Perspectives on the Regional Labor Force

Using Economic and Demographic Data to Understand Opportunities and Challenges

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Using Economic and Demographic Data

**Uses:**

- Stimulate discussion;
- Affirm or challenge current perceptions;
- Identify local strengths and weaknesses;
- Recognize and prepare for change.

**Considerations:**

- Looking for patterns, not a single answer;
- More concerned with trends than precision;
- Focus more attention on comparing figures rather than ranking them.
## Worker Flow for Village of Butler (Q2 2014)

**Employees Working in Village of Butler (n = 3,892) - County of Residence**

<table>
<thead>
<tr>
<th>County of Residence</th>
<th>Count</th>
<th>Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukee County, WI</td>
<td>1,988</td>
<td>51.1%</td>
</tr>
<tr>
<td>Waukesha County, WI</td>
<td>942</td>
<td>24.2%</td>
</tr>
<tr>
<td>Washington County, WI</td>
<td>308</td>
<td>7.9%</td>
</tr>
<tr>
<td>Racine County, WI</td>
<td>92</td>
<td>2.4%</td>
</tr>
<tr>
<td>Ozaukee County, WI</td>
<td>79</td>
<td>2.0%</td>
</tr>
<tr>
<td>Dane County, WI</td>
<td>63</td>
<td>1.6%</td>
</tr>
<tr>
<td>Jefferson County, WI</td>
<td>46</td>
<td>1.2%</td>
</tr>
<tr>
<td>Winnebago County, WI</td>
<td>40</td>
<td>1.0%</td>
</tr>
<tr>
<td>Walworth County, WI</td>
<td>37</td>
<td>1.0%</td>
</tr>
<tr>
<td>Brown County, WI</td>
<td>27</td>
<td>0.7%</td>
</tr>
<tr>
<td>All Other Locations</td>
<td>270</td>
<td>6.9%</td>
</tr>
</tbody>
</table>

**Employees Residing in Village of Butler (n = 1,073) - County of Employment**

<table>
<thead>
<tr>
<th>County of Employment</th>
<th>Count</th>
<th>Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukee County, WI</td>
<td>480</td>
<td>44.7%</td>
</tr>
<tr>
<td>Waukesha County, WI</td>
<td>418</td>
<td>39.0%</td>
</tr>
<tr>
<td>Ozaukee County, WI</td>
<td>38</td>
<td>3.5%</td>
</tr>
<tr>
<td>Washington County, WI</td>
<td>36</td>
<td>3.4%</td>
</tr>
<tr>
<td>Dane County, WI</td>
<td>20</td>
<td>1.9%</td>
</tr>
<tr>
<td>Racine County, WI</td>
<td>17</td>
<td>1.6%</td>
</tr>
<tr>
<td>Brown County, WI</td>
<td>7</td>
<td>0.7%</td>
</tr>
<tr>
<td>Cook County, IL</td>
<td>5</td>
<td>0.5%</td>
</tr>
<tr>
<td>Outagamie County, WI</td>
<td>5</td>
<td>0.5%</td>
</tr>
<tr>
<td>Sheboygan County, WI</td>
<td>5</td>
<td>0.5%</td>
</tr>
<tr>
<td>All Other Locations</td>
<td>42</td>
<td>3.9%</td>
</tr>
</tbody>
</table>

Data Source: U.S. Census Bureau OnTheMap LODES Data
Understanding Employment Conditions – Unemployment and Labor Participation

- **Labor Participation Rate** – Percent of the civilian population that is either employed or unemployed *and* actively seeking a job.

- **Unemployment Rate** – Percent of the civilian labor force that is without a job and actively seeking one.

