in the 30-minute drivetime above.

Site 1: 5210 Quebec Drive, Bourbonnais, IL

The region around Site 1 in Kankakee County, Illinois exhibits a strong labor force, with a significant number of workers falling within the prime working age range. Overall, the prime age (25 to 54) labor force participation rate is 85.2%, higher than the 84.7% rate in the state and 82.8% rate in the nation. The largest percentage of prime age workers falls between 45 to 54 years, making up 22.5% of all workers in TWDL occupations, 24.7% of all workers in manufacturing occupations, and 22.2% of all occupations. The data indicate the lowest representation at the entry-level (16 to 19 years) stage, with workers in this age range only making up 3.8% of TWDL occupations, 1.8% of manufacturing jobs, and 4.8% of all occupations. The percentage of workers in the 65 years and over age range that make up the manufacturing occupations, TWDL occupations, and all occupations are fairly similar – hovering between 5.6 to 6.6%. This distribution suggests a workforce that is heavily concentrated in the mid-career stages across sectors, with less representation at the entry-level and retirement stages.

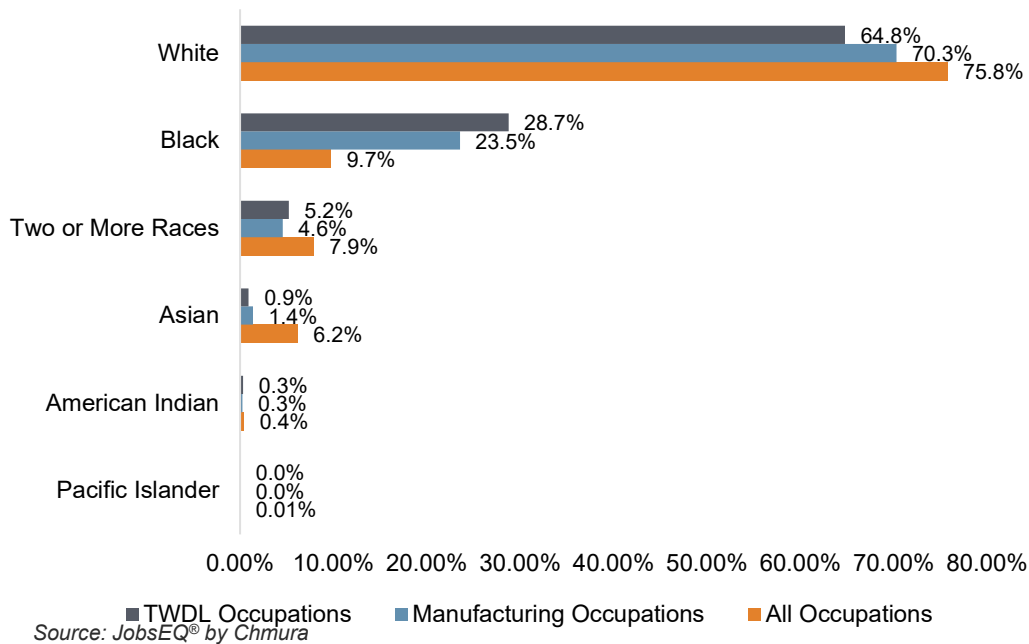
Notably, manufacturing occupations have a much larger representation of workers in the 55-to-64-year age range, at or nearing retirement. Workers aged 55 to 64 make up 21.8% of all manufacturing occupations in the region, compared to 19.8% makeup in TWDL occupations and 18.7% in all occupations. This may make the manufacturing industry in Kankakee County more susceptible to labor shortages as older workers approach retirement and if training is not passed on to younger workers in the pipeline.

Figure 6.1: Majority of Workers are in the Prime Work Force Age Range



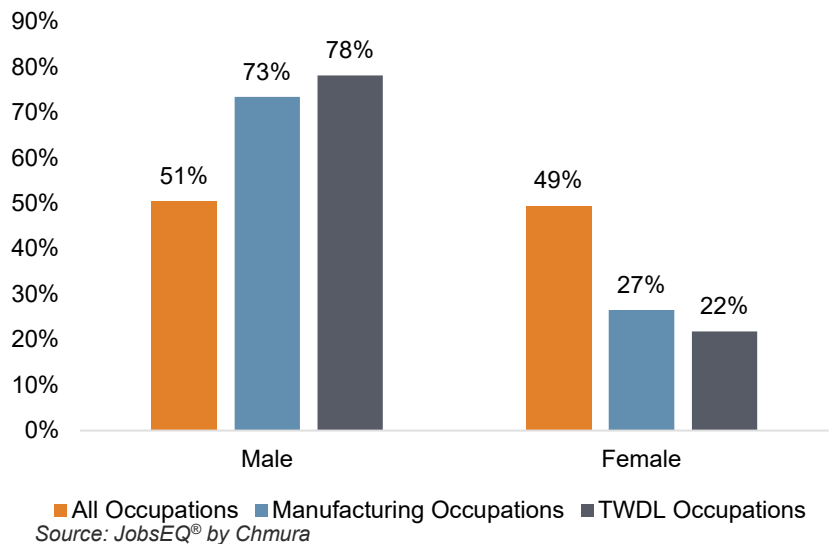
Demographically, a majority of workers in the region identified as White across all employment categories, with the highest percentage in all occupations at 75.8% of workers, followed by manufacturing occupations at 70.3%, and TWDL occupations at 64.8%. Black or African American workers make up the next largest group, with 28.7% in TWDL, 23.5% in manufacturing, and 9.7% in all occupations. Workers who identify with two or more races represent 5.2% of workers in TWDL, 4.6% in manufacturing, and 7.9% in all occupations. The workforce percentages for Asians are 0.9% in TWDL, 1.4% in manufacturing, and 6.2% in all occupations.

Figure 6.2: In All Occupations and Both Industries, Workers are Predominately White



Opportunities exist to increase labor supply by developing pathways for female workers in traditionally male-dominated industries. Male workers significantly outnumber women in both TWDL and manufacturing occupations. Specifically, males constitute 78% of TWDL occupations and 73% of manufacturing occupations. In contrast, females make up 27% of the workforce in manufacturing occupations and are further underrepresented in TWDL occupations, accounting for only 22%. The discrepancy is less pronounced within the broader category of all occupations, although males still lead with 51% representation compared to 49% for females. These figures are similar to what is seen on a national and statewide level: males constitute 53% (nationwide) and 52% (statewide) of all occupations, 75% and 74% of manufacturing occupations, and 80% and 78% of TWDL jobs.

