

2006

# An Analysis of Job Openings in the Milwaukee Region: Job Supply and Demand, prepared for the Private Industry Council of Milwaukee County, 2006

John Pawasarat

*University of Wisconsin - Milwaukee*, [pawasara@uwm.edu](mailto:pawasara@uwm.edu)

Lois M. Quinn

*University of Wisconsin - Milwaukee*, [lquinn@uwm.edu](mailto:lquinn@uwm.edu)

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## **An Analysis of Job Openings in the Milwaukee Region: Job Supply and Demand**

*Prepared by the Employment and Training Institute,  
University of Wisconsin-Milwaukee*

September 2006

# **An Analysis of Job Openings in the Milwaukee Region: Job Supply and Demand**

## **Background on the PIC Job Openings Surveys**

The Milwaukee area job openings studies have been conducted annually or semi-annually since 1993 for the Milwaukee metro area, including Milwaukee County and the WOW (Waukesha, Ozaukee, and Washington) counties. The survey is conducted for the Private Industry Council of Milwaukee County (PIC) to meet the needs of the Workforce Investment Board for accurate information on job vacancies, occupations in demand, training needs, and the earnings and skill requirements of available jobs.

- This year the Milwaukee job vacancy survey was expanded to provide a **first time regional analysis of job openings**. The survey was expanded at the request of the Private Industry Council to include the three south east counties of Racine, Kenosha and Walworth, and analyses were prepared for 7-county region and for the Milwaukee metropolitan area, including a first time review of job needs and demand in Kenosha, Racine and Walworth counties.
- The Private Industry Council Milwaukee job openings surveys are the **most extensive and continuous surveys of employer workforce development needs in the nation**. Job openings surveys using the UWM Employment and Training Institute 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.
- **A total of 3,312 employers in the region participated in this year's survey**. For each job vacancy, employers are asked to provide information on the job title, education and training requirements, ZIP code of the worksite, and the wage or salary offered, and to indicate whether the position requires prior experience or is considered difficult to fill. The response rate for the May 2006 survey was 55 percent.
- For the May 2006 job vacancy survey 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. 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.

The Milwaukee job openings surveys were developed by the University of Wisconsin-Milwaukee Employment and Training Institute in the 1990s at the request of the City of Milwaukee. 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.

This report provides an analysis of the Milwaukee regional labor market supply and demand and details job needs in the seven-county region. A second study, issued in August 2006, analyzes job openings in the Milwaukee metropolitan area (posted online at [www.eti.uwm.edu](http://www.eti.uwm.edu)) and offers detailed information and trend lines for full-time and part-time openings in the four-county area from 1993 to present. A third report will provide an occupational drill down, focusing on training needs identified for specific occupations and job titles.

## Executive Summary

### Labor Demand Reported in the Job Openings Survey

As of the week of May 24, 2006, employers in the Milwaukee Region (including Milwaukee, Waukesha, Ozaukee, Washington, Kenosha, Racine, and Walworth counties) reported openings for an estimated 18,588 full-time and 8,487 part-time positions. These openings include jobs available for immediate hire as a result of normal turnover among the almost one million employed workers in the seven counties, newly created positions, and long-term vacancies.

### Estimated Job Openings in the Milwaukee Region as of May 24, 2006

		Location of Job Site:			
Est. MAY 2006 OPENINGS	All 7 Counties in Southeastern Wisconsin	Milwaukee County	Waukesha, Ozaukee, Washington Counties	Kenosha, Racine, Walworth Counties	Various Worksites
Full-Time Openings	18,588	10,361	5,770	1,568	891
% of Total	100.0%	55.7%	31.1%	8.4%	4.8%
Part-Time Openings	8,487	4,174	2,551	1,450	312
% of Total	100.0%	49.2%	30.0%	17.1	3.7%

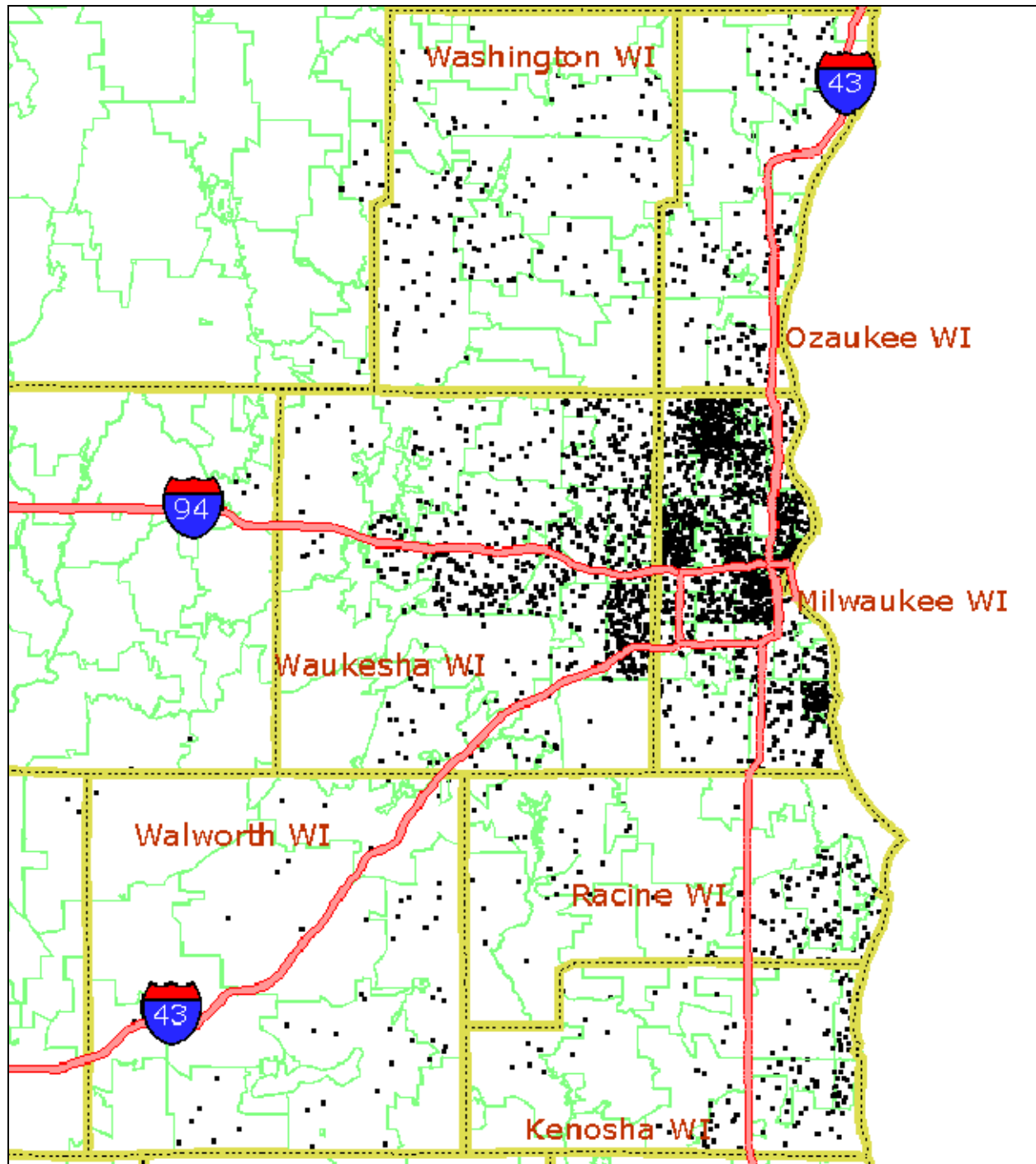
1. Full-time and part-time job openings are heavily concentrated in Milwaukee County (which had 56% of full-time openings and 49% of part-time openings in the region), followed by the WOW counties (with 31% of full-time openings and 30% of part-time openings). The south east counties report only 8% of the region's full-time openings but 17% of the part-time openings.
2. Milwaukee County has the most full-time openings in 6 of 8 industrial sectors, with services and manufacturing sectors showing the highest demand. In the WOW area, highest demands for workers are in the manufacturing and service sectors. In the south east counties (Kenosha, Racine and Walworth) full-time jobs in retail and wholesale trade are reported in highest demand.
3. Demand for college level full-time jobs is highest in Milwaukee County where one-third of full-time job openings required a four-year college degree (or more), followed by the three south east counties (Kenosha, Racine and Walworth) where 24% of full-time openings require a four-year college degree. In the WOW counties (Waukesha, Ozaukee and Washington), 15% of full-time openings require a four-year college degree. Milwaukee area employers are reporting that an increasing share of their full-time openings requires a BA (Bachelor of Arts) or BS (Bachelor of Science) college degree or more.

4. Almost half of full-time and part-time job openings require an associate degree, certification, licensing, technical training, or occupation-specific experience. In the Milwaukee area an increasing number of part-time jobs now require certification, licensing, or occupation-specific training.
  - 8% of full-time openings and 9% of part-time openings require a commercial driver's license (CDL) or a valid driver's license.
  - 5% of full-time openings and 2% of part-time openings require an associate degree (Associate of Arts, AA, or Associate of Science, AS).
  - 20% of full-time openings and 13% of part-time openings require a license or certification.
  - 26% of full-time and 14% of part-time openings (not included in the categories listed above) require occupation-specific experience.
5. The health sector shows continuing high demand for workers, with 13% of all full-time openings and 24% of all part-time openings in health occupations. In the health sector, 57% of full-time jobs and 59% of part-time jobs require certification or licensing, 8% of full-time openings and 5% of part-time openings require an associate degree, and 30% of full-time openings and 10% of part-time jobs require a four-year bachelor's degree. Additional openings require prior occupation-specific experience.
6. Manufacturing occupations make up 25% of full-time openings and 5% of part-time openings. Most (71%) jobs with manufacturing firms require a college or associate degree, technical training, occupation-specific experience, certification, or licensing. Requirements for full-time manufacturing openings include: a four-year college degree (27% of openings), occupation-specific experience only (26%), certification or licensing (9%), an associate degree (5%), and a commercial driver's license (4%). Only 30% of full-time job openings with manufacturing companies are available to persons with high school degrees (or less) and no occupation-specific experience.

The maps below show the distribution of full-time and part-time job openings reported by ZIP code for the Milwaukee region.

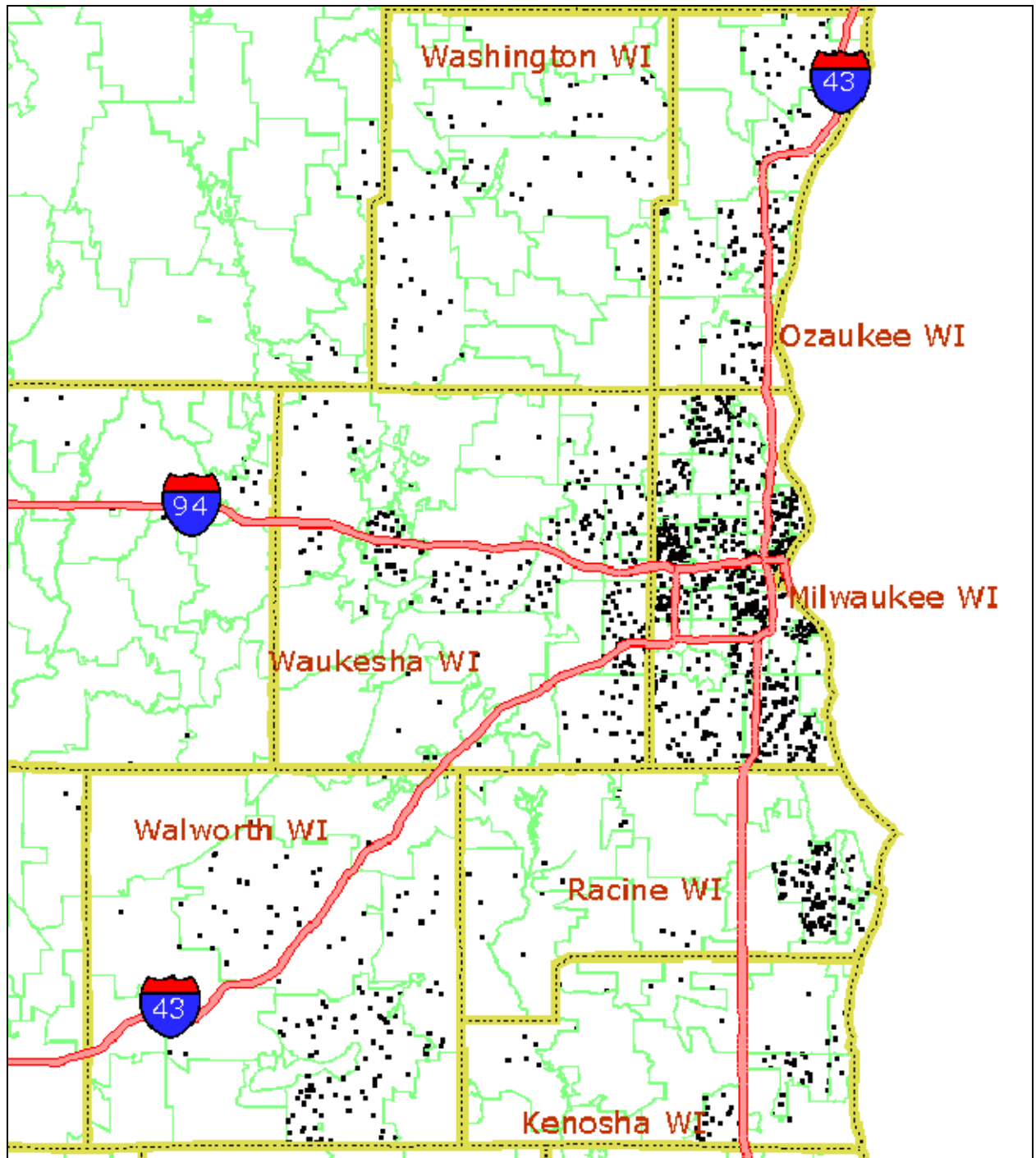
## Location of Full-Time Job Openings in the Milwaukee Region: May 2006

(Full-time openings by ZIP Code. One square = 5 full-time openings)



## Location of Part-Time Job Openings in the Milwaukee Region: May 2006

(Part-time openings by ZIP Code. One square = 5 part-time openings)



## **Labor Supply in the Milwaukee Region**

The seven counties of southeastern Wisconsin include a number of distinct local area labor markets defined by their commuter patterns. The 2000 Census Transportation Planning Package (CTPP) data files released in 2004 and 2005 were used to map and analyze labor market areas operating within the Milwaukee Region.

1. **A number of very different and distinct labor markets were observed.** (See commuter maps in Part Two.) In particular, workers living in the City of Milwaukee and in Milwaukee County have almost no contact with the southern counties of the region and continue to find most of their employment within Milwaukee County and to a lesser extent in the WOW counties. Only 1% of City of Milwaukee resident workers and 1% of Milwaukee County resident workers are employed at jobsites in the 3 south east counties while 85% of City residents and 81% of county residents work within Milwaukee County.
2. The area of Milwaukee County with the highest percentage (4%) of workers commuting to jobs in Racine, Kenosha and Walworth counties were the southeast suburbs of St. Francis, Cudahy, South Milwaukee, and Oak Creek. Even here, twice as many workers commuted to the WOW counties as to the 3 counties to the south, while the vast majority of workers (85%) held jobs within Milwaukee County.

### **Where Residents of Milwaukee County Work**

<b><u>Residence of Workers</u></b>	<b>Percent working in:</b>		
	<b><u>Milwaukee County</u></b>	<b><u>WOW Counties</u></b>	<b><u>South East Counties</u></b>
City of Milwaukee	82%	15%	1%
Milwaukee County Suburbs:			
Western Suburbs	72%	27%	1%
North Shore Suburbs	82%	15%	1%
Southeast Suburbs	85%	9%	4%
Southwest Suburbs	79%	16%	3%
Total Milwaukee County	81%	16%	1%

Source: 2000 Census Transportation Package Program database.

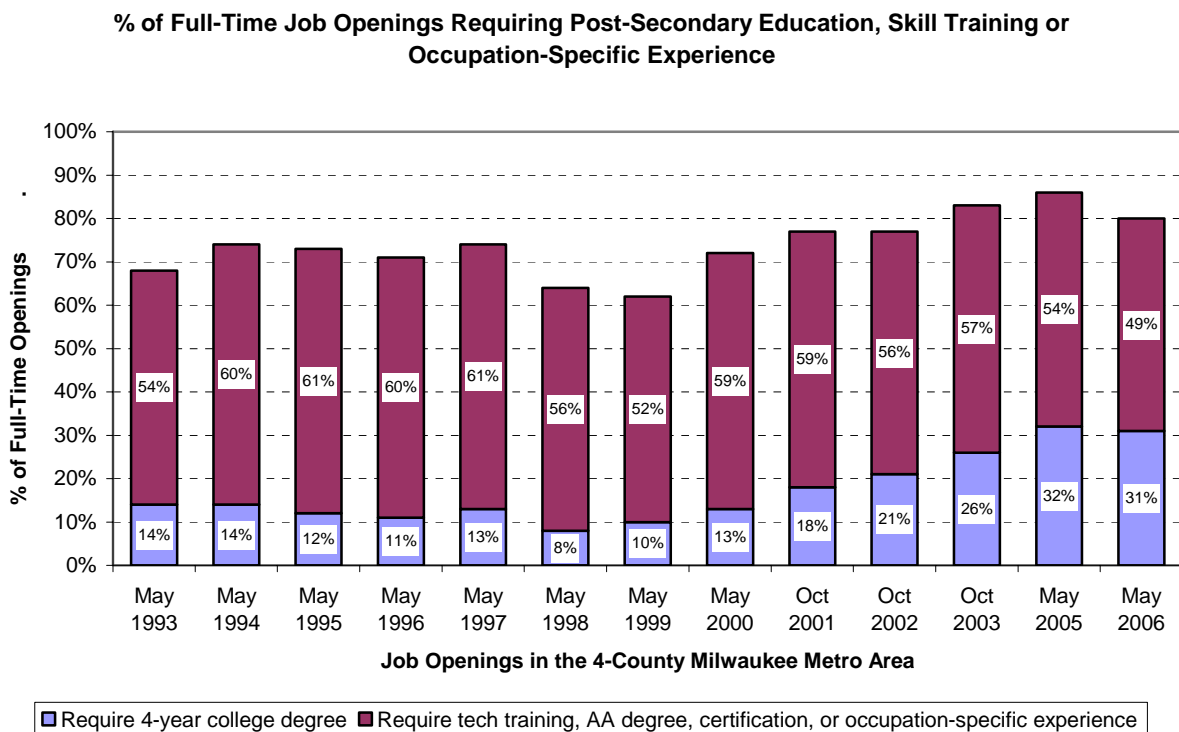
3. By contrast, for workers living in Kenosha County, slightly more than half (56%) work in Kenosha County, while 30% work in Illinois, 9% work in Racine County, 3% work in Milwaukee County, 1% work in Walworth County, and 1% work in the WOW counties combined, according to the 2000 Census data.
4. Most workers in southeastern Wisconsin spend 30 minutes or less commuting to work, according to detailed 2000 Census data files. Two-thirds of City of Milwaukee workers and 71% of all workers from Milwaukee County reported spending 30 minutes or less time traveling to work (one-way), according to the 2000 U.S. Census.
5. The highest commuter times were reported in Kenosha, Walworth and Waukesha Counties. A fourth of Kenosha County resident workers and 19% of workers in the western portion of Waukesha County and 19% of Walworth County workers reported longer commuter times (i.e., 40 minutes or more, one-way). At the same time, very few City of Milwaukee and Milwaukee County residents spend that long traveling to work, according to the 2000 Census.



