

AURORA WORKS

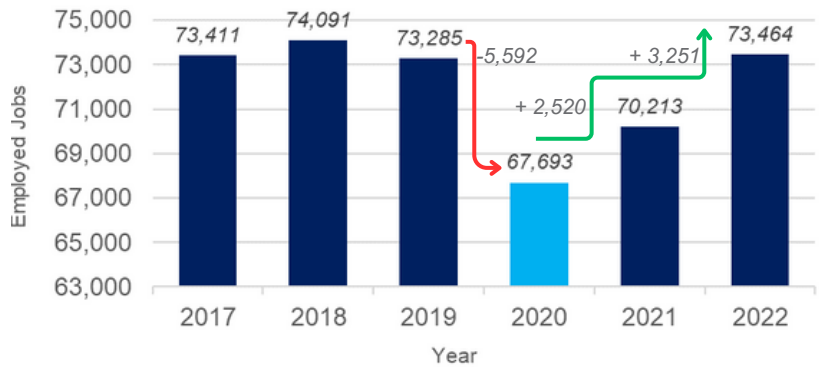
2017-2022

A 6-year overview of the
Aurora, IL workforce

Invest in your workforce. Invest Aurora.

Annual Total Job Change Over 6 Years 2017 - 2022

Between 2017-2022, Aurora, IL employed an average of 72,026 workers per year with average annual wages of \$64,388.



Between 2017-2022, **Aurora gained over 2,000 new jobs.**

10,396 Total Jobs Created **2,170** Total Jobs Gained

*Total jobs gained is the net total of jobs created minus the total jobs lost.**

65% (5,771) of Total Jobs Created occurred post-pandemic, 2020-2022, indicating a strong economic recovery across the City.

Annual Average Wages

Total Average Annual Wage rates in Aurora increased by 21% from 2017-2022.

\$53,342 2017 Avg. Wages **\$64,388** 2022 Avg. Wages

Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.





INDUSTRY EMPLOYMENT INSIGHTS

Out of the 20 primary NAICS industry sector codes, fifteen industries have been identified as principal contributors to the Aurora, IL economy.