Figure 6.3: Male Workers Significantly Outnumber Females in Manufacturing and TWDL Occupations



Workers of Hispanic/Latino ethnicity vary within the region's occupational categories but have a slightly stronger presence in manufacturing and TWDL occupations compared to all occupations. Specifically, Hispanic or Latino workers account for 11.0% in both manufacturing and TWDL occupations, higher than the 8.5% representation in all occupational categories. This concentration of Hispanic/Latino workers in target labor sectors in Kankakee County suggests a potential need for English language learning opportunities and other support services in these areas.

In terms of educational attainment, nearly a quarter of the region's overall workforce holds a four-year college degree (23.8%), while those with a high school diploma represent 28.3% of the workforce, indicating a workforce broadly in alignment with job openings and the target industries. More than 9% have attained a master's degree, whereas 11.4% have completed a two-year degree and 17.6% have some college experience without a degree. The most common level of education in TWDL occupations is a high school diploma, representing 45.1% of the workforce, followed by those with some college (no degree) at 19.2%, and those with a four-year college degree at 11.9%. In manufacturing occupations, the trend is similar, with the highest percentage having a high school education at 41.8%, then some college at 19.8%, and a four-year degree at 12.9%. The data indicate that workers in TWDL and manufacturing tend to have a lower proportion of college-educated workers than the overall workforce population, likely indicating fewer barriers to entry for potential new workers in the event of an expansion in these industries.

Figure 6.4: Workers with Hispanic/Latino Ethnicity are More Prevalent in Manufacturing & TWDL Occupations

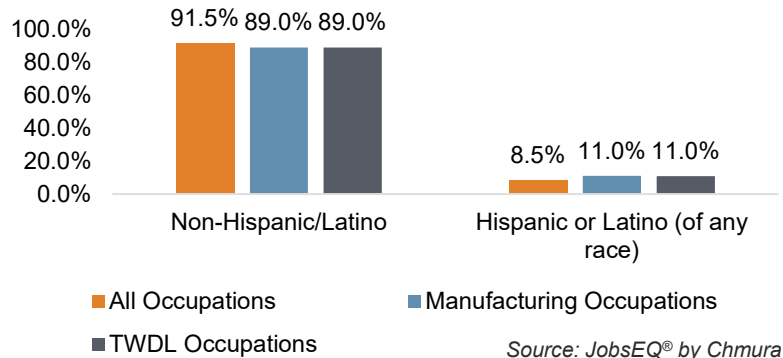
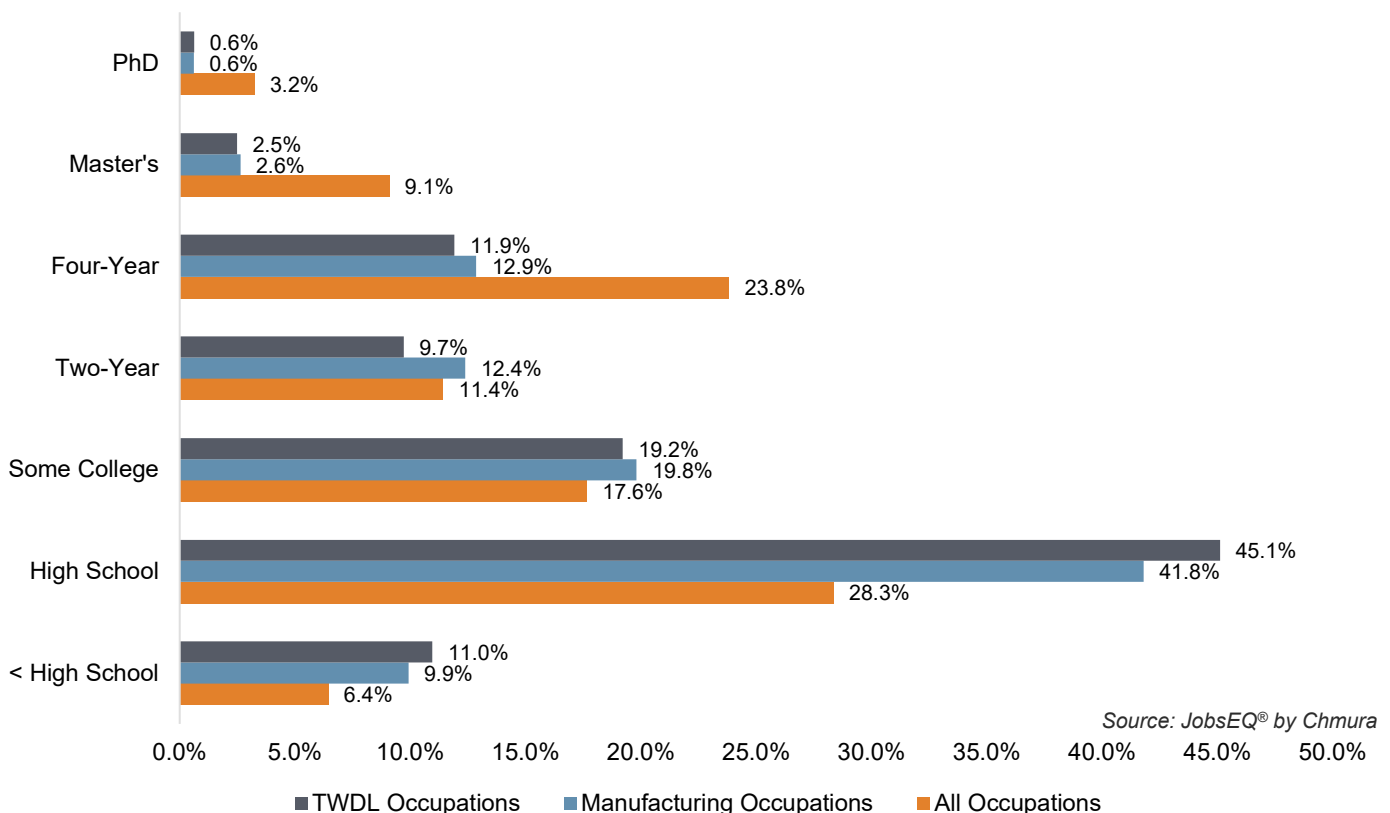


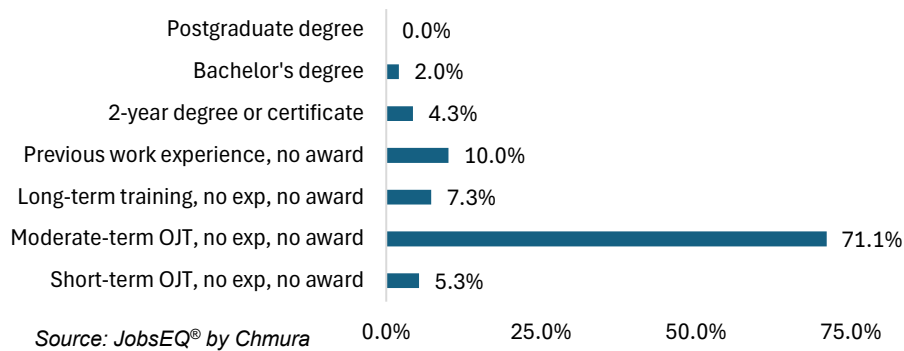
Figure 6.5: Manufacturing and TWDL Industries Typically Require Less Education Than Average Occupations



The educational attainment demographics of workers in the manufacturing and TWDL industries in the region are well matched with the education and training requirements for the occupations that make up these industries.

