

2006

Job Openings in the Milwaukee Metropolitan Area: Week of May 24, 2006

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Survey of Job Openings in the Milwaukee
Metropolitan Area: Week of May 24, 2006
Final Report

Prepared by the Employment and Training Institute,
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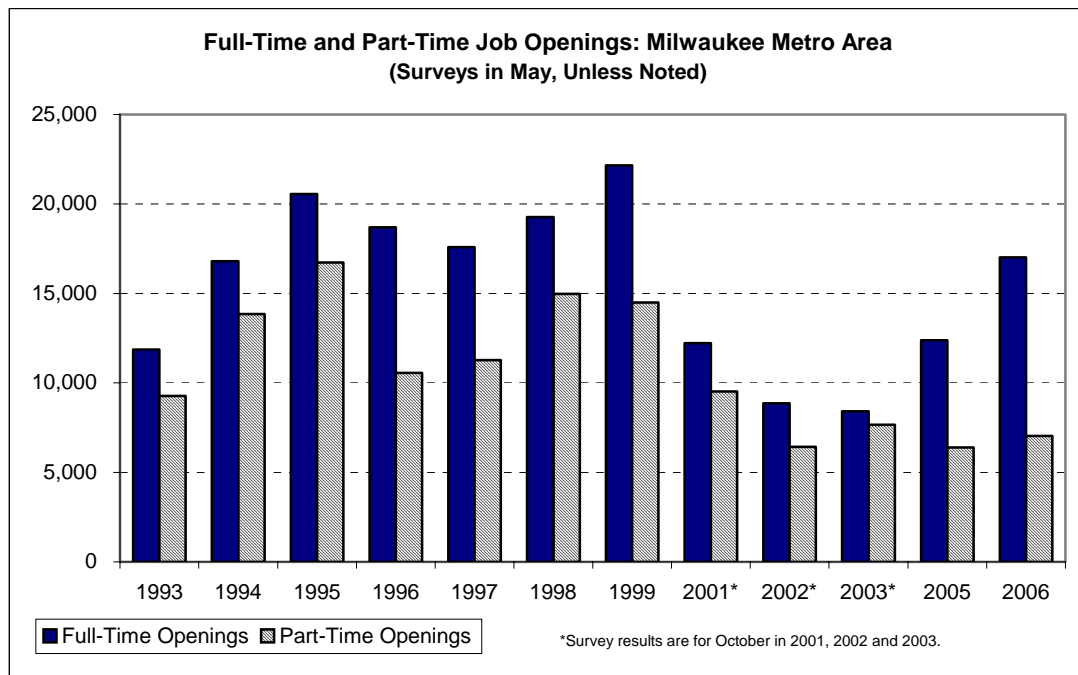
August 2006

Private Industry Council of Milwaukee County Survey of Job Openings in the Milwaukee Metropolitan Area: Week of May 24, 2006

The week of May 24, 2006, an estimated 24,056 full and part-time jobs were open for immediate hire in the four-county Milwaukee metropolitan area. These openings are the result of company expansions, labor shortages in difficult to fill positions, seasonal fluctuations, and normal turnover among the 747,554 employed workers in the area. The job vacancy study was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute (ETI) for the Private Industry Council of Milwaukee County. In May 2006, 2,687 employers, or 55 percent of the sample, responded to the survey. The Milwaukee job openings surveys are the most extensive and continuous surveys of employer workforce development needs in the nation. Job openings surveys using the ETI methodology are now used by at least 15 states, major metropolitan areas (including Denver, Pittsburgh, San Francisco, St. Louis, and Minneapolis-St. Paul), and scores of urban and rural counties.

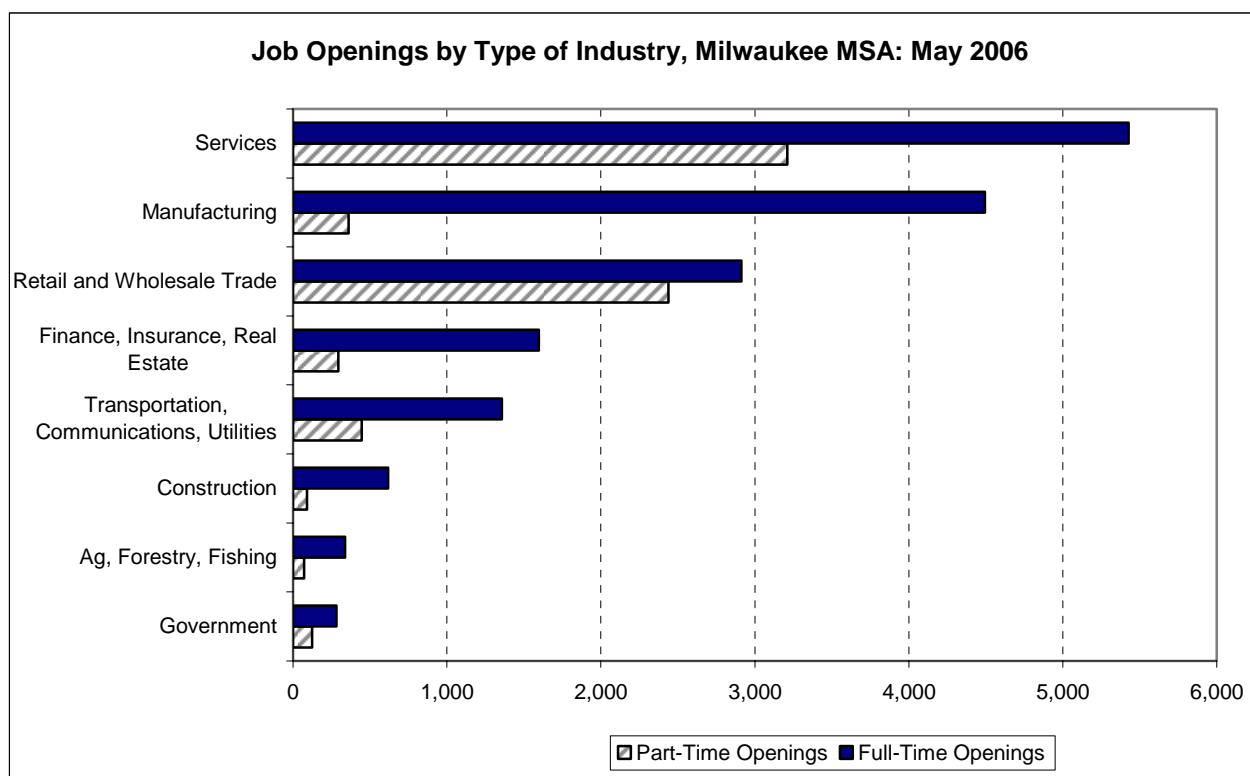
LABOR MARKET SUPPLY AND DEMAND

- As of May 24, 2006 employers in Milwaukee, Ozaukee, Washington and Waukesha counties reported openings for an estimated 17,020 full-time and 7,036 part-time openings. Full-time job openings in the metropolitan area were up by 4,639 above the number of vacancies reported in May 2005.



- Total openings for full-time work were up for all employment sectors except government in May 2006, compared to May 2005.
- The highest increase in full-time openings was seen in the manufacturing sector, which showed 1,520 more full-time openings in May 2006 than in May 2005. The number of full-time openings in manufacturing (4,495 vacancies) is at an all-time high for the last decade and at its second-highest level since the survey began in 1993.

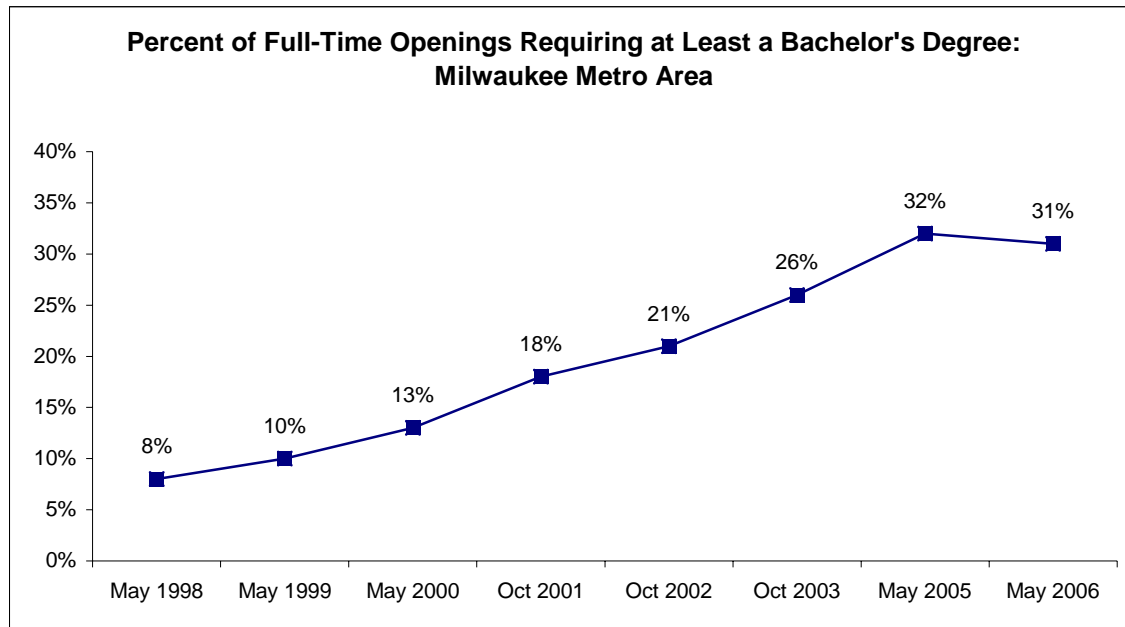
- Part-time openings were up by 645 since May 2005, mainly due to an increase of 298 jobs in retail and wholesale trade and 205 jobs in the service sector. Part-time openings are still significantly below the levels shown in the late 1990s, when over 14,000 part-time jobs were available.
- One in five Milwaukee area employers was hiring workers in May 2006. Most (88 percent) companies with 1,000 or more employees were hiring, as were 82 percent of companies with 500-999 employees and 80 percent of companies with 250-499 employees. About 6 percent of the smallest companies (with less than 5 employees) had at least one job open for hire in May 2006.
- The largest numbers of full-time openings were concentrated in service industries (32 percent of total openings), manufacturing (26 percent), and retail and wholesale trade (17 percent). Part-time openings were concentrated mainly in the service sector (46 percent) and retail and wholesale trade (35 percent).



