



Survey of Job Openings in the Milwaukee  
Metropolitan Area: Week of May 23, 2005  
*Executive Summary*

Prepared by the University of Wisconsin-Milwaukee Employment and Training Institute

John Pawasarat, Director  
Lois M. Quinn, Senior Scientist  
Heinz P. Buleje, Research Assistant  
Georgiann Davis, Research Assistant  
Cordella B. Jones, Research Assistant  
Marie K. McCarren, Research Assistant  
Katherine J. Schmitt, Research Assistant  
Sally L. Yang, Research Assistant

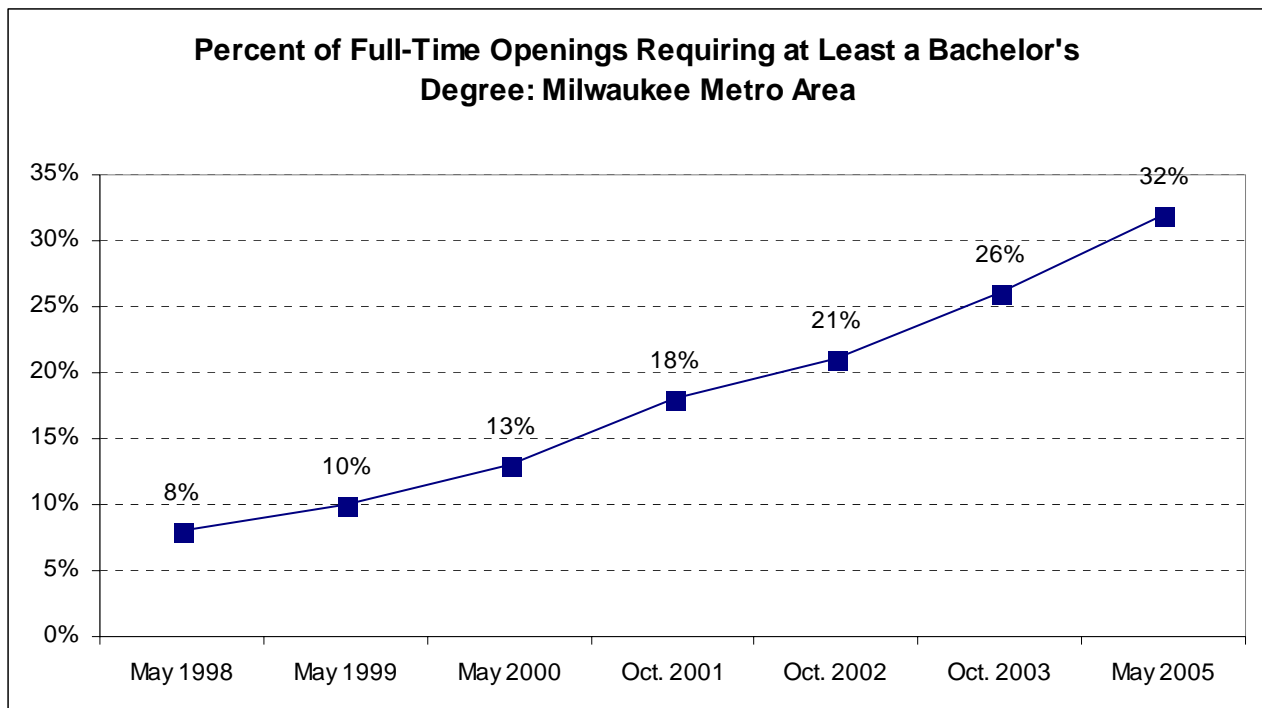
July 2005

## Private Industry Council of Milwaukee County Survey of Job Openings in the Milwaukee Metropolitan Area: Week of May 23, 2005

The week of May 23, 2005, an estimated 18,771 full and part-time jobs were open for immediate hire in the four-county Milwaukee metropolitan area. These openings are the result of company expansions, labor shortages in difficult to fill positions, seasonal fluctuations, and normal turnover among the 752,740 employed workers in the area. The job vacancy study was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute for the Private Industry Council of Milwaukee County. The Milwaukee job openings surveys are the most extensive and continuous surveys of employer workforce development needs in the nation. In May 23, 2005, 2,495 employers, or 50 percent of the sample, responded to the survey.

### LABOR MARKET SUPPLY AND DEMAND

- As of May 23, 2005 employers in Milwaukee, Ozaukee, Washington and Waukesha counties reported openings for an estimated 12,381 full-time and 6,391 part-time openings. Full-time job openings in the metropolitan area were back to their levels in 2001, but still well below the job demand seen in the mid- to late-1990s in the Milwaukee area.
- Part-time openings were down 1,277 since October 2003 and the lowest since the survey began in 1993.
- Demand for full-time jobs requiring at least a four-year college degree are at an all-time high. The percent of full-time jobs requiring at least a bachelor's degree (Bachelor of Science, BS, or Bachelor of Arts, BA) was 32 percent in May 2005, an all-time high and four times the level of 8 percent in May 1998.



The estimated number of jobs for college graduates was at an all-time high, with 3,739 jobs requiring at least a BA or BS degree.

- One in five Milwaukee area employers were hiring workers in May 2005, up from the one in ten in October 2003, the time of the last job vacancy survey. Nearly all (95 percent) of companies with 1,000 or more employees and nearly three-fourths (74 percent) of companies with 500-999 employees were hiring new workers in May 2005.
- The largest numbers of full-time openings were concentrated in service industries (34 percent of total openings), manufacturing (24 percent), and retail and wholesale trade (21 percent). Part-time openings were concentrated mainly in the service sector (47 percent) and retail and wholesale trade (33 percent).
- Increased full-time openings were noted in the manufacturing sector (where full-time openings were up by 1,548 since 2003), service industries (with full-time openings up by 928), and retail and wholesale trade (with full-time openings up 729).
- While increased full-time jobs were seen in manufacturing, 58 percent of the openings were located in Waukesha, Ozaukee, and Washington counties. In contrast, most (80 percent) of full-time openings with health-related industries were in Milwaukee County as were 77 percent of openings in the finance, insurance, and real estate sector.
- In Milwaukee County total jobs available (7,833 full-time and 4,064 part-time openings) fell short of the number of officially counted unemployed job seekers (27,169 workers). Waukesha, Ozaukee and Washington counties with lower unemployment levels (3.6 to 4.0 percent) showed 12,569 unemployed adults compared to 4,465 full-time and 2,261 part-time job openings.
- In the central city Milwaukee Community Development Block Grant (CDBG) neighborhoods, job openings (1,651 full-time and 657 part-time) fell far short of the estimated 11,405 unemployed persons considered actively seeking work in May 2005 and 4,741 cases receiving "W-2" welfare payments. The job gap between unemployed job seekers and welfare recipients expected to work and available full-time jobs located in central city neighborhoods was 10 to 1 in May 2005.

