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Occupational Shifts in Private Industry in the Milwaukee Metro Area

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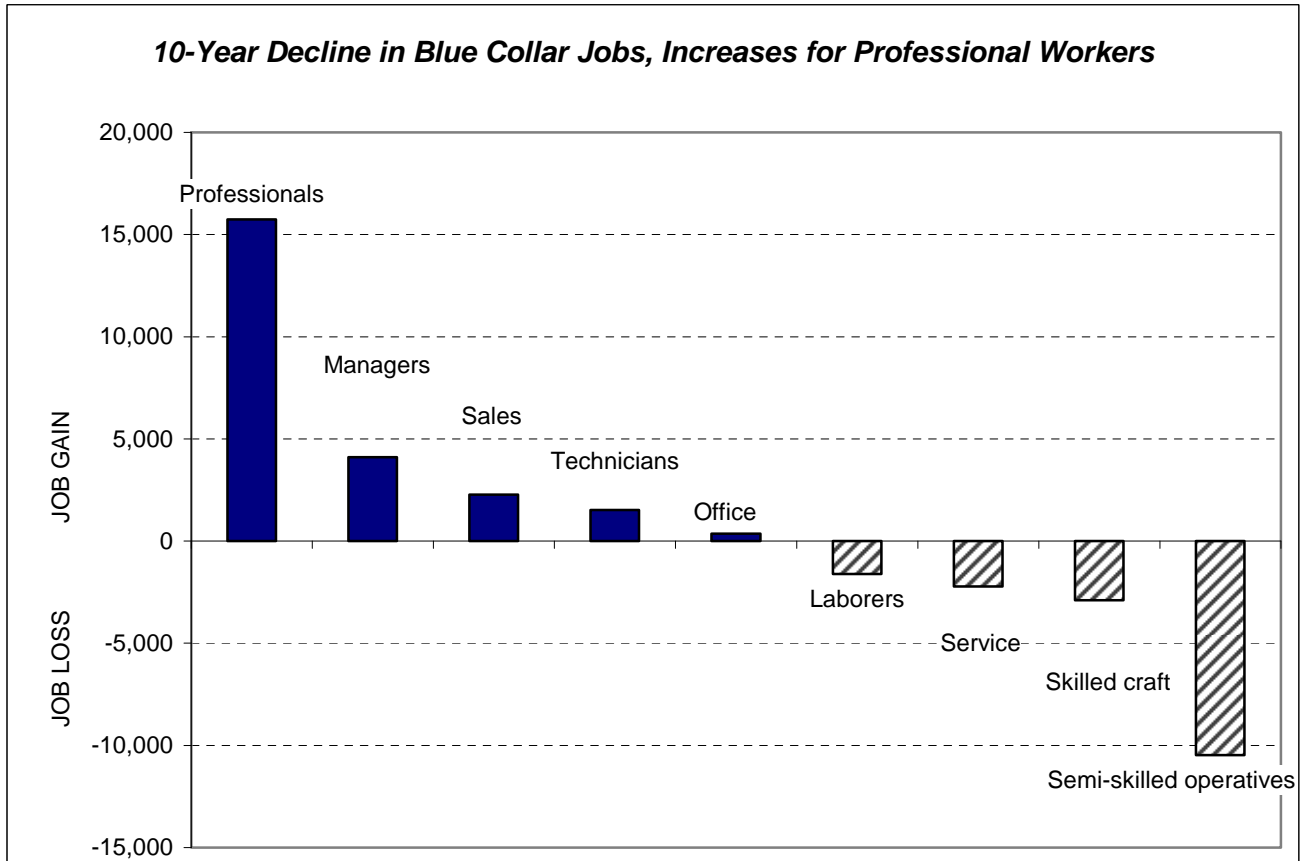
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Occupational Shifts in Private Industry in the Milwaukee Metro Area



Prepared for the
Milwaukee Area Workforce Investment Board
and the Greater Milwaukee Foundation
by the Employment and Training Institute
University of Wisconsin-Milwaukee
2009

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This report is one of a series of four studies prepared for the Milwaukee Area Workforce Investment Board and the Greater Milwaukee Foundation to describe the characteristics of the Milwaukee area labor force, identify the education and training needs of the workforce in key occupations, and detail barriers to employment for targeted populations. The work uses institutional, administrative and census databases to aid MAWIB in setting priorities and improving strategies for service to Milwaukee County workers during the difficult economic period the community is now facing. Research for this report was supported by the Milwaukee Area Workforce Investment Board, the Fitch Research Fund of the Greater Milwaukee Foundation, and the University of Wisconsin-Milwaukee.



The Milwaukee Area Workforce Investment Board works in partnership with local leaders from government, private industry and labor to develop workforce solutions to meet and anticipate regional economic development needs. For employers, MAWIB offers specialized training programs and innovative human resource services to provide the skilled workers they need to remain competitive and contribute to a robust economy. For job seekers, MAWIB provides the resources to keep pace with today's job market.



The Greater Milwaukee Foundation is a family of over 1,000 individual charitable funds, each created by donors to serve the charitable causes of their choice. Grants from these funds serve people throughout Milwaukee, Waukesha, Ozaukee and Washington counties and beyond. Started in 1915, the Foundation is one of the oldest and largest community foundations in the world.



The Employment and Training Institute addresses the workforce training, transportation, and education needs of low-income and unemployed workers in Wisconsin through applied research, policy development, and technical assistance. For more information, contact John Pawasarat, Director, Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203 (eti@uwm.edu). Website: www.eti.uwm.edu.

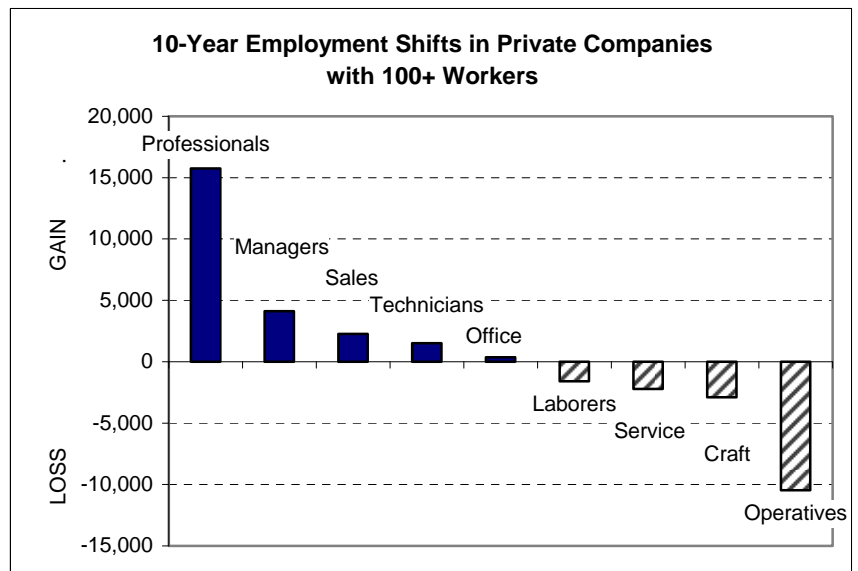
I. Findings

Employment patterns of mid- and larger-size companies were examined for the four-county Milwaukee metro area using summaries of annual EEO-1 reports filed by all private companies with 100 or more employees. The data, available most recently for 2006, help identify occupational shifts, progress toward a diversified labor force, and challenges facing Milwaukee area employers and workers. The advantage of this data base is that it shows the actual (rather than estimated) numbers of workers employed in all private companies with at least 100 workers and also shows changes in employment by gender and race/ethnicity.

1. Total employment in mid-sized and larger private companies (with 100+ workers) in the Milwaukee metro area remained nearly flat (i.e., a 2% increase over the 10 year period), from 332,874 in 1996 to 339,669 in 2006 (the most recent year available). At the same time significant occupational shifts were observed.
2. Companies are reporting far fewer workers engaged in blue collar manual labor (as skilled craftsmen, semi-skilled operatives, or unskilled laborers) and increases in workers employed as professionals (usually with a four-year college degree or more), managers, sales workers, technicians (usually with 2+ years of college or technical training), and office staff.
3. The loss of jobs for semi-skilled operatives (down by 10,467 over the last decade) has been particularly pronounced. Other employment declines were seen for skilled craft workers (down by 2,902 over the decade), service workers (down by 2,225), and laborers (down by 1,607).
4. The largest increases in jobs occurred in the professions (with a net increase of 15,739), followed by managers (a 4,107 increase), sales workers (a 2,277 increase), and technicians (a 1,515 increase).

Changes in Private Sector Employment Over Last 10 Years: Companies with 100+ Workers		
Professionals	+15,739	+30%
Managers	+4,107	+12%
Sales workers	+2,277	+7%
Technicians	+1,515	+6%
Office & clerical workers	+358	+1%
Laborers (unskilled)	-1,607	-6%
Service workers	-2,225	-6%
Craft (skilled) workers	-2,902	-10%
Operatives (semi-skilled)	-10,467	-20%
Total employment	6,795	+2%

Source: 2006 and 1996 EEO-1 reports for companies with 100+ workers in the 4-county Milwaukee metro area. Typically, professionals have 4-year college degrees or equiv., technicians have 2 years of post-secondary training or equiv; craft workers have extensive manual training, operatives have several weeks of manual training or are in apprenticeships, laborers have only a few days training or less.

