

WISCONSIN



Wisconsin Is Open for Business

THE STATE OF THE ECONOMY AND FUTURE WORKFORCE CONSIDERATIONS



Dennis Winters
Chief, Office of Economic Advisors
Department of Workforce Development
March 25, 2011





DWD Mission

Advancing Wisconsin's economy through a leading workforce development system that attracts, creates, and retains jobs, and empowers individuals to become self-sufficient.

DWD Vision

To be the *leading* workforce development agency of its kind in the nation.



HOW BAD WAS IT?



HOW BAD WAS IT? THINGS THAT NEVER HAPPENED BEFORE

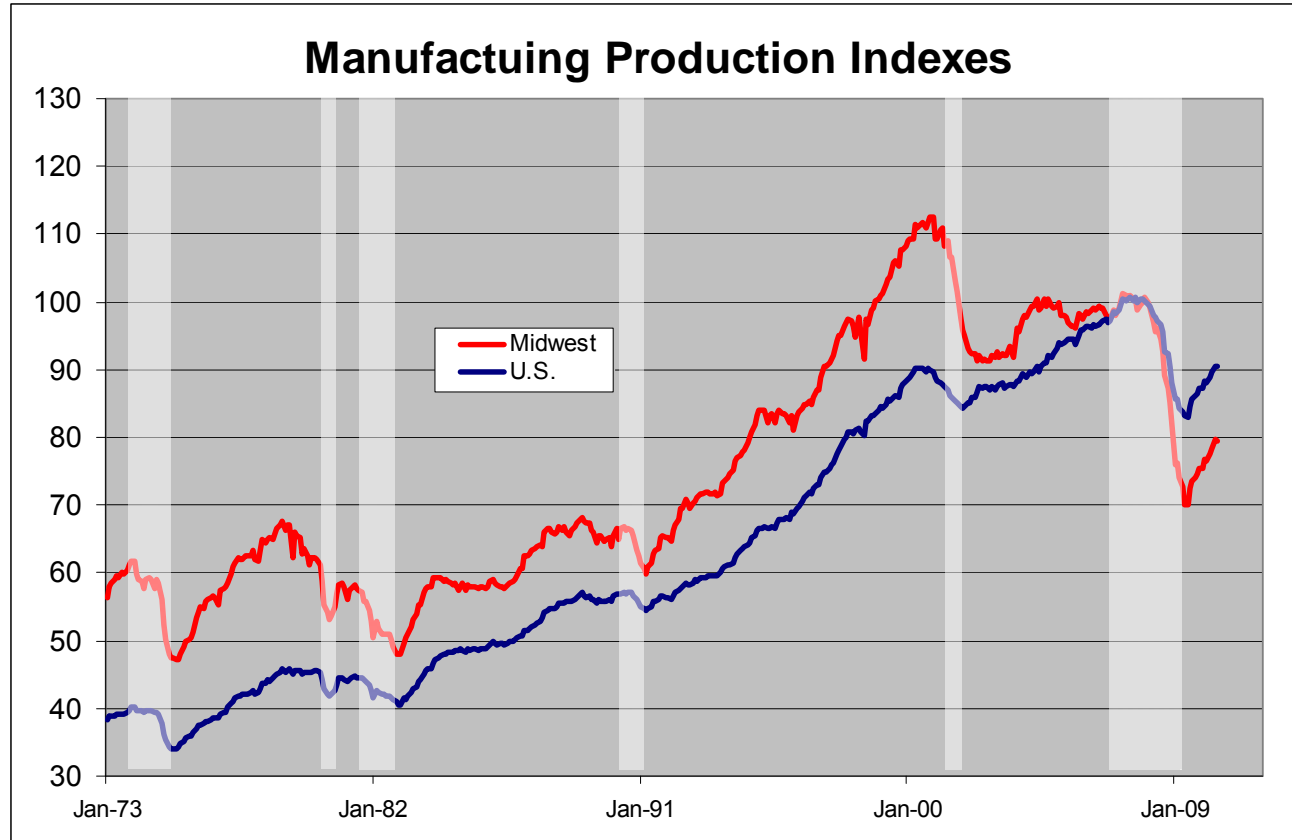
- Four negative U.S. GDP quarters in a row
- Global GDP declined
- The U.S. and Japan were in recession at same time
- Personal consumption expenditures were down 3 out of four quarters, with the one registering just +0.1%

- Longest downturn since Great Depression
- Twice as long as post-war average recession



INDUSTRIAL ACTIVITY PLUNGED U.S. AND ESPECIALLY THE MIDWEST

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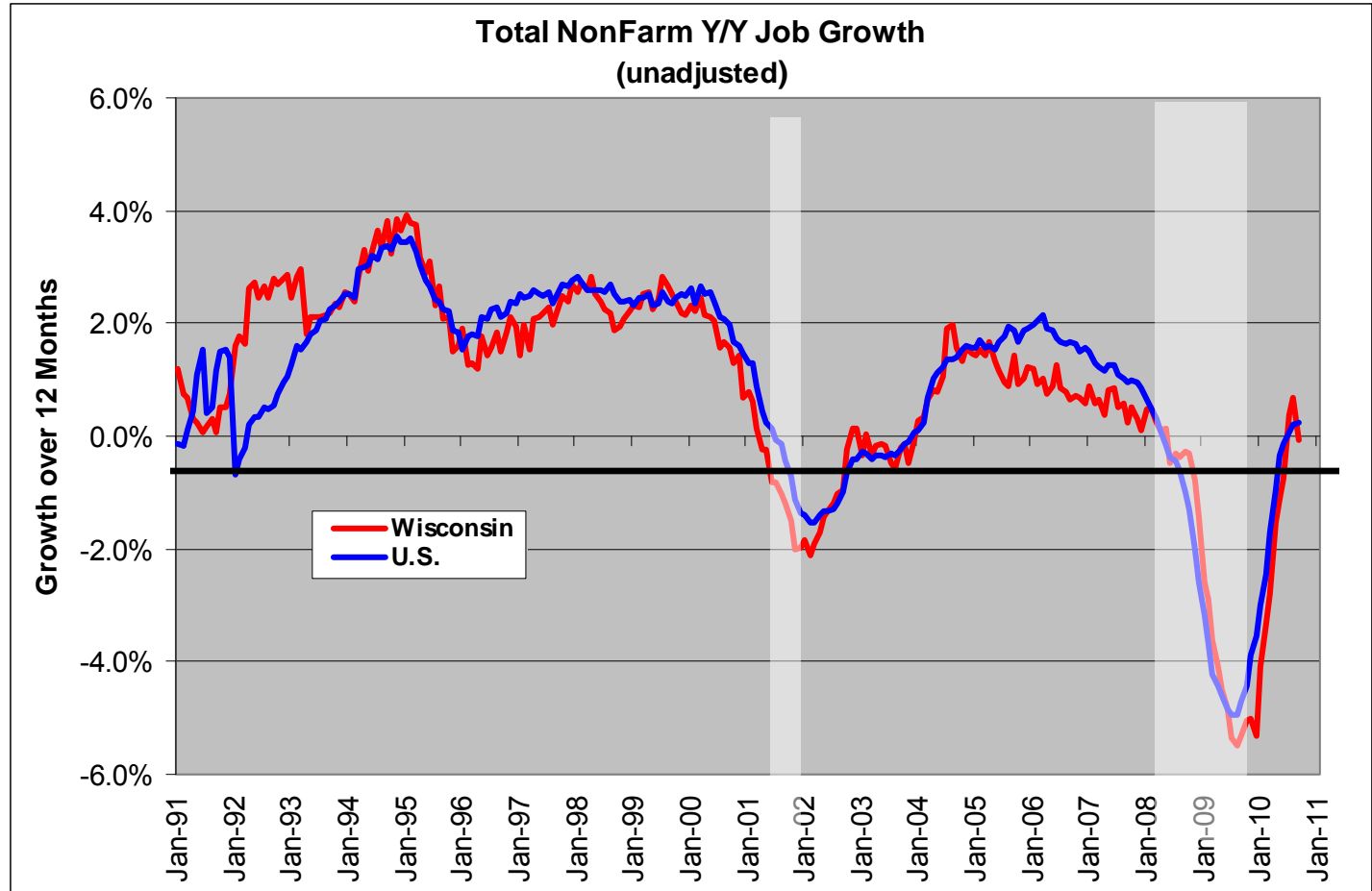


Source: Chicago Fed, OEA



EMPLOYMENT DROPPED PRECIPITIOUSLY JOB LOSSES WORSE THAN 1981 RECESSION

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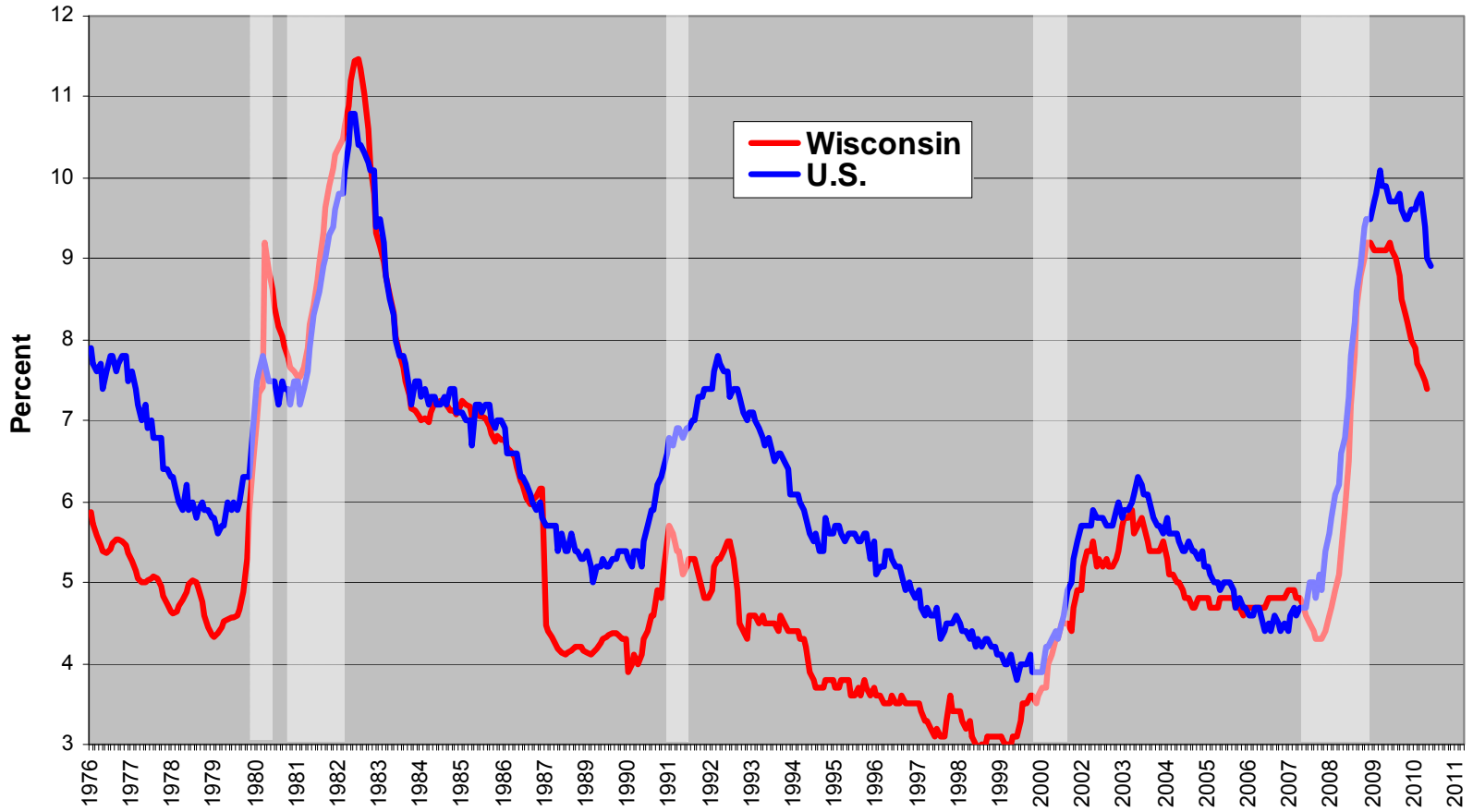


Source: Bureau of Labor Statistics, LMI, OEA



UNEMPLOYMENT CLIMBED NOT QUITE TO LEVELS OF 1981 RECESSION

Unemployment Rates (seasonally adjusted)



Source: Bureau of Labor Statistics, LMI, OEA

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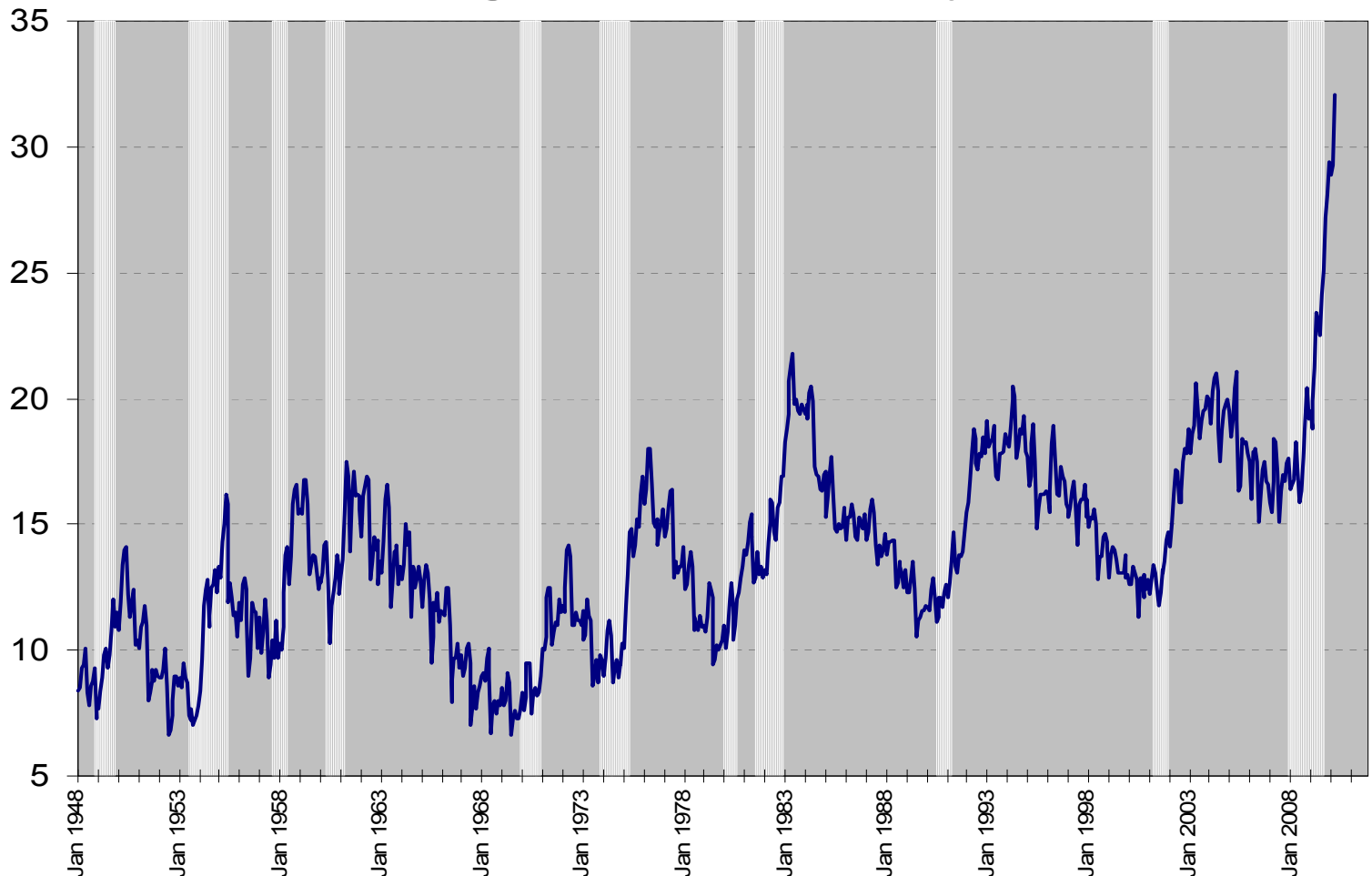
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DURATION OF FINDING NEW JOB IS PROTRACTED

Average Weeks Unemployed



Source: U.S. Dept. of Labor, Bureau of Labor Statistics and National Bureau of Economic Research

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HOW DO YOU SPELL RECOVERY?



