



Survey of Job Openings in the Milwaukee
Metropolitan Area: Week of May 24, 2006
Executive Summary

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

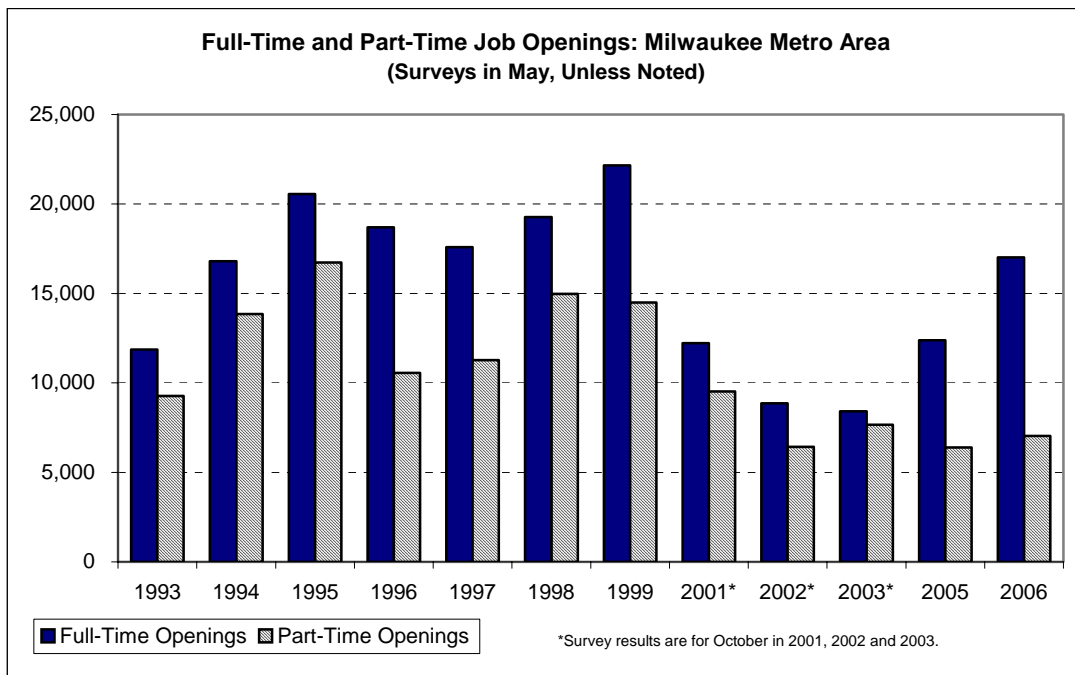
August 2006

Private Industry Council of Milwaukee County Survey of Job Openings in the Milwaukee Metropolitan Area: Week of May 24, 2006

The week of May 24, 2006, an estimated 24,056 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 747,554 employed workers in the area. The job vacancy study was prepared by the University of Wisconsin-Milwaukee Employment and Training Institute (ETI) for the Private Industry Council of Milwaukee County. In May 2006, 2,687 employers, or 55 percent of the sample, responded to the survey. The Milwaukee job openings surveys are the most extensive and continuous surveys of employer workforce development needs in the nation. Job openings surveys using the ETI methodology are now used by at least 15 states, major metropolitan areas (including Denver, Pittsburgh, San Francisco, St. Louis, and Minneapolis-St. Paul), and scores of urban and rural counties.

