



# CITY OF MILWAUKEE Comprehensive Plan

## Fond du Lac and North Neighborhood Comprehensive Plan

## Appendix G: UWM-ETI Labor Force Analysis

## Background on the Labor Force in the City of Milwaukee Renewal Community Areas

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This paper analyzes detailed 2000 U.S. Census data on the labor force in the City of Milwaukee Renewal Community areas along with employer demand for workers as shown in the University of Wisconsin-Milwaukee Employment and Training Institute's October 2003 job openings survey. Research on the demographics of the Milwaukee area workforce suggests that the labor shortages caused by spatial and skills mismatches will be compounded by a relatively flat labor force in the future. Employment of central city and minority workers and emphasis on transportation access to work sites will be increasingly important for Milwaukee area companies. **The data show that even with very high unemployment rates, the central city of Milwaukee has a high concentration of full-time, year-round workers. Many of these workers have experience in areas with job openings. At the same time, the job gap has reached 30 to 1 between unemployed job seekers and welfare recipients expected to work and the available full-time jobs located in central city neighborhoods.** (See page 12)

### Workforce Density

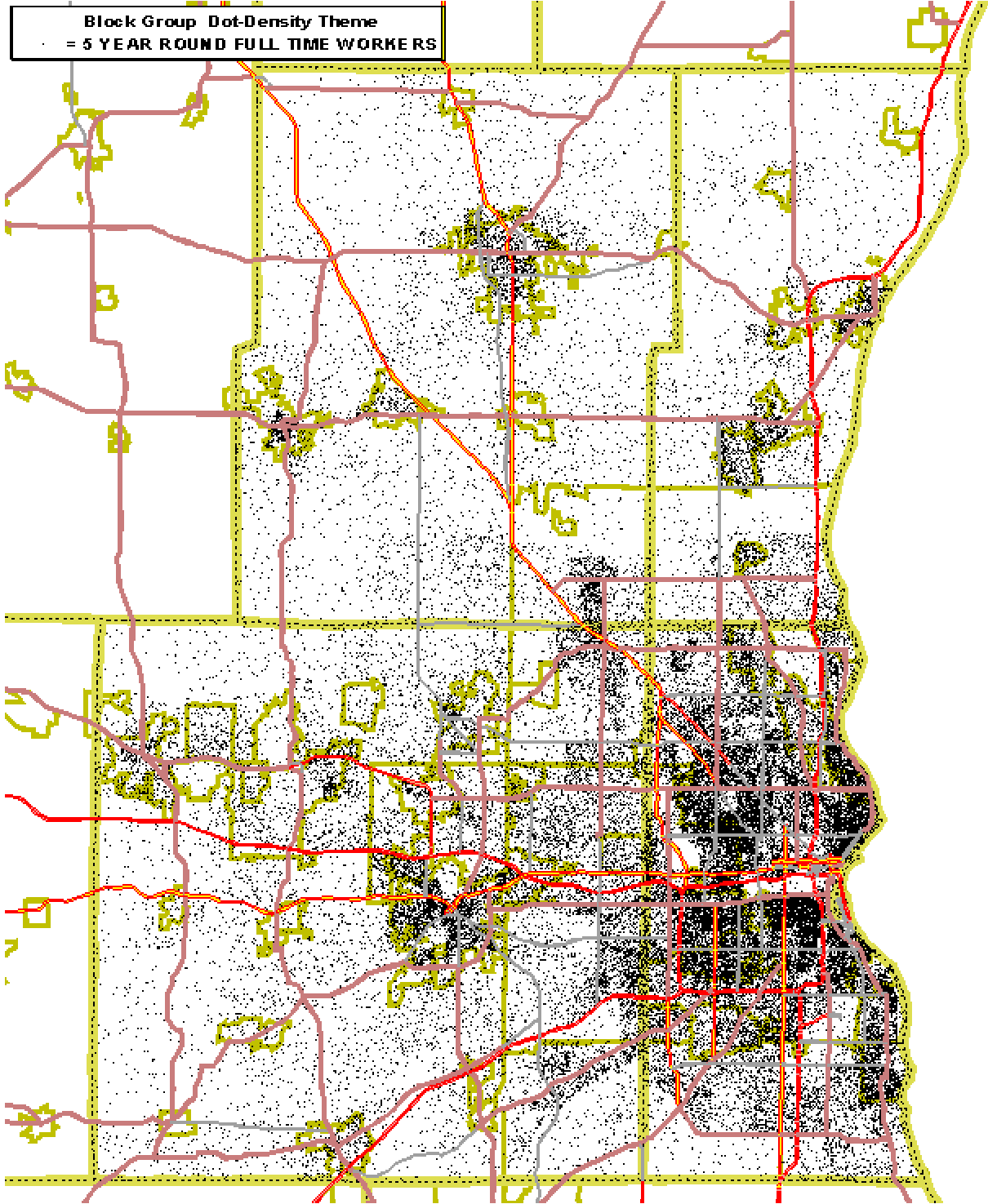
- In the 7 square mile RC neighborhoods north of the Valley, there are 11,911 full-time, year-round workers. In the 1.5 square mile RC neighborhoods just south of the Valley, there are 5,520 full-time, year-round workers. These concentrations of workers far exceed the workforce in the outlying counties of Waukesha, Ozaukee and Washington, where a significant portion of available jobs are located.
- The densely populated central city neighborhoods show competitive advantages to employers with labor shortages, particularly in less skilled occupations and in neighborhoods heavily dependent on public transportation. The density of the work force living on the near northside, for example, 7-13 times higher than that in the WOW (Waukesha, Ozaukee and Washington) counties, where need for semi-skilled workers and laborers are noted. The work force on the near southside has an even higher concentration of full-time, year-round workers per square mile.

