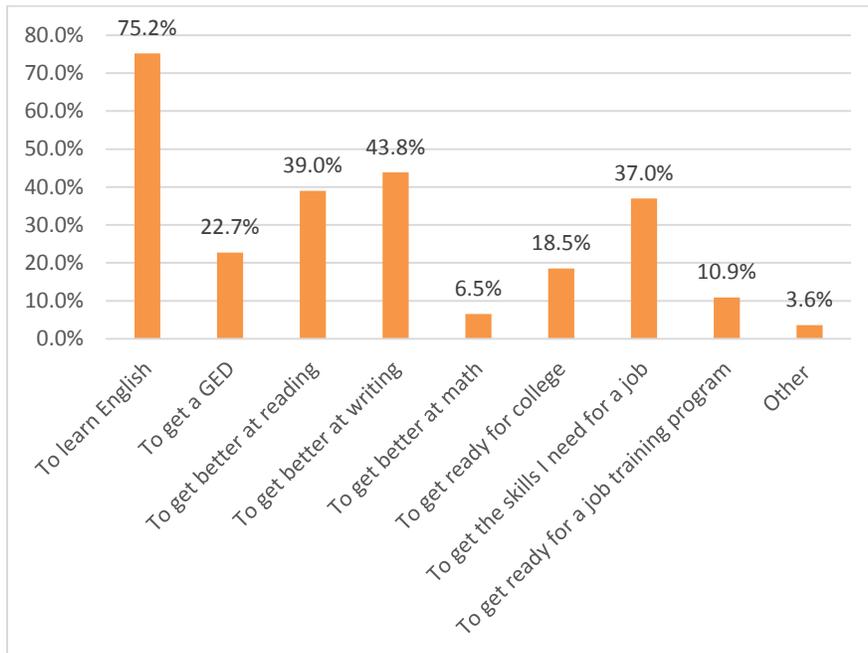


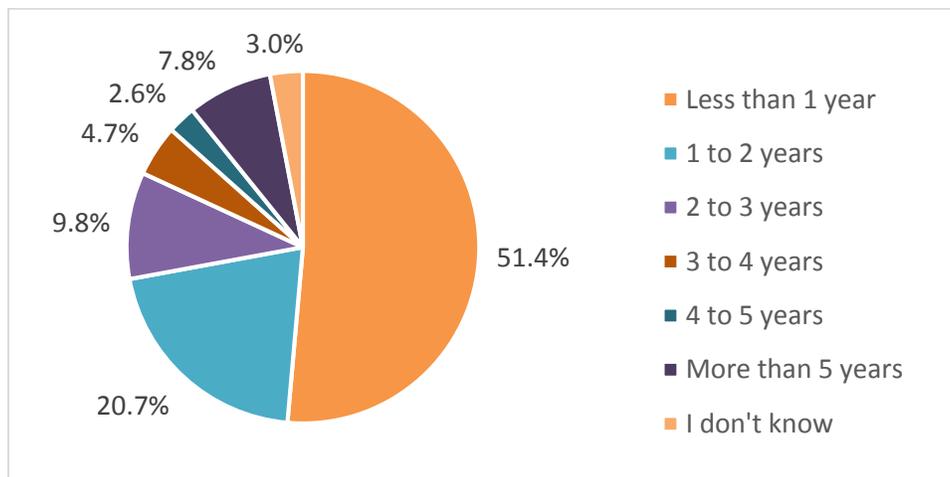
**APPENDIX: SURVEY RESULTS**

**Adult education survey**

A total of 1,464 students in adult education classes – overwhelmingly ESL classes – at the College of Lake County, Highland Park High School and Mundelein High School completed the adult education survey. While some are enrolled in Adult Basic Education or GED classes, the vast majority (75.2 percent) are enrolled in English as a Second Language classes. Very few respondents have a US high school diploma or GED (7.2 percent). Predictably, the most popular answer to why respondent are taking adult education classes is to learn English, but many chose other responses as well (respondents were able to choose more than one option).

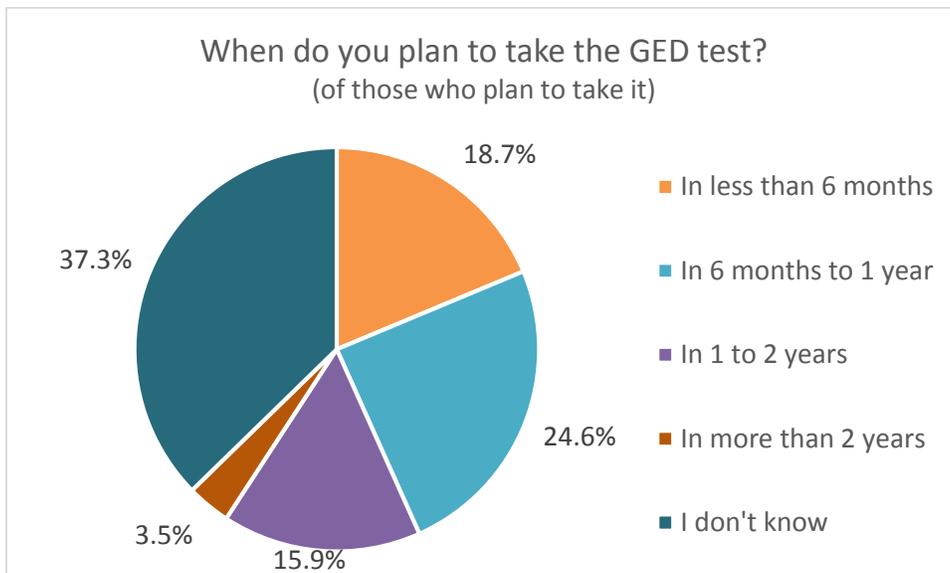
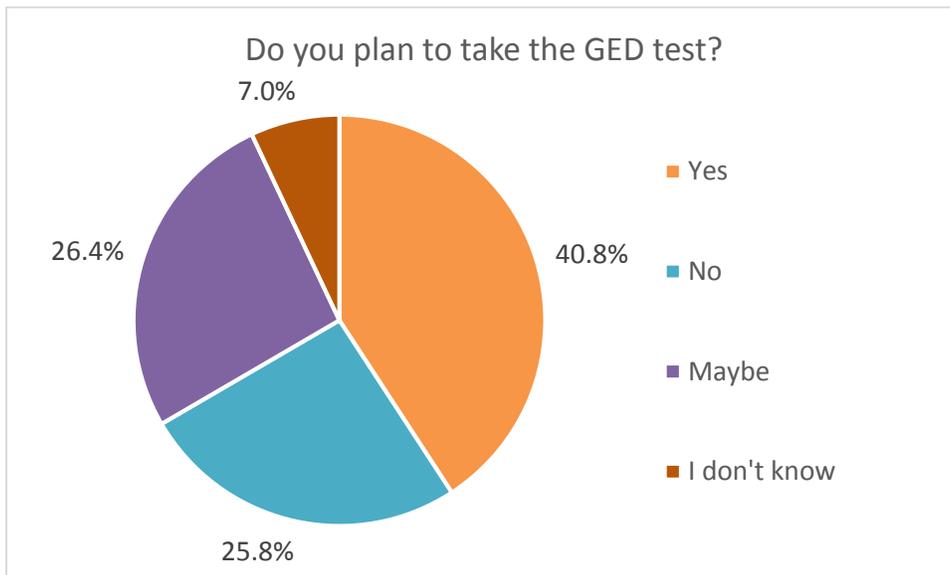


