

Human Services as an Economic Engine:

How Human Services in Illinois Drive
Jobs and Economic Benefits



ILLINOIS PARTNERS

for

HUMAN SERVICE

Acknowledgments

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Rob Paral and Associates (www.robparal.com) developed the data in this report on human service workers and establishments and the legislative district estimates.

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Dear Reader:

As a coalition of over 850 community organizations, Illinois Partners for Human Service understands that human services are the pillars that uphold healthy, vibrant communities. Not only do they strengthen individual and community well-being - they drive economic productivity as well. However, past budgets have not reflected the immense benefits that service providers bring to the State. Years of budget cuts have eroded the human services infrastructure, making it increasingly difficult for providers to keep pace with growing demand. The well-being of people who have not received enough support can be threatened when they do not have community resources and the opportunities that *they* need to thrive.

To curb this alarming trend, we knew that rigorous, evidence-based research was necessary to demonstrate the economic value of human services in Illinois. In particular, we wanted to investigate the quantitative impact of the human services sector on the State's economy collectively, as well as in each individual legislative district. We also recognized gaps in understanding around the socioeconomic profile and fiscal contribution of human service workers themselves, and knew that our advocacy efforts would benefit from concrete data analysis on these topics.

In 2015, we commissioned a research initiative designed to address these issues, and we are now proud to present the result of our efforts - *Human Services as an Economic Engine: How Human Services in Illinois Drive Jobs and Economic Benefits*. Rather than highlight the incredible work of professionals in this sector, this report examines the lesser known but important role that the sector's payroll and employee spending plays in job creation and as a driver of economic growth in other sectors. Evidence suggests that human services make a major economic contribution to Illinois, yet those employed in the sector by nonprofit organizations remain some of the most underpaid - albeit highly educated - workers in the State. In the context of the current budget impasse, a history of consistent cuts, and flat and declining reimbursement rates, these findings underscore the pressing need to allocate sufficient funding to human services, which do so much to ensure that everyone can fully contribute to their communities.

On behalf of Illinois Partners for Human Service, we sincerely hope that this report helps inform the discourse on human services in Illinois and encourages engagement in seeking solutions that reaffirm the State's commitment to and investment in well-being for all its residents.

All the best,



Jim Runyon,
Chair, Board of Directors



Judith Gethner,
Executive Director

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- **Human services make a major economic contribution to Illinois.** Econometric modelling of IMPLAN data conducted by the Public Policy Center of the University of Massachusetts at Dartmouth finds that income of Illinois human service workers generates approximately \$3.1 billion in direct spending and \$1.4 billion in induced spending per year for a total annual economic impact of \$4.5 billion.

This economic activity generates approximately \$597 million in state and local taxes annually.



- **The human services industry looks about like any other industry in terms of the percent of establishments that are “small businesses.”**

It has no fewer large establishments (over 500 employees) than do other industries and the overall profile of the sizes of its establishments is similar to that of retail, manufacturing, or hotel and food services.

- **Human service providers address needs statewide, not just in the Chicago area.** Human services are found in all counties across the state. The least amount of service per low-income person is found in the Chicago area, while establishment to poverty ratios are lowest in rural Illinois.

Government grants supporting human services are distributed across the state with the lowest grants per capita found in predominantly Latino areas of Chicago and in southern and western Chicago suburbs.

- **Human service workers are a significant portion of the Illinois workforce.** Illinois has approximately 169,000 human service workers. These workers make up about 3.5 percent of the Illinois workforce. The highest concentrations of human service workers – measured as the total number of human service workers divided by the total workforce in a given area – are found in rural Illinois, while the lowest concentrations are found in urban areas and northeast Illinois.
- **Human service workers are not highly paid, definitely not over-paid, and many live in poverty.** Workers in the human services industry are among the most educated workers in Illinois industries, but are among the lowest paid. The median hourly wage for human service workers is \$12.25, compared to \$19.61 for all workers. Human service workers with college degrees have a median hourly wage of \$16.61 compared to the median wage for all workers with degrees of \$26.14 per hour.

Human service workers are more likely to live in poverty than are workers in other industries. Twenty percent of human service workers earn less than 138 percent of the poverty line.

- **Human service workers create tens of millions of dollars of economic impact in individual legislative districts.** Human service workers create over \$75 million in economic impact in ten state Senate districts. Human service grants exceeded \$25 million in eight state Senate districts in 2014. Six state Senate districts have more than 3,500 human service workers. Many of these districts are found in the Chicago suburbs and downstate.

Provision of human services in Illinois is an industry fundamentally like any other industry operating in Illinois.

The human services industry comprises the organizations and people who provide assistance to seniors, operate after-school programs, help people reduce drug dependency, provide assistance to the disabled, facilitate adoptions, operate shelters for the homeless, collect and distribute food to people without food, and perform thousands of other tasks that promote community well-being.

“A common refrain heard whenever the future of non-profits and human services is discussed is that non-profits need to learn to act more like businesses. But the reality is that they already do.”

Some of these functions may be provided by for-profit corporations, particularly in child care, behavioral health and other areas of healthcare, but the vast majority of services are delivered by personnel working for non-profit organizations.

Non-profit organizations are distinguishable from for-profits by their corporate form but in most respects they function the same way that other businesses do. They are compensated for services rendered by governments, corporate, private and public philanthropic entities, by individual donors, or by individuals who pay fees for their services in the same way that private corporations are compensated by the customers who purchase their products – be they individuals, other businesses or government. The major difference between non-profits and for-profits is that in many non-profit contexts, the immediate consumers of the service are unable to pay a significant portion of the cost of the service they receive. Instead, service fees are paid on their behalf, by government who is responsible for the collective good, by

philanthropy and by individual donors who care about the well-being of their less fortunate neighbors.

Whereas publicly held companies are required to act in the best interests of their shareholders, or owners, not-for-profits are required to act in the best interest of their mission. In a legal sense, non-profits are accountable to the broader public whose interests they serve. Consequently, they do not pay taxes on the income they receive, mostly in the form of government grants and contracts, nor on contributions from individual and organizational donors, and in many cases are exempt from sales taxes.

A common refrain heard whenever the future of non-profits and human services is discussed is that non-profits need to learn to act more like businesses. But the reality is that they already do. They have CEOs and boards of directors. They have budgets and utilize debt to fund operations or construction. Many of their employees bargain collectively. They seek efficiencies and increase and decrease their workforces. They worry over customer service. They undergo annual audits and follow government rules regarding whistleblowing and transparency, just like for-profit organizations. They worry over red ink. Employees of non-profits get raises – or salary cuts – based on the organization’s ability to generate income, which in turn is based on satisfaction with and demand for the services they provide, as well as the availability of resources to purchase their services.

Perhaps because much of the human services industry has its history in religious institutions and ethnic self-help organizations, or perhaps because so much of its income is based on contributions or donations from individuals or organizations like United Way, it is usually not thought of as an industry in the same sense that other “industries” may be. As data in this report shows, the human services industry is no different from manufacturing or the entertainment industry. Cities and states should be as concerned with development of their human services infrastructure as they would be with support from any other industry. A mayor, a chamber of commerce, or someone running for office, would not hesitate to make the case that his or her city should develop its tourism industry or its transportation infrastructure. The City of Chicago has in its recent history convened task forces to advance the futures of steel and of apparel. Metropolis 2020 developed reports on how to develop

transportation and logistics, and World Business Chicago recently initiated its One Thousand Jobs campaign to boost manufacturing – all industrial initiatives in the name of economic development. Universities and, to a lesser degree, hospital systems, which are generally non-profit, are widely considered engines of economic development, in part because of the research and business spin-offs, but also in large measure because of the number of people they employ and their contribution to the region's quality of life. As this report documents, the human services industry has economic functions and characteristics similar to those of most other industries, and business leaders, government, and community residents should be equally concerned about its health.

Human service providers may be downplayed as an industry because they rely on government for a significant part of their revenue. But so, too, do other industries that are considered vital to the economy. Just as the public “purchases” services from its social service providers, so it does from federal defense contractors like Boeing, Lockheed Martin, Northrop Grumman, General Dynamics and other major corporations. Road builders and construction companies depend heavily on income from projects paid for by state and local government. Military bases have been notoriously hard to close or relocate because of the economic benefit to their neighboring communities.

Human service providers' work with children, the disabled, seniors, young mothers and others in need is every bit as important as the work of defense contractors, road builders and college professors. And they are part of an industry that matters to the economic health of the hundreds of Illinois towns and cities where they operate just as much as are defense contracts, construction companies and colleges.

It's an Industry Everyone Values

Most people want to live in a community with good schools even if they don't themselves have children in school. Most people don't want to be surrounded by sick people even if they are not sick themselves. Most people think adoptions of orphaned children are a good thing, don't want people sleeping on the streets, and want people to grow old with dignity.

So human services are an important industry, both nationally and in Illinois, and we need to recognize that the industry is as significant as any other. Human service workers earn and spend their wages with local businesses. Human service workers and their clients have enormous potential to vote. The following report demonstrates that the Illinois human services sector employs more



people than many other industrial sectors and generates a significant portion of economic activity in the state. And because human service providers are as likely to be located in low-income communities as in wealthier communities, their relative contribution to local economies is significant.

Human Services Operate the Way People Think Industries Should Operate

With the exception of a few hospital executives, top-end salaries and compensation of health and human services management is far lower than top-end compensation in other industries. Most human service providers operate extraordinarily efficiently, sometimes even sacrificing administrative staff and infrastructure in order to provide more services. The media reports on failures of child-welfare providers or other services from time to time, but these are organizations operating on bare-bones budgets with minimum wage employees and over-burdened supervisors, and for many services, actually losing money on every contract they take on because state reimbursement rates for services have stagnated in many fields. Successful non-profits often retain less cash than do for-profits and because of Illinois state government's history of delinquent payments, they have less access to capital markets for financing.

Why Now?

The economic value of the human services sector is underappreciated. Maybe because human service providers don't advertise much? Maybe because many types of providers are in the business of reducing, rather than increasing, their number of customers? Maybe because the role of government in producing a humane and stable society is under-appreciated? Maybe because they work with people rather than consumer items?

This report is written at a time unlike any other in the history of human services provision in Illinois. Illinois is

in an unprecedented position of having passed no state budget almost at the end of the fiscal year. Since the Recession, providers have endured years of late payments of reimbursements owed to them by state government, service reimbursement rates have not been increased with the cost of living, and many service areas of the sector have suffered significant cuts in the number and size of state contracts. Consequently, the time has come to document not only the human and social value of the work performed by Illinois human service providers, but also the sector's economic value.

What Are Human Services?

For the purpose of this report, human services are considered the wide variety of occupations whose workers support the basic well-being of people beyond primary healthcare, and do not work directly for government. They are occupations that by history and tradition are generally provided by non-profit rather than for-profit providers. This report describes the economic value of the providers of a vital industry about which too little is known.



There is no single, universally used definition of human services. The types of human service establishments included in this report are based on definitions used by the Massachusetts Council of Human Service Providers, Inc. in their report *Beyond Social Value: The Economic Impact of the Human Services Sector*.¹ Some may prefer that some industries that were excluded be included, or vice-versa. For example, one might argue for including long-term-care facilities for seniors, but we exclude them (as did the Massachusetts Council) because they include a skilled-care, medical component that places them closer to hospitals and medical clinics than to many other types of residential facilities.² Other public reports have joined the human services included in this report with the full range of healthcare workers.

Human service establishments in this report are both non-profit and for-profit (but not governmental) entities that are described in the following categories that correspond to the federal government's North American Industry Classification System, which is also used by the United States Census. A complete list of specific types of human service organizations may be found in an appendix to this report.

Outpatient Mental Health and Substance Abuse Centers

Examples:

- Alcoholism treatment centers and clinics (except hospitals), outpatient
- Detoxification centers and clinics (except hospitals), outpatient
- Drug addiction treatment centers and clinics (except hospitals), outpatient
- Mental health centers and clinics (except hospitals), outpatient
- Substance abuse treatment centers and clinics (except hospitals), outpatient

¹ <http://providers.org/reports/entry/beyond-social-value-the-economic-impact-of-the-human-services-sector>

² Note that other services for older adults and people with disabilities fall under Individual and Family Services.

Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities

Examples:

- Group homes, intellectual and developmental disability
- Intermediate care facilities, intellectual and developmental disability
- Alcoholism rehabilitation facilities (except licensed hospitals), residential
- Halfway houses for patients with mental health illnesses
- Substance abuse facilities, residential

Individual and Family Services

Examples:

- Adoption agencies
- Foster home placement services
- Senior citizens' centers
- Alcoholism and drug addiction self-help organizations
- Welfare service centers, multi-program

Community Food, Housing, Emergency or Other Relief Services

Examples:

- Community meals, social services
- Food banks
- Soup kitchens
- Shelters, temporary (e.g., battered women's, homeless, runaway youth)
- Shelters for victims of domestic or international disasters or conflicts, emergency

Vocational Rehabilitation Services

Examples:

- Habilitation job counseling and training, vocational
- Job counseling, vocational rehabilitation or habilitation
- Job training, vocational rehabilitation or habilitation
- Rehabilitation job counseling and training, vocational
- Sheltered workshops (i.e., work experience centers)

Child Care Services

Examples:

- Babysitting services in provider's own home, child day care
- Child day care, before or after school, separate from schools
- Head start programs, separate from schools
- Nursery schools
- Pre-kindergarten centers (except part of elementary school system)



Human Services: Economic Impact

Human Service Workers Create an Estimated \$4.5 Billion Economic Impact Annually

The contributions of the Illinois human services industry extend well beyond the substantial social value they contribute; the industry employees create a large amount of economic activity as well.

As there are no sufficiently detailed data describing how the industry spends its non-payroll related revenue (including the costs associated with doing business, such as rent and utilities, capital expenses, contracts for services, employee health insurance, etc.), the estimates of economic impact that follow are based solely on the economic contributions of wages paid to human service workers in Illinois. The economic impact of overall industry spending is likely to be substantially larger than described in the conservative estimate of economic impact described below.

