

Market Analysis for Management

*Prepared by the Office of Research
Teaming to Serve Research Needs of the College
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Introduction

There are 17 local two-year colleges that compete with Harper College's Management program. Included in this report is a list of competitor colleges that offer a similar program. In addition, local, state, and national employment projections and wage data for related positions are provided. The list of competitor colleges within a 50 mile radius was obtained through the IPEDS – COOL website (<http://www.nces.ed.gov/ipeds/cool>) and college-specific program information was obtained from each identified college's website.

Table 1: Management Competitor Colleges (within 50 mile radius)

Major Competitor	Length of Program	Credit hour
Harold Washington College (City College of Chicago) – Chicago, IL	AA – Business Administration, 62 credits. AAS – Management & Marketing, 61 credits. Advanced Certificate – Management & Marketing, 35 credits. Basic Certificate – Management & Marketing, 18 credits.	\$72/credit; \$189.95/credit (out-of-district)
Harry S. Truman College (City College of Chicago) – Chicago, IL	AAS – Management/Marketing, credits N/A.	\$72/credit; \$189.95/credit (out-of-district)
Olive-Harvey College (City College of Chicago) – Chicago, IL	AA – Business Administration/General Business, 62 credits. AAS – Management/Marketing, 61 credits. Advanced Certificate – Management/Marketing, 35 credits. Basic Certificate – Management/Marketing, 18 credits.	\$72/credit; \$189.95/credit (out-of-district)
Richard J. Daley College (City College of Chicago) – Chicago, IL	AA – Business, credits N/A. AAS – Management/Marketing, credits N/A. Certificate – Business, credits N/A. Certificate – Management/Marketing, credits N/A.	\$72/credit; \$189.95/credit (out-of-district)
College of DuPage – Glen Ellyn, IL	AA – Business Transfer, 64 credits. AAS – Management, 64 credits. Certificate – Management, 31 credits. Certificate – E-Commerce, 16-17 credits. Certificate – Entrepreneurship, 12 credits. Certificate – Supervision, 12 credits.	\$103/credit; \$292/credit (out-of-district)
College of Lake County – Grayslake, IL	AA – Business Administration, 62-65 credits. AAS – Business Management, 60-63 credits. Certificate – Small Business Management, 21-22 credits. Certificate – Supervision, 21 credits.	\$90/credit; \$215/credit (out-of-district)

N/A=Not Available

Table 1: Continued

Major Competitor	Length of Program	Credit hour
Elgin Community College – Elgin, IL	AAS – Management, 65-66 credits. AAS – Entrepreneurship, 64 credits. AAS – Retail Management, 62 credits. Certificate – Advanced Entrepreneurship, 49 credits. Certificate – Supervisory & Administrative Management, 32 credits. Certificate – Intermediate Entrepreneurship, 30 credits. Basic Certificate – Retail Management, 16 credits. Basic Certificate – Supervisory & Administrative Management, 12-13 credits. Basic Certificate – Introductory Entrepreneurship, 12 credits.	\$91/credit; \$359.30/credit (out-of-district)
Joliet Junior College – Joliet, IL	AAS – Management and Supervision, 64 credits. AAS – Marketing Management, 64 credits. Certificate – Human Resources Management, 30 credits. Certificate – Management and Supervision, 30 credits. Certificate – Retail Business Management, 30 credits. Certificate – Human Resources Management, 18 credits.	\$76/credit; \$232.77/credit (out-of-district)
Kishwaukee College – Malta, IL	AAS – Marketing and Management, 62 credits.	\$75/credit; \$261.49/credit (out-of-district)
McHenry Community College – Crystal Lake, IL	AAS – Business Management, 60 credits. Certificate – Business Management Principles, 29 credits. Certificate – Organizational Leadership, 12 credits.	\$80/credit; \$277.58/credit (out-of-district)
Moraine Valley Community College – Palos Hills, IL	AAS – Small Business Management, 63 credits. AS – Business, 62 credits. AAS – Business Administration Associate, 62 credits. AAS – Human Resources Management, 62 credits. AAS – Marketing and Management, 62 credits. Certificate – Employee Training and Development, 30 credits. Certificate – Business Skills, 9 credits.	\$72/credit; \$204/credit (out-of-district)
Morton College – Cicero, IL	AA – Business, 62 credits. AA – Business Administration, 62 credits. AAS – Business Management, credits N/A.	\$80/credit; \$208/credit (out-of-district)

