

Job Posting Analytics

Lightcast Q3 2024 Data Set

August 2024

Illinois

Parameters

Select Timeframe: Jan 2024 - Jul 2024

Regions:

Code	Description
16980	Chicago-Naperville-Elgin, IL-IN-WI

Minimum Experience Required: Any

Advertised Salary: Include all postings regardless

Education Level:

Description
Bachelor's degree

Job Type: Exclude Internships

Part-Time / Full-Time :

Full-time (> 32 hours)

Keyword Search:

Posting Type: Newly Posted

Job Postings Overview

166,729

Unique Postings
409,739 Total Postings

19,995

Employers Competing
50,416 Total Employers

24 Days

Median Posting Duration
Regional Average: 24 Days

2 : 1

Posting Intensity



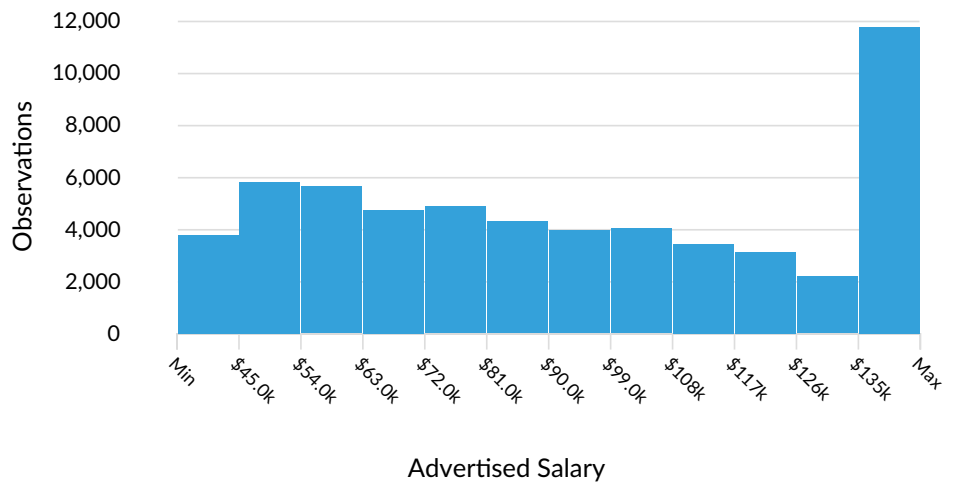
Regional Average: 2 : 1

Advertised Salary

There are 57,508 advertised salary observations (34% of the 166,729 matching postings).

\$89.0K

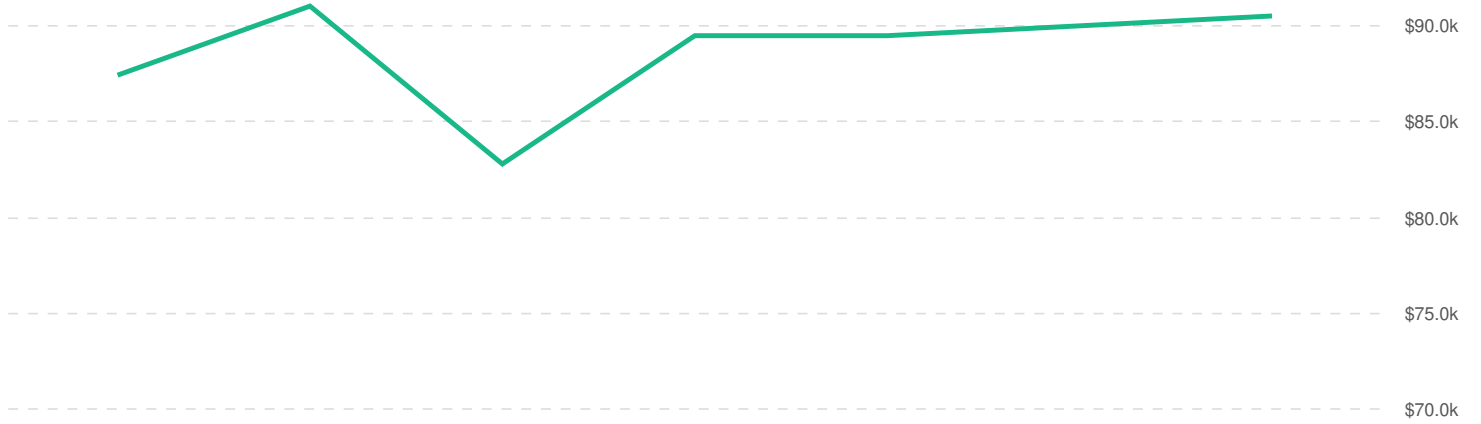
Median Advertised Salary



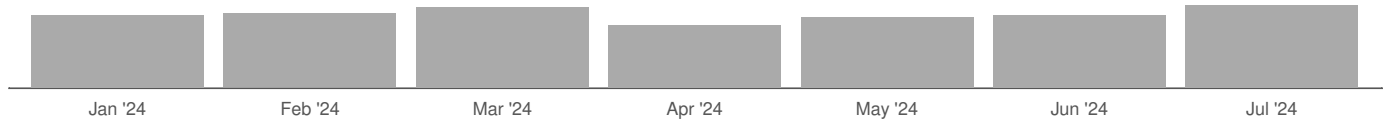
Advertised Wage Trend

▲ 3.5% Jan 2024 - Jul 2024

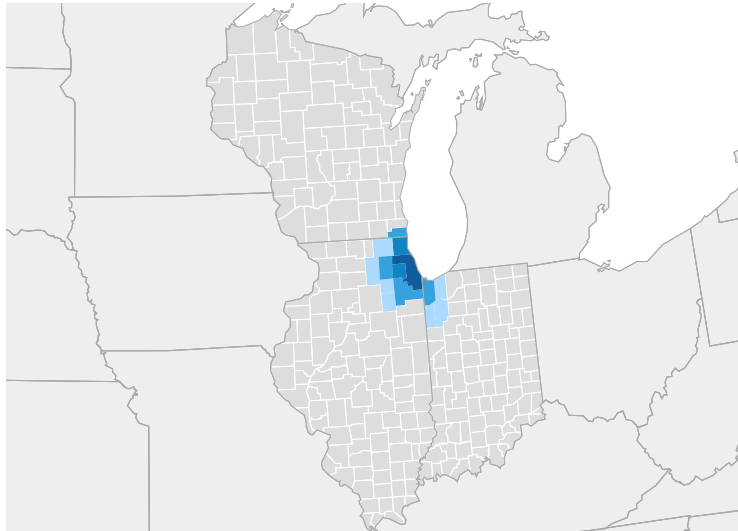
\$89.0k Median



57,508 Job Postings

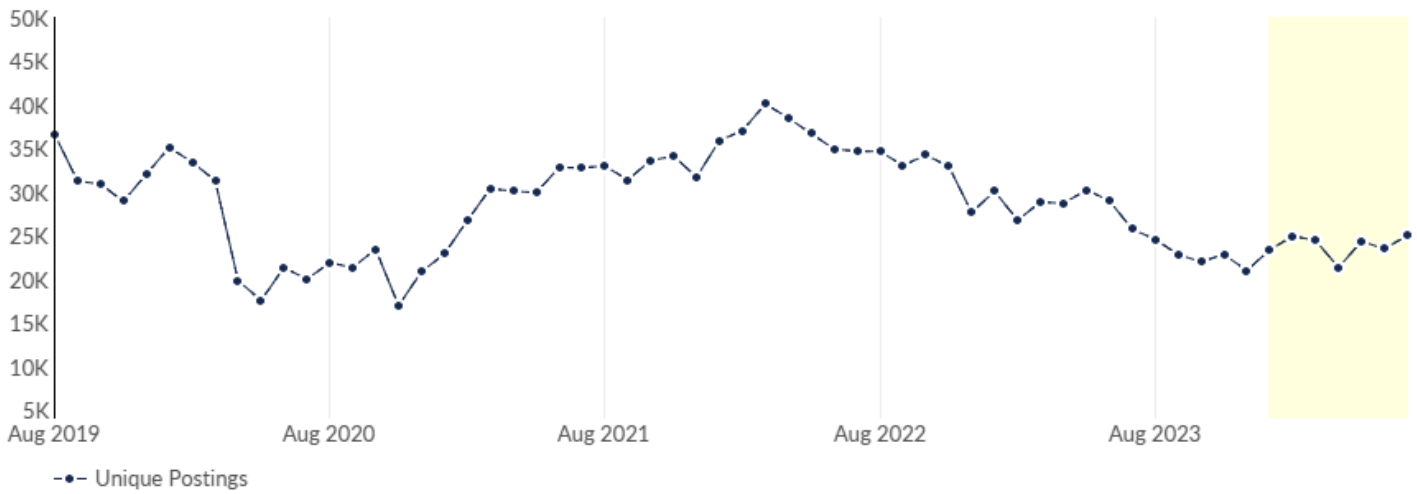


Job Postings Regional Breakdown



County	Unique Postings (Jan 2024 - Jul 2024)
Cook County, IL	108,637
DuPage County, IL	19,193
Lake County, IL	17,012
Will County, IL	5,706
Kane County, IL	4,499

