2014 Environmental Scan

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Harper College®

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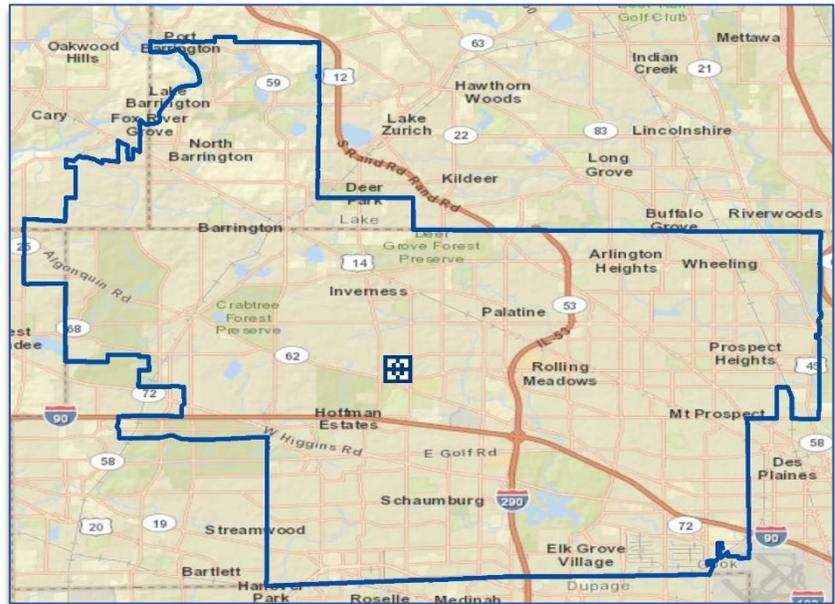Northern Illinois University
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The findings and conclusions presented in this report are those of the authors alone and do not necessarily reflect the views, opinions, or policies of the officers and/or trustees of Northern Illinois University.

Table of Contents

Figures and Tables

Figures

Tables

Executive Summary

The nation has experienced dramatic change in the last five years, driven primarily by a global economic recession that began in 2008. While there are signs of improvement, the slow recovery has hampered families' ability to return their incomes to pre-recession levels. Unemployment rates, housing values, wages, and many other financial indicators suggest that the resources needed to pay for postsecondary education have been directly impacted as the residents rebuild lost savings and home equity throughout the country.

Yet, at the end of 2013, economic indicators showed unmistakable signs of improvement. Consumer spending, job growth, retail inventories, and overall economic growth all suggested that the national economy was rebounding and is positioned for stronger growth in 2014. However, until fiscal certainty is restored to Illinois, the state's bond rating will not improve and scarce general revenues will be needed for debt payments leading to stagnant or lower levels of funding for other areas.

The Harper district weathered the economic crisis better than the state or national economies. The total wages have been on the rise and the region has been noted as having some of the state's largest increases in the total wages paid. The cost of consumable goods has remained fairly stable in the region and energy prices have steadily declined since 2010. The unemployment, while still high, has been decreasing and it is anticipated to continue the decline. However, it is difficult to ascertain the numbers of discouraged workers that are not included in the unemployment calculation. The Economic Policy Institute estimates there are over 5.7 million discouraged workers across the nation, and it is difficult to determine the number of working age residents in the Harper district who are no longer seeking employment opportunities. Prolonged unemployment is straining the nation's social safety net and is deferring achievement of college and homeownership for many families.

The overall workforce shrank by 4% from 2007 to 2012, but there are opportunities for reskilling to align with growing industries. It is likely that the Health Care and Social Assistance and the Management of Companies and Enterprises industries in the Harper district will continue to have a high growth potential and a highly concentrated presence. Select industries are already experiencing a shortage of qualified workers and those numbers are anticipated to grow.

The district is able to cater to residents along with those who commute into the district for work every day. Of the 335,725 jobs in the Harper district, only 27% are filled by residents leaving 73% filled by workers commuting into the district. An estimated 174,500 residents commute out of the district for their jobs. This trend is likely to continue as more jobs than resident workers are present in the district providing larger markets for professional development and reskilling for local companies.

Workers over the age of 55 experienced a loss of their investments due to the economic decline and have chosen to remain in the workforce longer to recover financially before retirement. This phenomenon has left fewer job openings for entry level workers leading to higher unemployment for the youngest generation ready to begin their career path. The trend is likely to continue until the economy is more favorable for retirees.

There have been many changes in the population in and surrounding the Harper district. Non-Hispanic Whites have been moving out and are being replaced by primarily Hispanic residents and an increasing number of Asian residents. The Harper region is also aging as Baby Boomers, born between 1946 and 1964, are now reaching retirement age putting greater strains on public programs. First generation immigrants make up an estimated 25.6% of the Harper district population which is much greater than the statewide proportion of 14.3%. Immigrants tend to create more small businesses which may account for the faster rate of economic improvement in the Harper region. Household incomes have experienced a stark decline as a result of lost employment leading to increased rates of foreclosures in the area. All but two municipalities in the Harper region lost buying power from 2008 to 2013. However, the area has a much higher median household income than the state as a whole. The higher income levels could sustain significant losses and still remain comparatively high.

The underfunding of Illinois' pension system has a ripple effect in state funding streams as a higher proportion of discretionary funding will go towards the pension funds to bring them current, diverting funds from other domestic priorities such as higher education. Higher education funding increased 15.6% from 2007 to 2012, but this was necessary for pension support and not higher education operations. The state also has the 11th highest tax burden of all 50 states translating to fewer discretionary funds to pay for higher education by households throughout the state. The Harper district has the advantage of households having higher incomes leading to more discretionary spending.

Birth rates are at an all-time low which is being felt in the public schools as enrollment is down in kindergarten and first grade. There is almost a 1,200 difference in enrollments between kindergarten and the seniors when aggregating all school districts in the Harper district. The enrollments are similar to the overall population in that the numbers of Hispanic and Asian students are increasing in the schools. The performance of Harper sender schools are well above the state averages along with having well below the state average in dropouts and truancy rates.

Higher education is exploring the boundaries of existing technology as new devices, applications, and teaching strategies undergo exponential growth. To remain competitive in a dense educational landscape, Harper will need to stay on the cutting edge of this technology and knowledgeable about how these tools can support learning. MOOCs have found their place in the toolkit of technology-enabled teaching and learning as the value of hybrid learning and face-to-face interaction continues to be tested and validated. Studies are finding that students can only be successful with these methodologies if they are disciplined enough to stick with the program. Currently 30% of all enrollments is for online coursework, an increase from 10% in 2002. New pedagogical methodologies such as flipped classrooms are gaining in popularity, but require faculty to remain current on how to deploy technology appropriately in the classroom. The collection of data on student progress enables new analytics to better prepare curriculum and programs for improved student success.

Data security will become increasingly critical as Harper students move even more of their learning online. Community college IT departments will be challenged to provide needed technical support for rapidly increasing numbers and types of mobile devices, while continuing to address the learning technology needs of less resourced students.

Distant global changes, most notably in China and India, are impacting the Harper district locally. As these countries continue to industrialize and create a robust middle class with their attendant demands for products, the environment will be increasingly stressed and natural resources threatened. These pressures will test Americans' commitment to sustainability, alternative energy, and environmental protection.

Having a location in a more wealthy area of Illinois has somewhat insulated the more devastating impacts of the recession. The Harper district has not been immune as much of the data shows there have been repercussions, but overall the localized impacts have been relatively low. Harper College's challenge is shared by every other higher education institution in the U.S.: continue to offer the best education and workforce preparation value in its market for an increasingly diverse array of aspiring students.

Employment & Work Force

Trend #1: The great recession that began in 2008 is over and a slow recovery is under way. It is anticipated that the Harper region will continue to participate in the economic recovery and some indicators suggest the Chicago region will recover at a faster pace than most.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: Moderate

Supporting Rationale:
- Total wages declined until 2010 but are showing signs of improvement. The Harper region experienced the state's largest increase in total wages paid.
- The consumer price index (excluding energy costs) for the Chicago Metropolitan area has remained fairly stable in the last three years.
- Energy costs have fluctuated greatly in the last decade but have steadily declined since 2010.
- As global factors increasingly drive gasoline prices, the share of the total cost that may be controlled at the state and local level is decreasing.

Sources:
- Illinois Department of Employment Security. Quarterly Census of Employment and Wages (QCEW) data. http://www.ides.illinois.gov/page.aspx?item=914.
- Bureau of Labor Statistics. Consumer Price Index data. http://www.bls.gov/news.release/cpi.toc.htm.

Trend #2: Unemployment has improved in the Harper region, but many discouraged workers are not reflected in the numbers.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: Moderate

Supporting Rationale:

- Unemployment in the Chicago Metropolitan area decreased from 8.9% in October 2013 to 8.7% in November 2013, with expectations it will continue to improve
- An estimated 5.7 million discouraged workers nationally are not considered when calculating the unemployment rate.

Sources:
- Illinois Department of Employment Security. Local Area Unemployment Statistics, 2012.
- Economic Policy Institute. Discouraged Workers. Accessed online: http://go.epi.org/2013-missing-workers.

Trend #3: While total employment in the Chicago Metropolitan Area shrank by 4% from 2007 to 2012, select industries are experiencing a shortage of qualified workers, which is expected to grow.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- Health care and social assistance and management of companies and enterprises are relatively concentrated in the Harper region and have good growth potential.

Sources:
- Illinois Department of Employment Security, Local Employment Dynamics, 2007 & 2012

Trend #4: More employees are employed in the Harper district than reside in the Harper district. About 27% of the 335,725 jobs in the Harper district are filled by residents with the remainder filled by commuters into the district. An estimated 174,500 Harper area residents work outside of the district.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- This trend has remained consistent from 2002 through 2011.
- Many workers over 55 are remaining in the workforce to recover lost investments and shore up income, leaving fewer job openings for entry level workers.

Sources:
- Illinois Department of Employment Security and U.S. Census Bureau, OnTheMap Application, 2002 through 2011
- Illinois Department of Employment Security, Local Employment Dynamics, 2007 & 2012

District Demographics

Trend #5: The Harper district population is becoming more diverse in age, race, ethnicity, primary language spoken in the home, and birth place.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- Between 2000 and 2010, non-Hispanic white residents in the Harper region decreased by almost 45,000, non-Hispanic Asians increased by 15,000, and Hispanics increased by 24,000.
- First generation immigrants make up an estimated 25.6% of the Harper district population, much greater than the statewide proportion of 14.3%.
- The population is aging with a greater proportion – the Baby Boomers - being over the age of 45.

Sources:
- US Census Bureau, American Community Survey, 2008 and 2011 One Year Estimates

- iPUMS Data, Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010.
- Easi Analytics, Inc.

Trend #6: Median household income has decreased across the Harper district. Household incomes are not keeping up with inflation and the loss of employment contributes to declining household incomes.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: Moderate

Supporting Rationale:

- All but two municipalities in the Harper region lost buying power between 2008 and 2013.

Sources:
- Easi Analytics, 2008 & 2013 data

Financing of the College

Trend #7: The underfunding of Illinois' pension system is impacting higher education. The lack of a long-term solution for Illinois' chronically underfunded pension system has resulted in the downgrading of Illinois' bond ratings. Increased borrowing costs will divert state funds from other domestic priorities including higher education.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- Illinois increased support for higher education 15.6% from 2007 to 2012, but this was for pension payments – not educational services.
- Illinois has the 11th highest tax burden of all states in the U.S. which translates to fewer discretionary funds to pay for higher education.

Sources:
- State Higher Education Executive Officers Association. *State Higher Education Finance Report*. FY2012.
  Accessed online: http://www.sheeo.org/sites/default/files/publications/SHEF%20FY%2012-20130322rev.pdf.

Trend #8: Funding for financing postsecondary education is inadequate to meet the need, increasing pressure to identify alternative revenue sources. State-level cutbacks in financial aid are occurring at the same time as tuition and fees are increasing to make up for shortfalls in institutional revenues.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- State support across the nation dropped 7.6% in the 2012 fiscal year.
- In Illinois, the gap is widening between those who are eligible for grants and those who receive grant funding.

Sources:
- Society for College and University Planning, *Planning for Higher Education Journal*, 2012 & 2013
- Illinois Student Assistance Commission, Table 2.4c of the *2012 ISAC Data Book for Public 2-Year Institutions*

Sender Districts

Trend #9: Youth in district sender pipelines continue to decrease in number and increase in diversity.
The proportion of Non-Hispanic White students is decreasing and enrollments in the early grades are declining which could have long term implications for Harper enrollments.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- There was almost a 1,200 student difference between kindergarten and senior level enrollments in the Harper region in 2013.
- As with the overall population, the numbers of Hispanic and Asian students are increasing in the schools.

Sources:
- Illinois State Board of Education, Report Card Data, Accessed Online 12/02/2013

Trend #10: Performance in Harper's sender high school districts is better than average with increasing rates of college readiness. The three Harper region high school districts are performing well compared to statewide averages.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: Moderate

Supporting Rationale:

- PSAE test results and graduation and attendance rates in the high school districts are well above the state average.
- Dropout and truancy rates are well below the state average.

Sources:
- Illinois State Board of Education, Report Card Data, Accessed Online 12/02/2013

Technology

Trend #11: Higher education is implementing technology-centric pedagogical models. Higher education continues to use teaching methodologies that use more technology in the classrooms.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: High

Supporting Rationale:

- Massive Open Online Courses (MOOCs) present a challenge to students who are not disciplined enough to stick with the program.
- An estimated 30% of all enrollments is online, up from 10% in 2002.
- Faculty will be challenged to stay ahead of students in teaching students how to use technology in the classroom.
- Data security will increasingly become a liability for higher education.
- Flipped classrooms that post lectures and rote materials online are gaining in popularity.
- Student analytics.

Sources:
- Society for College and University Planning, *Planning for Higher Education Journal*, 2012 & 2013

Sustainability

Trend #12: The global political climate will increase pressures to conserve energy and focus on sustainability. The rate of energy and natural resource consumption will continue to increase with the rapid growth in the middle class in developing countries, such as China and India.

Likelihood that the Trend Will Continue Over the Next 3 to 5 Years: Moderate

Supporting Rationale:

- Natural resources are becoming threatened as growing populations consume resources at an increasing pace.
- While 40% of American consumers claim they are interested in purchasing green products, only 4% actually follow through.

Sources:
- Society for College and University Planning, *Planning for Higher Education Journal*, 2012 & 2013

Introduction

The environmental scan is intended to provide a baseline of information for Harper College's next strategic planning process to begin in 2014. Understanding the implications of the Great Recession and other relevant trends and dynamics at the local, regional, state, national and global levels will assist Harper in charting the best course of future action.

The nation has experienced dramatic change in the last five years, driven primarily by a global economic recession that began in 2008. While there are signs of improvement, the slow recovery has hampered families' ability to return their incomes to pre-recession levels. Unemployment rates, housing values, wages, and many other financial indicators suggest that the resources needed to pay for postsecondary education have been directly impacted as the residents rebuild lost savings and home equity. Other economic, demographic, workforce, technological, and political trends are important to identify and consider, as they all have implications for how postsecondary education responds to opportunities and challenges.

The scan provides an overview of the key economic, housing, population, workforce, technology, political and postsecondary education trends that are shaping the environment within which Harper College operates. Many of these trends have been identified by the Society for College and University Planning. Each section in this report provides available data for the Harper district and larger geographies for comparison purposes. Large tables and long lists of information are provided in the appendices to this scan.

Economic Trends

Economic forces have myriad implications for higher education. Federal and state budgets directly impact the funding that flows to postsecondary institutions, and the economy at all levels shapes employment and earning opportunities that translate to income available for college tuition.

National Recession

The nation has been undergoing a slow recovery from a deep recession that began in 2008. Unemployment has hit record highs since the 1980s, and while the unemployment rate is slowly decreasing, the number of workers who are discouraged from seeking work has been on the rise. Many countries around the globe are experiencing economic malaise. Wall Street is claiming to be in recovery, but Main Street still struggles with the lack of employment, stagnant wages, and rising prices.

A recession is defined primarily by negative economic growth. As illustrated in Figure 1, the Great Recession began in 2008 as a large dip in the Gross Domestic Product (GDP). The red line represents the percent change over time, and when compared with the recession of 1980, the subsequent loss in 1982 was not as great as the 2008 recession. However, GDP has been increasing since 2009 indicating the economy is in recovery, albeit a slow one.

Figure 1: U.S. Gross Domestic Product
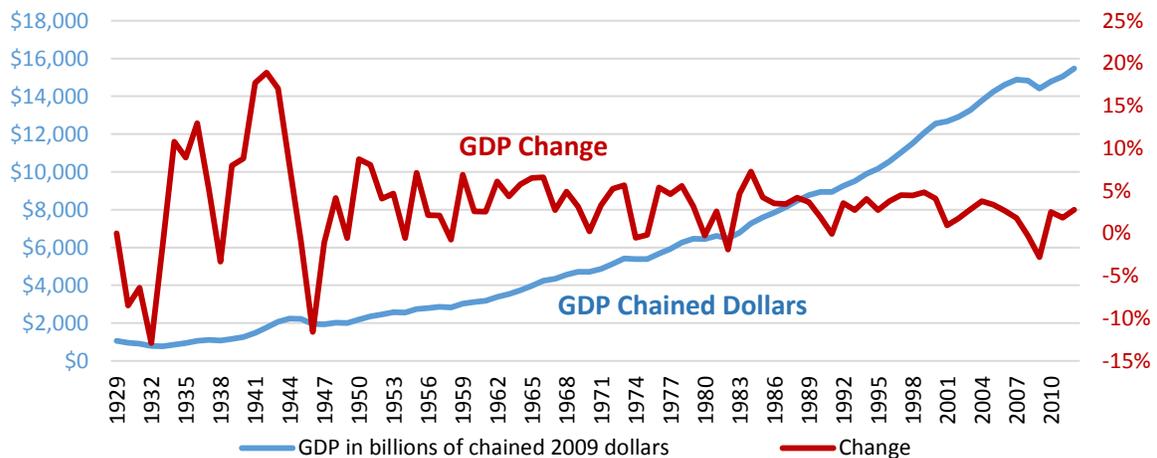
Source: Bureau of Economic Analysis, Gross Domestic Product in Billions of Chained 2009 Dollars

In response to the perfect storm of financial distress that included the pop of the housing bubble, mortgages going into default, declining home values, high unemployment, and lower consumer spending, there have been cutbacks across the board by state and federal agencies. High unemployment and foreclosure rates translated to a decrease in local spending, perpetuating a negative spiral as consumer confidence declined and household spending continued to decrease.

Figure 2: Cook County Total Wages Paid

Source: Illinois Department of Employment Security, Unadjusted dollars

Total wages have not rebounded from the declines that began in 2001, thus pumping fewer dollars into the local economy, as seen in Figure 2.

However, there is some good news. According to the Bureau of Labor Statistics, in the fourth quarter of 2012 "McHenry, Lake, and Cook Counties experienced the state's largest wage increases, ranking 7th, 28th, and 60th, respectively, among the nation's 328 largest counties."[1] The next year will reveal the pace and sustainability of the economic recovery for the Harper region.

Gasoline Prices

The price of gasoline impacts not just the cost of driving a car, but petroleum is used to transport goods and manufacture other goods. The rising price of gasoline causes all other prices to rise. Because the price of oil is set globally, the only component in local, state, and federal control is how much tax is applied.

In the last several years the average gas price in the region has continued to rise, along with the cost of utilities. There is no relief in sight according to the U.S. Department of Energy. The potential for state or local relief measures, including the reduction in taxation on pumped gas, is declining as the majority of the price increase has been the cost of crude oil itself. As seen in Figure 3, the average tax from 2000 to 2011 was 21%. In 2011 that same tax dropped to 11% of the total cost per gallon, but the cost per gallon increased by 55%. The federal gasoline tax is 18.4 cents per gallon, while Illinois tacks on an additional 19 cents per gallon – a rate that is among the lowest in the nation. Crude oil pricing is determined by a global market that continues to grow as China and India purchase more cars and demand more consumable goods. Therefore, the price we pay at the pump is a function of global supply and demand. This has
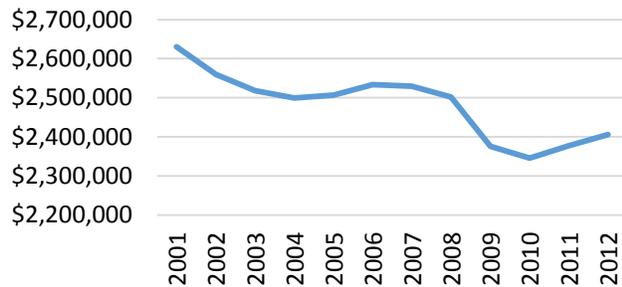
Figure 3: What Do We Pay for a Gallon of Regular Unleaded Gasoline?

Source: U.S. Energy Information Administration, averages based on Gasoline and Diesel Fuel Update.

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[1] Bureau of Labor Statistics. Press Release. Accessed Online: http://www.bls.gov/ro5/qcewil.htm

direct implications for commuter students who may need to make fewer trips to campus or enroll in more online courses.

Impact of Illinois Pensions

In fiscal year 2012, Illinois cut state agency budgets across the board in an effort to help fill the $100 billion pension shortfall. An increase in state income and corporate tax rates have helped generate additional revenue (see Table 1), but these rates are set to expire in 2015 unless new legislation is passed.

The downgrading of Illinois' bond ratings (Table 2) will require the State to pay more in interest for its borrowing. Table 2 shows the current ratings for Illinois general and special obligation bonds. While credit agencies vary in their ratings, in general an AAA rating is considered prime with lesser ratings qualifying borrowers for high grade, upper medium grade, and lower medium grade interest rates. The situation is not unique to Illinois, as Standard & Poor's recently downgraded the creditworthiness of the U.S. government and other states have been downgraded. However, as debt payments increase, the availability of funds for other state priorities, such as education, will decrease. As a result, institutions of higher education are having to increase tuition and fees to cover the shortfall at a time when unemployment and high tax rates are reducing income available for education.

Table 1: Illinois Income Tax	Individual	Corporate
2015	3.75%	7.75%
2011	5.00%	9.50%
1993	3.00%	4.80%
1989	3.00%	4.80%
1984	2.50%	4.00%
1983	3.00%	4.80%
1969	2.50%	4.00%

Source: Illinois Department of Revenue

Table 2: 2013 Illinois Bond Ratings	Fitch Ratings	Moody's Investors Service	Standard & Poor's
General Obligation	A- Negative	A3 Negative	A- Negative
Special Obligation	AA+ Stable	A3 Negative	AAA Stable

Source: Illinois Comptroller's Office, 2013

Higher Education Funding

States fund higher education at varying levels. Illinois displayed the largest increase of all the states in total educational revenue per FTE (see Figure 4) between 2007 and 2012: a 15.6% increase compared to an average national decrease of 7.9%. However, much of the increase is for payments to shore up the pension fund and will not be used to provide educational services.

Figure 4: Total Educational Revenue per FTE
Percent Change by State, Fiscal 2007-2012
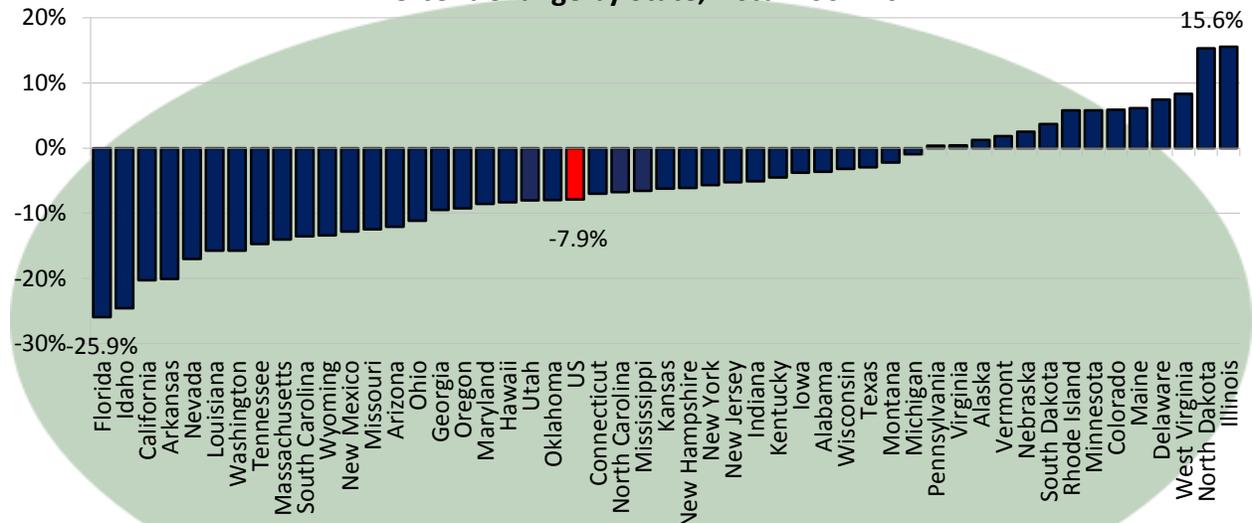
Note: Dollars adjusted by 2012 HECA, Cost of Living Adjustment, and Enrollment Mix; total educational revenue excludes net tuition revenue used for capital debt service. Acessed online:
http://www.sheeo.org/sites/default/files/publications/SHEF%20FY%2012-20130322rev.pdf
Source: State Higher Education Executive Officers

Illinois is not the only state with pension troubles. The Government Accounting Standards Board (GASB) is recommending new rules to govern the funding of public pension systems and to apply standards to the recording of pension liability in the long term. The new measures will be effective on June 16, 2014 and will help avoid future pension underfunding. However, Illinois has a long way to go in order to make up for the underfunding over the last decades.

At a local level, the ability of families to pay for higher education continues to be a challenge. In recent years, Illinois' tax burden has exceeded that of the country as a whole and has reached levels not seen since 1978. High tax rates reduce the amount of discretionary funds available for families to use on such commodities as education (see Figure 5).

Figure 5: State-Local Tax Burden (1977-2010)
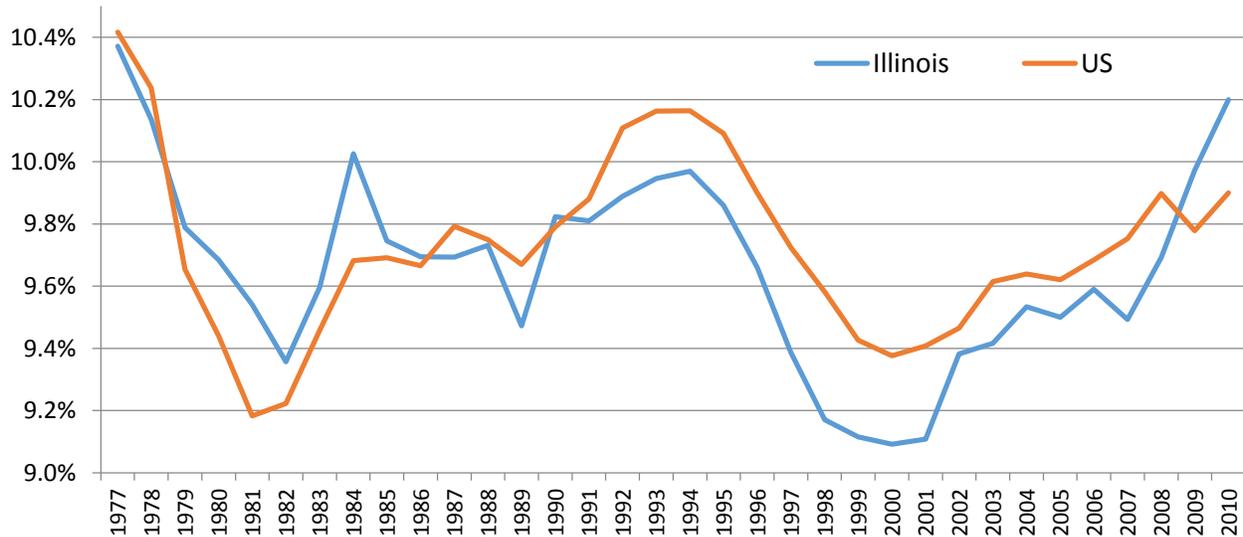
Source: Tax Foundation calculations based on data from the Bureau of Economic Analysis, the Census Bureau, the Council on State Taxation, the Travel Industry Association, Department of Energy, and others.

The Consumer Price Index (CPI) is a measure utilized by the Bureau of Labor Statistics to determine the buying power of the dollar across the country. The Metropolitan Area[2] is experiencing a return to levels from before December 2010. Figure 6 illustrates the changes in the CPI in the last three years. Because the gas price fluctuates greatly, there are two measures, one including the energy pricing and one without.   The dark red line indicates the price of a bundle of goods without consideration of energy costs and it is apparent the CPI is fairly stable. A stable CPI is better when wages are not increasing so that necessary consumables are affordable.

Figure 6: CPI Percent Change for Chicago MSA
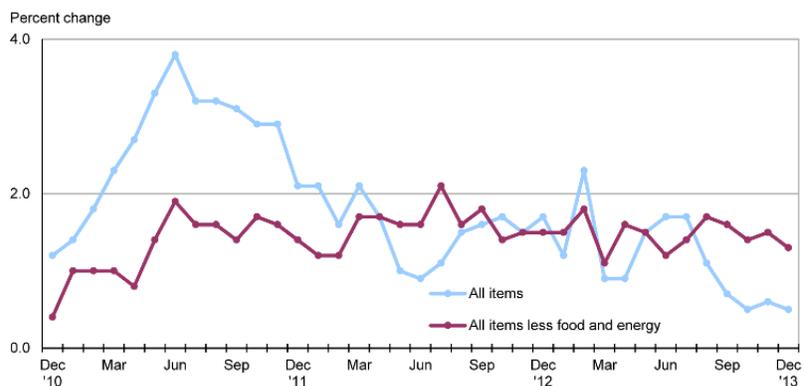
Source: U.S. Bureau of Labor Statistics.

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[2] The MSA is the Chicago-Gary-Kenosha region. Bureau of Labor Statistics, News Release, Midwest Information Office, Chicago, Illinois, January 16, 2014.

Economic Conclusion

At the end of 2013, economic indicators suggested that while the economy recovery was still fragile, there were unmistakable signs of improvement. Consumer spending, job growth, retail inventories, and overall economic growth all suggest that the economy was rebounding at the end of last year and is positioned for stronger growth in 2014. As pension reform legislation passed in late 2013 faces certain legal challenges, uncertainty about the state's pension funding gap lingers.   Until fiscal certainty is restored to Illinois, the state's bond rating will not improve and scarce general revenues will be diverted to support debt payments. Families remain hard-pressed to find the resources to pay for basic needs, such as gasoline for commuting to work or school, and for college tuition.

Healthy neighborhoods affect higher education in many ways. Safe and stable communities translate to higher property values, a principal source of education funding. Strong communities can also support healthy families that provide quality learning environments for students of all ages. Housing is a key indicator of neighborhood quality and is the main focus of this section. Since the housing crisis began in 2008, many homeowners have seen their housing values plummet and others have lost their homes altogether. This type of turnover can significantly increase the mobility of families and disrupt student learning, particularly in the K-12 sender schools within the Harper district.

Foreclosures

Foreclosures are a crucial indicator of community well-being and the Chicago region has been hit hard. Counties in the Harper district all experienced dramatically increased foreclosure rates in 2010 and then another large increase in 2012, see Figure 7. Recent reports suggest that 2013 was a better year and the market may be returning to lower rates. Kane County is usually very low in comparison and is now experiencing the greatest increases.

Figure 7: Foreclosure Rate in Harper Region
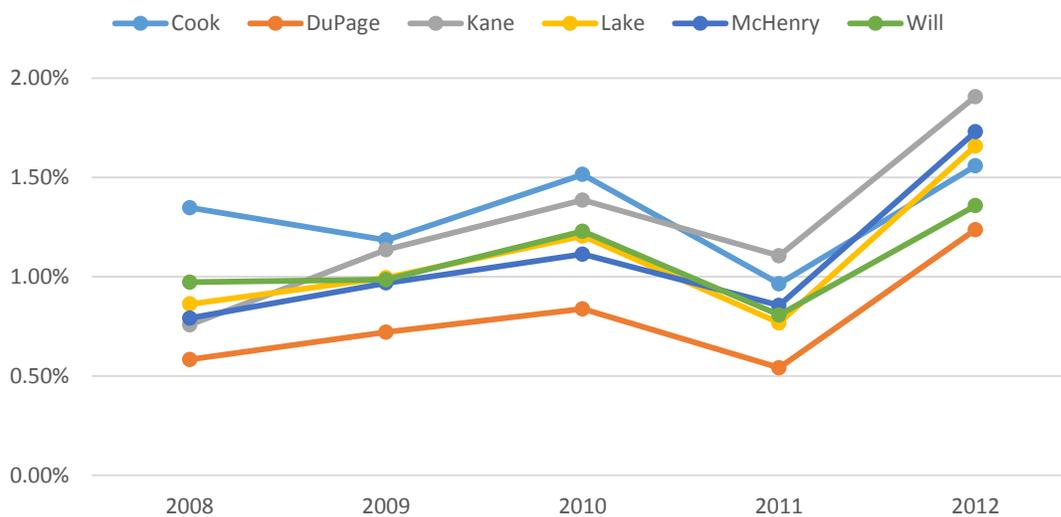
Source: Woodstock Institute, Foreclosure Filing and Auction Data, 2013

Carpentersville is the only municipality, primarily in Kane County, that intersects the Harper district and has a high foreclosure rate of 3.7%, the highest in the Harper district in 2012 (see Figure 8). Foreclosure rates provide insight into the ability of families to afford or even consider higher education for their children. High foreclosure rates often result in increased student mobility, a disruptive phenomenon that is challenging for students and teachers alike.

Figure 8: Foreclosure Rate by Municipality in the Harper District
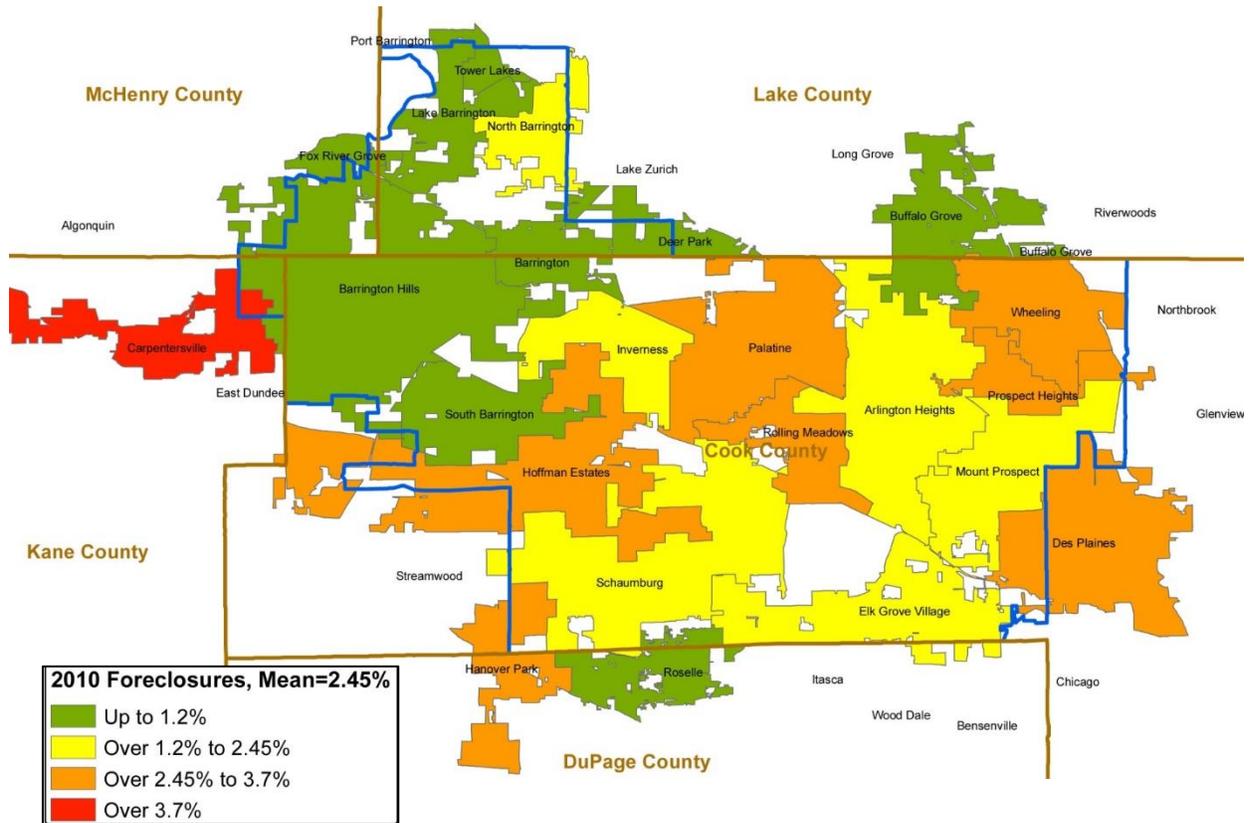
Home Values

Between 2008 and 2013, declines in perceived housing value occurred in a majority of communities within the Harper district (see Figure 9). Of the 22 municipalities that overlap the Harper district (Deer Park is excluded as the data are not available for 2008), only five reported an increase in housing values: Roselle, Prospect Heights, Rolling Meadows, Mount Prospect and Hanover Park. Prospect Heights rose by 36.6%, or from $197,013 to $269,111. Only one municipality, North Barrington, showed an increase in rental price from $1,190 to $1,571 which could be accounted for by a new upscale rental complex. All other municipalities reported decreases in value and rents being paid. South Barrington has the largest decrease in rental price of 40.6%, or $2,000 to $1,188. Inverness has the highest decrease in housing value of 32.5%, or $828,186 to $558,910.

Figure 9: Perception of Housing Value Change 2008-2013

Location	Value
Prospect Heights	36.6%
Hanover Park	14.0%
Roselle	9.7%
Mount Prospect	8.5%
Rolling Meadows	8.4%
Palatine	-0.2%
Des Plaines	-0.3%
Hoffman Estates	-1.3%
Elk Grove	-1.8%
Fox River Grove	-6.8%
Schaumburg	-7.5%
Lake Barrington	-9.1%
Wheeling	-10.3%
South Barrington	-12.0%
Barrington Hills	-12.6%
Arlington Heights	-14.5%
Barrington	-14.6%
Tower Lakes	-16.1%
Buffalo Grove	-20.0%
North Barrington	-29.5%
Carpentersville	-32.0%
Inverness	-32.5%

Source: EASI Analytics, 2008 & 2013

It is important to note that the perceived housing values are based on surveys of owners living in these units. However, the Illinois Realtor's Association is seeing the same downward trend in home values by those sold. In the third quarter of 2008 the median year-to-date value of homes sold was $244,900 and in 2013 the comparable figure is only $179,000, a 36.8% loss[3] throughout the entire Chicagoland area.

Another important housing measure is the number of high interest loans[4] being approved. High interest loans provided mortgages to those with less than stellar credit histories. Charging a higher interest rate is accepted practice in the hopes that the stability of homeownership would improve the homeowner's financial situation, allowing for refinancing when lower interest rates were available. However, the housing market crashed due to the abuses of approving mortgage loans without checking creditworthiness, knowing in many cases that the buyer could not maintain the payments. Many of these originated mortgages were quickly bundled and sold to other banks who assumed they were vetted, when in fact they were not. Housing prices dropped, payments could not be maintained, and the notes these mortgages were written on were no longer of value.

The practice of subprime mortgaging is being monitored now, but it is too late to repair the damage already done. Throughout the nation, many homeowners found themselves with mortgages that were much higher than the value of their homes and, unable to afford their payments, went into foreclosure. Evidence of this in the Harper region is found in the decline in owner-occupied homes between 2007 and 2012 (see Table 3).

A recent study conducted by RealtyTrac in December 2013 reported that the Chicago-Naperville-Joliet metropolitan area is still struggling. The loan to value

Table 3: Owner Occupancy Rate	Cook County	Lake County	McHenry County
2007	62.3%	78.7%	84.6%
2012	57.1%	74.6%	80.1%

Source: US Census Bureau, American Community Survey, 2007 & 2012

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[3] Illinois Realtor's Association, Market Stats Reports for 2008 and 2013, Third quarter year-to-date median sales price of all sales in the Chicago PMSA.

[4] Woodstock Institute. Data Accessed Online: http://www.woodstockinst.org/content/mortgage-purchase on December 10, 2014

ratio (LTV) is 125% for approximately one-third of mortgaged properties. The majority of these properties tend to be on the south side or within Chicago city limits, but overall Illinois is ranked third in the nation for over-mortgaged properties after Nevada and Florida.[5]

The issuance of high interest, or subprime, mortgages have dropped dramatically in the Harper district from a high of 18.5% in 2007 to only 1% in 2011 as a result of stricter regulation on the creditworthiness of applicants. There has been substantial turnover in mortgage origination, whether initial mortgages or refinance, and the number of new loans has been cut almost in half since a high in 2009. The low interest rates should be attractive to buyers, but the demand has dramatically slowed due to the new and more restrictive credit requirements. The result is a buyers' market as there will be more homes available than buyers who qualify to purchase.

According to the Illinois Realtor's Association, a reduction in the number of homes on the market as foreclosures slow and low interest rates will improve housing sales. However, the lack of lower priced housing stock is causing many families to spend a larger proportion of their income on a mortgage reducing their discretionary funds. The Association predicts that foreclosures will "return to pre-bubble levels by August 2015"[6] in Illinois. The return will improve perceptions and stability to neighborhoods experiencing high volumes of vacancies and turnover.

The availability for new homeowners to purchase a home in the area is going to be more difficult due to the new restrictions. Foreclosures are slowing, which is a good sign. However, there are many homes on the market along with many others now owned by banks that are not being maintained contributing to the decline in home values, both perceived and in reality.

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[5] Anderson, Mark W. *Real Estate Market in Illinois and Chicago Remain in Crisis.* NBC Chicago. January 10, 2014. Published online: http://www.nbcchicago.com/blogs/ward-room/Real-Estate-Market-in-Illinois-and-Chicago-Still-in-Crisis-239482491.html

[6] Illinois Realtor's Association Infographic, available at http://images.illinoisrealtor.org/Dec2013infographic.pdf

Vacancies

Housing vacancies can be an indicator of neighborhood stress. The Harper region is showing some improvement from the 2008 housing bust, but more areas are increasing in the number of vacant homes as illustrated in Table 4. Northwest Cook County has a vacancy rate of 2.69% as almost three homes for every 100 are vacant. The high in the area is South Cook County at 6.55% and the lowest is McHenry County at 1.62%. The percent change in vacancies from 2011 to 2012 for the Northwest Cook County area increased by almost 4%. Of those homes, 58% have been long term vacancies.

Table 4: Housing Trends by County	Vacancy Rate (2012)	Percent Change in Vacancies (2011-2012)	Percent Long Term Vacancies (2012)	Housing Units (2012)	Owner Occupied (2012)
McHenry County	1.62	1.20	34.99	115,558	78.6
DuPage County	2.27	9.99	51.83	356,175	71.5
North Cook County	2.66	-0.72	60.33	165,047	71.5
Northwest Cook County	2.69	3.98	57.84	259,678	71.0
Kane County	2.76	-1.11	44.36	180,761	71.8
Southwest Cook County	2.81	7.82	58.69	179,922	75.4
Lake County	3.10	9.34	51.72	259,358	71.8
Six County Region (total)	3.74	0.58	53.41	3,325,587	60.3
West Cook County	4.06	1.98	49.32	213,478	62.4
City of Chicago (total)	5.41	-2.79	52.96	1,198,141	40.4
South Cook County	6.55	9.40	57.79	161,252	62.9

Source: The Woodstock Institute

Housing Conclusion

The Harper district is weathering the housing crisis better than the larger Chicago metropolitan region. However, foreclosure rates have risen while housing values have declined. The combination has caused many families to move out of their homes and, without new buyers qualifying for mortgages, many homes are remaining vacant. While the foreclosure rates are slowing, it will take some time for vacant homes to be reoccupied and neighborhoods stabilized.

The population of the Harper district is changing. Understanding these changes helps Harper anticipate growth or decline in student enrollments and to adjust educational programming to meet residents' needs. The population discussed in this section pertains to all residents or those who work within the district rather than Harper students specifically.

Race-Ethnicity Changes

There is a more diverse population than ever before as Non-Hispanic Whites leave the area and are replaced by a mix of other races and ethnicities, most notably Asians and Hispanics as seen in Figure 10 and Table 5. The transformation is similar to the rest of the

Figure 10: Change in Race/Ethnicity in Harper District Resident Population by Secondary School Districts (2000 to 2010)
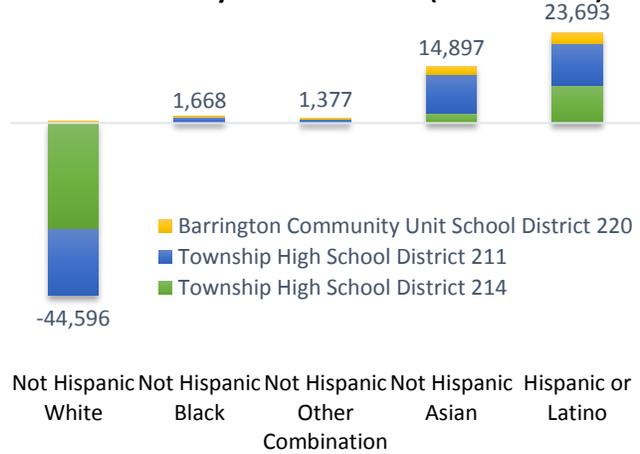
Source: US Census Bureau, Decennial Census, 2000 & 2010

state. Whites have slightly increased in number statewide, but have slightly decreased in the proportion they represent, from 73.5% to 71.5%. Hispanics have increased in proportion of the total population, from 10.1% to 15.2%, and their numbers increased by 23,693 people or 4.4%. Asians have also increased statewide, but not as much as in the Harper district. The Harper district added almost 15,000 Non-Hispanic Asians. However, a significant development for the Harper district is the loss of Non-Hispanic Whites. There were almost 45,000 that moved out of the area; both Township High School districts saw significant decreases and only Barrington Consolidated School District saw a slight increase.

Table 5: Change in Race & Ethnicity in Harper District Population (2000 – 2010)		Township High School District 214	Township High School District 211	Barrington Community Unit School District 220	Harper District
Not Hispanic	**White**	-10.5% (-27,867)	-7.4% (-17,118)	1.0% (389)	-8.3% (44,596)
	Black	0.1% (167)	0.5% (1,233)	0.7% (268)	0.3% (1,668)
	Asian	0.9% (2,478)	4.5% (10,301)	5.6% (2,118)	2.8% (14,897)
	Other Race or Combination	0.1% (258)	0.3% (801)	0.8% (318)	0.3% (1,377)
Hispanic or Latino		3.7% (9,926)	4.7% (10,796)	7.8% (2,971)	4.4% (23,693)

Source: US Census Bureau, 2000 & 2010 Decennial Census, Extracted using Alteryx Census Data Engine

High percentages of Hispanics reside in the Wheeling-Prospect Heights area, in the northeast along with the Elk Grove-Bensenville area surrounding O'Hare airport in the southeast section (see Figure 11). There is also a high percentage on the far west side in Carpentersville and part of Barrington Hills. Along I-90 there are higher concentrations, with many of these areas close to industrial and commercial properties. According to the Society for College and University Planning in 2013, "Fifty-three percent of U.S. preschool students, four years old and under, are Hispanic; of college students, 12 percent are Hispanic. In 2008, it was estimated that eight percent of the births in the US were to parents who did not have legal status." These trends are anticipated to continue.

Figure 11: Hispanic Population Percentages
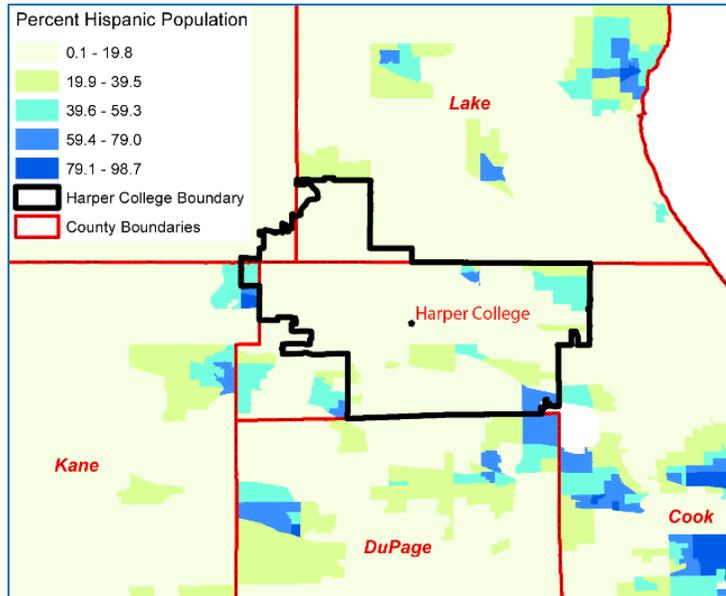
Languages & Foreign Born

English language acquisition can be a challenge for those needing to continue their education. In the Harper region those who do not speak English at all or not well remained stable at 6%. The languages that are spoken vary, but the most common is Spanish (13.6%), Hindi (3.6%), and Polish (3.2%) as illustrated in Table 6 (Ruggles, et al., 2010). Forty-eight different languages were reported in 2011 for the Harper district reflecting the diverse origins of residents in the region. Immigrants are an important source of small business start-ups and contribute to local economic development.

Table 6: Primary Languages in the Harper Region	2008		2011	
	Number	Percent	Number	Percent
English	526,903	62.6%	509,665	60.7%
Spanish	104,311	12.4%	113,773	13.6%
Polish	28,457	3.4%	27,038	3.2%
Hindi and related	26,589	3.2%	30,391	3.6%
Russian	14,521	1.7%	14,052	1.7%
Korean	12,088	1.4%	12,805	1.5%

Source: US Census Bureau, American Community Survey, 2008 & 2011 1 Year Estimates

Figure 12 is a map of Harper area residents and where they were born if not in the United States or territories. Each dot represents 25 people. The largest concentrations of foreign-born come from Mexico (19.8%), India (12.6%) and Poland (11.6%). When aggregating by country, almost 40% are coming from Asia. First generation immigrants make up an estimated 25.6% of Harper area residents, much greater than the statewide proportion of 14.3% (Ruggles, et al., 2010). This is not surprising given that the vast majority of immigrants live in highly urbanized areas, such as the Harper region (Corbett, 2011).