*Unemployment rates and participation rates do not include people who are not in the labor force.* Individuals not in the labor force can include:

- Discouraged workers (those not actively seeking employment);
- Students;
- Retirees;
- Seasonal workers surveyed in the off-season;
- Institutionalized individuals;
- People doing incidental unpaid family work;
Annual Average Unemployment Rate – 1990 to 2015

- Milwaukee County
- Washington County
- Waukesha County
- State of Wisconsin
- United States

Data Source: Bureau of Labor Statistics LAUS
Labor Participation Rate – Males Ages 20 to 64

- Washington County: 91.0% (2006-2010), 90.5% (2011-2015)
- Waukesha County: 90.6% (2006-2010), 90.2% (2011-2015)
- State of Wisconsin: 85.8% (2006-2010), 84.3% (2011-2015)
- United States: 83.1% (2006-2010), 82.0% (2011-2015)
- Milwaukee County: 81.5% (2006-2010), 80.3% (2011-2015)

Source: U.S. Census Bureau American Community Survey
Labor Participation Rate – Females Ages 20 to 64

Washington County
- 2006 to 2010: 82.6%
- 2011 to 2015: 82.3%

Waukesha County
- 2006 to 2010: 79.4%
- 2011 to 2015: 79.4%

State of Wisconsin
- 2006 to 2010: 79.4%
- 2011 to 2015: 78.5%

United States
- 2006 to 2010: 72.4%
- 2011 to 2015: 72.2%

Milwaukee County
- 2006 to 2010: 76.10%
- 2011 to 2015: 76.30%

Source: U.S. Census Bureau American Community Survey
Employee Quarterly Turnover Rates

Turnover Rates

- State of Wisconsin
- Milwaukee County
- Washington County
- Waukesha County

Quarterly data from Q3 1990 to Q1 2016.
Percent Change in Population Since 1970

- United States
- State of Wisconsin
- Milwaukee County
- Washington County
- Waukesha County

Data Source: Bureau of Economic Analysis
Population Trends 2000 to 2015

Percent Change in Population from Prior Year

- United States
- State of Wisconsin
- Milwaukee County
- Washington County
- Waukesha County

Data Source: Bureau of Economic Analysis; U.S. Census Bureau
Regional Components of Population Change – 2000 to 2015

- **Milwaukee County**: -9.3% Natural Increase, 10.4% Net Migration
- **Washington County**: 7.0% Natural Increase, 6.6% Net Migration
- **Waukesha County**: 4.8% Natural Increase, 4.4% Net Migration
- **State of Wisconsin**: 6.6% Natural Increase, 0.7% Net Migration
- **Ozaukee County**: 3.3% Natural Increase, 3.2% Net Migration
- **Fond du Lac County**: 3.9% Natural Increase, 2.1% Net Migration
- **Dodge County**: 1.2% Natural Increase, 3.1% Net Migration
- **Sheboygan County**: -1.9% Natural Increase, 4.3% Net Migration

Data Source: U.S. Census Bureau and Wisconsin Department of Administration
Washington County Migration Trends - 2000 to 2015

Number of Migrants

Data Source: IRS SOI County-to-County Migration
Waukesha County Migration Trends - 2000 to 2015

Data Source: IRS SOI County-to-County Migration
Mobility Rates 1950 to 2015
Percent of United States Population Moving (Age 1 and Over)

Source: US Census Bureau Current Population Survey
Census Bureau notes that caution should be used in comparing the 2000 to 2006 period to other years.

Change in CPS imputation procedure explains 90% of the drop from 2005 to 2006*

Source: US Census Bureau Current Population Survey

*Kaplan and Schulhofer-Wohl, 2012
Explaining Trends in Regional and Inter-State Mobility

- Economic cycles, labor demand, and changing demographic/socio-economic structures explain some of the downward trend, but do not fully explain long-term shifts;

- The strength, thickness and/or reduced specialization of regional labor markets make it less advantageous to change jobs or move, especially over longer distances;

- Net benefit to changing employers has decreased, making labor market transitions and associated larger geographic movements less desirable to workers;

- The Internet and inexpensive air travel have made it easier to acquire information about new locations;

