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Workforce and Transportation Drill Downs of HUD Renewal Communities, Empowerment Zones, and Community Development Block Grant Neighborhoods:

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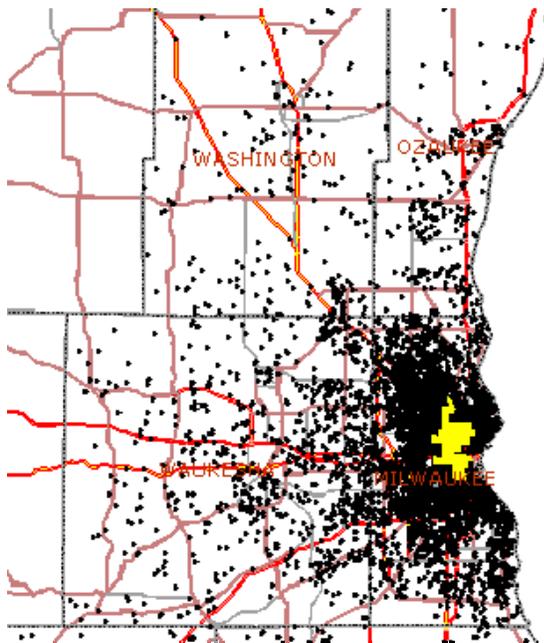
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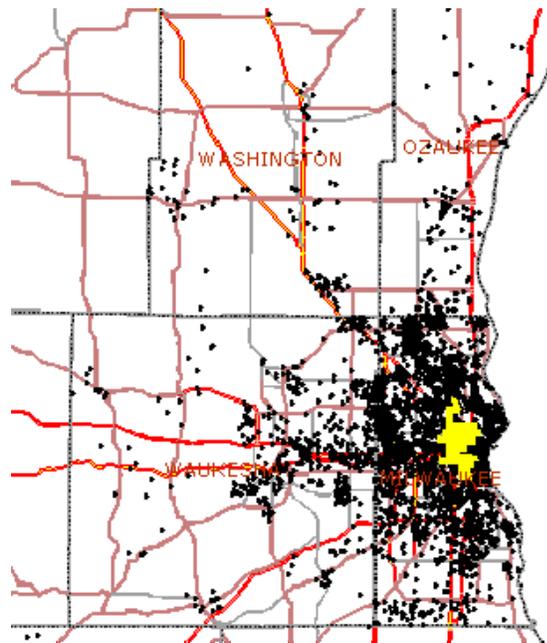
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How to Use Special Census Tabulations for Workforce and Transportation Drill Downs of HUD Renewal Communities, Empowerment Zones, and Community Development Block Grant Neighborhoods

Drill Downs for the Milwaukee Renewal Community



Residence of Workers Commuting Into the Renewal Community



Work Location of Renewal Community Residents Commuting Out of Their Neighborhood

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April 2005

How to Use Special Census Tabulations for Workforce and Transportation Drill Downs for HUD Renewal Communities, Empowerment Zones, and Community Development Block Grant Neighborhoods

The U.S. Department of Housing and Urban Development (HUD) Renewal Community (RC) and Empowerment Zone (EZ) projects across the United States are attempting to expand employment in targeted urban and rural communities through the use of a variety of tax incentives and other business-related economic development and workforce initiatives. Businesses operating in, and hiring residents of, these areas can claim tax incentives. This paper presents a variety of newly released census data products to address the planning and implementation of renewal community initiatives and other related efforts to attract business and employment to low-income neighborhoods.

The University of Wisconsin Milwaukee-Employment and Training Institute has previously examined the purchasing power and workforce opportunities in dense urban neighborhoods and the damage caused by marketing companies' false and damaging stereotypical portrayals of these communities. The relative advantages of these dense urban neighborhoods can now be examined using a unique application of recently released census place-of-work data bases to:

- Display and assess business activity at a neighborhood tract and sometimes block group level.
- Display the labor market for residents.
- Examine the characteristics of people who work in targeted neighborhoods.
- Examine where workers who live in targeted neighborhoods work.
- Assess the mismatch by industry and occupation of those working in an area to those living in the same area, by industry.
- Display retail activity compared to population density and purchasing power.
- Describe transportation mismatches and labor exchange issues.

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. The UWM Employment and Training Institute drill downs compiled the recently released Census data to identify business and employment opportunities in neighborhoods in Milwaukee and throughout the nation.

Acknowledgments

The Employment and Training Institute drill down reports were supported by funding from the University of Wisconsin-Milwaukee (UWM), Milwaukee Department of City Development, Milwaukee Economic Development Corporation, Southern University at New Orleans, Helen Bader Foundation, and The Brookings Institution. The drill downs were developed by John Pawasarat, director of the Employment and Training Institute; Lois Quinn, senior scientist with the Institute; and Frank Stetzer, Senior Information Processing Consultant with UWM Information and Media Technologies. For more information, contact John Pawasarat, Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Email: eti@uwm.edu. Phone 414-227-3380. Milwaukee Drill photos are courtesy of Milwaukee Electric Tool Corporation.



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Drill Down Application for the Milwaukee Renewal Community

In the past, descriptions of business activity in HUD Community Renewal areas have been difficult to assess at a geographic level necessary for planning and implementation purposes. This place-of-work and transportation analysis offers a first-time examination of existing jobs in the Renewal Community area, the location of jobs held by central city workers, and an analysis of commuters coming to the Community Renewal area. The report focuses on the Renewal Community in the City of Milwaukee and provides a template for analysis of targeted neighborhoods in other communities.

The place-of-work data are based on responses to the Census long-form questionnaire, provided to 1 in 6 households. 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. Cell totals may differ between tables depending on the weighting and rounding procedures used by the Census Bureau for each data file. See the Methodology section (pp. 31-43) for definitions of variables used, descriptions of methodology, and rules for rounding cells and totals.

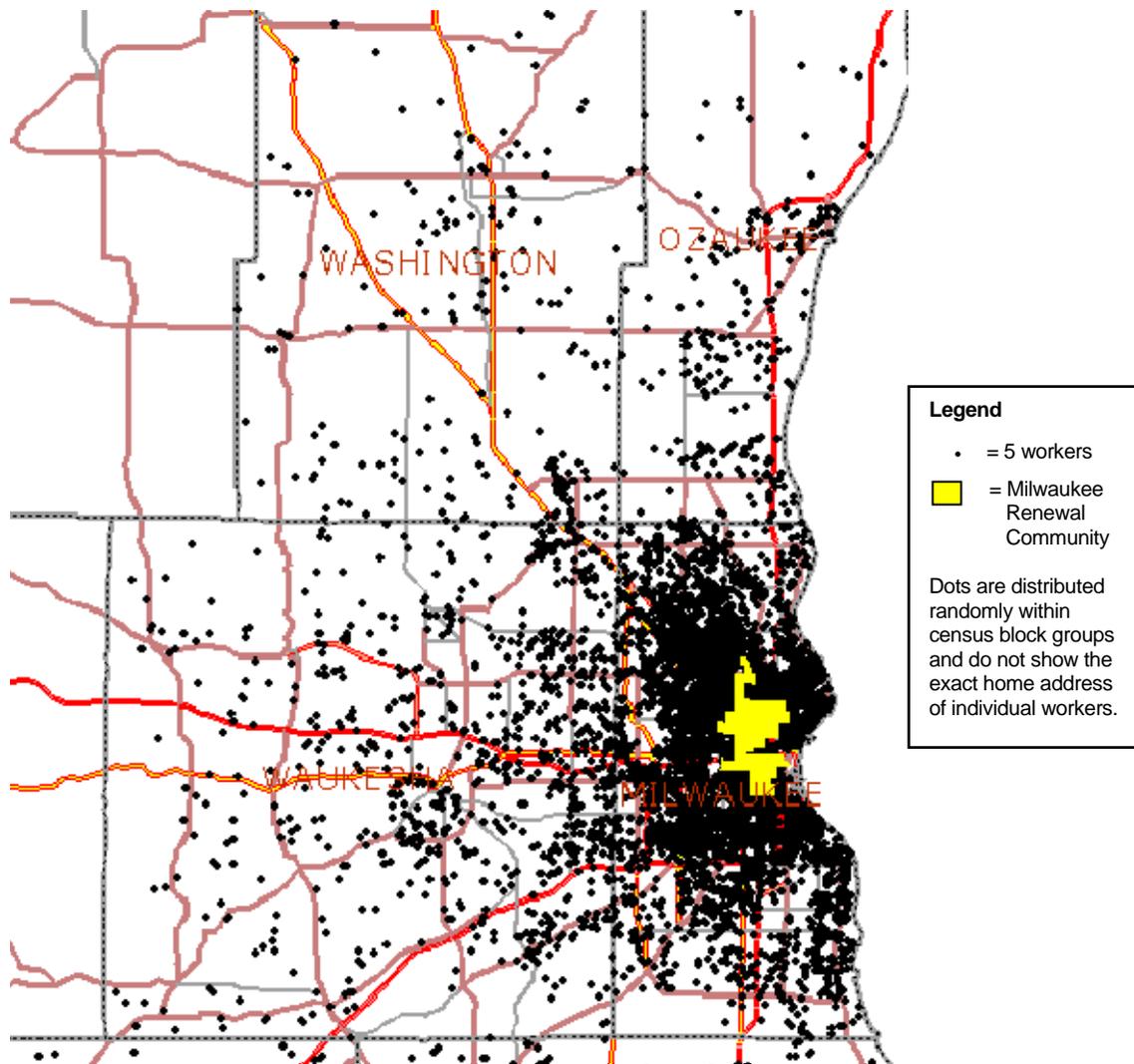
I. Overview of Business Activities in the Milwaukee Renewal Community Area

The newly released Census 2000 place-of-work and commuter flow data was examined for the 52 census tracts in the Milwaukee Renewal Community. The analysis focused on jobs in the Renewal Community (held by both residents and non-residents) as well as jobs held by resident workers (whether these workers were employed inside or outside of the RC designated area).

- A total of 39,909 jobs were located in the 10.4 square miles (52 census tracts) of the Milwaukee Renewal Community area at the time of the 2000 Census.
- The jobs in the Renewal Community were most heavily concentrated in the education, health and social services sectors (with 10,834 jobs in 2000). The Marquette University and Aurora Sinai Medical Center areas accounted for 4,400, or 41% of these jobs.
- Jobs with manufacturing firms (8,664 of jobs) and transportation/warehousing/utilities employers (4,572 jobs) made up a third (33%) of employment in the Renewal Community area and almost half (46%) of jobs with private employers.
- Manufacturing jobs were heavily concentrated in the Menomonee Valley (37% of manufacturing jobs) and in the North 35th Street to North 27th Street industrial areas where the Master Lock neighborhood (with 1,250 jobs, or 14% of manufacturing jobs) and the Tower Automotive neighborhood (with 2,605 jobs, or 30% of manufacturing jobs) are located.
- Jobs with local, federal and state government made up 18% (7,221 jobs) of employment in the Renewal Community area.
- The Census data reported 5,900 local residents working in the Renewal Community. Residents make up 15% of the workforce employed in the Renewal Community, with over 33,000 non-residents commuting into the area for work from throughout the metro area. In addition to high concentrations of workers commuting into the Renewal Community from the City of Milwaukee and Milwaukee County suburbs, commuters also came from throughout Waukesha, Washington, and Ozaukee Counties.



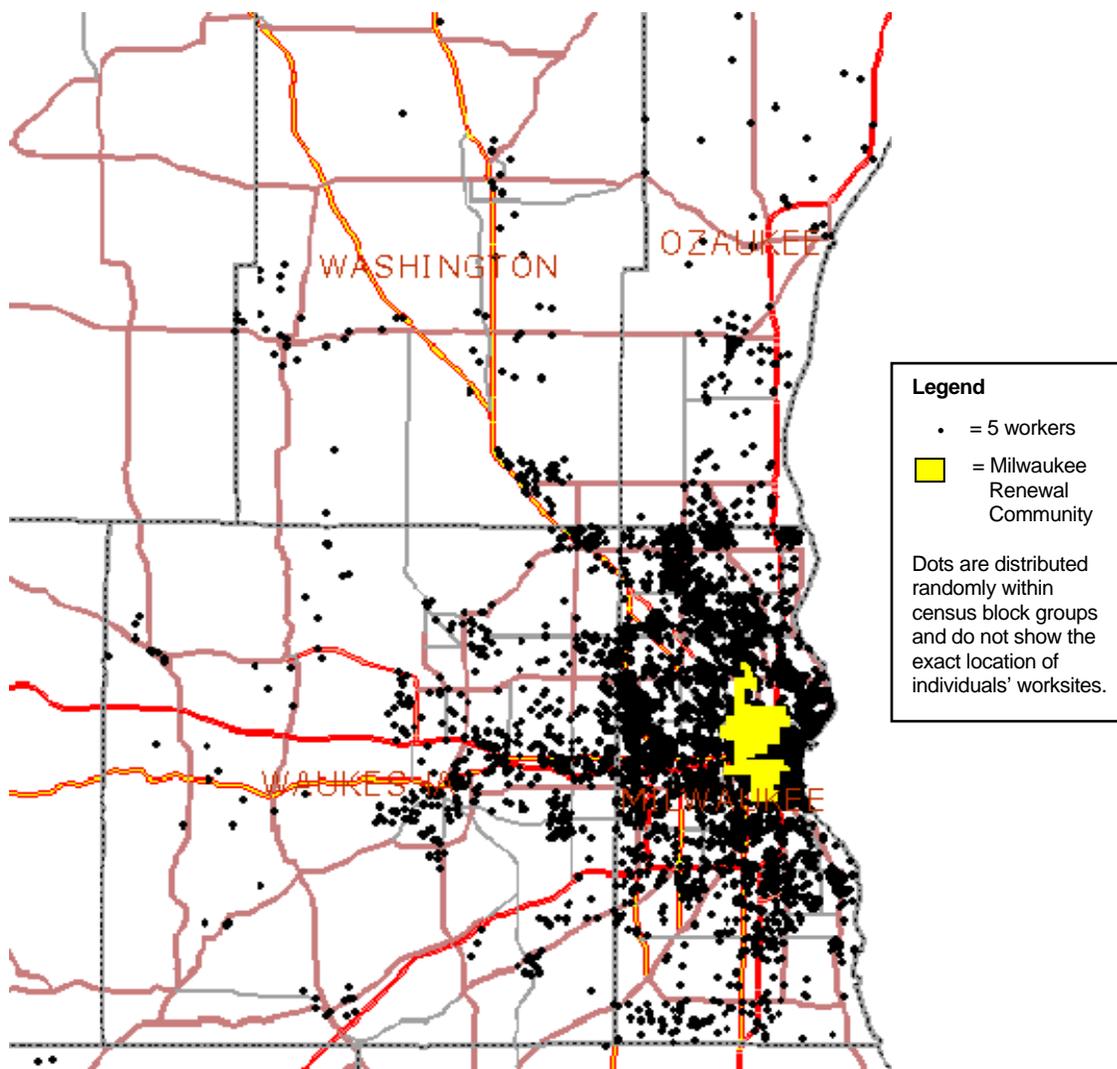
Residence of Workers Commuting into the Milwaukee Renewal Community from Outside the Area: Census 2000



- The Census also reported that 31,250 persons were living in the Renewal Community and at work either in their neighborhood or elsewhere at the time of the Census.
- Only 19% of resident workers both lived and worked in the Renewal Community area, while 81% worked outside the area. Renewal Community residents showed a much tighter labor market than incoming commuters, with the most Renewal Community residents employed in Milwaukee County or along the I-94 corridor to Waukesha.



