

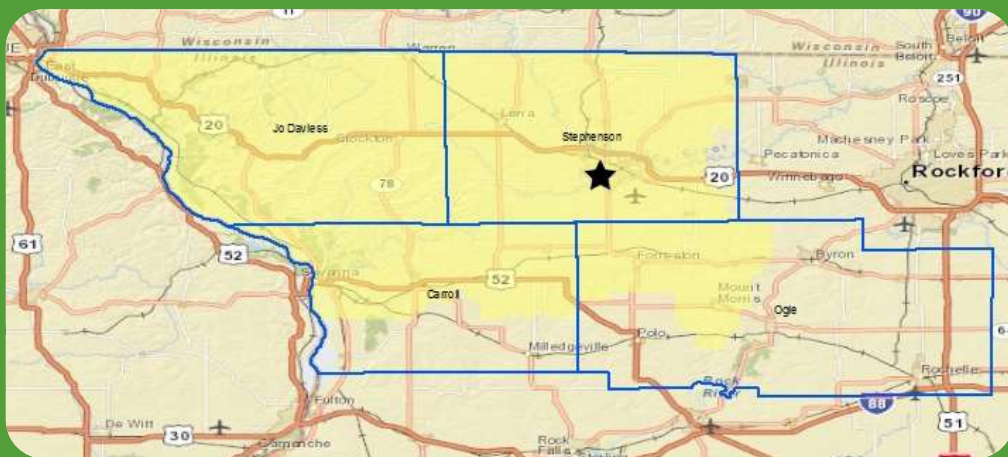


# HIGHLAND COMMUNITY COLLEGE

Located in Northwest Illinois

2014

## ENVIRONMENTAL SCAN



# HIGHLAND COMMUNITY COLLEGE – 2014

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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.

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## Executive Summary

Like all community colleges throughout the United States., Highland Community College serves multiple missions that include workforce training, remediating students in preparation for higher education, and community enrichment. Also like other community colleges in Illinois and the nation, Highland's ability to deliver on these missions is being challenged by an economic landscape that has been dramatically altered by the recent recession. While there are signs the economy is slowly building back to pre-2008 levels, persistent issues will shape future planning. For example, residential shifts from rural areas to more urban centers reflect the desire for improved job options and access to public transit. This includes many immigrants who are opting to settle in urban and suburban areas where economic opportunity and greater diversity beckon. As a result, more rural areas such as the Highland district are experiencing population declines.

The median age has been steadily increasing due to these shifts as Baby Boomers age in place in the Highland area and younger generations are moving to more urban areas. The declining birth rate further exacerbates these changes as couples are waiting longer before having a family. Boomers who lost their retirement savings in the recession are opting to remain in the workforce leading to fewer entry level jobs for recent high school and college graduates. The declining numbers of younger residents will be reflected in college enrollments beginning in another ten years and are already being felt in the early grades.

The affordability of higher education is becoming questionable for many families. Household incomes have been affected to varying degrees across the region. This is placing serious stress in some areas that is exacerbated by unemployment rates have not returned to pre-recession levels. Those looking to join the workforce without any college credit are twice as likely to be unemployed as those with at least some college. Highland district residents are recognizing this fact and are increasingly looking towards higher education as a way to boost income and opportunity. While most job opportunities are in service sector jobs that typically offer low skill and low wage positions, there is promise in other fields offering higher wages and skills, such as manufacturing and health care services.

Graduates from Highland district area high schools are achieving college ready status at a higher rate than the state average. The prediction is that bachelor's degrees will be the most in-demand credential and Highland offers an affordable gateway to that path. Among peer institutions, Highland has the highest rate of full-time students, a group most likely to continue their education after obtaining a degree or certificate. A large proportion of residents are leaving the area for work, mostly to the east, instead

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of remaining in the area for their jobs. Almost 25% of their commutes are over 50 miles each day, while only one in five works in Freeport, the primary job center, in the Highland district.

Despite these challenges, Highland Community College continues to offer residents a highly cost effective education and represents an important economic driver for the region. Many of the challenges the Highland district faces are similar to those confronting community colleges in rural areas throughout the state. Understanding these challenges and using the district's assets to address them in creative but practical ways is an excellent first step in planning for Highland's future.



## Introduction

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 post-secondary education have been directly impacted, a critical consideration for institutional planning. While President Obama's recent "America's College Promise" proposal to make the first two years of community college free for students represents a potential game-changer for post-secondary education, funding concerns are likely to stall or prevent implementation. Other economic, demographic, workforce, technological, and political trends are important to consider, as they all shape the opportunities and challenges before Highland Community College.

This environmental scan is intended to provide a baseline of information for Highland Community College's next strategic planning process to begin in 2015. Understanding the implications of the Great Recession and other relevant trends and dynamics at the local, regional, state, national, and global levels will assist Highland in charting the best course of future action.

Primary data sources used for this scan were public agencies that included the Illinois Department of Employment Security, Illinois State Board of Education, U.S. Bureau of Labor Statistics, U.S. Census Bureau, the National Center for Education Statistics, and the Illinois Department of Revenue. Some resources came from private institutions providing freely accessible data such as the Woodstock Institute. Several subscription-based data resources were from private, for-profit companies such as Alteryx, EASI Analytics and Esri. Another data source was the Society for College and University Planning (SCUP). Many of the trends identified by SCUP have been expanded and updated with the most current data available for the Highland district.

## Physical Environment

**Figure 1: Aerial View of Highland District**



Located in the upper northwest corner of Illinois, the Highland Community College District is home to some of the most scenic landscapes in the state. Lead ore mining area drew settlers from the West and the area is still pockmarked with mines long forgotten. The natural beauty of limestone cliffs and waterways make the area inviting to those looking for respite.

Much of Jo Daviess County was not flattened by glaciers creating a beautiful landscape favored for tourism and farming. While Illinois is known as the Prairie State, the northwest corner of the state has many rolling hills along with the highest topographical point in the state.

The Highland District includes all of Jo Daviess County and substantial portions of Ogle, Carroll, and Stephenson Counties. Several municipalities are located within the Highland Community College District. Freeport is the largest with 25,638 residents and Galena is the next most populous at only 3,429 residents. The total estimated population for the Highland district was estimated at 89,474<sup>1</sup> in 2010.

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<sup>1</sup> Estimate derived using 2010 Decennial data by Census blocks within the Highland district.

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About two-thirds (60,153) of the Highland District population reside within municipalities and Census designated places<sup>2</sup> with the remaining 29,321 residents living in rural areas.

Numerous special taxing jurisdictions are located within the Highland District ranging from park districts to cemetery districts. These jurisdictions include 57 townships and 21 unified school districts located at least partially within the Highland district.

**Table 1: Population Totals in Municipalities and CDPs\***

Municipality or CDP	Population	Municipality or CDP	Population
Freeport city	25,638	Elizabeth village	761
Galena city	3,429	Shannon village	757
Savanna city	3,062	Cedarville village	741
Mount Morris village	2,998	Davis village	677
Lena village	2,912	Apple Canyon Lake CDP	558
Lake Summerset CDP	2,048	Dakota village	506
Stockton village	1,862	German Valley village	463
Mount Carroll city	1,717	Leaf River village	443
East Dubuque city	1,704	Scales Mound village	376
Lanark city	1,457	Apple River village	366
Forreston village	1,446	Winslow village	338
Warren village	1,428	Rock City village	315
The Galena Territory CDP	1,058	Menominee village	248
Hanover village	844	Ridott village	164
Pearl City village	838	Nora village	121
Orangeville village	793	Adeline village	85

Source: U.S. Census Bureau, American Community Survey 2012 5 Year Estimates

\*CDP is Census Designated Place

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<sup>2</sup> Census designated places (CDP) are those areas known to have a concentration of the population and tallied by the Census Bureau as if they are incorporated, but have not completed the incorporation process.

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## Demographic Characteristics

### POPULATION

The four-county area served by Highland Community College is heavily rural and growing more so. Table 2 shows the percentage of rural population by county for 2000 and 2010. These counties were between three and seven times as rural as the state average of 12.2%. Only Ogle County grew less rural during that period.

Table 2	2000 Rural	2010 Rural
Percentage Rural		
<b>Carroll</b>	79.0%	81.9%
<b>Jo Daviess</b>	71.4%	72.6%
<b>Ogle</b>	48.0%	47.1%
<b>Stephenson</b>	39.1%	40.1%
<b>Illinois</b>	12.7%	12.2%

Source: US Census Bureau, Decennial Census, 2000 & 2010

Due to the heavily rural nature of this area, it is not surprising that the Highland District lost

Table 3	2000	2010	2011	2012	2013	Percent Change
Population						
<b>Carroll</b>	15,387	15,364	15,196	15,047	14,910	-3.1%
<b>Jo Daviess</b>	22,678	22,666	22,699	22,552	22,407	-1.2%
<b>Ogle</b>	53,497	53,450	53,153	52,850	52,385	-2.1%
<b>Stephenson</b>	47,711	47,691	47,410	46,943	46,740	-2.0%
<b>Total</b>	139,273	139,171	138,458	137,392	136,442	-2.0%
<b>Illinois</b>	12,419,293	12,843,166	12,869,259	12,875,255	12,882,135	3.7%

Sources: US Census Bureau, Decennial Census 2000, American Community Survey, 2010-2013

population by 2.0% overall, see Table 3, or almost 3,000 people between 2000 and 2013. The loss reflects a larger statewide trend of losing rural population, -0.5% during that period, as the employment opportunities of the urban centers attract younger, more mobile residents along with immigrants. Thereby, a growth in the overall statewide population. Freeport experienced a net decrease of 600 residents from 2000 to 2010 and a decrease of another 600 residents between 2010 and 2013.

Figure 2 shows the 2000 to 2012 growth patterns of counties throughout the state. Many of the counties experiencing population growth have high density urban centers, while those without these hubs are losing people as they migrate to more densely populated areas.

Changes in population are driven by several important factors, most notably birth and death rates and domestic and

**Figure 2 Growth Patterns of Illinois Counties (2000 – 2012)**



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international migration. Table 4 shows these changes known as the components of population change, for the Highland District counties and Illinois for comparison from 2013 to 2014. Each county experienced small but different changes. Jo Daviess experienced gains in population due to the only positive net gain of domestic migration. The other three counties are experiencing the same pattern of net population loss, primarily due to higher death rates and high domestic out-migration. All these components considered, there was a net decrease in the four county district of 756 residents. The 2014 statewide numbers show the first net loss in population since the 1980s. Five other states showed a net loss, but Illinois lost the largest number of residents.

Table 4: Components of Population Change 2013- 2014	Population Estimates			Components of Change from 2013-2014			
	2013	2014	Net Change	Births	Deaths	International Migration	Domestic Migration
Carroll	14,868	14,715	(153)	145	(187)	5	(102)
Jo Daviess	22,218	22,254	36	217	(246)	13	52
Ogle	52,377	52,085	(292)	504	(464)	21	(323)
Stephenson	46,782	46,435	(347)	503	(537)	15	(310)
Net 4 Counties	136,245	135,489	(756)	1,369	(1,434)	54	(683)
Statewide	12,892,565	12,882,594	(9,972)	157,330	(103,766)	32,453	(94,956)

Source: U.S. Census Bureau, Population Estimates

## AGE OF DISTRICT RESIDENTS

The median age in Illinois is 36.6 years, much younger than in the Highland District area. Table 5 shows that Ogle County has the lowest median age of 40.9 years, with the remaining counties much higher. The state has risen 1.9 years, while the four county area has a much higher median age gap since 2000.

Table 5: Median Age	2000	2010
Illinois	34.7	36.6
Carroll County	40.8	46.5
Jo Daviess County	41.6	47.2
Ogle County	37.2	40.9
Stephenson County	38.5	43.7

Source: US Census Bureau, American Community Survey 2012, 5 Year

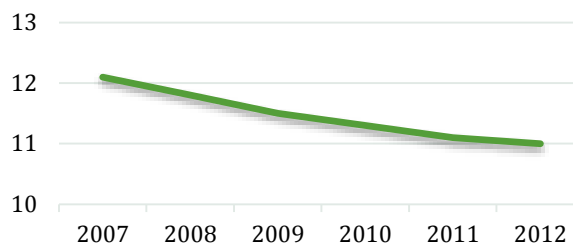
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Figure 3 shows the Illinois rural county birth rates per 1,000 population. The decreasing trend is not anticipated to change in the near future, although the rate of decline has begun to slow. Birth rates are highest for those from Latin America, which is helping to keep the population growth in Illinois at a higher level, but for all other ethnicities those numbers are low.

As a result of the declining birth rate, those in the lower age ranges have declined in numbers. In the Highland district those under 17 years of age have decreased every year in the four-county area. There has been a 6% decrease, or almost 1,900 people, of school aged children since 2010 overall. See Figure 4.

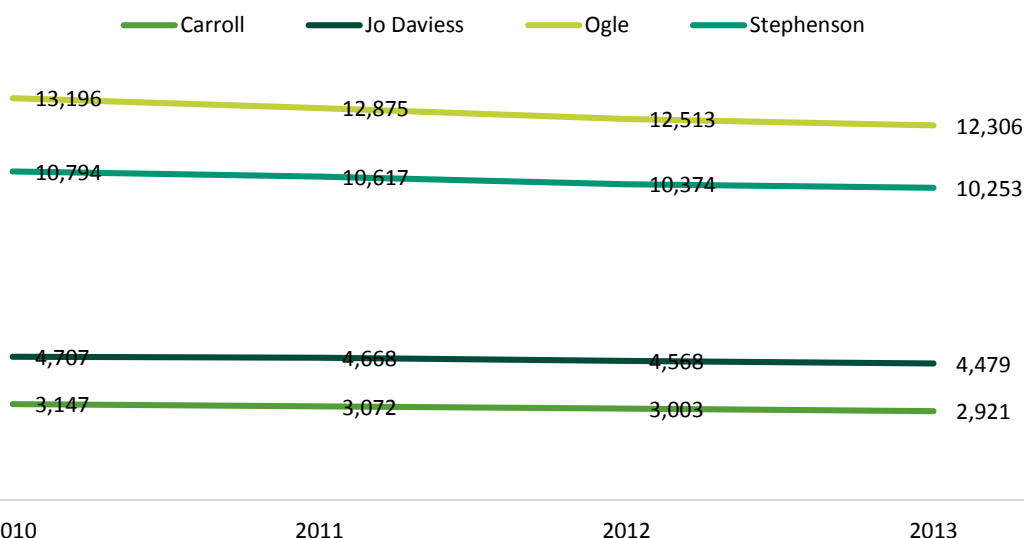
The age pyramid in Figure 5 on the next page shows a fewer number of those aged 20 through 44 and a greater number of the Baby Boomers, ages 45 through 64. Post World War II birth rates declined until 1985 when modest increases occurred. The subsequent recession led to another decline. Since 2007 the birth rate has continued to decline from 12.1 babies born per 1,000 population to 11 babies 2012.

**Figure 3: Illinois Rural County Birth Rate per 1,000 Population**



Source: Center for Disease Control, WONDER Birth Data

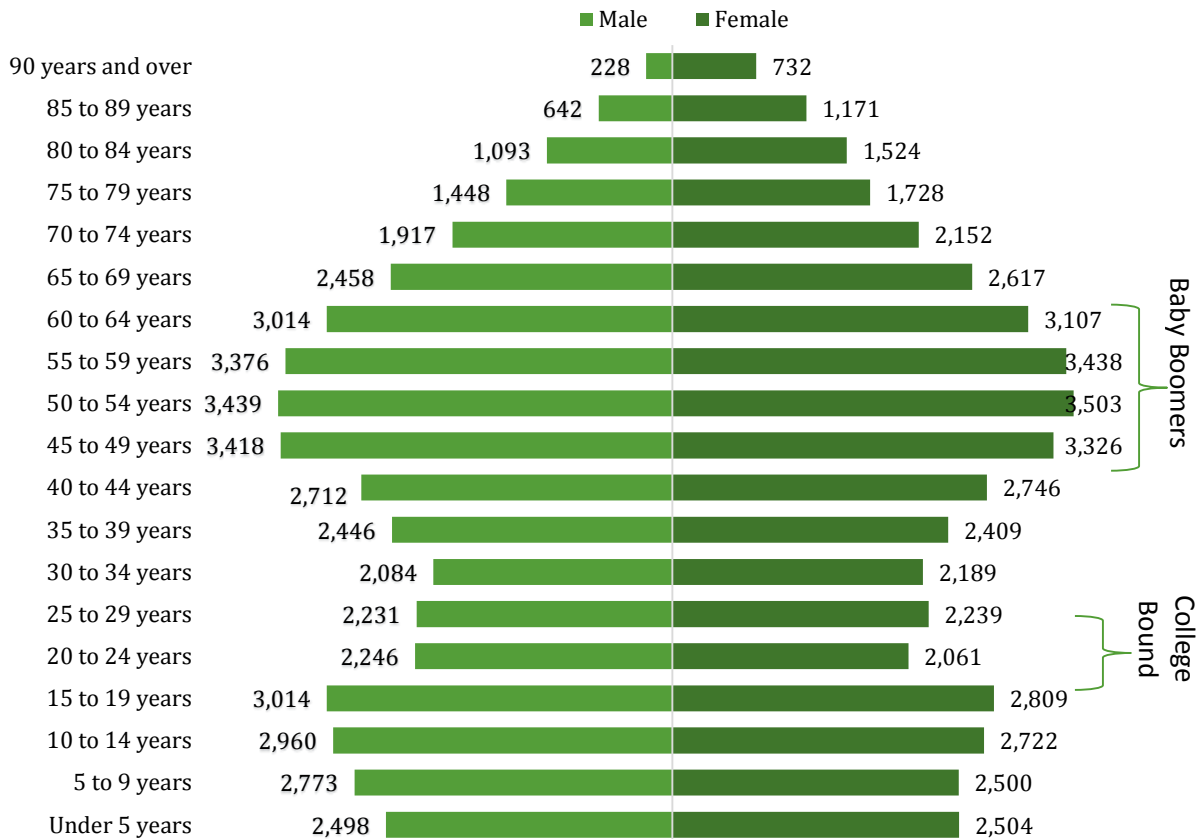
**Figure 4: Population Aged 0 - 17 Years by County (2010-13)**



Source: Population Estimates, Census Bureau, 2010-2013

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**Figure 5: 2010 Age Groups of Residents in Highland District**



The age pyramid shows that the smallest age cohort in 2010 was 20-24 years old, an important market segment for Highland Community College. This reflects the out-migration of many young people searching for economic opportunity and higher education outside of the district. However, while these students are now 25-29 years old, they remain an important enrollment target. Of particular interest is the 15-19 year old cohort, the largest in many years. These young people and the cohort behind them represent increased enrollment potential, assuming there are sufficient “pull” factors to keep them in the area.

As important as these recent high school graduates are to community college enrollments, in many areas the number of adult learners is increasing rapidly. These individuals have different educational aspirations and represent another key market for postsecondary institutions like Highland.



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Another important implication of this age pyramid is that many young people who leave the Highland District after high school do not return to live and start families. This phenomenon, characteristic of rural Illinois overall, contributes to the financial burden of those remaining in the area. Fewer working age people are available to support needed public services. A way to quantify this effect is to estimate the number of those who are most likely to depend on the rest of the population for support, primarily those under the age of 16 and over the age of 64. This Age Dependency Ratio for the four Highland District counties is provided in Table 6. For example, in Carroll County, for every 100 workers there are 72.5 people that will likely need to be supported by those of working age, 16-64 years old. The 72.5 figure consists of 36.9 people over the age of 64 and 35.6 children up to age 16. Illinois figures are much lower than those of all four counties for the overall ratio and for residents over the age of 64. The child ratio statewide is comparable to the Highland District counties. These ratios may decrease as older residents decide to remain in the workforce to pursue their careers or are required to work for financial reasons. Conversely, the ratio may stay level or increase as the larger numbers of non-working elderly remain in the area and age in place.

Resources for these two populations vary significantly. Children receive considerable support from local taxes to support the schools and park districts. Those over the age of 64 receive a larger proportion of economic support from state and federal resources in the form of Medicare and Social Security. The demand for public health facilities will only grow with the large and increasing numbers of elderly in the Highland District.

<b>Table 6</b>	<b>Carroll</b>	<b>Jo Daviess</b>	<b>Ogle</b>	<b>Stephenson</b>	<b>Illinois</b>
<b>Age Dependency Ratio</b>	72.5	72.8	66.6	71.2	58.5
<b>Old Age (64 and older)</b>	36.9	37.2	25.6	32.5	20.1
<b>Child (16 and under)</b>	35.6	35.6	41.0	38.7	38.5

Source: US Census Bureau, American Community Survey 5-Year Estimates, 2008-2012



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## RACE & ETHNICITY

In 2010, the Highland District population was predominantly White at 91.4%, with the remaining 8.6% being of another race or combination of races. See Table 7.

<b>Table 7: 2010 Highland District Racial Composition</b>	<b>HCC District Estimate</b>	<b>HCC District Percent</b>	<b>Freeport Percent</b>	<b>Illinois Percent</b>
White	81,802	91.4%	77.1%	71.5%
Black or African American	4,505	5.0%	16.2%	14.5%
American Indian and Alaska Native	181	0.2%	0.2%	0.3%
Asian	419	0.5%	0.9%	4.6%
Native Hawaiian and Pacific Islander	28	0.0%	0.0%	0.0%
Some Other Combination	2,539	2.8%	5.6%	9.0%
<b>TOTAL</b>	<b>89,474</b>		<b>25,638</b>	

Source: U.S. Census Bureau, 2010 Decennial Census.

By comparison, Illinois is 71.5% White, with 14.5% Black or African American, 4.6% Asian, and 9.0% some other race or combination of races. The City of Freeport is the most diverse in the area with 22.9% of the residents in a single or combination of races other than White alone. In 2013, slightly less than 3% of the Highland District population was Hispanic, with 78.4% of those being of Mexican descent. This is a much smaller percentage than for the state as a whole, which was 16.5% in that year. Table 8 details the most recent changes in the Hispanic and non-Hispanic populations between 2010 and 2013. Although the absolute numbers are not large, proportionately they represent an important growth segment for the region and potentially for Highland Community College. Nationally, the U.S. Census Bureau anticipates the Hispanic population will grow to 28% of the total by 2050.