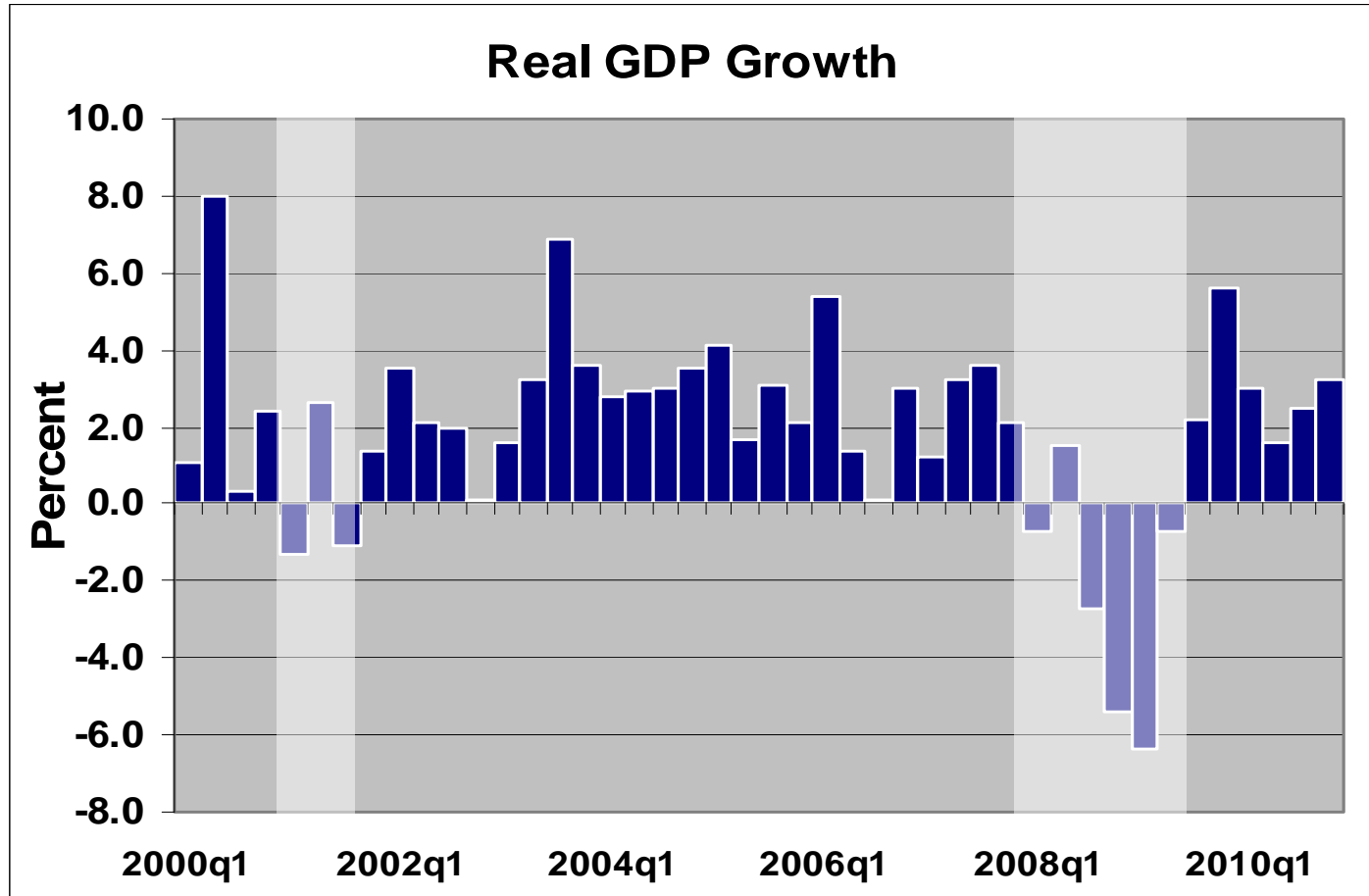
HOW DO YOU SPELL RECOVERY?

- GDP
- DJIA
- JOBS



HOW DO YOU SPELL RECOVERY? GDP; Six positive quarters, Q4 up 3.2%

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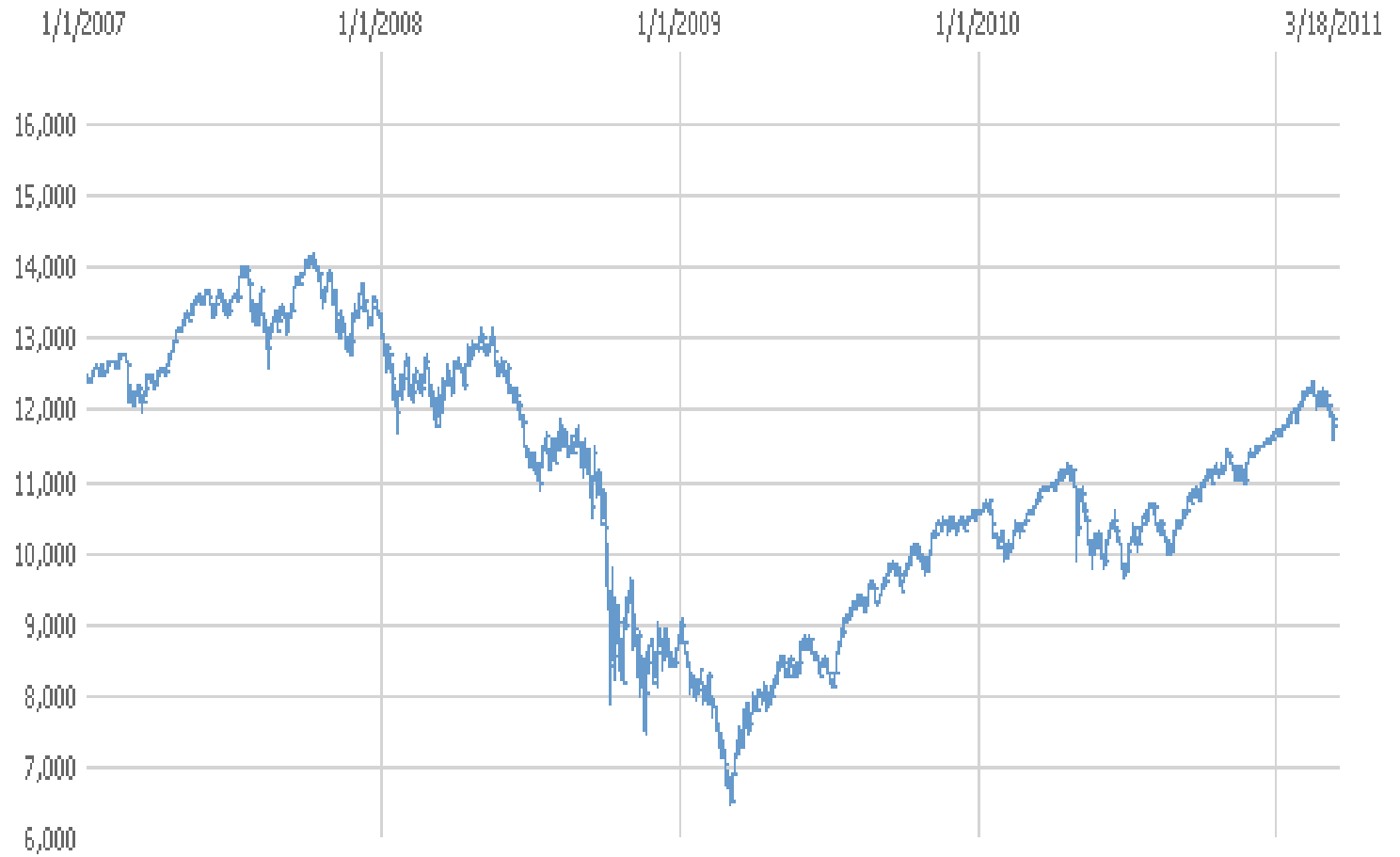


Source: Bureau of Economic Analysis, OEA



HOW DO YOU SPELL RECOVERY?

DJIA; UP 85% SINCE MARCH 9, 2009



Source: <http://moneycentral.msn.com/investor/charts/chartdl.aspx>

MANAGING RISK

WHERE IS THE INCENTIVE TO EXPAND



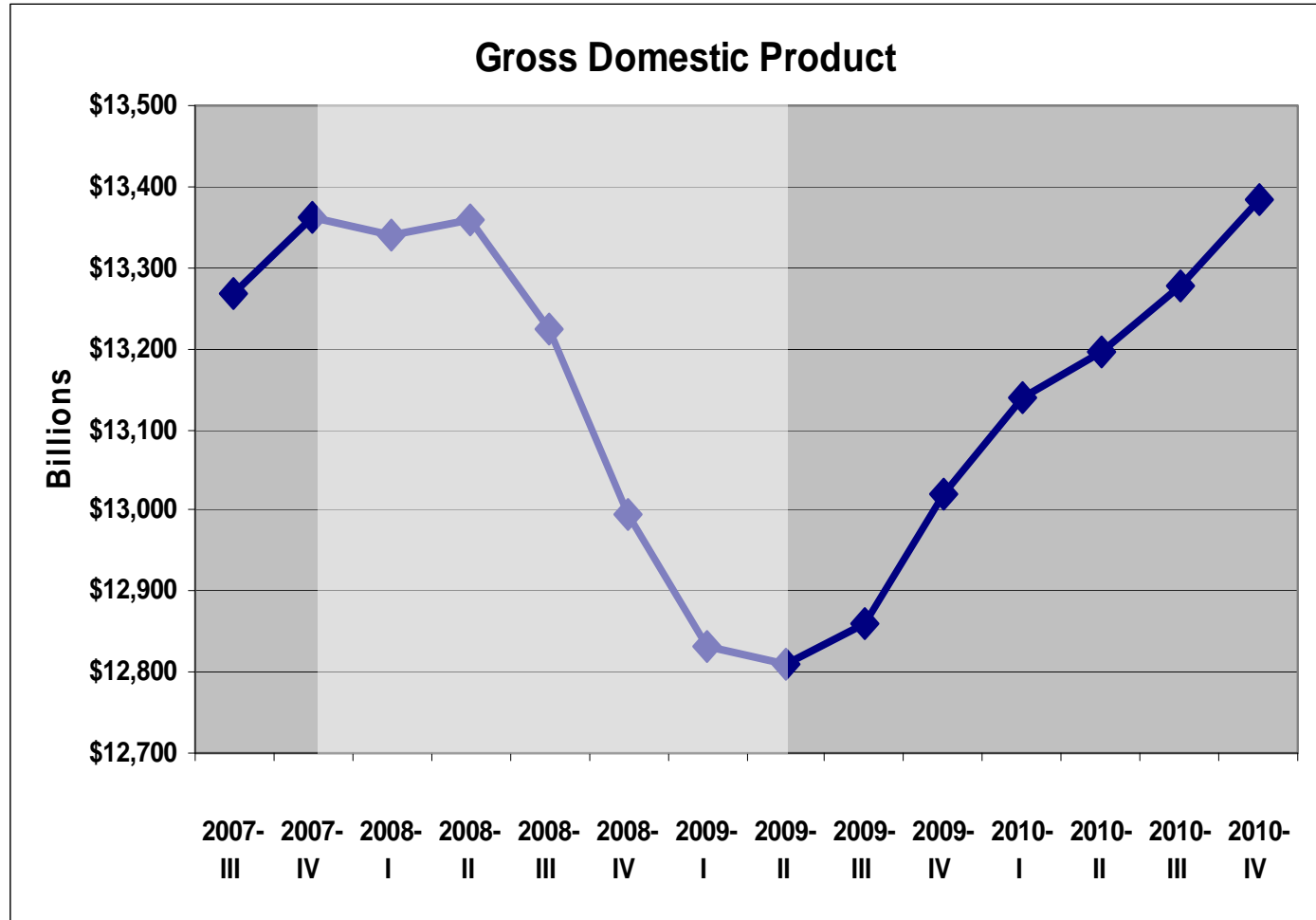


**YES VIRGINIA,
WE
ARE
IN
RECOVERY
MODE**



BUSINESS CYCLE SEVERE SIX QUARTERS TO RECOVER

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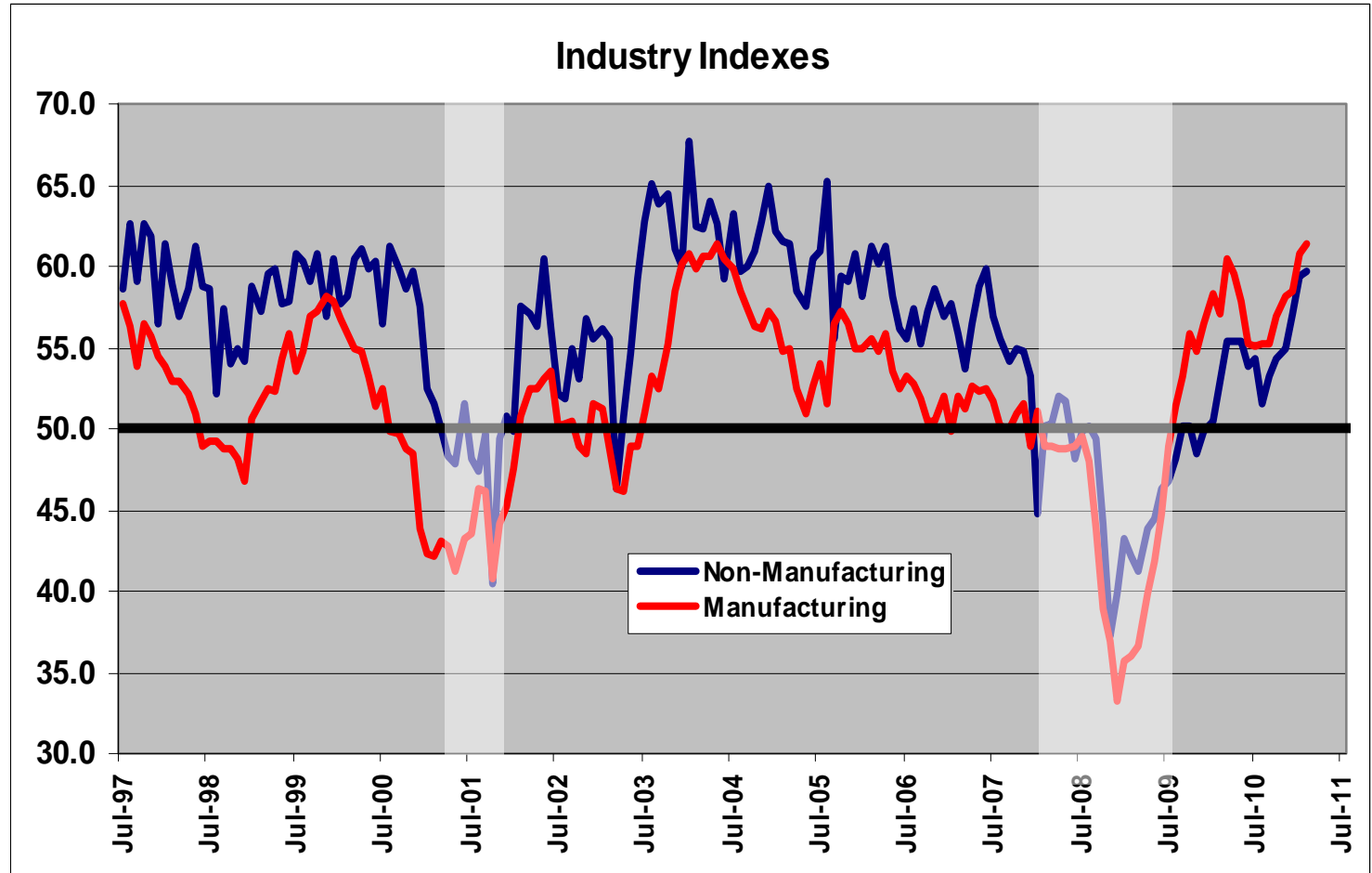