Employment by Industry 2017-2022

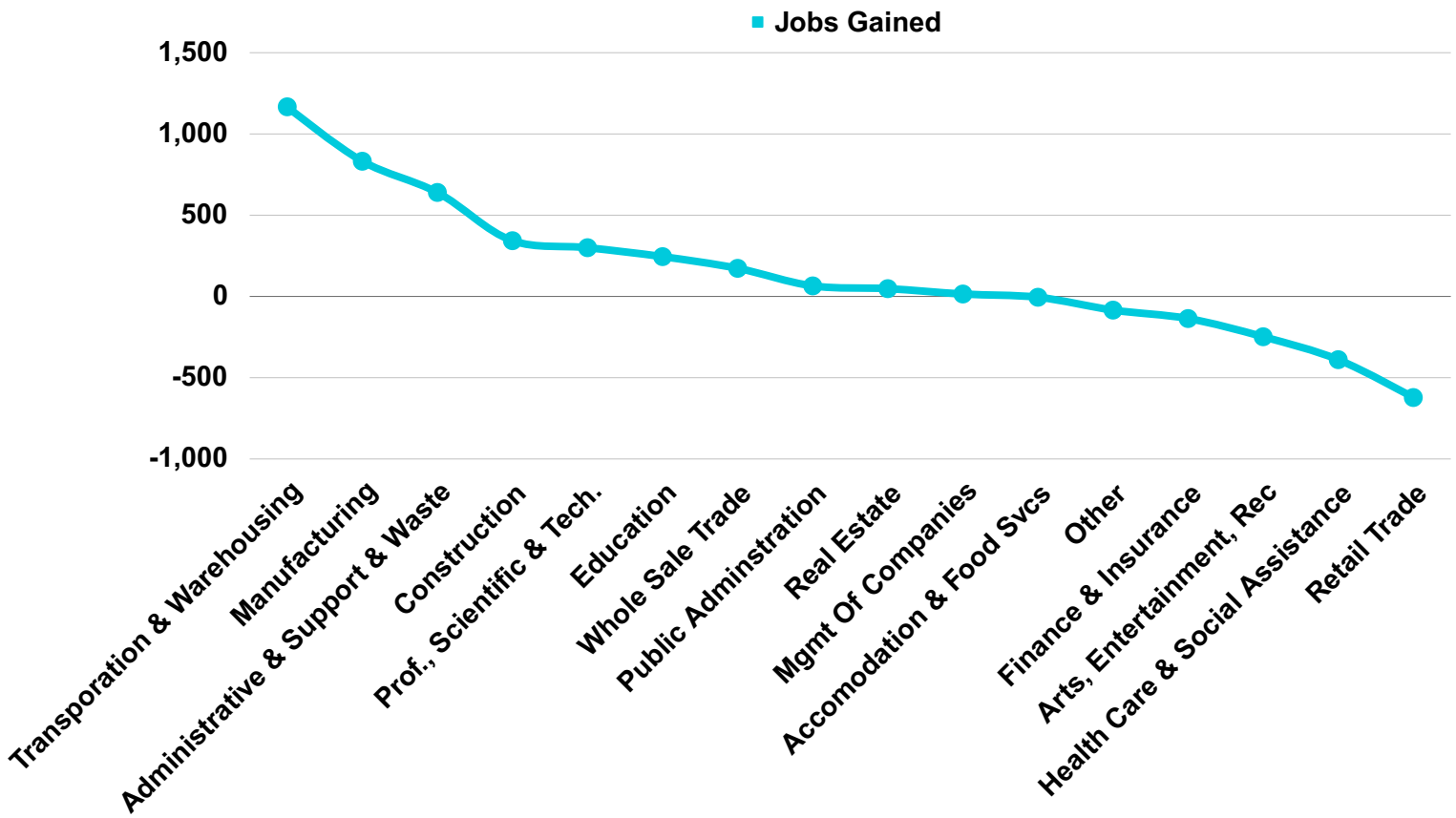
Of the 20 primary NAICS industry sector codes, 15 industries were identified as the primary drivers of the local Aurora, IL economy. Those industries are listed alphabetically as follows:

72	Accommodation and Food Services
56	Administrative and Support and Waste Management and Remediation Services
71	Arts, Entertainment, and Recreation
23	Construction
61	Educational Services
52	Finances and Insurance
62	Health Care and Social Assistance
31-33	Manufacturing
55	Management of Companies and Enterprises
81	Other Services (except Public Administration)
54	Professional, Scientific, and Technical Services
92	Public Administration
53	Real Estate and Rental and Leasing
44-45	Retail Trade
48-49	Transportation and Warehousing
42	Wholesale Trade

EMPLOYMENT BY INDUSTRY 2017-2022

Aurora experienced significant net job growth across its leading industries over a 6 year period from 2017-2022. We see the largest positive change in the Transportation and Warehousing industry which gained a total of 1,167 jobs, followed by Manufacturing at 832. The lowest growth seen was in the Management of Companies and Enterprises at a rate of 15 jobs gained.

Over the 6 years, Aurora's Retail Trade sector experienced the greatest net job loss (-622), followed by Health Care and Social Assistance (-389) jobs lost; nearly 50% less than Retail Trade. The most significant period of job loss within both of the aforementioned sectors occurred during the 2020 pandemic at 50% and 87%, respectively.



Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.