WORKFORCE TRAINING NEEDS

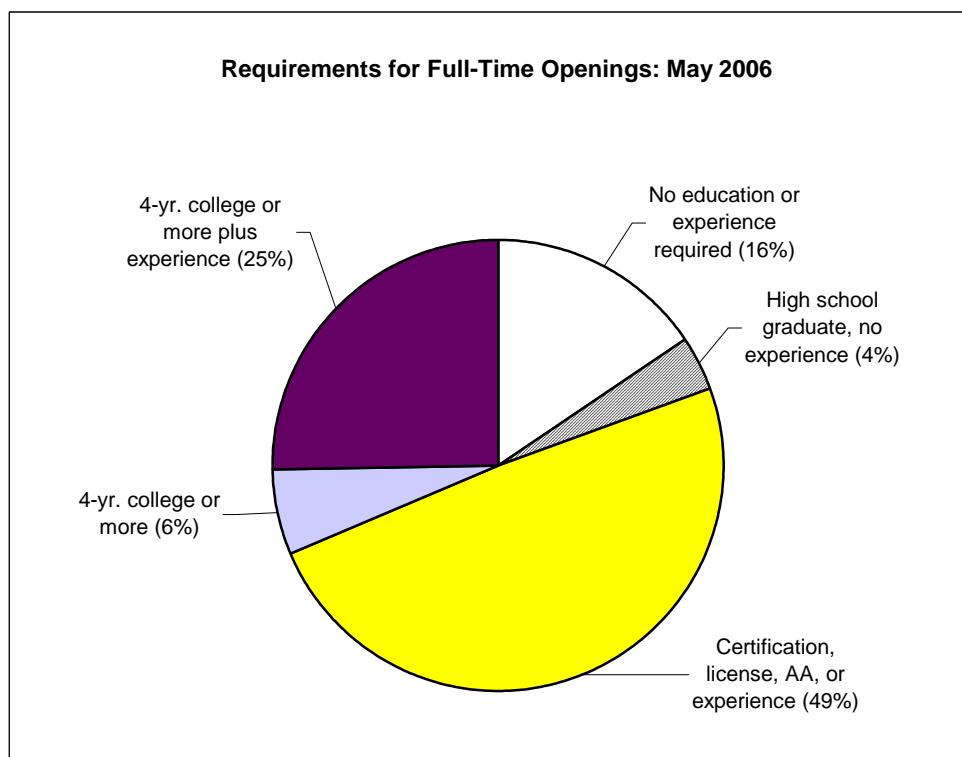
- The health industry remains a dominant force in the job market, with nearly one out of every five job openings for persons providing health care or working for health care providers. Labor shortages persist in health care occupations and institutions where openings made up 19 percent of Milwaukee area full-time and part-time openings. Health care-related jobs showed an estimated 2,085 full-time and 1,750 part-time openings, and other employment in hospitals, nursing homes, and medical clinics accounted for another 940 openings. The largest numbers of openings in the health field were for 1,316 registered nurses; 502 health aides; 446 nursing assistants, aides and orderlies; 383 health technologists and technicians (including 124 radiologic technicians, 49 dental hygienists, and 46 clinical technologists and technicians); and 342 therapists (including 94 physical therapists, 70 occupational therapists, and 48 respiratory therapists).

- The estimated number of full-time jobs for college graduates was at an all-time high, with 4,885 jobs requiring at least a BA or BS degree. The vast majority (80 percent) of these openings also required prior employment experience in the professional field. For example, virtually all of the full-time openings for accountants were for persons already working in the field and seeking advancement. Likewise, about 90 percent of openings for engineers were for experienced professionals. Candidates for many of these positions are recruited nationally.

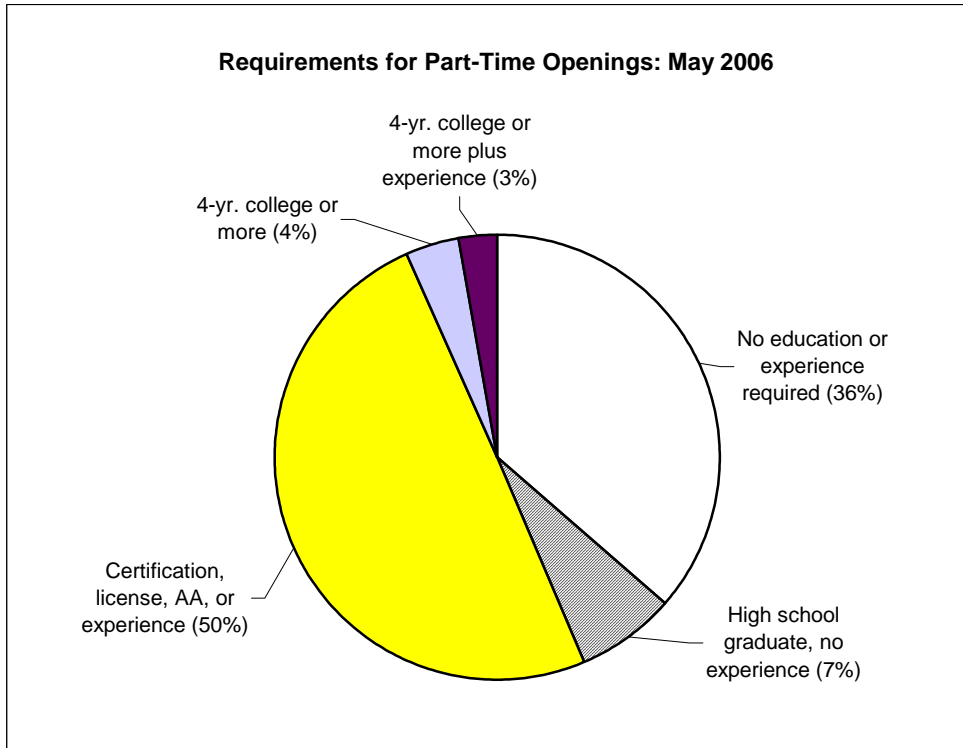


- Manufacturing firms reported need for full-time workers as machine operators (an estimated 1,053 openings, including 238 openings for CNC numerical control machine operators), assemblers (352 openings), and welders (351 full-time openings).
- Demand for computer specialists has again escalated with over 1,200 full-time jobs available in computer fields, including jobs for computer programmers, software engineers, IT consultants, systems analysts, computer operators, equipment operators, etc. Many other job openings in all fields – and even jobs for entry-level workers – are specifying that applicants must have basic computer skills.
- Another critical employment prerequisite is a valid driver's license. An estimated 1,882 jobs (1,169 full-time positions and 713 part-time positions) specifically identified possession of a valid Wisconsin driver's license (and in the case of sales-drivers and truck driver positions, a good driving record) as a job requirement. In many cases a commercial driver's license is also required.
- Pockets of training opportunities were shown for occupations available to unskilled and semiskilled workers, including those without a high school diploma. For example, high demand was reported for supervisors of food preparation/service occupations, where an estimated 325 full-time openings were available for experienced workers with high school or less. Although some employers continue to use the high school diploma as a screening tool for food service assistants, servers and set-up crews, the majority of non-supervisory food preparation and service positions (full-time and part-time) presently available require neither high school graduation nor prior food service employment experience. The exception is for cooks, where formal training or on-the-job experience is almost always required.

- Work processing information has created demand for clerk positions. There were an estimated 550 full-time positions and 305 part-time positions for order clerks, records clerks, billing clerks, shopping and receiving clerks, and stock and inventory clerks.
- Training requirements for personal service work involve a range of technical college programs. For example, for child care workers in non-school settings only completion of a 40 hour early childhood and development course and 12 hour infant/toddler course may be required. Often a CNA (certified nursing assistant) credential opens up opportunities for jobs as behavioral health technicians, clinic secretary/assistants, home health aides, nursing assistants, patient care assistants, psychiatric technicians, and urgent care assistants.
- In all, about a third (31%) of full-time openings required four years of college or more, while half (49 percent) of full-time jobs required post-secondary education, an associate degree, certification, licensing, or occupation-specific experience. Jobs for high school graduates, with no specific experience requirements made up 4 percent of the full-time openings, while jobs with no education or training requirements made up the remaining 16 percent of jobs.



- Jobs with no experience or education requirements made up 36 percent of all part-time job openings. Jobs for high school graduates with no experience comprised 7 percent of part-time openings. Part-time jobs requiring occupation-specific training, licensing or certification accounted for 50 percent of available positions. Only 7 percent of part-time job openings required a four-year college degree or more.



FULL-TIME OPENINGS

- Most full-time job openings reported by employers for the May 2006 job vacancies survey were for trained or college-educated workers. Eighty percent of full-time openings required education, training or occupation-specific experience beyond high school.

Full-Time Positions with 100 or More Openings: May 2006

<u>Openings</u>	<u>Job Title</u>
815	Machine operators (non-CNC)
766	Registered nurses
654	Computer programmers
591	Engineers (electrical, mechanical, civil, computer)
564	Driver-sales workers
463	Laborers (industries except construction and manufacturing)
424	Sales occupations, other business services
419	Helpers, mechanics, and repairers
383	Sales representatives, manufacturing and wholesale
352	Assemblers
351	Welders and cutters
340	Supervisors, food preparation and service occupations
320	Sales support occupations, n.e.c. (not elsewhere classified)
298	Accountants and auditors
283	Food preparation and kitchen occupations (non-cooks)
272	Securities and financial services sales occupations

265	Elementary and secondary school teachers
258	Computer systems analysts and scientists
251	Health technologists and technicians
239	Management analysts
239	Management related occupations, n.e.c.
238	Numerical control machine operators
234	Order clerks
220	Information clerks and receptionists
216	Janitors and cleaners
210	Sales counter clerks and cashiers
202	Garage and service station related occupations
186	Secretaries
183	Managers, marketing, advertising, and public relations
181	Bookkeepers, accounting, and auditing clerks
178	Health aides, except nursing
169	Personnel, training, and labor relations specialists
167	Cooks
160	Electrical and electronic engineers
160	Supervisors, general office
158	Managers and administrators, n.e.c., salaried
146	Laborers, manufacturing
141	Stock handlers and baggers
138	Truck drivers
134	Counselors, educational and vocational
132	Electricians
129	Painters, construction and maintenance
127	College faculty and instructors
126	Supervisors and proprietors, sales occupations, salaried
126	Computer operators
124	Nursing aides, orderlies, and attendants
124	Engineering technicians
123	Records clerks
119	Social workers
114	Motor transportation occupations, n.e.c.
114	Automobile mechanics
111	Administrative support occupations, n.e.c.
108	Hairdressers, cosmetologists and barbers
108	Child care workers
106	Bank tellers

- The highest demands for college-educated workers were in the professional specialty positions and executive, administrative and managerial occupations. Employers reported demand for engineers, computer programmers, accountants, elementary and secondary school teachers, nurses, and computer systems analysts.
- In the technical training area, full-time positions were available for computer programmers, machine operators, registered nurses, accounting and auditing staff, and health technologists and technicians.
- The growing diversity of the Milwaukee metro population is seen in increased demand for bilingual workers. In addition to jobs for middle school, high school and college language teachers, about 100 full-time jobs are available for bilingual workers in a number of occupations, particularly in health care, financial services, and retail. Job openings for bilingual workers include positions for medical

interpreters, language service specialists, customer service representatives, clerical assistants, and sales staff. Most openings are for Spanish-speaking staff although hospitals are also hiring part-time interpreters speaking Russian and Hmong. Several employers are now seeking bilingual professionals as managers and supervisors.