**Work Location of Milwaukee Renewal Community Residents Commuting Out
of the Renewal Community: Census 2000**

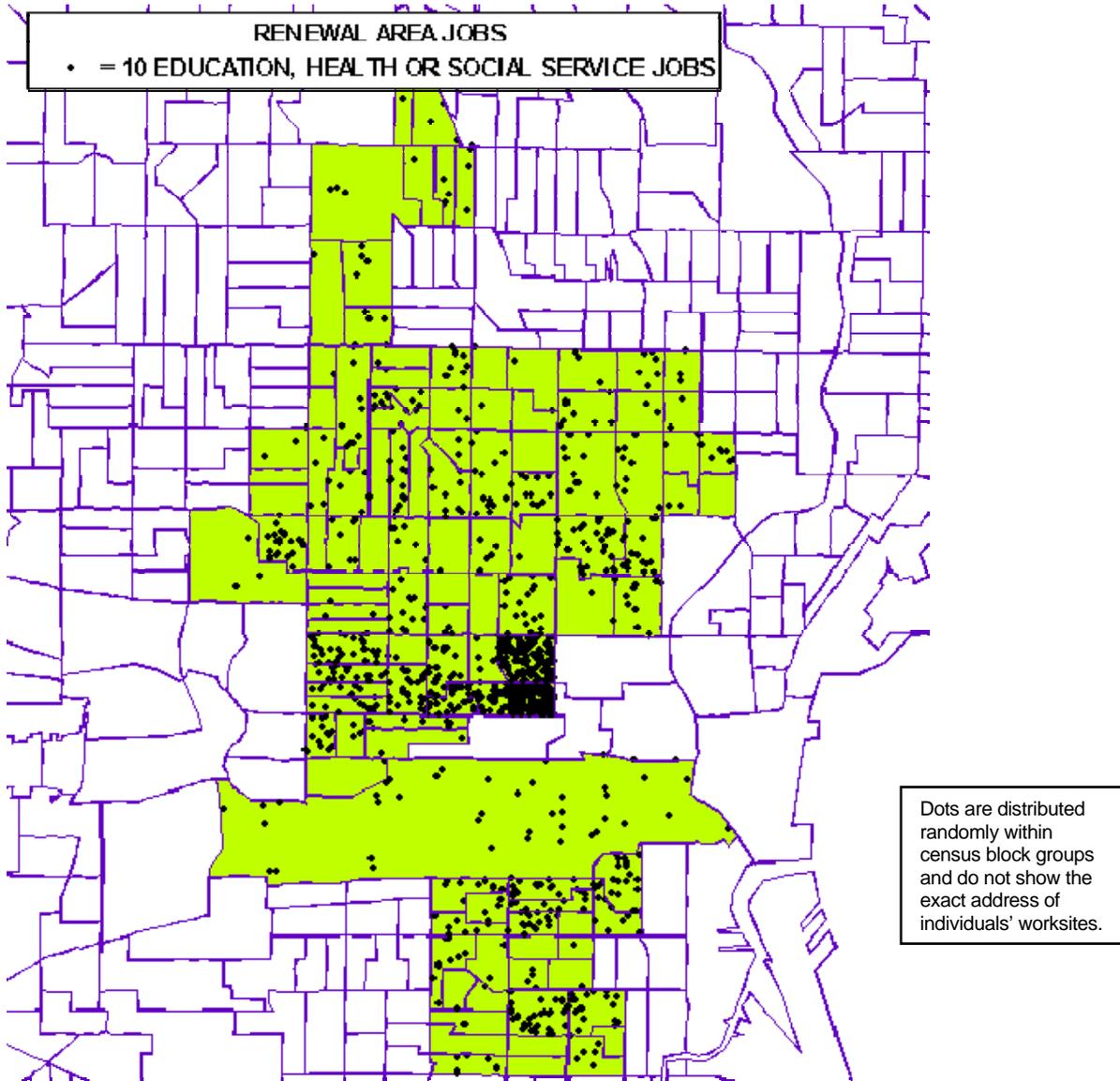


- The labor markets in the Renewal differ by type of industry. Manufacturing is concentrated in the Menomonee Valley and industrial areas on the northside. Retail jobs are seen along National Avenue and other commercial districts. Health employment is highest around Aurora Sinai Medical Center while Marquette University is a major educational employer and Milwaukee Public Schools are located throughout the Renewal Community. The U.S. Postal Service Main Office is a major federal employer. Food service and entertainment jobs are seen in Walker’s Point, near Marquette, and at the Potawatomi Bingo Casino in the Valley.

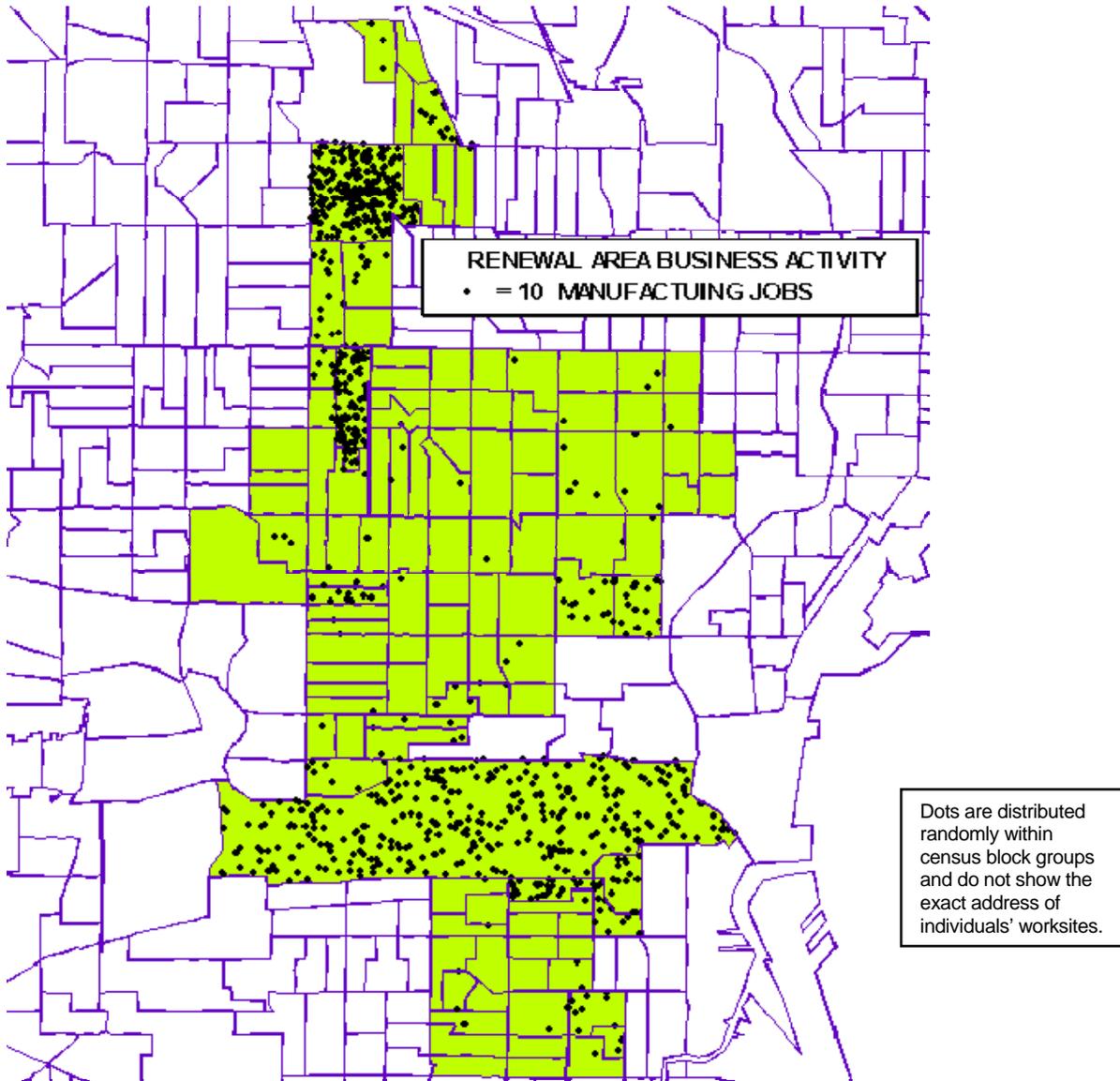
The maps below show the distribution of jobs in the Renewal Community by census block group for four employment sectors: education, health, and social services; manufacturing; entertainment, accommodations, and food services; and retail trade. *Note: These maps show the location of jobs in the Renewal Community census tracts, regardless of where the workers live.*



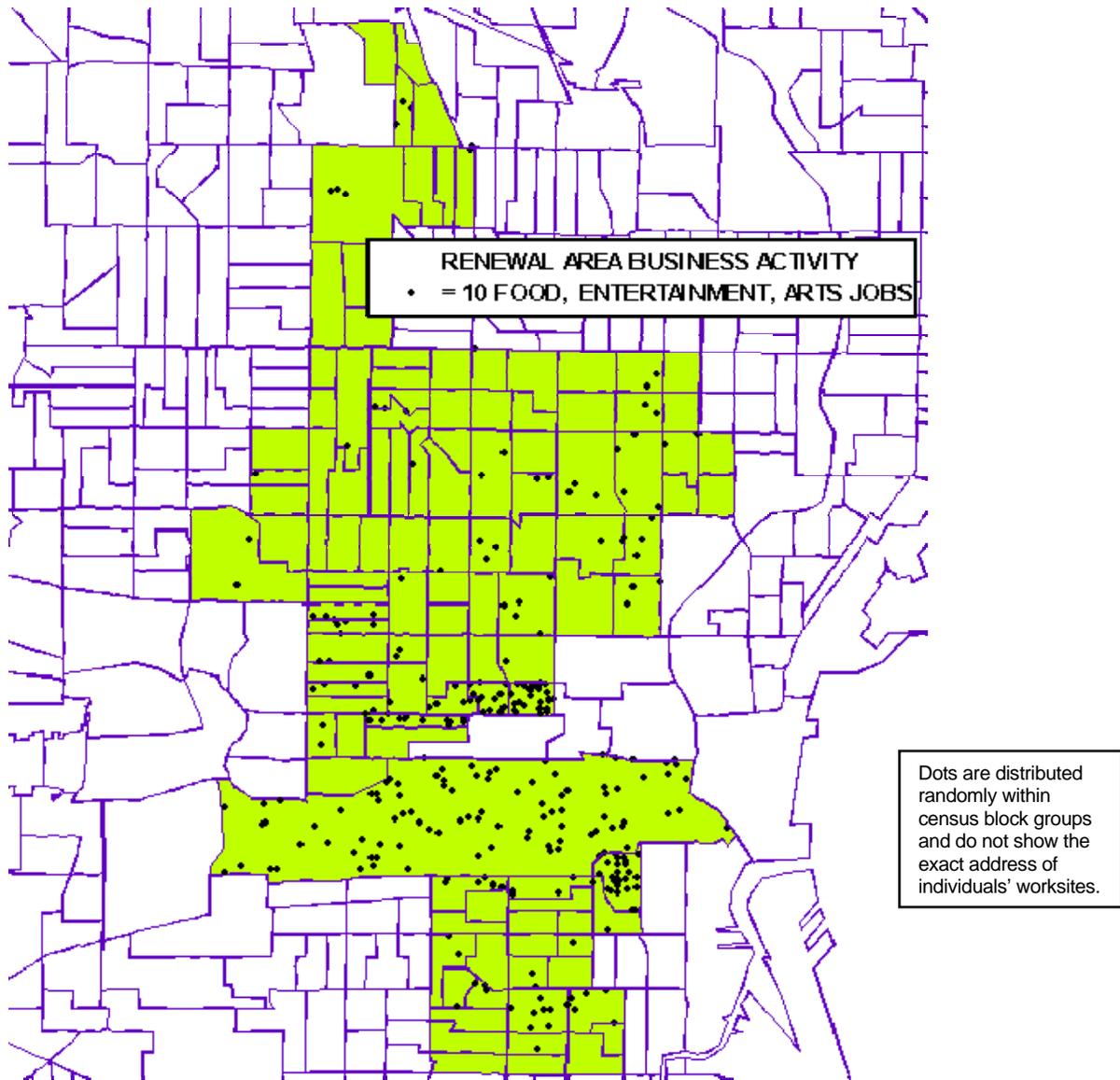
Jobs with Health, Education, and Social Services Employers Located in the Milwaukee Renewal Community



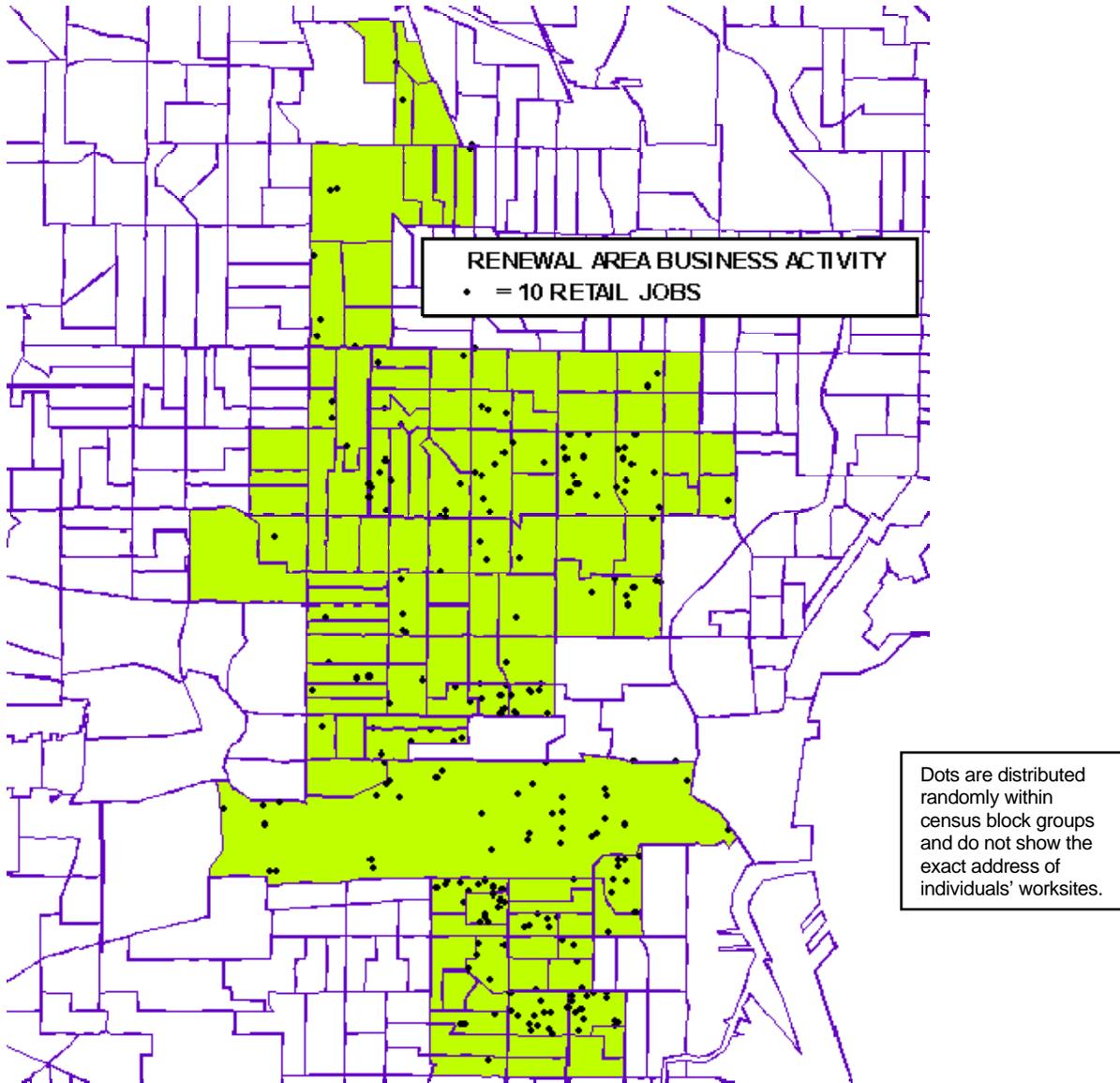
Jobs with Manufacturing Industries Located in the Milwaukee Renewal Community



Jobs with Food Service, Entertainment, and Accommodations Industries Located in the Milwaukee Renewal Community



Jobs with Retail Trade Industries Located in the Milwaukee Renewal Community



II. Drill Downs for Four Areas Within the Milwaukee Renewal Community

Four portions of the Renewal Community with different labor markets were analyzed separately: Milwaukee's near north and near southside neighborhoods, the Marquette University-Aurora Sinai Medical Center area, and the Menomonee River Valley..