## Part One: Labor Demand Reported in the Job Openings Survey

### Technical Training Is Essential for Full-Time Openings in the Milwaukee Metro Area

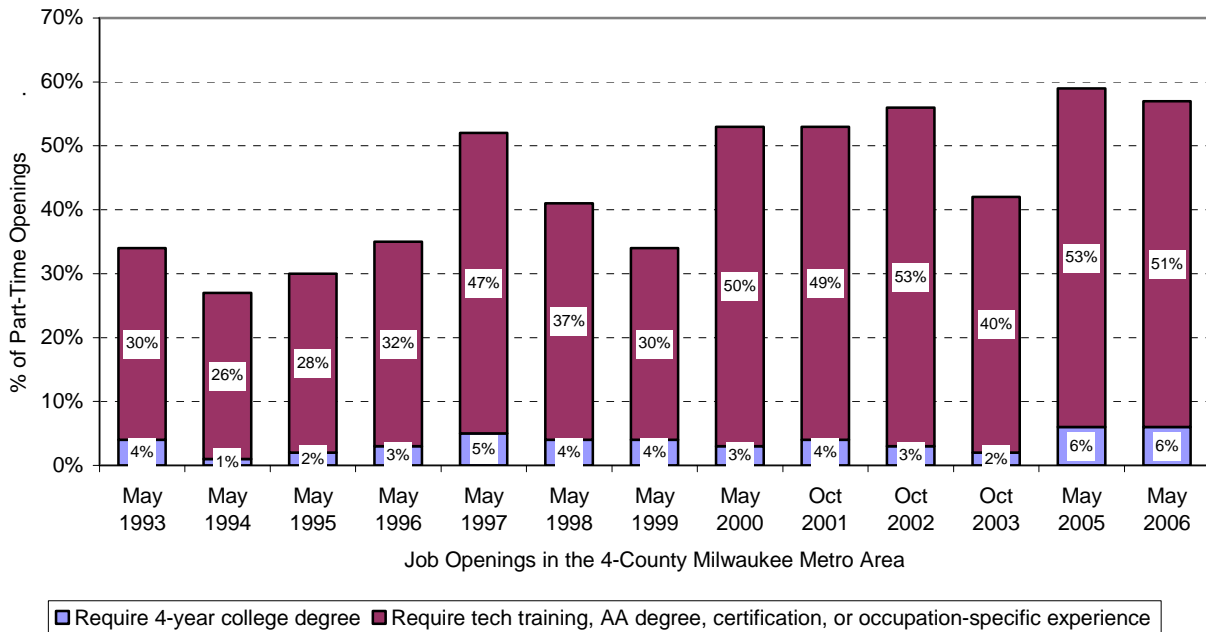
*Employers are reporting their greatest labor market needs for skilled and semi-skilled workers with post-secondary education, technical training, associate degrees, certification, licensing, or occupation-specific experience. Jobs with these requirements now make up 80% of the full-time job openings in the Milwaukee metro area, up from 68% of openings in May 1993, when the job openings surveys were initiated.*



## Increasing Percent of Part-Time Jobs Require Education or Training Beyond High School

*The percentage of part-time jobs requiring post-secondary education, college coursework, technical training, certification, licensing, or occupation-specific experience has risen from about a third (34%) of job openings in May 1993, the first year of the survey, to over half (57%) of job openings in May 2006 for the four-county Milwaukee metro area. For the Milwaukee County and WOW counties Workforce Investment Boards, occupation-specific training and education are key to filling both full-time and part-time openings.*

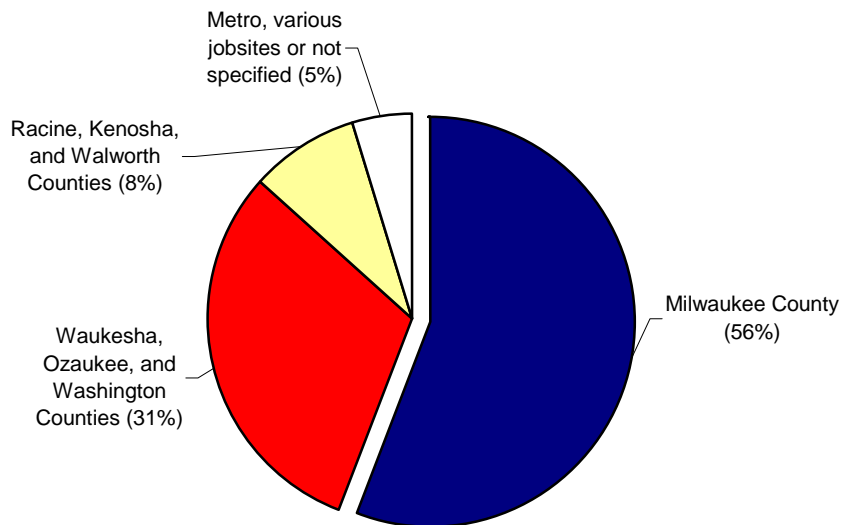
**% of Part-Time Job Openings Requiring Post-Secondary Education, Skill Training or Occupation-Specific Experience**



## Milwaukee County Has a Majority of Full-Time Openings in the Milwaukee Region

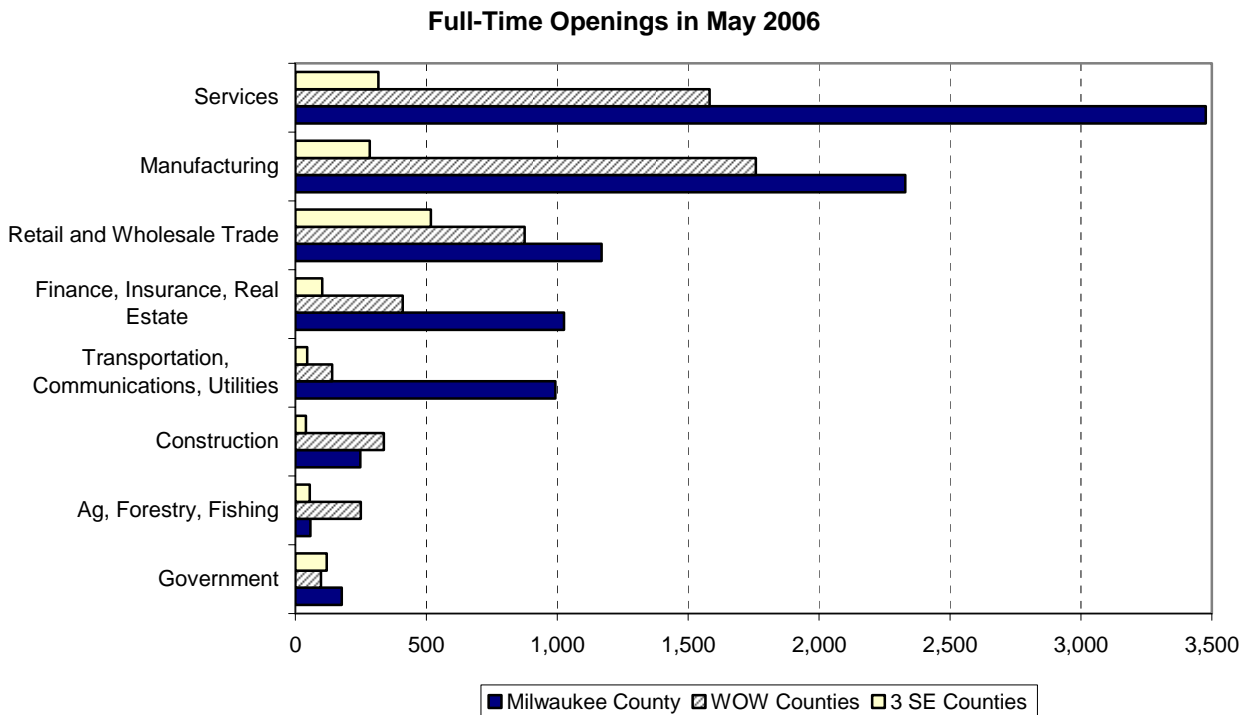
*Milwaukee County remains the dominant force in the job market for full-time work, with over half (56%) of full-time openings. The combined WOW counties had slightly less than a third of openings and the Kenosha-Racine-Walworth counties had only 8 percent of full-time openings.*

**Full-Time Job Openings in May 2006**



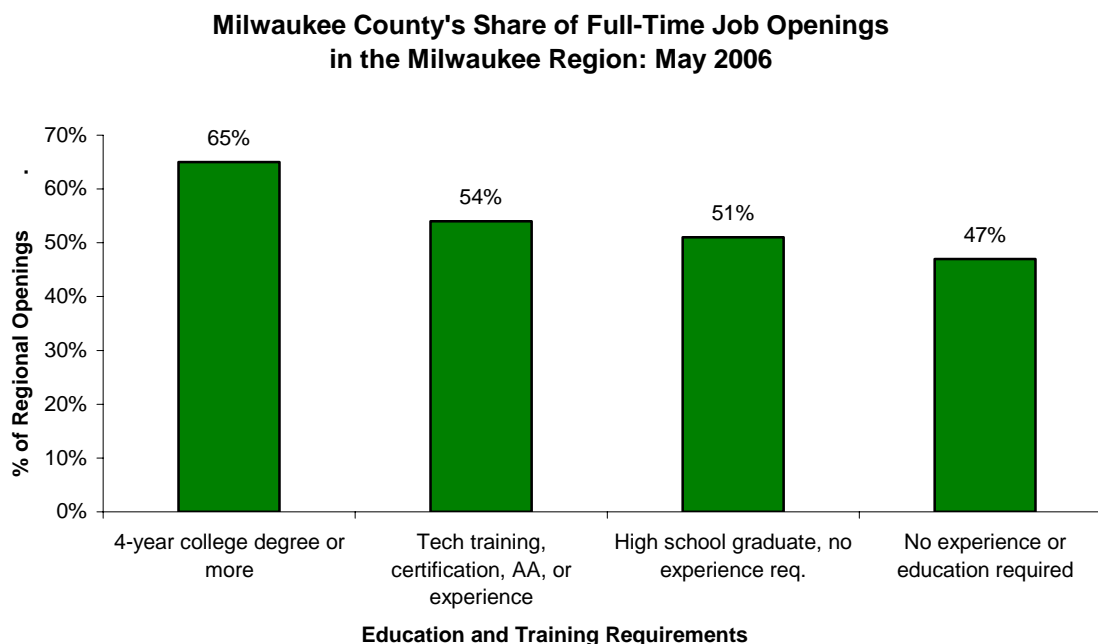
## Milwaukee County Leads Region in Full-Time Job Openings in 6 of 8 Industrial Sectors

*Milwaukee County has more full-time job openings available in all industrial sectors except construction and agriculture/forestry/fishing, where the WOW counties show the highest vacancies. The largest numbers of full-time openings were reported in service industries in Milwaukee County, in manufacturing in the WOW counties, and in retail and wholesale trade in the Kenosha-Racine-Walworth counties.*



## Milwaukee County Has the Greatest Share of Full-Time High Skilled Job Openings

*The majority (65 percent) of jobs available for four-year college graduates (or above) are still located in Milwaukee County, as are over half (54 percent) of jobs requiring technical training, an associate degree, certification, licensing or work experience.*



Milwaukee County employers reported high demand for college graduates with four-year degrees (Bachelor of Arts, BA, or Bachelor of Science, BS) or more. These included full-time openings for computer programmers, engineers, accountants and auditors, registered nurses with BS degrees, elementary and secondary school teachers, computer systems analysts, marketing and public relations managers, human resources specialists, and other management related occupations. In many cases, the positions also required a number of years of occupation-specific work experience.

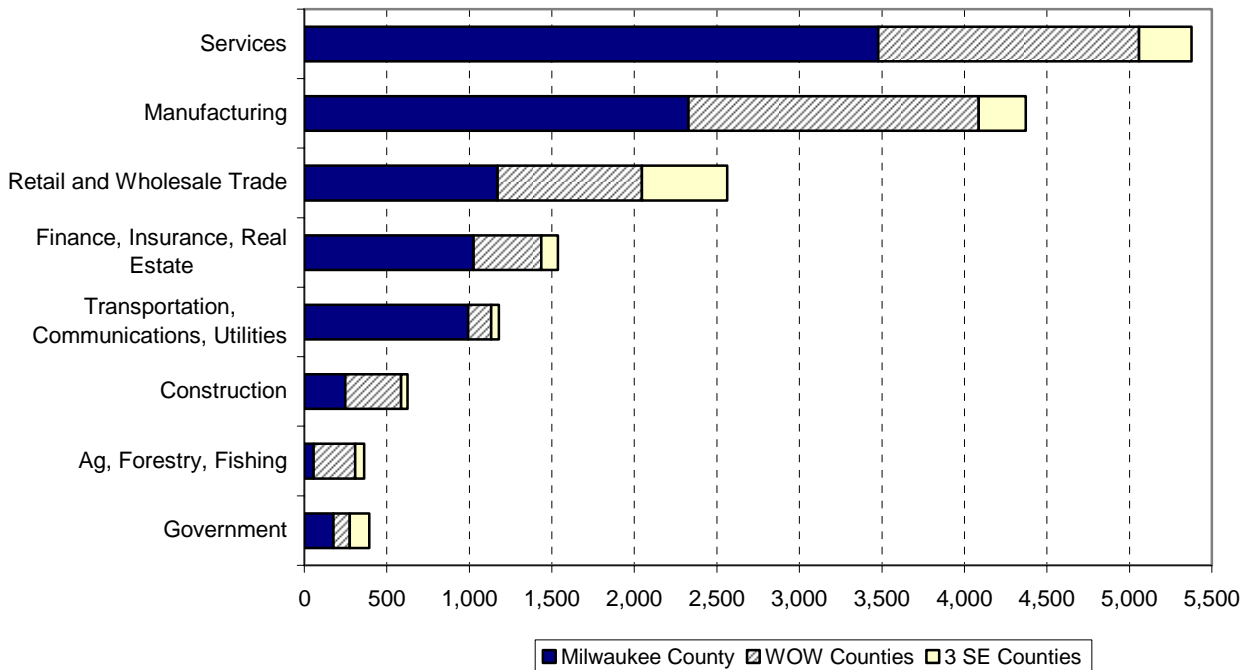
Need for technically trained workers was also seen in Milwaukee County for registered nurses, welders, health technologists and technicians, secretaries, and computer specialists. The need for computer specialists is strongest in Milwaukee County but also in high demand in the WOW counties.

Entry-level openings are still reported in the county for janitors and cleaners, driver-sales workers, manufacturing laborers, and helpers.

## Full-Time Openings Are Concentrated in the Services and Manufacturing Sectors

*The services sector (including health) and manufacturing lead in job demand for full-time workers in Southeastern Wisconsin. Lowest numbers of openings were shown in government; the agriculture, forestry, fishing sectors; and construction industries.*

**Full-Time Openings in May 2006: Milwaukee Region**



High demand is reported for jobs in the service sector, particularly in the health industries where large numbers of full-time openings are reported for registered nurses, health technologist and technicians, health aides, and nursing aides. Demand for health care workers is strong throughout the Milwaukee Region and highest in Milwaukee County where the major hospitals and medical centers are located. Other service occupations in demand included social workers, hairdressers and cosmetologists, and child care workers.

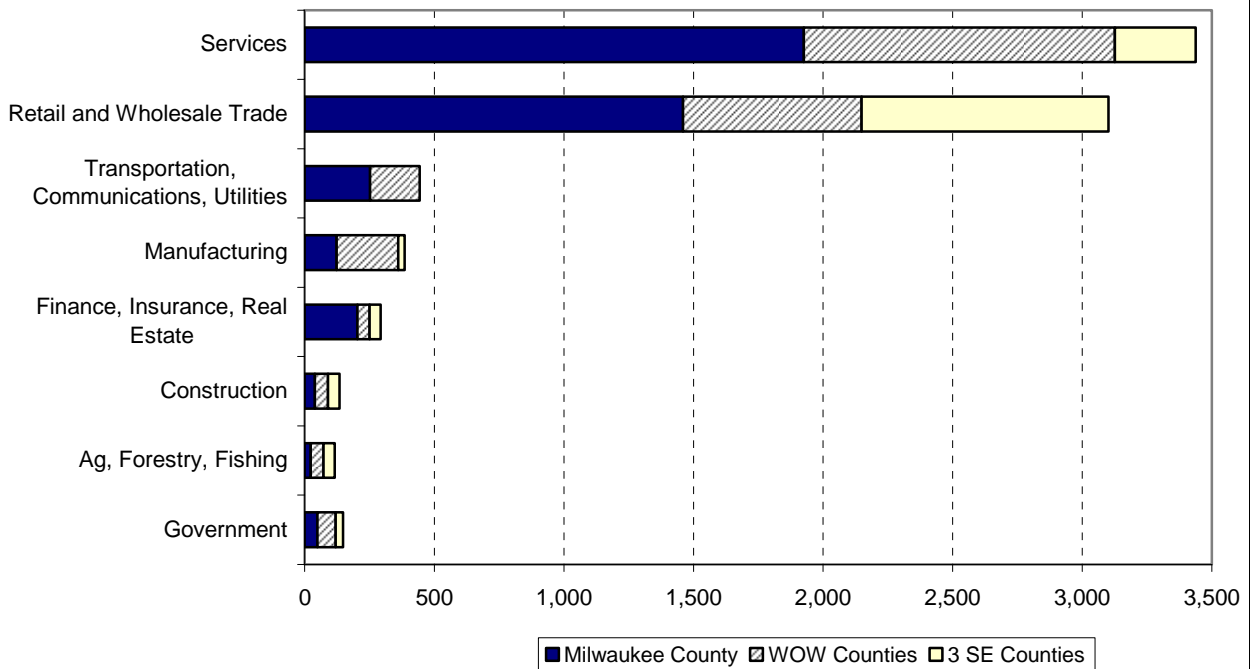
In manufacturing, employers report need for machine operators (including CNC operators), engineers, assemblers, welders and cutters, laborers, and engineering technicians. The demand varied by labor market with highest demand for welders and numerical control machine operators seen in Milwaukee County and highest demand for assemblers, helpers and laborers reported in the WOW counties. The Kenosha-Racine-Walworth counties showed need for assemblers, but lower demand for other manufacturing jobs.

Full-time jobs for sales representatives and other higher paying sales occupations are particularly strong in Milwaukee County and cut across industrial sectors. Also, nearly 700 full-time openings were reported for processing clerks (order, bookkeeping, records, billing, and payroll clerks, etc.) -- with two-thirds of these openings in Milwaukee County and one-third in the Waukesha-Ozaukee-Washington counties.

## Most Part-Time Openings Are in the Services or Retail and Wholesale Trade Sectors

*Eighty percent of the part-time jobs open for hire as of May 2006 in the Milwaukee Region as a whole were in the service industries (including health) or in retail and wholesale trade.*

**Part-Time Openings in May 2006: Milwaukee Region**



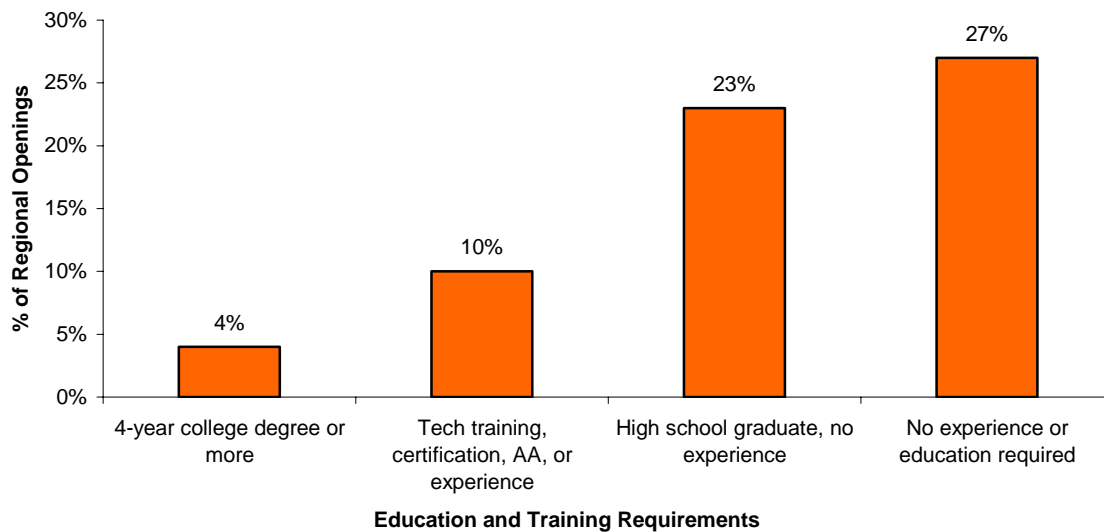
Part-time openings were very strong in the health fields, which reported high demand for registered nurses, health aides, nursing aides, health technologists and technicians, and therapists.

The retail and wholesale industries identified employment needs for part-time workers as sales counter clerks, food preparation and kitchen workers, driver-sales workers, cashiers, stock handlers and baggers, freight and materials handlers, and food service wait staff. Most of these openings are outside of the central city Milwaukee neighborhoods.