Figure 12: Harper College Foreign Born Population Origination

Source: iPUMS.org 2011 One Year Data from US Census Bureau, American Community Survey
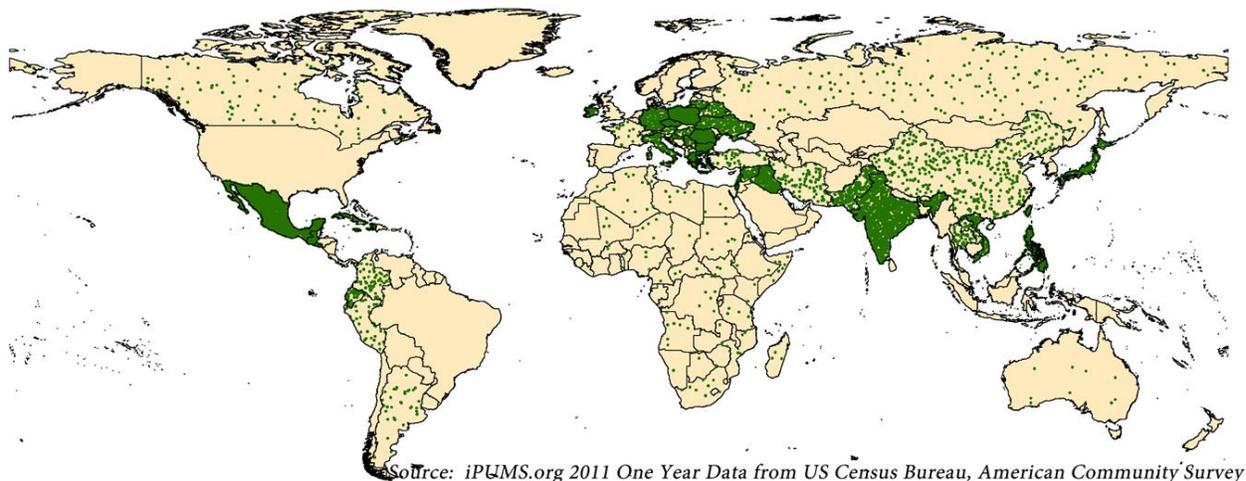
College plays a unique role in exposing students to new ideas and perspectives through engagement in a racially diverse student body. When people from segregated backgrounds are introduced to diverse environments they change, a process often leading to intellectual and socio-emotional growth (Gurin, Dey, Gurin, & Hurtado, 2004). Diversity on higher educational campuses can enrich the educational experience and produce a work force better able to thrive in a global economy. The challenge for Harper and other institutions serving diversifying populations is to attract a student body and faculty that mirrors their regions.

Age Composition

The movement of Baby Boomers through the workforce is creating both challenges and opportunities for employers, younger workers, the health care and social security systems, and the Boomers themselves. The Baby Boomer generation is the name given to those born between 1946 and 1964, now aged 49 through 67. As many move into retirement or decide to launch a new career, they take with them considerable skills and institutional knowledge that are difficult to replace. Other Baby Boomers, whose retirement savings were decimated by the Great Recession or who haven't the resources to retire, are remaining in the workforce and limiting access to employment opportunities by younger generations.

Below is a breakdown of Harper district residents by age (Figure 13). The Baby Boomers dominate the distribution, followed closely by their children, the "Echo Boomers". However, in sharp contrast are the much smaller numbers of residents 24 and younger who will be expected to fill the positions vacated by older workers. Another challenge is the impending plunge in workers supporting a large and growing group of retirees. The retirement security of Baby Boomers retirees may need to be shored up with additional funding through Medicare, Medicaid and Social Security, three programs already experiencing funding difficulties (Rowett, 2013).

Figure 13: Age Groups of Residential Population in the Harper Region - 2012
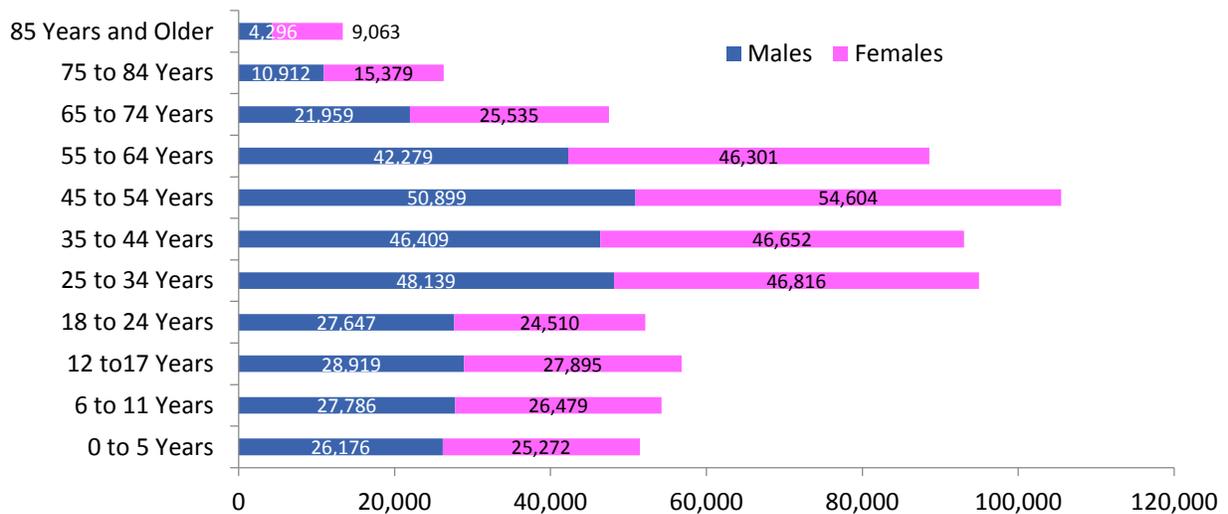
Source: Easi Analytics, Inc., 2012

Baby Boomers represent a significant and growing market for higher education. Many will need to seek professional development in their present careers to remain competitive. Others that have been edged out due to technological advances or shrinking of the workforce in various industries will need to be retrained for new careers to remain in the workforce.   The education and training needs and preferences of mature workers, including the Traditionalists (born before 1945) and the Boomers, are often different than those of young and mid-skill workers, such as the Generation X'ers (born between 1965 and 1980) and the Millennials (born between 1981 and 1999). Each generation has its own ideas, behaviors, expectations and motivators that should be taken into account when developing programming. These differences may be reflected in individual communication and learning styles, comfort with technology, and the need for scheduling flexibility.

Baby Boomers were born from 1946 through 1964 after World War II causing a larger than normal birth rate during that period. Now those Baby Boomers are reaching retirement age (49 through 68 years of age) bringing to light the pension and Medicare funding issues. The Baby Boomer generation can be seen when looking at the population age cohorts over time in the Harper region. From 2008 to 2013, each group has decreased in both percentage and absolute change in the Harper region. It is not until 45 years of age that there is an increase in numbers and proportion (Figure 14).

Figure 14: Population Age Cohorts
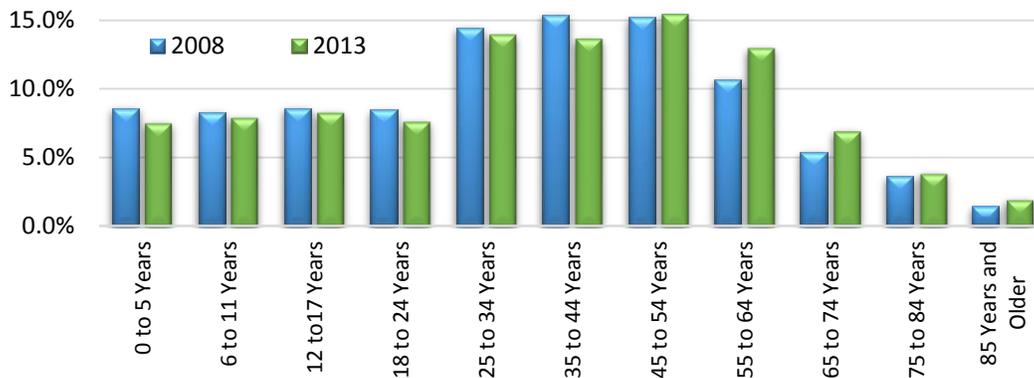
Source: Easi Analytics, 2008 & 2013

The Great Recession, the erosion in property values, and loss of retirement savings has caused many mature workers to postpone retirement and remain in the workforce that would have historically been made available for those entering the workforce. Internships for Harper students will be more difficult to secure while employment after graduation will continue to be a challenge.

Birth rates across the developing world have been on the decline since 2007 (Figure 15). Prior to 2007 there were some decreases primarily due to couples waiting to have children. However, since 2007 the economy is playing a larger role. Immigration has increased to help fill that gap. According to SCUP, some states are taking measures to further enhance immigration to shore up the younger age groups. In-state tuition is being offered in some cases and others have changed admissions standards that weight minority or legacy status to those based on socioeconomic status.[7] These are some considerations for Harper College if the younger age groups remain low in numbers.

Figure 15: Birth Rates in the Harper Region by County (by total population)

Cook County — Lake County — McHenry County — Kane County — Illinois
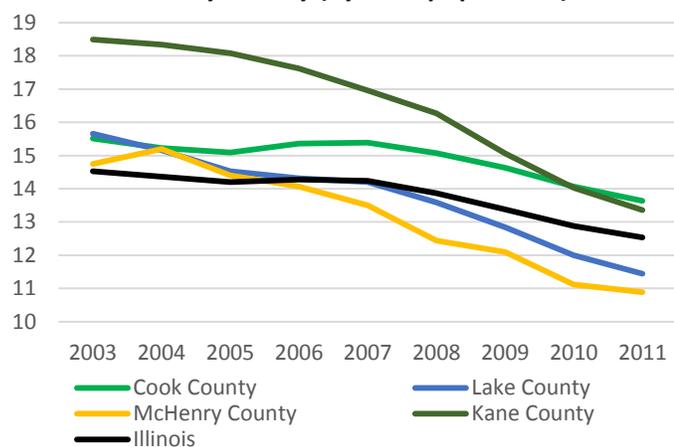
Source: United States Department of Health and Human Services (US DHHS), Centers for Disease Control and Prevention (CDC), National Center for Health Statistics (NCHS), Division of Vital Statistics, Natality public-use data on CDC WONDER Online Database, years 2003-2006 published March 2009, and years 2007-2011 published November 2013.

[7] Society for College and University Planning, *Planning for Higher Education Journal*, 2012

The same phenomenon is occurring in Lake and McHenry counties as they experience greater declines in birth rates than the State overall. Enrollments in Pre-K and kindergarten are already decreasing in the Harper district, suggesting that school districts may need to invest in cohort-based population projections and scenario development in the future. These types of studies take birth rates, in- and out-migration, household formations, and other population statistics into account to generate very detailed student projections. This information can enhance decision-making for future capital projects and planning. The long term implications for the Harper district may be fewer high school students applying to Harper College over the next 10-12 years.

Elementary and Primary Students

The Harper district includes all or part of 11 districts, two of which are high school districts. The largest district is Schaumburg Community Consolidated District #54 with an enrollment of 14,409 students in 2014. The River Trails School District #26 is the smallest with 1,410 students. Districts are becoming more diverse with increases in Hispanic and Asian populations (see Figure 16). The 11 districts total 84,022 students in public schools.

Figure 16: Public School Enrollments by Race-2014
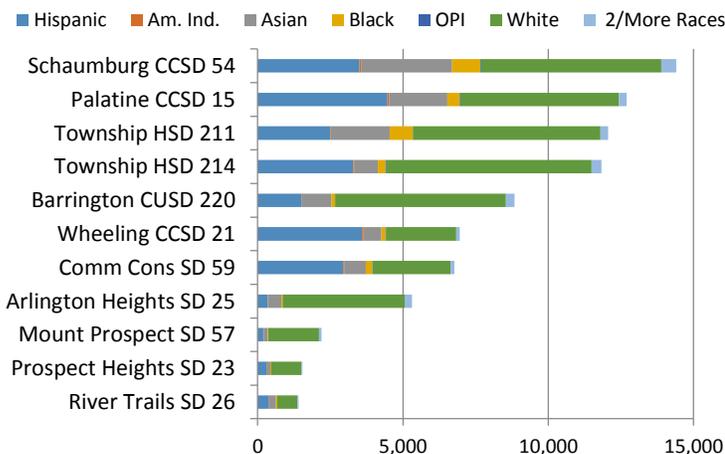
Source: Illinois State Board of Education, Fall Enrollment Counts 2014

Since 2011 there have been several changes in the schools within the districts. Three elementary schools were closed in the Schaumburg school district: Douglas MacArthur (K-6), Edwin Aldrin (PK-6) and Herbert Hoover (K-6). Nine new elementary schools have opened: one each in Palatine CCSD #15, Wheeling CCSD #21, and Barrington CUSD #220; two schools in Township HSD #211; and four new schools in Township HSD #214. A total of 123 schools are operating in these overlapping districts.

As was discussed previously in connection with Baby Boomers, the younger age cohorts in the Harper district are much smaller than those between 25 and 64 years old. As a result, enrollments in schools in the Harper district are on the decline (see Figure 17), a trend which is occurring across the nation. Fall enrollments show a decrease of 564 in kindergarten registrations over the previous

Figure 17: Harper District Public School 2013-14 Enrollments

Grade	Enrollment
Senior	6,667
Junior	6,809
Sophomore	6,706
Freshman	6,742
8th Grade	6,304
7th Grade	6,260
6th Grade	6,167
5th Grade	5,992
4th Grade	6,235
3rd Grade	6,101
2nd Grade	6,098
1st Grade	6,032
Kindergarten	5,468
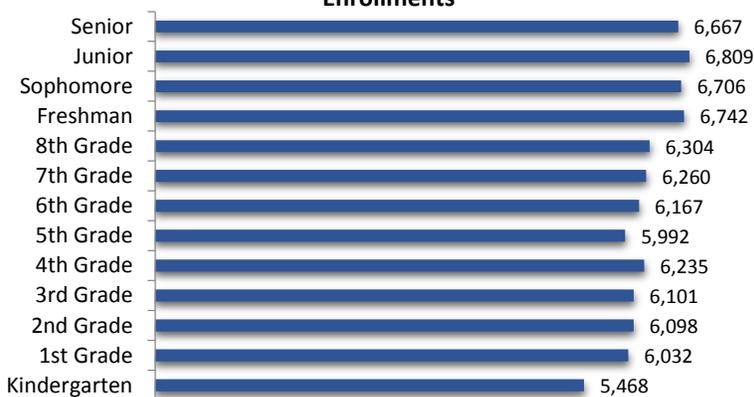
Source: Illinois State Board of Education, Fall Enrollment Counts, 2013-14

year. There is approximately a 1,200 student difference between this year's seniors and kindergarten registrations.

High School Student Performance

Despite economic stresses that may impact the community, family, and individual, students attending the sender high school districts to Harper College have performed well above the statewide average. The Barrington district has had marked success in achieving high percentages of students who met or exceeded the national benchmarks. Although township districts 211 and 214 have consistently scored lower than Barrington, both districts are well above the statewide percentages and all have seen significant upticks in Prairie State Achievement Exam (PSAE) reading scores (see Figure 18). The three high school districts are preparing a greater proportion of their students for college than most Illinois schools.

Figure 18: Harper Public High School District Performance
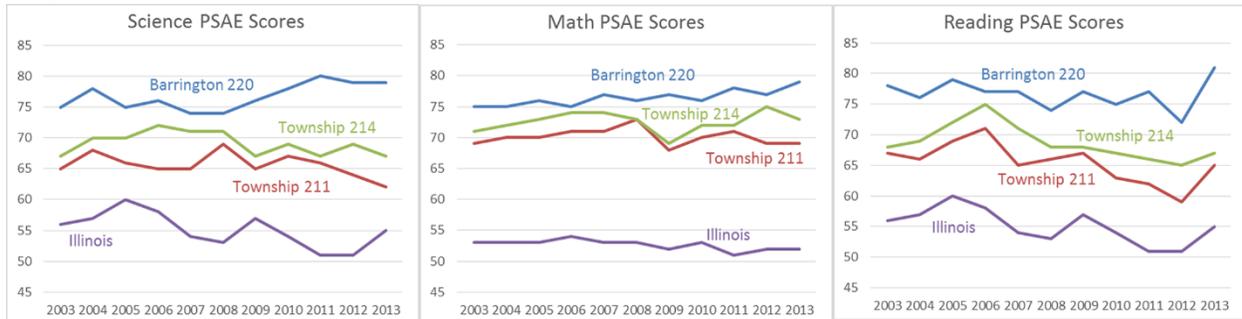
Table 7 shows indicators associated with graduation rates for the 12 high schools in the Harper district along with the statewide figures. Harper district schools are performing significantly better than the statewide average in dropout, truancy, and overall graduation rates.

There has been a push from the national level to increase the number of students who begin and complete the Free Application for Federal Student Aid (FAFSA) application while in high school. Eight of the high schools in the Harper district have improved their FAFSA completion rates from 2012 to 2013, with only two remaining below the statewide average. Another measure of FAFSA completions is the percentage of all enrolled seniors that completed the FAFSA. Figure 19

Table 7: High School Indicators	Dropout Rate	Truancy Rate	Mobility Rate	Attendance Rate	Grad Rate
Wm Fremd High School	0.4	0.7	3.0	95.8	96.6
Barrington High School	0.3	0.7	2.7	95.7	95.7
J B Conant High School	0.5	0.4	4.3	95.4	95.0
Hoffman Estates High School	0.8	1.1	6.5	94.7	93.5
Prospect High School	1.1	2.2	4.7	94.1	92.9
Buffalo Grove High School	1.1	4.4	9.7	93.9	92.6
John Hersey High School	0.9	1.9	9.3	94.1	92.4
Schaumburg High School	0.9	1.6	4.8	93.9	91.8
Elk Grove High School	0.8	2.1	12.4	94.4	91.8
Rolling Meadows High School	1.0	4.4	16.0	93.2	90.7
Palatine High School	1.2	3.2	5.6	93.6	88.7
Wheeling High School	1.5	4.9	14.8	92.9	88.4
State	**2.4**	**9.8**	**12.8**	**94.2**	**83.2**

Source: Illinois State Board of Education, Report Card Data, Accessed Online 12/02/2013

provides FAFSA completion data for all 12 high schools in the Harper district and the State of Illinois. All but one high school improved their percentage of FAFSA applications that were begun and completed, while there were more schools that saw increases rather than decreases in the percentage of seniors that completed the FAFSA. While many factors are involved in the decision to attend college, there is a strong correlation between FAFSA completion and college enrollment. Financial aid is becoming even more important as the cost of college continues to increase.[8]

Figure 19: 2012 to 2013 Percent of FAFSA Applications Completed and Proportion of Seniors that Completed their FAFSA
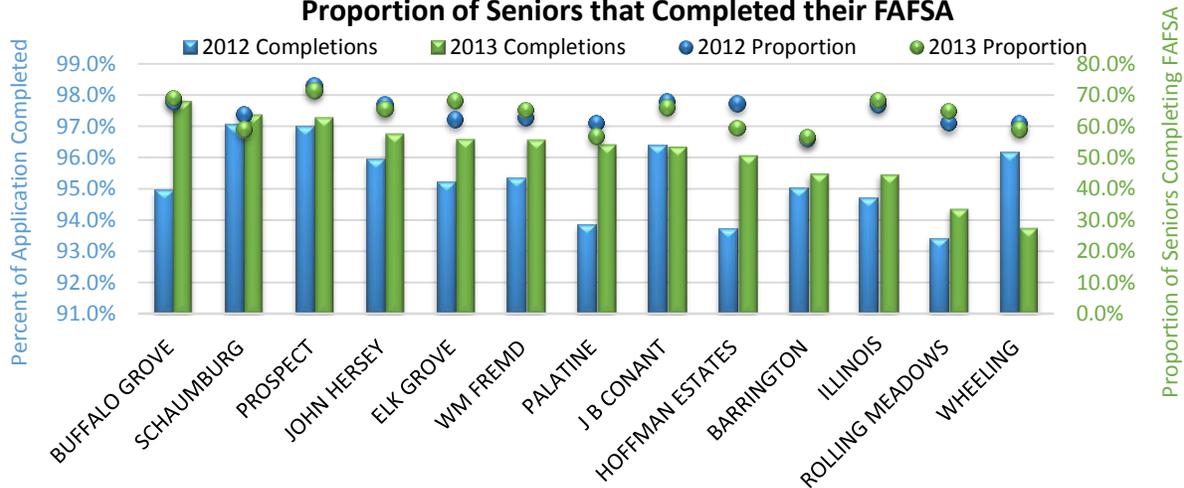
Source: Illinois State Board of Education, Illinois Report Card Data, 2012 & 2013

Low Income Students in Primary and Secondary Schools

In the Harper district, all three sender high school districts have seen increases in the numbers of low income students, with High School District 211 having the highest percentage at almost 30%. The trend is not unique to the Harper region as the economy is impacting schools across the country. As a comparison, the current statewide percentage of low income students is much higher at 50%.

This increase in low income students reflects a larger phenomenon of growing suburban poverty that is characteristic of Chicago and many other American urban centers. A tipping point has occurred as a result of a struggling economy, shifts in affordable housing and jobs, immigration, and population dynamics. As a result, between 2000 and 2010 the suburbs in the Chicago metropolitan area witnessed an increase in poor residents from 39% to 76%, compared with an increase of only 10% in the region's urban hubs. By 2010, a majority of the Chicago region's poor lived in the suburbs.[9]

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[8] "FAFSA Completion by High School." Federal Student Aid, U.S. Department of Education.
http://studentaid.ed.gov/about/data-center/student/application-volume/fafsa-completion-high-school
[9] Kneebone, E. & Berube, A. (2013). Confronting Suburban Poverty in America. Washington, D.C.: The Brookings Institution.

Figure 20 shows each school within the Harper district and the percentage of low income students as measured by those who qualify for free or reduced lunch. According to the fall 2013 enrollment counts, there were 31 schools in the Harper district with percentages of low income students that were higher than the statewide average of 49.9%. Ninety-five schools fell below the state average according to the 2013 fall enrollments. The full listing is included in Appendix B.

Figure 20: Low Income Student Percentages by School in Harper District - 2013
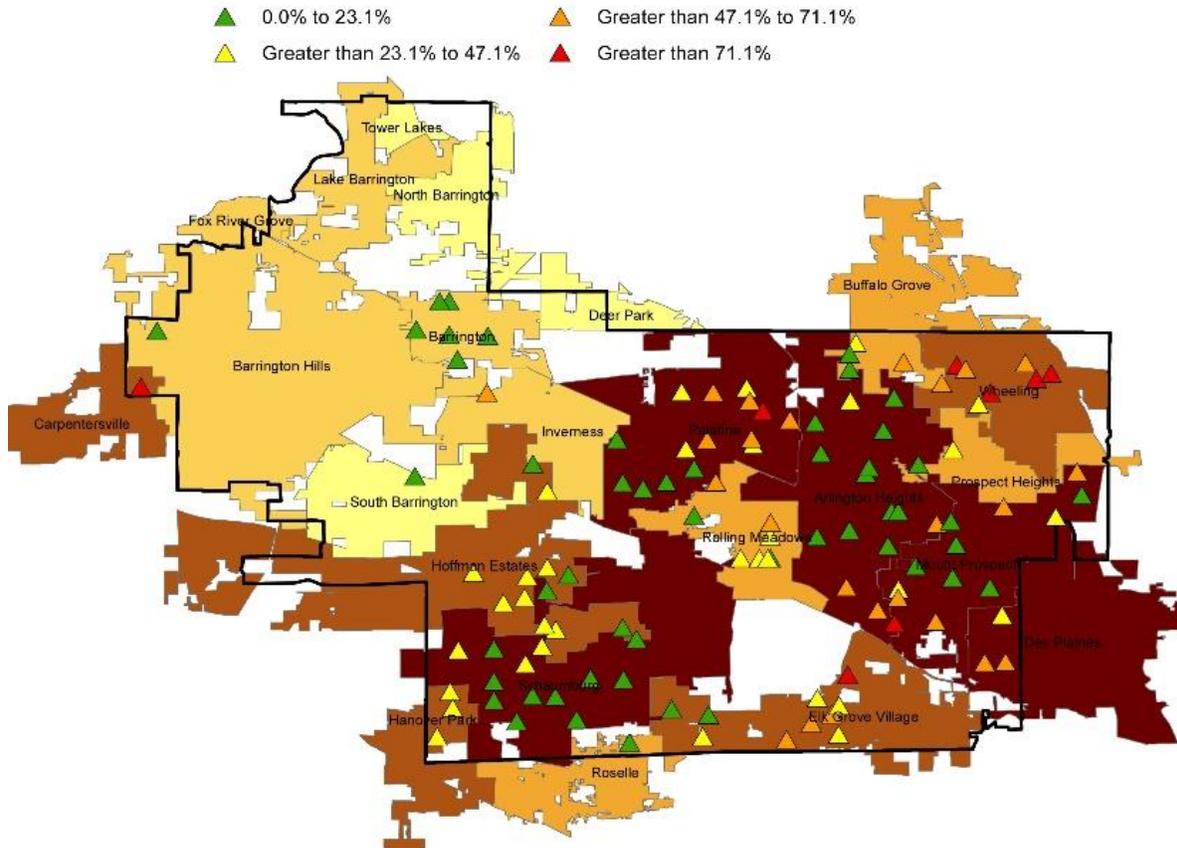
Student Retention

Graduation rates have become a standard measure of educational performance at all levels. After decreasing at one-third of four-year colleges between 2003 and 2008, graduation rates have become a major focus at the postsecondary level. Improving graduation rates requires attention to student persistence and retention, both of which are cornerstones for increasing the rate at which students complete certificates and degrees. SCUP has highlighted recent research that sheds light on various ideas of student retention with mixed results. These include:

- Providing low-income parents 'pay for performance' (i.e., based on grades earned, unrestricted funds could be garnered) in community colleges in Ohio increased the number of credits earned, although it appeared to have no effect on retention.
- A study in Wisconsin, using random assignment of additional need-based financial aid for Pell Grant recipients in 13 public universities, found that it increased persistence for students who were most likely to leave, while those who were already most likely to persist exhibited no effects of the additional cash transfer.

- Two separate studies of community college students reinforced the importance of engaging students in their first year with a defined program of study or concentration to increase persistence and completion.
- A recent study indicates that, unlike earlier research, there is no statistical difference in the likelihood of graduation within six years between 'rising juniors' and community college transfer students.
- Completion may be higher than most standard reports show. A recent report from the National Student Clearinghouse which tracks students across institutions indicated that 75% of all full-time students graduate within six years.
- The decision to withdraw from college may be based on a series of events that create 'shocks' to a student; if enough occur, the student withdraws.

Population Conclusion

There have been many changes in the population in and surrounding the Harper district. Non-Hispanic Whites have been moving out and being replaced by primarily Hispanic or Latino residents and an increasing number of Asian residents. Those speaking Spanish have increased by 1.2%, or 9,462 additional people. The Harper region is also aging. Baby Boomers, born between 1946 and 1964, are now reaching retirement age and are hanging onto their jobs, leaving fewer entry-level employment opportunities. Birth rates are at an all-time low which is already being felt in the public schools as enrollment is down in kindergarten and first grade. It is unknown when the birth rate will track upwards again as many decisions to start or grow a family are dependent upon the economy. The performance of the public schools is much higher than the statewide average and the schools have been experiencing higher completion rates overall of the FAFSA, leading to a larger pool of college applications. Students qualifying for the free or reduced lunch program come from all communities in all of the schools. Carpentersville, Elk Grove, Wheeling, and Palatine have schools with the highest percentages of low income students, but the percentages are mixed across the Harper district. Researchers conclude that the academic achievement gap has widened with rising income inequality over the past four decades.[10]

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[10] Reardon, S.F. (2011). "The widening academic achievement gap between the rich and the poor: New evidence and possible explanations" in R. Murnane and G. Duncan (Eds) Whither Opportunity? Rising Inequality and the Uncertain Life Chances of Low-Income Children. New York: Russell Sage Foundation Press

Workforce Trends

There has been much change in the workforce since 2008. While the recession is over, unemployment has been lagging. The 2013 rate reflects an improvement in joblessness, but the numbers of discouraged workers are increasing and potentially canceling any gains. This section looks at unemployment trends, the necessary hourly wage to sustain a family, and household income trends in the municipalities within the Harper district.

Unemployment

The Chicago metropolitan area had a November 2013 unemployment rate of 8.7%, an improvement over the seasonally adjusted October 2013 rate of 8.9%.[11] Figure 21 shows the fluctuations that have taken place over several decades that include two major and two lesser recessions. The 2008 recession resulted in across-the-board increases in annual unemployment, with some counties in the Harper region, such as DuPage and Lake, reaching record highs in unemployment.   While these two counties have only a small portion of their territory overlapping the Harper district, the labor shed, or area from which Harper area employers draw their workers, includes a much wider region.

Figure 21: Harper Area Average Annual Unemployment Rate
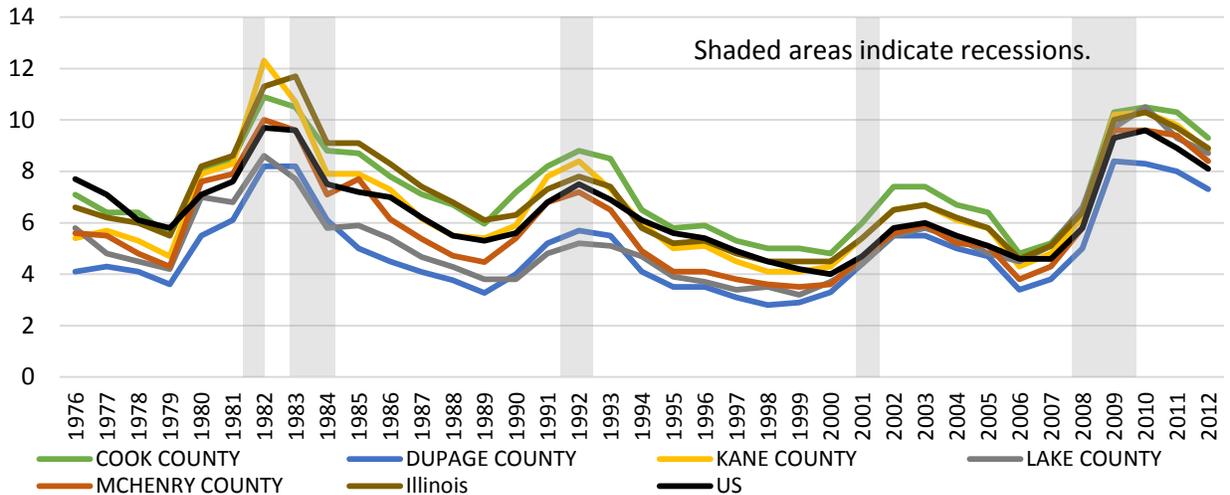
Shaded areas indicate recessions.

— COOK COUNTY — DUPAGE COUNTY — KANE COUNTY — LAKE COUNTY
— MCHENRY COUNTY — Illinois — US

Source: Illinois Department of Employment Security, Local Area Unemployment Statistics, 2012

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[11] Illinois Department of Employment Security, Revised 2008-2012 estimates published in March 2013.

It is important to note that unemployment rates exclude people who have unsuccessfully sought employment over a long period of time and have stopped looking: the "discouraged worker". In a period of prolonged economic hardship the numbers of discouraged workers typically increase. The Economic Policy Institute measures discouraged workers by the employment to population ratio of those of working age. When there is a significant drop in the proportion working or seeking work, there is an increase in those who are considered discouraged. During a recession it is anticipated there would be an increase in discouraged workers due to the lack of available jobs. The Economic Policy Institute estimates there is the potential of 5.7 million workers that have given up on searching for a job, which is a significant increase since 2009 as seen in Figure 22.

Figure 22: Discouraged Workers

The weak economy has sidelined 5.7 million potential workers
Missing workers, January 2006–November 2013 (millions)

November 2013: 5.7 million

Note: "Missing workers" are potential workers who, due to weak job opportunities, are neither employed nor actively seeking work. Volatility in the number of missing workers in 2006–2008, including cases of negative numbers of missing workers, is the result of month-to-month variability in the sample. The pool of missing workers created by the Great Recession began to form and grow in late 2008.

Source: EPI analysis of Mitra Toossi, "Labor Force Projections to 2016: More Workers in Their Golden Years," Bureau of Labor Statistics *Monthly Labor Review*, November 2007, http://www.bls.gov/opub/mlr/2007/11/art3full.pdf; and Current Population Survey public data series

This chart originally appeared at: go.epi.org/2013-missing-workers
ECONOMIC POLICY INSTITUTE

Wages

A national discussion is taking place around whether to raise the minimum wage. Illinois currently has one of the highest minimum wages in the country at $8.25, 14% higher than the national rate of $7.25 that took effect in July 2009. Supporters argue that the minimum wage would have to be increased significantly to reflect a sustainable wage.

As an example, the Heartland Alliance publishes a self-sufficiency standard by county that would be necessary for a single parent to support a preschooler and a school-age child (see Figure 23). "Typical" hourly wages by county vary due to the difference in the cost of living. However, North Suburban Cook is one of the highest in the state at $27.35 per hour.

One indication that wage levels are inadequate to support families is provided by the percentages of workers by occupation who rely on food stamps to supplement their incomes. For example, 4.9% of all retail salespersons receive food stamps as do 10.3% of all janitors (see Appendix C for a complete listing). Many of the occupations with the highest percentages of food stamp recipients are in the service

Figure 23: Hourly Wage Needed to Support a Single Parent with a Preschooler and a School-Age Child

County	Wage
Edgar County (lowest)	$12.78
Illinois	$23.22
Chicago City	$24.80
McHenry County	$26.88
North Suburban Cook County	$27.35
Lake County	$27.53
DuPage County (highest)	$29.31
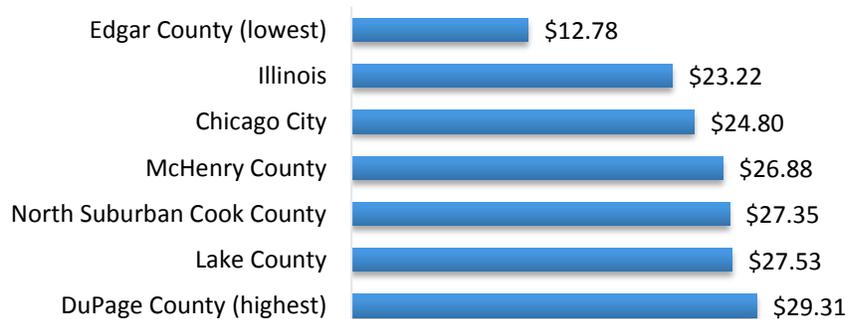
Source: The Heartland Alliance, Illinois Self-Sufficiency Report, Accessed Online 01-30-2014, http://www.heartlandalliance.org/research/research-illinois-self-sufficiency-standard/reports-and-fact-sheets/local-fact-sheets.html

sector which includes many of the low wage, low skill jobs that support our economy.

Household Income

Households in the Harper district have seen their incomes erode since the onset of the Great Recession. Table 8 presents the change in inflation-adjusted median household income for all communities in the Harper district between 2008 and 2013.   Only Fox River Grove and Roselle displayed an increase during this period.   Incomes in every other community saw decreases that ranged from 1.8% to 39.2%. In general, with the exception of Barrington, communities with the highest median incomes experienced the largest decreases.

Table 8: Median Household Income	2008 Median HH Income	2008 in 2013 Dollars	2013 Median HH Income	Numeric Change	Percent Change
Fox River Grove	$78,441	$84,716	$97,821	$13,105	15.5%
Roselle	$78,656	$84,948	$86,342	$1,394	1.6%
Barrington	$105,112	$113,521	$111,478	$2,043	-1.8%
Des Plaines	$65,032	$70,235	$68,503	$-1,732	-2.5%
Mount Prospect	$70,129	$75,739	$73,819	$-1,920	-2.5%
Arlington Heights	$80,224	$86,642	$83,869	$-2,773	-3.2%
Hanover Park	$70,995	$76,675	$73,864	$-2,811	-3.7%
Hoffman Estates	$80,520	$86,962	$80,175	$-6,787	-7.8%
Palatine	$78,360	$84,629	$77,476	$-7,153	-8.5%
Schaumburg	$74,522	$80,484	$73,379	$-7,105	-8.8%
Prospect Heights	$59,398	$64,150	$58,376	$-5,774	-9.0%
Rolling Meadows	$70,220	$75,838	$68,665	$-7,173	-9.5%
Lake Barrington	$118,750	$128,250	$113,934	$-14,316	-11.2%
Elk Grove Village	$76,206	$82,302	$72,597	$-9,705	-11.8%
Buffalo Grove	$102,647	$110,859	$94,493	$-16,366	-14.8%
Tower Lakes	$156,481	$168,999	$143,750	$-25,249	-14.9%
Wheeling	$69,768	$75,349	$63,746	$-11,603	-15.4%
Carpentersville	$70,901	$76,573	$64,429	$-12,144	-15.9%
North Barrington	$162,842	$175,869	$139,087	$-36,782	-20.9%
Inverness	$153,892	$166,203	$128,802	$-37,401	-22.5%
South Barrington	$237,435	$256,430	$160,736	$-95,694	-37.3%
Barrington Hills	$175,307	$189,332	$115,203	$-74,129	-39.2%
Deer Park*	N/A	N/A	131,250		

Source: Easi Analytics, 2008 & 2013
* Data was not available for Deer Park in 2008

Workforce Trends Conclusion

Despite signs of economic recovery, unemployment rates remain high as employers are wary of rehiring laid-off workers and many others are unable to find workers with the needed skills and qualifications. Prolonged unemployment is straining the nation's social safety net and is deferring achievement of the American Dream for many families. The available jobs for graduating Harper students will be a challenge as those already in the workforce that are eligible for retirement continue to hang onto their jobs.

Technology Trends

There is no question that online learning is changing the learning landscape and fostering a competitive environment that is vastly different than the public education model. The University of Phoenix has bricks-and-mortar facilities in all 50 states and is now the largest higher education provider in in the U.S. Convenience, self-paced learning, and lower cost are features that make these models attractive to working adults, people located in more remote areas, individuals with limited financial resources, and persons with disabilities. However, the hoped-for improvements in efficiency and effectiveness that were predicted to arise from increased technology have not yet materialized in postsecondary education. SCUP observed that the online model only works for those who are disciplined enough to follow through or those seeking personal development. Further, the personal interaction and connections made during face-to-face learning experiences are emerging as important components of effective learning. As a result, Udacity and Coursera are changing their educational models to include in-person instruction – a model of blended learning at which community colleges and other postsecondary institutions excel. By contrast, the learning-related return on investment for massive open online learning courses (MOOCs) has yet to be determined.[12]

Another emerging technology-based teaching and learning strategy is "flipped classrooms" wherein lectures and rote materials are posted online for students to access at their own pace while in-class time is used for interactive collaborative activities. According to a 2012 survey conducted by CDW-G of high school and college students, faculty, and IT professionals, just under one-half of faculty reported they are transforming their teaching methods away from the traditional lecture. Students reported their preference for hands-on, independent study, distance or virtual learning and individual tutoring as opposed to the traditional lecture model[13]. Community colleges offer students opportunities for real-time, face-to-face interaction with peers to broaden knowledge and gain social skills – features that are not available through MOOCs and providers on correspondence-type online-only instruction.

SCUP estimates that current enrollments in online courses represent 30% of all enrollments, up from only 10% in 2002, and reports that the global e-learning market is predicted to reach $107 billion by 2015. However, the future of for-profit educational providers is uncertain. On one hand, a collaboration between the Saylor Foundation, which maintains a catalog of free, online college courses, and Straighterline, a for-profit, online course-provider, will allow students to take the free course and then enroll and take the exam via Straighterline for American Council on Education (ACE) credit. George Mason University and Northern Virginia Community College then offer an easy transfer of credit. In a similar vein, the ACE is working with Coursera to determine if a pilot group of MOOCs are eligible for credit through ACE. However, Bloomberg Business News reported that the University of Phoenix is under scrutiny from the Higher Learning Commission, even as its earnings drop with its stock price.

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[12] Westervelt, Eric. The Online Education Revolution Drifts Off Course. National Public Radio. December 31, 2013. Accessed online: http://www.npr.org/2013/12/31/258420151/the-online-education-revolution-drifts-off-course.
[13] CDW-G, CDW Newsroom, Power Point Presentation, June 26, 2012, Accessed Online 01/31/2014: http://www.cdwnewsroom.com/wp-content/uploads/2013/08/CDW-G-Learn-Now-Lecture-Later-062612.pdf

As the e-learning market expands, increasingly we'll see successful providers, for-profit and non-profit alike, focusing on using data to personalize learning and on offering credit for prior experience/learning. Community colleges like Harper will need to clarify and market their competitive advantage, because increases in the cost of attending a community college are associated with a higher percentage of students choosing to enroll in a for-profit. When tuition increases from $1,000 to $1,400, students are one percent more likely to enroll in a for-profit school, even though for-profits generally charge higher tuition.

One potential strategic advantage is the capacity that community colleges offer in postsecondary certificates. The U.S. Government Accounting Office reports that for-profit school students had higher graduation rates for certificate programs, equivalent rates for associate degrees, and lower rates for bachelor's degrees. The postsecondary certificate has become a cost-effective tool for increasing postsecondary educational attainment and gainful employment. Certificates vary widely in their benefits, but two out of every three workers who have a certificate and a college degree earned the certificate first, an indication that certificates can serve as a stepping stone on the way to a college degree.[14]

Educause conducted a survey of undergraduates to gain insight into how they perceive technology use in the classroom. Among their main findings were that the blended-learning environments best support how the students learn and a belief that their academic progress information should be readily available on their various devices. [15] SCUP is predicting that "analytics for student tracking and success, including what students do on the web, is likely to fall into IT's lap in some form," representing yet another significant challenge.

As the demands of technology increase and become more complex, information technology staff will become even more challenged. Ensuring adequate wi-fi accessibility for the variety of devices being utilized is one such challenge. It is estimated that "85 percent of all broadband service will be mobile, instead of fixed, because there are now more smart phones (472 million) in the U.S. than PCs (353 million)."[16] The transformation to a mobile society also is challenging website developers to maintain compatibility with the rapid proliferation of tablets, laptops, and mobile phones; provide for adequate storage of data that is increasing at an exponential rate; ensure the security of these systems; and facilitate convenient and reliable access to course work, including compliance with web site standards set forth under the Americans with Disabilities Act.[17] Instructional faculty will also be challenged to develop and maintain their competency in incorporating these new technologies in their classrooms and helping their students do the same.

Institutions will need to be deliberate about how they use technology in instruction and in how they help students benefit from it. SCUP has identified the following developments as significant.

[14] Carnevale, A.P., Rose, S.J., & Hanson, S.R. (2012). *Certificates: Gateway to Gainful Employment and College Degrees.* Washington, DC: Georgetown University, Center on Education and the Workforce.
[15] Dahlstrom, Eden (2012). *ECAR Study of Undergraduate Students and Information Technology, 2012* (Research Report). Louisville, CO: EDUCAUSE Center for Applied Research, September 2012, available from http://www.educause.edu/ecar.
[16] Society for College and University Planning, Planning Journal, Accessed online: Subscription Based, http://www.scup.org/page/resources/SCUP_PHE, 2013
[17] Society for College and University Planning, Planning Journal, Accessed subscription online, http://www.scup.org/page/resources/SCUP_PHE, 2012

- With over half of high school students having access to a smart phone, student wants include the ability to personalize their learning and to use social media for collaboration.
- A review of 40 years of research on the effects of technology on learning indicates that when technology supports instruction, rather than being the sole means of delivering content, is has a moderate and consistently positive impact on learning.
- A study in a history class (262 students) on the use of 10-minute podcasts with graphics and audio versus just the transcript of the podcast found no substantial difference in class performance. However, when gender was considered, male students who listened to the podcasts improved their pre-test results on the post-test, while female students showed no difference.
- Students who delayed at least five minutes before answering texted questions sent by the researchers during a video lecture scored 85 percent or more; those who answered quickly, scored 75 percent or less.
- Students who were permitted to use instant messaging (IM) while reading a passage in a psychology course took 22 to 59 percent longer to complete the reading than groups that only used IM before or after reading. That result came even after the researchers subtracted the time students spent on IM while doing the reading.

Of the many technology challenges described above, data security is foremost. In a SCUP survey of public IT executives, reported incidents of security breaches have increased by 659% from 2006 to 2010. The activities of "hacktivists", whose sole purpose is to hack into servers to see what information can be collected and leak the results publicly to advance their agendas, are on the rise and postsecondary education is not immune.[18] Resources will be needed to providing the necessary data security and providing the hardware needed to maintain digital classrooms, placing additional demands for scarce resources on institutions of higher education.

Other technology trends identified by SCUP include the following:

- Students are "bringing it with them," mobile technologies are the future landscape for learning; and they'll include gesture, search, voice, and video capacities.
- K-12 students perceive mobile devices as presenting significantly greater opportunities for learning in their classrooms than do either their teachers or IT administrators.
- There is likely to be an under supply of IT professionals, let alone librarians, to manage and curate all that data.
- How will faculty members help students effectively use this vast amount of data? Curation is becoming an issue for everyone, not just archivists.
- When children under 12 were asked to predict the future of technology, their answers reflected trends that are already emerging—the use of embedded sensors, image and the Internet of Things (IoT).
- Student respondents to a recent survey by CourseSmart™ indicated that they used an average of three different digital devices on a daily basis, with 98% indicating that they own a digital device.

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[18] Woodhouse, Kellie. *University of Michigan servers hacked as part of political statement on higher education.* The Ann Arbor News. October 3, 2012. Accessed online: http://www.annarbor.com/news/university-of-michigan-servers-hacked-as-part-of-political-statement-on-higher-education/#.UG2N1pjAefk.

- Higher education is using social media, but mostly for admissions' purposes.
- A Pew Research Center report from August indicated that 57% of recent college graduates reported using a laptop, smartphone, or tablet device in class at least sometime.
- The merging of mobile devices and learning in traditional institutions has yet to be realized. Some educators have been effective, but the vast majority are not even thinking about it.
- The amount of time people spend reading online is nearly equal to the amount of time they spend reading print.
- By 2015, more people in the US will access online content through mobile devices than through wired Internet connections.
- The digital divide will remain. Among lower-income children, 27% have a parent with a smart phone; among upper-income children it's 57%. In fact, 38% of lower-income parents report they don't know what an 'app' is compared with just 3% of upper-income parents.
- Increasingly, institutions need to consider how to handle the intellectual property rights of students. Undergraduate research, an emphasis on entrepreneurship, and the digital revolution have now made such policies mandatory.
- The push to create a uniform data sharing system for K-20 education has meant that the Family Educational Rights and Privacy Act (FERPA) rules have been rewritten and require that everyone who has access to student data be held to the same privacy and security requirements.
- As institutions move some services to outside providers and the cloud, their ability to directly monitor or enforce compliance with privacy policies is compromised. When tablet devices are taken into account, campus IT has an even bigger problem with securing data and privacy.

Technology Trends Conclusion

Higher education is exploring the boundaries of existing technology as new devices, applications, and teaching strategies undergo exponential growth. To remain competitive in a dense educational landscape, Harper will need to stay on the cutting edge of this technology and knowledgeable about how these tools can support learning. MOOCs are finding their place in the toolkit of technology-enabled teaching and learning as the value of hybrid learning and face-to-face interaction continues to be validated. Data security will become increasingly critical as Harper students move even more of their learning online. Community college IT departments will be challenged to provide needed technical support for rapidly increasing numbers and types of mobile devices, while continuing to address the learning technology needs of less resourced students.

Political Trends

Environmental Changes

Rapid population growth in developing countries around the world will increase demand for both natural resources and manmade goods. China and India, the world's two most populous countries, are fast-forwarding through an industrial revolution and creating a robust middle-class society. The demand for better working conditions and higher wages have led to the demand for improved housing, cars, and a general increase in the quality of life. However, with those improvements there is a cost. SCUP reports predictions that China could run out of drinkable water by 2030 and the increased demand for products and service will further strain available resources. Global shifts in resource consumption will play out in different ways, but the impacts on energy production and processes will be felt everywhere.

The American public is no longer as green: only 4% of consumers actually purchase green products when 40% claim that they will[19]. The sacrifices necessary to achieve a sustainable lifestyle are not being made. Expansion of technology will increase the need for energy to keep it running. It is hoped that wind power will be a lower cost alternative to meet energy demand, but it is not ready for large scale deployment.[20]

Regulatory Trends

There will be increasing standardization and regulation at the local, state and federal levels. Increasing accountability will come with decreasing funds, requiring creative solutions to compliance. Some states are basing their higher education funding allocations on outcome-based metrics such as credit hours, completions, and gainful employment. Primary and secondary education are experiencing new mandates in attempts to find improved educational outcomes.   The Common Core State Standards have been implemented and will now be included in the SAT exam.   Proponents assert that standardized performance expectations will help level the playing field, identify effective educational practices, and help ensure that all students are prepared for college and the workforce.   Detractors question the effectiveness of the standards and whether the opportunity costs associated with the implementation of the Common Core warrant the investment.

According to SCUP, research has been conducted to determine the effectiveness of state teacher licensure tests and the results have not correlated licensure with student success in the classroom. New research may be needed to determine the best combination of academic performance standards and teacher preparation.[21]

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[19] Society for College and University Planning, Planning Journal, Accessed online: Subscription Based, http://www.scup.org/page/resources/SCUP_PHE, 2012

[20] Society for College and University Planning, Planning Journal, Accessed online: Subscription Based, http://www.scup.org/page/resources/SCUP_PHE, 2013

[21] Society for College and University Planning, Planning Journal, Accessed online: Subscription Based, http://www.scup.org/page/resources/SCUP_PHE, 2013

Political Trends Conclusion

Distant global changes, most notably in China and India, are impacting the Harper district locally. As these countries continue to industrialize and create a robust middle class with their attendant demands for products, the environment will be increasingly stressed and natural resources threatened. These pressures will be felt throughout the U.S. as America's commitment to sustainability, alternative energy, and environmental protection is challenged.