EMPLOYMENT BY INDUSTRY | WAGE HISTORY
2017-2022

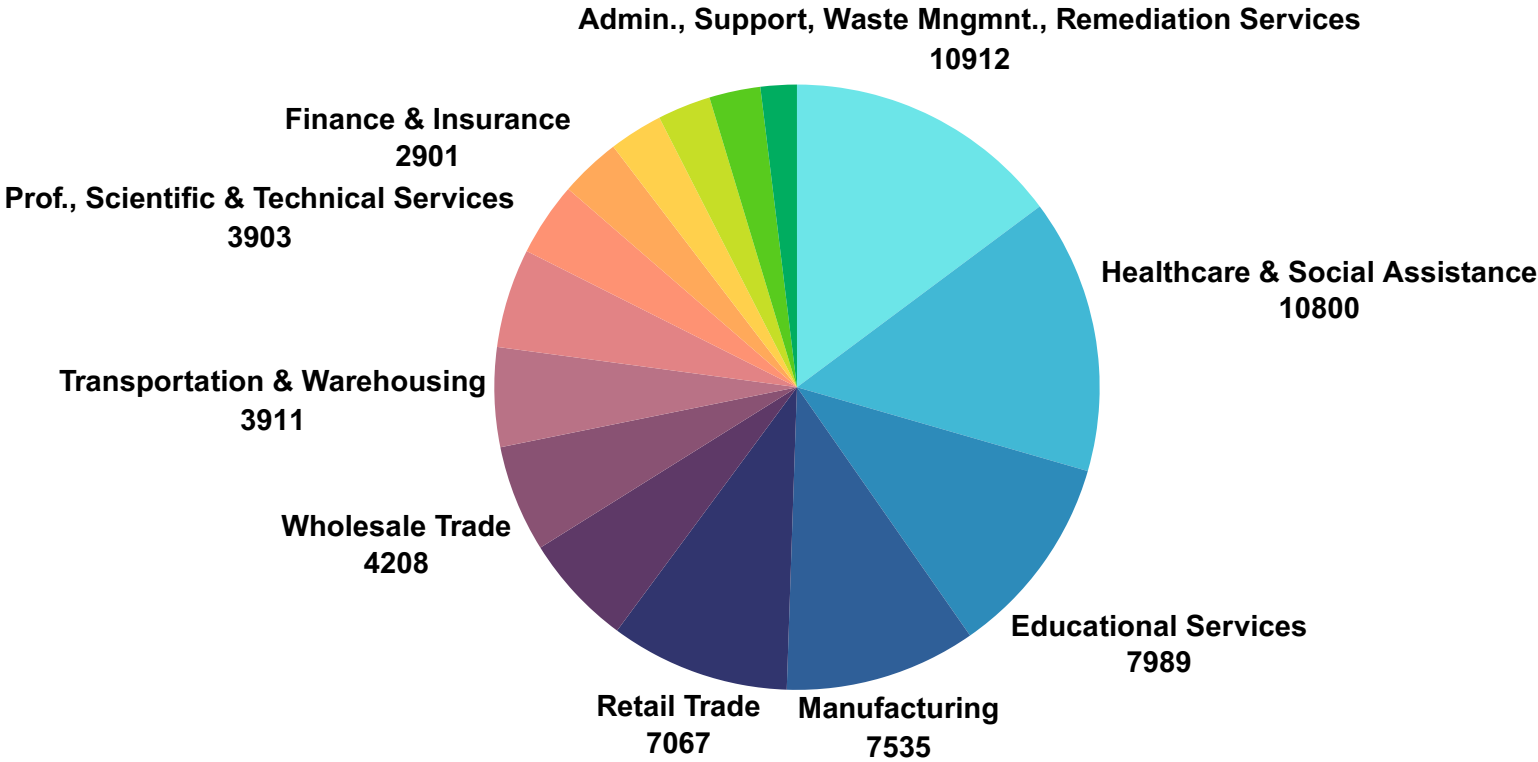
Aurora has not only seen notable employment growth in over 50% of it's industry base, several sectors that experienced job growth also raised employee average annual wage rates by roughly 30%. These sectors include: Accommodation & Food Services (35% growth); Administrative & Support & Waste (35% growth); Arts, Entertainment, Recreation (36%); Real Estate (34%).

6-Year Aurora Industry Wage History
2017-2022

	Avg Annual Wages 2022	6 Year Wage Growth
Accommodation & Food Services	\$ 25,628	35%
Administrative & Support & Waste	\$ 40,562	35%
Arts, Entertainment, Recreation	\$ 30,392	36%
Construction	\$ 76,373	15%
Education	\$ 55,614	20%
Finance & Insurance	\$ 107,376	29%
Health Care & Social Assistance	\$ 64,666	26%
Manufacturing	\$ 75,921	24%
Mgmt Of Companies	\$ 120,224	7%
Other	\$ 39,706	22%
Prof., Scientific & Tech.	\$ 97,201	29%
Public Administration	\$ 110,160	21%
Real Estate	\$ 74,093	34%
Retail Trade	\$ 40,054	62%
Transportation & Warehousing	\$ 60,185	14%
Whole Sale Trade	\$ 96,189	26%

EMPLOYMENT BY INDUSTRY

Aurora is a hub of over 70,000 highly skilled professionals across multiple industries that many businesses can and are tapping into. The chart below details the total jobs within the each industry that makes up Aurora's economy.



