

WISCONSIN



DWWD

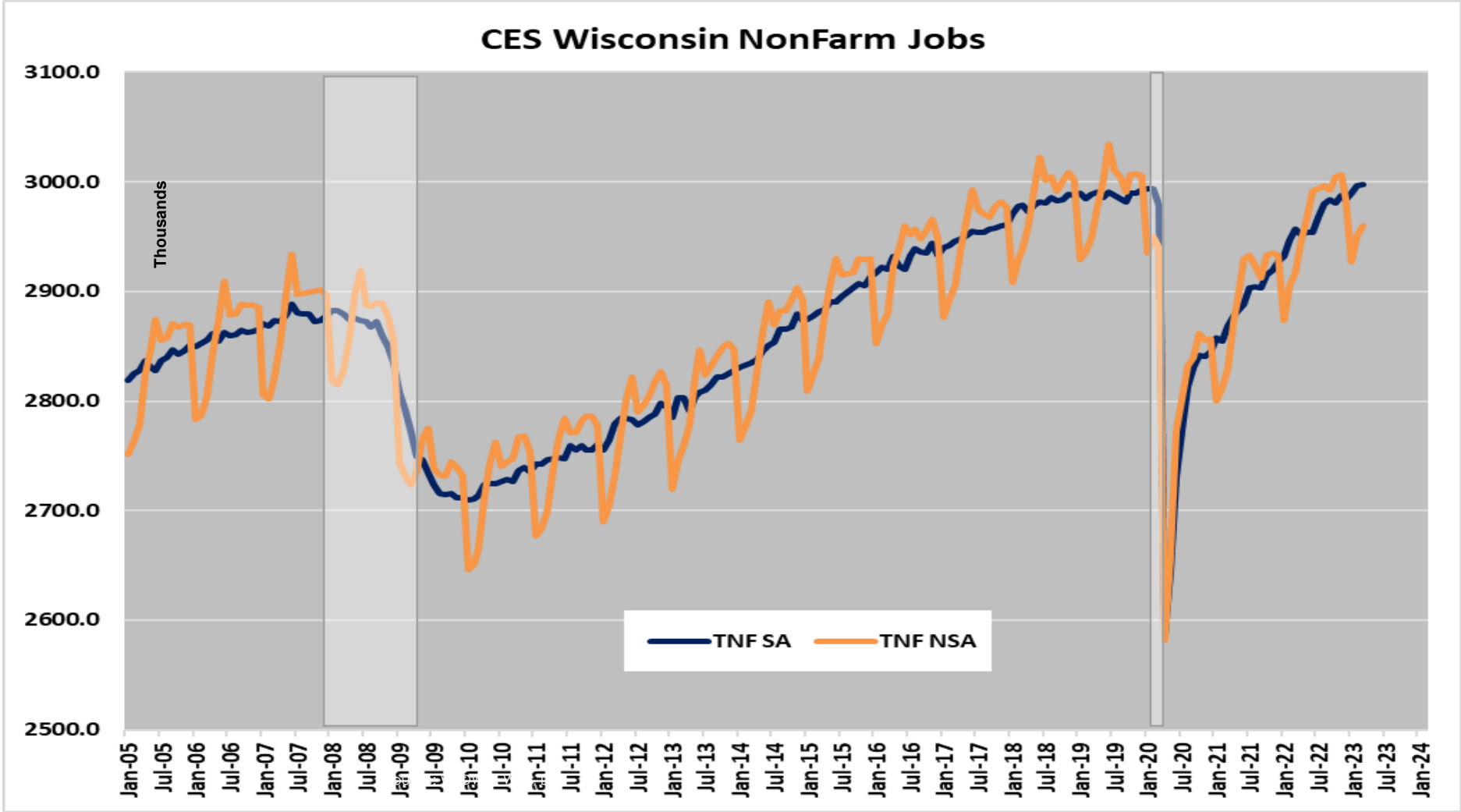
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DENNIS K. WINTERS