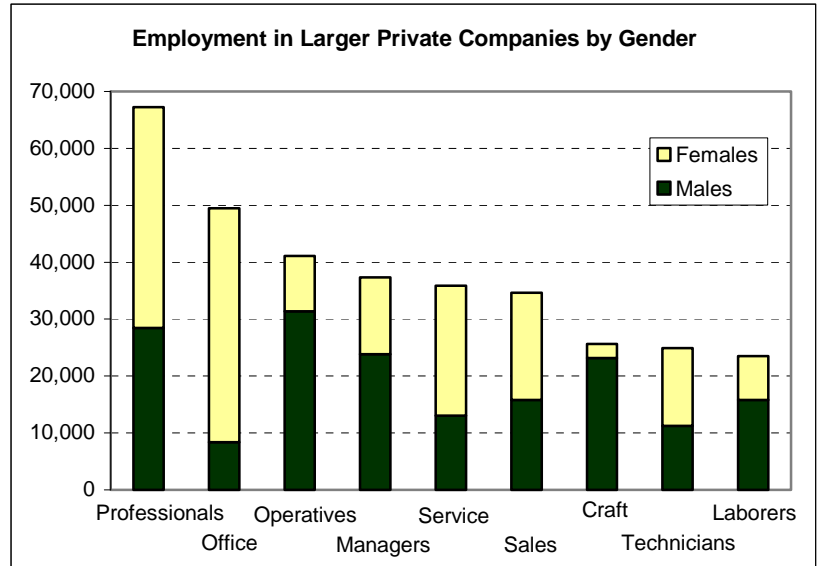


5. With baby boomer retirements and a growing minority workforce, white workers showed a net decline of 8,671 jobs in the private companies with 100+ employees. White workers comprised 78% of the labor force in the larger companies in 2006, compared to 82% a decade ago.
6. Minorities hold 45% of laborer jobs but only 8% of managerial jobs in larger private firms.

Private Sector Employment in Large and Mid-Size Companies			
Occupational Group	Workers	% Minority	% Female
Professionals	67,267	11%	58%
Office & clerical workers	49,486	21%	83%
Operatives (semi-skilled)	41,105	32%	24%
Managers	37,334	8%	36%
Service workers	35,861	43%	64%
Sales workers	34,616	19%	54%
Craft (skilled) workers	25,638	15%	10%
Technicians	24,880	15%	55%
Laborers (unskilled)	23,482	45%	33%
Total employment	339,669	22%	50%

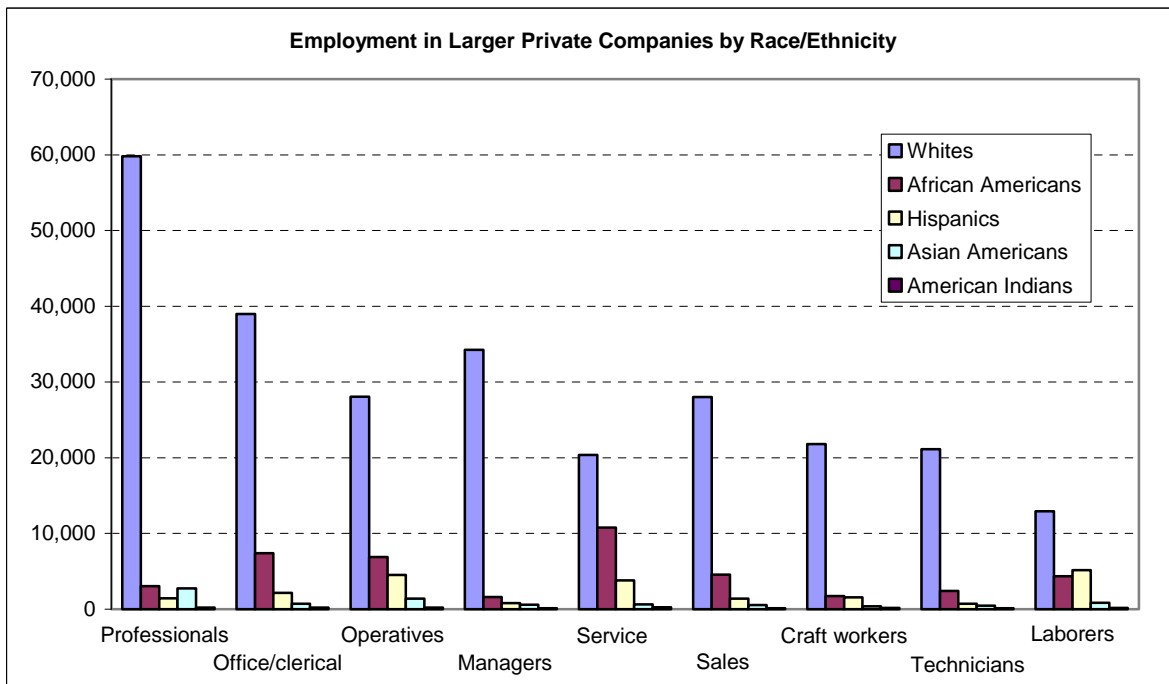
7. Women hold half of the jobs in larger private companies (as they did a decade ago), but with increasing concentrations as professionals. The largest numbers of women are employed as office and clerical workers (41,086) and professionals (38,798).

8. The largest number of men are employed as semi-skilled operatives (31,372), professionals (28,469), managers (23,867), and skilled craft workers (23,150).



9. Hispanics showed the largest net gains in private sector jobs (an increase of 8,897), followed by Asian Americans (an increase of 3,474) and then African Americans (a 2,910 increase).

10. The highest concentrations of African Americans are employed as service workers and office workers. Hispanics show their largest numbers as laborers, operatives, and service workers. Asian Americans show concentrations as professionals and operatives, and Native Americans have highest employment as service workers and office workers.

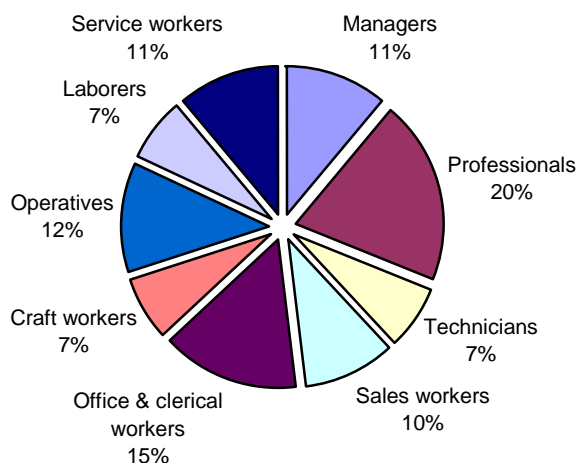


II. Job Growth by Occupational Groupings

Companies with 100 or more employees are required to report counts of their workforce (full- and part-time) using any pay period in the designated quarter of the year, with breakdowns by nine occupational groups, gender, and race/ethnicity.¹ The Equal Employment Opportunities Commission (EEOC) aggregates individual EEO-1 reports by metropolitan statistical area (in this case, the Milwaukee MSA of Milwaukee, Ozaukee, Washington and Waukesha counties).² *Note: EEO category descriptions in this report are drawn directly from EEOC publications. See www.eeoc.gov*

About 40% of Milwaukee area workers are employed in these larger and mid-sized private companies. Other area workers are employed by governments (local, state and federal), primary and secondary school systems, institutions of higher education, and private companies with less than 100 workers.

Occupations in Larger Milwaukee Area Companies



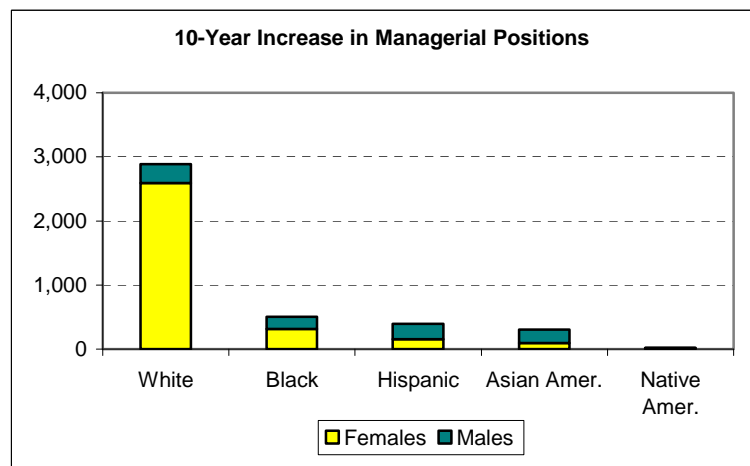
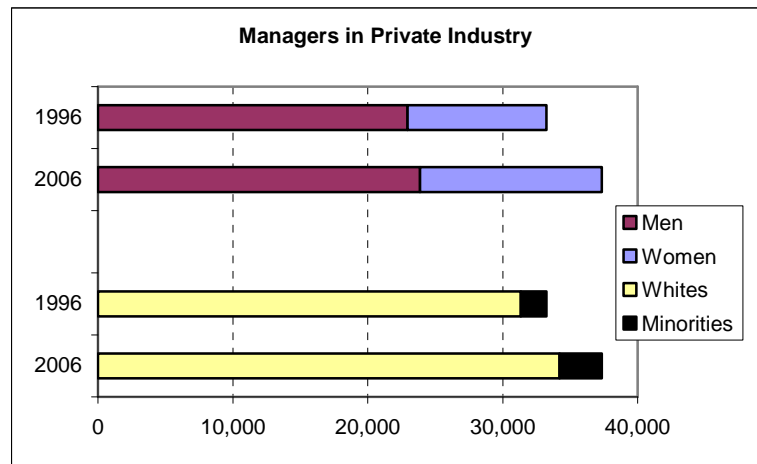
¹ For private sector employment changes in the 1990s, see **A Labor Market Planning Document for Employers: Changing Demographics of the Milwaukee Metro Area Labor Force** (2003) and **Employment Patterns of Larger Milwaukee Area Companies: 1992-1996** (1998), by the University of Wisconsin-Milwaukee Employment and Training Institute), posted at www.eti.uwm.edu.

² The EEO-1 database also includes a relatively small number of companies with 50-99 workers (about 3% of the companies in the file) who have at least \$50,000 in federal contracts (and are subject to OFCCP regulations), financial institutions, and firms serving as a depository of government funds.

Managers in Private Industry ↑

A total of 37,334 managers and officials were employed by Milwaukee area companies with 100 or more employees. Eleven percent of the private sector employees are in managerial positions.

- This is a growth occupational area in Milwaukee area companies. The number of managerial workers in the larger and mid-size private companies rose by 4,107, or 12% in the last decade.
- Women made notable gains in managerial jobs, with women gaining a net increase of 3,175 managerial positions. White women gained 81% of these increases.
- Even with retirements and an aging white “baby boomer” population, whites continue to dominate this occupational group. The proportion of managerial positions held by minorities increased very modestly, from 6% of positions in 1996 to 8% of positions in 2006.
- Hispanic females, Asian American females, and Asian American males saw a doubling in their numbers of managers.