Unique Postings Trend



Month	Unique Postings	Posting Intensity
Jul 2024	24,980	2 : 1
Jun 2024	23,466	3 : 1
May 2024	24,309	3 : 1
Apr 2024	21,307	2 : 1
Mar 2024	24,419	2 : 1
Feb 2024	24,919	2 : 1
Jan 2024	23,329	2 : 1
Dec 2023	20,970	3 : 1
Nov 2023	22,799	3 : 1
Oct 2023	21,978	2 : 1
Sep 2023	22,799	2 : 1
Aug 2023	24,546	2 : 1
Jul 2023	25,712	3 : 1
Jun 2023	28,986	3 : 1
May 2023	30,217	3 : 1
Apr 2023	28,660	3 : 1
Mar 2023	28,840	3 : 1
Feb 2023	26,736	3 : 1
Jan 2023	30,071	3 : 1
Dec 2022	27,635	2 : 1

Nov 2022	32,919	2 : 1
Oct 2022	34,220	2 : 1
Sep 2022	33,016	2 : 1
Aug 2022	34,647	2 : 1
Jul 2022	34,657	2 : 1
Jun 2022	34,901	2 : 1
May 2022	36,683	2 : 1
Apr 2022	38,481	2 : 1
Mar 2022	40,086	2 : 1
Feb 2022	37,028	2 : 1
Jan 2022	35,892	2 : 1
Dec 2021	31,706	2 : 1
Nov 2021	34,084	3 : 1
Oct 2021	33,615	3 : 1
Sep 2021	31,370	3 : 1
Aug 2021	32,956	3 : 1
Jul 2021	32,772	3 : 1
Jun 2021	32,768	3 : 1
May 2021	29,917	2 : 1
Apr 2021	30,088	2 : 1
Mar 2021	30,371	2 : 1
Feb 2021	26,698	3 : 1
Jan 2021	22,875	3 : 1
Dec 2020	20,817	3 : 1
Nov 2020	16,942	3 : 1
Oct 2020	23,414	3 : 1
Sep 2020	21,305	3 : 1
Aug 2020	21,861	4 : 1
Jul 2020	19,972	4 : 1
Jun 2020	21,299	4 : 1
May 2020	17,514	4 : 1

Apr 2020	19,833	4 : 1
Mar 2020	31,308	3 : 1
Feb 2020	33,389	3 : 1
Jan 2020	35,107	3 : 1
Dec 2019	32,023	4 : 1
Nov 2019	28,920	3 : 1
Oct 2019	30,866	3 : 1
Sep 2019	31,260	3 : 1
Aug 2019	36,580	3 : 1

Education Breakdown

Education Level	Unique Postings	% of Total
No Education Listed	0	0%
High school or GED	17,961	11%
Associate's degree	13,934	8%
Bachelor's degree	166,729	100%
Master's degree	34,285	21%
Ph.D. or professional degree	4,553	3%

Minimum Education Breakdown














Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	17,961	0	11%
Associate's degree	10,349	0	6%
Bachelor's degree	138,419	25,776	83%
Master's degree	0	31,009	0%
Ph.D. or professional degree	0	4,553	0%

Experience Breakdown











Minimum Experience	Unique Postings	% of Total
No Experience Listed	44,534	27%
0 - 1 Years	17,159	10%
2 - 3 Years	40,917	25%
4 - 6 Years	39,347	24%
7 - 9 Years	13,908	8%
10+ Years	10,864	7%

Top Companies Posting



	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Uline	8,779 / 3,393	3 : 1	23 days
University of Chicago	8,862 / 2,162	4 : 1	31 days
Epsilon	4,415 / 1,754	3 : 1	17 days
AbbVie	5,469 / 1,723	3 : 1	24 days
Discover Financial Services	6,965 / 1,367	5 : 1	17 days
Swing Education	1,473 / 1,275	1 : 1	23 days
Walgreens Boots Alliance	5,868 / 1,243	5 : 1	27 days
Advocate Aurora Health	2,979 / 1,203	2 : 1	26 days
Robert Half	1,937 / 1,166	2 : 1	28 days
Deloitte	2,026 / 1,138	2 : 1	18 days
Actalent	2,115 / 1,014	2 : 1	18 days
Starbucks	2,627 / 995	3 : 1	17 days
Randstad	1,524 / 938	2 : 1	9 days
Abbott Laboratories	3,367 / 880	4 : 1	24 days
Health Care Service Corporation	2,585 / 846	3 : 1	28 days
United Airlines	2,820 / 846	3 : 1	14 days
PageGroup	1,901 / 767	2 : 1	27 days
Northwestern Memorial Healthcare	1,859 / 756	2 : 1	27 days
University of Illinois	1,978 / 730	3 : 1	21 days
PricewaterhouseCoopers	1,761 / 725	2 : 1	24 days
Northern Trust	1,847 / 688	3 : 1	29 days
Accenture	1,783 / 666	3 : 1	25 days
JPMorgan Chase	2,633 / 658	4 : 1	27 days
Northwestern University	1,915 / 648	3 : 1	29 days
GPAC	1,368 / 632	2 : 1	29 days
The Judge Group	1,734 / 609	3 : 1	30 days
Disability Solutions	1,272 / 575	2 : 1	22 days
Elevance Health	1,280 / 564	2 : 1	21 days

Baxter International	1,359 / 528	3 : 1		24 days
Amazon	1,445 / 503	3 : 1		26 days
Chicago Public Schools	2,023 / 500	4 : 1		32 days
CVS Health	1,750 / 483	4 : 1		30 days
LaSalle Network	520 / 474	1 : 1		20 days
Wintrust Financial Corporation	1,141 / 471	2 : 1		24 days
Capital One	1,123 / 457	2 : 1		16 days
Invenergy	1,124 / 429	3 : 1		29 days
Rush University Medical Center	1,542 / 423	4 : 1		30 days
Publicis Groupe	1,760 / 418	4 : 1		29 days
JLL	1,139 / 412	3 : 1		25 days
Arthur J. Gallagher	1,141 / 409	3 : 1		22 days
McDonald's	1,828 / 395	5 : 1		28 days
ManpowerGroup	714 / 394	2 : 1		20 days
Zurich Insurance	1,496 / 391	4 : 1		24 days
W.W. Grainger	1,054 / 383	3 : 1		16 days
Motorola Solutions	960 / 378	3 : 1		20 days
Huntington Bancshares	1,029 / 375	3 : 1		30 days
CDW	820 / 369	2 : 1		25 days
Northwestern Medicine	911 / 369	2 : 1		25 days
Ernst & Young	879 / 366	2 : 1		17 days
Insight Global	600 / 348	2 : 1		20 days









Top Cities Posting

City	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Chicago, IL	198,460 / 76,651	3 : 1 	25 days
Deerfield, IL	10,380 / 3,276	3 : 1 	23 days
Naperville, IL	6,902 / 2,889	2 : 1 	26 days
North Chicago, IL	6,853 / 2,841	2 : 1 	22 days
Schaumburg, IL	6,383 / 2,642	2 : 1 	25 days
Oak Brook, IL	5,030 / 2,142	2 : 1 	28 days
Aurora, IL	4,833 / 2,015	2 : 1 	25 days
Downers Grove, IL	4,757 / 1,909	2 : 1 	25 days
Lake Forest, IL	4,260 / 1,865	2 : 1 	25 days
Des Plaines, IL	4,181 / 1,660	3 : 1 	23 days