Source: St. Louis Fed, OEA



BOTH MAJOR SECTORS RECOVERING MANUFACTURING AND NON-MANUFACTURING

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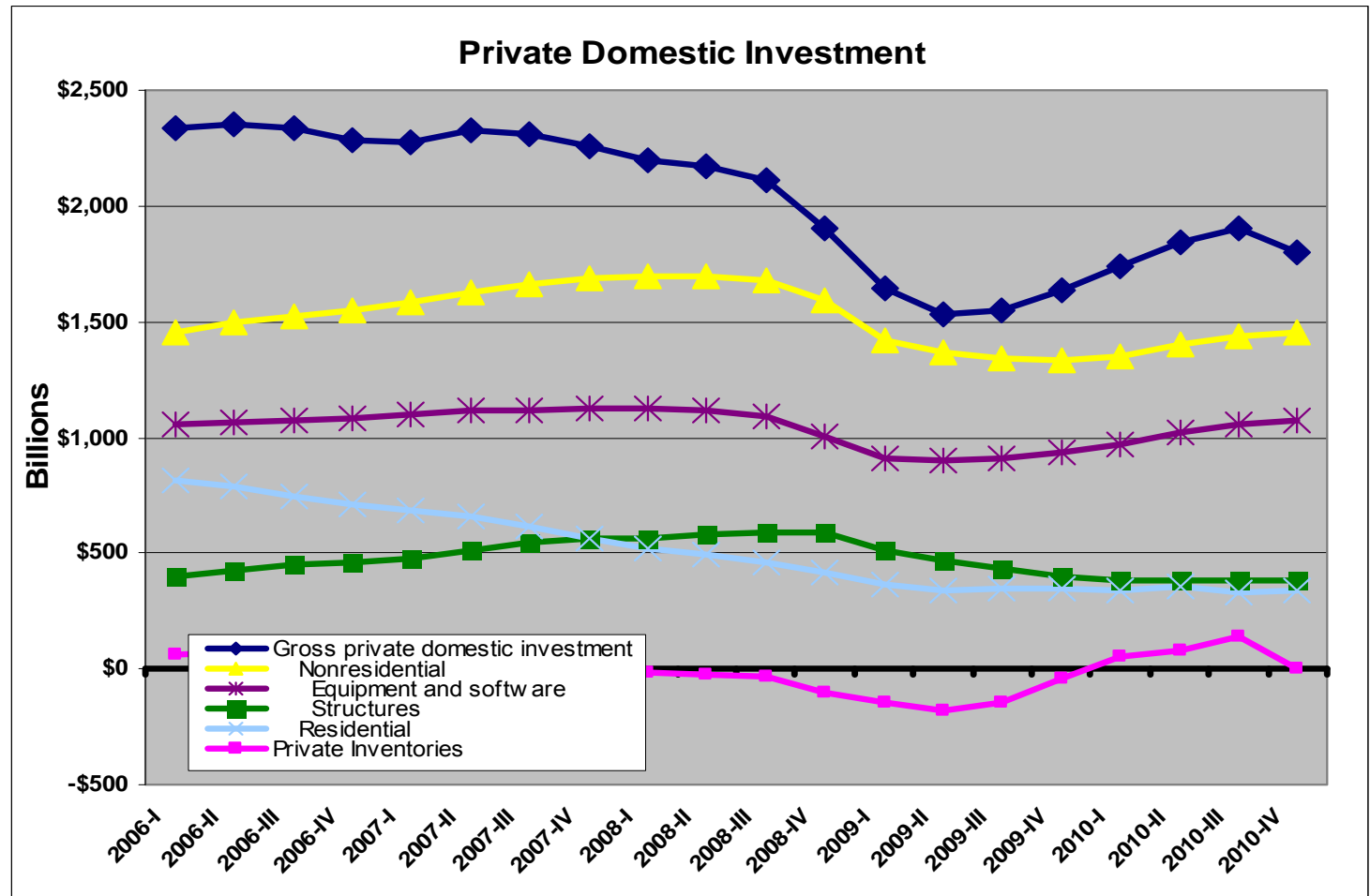


Source: St. Louis Fed, OEA



INVESTMENT GROWTH IS IN PRODUCTIVITY, NOT EXPANSION

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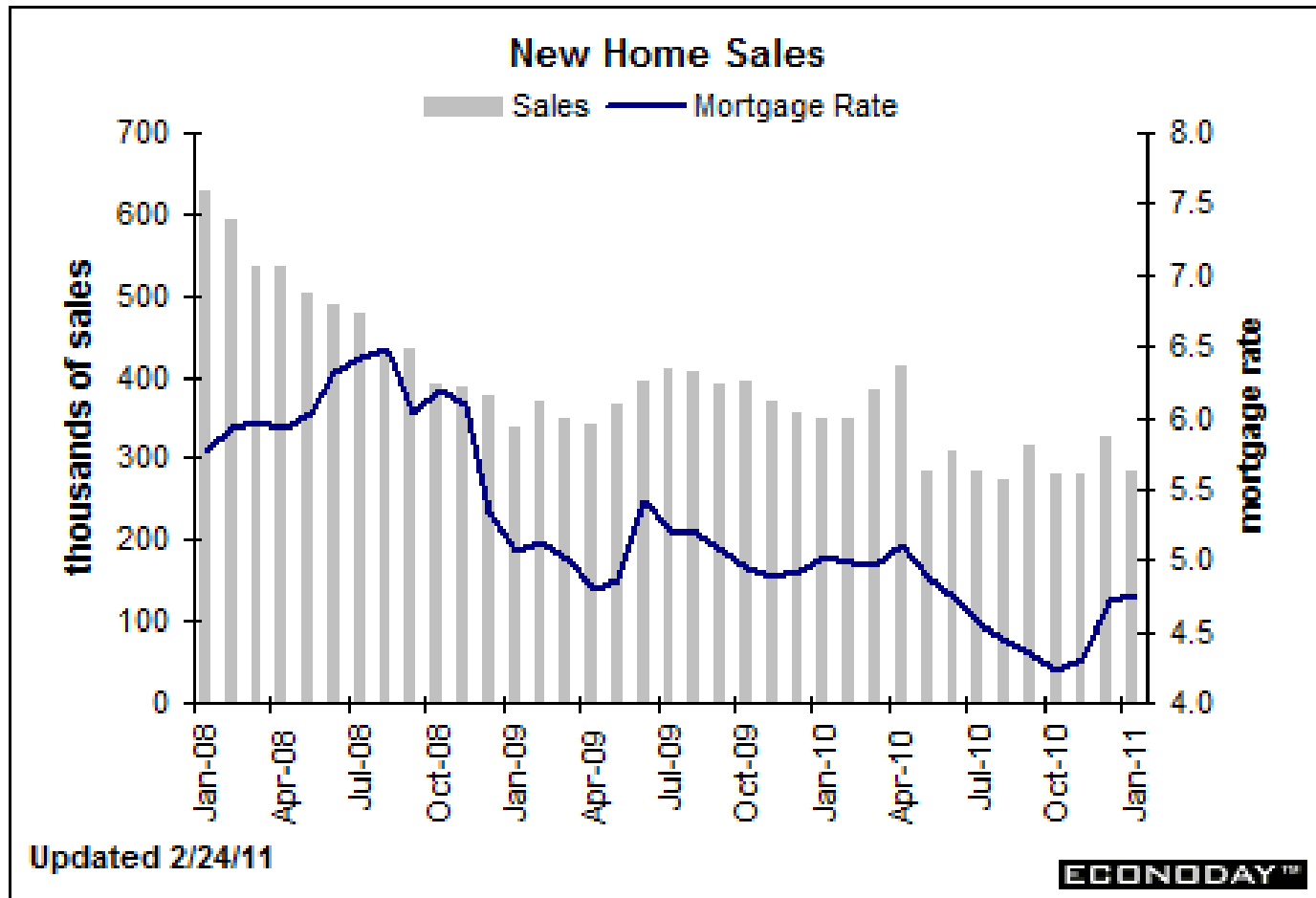
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NEW HOME SALES FLAT AT BEST

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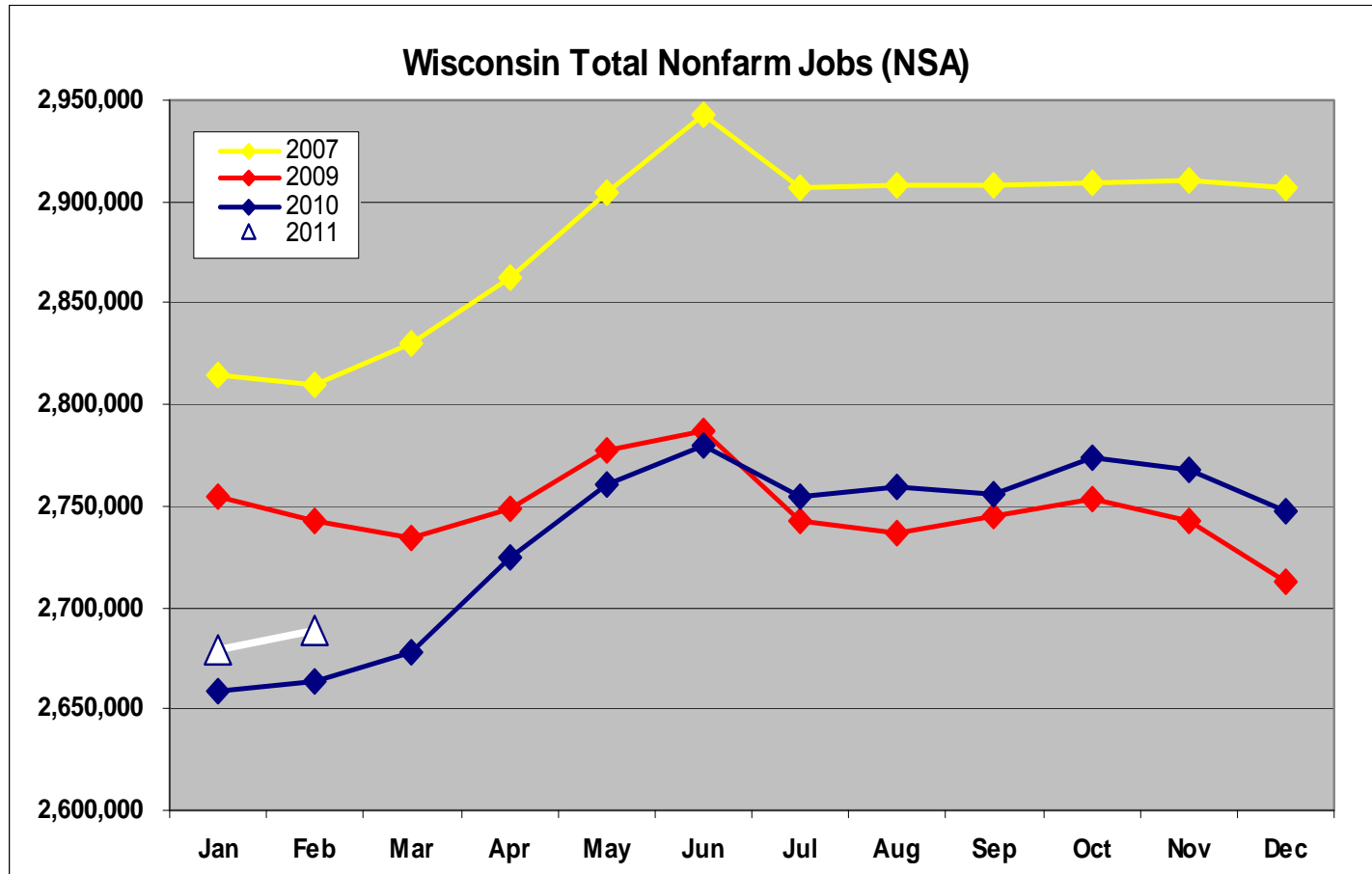
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HOW DO YOU SPELL RECOVERY? JOBS; STILL DOWN 140,000

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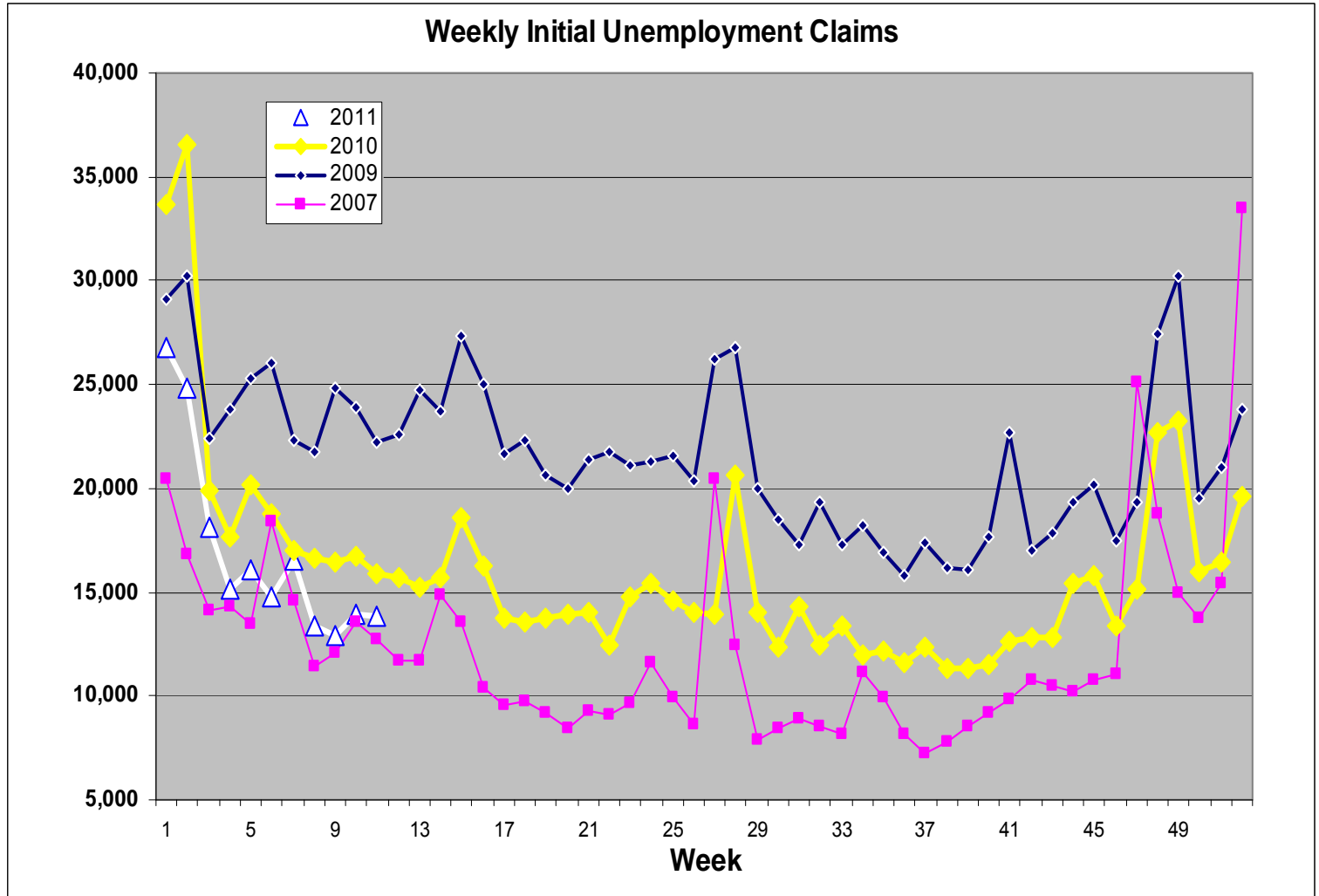


