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# Employment Patterns of Larger Milwaukee Area Companies: Occupational Shifts, Job Expansion and Progress Toward Diversity

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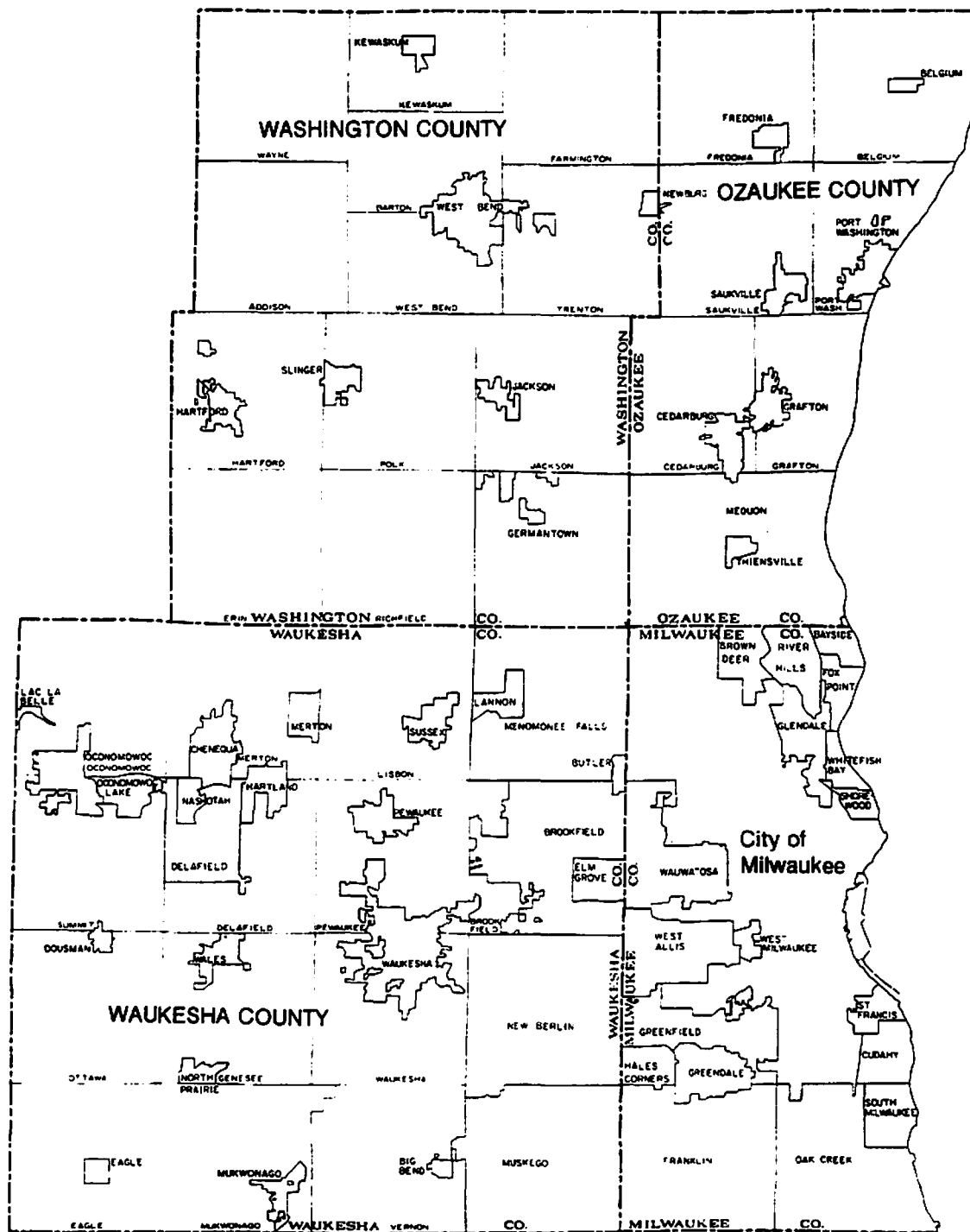
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# Employment Patterns of Larger Milwaukee Area Companies

## Occupational Shifts, Job Expansion and Progress Toward Diversity



Employment & Training Institute  
UNIVERSITY OF WISCONSIN • MILWAUKEE  
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*To improve planning for employment of Milwaukee residents and to address education and training needs of Milwaukee area employers, the University of Wisconsin-Milwaukee Employment and Training Institute has joined in a partnership effort with the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Public Schools, and Private Industry Council of Milwaukee County. The Milwaukee Labor Project conducts semi-annual surveys of employers to determine job requirements and availability, annual surveys of central city residents to determine worker needs, and policy studies to address barriers to employment for central city residents.*

*This report was prepared by Lois M. Quinn and Ann H. Hendrix, with funding provided in part by the Helen Bader Foundation, the Milwaukee Foundation and the U.S. Department of Housing and Urban Development. For further information, contact the Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Phone (414) 227-3388. Website: [www.uwm.edu/Dept/ETI](http://www.uwm.edu/Dept/ETI).*

## INTRODUCTION

This report examines the employment patterns of private companies in the Milwaukee metropolitan area with 100 or more employees, utilizing computerized summaries of EEO-1 annual reports filed with the U.S. Equal Opportunities Employment Commission. Each year these companies are required to report on their total labor force, minorities and women employed by nine occupational groupings. The data are provided to identify occupational shifts, progress toward a diversified labor force and challenges facing Milwaukee area employers and workers.

## SUMMARY OF FINDINGS

- The larger companies employed 332,874 workers in 1996, or 45 percent of the total private sector workforce in Milwaukee, Ozaukee, Washington and Waukesha Counties. From 1992 to 1996 employers reported a 7.9 percent increase in total employment by companies with 100 or more workers. Net job growth is a result of company expansions (offset by reductions in some occupational areas) as well as increasing numbers of Milwaukee area companies with 100 or more workers.

### Workforce Diversity

- Minorities captured over half (54 percent) of the net job increases in larger Milwaukee area companies from 1992 to 1996. In larger companies minorities showed a 21 percent increase in jobs in Milwaukee County and an 80 percent increase in jobs in the WOW (Waukesha, Ozaukee and Washington) counties.

#### Net Job Growth by Race and Ethnicity in Larger Milwaukee Area Companies, 1992-96

White males	+ 6,990	5.2%
White females	+ 4,172	3.2%
Black females	+ 3,628	18.4%
Hispanic males	+ 3,206	69.4%
Black males	+ 2,164	15.0%
Hispanic females	+ 1,834	61.3%
Asian males	+ 1,168	79.7%
Asian females	+ 903	67.6%
Native American males	+ 138	22.7%
Native American females	+ 124	22.1%
ALL	+ 24,327	7.9%

- In the skilled and semi-skilled occupations, minorities secured 84 percent of net job increases for operatives, 35 percent of increased managerial jobs, 31 percent of increased jobs for technicians, and 19 percent of jobs for professionals. Minorities also gained over half (59 percent) of jobs for unskilled laborers and 45 percent of service work jobs in larger companies.

- Minorities dominated the expansion in manufacturing jobs seen in the Milwaukee metro area. Minorities gained 4,823 more jobs for larger manufacturing firms while white workers showed a net decline of 262 jobs. Minorities also showed increases in service companies (where they acquired 80 percent of net new jobs) and in retail trade (where they acquired 40 percent of net new jobs with larger companies).

- Most of the job growth for semi-skilled operatives occurred in larger companies in the WOW counties. While transportation is often cited as a reason for smaller numbers of minorities employed in outlying firms, many of these companies showed large increases in employment of minorities as operatives and laborers.

- Women gained 85 percent of the increased positions for managers and officials in the metro area. Women made substantial gains in managerial jobs in the WOW counties, particularly in retail trade, printing and publishing, and in durable manufacturing.

- Women acquired most of the net new jobs in non-durable manufacturing and took most of the losses in jobs in the financial sector.

- Asian workers showed a 74 percent increase in employment with larger companies from 1992 to 1996, with notable increases as professionals, operatives and laborers. The number of Asian men and women employed in the WOW counties more than doubled from 1992 to 1996.

- Hispanic workers showed 66 percent more jobs with larger Milwaukee area companies. Hispanic males passed all other racial/ethnic groups (including white men) in gaining jobs as semi-skilled operatives. Hispanic women had their largest increases as unskilled laborers and service workers.

- African Americans gained 17 percent more jobs with larger companies from 1992 to 1996. Black males moved into jobs for laborers, semi-skilled operatives, and service workers. The largest occupational growth areas for black women were in service and sales work.

- Over half of the job growth for Native American workers employed in larger companies occurred in the WOW counties, and much of this growth was for female service workers.

- In spite of notable progress toward diversity by many companies, 6 percent of metro area companies with 100 or more employees reported no minorities in their workforce.

- White males and females still dominate the labor force in larger companies in Waukesha, Ozaukee and Washington counties, holding 90 percent of all jobs. White workers held 79 percent of jobs in Milwaukee County companies.

- In the WOW counties, two-thirds (69 percent) of larger companies employed minorities for one percent or fewer of their managerial positions. Even in Milwaukee County, 52 percent of the larger companies reported that minorities made up one percent or fewer of their managers.

### Metro Area Job Growth

- For the metro area 90 percent of the net job growth in larger companies occurred in the WOW (Waukesha, Ozaukee and Washington) counties. Larger companies in Milwaukee County showed only a 1 percent net increase of workers (up by 2,417 workers), compared to a 24 percent increase (up by 21,910 workers) in the outlying counties from 1992 to 1996.

#### Net Job Growth by Industrial Sector in Larger Milwaukee Area Companies, 1992-96

Retail trade	+9,032	25.3%
Wholesale trade	+4,640	53.1%
Transportation/communication/ utilities	+3,893	17.2%
Durable manufacturing	+3,238	4.0%
Business/personal services	+2,583	11.7%
Non-durable manufacturing	+1,323	3.7%
Professional services	+1,032	1.5%
Finance/insurance/real estate	-1,623	-5.4%

- The greatest job expansion among the larger companies was seen in retail trade companies

(9,032 more jobs) and wholesale trade companies (4,640 more jobs). Declines in total employees were shown for larger financial firms.

### Occupational Changes

- The greatest job growth in larger Milwaukee area companies was reported for college-trained professional jobs. Larger companies reported a net increase of 6,251 workers in professional jobs. In contrast to managerial job growth which occurred almost entirely in the outlying counties, nearly 40 percent of the net growth in professional jobs occurred in Milwaukee County.

- Other occupational areas showing substantial growth included service workers, laborers, operatives and sales workers.

#### Net Job Growth by Occupational Groupings in Larger Milwaukee Area Companies, 1992-96

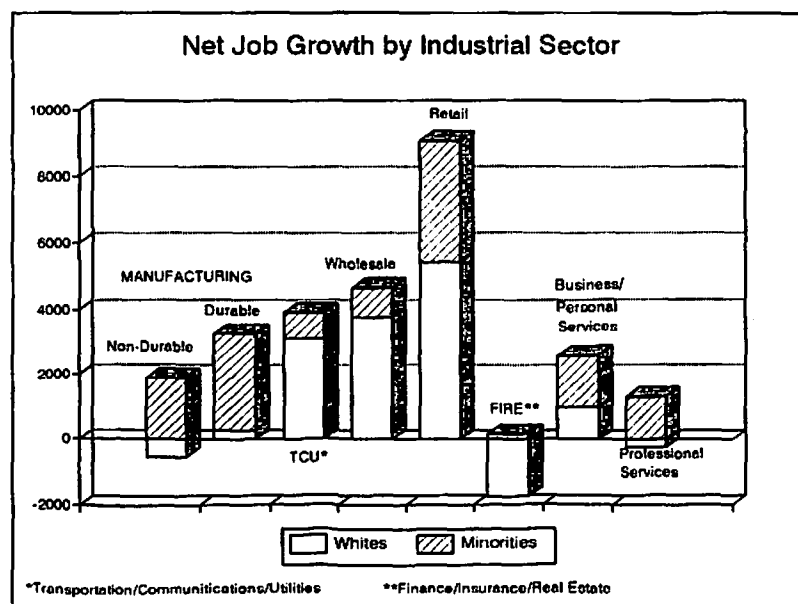
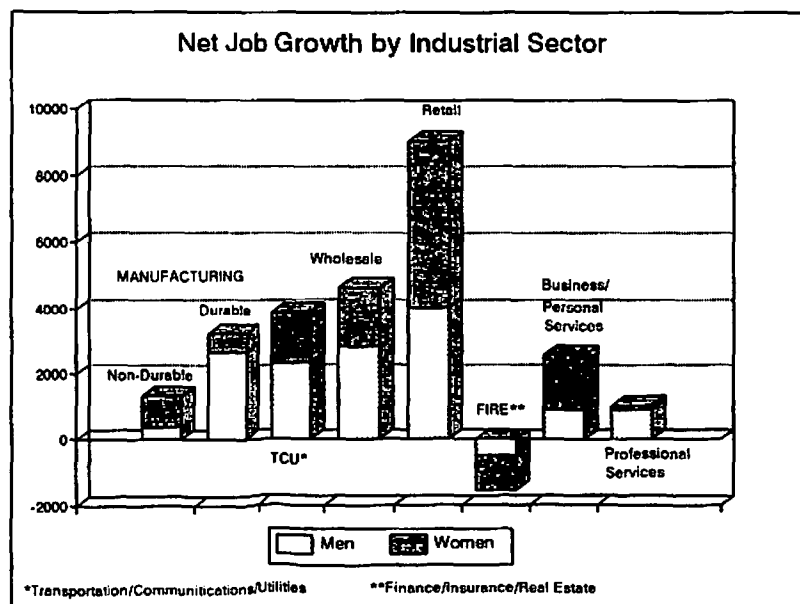
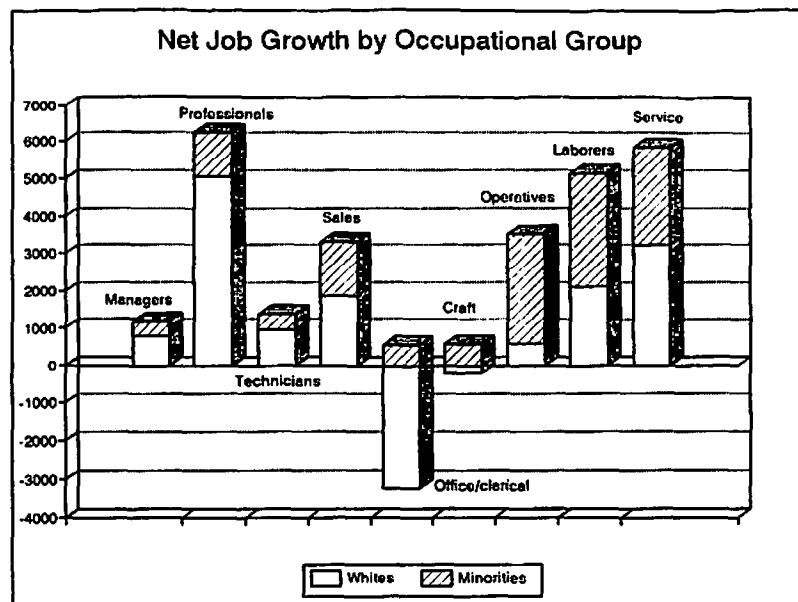
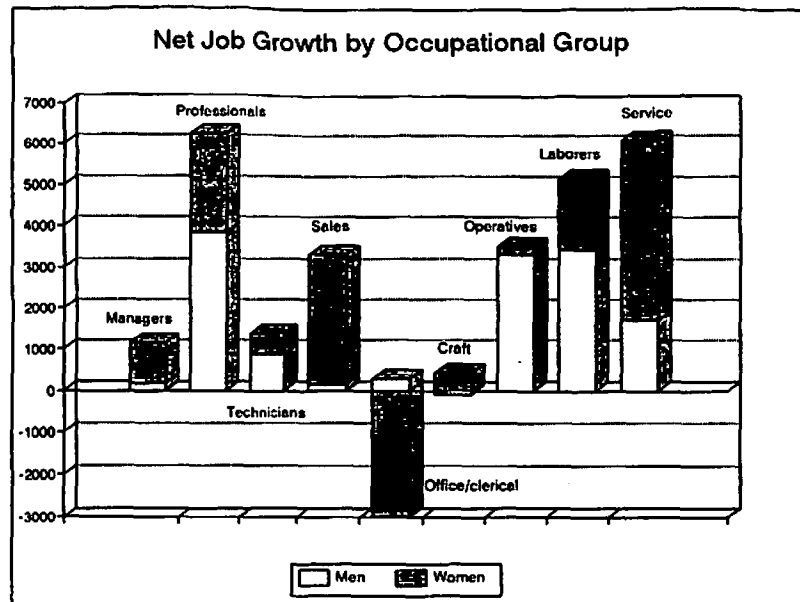
Professionals	+6,251	13.8%
Service workers	+5,838	18.1%
Laborers	+5,156	25.9%
Operatives	+3,519	7.3%
Sales workers	+3,345	11.5%
Technicians	+1,397	6.4%
Managers	+1,182	3.7%
Craft workers	+354	1.3%
Office/clerical	-2,715	-5.2%

- Larger Milwaukee area companies reported net decreases in the numbers of workers employed as office and clerical workers. The decline in these jobs was concentrated in Milwaukee County companies (which reported 4,197 fewer positions in 1996 than in 1992), while larger companies in the WOW counties showed an increase of 1,482 more clerical and office jobs. The heaviest drops were in the finance, insurance and real estate industries.

- The use of laborers by larger companies increased in Milwaukee County (which showed 1,880 more jobs from 1992 to 1996) and in the WOW counties (which showed 3,276 more jobs).

*See the Technical Notes (p. 43) for information on the EEO-1 files used to prepare this analysis. Racial/ethnic categories are based on visual surveys of the workforce or employment records according to Equal Employment Opportunity Commission definitions (see p. 23). Companies report employees by actual major job activity and not by company job titles or worker's training if different from primary duties performed. Occupational groupings are defined by the EEOC.*

# Employment Increases in Larger Milwaukee Area Companies, 1992-1996





## Managers and Officials

A total of 33,227 managers and officials were employed in 1996 by Milwaukee area companies with 100 or more employees. These include occupations of administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations.

- The number of managers employed by larger companies in the Milwaukee area increased by 1,182 positions from 1992 to 1996. Most of the expansion in managerial positions occurred in large companies in the outlying counties of Waukesha, Ozaukee and Washington (WOW), reflecting the continued job growth in these counties.

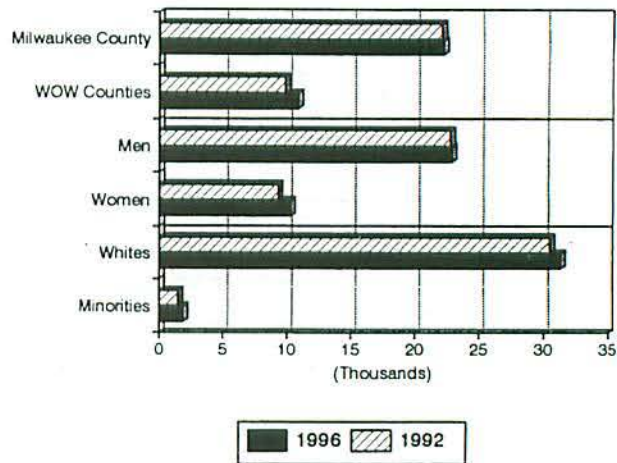
- Women made notable gains in managerial jobs; the number of female managers increased by 11 percent, compared to a less than 1 percent gain for males. The greatest numeric gains were made by white women.

- Manufacturing companies employ the largest numbers of managers and here white men still hold most (80 percent) of the top level positions. From 1992 to 1996 women made significant progress in gaining management positions in printing and publishing and durable manufacturing. Women also showed increases in managerial jobs in retail trade.

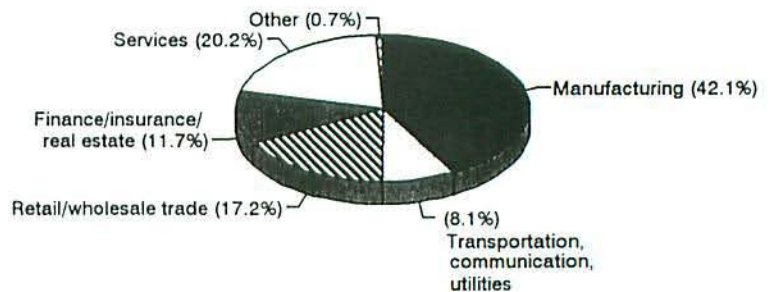
- Managerial jobs in finance, insurance and real estate (FIRE) companies declined by 746 from 1992 to 1996. Drops were also seen in the number of top level administrators in transportation/communications/utilities.

- Increases were seen for managers among all racial groups. The majority (71 percent) of these gains occurred in Milwaukee County companies, even though these companies showed a net decline in total managers employed.