### 3 South East Counties Have a Large Share of Part-Time Entry-Level Job Openings

*The south east counties of Racine, Kenosha and Walworth have a large number of entry-level jobs available for part-time workers. However, the distance of these jobs from Milwaukee places them outside the reach of City of Milwaukee residents.*

**Kenosha-Racine-Walworth Counties' Share of Part-Time Job Openings in the Milwaukee Region: May 2006**



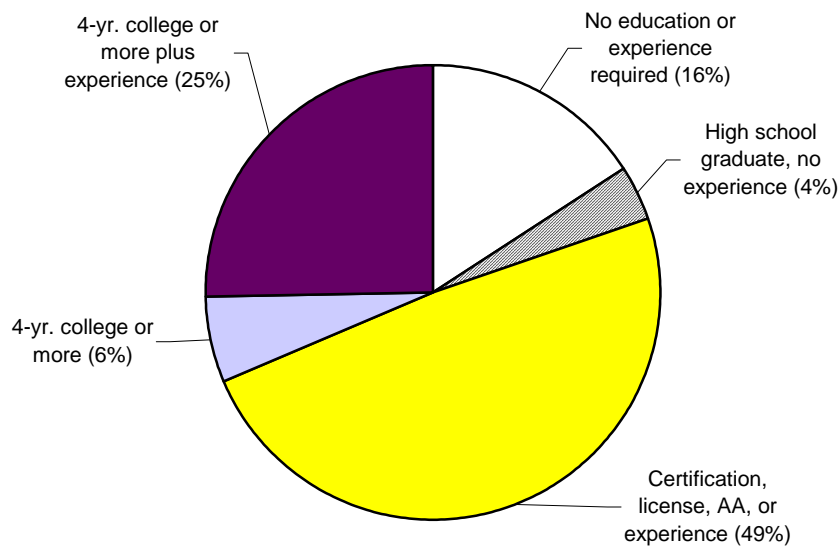
The predominance of retail and wholesale trade in the Kenosha-Racine-Walworth counties' economies results in higher demand for part-time workers as cashiers, sales counter clerks, stock handlers and baggers, and kitchen workers. Jobs for skilled and semi-skilled workers include part-time openings for cooks, record clerks, and certified nursing aides (CNAs).



## Only 20% of Full-Time Openings Are Available to Persons with High School Degrees or Less

*The majority (80 percent) of full-time positions in the Milwaukee Region required education, training or occupation-specific experience beyond high school. Almost a third (31 percent) of the full-time openings required a four-year college degree (or an advanced degree), and most of these positions also require work experience in the professional field. About half of the full-time openings required technical training, college coursework, certification, licensing or occupational experience.*

**Requirements for Full-Time Openings: 7 Counties of the Milwaukee Region**



The need for college graduates is high, particularly in the science and technology fields, with the greatest demand reported in Milwaukee County, where 41 percent of full-time openings required a four-year degree or higher. Typically, these jobs also required 1 to 8 years of occupation-specific work experience.

Four-year college degrees (or more) were required for only 19 percent of full-time openings in the WOW counties of Waukesha, Ozaukee and Washington counties and for almost a third (31 percent) of full-time openings in the south east counties of Kenosha, Racine and Walworth counties.

The WOW counties showed the highest proportion (25 percent) of full-time openings available for workers without a high school diploma or occupation-specific skills. The southern counties (Kenosha, Racine and Walworth) showed the highest proportion (63 percent) of part-time openings available for workers without a high school diploma or occupation-specific skills.

**Education and Training Requirements for Job Openings in the Milwaukee Region  
as of May 24, 2006**

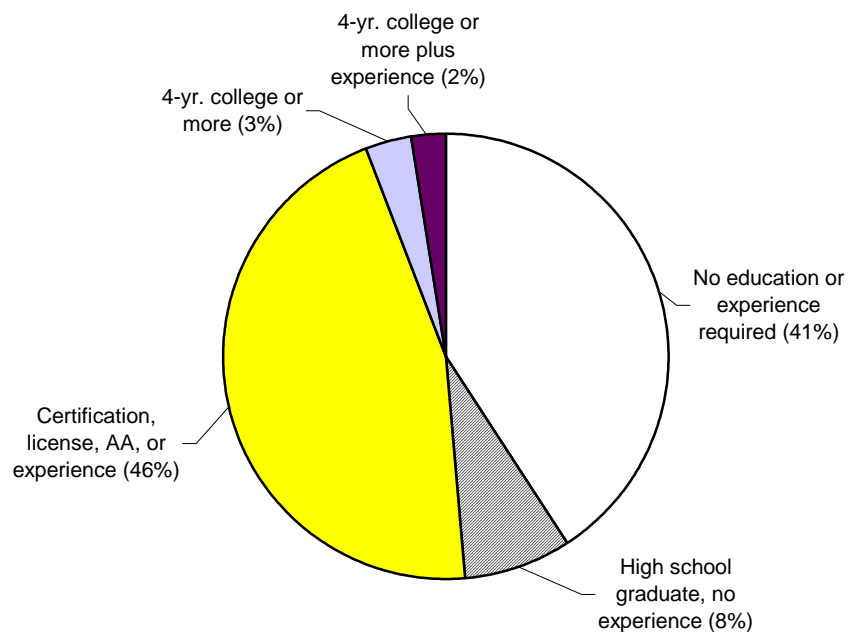
		Location of Job Site:		
	All 7 Counties in Southeastern Wisconsin	Milwaukee County	Waukesha, Ozaukee, Washington Counties	Kenosha, Racine, Walworth Counties
<b>FULL-TIME OPENINGS</b>				
4-year college degree (or more) plus experience	25.1%	33.3%	14.9%	23.8%
4-year college degree (or more), no experience	6.3%	7.9%	4.1%	7.6%
Technical training, license, certificate, associate degree or occupation-specific experience	48.7%	45.6%	52.9%	44.8%
High school graduation only required	4.0%	4.9%	2.7%	4.6%
No education or experience requirement	15.9%	8.3%	25.4%	19.2%
ALL	100.0%	100.0%	100.0%	100.0%

		Location of Job Site:		
	All 7 Counties in Southeastern Wisconsin	Milwaukee County	Waukesha, Ozaukee, Washington Counties	Kenosha, Racine, Walworth Counties
<b>PART-TIME OPENINGS</b>				
4-year college degree (or more) plus experience	2.4%	3.5%	2.0%	0.3%
4-year college degree (no experience)	3.4%	4.0%	4.0%	1.1%
Technical training, license, certificate, associate degree or occupation-specific experience	45.6%	47.0%	52.1%	25.7%
High school graduation only required	7.7%	8.0%	6.9%	10.0%
No education or experience requirement	40.9%	37.5%	35.0%	62.9%
ALL	100.0%	100.0%	100.0%	100.0%

## 51% of Part-Time Jobs Require Technical Training, Education or Experience

*Over half of the part-time job openings in the region require post-secondary education, technical training, certification, licensing, or occupation-specific experience. About 41 percent of part-time openings are for positions with no education or training requirements and another 8 percent were available for persons with high school completion but no occupational experience. Most jobs for four-year college graduates are full-time. Only 5 percent of part-time openings in the region required a four-year college degree.*

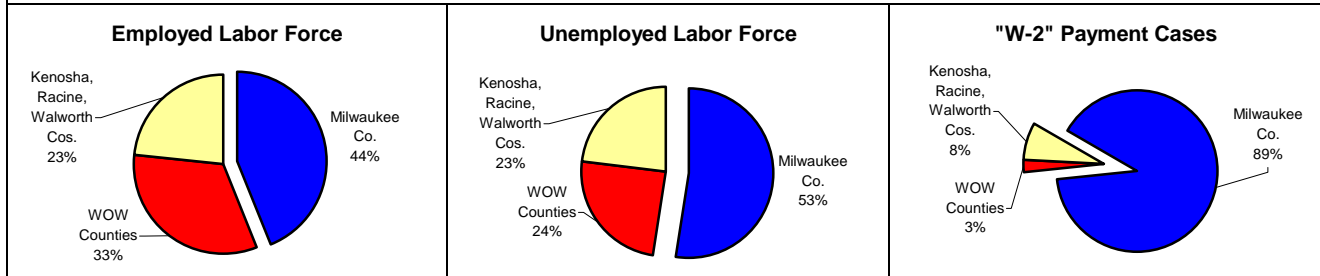
**Requirements for Part-Time Openings in the 7 Counties of the Milwaukee Region**



Entry-level part-time jobs are in demand for sales counter clerks, food preparation and kitchen workers, stock handlers and baggers, janitors and cleaners, food counter workers, and wait staff assistants. The lower pay, often long distances to work, and varying shifts and work hours make these jobs a particular challenge for lower-income urban workers.

## Training and Job Placement Needs are Highest in Milwaukee County

*Almost 90% of the “W-2” payment cases in the Milwaukee Region are in Milwaukee County as are 53% of the region’s unemployed workers. At the same time, Milwaukee County has less than half of the **employed** labor force.*



The federal Bureau of Labor Statistics/Wisconsin Department of Workforce Development employment statistics estimated a total residential population of 976,493 employed workers and 50,804 unemployed workers actively seeking work in the 7 counties of the Milwaukee Region, as of May 2006. That month, the DWD also reported that 5,999 families were receiving “W-2” cash payments under the welfare program replacing AFDC. The majority (32,088) of persons looking for work or expected to work live in Milwaukee County.

## Civilian Labor Force Estimates for the Milwaukee Region: May 2006

<u>Residence</u>	Est. Civilian <u>Labor Force</u>	<u>Employed Labor Force</u>		<u>Unemployed Labor Force</u>		<b>Unemployment Rate</b>
		<u>Number</u> <u>Employed</u>	<u>% of</u> <u>Total</u>	<u>Number</u> <u>Unemployed</u>	<u>% of</u> <u>Total</u>	
Milwaukee County	456,430	429,738	44.0%	26,692	52.5%	<b>5.8%</b>
Ozaukee County	47,728	46,034	4.7%	1,694	3.3%	<b>3.5%</b>
Washington County	71,228	68,308	7.0%	2,920	5.7%	<b>4.1%</b>
Waukesha County	211,226	203,474	20.8%	7,752	15.3%	<b>3.7%</b>
Kenosha County	83,905	79,728	8.2%	4,177	8.2%	<b>5.0%</b>
Racine County	99,923	94,565	4.7%	5,358	10.5%	<b>5.4%</b>
Walworth County	<u>56,857</u>	<u>54,646</u>	<u>5.6%</u>	<u>2,211</u>	<u>4.4%</u>	<b>3.9%</b>
7-County Total	1,027,297	976,493	100%	50,804	100.0%	<b>4.9%</b>

Source: Wisconsin Department of Workforce Development. Labor force figures are not seasonably adjusted.

### “W-2” Payment Cases in the Milwaukee Region: May 2006

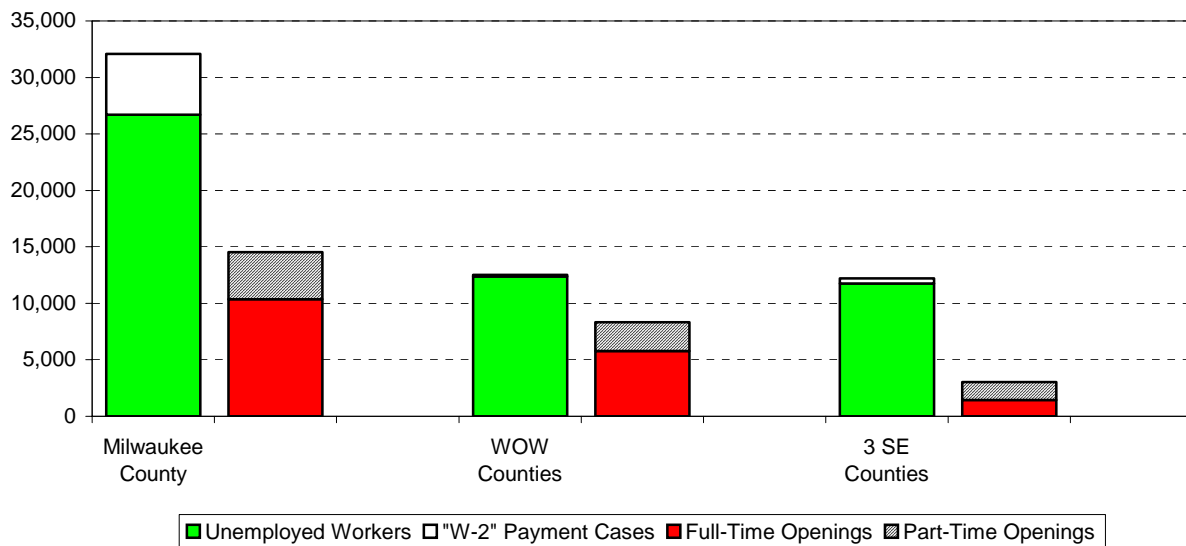
<u>Residence</u>	<u>W-2” Payment Cases</u>	<u>Percent of Region Total</u>
Milwaukee County	5,396	89.9%
Ozaukee County	19	0.3%
Washington County	40	0.7%
Waukesha County	92	1.5%
Kenosha County	286	4.8%
Racine County	128	2.1%
Walworth County	38	0.6%
<b>7-County Total</b>	<b>5,999</b>	<b>100.0%</b>

Source: Wisconsin Department of Workforce Development

### 32,000 Milwaukee County Residents Are Seeking Employment or Expected to Find Work

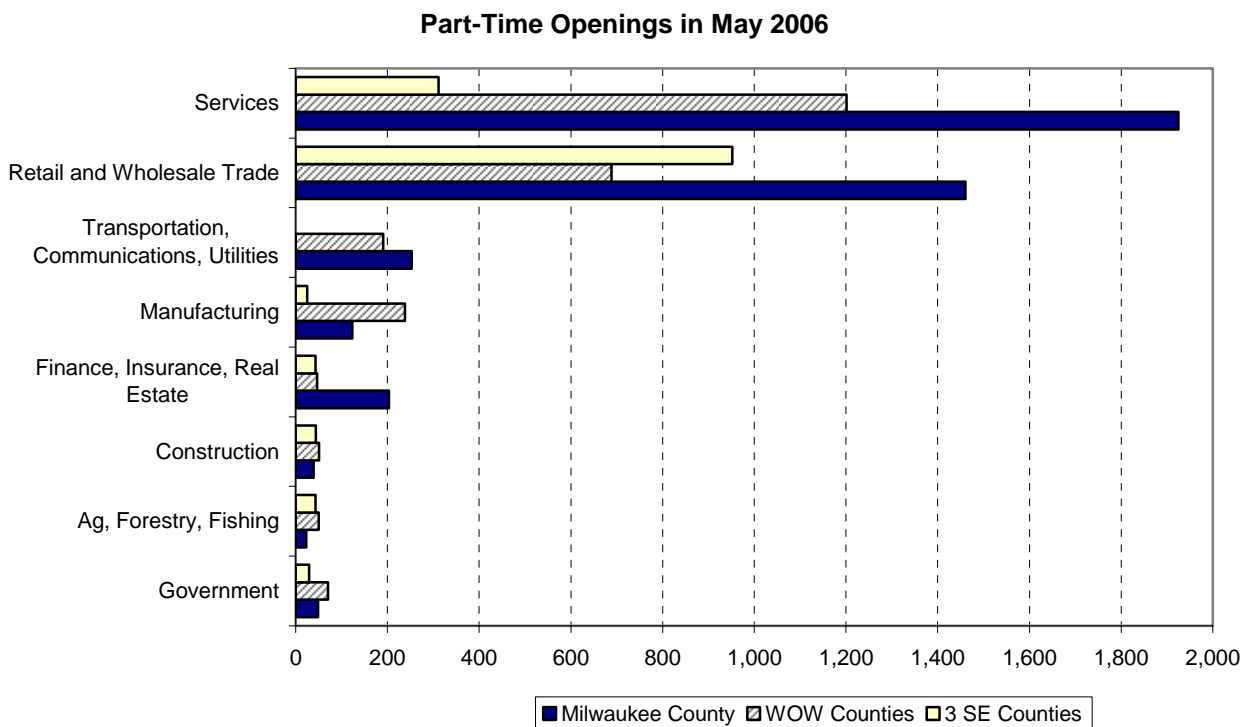
According to DWD unemployment estimates and the “W-2” payment records, an estimated 50,804 residents of the Milwaukee Region were in need of work as unemployed workers or “W-2” caseheads as of May 2006. These included 32,088 Milwaukee County residents, 12,517 residents in the WOW counties, and 12,198 residents in Kenosha, Racine and Walworth counties. The total job openings for the Milwaukee Region (18,588 full-time and 8,487 part-time jobs) fell well below the jobs needed.

**Estimated Job Seekers to Job Openings by Geographical Area  
May 2006**



## Almost Half of Milwaukee County and WOW Part-Time Jobs are in Service Industries; Two-Thirds of the 3 SE Counties' Part-Time Jobs are in Retail and Wholesale Trade

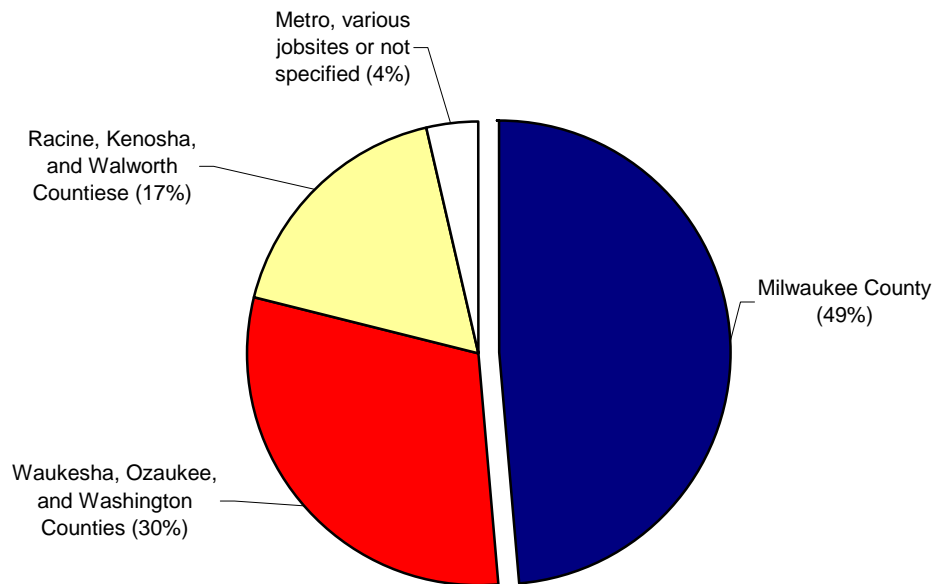
*The Milwaukee Region shows very different labor markets for part-time workers. In Milwaukee County and the WOW counties, 47 percent of part-time jobs are in service industries (including health), compared to only 22% of the part-time jobs in the Kenosha-Racine-Walworth counties. In these 3 counties, two-thirds of part-time jobs are in retail and wholesale trade.*



## Almost Half of Part-Time Openings Are Outside Milwaukee County

*The 3 south east counties of Racine, Kenosha and Walworth show a higher proportion of the part-time job openings (17% of openings in the region) compared to their share of full-time openings (8%). This is largely due to the reported numbers of part-time jobs for sales workers, food preparation and service staff, and materials handlers and helpers in retail and wholesale trade. Part-time openings in Milwaukee County are concentrated in health fields, sales work, administrative support and jobs for helpers, handlers and cleaners.*

**Part-Time Job Openings in May 2006**

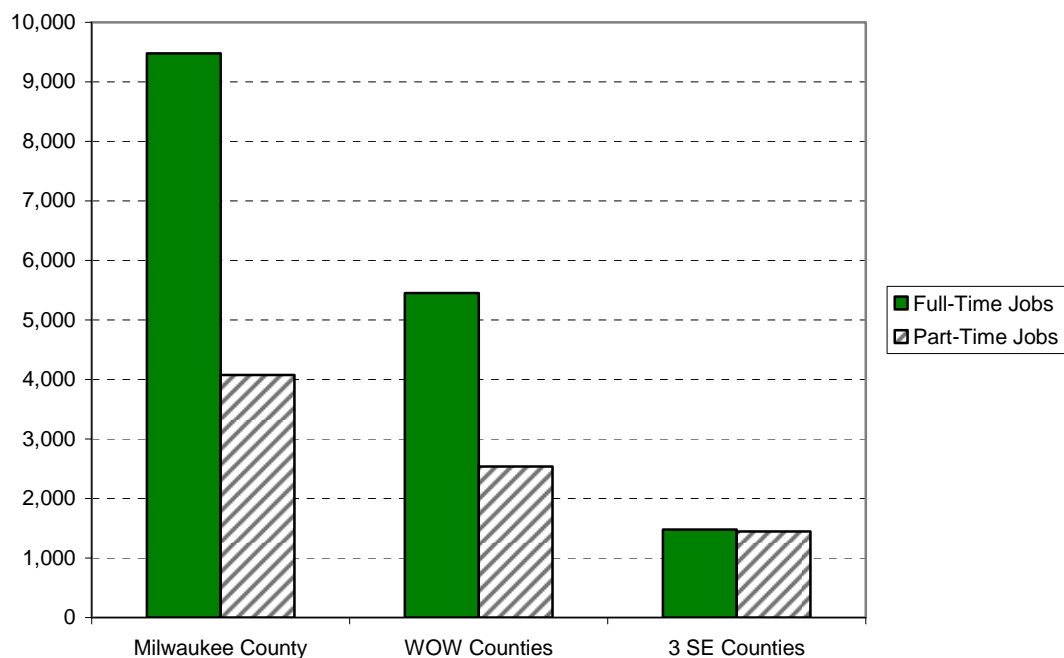


Milwaukee County employers show highest need for part-time workers as registered nurses, stock handlers and baggers, administrative support staff, nursing and health aides, cashiers, and sales workers. Employers in the WOW counties report need for part-time workers as RNs, cooks, health aides, bus drivers, food preparation workers, driver-sales workers, and nursing aides. In the south east counties employers show highest part-time openings for cashiers, sales counter clerks, and records clerks.