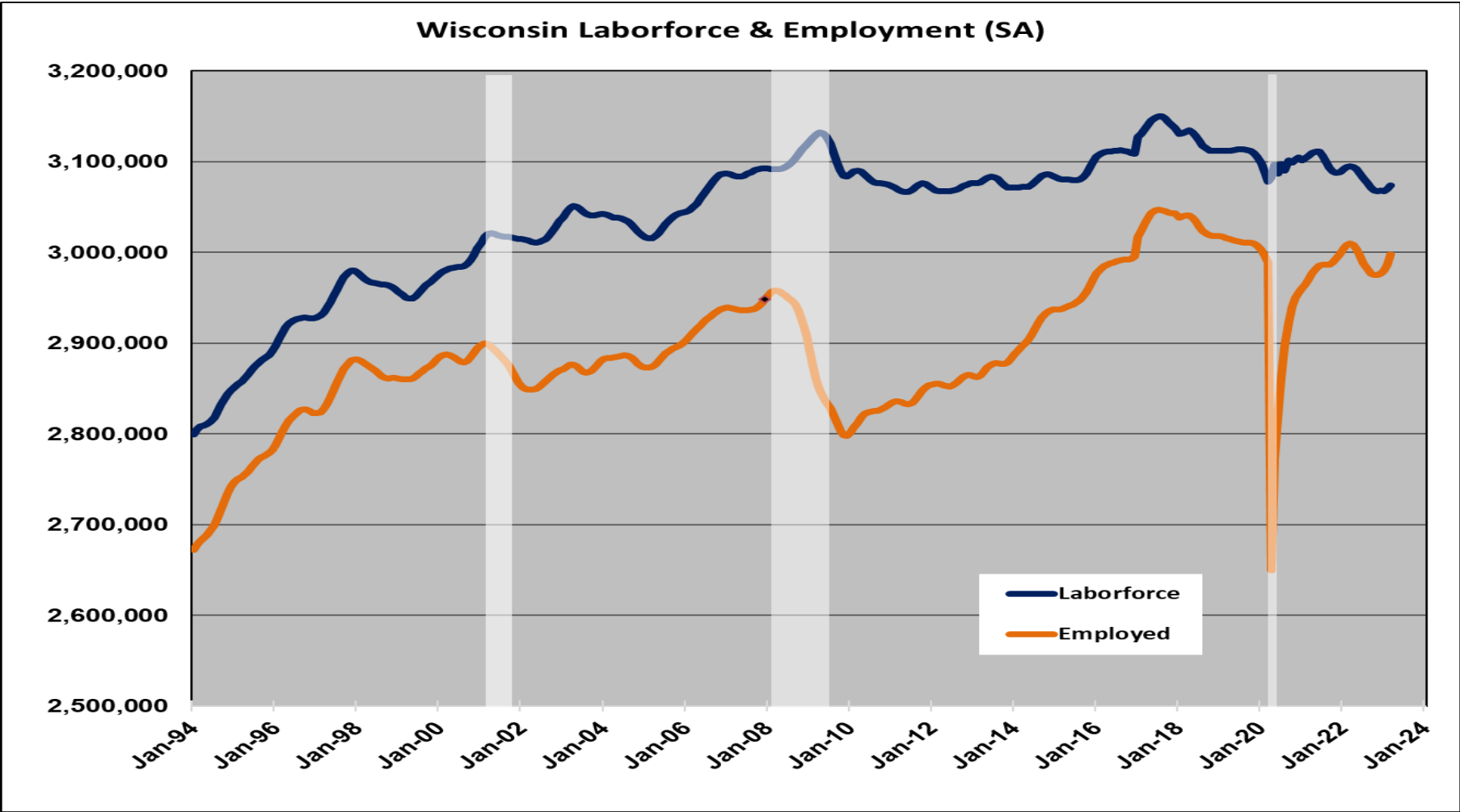
Chief Economist

Wisconsin Department of Workforce Development

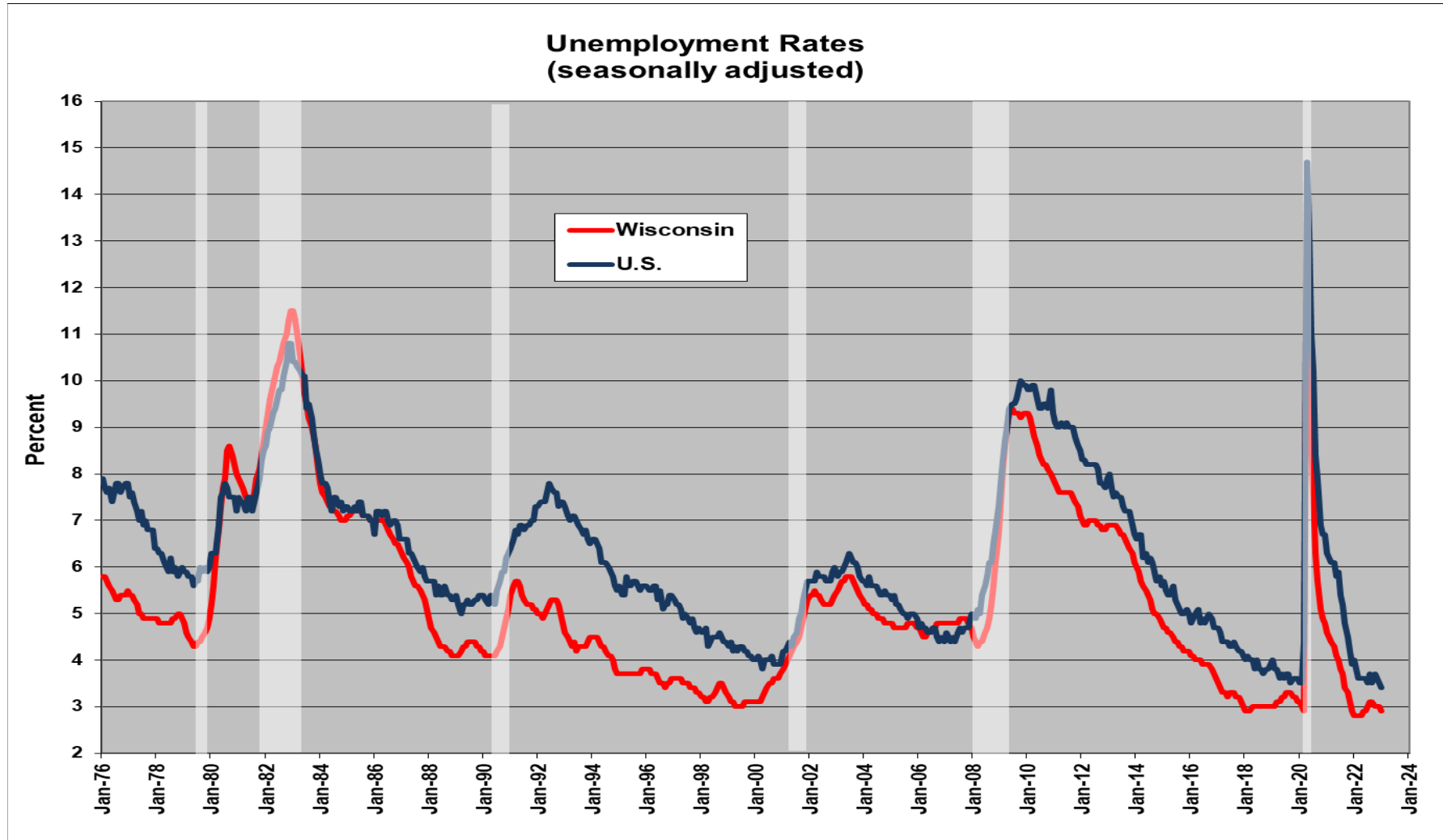
# Wisconsin Jobs



# Employment

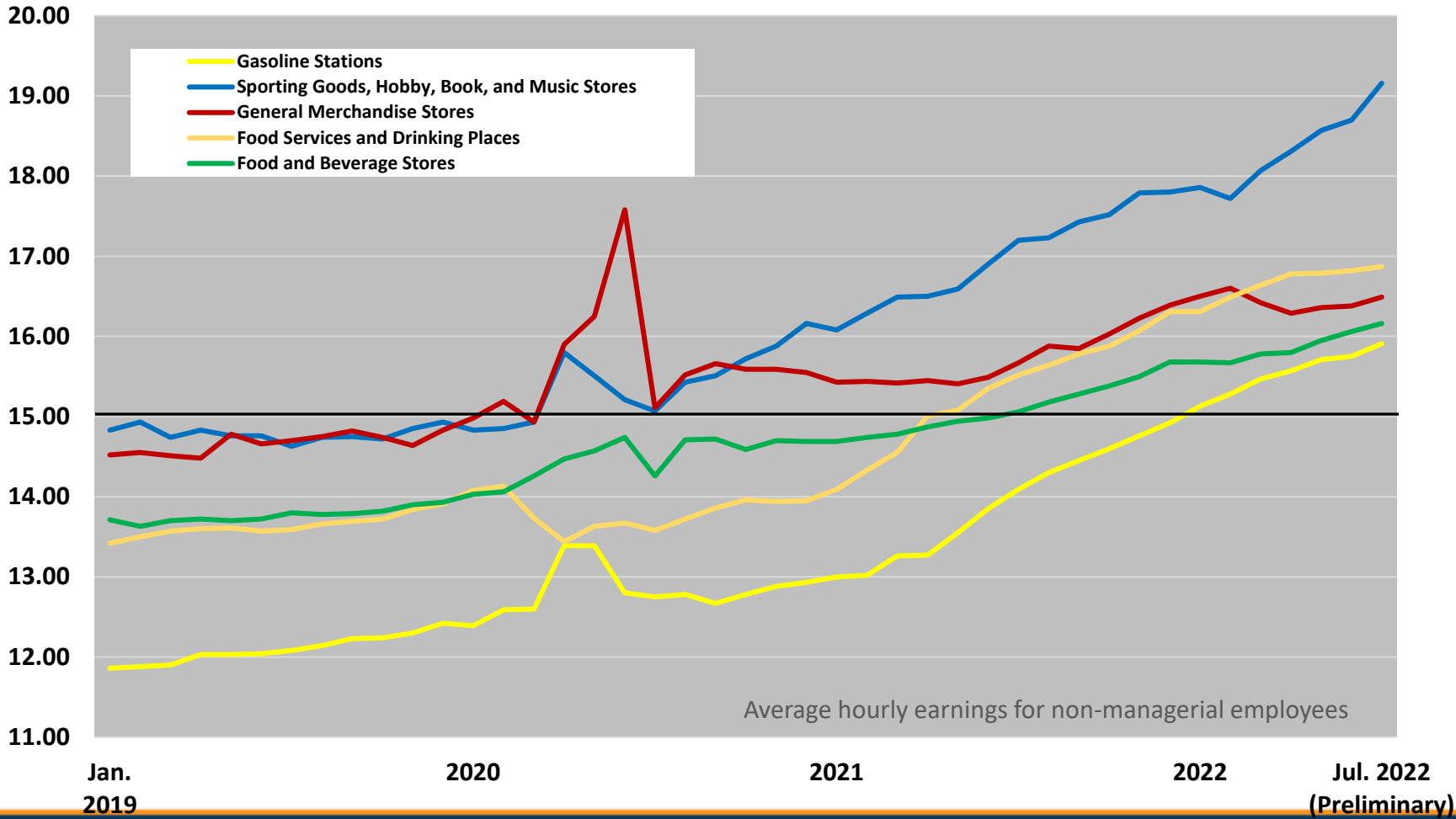


# Unemployment Rate



# Wages

## Average hourly earnings



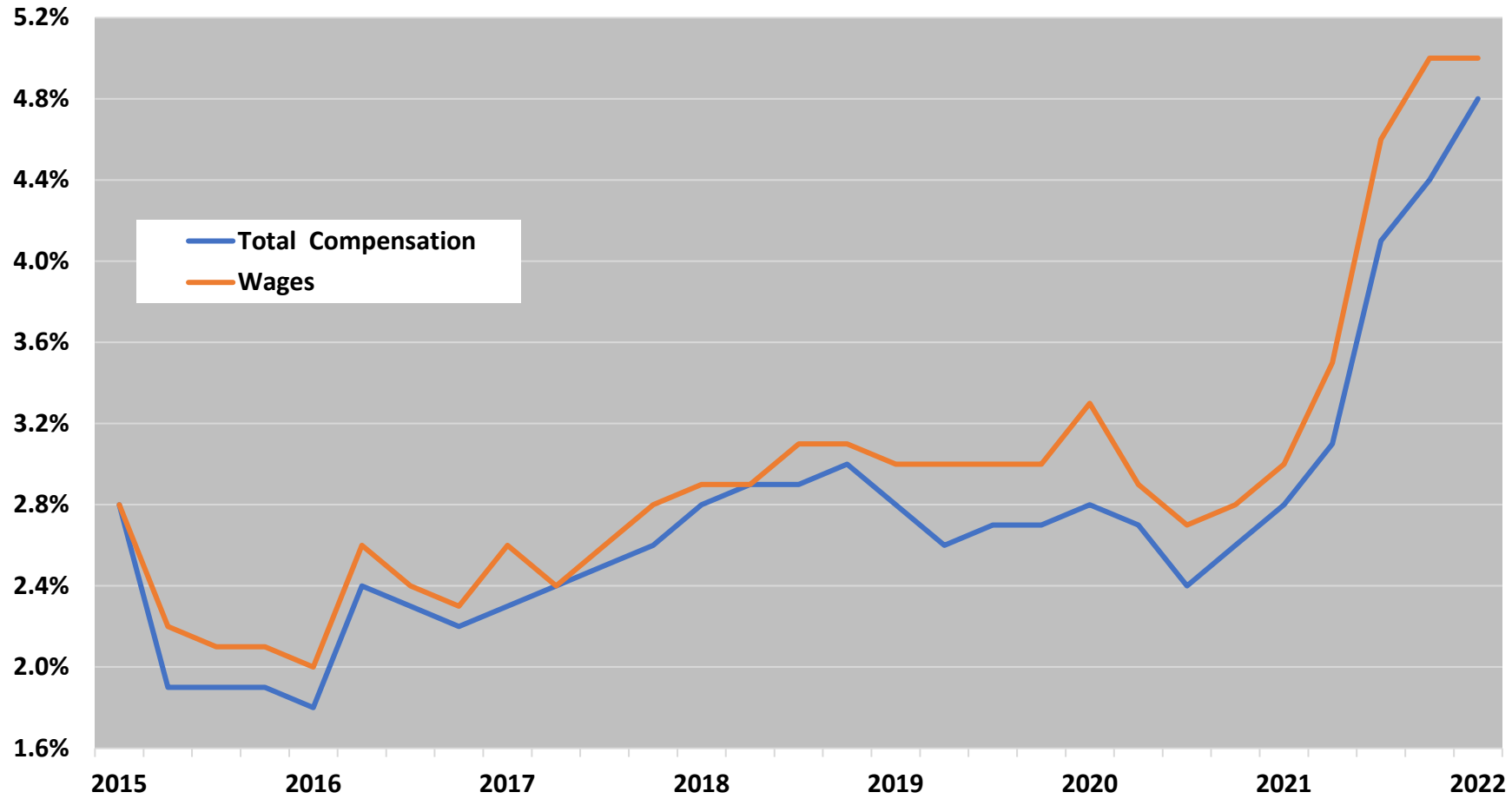
Average hourly earnings for non-managerial employees



Note: Seasonally Adjusted  
Source: Bureau of Labor Statistics (BLS)

# Industry Costs

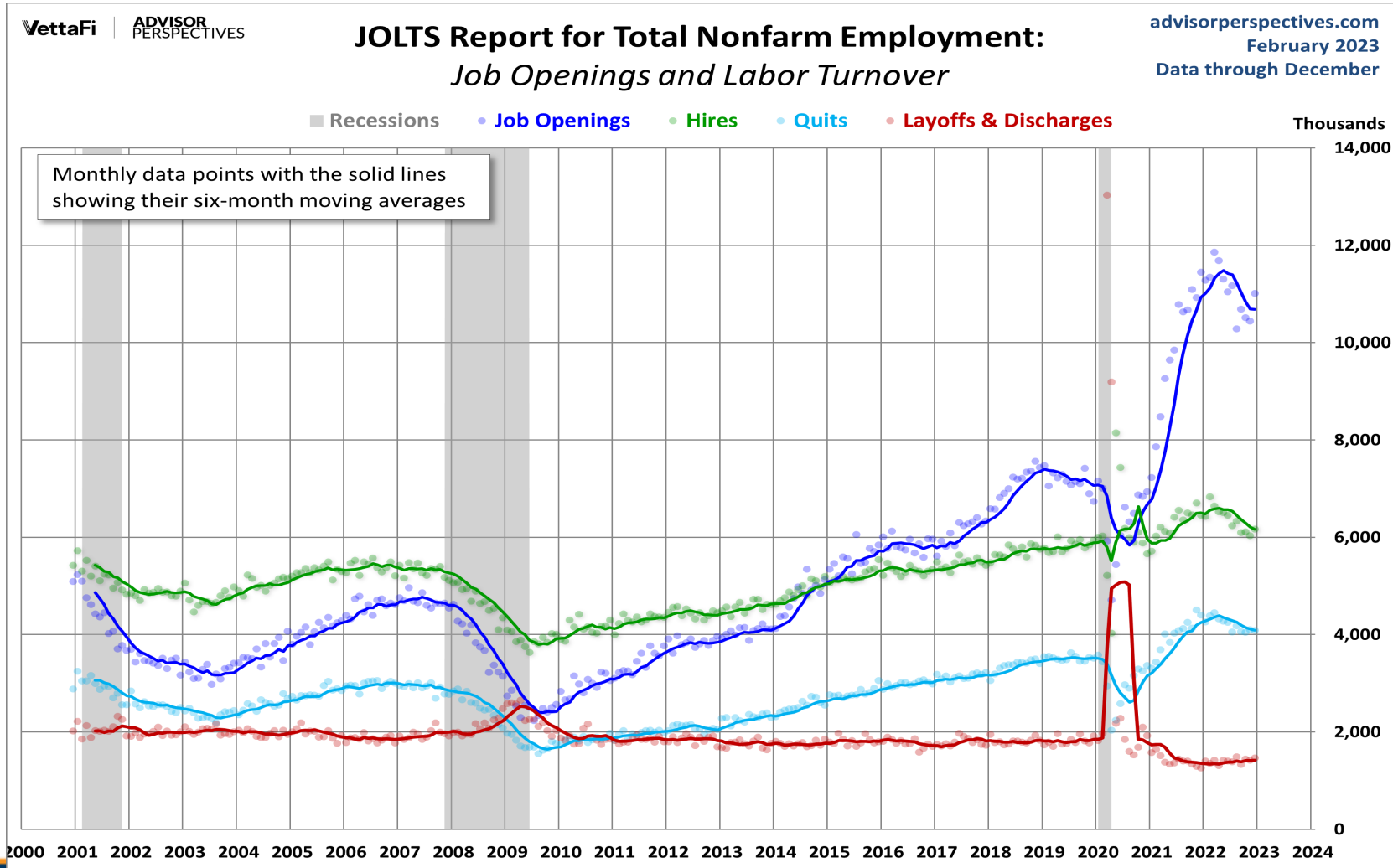
## Employment Cost Index: Private Industry



