



Survey of Job Openings in the 7 Counties of Southeastern Wisconsin: Week of May 25, 2009

Prepared by the Employment and Training Institute,
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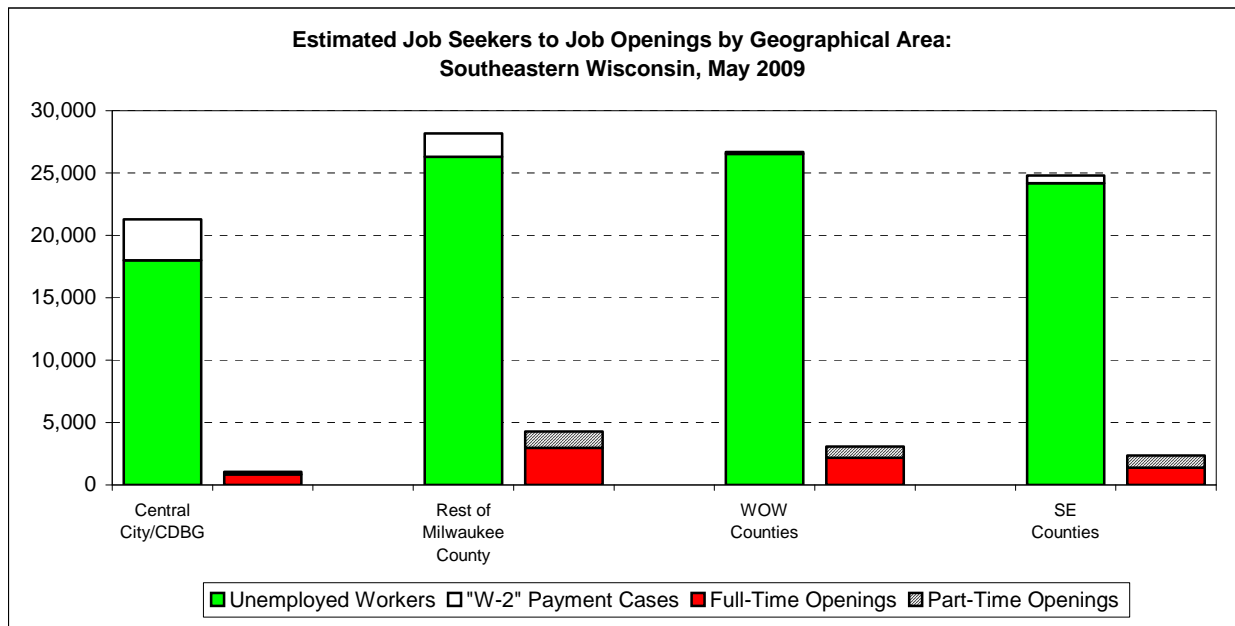
"This project is funded by the Department of Labor Employment and Training WIRED grant."

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Executive Summary

The job openings survey of employers in southeastern Wisconsin (i.e., Milwaukee, Waukesha, Racine, Washington, Kenosha, Walworth, and Ozaukee counties) was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute for the Regional Workforce Alliance, with funding support from a Department of Labor Employment and Training WIRED grant. Over 3,800 employers provided data on their job openings during the week of May 25, 2009, through use of a mail survey, hundreds of follow-up phone interviews, and reviews of web postings (where such data included all current openings). For each opening employers provided information on the job title; whether the job was full-time or part-time; the education, training and experience requirements, the jobsite location, the wage or salary rate (optional); and whether the job is difficult to fill. Survey responses were weighted by size and industry of establishments to estimate total job openings for the region.

1. **The seven-county region showed an estimated 7,520 full-time and 3,449 part-time openings in the week of May 25, 2009.** Openings include job replacements resulting from turnover due to separations (retirements, resignations, and firings) among the 931,000 employed workers in the region as well as shifts in occupational needs, seasonal fluctuations, labor shortages in difficult to fill positions, and company expansions. Job openings are down by 16,100 from those reported when the last survey was conducted in May 2006.
2. The combination of workers laid off from their jobs and fewer openings available has led to an unprecedented job gap in the Milwaukee area between people seeking work and jobs available. **The problem is most severe in inner city Milwaukee where there are 25 job seekers for every 1 full-time opening.** The 9 inner city zipcodes (historically targeted by the City's Community Development Block Grant programs) had an estimated 18,000 unemployed job seekers as well as 3,288 "W-2" welfare recipients expected to find work, but showed only about 838 full-time jobs available. In the region as a whole, the gap between job seekers (including the unemployed and "W-2" payment cases) and full-time openings is 13 to 1.



Est. Job Gap in Southeastern Wisconsin, May 2009	May 2009 Unemployment Rate	Est. Job Gap (job seekers vs. full-time openings)
9 City of Milwaukee CDBG zipcodes*	NA	25 to 1
Milwaukee County	9.7%	13 to 1
Waukesha, Ozaukee, Washington counties	8.1%	12 to 1
Kenosha, Racine, Walworth counties	10.0%	18 to 1
7-County Region	9.3%	13 to 1

*ZIP codes 53204, 53205, 53206, 53208, 53210, 53212, 53216, 53218 and 53233.

- The health industry is the dominant force in the current job market. **One out of every four full-time job openings is in a health-related field (either directly providing health care or working for a health-care provider), and one out of every three part-time openings is in a health-related field.** Health care-related occupations showed an estimated 2,497 openings, and other employment in hospitals, nursing homes, medical clinics, and other healthcare-providing agencies and businesses accounted for another 565 openings. Nearly 90% of these jobs, however, require training or experience beyond high school and almost none (1%) are available to workers who have not completed high school and who lack occupation-specific experience.

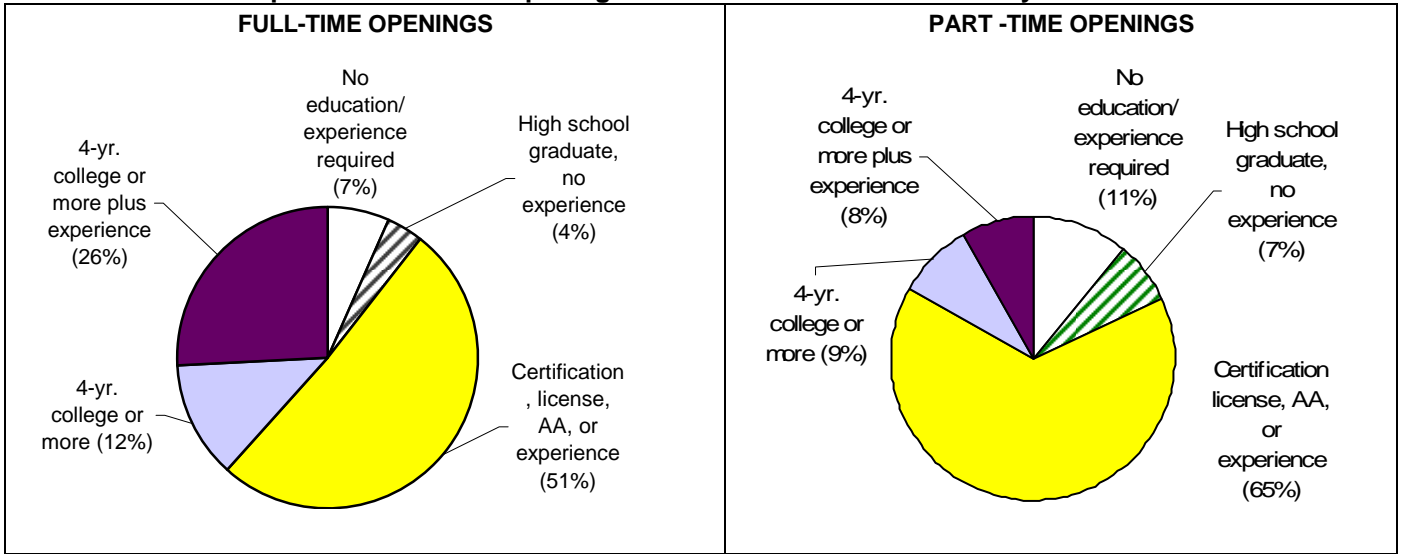
Job Openings in Health-Related Fields by Job Requirements: Southeastern Wisconsin, May 2009	College B.A./B.S. or More	License, Certificate, A.A. or Experience	High School Completion Only	No Experience	Total
Full-Time Openings	651	964	149	26	1,790
Part-Time Openings	244	881	138	9	1,272
Total Openings	895	1,845	287	35	3,062
% of total	29%	60%	10%	1%	100%

Includes job openings in health industries and other openings in health occupations (regardless of industrial sector).

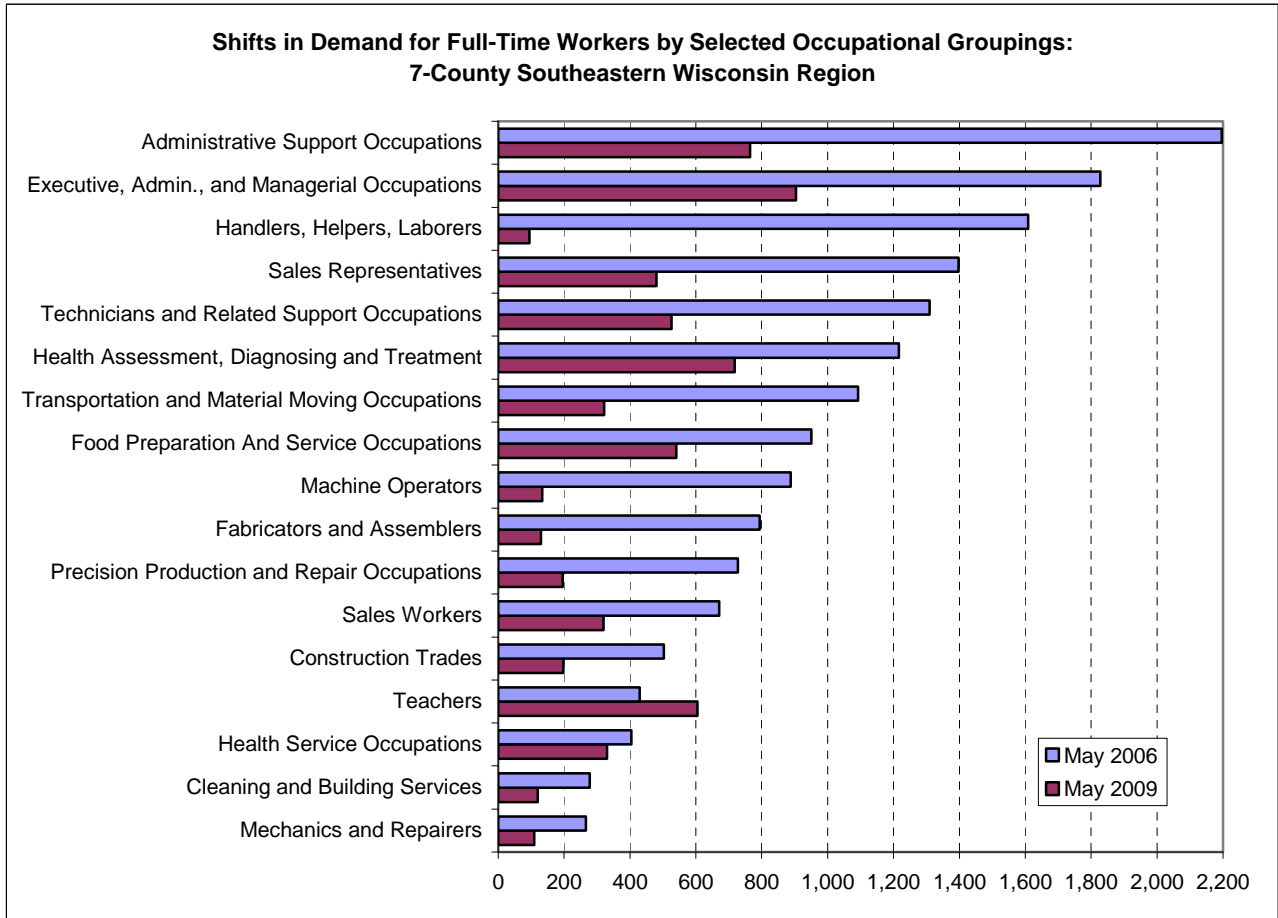
The largest numbers of openings (full-time and part-time) in the health field were for

- 731 registered nurses (RNs)
 - 689 nursing assistants, aides and orderlies
 - 274 health technologists and technicians
 - 161 licensed practical nurses (LPNs)
 - 121 health aides and
 - 92 pharmacists.
- Technical training is key for a majority of jobs available in the region.** Half (51%) of full-time openings and two-thirds (65%) of part-time openings require education, technical training and/or occupation-specific experience beyond high school but short of a four-year college degree. Another 38% of full-time openings and 17% of part-time openings require a four-year college degree (Bachelor of Arts or Bachelor of Science) or more.
 - The **labor market has nearly dried up for unskilled workers lacking a high school diploma and occupation-specific work experience.** In May 2006 the region posted an estimated 6,548 full-time openings for such unskilled workers; in May 2009 there were less than 500 such openings. This makes the task of the workforce investment boards in finding employment for male ex-offenders and young male high school dropouts extremely difficult.