Top Posted Occupations

	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Computer Occupations, All Other	15,552 / 6,344	2 : 1 	22 days
Software Developers	15,727 / 6,097	3 : 1 	19 days
Registered Nurses	16,226 / 5,522	3 : 1 	25 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	12,847 / 5,116	3 : 1 	26 days
Financial Managers	11,603 / 4,699	2 : 1 	26 days
Marketing Managers	10,729 / 4,342	2 : 1 	25 days
General and Operations Managers	10,657 / 4,048	3 : 1 	25 days
Sales Managers	9,785 / 4,021	2 : 1 	27 days
Project Management Specialists	9,188 / 3,819	2 : 1 	24 days
Accountants and Auditors	8,227 / 3,750	2 : 1 	26 days










Top Posted Occupations

Occupation (O*NET)	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Software Developers	15,727 / 6,097	3 : 1 	19 days
Registered Nurses	14,896 / 5,175	3 : 1 	25 days
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	12,847 / 5,116	3 : 1 	26 days
Marketing Managers	10,729 / 4,342	2 : 1 	25 days
General and Operations Managers	10,657 / 4,048	3 : 1 	25 days
Sales Managers	9,785 / 4,021	2 : 1 	27 days
Project Management Specialists	9,188 / 3,819	2 : 1 	24 days
Accountants and Auditors	8,227 / 3,750	2 : 1 	26 days
Financial Managers	8,243 / 3,309	2 : 1 	25 days
Financial and Investment Analysts	7,710 / 3,145	2 : 1 	25 days
Information Technology Project Managers	6,671 / 2,695	2 : 1 	22 days
Business Intelligence Analysts	5,665 / 2,410	2 : 1 	22 days
Human Resources Specialists	5,191 / 2,355	2 : 1 	25 days
Medical and Health Services Managers	5,563 / 2,344	2 : 1 	25 days
First-Line Supervisors of Office and Administrative Support Workers	5,409 / 2,295	2 : 1 	25 days
Management Analysts	5,127 / 2,253	2 : 1 	23 days
Market Research Analysts and Marketing Specialists	5,436 / 2,169	3 : 1 	25 days
First-Line Supervisors of Retail Sales Workers	5,704 / 1,947	3 : 1 	25 days
Human Resources Managers	4,223 / 1,704	2 : 1 	26 days
Computer User Support Specialists	3,329 / 1,586	2 : 1 	22 days
Customer Service Representatives	4,294 / 1,542	3 : 1 	25 days
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,787 / 1,542	2 : 1 	27 days
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	3,644 / 1,436	3 : 1 	25 days

First-Line Supervisors of Production and Operating Workers	3,224 / 1,389	2 : 1		26 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	3,348 / 1,375	2 : 1		25 days
Treasurers and Controllers	3,163 / 1,328	2 : 1		26 days
Computer Systems Engineers/Architects	3,219 / 1,281	3 : 1		21 days
Secondary School Teachers, Except Special and Career/Technical Education	2,059 / 1,254	2 : 1		27 days
Child, Family, and School Social Workers	2,538 / 1,158	2 : 1		26 days
Construction Managers	2,703 / 1,148	2 : 1		26 days
Managers, All Other	2,674 / 1,131	2 : 1		26 days
Database Administrators	2,485 / 1,110	2 : 1		19 days
Information Security Engineers	2,748 / 1,094	3 : 1		22 days
Financial Risk Specialists	3,222 / 1,066	3 : 1		23 days
Public Relations Managers	2,681 / 1,049	3 : 1		25 days
Purchasing Managers	2,887 / 1,038	3 : 1		27 days
Food Service Managers	2,219 / 1,003	2 : 1		27 days
Mechanical Engineers	2,435 / 990	2 : 1		25 days
Architectural and Engineering Managers	2,534 / 985	3 : 1		24 days
Computer Occupations, All Other	2,180 / 978	2 : 1		19 days
Purchasing Agents, Except Wholesale, Retail, and Farm Products	2,123 / 972	2 : 1		24 days
Special Education Teachers, All Other	2,566 / 961	3 : 1		23 days
Substitute Teachers, Short-Term	1,310 / 952	1 : 1		23 days
Database Architects	2,331 / 928	3 : 1		23 days
Bookkeeping, Accounting, and Auditing Clerks	1,820 / 907	2 : 1		24 days
Civil Engineers	2,136 / 884	2 : 1		23 days
Computer Systems Analysts	2,160 / 869	2 : 1		22 days
Securities, Commodities, and Financial Services Sales Agents	2,751 / 867	3 : 1		25 days

Electrical Engineers	2,043 / 861	2 : 1		22 days
Elementary School Teachers, Except Special Education	1,299 / 858	2 : 1		26 days

Top Posted Occupations

Occupation	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Software Developer / Engineer	14,264 / 5,443	3 : 1 	19 days
Registered Nurse	13,904 / 4,618	3 : 1 	25 days
Business Development / Sales Manager	10,662 / 4,212	3 : 1 	26 days
Sales Representative	9,951 / 3,808	3 : 1 	25 days
Project Manager	9,038 / 3,762	2 : 1 	24 days
Accountant	5,575 / 2,773	2 : 1 	26 days
Account Manager / Representative	6,684 / 2,730	2 : 1 	26 days
Business / Management Analyst	6,209 / 2,687	2 : 1 	23 days
Financial Analyst	6,218 / 2,489	2 : 1 	25 days
Marketing Manager	5,838 / 2,459	2 : 1 	25 days
Operations Manager / Supervisor	5,353 / 2,078	3 : 1 	24 days
Financial Manager	5,123 / 2,078	2 : 1 	25 days
Retail Store Manager / Supervisor	5,816 / 2,013	3 : 1 	25 days
Human Resources / Labor Relations Specialist	4,158 / 1,839	2 : 1 	26 days
Cyber / Information Security Engineer / Analyst	4,664 / 1,829	3 : 1 	24 days
Product Manager	4,446 / 1,727	3 : 1 	25 days
Computer Systems Engineer / Architect	4,056 / 1,621	3 : 1 	21 days
Office / Administrative Assistant	3,931 / 1,608	2 : 1 	27 days
Computer Support Specialist	3,367 / 1,599	2 : 1 	22 days
Account Executive	4,107 / 1,554	3 : 1 	26 days
Customer Service Representative	4,294 / 1,542	3 : 1 	25 days
Human Resources Manager	3,686 / 1,472	3 : 1 	27 days
Healthcare Administrator	3,433 / 1,471	2 : 1 	23 days
IT Manager / Director	3,732 / 1,424	3 : 1 	24 days
General Manager	3,759 / 1,371	3 : 1 	26 days




















IT Project Manager	3,102 / 1,260	2 : 1		22 days
Treasurer / Controller	2,912 / 1,252	2 : 1		27 days
Customer Service Manager	2,805 / 1,180	2 : 1		24 days
Construction Manager	2,703 / 1,148	2 : 1		26 days
Program Manager	2,625 / 1,114	2 : 1		26 days
Buyer / Purchasing Agent	2,359 / 1,113	2 : 1		24 days
Technology Consultant	2,508 / 1,108	2 : 1		20 days
Risk Manager / Analyst	3,208 / 1,057	3 : 1		23 days
Communications / Public Relations Manager	2,681 / 1,049	3 : 1		25 days
Data / Data Mining Analyst	2,689 / 1,048	3 : 1		23 days
Procurement / Sourcing Manager	2,887 / 1,038	3 : 1		27 days
Mechanical Engineer	2,501 / 1,028	2 : 1		26 days
Special Education Teacher	2,655 / 1,013	3 : 1		23 days
Restaurant / Food Service Manager	2,219 / 1,003	2 : 1		27 days
Engineering Manager	2,532 / 984	3 : 1		24 days
Auditor	2,652 / 977	3 : 1		25 days
Substitute Teacher	1,310 / 952	1 : 1		23 days
Business Intelligence Analyst	1,960 / 942	2 : 1		20 days
Bookkeeper / Accounting Clerk	1,820 / 907	2 : 1		24 days
Elementary School Teacher	1,305 / 881	1 : 1		26 days
Maintenance / Service Supervisor	2,286 / 881	3 : 1		26 days
Electrical Engineer	2,043 / 861	2 : 1		22 days
Database Architect	2,143 / 842	3 : 1		23 days
Social / Human Services Specialist	2,150 / 835	3 : 1		27 days
Industrial Engineer	1,743 / 827	2 : 1		24 days

