
How to Use ETI Drill Downs to Map Employment Integration and to Assess Workforce Diversity at Government Jobsites

prepared by

John Pawasarat
Lois M. Quinn

Employment and Training Institute
School of Continuing Education
University of Wisconsin-Milwaukee

May 2005

How to Use ETI Drill Downs to Map Employment Integration and to Assess Workforce Diversity at Government Jobsites

While many studies have focused on disparities in employment and earnings of African Americans and Hispanics compared to white workers in the Milwaukee labor force, these reports have not drilled down to a neighborhood or jobsite level where changes can be effected in recruitment, hiring and promotion decisions. This report uses place-of-work data from the 2000 U.S. Census, released in 2004 and 2005 and designed for transportation planners, to assess and compare employment patterns by race/ethnicity at the census tract and block group and by industry, occupation, and type of employer. Racial integration and diversity standards are applied, based on the 80 percent availability rule utilized by the U.S. Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP) for the enforcement of anti-discrimination laws and affirmative action requirements placed on federal contractors. This study is the fourth in a series of report cards on hiring practices and challenges in the Milwaukee area.¹

The report breaks new ground by drilling down to local jobsites and targeted census tract and block group areas. This “How-To” report analyzes government employment in the Milwaukee Metropolitan Statistical Area (MSA) and provides a model for governments, civil rights organizations, and other community agencies for assessing diversity and workforce challenges in their communities. The report offers examples of the following:

- **Maps jobsites for African Americans and Hispanics** compared to whites, in federal, state, and local governments in the four-county Milwaukee metro area. The maps show areas of diversity (and non-diversity) for minority workers.
- Assesses the number of **federal, state, and local jobsites meeting availability standards** for employment of African Americans, Hispanics, and total minorities and calculates the percentages of government workers employed in diverse/integrated worksites in seven geographical areas of the MSA.
- Reports on the **diversity record of the largest government worksites** (5 federal sites, 10 state sites, and 10 local government sites) in employing African Americans, Hispanics, and total minorities at their level of availability for the MSA.
- Provides **methodology for drilldowns** to determine which government worksites meet basic diversity standards. These drilldowns can be used as a first cut in targeting opportunities for increased employment of minorities and affirmative action efforts by government and worksite.

¹ Other Employment and Training Institute reports in this series include: **A Labor Market Planning Document for Employers: Changing Demographics of the Milwaukee Metro Area Labor Force** (2003); **Employment Patterns of Larger Milwaukee Area Companies: Occupational Shifts, Job Expansion and Progress Toward Diversity** (1998); and **Toward Full Utilization of the Milwaukee Area Labor Force: A Planning Guide for Employers** (1994).

In the four-county Milwaukee MSA, the 2000 Census place-of-work data showed a total of 82,751 government workers employed at 1,554 jobsites (i.e., block groups). This included 13,079 federal workers at 313 jobsites, 14,825 state workers at 444 jobsites, and 54,846 local government workers at 797 jobsites. (Local government workers include persons employed in municipal, county, public school, technical college, and special district offices.)

The federal government offers a useful starting point for employer diversity drilldowns because federal jobs usually pay family sustaining wages and offer health insurance and pension benefits. The federal government is also a good example of a multi-site employer with a range of occupations throughout each metro area. In Milwaukee, as in many cities, it provides a heavy concentration of jobs proximate to the most dense African-Americans and Hispanic neighborhoods. (Other U.S. communities with sizeable populations of Asians and Native Americans can likewise assess employment of these populations.) For Milwaukee, drill downs of state and local government employment raised additional concerns regarding the labor markets and methods used to recruit employees and the access of minorities to government jobs, particularly in worksites outside of Milwaukee County.

I. Standards Used to Measure Workforce Integration and Equal Opportunity

The Census 2000 special tabulation place-of-work tables, released in 2004 and 2005, are available at census tracts and above for the United States and offer opportunities to examine the racial composition of employers' workforce by type of industry, occupation and class of workers for all those "at work" in each census tract, regardless of the residence of the worker. Selected states have paid for tables at smaller geographic areas. Block group data is available for Southeastern Wisconsin and is used here to assess the level of workplace diversity in government jobsites throughout the Milwaukee metro area. A recently released special tabulation on place-of-work data shows the location of jobs held by workers based on the long-form of the 2000 U.S. Census, which was mailed to one in six U.S. households. These data are used by the Census Bureau to develop estimates for the entire population and geographic subunits. The UWM Employment and Training Institute drill downs compiled the recently released Census data to identify business and employment opportunities for African Americans, Hispanics, and other minorities in neighborhoods in Milwaukee and throughout the nation.

Benchmarks for affirmative action programs are based on occupational availability statistics in a labor market at the job title level. However, because census data on government workers by worksite includes only the number of workers by race and level of government (i.e., local, state or federal), overall availability statistics are used rather than occupation or job title statistics. This analysis, which looks at total employment rather than employment by occupation, provides useful data on the extent to which minorities are present at a worksite. The research can be used to identify jobsites where follow-up analyses by occupational groupings show underutilization of minorities for specific job categories.

The Employment and Training Institute drilldowns allow analyses based either on the place-of-work or the residence of the workers, and the labor market can be defined in a variety of ways including county, metropolitan area, or larger regions. For this analysis EEO census workforce statistics and place-of-work files are used to measure availability of workers for employment. The Milwaukee MSA (metropolitan statistical area), comprised of Milwaukee, Ozaukee, Washington, and Waukesha counties, is considered the labor market. A worksites is defined as one block group (and thus may include several employers). For affirmative action purposes, labor market availability statistics vary by occupation. For example the labor market for lesser skilled low wage jobs is sometimes the county of the workplace, while for high skilled, high salary jobs the market is often national (e.g., for school superintendents or systems engineers). This analysis measures the race/ethnicity composition of each worksite by the metropolitan availability levels based on the following breakdown for the Milwaukee MSA:

**Availability Levels for Minority Populations in the Workforce:
Milwaukee MSA, Census 2000**

	<u>Percent of MSA Workforce</u>	<u>80 Percent Availability Rule</u>
All minorities	19.80%	15.84% or higher
African Americans	11.50%	9.20% or higher
Hispanics	5.10%	4.08% or higher
Whites	80.20%	not applicable

An 80 percent availability rule is also used as a measure of whether or not a worksite(s) meets the 80 percent availability levels (1) for minorities overall, (2) for African Americans, (3) for Hispanic Americans, and (4) for all three of the previous measures. This standard is used by the U.S. Equal Opportunity Employment Commission (EEOC) and the Office of Federal Contract Compliance Programs (OFCCP) for enforcement of anti-discrimination laws and affirmative action compliance. Employers meet the standard if their minority workforce’s percentage is at least 80 percent of the proportion that the minority group comprises in the local labor market. For example, if Hispanics make up 5.10% of the Milwaukee area labor force, an employer could be expected to have a workforce that is at least 4.08% Hispanic (or 80% of 5.10). In this report, the analysis is applied to worksites throughout the metro area to determine whether employment in each worksite/block group met the 80 percent rule for African Americans (that is, was at least 9.20% African American), for Hispanics (that is, was at least 4.08% Hispanic), and for minorities as a whole (that is, was at least 15.84% minority). Finally, a standard was used to determine whether the worksite met these criteria for all three populations (African Americans, Hispanics, minorities as a whole).

This report offers a first-time analysis of the presence of minorities at specific government worksites. Hiring patterns as a whole (analyzed here) will differ by occupational levels, depending on the availability and the educational and vocational preparation of minorities for specific job titles. The U.S. Census data is the most comprehensive survey of workers conducted in the U.S. Several cautions still apply. First, people who did not work during the “reference week” (usually the week prior to the April 2000 Census count) were not included in the place-of-work job counts. Persons employed at more than one job were asked to describe the job where they worked the most hours, so that jobsites with part-time workers will not show the total workforce. (Nationally, about 6 percent of workers have second jobs.) People who work at more than one location were asked to report only one employment site. Also, since the place-of-work data is sample data (based on the Census long-form provided to 1 in 6 households) and sampling error is higher for small subpopulations, Asians and Native Americans (with smaller populations in the Milwaukee metro area) are not analyzed separately.

II. Federal Worksites Meeting Minority Availability Standards

Two measures are used to assess the level of integration and equal opportunity at the workplace with each applied to three groupings of race/ethnic categories. The first asks the questions, does the worksite meet or exceed the MSA place-of-work availability for minorities, African Americans, and Hispanics individually; and does it meet all three availability levels. The second looks at availability standards using the 80 percent rule.

When the MSA availability standard is applied to the 13,079 federal employees at 313 federal worksites (i.e., block group place-of-work) in the metro area, the following workplace integration patterns emerge.

- 55% of federal employees worked at sites that met or exceeded the availability level for minorities overall.
- Half (51%) of federal employees worked at a site in which African Americans made up 11.50% or more of the workforce, the overall availability for African American workers in the metropolitan area.
- Only 14% of federal employees worked at sites that reflected the overall availability for Hispanics.
- As a result of the low utilization rates for Hispanic workers, only 3% of federal worksites and 7% of the federal workforce were representative of the diversity of the workforce, that is, at sites meeting all availability standards (i.e., availability levels for minorities as a whole, for African Americans, and for Hispanics).

**Milwaukee Area Federal Workers Employed at Integrated Worksites – At or Above
Availability for African Americans, Hispanics, and All Minorities**

Standard: Total Employment at 100% of Availability	# of Sites Meeting Standard	Total Employees at Sites Meeting the Standard	Total as % of All Federal Employees
Employees at least 11.50% African American	101	6,617	51%
Employees at least 5.10% Hispanic	31	1,842	14%
Employees at least 19.80% minorities	138	7,212	55%
Meeting all 3 of the above standards	10	930	7%

A second analysis examines the number of federal employees at integrated worksites meeting the 80 percent availability rule typically used to determine “good faith” efforts for EEOC and OFCCP affirmative action compliance. Under this standard, a company (or agency) workforce is in compliance if it meets at least 80 percent of the minority availability in the metro labor market. Under the 80 percent availability rule applied to the total workforce, the following federal workers are in integrated worksites.