Most respondents have been taking adult education classes for less than one year.

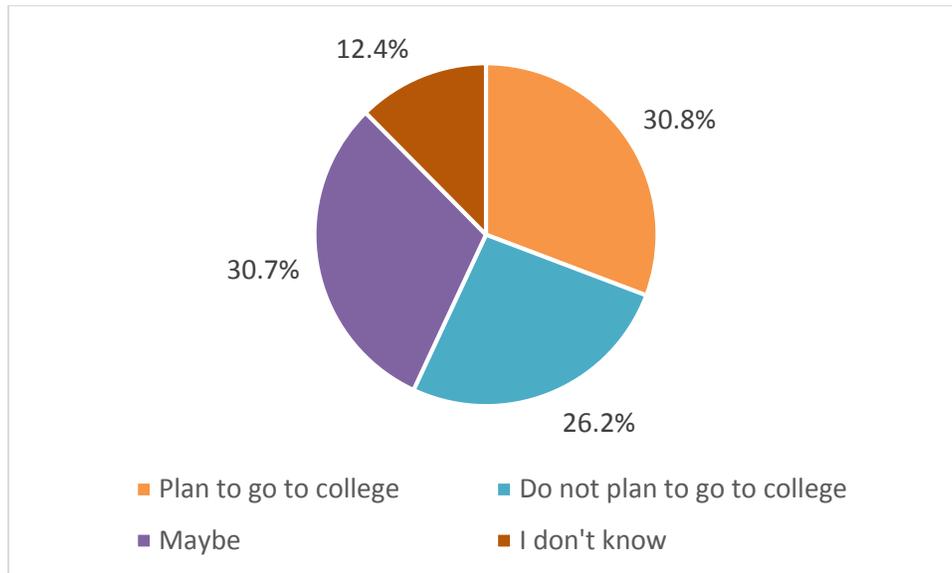


Nearly 90 percent of respondents reported that the program is moving at the right speed for them, and the majority (65.7 percent) prefer courses in a classroom with an instructor where all students work at the same speed. Another 31.9 percent prefer a classroom course with an online component, while less than two percent prefer an online-only class with no instructor. However, when asked about scheduling their classes, 53 percent responded that they would rather work at their own speed, as opposed to 18.7 percent who said they would rather finish their classes quickly. On this question, a relatively large percentage (28.3 percent) responded, “I don’t know.”

Of those without a high school diploma or GED, responses were split as to whether or not they plan to take it and when.

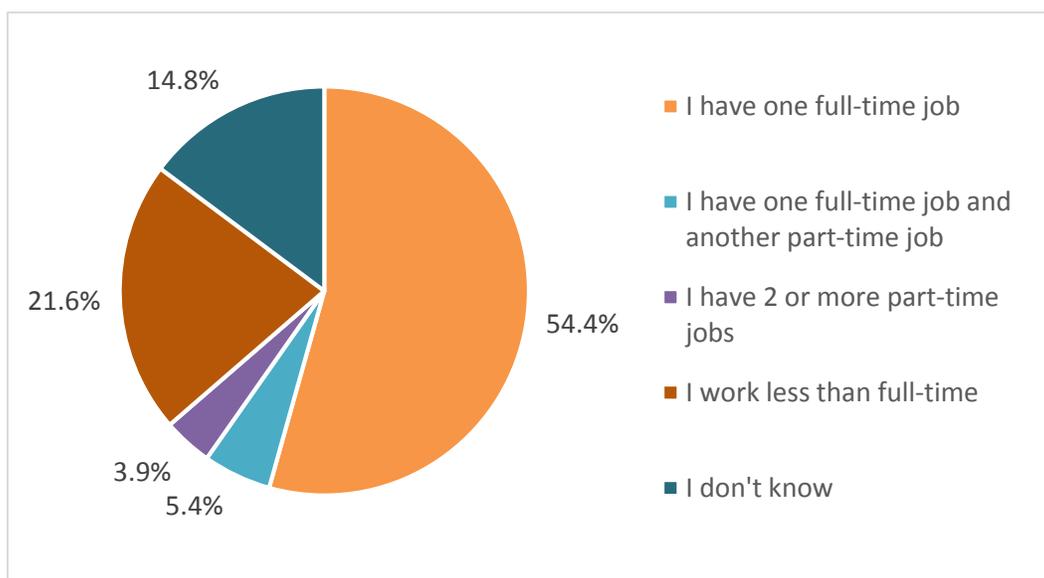


Also fairly evenly split were the responses to a question asking whether or not the respondents plan to go to college.