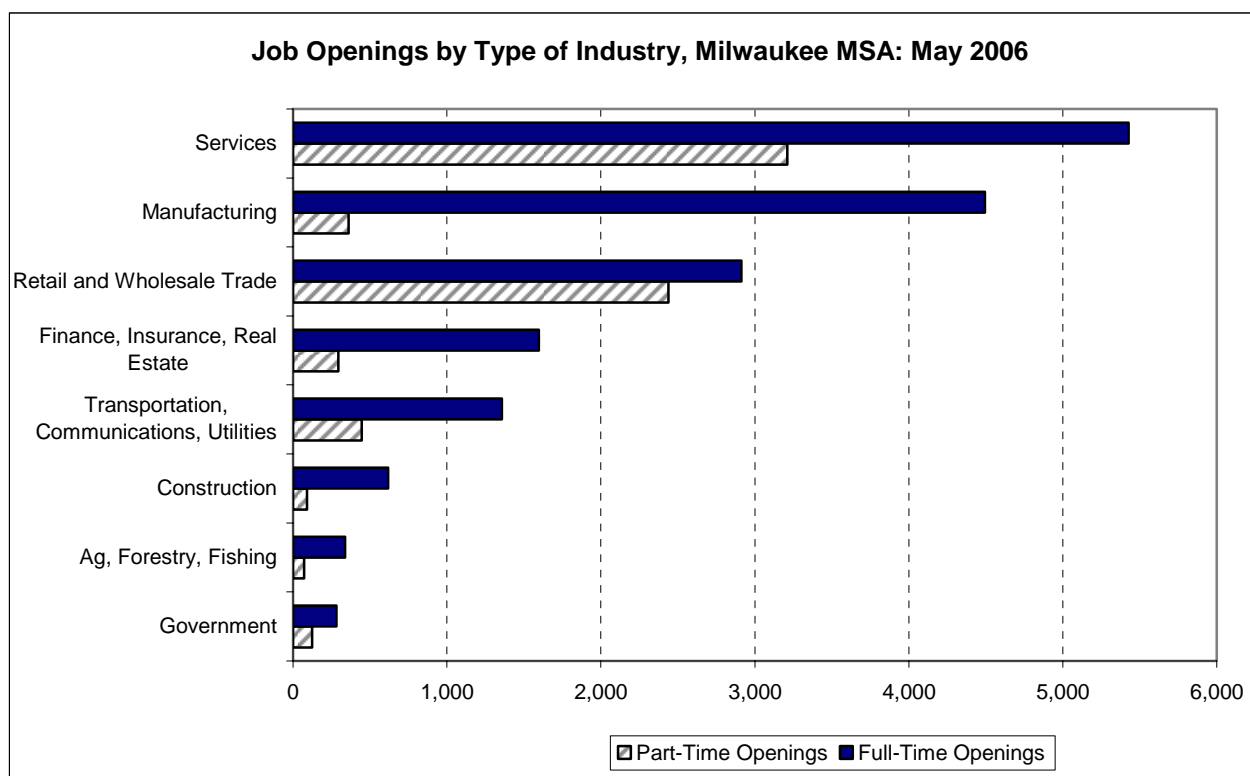
LABOR MARKET SUPPLY AND DEMAND

- As of May 24, 2006 employers in Milwaukee, Ozaukee, Washington and Waukesha counties reported openings for an estimated 17,020 full-time and 7,036 part-time openings. Full-time job openings in the metropolitan area were up by 4,639 above the number of vacancies reported in May 2005.



- Total openings for full-time work were up for all employment sectors except government in May 2006, compared to May 2005.
- The highest increase in full-time openings was seen in the manufacturing sector, which showed 1,520 more full-time openings in May 2006 than in May 2005. The number of full-time openings in manufacturing (4,495 vacancies) is at an all-time high for the last decade and at its second-highest level since the survey began in 1993.

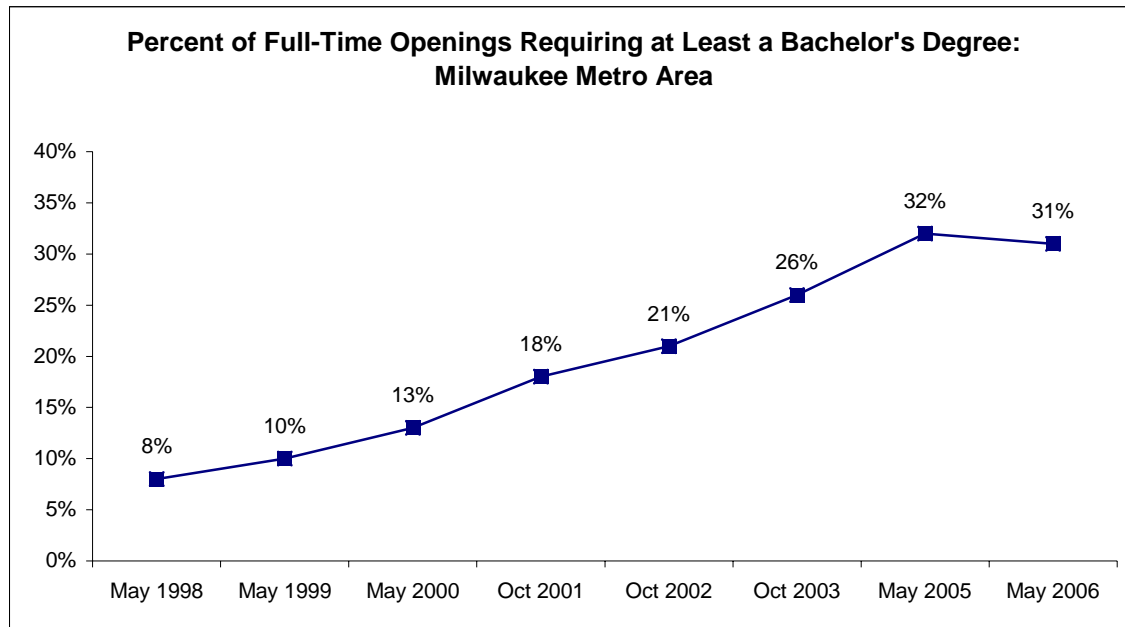
- Part-time openings were up by 645 since May 2005, mainly due to an increase of 298 jobs in retail and wholesale trade and 205 jobs in the service sector. Part-time openings are still significantly below the levels shown in the late 1990s, when over 14,000 part-time jobs were available.
- One in five Milwaukee area employers was hiring workers in May 2006. Most (88 percent) companies with 1,000 or more employees were hiring, as were 82 percent of companies with 500-999 employees and 80 percent of companies with 250-499 employees. About 6 percent of the smallest companies (with less than 5 employees) had at least one job open for hire in May 2006.
- The largest numbers of full-time openings were concentrated in service industries (32 percent of total openings), manufacturing (26 percent), and retail and wholesale trade (17 percent). Part-time openings were concentrated mainly in the service sector (46 percent) and retail and wholesale trade (35 percent).