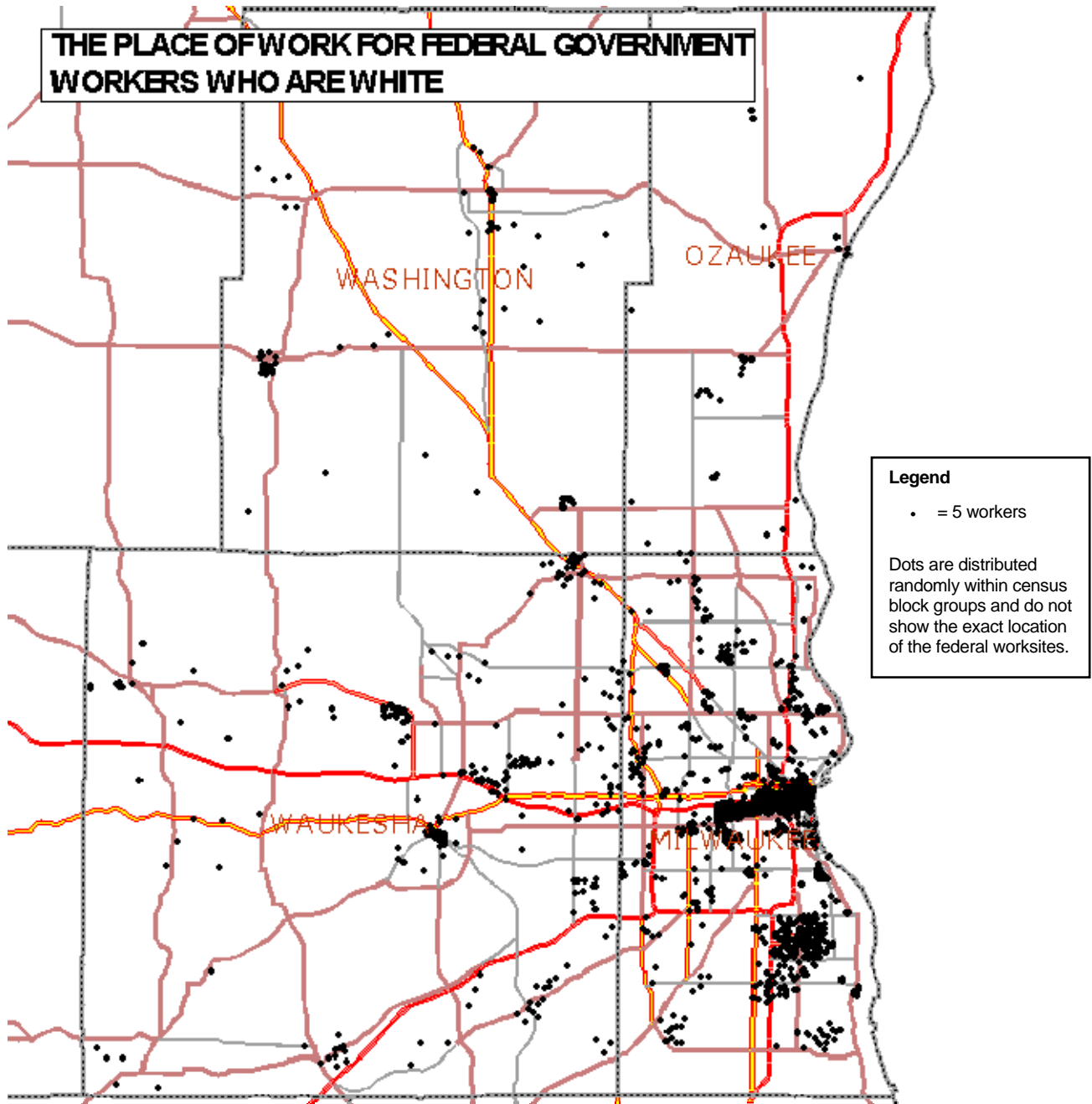
**Milwaukee Area Federal Workers Employed at Integrated Worksites – At or Above
80% of Availability for African Americans, Hispanics, and All Minorities**

Standard: Total Employment at 80% of Availability	# of Sites Meeting Standard	Total Employees at Sites Meeting the Standard	Total as % of All Federal Employees
Employees at least 9.20% African American	105	8,487	65%
Employees at least 4.08% Hispanic	32	2,937	22%
Employees at least 15.84% minorities	142	7,532	58%
Meeting all 3 of the above standards	12	2,180	17%

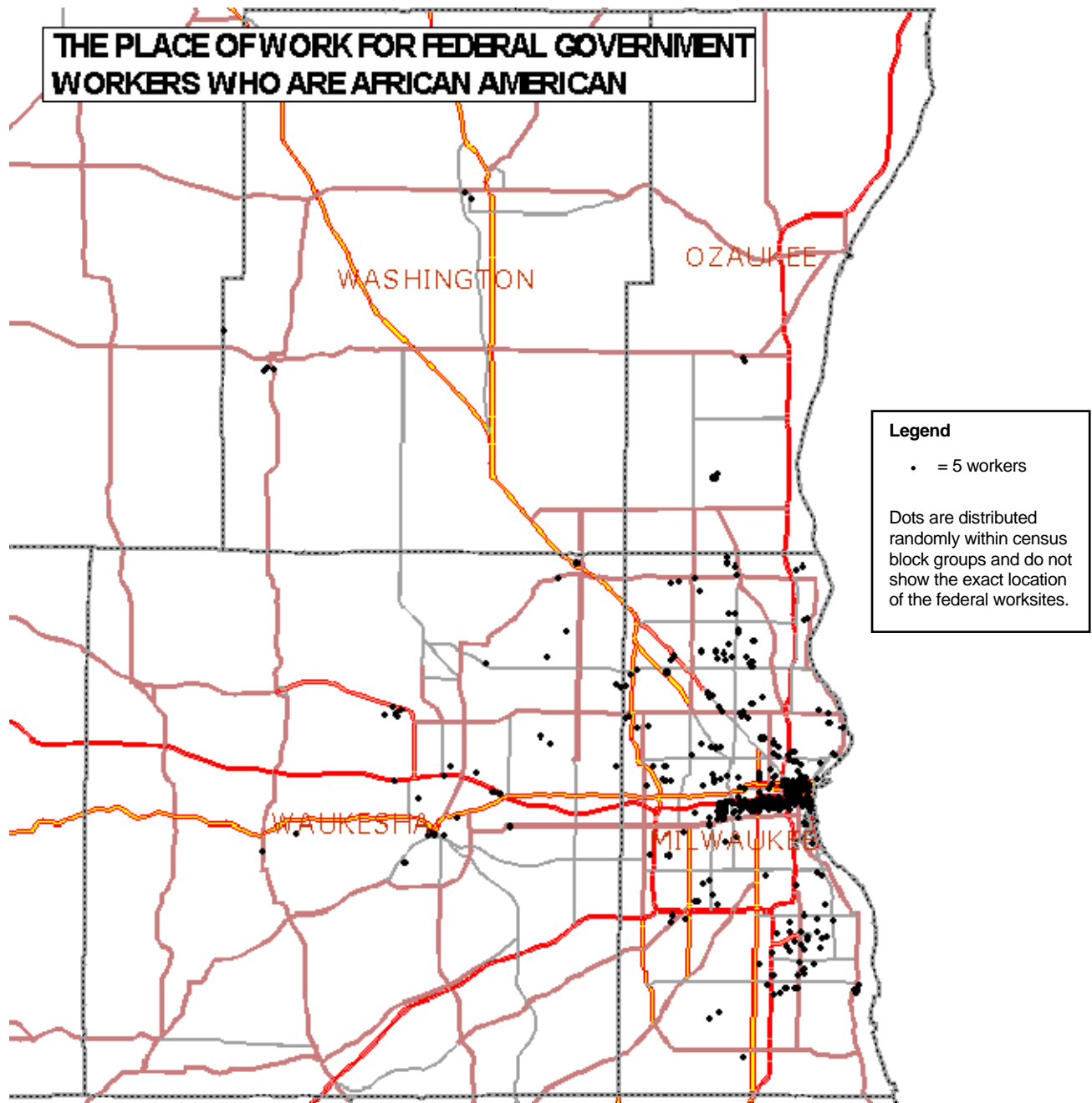
Using the 80 percent rule, a higher share of federal employees work at sites that are utilized for minorities, for African Americans, and for Hispanics.

- The federal worksites that met all 3 standards accounted for 17% of federal workers in the metropolitan area.
- Once again, the low level of utilization of Hispanic workers accounted for the low percent meeting all three measures.

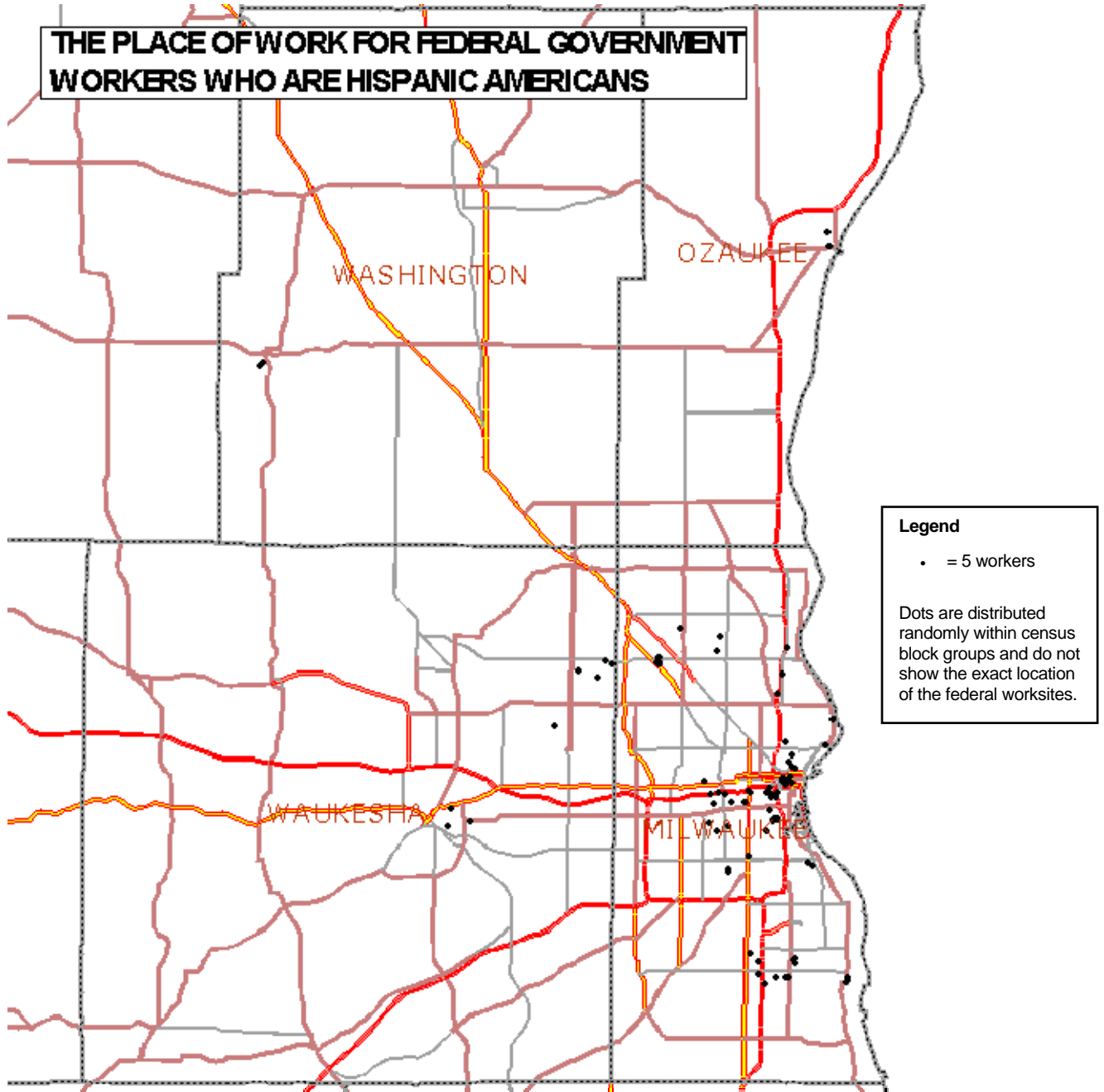
**THE PLACE OF WORK FOR FEDERAL GOVERNMENT
WORKERS WHO ARE WHITE**



THE PLACE OF WORK FOR FEDERAL GOVERNMENT WORKERS WHO ARE AFRICAN AMERICAN



THE PLACE OF WORK FOR FEDERAL GOVERNMENT WORKERS WHO ARE HISPANIC AMERICANS



A. Worksite Diversity at the 5 Largest Federal Government Worksites

While federal government worksites in the Milwaukee area appear to have some of the highest percent employment of African-Americans and Hispanics, a closer examination of worksite employment diversity shows a wide range of employment patterns by geographic area. Analyses of block group level place-of-work tables reveal the extent to which government workplaces reflect the diversity of the labor market. In the Metropolitan Statistical Area, 13,079 federal government employees were located in 313 block groups (worksites). African-American and Hispanic workers made up 21% of federal government workers in the MSA (i.e., 18% African Americans and 3% Hispanics). Almost half (45%) of jobs in the federal government were concentrated at 5 jobsites, which together employed 5,860 workers. See table below.