PART-TIME OPENINGS

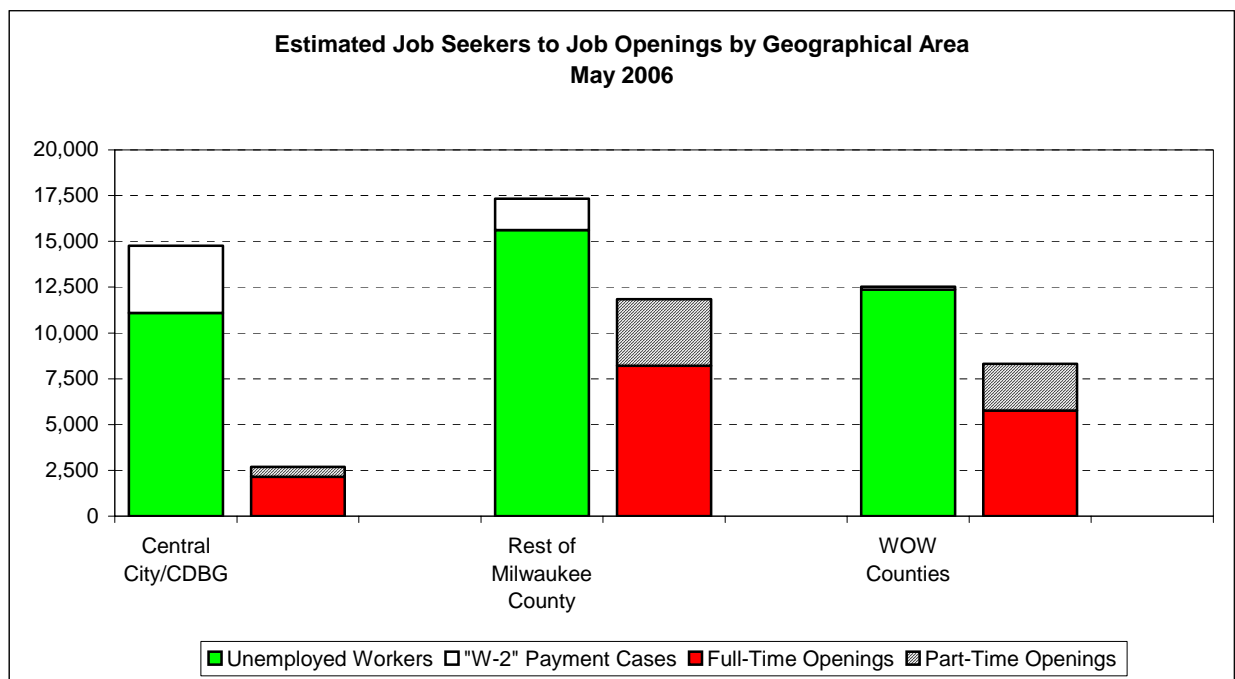
- Part-time positions were in demand for registered nurses, health aides, nursing aides, and health technologists and technicians. Other part-time openings were available for sales counter clerks, food preparation workers, driver sales workers, cashiers, and stock handler and baggers.
- The ratio of part-time to full-time openings for nurses has shifted from majority part-time as of May 2005 to majority full-time openings in May 2006. However, job opportunities for aide workers continue to be mainly part-time. In May 2006, 68 percent of the openings for health and nursing aides were for part-time work.

Part-Time Positions with 100 or More Openings: May 2006

<u>Openings</u>	<u>Job Title</u>
550	Registered nurses
389	Sales counter clerks
324	Health aides, except nursing
322	Nursing aides, orderlies, and attendants
317	Food preparation and kitchen occupations (not incl. cooks)
304	Driver-sales workers
296	Cashiers
295	Stock handlers and baggers
247	Machine operators (including CNC)
246	Janitors and cleaners
242	Sales support occupations, n.e.c.
231	Administrative support occupations, n.e.c.
199	Hairdressers and cosmetologists
168	Bus drivers
167	Order clerks
155	Cooks
132	Health technologists and technicians
129	Food counter, fountain and related occupations
124	Freight, stock, and material handlers
121	Receptionists and information clerks
103	Waiters'/waitresses' assistants
101	Records, stock and inventory clerks

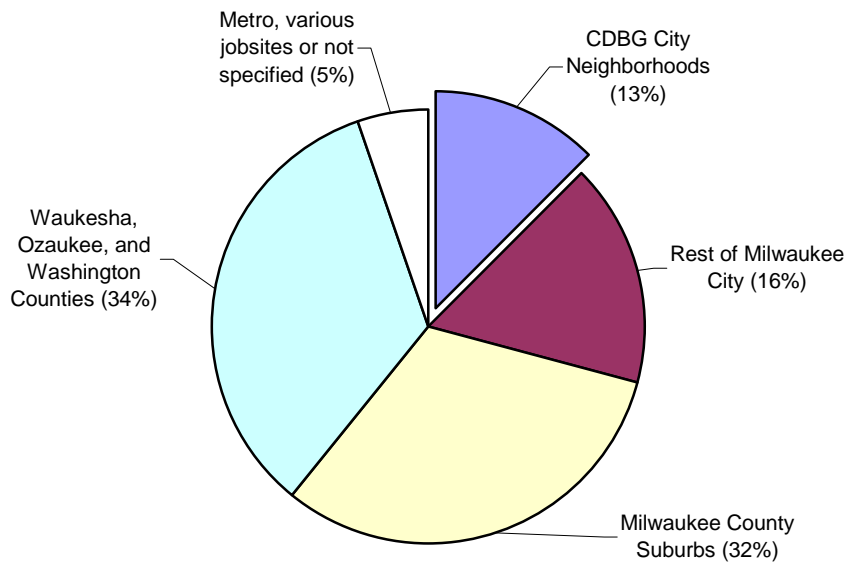
TRANSPORTATION/SPATIAL MISMATCH

- In Milwaukee County total jobs available (10,361 full-time and 4,174 part-time openings) were well below the number of officially counted unemployed job seekers (26,692 workers). Waukesha, Ozaukee and Washington counties with lower unemployment levels (3.5 to 4.1 percent) showed 12,366 unemployed adults compared to 5,770 full-time and 2,551 part-time job openings.
- The job gap between available workers and job openings is most acute in the central city Milwaukee Community Development Block Grant (CDBG) neighborhoods, where job openings (2,143 full-time and 550 part-time) fell far short of the estimated 11,085 unemployed persons considered actively seeking work in May 2006 and 3,670 cases receiving "W-2" welfare payments. The job gap between unemployed job seekers and welfare recipients expected to work and available full-time jobs located in central city neighborhoods was 7 to 1 in May 2006.

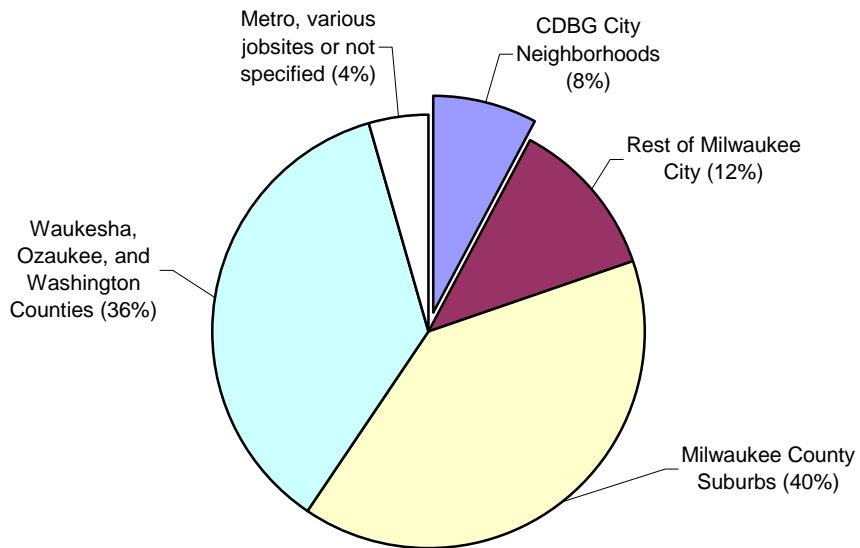


- Further handicapping central city residents is the shortage of entry-level work in their neighborhoods. Only 8% of the full-time entry-level jobs available for workers with no education beyond high school and not requiring occupation-specific training were located in the CDBG neighborhoods. For part-time openings, only 4% of entry-level jobs were in the CDBG neighborhoods.
- Most of the entry-level jobs available for workers with no education beyond high school and not requiring occupation-specific training were part-time rather than full-time. Most (84 percent of openings) entry-level full-time jobs were located outside the City of Milwaukee in the WOW counties (44 percent) or in the Milwaukee County suburbs (40 percent).
- The work sites for part-time jobs also remain a problem for city residents, with most openings located in the suburbs or collar communities of the metro area. Most entry-level part-time jobs were located outside the City of Milwaukee, with 35 percent in the WOW counties and 51 percent in the Milwaukee County suburbs.