Accountability in higher education remains a focus as outcome-based metrics are increasingly being used to determine funding. A national trend toward a rigorous core K-12 curriculum is reflected in Illinois in the adoption of the Common Core State Standards. As these standards are translated into primary and secondary schools in the Harper district, it is expected that more students will be ready for college-level learning.

Postsecondary Educational Trends

Credentialing and Documentation of Competency

The question of what students learn in college, not just whether they graduate, will likely further stimulate discussion and debate. For-profit businesses will continue to find ways to help people document their skills in ways accepted by employers. SCUP has identified recent developments in the past three years that presage future trends:

- The Lumina Foundation released a draft of a degree qualifications profile in 2011 in an effort to spark discussions on what a college graduate should know and be able do.
- ACT continues to promote options for people to document workforce skills so they can stack credentials that are transferable. This will go a long way to transforming the role of higher education beyond certification.
- The MacArthur Foundation and Mozilla have partnered to create a digital badge system that would help holders identify the competencies gained via informal learning.
- Online learning portals that allow students to have their skills assessed by college professors for credit through providers like Learning Counts and Knext will likely become increasingly acceptable to employers as proof of competency.
- Open courseware is likely to be accepted and available on every campus as a support to traditional learning and, increasingly, as a substitute for sitting in a classroom.

Global Education

If they are increasing college graduates then by definition they are retaining them. Maybe: Nearly every nation in the world is aware that they must increase their numbers of college graduates, which requires effective strategies for recruitment, enrollment, and retention to completion. SCUP has identified strategies being adopted by other countries to better compete in the global education marketplace.

- Australia has relaxed its visa requirements seeking to revitalize its once thriving international student population.
- India and China now treat each other's degrees as equivalent, except in medicine and pharmacy.
- The U.S., Europe, and China each contribute 20% of the world's researchers, but the economic crisis has caused a decrease in R&D in developed nations, so research is expected to continue to increase in China, India, and Brazil.
- Student, faculty, and researcher mobility will continue to reduce the hold that English-speaking nations have had on attracting international talent.
- China announced plans to increase from its present 8 million higher education students to 200 million by 2020 and students will be judged more on merit and skills than affiliation with the Communist Party.
- Bilateral trade has been found to be a significant predictor of overseas student flows, which could spell trouble for the U.S. if trade relations with China don't improve soon.
- In the fall of 2013, Southeast Asian nations began piloting a credit transfer system similar to Erasmus, the European Union's flagship education and training program promoting student mobility throughout Europe.

U.S. colleges and universities are diversifying their campus by attracting students from other countries and offering online courses that reach students from around the world. However, the rate of growth in international student enrollment in the U.S. has lagged that of other destination nations such as Australia (125%) and Canada (189%). Immigration policy in the U.S. can help simplify the process for foreign students who wish to remain in the U.S. after graduation to work, many of whom are highly qualified doctoral and master's students who would like to stay.

The upshot is that schools in the U.S. are not faring well globally. According to the Program for International Student Assessment (PISA) which measures student proficiency in core academic subjects, the U.S. ranks 36th in math, 28th in science, and 24th in reading. There were 18 education systems that scored higher than the U.S. in all three subjects: Australia, Canada, Chinese Taipei, Estonia, Finland, Germany, Hong Kong-China, Ireland, Japan, Liechtenstein, Macao-China, Netherlands, New Zealand, Poland, Republic of Korea, Shanghai-China, Singapore, and Switzerland (Kelly & Xie, 2012).

Education Finance

State funding available to help students with the cost of postsecondary education has not kept pace with need. Although there has been a shortfall in meeting students' financial needs since the inception of the Illinois Monetary Awards Program (MAP) in 1996, the gap has widened dramatically since the recession began in 2008 (Figure 24). A breakdown of MAP awards in 2012 illustrates that the most grants were awarded to students with the lowest incomes. The amount of the awards ranged between $1,700 and $1,250 (Figure 25).

Figure 24: Illinois MAP Grant Funding
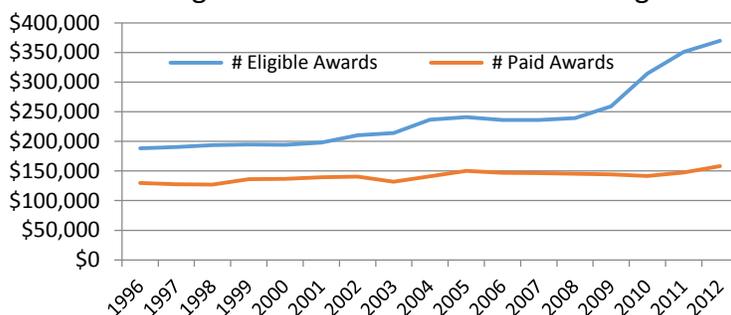
Source: ISAC, MAP Historical Awards and Payout Summary, Data Book

Figure 25: Monetary Award Eligibility by Income Level in Public 2 Year Illinois Institutions - 2012
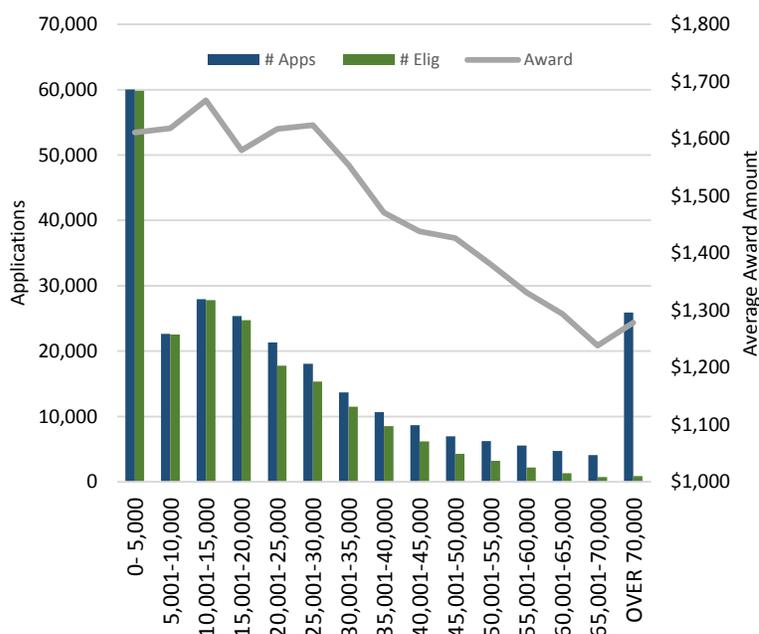
Source: Illinois Student Assistance Commission, Table 2.4c of the 2012 ISAC Data Book for Public 2-Year Institutions

The cost of attending college continues to be the subject of considerable discussion in the U.S. and around the world as the model of public funding has rapidly shifted to individual payers. SCUP reports that:

- Among the wealthiest families in the US, 19% don't believe college is worth the investment.
- The latest figures from the UK show a drop of 5.6% in applications from 2011, when they first declined as a result of the introduction of fees of up to £9,000 (approximately US $14,800) a year.
- The share of first-time, full-time students receiving aid at four-year colleges was 85% for the 2009–2010 academic year.

Student loan debt and need are colliding. A majority of student loan borrowers, 53%, do not believe they will be able to repay their student loan debt which is $25,000 on average, an increase of 25% over the last decade. Excessive student debt was found to interfere with academic performance for 32% of first-year students and 36% of seniors participating in the National Survey of Student Engagement. Concerns about cost also influenced the decision by 27% of freshmen and 34% of seniors to not purchase required academic material. Other effects, such as excessive student debt, were reported by SCUP include delayed marriage and lower birth rates.

Support of institutional missions has become increasingly difficult due to precarious finances. Consider these SCUP trends:

- Moody's Investors Service's tuition survey found that one-third of US colleges and universities expect net tuition revenue to either decline or grow at a rate below inflation.
- State support for U.S. colleges fell 7.6% in the 2012 fiscal year.
- The disinvestment trend is even targeting the 'sacred cow' of STEM support. A National Science Foundation review found that total state support for public research universities dropped 10% from 2002 to 2010, with 75% of those universities receiving cuts.
- Tuition discounting—the factor that determines the rate that a new, first-year student actually pays—has continued to rise, cutting dangerously into net tuition revenue. The average rate rose to 36.4% in 2012 and was expected to reach 37.2% in 2013.
- Two-thirds of chief financial and business officers reported that their institutions were in "good" or "excellent" financial health, but 70% said that increasing net tuition revenue was a key strategy for raising revenue in the near term.
- State and local revenues have finally climbed or stabilized, but those government entities are investing in hiring their own employees, not in funding higher education.

Postsecondary Education Conclusion

This is a challenging time for higher education. Never has postsecondary education been more important to the health and competitiveness of our economy and individual workers, yet current and prospective students are finding college prohibitively expensive. Excessive student loan debt not only is saddling learners with obligations that will take years and even decades to repay, but is interfering with academic performance, further widening the achievement gap for low income students, and forcing families to decide which basic needs can be addressed. An uncertain financial future for educational funding at the state and federal levels only exacerbates this situation.

On the pedagogical side, the situation is brighter. Technology has expanded access to information and quality instructional material, and institutions are rapidly learning to balance consumer demand with proven teaching strategies. Illinois' Common Core Standards are anticipated to help ensure that high school graduates are ready to learn at the college level, reducing the need for remediation and enhancing the likelihood of on-time completion. Community colleges again stand to benefit from the ever-growing demand for certificates, which offer the dual benefits of increasing graduation rates and serving as a stepping stone to a college degree. Finally, a history of transparency and accountability with respect to student outcomes provides community colleges with a competitive advantage over many for-profit institutions.

Harper College's challenge is shared by every other higher education institution in the U.S.: continue to offer the best education and workforce preparation value in its market for a diverse array of aspiring students.

Meeting the Needs of Business and Industry

Determining what types of skills are needed by local employers and offering curriculum, credentials, and work experience to fill those needs is a continuous challenge for community colleges. This section presents current and projected workforce demand of employers and industries and the supply of education and training programs in the region.

Current Workforce

Employment opportunities for workers have been increasing throughout the Chicago Metropolitan Area but at a very slow pace. Manufacturing remains an industry sector of great strategic importance to the state and the region, but tops the list of biggest job losses (Table 9). Between 2007 and 2012, manufacturing lost 16% of its employment base or 69,446 jobs in the Chicago Metropolitan Area (Illinois

Table 9: Industry Employment and Specialization (2007-2012)	2007 Chicago Metro Employment	2012 Chicago Metro Employment	Chicago Metro Percent Change 2007-2012	State Percent Change 2007-2012	Chicago Metro 2007 LQ	Chicago Metro 2012 LQ
Health Care and Social Assistance	453,073	496,872	9.7%	8.1%	.93	.95
Educational Services	345,413	371,974	7.7%	4.9%	.94	.96
Management of Companies and Enterprises	77,626	80,280	3.4%	3.0%	1.12	1.12
Accommodation and Food Services	284,884	293,088	2.9%	0.8%	.96	.98
Other Services	139,824	142,640	2.0%	0.9%	1.03	1.04
Arts, Entertainment, and Recreation	73,006	74,240	1.7%	0.2%	1.11	1.13
Utilities	15,772	15,848	0.5%	-1.3%	.81	.83
Adm and Support and Waste Mgt	300,166	293,306	-2.3%	-2.4%	1.13	1.14
Professional, Scientific and Technical Services	305,264	296,087	-3.0%	-1.9%	1.20	1.19
Transportation and Warehousing	175,725	168,813	-3.9%	-2.2%	1.05	1.03
Retail Trade	445,984	427,789	-4.1%	-4.9%	.99	1.00
Wholesale Trade	239,554	223,010	-6.9%	-6.1%	1.10	1.09
Information	98,896	89,977	-9.0%	-11.4%	1.08	1.11
Public Administration	124,649	112,673	-9.6%	-7.3%	.74	.72
Finance and Insurance	252,917	219,470	-13.2%	-10.9%	1.11	1.08
Agriculture, Forestry, Fishing and Hunting	3,000	2,563	-14.6%	5.0%	.34	.28
Manufacturing	434,627	365,181	-16.0%	-15.8%	.90	.90
Real Estate and Rental and Leasing	67,124	55,611	-17.2%	-16.3%	1.16	1.15
Mining, Quarrying, and Oil and Gas Extraction	1,739	1,176	-32.4%	0.5%	.26	.17
Construction	172,671	108,393	-37.2%	-31.5%	1.01	.93
TOTAL	**4,011,914**	**3,838,991**	**-4.0%**	**-4.3%**		

Source: Illinois Department of Employment Security, Local Employment Dynamics, 2007 & 2012

only). Conversely, health care and social assistance experienced the largest net gain in jobs at 43,799, or an average of 8,760 jobs per year. Educational services, management of companies and enterprises, and accommodation and food services have also added significant numbers of jobs. However, the net employment change over the five-year period for all industry sectors was an annual loss of 34,585 jobs or 4%, slightly better than the comparable state rate of -4.3%.

Location Quotients

Regions tend to specialize in certain industry sectors. A location quotient compares an industry's share of regional employment with its share of national employment and can reveal what makes a region's industry profile unique. If a location quotient is 1.0, then the employment is the same proportion as it is across the nation. An LQ less than 1.0 has less employment than would be expected, and greater than 1.0 has more employment, indicating some level of specialization and export orientation of that industry.

In the Harper region, see Table 10, the management of companies and enterprises has the highest LQ of all industries, and employment has increased by 1.5%, or an additional 1,396 jobs. Educational services is also promising with an LQ of 1.35 in 2011 and an increase of 11,773 jobs, or 4.8%. Health care and social assistance grew the most in employment, adding another 30,392 jobs, but has an LQ of .95. If it continues to grow, this sector could emerge as an export industry and be positioned to bring money into the region. Nationally, the health care and social assistance industry is projected to grow by 5.0 million becoming the largest industry by 2022[22]. The Harper region seems to be following suit as it already is the largest industry when combining Cook, Lake and McHenry Counties. However, due to the LQ being lower than 1.0 it can be assumed that a portion of those jobs that could be filled internally do not exist. The level of employment in that industry necessary to supply the services in demand is low, so there is room to grow.

Table 10: Location Quotients by Industry (Cook, Lake and McHenry Counties)	2006	2011	2011 Employment	Percent Change
Management of companies and enterprises	1.41	1.45	2,921,669	1.5%
Educational services	1.34	1.35	3,386,047	4.8%
Professional, scientific, and technical services	1.32	1.25	7,929,910	-8.2%
Finance and insurance	1.35	1.25	5,886,602	-19.7%
Transportation and warehousing	1.21	1.18	4,106,359	-8.8%
Wholesale trade	1.20	1.17	5,626,328	-10.2%
Administrative and support and waste management and remediation services	0.95	1.06	9,389,950	3.2%
Other services (except public administration)	1.05	1.01	5,181,801	-10.2%
Information	0.96	0.99	3,121,317	-6.1%
Health care and social assistance	0.95	0.95	18,059,112	8.4%
Manufacturing	0.97	0.95	10,984,361	-22.2%
Real estate and rental and leasing	1.05	0.92	1,917,640	-25.1%
Arts, entertainment, and recreation	0.80	0.90	2,003,129	12.2%
Accommodation and food services	0.86	0.88	11,556,285	2.2%
Retail trade	0.84	0.82	14,698,563	-10.4%
Construction	0.71	0.65	5,190,921	-36.6%
Agriculture, forestry, fishing and hunting	0.06	0.06	156,520	-10.3%

Source: US Census Bureau, County Business Patterns, 2006 & 2011. LQ Calculated against National figures.

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[22] Bureau of Labor Statistics, Publication. January 2014. Accessed online 02-01-2014 at http://www.bls.gov/opub/ted/2014/ted_20140110.htm.

The graphic on the next page, Figure 26, is a visualization of this information. The size of the bubble is proportionate to employment in 2011. The location quotient is located on the X axis, while the percent change in employment from 2006 to 2011 is on the Y axis. The graphic is divided into four quadrants. Those within the upper right quadrant are those industries with specialization along with an expanding workforce. Specialization is determined by the LQ, as the proportion of those employed within those industries is greater than would be found nationally. Therefore, those industries are meeting the demand in the Harper region and are exporting to areas outside the Harper region, bringing more economic advantage to the three counties. Industries in the lower right, or quadrant 2, have more specialization than would be expected, but have a contracting workforce, such as the Finance and insurance industry. The employment proportion is still greater than what is seen across the country, so some of their services are still being exported, but the employment level is on the decline. The upper left, quadrant 3, has an expanding workforce, but less employment than would be expected in the area, so those industries have promise for growth to meet the demand, such as Health care and social assistance. As previously discussed, it is anticipated this industry in particular will eventually become the largest industry as the Baby Boomers require more services. Those industries falling in to the lower left, quadrant 4, are contracting in the workforce as well as having less than expected employment, such as Construction, which is still struggling to return to pre-2008 levels of employment due to the housing crisis wiping out a large proportion of those jobs. These industries have opportunity for growth to meet demand as some of their services must be imported from outside the three counties.

The Manufacturing industry also falls into the fourth quadrant and while the workforce is contracting and has been for many years, there are many replacements needed to fill retirements and other workers who leave the industry. The LQs are only to help determine how the proportions of the local industries compare to the proportion of the country. They are not intended to be an indicator of industries not worthy of attention by higher education institutions. The LQ is a way of determining how concentrated, or clustered, a particular industry is in the region and what makes it unique.

Figure 26: Location Quotients by Industry Employment
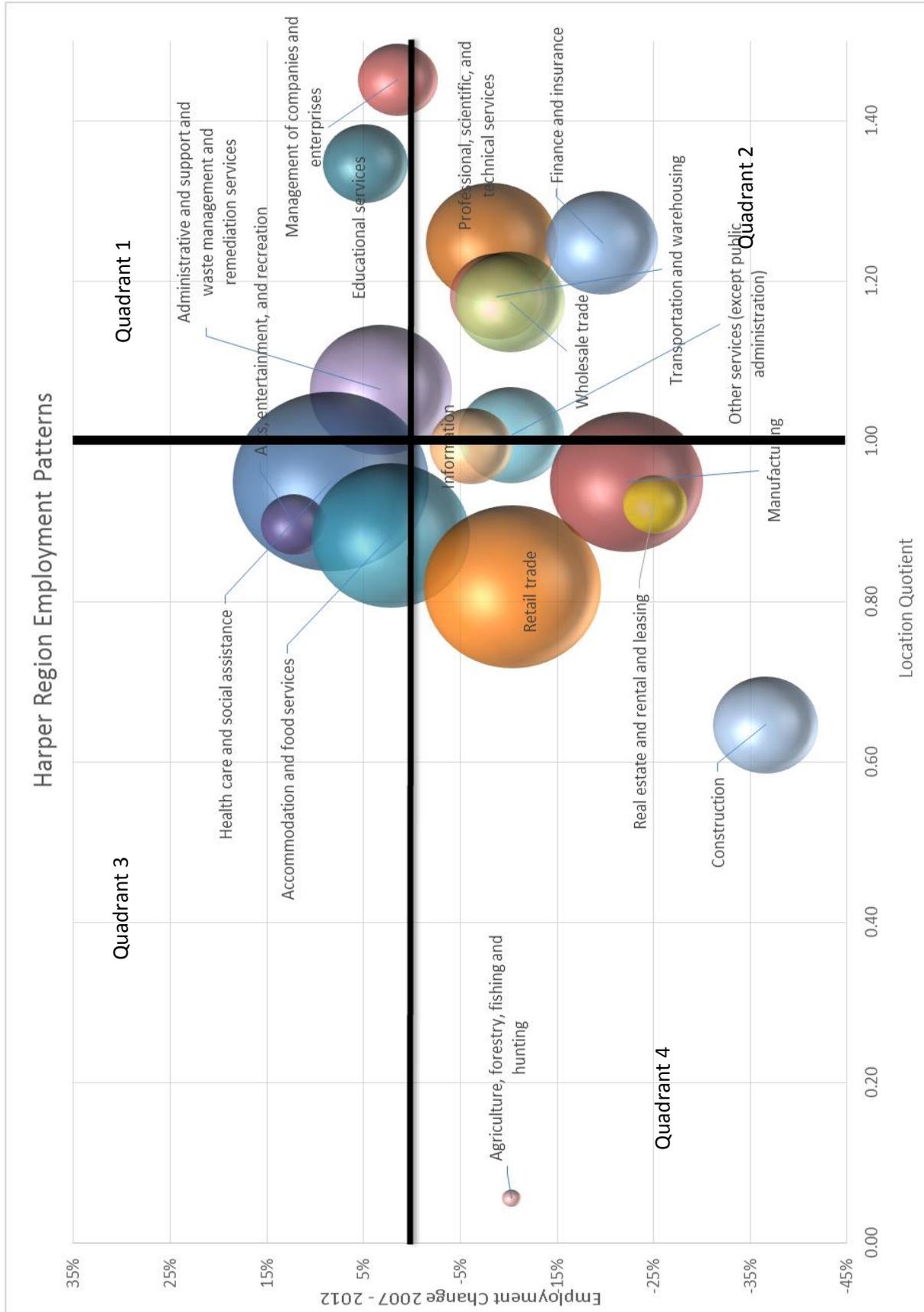
Commuter Patterns

The Harper district has a defined boundary. However, because in-district tuition is provided to those who also work within the district the actual "labor shed" of the district extends beyond the established boundary. There are three groups of workers to consider: those who live in the district but commute outside the district to work, people who live outside the Harper district but work within the district, and those who live and work within the Harper district (Figure 27).

Figure 27: Harper Job Efficiency

Source: Illinois Department of Employment Security, Local Employment Household Dynamics, OnTheMap 2002-2011, All Jobs
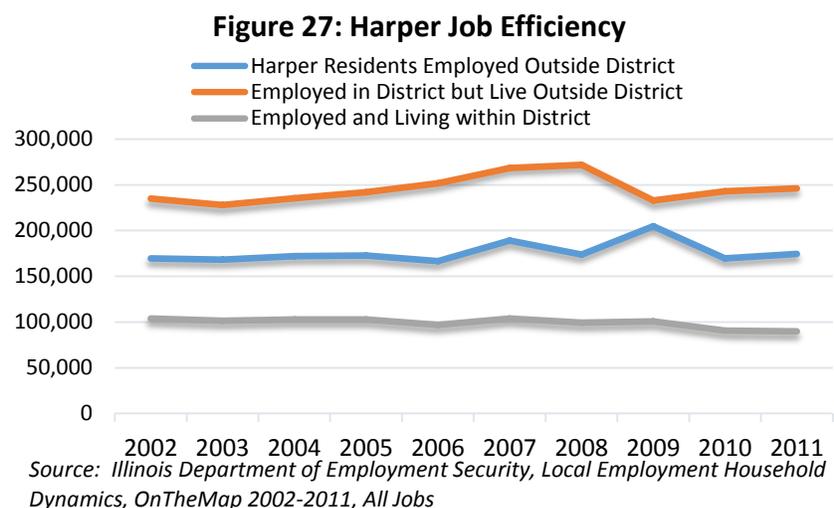
In 2011, there were 174,546 residents who worked outside the district, 245,961 jobs filled by those living outside the district, and a total of 89,764 jobs in the Harper district filled by those who also lived within the district in 2011. These numbers fluctuate over time but in the last decade there have always been more jobs in the district than residents available to fill them. In 2009 as the number of jobs declined in the Harper district, many residents were forced to seek jobs outside of the district causing an uptick for those commuting workers. Numbers of those who both live and work within the district have also been declining, particularly since 2008.

All three commuter categories experienced net decreases between 2002 and 2012 in the three broad industry groups listed in Table 11, with major exceptions in the "All Other Services" category. The gains in that category for residents commuting outside the district and people residing outside the district and commuting in were 14.1% and 21.0%, respectively. It is noteworthy that 26,451 workers are commuting to jobs in the Harper region from outside, jobs that potentially could be filled by qualified workers within the region. Decreases in the "Goods Producing" industries reflect the loss of manufacturing jobs throughout the region.

Table 11: Commuter Industries 2002-2012 Summary (All Jobs)	Commuter Origination	Numeric Change	Percent Change
Workers in the "Goods Producing" Industry Class	Residents Commuting Outside the District	-7,055	-23.5%
	Commuters into the District	-15,044	-29.1%
	Residents working within District	-5,047	-30.6%
Workers in the "All Other Services" Industry Class	Residents Commuting Outside the District	13,187	14.1%
	Commuters into the District	26,451	21.0%
	Residents working within District	-6,016	-8.7%
Workers in the "Trade, Transportation, and Utilities" Industry Class	Residents Commuting Outside the District	-1,270	-2.8%
	Commuters into the District	-398	-0.7%
	Residents working within District	-3,093	-16.7%

Source: US Census Bureau, Local Origination Destination Employment Data, 2002-2012, All Jobs

Because older workers are remaining in the workforce longer and since there are more of them due to the Baby Boomer generation, age factors into the commuter profile. Figure 28 shows commuter origination data by age and all have declined with the exception of those 55 or older and a small number of middle aged workers who are commuting into the district. These numbers reflect changes between 2002 and 2011, so there is an additional 34,269 workers over the age of 55 in the Harper district. The net loss of workers under age 55 represents 32,554 jobs, the majority of which are workers under the age of 29.

However, what about the proportion of those aged 55 or older compared to the remaining Harper market? In 2002 the proportion of jobs held by those aged 55 or older was 14.3% or 72,768 jobs. Workers aged 29 or younger were at 25.9%, or 131.725 jobs, and those middle-aged held the remaining 59.8%, or 304,063. In 2011 the middle aged group remained fairly steady at 57.4%, or 293,019 jobs. Young workers fell to 21.6%, or 110,215 jobs. Those aged 55 or older increased to 21.0% of the workforce, or 107,037 jobs.

Figure 28: Commuting Pattern by Age of Worker 2002 - 2011
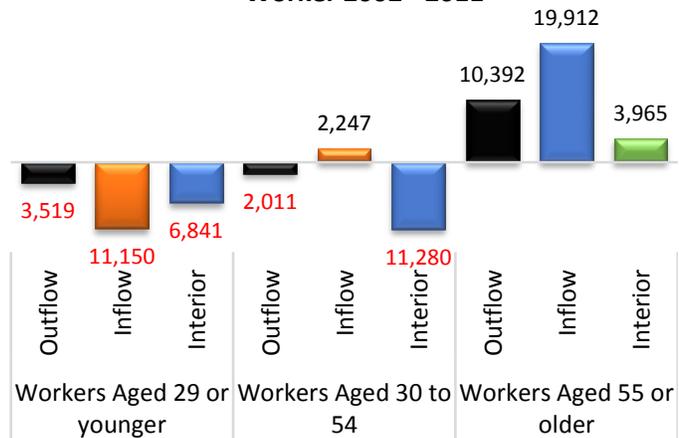
Source: US Census Bureau, Local Household Employment Dynamics, 2013, All Jobs

The same trend can be seen when looking at second jobs. Due to the decline in the economy, workers are picking up second jobs to fill the gap between paychecks. Those aged 55 or older have almost doubled in numbers since 2002, from 4,294 to 7,749 additional jobs. The secondary jobs are overwhelmingly in the "All Other Services" sector.

Worker Education Attainment

Educational attainment of workers in 2011 reveals that the majority of jobs are held by those with a postsecondary credential Figure 29). There are 306,561 jobs within the Harper district and 53.7% of them, or 164,474 jobs, are held by those with at least some college experience. Of the jobs occupied by workers who live within the Harper district, 55.8% are held by persons with at least some college experience. In comparison, statewide the percentages are 49.2% and 49.0% respectively.

Figure 29: Workforce Education Attainment - 2011
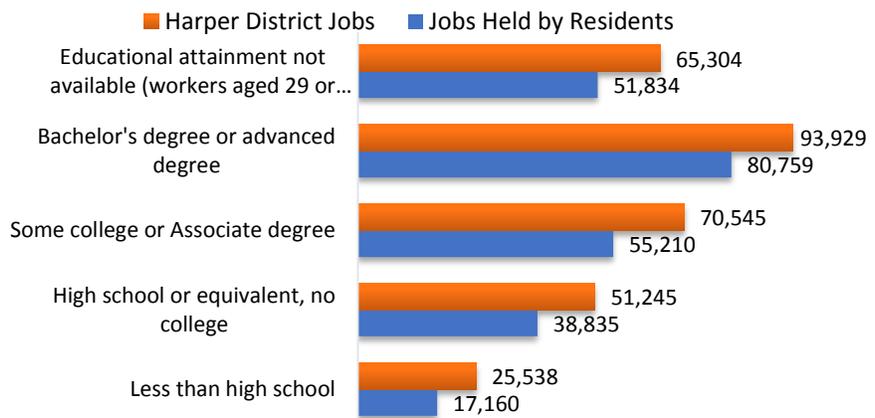
Source: US Census Bureau, Local Household Employment Dynamics, 2011, All Primary

The overwhelming establishment size is small, five to nine employees overall, 58% of all establishments fall into the smallest category (Figure 28). According to the Census Bureau, from 2010 to 2011, there also was an increase in small companies in the Chicago Metropolitan area that have only one to four paid employees, data which are not collected by the Illinois Department of Employment Security. The estimate has been rising as a proportion of all establishments from a low of 54.8% in 2004 to 57.3% in 2010. Entrepreneurialism of small companies is growing in the Harper region.

Figure 30: Lake, McHenry and Cook County Firms by Employment Size and Industry - 2013 1st Quarter
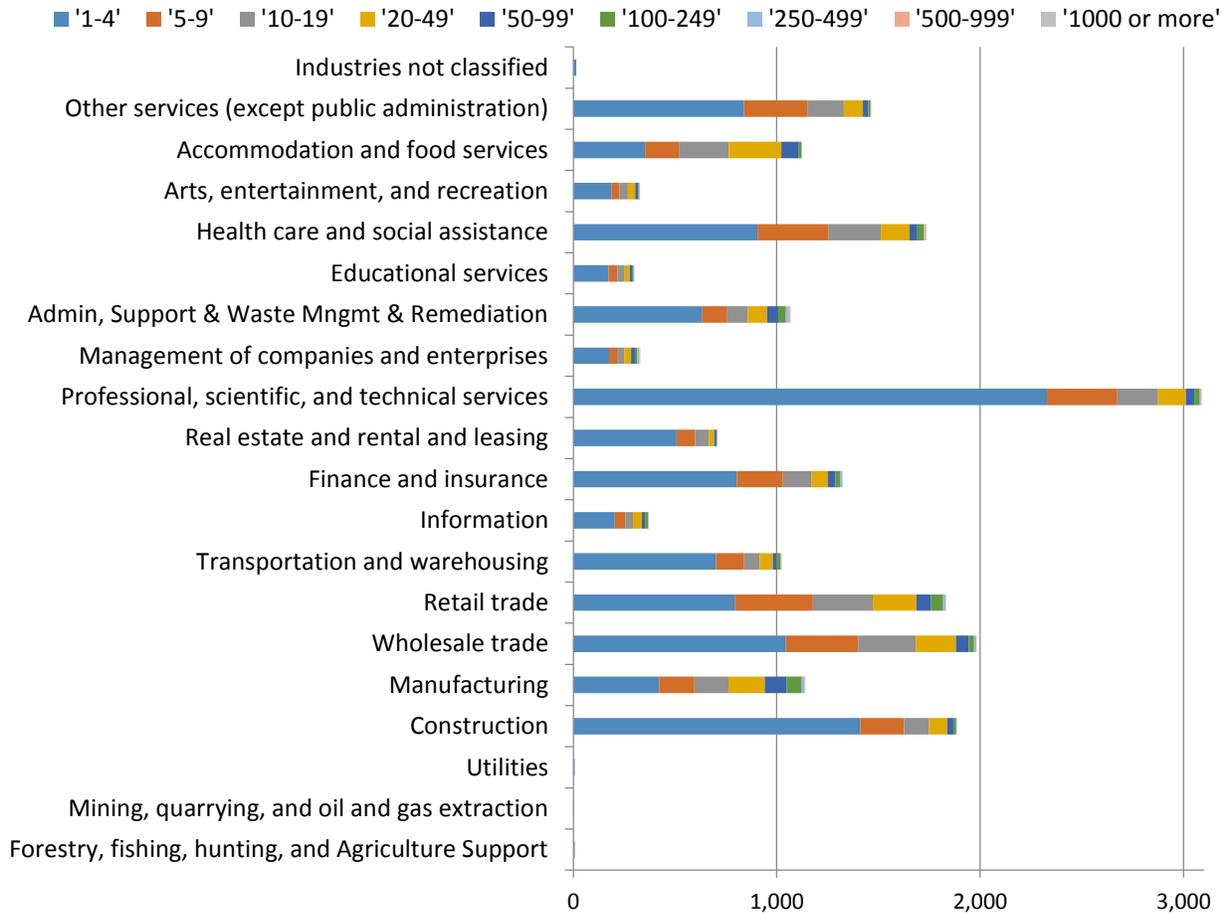
Source: Illinois Department of Employment Security, Quarterly Census of Employment & Wages (QCEW), 2013 1st Quarter

Currently Available Jobs

The Illinois Department of Employment Security subscribes to a service that uses web spider crawling technology to scrape job posting data from online job boards, newspapers, and other sites to get an idea of which occupations are most in demand. The top advertised occupations in the Chicago Metropolitan Area have consistently been in the computer and mathematical fields since IDES began subscribing to these data (Table 12). Management and sales occupation have also been in high demand. This job posting data can be useful in identifying immediate workforce needs of local employers. However, it is to be noted that some industries tend to advertise online more often than others who rely on word-of-mouth, professional associations, or other outlets to market openings.

Table 12: Help Wanted Online Ads - Chicago Metropolitan Area	December-13
Computer and Mathematical Occupations	22,027
Management Occupations	21,200
Sales and Related Occupations	19,206
Office and Administrative Support Occupations	15,127
Business and Financial Operations Occupations	14,788
Healthcare Practitioners and Technical Occupations	10,873
Transportation and Material Moving Occupations	6,648
Food Preparation and Serving Related Occupations	4,560
Arts, Design, Entertainment, Sports and Media Occupations	4,269
Architecture and Engineering Occupations	4,377
Education, Training and Library Occupations	4,334
Installation, Maintenance and Repair Occupations	3,821
Production Occupations	3,550
Healthcare Support Occupations	2,601
Community and Social Services Occupations	2,192
Personal Care and Service Occupations	2,660
Legal Occupations	1,464
Life, Physical and Social Science Occupations	1,388
Building and Grounds Cleaning and Maintenance Occupations	1,185
Protective Service Occupations	1,079
Construction and Extraction Occupations	928
Farming, Fishing and Forestry Occupations	29
Military Specific Occupations	5

Source: The Conference Board Help Wanted OnLine® Data Series prepared by the Illinois Department of Employment Security – Economic Information & Analysis Division

Future Workforce

Manufacturing may be losing the most jobs, but it is still the largest industry sector in the Harper district. Large employers continually need to replace workers who leave due to retirement or for other reasons. An industry could be contracting in size but require a significant number of replacements. The top ten occupations, including replacements and anticipated new jobs, are listed below in Table 13. The majority of those occupations with high replacement rates are those requiring little to no education or training. For example, cashier jobs are not expected to grow but almost half are expected to turn over with 30,380 replacements. Elementary school teachers are among the occupations requiring at least some college that have the greatest demand. The projected replacement is 8,230 jobs by 2020 and, combined with another 5,844 new jobs, will total 14,074 jobs projected to become available between 2010 and 2020 (the full list of occupations are presented in Appendix D).

Table 13: Top 10 Occupation Projections 2010-2020 (Cook, Lake and McHenry Counties)

	Education	Weighted Median Wage	2010 Employment	Replacements	Growth	Total Job Potential
Cashiers	Less than high school	$19,463	66,951	30,380	163	30,543
Combined food preparation and serving workers, including fast food	Less than high school	$18,862	57,160	15,950	12,911	28,861
Retail salespersons	Less than high school	$20,467	84,739	24,890	2,684	27,574
Waiters and waitresses	Less than high school	$18,902	38,705	19,320	6,325	25,645
Laborers and freight, stock and material movers, hand	Less than high school	$23,156	57,301	18,320	2,558	20,878
Customer service representatives	High school diploma or equivalent	$35,318	54,448	15,470	2,971	18,441
Office clerks, general	High school diploma or equivalent	$29,986	68,975	12,210	4,826	17,036
Janitors and cleaners & except maids and housekeeping cleaners	Less than high school	$24,368	54,737	10,320	4,980	15,300
Elementary school teachers, except special education	Bachelor's degree	$60,750	37,455	8,230	5,844	14,074
Business operations specialists	High school diploma or equivalent	$59,688	47,225	9,050	3,383	12,433

Source: Illinois Department of Employment Security, Employment Projections, Occupations – Long Term, 2010-2020

The 10 years from 2010 to 2020 are projected to add a total of 197,316 jobs to Cook, Lake, and McHenry counties in 974 occupations (Table 14). Another 663,780 jobs will need to be filled as a result of replacements. The total job potential is 861,096 over 10 years, or approximately 86,000 per year. An astounding two-thirds or 67.9% of these jobs are in occupations requiring a high school degree or less. With the exception of 0.5% of jobs for which the required level of education is unknown, the remaining 276,111 jobs to be filled will require at least some college credit.

Table 14: 2010 to 2020 Occupation Projections by Education Required (Cook, Lake and McHenry Counties)	2010 Employment	Replacements	Growth	Total Job Potential	Occupation Count
Less than high school	754,676	218,740	69,376	288,116	98
High school diploma or equivalent	1,167,137	256,250	40,619	296,869	358
Some college, no degree	22,225	5,050	2,022	7,072	5
Postsecondary non-degree award	128,892	26,940	10,476	37,416	39
Associate's degree	48,351	9,760	4,830	14,590	49
Bachelor's degree	533,068	118,430	54,949	173,379	166
Master's degree	41,120	9,540	4,492	14,032	39
Doctoral or professional degree	82,083	15,860	9,244	25,104	64
Unknown	12,217	3,210	1,308	4,518	156
TOTAL	**2,789,769**	**663,780**	**197,316**	**861,096**	**974**

Source: Illinois Department of Employment Security, Employment Projections, Occupations – Long Term, 2010-2020

In comparison, the state is projected to experience a much higher turnover in those occupations requiring a high school diploma or less (Table 15). A more equal distribution of occupations among all education attainment categories exists in the Harper district, although the highest turnover is projected in those occupations with less than high school education required.

Meeting the Needs of Business and Industry Conclusion

Harper College serves a diverse industry and employer base representing a wealth of career opportunities for its students. Manufacturing remains an industry sector of great strategic importance despite its loss of jobs over the last five years. Health care and social assistance,

Table 15: Turnover in Occupations by Education Required Statewide and in Cook, Lake and McHenry Counties 2010 to 2020	Statewide	Harper Region
Less than high school	51.4%	29.0%
High school diploma or equivalent	58.8%	22.0%
Some college, no degree	1.2%	22.7%
Postsecondary non-degree award	6.3%	20.9%
Associate's degree	2.1%	20.2%
Bachelor's degree	25.2%	22.2%
Master's degree	2.2%	23.2%
Doctoral or professional degree	3.5%	19.3%
Unknown	0.7%	26.3%
Summary total	**15.8%**	**23.8%**

Source: Illinois Department of Employment Security, Employment Projections, 2010-2020

educational services, management of companies and enterprises, and accommodation and food services also offer significant employment opportunities. As Harper continues to partner with area employers and offer quality education and training programs for its students, a major challenge will be to help connect students with local employers and actual job opportunities. Further, with two-thirds of projected jobs requiring only a high school degree or less, Harper can play a role in helping students

plan careers that begin with an entry-level job but grow into careers with expanded earnings potential. Harper can also play a role in strengthening the connections between local employers and Harper graduates. Commuter data show that almost 175,000 Harper district residents commute to jobs outside the district, while another 246,000 jobs within the district are held by people who live outside the district. By preparing students for jobs within its district, Harper provides employers with quality workers and its graduates with employment that is closer to home.

Appendix A – K-12 Schools Located in the Harper District

2014 Schools	Principal	Address	City	Zip
Adlai Stevenson Elem School	Dr. Maria Clifford	1414 Armstrong Ln	Elk Grove Village	60007
Adm Richard E Byrd Elem School	Mary Ellen Esser	265 Wellington Ave	Elk Grove Village	60007
Adolph Link Elem School	Mr. Quinn Wulbecker	900 W Glenn Trl	Elk Grove Village	60007
Albert Einstein Elem School	Ms. Maribeth Kanoon	1100 Laurie Ln	Hanover Park	60133
Anne Fox Elem School	Mrs. Cynthia Gordon	1035 Parkview Dr	Hanover Park	60133
Anne Sullivan Elem School	Ms. Debbie Gardiner	700 N Schoenbeck Rd	Prospect Heights	60070
Arnett C Lines Elem School	Jill Schweiger	217 Eastern Ave	Barrington	60010
Barbara B Rose Elem School	Scott Carlson	61 W Penny Rd	South Barrington	60010
Barrington High School	Steve McWilliams	616 W Main St	Barrington	60010
Barrington Mdle Sch- Prairie Cmps	Travis Lobbins	40 E Dundee Rd	Barrington	60010
Barrington Middle Sch Station	Dr. Craig Winkelman	215 Eastern Ave	Barrington	60010
Betsy Ross Elem School	Mr. Craig Curtis	700 N Schoenbeck Rd	Prospect Heights	60070
Booth Tarkington Elem School	Joseph Arduino	310 Scott St	Wheeling	60090
Brentwood Elem School	Wendy Allen	260 Dulles Rd	Des Plaines	60016
Buffalo Grove High School	Carol Burlinski	1100 W Dundee Rd	Buffalo Grove	60089
Buzz Aldrin Elem School	Mary Botterman	617 Boxwood Dr	Schaumburg	60193
Campanelli Elem School	Mr. Steve Kern	310 S Springinsguth	Schaumburg	60193
Carl Sandburg Jr High School	Mrs. Greta Rakow	2600 Martin Ln	Rolling Meadows	60008
Central Road Elem School	Mr. Joshua Carpenter	3800 Central Rd	Rolling Meadows	60008
Clearmont Elem School	Mr. Ross Vittore	280 Clearmont Dr	Elk Grove Village	60007
Cooper Middle School	Dr. Pamela Kibbons	1050 Plum Grove Cir	Buffalo Grove	60089
Countryside Elem School	Kimberly Foster-Thomas	205 W County Line Rd	Barrington	60010
Devonshire School	Mr. Randy Steinkamp	1401 Pennsylvania Av	Des Plaines	60018
District 211 Academy - North	Ms. Francesca Anderson	335 E Illinois Ave	Palatine	60067
District 211 Academy - South	Ms. Amy Friel	1544 Brandy Pkwy	Streamwood	60107
Dryden Elem School	Akemi Sessler	722 S Dryden Pl	Arlington Heights	60005
Dwight D Eisenhower Elem School	Dr. Luke Lambatos	700 N Schoenbeck Rd	Prospect Heights	60070
Dwight D Eisenhower JHS	Ms. Kara Prusko	800 Hassell Rd	Hoffman Estates	60169
Early Learning Center	Barbara Romano	40 E Dundee Rd	Barrington	60010
Edgar A Poe Elem School	Christy Jensby Demaret	2800 N Highland Ave	Arlington Heights	60004
Elizabeth Blackwell Elem School	Mr. Brad Carter	345 N Walnut Ln	Schaumburg	60194
Elk Grove High School	Mr. Paul Kelly	500 W Elk Grove Blvd	Elk Grove Village	60007
Enders-Salk Elem School	Mr. Michael Henry	345 N Salem Dr	Schaumburg	60194
Euclid Elem School	Laura Gammons	1211 N Wheeling Rd	Mt Prospect	60056
Eugene Field Elem School	Lavonne Knapstein	51 Saint Armand Ln	Wheeling	60090
Everett Dirksen Elementary Sch	Ms. Joann Kort	116 W Beech Dr	Schaumburg	60193
Fairview Elem School	Ms. Judy Gurga	375 Arizona Blvd	Hoffman Estates	60169
Fairview Elem School	Mr. Dan Ophus	300 N Fairview Ave	Mt Prospect	60056
Forest View Alternative School	Ms. Kara Kendrick	2121 S Goebbert Rd	Arlington Heights	60005
Forest View Elem School	Margaret Weickert	1901 W Estates Dr	Mt Prospect	60056
Frank C Whiteley Elem School	Mrs. Mary Szuch	4335 Haman Ave	Hoffman Estates	60192

Frederick Nerge Elem School	Mr. Brian Lawson	660 N Woodfield Trl	Roselle	60172
Friendship Jr High School	Jane Paterala	550 Elizabeth Ln	Des Plaines	60018
Gray M Sanborn Elem School	Mr. Jeff Brown	101 N Oak St	Palatine	60067
Greenbrier Elem School	Ann Hofmeier	2330 N Verde Dr	Arlington Heights	60004
Grove Avenue Elem School	C Kalogeropoulos	900 S Grove Ave	Barrington	60010
Grove Jr High School	Mrs. Vincenza Papeck	777 W Elk Grove Blvd	Elk Grove Village	60007
Hanover Highlands Elem School	Mrs. Faith Riveria	1451 Cypress Ave	Hanover Park	60133
Helen Keller JHS	Mrs. Heather Wilson	820 Bode Rd	Schaumburg	60194
Henry W Longfellow Elem School	Mr. Rick Herrejon	501 S Arlington Hts	Buffalo Grove	60089
Hoffman Estates High School	Mr. James Britton	1100 W Higgins Rd	Hoffman Estates	60169
Holmes Jr High School	Rob Bohanek	1900 W Lonnquist Blv	Mt Prospect	60056
Hoover Math and Science Academy	Mr. John Schmelzer	315 N Springinsguth	Schaumburg	60194
Hough Street Elem School	Lori Wilcox	310 S Hough St	Barrington	60010
Hunting Ridge Elem School	Mrs. Thersa Sofianos	1105 W Illinois Ave	Palatine	60067
Indian Grove Elem School	Lynn Fisher	1340 Burning Bush	Mt Prospect	60056
Ivy Hill Elem School	Piper Boston	2211 N Burke Dr	Arlington Heights	60004
J B Conant High School	Mr. Timothy Cannon	700 E Cougar Trl	Hoffman Estates	60169
J W Riley Elem School	Carrie McCulley	1209 E Burr Oak Dr	Arlington Heights	60004
Jack London Middle School	Mr. Robert Gurney	1001 W Dundee Rd	Wheeling	60090
Jane Addams Elem School	Mrs. Monica Petersen	1020 E Sayles Dr	Palatine	60074
Jane Addams JHS	Mr. Christopher Bingen	700 S Springinsguth	Schaumburg	60193
John G Conyers Learning Academy	Mrs. Peg Lasiewicki	2800 Central Rd	Rolling Meadows	60008
John Hersey High School	Mr. Gordon Sisson	1900 E Thomas St	Arlington Heights	60004
John Jay Elem School	Dr. Thomas Seaton	1835 W Pheasant Trl	Mt Prospect	60056
John Muir Literacy Academy	Dr. Paul Goldberg	1973 Kensington Ln	Hoffman Estates	60169
Joyce Kilmer Elem School	Mrs. Diana O'Donnell	655 Golfview Ter	Buffalo Grove	60089
Juliette Low Elem School	Brian Ganan	1530 S Highland Ave	Arlington Heights	60005
Kimball Hill Elem School	Ms. Tracey Wrobel	2905 Meadow Dr	Rolling Meadows	60008
Lake Louise Elem School	Mr. Adam Palmer	500 N Jonathan Dr	Palatine	60074
Lakeview Elem School	Mrs. Laura Rosenblum	615 Lakeview Ln	Hoffman Estates	60169
Lincoln Elementary School	Mrs. Mary Beth Knoeppel	1021 N Ridgewood Ln	Palatine	60067
Lincoln Middle School	Mr. Jason Kaiz	700 W Lincoln St	Mt Prospect	60056
Lincoln Prairie School	Mrs. Amanda Stochl	500 Hillcrest Blvd	Hoffman Estates	60169
Lions Park Elem School	Kristine Gritzmacher	300 E Council Trl	Mt Prospect	60056
MacArthur Intrntl Spanish Acad	Mrs. Danette Meyer	1800 Chippendale Rd	Hoffman Estates	60169
MacArthur Middle School	Mr. Steven Lee	700 N Schoenbeck Rd	Prospect Heights	60070
Margaret Mead JHS	Mrs. Jillian Sagan	1765 Biesterfield Rd	Elk Grove Village	60007
Marion Jordan Elem School	Mrs. Jennifer Grosch	100 N Harrison Ave	Palatine	60067
Mark Twain Elem School	Ms. Rita Janus	515 E Merle Ln	Wheeling	60090
Michael Collins Elem School	Mrs. Mary Nell Haack	407 Summit Dr	Schaumburg	60193
Nathan Hale Elem School	Ms. Julie Gluff	1300 W Wise Rd	Schaumburg	60193
Nathaniel Hawthorne EC School	Ms. Patricia Puetz	200 Glendale St	Wheeling	60090
Neil Armstrong Elem School	Mrs. Diana Lipman	1320 Kingsdale Rd	Hoffman Estates	60169