Requirements for Job Openings in Southeastern Wisconsin: May 2009

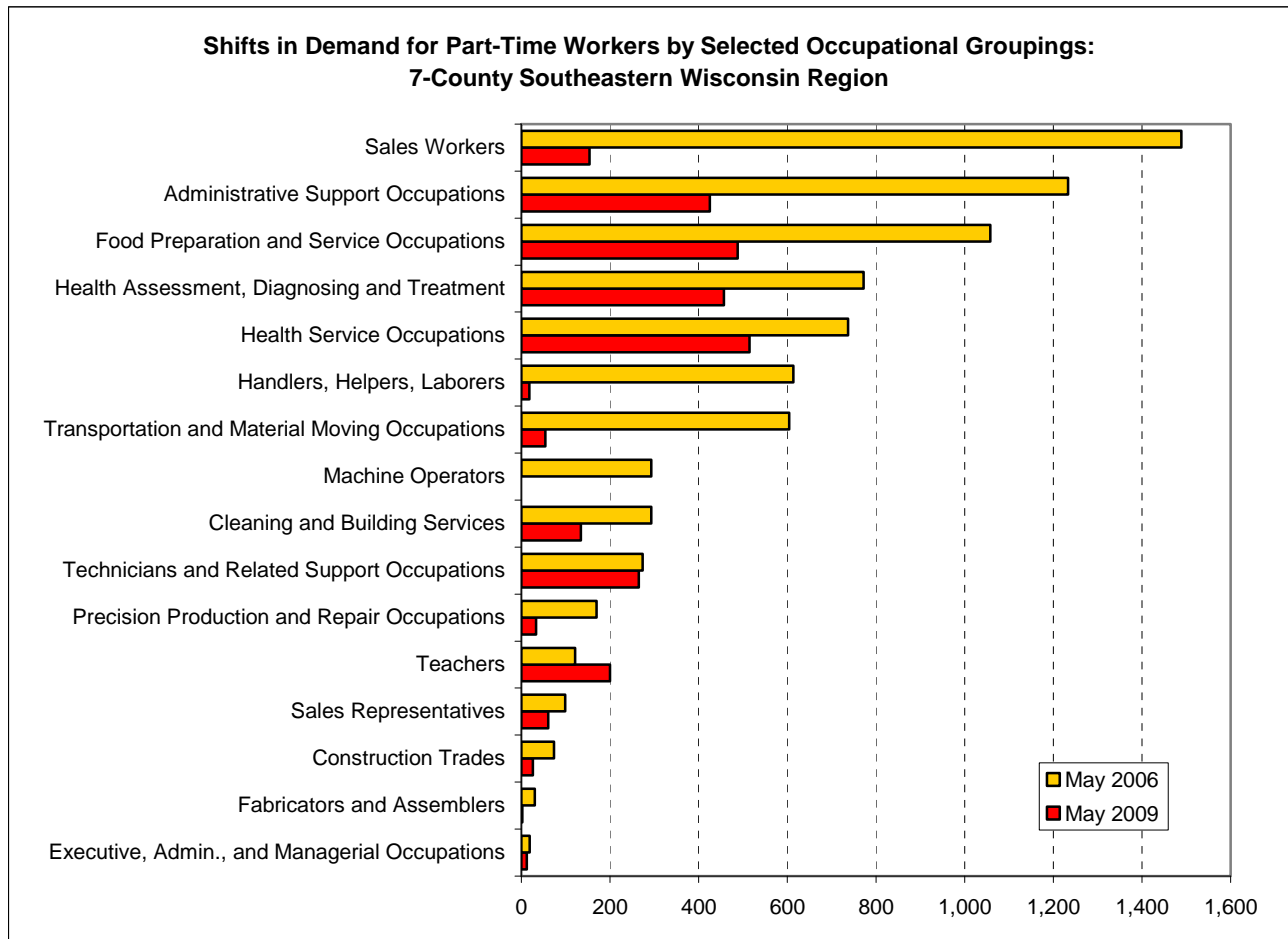


6. **Job demand for blue collar entry-level workers took the greatest hits.** Full-time openings for handlers, helpers and laborers were down 94% compared to three years (with 95 openings in May 2009 in the 7-county region, compared to 1,609 openings in May 2006) and demand for workers in transportation and material-moving occupations dropped by 71% for full-time openings (down from 1,092 openings in May 2006 to 322 openings in May 2009).



7. **Lower demand was also seen in the skilled and semi-skilled blue collar occupations.** Full-time openings were down by 85% for machine operators, down by 84% for fabricators and assemblers, and down by 81% for precision production workers compared to 2006.

8. **Hiring of part-time workers in some occupational areas ground to a near halt.** Part-time job openings for operators, fabricators, and laborers dropped by 95% (with an estimated 74 part-time openings in May 2009 compared to 1,540 openings in May 2006), and part-time openings for sales workers dropped by 90% (with an estimated 154 part-time openings in May 2009 compared to 1,489 in May 2006).



9. Occupations showing 100 or more full-time openings were very limited. **Several training areas offer modest numbers of immediate openings for new labor force entrants and displaced workers seeking skill training at the community colleges:** CNAs, food service supervisors, health technologists, truck drivers, receptionists, office clerks, billing and accounting clerks, assemblers, and cleaners. Very few part-time positions had openings for 100 or more workers.

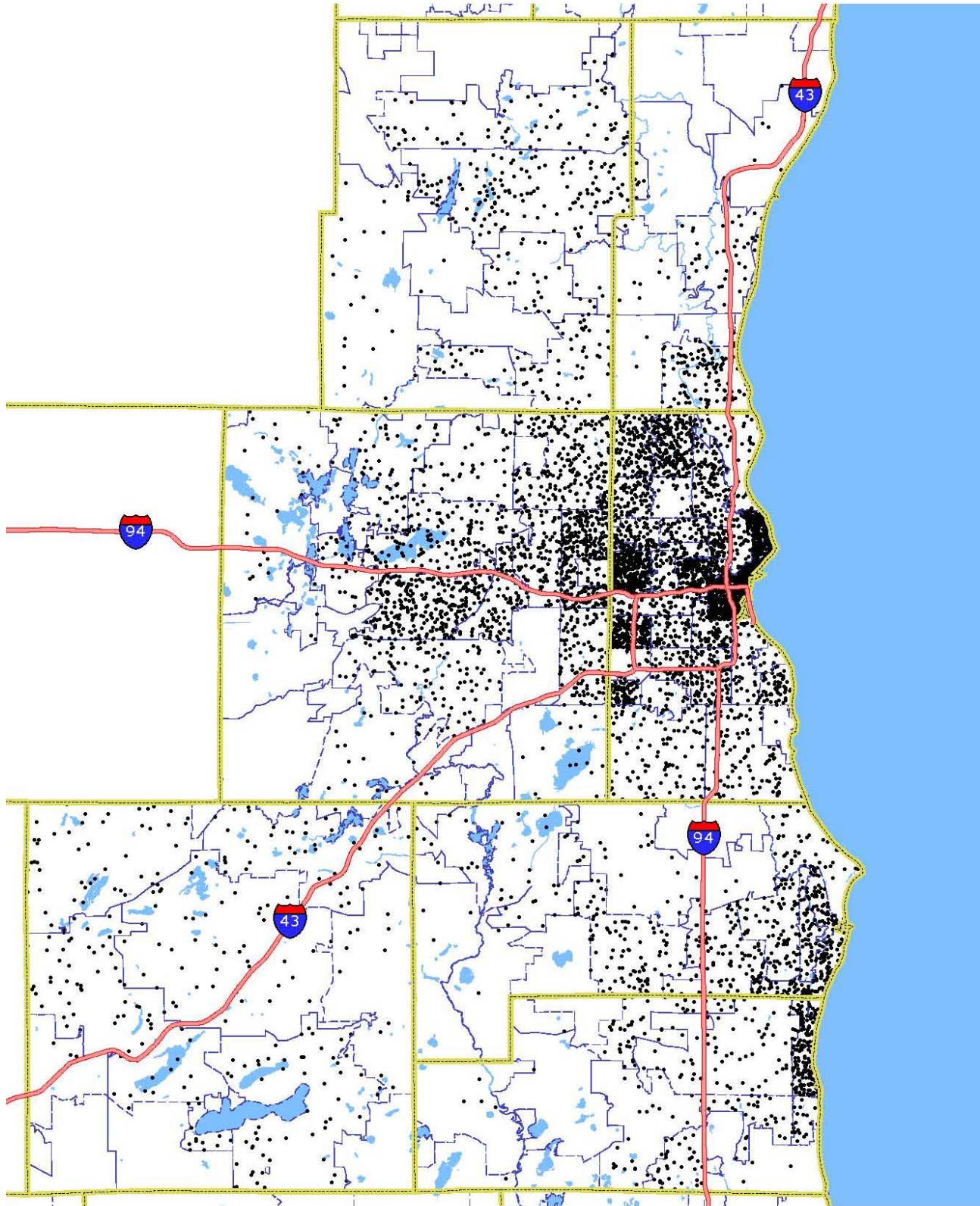
**Estimated Positions with 100 or More Openings:
7-County Southeastern Wisconsin Region, May 2009**

<u>Full-Time Openings</u>	<u>Job Title</u>
450	Registered nurses
393	Elementary and secondary school teachers
253*	Nursing aides, orderlies, attendants
251*	Sales workers, vehicles, home furnishings, other commodities
240*	Computer operators, analysts, programmers
210*	Supervisors, food preparation and service occupations
204*	Food counter, deli, fountain and related occupations
195*	Financial managers and management analysts
185*	Hairdressers and cosmetologists
183	Engineers (electrical, industrial, other)
181	Health technologists and technicians
181*	Accountants and auditors
162*	Management related occupations, n.e.c.
158*	Truck drivers
140	Other motor transportation, incl. driver-sales workers
136	Postsecondary instructors and faculty
134*	Receptionists and general office clerks
133*	Billing, bookkeeping, accounting, and auditing clerks
133*	Marketing, advertising, and PR specialists
121	Technicians, non-health
120*	Securities and financial services sales occupations
119*	Social workers
114	Assemblers
108	Janitors and cleaners
108*	Sales representatives, manufacturing and wholesale
104*	Supervisors and proprietors, sales occupations, salaried
<u>Part-Time Openings</u>	
436	Nursing aides, orderlies, and attendants
281	Registered nurses
178	Child care workers
163*	Food counter, deli, fountain and related occupations
157*	Waiters and waitresses
131	Janitors and cleaners
130	Elementary and secondary school teachers
100*	Bank tellers

