



Labor Force Trends in Rural Wisconsin

2022 Wisconsin Rural Economic Summit

Matt Kures

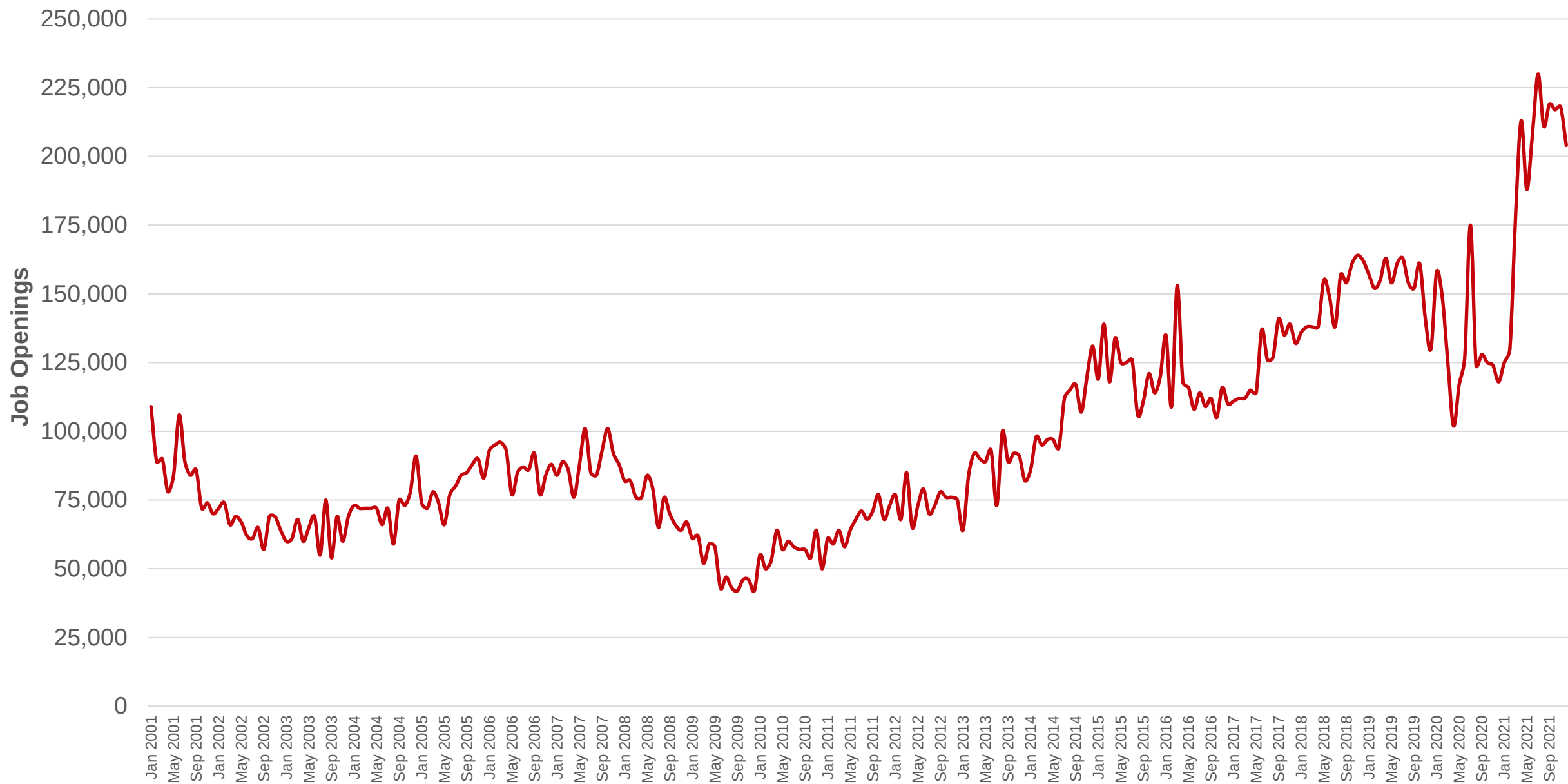
Economic Development Administration University Center