- Secular-rootedness or “stickiness” of place – Increasing influence of forces that encourage stability such as longevity, affluence, security, and daily mobility. Similarly, the increased value of leisure time, coupled with a convergence in regional housing and labor markets, allows people to remain rooted, yet easily travel for leisure and work;

Sources: Fischer, 2002; Cooke, 2011; Kaplan and Schulhofer-Wohl, 2012; Kaplan and Schulhofer-Wohl, 2015; Partridge et al, 2012; Molloy, Smith and Wozniak, 2014; Graves, 2013
Median Age in 2015

- Ozaukee County: 43.9
- Waukesha County: 43.2
- Washington County: 42.8
- Dodge County: 42.2
- Sheboygan County: 41.5
- Fond du Lac County: 41.4
- State of Wisconsin: 39.2
- United States: 37.8
- Milwaukee County: 34.5

Data Source: U.S. Census Bureau
## Age Distribution – 2016 Estimates

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Milwaukee County</th>
<th>Washington County</th>
<th>Waukesha County</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age 25 to 54</strong></td>
<td>41.1%</td>
<td>38.4%</td>
<td>37.2%</td>
<td>39.6%</td>
</tr>
<tr>
<td><strong>Age 15 to 64</strong></td>
<td>66.9%</td>
<td>64.9%</td>
<td>64.9%</td>
<td>65.9%</td>
</tr>
<tr>
<td><strong>Total Population</strong></td>
<td>951,448</td>
<td>134,296</td>
<td>398,424</td>
<td>323,127,513</td>
</tr>
<tr>
<td>Under 5</td>
<td>7.0%</td>
<td>5.3%</td>
<td>5.1%</td>
<td>6.2%</td>
</tr>
<tr>
<td>5 to 14</td>
<td>13.4%</td>
<td>12.9%</td>
<td>12.5%</td>
<td>12.7%</td>
</tr>
<tr>
<td>15 to 24</td>
<td>13.8%</td>
<td>11.5%</td>
<td>12.2%</td>
<td>13.5%</td>
</tr>
<tr>
<td>25 to 34</td>
<td>16.4%</td>
<td>10.7%</td>
<td>10.4%</td>
<td>13.8%</td>
</tr>
<tr>
<td>35 to 44</td>
<td>12.6%</td>
<td>12.1%</td>
<td>12.0%</td>
<td>12.5%</td>
</tr>
<tr>
<td>45 to 54</td>
<td><strong>12.1%</strong></td>
<td>15.7%</td>
<td>14.8%</td>
<td>13.2%</td>
</tr>
<tr>
<td>55 to 64</td>
<td><strong>12.1%</strong></td>
<td>14.9%</td>
<td>15.5%</td>
<td>12.8%</td>
</tr>
<tr>
<td>65 to 74</td>
<td>7.2%</td>
<td>9.7%</td>
<td>9.9%</td>
<td>8.9%</td>
</tr>
<tr>
<td>75 to 84</td>
<td>3.5%</td>
<td>4.8%</td>
<td>5.1%</td>
<td>4.4%</td>
</tr>
<tr>
<td>85 or More</td>
<td>2.0%</td>
<td>2.4%</td>
<td>2.6%</td>
<td>2.0%</td>
</tr>
</tbody>
</table>

Data Source: U.S. Census Bureau Estimates
Convergence of the Population Age 18 and Age 65 in Washington County - 2010 to 2040

Data Source: Wisconsin Department of Administration Demographic Services Center
Projected Convergence of the Population Age 18 and Age 65 in Waukesha County - 2010 to 2040

<table>
<thead>
<tr>
<th>Year</th>
<th>Age 18</th>
<th>Age 65</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>5,500</td>
<td>3,200</td>
</tr>
<tr>
<td>2015</td>
<td>5,600</td>
<td>3,250</td>
</tr>
<tr>
<td>2020</td>
<td>5,700</td>
<td>3,300</td>
</tr>
<tr>
<td>2025</td>
<td>5,800</td>
<td>3,350</td>
</tr>
<tr>
<td>2030</td>
<td>5,900</td>
<td>3,400</td>
</tr>
<tr>
<td>2035</td>
<td>6,000</td>
<td>3,450</td>
</tr>
<tr>
<td>2040</td>
<td>6,100</td>
<td>3,500</td>
</tr>
</tbody>
</table>