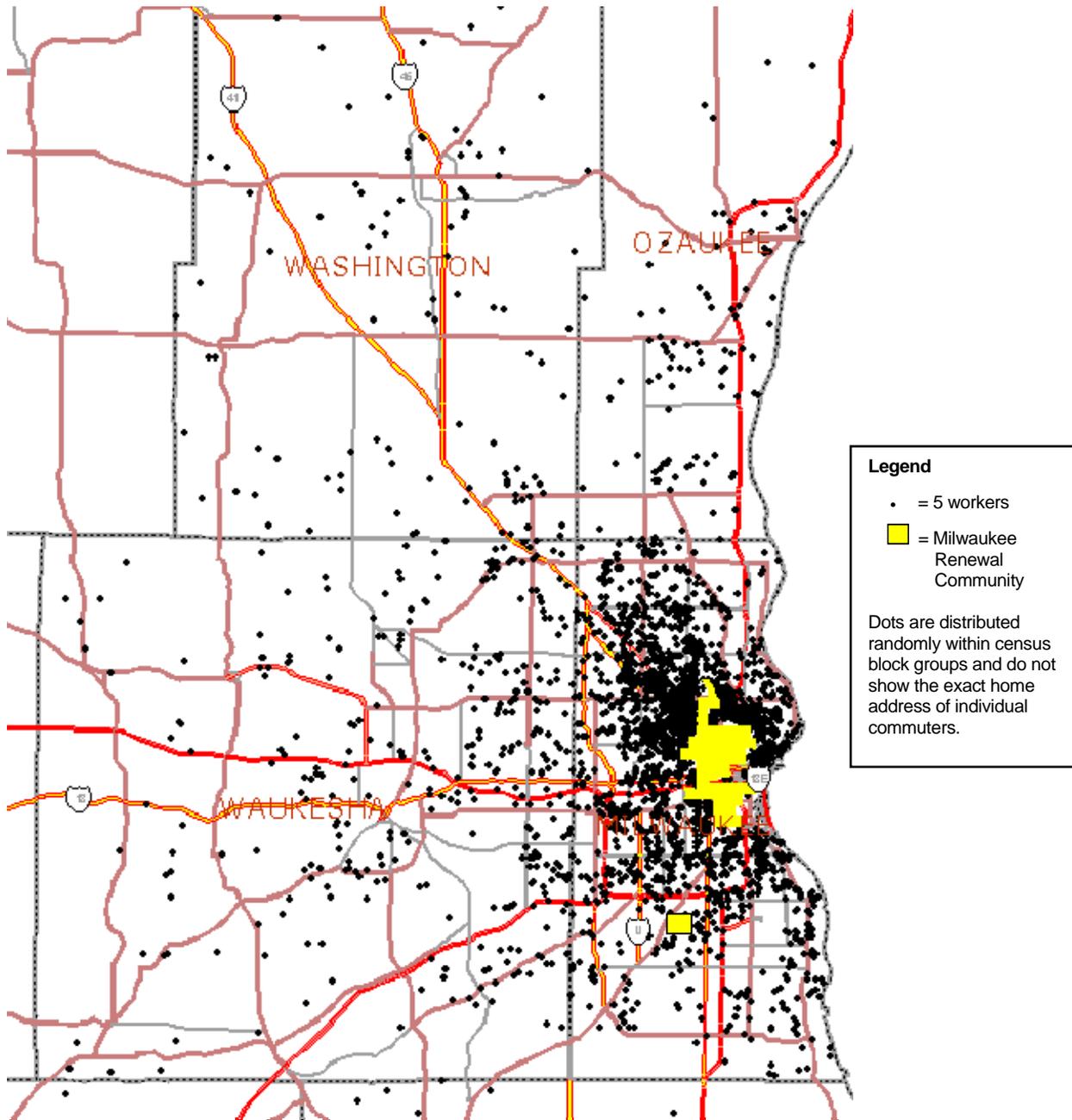
A. Renewal Community North

The northern portion of the Renewal Community area (north of the valley and excluding the Marquette University and Aurora Sinai Medical Center neighborhoods) has the highest number of workers in the RC.

- The Renewal Community North had 16,760 residents at work at the time of the 2000 Census compared to 15,279 jobs located in the same neighborhood. Only 16% of residents at work lived and worked in the same Renewal Community North area.
- A total of 4,234 manufacturing jobs were located in the Renewal Community North and were concentrated in the far northern industrial area of the renewal zone. However, residents held only 420 of these 4,324 manufacturing jobs (or 10%).
- Notably, 2,605 of the manufacturing jobs in the RC North area in 2000 were in the Tower Automotive census tract. Unfortunately, Tower is expected to have reduced its workforce to less than 100 by July 1, 2005. Most of this job loss, however, will impact workers living outside the City of Milwaukee. Over 60% of workers in the Tower tract in 2000 lived outside the City of Milwaukee and less than 200 were living in the Renewal Community North area.
- Jobs with manufacturing companies accounted for 3,029 of the jobs held by the Renewal Community North area residents (regardless of the location of the jobs). Only 444 RC North residents, or 3% of resident workers, worked for manufacturing firms in the Menomonee Valley (directly south of this neighborhood and where 3,195 manufacturing jobs were located).
- Milwaukee's Central Business District accounted for the highest concentration of jobs for residents in the Renewal Community North; 2,359 of the area's 16,775 working residents were employed in the downtown CBD.
- Education, health and social services jobs made up 26% of the jobs held by the north side Renewal Community residents.



**Residences of Workers Commuting into the “Renewal Community North” Area
from Outside of the Renewal Community: 2000 Census**



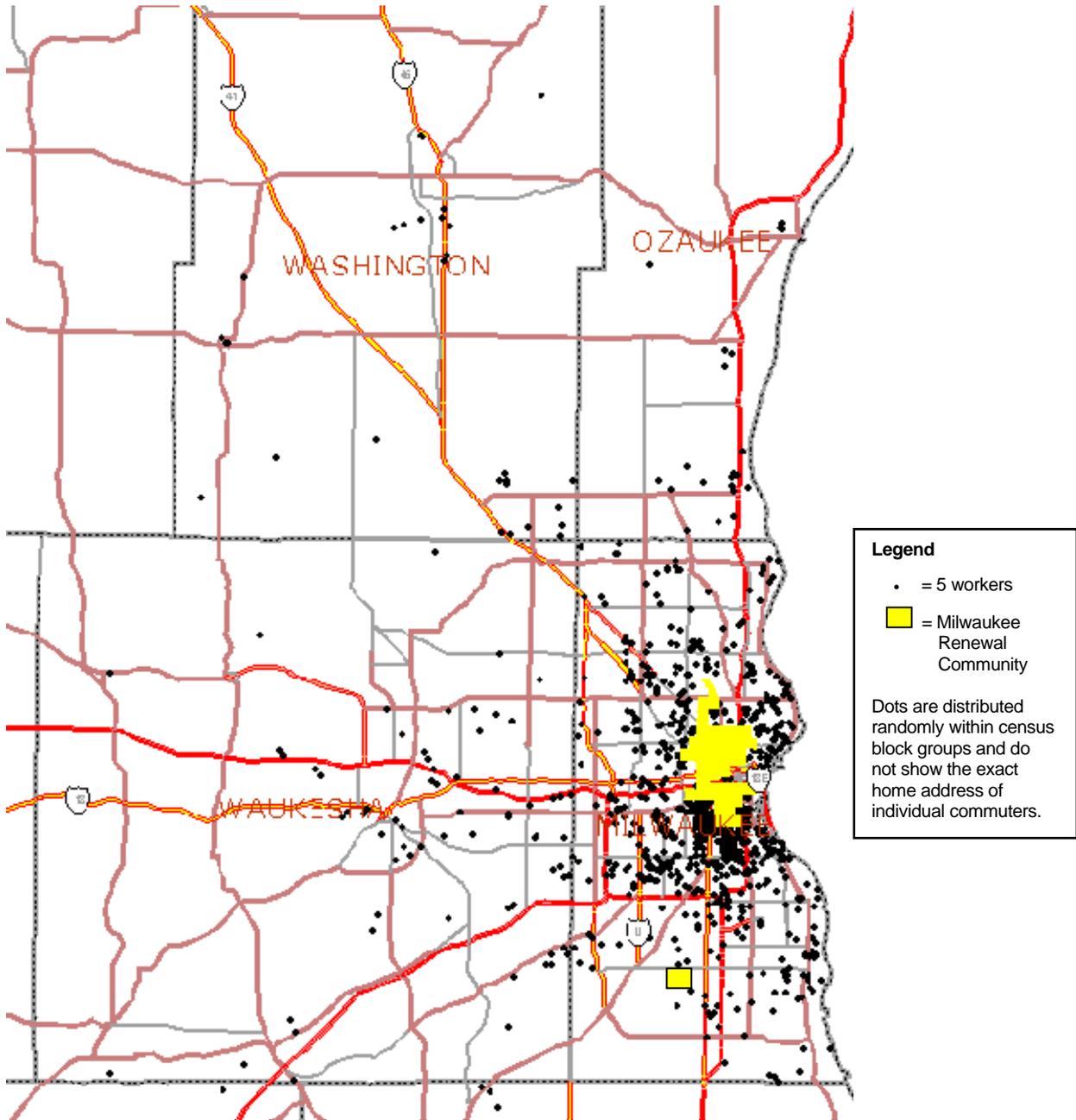
B. Southside Renewal Community Area

Employment was analyzed for a second area, the Southside Renewal Community (i.e., tracts south of the valley).

- The Southside Renewal Community area recorded 9,720 residents at work (regardless of the location of the job) in the 2000 Census. This compared to 6,280 jobs located in the Southside Renewal Community area. However, only 1,026 resident workers (or 11%) worked and lived in the same Renewal Community South area.
- Residents (working in and out of the Southside Renewal Community area) were employed primarily in manufacturing (30%), food service and entertainment (15%), and education, health, and social services (11%).
- The highest number of jobs located in the Southside Renewal Community area were with education, health, and social services employers (29%), followed by retail trade firms (13%), and manufacturing companies (13%).
- The most heavily concentrated areas where residents held jobs were in their own Southern Renewal Community area (1,026 jobs) and in the Milwaukee Central Business District (966 jobs).



**Residence of Workers Commuting into the “Southside Renewal Community” Area
from Outside of the Renewal Community: 2000 Census**



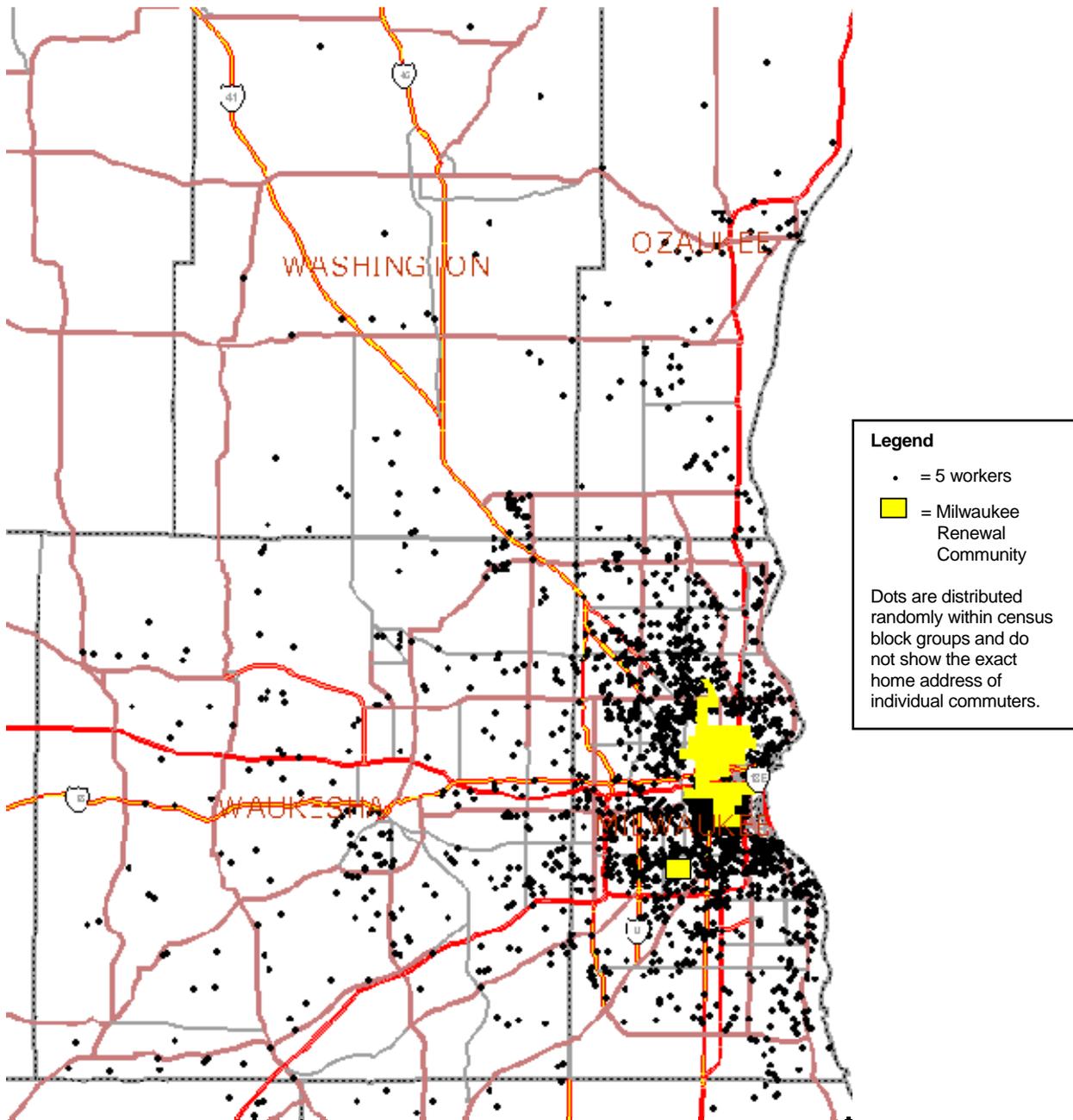
C. Menomonee River Valley

The Menomonee River valley is directly adjacent to the southside Renewal Community area and borders downtown. Again, transportation patterns showed a willingness of workers from throughout the metro area to commute to jobs in the Valley.