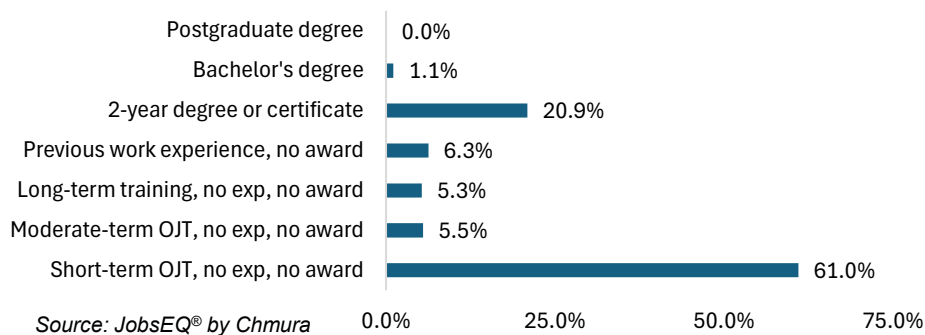
A significant portion of the region’s manufacturing occupations are accessible without extensive training or education, as reflected by the 71.1% of occupations that require moderate-term on-the-job training (OJT), without the necessity for prior experience or an educational award. A smaller yet notable percentage of the occupations, 10.0%, are positions that require previous work experience but still no formal award. Long-term training without the need for previous experience or an award is a requirement for 7.3% of occupations. Positions that are attainable with short-term OJT and no experience or award needed comprise 5.3% of the occupations. The necessity for formal education is minimal, with only 2.0% of occupations requiring a bachelor's degree and none requiring a postgraduate degree. Those with a 2-year degree or certificate requirement make up 4.3% of the workforce. This data indicates that the manufacturing sector primarily favors hands-on, on-the-job training over formal education, creating a workforce with accessible entry points for individuals without higher education. This can be advantageous for attracting a broad pool of applicants to the industry. The lower barriers to entry may prove helpful in recruiting employees for new or existing companies that present opportunities for quick employment and competitive pay.

Figure 6.6: Manufacturing Occupations Typically Require No Awards and Moderate-term On-the-Job Training



For TWDL (Transportation, Warehousing, and Distribution Logistics) occupations, the sector is also accessible for individuals without advanced degrees. The largest proportion of the occupations, 61.0%, are positions that require short-term on-the-job training (OJT) with no prior experience or educational award. A significant segment, 20.9%, are occupations that require a 2-year degree or certificate. There are a smaller number of roles, 6.3%, that call for previous work experience in the absence of an educational award. Long-term training without prior experience or an award is needed for 5.3% of positions, while moderate-term OJT is required for 5.5%. There is minimal representation of bachelor's degrees at 1.1%, and no positions are noted that require a postgraduate degree. This distribution suggests that TWDL occupations predominantly offer opportunities that do not necessitate extensive education or training, which could be beneficial in rapidly assembling the necessary workforce and providing swift pathways to employment within the industry.

Figure 6.7: TWDL Occupations Typically Require No Awards and Short-term On-the-Job Training



Wage Analysis

All Occupations

For all occupations in the region around Site 1 in Kankakee County, workers earn a mean wage of \$59,800. Workers in transportation and material moving occupations make a mean wage of \$44,500 and workers in production occupations make a mean wage of \$47,200. While both of these occupation groups earn less than the average of all workers in Kankakee County, the entry level wages for transportation and material moving occupations (\$30,600) are similar to the average for all occupations (\$31,400) and higher for production occupations (\$33,100). This may make entry-level jobs from expanding firms attractive to workers in the region.

TABLE 6.1: Occupation Wages and Employment for All Occupations for Site 1 – 5210 Quebec Drive

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-0000	Transportation and Material Moving Occupations	11,258	927	\$30,600	\$39,800	\$44,500
43-0000	Office and Administrative Support Occupations	7,863	528	\$32,500	\$42,900	\$46,700
41-0000	Sales and Related Occupations	6,408	495	\$28,900	\$35,100	\$48,800
51-0000	Production Occupations	5,987	388	\$33,100	\$42,600	\$47,200
35-0000	Food Preparation and Serving Related Occupations	5,843	583	\$28,200	\$30,800	\$33,500
11-0000	Management Occupations	5,823	156	\$59,700	\$102,900	\$119,400
25-0000	Educational Instruction and Library Occupations	5,078	179	\$33,500	\$54,000	\$58,300
29-0000	Healthcare Practitioners and Technical Occupations	4,552	130	\$46,900	\$76,100	\$90,100
13-0000	Business and Financial Operations Occupations	3,250	122	\$46,300	\$74,500	\$82,200
49-0000	Installation, Maintenance, and Repair Occupations	3,049	135	\$37,200	\$55,900	\$59,900
47-0000	Construction and Extraction Occupations	2,890	215	\$43,100	\$73,300	\$74,400
31-0000	Healthcare Support Occupations	2,519	189	\$30,400	\$37,100	\$39,200
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,297	183	\$30,300	\$37,300	\$39,600
39-0000	Personal Care and Service Occupations	1,518	132	\$28,200	\$31,900	\$38,300
33-0000	Protective Service Occupations	1,392	105	\$31,200	\$46,100	\$54,500
15-0000	Computer and Mathematical Occupations	1,269	40	\$53,300	\$91,700	\$96,600
21-0000	Community and Social Service Occupations	1,142	41	\$36,700	\$51,300	\$55,600
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	846	42	\$32,700	\$50,400	\$59,500
17-0000	Architecture and Engineering Occupations	839	24	\$57,900	\$86,900	\$90,400
19-0000	Life, Physical, and Social Science Occupations	590	15	\$44,200	\$70,500	\$76,800
45-0000	Farming, Fishing, and Forestry Occupations	414	31	\$28,800	\$34,500	\$37,600
23-0000	Legal Occupations	196	5	\$44,600	\$86,500	\$107,500
00-0000	Total - All Occupations	75,025	4,665	\$31,400	\$46,100	\$59,800

Source: Chmura's JobsEQ®. Data as of 2023Q3.