#### Workforce Density: 2000 Census

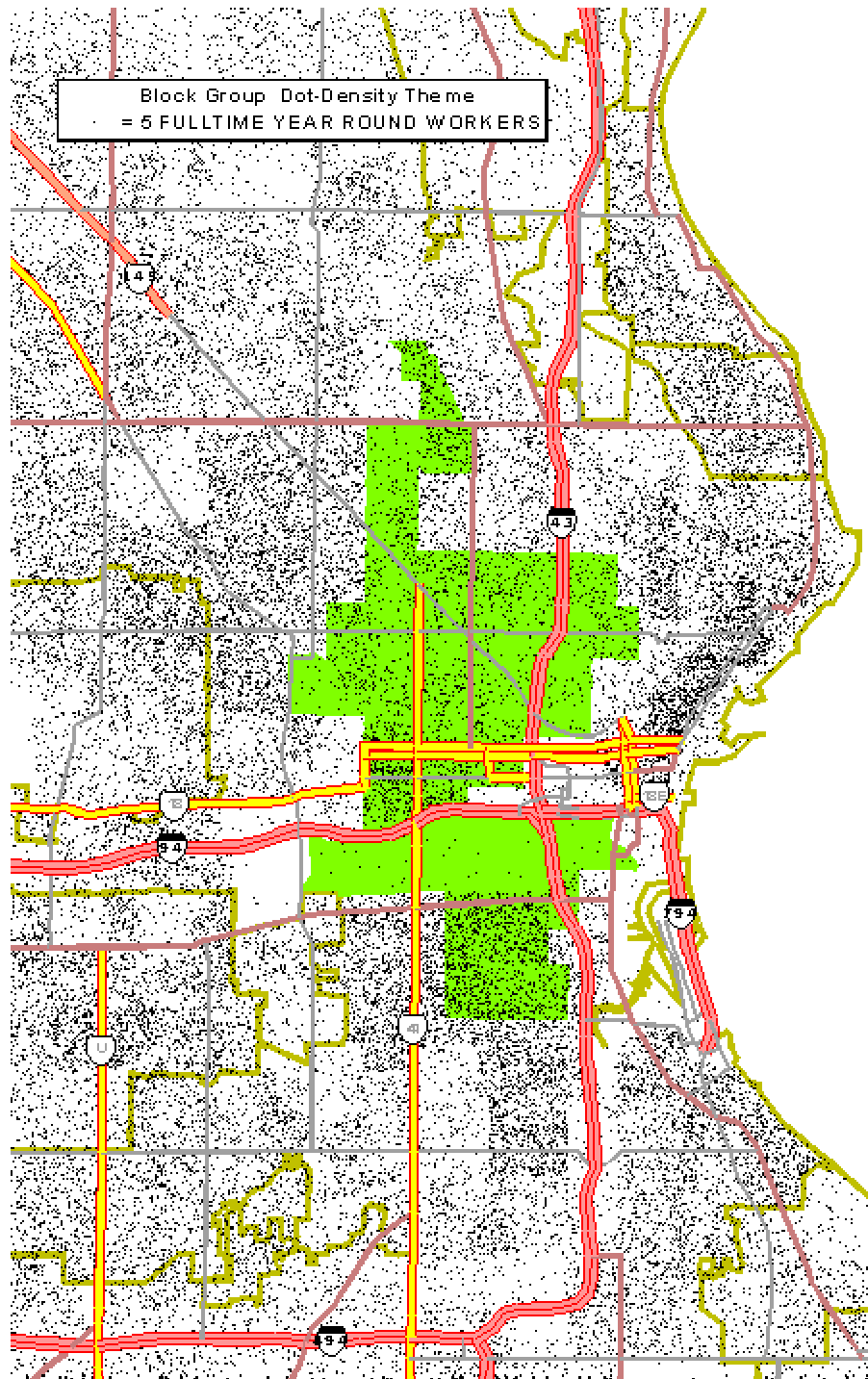
	Full-Time, Year-Round Workers Per Square Mile
City of Milwaukee	1,750
Milwaukee County Suburbs	857
Ozaukee County	127
Washington County	105
Waukesha County	240
Renewal Community – northside	1,700
Renewal Community – southside	3,740