Top Posted Job Titles

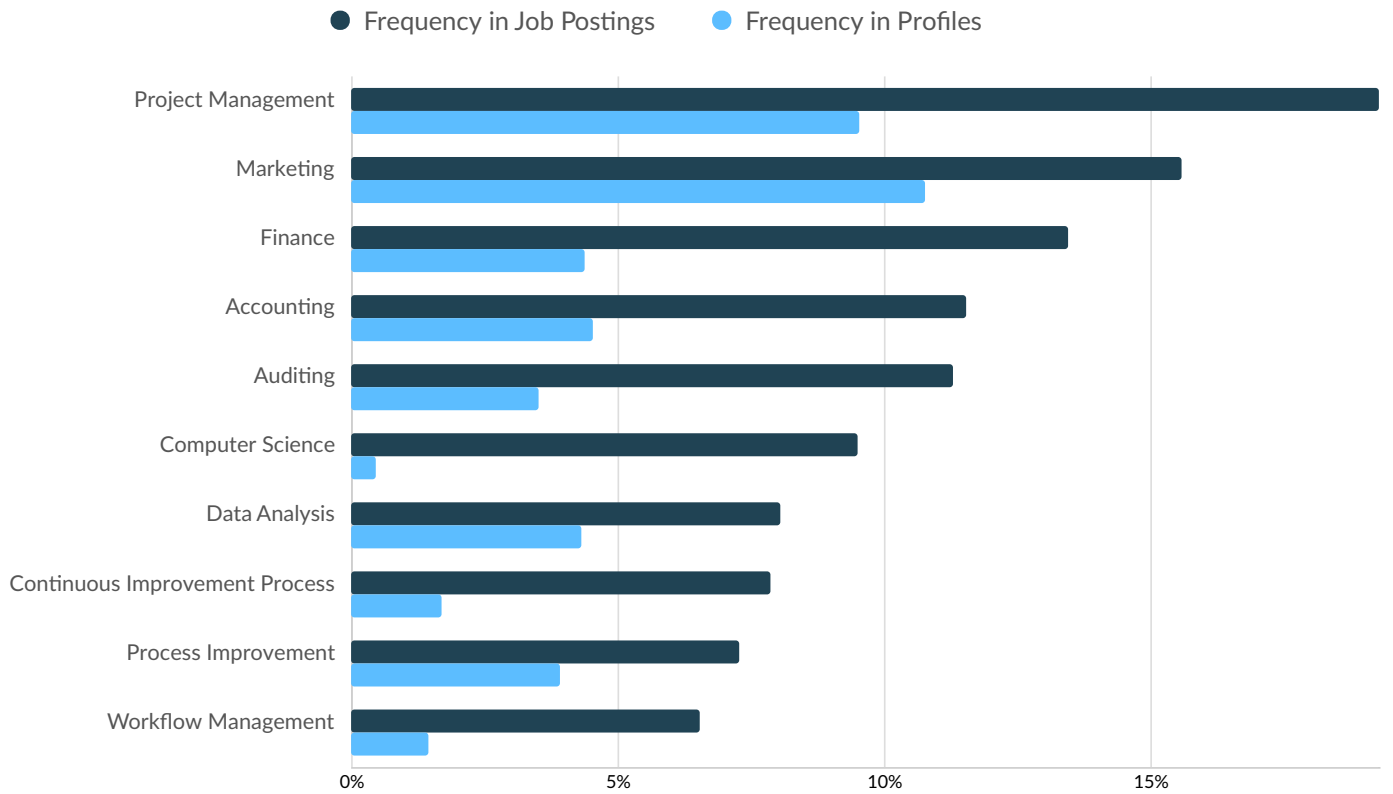
	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Project Managers	2,087 / 958	2 : 1	21 days
Accountants	1,584 / 787	2 : 1	26 days
Financial Analysts	1,731 / 738	2 : 1	25 days
Shift Supervisors	1,330 / 569	2 : 1	4 days
Registered Nurses	1,963 / 563	3 : 1	25 days
Human Resources Generalists	1,216 / 538	2 : 1	25 days
Account Managers	1,149 / 489	2 : 1	25 days
Account Executives	1,264 / 470	3 : 1	28 days
Business Analysts	903 / 448	2 : 1	21 days
Special Education Teachers	1,375 / 447	3 : 1	26 days
Data Analysts	977 / 388	3 : 1	23 days
Software Engineers	1,258 / 377	3 : 1	21 days
Operations Managers	792 / 377	2 : 1	28 days
Sales Representatives	960 / 361	3 : 1	25 days
Baristas	1,019 / 354	3 : 1	6 days
Project Engineers	753 / 345	2 : 1	26 days
Physical Therapists	1,031 / 340	3 : 1	17 days
General Managers	791 / 339	2 : 1	28 days
Production Supervisors	787 / 335	2 : 1	24 days
Store Managers	1,380 / 335	4 : 1	25 days
Business Development Managers	716 / 332	2 : 1	24 days
Staff Accountants	563 / 330	2 : 1	25 days
Substitute Teachers	422 / 329	1 : 1	23 days
Controllers	606 / 329	2 : 1	26 days
Human Resources Managers	745 / 326	2 : 1	29 days
Product Managers	815 / 325	3 : 1	26 days
Mechanical Engineers	786 / 324	2 : 1	30 days
Administrative Assistants	732 / 321	2 : 1	24 days

Assistant Store Managers	913 / 302	3 : 1		11 days
High School Substitute Teachers	389 / 301	1 : 1		21 days
Laboratory Technicians	684 / 292	2 : 1		21 days
Dental Hygienists	663 / 279	2 : 1		22 days
Electrical Engineers	651 / 277	2 : 1		21 days
Data Engineers	548 / 272	2 : 1		17 days
Inside Sales Representatives	689 / 268	3 : 1		25 days
Executive Assistants	621 / 258	2 : 1		29 days
Program Managers	631 / 256	2 : 1		25 days
Sales Managers	468 / 234	2 : 1		28 days
Software Developers	573 / 233	2 : 1		17 days
Construction Project Managers	472 / 221	2 : 1		26 days
Buyers	449 / 215	2 : 1		23 days
Customer Service Representatives	567 / 213	3 : 1		22 days
Network Engineers	402 / 208	2 : 1		20 days
Case Managers	464 / 206	2 : 1		23 days
IT Managers	740 / 203	4 : 1		23 days
Marketing Managers	468 / 198	2 : 1		26 days
IT Project Managers	448 / 193	2 : 1		18 days
Manufacturing Engineers	409 / 190	2 : 1		19 days
Environmental Health and Safety Managers	465 / 186	3 : 1		24 days
Regional Sales Managers	395 / 185	2 : 1		27 days