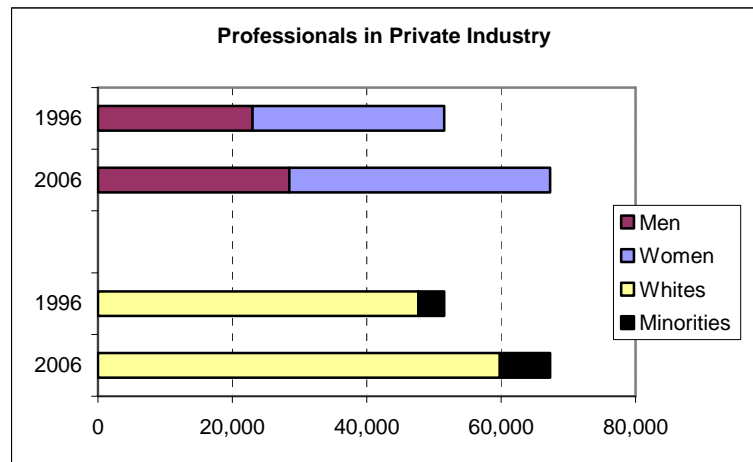
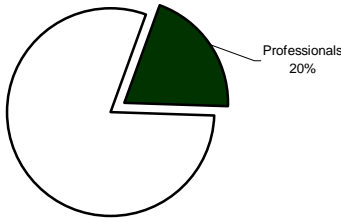
Managerial occupations include jobs for administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of firms' operations. Job titles include officials, executives, middle management, plant managers, department managers, and superintendents, salaried supervisors who are members of management, purchasing agents and buyers, farm managers, and the like. In most cases, first-line supervisors who engage in the same activities as the employees they supervise are reported in the job category of the employees they supervise (rather than reported as managers).

Workers Employed as Managers and Officials in Companies of 100+ Employees

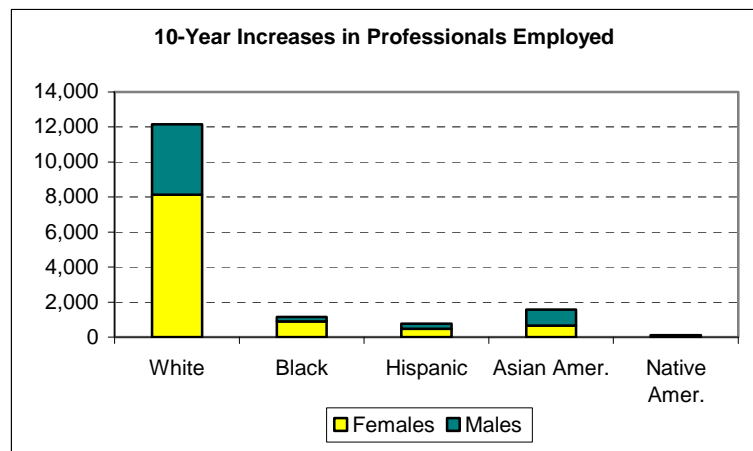
	Total in 2006	Total in 1996	Net Increase	% Increase
White males	22,064	21,766	298	1%
African American males	822	637	185	29%
Hispanic males	531	292	239	82%
Asian American males	390	184	206	112%
Native American males	60	56	4	7%
White females	12,157	9,567	2,590	27%
African American females	802	485	317	65%
Hispanic females	281	126	155	123%
Asian American females	181	84	97	115%
Native American females	46	30	16	53%
ALL	37,334	33,227	4,107	12%

Professionals in Private Industry ↑

A total of 67,267 professionals were employed by Milwaukee area companies with 100 or more employees. This is the largest occupational area, making up 20% of workers in the private companies.



- This occupational area shows the largest increases in employment among Milwaukee area companies. The number of professionals employed in the larger and mid-size private companies rose by 15,739, or 30% in the last decade.
- Over a fourth (26%) of white women working in private industry are in professional occupations, compared to only 11% of minority women and 9% of minority men.
- As with whites, this is the highest job growth area for minorities in the private sector, with Asian American men and African American women showing the largest numeric gains among minorities.



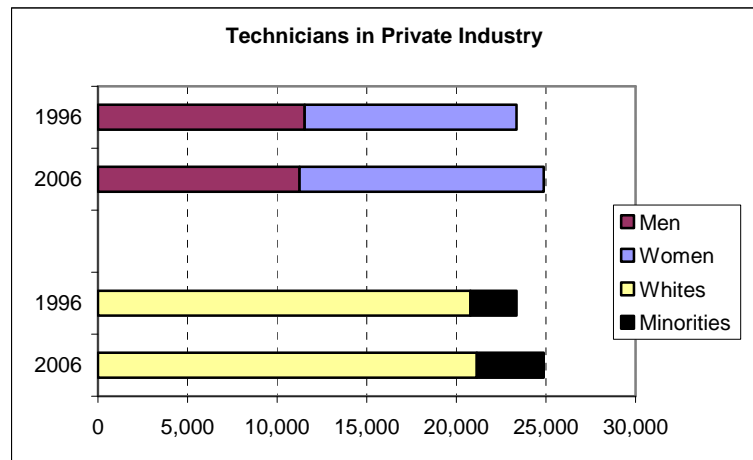
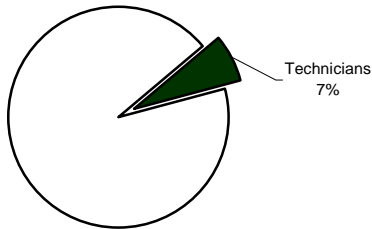
Professional occupations typically require a 4-year college education (or more) or equivalent experience and include accountants and auditors, airplane pilots, architects, artists, chemists, designers, dieticians, editors, engineers, lawyers, librarians, mathematicians, natural scientists, registered nurses, personnel specialists, physical scientists, physicians, social scientists, teachers, surveyors and others.

Workers Employed as Professionals in Companies of 100+ Employees

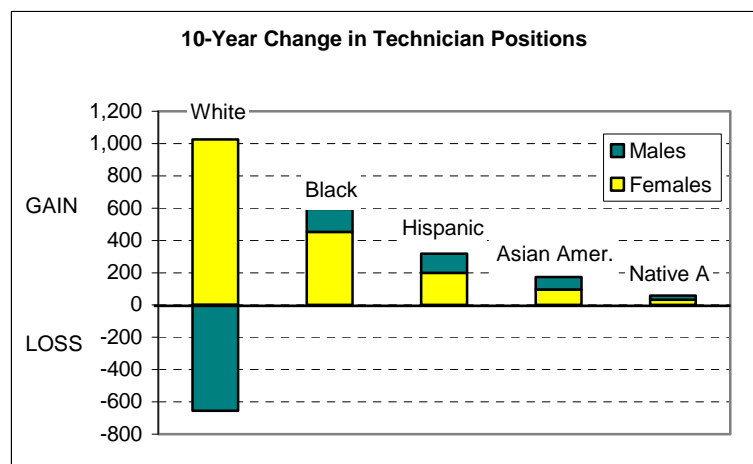
	Total in 2006	Total in 1996	Net Change	% Increase
White males	25,268	21,260	4,008	19%
African American males	875	617	258	42%
Hispanic males	624	336	288	86%
Asian American males	1,626	721	905	125%
Native American males	76	53	23	43%
White females	34,533	26,395	8,138	31%
African American females	2,171	1,276	895	70%
Hispanic females	816	337	479	142%
Asian American females	1,140	481	659	137%
Native American females	138	52	86	165%
ALL	67,267	51,528	15,739	30%

Technicians in Private Industry ↑

A total of 24,880 technicians were employed by Milwaukee area companies with 100 or more employees. Seven percent of employees are managers in these companies.



- The number of technicians employed in private industry rose by 1,515, or 6% over the last decade.
- White males were the only group to show declines in employment in this occupational area.
- White, African American, and Latina women showed the largest numeric gains.



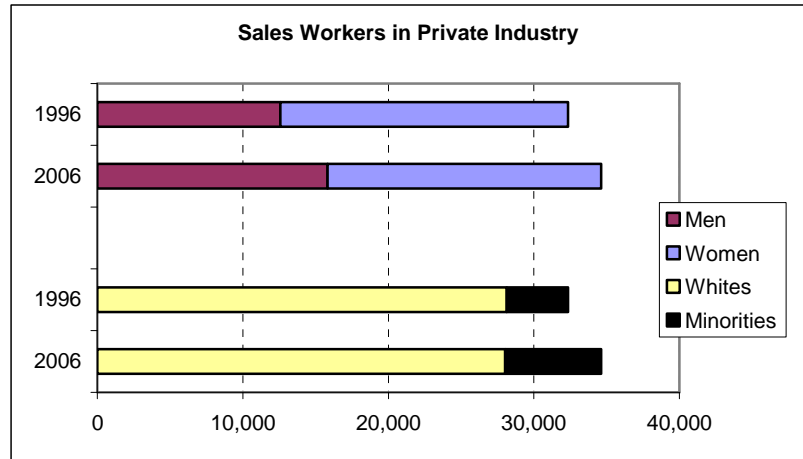
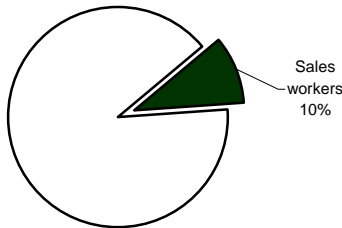
Technician occupations require a combination of basic scientific knowledge and manual skill which can typically be obtained through 2 years of post high school education at the technical college or through equivalent on-the-job training. Job titles include computer programmers, drafters, engineering aides, licensed practical nurses, photographers, scientific assistants, technical illustrators, technicians (medical, dental, electronic, physical science), and the like.