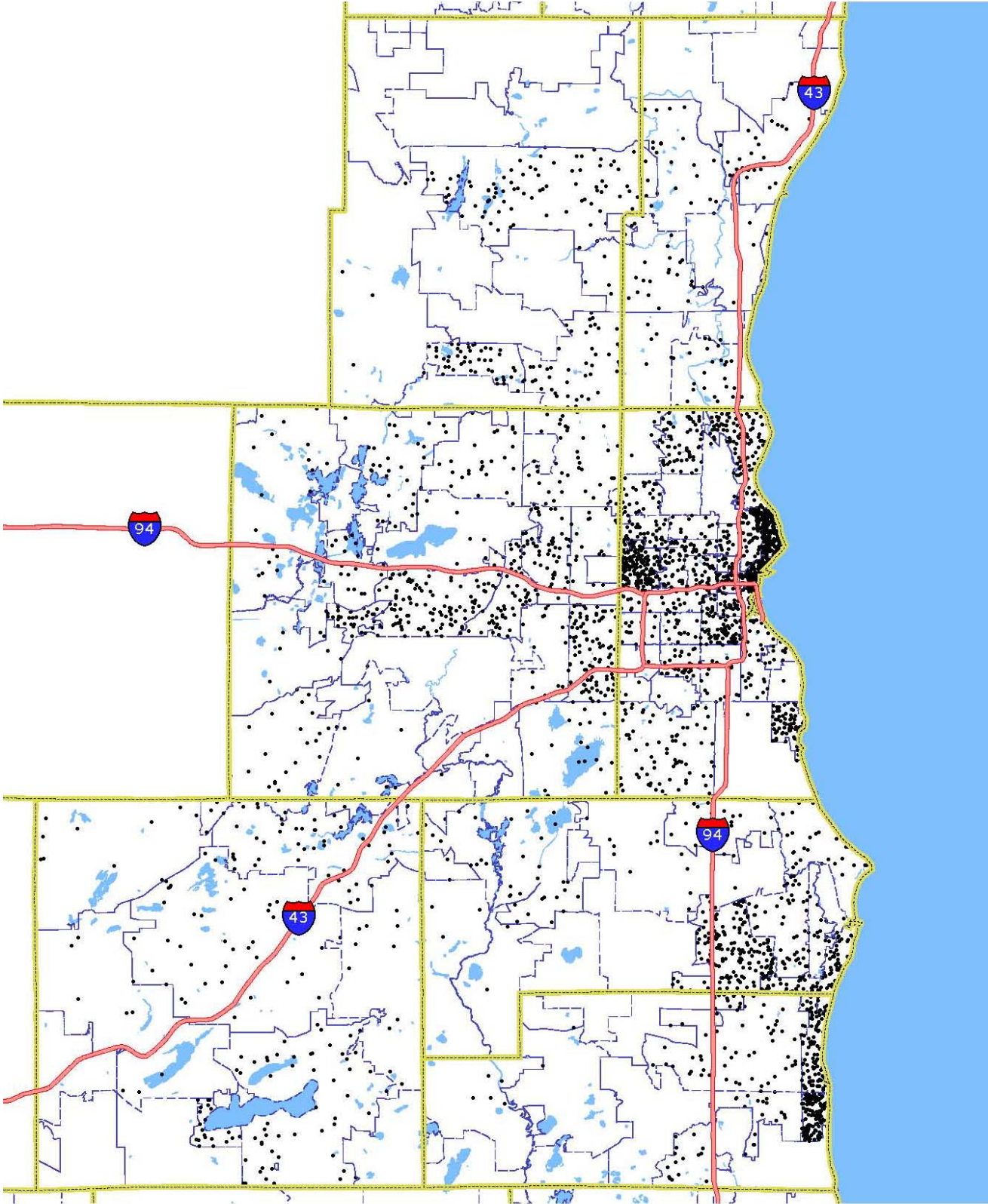
*In addition to any education and training requirements a majority of these openings required prior work experience in the field.

10. With the downturn in the economy **fewer companies are hiring**. Typically, 80-90% of the largest establishments (with 1,000 or more employees) have job openings, particularly for replacement workers. Given the depths of the recession, however, in May 2009 only 68% of the companies with 1,000 or more employees had 1 or more job openings. Overall, one in eight companies reported openings.
11. Milwaukee County remains the regional leader in both full-time and part-time job openings. The 3 southeast counties of Kenosha, Racine and Walworth show a higher proportion of the region's part-time job openings (28%) compared to their share of the region's full-time openings (18%). Waukesha, Ozaukee and Washington counties had 29% of full-time and 26% of part-time openings.

Location of Full-Time Job Openings in the Southeastern Wisconsin Region: May 2009
(Full-time openings by ZIP Code. Dots are distributed randomly within the ZIP code)



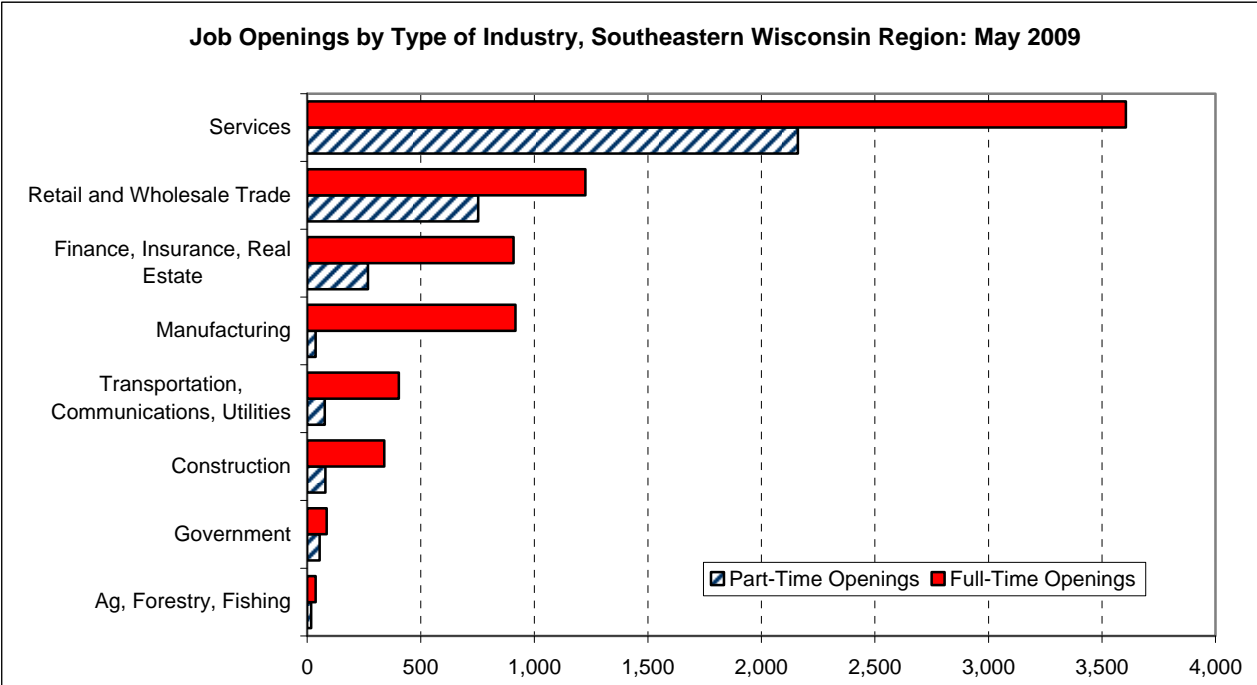
Location of Part-Time Job Openings in the Southeastern Wisconsin Region: May 2009
(Part-time openings by ZIP code. Dots are distributed randomly with the ZIP code)



12. When job openings were examined by the industrial sector of the employer the largest numbers of openings were in the service sector, followed by retail and wholesale trade.

**Estimated Job Openings by Type of Establishment as of May 25, 2009:
7-County Southeastern Wisconsin Region**

<u>Industrial Sector</u>	FULL-TIME OPENINGS:		PART-TIME OPENINGS:	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Services	3,605	47.9%	2,164	62.7%
Retail and Wholesale Trade	1,225	16.3%	753	21.9%
Manufacturing	917	12.2%	37	1.1%
Finance, Insurance, Real Estate	909	12.1%	267	7.7%
Transportation, Communications, Utilities	403	5.4%	77	2.2%
Construction	339	4.5%	80	2.3%
Government	85	1.1%	54	1.6%
Ag, Forestry, Fishing	37	0.5%	17	0.5%
TOTAL	7,520	100.0%	3,449	100.0%



13. **A critical employment prerequisite is a valid driver’s license.** An estimated 471 jobs (339 full-time positions and 132 part-time positions) specifically identified possession of a valid Wisconsin driver’s license as a requirement in the job posting. In many cases a commercial driver’s license is also required. These included openings for truck drivers, equipment operators, driver-sales workers, and security guards, as well as for health care and other service workers required to travel to different sites.

14. Several occupational changes were noted since the last survey. First, the **demand for nurses has abated significantly, but this still remains the top occupation for openings.** In May 2009 health providers had full- and part-time openings for 731 registered nurses, compared to 1,403 openings three years ago. The decline in openings appears to be largely a result of an increase in supply; an ETI review of state Department of Regulation & Licensing records found a recent doubling of annual RN registrants in Milwaukee and Waukesha counties, from 446 RN registrants in 2003 to 896 in 2008. The registrants include newly trained nurses, LPNs upgrading to RN licensing, and in-migrants seeking a Wisconsin license.

There are continuing job openings for **CNAs (certified nursing assistants) and health aides**, particularly for part-time work. In May 2009 health providers reported openings for 828 nursing and health aides (62% for part-time work); three years ago there were openings for 1,105 positions.

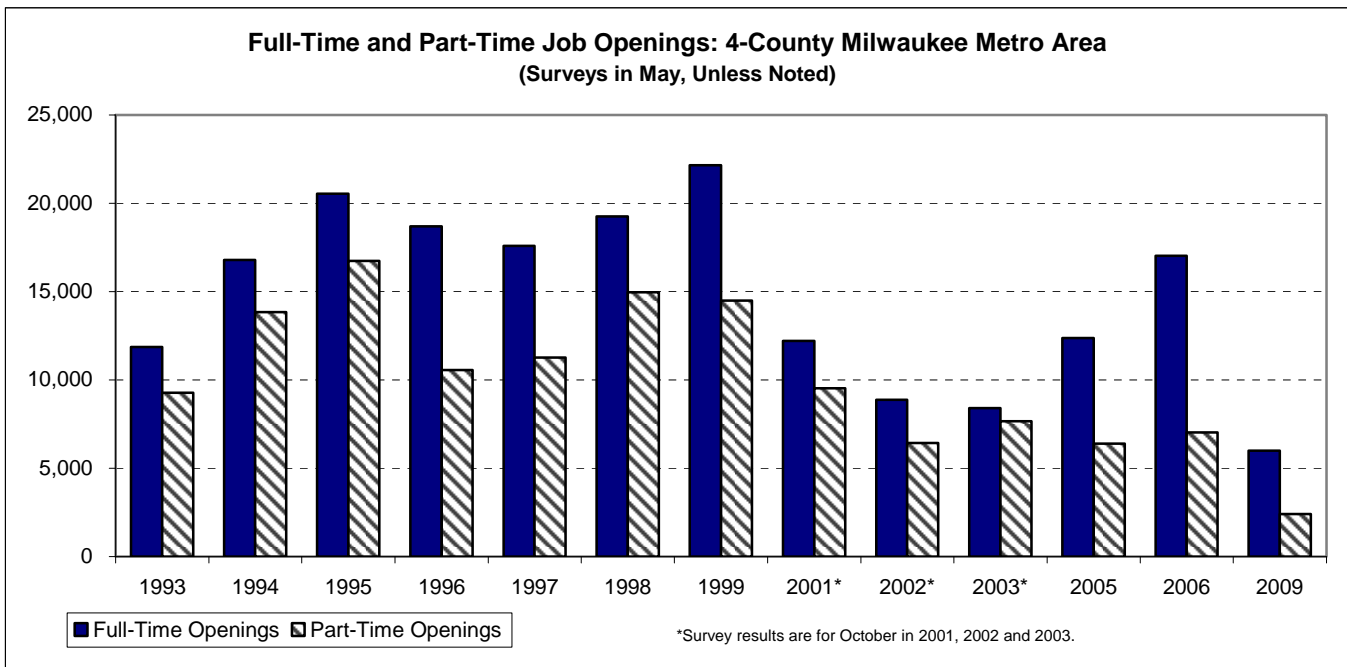
Jobs in the **food preparation and food service occupations** increasingly include work in deli departments of grocery stores and fewer openings for restaurant wait staff as consumers shift to purchasing prepared food for home use.

Even in the so-called “hot” **computer fields**, job openings are extremely low. The survey showed 244 jobs for computer analysts, programmers and specialists. These numbers are down from the 1,117 openings reported in the region in May 2006.

Significant demand was seen for **elementary and secondary school teachers**, with many jobs replacing the retiring baby boomers. Schools reported need for 393 full-time teachers and were also expected to hire 140 part-time instructors. All of these jobs required bachelor’s degrees (or more) and most did not require prior teaching employment. Colleges and universities are showing expected hires for **new faculty and instructors** both for replacements and expansions of the current teaching staff.

Hiring was seen for **college business majors** in finance, accounting, and marketing. Most of these positions required considerable prior work experience in the field.