Race/Ethnicity of Federal Workers at the 5 Largest Milwaukee Area Worksites, Census 2000

<u>Federal Government Worksites</u>	<u>Total Workers</u>	<u>% White</u>	<u>% African American</u>	<u>% Hispanic</u>
Central Post Office	1,770	69%	25%	3%
Veterans Administration Medical Center	1,625	86%	10%	1%
Reuss Federal Building	1,095	72%	21%	4%
Air Force/Air National Guard/Airport	915	89%	8%	0%
Federal Courthouse	455	75%	21%	1%

Note: See Methodology (pp. 30-34) for definitions of jobs included in the Census count.

- The U.S. Postal Service has a large share of jobs for minorities, in part because many of the post office occupations fall into the categories of jobs in which larger numbers of minorities are available. The downtown post office's employment showed 25% of its workforce to be African-Americans and 3% who were Hispanic.
- The Reuss Federal Building, home to the EEOC and the OFCCP as well as other departments, employed 1,095 workers of which 21% were African-Americans and 4% were Hispanic.
- The Federal Courthouse housed 455 employees of which 21% were African-Americans and 1% Hispanics.
- The Zablocki Veterans Administration Medical Center, the second largest federal worksite with 1,625 employees, had only 10% African-Americans and 1% Hispanics.
- The Air Force Reserves/Air National Guard/Mitchell International Airport site showed the lowest employment of African-Americans (7%) and Hispanics (0%) among the top five federal worksites. The 440th Airlift Wing of the Air Force Reserves and the 128th Refueling Wing of the Air National Guard are located at this site, and both are under consideration for possible base closings.

The 5 largest federal sites were analyzed for whether their minority workforce met the availability standards for African Americans, Hispanics, and minorities in the metro area.

**Large Federal Jobsites Meeting 80% Availability Standards
for African Americans, Hispanics, and Minorities**

10 Largest State Government Worksites	Jobsite Met 80% Availability Standards for:				
	Total Employees	African Americans	Hispanics	Total Minorities	Met All 3 Standards
Central Post Office	1,770	√		√	
Veterans Admin. Medical Center	1,625	√			
Reuss Federal Building	1,095	√	√	√	√
Air Force/Air National Guard/Airport	915				
Federal Courthouse	455	√		√	

- Only the Reuss federal building met all three standards: for African Americans, Hispanics, and for minorities as a whole.
- The downtown post office and the federal courthouse met the 80 percent availability levels for African Americans and for total minorities, but not for Hispanics.
- The Veterans Administration Medical Center showed lower employment of Hispanics and minorities as whole, and the airport site showed employment levels below 80 percent availability for all of the minority groups analyzed.

B. Federal Employment of Minorities By Geographic Area and County

The federal workforce in the Milwaukee Metropolitan Area is concentrated in a number of large worksites as previously discussed. Post offices, however, are located throughout the metro area and reflect the population density of neighborhoods. Other federal offices are scattered throughout the metro area, including military recruiting offices, Department of Agriculture service centers, military reserve headquarters, National Weather Service offices, and Social Security Administration Offices.

- When all worksites are examined for the metro area, 29% of federal jobs were in the central business district, 13% were on the north side of the City of Milwaukee, 26% on the southern part of the City, and the balance were spread throughout the metro area.
- As shown below, African-Americans were employed at the highest levels on the City’s north side, in the downtown, and in the northern Milwaukee County suburbs. They are employed least in the southern portion of the City of Milwaukee and the outlying counties of the metro area.
- Hispanics make up a small percentage of the federal workforce. Hispanics showed the highest percent of workforce in the southern suburbs of Milwaukee County, but Hispanics were least likely to be employed on the south side of the City of Milwaukee (where there are dense Hispanic neighborhoods) and in Washington County.

- In the outlying areas where federal jobs are not in as great a number, employment diversity varied. The greatest number of job opportunities were shown in Waukesha County with 1,765 jobs. Here, 11% of jobs were held by African Americans and 3% by Hispanics.

Race/Ethnicity of Federal Government Worksites by Geographic Area, Census 2000

<u>Location of Federal Government Worksites</u>	<u>Total Workers</u>	<u>% White</u>	<u>% African American</u>	<u>% Hispanic</u>
City of Milwaukee – North Side	1,680	62%	29%	4%
City of Milwaukee – Downtown	3,755	69%	25%	3%
City of Milwaukee – South Side	3,397	85%	8%	2%
Milwaukee County suburbs – north	525	68%	24%	4%
Milwaukee County suburbs -- south	1,310	72%	17%	6%
Ozaukee County	207	81%	14%	5%
Washington County	441	90%	8%	2%
Waukesha County	1,765	81%	11%	3%
Total Milwaukee Metro Area	13,079	75%	18%	3%

C. Federal Worksites Meeting Overall Minority Availability

The table below shows workforce integration of minorities that occurs in larger facilities in the central business district and on the north side of the City of Milwaukee as well as in the balance of the metro area. Using the availability utilization measures described above, each site (i.e., block group) is measured based on availability rates and the 80 percent rule for minorities overall, African Americans, and for Hispanics.

Federal Worksites Meeting Overall Minority Benchmarks

<u>Location</u>	<u>Total Worksites:</u>		<u>Met Minority Availability (at least 19.80% minority):</u>		<u>Met 80% Availability Rule (at least 15.84% min.):</u>	
	<u># of Sites</u>	<u># of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>
City of Milwaukee northside	72	1,686	68%	66%	69%	75%
City of Milwaukee downtown	6	3,755	100%	100%	100%	100%
City of Milwaukee southside	40	3,397	33%	8%	38%	12%
Milw. County suburbs north	26	525	50%	58%	50%	58%
Milw. County suburbs south	44	1,310	48%	68%	48%	68%
Milwaukee County	188	10,667	54%	59%	56%	62%
Ozaukee County	15	207	27%	63%	27%	63%
Washington County	23	441	13%	32%	13%	32%
Waukesha County	87	1,764	33%	36%	34%	38%
Milwaukee MSA	313	13,079	44%	55%	45%	58%

- Of the 13,079 federal employees in the metro area, 55% worked at a site that is at or above the overall availability for all minorities in the metro area (i.e., 19.80 percent minority). When measured by worksite, 44% of the 313 sites met the standard.
- Integrated worksites are most often found in 6 downtown worksites in the City of Milwaukee and worksites on the northside of the City.
- In the 72 sites located in the northern part of the City of Milwaukee, 68% of worksites met the minimum standard and 68% of employees worked in an integrated setting.
- Conversely, integrated worksites were least likely to occur in the southern portions of the City of Milwaukee where only 8% of employees worked in a site utilized for minorities.
- When the percent of employees working in an integrated setting is used as a measure, workers in the downtown area, the northside of Milwaukee, the Milwaukee County suburbs and Ozaukee County had the highest levels, while the south side of the City of Milwaukee was worst with only 8% of workers in an integrated workplace using the 19.80% overall minority availability measure. Little changed when the 80 percent rule (which sets the minority standard at 15.84 percent) was applied.

D. Federal Worksites Meeting African American Availability

When availability statistics for African-Americans are used to examine federal worksites in the metropolitan area, only one-third of worksites met the availability level of at least 11.50% for African-Americans. Most of the largest federal worksites are utilized for African-Americans.

- Half (51%) of all federal employees worked at a site where African-Americans make up at least 11.50% of the workforce.
- When the 80 percent rule was applied, 34% of worksites and 65% of federal employees worked at an integrated workplace.

Federal Worksites Meeting Overall African American Benchmarks

<u>Location</u>	<u>Total Worksites:</u>		<u>Met African American Availability (at least 11.50% African American):</u>		<u>Met 80% Availability Rule (at least 9.20% African American):</u>	
	<u># of Sites</u>	<u># of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>
City of Milwaukee northside	72	1,680	61%	71%	63%	73%
City of Milwaukee downtown	6	3,755	100%	100%	100%	100%
City of Milwaukee southside	40	3,397	13%	5%	18%	56%
Milw. Co. suburbs north	26	525	35%	29%	35%	29%
Milw. Co. suburbs south	44	1,310	34%	51%	34%	51%
Milwaukee County	188	10,667	42%	56%	44%	72%
Ozaukee County	15	207	13%	39%	13%	39%
Washington County	23	4441	13%	32%	13%	32%
Waukesha County	87	1,764	20%	26%	21%	32%
Milwaukee MSA	313	13,079	32%	51%	34%	65%

- Workplaces integrated for African-Americans were found in the large downtown offices and facilities where 100% of employees work at a site meeting both the 11.50% availability statistic and the 80 percent rule.
- In the northern portion of the City of Milwaukee, a largely African-American neighborhood, 61% of worksites were integrated for African-Americans and 71% of federal employees worked in a setting that met the 11.50% standard.
- Integrated workplaces for African-Americans are least likely to exist in the southern part of the City of Milwaukee where only 13% of worksites and 5% of employees were at a site where African-Americans made up at least 11.50% of the workforce. When the 80 percent rule is applied, the number of integrated worksites for African Americans rose to 18%, with 56% of federal employees in an integrated site.

E. Federal Worksites Meeting Hispanic Availability

When availability statistics for Hispanics are used to examine federal worksites in the metropolitan area, only 10% of the worksites and 14% of the workers met the availability level of at least 5.10% for Hispanics.

Federal Worksites Meeting Hispanic Benchmarks

<u>Location</u>	<u>Total Worksites:</u>		<u>Met Hispanic Availability (at least 5.10% Hispanic):</u>		<u>Met 80% Availability Rule (at least 3.70% Hispanic):</u>	
	<u># of Sites</u>	<u># of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>	<u>% of Sites</u>	<u>% of Employees</u>
City of Milwaukee northside	72	1,680	11%	28%	11%	28%
City of Milwaukee downtown	6	3,755	0%	0%	17%	29%
City of Milwaukee southside	40	3,397	23%	10%	23%	10%
Milw. Co. suburbs north	26	525	8%	19%	8%	19%
Milw. Co. suburbs south	44	1,310	7%	48%	7%	48%
Milwaukee County	188	10,667	12%	15%	12%	25%
Ozaukee County	15	207	7%	17%	7%	17%
Washington County	23	4441	4%	27%	4%	27%
Waukesha County	87	1,764	8%	8%	8%	8%
Milwaukee MSA	313	13,079	10%	14%	10%	22%

- In contrast to African-American patterns, Hispanics were most under-represented at the 6 downtown federal office buildings where none of the sites met the availability standard of at least 5.10% Hispanics and only one site met the 80 percent rule for Hispanics. Next lowest rates were found in Washington County and the southside of the City of Milwaukee.
- The south suburbs of Milwaukee County showed 48% of employees working at sites integrated for Hispanics at the 5.10% level and also meeting the 80 percent rule.
- Washington County showed the next highest level with 27% of federal employees working at a site integrated for Hispanics.