Workers Employed as Technicians in Companies of 100+ Employees

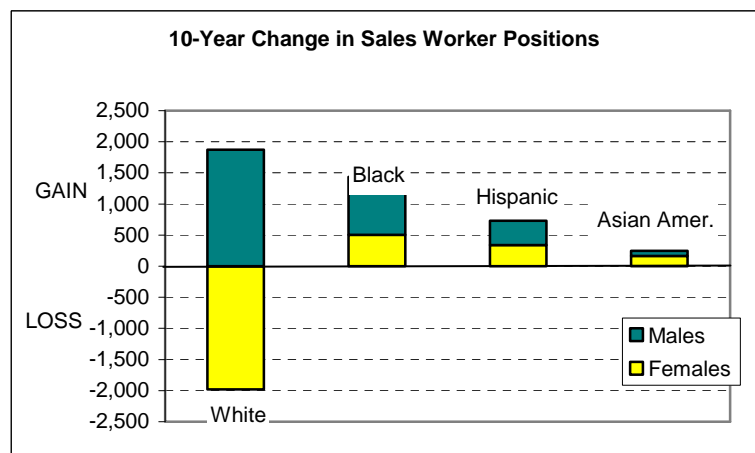
	Total in 2006	Total in 1996	Net Change	% Change
White males	9,893	10,549	-656	-6%
African American males	689	545	+144	+26%
Hispanic males	346	227	+119	+52%
Asian American males	260	183	+77	+42%
Native American males	62	36	+26	+72%
White females	11,256	10,231	+1,025	+10%
African American females	1,702	1,250	+452	+36%
Hispanic females	390	191	+199	+104%
Asian American females	214	118	+96	+81%
Native American females	68	35	+33	+94%
ALL	24,880	23,365	+1,515	+6%

Sales Workers in Private Industry

A total of 34,616 sales workers (from cashiers and retail clerks to insurance agents and sales representatives) were employed by Milwaukee area companies with 100 or more employees, up 7% from 32,339 workers ten years ago. Ten percent of employees are sales workers in these companies.



- This occupational field has seen a drop in numbers of white women (down by 12% over the last 10 years). All other groups, except Native Americans, saw net increases in employment.
- The biggest numeric gains in sales workers were for white men and African American men.
- A decade ago 61% of sales workers were females. By 2006 that percentage had changed to 54%.



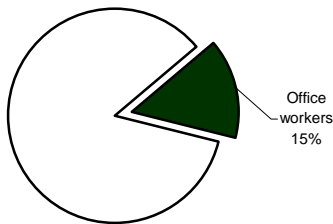
Sales workers include occupations engaging wholly or primarily in direct selling, e.g., advertising agents and sales workers, insurance agents and brokers, real estate agents and brokers, stock and bond sales workers, demonstrators, sales workers and sales clerks, grocery clerks, and cashiers/checkers, and the like.

Workers Employed as Sales Workers in Companies of 100+ Employees

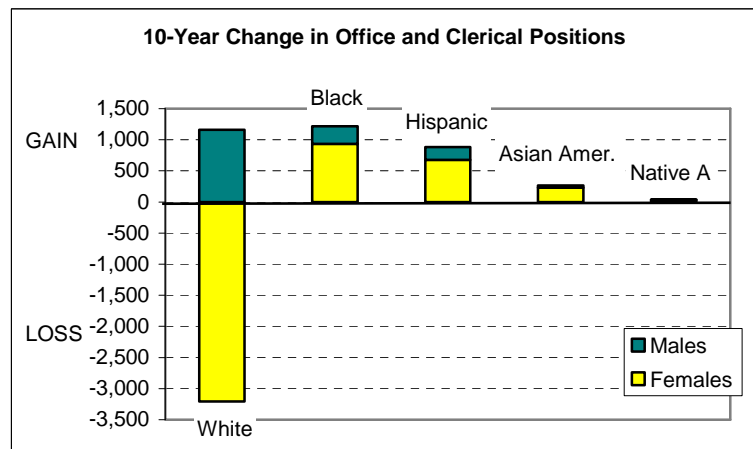
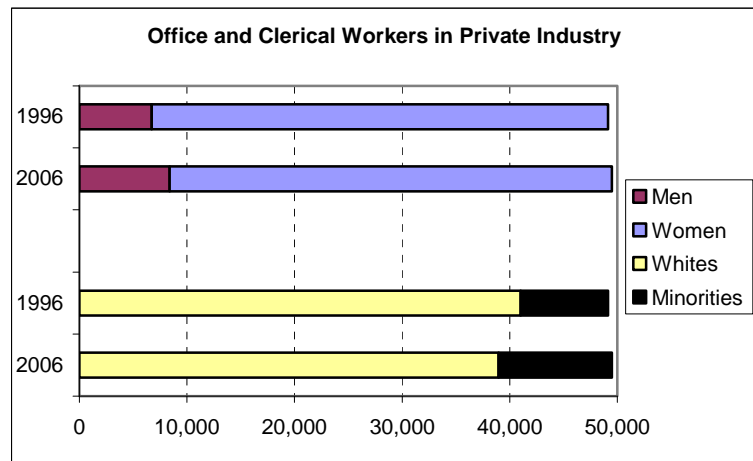
	Total in 2006	Total in 1996	Net Change	% Change
White males	13,252	11,379	+1,873	+16%
African American males	1,700	771	+929	+120%
Hispanic males	622	232	+390	+168%
Asian American males	203	121	+82	+68%
Native American males	50	59	-9	-15%
White females	14,766	16,744	-1,978	-12%
African American females	2,857	2,352	+505	+21%
Hispanic females	752	413	+339	+82%
Asian American females	327	162	+165	+102%
Native American females	87	106	-19	-18%
ALL	34,616	32,339	+2,277	+7%

Office and Clerical Workers in Private Industry

A total of 49,486 office and clerical workers were employed by Milwaukee area companies with 100 or more employees. Fifteen percent of employees are office and clerical workers in these companies.



- The number of office and clerical workers has remained flat over the last decade.
- The 9% decline in the number of white women employed in office and clerical jobs has been offset by increases in employment of white men and minority women.
- Notable gains were seen for African American and Hispanic women.



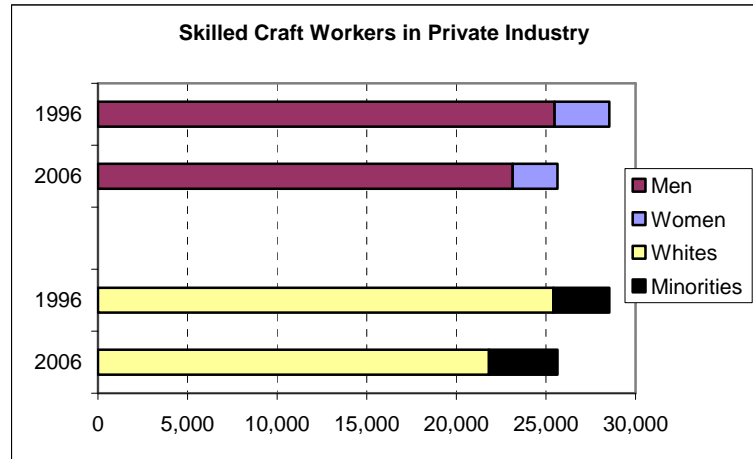
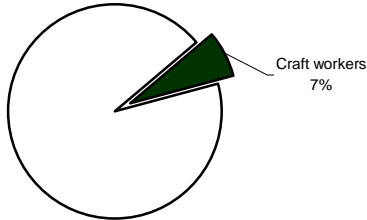
The office and clerical occupational group includes all clerical-type work regard-less of level of difficulty, where the activities are predominantly non-manual. Job titles include bookkeepers, collectors (bills and accounts), messengers and office helpers, office machine operators (including computer), shipping and receiving clerks, stenographers, typists and secretaries, telephone operators, legal assistants, and the like.

Workers Employed as Office and Clerical Workers in Companies of 100+ Employees

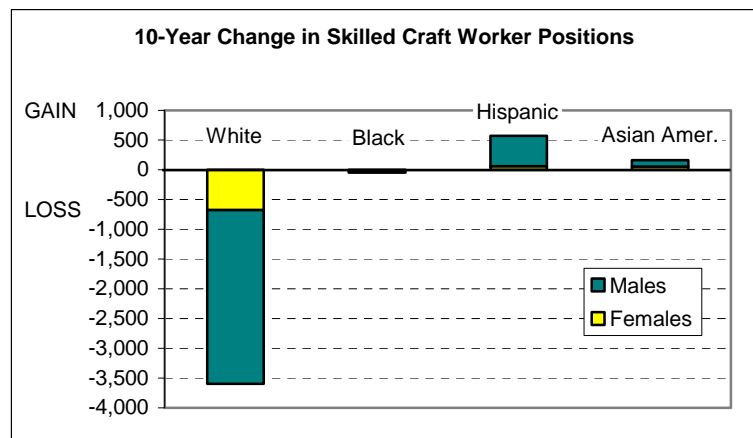
	Total in 2006	Total in 1996	Net Change	% Change
White males	6,731	5,571	+1,160	+21%
African American males	1,062	778	+284	+37%
Hispanic males	422	216	+206	+95%
Asian American males	150	110	+40	+36%
Native American males	35	33	+2	+6%
White females	32,248	35,456	-3,208	-9%
African American females	6,353	5,420	+933	+17%
Hispanic females	1,725	1,046	+679	+65%
Asian American females	563	336	+227	+68%
Native American females	197	162	+35	+22%
ALL	49,486	49,128	+358	+1%

Skilled Craft Workers in Private Industry ↓

A total of 25,638 craft workers were employed by Milwaukee area companies with 100 or more employees. Seven percent of employees are skilled craft workers in these mid-size and larger companies.



- This occupational area has shown a significant decline in mid-size and larger private companies. The number of craft workers in the larger and mid-size private companies dropped by 2,902, or 10% in the last decade.
- Nearly all of the job declines occurred among the white workers: white males saw a 13% net drop in jobs and white females saw a 26% drop.
- The biggest numeric gains were for Hispanic men who showed a net gain of 507 jobs as craft workers for mid-size and larger private companies.