Data Source: Wisconsin Department of Administration Demographic Services Center
Projected Convergence of the Population Age 18 and Age 65 in Milwaukee County - 2010 to 2040

Data Source: Wisconsin Department of Administration Demographic Services Center
Projected Change in Population Age 65 and Over - 2010 to 2040

Share of County Population Age 65 or Older - 2010 Census

Share of County Population Age 65 and Over - 2040 Projection

Share of Population Age 65 and Over - 2010 Census
(Number of Counties)

- Less than 15.0% (29)
- 15.0% to 19.9% (28)
- 20.0% to 24.9% (13)
- 25.0% to 29.9% (2)
- 30.0% or More (0)

Share of Population Age 65 and Over - 2040 Projection
(Number of Counties)

- Less than 15.0% (0)
- 15.0% to 19.9% (2)
- 20.0% to 24.9% (25)
- 25.0% to 29.9% (18)
- 30.0% or More (27)

Data Source: Population Projections 2000 to 2035 - WI Department of Administration Demographic Services Center
Percent of Workers Age 55 or Older by Industry in the Milwaukee Metro Area (Top 15 Q2 2016)

- 22 Utilities: 35.6%
- 53 Real Estate and Rental and Leasing: 30.6%
- 48-49 Transportation and Warehousing: 27.8%
- 11 Agriculture, Forestry, Fishing and Hunting: 27.8%
- 21 Mining, Quarrying, and Oil and Gas Extraction: 27.7%
- 92 Public Administration: 27.5%
- 31-33 Manufacturing: 27.2%
- 42 Wholesale Trade: 25.6%
- 61 Educational Services: 25.4%
- 81 Other Services (except Public Administration): 23.1%
- 62 Health Care and Social Assistance: 22.8%
- 52 Finance and Insurance: 22.6%
- 00 All NAICS Sectors: 22.5%
- 55 Management of Companies and Enterprises: 22.0%
- 54 Professional, Scientific, and Technical Services: 21.8%
- 44-45 Retail Trade: 20.7%

Data Source: U.S. Census Bureau LED Q2 2015
Number of Workers Age 55 or Older by Industry in the Milwaukee Metro Area (Top 15 in Q2 2016)

- 31-33 Manufacturing: 32,749
- 62 Health Care and Social Assistance: 31,086
- 44-45 Retail Trade: 17,426
- 61 Educational Services: 17,026
- 56 Administrative and Support/Waste Mgmt.: 11,422
- 42 Wholesale Trade: 10,690
- 52 Finance and Insurance: 9,859
- 54 Professional, Scientific, and Technical Services: 9,668
- 92 Public Administration: 8,079
- 72 Accommodation and Food Services: 7,407
- 48-49 Transportation and Warehousing: 7,005
- 55 Management of Companies and Enterprises: 6,766
- 81 Other Services (except Public Administration): 6,724
- 23 Construction: 5,446
- 51 Information: 3,224

Data Source: U.S. Census Bureau LED Q2 2015
Addressing Workforce Needs by Aligning Strategies and Stakeholders

- Talent attraction and retention;
- Assisting in the development of career pathways;
- Identifying opportunities for individuals with particular needs (childcare, transportation, dislocated workers, veterans, etc.);
- Developing non-traditional schedules (flexible, seasonal, job sharing, etc.);
- Capital improvement funds;
- Telecommuting;
- Phased retirement programs;
- Knowledge transfer and reverse mentoring.