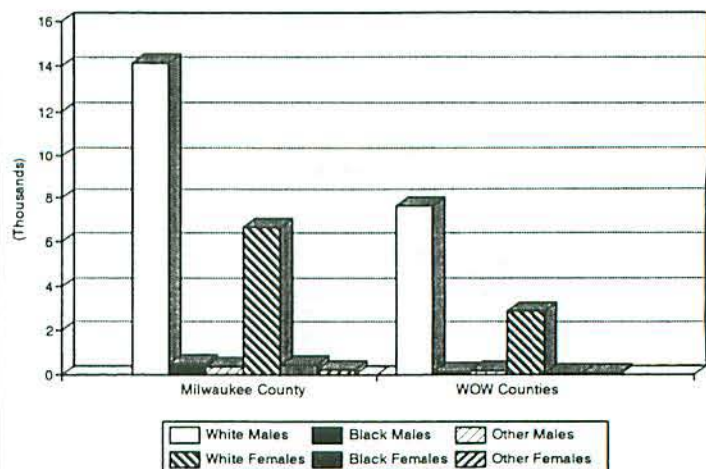
Managerial Occupations With Larger Milwaukee Area Companies: 1992-1996



Managers by Type of Industry  
(Larger Milwaukee Area Companies: 1996)



Managers by Race/Ethnicity and Location  
Milwaukee SMSA: 1996

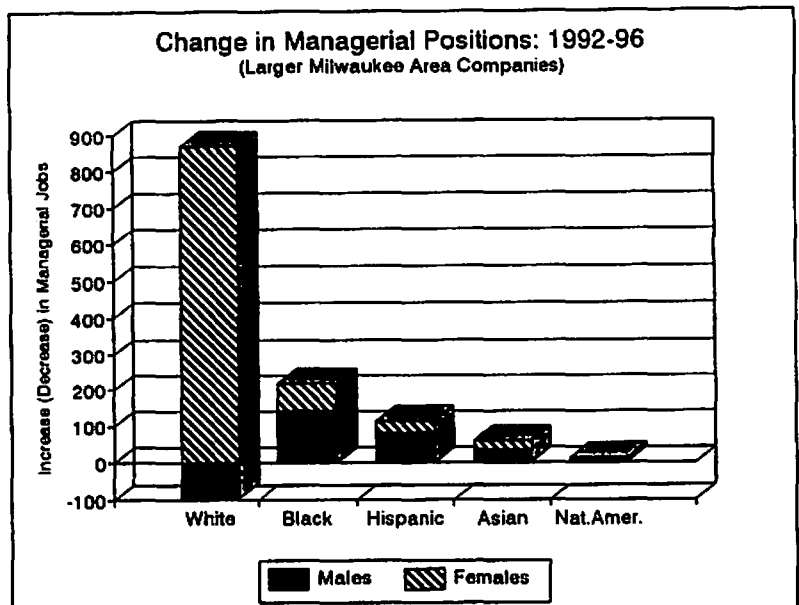


- The proportion of minority managers increased from 5.3 to 6.6 percent in Milwaukee County larger companies, and from 3.1 to 3.9 percent in the WOW counties.

- In Waukesha, Ozaukee and Washington Counties, the total number of white women employed as managers with larger companies increased by 27 percent. White women showed a net increase of 614 jobs since 1992, and white men showed a net increase of 376 managerial jobs in WOW county companies with over 100 employees.

- In Milwaukee County, white males showed a decline of 472 managerial positions while white women showed a net increase of 255 jobs.

- Among minorities, black males showed the largest numeric increases in managerial positions, followed by Hispanic males and black females.



#### Workers Employed as Managers and Officials for Companies of 100 + Employees

	Total in 1992	Total in 1996	Net Change	Percent Change
White males	21,862	21,766	- 96	- 0.4%
Black males	496	637	+ 141	+ 28.4%
Hispanic males	211	292	+ 81	+ 38.4%
Asian males	150	184	+ 34	+ 22.7%
Native American males	44	56	+ 12	+ 27.3%
White females	8,698	9,567	+ 869	+ 10.0%
Black females	407	485	+ 78	+ 19.2%
Hispanic females	92	126	+ 34	+ 37.0%
Asian females	58	84	+ 26	+ 44.8%
Native American females	27	30	+ 3	+ 11.1%
ALL	32,045	33,227	+ 1,182	+ 3.7%

**Officials and Managers:** Occupations requiring administrative and managerial personnel who set broad policies, exercise overall responsibility for execution of these policies, and direct individual departments or special phases of a firm's operations. Job titles include administrators and officials, business and promotion agents, chief executives, construction inspectors, construction supervisors, farm managers, farmers, financial managers, food serving and lodging managers, forestry and logging supervisors, funeral directors, inspectors and compliance officers, mail superintendents, managers and administrators (n.e.c.), marketing and advertising managers, medicine and health managers, personnel and labor relations managers, postmasters, properties and real estate managers, public relations managers, purchasing managers, purchasing agents and buyers, railroad conductors and yardmasters, sales supervisors and proprietors, service organizations managers, ship captains and mates. First-line supervisors, unless specifically listed in the job titles above, who engage in the same activities as the employees they supervise are reported in the job category of the employees they supervise.



## Professionals

Professional occupations require either college graduation or experience of a comparable background. College-trained professions made up the second largest occupational grouping for larger companies in 1996 (after semi-skilled operatives).

- The professions showed the largest numerical increase in jobs over the four year period. Professional job totals increased from 45,277 in 1992 to 51,528 in 1996 for the metropolitan area. Increases were notable in manufacturing; finance, insurance, and real estate; retail trade; and business and personal services.

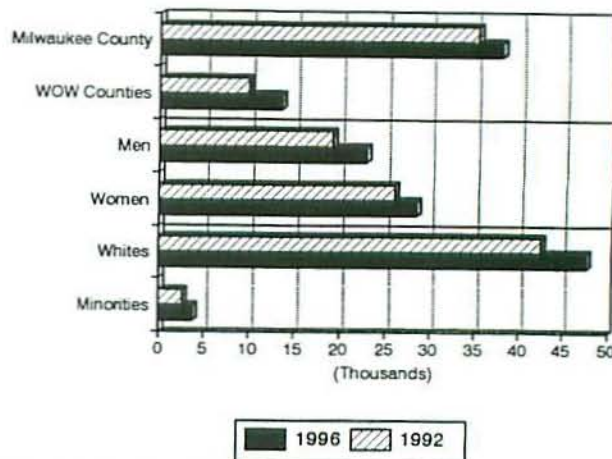
- In contrast to managerial job growth in larger companies which occurred almost entirely in the outlying counties, 40 percent of the growth in professional jobs occurred in Milwaukee County.

- Minorities captured 19 percent of the net increase in professional occupations. Substantial increases were seen in the numbers of Asian, black and Hispanic men and women employed in professional occupations with larger companies. Native Americans, however, did not show strong increases.

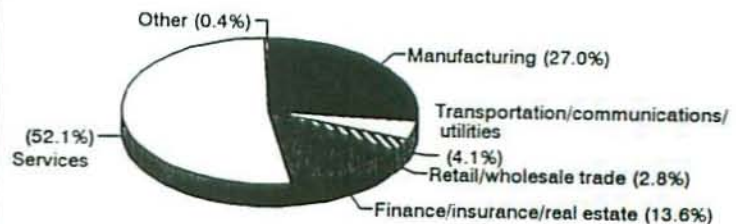
- The dramatic expansion in numbers of women employed in professional occupations which occurred from 1985-1992 has slowed. Over the four-year period (1992-1996), men secured 3,850 (62 percent) of the net job increases while women secured 2,401 net new jobs (38 percent).

- The largest numbers of professionals are employed in service industries and particularly in health fields where women comprise 86 percent of all professionals. Manufacturing companies constitute the second largest employers of professionals.

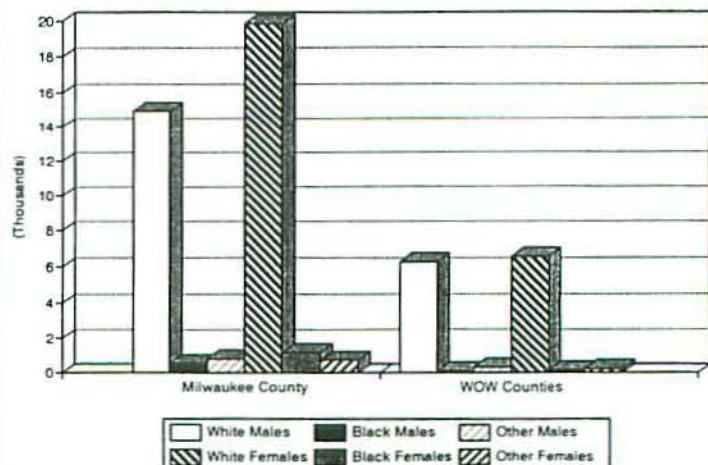
Professional Occupations With Larger Milwaukee Area Companies: 1992-1996



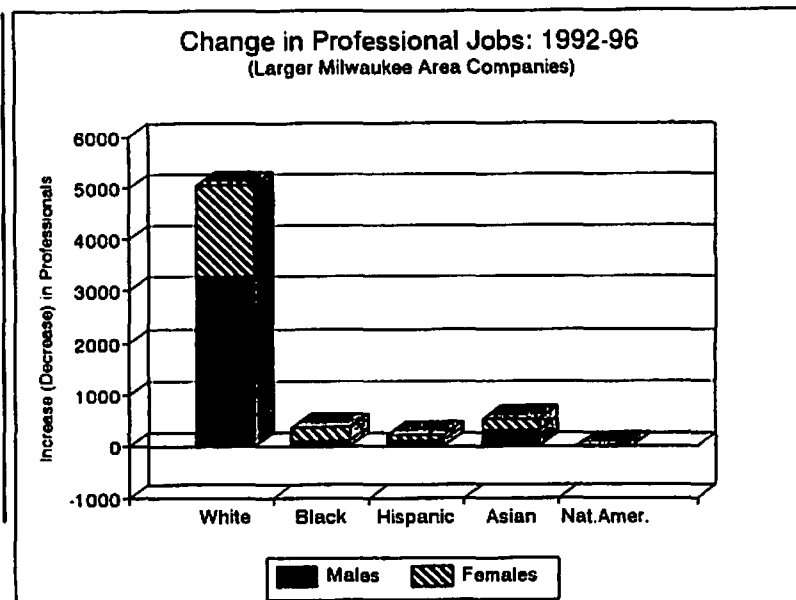
Professionals by Type of Industry  
(Larger Milwaukee Area Companies: 1996)



Professionals by Location  
Milwaukee SMSA: 1996



• The growth of health professionals seen in the 1980s and early 1990s among larger Milwaukee area companies has slowed. Health industries with 100 or more employees showed only a 3 percent increase in professional employment from 1992 to 1996 while the finance/insurance/real estate firms showed a 33 percent growth in professionals and manufacturing companies showed a 19 percent growth in professionals employed.



#### Workers Employed as Professionals for Companies of 100 or More Employees

	Total in 1992	Total in 1996	Net Change	Percent Change
White males	17,989	21,260	+3,271	+18.2%
Black males	506	617	+111	+21.9%
Hispanic males	215	336	+121	+56.3%
Asian males	390	721	+331	+84.9%
Native American males	37	53	+16	+43.2%
White females	24,602	26,395	+1,793	+7.3%
Black females	993	1,276	+283	+28.5%
Hispanic females	227	337	+110	+48.5%
Asian females	260	481	+221	+85.0%
Native American females	58	52	-6	-10.3%
<b>ALL</b>	<b>45,277</b>	<b>51,528</b>	<b>+6,251</b>	<b>+13.8%</b>

**Professionals:** Occupations requiring either college graduation or experience of such kind and amount as to provide a comparable background. Job titles include accountants, actors, actuaries, aerospace engineers, agricultural engineers, airplane pilots, announcers, architects, archivists, artist printmakers, artists, athletes, atmospheric scientists, auditors, authors, biological and life scientists, chemical engineers, chemists, civil engineers, clergy, composers, computer scientists, computer systems analysts, craft-artists, curators, dancers, dentists, designers, dietitians, directors, economists, editors, educational and vocational counselors, electrical and electronic engineers, engineers, food scientists, forestry and conservation scientists, geodesists, geologists, health diagnosing practitioners, industrial engineers, judges, labor relations specialists, lawyers, librarians, management analysts, mapping scientists, marine and naval architects, materials engineers, mathematical scientists, mechanical engineers, medical scientists, metallurgical engineers, mining engineers, musicians, nuclear engineers, occupational therapists, operations analysts, operations systems researchers, optometrists, other financial officers, painters, performers, personnel and training specialists, petroleum engineers, pharmacists, photographers, physical therapists, physical scientists, physicians, physicians' assistants, physicists and astronomers, podiatrists, psychologists, public relations specialists, recreation workers, registered nurses, religious workers, reporters, respiratory therapists, sales engineers, sculptors, social scientists, social workers, sociologists, speech therapists, statisticians, surveyors, technical writers, therapists (n.e.c.), underwriters, urban planners, veterinarians.

## Technicians

A total of 23,365 technicians were employed in 1996 by Milwaukee area companies with 100 or more employees. These include jobs which require a combination of basic scientific knowledge and manual skill that can be obtained through two years of post high school education offered in technical colleges or through on-the-job training.

- The number of technicians employed in large Milwaukee area companies increased by 6.4 percent from 1992 to 1996.

- Two industrial sectors, retail and wholesale trade, showed 90-93 percent increases in employment of technicians (including computer programmers) when compared to 1992. In these industrial sectors minorities gained 71 of the 647 net new positions, slightly above their estimated level of availability in the Milwaukee area labor force in 1990.

- Business service companies reported a 50 percent increase in technicians employed.

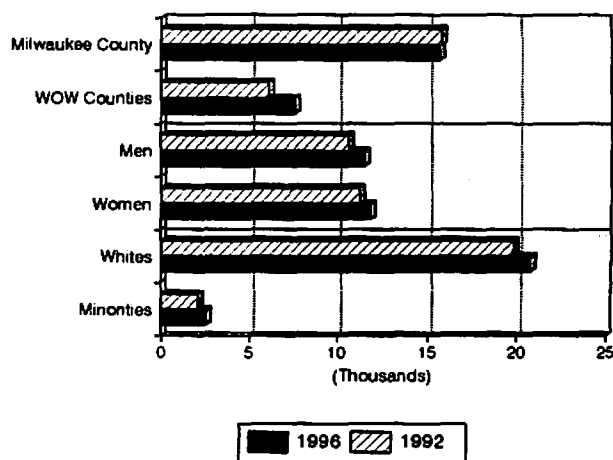
- The largest decrease in technicians was seen in finance, insurance and real estate companies which employed 338 fewer technicians in 1996 than in 1992.

- White males had the largest numeric increase in jobs as technicians for companies with 100 or more employees.

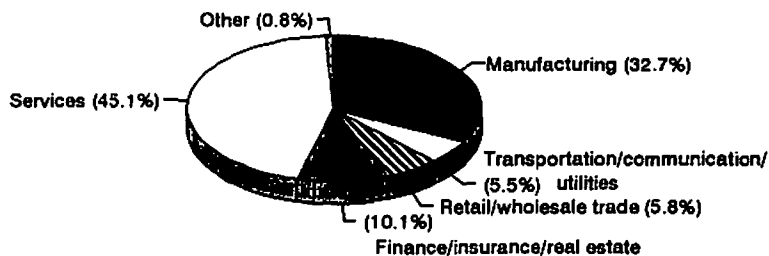
- Minority women saw significant gains in health industries, particularly working for medical laboratories and hospitals. Minority males showed a 25 percent increase in technicians employed in manufacturing companies.

- In 1996 technicians were most heavily concentrated in the service industries (45 percent of all jobs with companies of 100 or more) and manufacturing firms (33 percent of jobs).

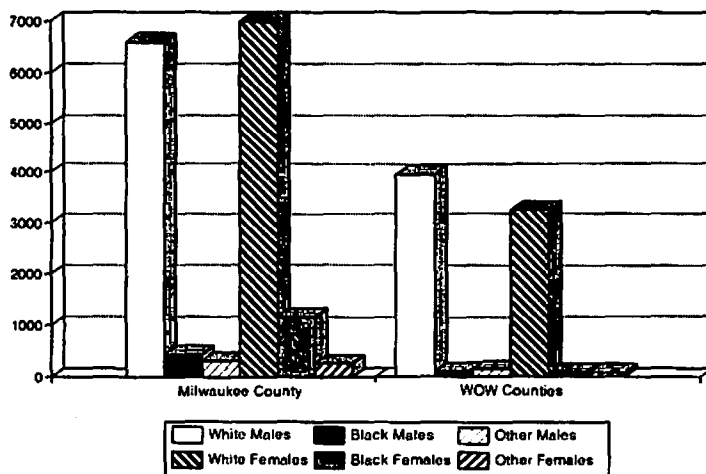
Technician Occupations With Larger Milwaukee Area Companies: 1992-1996



Technicians by Type of Industry  
(Larger Milwaukee Area Companies: 1996)

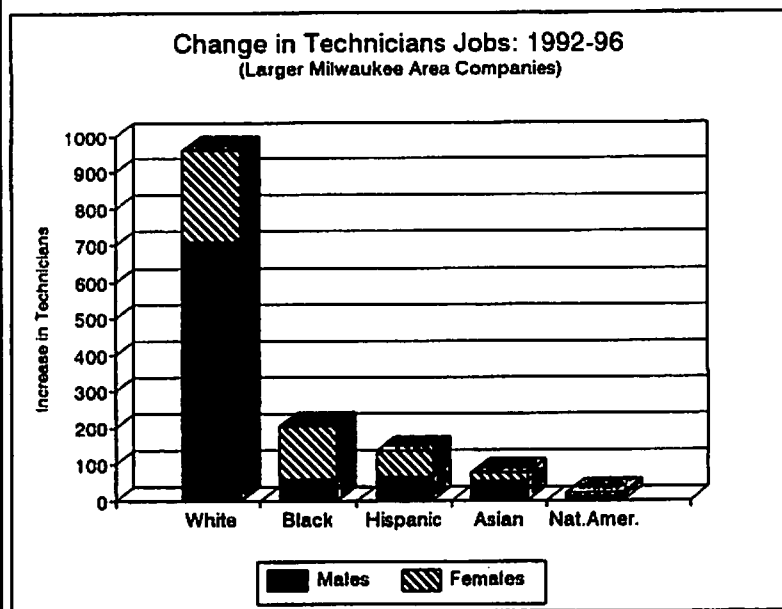


Technicians by Location  
(Larger Milwaukee Area Companies: 1996)



- The growth in technicians employed by larger companies occurred in the WOW counties which added 1,500 technician jobs while larger Milwaukee County companies reduced their technician staff by 103.

- Minorities showed very modest gains in technician jobs in Waukesha, Ozaukee and Washington counties in spite of the large expansion of jobs there. In the WOW counties, minority employment rose slightly from 4.6 percent of technicians in 1992 to 5.2 percent in 1996.



#### Workers Employed as Technicians in Companies of 100 or More Employees

	Total in 1992	Total in 1996	Net Increase	Percent Increase
White males	9,840	10,549	709	7.2%
Black males	487	545	58	11.9%
Hispanic males	164	227	63	38.4%
Asian males	130	183	53	40.8%
Native American males	25	36	11	44.0%
White females	9,979	10,231	252	2.5%
Black females	1,103	1,250	147	13.3%
Hispanic females	119	191	72	60.5%
Asian females	95	118	23	24.2%
Native American females	26	35	9	34.6%
ALL	21,968	23,365	1,397	6.4%

*Technicians: Occupations requiring a combination of basic scientific knowledge and manual skill which can be obtained through two years of post high school education, such as is offered in many technical institutes and junior colleges, or through on-the-job training. Job titles include air traffic controllers, biological technicians, broadcast equipment operators, chemical technicians, clinical lab technologists/technicians, computer programmers, dental hygienists, drafting occupations, electrical and electronic technicians, engineering technicians (n.e.c.), health record technologists and technicians, health technologists and technicians, industrial engineering technicians, licensed practical nurses, mechanical engineering technicians, radiologic technicians, science technicians (n.e.c.), surveying and mapping technicians, technicians (n.e.c.), tool programmers (numerical control).*

## Sales Workers

A total of 32,339 sales workers were employed in 1996 by Milwaukee area companies with 100 or more employees. Sales workers include those occupations engaged wholly or primarily in direct selling.

- The number of sales workers employed by large Milwaukee area companies increased by 3,345 (11.5 percent) from 1992 to 1996.

- In addition to job growth in retail and wholesale trade, increases were seen for sales staff in the transportation, communications, and utilities sectors and the finance, insurance and real estate sectors.

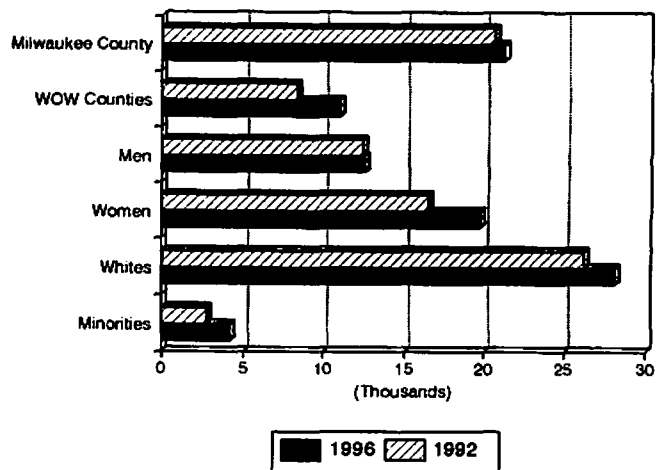
- Notably, 30 percent of net new sales jobs were captured by black females who showed a net increase of 1,005 sales jobs with larger companies in the Milwaukee area. White females also showed sizable gains (1,923 more jobs).

- White males showed about the same number of sales workers in 1996 as in 1992 -- attributable in large part to the sizable declines in sales staff in manufacturing firms in Milwaukee County, offset by sales staff increases in the WOW counties.

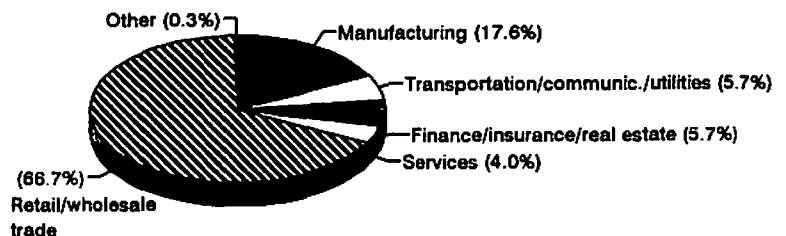
- The total number of sales staff increased by 33 percent (2,730 net new jobs) in the larger companies of Waukesha, Ozaukee and Washington counties, while showing a 3 percent increase (615 jobs) in Milwaukee County.

- The percentage of sales worker jobs in Milwaukee County larger companies held by minorities increased from 11.5 percent in 1992 to 16.8 percent in 1996. The gains for minorities were more modest in the WOW counties, where the minority share of sales jobs went from 4.6 percent in 1992 to 5.8 percent in 1996.