Newcomer Center	Norman Kane	2121 S Goebbert Rd	Arlington Heights	60005
North Barrington Elem School	Diane Wood	310 N IL Route 59	Barrington	60010
Olive-Mary Stitt School	Rebecca FitzPatrick	303 E Olive St	Arlington Heights	60004
Oliver W Holmes Middle School	Mr. Martin Hopkins	221 S Wolf Rd	Wheeling	60090
Palatine High School	Mr. Gary P Steiger	1111 N Rohlwing Rd	Palatine	60074
Patton Elem School	Dr. Eric Olson	1616 N Patton Ave	Arlington Heights	60004
Pleasant Hill Elem School	Mr. David Morris	434 W Illinois Ave	Palatine	60067
Plum Grove Jr High School	Dr. Kerry Wilson	2600 Plum Grove Rd	Rolling Meadows	60008
Prospect High School	Ms. Michelle Dowling	801 W Kensington Rd	Mt Prospect	60056
Ridge Family Center for Learning	Ms. Michele Ramsey	650 Ridge Ave	Elk Grove Village	60007
River Trails Middle School	Keir Rogers	1000 N Wolf Rd	Mt Prospect	60056
Robert Frost Elem School	Mr. Jeffrey Brusso	1805 N Aspen Dr	Mt Prospect	60056
Robert Frost Elem School	Mrs. Kelley Zerfahs	1308 S Cypress Dr	Mt Prospect	60056
Robert Frost JHS	Mr. Scott Ross	320 W Wise Rd	Schaumburg	60193
Rolling Meadows High School	Ms. Eileen Hart	2901 Central Rd	Rolling Meadows	60008
Roslyn Road Elem School	Paul Kirk	224 Roslyn Rd	Barrington	60010
Rupley Elem School	Mr. Matt Bohrer	305 Oakton St	Elk Grove Village	60007
Salt Creek Elem School	Mrs. Maureen Mcabee	65 Jf Kennedy Blvd	Elk Grove Village	60007
Schaumburg High School	Mr. Timothy Little	1100 W Schaumburg Rd	Schaumburg	60194
South Middle School	Mr. Jhoon Chung	400 S Highland Ave	Arlington Heights	60005
Stuart R Paddock School	Mrs. Christie Samojedny	225 W Washington St	Palatine	60067
Sunny Hill Elem School	Irma Bates	2500 Helm Rd	Carpentersville	60110
Thomas Dooley Elem School	Marion Friebus-Flaman	622 Norwood Ln	Schaumburg	60193
Thomas Jefferson Elem School	Mr. Lawrence Sasso	3805 Winston Dr	Hoffman Estates	60192
Thomas Middle School	Brian Kaye	1430 N Belmont Ave	Arlington Heights	60004
Vanguard School	Ms. Kate Kraft	2121 S Goebbert Rd	Arlington Heights	60005
Virginia Lake Elem School	Mr. Michael Carmody	925 N Glenn Dr	Palatine	60074
Walt Whitman Elem School	Mr. Ricardo Aceves	133 Wille Ave	Wheeling	60090
Walter R Sundling Jr High Sch	Mr. Jason Dietz	1100 N Smith St	Palatine	60067
Westbrook Early Learning Cntr	Mary Kalogeropoulos	103 S Busse Rd	Mt Prospect	60056
Westgate Elem School	Casimer Badynee	500 S Dwyer Ave	Arlington Heights	60005
Wheeling High School	Ms. Angela Sisi	900 S Elmhurst Rd	Wheeling	60090
Willow Bend Elem School	Ms. Barbie Rothbauer	4700 Barker Ave	Rolling Meadows	60008
Windsor Elementary School	Shelley Fabrizio	1315 E Miner St	Arlington Heights	60004
Winston Campus Elementary	Mr. Andy Tieman	900 E Palatine Rd	Palatine	60074
Winston Campus Jr High	Mr. Rene Carranza	120 N Babcock Dr	Palatine	60074
Winston Churchill Elem School	Mrs. Lisa Hopkins	1520 North Jones Rd	Schaumburg	60195
Wm Fremd High School	Dr. Lisa Small	1000 S Quentin Rd	Palatine	60067
Young Adult Program	Mr. Dan Williams	2901 Central Rd	Rolling Meadows	60008

Closed Schools

Douglas MacArthur Elem Sch	Schaumburg CCSD 54	Hoffman Estates
Edwin Aldrin Elem School	Schaumburg CCSD 54	Schaumburg
Herbert Hoover Elem School	Schaumburg CCSD 54	Schaumburg

New Schools

Palatine CCSD 15	John G Conyers Learning Academy
Wheeling CCSD 21	Nathaniel Hawthorne EC School
Township HSD 211	District 211 Academy - North
Township HSD 211	District 211 Academy - South
Township HSD 214	Forest View Alternative School
Township HSD 214	Newcomer Center
Township HSD 214	Vanguard School
Township HSD 214	Young Adult Program
Barrington CUSD 220	Early Learning Center

Appendix B: Percentages of Low Income Students in Harper District Schools

School	Housed	Low Income	Low Income Percent	City
Sunny Hill Elem School	406	376	92.6%	Carpentersville
Walt Whitman Elem School	557	470	84.4%	Wheeling
Mark Twain Elem School	552	464	84.1%	Wheeling
John Jay Elem School	388	321	82.7%	Mt Prospect
Eugene Field Elem School	625	495	79.2%	Wheeling
Newcomer Center	18	14	77.8%	Arlington Heights
Oliver W Holmes Middle School	767	597	77.8%	Wheeling
Rupley Elem School	468	352	75.2%	Elk Grove Village
Jane Addams Elem School	681	501	73.6%	Palatine
Virginia Lake Elem School	823	570	69.3%	Palatine
Lake Louise Elem School	759	519	68.4%	Palatine
Robert Frost Elem School	617	412	66.8%	Mt Prospect
Adm Richard E Byrd Elem School	361	238	65.9%	Elk Grove Village
Winston Campus Jr High	758	499	65.8%	Palatine
Nathaniel Hawthorne EC School	198	128	64.6%	Wheeling
District 211 Academy - North	35	22	62.9%	Palatine
Robert Frost Elem School	481	301	62.6%	Mt Prospect
Euclid Elem School	487	301	61.8%	Mt Prospect
Salt Creek Elem School	432	259	60.0%	Elk Grove Village
Joyce Kilmer Elem School	502	297	59.2%	Buffalo Grove
Vanguard School	90	51	56.7%	Arlington Heights
Juliette Low Elem School	474	265	55.9%	Arlington Heights
Gray M Sanborn Elem School	636	350	55.0%	Palatine
Friendship Jr High School	719	394	54.8%	Des Plaines
Forest View Alternative School	71	38	53.5%	Arlington Heights
Booth Tarkington Elem School	537	284	52.9%	Wheeling
Kimball Hill Elem School	613	322	52.5%	Rolling Meadows
Jack London Middle School	651	336	51.6%	Wheeling
Holmes Jr High School	532	272	51.1%	Mt Prospect
Grove Jr High School	855	435	50.9%	Elk Grove Village
Timber Ridge School	76	38	50.0%	Arlington Heights
Early Learning Center	222	110	49.5%	Barrington
Lincoln Elementary School	837	412	49.2%	Palatine
Devonshire School	423	206	48.7%	Des Plaines
Wheeling High School	1,781	836	46.9%	Wheeling
John Muir Literacy Academy	506	230	45.5%	Hoffman Estates
Palatine High School	2,707	1,226	45.3%	Palatine
Hoffman Estates High School	1,901	859	45.2%	Hoffman Estates
Central Road Elem School	597	270	45.2%	Rolling Meadows
Winston Campus Elementary	536	239	44.6%	Palatine
Stuart R Paddock School	740	326	44.1%	Palatine

Carl Sandburg Jr High School	574	251	43.7%	Rolling Meadows
Lakeview Elem School	572	249	43.5%	Hoffman Estates
Thomas Jefferson Elem School	584	245	42.0%	Hoffman Estates
Enders-Salk Elem School	494	203	41.1%	Schaumburg
Elk Grove High School	1,935	749	38.7%	Elk Grove Village
Brentwood Elem School	422	162	38.4%	Des Plaines
Young Adult Program	80	30	37.5%	Rolling Meadows
Anne Fox Elem School	464	170	36.6%	Hanover Park
Cooper Middle School	676	243	35.9%	Buffalo Grove
Adlai Stevenson Elem School	462	166	35.9%	Elk Grove Village
Albert Einstein Elem School	469	168	35.8%	Hanover Park
Willow Bend Elem School	540	188	34.8%	Rolling Meadows
Edgar A Poe Elem School	446	150	33.6%	Arlington Heights
River Trails Middle School	493	165	33.5%	Mt Prospect
Hanover Highlands Elem School	427	141	33.0%	Hanover Park
Ridge Family Center for Learning	337	110	32.6%	Elk Grove Village
Rolling Meadows High School	1,808	584	32.3%	Rolling Meadows
Schaumburg High School	2,303	684	29.7%	Schaumburg
Dwight D Eisenhower JHS	649	192	29.6%	Hoffman Estates
Forest View Elem School	464	137	29.5%	Mt Prospect
Elizabeth Blackwell Elem School	516	152	29.5%	Schaumburg
Clearmont Elem School	411	121	29.4%	Elk Grove Village
Walter R Sundling Jr High Sch	667	194	29.1%	Palatine
MacArthur Intrntl Spanish Acad	416	112	26.9%	Hoffman Estates
Neil Armstrong Elem School	511	137	26.8%	Hoffman Estates
Helen Keller JHS	613	160	26.1%	Schaumburg
Anne Sullivan Elem School	319	82	25.7%	Prospect Heights
Dwight D Eisenhower Elem School	376	96	25.5%	Prospect Heights
J W Riley Elem School	358	91	25.4%	Arlington Heights
MacArthur Middle School	502	120	23.9%	Prospect Heights
Betsy Ross Elem School	341	78	22.9%	Prospect Heights
Jane Addams JHS	680	155	22.8%	Schaumburg
James Whitcomb Riley School	9	2	22.2%	Arlington Heights
Frank C Whiteley Elem School	596	127	21.3%	Hoffman Estates
J B Conant High School	2,355	496	21.1%	Hoffman Estates
Buffalo Grove High School	1,930	405	21.0%	Buffalo Grove
Henry W Longfellow Elem School	473	95	20.1%	Buffalo Grove
Buzz Aldrin Elem School	599	120	20.0%	Schaumburg
Barrington Mdle Sch- Prairie Cmps	1,131	214	18.9%	Barrington
Barrington Middle Sch Station	1,029	187	18.2%	Barrington
Robert Frost JHS	705	122	17.3%	Schaumburg
John Hersey High School	2,019	342	16.9%	Arlington Heights
Barrington High School	3,028	510	16.8%	Barrington

School	Enrollment	Count	Percent	City
Roslyn Road Elem School	444	71	16.0%	Barrington
Westbrook Early Learning Cntr	542	82	15.1%	Mt Prospect
Plum Grove Jr High School	779	117	15.0%	Rolling Meadows
Margaret Mead JHS	744	109	14.7%	Elk Grove Village
Indian Grove Elem School	430	63	14.7%	Mt Prospect
Hunting Ridge Elem School	675	97	14.4%	Palatine
Everett Dirksen Elementary Sch	403	57	14.1%	Schaumburg
Grove Avenue Elem School	487	67	13.8%	Barrington
Winston Churchill Elem School	435	58	13.3%	Schaumburg
Adolph Link Elem School	598	79	13.2%	Elk Grove Village
North Barrington Elem School	426	56	13.1%	Barrington
Fairview Elem School	436	55	12.6%	Mt Prospect
Nathan Hale Elem School	424	53	12.5%	Schaumburg
Lincoln Middle School	749	90	12.0%	Mt Prospect
Prospect High School	2,104	252	12.0%	Mt Prospect
Hoover Math and Science Academy	701	84	12.0%	Schaumburg
Arnett C Lines Elem School	451	53	11.8%	Barrington
Frederick Nerge Elem School	554	65	11.7%	Roselle
Campanelli Elem School	487	57	11.7%	Schaumburg
Wm Fremd High School	2,724	313	11.5%	Palatine
Fairview Elem School	563	59	10.5%	Hoffman Estates
Hough Street Elem School	301	31	10.3%	Barrington
Marion Jordan Elem School	515	53	10.3%	Palatine
John G Conyers Learning Academy	220	22	10.0%	Rolling Meadows
Thomas Dooley Elem School	411	41	10.0%	Schaumburg
Michael Collins Elem School	650	63	9.7%	Schaumburg
Countryside Elem School	421	38	9.0%	Barrington
Kirk School	178	15	8.4%	Palatine
South Middle School	861	62	7.2%	Arlington Heights
Lions Park Elem School	474	32	6.8%	Mt Prospect
Lincoln Prairie School	356	24	6.7%	Hoffman Estates
Pleasant Hill Elem School	568	38	6.7%	Palatine
Windsor Elementary School	455	29	6.4%	Arlington Heights
Miner School	80	5	6.3%	Arlington Heights
Thomas Middle School	943	56	5.9%	Arlington Heights
Ivy Hill Elem School	514	24	4.7%	Arlington Heights
Barbara B Rose Elem School	493	22	4.5%	South Barrington
Patton Elem School	454	12	2.6%	Arlington Heights
Westgate Elem School	616	16	2.6%	Arlington Heights
Greenbrier Elem School	386	9	2.3%	Arlington Heights
Dryden Elem School	508	10	2.0%	Arlington Heights
Olive-Mary Stitt School	570	10	1.8%	Arlington Heights

Appendix C– Food Stamp Recipients by Occupation

No Food Stamps	Food Stamp Recipients	% on Food Stamps	Occupation
0	24	100.0%	Paving, Surfacing, and Tamping Equipment Operators
18	33	64.7%	Transportation Security Screeners
15	22	59.5%	Crane and Tower Operators
20	19	48.7%	Miscellaneous Life, Physical, and Social Science Technicians, Including Social Science Research Assistants
29	26	47.3%	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
101	81	44.5%	Producers and Directors
250	125	33.3%	Cargo and Freight Agents
154	75	32.8%	Medical Records and Health Information Technicians
154	68	30.6%	Precision Instrument and Equipment Repairers
50	21	29.6%	Motor Vehicle Operators, All Other
157	57	26.6%	Structural Iron and Steel Workers
516	175	25.3%	Laundry and Dry-Cleaning Workers
133	45	25.3%	Painting Workers
50	16	24.2%	Military, Rank Not Specified
77	22	22.2%	Glaziers
329	91	21.7%	Carpet, Floor, and Tile Installers and Finishers
182	50	21.6%	Coin, Vending, and Amusement Machine Servicers and Repairers
585	160	21.5%	Electrical, Electronics, and Electromechanical Assemblers
102	27	20.9%	Security and Fire Alarm Systems Installers
111	29	20.7%	Paper Goods Machine Setters, Operators, and Tenders
240	60	20.0%	Hotel, Motel, and Resort Desk Clerks
96	24	20.0%	Court, Municipal, and License Clerks
320	77	19.4%	Miscellaneous agricultural workers including animal breeders
300	72	19.4%	Bill and Account Collectors
213	51	19.3%	Massage Therapists
138	32	18.8%	Miscellaneous Health Technologists and Technicians
498	112	18.4%	Counter Attendant, Cafeteria, Food Concession, and Coffee Shop
271	61	18.4%	Tax Preparers
554	121	17.9%	Packaging and Filling Machine Operators and Tenders
133	29	17.9%	Computer Hardware Engineers
111	24	17.8%	Flight Attendants
441	94	17.6%	Nonfarm Animal Caretakers
424	89	17.3%	Computer Operators
203	41	16.8%	Personal Care and Service Workers, All Other
897	175	16.3%	Industrial Truck and Tractor Operators
344	66	16.1%	Printing Machine Operators
352	67	16.0%	Photographers
123	23	15.8%	Directors, Religious Activities and Education

473	85	15.2%	First-Line Supervisors of Housekeeping and Janitorial Workers
792	139	14.9%	Taxi Drivers and Chauffeurs
468	82	14.9%	Welding, Soldering, and Brazing Workers
1,877	321	14.6%	Nursing, Psychiatric, and Home Health Aides
223	38	14.6%	Mail Clerks and Mail Machine Operators, Except Postal Service
158	26	14.1%	Job Printers
1,444	235	14.0%	Other production workers including semiconductor processors and cooling and freezing equipment operators
2,836	439	13.4%	Construction Laborers
780	117	13.0%	First-Line Supervisors of Food Preparation and Serving Workers
3,087	435	12.4%	Stock Clerks and Order Fillers
1,964	272	12.2%	Packers and Packagers, Hand
314	42	11.8%	Butchers and Other Meat, Poultry, and Fish Processing Workers
425	55	11.5%	Health Practitioner Support Technologists and Technicians
148	19	11.4%	Pest Control Workers
932	119	11.3%	First-Line Supervisors of Construction Trades and Extraction Workers
408	52	11.3%	Administrative Services Managers
443	55	11.0%	Printing Machine Operators
1,949	226	10.4%	Miscellaneous Assemblers and Fabricators
337	39	10.4%	Other Installation, Maintenance, and Repair Workers Including Wind Turbine Service Technicians, and Commercial Divers, and Signal and Track Wwitch Repairers
5,257	604	10.3%	Janitors and Building Cleaners
1,480	170	10.3%	Personal Care Aides
195	22	10.1%	Highway Maintenance Workers
4,106	429	9.5%	Bookkeeping, Accounting, and Auditing Clerks
3,592	379	9.5%	Office Clerks, General
1,320	138	9.5%	Painters, Construction and Maintenance
725	75	9.4%	Industrial and Refractory Machinery Mechanic
388	40	9.3%	First-Line Supervisors of Mechanics, Installers, and Repairers
2,705	267	9.0%	Grounds Maintenance Workers
990	97	8.9%	Combined Food Preparation and Serving Workers, Including Fast Food
1,543	148	8.8%	Insurance Sales Agents
228	22	8.8%	Stationary Engineers and Boiler Operators
3,635	346	8.7%	Childcare Workers
2,736	260	8.7%	Metalworkers and Plastic Workers, All Other
1,916	181	8.6%	Shipping, Receiving, and Traffic Clerks
181	17	8.6%	Weighers, Measurers, Checkers, and Samplers, Recordkeeping
625	58	8.5%	Diagnostic Related Technologists and Technicians
368	34	8.5%	Insurance Underwriters
207	19	8.4%	Miscellaneous transportation workers including bridge and lock tenders and traffic technicians
2,056	173	7.8%	Inspectors, Testers, Sorters, Samplers, and Weighers
616	50	7.5%	Miscellaneous food preparation and serving related workers including dining room and

			cafeteria attendants and bartender helpers
4,262	343	7.4%	Receptionists and Information Clerks
869	68	7.3%	Claims Adjusters, Appraisers, Examiners, and Investigators
253	19	7.0%	Artists and Related Workers
874	65	6.9%	Security Guards and Gaming Surveillance Officers
282	21	6.9%	Interviewers, Except Eligibility and Loan
2,842	204	6.7%	General and Operations Managers
1,308	94	6.7%	Athletes, Coaches, Umpires, and Related Workers
5,013	346	6.5%	Cooks
336	23	6.4%	Other Business Operations Specialists
3,083	199	6.1%	Maids and Housekeeping Cleaners
7,871	503	6.0%	Cashiers
328	21	6.0%	Paralegals and Legal Assistants
2,625	162	5.8%	Production Workers
1,044	63	5.7%	File Clerks
587	35	5.6%	Musicians, Singers, and Related Workers
484	28	5.5%	Correspondent clerks and order clerks
346	20	5.5%	Loan Interviewers and Clerks
5,986	344	5.4%	Sales Representatives, Wholesale and Manufacturing
975	56	5.4%	Tellers
6,847	386	5.3%	Customer Service Representatives
592	33	5.3%	Medical Assistants
553	31	5.3%	First-Line Supervisors of Personal Service Workers
350	19	5.1%	Sewing Machine Operators
1,919	101	5.0%	Real Estate Brokers and Sales Agents
1,878	99	5.0%	Data Entry Keyers
10,007	514	4.9%	Retail Salespersons
4,622	233	4.8%	Waiters and Waitresses
1,730	88	4.8%	Food Preparation Workers
457	23	4.8%	Network and Computer Systems Administrators
381	19	4.8%	Counter and Rental Clerks
493	24	4.6%	Architects, Except Naval
2,669	123	4.4%	Carpenters
584	27	4.4%	Computer Support Specialists
787	35	4.3%	Licensed Practical and Licensed Vocational Nurses
2,909	128	4.2%	Sales Representatives, Services, All Other
924	41	4.2%	Office and Administrative Support workers
1,145	49	4.1%	Engineering Technicians, Except Drafters
936	40	4.1%	Word Processors and Typists
675	29	4.1%	Cleaners of Vehicles and Equipment
893	37	4.0%	Couriers and Messengers

1,921	76	3.8%	Constructions Managers
1,471	58	3.8%	Automotive Service Technicians and Mechanics
403	16	3.8%	Food Servers, Nonrestaurant
1,053	41	3.7%	Social Workers
547	21	3.7%	Computer Occupations, All Other
1,101	41	3.6%	Computer Scientists and Systems Analysts
634	24	3.6%	Dentists
2,733	97	3.4%	Registered Nurses
642	22	3.3%	Electricians
4,365	145	3.2%	First-Line Supervisors of Office and Administrative Support Workers
729	23	3.1%	Industrial Engineers, including Health and Safety
677	22	3.1%	Machinists
1,703	52	3.0%	Hairdressers, Hairstylists, and Cosmetologists
6,190	183	2.9%	Driver/Sales Workers and Truck Drivers
3,127	94	2.9%	Management Analysts
1,484	44	2.9%	Miscellaneous Engineers including nuclear engineers
735	22	2.9%	Human Resource Managers
4,468	131	2.8%	Laborers and Freight, Stock, and Material Movers, Hand
722	21	2.8%	Bartenders
2,329	64	2.7%	Food Service Managers
970	27	2.7%	Security Guards and Gaming Surveillance Officers
2,519	66	2.6%	Other Teachers and Instructors
985	26	2.6%	Clinical Laboratory Technologists and Technicians
630	17	2.6%	Drafters
1,418	37	2.5%	Billing and Posting Clerks
10,000	251	2.4%	Miscellaneous Managers, Including Funeral Service Managers and Postmasters and Mail Superintendents
945	23	2.4%	Property, Real Estate, and Community Association Managers
10,271	244	2.3%	Secretaries and Administrative Assistants
899	21	2.3%	Insurance Claims and Policy Processing Clerks
710	17	2.3%	Human Resources Workers
8,593	195	2.2%	Accountants and Auditors
1,080	24	2.2%	Medical and Health Services Managers
665	15	2.2%	Dental Assistants
7,207	151	2.1%	First-Line Supervisors of Retail Sales Workers
4,381	94	2.1%	First-Line Supervisors of Non-Retail Sales
2,698	57	2.1%	Teacher Assistants
820	18	2.1%	Purchasing Agents, Except Wholesale, Retail, and Farm Products
1,251	25	2.0%	Computer Support Specialists
1,246	24	1.9%	Preschool and Kindergarten Teachers
861	17	1.9%	Dispatchers
1,352	22	1.6%	Bus Drivers

1,262	20	1.6%	Electrical and Electronics Engineers
4,119	59	1.4%	Chief executives and legislators
1,336	19	1.4%	Education Administrators
3,903	44	1.1%	Financial Managers
1,231	13	1.0%	Personal Financial Advisors
8,480	80	0.9%	Elementary and Middle School Teachers
3,818	36	0.9%	Registered Nurses
2,044	16	0.8%	Human Resources, Training, and Labor Relations Specialists
4,840	32	0.7%	Software Developers, Applications and Systems Software
2,512	18	0.7%	Computer Scientists and Systems Analysts
3,847	25	0.6%	Marketing and Sales Managers
2,609	13	0.5%	Computer Programmers

Appendix D: Occupation Projections

Occupation	2010	2020	Growth	Replacements	Job Potential
Food & Beverage Serving Workers	120,286	142,764	22,478	4,595	27,073
Combined Food Prep. & Serving Workers	57,160	70,071	12,911	1,595	14,506
Primary/Second/Special Ed. School Teachers	96,474	108,301	11,827	2,382	14,209
Registered Nurses	64,480	76,235	11,755	1,167	12,922
Construction Trades Workers	87,312	97,069	9,757	1,691	11,448
Financial Specialists	66,135	74,737	8,602	1,410	10,012
Cooks & Food Preparation Workers	58,656	66,994	8,338	1,509	9,847
Retail Sales Workers	165,343	169,164	3,821	5,896	9,717
Home Health Aides	20,562	29,414	8,852	266	9,118
Information & Record Clerks	115,000	120,675	5,675	3,288	8,963
Other Personal Care & Service Workers	51,919	59,802	7,883	1,024	8,907
Waiters & Waitresses	38,705	45,030	6,325	1,932	8,257
Building Cleaning & Pest Control Workers	81,692	87,915	6,223	1,519	7,742
Health Technologists & Technicians	55,470	61,549	6,079	1,121	7,200
Financial Clerks	69,543	75,273	5,730	1,419	7,149
Elem. School Teachers, Ex. Special Ed.	37,455	43,299	5,844	823	6,667
Material Moving Workers	107,244	110,572	3,328	3,215	6,543
Office Clerks, General	68,975	73,801	4,826	1,221	6,047
Grounds Maintenance Workers	25,699	31,283	5,584	455	6,039
Janitors/Cleaners, Ex.Maids/Housekeepers	54,737	59,717	4,980	1,032	6,012
Motor Vehicle Operators	77,171	81,626	4,455	1,492	5,947
Landscaping & Groundskeeping Workers	23,164	28,474	5,310	410	5,720
Other Management Occupations	81,190	85,017	3,827	1,786	5,613
Other Office & Adm. Support Workers	99,005	102,643	3,638	1,841	5,479
Management Analysts	22,396	27,504	5,108	364	5,472
Personal & Home Care Aides	14,733	19,806	5,073	116	5,189
Retail Salespersons	84,739	87,423	2,684	2,489	5,173
Sales Representatives, Services	49,617	53,170	3,553	1,306	4,859
Other Protective Service Workers	41,240	44,885	3,645	905	4,550
Customer Service Representatives	54,448	57,419	2,971	1,547	4,518
Laborers/Freight/Stock & Material Movers	57,301	59,859	2,558	1,832	4,390
Business Operations Specialists, All Other	47,225	50,608	3,383	905	4,288
Cooks, Restaurant	16,978	20,720	3,742	361	4,103
Secretaries & Administrative Assistants	80,484	83,415	2,931	1,078	4,009
Personal Appearance Workers	19,479	23,047	3,568	367	3,935
Other Installation/Maintenance/Repair Occs	49,524	52,473	2,949	976	3,925
Other Food Preparation & Serving Workers	26,273	28,764	2,491	1,273	3,764
Security Guards	32,039	35,250	3,211	509	3,720
Other Teachers & Instructors	36,616	39,562	2,946	560	3,506

Accountants & Auditors	27,002	29,925	2,923	580	3,503
Hairdressers/Hairstylists/Cosmetologists	14,478	17,464	2,986	276	3,262
Software Developers, Applications	10,325	13,427	3,102	108	3,210
Cashiers	66,951	67,114	163	3,038	3,201
Food Preparation Workers	17,629	20,194	2,565	635	3,200
Other Education, Training & Library Occs	26,197	28,800	2,603	588	3,191
Nursing Aides, Orderlies & Attendants	28,908	31,719	2,811	373	3,184
Operations Specialties Managers	40,086	42,405	2,319	836	3,155
Lawyers	22,467	25,061	2,594	428	3,022
Teachers & Instructors, All Other	30,202	32,685	2,483	461	2,944
Engineers	26,104	28,367	2,263	627	2,890
Other Healthcare Support Occupations	26,916	29,294	2,378	450	2,828
Receptionists & Information Clerks	19,637	21,844	2,207	594	2,801
1st-LineSpvrs/MgrsFoodPrep/ServingWkers	14,518	16,876	2,358	308	2,666
Construction Laborers	23,494	25,933	2,439	188	2,627
Market Research Analysts & Specialists	7,961	10,350	2,389	213	2,602
Vehicle/Mobile Equip. Mechanics/Installers	28,022	29,805	1,783	711	2,494
Tellers	15,088	16,948	1,860	621	2,481
Teacher Assistants	20,010	22,017	2,007	451	2,458
Sec./Commod./Fin.Services Sales Agents	16,474	18,476	2,002	455	2,457
Sales Representatives, Wholesale & Mfg	45,996	47,360	1,364	1,083	2,447
1st-LineSpvrs/Mgrs Office/Adm.Support Workers	25,197	26,959	1,762	674	2,436
Bartenders	12,868	14,782	1,914	448	2,362
Bookkeeping/Accounting/Auditing Clerks	32,181	34,142	1,961	354	2,315
Managers, All Other	36,631	38,071	1,440	814	2,254
Middle School Teachers,Ex.Special/Voc Ed	12,467	14,416	1,949	274	2,223
Loan Officers	7,733	9,732	1,999	198	2,197
Sales Representatives, Services, All Other	14,305	15,990	1,685	420	2,105
Software Developers, Systems Software	8,339	10,339	2,000	87	2,087
Computer Systems Analysts	9,490	11,382	1,892	178	2,070
Secondary Teachers, Ex. Spec/Voc. Ed.	23,893	25,278	1,385	653	2,038
Executive Secretaries & Adm. Assistants	26,935	28,512	1,577	360	1,937
Truck Drivers, Heavy & Tractor-Trailer	28,312	29,664	1,352	564	1,916
Sales Reps/Whlesale/Mfg,Ex.Tech/Scntifc	36,587	37,563	976	861	1,837
Computer Programmers	10,378	11,966	1,588	241	1,829
Advertising, Marketing, PR & Sales Managers	19,412	20,639	1,227	563	1,790
Network & Computer Sys. Administrators	7,257	8,895	1,638	123	1,761
Paralegals & Legal Assistants	6,951	8,545	1,594	99	1,693
Law Enforcement Workers	21,161	22,268	1,107	572	1,679
Child Care Workers	17,518	18,645	1,127	552	1,679
Carpenters	16,488	17,808	1,320	350	1,670
Legal Support Workers	9,066	10,602	1,536	131	1,667

Religious Workers	14,142	15,550	1,408	250	1,658
HR/Labor Relations/Training Spec. All Other	9,961	11,426	1,465	168	1,633
Computer Support Specialists	12,217	13,525	1,308	321	1,629
Electricians	11,049	12,378	1,329	298	1,627
Entertainers, Performers & Sports Workers	17,154	18,329	1,175	438	1,613
Maintenance & Repair Workers, General	26,233	27,348	1,115	483	1,598
Dishwashers	8,725	9,917	1,192	399	1,591
Other Sales & Related Workers	21,302	22,349	1,047	511	1,558
Licensed Practical & Vocational Nurses	11,556	12,752	1,196	309	1,505
Police & Sheriff's Patrol Officers	16,009	17,033	1,024	470	1,494
Maids & Housekeeping Cleaners	25,637	26,696	1,059	432	1,491
Financial Analysts	6,552	7,888	1,336	139	1,475
Plumbers, Pipefitters & Steamfitters	7,965	9,166	1,201	229	1,430
Entertainment Attendants & Related Workers	11,710	12,393	683	674	1,357
Personal Financial Advisors	7,706	8,950	1,244	89	1,333
Bus Drivers, School	11,435	12,531	1,096	221	1,317
Emergency Medical Techs & Paramedics	4,872	6,089	1,217	98	1,315
Medical Secretaries	5,437	6,642	1,205	72	1,277
Automotive Service Techs/Mechanics	12,812	13,703	891	331	1,222
Special Ed.Teachers, Pre/K-garten/Elem.	5,578	6,628	1,050	165	1,215
Counter Attds,Café/Food Conc./Cofee Shop	6,622	7,281	659	481	1,140
Dining Room/Café Attds/Bartender Helpers	9,266	10,049	783	345	1,128
Host/Hostess, Restaur/Lounge/Coffee Shop	5,764	6,469	705	404	1,109
Medical Assistants	7,867	8,845	978	121	1,099
Cooks, Institution & Cafeteria	7,097	8,007	910	151	1,061
Recreation Workers	9,067	9,959	892	145	1,037
Truck Drivers, Light or Delivery Services	18,373	19,036	663	366	1,029
Computer & Information Systems Managers	7,801	8,704	903	118	1,021
Legal Secretaries	8,664	9,544	880	117	997
Occ. & Physical Therapist Assts. & Aides	3,961	4,867	906	61	967
Pharmacy Technicians	7,991	8,813	822	139	961
Social & Human Service Assistants	6,286	7,108	822	136	958
Clergy	8,042	8,841	799	137	936
Billing/Posting Clerks & Machine Operators	9,328	10,099	771	163	934
Bill & Account Collectors	7,918	8,689	771	154	925
HVAC Mechanics & Installers	3,109	3,978	869	56	925
IT Security Analysts & Web Developers	4,761	5,590	829	70	899
Physical Therapists	4,281	5,126	845	51	896
Dental Assistants	6,185	6,894	709	129	838
Dental Hygienists	4,306	5,053	747	86	833
Fire Fighting & Prevention Workers	9,011	9,586	575	248	823
Cooks, Fast Food	12,557	13,099	542	268	810
Financial Managers	13,664	14,222	558	251	809

Food Servers, Nonrestaurant	4,931	5,600	669	140	809
Fire Fighters	8,833	9,397	564	244	808
College Teachers, All Other	6,266	6,952	686	101	787
Public Relations Specialists	4,189	4,856	667	112	779
Animal Care & Service Workers	4,844	5,514	670	101	771
Painters, Construction & Maintenance	5,737	6,382	645	125	770
Counter & Rental Clerks	9,407	9,954	547	214	761
Administrative Services Managers	7,641	8,208	567	189	756
Civil Engineers	4,210	4,873	663	86	749
Operating Enginrs/Const.EquipOperators	4,245	4,890	645	99	744
Industrial Truck & Tractor Operators	11,406	11,820	414	322	736
Office/Adm. Support Workers, All Other	10,443	10,956	513	221	734
Educational/Vocational/School Counselors	4,991	5,616	625	107	732
Industrial Machinery Mechanics	4,904	5,541	637	94	731
1st-LineSpvrs/Mgrs Labors/Material Movers	3,821	4,461	640	79	719
Ed.Administrators, Elem. & Secondary	6,638	7,162	524	187	711
Packers & Packagers, Hand	24,921	24,907	-14	712	698
Preschool Teachers, Ex. Special Education	7,208	7,716	508	187	695
Graphic Designers	8,168	8,608	440	254	694
Media & Communication Workers	15,952	16,203	251	441	692
Other Construction & Related Workers	8,292	8,755	463	228	691
Sales Managers	10,223	10,611	388	297	685
Hotel, Motel & Resort Desk Clerks	3,343	3,890	547	133	680
Child, Family & School Social Workers	7,178	7,683	505	170	675
Librarians, Curators & Archivists	7,329	7,758	429	244	673
Nonfarm Animal Caretakers	4,356	4,932	576	97	673
Ushers/Lobby Attendants & Ticket Takers	5,001	5,378	377	292	669
Radiologic Technologists & Technicians	4,272	4,868	596	67	663
Cost Estimators	3,081	3,684	603	59	662
Database Administrators	2,516	3,120	604	43	647
Real Estate Sales Agents	6,084	6,594	510	136	646
Physicians & Surgeons, All Other	7,656	8,146	490	151	641
Social Scientists & Related Workers	5,042	5,516	474	161	635
Marketing Managers	5,433	5,909	476	158	634
Mental Health Counselors	3,168	3,734	566	68	634
Other Transportation Workers	10,067	10,416	349	280	629
Physical Scientists	4,937	5,415	478	151	629
Cleaners of Vehicles & Equipment	6,062	6,506	444	180	624
Life, Physical & Social Science Technicians	4,621	5,102	481	140	621
Electrical & Elec.Equip.Mechanics/Installers	10,956	11,354	398	222	620
1st-LineSpvrs/Mgrs Const/Extraction	4,381	4,891	510	100	610
Sales Reps/Whlesale/Mfg,Tech/Scientific	9,409	9,797	388	221	609
Coaches & Scouts	4,419	4,915	496	112	608

Financial Specialists, All Other	5,508	5,998	490	117	607
Cement Masons & Concrete Finishers	2,973	3,531	558	47	605
Driver/Sales Workers	7,778	8,205	427	155	582
Bus Drivers, Transit & Intercity	5,837	6,274	437	113	550
Meeting & Convention Planners	2,165	2,659	494	42	536
Credit Analysts	1,964	2,453	489	42	531
Special Education Teachers, Middle School	2,407	2,866	459	71	530
Speech-Language Pathologists	3,608	4,065	457	69	526
Fitness Trainers & Aerobics Instructors	6,293	6,703	410	100	510
Architects, Except Landscape & Naval	2,817	3,267	450	58	508
Library Assistants, Clerical	3,979	4,300	321	179	500
Cargo & Freight Agents	3,671	4,076	405	90	495
Directors, Religious Activities & Education	4,147	4,564	417	77	494
Physical Therapist Assistants	1,831	2,288	457	28	485
Ed., Training & Library Workers, All Other	3,706	4,099	393	81	474
Medical & Public Health Social Workers	2,170	2,585	415	51	466
Sales & Related Workers, All Other	4,354	4,708	354	110	464
Massage Therapists	2,520	2,943	423	41	464
Construction Managers	4,965	5,391	426	33	459
Self-Enrichment Education Teachers	5,245	5,619	374	80	454
Cooks, Short Order	3,111	3,495	384	66	450
Mechanical Engineers	4,232	4,543	311	136	447
Kindergarten Teachers, Ex. Special Ed.	2,599	2,978	379	68	447
Parts Salespersons	4,225	4,515	290	155	445
Other Healthcare Practitioners & Tech Occs	4,467	4,753	286	158	444
Taxi Drivers & Chauffeurs	4,378	4,767	389	54	443
Training & Development Specialists	3,006	3,398	392	51	443
Pharmacists	5,218	5,521	303	133	436
Lifeguards/Ski Patrol/Other Rec. Workers	3,376	3,594	218	216	434
1st-LineSpvrs/Mgrs Retail Sales	26,254	26,070	-184	612	428
Occupational Therapists	2,144	2,532	388	40	428
Respiratory Therapists	2,208	2,593	385	42	427
Social & Community Service Managers	2,843	3,206	363	61	424
Clinical,Counseling & School Psychologists	2,904	3,231	327	92	419
Computer-Controlled Mach Tool Operators	3,359	3,708	349	64	413
Payroll & Timekeeping Clerks	3,805	4,129	324	78	402
Family & General Practitioners	3,105	3,444	339	61	400
Graduate Teaching Assistants	2,795	3,140	345	45	390
Computer Occupations, All Other	5,646	5,928	282	107	389
Mental Health & Sub Abuse Social Workers	2,559	2,876	317	60	377
Medical Records/Health Information Techs	3,960	4,257	297	79	376
Manicurists & Pedicurists	1,594	1,934	340	28	368
Logisticians	2,048	2,375	327	40	367

Healthcare Support Workers, All Other	5,341	5,625	284	82	366
Mobile Heavy Equipment Mechanics	1,429	1,755	326	38	364
Special Education Teachers, Secondary	3,993	4,237	244	117	361
Helpers, Construction Trades	1,908	2,218	310	51	361
Interpreters & Translators	1,005	1,335	330	26	356
Airline Pilots, Copilots & Flight Engineers	5,854	5,988	134	221	355
Education Teachers, College	2,155	2,472	317	35	352
Medical Scientists, Except Epidemiologists	1,080	1,425	345	7	352
1st-LineSpvrs/Mgrs-Mechanics/Installers	6,098	6,288	190	160	350
Welders, Cutters, Solderers & Brazers	5,915	6,105	190	158	348
Installation/Maint. Workers, All Other	3,923	4,197	274	73	347
Library Technicians	3,108	3,321	213	133	346
Skin Care Specialists	1,076	1,398	322	20	342
1st-LineSpvrs/Mgrs Lndscp/Lawn Service	3,155	3,445	290	45	335
New Accounts Clerks	2,210	2,475	265	61	326
Telemarketers	4,218	4,446	228	90	318
Healthcare Pract./Tech Workers, All Other	3,243	3,444	201	114	315
Insurance Sales Agents	10,292	10,370	78	235	313
Funeral Service Workers	1,454	1,715	261	50	311
Computer Hardware Engineers	1,087	1,372	285	25	310
Construction & Building Inspectors	1,927	2,178	251	57	308
Industrial Engineers	3,957	4,174	217	87	304
Compliance Officers, Ex. Health & Safety	2,758	3,029	271	32	303
Comm.& Soc.Service Specialists, All Other	2,108	2,365	257	46	303
Veterinary Technologists & Technicians	1,481	1,759	278	25	303
Health Technologists & Techs, All Other	3,506	3,737	231	71	302
Diagnostic Medical Sonographers	1,043	1,323	280	15	295
Telecom Equipment Installers/Repairers	4,747	4,964	217	76	293
Personal Care/Service Workers, All Other	3,308	3,530	222	71	293
Brickmasons & Blockmasons	1,800	2,055	255	37	292
Amusement & Recreation Attendants	5,287	5,272	-15	303	288
Drafters, Engineering & Mapping Technicians	11,590	11,655	65	222	287
Loan Interviewers & Clerks	4,416	4,616	200	82	282
Refuse/Recyclable Material Collectors	2,019	2,241	222	60	282
Veterinarians	1,272	1,529	257	25	282
Security/Fire Alarm Systems Installers	1,146	1,399	253	29	282
Air Transportation Workers	15,151	15,012	-139	420	281
Health Educators	1,098	1,349	251	24	275
Engineers, All Other	4,719	4,883	164	104	268
Ed.Administrators, Postsecondary	2,771	2,959	188	79	267
Human Resources Managers	2,210	2,422	212	54	266
Music Directors & Composers	3,114	3,297	183	76	259
Media & Communication Equipment	6,947	7,076	129	125	254

Workers					
Physical Therapist Aides	1,181	1,416	235	19	254
Art Directors	2,499	2,690	191	60	251
Dentists, General	3,092	3,250	158	91	249
Financial Examiners	1,030	1,249	219	22	241
Mathematical Scientists	1,659	1,823	164	76	240
Business Teachers, College	1,475	1,692	217	23	240
Instructional Coordinators	2,294	2,479	185	51	236
Advertising & Promotions Managers	2,011	2,189	178	58	236
Public Relations Managers	1,745	1,930	185	50	235
Property/Real Est/Comm.Assn.Managers	7,100	7,183	83	150	233
Art, Drama & Music Teachers, College	1,397	1,606	209	22	231
Religious Workers, All Other	1,953	2,145	192	36	228
Librarians	3,589	3,723	134	93	227
Food Processing Workers	14,500	14,305	-195	416	221
Dispatchers, Ex. Police/Fire/Ambulance	3,736	3,883	147	72	219
Automotive Body & Related Repairers	3,525	3,656	131	85	216
Chemical Technicians	1,615	1,807	192	24	216
Advertising Sales Agents	5,203	5,259	56	159	215
Pest Control Workers	1,129	1,293	164	50	214
Roofers	2,287	2,452	165	48	213
Biomedical Engineers	426	628	202	10	212
Inspect/Testers/Sorters/Samplers/Weighers	8,857	8,873	16	193	209
Protective Service Workers, All Other	1,481	1,591	110	95	205
Transportation/Tourism/Lodging Attendants	1,403	1,572	169	34	203
Media & Communication Workers, All Other	1,312	1,479	167	35	202
Bus/Truck/Diesel Engine Mechanics	3,721	3,842	121	80	201
Trans. Attendants, Ex Flight Attendants	1,808	1,974	166	34	200
Residential Advisors	1,000	1,159	159	38	197
Interior Designers	1,294	1,449	155	40	195
Environmental Scientists & Specialists	1,069	1,232	163	32	195
Electronics Engineers, Except Computer	2,631	2,758	127	64	191
Health Specialties Teachers, College	1,303	1,470	167	21	188
Engineering Managers	3,336	3,455	119	65	184
Occupational Therapist Assistants	704	878	174	10	184
Rehabilitation Counselors	1,691	1,836	145	37	182
Mail Clerks/Machine Operators, Ex.P.S.	3,213	3,332	119	62	181
Prob. Officers/Corr. Treatment Specialists	1,168	1,323	155	26	181
Private Detectives & Investigators	951	1,111	160	21	181
English Lang./Literature Teachers, College	1,413	1,570	157	22	179
Funeral Mgrs/Directrs/Morticians/Undrtakrs	655	822	167	11	178
1st-LineSpvrs/Mgrs Non-Retail Sales	5,640	5,672	32	142	174

Sheet Metal Workers	2,164	2,298	134	37	171
Police, Fire & Ambulance Dispatchers	1,835	1,968	133	36	169
Sub.Abuse/Behavioral Disorder Counselors	993	1,138	145	22	167
Water/Waste Treat Plant/Systm Operators	1,815	1,931	116	46	162
Chiropractors	1,384	1,519	135	27	162
Glaziers	655	790	135	25	160
Meat, Poultry & Fish Cutters/Trimmers	1,596	1,708	112	47	159
Helpers--Production Workers	11,024	10,998	-26	184	158
Transportation Workers, All Other	2,973	3,038	65	89	154
Chemists	1,827	1,921	94	60	154
Cardiovascular Technologists & Techs	920	1,060	140	14	154
Producers & Directors	1,418	1,529	111	42	153
Tire Repairers & Changers	1,351	1,469	118	35	153
Surgeons	1,119	1,250	131	22	153
Tree Trimmers & Pruners	926	1,062	136	17	153
Dietitians & Nutritionists	1,200	1,306	106	43	149
Court, Municipal & License Clerks	1,451	1,558	107	41	148
Sales Engineers	1,506	1,602	96	51	147
1st-Line Spvrs/Mgrs Fire Fight/Prev.Wrkers	1,405	1,486	81	66	147
Operations Research Analysts	845	965	120	27	147
Surveyors	696	827	131	15	146
Philosophy & Religion Teachers, College	681	816	135	10	145
Physician Assistants	1,004	1,129	125	19	144
Helpers-Plumbers/Pipefitters/Steamfitters	635	762	127	16	143
Credit Authorizers, Checkers & Clerks	1,400	1,500	100	39	139
Gaming Change Persons/Booth Cashiers	21	158	137	1	138
Baggage Porters & Bellhops	895	1,007	112	21	133
Tour & Travel Guides	799	902	103	30	133
Biological Technicians	716	825	109	24	133
Social Workers, All Other	2,343	2,419	76	56	132
HR Assistants, Ex. Payroll/Timekeeping	2,574	2,633	59	72	131
Psychology Teachers, College	768	887	119	12	131
1st-LineSpvrs/Mgrs Trans Mach Operators	2,668	2,742	74	55	129
Electrical Engineers	1,868	1,952	84	45	129
Internists, General	1,061	1,169	108	21	129
Physicists	792	898	106	23	129
Laundry & Dry-Cleaning Workers	5,198	5,228	30	98	128
Structural Iron & Steel Workers	1,213	1,313	100	25	125
Therapists, All Other	949	1,054	105	20	125
Tax Preparers	1,791	1,874	83	39	122
Helpers-Installation/Maintenance Workers	1,344	1,402	58	62	120
1st-Line Spvrs/Mgrs Prot. Wrkers, All Other	1,806	1,863	57	62	119
Anesthesiologists	850	952	102	17	119

Counselors, All Other	843	944	101	18	119
Production/Planning/Expediting Clerks	4,862	4,851	-11	127	116
Psychiatric Technicians	1,225	1,320	95	21	116
Optometrists	1,172	1,247	75	41	116
Water Transportation Workers	861	943	82	34	116
Ed.Administrators, Preschool & Child Care	1,099	1,182	83	31	114
Nursing Instructors & Teachers, College	952	1,051	99	15	114
Health Diag/Treating Practitioners,All Other	1,227	1,317	90	23	113
Industrial Production Managers	2,890	2,934	44	67	111
Environmental Science & Protection Techs	627	711	84	27	111
Commercial Pilots	460	554	94	17	111
Service Station Attendants	720	806	86	24	110
Adult Lit., Remedial Ed. & GED Teachers	1,169	1,258	89	18	107
Home Entertainment Equipment Installers	630	721	91	15	106
Assemblers & Fabricators, All Other	5,041	5,046	5	100	105
Medical Equipment Preparers	1,019	1,109	90	15	105
Milling/Planing Machine Setters/Operators	945	1,033	88	17	105
Biological Science Teachers, College	786	878	92	13	105
Paving/Surfacing/Tamping Equip.Operators	627	719	92	13	105
Parking Lot Attendants	3,640	3,635	-5	109	104
Surgical Technologists	1,360	1,440	80	24	104
Medical & Clinical Lab Technicians	2,664	2,715	51	52	103
Appraisers & Assessors of Real Estate	1,650	1,718	68	35	103
Separate/Filter Mach Setters/Operators	879	968	89	14	103
Mathematical Science Teachers, College	761	849	88	12	100
Civil Engineering Technicians	808	891	83	16	99
Tile & Marble Setters	622	707	85	14	99
Animal Trainers	488	582	94	5	99
Photographers	3,261	3,327	66	32	98
Insulation Workers, Mechanical	408	488	80	16	96
1st-Line Spvrs/Mgrs Police & Detectives	2,623	2,628	5	90	95
Budget Analysts	885	961	76	19	95
Funeral Attendants	569	636	67	27	94
Medical Equipment Repairers	528	607	79	15	94
Interviewers, Except Eligibility & Loan	2,000	2,053	53	39	92
Environmental Engineering Technicians	412	496	84	8	92
Slaughterers & Meat Packers	1,590	1,633	43	46	89
Farm Equipment Mechanics	968	1,032	64	25	89
Chefs & Head Cooks	2,043	2,094	51	36	87
Grounds Maintenance Workers, All Other	964	1,034	70	17	87
Coin/Vend/Amusement Machine Servicers	829	898	69	17	86
Computer/Information Research Scientists	365	445	80	6	86
Extruding/Drawing Mach Setters/Operators	1,377	1,436	59	26	85