Top Industries

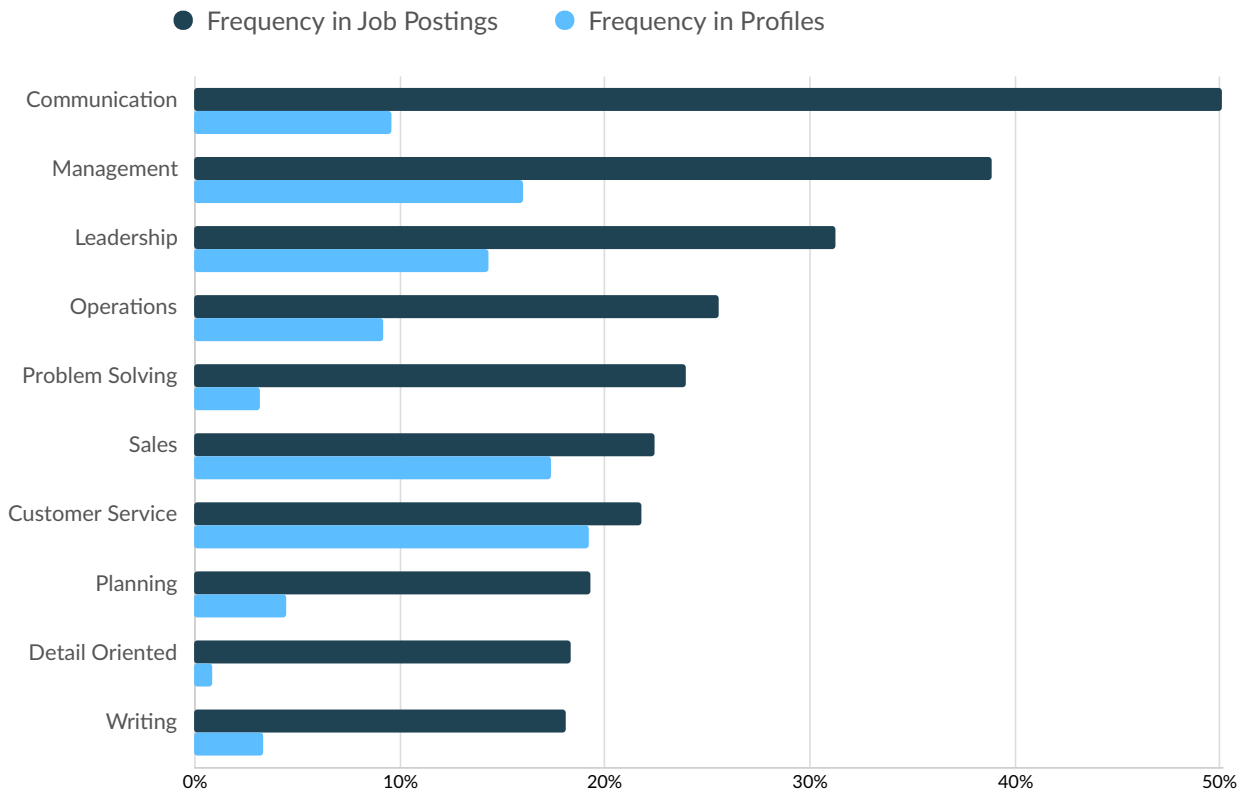
	Total/Unique (Jan 2024 - Jul 2024)	Posting Intensity	Median Posting Duration
Employment Placement Agencies	24,300 / 12,997	2 : 1 	21 days
Colleges, Universities, and Professional Schools	18,310 / 5,496	3 : 1 	28 days
General Medical and Surgical Hospitals	13,243 / 5,055	3 : 1 	26 days
Insurance Agencies and Brokerages	10,225 / 3,716	3 : 1 	22 days
Industrial and Personal Service Paper Merchant Wholesalers	8,988 / 3,473	3 : 1 	23 days
Commercial Banking	10,131 / 3,407	3 : 1 	23 days
Administrative Management and General Management Consulting Services	5,985 / 2,864	2 : 1 	21 days
Engineering Services	6,635 / 2,733	2 : 1 	25 days
Temporary Help Services	4,630 / 2,556	2 : 1 	21 days
Pharmaceutical Preparation Manufacturing	7,227 / 2,421	3 : 1 	24 days
Elementary and Secondary Schools	5,139 / 2,344	2 : 1 	27 days
Custom Computer Programming Services	3,990 / 2,341	2 : 1 	19 days
Marketing Consulting Services	5,529 / 2,224	2 : 1 	17 days
Offices of Certified Public Accountants	4,713 / 2,142	2 : 1 	24 days
Surgical and Medical Instrument Manufacturing	5,900 / 1,973	3 : 1 	27 days
Offices of Real Estate Agents and Brokers	5,133 / 1,948	3 : 1 	27 days
Pharmacies and Drug Retailers	7,938 / 1,855	4 : 1 	27 days
Computer Systems Design Services	3,681 / 1,794	2 : 1 	20 days
Limited-Service Restaurants	4,860 / 1,603	3 : 1 	27 days

Top Specialized Skills



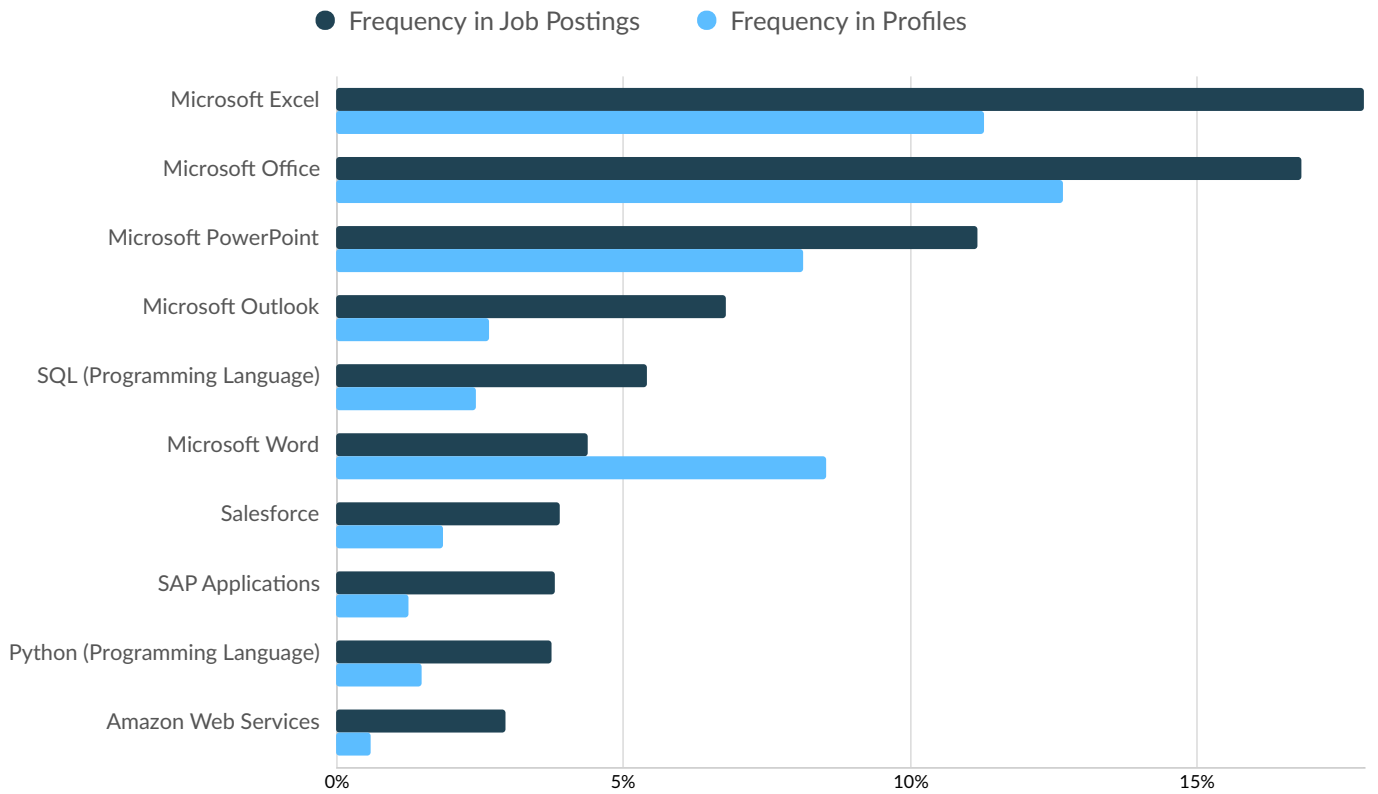
	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Project Management	32,165	19%	367,397	10%	+19.8%	Rapidly Growing
Marketing	25,986	16%	415,608	11%	+23.0%	Rapidly Growing
Finance	22,446	13%	169,373	4%	+27.3%	Rapidly Growing
Accounting	19,249	12%	174,653	5%	+24.0%	Rapidly Growing
Auditing	18,860	11%	135,331	4%	+21.8%	Rapidly Growing
Computer Science	15,857	10%	17,762	0%	+26.8%	Rapidly Growing
Data Analysis	13,437	8%	166,812	4%	+25.8%	Rapidly Growing
Continuous Improvement Process	13,149	8%	65,106	2%	+23.4%	Rapidly Growing
Process Improvement	12,140	7%	151,003	4%	+27.0%	Rapidly Growing
Workflow Management	10,925	7%	55,622	1%	+18.0%	Growing