III. Diversity Analysis for State of Wisconsin Worksites

In the 2000 Census, 14,825 workers were identified as state government employees. The place-of-work data showed them employed at 444 jobsites (i.e., block groups) in the four-county Milwaukee area. The state workforce in the Milwaukee metro area is 75% white, 15% African American, 4% Hispanic, and 6% Asian, Native American, or of more than one race.

Besides the state office buildings located in the cities of Milwaukee and Waukesha, state government workers included employees of the University of Wisconsin-Milwaukee, UW-Waukesha, UW Medical School clinical campus, Division of Motor Vehicle sites, Job Service centers, Children and Family Services offices, and Division of Corrections offices, among others.

Race/Ethnicity of State Government Worksites by Geographic Area, Census 2000

Location of State Government Worksites	Number of Employees:					% of Employees:		
	Sites	Total	White	Black	Hispanic	White	Black	Hisp.
City of Milwaukee – northside	123	6,088	4,381	1,167	206	72%	19%	3%
City of Milwaukee – downtown	7	1,974	1,278	494	124	65%	25%	6%
City of Milwaukee – southside	44	733	456	142	56	62%	19%	8%
Milw. County suburbs – north	38	1,388	977	179	54	70%	13%	4%
Milw. County suburbs – south	65	1,139	851	133	57	75%	12%	5%
Ozaukee County	29	448	383	12	4	85%	3%	1%
Washington County	36	620	586	24	10	94%	4%	2%
Waukesha County	102	2,435	2,193	107	86	90%	4%	4%
ALL	444	14,825	11,105	2,258	597	75%	15%	4%

- Eighty percent of African Americans employed for state government worked at jobsites in the City of Milwaukee.
- Only 6% of African Americans working for state government were employed at jobsites in Waukesha, Ozaukee, or Washington counties. By contrast, 28% of white state workers were employed in the WOW counties, with most working in Waukesha County.
- Hispanics showed the highest rates of employment in state jobsites on the city’s southside and the lowest employment in Ozaukee County, Washington County, and Milwaukee’s northside (including UWM).

Availability statistics for the metro area, based on the 80 percent rule, were used to determine the number of state worksites that showed diversity (at least of total employees) approximating that of the metro area.

State Government Worksites Meeting 80% Availability Benchmarks

<u>Location</u>	<u>% of jobsites meeting the 80% availability rule for:</u>				<u>% of total employees in jobsites meeting the 80% availability rule for:</u>			
	<u>Blacks</u>	<u>Hispanics</u>	<u>Minorities</u>	<u>All 3</u>	<u>Blacks</u>	<u>Hisp.</u>	<u>Minor</u>	<u>All 3</u>
City of Milwaukee northside	56%	12%	66%	6%	32%	10%	34%	8%
City of Milwaukee downtown	86%	29%	86%	29%	99%	85%	99%	85%
City of Milwaukee southside	25%	18%	48%	2%	38%	16%	57%	7%
Milw. Co. suburbs north	42%	8%	66%	5%	28%	14%	94%	11%
Milw. Co. suburbs south	23%	11%	40%	1%	25%	33%	46%	13%
Milwaukee County	42%	13%	57%	5%	35%	26%	56%	22%
Ozaukee County	10%	3%	24%	3%	43%	2%	30%	2%
Washington County	6%	3%	8%	0%	6%	2%	13%	0%
Waukesha County	11%	13%	19%	0%	11%	28%	16%	0%
Milwaukee MSA	29%	11%	42%	3%	35%	25%	47%	17%

- Twenty-nine percent of the state jobsites met the 80 percent availability rules for African Americans (that is, at least 9.2% African American). These sites employed 35% of total state employees for the metro area.
- Employment of Hispanics was at least 80 percent of availability (i.e., at least 4.08% Hispanic) at 11% of the state worksites, and these sites employed 25% of the state workforce in the metro area.
- Just 3% of state worksites showed employment at 80 percent of availability for all three measures: African Americans, Hispanics, and minorities as a whole. These sites accounted for 17% of state employment in the area – with these worksites located primarily in downtown Milwaukee around the state office building.

A. Drilldowns to the Largest State Worksites

For the MSA, almost half (46%) of the state workforce was employed in ten large sites (block groups/tracts) located in the cities of Milwaukee, Wauwatosa, and Waukesha, and village of Pewaukee. These sites employed 6,865 persons, of which 80% were white, 11% African American, 3% Hispanic, and 6% were Asian, Native American, or two or more races.

- The state offices located in downtown Milwaukee have higher percentages of African Americans, above their overall availability levels. The downtown state office building, but not the Schlitz Park block group, showed employment of Hispanics at their level of availability, as measured by the 80 percent rule.

**Race/Ethnicity of State Government Workers at the 10 Largest State Government Worksites
in the Milwaukee MSA, Census 2000**

<u>Worksite Place-of-Work</u>	<u>Number of Employees:</u>				<u>% of Employees:</u>		
	<u>Total</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>
UWM, east of Maryland Ave.	3,180	2,715	200	85	85%	6%	3%
State Office Milwaukee	1,280	855	285	90	67%	22%	7%
Wauwatosa, county grounds	405	335	25	0	83%	6%	0%
Downtown Milwaukee	400	260	90	30	65%	23%	8%
UWM, west of Maryland Ave.	370	315	30	4	85%	8%	1%
Wauwatosa	365	295	15	0	81%	4%	0%
Schlitz Park, Milwaukee	210	145	55	0	69%	26%	0%
Waukesha, state offices	280	255	10	15	91%	4%	5%
Pewaukee, incl. job service	190	180	0	15	95%	0%	8%
Waukesha, incl. commerce	185	170	15	0	92%	8%	0%
SUM	6,865	5,525	725	239	80%	11%	3%

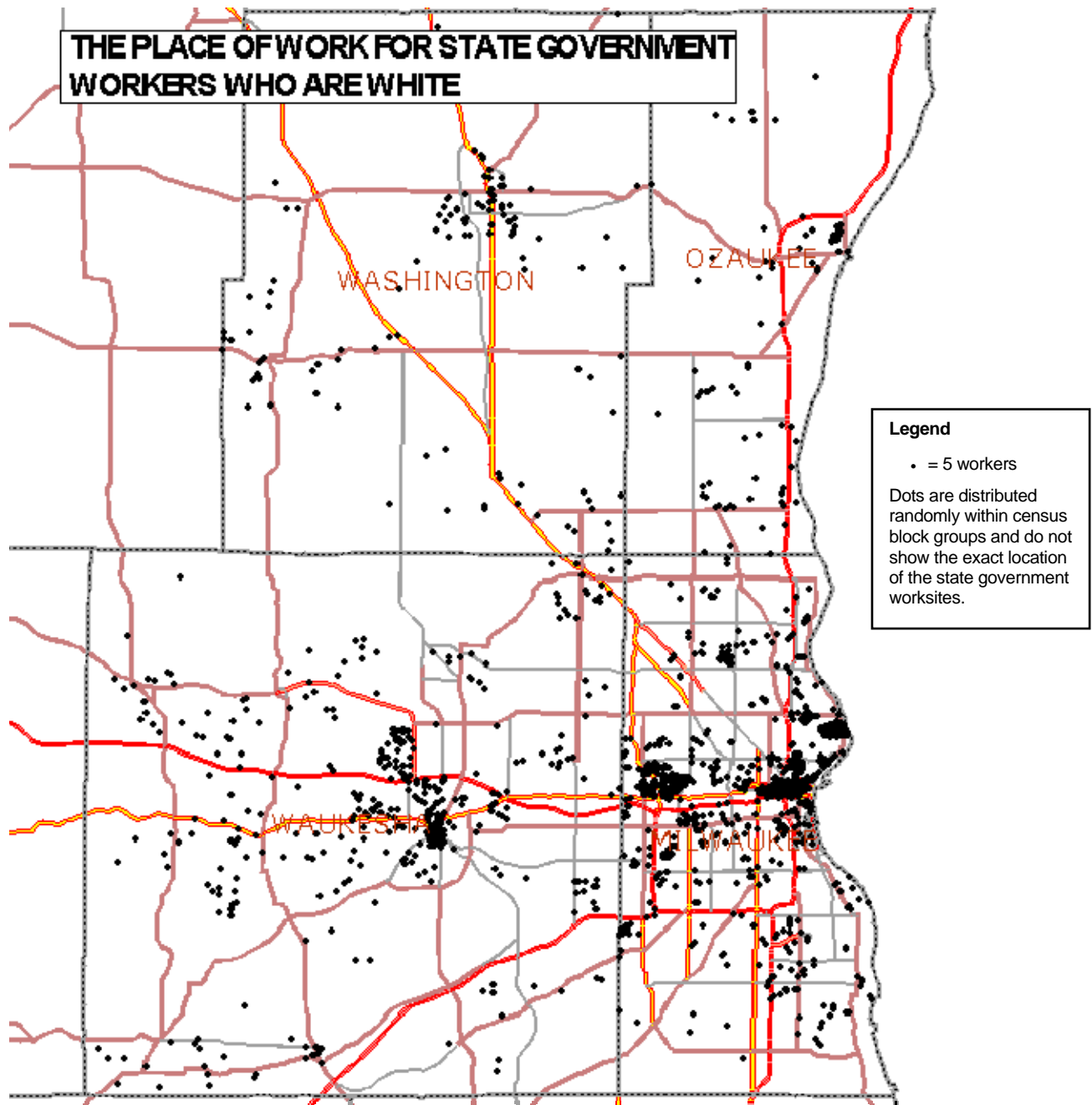
Note: See Methodology (pp. 30-34) for definitions of jobs included in the Census count.

- The University of Wisconsin-Milwaukee (UWM) sites east and west of Maryland Avenue did not show overall employment of African Americans, Hispanics or total minorities at availability, as measured by the 80 percent rule.
- Of the 3 largest state jobsites in Waukesha County, none met the availability standards for African Americans or for minorities as a whole. Two sites (the state office building in the City of Waukesha, and state offices in the village of Pewaukee) met availability standards for Hispanics, using the 80 percent rule.

