



Pre-Recession Occupational Shifts in Private Industry

To help the Milwaukee Area Workforce Investment Board identify occupational shifts, progress toward a diversified labor force, and challenges facing Milwaukee area employers and workers, the University of Wisconsin-Milwaukee Employment and Training Institute examined employment patterns of private companies in the four-county metro Milwaukee area, using summaries of EEO-1 reports filed with the U.S. Equal Employment Opportunities Commission from 1996 through 2006. The advantages of these reports are that they cover 339,669 private sector employees in the four-county area, show actual (rather than estimated) data on workers employed in all private companies with at least 100 workers, and allow tracking of changes in employment by gender and race/ethnicity.

2% Private Sector Job Growth in 10 Years

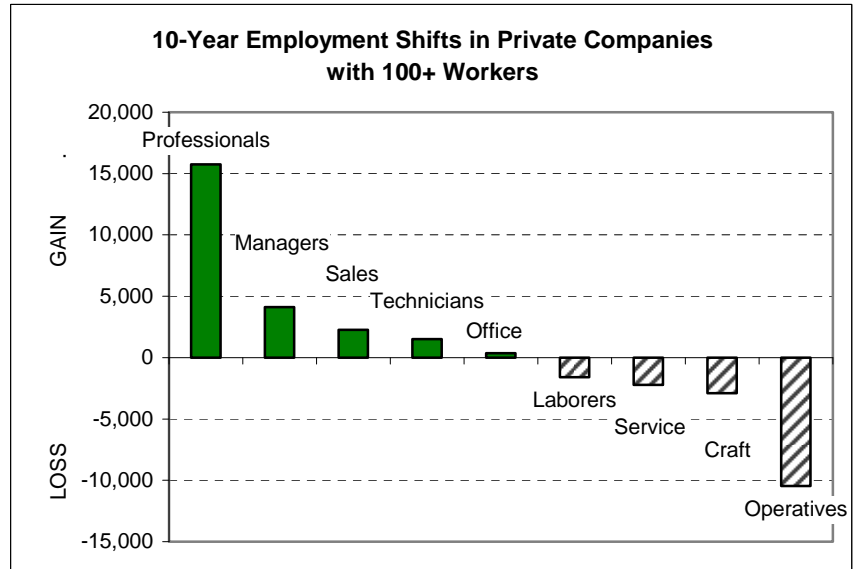
In the 10-year period before the recession, total employment in mid-sized and larger private companies (with 100+ workers) in the Milwaukee metro area remained nearly flat (i.e., a 2% increase over the 10 year period), from 332,874 in 1996 to 339,669 in 2006. At the same time significant occupational shifts were observed.

Overall Decline in Blue Collar Jobs

Companies are reporting far fewer workers engaged in blue collar manual labor -- jobs historically dominated by men. Jobs for semi-skilled operatives were down by 10,467 over the last decade, jobs for skilled craft workers were down by 2,902, and job for laborers were down by 1,607. Service workers also saw losses of 2,225 employees.

Increases for College-Educated Workers

The largest increases in jobs occurred in the professions (with a net growth of 15,739 jobs), which usually require a four-year college degree or more. Managers showed a 4,107 increase and technicians (which usually require 2+ years of college or technical training) showed a 1,515 job increase.



With baby boomer retirements and a growing minority workforce, white workers showed a net decline of 8,671 jobs in the private companies with 100+ employees. White workers comprised 78% of the labor force in the larger companies in 2006, compared to 82% a decade ago.

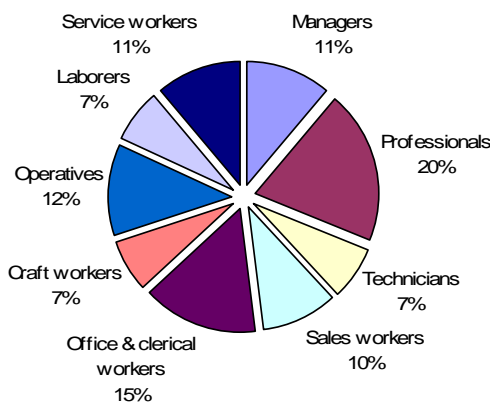
Private Sector Employment in Large and Mid-Size Companies: 2006