Leading Overall Job Growth Industries

1. Administrative and Support and Waste Management and Remediation Services
2. Health Care and Social Assistance
3. Educational Services
4. Manufacturing
5. Retail Trade

Notable Growth Trends

1. Transportation and Warehousing
2. Accommodation and Food Services



POST-PANDEMIC EMPLOYMENT TRENDS

From 2017-2022, Aurora experienced notable bursts of job loss and job growth in four of the community's leading industries. This section will explore the notable employment trends which occurred post-pandemic 2020-2022.

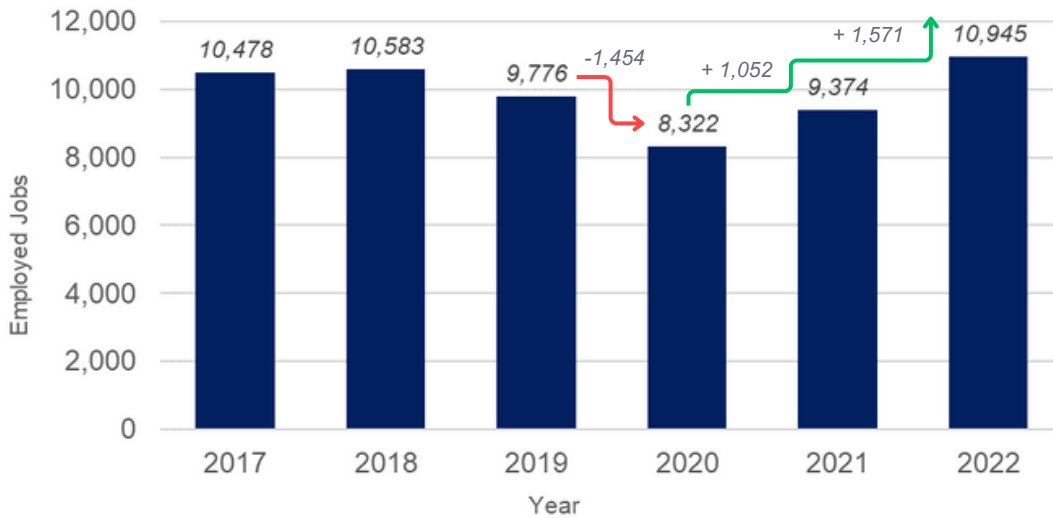
LEADING INDUSTRY EMPLOYMENT TRENDS 2017-2022

From 2017-2022, Aurora experienced notable bursts of job growth in 4 of the community’s leading industries: Administrative and Support and Waste Management and Remediation Services; Accommodation and Food Services; Transportation and Warehousing; and Manufacturing. We’ll explore each sectors employment history throughout the next section.

Administrative and Support and Waste Management and Remediation Services

The Administrative and Support and Waste Management and Remediation Services sector comprises establishments performing routine support activities for the day-to-day operations of other organizations; this includes the use of temporary workers and temp agencies. These essential activities are often undertaken in-house by establishments in many sectors of the economy. Activities performed include: office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal.

6-Year Admin, Support, Waste Mngmnt & Remediation Services Employment History 2017-2022



10,945 **2,623**
 2022 Total Employment Jobs Created post-pandemic 2020 to 2022

It is important to acknowledge that the Administrative and Support and Waste Management and Remediation Services sector is inclusive of temporary and contract workers, a workforce population of which the manufacturing industry sector is increasingly relying upon.