**One-Half of Openings in the 3 SE Counties are for Part-Time Work;  
Two-Thirds of Openings in Milwaukee and the WOW Counties Are for Full-Time Work;**

*The Milwaukee County job market is dominated by full-time job openings while job openings to the south in the Kenosha-Racine-Walworth counties are almost evenly split between full-time and part-time job vacancies. Over two-thirds of jobs in Milwaukee County (70%) and in the WOW counties (68%) are full-time, compared to 50% of jobs in the Kenosha-Racine-Walworth counties.*

**Job Openings in May 2006**





**Estimated Full-Time Job Openings in the Milwaukee Region**  
 Week of May 24, 2006

OCCUPATION	ALL 7 COUNTIES SOUTH EAST WISCONSIN	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES
Executive, Administrative, And Managerial Occupations	1,828	1,278	385	164
Professional Specialty Occupations	3,255	2,305	669	281
Health Assessment, Diagnosing And Treatment	1,216	867	247	102
Teachers	429	324	70	35
Other Specialty Occupations	1,610	1,114	352	144
Technical, Sales, And Administrative Support	5,574	3,683	1,602	289
Technicians And Related Support Occupations	1,309	897	327	84
Sales Representatives	1,398	844	473	81
Sales Workers	671	440	200	31
Administrative Support Occupations	2,196	1,503	601	92
Secretaries, Stenographers, And Typists	207	144	55	7
Information Clerks	251	167	82	2
Financial Records Processing Occupations	288	140	144	4
Adjusters And Investigators	28	23	6	
Other Support Occupations	1,422	1,029	314	79
Service Occupations	2,253	780	781	231
Food Preparation And Service Occupations	951	85	309	114
Health Service Occupations	404	231	108	66
Cleaning And Building Services, Not Household	278	199	53	8
Other Service Occupations	620	265	311	43
Farming, Forestry, And Fishing Occupations	64	8	55	1
Precision Production, Craft, And Repair Occupations	1,231	597	448	54
Mechanics And Repairers	267	99	126	4
Construction Trades	503	253	127	29
Precision Production, Plant And System Occupations	461	245	195	21
Operators, Fabricators, And Laborers	4,383	1,709	1,829	549
Machine Operators, Inspectors	888	387	445	56
Fabricators, Assemblers, And Hand Work	794	410	295	89
Transportation And Material Moving Occupations	1,092	393	179	225
Laborers	686	178	448	60
Handlers, Helpers, Cleaners	923	342	463	119
<b>TOTAL</b>	<b>18,588</b>	<b>10,361</b>	<b>5,770</b>	<b>1,568</b>

**Location of Full-Time Job Openings in the Milwaukee Region**  
 Week of May 24, 2006

OCCUPATION	Percent of Full-Time Openings in the Occupational Grouping:			
	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES	Selected City of Milwaukee ZIP Codes
Executive, Administrative, And Managerial Occupations	70%	21%	9%	39%
Professional Specialty Occupations	71%	21%	9%	41%
Health Assessment, Diagnosing And Treatment	71%	20%	8%	38%
Teachers	76%	16%	8%	43%
Other Specialty Occupations	69%	22%	9%	42%
Technical, Sales, And Administrative Support	66%	29%	5%	32%
Technicians And Related Support Occupations	69%	25%	6%	38%
Sales Representatives	60%	34%	6%	30%
Sales Workers	66%	30%	5%	46%
Administrative Support Occupations	68%	27%	4%	25%
Secretaries, Stenographers, And Typists	70%	27%	3%	39%
Information Clerks	67%	33%	1%	16%
Financial Records Processing Occupations	49%	50%	1%	28%
Adjusters And Investigators	79%	21%	0%	55%
Other Support Occupations	72%	22%	6%	24%
Service Occupations	44%	44%	13%	22%
Food Preparation And Service Occupations	17%	61%	22%	6%
Health Service Occupations	57%	27%	16%	19%
Cleaning And Building Services, Not Household	77%	20%	3%	60%
Other Service Occupations	43%	50%	7%	21%
Farming, Forestry, And Fishing Occupations	13%	86%	2%	13%
Precision Production, Craft, And Repair Occupations	54%	41%	5%	21%
Mechanics And Repairers	43%	55%	2%	31%
Construction Trades	62%	31%	7%	31%
Precision Production, Plant And System Occupations	53%	42%	5%	6%
Operators, Fabricators, And Laborers	42%	45%	13%	12%
Machine Operators, Inspectors	44%	50%	6%	8%
Fabricators, Assemblers, And Hand Work	52%	37%	11%	13%
Transportation And Material Moving Occupations	49%	22%	28%	29%
Laborers	26%	65%	9%	6%
Handlers, Helpers, Cleaners	37%	50%	13%	5%
<b>TOTAL</b>	<b>59%</b>	<b>33%</b>	<b>9%</b>	<b>28%</b>

**Estimated Part-Time Job Openings in the Milwaukee Region**  
 Week of May 24, 2006

OCCUPATION	ALL 7 COUNTIES SOUTH EAST WISCONSIN	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES
Executive, Administrative, And Managerial	19	15	2	2
Professional Specialty Occupations	953	654	252	47
Health Assessment, Diagnosing And Treatment	772	528	198	45
Teachers	121	75	45	1
Other Specialty Occupations	60	51	9	1
Technical, Sales, And Administrative Support	3,095	1,641	616	838
Technicians And Related Support Occupations	274	162	99	14
Sales Representatives	99	47	37	15
Sales Workers	1,489	648	315	526
Administrative Support Occupations	1,233	784	166	283
Secretaries, Stenographers, And Typists	137	85	27	26
Information Clerks	178	100	27	50
Financial Records Processing Occupations	61	17	15	29
Adjusters And Investigators	5	5		
Other Support Occupations	852	577	97	178
Service Occupations	2,582	1,069	1,016	350
Food Preparation And Service Occupations	1,058	319	439	201
Health Service Occupations	737	396	250	91
Cleaning And Building Services, Not Household	293	111	132	1
Other Service Occupations	494	243	195	57
Farming, Forestry, And Fishing Occupations	53	16	9	28
Precision Production, Craft, And Repair Occupations	244	103	68	74
Mechanics And Repairers	65	48	18	
Construction Trades	74			74
Precision Production, Plant And System Occupations	105	55	50	
Operators, Fabricators, And Laborers	1,540	676	588	112
Machine Operators, Inspectors	293	93	186	14
Fabricators, Assemblers, And Hand Work	30	12	17	
Transportation And Material Moving Occupations	604	129	305	6
Laborers	83	19	43	22
Handlers, Helpers, Cleaners	531	423	37	71
<b>TOTAL</b>	<b>8,487</b>	<b>4,174</b>	<b>2,551</b>	<b>1,450</b>

**Location of Part-Time Job Openings in the Milwaukee Region**  
Week of May 24, 2006

OCCUPATION	Percent of Part-Time Openings in the Occupational Grouping:			
	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES	Selected City of Milwaukee ZIP Codes
Executive, Administrative, And Managerial	79%	11%	11%	74%
Professional Specialty Occupations	69%	26%	5%	26%
Health Assessment, Diagnosing And Treatment	68%	26%	6%	24%
Teachers	62%	37%	1%	36%
Other Specialty Occupations				
Technical, Sales, And Administrative Support	53%	20%	27%	16%
Technicians And Related Support Occupations	59%	36%	5%	27%
Sales Representatives	47%	37%	15%	12%
Sales Workers	44%	21%	35%	8%
Administrative Support Occupations	64%	13%	23%	24%
Secretaries, Stenographers, And Typists	62%	20%	19%	33%
Information Clerks	56%	15%	28%	15%
Financial Records Processing Occupations	28%	25%	48%	3%
Adjusters And Investigators	100%	0%	0%	60%
Other Support Occupations	68%	11%	21%	26%
Service Occupations	44%	42%	14%	19%
Food Preparation And Service Occupations	33%	46%	21%	11%
Health Service Occupations	54%	34%	12%	29%
Cleaning And Building Services, Not Household	45%	54%	0%	10%
Other Service Occupations	49%	39%	12%	24%
Farming, Forestry, And Fishing Occupations	30%	17%	53%	30%
Precision Production, Craft, And Repair Occupations	42%	28%	30%	23%
Mechanics And Repairers	74%	28%	0%	22%
Construction Trades	0%	0%	100%	0%
Precision Production, Plant And System Occupations	52%	48%	0%	41%
Operators, Fabricators, And Laborers	49%	43%	8%	7%
Machine Operators, Inspectors	32%	63%	5%	16%
Fabricators, Assemblers, And Hand Work	29%	69%	1%	7%
Transportation And Material Moving Occupations	29%	69%	1%	7%
Laborers	23%	51%	27%	0%
Handlers, Helpers, Cleaners	80%	7%	13%	3%
<b>TOTAL</b>	<b>51%</b>	<b>31%</b>	<b>18%</b>	<b>17%</b>

## **Part Two: Labor Supply in the Milwaukee Region**

Data on the location of jobs held by workers are taken from the long-form of the 2000 U.S. Census, which was mailed to one in six U.S. households. These data are used by the Census Bureau to develop estimates for the entire population and geographic subunits. Workers employed and on the job the week before the Census are counted in the tables. Workers with more than one job at the time of the Census were asked to describe the job where they worked the most hours. **Job totals showing the primary job of persons at work at the time of the Census consequently understate the total number of jobs in area companies, particularly for employers with part-time work.**

The maps included in the following section show the locations of the jobsites where residents of the City of Milwaukee, Milwaukee County, Kenosha County, and Racine County work, based on data files from the 2000 Census Transportation Planning Package (CTPP 2000) released in 2004 and 2005.

## Few Milwaukee County Residents Work in Racine, Kenosha or Walworth Counties

The jobsite locations where residents of southeastern Wisconsin work were mapped and analyzed to determine the labor market areas operating within the seven-county area. **A number of very different and distinct labor markets were observed in the seven-county Milwaukee Region.** In particular, workers living in the City of Milwaukee and in Milwaukee County have almost no contact with the southern counties of the region and continue to find most of their employment within Milwaukee County.

- Very few workers in the City of Milwaukee work in the southeast counties of the Milwaukee Region. The Census CTPP data showed only 1% of City residents employed at jobsites in Racine, Kenosha and Walworth Counties. Another 15% work at jobsites in the WOW counties (Waukesha, Ozaukee and Washington counties); while 84% have jobs within Milwaukee County.
- Similar labor market patterns are shown for Milwaukee County as a whole, with few county residents employed in the 3 southern counties of the Milwaukee Region. The vast majority (84%) of Milwaukee County residents are employed within the county while 16% are employed at jobsites in the WOW counties. Only 1% of Milwaukee County residents have jobs in the 3 south east counties of the region.
- The area of Milwaukee County with the most workers commuting to jobs in Racine, Kenosha and Walworth counties were the southeast suburbs of the county. Even here, more workers commuted to the WOW counties (Waukesha, Ozaukee and Washington counties) than to the southern counties. In the southeast suburbs of St. Francis, Cudahy, South Milwaukee and Oak Creek, 4% of resident workers commuted to the southern counties, but double that percentage (9%) commuted to the WOW counties. Still, the vast majority of workers (85%) held jobs within Milwaukee County.
- In the southwest suburbs of Hales Corners, Greendale, Greenfield and Franklin, 3% of resident workers commuted to jobs in Racine, Kenosha and Walworth counties, while 5 times that percentage (16%) commuted to jobs in Waukesha, Ozaukee and Washington counties. Again, the dominant labor market for southwest suburban workers was Milwaukee County where 79% of were employed.

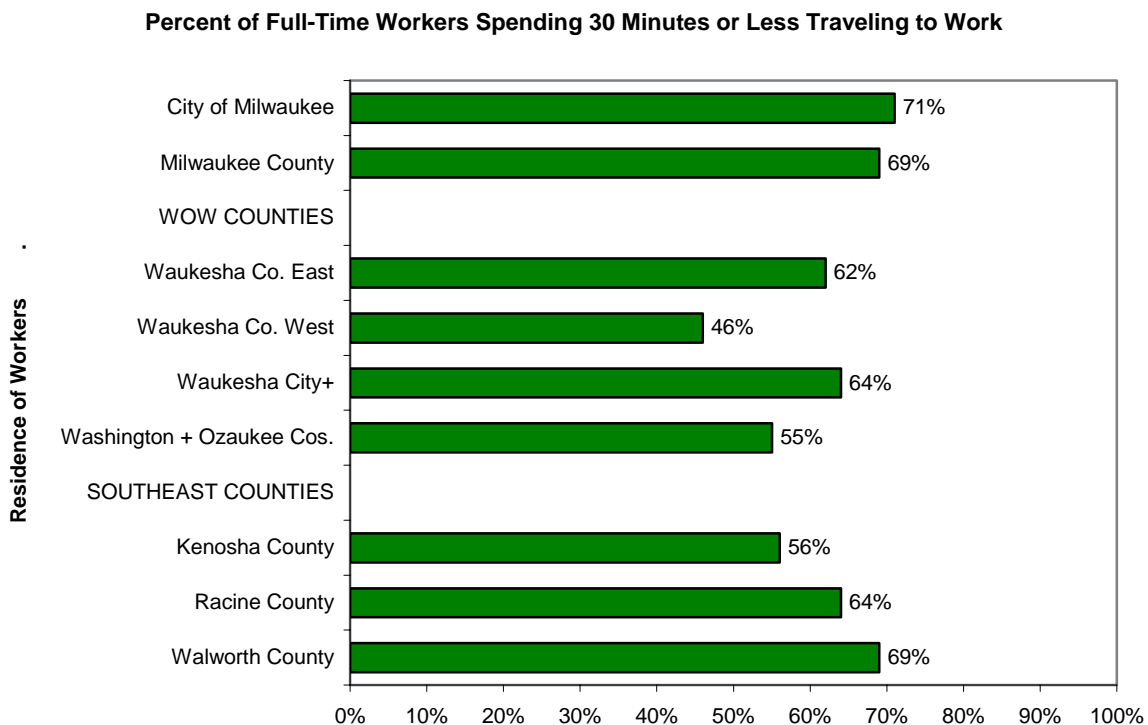
### Where Residents of Milwaukee County Work

<u>Residence of Workers</u>	Percent working in:		
	<u>Milwaukee County</u>	<u>WOW Counties</u>	<u>South East Counties</u>
City of Milwaukee	82%	15%	1%
Milwaukee County Suburbs:			
Western Suburbs	72%	27%	1%
North Shore Suburbs	82%	15%	1%
Southeast Suburbs	85%	9%	4%
Southwest Suburbs	79%	16%	3%
Total Milwaukee County	81%	16%	1%

Source: 2000 Census Transportation Package Program database.

## Most Workers Spend 30 Minutes or Less Commuting to Work

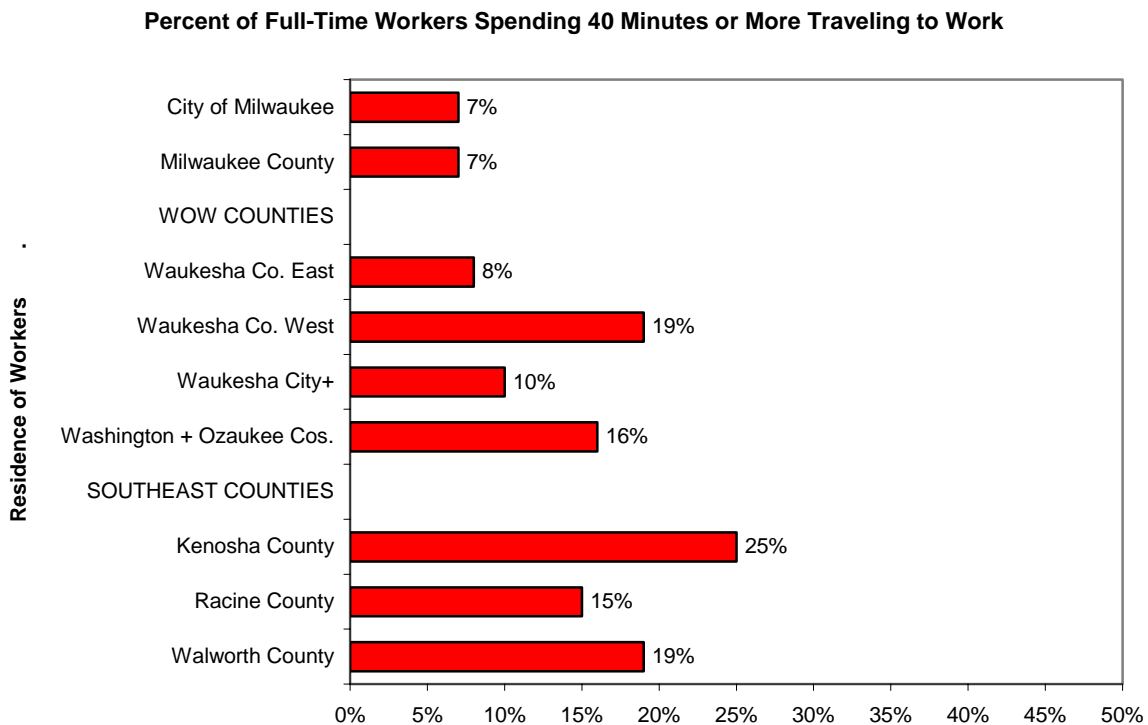
*Two-thirds of City of Milwaukee workers and 71% of all workers from Milwaukee County reported spending 30 minutes or less time traveling to work (one-way), according to the 2000 U.S. Census. Only in Waukesha County (western portion) did the majority of workers report more than 30 minutes travel time to work.*



Source: U.S. Census 2000 for full-time year-round workers.