Occupational Group	Workers	% Minority	% Female
Professionals	67,267	11%	58%
Office & clerical workers	49,486	21%	83%
Operatives (semi-skilled)	41,105	32%	24%
Managers	37,334	8%	36%
Service workers	35,861	43%	64%
Sales workers	34,616	19%	54%
Craft (skilled) workers	25,638	15%	10%
Technicians	24,880	15%	55%
Laborers (unskilled)	23,482	45%	33%
Total employment	339,669	22%	50%

Minorities show highest concentrations in laborer and service work. Minorities hold 45% of the private sector laborer jobs but only 8% of managerial jobs.

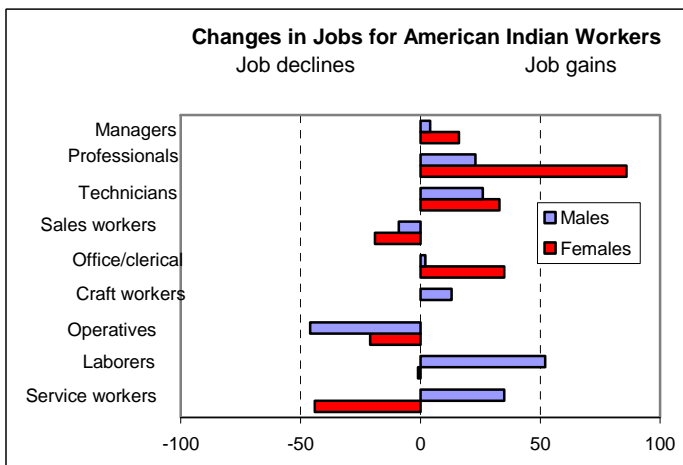
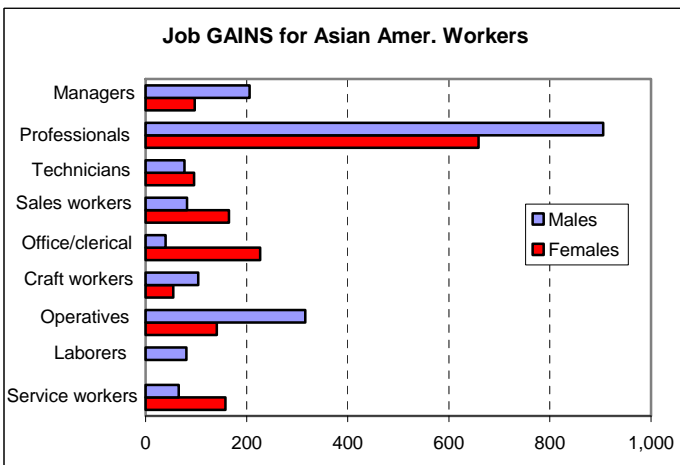
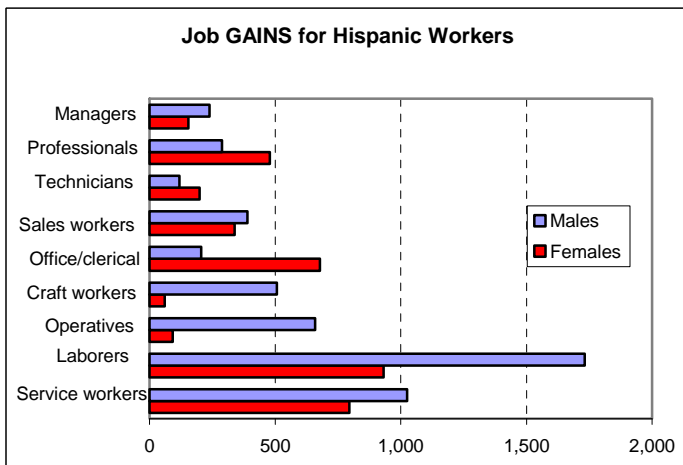
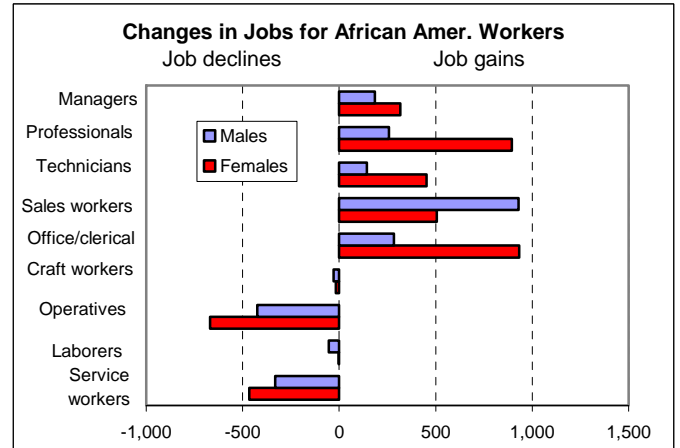
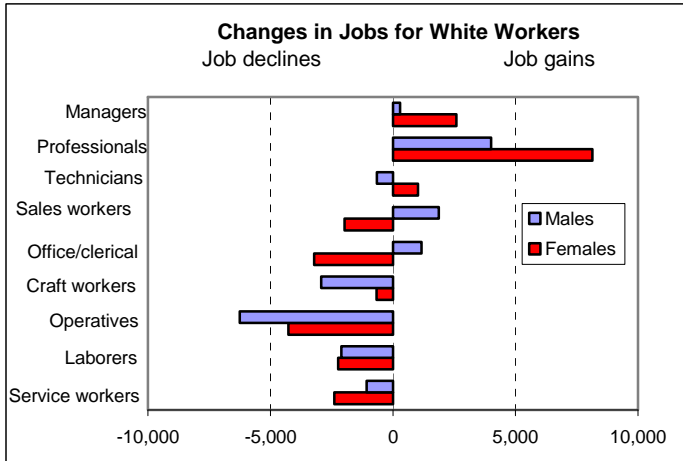
White women showed their highest job gains as professionals (an 8,138 increase over the last decade) and managers (a 2,590 increase). Over a fourth (26%) of white women working in private industry are employed in professional occupations, compared to only 11% of minority women and 9% of minority men.