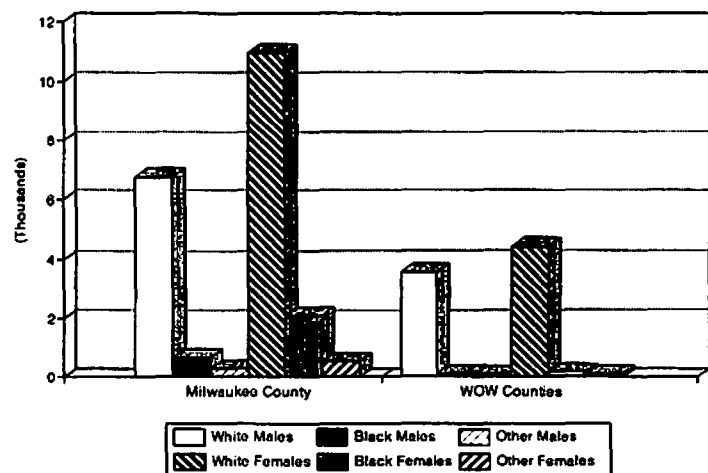
**Sales Workers in Larger Milwaukee Area Companies: 1992-1996**



**Sales Workers by Type of Industry**  
(Larger Milwaukee Area Companies: 1996)

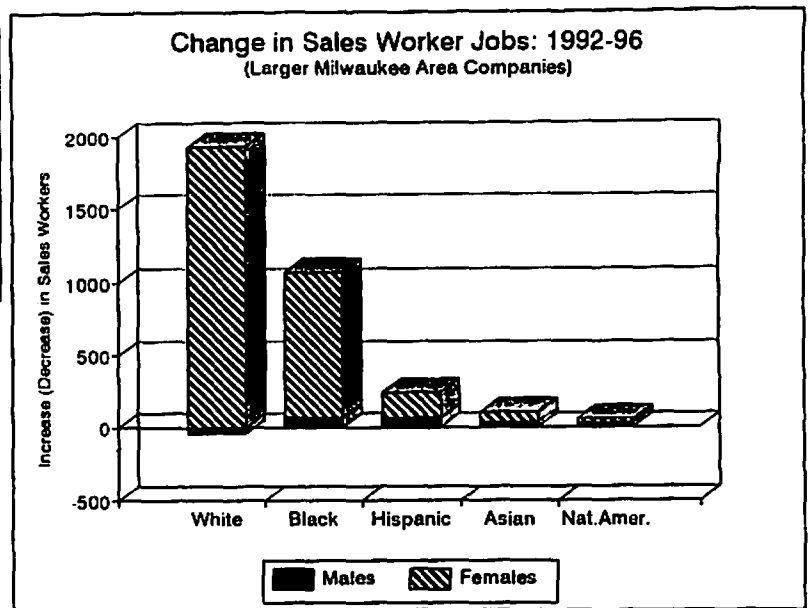


**Sales Workers by Location**  
(Larger Milwaukee Area Companies: 1996)





- All minority groups showed increases in the number of sales workers employed in larger companies. The most dramatic increases were seen by black females.



**Workers Employed as Sales Workers in Companies of 100 or More Employees**

	<u>Total in</u> <u>1992</u>	<u>Total in</u> <u>1996</u>	<u>Net</u> <u>Change</u>	<u>Percent</u> <u>Change</u>
White males	11,420	11,379	-41	-0.4%
Black males	709	771	+ 62	+8.7%
Hispanic males	170	232	+62	+36.5%
Asian males	92	121	+29	+31.5%
Native American males	35	59	+24	+68.6%
White females	14,821	16,744	+1,923	+13.0%
Black females	1,347	2,352	+1,005	+74.6%
Hispanic females	234	413	+179	+76.5%
Asian females	90	162	+72	+80.0%
Native American females	76	106	+30	+39.5%
ALL	28,994	32,339	+3,345	+11.5%

*Sales Occupations: Occupations engaged wholly or primarily in direct selling. Job titles include advertising and related sales, auctioneers, cashiers, demonstrators insurance sales occupations, models, news vendors, promoters, real estate sales occupations, sales counter clerks, sales occupations (other), sales representatives, sales support occupations, sales workers, securities and financial services sales street and door-to-door sales worker.*

## Office and Clerical Workers

A total of 49,128 office and clerical workers were employed in 1996 by Milwaukee area companies with 100 or more employees. This number is down from the 51,843 employed in 1992. Office and clerical workers include administrative support occupations, including all clerical-type work (regardless of level of difficulty).

- Office and clerical work remains the largest job category for women in the Milwaukee area. (One-fourth of females employed by companies with 100 or more employees work as clerical or office workers.) Office and clerical work dropped from first to third among occupational groupings for all workers employed in larger companies.

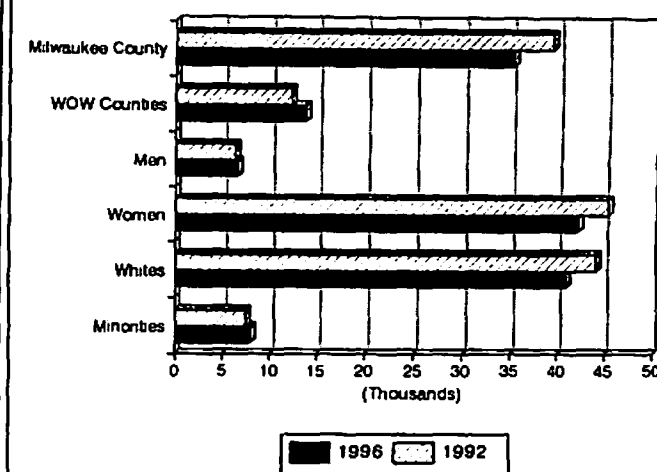
- This occupational field is declining as technological advances reduce the need for many traditional clerical duties. Office and clerical occupations dropped by 5.2 percent from 1992 to 1996, for a net loss of 2,715 jobs.

- The declines in office and clerical jobs occurred in Milwaukee County which showed 4,197 fewer positions (an 11 percent decline) with larger companies in 1996 than in 1992. The larger companies in Waukesha, Ozaukee and Washington counties showed a net increase of 1,482 jobs (a 12 percent increase).

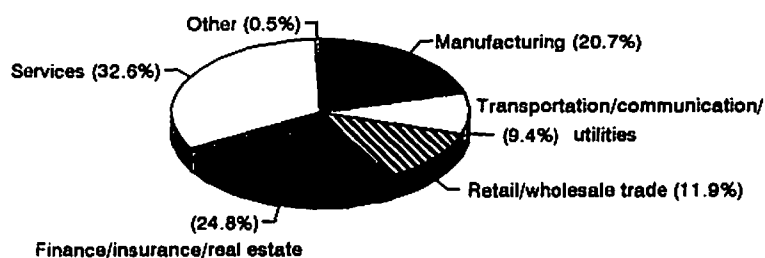
- The heaviest drops in office and clerical workers were in the finance, insurance and real estate industries which showed nearly a 19 percent drop in employment of these workers and manufacturing firms showed a 9 percent drop.

- The net decline in office and clerical workers was absorbed by white females, who have historically dominated this field. Minority women showed modest increases.

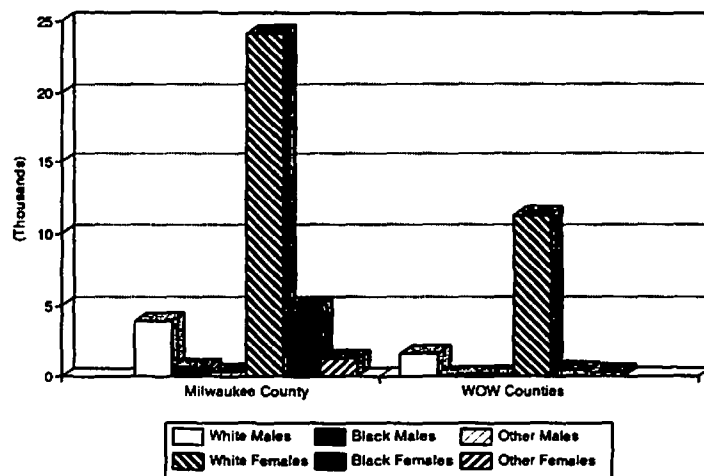
Office and Clerical Workers in Larger Milwaukee Area Companies: 1992-1996



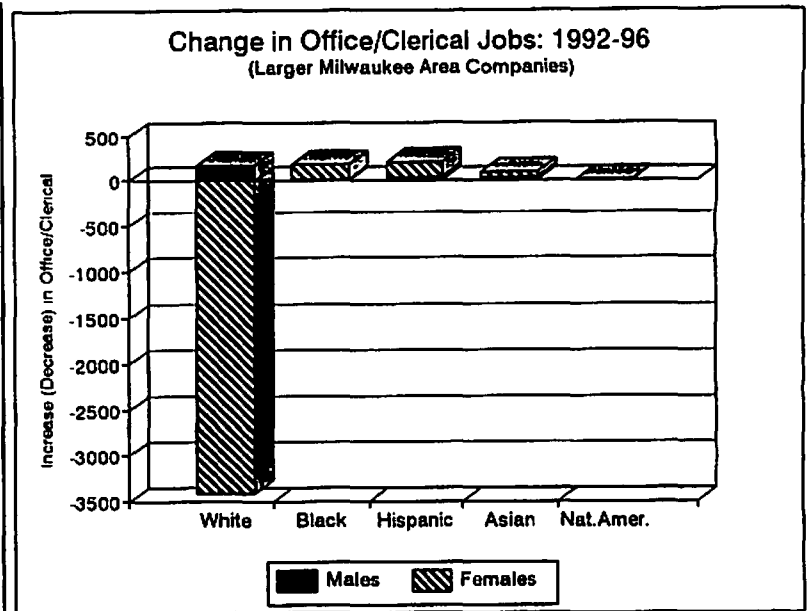
Office/Clerical Workers by Industry  
(Larger Milwaukee Area Companies: 1996)



Office/Clerical Workers by Location  
(Larger Milwaukee Area Companies: 1996)



- Minorities comprised 20.5 percent of office and clerical workers in larger Milwaukee County companies but only 6.1 percent of workers in the WOW counties.



**Workers Employed as Office and Clerical Workers in Companies of 100 or More Employees**

	Total in 1992	Total in 1996	Net Change	Percent Change
White males	5,398	5,571	+173	+3.2%
Black males	755	778	+23	+3.0%
Hispanic males	178	216	+38	+21.3%
Asian males	73	110	+37	+50.7%
Native American males	28	33	+5	+17.9%
White females	38,872	35,456	-3,416	-8.8%
Black females	5,246	5,420	+174	+3.3%
Hispanic females	868	1,046	+178	+20.5%
Asian females	276	336	+60	+21.7%
Native American females	149	162	+13	+8.7%
ALL	51,843	49,128	-2,715	-5.2%

**Office and Clerical:** Administrative support occupations, including all clerical-type work regardless of level of difficulty, where the activities are predominately nonmanual though some manual work not directly involved with altering or transporting the products is included. Job titles include administrative support occupations, auditing clerks, bank tellers, bill and account collectors, billing and posting machine operators, billing clerks, bookkeeping and accounting clerks, calculating machine operators, checkers, chief communications operators, classified ad clerks, communications equipment operators, computer equipment operator supervisors, computer operators, correspondence clerks, cost and rate clerks, data entry keyers, dispatchers, duplicating machine operators, expeditors, file clerks, financial records processing supervisors, general office supervisors, general office clerks, hotel clerks, information clerks, insurance adjusters and examiners, interviewers, investigators and adjusters, legal assistants, library clerks, mail preparing and handling machine operators, mail clerks, material records and scheduling clerks, measurers, messengers, meter readers, office machine operators, order clerks, payroll and timekeeping clerks, peripheral equipment operators, personnel clerks, postal clerks, production coordinators, proofreaders, receiving clerks, receptionists, records clerks, samplers, secretaries, social welfare eligibility clerks, statistical clerks, stenographers, stock and inventory clerks, teachers' aides, telephone operators, traffic and shipping clerks, transportation ticket and reservation agents, typists, weighers.

## Craft Workers (Skilled)

A total of 28,540 craft workers were employed in Milwaukee area companies with 100 or more employees. Craft worker occupations include manual workers of relatively high skill, with extensive training, and expected to have a thorough and comprehensive knowledge of the processes involved in their work.

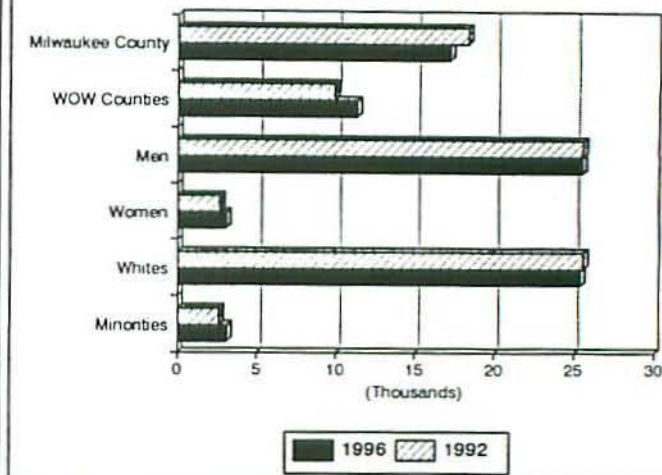
- Craft workers represented the lowest growth occupational group (after office and clerical workers who showed a numeric decline) in total workers for companies with 100 or more employees. The number of craft workers in WOW large companies increased by 1,470 (14.9 percent) while craft jobs in Milwaukee County companies declined by 1,116 (or 6.1 percent).

- Most (71 percent) of the craft workers employed by companies with 100 or more employees work in manufacturing industries. *(Note: only 26 construction firms in the Milwaukee area employed 100 or more workers or were required to file EEO-1 reports. This study does not include the majority of construction craft workers, operatives or laborers, who are employed by smaller construction companies.)*

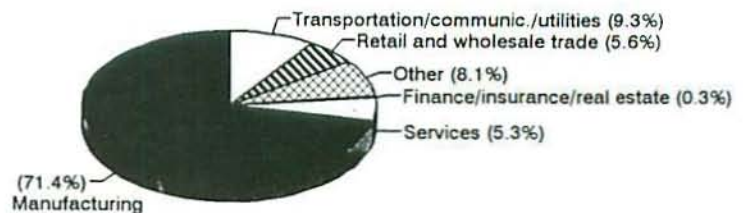
- Small net increases were seen in the numbers of craft workers employed by manufacturing and the transportation, communications, utilities sectors. Net declines were seen in numbers of craft workers employed by larger retail and wholesale trade and finance/insurance/real estate companies.

- White males showed a numeric decline in skilled craft occupations, while increases were noted for white females, Hispanic males and Asian males. The field still remains dominated by white males who hold 80 percent of craft jobs with larger companies.

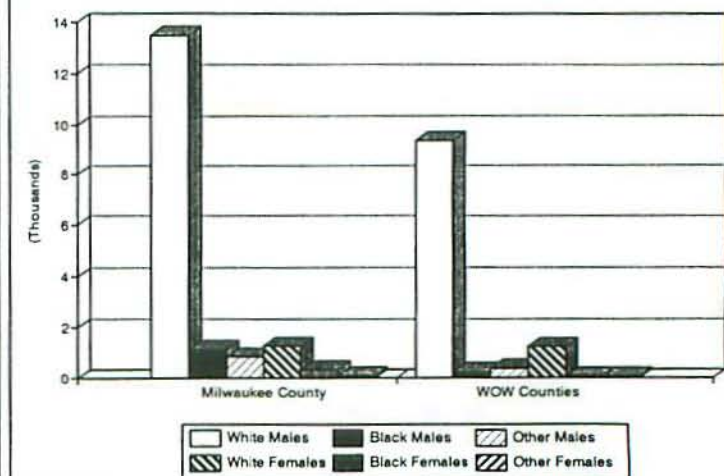
Craft Workers in Larger Milwaukee Area Companies: 1992-1996

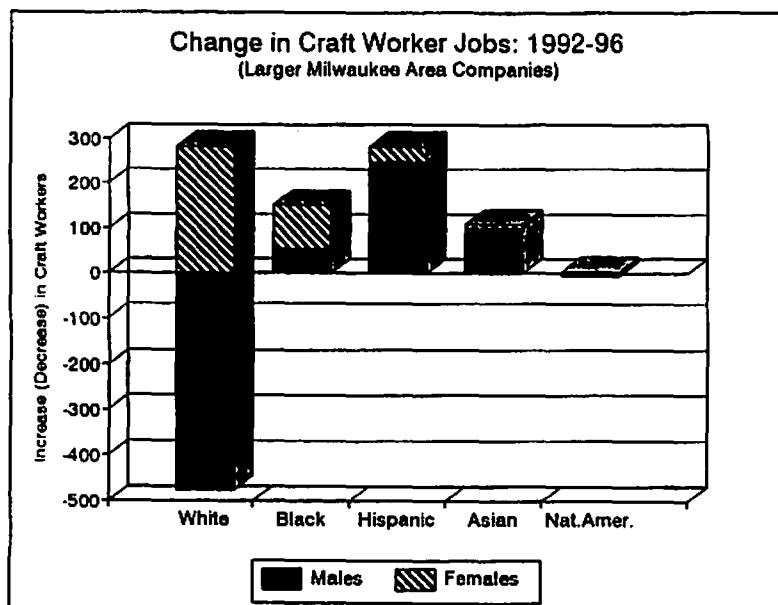


Craft Workers by Industry  
(Larger Milwaukee Area Companies: 1996)



Craft Workers by Location  
(Larger Milwaukee Area Companies: 1996)





**Workers Employed as Craft Workers in Companies of 100 or More Employees**

	Total in 1992	Total in 1996	Net Change	Percent Change
White males	23,330	22,852	-478	-2.0%
Black males	1,346	1,400	+54	+4.0%
Hispanic males	642	890	+248	+38.6%
Asian males	100	202	+102	+102.0%
Native American males	135	130	-5	-3.7%
White females	2,278	2,561	+283	+12.4%
Black females	261	360	+99	+37.9%
Hispanic females	62	99	+37	+60.0%
Asian females	18	27	+9	+50.0%
Native American females	14	19	+5	+35.7%
ALL	28,186	28,540	+354	+1.3%

**CRAFT WORKERS (SKILLED):** Manual workers of relatively high skill level (precision production and repair) having a thorough and comprehensive knowledge of the processes involved in their work. Exercise considerable independent judgement and usually receive an extensive period of training. (Excludes learners and helpers of craft workers.) Job titles include aircraft mechanics, automobile body and repairers, automobile mechanics, bakers, boilermakers, bookbinders, brickmasons and stonemasons, bus and truck mechanics, cabinet makers and bench carpenters, camera and watch repairers, carpenters, carpet installers, concrete and terrazzo finishers, construction and maintenance painters, construction trades (n.e.c.), craft workers supervisors, crane and tower operators, cutters, data processing equipment repairers, dental laboratory technicians, drywall installers, electrical and electronic equipment repairers, electrical power installers and repairers, electricians, electronic repairers, elevator installers and repairers, excavating and loading machine operators, farm equipment mechanics, furniture and wood finishers, glaziers, grader and dozer operators, hand painters, hand molders and shapers, handler and equipment cleaner supervisors, heating/air conditioning/refrigeration mechanics, heavy equipment mechanics, hoist and winch operators, household appliance and power tool repairers, industrial machinery repairers, insulation workers, jewelers, laborer supervisors, lay-out workers, lithographers, locksmiths and safe repairers, machinists, material moving equipment operator supervisors, mechanics and repairers, medical appliance technicians, metal engravers, millwrights, motion picture projectionists, motor vehicle operators supervisors, music instrument repairers, office machine repairers, optical goods workers, paperhangers, patternmakers and model makers, paving and surfacing equipment operators, photoengravers, pipefitters, plasterers, plumbers, power plant operators, power transmission installers supervisors, precision apparel and fabric workers, precision metal workers, precision woodworkers, production occupations supervisors, roofers, scraper operators, sheet metal workers, sheetmetal duct installers, shoe repairers, small engine repairers, stationary engine mechanics, stationary engineers, steamfitters, structural metal workers, tailors, telephone line installers and repairers, telephone installers and repairers, tile setters, tool and die makers, typesetters and compositors, upholsterers, water and sewage treatment plant operators.



## Operatives (Semi-Skilled)

Operative workers made up 51,572 of those employed in larger companies in the Milwaukee area in 1996. Operative occupations include semi-skilled workers who operate transportation or materials moving equipment, operate machine or processing equipment, or perform other factory-type duties of intermediate skill level which can be mastered in a few weeks and which require only limited training.

- The operative occupations are an area where minorities made significant gains among larger companies in the Milwaukee area, moving from 20.9 percent of the workforce in 1992 to 25.2 percent in 1996.

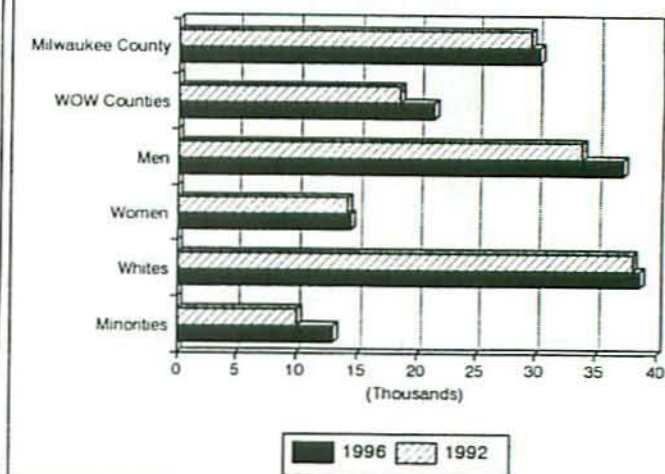
- Strong gains were seen for Hispanic males (1,163 more jobs as operatives for larger companies), black males (668 more jobs), Asian males (341 more jobs), Hispanic black females (289 more jobs) and Asian females (148 more jobs).

- White females showed a drop in total jobs as semi-skilled operatives, while white males showed continued increases.

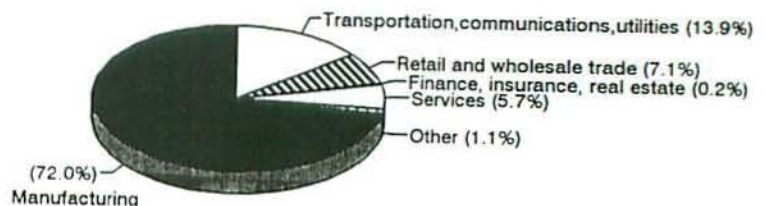
- Most (79 percent) of the job growth in this field occurred in larger companies in the WOW (Waukesha, Ozaukee and Washington) counties.