Accommodation and Food Services

6-Year Accommodation and Food Services Employment History
2017-2022



4,313

2022 Total Employment

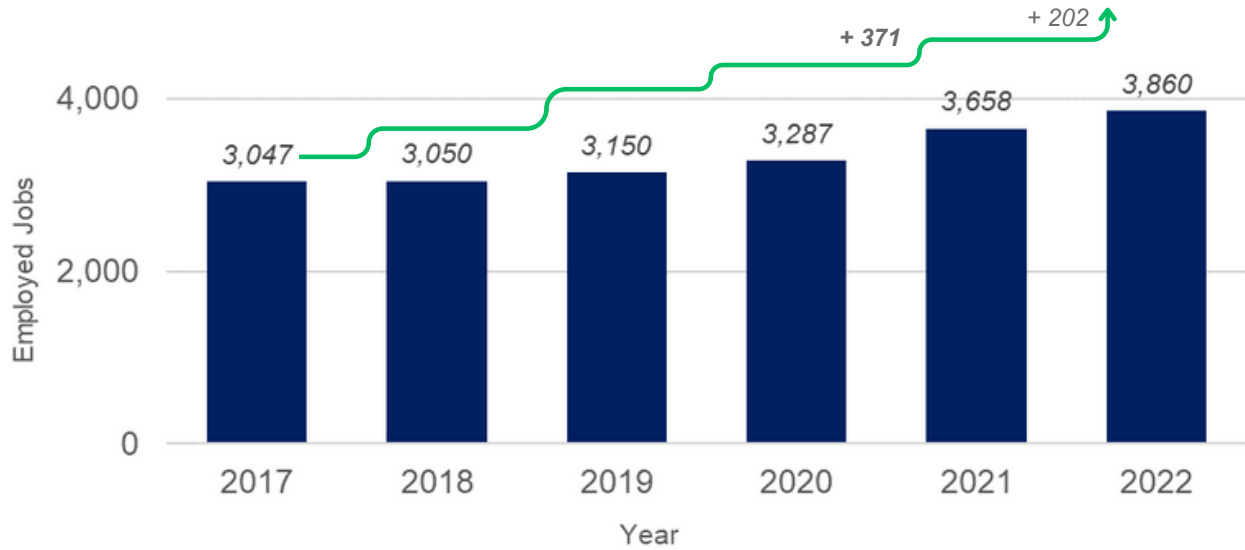
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Jobs Created post-pandemic 2020 to 2022

In 2020, the Accommodation and Food Services sector suffered a significant loss of 958 jobs due to the pandemic. However, between the end of 2020 through 2022, Aurora has recovered 99% of the NAICS 72 sector jobs lost.

Transportation and Warehousing

**6-Year Transportation and Warehousing Employment History
2017-2022**



3,860

2022 Total Employment

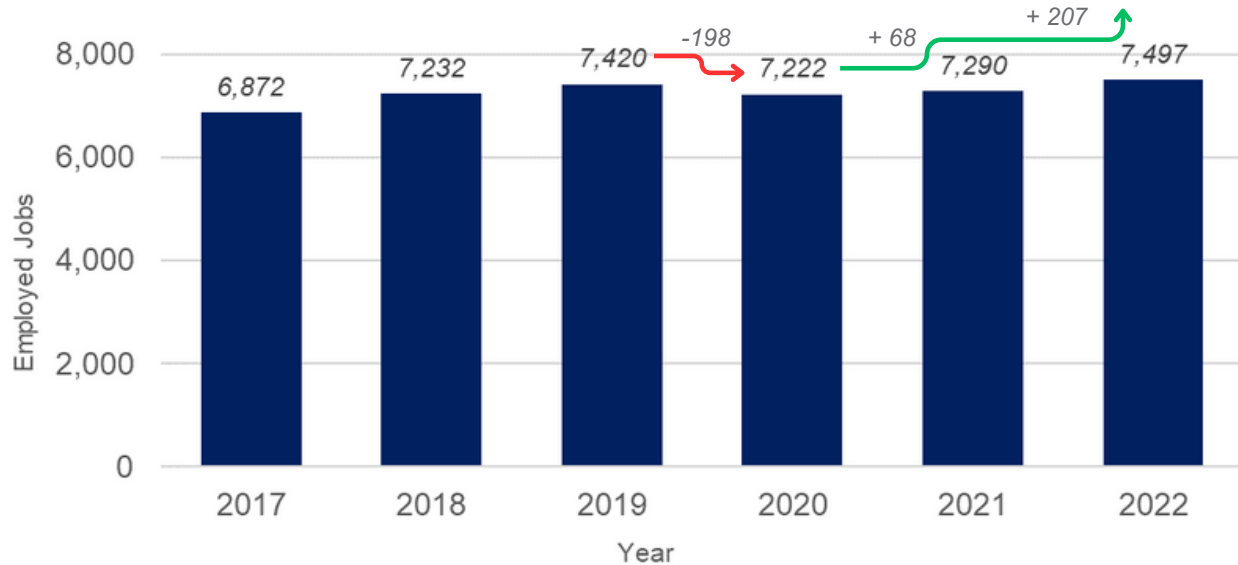
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Jobs Created post-pandemic 2020 to 2022