## Highest Commuter Times Are Reported in Kenosha, Walworth and Waukesha Counties, But Not in Milwaukee County

*A fourth of Kenosha County workers and 19% of workers in the western portion of Waukesha County and Walworth County report longer commuter times (i.e., 40 minutes or more, one-way). At the same time, very few City of Milwaukee and Milwaukee County residents spend that long traveling to work, according to the 2000 Census.*

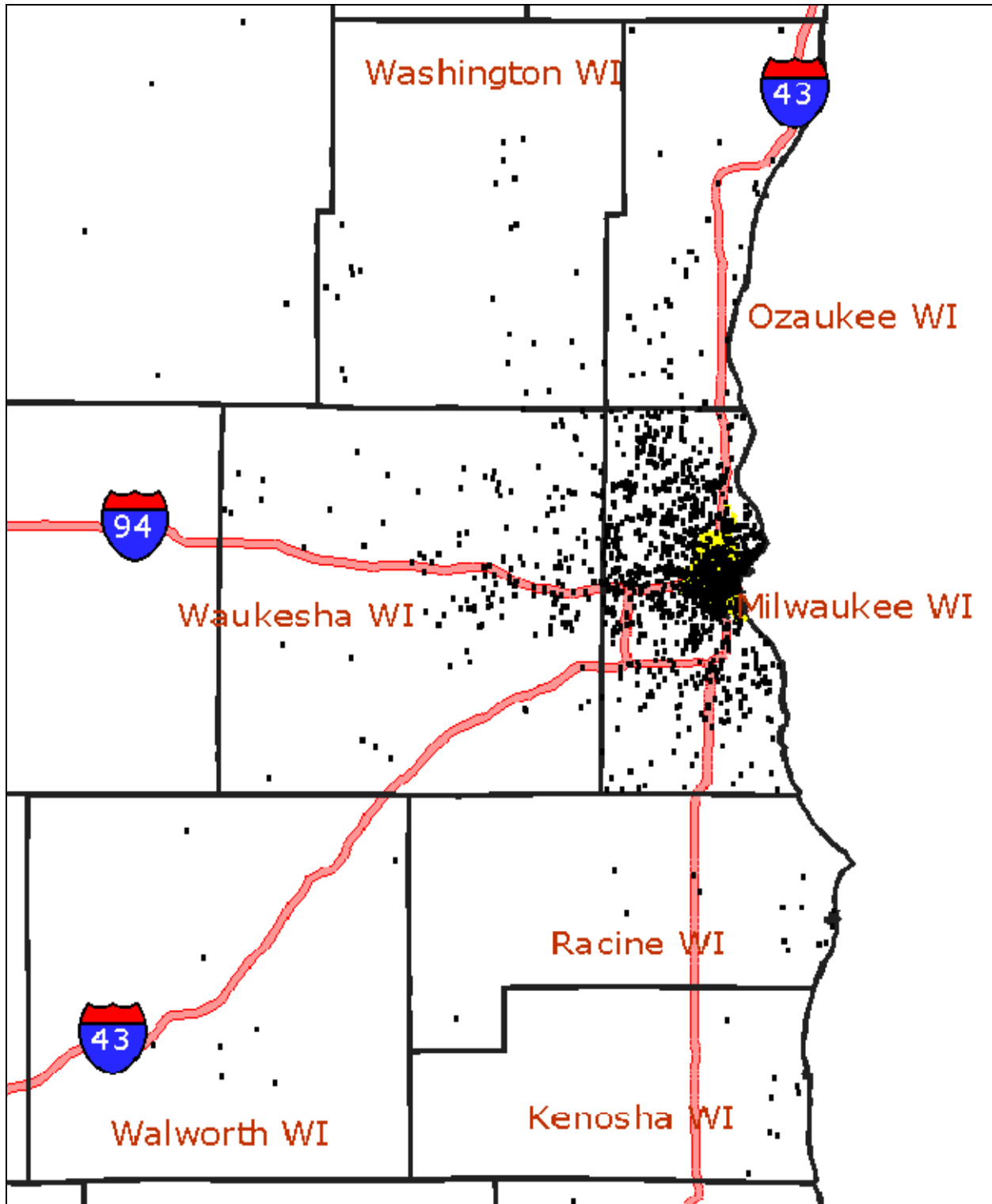


Source: U.S. Census 2000 for full-time year-round workers.



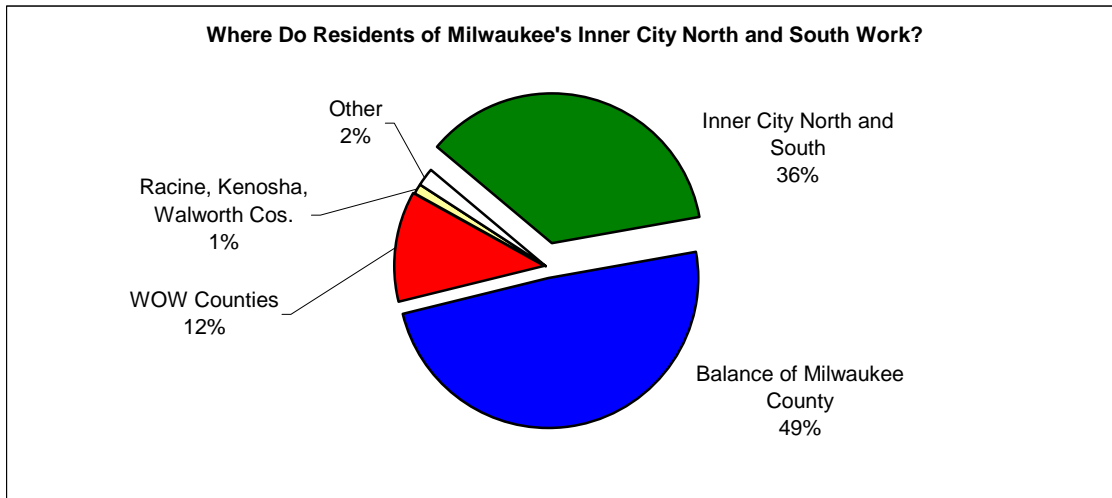
## Where Residents of Milwaukee's Inner City North and South Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

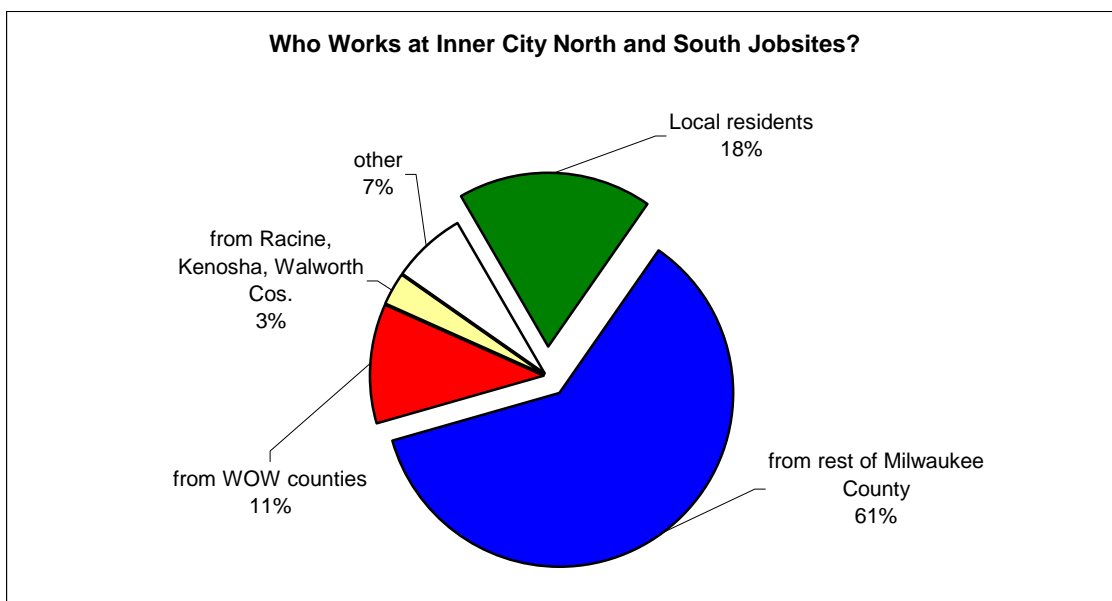


## Milwaukee's Inner City North and South

Of the 43,034 workers who live in the Inner City Milwaukee target area (PUMS #2003), only 36 percent work in the area while 15 percent work in Milwaukee's central business district and 34 percent work at jobsites in other areas of Milwaukee County. About 12 percent work outside Milwaukee County; 9 percent work in Waukesha County, 2 percent work in Ozaukee County, and only 1 percent work in the three southeast counties of Racine, Kenosha and Walworth.

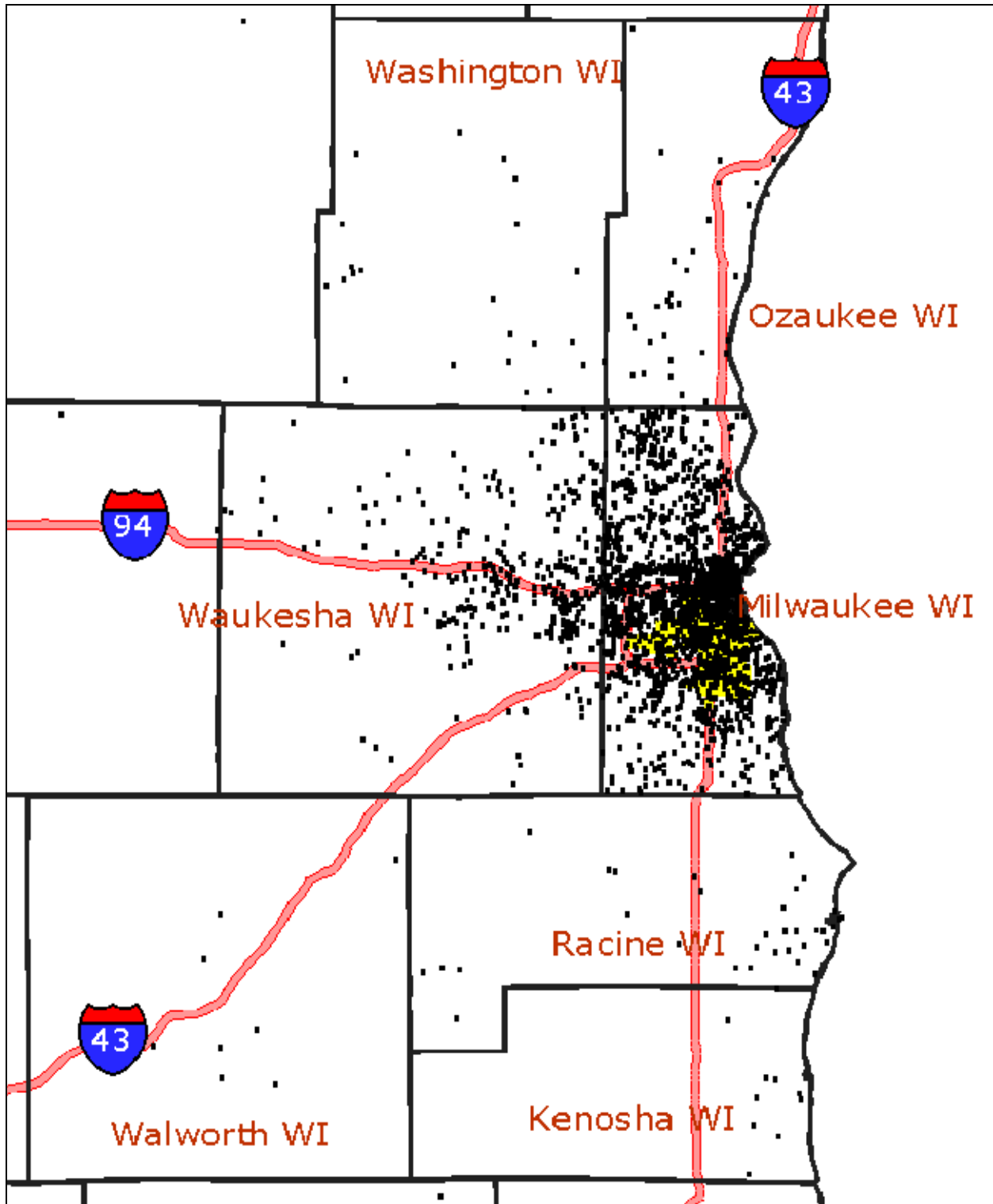


In contrast, only 18 percent of the 60,128 people who work in the neighborhoods live there. Most (61%) come from other part of Milwaukee County, 11% come from the WOW counties, and 3% come from Kenosha, Racine and Walworth counties.



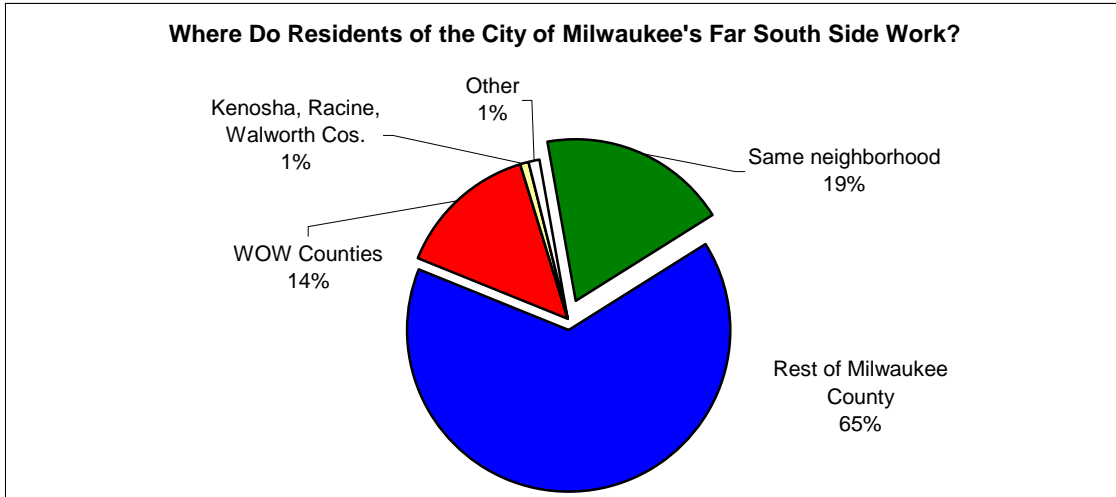
## Where Residents of Milwaukee's Far South Side Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

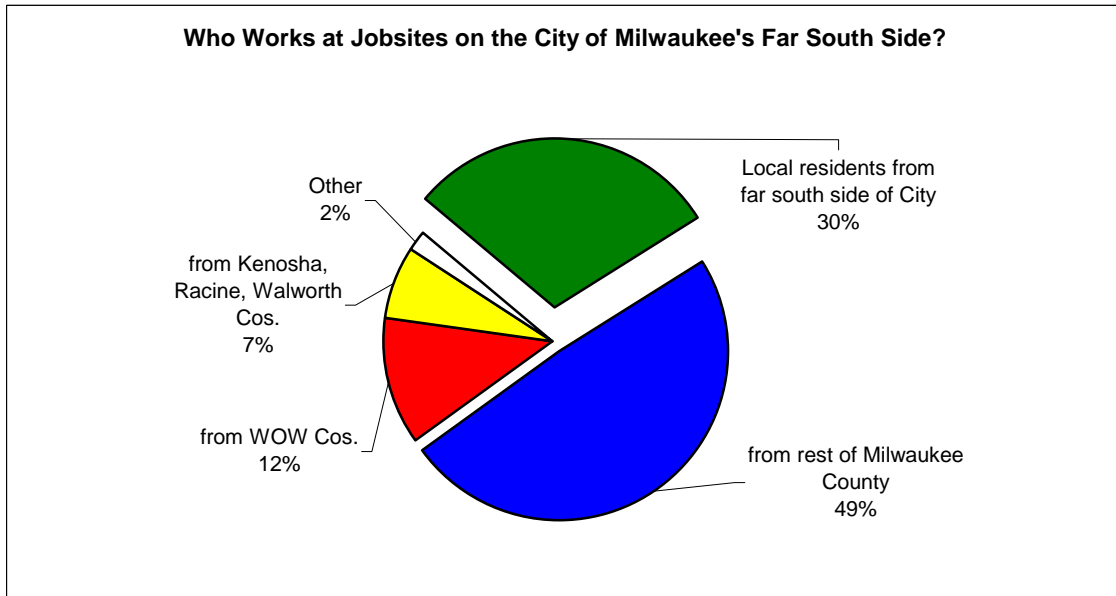


## City of Milwaukee's Far South Side

Of the 69,895 workers who live on the far south side of the City of Milwaukee (PUMS area #2004), only 19% work in the area, while 58% work in the City of Milwaukee, and 84% work in Milwaukee County. An additional 12% work in Waukesha County.

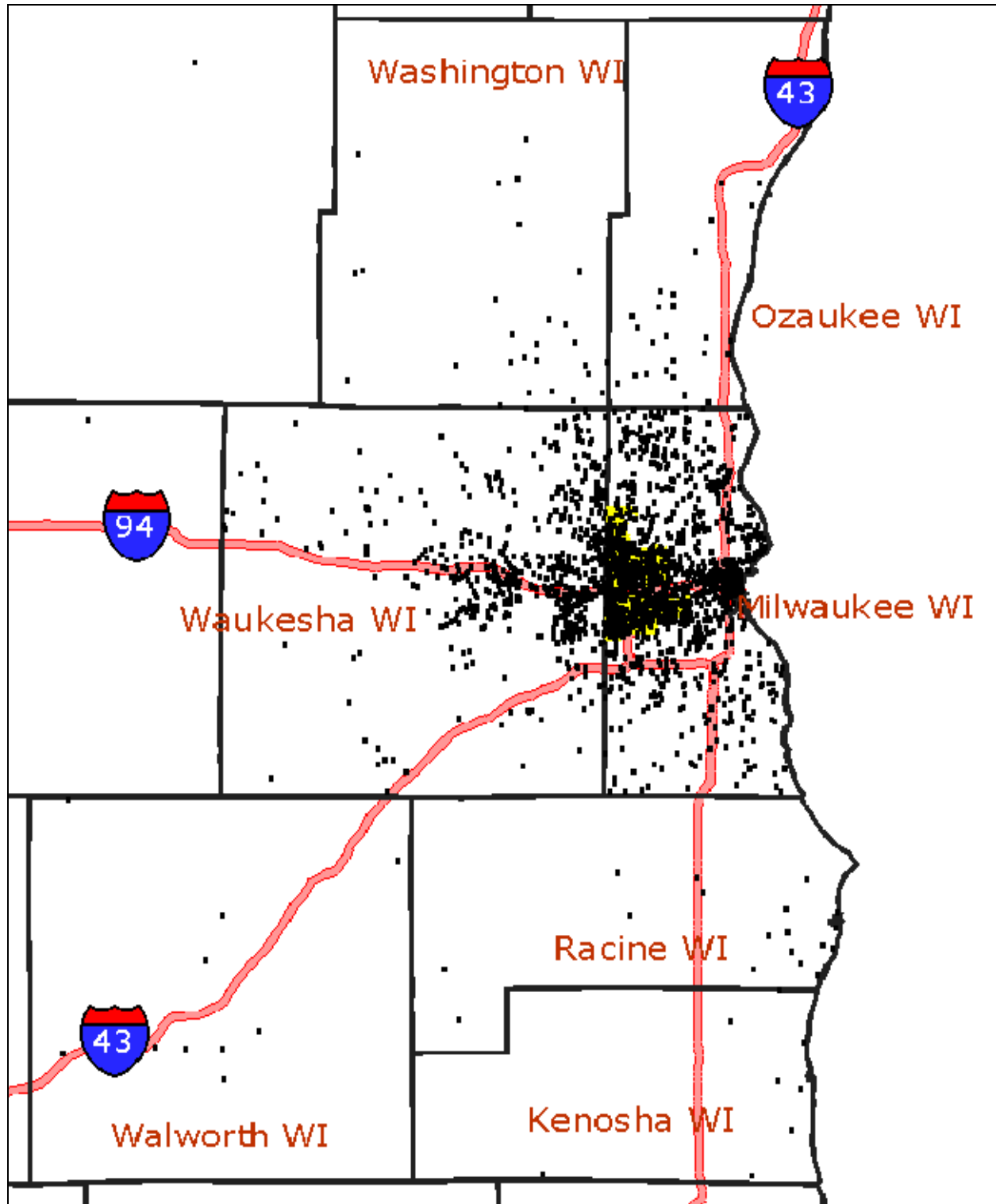


In contrast, 44,106 people worked at jobsites in the Far South Side area, of which 30% lived in the area. Another 18% came from other parts of the City of Milwaukee, and 31% came from the Milwaukee County suburbs. An additional 10% of the workers came from Waukesha County and 5% came from Racine County.