Life/Phys/Social Science Techs, All Other	759	812	53	32	85
Foreign Lang./Literature Teachers, College	476	552	76	7	83
Postmasters & Mail Superintendents	574	645	71	11	82
Communications Teachers, College	575	647	72	9	81
Pipelayers	348	418	70	10	80
Pesticide Handlers, Sprayers & Applicators	645	713	68	11	79
Judicial Law Clerks	885	950	65	13	78
Surveying & Mapping Technicians	713	777	64	13	77
Chemistry Teachers, College	505	574	69	8	77
Commercial & Industrial Designers	1,154	1,194	40	36	76
Transportation Inspectors	724	782	58	18	76
Recreational Therapists	594	649	55	21	76
Tapers	326	393	67	9	76
Carpet Installers	1,121	1,171	50	25	75
Correctional Officers & Jailers	2,357	2,389	32	42	74
Opticians, Dispensing	1,892	1,928	36	38	74
Training & Development Managers	685	742	57	17	74
Ambulance Drivers/Attendants, Ex EMTs	241	309	68	5	73
Locker, Coat & Dressing Room Attendants	604	641	37	35	72
Lodging Managers	545	602	57	15	72
Survey Researchers	504	563	59	13	72
Purchasing Managers	1,950	1,962	12	59	71
Metal Workers & Plastic Workers	43,896	43,148	-748	818	70
Brokerage Clerks	2,819	2,809	-10	79	69
Computer/ATM/Office Machine Repairers	2,215	2,230	15	54	69
Rail Car Repairers	1,157	1,196	39	30	69
Structural Metal Fabricators & Fitters	1,015	1,065	50	19	69
Septic Servicers/Sewer Pipe Cleaners	634	686	52	17	69
Concierges	508	565	57	12	69
Technical Writers	497	557	60	9	69
Helpers-Carpenters	423	481	58	11	69
Curators	264	326	62	7	69
Dietetic Technicians	886	938	52	15	67
Wholesale/Retail Buyers,Ex.Farm Products	2,127	2,139	12	54	66
Real Estate Brokers	1,406	1,441	35	31	66
Locksmiths & Safe Repairers	566	622	56	10	66
Outdoor Power/Small Engine Mechanics	354	411	57	8	65
Helpers-Electricians	336	392	56	9	65
Natural Sciences Managers	602	630	28	36	64
History Teachers, College	434	491	57	7	64
Plant & System Operators	5,028	4,946	-82	144	62
Pharmacy Aides	1,024	1,070	46	16	62
Environmental Engineers	674	722	48	14	62

Agents/Bus.Mgrs of Performers & Athletes	536	588	52	10	62
Political Science Teachers, College	356	412	56	6	62
Production Workers, All Other	10,544	10,330	-214	275	61
Chemical Equipment Operators/Tenders	2,432	2,451	19	39	58
Paperhangers	573	625	52	6	58
Audio & Video Equipment Technicians	1,424	1,440	16	41	57
Education Administrators, All Other	800	834	34	23	57
Loan Counselors	316	365	49	8	57
Audiologists	254	310	56	1	57
Construction/Related Workers, All Other	395	437	42	14	56
Umpires, Referees & Other Sports Officials	388	435	47	9	56
Radio & Television Announcers	865	897	32	23	55
Actuaries	537	559	22	32	54
Insulation Workers, Floor/Ceiling/Wall	442	479	37	17	54
Helpers-Masons & Tile/Marble Setters	220	268	48	6	54
Mechanical Drafters	958	993	35	18	53
Broadcast Technicians	625	660	35	18	53
Engineering Teachers, College	399	445	46	6	52
Barbers	1,216	1,244	28	22	50
Psychiatrists	406	448	42	8	50
Pediatricians, General	355	398	43	7	50
Reinforcing Iron & Rebar Workers	222	267	45	5	50
Maintenance Workers, Machinery	2,437	2,441	4	45	49
Computer Science Teachers, College	709	745	36	11	47
Health & Safety Engineers, Except Mining	629	663	34	13	47
Boilermakers	589	614	25	22	47
Chemical Engineers	523	553	30	17	47
Captains/Mates/Pilots of Water Vessels	358	391	33	14	47
Materials Scientists	246	285	39	8	47
Economics Teachers, College	269	310	41	4	45
Purchasing Agents, Ex.Retail & Farm Prod.	4,997	4,907	-90	134	44
Compnsatn/Bnfits/Job Analysis Specialists	1,902	1,913	11	33	44
Obstetricians & Gynecologists	338	375	37	7	44
Motorcycle Mechanics	209	248	39	5	44
Hazardous Materials Removal Workers	478	508	30	13	43
Occupational Therapist Aides	245	285	40	3	43
Electrical & Electronic Engineering Techs	2,308	2,306	-2	44	42
Soil & Plant Scientists	296	325	29	12	41
Butchers & Meat Cutters	3,961	3,886	-75	115	40
Welding/Soldering Mach Setters/Operators	906	922	16	24	40
Physical Scientists, All Other	521	542	21	19	40
Motor Vehicle Operators, All Other	817	840	23	15	38
Metal-Refining Furnace Operators/Tenders	296	329	33	5	38

Occupation					
Embalmers	230	257	27	10	37
Conveyor Operators & Tenders	749	762	13	23	36
Sailors & Marine Oilers	317	340	23	13	36
Medical & Clinical Lab Technologists	2,667	2,651	-16	51	35
Stationary Engineers & Boiler Operators	996	1,010	14	21	35
1st-LineSpvrs/Mgrs Persnal Service Wrkers	444	468	24	11	35
Economists	305	331	26	9	35
Sociology Teachers, College	243	274	31	4	35
Mining & Geo Eng., Including Mining Safety	116	149	33	2	35
Crane & Tower Operators	413	435	22	12	34
Engine & Other Machine Assemblers	352	379	27	7	34
Criminal Just/Law Enforc.Teachers, College	258	288	30	4	34
Demonstrators & Product Promoters	145	175	30	4	34
Materials Engineers	407	429	22	11	33
Physics Teachers, College	239	268	29	4	33
Gaming Service Workers, All Other	5	38	33	0	33
Forensic Science Technicians	244	266	22	10	32
Recreation & Fitness Teachers, College	226	255	29	3	32
Electrical Power-Line Installers/Repairers	917	916	-1	32	31
Psychiatric Aides	867	887	20	11	31
Agricultural & Food Science Technicians	383	401	18	13	31
Parking Enforcement Workers	283	307	24	7	31
Automotive Glass Installers & Repairers	237	262	25	6	31
Transportation Security Screeners	1,426	1,439	13	17	30
Social Scientists & Related Occs, All Other	560	567	7	23	30
Radiation Therapists	415	437	22	8	30
Social Work Teachers, College	166	193	27	3	30
Fine Artists, Sculptors & Illustrators	504	521	17	12	29
Urban & Regional Planners	350	369	19	9	28
Film & Video Editors	345	367	22	6	28
Atmospheric & Space Scientists	226	252	26	2	28
Transportation/Storage/Distribution Mgrs	2,416	2,384	-32	59	27
1st-Line Spvrs/Mgrs Correctional Officers	299	317	18	9	27
Weighers/Measurers/Checkers/Samplers	1,044	1,029	-15	41	26
Mechanical Door Repairers	193	216	23	3	26
Geoscientists,Ex.Hydrologists/Geographers	175	196	21	5	26
Marriage & Family Therapists	115	138	23	2	25
Painting, Coating & Decorating Workers	298	316	18	6	24
Archivists	149	169	20	4	24
Excvating/Loading Mach/Dragline Oprators	413	423	10	13	23
Biological Scientists, All Other	372	387	15	8	23
Nuclear Engineers	295	310	15	7	22
Vocational Ed.Teachers, Secondary School	754	754	0	21	21

Occupation					
Epidemiologists	96	116	20	1	21
Designers, All Other	493	498	5	15	20
Nuclear Medicine Technologists	326	341	15	4	19
Food Roasting/Baking Mach Operators	327	337	10	9	19
Aerospace Engineers	204	219	15	4	19
Building Cleaning Workers, All Other	133	150	17	2	19
Helpers, Construction Trades, All Other	119	135	16	3	19
Aerospace Engineering & Operations Techs	112	129	17	2	19
Compensation & Benefits Managers	829	827	-2	20	18
Dancers	208	218	10	8	18
Statisticians	176	183	7	11	18
Recreational Vehicle Service Technicians	119	134	15	3	18
Food Cooking Machine Operators/Tenders	875	867	-8	25	17
Ophthalmic Laboratory Technicians	460	462	2	15	17
Set & Exhibit Designers	241	251	10	7	17
Broadcast News Analysts	157	168	11	6	17
Emergency Management Directors	219	231	12	4	16
Packaging/Filling Mach Operators/Tenders	9,252	9,115	-137	152	15
Veterinary Assts. & Lab Animal Caretakers	1,314	1,308	-6	21	15
Tax Examiners/Collectors/Revenue Agents	869	864	-5	20	15
Electrical & Electronics Drafters	421	428	7	8	15
Microbiologists	141	153	12	3	15
Forest, Conservation & Logging Workers	124	136	12	3	15
Agricultural Workers, All Other	99	111	12	3	15
Landscape Architects	124	136	12	2	14
Mechanical Engineering Technicians	1,001	995	-6	19	13
Camera Operators/TV/Video/Motion Picture	644	645	1	12	13
Food Scientists & Technologists	395	392	-3	16	13
Agricultural Inspectors	283	287	4	9	13
Orthodontists	203	210	7	6	13
Plasterers & Stucco Masons	164	174	10	3	13
Anthropology/Archeology Teachers, College	85	97	12	1	13
Cartographers & Photogrammetrists	70	82	12	1	13
Numerical Tool/Process Control Programers	405	410	5	7	12
Forest & Conservation Workers	119	129	10	2	12
Riggers	108	118	10	2	12
Public Address System/Other Announcers	216	221	5	6	11
Vocational Ed. Teachers, Middle School	120	129	9	2	11
Hoist & Winch Operators	105	113	8	3	11
Law Teachers, College	73	83	10	1	11
Social Science Research Assistants	62	70	8	3	11
Anthropologists & Archeologists	38	47	9	2	11
Legislators	2,227	2,186	-41	51	10

Psychologists, All Other	182	186	4	6	10
Geography Teachers, College	76	85	9	1	10
Detectives & Criminal Investigators	1,563	1,537	-26	35	9
Avionics Technicians	283	285	2	7	9
Floor Sanders & Finishers	136	142	6	3	9
Audio-Visual Collections Specialists	79	86	7	2	9
Helpers-Painters/Paperhangers/Plasterers	55	63	8	1	9
Historians	46	53	7	2	9
Farmers, Ranchers & Other Ag Managers	1,617	1,594	-23	31	8
Rolling Mach Setters/Operators/Tenders	837	829	-8	16	8
Podiatrists	324	326	2	6	8
Elevator Installers & Repairers	169	172	3	5	8
Foundry Mold & Coremakers	159	165	6	2	8
Social Sciences Teachers,College,All Other	88	95	7	1	8
Fashion Designers	76	82	6	2	8
Earth Drillers, Except Oil & Gas	71	78	7	1	8
Library Science Teachers, College	58	65	7	1	8
Mathematicians	36	42	6	2	8
Artists & Related Workers, All Other	397	395	-2	9	7
Entertain/Perform/Sport Workers, All Other	130	134	4	3	7
Sound Engineering Technicians	455	448	-7	13	6
Life Scientists, All Other	302	306	4	2	6
Aircraft Cargo Handling Supervisors	95	99	4	2	6
Costume Attendants	70	72	2	4	6
Camera/Photographic Equip. Repairers	58	63	5	1	6
Environmental Science Teachers, College	40	45	5	1	6
Couriers & Messengers	2,446	2,391	-55	60	5
Engineering Techs, Ex. Drafters, All Other	1,412	1,390	-22	27	5
Occupational Health & Safety Specialists	575	560	-15	20	5
Floor Layers, Ex. Carpet/Wood/Hard Tiles	275	274	-1	6	5
Zoologists & Wildlife Biologists	75	78	3	2	5
Agricultural Engineers	55	59	4	1	5
Mfgd Building/Mobile Home Installers	26	31	5	0	5
Extraction Workers	446	441	-5	9	4
Pourers & Casters, Metal	201	202	1	3	4
Procurement Clerks	188	184	-4	8	4
Foresters	80	83	3	1	4
Athletes & Sports Competitors	67	70	3	1	4
Helpers--Extraction Workers	55	58	3	1	4
Animal Control Workers	36	39	3	1	4
Athletic Trainers	22	25	3	1	4
Sociologists	42	44	2	1	3
Traffic Technicians	31	33	2	1	3

Conservation Scientists	198	198	0	2	2
Museum Technicians & Conservators	200	197	-3	5	2
Precisn Instrumt/Eqpt. Repairers, All Other	162	160	-2	4	2
Gas Plant Operators	21	22	1	1	2
Chemical Plant & System Operators	1,134	1,098	-36	37	1
Control & Valve Installers & Repairers	197	194	-3	4	1
Transit & Railroad Police	158	155	-3	4	1
1st-LineSpvrs/Mgrs Farm/Fish/Forestry	118	116	-2	3	1
Roustabouts, Oil & Gas	67	67	0	1	1
Service Unit Operators, Oil/Gas/Mining	23	24	1	0	1
Makeup Artists, Theatrical & Performance	19	20	1	0	1
Farm & Home Management Advisors	17	18	1	0	1
Radio Mechanics	13	14	1	0	1
Purchasing Agents/Buyers, Farm Products	12	13	1	0	1
Motorboat Mechanics	6	7	1	0	1
Grinding & Polishing Workers, Hand	417	404	-13	13	0
Atmosph./Marine/Space Teachers, College	134	132	-2	2	0
Helpers-Roofers	109	107	-2	2	0
Forest & Conservation Technicians	111	106	-5	5	0
Political Scientists	26	25	-1	1	0
Airfield Operations Specialists	20	19	-1	1	0
Rotary Drill Operators, Oil & Gas	18	18	0	0	0
Wellhead Pumpers	13	13	0	0	0
Fence Erectors	11	11	0	0	0
Fire Inspectors & Investigators	7	7	0	0	0
Derrick Operators, Oil & Gas	5	5	0	0	0
Geological & Petroleum Technicians					0
Nuclear Technicians					0
Semiconductor Processors					0
Adm.Law Judges/Adjcators/Hearing Officers					0
Arbitrators, Mediators & Conciliators					0
Marine Engineers & Naval Architects					0
Petroleum Engineers					0
Geographers					0
Ship Engineers					0
Medical & Health Services Managers					0
Animal Scientists					0
Biochemists & Biophysicists					0
Oral & Maxillofacial Surgeons					0
Dentists, All Other Specialists					0
Astronomers					0
Gaming Supervisors					0
Slot Key Persons					0

Aircraft Struct/Surfaces/Rigging Asmblers					0
Animal Breeders					0
Forest Fire Insp. & Prevention Specialists					0
Stonemasons					0
Choreographers					0
Musicians & Singers					0
Terrazzo Workers & Finishers					0
Fiberglass Laminators & Fabricators					0
Legal Support Workers, All Other					0
Bailiffs					0
Gaming Dealers					0
Gaming & Sports Book Writers & Runners					0
Fish & Game Wardens					0
Gaming Cage Workers					0
Bicycle Repairers					0
Entertainment Attdants/Workers, All Other					0
Locomotive Firers					0
Radio Operators					0
Fallers					0
Logging Equipment Operators					0
Logging Workers, All Other					0
Subway & Streetcar Operators					0
Highway Maintenance Workers					0
Motorboat Operators					0
Mining Machine Operators, All Other					0
Rock Splitters, Quarry					0
Shoe & Leather Workers/Repairers					0
Shoe Machine Operators/Tenders					0
Textile Bleaching/Dyeing Mach Operators					0
Textile/Apparel/Furnishngs Wrkrs, All Other					0
Tour Guides & Escorts					0
Travel Guides					0
Model Makers, Wood					0
Patternmakers, Wood					0
Nuclear Power Reactor Operators					0
Occupational Health & Safety Technicians					0
Gaming Surveillance Officers/Investigators					0
Cooling/Freezing Equip Operators/Tenders					0
Farm Labor Contractors					0
Cooks, All Other					0
Drywall & Ceiling Tile Installers					0
Fishers & Related Fishing Workers					0
Sewers, Hand					0

Dredge Operators					0
Material Moving Workers, All Other					0
Models					0
Fabric Menders, Except Garment					0
Hydrologists					0
Industrial-Organizational Psychologists					0
Insurance Appraisers, Auto Damage					0
Cooks, Private Household					0
Court Reporters					0
Musical Instrument Repairers/Tuners					0
Commercial Divers					0
Actors					0
Gaming Managers					0
Architecture Teachers, College					0
Forestry & Conservation Teachers, College					0
Ethnic & Cultural Studies Teachers, College					0
Home Economics Teachers, College					0
Fishing & Hunting Workers					0
Forging Mach Setters/Operators/Tenders	535	523	-12	11	-1
Elec/Equip. Repairers, Motor Vehicles	175	170	-5	4	-1
Comm. Equipment Operators, All Other	76	73	-3	2	-1
Mine Cutting/Channeling Mach Operators	39	37	-2	1	-1
Pile-Driver Operators	12	11	-1	0	-1
Refractory Materials Repairers	10	9	-1	0	-1
Shuttle Car Operators	8	7	-1	0	-1
Loading Mach Oprators/Undrground Mining	6	5	-1	0	-1
Sawing Machine Setters/Operators, Wood	84	80	-4	2	-2
Pump Operators, Ex Wellhead Pumpers	60	56	-4	2	-2
Extraction Workers, All Other	23	21	-2	0	-2
Media & Comm. Equip. Workers, All Other	21	19	-2	0	-2
Roof Bolters, Mining	21	19	-2	0	-2
Merchandise Displayers/Window Trimmers	1,337	1,292	-45	42	-3
Continuous Mining Machine Operators	49	45	-4	1	-3
Explosives/Ordnance Handling Experts	25	22	-3	0	-3
Timing Device Assemblers/Calibrators	11	8	-3	0	-3
Tool Grinders, Filers & Sharpeners	201	195	-6	2	-4
Craft Artists	144	137	-7	3	-4
Plant & System Operators, All Other	94	87	-7	3	-4
Gas Compresor/Pumping Station Oprators	20	16	-4	0	-4
Industrial Engineering Technicians	1,043	1,018	-25	20	-5
Motion Picture Projectionists	171	159	-12	7	-5
Farmworkers, Farm & Ranch Animals	88	80	-8	3	-5
Watch Repairers	36	29	-7	1	-6

Txtile Winding/Drawing Out Mach Setters	28	22	-6	0	-6
Telecom. Line Installers & Repairers	2,158	2,111	-47	40	-7
Electro-Mechanical Technicians	334	321	-13	6	-7
Woodworkers, All Other	112	103	-9	2	-7
Agricultural Sciences Teachers, College	91	83	-8	1	-7
Pressers, Textile & Garment	913	899	-14	6	-8
Clean/Wash Pickling Equipment Operators	316	301	-15	7	-8
Rail Transportation Workers, All Other	186	171	-15	6	-9
Patternmakers, Metal & Plastic	108	99	-9	0	-9
Vocational Education Teachers, College	1,384	1,353	-31	21	-10
Heat Treating Equip. Setters/Operators	446	402	-44	34	-10
Statistical Assistants	375	359	-16	6	-10
Rail Yard Eng./Dinkey Operators/Hostlers	147	132	-15	5	-10
Home Appliance Repairers	593	571	-22	11	-11
Respiratory Therapy Technicians	256	241	-15	4	-11
Extruding/Forming Mach Setters/Operators	130	118	-12	1	-11
Plating/Coating Mach Setters/Operators	789	760	-29	17	-12
Judges & Magistrates	392	372	-20	8	-12
Woodworking Machine Setters/Operators	363	349	-14	2	-12
Fabric & Apparel Patternmakers	40	28	-12	0	-12
Crush/Grind/Polish Mach Setters/Operators	388	363	-25	11	-14
Textile Cutting Mach Setters/Operators	140	123	-17	3	-14
Bridge & Lock Tenders	140	122	-18	4	-14
Agricultural Equipment Operators	401	374	-27	12	-15
Graders & Sorters, Agricultural Products	432	405	-27	10	-17
Etchers & Engravers	174	156	-18	1	-17
Orthotists & Prosthetists	287	264	-23	5	-18
Multi-Media Artists & Animators	1,186	1,138	-48	28	-20
Meter Readers, Utilities	612	573	-39	19	-20
Tank Car, Truck & Ship Loaders	229	202	-27	7	-20
Telephone Operators	152	128	-24	4	-20
Power Distributors & Dispatchers	76	53	-23	3	-20
Aircraft Mechanics & Service Technicians	1,818	1,742	-76	55	-21
Painters, Transportation Equipment	956	914	-42	21	-21
Coat/Paint/Spray Mach Setters/Operators	1,349	1,297	-52	29	-23
Elec/Electronics Repairers, Powerhouse	120	94	-26	3	-23
Elec. Repairers-Commercial/Industrial	820	776	-44	20	-24
Cutters & Trimmers, Hand	151	123	-28	3	-25
Writers & Authors	3,065	2,959	-106	80	-26
Electric Motor/Power Tool Repairers	294	265	-29	2	-27
Petro Pump System/Refinery Operators	234	198	-36	8	-28
Furniture Finishers	221	187	-34	6	-28
Cementing/Gluing Mach Operators/Tenders	206	176	-30	2	-28

Upholsterers	609	563	-46	16	-30
Farmwrkrs/Laborers/Crop/Nrsery/Grnhouse	1,340	1,266	-74	41	-33
Model Makers, Metal & Plastic	254	219	-35	1	-34
Proofreaders & Copy Markers	325	283	-42	6	-36
Furnace/Kiln/Oven/Drier Operators/Tenders	201	160	-41	5	-36
Txtile Knit/Weave Mach Setters/Operators	128	92	-36	0	-36
1st-LineSpvrs/Mgrs Housekeeping/Janitors	5,090	4,983	-107	70	-37
Agricultural Workers	2,757	2,639	-118	81	-37
Lathe/Turning Mach Tool Setters/Operators	1,885	1,779	-106	68	-38
Bakers	3,686	3,540	-146	106	-40
Order Clerks	3,697	3,552	-145	104	-41
Tire Builders	315	260	-55	14	-41
Correspondence Clerks	236	188	-48	7	-41
Electromechanical Equipment Assemblers	504	454	-50	7	-43
Food Service Managers	5,328	5,186	-142	98	-44
Tailors/Dressmakers & Custom Sewers	557	506	-51	7	-44
Chief Executives	11,869	11,516	-353	308	-45
Reservation/Transportation Ticket Agents	4,569	4,438	-131	86	-45
Molding/Casting Mach Setters/Operators	2,081	2,001	-80	34	-46
Title Examiners, Abstractors & Searchers	1,209	1,144	-65	18	-47
Metal & Plastic Workers, All Other	728	672	-56	8	-48
Mixing/Blending Mach Setters/Operators	3,162	3,019	-143	94	-49
Drafters, All Other	387	331	-56	7	-49
Eligibility Interviewers, Govt. Programs	531	467	-64	14	-50
Millwrights	482	423	-59	9	-50
Lay-Out Workers, Metal & Plastic	287	231	-56	5	-51
Multiple Machine Tool Setters/Operators	1,499	1,418	-81	29	-52
Machinists	11,120	10,859	-261	205	-56
Air Traffic Controllers	639	559	-80	24	-56
Signal & Track Switch Repairers	394	332	-62	6	-56
Food Batchmakers	2,465	2,334	-131	68	-63
Elec. & Electronics Installers-Trans.Equip.	489	413	-76	12	-64
Food Prep. & Serving Workers, All Other	2,518	2,329	-189	124	-65
Architectural & Civil Drafters	1,668	1,569	-99	32	-67
Medical Appliance Technicians	719	627	-92	22	-70
Coil Winders/Tapers & Finishers	327	250	-77	5	-72
Rail-Track Laying/Maint.Equip.Operators	664	571	-93	18	-75
Floral Designers	1,545	1,418	-127	48	-79
Crossing Guards	1,720	1,600	-120	40	-80
Shampooers	936	838	-98	17	-81
Grinding/Polishing Mach Setters/Operators	1,455	1,350	-105	23	-82
Dental Laboratory Technicians	825	715	-110	26	-84
Locomotive Engineers	1,394	1,256	-138	50	-88

Office Machine Operators, Ex. Computer	1,437	1,308	-129	40	-89
Power Plant Operators	451	341	-110	16	-94
Molders/Shapers/Casters, Ex Metal/Plastic	545	429	-116	20	-96
Tool & Die Makers	1,844	1,732	-112	10	-102
Extrud/Form/Press Mach Setters/Operators	1,151	1,022	-129	27	-102
Drilling/Boring Mach Tool Setters/Operators	642	537	-105	3	-102
Railroad Conductors & Yardmasters	1,445	1,289	-156	44	-112
Medical Transcriptionists	1,646	1,500	-146	25	-121
Jewelers, Precious Stone & Metal Workers	595	459	-136	15	-121
Railroad Brake/Signal/Switch Operators	1,199	1,036	-163	39	-124
Flight Attendants	8,170	7,885	-285	155	-130
Photo Process Wrkrs/Process Mach Oprtrs	1,195	1,035	-160	29	-131
Team Assemblers	29,317	28,582	-735	581	-154
Cabinetmakers & Bench Carpenters	1,143	942	-201	28	-173
Computer Operators	2,489	2,289	-200	23	-177
Secretaries, Ex. Legal/Medical/Executive	39,448	38,717	-731	529	-202
Word Processors & Typists	1,153	936	-217	7	-210
Cutting/Slicing Mach Setters/Operators	1,644	1,396	-248	36	-212
Woodworkers	1,972	1,707	-265	42	-223
Travel Agents	3,343	3,075	-268	35	-233
Desktop Publishers	585	332	-253	11	-242
Door/Door Sales/News/Street Vendors	2,468	2,169	-299	55	-244
Postal Service Clerks	1,401	1,122	-279	33	-246
Sewing Machine Operators	2,924	2,649	-275	17	-258
File Clerks	3,339	2,985	-354	87	-267
Insurance Underwriters	3,129	2,760	-369	102	-267
Machine Feeders & Offbearers	2,605	2,284	-321	41	-280
Information & Record Clerks, All Other	4,341	3,939	-402	121	-281
Reporters & Correspondents	1,277	935	-342	45	-297
General & Operations Managers	40,338	39,285	-1,053	751	-302
Rail Transportation Workers	4,670	4,200	-470	154	-316
Textile, Apparel & Furnishings Workers	11,165	10,682	-483	159	-324
Cutting/Punching Mach Setters/Operators	5,622	5,232	-390	42	-348
Data Entry Keyers	4,469	4,042	-427	79	-348
Ins. Claims & Policy Processing Clerks	5,531	4,996	-535	165	-370
Prepress Technicians & Workers	1,249	784	-465	29	-436
Stock Clerks & Order Fillers	36,460	35,090	-1,370	906	-464
Editors	3,348	2,771	-577	95	-482
Print Binding & Finishing Workers	1,854	1,304	-550	63	-487
Electronic Equipment Assemblers	4,301	3,706	-595	62	-533
Paper Goods Machine Setters/Operators	3,046	2,462	-584	31	-553
1st-LineSpvrs/Mgrs Prod/Operating Workers	12,100	11,348	-752	158	-594
Assemblers & Fabricators	40,965	39,575	-1,390	783	-607

P.S. Mail Sorters & Machine Operators	4,016	3,213	-803	22	-781
Claims Adjusters/Examiners/Investigators	7,849	6,792	-1,057	200	-857
Other Production Occupations	61,214	58,926	-2,288	1,288	-1,000
Switchboard Oprators	4,054	2,958	-1,096	79	-1,017
Communications Equipment Operators	4,285	3,162	-1,123	85	-1,038
Shipping, Receiving & Traffic Clerks	14,856	13,337	-1,519	378	-1,141
Postal Service Mail Carriers	8,020	6,422	-1,598	262	-1,336
Printing Press Operators & Job Printers	6,120	4,516	-1,604	120	-1,484
Printing Workers	9,223	6,604	-2,619	211	-2,408
Material Recording/Schedule/Dispatchers	82,959	77,955	-5,004	2,043	-2,961

Appendix E: Programs within 25 Mile Radius of Harper Main Campus

CIP	School	City	Program
10504	Academy Of Dog Grooming Arts Ltd	Arlington Heights	Professional Pet Grooming Day Program
10504	Academy Of Dog Grooming Arts Ltd	Arlington Heights	Professional Pet Grooming Night Program
10504	Doggone Rite Dog Grooming Academy	Chicago	Professional Groomer Course
10504	Doggone Rite Dog Grooming Academy	Chicago	Groomer's Assistant
10605	COLLEGE OF LAKE COUNTY	Grayslake	Landscape Maintenance 21HH
10605	COLLEGE OF LAKE COUNTY	Grayslake	Horticulture (A.A.S.) - Landscape Design Option
10605	Triton College	River Grove	C401A Landscape Design Certificate
10606	College Of DuPage	Glen Ellyn	Nursery And Garden Center Management Certificate
10607	COLLEGE OF LAKE COUNTY	Grayslake	Hort (A.A.S.) - Landscape Construction and Maintenance
10608	Arturo Velasquez Institute	Chicago	Sustainable Urban Horticulture
10608	Richard J Daley College	Chicago	Sustainable Urban Horticulture
10699	Oakton Community College	Skokie	Horticulture Therapy Certificate
30201	COLLEGE OF LAKE COUNTY	Grayslake	Horticulture (A.A.S.) - Natural Areas Management Option
30506	Northern Illinois University	Hoffman Estates	Geographical Information Systems (GIS) Certification
40901	Oakton Community College	Skokie	Architectural Technology Certificate Program
90101	Aurora University	Aurora	Major in Communication (BA)
90199	Roosevelt University	Schaumburg	Communications: Bachelor of Liberal Studies
90199	Roosevelt University	Chicago	Communications: Bachelor of Liberal Studies
90402	Illinois Center for Broadcasting	Lombard	Radio and Television Broadcasting
90701	College Of DuPage	Glen Ellyn	Television Production Degree
90702	COLLEGE OF LAKE COUNTY	Grayslake	Digital Media and Design - AAS
90702	Oakton Community College	Skokie	Animation and Multimedia Certificate (0371)
90999	DePaul University	Chicago	Integrated Marketing Communications Certificate
100201	College Of DuPage	Glen Ellyn	Film/Video Production Degree
100201	ICV Audiovisual Solutions	Chicago	ICV Technical Audiovisual/Multimedia Training Program
100201	ICV Technical Learning Center	Chicago	ICV Technical Audiovisual/Multimedia Training Program
100303	College Of DuPage	Glen Ellyn	Print Production Degree

100303	Triton College	River Grove	Visual Comm. - Graphic Des. & Graphic Arts Cert. C348C
100303	Triton College	River Grove	C348W Layout and Design Certificate
100304	Waubonsee Community College	Aurora	Animation Certificate
110101	Illinois Institute of Technology	Wheaton	Building and Leading Effective Teams
110101	Illinois Institute of Technology	Wheaton	A+/Network+/System and Network Security
110101	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/ DB Concepts with Oracle/Internet Technology
110101	Illinois Institute of Technology	Chicago	Building and Leading Effective Teams
110101	Illinois Institute of Technology	Chicago	A+/Network+/System and Network Security
110101	Illinois Institute of Technology	Chicago	Proj Mgt for IT/ DB Concepts with Oracle/Internet Technology
110101	Illinois Institute of Technology Main Campus	Chicago	Building and Leading Effective Teams
110103	ACT-Advanced Computer Training	Glenview	Technology Professional Complete
110103	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/ Data Analytics/Proc Engnring for IT Mngrs
110103	Illinois Institute of Technology	Chicago	Proj Mgt for IT/ Data Analytics/Proc Engnring for IT Mngrs
110103	Kennedy-King College	Chicago	Computer Information Systems /A.A.S. Degree #011 (KKC)
110103	MicroTrain Technologies	Deerfield	IT Management 3
110103	MicroTrain Technologies	Lombard	IT Management 3
110103	MicroTrain Technologies	Chicago	IT Management 3
110103	New Horizons Computer Learning Centers of Chicago	Chicago	Office Specialist Program
110103	Oakton Community College	Skokie	Windows Server Administration Certificate
110103	TEC Services - Charles Hayes Center	Chicago	Information Technology Certification Program
110103	Vatterott College	Berkeley	Computer Technology
110201	COLLEGE OF LAKE COUNTY	Grayslake	Computerized Numerical Control (AAS)
110201	DePaul University	Chicago	Java Developer Program
110201	Elgin Comm. College District #509	Elgin	Microcomputer Specialist AAS
110201	Harry S. Truman College	Chicago	Computer Information Systems - Basic Certificate (TRC)
110201	Harry S. Truman College	Chicago	Computer Information Systems - Associate in Applied Science
110201	Harry S. Truman College	Chicago	Computer Information Systems - Advanced Certificate (TRC)
110201	Illinois Institute of Technology	Wheaton	Embedded Systems
110201	Illinois Institute of Technology	Wheaton	Fundamentals of Multimedia
110201	Illinois Institute of Technology	Wheaton	Database Security

110201	Illinois Institute of Technology	Wheaton	Secure Software Programmer Java
110201	Illinois Institute of Technology	Wheaton	Java/XML Technologies & SOA/Data Warehousing
110201	Illinois Institute of Technology	Chicago	Java/XML Technologies & SOA/Data Warehousing
110201	Illinois Institute of Technology	Chicago	Secure Software Programmer Java
110201	Illinois Institute of Technology Main Campus	Chicago	Fundamentals of Multimedia
110201	Illinois Institute of Technology Main Campus	Chicago	Database Security
110201	Illinois Institute of Technology Main Campus	Chicago	Embedded Systems
110201	McHenry County College	Crystal Lake	Computer Programmer Certificate
110201	Robert Morris College	Chicago	Computer Programming
110201	Triton College	River Grove	C515c Windows Programming Advanced Certificate
110201	Vatterott College	Berkeley	Information Systems & Application Development
110202	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Basics
110202	College Of DuPage	Westmont	Software Development Degree
110202	College Of DuPage	Glen Ellyn	Software Development Degree
110202	College Of DuPage	Naperville	Software Development Degree
110202	COLLEGE OF LAKE COUNTY	Grayslake	Java Programmer (Associates)
110202	COLLEGE OF LAKE COUNTY	Grayslake	.NET Programming Certificate
110202	COLLEGE OF LAKE COUNTY	Grayslake	C++ Programmer
110202	COLLEGE OF LAKE COUNTY	Grayslake	C++ Programming Certificate
110202	DCG Incorporated	Naperville	.NET Programming Track
110202	DePaul University	Chicago	.NET Developer Program
110202	Goal Training Educational Center	Skokie	SAP Business Intelligence
110202	Goal Training Educational Center	Skokie	SAP Human Capacity Module
110202	Goal Training Educational Center	Skokie	SAP Sales and Distribution
110202	IIT School of Applied Technology	Chicago	Linux+ Certification Training
110202	Illinois Institute of Technology	Wheaton	Java Programming
110202	Illinois Institute of Technology	Wheaton	Java Programming/Intermediate Java Programming
110202	Illinois Institute of Technology	Wheaton	Introduction to Programming with Java
110202	Illinois Institute of Technology	Wheaton	ASP.Net with C#
110202	Illinois Institute of Technology	Wheaton	C++ Programming
110202	Illinois Institute of Technology	Wheaton	Web 2.0: Rich Internet Applications
110202	Illinois Institute of Technology	Wheaton	Network+ / DB Concepts with Oracle / Project Manag for IT
110202	Illinois Institute of Technology	Wheaton	Java/SQL Databases/Database Security
110202	Illinois Institute of Technology	Wheaton	Java/SQL Databases/Data Analytics

110202	Illinois Institute of Technology	Wheaton	Java/Data Analytics/Database Security
110202	Illinois Institute of Technology	Wheaton	Linux+ Certification Training
110202	Illinois Institute of Technology	Wheaton	Operating System Virtualization
110202	Illinois Institute of Technology	Chicago	Java/SQL Databases/Data Analytics
110202	Illinois Institute of Technology	Chicago	Java/SQL Databases/Database Security
110202	Illinois Institute of Technology	Chicago	Linux+ Certification Training
110202	Illinois Institute of Technology	Chicago	Java Programming/Intermediate Java Programming
110202	Illinois Institute of Technology	Chicago	Java Programming
110202	Illinois Institute of Technology	Chicago	Java/Data Analytics/Database Security
110202	Illinois Institute of Technology	Chicago	Network+ / DB Concepts with Oracle / Project Manag for IT
110202	Illinois Institute of Technology	Chicago	C++ Programming
110202	Illinois Institute of Technology	Chicago	Introduction to Programming with Java
110202	Illinois Institute of Technology	Chicago	Web 2.0: Rich Internet Applications
110202	Illinois Institute of Technology	Chicago	Operating System Virtualization
110202	Illinois Institute of Technology Main Campus	Chicago	C++ Programming
110202	Illinois Institute of Technology Main Campus	Chicago	ASP.Net with C#
110202	Knowledge Systems Institute	Skokie	Radio Frequency Identification (RFID) Career Program
110202	Management and Information Tech Solutions (MITS)	Gurnee	Visual Basic 6.0 (programming For Windows)
110202	MicroTrain Technologies	Deerfield	IT Management 4
110202	MicroTrain Technologies	Deerfield	VM Training +2
110202	MicroTrain Technologies	Lombard	VM Training +2
110202	MicroTrain Technologies	Lombard	IT Management 4
110202	MicroTrain Technologies	Chicago	IT Management 4
110202	NetXperts	Des Plaines	Java J2EE
110202	NetXperts	Des Plaines	DotNet Developer
110202	NetXperts	Des Plaines	Database Administrator
110202	NetXperts	Des Plaines	Trade & Logistics I in Microsoft Dynamics AX 4.0
110202	Oakton Community College	Skokie	CNC Operations and Programming Preparation Certificate
110202	Oakton Community College	Skokie	Computer User Certifcate
110202	Richard J Daley College	Chicago	Computer Information Systems (RJD)
110202	Richard J. Daley College	Chicago	Computer Information Systems (RJD)
110202	Talent Technology Inc.	Naperville	Microsoft Visual Studio (VS) .Net-
110203	Illinois Institute of Technology	Wheaton	Intermediate C++ Programming
110203	Illinois Institute of Technology Main Campus	Chicago	Intermediate C++ Programming

110203	Knowledge Systems Institute	Skokie	IT Career Program
110203	Knowledge Systems Institute	Skokie	SAS Career Program
110203	MicroTrain Technologies	Deerfield	VM Training +3
110203	MicroTrain Technologies	Lombard	VM Training +3
110203	NetXperts	Des Plaines	MCTS : Microsoft Visual Studio & .NET Framework technologies
110203	NetXperts	Des Plaines	MCITP Enterprise Administrator
110203	NetXperts	Des Plaines	MCITP Server Administrator
110203	NetXperts	Des Plaines	Installation and Configuration of Microsoft Dynamics® AX 4.0
110203	NetXperts	Des Plaines	Microsoft Office Specialist & Computerized Accounting
110203	NetXperts	Des Plaines	BusinessObjects Universe Design
110203	NetXperts	Des Plaines	Business Objects Web Int XI R3.1 & Ent XI R3.1 Admin
110203	NetXperts	Des Plaines	SAP BusinessObjects Web Intelli XI 3.0/3.1: Report Design
110299	Management & Information Tech Solutions (MITS)	Schaumburg	E-commerce (for Programmers) Webmaster: Internet App. Devlp
110299	Management & Information Tech Solutions (MITS)	Schaumburg	Comprehensive Masters Certificate Program
110299	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Comprehensive Masters Certificate Program
110299	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	E-commerce (for Programmers) Webmaster: Internet App. Devlp
110299	Management and Information Tech Solutions (MITS)	Gurnee	Comprehensive Masters Certificate Program
110299	Management and Information Tech Solutions (MITS)	Gurnee	E-commerce (for Programmers) Webmaster: Internet App. Devlp
110299	NetXperts	Des Plaines	IT Business Analyst
110301	DCG Incorporated	Naperville	Access: Intermediate
110301	DCG Incorporated	Naperville	Access: Forms Reports
110301	NetXperts	Des Plaines	Oracle PL/SQL & Oracle Forms Developer
110401	Kennedy-King College	Chicago	Computer Information Systems /B.C. #012 (KKC)
110401	Kennedy-King College	Chicago	Computer Information Systems /A.C. #013 (KKC)
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Expert
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Complete
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Essentials
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Advanced Plus
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Essentials Plus

110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Basics Plus
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Basics
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Expert Plus
110501	ACT-Advanced Computer Training	Glenview	QA and Software Testing Advanced
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Essentials
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Essentials Plus
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Complete
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Basics Plus
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Expert
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Expert Plus
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Advanced
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Advanced Plus
110501	ACT-Advanced Computer Training	Glenview	Web and Application Development Basics
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Essentials Plus
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Expert
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Expert Plus
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Essentials
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Advanced Plus
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Basics Plus
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Advanced
110501	ACT-Advanced Computer Training	Glenview	ERP and Business Intelligence Complete
110501	Career Development Associates	Chicago	A+ PC Repair Technician
110501	COLLEGE OF LAKE COUNTY	Grayslake	Computer Forensics Analyst
110501	Computer Systems Institute Chicago Campus	Chicago	NCP - Networking Career Program
110501	Computer Systems Institute Elgin Campus	Elgin	NCP - Networking Career Program
110501	Computer Systems Institute Gurnee Campus	Gurnee	NCP - Networking Career Program
110501	DePaul University	Chicago	Advanced Project Management

			Seminars
110501	DeVry University	Downers Grove	Bachelor of Science in Computer Information Systems
110501	DeVry University - Administrative Office	Downers Grove	Bachelor of Science in Computer Information Systems
110501	DeVry University- Addison Campus	Addison	Bachelor of Science in Computer Information Systems
110501	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Computer Information Systems
110501	DeVry University- Chicago Loop Center	Chicago	Bachelor of Science in Computer Information Systems
110501	DeVry University- Gurnee Center	Gurnee	Bachelor of Science in Computer Information Systems
110501	DeVry University- O'Hare Center	Chicago	Bachelor of Science in Computer Information Systems
110501	DeVry University- Online	Naperville	Bachelor of Science in Computer Information Systems
110501	eConsulting Group Inc.	Chicago	PMP® 6 Project Management Expert
110501	eConsulting Group Inc.	Chicago	Six Sigma - PMP® Prep Course
110501	eConsulting Group Inc.	Chicago	IT Project Management - PMP® Prep Course
110501	eConsulting Group Inc.	Chicago	Project Management Professional - PMP® Prep Course -
110501	eConsulting Group Inc. (AON Building)	Chicago	IT Project Management - PMP® Prep Course
110501	eConsulting Group Inc. (AON Building)	Chicago	Six Sigma - PMP® Prep Course
110501	eConsulting Group Inc. (AON Building)	Chicago	PMP® 6 Project Management Expert
110501	eConsulting Group Inc. (AON Building)	Chicago	Project Management Professional - PMP® Prep Course -
110501	eConsulting Group Inc. Chicago - Downtown	Chicago	Six Sigma - PMP® Prep Course
110501	eConsulting Group Inc. Chicago - Downtown	Chicago	Project Management Professional - PMP® Prep Course -
110501	eConsulting Group Inc. Chicago - Downtown	Chicago	IT Project Management - PMP® Prep Course
110501	eConsulting Group Inc. Chicago - Downtown	Chicago	PMP® 6 Project Management Expert
110501	IBM	Schaumburg	Cognos 8 BI Rprt Studio: Author Rprts Fndmtls(V8.4)
110501	IBM	Schaumburg	Cognos 8 BI Framework Manager: Design Metadata Models (V8.4)
110501	IBM	Schaumburg	Cognos 8 BI Query Studio: Build Ad Hoc Reports (V8.4)
110501	IBM	Schaumburg	Cognos 8 BI Rprt Studio: Author Prof

			Rprts Advanced (V8.4)
110501	Illinois Institute of Technology	Wheaton	Windows Operations/Intro UNIX & Scripting
110501	Illinois Institute of Technology	Wheaton	Windows Operations/Linux+
110501	Illinois Institute of Technology	Chicago	Windows Operations/Linux+
110501	Illinois Institute of Technology	Chicago	Windows Operations/Intro UNIX & Scripting
110501	MicroTrain Technologies	Lombard	A+/Network +/ PMP/ MCSE/ CCNA
110501	MicroTrain Technologies	Chicago	A+/Network +/ PMP/ MCSE/ CCNA
110501	NetXperts	Des Plaines	Network Engineer
110601	ACT-Advanced Computer Training	Glenview	Microsoft Certified Office Specialist
110601	ACT-Advanced Computer Training	Glenview	Introduction To Computer Technologies and MS Certified Offi
110601	Center For Employment Training	Chicago	Computer Application Technology
110601	College Of DuPage	Glen Ellyn	Desktop Database Proficiency Certificate
110601	DCG Incorporated	Naperville	Access: Introduction
110601	DCG Incorporated	Naperville	Access: Introduction to Application Development
110601	DCG Incorporated	Naperville	Adobe Acrobat: Introduction
110601	Elgin Comm. College District #509	Elgin	Microsoft Excel Certification BVS
110601	Elgin Comm. College District #509	Elgin	Microsoft Access Certification Preparation BVS
110601	Elgin Comm. College District #509	Elgin	Microsoft PowerPoint Presentation BVS
110601	Illinois CareerPath Institute	Chicago	Microsoft Office Specialist-Core Expert Combo
110601	Management & Information Tech Solutions (MITS)	Schaumburg	MCAS 2007/Office Administration and Support
110601	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	MCAS 2007/Office Administration and Support
110601	Management and Information Tech Solutions (MITS)	Gurnee	MCAS 2007/Office Administration and Support
110601	MCC Shah Center	McHenry	Web Design
110601	MicroTrain Technologies	Deerfield	MOS Master Certification
110601	MicroTrain Technologies	Deerfield	MOS Master Certification +
110601	MicroTrain Technologies	Lombard	MOS Master Certification
110601	MicroTrain Technologies	Lombard	MOS Master Certification +
110601	MicroTrain Technologies	Chicago	MOS Master Certification
110601	MicroTrain Technologies	Chicago	MOS Master Certification +
110601	NetXperts	Des Plaines	Microsoft Office Specialist
110601	NetXperts	Des Plaines	Desktop Publishing and Microsoft Office
110601	Northpointe Resources	Zion	Introduction to Office Technology
110601	Waubonsee Community College	Aurora	Office Software Specialist Certificate

110602	Elgin Comm. College District #509	Elgin	Microsoft Word BVS
110602	Morton College	Cicero	Office Data Entry Career Certificate
110699	DCG Incorporated	Naperville	Help Desk Technician
110699	Waubonsee Community College	Aurora	Computer Support (AAS)
110701	Illinois Institute of Technology	Wheaton	Compliance Issues in IT
110701	Illinois Institute of Technology	Wheaton	UML Based Software Development
110701	Illinois Institute of Technology	Chicago	Compliance Issues in IT
110701	Illinois Institute of Technology	Chicago	UML Based Software Development
110701	Illinois Institute of Technology Main Campus	Chicago	Compliance Issues in IT
110701	NetXperts	Des Plaines	Cisco CCNP Security
110701	Roosevelt University	Schaumburg	Computer Science: Bachelor of Professional Studies
110701	Roosevelt University	Chicago	Computer Science: Bachelor of Professional Studies
110801	ACT-Advanced Computer Training	Glenview	E-Commerce/Web Development - Expert Level
110801	ACT-Advanced Computer Training	Glenview	E-Commerce/Web Development- Multiplatform Solutions
110801	ACT-Advanced Computer Training	Glenview	E-Commerce/Web Development- Microsoft and Sun Platfo
110801	ACT-Advanced Computer Training	Glenview	E-Commerce/Web Development-Open Architecture Solutions
110801	ACT-Advanced Computer Training	Glenview	E-Commerce/Web Development-Open Architecture Solutions Plus
110801	ACT-Advanced Computer Training	Glenview	Web Development for Programmers using Microsoft Platform
110801	ACT-Advanced Computer Training	Glenview	Java Programming
110801	COLLEGE OF LAKE COUNTY	Grayslake	Java Programming Certificate
110801	COLLEGE OF LAKE COUNTY	Grayslake	Web Programmer AAS
110801	COLLEGE OF LAKE COUNTY	Grayslake	Web Programming Certificate
110801	COLLEGE OF LAKE COUNTY	Grayslake	Multimedia Presentations (Certificate)
110801	DCG Incorporated	Naperville	Web Design Track & MOS Specialist
110801	DCG Incorporated	Naperville	Cascading Style Sheets: Web Development
110801	DeVry University- Addison Campus	Addison	Associate of Applied Science in Web Graphic Design
110801	DeVry University- Chicago Campus	Chicago	Associate of Applied Science in Web Graphic Design
110801	DeVry University- Gurnee Center	Gurnee	Associate of Applied Science in Web Graphic Design
110801	DeVry University- Online	Naperville	Associate of Applied Science in Web Graphic Design
110801	Elgin Comm. College District #509	Elgin	Web Technician BVS
110801	Elgin Comm. College District #509	Elgin	Web Design BVS

110801	Elgin Comm. College District #509	Elgin	Advanced Web Design - BVS
110801	Harry S. Truman College	Chicago	Web Development - Basic Certificate
110801	Harry S. Truman College	Chicago	Web Development - Advanced Certificate
110801	Harry S. Truman College	Chicago	Web Design
110801	Illinois Institute of Technology	Wheaton	Internet Webmaster/Web 2.0/Java Programming
110801	Illinois Institute of Technology	Wheaton	Internet Webmaster/ Project Management for IT
110801	Illinois Institute of Technology	Wheaton	Internet Webmaster/Web 2.0
110801	Illinois Institute of Technology	Wheaton	Java /Intermediate Java /Application Development
110801	Illinois Institute of Technology	Wheaton	Java Programming/Intermediate Java/Project Management for IT
110801	Illinois Institute of Technology	Wheaton	Fund Multimedia/Intro Unix & Scripting/Internet Tech Web
110801	Illinois Institute of Technology	Wheaton	XML Technologies and SOA
110801	Illinois Institute of Technology	Chicago	XML Technologies and SOA
110801	Illinois Institute of Technology	Chicago	Java /Intermediate Java /Application Development
110801	Illinois Institute of Technology	Chicago	Java Programming/Intermediate Java/Project Management for IT
110801	Illinois Institute of Technology	Chicago	Fund Multimedia/Intro Unix & Scripting/Internet Tech Web
110801	Illinois Institute of Technology	Chicago	Internet Webmaster/Web 2.0/Java Programming
110801	Illinois Institute of Technology Main Campus	Chicago	Internet Webmaster/ Project Management for IT
110801	Illinois Institute of Technology Main Campus	Chicago	Internet Webmaster/Web 2.0
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle Application Development Program
110801	Management & Information Tech Solutions (MITS)	Schaumburg	MCAD/ MCSD .Net Training
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Computer System Analysis Pro
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Web Design and Developemnt
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle Internet Dev. and Oracle Financials (Apps11i) combo
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle Dev XML J2EE Combo
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Careerpro E-commerce Comp.
110801	Management & Information Tech Solutions (MITS)	Schaumburg	Business Intelligence Pro