- The UWM Employment and Training Institute has conducted job openings surveys for the 4-county Milwaukee metropolitan area since 1993, allowing comparisons of labor demand over time. As of May 25, 2009 employers in Milwaukee, Ozaukee, Washington and Waukesha counties reported openings for an estimated 6,003 full-time and 2,414 part-time openings. Full-time job openings in the metropolitan area were down by 11,000 (60%) from 2006 (when the last job openings survey was conducted) and by 2,400 since the previous job openings low in October 2003. Part-time openings were down by nearly 4,000 since the last low in May of 2005.



Methodology

All employers in the seven counties of southeastern Wisconsin identified by the Wisconsin Department of Workforce Development as having more than 250 employees were contacted to participate in this survey of jobs available the week of May 25, 2009, along with a representative sample of establishments with less than 250 employees in the seven-county region.¹ Three approaches were used to ensure a comprehensive and representative sample of survey responses.

- First, a **mail survey** was sent to employers explaining the purpose of the survey and soliciting response on a printed survey instrument (see Appendix).
- Follow-up phone calls were made to non-respondents with **phone interviews** conducted to collect detailed information on each job opening.
- Additionally, **web postings** were used for companies that post their job vacancies on the Internet and where the employer used the site to list ALL openings and regularly updated the site to remove filled or unwanted positions so that the postings were comprehensive and current.²

For each of their job openings employers provided information on the job title, number of full-time and part-time openings, ZIP code location of the job, education and training requirements, experience required, and wage/salary rates (optional). Follow-up procedures were used for companies with expired mail addresses and disconnected phones to identify companies which had gone out of business

A total of 3,867 employers in southeastern Wisconsin provided data on their job openings for this report, for a 54 percent response rate for the survey. The stratified survey sample was drawn based on type of industry and size of the workforce, and results were weighted to estimate openings among all area employers.

¹ The job vacancies survey design, sampling, methodology, survey administration and data verification procedures are described in the eighty-page paper, **Surveying Job Vacancies in Local Labor Markets: A How-To Manual**, prepared for the U.S. Department of Labor and available on the web at www.eti.uwm.edu/manual.htm.

² Web postings must be used with caution in estimating total job availability and calculating job gaps as employers use a wide variety of techniques to reach job applicants, including the Internet, word-of-mouth, want ads, job placement agencies, and mailed recruitment announcements to targeted agencies. On the web increasing numbers of employers use their own company job sites rather than or in addition to multiple job boards, where job listings often remain posted after jobs are filled. Further, rates of web usage as a recruitment tool vary notably by type of industry. Web postings were only used when all jobs were posted (rather than just selected or higher-end categories of employment) and when postings were regularly updated to remove filled positions. Similarly, phone-only job vacancy surveys miss openings in the smaller companies where staff are not available to take such calls.

This project was funded by the Department of Labor Employment and Training WIRED grant through the Regional Workforce Alliance.

*The full report on the **Survey of Job Openings in the 7 Counties of Southeastern Wisconsin: Week of May 25, 2009** is posted on the web at www.eti.uwm.edu. For more information, contact John Pawasarat, Director, Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Email: eti@uwm.edu.*

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I. BACKGROUND ON THE JOB VACANCY SURVEY

The job openings survey methodology was developed by the University of Wisconsin-Milwaukee Employment and Training Institute in 1992 at the request of the City of Milwaukee and in cooperation with the City of Milwaukee, Milwaukee Area Technical College, Private Industry Council of Milwaukee County, and Milwaukee Public Schools. Initial funding support was provided by the Helen Bader Foundation and the five government partners collaborating on ETI's Milwaukee Labor Market Project. In 1998 the ETI approach was adopted as a national model by the U.S. Department of Labor. The survey design has subsequently been adopted by workforce investment boards throughout the U.S. as a planning tool to collect timely and accurate data on job availability by region.

The survey meets the needs of the Workforce Investment Act to provide accurate information on job vacancies, occupations in demand, and the earnings and skill requirements of such occupations, required as a core service available to the general public and to WIA clients. The information is used by the workforce investment boards, employers, public officials, workforce development staff, job trainers, and educational institutions to assist in:

- measuring employer demand for workers in southeastern Wisconsin.
- providing an indicator of labor force shortages and the overall health of the local economy.
- developing workforce programs/services for displaced workers.
- identifying workforce development priorities and industrial sectors with employment potential.
- analyzing the education and experience requirements for full-time and part-time job vacancies.
- planning workforce development strategies and employment services (for job placement, retention, and training) to meet needs of underemployed central city populations.
- identifying entry-level jobs available for ex-offenders, welfare recipients, new labor force entrants, and students.
- assessing spatial and skill mismatches between employer needs and labor force participants.
- determining technical education priorities and training gaps at the post-secondary school level.
- offering current labor market information for counseling students and jobseekers.

This year's survey comes at a critical time when the workforce investment boards are in need of accurate, up-to-date information on area employers' labor market and training needs and unemployed job seekers are in need of current information about skill areas where labor is still in demand. The survey, the 20th conducted by the Employment and Training Institute, also provides benchmark data on the health of the industrial sectors, including manufacturing and construction, hard-hit by the recession.

II. WHO'S HIRING: JOB OPENINGS BY SIZE OF COMPANY

One in eight southeastern Wisconsin employers had reported job openings in May 2009. Hiring patterns for full and part-time openings were strongly influenced both by the type of business in which a company was engaged and the size of the corporation. Normal job turnover was evident – with hiring rates and average number of openings increasing with the size of the company. In May 2009, 68% of the companies with 1,000 or more employees had job openings as did 72 percent of companies with 500-999 employees and 57 percent of companies with 250-499 employees. Among the smallest companies a relative few (2-3%) were hiring, and a number of owners reported in the phone interviews that they had pared back their business to the owner as the only employee on the payroll.

Percent of Companies with Job Openings: Southeastern Wisconsin, May 2009

<u>Size of Company</u>	<u>Percent of Companies with Openings</u>
No employees	2%
1-4 employees	3%
5-9 employees	6%
10-19 employees	8%
20-49 employees	15%
50-99 employees	24%
100-249 employees	29%
250-499 employees	57%
500-999 employees	72%
More than 999 employees	68%
TOTAL	12.5%

Size is for company or branch office.

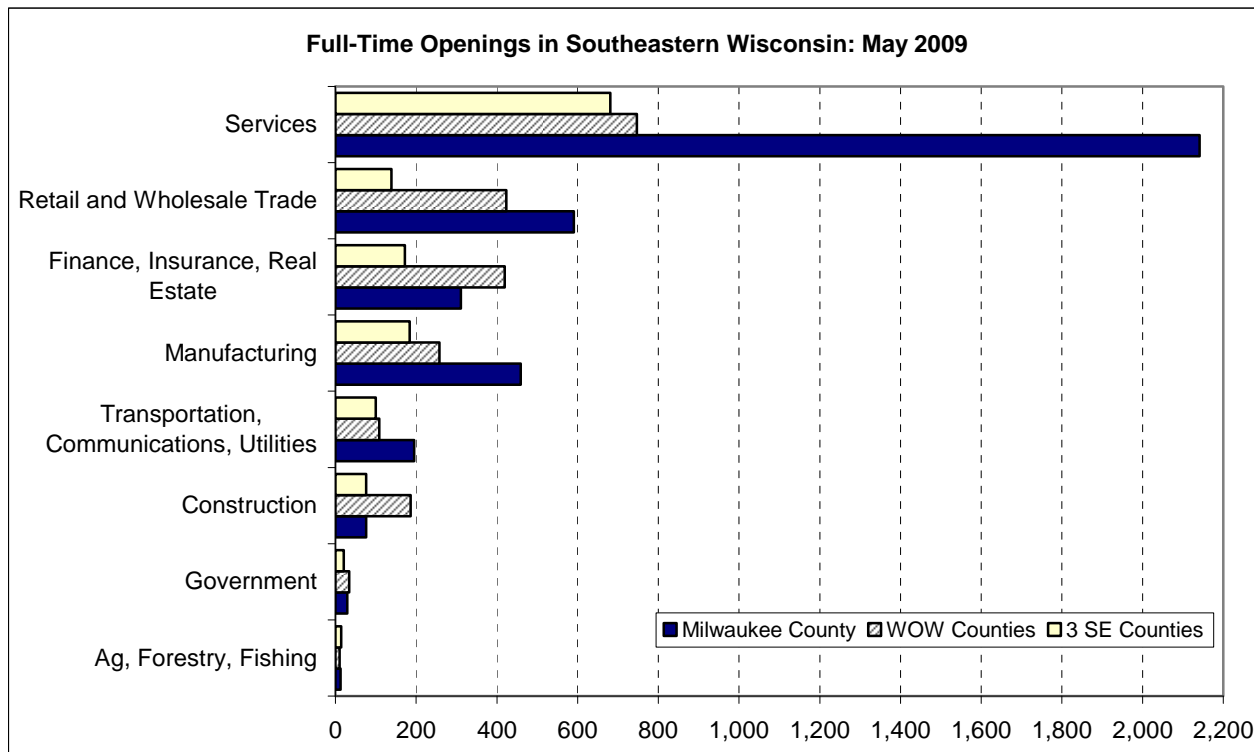
Fewer small companies have openings, but together they generated a significant portion of the openings in May 2009. In all, 41% of the full-time job openings were located with companies employing less than 50 workers, and almost half (46%) of part-time openings were in companies with less than 50 workers.

Estimated Job Openings by Size of Company: Southeastern Wisconsin, May 2009

<u>Size of Company</u>	<u>FULL-TIME OPENINGS</u>		<u>PART-TIME OPENINGS</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
No employees	113	2%	50	1%
1-4 employees	399	5%	238	7%
5-9 employees	853	11%	344	10%
10-19 employees	697	9%	433	13%
20-49 employees	1,012	13%	505	15%
50-99 employees	817	11%	524	15%
100-249 employees	1,551	21%	540	16%
250-499 employees	748	10%	273	8%
500-999 employees	617	8%	259	8%
More than 999 employees	713	9%	240	7%
TOTAL	7,520	100%	3,449	100%

III. JOB OPENINGS BY INDUSTRIAL SECTOR

Job openings were analyzed by eight major industrial sectors. The services sector (which includes health, education, social services, legal and other services) and retail and wholesale trade lead in job demand for full-time workers in southeastern Wisconsin. Lowest numbers of openings were seen in the transportation, communications and utilities sector; construction industries; government; and the agriculture/forestry/fishing sectors.

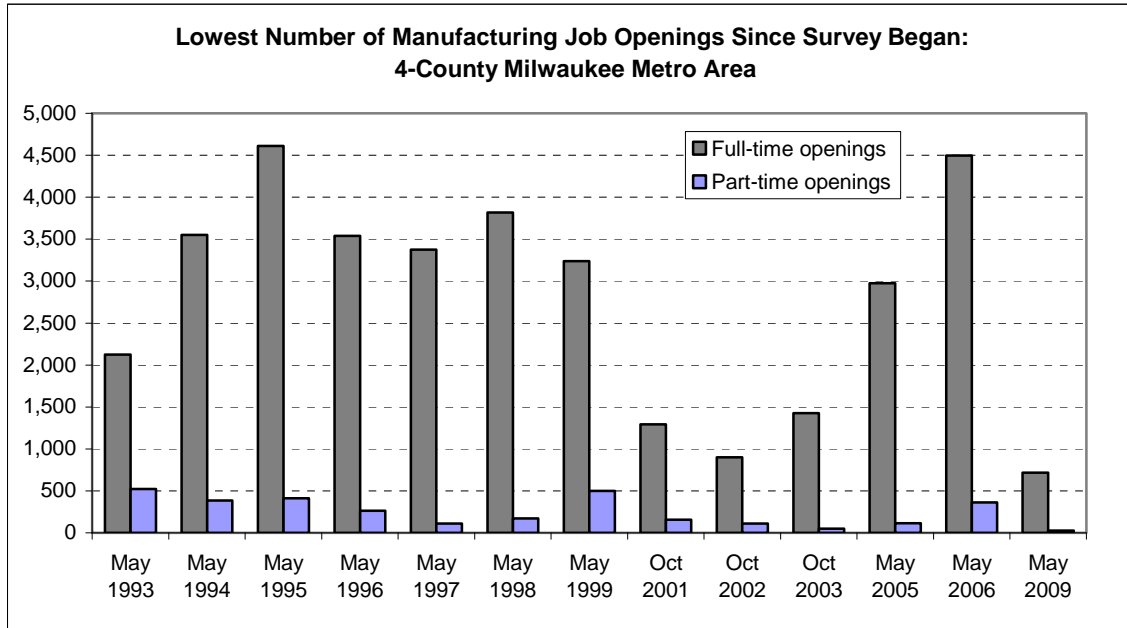


**Estimated Full-Time Job Openings by Industry and Workforce Development Area
In the Southeastern Wisconsin Region, May 2009**