WORKFORCE TRAINING NEEDS

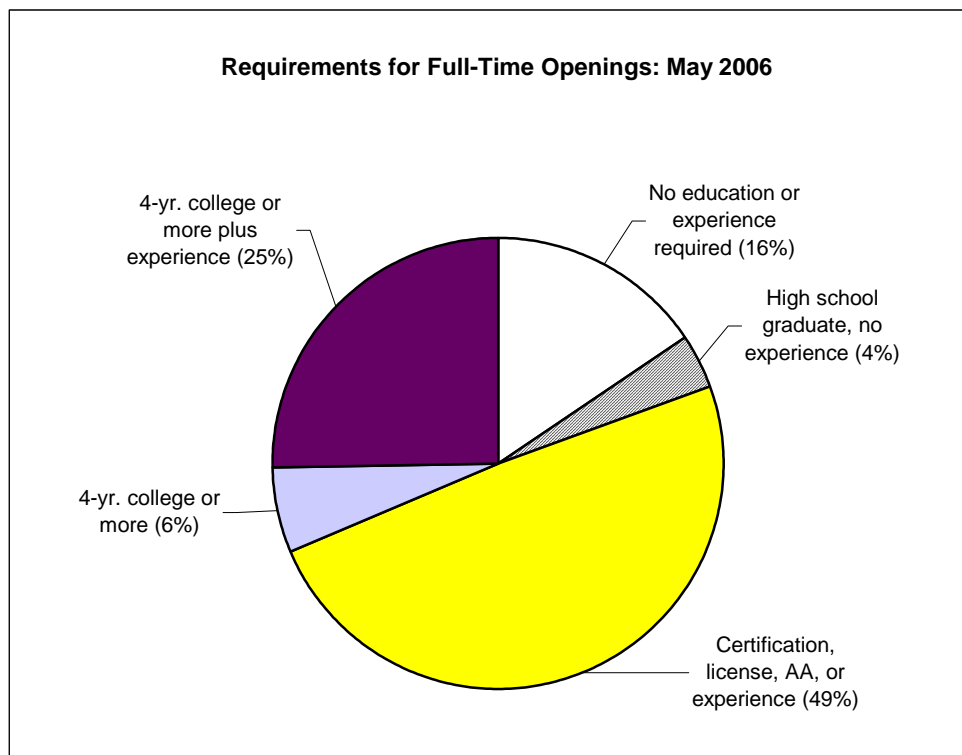
- The health industry remains a dominant force in the job market, with nearly one out of every five job openings for persons providing health care or working for health care providers. Labor shortages persist in health care occupations and institutions where openings made up 19 percent of Milwaukee area full-time and part-time openings. Health care-related jobs showed an estimated 2,085 full-time and 1,750 part-time openings, and other employment in hospitals, nursing homes, and medical clinics accounted for another 940 openings. The largest numbers of openings in the health field were for 1,316 registered nurses; 502 health aides; 446 nursing assistants, aides and orderlies; 383 health technologists and technicians (including 124 radiologic technicians, 49 dental hygienists, and 46 clinical technologists and technicians); and 342 therapists (including 94 physical therapists, 70 occupational therapists, and 48 respiratory therapists).

- The estimated number of full-time jobs for college graduates was at an all-time high, with 4,885 jobs requiring at least a BA or BS degree. The vast majority (80 percent) of these openings also required prior employment experience in the professional field. For example, virtually all of the full-time openings for accountants were for persons already working in the field and seeking advancement. Likewise, about 90 percent of openings for engineers were for experienced professionals. Candidates for many of these positions are recruited nationally.