- Minorities made substantial gains in employment as operatives in larger companies in the WOW counties. Total minorities employed as operatives increased from 10.3 percent in 1992 to 15.4 percent in 1996. In the larger Milwaukee County companies the percentage of operative jobs held by minorities rose from 27.5 percent to 32.1 percent in the four-year period.

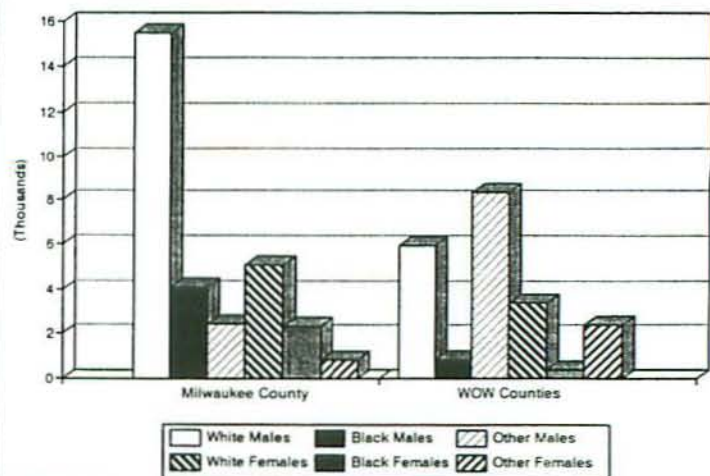
Operatives in Larger Milwaukee Area Companies: 1992-1996

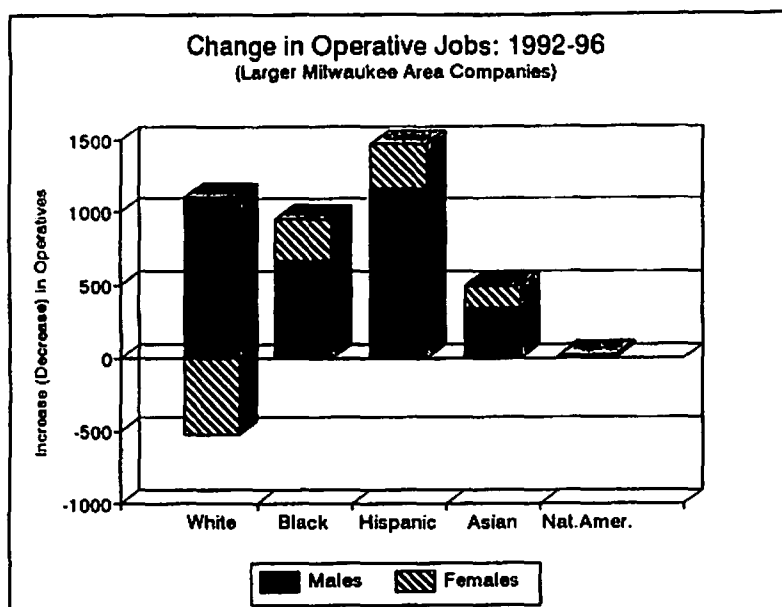


Operatives by Type of Industry  
(Larger Milwaukee Area Companies: 1996)



Operatives by Location  
(Larger Milwaukee Area Companies: 1996)





**Workers Employed as Operatives in Companies of 100 or More Employees**

	Total in 1992	Total in 1996	Net Change	Percent Change
White males	27,064	28,166	+ 1,102	+4.1%
Black males	4,524	5,192	+ 668	+ 14.8%
Hispanic males	1,805	2,968	+ 1,163	+ 64.4%
Asian males	246	587	+ 341	+ 138.6%
Native American males	176	197	+ 21	+ 11.9%
White females	10,949	10,425	-524	-4.8%
Black females	2,509	2,798	+ 289	+ 11.5%
Hispanic females	491	797	+ 306	+ 62.3%
Asian females	223	371	+ 148	+ 66.4%
Native American females	66	71	+ 5	+ 7.6%
ALL	48,053	51,572	+ 3,519	+ 7.3%

**Operatives (Semiskilled):** Job titles include adjusters, assemblers, brazers, bridge and lighthouse tenders, bus drivers, butchers, calibrators, cutters, dressmakers, driver-sales workers, earth drillers, electrical and electronic equipment assemblers, explosives workers, filers, food batchmakers, furnace and kiln operators, graders, hand packers and packagers, hand engraving and printing occupations, hand cutting and trimming occupations, hand working occupations, hand molding and casting occupations, heat treating equipment operators, industrial truck and tractor equipment operators, inspectors, lathe and turning machine set-up operators, locomotive operating occupations, longshore equipment operators, machinery maintenance occupations, marine engineers, material moving equipment operators, meat cutters, metal precision assemblers, motor transportation occupations, operating engineers, parking lot attendants, plant and system operators, precision workers, precision grinders, printing press operators, production samplers and weighers, production inspectors, production testers, production examiners, production checkers, rail vehicle operators, railroad brake and switch operators, sailors and deckhands, solderers, sorters, taxicab drivers and chauffeurs, tool sharpeners, tool and die maker apprentices, truck drivers, welders. Machine operators include abrading, baking, blending, boring, buffing, casting, cementing, clarifying, cleaning, compacting, compressing, crushing, cutting, drilling, dry cleaning, extruding, fabricating, filling, folding, forging, forming, glass working, gluing, grinding, joining, knitting, lathe, laundering, looping, mailing, metal plating, metal processing, milling, mining, mixing, molding, numerical control, packaging, paint spraying, painting, photographic process, pickling, planing, plastic, plastic processing, polishing, pressing, printing, punching press, roasting, rolling, sawing, separating, shaping, shoe, slicing, stamping press, stone, tacking, taping, textile, textile cutting, textile sewing, turning, twisting, washing, weaving, winding, wood lathe, wood planing, wood routing, and woodworking machine operators. Apprentices in such fields as auto mechanics, plumbing, bricklaying, carpentry, building trades, metalworking trades, and printing trades are also included.

## Laborers (Unskilled)

A total of 25,089 laborers were employed in 1996 by Milwaukee area companies with 100 or more workers. Laborers include jobs for handlers, equipment cleaners, helpers and other workers in manual occupations which generally require no special training and who perform duties that may be learned in a few days.

- The use of laborers by larger companies increased in Milwaukee County which showed 1,880 more jobs in 1996 than in 1992 (up 17 percent) and especially in the WOW counties which showed 3,276 more jobs (up 37 percent).

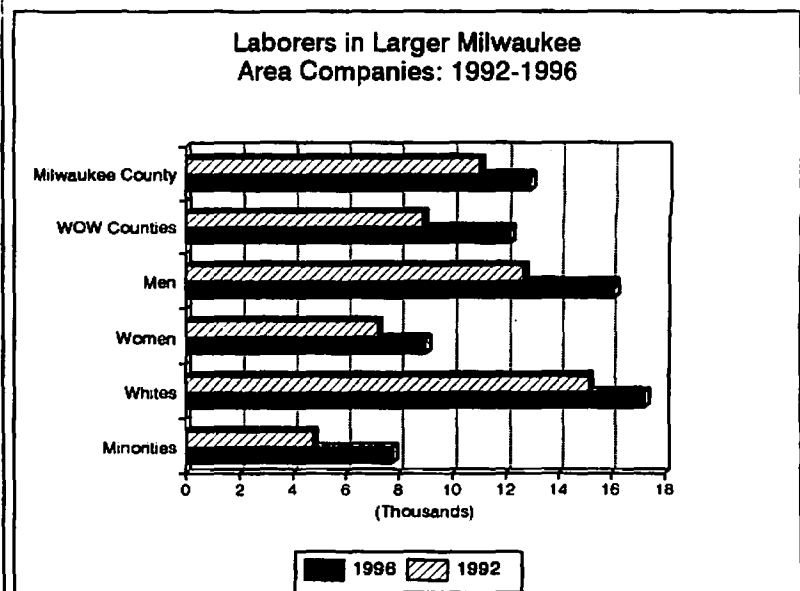
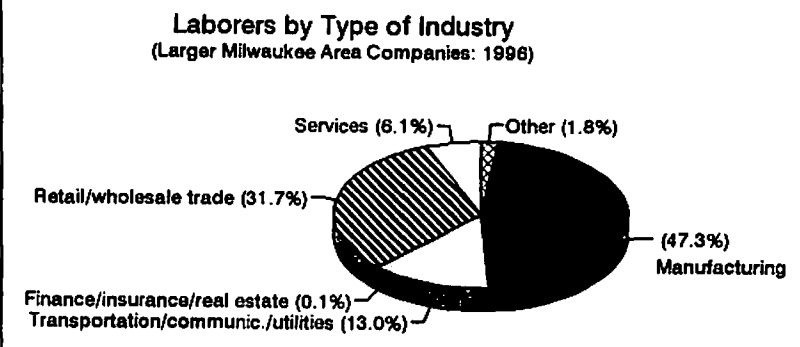
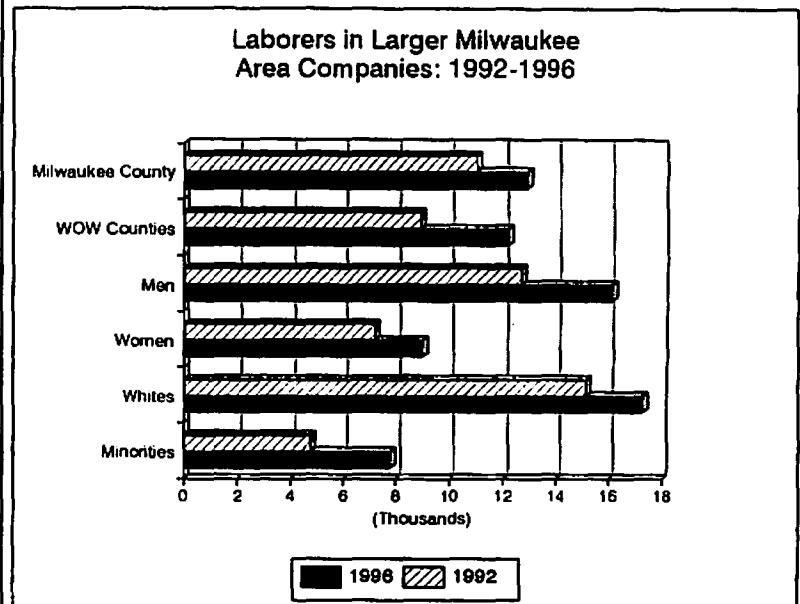
- The majority of net new jobs for laborers were acquired by minorities. Of the net increase in laborer jobs, 37 percent went to minority males, 29 percent to white males, 22 percent to minority females, and 12 percent to white females.

- While transportation is often cited as a reason for smaller numbers of minorities employed in WOW county firms, these companies showed large increases in employment of minorities as laborers (one of the lowest-paying job categories). Minorities' share of laborer jobs in larger WOW companies rose from 13.1 percent in 1992 to 23.3 percent in 1996.

- Minorities' share of laborer jobs in larger Milwaukee County companies went from 32.6 percent to 38.5 percent over the four-year period.

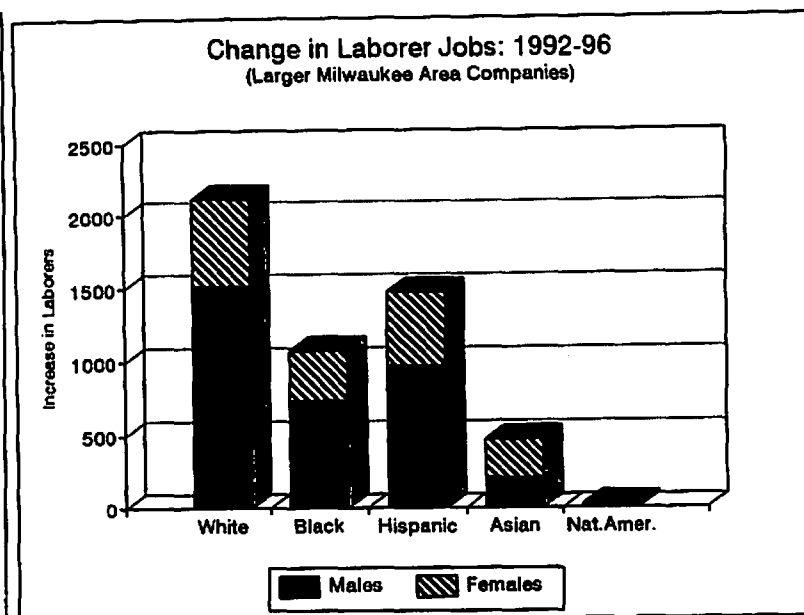
- Nearly half of all jobs for laborers are located in manufacturing companies and nearly a third are in retail and wholesale trade.

- The largest increases in employment of laborers were seen in retail and wholesale trade companies (up by 2,450 jobs) and manufacturing (up by 2,271 jobs).



- Laborers employed in service industries declined by 607 jobs. Declines were most notable in building maintenance services and advertising services firms.

- Of minority groups, Hispanic males, black males and Hispanic females showed the greatest increases in employment as laborers.



#### Workers Employed as Laborers in Companies of 100 or More Employees

	<u>Total in 1992</u>	<u>Total in 1996</u>	<u>Net Increase</u>	<u>Percent Increase</u>
White males	9,604	11,117	1,513	15.8%
Black males	2,113	2,845	732	34.6%
Hispanic males	719	1,687	968	34.6%
Asian males	164	370	206	25.6%
Native American males	73	76	3	4.1%
White females	5,560	6,163	603	10.8%
Black females	1,212	1,554	342	28.2%
Hispanic females	309	811	502	62.5%
Asian females	147	415	268	82.3%
Native American females	32	51	19	59.4%
<b>ALL</b>	<b>19,933</b>	<b>25,089</b>	<b>5,156</b>	<b>25.9%</b>

**Laborers (Unskilled):** Handlers, equipment cleaners, helpers and other workers in manual occupations which generally require no special training and who perform elementary duties that may be learned in a few days and require the application of little or no independent judgment. Job titles include animal caretakers, construction trades helpers, extractive occupations helpers, farm workers supervisors, farm workers, fishers, forestry workers, freight and stock handlers, garage and service station related occupations, garbage collectors, groundskeepers and gardeners, hunters and trappers, laborers, machine feeders and offbearers, marine life cultivation workers, material handlers, mechanics and repairers helpers, nursery workers, production helpers, related agricultural occupations supervisors, stevedores, stock handlers and baggers, surveyor helpers, timber cutting and logging occupations, vehicle washers and equipment cleaners.

## Service Workers

In 1996 Milwaukee area companies with 100 or more workers employed 38,086 service workers. Service workers include workers in professional, personal and business services, amusement and recreation, food service, maintenance, and security occupations.

- Jobs for service workers in larger companies increased by 1,964 (7 percent) in Milwaukee County and by 3,874 jobs (69 percent) in Waukesha, Ozaukee and Washington county companies from 1992 to 1994.

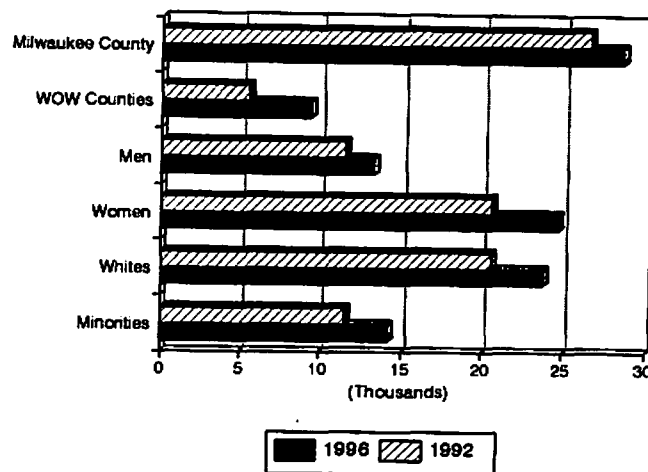
- Although the service industries employ the most service workers (68 percent of the total), the greatest increases in service workers were seen in retail and wholesale trade firms.

- White women showed the largest growth in service workers over the four-year period, followed by white men, black women, Hispanic men and Hispanic women.

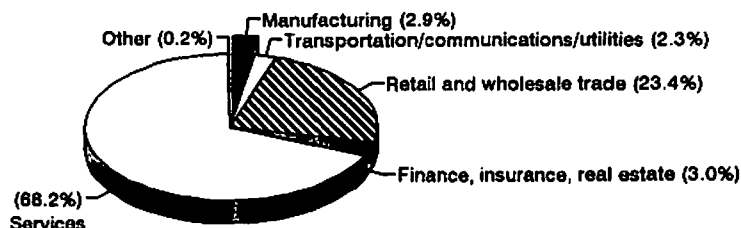
- Minorities make up a significant proportion of the service occupations in larger Milwaukee County companies. By 1996 minorities comprised 44 percent of service workers for larger Milwaukee County companies.

- While the WOW counties have shown increased employment of minorities as service workers, they continue to rely upon white women for most service jobs. Minorities comprised 17 percent of service workers in the WOW counties in 1996, up slightly from the 14 percent of 1992.

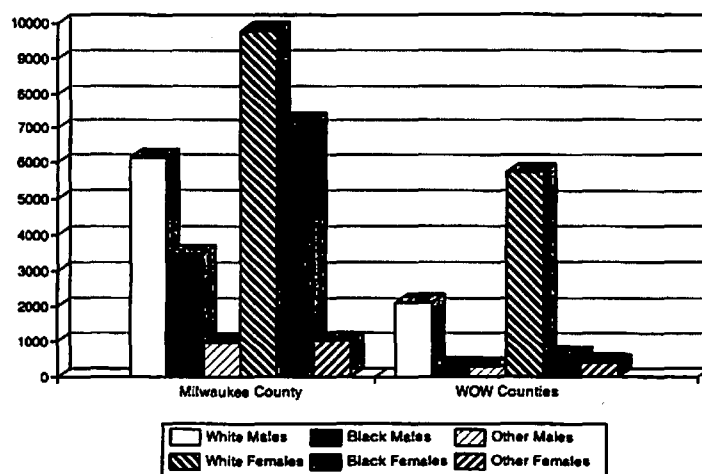
Service Workers in Larger Milwaukee Area Companies: 1992-1996



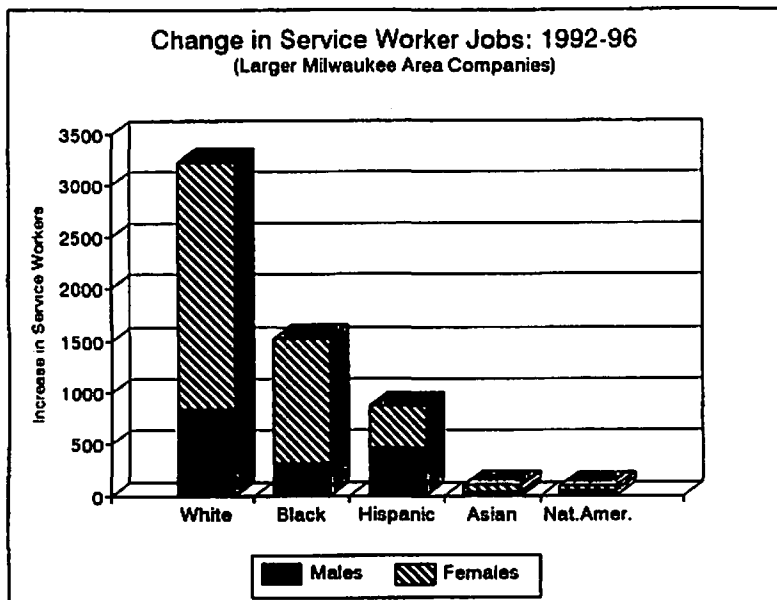
Service Workers by Type of Industry  
(Larger Milwaukee Area Companies: 1996)



Service Workers by Location  
(Larger Milwaukee Area Companies: 1996)







**Workers Employed as Service Workers in Companies of 100 or More Employees**

	<u>Total in 1992</u>	<u>Total in 1996</u>	<u>Net Increase</u>	<u>Percent Increase</u>
White males	7,455	8,292	837	11.2%
Black males	3,464	3,779	315	9.1%
Hispanic males	517	979	462	89.4%
Asian males	121	156	35	28.9%
Native American males	55	106	51	92.7%
White females	13,161	15,550	2,389	18.2%
Black females	6,605	7,816	1,211	18.3%
Hispanic females	588	1,004	416	70.7%
Asian females	168	244	76	45.2%
Native American females	114	160	46	40.4%
ALL	32,248	38,086	5,838	18.1%

**Service Workers:** Worker in both protective and non-protective service occupations. Job titles include amusement and recreation facilities attendants, baggage porters and bellhops, bailiffs, barbers, bartenders, child care workers, cleaning and building service workers supervisors, cooks, dental assistants, early childhood teacher's assistants, elevator operators, family child care providers, fire inspection occupations, food counter and fountain occupations, food preparation and service occupations supervisors, food preparation kitchen workers, guards, guards supervisors, guides, hairdressers and cosmetologists, health aides, housekeepers and butlers, janitors and cleaners, launderers and ironers, maids and housemen, miscellaneous food preparation occupations, nursing aides, orderlies and attendants, personal service occupations, personal service occupations supervisors, pest control occupations, private household cleaners and servants, protective service occupations, transportation attendants, ushers, waiters and waitresses, waiters' and waitresses' assistants, welfare service aides.