- Employers with work sites in the City of Milwaukee Renewal Community (including the Menomonee Valley) gain access to a large concentration of workers living nearby. Companies in the Renewal Community and tapping into this large and diverse labor pool are eligible for a variety of federal tax deductions and credits.

**Map 1: Density of Year-Round Full-Time Workers in the Milwaukee Metro Area**



**Map 2: Density of Full-Time, Year-Round Workers in the Renewal Community**



## Occupations of Employed Workers from the Renewal Community

- According to the 2000 Census, over a fourth (28 percent) of workers living in the Renewal Community are employed in production, transportation, and material moving occupations. Much of the job demand shown for workers in the Milwaukee metropolitan area has been in these occupations. However, many of the job openings in these occupations are located in Waukesha, Ozaukee, and Washington counties, where private transportation is often required.
- *In October 2003, employers in the four-county Milwaukee area reported full-time openings for an estimated 1,570 jobs for operators, fabricators, and laborers, but 806 of these jobs (or 51 percent) were located in Waukesha, Ozaukee and Washington Counties, while only 350 (22 percent) were in the central city neighborhoods.*
- The Census reported that another fourth (25 percent) of Renewal Community workers are employed in service jobs, including food preparation and service (9 percent), building and ground cleaning and maintenance occupations (7 percent), personal care and service occupations (3.5 percent), health care (4 percent), and protective services (4 percent).
- *In October 2003, employers in the four-county Milwaukee area reported full-time openings for an estimated 1,844 jobs for service workers. About 17 percent of the openings (or 322 jobs) were in the central city neighborhoods, while 23 percent were in the WOW counties and 55 percent in other city and suburban areas of Milwaukee County.*
- Job location and transportation mismatches are most acute for semi-skilled and lesser skilled occupations. Almost half (48 percent) of service workers live in the City of Milwaukee, as do 41 percent of production workers and 36 percent of administrative support workers. These workers are heavily dependent upon public transportation and least likely to commute to outlying areas for jobs.

The table below identifies the current occupations of employed workers in the Renewal Community, the City of Milwaukee, and the remainder of the four-county metro area.