N/A=Not Available

Table 1: Continued

Major Competitor	Length of Program	Credit hour
Oakton Community College – Des Plaines, IL	<p>AAS – International Trade, 61 credits. AAS – Management and Supervision, 60 credits. AAS – General Business, credits N/A. Certificate – Management and Supervision, 37 credits. Certificate – Applied Business, 30 credits. Certificate – Customer Service, 30 credits. Certificate – Applied Business Management, 29 credits. Certificate – Human Resources Specialist, 21 credits. Certificate – International Trade, 18 credits. Certificate – Leadership Excellence, 18 credits. Certificate – Sales Management, 18 credits. Certificate – Customer Service Management, 15 credits. Certificate – Professional Selling Skills, 15 credits. Certificate – Small Business Marketing, 15 credits.</p>	\$84.60/credit; \$236.46/credit (out-of-district)
Prairie State College – Chicago Heights, IL	<p>AA – Business, 62 credits. AAS – Organizational Management, 58-63 credits. Certificate – Management and Supervision, 30-31 credits.</p>	\$87/credit; \$244/credit (out-of-district)
South Suburban College – South Holland, IL	<p>AAS – Manager/Supervisor, 66 credits. AAS – Small Business Manager/Entrepreneurship, 64 credits. AS – Business, 62 credits. AS – Management, 62 credits. Certificate – Manager/Supervisor, 34 credits. Certificate – Small Business Manager/Entrepreneurship, 33 credits. Basic Certificate – Entrepreneurship, 13 credits. Basic Certificate – Supervisor Skills, 12 credits.</p>	\$103.75/credit; \$281.75/credit (out-of-district)
Triton College – River Grove, IL	<p>AAS – Human Resources Management, 66 credits. AAS – Business Management, 65 credits. AAS – Marketing Management, 65 credits. Certificate – Entrepreneurship, 36 credits. Certificate – Business Management, 33 credits. Certificate – Human Resource Management, 21 credits.</p>	\$61/credit; \$179.80/credit (out-of-district)

Table 1: Continued

Major Competitor	Length of Program	Credit hour
Waubonsee Community College – Sugar Grove, IL	AAS – Human Resources Management, 64 credits. AAS – Management, 64 credits. AAS – Small Business Management, 64 credits. AS – Business, 63-65 credits. Certificate – Organizational Communication, 30 credits. Certificate – Management, 18 credits. Certificate – MBA Preparation, 18 credits. Certificate – Small Business Management, 18 credits. Certificate – Organizational Communication for the Business Professional, 15 credits.	\$75/credit; \$224.61/credit (out-of-district)

Table 2: Management Employment Projections

Chicago PMSA*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014		Due to New	Due to Replacements	Average Yearly Total
				Number	% Change			
11-1021	General and Operations Managers	50,383	57,383	7,000	13.89	700	952	1,652
11-2022	Sales Managers	11,719	13,440	1,721	14.68	172	217	389
11-3041	Compensation and Benefits Managers	2,692	3,115	424	15.73	42	45	87
11-3042	Training and Development Managers	1,259	1,552	293	23.25	29	21	50
11-3049	Human Resources Managers, AO	1,894	2,077	183	9.67	18	32	50
11-9199	Managers, All Other	40,719	42,607	1,888	4.64	189	794	983
13-1072	Compensation, Benefits, and Job Analysis Specialists	2,975	3,689	715	24.02	71	46	117
13-1073	Training and Development Specialists	5,812	6,717	905	15.57	91	89	180
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	4,417	5,406	989	22.40	99	75	174
13-1111	Management Analysts	18,653	23,541	4,888	26.20	489	256	745
13-1199	Business Operations Specialists, All Other	41,102	51,011	9,909	24.11	991	699	1,690
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	34,871	34,926	55	0.16	5	628	633
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	13,677	13,377	-300	-2.19	-30	258	228
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	39,212	40,469	1,257	3.21	126	843	969