Manufacturing

The manufacturing industry in the region around Site 1 of Kankakee County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$59,800. Within the region, first-line supervisors of production and operating workers earn mean wages of \$68,000; first-line supervisors of mechanics, installers, and repairers earn mean wages of \$81,100; industrial machinery mechanics earn mean wages of \$64,900; and purchasing agents, except wholesale, retail, and farm products earn mean wages of \$73,700. In total, four of the top twenty manufacturing occupations by employment within the region account for over 1,000 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.2: Occupation Wages and Employment for Manufacturing Occupations for Site 1 – 5210 Quebec Drive

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
49-9071	Maintenance and Repair Workers, General	855	54	\$36,400	\$52,800	\$55,500
51-2092	Team Assemblers	662	49	\$31,500	\$37,800	\$39,400
51-9111	Packaging and Filling Machine Operators and Tenders	637	52	\$33,700	\$38,800	\$41,300
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	519	29	\$35,400	\$46,200	\$48,600
51-1011	First-Line Supervisors of Production and Operating Workers	475	17	\$44,900	\$65,200	\$68,000
51-3092	Food Batchmakers	272	9	\$30,100	\$37,900	\$40,400
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	249	6	\$53,000	\$80,600	\$81,100
51-4121	Welders, Cutters, Solderers, and Brazers	249	15	\$36,900	\$47,600	\$49,200
51-9011	Chemical Equipment Operators and Tenders	215	10	\$41,800	\$60,600	\$59,800
51-4041	Machinists	211	7	\$38,300	\$52,100	\$55,800
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	202	9	\$31,700	\$37,100	\$40,100
49-9041	Industrial Machinery Mechanics	195	5	\$46,500	\$65,200	\$64,900
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	170	12	\$32,100	\$39,600	\$43,400
51-9199	Production Workers, All Other	169	16	\$33,100	\$42,300	\$43,500
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	152	3	\$45,400	\$68,700	\$73,700
43-5061	Production, Planning, and Expediting Clerks	148	5	\$40,600	\$55,600	\$59,000
51-2099	Assemblers and Fabricators, All Other	146	11	\$31,700	\$38,100	\$39,700
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	146	3	\$37,400	\$42,000	\$45,800
51-9198	Helpers--Production Workers	135	10	\$31,800	\$44,800	\$42,900
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	114	6	\$32,000	\$39,400	\$42,100

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, and Logistics

The TWDL industry in the region around Site 1 of Kankakee County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$59,800. Within the region, first-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors earn mean wages of \$62,200; transportation, storage, and distribution managers earn mean wages of \$108,700; bus and truck mechanics and diesel engine specialists earn mean wages of \$62,800; logisticians earn mean wages of \$68,300; railroad conductors and yardmasters earn mean wages of \$75,100; locomotive engineers earn mean wages of \$80,300; and bus drivers, transit and intercity earn mean wages of \$61,400. In total, seven of the top twenty TWDL occupations by employment within the region account for over 1,000 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.3: Occupation Wages and Employment for TWDL Occupations for Site 1 – 5210 Quebec Drive

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,586	337	\$30,400	\$37,400	\$39,100
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,684	101	\$35,600	\$54,700	\$54,700
53-7051	Industrial Truck and Tractor Operators	961	51	\$36,900	\$44,400	\$45,400
53-7064	Packers and Packers, Hand	648	73	\$30,800	\$36,700	\$36,200
49-3023	Automotive Service Technicians and Mechanics	604	16	\$33,900	\$47,900	\$52,200
53-3033	Light Truck Drivers	556	42	\$30,300	\$47,400	\$49,300
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	368	12	\$41,500	\$59,800	\$62,200
53-7061	Cleaners of Vehicles and Equipment	259	23	\$28,000	\$30,900	\$34,300
53-3051	Bus Drivers, School	237	15	\$37,200	\$44,500	\$47,300
11-3071	Transportation, Storage, and Distribution Managers	164	7	\$62,300	\$100,900	\$108,700
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	160	1	\$45,700	\$63,700	\$62,800
43-5032	Dispatchers, Except Police, Fire, and Ambulance	124	7	\$36,400	\$59,700	\$58,000
13-1081	Logisticians	122	3	\$41,400	\$66,800	\$68,300
49-3021	Automotive Body and Related Repairers	101	1	\$37,600	\$51,000	\$55,100
53-4031	Railroad Conductors and Yardmasters	96	0	\$59,300	\$74,200	\$75,100
53-4011	Locomotive Engineers	89	1	\$61,600	\$80,900	\$80,300
53-3052	Bus Drivers, Transit and Intercity	88	11	\$44,100	\$61,200	\$61,400
43-5021	Couriers and Messengers	80	14	\$28,400	\$34,500	\$34,600
53-3053	Shuttle Drivers and Chauffeurs	65	8	\$27,900	\$30,700	\$33,000
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	60	1	\$39,800	\$52,800	\$58,400