Examples of Organizations and Stakeholders

- Community Colleges and Technical Schools
- K-12 System
- Universities
- Community and Faith-Based Organizations
- Social Service Agencies
- Economic Development and Workforce Development Organizations
- Employers
- Labor Organizations

Source: www.urban.org/retirement_policy/older-age-employment.cfm
## Unemployment Rates by Age Group (2011-2015 5-Year Estimates)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Milwaukee County</th>
<th>Washington County</th>
<th>Waukesha County</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 to 19 years</td>
<td>24.0%</td>
<td>12.8%</td>
<td>10.4%</td>
<td>25.1%</td>
</tr>
<tr>
<td>20 to 24 years</td>
<td>14.7%</td>
<td>6.5%</td>
<td>6.6%</td>
<td>14.2%</td>
</tr>
<tr>
<td>25 to 29 years</td>
<td>9.0%</td>
<td>6.3%</td>
<td>5.6%</td>
<td>9.3%</td>
</tr>
<tr>
<td>30 to 34 years</td>
<td>9.7%</td>
<td>2.9%</td>
<td>4.2%</td>
<td>7.8%</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>8.0%</td>
<td>2.7%</td>
<td>2.9%</td>
<td>6.6%</td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>7.6%</td>
<td>4.0%</td>
<td>3.2%</td>
<td>6.2%</td>
</tr>
<tr>
<td>55 to 59 years</td>
<td>6.2%</td>
<td>2.8%</td>
<td>3.6%</td>
<td>5.9%</td>
</tr>
<tr>
<td>60 to 64 years</td>
<td>5.5%</td>
<td>3.7%</td>
<td>4.3%</td>
<td>5.6%</td>
</tr>
<tr>
<td>65 to 74 years</td>
<td>5.4%</td>
<td>7.6%</td>
<td>3.5%</td>
<td>5.4%</td>
</tr>
<tr>
<td>75 years and over</td>
<td>4.8%</td>
<td>4.9%</td>
<td>2.5%</td>
<td>4.9%</td>
</tr>
</tbody>
</table>

Data Source: U.S. Census Bureau 2011-2015 American Community Survey. Estimates are based on a 90% CI
### Labor Participation Rates by Age Group (2011-2015 5-Year Estimates)

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Milwaukee County</th>
<th>Washington County</th>
<th>Waukesha County</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>16 to 19 years</td>
<td>38.8%</td>
<td>60.2%</td>
<td>53.2%</td>
<td>37.5%</td>
</tr>
<tr>
<td>20 to 24 years</td>
<td>76.6%</td>
<td>89.9%</td>
<td>84.9%</td>
<td>73.7%</td>
</tr>
<tr>
<td>25 to 29 years</td>
<td>85.3%</td>
<td>92.5%</td>
<td>91.8%</td>
<td>82.1%</td>
</tr>
<tr>
<td>30 to 34 years</td>
<td>85.4%</td>
<td>90.0%</td>
<td>88.6%</td>
<td>82.1%</td>
</tr>
<tr>
<td>35 to 44 years</td>
<td>83.0%</td>
<td>90.8%</td>
<td>88.5%</td>
<td>82.4%</td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>79.2%</td>
<td>88.7%</td>
<td>87.9%</td>
<td>80.2%</td>
</tr>
<tr>
<td>55 to 59 years</td>
<td>70.8%</td>
<td>84.0%</td>
<td>82.7%</td>
<td>72.2%</td>
</tr>
<tr>
<td>60 to 64 years</td>
<td>54.0%</td>
<td>64.5%</td>
<td>64.5%</td>
<td>55.2%</td>
</tr>
<tr>
<td>65 to 74 years</td>
<td>24.6%</td>
<td>26.1%</td>
<td>26.6%</td>
<td>25.4%</td>
</tr>
<tr>
<td>75 years and over</td>
<td>5.5%</td>
<td>6.4%</td>
<td>6.4%</td>
<td>6.1%</td>
</tr>
</tbody>
</table>

Data Source: U.S. Census Bureau 2011-2015 American Community Survey. Estimates are based on a 90% CI
Frictional vs. Structural Unemployment

- **Frictional Unemployment** – Always present in the economy and reflects the time required for workers to search for jobs or shift between jobs. Frictional unemployment can be voluntary;

- **Structural Unemployment** – Occurs in the presence of skills mismatches and geographic mismatches:

  1. *Skills mismatches* - Incompatibilities between the abilities of job applicants and the abilities required by employers.