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

Cook County*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014 Number	% Change	Due to New	Due to Replacements	Average Yearly Total
11-1021	General and Operations Managers	34,726	39,525	4,799	13.82	480	656	1,136
11-2022	Sales Managers	7,851	8,986	1,136	14.47	114	145	259
11-3041	Compensation and Benefits Managers	1,924	2,224	300	15.58	30	33	63
11-3042	Training and Development Managers	926	1,144	218	23.52	22	16	38
11-3049	Human Resources Managers, AO	1,356	1,478	122	9.02	12	23	35
11-9199	Managers, All Other	30,681	31,961	1,280	4.17	128	598	726
13-1072	Compensation, Benefits, and Job Analysis Specialists	2,148	2,658	510	23.72	51	33	84
13-1073	Training and Development Specialists	4,145	4,791	647	15.61	65	63	128
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	3,272	3,972	700	21.39	70	56	126
13-1111	Management Analysts	14,093	17,821	3,728	26.45	373	193	566
13-1199	Business Operations Specialists, All Other	30,146	37,270	7,124	23.63	712	512	1,224
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	23,351	23,244	-107	-0.45	-11	420	409
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	9,408	9,189	-219	-2.32	-22	178	156
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	27,772	28,609	838	3.02	84	597	681

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

DuPage County*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014 Number	% Change	Due to New	Due to Replacements	Average Yearly Total
11-1021	General and Operations Managers	8,875	10,478	1,602	18.06	160	168	328
11-2022	Sales Managers	2,384	2,811	427	17.89	43	44	87
11-3041	Compensation and Benefits Managers	462	552	91	19.64	9	8	17
11-3042	Training and Development Managers	215	273	59	27.34	6	4	10
11-3049	Human Resources Managers, AO	322	370	49	15.20	5	5	10
11-9199	Managers, All Other	5,746	6,240	494	8.60	49	112	161
13-1072	Compensation, Benefits, and Job Analysis Specialists	530	680	150	28.38	15	8	23
13-1073	Training and Development Specialists	936	1,119	183	19.57	18	14	32
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	672	861	189	28.19	19	11	30
13-1111	Management Analysts	3,256	4,200	944	28.98	94	45	139
13-1199	Business Operations Specialists, All Other	6,502	8,432	1,930	29.68	193	111	304
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	6,176	6,273	97	1.57	10	111	121
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	2,748	2,719	-28	-1.03	-3	52	49
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	6,554	6,971	417	6.37	42	141	183

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

Lake County*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014 Number	% Change	Due to New	Due to Replacements	Average Yearly Total
11-1021	General and Operations Managers	4,891	5,744	853	17.44	85	92	177
11-2022	Sales Managers	1,208	1,393	185	15.32	19	22	41
11-3041	Compensation and Benefits Managers	247	287	40	16.31	4	4	8
11-3042	Training and Development Managers	143	185	42	29.56	4	2	6
11-3049	Human Resources Managers, AO	196	214	18	9.37	2	3	5
11-9199	Managers, All Other	3,469	3,748	279	8.03	28	68	96
13-1072	Compensation, Benefits, and Job Analysis Specialists	319	422	103	32.14	10	5	15
13-1073	Training and Development Specialists	586	709	123	21.03	12	9	21
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	343	438	95	27.79	10	6	16
13-1111	Management Analysts	2,618	3,687	1,068	40.81	107	36	143
13-1199	Business Operations Specialists, All Other	4,437	5,754	1,316	29.67	132	75	207
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	3,236	3,322	86	2.67	9	58	67
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	1,233	1,218	-15	-1.21	-2	23	21
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	3,326	3,526	199	5.99	20	72	92