**OCCUPATIONS OF EMPLOYED WORKERS BY PLACE OF RESIDENCE: 2000 CENSUS**

<b>Employed Civilian Population 16 Years and Over</b>	<b>Renewal Community</b>	<b>%</b>	<b>City of Milwaukee</b>	<b>%</b>	<b>MSA minus City</b>	<b>%</b>
Total	32,387	100.0%	256,244	100.0%	484,814	100.0%
Production, transportation, and material moving occupations:	9,221	28.5%	53,944	21.1%	71,909	14.8%
Production occupations	5,735	17.7%	34,496	13.5%	49,348	10.2%
Transportation and material moving occupations:	3,486	10.8%	19,448	7.6%	22,561	4.7%
Supervisors, transportation and material moving workers	17	0.1%	471	0.2%	900	0.2%
Aircraft and traffic control occupations	19	0.1%	78	0.0%	498	0.1%
Motor vehicle operators	1,066	3.3%	8,280	3.2%	10,619	2.2%
Rail, water and other transportation occupations	49	0.2%	604	0.2%	939	0.2%
Material moving workers	2,335	7.2%	10,015	3.9%	9,605	2.0%
Service occupations:	8,208	25.3%	47,570	18.6%	51,554	10.6%
Healthcare support occupations	1,386	4.3%	8,269	3.2%	7,892	1.6%
Protective service occupations:	621	1.9%	6,949	2.7%	5,599	1.2%
Fire fighting, prevention, +law enforcement, incl. superv.	147	0.5%	4,058	1.6%	3,450	0.7%
Other protective service workers, including supervisors	474	1.5%	2,891	1.1%	2,149	0.4%
Food preparation and serving related occupations	2,901	9.0%	15,534	6.1%	18,082	3.7%
Building and grounds cleaning +maintenance occupations	2,163	6.7%	9,836	3.8%	9,650	2.0%
Personal care and service occupations	1,137	3.5%	6,982	2.7%	10,331	2.1%
Sales and office occupations:	7,399	22.8%	67,047	26.2%	135,055	27.9%
Sales and related occupations	2,551	7.9%	22,807	8.9%	57,543	11.9%
Office and administrative support occupations	4,848	15.0%	44,240	17.3%	77,512	16.0%
Management, professional, and related occupations:	5,654	17.5%	71,684	28.0%	188,086	38.8%
Management, business, +financial operations occupations:	1,791	5.5%	24,323	9.5%	78,628	16.2%
Management occupations	1,256	3.9%	14,651	5.7%	52,846	10.9%
Business and financial operations occupations:	535	1.7%	9,672	3.8%	25,782	5.3%
Business operations specialists	282	0.9%	5,150	2.0%	12,597	2.6%
Financial specialists	253	0.8%	4,522	1.8%	13,185	2.7%
Professional and related occupations:	3,863	11.9%	47,361	18.5%	109,458	22.6%
Computer and mathematical occupations	302	0.9%	5,211	2.0%	14,579	3.0%
Architecture and engineering occupations	221	0.7%	3,764	1.5%	14,071	2.9%
Life, physical and social services occupations	128	0.4%	1,810	0.7%	4,289	0.9%
Community and social services occupations	589	1.8%	5,076	2.0%	6,234	1.3%
Legal occupations	60	0.2%	1,903	0.7%	5,274	1.1%
Education, training, and library occupations	1,393	4.3%	15,126	5.9%	26,409	5.4%
Arts, design, entertainm't, sports+media occupations	427	1.3%	4,537	1.8%	9,217	1.9%
Healthcare practitioners and technical occupations:	743	2.3%	9,934	3.9%	29,385	6.1%
Health diagnosing, treating practitioners, technical	372	1.1%	6,088	2.4%	21,999	4.5%
Health technologists and technicians	371	1.1%	3,846	1.5%	7,386	1.5%
Construction, extraction, and maintenance occupations:	1,737	5.4%	15,500	6.0%	37,240	7.7%
Construction and extraction occupations:	1,031	3.2%	8,368	3.3%	19,541	4.0%
Supervisors, construction and extraction workers	77	0.2%	615	0.2%	2,106	0.4%
Construction trades workers	954	2.9%	7,732	3.0%	17,325	3.6%
Extraction workers	0	0.0%	21	0.0%	110	0.0%
Installation, maintenance, and repair occupations	706	2.2%	7,132	2.8%	17,699	3.7%
Farming, fishing, and forestry occupations	168	0.5%	499	0.2%	970	0.2%