- The mixed land use industries located in the Valley accounted for 11,275 jobs (the highest concentration for the HUD Renewal Community area).
- The majority of jobs in the Menomonee River Valley were in manufacturing firms (28%), transportation/warehousing/utilities businesses (25%), and construction firms (10%).
- One out of five jobs in the Valley (22%) were with local or federal government agencies, including work for the main office of the Milwaukee Post Office.
- Only 9% of the 11,275 jobs located in the Valley were held by Renewal Community area residents (north or southside residents). Renewal residents traveling to the valley for work, primarily used the bus (34%) or drove alone (43%).
- Over half (56%) of jobs in the Valley were held by City of Milwaukee residents. Another 21% were held by Milwaukee County suburban residents, 12% by Waukesha County residents, and 5% by Washington or Ozaukee County residents.



**Residence of Workers Commuting into the Menomonee River Valley
from Outside of the Renewal Community: 2000 Census**

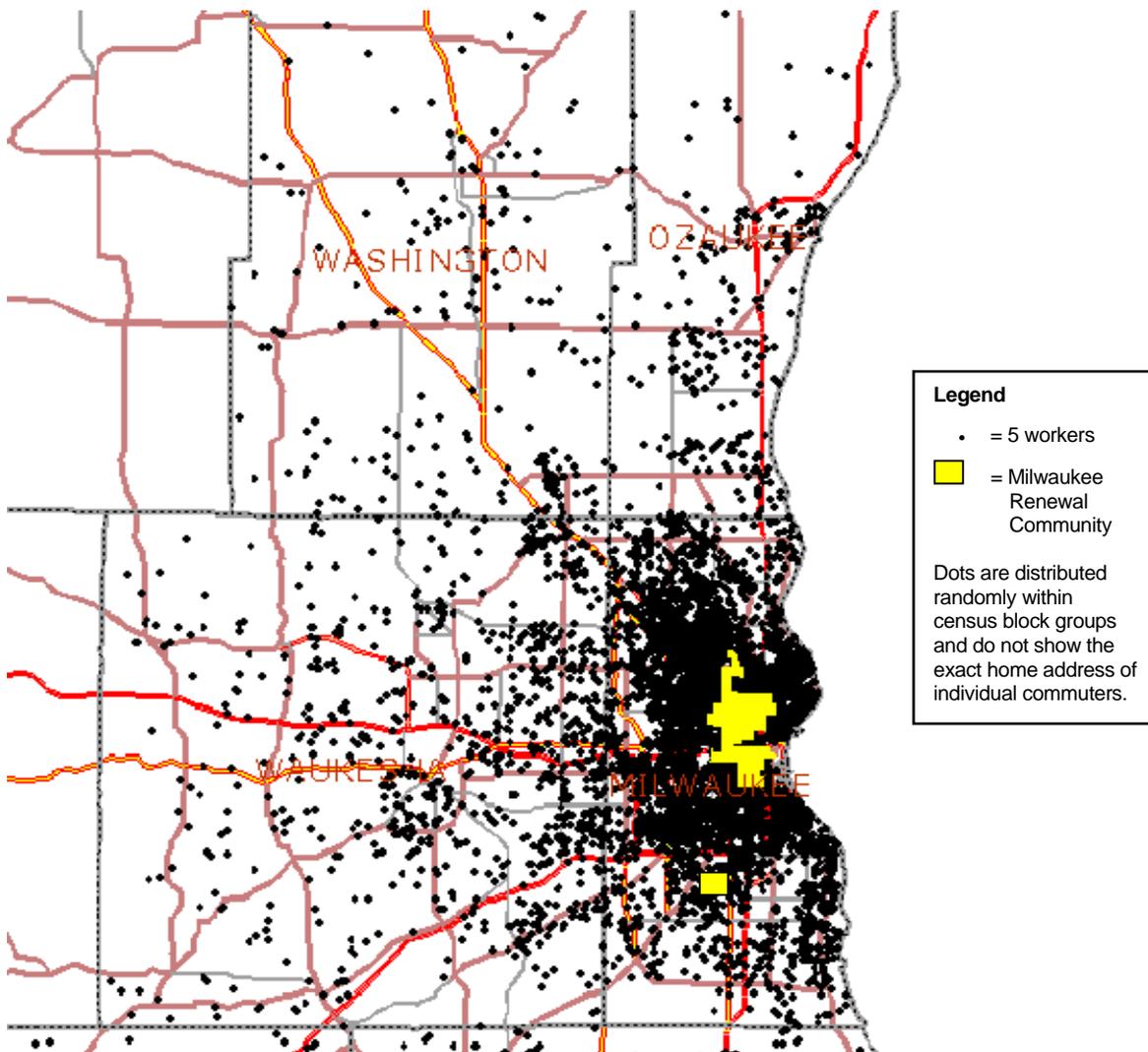


D. Marquette University-Aurora Sinai Medical Center Areas

The near downtown neighborhoods of the Renewal Community area account for 7,075 jobs, and these jobs are concentrated in the Marquette University and Aurora Sinai Medical Center areas as well as tracts just north of downtown west in the Schlitz Park development area.

- A majority (62%) of jobs in this neighborhood were in the education, health and social services sectors.
- 81% of the 7,075 jobs in this neighborhood were held by Milwaukee County residents, 62% by City of Milwaukee residents, and 16% by Marquette University area students and other residents of the Marquette-Aurora Sinai neighborhood.
- Only 7% of the jobs were held by Renewal Community north and southside residents.

Residence of Workers Commuting into the “Marquette University-Aurora Sinai Medical Center” Areas from Outside of the Renewal Community: 2000 Census



III. Transportation and Access to Jobs for Renewal Community Residents

The labor market for northside Renewal workers is limited mostly to the northern part of the City of Milwaukee and Milwaukee County suburbs, from the Valley and Central Business District north. However, the market varies by means of transportation to work.

A. Commuting Patterns for Workers Living in the Renewal Community North Area

- Two-thirds of the Renewal Community North working population either drove alone to their jobs (48%) or used a carpool or vanpool (17%), while 29% used the bus and 6% used some other means of transportation.
- Those resident workers who used car or van pools were most likely to access jobs outside Milwaukee County (22%), versus 14% for those who drove alone, 7% for those who bused to work, and 5% for those who used some other means of transportation, including walking and biking.
- 60% of resident workers from the Renewal Community North worked in the northern half of Milwaukee County and only 13% worked outside of Milwaukee County. In spite of the relative proximity of workers to Ozaukee and Washington Counties, few workers commuted to jobs in these suburban counties.
- Over half (56%) of residents who drove to work commuted less than 5 miles to their jobs, and 68% of workers who used the bus worked less than 5 miles from home.
- Relatively few workers (13%) commuted more than 10 miles to work.

Resident Renewal Community North Area Workers: Means of Transportation to Work

	Means of Transportation to Work:				Total
	Drove Alone	Carpool, Vanpool	Bus	Other*	
Total workers	7,937	2,771	4,776	949	16,433
% of total workers	48%	17%	29%	6%	100%
Percent working (percent of column):					
In the northern half of Milwaukee County	57%	49%	67%	81%	60%
At a distance greater than 10 miles from home	15%	23%	6%	6%	13%
At a distance less than 5 miles from home	56%	48%	68%	83%	60%
In the Central Business District (CBD)	12%	11%	21%	6%	14%
Outside Milwaukee County	14%	22%	7%	5%	13%

*Includes workers who walked or used bicycles and taxis.



B. Commuting Patterns for Workers Living in the Southside Renewal Community Area

The residents of the Southside Renewal Community area appeared to have a substantially larger labor market for employment.

- Three-fourths of resident workers either drove alone to their jobs (45%) or used van or car pools (31%), while 16% used the bus and 8% used some other means of transportation, including walking or biking.
- Southside Renewal Community residents were twice as likely to travel more than 10 miles to work (26% did so, versus 13% of Renewal Community North workers). Southside Renewal Community workers were also nearly twice as likely to use carpools or vanpools to get to work (31% did so, compared to 17% of Renewal Community North workers).
- Only 5% of Southside Renewal Community workers had jobs in the nearby Menomonee Valley, and 10% had jobs in Milwaukee’s Central Business District.
- The majority (77%) of workers who used the bus worked less than 5 miles from home.

Resident Renewal Community Southside Area Workers: Means of Transportation to Work

	Means of Transportation to Work:				Total
	Drove Alone	Carpool, Vanpool	Bus	Other*	
Total workers	4,280	2,984	1,524	807	9,595
% of total workers	45%	31%	16%	8%	100%
Percent working (percent of column):					
In the northern half of Milwaukee County	30%	30%	49%	16%	32%
At a distance greater than 10 miles from home	27%	37%	9%	16%	26%
At a distance less than 5 miles from home	49%	40%	77%	79%	53%
In the Central Business District (CBD)	8%	8%	22%	5%	10%
Outside Milwaukee County	20%	32%	8%	16%	22%

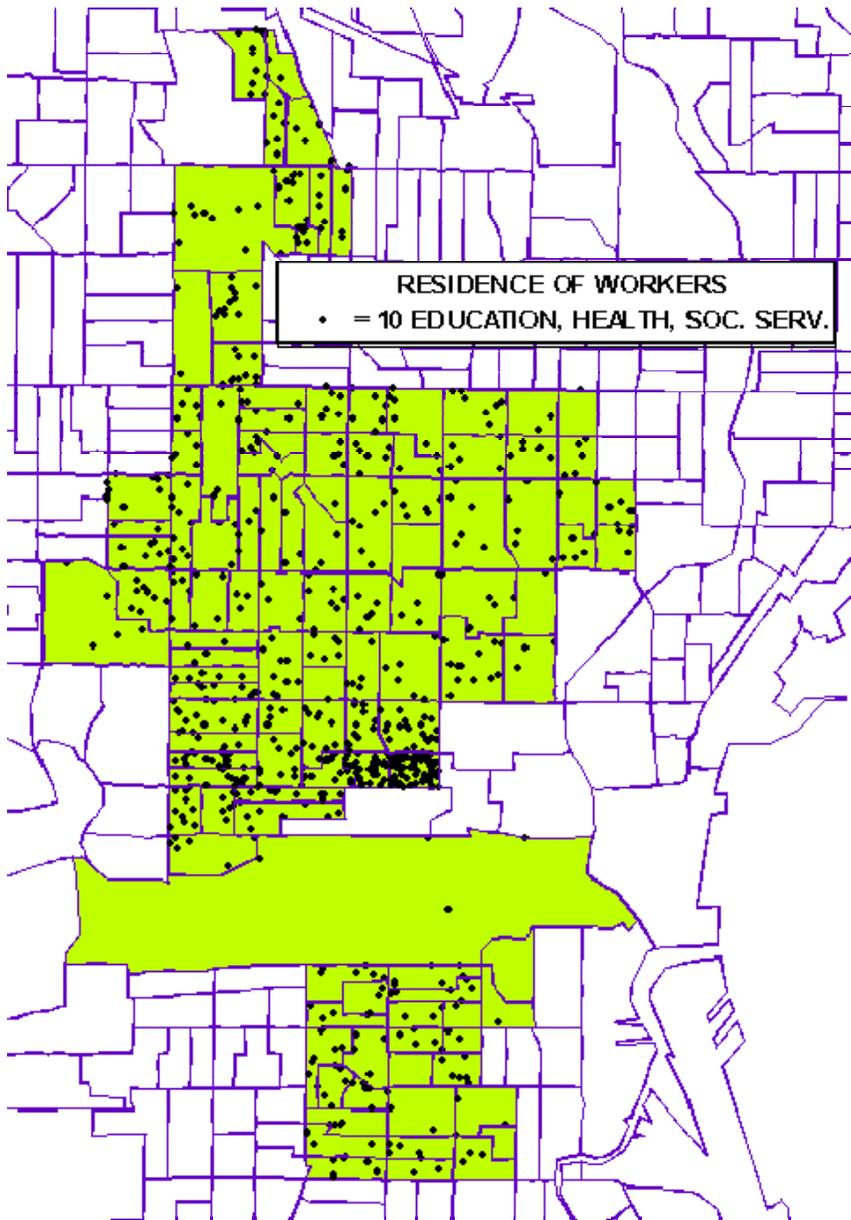
*Includes workers who walked or used bicycles and taxis.

The maps below show the block group residence of workers from the Milwaukee Renewal Community who had jobs in education, health and social services; manufacturing; entertainment, accommodations, and food services; and retail trade. *Note: These maps show the residence of the worker regardless of the location of the job.*

The drill downs from the Employment and Training Institute website (www.eti.uwm.edu) show the purchasing power of residents in the Renewal Community, occupations by sex for workers employed in the area, type of employer, industry of employment by race/ethnicity, worker earnings by age, means of transportation used by residents to commute to their jobs, and race/ethnicity of resident workers.