## **WORKFORCE DEVELOPMENT NEEDS**

- Job shortages persist in health care occupations and institutions where openings made up 18 percent of Milwaukee area full-time and part-time openings. Health care-related jobs showed an estimated 1,998 full-time and 1,923 part-time openings. The largest numbers of openings were for 1,041 registered nurses; 561 nursing assistants, aides and orderlies; 502 health technologists and technicians (including 146 licensed practical nurses, 65 radiologic technicians); 252 health aides; and 135 physical therapists.
- About a third of the full-time openings required four years of college or more, and most required additional years of experience. Another 54 percent required post-secondary education, an associate degree, certification, licensing, or occupation-specific experience. Jobs for high school graduates, with no specific experience required, made up 5 percent of the full-time openings, while jobs with no education or training requirements made up the remaining 9 percent of jobs.

- Most of the entry-level jobs available for workers with no education beyond high school and not requiring occupation-specific training were part-time rather than full-time. Most (78 percent of openings) entry-level full-time jobs were located outside the City of Milwaukee in the WOW counties (38 percent) or in the Milwaukee County suburbs (40 percent). Entry-level part-time jobs were also located outside the City of Milwaukee, with 34 percent in the WOW counties and 39 percent in the Milwaukee County suburbs.

## FULL-TIME OPENINGS

- Most full-time job openings were for trained workers. Eighty-six percent of full-time openings required education, training or occupation-specific experience beyond high school.

### Full-Time Positions with 100 or More Openings

<u>Openings</u>	<u>Job Title</u>
582	Retail sales workers, cashiers, sales counter clerks
564	Assemblers and machine operators
500	Registered nurses
429	Computer systems analysts, operations researchers and analysts
417	Engineers
389	Laborers
369	Computer programmers
386	Management related occupations in manufacturing
318	Numerical control machine operators
307	Bank tellers
305	Secretaries
301	Garage and service station related occupations
258	Truck drivers
258	Nursing aides, orderlies, and attendants
230	Receptionists and information clerks
208	Sales support occupations
208	Child care workers and early childhood teacher assistants
205	Management related occupations in retail trade
178	Engineering technicians
172	Hairdressers and cosmetologists
172	Accountants and auditors
166	Securities and financial services sales occupations
154	Sales representatives, manufacturing and wholesale trade
146	Health technologists and technicians - clinical, records and other
142	Personnel, training, and labor relations managers and specialists
136	Waiters and waitresses
132	Welders and cutters
129	Food counter, fountain and related occupations
104	Management related occupations in health industries

- The highest demands for college-educated workers were in the professional specialty positions and executive, administrative and managerial occupations. The survey showed demand for computer programmers, systems analysts and programmers; engineers; accountants; and nurses.
- In the technical training area, full-time positions were available for nurses, numerical control and machine operators, nursing aides and orderlies, secretaries, and truck drivers.

## **PART-TIME OPENINGS**

- Part-time positions were in demand for registered nurses, nursing aides, and health technologists and technicians. Other part-time openings were concentrated in retail sales, food counter and related services, receptionists and information clerks, and nursing assistants.
- Nurses continue to represent the only sizeable professional field where a majority of workers sought are for part-time positions rather than for full-time work. Fifty-two percent of openings for registered nurses, 62 percent of openings for licensed practical nurses, and 62 percent of openings for health technologists and technicians were for part-time jobs.

### **Part-Time Positions with 100 or More Openings**

<u>Openings</u>	<u>Job Title</u>
786	Retail sales workers, counter clerks, cashiers
541	Registered nurses
469	Food counter, fountain and related occupations
344	Receptionists and Information clerks
303	Nursing aides, orderlies, and attendants
268	Motor transportation occupations, other than drivers
221	Waiters and waitresses
183	Cooks
169	Bus drivers
166	Health technologists and technicians, other
164	Health aides
159	Guards and police, except public service
154	Child care workers and early childhood teacher's assistants
146	Secretaries
136	Bank tellers
132	Hairdressers and cosmetologists
125	Janitors and cleaners
103	Material recording, scheduling, and distributing clerks

## WAGE RATES

- While the minimum wage in Wisconsin was increased to \$5.70 an hour effective June 1, 2005, the May 2005 survey already showed few entry-level full-time or part-time jobs paying less than \$6.00 an hour. Only 2 percent of entry-level full-time openings and 6 percent of entry-level part-time openings offered below \$6.00 an hour in May 2005. Overall, 3 percent of part-time job openings paid less than \$6.00 an hour in May 2005. No jobs were listed at \$5.70 an hour.
- The average wage for full-time entry-level jobs with no experience or training requirements has risen from \$8.08 in October 2003 to \$8.76 an hour in May 2005. Average wages for entry-level jobs for part-time work showed an increase from \$6.85 an hour in October 2003 to \$7.30 in May 2005.
- The percentage of jobs supporting families above the federal poverty level rose. In May 2005, 83 percent of full-time openings offered health insurance and wages sufficient to support two persons above the federal poverty level (\$12,830). Nearly four-fifths (79 percent) offered health insurance and wages sufficient to support three persons above the federal poverty level (\$16,090), and two-thirds (68 percent) paid enough to support a four-person family (\$19,350) at the federal poverty level and with health insurance. Only 34 percent of full-time jobs with no education or experience requirements paid enough to support a four-person family at the federal poverty level.