<b>Table 8 Change in Hispanic Population</b>	<b>Hispanic Population</b>				<b>Non-Hispanic Population</b>			
	<b>2010</b>	<b>2013</b>	<b>#</b>	<b>Change</b>	<b>2010</b>	<b>2013</b>	<b>#</b>	<b>Change</b>
<b>Carroll County</b>	443	489	46	10.4%	14,921	14,421	-500	-3.4%
<b>Jo Daviess County</b>	618	705	87	14.1%	22,048	21,702	-346	-1.6%
<b>Ogle County</b>	4,769	4,840	71	1.5%	48,681	47,545	-1,136	-2.3%
<b>Stephenson County</b>	1,429	1,554	125	8.7%	46,262	45,186	-1,076	-2.3%
<b>TOTAL</b>	<b>7,259</b>	<b>7,588</b>	<b>329</b>	<b>4.5%</b>	<b>131,912</b>	<b>128,854</b>	<b>-3,058</b>	<b>-2.3%</b>

Source: US Census Bureau, Population Estimates, 2010 & 2013

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As more Hispanic families move into the Highland District, the effects are being seen in the public school system. The percentage of enrolled public school students in the Highland District identified in 2013 as Hispanic, was 2.3%. As can be seen in Table 9, Hispanic students are the second largest source of enrollment growth in the K-12 institutions serving the Highland District.

<b>Table 9: Race/Ethnic Change 2003-2013 by School District</b>	<b>White</b>	<b>Black or African American</b>	<b>Asian</b>	<b>Other<sup>3</sup></b>	<b>Hispanic</b>
<b>Dakota CUSD 201</b>	-120	-4	6	31	15
<b>East Dubuque USD 119</b>	45	1	5	23	12
<b>Eastland CUSD 308</b>	-102	3	-7	23	-1
<b>Forrestville Valley CUSD 221</b>	-210	-4	-4	23	4
<b>Freeport SD 145</b>	-781	-157	-43	517	207
<b>Galena USD 120</b>	-87	-2	0	1	65
<b>Lena Winslow CUSD 202</b>	-300	4	-7	4	4
<b>Orangeville CUSD 203</b>	-102	-1	-2	8	3
<b>Oregon CUSD 220</b>	-437	-5	-17	42	58
<b>Pearl City CUSD 200</b>	-64	-5	0	7	16
<b>River Ridge CUSD 210</b>	-74	2	4	27	14
<b>Scales Mound CUSD 211</b>	-16	0	0	12	-3
<b>Stockton CUSD 206</b>	-53	-2	4	10	-2
<b>Warren CUSD 205</b>	-96	-4	-2	16	0
<b>West Carroll CUSD 314</b>	-102	-8	-3	22	16
<b>TOTAL</b>	-2,500	-182	-65	740	408

Source: Illinois State Board of Education, Report Card Data, 2003 & 2013.

The White student population decreased by 17.5% or 2,500 students. Black students also decreased by 182 students or 14.3%. The Asian student population, although small at 162 students in 2003, decreased by 40% to 97 students. On average, 160 students were lost each year during this ten year period.

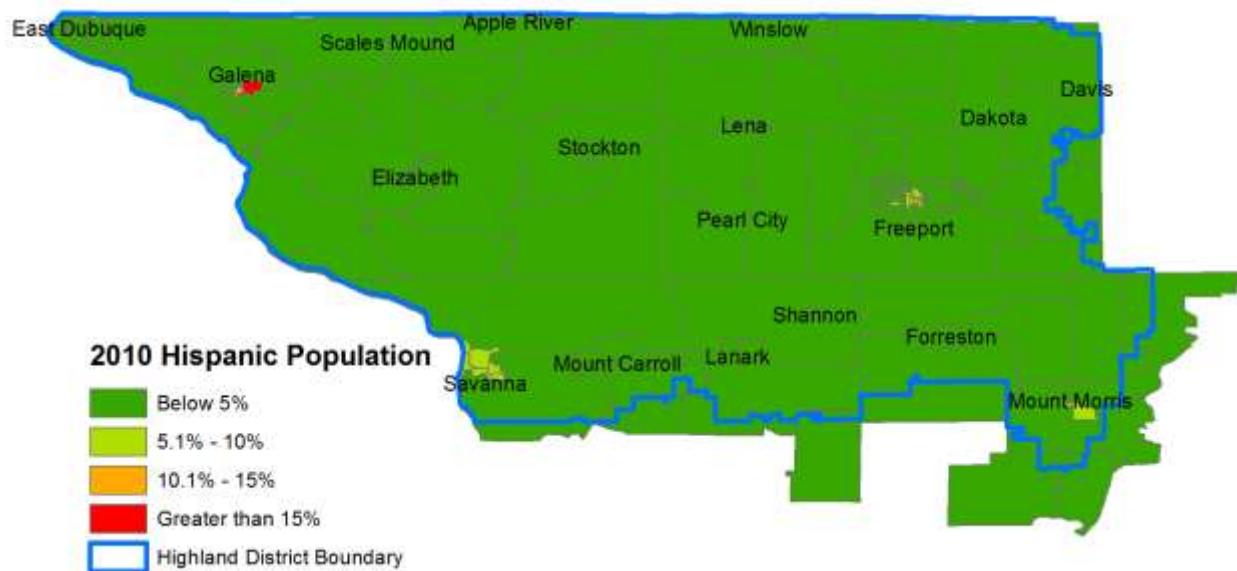
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<sup>3</sup> Other is a classification for anyone not considering themselves fully belonging to any of the other categories of White, Black or African American, Asian or Hispanic, which in this table Hispanic can be of any race or combination of races but are all put into one column.

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Hispanic residential populations tend to cluster in more urban areas, so there are concentrations around Freeport, Mt. Morris, Galena and Savanna. The remaining areas within the district has Hispanic representation below 5%. Galena has the highest proportion of Hispanic residents. Figure 6 illustrates the primary concentrations of the Highland District's Hispanic population.

**Figure 6: 2010 Hispanic Population**



Source: U.S. Census Bureau, 2010 Decennial Census

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## FOREIGN BORN AND ENGLISH SPEAKING

While the majority of foreign born in the four-county Highland District are from Mexico, many other countries are represented in the District's population. As displayed in Table 10, residents from nine other countries live within the area, with Germany and Poland providing the second and third largest numbers of foreign-born. Overall, the foreign-born population represents approximately 5.4% of the total residential population in the District.

The ability to speak English is more prevalent in the Highland District than statewide. Table 11 shows that the population speaking only English is 94.8% in comparison with the statewide proportion of 78.3%.

An estimated 5.2% of the HCC district population speaks Spanish or a language other than English. Only 2.0%, or 2,699 people, speak English less than very well as opposed to 9.6% statewide. Nonetheless, these individuals may represent a potential market for English as a Second Language classes.

<b>Table 10: Foreign Born</b>	<b>Number</b>	<b>% of Total</b>
<b>Mexico</b>	2,260	50.9%
<b>Germany</b>	238	4.9%
<b>Poland</b>	199	4.1%
<b>India</b>	195	4.0%
<b>United Kingdom</b>	158	3.3%
<b>Philippines</b>	135	2.8%
<b>Macedonia</b>	118	2.4%
<b>Guatemala</b>	113	2.3%
<b>Korea</b>	99	2.1%
<b>Canada</b>	93	1.9%
<b>Other Foreign Born</b>	976	21.3%
<b>Total</b>	4,584	100%

Source: American Community Survey 5 Year Estimates 2012

<b>Table 11: Ability to Speak English</b>	<b>Four Counties</b>		<b>Illinois</b>
	<b>TOTAL</b>	<b>Percent</b>	<b>Percent</b>
<b>Total:</b>	131,203		
<b>Speak only English</b>	124,330	94.8%	78.3%
<b>Speak Spanish:</b>	4,595	3.5%	12.7%
<b>Speak English "very well"</b>	2,696	2.1%	6.7%
<b>Speak English less than "very well"</b>	1,899	1.4%	6.1%
<b>Speak other languages:</b>	2,278	1.7%	9.0%
<b>Speak English "very well"</b>	1,478	1.1%	5.5%
<b>Speak English less than "very well"</b>	800	0.6%	3.5%

Source: American Community Survey 5 Year Estimates 2012

# HIGHLAND COMMUNITY COLLEGE – 2014

A more diverse population is often a source of entrepreneurship and small business formation. As seen in Table 12, while the percentage of minority-owned businesses is much smaller than for the state as a whole, the percentage of women-owned businesses is the same.

Further, the percentage of companies considered high risk is only 10%, compared to a much higher state rate of 14.5%.

<b>Table 12 Diversity in Business Ownership</b>	<b>Four County Region</b>		<b>Illinois</b>	
<b>Minority Owned<sup>4</sup></b>	33	0.4%	14,538	2.3%
<b>Women Owned</b>	638	7.4%	47,930	7.4%
<b>High Risk<sup>5</sup></b>	863	10.0%	93,401	14.5%
<b>TOTAL BUSINESSES</b>	8,620		644,073	

Source: Hoovers Online, December 2014

Encouraging entrepreneurs and supporting local business development efforts are key to creating and retaining the jobs that will keep young people in the area who are most likely to seek a community college education.

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<sup>4</sup> Minority-owned indicates if the business is owned by a person of an ethnic background considered to be a minority in the country where the business entity is located.

<sup>5</sup> High risk is the likelihood of a firm paying in a severely delinquent manner (90+ days past terms) over the next 12 months. Scores are calculated using statistical models and the most recent payment information in D&B's commercial database. Using this scoring system, a company is identified as High Risk, Medium Risk, or Low Risk.

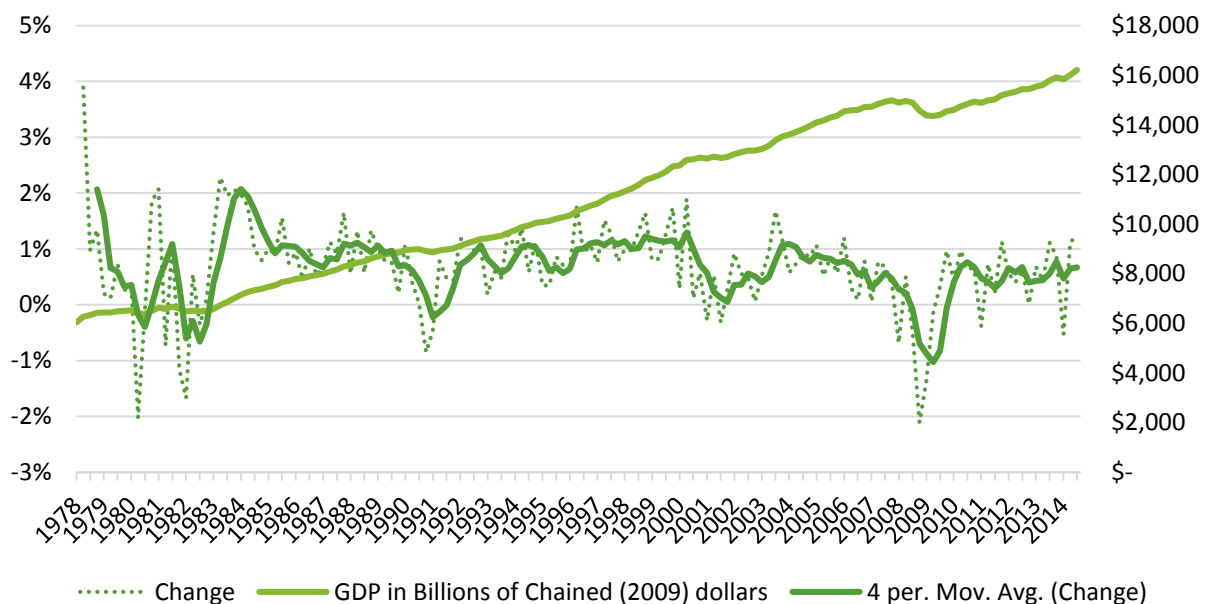
## Recession Impacts

### NATIONAL

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 7, the Great Recession began in 2008 as a large dip in the Gross Domestic Product (GDP). The darker green 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 7. U.S. Gross Domestic Product**



Source: Bureau of Economic Analysis, Table 1.1.6, Billions of Chained 2009 dollars, Seasonally Adjusted, Released December 23, 2014.

# HIGHLAND COMMUNITY COLLEGE – 2014

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. Total wages declined in 2009 and began to rebound slowly. Total wages reached 2008 levels again in 2012.

## ILLINOIS

Illinois has cut state department budgets across the board in recent years in an effort to help fill the \$111 billion pension shortfall, along with \$56 billion in unfunded health care benefits. That amounts to over \$35,000 per Illinois household in unfunded retirement benefits.

The increase of the state income tax from 3% to 5% in 2011 and the increased corporate tax have assisted in making the pension payments possible (Table 13 provides the historical trend). However, the legislation has pulled back the tax increases in 2015 to 3.75% for individuals and 7.75% for corporations.

Further clouding the state budget outlook is the outlook for revenue generation. Former Governor Quinn tried unsuccessfully to make the 5% income tax rate permanent. Governor Rauner has been short on specifics, but stated that he eventually wants to lower the rate for individuals to 3%. He has stated he favors raising various other taxes and fees, though, without much detail yet.

<b>Table 13: Illinois Income Tax</b>	<b>Individual</b>	<b>Corporate</b>
<b>2015</b>	3.75%	7.75%
<b>2011</b>	5.00%	9.50%
<b>1993</b>	3.00%	4.80%
<b>1989</b>	3.00%	4.80%
<b>1984</b>	2.50%	4.00%
<b>1983</b>	3.00%	4.80%
<b>1969</b>	2.50%	4.00%

Source: Illinois Department of Revenue

The outlook for the state budget is uncertain. Pension reforms passed in 2013 to reduce pension benefits were ruled unconstitutional by the courts. The Illinois Supreme Court is scheduled to hear an appeal in March 2015. A variety of outcomes are possible in the long run, but it appears likely that the state will be responsible for a large majority, if not all, of the unfunded retirement benefits.

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.

# HIGHLAND COMMUNITY COLLEGE – 2014

The downgrading of Illinois' bond ratings (Table 14) has required that the State pay more in interest for its borrowing. This situation is not unique to Illinois, as Standard & Poor's recently downgraded the creditworthiness of the U.S. government. Regardless, as debt payments increase, the availability of funds for other state priorities, such as education, decreases.

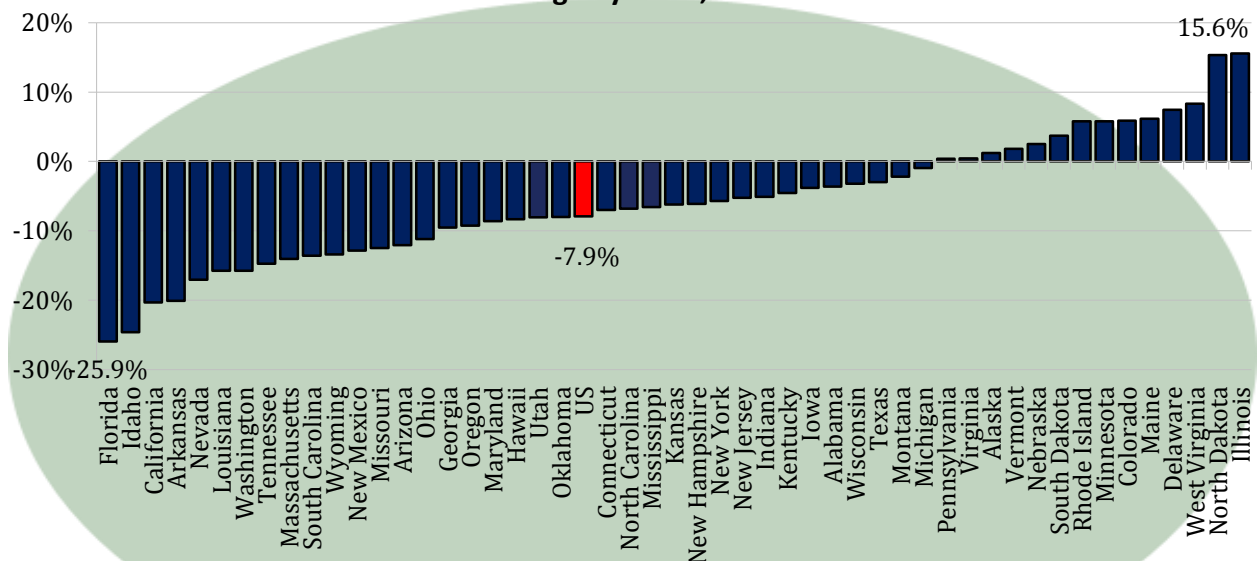
Table 14: Bond Type	Fitch Ratings	Moody's Investors Service	Standard & Poor's
General Obligation	A- Negative	A3 Negative	A- Negative
Special Obligation	AA+ Stable	A3 Negative	AAA Stable

Source: Illinois Comptroller's Office

## HIGHER EDUCATION FUNDING

As has long been the case, states fund higher education at varying levels. Illinois displayed the largest increase of all the states in total educational revenue per FTE (see Figure 8). These data include educational appropriations and net tuition revenue and exclude capital and debt service from 2007-2012. However, much of the increased appropriation in Illinois is accounted for by the payment needed to shore up the pension fund and will not be spent on educational services.

**Figure 8: 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. Accessed online:

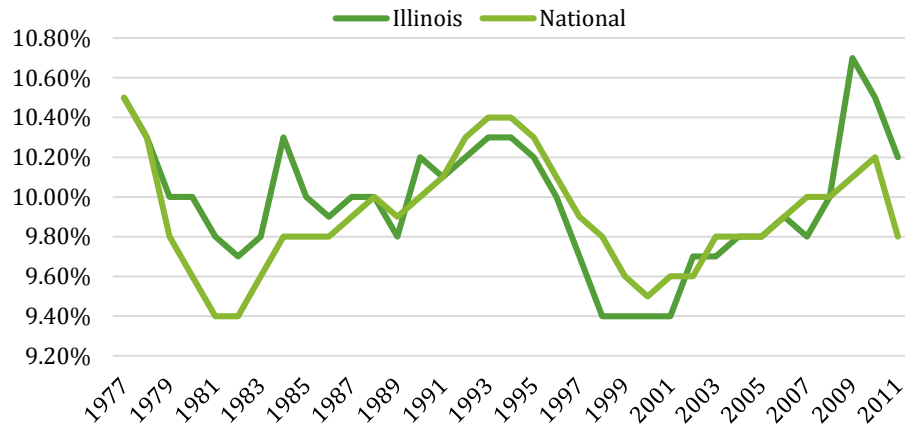
**Source:** State Higher Education Executive Officers



# HIGHLAND COMMUNITY COLLEGE – 2014

At a local level, the ability of families to pay for higher education continues to be a challenge. In recent years, Illinois' tax burden (the total state and local taxes paid as a percentage of income) 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 9).

**Figure 9: State-Local Tax Burden 1977-2011**



Source: Tax Foundation, Consumer Price Index - All consumables, annual measure.

Given Illinois' budget outlook, the prospects for higher education funding look bleak. Universities and colleges have been asked to look at the impacts of a 20% cut in state funding in the next fiscal year. This comes on top of reductions in funding that have occurred during the recent recession years.

## ECONOMIC CONCLUSION

Through mid-2014, 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 2014 and is positioned for stronger growth in 2015. As pension reform legislation passed in late 2013 faces continued 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. As the cost of higher education shifts from public funds to student tuition, families will be hard-pressed to find the resources to pay for basic needs, such as gasoline for commuting to work or school, and for college tuition.

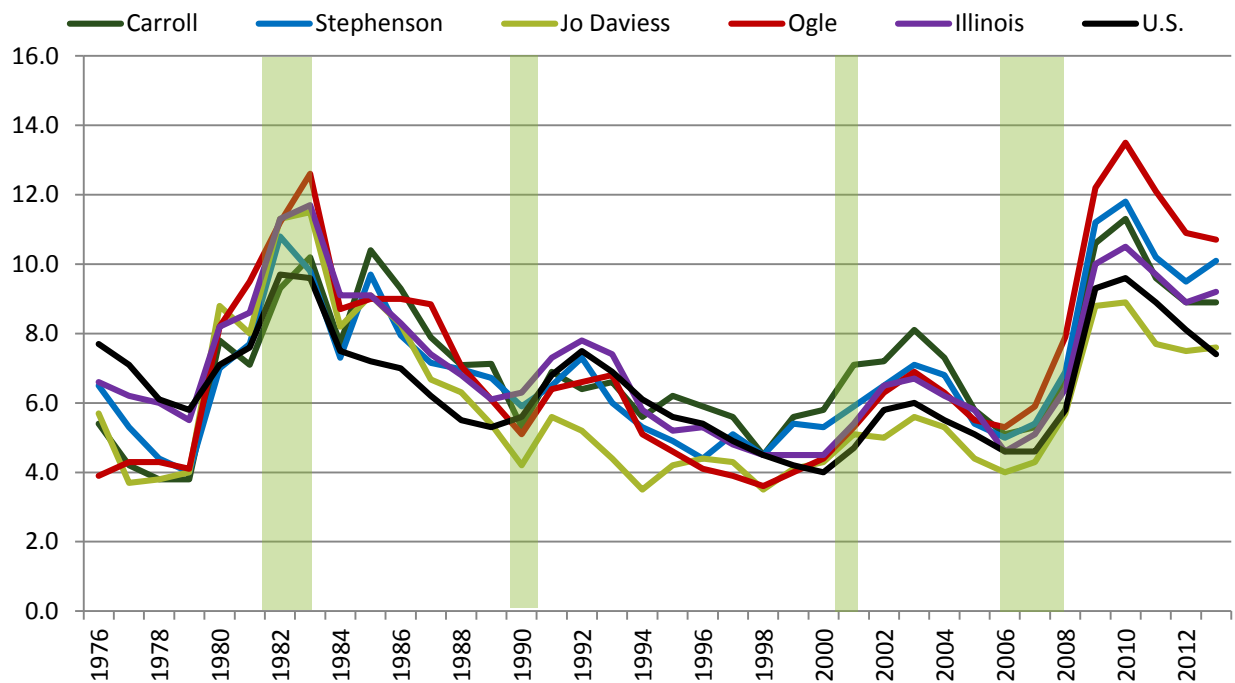
# HIGHLAND COMMUNITY COLLEGE – 2014

## Business and Industry

### UNEMPLOYMENT

The recession lasted from December 2007 through June 2009, the longest recession period since the Great Depression. Since 2010, national unemployment has steadily declined. As shown in Figure 10, Ogle County in the HCC district hit the highest unemployment rate of 13.5%, but quickly dropped consistent with the national trend. However, unemployment rates for all four counties in Highland's District have yet to assume pre-recession levels. In 2013, Ogle and Stephenson counties were still averaging above 10.0%.

**Figure 10: Unemployment Rate in the Highland Region**



<sup>6</sup> The unemployment rate is based upon who is actively seeking work in the last week when surveyed. If a potential worker is not currently employed and not actively seeking employment then they are not considered to be in the labor force.