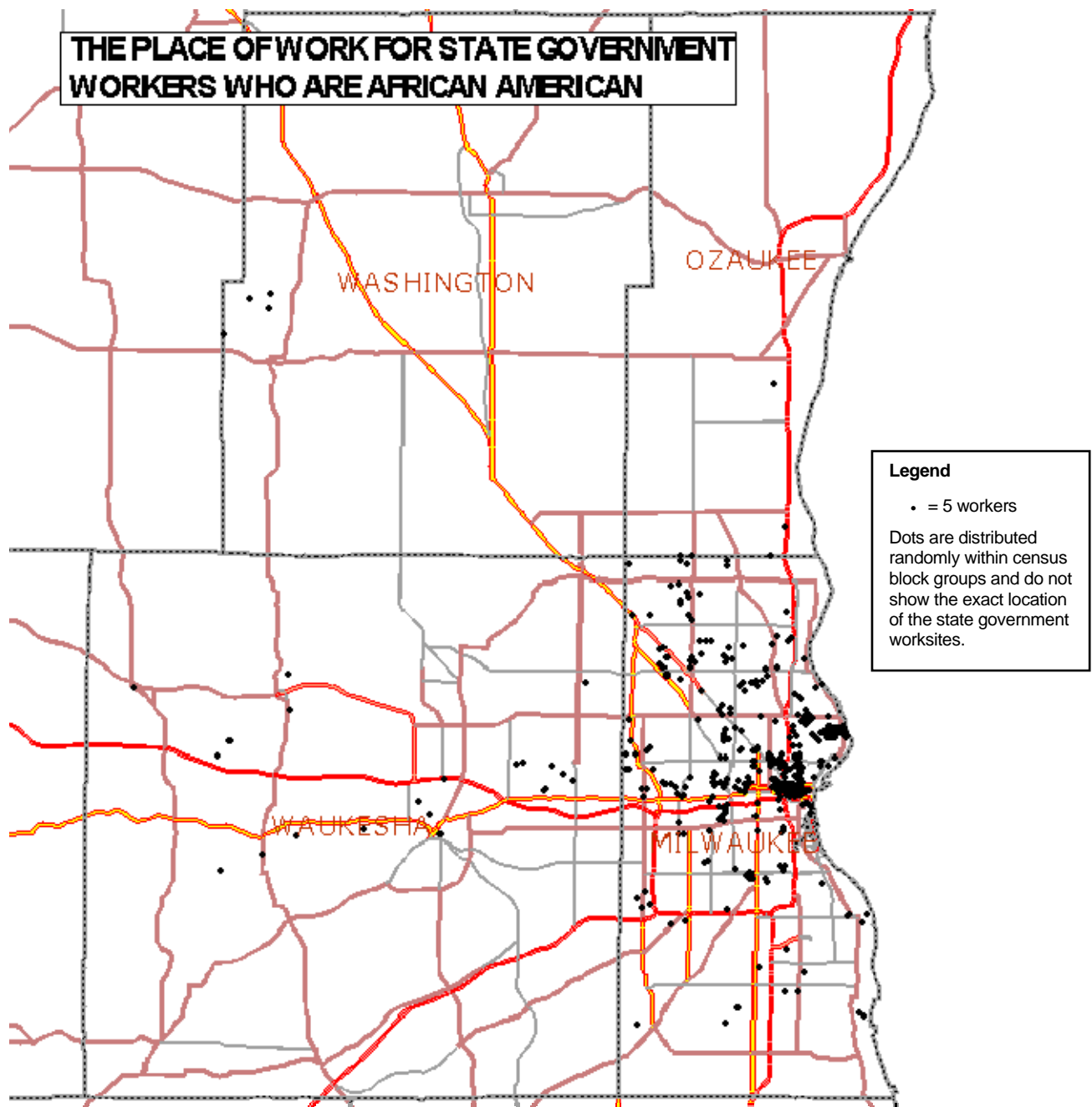
**Large State Government Jobsites Meeting 80% Availability Standards for African Americans,
Hispanics, and Minorities in Milwaukee Metro Area**

10 Largest State Government Worksites	Jobsite Met 80% Availability Standards for:				
	Total Employees	African Americans	Hispanics	Total Minorities	Met All 3 Standards
UWM, east of Maryland Ave.	3,180				
State Office Milwaukee	1,280	√	√	√	√
Wauwatosa county grounds	405				
Downtown Milwaukee	400	√	√	√	√
UWM, west of Maryland Ave.	370				
Wauwatosa	365				
Schlitz Park	210	√		√	
Waukesha, state offices	280		√		
Pewaukee, incl. job service	190		√		
Waukesha, incl. commerce	185				

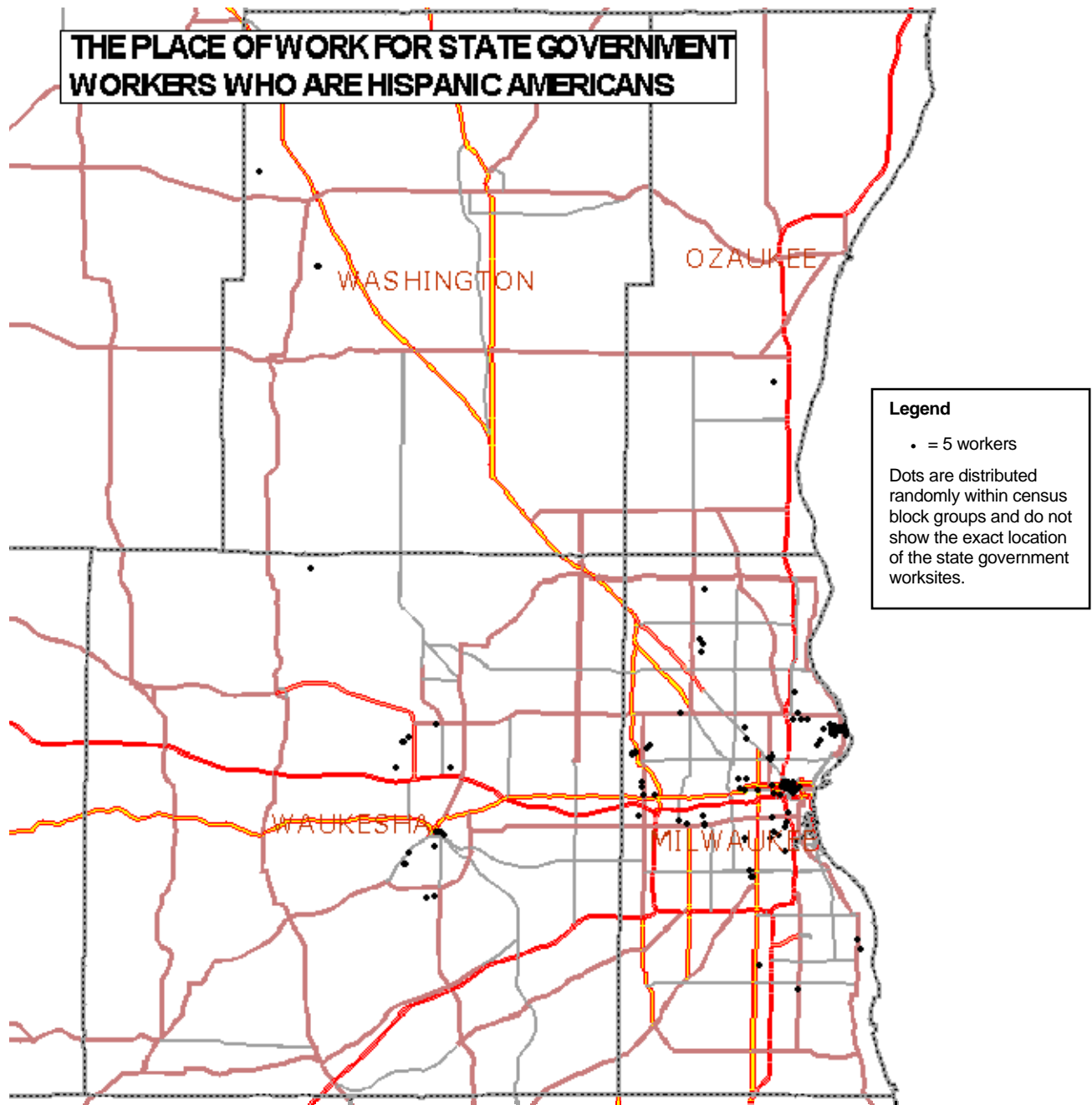
**THE PLACE OF WORK FOR STATE GOVERNMENT
WORKERS WHO ARE WHITE**



**THE PLACE OF WORK FOR STATE GOVERNMENT
WORKERS WHO ARE AFRICAN AMERICAN**



**THE PLACE OF WORK FOR STATE GOVERNMENT
WORKERS WHO ARE HISPANIC AMERICANS**



IV. Diversity Analysis for Local Government Worksites

Within the four-county Milwaukee metro area, 797 local government jobsites (i.e., block groups) were identified, including government employment for municipalities, public schools, county offices, the technical college campuses, and special district units of government.

- At these worksites a total of 54,846 local government employees were at work at the time of the 2000 Census, with 80 percent white, 14 percent African-American, 4 percent Hispanic, and 2% Asian, Native American, or of two or more races.
- For African Americans, employment in local government (and schools) was concentrated almost entirely at worksites located within the City of Milwaukee, where 84% were employed. In addition to jobs with city government and Milwaukee Public Schools, these included employment at county offices located in Milwaukee, the downtown campus of Milwaukee Area Technical College, and the Metropolitan Milwaukee Sewerage District.
- A total of 184 jobsites in the Milwaukee County suburbs accounted for 11,775 local government employees. These sites showed a 13% African American workforce in the northside suburbs and a 5% African American workforce on the southside suburbs.
- Hispanics showed their highest rate of employment at local government jobsites on the City of Milwaukee's southside and their lowest rates at jobsites in the Milwaukee County southside suburbs and in Ozaukee County.

Race/Ethnicity of Local Government Worksites by Geographic Area, Census 2000
(including municipalities, counties, public schools, technical colleges)

<u>Location of State</u> <u>Government Worksites</u>	<u>Sites</u>	<u>Number of Employees:</u>				<u>% of Employees:</u>		
		<u>Total</u>	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>White</u>	<u>Black</u>	<u>Hisp.</u>
City of Milwaukee – northside	244	13,012	8,003	3,951	525	61%	30%	4%
City of Milwaukee – downtown	7	8,225	5,655	1,865	554	69%	23%	7%
City of Milwaukee – southside	99	4,619	3,331	592	549	72%	13%	12%
Milw. County suburbs – north	69	4,894	4,023	660	114	82%	13%	2%
Milw. County suburbs – south	115	6,881	6,281	347	84	91%	5%	1%
Milwaukee County	534	37,631	27,293	7,415	1,826	72%	20%	5%
Ozaukee County	42	2,403	2,312	52	22	96%	2%	1%
Washington County	59	3,443	3,253	19	58	94%	1%	2%
Waukesha County	162	11,369	100,797	159	201	95%	1%	2%
ALL	797	54,846	43,655	7,645	2,107	80%	14%	4%

There was a dramatic difference between the employment of minorities in local government jobsites in the outlying counties as in jobsites within Milwaukee County.

- A total of 263 worksites employed 17,215 local government workers in the outlying WOW counties (i.e., Waukesha, Ozaukee and Washington counties). The workforce in these sites was 95% white.
- African Americans made up only 1% of the local government workforce (including schools) in Waukesha and Washington counties and 2% of local government workers in Ozaukee County (including schools and the north campus of Milwaukee Area Technical College).
- Hispanics comprised 2% of the local government workforce in Waukesha County and in Washington County, and only 1% of the local government employees in Ozaukee County.

Availability statistics for the metro area, based on the 80 percent rule, were used to determine the number of local government worksites that showed diversity approximating that of the metro area.