**Estimated Full-Time Job Openings by Type of Company: May 1993 - May 2005**

<u>Type of Company</u>	<u>May 93</u>	<u>May 94</u>	<u>May 95</u>	<u>May 96</u>	<u>May 97</u>	<u>May 98</u>	<u>May 99</u>	<u>Oct 01</u>	<u>Oct 02</u>	<u>Oct 03</u>	<u>May 05</u>
Services	3,374	5,159	5,588	6,296	5,705	5,864	6,614	5,162	3,826	3,341	4,269
Retail and Wholesale Trade	2,821	4,672	6,011	4,424	3,733	4,502	5,552	2,110	1,438	1,848	2,577
Manufacturing	2,123	3,552	4,611	3,540	3,377	3,817	3,237	1,293	900	1,427	2,975
Finance, Insurance and Real Estate	1,198	935	1,720	1,215	2,025	2,349	2,522	2,149	1,555	949	920
Transportation, Communications, Utilities	674	1,100	1,107	1,468	788	1,672	1,596	397	149	252	577
Construction	1,054	666	658	917	1,401	473	1,496	878	340	397	422
Ag., Forestry, Fishing	186	37	343	205	72	259	365	105	90	89	70
Government	440	669	504	622	481	324	770	129	572	110	571
<b>TOTAL</b>	<b>11,870</b>	<b>16,790</b>	<b>20,543</b>	<b>18,687</b>	<b>17,582</b>	<b>19,259</b>	<b>22,152</b>	<b>12,218</b>	<b>8,870</b>	<b>8,412</b>	<b>12,381</b>

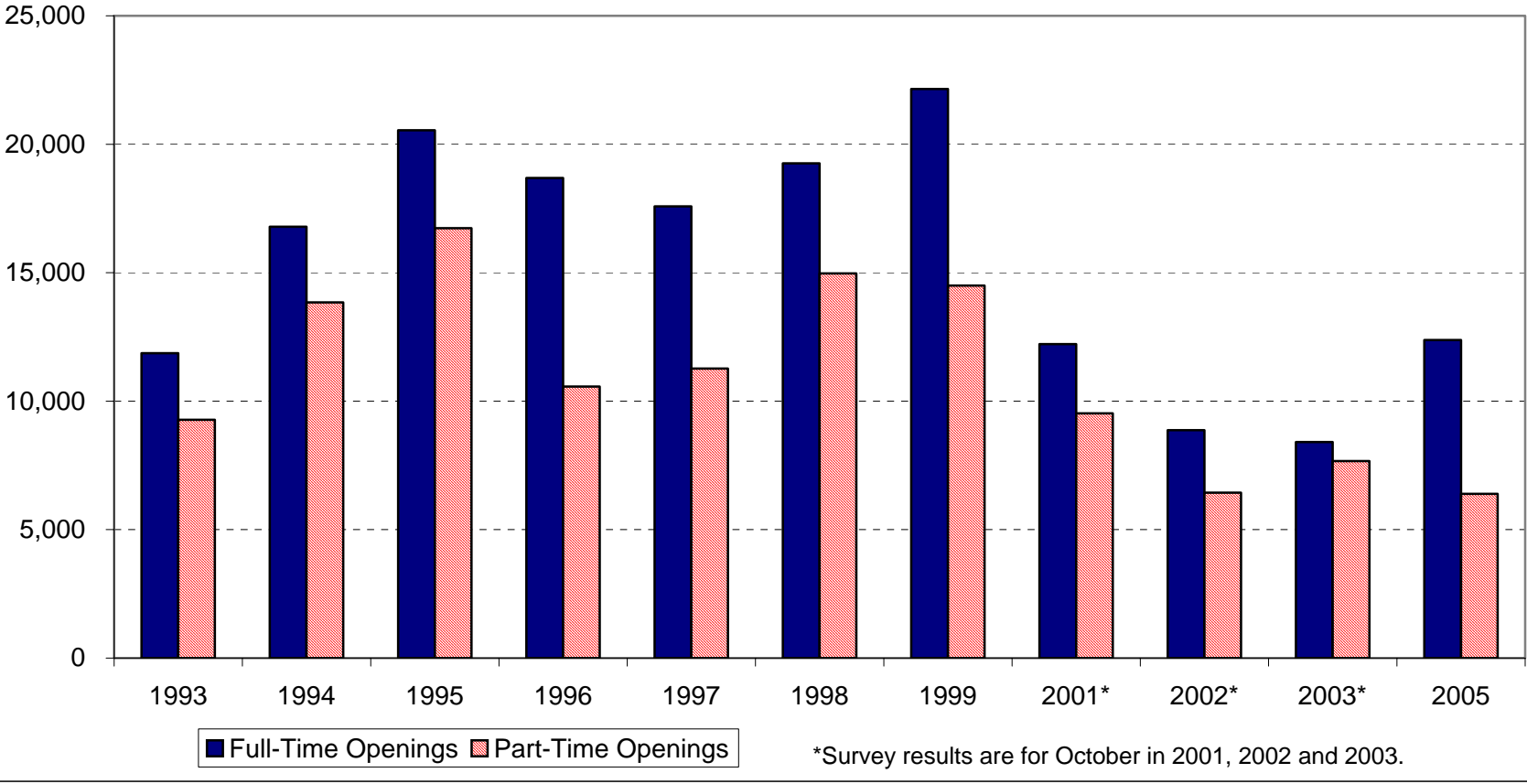
**Estimated Part-Time Job Openings by Type of Company: May 1993 - May 2005**

<u>Type of Company</u>	<u>May 93</u>	<u>May 94</u>	<u>May 95</u>	<u>May 96</u>	<u>May 97</u>	<u>May 98</u>	<u>May 99</u>	<u>Oct 01</u>	<u>Oct 02</u>	<u>Oct 03</u>	<u>May 05</u>
Services	3,356	3,718	5,693	3,952	5,051	4,552	5,186	4,616	3,283	3,250	3,006
Retail and Wholesale Trade	4,573	8,413	8,324	5,150	4,825	8,755	6,126	3,511	2,202	3,299	2,141
Manufacturing	521	385	411	265	110	173	500	158	111	51	114
Finance, Insurance and Real Estate	173	345	932	361	358	645	785	688	230	614	339
Transportation, Communications, Utilities	305	497	623	345	404	541	1,050	367	95	337	575
Construction	144	194	225	145	217	122	204	47	16	7	16
Ag., Forestry, Fishing	120	37	162	10	16	50	120	81	457	61	8
Government	85	256	362	342	289	134	531	59	41	49	192
<b>TOTAL</b>	<b>9,277</b>	<b>13,845</b>	<b>16,731</b>	<b>10,570</b>	<b>11,270</b>	<b>14,972</b>	<b>14,501</b>	<b>9,527</b>	<b>6,436</b>	<b>7,668</b>	<b>6,391</b>