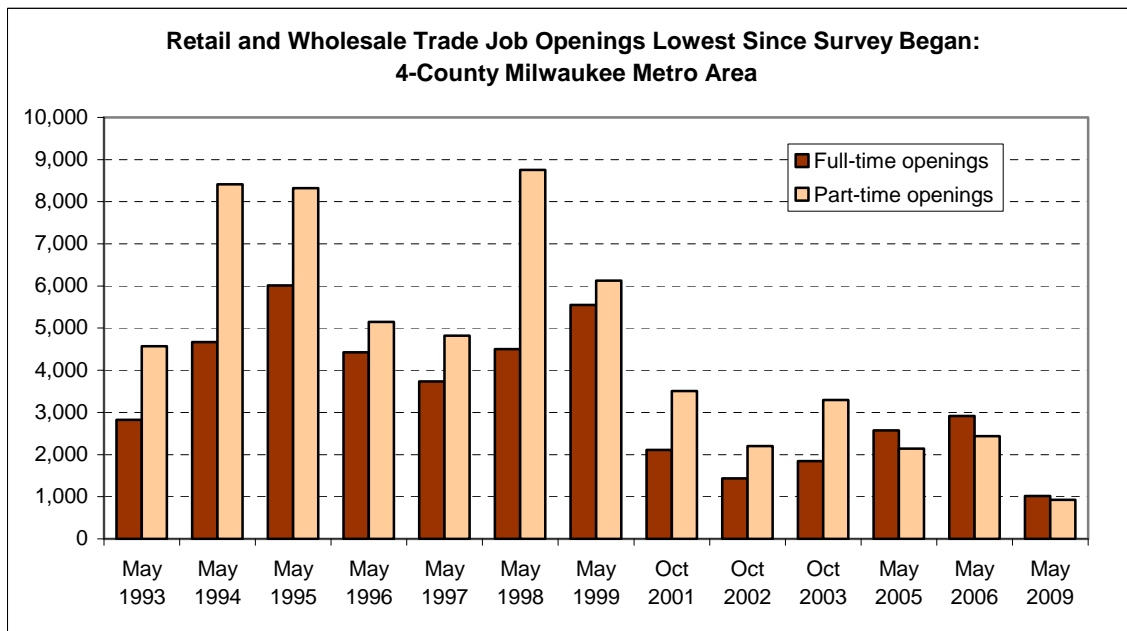
<u>Industrial Sector</u>	<u>Milwaukee County</u>	<u>WOW Counties</u>	<u>SE Counties</u>	<u>Variable sites or not specified</u>	<u>TOTAL</u>
Services	2,141	747	681	35	3,604
Retail and Wholesale Trade	591	423	139	72	1,225
Manufacturing	459	258	184	16	917
Finance, Insurance, Real Estate	311	419	172	--	902
Transportation, Communications, Utilities	195	109	100	--	404
Construction	76	185	77	--	338
Government	29	34	21	--	84
Ag, Forestry, Fishing	13	10	14	--	37
Total, Full-Time Openings	3,815	2,185	1,388	128	7,520

Note: Totals vary by subanalysis for tables due to weighting procedures used.

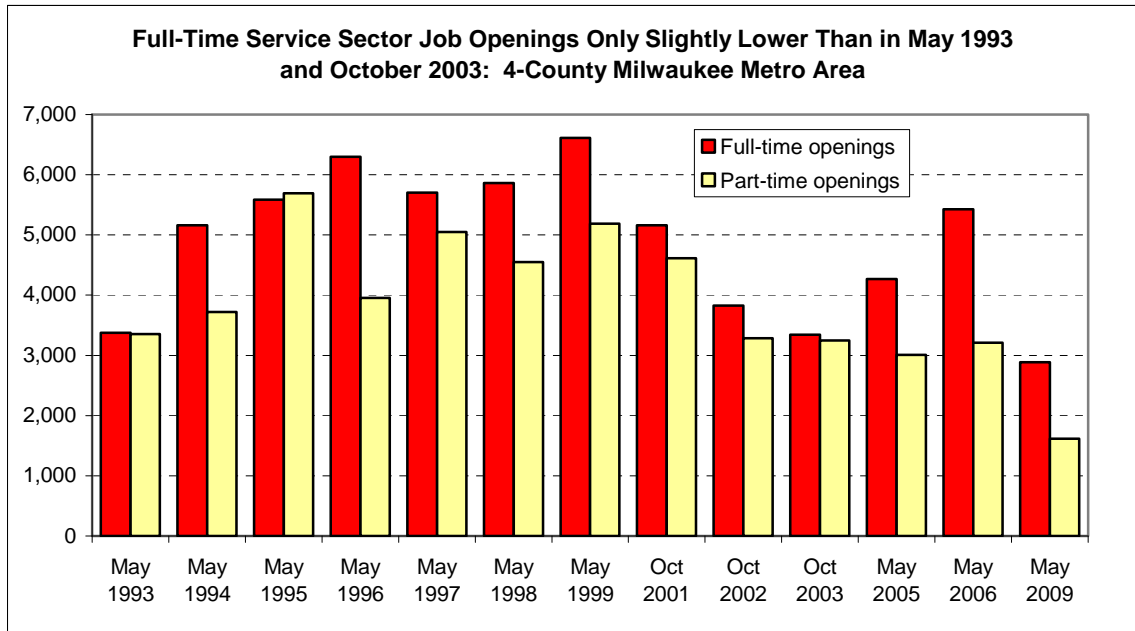
The Employment and Training Institute has conducted job openings surveys for the four-county Milwaukee metropolitan area since 1992. These surveys allow comparisons of labor market demand by industrial sector over time. For the manufacturing sector, full-time job openings are at their lowest point since the Milwaukee job openings surveys began in May 1993.



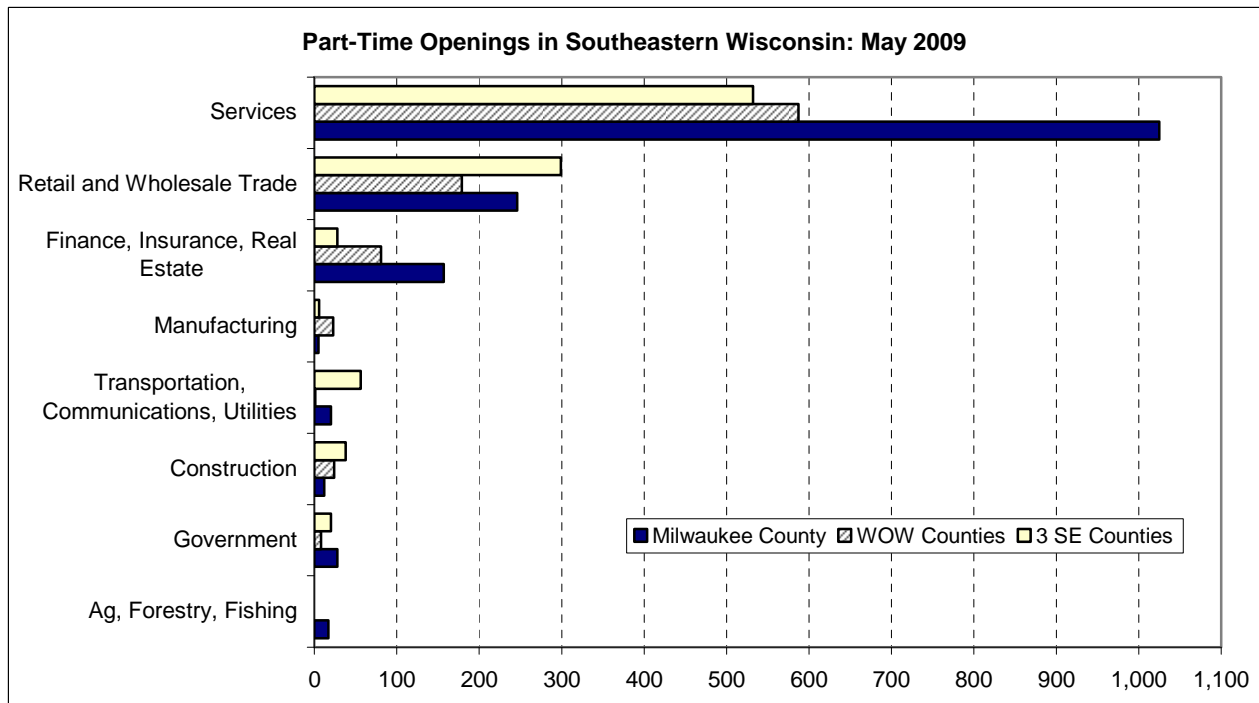
Likewise, openings (full-time and part-time) in retail and wholesale trade are at an all-time low since the Milwaukee job openings surveys were initiated.



Given the strength of both health and education establishments, full-time openings for the service sectors showed only slightly lower levels than reported in May 1993 and October 2003, previous low period during survey years. On the other hand, part-time openings are down significantly.



Most of the part-time jobs were in the service industries (63 percent) and in retail and wholesale trade (22 percent). The southern counties (Kenosha, Racine, Walworth) lead the region in part-time retail and wholesale openings. Milwaukee County dominates in the part-time openings in the services sector and finance, insurance and real estate.

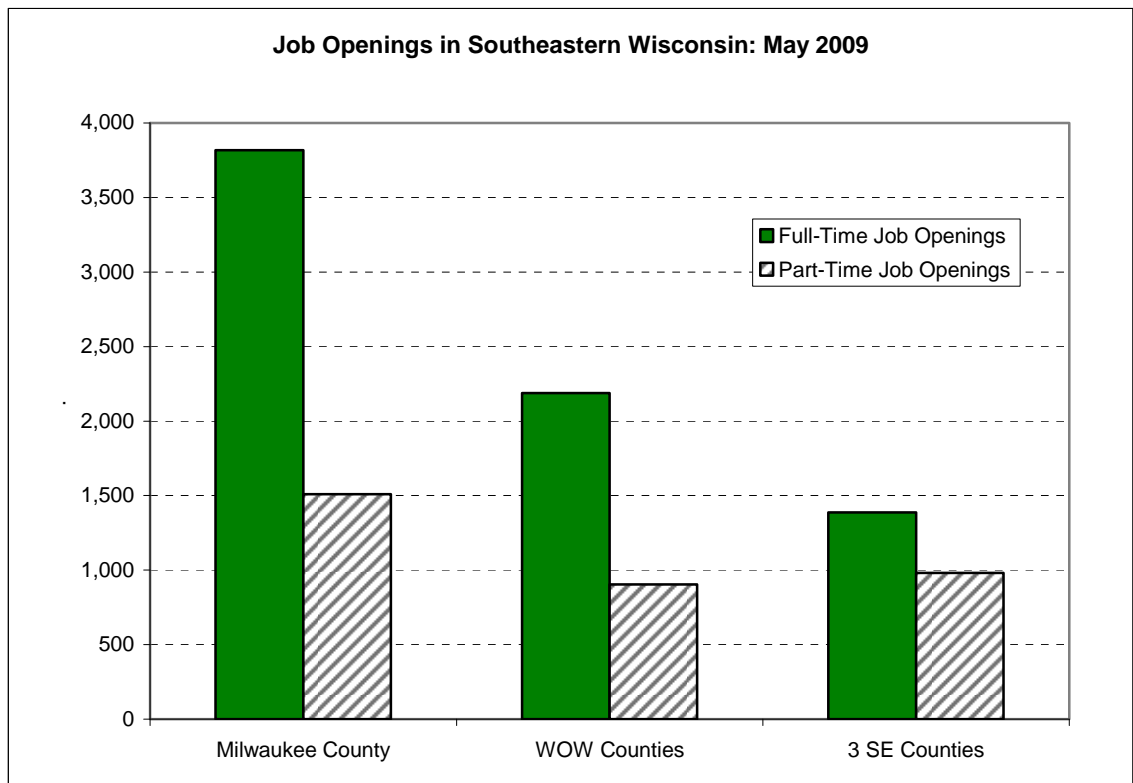


**Estimated Part-Time Job Openings by Industry and Workforce Development Area
In the Southeastern Wisconsin Region, May 2009**