Occupations in Large and Mid-Size Milwaukee Area Companies: 2006

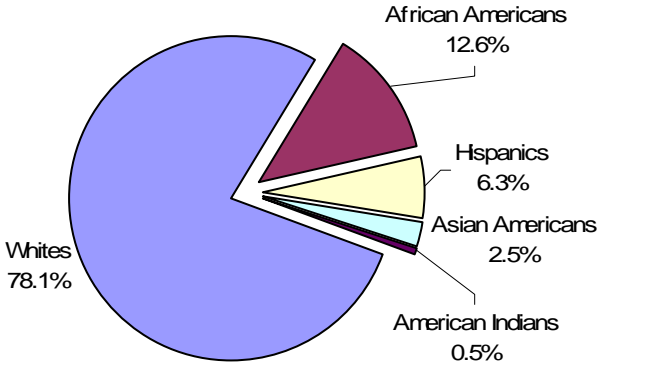


Changes in Occupations by Racial/Ethnic Groups

In their reports to the Equal Employment Opportunities Commission, private companies with 100+ workers are required to report counts of their current workforce by racial/ethnic groups. For 2006 (and 1996), five categories were defined: Hispanics, whites (non-Hispanic), African Americans (non-Hispanic), Asian Americans, and Native Americans, and workers were identified in one category (through self-identification or employer observation). All companies with 100 or more employees as well as companies subject to Office of Federal Contract Compliance Programs (OFCCP) regulations under Executive Order 11246 are required to submit EEO-1 reports annually. The EEOC summarizes the data for companies in the Milwaukee metro area (i.e., Milwaukee, Ozaukee, Washington and Waukesha counties).



Race/Ethnicity of Workers in Private Companies (with 100+ Employees) in the Milwaukee Metro Area: 2006



The full report, including definitions of occupational groups, is available at www.eti.uwm.edu/2009/OccupationalShifts.pdf.
 University of Wisconsin-Milwaukee Employment and Training Institute, www.eti.uwm.edu.

Milwaukee Drill photo courtesy of Milwaukee Electric Tool Corporation