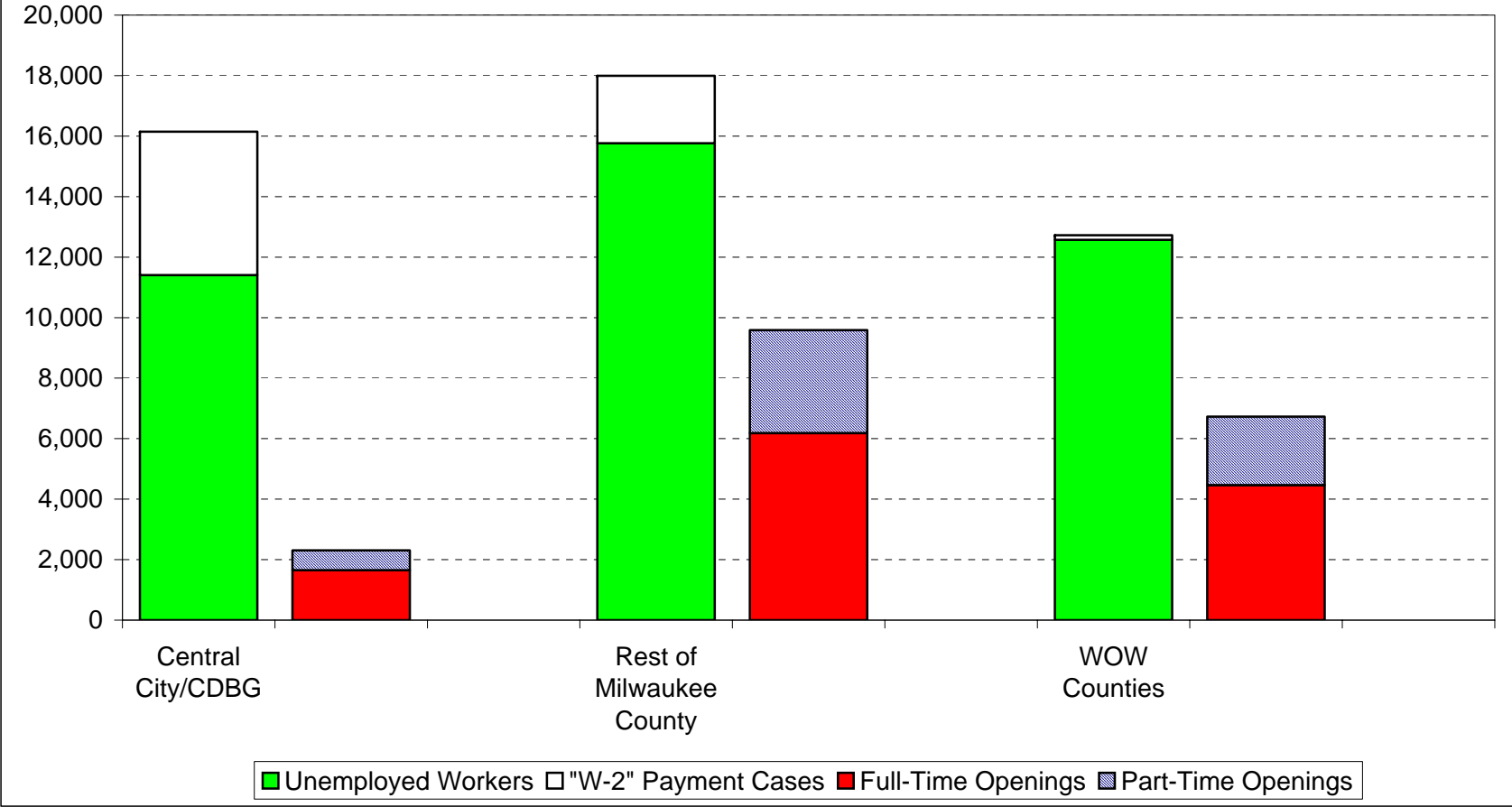
**TOTAL FULL-TIME AND PART-TIME OPENINGS**

<b>21,147</b>	<b>30,635</b>	<b>37,274</b>	<b>29,257</b>	<b>28,852</b>	<b>34,231</b>	<b>36,653</b>	<b>21,745</b>	<b>15,306</b>	<b>16,080</b>	<b>18,772</b>
---------------	---------------	---------------	---------------	---------------	---------------	---------------	---------------	---------------	---------------	---------------

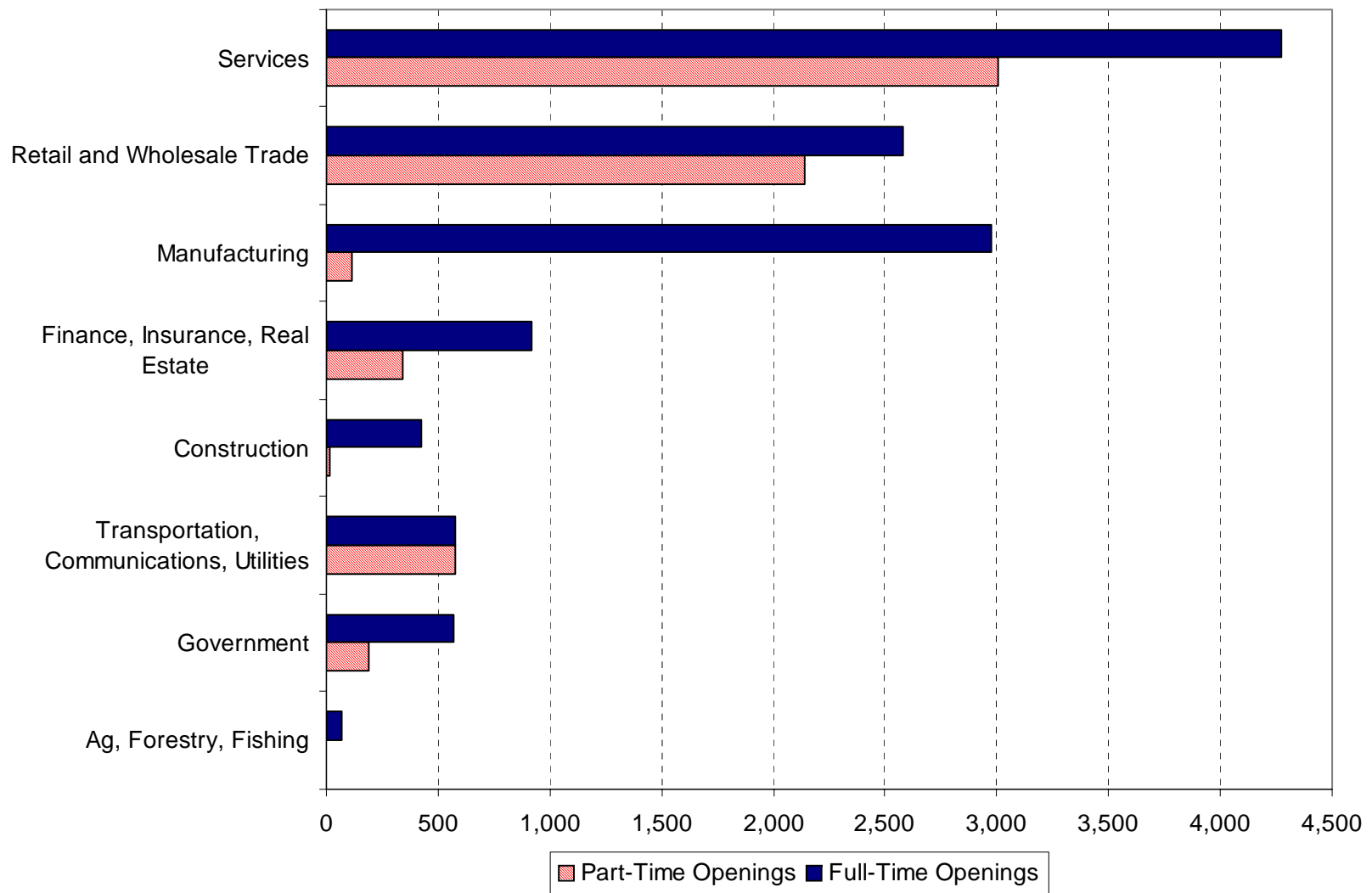
### Full-Time and Part-Time Job Openings: Milwaukee Metro Area (Surveys in May, Unless Noted)