## Employee Race/Ethnicity and Gender by Occupation in Private Industry: Milwaukee Metro Area, 1996

	Non-Durable Manuf.	Durable Manuf.	Trans, Comm, & Utilities	Wholesale	Retail	Finance	Insurance & Real Estate	Business & Personal Services	Professional Services	Total
<b>All Occupations</b>										
Number of Employees	37,493	84,395	26,521	13,383	44,723	13,966	14,672	24,681	68,688	332,874
% White Males	50.8	62.7	56.5	58.2	29.8	28.6	25.3	41.8	16.3	42.3
% White Females	29.8	21.3	28.3	29.5	51.5	56.4	59.8	33.6	64.3	40.0
% Black Males	6.1	13.3	5.8	4.7	5.3	1.8	1.7	8.9	2.8	5.0
% Black Females	3.4	3.0	5.9	2.8	8.0	9.3	9.5	9.1	13.1	7.0
% Hispanic Males	5.8	3.5	1.7	1.9	2.0	.6	.5	2.4	.5	2.4
% Hispanic Females	2.3	.9	.9	1.3	1.6	1.8	1.8	2.2	1.5	1.4
% Asian Males	.8	1.5	.3	.8	.4	.5	.4	.9	.4	.8
% Asian Females	.6	.7	.2	.6	.7	.8	.7	.6	.9	.7
% Native American Males	.3	.3	.3	.2	.3	.1	.0	.3	.1	.2
% Native Amer. Females	.2	.1	.2	.1	.5	.2	.2	.2	.2	.2
% Male	63.8	73.9	64.6	65.8	37.7	31.5	28.0	54.2	20.1	50.7
% Female	36.2	26.1	35.4	34.2	62.3	68.5	72.0	45.8	79.9	49.3
<b>Milwaukee Co. Total</b>										
Number of Employees	19,488	51,902	16,042	7,467	30,515	11,755	10,810	18,572	52,449	221,564
% White Males	50.1	62.0	50.5	55.5	26.5	28.3	24.5	40.5	16.6	39.1
% White Females	24.1	19.2	31.1	27.2	50.9	54.7	57.6	31.6	60.0	39.5
% Black Males	9.2	7.6	6.5	6.6	6.3	2.0	2.1	10.7	3.4	6.1
% Black Females	5.2	4.1	7.9	4.4	10.5	10.8	11.5	10.7	16.1	9.4
% Hispanic Males	6.8	3.8	1.8	2.2	2.0	.6	.6	2.5	.6	2.4
% Hispanic Females	2.3	.9	1.2	1.9	2.0	2.0	2.1	2.0	1.6	1.6
% Asian Males	.9	1.3	.3	1.0	.4	.5	.5	.9	.5	.7
% Asian Females	.6	.6	.2	.9	.7	.8	.8	.5	1.0	.7
% Native American Males	.3	.3	.3	.2	.2	.1	.0	.3	.1	.2
% Native Amer. Females	.2	.1	.2	.1	.4	.2	.2	.2	.2	.2
% Male	67.3	75.1	59.4	65.5	35.5	31.6	27.7	54.9	21.2	48.6
% Female	32.7	24.9	40.6	34.5	64.5	68.4	72.3	45.1	78.8	51.4
<b>WOW Total</b>										
Number of Employees	18,005	32,493	10,479	5,916	14,208	2,211	3,862	6,109	16,239	111,310
% White Males	51.6	63.9	65.8	61.6	36.7	30.0	27.5	45.6	15.5	48.8
% White Females	35.6	24.7	24.0	32.3	52.8	65.4	65.8	39.6	78.1	41.0
% Black Males	2.7	3.2	4.7	2.2	3.0	.7	.7	3.3	.6	2.7
% Black Females	1.5	1.3	2.7	.8	2.8	1.7	3.6	4.4	3.2	2.1
% Hispanic Males	4.6	2.9	1.5	1.5	2.0	.0	.2	2.0	.3	2.2
% Hispanic Females	2.2	1.0	.4	.5	.8	.9	.9	2.8	1.1	1.2
% Asian Males	.8	1.7	.4	.7	.5	.3	.3	1.0	.3	.9
% Asian Females	.6	.9	.1	.2	.5	.5	.7	.8	.7	6.3
% Native American Males	.3	.3	.3	.1	.3	.1	.0	.2	.1	.2
% Native Amer. Females	.2	.1	.2	.1	.6	.2	.2	.2	.1	.2
% Male	60.0	72.0	72.7	66.2	42.4	31.3	28.7	52.1	16.8	54.9
% Female	40.0	28.0	27.3	33.8	57.6	68.7	71.3	47.9	83.2	45.1

## Section II: Changes in Occupations by Racial/Ethnic Groups

*The racial/ethnic categories are based on visual surveys of the work force or employment records maintained by company. The Equal Employment Opportunity Commission defined these categories as follows:*

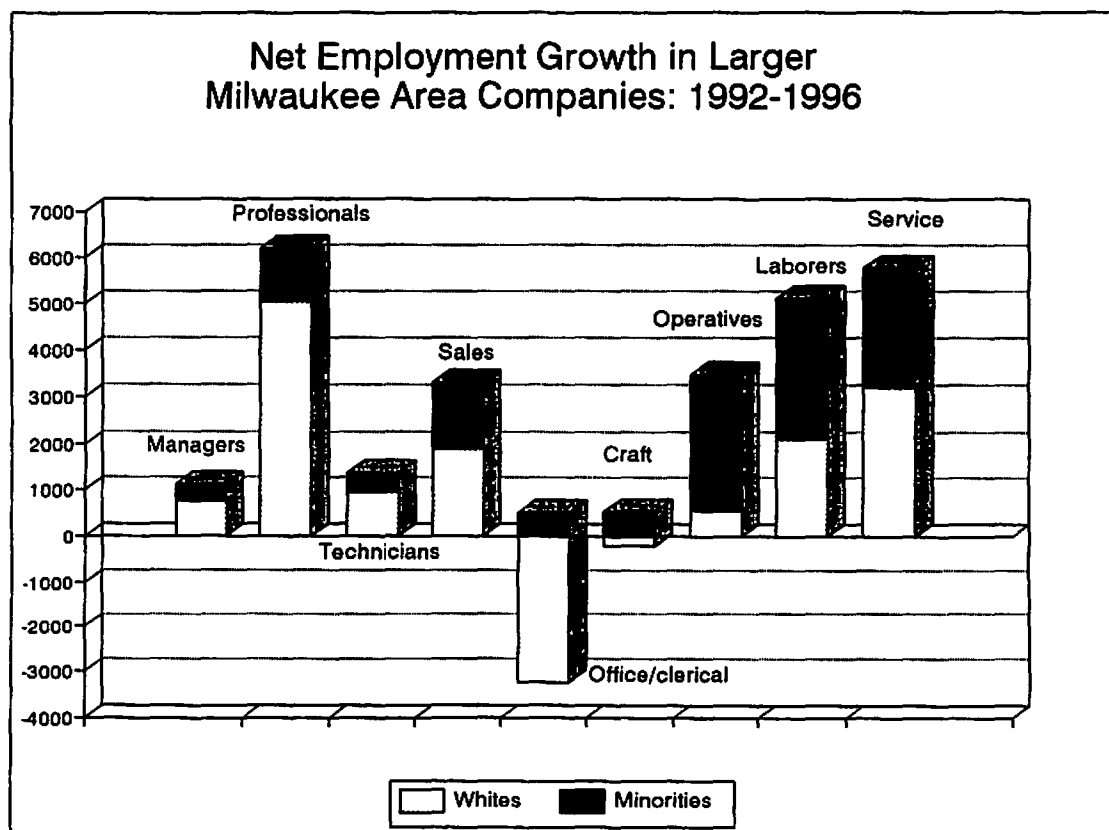
**White (Not of Hispanic origin)** - All persons having origins in any of the original peoples of Europe, North Africa, or the Middle East.

**Black (Not of Hispanic origin)** - All persons having origins in any of the Black racial groups of Africa.

**Hispanic** - All persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin regardless of race.

**Asian or Pacific Islander** - All persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands.

**American Indian or Alaskan Native** - All persons having origins in any of the original peoples of North America, and who maintain cultural identification through tribal affiliation or community recognition.



## White (Non-Hispanic) Workers

- A total of 140,952 white males and 133,092 white females were employed in 1996 by Milwaukee area companies with 100 or more employees.

- White males were highly concentrated in four occupational groupings: semi-skilled operatives, skilled craft workers, managers and professionals. Job growth for white males from 1992 to 1996 was highest for professionals, followed by operatives and laborers.

- White females were highly concentrated in four occupational groupings: office and clerical workers, professionals, sales workers, and service workers.

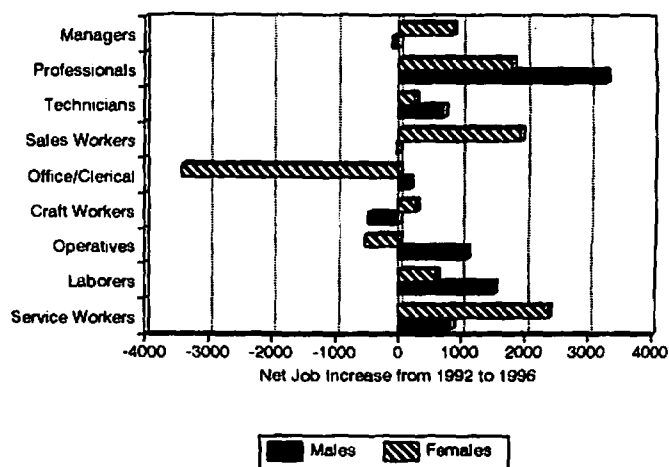
- Half of white males employed by larger Milwaukee area companies worked for manufacturing firms; 39 percent of white females worked for service companies.

- White females showed a net loss of 3,416 jobs as office and clerical workers with larger Milwaukee area companies from 1992 to 1996. Gains were strong as service workers (a 2,389 net increase), sales workers (1,923 increase) and professionals (1,793 increase).

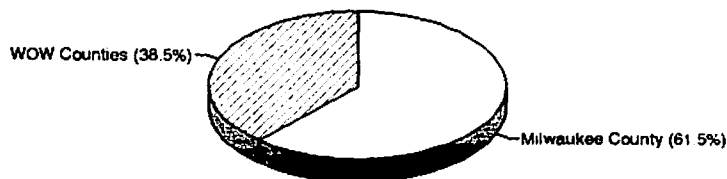
- White males and females dominated the labor force in larger companies in Waukesha, Ozaukee and Washington counties, holding 90 percent of all jobs. In Milwaukee County companies, white males and females held 79 percent of jobs.

- Most of the growth of white females as professionals, service workers, sales worker and managers occurred in the WOW counties.

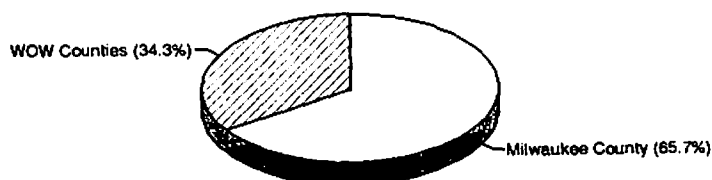
Growth of Jobs for White Workers in  
Larger Milwaukee Area Companies: 1992-96



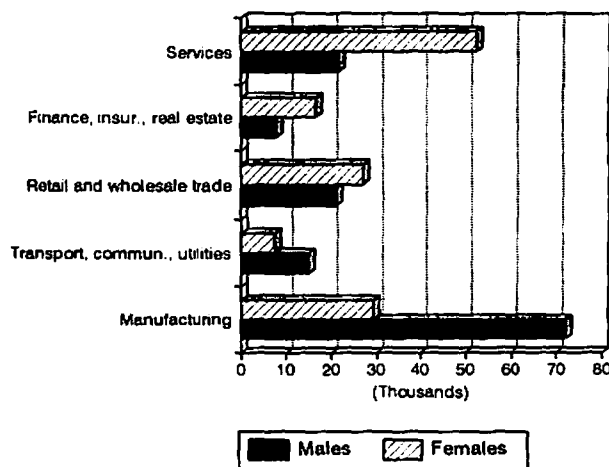
White Male Workers by Location  
(Larger Milwaukee Area Companies: 1996)



White Female Workers by Location  
(Larger Milwaukee Area Companies: 1996)

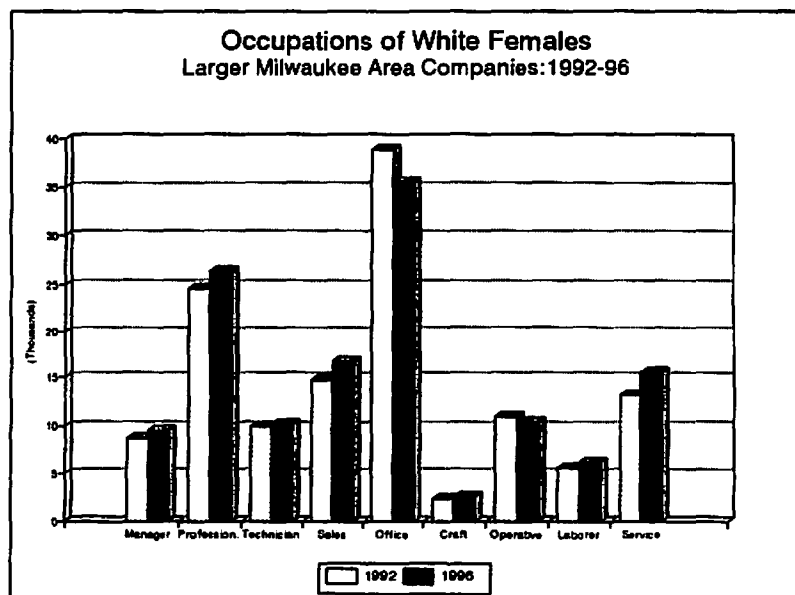
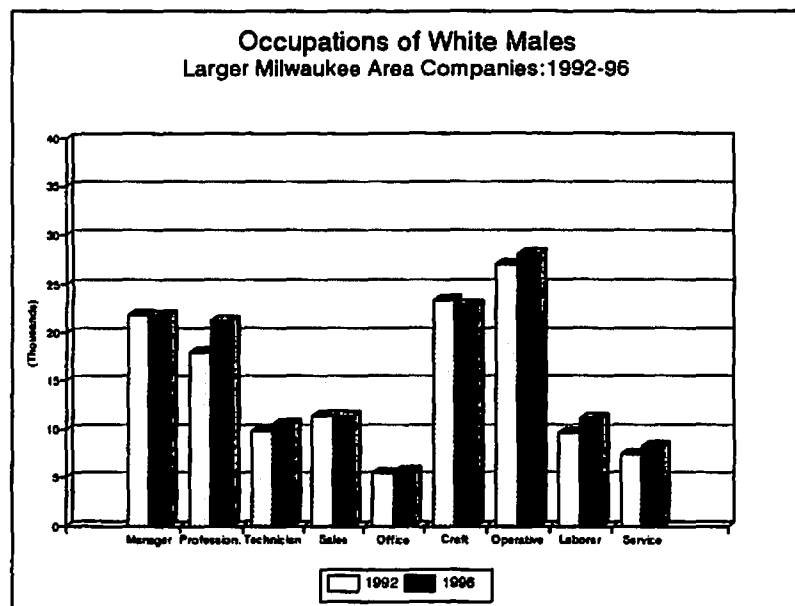


Major Industries of White Workers  
Larger Milwaukee Area Companies: 1996



### White Workers Employed in Milwaukee Area Companies With 100 or More Employees

	Total in <u>1992</u>	Total in <u>1996</u>	Net <u>Increase</u>	Percent <u>Increase</u>
Managers	30,560	31,333	+ 773	+ 2.5%
Professionals	42,591	47,655	+ 5,064	+ 11.9%
Technicians	19,819	20,780	+ 961	+ 4.8%
Sales Workers	26,241	28,123	+ 1,882	+ 7.2%
Office and Clerical Workers	44,270	41,027	-3,243	-7.3%
Craft Workers	25,608	25,413	-195	-0.8%
Operatives	38,013	38,591	+ 578	+ 1.5%
Laborers	15,164	17,280	+ 2,116	+ 14.0%
Service Workers	20,616	23,842	+ 3,226	+ 15.6%
<b>TOTAL</b>	<b>262,882</b>	<b>274,044</b>	<b>+ 11,162</b>	<b>+ 4.2%</b>





## Black (Non-Hispanic) Workers

- A total of 16,564 black males and 23,311 black females were employed in 1996 by Milwaukee area companies with 100 or more employees.

- Black males were most highly concentrated in three occupational groupings: semi-skilled operatives, service workers and laborers.

- Black females showed high concentrations as service workers (34 percent of black female workers), office/clerical work (23 percent) and operatives (12 percent).

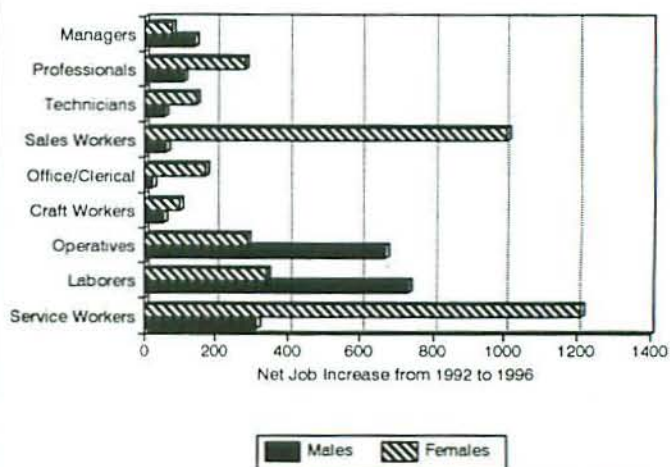
- Black males showed their largest job growth in work for companies with 100 or more employees as unskilled laborers and semi-skilled operatives. Black females showed their largest job growth as service workers and sales workers.

- Black females had highest levels of employment with service companies (including hospitals, nursing homes, business services), while black males found their highest levels of employment in manufacturing firms.

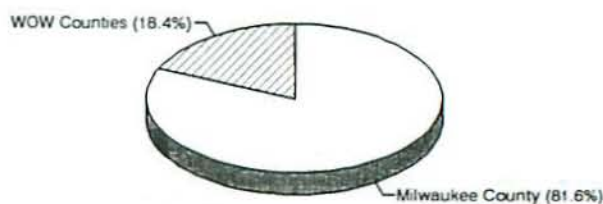
- While black workers showed significant gains (a 60 percent increase) in employment in larger companies in the WOW (Waukesha, Ozaukee and Washington) counties, they still comprised only 4.8 percent of WOW workers, compared to 15.5 percent of workers in larger Milwaukee County firms.

- Three-fourths of the net new jobs for black males in the larger WOW companies were for operatives and laborers. Black females found increased employment in WOW companies as service workers, operatives and sales workers.

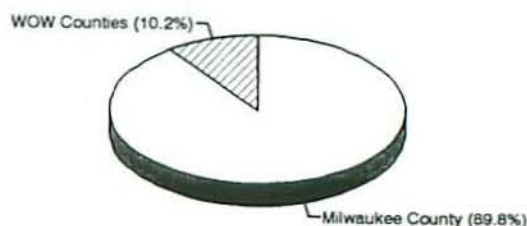
Growth of Jobs for Black Workers in Larger Milwaukee Area Companies: 1992-96



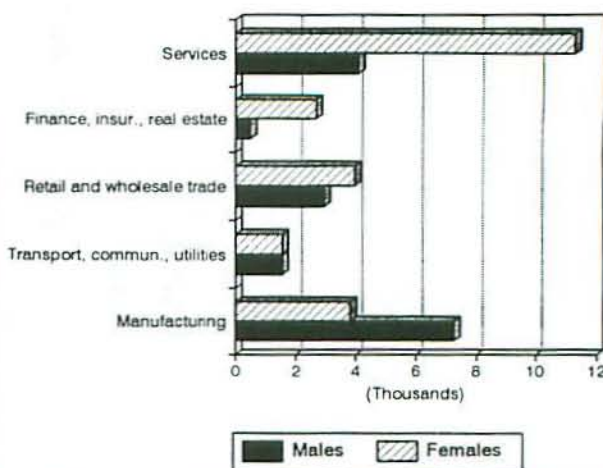
Black Male Workers by Location  
(Larger Milwaukee Area Companies: 1996)



Black Female Workers by Location  
(Larger Milwaukee Area Companies: 1996)

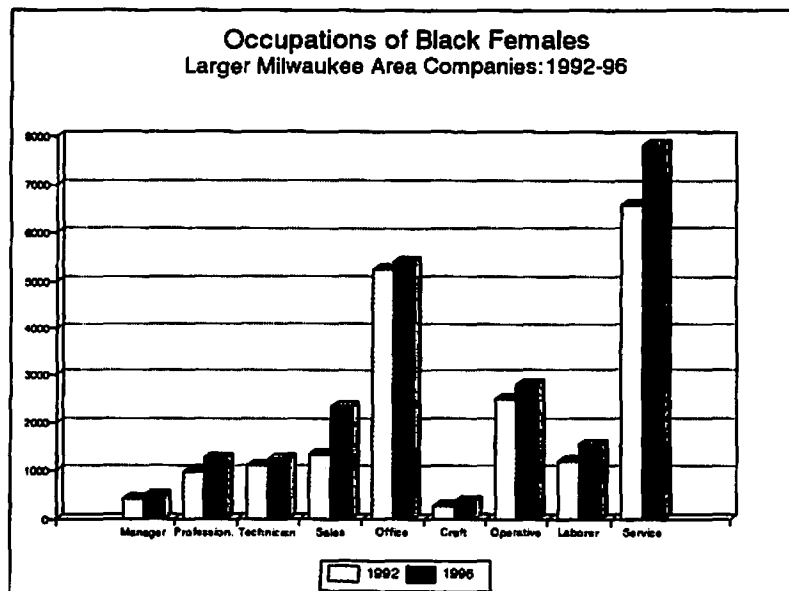
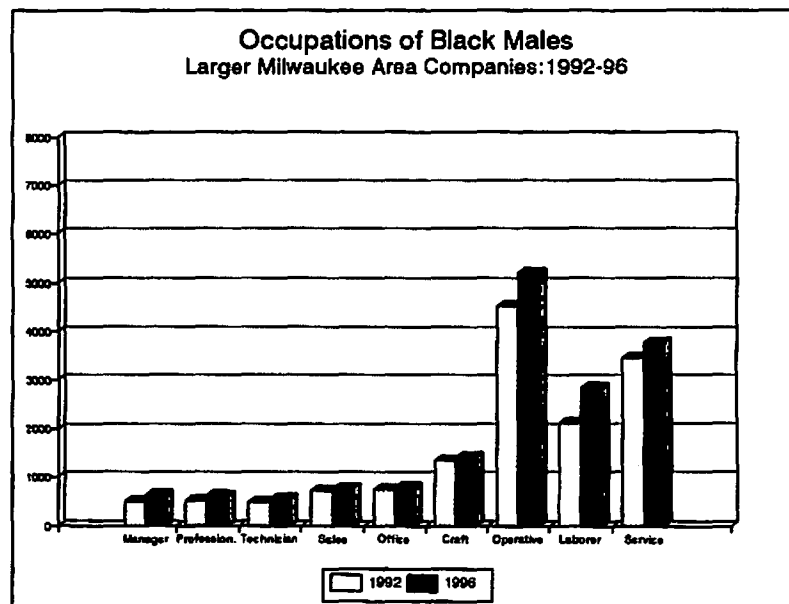


Major Industries of Black Workers  
Larger Milwaukee Area Companies: 1996



### Black Workers Employed in Milwaukee Area Companies With 100 or More Employees

	Total in 1992	Total in 1996	Net Increase	Percent Increase
Managers	903	1,122	219	24.3%
Professionals	1,499	1,893	394	26.3%
Technicians	1,590	1,795	205	12.9%
Sales Workers	2,056	3,123	1,067	51.9%
Office and Clerical Workers	6,001	6,198	197	3.3%
Craft Workers	1,607	1,760	153	9.5%
Operatives	7,033	7,990	957	13.6%
Laborers	3,325	4,399	1,074	32.3%
Service Workers	10,069	11,595	1,526	15.2%
<b>TOTAL</b>	<b>34,083</b>	<b>39,875</b>	<b>5,792</b>	<b>17.0%</b>



## Hispanic Workers

- A total of 7,827 Hispanic males and 4,824 females were employed by Milwaukee area companies with 100 or more workers.