Work Sites for Full-Time Job Openings: May 2006

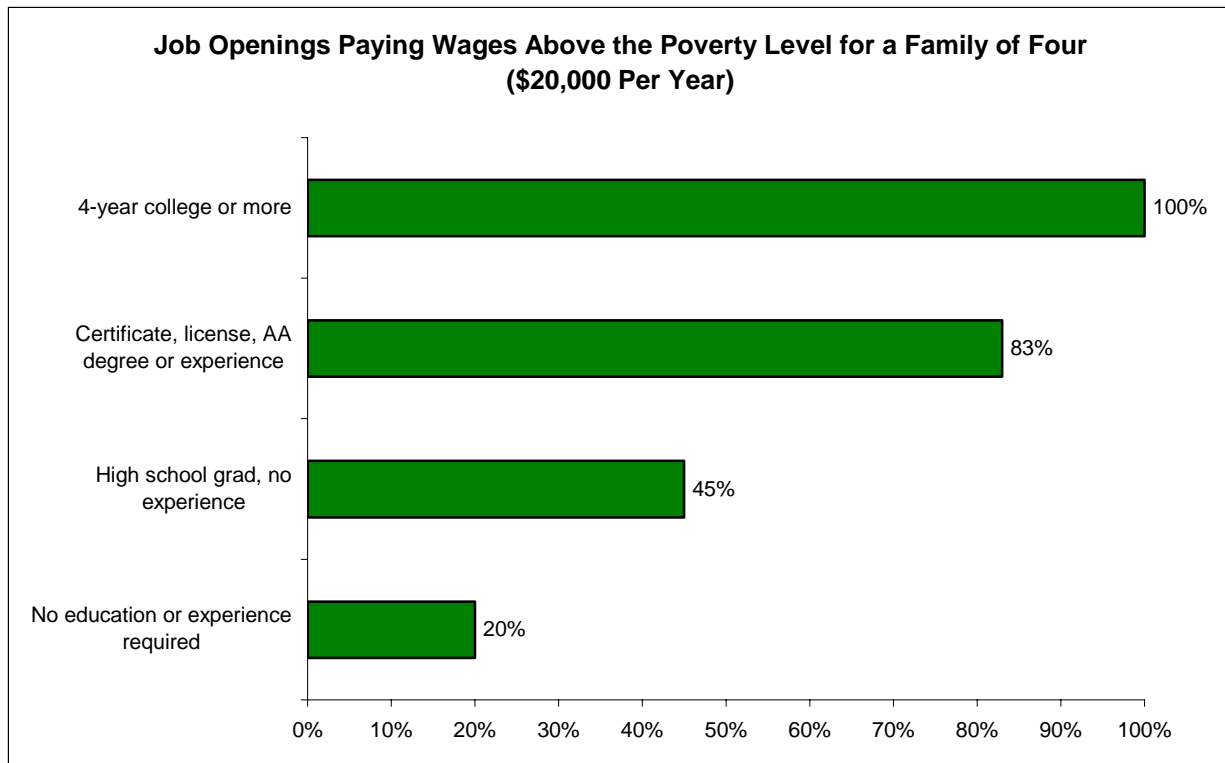


Work Sites for Part-Time Job Openings: May 2006



WAGE RATES

- The average wage offered for full-time entry-level jobs with no experience or training requirements has risen from \$8.08 in October 2003 to \$8.76 an hour in May 2005 and up to \$9.50 an hour in May 2006. Average wages for entry-level jobs for part-time work showed an increase from \$6.85 an hour in October 2003 to \$7.30 in May 2005 and to \$7.52 an hour in May 2006.
- Effective June 1, 2006, the minimum wage in Wisconsin was increased from \$5.70 to \$6.50 an hour, with a minimum wage of \$5.90 an hour allowed for minors (under age 18) and for “opportunity employees” (under age 19 and employed for 90 or fewer days) and \$5.15 an hour for agricultural employees. As of May 24, 2006, for entry-level jobs (with no education or training requirements), 2 percent of full-time openings and 11 percent of part-time openings paid less than \$6.00 an hour.
- For the four-county metropolitan area, the proportion of full-time job openings offering family wages above the poverty level was calculated based on 2006 federal poverty income guidelines which set the poverty level at \$16,600 per year for a family of three and \$20,000 for a family of four. An estimated 90 percent of the May 2006 full-time job openings offered wages above the poverty level for a family of three while 64 percent paid enough to support four persons above the federal poverty level. However, only 20 percent of entry level jobs requiring no experience and 45 percent of jobs requiring high school completion but no occupation-specific experience offered wages sufficient to support a family of four above the poverty level.



Wage Rates by Job Qualifications for Full-Time Job Openings: May 2006

Hourly Wage	Annualized Salary	College B.A./B.S. or More	License, Certificate, A.A. or Experience	High School Completion Only	No Experience	Total
Less than \$6.00	Up to \$12,507	0%	0%	1%	2%	1%
\$6.00 – 6.99	\$12,528 – 14,585	0%	1%	16%	12%	5%
\$7.00 – 7.99	\$14,616 – 16,683	0%	2%	8%	12%	5%
\$8.00 – 8.99	\$16,704 – 18,771	0%	4%	26%	9%	6%
\$9.00 – 9.99	\$18,792 – 20,859	1%	11%	4%	46%	20%
\$10.00 – 10.99	\$20,880 – 22,947	0%	11%	2%	6%	8%
\$11.00 – 11.99	\$22,968 – 25,035	0%	9%	10%	4%	7%
\$12.00 – 12.99	\$25,056 – 27,123	3%	13%	6%	1%	8%
\$13.00 – 13.99	\$27,144 – 29,211	5%	11%	1%	0%	7%
\$14.00 or more	\$29,232 +	90%	37%	26%	6%	34%
ALL*		100%	100%	100%	100%	100%
\$14.57 or more		81%	32%	0%	4%	29%

*Does not include positions where the wages or salary vary or are based on commission.

Base wages for some positions may be supplemented by tips.

Percents may not total 100 due to rounding.

Wage Rates by Job Qualifications for Part-Time Job Openings: May 2006

Hourly Wage	College B.A./B.S. or More	License, Certificate, A.A. or Experience	High School Completion Only	No Experience	Total
Less than \$6.00	0%	1%	0%	11%	7%
\$6.00 – 6.99	0%	4%	0%	34%	20%
\$7.00 – 7.99	0%	8%	41%	20%	16%
\$8.00 – 8.99	0%	18%	26%	20%	19%
\$9.00 – 9.99	22%	14%	17%	12%	13%
\$10.00 – 10.99	0%	20%	10%	1%	9%
\$11.00 – 11.99	0%	6%	2%	1%	3%
\$12.00 – 12.99	20%	13%	4%	0%	6%
\$13.00 – 13.99	0%	3%	1%	0%	1%
\$14.00 or more	58%	14%	1%	0%	6%
ALL*	100%	100%	100%	100%	100%

*Does not include positions where the wages or salary vary or are based on commission.

Base wages for some positions may be supplemented by tips.

Background on the Milwaukee Job Vacancy Survey

The Milwaukee job openings surveys were developed by the University of Wisconsin-Milwaukee Employment and Training Institute in 1992 at the request of the City of Milwaukee. Initial funding support was provided by the Helen Bader Foundation and the five government partners collaborating on the Milwaukee Labor Market Project: the City of Milwaukee, Milwaukee Public Schools, Milwaukee Area Technical College, the University of Wisconsin-Milwaukee, and the Private Industry Council of Milwaukee County. Milwaukee was the first major city in the nation to regularly study job openings in order to assess the number and type of jobs available and the level of skill training employers need to fill openings. Surveys have been conducted semi-annually or annually since 1993.

This year at the request of the Private Industry Council of Milwaukee County, the Employment and Training Institute conducted a job openings survey for the seven-county Milwaukee Region, including for the first time a review of job needs and demand in Kenosha, Racine and Walworth counties. **A forthcoming report will provide an analysis of the Milwaukee regional labor market and job needs in the region.**

A third report will provide an **occupational drill down, focusing on training needs identified for specific occupations and job titles.** The Employment and Training Institute examined education and training requirements for 4,652 individual job title postings and listings, as reported by Milwaukee Region employers for the May 2006 survey. These training needs are also compared with job requirements reported by employers in prior years' surveys to note changes in requirements and occupations in demand.

Congress Has Identified the UWM-ETI Job Survey as National Model

In 1998, the U.S. Congress identified the Milwaukee Job Openings Survey as a national model. The U.S. Department of Labor Employment and Training Administration (ETA) subsequently recommended the Milwaukee approach for workforce development boards in other cities and regional labor markets and contracted with the UWM Employment and Training Institute to develop a manual on how to conduct such surveys.

- The Bureau of Labor Statistics, which had abandoned its own job vacancies studies in the early 1980s, has reinstated vacancies studies.
- The federal Employment and Training Administration actively promotes use of the Milwaukee job vacancy model as a workforce development tool, and the Workforce Information Council has identified job vacancy statistics as a major priority for the states. At least 15 states and numerous urban and rural labor markets are now using the ETI methodology.

The May 2006 job vacancies report for the seven-county Milwaukee region was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute for the Private Industry Council of Milwaukee County. The survey meets the needs of the Workforce Investment Act to provide accurate information on job vacancies, occupations in demand, and the earnings and skill requirements of such occupations, required as a core service available to the general public and to WIA clients. The information is used by the Private Industry Council, employers, public officials, workforce development staff, job trainers, and educational institutions to assist in:

- measuring employer demand for workers in the Milwaukee metro area.
- providing an indicator of labor force shortages and the overall health of the local economy.
- identifying workforce development priorities and industrial sectors with employment potential.
- analyzing the characteristics of job vacancies, including full or part-time positions, wages and benefits offered, and education and experience requirements.
- planning workforce development strategies and employment services (for job placement, retention, and training) to meet needs of underemployed central city populations.
- identifying entry-level jobs available for welfare recipients, new labor force entrants, and students.
- assessing spatial and skill mismatches between employer needs and labor force participants.
- determining technical education priorities and training gaps at the post-secondary school level.
- identifying career development opportunities and ladders for skilled and semiskilled workers.
- offering current labor market information for counseling students and jobseekers.
- developing workforce preparation programs and services for in-school youth and displaced workers.

The Employment and Training Institute's labor market work provides up-to-date information about current labor market demand, training needs, and untapped opportunities for workers.

- The Private Industry Council uses the research for workforce development planning and to meet the requirements of the Workforce Investment Act, as indicated above.
- Administrators from the Milwaukee Area Technical College, Waukesha County Technical College, and the University of Wisconsin-Milwaukee review the job vacancy findings along with results from their follow-up studies of graduates to identify areas in high demand by local employers.
- The UWM Employment and Training Institute prepares policy papers and provides technical assistance on workforce development issues and labor market shortages, including work researching training in the construction trades, critical needs in the health professions, addressing transportation and child care barriers to employment, mapping the workforce by occupational area, and planning for demographic changes in the labor force.

The job vacancy survey design, sampling, methodology, survey administration and data verification procedures are described in the eighty-page paper, [Surveying Job Vacancies in Local Labor Markets: A How-To Manual](http://www.eti.uwm.edu/manual.htm), prepared for the U.S. Department of Labor and available on the Internet at www.eti.uwm.edu/manual.htm.

The table below compares May 2006 job vacancies with those in prior years.