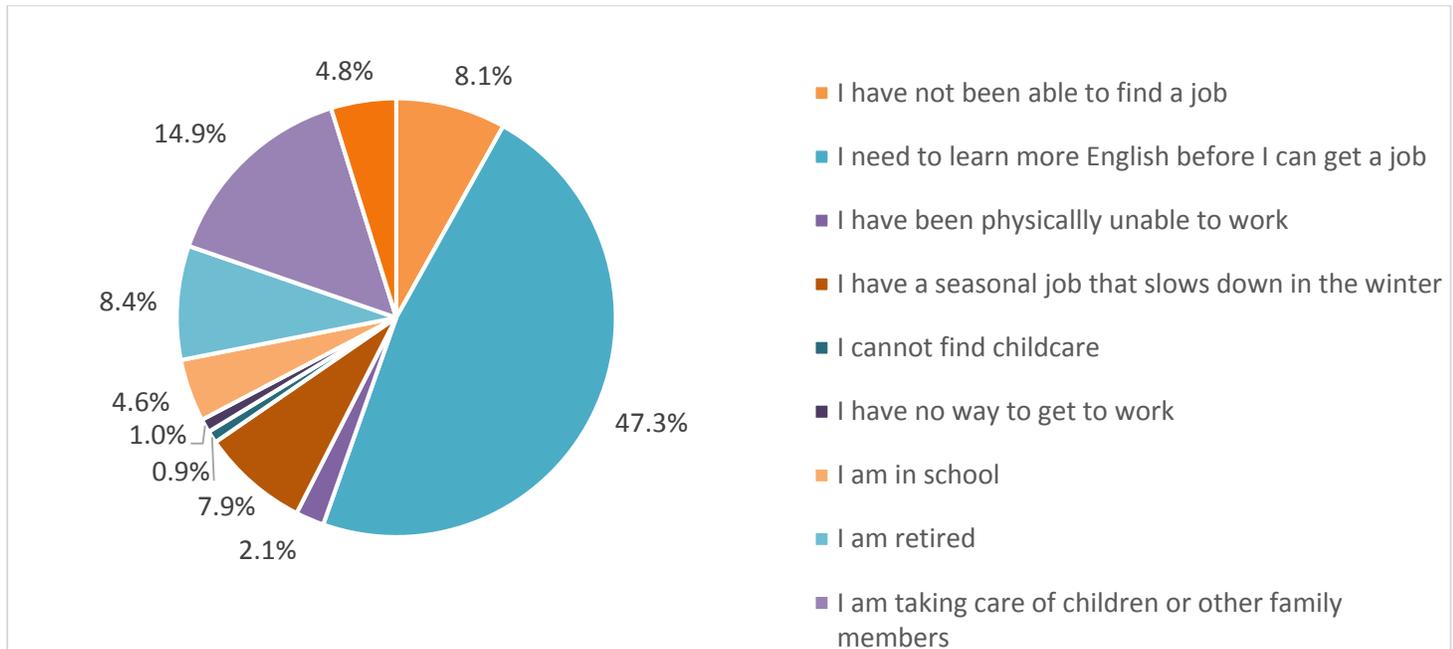


Of those who do plan to go to college, very few (only 9.5 percent) have already applied to college, and many of those (44.5 percent) need to take adult education or ESL classes before they can take college classes. Another 26.9 percent of those who have applied responded that they don't know whether they need additional classes before college; only 28.5 percent reported that they do not need additional classes.

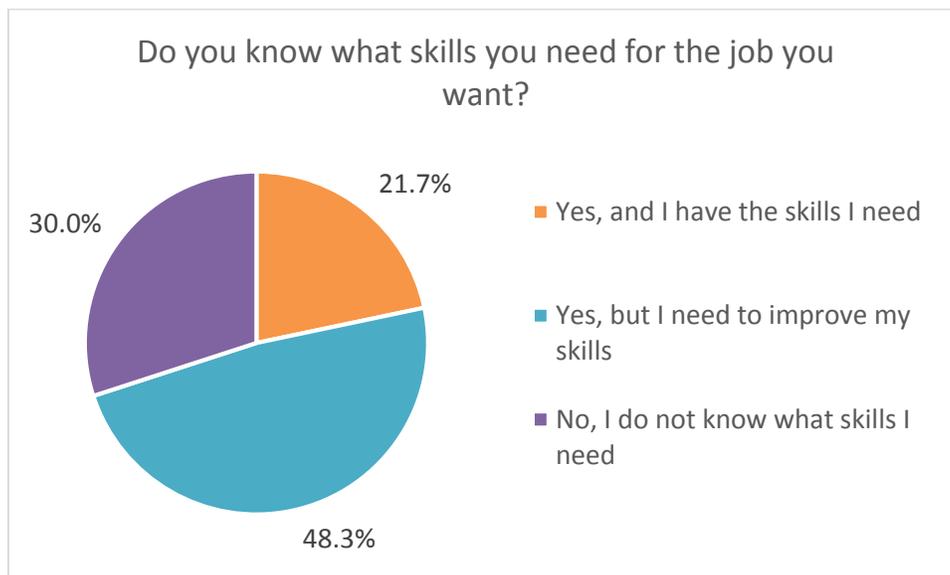
About half (51 percent) of respondents currently have a job, and another 5.1 percent have a seasonal job waiting for them in the spring. However, 72.1 percent of respondents are looking for a job, even if they already have one. Most of those who work have one full-time job; see the breakdown below.



Of those not working for pay, the reported reasons that they are not working varied, with the most popular response being the need to learn more English before they can get a job.



Of those looking for a job, most respondents report that they know what skills they need for the job they want, but many do not have those skills.