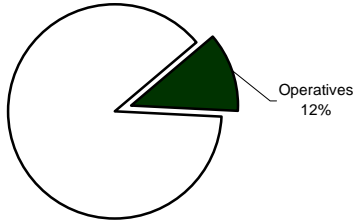
Craft worker occupations include manual workers with relatively high skill levels, having a thorough and comprehensive knowledge of the processes involved in their work, exercising considerable independent judgment, and usually receiving an extensive period of training. These include jobs in the building trades, hourly paid supervisors and lead operators who are not members of management, mechanics and repairers, skilled machining occupations, electricians, engravers, painters (construction and maintenance), pattern and model makers, stationary engineers, tailors and tailoresses, coaters, bakers, and the like.

Workers Employed as Skilled Craft Workers in Companies of 100+ Employees

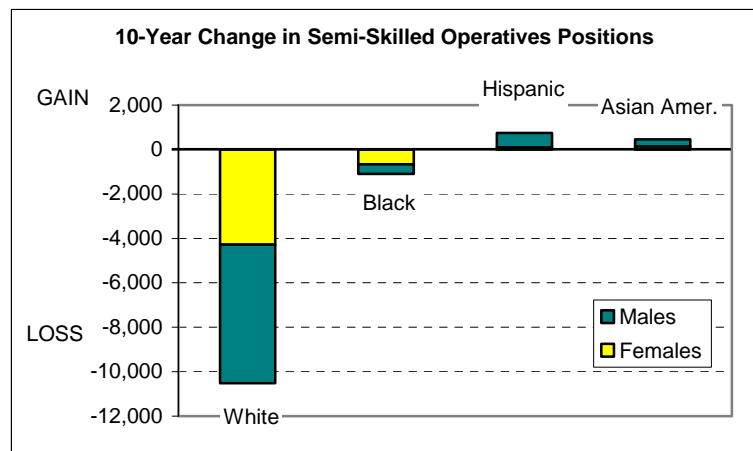
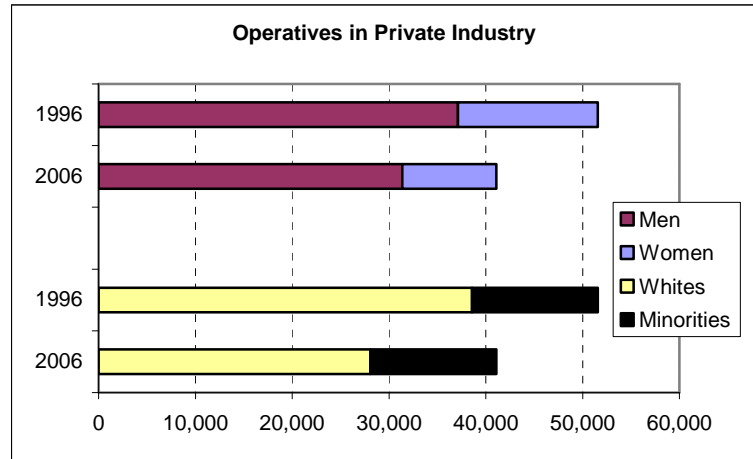
	Total in 2006	Total in 1996	Net Change	% Change
White males	19,933	22,852	-2,919	-13%
African American males	1,371	1,400	-29	-2%
Hispanic males	1,397	890	+507	+57%
Asian American males	306	202	+104	+51%
Native American males	143	130	+13	+10%
White females	1,884	2,561	-677	-26%
African American females	343	360	-17	-5%
Hispanic females	160	99	+61	+62%
Asian American females	82	27	+55	+204%
Native American females	19	19	0	0%
ALL	25,638	28,540	-2,902	-10%

Semi-Skilled Operatives in Private Industry ↓

A total of 41,105 semi-skilled operatives were employed by Milwaukee area companies with 100 or more employees. Twelve percent of employees are operatives in these companies.



- This occupational area showed the largest drop in jobs within the private sector. The number of operatives in the larger and mid-size private companies declined by 10,467, or 20% in the last decade.
- Whites and African Americans showed declines, while Hispanics and Asian Americans showed small increases.



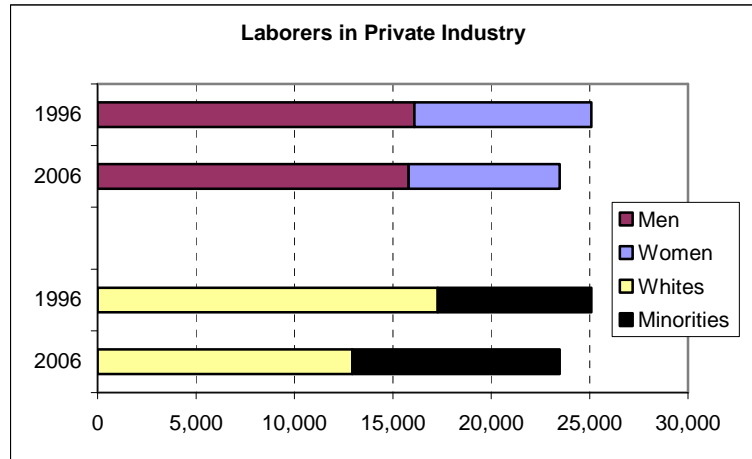
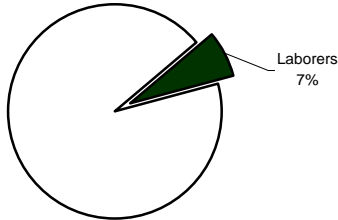
***Operatives** are workers who operate machine or processing equipment or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and require only limited training. This category also includes apprentices in the building trades, industrial trades, and auto mechanics. Other job titles include operatives, attendants (auto service and parking), blasters, chauffeurs, delivery workers, sewers, dryers, furnace workers, heaters, laundry and dry cleaning operatives, milliners, motor operators, painters (manufactured articles), photographic process workers, truck and tractor drivers, knitting and weaving machine operators, welders, electrical and electronic equipment assemblers, butchers and meatcutters, inspectors, testers and graders, handpackers and packagers, and the like.*

Workers Employed as Operatives in Companies of 100+ Employees

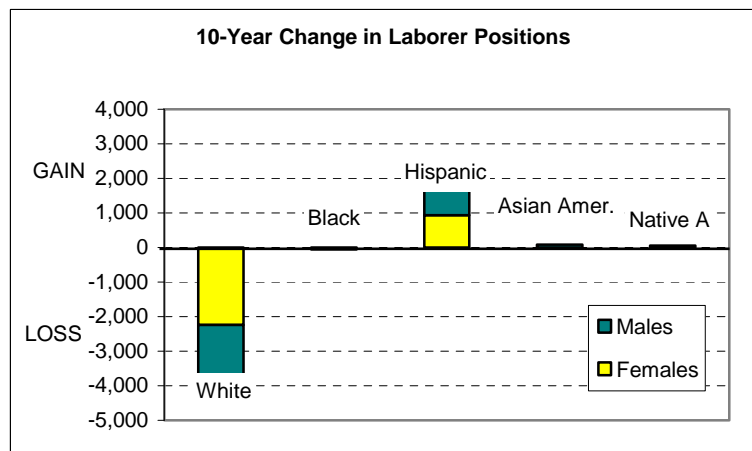
	Total in 2006	Total in 1996	Net Change	% Change
White males	21,923	28,166	-6,243	-22%
African American males	4,768	5,192	-424	-8%
Hispanic males	3,627	2,968	+659	+22%
Asian American males	903	587	+316	+54%
Native American males	151	197	-46	-23%
White females	6,152	10,425	-4,273	-41%
African American females	2,129	2,798	-669	-24%
Hispanic females	890	797	+93	+12%
Asian American females	512	371	+141	+38%
Native American females	50	71	-21	-30%
ALL	41,105	51,572	-10,467	-20%

Unskilled Laborers in Private Industry ↓

A total of 23,482 unskilled laborers were employed by Milwaukee area companies with 100 or more employees. Seven percent of employees are managers in these companies.



- This is an occupational area in decline among Milwaukee area companies. The number of laborers workers in the larger and mid-size private companies dropped by 1,607, or 6% in the last decade.
- Hispanics had a net gain of laborer jobs, with 1,732 more jobs for men and 931 more jobs for women.
- Whites showed a sharp decline in laborer jobs – a net drop of 2,107 jobs for men and 2,238 jobs for women.



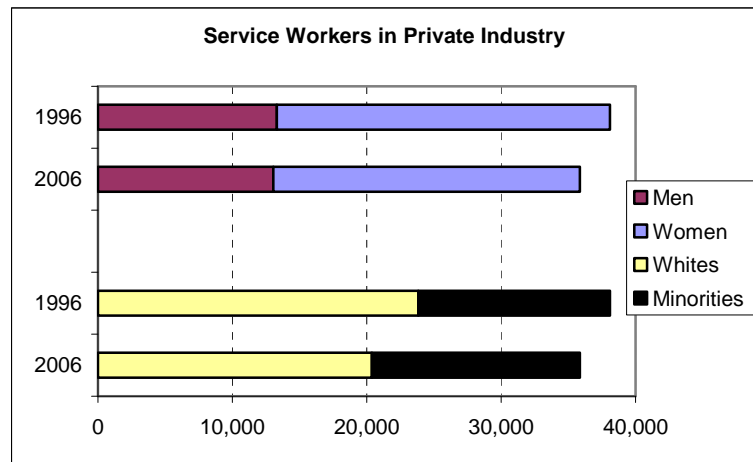
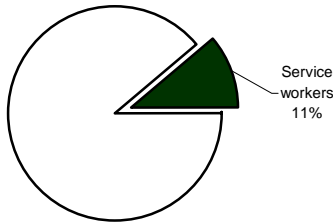
***Laborers** work in manual occupations which generally require no special training, performing elementary duties that may be learned in a few days and require the application of little or no independent judgment. Job titles include garage laborers, car washers and greasers, groundskeepers and gardeners, farmworkers, stevedores, wood choppers, laborers performing lifting, digging, mixing, loading and pulling operations, and the like.*