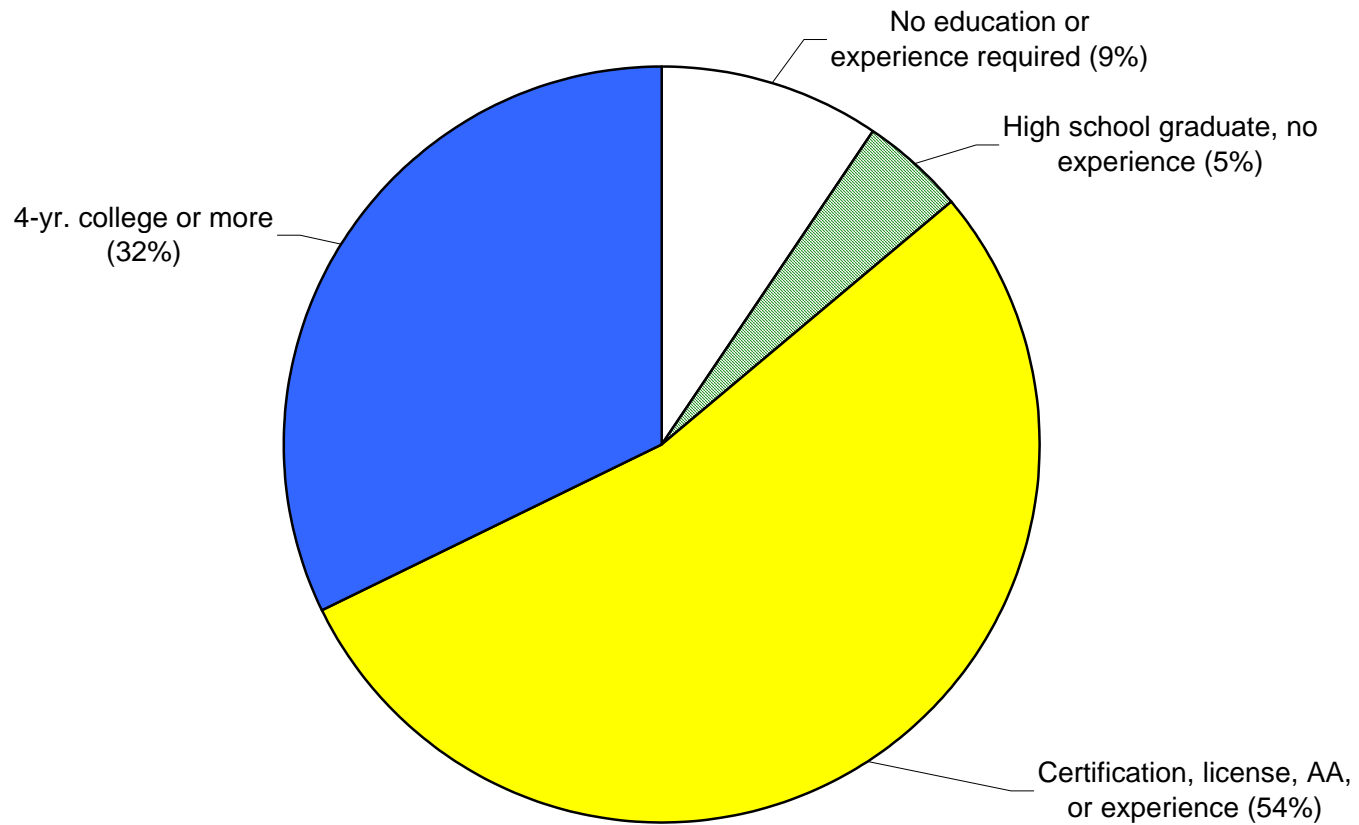
### Estimated Job Seekers to Job Openings by Geographical Area May 2005