  2. *Geographic mismatches* - Occur when there are unemployed workers with needed skills living in one area and unfilled positions located in other regions.
Unemployment and Accessibility

Unemployment Rates for the Civilian Population Age 16 and Over 2006 to 2010 American Community Survey Estimates by Census Tract

Percent of Workers Commuting to Work by Public Transportation 2006 to 2010 American Community Survey Estimates by Census Tract
Contributing Factors of Joint Residential-Job Location Choices

- Commuting Times
- Wage Differentials
- Housing Costs
- Housing Characteristics
- Demographics
- Quality of Life
- Trip Chaining Opportunities
- Dual Employment
Washington County Net Migration by Age

Examples of Quality of Life Considerations

**Life at Home - Housing**
- Shelter for the Homeless
- Home Owners and Renters
- Fair Market Rent
- Number of Housing Units
- Age of Housing Stock
- The Cost of a Home
- Residential Building Permits
- Affordable access to high speed Internet

**Life at Leisure**
- Variety of Leisure Activities
- Support for the Arts
- Performing Arts
- Museums and Gallery Opportunities
- Library Programs
- City and County Parks
- Leisure License Sales
- Number of Third Spaces

**Life at School**
- Third Grade Reading Comprehension
- High School Graduation Rate
- American College Test (ACT)
- Post Secondary Education
- Extra-and Co-curricular Activities
- Habitual Truancy
- School District Expenditures
- Adult life learning opportunities

**Life at Home - Children and Families**
- Residents Living in Poverty
- Unmet Basic Needs
- Hunger
- Free and Reduced-Price School Lunches
- Family Structure
- Childcare
- Senior Living Arrangements
- Retirement Activities
- Nutrition
- Health Care Availability
Examples of Quality of Life Considerations

**Life in our Natural Environment**
- Ambient Air Quality
- Water Quality & Quantity
- Soil Erosion
- Solid Waste
- Preservation of ag lands
- Preservation and maintenance of environmental corridors

**Life Together - Public Safety**
- Perception of Public Safety
- Alcohol and Drug Arrests
- Property Crime
- Violent Crime
- Proportion of Solved Crimes
- Probation and Parole
- Emergency Preparedness

**Life Together - Civics and Diversity**
- Population Growth
- Demographics
- Voter Participation
- Political Races
- Civil Rights/Discrimination
- Cultural Diversity
- Volunteerism

**Life on the Road**
- Commute Time to Work
- Direct flights
- Mass transit options
- Transportation investments
- Traffic congestion/traffic counts
- Traffic Crashes
- Bike/ped options/trails
- Senior/accessible transit options
Expectations of Businesses – Millennial Beliefs vs. Millennial Perceptions

- Generate Jobs
- Generate Profit
- Improve Society
- Drive Innovation
- Enable Progress
- Produce/Exchange Goods & Services
- Enhance Employees' Livelihoods
- Create Wealth
- Improve Skills of Workforce
- Improve/Protect the Environment
- Drive Efficiency
- Social Leadership

Sources: Deloitte (2015)
Are Communities Meeting the Needs of Potential Residents?

Householders Ages 25 to 34 - Percent in Renter Occupied Housing Units

- Wisconsin
- United States

Percent of Population Ages 18 to 34 Who Have Never Married

- Wisconsin
- United States

Source: U.S. Census Bureau and Author's Calculations
Contact Information

Matt Kures
University of Wisconsin-Extension
Center for Community & Economic Development

www.uwex.edu/ces/cced
@uwexcced

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Phone  608-265-8258     matthew.kures@uwex.edu