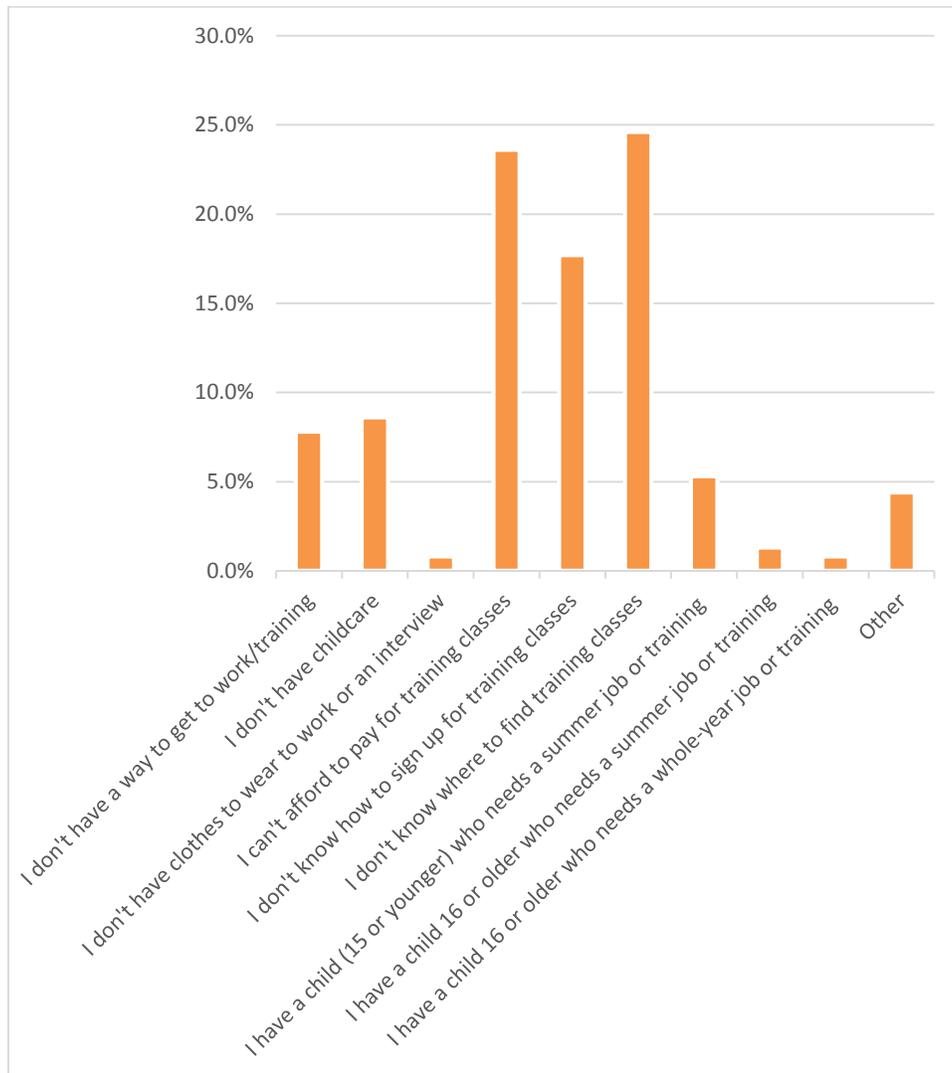


Less than one-third (29.5 percent) of respondents report that they have a resume, but of those who do only 19.5 percent have updated it in the last month; most (70.4 percent) have not updated it in the last year, or don't know when they last updated it. The vast majority (72.7 percent) have never filled out a job application online.

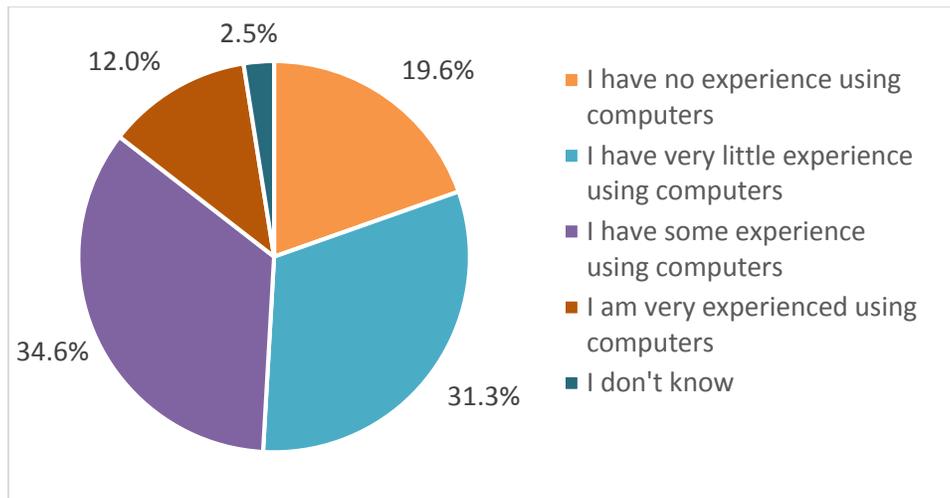
## LAKE COUNTY WIOA FOUR-YEAR LOCAL PLAN – APPENDIX C

Most respondents (55 percent) report that they are interested in going to training classes to learn new job skills so they can get a job or a better job; an additional 25.5 percent responded that they may be interested.

Respondents were asked to indicate if one or more of a series of reasons would stop them from working or attending training classes; the responses were varied.



Most respondents reported moderate experience with computers or less.



When asked if they are interested in taking classes to learn more about computers, most answered yes (61 percent), and an additional 23.6 percent answered maybe.

Most respondents were open to the idea of meeting with a Career Counselor or Job Specialist to get help finding a job or job training; 37.5 percent responded that they were interested and another 27.3 percent responded that they may be interested. Of those who would like to meet with a counselor or specialist, 57.2 percent invited a staff member to call or email them to set up a meeting.