Top Common Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Communication	83,603	50%	370,612	10%	+3.6%	Lagging
Management	64,857	39%	617,753	16%	+5.3%	Stable
Leadership	52,145	31%	551,883	14%	+8.5%	Stable
Operations	42,620	26%	356,986	9%	+8.1%	Stable
Problem Solving	40,027	24%	122,915	3%	+11.3%	Growing
Sales	37,485	22%	671,847	17%	+7.8%	Stable
Customer Service	36,364	22%	741,885	19%	+5.2%	Stable
Planning	32,293	19%	174,365	5%	+10.9%	Growing
Detail Oriented	30,574	18%	32,835	1%	+7.1%	Stable
Writing	30,182	18%	128,609	3%	+11.8%	Growing

Top Software Skills



	Postings	% of Total Postings	Profiles	% of Total Profiles	Projected Skill Growth	Skill Growth Relative to Market
Microsoft Excel	29,900	18%	435,120	11%	+17.7%	Growing
Microsoft Office	28,068	17%	488,244	13%	+18.5%	Growing
Microsoft PowerPoint	18,672	11%	314,209	8%	+26.1%	Rapidly Growing
Microsoft Outlook	11,353	7%	103,001	3%	+25.0%	Rapidly Growing
SQL (Programming Language)	9,019	5%	93,447	2%	+6.4%	Stable
Microsoft Word	7,318	4%	329,470	9%	+7.2%	Stable
Salesforce	6,495	4%	71,997	2%	+24.7%	Rapidly Growing
SAP Applications	6,345	4%	49,154	1%	+21.6%	Rapidly Growing
Python (Programming Language)	6,253	4%	57,474	1%	+24.5%	Rapidly Growing
Amazon Web Services	4,912	3%	23,008	1%	+24.0%	Rapidly Growing

Top Qualifications

	Postings with Qualification
Valid Driver's License	11,441
Registered Nurse (RN)	6,770
Master Of Business Administration (MBA)	6,622
Cardiopulmonary Resuscitation (CPR) Certification	3,574
Certified Public Accountant	2,982
Basic Life Support (BLS) Certification	2,570
Project Management Professional Certification	2,516
Teaching Certificate	2,478
Certified Information Systems Security Professional	1,691
Advanced Cardiovascular Life Support (ACLS) Certification	1,444
Certified Information System Auditor (CISA)	1,378
Professional Engineer (PE) License	1,246
Bachelor Of Science in Nursing (BSN)	1,039
Security Clearance	998
First Aid Certification	992
Certified Internal Auditor	956
Chartered Financial Analyst	942
Professional in Human Resources	836
Certified Information Security Manager	805
Licensed Practical Nurse (LPN)	774
FINRA Series 7 (General Securities Representative)	613
Senior Professional In Human Resources	595
Pediatric Advanced Life Support (PALS)	591
Licensed Clinical Social Worker (LCSW)	574
Licensed Social Worker	514
American Society For Clinical Pathology (ASCP) Certification	508
Certified Nursing Assistant (CNA)	508
CompTIA Security+	490

Registered Pharmacist (RPh)	481
Automated External Defibrillator (AED) Certification	471
Licensed Professional Counselor (LPC)	468
Six Sigma Green Belt	462
GIAC Certifications	458
Project Management Certification	447
SHRM-CP (Society for Human Resource Management Certified Professional)	445
Certified Alcohol And Drug Counselor (CADC)	414
Cisco Certified Network Associate	401
American Red Cross (ARC) Certification	384
Licensed Clinical Professional Counselor	383
Certified Safety Professional	381
Microsoft Certified Professional	380
Six Sigma Certification	371
Certified Ethical Hacker	363
CompTIA A+	356
Certified Pharmacy Technician	350
Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)	348
Institute Of Internal Auditors (IIA)	322
LEED Accredited Professional (AP)	320
ServSafe Certification	314
Engineer in Training	306

Appendix A

Top Posting Sources

Website	Postings on Website (Jan 2024 - Jul 2024)
indeed.com	66,789
simplyhired.com	38,959
dejobs.org	21,090
illinois.gov	19,577
illinoisworknet.com	14,120
myworkdayjobs.com	11,707
dice.com	7,580
chicagorecruiter.com	5,750
careerjet.com	4,411
disabledperson.com	3,938
latpro.com	3,425
indianacareerconnect.com	3,128
icims.com	3,057
mishawakarecruiter.com	2,962
arkansasjobboard.com	2,633
careerarc.com	2,270
elginrecruiter.com	2,052
oraclecloud.com	1,905
jolietrecruiter.com	1,879
elkhartrecruiter.com	1,826
ultipro.com	1,764
jobnet.com.au	1,707
smartrecruiters.com	1,640
downersgroverecruiter.com	1,603
themuse.com	1,550

Appendix B

Sample Postings

Senior Manager of Medicaid Operations

Link to Live Job Posting: hcsc.wd1.myworkdayjobs.com

Location: Chicago, IL

O*NET: 51-1011.00

Company: Health Care Service Corporation

Job Title: Medicaid Analysts

Company:

HCSC Location:

Chicago, IL Career Level:

Mid-Senior Level Industries:

Banking, Insurance, Financial Services Description At HCSC, our employees are the cornerstone of our business and the foundation to our success. We empower employees with curated development plans that foster growth and promote rewarding, fulfilling careers. Join HCSC and be part of a purpose-driven company that will invest in your professional development. Job Summary This position will be responsible for setting the strategy and managing operational oversight of one or more HCSC Medicaid core operation functions (customer service), delegated vendors and key business partners. The incumbent will serve as a liaison supporting key functional areas in the development and implementation of the Medicaid programs at HCSC. The position will oversee member and provider servicing for Medicaid operations.

JOB REQUIREMENTS

Bachelor Degree and 6 yrs operations experience OR 10 yrs experience working in health insurance operations 4 years' experience in project management 4 years' experience leading and managing teams 3 years' experience managing operations for Medicaid, Dual Demonstration or other related Medicaid programs • Experience owning and maintaining vendor relationships for a respective operations area, applying consultative, negotiations, analytic and problem solving skills to drive projects and initiatives Experience in business planning, time management, project management and organization skills with ability to multi-task and manage multiple, concurrent projects and priorities Experience planning and driving business initiatives through implementation Possess leadership, communication skills (oral and written) and ability to exercise strong-interpersonal skills in varying, cross-functional situations PC proficiency to include Word, Excel, PowerPoint and Lotus Notes

PREFERRED JOB REQUIREMENTS

: Background in administration of contracts for State and Federal Government. Facet knowledge preferred Knowledge of call center management and performance monitoring Are you being referred to one of our roles? If so, ask your connection at HCSC about our Employee Referral process!

HCSC Employment Statement:

We are an Equal Opportunity Employment / Affirmative Action employer dedicated to providing an inclusive workplace where the unique differences of our employees are welcomed, respected, and valued. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, protected veteran status, or any other legally protected characteristics. Base Pay Range \$88,700.00 - \$160,200.00

Financial Analysts – Glanbia in Downers Grove, IL (Jul 2024 - Active)