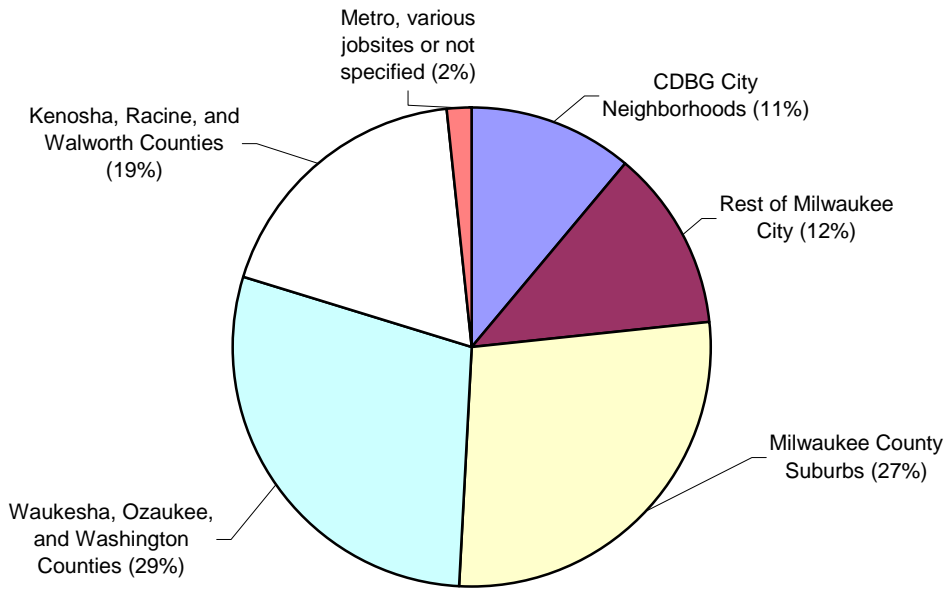
<u>Industrial Sector</u>	<u>Milwaukee County</u>	<u>WOW Counties</u>	<u>SE Counties</u>	<u>Variable sites or not specified</u>	<u>TOTAL</u>
Services	1,026	587	532	14	2,159
Retail and Wholesale Trade	246	179	299	29	753
Manufacturing	5	23	6		37
Finance, Insurance, Real Estate	157	81	28		267
Transportation, Communications, Utilities	20	1	56		77
Construction	12	24	38	6	80
Government	28	8	20		56
Ag, Forestry, Fishing	17	0	0		17
Total, Part-Time Openings	1,510	903	981	49	3,449

Milwaukee County remains the regional leader in both full-time and part-time job openings. The 3 southeast counties of Kenosha, Racine and Walworth show a higher proportion of the region's part-time job openings (28%) compared to their share of the region's full-time openings (18%).

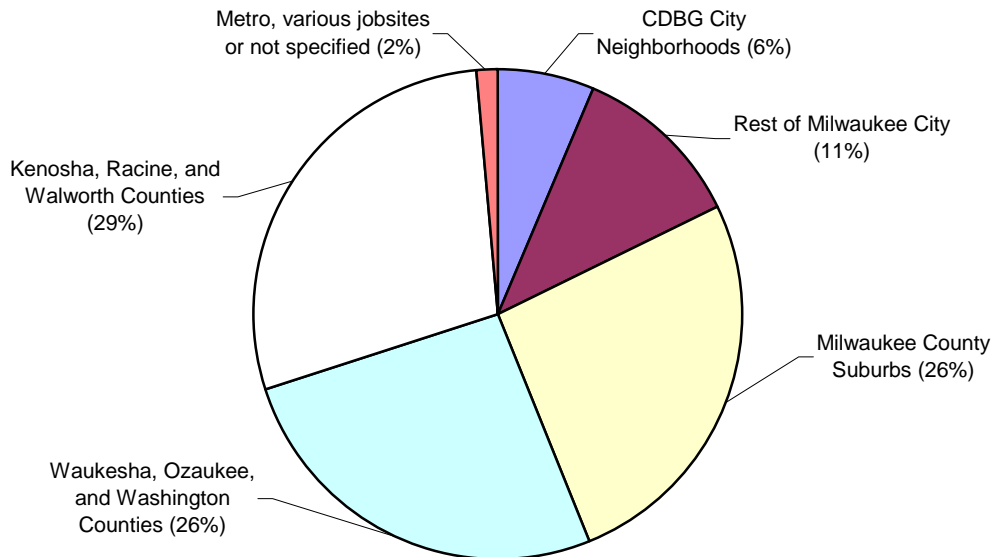
The Milwaukee County job market has mainly full-time job openings while job openings to the south in the Kenosha-Racine-Walworth counties are more nearly split between full-time and part-time job vacancies. Over two-thirds of job openings in Milwaukee County (71%) and in the WOW counties (71%) are full-time, compared to 57% of the job openings in the Kenosha-Racine-Walworth counties.



Work Sites for Full-Time Job Openings in 7-County Region: May 2009



Work Sites for Part-Time Job Openings in 7-County Region: May 2009



IV. SKILL LEVEL REQUIREMENTS FOR JOB OPENINGS

Those employers having immediate job openings were asked to detail the skill level requirements for each job and to indicate whether prior experience was a necessary prerequisite for employment. While most employers completed the survey questions as requested, not all reported skill level requirements or starting wage rates, requiring additional weighting of the survey sample to adjust for missing data. Narrative responses were categorized by level of education and experience as follows:

1. Minimum, four-year college (Bachelor of Arts, B.A., or Bachelor of Science, B.S.) degree or master's degree.
2. Certification, associate degree, license or occupation-specific experience required.
3. High school diploma, no experience required.
4. No requirements.

The majority (89%) of full-time openings in the region required education, training or occupation-specific experience beyond high school. Full-time occupations requiring at least four years of college accounted for about 38% of full-time openings, and half (51%) of jobs offering full-time employment required a license, certification, associate degree or occupation-specific training. Full-time positions requiring high school completion but no experience accounted for only 4% of openings and jobs with no previous education or training required accounted for only 7% of full-time openings.

As expected, wages/salaries offered for full-time job openings reflected the level of education and training required. Nearly all of the full-time openings requiring a four-year college degree or more paid \$14.00 or more (\$29,232 annual salary or above), while most entry-level jobs paid less than \$10.00 an hour (under \$20,880 per annum).

Wage Rates by Job Qualifications for Full-Time Openings: May 2009

<u>Hourly Wage</u>	<u>Annualized Salary</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Completion Only</u>	<u>No Experience</u>	<u>Total</u>
Less than \$8.00	Up to \$16,683	--	4%	30%	26%	5%
\$8.00 – 9.99	\$16,704 – 20,859	--	16%	59%	34%	18%
\$10.00 – 11.99	\$20,880 – 25,035	10%	27%	--	38%	24%
\$12.00 – 13.99	\$25,056 – 29,211	1%	17%	2%	--	10%
\$14.00 or more	\$29,232 +	89%	35%	9%	1%	44%
ALL*		100%	100%	100%	100%	100%

*Does not include positions where the wages or salary vary or are based on commission.

Base wages for some positions may be supplemented by tips.

Percents may not total 100 due to rounding.

Wages offered for part-time jobs were more variable. Again, most entry-level part-time positions paid under \$10.00 an hour, and 75% of entry-level jobs with no experience and available to high school dropouts paid less than \$8.00 an hour. Part-time openings for college graduates and for those with technical training, certification and/or occupation-specific experience ranged from \$8.00 to \$14.00 and above.

Wage Rates by Job Qualifications for Part-Time Job Openings: May 2009

<u>Hourly Wage</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Completion Only</u>	<u>No Experience</u>	<u>Total</u>
Less than \$8.00	19%	16%	13%	75%	24%
\$8.00 – 9.99	20%	49%	65%	17%	43%
\$10.00 – 11.99	28%	17%	7%	2%	15%
\$12.00 – 13.99	2%	4%	4%	6%	4%
\$14.00 or more	31%	14%	11%	0%	13%
ALL*	100%	100%	100%	100%	100%

*Does not include positions where the wages or salary vary or are based on commission.

Base wages for some positions may be supplemented by tips.

Percents may not total 100 due to rounding.

Full-Time Openings in Higher Demand by Skill Levels

Unlike in previous years' surveys, very few jobs showed 100 or more full-time openings in May 2009. Most of these positions required postsecondary education, training or occupation-specific experience.

Three job categories (motor transportation, assemblers, and cleaners) each showed an estimated 100+ full-time job openings for entry level workers, that is, individuals without occupation-specific experience and high school completion or below.

Entry-Level Jobs with 100 or More Full-Time Openings

<u>Est. Full-Time Openings</u>	<u>Job Title</u>
140	Motor transportation, equipment operators and driver-sales workers
114	Assemblers
108	Janitors and cleaners

More openings were available for workers with college, technical training, and/or occupation-specific experience (but did not require a four-year college bachelor's degree).

**Jobs Requiring Technical Education and Training Beyond High School and/or
Occupation- Specific Work Experience with 100 or More Openings**

<u>Est. Full-Time Openings</u>	<u>Job Title</u>
450	Registered nurses
253	Nursing aides, orderlies, attendants
251	Sales workers, vehicles, home furnishings, other commodities
240	Computer operators, analysts, programmers
210	Supervisors, food preparation and service occupations
204	Food counter, deli, fountain and related occupations
185	Hairdressers and cosmetologists
181	Health technologists and technicians
158	Truck drivers
134	Receptionists and general office clerks
133	Billing, bookkeeping, accounting, and auditing clerks
121	Technicians, non-health
120	Securities and financial services sales occupations
104	Supervisors and proprietors, sales occupations, salaried

A number of job titles were listed with more than 100 full-time openings available for college graduates with Bachelor of Arts (BA) or Bachelor of Science (BS) degrees or above. A majority of openings for nurses (BSN), teachers, and engineers were available to recent college graduates; most other positions required a specific number of years of career-level experience.

Jobs Requiring a Four-Year College Degrees (BA/BS) or Above with 100 or More Openings

<u>Est. Full-Time Openings</u>	<u>Job Title</u>
450	Registered nurses
393	Elementary and secondary school teachers
240*	Computer operators, analysts, programmers
195*	Financial managers and management analysts
183	Engineers (electrical, industrial, other)
181*	Accountants and auditors
162*	Management related occupations, n.e.c.
136	Postsecondary instructors and faculty
133*	Marketing, advertising, and PR specialists
119*	Social workers
108*	Sales representatives, manufacturing and wholesale

*A majority of these positions also required a specified number of years of work experience in the field.

V. OPENINGS BY OCCUPATIONAL AREA

Requirements for jobs varied by occupational areas. Nearly all (94 percent) of full-time executive, administrative and managerial positions open required at least a bachelor's degree and xx percent required work-specific experience as well. Full-time professional specialty occupations required a bachelor's degree or more (77 percent) or occupation-specific experience or post-secondary technical training (23 percent). The full-time openings for technicians and related support occupations required post-secondary education, occupation-specific training or experience. Likewise, most (68 percent) of full-time openings for precision production, construction, and repair occupations required technical training or experience.

Part-time jobs requiring occupation-specific training, licensing or certification accounted for 65% of available positions, and 17% of the part-time job openings required a four-year college degree or more. Jobs with no experience or education requirements made up 11% of all part-time job openings. Jobs for high school graduates with no experience comprised 7% of part-time openings.

Twenty-six percent of the part-time positions were in technical, sales and administrative support, and 25 percent were in professional specialties. Only 16 percent of part-time service worker job openings did not require high school completion or experience, while 76 percent required experience, a license, certificate or associate degree and 6 percent required at least high school graduation (but no experience).