Source: Bureau of Labor Statistics, LMI, OEA



INITIAL UNEMPLOYMENT INSURANCE CLAIMS MIMICKING 2007 PATTERNS

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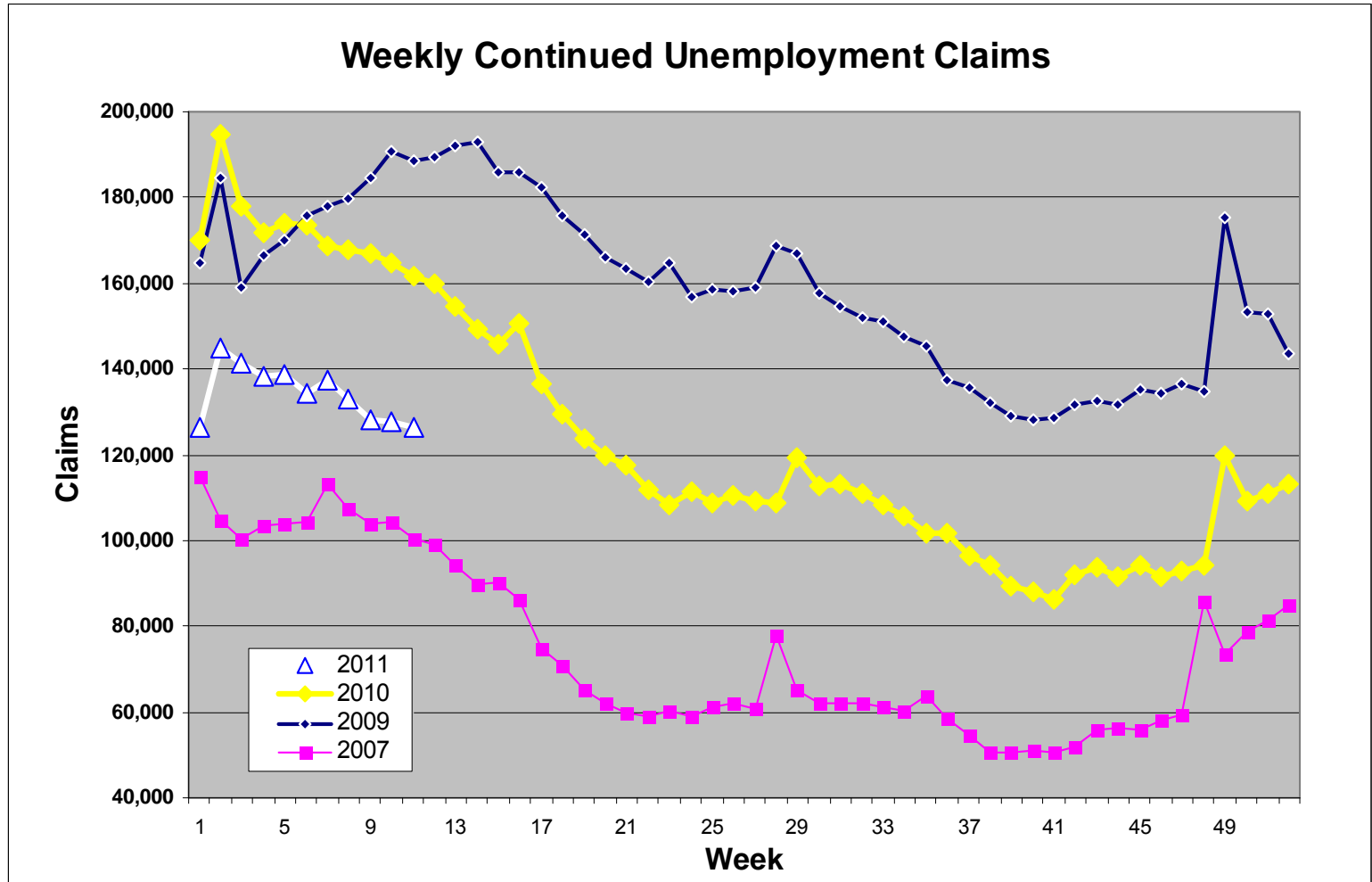


Source: UI, OEA



CONTINUED UNEMPLOYMENT INSURANCE CLAIMS SHOWING SEASONAL PATTERN, BUT AT HIGHER LEVELS

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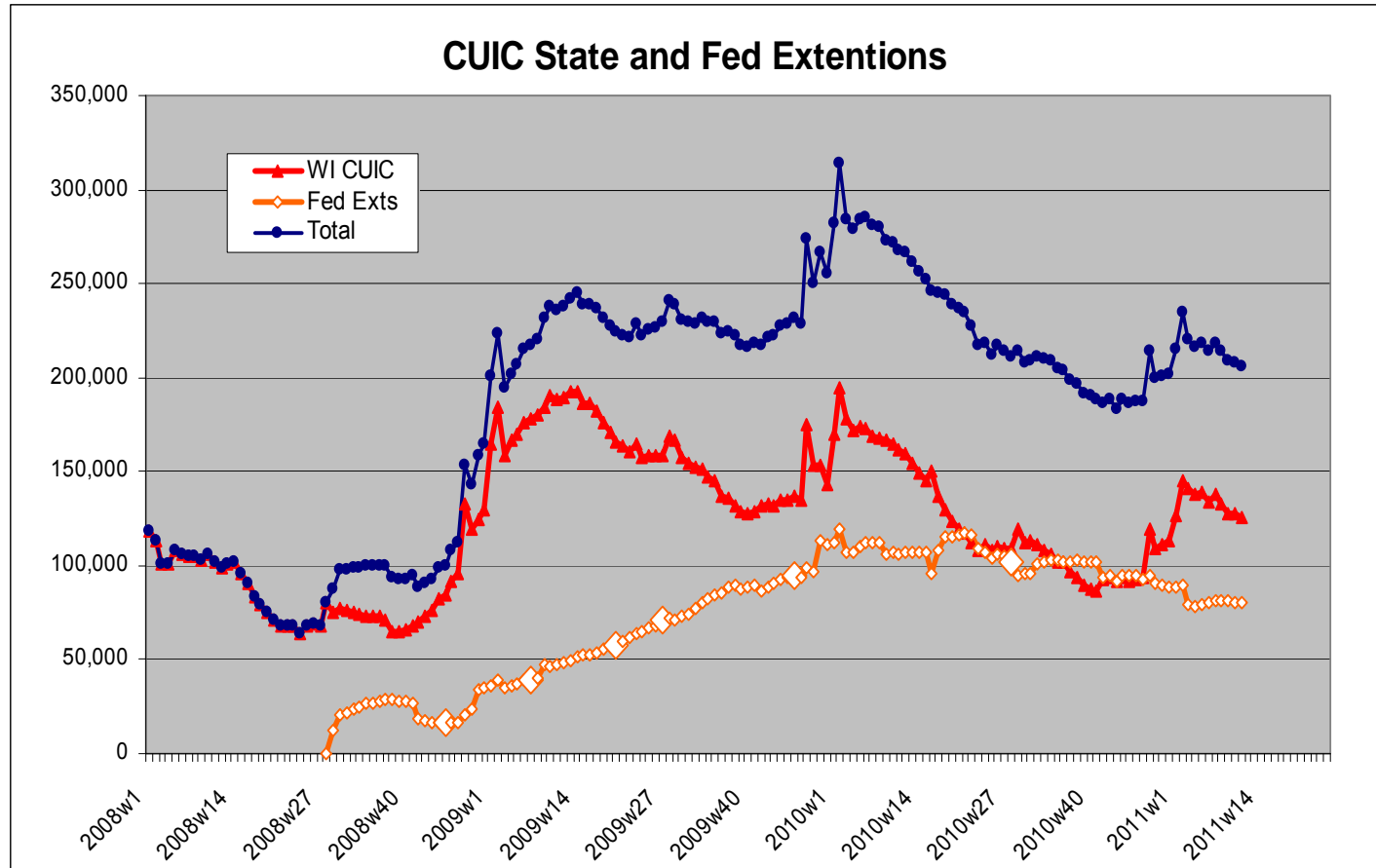


Source: UI, OEA

MANY SHIFTED TO FEDERAL EXTENTIONS

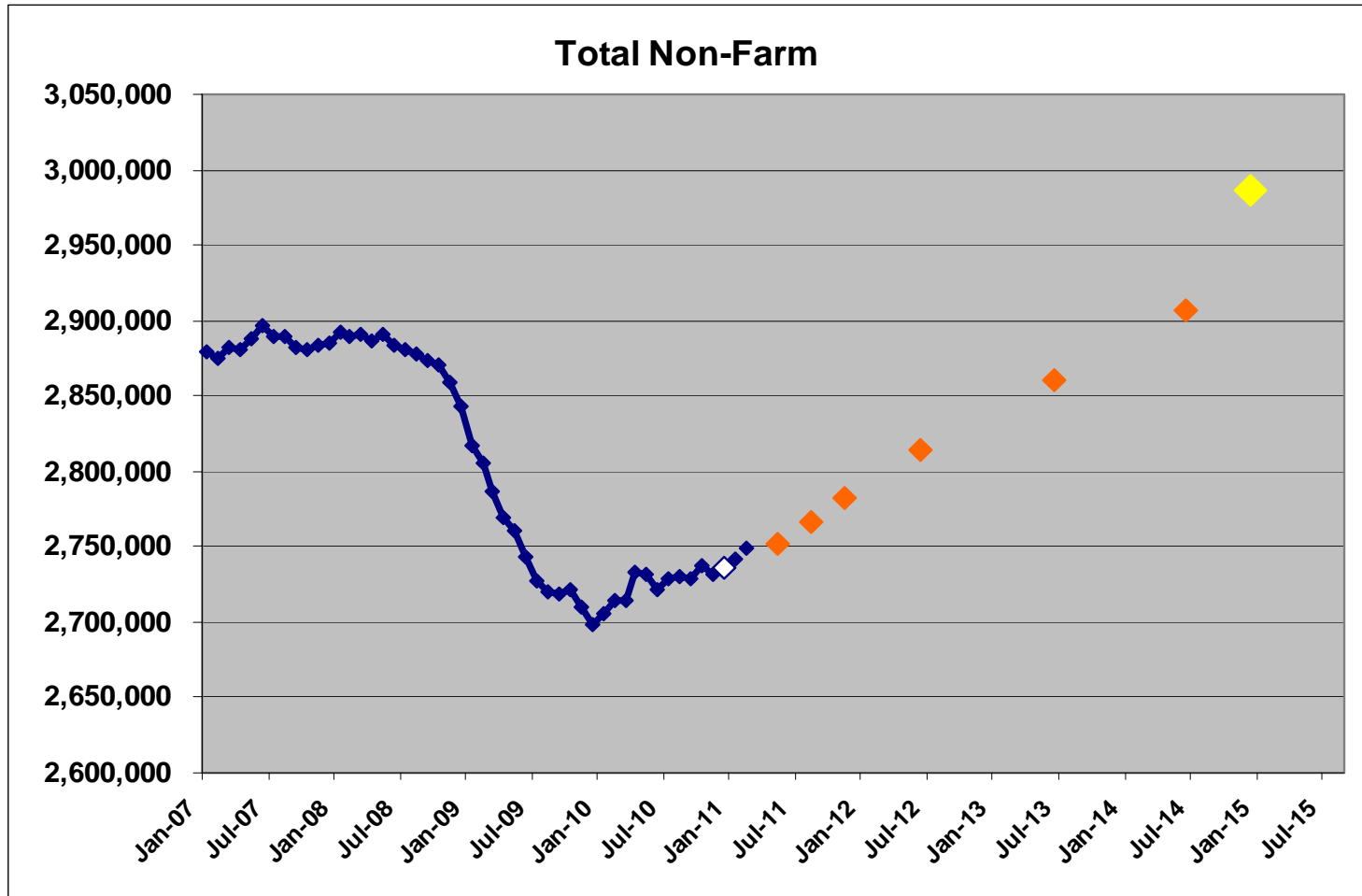
EXTENTIONS NEARING END

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Source: UI, OEA

- ◆ Blue is history (CES SA, December 2010 is benchmark, 2,736,300).
- ◆ Orange is DOR forecast (quarterly then annual, Winter 2011 Outlook).
- ◆ Yellow is 250,000 goal for December 2014 (2,986,300).

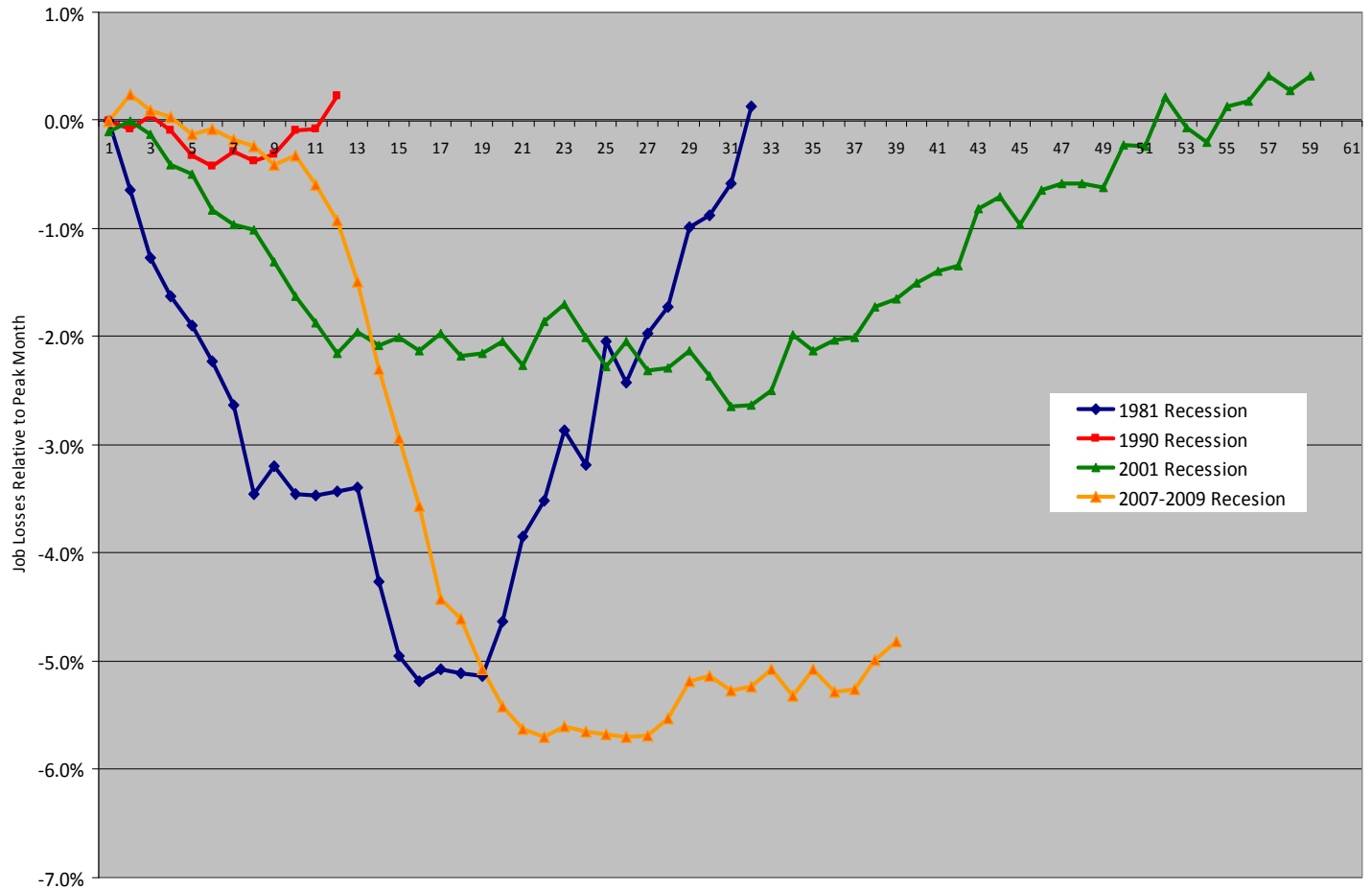


Source: BLS, DOR, OEA

JOB RECOVERY WILL TAKE TIME

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Job Losses in Recent Recessions - Wisconsin - # of Months Since Recession Declaration