- Two-thirds of the job growth for Hispanic males was for work as semi-skilled operatives (36 percent of net new jobs from 1992 to 1996) and unskilled laborers (30 percent).

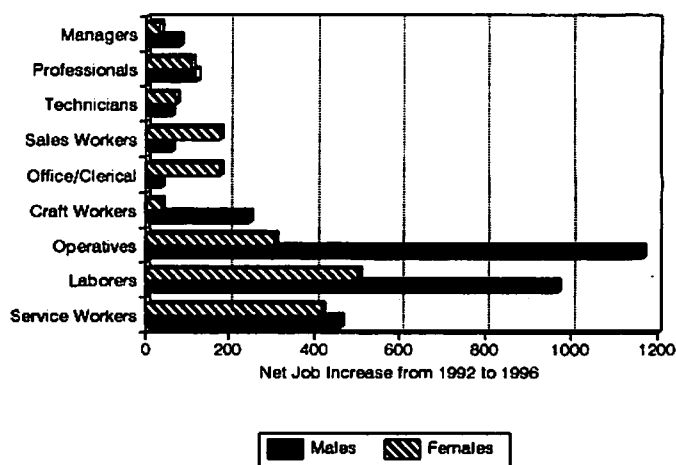
- Hispanic females showed high job growth as laborers (27 percent of net job growth from 1992 to 1996), service workers (23 percent of growth) and operatives (17 percent).

- The number of Hispanics working for larger companies in the WOW counties more than doubled from 1992 to 1996. Over a fourth of Hispanic males and nearly a third of Hispanic females now work for larger companies located in Waukesha, Ozaukee and Washington counties rather than in larger companies in Milwaukee County.

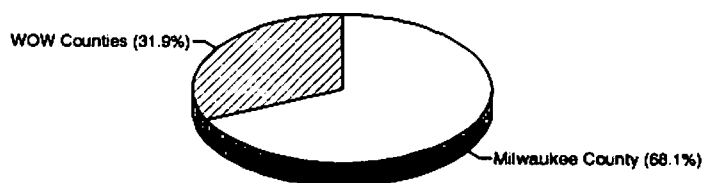
- In spite of an overall decline in the number of women employed in office and clerical jobs from 1992 to 1996, Hispanic women showed a 20 percent net increase in office and clerical workers -- which remains the largest occupational grouping for Hispanic females (now followed closely by service workers).

- While larger Milwaukee area companies showed an overall decline in the number of men employed as craft workers from 1992 to 1996, the number of Hispanic males employed in these skilled jobs increased by 39 percent. Gains were even larger for semiskilled operatives, where 1,163 more Hispanic males were employed in 1996 than in 1992.

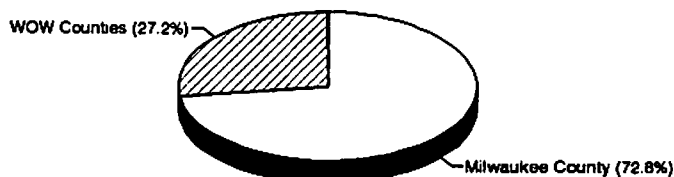
Growth of Jobs for Hispanic Workers in Larger Milwaukee Area Companies:1992-96



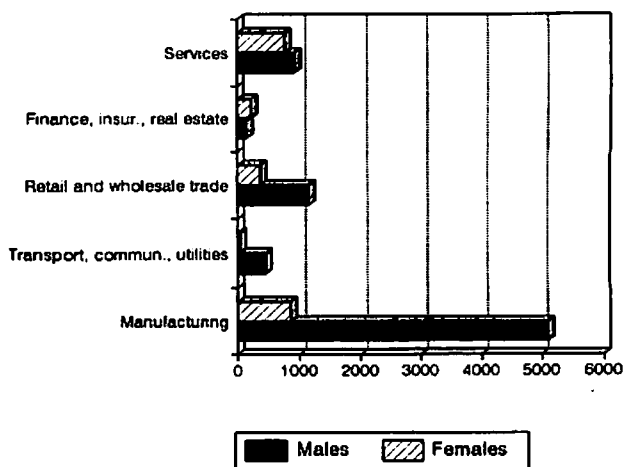
Hispanic Male Workers by Location  
(Larger Milwaukee Area Companies: 1996)



Hispanic Female Workers by Location  
(Larger Milwaukee Area Companies: 1996)

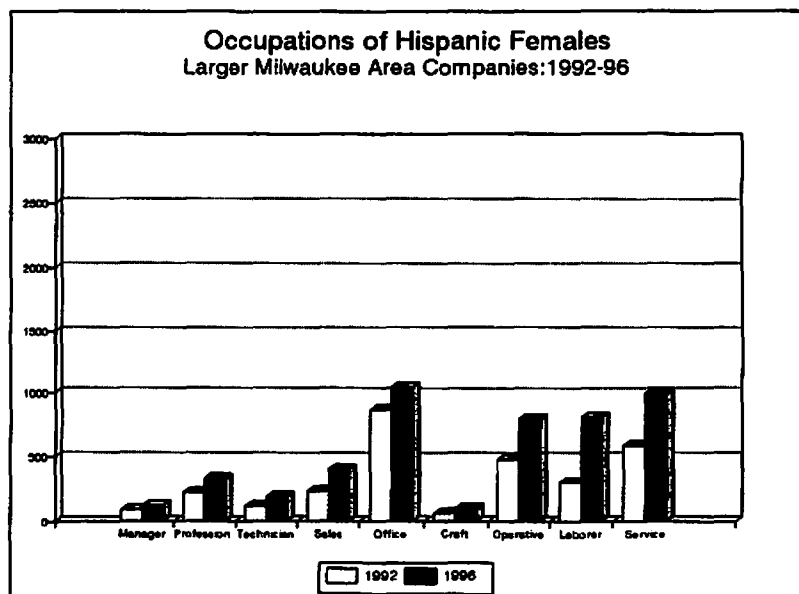
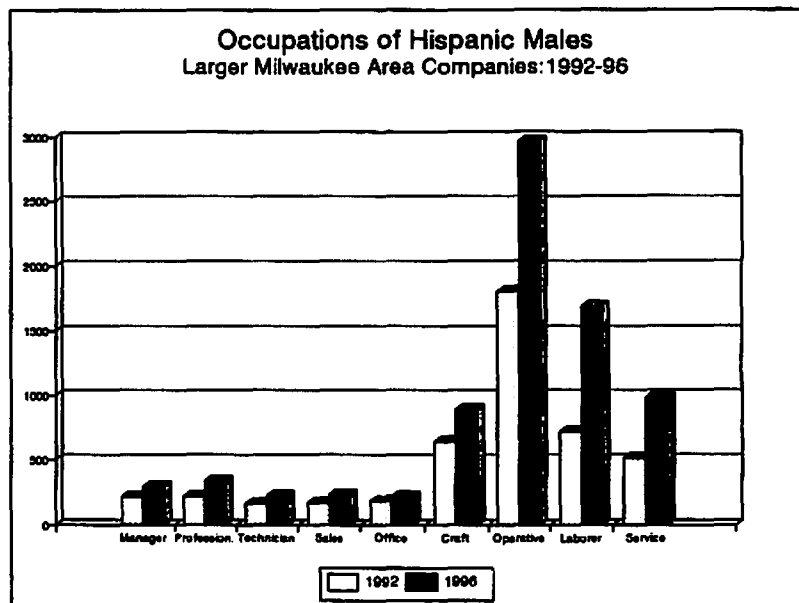


Major Industries of Hispanic Workers  
Larger Milwaukee Area Companies: 1996



### Hispanic Workers Employed in Milwaukee Area Companies With 100 or More Employees

	<u>Total in 1992</u>	<u>Total in 1996</u>	<u>Net Increase</u>	<u>Percent Increase</u>
Managers	303	418	115	38.0%
Professionals	442	673	231	52.3%
Technicians	283	418	135	47.7%
Sales Workers	404	645	241	59.7%
Office and Clerical Workers	1,046	1,262	216	20.7%
Craft Workers	704	989	285	40.5%
Operatives	2,296	3,765	1,469	64.0%
Laborers	1,028	2,498	1,470	143.0%
Service Workers	1,105	1,983	878	79.5%
<b>TOTAL</b>	<b>7,611</b>	<b>12,651</b>	<b>5,040</b>	<b>66.2%</b>



## Asian Workers

- A total of 4,872 Asian workers were employed in 1996 by Milwaukee area companies with 100 or more employees, up 74 percent from 2,801 workers in 1992.

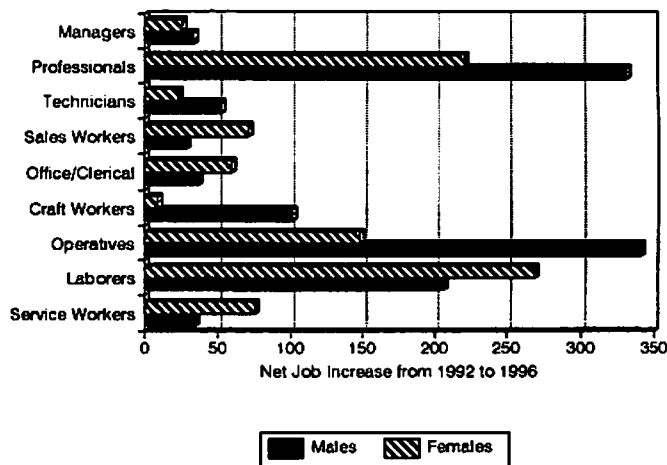
- The largest areas of growth for Asian males were as semi-skilled operatives and college-trained professionals. Asian women showed their largest occupational increases as unskilled laborers and as professionals.

- Sixty percent of Asian men working for larger Milwaukee area companies were employed in manufacturing companies and 20 percent were employed in service industries. For Asian women, 38 percent were employed in manufacturing companies and 34 percent in service industries.

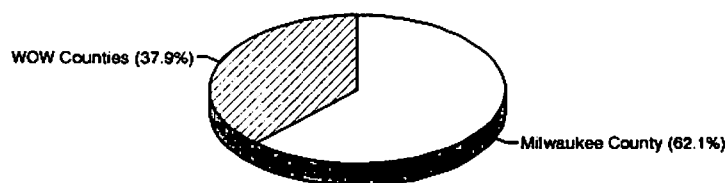
- The number of Asian men and women employed in the WOW (Waukesha, Ozaukee and Washington) counties more than doubled from 1992 to 1996. By 1996 over a third (37.9 percent) of Asian men and 31.5 percent of Asian women were employed in the WOW counties.

- In WOW counties, Asian workers showed their largest occupational increases first as laborers, and then as professionals and operatives. In Milwaukee County, Asian workers showed their largest increases as professionals and operatives, and third as laborers.

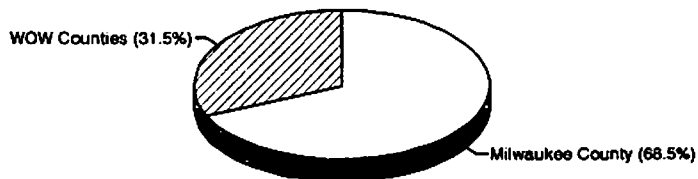
Growth of Jobs for Asian Workers in  
Larger Milwaukee Area Companies:1992-96



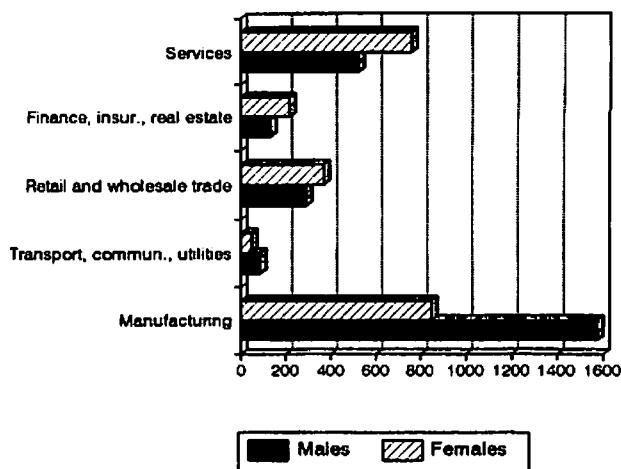
Asian Male Workers by Location  
(Larger Milwaukee Area Companies: 1996)



Asian Female Workers by Location  
(Larger Milwaukee Area Companies: 1996)

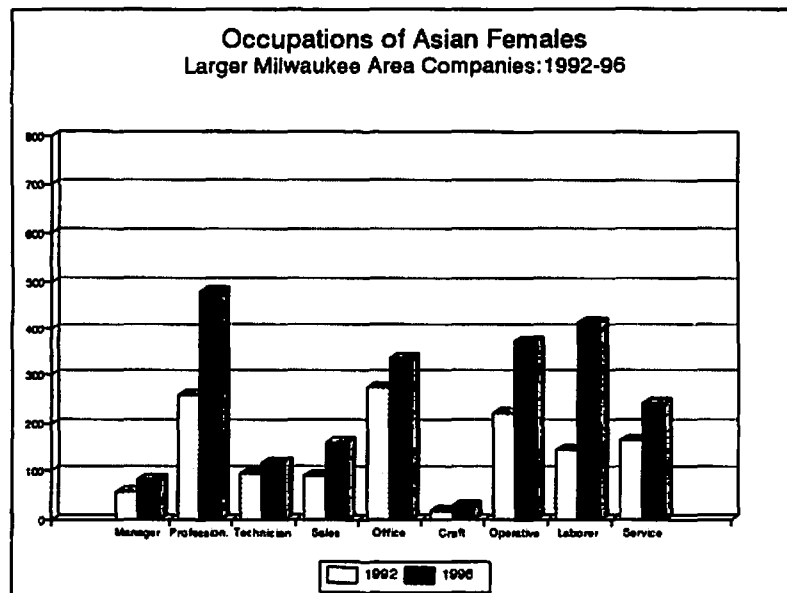
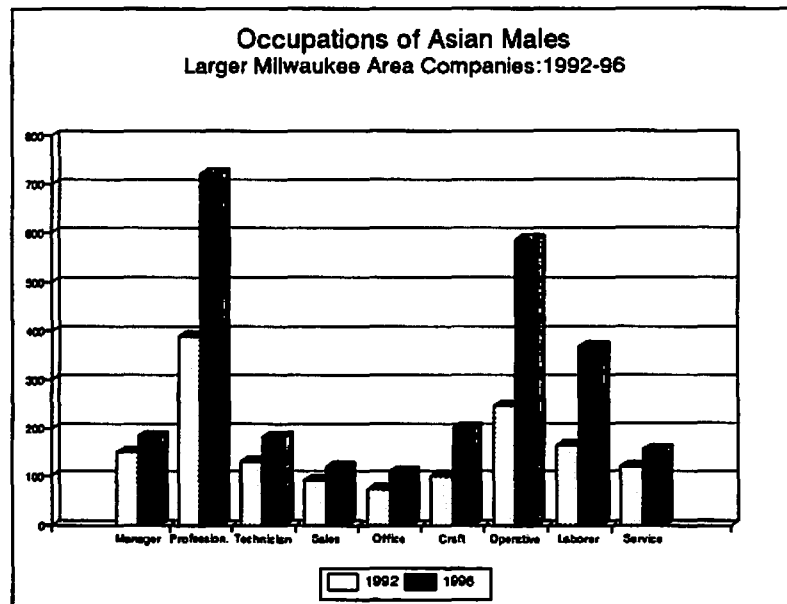


Major Industries of Asian Workers  
Larger Milwaukee Area Companies:1996



### Asian Workers Employed in Milwaukee Area Companies With 100 or More Employees

	Total in <u>1992</u>	Total in <u>1996</u>	Net <u>Increase</u>	Percent <u>Increase</u>
Managers	208	268	+ 60	28.8%
Professionals	650	1,202	552	84.9%
Technicians	225	301	76	33.8%
Sales Workers	182	283	101	55.5%
Office and Clerical Workers	349	446	97	27.8%
Craft Workers	118	229	111	94.1%
Operatives	469	958	489	104.3%
Laborers	311	785	474	152.4%
Service Workers	289	400	111	38.4%
<b>TOTAL</b>	<b>2,801</b>	<b>4,872</b>	<b>2,071</b>	<b>73.9%</b>

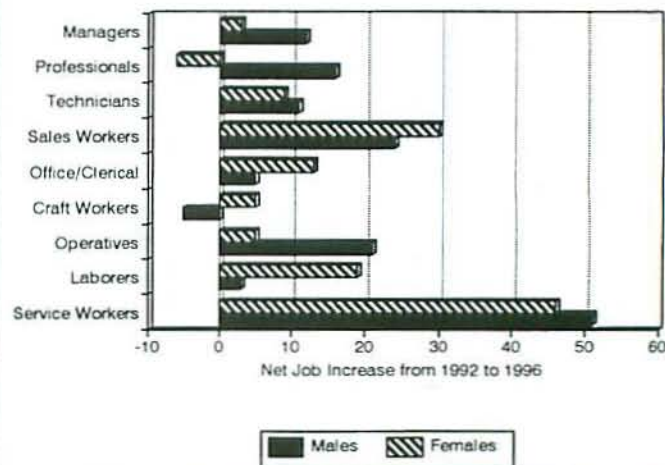




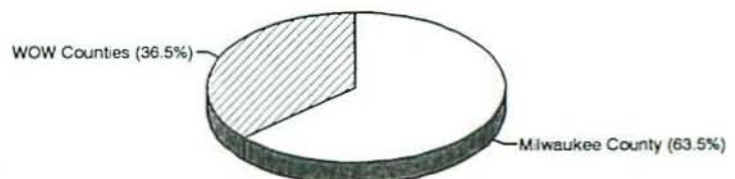
## Native American Workers

- A total of 746 Native American males and 686 Native American females were employed in 1996 by Milwaukee area companies with 100 or more employees.
- Jobs for Native Americans with larger Milwaukee area companies increased by 22.4 percent from 1992 to 1996.
- The largest occupational growth area for Native American workers was for service workers, which increased by 57 percent from 1992 to 1996. The next highest area of growth in larger Milwaukee area companies was for sales workers (up 49 percent).
- Manufacturing companies accounted for nearly half (49 percent) of jobs in the larger Milwaukee area companies for Native American men. The retail trade industries were the largest employers for Native American women, employing 31 percent of Native American women working for larger companies.
- By 1996, 44 percent of Native American men were employed as semi-skilled operatives or skilled craft workers. Nearly half of all Native American women working for larger companies were employed as service workers or office and clerical workers.
- Over half of the job growth for Native American workers employed in larger companies occurred in the WOW (Waukesha, Ozaukee and Washington) counties, and much of this growth was for female service workers.