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

McHenry County*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014 Number	% Change	Due to New	Due to Replacements	Average Yearly Total
11-1021	General and Operations Managers	1,249	1,349	100	8.03	10	24	34
11-2022	Sales Managers	288	311	23	8.00	2	5	7
11-3041	Compensation and Benefits Managers	58	63	5	8.82	1	1	2
11-3042	Training and Development Managers	21	23	3	13.47	0	0	0
11-3049	Human Resources Managers, AO	40	42	2	4.11	0	1	1
11-9199	Managers, All Other	895	912	17	1.91	2	17	19
13-1072	Compensation, Benefits, and Job Analysis Specialists	52	59	7	14.44	1	1	2
13-1073	Training and Development Specialists	126	137	11	8.77	1	2	3
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	79	94	15	19.42	2	1	3
13-1111	Management Analysts	266	313	47	17.54	5	4	9
13-1199	Business Operations Specialists, All Other	772	911	139	18.07	14	13	27
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,115	1,136	21	1.88	2	20	22
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	346	329	-17	-5.00	-2	7	5
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	885	878	-7	-0.74	-1	19	18

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

Statewide*		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupation Title	2004 Number	2014 Number	2004 – 2014 Number	% Change	Due to New	Due to Replacements	Average Yearly Total
11-1021	General and Operations Managers	76,502	86,279	9,777	12.78	978	1,443	2,421
11-2022	Sales Managers	17,580	19,960	2,380	13.54	238	324	562
11-3041	Compensation and Benefits Managers	4,043	4,647	604	14.94	60	68	129
11-3042	Training and Development Managers	1,833	2,227	394	21.49	39	31	70
11-3049	Human Resources Managers, AO	2,866	3,119	253	8.83	25	48	74
11-9199	Managers, All Other	69,303	73,048	3,745	5.40	375	1,350	1,725
13-1072	Compensation, Benefits, and Job Analysis Specialists	4,308	5,266	958	22.24	96	66	162
13-1073	Training and Development Specialists	9,166	10,503	1,337	14.59	134	140	274
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	6,792	8,208	1,416	20.85	142	116	257
13-1111	Management Analysts	26,998	32,956	5,958	22.07	596	369	965
13-1199	Business Operations Specialists, All Other	62,470	76,845	14,375	23.01	1,438	1,064	2,501
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	57,385	58,766	1,381	2.41	138	1,031	1,169
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	20,637	20,780	143	0.69	14	390	404
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	59,158	60,568	1,410	2.38	141	1,269	1,410

*Employment projections are from <http://www.ilworkinfo.com>

Table 2: Continued

National**		Employment		Employment Change		Average Yearly Job Openings		
SOC CODE	Occupational Title	2004 Number	2014 Number	2004 – 2014 Change	% Change	Due to New	Due to Replacements	Average Yearly Total***
11-1021	General and Operations Managers	1,806,991	2,114,858	307,867	17.0	N/A	N/A	65,000
11-2022	Sales Managers	336,514	402,713	66,199	19.7	N/A	N/A	13,000
11-3041	Compensation and Benefits Managers	57,484	69,820	12,336	21.4	N/A	N/A	2,000
11-3042	Training and Development Managers	37,356	47,034	9,678	25.9	N/A	N/A	2,000
11-3049	Human Resources Managers, AO	61,907	71,753	9,846	15.9	N/A	N/A	2,000
11-9199	Managers, All Other	968,598	1,044,617	76,019	7.8	N/A	N/A	26,000
13-1072	Compensation, Benefits, and Job Analysis Specialists	98,904	119,035	20,131	20.4	N/A	N/A	4,000
13-1073	Training and Development Specialists	215,855	260,809	44,954	20.8	N/A	N/A	8,000
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	166,143	206,162	40,019	24.1	N/A	N/A	7,000
13-1111	Management Analysts	605,025	726,729	121,704	20.1	N/A	N/A	20,000
13-1199	Business Operations Specialists, All Other	896,732	1,139,179	242,447	27.0	N/A	N/A	40,000
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,666,938	1,730,773	63,835	3.8	N/A	N/A	36,000
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	515,566	525,593	10,027	1.9	N/A	N/A	11,000
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	1,482,090	1,601,955	119,865	8.1	N/A	N/A	44,000