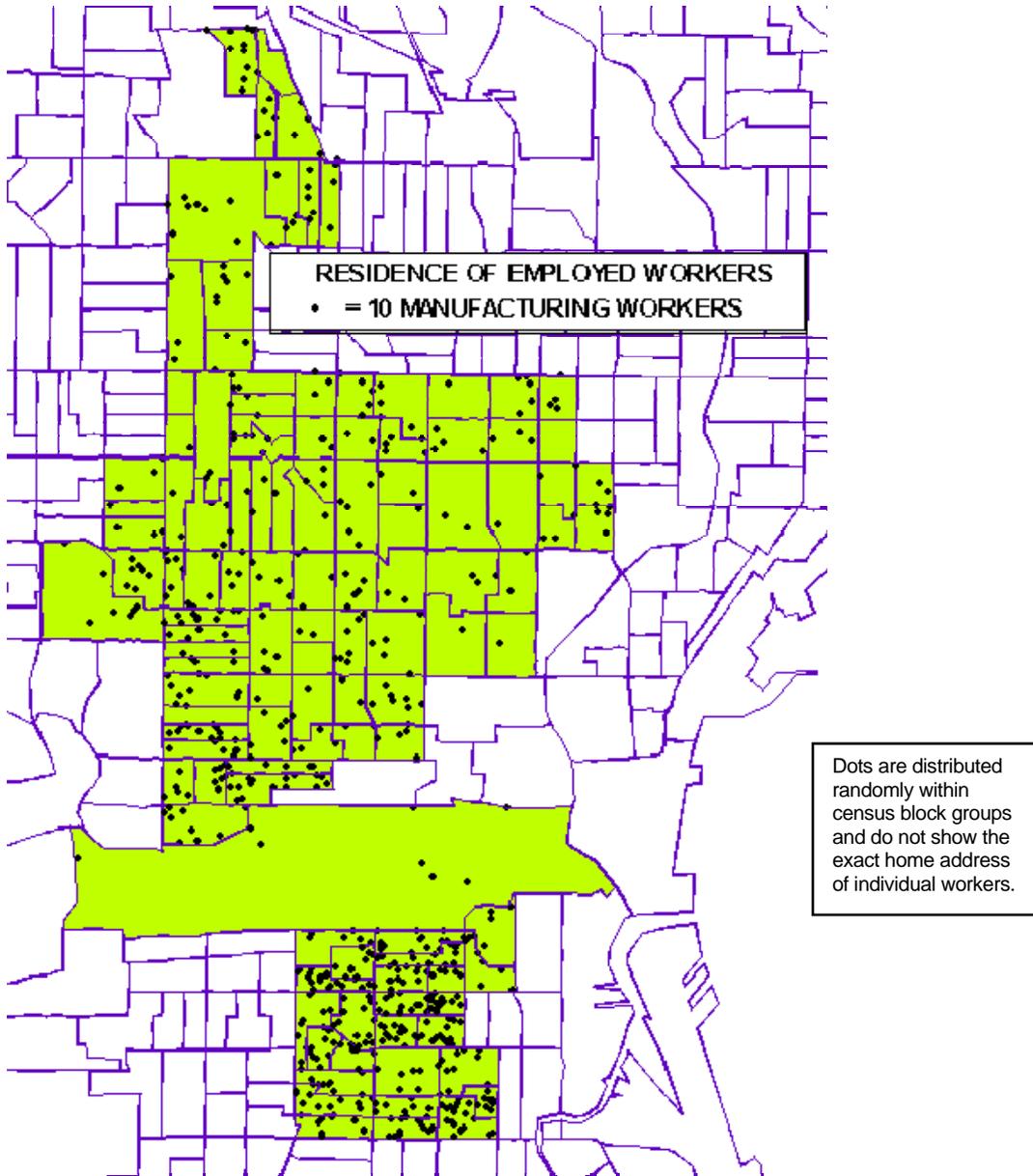
Residence of Renewal Community Workers Employed in Education, Health and Social Services



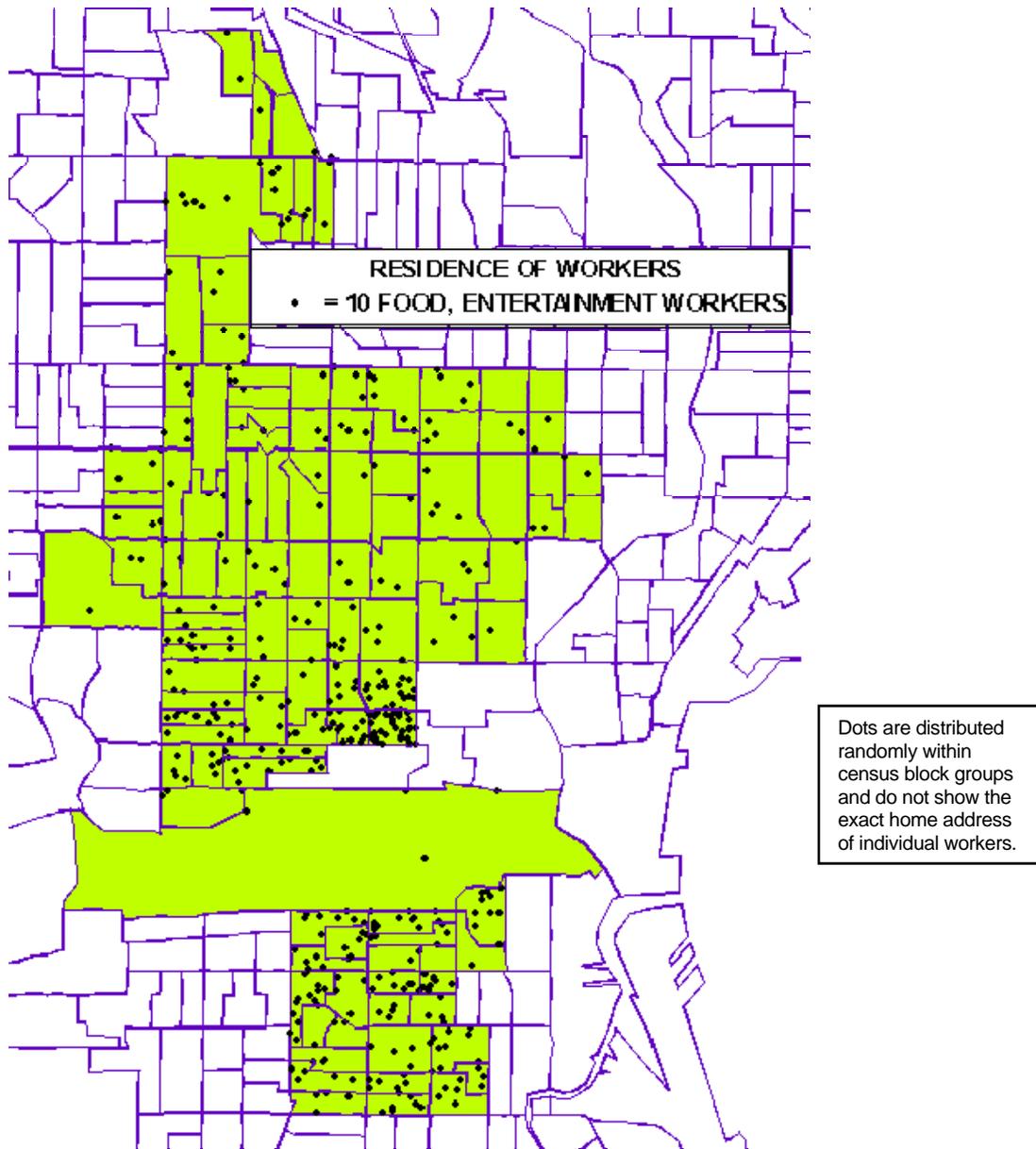
Dots are distributed randomly within census block groups and do not show the exact home address of individual workers.



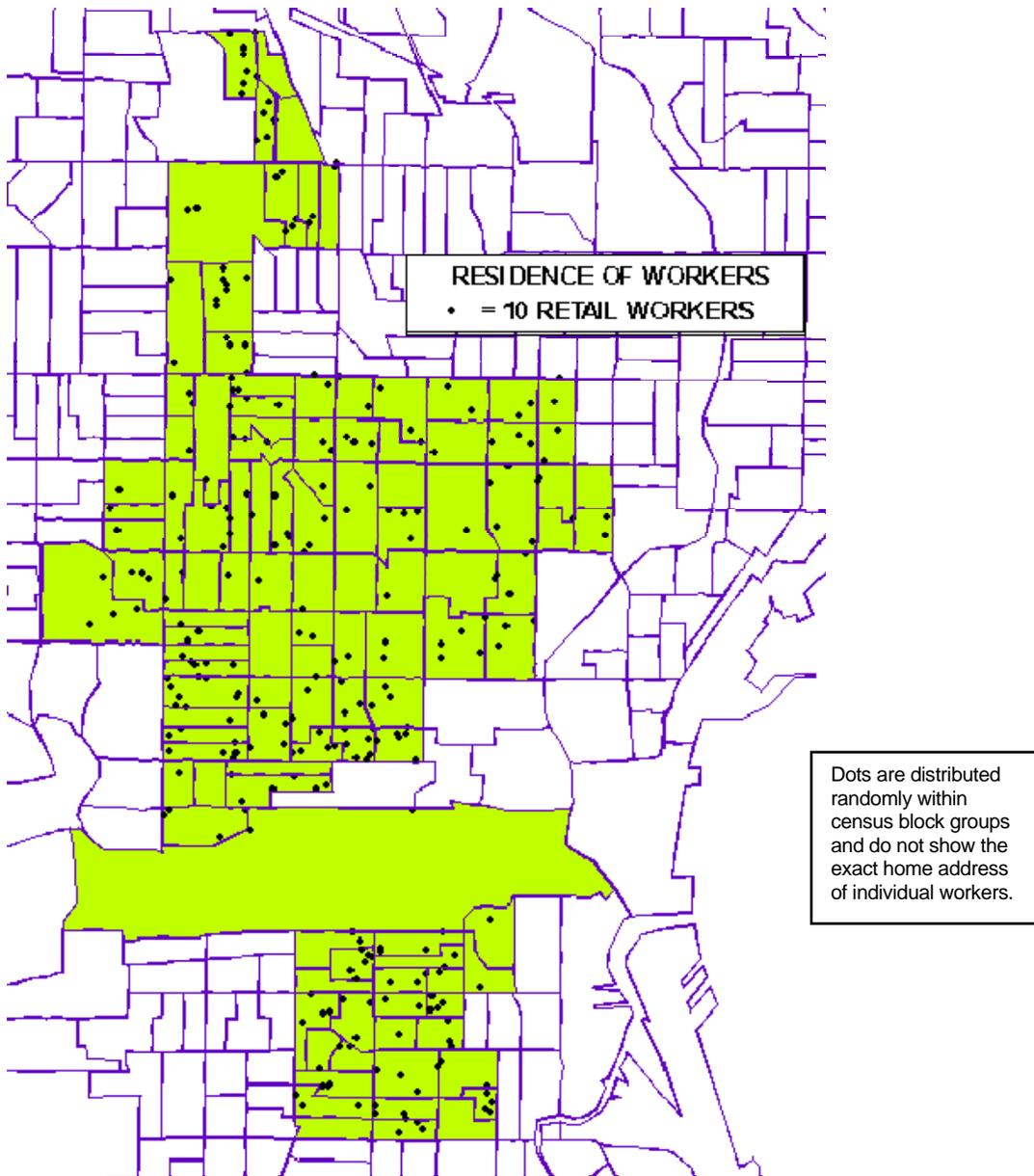
Residence of Renewal Community Workers Employed in Manufacturing



Residence of Renewal Community Workers Employed in Food Service, Entertainment, and Accommodations Industries



Residence of Renewal Community Workers Employed in Retail Trade Industries





ETI Purchasing Power Profile: Milwaukee Renewal Community

The University of Wisconsin-Milwaukee Employment and Training Institute provides comparison data on purchasing power, business activity, and workforce density for all census tracts, residential ZIP codes and the 100 largest metro areas in the U.S. The profiles are designed to help cities, businesses, developers, and organizations assess the advantages of urban density for underserved city neighborhoods.

Purchasing Power Profile for Residents of the Milwaukee Renewal Community State: Wisconsin County: Milwaukee County Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169 Land Area in Sq. Miles: 10.40		
Consumer Expenditure Category	Est. Annual Expenditures	Expenditures Per Square Mile
Food at home	\$111,304,142	\$10,703,288
Food away from home	\$31,276,310	\$3,007,609
Apparel and related services	\$32,861,794	\$3,160,073
Television equipment, tapes, disks	\$14,867,911	\$1,429,736
Audio equipment, CDs, tapes	\$3,688,132	\$354,600
Household textiles	\$1,793,668	\$172,484
Furniture	\$7,789,384	\$749,047
Floor coverings	\$695,113	\$66,844
Major appliances	\$4,019,935	\$395,222
Small appliances and housewares	\$1,246,484	\$119,865
Computer hardware and software	\$3,691,789	\$355,012
Miscellaneous household equipment	\$5,564,557	\$535,102
Non-prescription drugs and supplies	\$7,217,942	\$694,096
Housekeeping supplies	\$12,583,124	\$1,210,025
Personal products	\$8,388,000	\$806,611
Home repair commodities	\$1,894,192	\$182,150
Total for 16 categories	\$248,972,477	\$23,941,824

Source: University of Wisconsin-Milwaukee Employment and Training Institute, 2004. The analysis is based on 2002 Bureau of Labor Statistics Consumer Expenditure Surveys and 2000 U.S. Census data. See www.eti.uwm.edu.





Business Place-of-Work Drill Downs: Milwaukee Renewal Community

The University of Wisconsin-Milwaukee Employment and Training Institute, working with Southern University at New Orleans, now provides Business Place-of-Work Drill Downs, which show the characteristics of jobs in each neighborhood in the U.S. by type of employer, industry, earnings, occupations, and means of transportation to work. The drilldowns are presented for use in business plans, economic development proposals, and academic research.

Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.

Table 3:

Occupations by Sex for <u>Place-of-Work</u> in the Milwaukee Renewal Community			
State: Wisconsin		County: Milwaukee County	
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169			
Total Workers	Male	Female	Occupational Grouping
39909	22329	17600	Total Occupation
2956	1790	1158	Management
33	33	4	Farmers, farm managers
1038	409	616	Business, financial operations
591	360	218	Computer, mathematical
621	544	72	Architecture, engineering
347	239	100	Life, physical, social science
1367	450	927	Community, social service
147	79	65	Legal
2873	783	2115	Education, training, library
695	291	412	Arts, design, entertainment, sports, media
2072	543	1503	Healthcare practitioners, technicians
932	127	802	Healthcare support
933	712	202	Protective service
1777	695	1083	Food preparation, serving related
1266	849	427	Building, grounds cleaning, maintenance
1095	431	669	Personal care, service
2460	1320	1150	Sales, related
6319	2293	4039	Office, administrative support
44	14	30	Farming, fishing, forestry
1814	1748	63	Construction, excavation
1565	1490	73	Installation, maintenance, repairs
5409	4210	1193	Production
3439	2824	619	Transportation, material moving
0	0	0	Armed forces

Table 4:

Class of Worker by <u>Place-of-Work</u> in the Milwaukee Renewal Community		
State: Wisconsin		County: Milwaukee County
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169		
Total Workers	Percent of Total	Class of Worker
39909	100.0	Total, Class of worker
24878	62.3	Private for-profit wage and salary
5850	14.7	Private not-for-profit wage and salary
3928	9.8	Local government workers
915	2.3	State government workers
2378	6.0	Federal government workers
1909	4.8	Self-employed not incorporated
66	0.2	Unpaid family workers

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. The primary job is reported for each worker and cell values are rounded. These Business Place-of-Work Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005. See www.eti.uwm.edu.





Employer Diversity Drill Downs: Milwaukee Renewal Community

The University of Wisconsin-Milwaukee Employment and Training Institute offers Employer Diversity Drill Downs to help identify neighborhoods that offer employment for workers of various racial/ethnic backgrounds and to assess the race/Hispanic origin of the workforce employed in each U.S. neighborhood, according to the 2000 U.S. Census.

Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.

Table 1:

Worker Industry by Ethnic Origin for <u>Place-of-Work</u> in the Milwaukee Renewal Community						
State: Wisconsin County: Milwaukee County						
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169						
Total Workers	White	Black	Hispanic	Asian	Other	Industry
39909	24164	9304	4649	909	894	Total, Industry
54	29	4	19	0	0	Agriculture, forestry, mining
2158	1689	241	168	14	33	Construction
8664	5637	1543	1231	162	64	Manufacturing
1276	791	212	243	4	8	Wholesale trade
2197	1118	551	329	110	55	Retail trade
4572	3140	1067	181	34	134	Transportation, warehousing, utilities
835	610	141	44	19	24	Information
1035	567	287	117	24	12	Finance, insurance, real estate
2255	1275	402	451	32	69	Professional, management, administrative services
10834	6172	3092	896	354	307	Educational, health and social services
2873	1361	660	568	120	148	Entertainment, accommodations, food services
1823	917	592	264	16	4	Other services (except public)
1280	783	399	73	0	15	Public administration
0	0	0	0	0	0	Armed Forces

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker and cell values are rounded. See methodology for definitions of race/ethnicity. Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005.