*Maps of workers by occupations for the four-county area are available in a report prepared by the UWM Employment and Training Institute for the Department of City Development and Milwaukee Economic Development Corporation on A Labor Market Planning Document: **Changing Demographics of the Milwaukee Metro Area Labor Force**, posted on the Internet at [www.uwm.edu/Dept/ETI/laborforce/Milwlabor.pdf](http://www.uwm.edu/Dept/ETI/laborforce/Milwlabor.pdf) or [www.uwm.edu/Dept/ETI/laborforce/milwlabor.htm](http://www.uwm.edu/Dept/ETI/laborforce/milwlabor.htm).*

## Industries Employing Renewal Community Workers

Employment patterns were examined for the Renewal Community, using 2000 U.S. Census data.

- Manufacturing was the largest industry employing Renewal Community workers, accounting for 20 percent of the employed labor force.
- Service industries employed over a third of workers, with 14 percent employed in health care and social services, 9 percent employed in educational services, and 11 percent employed in accommodations and food service.
- When compared to the suburban/exurban portions of the MSA (Milwaukee County suburbs, and Waukesha, Ozaukee and Washington counties), the Renewal Community had a similar proportion of workers employed in manufacturing.
- The Renewal Community had a higher portion of its workers employed food service and accommodations industries and in administrative and support companies. At the same time, the Renewal Community has a smaller proportion of workers employed by retail and wholesale trade establishments.

The table below lists the types of industries employing workers from the Renewal Community, compared to the City of Milwaukee, and the four-county metropolitan area (minus the City).

INDUSTRIES EMPLOYING WORKERS	PLACE OF RESIDENCE OF THE WORKERS:					
	Renewal Community		City of Milwaukee		MSA Minus City	
Universe: Employed civilian population 16 years and over	N =	%	N =	%	N =	%
Total:	32,387	100.0%	256,244	100.0%	484,814	100.0%
Educational, health and social services:	7,566	23.4%	59,869	23.4%	96,725	20.0%
Educational services	3,014	9.3%	24,643	9.6%	37,765	7.8%
Health care and social assistance	4,552	14.1%	35,226	13.7%	58,960	12.2%
Manufacturing	6,483	20.0%	47,396	18.5%	104,504	21.6%
Food services, accommodation, arts, entertainment, and recreation:	4,290	13.2%	21,980	8.6%	28,038	5.8%
Arts, entertainment, and recreation	734	2.3%	4,279	1.7%	6,691	1.4%
Food services and accommodation	3,556	11.0%	17,701	6.9%	21,347	4.4%
Professional, scientific, management, and administrative:	3,123	9.6%	22,679	8.9%	45,176	9.3%
Professional, scientific, and technical services	795	2.5%	11,221	4.4%	31,096	6.4%
Management of companies and enterprises	6	0.0%	200	0.1%	607	0.1%
Administrative and support	2,322	7.2%	11,258	4.4%	13,473	2.8%
Retail trade	2,763	8.5%	25,394	9.9%	54,505	11.2%
Finance, insurance, real estate and rental and leasing:	1,576	4.9%	17,902	7.0%	38,587	8.0%
Finance and insurance	1,128	3.5%	14,632	5.7%	31,314	6.5%
Real estate and rental and leasing	448	1.4%	3,270	1.3%	7,273	1.5%
Transportation and warehousing, and utilities:	1,452	4.5%	13,152	5.1%	21,738	4.5%
Transportation and warehousing	1,340	4.1%	11,329	4.4%	17,423	3.6%
Utilities	112	0.3%	1,823	0.7%	4,315	0.9%
Other services (except public administration)	1,419	4.4%	10,981	4.3%	20,125	4.2%
Construction	1,097	3.4%	9,518	3.7%	26,745	5.5%
Information	861	2.7%	7,282	2.8%	13,927	2.9%
Public administration	841	2.6%	11,622	4.5%	11,726	2.4%
Wholesale trade	731	2.3%	7,521	2.9%	20,397	4.2%
Agriculture, forestry, fishing and hunting, and mining:	185	0.6%	948	0.4%	2,621	0.5%



## Type of Employment (Public, Private, Non-Profit, or Self-Employment)

- Most (82 percent) of the employed males in the Renewal Community work for private companies, about 7 percent work for non-profit agencies, and 7 percent work for government, while about 4 percent are self-employed.
- A smaller proportion of employed females (70.5 percent) work for private companies, while 12 percent work for non-profit agencies, 14 percent work for government, and about 3 percent are self-employed.