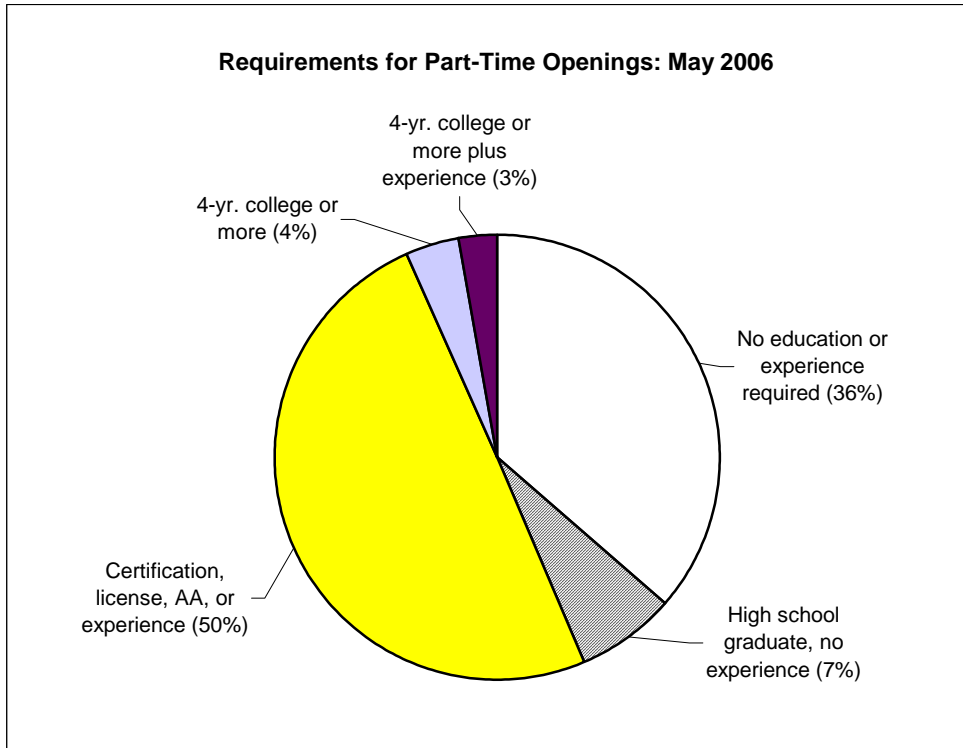


- Manufacturing firms reported need for full-time workers as machine operators (an estimated 1,053 openings, including 238 openings for CNC numerical control machine operators), assemblers (352 openings), and welders (351 full-time openings).
- Demand for computer specialists has again escalated with over 1,200 full-time jobs available in computer fields, including jobs for computer programmers, software engineers, IT consultants, systems analysts, computer operators, equipment operators, etc. Many other job openings in all fields – and even jobs for entry-level workers – are specifying that applicants must have basic computer skills.
- Another critical employment prerequisite is a valid driver's license. An estimated 1,882 jobs (1,169 full-time positions and 713 part-time positions) specifically identified possession of a valid Wisconsin driver's license (and in the case of sales-drivers and truck driver positions, a good driving record) as a job requirement. In many cases a commercial driver's license is also required.
- Pockets of training opportunities were shown for occupations available to unskilled and semiskilled workers, including those without a high school diploma. For example, high demand was reported for supervisors of food preparation/service occupations, where an estimated 325 full-time openings were available for experienced workers with high school or less. Although some employers continue to use the high school diploma as a screening tool for food service assistants, servers and set-up crews, the majority of non-supervisory food preparation and service positions (full-time and part-time) presently available require neither high school graduation nor prior food service employment experience. The exception is for cooks, where formal training or on-the-job experience is almost always required.

- Work processing information has created demand for clerk positions. There were an estimated 550 full-time positions and 305 part-time positions for order clerks, records clerks, billing clerks, shopping and receiving clerks, and stock and inventory clerks.
- Training requirements for personal service work involve a range of technical college programs. For example, for child care workers in non-school settings only completion of a 40 hour early childhood and development course and 12 hour infant/toddler course may be required. Often a CNA (certified nursing assistant) credential opens up opportunities for jobs as behavioral health technicians, clinic secretary/assistants, home health aides, nursing assistants, patient care assistants, psychiatric technicians, and urgent care assistants.
- In all, about a third (31%) of full-time openings required four years of college or more, while half (49 percent) of full-time jobs required post-secondary education, an associate degree, certification, licensing, or occupation-specific experience. Jobs for high school graduates, with no specific experience requirements made up 4 percent of the full-time openings, while jobs with no education or training requirements made up the remaining 16 percent of jobs.



- Jobs with no experience or education requirements made up 36 percent of all part-time job openings. Jobs for high school graduates with no experience comprised 7 percent of part-time openings. Part-time jobs requiring occupation-specific training, licensing or certification accounted for 50 percent of available positions. Only 7 percent of part-time job openings required a four-year college degree or more.



FULL-TIME OPENINGS

- Most full-time job openings reported by employers for the May 2006 job vacancies survey were for trained or college-educated workers. Eighty percent of full-time openings required education, training or occupation-specific experience beyond high school.

Full-Time Positions with 100 or More Openings: May 2006

<u>Openings</u>	<u>Job Title</u>
815	Machine operators (non-CNC)
766	Registered nurses
654	Computer programmers
591	Engineers (electrical, mechanical, civil, computer)
564	Driver-sales workers
463	Laborers (industries except construction and manufacturing)
424	Sales occupations, other business services
419	Helpers, mechanics, and repairers
383	Sales representatives, manufacturing and wholesale
352	Assemblers
351	Welders and cutters
340	Supervisors, food preparation and service occupations
320	Sales support occupations, n.e.c. (not elsewhere classified)
298	Accountants and auditors
283	Food preparation and kitchen occupations (non-cooks)
272	Securities and financial services sales occupations

265	Elementary and secondary school teachers
258	Computer systems analysts and scientists
251	Health technologists and technicians
239	Management analysts
239	Management related occupations, n.e.c.
238	Numerical control machine operators
234	Order clerks
220	Information clerks and receptionists
216	Janitors and cleaners
210	Sales counter clerks and cashiers
202	Garage and service station related occupations
186	Secretaries
183	Managers, marketing, advertising, and public relations
181	Bookkeepers, accounting, and auditing clerks
178	Health aides, except nursing
169	Personnel, training, and labor relations specialists
167	Cooks
160	Electrical and electronic engineers
160	Supervisors, general office
158	Managers and administrators, n.e.c., salaried
146	Laborers, manufacturing
141	Stock handlers and baggers
138	Truck drivers
134	Counselors, educational and vocational
132	Electricians
129	Painters, construction and maintenance
127	College faculty and instructors
126	Supervisors and proprietors, sales occupations, salaried
126	Computer operators
124	Nursing aides, orderlies, and attendants
124	Engineering technicians
123	Records clerks
119	Social workers
114	Motor transportation occupations, n.e.c.
114	Automobile mechanics
111	Administrative support occupations, n.e.c.
108	Hairdressers, cosmetologists and barbers
108	Child care workers
106	Bank tellers

- The highest demands for college-educated workers were in the professional specialty positions and executive, administrative and managerial occupations. Employers reported demand for engineers, computer programmers, accountants, elementary and secondary school teachers, nurses, and computer systems analysts.
- In the technical training area, full-time positions were available for computer programmers, machine operators, registered nurses, accounting and auditing staff, and health technologists and technicians.
- The growing diversity of the Milwaukee metro population is seen in increased demand for bilingual workers. In addition to jobs for middle school, high school and college language teachers, about 100 full-time jobs are available for bilingual workers in a number of occupations, particularly in health care, financial services, and retail. Job openings for bilingual workers include positions for medical

interpreters, language service specialists, customer service representatives, clerical assistants, and sales staff. Most openings are for Spanish-speaking staff although hospitals are also hiring part-time interpreters speaking Russian and Hmong. Several employers are now seeking bilingual professionals as managers and supervisors.