Source: DWD, OEA, X12 adjustment of not seasonally adjusted CES via U.S. BLS

Source: BLS, OEA



IN CONCLUSION

CONTINUED RECOVERY

- **Recovery is self-sustaining.**
- **Employment may breach in 2014.**
- **Strength of recovery subject to consumer income and wealth uncertainty.**

Risks

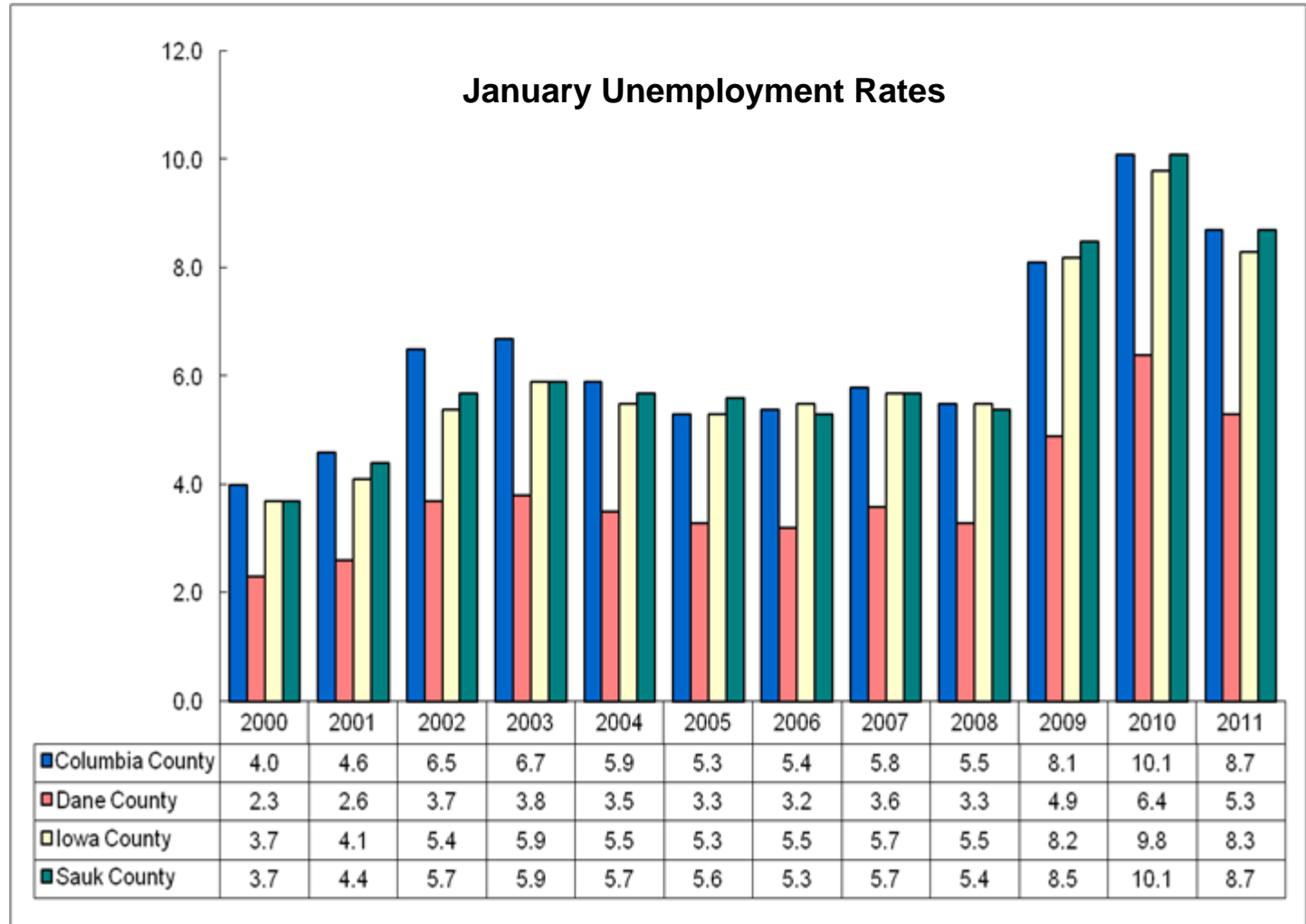
- **High unemployment depresses income growth.**
- **Prolonged high gasoline prices sap consumption.**
- **European Union fiscal problems wash over the global financial markets.**



AREA DATA

UNEMPLOYMENT RATES COMING DOWN

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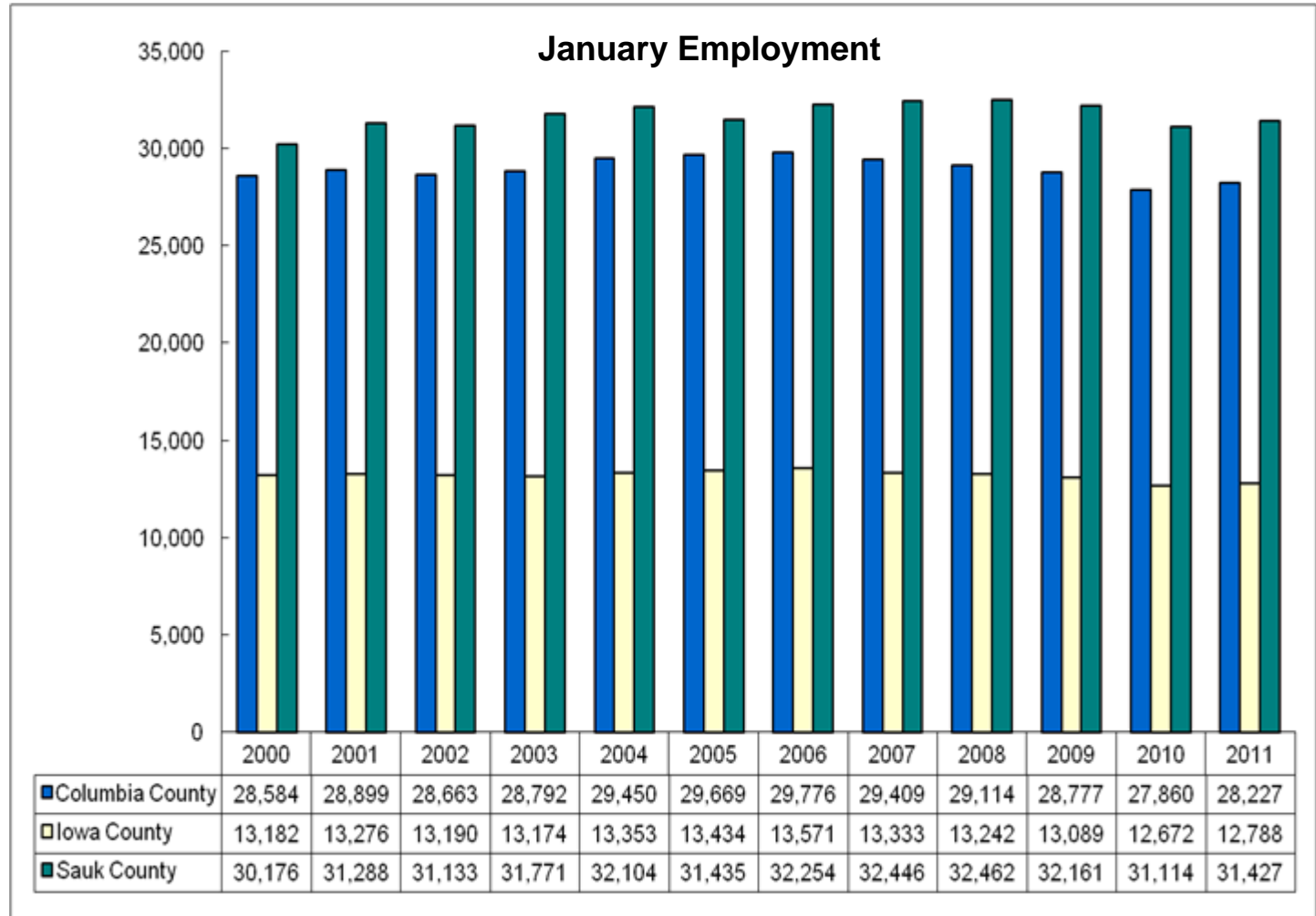




AREA DATA

EMPLOYMENT BEGINNING TO INCREASE

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AREA DATA UNEMPLOYMENT INSURANCE LEVELS DECREASING

January 2011	Individuals Compensated	Total Monthly Number	Amount of Payments	
			Total Dollars	Average
Columbia County	3,740	13,067	\$ 3,367,561	\$ 257.71
Dane County	15,784	55,906	\$ 14,590,859	\$ 260.98
Iowa County	1,312	4,719	\$ 1,228,442	\$ 260.31
Sauk County	3,507	12,472	\$ 3,081,229	\$ 247.05

January 2010	Individuals Compensated	Total Monthly Number	Amount of Payments	
			Total Dollars	Average
Columbia County	4,195	14,482	\$ 3,818,314	\$ 263.65
Dane County	18,887	67,641	\$ 18,401,089	\$ 272.04
Iowa County	1,563	5,210	\$ 1,403,394	\$ 269.36
Sauk County	4,189	14,202	\$ 3,683,369	\$ 259.35

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AREA DATA

EMPLOYMENT DATA ENCOURAGING

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January 2011				
Area	Labor Force	Employment	Unemployment	Unemployment Rate
Columbia County	30,932	28,227	2,705	8.7
Dane County	294,052	278,496	15,556	5.3
Iowa County	13,953	12,788	1,165	8.3
Sauk County	34,425	31,427	2,998	8.7

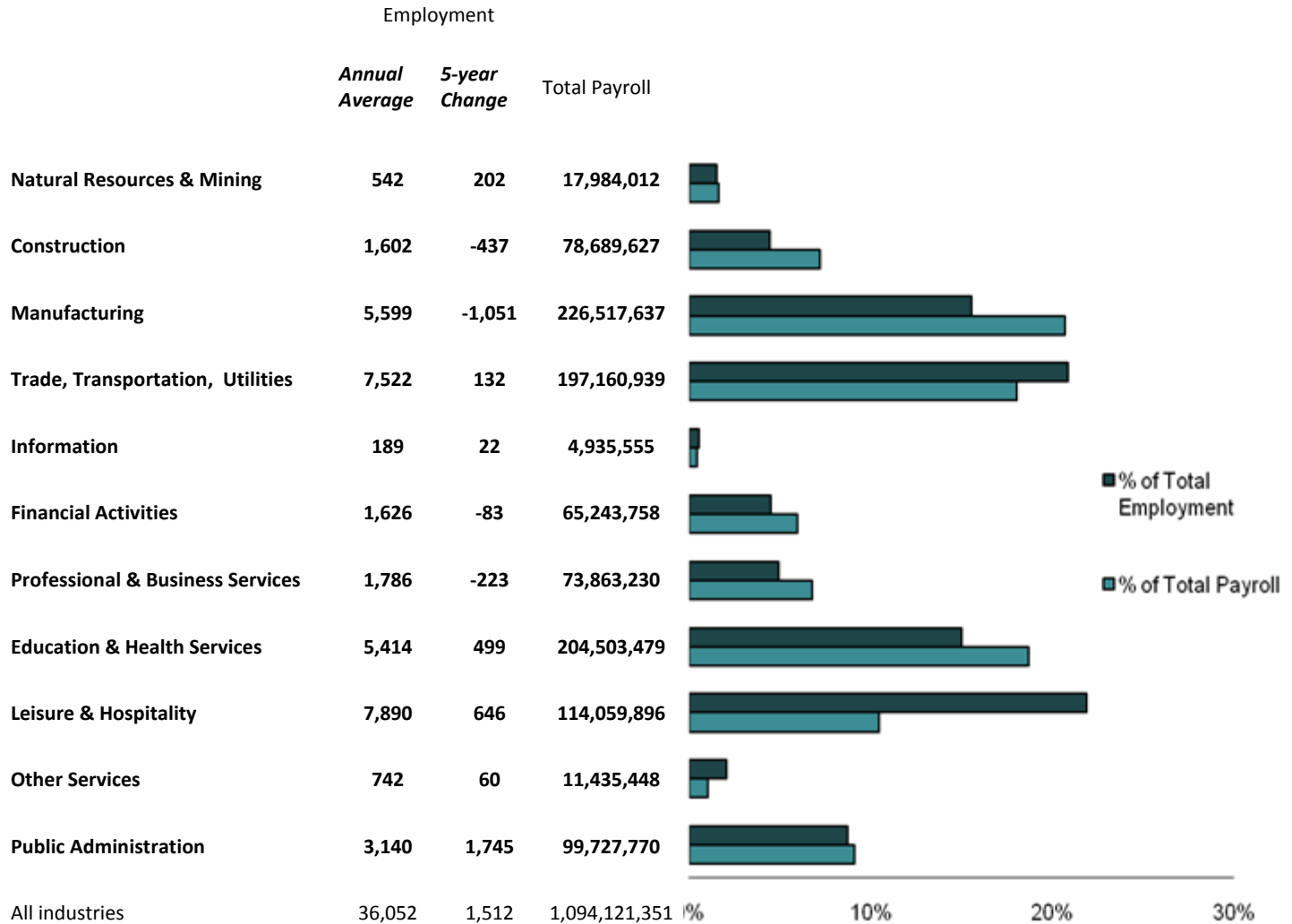
January 2010				
Area	Labor Force	Employment	Unemployment	Unemployment Rate
Columbia County	30,991	27,860	3,131	10.1
Dane County	288,233	269,901	18,332	6.4
Iowa County	14,048	12,672	1,376	9.8
Sauk County	34,593	31,114	3,479	10.1

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SAUK COUNTY EMPLOYMENT & PAYROLL BY INDUSTRY





SAUK COUNTY

JOB LISTINGS BY OCCUPATION

(February 2011, Top 80%)

Occupation	Jobs	%	Cum. %
Amusement and Recreation Attendants	23	10.5%	10.5%
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	20	9.1%	19.6%
Home Health Aides	15	6.8%	26.5%
Maids and Housekeeping Cleaners	15	6.8%	33.3%
Tour Guides and Escorts	15	6.8%	40.2%
Registered Nurses	11	5.0%	45.2%
Personal and Home Care Aides	10	4.6%	49.8%
Hotel, Motel, and Resort Desk Clerks	8	3.7%	53.4%
Retail Salespersons	6	2.7%	56.2%
Waiters and Waitresses	6	2.7%	58.9%
Construction Laborers	5	2.3%	61.2%
Laundry and Dry-Cleaning Workers	5	2.3%	63.5%
Nursing Aides, Orderlies, and Attendants	5	2.3%	65.8%
Truck Drivers, Heavy and Tractor-Trailer	5	2.3%	68.0%
Customer Service Representatives	4	1.8%	69.9%
Grounds Maintenance Workers, All Other	4	1.8%	71.7%
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	4	1.8%	73.5%
Cooks, Restaurant	3	1.4%	74.9%
First-Line Supervisors/Managers of Food Preparation and Serving Workers	3	1.4%	76.3%
First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	3	1.4%	77.6%
Police Patrol Officers	3	1.4%	79.0%
Top ~ 80%	173		
Total	219		



SAUK COUNTY JOB LISTINGS BY INDUSTRY (February 2011, Top 80%)

Industry	Jobs	%	Cum. %
Hotels (except Casino Hotels) and Motels	101	46.1%	46.1%
Professional Employer Organizations	19	8.7%	54.8%
General Medical and Surgical Hospitals	12	5.5%	60.3%
Administration of Conservation Programs	11	5.0%	65.3%
Services for the Elderly and Persons with Disabilities	10	4.6%	69.9%
Home Health Care Services	9	4.1%	74.0%
Highway, Street, and Bridge Construction	6	2.7%	76.7%
General Freight Trucking, Long-Distance, Less Than Truckload	5	2.3%	79.0%
Top ~ 80%	173		
Total	219		