Financial Analyst Deductions

Link to Live Job Posting: www.indeed.com

Location: Downers Grove, IL

O*NET: 13-2051.00

Company: Glanbia

Job Title: Financial Analysts

Financial Analyst Deductions 3.4 3.4 out of 5 stars Downers Grove, IL Hybrid work Full-time Glanbia 156 reviews Profile insights Find out how your skills align with the job description Skills Do you have experience in Sales ? Yes No Education Do you have a Bachelor's degree ? Yes No Job details Here's how the job details align with your . Job type Full-time Location Downers Grove, IL Benefits Pulled from the full job description 401(k) Dental insurance Family leave Full job description Glanbia is a global nutrition company, grounded in science and nature and dedicated to providing better nutrition for every step of life's journey. Today's consumers are increasingly aware of the importance of nutrition in improving their overall health and well being. They are searching for better, healthier and smarter nutritional solutions that fit their lifestyles. Glanbia takes pure and clean ingredients including milk, whey and grains, and using our expert knowledge and capabilities we produce high-quality nutritional ingredients and branded consumer products for our customers and consumers worldwide. We employ over 6,000 people across 32 countries and our products are sold or distributed in over 130 countries with an annual turnover of €3.6 billion. Our major production facilities are located in Ireland, the US, the UK, Germany and China. We have four segments; Glanbia Performance Nutrition, Global Ingredients, Dairy Ireland and Joint Ventures & Associates. Our shares are listed on the Irish and London Stock Exchanges (symbol: GLB). Financial Analyst - Trade Spend Glanbia Join this dynamic team focused on delivering better nutrition for every step of life's journey The Opportunity The Financial Analyst - Trade Spend position will be responsible for the clearing of all Customers' Deductions, set up Promotional codes within the System, and ensure proper booking of all Trade Accruals month to month. This role requires a detail and process oriented individual with a clear understanding of how to review and audit each deduction to ensure the amount deducted is valid and accurate. This position will work within the Trade Spend team, and interact with Sales and Customers to clarify any deduction in question. This person will create ad-hoc reporting to understand Actuals vs Budget costs, and ensures accuracy of Pricing for all Customers at the item level. This permanent position will report to the Sr. Finance Manager Trade. Maintains trade accrual database to facilitate reporting of actual trade spend by customer and SKU Administer and enforce deduction management policies Detail review of customer deductions for accuracy to ensure each deduction is valid and supported Detail tracking of communication to customers and status of each deduction Reporting of Deduction aging, and understand customers' deductions trends Ensure deductions are properly coded to the correct customers, brands, SKU Proactively identify trends and assist in implementing processes to continuously improve accuracy and efficiency of deductions and to prevent invalid deductions Work with customers and AR team to ensure backup is received timely and follow-up when additional information is needed Help in the process for approving Promotional Activities and upload promotional codes within SAP Provide ad-hoc deduction and trade spend reporting and analysis The Skills you will bring to the team Bachelor's degree in Accounting or Finance is a plus Proficient in Microsoft Excel skills. Knowledge in SAP and Business Objects is a plus Excellent oral and written communications skills Ability to quickly change priorities and handle competing priorities Must be extremely accurate and detail oriented in performing tasks and cross-checking work Strong organizational skills with demonstrated accuracy and attention to detail Ability to tactfully communicate with customers and sales team to resolve any invalid deductions or disputes If you think you have what it takes, but don't necessarily meet every single point on the job description, please apply! Where and how you will work The opportunity will be based in Downers Grove, IL with hybrid working arrangements available through our Smart working model which allows you a greater choice in how you work and live, giving you a better work-life balance. What we would like to offer you! The opportunity to develop your career on a global stage, continuous learning through an on-demand learning platform, and a competitive compensation package including staff discounts, generous family leave policy, health & dental plan, competitive salary, 401K. About Glanbia The Glanbia Group comprises three divisions: Glanbia Performance Nutrition , Glanbia Nutritional's, and Joint Ventures . Collectively and with our partners we offer an incredible breadth of expertise in nutrition. We employ a team of 6,000 people, work with global food and beverage companies, and sell our award-winning and market-leading products in 130 countries worldwide. At Glanbia, we celebrate diversity, because we know that our individual strengths make us stronger together. We welcome and encourage interest from a variety of candidates, we will give your application consideration, without regard to race, color, religion, sex, sexual orientation, gender perception or identity, national origin, age, marital status, protected veteran status, or disability status. At Glanbia, our culture celebrates individuality, knowing that together we are more.

Global Strategic Account Managers – Panduit in Tinley Park, IL (Jul 2024 - Active)

Manager, Global Strategic Accounts

Link to Live Job Posting: www.indeed.com

Location: Tinley Park, IL

O*NET: 41-4012.00

Company: Panduit

Job Title: Global Strategic Account Managers

At Panduit, Our People Make the Difference. We're looking for individuals who share our passion for innovation, diversity and inclusion, and sustainability. What You Will Do The Manager, Global Strategic Accounts boosts company profitability by developing the commercial skills of Strategic Account Managers, leveraging our partner community, and advancing marketing efforts. Execute and refine the strategic accounts strategy to expand market share, deepen account relationships, and grow product offerings. Optimize processes to streamline business operations and increase wallet share. Manage financial indications to adapt strategy to changing markets and competitive needs while driving profitable growth.

Key Responsibilities include:

Achieve revenue and market share targets by crafting and executing strategic and tactical business plans. Manage financial metrics, support profitable growth, and collaborate with leadership to prepare forecasts, variance reports, and pricing strategies. Identify industry trends and necessary product adjustments to stay competitive. Lead, coach, and motivate the account management team to meet personal and revenue goals. Ensure clarity in business plans, and coach on solution fluency, cost-justified proposals, and value-based promotions. Drive effective use of performance rewards and recognition. Implement the Business Unit's growth strategy by leveraging resources and partners, and develop marketing programs, promotions, and discounts to enhance partner opportunities. Elevate partner preference for our solutions, ensure proper training, and communicate certification requirements. Report on growth opportunities, risks, and performance against action plans. Present new product and solution opportunities based on team interactions to the management team. Oversee account management team productivity, adjust business plans based on forecasts, and incorporate business trends into metrics. Provide customer feedback on business growth, quality, technology, and marketing to leadership. Build and maintain relationships with key decision-makers in strategic accounts and the partner ecosystem to drive growth.

What You Will Bring Required Education:

Bachelor's degree.

Preferred Education:

Master's degree.

Required Experience:

10+ years commercial experience, with 5 years' experience building business and driving growth in a related industry. 8 years management experience building and leading account management teams is required. Experience managing and prioritizing multiple high-priority projects and initiatives. Experience working in a global, matrix environment with the ability to influence without direct authority. What We Can Offer You Competitive Total Rewards Program with health and financial benefits. Flexible work options. This role is 100% remote. Generous vacation, sick days, holidays, and a volunteer day. 401K match and profit sharing. Multiple healthcare options. Parental leave. Growth and development opportunities. Join us in building a sustainable and connected world. Apply online to be part of the Panduit team. We're an Equal Opportunity Employer, dedicated to creating an inclusive workplace for all. Work Shift Day (United States of America) Innovating beyond the ordinary is at the heart of Panduit, driving a passion to connect the world in new and better ways. That passion helps us deliver today's most powerful, scalable, and profitable physical infrastructure solutions. From increasing the safety and sustainability of our cities, making travel

easier, putting new technology into people's hands more quickly, helping institutions protect and save lives, to enabling our increasingly networked world, Panduit is about building the best connections possible. As a world-class manufacturer of high-performance network and industrial electrical infrastructure, Panduit helps customers rethink what that infrastructure can do

- turning connectivity into a competitive advantage. Headquartered in Tinley Park, IL., USA, our 5,000+ team members work across 112 global locations. Our proven reputation for quality and technology leadership, coupled with a robust partner ecosystem, help support, sustain, and empower business growth in a world becoming more and more connected each day. Panduit's Cultural Beliefs
- Earn Trust, Be Focused, Own Results, Think Differently, Collaborate, and Simplify
- define who we are: a high-performing, global team empowered to create experiences that enable our vision of fueling the best worldwide connections.

We believe that when we act in ways that are consistent with these beliefs, we can innovate unrivaled infrastructure solutions for our valued customers and partners.