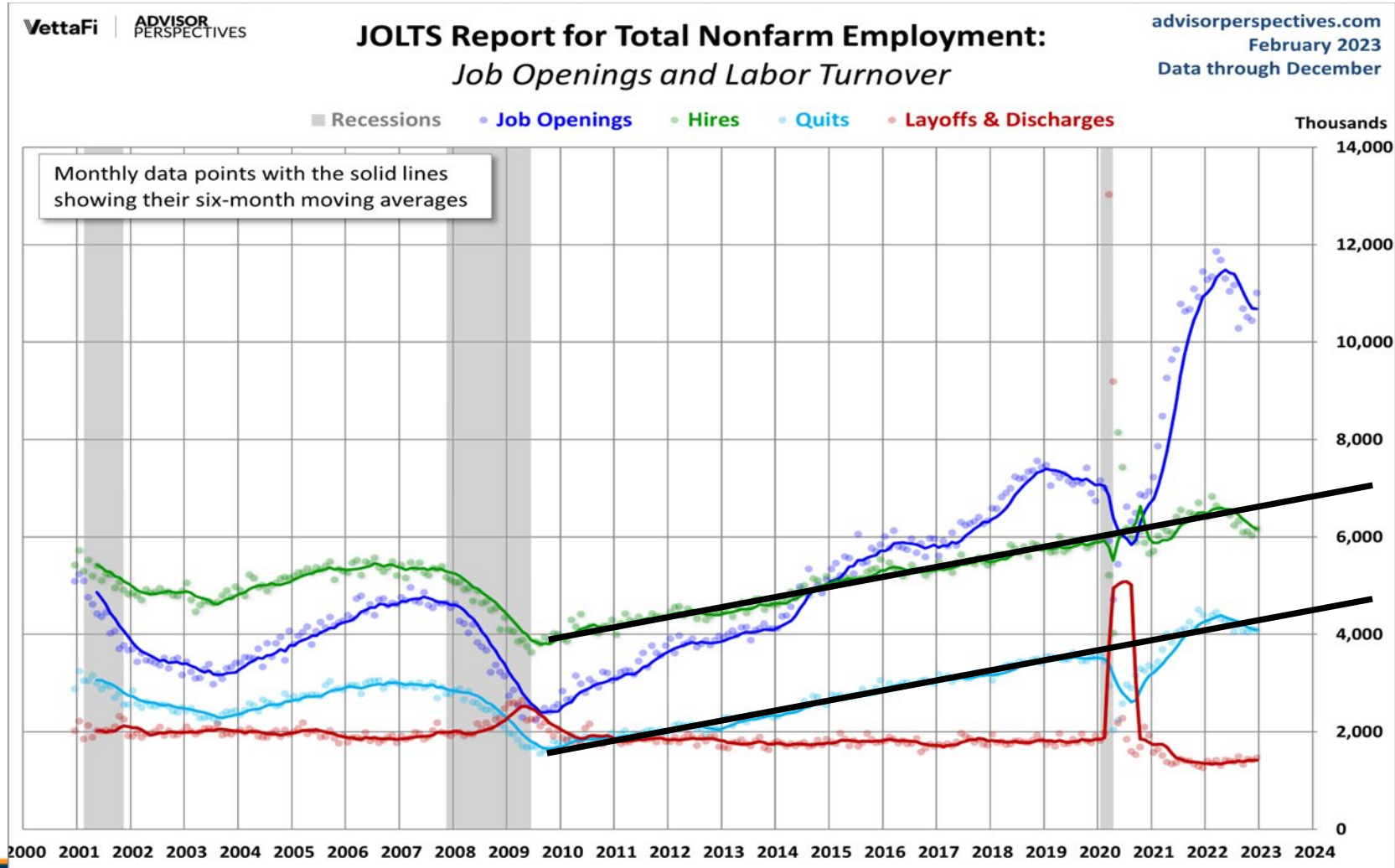
Note: Not Seasonally Adjusted

Source: Bureau of Labor Statistics (BLS)