Transportation and Warehousing has seen a year-by-year increase in total employed jobs, experiencing the largest burst of growth at 371 jobs following the onset of the pandemic, from 2020 into 2021.

Manufacturing

**6-Year Manufacturing Employment History
2017-2022**



7,497

2022 Total Employment

275

Jobs Created post-pandemic 2020 to 2022

While the manufacturing sector saw a job increase following the pandemic, it should be recognized that the many of these roles are being filled by temporary workers rather than full-time, or part-time equivalent positions.

Of the total jobs created post-pandemic, 2,101 (77%) were temporary positions or filled by a temporary staffer.

Recent Legislation Updates

Illinois house bill 2862 (HB2862), passed in 2023, provides that “a day or temporary laborer who is assigned to work at a third party client for more than 90 calendar days shall be paid not less than the rate of pay and equivalent benefits as the lowest paid directly hired employee of the third party client with the same level of seniority at the company” (*Bill Status for HB2862, 2023*).

An aerial photograph of a city, likely Naperville, Illinois, showing a mix of urban buildings, green spaces, and a river. A prominent tall brick building is visible in the center. The city is surrounded by dense greenery. A yellow rectangular graphic is in the top right corner. A large yellow semi-transparent box covers the bottom left portion of the image, containing text.

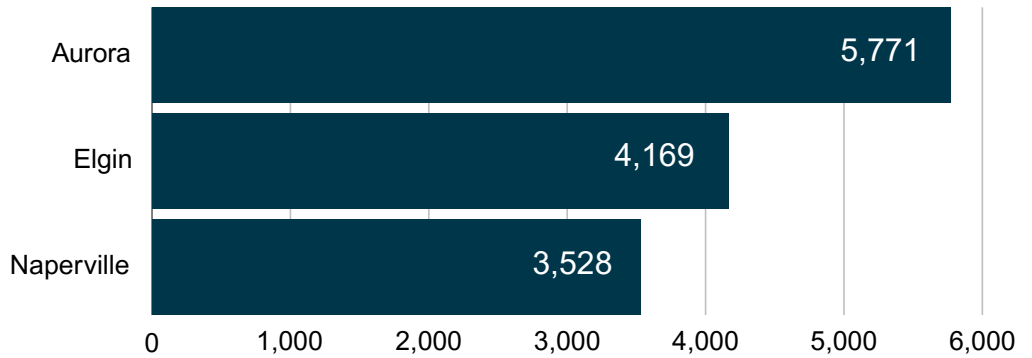
REGIONAL PERSPECTIVE

Aurora • Elgin • Naperville

On average, Southwest suburban communities of the Chicagoland Metropolitan area have experienced significant employment growth since the 2020 COVID-19 pandemic with nearly all lost jobs being recovered in 2021 - 2022.