110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Careerpro E-commerce Comp.
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Internet Dev. and Oracle Financials (Apps11i) combo
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Business Intelligence Pro
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Computer System Analysis Pro
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Dev XML J2EE Combo
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	MCAD/ MCSD .Net Training
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Application Development Program
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Internet Dev. and Oracle Financials (Apps11i) combo.
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Web Design and Developemnt
110801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Java J2EE E-Commerce and IBM Websphere
110801	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Dev XML J2EE Combo
110801	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Internet Dev. and Oracle Financials (Apps11i) combo.
110801	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Internet Dev. and Oracle Financials (Apps11i) combo
110801	Management and Information Tech Solutions (MITS)	Gurnee	Web Design and Developemnt
110801	Management and Information Tech Solutions (MITS)	Gurnee	MCAD/ MCSD .Net Training
110801	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Application Development Program
110801	Management and Information Tech Solutions (MITS)	Gurnee	Business Intelligence Pro
110801	Management and Information Tech Solutions (MITS)	Gurnee	Computer System Analysis Pro
110801	Management and Information Tech Solutions (MITS)	Gurnee	Careerpro E-commerce Comp.
110801	Management and Information Tech Solutions (MITS)	Gurnee	Java J2EE E-Commerce and IBM Websphere
110801	Morton College	Cicero	Web Site Development Certificate
110801	NetXperts	Des Plaines	Software Architect
110801	NetXperts	Des Plaines	Web Programmer/Developer
110801	NetXperts	Des Plaines	Web Development Certified Professional
110801	Oakton Community College	Skokie	Advanced Web Site Development

			Certificate
110801	Oakton Community College	Skokie	e-Business Certificate
110801	Oakton Community College	Skokie	Web Graphic Page Design Certificate
110801	Talent Technology Inc.	Naperville	Advanced Java and J2EE with EJB
110801	Talent Technology Inc.	Naperville	Oracle Financial Application
110801	Talent Technology Inc.	Naperville	Oracle Developer (Oracle Certification Program)
110801	Triton College	River Grove	C407J Web Technologies
110801	Waubonsee Community College	Aurora	Web Design Certificate
110802	ACT-Advanced Computer Training	Glenview	Relational Databases for IT professionals
110802	College Of DuPage	Glen Ellyn	Cisco Firewall Specialist Certificate
110802	Illinois Institute of Technology	Wheaton	Intermediate Java Programming
110802	Illinois Institute of Technology	Wheaton	Data Analytics
110802	Illinois Institute of Technology	Wheaton	DB Concepts Oracle/SQL Databases/DB Warehousing and Security
110802	Illinois Institute of Technology	Wheaton	Data Warehousing
110802	Illinois Institute of Technology	Wheaton	Data Analytics / Process Engineering for IT Managers
110802	Illinois Institute of Technology	Wheaton	Database Concepts with Oracle
110802	Illinois Institute of Technology	Wheaton	Project Mgt for IT/DB Concepts with Oracle/ITM framewrks
110802	Illinois Institute of Technology	Chicago	Data Warehousing
110802	Illinois Institute of Technology	Chicago	Data Analytics
110802	Illinois Institute of Technology	Chicago	Database Concepts with Oracle
110802	Illinois Institute of Technology	Chicago	DB Concepts Oracle/SQL Databases/DB Warehousing and Security
110802	Illinois Institute of Technology	Chicago	Project Mgt for IT/DB Concepts with Oracle/ITM framewrks
110802	Illinois Institute of Technology Main Campus	Chicago	Intermediate Java Programming
110802	Illinois Institute of Technology Main Campus	Chicago	Data Warehousing
110802	Illinois Institute of Technology Main Campus	Chicago	Data Analytics / Process Engineering for IT Managers
110802	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle DBA and Oracle 11i Apps DBA combo
110802	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle Apps 11i DBA / Technical Foundations of Oracle Apps
110802	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle 9i DBA and Internet Application Dev. Combo
110802	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle DBA 10g(OCP 10g)

110802	Management & Information Tech Solutions (MITS)	Schaumburg	Oracle Database Administration
110802	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle DBA 10g(OCP 10g)
110802	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Apps 11i DBA / Technical Foundations of Oracle Apps
110802	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle Database Administration
110802	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle DBA and Oracle 11i Apps DBA combo
110802	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Oracle 9i DBA and Internet Application Dev. Combo
110802	Management and Information Tech Solutions (MITS)	Gurnee	Oracle DBA 10g(OCP 10g)
110802	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Apps 11i DBA / Technical Foundations of Oracle Apps
110802	Management and Information Tech Solutions (MITS)	Gurnee	Oracle Database Administration
110802	Management and Information Tech Solutions (MITS)	Gurnee	Oracle 9i DBA and Internet Application Dev. Combo
110802	Management and Information Tech Solutions (MITS)	Gurnee	Oracle DBA and Oracle 11i Apps DBA combo
110802	MicroTrain Technologies	Lombard	MCITP with Exchange 2007
110802	MicroTrain Technologies	Chicago	MCITP with Exchange 2007
110802	NetXperts	Des Plaines	Oracle11G OCP
110802	NetXperts	Des Plaines	DotNet Developer and PMP
110802	Oakton Community College	Skokie	Oracle Database Administrator Certificate
110802	Talent Technology Inc.	Naperville	Data Warehousing/Business Intelligence
110802	Talent Technology Inc.	Naperville	SAP
110802	Talent Technology Inc.	Naperville	Oracle DBA (Oracle Certification Program)
110802	Talent Technology Inc.	Naperville	Oracle Developer/DBA
110803	DCG Incorporated	Naperville	Design/Desktop Publishing Track
110899	DCG Incorporated	Naperville	MOS Specialist PLUS Business Skills Track
110899	DCG Incorporated	Naperville	Help Desk Support Track
110899	DCG Incorporated	Naperville	MOS Certification PLUS CAPM Track
110899	DCG Incorporated	Naperville	Visual Basic.NET
110899	DCG Incorporated	Naperville	Administrative Professional and MOS Training Track
110899	DCG Incorporated	Naperville	Access 2007 or 2010: Advanced
110899	DCG Incorporated	Naperville	Computer Skills Enhancement - Becoming a Power User Track

110899	DCG Incorporated	Naperville	Advanced MS Office Preparation: Computer Skills Enhancement
110899	Illinois Institute of Technology Main Campus	Chicago	Introduction to UNIX and Shell Scripting
110899	Management & Information Tech Solutions (MITS)	Schaumburg	Quality Assurance and Software Testing Comprehensive
110899	Management & Information Tech Solutions (MITS)	Schaumburg	Software testing and Quality Assurance
110899	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Software testing and Quality Assurance
110899	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Quality Assurance and Software Testing Comprehensive
110899	Management and Information Tech Solutions (MITS)	Gurnee	Software testing and Quality Assurance
110899	Management and Information Tech Solutions (MITS)	Gurnee	Quality Assurance and Software Testing Comprehensive
110899	NetXperts	Des Plaines	Oracle DBA & Business Objects Crystal Reports
110899	NetXperts	Des Plaines	Business Objects Professional - Crystal Reports
110901	College Of DuPage	Glen Ellyn	Network Professional Certificate
110901	COLLEGE OF LAKE COUNTY	Grayslake	Desktop Support Technician
110901	COLLEGE OF LAKE COUNTY	Grayslake	Network Administration and Security Certificate 22CK
110901	COLLEGE OF LAKE COUNTY	Grayslake	Network Administration and Security AAS
110901	DCG Incorporated	Naperville	A+ Certification: Essentials & Remote Support Technician
110901	DeVry University- Addison Campus	Addison	Bachelor of Science in Network & Communications Management
110901	DeVry University- Addison Campus	Addison	Associate of Applied Science in Network Systems Admin.
110901	DeVry University- Chicago Campus	Chicago	Associate of Applied Science in Network Systems Admin.
110901	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Network & Communications Management
110901	DeVry University- Online	Naperville	Associate of Applied Science in Network Systems Admin.
110901	DeVry University- Online	Naperville	Bachelor of Science in Network & Communications Management
110901	Goal Training Educational Center	Skokie	Computer Network Support Specialist
110901	IIT School of Applied Technology	Chicago	Network + Certification Training
110901	IIT School of Applied Technology	Chicago	System and Network Security
110901	IIT School of Applied Technology	Chicago	A+ / Network+ Certification Training / VoIP
110901	Illinois Institute of Technology	Wheaton	A+ / Network+ Certification Training /

			VoIP
110901	Illinois Institute of Technology	Wheaton	A+ and Network + Certification Training
110901	Illinois Institute of Technology	Wheaton	A+/Network+I&II
110901	Illinois Institute of Technology	Wheaton	System and Network Security
110901	Illinois Institute of Technology	Wheaton	System Architectures
110901	Illinois Institute of Technology	Wheaton	Telecomm Tech/Network +/VoIP
110901	Illinois Institute of Technology	Wheaton	Telecomm Tech/ Network +
110901	Illinois Institute of Technology	Wheaton	Wireless Technologies and Applications
110901	Illinois Institute of Technology	Wheaton	Voice Over Internet Protocol (VoIP)
110901	Illinois Institute of Technology	Wheaton	Network+ / Voice Over Internet Protocol
110901	Illinois Institute of Technology	Wheaton	Network+ Cert Train/Cyber Sec Tech/Cyber Forensics
110901	Illinois Institute of Technology	Wheaton	Network+ /VoIP/VoIP Projects
110901	Illinois Institute of Technology	Wheaton	Network+ / System and Network Security
110901	Illinois Institute of Technology	Wheaton	Network+ Cert Train/Syst & Ntwk Secur/ITM Frameworks
110901	Illinois Institute of Technology	Wheaton	Network+ Cert. Training/Windows Operations Networking
110901	Illinois Institute of Technology	Wheaton	Network+ Cert Train/Syst & Ntwk Secur/Info Syst Secur Mgmt
110901	Illinois Institute of Technology	Wheaton	Network+ Cert Train/Linux+ Cert Train/System &Ntwrk Security
110901	Illinois Institute of Technology	Wheaton	Network + Certification Training
110901	Illinois Institute of Technology	Wheaton	Network and Telecommunications Management
110901	Illinois Institute of Technology	Wheaton	Network+ Certification Training I&II
110901	Illinois Institute of Technology	Wheaton	Network+/Wireless Tech/VoIP
110901	Illinois Institute of Technology	Wheaton	Network+ Certification Training I&II/System &Ntwrk Security
110901	Illinois Institute of Technology	Chicago	Network + Certification Training
110901	Illinois Institute of Technology	Chicago	Network+ Cert Train/Cyber Sec Tech/Cyber Forensics
110901	Illinois Institute of Technology	Chicago	Network+ Certification Training I&II
110901	Illinois Institute of Technology	Chicago	Network+ / System and Network Security
110901	Illinois Institute of Technology	Chicago	Network+/Wireless Tech/VoIP
110901	Illinois Institute of Technology	Chicago	Network and Telecommunications Management
110901	Illinois Institute of Technology	Chicago	Network+ / Voice Over Internet Protocol
110901	Illinois Institute of Technology	Chicago	A+ / Network+ Certification Training /

			VoIP
110901	Illinois Institute of Technology	Chicago	Voice Over Internet Protocol (VoIP)
110901	Illinois Institute of Technology	Chicago	System and Network Security
110901	Illinois Institute of Technology	Chicago	System Architectures
110901	Illinois Institute of Technology	Chicago	Wireless Technologies and Applications
110901	Illinois Institute of Technology Main Campus	Chicago	A+/Network+I&II
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ Cert Train/Syst & Ntwk Secur/ITM Frameworks
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ Cert Train/Syst & Ntwk Secur/Info Syst Secur Mgmt
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ Certification Training I&II/System &Ntwrk Security
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ Cert. Training/Windows Operations Networking
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ /VoIP/VoIP Projects
110901	Illinois Institute of Technology Main Campus	Chicago	Network+ Cert Train/Linux+ Cert Train/System &Ntwrk Security
110901	Illinois Institute of Technology Main Campus	Chicago	Telecomm Tech/Network +/VoIP
110901	Illinois Institute of Technology Main Campus	Chicago	Telecomm Tech/ Network +
110901	Illinois Institute of Technology Main Campus	Chicago	A+ and Network + Certification Training
110901	McHenry County College	Crystal Lake	Networking Specialist Certificate
110901	MicroTrain Technologies	Deerfield	Cisco Basic (CCNA and 2 CompTIA Certifications)
110901	MicroTrain Technologies	Deerfield	Developer /Database Administrator 6 MCTS SQL 2005
110901	MicroTrain Technologies	Deerfield	CCNA- Voice
110901	MicroTrain Technologies	Deerfield	Cisco Professional (CCNA + 2)
110901	MicroTrain Technologies	Deerfield	CCNA
110901	MicroTrain Technologies	Deerfield	Network +
110901	MicroTrain Technologies	Deerfield	Network +/ CCNA
110901	MicroTrain Technologies	Deerfield	A +/ Network +
110901	MicroTrain Technologies	Lombard	Network +
110901	MicroTrain Technologies	Lombard	Network +/ CCNA
110901	MicroTrain Technologies	Lombard	Cisco Professional (CCNA + 2)
110901	MicroTrain Technologies	Lombard	CCNA- Voice
110901	MicroTrain Technologies	Lombard	CCNA
110901	MicroTrain Technologies	Lombard	CCNP
110901	MicroTrain Technologies	Lombard	A +/ Network +
110901	MicroTrain Technologies	Lombard	Cisco Basic (CCNA and 2 CompTIA

			Certifications)
110901	MicroTrain Technologies	Lombard	Developer /Database Administrator 6 MCTS SQL 2005
110901	MicroTrain Technologies	Chicago	Network +
110901	MicroTrain Technologies	Chicago	Cisco Basic (CCNA and 2 CompTIA Certifications)
110901	MicroTrain Technologies	Chicago	Cisco Professional (CCNA + 2)
110901	MicroTrain Technologies	Chicago	A +/ Network +
110901	MicroTrain Technologies	Chicago	CCNA- Voice
110901	MicroTrain Technologies	Chicago	CCNA
110901	Morton College	Cicero	Networking Essentials (NET)
110901	NetXperts	Des Plaines	Cisco CCNP
110901	NetXperts	Des Plaines	Cisco CCNA & CCNP
110901	NetXperts	Des Plaines	Certified Novell Administrator
110901	NetXperts	Des Plaines	Cisco CCNA
110901	New Horizons Computer Learning Centers of Chicago	Chicago	Network+ Certification Program
110901	Oakton Community College	Skokie	Windows Certified Enterprise Administration Certificate
110901	Oakton Community College	Skokie	Web Site Support and Maintenance Certificate
110901	Oakton Community College	Skokie	Network Security Administrator Certificate
110901	Oakton Community College	Skokie	Cisco Certified Network Associate (CCNA) Certificate
110901	Richard J Daley College	Chicago	Nursing - Associate in Applied Science (0239) DA
110901	Richard J Daley College	Chicago	Networking Systems Technologies - Advance Certificate
110901	Richard J. Daley College	Chicago	Nursing - Associate in Applied Science (0239) DA
110901	Richard J. Daley College	Chicago	Networking Systems and Technologies Basic Certificate
110901	Talent Technology Inc.	Naperville	CISCO Network - CCNA
110901	Talent Technology Inc.	Naperville	Network Security Fundamentals and Practices (NSFP)
110901	Triton College	River Grove	C407M Network Management Certificate
111001	ACT-Advanced Computer Training	Glenview	Relational Databases and MS SQL Server for IT Professionals
111001	Charity In The Community	Chicago	Data Networking Level 2 (CCNA)
111001	Charity In The Community	Chicago	IT Network Engineer
111001	Illinois Institute of Technology	Wheaton	Intro to Unix & Shell Scrp/DB with Oracle/OO Sys Anl Mdl Dsg
111001	Illinois Institute of Technology	Wheaton	Introduction To Unix And Perl Scripting

111001	Illinois Institute of Technology	Wheaton	UNIX System & Administration
111001	Illinois Institute of Technology	Wheaton	OperatingSystem Security
111001	Illinois Institute of Technology	Chicago	Intro to Unix & Shell Scrp/DB with Oracle/OO Sys Anl Mdl Dsg
111001	Illinois Institute of Technology	Chicago	OperatingSystem Security
111001	Illinois Institute of Technology Main Campus	Chicago	Introduction To Unix And Perl Scripting
111001	Illinois Institute of Technology Main Campus	Chicago	UNIX System & Administration
111001	Management & Information Tech Solutions (MITS)	Schaumburg	Comprehensive Network and System Administration
111001	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Comprehensive Network and System Administration
111001	Management and Information Tech Solutions (MITS)	Gurnee	Comprehensive Network and System Administration
111001	MicroTrain Technologies	Deerfield	A+/ Network +/ MCSA
111001	MicroTrain Technologies	Deerfield	Network +/ MCSA
111001	MicroTrain Technologies	Deerfield	MCSA
111001	MicroTrain Technologies	Deerfield	Project Management Professional +2
111001	MicroTrain Technologies	Lombard	Project Management Professional +2
111001	MicroTrain Technologies	Lombard	Network +/ MCSA
111001	MicroTrain Technologies	Lombard	A+/ Network +/ MCSA
111001	MicroTrain Technologies	Lombard	MCSA
111001	MicroTrain Technologies	Chicago	Project Management Professional +2
111001	Morton College	Cicero	NETWORK SYSTEMS ADMINISTRATOR (NSA)
111001	NetXperts	Des Plaines	Microsoft MCITP Enterprise Administrator with Messaging
111001	NetXperts	Des Plaines	Microsoft Certified Sytems Engineer (MCSE)
111001	NetXperts	Des Plaines	Citrix Administrator
111001	New Horizons Computer Learning Centers of Chicago	Chicago	Network Administrator (apprv for higher cost)
111001	Talent Technology Inc.	Naperville	UNIX Administration
111002	ACT-Advanced Computer Training	Glenview	Microsoft Certified Systems Engineer (MCSE) - certification
111002	ACT-Advanced Computer Training	Glenview	Microsoft Certified Systems Engineer (MCSE)
111002	Illinois Institute of Technology	Wheaton	Windows Operations & Networking/UNIX System & Admin
111002	Illinois Institute of Technology	Wheaton	Windows Operations and Networking
111002	Illinois Institute of Technology	Wheaton	Windows Operations & Networking / Operating System Security
111002	Illinois Institute of Technology	Chicago	Windows Operations and Networking
111002	Illinois Institute of Technology	Chicago	Windows Operations & Networking /

			Operating System Security
111002	Illinois Institute of Technology	Chicago	Windows Operations & Networking/UNIX System & Admin
111002	Management & Information Tech Solutions (MITS)	Schaumburg	Network And Systems Administration / MCSE 2003
111002	Management & Information Tech Solutions (MITS)	Schaumburg	Comprehensive PC Tech Support
111002	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Comprehensive PC Tech Support
111002	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Network And Systems Administration / MCSE 2003
111002	Management and Information Tech Solutions (MITS)	Gurnee	Network And Systems Administration / MCSE 2003
111002	Management and Information Tech Solutions (MITS)	Gurnee	Comprehensive PC Tech Support
111002	MicroTrain Technologies	Deerfield	A+/Net+/MCP/CCNA
111002	MicroTrain Technologies	Deerfield	CCNA/CCNP
111002	MicroTrain Technologies	Deerfield	Project Management Professional +4
111002	MicroTrain Technologies	Deerfield	Project Management Professional +3
111002	MicroTrain Technologies	Deerfield	Project Management Professional +1
111002	MicroTrain Technologies	Lombard	Project Management Professional +1
111002	MicroTrain Technologies	Lombard	Project Management Professional +4
111002	MicroTrain Technologies	Lombard	Project Management Professional +3
111002	MicroTrain Technologies	Lombard	CCNP-Routing
111002	MicroTrain Technologies	Lombard	CCNA/CCNP
111002	MicroTrain Technologies	Lombard	A+/Net+/MCP/CCNA
111002	MicroTrain Technologies	Lombard	CCNP-Switching
111002	MicroTrain Technologies	Chicago	CCNP-Routing
111002	MicroTrain Technologies	Chicago	CCNP-Switching
111002	MicroTrain Technologies	Chicago	Project Management Professional +4
111002	MicroTrain Technologies	Chicago	Project Management Professional +1
111002	MicroTrain Technologies	Chicago	Project Management Professional +3
111002	Oakton Community College	Skokie	Microsoft Certified Systems Engineer (MCSE) Certificate
111002	Oakton Community College	Skokie	Network Administration Certificate
111002	Rasmussen College	Aurora	ISM AAS - Computer Information Technology
111002	Rasmussen College	Aurora	ISM AAS - Network Administration
111002	Rasmussen College	Aurora	Information Systems Management AAS- Database Administration
111002	Talent Technology Inc.	Naperville	CISCO Certified Network Professional - CCNP
111002	Triton College	River Grove	C407N A+ Microcomputer Technician
111003	ACT-Advanced Computer Training	Glenview	CISSP

111003	ACT-Advanced Computer Training	Glenview	Complete IT Security
111003	ACT-Advanced Computer Training	Glenview	Advanced IT Security
111003	College Of DuPage	Glen Ellyn	CCNA Security
111003	College Of DuPage	Glen Ellyn	Computer Forensics Certificate
111003	IIT School of Applied Technology	Chicago	Information System Security Management
111003	Illinois Institute of Technology	Wheaton	Internet Webmaster / Database Concepts with Oracle
111003	Illinois Institute of Technology	Wheaton	Information System Security Management
111003	Illinois Institute of Technology	Wheaton	Computer & Network Forensics
111003	Illinois Institute of Technology	Wheaton	System and Network Security / Projects and Advanced Methods
111003	Illinois Institute of Technology	Wheaton	Syst&Ntwk Secur/Vulnerab Analy&Contrl/Cmputr & Ntwk Forensc
111003	Illinois Institute of Technology	Wheaton	Legal and Ethical Issues for IT Professionals
111003	Illinois Institute of Technology	Wheaton	Network+/Cyber Security Tech/Project Mgmt for IT
111003	Illinois Institute of Technology	Chicago	Legal and Ethical Issues for IT Professionals
111003	Illinois Institute of Technology	Chicago	Network+/Cyber Security Tech/Project Mgmt for IT
111003	Illinois Institute of Technology	Chicago	Information System Security Management
111003	Illinois Institute of Technology	Chicago	Syst&Ntwk Secur/Vulnerab Analy&Contrl/Cmputr & Ntwk Forensc
111003	Illinois Institute of Technology	Chicago	System and Network Security / Projects and Advanced Methods
111003	Illinois Institute of Technology Main Campus	Chicago	Internet Webmaster / Database Concepts with Oracle
111003	Illinois Institute of Technology Main Campus	Chicago	Computer & Network Forensics
111003	Illinois Institute of Technology Main Campus	Chicago	Operating System Security
111003	McHenry County College	Crystal Lake	Network Security (AAS)
111003	McHenry County College	Crystal Lake	Cyber Security Certificate
111003	MicroTrain Technologies	Deerfield	A+/ Security +
111003	MicroTrain Technologies	Deerfield	Cisco Associate (CCNA + 1)
111003	MicroTrain Technologies	Deerfield	Cisco CCNA 6 Security
111003	MicroTrain Technologies	Lombard	Cisco CCNA 6 Security
111003	MicroTrain Technologies	Lombard	A+/ Security +
111003	MicroTrain Technologies	Lombard	Cisco Associate (CCNA + 1)
111003	MicroTrain Technologies	Chicago	Cisco CCNA 6 Security
111003	NetXperts	Des Plaines	MCSA with IT Auditing and Security

111003	NetXperts	Des Plaines	IT Security Expert
111003	NetXperts	Des Plaines	IT Auditing & Security
111003	NetXperts	Des Plaines	Cisco Security Expert
111003	NetXperts	Des Plaines	Certified Ethical Hacker
111004	CSSI/Olive Harvey TWL	Chicago	Computer Information Systems 0012 (OH)
111004	DCG Incorporated	Naperville	.NET Framework Introduction
111004	DCG Incorporated	Naperville	Web Programming Track
111004	DCG Incorporated	Naperville	Web Design Track
111004	Illinois Institute of Technology	Wheaton	Internet Technology Design And Webmaster
111004	Illinois Institute of Technology	Wheaton	Internet Webmaster / Introduction to UNIX & Perl
111004	Illinois Institute of Technology	Wheaton	Webmaster / Java Programming
111004	Illinois Institute of Technology	Wheaton	Webmaster / Site Development with .Net
111004	Illinois Institute of Technology	Wheaton	Webmaster / ASP.Net with C#
111004	Illinois Institute of Technology	Chicago	Internet Webmaster / Introduction to UNIX & Perl
111004	Illinois Institute of Technology	Chicago	Webmaster / ASP.Net with C#
111004	Illinois Institute of Technology	Chicago	Webmaster / Java Programming
111004	Illinois Institute of Technology	Chicago	Webmaster / Site Development with .Net
111004	Illinois Institute of Technology Main Campus	Chicago	Internet Technology Design And Webmaster
111004	McHenry County College	Crystal Lake	Webmaster Certificate
111004	Rasmussen College	Aurora	ISM AAS - Web Programming
111099	ACT-Advanced Computer Training	Glenview	Certified Project Manager
111099	ACT-Advanced Computer Training	Glenview	Certified Project Manager for IT Technical Area
111099	ACT-Advanced Computer Training	Glenview	Project Management for System Architects
111099	Charity In The Community	Chicago	A+ IT Technician
111099	Illinois Institute of Technology	Wheaton	IT Mgt Frameworks - ITIL and COBIT
111099	Illinois Institute of Technology	Chicago	IT Mgt Frameworks - ITIL and COBIT
111099	Management & Information Tech Solutions (MITS)	Schaumburg	PMP MS Project ITIL Foundation/Practitioner Combo
111099	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PMP MS Project ITIL Foundation/Practitioner Combo
111099	Management and Information Tech Solutions (MITS)	Gurnee	PMP MS Project ITIL Foundation/Practitioner Combo
111099	MicroTrain Technologies	Deerfield	IT Management +2
111099	MicroTrain Technologies	Lombard	IT Management +2
111099	MicroTrain Technologies	Chicago	IT Management +2
111099	Morton College	Cicero	Multimedia Development Certificate

111099	NetXperts	Des Plaines	Software Quality Assurance
111099	NetXperts	Des Plaines	Cisco CCNP VOICE {CCVP}
111099	NetXperts	Des Plaines	Cisco CCNP WIRELESS
111099	New Horizons Computer Learning Centers of Chicago	Chicago	Senior IT Support Specialist
119999	COLLEGE OF LAKE COUNTY	Grayslake	Electronics Information Technology AAS
119999	DCG Incorporated	Naperville	IC3: Computer Fundamentals Track
119999	DeVry University	Downers Grove	Graduate Certificate in Information Systems Management
119999	DeVry University - Administrative Office	Downers Grove	Graduate Certificate in Information Systems Management
119999	DeVry University- Chicago Loop Center	Chicago	Graduate Certificate in Information Systems Management
119999	DeVry University- Gurnee Center	Gurnee	Graduate Certificate in Information Systems Management
119999	DeVry University- Lincolnshire Center	Lincolnshire	Graduate Certificate in Information Systems Management
119999	DeVry University- O'Hare Center	Chicago	Graduate Certificate in Information Systems Management
119999	DeVry University- Online	Naperville	Graduate Certificate in Information Systems Management
119999	IIT School of Applied Technology	Chicago	Network+ Certification Training II
119999	Illinois Institute of Technology	Wheaton	Database Concepts with Oracle/SQL Databases/Data Analytics
119999	Illinois Institute of Technology	Wheaton	Network+ Certification Training II
119999	Illinois Institute of Technology	Wheaton	Process Engineering for IT Managers
119999	Illinois Institute of Technology	Chicago	Network+ Certification Training II
119999	Illinois Institute of Technology Main Campus	Chicago	Database Concepts with Oracle/SQL Databases/Data Analytics
119999	Illinois Institute of Technology Main Campus	Chicago	Process Engineering for IT Managers
119999	McHenry County College	Crystal Lake	Computer Information Systems (AAS)
119999	McHenry County College	Crystal Lake	PC Support Specialist Certificate
119999	McHenry County College	Crystal Lake	Help Desk Certificate
119999	McHenry County College	Crystal Lake	Geek Technology Certificate
119999	NetXperts	Des Plaines	Oracle DBA
119999	NetXperts	Des Plaines	Desktop Suppport Technician
119999	NetXperts	Des Plaines	Application Packager Specialist
119999	NetXperts	Elgin	Application Packager Specialist
119999	Oakton Community College	Skokie	Electronics Computer Technician Certificate
119999	Samland Institute of Allied Health and Technology	Chicago	Phlebotomy
119999	Samland Institute of Allied Health	Bolingbrook	Phlebotomy

	and Technology-Bolingbrook		
119999	Samland Institute of Allied Health and Technology-C. South	Chicago	Phlebotomy
119999	Samland Institute/Allied Health and Tech	Park Ridge	Phlebotomy
119999	Samland Institute/Allied Health and Tech	Bolingbrook	Phlebotomy
119999	Triton College	River Grove	Office Technology Certificate
120303	Malcolm X College	Chicago	Mortuary Science (*Approved for Higher Cost)
120501	Triton College	River Grove	Baking and Pastry Certificate C306H
120503	Elgin Comm. College District #509	Elgin	Culinary Management-Culinary Arts AAS
120503	Triton College	River Grove	C420a Culinary Training Certificate
120504	College Of DuPage	Glen Ellyn	Restaurant Management Certificate
120504	College Of DuPage	Glen Ellyn	Restaurant Management AAS Degree
120504	College Of DuPage	Glen Ellyn	Beverage Management Certificate
120504	Elgin Comm. College District #509	Elgin	Culinary Management-Restaurant Management AAS
120504	Elgin Comm. College District #509	Elgin	Hospitality - BVS
130301	Northern Illinois University	Oak Brook	B.A.S.I.S.
130403	Northern Illinois University	Hoffman Estates	Master of Science in Education - Adult & Higher Education
130409	Roosevelt University	Chicago	Educational Leadership (Graduate)
131001	Aurora University	Aurora	Major in Special Education (BA)
131001	Northern Illinois University	Hoffman Estates	Special Education - Master's of Science in Education
131001	Roosevelt University	Schaumburg	Special Education Teacher (Graduate)
131001	Roosevelt University	Schaumburg	Special Education Teacher Program (Undergraduate)
131001	Roosevelt University	Chicago	Special Education Teacher Program (Undergraduate)
131001	Roosevelt University	Chicago	Special Education Teacher (Graduate)
131202	Aurora University	Aurora	Major in Elementary Education (BA)
131202	National-Louis University	Skokie	Master of Arts in Teaching - Elementary Education
131202	National-Louis University	Wheeling	Master of Arts in Teaching - Elementary Education
131202	National-Louis University	Elgin	Master of Arts in Teaching - Elementary Education
131202	National-Louis University	Lisle	Master of Arts in Teaching - Elementary Education
131202	National-Louis University	Chicago	Master of Arts in Teaching - Elementary Education
131202	Roosevelt University	Schaumburg	Elementary Teacher Education

			(Graduate)
131202	Roosevelt University	Schaumburg	Elementary Teacher Education Program (Undergraduate)
131202	Roosevelt University	Chicago	Elementary Teacher Education (Graduate)
131202	Roosevelt University	Chicago	Elementary Teacher Education Program (Undergraduate)
131202	Southern Illinois University - Carbondale	Grayslake	Elementary Education
131203	Roosevelt University	Schaumburg	Middle School Endorsement (Graduate)
131203	Roosevelt University	Chicago	Middle School Endorsement (Graduate)
131205	Benedictine University	Lisle	Alternative Certification Program in Science and Mathematics
131205	Roosevelt University	Schaumburg	Secondary Teacher Education (Graduate)
131205	Roosevelt University	Schaumburg	Secondary Teacher Education Program (Undergraduate)
131205	Roosevelt University	Chicago	Secondary Teacher Education Program (Undergraduate)
131205	Roosevelt University	Chicago	Secondary Teacher Education (Graduate)
131206	Aurora University	Aurora	Master of Arts in Teaching - Certification
131206	National-Louis University	Skokie	Illinois Teacher Certification
131206	National-Louis University	Wheeling	Illinois Teacher Certification
131210	Kendall College - University Center at College of Lake County	Grayslake	BA in Early Childhood Education (ECE)
131210	Kendall College River Works	Chicago	BA in Early Childhood Education (ECE)
131210	Roosevelt University	Chicago	Early Childhood Education (Undergraduate)
131210	Roosevelt University	Chicago	Early Childhood Education (Graduate)
131303	Southern Illinois University - Carbondale	Grayslake	Workforce Education and Development
131305	Aurora University	Aurora	Post-Baccalaureate Secondary Edu Cert - English
131311	Aurora University	Aurora	Post-Baccalaureate Secondary Edu Cert - Mathematics
131315	Northern Illinois University	Hoffman Estates	M.S. Ed. Program in Instructional Technology
131322	Aurora University	Aurora	Post-Baccalaureate Secondary Edu Cert - Biology
131328	Aurora University	Aurora	Post-Baccalaureate Secondary Edu Cert - History
131501	Morton College	Cicero	PARAPROFESSIONAL EDUCATOR (PEC)

131501	Triton College	River Grove	C320c Teacher Aide
140101	Illinois Institute of Technology	Wheaton	Engineering Intern (EI) Review
140101	Illinois Institute of Technology	Wheaton	Professional Engineer (PE) Review
140101	Illinois Institute of Technology	Chicago	Professional Engineer (PE) Review
140101	Illinois Institute of Technology Main Campus	Chicago	Engineering Intern (EI) Review
140401	eConsulting Group Inc.	Chicago	Green Management Package
140801	Illinois Institute of Technology	Wheaton	Professional Engineer (PE)-Engineering Intern (EI/FE) Review
140801	Illinois Institute of Technology	Chicago	Professional Engineer (PE)-Engineering Intern (EI/FE) Review
140901	IIT School of Applied Technology	Chicago	Vulnerability Analysis & Control
140901	Illinois Institute of Technology	Wheaton	Vulnerability Analysis & Control
140901	Illinois Institute of Technology	Chicago	Vulnerability Analysis & Control
140903	Illinois Institute of Technology	Wheaton	Windows Operations & Networking / Project Management for IT
140903	Illinois Institute of Technology Main Campus	Chicago	Windows Operations & Networking / Project Management for IT
140999	Illinois Institute of Technology	Wheaton	Human/Computer Interaction and Design
140999	Illinois Institute of Technology Main Campus	Chicago	Human/Computer Interaction and Design
141001	Oakton Community College	Skokie	Radio Frequency Identification Technology Certificate
143301	eConsulting Group Inc.	Chicago	LEED Certification Exam Prep Course
143301	eConsulting Group Inc. Chicago - Downtown	Chicago	LEED Certification Exam Prep Course
143601	eConsulting Group Inc.	Chicago	Renewable Energy Management Expert -LEED Certification Prep
143601	Symbol Job Training	Skokie	CNC 303: CNC Technology with Internship
143601	Symbol Job Training	Skokie	CNC 304: CNC Machine Shop Internship
143601	Symbol Job Training	Skokie	CNC 204: CNC Advanced Programming
150000	Illinois Institute of Technology	Wheaton	Professional Engineer (PE) Review / Proj Mgt for Tech Prof
150000	Illinois Institute of Technology	Chicago	Professional Engineer (PE) Review / Proj Mgt for Tech Prof
150101	Illinois Institute of Technology	Wheaton	Embedded Systems & Reconfigurable Logic
150101	Illinois Institute of Technology Main Campus	Chicago	Embedded Systems & Reconfigurable Logic
150201	COLLEGE OF LAKE COUNTY	Grayslake	Civil and Environmental Technology A.A.S
150201	COLLEGE OF LAKE COUNTY	Grayslake	Surveying and Civil Technology Certificate

150303	College Of DuPage	Glen Ellyn	Electronics Engineering Technology Degree
150303	COLLEGE OF LAKE COUNTY	Grayslake	Electrical Engineering Technology AAS
150303	COLLEGE OF LAKE COUNTY	Grayslake	Electronics Technology Cert.
150303	DeVry University- Addison Campus	Addison	Bachelor of Science in Electronics Engineering Technology
150303	DeVry University- Addison Campus	Addison	Associate of Applied Science in Electronics and Comp. Tech.
150303	DeVry University- Chicago Campus	Chicago	Associate of Applied Science in Electronics and Comp. Tech.
150303	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Electronics Engineering Technology
150303	DeVry University- Chicago Loop Center	Chicago	Associate of Applied Science in Electronics and Comp. Tech.
150303	DeVry University- Online	Naperville	Associate of Applied Science in Electronics and Comp. Tech.
150303	DeVry University- Online	Naperville	Bachelor of Science in Electronics Engineering Technology
150303	Illinois Institute of Technology	Wheaton	Unix System & Administration / Project Management for IT
150303	Illinois Institute of Technology Main Campus	Chicago	Unix System & Administration / Project Management for IT
150303	Vatterott College	Berkeley	Electrical Mechanics Technology (AOS)
150303	Waubonsee Community College	Aurora	Electronics Technology (AAS)
150305	Illinois Institute of Technology	Wheaton	Telecommunications Technology
150305	Illinois Institute of Technology	Chicago	Telecommunications Technology
150399	College Of DuPage	Glen Ellyn	Electricity and Electronics Technology
150399	College Of DuPage	Glen Ellyn	Electrician's Preparation
150399	College Of DuPage	Addison	Electricity and Electronics Technology
150405	College Of DuPage	Glen Ellyn	Automated Manufacturing Systems Certificate
150405	College Of DuPage	Glen Ellyn	Automated Manufacturing Systems - AAS Degree
150405	Oakton Community College	Skokie	Automation and Controls Certificate
150501	College Of DuPage	Glen Ellyn	Energy Audit & Analysis Certificate
150503	College Of DuPage	Glen Ellyn	Renewable Energy Technology Certificate
150503	eConsulting Group Inc.	Chicago	Renewable Energy Manager - PMP®
150503	eConsulting Group Inc. (AON Building)	Chicago	Renewable Energy Manager - PMP®
150503	eConsulting Group Inc. Chicago - Downtown	Chicago	Renewable Energy Manager - PMP®
150507	eConsulting Group Inc.	Chicago	Renewable Energy Management Program
150611	Elgin Comm. College District #509	Elgin	Welding Fabrication Technology AAS

150613	BIR Training Center	Chicago	CNC Comprehensive
150613	City Colleges of Chicago Workforce Inst.	Chicago	Basic Manufacturing
150613	COLLEGE OF LAKE COUNTY	Grayslake	CNC Programming/Operations
150613	Elgin Comm. College District #509	Elgin	CNC Operator BVS
150613	Elgin Comm. College District #509	Elgin	Industrial Manufacturing Technology AAS
150613	MCC Shah Center	McHenry	Geometric Dimensioning & Tolerancing
150613	McHenry County College	Crystal Lake	Manufacturing Design Technology Certificate
150613	McHenry County College	Crystal Lake	Manufacturing Management (AAS)
150613	Oakton Community College	Skokie	CNC/CAM Programming Certificate
150613	Richard J Daley College	Chicago	Basic Manufacturing
150613	Tooling Manufacturing Association	Park Ridge	MSSC Production Technician Training
150699	Talent Technology Inc.	Naperville	SAP Production Planning (PP)
150701	Northern Illinois University	Hoffman Estates	OSHA Authorized Outreach Trainer - General Industry
150702	Management & Information Tech Solutions (MITS)	Schaumburg	Manager of Quality/Organizational Excellence (CMQOE)
150702	Management & Information Tech Solutions (MITS)	Schaumburg	CQE (ASQ) and Six Sigma GB Combo
150702	Management & Information Tech Solutions (MITS)	Schaumburg	Six Sigma Master Black Belt/ Champion Training
150702	Management & Information Tech Solutions (MITS)	Schaumburg	Six Sigma Green Belt (SSGB)
150702	Management & Information Tech Solutions (MITS)	Schaumburg	Six Sigma Black Belt
150702	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	CQE (ASQ) and Six Sigma GB Combo
150702	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Six Sigma Master Black Belt/ Champion Training
150702	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Six Sigma Green Belt (SSGB)
150702	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Six Sigma Black Belt
150702	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Manager of Quality/Organizational Excellence (CMQOE)
150702	Management and Information Tech Solutions (MITS)	Gurnee	Six Sigma Master Black Belt/ Champion Training
150702	Management and Information Tech Solutions (MITS)	Gurnee	Six Sigma Black Belt
150702	Management and Information Tech Solutions (MITS)	Gurnee	Six Sigma Green Belt (SSGB)
150702	Management and Information Tech Solutions (MITS)	Gurnee	Manager of Quality/Organizational Excellence (CMQOE)

150702	Management and Information Tech Solutions (MITS)	Gurnee	CQE (ASQ) and Six Sigma GB Combo
150805	COLLEGE OF LAKE COUNTY	Grayslake	Mechanical Engineering Technology
151001	COLLEGE OF LAKE COUNTY	Grayslake	Construction Management Technology (Certificate)
151001	COLLEGE OF LAKE COUNTY	Grayslake	Construction Management Technology AAS
151201	DeVry University- Addison Campus	Addison	Bachelor of Science in Computer Engineering Technology
151201	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Computer Engineering Technology
151201	DeVry University- Online	Naperville	Bachelor of Science in Computer Engineering Technology
151201	eConsulting Group Inc.	Chicago	PMP-Agile Expert
151202	Illinois Institute of Technology	Wheaton	E Commerce Site Development with .NET
151202	Illinois Institute of Technology	Wheaton	Operating System Design and Implementation
151202	Illinois Institute of Technology	Chicago	E Commerce Site Development with .NET
151202	Illinois Institute of Technology	Chicago	Operating System Design and Implementation
151202	Illinois Institute of Technology Main Campus	Chicago	E Commerce Site Development with .NET
151202	MicroTrain Technologies	Deerfield	VM Training +1
151202	MicroTrain Technologies	Lombard	VM Training +1
151202	Morton College	Cicero	COMPUTING ESSENTIALS (CET)
151203	Illinois Institute of Technology	Wheaton	A+ Certification Training
151203	Illinois Institute of Technology Main Campus	Chicago	A+ Certification Training
151203	New Horizons Computer Learning Centers of Chicago	Chicago	PC Technician -- A+ and Network+
151204	ACT-Advanced Computer Training	Glenview	Complete Testing Solutions for Web
151204	ACT-Advanced Computer Training	Glenview	Business Intelligence using Cognos Advanced
151204	ACT-Advanced Computer Training	Glenview	Advanced QA and Automated Testing
151204	ACT-Advanced Computer Training	Glenview	Advanced Software and Performance Testing for Web Applicati
151204	ACT-Advanced Computer Training	Glenview	Business Intelligence using Cognos Essentials
151204	ACT-Advanced Computer Training	Glenview	Business Intelligence using Cognos Expert
151204	ACT-Advanced Computer Training	Glenview	Advanced Software and Performance Testing for Web Applicatio
151204	ACT-Advanced Computer Training	Glenview	QA and Testing for Web Applications
151204	ACT-Advanced Computer Training	Glenview	Software and Performance Testing for

			Web Applications
151204	ACT-Advanced Computer Training	Glenview	QA and Automated Testing
151204	ACT-Advanced Computer Training	Glenview	ERP. SAP Essentials
151204	ACT-Advanced Computer Training	Glenview	ERP. SAP Expert
151204	ACT-Advanced Computer Training	Glenview	ERP. SAP Basics
151204	ACT-Advanced Computer Training	Glenview	ERP. SAP Advanced
151204	Gurnee Campus	Gurnee	Software Quality Assurance: Manual Testing & Test Automation
151204	Lombard Campus	Lombard	Software Quality Assurance: Manual Testing & Test Automation
151204	Skokie Campus	Skokie	Software Quality Assurance: Manual Testing & Test Automation
151204	TEC Services - Charles Hayes Center	Chicago	Microsoft Office Specialist
151204	Wheeling Campus	Wheeling	Software Quality Assurance: Manual Testing & Test Automation
151299	Illinois Institute of Technology	Wheaton	EI (Engineering Intern) Rev Courses / Proj Mgt for Tech Prof
151299	Illinois Institute of Technology Main Campus	Chicago	EI (Engineering Intern) Rev Courses / Proj Mgt for Tech Prof
151299	Tooling Manufacturing Association	Park Ridge	TMA Related Theory Program
151302	College Of DuPage	Glen Ellyn	Computer Aided Design Certificate
151302	COLLEGE OF LAKE COUNTY	Grayslake	CAD-Drafting Technology-AutoCAD Certificate
151302	COLLEGE OF LAKE COUNTY	Grayslake	CAD-Drafting Technology Civil Certificate
151302	COLLEGE OF LAKE COUNTY	Grayslake	CAD-Drafting Technology - 3D Parametric Certificate
151302	Elgin Comm. College District #509	Elgin	Practicing Professional ProE
151302	Elgin Comm. College District #509	Elgin	AutoCad BVS
151302	Elgin Comm. College District #509	Elgin	Computer Aided Design AAS
151302	Elgin Comm. College District #509	Elgin	Computer Aided Design BVS
151302	Morton College	Cicero	ARCHITECTURAL DRAFTING DESIGN (ADD)
151302	Morton College	Cicero	COMPUTER AIDED DESIGN
151302	Morton College	Cicero	Drafting Technology (DTC)
151302	Oakton Community College	Skokie	Industrial Design Engineering Certificate
151302	Oakton Community College	Skokie	Computer-Aided Design Certificate
151302	Robert Morris College	Chicago	Computer-Aided Drafting
151302	Vatterott College	Berkeley	Computer Aided Drafting Technology AOS
151302	Vatterott College	Berkeley	Computer Aided Drafting
151303	College Of DuPage	Glen Ellyn	Architectural Technology Certificate
151303	College Of DuPage	Glen Ellyn	Architectural Rendering Certificate

151303	College Of DuPage	Glen Ellyn	Architectural Technology-CADD
151303	COLLEGE OF LAKE COUNTY	Grayslake	CAD-Drafting Technology-Architectural Certificate
151303	COLLEGE OF LAKE COUNTY	Grayslake	Architectural Technology AAS 24CB
151303	Oakton Community College	Skokie	Architectural/CAD
151306	COLLEGE OF LAKE COUNTY	Grayslake	CAD Drafting Technology - SolidWorks
151306	Harry S. Truman College	Chicago	Computer Aided Design Technology - Advanced Certificate
151306	Harry S. Truman College	Chicago	Computer Aided Design Technology - Associate Applied Science
151306	Harry S. Truman College	Chicago	Computer Aided Design Technology - Basic Certificate
151306	Humboldt Park Voc. Ed. Center-Wright College	Chicago	Computerized Numerical Control (CNC) - (WR)
151306	Humboldt Park Vocational Center-Wright College	Chicago	Computerized Numerical Control (CNC) - (WR)
151306	MCC Shah Center	McHenry	Blueprint Reading (non-credit)
151306	Oakton Community College	Skokie	Mechanical Design/CAD Certificate
151306	Waubonsee Community College	Aurora	Computer-aided Design and Drafting (AAS)
151306	Wright College	Chicago	Computerized Numerical Control (CNC) - (WR)
151399	Triton College	River Grove	Engineering Technology Design Certificate
151501	Northern Illinois University	Hoffman Estates	Industrial Project Management
159999	Illinois Institute of Technology	Wheaton	Prof Eng (PE)6Eng Intern(EI/FE)Rev/ Proj Mgt for Tech Prof
159999	Illinois Institute of Technology	Chicago	Prof Eng (PE)6Eng Intern(EI/FE)Rev/ Proj Mgt for Tech Prof
190505	CHINESE COMMUNITY CENTER	Chicago	Food Service Sanitation - Certification
190505	Greater Chicago Food Depository	Chicago	Food Service Sanitation - Certification
190505	Harold Washington College	Chicago	Food Service Sanitation - Certification
190604	Northern Illinois University	Hoffman Estates	Facility Management Professional (FMP) Credential
190604	Northern Illinois University	Chicago	Facility Management Professional (FMP) Credential
190699	Northpointe Resources	Lake Bluff	Occupational Skills - Auto Porter/detailer
190708	College Of DuPage	Glen Ellyn	Administration of an Early Childhood Center Certificate
190709	College Of DuPage	Glen Ellyn	Early Childhood Education and Care AAS Degree
190709	COLLEGE OF LAKE COUNTY	Grayslake	Early Childhood Education (A.A.S.) 25EA
190709	COLLEGE OF LAKE COUNTY	Grayslake	Human Services - Children and

			Adolescents Option 25HB
190709	Harry S. Truman College	Chicago	Child Development - Advanced Certificate (TRC)
190709	Harry S. Truman College	Chicago	Child Development - Associate in Applied Science (TRC)
190709	Harry S. Truman College	Chicago	Child Development - Basic Certificate (TRC)
190709	Kennedy-King College	Chicago	Child Development /Advanced Certificate #282 (KKC)
190709	Kennedy-King College	Chicago	Child Development /A.A.S. Degree #278 (KKC)
190709	Malcolm X College	Chicago	Child Development
190709	Morton College	Cicero	EARLY CHILDHOOD AIDE (ECA)
190709	Morton College	Cicero	EARLY CHILDHOOD ASSISTANT (ECS)
190709	Morton College	Cicero	EARLY CHILDHOOD EDUCATION (ECC)
190709	Olive Harvey College	Chicago	Child Development pre-school Education 0278
190709	Olive Harvey College	Chicago	Child Development-pre-school Education 0293 (OH)
190709	Olive Harvey College	Chicago	Child Development-pre-school Education 0282 (OH)
190709	Richard J Daley College	Chicago	Child Development - Preschool Education Certificate
190709	Triton College	River Grove	C 320a Early Childhood Education
190905	College Of DuPage	Glen Ellyn	Marketing Certificate
210101	Northern Illinois University	Hoffman Estates	Industrial Technology
220301	Elgin Comm. College District #509	Elgin	Legal Office Assistant VS
220301	Elgin Comm. College District #509	Elgin	Legal Office Professional AAS
220302	College Of DuPage	Glen Ellyn	Paralegal Studies Degree
220302	College Of DuPage	Glen Ellyn	Paralegal Studies Certificate
220302	COLLEGE OF LAKE COUNTY	Grayslake	Paralegal Studies Certificate
220302	COLLEGE OF LAKE COUNTY	Grayslake	Paralegal Studies AAS
220302	DePaul University	Chicago	Paralegal Certificate Program
220302	DePaul University	Naperville	Paralegal Certificate Program
220302	Elgin Comm. College District #509	Elgin	Paralegal BVS
220302	Elgin Comm. College District #509	Elgin	Paralegal AAS
220302	Elgin Comm. College District #509	Elgin	Nurse-legal Consultant BVS
220302	Harry S. Truman College	Chicago	Paralegal / Legal Assistant
220302	Loyola Univ. Institute for Paralegal Services	Chicago	Institute for Paralegal Studies
220302	Northwestern College	Bridgeview	Paralegal Technician- Certificate
220302	Northwestern College	Bridgeview	Paralegal AAS
220302	Northwestern College	Chicago	Paralegal Technician- Certificate