**Employment projections are from <http://www.bls.gov>

***Estimate of average yearly job opening due to new jobs and net replacement needs.

Table 3: Management Wage Data

Chicago PMSA*

SOC CODE	Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
11-1021	General and Operations Managers	\$23.07	\$47,986	\$41.45	\$86,223	\$61.07	\$127,018
11-2022	Sales Managers	\$25.56	\$53,172	\$44.90	\$93,388	\$60.41	\$125,671
11-3041	Compensation and Benefits Managers	\$20.93	\$43,525	\$31.17	\$64,842	\$41.20	\$85,697
11-3042	Training and Development Managers	\$21.25	\$44,204	\$34.47	\$71,687	\$43.02	\$89,485
11-3049	Human Resources Managers, AO	\$23.98	\$49,875	\$38.11	\$79,268	\$47.38	\$98,554
11-9199	Managers, All Other	\$20.82	\$43,306	\$33.96	\$70,632	\$44.49	\$92,558
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$17.89	\$37,192	\$25.44	\$52,902	\$32.35	\$67,284
13-1073	Training and Development Specialists	\$13.63	\$28,340	\$23.53	\$48,943	\$29.51	\$61,370
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$11.89	\$38,899	\$29.28	\$60,885	\$35.67	\$74,195
13-1111	Management Analysts	\$22.81	\$47,439	\$33.33	\$69,332	\$44.68	\$92,930
13-1199	Business Operations Specialists, All Other	\$17.10	\$35,578	\$28.79	\$59,886	\$41.58	\$86,492
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$11.97	\$24,905	\$17.72	\$36,852	\$24.42	\$50,811
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$20.85	\$43,367	\$34.45	\$71,658	\$49.24	\$102,418
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$15.38	\$31,992	\$22.14	\$46,053	\$28.76	\$59,814

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

Cook County*		Entry Wage		Median Wage		Experienced Wage	
SOC CODE	Occupational Title	Hourly	Annual	Hourly	Annual	Hourly	Annual
11-1021	General and Operations Managers	\$22.72	\$47,260	\$41.63	\$86,588	\$61.65	\$128,229
11-2022	Sales Managers	\$25.06	\$52,121	\$44.32	\$92,182	\$60.94	\$126,766
11-3041	Compensation and Benefits Managers	\$21.20	\$44,098	\$31.91	\$66,374	\$42.57	\$88,542
11-3042	Training and Development Managers	\$22.75	\$47,319	\$35.96	\$74,810	\$44.84	\$93,278
11-3049	Human Resources Managers, AO	\$23.61	\$49,101	\$37.78	\$78,577	\$47.28	\$98,356
11-9199	Managers, All Other	\$20.47	\$42,589	\$33.98	\$70,675	\$44.96	\$93,519
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$18.23	\$37,919	\$25.74	\$53,545	\$33.09	\$68,839
13-1073	Training and Development Specialists	\$14.46	\$30,095	\$24.39	\$50,725	\$30.20	\$62,811
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$16.56	\$34,442	\$28.82	\$59,951	\$38.49	\$80,045
13-1111	Management Analysts	\$23.60	\$49,079	\$33.83	\$70,358	\$42.91	\$89,241
13-1199	Business Operations Specialists, All Other	\$17.59	\$36,587	\$30.07	\$62,547	\$42.21	\$87,815
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$11.66	\$24,270	\$17.48	\$36,353	\$23.85	\$49,608
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$20.58	\$42,816	\$35.26	\$73,336	\$51.14	\$106,381
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$15.08	\$31,367	\$22.06	\$45,896	\$29.20	\$60,734