Growth of Jobs for Native Americans in  
Larger Milwaukee Area Companies: 1992-96



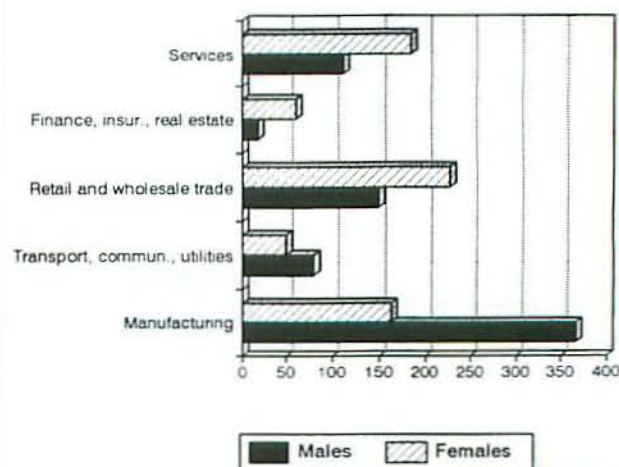
Native American Male Workers  
(Larger Milwaukee Area Companies: 1996)



Native American Female Workers  
(Larger Milwaukee Area Companies: 1996)

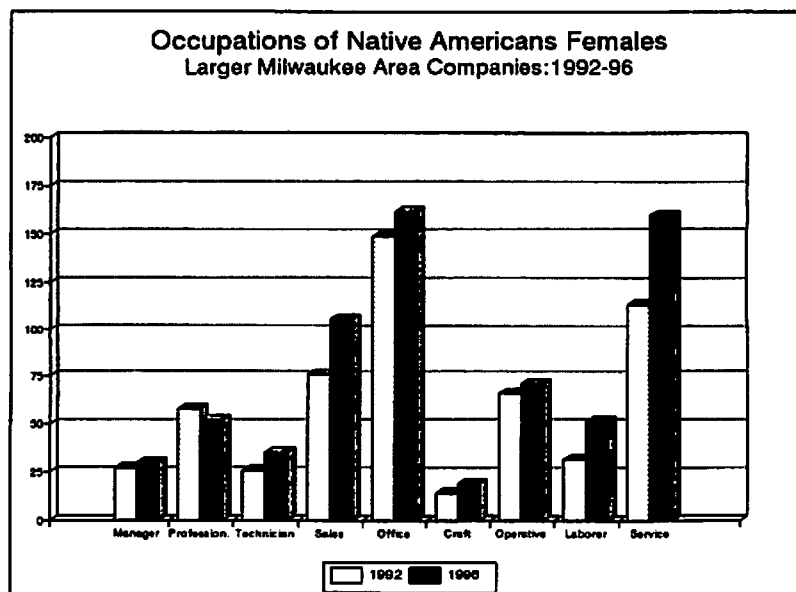
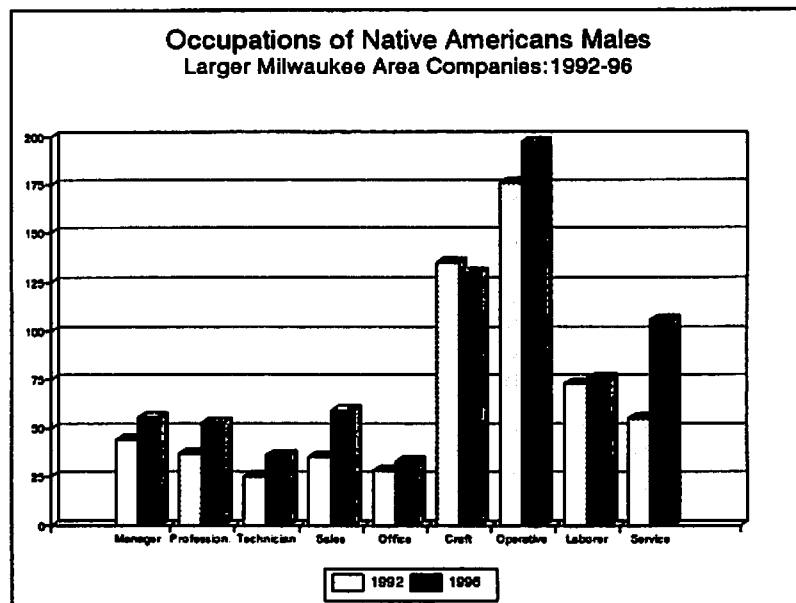


Industries of Native American Workers  
Larger Milwaukee Area Companies: 1996



# Native American Workers Employed in Milwaukee Area Companies With 100 or More Employees

	Total in 1992	Total in 1996	Net Increase	Percent Increase
Managers	71	86	15	21.2%
Professionals	95	105	10	10.5%
Technicians	51	71	20	39.2%
Sales Workers	111	165	54	48.6%
Office and Clerical Workers	177	195	18	10.2%
Craft Workers	149	149	0	0.0%
Operatives	242	268	26	10.7%
Laborers	105	127	22	21.0%
Service Workers	169	266	97	57.4%
<b>TOTAL</b>	<b>1,170</b>	<b>1,432</b>	<b>262</b>	<b>22.4%</b>



### Section III: Analysis of EEO-1 Data on Minority and Female Employment

Each year private companies with 100 or more employees are required to file an EEO-1 report with the U.S. Equal Employment Opportunity Commission (EEOC) detailing the total number of employees, minorities and women working in their company by nine occupational groupings.<sup>1</sup> Although the 1,475 larger companies filing EEO-1 reports made up

only 4 percent of the private businesses in the Milwaukee metro area in 1996, they employed 332,874 workers, 45 percent of the total private sector workforce in Milwaukee, Ozaukee, Washington and Waukesha counties. Their hiring decisions have a significant impact on employment levels for minorities and women in the metro area.

**Impact of Larger Companies on the Milwaukee Area Labor Market in 1996**  
(Companies in the four-county area filing EEO-1 reports)

<u>Industry</u>	<u>Larger Companies</u>	<u>Total Companies in Milwaukee SMSA</u>	<u>% of Total</u>	<u>Workers Employed in Larger Companies</u>	<u>Total Workers Employed in Milwaukee SMSA</u>	<u>% of Total</u>
Manufacturing	434	3,243	13%	121,888	181,036	67%
Transportation, communications, and utilities	121	1,557	8%	26,521	40,390	66%
Finance, insurance and real estate	132	3,689	4%	28,638	60,246	48%
Services	339	14,080	2%	93,369	248,570	38%
Retail trade	339	8,120	4%	44,723	129,372	35%
Wholesale trade	82	3,432	2%	13,383	47,605	28%
Construction	26	3,681	1%	4,275	27,922	15%
Agriculture, fishing, forestry and mining	2	557	0%	77	3,150	2%
<b>TOTAL PRIVATE</b>	<b>1,475</b>	<b>38,359</b>	<b>4%</b>	<b>332,874</b>	<b>738,291</b>	<b>45%</b>

#### Company Minority Employment Patterns

This report uses the EEO-1 reports to analyze the employment patterns of larger Milwaukee area companies and to assess progress toward full utilization of minorities and women in the labor force. It establishes benchmarks based on availability of workers by occupational grouping and updates an earlier assessment based on 1991 company records.<sup>2</sup>

Larger employers with worksites in Milwaukee County showed a much higher share

(49 percent) of companies employing minorities at or above their availability levels than employers in Waukesha, Ozaukee and Washington (WOW) counties. Five of the nine industrial sectors in Milwaukee County showed records of 50 percent or more companies at or above overall availability levels. In WOW counties, 19 percent of employers were at or above availability levels and no industrial sector contained a majority of companies hiring at availability levels.

### Percent of Larger Companies Meeting Minority Availability Levels in 1996

<u>Industrial Sector</u>	<u>Companies at or Above Levels:</u>			<u>Total Companies Reporting * (N = 1,475)</u>
	<u>Milwaukee County</u>	<u>WOW Counties</u>	<u>All</u>	
Non-Durable Manufacturing	66%	21%	43%	139
Durable Manufacturing	50%	27%	39%	295
Transp, Commun., Utilities	39%	24%	35%	121
Wholesale Trade	33%	5%	20%	82
Retail Trade	51%	18%	40%	339
Finance	36%	6%	28%	65
Insurance and Real Estate	46%	6%	27%	67
Business and Personal Services	56%	32%	49%	119
Professional Services	54%	12%	42%	220
Percent of Companies at Availability	49%	19%	38%	
Total Companies at Availability	449	108	557	

\*The total (N=1,475) includes 28 construction and agricultural companies not shown in the industrial sector breakdown. 912 companies were in Milwaukee County and 563 companies in the WOW (Waukesha, Ozaukee and Washington) counties.

While 38 percent of employers throughout the four-county metropolitan area were able to employ minorities at or above availability levels, many employers (particularly in the WOW counties) had 5 percent or fewer minorities in their workforce. Overall, 6 percent of the larger companies reported no minorities in their workforce.

In order to utilize realistic standards for company employment patterns by occupational groupings, each company's record in employing workers in nine job categories was compared to the percentages of minorities and women available in the Milwaukee area labor force based on 1990 EEO Census data, the most recent data available by occupation.<sup>3</sup> This approach has the advantage of recognizing that some occupational areas have larger numbers of minorities or women available than others (given education, training or experience requirements). In occupational fields where the worker pool has changed since 1990 (due to retirements, new labor force entrants, workers who have acquired technical training or advanced education, etc.), the availability levels may understate (or

overstate) the actual number of workers available in a given occupational grouping. In some cases companies may train or promote their own workers for higher skilled jobs; in other cases the company recruits outside staff with postsecondary education, apprenticeship training, or external experience in the field.

*It is important to note that the availability levels used are for the entire occupational category and do not consider the availability of workers in specific occupations needed by the company (i.e. "technicians" include computer programmers, dental hygienists, numerical control tool programmers; "professionals" include mechanical engineers, occupational therapists, registered nurses; "craft workers" include automobile mechanics, bakers, optical goods workers, tool and die makers). Some occupational groupings have larger numbers of workers employed by public agencies or smaller private companies (e.g. "professionals" include teachers and social workers, "craft workers" include construction trades workers).*



## **Employment of Minorities at Availability Levels by Occupation**

### **1. Managers and Officials**

In 1996 minorities made up 6 percent of the 33,227 managers and officials employed by larger companies in the Milwaukee area, up from 4 percent in 1991. Overall, 31 percent of companies employed minorities as managers at or above availability levels while 58 percent had one percent or fewer minority managers and officials. The non-durable manufacturing section had the highest percentage (38 percent) of companies employing minorities at their level of availability. The transportation/communications/utilities sector was second with 36 percent of companies reporting minority managers at their availability level. The industrial sector with the lowest percentage of companies showing minorities at their level of availability was wholesale trade where only 27 percent of companies met availability standards.

Among larger companies in Milwaukee County, 37 percent employed minority managers at their level of availability, compared to only 21 percent of companies in Waukesha, Ozaukee and Washington (WOW) counties. In spite of notable success by some companies in employing minority managers, the majority of companies have made little progress in this area. In the WOW counties two-thirds (69 percent) of the companies employed minorities for one percent or fewer of their managerial positions. Even in Milwaukee County, 52 percent of the larger companies reported that minorities made up one percent or fewer of their managerial workforce.

### **2. Professionals**

Of 51,528 professionals employed in larger companies in 1996, 8 percent were minorities (up from 5 percent in 1991). Slightly more than a fourth (28 percent) of companies employed minority professionals at their availability levels, while over half (52 percent) of companies employed minorities for one percent or fewer of their professional workforce. Notable progress was shown by the business, personal and professional service industries, where the majority of professionals are employed. The least diversity was seen in non-durable manufacturing industries where two-

thirds of the companies reported minorities as one percent or fewer of their professional staff, and in retail trade where 80 percent of companies employed minorities for one percent or fewer of their professional staff.

Milwaukee County companies showed more diversity than companies in the outlying counties. In Milwaukee County, 36 percent of companies employed minorities at availability levels although 43 percent of companies had one percent or fewer minority professionals. In the WOW counties, only 17 percent of companies employed minorities at availability levels and 65 percent had one percent or fewer minority professionals.

### **3. Technicians**

The larger Milwaukee area companies employed a total of 23,365 technicians in 1996, and 11 percent of these workers were minorities. Thirty-nine percent of the larger companies were at or above availability levels for minority technicians while 49 percent employed one percent or fewer minorities in technician occupations. The service sectors had the highest number of companies employing at availability levels: 55 percent in professional services and 47 percent in business and personal services. The poorest record for employing minorities as technicians was in wholesale trade where 70 percent of companies had one percent or fewer minority technicians among their technician staff.

In Milwaukee County, 50 percent of companies employed minorities as technicians at availability levels and 39 percent of companies had one percent or fewer minorities as technicians. In the WOW counties, 22 percent of companies employed minorities at or above availability levels and 63 percent of companies had 1 percent or fewer minority technicians.

### **4. Sales Workers**

A total of 32,339 sales workers were employed by larger companies in 1996, and 13 percent were minorities. Sales work represented the occupational group with the lowest percent of companies employing minorities at or above the availability standard; 26 percent of companies reached minority availability levels while 57 percent of companies had one percent or fewer

minority sales employees. More than half of all employees in this group were located in the retail sector where 48 percent of companies were at availability levels and 21 percent of companies had one percent or fewer minority sales workers.

In Milwaukee County, 33 percent of companies employed minorities at or above the availability standard while 50 percent of companies had one percent or fewer minority sales workers. In the WOW counties, only 15 percent of businesses employed minorities at or above availability levels and 67 percent had one percent or fewer minority sales workers.

#### **5. Office and Clerical Workers**

Minorities made up 16 percent of the 49,128 office and clerical workers employed by larger companies in 1996. In spite of declines in total office and clerical workers for companies with over 100 employees, the percentage of larger companies employing minorities in office and clerical jobs at their level of availability increased. Slightly more than a third (36 percent) of companies had minority employment levels at or above the availability standard while 44 percent of companies had one percent or fewer minorities employed as office and clerical workers. Employment of minorities in office and clerical occupations was strongest in the finance, insurance and real estate sectors where over half of the companies employed minorities at or above their level of availability in the metro area. Employment of minorities as clerical and office workers was weakest in retail trade (where only 26 percent of companies employed minorities at availability level) and manufacturing (where 27 percent of companies employed minority office staff at availability level).

In Milwaukee County, 50 percent of companies were employing minorities at or above availability and 33 percent had one percent or fewer minorities in their clerical and office positions. In the WOW counties, 14 percent of companies employed minorities at availability levels while 60 percent had one percent or fewer minorities in clerical and office jobs.

#### **6. Craft Workers**

In 1996, 731 larger Milwaukee area companies employed 28,540 skilled craft workers, and 11 percent of those workers were minorities. More than one third (38 percent) of the companies employed minorities at or above availability levels while 44 percent of companies had one percent or fewer minorities among their craft workers. Over half of all craft workers were concentrated in durable manufacturing which had the highest percent of companies (46 percent) meeting minority availability levels, although 32 percent of companies employed one percent or fewer minorities.

In Milwaukee County, 56 percent of larger manufacturing companies employed minorities at their availability levels and 24 percent employed one percent or fewer minority craft workers. In the WOW counties, 30 percent of larger manufacturing companies employed minorities at availability and 41 percent had one percent or fewer minority craft workers.

#### **7. Operatives**

The number of semi-skilled operatives employed by larger Milwaukee area companies totaled 51,572, making this the largest occupational category of workers. The percentage of companies employing minorities at or above availability levels was up to 43 percent, although 24 percent of companies still had one percent or fewer minority operatives. More than half of all operatives were in the durable manufacturing sector where 53 percent of companies employed minorities at or above their availability level and only 13 percent of companies had one percent or fewer minority operative workers. In non-durable manufacturing almost half (49 percent) of companies met availability standards.

Minorities were far more likely to be employed in Milwaukee County companies as operatives. In Milwaukee County, 52 percent of companies employed minorities at or above availability levels and 20 percent had one percent or fewer minorities. In the WOW counties, 30 percent of companies employed minority operatives at or above availability while another 30 percent of companies had one percent or fewer minorities.



# Minority Employment by Occupation in Private Industry, 1996

## Milwaukee County

Occupation Group:	Manufacturing						Personal and Professional		Total
	Non-Durabl	Durable	TCU*	Retail	Wholesale	FIRE**	Business Services	Services	
<b>OFFICIALS &amp; MANAGERS</b>									
Number of Companies	67	151	83	223	43	82	82	157	903
With 1% Or Less Minority	39%	46%	54%	61%	56%	49%	52%	46%	52%
At or Above Minority Availability Level	52%	37%	40%	36%	26%	33%	38%	40%	37%
Number of Employees	2885	5756	1676	2562	843	3119	1652	3626	22260
% Minorities Employed	9%	5%	8%	8%	4%	5%	7%	8%	7%
<b>PROFESSIONALS</b>									
Number of Companies	59	137	44	52	31	70	46	150	602
With 1% or Less Minority	61%	50%	39%	75%	55%	36%	43%	17%	43%
At or Above Minority Availability Level	29%	28%	41%	25%	26%	39%	33%	51%	36%
Number of Employees	2085	6720	1859	302	579	5475	2881	17956	37973
% Minorities Employed	11%	8%	9%	17%	6%	9%	10%	8%	8%
<b>TECHNICIANS</b>									
Number of Companies	53	134	45	32	26	42	36	118	494
With 1% or Less Minority	32%	46%	58%	50%	65%	48%	25%	19%	39%
At or Above Minority Availability Level	62%	41%	33%	44%	31%	50%	58%	68%	50%
Number of Employees	784	3359	917	445	437	1971	1350	6389	15747
% Minorities Employed	15%	8%	9%	13%	7%	17%	11%	18%	14%
<b>SALES WORKERS</b>									
Number of Companies	52	98	44	144	37	40	47	32	500
With 1% or Less Minority	71%	72%	61%	15%	38%	55%	55%	78%	50%
At or Above Minority Availability Level	19%	14%	25%	60%	30%	30%	36%	19%	33%
Number of Employees	1062	1951	1121	13484	1246	1317	830	185	21255
% Minorities Employed	9%	6%	23%	20%	7%	14%	16%	14%	17%
<b>OFFICE &amp; CLERICAL</b>									
Number of Companies	67	149	83	147	43	79	75	154	811
With 1% or Less Minority	28%	37%	35%	56%	30%	14%	37%	18%	33%
At or Above Minority Availability Level	48%	40%	49%	34%	49%	71%	49%	66%	50%
Number of Employees	2213	3731	3608	2771	985	9648	2689	9545	35336
% Minorities Employed	17%	11%	22%	20%	14%	26%	22%	20%	21%
<b>CRAFT WORKERS</b>									
Number of Companies	61	129	49	72	22	10	28	43	428
With 1% or Less Minority	30%	22%	43%	65%	50%	70%	36%	60%	40%
At or Above Minority Availability Level	54%	57%	47%	31%	36%	20%	57%	35%	46%
Number of Employees	2135	9822	1742	518	341	84	637	391	17202
% Minorities Employed	22%	13%	15%	9%	10%	11%	29%	16%	14%
<b>OPERATIVES</b>									
Number of Companies	62	129	54	70	33	13	24	56	454
With 1% or Less Minority	2%	8%	13%	47%	24%	62%	21%	34%	20%
At or Above Minority Availability Level	73%	65%	33%	36%	48%	31%	67%	46%	52%
Number of Employees	5245	16846	3902	984	1106	93	914	825	30260
% Minorities Employed	41%	32%	26%	21%	22%	27%	48%	29%	32%
<b>LABORERS</b>									
Number of Companies	51	93	35	109	29	***	24	39	394
With 1% or Less Minority	14%	15%	23%	22%	17%		29%	44%	23%
At or Above Minority Availability Level	80%	71%	78%	50%	55%		67%	49%	60%
Number of Employees	2757	3261	575	3175	1820		781	401	12900
% Minorities Employed	42%	44%	28%	30%	38%		47%	54%	38%
<b>SERVICE WORKERS</b>									
Number of Companies	18	54	23	144	11	34	39	109	435
With 1% or Less Minority	33%	31%	26%	34%	55%	35%	10%	14%	27%
At or Above Minority Availability Level	56%	54%	88%	51%	36%	53%	74%	77%	60%
Number of Employees	322	456	642	6274	110	836	6838	13131	28631
% Minorities Employed	36%	29%	15%	34%	17%	32%	42%	53%	44%

\*TCU = Transportation, Communications, and Utilities \*\*FIRE = Finance, Insurance and Real Estate \*\*\*Cell size less than 10

EEO-I data analysis by the Employment & Training Institute, University of Wisconsin-Milwaukee

# Minority Employment by Occupation in Private Industry, 1996

## Washington, Ozaukee, & Waukesha Counties

Occupation Group:	Manufacturing			Retail	Wholesale	FIRE**	Personal and Business Services	Professional Services	Total
	Non-Durabl	Durable	TCU*						
<b>OFFICIALS &amp; MANAGERS</b>									
Number of Companies	69	143	36	113	39	50	37	57	557
With 1% Or Less Minority	65%	68%	69%	73%	59%	64%	59%	79%	69%
At or Above Minority Availability Level	23%	17%	28%	25%	28%	26%	22%	14%	21%
Number of Employees	1618	3726	1006	1536	779	778	546	887	10967
% Minorities Employed	3%	4%	7%	5%	4%	4%	3%	3%	4%
<b>PROFESSIONALS</b>									
Number of Companies	58	126	23	34	28	45	24	56	402
With 1% or Less Minority	74%	71%	65%	88%	68%	51%	50%	43%	65%
At or Above Minority Availability Level	14%	17%	26%	12%	14%	24%	29%	9%	17%
Number of Employees	1009	4074	228	111	472	1537	1072	4952	13555
% Minorities Employed	3%	7%	6%	5%	6%	6%	8%	3%	5%
<b>TECHNICIANS</b>									
Number of Companies	50	125	20	16	27	23	17	41	327
With 1% or Less Minority	60%	65%	60%	69%	74%	70%	59%	46%	63%
At or Above Minority Availability Level	22%	23%	25%	31%	15%	22%	24%	20%	22%
Number of Employees	1081	2426	375	120	354	379	418	2384	7618
% Minorities Employed	6%	6%	6%	6%	5%	6%	4%	3%	5%
<b>SALES WORKERS</b>									
Number of Companies	56	98	19	77	37	18	26	10	349
With 1% or Less Minority	77%	73%	63%	32%	70%	78%	96%	90%	67%
At or Above Minority Availability Level	7%	17%	21%	27%	14%	6%	0%	10%	15%
Number of Employees	1611	1064	717	5620	1231	525	206	69	11084
% Minorities Employed	5%	5%	12%	6%	3%	3%	0%	7%	6%
<b>OFFICE &amp; CLERICAL</b>									
Number of Companies	71	139	35	69	39	50	37	57	509
With 1% or Less Minority	68%	61%	49%	77%	62%	26%	54%	60%	60%
At or Above Minority Availability Level	7%	14%	29%	10%	5%	26%	19%	12%	14%
Number of Employees	1495	2746	1032	1075	1034	2528	1296	2477	13792
% Minorities Employed	3%	5%	10%	6%	6%	7%	13%	3%	6%
<b>CRAFT WORKERS</b>									
Number of Companies	64	122	23	36	14	***	15	20	303
With 1% or Less Minority	39%	43%	57%	69%	57%		73%	65%	50%
At or Above Minority Availability Level	25%	34%	17%	19%	21%		13%	30%	27%
Number of Employees	3192	5224	910	438	290		233	264	11338
% Minorities Employed	6%	7%	4%	8%	3%		3%	7%	6%
<b>OPERATIVES</b>									
Number of Companies	66	122	22	33	26	***	13	24	321
With 1% or Less Minority	29%	18%	32%	61%	35%		0%	42%	30%
At or Above Minority Availability Level	27%	41%	18%	24%	8%		46%	17%	30%
Number of Employees	4225	10838	3280	455	1105		936	245	21312
% Minorities Employed	18%	17%	9%	29%	7%		15%	11%	15%
<b>LABORERS</b>									
Number of Companies	54	69	13	53	19	***	***	19	245
With 1% or Less Minority	30%	30%	38%	57%	37%			68%	41%
At or Above Minority Availability Level	26%	46%	46%	17%	32%			11%	31%
Number of Employees	3584	2268	2683	2429	536			201	12189
% Minorities Employed	30%	31%	16%	16%	17%			9%	23%
<b>SERVICE WORKERS</b>									
Number of Companies	20	37	***	64	11	17	13	38	208
With 1% or Less Minority	65%	65%		44%	82%	76%	15%	18%	47%
At or Above Minority Availability Level	10%	27%		14%	9%	6%	62%	21%	21%
Number of Employees	190	127		2424	115	291	1264	4760	9455
% Minorities Employed	7%	20%		17%	3%	9%	33%	13%	17%

\*TCU = Transportation, Communications and Utilities \*\*FIRE = Finance, Insurance and Real Estate \*\*\*Cell size less than 10

EEO-1 data analysis by the Employment & Training Institute, University of Wisconsin-Milwaukee

## **8. Laborers**

Unskilled laborers comprised another occupational category which showed increased employment among larger companies; laborers totaled 25,089 jobs in 1996. Almost half (49 percent) of the larger companies employed laborers at or above minority availability levels while 30 percent reported 1 percent or fewer minority laborers. The durable manufacturing sector led other industrial sectors with 60 percent of companies at or above the availability standard, followed by non-durable manufacturing with 52 percent. These employment patterns contrasted sharply with employment of minorities in retail trade where only 39 percent of companies employed minorities as laborers at their level of availability. In Milwaukee County, 60 percent of companies employed minorities at or above the availability standard and 23 percent of companies had one percent or fewer minority laborers. In the WOW counties, 31 percent of companies employed minorities at availability levels and 41 percent of companies had one percent or fewer minority laborers.