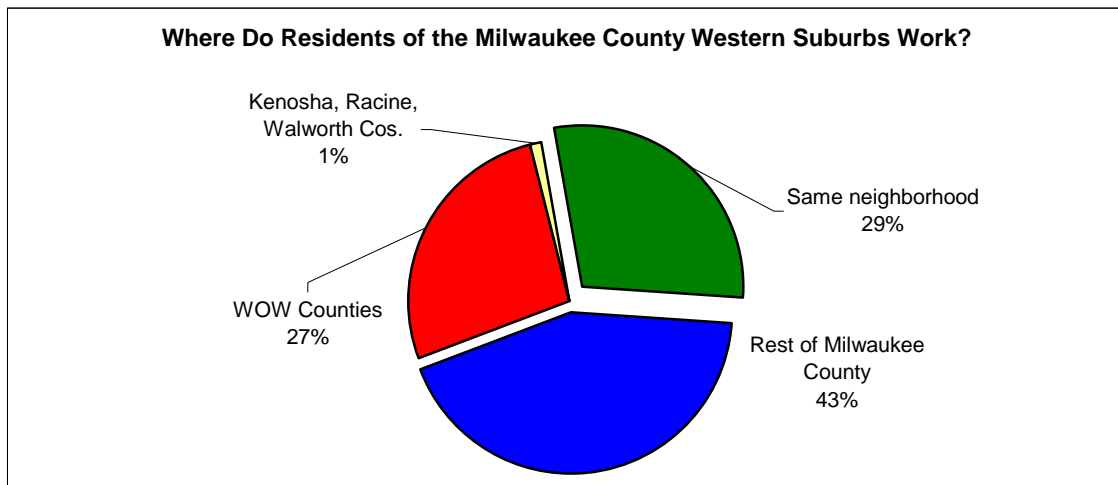
## Where Residents of Milwaukee County's Western Suburbs Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

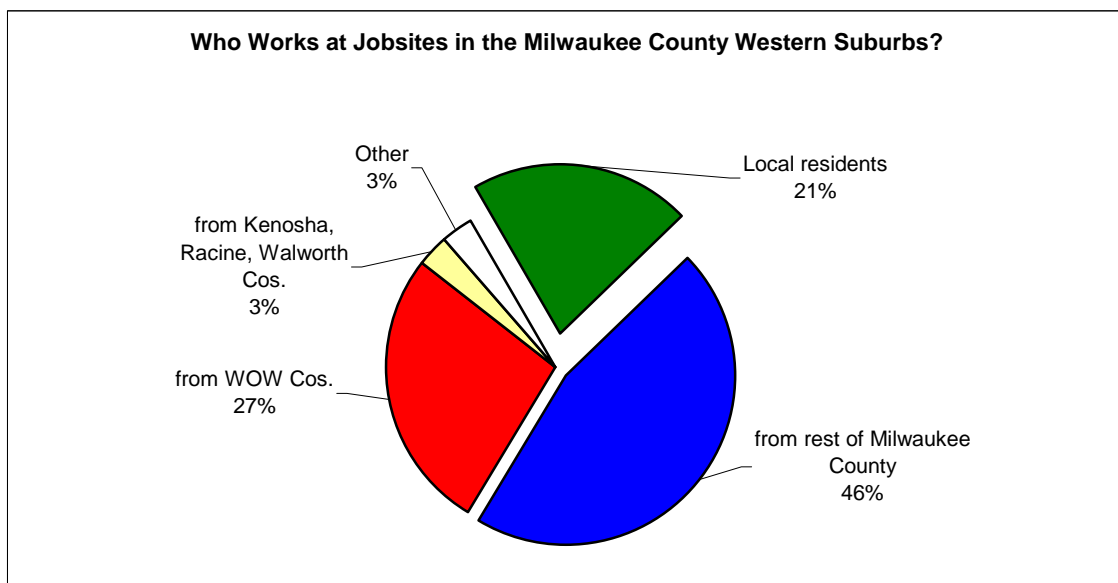


## Milwaukee County's Western Suburbs: Wauwatosa, West Allis, and West Milwaukee

Of the 57,728 workers who live in the Milwaukee County western suburbs of Wauwatosa, West Allis and West Milwaukee, 29% work in the area, 33% work in the City of Milwaukee (including 9% who work in the central business district), and 10% work in other Milwaukee County suburbs. Another additional 24% work in Waukesha County.

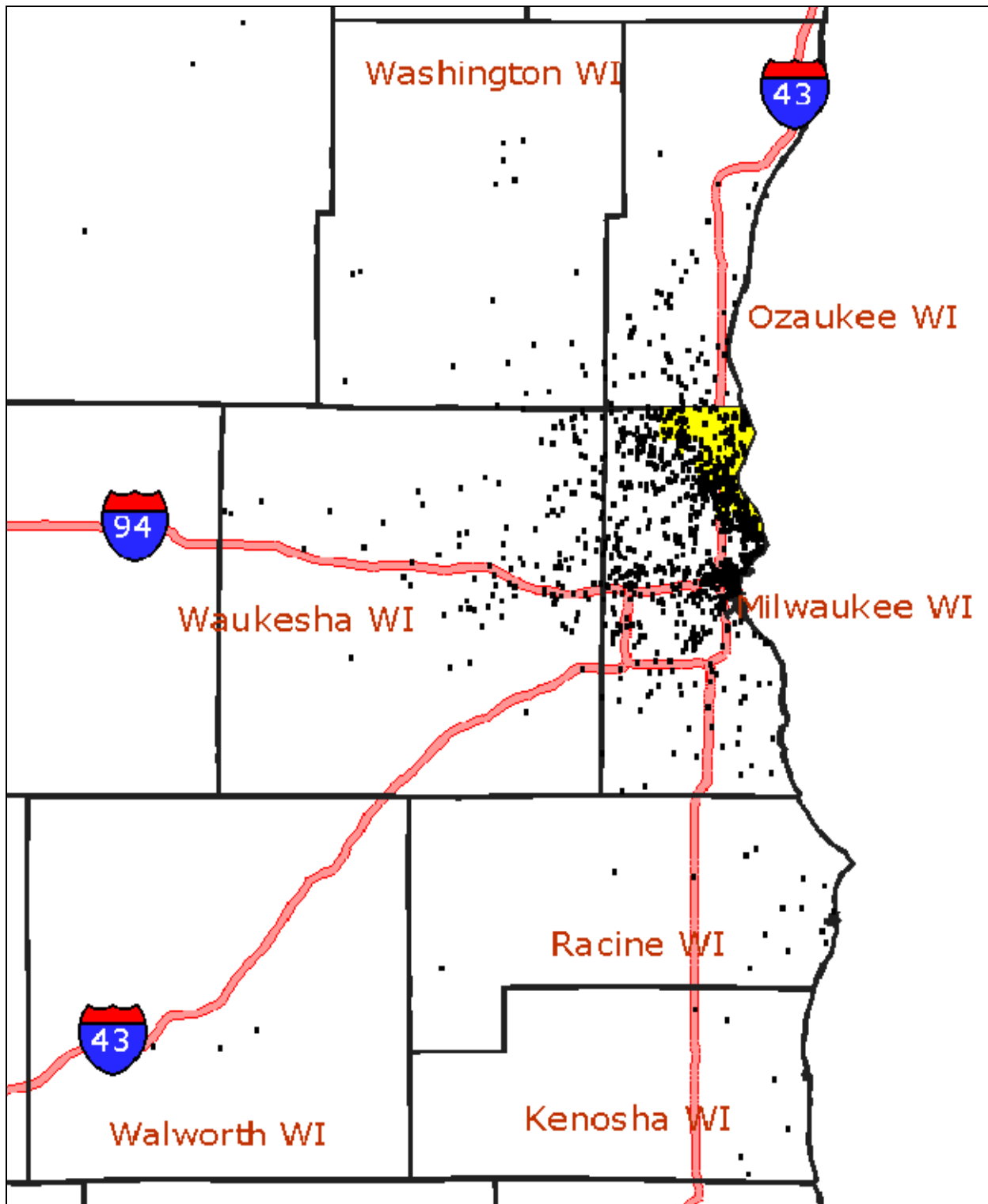


In contrast, 78,409 people worked at jobsites in Wauwatosa, West Allis and West Milwaukee, of which 21% lived in the area. Another 46% came from other parts of Milwaukee County (including 33% from the City of Milwaukee). An additional 21% of the workers came from Waukesha County and 4% from Washington County.



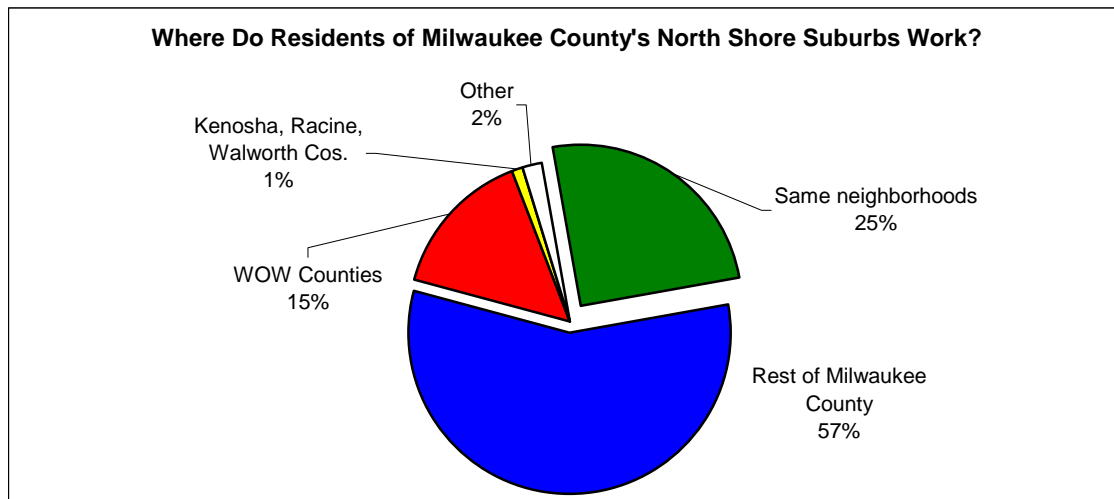
## Where Residents of Milwaukee County's North Shore Suburbs Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

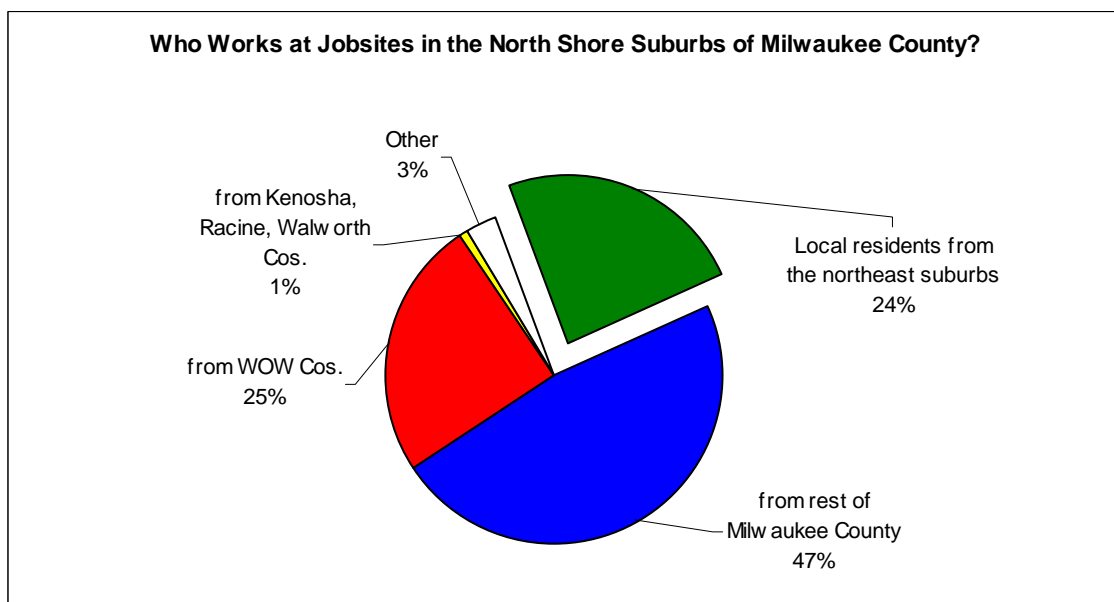


## Milwaukee County's North Shore Suburbs: Bayside, Brown Deer, Glendale, River Hills, Shorewood, and Whitefish Bay

Of the 33,748 workers who live on the north shore suburbs of Milwaukee County, only 25% work in these communities (Bayside, Brown Deer, Glendale, River Hills, Shorewood, or Whitefish Bay), while 47% work in the City of Milwaukee (including 16% who work in Milwaukee's central business district), 10% work in other suburbs of Milwaukee County, 9% work in Waukesha County, and 5% work in Ozaukee County.



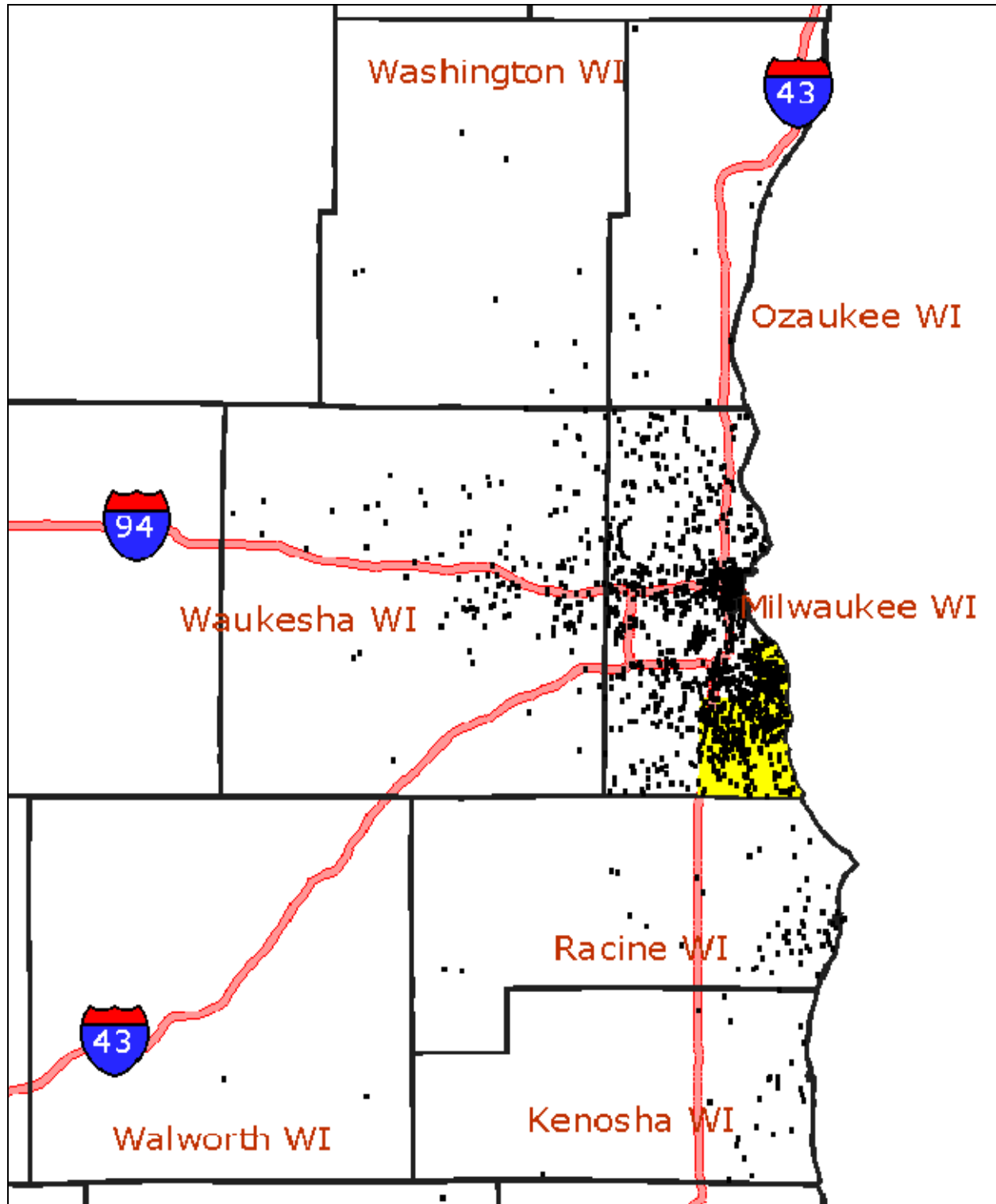
In contrast, of the 35,013 persons who work at jobsites in the north shore suburbs of Milwaukee County, only 24% live there while 36% live in the City of Milwaukee, 11% live in other Milwaukee County suburbs, 10% live in Ozaukee County, 10% live in Waukesha County, and 5% live in Washington County.





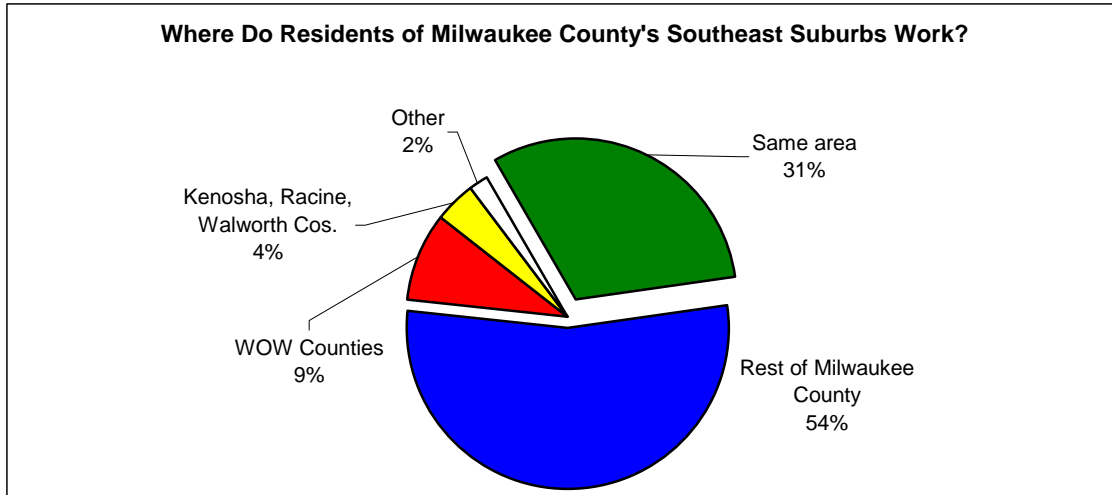
## Where Residents of Milwaukee County's Southeast Suburbs Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

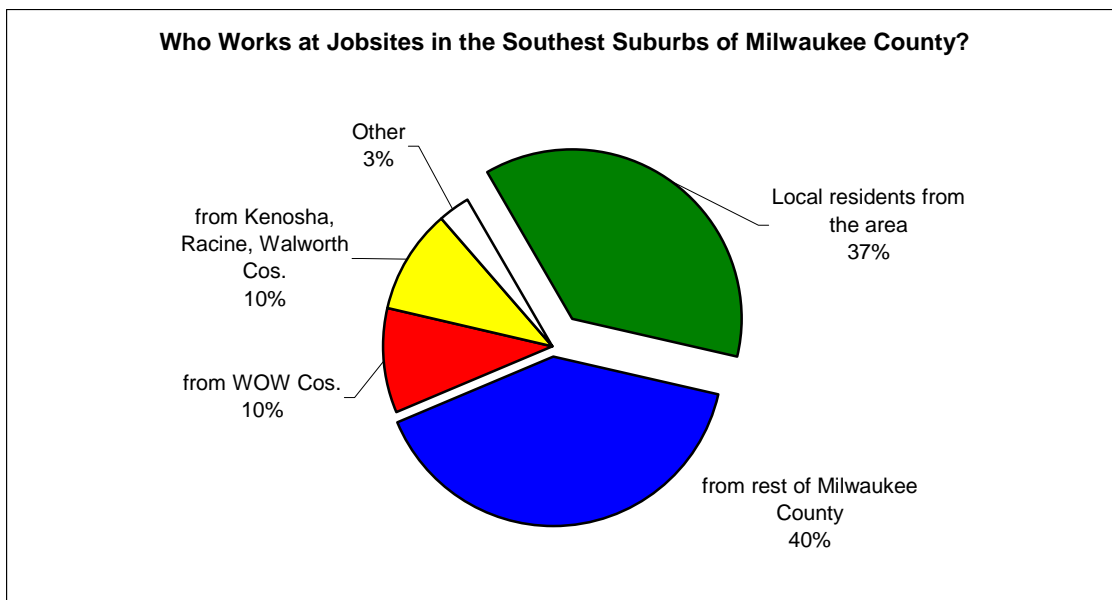


## Milwaukee County's Southeast Suburbs: Cudahy, Oak Creek, South Milwaukee, and St. Francis

Of the 40,470 resident workers who live in the southeast suburbs of Milwaukee County (i.e., Cudahy, Oak Creek, South Milwaukee, and St. Francis), 31% also work in one of these communities, while 37% work in the City of Milwaukee (including 9% who work in the central business district), 17% work in other Milwaukee County suburbs, 8% work in Waukesha County, 3% work in Racine County, and 1% work in Kenosha County.