**Qualifications Required for Full-Time Job Openings: May 2009
7-County Southeastern Wisconsin Region**

<u>Type of Position</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Only</u>	<u>No Experience</u>	<u>ALL</u>
Executive, Administrative, Managerial	850	52	0	0	902
Professional Specialty	1,558	461	0	0	2,018
Technical, Sales, and Administrative Support	388	1,309	86	173	1,972
Service Occupations	29	1,186	68	84	1,375
Precision Production, Craft, Repair	4	267	87	36	393
Operators, Fabricators, Laborers	0	437	40	205	682
Farming, Forestry, Fishing	<u>0</u>	<u>32</u>	<u>0</u>	<u>0</u>	<u>32</u>
Total	2,829	3,743	281	499	7,374
Executive, Administrative, Managerial	30%	1%	0%	0%	12%
Professional Specialty	55%	12%	0%	0%	27%
Technical, Sales, and Administrative Support	14%	35%	31%	35%	27%
Service Occupations	1%	32%	24%	17%	19%
Precision Production, Craft, Repair	0%	7%	31%	7%	5%
Operators, Fabricators, Laborers	0%	12%	14%	41%	9%
Farming, Forestry, Fishing	<u>0%</u>	<u>1%</u>	<u>0%</u>	<u>0%</u>	<u>0%</u>
Total	100%	100%	100%	100%	100%

Totals vary by subanalysis for tables due to weighting procedures used.

**Qualifications Required for Part-Time Job Openings: May 2009
7-County Southeastern Wisconsin Region**

<u>Type of Position</u>	<u>College B.A./B.S. or More</u>	<u>License, Certificate, A.A. or Experience</u>	<u>High School Only</u>	<u>No Experience</u>	<u>ALL</u>
Executive, Administrative, Managerial	10	1	0	0	12
Professional Specialty	450	355	31		836
Technical, Sales, and Administrative Support	91	580	81	122	883
Service Occupations	18	1,132	93	233	1,492
Precision Production, Craft, Repair	0	28	12	18	58
Operators, Fabricators, Laborers	0	52	14	8	74
Farming, Forestry, Fishing	<u>0</u>	<u>54</u>	<u>3</u>	<u>0</u>	<u>56</u>
Total	570	2,202	234	382	3,412
Executive, Administrative, Managerial	2%	0%	0%	0%	0%
Professional Specialty	79%	16%	13%	0%	25%
Technical, Sales, and Administrative Support	16%	26%	35%	32%	26%
Service Occupations	3%	51%	40%	61%	44%
Precision Production, Craft, Repair	0%	1%	5%	5%	2%
Operators, Fabricators, Laborers	0%	2%	6%	2%	2%
Farming, Forestry, Fishing	<u>0%</u>	<u>2%</u>	<u>1%</u>	<u>0%</u>	<u>2%</u>
Total	100%	100%	100%	100%	100%

Totals vary by subanalysis for tables due to weighting procedures used.

VI. WORKSITE LOCATIONS OF JOB OPENINGS

Employers were asked to specify the location of all job openings within the region by zip code. Job available was analyzed for each of the workforce development areas of the region and a separate analysis was conducted of job openings in Milwaukee's inner city, i.e., 9 zipcodes historically targeted by the Community Development Block Grant program: 53204, 53205, 53206, 53208, 53210, 53212, 53216, 53218 and 53233.

Of all the full-time job openings estimated for the region the week of May 25, 2009, half (51%) were within Milwaukee County (including 11 percent in the CDBG/Enterprise Community area), 29 percent were in the WOW counties, and 18 percent were in the southeast counties. Only 44% of part-time openings were in Milwaukee County.

Location of Full- and Part-Time Job Openings: May 2009

	<u>Full-Time Openings</u>	<u>Part-Time Openings</u>	<u>Total Openings</u>
Kenosha, Racine & Walworth Counties	1,387	981	2,368
Ozaukee, Washington & Waukesha Counties	2,187	903	3,090
Milwaukee County	3,818	1,510	5,328
CDBG/Enterprise Community Zip Codes	838	896	1,734
Metro, Various Jobsites or Not Specified	128	55	183
TOTAL	7,520	3,449	10,969

Milwaukee County showed 29 percent of its full-time openings in professional specialties and 24 percent in technical, sales and administrative support. In the WOW counties 39 percent of full-time openings were in technical, sales, and administrative support.

Type of Full-Time Job Openings by Location as of May 25, 2009

<u>Type of Job</u>	<u>7-County Region</u>		<u>Southeast Counties</u>		<u>WOW Counties</u>		<u>Milwaukee County</u>		<u>9 CDBG Zipcodes</u>	
	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>	<u>#</u>	<u>%</u>
Executive, Administrative, Managerial	904	12%	108	8%	297	13%	496	13%	61	7%
Professional Specialties	2,024	27%	403	29%	475	22%	1,109	29%	337	40%
Technical, Sales & Administrative Support	2,092	28%	296	21%	845	39%	935	24%	118	14%
Service	1,394	19%	265	19%	266	12%	792	21%	106	13%
Factory, Craft, Transportation, Farming	<u>1,107</u>	<u>15%</u>	<u>315</u>	<u>23%</u>	<u>304</u>	<u>14%</u>	<u>485</u>	<u>13%</u>	<u>215</u>	<u>26%</u>
Total, Full-Time	7,520	100%	1,387	100%	2,187	100%	3,818	100%	838	100%

Part-time openings were more concentrated in service occupations. In the southeast counties service occupations made up 52% of the part-time openings.

Type of Part-Time Job Openings by Location as of May 25, 2009

Type of Job	7-County Region		Southeast Counties		WOW Counties		Milwaukee County		9 CDBG Zipcodes	
	#	%	#	%	#	%	#	%	#	%
Executive, Administrative, Managerial	12	0%	0	0%	7	1%	4	0%	0	0%
Professional Specialties	843	24%	184	19%	254	28%	400	26%	54	25%
Technical, Sales & Administrative Support	904	26%	196	20%	230	25%	436	29%	54	25%
Service	1,502	44%	515	52%	357	40%	625	41%	75	34%
Factory, Craft, Transportation, Farming	<u>188</u>	<u>6%</u>	<u>86</u>	<u>9%</u>	<u>55</u>	<u>6%</u>	<u>46</u>	<u>3%</u>	<u>35</u>	<u>16%</u>
Total, Part-Time	3,449	100%	981	100%	903	100%	1,510	100%	218	100%

The tables below show full-time and part-time job openings by occupational groupings.

Estimated Full-Time Job Openings by Occupational Area
Southeastern Wisconsin Region, Week of May 25, 2009

OCCUPATION	ALL 7 COUNTIES SOUTH EAST WISCONSIN	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES
Executive, Administrative, And Managerial Occupations	904	496	297	108
Professional Specialty Occupations	2,024	1,109	475	403
Health Assessment, Diagnosing And Treatment	718	480	133	104
Teachers	605	257	140	198
Other Specialty Occupations	701	372	202	101
Technical, Sales, And Administrative Support	2,092	935	845	296
Technicians And Related Support Occupations	526	306	160	59
Sales Representatives	481	140	201	132
Sales Workers	320	115	200	6
Administrative Support Occupations	765	374	285	99
Secretaries, Stenographers, And Typists	79	37	35	7
Information Clerks	105	57	21	23
Financial Records Processing Occupations	143	109	29	5
Adjusters And Investigators	19	5	13	
Other Support Occupations	419	166	187	64
Service Occupations	1,394	792	266	265
Food Preparation And Service Occupations	541	273	143	57
Health Service Occupations	330	228	33	68
Cleaning And Building Services, Not Household	120	78	17	23
Other Service Occupations	403	213	73	117
Farming, Forestry, And Fishing Occupations	32	13	5	14
Precision Production, Craft, And Repair Occupations	393	189	147	56
Mechanics And Repairers	110	65	29	16
Construction Trades	198	83	83	31
Precision Production, Plant And System Occupations	86	41	35	8
Operators, Fabricators, And Laborers	682	283	152	245
Machine Operators, Inspectors	134	38	59	37
Fabricators And Assemblers	130	16	0	113
Transportation And Material-Moving Occupations	322	214	69	40
Handlers, Helpers, Laborers	95	15	25	56
TOTAL	7,520	3,818	2,187	1,387

Estimated Part-Time Job Openings by Occupational Area
Southeastern Wisconsin Region, Week of May 25, 2009

OCCUPATION	ALL 7 COUNTIES SOUTH EAST WISCONSIN	MILWAUKEE COUNTY	OZAUKEE, WAUKESHA, WASHINGTON COUNTIES	RACINE KENOSHA WALWORTH COUNTIES
Executive, Administrative, And Managerial	12	4	7	
Professional Specialty Occupations	843	400	254	184
Health Assessment, Diagnosing And Treatment	457	296	104	57
Teachers	200	51	70	73
Other Specialty Occupations	186	53	80	54
Technical, Sales, And Administrative Support	904	436	230	196
Technicians And Related Support Occupations	265	113	119	33
Sales Representatives	61	50	3	
Sales Workers	154	30	4	90
Administrative Support Occupations	425	243	103	74
Secretaries, Stenographers, And Typists	20	6	10	2
Information Clerks	60	15	23	21
Financial Records Processing Occupations	21	16	3	2
Adjusters And Investigators	15	15		
Other Support Occupations	309	191	67	49
Service Occupations	1,502	625	357	515
Food Preparation And Service Occupations	488	199	104	183
Health Service Occupations	515	232	105	177
Cleaning And Building Services, Not Household	134	68	32	33
Other Service Occupations	365	126	116	122
Farming, Forestry, And Fishing Occupations	56	3	23	31
Precision Production, Craft, And Repair Occupations	58	27	18	13
Mechanics And Repairers				
Construction Trades	26	12		13
Precision Production, Plant And System Occup.	33	15	18	
Operators, Fabricators, And Laborers	74	16	14	42
Machine Operators, Inspectors				
Fabricators And Assemblers	2			
Transportation And Material-Moving Occupations	54	10	14	29
Handlers, Helpers, Laborers	18	6		12
TOTAL	3,449	1,510	903	981

VII. SHORTAGE OF JOBS IN THE REGION: JOB GAP CALCULATIONS

In order to assess the number of unemployed workers seeking work, official federal Bureau of Labor Statistics/Wisconsin Department of Workforce Development employment estimates were reviewed for May 2009 for the southeastern Wisconsin region. BLS/DWD reported an unemployment rate (unadjusted) for the area of 9.3 percent, with 930,988 persons employed and 95,040 unemployed and looking for work. Within the region, **official unemployment rates were highest in the City of Milwaukee which had an 11.4% rate** with 31,060 persons listed as unemployed, compared with unemployment rates of 4.9 percent in the Milwaukee County suburbs. The Milwaukee County unemployment rate was 9.7%. Kenosha County had the second highest unemployment rate at 10.5%, followed by Racine County (10.2%), Washington County (9.2%), Walworth County (8.8%), Ozaukee County (7.9%), and Waukesha County (7.8%).

A weekly gauge of unemployment is the number of workers filing claims for and receiving unemployment insurance after being laid off from their jobs. Not all workers qualify for UI but these numbers closely mirror the official BLS unemployment estimates. In the week of May 25, 2009 a total of 76,659 workers in the region were receiving unemployment insurance payments, and that week an additional 7,930 workers filed initial claims to receive UI benefits.

Labor Force Statistics: May 2009

<u>Worker Residence</u>	<u>Civilian Labor Force</u>	<u>Employed</u>	<u>Unemployed</u>	<u>Percent Unemployed</u>	<u>Unemployment Insurance Claimants</u>	<u>New UI Claims</u>
City of Milwaukee	272,061	241,001	31,060*	11.4%	NA	NA
Milwaukee County suburbs	188,101	180,564	7,537	4.9%	NA	NA
Milwaukee County	456,917	412,613	44,304	9.7%	42,928	3,953
Kenosha County	94,832	75,935	8,897	10.5%	5,067	482
Racine County	99,011	88,869	10,142	10.2%	8,725	957
Washington County	72,531	65,890	6,641	9.2%	5,050	605
Walworth County	58,245	53,098	5,147	8.8%	3,255	372
Ozaukee County	46,579	42,908	1,694	7.9%	2,719	290
Waukesha County	207,913	191,675	16,238	7.8%	11,915	1,271
7-County Region	1,026,028	930,988	95,040	9.3%	79,659	7,930

Source: Bureau of Labor Statistics/Wisconsin Department of Workforce Development. The unemployment insurance statistics are for the week ending May 30, 2009. *Based on their proportion of the City of Milwaukee unemployed population in the 2000 census, CDBG residents would comprise about 18,000 of these unemployed workers.

In addition, a total of 5,912 cases in the region received “W-2” income support under TANF (Temporary Assistance to Needy Families) in May 2009 and are expected to find employment.