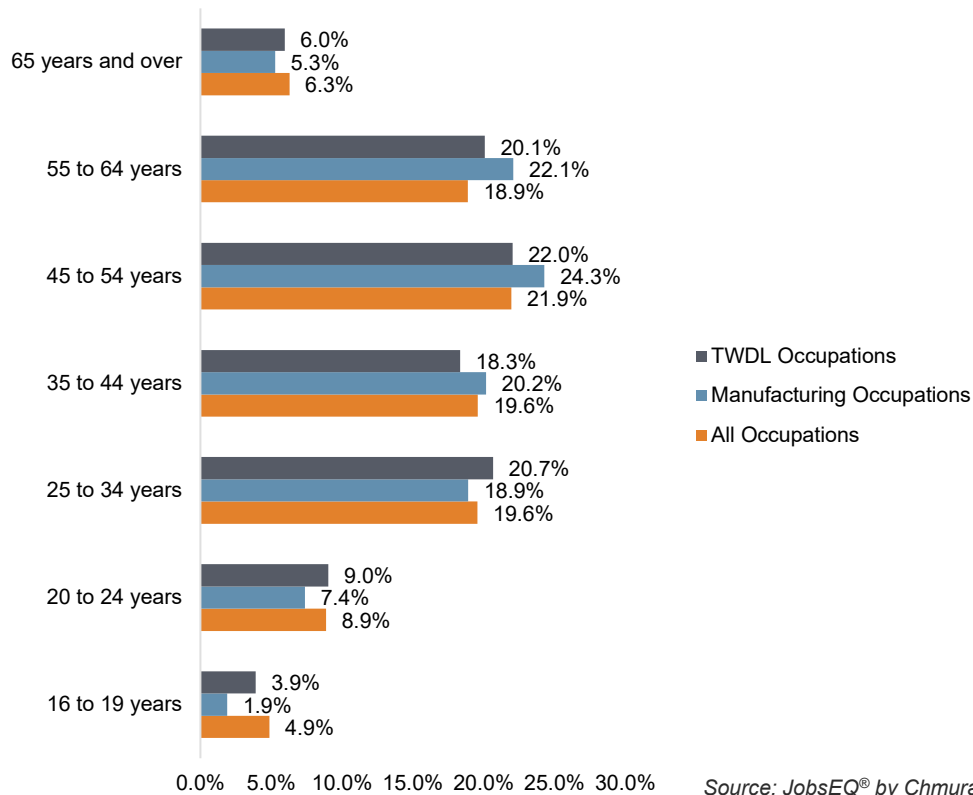
Source: Chmura's JobsEQ®. Data as of 2023Q4.

Site 2: 200 East Court Street, Kankakee, IL

The region around Site 2 in Kankakee County, Illinois exhibits a strong labor force, with a significant number of workers falling within the prime working age range. Overall, the prime age (25 to 54) labor force participation rate is 84.7%, equal to the 84.7% rate in the state and higher than the 82.8% rate in the nation. The largest percentage of prime age workers falls between 45 to 54 years, making up 22.0% of all workers in TWDL occupations, 24.3% of all workers in manufacturing occupations, and 21.9% of all occupations. The data indicate the lowest representation at the entry-level (16 to 19 years) stage for the selected industries, with workers in this age range only making up 3.9% of TWDL occupations and 1.9% of manufacturing jobs. The percentage of workers in the 65 years and over age range that make up the manufacturing occupations, TWDL occupations, and all occupations are fairly similar – hovering between 5.3 to 6.3%. This distribution suggests a workforce that is heavily concentrated in the mid-career stages across sectors, with less representation at the entry-level and retirement stages.

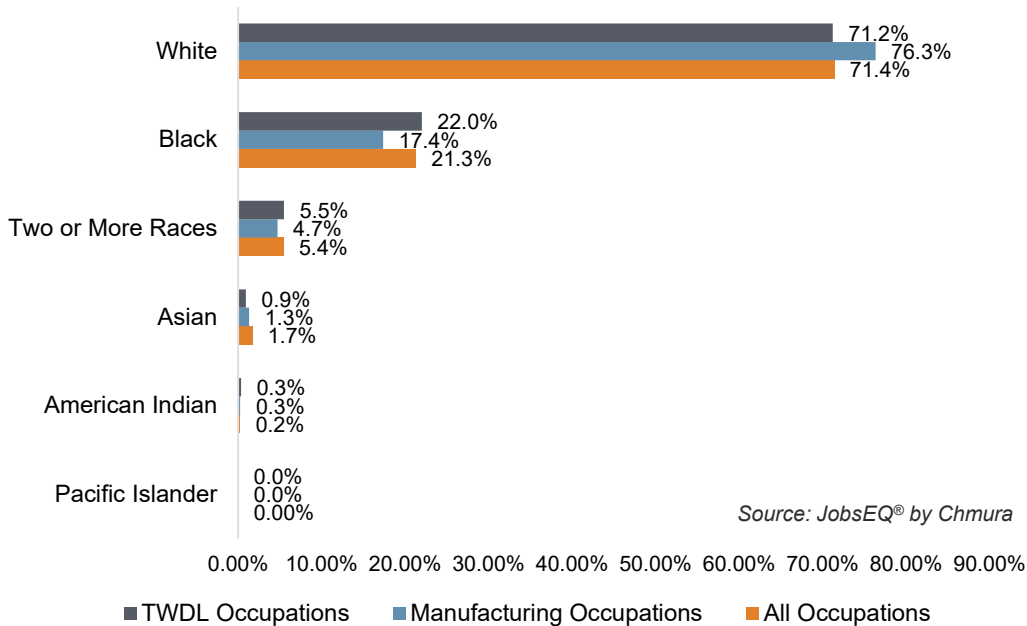
Notably, manufacturing occupations have a higher representation of workers in the 55-to-64-year age range. Workers aged 55 to 64 make up 22.1% of all manufacturing occupations in the region, compared to 20.1% makeup in TWDL occupations and 18.9% in all occupations. This may make the manufacturing industry in Kankakee County more susceptible to labor shortages as older workers approach retirement.

Figure 6.8: Majority of Workers are in the Prime Work Force Age Range



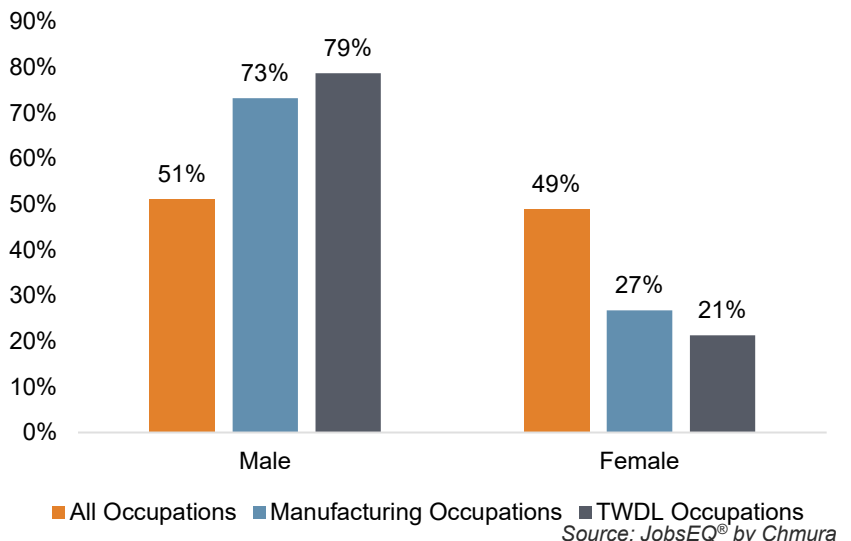
Demographically, a majority of workers in the region identified as White across all employment categories, with the highest percentage in manufacturing occupations at 76.3% of workers, followed by all occupations at 71.4%, and TWDL occupations at 71.2%. Black or African American workers make up the next largest group, with 22.0% in TWDL, 17.4% in manufacturing, and 21.3% in all occupations. Workers who identify with two or more races represent 5.5% of workers in TWDL, 4.7% in manufacturing, and 5.4% in all occupations. The workforce percentages for Asians are 0.9% in TWDL, 1.3% in manufacturing, and 1.7% in all occupations. There is a smaller representation of American Indians, with 0.3% in TWDL, 0.3% in manufacturing, and 0.2% in all occupations. Pacific Islanders have the least representation, with 0.0% in TWDL, manufacturing, and all occupations.