# Employment Reactions

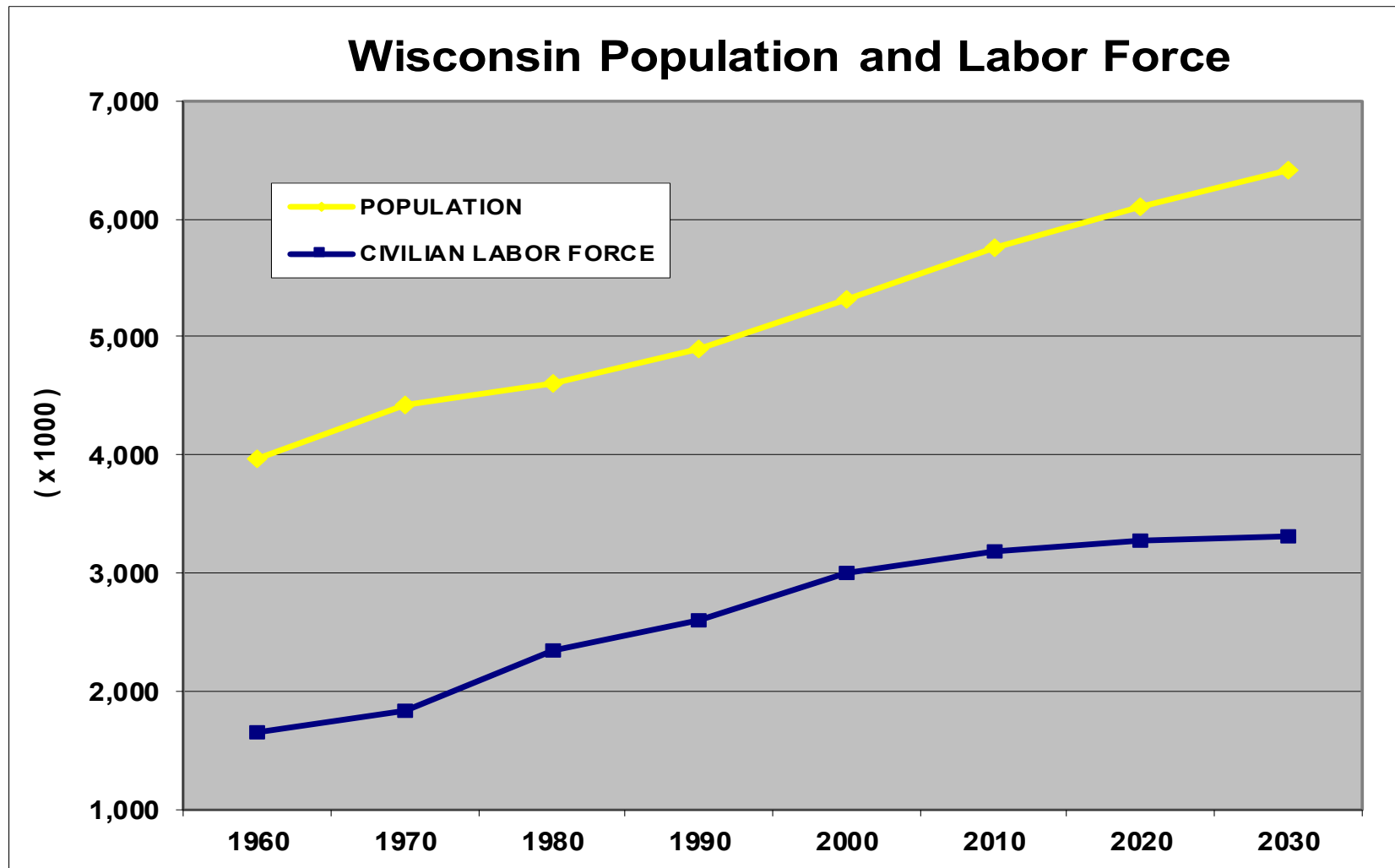


# Employment Reactions





# Wisconsin's Workforce Growth



# **HELP WANTED!**

## **SUSTAINING WISCONSIN'S ECONOMIC PROSPERITY**

Prepared for the

### **Wisconsin Economic Summit**

November 30 – December 1, 2000

Milwaukee, WI

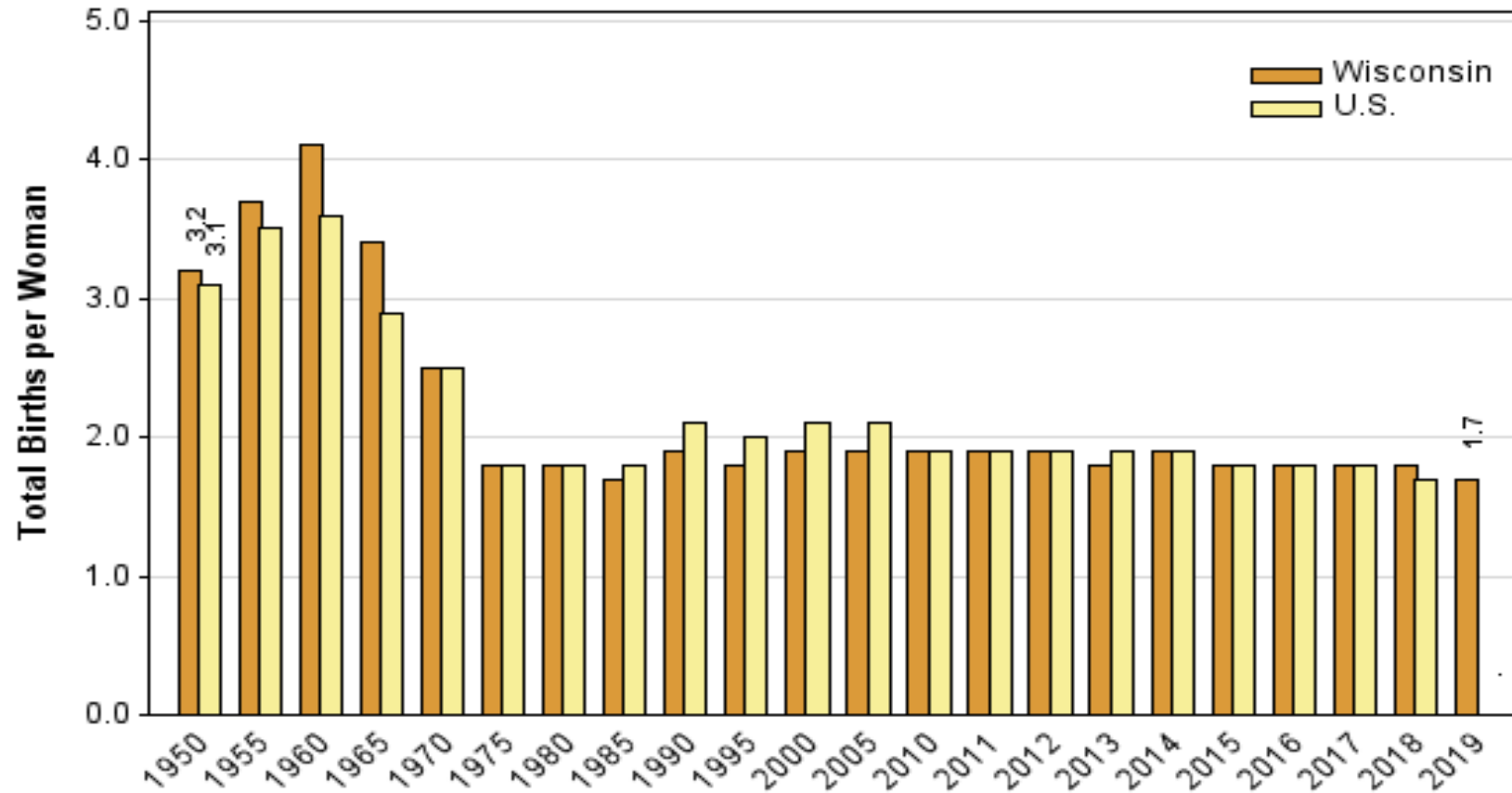
By

Dennis K. Winters



# Fertility Rates

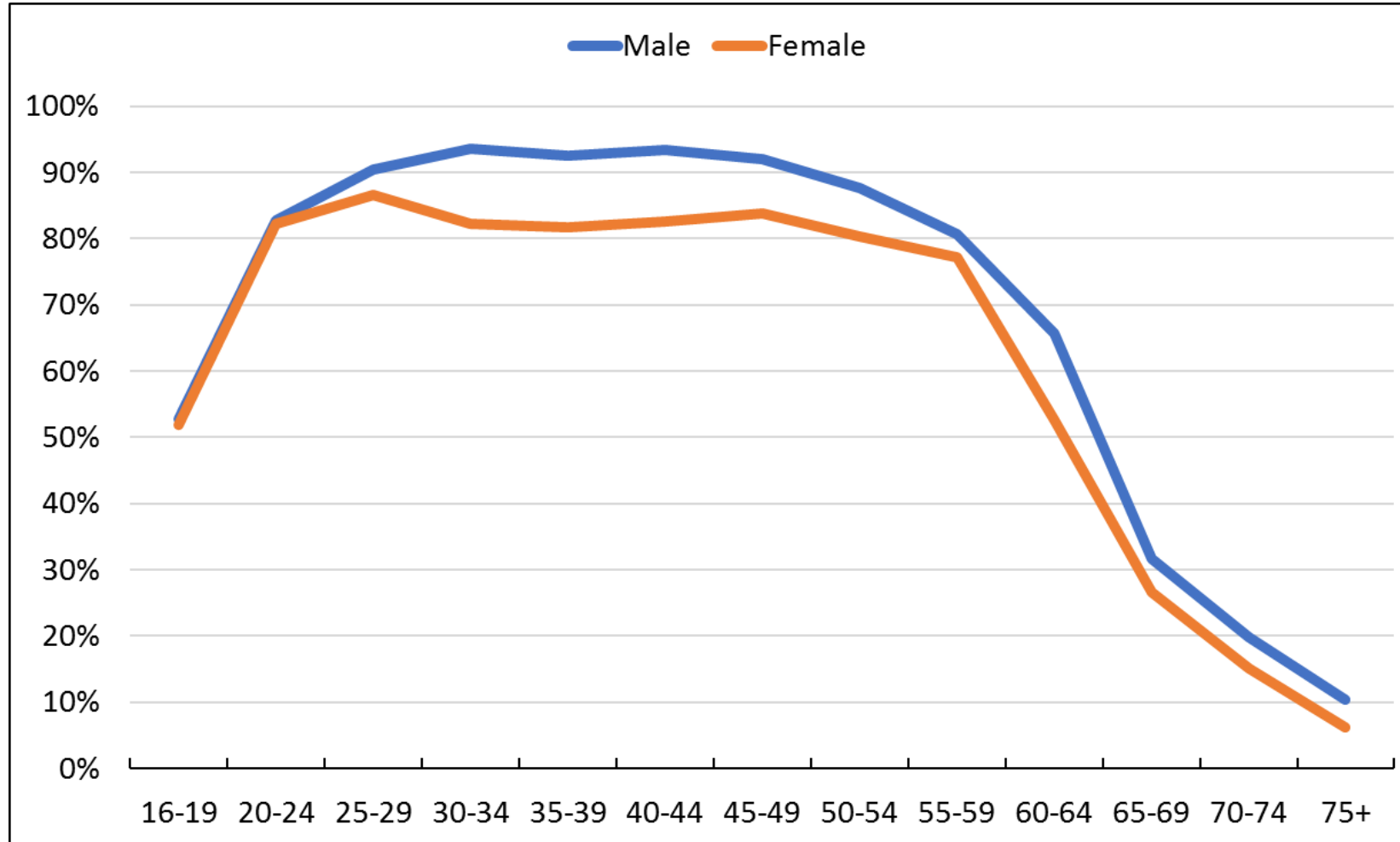
**Total Fertility Rate, Wisconsin and U.S.,  
Selected Years 1950-2019**



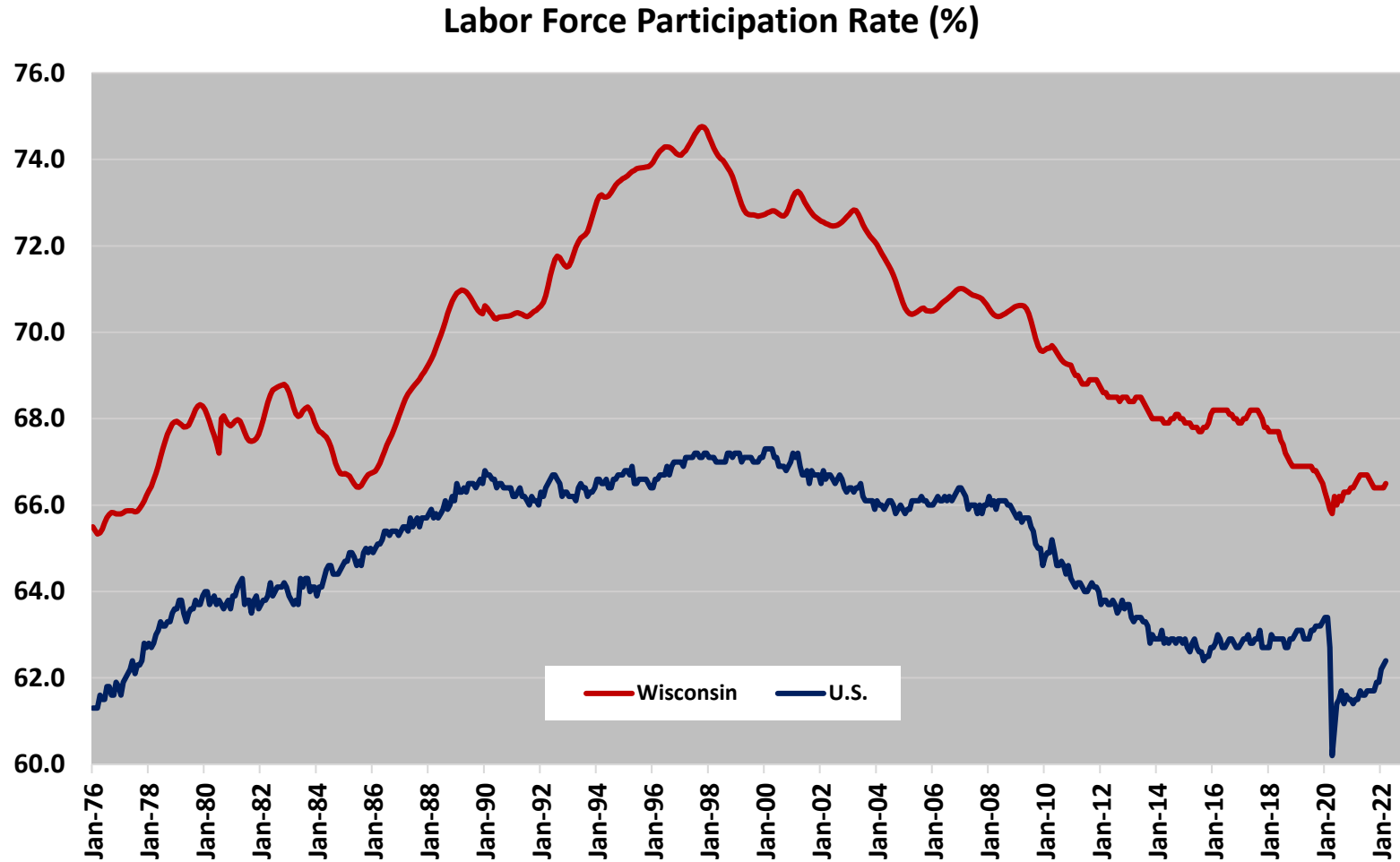
Source: Office of Health Informatics, Division of Public Health, Wisconsin Department of Health Services