“W-2” Payment Cases in the Milwaukee Region: May 2009

<u>Residence</u>	<u>W-2” Payment Cases</u>	<u>Percent of Region Total</u>
Milwaukee County	5,169	87.4%
Ozaukee County	12	0.2%
Washington County	35	0.6%
Waukesha County	85	1.4%
Kenosha County	378	6.4%
Racine County	199	3.4%
Walworth County	34	0.6%
7-County Total	5,912	100.0%

Source: Wisconsin Department of Workforce Development

When the population of "W-2" payment cases was added to the official May 2009 unemployment count of 95,040 for the region, the total number seeking or expected to seek employment in southeastern Wisconsin reached 100,952 persons. **The region showed a 13 to 1 job gap between persons seeking or expected to seek employment (100,952) and the estimated available full-time openings as of May 2009 (7,520).**

**Job Gap between Persons Looking for Work or Expected to Work and Available Full-Time Openings:
Southeastern Wisconsin, May 2009**

<u>Workforce Development Area</u>	<u>Unemployed Workers</u>	<u>"W-2" Payment Cases</u>	<u>Sum</u>	<u>Est. Total Full-Time Openings</u>	<u>Job Gap</u>
Milwaukee County	44,304	5,169	49,473	3,818	13 to 1
Waukesha, Ozaukee, and Washington counties	26,550	132	26,682	2,187	12 to 1
Kenosha, Racine, and Walworth counties	<u>24,186</u>	<u>611</u>	<u>24,797</u>	<u>1,387</u>	18 to 1
TOTAL 7-County Region	95,040	5,912	100,952	7,520	13 to 1

The spatial mis-match between available jobs compared to unemployed job seekers continues to be most severe in the central city of Milwaukee. In the CDBG zipcodes, an estimated 18,000 unemployed workers are looking for employment and an additional 3,288 cases receiving "W-2" income support are expected to find employment. **In the inner city Milwaukee zipcodes the job gap was 25 to 1, with an estimated 21,288 unemployed job seekers and persons expected to work compared to 838 full-time openings.** (In May 2006 the job gap was 7 to 1 with an estimated 11,085 unemployed persons considered actively seeking work in May 2006 and 3,670 cases receiving "W-2" welfare payments, compared to 2,143 full-time job openings.)

Job Gap in Inner City Milwaukee between Persons Looking for Work or Expected to Work and Available Full-Time Openings: May 2009

	<u>Est. Share of City Unemployed</u>	<u>"W-2" Payment Cases</u>	<u>Sum</u>	<u>Est. Total Full-Time Openings</u>	<u>Job Gap</u>
9 CDBG Zipcodes	18,000	3,288	21,288	838	25 to 1

Appendices

Full-Time Job Openings by Industry and Business Size: Southeastern Wisconsin Region, May 2009

Part-Time Job Openings by Industry and Business Size: Southeastern Wisconsin Region, May 2009

Skill Requirements for Full Time Job Openings: Southeastern Wisconsin Region, May 2009

Skill Requirements for Part Time Job Openings: Southeastern Wisconsin Region, May 2009

Milwaukee Regional Job Openings Survey: Week of May 25, 2009

Full-Time Job Openings by Industry and Business Size: Southeastern Wisconsin Region, May 2009

<u>Type of Company</u>	(Number Of Employees)										TOTAL	COLUMN	%
	<u>None</u>	<u>1-4</u>	<u>5-9</u>	<u>10-19</u>	<u>20-49</u>	<u>50-99</u>	<u>100-249</u>	<u>250-499</u>	<u>500-999</u>	<u>1000+</u>			
Services	83	202	429	369	548	247	616	381	333	397	3,606	48%	
Retail and Wholesale Trade	13	30	153	176	58	148	486	90	54	17	1,227	16%	
Manufacturing		20		8	155	128	240	141	113	113	921	12%	
Finance, Insurance, Real Estate		20	97	105	64	221	104	123	82	93	913	12%	
Transportation, Communications, Utilities	18	34	28	18	145	19	87	11	24	21	410	5%	
Construction		93	134	20	32	36				24	345	5%	
Government						8	14	3	11	48	91	1%	
Agriculture, Forestry, Fishing			13		10	10	4				45	1%	
Total	113	399	853	697	1,012	817	1,551	748	617	713	7,520	100%	
% Row	2%	5%	11%	9%	13%	11%	21%	10%	8%	9%	100%		

Part-Time Job Openings by Industry and Business Size: Southeastern Wisconsin Region, May 2009

<u>Type of Company</u>	(Number Of Employees)										TOTAL	COLUMN	%
	<u>None</u>	<u>1-4</u>	<u>5-9</u>	<u>10-19</u>	<u>20-49</u>	<u>50-99</u>	<u>100-249</u>	<u>250-499</u>	<u>500-999</u>	<u>1000+</u>			
Services	0	101	178	184	439	241	383	226	213	152	2,159	62%	
Retail and Wholesale Trade	50	109	64	206	52	216	35	0	15	7	754	22%	
Manufacturing	0	0	0	0	0	0	20	12	0	5	37	1%	
Finance, Insurance, Real Estate	0	15	0	27	0	53	88	30	18	37	268	8%	
Transportation, Communications, Utilities	0	0	42	0	14	0	13	5	1	2	77	2%	
Construction		13	61	0	0	6				0	80	2%	
Government						8	0	0	12	36	56	2%	
Agriculture, Forestry, Fishing		0	0	17	0	0	0				17	0%	
TOTAL PART-TIME	50	238	345	434	505	524	539	273	259	239	3,448	100%	
% Row	1%	7%	10%	13%	15%	15%	16%	8%	8%	7%	100%		

Skill Requirements for Full-Time Job Openings in Metropolitan Milwaukee: May 2009

OCCUPATION	B.A. DEGREE OR MORE REQUIRED		TRAINING, A.A. DEGREE, LICENSE OR EXPERIENCE	H.S. DIPLOMA NO EXPERIENCE	NO REQUIREMENTS	ALL
	DEGREE, NO EXP.	DEGREE PLUS EXPERIENCE				
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	154	696	52			902
PROFESSIONAL SPECIALTY OCCUPATIONS	724	834	461			2,018
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT TEACHERS	172	185	361			718
OTHER SPECIALTY OCCUPATIONS	429	162	15			605
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	123	487	85			695
SALES REPRESENTATIVES	31	357	1,309	86	173	1,972
SALES WORKERS	16	71	310	27		424
ADMINISTRATIVE SUPPORT OCCUPATIONS	4	123	353			481
SECRETARIES, STENOGRAPHERS, AND TYPISTS	4	28	176	15	94	317
INFORMATION CLERKS	6	136	469	44	79	749
FINANCIAL RECORDS PROCESSING OCCUPATIONS			40	18	2	70
ADJUSTERS AND INVESTIGATORS		1	26	6	61	97
OTHER SUPPORT OCCUPATIONS		27	101	9	6	143
SERVICE OCCUPATIONS	6	92	302	11	8	420
FOOD PREPARATION AND SERVICE OCCUPATIONS	11	18	1,186	68	84	1,375
HEALTH SERVICE OCCUPATIONS			507		31	539
CLEANING AND BUILDING SERVICES, NOT HOUSEHOLD	9	2	287	4	21	328
OTHER SERVICE OCCUPATIONS	2	16	349	8	5	403
FARMING, FORESTRY, AND FISHING OCCUPATIONS			32			32
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS		4	267	87	36	393
MECHANICS AND REPAIRERS			80	1	28	110
CONSTRUCTION TRADES		2	110	85		198
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS		1	76		8	86
OPERATORS, FABRICATORS, AND LABORERS			437	40	205	682
MACHINE OPERATORS, INSPECTORS			78	38	18	134
FABRICATORS, ASSEMBLERS, AND HAND WORK			18		113	130
TRANSPORTATION AND MATERIAL-MOVING OCCUPATIONS			249		72	322
HANDLERS, HELPERS, CLEANERS, LABORERS			92	2	2	95
TOTAL	921	1,908	3,743	281	499	7,374

Totals vary by subanalysis for tables due to weighting procedures used.

Skill Requirements for Part-Time Job Openings in Metropolitan Milwaukee: May 2009

OCCUPATION	B.A. DEGREE OR MORE REQUIRED		TRAINING, A.A. DEGREE, LICENSE OR EXPERIENCE	H.S. DIPLOMA NO EXPERIENCE	NO REQUIREMENTS	ALL
	DEGREE, NO EXP.	DEGREE PLUS EXPERIENCE				
EXECUTIVE, ADMINISTRATIVE, AND MANAGERIAL OCCUPATIONS	3	7	1			12
PROFESSIONAL SPECIALTY OCCUPATIONS	248	202	355	31		836
HEALTH ASSESSMENT, DIAGNOSING AND TREATMENT TEACHERS	114	88	255			457
OTHER SPECIALTY OCCUPATIONS	104	96				200
	30	18	100	31		179
TECHNICAL, SALES, AND ADMINISTRATIVE SUPPORT TECHNICIANS AND RELATED SUPPORT OCCUPATIONS	32	59	580	81	122	883
SALES REPRESENTATIVES	3	9	233	12		256
SALES WORKERS			14		47	61
ADMINISTRATIVE SUPPORT OCCUPATIONS	1		97	4	51	154
SECRETARIES, STENOGRAPHERS, AND TYPISTS	28	50	236	66	24	413
INFORMATION CLERKS		1	4	1	1	15
FINANCIAL RECORDS PROCESSING OCCUPATIONS			8	21	21	52
ADJUSTERS AND INVESTIGATORS	1		15	4		21
OTHER SUPPORT OCCUPATIONS			15			15
	27	49	194	40	2	310
SERVICE OCCUPATIONS	8	10	1,132	93	233	1,492
FOOD PREPARATION AND SERVICE OCCUPATIONS			344	5	137	486
HEALTH SERVICE OCCUPATIONS	8		470	28	3	513
CLEANING AND BUILDING SERVICES,NOT HOUSEHOLD			66	45	23	134
OTHER SERVICE OCCUPATIONS		10	252	15	70	359
FARMING, FORESTRY, AND FISHING OCCUPATIONS			54	3		56
PRECISION PRODUCTION, CRAFT, AND REPAIR OCCUPATIONS			28	12	18	58
MECHANICS AND REPAIRERS						0
CONSTRUCTION TRADES			13	12		26
PRECISION PRODUCTION, PLANT AND SYSTEM OCCUPATIONS			15		18	33
OPERATORS, FABRICATORS, AND LABORERS			52	14	8	74
MACHINE OPERATORS,INSPECTORS						0
FABRICATORS, ASSEMBLERS, AND HAND WORK				2		2
TRANSPORTATION AND MATERIAL-MOVING OCCUPATIONS			52		2	54
HANDLERS,HELPERS,CLEANERS,LABORERS				12	6	18
TOTAL	291	279	2,202	234	382	3,412

Totals vary by subanalysis for tables due to weighting procedures used.

MILWAUKEE REGIONAL JOB OPENINGS SURVEY

If you have no current vacancies, please check here and return survey. _____

**LIST ALL JOBS OPEN FOR IMMEDIATE HIRE AS OF MAY 25, 2009
LOCATED IN KENOSHA, MILWAUKEE, OZAUKEE, RACINE, WALWORTH, WASHINGTON, and WAUKESHA COUNTIES**

Include job openings for full-time and part-time employees, and temporary employees including temp services.

Exclude job openings for consultants, outside contractors and their employees.

If you have jobs open for immediate hire, please indicate the total here _____ and list by title below.

Employees in the Milwaukee Region as of MAY 25, 2009: __ Under 20 __ 20-100 __ Over 100

Please return this survey by June 1, 2009.

JOB TITLE	Number of Openings		Hourly Rate or Monthly Pay	Zip Code of Place of Work	Check (<input type="checkbox"/>) if job:				SPECIFY: Prior Level of Education or Training Required
					Is Difficult To Fill	Requires Prior Experience	INCLUDES:		
	Full Time	Part Time	Health Insurance	Pension					

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Summaries of job openings reports for the four counties of the Milwaukee metropolitan area (from 1993 through 2006) and for the seven counties of Southeastern Wisconsin (for 2006 and 2009) are available on the University of Wisconsin-Milwaukee Employment and Training Institute website at www.eti.uwm.edu. For more information, contact John Pawasarat, Director, Employment and Training Institute, School of Continuing Education, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Phone (414) 227-3380. Email: eti@uwm.edu.