## **9. Service Workers**

Another growth area for jobs in larger companies was for service occupations, which totaled 38,086 in 1996. Overall, 47 percent of companies employed minority service workers at or above availability levels while 34 percent of companies employed minorities for one percent or less of their service jobs. Nearly half of jobs were concentrated in the professional service sector where 63 percent of companies reported employment of minority service workers at or above availability levels. The industrial sector with the second highest concentration of service workers was in retail trade, but here only 39 percent of companies were employing minorities at availability levels and 37 percent had one percent or fewer minority service workers.

In Milwaukee County, 60 percent of companies employed minorities at or above availability and 27 percent employed one percent or fewer minority service workers. In the WOW counties, only 21 percent of companies were at or above availability levels while 47 percent of companies had one percent or fewer minorities among their service workers.

## **Employment of Women at Availability Levels by Occupation**

### **1. Managers and Officials**

Women continued to make gains in managerial positions with larger Milwaukee area companies. Overall, 46 percent of the larger companies employed women managers at their availability levels while 15 percent of companies employed one percent or fewer women as managers and officials. Professional service industries, financial institutions and wholesale trade firms reported over 80 percent of companies employing women at their availability levels. The lowest percent of companies employing female managers at availability level were in durable manufacturing where only 9 percent of companies employed women managers at availability level.

The outlying counties (Waukesha, Ozaukee and Washington) saw substantial increases in employment of female managers. In the WOW counties, 41 percent had women managers at or above their availability levels by 1996 while 16 percent employed one percent or fewer females in their managerial staff. In Milwaukee County, 49 percent of businesses were at availability and 15 percent of businesses had one percent or fewer women managers.

### **2. Professionals**

According to the 1990 U.S. Census, women made up over half of all professional workers in professional occupations in the four-county area. (Many women professionals are employed by public institutions as teachers and social workers.) About half (46 percent) of larger Milwaukee area companies employed women at or above their overall availability levels in the professional occupations category, and 17 percent of companies employed one percent or fewer women professionals. Employment of women professionals was highest in professional services (including hospitals and other health industries) and insurance and real estate firms. The lowest percentage of women professionals were employed in durable manufacturing where only 19 percent of professionals were women.

In Milwaukee County, 50 percent of the larger companies employed women professionals at their overall level of availability while 15 percent had one percent or fewer female professionals. In the WOW counties, 41 percent of companies employed women professionals at availability and 20 percent had one percent or fewer females among their professional staff.

### **3. Technicians**

In 1996, 39 percent of companies were at or above availability levels for women in this occupation and 24 percent of businesses employed one percent or fewer female technicians. As in the professional grouping, insurance and real estate, professional services, and finance were the industrial sectors with the highest rates: 90 percent, 84 percent and 60 percent meeting availability levels. Here too, durable manufacturing had the lowest rate with only 13 percent of companies employing women as technicians at the availability rate.

In Milwaukee County, 42 percent of companies were at availability levels and 22 percent were at one percent or fewer female technicians. In the WOW counties, 35 percent of companies were at or above availability levels and 27 percent had one percent or fewer women in this field.

### **4. Sales Workers**

Women make up half of the sales workers in the metropolitan area and 61 percent of sales workers in larger companies. This category had a overall rate of 51 percent of companies employing women sales workers at or above their availability rates with 20 percent of companies employed one percent or fewer women for their sales staff. More than half of all sales workers are employed in the retail sector, where women comprise 75 percent of sales staff. The lowest rates of companies with employment of female sales workers at availability level were in durable manufacturing (26 percent of companies were at availability), non-durable manufacturing (31 percent of companies were at availability) and wholesale trade (35 percent of companies were at availability).

In Milwaukee County, 55 percent of companies were at or above availability for female sales workers while 17 percent had one percent or fewer female sales staff. In the WOW counties, 46 percent of companies were at availability levels and 23 percent of companies were at one percent or fewer female sales workers.

### **5. Office and Clerical**

This occupational grouping is dominated by females who constituted 86 percent of office and clerical workers for large companies. Nearly all companies in both Milwaukee County and the WOW counties employed women at their overall level of availability.

### **6. Craft Workers**

In 1990 when the last occupational analysis was available for the Milwaukee area labor force, women made up only 8.5 percent of skilled craft workers, the most male-dominated of the nine occupational groupings. While more women found jobs as craft workers for non-durable manufacturing, retail trade and service industries, the percent of durable manufacturing companies meeting female availability standards declined. The percent of durable manufacturing companies employing women as craft workers at their level of availability declined in Milwaukee County (from 46 percent in 1991 to 26 percent in 1996) and in the WOW counties (from 46 percent in 1991 to 38 percent in 1996). Almost half of the larger durable manufacturing companies in the Milwaukee area reported that only one percent or less of their craft workers were females. Other industries employing one percent or fewer female craft workers included 75 percent of transportation/communications/utilities firms and 67 percent of the larger wholesale trade companies.

In Milwaukee County 34 percent of companies employed women at or above availability levels while 52 percent of companies had one percent or fewer women in this occupation. In the WOW counties, 41 percent of companies employed women at or above availability levels and 47 percent of companies had one percent or fewer female craft workers.

## 7. Operatives

Overall, 39 percent of companies employed women at or above availability levels as in semi-skilled operatives occupations while 31 percent of companies employed one percent or fewer women operatives. The largest number of operatives are employed in durable and non-durable manufacturing and here 40-45 percent of companies employed women at their level of availability as operatives. Contrary to their record for employing female craft workers, the transportation/communications/utilities sector showed only 26 percent of companies employing female operatives at availability level. Low rates were also seen in wholesale trade which showed 19 percent of companies employing female operatives at availability level.

In Milwaukee County, 37 percent of companies employed women operatives at availability levels and 33 percent of companies reported that one percent or fewer of their operative workers were female. In the WOW counties, 43 percent of companies employed women at availability and 29 percent employed one percent or fewer female operatives.

## 8. Laborers

In the 1990 U.S. Census women made up 18 percent of workers reporting their occupation as one included in the unskilled laborers grouping. By 1996, 36 percent of laborers employed by larger Milwaukee area companies were female. Over half (54 percent) of companies employed women as laborers at availability while 32 percent reported that one percent or less of their laborers were female. The retail sector had the highest percent of companies employing women at or above availability (70 percent), followed by non-durable manufacturing at 67 percent. The transportation, communications, utilities sector had the lowest rate of companies employing women at or above their availability as laborers (35 percent).

In Milwaukee County, 54 percent of companies employed women at availability levels and 32 percent of businesses employed women for one percent or less of their laborers jobs. In the WOW counties, 55 percent of companies employed women at availability levels and 32

percent of businesses had one percent or fewer females in this category.

## 9. Service Workers

The category of service workers showed the second largest growth among larger Milwaukee area companies, and women continued to dominate two-thirds (65 percent) of jobs in this grouping. Women dominated the service jobs in professional service industries (including health fields) where they held 82 percent of service work jobs and where nearly half of all service workers were employed. At the same time, women showed low rates of employment in service jobs for durable manufacturing (where only 23 percent of companies met female availability levels) and wholesale trade (where 32 percent of companies met female availability levels).

In Milwaukee County, 57 percent of businesses employed women at or above availability levels and 24 percent reported females as one percent or less of their service workers. In the WOW counties, 58 percent of businesses employed women at availability levels while 30 percent of companies had one percent or less women among their service workers.

## Technical Notes

1. The Equal Employment Opportunity Commission requires that employers submit annual data on employment patterns for purposes of affirmative action planning by companies subject to Executive Order 11246 or Title VII of the Civil Rights Act. Private employers required to file the EEO-1 Employer Information Report generally include all private companies with more than 100 employees. Companies with at least 50 employees and who have a government contract of \$50,000 or more or serve as a depository of government funds are also required to file. Nearly all (97 percent) companies in this file employed 100 or more workers; only 3 percent employed 50-99 workers. Companies report employment status (using any pay period in the designated quarter of the year) for all full- and part-time workers by race/ethnic group and gender by nine occupational groupings. The EEOC aggregates individual EEO-1 reports by three-digit standard industrial classifications and by county, PMSA (Primary Metropolitan Statistical Area) and state.

2. An essential component in determining the percents of minorities and women available for employment is the definition of the local labor market and the reasonable recruitment area used when hiring. Some positions, including professionals and managers, may require a national or regional search. However, most positions will be drawn from the immediate area. For this analysis, the four-county metropolitan area was used as the basis for determining the available labor force and for the calculation of the percent of minorities and women in the labor force. Due to the wide range of possible recruitment areas for the variety of positions contained within each category, this analysis assumed that most jobs could be filled from the metropolitan area.

3. Companies were measured against the EEOC's "80 percent or four-fifths rule" which assumes that the representation of minorities (or women) will normally fall within 20 percent of their availability level in any occupational grouping. For example, the 1990 census listed 101,401 persons in the four-county area with occupations in the "operatives" grouping and 23,447 (or 23.12 percent) of these workers were minorities. Using the four-fifths rule, a company would be employing minority operatives at their availability level if at least 18.50 percent (80% of 23.12) of the company's operatives were minorities. For a detailed discussion of the methodology, see **Toward Full Utilization of the Milwaukee Area Labor Force: A Planning Guide for Employers**, University of Wisconsin-Milwaukee Employment and Training Institute, 1994. The availability standards for the nine occupational groupings are based on 1990 census data. Standards for the total workforce use Wisconsin Department of Workforce Development estimates of total minority and female workers in the metro area in 1996. The standards used for each category are as follows.

**Availability of Minorities and Women in the Milwaukee Labor Force and  
80 Percent Standard by Occupational Group**

<u>Occupational Group</u>	<u>MINORITIES:</u>		<u>WOMEN:</u>	
	<u>Percent Available</u>	<u>80% Minimum Standard</u>	<u>Percent Available</u>	<u>80% Minimum Standard</u>
Officials and Managers	6.38	5.10	36.71	29.37
Professionals	8.77	7.02	53.78	43.02
Technicians	9.10	7.28	50.43	40.34
Sales	9.53	7.62	49.61	39.69
Office/Clerical	13.00	10.40	78.70	62.96
Crafts	9.26	7.41	8.51	6.81
Operatives	23.12	18.50	28.92	23.14
Laborers	22.35	17.91	18.23	14.58
Service Workers	24.03	19.22	59.97	47.98
Total Workforce	15.40	12.32	51.80	41.44



# Female Employment by Occupation in Private Industry, 1996

## Milwaukee County

Occupation Group:	Manufacturing		TCU*	Retail	Wholesale	FIRE**	Personal and Business Services	Professional Services	Total
	Non-Durable	Durable							
<b>OFFICIALS &amp; MANAGERS</b>									
Number of Companies	67	151	83	223	43	82	82	157	903
With 1% or Less Female	21%	21%	20%	10%	9%	5%	22%	7%	15%
At or Above Female Availability Level	18%	6%	37%	67%	16%	76%	51%	83%	49%
Number of Employees	2885	5756	1676	2562	843	3119	1652	3626	22260
% Females Employed	22%	12%	31%	44%	21%	45%	33%	59%	33%
<b>PROFESSIONALS</b>									
Number of Companies	59	137	44	52	31	70	46	150	602
With 1% or Less Female	19%	23%	14%	31%	16%	6%	9%	2%	15%
At or Above Female Availability Level	37%	10%	36%	44%	48%	84%	54%	84%	50%
Number of Employees	2085	6720	1859	302	579	5475	2881	17956	37973
% Females Employed	36%	19%	33%	52%	38%	62%	43%	78%	57%
<b>TECHNICIANS</b>									
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<b>SALES WORKERS</b>									
Number of Companies	52	98	44	144	37	40	47	32	500
With 1% or Less Female	27%	36%	20%	2%	11%	15%	15%	16%	17%
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Number of Employees	1062	1951	1121	13484	1246	1317	830	185	21255
% Females Employed	30%	21%	67%	78%	33%	48%	51%	66%	64%
<b>OFFICE &amp; CLERICAL</b>									
Number of Companies	67	149	83	147	43	79	75	154	811
With 1% or Less Female	0%	0%	1%	3%	0%	0%	3%	0%	1%
At or Above Female Availability Level	88%	85%	92%	90%	93%	97%	92%	99%	92%
Number of Employees	2213	3731	3608	2771	985	9648	2689	9545	35336
% Females Employed	84%	78%	83%	88%	86%	86%	79%	93%	86%
<b>CRAFT WORKERS</b>									
Number of Companies	61	129	49	72	22	10	28	43	428
With 1% or Less Female	43%	53%	76%	36%	68%	80%	43%	44%	52%
At or Above Female Availability Level	36%	26%	8%	61%	23%	20%	54%	49%	34%
Number of Employees	2135	9822	1742	518	341	84	637	391	17202
% Females Employed	9%	9%	7%	41%	4%	5%	30%	23%	10%
<b>OPERATIVES</b>									
Number of Companies	62	129	54	70	33	13	24	56	454
With 1% or Less Female	16%	23%	39%	27%	55%	77%	33%	45%	33%
At or Above Female Availability Level	40%	34%	26%	57%	18%	23%	54%	41%	37%
Number of Employees	5245	16846	3902	984	1106	93	914	825	30260
% Females Employed	25%	29%	18%	40%	11%	58%	45%	41%	27%
<b>LABORERS</b>									
Number of Companies	51	93	35	109	29	***	24	39	394
With 1% or Less Female	24%	31%	51%	14%	45%		50%	44%	32%
At or Above Female Availability Level	63%	47%	40%	74%	41%		42%	51%	54%
Number of Employees	2757	3261	575	3175	1820		781	401	12900
% Females Employed	33%	36%	17%	39%	37%		38%	45%	35%
<b>SERVICE WORKERS</b>									
Number of Companies	18	54	23	144	11	34	39	109	435
With 1% or Less Female	28%	57%	35%	19%	64%	29%	18%	7%	24%
At or Above Female Availability Level	39%	19%	61%	60%	18%	44%	49%	86%	57%
Number of Employees	322	456	642	6274	110	836	6838	13131	28631
% Females Employed	38%	31%	82%	54%	8%	61%	40%	81%	63%

\*TCU = Transportation, Communications and Utilities \*\*FIRE = Finance, Insurance and Real Estate \*\*\*Cell size less than 10

EEO-1 data analysis by the Employment & Training Institute, University of Wisconsin-Milwaukee

# Female Employment by Occupation in Private Industry, 1996

## Washington, Ozaukee, & Waukesha Counties

Occupation Group:	Manufacturing			Personal and Professional						Total
	Non-Durable	Durable	TCU*	Retail	Wholesale	FIRE**	Business Services	Services		
OFFICIALS & MANAGERS										
Number of Companies	69	143	36	113	39	50	37	57	557	
With 1% or Less Female	17%	20%	36%	12%	15%	0%	19%	7%	16%	
At or Above Female Availability Level	26%	12%	42%	63%	23%	68%	43%	84%	41%	
Number of Employees	1618	3726	1006	1536	779	778	546	887	10967	
% Females Employed	21%	15%	23%	43%	21%	41%	30%	66%	28%	
PROFESSIONALS										
Number of Companies	58	126	23	34	28	45	24	56	402	
With 1% or Less Female	14%	26%	22%	24%	21%	7%	21%	11%	20%	
At or Above Female Availability Level	50%	10%	39%	50%	36%	76%	42%	80%	41%	
Number of Employees	1009	4074	228	111	472	1537	1072	4952	13555	
% Females Employed	46%	19%	32%	39%	31%	58%	33%	83%	51%	
TECHNICIANS										
Number of Companies	50	125	20	16	27	23	17	41	327	
With 1% or Less Female	18%	32%	30%	44%	44%	4%	41%	5%	27%	
At or Above Female Availability Level	36%	14%	35%	44%	19%	91%	24%	85%	35%	
Number of Employees	1081	2426	375	120	354	379	418	2384	7618	
% Females Employed	35%	17%	23%	28%	11%	74%	33%	85%	45%	
SALES WORKERS										
Number of Companies	56	98	19	77	37	18	26	10	349	
With 1% or Less Female	13%	44%	26%	5%	22%	11%	15%	20%	23%	
At or Above Female Availability Level	43%	22%	53%	78%	38%	56%	46%	80%	46%	
Number of Employees	1611	1064	717	5620	1231	525	206	69	11084	
% Females Employed	50%	22%	64%	68%	43%	43%	43%	87%	56%	
OFFICE & CLERICAL										
Number of Companies	71	139	35	69	39	50	37	57	509	
With 1% or Less Female	0%	1%	3%	0%	0%	0%	0%	0%	0%	
At or Above Female Availability Level	87%	91%	80%	90%	90%	98%	81%	96%	90%	
Number of Employees	1495	2746	1032	1075	1034	2528	1296	2477	13792	
% Females Employed	82%	87%	82%	89%	81%	92%	72%	97%	87%	
CRAFT WORKERS										
Number of Companies	64	122	23	36	14	***	15	20	303	
With 1% or Less Female	44%	43%	74%	31%	64%		53%	50%	47%	
At or Above Female Availability Level	47%	38%	22%	67%	29%		40%	45%	41%	
Number of Employees	3192	5224	910	438	290		233	264	11338	
% Females Employed	18%	8%	3%	40%	7%		9%	41%	12%	
OPERATIVES										
Number of Companies	66	122	22	33	26	***	13	24	321	
With 1% or Less Female	17%	20%	45%	33%	54%		15%	50%	29%	
At or Above Female Availability Level	50%	46%	27%	52%	19%		69%	42%	43%	
Number of Employees	4225	10838	3280	455	1105		936	245	21312	
% Females Employed	42%	29%	18%	31%	8%		41%	39%	29%	
LABORERS										
Number of Companies	54	69	13	53	19	***	***	19	245	
With 1% or Less Female	15%	35%	62%	26%	37%			47%	32%	
At or Above Female Availability Level	70%	55%	23%	62%	47%			37%	55%	
Number of Employees	3584	2268	2683	2429	536		201		12189	
% Females Employed	42%	50%	18%	43%	21%		28%		36%	
SERVICE WORKERS										
Number of Companies	20	37	***	64	11	17	13	38	208	
With 1% or Less Female	40%	57%		20%	55%	53%	23%	0%	30%	
At or Above Female Availability Level	50%	30%		61%	45%	47%	62%	100%	58%	
Number of Employees	190	127		2424	115	291	1264	4760	9455	
% Females Employed	56%	38%		55%	60%	77%	62%	86%	71%	

\*TCU = Transportation, Communications, and Utilities \*\*FIRE = Finance, Insurance and Real Estate \*\*\*Cell size less than 10

## **Milwaukee Labor Market Project**

To address the need for information on the local labor market, since 1993 the City of Milwaukee, Milwaukee Area Technical College, Milwaukee Public Schools, Private Industry Council of Milwaukee County, and the University of Wisconsin-Milwaukee Employment and Training Institute have joined together in a partnership effort to survey businesses in the metropolitan area and to improve planning for employment of Milwaukee residents. The U.S. Department of Housing and Urban Development supported expansion of this project for Milwaukee's Enterprise Community to assist community organizations and residents as they seek to increase employment and economic development in the central city. The project's semi-annual Establishment Surveys of Job Openings detail the types of jobs available in the metropolitan area by industry, location, full or part-time status, and level of fringe benefits. The job openings data are complemented by annual surveys of central city workers. Milwaukee is the only major city in the country regularly studying job openings in order to assess the number and type of jobs available and the level of skill training employers need to fill openings. This information is used by local governments, schools, community-based organizations and public officials to assist in:

- ✓ assessing the impact of occupational shifts in the local economy on low-skilled and semi-skilled workers.
- ✓ identifying difficult-to-fill jobs which can be addressed by education and training programs or improved counseling of job seekers.
- ✓ identifying employment availability for workers in Milwaukee's central city.
- ✓ assessing technical education priorities at the post-secondary school levels.
- ✓ developing policies to address spatial and skill mismatches between employer needs and labor force participants in the Milwaukee area.
- ✓ locating areas of opportunity for new labor force entrants and Milwaukee Public Schools graduates.
- ✓ providing access to labor market data for employment and training providers in the Enterprise Community area.
- ✓ planning employment initiatives for central city residents and youth.
- ✓ assisting high school and middle school students, teachers and counselors in the School to Work program in career and educational planning.

The Employment and Training Institute also prepares policy papers summarizing research on employment issues affecting Milwaukee area workers. Recent studies include:

**Removing Transportation Barriers to Employment: Assessing Driver's License and Vehicle Ownership Patterns of Low-Income Populations.**

**Removing Barriers to Employment: The Child Care-Jobs Equation.**

**Employment and Earnings of Milwaukee County Single Parent AFDC Families: Establishing Benchmarks for Measuring Employment Outcomes Under "W-2."**

**The Employer Perspective: Jobs Held by the Milwaukee County Single Parent Population.**