Illinois' human services industry paid its workers nearly \$4.2 billion in 2013. As shown below, of the \$4.2 billion earned through human service jobs in 2013, \$3.1 billion was disposable income. The \$3.1 billion in local spending of disposable income by human service workers generated an estimated \$1.4 billion in additional economic activity across the state.³

This \$1.4 billion is the money earned and spent by persons employed in establishments where human service workers purchased goods and services (e.g., grocery stores, clothing stores, gas stations, etc.) in Illinois.

Total economic impact of the disposable income earned by human service workers in Illinois was \$4.5 billion and these expenditures supported an additional 30,034 jobs in Illinois in 2013.

The direct spending of disposable income and the \$1.4 billion in additional economic activity that spending generated suggests that the total economic impact of the disposable income earned by human service workers in Illinois was \$4.5 billion, and these expenditures supported an additional 30,034 jobs in Illinois in 2013.

As stated above, the \$4.5 billion figure is conservative in that it does not include all of the economic

value created when child care allows mothers to work, youth programs improve school outcomes leading to a stronger workforce, or when costs of crime are reduced through successful drug treatment, to name just a few examples. Transfer payments such as TANF (Temporary Assistance for Needy Families, commonly known as cash welfare) or SNAP (Supplemental Nutrition Assistance Program, commonly known as food stamps) create millions of dollars of economic value, particularly in low income neighborhoods.

Economic Impact of Human Services Industry in Illinois: 2013

	Economic Impact	Employment Impact
2011 Human Service Jobs		206,183
Direct Spending of Disposable Income	\$3,128,477,805	0
Indirect Spending	\$1,427,037,453	30,034
Total Economic Impact	\$4,555,515,258	236,217

All data input in the IMPLAN model are from U.S. Census Bureau, County Business Patterns Survey, 2013 and Census Nonemployer Statistics, 2013.

³ See Methodology for discussion of human services worker population estimates.

Human Service Workers Are Responsible for \$598 Million in State and Local Tax Payments Annually

As can be seen in the table below, wages paid to human service workers in Illinois also generated nearly \$598 million in state and local tax revenues in 2013.

Of the \$598 million in tax payments related to human service workers:

- \$171 million in taxes were paid directly by human service employees **through income and other taxes.**
- \$165 million in taxes were paid by Illinois businesses based on purchases and other expenditures by human service employees at those businesses.
- \$262 million in taxes were paid by the employees of the businesses where human service workers made purchases and other expenditures.



State and Local Tax Impact

	Total	Paid By Human Service Employees (Direct)	Paid By Illinois Businesses (Indirect)	Paid By Employees of Supported Businesses (Induced)
2013 Annual Human Services Payroll	\$4,154,685,000	n/a	n/a	n/a
Total Taxes	\$597,895,356	\$170,799,392	\$165,248,813	\$261,847,154
Social Insurance Tax	\$12,117,093	\$7,199,093	\$1,996,143	\$2,921,858
Sales Tax	\$149,731,856	\$20,860,014	\$47,800,184	\$81,071,664
Income Tax	\$140,974,640	\$85,344,272	\$22,789,416	\$32,840,956
Fines, Fees, and Licensing	\$44,537,982	\$24,571,299	\$8,008,402	\$11,958,284
Property Taxes	\$3,556,726	\$2,153,197	\$574,967	\$828,562
Other Taxes	\$246,977,059	\$30,671,517	\$84,079,701	\$132,225,830

All data input in the IMPLAN model are from U.S. Census Bureau, County Business Patterns Survey, 2013 and Census Nonemployer Statistics, 2013.

Human Service Establishments

The Percentage of Human Service Establishments that Are Small Is About the Same as for Any Other Industry

The more than 7,600 human service establishments in Illinois make it one of the state's most significant industries. Establishments range from large service centers operated by organizations such as Metropolitan Family Services or Catholic Charities, to small child care centers or organizations providing language-specific services to members of a particular ethnic group. Collectively, these human service establishments have an annual payroll of more than \$3 billion.

Human Service Establishments in Illinois: 2013

	Number of establishments
All Human Service Establishments	7,630
Outpatient Mental Health and Substance Abuse Centers	301
Residential Intellectual or Developmental Disabilities, Mental Health and Substance Abuse Facilities	1,301
Individual and Family Services	2,319
Community Food, Housing, Emergency, or Other Relief Services	462
Vocational Rehabilitation Services	337
Child Day Care Centers	2,910

Source: U.S. Census Bureau, County Business Patterns 2013

A common notion is that a shake-out is needed among human service providers. One of the perceived problems with the sector is that there are too many small providers that operate inefficiently. However, the data indicates that other industries have the same ratio of small to large providers as human services.

Almost all industries constantly have new, small entrants with an innovative idea or serving a unique or underserved group of customers.

The following table provides a summary of the size of establishments for major industries in the Illinois economy. It shows that for all industries, around two-thirds of establishments have less than ten employees. While businesses come and go in all industries, no one argues that a shake-out would benefit the construction industry, where over 70 percent of firms have four or fewer employees, the real estate industry, where 72 percent of firms have four or fewer employees, or professional and scientific services, where almost 73 percent of firms have four or fewer employees. Almost all industries constantly have new, small entrants with an innovative idea or serving a unique or underserved group of customers.



Across the array of industries in the state, human service industries are typical of all industries with respect to firm size. Most human service sub-industries (e.g., Individual and Family Services) average less than 60 percent of firms with one to four employees, about the same as retail trade. Rehabilitation service providers average somewhat larger size than other industries, with only 40 percent of firms having fewer than ten employees.

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Nor are human service providers much different from other industries at the other end of the spectrum: large establishments. Only utilities and management industries have over two percent of firms with more than 500 employees and about one percent of establishments in most Illinois industries might be considered to be large, about the same as human services.

Like most small businesses, human service organizations with fewer than 100 employees often have many cross-functioning employees and lack specialists and full-time employees in the areas of accounting, human resources and information technology. And this trend has increased since the 2008 Recession and the 2015 State budget crisis, during which most non-profits pared administrative staff to a minimum. Because of the cross-functioning of staff, many of the smallest providers operate with less administrative overhead per capita than their larger counterparts.

	All Establishments	Percent of Establishments by Number of Employees					
		<10	10-19	20-99	100-499	500-999	>=1,000
Total for All Sectors	315,364	73.7%	12.3%	11.5%	2.2%	0.2%	0.1%
Agriculture, Forestry, Fishing and Hunting	348	88.2%	4.9%	6.6%	.3%	0.0%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	562	74.0%	13.7%	8.3%	3.7%	0.0%	0.2%
Utilities	501	45.5%	13.4%	27.6%	11.4%	2.0%	0.2%
Construction	28,087	87.0%	7.0%	5.3%	.6%	0.0%	0.0%
Manufacturing	13,608	50.8%	15.7%	24.4%	7.9%	0.8%	0.2%
Wholesale Trade	19,182	70.3%	14.0%	13.4%	2.0%	0.2%	0.1%
Retail Trade	39,701	68.4%	16.2%	12.4%	2.9%	0.0%	0.0%
Transportation and Warehousing	13,636	79.4%	8.4%	9.0%	2.8%	0.2%	0.1%
Information	5,300	66.1%	13.3%	16.3%	3.6%	0.5%	0.1%
Finance and Insurance	22,367	79.5%	11.0%	7.7%	1.5%	0.1%	0.1%
Real Estate and Rental and Leasing	12,135	87.0%	8.0%	4.4%	.5%	0.0%	0.0%
Professional, Scientific, and Technical Services	38,766	85.1%	7.6%	6.0%	1.2%	0.1%	0.1%
Management of Companies and Enterprises	2,294	46.7%	13.9%	24.9%	11.3%	1.8%	1.3%
Administrative and Support and Waste Management and Remediation Services	16,861	75.4%	8.7%	11.4%	3.9%	0.6%	0.3%
Educational Services	4,136	61.5%	13.3%	20.2%	3.7%	0.5%	0.7%
Healthcare and Social Assistance	33,382	69.5%	15.0%	12.0%	3.0%	0.2%	0.3%
Child Day Care Centers	2,910	56.4%	25.4%	17.8%	.4%	0.0%	0.0%
Community Food, Housing, Emergency, or Other Relief Services	462	62.2%	17.3%	19.5%	.6%	0.4%	0.0%
Individual and Family Services	2,319	58.2%	16.0%	21.8%	3.6%	0.3%	0.2%
Outpatient Mental Health and Substance Abuse Centers	301	57.4%	12.3%	26.9%	3.3%	0.0%	0.0%
Residential Intellectual or Developmental Disabilities, Mental Health and Substance Abuse Facilities	1,301	58.5%	26.8%	10.6%	3.6%	0.2%	0.2%
Vocational Rehabilitation Service	337	40.1%	16.6%	30.0%	12.5%	0.9%	0.0%
Arts, Entertainment, and Recreation	4,583	71.5%	10.9%	14.4%	2.9%	0.2%	0.0%
Accommodation and Food Services	27,695	51.8%	20.8%	25.9%	1.5%	0.1%	0.0%
Other Services (except Public Administration)	31,899	82.5%	10.8%	6.1%	.6%	0.0%	0.0%
Industries Not Classified	321	99.1%	0.6%	.3%	0%	0.0%	0.0%

Source: U.S. Census Bureau, County Business Patterns 2013

Human Service Establishments are Found Across the State



Although the large number of low-income persons in Chicago and Cook County is well known, human service workers are found across the state. Low income people in need of service live in every county state-wide, and human service customers are not only low income people. As the data indicates, of Illinois' 103 counties, two-thirds have ten or more human service establishments. Cook, Champaign, DuPage, Kane, Lake, Madison, Peoria, Rock Island, St. Clair, Sangamon, Will and Winnebago counties each have more than 100.

The wide range of ratio of total population, persons in poverty, or persons with disabilities to human service establishments suggests that in many parts of the state, low-income persons are probably wanting for services. Calhoun, Clark, Marshall and Stark counties each have ratios of total

population to human services establishment of over 4,000:1 while the "best" have ratios in the high hundreds of persons per establishment.

Human service providers work with people from all income levels, but government funding is directed mostly toward assuring that people with low incomes are not denied basic quality of life. The "best" ratio of providers to poor is found in Richland County, which has 88 persons in poverty per human services establishment. However, ratios are over 500:1 in Edgar, Hancock, Marshall, Pike, Putnam and Stark counties. The number of persons in Illinois with a disability is only somewhat less than the number in poverty, so ratios of numbers of persons with disabilities to service establishments are similar to poverty ratios.

Rural areas pose a challenge for efficiency when people in need must travel long distances by car to address needs. Because of the necessity of providing coverage across the state, and because many services are necessarily provided to relatively small populations of people, large numbers of smaller-sized providers are inevitable across the industry, just as small restaurants, barber shops, and law offices are found across the state serving different types of people who have different tastes, cultures and needs.

Because of the necessity of providing coverage across the state, and because many services are necessarily provided to relatively small populations of people, large numbers of smaller-sized providers are inevitable across the industry

Ratios of Number of Service Establishments to Total Persons, Persons in Poverty, and Persons with Disabilities

County	Total Human Service Establishments Per County	Total Population in County	Ratio of Total Population to Human Service Establishments	Number of Persons in Poverty	Ratio of Persons in Poverty to Human Service Establishments	Number of Persons with a Disability	Ratio of Persons with a Disability to Human Service Establishments
Adams	34	67,152	1,975	9,374	275.7	9,526	280.2
Alexander	5	7,980	1,596	2,399	479.8	1,806	361.2
Bond	7	17,665	2,524	2,462	351.7	2,539	362.7
Boone	17	54,068	3,180	6,055	356.2	4,578	269.3
Brown	3	6,904	2,301	641	213.7	567	189
Bureau	15	34,594	2,306	3,955	263.7	4,367	291.1
Calhoun	1	5,062	5,062	593	593	789	789
Carroll	10	15,199	1,520	2,038	203.8	2,369	236.9

Ratios of Number of Service Establishments to Total Persons, Persons in Poverty, and Persons with Disabilities *(continued from page 12)*

County	Total Human Service Establishments Per County	Total Population in County	Ratio of Total Population to Human Service Establishments	Number of Persons in Poverty	Ratio of Persons in Poverty to Human Service Establishments	Number of Persons with a Disability	Ratio of Persons with a Disability to Human Service Establishments
Cass	5	13,530	2,706	1,975	395	1,703	340.6
Champaign	122	202,428	1,659	41,384	339.2	17,162	140.7
Christian	20	34,651	1,733	4,873	243.7	4,598	229.9
Clark	4	16,284	4,071	1,956	489	2,404	601
Clay	20	13,744	687	2,100	105	2,148	107.4
Clinton	36	37,891	1,053	3,184	88.4	4,086	113.5
Coles	68	53,732	790	10,829	159.3	6,749	99.3
Cook	3,315	5,212,372	1,572	868,652	262	529,687	159.8
Crawford	12	19,707	1,642	2,688	224	3,059	254.9
Cumberland	5	11,015	2,203	1,497	299.4	1,952	390.4
DeKalb	71	104,820	1,476	18,622	262.3	8,474	119.4
De Witt	11	16,511	1,501	2,259	205.4	2,278	207.1
Douglas	7	19,902	2,843	2,028	289.7	2,084	297.7
DuPage	447	922,803	2,064	62,913	140.7	71,735	160.5
Edgar	6	18,339	3,057	3,311	551.8	2,855	475.8
Edwards	3	6,695	2,232	757	252.3	1,034	344.7
Effingham	31	34,274	1,106	3,066	98.9	3,960	127.7
Fayette	12	22,088	1,841	3,548	295.7	3,327	277.3
Ford	6	13,991	2,332	1,416	236	1,842	307
Franklin	20	39,470	1,974	7,410	370.5	7,652	382.6
Fulton	22	36,829	1,674	4,566	207.5	4,897	222.6
Gallatin	3	5,516	1,839	929	309.7	1,108	369.3
Greene	4	13,778	3,445	1,775	443.8	2,101	525.3
Grundy	22	50,064	2,276	4,468	203.1	4,928	224
Hamilton	7	8,413	1,202	1,413	201.9	1,353	193.3
Hancock	5	18,949	3,790	2,535	507	2,672	534.4
Hardin	6	4,273	712	992	165.3	1,277	212.8
Henderson	3	7,186	2,395	799	266.3	1,161	387
Henry	25	50,260	2,010	5,179	207.2	5,620	224.8
Iroquois	31	29,446	950	3,922	126.5	3,660	118.1
Jackson	38	60,055	1,580	16,711	439.8	7,016	184.6
Jasper	4	9,680	2,420	635	158.8	1,310	327.5
Jefferson	33	38,769	1,175	6,081	184.3	5,768	174.8
Jersey	10	22,850	2,285	1,668	166.8	2,469	246.9
Jo Daviess	11	22,602	2,055	2,121	192.8	2,722	247.5
Johnson	8	12,665	1,583	1,500	187.5	2,031	253.9
Kane	242	518,380	2,142	56,796	234.7	38,798	160.3
Kankakee	86	112,991	1,314	17,848	207.5	17,944	208.7