AREA DATA UNEMPLOYMENT CLAIMS BY OCCUPATION

Occupation	Columbia	Dane	Iowa	Sauk
Construction and extraction	504	1586	268	496
Production	321	828	175	304
Sales	150	659	43	196
Transportation and material moving	135	374	52	158
Food preparation	126	398	31	153
Office and administrative support	115	641	45	111
Building and grounds cleaning and maintenance occupations	117	545	44	103
Subtotal	1,468	5,031	658	1,521
Total	1,833	7,063	763	1,893

Continued Claims Filed 02/13/11 through 02/19/11

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AREA DATA UNEMPLOYMENT CLAIMS BY INDUSTRY

Industry	Columbia	Dane	Iowa	Sauk
Construction	516	1660	268	514
Accommodation and Food Services	223	436	28	245
Retail Trade	166	725	132	241
Manufacturing	230	542	82	203
Administrative and Support Ss.	170	1045	56	157
Arts, Entertainment, and Recreation	64	124	43	88
Health Care and Social Assistance	78	482	23	64
Subtotal	1,447	5,014	632	1,512
Total	1,833	7,063	763	1,893

Continued Claims Filed 02/13/11 through 02/19/11



AREA DATA OCCUPATION BY GENDER

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OCCUPATION	Total		Male		Female	
	Count	Percentage	Count	Percentage	Count	Percentage
Professional and related occupations	5,215	16.4%	2,075	12.5%	3,140	20.7%
Office and administrative support occupations	4,501	14.2%	678	4.1%	3,823	25.2%
Management, business, and financial occupations	3,789	11.9%	2,413	14.5%	1,376	9.1%
Sales and related occupations	3,343	10.5%	1,641	9.8%	1,702	11.2%
Production occupations	3,265	10.3%	2,366	14.2%	899	5.9%
Transportation and material moving occupations	2,291	7.2%	1,877	11.3%	414	2.7%
Construction and extraction occupations	2,108	6.6%	2,041	12.3%	67	0.4%
Food preparation and serving related occupations	1,954	6.1%	582	3.5%	1,372	9.1%
Installation, maintenance, and repair occupations	1,269	4.0%	1,221	7.3%	48	0.3%
Personal care and service occupations	1,197	3.8%	303	1.8%	894	5.9%
Building and grounds cleaning and maintenance occupations	1,141	3.6%	689	4.1%	452	3.0%
Healthcare support occupations	670	2.1%	13	0.1%	657	4.3%
Protective service occupations	655	2.1%	423	2.5%	232	1.5%
Other	410	1.3%	339	2.0%	71	0.5%
	31,808	100%	16,661	100%	15,147	100%

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SAUK COUNTY

EDUCATION ATTAINMENT BY GENDER

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Males	Wisconsin	Columbia County	Dane County	Iowa County	Sauk County
Less than high school	11.8%	12.1%	6.4%	9.3%	12.5%
High school graduate, GED, or alternative	34.5%	40.4%	20.5%	41.2%	39.6%
Some college, less than 1 year	6.5%	7.5%	5.2%	5.8%	6.5%
Some college, 1 or more years, no degree	13.6%	13.4%	13.4%	12.8%	13.3%
Associate's degree	8.3%	7.9%	9.1%	9.2%	7.9%
Bachelor's degree	16.5%	12.5%	26.7%	14.8%	13.2%
Master's degree	5.6%	4.2%	10.4%	4.4%	4.6%
Professional school degree	2.0%	1.3%	3.9%	1.9%	1.2%
Doctorate degree	1.2%	0.7%	4.5%	0.6%	1.1%
Bachelors and above	25.3%	18.7%	45.5%	21.7%	20.2%

Females	Wisconsin	Columbia County	Dane County	Iowa County	Sauk County
Less than high school	10.2%	8.4%	5.7%	6.6%	11.1%
High school graduate, GED, or alternative	34.1%	37.2%	22.0%	36.9%	39.1%
Some college, less than 1 year	7.2%	8.3%	6.1%	6.9%	8.8%
Some college, 1 or more years, no degree	13.6%	14.5%	12.7%	17.2%	12.4%
Associate's degree	9.3%	11.1%	10.2%	10.1%	9.6%
Bachelor's degree	17.5%	14.5%	26.9%	16.8%	12.8%
Master's degree	6.4%	4.7%	11.9%	4.5%	5.0%
Professional school degree	1.1%	1.1%	2.4%	0.7%	0.6%
Doctorate degree	0.6%	0.3%	2.1%	0.3%	0.6%
Bachelors and above	25.6%	20.5%	43.3%	22.3%	19.0%



AREA DATA

SAUK COUNTY POPULATION TRENDS

Age Group	2005	2010	2015	2020	2005 to 2020	2005 to 2020 (%)	2005 (%)	2010 (%)	2015 (%)	2020 (%)
0-4	3,745	3,908	4,195	4,382	637	17.0%	6.3%	6.2%	6.3%	6.2%
5-9	3,811	3,914	4,107	4,394	583	15.3%	6.4%	6.2%	6.1%	6.2%
10-14	4,109	3,961	4,094	4,284	175	4.3%	6.9%	6.3%	6.1%	6.0%
15-19	4,383	4,005	3,881	4,008	-375	-8.6%	7.4%	6.4%	5.8%	5.6%
20-24	3,504	3,834	3,524	3,412	-92	-2.6%	5.9%	6.1%	5.3%	4.8%
25-29	3,388	4,179	4,600	4,232	844	24.9%	5.7%	6.6%	6.9%	6.0%
30-34	3,732	3,746	4,600	5,037	1,305	35.0%	6.3%	5.9%	6.9%	7.1%
35-39	4,129	3,995	4,040	4,916	787	19.1%	6.9%	6.3%	6.0%	6.9%
40-44	4,750	4,297	4,196	4,237	-513	-10.8%	8.0%	6.8%	6.3%	6.0%
45-49	4,805	4,874	4,455	4,349	-456	-9.5%	8.1%	7.7%	6.6%	6.1%
50-54	4,322	4,970	5,045	4,617	295	6.8%	7.3%	7.9%	7.5%	6.5%
55-59	3,634	4,450	5,090	5,169	1,535	42.2%	6.1%	7.1%	7.6%	7.3%
60-64	2,771	3,672	4,478	5,125	2,354	85.0%	4.7%	5.8%	6.7%	7.2%
65-69	2,197	2,720	3,594	4,386	2,189	99.6%	3.7%	4.3%	5.4%	6.2%
70-74	1,856	2,015	2,490	3,296	1,440	77.6%	3.1%	3.2%	3.7%	4.6%
75-79	1,657	1,617	1,770	2,199	542	32.7%	2.8%	2.6%	2.6%	3.1%
80-84	1,327	1,304	1,285	1,420	93	7.0%	2.2%	2.1%	1.9%	2.0%
85 and over	1,340	1,504	1,597	1,649	309	23.1%	2.3%	2.4%	2.4%	2.3%
	59,460	62,965	67,041	71,112			100.0%	100.0%	100.0%	100.0%
Maximum							8.1%	7.9%	7.6%	7.3%
Total highlighted area							30.3%	29.5%	28.4%	27.1%



SAUK COUNTY

POVERTY RATES BY AGE COHORT

	Income in the past 12 months <u>below</u> poverty level:				
	Wisconsin	Columbia County	Dane County	Iowa County	Sauk County
Under 5 years	10.1%	8.1%	6.9%	7.6%	10.4%
5 years	1.7%	2.1%	0.9%	1.4%	1.9%
6 to 11 years	9.8%	7.4%	5.6%	8.7%	11.1%
12 to 14 years	4.6%	4.7%	2.7%	3.6%	4.5%
15 years	1.8%	0.9%	1.2%	1.4%	1.1%
16 and 17 years	3.3%	5.4%	1.6%	1.9%	3.3%
18 to 24 years	21.3%	18.6%	49.9%	11.8%	16.4%
25 to 34 years	12.5%	8.9%	10.5%	11.1%	12.2%
35 to 44 years	9.6%	9.2%	7.0%	12.0%	9.3%
45 to 54 years	9.0%	10.8%	5.6%	12.1%	8.8%
55 to 64 years	6.8%	9.7%	3.8%	10.6%	7.2%
65 to 74 years	3.5%	2.9%	1.6%	5.9%	4.2%
75 years and over	6.0%	11.3%	2.9%	12.0%	9.6%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

	Income in the past 12 months at or <u>above</u> poverty level:				
	Wisconsin	Columbia County	Dane County	Iowa County	Sauk County
Under 5 years	6.0%	5.9%	6.4%	6.6%	6.3%
5 years	1.2%	1.2%	1.2%	1.4%	1.2%
6 to 11 years	7.5%	7.2%	7.0%	7.8%	6.9%
12 to 14 years	4.0%	4.2%	3.5%	3.9%	3.8%
15 years	1.4%	1.4%	1.1%	1.9%	1.5%
16 and 17 years	2.9%	2.7%	2.6%	2.7%	2.9%
18 to 24 years	8.1%	6.9%	10.4%	7.5%	7.7%
25 to 34 years	12.4%	11.2%	14.7%	10.8%	11.9%
35 to 44 years	14.8%	15.3%	15.6%	15.2%	14.5%
45 to 54 years	16.5%	17.3%	15.8%	17.5%	16.4%
55 to 64 years	11.9%	12.5%	11.3%	12.0%	12.6%
65 to 74 years	7.1%	7.9%	5.4%	6.7%	7.6%
75 years and over	6.2%	6.4%	4.9%	6.0%	6.8%
Total	100.0%	100.0%	100.0%	100.0%	100.0%

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**So, what will be the
biggest social policy
challenge
in the next 20 years?**

ELDERLY NUMBERS WILL SWELL WIDEN THE SIDEWALKS WILL YA !?



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UNIVERSITY OF WISCONSIN
Baraboo
Sauk County

OEA
Office of Economic Advisors

March 25, 2011

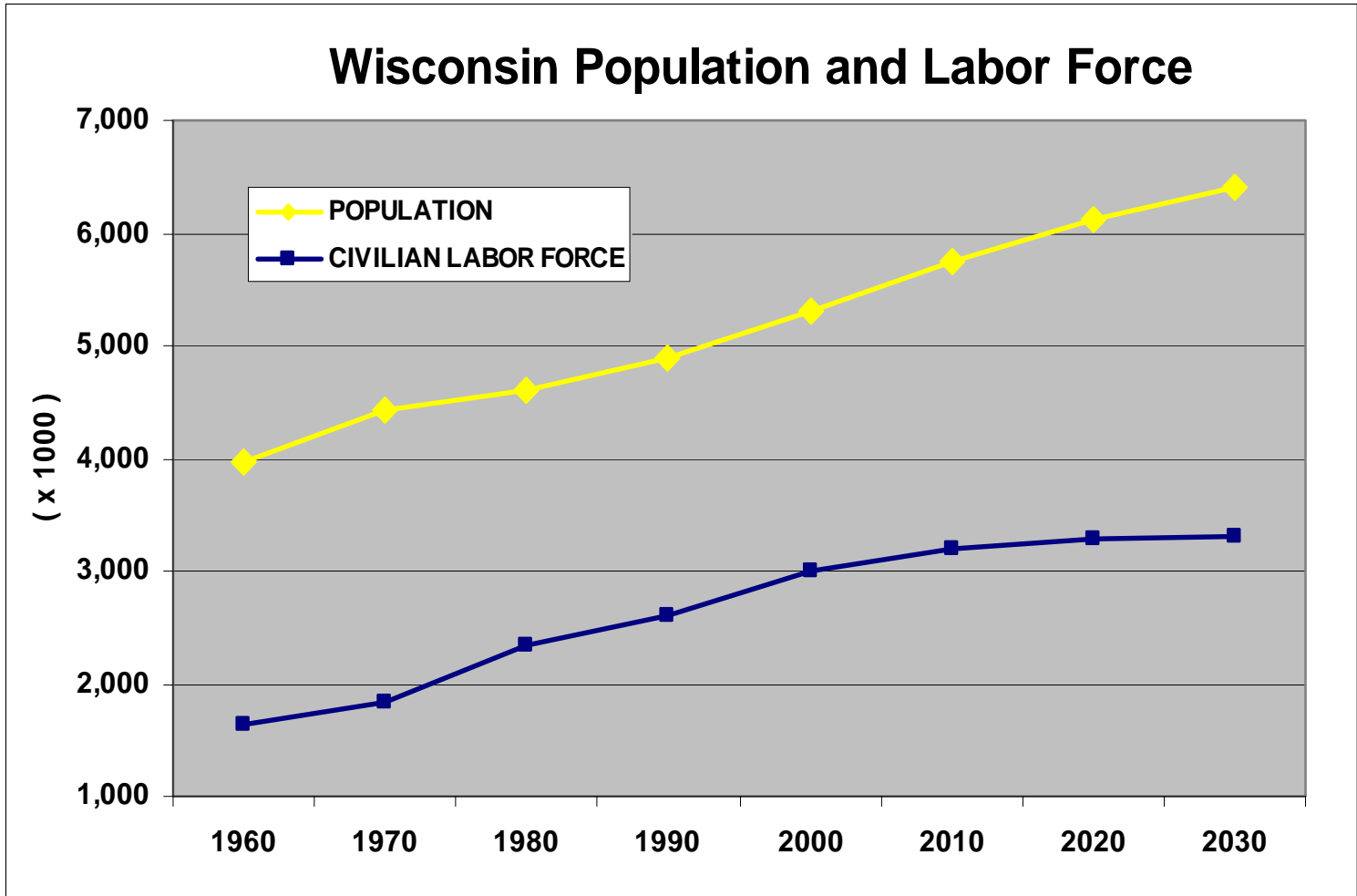


QUANTITY



WISCONSIN'S WORKFORCE GROWTH BECOMES FLAT

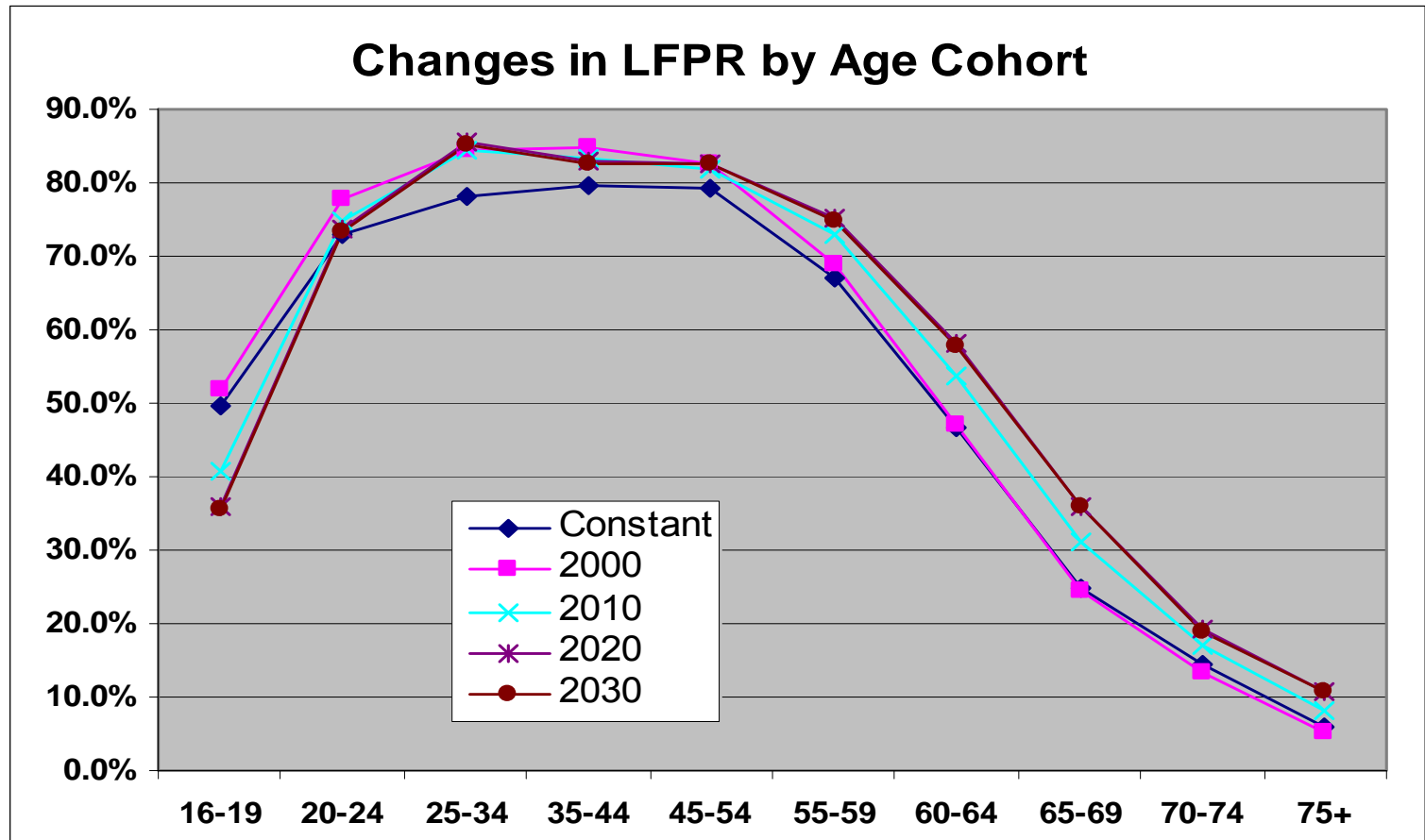
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Source: Bureau of Labor Statistics, OEA