Figure 6.9: In All Occupations and Both Industries, Workers are Predominately White



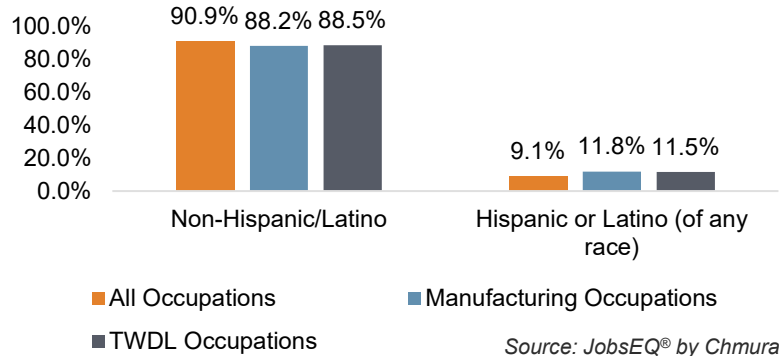
Male workers significantly outnumber women in both TWDL and manufacturing occupations. Specifically, males constitute 73% of manufacturing occupations and 79% of TWDL occupations. In contrast, females make up 27% of the workforce in manufacturing occupations and are further underrepresented in TWDL occupations, accounting for only 21%. The discrepancy is less pronounced within the broader category of all occupations, although males still lead with 51% representation compared to 49% for females. These figures are similar to what is seen on a national and statewide level: males constitute 53% (nationwide) and 52% (statewide) of all occupations, 75% and 74% of manufacturing occupations, and 80% and 78% of TWDL jobs.

Figure 6.10: Male Workers Significantly Outnumber Females in Manufacturing and TWDL



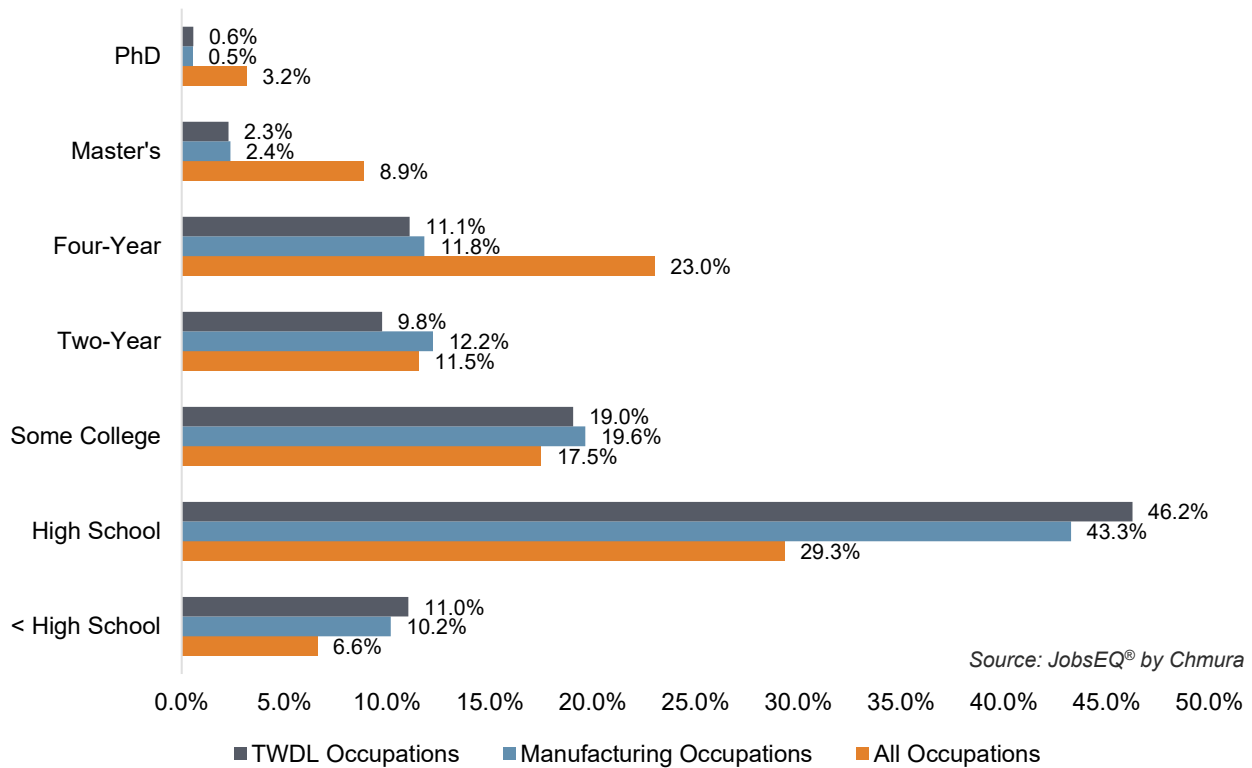
Workers of Hispanic/Latino ethnicity vary within the region's occupational categories but have a significantly stronger presence in manufacturing and TWDL occupations compared to all occupations. Specifically, Hispanic or Latino workers account for 11.5% in TWDL occupations, slightly higher than the 9.1% representation in all occupational categories and below the 11.8% in manufacturing occupations. This concentration of Hispanic/Latino workers in target labor sectors in Kankakee County suggests a potential need for English language learning opportunities and other support services in these areas.

Figure 6.11: Workers with Hispanic/Latino Ethnicity are More Prevalent in Manufacturing & TWDL Occupations



In terms of educational attainment, just below a quarter of the region's overall workforce holds a four-year college degree (23.0%), in line with fewer job opportunities typically requiring such education. Nearly 9% have attained a master's degree, whereas 11.5% have completed a two-year degree and 17.5% have some college experience without a degree. Those with a high school diploma, often good candidates for expanding companies in the target industries, represent 29.3% of the workforce. The most common level of education in TWDL occupations is a high school diploma, representing 46.2% of the workforce, followed by those with some college (no degree) at 19.0%, and those with a four-year college degree at 11.1%. In manufacturing occupations, the trend is similar, with the highest percentage having a high school education at 43.3%, then some college at 19.6%, and a two-year degree at 12.2%. The data indicate that workers in TWDL and manufacturing tend to have a lower proportion of college-educated workers than the overall workforce population, likely indicating less barriers to entry for potential new workers in the event of an expansion in these industries.