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### SEX BY INDUSTRY BY CLASS OF WORKER FOR THE EMPLOYED CIVILIAN POPULATION 16 Years and Older

Universe: Employed civilian population 16 years and older

	Renewal Community		City of Milwaukee		MSA minus City	
	Males	Females	Males	Females	Males	Females
Private company	13382	11223	95153	87319	197067	158822
Self-employed	648	496	6738	4597	25087	12736
Non-profit agency	1076	1907	6931	16144	11731	31189
Government	1124	2260	16398	21728	19950	24848
Unpaid family member	52	34	176	112	371	392
TOTAL	16282	15920	125396	129900	254206	227987

	Renewal Community		City of Milwaukee		MSA minus City	
	Males	Females	Males	Females	Males	Females
Private company	82.2%	70.5%	75.9%	67.2%	77.5%	69.7%
Self-employed	4.0%	3.1%	5.4%	3.5%	9.9%	5.6%
Non-profit agency	6.6%	12.0%	5.5%	12.4%	4.6%	13.7%
Government	6.9%	14.2%	13.1%	16.7%	7.8%	10.9%
Unpaid family member	0.3%	0.2%	0.1%	0.1%	0.1%	0.2%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

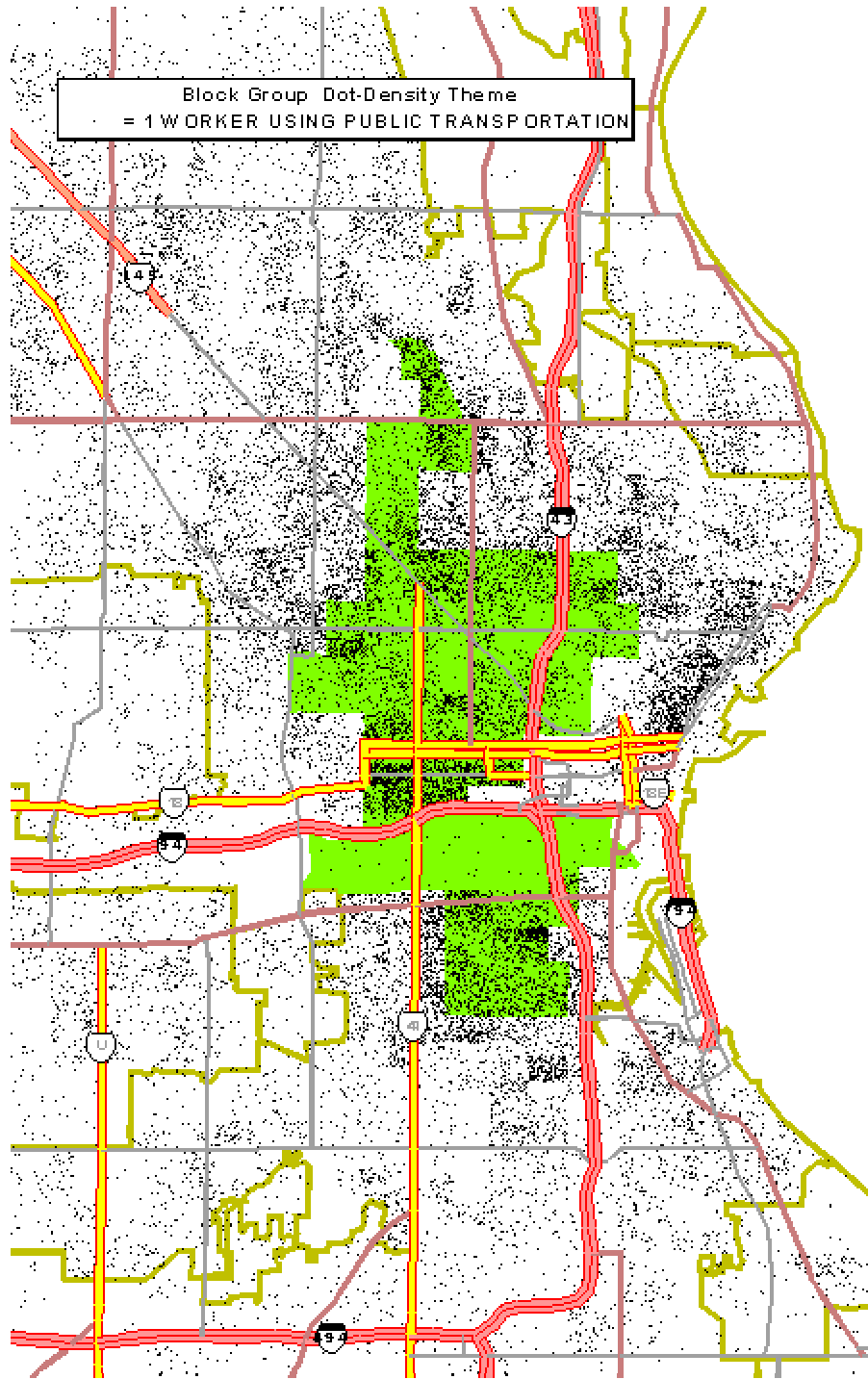
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## **Renewal Community Workers Are More Dependent on Public Transportation**