Ratios of Number of Service Establishments to Total Persons, Persons in Poverty, and Persons with Disabilities *(continued from page 13)*

County	Total Human Service Establishments Per County	Total Population in County	Ratio of Total Population to Human Service Establishments	Number of Persons in Poverty	Ratio of Persons in Poverty to Human Service Establishments	Number of Persons with a Disability	Ratio of Persons with a Disability to Human Service Establishments
Kendall	47	116,366	2,476	5,540	117.9	7,676	163.3
Knox	51	52,545	1,030	8,068	158.2	7,232	141.8
Lake	374	702,099	1,877	61,256	163.8	52,545	140.5
LaSalle	66	113,295	1,717	13,423	203.4	13,038	197.5
Lawrence	11	16,702	1,518	1,462	132.9	1,909	173.5
Lee	38	35,535	935	3,531	92.9	4,036	106.2
Livingston	23	38,687	1,682	3,533	153.6	4,357	189.4
Logan	21	30,177	1,437	3,228	153.7	3,377	160.8
McDonough	23	32,549	1,415	6,324	275	3,698	160.8
McHenry	158	308,060	1,950	23,542	149	23,709	150.1
McLean	91	171,240	1,882	23,051	253.3	15,442	169.7
Macon	64	110,262	1,723	18,707	292.3	14,946	233.5
Macoupin	18	47,462	2,637	5,714	317.4	6,954	386.3
Madison	166	268,373	1,617	36,554	220.2	31,319	188.7
Marion	37	39,070	1,056	6,897	186.4	7,377	199.4
Marshall	2	12,454	6,227	1,333	666.5	1,666	833
Mason	6	14,508	2,418	2,323	387.2	2,269	378.2
Massac	7	15,282	2,183	2,458	351.1	2,957	422.4
Menard	6	12,687	2,115	1,221	203.5	1,432	238.7
Mercer	8	16,325	2,041	1,623	202.9	1,959	244.9
Monroe	17	33,181	1,952	1,780	104.7	3,433	201.9
Montgomery	17	29,878	1,758	3,444	202.6	3,584	210.8
Morgan	42	35,424	843	4,681	111.5	4,682	111.5
Moultrie	8	14,869	1,859	1,851	231.4	1,685	210.6
Ogle	18	53,092	2,950	5,907	328.2	5,318	295.4
Peoria	139	187,117	1,346	31,258	224.9	20,389	146.7
Perry	18	22,182	1,232	3,670	203.9	3,122	173.4
Piatt	9	16,620	1,847	1,022	113.6	1,802	200.2
Pike	5	16,337	3,267	2,616	523.2	2,573	514.6
Pope	6	4,383	731	715	119.2	951	158.5
Pulaski	11	6,035	549	1,118	101.6	1,328	120.7
Putnam	1	5,927	5,927	839	839	704	704
Randolph	18	33,218	1,845	3,694	205.2	4,641	257.8
Richland	26	16,213	624	2,271	87.3	2,720	104.6
Rock Island	106	147,477	1,391	18,982	179.1	18,729	176.7
St. Clair	160	268,939	1,681	46,561	291	35,669	222.9
Saline	19	24,950	1,313	4,595	241.8	4,880	256.8
Sangamon	131	198,269	1,514	27,659	211.1	26,476	202.1

Ratios of Number of Service Establishments to Total Persons, Persons in Poverty, and Persons with Disabilities *(continued from page 14)*

County	Total Human Service Establishments Per County	Total Population in County	Ratio of Total Population to Human Service Establishments	Number of Persons in Poverty	Ratio of Persons in Poverty to Human Service Establishments	Number of Persons with a Disability	Ratio of Persons with a Disability to Human Service Establishments
Schuyler	6	7,490	1,248	1,153	192.2	1,103	183.8
Scott	2	5,288	2,644	639	319.5	650	325
Shelby	12	22,266	1,856	2,583	215.3	2,958	246.5
Stark	1	5,942	5,942	643	643	839	839
Stephenson	24	7,315	1,971	7,373	307.2	6,885	286.9
Tazewell	76	135,747	1,786	12,150	159.9	14,478	190.5
Union	24	17,722	738	3,381	140.9	3,006	125.3
Vermilion	53	81,147	1,531	15,494	292.3	11,957	225.6
Wabash	5	11,848	2,370	1,496	299.2	1,862	372.4
Warren	19	17,762	935	2,614	137.6	2,047	107.7
Washington	10	14,626	1,463	1,462	146.2	1,907	190.7
Wayne	9	16,674	1,853	2,432	270.2	2,520	280
White	10	14,630	1,463	2,230	223	2,496	249.6
Whiteside	30	58,150	1,938	6,843	228.1	8,115	270.5
Will	283	679,688	2,402	53,560	189.3	54,595	192.9
Williamson	45	66,606	1,480	10,041	223.1	9,772	217.2
Winnebago	165	293,384	1,778	50,549	306.4	36,231	219.6
Woodford	13	38,903	2,993	3,316	255.1	3,366	258.9
Total for all of Illinois	7,628	2,848,554	1,684	1,772,333	232.3	1,327,536	174

Source: U.S. Census Bureau, County Business Patterns 2013 and American Community Survey 2009-2013

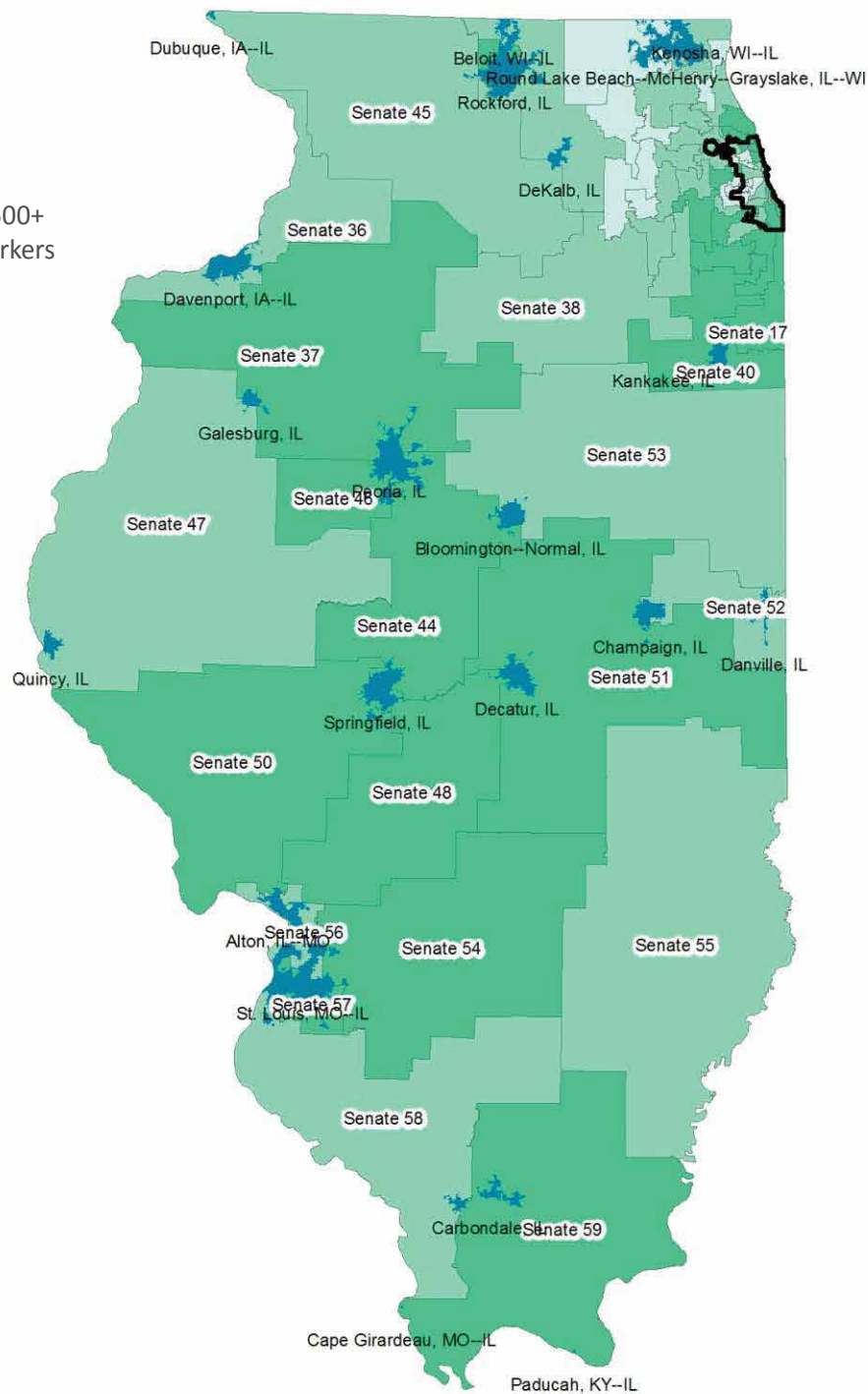
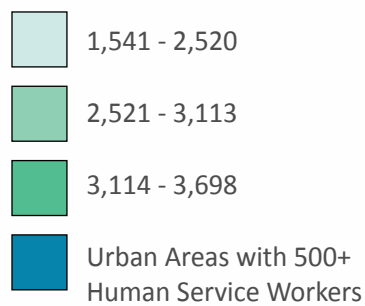
While it is commonly imagined that the largest numbers of human service workers are located in Chicago, as the maps below demonstrate, many collar and “downstate” regions have as many human service workers as does Chicago. In fact, among the lowest numbers of human service workers per capita statewide are found in the Latino communities of Chicago. The largest concentrations are found in counties immediate south of Chicago and in much of central Illinois. Six state Senate districts have more than 3,500 human service workers.⁴ Ten Illinois House of Representatives districts have human service worker populations exceeding 1,800.⁵ Consequently, human service providers are not primarily an economic asset for Chicago, but across Illinois.



⁴ Steans (7th), Silverstein (8th), Hastings (19th), Koehler (46th), McCann (50th) and Clayborne (57th).

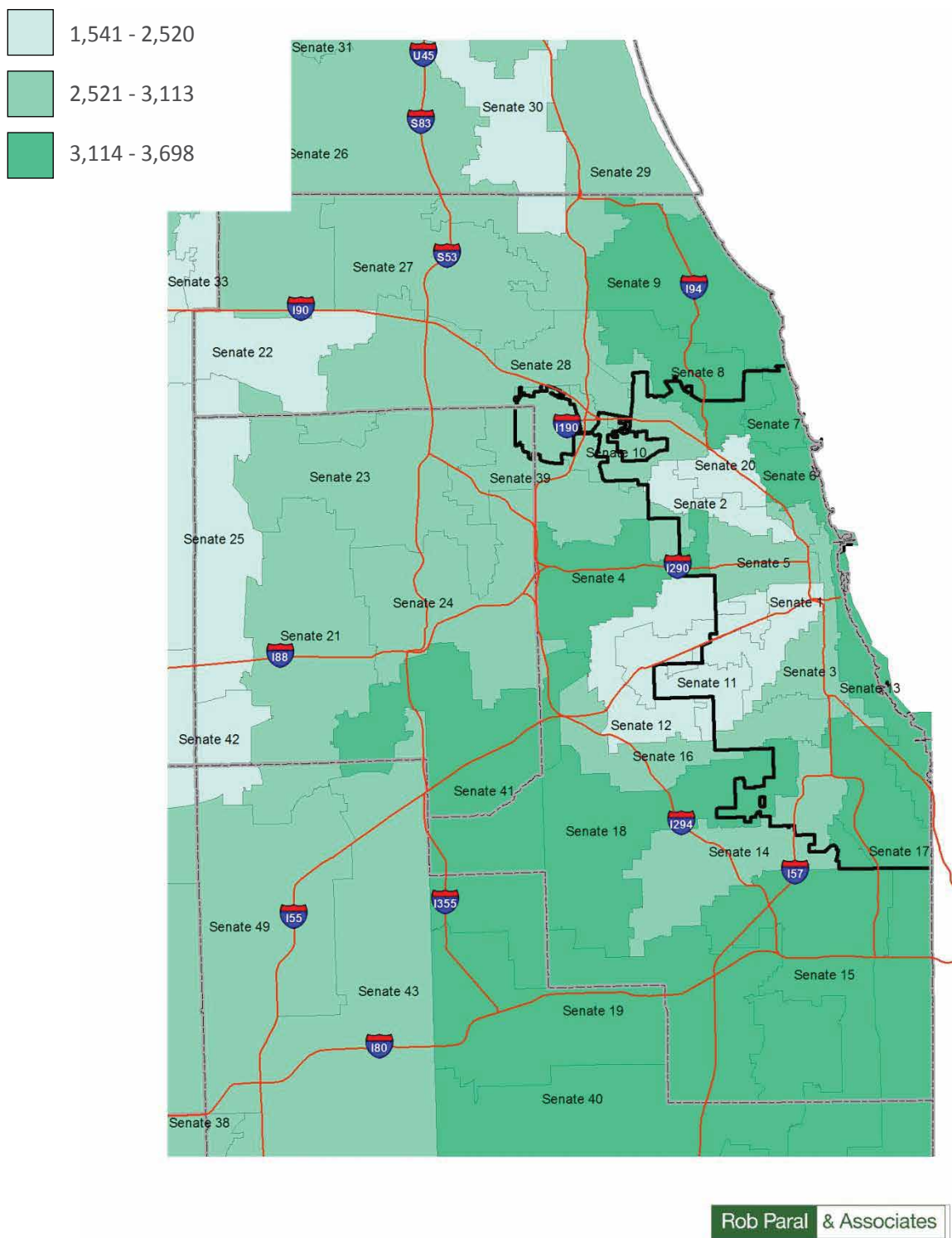
⁵ Welch (7th), Cassidy (14th), Lang (16th), Mitchell (26th), Riley (38th), Butler (87th), Gordon-Booth (92nd), Poe (99th), Cavaletto (107th) and Hoffman (113th)