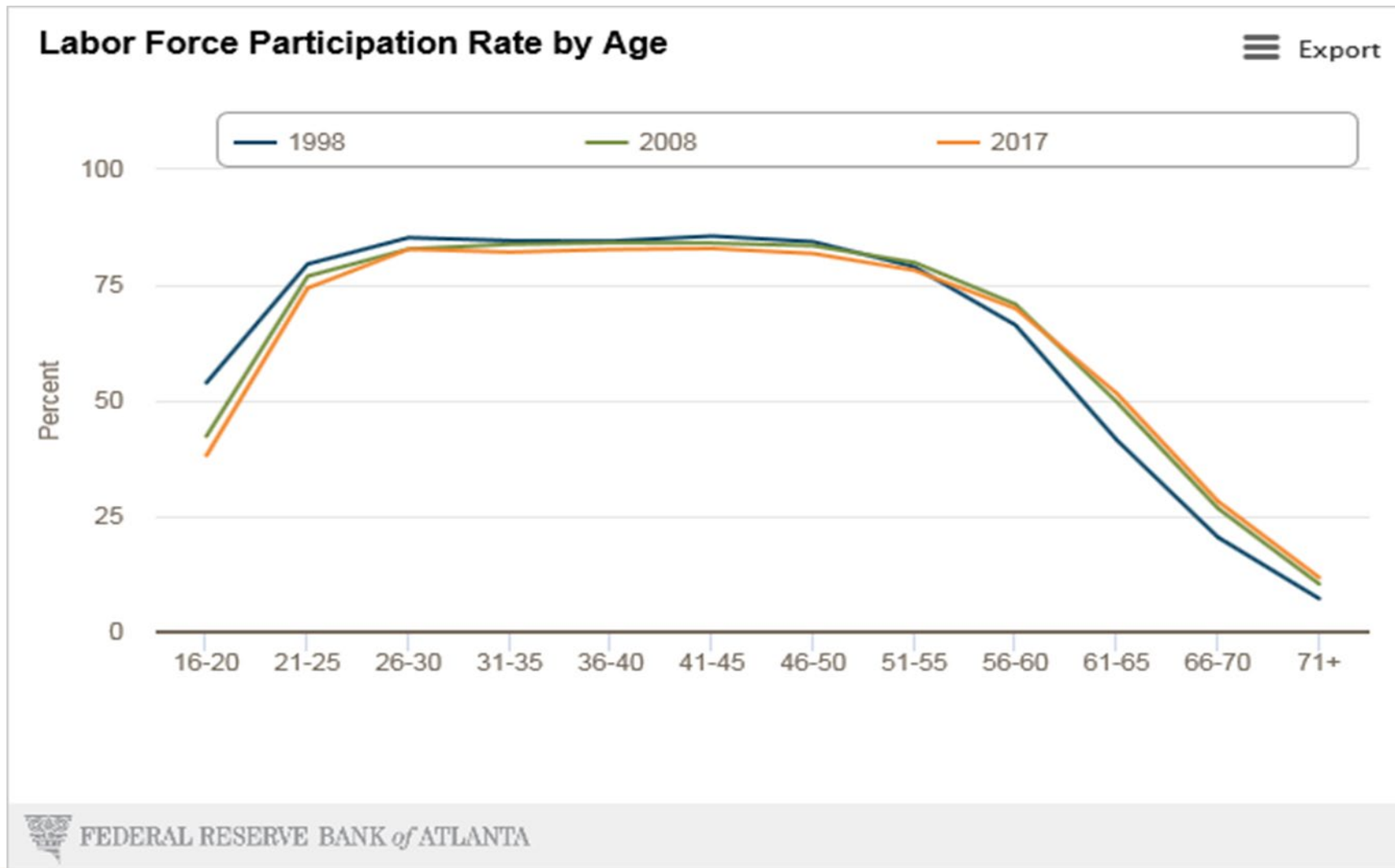
# Labor Force Participation Rate by Age



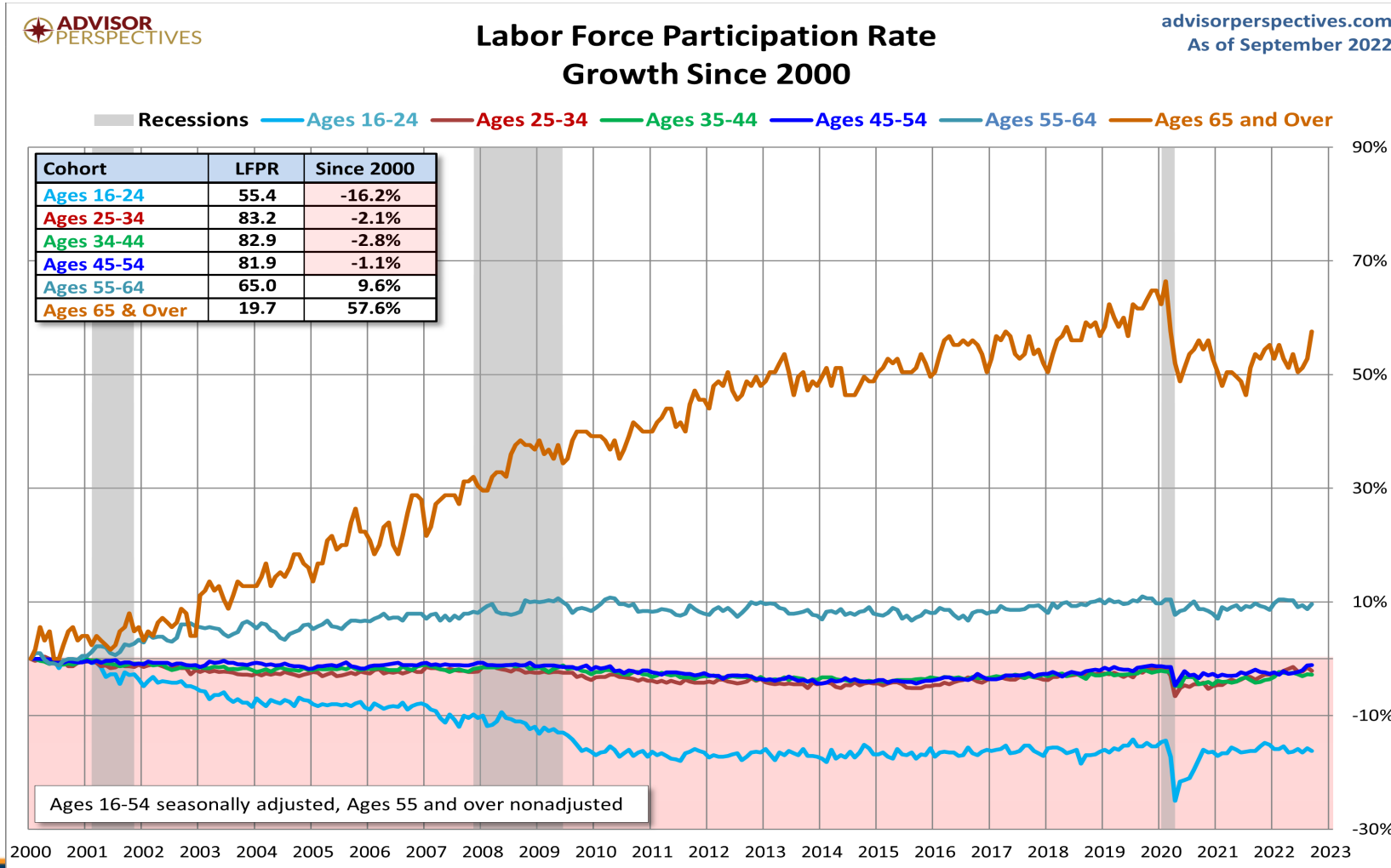
# Labor Force Participation Rate



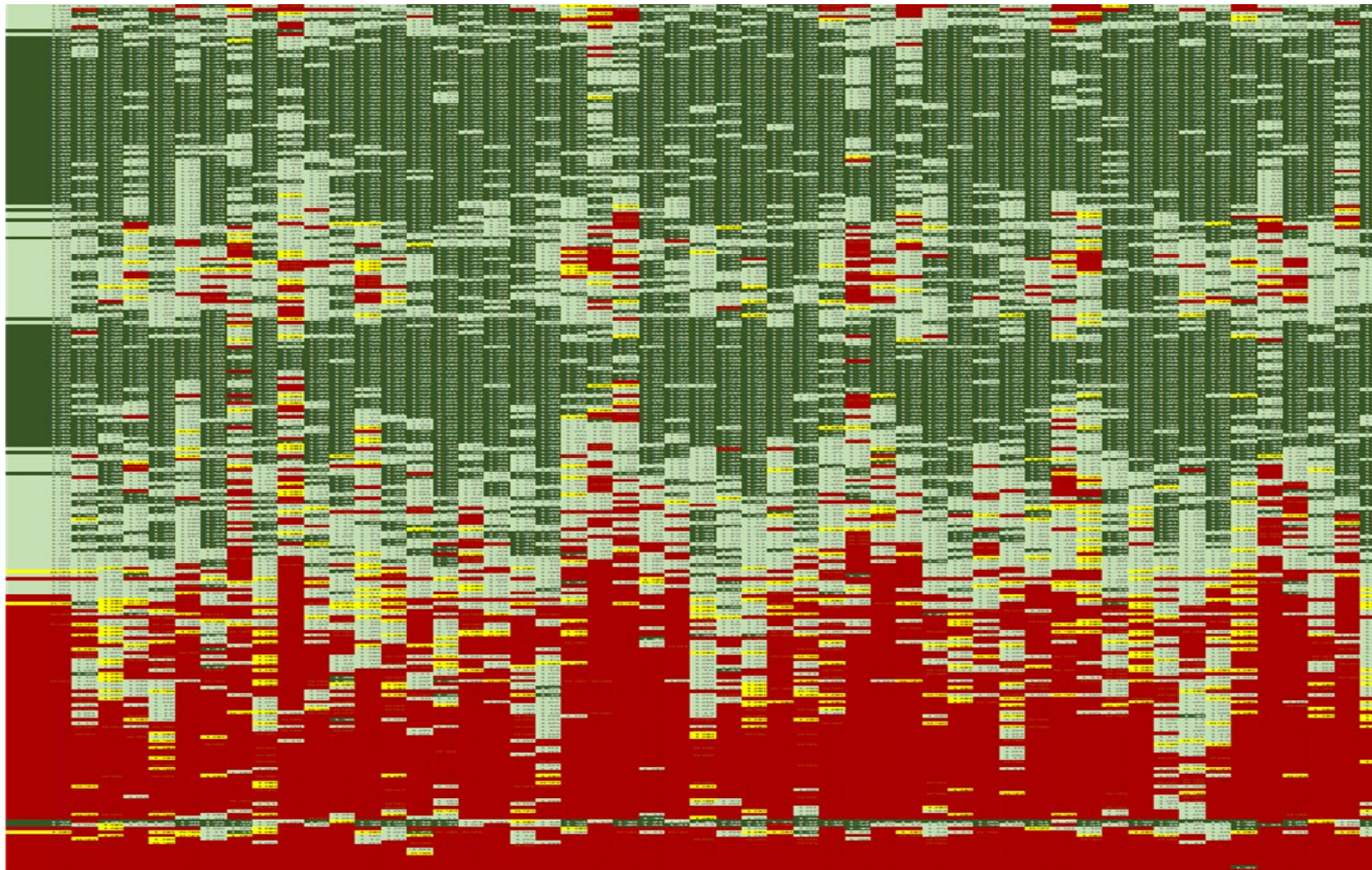
# Labor Force Participation Rate by Age



# Labor Force Participation Rate by Age



# Workforce/ Jobs Balance



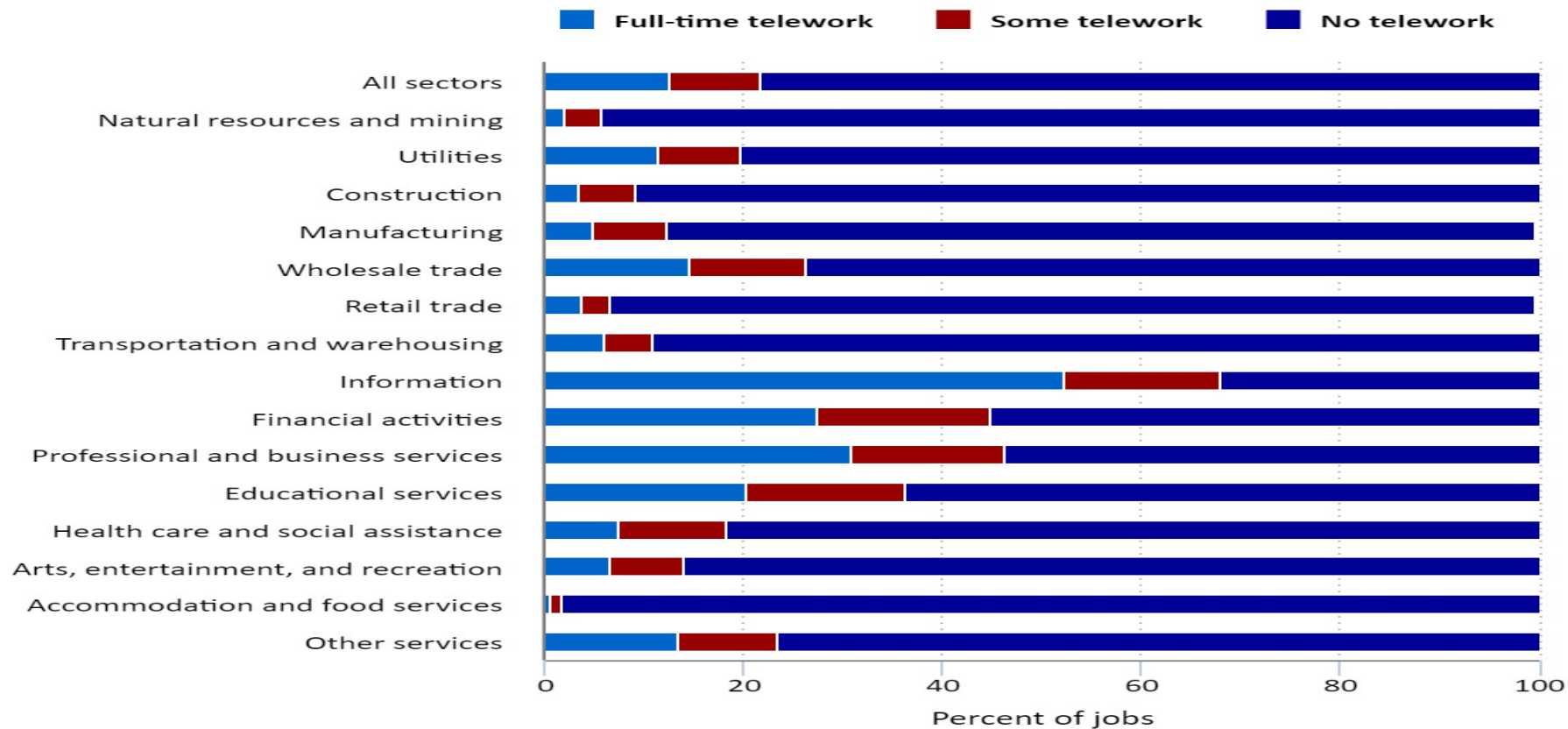
Source: CPS, 12-month average





# Telework

Chart 1. Telework patterns by industry



Click legend items to change data display. Hover over chart to view data.  
Note: Definitions of industry sectors correspond to codes from the 2017 North American Industry Classification System.  
Source: U.S. Bureau of Labor Statistics, 2021 Business Response Survey to the Coronavirus Pandemic.