Table 5:

Worker Earnings by Age for <u>Place-of-Work</u> in the Milwaukee Renewal Community						
State: Wisconsin County: Milwaukee County						
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169						
Total Workers	<18	18-24	25-44	45-64	>64	Worker Earnings in 1999
39909	500	5246	18630	14489	1012	Total
2920	338	1129	747	456	178	Less than \$5,000
3006	50	1341	933	486	176	\$5,000 to \$9,999
3138	8	759	1532	659	125	\$10,000 to \$14,999
3699	10	651	1881	1043	94	\$15,000 to \$19,999
3768	10	416	2201	987	61	\$20,000 to \$24,999
3411	0	215	1949	1187	49	\$25,000 to \$29,999
3325	0	131	1870	1257	34	\$30,000 to \$34,999
8560	0	159	4217	4105	77	\$35,000 to \$49,999
5252	0	50	2054	3112	36	\$50,000 to \$74,999
1665	0	20	720	887	36	\$75,000 or more
1156	77	340	440	187	96	No earnings

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker and cell values are rounded. The Employer Diversity Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005. See www.eti.uwm.edu.





Neighborhood Workforce Drill Downs: Milwaukee Renewal Community

The University of Wisconsin-Milwaukee Employment and Training Institute has prepared easy-to-use, free downloads of 2000 Census data on workers residing in each U.S. census tract. Researchers, business developers, public officials, and neighborhood organizations can use these tables to examine the characteristics of the resident workforce for any combination of tracts. These drill downs can be used together with the same set of tables for place-of-work drill downs to assess spatial and skill mismatches between resident workers and jobs in and out of the neighborhood.

Each table profiles **jobs held by employed residents who live in the census tracts**, regardless of whether the residents work in this neighborhood or elsewhere.

Table 10:

Means of Transportation to Work by Industry for Residents of the Milwaukee Renewal Community					
State: Wisconsin County: Milwaukee County					
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169					
Total Workers	Drove Alone	Vanpool/ Carpool	Mass Transit	Else	Industry
31250	13625	6097	7041	4433	Total, Industry
179	89	64	4	14	Agriculture, forestry, mining
1062	545	315	95	95	Construction
6275	3206	1795	936	298	Manufacturing
723	328	184	135	64	Wholesale trade
2677	1185	382	798	268	Retail trade
1370	770	235	232	79	Transportation, warehousing, utilities
849	346	173	179	103	Information
1529	670	283	342	205	Finance, insurance, real estate
2993	1155	556	942	282	Professional, management, administrative services
7260	2859	935	1587	1820	Educational, health and social services
4110	1297	671	1225	885	Entertainment, accommodations, food services
1385	607	225	321	185	Other services (except public)
791	427	129	165	25	Public administration
38	28	0	10	0	Armed Forces

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker 16 and older and cell values are rounded. See methodology for definitions. Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005.

Table 4:

Type of Employer by Race/Ethnicity for Residents of the Milwaukee Renewal Community						
State: Wisconsin County: Milwaukee County						
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-141, 146-149, 156-158, 163-164, 167-169						
Total Workers	White	Black	Hispanic	Asian	Other	Class of Worker
31250	7085	14540	7726	1116	773	Total, Class of worker
23920	4874	10684	6862	938	549	Private for-profit wage and salary
2873	1218	1171	328	62	79	Private not-for-profit wage and salary
2035	285	1383	277	28	53	Local government workers
686	141	431	77	28	4	State government workers
488	124	299	33	14	28	Federal government workers
1123	403	476	143	48	64	Self-employed not incorporated
97	38	48	4	0	0	Unpaid family workers

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker 16 and older and cell values are rounded. See methodology for definitions of race/ethnicity. Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005.





Business Place-of-Work Drill Downs: Renewal Community North Area

The University of Wisconsin-Milwaukee Employment and Training Institute, working with Southern University at New Orleans, now provides Business Place-of-Work Drill Downs, which show the characteristics of jobs in each neighborhood in the U.S. by type of employer, industry, earnings, occupations, and means of transportation to work. The drilldowns are presented for use in business plans, economic development proposals, and academic research. Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.

Table 3:

Occupations by Sex for Place-of-Work in the Renewal Community North Area			
State: Wisconsin		County: Milwaukee County	
Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-139, 149			
Total Workers	Male	Female	Occupational Grouping
15279	8749	6545	Total Occupation
1322	786	531	Management
0	0	0	Farmers, farm managers
420	162	252	Business, financial operations
199	107	90	Computer, mathematical
362	321	37	Architecture, engineering
93	55	38	Life, physical, social science
752	248	508	Community, social service
44	20	23	Legal
1538	384	1175	Education, training, library
176	62	113	Arts, design, entertainment, sports, media
619	170	429	Healthcare practitioners, technicians
316	65	246	Healthcare support
263	209	51	Protective service
528	228	276	Food preparation, serving related
412	284	130	Building, grounds cleaning, maintenance
381	129	255	Personal care, service
840	500	345	Sales, related
1884	678	1210	Office, administrative support
0	0	0	Farming, fishing, forestry
545	539	4	Construction, excavation
676	621	53	Installation, maintenance, repairs
2475	2036	451	Production
1309	1064	243	Transportation, material moving
0	0	0	Armed forces

Table 6:

Means of Transportation to Work by Industry Place-of-Work in the Renewal Community North Area					
State: Wisconsin		County: Milwaukee County		Tracts: 42, 47, 63, 82-90, 96-106, 115-122, 132, 134-139, 149	
Total Workers	Drove Alone	Vanpool/ Carpool	Mass Transit	Else	Industry
15279	11374	1741	1125	978	Total, Industry
0	0	0	0	0	Agriculture, forestry, mining
685	564	60	24	24	Construction
4324	3635	386	203	85	Manufacturing
233	179	18	29	4	Wholesale trade
812	569	86	44	105	Retail trade
1372	1038	168	69	89	Transportation, warehousing, utilities
446	394	34	4	18	Information
385	265	18	18	72	Finance, insurance, real estate
592	409	68	51	56	Professional, management, administrative services
4184	2885	653	346	261	Educational, health and social services
714	294	106	154	133	Entertainment, accommodations, food services
1018	712	84	137	67	Other services (except public)
461	389	43	19	10	Public administration
0	0	0	0	0	Armed Forces





Business Place-of-Work Drill Downs: Southside Renewal Community Area

The University of Wisconsin-Milwaukee Employment and Training Institute, working with Southern University at New Orleans, now provides Business Place-of-Work Drill Downs, which show the characteristics of jobs in each neighborhood in the U.S. by type of employer, industry, earnings, occupations, and means of transportation to work. The drilldowns are presented for use in business plans, economic development proposals, and academic research. **Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.**

Table 3:

Occupations by Sex for <u>Place-of-Work</u> in the Southside Renewal Community Area			
State: Wisconsin		County: Milwaukee County	
Tracts: 156-158, 163-169			
Total Workers	Male	Female	Occupational Grouping
6280	2970	3315	Total Occupation
419	189	229	Management
4	4	4	Farmers, farm managers
190	80	104	Business, financial operations
38	10	28	Computer, mathematical
50	50	0	Architecture, engineering
60	14	40	Life, physical, social science
320	128	199	Community, social service
4	0	4	Legal
465	55	410	Education, training, library
180	64	115	Arts, design, entertainment, sports, media
293	108	174	Healthcare practitioners, technicians
153	18	133	Healthcare support
200	144	48	Protective service
474	173	313	Food preparation, serving related
280	210	78	Building, grounds cleaning, maintenance
179	42	139	Personal care, service
600	245	355	Sales, related
760	210	564	Office, administrative support
19	4	15	Farming, fishing, forestry
214	194	19	Construction, excavation
185	185	0	Installation, maintenance, repairs
770	510	247	Production
425	325	97	Transportation, material moving
0	0	0	Armed forces

Table 6:

Means of Transportation to Work by Industry <u>Place-of-Work</u> in the Southside Renewal Community Area					
State: Wisconsin		County: Milwaukee County		Tracts: 156-158, 163-169	
Total Workers	Drove Alone	Vanpool/ Carpool	Mass Transit	Else	Industry
6280	3865	972	789	668	Total, Industry
25	25	0	0	0	Agriculture, forestry, mining
183	118	36	29	4	Construction
795	504	154	77	48	Manufacturing
188	94	56	8	12	Wholesale trade
805	425	137	135	93	Retail trade
195	164	12	0	18	Transportation, warehousing, utilities
39	14	8	14	4	Information
250	185	27	18	10	Finance, insurance, real estate
639	319	62	199	51	Professional, management, administrative services
1830	1220	231	220	149	Educational, health and social services
684	329	126	44	167	Entertainment, accommodations, food services
385	259	47	10	67	Other services (except public)
249	199	23	14	10	Public administration
0	0	0	0	0	Armed Forces





Business Place-of-Work Drill Downs: Menomonee Valley

The University of Wisconsin-Milwaukee Employment and Training Institute, working with Southern University at New Orleans, now provides Business Place-of-Work Drill Downs, which show the characteristics of jobs in each neighborhood in the U.S. by type of employer, industry, earnings, occupations, and means of transportation to work. The drilldowns are presented for use in business plans, economic development proposals, and academic research. Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.

Table 3:

Occupations by Sex for Place-of-Work in the Menomonee Valley				
State: Wisconsin		County: Milwaukee County		Tract: 132
Total Workers	Male	Female	Occupational Grouping	
11275	7635	3640	Total Occupation	
785	585	200	Management	
25	25	0	Farmers, farm managers	
330	145	185	Business, financial operations	
240	190	45	Computer, mathematical	
180	165	15	Architecture, engineering	
120	110	10	Life, physical, social science	
45	10	35	Community, social service	
30	0	30	Legal	
95	4	90	Education, training, library	
125	65	60	Arts, design, entertainment, sports, media	
105	15	95	Healthcare practitioners, technicians	
120	0	120	Healthcare support	
235	170	65	Protective service	
300	130	175	Food preparation, serving related	
340	225	115	Building, grounds cleaning, maintenance	
290	165	120	Personal care, service	
710	375	340	Sales, related	
2360	1115	1245	Office, administrative support	
25	10	15	Farming, fishing, forestry	
925	885	40	Construction, excavation	
585	565	20	Installation, maintenance, repairs	
1860	1450	405	Production	
1455	1240	215	Transportation, material moving	
0	0	0	Armed forces	

Table 6:

Means of Transportation to Work by Industry Place-of-Work in the Menomonee Valley					
State: Wisconsin		County: Milwaukee County		Tract: 132	
Total Workers	Drove Alone	Vanpool/ Carpool	Mass Transit	Else	Industry
11275	8385	1605	959	320	Total, Industry
25	15	10	0	0	Agriculture, forestry, mining
1160	895	165	65	35	Construction
3195	2305	520	285	80	Manufacturing
715	545	120	35	15	Wholesale trade
355	260	69	10	10	Retail trade
2775	2240	265	190	80	Transportation, warehousing, utilities
160	125	24	4	0	Information
275	190	33	30	24	Finance, insurance, real estate
755	565	115	55	25	Professional, management, administrative services
420	275	55	70	24	Educational, health and social services
920	560	210	120	30	Entertainment, accommodations, food services
275	175	14	85	0	Other services (except public)
250	230	8	4	0	Public administration
0	0	0	0	0	Armed Forces





Business Place-of-Work Drill Downs: Marquette University – Aurora Sinai Medical Center Area

The University of Wisconsin-Milwaukee Employment and Training Institute, working with Southern University at New Orleans, now provides Business Place-of-Work Drill Downs, which show the characteristics of jobs in each neighborhood in the U.S. by type of employer, industry, earnings, occupations, and means of transportation to work. The drilldowns are presented for use in business plans, economic development proposals, and academic research. Each table profiles the status of workers employed in the neighborhood, whether or not they are residents.

Table 3:

Occupations by Sex for Place-of-Work in the Marquette/Aurora Sinai Neighborhoods			
State: Wisconsin County: Milwaukee County Tracts: 140-141-146-148			
Total Workers	Male	Female	Occupational Grouping
7075	2975	4100	Total Occupation
430	230	198	Management
4	4	0	Farmers, farm managers
98	22	75	Business, financial operations
114	53	55	Computer, mathematical
29	8	20	Architecture, engineering
74	60	12	Life, physical, social science
250	64	185	Community, social service
69	59	8	Legal
775	340	440	Education, training, library
214	100	124	Arts, design, entertainment, sports, media
1055	250	805	Healthcare practitioners, technicians
343	44	303	Healthcare support
235	189	38	Protective service
475	164	319	Food preparation, serving related
234	130	104	Building, grounds cleaning, maintenance
245	95	155	Personal care, service
310	200	110	Sales, related
1315	290	1020	Office, administrative support
0	0	0	Farming, fishing, forestry
130	130	0	Construction, excavation
119	119	0	Installation, maintenance, repairs
304	214	90	Production
250	195	64	Transportation, material moving
0	0	0	Armed forces

Table 6:

Means of Transportation to Work by Industry Place-of-Work in the Marquette/Aurora Sinai Area					
State: Wisconsin County: Milwaukee County Tracts: 140-141-146-148					
Total Workers	Drove Alone	Vanpool/ Carpool	Mass Transit	Else	Industry
7075	4390	560	575	1552	Total, Industry
4	4	0	0	0	Agriculture, forestry, mining
130	100	23	4	4	Construction
350	315	10	20	8	Manufacturing
140	110	15	15	4	Wholesale trade
225	140	4	34	50	Retail trade
230	185	20	14	10	Transportation, warehousing, utilities
190	175	4	0	4	Information
125	59	4	15	45	Finance, insurance, real estate
269	114	35	33	72	Professional, management, administrative services
4400	2730	338	354	968	Educational, health and social services
555	155	51	28	304	Entertainment, accommodations, food services
145	59	8	40	43	Other services (except public)
320	234	39	14	25	Public administration
0	0	0	0	0	Armed Forces



IV. Methodology

A. Purchasing Power Profile Methodology

The Purchasing Power Profiles are prepared by the University of Wisconsin-Milwaukee Employment and Training Institute to identify estimated expenditure patterns for residential neighborhoods. The Purchasing Power Profiles are based on spending patterns taken from the 2002 U.S. Census Bureau Consumer Expenditure Surveys (CEX) for common retail items, utilizing survey responses from more than 30,000 interviews of households with complete income and expenditure responses. Two years of additional expenditure data are drawn from the CEX diary file, which includes patterns of spending by more than 22,000 respondents. The CEX provides data on spending by income levels and family types, which makes it possible to estimate expenditures within communities. For the Public Power Profiles, five types of households by five levels of income ranges (i.e., 25 cells of data) are derived from the 2000 U.S. Census and used to estimate expenditures, based on CEX data, for each of the 16 retail categories listed below:

1. **Food at Home** includes expenditures for food purchased at grocery stores and convenience stores, and food prepared at home for out-of-town trips.
2. **Food Away from Home** includes expenditures for meals at restaurants, carry-out orders, food purchased on out-of-town trips, school lunches, and meals as pay.
3. **Apparel and Related Services** includes expenditures clothing (suits, coats, sweaters, shirts, skirts, nightware, undergarments, hosiery, uniforms, costumes, etc.), accessories, footwear, material for making clothes, watches, jewelry, shoe repair, laundry and dry cleaning costs, and clothing storage.
4. **Television Equipment, Tapes and Discs** includes expenditures for TVs, VCRs and video disc players; video cassettes, tapes and discs; video game hardware and software; cable and satellite service; repairs of TVs, radio and sound equipment; and rental of televisions.
5. **Audio Equipment, CDs, and Tapes** includes expenditures for radios; tape recorders and players; sound components and component systems; records, CDs, audio tapes, and needles; record, tape, CD and video mail order clubs; musical instruments; accessories and other sound equipment; satellite dishes; and rental of above equipment.
6. **Household Textiles** includes expenditures for bathroom, bedroom, kitchen and dining room linens; curtains and draperies; slipcovers and decorative pillows; sewing materials for the home.
7. **Furniture** includes expenditures for mattresses and springs; sofas; living room tables and chairs; kitchen and dining room furniture; infants' furniture; outdoor furniture; wall units, cabinets and other occasional furniture.
8. **Floor Coverings** includes expenditures for wall-to-wall carpeting (for renters and homeowners) and non-permanent floor coverings.
9. **Major Appliances** includes expenditures for dishwashers, garbage disposals, refrigerators, freezers, washing machines, clothes dryers, cooking stoves, microwave ovens, air conditioners; floor cleaning equipment, and sewing machines.
10. **Small Appliances and Housewares** includes expenditures for china, dinnerware, flatware, glassware, serving pieces, small electric kitchen appliances, and portable heating and cooling equipment.