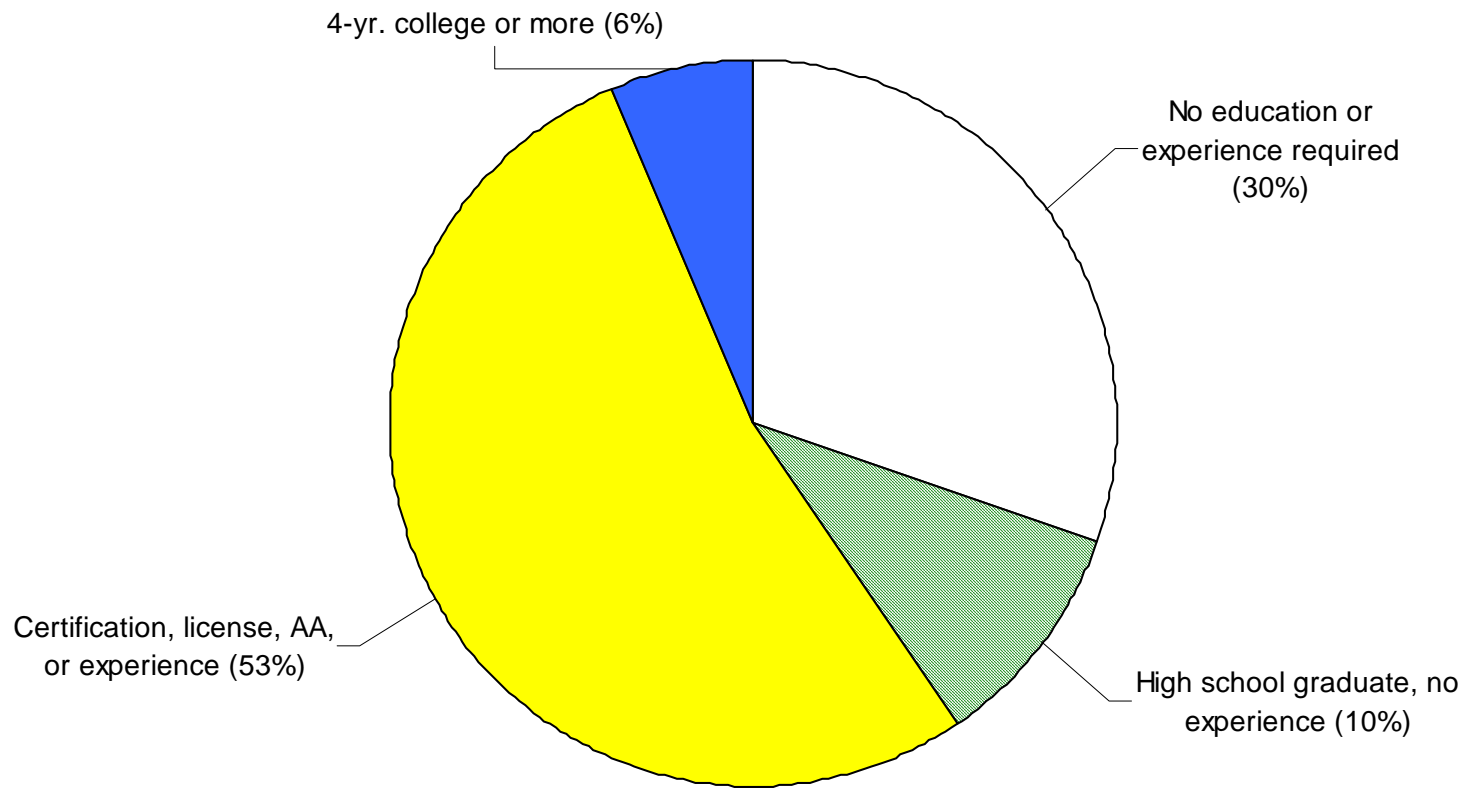
### Job Openings by Type of Industry Milwaukee MSA: May 2005



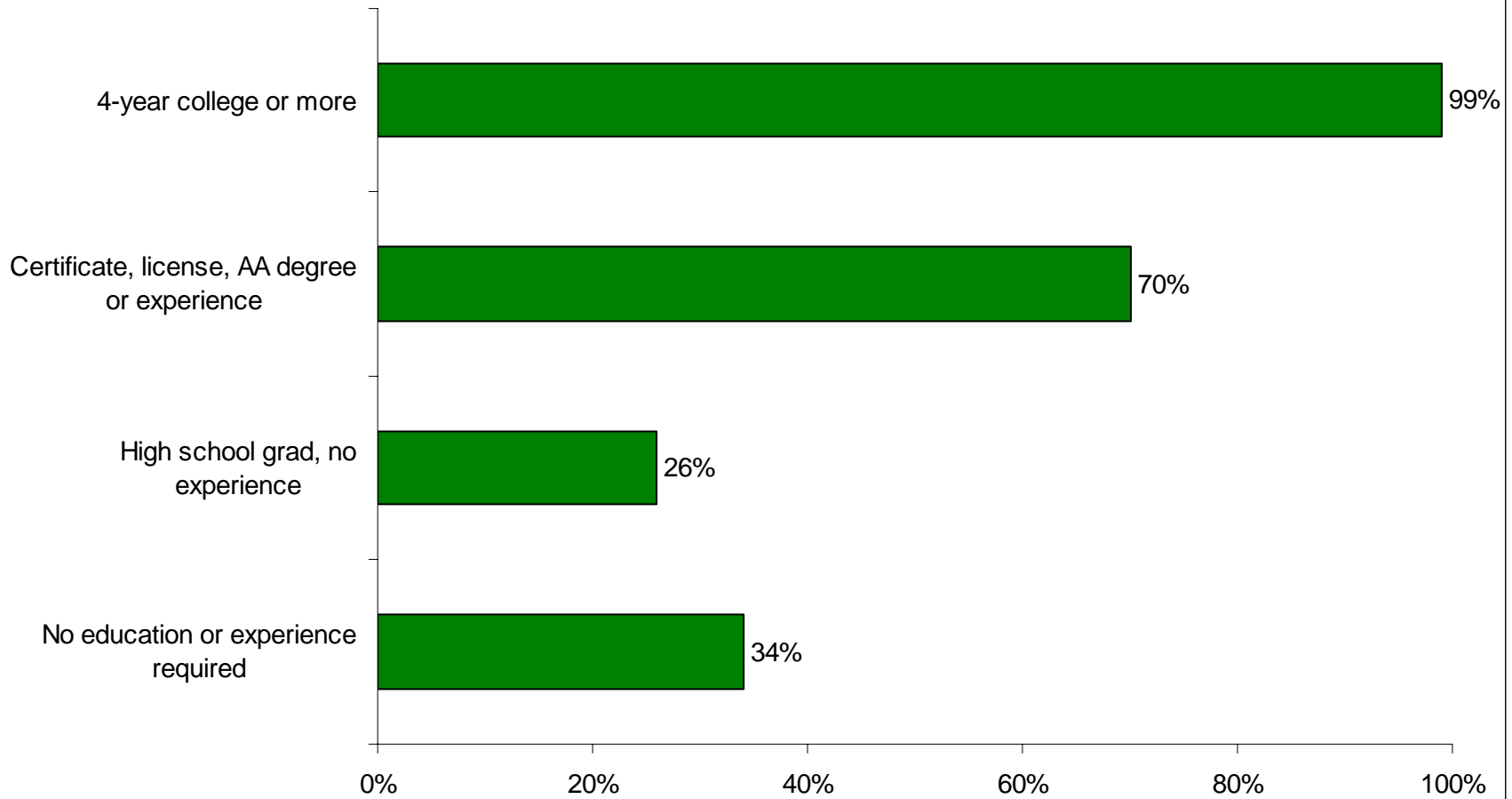
### Requirements for Full-Time Openings: May 2005