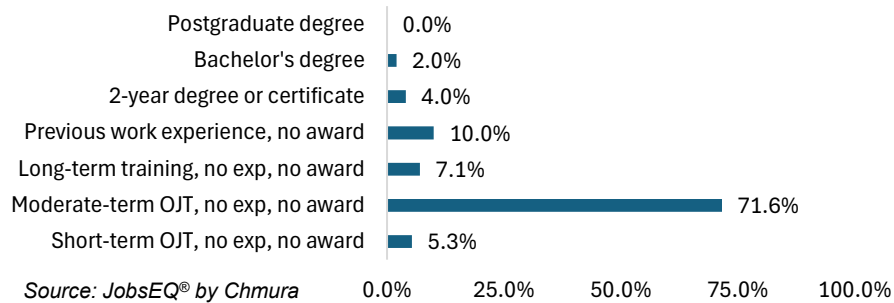
Figure 6.12: Manufacturing and TWDL Industries Typically Require Education Than Average Occupations



The educational attainment demographics of workers in the manufacturing and TWDL industries in Kankakee County are well matched with the education and training requirements for the occupations that make up these industries.

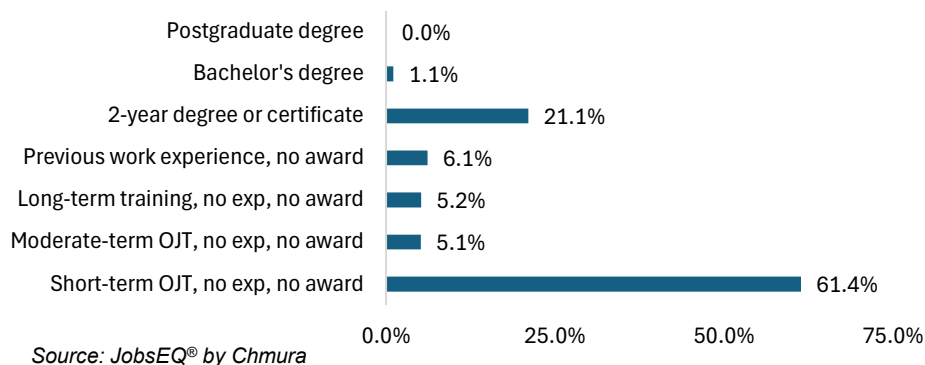
A significant portion of the region’s manufacturing occupations are accessible without extensive training or education, as reflected by the 71.6% of occupations that typically require moderate-term on-the-job training (OJT), without the necessity for prior experience or an educational award. A smaller yet notable percentage of the occupations, 10.0%, are positions that require previous work experience but still no formal award. Long-term training without the need for previous experience or an award is a requirement for 7.1% of occupations. Positions that can be attained with short-term OJT, with no experience or award needed, comprise 5.3% of the workforce. The demand for formal education is minimal, with only 2.0% of occupations requiring a bachelor's degree and none requiring a postgraduate degree. Occupations requiring a 2-year degree or certificate make up 4.0% of the workforce. This data indicates that the manufacturing sector primarily favors hands-on, on-the-job training over formal education, creating a workforce with accessible entry points for individuals without higher education. This is advantageous for attracting a broad pool of applicants to the industry. The lower barriers to entry may prove helpful in recruiting employees for new or existing companies that present opportunities for quick employment and competitive pay.

Figure 6.13: Manufacturing Occupations Typically Require No Awards and Moderate-term On-the-Job Training



For TWDL occupations, the sector is also accessible for individuals without advanced degrees. The largest proportion of the workforce, 61.4%, are positions that require short-term on-the-job training (OJT) with no prior experience or educational award. A significant segment, 21.1%, are occupations that require a 2-year degree or certificate. There are a smaller number of roles, 6.1%, that call for previous work experience in the absence of an educational award. Long-term training without prior experience or an award is needed for 5.2% of positions, while moderate-term OJT is required for 5.1%. There is minimal necessity for bachelor's degrees at 1.1%, and no positions require a postgraduate degree. This distribution suggests that TWDL occupations predominantly offer opportunities that do not necessitate extensive education or training, which could be beneficial in rapidly assembling the necessary workforce and providing swift pathways to employment within the industry.

Figure 6.14: TWDL Occupations Typically Require No Awards and Short-term On-the-Job Training



Wage Analysis

All Occupations

For all occupations in the region around Site 2 in Kankakee County, workers earn a mean wage of \$58,200. Workers in transportation and material moving occupations make a mean wage of \$43,500 and workers in production occupations make a mean wage of \$47,000. While both occupation groups earn less than the average of all workers in Kankakee County, the entry level wages for transportation and material moving occupations (\$30,300) are similar to the average for all occupations (\$31,000) and higher for production occupations (\$33,100). This may make entry-level jobs from expanding firms attractive to workers in the region.

TABLE 6.4: Occupation Wages and Employment for All Occupations for Site 2 – 200 East Court Street

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-0000	Transportation and Material Moving Occupations	9,232	707	\$30,300	\$39,200	\$43,500
43-0000	Office and Administrative Support Occupations	6,279	346	\$32,000	\$42,100	\$45,700
51-0000	Production Occupations	5,244	330	\$33,100	\$42,600	\$47,000
41-0000	Sales and Related Occupations	4,989	372	\$28,200	\$33,600	\$45,700
11-0000	Management Occupations	4,729	109	\$58,600	\$99,400	\$115,500
35-0000	Food Preparation and Serving Related Occupations	4,537	459	\$27,700	\$30,000	\$32,700
29-0000	Healthcare Practitioners and Technical Occupations	4,149	96	\$46,400	\$75,300	\$89,200
25-0000	Educational Instruction and Library Occupations	3,903	129	\$32,800	\$52,600	\$56,400
13-0000	Business and Financial Operations Occupations	2,636	79	\$45,200	\$73,000	\$80,100
49-0000	Installation, Maintenance, and Repair Occupations	2,392	102	\$36,600	\$55,000	\$58,600
31-0000	Healthcare Support Occupations	2,173	143	\$29,900	\$37,000	\$38,800
47-0000	Construction and Extraction Occupations	1,973	179	\$42,500	\$71,700	\$73,300
37-0000	Building and Grounds Cleaning and Maintenance Occupations	1,739	151	\$30,000	\$37,100	\$39,500
39-0000	Personal Care and Service Occupations	1,190	87	\$27,900	\$30,900	\$37,300
33-0000	Protective Service Occupations	1,166	70	\$31,000	\$45,100	\$53,000
15-0000	Computer and Mathematical Occupations	1,013	23	\$51,700	\$89,000	\$94,200
21-0000	Community and Social Service Occupations	959	29	\$36,200	\$50,900	\$55,000
17-0000	Architecture and Engineering Occupations	723	15	\$57,600	\$86,300	\$89,700
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	690	19	\$31,900	\$48,500	\$57,300
19-0000	Life, Physical, and Social Science Occupations	512	11	\$43,500	\$69,000	\$74,400
45-0000	Farming, Fishing, and Forestry Occupations	365	31	\$28,400	\$33,900	\$36,800
23-0000	Legal Occupations	163	2	\$42,100	\$81,800	\$101,600
00-0000	Total - All Occupations	60,757	3,490	\$31,000	\$45,100	\$58,200