220302	Northwestern College	Chicago	Paralegal AAS
220302	Northwestern College	Naperville	Paralegal AAS
220302	Northwestern College	Naperville	Paralegal Technician- Certificate
220302	Rasmussen College	Aurora	Paralegal - AAS
220302	Roosevelt University	Schaumburg	Paralegal Studies:Bachelor of Professional Studies
220302	Roosevelt University	Schaumburg	Paralegal Studies Program (Certificate)
220302	Roosevelt University	Chicago	Paralegal Studies:Bachelor of Professional Studies
220302	Roosevelt University	Chicago	Paralegal Studies Program (Certificate)
231101	College Of DuPage	Glen Ellyn	Technical Communication Certificate
231101	COLLEGE OF LAKE COUNTY	Grayslake	Technical Communication (Certificate)
231101	COLLEGE OF LAKE COUNTY	Grayslake	Multimedia Communications Certificate
240102	Roosevelt University	Schaumburg	Individualized Program: Bachelor of Liberal Studies
240102	Roosevelt University	Chicago	Individualized Program: Bachelor of Liberal Studies
300101	Morton College	Cicero	Associate in Applied Science 6 Law Enforcement Education
300101	Morton College	Cicero	Associate in Applied Science 6 Nursing
301601	Management & Information Tech Solutions (MITS)	Schaumburg	Junior Office Associate
301601	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Junior Office Associate
301601	Management and Information Tech Solutions (MITS)	Gurnee	Junior Office Associate
320101	Institute For Latino Progress	Chicago	Manufacturing Technology-Bilingual
320109	Management & Information Tech Solutions (MITS)	Schaumburg	ESL and Computer Office Associate
320109	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	ESL and Computer Office Associate
320109	Management and Information Tech Solutions (MITS)	Gurnee	ESL and Computer Office Associate
320109	NetXperts	Des Plaines	ESL & Microsoft Office Specialist
320109	NetXperts	Des Plaines	ESL Microsoft Office & Computerized Accounting
340199	Waubonsee Community College	Aurora	EKG Technician Program
410101	Harry S. Truman College	Chicago	Biotechnology - Associate in Applied Science (TRC)
410301	Harry S. Truman College	Chicago	Chemical Laboratory Technology
410301	Olive Harvey College	Chicago	Process Technology (Advance Certificate)

410301	Olive Harvey College	Chicago	Process Technology A.A.S.
419999	COLLEGE OF LAKE COUNTY	Grayslake	Nanoscience Technology 24NN
419999	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Nanoscience Technology 24NN
420101	Roosevelt University	Schaumburg	Psychology: Bachelor of Professional Studies
420101	Roosevelt University	Chicago	Psychology: Bachelor of Professional Studies
430103	Judson University	Elgin	Criminal Justice Management
430103	Rasmussen College	Aurora	Criminal Justice AAS
430104	Aurora University	Aurora	Major in Criminal Justice (BA)
430104	Harry S. Truman College	Chicago	Criminal Justice Public Police Svc - Basic Certificate
430104	Harry S. Truman College	Chicago	Criminal Justice Public Police Svc - Assoc Applied Science
430104	Harry S. Truman College	Chicago	Criminal Justice Public Police Svc - Advanced Certificate
430107	City Colleges of Chicago Workforce Inst.	Chicago	Criminal Justice/public Police (RJD)
430107	College Of DuPage	Glen Ellyn	Criminal Justice Certificate
430107	College Of DuPage	Glen Ellyn	Criminal Justice AAS Degree
430107	COLLEGE OF LAKE COUNTY	Grayslake	Criminal Justice (Certificate)
430107	CSSI/Olive Harvey TWL	Chicago	Criminal Justice/Public Police Services (AC)
430107	CSSI/Olive Harvey TWL	Chicago	Emergency Management Specialist (A.A.S.)
430107	Elgin Comm. College District #509	Elgin	Criminal Justice Program AAS
430107	Illinois Law Enforcement Training Standards Board	Glen Ellyn	Illinois Law Enforcement Intern Training Program
430107	McHenry County College	Crystal Lake	Criminal Justice (AAS)
430107	Northwestern College	Bridgeview	Criminal Justice
430107	Northwestern College	Chicago	Criminal Justice
430107	Northwestern College	Naperville	Criminal Justice
430107	Oakton Community College	Skokie	Law Enforcement (A. A. S. Degree)
430107	Richard J Daley College	Chicago	Criminal Justice/public Police (RJD)
430107	Triton College	River Grove	C 443B Criminal Justice Adm/law Enforcement
430109	City Colleges of Chicago Workforce Inst.	Chicago	Unarmed Security Guard
430109	City Colleges of Chicago Workforce Inst.	Chicago	Criminal Justice/private Police (RJD)
430109	Richard J Daley College	Chicago	Criminal Justice/private Police (RJD)
430109	Triton College	River Grove	C443C Criminal Justice Admin. Private Security Certificate

430199	COLLEGE OF LAKE COUNTY	Grayslake	Criminal Justice AAS
430199	Elgin Comm. College District #509	Elgin	Public Safety Communications VS
430199	Elgin Comm. College District #509	Elgin	Public Safety Communications BVS
430199	Triton College	River Grove	Criminal Justice Corrections Certificate C443A
430201	College Of DuPage	Glen Ellyn	Fire Prevention Certificate
430201	College Of DuPage	Glen Ellyn	Fire Science Degree
430201	Elgin Comm. College District #509	Elgin	Fire Science and Safety AAS
430201	Elgin Comm. College District #509	Elgin	Fire Officer I BVS
430201	Elgin Comm. College District #509	Elgin	Fire Science and Safety VS
430201	Elgin Comm. College District #509	Elgin	Fire Science BVS
430201	Waubonsee Community College	Geneva	Fire Science Technology (AAS)
430201	Waubonsee Community College	Aurora	Fire Officer I Certificate
430203	College Of DuPage	Glen Ellyn	Fire Officer Certificate
430203	College Of DuPage	Glen Ellyn	Fire Fighter Certificate
430203	COLLEGE OF LAKE COUNTY	Grayslake	Fire Science Technology (A.A.S.)
430299	Triton College	River Grove	Fire Science Technology Certificate C343A
439999	COLLEGE OF LAKE COUNTY	Grayslake	Security Officer Basic Training
439999	COLLEGE OF LAKE COUNTY	Grayslake	Security Officer Firearms Training
439999	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Security Officer Basic Training
439999	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Security Officer Firearms Training
439999	Triton College	River Grove	Basic Security Officer Training
440000	Judson University	Elgin	Human Services
440401	COLLEGE OF LAKE COUNTY	Grayslake	Certificate in Emergency and Disaster Management
440701	Aurora University	Aurora	Major in Social Work - Bachelor of Social Work
440701	Aurora University	Aurora	Master of Social Work (M.S.W.)
440701	College Of DuPage	Glen Ellyn	Human Services Residential Child Care AAS Degree
440701	College Of DuPage	Glen Ellyn	Human Services Developmental Disability AAS Degree
440701	College Of DuPage	Glen Ellyn	Human Services Domestic Violence Counseling AAS Degree
440701	College Of DuPage	Glen Ellyn	Human Services Applied Gerontology AAS Degree
440701	College Of DuPage	Glen Ellyn	Human Services Certificate
440701	College Of DuPage	Glen Ellyn	Human Services Corrections Degree
440701	College Of DuPage	Glen Ellyn	Human Services Degree
440701	College Of DuPage	Glen Ellyn	Domestic Violence Counseling

			Certificate
440701	COLLEGE OF LAKE COUNTY	Grayslake	Human Services - Adult Service AAS 25HC
440701	COLLEGE OF LAKE COUNTY	Grayslake	General Human Services Certificate
440701	Elgin Comm. College District #509	Elgin	Substance Abuse AAS
440701	Elgin Comm. College District #509	Elgin	Family Violence Counseling VS
440701	Elgin Comm. College District #509	Elgin	Human Services Generalist AAS
460000	Positive Action Taking Control	Chicago	Construction Building Trades
460101	Dawson Technical Institute	Chicago	Bricklaying #760 (Dawson/KKC)
460101	Dawson Technical Institute	Chicago	Concrete Masonry #759 (Dawson/KKC)
460201	Dawson Technical Institute	Chicago	Construction Carpentry # 775 (Dawson/KKC)
460201	Greater West Town Community Dev.(GWT)	Chicago	Woodworkers Training Program
460302	Coyne College	Chicago	Electrical Construction and Maintenance
460303	Dawson Technical Institute	Chicago	Overhead Electrical Line Worker #766 (Dawson/KKC)
460401	Center For Employment Training	Chicago	Building Maintenance Service Tech.
460401	College Of DuPage	Glen Ellyn	Facility Management AAS Degree
460401	College Of DuPage	Glen Ellyn	Facility Management General Certificate
460401	College Of DuPage	Glen Ellyn	Facility Management Technician
460401	Illinois Manufacturing Foundation	Chicago	Building Maintenance Technician
460401	Oakton Community College	Skokie	Construction Management Certificate
460403	Building and Fire Code Academy	Hoffman Estates	Residential Inspector - Single Discipline Cert
460403	Building and Fire Code Academy	Hoffman Estates	Commercial Mechanical Inspector Certificate Program
460403	Building and Fire Code Academy	Hoffman Estates	Residential Inspector - Multi Discipline Cert
460403	Building and Fire Code Academy	Hoffman Estates	Property Maintenance Inspector Cert
460403	Building and Fire Code Academy	Hoffman Estates	Illinois Commercial Plumbing Inspector
460403	Building and Fire Code Academy	Hoffman Estates	Commercial Building Inspector Certificate Program
460403	Building and Fire Code Academy	Hoffman Estates	Code Enforcement Career Development Program (CECDP)
460403	Home Inspection Training Services	Mundelein	116 Professional Level Home Inspection Course
460502	Dawson Technical Institute	Chicago	Plumbing and Fire Protection #753 (Dawson/KKC)
460503	Building and Fire Code Academy	Hoffman	Plumbing Apprenticeship Program

		Estates	(PAP)
469999	Chicagoland Construction Safety Council	Hillside	145 Hour Construction Safety Administrator Course
469999	Chicagoland Construction Safety Council	Hillside	Construction Safety & Health Technician
469999	Chicagoland Construction Safety Council	Hillside	145 Hr Construction Safety Admin. + Outreach Instructor
469999	Chicagoland Construction Safety Council	Hillside	Authorized OSHA Outreach Instructor PLUS (for Construction)
470101	Oakton Community College	Skokie	Electronics Technology Certificate
470101	Vatterott College	Berkeley	Electrical Mechanics
470104	Arturo Velasquez Institute	Chicago	A+ Certified Computer Technician (RJD)
470104	College Of DuPage	Glen Ellyn	Computer and Internetworking Technician AAS Degree
470104	College Of DuPage	Glen Ellyn	Internetworking Technician Certificate
470104	College Of DuPage	Glen Ellyn	Microcomputer Servicing Technician Certificate
470104	College Of DuPage	Glen Ellyn	Digital Logic Devices
470104	College Of DuPage	Addison	Microcomputer Servicing Technician Certificate
470104	College Of DuPage	Naperville	Microcomputer Servicing Technician Certificate
470104	COLLEGE OF LAKE COUNTY	Grayslake	Desktop Support Technician (Certificate)
470104	Computer Systems Institute Chicago Campus	Chicago	CompTIA
470104	Computer Systems Institute Chicago Campus	Chicago	MCSA
470104	Computer Systems Institute Elgin Campus	Elgin	CompTIA
470104	Computer Systems Institute Elgin Campus	Elgin	MCSA
470104	Computer Systems Institute Gurnee Campus	Gurnee	MCSA
470104	Computer Systems Institute Gurnee Campus	Gurnee	CompTIA
470104	Computer Systems Institute Skokie Campus	Skokie	MCSA
470104	Computer Systems Institute Skokie Campus	Skokie	CompTIA
470104	Illinois CareerPath Institute	Chicago	Microsoft Office Specialist A+ Certification-Combo
470104	Illinois Institute of Technology	Wheaton	A+ Certification Training / Windows Operations Networking
470104	Illinois Institute of Technology	Chicago	A+ Certification Training / Windows

	Main Campus		Operations Networking
470104	MicroTrain Technologies	Deerfield	A+
470104	MicroTrain Technologies	Deerfield	MOS Certification with A+
470104	MicroTrain Technologies	Lombard	A+
470104	MicroTrain Technologies	Lombard	MOS Certification with A+
470104	MicroTrain Technologies	Chicago	A+
470104	MicroTrain Technologies	Chicago	MOS Certification with A+
470104	Morton College	Cicero	Computer Repair Technician (CRT)
470104	NetXperts	Des Plaines	Microsoft Certified Systems Administrator (MCSA)
470104	Oakton Community College	Skokie	A+ Computer Diagnostic Specialist
470104	Richard J Daley College	Chicago	A+ Certified Computer Technician (RJD)
470104	Richard J. Daley College	Chicago	A+ Certified Computer Technician (RJD)
470105	Best Inc	Rolling Meadows	Basics of Soldering
470105	Best Inc	Rolling Meadows	Surface Mount Technology
470105	Best Inc	Rolling Meadows	Basics of Wire Harness & Cable Assembly
470105	Best Inc	Rolling Meadows	IPC A610 CIT Acceptability of Electronic Assemblies
470105	Best Inc	Rolling Meadows	IPC JSTD-001 CIT Electronics Assembly
470105	College Of DuPage	Glen Ellyn	Electro-Mechanical Maintenance Technology Degree
470105	COLLEGE OF LAKE COUNTY	Grayslake	Electrical/Electronic Maintenance
470199	Waubonsee Community College	Aurora	Industrial Maintenance Management Certificate
470201	College Of DuPage	Glen Ellyn	Building Environmental Degree-HVAC
470201	College Of DuPage	Glen Ellyn	Contractor Degree-HVAC
470201	COLLEGE OF LAKE COUNTY	Grayslake	Electrical Troubleshooting Technician
470201	COLLEGE OF LAKE COUNTY	Grayslake	HVAC Light Commercial (Certificate) 24RI
470201	COLLEGE OF LAKE COUNTY	Grayslake	Industrial Refrigeration AAS
470201	COLLEGE OF LAKE COUNTY	Grayslake	Industrial Refrigeration 24RH
470201	COLLEGE OF LAKE COUNTY	Grayslake	Commercial Refrigeration Technician
470201	COLLEGE OF LAKE COUNTY	Grayslake	Residential Air Conditioning Technician 24RN
470201	COLLEGE OF LAKE COUNTY	Grayslake	Residential Heating Technician Certificate 24RJ
470201	COLLEGE OF LAKE COUNTY	Grayslake	Residential Air Conditioning Specialist
470201	Elgin Comm. College District #509	Elgin	Heating AC & Refrigeration Level III - VS

470201	Elgin Comm. College District #509	Elgin	Energy Management AAS
470201	Elgin Comm. College District #509	Elgin	Energy Management VS
470201	Elgin Comm. College District #509	Elgin	Heating AC & Refridgeration II - BVS
470201	Elgin Comm. College District #509	Elgin	Heating AC & Refrigeration Level I - BVS
470201	HVAC Technical Institute	Chicago	HVAC Training
470201	Kennedy King College	Chicago	Air Conditioning - Heating / B.C. #178 (KKC)
470201	Kennedy-King College	Chicago	Air Conditioning - Domestic / B.C. #177 (KKC)
470201	Kennedy-King College	Chicago	Air Conditioning & Refrigeration / A.C. #118 (KKC)
470201	Kennedy-King College	Chicago	Air Conditioning - Heating / B.C. #178 (KKC)
470201	Oakton Community College	Skokie	Residential Comfort Systems Installer
470201	Oakton Community College	Skokie	Residential Comfort Control Certificate
470303	Elgin Comm. College District #509	Elgin	Mechanical Systems BVS
470303	Elgin Comm. College District #509	Elgin	Electrical Systems BVS
470303	Elgin Comm. College District #509	Elgin	Automated Electronic Systems BVS
470303	Elgin Comm. College District #509	Elgin	IST/Maintenance Technology AAS
470303	Humboldt Park Voc. Ed. Center-Wright College	Chicago	Electric/Electronic Industrial Maintenance (EEIM) - (WR)
470303	Humboldt Park Vocational Center-Wright College	Chicago	Electric/Electronic Industrial Maintenance (EEIM) - (WR)
470303	Waubonsee Community College	Aurora	Industrial Maintenance(AAS)
470303	Wright College	Chicago	Electric/Electronic Industrial Maintenance (EEIM) - (WR)
470409	CSSI/Olive Harvey TWL	Chicago	Emergency Management Specilist-IncidentCommand (BC)
470499	City Colleges of Chicago Workforce Inst.	Chicago	Computer Numeric Control Technician
470499	Richard J Daley College	Chicago	Computer Numeric Control Technician
470603	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Collision Repair Technician AAS
470603	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Structural Repair Technician
470603	Kennedy-King College	Chicago	Automotive Collision Technology / A.C. #133 (KKC)
470603	Waubonsee Community College	Aurora	Auto Body Repair Business Operations (AAS)
470604	College Of DuPage	Glen Ellyn	Automotive Service Technology Certificate
470604	College Of DuPage	Glen Ellyn	Automotive Service Technology Degree
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Transmission Specialist

			(Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Damage Analysis (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Electrical Specialist (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Fuel Systems Specialist (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Oil Change Specialist (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Service Refinishing Technician (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Technology - Transmission Technician (Cert.)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Technology - Under the Car Technician (Cert.)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Brakes Suspension Specialist - 24UK
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Technology - Under Hood Technician (Certificate)
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Technology - Under Hood Technician (A.A.S.) 24AH
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Collision Repair - 24AE
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Air Conditioning And Heating Specialist - 24UG
470604	COLLEGE OF LAKE COUNTY	Grayslake	Automotive Technology - Under the Car Technician (A.A.S.)
470604	Elgin Comm. College District #509	Elgin	Transmission Drivetrain Specialist BVS
470604	Elgin Comm. College District #509	Elgin	Engine Mechanical Repair Specialist BVS
470604	Elgin Comm. College District #509	Elgin	Engine Performance Specialist BVS
470604	Elgin Comm. College District #509	Elgin	Automotive Service Technology AAS
470604	Elgin Comm. College District #509	Elgin	Brake And Suspension Specialist
470604	Elgin Comm. College District #509	Elgin	Automotive Electrical Specialist
470604	Harry S. Truman College	Chicago	Automotive Technology - Advanced Certificate (TRC)
470604	Harry S. Truman College	Chicago	Automotive Technology - Basic Certificate (TRC)
470604	Harry S. Truman College	Chicago	Automotive Technology - Associate in Applied Science (TRC)
470604	Kennedy-King College	Chicago	Automotive Maintenance / B.C. #128 (KKC)
470604	Kennedy-King College	Chicago	Automotive Technology / A.C. #130 (KKC)
470604	McHenry County College	Crystal Lake	Automotive Technology (AAS)
470604	McHenry County College	Crystal Lake	Advanced Automotive Maintenance Tech Certificate

470604	McHenry County College	Crystal Lake	Automotive Maintenance Technician Certificate
470604	Morton College	Cicero	Automotive Service (ATS)
470604	Morton College	Cicero	AUTOMOTIVE TECHNOLOGY (ATC)
470604	Morton College	Cicero	Maintenance Light Repair
470604	Oakton Community College	Skokie	Automotive Service Excellence Certificate
470604	Triton College	River Grove	C347C Automotive Technology Cert
470604	Waubonsee Community College	Aurora	Automotive Technology (AAS)
470605	Universal Technical Institute	Glendale Heights	Automotive / Diesel & Industrial Tech W/ FACT#344
470605	Universal Technical Institute	Glendale Heights	Diesel & Industrial Technology #208
470605	Universal Technical Institute	Glendale Heights	Automotive Technology with Ford FACT #124
470605	Universal Technical Institute	Glendale Heights	Automotive / Diesel & Industrial Technology #342
470605	Universal Technical Institute	Glendale Heights	Automotive Technology Program #115
470614	Morton College	Cicero	Alternative Fuels (CNG)
480501	BIR Training Center	Chicago	CNC Machine Tool Technology (M2)
480501	BIR Training Center	Chicago	CNC Machine Tool Operations (M3)
480501	COLLEGE OF LAKE COUNTY	Grayslake	CNC Operations
480501	COLLEGE OF LAKE COUNTY	Grayslake	Machine Tool Trades - Machine Tool Trades Certificate 24SM
480501	COLLEGE OF LAKE COUNTY	Grayslake	Machine Tool Trades - Basic Machining Certificate 24MJ
480501	Tooling Manufacturing Association	Park Ridge	NIMS CNC Machine Operator I Learning System
480503	City Colleges of Chicago Workforce Inst.	Chicago	Manufacturing Technology/Maintenance Mechanic (RJD)
480503	COLLEGE OF LAKE COUNTY	Grayslake	Machine Tool Trades (A.A.S.) 24MD
480503	Elgin Comm. College District #509	Elgin	Machine Tool Technology AAS
480503	Elgin Comm. College District #509	Elgin	Machine Tool Operations VS
480503	Institute For Latino Progress	Chicago	Manufacturing Technology
480503	Richard J Daley College	Chicago	Manufacturing Technology/Maintenance Mechanic (RJD)
480506	Elgin Comm. College District #509	Elgin	Sheet Metal Mechanics VS
480507	College Of DuPage	Glen Ellyn	Tool And Die Making Certificate
480507	COLLEGE OF LAKE COUNTY	Grayslake	Machine Tool Trades - Tool Mold Maker Phase III Certificate
480507	Jane Addams Resource Corp - Trng Site	Chicago	Fast Track Training for CNC Operators

480507	Jane Addams Resource Corp main site	Chicago	Fast Track Training for CNC Operators
480507	Oakton Community College	Skokie	Tool and Die Design and Engineering Certificate
480508	Arturo Velasquez Institute	Chicago	Welding Technology
480508	College Of DuPage	Glen Ellyn	Welding Certificate
480508	COLLEGE OF LAKE COUNTY	Grayslake	Gas Metal Arc Welding
480508	COLLEGE OF LAKE COUNTY	Grayslake	Gas Tungsten Arc Welding
480508	COLLEGE OF LAKE COUNTY	Grayslake	Shielded Metal Arc Welding
480508	Dawson Technical Institute	Chicago	Combination Welding #758 (Dawson/KKC)
480508	Elgin Comm. College District #509	Elgin	Welding VS
480508	Elgin Comm. College District #509	Elgin	Welding BVS
480508	Elgin Comm. College District #509	Elgin	Arc Welding BVS
480508	McHenry County College	Woodstock	Advanced Welding
480508	McHenry County College	Woodstock	Welding Boot Camp
480508	Richard J Daley College	Chicago	Welding Technology
480508	Vatterott College	Berkeley	Combination Welding Technology AOS
480599	Illinois Manufacturing Foundation	Chicago	Automatic Screw Machine/CNC Machine Tool Operator
490202	CleanEdison	Chicago	BPI Building Analyst Energy Auditing Certification
490205	Acapulco Driving School	Cicero	Commercial Driver License Program
490205	Alamo Truck Driving School	CHICAGO	CDL class A - Combined OTR and Cross-town
490205	College of Lake County	Grayslake	CDL-A Semi-Tractor Trailer Driver Training Basic 160
490205	College of Lake County	Grayslake	Accelerated CDL-A Course
490205	Eagle Training Services	Lake in the Hills	Accelerated CDL-A Course
490205	Eagle Training Services	Lake in the Hills	HazMat Endorsement Study Course
490205	Eagle Training Services	Lake in the Hills	CDL-A Semi-Tractor Trailer Driver Training Basic 160
490205	Eagle Training Services Inc. - Harper Branch	Prospect Heights	CDL-A Semi-Tractor Trailer Driver Training Basic 160
490205	Elgin Comm. College District #509	Elgin	Truck Driving Owner/Operator VS
490205	Elgin Comm. College District #509	Elgin	Truck Driving BVS
490205	Expert TRUCK Driving School	Chicago	CDL CLASS (240 hrs)
490205	Greater West Town Community Dev.(GWT)	Chicago	Shipping & Receiving Training Program
490205	Greater West Town Community Development Project	Chicago	Shipping & Receiving Training Program
490205	Harold Washington College	Chicago	Taxi Training - Professional Public Chauffer

490205	Kotra CDL Driving School	Waukegan	CDL Truck Driving Program
490205	Kotra CDL Driving School	Waukegan	Advanced 240 hour CDL Truck Driving Program
490205	Mexico Juarez Driving School	Chicago	Accelerated Professional Course
490205	Mexico Juarez Driving School	Chicago	Juarez Driving School Advanced CDL Course
490205	Mid-City Truck Driving Academy MidCity CDL	Chicago	5 Week CDL Program
490205	Mid-City Truck Driving Academy MidCity CDL	Chicago	6 Week CDL Program
490205	Mid-City Truck Driving Academy MidCity CDL	Chicago	8 Week CDL Program
490205	Mid-City Truck Driving Academy MidCity CDL	Chicago	4 Week CDL Program
490205	Olive Harvey College	Chicago	Commercial Driver Training - Class A
490205	Olive Harvey College	Chicago	Commercial Vehicle Training Class B
490205	Viking Driving School	Park Ridge	Commercial Drivers License (CDL)
490299	MCC Shah Center	McHenry	Forklift-Operator Training
490299	Olive Harvey College	Chicago	School Bus Endorsement
500401	College Of DuPage	Glen Ellyn	Graphic Design Degree
500401	Elgin Comm. College District #509	Elgin	Multimedia Design AAS
500401	Elgin Comm. College District #509	Elgin	Graphic Design Computerized - AAS
500401	Waubonsee Community College	Aurora	Graphic Design (AAS)
500401	Waubonsee Community College	Aurora	Graphic Design Certificate
500402	College Of DuPage	Glen Ellyn	Graphic Design Level 2 Certificate
500402	College Of DuPage	Glen Ellyn	Graphic Design Level 1 Certificate
500404	Northern Illinois University	Hoffman Estates	Industrial Workplace Design Systems
500408	College Of DuPage	Glen Ellyn	Interior Design AAS Degree
500408	College Of DuPage	Glen Ellyn	Interior Design Computer Applications Certificate
500408	College Of DuPage	Glen Ellyn	Interior Design Lighting Certificate
500408	College Of DuPage	Glen Ellyn	Kitchen and Bath Design Certificate
500409	Loyola University Chicago	Chicago	Certificate in Graphic Design
500409	Oakton Community College	Skokie	Graphic Design AAS
500409	Oakton Community College	Skokie	Graphic Design
500602	COLLEGE OF LAKE COUNTY	Grayslake	Digital A/V Production and Editing AAS
500706	DePaul University	Chicago	PMP Exam Review
510203	College Of DuPage	Glen Ellyn	Speech-Language Pathology Assistant AAS Degree
510601	B.& D.A. Inc.	Skokie	Combined Full Course of both DA and DB
510601	B.& D.A. Inc.	Skokie	Dental Assisting
510601	Elgin Comm. College District #509	Elgin	Dental Office Aide

510601	Elgin Comm. College District #509	Elgin	Clinical Dental Assisting VS
510601	Everest College	Skokie	Dental Assisting
510601	Everest College	Melrose Park	Dental Assisting
510601	Everest College	Bedford Park	Dental Assisting
510601	First Institute	Crystal Lake	Dental Assisting
510601	Illinois School of Health Careers Inc.	Chicago	Dental Assistant
510601	Illinois School Of Health Careers Inc	Chicago	Dental Assistant
510601	Mildun Training Center of Illinois	Wheeling	Dental Assistant
510601	State Career College	Waukegan	Chairside Assisting
510601	Waubonsee Community College	Aurora	Dental Assistant Program
510602	College Of DuPage	Glen Ellyn	Dental Hygiene AAS Degree
510602	COLLEGE OF LAKE COUNTY	Grayslake	Dental Hygiene AAS
510602	Kennedy King College	Chicago	DENTAL HYGIENE #222 (KKC)
510602	Kennedy-King College	Chicago	DENTAL HYGIENE #222 (KKC)
510701	Rosalind Franklin University of Medicine and Science	North Chicago	Healthcare Administration and Management
510702	College Of DuPage	Glen Ellyn	Long-Term Care Administration Certificate
510705	Aquarius Institute Of Computer Sciences	Des Plaines	Medical office Administrator/ Phlebotomy/EKG Technician
510705	Oakton Community College	Skokie	Medical Office Management Certificate
510706	Career Development Associates	Chicago	Medical Information Program/Medical Billingand Coding
510706	Management & Information Tech Solutions (MITS)	Schaumburg	Clinical Research Associate and Six Sgma Combo
510706	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Clinical Research Associate and Six Sgma Combo
510706	Management and Information Tech Solutions (MITS)	Gurnee	Clinical Research Associate and Six Sgma Combo
510706	Waubonsee Community College	Aurora	Health Information Technology AAS
510707	College Of DuPage	Glen Ellyn	Health Information Technology AAS Degree
510707	COLLEGE OF LAKE COUNTY	Grayslake	Health Information Technology AAS
510707	DeVry University- Chicago Campus	Chicago	Associate of Applied Science in Health Information Tech
510707	DeVry University- Online	Naperville	Associate of Applied Science in Health Information Tech
510707	Management & Information Tech Solutions (MITS)	Schaumburg	Medical Transcription Specialist
510707	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Medical Transcription Specialist
510707	Management and Information Tech Solutions (MITS)	Gurnee	Medical Transcription Specialist

510707	MCC Shah Center	McHenry	Medical Billing and Coding Cert (non-credit)
510707	McHenry County College	Crystal Lake	Medical Billing and Coding Cert (non-credit)
510707	NetXperts	Des Plaines	Medical Administrative Assistant & Computerized Accounting
510707	Oakton Community College	Skokie	Medical Billing Certificate
510707	Rasmussen College	Aurora	Health Information Technician-AAS
510708	COLLEGE OF LAKE COUNTY	Grayslake	Medical Transcription (Certificate)
510708	Triton College	River Grove	Medical Administrative Assistant C407K
510708	Triton College	River Grove	C407 K Medical Administrative Assistant Certificate
510710	College Of DuPage	Glen Ellyn	Medical Office Certificate
510710	College Of DuPage	Naperville	Medical Office Certificate
510710	COLLEGE OF LAKE COUNTY	Grayslake	Healthcare Office Assistant Certificate 21ME
510710	Elgin Comm. College District #509	Elgin	Medical Office Assistant VS
510710	Everest College	Skokie	Medical Administrative Assistant
510710	Everest College	Melrose Park	Medical Administrative Assistant
510710	Everest College	Bedford Park	Medical Administrative Assistant
510710	First Institute Training & Management	Libertyville	Medical Office Assistant
510710	First Institute Training & Management	Addison	Medical Office Assistant
510710	Malcolm X College	Chicago	Sterile Processing Technician
510710	Samland Institute of Allied Health and Technology	Chicago	Medical Assisting
510710	Samland Institute of Allied Health and Technology-C. South	Chicago	Medical Assisting
510711	Center For Employment Training	Chicago	Medical Assistant 1
510713	AHIMA-American Health Info Management Association	Chicago	Coding Basics
510713	City Colleges of Chicago Workforce Inst.	Chicago	Medical Billing/Coding (RJD)
510713	College Of DuPage	Glen Ellyn	Physician Office Coding and Billing Certificate
510713	COLLEGE OF LAKE COUNTY	Grayslake	Medical Billing Specialist (Certificate)
510713	Computer Training Institute of Chicago	Chicago	Medical Billing and Coding
510713	Kennedy-King College	Chicago	Computerized Medical Billing and Coding (KKC)
510713	Malcolm X College	Chicago	Computerized Medical Coding and Billing
510713	Management & Information Tech	Schaumburg	Medical Coding and Billing

	Solutions (MITS)		
510713	Management & Information Tech Solutions (MITS)	Schaumburg	Medical Office Coding and Billing Specialist
510713	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Medical Office Coding and Billing Specialist
510713	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Medical Coding and Billing
510713	Management and Information Tech Solutions (MITS)	Gurnee	Medical Office Coding and Billing Specialist
510713	Management and Information Tech Solutions (MITS)	Gurnee	Medical Coding and Billing
510713	NetXperts	Des Plaines	Medical Administrative Assistant
510713	Northwestern Inst. of Health & Tech	Skokie	Medical Billing and Coding (Basic and Advanced)
510713	Northwestern Inst. of Health and Tech	Chicago	Medical Billing and Coding (Basic and Advanced)
510713	Oakton Community College	Skokie	Medical Coding Certificate
510713	Richard J Daley College	Chicago	Medical Billing/Coding (RJD)
510713	Richard J. Daley College	Chicago	Medical Billing/Coding (RJD)
510713	Waubonsee Community College	Aurora	Health Care Coding Certificate
510714	B.& D.A. Inc.	Skokie	Medical Billing and Coding
510714	B.& D.A. Inc.	Skokie	Dental Reception and Billing
510714	Computer Systems Institute Chicago Campus	Chicago	HCP - Healthcare Career Program
510714	Computer Systems Institute Elgin Campus	Elgin	HCP - Healthcare Career Program
510714	Computer Systems Institute Gurnee Campus	Gurnee	HCP - Healthcare Career Program
510714	Computer Systems Institute Skokie Campus	Skokie	HCP - Healthcare Career Program
510714	Coyne College	Chicago	Medical Billing and Coding Specialist
510714	Everest College	Skokie	Medical Insurance Billing & Coding
510714	Everest College	Melrose Park	Medical Insurance Billing & Coding
510714	Everest College	Bedford Park	Medical Insurance Billing & Coding
510714	Management & Information Tech Solutions (MITS)	Schaumburg	Comprehensive Office Support and Medical Informatics
510714	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Comprehensive Office Support and Medical Informatics
510714	Management and Information Tech Solutions (MITS)	Gurnee	Comprehensive Office Support and Medical Informatics
510714	New Horizons Computer Learning Centers of Chicago	Chicago	Medical Billing & Coding Program
510714	Olive Harvey College	Chicago	Computerized Medical Billing/Coding (OH)
510714	Omega Healthcare Technical	Rosemont	Medical Billing

	School		
510716	Harry S. Truman College	Chicago	Medical Administrative Assistant
510716	Illinois CareerPath Institute	Chicago	Medical Office Administration
510716	McHenry County College	Crystal Lake	Medical Administration Certificate
510716	Rasmussen College	Aurora	Medical Administration - AAS
510801	B.& D.A. Inc.	Skokie	Medical Assistant
510801	B.& D.A. Inc.	Skokie	Medical Assistant and Dental Assistant
510801	Career Development Associates	Chicago	Medical Administrative Assistant Program
510801	COLLEGE OF LAKE COUNTY	Grayslake	Medical Assisting 21MA
510801	Coyne College	Chicago	Medical Assistant
510801	First Institute	Crystal Lake	Medical Assistant
510801	Illinois School of Health Careers Inc.	Chicago	Medical Assistant
510801	Illinois School Of Health Careers Inc	Chicago	Medical Assistant
510801	Institute For Latino Progress	Chicago	Patient Care Technician/pre-LPN - Bilingual
510801	Institute For Latino Progress - Association House of Chicago	Chicago	Patient Care Technician/pre-LPN - Bilingual
510801	JCM III Corporation	Schaumburg	PATIENT CARE TECHNICIAN
510801	Management & Information Tech Solutions (MITS)	Schaumburg	Medical Assistant Comprehensive
510801	Management & Information Tech Solutions (MITS)	Schaumburg	Certified Clinical Medical Assistant
510801	Management & Information Tech Solutions (MITS)	Schaumburg	Certified Administrative Medical Assistant
510801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Certified Administrative Medical Assistant
510801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Certified Clinical Medical Assistant
510801	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Medical Assistant Comprehensive
510801	Management and Information Tech Solutions (MITS)	Gurnee	Certified Administrative Medical Assistant
510801	Management and Information Tech Solutions (MITS)	Gurnee	Certified Clinical Medical Assistant
510801	Management and Information Tech Solutions (MITS)	Gurnee	Medical Assistant Comprehensive
510801	Rasmussen College	Aurora	Medical Assisting - AAS
510801	Tukiendorf Training Institute (TTI)	Chicago	Clinical Medical Assistant
510801	Tukiendorf Training Institute (TTI)	Chicago	Medical Assistant & Patient Care Technician
510801	Tukiendorf Training Institute (TTI)	Chicago	Medical Assistant
510801	Vatterott College	Berkeley	Medical Office Assistant
510801	Waubonsee Community College	Aurora	Medical Assistant Certificate

510802	Mildun Training Center of Illinois	Wheeling	Medical Assistant
510805	Arturo Velasquez Institute	Chicago	Pharmacy Technician (RJD)
510805	COLLEGE OF LAKE COUNTY	Grayslake	Pharmacy Technician Quick Start
510805	COLLEGE OF LAKE COUNTY	Grayslake	Pharmacy Technician - VALH 95
510805	Everest College	Skokie	Pharmacy Technician
510805	Everest College	Melrose Park	Pharmacy Technician
510805	Everest College	Bedford Park	Pharmacy Technician
510805	Harry S. Truman College	Chicago	Pharmacy Technician (Truman)
510805	JCM III Corporation	Schaumburg	Pharmacy Technician
510805	Kennedy-King College	Chicago	Pharmacy Technician (KKC)
510805	Malcolm X College	Chicago	Pharmacy Technology (MXC)
510805	Management & Information Tech Solutions (MITS)	Schaumburg	Pharmacy Tech and Customer Service Combo
510805	Management & Information Tech Solutions (MITS)	Schaumburg	Pharmacy Technician(CPhT) Professional
510805	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Pharmacy Tech and Customer Service Combo
510805	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Pharmacy Technician(CPhT) Professional
510805	Management and Information Tech Solutions (MITS)	Gurnee	Pharmacy Tech and Customer Service Combo
510805	Management and Information Tech Solutions (MITS)	Gurnee	Pharmacy Technician(CPhT) Professional
510805	MCC Shah Center	McHenry	Pharmacy Technician Certification Program
510805	Midwestern Career College	Chicago	Pharmacy Technician
510805	Northwestern College	Bridgeview	Pharmacy Technician - Certificate
510805	Northwestern College	Chicago	Pharmacy Technician - Certificate
510805	Northwestern College	Naperville	Pharmacy Technician - Certificate
510805	Northwestern Inst. of Health & Tech	Skokie	Pharmacy Technician
510805	Northwestern Inst. of Health and Tech	Chicago	Pharmacy Technician
510805	Oakton Community College	Skokie	Pharmacy Technician
510805	Olive Harvey College	Chicago	Pharmacy Technician (OH)
510805	Rasmussen College	Aurora	Pharmacy Technician AAS
510805	Richard J Daley College	Chicago	Pharmacy Technician (RJD)
510805	Richard J. Daley College	Chicago	Pharmacy Technician (RJD)
510805	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Pharmacy Technician Quick Start
510805	Triton College	River Grove	Pharmacy Technician Preparation Course
510805	Waubonsee Community College	Aurora	Pharmacy Technician Program (Face-to-Face)

510806	College Of DuPage	Glen Ellyn	Physical Therapist Assistant Degree
510806	Elgin Comm. College District #509	Elgin	Physical Therapist Assistant AAS Degree
510808	McHenry County College	Crystal Lake	Veterinary Assistant
510810	CSSI/Olive Harvey TWL	Chicago	Emergency Management Services-Emergency Preparedness(BC)
510899	Chicago Community Learning Center	North Chicago	CNA & Phlebotomy Tech. & Medical Terminology & CPR.
510899	Chicago Community Learning Center	North Chicago	CNA--Certified Nursing Assistant 104.
510899	Chicago Community Learning Center	North Chicago	CNA & Phlebotomy Technician (211a).
510899	Chicago Community Learning Center	North Chicago	CNA & Medical Terminology & CPR (223a).
510899	Chicago Community Learning Center	North Chicago	CNA & EKG Technicain & CPR (204a).
510899	Chicago Community Learning Center	North Chicago	CNA & Pharmacy Technicain & CPR (215a).
510899	Chicago Community Learning Center - CCLC	Chicago	CNA & Phlebotomy Tech. & Medical Terminology & CPR.
510899	Chicago Community Learning Center - CCLC	Chicago	CNA--Certified Nursing Assistant 104.
510899	Chicago Community Learning Center - CCLC	Chicago	CNA & Phlebotomy Technician (211a).
510899	Chicago Community Learning Center - CCLC	Chicago	CNA & Pharmacy Technicain & CPR (215a).
510899	Chicago Community Learning Center - CCLC	Chicago	CNA & Medical Terminology & CPR (223a).
510899	Chicago Community Learning Center - CCLC	Chicago	CNA & EKG Technicain & CPR (204a).
510899	College Of DuPage	Glen Ellyn	Medical Assistant Certificate
510899	Everest College	Skokie	Medical Assisting
510899	Everest College	Melrose Park	Medical Assisting
510899	Everest College	Bedford Park	Medical Assisting
510899	Midwestern Career College	Chicago	Diploma in Medical Assisting
510899	Northwestern College	Bridgeview	Medical Assisting AAS
510899	Northwestern College	Chicago	Medical Assisting AAS
510899	Northwestern College	Naperville	Medical Assisting AAS
510899	Patient Care Technician Institute	Streamwood	Patient Care Technician Level IV
510899	Patient Care Technician Institute	Streamwood	Patient Care Technician Level III
510901	Aquarius Institute Of Computer Sciences	Des Plaines	Ultrasound / Sonography Technician
510901	Harry S. Truman College	Chicago	EKG Technician (TRC)
510901	Patient Care Technician Institute	Streamwood	Certified EKG Technician
510902	CMK Healthcare	Glendale	Electrocardiograph Technician EKG

		heights	Tech
510902	College Of DuPage	Glen Ellyn	Non-Invasive Electrocardiography Technician Certificate
510902	JCM III Corporation	Schaumburg	EKG TECHNICIAN BASIC AND ADVANCE
510902	Management & Information Tech Solutions (MITS)	Schaumburg	Patient Care Technician
510902	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Patient Care Technician
510902	Management and Information Tech Solutions (MITS)	Gurnee	Patient Care Technician
510902	Northwestern Inst. of Health & Tech	Skokie	EKG Technician (Basic and Advanced)
510902	Northwestern Inst. of Health and Tech	Chicago	EKG Technician (Basic and Advanced)
510902	Omega Healthcare Technical School	Rosemont	ECG/EKG
510902	Tukiendorf Training Institute (TTI)	Chicago	EKG Technician
510903	Midwestern Career College	Chicago	Electroneurodiagnostic (END) Technologist Training Program
510904	College Of DuPage	Glen Ellyn	Emergency Medical Services AAS Degree
510904	CSSI/Olive Harvey TWL	Chicago	Criminal Justice Public Police Services-AAS
510904	CSSI/Olive Harvey TWL	Chicago	Emergency Management Specialist-Homeland Security (BC)
510904	Elgin Comm. College District #509	Elgin	Emergency Medical Technology-Paramedic
510904	Elgin Comm. College District #509	Elgin	EMS - BVS
510904	Malcolm X College	Chicago	Paramedicine
510904	Malcolm X College	Chicago	Emergency Medical Technician (MXC)
510904	Morton College	Cicero	Emergency Medical Technician I
510904	Northwest Community Hospital	Arlington Heights	EMT Basic
510904	Olive Harvey College	Chicago	Emergency Medical Technician (OH)
510904	Waubonsee Community College	Geneva	Emergency Medical Technician - Paramedic AAS
510904	Waubonsee Community College	Aurora	Emergency Medical Technician - Paramedic AAS
510907	Aquarius Institute Of Computer Sciences	Des Plaines	MRI Technolgist
510907	College Of DuPage	Glen Ellyn	Radiation Therapy Certificate
510907	College Of DuPage	Glen Ellyn	Diagnostic Medical Imaging Radiography Technician Degree
510907	College Of DuPage	Glen Ellyn	Mammography Certificate
510907	Malcolm X College	Chicago	Medical Radiologic Technology

510908	College Of DuPage	Glen Ellyn	Respiratory Care Advanced Practitioner Degree
510908	Malcolm X College	Chicago	Respiratory Care *(approved at higher cost)
510908	Southeastern Community College	Burlington	Registered Respiratory Therapy
510909	College Of DuPage	Glen Ellyn	Surgical Technology AAS Degree
510909	College Of DuPage	Glen Ellyn	Surgical Technology Certificate
510909	Elgin Comm. College District #509	Elgin	Surgical Technology VS
510909	Malcolm X College	Chicago	Surgical Technology
510909	Rush-Copley Medical Center	Aurora	Surgical Technology Certificate
510909	Triton College	River Grove	C317c Surgical Technology Certificate
510909	Waubonsee Community College	Geneva	Surgical Technology Certificate
510909	Waubonsee Community College	Aurora	Surgical Technology Certificate
510910	College Of DuPage	Glen Ellyn	Diagnostic Medical Vascular Sonography Certificate
510910	College Of DuPage	Glen Ellyn	Diagnostic Medical Sonography Certificate
510910	College Of DuPage	Glen Ellyn	Diagnostic Medical Imaging Sonography Degree
510910	COLLEGE OF LAKE COUNTY	Grayslake	Computed Tomography (Certificate) 21MT
510910	COLLEGE OF LAKE COUNTY	Grayslake	Magnetic Resonance Imaging 21MR
510910	COLLEGE OF LAKE COUNTY	Grayslake	Medical Imaging
510910	International Educational Center	Glenview	Diagnostic Medical Ultrasound
510910	Midwestern Career College	Chicago	Diploma in Diagnostic Medical Sonography
510910	Midwestern Career College	Chicago	General Ultrasound/ Sonography Tech
510910	Midwestern Career College	Chicago	Non-Invasive Cardiovascular Sonographer
510911	Elgin Comm. College District #509	Elgin	Radiography AAS
510911	Midwestern Career College	Chicago	Radiographic/ X-Ray Tech (Limited) with Medical Assisting
510911	Wright College - North Campus	Chicago	Radiography (WR)
510912	Malcolm X College	Chicago	Physician Assistant *(approved at higher cost)
510913	Kennedy-King College	Chicago	Personal Fitness Trainer (KKC)
511004	Elgin Comm. College District #509	Elgin	Clinical Laboratory Assistant BVS
511004	Elgin Comm. College District #509	Elgin	Clinical Laboratory Technology AAS
511004	Patient Care Technician Institute	Streamwood	Patient Care Technician Level I
511007	Elgin Comm. College District #509	Elgin	Histotechnology VS
511007	Elgin Comm. College District #509	Elgin	Histotechnology AAS
511009	Arturo Velasquez Institute	Chicago	Phlebotomy Technician (RJD)
511009	College Of DuPage	Glen Ellyn	Phlebotomy/EKG Certificate
511009	COLLEGE OF LAKE COUNTY	Grayslake	Phlebotomy (Certificate)

511009	Harry S. Truman College	Chicago	Phlebotomy Technician
511009	JCM III Corporation	Schaumburg	Phlebotomy Technician
511009	Kennedy-King College	Chicago	Phlebotomy Technician (KKC)
511009	Malcolm X College	Chicago	Phlebotomy Program (MXC)
511009	Northwestern Inst. of Health & Tech	Skokie	Phlebotomy Technician
511009	Northwestern Inst. of Health and Tech	Chicago	Phlebotomy Technician
511009	Oakton Community College	Skokie	Phlebotomy Certificate
511009	Omega Healthcare Technical School	Rosemont	Phlebotomy
511009	Richard J Daley College	Chicago	Phlebotomy Technician (RJD)
511009	Richard J. Daley College	Chicago	Phlebotomy Technician (RJD)
511009	Triton College	River Grove	Phlebotomy Technician
511009	Triton College	River Grove	Dialysis Technician
511009	Tukiendorf Training Institute (TTI)	Chicago	Phlebotomy Technician & EKG Technician
511009	Tukiendorf Training Institute (TTI)	Chicago	Phlebotomy Technician
511009	Waubonsee Community College	Aurora	Phlebotomy Technician Certificate
511009	Wright College - North Campus	Chicago	Accelerated Phlebotomy Program (WR)
511011	CMK Healthcare	Glendale heights	Dialysis Technician
511011	Harry S. Truman College	Chicago	Dialysis Technician Program
511011	Malcolm X College	Chicago	Nephrology/Renal Technology
511011	Tukiendorf Training Institute (TTI)	Chicago	Hemodialysis Care Technician
511011	Tukiendorf Training Institute (TTI)	Chicago	Hemodialysis Technician
511199	Roosevelt University	Schaumburg	Pre-professional Studies Program (Undergraduate)
511199	Roosevelt University	Chicago	Pre-professional Studies Program (Undergraduate)
511501	College Of DuPage	Glen Ellyn	Addictions Counseling Certificate
511501	College Of DuPage	Glen Ellyn	Addictions Counseling AAS Degree
511501	COLLEGE OF LAKE COUNTY	Grayslake	Human Services - ASAAD Option (AAS) 25HD
511501	Elgin Comm. College District #509	Elgin	Human Services Substance Abuse Counseling VS
511501	Haymarket Center	Chicago	McDermott Center Addiction Counselor Training Program
511501	Kennedy-King College	Chicago	Addictions Studies /Advanced Certificate #343 (KKC)
511501	Kennedy-King College	Chicago	Addictions Studies /AAS Degree #344 (KKC)
511501	Kennedy-King College	Chicago	Addictions Studies /Basic Certificate #345 (KKC)