Human Service Workers in Senate Districts



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Human Service Workers in Senate Districts

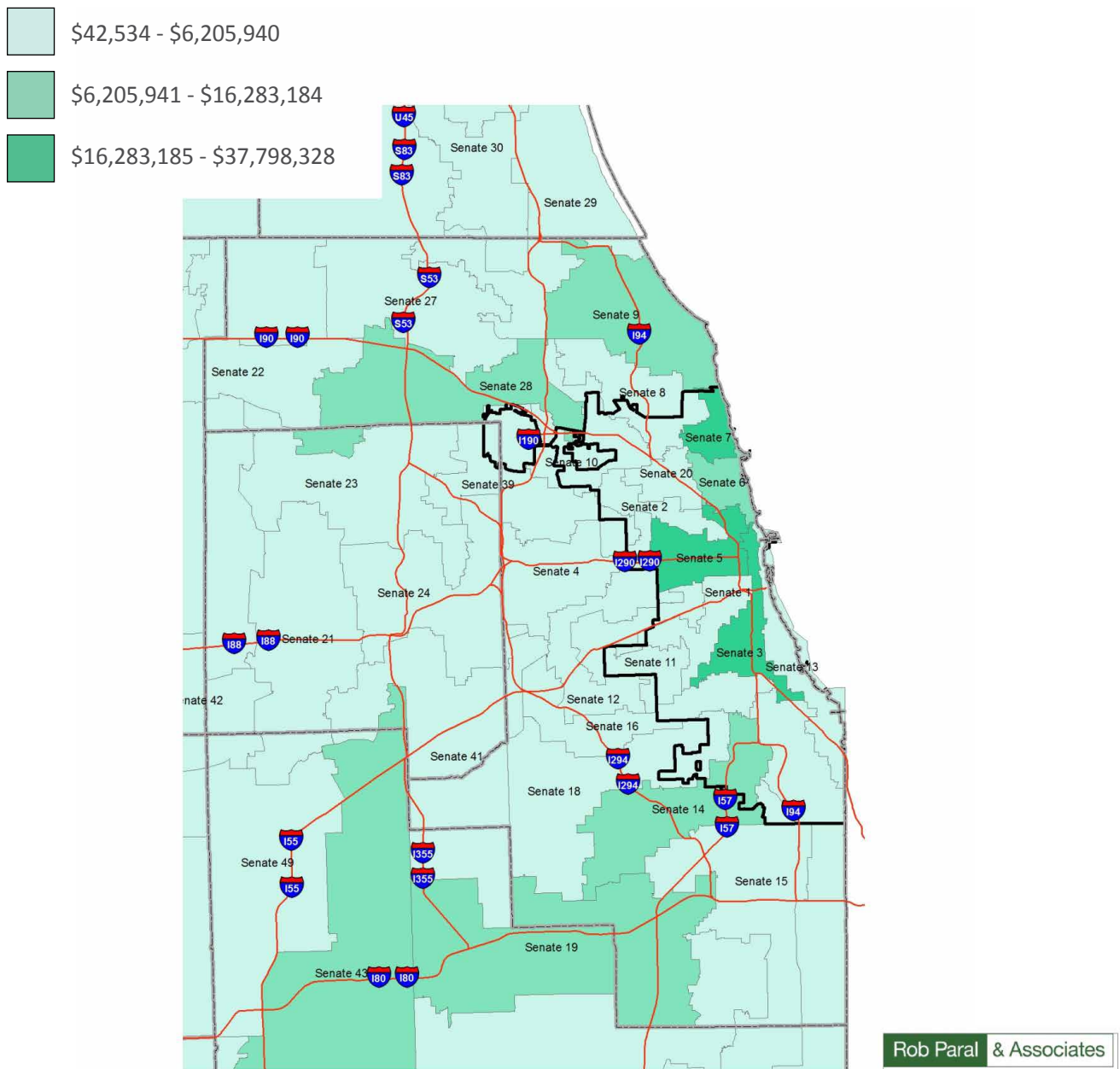


State government grants to human service provider organizations are a major source of human services funding. At the time of this writing in spring of 2016, many human service providers in Illinois have not had appropriations for their state grant in the current fiscal year (which begins in July and ends in June) due to the failure of the Illinois legislature and governor to adopt a budget for the current fiscal year. State grants for 2014 demonstrate the substantial role of human services funding at the local level.

Human service grants exceeded \$25 million in eight state Senate districts in 2014.⁶ Human service grants exceeded \$20 million in nine Illinois House of Representatives districts.⁷

While some of the greatest concentration of social need is found in low-income neighborhoods in Chicago, grants that support human services are distributed across most of the state. In addition to funding Chicago providers, major grants go to providers in the central portion of the state, as well as the northwest, west and southeast regions.

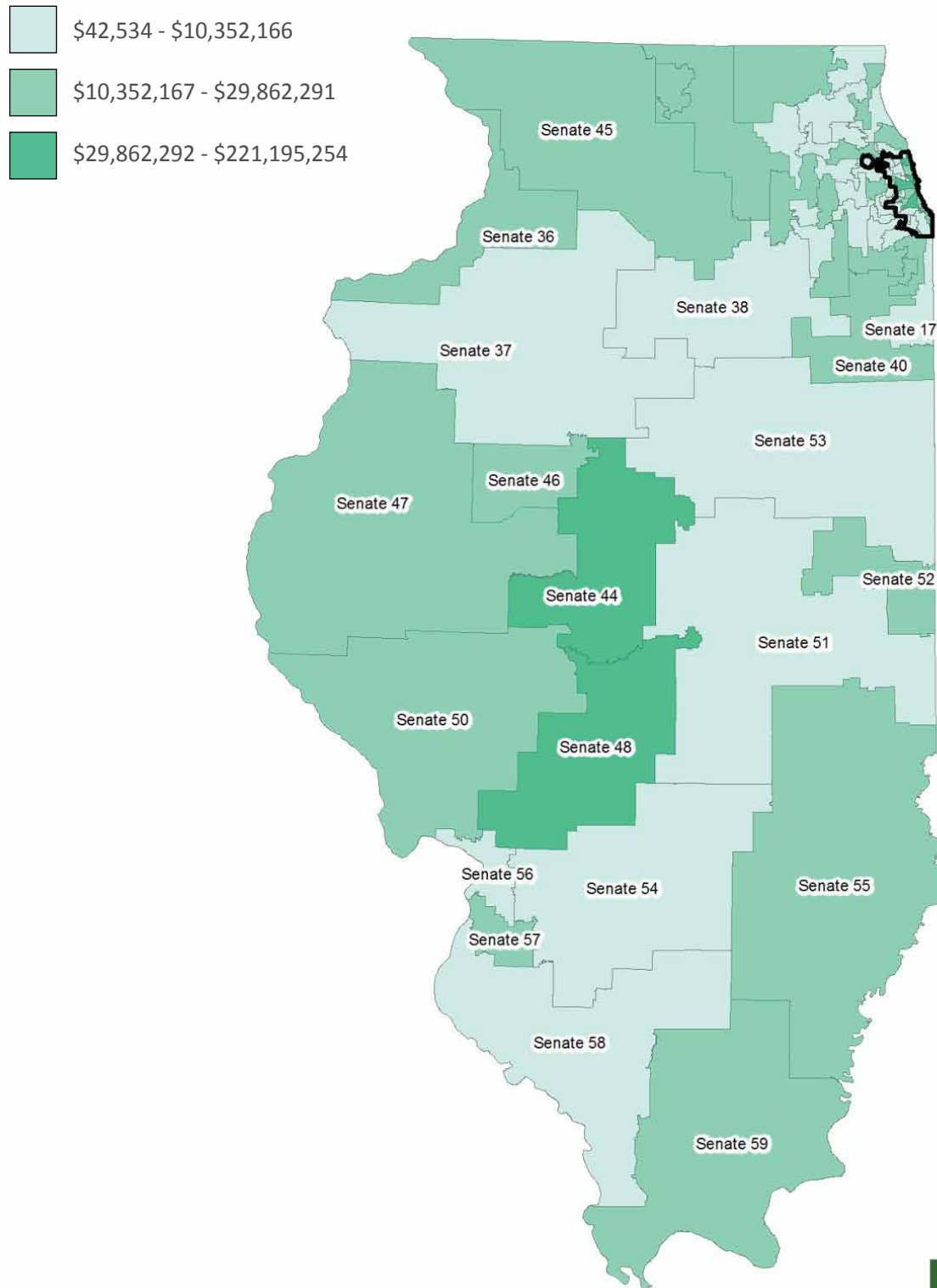
Human Service Grants 2014



⁶ Muñoz (1st), Hunter (3rd), Van Pelt (5th), Cullerton (6th), Steans (7th), Brady (44th), Manar (48th) and Bennett (52nd)

⁷ Acevedo (2nd), Dunkin (5th), Harper (6th), Turner (9th), Reeves-Harris (10th), Harris (13th), Sommer (88th), Scherer (96th) and Ammons (103rd)

Human Service Grants 2014



There Are Approximately 169,000 Human Service Workers in Illinois

There are approximately 169,000 human service workers in Illinois according to the U.S. Census Bureau's American Community Survey for the 2009-2013 period.⁸ The majority of these – about 64,000 persons – work for employers classified as “Child day care services.” They are followed closely in number by about 60,000 persons working in “Individual and family services.”⁹

Human Service Workers in Illinois by Industry Category: 2009-2013

Categories	Number of Workers
Total Human Service Workers	169,108
Residential Care Facilities, except Skilled Nursing Facilities	30,945
Individual and Family Services	60,038
Community Food and Housing, and Emergency Services	4,282
Vocational Rehabilitation Services	9,422
Child Day Care Services	64,421

Source: American Community Survey, 2009-2013

Human service workers make up an appreciable portion of workers across the state. As the table below demonstrates, the percentage of all workers who are human service workers ranges from 2 percent to 5 percent across all Illinois counties. As important as human service workers are to Chicago and Cook County, at 2.9 percent Cook County is only in the mid-range statewide in the significance of human service workers for its overall workforce. The highest percentages are found not in urban areas but in rural areas. The highest percentages are in Gallatin (4.3%), Hardin (5.3%), Jersey (4.3%), Lawrence (4.8%), Marion (4.5%), Massac (4.0%), Montgomery (4.7%), Pope (4.5%), and Pulaski (4.1%) counties. As the map indicates, human service workers are most concentrated - that is, the ratio of human service workers to the total workforce is highest - in central and downstate Illinois.

Estimate of Human Service Workers by Illinois County, 2009-2013

County	Workers	Human Service Workers	Pct Human Service
Adams	32,358	1,119	3.5%
Alexander	2,459	95	3.9%
Bond	7,528	247	3.3%
Boone	23,891	550	2.3%
Brown	2,703	60	2.2%
Bureau	16,100	463	2.9%
Calhoun	2,212	54	2.4%
Carroll	7,049	170	2.4%
Cass	5,972	187	3.1%
Champaign	100,244	2,610	2.6%
Christian	15,535	501	3.2%

⁸ See Methodology for discussion of human service worker population estimates.

⁹ These are the most detailed classifications available for human service industrial categories.

Estimate of Human Service Workers by Illinois County, 2009-2013 *(continued from page 20)*

County	Workers	Human Service Workers	Pct Human Service
Clark	7,447	199	2.7%
Clay	6,041	194	3.2%
Clinton	18,885	634	3.4%
Coles	24,643	689	2.8%
Cook	2,414,798	70,101	2.9%
Crawford	8,508	261	3.1%
Cumberland	4,998	165	3.3%
DeKalb	51,992	1,190	2.3%
De Witt	7,846	244	3.1%
Douglas	9,425	216	2.3%
DuPage	470,864	12,049	2.6%
Edgar	7,993	250	3.1%
Edwards	2,887	87	3.0%
Effingham	17,528	578	3.3%
Fayette	9,424	331	3.5%
Ford	6,434	209	3.2%
Franklin	15,631	535	3.4%
Fulton	15,156	549	3.6%
Gallatin	2,209	94	4.3%
Greene	6,250	190	3.0%
Grundy	22,931	575	2.5%
Hamilton	3,515	120	3.4%
Hancock	8,835	246	2.8%
Hardin	1,481	78	5.3%
Henderson	3,480	117	3.4%
Henry	23,893	702	2.9%
Iroquois	13,562	487	3.6%
Jackson	26,408	790	3.0%
Jasper	4,839	128	2.6%
Jefferson	16,619	548	3.3%
Jersey	10,423	445	4.3%
Jo Daviess	11,180	336	3.0%
Johnson	4,123	162	3.9%
Kane	247,519	5,532	2.2%
Kankakee	49,441	1,813	3.7%
Kendall	57,882	1,342	2.3%
Knox	21,663	853	3.9%
Lake	332,723	8,016	2.4%
LaSalle	52,238	1,504	2.9%
Lawrence	4,211	202	4.8%
Lee	16,042	610	3.8%

Estimate of Human Service Workers by Illinois County, 2009-2013 *(continued from page 21)*