**Local Government Worksites Meeting 80% Availability Benchmarks
(includes municipalities, counties, public schools, and technical colleges)**

<u>Location</u>	% of <u>jobsites</u> meeting the 80% availability rule for:				% of <u>total employees</u> in jobsites meeting the 80% availability rule for:			
	<u>Blacks</u>	<u>Hispanics</u>	<u>Minorities</u>	<u>All 3</u>	<u>Blacks</u>	<u>Hisp.</u>	<u>Minor</u>	<u>All 3</u>
City of Milwaukee northside	66%	19%	75%	12%	85%	28%	89%	25%
City of Milwaukee downtown	86%	86%	86%	86%	99%	99%	99%	99%
City of Milwaukee southside	34%	36%	61%	14%	48%	59%	78%	29%
Milw. Co. suburbs north	36%	10%	39%	4%	58%	13%	52%	6%
Milw. Co. suburbs south	19%	8%	29%	1%	20%	9%	24%	1%
Milwaukee County	47%	20%	58%	10%	68%	42%	73%	35%
Ozaukee County	2%	7%	5%	0%	3%	6%	3%	0%
Washington County	2%	12%	19%	0%	1%	15%	6%	0%
Waukesha County	8%	13%	20%	2%	3%	8%	8%	1%
Milwaukee MSA	33%	17%	44%	7%	48%	32%	52%	24%

- Nearly all local government workers employed at jobsites in Milwaukee' downtown, including city hall and the courthouse, showed an integrated/diverse workforce as measured by the 80 percent availability rule for African Americans, Hispanics and total minorities.
- In the Milwaukee County northern suburbs, 36% of jobsites met availability standards (using the 80 percent rule) for African Americans and 10% met availability standards for Hispanics. In the Milwaukee County southern suburbs, 19% of sites met availability (at 80 percent) for African Americans and 8% met availability for Hispanics.

Sharp variations in diversity patterns can be observed by drilling down to specific jobsites. The largest jobsites for local governments are shown below. Other drilldowns can be developed for specific local government sites within each community.

Race/Ethnicity of Local Government Workers at the 10 Largest Local Government Worksites in the Milwaukee MSA, Census 2000

<u>Local Government Worksites</u>	<u>Total Workers</u>	<u>% White</u>	<u>% African American</u>	<u>% Hispanic</u>
Courthouse, MATC, city police, jail	4,040	71%	23%	6%
City Hall, Milwaukee	2,275	69%	22%	8%
Milwaukee Public Schools central office	1,750	67%	28%	3%
Waukesha, city hall, county courthouse	1,045	98%	1%	1%
Milwaukee County grounds	1,005	76%	20%	2%
Milwaukee, downtown	855	61%	27%	8%
Menomonee Valley	695	71%	20%	6%
Schlitz Park, Golda Meir School	595	66%	23%	8%
Pewaukee, WCTC	535	96%	2%	1%
Waukesha, city	520	95%	0%	3%

Note: See Methodology (pp. 30-34) for definitions of jobs included in the Census count.

- The Milwaukee Public Schools central administration building site has a local government workforce that is 28% African American and 33% minority. The Milwaukee city hall jobsite has a workforce that is 22% African American, 8% Hispanic, and 31% minority.
- The Waukesha city hall and county courthouse jobsite has a workforce that is 98% white.
- The local government jobsite in the village of Pewaukee, which includes Waukesha County Technical College, is 96% white, 2% African American, and 1% Hispanic.

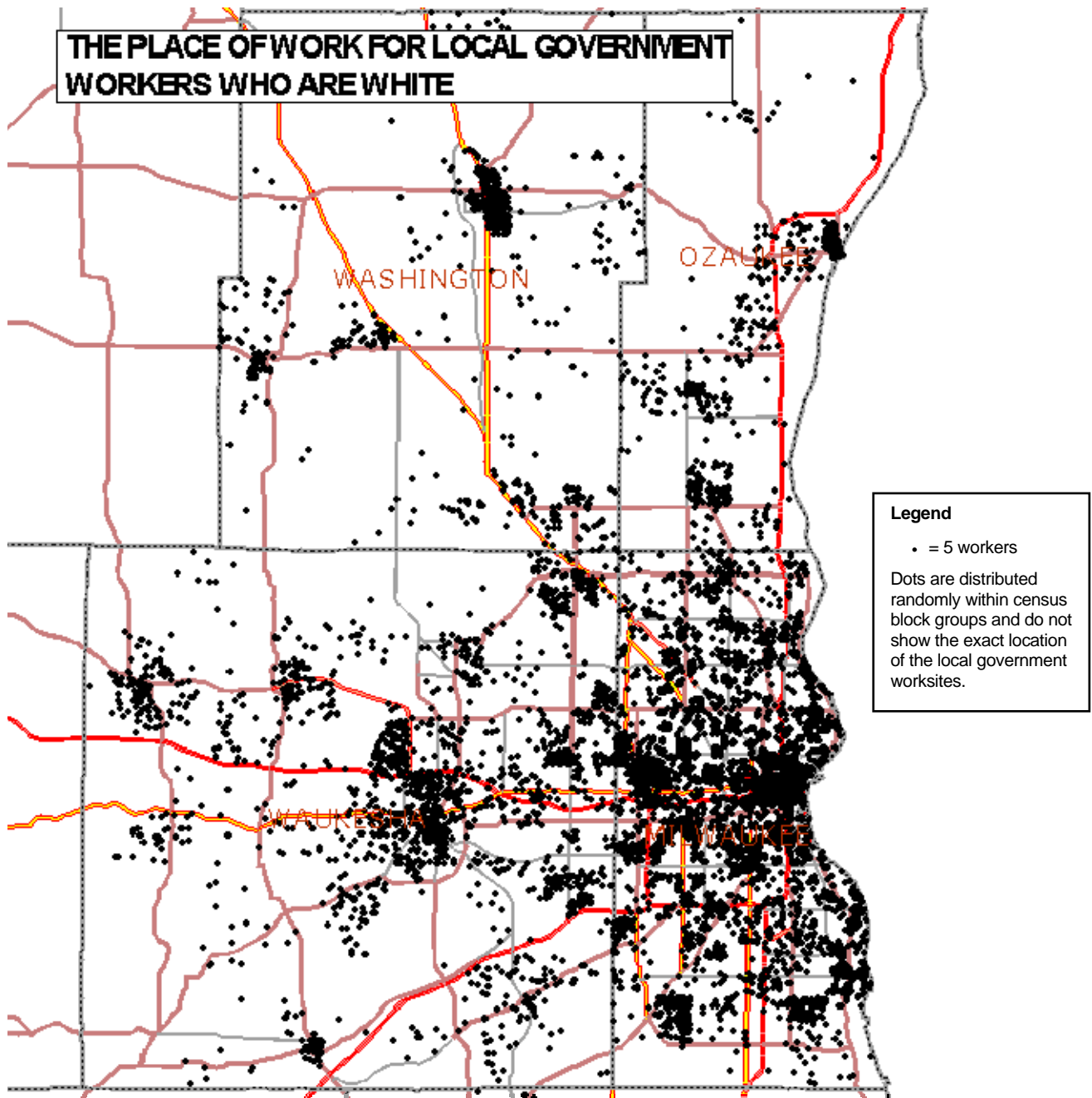
When tested against standards of availability of African Americans, Hispanics, and minorities for the four-county metro area (using the 80 percent availability rule), the largest City of Milwaukee worksites met availability in nearly all categories. The largest local government jobsites in Waukesha County did not meet metro area availability standards for any of the population analyzed.

Large Local Government Jobsites Meeting 80% Availability Standards for African Americans, Hispanics, and Minorities in the Milwaukee Metro Area

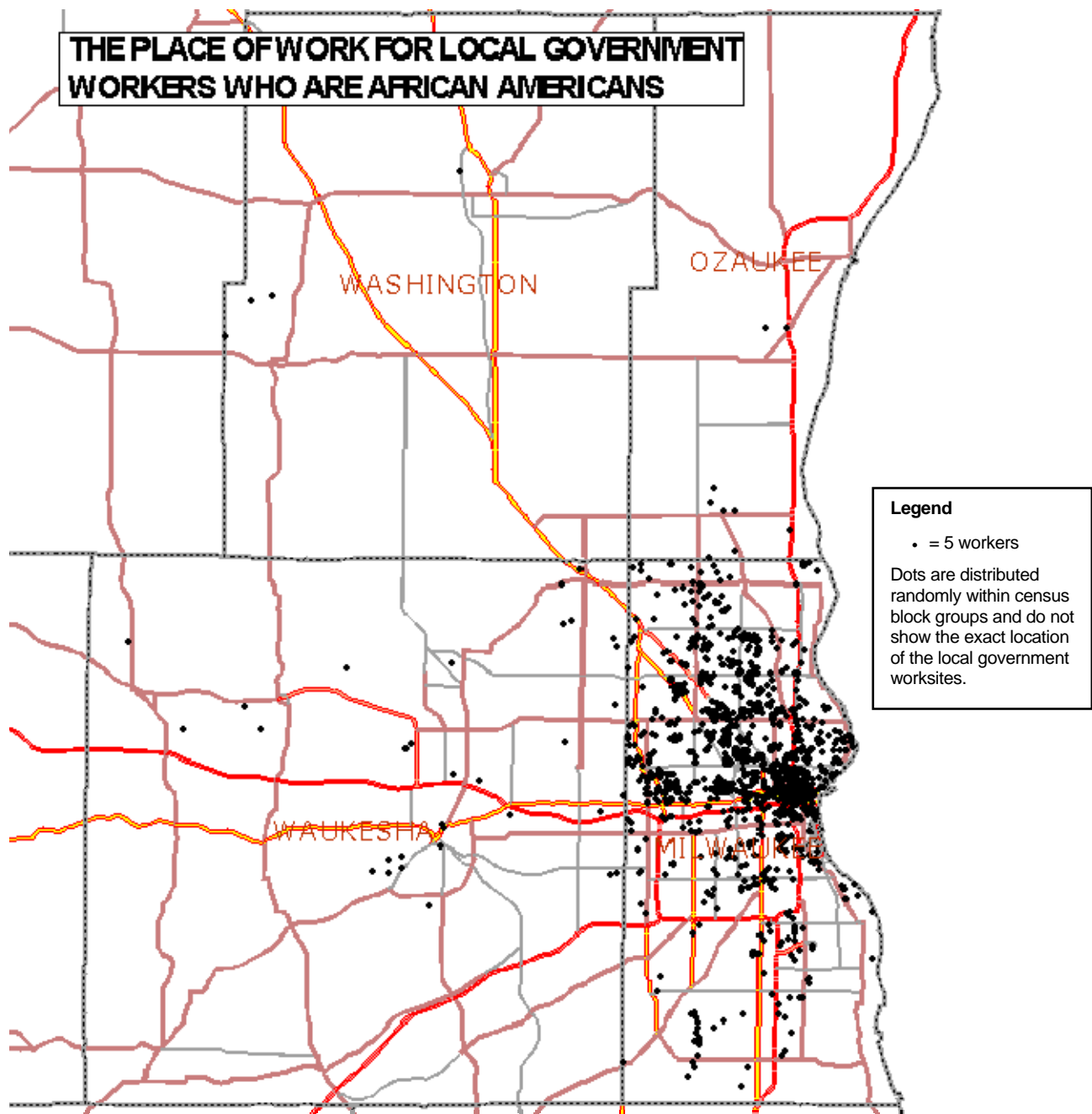
10 Largest Local Government Worksites	Total Employees	Jobsite Meeting 80% Availability Standards for:			
		African Americans	Hispanics	Total Minorities	Meet All 3 Standards
Courthouse, MATC, city police, jail	4,040	√	√	√	√
City Hall, Milwaukee	2,275	√	√	√	√
Milwaukee Public Schools central office	1,750	√		√	
Waukesha, city hall, county courthouse	1,045				
County grounds	1,005	√		√	
Milwaukee downtown	855	√	√	√	√
Menomonee Valley	695	√	√	√	√
Schlitz Park, Golda Meir School	595	√	√	√	√
Pewaukee, WCTC	535				
Waukesha, city	520				

These employer diversity drilldowns of government worksites provide examples of how employment can be analyzed and mapped to show where there are integrated work places and where integration at jobsites is not occurring. Government (or private industry) sites can then be targeted for further examination using other data sources (including published affirmative action plans, government reports on hiring procedures and hiring patterns, state and federal reports on the racial/ethnic makeup of school staffs, etc.) in order to identify employment patterns by occupational groups and specific occupational titles.