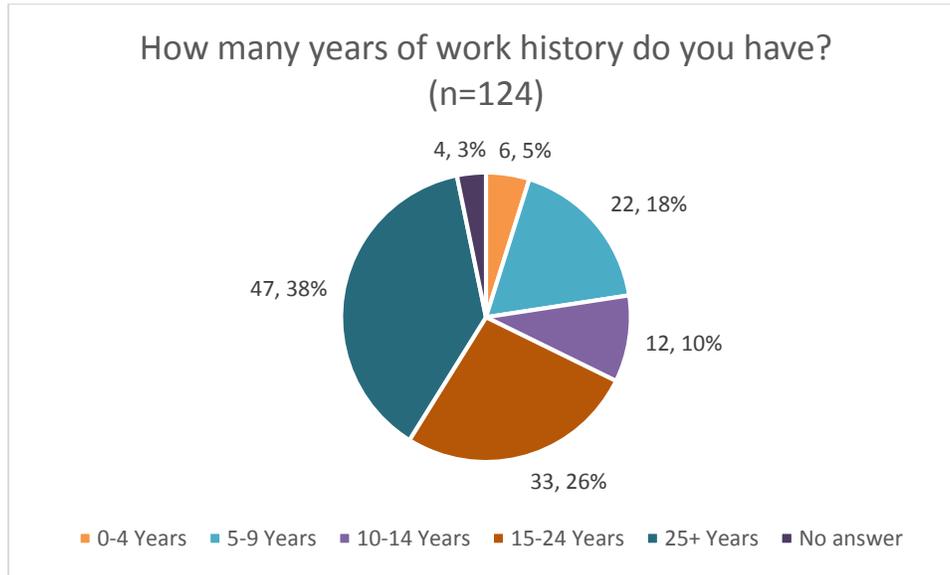
**Job seeker survey**

Job seekers were asked to respond to a series of questions about their current employment situation, their work history and education, and the assistance they are seeking. A total of 124 job seekers responded to the survey, 63 percent at the Lake County Job Center; most were there searching for jobs online or looking into training and educational programs. Most respondents (68 percent) are unemployed; of those, 70 percent have been unemployed for less than six months, and 74 percent have been looking for work for less than six months. Of those who are currently employed, most (75 percent) are seeking full-time employment, either because they are working part time or because they are working full time but want a better job.

Respondents have engaged in a range of activities as part of their job search, the most popular being creating or updating a resume and looking for jobs online (78 percent of respondents completed each activity). More than half of respondents completed online applications (66 percent) and looked at job listings on a job board (56 percent). However, respondents generally lack information about what jobs are in high demand and hiring in Lake County; 61 percent said they either do not know what jobs these are or think they know but don't know how to research it. But most do report knowing what skills they need for the job they're looking for; 45 percent say they know what skills they need and need to get them, while 28 percent say they know what skills they need and already have them. According to the survey, however, for many respondents this perception may be based more on assumptions than on actual skill assessments. Only 60 percent have engaged in a specific activity to assess their skills (the most popular being completing an online skills assessment), and 38 percent responded that they

assume they need to improve their qualifications because they haven't been able to get the job they want.

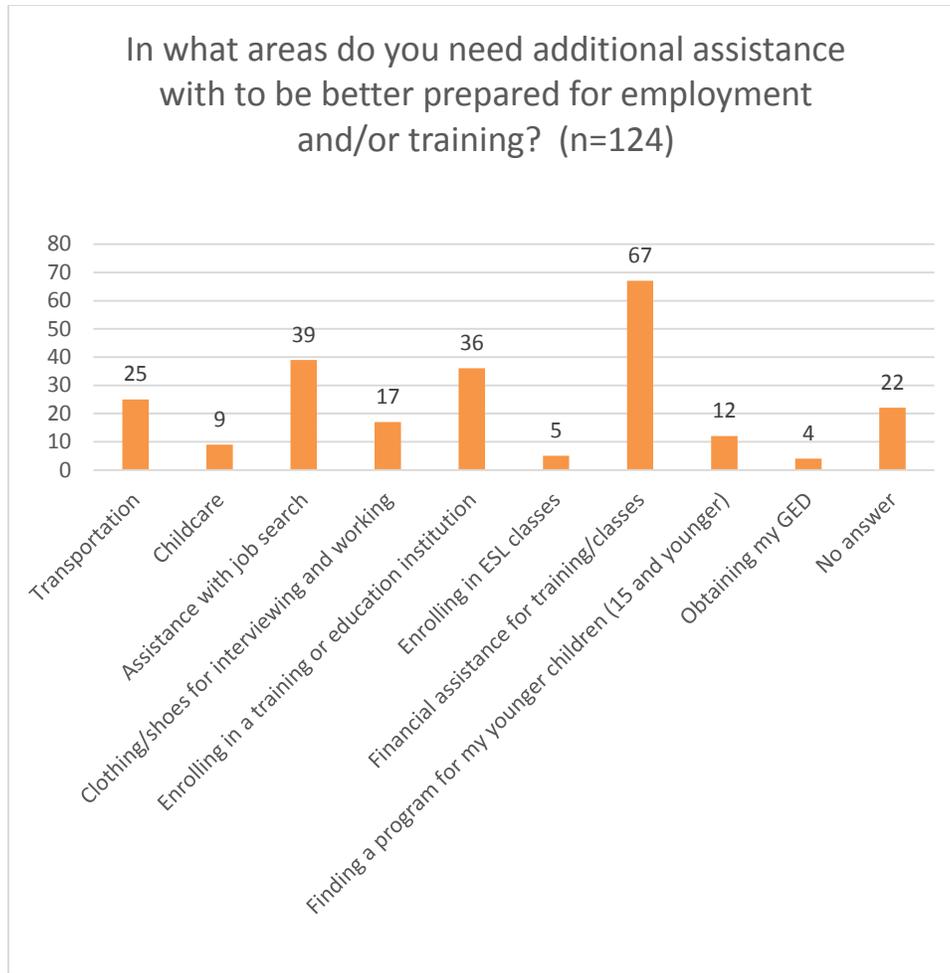
Most of the job seekers have significant work history, with 64 percent reporting more than 15 years of work experience and only five percent reporting less than five years of experience.



However, respondents with more work experience are not more likely to be employed, with employment rates across all experience categories falling between 27 and 36 percent.

Just under half of respondents (48 percent) have a degree or certification of some kind beyond a high school diploma, including an Associate's degree or completion of an apprenticeship program or industry certification. The 18 percent of respondents who reported having a Bachelor's degree (but not a Master's) are the least likely to be employed, with an employment rate of only 15 percent. Almost all of these respondents had at least 15 years of experience, indicating that they are older, mid-career job seekers, perhaps looking for a new or better career.

Most respondents (69 percent) indicated that they will require assistance to attend a job training program or go to college to improve their skills and qualifications for a high-growth job. Financing for training proved to be a concern; the vast majority (84 percent) of respondents said that they would want or need to work while in training, and the most popular response to a question about their needs was financial assistance for training or classes.



Lake County did receive some positive feedback, with 90 percent of respondents indicating that they feel that Lake County and their community offer all of the programs and services they need to obtain a job or advance in their career.