Workers Employed as Laborers in Companies of 100+ Employees

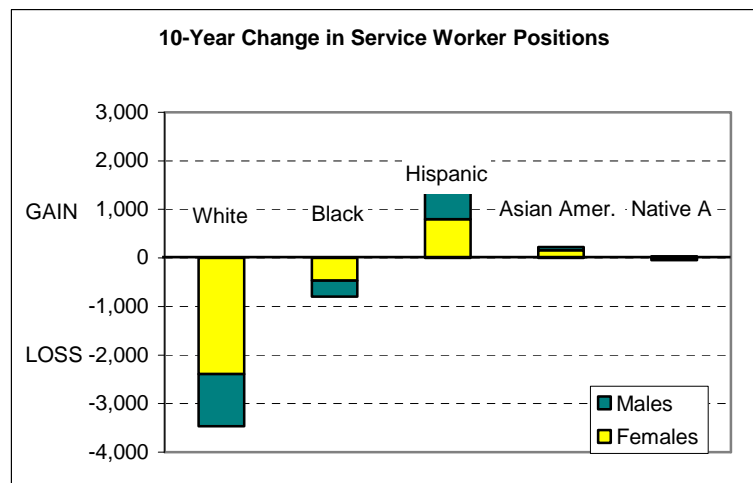
	Total in 2006	Total in 1996	Net Change	% Change
White males	9,010	11,117	-2,107	-19%
African American males	2,792	2,845	-53	-2%
Hispanic males	3,419	1,687	+1,732	+103%
Asian American males	451	370	+81	+22%
Native American males	128	76	+52	+68%
White females	3,925	6,163	-2,238	-36%
African American females	1,551	1,554	-3	0%
Hispanic females	1,742	811	+931	+115%
Asian American females	414	415	-1	0%
Native American females	50	51	-1	-2%
ALL	23,482	25,089	-1,607	-6%

Service Workers in Private Industry ↓

A total of 35,861 service workers were employed by Milwaukee area companies with 100 or more employees. Eleven percent of employees are managers in these companies.



- This is an occupational area showing declines in Milwaukee area companies. The number of service workers in the larger and mid-size private companies dropped by 2,225, or a 6% decline in the last decade.
- Whites and African Americans showed declines in numbers of service workers employed in private industry.
- Hispanic workers (both men and women) showed increases in service employment.



Service workers include attendants (hospital and other institutions, professional and personal service, including nurses aides, and orderlies), barbers, cleaners, cooks, counter and fountain workers, elevator operators, security guards, doorkeepers, janitors, porters, waiters and waitresses, amusement and recreation facilities attendants, guides, ushers, public transportation attendants, and the like.

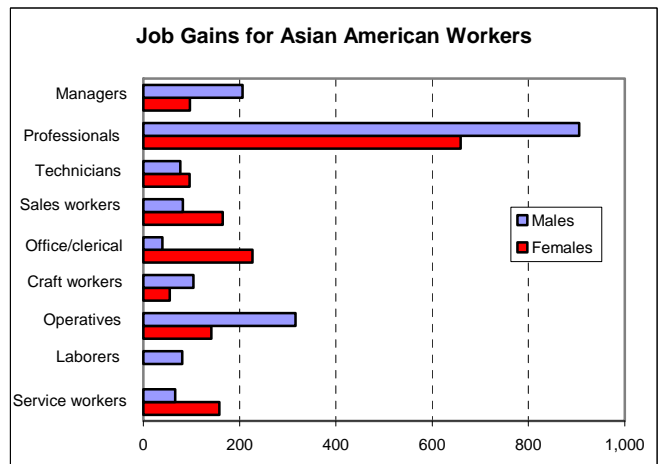
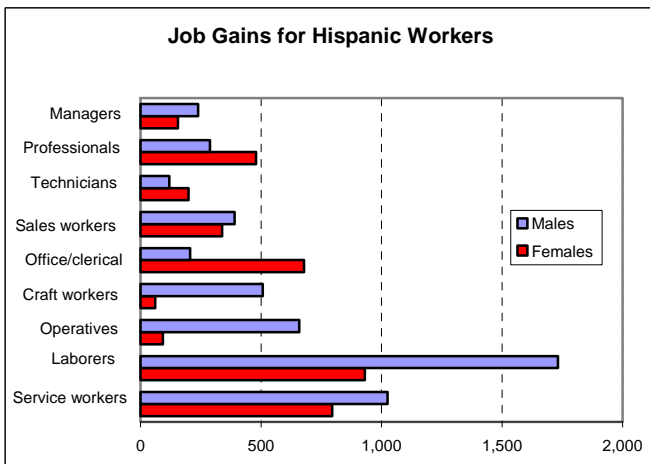
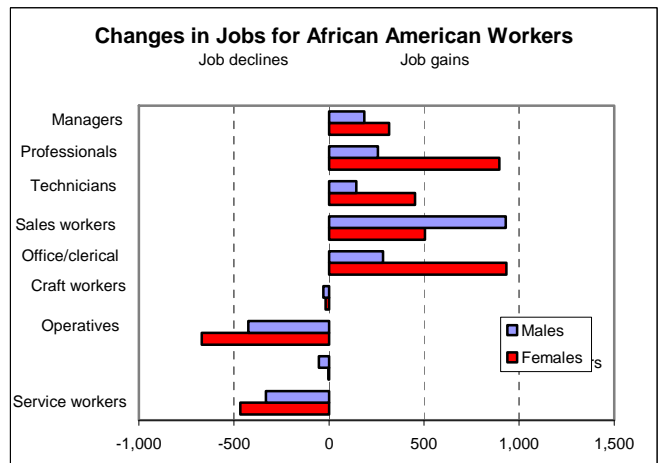
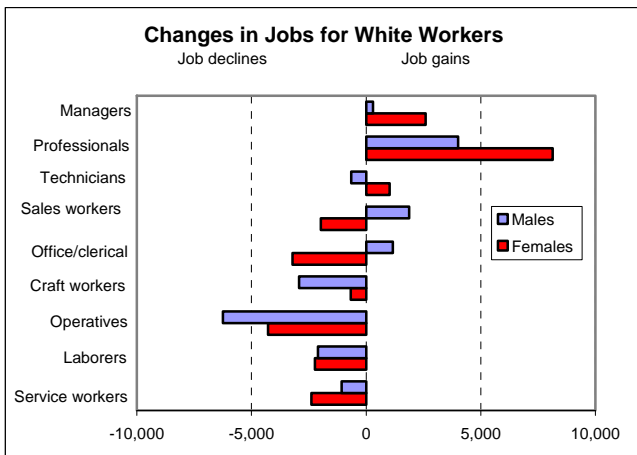
Workers Employed as Service Workers in Companies of 100+ Employees

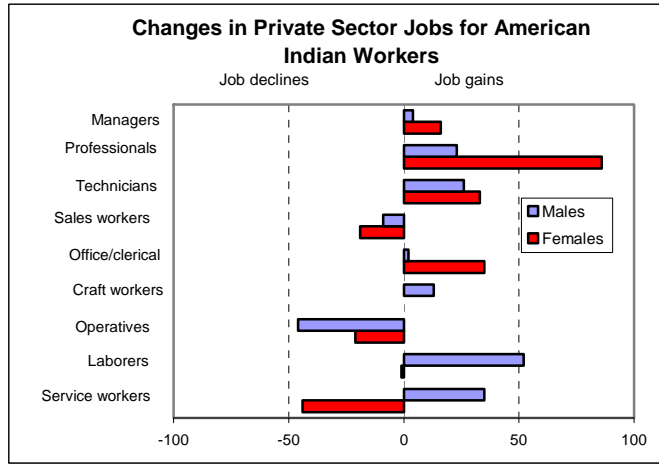
	Total in 2006	Total in 1996	Net Change	% Change
White males	7,221	8,292	-1,071	-13%
African American males	3,448	3,779	-331	-9%
Hispanic males	2,004	979	+1,025	+105%
Asian American males	222	156	+66	+42%
Native American males	141	106	+35	+33%
White females	13,157	15,550	-2,393	-15%
African American females	7,350	7,816	-466	-6%
Hispanic females	1,800	1,004	+796	+79%
Asian American females	402	244	+158	+65%
Native American females	116	160	-44	-28%
ALL	35,861	38,086	-2,225	-6%

III. Changes in Occupations by Racial/Ethnic Groups

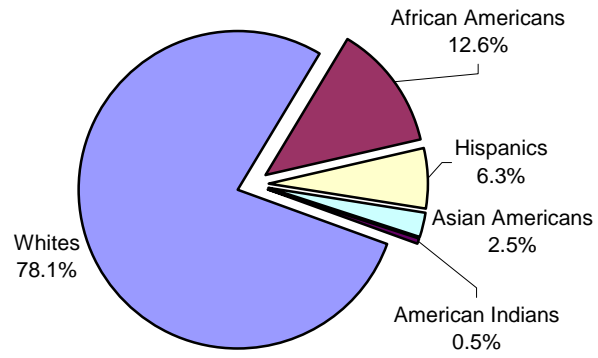
In their reports to the Equal Employment Opportunities Commission, private companies with 100+ workers are required to report counts of their current workforce by racial/ethnic groups. For 2006 (and 1996), five categories were defined: Hispanics, whites (non-Hispanic), African Americans (non-Hispanic), Asian Americans, and Native Americans, and workers were identified in one category (through self-identification or employer observation). All companies with 100 or more employees as well as companies subject to Office of Federal Contract Compliance Programs (OFCCP) regulations under Executive Order 11246, as amended, are required to submit EEO-1 reports annually.

The EEOC summarizes the data for companies in the Milwaukee metro area (i.e., Milwaukee, Ozaukee, Washington and Waukesha counties).