PART-TIME OPENINGS

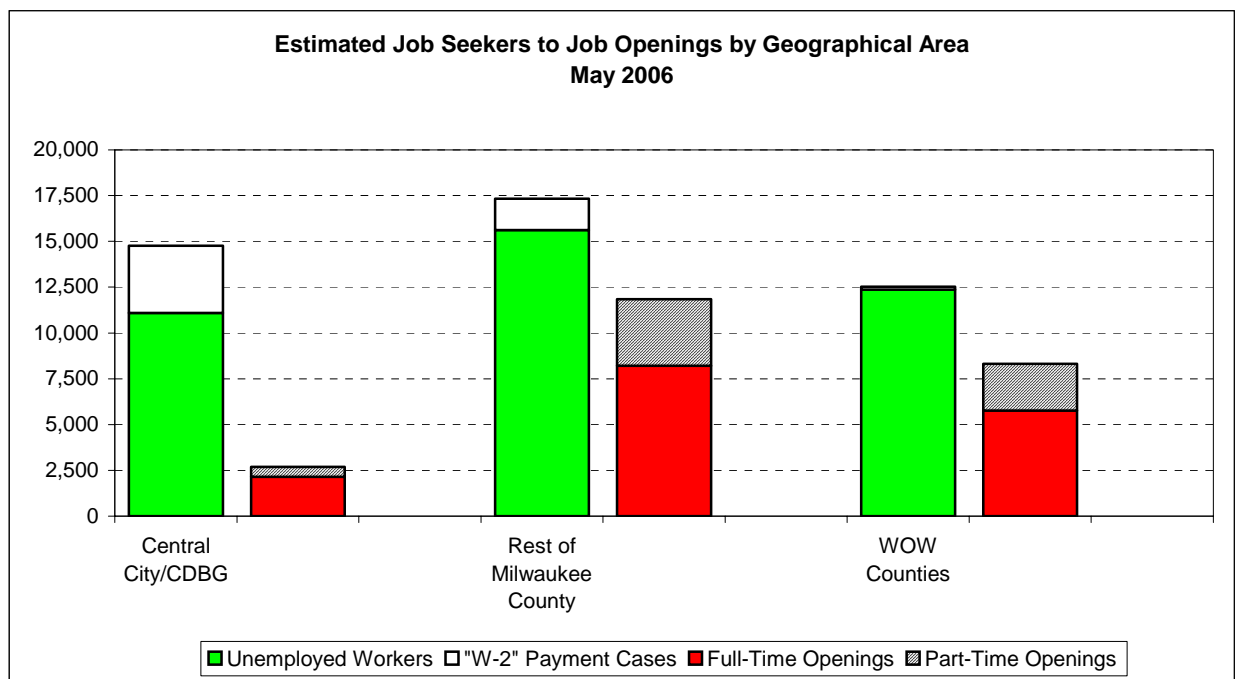
- Part-time positions were in demand for registered nurses, health aides, nursing aides, and health technologists and technicians. Other part-time openings were available for sales counter clerks, food preparation workers, driver sales workers, cashiers, and stock handler and baggers.
- The ratio of part-time to full-time openings for nurses has shifted from majority part-time as of May 2005 to majority full-time openings in May 2006. However, job opportunities for aide workers continue to be mainly part-time. In May 2006, 68 percent of the openings for health and nursing aides were for part-time work.

Part-Time Positions with 100 or More Openings: May 2006

<u>Openings</u>	<u>Job Title</u>
550	Registered nurses
389	Sales counter clerks
324	Health aides, except nursing
322	Nursing aides, orderlies, and attendants
317	Food preparation and kitchen occupations (not incl. cooks)
304	Driver-sales workers
296	Cashiers
295	Stock handlers and baggers
247	Machine operators (including CNC)
246	Janitors and cleaners
242	Sales support occupations, n.e.c.
231	Administrative support occupations, n.e.c.
199	Hairdressers and cosmetologists
168	Bus drivers
167	Order clerks
155	Cooks
132	Health technologists and technicians
129	Food counter, fountain and related occupations
124	Freight, stock, and material handlers
121	Receptionists and information clerks
103	Waiters'/waitresses' assistants
101	Records, stock and inventory clerks

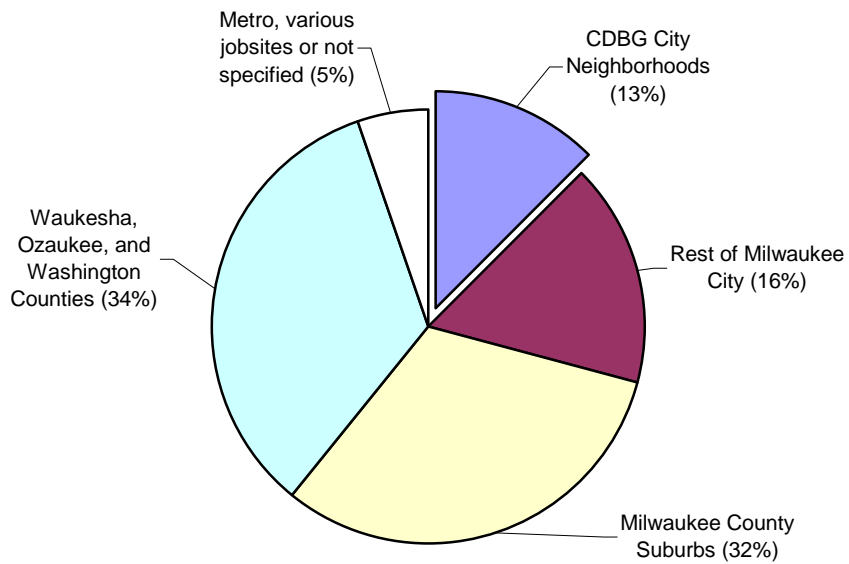
TRANSPORTATION/SPATIAL MISMATCH

- In Milwaukee County total jobs available (10,361 full-time and 4,174 part-time openings) were well below the number of officially counted unemployed job seekers (26,692 workers). Waukesha, Ozaukee and Washington counties with lower unemployment levels (3.5 to 4.1 percent) showed 12,366 unemployed adults compared to 5,770 full-time and 2,551 part-time job openings.
- The job gap between available workers and job openings is most acute in the central city Milwaukee Community Development Block Grant (CDBG) neighborhoods, where job openings (2,143 full-time and 550 part-time) fell far short of the estimated 11,085 unemployed persons considered actively seeking work in May 2006 and 3,670 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 7 to 1 in May 2006.