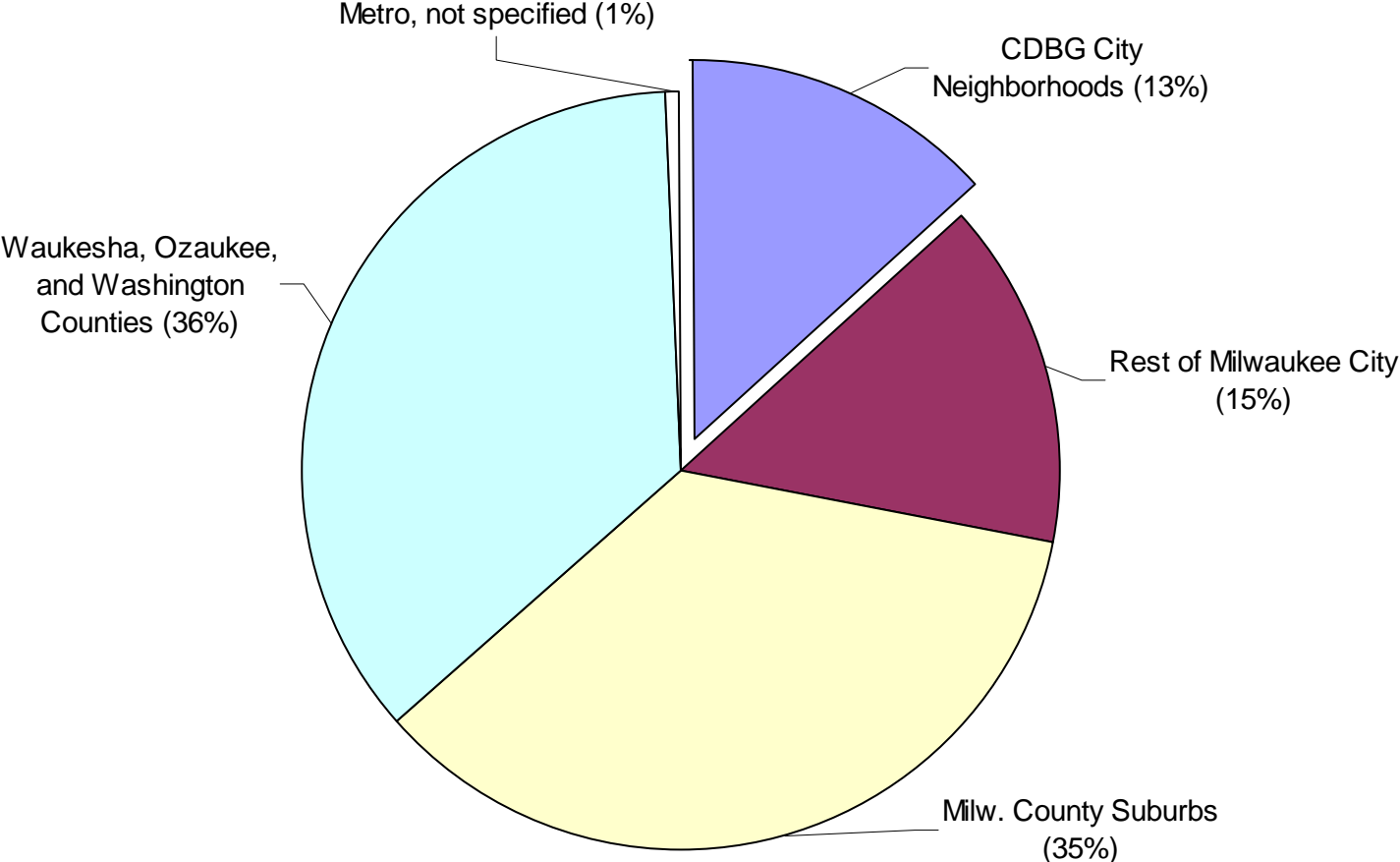
### Requirements for Part-Time Openings: May 2005