Estimated Full-Time Job Openings by Type of Company: May 1993 - May 2006

<u>Type of Company</u>	<u>May 93</u>	<u>May 94</u>	<u>May 95</u>	<u>May 96</u>	<u>May 97</u>	<u>May 98</u>	<u>May 99</u>	<u>Oct 01</u>	<u>Oct 02</u>	<u>Oct 03</u>	<u>May 05</u>	<u>May 06</u>
Services	3,374	5,159	5,588	6,296	5,705	5,864	6,614	5,162	3,826	3,341	4,269	5,427
Retail and Wholesale Trade	2,821	4,672	6,011	4,424	3,733	4,502	5,552	2,110	1,438	1,848	2,577	2,912
Manufacturing	2,123	3,552	4,611	3,540	3,377	3,817	3,237	1,293	900	1,427	2,975	4,495
Finance, Insurance and Real Estate	1,198	935	1,720	1,215	2,025	2,349	2,522	2,149	1,555	949	920	1,596
Transportation, Communications, Utilities	674	1,100	1,107	1,468	788	1,672	1,596	397	149	252	577	1,356
Construction	1,054	666	658	917	1,401	473	1,496	878	340	397	422	618
Ag., Forestry, Fishing	186	37	343	205	72	259	365	105	90	89	70	338
Government	440	669	504	622	481	324	770	129	572	110	571	283
TOTAL	11,870	16,790	20,543	18,687	17,582	19,259	22,152	12,218	8,870	8,412	12,381	17,020

Estimated Part-Time Job Openings by Type of Company: May 1993 - May 2006

<u>Type of Company</u>	<u>May 93</u>	<u>May 94</u>	<u>May 95</u>	<u>May 96</u>	<u>May 97</u>	<u>May 98</u>	<u>May 99</u>	<u>Oct 01</u>	<u>Oct 02</u>	<u>Oct 03</u>	<u>May 05</u>	<u>May 06</u>
Services	3,356	3,718	5,693	3,952	5,051	4,552	5,186	4,616	3,283	3,250	3,006	3,211
Retail and Wholesale Trade	4,573	8,413	8,324	5,150	4,825	8,755	6,126	3,511	2,202	3,299	2,141	2,439
Manufacturing	521	385	411	265	110	173	500	158	111	51	114	361
Finance, Insurance and Real Estate	173	345	932	361	358	645	785	688	230	614	339	295
Transportation, Communications, Utilities	305	497	623	345	404	541	1,050	367	95	337	575	445
Construction	144	194	225	145	217	122	204	47	16	7	16	91
Ag., Forestry, Fishing	120	37	162	10	16	50	120	81	457	61	8	73
Government	85	256	362	342	289	134	531	59	41	49	192	124
TOTAL	9,277	13,845	16,731	10,570	11,270	14,972	14,501	9,527	6,436	7,668	6,391	7,036
TOTAL FULL-TIME AND PART-TIME OPENINGS	21,147	30,635	37,274	29,257	28,852	34,231	36,653	21,745	15,306	16,080	18,772	24,056

I. Profile of Job Openings in May 2006

The University of Wisconsin-Milwaukee Employment and Training Institute surveyed Milwaukee area companies for the Private Industry Council of Milwaukee County to determine the number of jobs open for immediate hire in May 2006. The survey was based on a stratified sample of companies listed by the Wisconsin Department of Workforce Development as doing business in the four-county metro area of Milwaukee, Ozaukee, Washington and Waukesha counties. Data were collected on expected rates of pay, education and training required, and location for each open position. Survey results were tabulated and weighted by size and type of industry and by response rate to project the total number and types of jobs available in the metropolitan area. A total of 2,687 companies participated in the survey, for a 55 percent response rate.

The week of May 24, 2006, an estimated 17,020 full-time and 7,036 part-time jobs were open for immediate hire in the four-county Milwaukee metropolitan area. These job openings were the result of a number of factors including: company expansions, labor shortages in difficult to fill positions, seasonal fluctuations, as well as normal job turnover among the 747,554 employed workers in the metropolitan area due to separations (retirements, resignations, and firings).

The largest numbers of full-time job opportunities were concentrated in service industries (32 percent of total full-time openings); manufacturing (26 percent), and retail and wholesale trade (17 percent). Most of the part-time jobs were in the service industries (46 percent) and in retail and wholesale trade (35 percent).

Estimated Job Openings By Type of Company as of May 24, 2006

<u>Type of Company</u>	FULL-TIME OPENINGS:		PART-TIME OPENINGS:	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Services	5,427	32%	3,211	46%
Manufacturing	4,495	26%	361	5%
Retail and wholesale Trade	2,912	17%	2,439	35%
Finance, Insurance, Real Estate	1,596	9%	295	4%
Transportation, Communications, Utilities	1,356	8%	445	6%
Construction	618	4%	91	1%
Agriculture, Forestry, Fishing	338	2%	73	1%
Government	<u>283</u>	<u>2%</u>	<u>124</u>	<u>2%</u>
TOTAL	17,020	100%	7,036	100%

Note: Totals vary by subanalysis for tables presented in this report due to weighting procedures used and the extent of missing data for the category analyzed. The job vacancy survey design, sampling, methodology, weighting, survey administration, and data verification procedures are described in the eighty-page paper, Surveying Job Vacancies in Local Labor Markets: A How-To Manual, prepared for the U.S. Department of Labor and available on the Internet at www.eti.uwm.edu/manual.htm.

Total openings for full-time work were up for all sectors except government in May 2006, compared to May 2005. The highest increase in openings was seen in the manufacturing sector, which showed 1,520 more full-time openings in May 2006 as in May 2005. The number of full-time openings in manufacturing (4,495 vacancies) is at an all-time high for the last decade and is second-highest (after 4,611 openings in May 1995) since the survey began in 1993.

The majority (72 percent) of full-time job openings was generated by companies employing more than 50 workers, and 64 percent of part-time openings were in companies with more than 50 workers.

Estimated Job Openings By Size of Company: May 24, 2006

<u>Size of Company</u>	<u>FULL-TIME OPENINGS:</u>		<u>PART-TIME OPENINGS:</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
No employees	203	1%	130	2%
1-4 employees	787	5%	471	7%
5-9 employees	691	4%	381	5%
10-19 employees	1,437	8%	964	14%
20-49 employees	1,650	10%	601	9%
50-99 employees	1,353	8%	744	11%
100-249 employees	1,836	11%	1,398	20%
250-499 employees	3,258	19%	830	12%
500-999 employees	2,935	17%	503	7%
More than 999 employees	<u>2,870</u>	<u>17%</u>	<u>1,014</u>	<u>14%</u>
TOTAL	17,020	100%	7,036	100%

Size is for company or branch office. Numbers and percents may not total due to rounding.

Full-Time Job Openings by Industry and Business Size: Milwaukee Metro Area, May 2006

<u>Type of Company</u>	(Number Of Employees)										TOTAL	COLUMN	%
	<u>None</u>	<u>1-4</u>	<u>5-9</u>	<u>10-19</u>	<u>20-49</u>	<u>50-99</u>	<u>100-249</u>	<u>250-499</u>	<u>500-999</u>	<u>1000+</u>			
Agriculture, Forestry, Fishing	41	80	77	104	36						338	2%	
Construction		202	55	96	134		120	11			618	4%	
Manufacturing	24	91	26	210	220	288	746	751	1,486	653	4,495	26%	
Transportation, Communications, Utilities			49	74	314	345	141	232	120	81	1,356	8%	
Retail, Wholesale	68	145	150	475	257	424	142	804	447		2,912	17%	
Finance, Insurance, Real Estate	13	14	11	207	39		38	580	237	457	1,596	9%	
Services	56	255	325	271	651	296	649	786	629	1,509	5,427	32%	
Government								94	17	172	283	2%	
Total	203	787	691	1,437	1,650	1,353	1,836	3,258	2,935	2,870	17,020	100%	
% Row	1%	5%	4%	8%	10%	8%	11%	19%	17%	17%	100%		

Part-Time Job Openings by Industry and Business Size: Milwaukee Metro Area, May 2006

<u>Type of Company</u>	(Number Of Employees)										TOTAL	COLUMN	%
	<u>None</u>	<u>1-4</u>	<u>5-9</u>	<u>10-19</u>	<u>20-49</u>	<u>50-99</u>	<u>100-249</u>	<u>250-499</u>	<u>500-999</u>	<u>1000+</u>			
Agriculture, Forestry, Fishing		48	7	18							73	1%	
Construction		58	22	11							91	1%	
Manufacturing		56		50		31	212	2	6	4	361	5%	
Transportation, Communications, Utilities			29	12	131	157	18	72	8	18	445	6%	
Retail, Wholesale	68	41	100	386	308	386	796	287	67		2,439	35%	
Finance, Insurance, Real Estate	27	28		31			19	42	68	80	295	4%	
Services	35	240	224	456	163	171	329	375	349	869	3,211	46%	
Government							24	51	6	43	124	2%	
Total	130	471	381	964	601	744	1,398	830	503	1,014	7,036	100%	
% ROW	2%	7%	5%	14%	9%	11%	20%	12%	7%	14%	100%		

One in five Milwaukee area employers had reported job openings in May 2006. Hiring patterns for full and part-time openings were strongly influenced both by the type of business in which a company was engaged and the size of the corporation. Normal job turnover was evident -- with hiring rates and average number of openings increasing with the size of the company. Most (80 percent or more) companies with 250 or more employees showed jobs available for hire, while 6-10 percent of the smallest companies had at least one opening.

Percent of Companies with Job Openings: May 2006

<u>Size of Company</u>	<u>Percent of Companies with Openings</u>
No employees	6%
1-4 employees	6%
5-9 employees	10%
10-19 employees	20%
20-49 employees	22%
50-99 employees	41%
100-249 employees	60%
250-499 employees	80%
500-999 employees	82%
More than 999 employees	88%
TOTAL	19%

Size is for company or branch office.

II. Skill Level Requirements for Job Openings

Those employers having immediate job openings were asked to detail the skill level requirements for each job and to indicate whether prior experience was a necessary prerequisite for employment. While most employers completed the survey questions as requested, not all reported skill level requirements or starting wage rates, requiring additional weighting of the survey sample to adjust for missing data. Narrative responses were categorized by level of education and experience as follows:

1. Minimum, four-year college (Bachelor of Arts, B.A., or Bachelor of Science, B.S.) degree or master's degree.
2. Certification, associate degree, license or occupation-specific experience required.
3. High school diploma, no experience required.
4. No requirements.

The majority (80 percent) of full-time positions in the metropolitan area required education, training or occupation-specific experience beyond high school. Full-time occupations requiring at least four years of college accounted for about 31 percent of full-time openings, and a 49 percent of jobs offering full-time employment required a license, certification, associate degree or occupation-specific training. Full-time positions requiring high school completion but no experience accounted for 4 percent of openings, while 16 percent of openings had no previous education or experience required.

Jobs with no experience or education requirements made up 36 percent of all part-time job openings. Jobs for high school graduates with no experience comprised 7 percent of part-time openings. Part-time jobs requiring occupation-specific training, licensing or certification accounted for 50 percent of available positions. Only 7 percent of part-time job openings required a four-year college degree or more.

Requirements for jobs varied by occupational areas. Nearly all (98 percent) of full-time executive, administrative and managerial positions open required at least a bachelor's degree and 90 percent required work-specific experience as well. Full-time professional specialty occupations required a bachelor's degree or more (71 percent) or occupation-specific experience or post-secondary technical training (29 percent). The full-time openings for technicians and related support occupations required post-secondary education, occupation-specific training or experience. Likewise, most (88 percent) of full-time openings for precision production, construction, and repair occupations required technical training or experience.

At the other end of the spectrum, 83 percent of full-time openings for laborers and 55 percent of full-time openings for food preparation and service occupations were entry-level positions available to persons with a high school degree or less. Likewise, all of the part-time openings for laborers and 92 percent of part-time openings for handlers, helpers and cleaners did not require experience or high school completion.