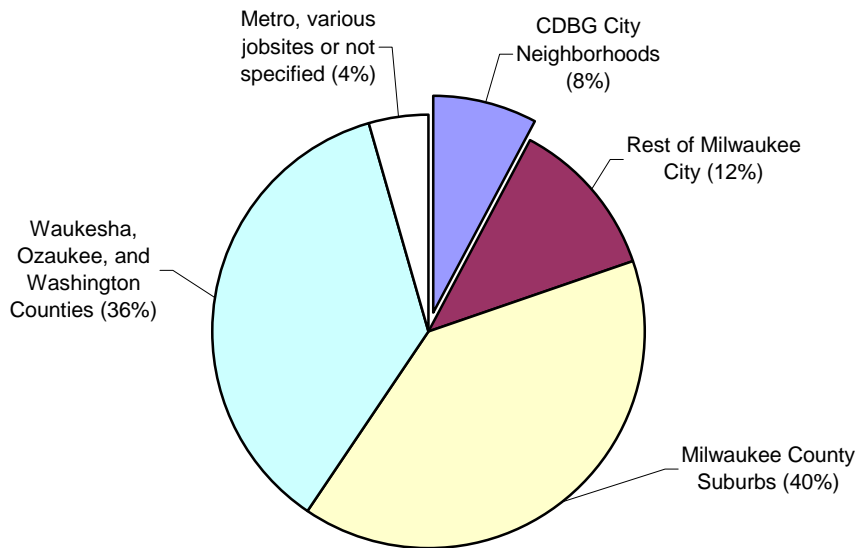


- Further handicapping central city residents is the shortage of entry-level work in their neighborhoods. Only 8% of the full-time entry-level jobs available for workers with no education beyond high school and not requiring occupation-specific training were located in the CDBG neighborhoods. For part-time openings, only 4% of entry-level jobs were in the CDBG neighborhoods.
- 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 (84 percent of openings) entry-level full-time jobs were located outside the City of Milwaukee in the WOW counties (44 percent) or in the Milwaukee County suburbs (40 percent).
- The work sites for part-time jobs also remain a problem for city residents, with most openings located in the suburbs or collar communities of the metro area. Most entry-level part-time jobs were located outside the City of Milwaukee, with 35 percent in the WOW counties and 51 percent in the Milwaukee County suburbs.