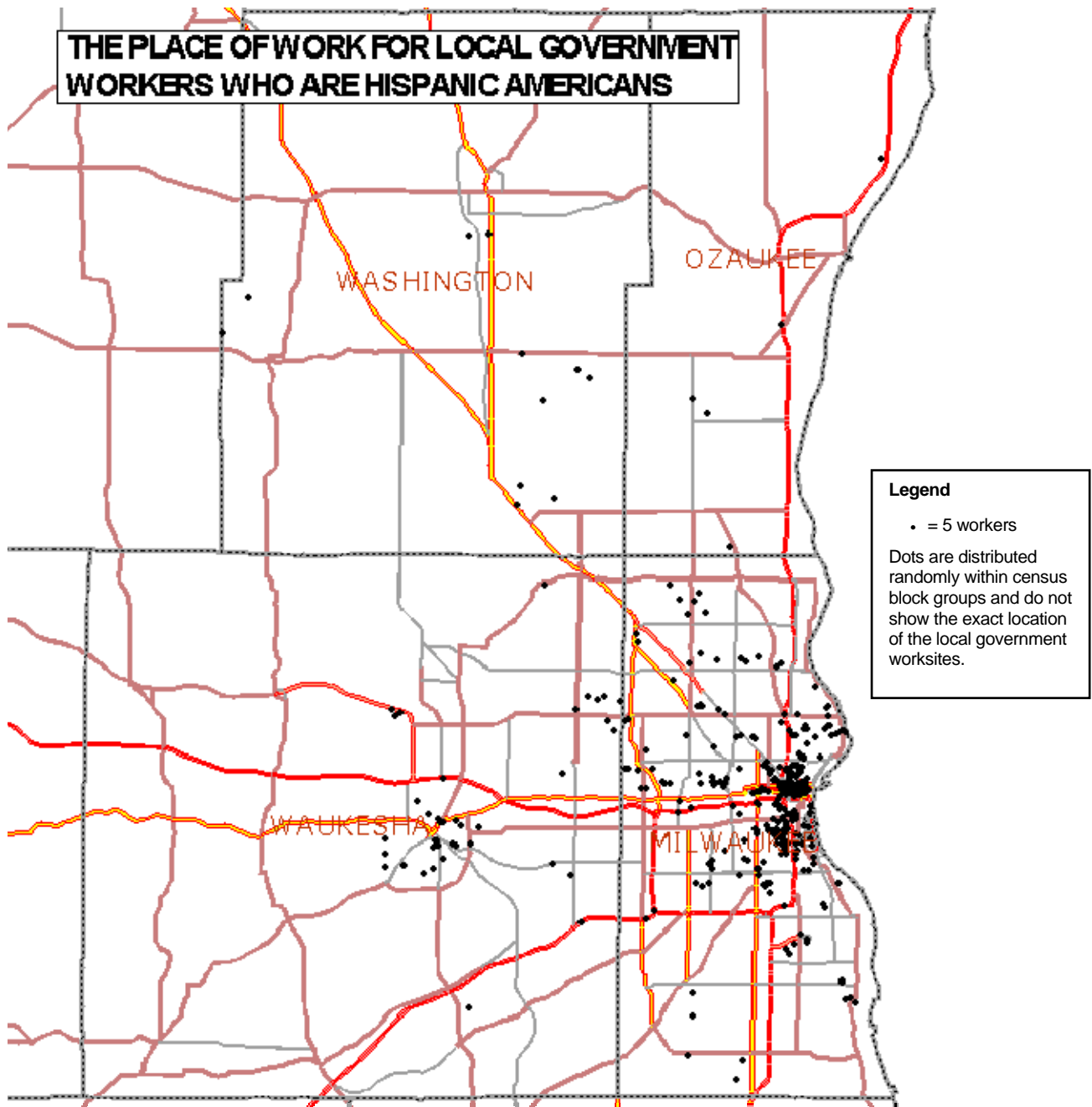
**THE PLACE OF WORK FOR LOCAL GOVERNMENT
WORKERS WHO ARE WHITE**



**THE PLACE OF WORK FOR LOCAL GOVERNMENT
WORKERS WHO ARE AFRICAN AMERICANS**



**THE PLACE OF WORK FOR LOCAL GOVERNMENT
WORKERS WHO ARE HISPANIC AMERICANS**



V. Getting Started: Using the ETI Drill Down Tool Kit Website to Assess Federal Employment in Your Community

The above analysis is based on census block groups, utilizing CTPP data files obtained on CDs from the U.S. Department of Transportation Census Transportation Planning Package 2000 website at www.fhwa.dot.gov/ctpp. The ETI Drill Down Tool Kit (posted at www.eti.uwm.edu) provides customized tables by census tract online to help users get started analyzing the diversity of worksites in their communities. As a first step, users can describe the racial/ethnic composition of each census tract with substantial federal, state or local employment and the types of employment secured by each racial/ethnic group. Subsequent research can identify sites that have potential for greater diversity.

For example, the following sample drill downs show the employment patterns in the Milwaukee census tract 217, where General Mitchell International Airport, the Air Force Reserves and Air National Guard are located. These ETI drilldowns also provide useful data in assessing the potential impact of proposed closings of military installations.

ETI Employer Diversity Drilldowns available from www.eti.uwm.edu



Employer Diversity Drill Downs: Census Tract 217, Including Mitchell International Airport, the Air Force Reserves, and the Air National Guard

The University of Wisconsin-Milwaukee Employment and Training Institute offers Employer Diversity Drill Downs to help identify neighborhoods that offer employment for workers of various racial/ethnic backgrounds and to assess the race/Hispanic origin of the workforce employed in each U.S. neighborhood, according to the 2000 U.S. Census.

Each table profiles the status of workers employed in the census tract, whether or not they are residents. See the Methodology Section for definitions of race/ethnicity, industry, occupational groupings, and class of worker.

Table 4:

Type of Employer by Race/Ethnicity for Place-of-Work in Census Tract 217, including Mitchell International Airport, the Air Force Reserves and Air National Guard State: Wisconsin County: Milwaukee County Tract: 217						
Total Workers	White	Black	Hispanic	Asian	Other	Class of Worker
7055	5930	485	425	100	120	Total, Class of worker
5255	4425	345	355	75	60	Private for-profit wage and salary
90	60	10	20	0	0	Private not-for-profit wage and salary
360	295	25	30	4	0	Local government workers
80	45	4	0	10	20	State government workers
950	835	70	4	0	40	Federal government workers
320	270	30	15	4	0	Self-employed not incorporated
0	0	0	0	0	0	Unpaid family workers

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker 16 and older and cell values are rounded. See methodology for definitions of race/ethnicity. Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005.

Table 1:

Worker Industry by Ethnic Origin for <u>Place-of-Work</u> in Census Tract 217, including Mitchell International Airport, Air Force Reserves, and Air National Guard						
State: Wisconsin County: Milwaukee County Tract: 217						
Total Workers	White	Black	Hispanic	Asian	Other	Industry
7055	5930	485	425	100	120	Total, Industry
10	10	0	0	0	0	Agriculture, forestry, mining
200	190	4	4	0	0	Construction
500	375	40	45	30	10	Manufacturing
210	190	20	0	0	0	Wholesale trade
495	445	25	15	15	0	Retail trade
3285	2830	210	160	25	60	Transportation, warehousing, utilities
35	30	0	4	0	0	Information
345	265	40	35	0	0	Finance, insurance, real estate
185	175	4	0	4	0	Professional, management, administrative services
300	230	25	15	25	4	Educational, health and social services
425	280	30	100	0	15	Entertainment, accommodations, food services
200	140	15	45	0	0	Other services (except public)
615	545	40	0	0	30	Public administration
260	230	30	0	0	0	Armed Forces

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. Only 1 job is reported for each worker and cell values are rounded. See methodology for definitions of race/ethnicity. Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005.

Table 3:

Occupations by Race/Ethnicity for <u>Place-of-Work</u> in Census Tract 217, including Mitchell International Airport, Air Force Reserves and Air National Guard						
State: Wisconsin County: Milwaukee County Tract: 217						
Total Workers	White	Black	Hispanic	Asian	Other	Occupational Grouping
7060	5930	485	425	100	120	Total Occupation
499	405	55	4	0	35	Management
0	0	0	0	0	0	Farmers, farm managers
135	120	15	0	0	0	Business, financial operations
50	40	0	0	10	0	Computer, mathematical
75	65	0	0	0	10	Architecture, engineering
20	20	0	0	0	0	Life, physical, social science
14	10	4	0	0	0	Community, social service
14	10	0	4	0	0	Legal
123	115	0	0	4	4	Education, training, library
74	60	10	0	0	4	Arts, design, entertainment, sports, media
80	70	10	0	0	0	Healthcare practitioners, technicians
53	45	4	4	0	0	Healthcare support
249	235	10	4	0	0	Protective service
215	145	20	50	0	0	Food preparation, serving related
164	100	20	40	0	4	Building, grounds cleaning, maintenance
290	250	25	15	0	0	Personal care, service
564	535	25	4	0	0	Sales, related
1230	1075	70	50	15	20	Office, administrative support
0	0	0	0	0	0	Farming, fishing, forestry
193	185	4	4	0	0	Construction, excavation
909	820	45	30	10	4	Installation, maintenance, repairs
414	275	30	65	40	4	Production
1670	1340	135	150	15	30	Transportation, material moving
15	15	0	0	0	0	Armed forces

Source: Census Transportation Planning Package (CTPP2000) data on place-of-work based on responses to the 2000 Census long-form questionnaire. The primary job is reported for each worker and cell values are rounded. These Employer Diversity Drill Downs were prepared by the University of Wisconsin-Milwaukee Employment and Training Institute, 2005. See www.eti.uwm.edu.

VI. Methodology

Census 2000 Place-of-Work Tables

The Census Transportation Planning Package (CTPP) is a special tabulation available for the 1990 and 2000 censuses, offering special tabulations of census data tailored to meet the data needs of transportation planners nationwide. The 2000 CTPP was sponsored by the state and federal departments of transportation.

The University of Wisconsin-Milwaukee Employment and Training Institute has focused on the CTPP 2000 place-of-work data from the perspective of central city neighborhoods seeking greater business and employment opportunities for their residents. Using data files released in 2004 and 2005, ETI developed three sets of drill down reports: Business Place-of-Work Drill Downs, Employer Diversity Drill Downs, and Neighborhood Workforce Drill Downs. These drill down reports are now available free from the Employment and Training Institute website (at www.eti.uwm.edu) for all census tracts in the U.S.

Most of the definitions and description of methodology reported here are excerpted from the “Census Transportation Planning Package 2000 Definition of Subject Characteristics,” posted at www.mtc.ca.gov/maps_and_data/datamart/census/ctpp2000/CTPP_TechDoc.pdf. See also, www.fhwa.dot.gov/ctpp/about.htm and www.census.gov.

Census Data Tabulations

The CTPP2000 includes a series of tabulations for various levels of geography, including state, county, place, census tract and block group, and traffic analysis zone (TAZ). The tables in the CTPP relate social and demographic characteristics of persons, households, and workers to their journey-to-work characteristics, such as travel time and travel mode to work.