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

DuPage County*

SOC CODE	Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Hourly	Annual	Hourly
11-1021	General and Operations Managers	\$24.75	\$51,469	\$42.54	\$88,474	\$61.99	\$128,947
11-2022	Sales Managers	\$27.80	\$57,818	\$48.08	\$100,007	\$59.98	\$124,760
11-3041	Compensation and Benefits Managers	\$19.96	\$41,524	\$30.10	\$62,607	\$38.34	\$79,733
11-3042	Training and Development Managers	\$21.33	\$44,354	\$30.02	\$62,437	\$37.91	\$78,841
11-3049	Human Resources Managers, AO	\$27.46	\$57,115	\$41.01	\$85,299	\$49.90	\$103,798
11-9199	Managers, All Other	\$22.11	\$45,986	\$35.38	\$73,599	\$45.76	\$95,166
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$17.87	\$37,174	\$25.56	\$53,175	\$31.67	\$65,877
13-1073	Training and Development Specialists	\$12.46	\$25,926	\$22.81	\$47,451	\$29.89	\$62,165
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$7.02	\$14,609	\$15.52	\$32,296	\$26.03	\$54,138
13-1111	Management Analysts	\$24.54	\$51,039	\$38.11	\$79,263	\$56.21	\$116,925
13-1199	Business Operations Specialists, All Other	\$18.39	\$38,267	\$28.77	\$59,826	\$44.60	\$92,766
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$12.76	\$26,544	\$17.85	\$37,134	\$27.80	\$57,831
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$21.84	\$45,427	\$35.87	\$74,613	\$49.77	\$103,534
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$16.17	\$33,628	\$22.86	\$47,550	\$28.34	\$58,936

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

Lake County*

SOC CODE	Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Hourly	Annual	Hourly
11-1021	General and Operations Managers	\$23.58	\$49,045	\$46.04	\$95,772	\$66.22	\$137,721
11-2022	Sales Managers	\$20.77	\$43,197	\$43.83	\$91,168	\$60.83	\$126,540
11-3041	Compensation and Benefits Managers	\$21.95	\$45,645	\$32.27	\$67,127	\$40.03	\$83,262
11-3042	Training and Development Managers	\$26.34	\$54,801	\$38.99	\$81,095	\$46.60	\$96,930
11-3049	Human Resources Managers, AO	\$27.06	\$56,286	\$37.62	\$78,263	\$46.41	\$96,519
11-9199	Managers, All Other	\$16.45	\$34,225	\$32.86	\$68,349	\$41.36	\$86,029
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$17.24	\$35,859	\$23.77	\$49,440	\$31.51	\$65,524
13-1073	Training and Development Specialists	\$14.57	\$30,291	\$20.57	\$42,800	\$26.38	\$54,890
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$16.80	\$34,927	\$24.07	\$50,065	\$29.15	\$60,647
13-1111	Management Analysts	\$25.54	\$53,121	\$33.78	\$70,251	\$42.41	\$88,200
13-1199	Business Operations Specialists, All Other	\$18.39	\$38,260	\$28.13	\$58,510	\$45.86	\$95,395
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$12.77	\$26,568	\$18.45	\$38,382	\$28.80	\$59,899
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$23.25	\$48,347	\$37.39	\$77,773	\$44.09	\$91,696
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$15.46	\$32,162	\$22.24	\$46,250	\$27.74	\$57,700

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

McHenry County*

SOC CODE	Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Annual	Hourly	Annual
11-1021	General and Operations Managers	\$24.20	\$50,336	\$40.21	\$83,638	\$57.41	\$119,426
11-2022	Sales Managers	\$24.61	\$51,194	\$40.00	\$83,212	\$52.73	\$109,673
11-3041	Compensation and Benefits Managers	\$18.60	\$38,676	\$23.54	\$48,965	\$33.28	\$69,213
11-3042	Training and Development Managers	N/A	N/A	N/A	N/A	N/A	N/A
11-3049	Human Resources Managers, AO	\$26.78	\$55,717	\$40.54	\$84,338	\$51.54	\$107,209
11-9199	Managers, All Other	\$25.06	\$52,126	\$35.07	\$72,934	\$41.40	\$86,115
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$19.32	\$40,178	\$21.58	\$44,886	\$27.22	\$56,627
13-1073	Training and Development Specialists	\$13.44	\$27,952	\$22.23	\$46,250	\$25.53	\$53,106
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$7.01	\$14,589	\$7.31	\$15,196	\$17.87	\$37,183
13-1111	Management Analysts	\$20.90	\$43,464	\$22.23	\$46,242	\$29.20	\$60,739
13-1199	Business Operations Specialists, All Other	\$18.28	\$38,032	\$20.45	\$42,537	\$22.82	\$47,460
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$13.76	\$28,631	\$18.25	\$37,948	\$22.56	\$46,925
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$21.24	\$44,177	\$25.45	\$52,937	\$32.25	\$67,083
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$15.72	\$32,701	\$22.96	\$47,765	\$26.63	\$55,392