Work Sites for Full-Time Job Openings: May 2006

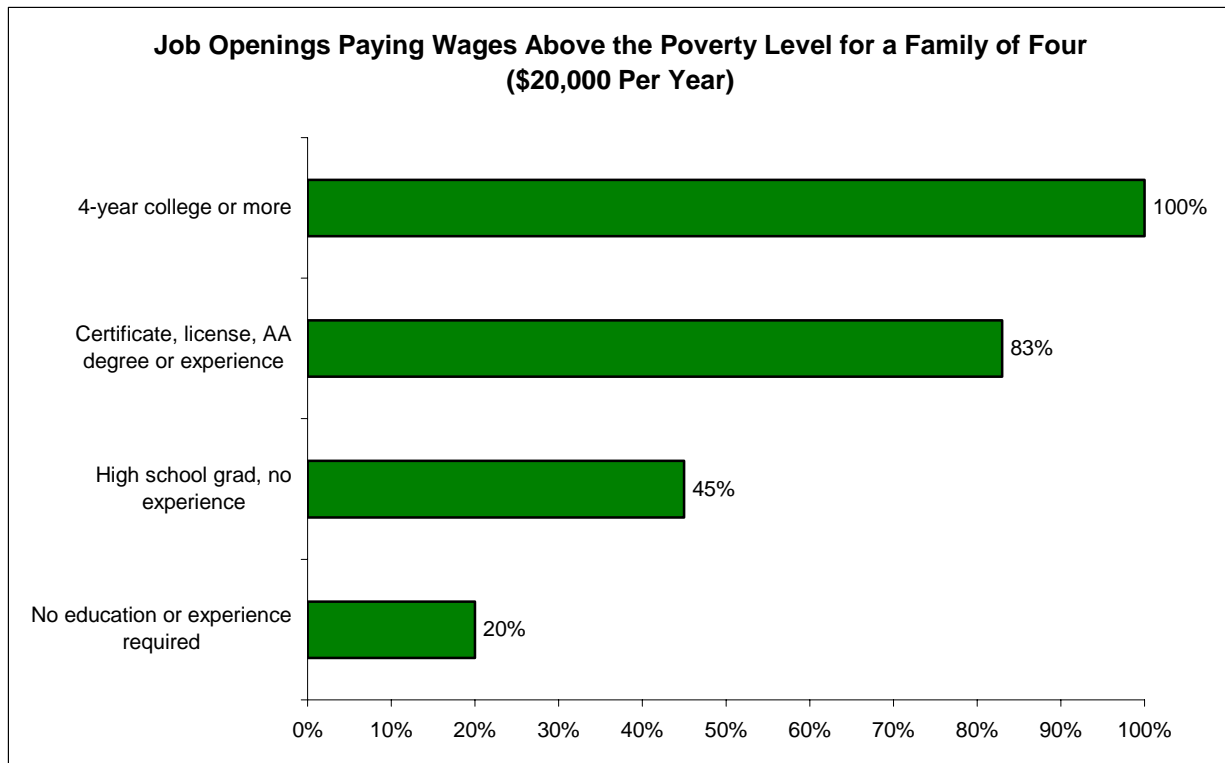


Work Sites for Part-Time Job Openings: May 2006



WAGE RATES

- The average wage offered 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 and up to \$9.50 an hour in May 2006. 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 and to \$7.52 an hour in May 2006.
- Effective June 1, 2006, the minimum wage in Wisconsin was increased from \$5.70 to \$6.50 an hour, with a minimum wage of \$5.90 an hour allowed for minors (under age 18) and for “opportunity employees” (under age 19 and employed for 90 or fewer days) and \$5.15 an hour for agricultural employees. As of May 24, 2006, for entry-level jobs (with no education or training requirements), 2 percent of full-time openings and 11 percent of part-time openings paid less than \$6.00 an hour.
- For the four-county metropolitan area, the proportion of full-time job openings offering family wages above the poverty level was calculated based on 2006 federal poverty income guidelines which set the poverty level at \$16,600 per year for a family of three and \$20,000 for a family of four. An estimated 90 percent of the May 2006 full-time job openings offered wages above the poverty level for a family of three while 64 percent paid enough to support four persons above the federal poverty level. However, only 20 percent of entry level jobs requiring no experience and 45 percent of jobs requiring high school completion but no occupation-specific experience offered wages sufficient to support a family of four above the poverty level.



Wage Rates by Job Qualifications for Full-Time Job Openings: May 2006

<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 \$6.00	Up to \$12,507	0%	0%	1%	2%	1%
\$6.00 – 6.99	\$12,528 – 14,585	0%	1%	16%	12%	5%
\$7.00 – 7.99	\$14,616 – 16,683	0%	2%	8%	12%	5%
\$8.00 – 8.99	\$16,704 – 18,771	0%	4%	26%	9%	6%
\$9.00 – 9.99	\$18,792 – 20,859	1%	11%	4%	46%	20%
\$10.00 – 10.99	\$20,880 – 22,947	0%	11%	2%	6%	8%
\$11.00 – 11.99	\$22,968 – 25,035	0%	9%	10%	4%	7%
\$12.00 – 12.99	\$25,056 – 27,123	3%	13%	6%	1%	8%
\$13.00 – 13.99	\$27,144 – 29,211	5%	11%	1%	0%	7%
\$14.00 or more	\$29,232 +	90%	37%	26%	6%	34%
ALL*		100%	100%	100%	100%	100%
\$14.57 or more		81%	32%	0%	4%	29%

*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.

Wage Rates by Job Qualifications for Part-Time Job Openings: May 2006

<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 \$6.00	0%	1%	0%	11%	7%
\$6.00 – 6.99	0%	4%	0%	34%	20%
\$7.00 – 7.99	0%	8%	41%	20%	16%
\$8.00 – 8.99	0%	18%	26%	20%	19%
\$9.00 – 9.99	22%	14%	17%	12%	13%
\$10.00 – 10.99	0%	20%	10%	1%	9%
\$11.00 – 11.99	0%	6%	2%	1%	3%
\$12.00 – 12.99	20%	13%	4%	0%	6%
\$13.00 – 13.99	0%	3%	1%	0%	1%
\$14.00 or more	58%	14%	1%	0%	6%
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.

Background on the Milwaukee Job Vacancy Survey

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.

This year at the request of the Private Industry Council of Milwaukee County, the Employment and Training Institute conducted a job openings survey for the seven-county Milwaukee Region, including for the first time a review of job needs and demand in Kenosha, Racine and Walworth counties. **A forthcoming report will provide an analysis of the Milwaukee regional labor market and job needs in the region.**

A third report will provide an **occupational drill down, focusing on training needs identified for specific occupations and job titles.** The Employment and Training Institute examined education and training requirements for 4,652 individual job title postings and listings, as reported by Milwaukee Region employers for the May 2006 survey. These training needs are also compared with job requirements reported by employers in prior years' surveys to note changes in requirements and occupations in demand.

Congress Has Identified the UWM-ETI Job Survey as National Model

In 1998, the U.S. Congress identified the Milwaukee Job Openings Survey as a national model. The U.S. Department of Labor Employment and Training Administration (ETA) subsequently recommended the Milwaukee approach for workforce development boards in other cities and regional labor markets and contracted with the UWM Employment and Training Institute to develop a manual on how to conduct such surveys.

- The Bureau of Labor Statistics, which had abandoned its own job vacancies studies in the early 1980s, has reinstated vacancies studies.
- The federal Employment and Training Administration actively promotes use of the Milwaukee job vacancy model as a workforce development tool, and the Workforce Information Council has identified job vacancy statistics as a major priority for the states. At least 15 states and numerous urban and rural labor markets are now using the ETI methodology.

The May 2006 job vacancies report for the seven-county Milwaukee region 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 Employment and Training Institute's labor market work provides up-to-date information about current labor market demand, training needs, and untapped opportunities for workers.

- The Private Industry Council uses the research for workforce development planning and to meet the requirements of the Workforce Investment Act, as indicated above.
- Administrators from the Milwaukee Area Technical College, Waukesha County Technical College, and the University of Wisconsin-Milwaukee review the job vacancy findings along with results from their follow-up studies of graduates to identify 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 training in the construction trades, 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.