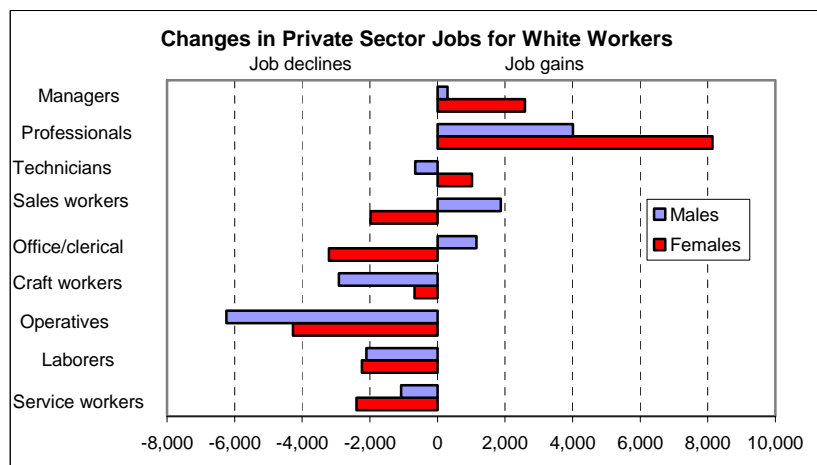
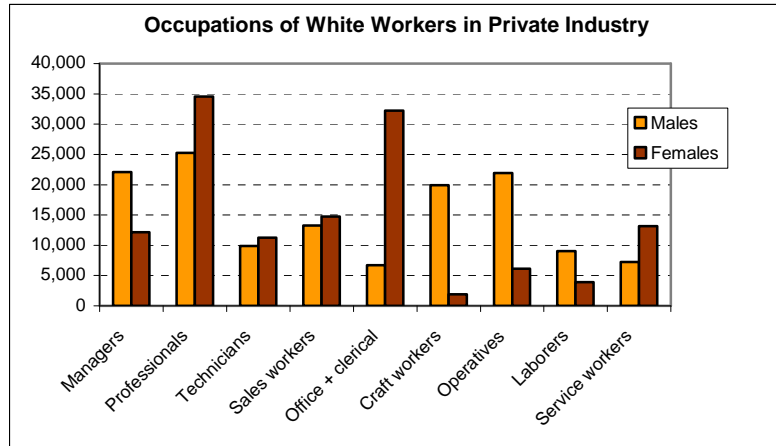
**Race/Ethnicity of Workers in Larger Milwaukee Area Companies:
2006**



White Employment Shifts in Private Industry ↓

A total of 265,373 white (non-Hispanic) workers were employed by Milwaukee area companies with 100 or more employees in 2006, down 3% from 274,044 a decade earlier. Whites now make up 78% of the workforce in these companies, compared to 82% of the private sector workforce ten years ago.

- White males showed highest employment as professionals, managers, semi-skilled operatives and skilled craft workers.
- White females showed highest employment as professionals, office and clerical workers, sales workers and service workers.
- The number of workers holding blue-collar jobs declined for all white workers and particularly for men. White males showed net decreases of 6,243 operatives, 2,919 craft workers, and 2,107 laborers. Increases were seen in professionals and sales workers.
- White women also showed declines in numbers employed as blue collar workers (operatives, laborers and craft workers), as well as decreases in sales and service workers.
- White women showed highest gains as professionals (an 8,138 increase over the last decade) and managers (a 2,590 increase).



Whites (not of Hispanic origin) include persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. For these EEO-1 reports, workers were counted in only one race/ethnic group.

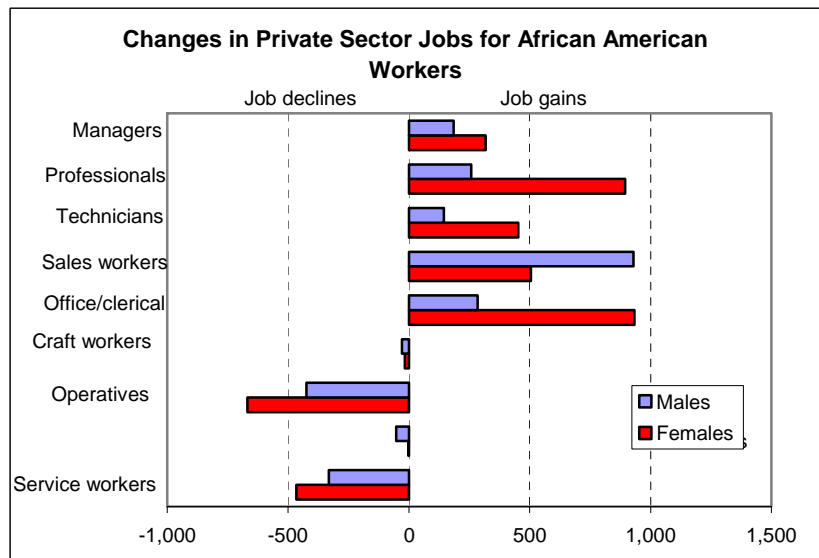
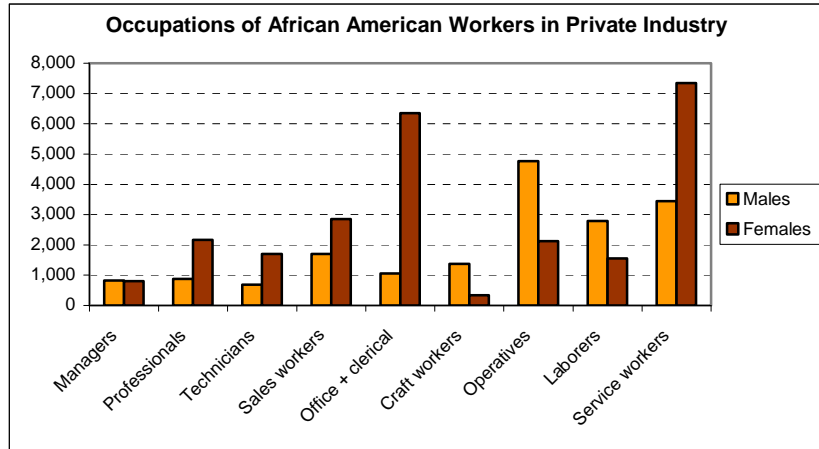
White Workers Employed in Milwaukee Area Companies with 100 or More Employees

Occupational Group	Total in 2006	Total in 1996	Net Change	% Change
Managers	34,221	31,333	+2,888	+9%
Professionals	59,801	47,655	+12,146	+25%
Technicians	21,149	20,780	+369	+2%
Sales	28,018	28,123	-105	0%
Office and clerical workers	38,979	41,027	-2,048	-5%
Skilled craft workers	21,817	25,413	-3,596	-14%
Semi-skilled operatives	28,075	38,591	-10,516	-27%
Laborers	12,935	17,280	-4,345	-25%
Service workers	20,378	23,842	-3,464	-15%
ALL	265,373	274,044	-8,671	-3%

African American Employment Shifts in Private Industry

A total of 42,785 African American (non-Hispanic) workers were employed by Milwaukee area companies with 100 or more employees in 2006, up 7% from 39,875 employed a decade earlier. African Americans now make up 13% of the workforce in these companies, compared to 18% of the private sector workforce ten years ago.

- African American males showed highest employment as semi-skilled operatives, service workers, and laborers.
- African American females showed highest employment as service workers, office and clerical workers, sales workers, and professionals.
- A decreasing number of African American men hold jobs as operatives, service workers, and laborers in private sector companies, while increases were seen in numbers of sales workers.
- Employment as semi-skilled operatives is decreasing for African American women, while increases were seen for office and clerical workers (up 933 in private companies) and professionals (up by 895).
- African American women outpaced African American men in net job gains as office and clerical workers, professionals, technicians, and managers. Men outpaced women in gaining sales jobs.



African Americans (not of Hispanic origin) include persons having origins in any of the Black racial groups of Africa. For these EEO-1 reports, workers were counted in only one race/ethnic group.

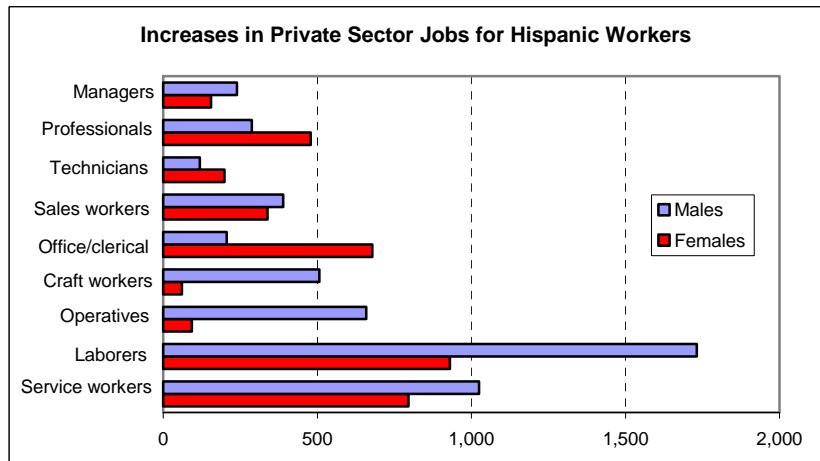
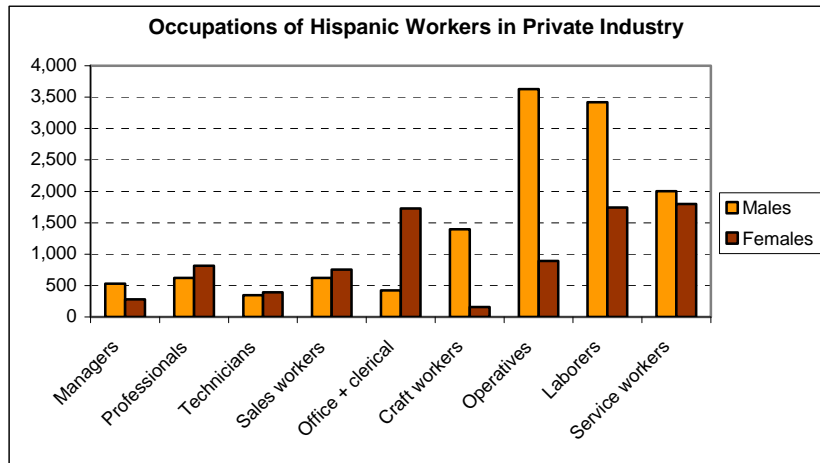
African American Workers Employed in Milwaukee Area Companies with 100 or More Employees

Occupational Group	Total in 2006	Total in 1996	Net Change	% Change
Managers	1,624	1,122	+502	+45%
Professionals	3,046	1,893	+1,153	+61%
Technicians	2,391	1,795	+596	+33%
Sales	4,557	3,123	+1,434	+46%
Office and clerical workers	7,415	6,198	+1,217	+20%
Skilled craft workers	1,714	1,760	-46	-3%
Semi-skilled operatives	6,897	7,990	-1,093	-14%
Laborers	4,343	4,399	-56	-1%
Service workers	10,798	11,595	-797	-7%
ALL	42,785	39,875	+2,910	+7%

Hispanic Employment Shifts in Private Industry

A total of 21,548 Hispanic workers were employed by Milwaukee area companies with 100 or more employees in 2006. Hispanics now make up 6% of the workforce in these companies.