Clinic Managers – Unclassified in Algonquin, IL (Jul 2024 - Active)

Clinic Manager	
Link to Live Job Posting: www.indeed.com	
Location: Algonquin, IL	O*NET: 11-9111.00
Company: Unclassified	Job Title: Clinic Managers
Clinic Manager Orthodontic Experts Management LLC	
• 4. 0	
Algonquin, IL Job Details Estimated:	
\$60.6K	
• \$76.	
8K a year 15 hours ago Benefits Paid training Health savings account Disability insurance Health insurance Dental insurance Flexible spending account Tuition reimbursement Paid time off Employee assistance program Vision insurance 401(k) matching Life insurance Pet insurance	
Qualifications Microsoft Powerpoint Microsoft Word Microsoft Excel Microsoft Outlook Mid-level Bachelor's degree Computer skills Office management 2 years Office experience	
Full Job Description Description:	
About us: Orthodontic Experts is dedicated to quality care and orthodontic excellence, we are a community committed to making a difference in the lives of our patients. We are looking for the best of the best to join our team as a Clinic Manager. We currently have twenty-four offices in the greater Chicagoland area, Wisconsin, and Indiana. This year we are on track to open additional offices! Our core Values consist of the following:	
Accountability Continuous Improvement Inclusion Integrity Respect Teamwork Transparency Job Description:	
As Clinic Manager, your primary responsibility will be to oversee the day-to-day operations of the clinic, ensuring that all areas of the clinic are running smoothly and efficiently. You will be responsible for managing staff, scheduling appointments, providing quality patient care, and maintaining a safe and secure environment. The Clinic Manager will effectively manage and motivate clinic staff and ensure that all patients receive the highest quality of care. Tasks include but are not limited to: Trains and supervises office personnel Manages the efficient and effective scheduling of patients and adjusts as needed Monitors no-shows and manages the necessary calls and re-scheduling Conducts sessions with patients for reviewing treatment and payment plans Demonstrated experience in and knowledge of scheduling systems Monitors and ensures all systems used in the Office are operating to peak effectiveness Has experience building and overseeing a medium to large team of direct reports Facilitates Office staff meetings to recognize team successes, communicate changes of policies and procedures, and plan the days and weeks' events Ensures compliance with regulatory procedures Handles patient complaints and provides feedback to Providers/Assistants on issues related to clinical matters Equipment and supply ordering and/or issues Completes monthly, quarterly, and annual operation checklist Provide weekly and monthly reporting to leadership Coordinate training for clinic staff Coordinate and facilitate monthly meetings for clinical staff Maintain patient data according to regulations and company policies Ensure that records are stored securely and in compliance with privacy and security regulations Take responsibility for the appearance and functionality of the office Maintain facilities and equipment in accordance with hygiene and safety regulations including OSHA. Monitor and maintain the office budget Participate in marketing events Maintaining team members' weekly schedule Assist TC with making calls (Welcome calls, Lost Cases and Denied) Cash Handling Participate in Marketing events In the event you are traveling to another clinic, you are required to perform all duties and responsibilities of your role including administrative tasks. Other duties as assigned	

Requirements:

A bachelor degree or equivalent 3-4 Years of experience in office administration 2 Years of Office management experience Excellent computer skills, including a high degree of proficiency in Microsoft Word, Excel, Outlook, PowerPoint, and Google Suites.

Working Hours/ Location:

Monday

- Wednesday 8:45am
- 5:00pm Thursday
- Friday 6:45am
- 3:00pm 2 Saturdays per month Two 9:45am
- 6:00pm Shifts per month 136 S.

Randall Rd , Algonquin, IL 60102 Travel availability to Dekalb, Des Plaines. Benefits (for our full-time employees): Paid Training Clinical Bonuses Paid Time Off Holiday Pay Medical, Dental, Vision, and Life Insurance Accident Insurance Short-Term Disability Long-Term Disability Employee Assistance Program Health Savings Account Dependent Care Account 401(k) and matching Pet Insurance Tuition Assistance Program Identity Theft Protection MetLife MetLaw Legal Insurance Transit Reimbursement

- Commuter Account Free and discounted Orthodontic Treatments.

Internal Compliance Auditors – Crowe in Oakbrook Terrace, IL (Jul 2024 - Active)

Bank Consumer Compliance Internal Audit Manager

Link to Live Job Posting: www.indeed.com

Location: Oakbrook Terrace, IL

O*NET: 13-2011.00

Company: Crowe

Job Title: Internal Compliance Auditors

Bank Consumer Compliance Internal Audit Manager 3.6 3.6 out of 5 stars Oakbrook Terrace, IL 60181 Remote Full-time Crowe LLP 277 reviews Job Company Profile insights Find out how your skills align with the job description Licenses Do you have a valid CPA license? Yes No Certifications Do you have a valid Certified Internal Auditor certification? Yes No Skills Do you have experience in Supervising experience ? Yes No Education Do you have a Bachelor's degree ? Yes No Job details Here's how the job details align with your . Job type Full-time Location Oakbrook Terrace, IL 60181 Full job description Your Journey at

Crowe Starts Here:

At Crowe, you have the opportunity to deliver innovative solutions to today's complex business issues. Crowe's accounting, consulting, and technology personnel are widely recognized for their in-depth expertise and understanding of sophisticated process frameworks and enabling technologies, along with their commitment to delivering measurable results that help clients build business value. Our focus on emerging technology solutions along with our commitment to internal career growth and exceptional client value has resulted in a firm that is routinely recognized as a "Best Place to Work." We are 75 years strong and still growing. Come grow with us!

Job Description:

Bank Consumer Compliance Internal Audit Manager Joining our Consulting Financial Services practice is an opportunity to help make the world more honest, transparent, safe, and secure. From day one of being on our team, you will assist our clients with transforming their governance, embedding risk in their decision-making, and maintaining efficient compliance. We will enable an entrepreneurial and innovative environment for you to deliver transformative consulting services and to develop deeply specialized skill sets demanded in today's market. The Bank Consumer Compliance Internal Audit Manager will be an experienced, self-motivated professional interested in joining an entrepreneurially minded and ALM-recognized leader in the Consulting profession. This position has limited travel.

You will be responsible for:

Providing risk management, internal audit, and internal control services to clients in the banking industry. Assisting in planning and managing staff on engagements, including reviewing staff workpapers and providing feedback and guidance to staff Conducting fieldwork, preparing workpapers to support conclusions, discussing findings and observations with management, and preparing written reports of various types and formats. Involved in providing clients with advice to improve and optimize internal controls, enhance, and transform internal audit approach and methodologies and performing risk assessments. Providing other value-added recommendations both to our clients and to help improve the firm.

Qualifications:

Bachelor's Degree is required; Major in Accountancy, or a Business or Economics degree with an Accounting Minor or emphasis is preferred. Certified Internal Auditor (CIA), Certified Public Accountant (CPA) or pursuing these certifications is a plus. 5+ years of experience in the areas of internal audit, internal controls assessment, and/or Sox 404 evaluation and testing. Exposure to larger financial institutions (\$5 billion and up) preferred. Prior experience should include progressive responsibilities, including supervising and reviewing the work of others, and project management, including self-management of simultaneous work-streams and responsibilities. Strong written and verbal communication and comprehension both formally and informally to our clients and our teams, in a variety of formats and settings, including in interviews,

meetings, calls, e-mails, reports, process narratives, presentations, etc. Internal control design and effectiveness understanding Business process flow and flowcharting GAAP financial accounting and SEC Reporting Networking and relationship management We expect the candidate to uphold Crowe's values of Care, Trust, and Stewardship. These values define who we are. We expect all our people to act ethically and with integrity at all times. #LI-Remote We expect the candidate to uphold Crowe's values of Care, Trust, Courage, and Stewardship. These values define who we are. We expect all of our people to act ethically and with integrity at all times.

Our Benefits:

At Crowe, we know that great people are what makes a great firm. We value our people and offer employees a comprehensive benefits package. Learn more about what working at Crowe can mean for you!

How You Can Grow:

We will nurture your talent in an inclusive culture that values diversity. You will have the chance to meet on a consistent basis with your Career Coach that will guide you in your career goals and aspirations. Learn more about where talent can prosper! More about

Crowe:

Crowe (www.crowe.com) is one of the largest public accounting, consulting and technology firms in the United States. Crowe uses its deep industry expertise to provide audit services to public and private entities while also helping clients reach their goals with tax, advisory, risk and performance services. Crowe is recognized by many organizations as one of the country's best places to work. Crowe serves clients worldwide as an independent member of Crowe Global, one of the largest global accounting networks in the world. The network consists of more than 200 independent accounting and advisory services firms in more than 130 countries around the world. Crowe LLP provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. Crowe LLP does not accept unsolicited candidates, referrals or resumes from any staffing agency, recruiting service, sourcing entity or any other third-party paid service at any time. Any referrals, resumes or candidates submitted to Crowe, or any employee or owner of Crowe without a pre-existing agreement signed by both parties covering the submission will be considered the property of Crowe, and free of charge.

Appendix C - Data Sources and Calculations

Lightcast Job Postings

Job postings are collected from various sources and processed/enriched to provide information such as standardized company name, occupation, skills, and geography.