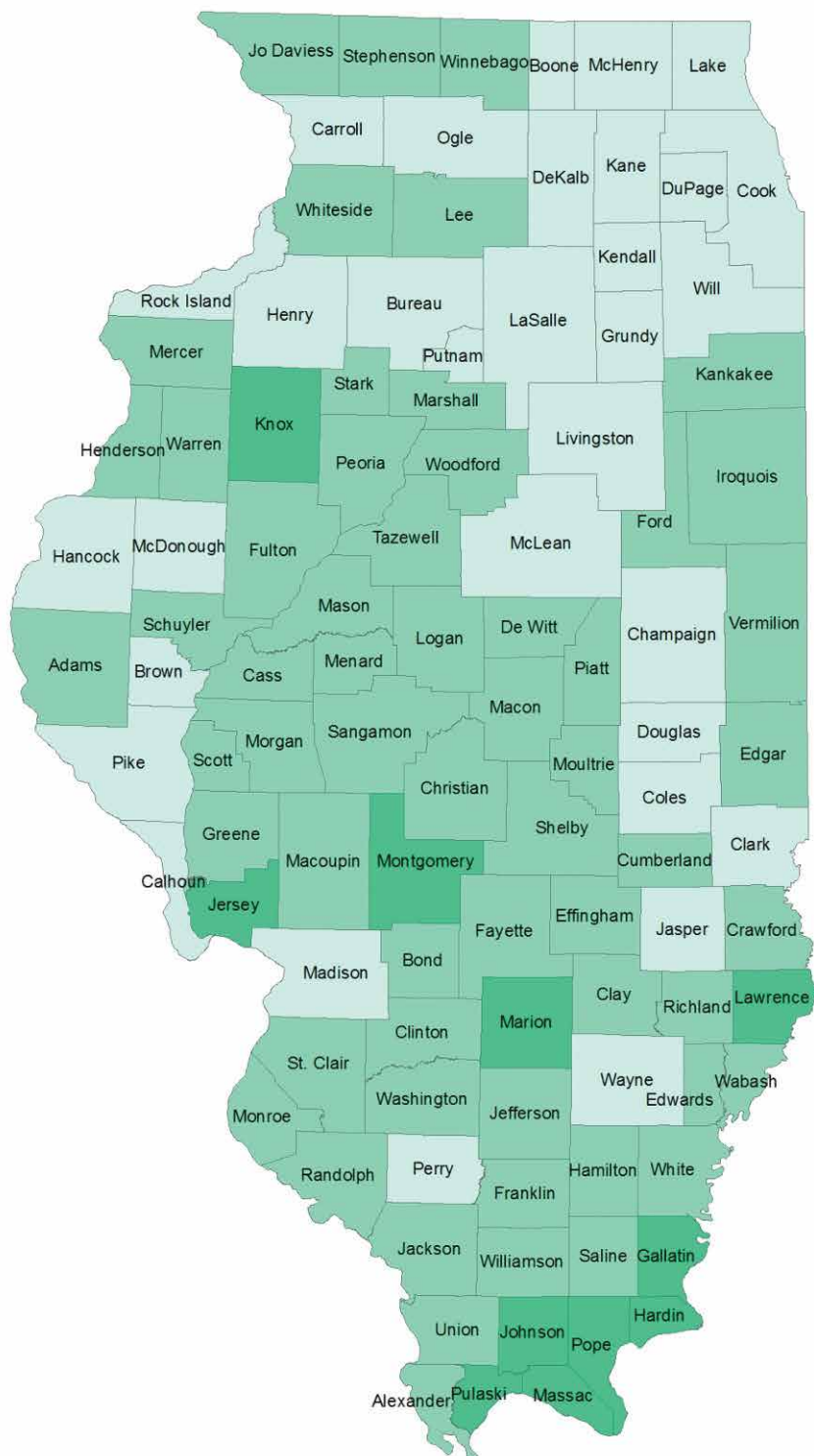
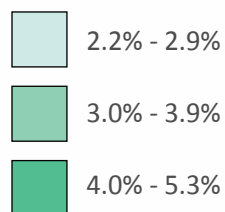
County	Workers	Human Service Workers	Pct Human Service
Livingston	16,259	473	2.9%
Logan	11,210	395	3.5%
McDonough	14,798	355	2.4%
McHenry	153,608	3,422	2.2%
McLean	88,807	2,137	2.4%
Macon	48,357	1,554	3.2%
Macoupin	21,862	712	3.3%
Madison	124,212	3,500	2.8%
Marion	16,938	757	4.5%
Marshall	5,576	173	3.1%
Mason	6,037	207	3.4%
Massac	6,143	243	4.0%
Menard	6,357	240	3.8%
Mercer	7,879	247	3.1%
Monroe	16,691	516	3.1%
Montgomery	10,361	492	4.7%
Morgan	16,484	563	3.4%
Moultrie	6,746	204	3.0%
Ogle	25,332	721	2.8%
Peoria	85,513	3,176	3.7%
Perry	8,787	249	2.8%
Piatt	8,316	266	3.2%
Pike	7,125	203	2.8%
Pope	1,650	74	4.5%
Pulaski	2,192	90	4.1%
Putnam	2,666	66	2.5%
Randolph	13,986	520	3.7%
Richland	7,284	252	3.5%
Rock Island	68,496	1,922	2.8%
St. Clair	118,336	4,268	3.6%
Saline	9,143	337	3.7%
Sangamon	97,035	3,556	3.7%
Schuyler	3,331	126	3.8%
Scott	2,489	81	3.2%
Shelby	9,981	346	3.5%
Stark	2,654	85	3.2%
Stephenson	21,188	704	3.3%
Tazewell	63,979	2,303	3.6%
Union	6,982	257	3.7%
Vermilion	32,883	1,110	3.4%

Estimate of Human Service Workers by Illinois County, 2009-2013 *(continued from page 22)*

County	Workers	Human Service Workers	Pct Human Service
Wabash	5,536	171	3.1%
Warren	8,036	259	3.2%
Washington	7,463	230	3.1%
Wayne	7,713	216	2.8%
White	6,480	232	3.6%
Whiteside	26,515	901	3.4%
Will	323,606	9,228	2.9%
Williamson	28,566	1,069	3.7%
Winnebago	130,062	4,451	3.4%
Woodford	18,652	585	3.1%

Estimate is based on statewide estimate of Social Assistance workers being 21.8% of all Health Care and Social Assistance workers. This percentage is applied to county data on the aggregate Census Bureau category of Health Care and Social Assistance Workers for each county.

Human Service Percent of Workers



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Most workers in these fields make low wages and consequently many providers have high employee turnover.



Many Human Service Workers Are Highly Educated but Work for Low Wages

The education level of human service workers loosely resembles that of the entire workforce. Thirty-eight percent of all Illinois workers have a bachelor's degree compared to 36 percent of human service workers. Over 50 percent of human service workers in "Individual and family services" have a bachelor's degree, a rate similar to such high-skill sectors as finance and information. Only a quarter or less of child care, residential care or vocational rehabilitation workers have four-year college degrees. Most workers in these fields make low wages and consequently many providers have high employee turnover.

Educational Attainment

Employed Civilian Labor Force	Bachelor's degree or higher
Total	38.3%
Agriculture, Forestry, Fishing and Hunting, and Mining	20.3%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	22.7%
Construction	14.1%
Educational Services	72.5%
Finance and Insurance, and Real Estate and Rental and Leasing	52.8%
Healthcare	42.2%
Information	50.4%
Manufacturing	27.9%
Other Services, Except Public Administration	26.9%
Professional, Scientific, Management, Administrative & Waste Management	53.2%
Public Administration	42.4%
Retail Trade	25.6%
Human Service Workers (Social Assistance Category)	35.5%
Child Day Care Services	27.1%
Community Food and Housing, and Emergency Services	43.1%
Individual and Family Services	50.6%
Residential Care Facilities, except Skilled Nursing Facilities	25.5%
Vocational Rehabilitation Services	17.9%
Transportation and Warehousing, and Utilities	18.9%
Wholesale Trade	34.7%

Source: American Community Survey, 2009-2013

In the debate over the role of unions in state government and cost differentials between services provided in state institutions as opposed to community settings, a perception has been created that human service workers are too expensive or over-paid. As the data presented below indicates, that is hardly the case.

The median wages of workers in most human service fields in Illinois are lower than the median wages

The median wages of workers in most human service fields in Illinois are lower than the median wages for most other industries.

for most other industries. The median wage per hour of full-time human service workers in Illinois is about \$12.25, far below the median of \$19.61 for all workers. The median hourly wages for construction and manufacturing jobs are \$21.44 and \$19.61, respectively. The median hourly wage for human service workers is closest to that of retail trade (\$15.29) and the median wage earned in movie theaters, hotels and restaurants (\$11.76).

Wages of Social Assistance and Other Workers in Illinois: 2009-2013

	Median Wage	Pct of Median Wage for All Workers
All Workers	\$19.61	100%
Agriculture, Forestry, Fishing and Hunting, and Mining	\$11.33	58%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	\$11.76	60%
Construction	\$21.44	109%
Educational Services	\$21.57	110%
Finance and Insurance, and Real Estate and Rental and Leasing	\$24.51	125%
Healthcare	\$19.61	100%
Information	\$24.51	125%
Manufacturing	\$19.61	100%
Other Services, Except Public Administration	\$14.71	75%
Professional, Scientific, Management, Administrative & Waste Management	\$23.53	120%
Public Administration	\$27.94	142%
Retail Trade	\$15.29	78%
Social Assistance	\$12.25	62%
Child Day Care Services	\$8.82	45%
Community Food and Housing, and Emergency Services	\$15.61	80%
Individual and Family Services	\$15.87	81%
Residential Care Facilities, except Skilled Nursing Facilities	\$12.89	66%
Vocational Rehabilitation Services	\$14.68	75%
Transportation and Warehousing, and Utilities	\$21.08	107%
Wholesale Trade	\$20.13	103%

Source: American Community Survey, 2009-2013

Even Human Service Workers with College Degrees Earn Low Wages

Paradoxically, even the most educated human service workers work for relatively low wages. Full-time human service workers with a bachelor's degree have a median wage of \$16.61, compared to \$26.14 for all full-time workers in Illinois.

Why do highly educated human service workers earn so little? A number of reasons. In many of these fields, contracts and/or rates the State of Illinois pays for service fall below the cost of providing even the most basic services. Cash-strapped provider organizations necessarily can offer only minimal compensation, whatever the qualifications of their workforce. Additionally, many providers serve low-income persons whose care is paid for by Medicaid, which pays less for services than do private insurance companies.

Human service workers are also a lot more likely to be motivated by a sense of personal mission in their work than are workers in many other fields. In times of crisis, such as the past year when many providers have continued providing services without payment or contracts, it is not unusual for management to work for a time with little or no compensation. Because these workers are often as motivated by their commitment to their clients as they are by compensation, they may not bargain as hard for compensation as do workers in other professions whose work is less defined by personal relationships to their customers.

Research consistently shows that workers who are organized make more than those who are not. Union organizing has been the driver of wage stability in manufacturing and construction in particular, but also in many other industries. While unions exist among a few of the larger private service providers, and for public employees, most human service workers employed by non-profit providers are not organized, and unorganized workers include the very large, and low paid, fields of child care, senior services, and individual and family services.

Wages of Social Assistance and Other Workers in Illinois: 2009-2013 *Workers with Bachelor's Degree*

	Median Wage	Pct of Median Wage for All Workers
All Workers with B.A.	\$26.14	100%
Agriculture, Forestry, Fishing and Hunting, and Mining	\$13.73	53%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	\$17.65	68%
Construction	\$28.43	109%
Educational Services	\$19.61	75%
Finance and Insurance, and Real Estate and Rental and Leasing	\$30.50	117%
Health Care	\$27.45	105%
Information	\$28.43	109%
Manufacturing	\$31.73	121%
Other Services, Except Public Administration	\$19.61	75%
Professional, Scientific, Management, Administrative & Waste Management	\$29.41	113%
Public Administration	\$30.96	118%
Retail Trade	\$21.79	83%
Social Assistance	\$16.61	64%
Child Day Care Services	\$12.75	49%
Community Food and Housing, and Emergency Services	\$15.69	60%
Individual and Family Services	\$17.54	67%
Residential Care Facilities, except Skilled Nursing Facilities	\$19.61	75%
Vocational Rehabilitation Services	\$18.02	69%
Transportation and Warehousing, and Utilities	\$25.98	99%
Wholesale Trade	\$29.41	113%

Source: American Community Survey, 2009-2013

Many Human Service Workers Earn Poverty-Level Wages

The workers in our economy charged with helping people mitigate the effects of poverty, or escape poverty, often live in poverty themselves.

As a result of low pay, a disturbing percentage of all human service workers in Illinois live in poverty. Almost 20 percent of employees of the sector have earnings below 138 percent of the poverty level, an amount that represents the point up to which persons are usually eligible for Medicaid-funded healthcare services. In contrast, only 11 percent of the overall workforce falls into this income category. Only hotel, restaurant and food service workers – industries notorious for their low wage levels – have a higher percentage of their workers living in poverty.

Poverty Status

Employed Civilian Labor Force	0-137 Pct. of Poverty
Total	11.1%
Agriculture, Forestry, Fishing and Hunting, and Mining	9.2%
Arts, Entertainment, and Recreation, and Accommodation and Food Services	24.1%
Construction	11.4%
Educational Services	8.6%
Finance and Insurance, and Real Estate and Rental and Leasing	4.7%
Healthcare	9.0%
Information	7.8%
Manufacturing	8.4%
Other Services, Except Public Administration	15.4%
Professional, Scientific, Management, Administrative & Waste Management	10.0%
Public Administration	4.2%
Retail Trade	14.6%
Social Assistance	19.6%
Child Day Care Services	22.6%
Community Food and Housing, and Emergency Services	10.1%
Individual and Family Services	16.9%
Residential Care Facilities, except Skilled Nursing Facilities	18.1%
Vocational Rehabilitation Services	24.9%
Transportation and Warehousing, and Utilities	8.7%
Wholesale Trade	6.6%

Source: American Community Survey, 2009-2013

The workers in our economy charged with helping people mitigate the effects of poverty, or escape poverty, often live in poverty themselves.





Human Service Workers Create Tens of Millions of Dollars of Economic Impact in Individual Legislative Districts

Because the economic impact of human service establishments is spread across the state, it is also spread across the state's House and Senate legislative districts.

The economic impact of human service workers amounts to tens of millions of dollars in individual state legislative districts.¹⁰

The table below highlights the top twenty districts in total impact in both the state Senate and House. This is the legislative district equivalent of the statewide estimates reported earlier in this study.

Economic impact includes the local impact of human

service workers spending their earnings and the indirect impact of workers in other industries who are supported by human service workers' spending (e.g., when a human services worker shops or purchases a service from another worker). Also included are the economic impacts on businesses supported by human service workers' spending.

Human service workers create over \$75 million in economic impact in ten state Senate districts.

Human service workers are responsible for more than \$40 million in economic impact in nine House districts.