BLS RAISED LFPR FOR THE FUTURE PARTICULARLY FOR OLDER COHORTS

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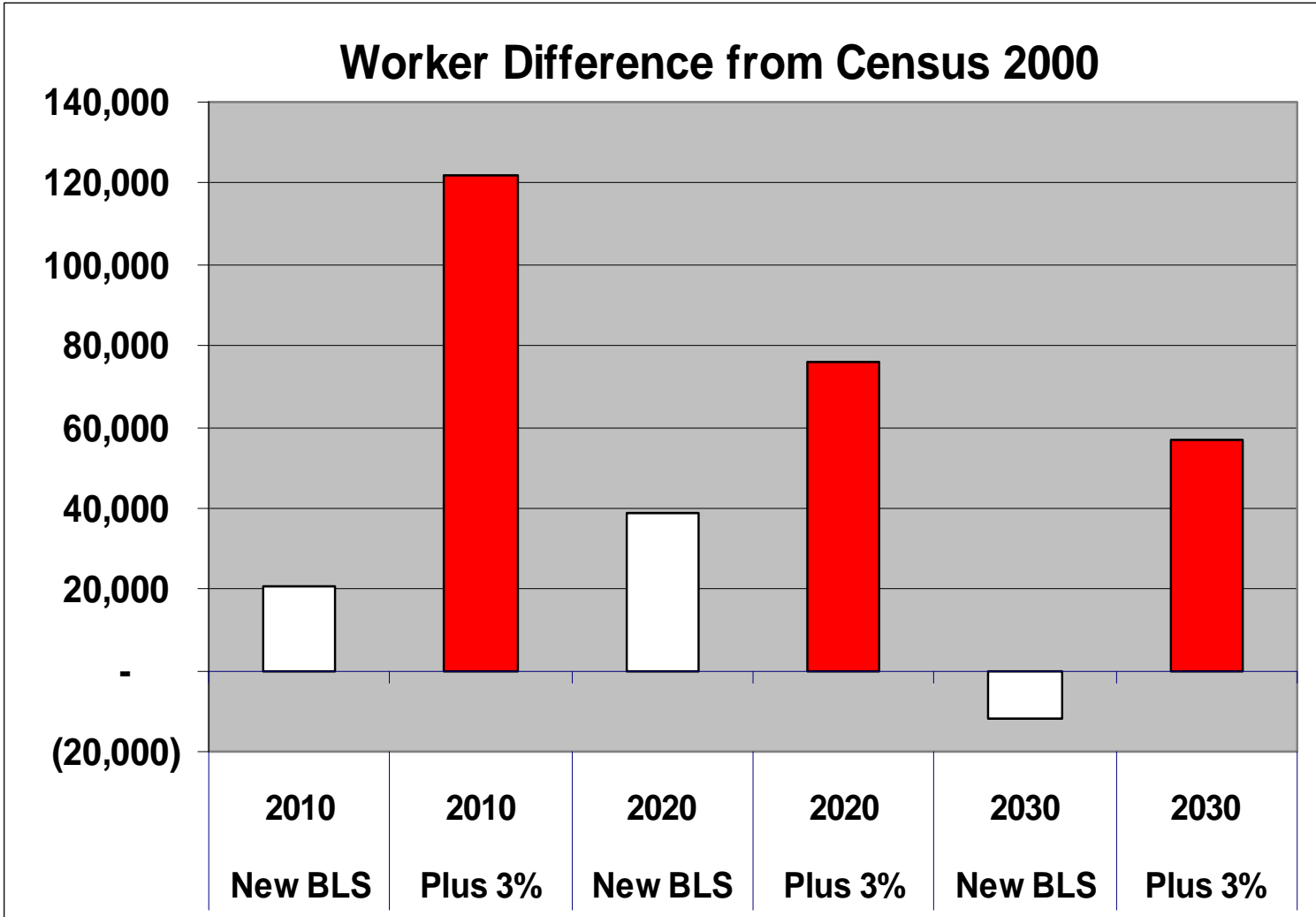




WISCONSIN'S WORKFORCE HIGHER LFPRs OFFER LIMITED GAINS

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Worker Difference from Census 2000



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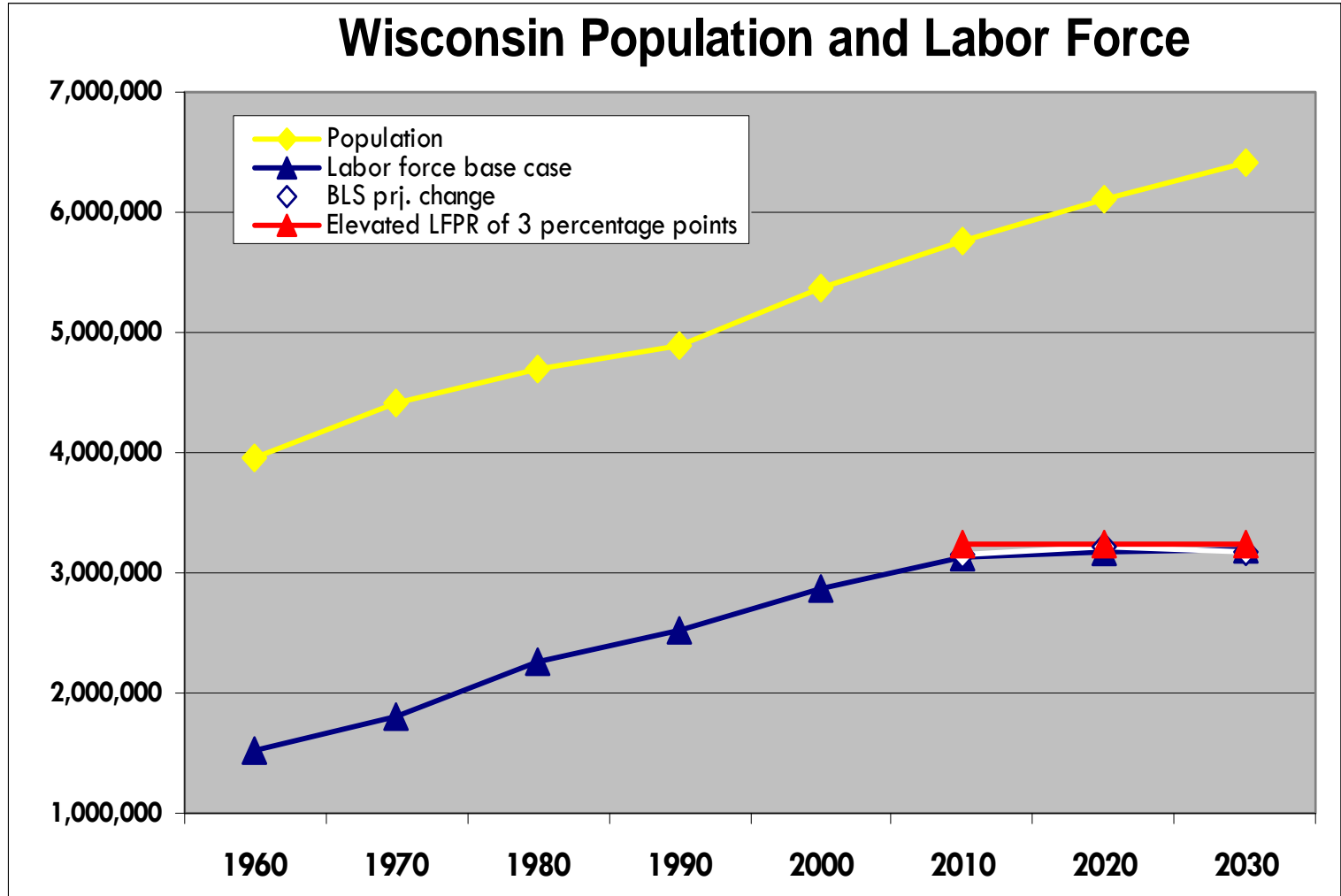


Source: Bureau of Labor Statistics, OEA



LITTLE CHANGES EVEN WITH HIGHER LFPR RETIREMENTS SWAMP PARTICIPATION

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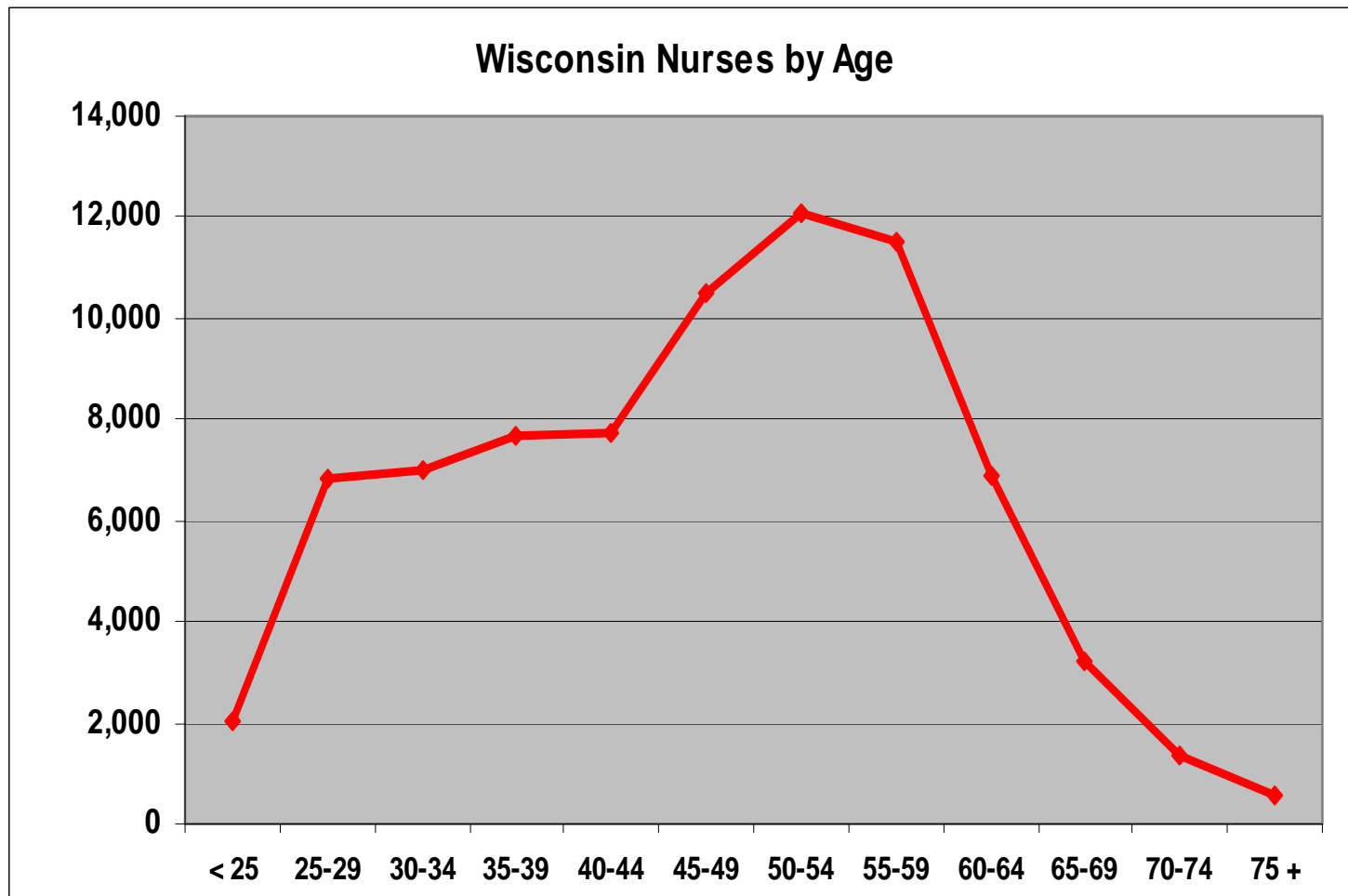


Source: Bureau of the Census, DOA, OEA



NURSING WORKFORCE IN WISCONSIN DEMOGRAPHICS AT WORK

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Source: Office of Economic Advisors

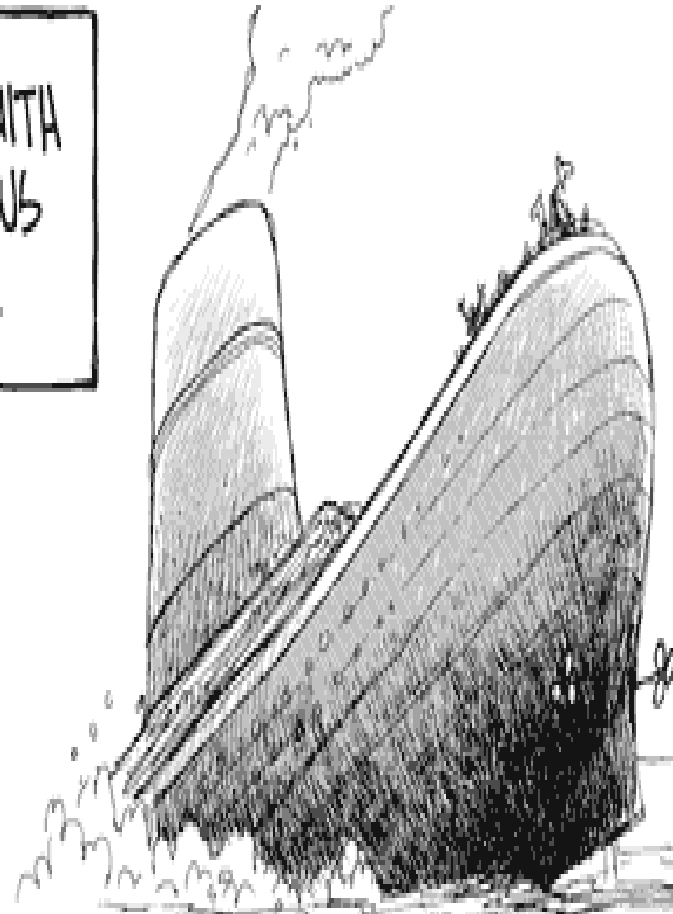


QUALITY

THIS IS NOT YOUR FATHER'S ECONOMY IN FACT, THAT WAS AN ABERRATION

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CRUISING WITH
MR. STATUS
QUO...



AS FAR AS
I CAN SEE,
EVERYTHING
LOOKS JUST
FINE

DATE BY WIREIMAGE PRESS SOURCE

4-10

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WILEY WILEY INC, INC.