- Employment of Hispanics rose by 70% over the last decade, from 12,651 in 1996 to 21,548 in 2006.
- Men showed highest private sector employment as semi-skilled operatives, laborers, and service workers.
- Women were concentrated in three occupational groups: service workers, laborers, and office/clerical workers.
- Unlike for whites and African Americans (who showed declines in several fields), employment of Hispanic workers rose in every occupational group. Men saw biggest gains as laborers (a 1,732 increase) and service workers (a 1,025 increase).
- Hispanic women also had their largest increases as laborers (a 931 increase) and service workers (a 796 increase).
- Hispanic women outpaced Hispanic men in gains as office and workers, professionals, and technicians.



Hispanic workers include all persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. For these EEO-1 reports, workers were counted in only one race/ethnic group.

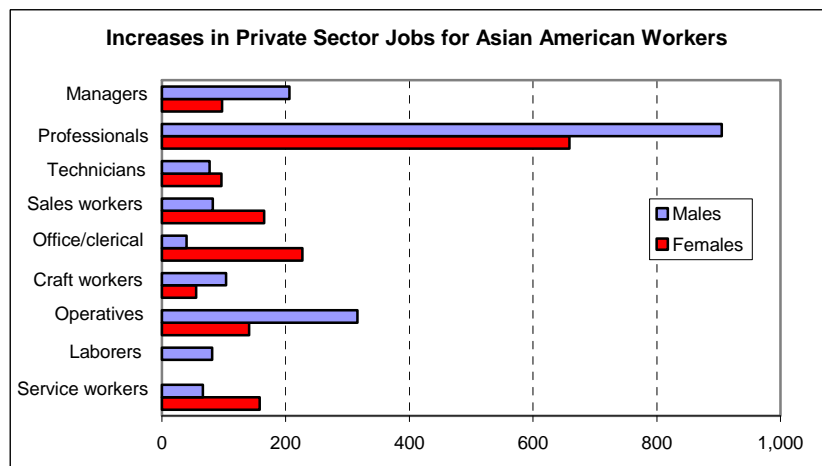
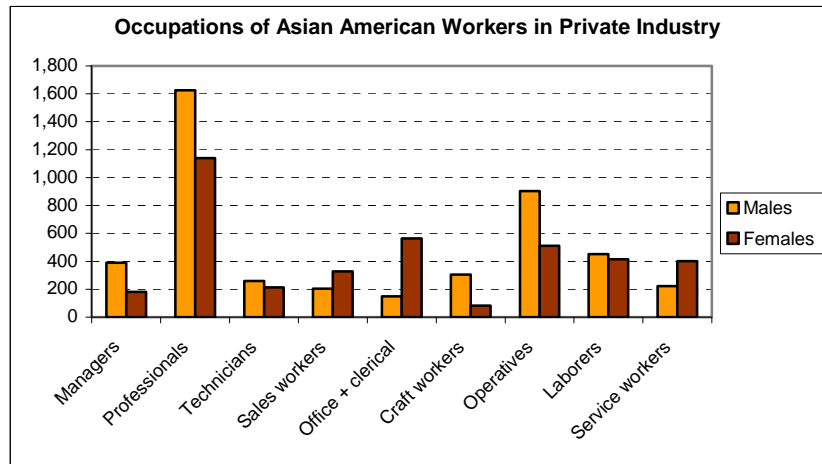
Hispanic Workers Employed in Milwaukee Area Companies with 100 or More Employees

Occupational Group	Total in 2006	Total in 1996	Net Increase	% Increase
Managers	812	418	394	94%
Professionals	1,440	673	767	114%
Technicians	736	418	318	76%
Sales	1,374	645	729	113%
Office and clerical workers	2,147	1,262	885	70%
Skilled craft workers	1,557	989	568	57%
Semi-skilled operatives	4,517	3,765	752	20%
Laborers	5,161	2,498	2,663	107%
Service workers	3,804	1,983	1,821	92%
ALL	21,548	12,651	8,897	70%

Asian American Employment Shifts in Private Industry ↑

A total of 8,346 Asian American workers were employed by Milwaukee area companies with 100 or more employees in 2006. Asian Americans make up 2.5% of the workforce in these companies.

- Employment of Asian Americans in larger private companies increased by 71% over the decade.
- Both Asian American males and females showed highest private sector employment as professionals and semi-skilled operatives.
- Asian Americans showed employment gains in all occupational areas (except for a net loss of 1 job by female laborers). The number of professional jobs held by Asian Americans rose by 130%.
- Among Asian Americans, women hold more private sector jobs than men as office and clerical workers, service workers, sales workers, and technicians.



Asian or Pacific Islander workers include persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. For these EEO-1 reports, workers were counted in only one race/ethnic group.

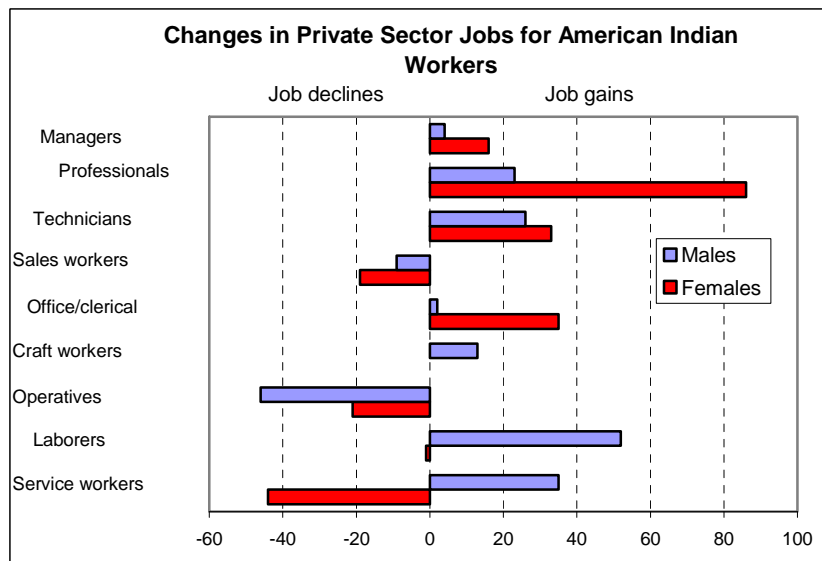
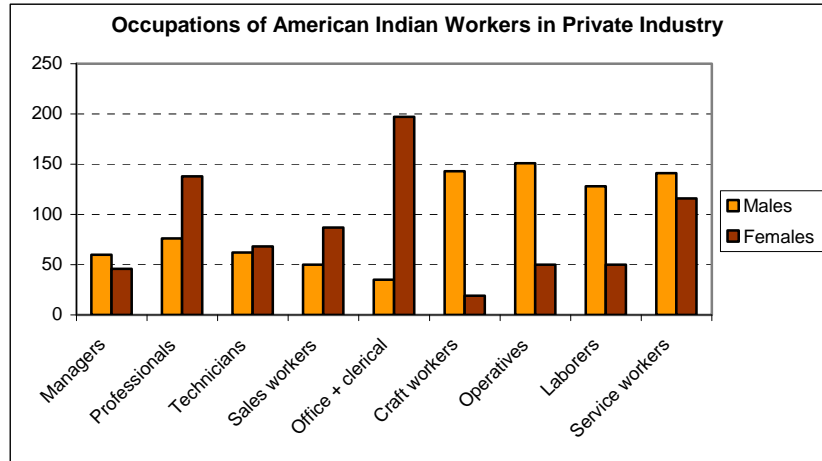
Asian American Workers Employed in Milwaukee Area Companies with 100 or More Employees

Occupational Group	Total in 2006	Total in 1996	Net Increase	% Increase
Managers	571	268	303	113%
Professionals	2,766	1,202	1,564	130%
Technicians	474	301	173	57%
Sales	530	283	247	87%
Office and clerical workers	713	446	267	60%
Skilled craft workers	388	229	159	69%
Semi-skilled operatives	1,415	958	457	48%
Laborers	865	785	80	10%
Service workers	624	400	224	56%
ALL	8,346	4,872	3,474	71%

American Indian Employment Shifts in Private Industry ↑

A total of 1,617 American Indian workers were employed by Milwaukee area companies with 100 or more employees in 2006, up 13% from 1,432 a decade earlier. Native Americans make up less than 1% of the workforce in these private companies.

- Native American males showed highest numbers as semi-skilled operatives, skilled craft workers, service workers, and laborers.
- Native American females showed highest numbers as office and clerical workers, professionals, and service workers.
- The number of Native American males holding jobs as operatives dropped by 23% and the number of Native American women holding jobs as service workers dropped by 28%.



American Indian or Alaskan Native workers include persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition. For these EEO-1 reports, workers were counted in only one race/ethnic group.

American Indian Workers Employed in Milwaukee Area Companies with 100 or More Employees

Occupational Group	Total in 2006	Total in 1996	Net Change	% Change
Managers	106	86	+20	+23%
Professionals	214	105	+109	+104%
Technicians	130	71	+59	+83%
Sales	137	165	-28	-17%
Office and clerical workers	232	195	+37	+19%
Skilled craft workers	162	149	+13	+9%
Semi-skilled operatives	201	268	-67	-25%
Laborers	178	127	+51	40%
Service workers	257	266	-9	-3%
ALL	1,617	1,432	+185	+13%