Three types of data tabulations are provided in the CTPP:

- **Place of residence** tables show the number and characteristics of housing units, persons, and workers who live in each geographic area.
- **Place-of-work** tables show the number and characteristics of persons who work in each geographic area (regardless of where they live).
- **Commuter flow** tables show the number and characteristics of persons in each worktrip origin-destination pair of geographic areas.

The three types of data tabulations are produced for a full range of areas in the geographic hierarchy. Summary levels include state, county, minor civil division, and place. At the detailed geographic level, data are available at the census tract level and for participating states, at the block group and/or traffic analysis zone level.

The data on workers in CTPP 2000 are drawn from answers to questions 21, 22, 27, 28 and 29 of the Census 2000 long-form questionnaire, mailed to one in six U.S. households. (The long form questionnaire is available at: www.census.gov/dmd/www/pdf/d02p.pdf.) Data were tabulated for workers 16 years old and over who were at work during the week prior to when the questionnaire was filled out. This large sample is used to estimate totals for the entire population.

Rounding Used in the CTPP 2000 Data

The estimates of workers in the CTPP 2000 tabulations have been rounded for each reported cell. Values from 1 thru 7 were rounded to 4. Values of 8 or greater were rounded to the nearest multiple of 5, unless the estimate already ended in 5 or 0, in which case it was not changed. As a result, estimates derived from these files may not be identical to comparable figures contained in other census products. The greater the number of records from these files that are summed for comparison purposes, the more rounding errors there may be and the greater the difference between the estimates from different sources may be.

Definition of Workers

In the special tabulations, **workers** are defined as people 16 years and older who were employed and at work during the Census reference week. This is the week prior to when the questionnaire was filled out, for most people the week ending with April 1, 2000. Workers include both civilians and people in the Armed Forces, and part-time workers as well as full-time. People who did not work during the reference week but had jobs or businesses from which they were temporarily absent due to illness, bad weather, industrial dispute, vacation, or other personal reasons are not included in the place-of-work data.

If a worker held two jobs, only data about the primary job (the one where the person worked the most hours during the preceding week) was requested. People who regularly worked in several locations during the reference week were requested to give the address at which they began work each day. For cases in which daily work was not begun at a central place each day, the person was asked to provide as much information as possible to describe the area in which he or she worked most during the reference week.

CTPP Workers-at-Work Compared to Other Employment Estimates

Counts of workers-at-work obtained from CTPP 2000 will differ from other employment data sources. **While examining CTPP worker counts against other data sources, note that total jobs and total employment in each geographical area will be HIGHER than CTPP worker counts.** The number of workers shown in CTPP Part 2 will be approximately 91 to 93 percent of the number of jobs counted by establishment inventories. (See the CTPP Status Report, July 2003 at www.fhwa.dot.gov/ctpp/sr0503.htm.) There are several reasons for differences between worker counts and total jobs:

1. Census 2000 counts employed persons, not jobs. For persons with more than one job, characteristics on only the principal job are collected. Nationally, about 6 percent of workers have second jobs.
2. CTPP 2000 reports only those workers who were **at work** during the reference week. About 2 percent of employed workers are absent who are from work in any given week. The Census Bureau also notes that people who had irregular, casual, or unstructured jobs during the reference week may have erroneously reported themselves as not working.
3. CTPP includes full-time and part-time workers, of all classes (wage and salary, self-employed, private or public). By contrast, most other employment data sources count jobs. Some sources omit persons who are self-employed, some count only wage and salary jobs, and some exclude most public sector jobs.
4. Because the decennial census questions on employment are designed to capture the workplace at which the respondent worked the most hours, workers who worked two or more jobs are captured at only one of their workplaces. The local effect is that CTPP data may show substantially fewer workers in those areas/zones where second jobs and part-time employment are more the norm. Examples of such areas include:
 - Areas where retail trade and similar service industries are predominant.

- Colleges and university areas. Typically, colleges/universities employ considerable numbers of part-time adjunct teachers, a trend that increased during the 1990s. Therefore, census tracts or traffic analysis zones (TAZs) with colleges and universities may reflect lower worker totals than the institution's own figures.
- 5. Multi-site businesses and some job types are not reported consistently by employers or employees, and as a result are difficult to geocode and likely to show variability from one source to another. In business and establishment surveys, companies with more than one work location may still report all their workers at a single location, typically a corporate office building. The state unemployment insurance agencies that maintain ES-202 files vary in their efforts to distribute job counts to the company's individual work locations.
- 6. While most workers have only a single work location, there are industries where the majority of jobs do not follow this pattern. Some people will give the address of their current assignment, some will give the headquarters' address appearing on their mail or paycheck, and some may give no answer.

“Place of Work” Definitions

The address where the individual worked most often during the reference week was recorded on the Census 2000 questionnaire (question 22). The exact address (number and street name) of the place of work was asked, as well as the place (city, town, or post office); whether or not the place of work was inside or outside the limits of that city or town; and the county, state or foreign country, and ZIP Code. If the person's employer operated in more than one location, the exact address of the location or branch where the respondent worked was requested. When the number and street name were unknown, a description of the location, such as the building name or nearest street or intersection, was to be entered. Intersection locations were assigned to specific census tracts and block groups, and in some cases jobs identified by intersection may be allocated to a neighboring block group.

In areas where the workplace address was coded to the block level, people were tabulated as working inside or outside a specific place based on the location of that address, regardless of the response to question 22c concerning city/town limits. In areas where it was impossible to code the workplace address to the block level, people were tabulated as working in a place if a place name was reported in question 22b and the response to question 22c was either "yes" or the item was left blank. In selected areas, census designated places (CDPs) may appear in the tabulations as places of work. The accuracy of place-of-work data for CDPs may be affected by the extent to which their census names were familiar to respondents, and by coding problems caused by similarities between the CDP name and names of other geographic jurisdictions in the same vicinity.

Place-of-work data are given for minor civil divisions (MCDs) (generally, cities, towns, and townships) in 12 selected states (Connecticut, Maine, Massachusetts, Michigan, Minnesota, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, and Wisconsin), based on the responses to the place of work question. Many towns and townships are regarded locally as equivalent to a place, and therefore, were reported as the place of work. When a respondent reported a locality or incorporated place that formed a part of a township or town, the coding and tabulating procedure was designed to include the response in the total for the township or town.

Comparability of Place-of-Work Data: 1980 - 2000

The wording of the question on place of work was substantially the same in Census 2000, the 1990 census, and the 1980 census. However, data on place of work from Census 2000 and the 1990 census are based on the full census sample, while data from the 1980 census were based on only about one-half of the full sample. For the 1980 census, nonresponse or incomplete responses to the place-of-work question were not allocated,

resulting in the use of "not reported" categories in the 1980 publications. However, for Census 2000 and the 1990 census, when place of work was not reported or the responses was incomplete, a work location was allocated to the person based on their means of transportation to work, travel time to work, industry, and location of residence and workplace of others. Census 2000 and 1990 census tabulations, therefore, do not contain a "not reported" category for the place-of-work data.

Comparisons between 1980, 1990 or Census 2000 data on the gross number of workers in particular commuting flows, or the total number of people working in an area, should be made with extreme caution. Any apparent increase in the magnitude of the gross numbers may be due solely to the fact that for Census 2000 and the 1990 census, the "not reported" cases have been distributed among specific place-of-work destinations, instead of tallied in a separate category, as, a nonwork destination.

Definitions of Race/Ethnicity

The CTPP2000 used four racial categories for reporting its data tables:

- White alone
- Black or African American alone
- Asian alone
- All other (including persons reported as 2 or more races, Native Hawaiian or Pacific Islander, American Indian or Alaska Native, or other race.

Workers were also identified as

- Hispanic or Latino
- Not Hispanic or Latino

For the ETI Diversity Drill Downs, all workers identified as "Hispanic or Latino" are included in that category. The four categories of race listed above were used for persons who were **not** identified as Hispanic or Latino. The resulting five racial/ethnic categories are used in the drilldowns:

1. Hispanic or Latino (all races)
2. White alone AND non-Hispanic/Latino
3. Black or African American alone AND non-Hispanic/Latino
4. Asian alone AND non-Hispanic/Latino
5. All other races and combinations of races AND non-Hispanic/Latino

Comparability of Race/Ethnic Data

The data on race in Census 2000 are not directly comparable to those collected in previous censuses. First, respondents were allowed to select more than one category for race in 2000. The CTPP tabulations considered persons to be of a race if they indicated that race **alone**. Persons indicating two or more races were included in an "all other" category for many of the tables provided. The fifth category listed above ("all other races and combinations of races AND non-Hispanic/Latino") is consequently larger than the "Some other race" category shown in the 2000 Census since it includes people with more than one race.

As in 1980 and 1990, people who reported a Hispanic or Latino ethnicity in the question on race and did not mark a specific race category were classified in the "Some other race" category ("Other" in 1980 and "Other race" in 1990). They commonly provided a write-in entry such as Mexicans, Puerto Rican, or Latino. In the 1970 census, most of these responses were included in the "White" category. In addition, some ethnic entries that in 1990 may have been coded as White or Black are now shown in the "Some other race" group.

Definitions of Class of Worker

In addition to naming their employer and describing the type of work, workers were asked to indicate the type of employer for which they worked the most in the prior week. Occupations and types of work are then broken down into the following classes.

Private Wage and Salary Workers includes people who worked for wages, salary, commission, tips, pay-in-kind, or piece rates for a private-for-profit employer or a private-not-for-profit, tax-exempt, or charitable organization. Self-employed people whose business was incorporated are included with private wage and salary workers because they are paid employees of their own companies. Some tabulations present data separately for these subcategories: "For profit," "Not-for-profit," and "Own business incorporated."

Government Workers includes people who are employees of any local, state, or federal governmental unit, regardless of the activity of the particular agency. Employees of foreign governments, the United Nations, or other formal international organizations controlled by governments should be classified as "Federal Government employee."

Self-Employed Workers includes people who worked for profit or fees in their own unincorporated business, profession, or trade, or who operated a farm.

Unpaid Family Workers includes people who worked 15 hours or more without pay in a business or on a farm operated by a relative.

For Further Information

For more information on definitions of variables from the 2000 Census and calculations used, see the Census Bureau site at www.census.gov and the U.S. Department of Transportation Census Transportation Planning Package 2000 website at www.fhwa.dot.gov/ctpp. Drill downs for any community or target market in the U.S. can be accessed through the Employment and Training Institute website at www.eti.uwm.edu.



Acknowledgments

The Employment and Training Institute drill down reports were supported by funding from the University of Wisconsin-Milwaukee (UWM), Milwaukee Department of City Development, Milwaukee Economic Development Corporation, Southern University at New Orleans, Helen Bader Foundation, and The Brookings Institution. The drill downs were developed by John Pawasarat, director of the Employment and Training Institute; Lois Quinn, senior scientist with the Institute; and Frank Stetzer, Senior Information Processing Consultant with UWM Information and Media Technologies.

Send descriptions of the use of the ETI Drill Down Tool Kit for your community to: John Pawasarat, Director, Employment and Training Institute, University of Wisconsin-Milwaukee, 161 W. Wisconsin Avenue, Suite 6000, Milwaukee, WI 53203. Website: www.eti.uwm.edu. Email: eti@uwm.edu. Phone: 414-227-3380. Fax: 414-2273233.