The economic impact of human service workers amounts to tens of millions of dollars in individual state legislative districts.

¹⁰ See Methodology section for description of these estimates including the estimate of human service workers.

Human Services Impact for Leading Senate Districts (Based on Top Twenty Districts Ranked by Economic Impact)

			Economic Impact	Human Service Grants 2014	Human Service Workers
	Statewide Total		3,831,803,283	\$955,970,288	173,424
Senate	Senator	Party			
7	Heather A. Steans	D	\$81,715,160	\$40,276,902	3,698
46	David Koehler	D	\$81,309,500	\$11,407,107	3,680
50	Wm. Sam McCann	R	\$80,888,449	\$14,435,248	3,661
19	Michael E. Hastings	D	\$80,738,947	\$19,781,006	3,654
8	Ira I. Silverstein	D	\$79,908,228	\$2,641,234	3,617
57	James F. Clayborne, Jr.	D	\$78,870,847	\$11,331,215	3,570
17	Donne E. Trotter	D	\$76,870,460	\$3,327,191	3,479
44	William E. Brady	R	\$75,505,830	\$45,757,331	3,417
13	Kwame Raoul	D	\$75,355,472	\$12,648,906	3,411
4	Kimberly A. Lightford	D	\$75,170,554	\$17,624,702	3,402
54	Kyle McCarter	R	\$74,820,993	\$8,559,909	3,386
15	Napoleon Harris, III	D	\$73,756,008	\$12,485,978	3,338
41	Christine Radogno	R	\$73,152,053	\$267,474	3,311
40	Toi W. Hutchinson	D	\$73,145,420	\$14,518,537	3,310
34	Steve Stadelman	D	\$73,088,667	\$13,492,844	3,308
6	John J. Cullerton	D	\$72,825,353	\$28,400,019	3,296
37	Chuck Weaver	R	\$72,620,827	\$2,575,849	3,287
48	Andy Manar	D	\$72,609,942	\$33,840,322	3,286
18	Bill Cunningham	D	\$72,105,629	\$263,887	3,263
51	Chapin Rose	R	\$70,257,019	\$6,647,832	3,180

Human Services Impact for Leading House Districts (Based on Top Twenty Districts Ranked by Economic Impact)

			Economic Impact	Human Service Grants 2014	Human Service Workers
	Statewide Total		\$3,831,803,280	\$955,970,288	173,424
House	Rep	Party			
38	Al Riley	D	\$46,091,021	\$13,195,699	2,086
99	Sara Wojcicki Jimenez	R	\$44,053,049	\$10,361,467	1,994
14	Kelly M. Cassidy	D	\$43,852,419	\$5,313,866	1,985
92	Jehan A. Gordon-Booth	D	\$42,789,931	\$8,903,632	1,937
26	Christian L. Mitchell	D	\$42,495,854	\$7,670,786	1,923
113	Jay Hoffman	D	\$41,726,980	\$4,776,403	1,889
16	Lou Lang	D	\$41,027,985	\$2,641,234	1,857
7	Emanuel Chris Welch	D	\$40,372,582	\$5,604,649	1,827
107	John D. Cavaletto	R	\$40,353,524	\$2,447,877	1,826
87	Tim Butler	R	\$39,928,181	\$13,677,764	1,807
12	Sara Feigenholtz	D	\$39,738,776	\$19,805,385	1,799
34	Elgie R. Sims, Jr.	D	\$39,710,940	\$3,222,207	1,797
78	Camille Y. Lilly	D	\$39,531,193	\$1,452,769	1,789
15	John D'Amico	D	\$38,880,242	\$	1,760
91	Michael Unes	R	\$38,519,569	\$2,503,475	1,743
68	John M. Cabello	R	\$38,497,972	\$9,278,582	1,742
5	Kenneth Dunkin	D	\$38,379,860	\$32,069,194	1,737
13	Greg Harris	D	\$37,862,741	\$34,963,037	1,714
17	Laura Fine	D	\$37,660,473	\$8,442,064	1,704
94	Randy Frese	R	\$37,362,508	\$7,689,209	1,691

Detailed Appendix Tables

Economic Impact, Human Service Grants and Human Service Workers by State Senate and House Districts

Human Services Impact for all Senate Districts

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
	Statewide Total		\$3,831,803,283	\$955,970,288	173,424
Senate	Senator	Party			
1	Antonio Muñoz	D	\$38,706,797	\$25,157,974	1,752
2	William Delgado	D	\$51,323,956	\$9,551,961	2,323
3	Mattie Hunter	D	\$65,832,833	\$221,195,254	2,980
4	Kimberly A. Lightford	D	\$75,170,554	\$17,624,702	3,402
5	Patricia Van Pelt	D	\$66,094,568	\$71,289,961	2,991
6	John J. Cullerton	D	\$72,825,353	\$28,400,019	3,296
7	Heather A. Steans	D	\$81,715,160	\$40,276,902	3,698
8	Ira I. Silverstein	D	\$79,908,228	\$2,641,234	3,617
9	Daniel Biss	D	\$69,876,462	\$14,654,900	3,163
10	John G. Mulroe	D	\$63,744,345	\$5,221,543	2,885
11	Martin A. Sandoval	D	\$34,040,208	\$4,428,488	1,541
12	Steven M. Landek	D	\$42,965,221	\$5,158,878	1,945
13	Kwame Raoul	D	\$75,355,472	\$12,648,906	3,411
14	Emil Jones, III	D	\$66,878,563	\$9,986,876	3,027
15	Napoleon Harris, III	D	\$73,756,008	\$12,485,978	3,338
16	Jacqueline Y. Collins	D	\$62,277,178	\$122,853	2,819
17	Donne E. Trotter	D	\$76,870,460	\$3,327,191	3,479
18	Bill Cunningham	D	\$72,105,629	\$263,887	3,263
19	Michael E. Hastings	D	\$80,738,947	\$19,781,006	3,654
20	Iris Y. Martinez	D	\$54,625,048	\$6,235,098	2,472
21	Michael Connelly	R	\$60,975,933	\$17,251,954	2,760
22	Michael Noland	D	\$52,519,053	\$3,188,812	2,377
23	Thomas Cullerton	D	\$59,948,752	\$1,647,508	2,713
24	Chris Nybo	R	\$66,832,347	\$2,277,232	3,025
25	Jim Oberweis	R	\$53,212,666	\$10,883,803	2,408
26	Dan Duffy	R	\$56,802,680	\$1,268,726	2,571
27	Matt Murphy	R	\$61,638,800	\$7,063,565	2,790
28	Laura M. Murphy	D	\$61,064,863	\$12,043,951	2,764
29	Julie A. Morrison	D	\$57,934,374	\$1,374,634	2,622
30	Terry Link	D	\$54,812,979	\$15,066,541	2,481
31	Melinda Bush	D	\$58,640,868	\$3,302,730	2,654
32	Pamela J. Althoff	R	\$52,733,977	\$17,605,845	2,387
33	Karen McConnaughay	R	\$55,670,257	\$4,353,235	2,520
34	Steve Stadelman	D	\$73,088,667	\$13,492,844	3,308
35	Dave Syverson	R	\$57,234,486	\$16,754,910	2,590

Human Services Impact for all Senate Districts (continued from page 31)

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
	Statewide Total		\$3,831,803,283	\$955,970,288	173,424
Senate	Senator	Party			
36	Neil Anderson	R	\$65,631,022	\$17,544,821	2,970
37	Chuck Weaver	R	\$72,620,827	\$2,575,849	3,287
38	Sue Rezin	R	\$60,071,817	\$6,090,470	2,719
39	Don Harmon	D	\$62,729,846	\$4,235,910	2,839
40	Toi W. Hutchinson	D	\$73,145,420	\$14,518,537	3,310
41	Christine Radogno	R	\$73,152,053	\$267,474	3,311
42	Linda Holmes	D	\$49,027,067	\$42,534	2,219
43	Pat McGuire	D	\$59,901,540	\$20,678,244	2,711
44	William E. Brady	R	\$75,505,830	\$45,757,331	3,417
45	Tim Bivins	R	\$68,536,334	\$14,355,859	3,102
46	David Koehler	D	\$81,309,500	\$11,407,107	3,680
47	John M. Sullivan	D	\$68,785,895	\$17,563,448	3,113
48	Andy Manar	D	\$72,609,942	\$33,840,322	3,286
49	Jennifer Bertino-Tarrant	D	\$67,481,058	\$4,691,379	3,054
50	Wm. Sam McCann	R	\$80,888,449	\$14,435,248	3,661
51	Chapin Rose	R	\$70,257,019	\$6,647,832	3,180
52	Scott M. Bennett	D	\$57,624,855	\$28,191,093	2,608
53	Jason A. Barickman	R	\$66,122,975	\$4,080,143	2,993
54	Kyle McCarter	R	\$74,820,993	\$8,559,909	3,386
55	Dale A. Righter	R	\$65,362,794	\$12,563,167	2,958
56	William R. Haine	D	\$61,816,376	\$8,624,035	2,798
57	James F. Clayborne, Jr.	D	\$78,870,847	\$11,331,215	3,570
58	David S. Luechtefeld	R	\$67,676,915	\$9,148,031	3,063
59	Gary Forby	D	\$69,932,217	\$20,790,431	3,165

Human Services Impact for all House Districts

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
	Statewide Total		\$3,831,803,280	\$955,970,288	173,424
House	Rep	Party			
1	Daniel J. Burke	D	\$19,186,109	\$1,541,285	868
2	Edward J. Acevedo	D	\$19,520,688	\$23,616,689	883
3	Luis Arroyo	D	\$23,564,082	\$531,774	1,066
4	Cynthia Soto	D	\$27,759,874	\$9,020,187	1,256
5	Kenneth Dunkin	D	\$38,379,860	\$32,069,194	1,737
6	Sonya M. Harper	D	\$27,452,974	\$189,126,060	1,242
7	Emanuel Chris Welch	D	\$40,372,582	\$5,604,649	1,827
8	La Shawn K. Ford	D	\$34,797,972	\$12,020,053	1,575
9	Arthur Turner	D	\$34,732,600	\$37,798,328	1,572
10	Pamela Reaves-Harris	D	\$31,361,968	\$33,491,633	1,419
11	Ann Williams	D	\$33,086,577	\$8,594,634	1,497
12	Sara Feigenholtz	D	\$39,738,776	\$19,805,385	1,799

Human Services Impact for all House Districts *(continued from page 32)*

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
Statewide Total			\$3,831,803,280	\$955,970,288	173,424
House	Rep	Party			
13	Greg Harris	D	\$37,862,741	\$34,963,037	1,714
14	Kelly M. Cassidy	D	\$43,852,419	\$5,313,866	1,985
15	John D'Amico	D	\$38,880,242	\$ -	1,760
16	Lou Lang	D	\$41,027,985	\$2,641,234	1,857
17	Laura Fine	D	\$37,660,473	\$8,442,064	1,704
18	Robyn Gabel	D	\$32,215,989	\$6,212,836	1,458
19	Robert F. Martwick	D	\$30,881,560	\$ -	1,398
20	Michael P. McAuliffe	R	\$32,862,785	\$5,221,543	1,487
21	Silvana Tabares	D	\$15,142,079	\$4,428,488	685
22	Michael J. Madigan	D	\$18,898,129	\$ -	855
23	Michael J. Zalewski	D	\$23,248,598	\$3,194,277	1,052
24	Elizabeth Hernandez	D	\$19,716,622	\$1,964,601	892
25	Barbara Flynn Currie	D	\$32,859,618	\$4,978,120	1,487
26	Christian L. Mitchell	D	\$42,495,854	\$7,670,786	1,923
27	Monique D. Davis	D	\$31,575,766	\$7,108,069	1,429
28	Robert Rita	D	\$35,302,797	\$2,878,807	1,598
29	Thaddeus Jones	D	\$37,051,486	\$2,078,856	1,677
30	William Davis	D	\$36,704,522	\$10,407,122	1,661
31	Mary E. Flowers	D	\$31,950,085	\$ -	1,446
32	André M. Thapedi	D	\$30,327,093	\$122,853	1,373
33	Marcus C. Evans, Jr.	D	\$37,159,519	\$104,984	1,682
34	Elgie R. Sims, Jr.	D	\$39,710,940	\$3,222,207	1,797
35	Frances Ann Hurley	D	\$37,105,308	\$ -	1,679
36	Kelly Burke	D	\$35,000,321	\$263,887	1,584
37	Margo McDermed	R	\$34,647,926	\$6,585,307	1,568
38	Al Riley	D	\$46,091,021	\$13,195,699	2,086
39	Will Guzzardi	D	\$24,512,288	\$5,130,711	1,109
40	Jaime M. Andrade, Jr.	D	\$30,112,759	\$1,104,387	1,363
41	Grant Wehrli	R	\$31,920,883	\$927,532	1,445
42	Jeanne M Ives	R	\$29,055,050	\$16,324,422	1,315
43	Anna Moeller	D	\$24,942,928	\$2,988,812	1,129
44	Fred Crespo	D	\$27,576,126	\$200,000	1,248
45	Christine Winger	R	\$30,100,648	\$1,101,859	1,362
46	Deborah Conroy	D	\$29,848,103	\$545,649	1,351
47	Patricia R. Bellock	R	\$36,154,867	\$1,010,128	1,636
48	Peter Breen	R	\$30,677,480	\$1,267,104	1,388
49	Mike Fortner	R	\$25,041,893	\$1,873,642	1,133
50	Keith Wheeler	R	\$28,170,774	\$9,010,160	1,275
51	Ed Sullivan	R	\$27,977,835	\$866,231	1,266
52	David McSweeney	R	\$28,824,845	\$402,495	1,305
53	David Harris	R	\$32,719,970	\$5,343,127	1,481
54	Thomas Morrison	R	\$28,918,829	\$1,720,438	1,309

Human Services Impact for all House Districts (continued from page 33)