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Manufacturing

The manufacturing industry in the region around Site 2 of Kankakee County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$58,200. Within the region, first-line supervisors of production and operating workers earn mean wages of \$67,500; first-line supervisors of mechanics, installers, and repairers earn mean wages of \$79,500; chemical equipment operators and tenders earn mean wages of \$59,500; industrial machinery mechanics earn mean wages of \$63,700; purchasing agents, except wholesale, retail, and farm products earn mean wages of \$72,800; and production, planning, and expediting clerks earn mean wages of \$58,400. In total, six of the top twenty manufacturing occupations by employment within the region employ just under 1,250 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.5: Occupation Wages and Employment for Manufacturing Occupations for Site 2 – 200 East Court Street

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
49-9071	Maintenance and Repair Workers, General	701	42	\$36,300	\$52,800	\$55,100
51-9111	Packaging and Filling Machine Operators and Tenders	589	50	\$33,600	\$38,600	\$41,200
51-2092	Team Assemblers	554	38	\$31,300	\$37,500	\$39,000
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	456	23	\$35,500	\$46,600	\$48,600
51-1011	First-Line Supervisors of Production and Operating Workers	427	14	\$44,600	\$64,900	\$67,500
51-3092	Food Batchmakers	262	9	\$30,000	\$37,700	\$40,200
51-4121	Welders, Cutters, Solderers, and Brazers	213	14	\$36,700	\$47,300	\$48,800
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	199	4	\$52,200	\$79,400	\$79,500
51-9011	Chemical Equipment Operators and Tenders	193	9	\$41,600	\$60,300	\$59,500
51-4041	Machinists	188	5	\$38,400	\$52,200	\$55,900
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	179	7	\$31,700	\$37,000	\$40,000
49-9041	Industrial Machinery Mechanics	174	4	\$45,600	\$63,100	\$63,700
51-9199	Production Workers, All Other	134	14	\$33,300	\$43,500	\$43,700
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	130	10	\$31,900	\$39,300	\$43,000
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	130	2	\$44,300	\$67,500	\$72,800
43-5061	Production, Planning, and Expediting Clerks	125	3	\$40,300	\$55,100	\$58,400
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	122	3	\$37,000	\$40,500	\$44,600
51-9198	Helpers--Production Workers	119	9	\$31,300	\$45,700	\$43,200
51-2099	Assemblers and Fabricators, All Other	113	9	\$31,500	\$37,700	\$39,000
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	100	5	\$31,800	\$39,200	\$41,900

Source: Chmura's JobsEQ®. Data as of 2023Q4.

Transportation, Warehousing, Distribution, and Logistics

The TWDL industry in the region around Site 2 of Kankakee County employs a variety of workers in occupations that have significantly higher mean wages than the regional average of \$58,200. Within the region, first-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors earn mean wages of \$61,200; bus and truck mechanics and diesel engine specialists earn mean wages of \$61,900; transportation, storage, and distribution managers earn mean wages of \$107,600; logisticians earn mean wages of \$67,900; bus drivers, transit and intercity earn mean wages of \$61,100; railroad conductors and yardmasters earn mean wages of \$71,600; and locomotive engineers earn mean wages of \$76,500. In total, seven of the top twenty TWDL occupations by employment within the region account for just under 900 workers in positions that outperform the regional occupational wage average (shown in green in the table below).

TABLE 6.6: Occupation Wages and Employment for TWDL Occupations for Site 2 – 200 East Court Street

SOC	Occupation	Employed	Unemployed	Entry Level Wages	Median Wages	Mean Wages
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2,930	252	\$30,300	\$37,100	\$38,800
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,487	78	\$34,800	\$53,900	\$54,000
53-7051	Industrial Truck and Tractor Operators	803	38	\$36,700	\$44,100	\$45,000
53-7064	Packers and Packers, Hand	527	61	\$30,700	\$36,700	\$36,200
53-3033	Light Truck Drivers	478	34	\$29,700	\$46,800	\$48,600
49-3023	Automotive Service Technicians and Mechanics	433	13	\$32,700	\$45,800	\$49,800
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	307	9	\$40,400	\$58,900	\$61,200
53-7061	Cleaners of Vehicles and Equipment	202	20	\$27,400	\$30,000	\$33,400
53-3051	Bus Drivers, School	201	12	\$36,500	\$43,600	\$47,000
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	140	1	\$45,000	\$63,200	\$61,900
11-3071	Transportation, Storage, and Distribution Managers	138	4	\$61,200	\$100,300	\$107,600
43-5032	Dispatchers, Except Police, Fire, and Ambulance	105	5	\$36,300	\$60,200	\$58,000
13-1081	Logisticians	105	2	\$40,900	\$66,900	\$67,900
53-3052	Bus Drivers, Transit and Intercity	75	7	\$43,300	\$61,000	\$61,100
49-3021	Automotive Body and Related Repairers	71	1	\$35,800	\$49,600	\$53,500
43-5021	Couriers and Messengers	70	10	\$28,200	\$34,000	\$34,200
53-4031	Railroad Conductors and Yardmasters	59	0	\$56,800	\$70,800	\$71,600
53-4011	Locomotive Engineers	55	1	\$59,000	\$77,100	\$76,500
53-3053	Shuttle Drivers and Chauffeurs	51	6	\$27,300	\$30,100	\$32,200
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	49	1	\$39,700	\$52,400	\$57,900

Source: Chmura's JobsEQ®. Data as of 2023Q4.