# Macro v. Micro Solutions

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## There are two challenges:

1. Getting the available to your firm – Micro
2. Finding enough workers – Macro



# Four Solutions

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- Off-shoring
  - Immigration
  - Eliminate barriers of chronically unemployed
  - Technology
    - Worker skills set must match
- 
- *Buy American*
    - *Willingness to pay higher prices*



# Automation

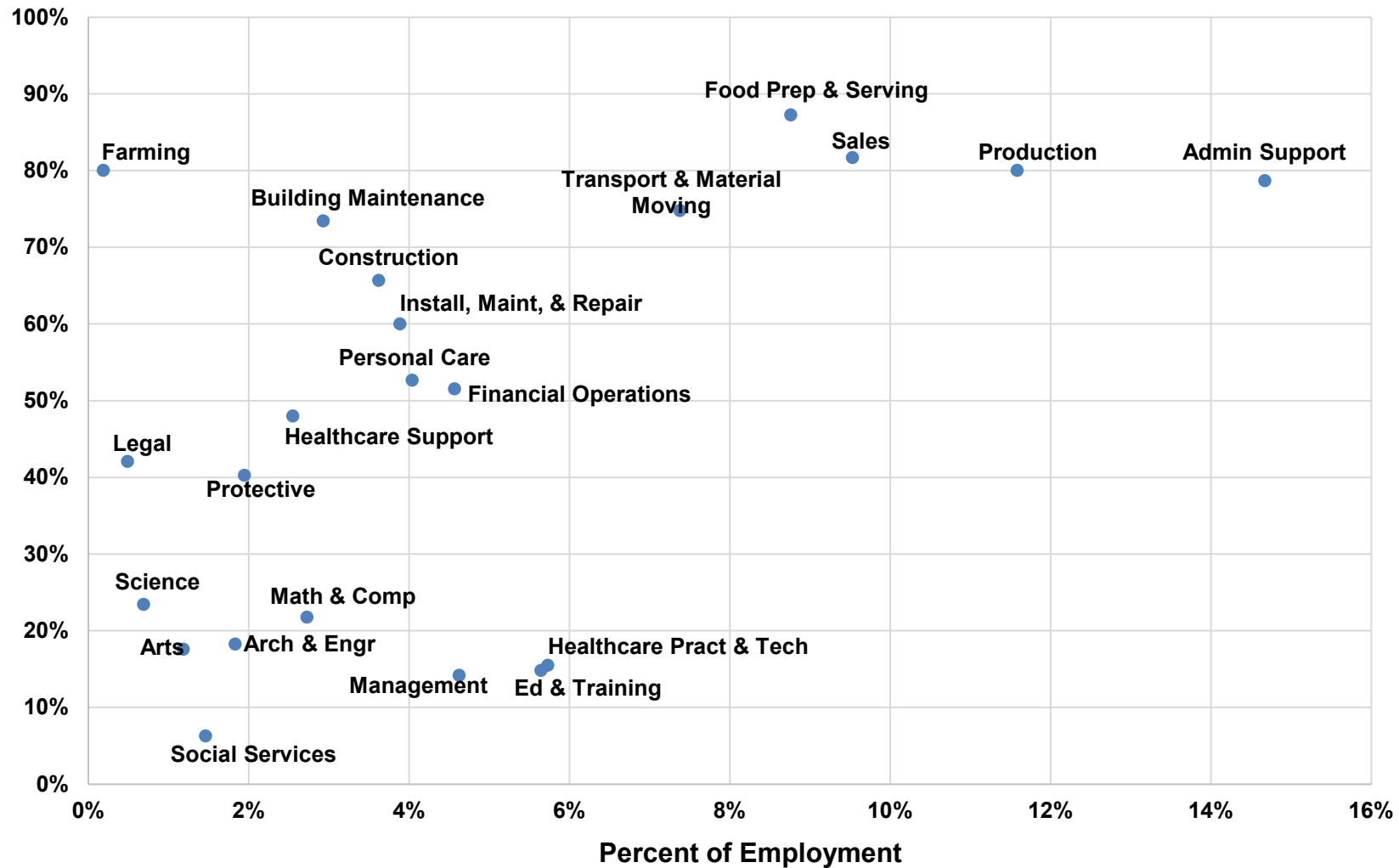
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**There are two classes of jobs in the new age:**

1. Those that are augmented by automation
2. Those that are replaced by automation



# Propensity for Automation by Occupational Group

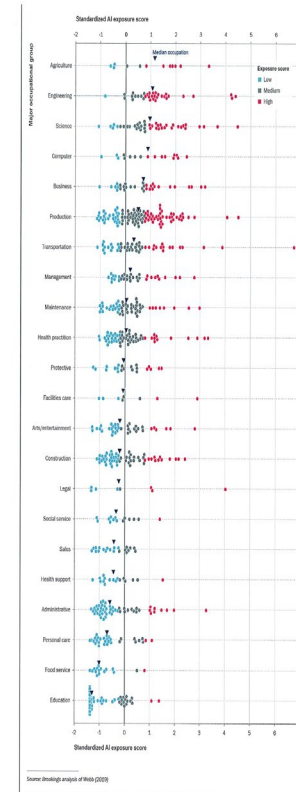
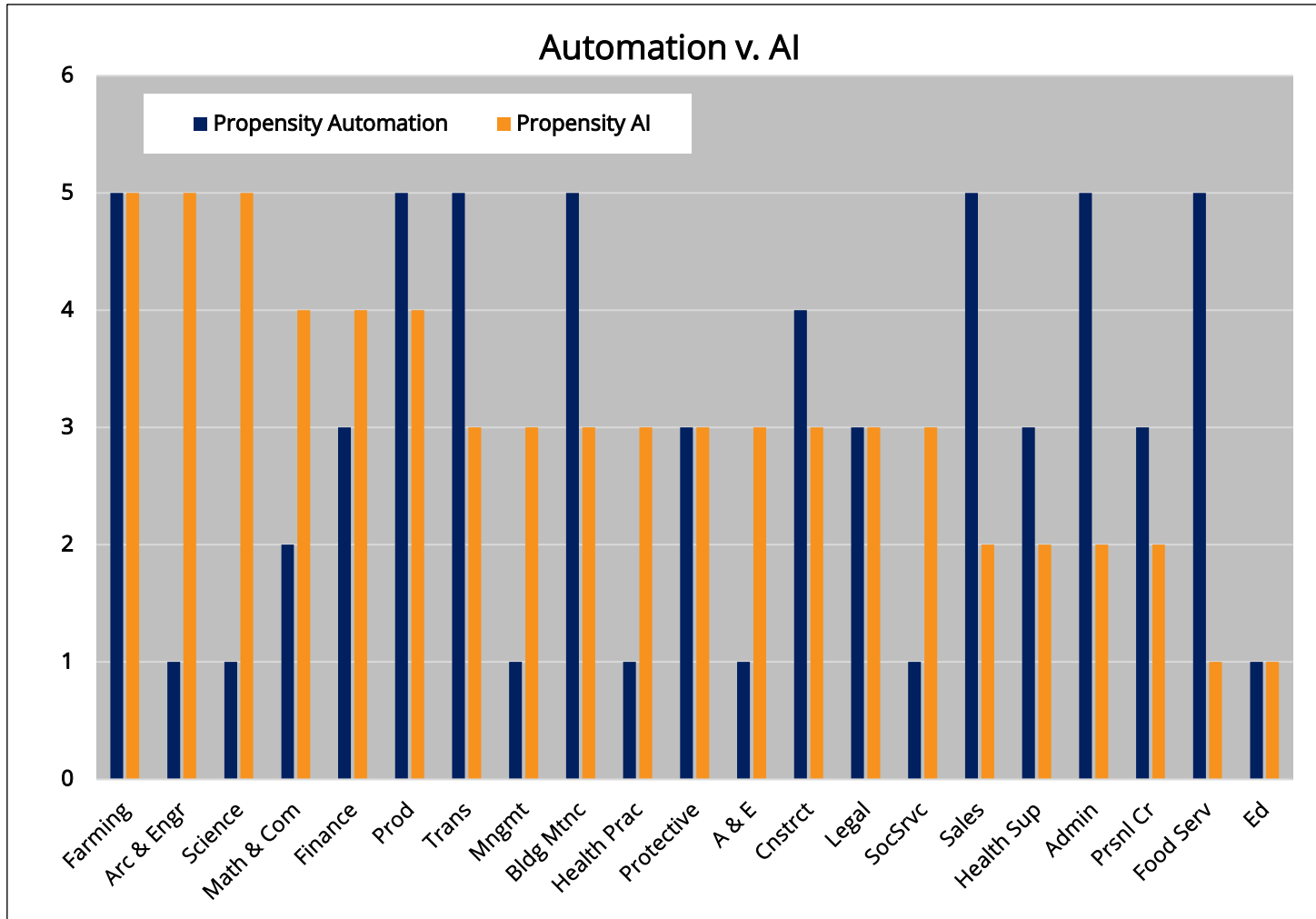


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# AI



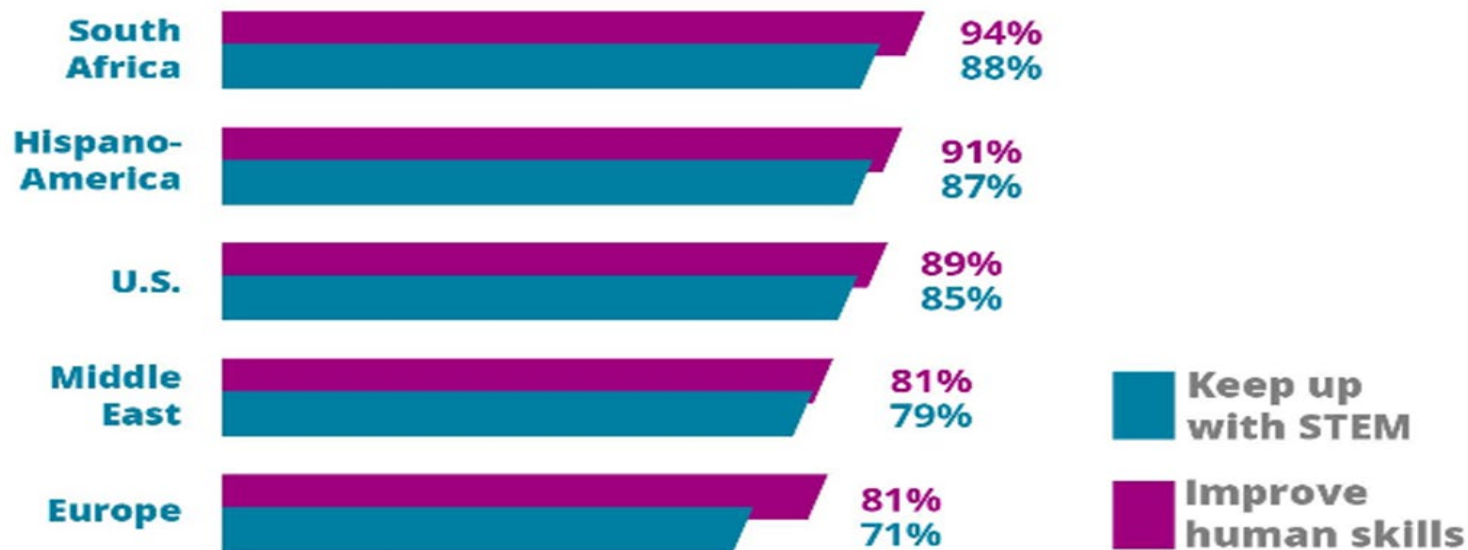
# AI Skill Exposure



# How to Adapt

The way to beat automation: upskill on what makes you human

Percentage of people who agree that workers need to:



Data: Pearson/The Harris Poll





# Takeaways

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- We are facing a labor **Quantity** challenge
- Macro v. micro dichotomy



# WI Unemployment Rates

| Gender                    |      |
|---------------------------|------|
| Female                    | 2.8% |
| Male                      | 3.6% |
| Race and Ethnicity        |      |
| Black or African American | 8.0% |
| Hispanic or Latino        | 4.6% |
| White                     | 2.9% |
| Age                       |      |
| 16 to 24 Years            | 5.8% |
| 25 to 54 Years            | 2.9% |
| 55 Years and Over         | 2.4% |

2022 Annual Current Population Survey (CPS)



# WI Transportation

| Worker Commute                           |       |
|--|-------|
| Drive Car                                | 87.6% |
| Drive Alone                              | 79.9% |
| Mean Commute Time - Residents            | 22.2  |
| Mean Commute Time - Workers              | 21.9  |
| % of Residents Working in another County | 28.0% |
| % of Workers Residing in another County  | 24.3% |

2016-2020 American Community Survey (ACS)



# WI Housing

| Age of Housing Stock  |       |
|---|-------|
| Built Before 1970   | 44.9% |
| Built Between 1970 and 1999   | 38.3% |
| Built 2000 or Later   | 16.8% |
| Income Spent on Housing   |       |
| % of Renters Paying 30% or More of Income on Rent                           | 43.2% |
| % of Homeowners with a Mortgage Paying 30% or More of Income on Owner Costs | 22.2% |

2016-2020 American Community Survey (ACS)



# WI Child Care

| Availability               |         |
|----------------------------|---------|
| Providers                  | 3,863   |
| Maximum Capacity           | 132,075 |
| Capacity/Children Under 14 | 0.14    |
| Monthly Cost               |         |
| Infant                     | \$769   |
| Preschooler                | \$722   |
| School Age                 | \$577   |

YoungStar, WI Department of Children and Families (DCF)



# WI Broadband

## Households without Broadband

|                      |       |
|----------------------|-------|
| All Incomes          | 14.8% |
| Less than \$20,000   | 38.4% |
| \$20,000 to \$74,999 | 17.5% |
| \$75,000 or more     | 4.6%  |