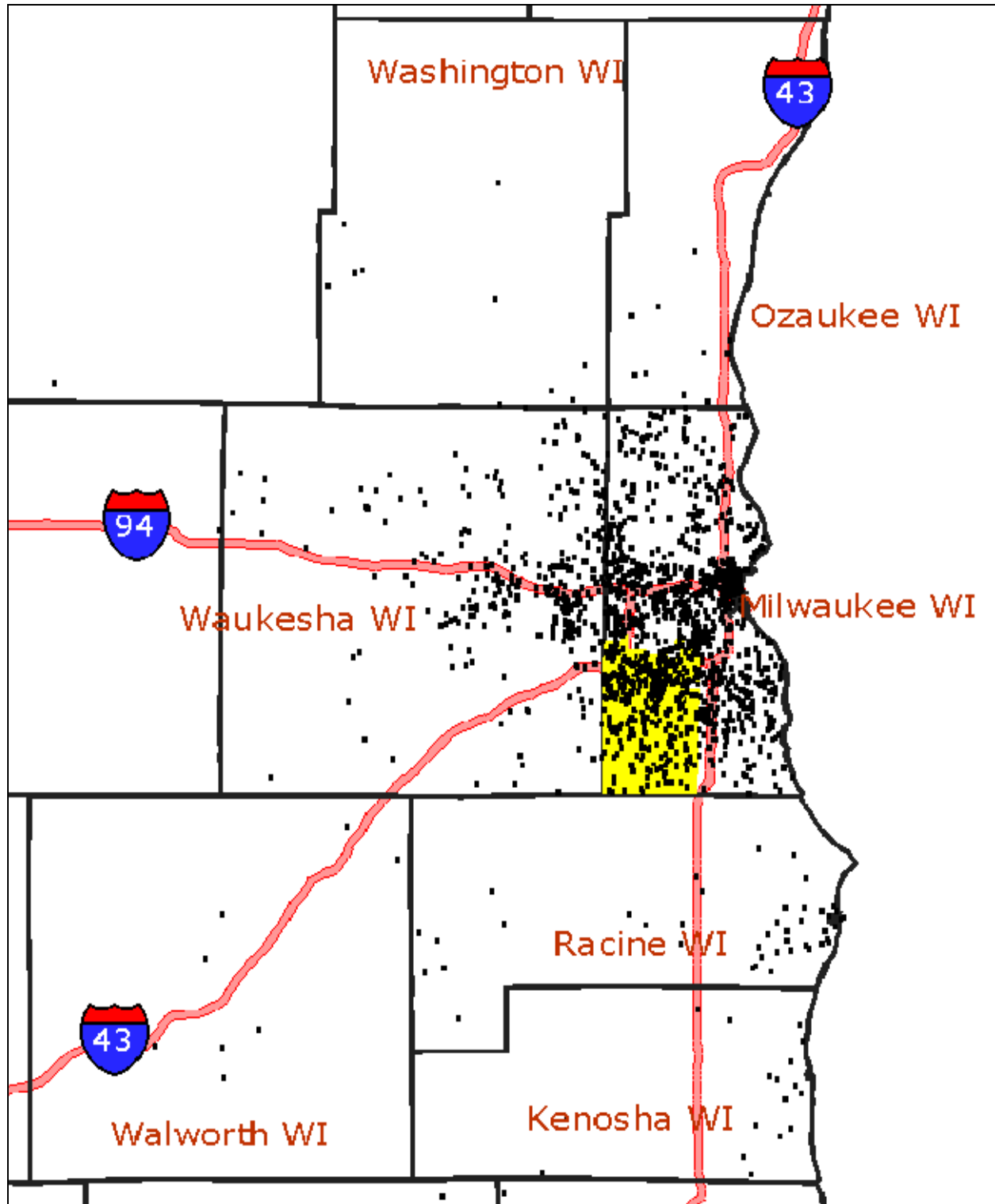


In comparison, of the 34,106 people who work at jobsites in St. Francis, Cudahy, South Milwaukee and Oak Creek, 37% also live in one of these communities, 24% are residents of the City of Milwaukee, 16% live in other Milwaukee County suburbs, 8% are from Waukesha County, and 8% are from Racine County.



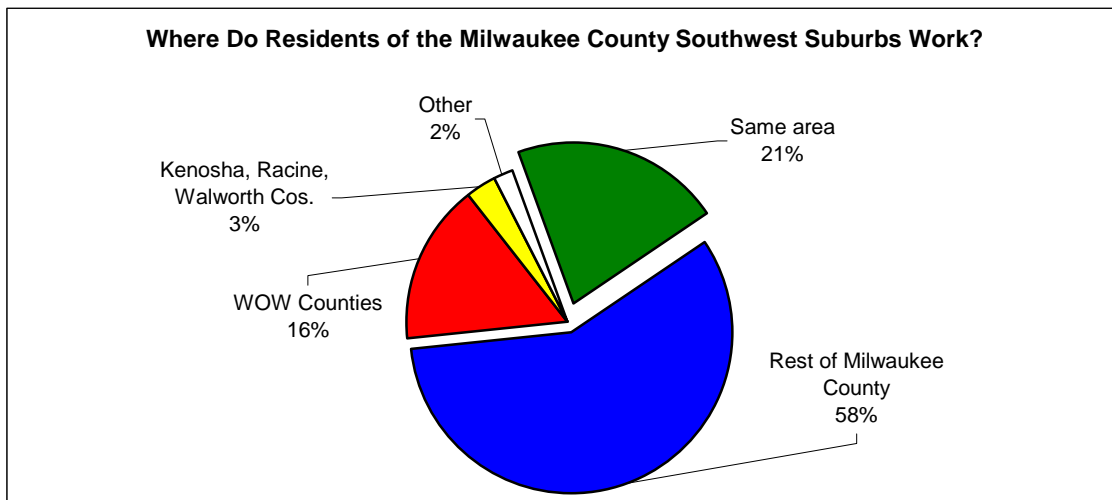
## Where Residents of Milwaukee County's Southwest Suburbs Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

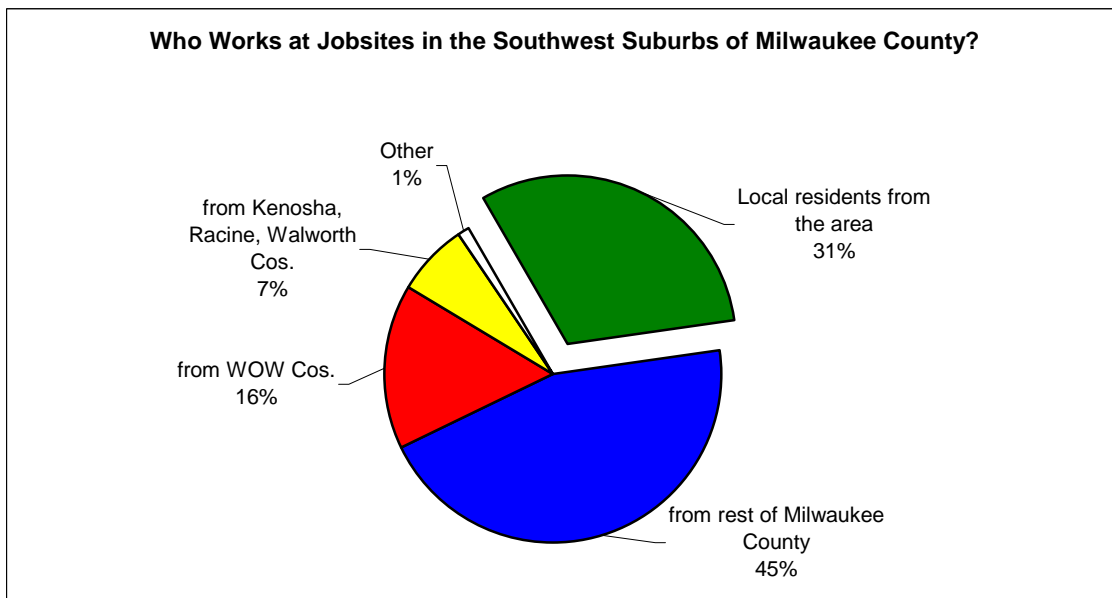


## Milwaukee County's Southwest Suburbs: Franklin, Hales Corners, Greendale, and Greenfield

Of the 45,586 workers who live in the southwest suburbs of Milwaukee County (i.e., Franklin, Hales Corners, Greendale, and Greenfield), only 21% work in the area, while 35% work in the City of Milwaukee (including 10% who work in the central business district), and 23% work in other Milwaukee County suburbs. An additional 15% work in Waukesha County.

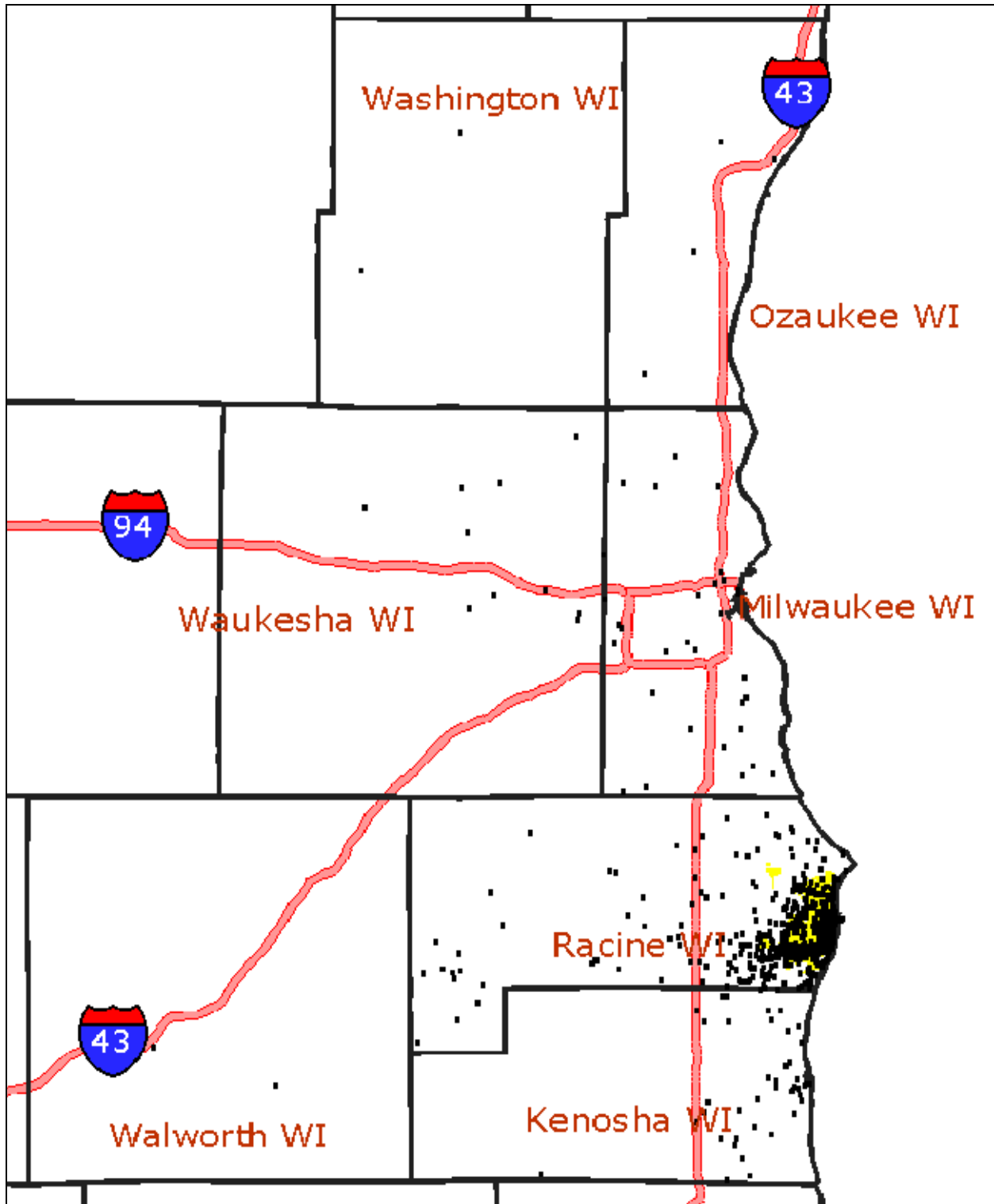


In comparison, 30,990 people worked at jobsites in the southwest suburbs, of which 31% lived in one of these communities. Another 27% of the workers came from the City of Milwaukee, and 18% came from the Milwaukee County suburbs. An additional 13% of the workers came from Waukesha County and 5% from Racine County.



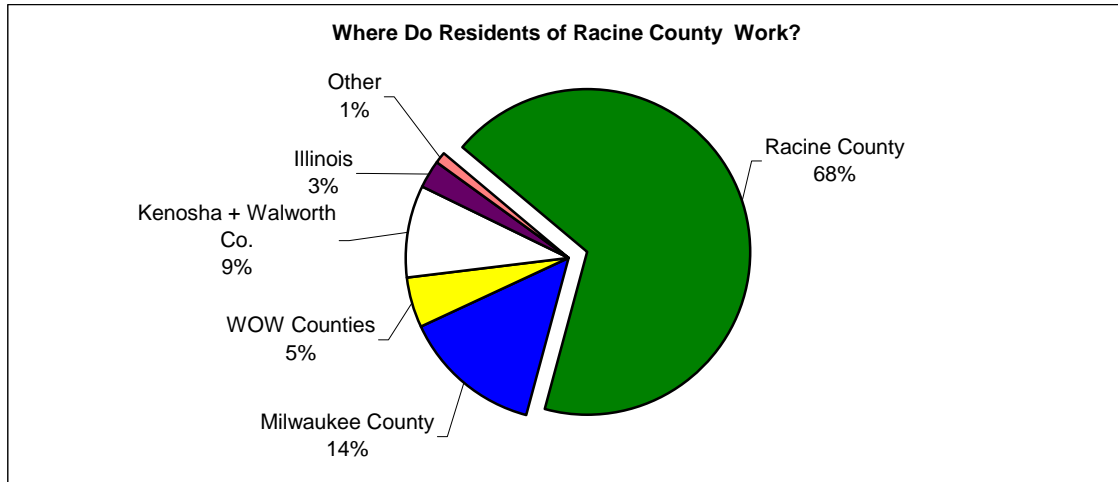
## Where Residents of the City of Racine Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

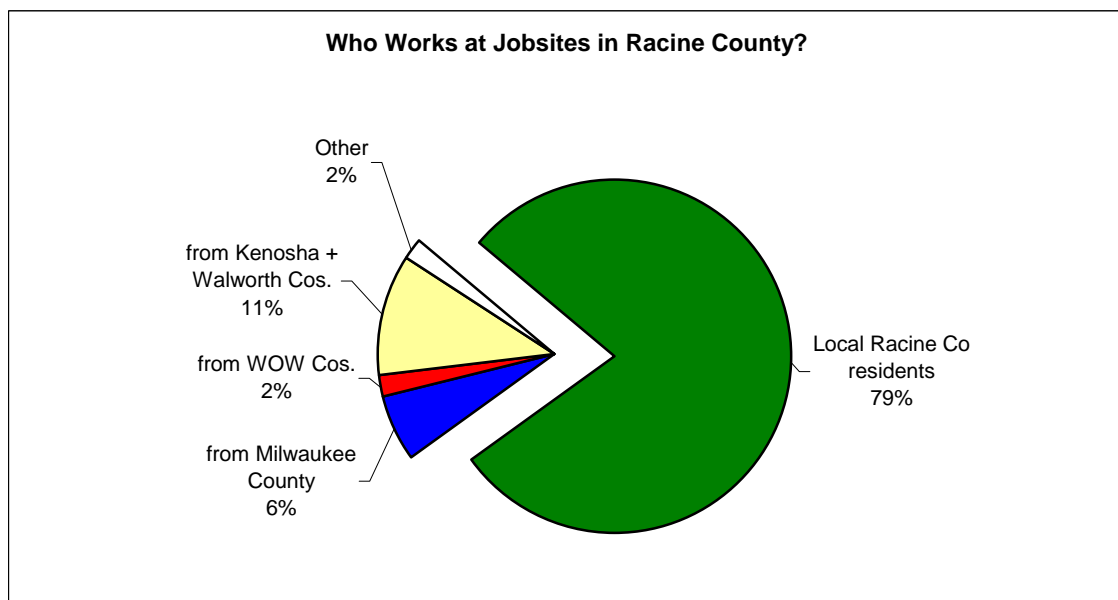


## The Racine County Labor Market

About two-thirds of the 89,468 workers who live in Racine County also work in Racine County, while 14% work in Milwaukee County, 7% in Kenosha County, and 5% in Waukesha County.

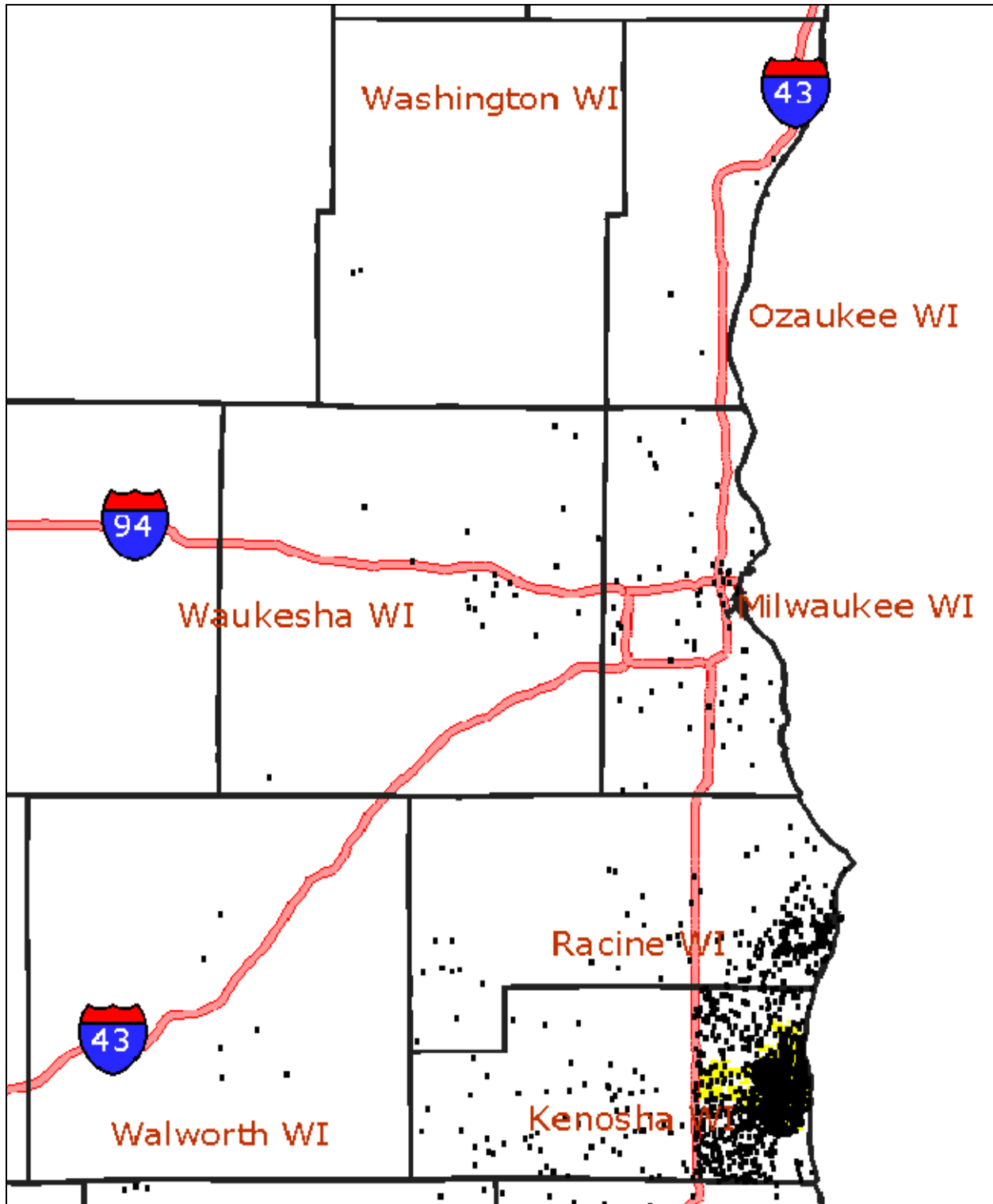


By comparison, of the 77,530 people who work in Racine County, 79% also live in the county. Most of the balance of workers come from Kenosha County (8%) and from the largely southern portion of Milwaukee County (6%).