## HIGHLAND COMMUNITY COLLEGE – 2014

The benefits of a college education are evident when compared between those that are employed versus unemployed. There are stark contrasts depending upon the education level achieved. Only 11.9% of the workforce was unemployed that had at least some college experience in comparison to 24.6% without any college credit in 2013. Table 15 shows the education attainment of those in the labor force and how many were employed or not in 2013. The percentage of those with college credit have higher rates of labor force participation and lower rates of unemployment.

<b>Table 15: Educational Attainment of the Employed/Unemployed, Local Workforce Areas 3 &amp; 4</b>				
	<b>Civilian Labor Force</b>	<b>Labor Force</b>	<b>Employed</b>	<b>Unemployed</b>
<b>Less than a high school diploma</b>	385,000	47.1%	86.0%	14.3%
<b>High school graduate, no college</b>	1,414,000	59.1%	89.6%	10.3%
<b>Some college/Associate's degree</b>	1,520,000	69.3%	92.6%	7.4%
<b>Bachelor's degree and higher</b>	2,334,000	77.7%	95.5%	4.5%

Source: Bureau of Labor Statistics, Characteristics of Employed & Unemployed, 2013

# HIGHLAND COMMUNITY COLLEGE – 2014

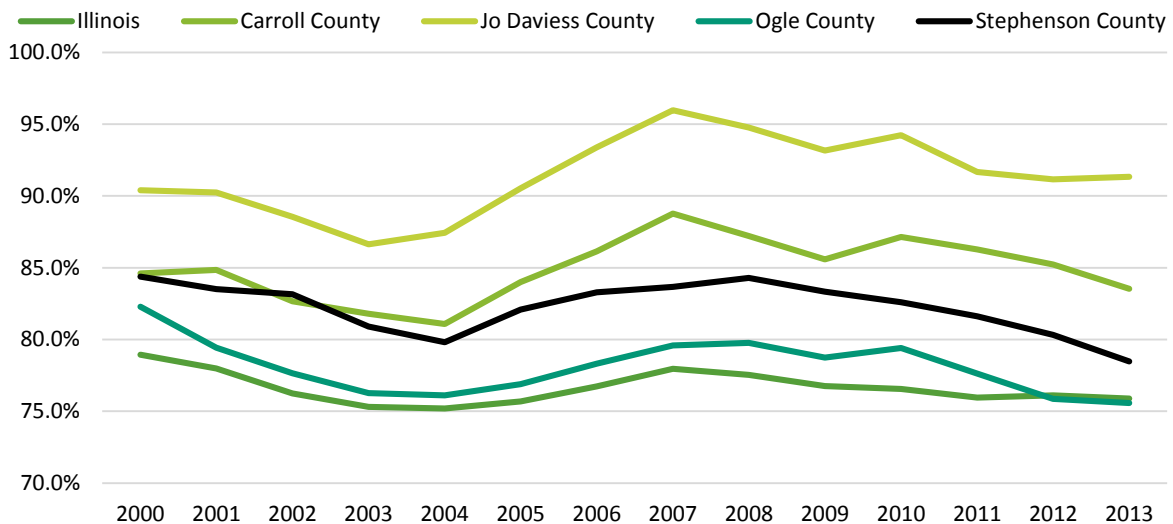
## EMPLOYMENT PARTICIPATION

The employment participation rate is affected by the number of discouraged workers who are no longer seeking employment, so it is important to consider labor force participation along with the unemployment rate.

Figure 11 illustrates labor force participation rates by county. All four counties in the Highland District were expanding their labor force in 2003-2004, but those rates peaked when the recession hit in 2007-08 and have since been declining.

Ogle County has had the lowest labor force participation rate, but with a younger population, more stay-at-home parents and younger residents likely contribute to that county's rates. Jo Daviess County had the highest participation rate and the lowest unemployment rate. All four counties have fared better than the state since 2000, with the only exception of Ogle County in 2012 and 2013, but only slightly. Since the economic crisis in 2008 the general trend of participation has been on the decline.

**Figure 11: Labor Force Participation Rate**



Sources: U.S. Census Bureau, Population Estimates and Illinois Department of Employment Security, LAUS data for ages 15-64

# HIGHLAND COMMUNITY COLLEGE – 2014

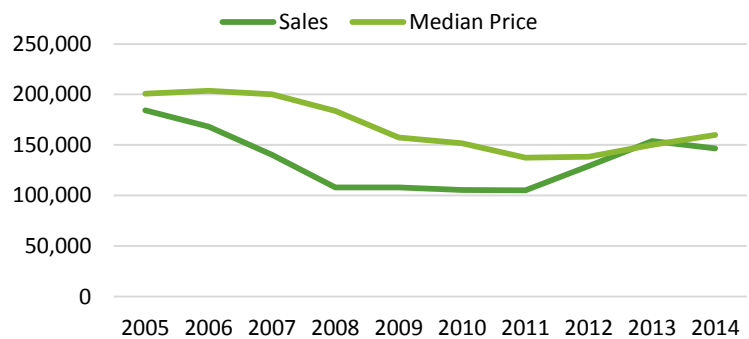
## STATUS OF HOUSING

A study by the University of Illinois looked at the impacts of foreclosures on neighborhoods resulting from the housing industry collapse in 2008. Although the study focused on Chicago, many of its findings are generalizable throughout the state and speak to the serious economic aftermath of this event. These include the following:

- Housing values of neighboring homes to foreclosures are directly impacted in their value.
- Multiple foreclosures within a neighborhood were found to impact housing values up to a loss of \$28,000 on a \$150,000 home.
- The subsequent flooding of the market of available homes as a result of abandonment also led to decreased value<sup>7</sup>.
- Depreciation due to the lack of maintenance for abandoned homes was another economic consequence.
- Homes that were mortgaged and then lost value became upside down in their equity. Although many national and statewide programs have been implemented to help homeowners, the damage was widespread and repercussions still felt by many.
- Foreclosures were anticipated to slow to the point of pre-recession levels by late 2014.

Figure 12 shows the statewide impact of the housing crisis in 2008 when house sales and values plummeted. Housing values are not bouncing back as fast as the volume of homes available on the market despite the sale of numerous foreclosures by banks. Median home sales prices continue to rise, but tighter credit

**Figure 12: Statewide Housing Sales and Median Home Price**



Source: Illinois Association of Realtors

<sup>7</sup> Illinois Association of Realtors, "The Hidden Cost of Foreclosures in Chicago Neighborhoods; Study Finds Distressed Properties Impact Home Prices." University of Illinois. September 2014. Accessed online: <http://www.illinoisrealtor.org/marketstats>

## HIGHLAND COMMUNITY COLLEGE – 2014

available to buyers is contributing to slower sales<sup>8</sup>. The Illinois Association of Realtors is forecasting the slowest sales since 2012.

Foreclosure rates in Illinois are still high in comparison to the rest of the country. In September 2014, Illinois ranked fourth at one in every 789 housing units receiving a foreclosure filing, after Florida, New Jersey and Maryland. Nationally, the average is 1 in every 1,232 housing units<sup>9</sup>.

Changes in housing values and rents by township for the four Highland District counties are presented in Figure 13 on the next page from 2008 to 2013. Median rents have decreased almost across the board, with the largest decrease (75.3%) seen in Elizabeth Township in Jo Daviess County. Some of these large percentage changes are likely due to new construction or the demolition of units in a small housing market, but the numbers are fairly consistent throughout the region. East Galena Township in Jo Daviess County is the only area with a population greater than 1,500 that had an increase in both rent and the housing value. Housing values went down except in four locations: three in Jo Daviess County (Menominee, Elizabeth, and East Galena townships), and York Township in Carroll County.

Housing values can directly influence a family's ability to support postsecondary education. The loss of equity affects a household's overall financial security, and the loss of a home through foreclosure or the need to find more affordable housing can be emotionally and financially disruptive. The ability of renters to pay may have an impact on rental rates declining in order to get them occupied. The impacts of the housing crisis on middle- and low-income families will be felt for years to come.

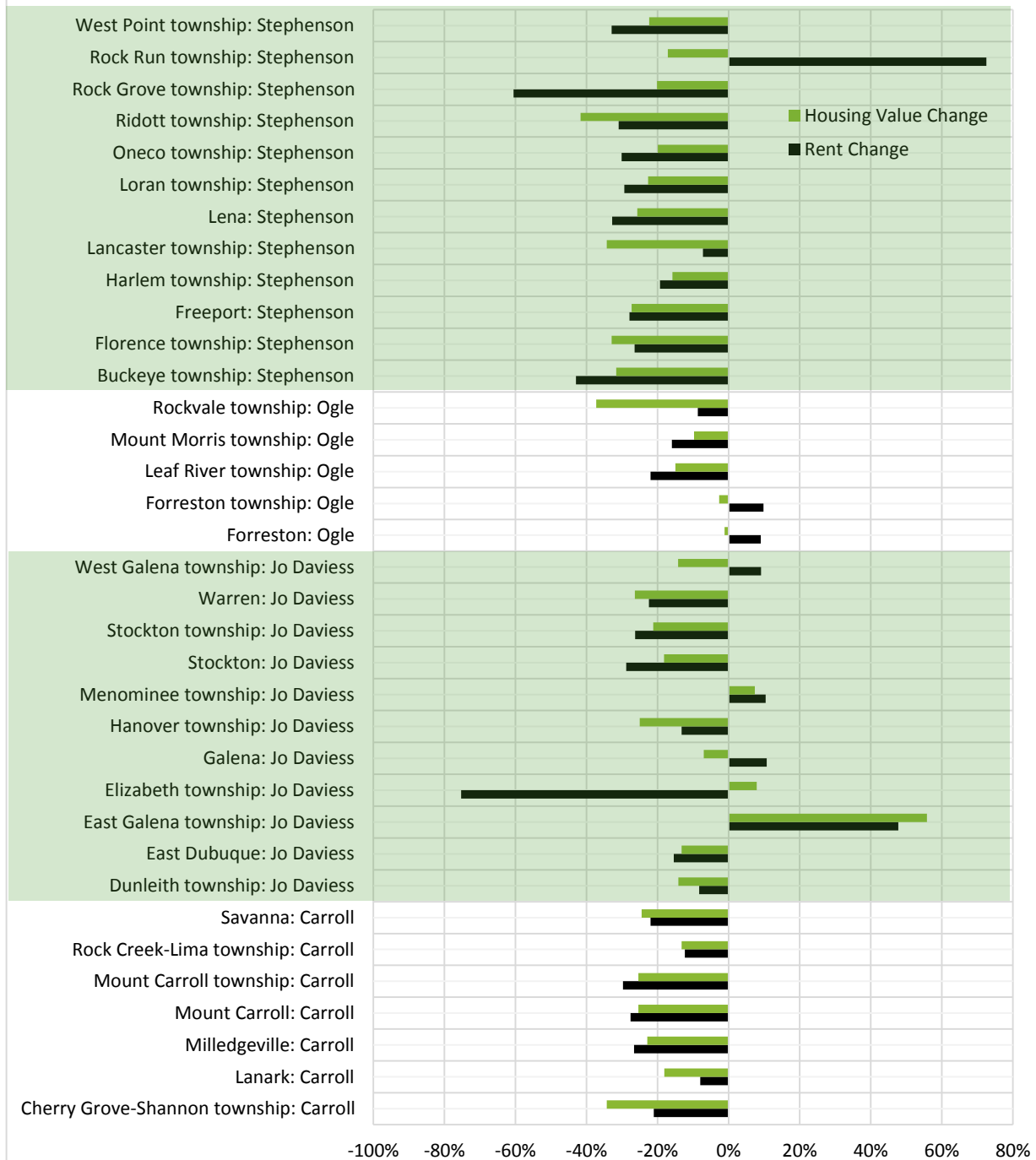
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<sup>8</sup> Illinois Association of Realtors. IAR Market Stats. *Snapshot: Illinois Home Sales*. (2014, October 1). Retrieved October 10, 2014, from <http://www.illinoisrealtor.org/marketstats>

<sup>9</sup> Jones, S. (n.d.). Top Foreclosure States September. Retrieved October 26, 2014, from <http://www.bankrate.com/finance/real-estate/state-foreclosures-illinois/>

# HIGHLAND COMMUNITY COLLEGE – 2014

**Figure 13: Change in Median Rent & Housing Value from 2008 to 2013**



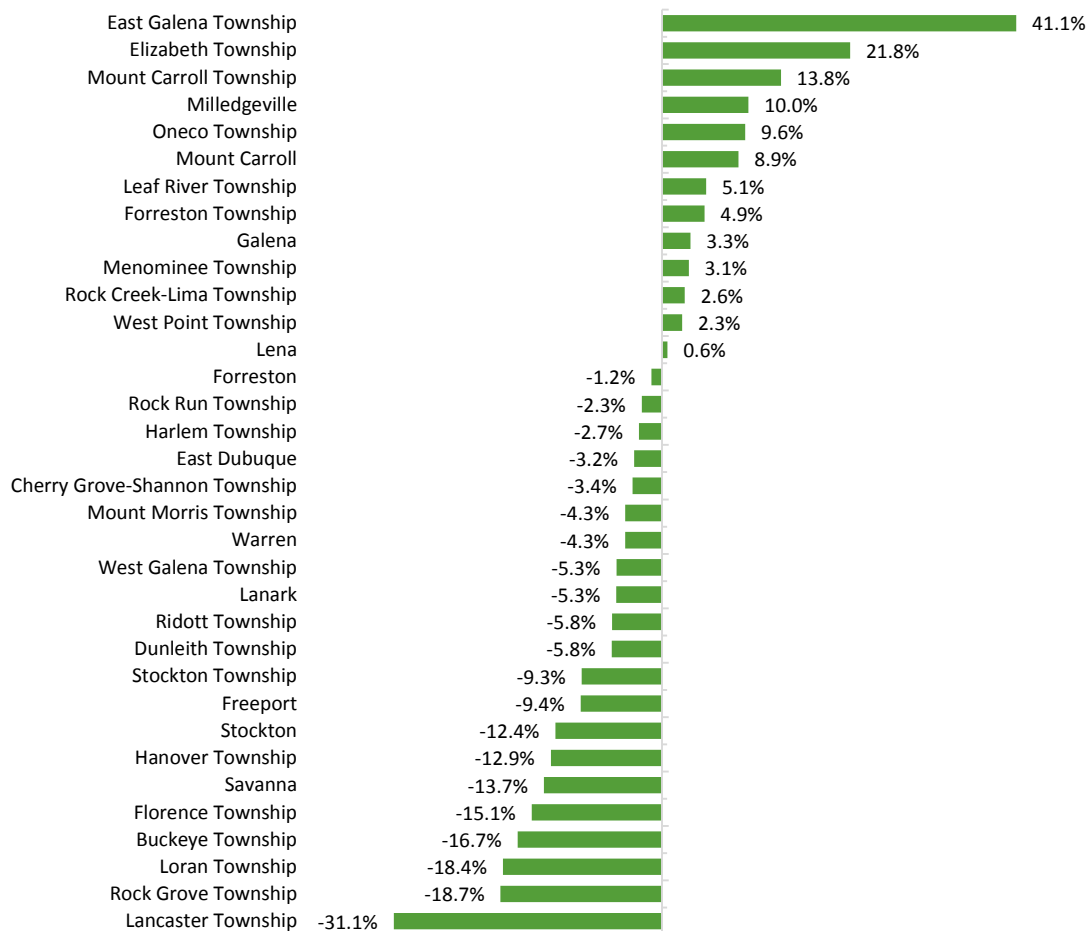
Source: EASI Analytics, 2008 & 2013

# HIGHLAND COMMUNITY COLLEGE – 2014

## INCOME

The economy has had mixed effects on family income in the Highland District (see Figure 14). Some communities experienced substantial erosion in median family income while others appear to have fared relatively well. Between 2008 and 2013, the majority of townships and municipalities in the Highland District for which data was available experienced declining incomes after adjusting for inflation. East Galena Township residents increased their incomes by 41.4%, from \$63,761 to \$97,131, while Lancaster Township lost the most at 31.1%, going from \$74,289 to \$55,282 in median family income. This decrease in family income, combined with the continuous declines in state Monetary Award Program funds and decreases in federal Pell grant expenditures and awards, will further limit financial access to postsecondary education.

**Figure 14: Family Median Income Change 2008 to 2013**



Source: EASI Analytics, 2008 & 2013, comparable data only available for those with populations over 1,500 people.



## Meeting the Needs of Business and Industry

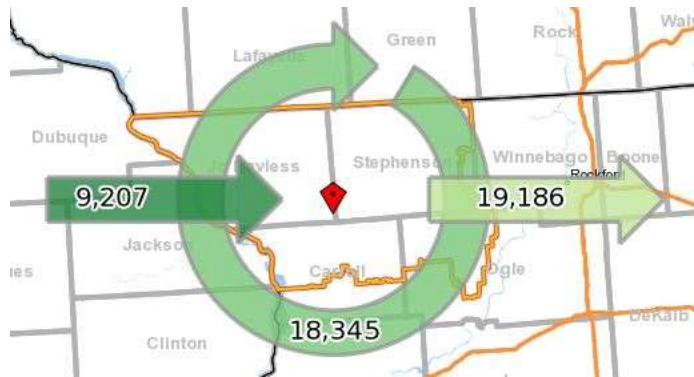
### WORKFORCE

Most surveys conducted to collect workforce information is based upon where residents live. Therefore, the information describes the local talent that is available, but the drawback is that not all residents living in a district also work in the district. Therefore, the makeup of the population working, shopping, and conducting business changes between the work day hours and the nighttime resident population differs.

The Census Bureau recently combined its demographic data with unemployment insurance information<sup>10</sup> resulting in the ability to analyze commuter patterns, providing information not only on those who live in the district, but also those who commute into the district. The information is useful for Highland Community College in that in-district tuition is also provided to those who work within the district.

There are 37,531 residents in the Highland district that hold a job. Of those, 19,186 commute outside the district for work, while 18,345 stay within the district. An additional 9,207 people commute into the district for employment (See Figure 15). This represents a potential market for Highland Community College to provide professional development or other educational courses to an estimated 46,738 people.

**Figure 15: Commuter Flows for Highland District**



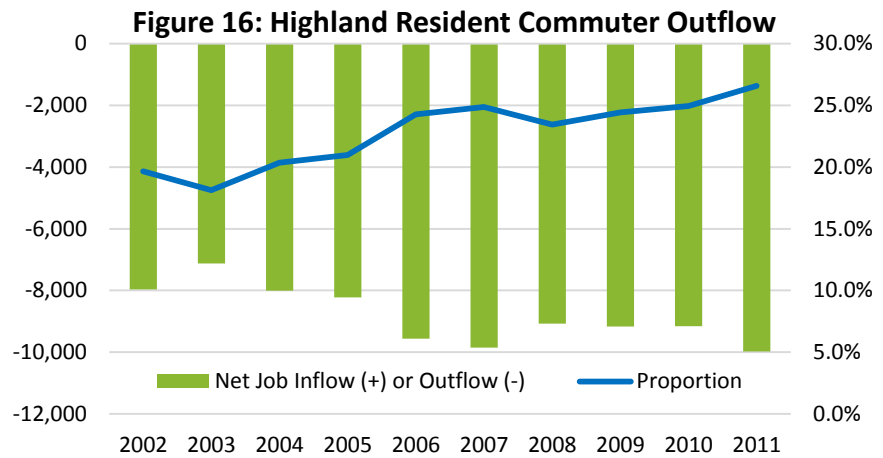
Source: U.S. Census Bureau, LODES 7.0 Data, 2011

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<sup>10</sup> The Census Bureau provides data based upon the unemployment insurance program managed by the Illinois Department of Employment Security. This data is limited only by those in security sensitive governmental agencies and those who are self-employed.

# HIGHLAND COMMUNITY COLLEGE – 2014

Since 2002 there have been more available workers within the district than jobs to be filled. As a result, the numbers of residents commuting out of the district has increased. In 2002 that number was just under 8,000 residents and in 2011 the numbers grew to just under 10,000 residents. The proportion of the workforce commuting out of the Highland District for their job has increased from 19.6% to 26.5%. See Figure 16.



Source: US Census Bureau, LODES 7.0, 2002-2011 Inflow/Outflow Report

Table 16 shows where Highland District workers work. One out of five commuters work in Freeport, with Rockford a distance second.

**Table 16**  
**Highland District Residents and Where They Work**

Freeport, IL	8,057	21.5%
Rockford, IL	2,496	6.7%
Dubuque, IA	1,444	3.8%
Galena, IL	1,338	3.6%
Monroe, WI	910	2.4%
Stockton, IL	829	2.2%
Savanna, IL	823	2.2%
Chicago, IL	654	1.7%
Lena, IL	619	1.6%
Clinton, IA	408	1.1%
<i>All Other Locations</i>	19,953	53.2%
<b>TOTAL</b>	<b>37,531</b>	<b>100.0%</b>

Source: U.S. Census Bureau, LODES 7.0, 2011

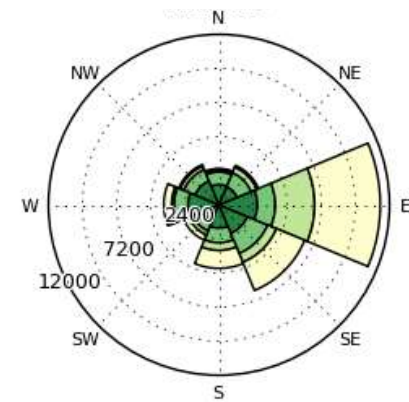
# HIGHLAND COMMUNITY COLLEGE – 2014

Table 17: Resident Commuter Distance		Count	Share
Total Primary Jobs		37,531	100.0%
	Less than 10 miles	14,584	38.9%
	10 to 24 miles	8,377	22.3%
	25 to 50 miles	5,310	14.1%
	Greater than 50 miles	9,260	24.7%

Source: U.S. Census Bureau, LODES 7.0, 2011

As is evident from Table 17, many of these out-of-district jobs require longer commute times. Although the cost of gasoline has dropped dramatically in recent months, the global instability of oil prices will inevitably result in increased gas prices in the not-too-distant future. As shown in Figure 17, many of the residents are commuting long distances to the East for their jobs. Commuting costs can eat into discretionary income available for postsecondary education.