Thirty-one percent of the part-time positions were in technical, sales and administrative support, and 33 percent were in service occupations. A third (33 percent) of part-time service worker job openings did not require high school completion or experience, while 9 percent required at least high school graduation (but no experience), and 57 percent required experience, a license, certificate or associate degree.

The largest numbers of part-time jobs available without requirements or high school completion were in jobs for sales workers (706 openings with no requirements) and food preparation and service occupations (592 openings with no requirements). The largest number of part-time jobs for persons with post-secondary education, training, certification and/or experience were in health assessment, diagnosing and treatment jobs (709 part-time openings), health services occupations (637 openings), and transportation and material moving occupations (446 openings).

The tables in the appendix provide estimates of full-time and part-time job openings by additional occupational categories.

Qualifications Required for Full-Time Job Openings: May 2006

<u>Type of Position</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Only</u>	<u>No Experience</u>	<u>ALL</u>
Executive, Administrative, Managerial	1,469	24	0	0	1,493
Professional Specialty	2,048	825	1	0	2,873
Technical, Sales, and Administrative Support	1,289	2,389	368	621	4,665
Service Occupations	58	1,244	135	512	1,948
Factory, Craft, Transportation	21	3,098	100	1,259	4,478
Farming, Forestry, Fishing	<u>0</u>	<u>45</u>	<u>0</u>	<u>18</u>	<u>63</u>
Total	4,885	7,624	604	2,410	15,520
Executive, Administrative, Managerial	30%	0%	0%	0%	10%
Professional Specialty	42%	11%	0%	0%	18%
Technical, Sales, and Administrative Support	26%	31%	61%	26%	30%
Service Occupations	2%	16%	22%	21%	13%
Factory, Craft, Transportation	0%	41%	17%	52%	29%
Farming, Forestry, Fishing	<u>0%</u>	<u>1%</u>	<u>0%</u>	<u>1%</u>	<u>0%</u>
Total	100%	100%	100%	100%	100%

Totals vary by subanalysis for tables due to weighting procedures used.

Qualifications Required for Part-Time Job Openings: May 2006

<u>Type of Position</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Only</u>	<u>No Experience</u>	<u>ALL</u>
Executive, Administrative, Managerial	18	0	0	0	18
Professional Specialty	380	726	0	0	1,106
Technical, Sales, and Administrative Support	68	785	276	1,132	2,261
Service Occupations	18	1,333	211	784	2,343
Factory, Craft, Transportation	0	726	35	683	1,445
Farming, Forestry, Fishing	<u>0</u>	<u>0</u>	<u>0</u>	<u>16</u>	<u>25</u>
Total	481	3,579	523	2,615	7,198
Executive, Administrative, Managerial	4%	0%	0%	0%	0%
Professional Specialty	79%	20%	0%	0%	15%
Technical, Sales, and Administrative Support	14%	22%	53%	43%	32%
Service Occupations	3%	37%	40%	30%	33%
Factory, Craft, Transportation	0%	20%	7%	26%	20%
Farming, Forestry, Fishing	<u>0%</u>	<u>0%</u>	<u>0%</u>	<u>1%</u>	<u>0%</u>
Total	100%	100%	100%	100%	100%

Totals vary by subanalysis for tables due to weighting procedures used.

III. Wage Rates by Job Qualifications

The number of jobs available at a given wage rate is dependent upon many factors, including the education and skills required for the types of openings available, the number of job seekers available and interested in the kind of work, and wage contracts with current workers. Most wages for job openings were directly related to prior education, training and experience.

Most (90 percent) of the openings for college graduates were paying at or above \$14.00 an hour. Full-time jobs requiring prior occupational experience, certification, licensing or an associate degree showed a wider range of wage rates with 37 percent of job openings at the \$14.00 or more per hour, and 44 percent paying between \$10.00 and \$13.99 per hour.

Only a fourth (26 percent) of the full-time job openings requiring a high school diploma but no occupation-specific experience or training paid \$14.00 or more an hour, while 25 percent paid under \$8.00 an hour and 26 percent paid \$8.00 - \$9.99 an hour. Those jobs requiring no previous experience or minimum education level usually fell into the lower wage occupations, with 14 percent paying under \$7.00 an hour, 21 percent paying \$7.00-8.99 an hour, and 46 percent paying \$9.00-9.99 an hour.

Two-thirds (65 percent) of part-time jobs requiring no previous experience or postsecondary education offered less than \$8.00 per hour wages. Of the part-time jobs open for high school graduates (with no experience required) in May 2006, 41 percent paid less than \$8.00.

State Minimum Wage

Effective June 1, 2006, the minimum wage in Wisconsin was increased from \$5.70 to \$6.50 an hour, with a minimum wage of \$5.90 an hour allowed for minors (under age 18) and for “opportunity employees” (under age 19 and employed for 90 or fewer days) and a \$5.15 an hour wage for agricultural employees. For entry-level jobs (with no education or experience requirements), as of May 24, 2006, only 2 percent of full-time openings and 11 percent of part-time jobs paid less than \$6.00 an hour. A total of 14% of full-time openings and 45 percent of part-time openings paid less than \$7.00 an hour for entry-level jobs.

Jobs Paying Wages Above the Poverty Level

For the four-county metropolitan area, the proportion of full-time job openings offering family wages above the poverty level was calculated for a family of two, three and four persons based on 2006 federal poverty income guidelines. These standards set the poverty level for a family of four at \$20,000 income per year. An estimated 64 percent of the May 2006 full-time job openings were adequate to support a family of four above poverty (\$20,000), according to the federal standard. Most (90 percent) of the full-time openings were considered adequate to support a family of three above the federal poverty level (\$16,600), and 99 percent offered wages to support two persons above the federal poverty level (\$13,200).

Entry-level jobs requiring only high school or no experience were the least likely to offer wages sufficient to support a family of four above the poverty level. Only 20 percent of entry level jobs requiring no experience and 45 percent of jobs requiring high school completion but no occupation-specific experience offered wages to support a family of four above the poverty level. The likelihood of having earnings above the poverty level increases with education and experience requirements with all (100 percent) of jobs requiring a four-year college degree (or more) offering wages/salaries of at least \$20,000 and 83 percent of jobs requiring certification, licensing or prior occupation-specific experience also paying above the federal poverty level for a four-person family.

**Percent of Full-Time Job Openings With Family Wages Above Poverty
by Education and Experience Required**

Percent of Jobs with Wages Above Poverty for a Family of:	4-Year College BA/BS Degree	Certificate, AA, Licensing or Prior Experience	High School Only	No Requirements	All Openings
Two (wage > \$6.35/hour)	100%	99%	99%	98%	99%
Three (wage > \$7.98/hour)	100%	97%	75%	74%	90%
Four (wage > \$9.63/hour)	100%	83%	45%	20%	64%

IV. Locations of Job Openings

Employers were asked to specify the location of all job openings within the metropolitan area by zip code. While zip code boundaries permit a straight forward way of separating Milwaukee County from the balance of the four county metropolitan area, City of Milwaukee boundaries are not conterminous with zip codes within the county. To obtain some idea of which jobs were located within the City of Milwaukee, those sixteen zip codes which were predominantly city (80 percent or more of the population) were designated "predominantly City of Milwaukee" while those zip codes which were mixed suburban/city or suburban were termed "balance of county." City zip codes included downtown, the central city and much of the northwest and south side of the city. City of Milwaukee zip codes were further analyzed for the Community Development Block Grant target areas. Ten selected zip code areas were matched with CDBG boundaries to determine the number of job openings for the area.¹ This central city area includes the target neighborhoods for Milwaukee's Enterprise Community.

Of all the full-time job openings in the four county metropolitan area the week of May 24, 2006, 61 percent were within Milwaukee County, 29 percent within predominantly City of Milwaukee zip codes, and 13 percent in the CDBG/Enterprise Community area. Job openings in Waukesha, Ozaukee and Washington counties accounted for 34 percent of all full-time openings and 36 percent of part-time openings available in the metro area.

Location of Full- and Part-Time Job Openings

	Full-Time <u>Openings</u>	Part-Time <u>Openings</u>	Total <u>Openings</u>
Ozaukee, Washington & Waukesha Counties	5,770	2,551	8,322
Milwaukee County	10,361	4,174	14,536
Predominantly City Zip Codes	4,944	1,391	6,335
CDBG/Enterprise Community Zip Codes	2,143	550	2,693
Metro, Various Jobsites or Not Specified	888	311	1,199
TOTAL	17,020	7,037	24,056

¹ Predominantly City of Milwaukee zip codes include 53202, 53203, 53204, 53205, 53206, 53207, 53208, 53210, 53212, 53215, 53216, 53218, 53222, 53224, 53225 and 53233. Zip codes used to approximate the Community Development Block Grant target area boundaries included 53203, 53204, 53205, 53206, 53208, 53210, 53212, 53216, 53218 and 53233.

When analyzed by occupational clusters, the types of jobs within the county and city varied for full and part-time jobs. Full-time openings in the metropolitan area were concentrated in technical, sales and administrative support (31 percent); factory, craft, transportation, and farming (30 percent); and professional specialties occupations (17 percent). More than a third (36 percent) of the full-time job openings in Milwaukee County were in technical, sales and administrative support occupations. In Waukesha, Ozaukee and Washington counties 40 percent of the full-time job openings were in factory, craft, and transportation.

Type of Full-Time Job Openings by Location as of May 24, 2006

Type of Job	Four-County Total		Ozaukee, Washington, Waukesha Counties		Milwaukee County		Predominantly City of Milwaukee		CDBG Zip Codes	
	Number	%	Number	%	Number	%	Number	%	Number	%
Executive, Administrative, Managerial	1,664	10	385	7	1,279	12	707	14	317	15
Professional Specialties	2,974	17	669	12	2,305	22	1,330	27	637	30
Technical, Sales & Admin. Support	5,285	31	1,602	28	3,683	36	1,787	36	591	27
Service	2,022	12	781	13	780	8	394	8	219	10
Factory, Craft, Transportation, Farming	<u>5,073</u>	<u>30</u>	<u>2,332</u>	<u>40</u>	<u>2,314</u>	<u>22</u>	<u>726</u>	<u>15</u>	<u>379</u>	<u>18</u>
Total, Full-Time	17,020	100	5,770	100	10,361	100	4,944	100	2,143	100

Numbers and percents may not total due to weighting procedures and rounding.