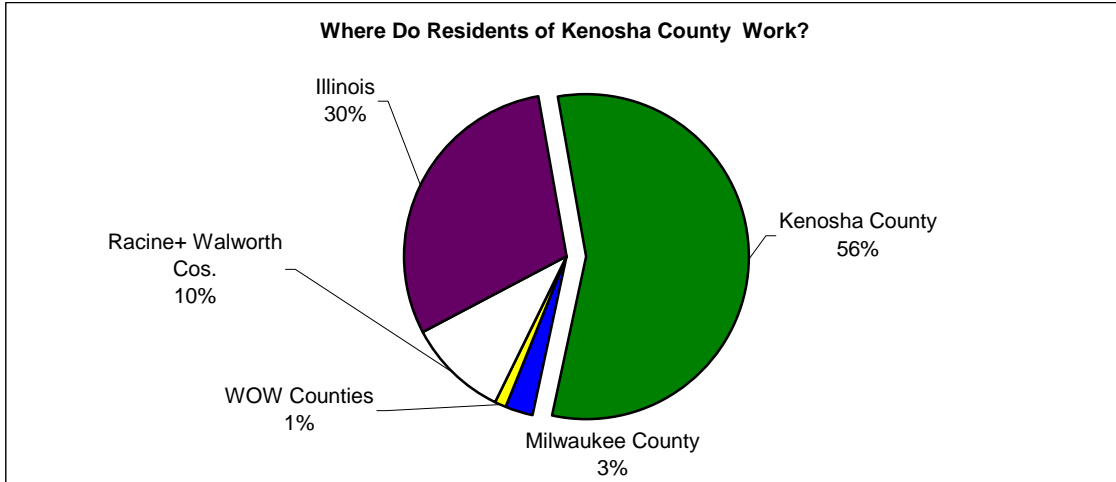
## Where Residents of the City of Kenosha Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

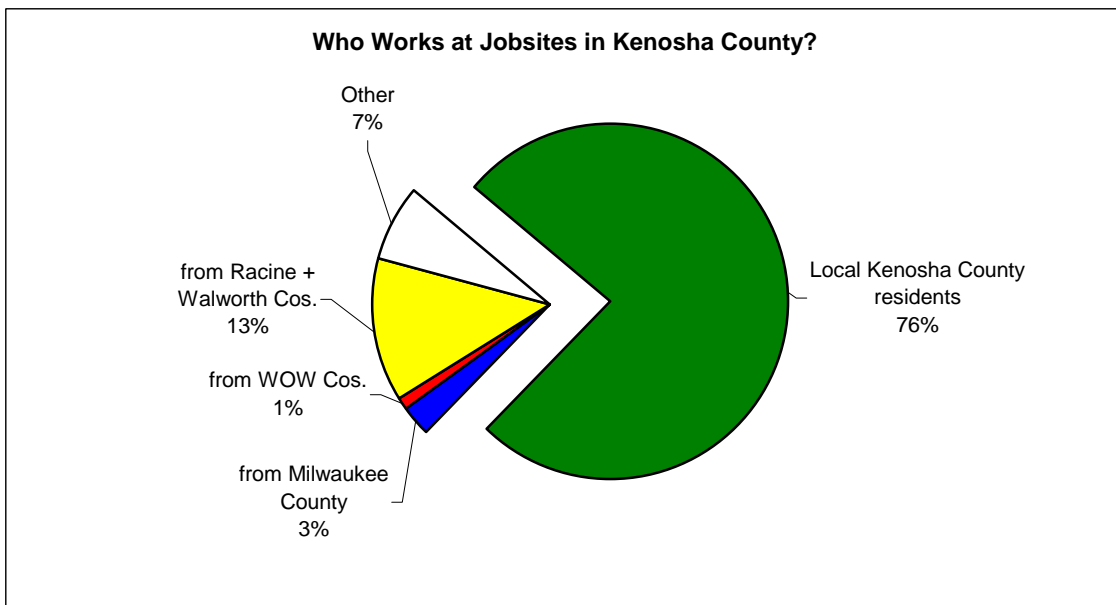


## The Kenosha County Labor Market

Of the 71,988 workers living in Kenosha County, 56% work in the same county, while 30% work in Illinois. Another 9% work in Racine County and 3% work in Milwaukee County.



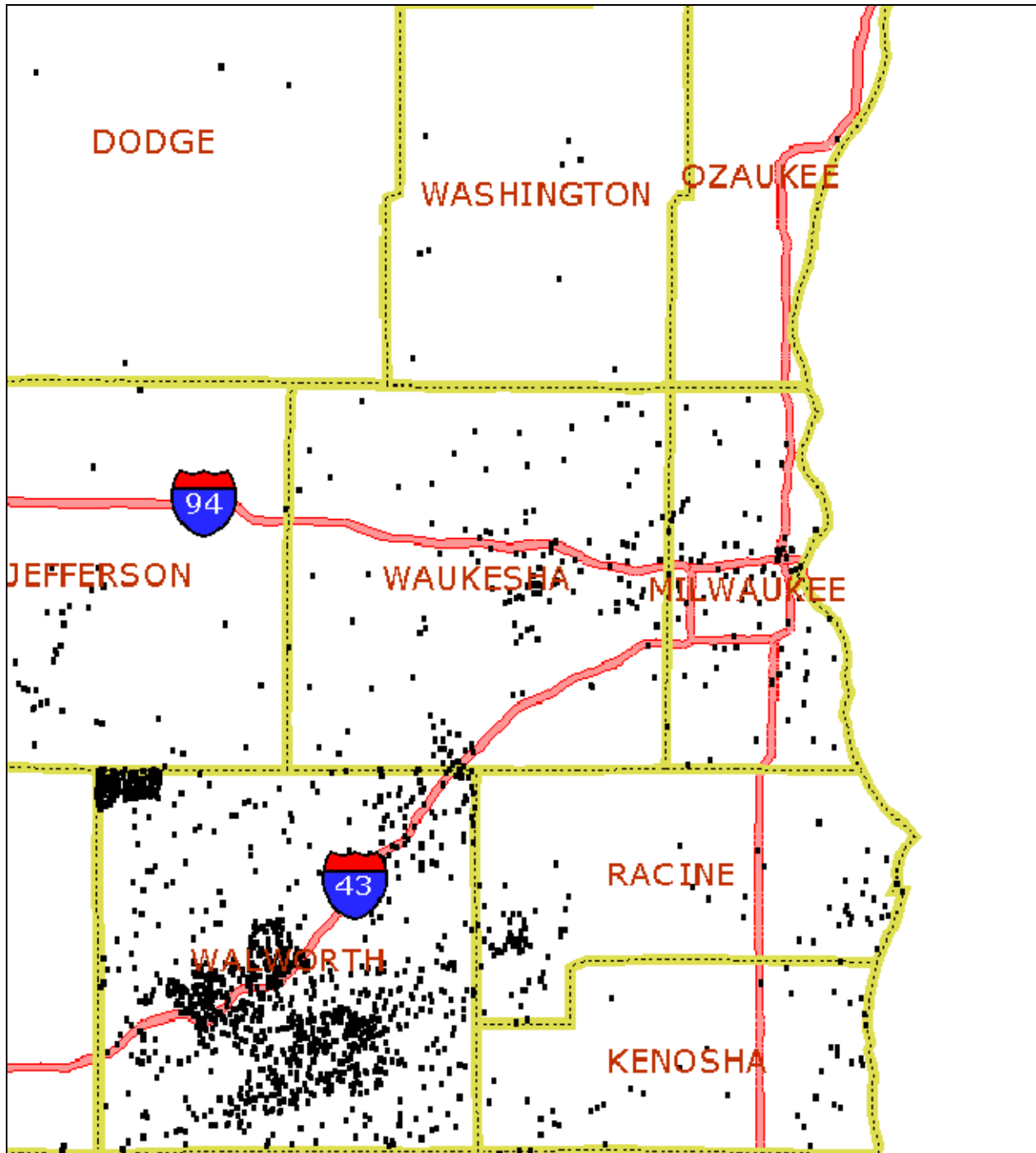
By comparison, most (76%) of the 52,892 people working at jobsites in Kenosha County also live in the county. The balance of workers live in Racine County (11%), Illinois (7%), Milwaukee County (3%), Walworth County (2%), and Waukesha County (1%).





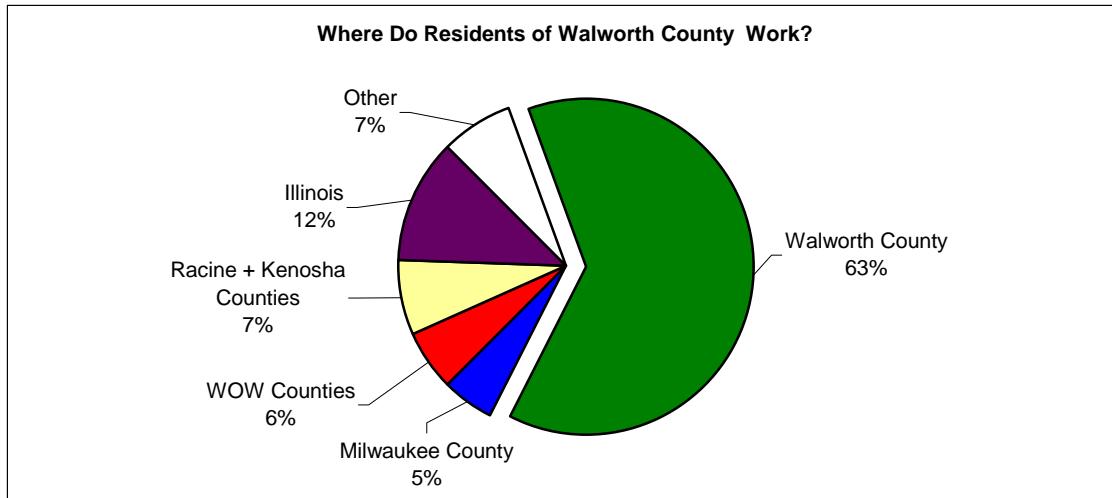
## Where Residents of Walworth County Work

(1 square = 25 workers. Squares are distributed randomly within census tracts and do not show the exact work address of individual workers.)

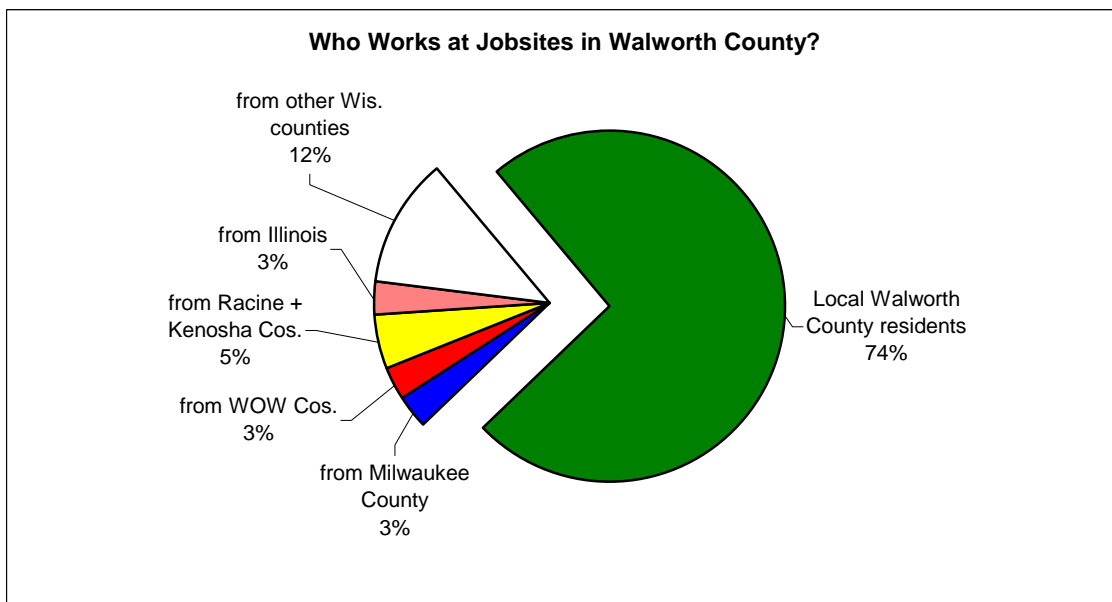


## The Walworth County Labor Market

Of the 48,100 Walworth County workers living in the county, 63% work in the county, and 13% work in Illinois. Another 6% work in Waukesha County, 5% work in Racine County, and 5% work in Milwaukee County.



By comparison, an estimated 41,248 people work in Walworth County. Almost three-fourths of these workers (74%) are residents of Walworth County, 4% are from Racine County, 3% are from Waukesha County, and 3% commute from Illinois.



## APPENDICES

Appendix A: Background on the Milwaukee Job Vacancy Survey

Appendix B: Background on the U.S. Census Transportation Planning Package

Appendix C: Regional Job Openings Survey Instrument

## Appendix A

### 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 and by the Helen Bader Foundation. The job vacancy survey design, sampling, methodology, weighting, survey administration, and data verification procedures used for this study are described in the eighty-page paper, Surveying Job Vacancies in Local Labor Markets: A How-To Manual, prepared by the University of Wisconsin-Milwaukee Employment and Training Institute for the U.S. Department of Labor and available on the Internet at [www.eti.uwm.edu/manual.htm](http://www.eti.uwm.edu/manual.htm). For the May 2006 job openings survey a total of 3,312 employers in the seven-county region, or 55 percent of the sample, responded to the survey. Note: For tables presented in this report totals may vary by subanalysis due to weighting procedures used and the extent of missing data for the category analyzed.

### *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 reinstituted 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.

## Appendix B

### Background on the Census 2000 Place-of-Work Tables

The Census Transportation Planning Package (CTPP) is a special tabulation available for the 1990 and 2000 censuses, offering special tabulations of census data tailored to meet the data needs of transportation planners nationwide. The 2000 CTPP was sponsored by the state and federal departments of transportation. The University of Wisconsin-Milwaukee Employment and Training Institute has focused on the CTPP 2000 place-of-work data from the perspective of central city neighborhoods seeking greater business and employment opportunities for their residents and job planners analyzing labor markets within the Milwaukee Region. Using data files released in 2004 and 2005, ETI developed three sets of drill down reports: Business Place-of-Work Drill Downs, Employer Diversity Drill Downs, and Neighborhood Workforce Drill Downs. These drill down reports are now available free from the Employment and Training Institute website (at [www.eti.uwm.edu](http://www.eti.uwm.edu)) for all census tracts in the U.S.

*Most of the definitions and description of methodology reported here are excerpted from the “Census Transportation Planning Package 2000 Definition of Subject Characteristics,” posted at [www.mtc.ca.gov/maps\\_and\\_data/datamart/census/ctpp2000/CTPP\\_TechDoc.pdf](http://www.mtc.ca.gov/maps_and_data/datamart/census/ctpp2000/CTPP_TechDoc.pdf). See also, [www.fhwa.dot.gov/ctpp/about.htm](http://www.fhwa.dot.gov/ctpp/about.htm) and [www.census.gov](http://www.census.gov).*

### Census Data Tabulations

The CTPP2000 includes a series of tabulations for various levels of geography, including state, county, place, census tract and block group, and traffic analysis zone (TAZ). The tables in the CTPP relate social and demographic characteristics of persons, households, and workers to their journey-to-work characteristics, such as travel time and travel mode to work. Three types of data tabulations are provided in the CTPP:

- **Place of residence** tables show the number and characteristics of housing units, persons, and workers who live in each geographic area.
- **Place of work** tables show the number and characteristics of persons who work in each geographic area (regardless of where they live).
- **Commuter flow** tables show the number and characteristics of persons in each worktrip origin-destination pair of geographic areas.

The three types of data tabulations are produced for a full range of areas in the geographic hierarchy. Summary levels include state, county, minor civil division, and place. At the detailed geographic level, data are available at the census tract level and for participating states, at the block group and/or traffic analysis zone level.

The data on workers in CTPP 2000 are drawn from answers to questions 21, 22, 27, 28 and 29 of the Census 2000 long-form questionnaire, mailed to one in six U.S. households. (The long form questionnaire is available at: [www.census.gov/dmd/www/pdf/d02p.pdf](http://www.census.gov/dmd/www/pdf/d02p.pdf).) Data were tabulated for workers 16 years old and over who were at work during the week prior to when the questionnaire was filled out. This large sample is used to estimate totals for the entire population.

## Rounding Used in the CTPP 2000 Data

The estimates of workers in the CTPP 2000 tabulations have been rounded for each reported cell. Values from 1 thru 7 were rounded to 4. Values of 8 or greater were rounded to the nearest multiple of 5, unless the estimate already ended in 5 or 0, in which case it was not changed. As a result, estimates derived from these files may not be identical to comparable figures contained in other census products. The greater the number of records from these files that are summed for comparison purposes, the more rounding errors there may be and the greater the difference between the estimates from different sources may be.

## Definition of Workers

In the special tabulations, **workers** are defined as people 16 years and older who were employed and at work during the Census reference week. This is the week prior to when the questionnaire was filled out, for most people the week ending with April 1, 2000. Workers include both civilians and people in the Armed Forces, and part-time workers as well as full-time. People who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons are not included in the place-of-work data.

If a worker held two jobs, only data about the primary job (the one where the person worked the most hours during the preceding week) was requested. People who regularly worked in several locations during the reference week were requested to give the address at which they began work each day. For cases in which daily work was not begun at a central place each day, the person was asked to provide as much information as possible to describe the area in which he or she worked most during the reference week.

## CTPP Workers-at-Work Compared to Other Employment Estimates

Counts of workers-at-work obtained from CTPP 2000 will differ from other employment data sources. **While examining CTPP worker counts against other data sources, note that total jobs and total employment in each geographical area will be HIGHER than CTPP worker counts.** The number of workers shown in CTPP Part 2 will be approximately 91 to 93 percent of the number of jobs counted by establishment inventories. (See the CTPP Status Report, July 2003 at [www.fhwa.dot.gov/ctpp/sr0503.htm](http://www.fhwa.dot.gov/ctpp/sr0503.htm).) There are several reasons for differences between worker counts and total jobs:

1. Census 2000 counts employed persons, not jobs. For persons with more than one job, characteristics on only the principal job are collected. Nationally, about 6 percent of workers have second jobs.
2. CTPP 2000 reports only those workers who were **at work** during the reference week. About 2 percent of employed workers are absent who are from work in any given week. The Census Bureau also notes that people who had irregular, casual, or unstructured jobs during the reference week may have erroneously reported themselves as not working.
3. CTPP includes full-time and part-time workers, of all classes (wage and salary, self-employed, private or public). By contrast, most other employment data sources count jobs. Some sources omit persons who are self-employed, some count only wage and salary jobs, and some exclude most public sector jobs.
4. Because the decennial census questions on employment are designed to capture the workplace at which the respondent worked the most hours, workers who worked two or more jobs are captured at only one of their workplaces. The local effect is that CTPP data may show substantially fewer workers in those areas/zones where second jobs and part-time employment are more the norm. Examples of such areas include:

- Areas where retail trade and similar service industries are predominant.
  - Colleges and university areas. Typically, colleges/universities employ considerable numbers of part-time adjunct teachers, a trend that increased during the 1990s. Therefore, census tracts or traffic analysis zones (TAZs) with colleges and universities may reflect lower worker totals than the institution's own figures.
5. Multi-site businesses and some job types are not reported consistently by employers or employees, and as a result are difficult to geocode and likely to show variability from one source to another. In business and establishment surveys, companies with more than one work location may still report all their workers at a single location, typically a corporate office building. The state unemployment insurance agencies that maintain ES-202 files vary in their efforts to distribute job counts to the company's individual work locations.
  6. While most workers have only a single work location, there are industries where the majority of jobs do not follow this pattern. Some people will give the address of their current assignment, some will give the headquarters' address appearing on their mail or paycheck, and some may give no answer.



# 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. **Survey of Job Openings in the Milwaukee Metropolitan Area: Week of May 24, 2006** prepared for the Private Industry Council of Milwaukee County.
2. **Who Gets Construction Jobs and Where? and Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area** (prepared with the NAACP) track recent trends in the employment of skilled construction trade workers by race/ethnicity, gender, and worksite location.
3. **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.
4. **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.
5. **Meeting Present and Future Demand for Nursing and Teaching Professionals in Metro Milwaukee.**
6. **Planning Document for Employers: Changing Demographics of the Milwaukee Metro Labor Force.**
7. **ETI Drill Downs Mapping Employment Integration and Assessing Workforce Diversity at Government Worksites in the Milwaukee Metro Area.**
8. **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.
9. **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.
10. **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 7-county Milwaukee Region free from its interactive website at [www.eti.uwm.edu/drilldowns](http://www.eti.uwm.edu/drilldowns). Drilldowns are available for business development efforts for each census tract (or combination of tracts) in the U.S.



- **Business Place-of-Work Drill Downs.** Describe 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 (by industry, occupation, and type of employer), earnings of workers (by race and age), and workers' poverty status by 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.** Estimate the difference between the purchasing power of residents in each urban census tract and total retail sales.

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