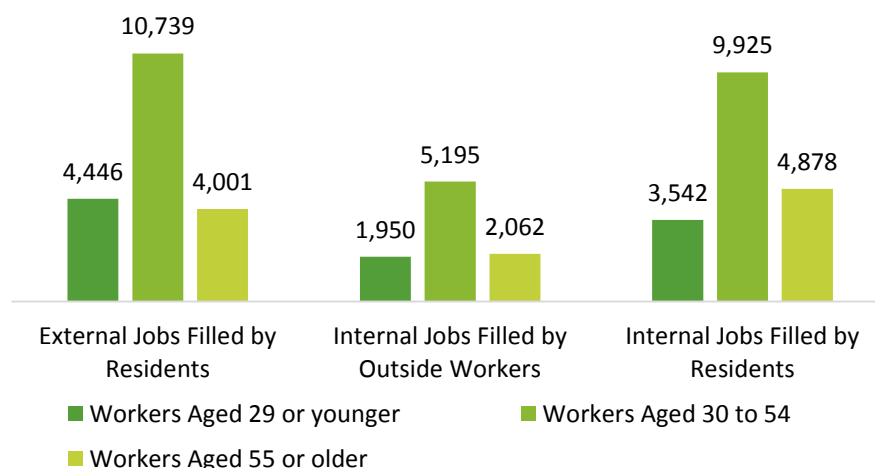
**Figure 17: Resident Commuter Distance and Direction**



Source: U.S. Census Bureau, LODES 7.0, 2011

The age distribution by work location for residents and outside workers is illustrated in Figure 18. A large number of the youngest workers, those under 29, are commuting outside the district for work. A great many of the oldest workers, 55 and older, are also commuting outside the district for work. It is noteworthy that almost 11,000 workers are over 55 years of age. Additionally, one-third of available jobs in the Highland District are filled by outside workers. There may be opportunities to provide education and training to Highland District residents that would allow them to work closer to home.

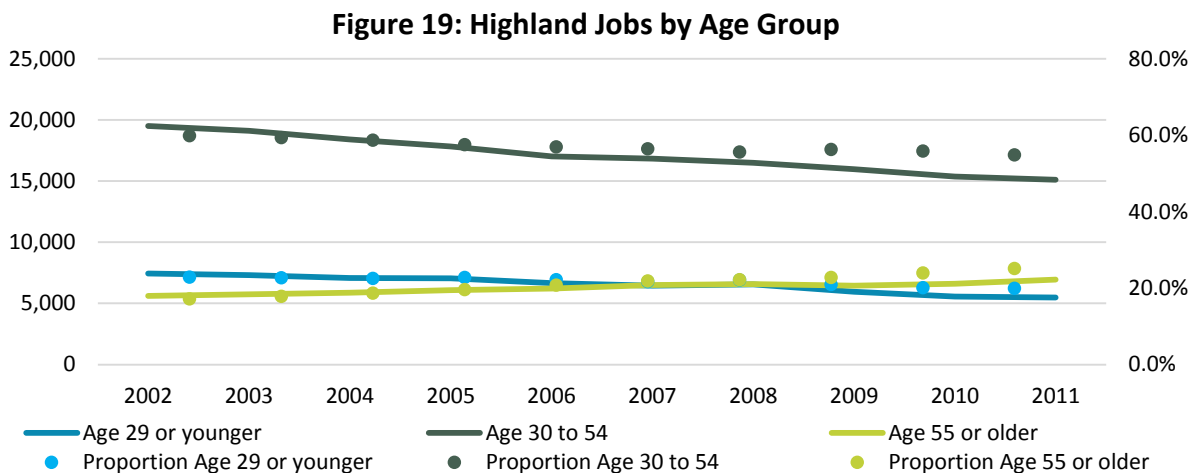
**Figure 18: Highland Workers by Age and Geography**



Source: U.S. Census Bureau, LODES 7.0, 2011

# HIGHLAND COMMUNITY COLLEGE – 2014

Figure 19 illustrates how the number of jobs available in the district and held by Highland District residents has steadily declined since 2002 for workers under 55. Only those aged 55 and over have increased in both number and proportion of the workforce. As older workers remain in their jobs, opportunities for young workers to establish their careers and advance may be reduced. This situation may provide a “push” to many young people who are not able to find work within the district.



Source: U.S. Census Bureau, LODES 7.0, 2002-2011

Residents of the Highland District that work are attaining higher education. Between 2009 and 2011, those with a high school diploma or less decreased overall by 5.4% while those with postsecondary credentials increased by 4.6% (see Table 18). As more jobs require postsecondary credentials, Highland Community College offers a convenient and cost-effective education and training option.

Table 18: Highland Resident Workers Education Attainment		2009	2010	2011	2009-11 Change
Less than high school		2,593	2,566	2,510	-3.20%
		8.80%	8.90%	8.50%	
High school or equivalent, no college		10,715	10,194	10,078	-5.90%
		36.30%	35.20%	34.10%	
Some college or Associate degree		10,072	9,902	10,311	2.40%
		34.10%	34.20%	34.90%	
Bachelor's degree or advanced degree		6,130	6,269	6,644	8.40%
		20.80%	21.70%	22.50%	

Source: US Census Bureau, LODES 7.0, 2009-2011 Home Area Profile

# HIGHLAND COMMUNITY COLLEGE – 2014

## MATCHING LOCAL TALENT WITH LOCAL JOBS

There are two categories of job classifications: occupations and industries. Occupations are based on what the employee performs within the company while industries are categorized by the output of the companies. The two categories are kept separate in the following tables and figures to explain the dynamics between the daytime (primarily non-working residents and workers) and nighttime (primarily residential) populations in the Highland district.

## OCCUPATIONS

The Highland District has more residents with the needed skills than jobs available in almost every occupational category. Table 19 lists the number of jobs available in the four-county Highland District and the number of workers who live in the district that are skilled in each area. Agriculture and Management of Companies are the only two occupations with more jobs than qualified residents. Retail Trade and Health Care industries have the largest differences among residents that have the appropriate skills compared to available jobs.

**Table 19: Available Jobs and Skilled Residents by Occupation - 2011**

	Highland Jobs	Highland Residents	Difference
Retail Trade	2,634	4,441	1,807
Health Care and Social Assistance	3,594	5,309	1,715
Manufacturing	5,587	6,574	987
Wholesale Trade	1,075	1,904	829
Administration & Support, Waste Management and Remediation	1,078	1,861	783
Transportation and Warehousing	696	1,319	623
Accommodation and Food Services	2,344	2,898	554
Educational Services	2,848	3,366	518
Professional, Scientific, and Technical Services	652	1,113	461
Public Administration	1,106	1,514	408
Information	254	563	309
Other Services (excluding Public Administration)	944	1,221	277
Construction	1,561	1,804	243
Utilities	105	317	212
Arts, Entertainment, and Recreation	333	471	138
Real Estate and Rental and Leasing	172	256	84
Finance and Insurance	1,782	1,835	53
Agriculture, Forestry, Fishing and Hunting	450	425	-25
Mining, Quarrying, and Oil and Gas Extraction	22	38	16
Management of Companies and Enterprises	315	302	-13

Source: U.S. Census Bureau, LODES 7.0, Home and Work Area Profiles

## HIGHLAND COMMUNITY COLLEGE – 2014

Table 20 on the next page shows the actual and projected numbers of top occupations in the two Local Workforce Areas<sup>11</sup> serving the Highland District. Numeric growth is the number of new jobs, while replacement jobs are those that open due to retirement or other type of separation from the workplace. While over 10,000 job openings are expected by 2020, the vast majority are in service occupations that are low-skill and low wage. While these jobs are essential to providing needed services to area residents, employers, and visitors, the workers that fill them need additional education and training so they may progress in their careers and earn a living wage.

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<sup>11</sup> Intersecting the Highland District are two Local Workforce Areas (LWA). LWA #3 consists of Boone, Stephenson and Winnebago Counties. LWA #4 consists of Bureau, Carroll, Jo Daviess, LaSalle, Lee, Ogle, Putnam and Whiteside Counties.

# HIGHLAND COMMUNITY COLLEGE – 2014

**Table 20: Occupational Demand in the Highland District: 2010 - 2020**

Occupations in LWA 3 & 4	Actual	Projected	Numeric	Percent	Average Annual		
	2010	2020	Growth	Growth	Growth	Replace	Total
Cashiers	8,757	8,899	142	1.6%	14	397	411
Laborers/Freight/Stock & Material Movers	7,355	8,593	1,238	16.8%	124	235	359
Combined Food Prep. & Serving Workers	5,696	6,947	1,251	22.0%	125	160	285
Retail Salespersons	8,578	8,845	267	3.1%	27	252	279
Registered Nurses	6,559	7,877	1,318	20.1%	132	119	251
Waiters & Waitresses	3,749	4,332	583	15.6%	58	187	245
Elem. School Teachers, Ex. Special Ed.	4,927	6,256	1,329	27.0%	133	108	241
Farmers, Ranchers & Other Ag Managers	8,837	9,026	189	2.1%	18	172	190
Customer Service Representatives	4,493	5,064	571	12.7%	57	128	185
Office Clerks, General	6,056	6,662	606	10.0%	61	107	168
Janitors/Cleaners, Ex. Maids/Housekeepers	4,668	5,262	594	12.7%	59	88	147
Secondary Teachers, Ex. Spec/Voc. Ed.	3,138	3,647	509	16.2%	51	86	137
Farmwrks/Laborers/Crop/ Nrsery/Grnhouse	4,355	3,782	-573	-13.2%	0	132	132
Team Assemblers	5,443	5,590	147	2.7%	20	108	128
Truck Drivers, Heavy & Tractor-Trailer	4,021	4,400	379	9.4%	38	80	118
Stock Clerks & Order Fillers	4,387	4,401	14	0.3%	2	109	111
Truck Drivers, Light or Delivery Services	2,616	3,156	540	20.6%	54	52	106
ToPackers & Packagers, Hand	2,738	2,928	190	6.9%	19	79	98
Teacher Assistants	2,260	2,718	458	20.3%	46	51	97
Sales Reps /Wholesale /Mfg,Ex.Tech /Scntifc	3,681	3,762	81	2.2%	8	87	95
<b>TOTAL FOR ALL OCCUPATIONS</b>	<b>303,311</b>	<b>329,071</b>	<b>25,760</b>	<b>8.5%</b>	<b>2,879</b>	<b>7,178</b>	<b>10,057</b>

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

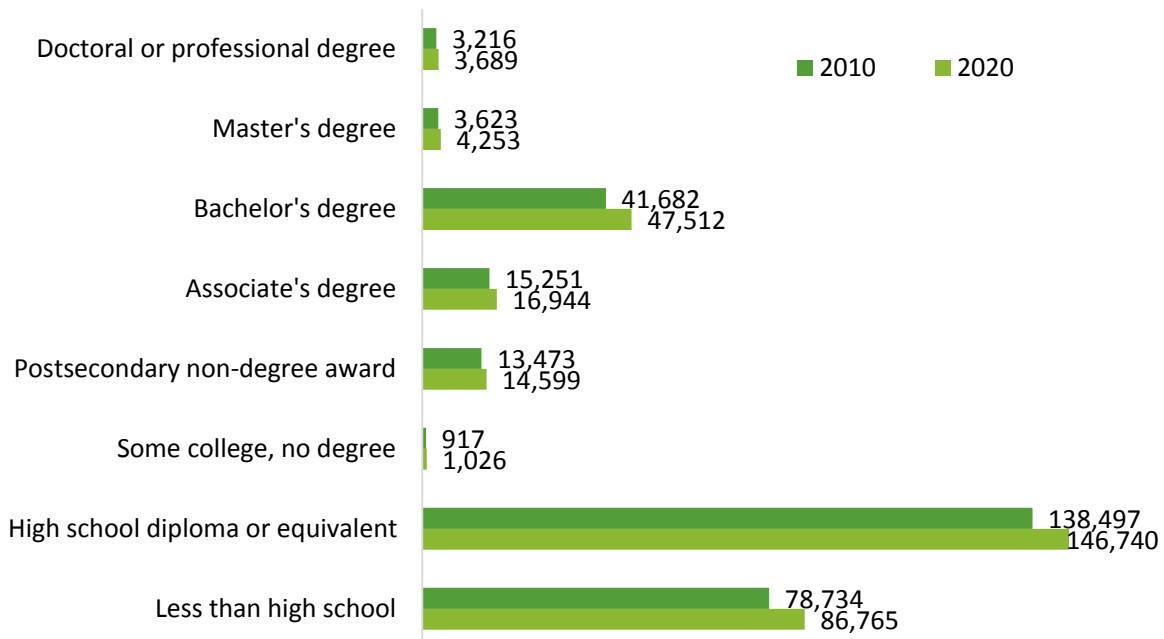
# HIGHLAND COMMUNITY COLLEGE – 2014

Despite the preponderance of service jobs in the Highland District, several opportunity areas are reflected in these data.

- Manufacturing remains a vital sector of the northwestern Illinois economy, and an aging workforce means that good jobs will become available as manufacturing workers retire.
- Truck drivers, both light and heavy, are key to the robust logistics and distribution industry.
- Registered Nurses are a growing occupation due to the ageing of our population. RNs are also well positioned for other opportunities in the rapidly changing healthcare industry, such as system navigators and community health occupations.
- Education, especially at the primary level, is growing twice as rapidly in the Highland region than for the nation. Elementary, Middle, Secondary, and Teacher Assistants are all growing occupations that require postsecondary education and are well-paying.

Another aspect of occupational data is the education required for various jobs. Because most new jobs in the Highland region are projected to be service-related and relatively low-skill, they typically require only a high school diploma or less. Figure 20 illustrates this as well as the relatively few occupations requiring postsecondary education. Bachelor's degrees will be the most in-demand credential by 2020, but modest growth in all postsecondary credentials is also expected.

**Figure 20: Occupation Projections by Education Required**



Source: Illinois Department of Employment Security, Occupation Projections, LWA 3 & 4



# HIGHLAND COMMUNITY COLLEGE – 2014

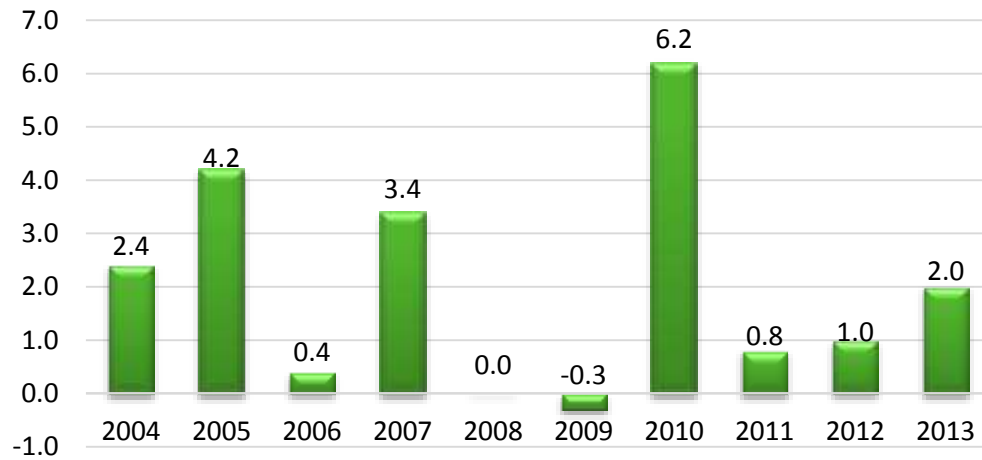
## INDUSTRIES

Table 21 illustrates anticipated workforce changes by industry in the Highland Community College region. Again, industries are categorized by the output of the companies within various groupings, while the data presented on occupations above are based on what the employee performs within the company. Health Care & Social Assistance is projected to expand the most at 5,792 jobs over the 10-year period 2010 to 2020. Educational Services, Private and Public, ranked high on the occupational growth list for teachers and has the second highest projected growth. Although Manufacturing is at the bottom of the list due to the continued contraction of the industry, it remains by far the largest industry and employer in the Highland District. New technology and advanced manufacturing techniques have made the workforce more efficient and the workplace more productive (see Figure 22 on the next page). These changes have resulted in fewer jobs but higher wages for the remaining skilled workers.

<b>Table 21: LWA 3 &amp; 4 Employment by Industry</b>	<b>2010</b>	<b>2020</b>	<b>Change</b>	<b>Percent</b>
<b>Health Care &amp; Social Assistance</b>	36,803	42,595	5,792	15.7%
<b>Educational Services, Private &amp; Public</b>	24,407	29,271	4,864	19.9%
<b>Administrative &amp; Waste Mngmnt. Services</b>	15,340	19,192	3,852	25.1%
<b>Accommodation and Food Services</b>	21,931	25,671	3,740	17.1%
<b>Transportation &amp; Warehousing &amp; Utilities</b>	17,336	20,188	2,852	16.5%
<b>Finance and Insurance, Total</b>	9,882	11,878	1,996	20.2%
<b>Professional, Scientific &amp; Tech. Services</b>	7,091	8,757	1,666	23.5%
<b>Personal &amp; Other Services</b>	16,173	17,777	1,605	9.9%
<b>Retail Trade</b>	33,031	33,813	782	2.4%
<b>Self Employed and Unpaid Family Workers</b>	17,898	18,259	361	2.0%
<b>Real Estate and Rental and Leasing</b>	1,935	2,221	286	14.8%
<b>Wholesale Trade</b>	12,472	12,682	210	1.7%
<b>Information</b>	3,118	3,258	140	4.5%
<b>Management of Companies and Enterprises</b>	750	848	98	13.0%
<b>Government, Total</b>	16,612	16,698	86	0.5%
<b>Construction</b>	10,529	10,506	-22	-0.2%
<b>Natural Resources and Mining</b>	629	601	-28	-4.4%
<b>Arts, Entertainment and Recreation</b>	2,721	2,630	-90	-3.3%
<b>Agricultural Production, Total</b>	10,624	10,310	-314	-3.0%
<b>Manufacturing, Total</b>	47,887	46,061	-1,825	-3.8%
<b>TOTAL, ALL INDUSTRIES</b>	307,168	333,218	26,050	8.5%

Source: Illinois Department of Employment Security, Industry Projections

**FIGURE 21: NATIONAL MANUFACTURING PRODUCTIVITY  
CHANGE (2004-2013)**



Source: Bureau of Labor Statistics, Industry Productivity Data

## LOCATION QUOTIENTS

# HIGHLAND COMMUNITY COLLEGE – 2014

A location quotient (LQ) 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 100, then the employment is the same proportion as it is across the nation. An LQ less than 100 has less employment than would be expected, and greater than 100 has more employment, indicating some level of specialization and export orientation of that industry.

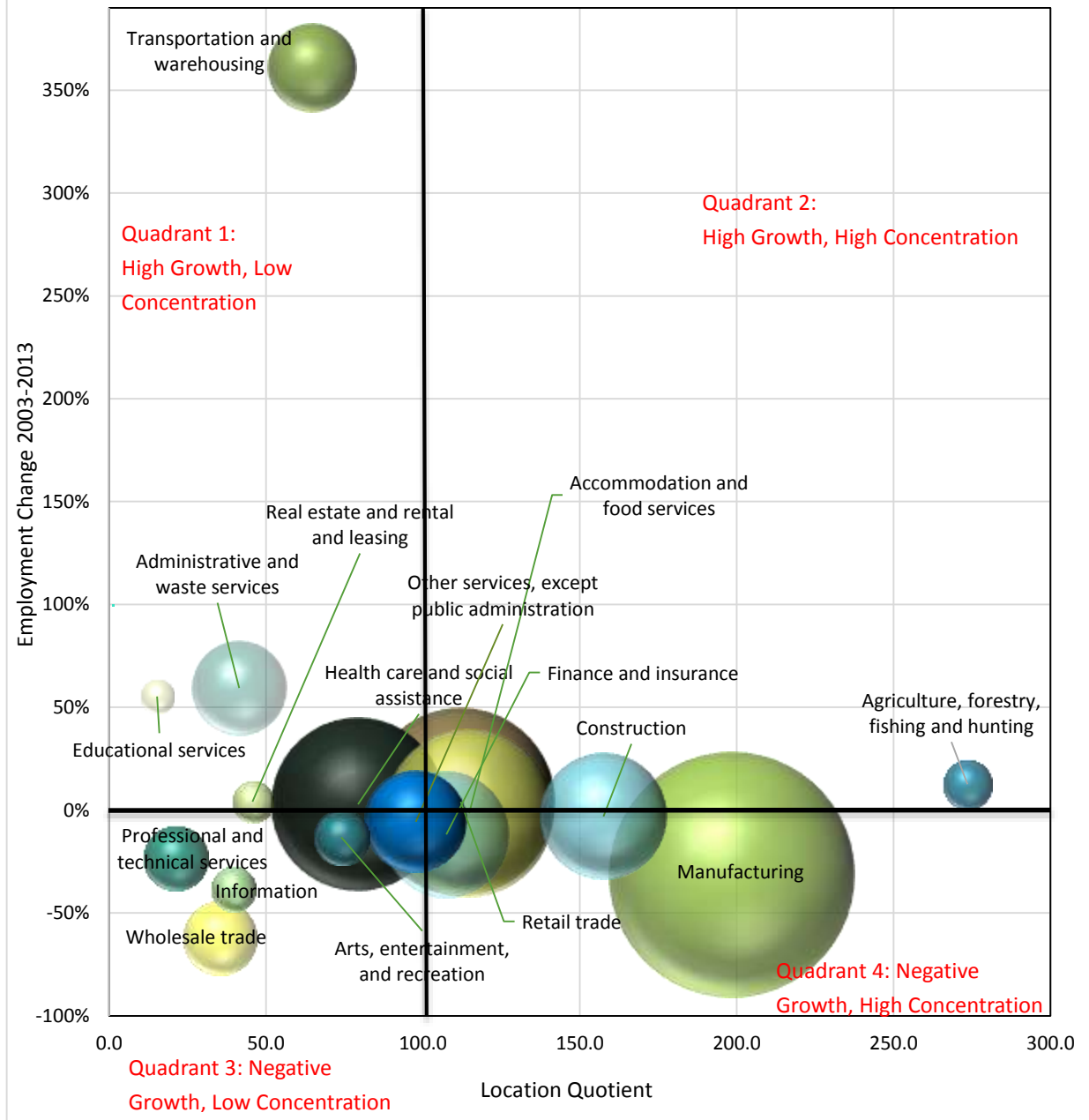
Table 22 contains the information used to calculate LQs for the major industry sectors in the four-county Highland District. The bubble graph in Figure 22 on the next page graphically displays this information. The vertical axis represents the percentage of employment change from 2003 to 2013, and the horizontal axis represents the LQ. The size of the bubble corresponds to the 2013 total employment. The thicker black lines break the graph into quadrants.