Part-time openings comprised only 20 percent of total openings in the CDBG/Enterprise Community areas, compared to 34 percent in the rest of Milwaukee County and 31 percent in the WOW counties. In May 2006 part-time job openings in the metro area were most heavily concentrated in technical, sales and administrative support occupations (with 2,258 part-time openings) and in services occupations (2,233 part-time openings). Technical, sales and administrative support jobs comprised 32 percent of all part-time openings in Ozaukee, Washington and Waukesha counties, 24 percent in Milwaukee County, and 32 percent of openings in the CDBG/Enterprise Community areas. Service sector occupations made up 32 percent of part-time openings in Ozaukee, Washington and Waukesha counties, 40 percent of Milwaukee County part-time openings, and 33 percent of openings in the CDBG/Enterprise Community areas. Factory, craft, transportation and farming part-time job openings accounted for 26 percent of openings in the WOW counties, 19 percent of openings in Milwaukee County, and 16 percent of openings in the CDBG area. Professional specialty occupations accounted for 13 percent of part-time openings in the WOW counties and 19 percent of part-time openings in the CDBG/Enterprise Community neighborhoods. Almost no openings were listed for part-time managerial and administrative positions.

Type of Part-Time Job Openings by Location as of May 24, 2006

<u>Type of Job</u>	<u>Four-County Total</u>		<u>Ozaukee, Washington, Waukesha Counties</u>		<u>Milwaukee County</u>		<u>Predominantly City of Milwaukee</u>		<u>CDBG Zip Codes</u>	
	Number	%	Number	%	Number	%	Number	%	Number	%
Executive, Administrative, Managerial	17	0	2	0	15	0	14	0	0	0
Professional Specialties	906	13	252	10	654	16	250	18	105	19
Technical, Sales & Admin. Support	2,258	32	616	24	1,641	39	499	36	174	32
Service	2,233	32	1,016	40	1,069	26	462	33	180	33
Factory, Craft, Transportation, Farming	<u>1,624</u>	<u>23</u>	<u>665</u>	<u>26</u>	<u>795</u>	<u>19</u>	<u>165</u>	<u>12</u>	<u>91</u>	<u>16</u>
Total, Part-Time	7,037	100	2,551	100	4,174	100	1,391	100	550	100

Numbers and percents may not total due to weighting procedures and rounding.

A more detailed distribution of full- and part-time job openings by location is shown in the Appendix.

V. Shortage of Jobs in the CDBG/Enterprise Community Target Areas

To assess the availability of jobs in Milwaukee's central city neighborhoods, job openings in the City of Milwaukee CDBG/Enterprise Community target area were examined separately. Companies reported that 13 percent of full-time and 8 percent of part-time openings in May 2006 were for worksites located in the CDBG zip code areas. The CDBG/Enterprise Community neighborhoods showed 2,143 full-time openings and 350 part-time openings. The job openings available within the CDBG/Enterprise Community areas fell far short of the estimated 11,085 unemployed persons considered actively seeking work in May 2006.

Full-Time and Part-Time Job Openings in the Milwaukee CDBG Target Area: May 2006

<u>October 2003 Survey</u>	<u>Openings in CDBG Zipcodes</u>	<u>CDBG Openings as % of Metro Area</u>
Full-Time Openings	2,143	13%
Part-Time Openings	550	8%

The spatial mis-match of job openings compared to unemployed workers continues to be severe in the central city of Milwaukee. Unemployed workers in the Community Development Block Grant/Enterprise Community neighborhoods of the City of Milwaukee outnumbered available jobs, with an estimated 5 active job seekers for every one full-time job in their neighborhoods. When the central city adults receiving "W-2" welfare payments are added to the current unemployment estimates, the job gap between job seekers and full-time openings in the CDBG neighborhoods was 7 to 1.

At the same time the ratio of job seekers to full-time openings in the outlying counties of Waukesha, Ozaukee and Washington was 2 to 1. In the WOW counties an estimated 12,366 adults were listed as unemployed and 151 "W-2" cases were expected to work, compared to 5,770 full-time and 2,551 part-time job openings.

VI. Analysis of the Population "Expected to Work" and Not Employed in May 2006

Official Department of Labor Employment Statistics

In order to update the data on unemployed workers seeking work, official federal Bureau of Labor Statistics/Wisconsin Department of Workforce Development employment estimates were reviewed for May 2006 for the Milwaukee metropolitan area. BLS/DWD reported an unemployment rate (unadjusted) for the area of 5.0 percent, with 747,554 persons employed and 39,058 unemployed and looking for work. Within the metropolitan area, official unemployment rates were highest in the City of Milwaukee which had a 7.1 percent rate with 19,155 persons listed as unemployed, compared with unemployment rates of 4.0 percent in the Milwaukee County suburbs, 3.5 percent in Ozaukee County, 3.7 percent in Waukesha County, and 4.1 percent in Washington County.

Bureau of Labor Statistics May 2006 Civilian Labor Force Estimates

<u>Residence</u>	<u>Civilian Labor Force</u>	<u>Employed</u>	<u>Unemployed</u>	<u>Percent Unemployed</u>
City of Milwaukee	268,329	249,174	19,159*	7.1
Milwaukee County Suburbs	188,101	180,564	7,537	4.9
Ozaukee County	47,728	46,034	1,694	3.5
Washington County	71,228	68,308	2,920	4.1
Waukesha County	211,226	203,474	7,752	3.7
Milwaukee SMA#	786,612	747,554	39,058	5.0

*Based on their proportion of the City of Milwaukee's unemployed population in the 2000 census, CDBG residents would comprise about 11,085 of these unemployed workers.

#Labor force figures are not seasonally adjusted.

Total Estimated Population "Expected to Work" But Not Employed as of May 2006

The official metropolitan unemployed population of 39,058 persons for May 2006 does not include that portion of the welfare population considered "not in the labor force" but "able to work." Statistics on the "W-2" population for the four-county metro area were used to estimate the number of adults not counted in the labor force but considered able to work. When the population of 5,547 "W-2" payment cases was added to the official May 2006 unemployment count of 39,058 for the metro area, the total number seeking or expected to seek employment reached 44,605 persons.

Estimated Number of Persons Looking for Work or Expected to Work

	<u>Milwaukee County</u>	<u>Waukesha, Ozaukee, and Washington Counties</u>
Unemployed Workers	26,692	12,366
"W-2" Cases	<u>5,396</u>	<u>151</u>
Sum	32,088	12,517

Much of the unemployed population as well as welfare caseheads expected to work is concentrated in Milwaukee County, and particularly in the City of Milwaukee CDBG/Enterprise Community neighborhoods. In Waukesha, Ozaukee and Washington counties there were fewer full-time job openings (5,770) than expected job seekers (12,517), or 2 job seekers for every full-time opening. In Milwaukee County there were almost 3 job seekers for every full-time job opening -- given an estimated 32,088 persons expected to work and 10,361 full-time job openings.

Because an estimated 68 percent of Milwaukee County welfare recipients live in central city CDBG/Enterprise Community neighborhoods, the job gap in these neighborhoods was far higher than in the balance of the county. Here, the job gap was 7 to 1, with an estimated 14,755 unemployed job seekers and welfare recipients expected to work and 2,143 full-time openings.

Most entry level full-time and part-time job openings, however, are located in the outlying counties and the Milwaukee County suburbs. Seventy percent of full-time and 76 percent of part-time entry-level openings are located in the suburban/exurban parts of the metropolitan area. Only 13 percent of entry level full-time openings and 8 percent of entry-level part-time openings were in the CDBG central city neighborhoods.

Summaries of job openings reports for the Milwaukee metro area (from 1993 through 2005) are available on the UWM Employment and Training Institute website at www.eti.uwm.edu. For more information, contact John Pawasarat, Director, Employment and Training Institute, School of Continuing Education, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Phone (414) 227-3380. Email: eti@uwm.edu. Website: www.eti.uwm.edu.

Appendix

Skill Requirements for Full Time Job Openings in Metropolitan Milwaukee

Skill Requirements for Part Time Job Openings in Metropolitan Milwaukee

Location of Full Time Job Openings Within Metropolitan Milwaukee

Location of Part Time Job Openings Within Metropolitan Milwaukee

Milwaukee Regional Job Openings Survey: Week of May 24, 2006

Skill Requirements for Full-Time Job Openings in Metropolitan Milwaukee: May 2006

OCCUPATION	B.A. DEGREE OR MORE REQUIRED		TRAINING, A.A. DEGREE, LICENSE OR EXPERIENCE	H.S. DIPLOMA NO EXPERIENCE	NO REQUIREMENTS	ALL
	DEGREE, NO EXP.	DEGREE PLUS EXPERIENCE				
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	126	1343	24			1493
PROFESSIONAL SPECIALTY OCCUPATIONS	610	1438	825	1		2873
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT	247	306	751			1304
TEACHERS	247	143	3			393
OTHER SPECIALTY OCCUPATIONS	116	989	71	1	0	1176
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT	197	1092	2389	368	619	4665
TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	83	336	526	1		945
SALES REPRESENTATIVES	74	581	326	30	14	1026
SALES WORKERS	6	42	220	156	203	627
ADMINISTRATIVE SUPPORT OCCUPATIONS	34	133	1318	180	402	2066
SECRETARIES, STENOGRAPHERS, AND TYPISTS			179	17	2	197
INFORMATION CLERKS		6	126	68	57	257
FINANCIAL RECORDS PROCESSING OCCUPATIONS			240	17	30	287
ADJUSTERS AND INVESTIGATORS			17	6	1	24
OTHER SUPPORT OCCUPATIONS	34	127	756	72	312	1301
SERVICE OCCUPATIONS	29	29	1244	135	512	1948
FOOD PREPARATION AND SERVICE OCCUPATIONS		15	344	14	448	821
HEALTH SERVICE OCCUPATIONS	22	2	364	67	5	461
CLEANING AND BUILDING SERVICES, NOT HOUSEHOLD			146	15	38	199
OTHER SERVICE OCCUPATIONS	7		390	39	21	467
FARMING, FORESTRY, AND FISHING OCCUPATIONS			45		18	63
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS		21	915	7	123	1067
MECHANICS AND REPAIRERS		19	195	3	2	219
CONSTRUCTION TRADES			358		119	477
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS		2	362	4	2	370
OPERATORS, FABRICATORS, AND LABORERS			2183	93	1135	3412
MACHINE OPERATORS, INSPECTORS			496	15	322	833
FABRICATORS, ASSEMBLERS, AND HAND WORK			289	25	216	531
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS			660	1		661
LABORERS			107		528	634
HANDLERS, HELPERS, CLEANERS			631	51	70	752
TOTAL	962	3923	7624	604	2408	15520

Skill Requirements for Part-Time Job Openings in Metropolitan Milwaukee: May 2006