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
Statewide Total			\$3,831,803,280	\$955,970,288	173,424
House	Rep	Party			
55	Martin J. Moylan	D	\$32,040,433	\$12,015,836	1,450
56	Michelle Mussman	D	\$29,024,430	\$28,114	1,314
57	Elaine Nekritz	D	\$33,188,013	\$806,234	1,502
58	Scott Drury	D	\$24,746,361	\$568,400	1,120
59	Carol A. Sente	D	\$29,166,731	\$1,467,656	1,320
60	Rita Mayfield	D	\$25,646,248	\$13,598,885	1,161
61	Sheri L Jesiel	R	\$33,482,468	\$1,554,915	1,515
62	Sam Yingling	D	\$25,158,400	\$1,747,815	1,139
63	Jack D. Franks	D	\$25,393,006	\$3,469,698	1,149
64	Barbara Wheeler	R	\$27,340,971	\$14,136,146	1,237
65	Steven Andersson	R	\$29,315,502	\$4,353,235	1,327
66	Michael W. Tryon	R	\$26,354,755	\$ -	1,193
67	Litesa E. Wallace	D	\$34,590,694	\$4,214,261	1,566
68	John M. Cabello	R	\$38,497,972	\$9,278,582	1,742
69	Joe Sosnowski	R	\$30,397,484	\$16,283,184	1,376
70	Robert W. Pritchard	R	\$26,837,002	\$471,726	1,215
71	Mike Smiddy	D	\$34,187,203	\$13,196,647	1,547
72	Patrick J. Verschoore	D	\$31,443,819	\$4,348,174	1,423
73	David R. Leitch	R	\$37,321,921	\$770,926	1,689
74	Donald L. Moffitt	R	\$35,298,906	\$1,804,922	1,598
75	John D. Anthony	R	\$27,753,603	\$774,195	1,256
76	Andrew F. Skoog	D	\$32,318,214	\$5,316,274	1,463
77	Kathleen Willis	D	\$23,198,652	\$2,783,142	1,050
78	Camille Y. Lilly	D	\$39,531,193	\$1,452,769	1,789
79	Katherine Cloonen	D	\$36,497,458	\$5,805,064	1,652
80	Anthony DeLuca	D	\$36,647,962	\$8,713,473	1,659
81	Ron Sandack	R	\$35,903,107	\$207,474	1,625
82	Jim Durkin	R	\$37,248,946	\$60,000	1,686
83	Linda Chapa LaVia	D	\$20,763,955	\$42,534	940
84	Stephanie A. Kifowit	D	\$28,263,112	\$ -	1,279
85	Emily McAsey	D	\$29,958,241	\$8,191,948	1,356
86	Lawrence M. Walsh, Jr.	D	\$29,943,299	\$12,486,296	1,355
87	Tim Butler	R	\$39,928,181	\$13,677,764	1,807
88	Keith P. Sommer	R	\$35,577,650	\$32,079,567	1,610
89	Brian W. Stewart	R	\$34,465,252	\$4,144,585	1,560
90	Tom Demmer	R	\$34,071,082	\$10,211,275	1,542
91	Michael Unes	R	\$38,519,569	\$2,503,475	1,743
92	Jehan A. Gordon-Booth	D	\$42,789,931	\$8,903,632	1,937
93	Norine Hammond	R	\$31,423,387	\$9,874,239	1,422
94	Randy Frese	R	\$37,362,508	\$7,689,209	1,691
95	Avery Bourne	R	\$37,050,976	\$3,341,737	1,677
96	Sue Scherer	D	\$35,558,967	\$30,498,585	1,609

Human Services Impact for all House Districts (continued from page 34)

			Economic Impact 2014	Human Service Grants 2014	Human Service Workers 2009-2013
Statewide Total			\$3,831,803,280	\$955,970,288	173,424
House	Rep	Party			
97	Mark Batinick	R	\$32,351,681	\$499,985	1,464
98	Natalie A. Manley	D	\$35,129,377	\$4,191,394	1,590
99	Sara Wojcicki Jimenez	R	\$44,053,049	\$10,361,467	1,994
100	C.D. Davidsmeyer	R	\$36,835,400	\$4,073,781	1,667
101	Bill Mitchell	R	\$34,758,585	\$4,826,342	1,573
102	Adam Brown	R	\$35,498,434	\$1,821,490	1,607
103	Carol Ammons	D	\$26,278,620	\$22,089,988	1,189
104	Chad Hays	R	\$31,346,235	\$6,101,105	1,419
105	Dan Brady	R	\$30,770,506	\$1,309,093	1,393
106	Thomas Bennett	R	\$35,352,470	\$2,771,050	1,600
107	John D. Cavaletto	R	\$40,353,524	\$2,447,877	1,826
108	Charles E. Meier	R	\$34,467,469	\$6,112,032	1,560
109	David Reis	R	\$33,468,082	\$6,205,940	1,515
110	Reginald Phillips	R	\$31,894,712	\$6,357,227	1,444
111	Daniel V. Beiser	D	\$33,441,748	\$7,972,527	1,514
112	Dwight Kay	R	\$28,374,628	\$651,509	1,284
113	Jay Hoffman	D	\$41,726,980	\$4,776,403	1,889
114	Eddie Lee Jackson, Sr.	D	\$37,143,866	\$6,554,812	1,681
115	Terri Bryant	R	\$32,985,944	\$5,954,298	1,493
116	Jerry F. Costello, II	D	\$34,690,971	\$3,193,734	1,570
117	John E. Bradley	D	\$36,151,067	\$8,111,726	1,636
118	Brandon W. Phelps	D	\$33,781,150	\$12,678,704	1,529

Types of Human Service Establishments by County

Geography	Outpatient Mental Health and Substance Abuse Centers	Residential Intellectual or Developmental Disabilities Mental Health and Substance Abuse Facilities	Individual and Family Services	Community Food, Housing, Emergency, or Other Relief Services	Vocational Rehabilitation Services	Child Day Care Centers	Total Human Service Establishments Per County	Number of Persons in Poverty Per County	Ratio of Persons in Poverty to Human Service Establishments
Adams County		6	14	6	1	7	34	9,374	275.7
Alexander County	1	1	1	2			5	2,399	479.8
Bond County			5			2	7	2,462	351.7
Boone County	2		4	1		10	17	6,055	356.2
Brown County			2			1	3	641	213.7
Bureau County	1	3	6	1	1	3	15	3,955	263.7
Calhoun County			1				1	593	593.0
Carroll County	1	1	2		2	4	10	2,038	203.8
Cass County	1	1	1			2	5	1,975	395.0
Champaign County	3	21	48	10	4	36	122	41,384	339.2
Christian County		4	7	4		5	20	4,873	243.7
Clark County			1			3	4	1,956	489.0
Clay County		10	5	3		2	20	2,100	105.0
Clinton County		12	8	2	1	13	36	3,184	88.4
Coles County	7	31	16	2	4	8	68	10,829	159.3
Cook County	121	464	984	195	137	1,414	3,315	868,652	262.0
Crawford County		4	5		2	1	12	2,688	224.0
Cumberland County	1		2			2	5	1,497	299.4
DeKalb County	6	19	19	2	3	22	71	18,622	262.3
De Witt County		2	4		1	4	11	2,259	205.4
Douglas County		2		1		4	7	2,028	289.7
DuPage County	11	38	157	37	11	193	447	62,913	140.7
Edgar County			2			4	6	3,311	551.8
Edwards County			3				3	757	252.3
Effingham County	2	3	9	5	3	9	31	3,066	98.9
Fayette County		1	3	4		4	12	3,548	295.7
Ford County						6	6	1,416	236.0
Franklin County	1	2	11		1	5	20	7,410	370.5
Fulton County	1	3	5	2	3	8	22	4,566	207.5
Gallatin County			1	1	1		3	929	309.7
Greene County				1		3	4	1,775	443.8
Grundy County		1	8	4	1	8	22	4,468	203.1
Hamilton County		3	1		1	2	7	1,413	201.9
Hancock County			1			4	5	2,535	507.0
Hardin County		2	2	1	1		6	992	165.3
Henderson County			1			2	3	799	266.3
Henry County	1	3	7	1	2	11	25	5,179	207.2
Iroquois County		15	10		2	4	31	3,922	126.5

Types of Human Service Establishments by County (continued from page 36)

Geography	Outpatient Mental Health and Substance Abuse Centers	Residential Intellectual or Developmental Disabilities Mental Health and Substance Abuse Facilities	Individual and Family Services	Community Food, Housing, Emergency, or Other Relief Services	Vocational Rehabilitation Services	Child Day Care Centers	Total Human Service Establishments Per County	Number of Persons in Poverty Per County	Ratio of Persons in Poverty to Human Service Establishments
Jackson County	4	13	13	1	3	4	38	16,711	439.8
Jasper County			2			2	4	635	158.8
Jefferson County	1	11	9	2	3	7	33	6,081	184.3
Jersey County	1		6			3	10	1,668	166.8
Jo Daviess County		4	3		1	3	11	2,121	192.8
Johnson County		2	4			2	8	1,500	187.5
Kane County	15	43	69	18	6	91	242	56,796	234.7
Kankakee County	4	31	23	4	3	21	86	17,848	207.5
Kendall County	2	8	9	2		26	47	5,540	117.9
Knox County	2	20	10	3	8	8	51	8,068	158.2
Lake County	10	30	102	8	13	211	374	61,256	163.8
LaSalle County	5	16	18	7	7	13	66	13,423	203.4
Lawrence County		3	5		2	1	11	1,462	132.9
Lee County	1	19	8		3	7	38	3,531	92.9
Livingston County	1	6	5	1	2	8	23	3,533	153.6
Logan County	1	9	6		1	4	21	3,228	153.7
McDonough County	2	5	8	1	3	4	23	6,324	275.0
McHenry County	8	23	43	8	1	75	158	23,542	149.0
McLean County	3	14	30	5	2	37	91	23,051	253.3
Macon County	5	13	25	12	1	8	64	18,707	292.3
Macoupin County	1	1	6			10	18	5,714	317.4
Madison County	4	35	45	10	12	60	166	36,554	220.2
Marion County		8	10	1	3	15	37	6,897	186.4
Marshall County			1	1			2	1,333	666.5
Mason County	1		1			4	6	2,323	387.2
Massac County		1	3	1		2	7	2,458	351.1
Menard County			3			3	6	1,221	203.5
Mercer County			3	1		4	8	1,623	202.9
Monroe County	2		5			10	17	1,780	104.7
Montgomery County		1	5	5		6	17	3,444	202.6
Morgan County	2	10	14	4	1	11	42	4,681	111.5
Moultrie County		2	2	1	1	2	8	1,851	231.4
Ogle County	2	1	8	2		5	18	5,907	328.2
Peoria County	3	29	47	15	10	35	139	31,258	224.9
Perry County	1	6	5		1	5	18	3,670	203.9
Piatt County		3	2			4	9	1,022	113.6
Pike County			1	1		3	5	2,616	523.2

Types of Human Service Establishments by County (continued from page 37)

Geography	Outpatient Mental Health and Substance Abuse Centers	Residential Intellectual or Developmental Disabilities Mental Health and Substance Abuse Facilities	Individual and Family Services	Community Food, Housing, Emergency, or Other Relief Services	Vocational Rehabilitation Services	Child Day Care Centers	Total Human Service Establishments Per County	Number of Persons in Poverty Per County	Ratio of Persons in Poverty to Human Service Establishments
Pope County		1	3	1	1		6	715	119.2
Pulaski County		1	8	1	1		11	1,118	101.6
Putnam County			1				1	839	839.0
Randolph County		2	12			4	18	3,694	205.2
Richland County		9	9	1	2	5	26	2,271	87.3
Rock Island County	3	17	39	6	7	34	106	18,982	179.1
St. Clair County	12	27	53	8	5	55	160	46,561	291.0
Saline County		5	5	3	1	5	19	4,595	241.8
Sangamon County	9	15	49	11	4	43	131	27,659	211.1
Schuyler County	1		1	2		2	6	1,153	192.2
Scott County			1			1	2	639	319.5
Shelby County	3	2	4			3	12	2,583	215.3
Stark County						1	1	643	643.0
Stephenson County		10	8	2		4	24	7,373	307.2
Tazewell County	3	32	12	3	7	19	76	12,150	159.9
Union County	4	10	5		3	2	24	3,381	140.9
Vermilion County	4	20	14	3	1	11	53	15,494	292.3
Wabash County			3		1	1	5	1,496	299.2
Warren County	1	8	1	2	1	6	19	2,614	137.6
Washington County		2	4		1	3	10	1,462	146.2
Wayne County		4	2		1	2	9	2,432	270.2
White County			5			5	10	2,230	223.0
Whiteside County	1	9	10	2	1	7	30	6,843	228.1
Will County	6	50	84	6	16	121	283	53,560	189.3
Williamson County	1	11	11	4	2	16	45	10,041	223.1
Winnebago County	10	47	57	8	12	31	165	50,549	306.4
Woodford County			3		1	9	13	3,316	255.1
Total for all of Illinois	299*	1,301	2,319	462	337	2,910	7,628	1,772,333	232.3

Source: U.S. Census Bureau, County Business Patterns 2013

*this has been shown to equal 301, there are possibly two establishments that were not reported.

Economic Impact

Economic impact estimates were developed for this report by the Public Policy Center of the University of Massachusetts at Dartmouth. The Center used the IMPLAN system of economic impact analysis, which utilizes input-output analysis in combination with regional social accounting matrices.

Inputs to the IMPLAN model included wages paid to human service employees and proprietorships, which were obtained from two Census databases: County Business Patterns and Nonemployer Statistics. County Business Patterns (CBP) is an annual series that provides subnational economic data by industry. This series includes the number of establishments, employment during the week of March 12, for each year, first quarter payroll and annual payroll (see www.census.gov/econ/cbp/).

Proprietors and partners of unincorporated businesses are not included in the County Business Pattern employment data. This data was obtained from the Census' Nonemployer Statistics database, an annual series that provides subnational economic data for businesses that have no paid employees and are subject to federal income tax (see www.census.gov/econ/nonemployer/index.html).

In order to determine the economic impact of the human services industry's \$4.2 billion annual payroll in 2013, a disposable income ratio was calculated using IMPLAN's social accounting matrix, which takes into account income-specific factors by household income group to determine the amount of money workers spend on expenses excluding the amount paid for taxes and savings. The resulting total disposable income of human service workers was the basis for the IMPLAN analysis, which generated induced financial, employment, and tax impacts for Illinois.