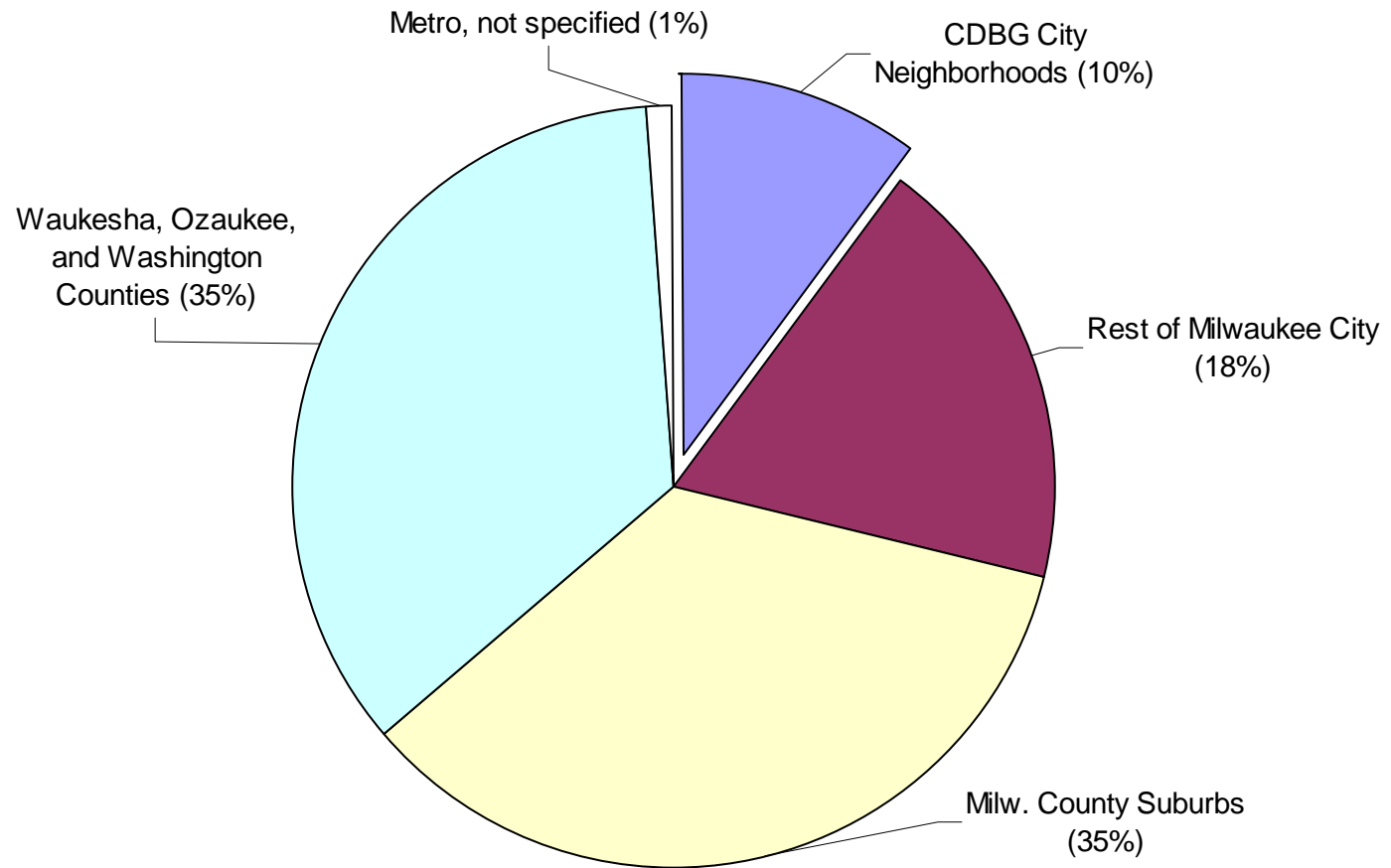
### Job Openings Paying Family Wages (for 4) and Health Insurance



### Work Sites for Full-Time Job Openings: May 2005



### Work Sites for Part-Time Job Openings: May 2005



## **Background on the Milwaukee Job Vacancy Survey**

The May 2005 job vacancies report for the four-county Milwaukee metropolitan area was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute for the Private Industry Council of Milwaukee County. 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 Private Industry Council, employers, public officials, workforce development staff, job trainers, and educational institutions to assist in:

- measuring employer demand for workers in the Milwaukee metro area.
- providing an indicator of labor force shortages and the overall health of the local economy.
- identifying workforce development priorities and industrial sectors with employment potential.
- analyzing the characteristics of job vacancies, including full or part-time positions, wages and benefits offered, and education and experience requirements.
- 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 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.
- identifying career development opportunities and ladders for skilled and semiskilled workers.
- offering current labor market information for counseling students and jobseekers.
- developing workforce preparation programs and services for in-school youth and displaced workers.

The Milwaukee job openings surveys were developed by the University of Wisconsin-Milwaukee Employment and Training Institute in 1992 at the request of the City of Milwaukee. Initial funding support was provided by the Helen Bader Foundation and the five government partners collaborating on the Milwaukee Labor Market Project: the City of Milwaukee, Milwaukee Public Schools, Milwaukee Area Technical College, the University of Wisconsin-Milwaukee, and the Private Industry Council of Milwaukee County. Milwaukee was the first major city in the nation to regularly study job openings in order to assess the number and type of jobs available and the level of skill training employers need to fill openings. Surveys have been conducted semi-annually or annually since 1993.

The Employment and Training Institute's labor market work involves an ongoing collaboration between the University and local governments and educational institutions.

- The Private Industry Council uses the research for workforce development planning and to meet the requirements of the Workforce Investment Act, as indicated above.

- The City of Milwaukee, which first identified a need for current data on job vacancies, uses the research to identify job gaps between the city workforce and available jobs, particularly in central city neighborhoods. Spatial mismatches are addressed through initiatives, including the Renewal Community federal tax incentive program, redevelopment of Menomonee Valley industrial sites, the Residents Preference Program, and support for Disadvantaged Business Enterprises.
- The Milwaukee Public Schools uses the data for career education, planning, and student counseling. In 1999 the Employment and Training Institute worked with MPS and MATC to develop a curriculum for students, teachers and counselors on understanding the local labor market and career planning and provided training for MPS counselors. A website version of the curriculum is for middle and high school students is posted on the Institute's website at [www.uwm.edu/Dept/ETI/jobs/guide1.htm](http://www.uwm.edu/Dept/ETI/jobs/guide1.htm).
- Milwaukee Area Technical College administrators regularly review the job vacancy findings along with results from their follow-up studies of MATC graduates to identify priorities for technical training and areas in high demand by local employers.
- The UWM Employment and Training Institute prepares policy papers and provides technical assistance on workforce development issues and labor market shortages, including work researching critical needs in the health professions, addressing transportation and child care barriers to employment, mapping the workforce by occupational area, and planning for demographic changes in the labor force.

In 1998, the U.S. Congress identified the Milwaukee Job Openings Surveys as a national model. The U.S. Department of Labor Employment and Training Administration (ETA) subsequently contracted with the UWM Employment and Training Institute to develop a manual on how to conduct such surveys and recommended the Milwaukee approach for other cities and labor markets. The Milwaukee approach has been used by a number of states (including Colorado, Louisiana, Oklahoma, Massachusetts, Minnesota, Nebraska, and Rhode Island), major metropolitan areas (including Pittsburgh, San Francisco, and St. Louis), and scores of urban and rural counties. The Bureau of Labor Statistics, which had abandoned its own job vacancies studies in the early 1980s, has reinstated vacancies studies, and the ETA actively promotes use of job vacancy studies as a workforce development tool. The Workforce Information Council has also identified job vacancy statistics as a major priority for the states.

The job vacancy 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 Internet at [www.uwm.edu/Dept/ETI/manual.htm](http://www.uwm.edu/Dept/ETI/manual.htm). The response rate for this survey was 50 percent. Summaries of job openings reports for the Milwaukee metro area (from 1993 through 2005) are available on the UWM Employment and Training Institute website at [www.uwm.edu/Dept/ETI](http://www.uwm.edu/Dept/ETI). 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](mailto:eti@uwm.edu). Website: [www.eti.uwm.edu](http://www.eti.uwm.edu).