The 2000 Census data show a difference in commuting patterns for workers in the Renewal Community, compared to other areas.

- While 63 percent of Renewal Community workers drive (alone or in a car pool) to work, much higher proportions of City of Milwaukee workers drive (82 percent) as do suburban/exurban workers (93 percent).
- Renewal Community workers are more likely to seek out employment within walking distance of their homes. Eleven percent of Renewal Community workers worked to work, compared to 5 percent of all City of Milwaukee workers and 2 percent of workers from the Milwaukee County suburbs or WOW counties.
- Absent jobs in their immediate neighborhood, Renewal Community workers are far more likely to use public transportation to work. Over a fifth (23 percent) of Renewal Community workers use public transportation, mainly the bus, compare to 10 percent of all City of Milwaukee workers and only 1 percent of suburban/exurban workers.
- The commute time (one way) Renewal Community workers is 30 minutes or more for 36 percent of Renewal Community workers, compared to only 27 percent of suburban/exurban workers.
- Because of the dependence of central city workers on mass transit, work sites in the City of Milwaukee have greater access to workers. While 93 percent of suburban/exurban workers drive or car pool to work, only 63 percent of workers living in the Renewal Community drive or car pool to jobs with 23 percent using public transportation and 11 percent walking to work.

**Map 3: Renewal Community Workers Using Public Transportation**



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**PLACE OF WORK**

PLACE OF RESIDENCE OF THE WORKERS:

Employed civilian population 16 years and over	<b>Renewal Community</b>	<b>City of Milwaukee</b>	<b>MSA minus City</b>
Total	31,265	249,889	477,497
Worked in place (city) of residence	20,987	151,145	85,423
Worked in county of residence	26,601	205,868	313,291
Worked outside county of residence	4,514	42,601	160,415
Worked outside state of residence	150	1,420	3,791
Total:	100.0%	100.0%	100.0%
Worked in place (city) of residence	67.1%	60.5%	17.9%
Worked in county of residence	85.1%	82.4%	65.6%
Worked outside county of residence	14.4%	17.0%	33.6%
Worked outside state of residence	0.5%	0.6%	0.8%