11. **Computer Hardware and Software** includes expenditures for computers, computer hardware, computer software and accessories, for nonbusiness use.
12. **Miscellaneous Household Equipment** includes expenditures for window coverings, infants' equipment, outdoor equipment, clocks, lamps and lighting fixtures; other household decorative items; telephones and accessories; lawn and garden equipment; power tools; hand tools; plants and fresh flowers; closet and storage items; rental of furniture; and luggage.
13. **Non-Prescription Drugs and Supplies** includes expenditures for non-prescription drugs, non-prescription vitamins, eyeglasses and contact lenses, topicals and dressings, medical equipment for general use, supportive and convalescent medical equipment, and rental and repair of medical equipment.
14. **Housekeeping Supplies** includes expenditures for laundry and cleaning supplies, cleansing and toilet tissue, paper towels and napkins, miscellaneous household products, and lawn and garden supplies.
15. **Personal Products** includes expenditures for hair care products, nonelectric articles for the hair, wigs and hairpieces, oral hygiene products and articles, shaving needs, cosmetics, perfume, bath preparation products, deodorants, feminine hygiene articles, and miscellaneous personal care items.
16. **Home Repair Commodities** includes expenditures for paints; wallpapers; electrical supplies for heating and cooling equipment; materials for hard surface flooring, repair and replacement; materials and equipment for roof and gutters; materials for plastering, paneling, siding, windows, doors, screens, awnings; materials for patios, walks, fences, driveways, brick, masonry and stucco work; materials for landscaping maintenance; materials to finish basements, remodel rooms, or build patios, walks, etc.

Purchasing power estimates per square mile are calculated using the land area of the geographical unit. Emphasis on average household income by major marketing firms, rather than spending per square mile, misses significant retail spending by large urban populations, and particularly the aggregate spending that occurs in dense urban neighborhoods. The CEX shows that families with lower incomes spend much higher percentages of their income on common retail purchases. Additionally, these families are often clustered in very dense neighborhoods while many upper income families reside in sparsely populated suburban or exurban areas.

B. 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. 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) 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. See also, www.fhwa.dot.gov/ctpp/about.htm and 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.) 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.) 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.



“Place of Work” Definitions

The address where the individual worked most often during the reference week was recorded on the Census 2000 questionnaire (question 22). The exact address (number and street name) of the place of work was asked, as well as the place (city, town, or post office); whether or not the place of work was inside or outside the limits of that city or town; and the county, state or foreign country, and ZIP Code. If the person's employer operated in more than one location, the exact address of the location or branch where the respondent worked was requested. When the number and street name were unknown, a description of the location, such as the building name or nearest street or intersection, was to be entered.

In areas where the workplace address was coded to the block level, people were tabulated as working inside or outside a specific place based on the location of that address, regardless of the response to question 22c concerning city/town limits. In areas where it was impossible to code the workplace address to the block level, people were tabulated as working in a place if a place name was reported in question 22b and the response to question 22c was either "yes" or the item was left blank. In selected areas, census designated places (CDPs) may appear in the tabulations as places of work. The accuracy of place-of-work data for CDPs may be affected by the extent to which their census names were familiar to respondents, and by coding problems caused by similarities between the CDP name and names of other geographic jurisdictions in the same vicinity.

Place-of-work data are given for minor civil divisions (MCDs) (generally, cities, towns, and townships) in 12 selected states (Connecticut, Maine, Massachusetts, Michigan, Minnesota, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, and Wisconsin), based on the responses to the place of work question. Many towns and townships are regarded locally as equivalent to a place, and therefore, were reported as the place of work. When a respondent reported a locality or incorporated place that formed a part of a township or town, the coding and tabulating procedure was designed to include the response in the total for the township or town.

Comparability of Place-of-Work Data: 1980 - 2000

The wording of the question on place of work was substantially the same in Census 2000, the 1990 census, and the 1980 census. However, data on place of work from Census 2000 and the 1990 census are based on the full census sample, while data from the 1980 census were based on only about one-half of the full sample. For the 1980 census, nonresponse or incomplete responses to the place-of-work question were not allocated, resulting in the use of "not reported" categories in the 1980 publications. However, for Census 2000 and the 1990 census, when place of work was not reported or the responses was incomplete, a work location was allocated to the person based on their means of transportation to work, travel time to work, industry, and location of residence and workplace of others. Census 2000 and 1990 census tabulations, therefore, do not contain a "not reported" category for the place-of-work data.

Comparisons between 1980, 1990 or Census 2000 data on the gross number of workers in particular commuting flows, or the total number of people working in an area, should be made with extreme caution. Any apparent increase in the magnitude of the gross numbers may be due solely to the fact that for Census 2000 and the 1990 census, the "not reported" cases have been distributed among specific place-of-work destinations, instead of tallied in a separate category, as, a nonwork destination.

Definitions of Race/Ethnicity

The CTPP2000 used four racial categories for reporting its data tables:

- White alone
- Black or African American alone
- Asian alone



- All other (including persons reported as 2 or more races, Native Hawaiian or Pacific Islander, American Indian or Alaska Native, or other race).

Workers were also identified as

- Hispanic or Latino
- Not Hispanic or Latino

For the ETI Diversity Drill Downs, all workers identified as “Hispanic or Latino” are included in that category. The four categories of race listed above were used for persons who were **not** identified as Hispanic or Latino. The resulting five racial/ethnic categories are used in the drilldowns:

1. Hispanic or Latino (all races)
2. White alone AND non-Hispanic/Latino
3. Black or African American alone AND non-Hispanic/Latino
4. Asian alone AND non-Hispanic/Latino
5. All other races and combinations of races AND non-Hispanic/Latino

Comparability of Race/Ethnic Data

The data on race in Census 2000 are not directly comparable to those collected in previous censuses. First, respondents were allowed to select more than one category for race in 2000. The CTPP tabulations considered persons to be of a race if they indicated that race **alone**. Persons indicating two or more races were included in an “all other” category for many of the tables provided. The fifth category listed above (“all other races and combinations of races AND non-Hispanic/Latino”) is consequently larger than the “Some other race” category shown in the 2000 Census since it includes people with more than one race.

As in 1980 and 1990, people who reported a Hispanic or Latino ethnicity in the question on race and did not mark a specific race category were classified in the “Some other race” category (“Other” in 1980 and “Other race” in 1990). They commonly provided a write-in entry such as Mexicans, Puerto Rican, or Latino. In the 1970 census, most of these responses were included in the “White” category. In addition, some ethnic entries that in 1990 may have been coded as White or Black are now shown in the “Some other race” group.

Definitions of Class of Worker

In addition to naming their employer and describing the type of work, workers were asked to indicate the type of employer for which they worked the most in the prior week. Occupations and types of work are then broken down into the following classes.

Private Wage and Salary Workers includes people who worked for wages, salary, commission, tips, pay-in-kind, or piece rates for a private-for-profit employer or a private-not-for-profit, tax-exempt, or charitable organization. Self-employed people whose business was incorporated are included with private wage and salary workers because they are paid employees of their own companies. Some tabulations present data separately for these subcategories: "For profit," "Not-for-profit," and "Own business incorporated."

Government Workers includes people who are employees of any local, state, or federal governmental unit, regardless of the activity of the particular agency. Employees of foreign governments, the United Nations, or other formal international organizations controlled by governments should be classified as "Federal Government employee."

Self-Employed Workers includes people who worked for profit or fees in their own unincorporated business, profession, or trade, or who operated a farm.



Unpaid Family Workers includes people who worked 15 hours or more without pay in a business or on a farm operated by a relative.

In tabulations that categorize persons as either **salaried or self-employed**, the salaried category includes private and government wage and salary workers; self-employed includes self-employed people and unpaid family workers.

Means of Transportation to Work

Means of transportation to work refers to the principal mode of travel or type of conveyance that the worker usually used to get from home to work during the reference week. People who used more than one means of transportation to get to work each day were asked to report the one used for the longest distance during the work trip.

The category “Car, truck, or van – drove alone” includes people who usually drove alone to work, as well as people who were driven to work by someone who then drove back home or to a nonwork destination during the reference week. The category “Carpooled,” includes workers who reported that two or more people usually rode to work in the vehicle during the reference week. The category “Public transportation” includes workers who usually used a bus, trolley bus, streetcar, trolley car, subway, elevated, railroad, ferryboat, or taxicab during the reference week. The category “Other means” includes workers who used a mode of travel that is not identified separately. The category “Other means” may vary from table to table, depending on the detail shown in a particular distribution.

The means of transportation data for some areas may show workers using modes of public transportation that are not available for those areas (for example, subway or elevated riders in a metropolitan area where there actually is no subway or elevated service). This result is largely due to people who worked during the reference week at a location that was different from their usual place of work (such as people away from home on business in an area where subway service was available) and people who used more than one means of transportation each day but whose principal means was unavailable where they lived (for example, residents of nonmetropolitan areas who drove to the fringe of a metropolitan area and took the commuter railroad most of the distance to work).

Poverty Status in 1999

The Census Bureau used the federal government's official poverty definition. The poverty status of families and unrelated individuals in 1999 was determined using 48 thresholds (income cutoffs) arranged in a two dimensional matrix. The matrix consists of family size (from one person to nine or more people) cross-classified by presence and number of family members under 18 years old (from no children present to eight or more children present). Unrelated individuals and two-person families were further differentiated by the age of the reference person (under 65 years old, and 65 years old and over).

To determine a person's poverty status, the person's total family income is compared with the poverty threshold appropriate for that person's family size and composition. If the total income of that person's family is less than the threshold appropriate for that family, then the person is considered poor, together with every member of his or her family. If a person is not living with anyone related by birth, marriage, or adoption, then the person's own income is compared with his or her poverty threshold. Poverty status was determined for all people except institutionalized people, people in military group quarters, people in college dormitories, and unrelated individuals under 15 years old. These groups also were excluded from the numerator and denominator when calculating poverty rates. They are considered neither “poor” nor “nonpoor.”



Definitions of Industries

The Census long-form questionnaire asked for the name of the employer (“company, business, or other employer” for which each worker worked in the reference week along with a description of the kind of business or industry taking place where the worker was employed. Responses were coded using the industry classification system developed from the 1997 North American Industry Classification System (NAICS) published by the Office of Management and Budget. NAICS is an industry description system that groups establishments into industries based on the activities in which they are primarily engaged. NAICS is erected on a production-oriented or supply-based conceptual framework in that establishments are grouped into industries according to similarity in the processes used to produce goods or services. The NAICS sectors, their two-digit codes, and the distinguishing activities of each are excerpted from the Department of Commerce site at www.ntis.gov/naics.

11 Agriculture, Forestry, Fishing and Hunting -- Activities of this sector are growing crops, raising animals, harvesting timber, and harvesting fish and other animals from farms, ranches, or the animals' natural habitats.

21 Mining -- Activities of this sector are extracting naturally occurring mineral solids, such as coal and ore, liquid minerals, such as crude petroleum; and gases, such as natural gas; and beneficiating (e.g., crushing, screening, washing, and flotation) and other preparation at the mine site, or as part of mining activity.

22 Utilities -- Activities of this sector are generating, transmitting, and/or distributing electricity, gas, steam, and water and removing sewage through a permanent infrastructure of lines, mains, and pipe.

23 Construction -- Activities of this sector are erecting buildings and other structures (including additions); heavy construction other than buildings; and alterations, reconstruction, installation, and maintenance and repairs.

31-33 Manufacturing -- Activities of this sector are the mechanical, physical, or chemical transformation of material, substances, or components into new products.

41-43 Wholesale Trade -- Activities of this sector are selling or arranging for the purchase or sale of goods for resale; capital or durable nonconsumer goods; and raw and intermediate materials and supplies used in production, and providing services incidental to the sale of the merchandise.

44-46 Retail Trade -- Activities of this sector are retailing merchandise generally in small quantities to the general public and providing services incidental to the sale of the merchandise.

48-49 Transportation and Warehousing -- Activities of this sector are providing transportation of passengers and cargo, warehousing and storing goods, scenic and sightseeing transportation, and supporting these activities.

51 Information -- Activities of this sector are distributing information and cultural products, providing the means to transmit or distribute these products as data or communications, and processing data.

52 Finance and Insurance -- Activities of this sector involve the creation, liquidation, or change in ownership of financial assets (financial transactions) and/or facilitating financial transactions.

53 Real Estate and Rental and Leasing -- Activities of this sector are renting, leasing, or otherwise allowing the use of tangible or intangible assets (except copyrighted works), and providing related services.



54 Professional, Scientific, and Technical Services -- Activities of this sector are performing professional, scientific, and technical services for the operations of other organizations.

55 Management of Companies and Enterprises -- Activities of this sector are the holding of securities of companies and enterprises, for the purpose of owning controlling interest or influencing their management decision, or administering, overseeing, and managing other establishments of the same company or enterprise and normally undertaking the strategic or organizational planning and decision making of the company or enterprise.

56 Administrative and Support and Waste Management and Remediation Services --- Activities of this sector are performing routine support activities for the day-to-day operations of other organizations.

61 Educational Services -- Activities of this sector are providing instruction and training in a wide variety of subjects.

62 Health Care and Social Assistance -- Activities of this sector are providing health care and social assistance for individuals.

71 Arts, Entertainment, and Recreation -- Activities of this sector are operating or providing services to meet varied cultural, entertainment, and recreational interests of their patrons.

72 Accommodation and Food Services -- Activities of this sector are providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption.

81 Other Services (except Public Administration) -- Activities of this sector are providing services not elsewhere specified, including repairs, religious activities, grantmaking, advocacy, laundry, personal care, death care, and other personal services.