<b>Table 22</b>					
<b>Industrial Employment for Four County Area</b>	<b>2003</b>	<b>2013</b>	<b>2013 LQ</b>	<b>Numeric Change</b>	<b>Percent Change</b>
Agriculture, forestry, fishing and hunting	311	350	270	39	12.5%
Manufacturing	12,538	8,604	200	-3,934	-31.4%
Construction	2,323	2,253	160	-70	-3.0%
Retail trade	4,825	5,022	110	197	4.1%
Finance and insurance	2,565	2,260	110	-305	-11.9%
Accommodation and food services	4,070	4,004	110	-66	-1.6%
Other services, except public administration	1,535	1,449	100	-86	-5.6%
Health care and social assistance	4,157	4,275	80	118	2.8%
Arts, entertainment, and recreation	508	441	70	-67	-13.2%
Transportation and warehousing	238	1,097	60	859	360.9%
Real estate and rental and leasing	242	252	50	10	4.1%
Wholesale trade	2,070	784	40	-1,286	-62.1%
Administrative and waste services	796	1,268	40	472	59.3%
Information	473	292	40	-181	-38.3%
Professional and technical services	774	593	20	-181	-23.4%
Educational services	105	163	20	58	55.2%

Source: Illinois Department of Employment Security, LAUS Data

# HIGHLAND COMMUNITY COLLEGE – 2014

**Figure 22: Highland Region Employment Patterns  
(2003 - 2013)**



# HIGHLAND COMMUNITY COLLEGE – 2014

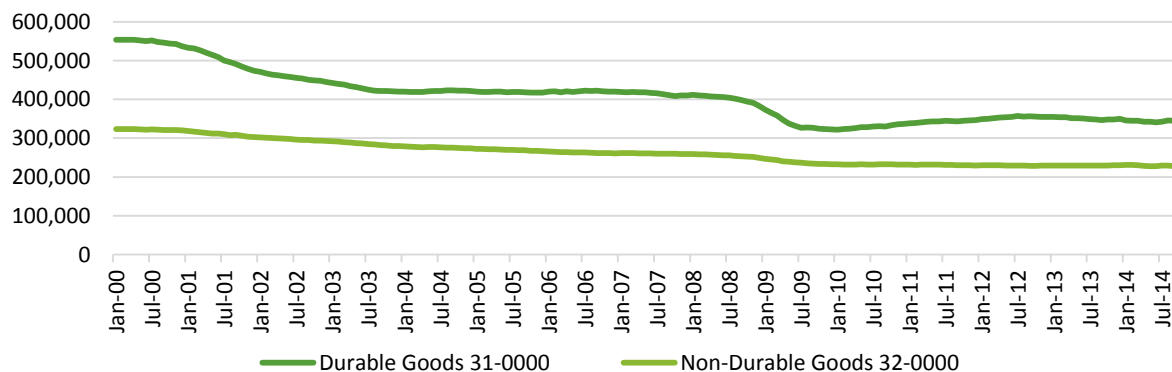
Quadrant 1: High growth and low LQ identifies industries that are growing to meet increased demand and have more room to grow. For example, Transportation and Warehousing has grown 350% in the 10-year period and has increased employment. Administrative and waste services has increased almost 60% and is continuing to grow in employment. Educational services, which includes Highland Community College and all private/public elementary and secondary school employment, is also growing and could grow further depending on growth in the school-age population. All industries in this quadrant are considered “pre-emergent” in that they have the potential to contribute more to the region’s economic base.

Quadrant 2: High growth and high LQ includes industries that have higher than expected employment concentrations. Companies that are similarly structured tend to benefit in clusters due to economies of scale. These industries, when high in employment, will continue to have high demand for workers as they are considered high-performing. Agriculture, Forestry, Fishing, and Hunting has a very high LQ, more than 2.5 times greater than the state, but has a low employment base. It added only 39 jobs in the 10- year period.

Quadrant 3: Negative growth and low LQ indicate a low presence of those industries along with decreasing employment. These industries have growth potential but for some reason are not thriving.

Quadrant 4: Negative growth and high LQ represents industries with a high presence or specialization but are decreasing in employment over time. Manufacturing is the only industry in this quadrant. Although it could be taken as a warning sign that the region is losing a major component of its economic base, new technology and increased productivity have been mentioned above as playing a role in declining manufacturing employment. Another factor that may be behind this trend is the outsourcing of certain jobs within the industry, such as accountants. Declining manufacturing employment is a statewide trend, as depicted in Figure 23.

**Figure 23: Statewide Manufacturing Employment**



Source: Illinois Department of Employment Security, Manufacturing Data Series

# HIGHLAND COMMUNITY COLLEGE – 2014

## CURRENT DEMAND

The Illinois Department of Employment Security scans online job ads and other employment sources to get an idea of which industries are hiring. The information is helpful, but does not capture jobs that are advertised internally or within industry associations. However, the help wanted data for the Highland District aligns with those industries known to be growing in the area.

<b>Table 23: Help Wanted Ads by Industry</b>	<b>Total</b>	<b>Percent</b>
<b>Healthcare Practitioners and Technical</b>	1,510	12.6%
<b>Sales and Related</b>	1,460	12.2%
<b>Transportation and Material Moving</b>	1,641	13.7%
<b>Office and Administrative Support</b>	1,402	11.7%
<b>Computer and Mathematical</b>	670	5.6%
<b>Installation, Maintenance, and Repair</b>	627	5.2%
<b>Management</b>	612	5.1%
<b>Architecture and Engineering</b>	556	4.6%
<b>Production</b>	604	5.0%
<b>Food Preparation and Serving Related</b>	366	3.0%
<b>Healthcare Support</b>	344	2.9%
<b>Business and Financial Operations</b>	348	2.9%
<b>Arts, Design Entertainment, Sports and Media</b>	366	3.0%
<b>Education, Training, and Library</b>	413	3.4%
<b>Building and Grounds Cleaning and Maintenance</b>	207	1.7%
<b>Construction and Extraction</b>	285	2.4%
<b>Community and Social Services</b>	205	1.7%
<b>Protective Service</b>	121	1.0%
<b>Personal Care and Service</b>	126	1.0%
<b>Life, Physical, and Social Science</b>	79	0.7%
<b>Farming, Fishing, and Forestry</b>	35	0.3%
<b>Legal</b>	26	0.2%

Source: Illinois Department of Employment Security, HWOL EDA 5 & 6, October 2014

# HIGHLAND COMMUNITY COLLEGE – 2014

## Future Highland Students

### SCHOOL INVENTORY

In the Highland District there are 46 public schools, six private schools, and one Special Education school<sup>12</sup>. Fifteen public districts are partially or wholly within Highland's boundaries. Oregon Community Unit School District #220 and West Carroll Community Unit School District #314 are only partially in the district. However, for the purposes of this report, all schools in these districts are included since their students are eligible to attend Highland at the in-district tuition rate. This includes two Oregon School District #220 schools that are not physically within the Highland boundaries: Oregon High and Oregon Elementary Schools.

There are 14,261 students enrolled in the 15 public districts. The Northwest Special Education Cooperative is managed out of the Regional Office of Education in Freeport and covers JoDaviess, Stephenson, and Carroll counties along with Highland College itself providing services to an additional 18 students.

Six private schools in the Highland District enrolled 808 students in the 2014-2015 school year (see Table 24). The national estimate for home schooling from 2011 is 3.4% of school aged children, making the estimate in the Highland district approximately 700 additional students with the percentage continuing to rise.

<b>Table 24: Private, Nonprofit Schools</b>	<b>School District</b>	<b>Enrolled</b>	<b>City</b>	<b>Grades</b>
<b>Immanuel Lutheran School</b>	Freeport SD 145	174	Freeport	K-8
<b>Aquin Catholic Jr-Sr High School</b>	Freeport SD 145	166	Freeport	7-12
<b>Aquin Catholic Elementary Campus</b>	Freeport SD 145	138	Freeport	PK-6
<b>Open Bible Learning Center</b>	Freeport SD 145	107	Freeport	PK-6
<b>Tri-State Christian School</b>	Galena USD 120	131	Galena	K-12
<b>Tri-County Christian School</b>	Freeport SD 145	126	Freeport	PK-8
<b>St. Mary's School</b>	East Dubuque USD 119	73	East Dubuque	K-8
<b>TOTAL Private School Enrollment</b>		<b>915</b>		

Sources: Illinois State Board of Education and individual schools

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<sup>12</sup> Private schools have limited data available along with the Northwest Academy Program. Where data is available it is included.

# HIGHLAND COMMUNITY COLLEGE – 2014

## SCHOOL INDICATORS

Table 25 identifies schools in the Highland District and their levels of students who are Limited English Proficient (LEP), require an Individualized Education Plan (IEP), are low income, or have high mobility rates. All of these factors require additional resources to ensure that a quality education can be provided. Any school that has a rate greater than the statewide average is highlighted in red.

LEP. Only two schools in the Highland District had LEP rates above the statewide average of 3.1%, Freeport's Blackhawk Elementary and Galena's Primary schools. The overall rate for the district is 1.6%, or 229 students compared to the state rate of 9.5% of students needing additional language assistance.

IEP. Students requiring additional assistance to meet their educational needs through an Individual Education Plan (IEP) during school hours are present in all of the schools. The highest IEP rates occurs primarily in the elementary grades. The overall rate is 13.6%, or 1,943 students, very close to the statewide rate of 13.7%.

Low Income. The best available proxy for students from low income families is the number that qualify for Free or Reduced Lunch. These estimates are higher than regular poverty measures since the lunch program is more liberal on the income requirements to qualify. The overall rate for all of the districts is 47.1% that qualify, or 6,718 students, somewhat lower than the statewide rate of 51.5%.

Mobility. There are 1,576 students in the districts identified as having entered or left the district during the school year, a rate of 11.1%. Nine of the 48 schools in the Highland District had mobility rates greater than the statewide average of 12.3%.

<b>Table 25: School Performance Indicators</b>	<b>School</b>	<b>Enrolled</b>	<b>LEP</b>	<b>IEP</b>	<b>Low Income</b>	<b>Mobility</b>
<b>Dakota CUSD 201</b>	Dakota Elementary	450	0.0	14.4	32.2	6.2
<b>Dakota CUSD 201</b>	Dakota Jr Sr High	398	0.0	10.1	28.1	6.4
<b>East Dubuque USD 119</b>	East Dubuque Elem	408	1.0	19.1	36.3	4.1
<b>East Dubuque USD 119</b>	East Dubuque High	203	0.5	7.4	21.2	8.5
<b>East Dubuque USD 119</b>	East Dubuque Jr High	107	0.0	9.3	31.8	8.3
<b>Eastland CUSD 308</b>	Eastland Elementary	364	0.0	15.9	45.3	9.8
<b>Eastland CUSD 308</b>	Eastland Jr/Sr High	293	0.0	11.6	33.8	10.8
<b>Forrestville Valley CUSD 221</b>	Forreston Grade	308	0.0	16.2	35.1	4.9
<b>Forrestville Valley CUSD 221</b>	Forreston Jr/Sr High	455	0.0	8.1	26.4	5.6
<b>Forrestville Valley CUSD 221</b>	German Valley Grade	84	0.0	26.2	15.5	5.0
<b>Freeport SD 145</b>	Blackhawk Elem	307	25.4	14.7	88.9	11.8



# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Table 25: School Performance Indicators Continued</b>	<b>School</b>	<b>Enrolled</b>	<b>LEP</b>	<b>IEP</b>	<b>Low Income</b>	<b>Mobility</b>
<b>Freeport SD 145</b>	Carl Sandburg Middle	515	0.2	15.9	63.3	13.2
<b>Freeport SD 145</b>	Center Elem	311	1.0	16.1	72.0	31.8
<b>Freeport SD 145</b>	Empire Elem	282	2.8	18.8	58.9	20.1
<b>Freeport SD 145</b>	Freeport High	1,273	1.2	12.1	62.5	20.3
<b>Freeport SD 145</b>	Freeport Middle	668	2.8	10.8	79.9	20.9
<b>Freeport SD 145</b>	Jones Farrar Magnet	345	0.3	10.4	77.7	4.5
<b>Freeport SD 145</b>	Lincoln-Douglas Elem	221	0.5	21.7	78.3	22.8
<b>Freeport SD 145</b>	Taylor Park Elem	267	0.7	15.0	87.3	29.3
<b>Galena USD 120</b>	Galena High	234	0.9	8.1	22.2	6.0
<b>Galena USD 120</b>	Galena Middle	228	0.9	14.0	35.1	2.9
<b>Galena USD 120</b>	Galena Primary	347	12.7	10.7	23.1	3.0
<b>ILLINOIS</b>	ILLINOIS	2,046,857	9.5	13.7	51.5	12.3
<b>Lena Winslow CUSD 202</b>	Lena Elem	413	0.0	7.3	38.5	9.5
<b>Lena Winslow CUSD 202</b>	Lena-Winslow High	262	0.4	10.7	32.8	5.1
<b>Lena Winslow CUSD 202</b>	Lena-Winslow Jr High	180	0.0	13.9	43.3	4.5
<b>Orangeville CUSD 203</b>	Orangeville Elem	211	0.0	10.4	31.8	10.5
<b>Orangeville CUSD 203</b>	Orangeville High	128	0.0	16.4	28.1	3.2
<b>Orangeville CUSD 203</b>	Orangeville Jr High	51	0.0	11.8	19.6	8.0
<b>Oregon CUSD 220</b>	David L Rahn Jr High	210	1.4	17.1	46.7	16.2
<b>Oregon CUSD 220</b>	Oregon Elem	781	2.0	13.3	49.6	9.2
<b>Oregon CUSD 220</b>	Oregon High	487	0.4	11.9	35.3	7.9
<b>Pearl City CUSD 200</b>	Pearl City Elementary	255	3.1	9.4	30.2	11.4
<b>Pearl City CUSD 200</b>	Pearl City High	165	0.0	9.7	18.8	4.0
<b>Pearl City CUSD 200</b>	Pearl City Jr High	75	0.0	14.7	20.0	11.8
<b>River Ridge CUSD 210</b>	River Ridge Elem	258	1.2	21.7	47.3	7.8
<b>River Ridge CUSD 210</b>	River Ridge High	157	1.3	15.3	38.9	5.3
<b>River Ridge CUSD 210</b>	River Ridge Middle	109	0.9	25.7	44.0	5.6
<b>Scales Mound CUSD 211</b>	Scales Mound Elem	136	0.0	16.2	21.3	6.6
<b>Scales Mound CUSD 211</b>	Scales Mound High	64	0.0	12.5	23.4	4.7
<b>Scales Mound CUSD 211</b>	Scales Mound Jr High	40	0.0	10.0	35.0	10.0
<b>Stockton CUSD 206</b>	Stockton Elem	268	0.0	11.2	35.4	12.7
<b>Stockton CUSD 206</b>	Stockton Middle	173	0.0	15.6	40.5	4.1
<b>Stockton CUSD 206</b>	Stockton Sr High	169	0.0	13.0	34.3	8.9
<b>Warren CUSD 205</b>	Warren Elementary	205	0.0	11.2	29.8	8.8

# HIGHLAND COMMUNITY COLLEGE – 2014

Table 25: School Performance Indicators Continued	School	Enrolled	LEP	IEP	Low Income	Mobility
Warren CUSD 205	Warren Jr/Sr High	238	0.0	13.0	32.8	7.0
West Carroll CUSD 314	West Carroll High	393	0.0	16.8	49.1	11.0
West Carroll CUSD 314	West Carroll Middle	260	0.0	18.8	55.8	7.7
West Carroll CUSD 314	West Carroll Primary	505	2.4	19.0	63.6	9.9

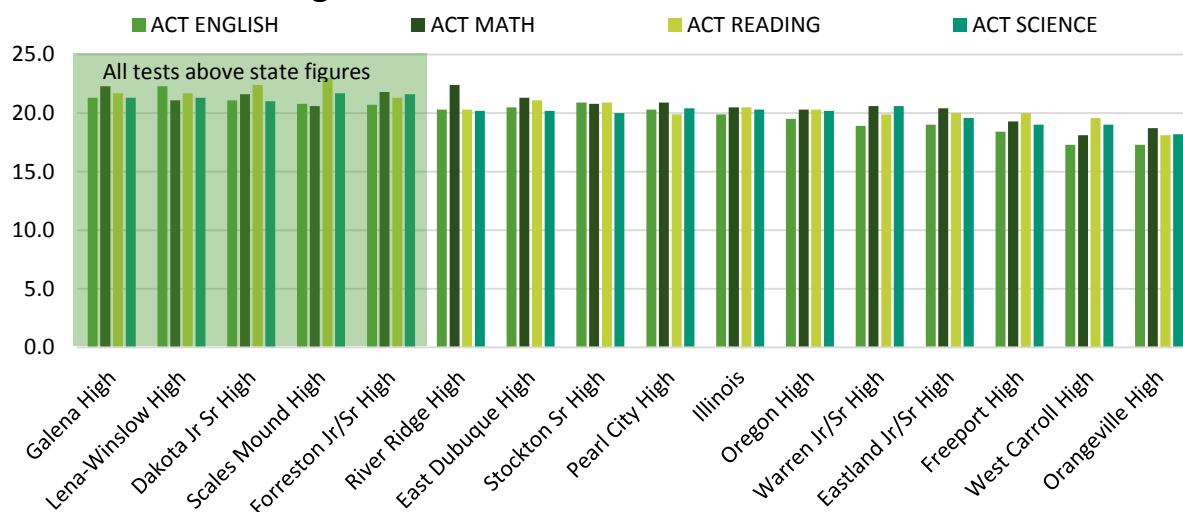
Source: Illinois State Board of Education, Report Card Data

## COLLEGE READY PERFORMANCE

The Illinois State Board of Education (ISBE) has used the ACT since 2001 as part of the Prairie State Achievement Examination (PSAE) to assess college readiness of high school graduates. The definition of being college ready is an ACT score of 21 or greater across four subjects: English, Math, Reading, and Science. The ACT is intended to help align P-12 curriculum requirements with postsecondary expectations and workforce readiness.

Five out of 15 secondary schools scored at or above statewide comprehensive figures across the board: Dakota, Forreston, Galena, Lena-Winslow, and Scales Mound. Five schools scored below the statewide comprehensive figure: Oregon, Eastland, Freeport, West Carroll, and Orangeville. The remaining schools have mixed results. Figure 24 shows the average score for each high school in the 2013-14 school year, along with the statewide figures in order of the overall comprehensive score.

**Figure 24: ACT Scores 2013-14 School Year**



Source: Illinois State Board of Education, Report Card Data

# HIGHLAND COMMUNITY COLLEGE – 2014

Until 2014, Illinois 11<sup>th</sup> grade students each year are assessed to determine the threshold scores on the PSAE. Seven of the 15 schools have increased the percentage of students who met or exceeded the guidelines since 2013, while the remaining eight saw decreases in their students' PSAE performance over that time period. Using the ACT as a gauge of college readiness, 500 out of the total 1,048 students in 11<sup>th</sup> grade enrolled in public high schools in the Highland District scored at or above 21.0 in the 2013-14 school year. This translates to 47.7% readiness rate, higher than the statewide average of 45.8%. A total of 617 students fell into the category of meeting or exceeding the state benchmark, or 58.9%. See Table 26.

<b>Table 26: 2014 PSAE Results</b>	<b>Tested</b>	<b>College Ready</b>	<b>Meet or Exceed</b>
<b>Dakota Jr Sr High</b>	59	33	42
<b>East Dubuque High</b>	57	30	46
<b>Eastland Jr/Sr High</b>	50	23	30
<b>Forreston Jr/Sr High</b>	69	38	48
<b>Freeport High</b>	286	115	146
<b>Galena High</b>	62	38	41
<b>Lena-Winslow High</b>	69	42	43
<b>Orangeville High</b>	27	8	20
<b>Oregon High</b>	108	51	62
<b>Pearl City High</b>	53	29	35
<b>River Ridge High</b>	35	18	25
<b>Scales Mound High</b>	19	11	9
<b>Stockton Sr High</b>	35	22	20
<b>Warren Jr/Sr High</b>	41	19	17
<b>West Carroll High</b>	78	23	33
<b>TOTAL</b>	<b>1,048</b>	<b>500 (47.7%)</b>	<b>617 (58.9%)</b>

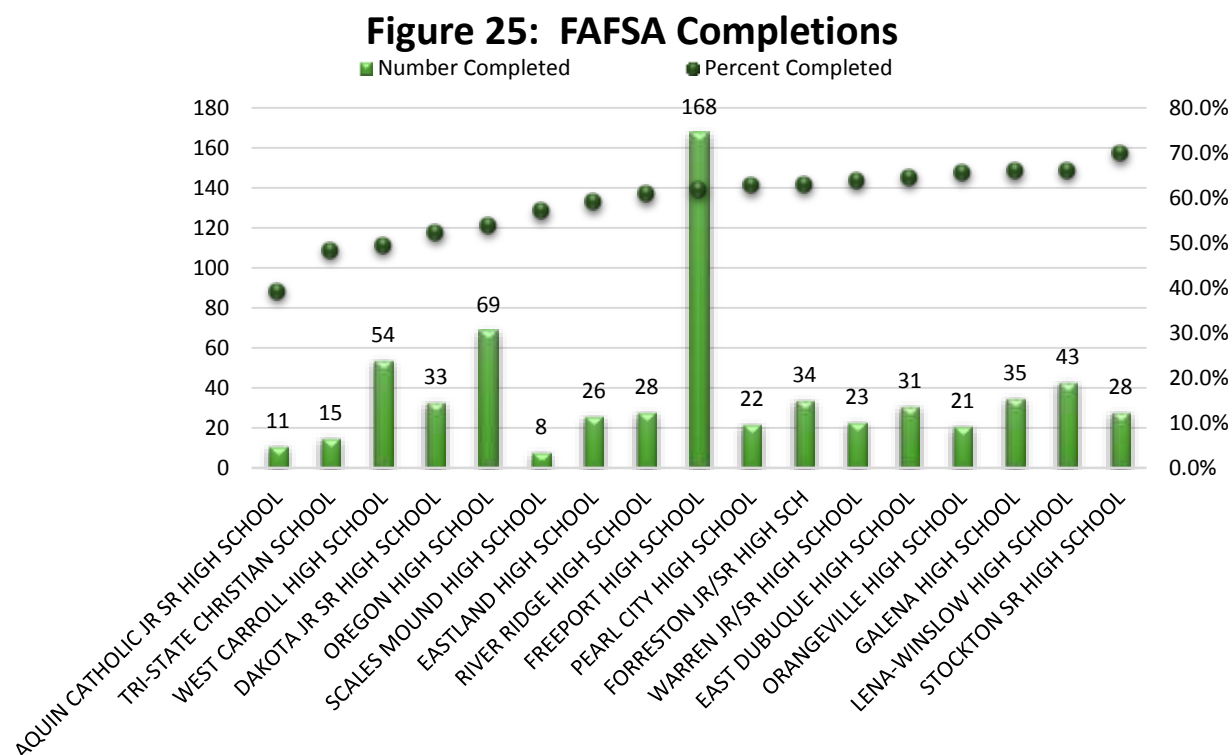
Source: Illinois State Board of Education, Report Card Data, 2014

# HIGHLAND COMMUNITY COLLEGE – 2014

## FAFSA APPLICATIONS

An important step in college readiness is the filing of the Free Application for Student Financial Aid (FAFSA) with the U.S. Department of Education. The FAFSA provides the gateway to financial aid for all federal and state financial programs and is used by many other institutions to qualify students for additional local resources. The FAFSA is not required to attend postsecondary institutions, so the percentages of those who complete the FAFSA is somewhat income dependent, but completion rates can provide an idea of how many students intend to pursue higher education.