FUTURE EMPLOYEES REQUIRE HIGHER SKILLS

"The days are over when you could walk into a paper mill with a high school diploma and run one of the machines."

– Patrick Schillinger, former Wisconsin Paper Council President,
Center will teach paper-industry technology,
Milwaukee Journal Sentinel, JS Online, October 21, 2004.

TURN YOU LOOSE ON THIS BABY I DON'T THINK SO

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FUTURE EMPLOYERS NEED FOR CREATIVITY & INNOVATION

“Today in most fields I know, the struggle is about creativity and innovation. There is no script.”



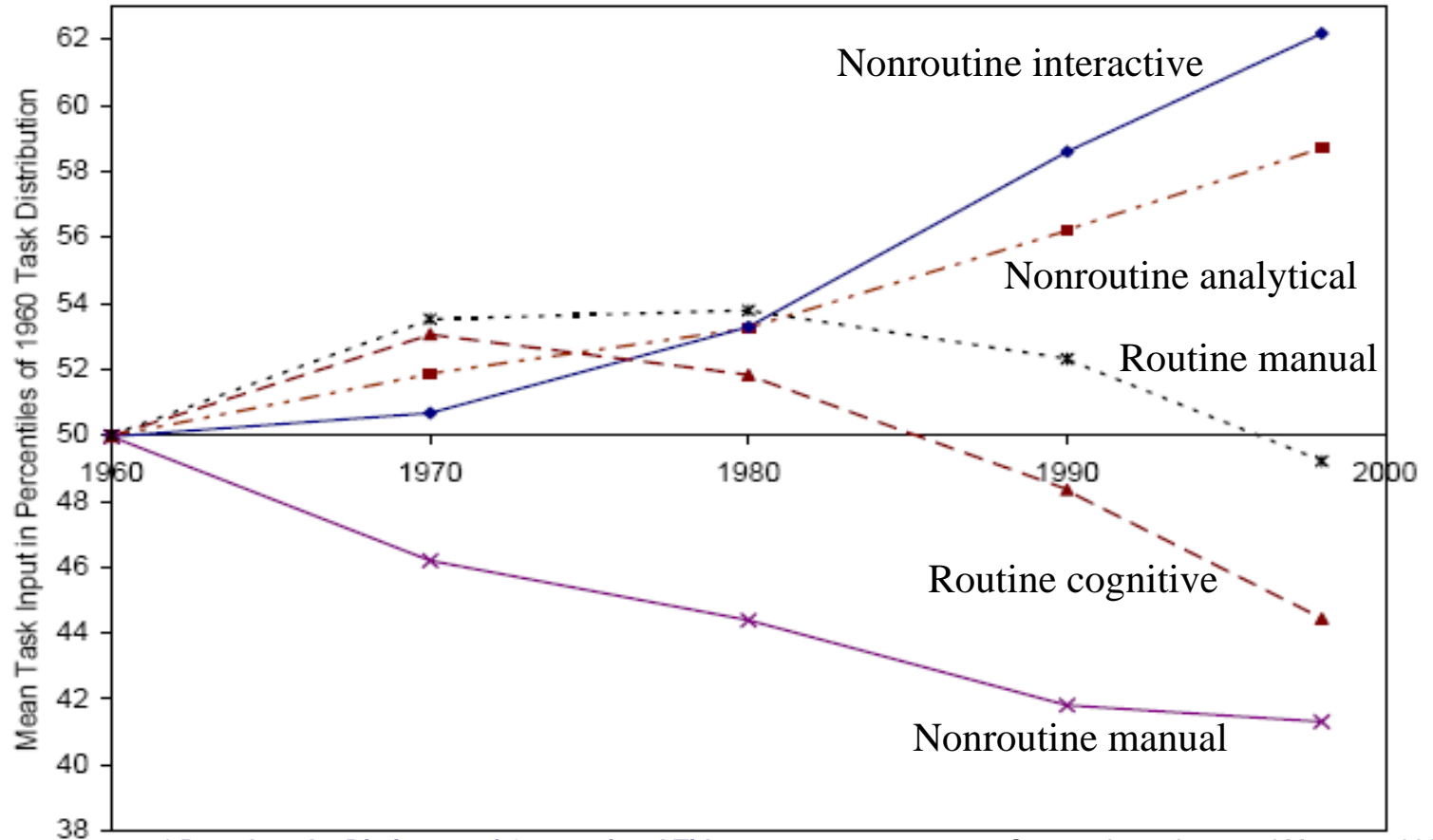
– Robert B. Shapiro,
former CEO & Chairman,
Monsanto Corporation





WORKPLACE REQUIREMENTS CHANGES IN SKILLS USED AT WORK*

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* Based on the Dictionary of Occupational Titles

Source: Autor, Levy and Murnane, 2003

- Nonroutine analytic
- ◆- Nonroutine interactive
- ×- Nonroutine manual
- ▲- Routine cognitive
- Routine manual





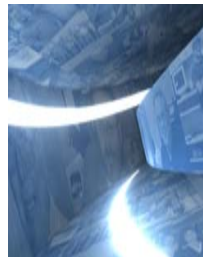
EQUAL SKILLS NOW REQUIRED NO TWO-TRACKING

Entry level jobs with family supporting wages and advancement opportunities **require same knowledge foundation and skill set as those entering post-secondary education.**

- Advanced reading
- Advanced writing
- Advanced mathematics (Algebra II)

Fastest growing occupations earning greater than \$30,000 per year, **require some post-secondary education.**

Source: Achieve, Inc, OEA.



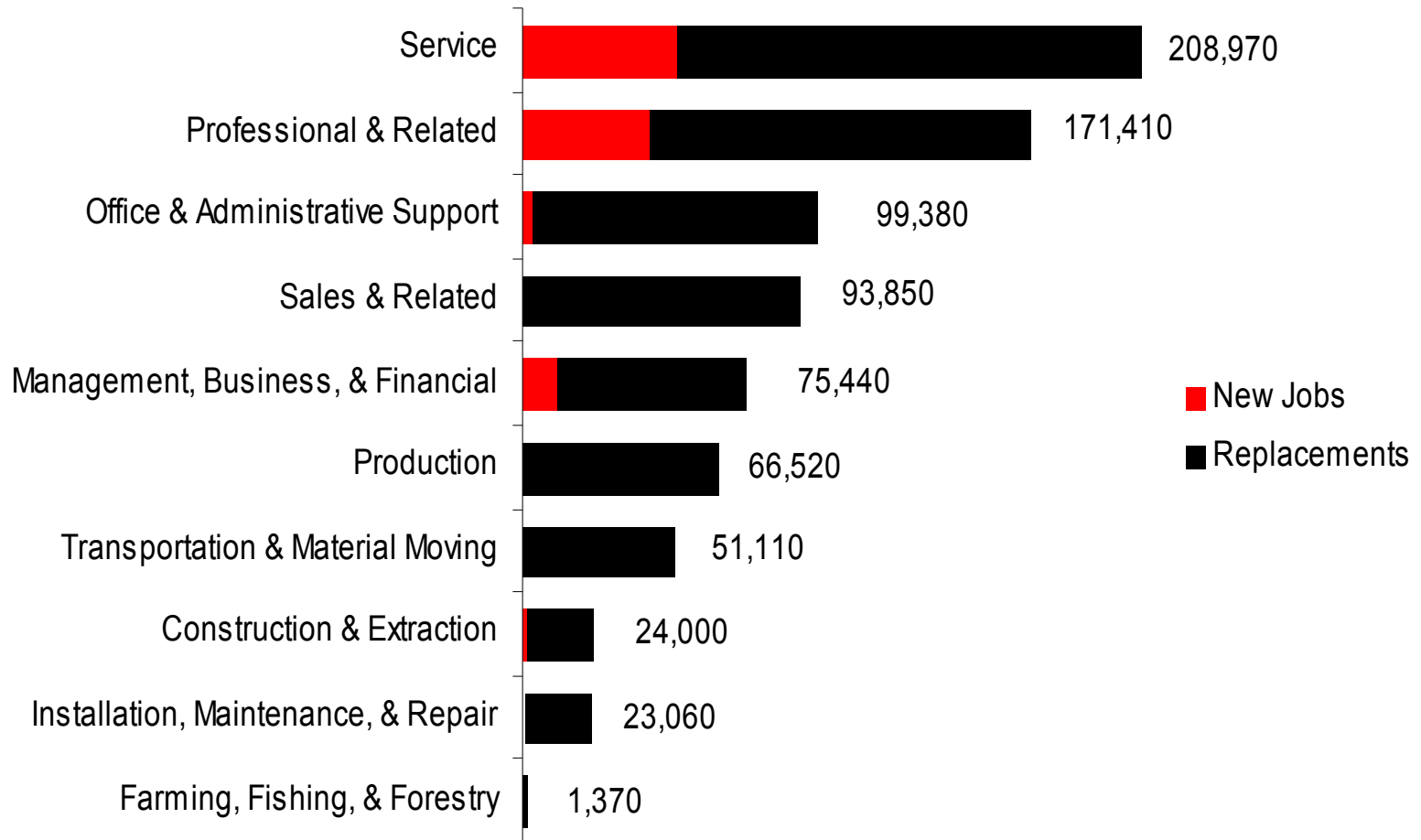


JOB PROSPECTS



JOB OPENINGS BY OCCUPATIONAL GROUP WISCONSIN, 2008-2018

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TOP OCCUPATIONS WITH MOST NEW JOBS WISCONSIN, 2008-2018

Occupational Title	Growth Rate, 2008-18	New Jobs, 2008-18	Typical Education & Training	Avg. Ann. Salary, 2009
Registered Nurses	19.4%	10,570	Associate or Bachelor's degree	\$63,187
Home Health Aides	38.3%	7,940	Short-term on-the-job training	\$21,910
Personal & Home Care Aides	34.0%	7,380	Short-term on-the-job training	\$20,297
Combined Food Preparation & Serving Workers	11.3%	7,260	Short-term on-the-job training	\$17,371
Customer Service Representatives	12.1%	5,960	Moderate-term on-the-job training	\$32,996
Nursing Aides, Orderlies, & Attendants	13.8%	5,090	Postsecondary vocational training	\$25,769
Accountants & Auditors	15.2%	3,500	Bachelor's degree	\$61,069
Truck Drivers, Heavy & Tractor-Trailer	6.9%	3,450	Short-term on-the-job training	\$39,813
Network Systems & Data Communications Analysts	36.9%	2,900	Bachelor's degree	\$64,364
Office Clerks, General	3.8%	2,590	Short-term on-the-job training	\$28,109
Waiters & Waitresses	5.1%	2,410	Short-term on-the-job training	\$18,892
Landscaping & Groundskeeping Workers	10.5%	2,290	Short-term on-the-job training	\$26,505
Medical Assistants	21.3%	2,100	Moderate-term on-the-job training	\$30,313
Computer Software Engineers, Applications	18.2%	1,820	Bachelor's degree	\$75,752
Recreation Workers	11.8%	1,560	Moderate-term on-the-job training	\$23,664

Source: Office of Economic Advisors, Wisconsin Projections 2008-2018



FASTEST GROWING OCCUPATIONS

WISCONSIN, 2008-2018

Occupational Title	Growth Rate, 2008-18	Total Openings, 2008-18	Typical Education & Training	Avg. Ann. Salary, 2009
Home Health Aides	38.3%	10,000	Short-term on-the-job training	\$21,910
Network Systems & Data Comm. Analysts	36.9%	4,310	Bachelor's degree	\$64,364
Personal & Home Care Aides	34.0%	10,090	Short-term on-the-job training	\$20,297
Financial Examiners	32.6%	220	Bachelor's degree	\$68,521
Ambulance Drivers & Attendants	30.8%	260	Moderate-term on-the-job training	\$22,468
Athletic Trainers	28.3%	270	Bachelor's degree	\$43,813
Physician Assistants	27.1%	760	Master's degree	\$87,608
Surgical Technologists	25.0%	1,340	Postsecondary vocational training	\$44,801
Medical Equipment Repairers	24.5%	650	Associate degree	\$49,492
Physical Therapist Aides	24.4%	420	Short-term on-the-job training	\$24,790
Mental Health Counselors	24.1%	830	Master's degree	\$44,180
Cardiovascular Technologists & Technicians	24.0%	370	Associate degree	\$52,769
Animal Trainers	23.9%	260	Moderate-term on-the-job training	\$30,942
Gaming Dealers	23.1%	600	Postsecondary vocational training	\$19,532
Medical Scientists, Excl. Epidemiologists	22.6%	1,240	Doctoral degree	\$56,810

Note: Only occupations with at least 500 jobs in 2018 were included.

Source: Office of Economic Advisors, Wisconsin Projections 2008-2018



MOST “IN DEMAND” OCCUPATIONS WISCONSIN, 2008-2018

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Occupational Title	Annual Growth Rate	Annual Job Openings	Typical Education & Training	Avg. Ann. Salary	Rank
Registered Nurses	1.9%	2,010	Associate or Bachelor's degree	\$63,187	⊕⊕⊕
Truck Drivers, Heavy & Tractor-Trailer	0.7%	1,240	Short-term on-the-job training	\$39,813	⊕⊕⊕
Elementary School Teachers	0.4%	870	Bachelor's degree	\$51,236	⊕⊕⊕
Accountants & Auditors	1.5%	740	Bachelor's degree	\$61,069	⊕⊕⊕
Licensed Practical & Vocational Nurses	1.4%	490	Postsecondary vocational training	\$41,079	⊕⊕⊕
Network Systems & Data Comm. Analysts	3.7%	430	Bachelor's degree	\$64,364	⊕⊕⊕
Executive Secretaries & Assistants	0.3%	400	Work experience	\$38,763	⊕⊕⊕
Middle School Teachers	0.4%	380	Bachelor's degree	\$50,952	⊕⊕⊕
Police & Sheriff's Patrol Officers	0.4%	360	Long-term on-the-job training	\$52,128	⊕⊕⊕
Computer Systems Analysts	0.9%	310	Bachelor's degree	\$70,263	⊕⊕⊕
Social & Community Service Managers	1.0%	310	Bachelor's degree	\$56,516	⊕⊕⊕
Postal Service Mail Carriers	1.1%	310	Short-term on-the-job training	\$46,836	⊕⊕⊕
Administrative Services Managers	0.8%	280	Bachelor's or higher + experience	\$71,212	⊕⊕⊕
Computer Software Engineers, Applications	1.8%	270	Bachelor's degree	\$75,752	⊕⊕⊕
Employment & Placement Specialists	1.9%	250	Bachelor's degree	\$51,116	⊕⊕⊕

Note: Occupations most “in demand” satisfy the following criteria:

1. Annual growth rate is above the statewide average of 0.27% between 2008 and 2018
2. Annual median wage is higher than the State’s median wage for all jobs (\$32,351)
3. Top 30 total job openings (openings due to either new jobs and/or replacement needs)

⊕ Among top 100 fastest growing occupations

⊕ Among top 100 occupations with the most new jobs between 2008 and 2018

⊕ Among top 100 highest-paid occupations

Source: Office of Economic Advisors, Wisconsin Projections 2008-2018



WORKFORCE TRENDS ARE:

- **Unprecedented – we have never faced a declining workforce before;**
- **Assured – demographics will change little;**
- **Largely unalterable – demographics and migration patterns do not change abruptly.**



RAMIFICATIONS OF WORKFORCE TRENDS

ARE:

- **Potentially devastating – without sufficient productivity gains the state’s economy will stagnate;**
- **Necessitating a focus on talent – large investments in education and training are needed;**
- **Requiring match – talent supply and industry demand must be matched or you lose both.**

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WILL BUDGET PROPOSALS AFFECT THE ECONOMY? OF COURSE

DISCUSSION

Different budgets, will affect different actors:

- Federal
- State
- Local

The questions are:

- By how much
- Who is affected
- For how long
- What if nothing changed



Questions & Answers

How can we work better with you to meet
workforce needs?



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- **OEA website: www.dwd.wisconsin.gov/oea**

WISCONSIN



Wisconsin Is Open for Business

Thank You!



State of Wisconsin
Department of Workforce Development