2016-2020 American Community Survey (ACS)



# Wisconsin 2020 – 2030 Occupation Projections

| Occupations                                    | 2020 Employment  | 2030 Projected Employment | Percent Change (2020-2030) |
|--|------------------|---------------------------|----------------------------|
| <b>Total, All Occupations</b>                  | <b>3,040,197</b> | <b>3,231,419</b>          | <b>6.3</b>                 |
| Food Preparation and Serving Related           | 205,999          | 243,822                   | 18.4                       |
| Personal Care and Service                      | 78,034           | 89,942                    | 15.3                       |
| Healthcare Support                             | 144,320          | 162,566                   | 12.6                       |
| Transportation and Material Moving             | 258,815          | 287,741                   | 11.2                       |
| Architecture and Engineering                   | 53,554           | 58,653                    | 9.5                        |
| Life, Physical, and Social Science             | 25,366           | 27,772                    | 9.5                        |
| Community and Social Service                   | 40,511           | 44,300                    | 9.4                        |
| Computer and Mathematical                      | 91,571           | 99,753                    | 8.9                        |
| Building and Grounds Cleaning and Maintenance  | 89,236           | 96,830                    | 8.5                        |
| Construction and Extraction                    | 126,068          | 136,095                   | 8.0                        |
| Installation, Maintenance, and Repair          | 117,423          | 126,282                   | 7.5                        |
| Arts, Design, Entertainment, Sports, and Media | 42,760           | 45,786                    | 7.1                        |
| Healthcare Practitioners and Technical         | 183,660          | 196,072                   | 6.8                        |
| Management                                     | 155,943          | 165,297                   | 6.0                        |
| Protective Service                             | 52,111           | 55,189                    | 5.9                        |
| Legal  | 16,590           | 17,516                    | 5.6                        |
| Education, Training, and Library               | 182,702          | 192,256                   | 5.2                        |
| Business and Financial Operations              | 183,672          | 192,924                   | 5.0                        |
| Production                                     | 319,263          | 328,547                   | 2.9                        |
| Sales and Related                              | 270,025          | 276,561                   | 2.4                        |
| Farming, Fishing, and Forestry                 | 31,128           | 31,291                    | 0.5                        |
| Office and Administrative Support              | 371,446          | 356,224                   | -4.1                       |



# Hot Jobs

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## Criteria:

- Median salary must be above the state median.
- Growth percentage must be greater than the state average.
- Have significant projected openings.





# Top 10 Hot Jobs to 2030

| Rank | Occupation Title  | Annual Median | Typical education needed for entry | Annual Total Openings |
|------|---|---------------|------------------------------------|-----------------------|
| 1    | Heavy and Tractor-Trailer Truck Drivers                                 | \$ 47,960.00  | Postsecondary non-degree award     | 6,462                 |
| 2    | Maintenance and Repair Workers, General                                 | \$ 43,920.00  | High school diploma or equivalent  | 3,524                 |
| 3    | Software Developers and Software Quality Assurance Analysts and Testers | \$ 91,810.00  | Bachelor's degree                  | 2,961                 |
| 4    | First-Line Supervisors of Production and Operating Workers              | \$ 63,390.00  | High school diploma or equivalent  | 2,651                 |
| 5    | General and Operations Managers   | \$ 117,070.00 | Bachelor's degree                  | 2,608                 |
| 6    | Welders, Cutters, Solderers, and Brazers                                | \$ 46,530.00  | High school diploma or equivalent  | 2,117                 |
| 7    | Management Analysts   | \$ 81,340.00  | Bachelor's degree                  | 1,780                 |
| 8    | Market Research Analysts and Marketing Specialists                      | \$ 58,060.00  | Bachelor's degree                  | 1,693                 |
| 9    | Human Resources Specialists   | \$ 59,370.00  | Bachelor's degree                  | 1,655                 |
| 10   | Electricians  | \$ 64,220.00  | High school diploma or equivalent  | 1,518                 |



# Wisconsin Hot Jobs to 2030

| Occupational Group                                 | Median Wage   | Education         | Annual Openings |
|--|---------------|-------------------|-----------------|
| <b>Management</b>                                  |               |                   |                 |
| General and Operations Managers                    | \$ 117,070.00 | Bachelor's degree | 2,608           |
| Financial Managers                                 | \$ 131,200.00 | Bachelor's degree | 680             |
| Food Service Managers                              | \$ 50,070.00  | High school       | 652             |
| Medical and Health Services Managers               | \$ 106,020.00 | Bachelor's degree | 616             |
| Construction Managers                              | \$ 109,100.00 | Bachelor's degree | 553             |
| Industrial Production Managers                     | \$ 108,830.00 | Bachelor's degree | 518             |
| <b>Business and Financial Operation</b>            |               |                   |                 |
| Management Analysts                                | \$ 81,340.00  | Bachelor's degree | 1,780           |
| Market Research Analysts and Marketing Specialists | \$ 58,060.00  | Bachelor's degree | 1,693           |
| Human Resources Specialists                        | \$ 59,370.00  | Bachelor's degree | 1,655           |
| Logisticians                                       | \$ 62,870.00  | Bachelor's degree | 586             |
| Fundraisers  | \$ 56,420.00  | Bachelor's degree | 394             |
| Meeting, Convention, and Event Planners            | \$ 46,030.00  | Bachelor's degree | 349             |



# Wisconsin Hot Jobs to 2030

(continued)

| Occupational Group  | Median Wage  | Education         | Annual Openings |
|---|--------------|-------------------|-----------------|
| <b>Computer and Mathematical</b>  |              |                   |                 |
| Software Developers and Software Quality Assurance Analysts and Testers | \$ 91,810.00 | Bachelor's degree | 2,961           |
| Web Developers and Digital Interface Designers                          | \$ 60,710.00 | Bachelor's degree | 529             |
| <b>Architecture and Engineering</b>                                     |              |                   |                 |
| Industrial Engineers  | \$ 75,390.00 | Bachelor's degree | 946             |
| Mechanical Engineers  | \$ 77,920.00 | Bachelor's degree | 774             |
| Civil Engineers   | \$ 79,400.00 | Bachelor's degree | 493             |
| Electrical Engineers  | \$ 90,560.00 | Bachelor's degree | 324             |
| <b>Community and Social Services</b>                                    |              |                   |                 |
| Social and Human Service Assistants                                     | \$ 41,550.00 | High school       | 1,215           |
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors      | \$ 43,750.00 | Bachelor's degree | 765             |
| Child, Family, and School Social Workers                                | \$ 45,620.00 | Bachelor's degree | 447             |
| Healthcare Social Workers   | \$ 55,460.00 | Master's degree   | 404             |
| Mental Health and Substance Abuse Social Workers                        | \$ 48,150.00 | Master's degree   | 284             |



# Wisconsin Hot Jobs to 2030

(continued)

| Occupational Group  | Median Wage   | Education                       | Annual Openings |
|---|---------------|---------------------------------|-----------------|
| <b>Legal</b>  |               |                                 |                 |
| Paralegals and Legal Assistants   | \$ 48,390.00  | Associate's degree              | 531             |
| <b>Healthcare Practitioners and Technical</b>   |               |                                 |                 |
| Clinical Laboratory Technologists and Technicians                                     | \$ 55,770.00  | Bachelor's degree               | 603             |
| Nurse Practitioners   | \$ 113,100.00 | Master's degree                 | 504             |
| Dental Hygienists   | \$ 71,090.00  | Associate's degree              | 380             |
| Physical Therapists   | \$ 88,460.00  | Doctoral or professional degree | 310             |
| <b>Healthcare Support</b>   |               |                                 |                 |
| Massage Therapists  | \$ 48,190.00  | Postsecondary non-degree award  | 382             |
| <b>Building and Grounds Cleaning and Maintenance</b>                                  |               |                                 |                 |
| First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers       | \$ 53,250.00  | High school                     | 352             |
| <b>Sales and Related</b>  |               |                                 |                 |
| Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | \$ 74,330.00  | Bachelor's degree               | 439             |



# Wisconsin Hot Jobs to 2030

(continued)

| Occupational Group   | Median Wage  | Education                        | Annual Openings |
|--|--------------|----------------------------------|-----------------|
| <b>Office and Administrative Support</b>                             |              |                                  |                 |
| Production, Planning, and Expediting Clerks                          | \$ 47,510.00 | High school                      | 892             |
| <b>Construction and Extraction</b>                                   |              |                                  |                 |
| Electricians   | \$ 64,220.00 | High school                      | 1,518           |
| First-Line Supervisors of Construction Trades and Extraction Workers | \$ 73,250.00 | High school                      | 1,315           |
| Operating Engineers and Other Construction Equipment Operators       | \$ 64,730.00 | High school                      | 1,010           |
| Plumbers, Pipefitters, and Steamfitters                              | \$ 65,570.00 | High school                      | 1,000           |
| Highway Maintenance Workers  | \$ 46,910.00 | High school                      | 646             |
| Painters, Construction and Maintenance                               | \$ 45,910.00 | No formal educational credential | 564             |
| Roofers  | \$ 46,000.00 | No formal educational credential | 330             |
| Sheet Metal Workers  | \$ 59,470.00 | High school                      | 295             |



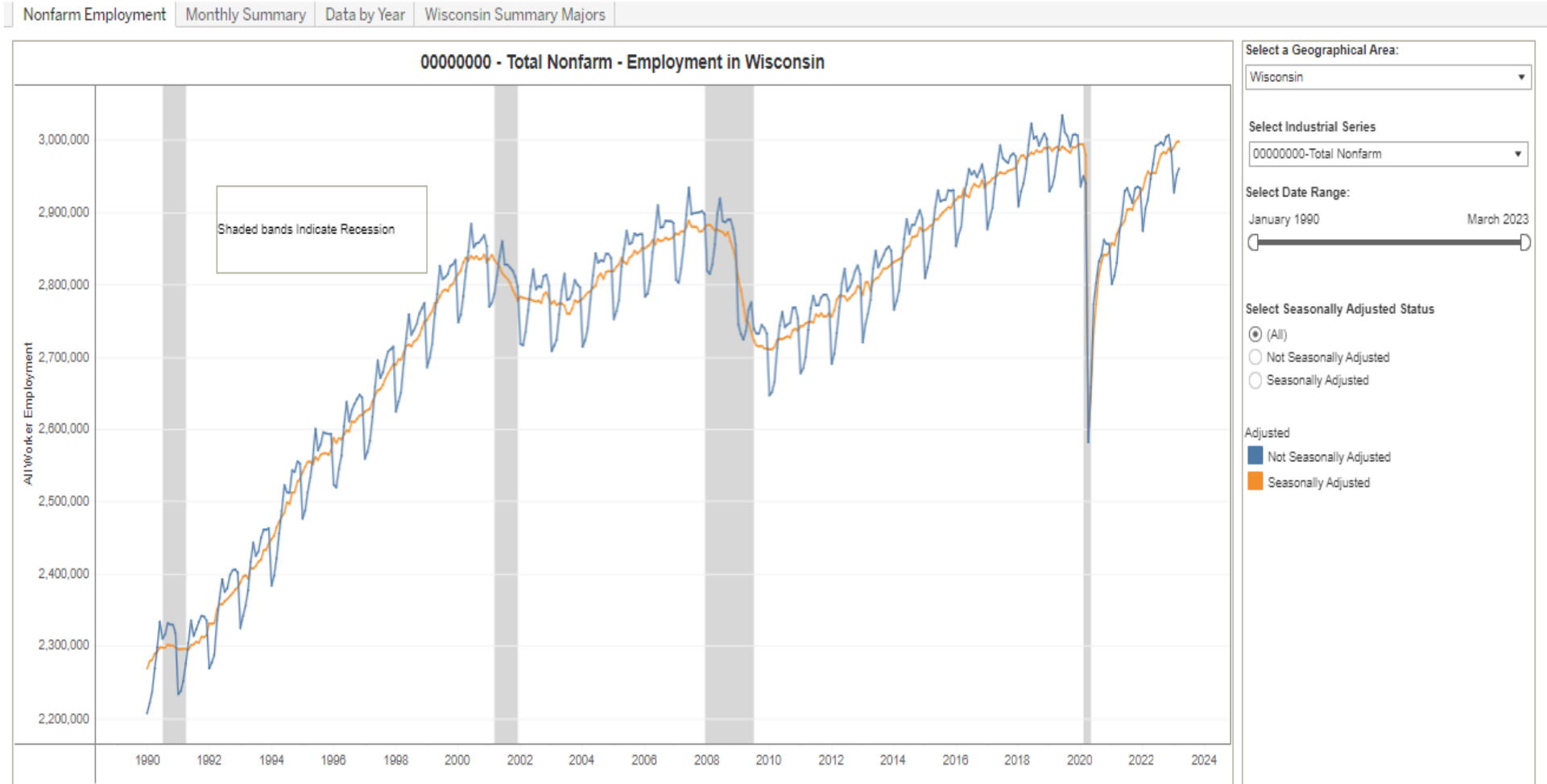
# Wisconsin Hot Jobs to 2030

(continued)