OCCUPATION	B.A. DEGREE OR MORE REQUIRED		TRAINING, A.A. DEGREE, LICENSE OR EXPERIENCE	H.S. DIPLOMA NO EXPERIENCE	NO REQUIREMENTS	ALL
	DEGREE, NO EXP.	DEGREE PLUS EXPERIENCE				
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	2	17				18
PROFESSIONAL SPECIALTY OCCUPATIONS	227	153	726			1106
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT TEACHERS	136	86	709			931
OTHER SPECIALTY OCCUPATIONS	87	31	1			119
	4	36	16	0	0	56
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT	35	33	785	276	1132	2261
TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	15	19	256	4		294
SALES REPRESENTATIVES	8		36	18	15	78
SALES WORKERS	1	14	113	82	706	916
ADMINISTRATIVE SUPPORT OCCUPATIONS	11		379	172	412	974
SECRETARIES, STENOGRAPHERS, AND TYPISTS			83	8		91
INFORMATION CLERKS			110	38	21	170
FINANCIAL RECORDS PROCESSING OCCUPATIONS			9	12	12	32
ADJUSTERS AND INVESTIGATORS				2		2
OTHER SUPPORT OCCUPATIONS	11	0	177	112	379	679
SERVICE OCCUPATIONS	16		1333	211	784	2343
FOOD PREPARATION AND SERVICE OCCUPATIONS			298	11	570	879
HEALTH SERVICE OCCUPATIONS	11		637	50	30	728
CLEANING AND BUILDING SERVICES, NOT HOUSEHOLD			83	40	177	300
OTHER SERVICE OCCUPATIONS	5	0	315	110	7	436
FARMING, FORESTRY, AND FISHING OCCUPATIONS			9		16	25
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS			94		68	162
MECHANICS AND REPAIRERS			36		18	54
CONSTRUCTION TRADES						
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS			58		50	108
OPERATORS, FABRICATORS, AND LABORERS			633	35	615	1283
MACHINE OPERATORS, INSPECTORS			154		130	284
FABRICATORS, ASSEMBLERS, AND HAND WORK				32		32
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS			446	1		447
LABORERS					66	66
HANDLERS, HELPERS, CLEANERS			33	2	419	454
TOTAL	279	202	3579	523	2615	7198

Location of Full-Time Job Openings within Metropolitan Milwaukee: May 2006

OCCUPATION	MILWAUKEE METRO FOUR COUNTY AREA	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	MILWAUKEE COUNTY	SELECTED CITY OF MILWAUKEE ZIPCODES	BALANCE OF MILWAUKEE COUNTY	CDBG TARGET AREA
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	1664	385	1278	707	572	317
PROFESSIONAL SPECIALTY OCCUPATIONS	2974	669	2305	1330	975	637
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT	1114	247	867	462	405	210
TEACHERS	394	70	324	184	141	156
OTHER SPECIALTY OCCUPATIONS	1466	352	1114	684	429	271
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT	5285	1602	3683	1787	1896	591
TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	1224	327	897	503	395	109
SALES REPRESENTATIVES	1317	473	844	426	418	101
SALES WORKERS	640	200	440	306	133	217
ADMINISTRATIVE SUPPORT OCCUPATIONS	2104	601	1503	552	951	164
SECRETARIES, STENOGRAPHERS, AND TYPISTS	199	55	144	80	64	24
INFORMATION CLERKS	249	82	167	40	127	17
FINANCIAL RECORDS PROCESSING OCCUPATIONS	284	144	140	81	59	13
ADJUSTERS AND INVESTIGATORS	28	6	23	16	7	0
OTHER SUPPORT OCCUPATIONS	1344	314	1029	335	694	110
SERVICE OCCUPATIONS	2022	781	780	394	386	219
FOOD PREPARATION AND SERVICE OCCUPATIONS	837	309	85	33	52	8
HEALTH SERVICE OCCUPATIONS	339	108	231	75	156	12
CLEANING AND BUILDING SERVICES, NOT HOUSEHOLD	270	53	199	157	42	106
OTHER SERVICE OCCUPATIONS	576	311	265	129	136	93
FARMING, FORESTRY, AND FISHING OCCUPATIONS	63	55	8	8		8
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS	1177	448	597	226	371	76
MECHANICS AND REPAIRERS	262	126	99	72	27	49
CONSTRUCTION TRADES	474	127	253	126	127	1
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS	440	195	245	28	217	26
OPERATORS, FABRICATORS, AND LABORERS	3834	1829	1709	492	1217	294
MACHINE OPERATORS, INSPECTORS	832	445	387	67	320	30
FABRICATORS, ASSEMBLERS, AND HAND WORK	705	295	410	104	306	42
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS	867	179	393	234	159	140
LABORERS	626	448	178	38	140	38
HANDLERS, HELPERS, CLEANERS	804	463	342	50	292	44
TOTAL	17020	5770	10361	4944	5417	2143

Location of Part-Time Job Openings within Metropolitan Milwaukee: May 2006

OCCUPATION	MILWAUKEE METRO FOUR COUNTY AREA	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	MILWAUKEE COUNTY	SELECTED CITY OF MILWAUKEE ZIPCODES	BALANCE OF MILWAUKEE COUNTY	CDBG TARGET AREA
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	17	2	15	14	1	
PROFESSIONAL SPECIALTY OCCUPATIONS	906	252	654	250	404	105
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT	727	198	528	186	342	67
TEACHERS	120	45	75	43	32	28
OTHER SPECIALTY OCCUPATIONS	59	9	51	21	30	10
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT	2258	616	1641	499	1142	174
TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	260	99	162	73	89	34
SALES REPRESENTATIVES	84	37	47	12	35	4
SALES WORKERS	963	315	648	121	527	87
ADMINISTRATIVE SUPPORT OCCUPATIONS	950	166	784	294	490	50
SECRETARIES, STENOGRAPHERS, AND TYPISTS	112	27	85	45	40	3
INFORMATION CLERKS	127	27	100	26	74	4
FINANCIAL RECORDS PROCESSING OCCUPATIONS	32	15	17	2	15	1
ADJUSTERS AND INVESTIGATORS	5		5	3	2	2
OTHER SUPPORT OCCUPATIONS	674	97	577	218	359	40
SERVICE OCCUPATIONS	2233	1016	1069	462	607	180
FOOD PREPARATION AND SERVICE OCCUPATIONS	857	439	319	106	213	43
HEALTH SERVICE OCCUPATIONS	646	250	396	213	183	86
CLEANING AND BUILDING SERVICES, NOT HOUSEHOLD	292	132	111	25	86	
OTHER SERVICE OCCUPATIONS	438	195	243	118	125	51
FARMING, FORESTRY, AND FISHING OCCUPATIONS	25	9	16	16		
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS	171	68	103	57	46	14
MECHANICS AND REPAIRERS	65	18	48	14	33	14
CONSTRUCTION TRADES						
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS	105	50	55	43	12	
OPERATORS, FABRICATORS, AND LABORERS	1428	588	676	92	584	77
MACHINE OPERATORS, INSPECTORS	279	186	93	48	46	32
FABRICATORS, ASSEMBLERS, AND HAND WORK	30	17	12		12	
TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS	598	305	129	30	99	30
LABORERS	62	43	19		19	
HANDLERS, HELPERS, CLEANERS	460	37	423	14	408	14
TOTAL	7037	2551	4174	1391	2784	550

MILWAUKEE REGIONAL JOB OPENINGS SURVEY

LIST ALL JOBS OPEN FOR IMMEDIATE HIRE AS OF MAY 22, 2006

LOCATED IN KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WALWORTH, WASHINGTON, and WAUKESHA COUNTIES

**Include job openings for full-time and part-time employees; and temporary employees including temp services.
Exclude job openings for consultants, outside contractors and their employees.**

Please return this survey by MAY 29, 2006.

If you have no current vacancies, please check here and return survey. _____

Total Number of People Employed in the Milwaukee Region as of MAY 22, 2006 _____

If you have jobs open for immediate hire, please indicate the total here _____ and list in the table below.

JOB TITLE	Number of Openings		Hourly Rate or Monthly Pay	Zip Code of Place of Work	Check (<input type="checkbox"/>) if job:				SPECIFY: Prior Level of Education or Training Required
	Full Time	Part Time			Is Difficult To Fill	Requires Prior Experience	INCLUDES:		
							Health Insurance	Pension	

Recent Employment and Training Institute releases on workforce and economic development:

1. **Who Gets Construction Jobs and Where? and Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area** track recent trends in the employment of skilled construction trade workers by race/ethnicity, gender, and worksite location.
2. **2006 Neighborhood Indicators of Employment and Economic Well-Being of Families, Barriers to Employment, and Untapped Opportunities** offer detailed analysis of 9 central city Milwaukee areas and provide maps of the labor market for employment inside and outside of the ZIP code.
3. **The Driver's License Status of the Voting Age Population in Wisconsin** provides a first-time analysis of license issues based on the race/ethnicity of drivers and unlicensed adults in Wisconsin.
4. **Meeting Present and Future Demand for Nursing and Teaching Professionals in Metro Milwaukee.**
5. **Planning Document for Employers: Changing Demographics of the Milwaukee Metro Labor Force.**
6. **ETI Drill Downs Mapping Employment Integration and Assessing Workforce Diversity at Government Worksites in the Milwaukee Metro Area.**
7. **Purchasing Power Profiles for 53 City of Milwaukee and Metro Area Suburban ZIP Codes** offer density maps, graphs, and tables comparing expenditures for 16 categories of consumer items.
8. **ETI Place-of-Work and Purchasing Power Drill Downs for the Burleigh Main Street Project** offer a prototype for using ETI place-of-work and purchasing power drill down data for commercial development.
9. **Workforce and Transportation Drill Downs of HUD Renewal Communities, Empowerment Zones and Community Development Block Grant Neighborhoods** analyze jobs and commuter patterns for the Menomonee Valley, Marquette-Aurora Sinai Medical Center neighborhoods, near northside, near southside.

ETI DRILL DOWN TOOL KIT

The Employment and Training Institute provides customized reports on the workforce employed in each census tract in the Milwaukee area (and the U.S.) free from its interactive website at www.eti.uwm.edu/drilldowns. Drilldowns are available for business development efforts for each census tract (or combination of tracts).



- **Business Place-of-Work Drill Downs.** Detail the characteristics of jobs located in each neighborhood by type of employer, industry, earnings, occupations, and means of transportation to work.
- **Employer Diversity Drill Downs.** Identify the race/Hispanic origin of the workforce employed in each census tract(s) by industry, occupation, and type of employer. Tables also show the earnings of workers employed in each neighborhood by race/ethnicity and age, and the poverty status of workers by their means of transportation to work.
- **Neighborhood Workforce Drilldowns.** Describe the type of jobs held by local residents with analysis by industry, occupations, type of employer, and racial/ethnic origin. Tables also show worker earnings by race/Hispanic origin and by age and the poverty status of resident workers by their means of transportation to work.
- **Purchasing Power Profiles.** Show the retail potential for 16 different types of consumer expenditures for all census tracts and residential ZIP codes in the U.S. and rank spending per square miles for ZIP codes in the 100 largest metro areas.
- **Urban Markets Retail Sales Leakage/Surplus Drill Downs.** Calculate the difference between the purchasing power of residents in each urban census tract

The Milwaukee drill image is used for the Employment and Training Institute drill downs with permission from Milwaukee Electric Tool, Inc.