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

Statewide*							
SOC CODE	Occupational Title	Entry Wage		Median Wage		Experienced Wage	
		Hourly	Annual	Hourly	Hourly	Annual	Hourly
11-1021	General and Operations Managers	\$21.87	\$45,489	\$39.38	\$81,927	\$58.76	\$122,216
11-2022	Sales Managers	\$24.25	\$51,477	\$42.13	\$87,640	\$55.92	\$116,306
11-3041	Compensation and Benefits Managers	\$20.42	\$42,478	\$30.58	\$63,597	\$40.17	\$83,546
11-3042	Training and Development Managers	\$21.42	\$44,539	\$33.64	\$69,967	\$42.38	\$88,139
11-3049	Human Resources Managers, AO	\$23.89	\$49,699	\$37.71	\$78,442	\$46.80	\$97,361
11-9199	Managers, All Other	\$20.28	\$42,182	\$33.38	\$69,418	\$43.31	\$90,098
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$17.41	\$36,209	\$24.71	\$51,386	\$31.30	\$65,115
13-1073	Training and Development Specialists	\$13.16	\$27,377	\$22.21	\$46,195	\$28.91	\$60,123
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$9.52	\$19,803	\$22.52	\$46,828	\$31.95	\$66,465
13-1111	Management Analysts	\$22.57	\$46,943	\$33.26	\$69,165	\$43.77	\$91,051
13-1199	Business Operations Specialists, All Other	\$16.41	\$34,131	\$27.78	\$57,791	\$40.44	\$84,126
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$11.05	\$22,982	\$16.77	\$34,888	\$23.45	\$48,786
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$19.91	\$41,410	\$32.35	\$67,300	\$46.22	\$96,125
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$14.08	\$29,283	\$21.15	\$43,984	\$27.51	\$57,238

*State wage information from <http://www.ilworkinfo.com> (as of 1st quarter of 2006)

Table 3: Continued

National**					
SOC CODE	Occupational Title	Median Hourly	Mean Hourly	Mean Annual	Mean RSE***
11-1021	General and Operations Managers	\$40.97	\$47.73	\$99,280	0.1%
11-2022	Sales Managers	\$44.02	\$49.39	\$102,730	0.3%
11-3041	Compensation and Benefits Managers	\$35.94	\$39.43	\$82,010	0.4%
11-3042	Training and Development Managers	\$38.58	\$41.67	\$86,670	0.8%
11-3049	Human Resources Managers, AO	\$42.55	\$45.63	\$94,910	0.4%
11-9199	Managers, All Other	\$39.66	\$41.95	\$87,250	0.4%
13-1072	Compensation, Benefits, and Job Analysis Specialists	\$24.15	\$25.72	\$53,500	0.5%
13-1073	Training and Development Specialists	\$22.99	\$24.57	\$51,100	0.4%
13-1079	Human Resources, Training, and Labor Relations Specialists, AO	\$25.13	\$26.30	\$54,700	0.6%
13-1111	Management Analysts	\$32.72	\$37.15	\$77,270	0.6%
13-1199	Business Operations Specialists, All Other	\$26.76	\$28.96	\$60,670	0.3%
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	\$16.33	\$18.67	\$38,830	0.2%
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	\$31.49	\$36.94	\$76,840	0.4%
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$20.92	\$22.37	\$46,530	0.1%

**National wage information from <http://www.bls.gov> (as of May 2006)

***RSE – Relative Standard Error