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**TRAVEL TIME TO WORK**

	<b>Renewal Community</b>	<b>City of Milwaukee</b>	<b>MSA minus City</b>
Total	30,627	245,521	463,071
Less than 30 minutes:	19,516	181,617	339,020
by public transportation	2,280	8,286	1,996
by other means	17,236	173,331	337,024
30 to 44 minutes:	6,585	41,747	87,669
by public transportation	2,211	7,611	1,630
by other means	4,374	34,136	86,039
45 to 59 minutes	2,288	10,794	21,859
by public transportation	1327	4430	1005
by other means	961	6,364	20,854
60 or more minutes	2,238	11,363	14,523
by public transportation	1,328	5,307	1,151
by other means	910	6,056	13,372
Total:	100.0%	100.0%	100.0%
Less than 30 minutes:	63.7%	74.0%	73.2%
by public transportation	7.4%	3.4%	0.4%
by other means	56.3%	70.6%	72.8%
30 to 44 minutes:	21.5%	17.0%	18.9%
by public transportation	7.2%	3.1%	0.4%
by other means	14.3%	13.9%	18.6%
45 to 59 minutes	7.5%	4.4%	4.7%
by public transportation	4.3%	1.8%	0.2%
by other means	3.1%	2.6%	4.5%
60 or more minutes	7.3%	4.6%	3.1%
by public transportation	4.3%	2.2%	0.2%

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## Job Gap Between Unemployed Job Seekers and Available Openings

Since 1993, as part of a collaborative project initiated by the City of Milwaukee and supported by the Milwaukee Public Schools, Milwaukee Area Technical College, the University of Wisconsin-Milwaukee, and the Private Industry Council of Milwaukee County, the Employment and Training Institute has contacted thousands of Milwaukee area employers to determine their labor market needs and openings available for full-time and part-time work. The most recent survey was conducted in October 2003 and supported by the PIC.

- Predictions of an economic recovery were not in evidence as of October 2003. Full-time job openings in the metropolitan area were at their lowest point since the surveys were initiated in 1993. Less than one in ten Milwaukee area employers were hiring new or replacement workers in October 2003, down from one in six in October 2002 and almost one in four in May 2000.
- In the central city Milwaukee Community Development Block Grant target neighborhoods, job openings (683 full-time and 873 part-time) fell far short of the estimated 14,340 unemployed persons considered actively seeking work in October 2003 and 6195 cases receiving "W-2" welfare payments. The job gap between unemployed job seekers and welfare recipients expected to work and available full-time jobs located in central city neighborhoods was 30 to 1 in October 2003. Last October, the job gap in the central city was 16 to 1.

**Estimated Job Gap in City of Milwaukee CDBG  
(Community Development Block Grant) Neighborhoods\***

<u>Date of Survey</u>	<u>Est. Unemployed Population</u>	<u>W-2/AFDC "Expected to Work"</u>	<u>Total</u>	<u>Full-Time Openings</u>	<u>Job Gap</u>	<u>City of Milwaukee Unemployment Rate</u>
<b>October 2003</b>	<b>14,340</b>	<b>6,195</b>	<b>20,535</b>	<b>683</b>	<b>30 to 1</b>	<b>9.0%</b>
October 2002	13,020	5,452	18,472	1,172	16 to 1	8.2%
October 2001	13,132	4,737	17,869	1,666	11 to 1	7.6%
May 2000	11,400	3,770	15,170	1,707	9 to 1	6.1%
May 1999	10,200	4,900	15,100	1,894	8 to 1	5.5%
October 1998	9,800	6,075	15,875	2,334	7 to 1	5.1%
May 1998	7,800	9,800	17,600	1,764	10 to 1	4.1%
October 1997	9,200	10,815	20,015	1,850	11 to 1	4.7%
May 1997	10,000	11,560	21,560	2,093	10 to 1	5.2%
October 1996	8,550	15,250	23,800	2,473	9 to 1	4.5%
May 1996	10,400	11,177	21,577	2,061	10 to 1	5.4%
October 1995	9,200	14,875	24,075	2,622	9 to 1	4.8%

\*Includes zipcodes 53204, 53205, 53206, 53208, 53210, 53212, 53216, 53218, and 53233.

*The current Survey of Job Openings in the Milwaukee Metropolitan Area: Week of October 20, 2003, conducted by the UWM Employment and Training Institute for the Private Industry Council of Milwaukee County, is posted at [www.uwm.edu/Dept/ETI/jobs/jobs2003.pdf](http://www.uwm.edu/Dept/ETI/jobs/jobs2003.pdf) or [www.uwm.edu/Dept/ETI/jobs/jobs2003.htm](http://www.uwm.edu/Dept/ETI/jobs/jobs2003.htm).*