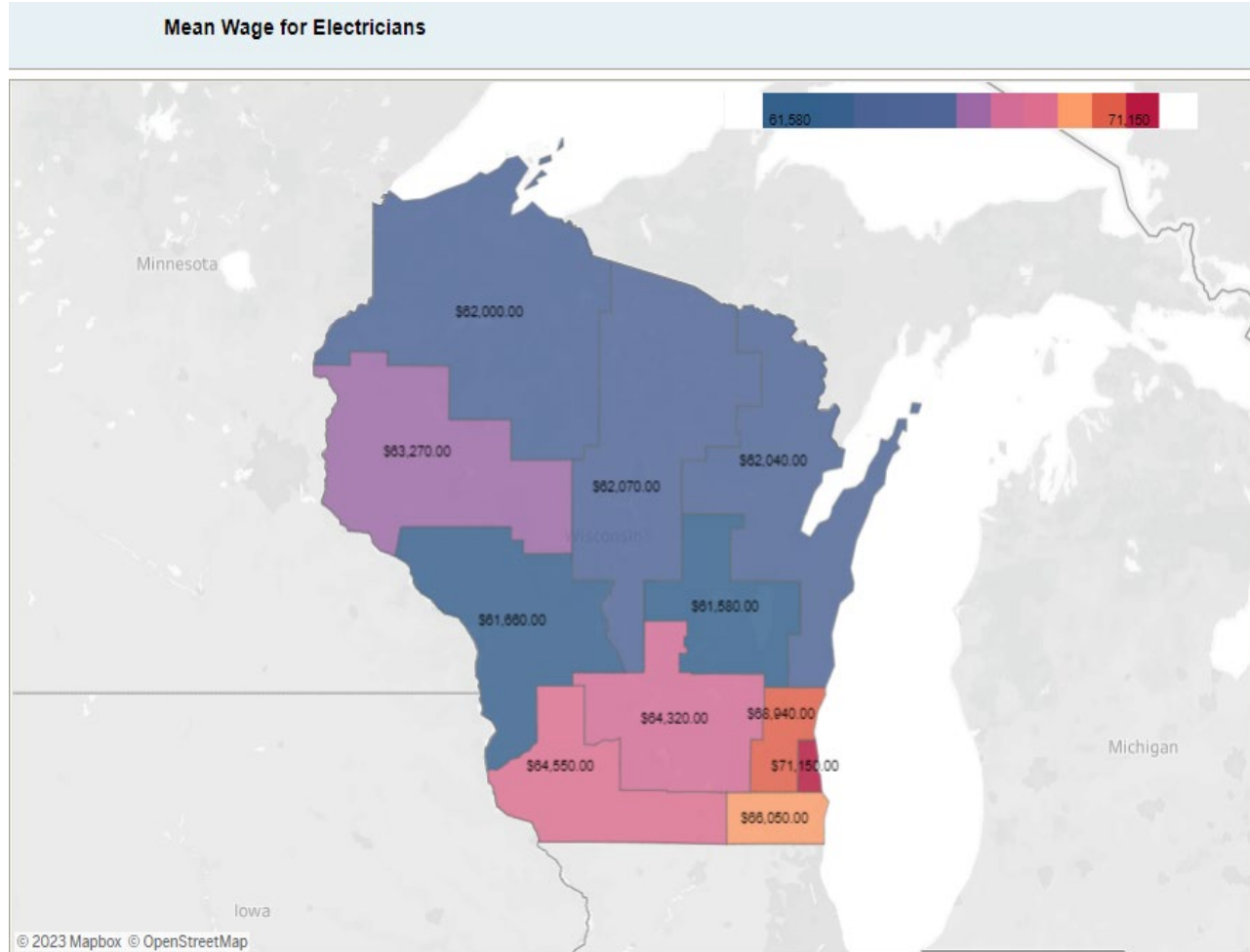
| Occupational Group  | Median Wage  | Education                         | Annual Openings |
|---|--------------|-----------------------------------|-----------------|
| <b>Installation, Maintenance, and Repair</b>  |              |                                   |                 |
| Maintenance and Repair Workers, General   | \$ 43,920.00 | High school                       | 3,524           |
| Industrial Machinery Mechanics  | \$ 55,500.00 | High school                       | 1,502           |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers                                     | \$ 53,190.00 | Postsecondary non-degree award    | 576             |
| Mobile Heavy Equipment Mechanics, Except Engines  | \$ 54,220.00 | High school                       | 263             |
| <b>Production</b>   |              |                                   |                 |
| First-Line Supervisors of Production and Operating Workers  | \$ 63,390.00 | High school                       | 2,651           |
| Welders, Cutters, Solderers, and Brazers  | \$ 46,530.00 | High school                       | 2,117           |
| Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic                          | \$ 42,950.00 | High school                       | 423             |
| Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic                                  | \$ 43,490.00 | High school                       | 325             |
| <b>Transportation and Material Moving</b>   |              |                                   |                 |
| Heavy and Tractor-Trailer Truck Drivers   | \$ 47,960.00 | Postsecondary non-degree award    | 6,462           |
| FirstLine Supervisors of Transportation & Material Moving Workers, Exc Aircraft Cargo Handling Supervisor | \$ 54,980.00 | High school diploma or equivalent | 1,239           |



# WisConomy



# WisConomy





# WisConomy

## Data Search

Select a category to start your personalized report. Search results can be sorted by headings, just use the headings to sort ascending or descending.

|                                     |  |  |
|-------------------------------------|--|--|
| Category<br>Unemployment Rate       | Sub Category<br>Unemployment Rate - LAUS                 | Area Type(s)<br>Workforce Development Area |
| Area(s)<br>All Items                | Year(s)<br>2022, 2021, 2020, 2019                        | Period(s)<br>Annual                        |
| Adjusted<br>Not Seasonally Adjusted | Measures<br>Labor Force, Unemployment, Unemployment Rate |  |

[Save Query](#)

## Results


## Download

| Area                 | Year | Period | Period Value | Labor Force | Unemployment | Unemployment Rate | Adjusted                | Preliminary | Benchmark |
|----------------------|------|--------|--------------|-------------|--------------|-------------------|-------------------------|-------------|-----------|
| Southeast WDA        | 2022 | Annual | 202200       | 245,488     | 8,060        | 3.3               | Not Seasonally Adjusted | Final       | 2022      |
| Southeast WDA        | 2021 | Annual | 202100       | 246,082     | 10,715       | 4.4               | Not Seasonally Adjusted | Final       | 2022      |
| Southeast WDA        | 2020 | Annual | 202000       | 244,736     | 17,129       | 7                 | Not Seasonally Adjusted | Final       | 2022      |
| Southeast WDA        | 2019 | Annual | 201900       | 246,643     | 9,041        | 3.7               | Not Seasonally Adjusted | Final       | 2022      |
| Milwaukee County WDA | 2022 | Annual | 202200       | 459,063     | 16,885       | 3.7               | Not Seasonally Adjusted | Final       | 2022      |
| Milwaukee County WDA | 2021 | Annual | 202100       | 464,620     | 25,167       | 5.4               | Not Seasonally Adjusted | Final       | 2022      |
| Milwaukee County WDA | 2020 | Annual | 202000       | 467,309     | 39,058       | 8.4               | Not Seasonally Adjusted | Final       | 2022      |
| Milwaukee County WDA | 2019 | Annual | 201900       | 466,224     | 17,790       | 3.8               | Not Seasonally Adjusted | Final       | 2022      |
| WOW WDA              | 2022 | Annual | 202200       | 348,355     | 8,634        | 2.5               | Not Seasonally Adjusted | Final       | 2022      |
| WOW WDA              | 2021 | Annual | 202100       | 348,858     | 10,953       | 3.1               | Not Seasonally Adjusted | Final       | 2022      |


Page 1 of 5 | 10 | View 1 - 10 of 44



# Skill Explorer

 **Skill Match Results for: Tree Trimmers and Pruners**  
Top 20 occupations sharing knowledge, skills and work activities

Enter your current or past job experience.     Select the **best match** to what you entered.     Choose **any** job that shares your **skills & explore!**

| Best Job Matches With Shared Skills   | Typical Earnings              | Entry Level Education Requirements | Current Openings     |
|---|-------------------------------|------------------------------------|----------------------|
|  Starting with your current occupation<br><a href="#">Tree Trimmers and Pruners</a><br><div style="width: 100%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 100% | \$36,760/year<br>\$17.67/hour | High school diploma or equivalent  | <a href="#">180</a>  |
| <a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a><br><div style="width: 73%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 73%   | \$37,250/year<br>\$17.91/hour | Less than high school              | <a href="#">500+</a> |
| <a href="#">Railroad Brake, Signal, and Switch Operators and Locomotive Firers</a><br><div style="width: 73%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 73%   | \$56,360/year<br>\$27.10/hour | High school diploma or equivalent  | <a href="#">4</a>    |
| <a href="#">Tire Repairers and Changers</a><br><div style="width: 73%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 73%  | \$32,970/year<br>\$15.85/hour | High school diploma or equivalent  | <a href="#">134</a>  |
| <a href="#">Grinding and Polishing Workers, Hand</a><br><div style="width: 72%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 72%   | \$34,550/year<br>\$16.61/hour | Less than high school              | <a href="#">8</a>    |
| <a href="#">Industrial Truck and Tractor Operators</a><br><div style="width: 72%; height: 10px; background-color: #4CAF50; margin-top: 5px;"></div> 72%   | \$42,670/year<br>\$20.52/hour | Less than high school              | <a href="#">500+</a> |



# Skill Explorer

Overview Skills & Education Open Jobs

## Overview for: Laborers and Freight, Stock, and Material Movers, Hand

**Occupation description:**  
Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes "Construction Laborers" (47-2061) and "Helpers, Construction Trades" (47-3011 through 47-3019). Excludes "Material Moving Workers" (53-7011 through 53-7199) who use power equipment.  
SOC Code: 53-7062

[View the Average Earnings](#)  
[View the Requirements](#)  
[Go to skill comparison](#)

**Typical Tasks:**  
Move freight, stock, or other materials to and from storage or production areas, loading docks, delivery vehicles, ships, or containers, by hand or using trucks, tractors, or other equipment.  
Sort cargo before loading and unloading.  
Stack cargo in locations, such as transit sheds or in holds of ships as directed, using pallets or cargo boards.  
Attach identifying tags to containers or mark them with identifying information.  
Record numbers of units handled or moved, using daily production sheets or work tickets.  
Read work orders or receive oral instructions to determine work assignments or material or equipment needs.  
Install protective devices, such as bracing, padding, or strapping, to prevent shifting or damage to items being transported.  
Direct spouts and position receptacles, such as bins, carts, or containers, so they can be loaded.  
Attach slings, hooks, or other devices to lift cargo and guide loads.  
Maintain equipment storage areas to ensure that inventory is protected.

**Current Openings by County**  
See where the opportunities in your selected occupation are concentrated.

**Most Job Openings** **Fewest Job Openings**

Select a county to view available jobs in that county.

[View all open jobs](#)





# Questions?

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Chief Economist

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