**Employer survey**

The employer survey was completed by 22 employer representatives. Of the 15 who indicated the industry category of their company, 27 percent are in manufacturing, and others fall more or less equally into Mining; Utilities; Wholesale Trade; Finance and Insurance; Professional, Scientific, and Technical Services; Administrative and Support Services (temporary staffing services); Public Administration; and Other Services. Seven respondents indicated that they work for a non-profit organization, and 10 indicated that they work for a private sector for-profit business. Given the sample size of the employer survey, it is difficult to generalize from the results to the broader employer population in Lake County.

Employers were asked to respond to questions about the projected job openings and level of difficulty in filling openings in 2016 in six categories: high skilled white collar and blue collar workers, semi-skilled white collar and blue collar workers, and low skilled white collar and blue collar workers. The

charts below show whether employers predict the number of hires and difficulty in hiring to increase, decrease or stay the same in these categories.

*Number of hires projected in 2016 compared to 2015*

	Increase	Decrease	No Change	None*
<b>High skilled white collar</b>	41%	0%	18%	41%
<b>High skilled blue collar</b>	14%	0%	27%	59%
<b>Semi-skilled white collar</b>	32%	0%	23%	45%
<b>Semi-skilled blue collar</b>	5%	5%	32%	59%
<b>Low skilled white collar</b>	23%	5%	18%	55%
<b>Low skilled blue collar</b>	9%	5%	23%	64%

*Difficulty in filling open positions in 2016 compared to 2015*

	Increase	Decrease	No Change	None*
<b>High skilled white collar</b>	36%	5%	14%	36%
<b>High skilled blue collar</b>	18%	5%	14%	55%
<b>Semi-skilled white collar</b>	23%	5%	27%	36%
<b>Semi-skilled blue collar</b>	14%	5%	18%	55%
<b>Low skilled white collar</b>	23%	5%	18%	45%
<b>Low skilled blue collar</b>	14%	5%	14%	59%

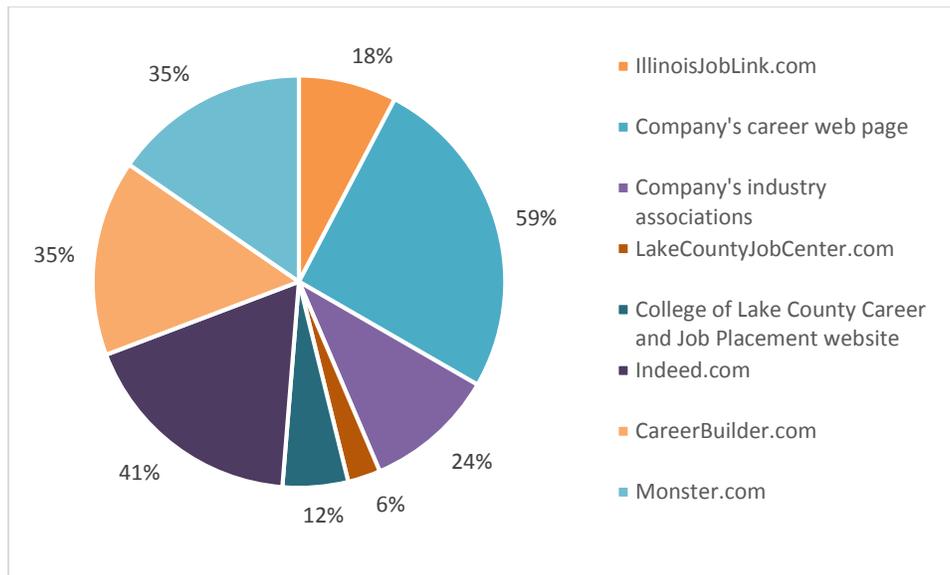
\*In the above charts, respondents were instructed to select “None” if there are rarely new hires in the category.

For these surveys, the data shows that there is likely to be an increase in white collar jobs as opposed to blue collar jobs, and a bigger increase for higher skill levels. There is not a stark change anticipated in the difficulty of filling open positions, although hiring for high skilled white collar positions is expected to get slightly more difficult.

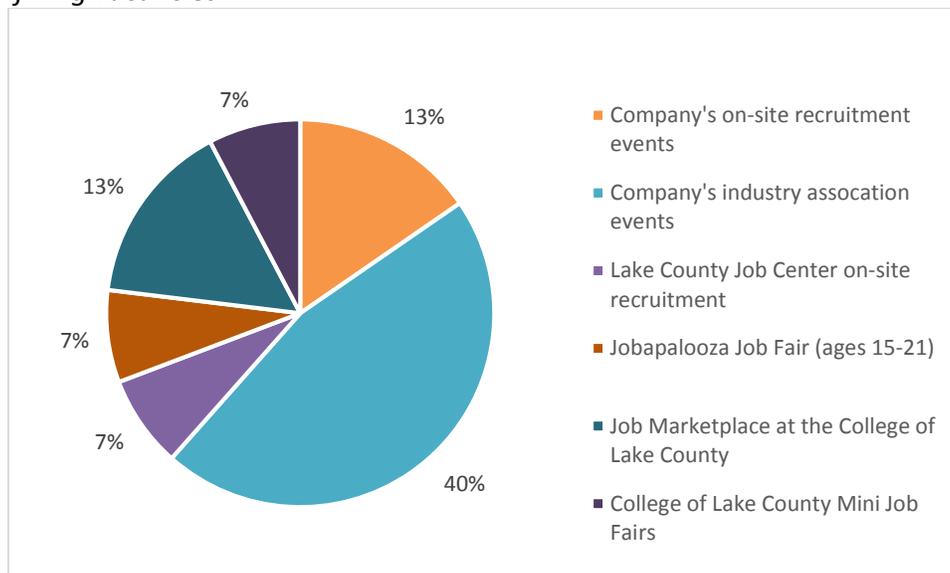
Job titles for vacancies that are anticipated to be the most difficult to fill run the gamut from welders to customer service roles. Several medical occupations were mentioned, including nurses and billing supervisors, and several employers mentioned a need for engineers and instrument mechanics.

Respondents were also asked how they have been successful in filling positions in the past. The charts below show the distribution of answers in regard to websites and events respondents found useful.