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](http://www.eti.uwm.edu/manual.htm), prepared for the U.S. Department of Labor and available on the Internet at www.eti.uwm.edu/manual.htm.

The table below compares May 2006 job vacancies with those in prior years.

Estimated Full-Time Job Openings by Type of Company: May 1993 - May 2006

<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>	<u>May 06</u>
Services	3,374	5,159	5,588	6,296	5,705	5,864	6,614	5,162	3,826	3,341	4,269	5,427
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	2,912
Manufacturing	2,123	3,552	4,611	3,540	3,377	3,817	3,237	1,293	900	1,427	2,975	4,495
Finance, Insurance and Real Estate	1,198	935	1,720	1,215	2,025	2,349	2,522	2,149	1,555	949	920	1,596
Transportation, Communications, Utilities	674	1,100	1,107	1,468	788	1,672	1,596	397	149	252	577	1,356
Construction	1,054	666	658	917	1,401	473	1,496	878	340	397	422	618
Ag., Forestry, Fishing	186	37	343	205	72	259	365	105	90	89	70	338
Government	440	669	504	622	481	324	770	129	572	110	571	283
TOTAL	11,870	16,790	20,543	18,687	17,582	19,259	22,152	12,218	8,870	8,412	12,381	17,020

Estimated Part-Time Job Openings by Type of Company: May 1993 - May 2006

<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>	<u>May 06</u>
Services	3,356	3,718	5,693	3,952	5,051	4,552	5,186	4,616	3,283	3,250	3,006	3,211
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	2,439
Manufacturing	521	385	411	265	110	173	500	158	111	51	114	361
Finance, Insurance and Real Estate	173	345	932	361	358	645	785	688	230	614	339	295
Transportation, Communications, Utilities	305	497	623	345	404	541	1,050	367	95	337	575	445
Construction	144	194	225	145	217	122	204	47	16	7	16	91
Ag., Forestry, Fishing	120	37	162	10	16	50	120	81	457	61	8	73
Government	85	256	362	342	289	134	531	59	41	49	192	124
TOTAL	9,277	13,845	16,731	10,570	11,270	14,972	14,501	9,527	6,436	7,668	6,391	7,036
TOTAL FULL-TIME AND PART-TIME OPENINGS	21,147	30,635	37,274	29,257	28,852	34,231	36,653	21,745	15,306	16,080	18,772	24,056

Recent Employment and Training Institute releases on workforce and economic development:

1. **Who Gets Construction Jobs and Where? and Report Card on Minority and Female Participation in Construction Trade Apprentices in the Milwaukee Area** track recent trends in the employment of skilled construction trade workers by race/ethnicity, gender, and worksite location.
2. **2006 Neighborhood Indicators of Employment and Economic Well-Being of Families, Barriers to Employment, and Untapped Opportunities** offer detailed analysis of 9 central city Milwaukee areas and provide maps of the labor market for employment inside and outside of the ZIP code.
3. **The Driver's License Status of the Voting Age Population in Wisconsin** provides a first-time analysis of license issues based on the race/ethnicity of drivers and unlicensed adults in Wisconsin.
4. **Meeting Present and Future Demand for Nursing and Teaching Professionals in Metro Milwaukee.**
5. **Planning Document for Employers: Changing Demographics of the Milwaukee Metro Labor Force.**
6. **ETI Drill Downs Mapping Employment Integration and Assessing Workforce Diversity at Government Worksites in the Milwaukee Metro Area.**
7. **Purchasing Power Profiles for 53 City of Milwaukee and Metro Area Suburban ZIP Codes** offer density maps, graphs, and tables comparing expenditures for 16 categories of consumer items.
8. **ETI Place-of-Work and Purchasing Power Drill Downs for the Burleigh Main Street Project** offer a prototype for using ETI place-of-work and purchasing power drill down data for commercial development.
9. **Workforce and Transportation Drill Downs of HUD Renewal Communities, Empowerment Zones and Community Development Block Grant Neighborhoods** analyze jobs and commuter patterns for the Menomonee Valley, Marquette-Aurora Sinai Medical Center neighborhoods, near northside, near southside.

ETI DRILL DOWN TOOL KIT

The Employment and Training Institute provides customized reports on the workforce employed in each census tract in the Milwaukee area (and the U.S.) free from its interactive website at www.eti.uwm.edu/drilldowns. Drilldowns are available for business development efforts for each census tract (or combination of tracts).



- **Business Place-of-Work Drill Downs.** Detail the characteristics of jobs located in each neighborhood by type of employer, industry, earnings, occupations, and means of transportation to work.
- **Employer Diversity Drill Downs.** Identify the race/Hispanic origin of the workforce employed in each census tract(s) by industry, occupation, and type of employer. Tables also show the earnings of workers employed in each neighborhood by race/ethnicity and age, and the poverty status of workers by their means of transportation to work.
- **Neighborhood Workforce Drilldowns.** Describe the type of jobs held by local residents with analysis by industry, occupations, type of employer, and racial/ethnic origin. Tables also show worker earnings by race/Hispanic origin and by age and the poverty status of resident workers by their means of transportation to work.
- **Purchasing Power Profiles.** Show the retail potential for 16 different types of consumer expenditures for all census tracts and residential ZIP codes in the U.S. and rank spending per square miles for ZIP codes in the 100 largest metro areas.
- **Urban Markets Retail Sales Leakage/Surplus Drill Downs.** Calculate the difference between the purchasing power of residents in each urban census tract

The Milwaukee drill image is used for the Employment and Training Institute drill downs with permission from Milwaukee Electric Tool, Inc.