Number of Human Service Workers

There is no formal definition of "human services worker" in federal data sources. The data in this report uses several data sources to estimate the contributions and characteristics of human service workers, and the total number of such workers varies unavoidably among the survey instruments that were employed here.

Estimates of Human Service Workers' Economic Characteristics

The IMPLAN model requires the use of County Business Patterns and Nonemployer Statistics for population totals. The number of human service workers in these surveys in Illinois total 206,183.

Estimates of Human Service Worker Characteristics

The American Community Survey (ACS) (see www.census.gov/programs-surveys/acs/about.html) is the primary source of information on the characteristics of workers in the United States. For this report, ACS data from the 2009-2013 period were used for estimates of human service workers in major industrial categories (e.g., the number of vocational rehabilitation workers) and for estimates of their educational attainment and income levels. The table below displays the categories of human service workers using the major industrial classifications employed by the Census Bureau. This data is generated from Public Use Microdata Samples (PUMS), which are an approximately five percent sample of individual ACS records. Human service workers as estimated by the PUMS total 169,108 in Illinois.



PUMS Industrial Codes and Number of Employed Civilian Workers in Illinois: 2009-2013

Categories	Industry Code	Number of Workers
Social Assistance Total		169,108
Residential care facilities, except skilled nursing facilities	8290	30,945
Individual and family services	8370	60,038
Community food and housing, and emergency services	8380	4,282
Vocational rehabilitation services	8390	9,422
Child day care services	8470	64,421

Estimating Wages per Hour

For the analysis, we restricted the universe to full-time workers, defined as working at least 35 hours per week and 48 weeks or more, who were also in the civilian labor force. The American Community Survey provides data on the number of weeks worked in ranges. Some recoding of ACS ranges was done; workers reporting 50 to 52 weeks worked were recoded as working 51 weeks, and workers reporting 48 to 49 weeks were recoded as 48.5 weeks. The recoded weeks worked value was multiplied by the usual number of hours worked per week to develop an annual estimate of hours worked. This annual amount was divided into the sum of wages and salary income reported for each person. The result is an hourly wage estimate for each worker.

Defining Human Service Establishments

The number of human service establishments in Illinois comes from the U.S. Census Bureau's County Business Patterns reports (see www.census.gov/econ/cbp/overview.htm). County Business Patterns are derived from The Business Register, a Census Bureau database of all known business establishments located in the United States with paid employees.

County Business Patterns reports use North American Industrial Categories (NAICS) which are used by the federal government to classify business establishments for the purpose of publishing data on the U.S. business economy. Human service establishments are in the NAICS category 62 Healthcare and Social Assistance. The table below shows the discrete categories within the NAICS 62 series defined as human service establishments in this report.

NAICS Code	Industry Category	Establishments in 2013
62142	Outpatient mental health and substance abuse centers	301
6232	Residential intellectual and developmental disability, mental health, and substance abuse facilities	1,301
62321	Residential intellectual and developmental disability facilities	996
62322	Residential mental health and substance abuse facilities	305
624	Social assistance	6,028
6241	Individual and family services	2,319
62411	Child and youth services	473
62412	Services for the elderly and persons with disabilities	716
62419	Other individual and family services	1,130
6242	Community food and housing, and emergency and other relief services	462
62421	Community food services	153
62422	Community housing services	272
624221	Temporary shelters	116
624229	Other community housing services	156
62423	Emergency and other relief services	37
6243	Vocational rehabilitation services	337
6244	Child day care services	2,910

Estimates of Economic Impact by Legislative District

These estimates are based on applying a statewide estimate of economic impact per human services worker to the number of human service workers per district. Statewide, the 206,183 human service workers leveraged \$4.5 billion in economic impact, or \$22,095 per worker.

Estimates of Human Service Workers in Legislative Districts

Estimates of human service workers by state legislative district are not available, and so data at the census tract level was used. For each census tract an estimate of human service workers was developed on the basis of tract-level, published estimates of “healthcare and social assistance workers.” From this population, the number of social assistance workers (which represent human service workers) was estimated by applying a factor of 0.218 as, statewide, social assistance workers are 21.8 percent of all healthcare and social assistance workers combined. Applying this estimate to tract populations leads to a statewide estimate of human service workers of 173,671.

The tract-level estimates were apportioned to blocks using block-to-tract population ratios. The resulting block-level estimates are subsequently summed to state legislative districts by using district geographic definitions defined during the most recent redistricting process, and found at www.ilhousedems.com/redistricting. These definitions assign each block in Illinois to a legislative district.

Estimating Human Service Grants by Legislative District

The Illinois Department of Human Services posts human service grant amounts at the Illinois state data portal. The data are provided by zip code. Data for each zip code was assigned to a legislative district based on the district that contains the geographic center of a given zip code (i.e., its “centroid”).



Human Service Establishments in the North American Industry Classification System

The North American Industry Classification System (NAICS) is the standard used by the federal government to classify business establishments. The NAICS categories used in this report are as follows.

Outpatient Mental Health and Substance Abuse Centers

NAICS Category 621420

- This industry comprises establishments with medical staff primarily engaged in providing outpatient services related to the diagnosis and treatment of mental health disorders and alcohol and other substance abuse. These establishments generally treat patients who do not require inpatient treatment. They may provide a counseling staff and information regarding a wide range of mental health and substance abuse issues and/or refer patients to more extensive treatment programs, if necessary.

Examples:

- Alcoholism treatment centers and clinics (except hospitals), outpatient
- Detoxification centers and clinics (except hospitals), outpatient
- Drug addiction treatment centers and clinics (except hospitals), outpatient
- Mental health centers and clinics (except hospitals), outpatient
- Outpatient mental health centers and clinics (except hospitals)
- Outpatient treatment centers and clinics (except hospitals) for substance abuse (i.e., alcoholism, drug addiction)
- Outpatient treatment centers and clinics for alcoholism
- Outpatient treatment centers and clinics for drug addiction
- Psychiatric centers and clinics (except hospitals), outpatient
- Substance abuse treatment centers and clinics (except hospitals), outpatient

Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities

Includes NAICS categories:

- 623210 Residential Intellectual and Developmental Disability Facilities
 - This industry comprises establishments (e.g., group homes, hospitals, intermediate care facilities) primarily engaged in providing residential care services for persons diagnosed with intellectual and developmental disabilities. These facilities may provide

some healthcare, though the focus is room, board, protective supervision, and counseling.

- 623220 Residential Mental Health and Substance Abuse Facilities
 - This industry comprises establishments primarily engaged in providing residential care and treatment for patients with mental health and substance abuse illnesses. These establishments provide room, board, supervision, and counseling services. Although medical services may be available at these establishments, they are incidental to the counseling, mental rehabilitation, and support services offered. These establishments generally provide a wide range of social services in addition to counseling.

Examples:

- Group homes, intellectual and developmental disability
- Homes with or without healthcare, intellectual and developmental disability
- Hospitals, intellectual and developmental disability
- Intellectual and developmental disability facilities (e.g., homes, hospitals, intermediate care facilities), residential
- Intellectual and developmental disability homes
- Intellectual and developmental disability hospitals
- Intellectual and developmental disability intermediate care facilities
- Intermediate care facilities, intellectual and developmental disability
- Alcoholism rehabilitation facilities (except licensed hospitals), residential
- Convalescent homes or hospitals for psychiatric patients
- Drug addiction rehabilitation facilities (except licensed hospitals), residential
- Halfway houses for patients with mental health illnesses
- Halfway houses, substance abuse (e.g., alcoholism, drug addiction)
- Homes for emotionally disturbed adults or children
- Homes, psychiatric convalescent
- Hospitals, psychiatric convalescent
- Mental health facilities, residential
- Mental health halfway houses
- Psychiatric convalescent homes or hospitals
- Residential group homes for the emotionally disturbed
- Substance abuse (i.e., alcoholism, drug addiction) halfway houses
- Substance abuse facilities, residential

Individual and Family Services

NAICS Category 6241

- This industry comprises establishments primarily engaged

in providing nonresidential social assistance services for children and youth. These establishments provide for the welfare of children in such areas as adoption and foster care, drug prevention, life skills training, and positive social development.

Examples:

- Adoption agencies
- Adoption services, child
- Aid to families with dependent children (AFDC)
- Child guidance agencies
- Child welfare services
- Community centers (except recreational only), youth
- Foster care placement agencies
- Foster home placement services
- Self-help organizations, youth
- Teen outreach services
- Youth centers (except recreational only)
- Youth guidance organizations
- Youth self-help organizations
- Activity centers for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities
- Centers, senior citizens'
- Community centers (except recreational only), adult
- Companion services for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities
- Day care centers for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities
- Day care centers, adult
- Disability support groups
- Home care of elderly, non-medical
- Homemaker's service for elderly or disabled persons, non-medical
- Self-help organizations for disabled persons, the elderly, and persons diagnosed with intellectual and developmental disabilities
- Senior citizens activity centers
- Senior citizens centers
- Alcoholism and drug addiction self-help organizations
- Alcoholism counseling (except medical treatment), nonresidential
- Alcoholism self-help organizations
- Community action service agencies
- Counseling services
- Crisis intervention centers
- Drug addiction self-help organizations
- Exoffender rehabilitation agencies
- Exoffender self-help organizations
- Family social service agencies
- Family welfare services

- Hotline centers
- Individual and family social services, multi-purpose
- Marriage counseling services (except by offices of mental health practitioners)
- Mediation, social service, family, agencies
- Multiservice centers, neighborhood
- Offender self-help organizations
- Parenting support services
- Parole offices, privately operated
- Probation offices, privately operated
- Rape crisis centers
- Referral services for personal and social problems
- Rehabilitation agencies for offenders
- Self-help organizations (except for disabled persons, the elderly, persons diagnosed with intellectual and developmental disabilities)
- Social service agencies, family
- Social service centers, multipurpose
- Suicide crisis centers
- Support group services
- Telephone counseling services
- Travelers' aid centers
- Welfare service centers, multi-program

Community Food, Housing, Emergency or Other Relief Services

Includes NAICS Categories

- 62421 Community Food Services
 - This industry comprises establishments primarily engaged in the collection, preparation, and delivery of food for the needy. Establishments in this industry may also distribute clothing and blankets to the poor. These establishments may prepare and deliver meals to persons who by reason of age, disability, or illness are unable to prepare meals for themselves; collect and distribute salvageable or donated food; or prepare and provide meals at fixed or mobile locations. Food banks, meal delivery programs, and soup kitchens are included in this industry.
- 62422 Community Housing Services
 - This industry comprises establishments primarily engaged in providing one or more of the following community housing services: (1) short term emergency shelter for victims of domestic violence, sexual assault, or child abuse; (2) temporary residential shelter for the homeless, runaway youths, and patients and families caught in medical crises; (3) transitional housing for low-income individuals and families; (4) volunteer construction or repair of low cost housing, in partnership with the homeowner who may assist in construction or repair work; and (5) repair of homes for elderly or disabled homeowners. These establishments may operate their own shelter; or may subsidize housing using existing homes, apartments, hotels, or motels; or may require a low-cost mortgage or work (sweat) equity.

- **62423 Emergency and Other Relief Services**

- This industry comprises establishments primarily engaged in providing food, shelter, clothing, medical relief, resettlement, and counseling to victims of domestic or international disasters or conflicts (e.g., wars).

Examples:

- Community meals, social services
- Food banks
- Meal delivery programs
- Mobile soup kitchens
- Soup kitchens
- Battered women's shelters
- Emergency shelters (except for victims of domestic or international disasters or conflicts)
- Homeless shelters
- Runaway youth shelters
- Shelters (except for victims of domestic or international disasters or conflicts), emergency
- Shelters, battered women's
- Shelters, homeless
- Shelters, runaway youth
- Shelters, temporary (e.g., battered women's, homeless, runaway youth)
- Temporary housing for families of medical patients
- Temporary shelters (e.g., battered women's, homeless, runaway youth)
- Women's shelters, battered
- Energy assistance programs
- Home construction organizations, work (sweat) equity
- Housing assistance agencies
- Housing repair organizations, volunteer
- Transitional housing agencies
- Volunteer housing repair organizations
- Work (sweat) equity home construction organizations
- Disaster relief services
- Emergency relief services
- Emergency shelters for victims of domestic or international disasters or conflicts
- Immigrant resettlement services
- Refugee settlement services
- Relief services, disaster
- Relief services, emergency
- Shelters for victims of domestic or international disasters or conflicts, emergency

Vocational Rehabilitation Services

- NAICS Category 6243 Vocational Rehabilitation Services
 - This industry comprises (1) establishments primarily engaged in providing vocational rehabilitation or habilitation services, such as job counseling, job training, and work experience, to unemployed and underemployed persons, persons with disabilities, and

persons who have a job market disadvantage because of lack of education, job skill, or experience and (2) establishments primarily engaged in providing training and employment to persons with disabilities. Vocational rehabilitation job training facilities (except schools) and sheltered workshops (i.e., work experience centers) are included in this industry.

Examples:

- Habilitation job counseling and training, vocational
- Job counseling, vocational rehabilitation or habilitation
- Job training, vocational rehabilitation or habilitation
- Rehabilitation job counseling and training, vocational
- Sheltered workshops (i.e., work experience centers)
- Vocational habilitation job counseling
- Vocational habilitation job training facilities (except schools)
- Vocational rehabilitation agencies
- Vocational rehabilitation job counseling
- Vocational rehabilitation job training facilities (except schools)
- Vocational rehabilitation or habilitation services (e.g., job counseling, job training, work experience)
- Work experience centers (i.e., sheltered workshops)
- Workshops for persons with disabilities

Child Care Services

- NAICS Category 6244 Child Day Care Services
 - This industry comprises establishments primarily engaged in providing day care of infants or children. These establishments generally care for preschool children, but may care for older children when they are not in school and may also offer pre-kindergarten educational programs.

Examples:

- Babysitting services in provider's own home, child day care
- Babysitting services, child day care
- Child day care centers
- Child day care services
- Child day care services in provider's own home
- Child day care, before or after school, separate from schools
- Day care centers, child or infant
- Day care services, child or infant
- Group day care centers, child or infant
- Head start programs, separate from schools
- Infant day care centers
- Infant day care services
- Nursery schools
- Pre-kindergarten centers (except part of elementary school system)
- Preschool centers

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