*Best websites for filling vacancies*



*Best events for filling vacancies*



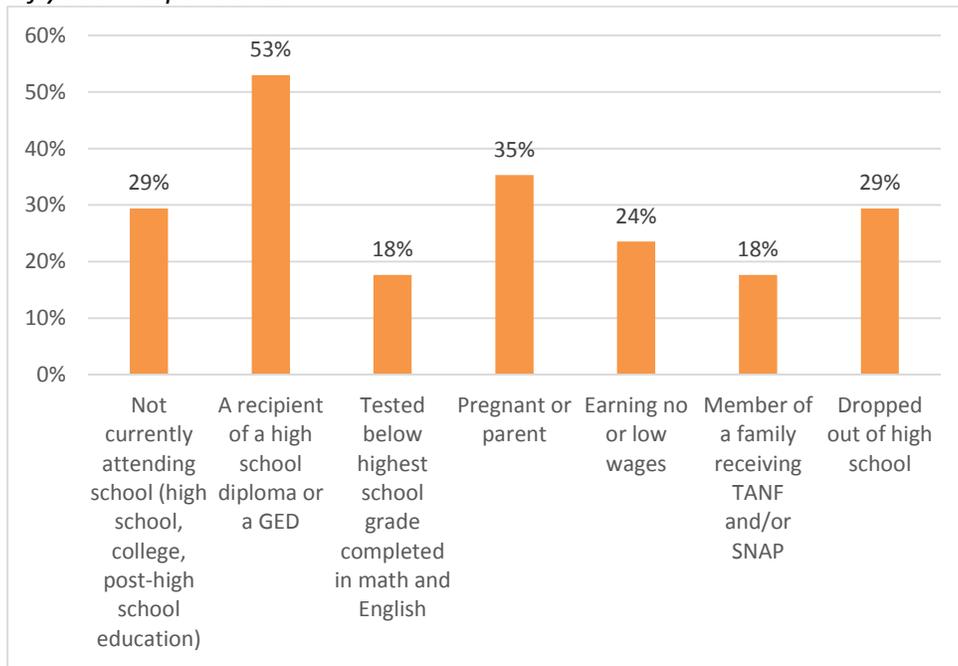
Seven respondents indicated that they are working with organizations or associations working to address talent shortages in high-growth industries. Three named the Lake County Workforce Investment Board, three named the Society for Human Resources Management, and one named the United Way. Respondents also indicated that they are working with organizations working to address the employment and training needs of several special populations, mostly veterans and individuals unemployed due to downsizing. Several are also working with Individuals engaged with vocational rehabilitation or adults with disabilities, ex-offenders, individuals receiving Temporary Assistance for Needy Families (TANF), individuals enrolled in adult education and literacy programs and food stamp recipients.

**Out-of-school youth survey**

A total of 21 out-of-school youth responded to the survey, with most (73 percent) completing it at a Youthbuild/Youth Conservation Corps program site or at First Institute. The average age of respondents was just under 20, an age range of 17 to 23.

Respondents reported a range of different circumstances, and just over half have a high school diploma or GED.

*Circumstances of youth respondents*



Just under one-third of respondents (32 percent) reported being employed, all but one of these part-time. Of those who indicated the type of employment, four are in food service and two are in retail. Of the unemployed respondents, nine out of 10 said they’re looking for a job. Respondents were fairly evenly split between those who had learned about in-demand careers or participated in career counseling or exploration activities and those who had not. Of those who had, those activities appear to have been helpful; 67 percent said they helped in making decisions about getting a high school diploma or GED, 56 percent said they helped in determining what education and occupational skills training are needed to gain their desired job; 56 percent said they were helpful in identifying that job; and 44 percent said they were helpful in pinpointing which local employers might be a good fit in the future.

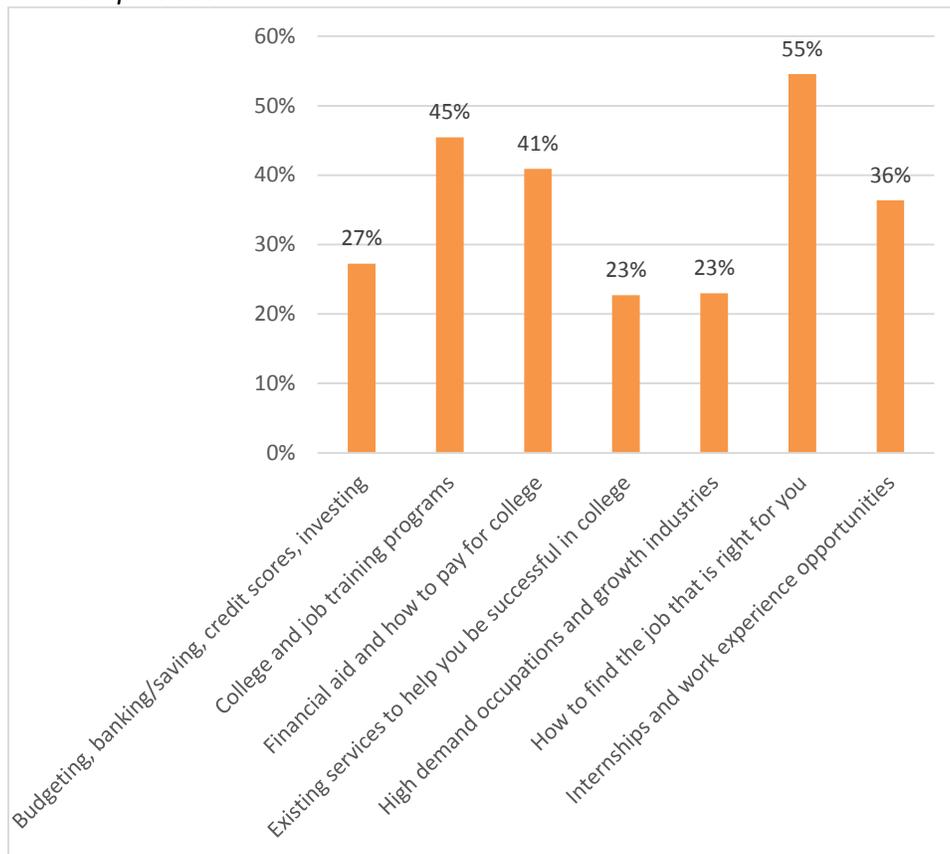
A series of questions asked more detail about the respondents’ experience in job opportunities, such as when they participated and what they liked or disliked about the experience. Unfortunately, only one respondent answered these questions, providing too little data to report.