511501	New Hope School of Counseling	Chicago	CADC IAODAPCA Certification-Counseling & Addiction Studies
511501	Oakton Community College	Skokie	Preparatory Substance Abuse Counseling Certificate
511501	Wright College	Chicago	Addictions Studies (WR)
511501	Wright College - North Campus	Chicago	Addictions Studies (WR)
511502	College Of DuPage	Glen Ellyn	Psychiatric Rehabilitation Certificate
511502	Elgin Comm. College District #509	Elgin	Human Services Generalist VS
511502	Wright College - North Campus	Chicago	Psychiatric Rehabilitation (WR)
511508	New Hope School of Counseling	Chicago	MISA I- IAODAPCA Board Registry
511601	Aurora University	Aurora	Major in Nursing (BSN)
511601	City Colleges of Chicago Workforce Inst.	Chicago	LPN/RN Prerequsites
511601	College Of DuPage	Glen Ellyn	Associate Degree Nursing (ADN)
511601	COLLEGE OF LAKE COUNTY	Grayslake	Nursing AAS
511601	Elgin Comm. College District #509	Elgin	Nursing AAS
511601	Harry S. Truman College	Chicago	Nursing - Associate in Applied Science (TRC)
511601	Humboldt Park Voc. Ed. Center-Wright College	Chicago	RN Completion (WR)
511601	Humboldt Park Vocational Center-Wright College	Chicago	RN Completion (WR)
511601	International Career Institute	Lincolnwood	Practical Nursing
511601	Malcolm X College	Chicago	Nursing Associate in Applied Science (0239) MXC
511601	McHenry County College	Crystal Lake	Registered Nursing A.A.S.
511601	Northwest Community Hospital	Arlington Heights	Nursing - Associate in Applied Science Degree
511601	Oakton Community College	Skokie	Nursing (Associate Degree)
511601	Richard J Daley College	Chicago	LPN/RN Prerequsites
511601	Rush-Copley Medical Center	Aurora	Nursing (AAS)
511601	Waubonsee Community College	Geneva	Nursing (AAS)
511601	Waubonsee Community College	Aurora	Nursing (AAS)
511601	Waubonsee Community College	Aurora	Current Nursing Practice Update
511601	Wright College	Chicago	RN Completion (WR)
511612	COLLEGE OF LAKE COUNTY	Grayslake	Current Nursing Practice Update
511613	Americare Technical School	Park Ridge	Practical Nursing
511613	Arturo Velasquez Institute	Chicago	Licensed Partical Nurse
511613	CMK Healthcare	Glendale heights	LICENSED PRACTICAL NURSING
511613	CMK HEALTHCARE TRAINING CENTER	GLENDALE HEIGHTS	LICENSED PRACTICAL NURSING
511613	College Of DuPage	Glen Ellyn	Practical Nursing (PN) Certificate
511613	Elgin Comm. College District #509	Elgin	Practical Nursing VS

511613	Humboldt Park Voc. Ed. Center-Wright College	Chicago	Practical Nurse (L.P.N. Training) (WR)
511613	Humboldt Park Vocational Center-Wright College	Chicago	Practical Nurse (L.P.N. Training) (WR)
511613	Morton College	Cicero	License Practical Nurse (LPN)
511613	Northwest Community Hospital	Arlington Heights	Practical Nursing Certificate (LPN)
511613	Northwestern Inst. of Health & Tech	Skokie	LPN Preparatory Course
511613	Northwestern Inst. of Health and Tech	Chicago	LPN Preparatory Course
511613	Omega Healthcare Technical School	Rosemont	LPN Preparatory Course-5
511613	Omega Healthcare Technical School	Rosemont	LPN Program
511613	Richard J. Daley College	Chicago	Licensed Partical Nurse
511613	Samland Institute of Allied Health and Technology	Chicago	Basic Nurse Assistant Training Program
511613	Samland Institute of Allied Health and Technology-Bolingbrook	Bolingbrook	Basic Nurse Assistant Training Program
511613	Samland Institute of Allied Health and Technology-C. South	Chicago	Basic Nurse Assistant Training Program
511613	Samland Institute of Allied Health and Technology-Park Ridge	Park Ridge	Basic Nurse Assistant Training Program
511613	Samland Institute/Allied Health and Tech	Bolingbrook	Basic Nurse Assistant Training Program
511613	Triton College	River Grove	C317D Practical Nursing
511613	Wright College	Chicago	Practical Nurse (L.P.N. Training) (WR)
511613	Wright College - North Campus	Chicago	Practical Nurse (L.P.N. Training) (WR)
511614	Ambria College of Nursing	Hoffman Estates	Practical Nursing Program or LPN Program
511614	Americare Technical School	Park Ridge	Nursing Assistant
511614	Arturo Velasquez Institute	Chicago	Certified Nursing Assistant (RJD)
511614	City Colleges of Chicago Workforce Inst.	Chicago	Certified Nursing Assistant (RJD)
511614	College Of DuPage	Glen Ellyn	Basic Nursing Assistant Certificate
511614	COLLEGE OF LAKE COUNTY	Grayslake	Certified Nurse Assisting (Certificate)
511614	Dawson Technical Institute	Chicago	Basic Nursing Assistant - CNA (Dawson/KKC)
511614	Elgin Comm. College District #509	Elgin	Basic Nurse Assistant Training Program
511614	Great Paragon Health Services Inc.	Chicago	Certified Nursing Assistant Training Program
511614	Harold Washington College	Chicago	Basic Nursing Assistant - (HWC)
511614	Harry S. Truman College	Chicago	Basic Nursing Assistant (TRC)
511614	Humboldt Park Voc. Ed. Center-	Chicago	Basic Nursing Assistant (WR)

	Wright College		
511614	Humboldt Park Vocational Center-Wright College	Chicago	Basic Nursing Assistant (WR)
511614	Illinois School of Health Careers Inc.	Chicago	Patient Care Technician
511614	Illinois School Of Health Careers Inc	Chicago	Patient Care Technician
511614	JCM III Corporation	Schaumburg	Basic Nurse Assistant Certification Program
511614	Malcolm X College	Chicago	Certified Nursing Assistant Basic Certificate (MXC)
511614	McHenry County College	Crystal Lake	Basic Nurse Assistant (BNA) Certificate
511614	Midwestern Career College	Chicago	Basic Nursing Assistant (CNA)
511614	Morton College	Cicero	NURSE ASSISTING (NUA)
511614	NetXperts	Des Plaines	Nursing Assistant (CNA)
511614	Northwestern Inst. of Health & Tech	Skokie	Licensed Practical Nursing Program
511614	Northwestern Inst. of Health & Tech	Skokie	Basic Nursing Assistant Training Program
511614	Northwestern Inst. of Health & Tech	Skokie	Patient Care Technician with Computer Application
511614	Northwestern Inst. of Health and Tech	Chicago	Patient Care Technician with Computer Application
511614	Northwestern Inst. of Health and Tech	Chicago	Basic Nursing Assistant Training Program
511614	Northwestern Inst. of Health and Tech	Chicago	Licensed Practical Nursing Program
511614	Oakton Community College	Skokie	Basic Nurse Assistant - Alliance (non-credit)
511614	Oakton Community College	Skokie	Basic Nurse Assistant Program (Oakton-credit)
511614	Olive Harvey College	Chicago	Basic Nursing Assistant OH
511614	Omega Healthcare Technical School	Rosemont	Basic Nurse Assistant Training Program (CNA)
511614	Omega Healthcare Technical School	Rosemont	Patient Care Technician
511614	Richard J Daley College	Chicago	Certified Nursing Assistant (RJD)
511614	Richard J. Daley College	Chicago	Certified Nursing Assistant (RJD)
511614	Samland Institute of Allied Health and Technology	Chicago	Patient Care Technician Training
511614	Samland Institute of Allied Health and Technology	Chicago	CNA & Rehabilitation Aide Training
511614	Samland Institute of Allied Health and Technology-Bolingbrook	Bolingbrook	Patient Care Technician Training
511614	Samland Institute of Allied Health and Technology-C. South	Chicago	CNA & Rehabilitation Aide Training
511614	Samland Institute of Allied Health	Chicago	Patient Care Technician Training

	and Technology-C. South		
511614	Samland Institute/Allied Health and Tech	Park Ridge	Patient Care Technician Training
511614	Samland Institute/Allied Health and Tech	Park Ridge	CNA & Rehabilitation Aide Training
511614	Samland Institute/Allied Health and Tech	Bolingbrook	Patient Care Technician Training
511614	South Chicago Learning Center	Chicago	Basic Nursing Assistant OH
511614	Triton College	River Grove	C417E Nurse Assistant Certificate
511614	Tukiendorf Training Institute (TTI)	Chicago	Basic Nursing Assistant (CNA)
511614	Tukiendorf Training Institute (TTI)	Chicago	Patient Care Technician
511614	Waubonsee Community College	Aurora	Patient Care Technician Certificate
511614	Waubonsee Community College	Aurora	Basic Nurse Assistant Training Program
511614	West-Side Learning Center	Chicago	Certified Nursing Assistant Basic Certificate (MXC)
511614	Wright College	Chicago	Basic Nursing Assistant (WR)
511614	Wright College - North Campus	Chicago	Basic Nursing Assistant (WR)
511803	Olive Harvey College	Chicago	Ophthalmic Technology
512099	Oakton Community College	Skokie	Aseptic Pharmaceutical Preparations Certificate
512306	National Personal Training Institute	Lisle	Personal Training Program
512306	National Personal Training Institute	Chicago	Personal Training Program
512308	Midwestern Career College	Chicago	Physical/ Occupational Therapy Aide/ Technician
512399	JCM III Corporation	Schaumburg	Physical Rehabilitation Aide
512601	Genesis Healthcare Development Center	Bolingbrook	Basic Nursing Assistant Training Program (CNA)
512601	Samland Institute of Allied Health and Technology	Chicago	Medical Billing and Coding
512601	Samland Institute of Allied Health and Technology-Bolingbrook	Bolingbrook	Medical Billing and Coding
512601	Samland Institute of Allied Health and Technology-C. South	Chicago	Medical Billing and Coding
512601	Samland Institute of Allied Health and Technology-Park Ridge	Park Ridge	Medical Billing and Coding
512601	Samland Institute/Allied Health and Tech	Bolingbrook	Medical Billing and Coding
512699	PCCTI	Chicago	LPN (Licensed Practical Nurse)
512699	Spectrum Nurses Incorporated	Waukegan	Certified Nurse Assistant
512699	Spectrum Nurses Incorporated	Chicago	Certified Nurse Assistant
512699	Spectrum Nurses Incorporated	Bolingbrook	Certified Nurse Assistant
513499	College Of DuPage	Glen Ellyn	Medical Assistant AAS Degree
513501	Morton College	Cicero	Therapeutic Massage (TPM)
519999	Genesis Healthcare Development Center	Bolingbrook	Certification Program for Patient Care Technician

519999	Management and Information Tech Solutions (MITS)	Gurnee	Clinical Research Associate Training
520101	DeVry University	Downers Grove	Graduate Certificate in Entrepreneurship
520101	DeVry University	Downers Grove	Master of Business Administration
520101	DeVry University	Downers Grove	Bachelor of Science in Management
520101	DeVry University- Addison Campus	Addison	Bachelor of Science in Management
520101	DeVry University- Addison Campus	Addison	Graduate Certificate in Entrepreneurship
520101	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Management
520101	DeVry University- Chicago Campus	Chicago	Graduate Certificate in Entrepreneurship
520101	DeVry University- Chicago Campus	Chicago	Master of Business Administration
520101	DeVry University- Chicago Loop Center	Chicago	Master of Business Administration
520101	DeVry University- Chicago Loop Center	Chicago	Bachelor of Science in Management
520101	DeVry University- Chicago Loop Center	Chicago	Graduate Certificate in Entrepreneurship
520101	DeVry University- Gurnee Center	Gurnee	Master of Business Administration
520101	DeVry University- Gurnee Center	Gurnee	Graduate Certificate in Entrepreneurship
520101	DeVry University- Gurnee Center	Gurnee	Bachelor of Science in Management
520101	DeVry University- Lincolnshire Center	Lincolnshire	Master of Business Administration
520101	DeVry University- Lincolnshire Center	Lincolnshire	Graduate Certificate in Entrepreneurship
520101	DeVry University- O'Hare Center	Chicago	Master of Business Administration
520101	DeVry University- O'Hare Center	Chicago	Bachelor of Science in Management
520101	DeVry University- O'Hare Center	Chicago	Graduate Certificate in Entrepreneurship
520101	DeVry University- Online	Naperville	Bachelor of Science in Management
520101	DeVry University- Online	Naperville	Master of Business Administration
520101	DeVry University- Online	Naperville	Graduate Certificate in Entrepreneurship
520101	Illinois Institute of Technology	Wheaton	Business Innovation
520101	Illinois Institute of Technology	Chicago	Business Innovation
520101	Illinois Institute of Technology Main Campus	Chicago	Business Innovation
520101	Judson University	Elgin	Management and Leadership
520201	Argosy University Schaumburg	Schaumburg	B.S. in Business Administration
520201	Aurora University	Aurora	Major in Business Administration (BA/BS)

520201	College Of DuPage	Glen Ellyn	Supervision Certificate
520201	College Of DuPage	Glen Ellyn	Organizational Leadership Certificate
520201	College Of DuPage	Naperville	Organizational Leadership Certificate
520201	College Of DuPage	Naperville	Supervision Certificate
520201	DCG Incorporated	Naperville	Team Effectiveness Track
520201	DePaul University	Chicago	MBA Primer
520201	DePaul University	Naperville	MBA Primer
520201	DeVry University	Downers Grove	Graduate Certificate in Health Services Management
520201	DeVry University	Downers Grove	Bachelor of Science in Business Administration
520201	DeVry University- Addison Campus	Addison	Bachelor of Science in Business Administration
520201	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Business Administration
520201	DeVry University- Chicago Campus	Chicago	Graduate Certificate in Health Services Management
520201	DeVry University- Chicago Loop Center	Chicago	Graduate Certificate in Health Services Management
520201	DeVry University- Chicago Loop Center	Chicago	Bachelor of Science in Business Administration
520201	DeVry University- Gurnee Center	Gurnee	Graduate Certificate in Health Services Management
520201	DeVry University- Gurnee Center	Gurnee	Bachelor of Science in Business Administration
520201	DeVry University- Lincolnshire Center	Lincolnshire	Graduate Certificate in Health Services Management
520201	DeVry University- O'Hare Center	Chicago	Bachelor of Science in Business Administration
520201	DeVry University- O'Hare Center	Chicago	Graduate Certificate in Health Services Management
520201	DeVry University- Online	Naperville	Bachelor of Science in Business Administration
520201	DeVry University- Online	Naperville	Graduate Certificate in Health Services Management
520201	Elgin Comm. College District #509	Elgin	Management AAS
520201	Harry S. Truman College	Chicago	Business Administration - Advanced Certification
520201	Harry S. Truman College	Chicago	Management / Marketing - Associate in Applied Science
520201	Illinois Institute of Technology	Wheaton	Project Mangement for IT/Business Innovation
520201	Illinois Institute of Technology	Chicago	Project Mangement for IT/Business Innovation
520201	MCC Shah Center	McHenry	APICS: Basics of Supply Chain Management

520201	McHenry County College	Crystal Lake	Business Management (AAS)
520201	Northern Illinois University	Hoffman Estates	M.B.A. Program
520201	Rasmussen College	Aurora	Business Management AAS
520201	Robert Morris College	Waukegan	Business Administration - Management
520201	Robert Morris College	Chicago	Business Administration
520201	Roosevelt University	Schaumburg	Organizational Leadership:Bachelor of Professional Studies
520201	Roosevelt University	Chicago	Organizational Leadership:Bachelor of Professional Studies
520201	Triton College	River Grove	C306B Business Management Certificate
520202	DePaul University	Chicago	Purchasing & Supply Management Certificate Program
520204	College Of DuPage	Glen Ellyn	Executive Assistant AAS Degree
520204	COLLEGE OF LAKE COUNTY	Grayslake	Business Management - Supervision Certificate
520204	Elgin Comm. College District #509	Elgin	Management Supervisory and Administrative Management BVS
520204	Elgin Comm. College District #509	Elgin	Supervisory Administrative Management VS
520205	MCC Shah Center	McHenry	Internal Auditor for ISO 9001:2008
520205	McHenry County College	Crystal Lake	Manufacturing Processes Certificate
520205	Northern Illinois University	Hoffman Estates	Master of Science in Industrial Management
520206	DeVry University	Downers Grove	Master of Public Administration
520206	DeVry University- Chicago Loop Center	Chicago	Master of Public Administration
520206	DeVry University- Gurnee Center	Gurnee	Master of Public Administration
520206	DeVry University- Lincolnshire Center	Lincolnshire	Master of Public Administration
520206	DeVry University- O'Hare Center	Chicago	Master of Public Administration
520206	DeVry University- Online	Naperville	Master of Public Administration
520206	Judson University	Elgin	Master of Arts In Organizational Leadership
520207	NetXperts	Des Plaines	PMP & ITIL
520207	NetXperts	Des Plaines	Project Management Professional
520207	Oakton Community College	Skokie	Customer Service Certificate
520209	Oakton Community College	Skokie	Global Business Technical Certificate
520209	Oakton Community College	Skokie	Transportation Warehousing and Logistics Certificate
520299	Benedictine University	Lisle	Bachelor of Arts in Organizational Leadership

520299	COLLEGE OF LAKE COUNTY	Grayslake	Project Management Series
520299	COLLEGE OF LAKE COUNTY	Grayslake	Project Management Quick Start
520299	COLLEGE OF LAKE COUNTY	Grayslake	Lean Six Sigma Green Belt
520299	COLLEGE OF LAKE COUNTY	Grayslake	Lean Six Sigma Yellow Belt
520299	DeVry University	Downers Grove	Master of Project Management
520299	DeVry University - Administrative Office	Downers Grove	Master of Project Management
520299	DeVry University- Chicago Campus	Chicago	Master of Project Management
520299	DeVry University- Chicago Loop Center	Chicago	Master of Project Management
520299	DeVry University- Gurnee Center	Gurnee	Master of Project Management
520299	DeVry University- Lincolnshire Center	Lincolnshire	Master of Project Management
520299	DeVry University- O'Hare Center	Chicago	Master of Project Management
520299	DeVry University- Online	Naperville	Master of Project Management
520299	Robert Morris College	Waukegan	Bachelor of Business Administration
520299	Robert Morris College	Aurora	Bachelor of Business Administration
520299	Robert Morris College	Chicago	Bachelor of Business Administration
520299	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Project Management Series
520299	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Lean Six Sigma Green Belt
520299	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Project Management Quick Start
520299	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Lean Six Sigma Yellow Belt
520299	University of Illinois	Naperville	Core Tools for Quality
520299	University of Illinois	Naperville	Root Cause Analysis
520301	Aurora University	Aurora	Major in Accounting (BA/BS)
520301	Becker CPA Review (Lincolnshire)	Lincolnshire	Becker Professional Education CPA Exam Review
520301	Becker Professional Education	Downers Grove	Becker Professional Education CPA Exam Review
520301	Becker Professional Review (Loop Classroom)	Chicago	Becker Professional Education CPA Exam Review
520301	COLLEGE OF LAKE COUNTY	Grayslake	Professional Accounting Certificate
520301	DeVry University	Downers Grove	Graduate Certificate in Accounting
520301	DeVry University- Chicago Loop Center	Chicago	Graduate Certificate in Accounting

520301	DeVry University- Gurnee Center	Gurnee	Graduate Certificate in Accounting
520301	DeVry University- Lincolnshire Center	Lincolnshire	Graduate Certificate in Accounting
520301	DeVry University- O'Hare Center	Chicago	Graduate Certificate in Accounting
520301	DeVry University- Online	Naperville	Graduate Certificate in Accounting
520301	McHenry County College	Crystal Lake	Accounting (AAS)
520301	Northwestern College	Bridgeview	Executive Accounting
520301	Northwestern College	Chicago	Executive Accounting
520301	Northwestern College	Naperville	Executive Accounting
520301	Olive Harvey College	Chicago	Basic Certificate in Accounting-002
520301	Rasmussen College	Aurora	Accounting AAS
520301	Richard J Daley College	Chicago	Accounting Basic Certificate (RJD)
520301	Richard J Daley College	Chicago	Accounting Advanced Certificate
520301	Roosevelt University	Schaumburg	Accounting (Undergraduate)
520301	Roosevelt University	Chicago	Accounting (Undergraduate)
520301	Waubonsee Community College	Aurora	CPA Preparation Certificate - Post Baccalaureate
520302	Able Career Institute at National Able Network	Chicago	Career Advancement Program: Bookkeeping
520302	College Of DuPage	Glen Ellyn	Accounting - AAS Degree
520302	College Of DuPage	Glen Ellyn	Accounting Certificate
520302	College Of DuPage	Glen Ellyn	Clerical Accounting Certificate
520302	DeVry University- Online	Naperville	Associate of Applied Science in Accounting
520302	Elgin Comm. College District #509	Elgin	Accounting AAS
520302	Elgin Comm. College District #509	Elgin	Accounting/Office Technology VS
520302	Harry S. Truman College	Chicago	Accounting - Advanced Certificate (TRC)
520302	Harry S. Truman College	Chicago	Accounting - Basic Certificate (TRC)
520302	Management & Information Tech Solutions (MITS)	Schaumburg	Computerized Accounting and MOS
520302	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Computerized Accounting and MOS
520302	Management and Information Tech Solutions (MITS)	Gurnee	Computerized Accounting and MOS
520302	McHenry County College	Crystal Lake	Accounting Certificate
520302	MicroTrain Technologies	Deerfield	Office Administration/Assistant 6 Accounting and Bookkeeping
520302	MicroTrain Technologies	Lombard	Office Administration/Assistant 6 Accounting and Bookkeeping
520302	MicroTrain Technologies	Chicago	Office Administration/Assistant 6 Accounting and Bookkeeping
520302	National Able Network	Chicago	Career Advancement Program: Bookkeeping
520302	NetXperts	Des Plaines	Computerized Accounting

520302	Oakton Community College	Skokie	Professional Accounting - CPA Preparation Certificate
520302	Oakton Community College	Skokie	Accounting Associate Certificate
520302	Oakton Community College	Skokie	Bookkeeping Certificate
520302	Olive Harvey College	Chicago	Accounting - 003
520302	Robert Morris College	Aurora	Accounting
520302	Robert Morris College	chicago	Accounting
520302	Triton College	River Grove	C306A Accounting Certificate
520302	Waubonsee Community College	Aurora	Accounting (AAS)
520302	Waubonsee Community College	Aurora	Payroll & Tax Accounting Certificate
520304	DeVry University	Downers Grove	Graduate Certificate in Financial Analysis
520304	DeVry University	Downers Grove	Master of Accounting and Financial Management
520304	DeVry University- Addison Campus	Addison	Graduate Certificate in Financial Analysis
520304	DeVry University- Chicago Campus	Chicago	Graduate Certificate in Financial Analysis
520304	DeVry University- Chicago Loop Center	Chicago	Master of Accounting and Financial Management
520304	DeVry University- Chicago Loop Center	Chicago	Graduate Certificate in Financial Analysis
520304	DeVry University- Gurnee Center	Gurnee	Master of Accounting and Financial Management
520304	DeVry University- Gurnee Center	Gurnee	Graduate Certificate in Financial Analysis
520304	DeVry University- Lincolnshire Center	Lincolnshire	Graduate Certificate in Financial Analysis
520304	DeVry University- Lincolnshire Center	Lincolnshire	Master of Accounting and Financial Management
520304	DeVry University- O'Hare Center	Chicago	Graduate Certificate in Financial Analysis
520304	DeVry University- O'Hare Center	Chicago	Master of Accounting and Financial Management
520304	DeVry University- Online	Naperville	Master of Accounting and Financial Management
520304	DeVry University- Online	Naperville	Graduate Certificate in Financial Analysis
520304	Talent Technology Inc.	Naperville	SAP Finance and Control (FI/CO)
520305	Olive Harvey College	Chicago	Accounting -Associate In Applied Science-001
520401	College Of DuPage	Glen Ellyn	Administrative Assistant AAS Degree
520401	College Of DuPage	Glen Ellyn	Admin Asst & Meeting/Event Planning Certificate
520401	College Of DuPage	Glen Ellyn	Administrative Assistant & Meeting/Event Planning AAS Degree

520401	College Of DuPage	Glen Ellyn	Administrative Assistant Certificate
520401	College Of DuPage	Glen Ellyn	Executive Assistant Certificate
520401	College Of DuPage	Naperville	Administrative Assistant Certificate
520401	COLLEGE OF LAKE COUNTY	Grayslake	Administrative Professional AAS 22SM
520401	Elgin Comm. College District #509	Elgin	Office Administration Technology AAS
520401	Elgin Comm. College District #509	Elgin	Administrative Office Assistant VS
520401	Manpower - Waukegan	Waukegan	Administrative Assistant Program
520401	McHenry County College	Crystal Lake	Administrative Office Management Certificate
520401	MicroTrain Technologies	Deerfield	Office Management
520401	MicroTrain Technologies	Lombard	Office Management
520401	MicroTrain Technologies	Chicago	Office Management
520401	Oakton Community College	Skokie	Office Information Processing Specialist
520401	Roosevelt University	Schaumburg	Administrative Studies: Bachelor of Professional Studies
520401	Roosevelt University	Chicago	Administrative Studies: Bachelor of Professional Studies
520401	Triton College	River Grove	C407O Office Applications - Microsoft Certification Prep
520401	Waubonsee Community College	Aurora	Electronic Publishing Certificate
520402	Elgin Comm. College District #509	Elgin	Medical Office Professional AAS
520402	Elgin Comm. College District #509	Elgin	Pre-clinical Dental Assisting
520402	Elgin Comm. College District #509	Elgin	Information Processing Professional AAS
520402	Manpower - Waukegan	Waukegan	Executive Administration Assistant Program
520402	Waubonsee Community College	Aurora	Administrative Assistant (AAS)
520406	DCG Incorporated	Naperville	Workforce (JOB) Readiness Track
520407	AACF Computer Learning Center	Oak Park	Computer Office Skills
520407	Able Career Institute at National Able Network	Chicago	Career Advancement Program: Office Professional
520407	ACT-Advanced Computer Training	Glenview	Introduction to Computers and Office Technologies
520407	COLLEGE OF LAKE COUNTY	Grayslake	Comp. Info. Tech. - Office Application Specialist (A.A.S.)
520407	COLLEGE OF LAKE COUNTY	Grayslake	Office Professional Certificate 22SN
520407	COLLEGE OF LAKE COUNTY	Grayslake	Office Application Specialist (Certificate)
520407	Elgin Comm. College District #509	Elgin	Office Assistant BVS
520407	Elgin Comm. College District #509	Elgin	Data Entry Office Assistant BVS
520407	Elgin Comm. College District #509	Elgin	Computer Office Assistant BVS
520407	Illinois CareerPath Institute	Chicago	Illinois Food Safety Sanitation Managers Certification
520407	Morton College	Cicero	Microsoft Office (DMO)

520407	National Able Network	Chicago	Career Advancement Program: Office Professional
520407	Oakton Community College	Skokie	Microsoft Office Specialist (MCAS) Certificate (0133)
520407	Oakton Community College	Skokie	Microsoft Office Specialist Certificate (0306)
520407	Triton College	River Grove	C307 D Business Support Specialist
520407	Waubonsee Community College	Aurora	Computer Support Certificate
520408	Elgin Comm. College District #509	Elgin	Information Processing Assistant VS
520408	Elgin Comm. College District #509	Elgin	Information Processing Assistant BVS
520408	Manpower - Waukegan	Waukegan	General Office/Receptionists
520408	MicroTrain Technologies	Deerfield	Financial Keyboarding with Business Development / Accounting
520408	MicroTrain Technologies	Lombard	Financial Keyboarding with Business Development / Accounting
520408	MicroTrain Technologies	Chicago	Financial Keyboarding with Business Development / Accounting
520408	Triton College	River Grove	C407 D Office Assistant Certificate
520409	CSSI/Olive Harvey TWL	Chicago	Fundamentals of Supply Chain Management (BC)
520409	CSSI/Olive Harvey TWL	Chicago	Supply Chain Management (BC)
520409	DePaul University	Chicago	Supply Chain Management Certificate Program
520409	Illinois Institute of Technology	Wheaton	Project Management for IT/Internet Technologies
520409	Illinois Institute of Technology	Chicago	Project Management for IT/Internet Technologies
520410	McHenry County College	Crystal Lake	Warehousing and Distribution Specialist Certificate
520499	Able Career Institute at National Able Network	Chicago	Career Advancement Program: Management Development
520499	DCG Incorporated	Naperville	Customer Service PLUS MOS Track
520499	McHenry County College	Crystal Lake	Administrative Office Management (AAS)
520499	National Able Network	Chicago	Career Advancement Program: Management Development
520499	Northpointe Resources	Deerfield	Occupational Skills Training - Mail Services/shippingrec.
520499	Northpointe Resources	Zion	Utility Clerk Training Program/@Northpointe Resources
520501	DCG Incorporated	Naperville	Leadership Training Track
520701	Accelper Consulting	Schaumburg	Business Innovator Training and Certification
520701	College Of DuPage	Glen Ellyn	Business Environment and Concepts Certificate
520701	College Of DuPage	Naperville	Business Environment and Concepts

			Certificate
520701	Elgin Comm. College District #509	Elgin	Entrepreneurship AAS
520701	Elgin Comm. College District #509	Elgin	Intermediate Entrepreneurship VS
520701	Elgin Comm. College District #509	Elgin	Introductory Entrepreneurship BVS
520701	Illinois Institute of Technology	Wheaton	IT Entrepreneurship
520701	Illinois Institute of Technology	Chicago	IT Entrepreneurship
520703	COLLEGE OF LAKE COUNTY	Grayslake	Business Management - Small Business Management (Cert.)
520703	Computer Systems Institute Chicago Campus	Chicago	BCP - Business Career Program
520703	Computer Systems Institute Elgin Campus	Elgin	BCP - Business Career Program
520703	Computer Systems Institute Gurnee Campus	Gurnee	BCP - Business Career Program
520703	Waubonsee Community College	Aurora	Entrepreneurship (AAS)
520703	Waubonsee Community College	Aurora	Entrepreneurship Certificate
520799	Illinois Institute of Technology	Wheaton	IT Entrepreneurship / Business Innovation
520799	Illinois Institute of Technology	Chicago	IT Entrepreneurship / Business Innovation
520804	DePaul University	Chicago	e-Financial Planning Certificate Program
520804	DePaul University Online	Chicago	e-Financial Planning Certificate Program
520899	Oakton Community College	Skokie	Financial Services/Financial Analysis Certificate
520901	Roosevelt University	Schaumburg	Hospitality and Tourism Management (Graduate Level)
520901	Roosevelt University	Chicago	Hospitality and Tourism Management (Graduate Level)
520901	Roosevelt University	Chicago	Hospitality and Tourism Management (Undergraduate Degree)
520903	College Of DuPage	Glen Ellyn	Meeting and Event Planning Degree
520904	College Of DuPage	Glen Ellyn	Hospitality Management AAS Degree
520904	College Of DuPage	Glen Ellyn	Hospitality Management: Operations Certificate
520904	College Of DuPage	Glen Ellyn	Hospitality Foundations Certificate
520904	Illinois CareerPath Institute	Chicago	Lodging/Hospitality Management Program
520905	Triton College	River Grove	C306c Hospitality Industry Administration/Restaurant Mgt
521001	DePaul University	Grayslake	Professional in Human Resources Certificate Program
521001	DePaul University	Chicago	Professional in Human Resources Certificate Program

521001	DePaul University	Naperville	Professional in Human Resources Certificate Program
521001	DeVry University	Downers Grove	Bachelor of Science in Technical Management
521001	DeVry University- Addison Campus	Addison	Bachelor of Science in Technical Management
521001	DeVry University- Chicago Campus	Chicago	Bachelor of Science in Technical Management
521001	DeVry University- Chicago Loop Center	Chicago	Bachelor of Science in Technical Management
521001	DeVry University- Gurnee Center	Gurnee	Bachelor of Science in Technical Management
521001	DeVry University- O'Hare Center	Chicago	Bachelor of Science in Technical Management
521001	DeVry University- Online	Naperville	Bachelor of Science in Technical Management
521001	Northern Illinois University	Glenview	Professional Human Resource Management Certification Prep
521001	Northern Illinois University	Hoffman Estates	Professional Human Resource Management Certification Prep
521001	Northern Illinois University	Chicago	Professional Human Resource Management Certification Prep
521001	Northwestern College	Bridgeview	Human Resources Management- AAS
521001	Northwestern College	Chicago	Human Resources Management- AAS
521001	Northwestern College	Naperville	Human Resources Management- AAS
521001	University Center	Grayslake	Professional Human Resource Management Certification Prep
521001	Waubonsee Community College	Aurora	Human Resources Management (AAS)
521005	Aurora University	Aurora	The SHRM Learning System Course
521005	DCG Incorporated	Naperville	Human Resources Professional Track
521005	DePaul University	Rolling Meadows	HR Generalist
521005	DePaul University	Grayslake	HR Generalist
521005	DePaul University	Chicago	HR Generalist
521005	DePaul University	Naperville	HR Generalist
521005	DePaul University Online	Chicago	HR Generalist
521005	Talent Technology Inc.	Naperville	SAP Human Resource (HR)
521099	Judson University	Elgin	Human Resource Management
521099	Oakton Community College	Skokie	Human Resource Specialist Certificate
521099	Triton College	River Grove	Human Resource Management Certificate C306F
521201	ACT-Advanced Computer Training	Glenview	Project Management Essentials
521201	ACT-Advanced Computer Training	Glenview	Project Management Essentials Plus
521201	ACT-Advanced Computer Training	Glenview	Project Management Expert
521201	ACT-Advanced Computer Training	Glenview	Project Management Expert Plus

521201	ACT-Advanced Computer Training	Glenview	Project Management Complete
521201	ACT-Advanced Computer Training	Glenview	Project Management Advanced Plus
521201	ACT-Advanced Computer Training	Glenview	Project Management Basics
521201	ACT-Advanced Computer Training	Glenview	Project Management Advanced
521201	ACT-Advanced Computer Training	Glenview	Project Management Basics Plus
521201	DeVry University	Downers Grove	Master of Information Systems Management
521201	DeVry University- Chicago Loop Center	Chicago	Master of Information Systems Management
521201	DeVry University- Gurnee Center	Gurnee	Master of Information Systems Management
521201	DeVry University- Lincolnshire Center	Lincolnshire	Master of Information Systems Management
521201	DeVry University- O'Hare Center	Chicago	Master of Information Systems Management
521201	DeVry University- Online	Naperville	Master of Information Systems Management
521201	Humboldt Park Vocational Center-Wright College	Chicago	A+ Certified Computer Technician (WR)
521201	Northern Illinois University	Hoffman Estates	Cert. of Grad. Study in Management Information Systems
521201	Oakton Community College	Skokie	Microsoft Project Management Preparation Certificate
521201	Wright College - North Campus	Chicago	A+ Certified Computer Technician (WR)
521206	ACT-Advanced Computer Training	Glenview	Project Management
521206	DePaul University	Chicago	IT Project Management Program
521206	Illinois Institute of Technology	Wheaton	Info Sys Sec Mgmt/Business Invn/Incidt Resp Distr Rcvry
521206	Illinois Institute of Technology Main Campus	Chicago	Info Sys Sec Mgmt/Business Invn/Incidt Resp Distr Rcvry
521206	Management & Information Tech Solutions (MITS)	Schaumburg	Management Associate Program
521206	Management & Information Tech Solutions (MITS)	Schaumburg	Comprehensive Office Support and Management
521206	Management & Information Tech Solutions (MITS)	Schaumburg	CAPM and MS Project Combo
521206	Management & Information Tech Solutions (MITS)	Schaumburg	CAPM and SCM Combo
521206	Management & Information Tech Solutions (MITS)	Schaumburg	PDMA New Product Development Professional (NPDP)
521206	Management & Information Tech Solutions (MITS)	Schaumburg	PMP and MS Project 2007 Combo
521206	Management & Information Tech Solutions (MITS)	Schaumburg	PMP MS Project LEED Combo
521206	Management & Information Tech	Schaumburg	Project Management and Computer

	Solutions (MITS)		Info Systems Management
521206	Management & Information Tech Solutions (MITS)	Schaumburg	PMP and ASQ Six Sigma Combo
521206	Management & Information Tech Solutions (MITS)	Schaumburg	Project Management and SCM Combo
521206	Management & Information Tech Solutions (MITS)	Schaumburg	Project Management
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Project Management and Computer Info Systems Management
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PMP MS Project LEED Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PMP and MS Project 2007 Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PDMA New Product Development Professional (NPDP)
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Project Management and SCM Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PMP and ASQ Six Sigma Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	CAPM and SCM Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	CAPM and MS Project Combo
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Comprehensive Office Support and Management
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Project Management
521206	Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Management Associate Program
521206	Management and Information Tech Solutions (MITS)	Gurnee	Project Management
521206	Management and Information Tech Solutions (MITS)	Gurnee	PMP MS Project LEED Combo
521206	Management and Information Tech Solutions (MITS)	Gurnee	Project Management and SCM Combo
521206	Management and Information Tech Solutions (MITS)	Gurnee	Project Management and Computer Info Systems Management
521206	Management and Information Tech Solutions (MITS)	Gurnee	PDMA New Product Development Professional (NPDP)
521206	Management and Information Tech Solutions (MITS)	Gurnee	PMP and MS Project 2007 Combo
521206	Management and Information Tech Solutions (MITS)	Gurnee	PMP and ASQ Six Sigma Combo
521206	Management and Information Tech Solutions (MITS)	Gurnee	Comprehensive Office Support and Management
521206	Management and Information	Gurnee	Management Associate Program

	Tech Solutions (MITS)		
521206	Management and Information Tech Solutions (MITS)	Gurnee	CAPM and SCM Combo
521206	Management and Information Tech Solutions (MITS)	Gurnee	CAPM and MS Project Combo
521206	MicroTrain Technologies	Deerfield	PMP Certification Training
521206	MicroTrain Technologies	Deerfield	Project Management Professional
521206	MicroTrain Technologies	Lombard	Project Management Professional
521206	MicroTrain Technologies	Lombard	PMP Certification Training
521206	MicroTrain Technologies	Chicago	PMP Certification Training
521206	MicroTrain Technologies	Chicago	Project Management Professional
521206	NetXperts	Des Plaines	Network Engineering with Project Management Professional
521206	Triton College	River Grove	Project Management Fundamentals Certificate Program
521207	NetXperts	Des Plaines	Project Management Professional MCSE
521299	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/OO Syst Anal Mod&Des/Process Engr for IT Mgr
521299	Illinois Institute of Technology	Wheaton	Project Management for IT Professionals
521299	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/Process Engineering for IT Manager/IT Entrep
521299	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/Legal&Ethical Issue in IT /IT Entrepreneur
521299	Illinois Institute of Technology	Wheaton	Project Mgt for IT Professionals / IT Entrepreneurship
521299	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/ITM Frameworks/IT Entrepreneur
521299	Illinois Institute of Technology	Wheaton	Proj Mgt for IT/Building &Leading Effective Team/IT Entrepre
521299	Illinois Institute of Technology	Chicago	Proj Mgt for IT/Building &Leading Effective Team/IT Entrepre
521299	Illinois Institute of Technology	Chicago	Proj Mgt for IT/Process Engineering for IT Manager/IT Entrep
521299	Illinois Institute of Technology	Chicago	Project Mgt for IT Professionals / IT Entrepreneurship
521299	Illinois Institute of Technology	Chicago	Proj Mgt for IT/Legal&Ethical Issue in IT /IT Entrepreneur
521299	Illinois Institute of Technology	Chicago	Proj Mgt for IT/ITM Frameworks/IT Entrepreneur
521299	Illinois Institute of Technology	Chicago	Project Management for IT Professionals
521299	Illinois Institute of Technology	Chicago	Proj Mgt for IT/OO Syst Anal Mod&Des/Process Engr for IT Mgr
521299	Waubonsee Community College	Aurora	Geographic Information Systems AAS

521301	DePaul University Online	Chicago	Online Project Management Certificate Program
521399	Arturo Velasquez Institute	Chicago	Business Advanced Certificate
521399	DePaul University	Grayslake	Project Management Certificate
521399	DePaul University	Chicago	Six-Sigma Green Belt Certificate Program
521399	DePaul University	Chicago	Project Management Certificate
521399	DePaul University	Naperville	Project Management Certificate
521399	Richard J Daley College	Chicago	Business Advanced Certificate
521401	Arturo Velasquez Institute	Chicago	Management/Marketing
521401	COLLEGE OF LAKE COUNTY	Grayslake	Business Management - Marketing (Certificate)
521401	Elgin Comm. College District #509	Elgin	Marketing AAS
521401	Harry S. Truman College	Chicago	Management / Marketing - Advanced Certificate
521401	Harry S. Truman College	Chicago	Management/Marketing - Basic Certificate
521401	McHenry County College	Crystal Lake	Marketing (AAS)
521401	McHenry County College	Crystal Lake	Marketing Management Certificate
521401	Oakton Community College	Skokie	Green Marketing Preparation Certificate
521401	Oakton Community College	Skokie	Marketing Management - Associate in Applied Science
521401	Richard J Daley College	Chicago	Management/Marketing
521501	College Of DuPage	Glen Ellyn	Real Estate Appraisal Certificate
521501	College Of DuPage	Glen Ellyn	Real Estate Property Management
521501	College Of DuPage	Glen Ellyn	Real Estate AAS Degree
521501	College Of DuPage	Naperville	Real Estate Appraisal Certificate
521501	COLLEGE OF LAKE COUNTY	Grayslake	Home Inspection
521501	SOUTHLAKE EDUCATIONAL CENTER (COLLEGE OF LAKE COUNTY)	Vernon Hills	Home Inspection
521601	Illinois Tax Training Institute	Chicago	Enrolled Agent Training & Exam. Prep. Course
521601	Northern Illinois University	Hoffman Estates	Master of Science in Taxation
521701	College Of DuPage	Glen Ellyn	Freight Broker Agent
521801	College Of DuPage	Glen Ellyn	Marketing AAS Degree
521801	Talent Technology Inc.	Naperville	SAP Sales and Distribution (SD)
521803	Elgin Comm. College District #509	Elgin	Retail Management AAS
521803	Elgin Comm. College District #509	Elgin	Retail Management BVS
521803	Goodwill Industries of Metropolitan Chicago	Chicago	Retail/Customer Service Training
521803	Oakton Community College	Skokie	Professional Selling Skills Certificate
521803	Waubonsee Community College	Aurora	Marketing Certificate

521804	College Of DuPage	Glen Ellyn	Consumer Marketing Certificate
521804	COLLEGE OF LAKE COUNTY	Grayslake	Business Management (Associates)-Marketing
521804	DCG Incorporated	Naperville	Sales Training Track
521804	Elgin Comm. College District #509	Elgin	Marketing BVS
521899	DePaul University	Chicago	Online Practical Internet Marketing Certificate Program
521902	College Of DuPage	Glen Ellyn	Fashion Merchandising Certificate
521902	College Of DuPage	Glen Ellyn	Fashion Merchandising Degree
521910	College Of DuPage	Glen Ellyn	Hospitality Sales and Marketing Certificate
521910	Triton College	River Grove	C406F Hospitality Hotel/Motel Certificate
522001	College Of DuPage	Glen Ellyn	Construction Management AAS Degree
522001	McHenry County College	Crystal Lake	Construction Management (AAS)
529999	DCG Incorporated	Naperville	Project Managment Track
529999	eConsulting Group Inc.	Chicago	Six Sigma Expert
600215	Midwestern Career College	Chicago	Radiology (X-Ray) Technician
600237	Midwestern Career College	Chicago	Magnetic Resonance Imaging (MRI) Technologist
	Aquarius Institute Of Computer Sciences	Chicago	Microsoft Office (MOUS)
	Aquarius Institute Of Computer Sciences	Des Plaines	Microsoft Office (MOUS)
	Chicago Community Learning Center	North Chicago	Med Billing
	Chicago Community Learning Center - CCLC	Chicago	Med Billing
	COLLEGE OF LAKE COUNTY	Grayslake	Human Svcs-Alcohol
	COLLEGE OF LAKE COUNTY	Grayslake	CAD-Drafting Tech. - Graphics
	COLLEGE OF LAKE COUNTY	Grayslake	Lasers
	Coyne College	Chicago	Heating
	Elgin Comm. College District #509	Elgin	Heating
	Illinois Institute of Technology	Wheaton	Incident Response
	Illinois Institute of Technology	Wheaton	Object Oriented System Analysis
	Illinois Institute of Technology	Chicago	Object Oriented System Analysis
	Illinois Institute of Technology	Chicago	Incident Response
	Management & Information Tech Solutions (MITS)	Schaumburg	Medical Assistant
	Management & Information Tech Solutions (MITS)	Schaumburg	ESL
	Management & Information Tech Solutions (MITS)	Schaumburg	PMP
	Management & Information Tech	Schaumburg	C++

Solutions (MITS)		
Management & Information Technology Solutions (MITS)	Oakbrook Terrace	C++
Management & Information Technology Solutions (MITS)	Oakbrook Terrace	ESL
Management & Information Technology Solutions (MITS)	Oakbrook Terrace	PMP
Management & Information Technology Solutions (MITS)	Oakbrook Terrace	Medical Assistant
Management and Information Tech Solutions (MITS)	Gurnee	C++
Management and Information Tech Solutions (MITS)	Gurnee	PMP
Management and Information Tech Solutions (MITS)	Gurnee	ESL
Management and Information Tech Solutions (MITS)	Gurnee	Medical Assistant
MicroTrain Technologies	Deerfield	A+
MicroTrain Technologies	Deerfield	Computer Technician/Help Desk (A+
MicroTrain Technologies	Lombard	Computer Technician/Help Desk (A+
MicroTrain Technologies	Lombard	A+
MicroTrain Technologies	Chicago	A+
MicroTrain Technologies	Chicago	Computer Technician/Help Desk (A+
Morton College	Cicero	Heating
New Horizons Computer Learning Centers of Chicago	Chicago	IT Specialist 1 - MCTS
New Horizons Computer Learning Centers of Chicago	Chicago	IT Specialist 4 Program -- MCTS
New Horizons Computer Learning Centers of Chicago	Chicago	IT Specialist 3 Program -- MCTS
Oakton Community College	Skokie	Mechanical Design/CAD
Oakton Community College	Skokie	Fire Science Technology
Oakton Community College	Skokie	Management and Supervision
Oakton Community College	Skokie	Manufacturing Technology
Oakton Community College	Skokie	Transportation
Oakton Community College	Skokie	Physical Therapy Assistant
Oakton Community College	Skokie	Accounting Associate
Oakton Community College	Skokie	Electronics and Computer Technology
Oakton Community College	Skokie	Construction Management
Patient Care Technician Institute	Streamwood	Phlebotomy Technician Specialist
Richard J. Daley College	Chicago	Transportation
Symbol Job Training	Skokie	CNC 203: CNC Programming
Vatterott College	Berkeley	Heating
Waubonsee Community College	Aurora	Heating

Appendix F: References and Resources

A major source of information for this report was the Society for College and University Planning (SCUP). Many of the trends identified by SCUP have been expanded and validated with the most current data available for the Harper district. Primary data sources used for this scan were public agencies that included the Illinois Department of Employment Security, Illinois State Board of Education, Illinois Interactive Report Card, U.S. Bureau of Labor Statistics, U.S. Census Bureau, the Illinois Comptroller's Office, and the Illinois Department of Revenue. Some resources came from private institutions providing freely accessible data such as the Woodstock Institute. A few subscription-based data resources are from private, for-profit companies such as Alteryx and Easi Analytics.

- US Census Bureau
  - Decennial Census: **http://www.census.gov/2010census/**
  - American Community Survey:
    http://factfinder2.census.gov/faces/nav/jsf/pages/index.xhtml
  - OnTheMap program in collaboration with the Bureau of Labor Statistics:
    http://onthemap.ces.census.gov/
  - County Business Patterns: **http://www.census.gov/econ/cbp/index.html**
  - iPUMS Data: **https://usa.ipums.org/usa/**
- Bureau of Labor Statistics
  - Inflation, Consumer Price Index, and Spending: **http://www.bls.gov/data/**
  - Unemployment: **http://www.bls.gov/data/**
- Bureau of Economic Analysis
  - Gross Domestic Product: **http://www.bea.gov/national/Index.htm**
- Economic Policy Institute
  - Discouraged Workers:
- US Energy Information Administration
  - Gasoline Prices: **http://www.eia.gov/petroleum/gasdiesel/**
- Illinois Department of Employment Security
  - Current Employment: **http://www.ides.illinois.gov/page.aspx?item=919**
  - Workforce Projections: **http://www.ides.illinois.gov/page.aspx?item=911**
  - Help Wanted Online Information: **http://www.ides.illinois.gov/page.aspx?item=2518**
- Society for College and University Planning
  - Helpful link to higher education research: **http://www.scup.org/page/index**
  - Helpful link to the journal: **http://www.scup.org/page/resources/SCUP_PHE**
- Illinois State Board of Education:
  - Fall Enrollment Data: **http://www.isbe.net/research/htmls/fall_housing.htm**
  - Report Card Data: **http://www.isbe.net/assessment/report_card.htm**
  - Illinois Interactive Report Card: **http://iirc.niu.edu/Classic/Default.aspx**
  - Historic Report Card Data
    http://webprod.isbe.net/ereportcard/publicsite/getsearchcriteria.aspx
- Illinois Comptroller's Office
  - Bond Ratings: **http://www.ioc.state.il.us/index.cfm/fiscal-condition/bond-ratings/**
- Illinois Department of Revenue

- o Tax Rate Database: **http://www.revenue.state.il.us/Publications/taxratefinder.htm**
- Woodstock Institute
  - o Foreclosures, Mortgage Lending data, Housing, Income and Employment for the Chicago Metro area: **http://www.woodstockinst.org/content/foreclosure**
- Alteryx
  - o Census Data Engine provided to State Data Center Affiliate Agencies
- Easi Analytics (subscription based)
  - o Demographic and Economic Data: **http://www.easidemographics.com/**