AURORA AREA POST-PANDEMIC JOB GROWTH

Jobs Created Post-Pandemic in Comparable Neighboring Cities
2021-2022



Aurora

10,396 Total Jobs Created 2017-2022

6,398 Total Jobs Lost 2017-2022

5,592 Jobs Lost in 2020

**5,771 Jobs Created Post-Pandemic
(65%) 2021 - 2022**

Elgin

7,095 Total Jobs Created 2017-2022

4,807 Total Jobs Lost 2017-2022

3,970 Jobs Lost in 2020

**4,169 Jobs Created Post-Pandemic
(58.7%) 2021 - 2022**

Naperville

10,011 Total Jobs Created 2017-2022

5,757 Total Jobs Lost 2017-2022

5,314 Jobs Lost in 2020

**3,528 Jobs Created Post-Pandemic
(35.2%) 2021 - 2022**

A photograph of three business professionals sitting around a wooden conference table. On the left, a man with glasses and a patterned shirt under a grey blazer is looking down at a tablet. In the center, a woman with curly hair, wearing a dark blazer over a light-colored top, is smiling and looking towards the right. On the right, a woman with glasses and a dark patterned blazer is smiling and looking towards the camera. They are all holding documents or tablets. The background shows a large window with a brick wall outside. A yellow rectangular graphic element is in the top right corner.

INVEST AURORA DATA REPORTING TOOLS

INDUSTRY HIRING POTENTIAL

Understanding a community's labor market is critical for businesses seeking to open or expand. Using data sourced from the nations Bureau of Labor Statistics, Invest Aurora is able to help make informed decisions based on local trends and potential workforce availability.

Hiring Potential Report 2023

Understanding a community's labor market is critical for businesses seeking to open or expand. Using data sourced from the nations Bureau of Labor Statistics, Invest Aurora is able to procure historical employment data for any given industry classification and analyze it to generate on-demand potential hire reports. An example of this report style is represented by the table below.

This table is a portion of a complete hiring report conducted in December 2023 for Aurora, ILs Manufacturing industry sector (NAICS 31). In its entirety, this report examines the current number of locally based and surrounding area workers that are employed or unemployed within an identified sector, compares the sectors regional and national average wages, and provides an estimated number of potential candidates per opening.

Aurora, IL Manufacturing (NAICS 31) Hiring Potential

SOC	Title	New Employer Demand	Empl (Place of Residence)	Unempl	Regional Avg Wage	National Avg Wage	Empl Extended	Unempl Extended	Potential Candidates per Opening
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	1	7	0	\$ 46,800.00	\$ 51,300.00	415	19	7
51-6031	Sewing Machine Operators	1	218	8	\$ 33,600.00	\$ 35,000.00	75	10	226
51-3023	Slaughterers and Meat Packers	1	77	5	\$ 39,600.00	\$ 36,600.00	970	95	83
53-7065	Stockers and Order Fillers	1	1809	142	\$ 37,300.00	\$ 37,100.00	10113	812	1,951
51-2041	Structural Metal Fabricators and Fitters	1	26	1	\$ 54,200.00	\$ 51,300.00	70	2	27
51-4111	Tools and Die Makers	1	62	1	\$ 60,300.00	\$ 62,400.00	342	15	63
51-7042	Woodworking Machine Setters, Operators, and Tenders, <i>Except Sawing</i>	1	43	4	\$ 43,800.00	\$ 40,200.00	472	23	47

Potential Candidates per Opening represents the ratio of potential candidates (employed plus unemployed) to the new employer demand. These results are coded by color (red, orange, yellow, green) to indicate the industries labor supply and business hiring probability.



Ample Supply



Moderate Supply



Short Supply

JobsEQ uses a threshold of "50" to denote ample supply.

Hiring Potential Report 2023


Glossary

Aurora, IL Manufacturing (NAICS 31) Hiring Potential

SOC	Standard Occupational Classification Code
New Employer Demand	Estimated number of employees needed in the specified occupation by incoming firm
Employment (Place of Residence) (<i>Empl (Place of Residence)</i>)	Estimated number of workers currently employed in the occupation in the region by residence
Unemployment (<i>Unemploy</i>)	Estimated number of workers unemployed in the occupation in the region by residence
Regional Avg. Wage	Average wage for selected occupation in the region
National Avg. Wage	Average wage for selected occupation in the nation
Employment Extended (<i>Empl Extended</i>)	Regional workers meeting the following 3 criteria: <ul style="list-style-type: none"> • Currently Employed • Have similar skills to those of the specified occupation • Current wages are no more than 10% higher than avg. wages of the specified occupation
Unemployment Extended (<i>Unempl Extended</i>)	Regional workers meeting the same criteria as Employment Extended, however, they're unemployed


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