In rating their knowledge of budgeting, banking, saving, credit scores and investing, respondents had widely varied responses. On a scale of one to 10, the average response was five, and responses were distributed fairly evenly across the scale.

More than half of respondents (62 percent) reported having plans to own their own business in the future.

Respondents reported interest in a wide range of topics, with the greatest interest in how to find a job that is right for you.

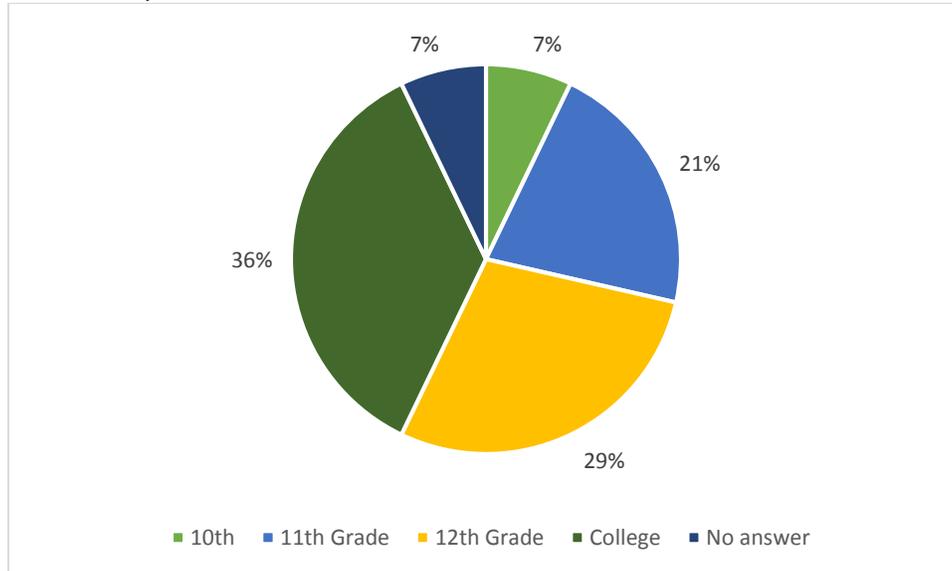
*Topics of interest to respondents*



**Student survey**

The student survey got the lowest response rate of all of the surveys, with only 14 respondents. Most are in high school; see the breakdown of grade level in the chart below.

*Grade level of student respondents*



Fifty-seven percent of respondents report being employed, working between three and 34 hours per week, with an average of 22. After high school, 43 percent plan to attend (or are attending) a four-year college. The remainder are fairly evenly split between attending a job training program, attending a two-year college, working part-time, and working part-time while attending school or a training program. Of those already enrolled in a post-secondary or training program, two are in medical assistant programs and three are in mathematics or engineering.

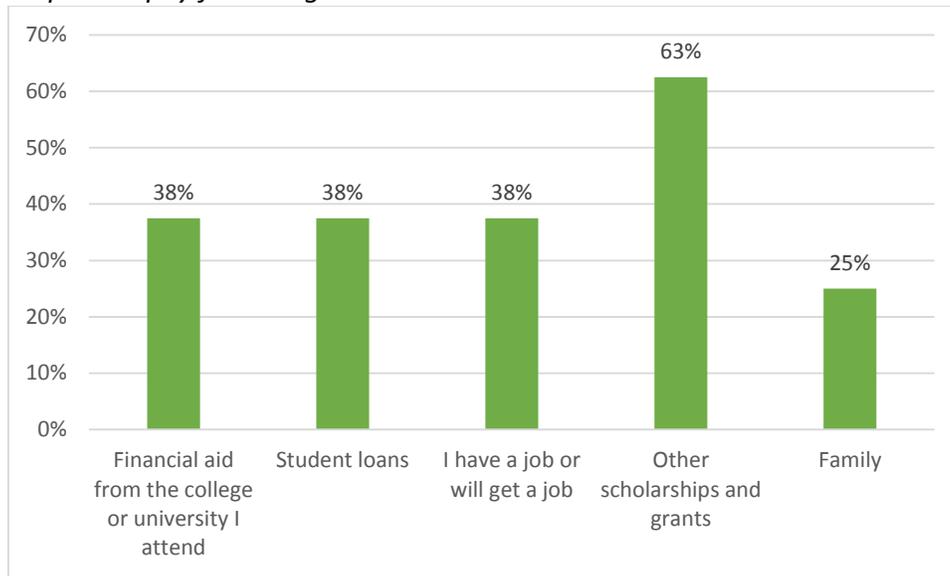
Given choices as to how they are making plans regarding what job or occupation they want to pursue, responses were fairly evenly split between talking to friends about their plans, talking to instructors and/or career counselors, attending career fairs, listening to guest speakers, getting a summer or part-time job, seeking an internship or externship, completing career interest surveys or assessments, touring college or technical schools, and job shadowing individuals in careers of interest.

Respondents varied widely when listing career areas that interest them, from gynecology to becoming a pilot. Three respondents named at least one career in the medical field, and three named engineering of some kind.

Most respondents who listed roadblocks or difficulties that may stop them from attending/completing college or entering the military, an apprenticeship or job training program named finances as an issue (63 percent). Other common responses were reliable transportation and childcare.

Respondents named a range of sources to help them pay for college tuition, books and materials.

*How respondents plan to pay for college*



The fact that more than half of respondents plan to rely on “other scholarships and grants” may indicate that they do not have a realistic plan for financing their college plans. When asked to rate their knowledge of budgeting, banking, saving, credit scores and investing, only three replied that they know a moderate amount; the rest (79 percent) either responded that they know a little or did not answer the question.

The remaining questions, which pertain to mentorship programs and interest in learning more about certain topics, yielded too little data to report, with fewer than half of the respondents answering.