Figure 25 shows the number of completed FAFSA applications submitted in 2014 through December 5, along with the percentage of those estimated to be a senior in the 2013-2014 school year. The two private high schools, Aquin Catholic Jr Sr High School and the Tri-State Christian School, have the lowest percentages of their seniors filing FAFSA applications. Stockton Sr High School has one of the highest percentages at 70.0%. High completion rates are also an indicator of schools working effectively with students to consider college and file the application. Overall, 649 or 59.2% of all the seniors completed their applications.



Sources: Illinois State Board of Education, Report Card Data & the Office of the U.S. Department of

# HIGHLAND COMMUNITY COLLEGE – 2014

## RECOGNITION FOR SCHOOLS

Each year schools are recognized for achieving performance goals known as the Illinois Honor Roll Awards. Thirteen schools in the Highland District (see Table 27) have been recognized throughout the years with several receiving multiple recognitions, such as Warren Elementary and West Carroll Primary, each of which received three awards.



Spotlight Schools are recognized as maintaining high performance levels while servicing high-poverty areas. There were only 37 schools receiving this recognition throughout the state in 2013. Historically, two schools in

the Highland District received this award two years in a row: West Carroll Primary and the Lincoln-Douglas Elementary. The Illinois Interactive Report Card web site states: *"Criteria for selecting Spotlight Schools are rigorous. All schools must be making Adequate Yearly Progress (AYP), which requires that at least 92.5 percent of the students must pass the state achievement tests in both reading and mathematics.*

*At least half of the students in each school are from low-income families. As the AYP requirements continued to rise, the number of schools achieving this award leveled off in 2008 and has declined in succeeding years. Higher performance expectations - or cut scores - on the state tests in 2013 resulted in fewer schools earning Honor Roll recognition<sup>13</sup>."*

**Table 27: Illinois Honor Roll Achievements**

### Academic Improvement

2013	Stockton Sr High
2013	Galena High
2012	River Ridge High-Hanover
2011	Center Elementary-Freeport
2010	West Carroll Primary

### Academic Excellence

2012	Warren Elementary
2012	Stockton Middle
2012	Pearl City Elementary
2012	Dakota Elementary
2011	Warren Elementary
2011	Pearl City Elementary
2011	Dakota Elementary
2010	Empire Elementary-Freeport
2010	Apple River Middle
2010	Warren Elementary

### Spotlight Schools

2011	West Carroll Primary
2011	Lincoln-Douglas Elementary-Freeport
2010	Lincoln-Douglas Elementary-Freeport
2010	West Carroll Primary

<sup>13</sup> Northern Illinois University, Illinois Interactive Report Card, Illinois Honor Roll, Accessed online: <http://www.ilhonorroll.niu.edu/index.asp>

# HIGHLAND COMMUNITY COLLEGE – 2014

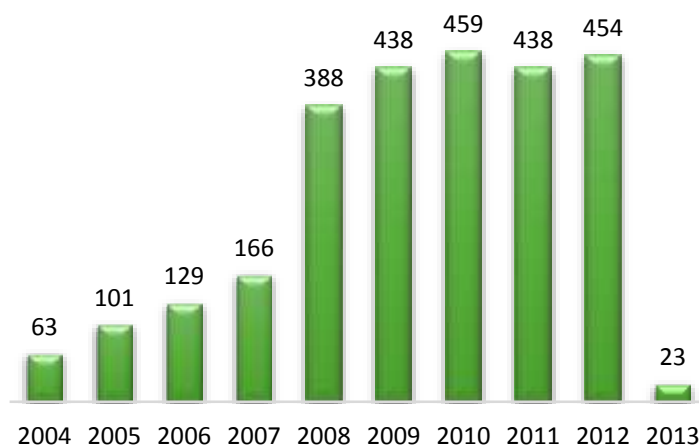


Academic Improvement Awards are for schools achieving a significant increase in performance levels over time (at least a 7.5% increase or 15% higher on state tests than in 2011). In the 2012-13 school year both Stockton Sr. High School and Galena High School were recognized as having achieved this goal with three additional schools receiving recognition in previous years. According to the Illinois Interactive Report Card the schools are *“Located throughout the state, the award winners represent every type of school — large and small; elementary, middle, and high schools; both regular and charter schools; all funding levels; urban, suburban, and rural; and low performing and high performing. They demonstrate that exemplary progress is possible at every level and can be sustained.”*<sup>14</sup>



Academic Excellence schools have sustained high performance over time with at least 92.5% of students meeting or exceeding standards. The award is considered the most prestigious and the 2012-13 school year represented the highest performance level since the awards began in 2003. According to the Illinois Interactive Report Card web site, *“In elementary and middle schools, at least 90 percent of the students met or exceeded state standards in both reading and mathematics for at least three consecutive years. In high schools, at least 85 percent of the students met or exceeded standards on the Prairie State Achievement Exam in 2011-2012 and 92.5 percent in 2013. All Academic Excellence schools achieved Adequate Yearly Progress (AYP) for years 2011-2013. At a number of high schools that received Excellence Awards in prior years, 85 percent or more of all students continue to meet or exceed standards on the Prairie State, but these schools did not meet the criteria for AYP due to rising standards and higher cut scores on state tests.”*<sup>15</sup>

**Figure 26: Illinois Academic Excellence Awards**



Source: Northern Illinois University, Illinois Interactive Report Card,

<sup>14</sup> Ibid

<sup>15</sup> Ibid

# HIGHLAND COMMUNITY COLLEGE – 2014

## THE FUTURE OF ACCOUNTABILITY IN SCHOOLS

The Illinois State Board of Education was granted a waiver on April 18, 2014 to allow for flexibility in tailoring benchmarks for the state that make more sense with the NCLB legislation. The goal is to move away from the AYP and restructure the recognition, accountability and support with built in incentives that encourage success where the NCLB was no longer capable of achieving. The new term is known as Annual Measurable Objectives (AMOs) and will focus on high-progress and high-performing schools similar to the AYP, but will also focus on schools successfully closing the achievement gaps. The guiding principle of college and career readiness is opening new opportunities for dialogue with community colleges in the transition from graduation to career. Table 28 on the next page summarizes the measures that will be used in the new school report cards to align with a transition into higher education.

The Education for our Future: Fourth Annual Report of the Illinois P-20 Council to the Governor and State Legislature in Spring 2014 emphasized the focus of preschool through college in career development and readiness.

*The challenge is great and requires that all stakeholders work together to achieve the shared goal of increasing the proportion of Illinoisans with high-quality degrees and credentials to 60% by the year 2025. Illinois must continue to identify and implement the best practices and innovative policies, preschool through college, to enhance educational opportunities and equity statewide and streamline our education pipeline to promote completion and gainful employment. Some changes will require reallocation of resources, and others will require additional resources to transform P–20 education and prepare Illinois residents for the 21<sup>st</sup> Century. The health of our economy, the strength of our communities, and the future of our state depend on our ability to prepare our residents for success in college and careers now and in the future<sup>16</sup>.*

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<sup>16</sup> Illinois P-20 Council, Education for our Future: Fourth Annual Report of the Illinois P-20 Council to the Governor and State Legislature, Spring 2014, Accessed Online: <https://www2.illinois.gov/gov/P20/Documents/Full%20P-20/P20%20Council%20Annual%20Report%20%28Spring%202014%29%20-%20Final%20with%20print%20formatting%2011-3-14.pdf>

# HIGHLAND COMMUNITY COLLEGE – 2014

**Table 28: New Illinois Report Card Measures for High Schools**

	Multiple Measure Index Name	Multiple Measure Index Definition	Multiple Measure Index Target
<b>Outcomes</b>	College and Career Bound	% students graduating within 4 years	Reduce by one half the difference from 90% within 6 years
		% students graduating within 5 years	Reduce by one half the difference from 95% within 6 years
<b>Achievement</b>	College and Career Readiness	% meeting and exceeding standards on EXPLORE (G9), PLAN (G10), and PSAE/IAA (G11) in math, science and reading	Reduce by one half the percentage not proficient within 6 years
	College and Career Mastery	% meeting ACT College Readiness benchmarks	Reduce by one half the percentage not meeting benchmarks within 6 years
		% receiving Work Keys National Career Readiness Certificate	Reduce by one half the percentage not receiving a certificate within 6 years
	Achievement Gap Reduction	% achievement gap on EXPLORE (G9), PLAN (G10), and PSAE/IAA (G11) in math, reading, and science	Reduce by one half the percentage achievement gap within 6 years
<b>Progress</b>	Growth in Content Proficiency	Growth on EXPLORE, PLAN, and ACT (G9–11) in math and reading	Reduce by one half the percentage not attaining expected growth within 6 years
	Progress in English Proficiency	% making progress (.5 increase or max score of 6.0) on ACCESS	57.4% in 2012; increases by 3% each year
<b>Context (Bonus)</b>	Climate Survey	School rating of an “excellent” climate for learning	Reduce by one half the % of schools not excellent within 6 years
	College Preparedness	% of students scoring a 3 or higher on Advanced Placement or International Baccalaureate exams	Increase by 5% each year or attain 25% overall
		% of students taking dual credit or honors courses	Increase by 5% each year or attain 25% overall
	Career Preparedness	% of students receiving industry credentials	Increase by 5% each year or attain 25% overall

Source: Illinois State Board of Education, Illinois’ Multiple Measures Index: High Schools, Accessed online: [http://www.isbe.net/nclb\\_waivers/pdf/esea-flexibility/att-16.pdf](http://www.isbe.net/nclb_waivers/pdf/esea-flexibility/att-16.pdf)



# HIGHLAND COMMUNITY COLLEGE – 2014

## Peer Review

Highland Community College recognizes five other community colleges as a peer group. This section looks at the trends and differences among the peers. Those in the peer group are: Kaskaskia Community College located east of St. Louis in southern Illinois, Rend Lake Community College located just south of Kaskaskia, Danville Area Community College located on the Indiana border south of Kankakee, Kishwaukee College located in northern Illinois in DeKalb County, and Sauk Valley Community College located in northern Illinois immediately south of Highland.

Among the peer group Highland is the second least populated with an estimated residential population of 89,269. Kaskaskia is the largest peer with 119,239 in residential population. See Figure 28.

**Figure 27: Highland's Peer Group Locations**



**Figure 28: Peer Group Resident Population (2010)**



Source: US Census Bureau, 2010 Census, Alteryx Census

# HIGHLAND COMMUNITY COLLEGE – 2014

## TOTAL ENROLLMENT

As shown in Table 29, significant changes have occurred in the 12-month unduplicated headcount of enrollments<sup>17</sup> in this group of peer institutions. Statewide the enrollment change from 2008 to 2013 has been a 1.0% increase. However, changes within the peer group ranged from a gain of 9.0% for Kaskaskia to a decrease of 31.2% for Sauk Valley. Highland Community College had the second largest decrease among the six peers.

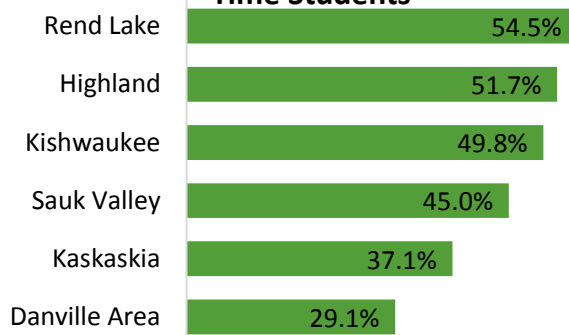
**Table 29: Enrollment Change in the Peer Institutions 2008-2013**

	2008	2009	2010	2011	2012	2013	Percent Change (2008-2013)
<b>Kaskaskia</b>	9,475	9,556	10,060	9,566	9,592	10,326	9.0%
<b>Rend Lake</b>	13,188	13,431	13,882	14,698	14,469	14,006	6.2%
<b>Danville</b>	9,040	7,815	9,230	9,418	9,877	8,837	-2.2%
<b>Kishwaukee</b>	7,780	7,140	7,717	7,588	7,696	7,426	-4.6%
<b>Highland</b>	<b>3,605</b>	<b>3,443</b>	<b>3,702</b>	<b>3,972</b>	<b>3,628</b>	<b>3,241</b>	<b>-10.1%</b>
<b>Sauk Valley</b>	6,020	5,926	5,023	4,661	4,298	4,143	-31.2%

Source: National Center for Education Statistics, Integrated Postsecondary Education Data System

Community colleges offer a wide array of credit, noncredit, and online coursework meant to serve students with a range of educational objectives. However, the percentage of those who are enrolled full-time in a college can be a gauge of the quality of programming available. Highland Community College has one of the highest rates of full-time students at 51.7%. Rend Lake is the only college with a higher rate of full-time students. Those attending full-time are usually most committed to completing a certificate or degree.

**Figure 29: 2013 Percentage of Full Time Students**



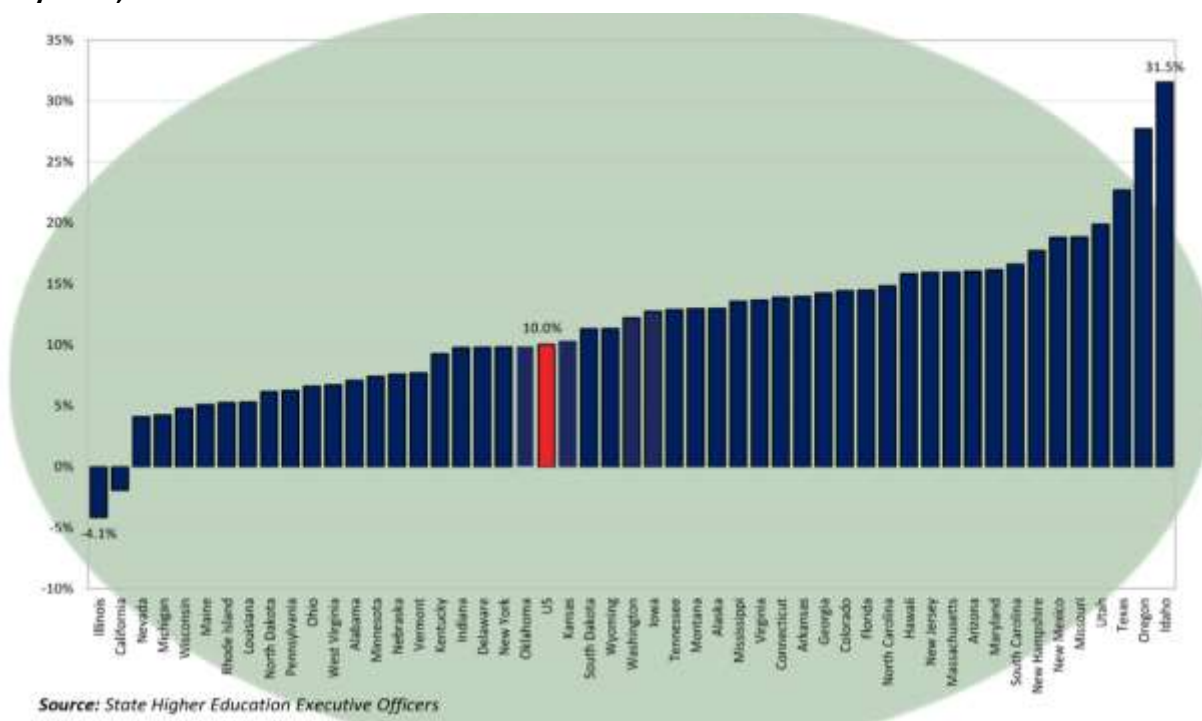
Source: National Center for Education Statistics, Integrated Postsecondary Education Data

<sup>17</sup> The number of students enrolled for credit with each student counted only once during the reporting period, regardless of when the student enrolled, collected for the entire 12-month academic year. This count is collected in the 12-month Enrollment component of IPEDS.

# HIGHLAND COMMUNITY COLLEGE – 2014

Illinois is lagging behind in the nation when comparing the five year change in enrollment. Nationally enrollment has increased by 10.0%, but Illinois is negative 4.1%, the only one of two states with a decline. California experienced only a 1.9% decline. However, from 2012 to 2013 the majority of states experienced a decline in enrollment. Nationally, the figure is negative 4.2%<sup>18</sup> raising the question if this will be an ongoing trend. See Figure 30.

**Figure 30: Full-Time Equivalent (FTE) Enrollment in Public Higher Education Percent Change by State, Fiscal 2008-2013**



<sup>18</sup> Information from the State Higher Education Executive Officers Association 2013 Finance Report, Accessed online: <http://www.shceo.org/projects/shef-%E2%80%94state-higher-education-finance>.

# HIGHLAND COMMUNITY COLLEGE – 2014

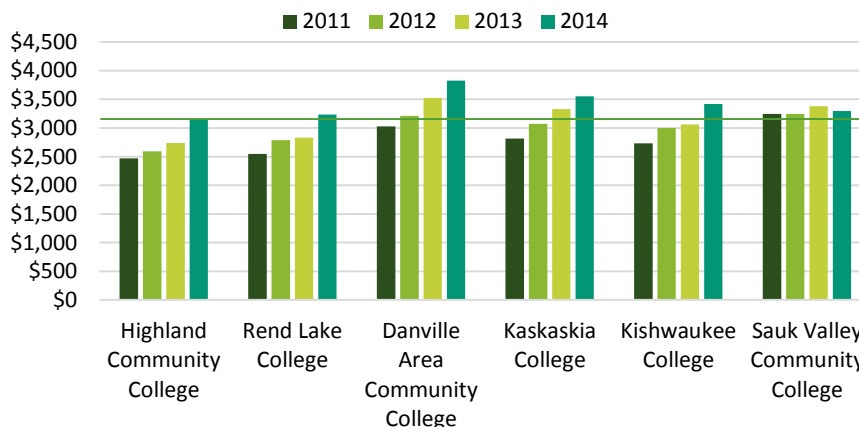
## TUITION

Many institutions throughout the state are experiencing fiscal stress as state funding and the availability of financial aid has decreased. The only option for many institutions is to increase tuition. Highland Community college has maintained the lowest tuition rate of its peers every year since 2011. However, Highland also

raised tuition by the greatest amount among its peers. Not adjusting for inflation, Highland increased tuition from 2011 to 2014 by \$687 per semester, from \$2,472 to \$3,159, or 27.8%. See Figure 31.

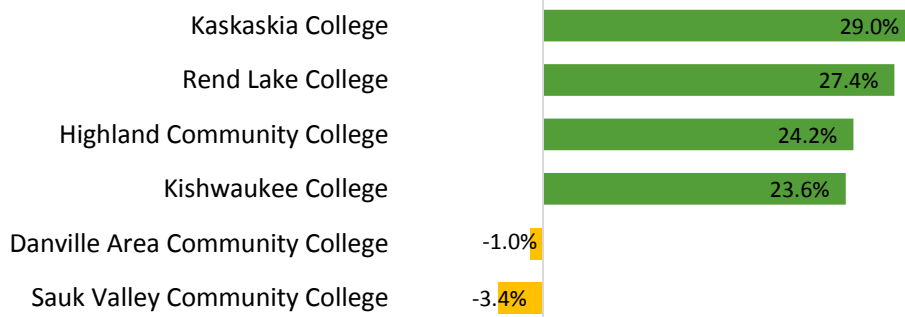
If the tuition is adjusted for inflation, the pattern is quite different among the peer group institutions. Kaskaskia College has outpaced inflation by an additional 29.0%. Highland has also outpaced inflation, but is still catching up to match the tuition rates of its peers. Danville and Sauk Valley have not kept pace with inflation, with slight decreases in the tuition cost to students. See Figure 32.

**Figure 31: Tuition Rate Trends**



Source: National Center for Education Statistics, Integrated Postsecondary Education Data System, Unadjusted tuition

**Figure 32: Percent Change in Tuition, 2011-2014**

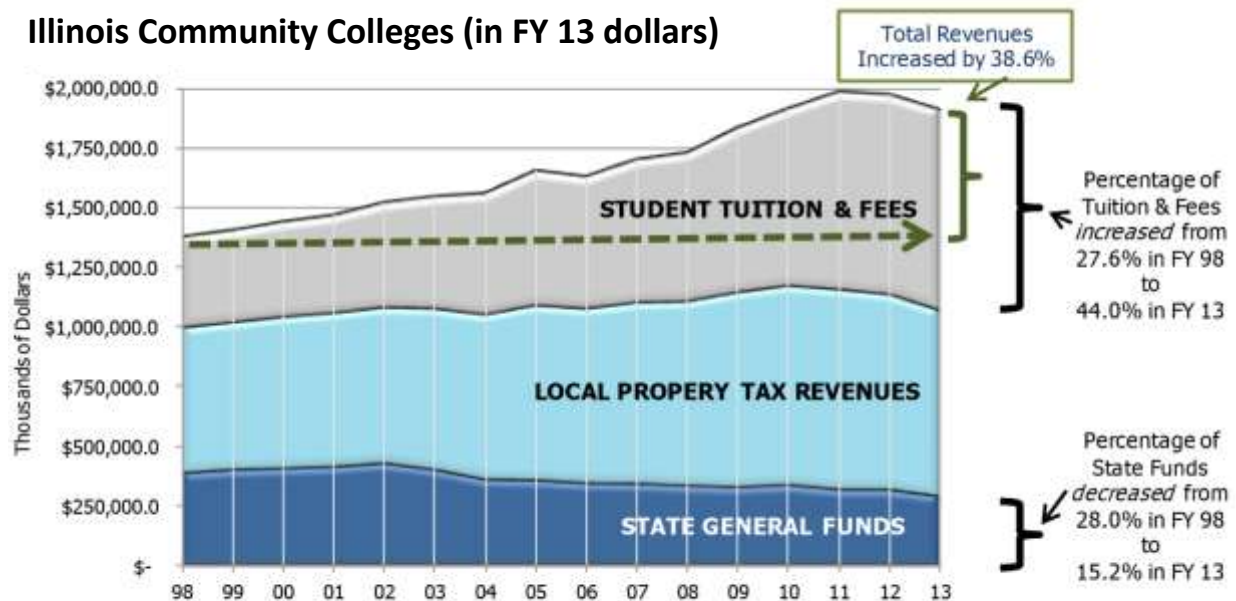


Source: National Center for Education Statistics, Integrated Postsecondary Education Data System, Adjusted figures for inflation

## HIGHLAND COMMUNITY COLLEGE – 2014

According to the Illinois Board of Higher Education the “...state general funds support as a percent of total educational and related revenues declined from 28.0 to 15.2 percent over the same period [1998 to 2013], while support from tuition increased from 27.6 percent to an estimated 44.0 percent.<sup>19</sup>” As previously discussed in this report, the statewide funding scenario is not anticipated to improve, rather it is expected to continue to decline as the state grapples with serious funding issues.