91-93 Public Administration -- Activities of this sector are administration, management, and oversight of public programs by Federal, State, and local governments.

Definitions of Occupational Groupings

The occupational classification system used during Census 2000 consists of 509 specific occupational categories arranged into major occupational groupings. Some occupation groups are related closely to certain industries (i.e., healthcare providers account for major portions of health care occupations). However, the industry categories include people in other occupations. (For example, people employed in the health care industry include occupations such as security guard, and secretary.) The following occupational groupings used for the CTPP 2000 tables are summarized from the CTPP documentation files on CD.

1. **Management Occupations, Part** -- chief executives; general and operations managers; legislators; managers, including advertising and promotions, marketing and sales, public relations, administrative service, computer and information systems, finance, human resources, industrial production, purchasing, transportation, storage, and distribution managers.
2. **Farmers and Farm Managers** -- farm, ranch, and other agricultural managers; farmers and ranchers.
3. **Management Occupations, Part** -- education administrators; funeral directors; managers in construction, engineering, food service, gaming, lodging, medical and health services, natural



sciences, property, real estate, community association, social and community service; postmasters and mail superintendents.

4. **Business and Financial Operations Specialists** -- agents and business managers of artists, performers, and athletes; purchasing agents and buyers; claims adjusters, appraisers, examiners, and investigators; compliance officers, except agriculture, construction, health and safety, and transportation; cost estimators; human resources, training, and labor relations specialists; logisticians; management, budget, and credit analysts; meeting and convention planners; financial and other business operations specialists; accountants and auditors; appraisers and assessors of real estate; personal financial advisors; insurance underwriters; financial examiners; loan counselors and officers; tax examiners, collectors, and revenue agents; tax preparers.
5. **Computer and Mathematical Occupations** -- computer scientists and systems analysts; computer programmers, software engineers, and support specialists; database, network, and computer systems administrators; network systems and data communications analysts; actuaries; mathematicians; operations research analysts; statisticians; miscellaneous mathematical science occupations.
6. **Architecture and Engineering Occupations** – architects; surveyors, cartographers, and photogrammetrists; engineers, including aerospace, agricultural, biomedical, chemical, civil, computer hardware, electrical and electronics, environmental, industrial engineers, marine, materials, mechanical, mining and geological, nuclear, petroleum, and all other engineers; drafters; engineering technicians; surveying and mapping technicians.
7. **Life, Physical and Social Science Occupations** – scientists, including agricultural, food, biological, conservation, medical, atmospheric and space, materials, environmental, physical, and all other scientists; astronomers and physicists; chemists; geoscientists; economists; foresters; market and survey researchers; psychologists; sociologists; urban and regional planners; miscellaneous social scientists and related workers; technicians, including agricultural and food science, biological, chemical, geological and petroleum, nuclear, and other life, physical, and social science technicians.
8. **Community and Social Service Occupations** -- counselors; social workers; miscellaneous community and social service specialists; clergy; directors, religious activities and education; religious workers, all other.
9. **Legal Occupations** -- lawyers; judges, magistrates, and other judicial workers; paralegals and legal assistants; miscellaneous legal support workers.
10. **Educations, Training, and Library Occupations** – teachers, including postsecondary, preschool, kindergarten, elementary, middle school, secondary school, special education, and other teachers and instructors; archivists, curators, and museum technicians; librarians; library technicians; teacher assistants; other education, training and library workers.
11. **Arts, Design, Entertainment, Sports, and Media Occupations** – artists; designers; actors; producers and directors; athletes, coaches, umpires; dancers and choreographers; musicians, singers, and related workers; entertainers and performers, sports and related workers; announcers; news analysts, reporters and correspondents; public relations specialists; editors; technical writers; writers and authors; miscellaneous media and communication workers; broadcast and sound engineering technicians and radio operators; photographers; television, video, and motion picture camera operators and editors; all other media and communication equipment workers.
12. **Healthcare Practitioners and Technicians Occupations** -- chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; physician assistants; podiatrists; registered nurses; audiologists; occupational, physical, radiation, recreational, respiratory and all



other therapists; speech-language pathologists; veterinarians; all other health diagnosing and treating practitioners; clinical laboratory and diagnostic related technologists and technicians; dental hygienists; emergency medical technicians and paramedics; health diagnosing and treating practitioner support technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians; miscellaneous health technologists and technicians; other healthcare practitioners and technical occupations.

13. **Healthcare Support Occupations** -- nursing, psychiatric, and home health aides; occupational therapist assistants and aides; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants and other healthcare support occupations.
14. **Protective Service Occupations** -- first-line supervisors/managers of correctional officers, police and detectives, and fire fighting and prevention workers; supervisors, protective service workers, all other; fire fighters; fire inspectors; bailiffs, correctional officers, and jailers; detectives and criminal investigators; fish and game wardens; parking enforcement workers; police and sheriff's patrol officers; transit and railroad police; animal control workers; private detectives and investigators; security guards and gaming surveillance officers; crossing guards; lifeguards and other protective service workers.
15. **Food Preparation and Serving Related Occupations** -- chefs and head cooks; first-line supervisors/managers of food preparation and serving workers; cooks; bartenders; food preparation and service workers, including fast food; counter attendants, cafeteria, food concession, and coffee shop; waiters and waitresses; food servers; dining room and cafeteria attendants and bartender helpers; dishwashers; hosts and hostesses, restaurant, lounge, and coffee shop.
16. **Building and Grounds cleaning and Maintenance Occupations** -- first-line supervisors/managers of housekeeping and janitorial, landscaping, lawn service, and groundskeeping workers; janitors and building cleaners; maids and housekeeping cleaners; pest control workers; grounds maintenance workers.
17. **Personal Care and Service Occupations** -- first-line supervisors/managers of personal service and gaming workers; animal trainers; nonfarm animal caretakers; child care, personal care and service, recreation and fitness, funeral service, and gaming workers; motion picture projectionists; ushers, lobby attendants, and ticket takers; miscellaneous entertainment attendants and related workers; barbers; hairdressers, hairstylists, and cosmetologists; baggage porters, bellhops, and concierges; tour and travel guides; transportation attendants; personal and home care aides; and residential advisors.
18. **Sales and Related Occupations** -- first-line supervisors/managers of sales workers; cashiers; counter and rental clerks; salespersons; advertising sales agents; insurance, securities, commodities, and financial service sales agents; travel agents; sales representatives; models, demonstrators, and product promoters; real estate brokers and sales agents; sales engineers; telemarketers; door-to-door sales workers, news and street vendors, and related workers; sales and related workers, all other.
19. **Office and Administrative Support Occupations** -- first line supervisors/managers of office and administrative support workers; clerks, including billing, posting, accounting, auditing, payroll, timekeeping, procurement, brokerage, correspondence, court, municipal, license, file, loan, new accounts, order, information, loan, record, postal service, mail, travel, shipping, receiving, traffic, stock, hotel, motel, resort desk, production, planning, expediting, insurance claims, policy processing, and office clerks; operators, including switchboard, telephone, communications equipment, mail processors, mail processing machine, and office machine operators; bill and account collectors; gaming cage workers; tellers; credit authorizers, checkers; customer service representatives; eligibility and loan interviewers; library assistants, clerical; human resources assistants; receptionists; reservation and transportation ticket, cargo, and freight agents; couriers and



messengers; dispatchers; meter readers, utilities; postal service mail carriers and sorters; order fillers; weighers, measurers, checkers, and samplers, recordkeeping; secretaries and administrative assistants; computer operators; data entry keyers; word processors and typists; desktop publishers; proofreaders and copy markers; statistical assistants; other office and administrative support workers.

20. **Farming, Fishing, and Forestry Occupations** -- first-line supervisors/managers of farming, fishing, and forestry workers; agricultural inspectors; animal breeders; graders and sorters, agricultural products; miscellaneous agricultural workers; fishers and related fishing workers; hunters and trappers; forest and conservation workers; logging workers.
21. **Construction and Excavation Occupations** -- first-line supervisors/managers of construction trades and extraction workers; boilermakers; brickmasons, blockmasons, and stonemasons; carpenters; carpet, floor, and tile installers and finishers; cement masons, concrete finishers, and terrazzo workers; construction laborers; paving, surfacing, and tamping equipment operators; pile-driver operators; operating engineers and other construction equipment operators; drywall installers, ceiling tile installers, and tapers; electricians; glaziers; insulation workers; painters, construction and maintenance; paperhangers; pipelayers, plumbers, pipefitters, and steamfitters; plasterers and stucco masons; reinforcing iron and rebar workers; roofers; sheet metal workers; structural iron and steel workers; helpers, construction trades; construction and building inspectors; elevator installers and repairers; fence erectors; hazardous materials removal workers; highway maintenance workers; rail-track laying and maintenance equipment operators; septic tank servicers and sewer pipe cleaners; derrick, rotary drill, and service unit operators, oil, gas, and mining; earth drillers; explosives workers, ordnance handling experts, and blasters; mining machine operators; roof bolters, mining; roustabouts, oil and gas; helpers-extraction workers; other extraction workers.
22. **Installation, Maintenance, and Repair Occupations** -- first-line supervisors/managers of mechanics, installers, and repairs; repairers, including computer, automated teller, office machine, electric motor, power tool, electrical, electronics, electronic equipment, automotive body, home appliance, precision instrument and equipment, signal and track, and office machine repairers; installers and repairers, including electronic home entertainment equipment, radio and telecommunications equipment, automotive glass, control and valve, electrical power-line, and telecommunications line installers and repairers; avionics technicians; security and fire alarm systems installers; aircraft mechanics and service technicians; automotive service technicians and mechanics; bus and truck mechanics and diesel engine specialists; heavy vehicle and mobile equipment service technicians and mechanics; small engine, vehicle, and mobile equipment mechanics; heating, air conditioning, and refrigeration mechanics and installers; industrial and refractory machinery mechanics; maintenance and repair workers, general; maintenance workers, machinery; millwrights; coin, vending, and amusement machine servicers and repairers; commercial divers; locksmiths and safe repairers; manufactured building and mobile home installers; riggers; helpers-installation, maintenance, and repair workers; other installation, maintenance, and repair workers.
23. **Production Occupations** -- first-line supervisors/managers of production and operating workers; assemblers, including aircraft structure, surfaces, rigging, systems, electrical, electronics, electromechanical, engine, and other machine assemblers and fabricators; machine operators and tenders, including food and tobacco roasting, baking, drying, food cooking, shoe, textile bleaching and dyeing, packaging and filling, and cementing and gluing machine operators and tenders; machine setters, operators, and tenders, including extruding and drawing, forging, rolling, cutting, punching, press, drilling and boring, milling and planing, molding, plating and coating, textile cutting, textile knitting, weaving, textile winding and twisting and drawing out, extruding and forming, wood sawing, woodworking, chemical processing, extruding, forming, pressing, compacting, and paper goods machine setters, operators, and tenders; machine tool setters, operators and tenders, including drilling and boring, grinding, lapping, polishing, buffing, lathe, turning, and



multiple machine tool setters, operators, and tenders; structural metal fabricators and fitters; bakers; butchers and other meat poultry, and fish processing workers; food batchmakers; computer control programmers and operators; machinists; metal furnace and kiln operators and tenders; model makers and patternmakers; welding, soldering, and brazing workers; heat treating equipment settlers, operators, and tenders; heat treating equipment setters, operators, and tenders, metal and plastic; lay-out workers; tool grinders, filers, and sharpeners; metalworkers and plastic workers, all other; bookbinders and bindery workers; job printers; prepress technicians and workers; printing machine operators; laundry and dry-cleaning workers; pressers, textile, garment, and related materials; sewing machine operators; shoe and leather workers and repairers; tailors, dressmakers, and sewers; fabric and apparel patternmakers; upholsterers; textile, apparel, and furnishings workers, all other; cabinet makers and bench carpenters; furniture finishers; model makers and patternmakers, wood; woodworkers, all other; power plant operators, distributors, and dispatchers; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; miscellaneous plant and system operators; crushing, grinding, polishing, mixing, and blending workers; cutting workers; furnace, kiln, oven, drier, and kettle operators and tenders; inspectors, testers, sorters, samplers, and weighers; jewelers and precious stone and metal workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; semiconductor processors; cleaning, washing, and metal pickling equipment operators and tenders; cooling and freezing equipment operators and tenders; etchers and engravers; molders, shapes, and casters; tire builders; helpers—production workers; production workers, all other.

24. **Transportation and Material Moving Occupations** -- Supervisors, transportation and material moving workers; aircraft pilots and flight engineers; air traffic controllers and airfield operations specialists; ambulance drivers and attendants, except emergency medical technicians; bus drivers; driver/sales workers and truck drivers; taxi drivers and chauffeurs; operators, including motor vehicle, railroad brake, signal, switch, ship, conveyor, dredge machine, excavating machine, loading machine, hoist, winch, industrial truck, industrial tractor, pumping station, crane, tower, and shuttle car operators; locomotive engineers and operators; railroad conductors and yardmasters; subway, streetcar, and other rail transportation workers; sailors and marine oilers; ship and boat captains; ship engineers; bridge and lock tenders; parking lot and service station attendants; transportation inspectors; other transportation workers; conveyor tenders; cleaners of vehicle sand equipment; laborers and freight, stock, and material movers, hand; machine feeders and offbearers; packers and packagers, hand; refuse and recyclable material collectors; tank car, truck, and ship loaders; material moving workers, all other.
25. **Armed Forces** -- Military officer special and tactical operations leaders/managers; first-line enlisted military supervisors/managers; military enlisted tactical operations and air/weapons specialists and crew members; military, rank not specified.



V. For Further Information

For background on changes in economic conditions and demographics in the Milwaukee Renewal Community, see the Employment and Training Institute reports on **Indicators of Employment and Economic Well-Being of Families in Central City Milwaukee Neighborhoods**, which have been prepared since 1998 and are supported by the Greater Milwaukee Foundation and the City of Milwaukee Community Development Block Grant Program. These studies track changes in family income, poverty levels, single parent and married parent families, business activity, housing values, neighborhood safety, transportation barriers, and receipt of public supports (including the earned income tax credits, public assistance, child care subsidies, food stamps and medical assistance). The studies are posted at www.uwm.edu/Dept/ETI/reports/indypage.htm. See also discussion papers prepared by John Pawasarat and Lois M. Quinn for The Brookings Institution:

- **Exposing Urban Legends: The Real Purchasing Power of Central City Neighborhoods**, June 2001 (at www.brook.edu/dybdocroot/es/urban/pawasarat.pdf).
- **Tracking the Progress of Welfare Reform Quickly: A Model for Measuring Neighborhood Health and Change**, October 2001 (at www.brook.edu/dybdocroot/es/urban/publications/pawasaratquinn.pdf).

For more information on the U.S. Department of Housing and Urban Development Community Renewal Initiatives, see www.hud.gov/offices/cpd/economicdevelopment/programs/rc/index.cfm. For definitions of variables from the 2000 Census and calculations used, see the Census Bureau site at www.census.gov and the U.S. Department of Transportation Census Transportation Planning Package 2000 website at www.fhwa.dot.gov/ctpp. Drill downs for any community or target market in the U.S. can be accessed through the Employment and Training Institute website at www.eti.uwm.edu.

Send comments to: Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Website: www.eti.uwm.edu. Email: eti@uwm.edu. Phone: 414-227-3380.