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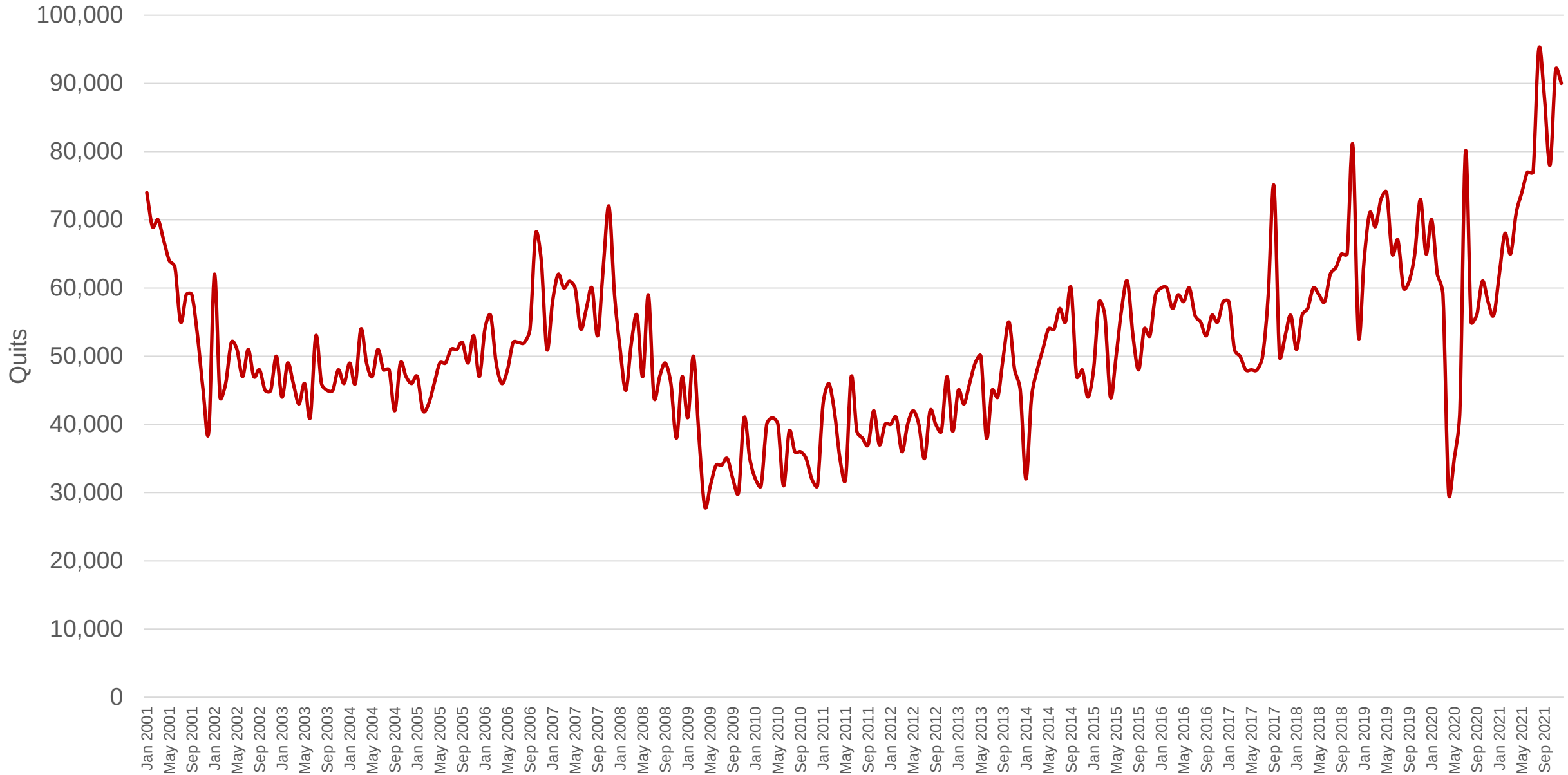


State of Wisconsin Monthly Job Openings - January 2001 to December 2021 (Seasonally Adjusted)