**Figure 33: Educational and Related Revenues at Illinois Community Colleges (in FY 13 dollars)**



\*Local Property Tax Revenues and Student Tuition and Fees amounts for fiscal years 2012 and 2013 are estimated.

Source: Illinois Board for Higher Education

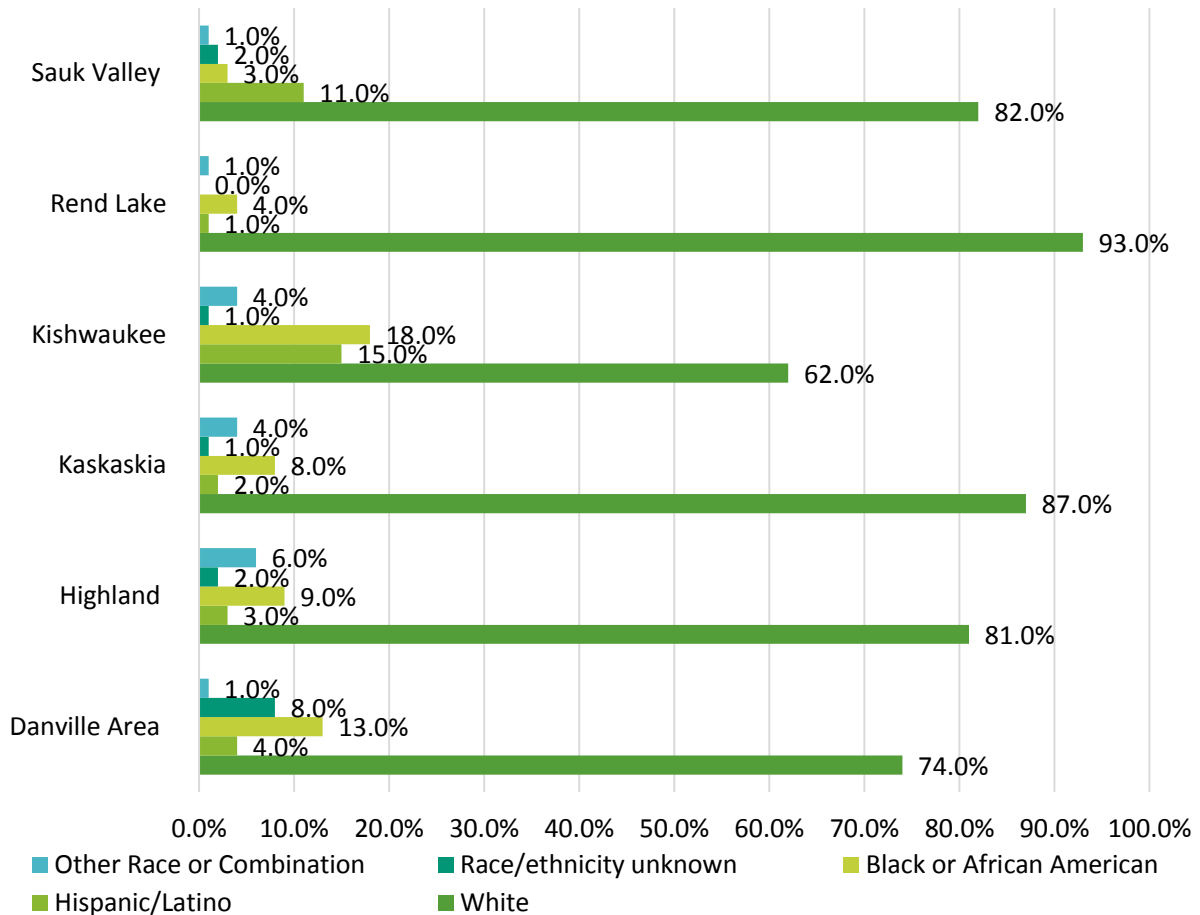
<sup>19</sup> Illinois Board for Higher Education, Budget for Higher Education report, Accessed online: [http://www.ibhe.state.il.us/Media%20Center/misc/FY13\\_AnnualReport.pdf](http://www.ibhe.state.il.us/Media%20Center/misc/FY13_AnnualReport.pdf).

# HIGHLAND COMMUNITY COLLEGE – 2014

## RACE AND ETHNICITY

Rend Lake College is the least diverse of the peer institutions with Kishwaukee College having the greatest presence of minority students. Highland is in the middle of the institutions in terms of student racial and ethnic make-up. These profiles are the result of many of the institutions serving rural areas with a preponderance of White residents.

**Figure 34: Student Racial Makeup of Peer Institutions - 2013**



Source: National Center for Education Statistics, Integrated Postsecondary Data System, 2013

## Appendices

# HIGHLAND COMMUNITY COLLEGE – 2014

## APPENDIX A: EDUCATIONAL APPROPRIATIONS PER FTE

**Educational Appropriations per FTE (Constant Adjusted 2013 Dollars)**

	FY 2008	FY 2012	FY 2013	1 Year % Change	FY 2013 Index to US Average	5 Year % Change
Alabama	\$ 9,094	\$ 5,795	\$ 5,507	-5.0%	0.90	-39.4%
Alaska	\$ 12,952	\$ 12,443	\$ 12,932	3.9%	2.12	-0.1%
Arizona	\$ 7,886	\$ 4,869	\$ 4,958	1.8%	0.81	-37.1%
Arkansas	\$ 7,961	\$ 7,478	\$ 6,173	-17.5%	1.01	-22.5%
California	\$ 8,650	\$ 6,743	\$ 7,096	5.2%	1.16	-18.0%
Colorado	\$ 4,090	\$ 2,806	\$ 2,779	-1.0%	0.46	-32.1%
Connecticut	\$ 9,569	\$ 7,481	\$ 7,028	-6.1%	1.15	-26.6%
Delaware	\$ 6,549	\$ 4,917	\$ 4,858	-1.2%	0.80	-25.8%
Florida	\$ 8,325	\$ 5,199	\$ 4,784	-8.0%	0.78	-42.5%
Georgia	\$ 9,307	\$ 6,633	\$ 6,703	1.1%	1.10	-28.0%
Hawaii	\$ 9,928	\$ 7,298	\$ 7,173	-1.7%	1.17	-27.8%
Idaho	\$ 10,311	\$ 6,020	\$ 6,546	8.7%	1.07	-36.5%
Illinois	\$ 8,024	\$ 8,657	\$ 9,439	9.0%	1.55	17.6%
Indiana	\$ 5,132	\$ 4,417	\$ 4,442	0.6%	0.73	-13.5%
Iowa	\$ 6,605	\$ 4,627	\$ 5,013	8.3%	0.82	-24.1%
Kansas	\$ 6,787	\$ 5,559	\$ 5,634	1.3%	0.92	-17.0%
Kentucky	\$ 8,854	\$ 6,883	\$ 6,750	-1.9%	1.11	-23.8%
Louisiana	\$ 9,239	\$ 5,834	\$ 5,515	-5.5%	0.90	-40.3%
Maine	\$ 7,027	\$ 6,137	\$ 5,978	-2.6%	0.98	-14.9%
Maryland	\$ 8,412	\$ 6,894	\$ 6,756	-2.0%	1.11	-19.7%
Massachusetts	\$ 7,741	\$ 5,583	\$ 5,672	1.6%	0.93	-26.7%
Michigan	\$ 6,056	\$ 4,314	\$ 4,469	3.6%	0.73	-26.2%
Minnesota	\$ 6,868	\$ 4,687	\$ 4,614	-1.5%	0.76	-32.8%
Mississippi	\$ 8,365	\$ 5,930	\$ 6,162	3.9%	1.01	-26.3%
Missouri	\$ 7,189	\$ 5,338	\$ 5,310	-0.5%	0.87	-26.1%
Montana	\$ 5,101	\$ 4,306	\$ 4,294	-0.3%	0.70	-15.8%
Nebraska	\$ 8,135	\$ 7,114	\$ 7,357	3.4%	1.21	-9.6%
Nevada	\$ 9,938	\$ 6,798	\$ 6,693	-1.5%	1.10	-32.6%
New Hampshire	\$ 3,466	\$ 1,674	\$ 1,708	2.0%	0.28	-50.7%
New Jersey	\$ 7,545	\$ 5,975	\$ 5,545	-7.2%	0.91	-26.5%
New Mexico	\$ 10,320	\$ 7,751	\$ 8,580	10.7%	1.41	-16.9%
New York	\$ 8,768	\$ 7,508	\$ 7,843	4.5%	1.28	-10.5%
North Carolina	\$ 10,716	\$ 8,344	\$ 8,687	4.1%	1.42	-18.9%
North Dakota	\$ 5,622	\$ 6,610	\$ 6,561	-0.8%	1.07	16.7%
Ohio	\$ 5,526	\$ 4,223	\$ 4,523	7.1%	0.74	-18.2%
Oklahoma	\$ 8,819	\$ 6,702	\$ 6,955	3.8%	1.14	-21.1%
Oregon	\$ 5,853	\$ 3,805	\$ 3,875	1.9%	0.63	-33.8%
Pennsylvania	\$ 5,720	\$ 4,004	\$ 3,959	-1.1%	0.65	-30.8%
Rhode Island	\$ 6,049	\$ 5,133	\$ 4,459	-13.1%	0.73	-26.3%
South Carolina	\$ 7,552	\$ 4,597	\$ 4,797	4.3%	0.79	-36.5%
South Dakota	\$ 5,914	\$ 4,430	\$ 4,778	7.8%	0.78	-19.2%
Tennessee	\$ 8,850	\$ 5,818	\$ 6,022	3.5%	0.99	-31.9%
Texas	\$ 9,256	\$ 7,475	\$ 7,259	-2.9%	1.19	-21.6%
Utah	\$ 7,259	\$ 4,865	\$ 5,007	2.9%	0.82	-31.0%
Vermont	\$ 3,103	\$ 2,651	\$ 2,655	0.1%	0.43	-14.4%
Virginia	\$ 6,341	\$ 4,352	\$ 4,545	4.4%	0.74	-28.3%
Washington	\$ 7,464	\$ 4,790	\$ 4,849	1.2%	0.79	-35.0%
West Virginia	\$ 7,314	\$ 5,753	\$ 5,773	0.3%	0.95	-21.1%
Wisconsin	\$ 6,930	\$ 5,604	\$ 5,837	4.2%	0.96	-15.8%
Wyoming	\$ 16,101	\$ 14,349	\$ 16,474	14.8%	2.70	2.3%
U.S.	\$ 7,924	\$ 6,020	\$ 6,105	1.4%		-23.0%

**Notes:**

1) Educational appropriations are a measure of state and local support available for public higher education operating expenses including ARRA funds, and exclude appropriations for independent institutions, financial aid for students attending independent institutions, research, hospitals, and medical education.

2) Adjustment factors, to arrive at constant dollar figures, include Cost of Living Adjustment (COLA), Enrollment Mix Index (EMI), and Higher Education Cost Adjustment (HECA). The Cost of Living Adjustment (COLA) is not a measure of inflation over time.

Source: State Higher Education Executive Officers



# HIGHLAND COMMUNITY COLLEGE – 2014

## APPENDIX B: ASSOCIATE’S DEGREE OFFERINGS IN ILLINOIS

Online (Fully or Majority) Associate's Degree Offerings in Illinois	
Accountancy	Illinois Central College
Accounting	Danville Area Community College
Accounting	Highland Community College
Accounting and Computing	Illinois Eastern Community Colleges
Administrative Information Tech	Illinois Eastern Community Colleges
Associate Degree in Applied Science	Danville Area Community College
Associate Degree in Science and Arts	Danville Area Community College
Associate in Applied Science	College of DuPage
Associate in Applied Science - Administrative Assistant Degree	College of DuPage
Associate in Applied Science - Executive Assistant Degree	College of DuPage
Associate in Applied Science -- Criminal Justice Degree	College of DuPage
Associate in Applied Science -- Management Degree	College of DuPage
Associate in Applied Science-Management	Waubonsee Community College
Associate in Arts (AA)	John A. Logan College
Associate in Arts - General	Waubonsee Community College
Associate in Arts / Associate in Science (AA/AS)	Black Hawk College
Associate In Arts Degree	College of DuPage
Associate in General Studies	Waubonsee Community College
Associate in Science (A.S.) General	McHenry County College
Associate in Science Degree	College of DuPage
Associate in Science-- General	Waubonsee Community College
Associate of Arts	Kaskaskia College
Associate of Arts in Business Administration	College of Lake County
Business Administration	Illinois Central College
Business Administration	Midstate College
Business Administration AS	Parkland College
Business Education AS	Parkland College
Business Management AAS	Parkland College
Business Marketing AAS	Parkland College
Community Based Correction	Illinois Central College
Distance Education Associate in Arts (AA) Degree	McHenry County College
Distance Education Associate in General Education (AGE)	McHenry County College
Early Childhood Education	Southeastern Illinois College
Early Childhood Education AA	Parkland College
Elementary Education AA	Parkland College
Fire Science AAS	John Wood Community College
General Education	Illinois Central College
History AA	Parkland College
Industrial and Business Security - Certificate	Illinois Central College

## HIGHLAND COMMUNITY COLLEGE – 2014

Institutional Corrections	Illinois Central College
Liberal Arts and Sciences AA	Parkland College
Marketing	Danville Area Community College
Mass Communications: Advertising/Public Relations AA	Parkland College
Mass Communications: Integrated AA	Parkland College
Medical Laboratory Technician	Illinois Central College
Medical Office Assistant	Illinois Eastern Community Colleges
Political Science AA	Parkland College
Psychology AA	Parkland College
Secondary Education AA	Parkland College
Special Education AA	Parkland College

# HIGHLAND COMMUNITY COLLEGE – 2014

## APPENDIX C: COMPETING PROGRAMS WITHIN 50 MILE RADIUS IN ILLINOIS

<b>Institution</b>	<b>Programs</b>	<b>CIP Code</b>
<b>Kishwaukee College</b>	Diesel Power Technology Degree	10205
<b>Kishwaukee College</b>	Horticulture Mechanics Technology	10205
<b>Kishwaukee College</b>	Ornamental Horticulture	10601
<b>Kishwaukee College</b>	Garden Center Operations	10601
<b>Kishwaukee College</b>	Ornamental Horticulture/Greenhouse Degree	10604
<b>Kishwaukee College</b>	Greenhouse Production	10604
<b>Kishwaukee College</b>	Ornamental Horticulture/Landscape Design and Construction	10605
<b>Kishwaukee College</b>	Ornamental Horticulture/Nursery Management	10606
<b>Kishwaukee College</b>	Landscape Design and Plant Identification	10606
<b>Kishwaukee College</b>	Turf Management	10607
<b>Kishwaukee College</b>	Ornamental Horticulture/Sports Turf Management	10607
<b>Kishwaukee College</b>	Sustainable Horticulture	19999
<b>Northern Illinois University</b>	Geographical Information Systems (GIS) Certification	30506
<b>Northern Illinois University</b>	Geographical Information Systems (GIS) Certification	30506
<b>Northern Illinois University</b>	B.S. in Environmental Studies	39999
<b>Kishwaukee College</b>	Computer-Aided Architectural Design Degree	49999
<b>Rasmussen College</b>	Game and Simulation Programming BS	100399
<b>Highland Community College</b>	Information Systems Degree [any emphasis]	110103
<b>Kishwaukee College</b>	Computer Information Systems	110103
<b>Rockford Career College</b>	Information Technology - Computer Specialist	110103
<b>Rockford Career College</b>	Information Technology - Systems Engineering Core	110103
<b>Rockford Career College</b>	Information Technology - Internet Technology Design Core	110103
<b>Rockford Career College</b>	Information Technology - Network Security Core	110103
<b>Kishwaukee College</b>	Computer Programming	110201
<b>Sauk Valley Community College</b>	Computer Programmer	110202
<b>Kishwaukee College</b>	Microcomputer Applications	110202
<b>Kishwaukee College</b>	Webmaster	110202
<b>Rock Valley College</b>	Computers And Information Systems A.A.S.#2700	110202
<b>Sauk Valley Community College</b>	Computer Information Systems: Microcomputer Applications	110601
<b>Northern Illinois University</b>	B.S. in Computer Science	110701
<b>Rasmussen College</b>	Computer Science BS	110701
<b>Rasmussen College</b>	Digital Design and Animation BS	110801

# HIGHLAND COMMUNITY COLLEGE – 2014

Rasmussen College	Multimedia Technologies Diploma - Web Design	110801
Rasmussen College	Multimedia Technologies AAS	110801
Rock Valley College	Web Programming & Design #3900	110801
Rockford Career College	Internet Design	110801
Rasmussen College	Multimedia Technologies Diploma - Digital Design & Animation	110803
Sauk Valley Community College	Network Specialist	110901
Sauk Valley Community College	Networking Professional	110901
Sauk Valley Community College	Networking Specialist	110901
Sauk Valley Community College	Computer Information Systems: Server Specialist	110901
Entre Computer Solutions	Network +	110901
Entre Computer Solutions	Cisco Certified Network Associate (CCNA) training	110901
Entre Computer Solutions	Linux +	110901
Entre Computer Solutions	LPIC1	110901
Kishwaukee College	CISCO Networking Certificate	110901
Kishwaukee College	Networking and Systems Administration	110901
Kishwaukee College	Network Administration Certificate	110901
Rasmussen College	ITM AAS - Network Security	110901
Rock Valley College	Cisco Advanced Networking Certificate #3721	110901
Rock Valley College	Cisco Networking A.A.S.#3750	110901
Rock Valley College	Data Assurance and IT Security A.A.S.#3775	110901
Rock Valley College	Cisco Networking Certificate #3720	110901
Sauk Valley Community College	Computer Information Systems: Server Administrator	111001
Rasmussen College	Information Technology Management Bachelors	111001
Rasmussen College	ITM AAS - Computer Information Technology	111002
Rasmussen College	ITM AAS - Network Administration	111002
Northern Illinois University	Graduate Certificate in Cybersecurity	111003
Northern Illinois University	Graduate Certificate in Cybersecurity	111003
Entre Computer Solutions	Security +	111003
Northern Illinois University	Graduate Certificate in Cybersecurity	111003
Rasmussen College	Information Security BS	111003
Rasmussen College	Web Programming - AAS Degree	111004
Entre Computer Solutions	CompTIA Project + Certification Preparation	119999
Rasmussen College	ITM Diploma - Computer Information Technology	119999
Rasmussen College	ITM Diploma- Network Administration	119999
Rasmussen College	ITM Diploma - Network Security	119999
Rasmussen College	Web Programming - Diploma	119999

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Kishwaukee College</b>	Food Sanitation	120504
<b>Rock Valley College</b>	Training for Dietary Managers - HLT-028, 029, and 030	120504
<b>Northern Illinois University</b>	Family & Child Studies (B.S.)	130101
<b>Northern Illinois University</b>	Physical Education (B.S. Ed.)	130101
<b>Northern Illinois University</b>	Early Childhood Studies (B.S.)	130101
<b>Northern Illinois University</b>	Secondary Science - Teacher Certification in Biology	130101
<b>Northern Illinois University</b>	Master of Science in Education - Adult & Higher Education	130403
<b>Northern Illinois University</b>	M.S. Ed. in Industrial Tech w/Tech Specialist Certification	130501
<b>Northern Illinois University</b>	Special Education - Master's of Science in Education	131001
<b>Northern Illinois University</b>	Special Education	131001
<b>Northern Illinois University</b>	Elementary Education (B.S.)	131202
<b>National-Louis GYO classes at RVC</b>	Bachelor of Arts in Elementary Ed (for Rkfd. GYO only)	131202
<b>Northern Illinois University</b>	Teacher Certification	131206
<b>Northern Illinois University</b>	Master's in Literacy Education	131305
<b>Northern Illinois University</b>	Teacher Certification in English - Graduate Level	131305
<b>Northern Illinois University</b>	M.S. Ed. Program in Instructional Technology	131315
<b>Sauk Valley Community College</b>	Associate in Engineering Science	140101
<b>Kishwaukee College</b>	Associate in Engineering Science Degree	140101
<b>Rasmussen College</b>	Software Application Development Certificate	140903
<b>Rasmussen College</b>	Software Application Development AAS	140903
<b>Northern Illinois University</b>	B.S. in Electrical Engineering	141001
<b>Northern Illinois University</b>	Computer-Aided Design and Computer-Aided Manufacturing	141101
<b>Northern Illinois University</b>	Mechanical Engineering (B.S.)	141901
<b>Northern Illinois University</b>	Bachelor of Science in Industrial and Systems Engineering	142701
<b>Northern Illinois University</b>	Lean Six Sigma - Cert. of Undergraduate Study	143501
<b>Sauk Valley Community College</b>	Electronic Engineering Technology	150303
<b>Kishwaukee College</b>	Industrial Electronics/A+ Preparation and Controls	150303
<b>Kishwaukee College</b>	Electronics and Computer Technology	150303
<b>Rock Valley College</b>	Electronic Engineering Technology A.A.S.	150303
<b>Rock Valley College</b>	Electronics Certificate # 8401	150303
<b>Sauk Valley Community College</b>	Basic Wind Energy	150503
<b>Sauk Valley Community College</b>	Advanced Wind Energy	150503
<b>Sauk Valley Community College</b>	Sustainable Technologies	150503

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Rock Valley College</b>	Sustainable Energy Systems A.A.S. #8600	150503
<b>Sauk Valley Community College</b>	Solar Energy	150505
<b>Kishwaukee College</b>	Alternative Energy Technology	150505
<b>Sauk Valley Community College</b>	Multicraft Technology	150507
<b>Rock Valley College</b>	Forklift Operator Training-OSHA Certification-ISH-025	150599
<b>Highland Community College</b>	Industrial Electronics/Controls Certificate	150612
<b>Highland Community College</b>	Industrial Maintenance Technology Certificate	150612
<b>Kishwaukee College</b>	Certified Production Technician	150613
<b>Kishwaukee College</b>	Automated Engineering Tech/CNC - Degree	150613
<b>Rock Valley College</b>	Manufacturing Engineering Technology A.A.S.#8800	150613
<b>Rock Valley College</b>	CAD Certificate #8810	150613
<b>Rock Valley College</b>	CNC Certificate #8820	150613
<b>Northern Illinois University</b>	OSHA Authorized Outreach Trainer - General Industry	150701
<b>Northern Illinois University</b>	OSHA Authorized Outreach Trainer - General Industry	150701
<b>Kishwaukee College</b>	Computer Aided Mechanical Drafting Certificate	151302
<b>Kishwaukee College</b>	Computer Aided Mechanical Design	151302
<b>Kishwaukee College</b>	Computer-aided Architectural Drafting	151303
<b>Kishwaukee College</b>	Automated Engineering Cert	151306
<b>Computer Aided Technology</b>	SolidWorks Weldments	151306
<b>Computer Aided Technology</b>	CATalyst QuickStart	151306
<b>Computer Aided Technology</b>	SolidWorks Student Edition Software	151306
<b>Computer Aided Technology</b>	SolidWorks Mold Design Training	151306
<b>Computer Aided Technology</b>	SolidWorks Advanced Surface Modeling	151306
<b>Computer Aided Technology</b>	CATalyst Now Premium	151306
<b>Computer Aided Technology</b>	SolidWorks Flow Simulation	151306
<b>Computer Aided Technology</b>	SolidWorks Motion	151306
<b>Computer Aided Technology</b>	SolidWorks Simulation	151306
<b>Computer Aided Technology</b>	SolidWorks Industrial Design Modeling	151306
<b>Computer Aided Technology</b>	SolidWorks Creating Animations Step-by-Ste Manual	151306
<b>Computer Aided Technology</b>	SolidWorks Drawings	151306
<b>Computer Aided Technology</b>	SolidWorks Administrator	151306
<b>Computer Aided Technology</b>	Workgroup PDM CAD User Training	151306
<b>Computer Aided Technology</b>	SolidWorks File Management	151306
<b>Computer Aided Technology</b>	Photorealistic Rendering Using SolidWorks and Photoview 360	151306
<b>Computer Aided Technology</b>	SolidWorks Translation Techniques	151306
<b>Computer Aided Technology</b>	SolidWorks Part Modeling	151306

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Computer Aided Technology</b>	CAD Productivity Tools	151306
<b>Computer Aided Technology</b>	SolidWorks Sheet Metal	151306
<b>Computer Aided Technology</b>	SolidWorks Assembly Modeling	151306
<b>Computer Aided Technology</b>	SolidWorks Essentials - CATI	151306
<b>Northern Illinois University</b>	Industrial Project Management	151501
<b>Northern Illinois University</b>	Industrial Project Management	151501
<b>Northern Illinois University</b>	Nutrition, Dietetics, and Hospitality Administration (B.S.)	190599
<b>Northern Illinois University</b>	Facility Management Professional (FMP ) Credential	190604
<b>Kishwaukee College</b>	Early Childhood Education	190709
<b>Rasmussen College</b>	Paralegal - AAS	220302
<b>Rockford Career College</b>	Paralegal	220302
<b>Northern Illinois University</b>	Teaching Endorsement in Kinesiology/Physical Education	310505
<b>Northern Illinois University</b>	B.S. in Physics	400801
<b>Northern Illinois University</b>	Psychology (B.A. or B.S.)	420101
<b>Sauk Valley Community College</b>	Criminal Justice: Justice Affairs	430102
<b>Columbia College</b>	Bachelor of Arts in Criminal Justice Administration	430103
<b>Judson University</b>	Criminal Justice Management	430103
<b>Rasmussen College</b>	Criminal Justice BS	430103
<b>Rasmussen College</b>	Criminal Justice AAS	430103
<b>Sauk Valley Community College</b>	Criminal Justice-Law Enforcement	430107
<b>Kishwaukee College</b>	Criminal Justice - Forensic Tech Degree	430107
<b>Kishwaukee College</b>	Criminal Justice - General	430107
<b>Rasmussen College</b>	Fire Science AAS	430203
<b>Northern Illinois University</b>	Political Science - B.A. or B.S.	451001
<b>Northern Illinois University</b>	Bachelor's in Sociology	451101
<b>Kishwaukee College</b>	Industrial Electricity Certificate	460302
<b>Kishwaukee College</b>	Automated Industrial Tech	460401
<b>Kishwaukee College</b>	Building Construction Technology	460499
<b>Sauk Valley Community College</b>	Electronic Service Repair H69	470101
<b>Highland Community College</b>	Computer Technician Certificate	470104
<b>Entre Computer Solutions</b>	A+ Certification	470104
<b>Kishwaukee College</b>	PC Technician - Certificate	470104
<b>Sauk Valley Community College</b>	Industrial Electronics	470105
<b>Sauk Valley Community College</b>	Industrial Maintenance Electrician	470105
<b>Sauk Valley Community College</b>	Heating, Refrigeration and Air Conditioning	470201



# HIGHLAND COMMUNITY COLLEGE – 2014

Highland Community College	Wind Turbine Technician Degree	470302
Highland Community College	Wind Turbine Technician (Certificate)	470302
Rock Valley College	Aut Skills CNC Programming II Certificate (AUT 040 & 041)	470499
Kishwaukee College	Collision Repair Certificate	470603
Kishwaukee College	Collision Repair Technology	470603
Highland Community College	Automotive Mechanics Degree	470604
Highland Community College	Automotive Service Level II (Certificate)	470604
Highland Community College	Automotive Service Level I (Certificate)	470604
Kishwaukee College	Advanced Automotive Technology	470604
Kishwaukee College	Basic Automotive Technology	470604
Kishwaukee College	Automotive Technology	470604
Rock Valley College	Automotive Service Technology AAS	470604
Rock Valley College	Automotive Technician Certificate #7101	470604
Rock Valley College	Automotive Service Technology AAS	470604
Rock Valley College	Automotive Technician Certificate #7101	470604
Kishwaukee College	Basic Diesel Power/Equipment Repair	470605
Kishwaukee College	Advanced Diesel Power/Equipment Repair	470605
Embry-Riddle Aeronautical University	Bachelor of Science in Aviation Maintenance	470607
Embry-Riddle Aeronautical University	Associate in Science in Aviation Maintenance	470607
Rock Valley College	Aviation Maintenance #7201	470607
Rock Valley College	Airframe Technician #7202	470607
Rock Valley College	Aviation Maintenance #7201	470607
Rock Valley College	Powerplant Technician #7203	470608
Rock Valley College	Aviation Maintenance Technology AAS	470609
Rock Valley College	Aviation Maintenance Technology AAS	470609
EIGERlab (TECHWORKS)	Fast Track CNC Training	480501
Rock Valley College	Automation Skills CNC Tech/Programing II Certificate	480501
Rock Valley College	CNC Technician Certificate #6116	480501
Highland Community College	Machine Processes Certificate	480503
Rock Valley College	Tool&Die/Precision Machinist Certificate #9919	480507
Sauk Valley Community College	Entry Level Welder	480508
Sauk Valley Community College	Advanced Welder	480508
Sauk Valley Community College	Welding: Pipe Welding	480508
Highland Community College	Welding And Fabrication Certificate	480508



# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Highland Community College</b>	Basic Welding Certificate	480508
<b>Kishwaukee College</b>	Welder/welding Technologist	480508
<b>Rock Valley College</b>	Assembly Line Welder Certificate #8210	480508
<b>Rock Valley College</b>	Welding Certificate #8218	480508
<b>EIGERlab (TECHWORKS)</b>	AssemblyWorks	489999
<b>Embry-Riddle Aeronautical University</b>	Associate of Science in Aeronautics	490101
<b>Embry-Riddle Aeronautical University</b>	Bachelor of Science in Aeronautics	490101
<b>Kishwaukee College</b>	Aviation Flight	490102
<b>Spirit CDL Training Corporation</b>	Hazmat Endorsement Study Course	490205
<b>Spirit CDL Training Corporation</b>	20-Hour Hazmat and Endorsement Course	490205
<b>Spirit CDL Training Corporation</b>	Standard Truck Driving and Tractor Training Program	490205
<b>Spirit CDL Training Corporation</b>	Professional Truck Driving and Tractor Training Program	490205
<b>Spirit CDL Training Corporation</b>	Accelerated Truck Driver Tractor Training	490205
<b>Sauk Valley Community College</b>	Commercial Drivers License Program	490205
<b>Highland Community College</b>	Commercial Drivers License Preparation	490205
<b>Kishwaukee College</b>	CDL Refresher Class	490205
<b>Kishwaukee College</b>	Truck Driving Training	490205
<b>Eagle Training Services</b>	CDL-A Semi-Tractor Trailer Driver Training Basic 160	490205
<b>Eagle Training Services</b>	HazMat Endorsement Study Course	490205
<b>Eagle Training Services</b>	Accelerated CDL-A Course	490205
<b>Eagle Training Services</b>	CDL-A Semi-Tractor Trailer Driver Training Enhanced 240	490205
<b>Rock Valley College</b>	CDL-B Certificate Training Program-120 Hours	490205
<b>Rock Valley College</b>	CDL-A Certificate Training Program-160 Hours	490205
<b>Rock Valley College</b>	CDL-A Certificate Training Program-240 Hours	490205
<b>Rock Valley College</b>	Driver Improvement Training Programs-80 Hours	490205
<b>Kishwaukee College</b>	ForkLift Operators Training	490299
<b>Northern Illinois University</b>	Industrial Workplace Design Systems	500404
<b>Sauk Valley Community College</b>	Dental Assisting Program	510601
<b>Dental Careers Foundation</b>	Dental Assisting	510601
<b>Goodman Career Institute</b>	Basic Dental Assisting	510601
<b>Rock Valley College</b>	Dental Assisting Program-HLT-053	510601
<b>Rock Valley College</b>	Dental Assisting Program-HLT-053	510601
<b>Rock Valley College</b>	Dental Hygiene #5100	510602
<b>Rock Valley College</b>	Medical Coding #2605	510703

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Rasmussen College</b>	Healthcare Management BS	510705
<b>Upper Iowa University Rockford Center</b>	Health Services Administration	510705
<b>Sauk Valley Community College</b>	Administrative Medical Specialist	510707
<b>Rasmussen College</b>	Health Information Technician-AAS	510707
<b>Rock Valley College</b>	Medical Billing & Coding Program --HLT069	510707
<b>Highland Community College</b>	Medical Transcriptionist Certificate	510708
<b>Kishwaukee College</b>	Medical Transcription	510708
<b>Highland Community College</b>	Information Technology - Healthcare Degree [any emphasis]	510710
<b>Rasmussen College</b>	Medical Assisting Diploma	510710
<b>Rockford Career College</b>	Medical Office Assistant	510710
<b>Sauk Valley Community College</b>	Professional Medical Coding	510713
<b>Highland Community College</b>	Medical Coding Certificate	510713
<b>Kishwaukee College</b>	Medical Billing & Coding	510713
<b>Rockford Career College</b>	Medical Coding and Billing Specialist	510713
<b>Sauk Valley Community College</b>	Medical Office B83	510716
<b>Rasmussen College</b>	Medical Administration Diploma	510716
<b>Rasmussen College</b>	Medical Administration - AAS	510716
<b>Rock Valley College</b>	Medical Assistant Administration Program-HLT-054	510716
<b>Highland Community College</b>	Medical Assistant Degree(420)	510801
<b>Rasmussen College</b>	Medical Assisting - AAS	510801
<b>Rock Valley College</b>	Clinical Medical Assistant - HLT-050	510801
<b>Rock Valley College</b>	Clinical Medical Assistant - HLT-050	510801
<b>Rockford Career College</b>	Medical Assistant	510801
<b>Kishwaukee College</b>	Pharmacy Technician	510805
<b>Rasmussen College</b>	Pharmacy Technician Diploma	510805
<b>Rasmussen College</b>	Pharmacy Technician Certificate	510805
<b>Rasmussen College</b>	Pharmacy Technician AAS	510805
<b>Rock Valley College</b>	Pharmacy Technician Program HLT 056	510805
<b>Rockford Career College</b>	Pharmacy Technician	510805
<b>Rx Technician Prepatory School</b>	Pharmacy Technician	510805
<b>Kishwaukee College</b>	EMT Basic Certificate	510810
<b>Kishwaukee Community College - Youth Dept</b>	EMT Basic Certificate	510810
<b>Rock Valley College</b>	EKG Technician Certification Program-HLT-044	510902
<b>Rock Valley College</b>	EKG Technician Certification Program-HLT-044	510902

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Sauk Valley Community College</b>	Emergency Medical Technician Paramedic	510904
<b>Kishwaukee College</b>	EMT Paramedic Certificate	510904
<b>Kishwaukee College</b>	EMT Paramedic	510904
<b>Kishwaukee Community College - Youth Dept</b>	EMT Paramedic Certificate	510904
<b>Rock Valley College</b>	Paramedic Certificate Program-FRE-080	510904
<b>Rock Valley College</b>	Emergency Medical Technician-Basic Certificate #7535	510904
<b>Rock Valley College</b>	Emergency Medical Technician-Basic-HLT 038	510904
<b>Rock Valley College</b>	Paramedic Certificate Program-FRE-080	510904
<b>Sauk Valley Community College</b>	Radiologic Technology	510907
<b>Kishwaukee College</b>	Radiologic Technology	510907
<b>Rockford Memorial Hospital</b>	RMH-Radiography Program	510907
<b>Rock Valley College</b>	Respiratory Care Program #5200	510908
<b>Rock Valley College</b>	Surgical Technology #5405	510909
<b>Weber State University</b>	Medical Laboratory Technician (A.A.S.) On-Line Program	511005
<b>Weber State University</b>	Medical Laboratory Sciences (B.S.) On-Line Program	511005
<b>Kishwaukee College</b>	EKG Technician	511005
<b>Rockford Career College</b>	Clinical Phlebotomist	511009
<b>Northern Illinois University</b>	Health Sciences (B.S.)	511199
<b>Sauk Valley Community College</b>	Pharmacy Technician Program	512099
<b>Sauk Valley Community College</b>	Physical Therapy Aide	512699
<b>Judson University</b>	Management and Leadership	520101
<b>Northern Illinois University</b>	Bachelor of Science in Management	520201
<b>Northern Illinois University</b>	Bachelor of Science in Business Administration (BSBA)	520201
<b>Northern Illinois University</b>	M.B.A. Program	520201
<b>Sauk Valley Community College</b>	Management Certificate	520201
<b>Sauk Valley Community College</b>	Management	520201
<b>Columbia College</b>	Bachelor of Science in Business Administration	520201
<b>Columbia College</b>	Bachelor of Arts in Business Administration	520201
<b>Highland Community College</b>	Business Administration Degree	520201
<b>Kishwaukee College</b>	Marketing and Management	520201
<b>Embry-Riddle Aeronautical University</b>	Associate of Science in Technical Management	520201
<b>Embry-Riddle Aeronautical University</b>	Bachelor of Science in Technical Management	520201
<b>Northern Illinois University</b>	Bachelor of Science in Management	520201
<b>Northern Illinois University</b>	Bachelor of Science in Business Administration (BSBA)	520201

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Rasmussen College</b>	Business Management - BS	520201
<b>Rasmussen College</b>	Business Diploma	520201
<b>Rasmussen College</b>	Business Management AAS	520201
<b>Rock Valley College</b>	Business Administration AAS #2100	520201
<b>Rock Valley College</b>	Business Fundamentals Certificate #2114	520201
<b>Rockford Career College</b>	Business Administration	520201
<b>Rockford College</b>	Bachelor of Science in Management Studies (BSMS)	520201
<b>Upper Iowa University Rockford Center</b>	Business Administration	520201
<b>Upper Iowa University Rockford Center</b>	Management	520201
<b>Sauk Valley Community College</b>	Warehousing and Distribution Specialist	520203
<b>Northern Illinois University</b>	Master of Science in Industrial Management	520205
<b>Northern Illinois University</b>	Operations Management and Information Systems (OMIS)	520205
<b>Northern Illinois University</b>	Master of Science in Industrial Management	520205
<b>Northern Illinois University</b>	Master of Science in Industrial Management	520205
<b>Judson University</b>	Master of Arts In Organizational Leadership	520206
<b>Sauk Valley Community College</b>	Web Design	520208
<b>Northern Illinois University</b>	NIU CPA Review	520301
<b>Northern Illinois University</b>	Bachelors of Science in Accountancy	520301
<b>Northern Illinois University</b>	NIU CPA Review	520301
<b>Sauk Valley Community College</b>	Accounting	520301
<b>Rasmussen College</b>	Accounting BS	520301
<b>Rasmussen College</b>	Accounting AAS	520301
<b>Rock Valley College</b>	Accounting A.A.S.	520301
<b>Upper Iowa University Rockford Center</b>	Accounting	520301
<b>Sauk Valley Community College</b>	Accounting Certificate	520302
<b>Highland Community College</b>	Accounting Certificate	520302
<b>Highland Community College</b>	Accounting Degree	520302
<b>Rock Valley College</b>	Bookkeeping & Accounting Skills Certificate	520302
<b>Rock Valley College</b>	Professional Bookkeeper #2020	520302
<b>Rockford Career College</b>	Business Administration/Accounting	520302
<b>Northern Illinois University</b>	IIA's Certified Internal Auditor Exam Review Series - Online	520303
<b>Highland Community College</b>	Accounting: Quickbooks Professional	520399
<b>Rasmussen College</b>	Accounting Certificate	520399

# HIGHLAND COMMUNITY COLLEGE – 2014

<b>Rasmussen College</b>	Accounting Diploma	520399
<b>Sauk Valley Community College</b>	Administrative Assistant/secretarial-word Processing	520401
<b>Sauk Valley Community College</b>	OAS - Administrative Assistant	520401
<b>Sauk Valley Community College</b>	Administrative Assistant Certificate	520401
<b>Kishwaukee College</b>	Office Clerk Certificate	520401
<b>Kishwaukee College</b>	Office Systems	520401
<b>Rock Valley College</b>	Office Professional A.A.S. #2600	520401
<b>Rock Valley College</b>	Administrative Assistant #2601	520401
<b>Sauk Valley Community College</b>	Office Assistant	520408
<b>Kishwaukee College</b>	Office Assisting	520408
<b>Rasmussen College</b>	Business Certificate	520499
<b>Rock Valley College</b>	Management Certificate #2511	520701
<b>Northern Illinois University</b>	Professional Human Resource Management Certification Prep	521001
<b>Northern Illinois University</b>	Professional Human Resource Management Certification Prep	521001
<b>Rasmussen College</b>	Human Resources and Organizational Leadership Diploma	521001
<b>Rasmussen College</b>	Human Resources and Organizational Leadership AAS	521001
<b>Upper Iowa University Rockford Center</b>	Human Resources Management	521001
<b>Judson University</b>	Human Resource Management	521099
<b>Sauk Valley Community College</b>	Management Information Systems (MIS)	521201
<b>Northern Illinois University</b>	B.S. in Mathematics w/emphasis in Actuarial Sciences	521304
<b>Northern Illinois University</b>	B.S. in Marketing	521401
<b>Rasmussen College</b>	Marketing Diploma	521401
<b>Rasmussen College</b>	Marketing AAS	521401
<b>Upper Iowa University Rockford Center</b>	Marketing	521499
<b>Northern Illinois University</b>	Master of Science in Taxation	521601
<b>Sauk Valley Community College</b>	Marketing	521804
<b>Sauk Valley Community College</b>	Marketing-general Selling Skills Sales Operation	521804
<b>Kishwaukee College</b>	Retailing - Certificate	521804
<b>Rockford Career College</b>	Business Administration--Marketing	529999
<b>Northern Illinois University</b>	04 Certification with Preschool Special Education Approval	NULL
<b>Northern Illinois University</b>	Public Health (B.S.)	NULL
<b>Northern Illinois University</b>	Master's Degree in Counseling	NULL

# HIGHLAND COMMUNITY COLLEGE – 2014

Northern Illinois University	Nursing (M.S.)	NULL
Northern Illinois University	Industrial Technology	NULL
Northern Illinois University	Nursing (B.S.)	NULL
Sauk Valley Community College	Nurse Assistant	NULL
Sauk Valley Community College	Associate Degree Nursing- Hybrid Online	NULL
Sauk Valley Community College	Practical Nursing	NULL
Sauk Valley Community College	Associate Degree Nursing	NULL
Sauk Valley Community College	Computer Information Systems: PC Technician	NULL
Columbia College	Bachelor of Arts in Human Services	NULL
Highland Community College	Nursing (ADN)	NULL
Highland Community College	Nurses's Aide (429)	NULL
Kishwaukee College	Online Nursing Degree	NULL
Kishwaukee College	Basic Nursing Assistant Recertification Program	NULL
Kishwaukee College	Practical Nursing	NULL
Kishwaukee College	Nursing - RN Training	NULL
Kishwaukee College	Basic Nurse Assisting	NULL
Judson University	Human Services	NULL
Judson University	Communications Management Degree	NULL
Northern Illinois University	Industrial Technology	NULL
Northern Illinois University	Industrial Technology	NULL
Rasmussen College	Professional Nursing AAS Degree	NULL
Rasmussen College	Health Information Management BS	NULL
Rasmussen College	Medical Billing and Coding Certificate	NULL
Rasmussen College	Medical Billing and Coding Diploma	NULL
Rock Valley College	Highway Construction Careers Training Program	NULL
Rock Valley College	Sustainable Building Science AAS #7050	NULL
Rock Valley College	Sustainable Construction Certificate #7051	NULL
Rock Valley College	Entrepreneurship Certificate #2105	NULL
Rock Valley College	Recertification for CNA's - NRS 031	NULL
Rock Valley College	Associate Degree Nursing Program #5400	NULL
Rock Valley College	Practical Nursing Program #5404	NULL
Rock Valley College	Certified Nursing Assistant #5411	NULL
Rock Valley College	Certified Nursing Assistant #5411	NULL
Rockford Career College	Patient Care Technician (Certificate)	NULL
Rockford Career College	Basic Nursing Assistant Training Program	NULL
Rockford College	Basic BSN Track	NULL
Rockford College	BSN - Completion Track	NULL

## HIGHLAND COMMUNITY COLLEGE – 2014

<b>Saint Anthony College of Nursing</b>	Nursing--B.S.N. (last two years of B.S.N.)	NULL
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Source: Illinois Worknet, WIOA approved programs