Data Source: Bureau of Labor Statistics JOLTS

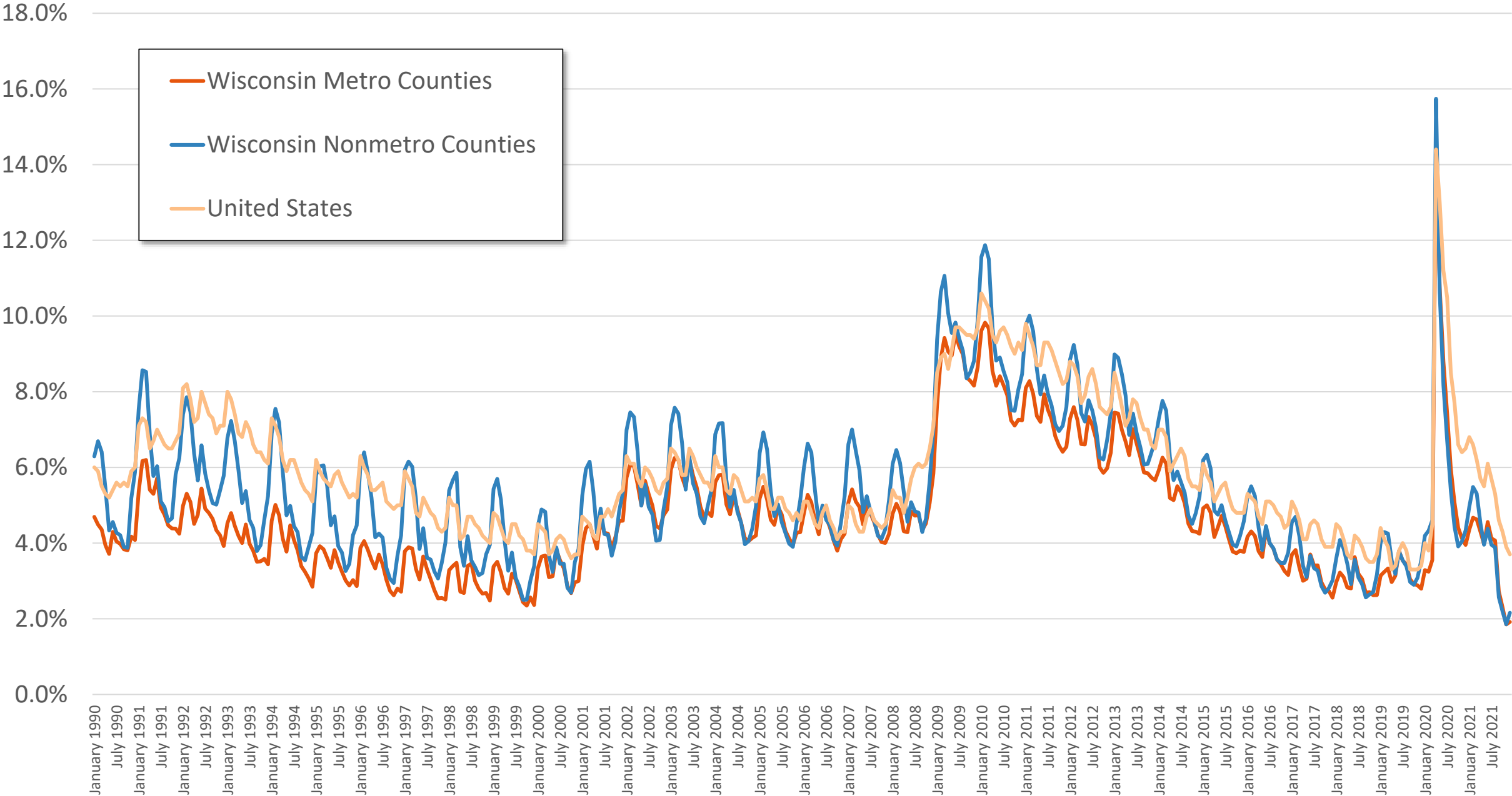
State of Wisconsin Monthly Quits - January 2001 to December 2021 (Seasonally Adjusted)



Factors Affecting Labor Availability

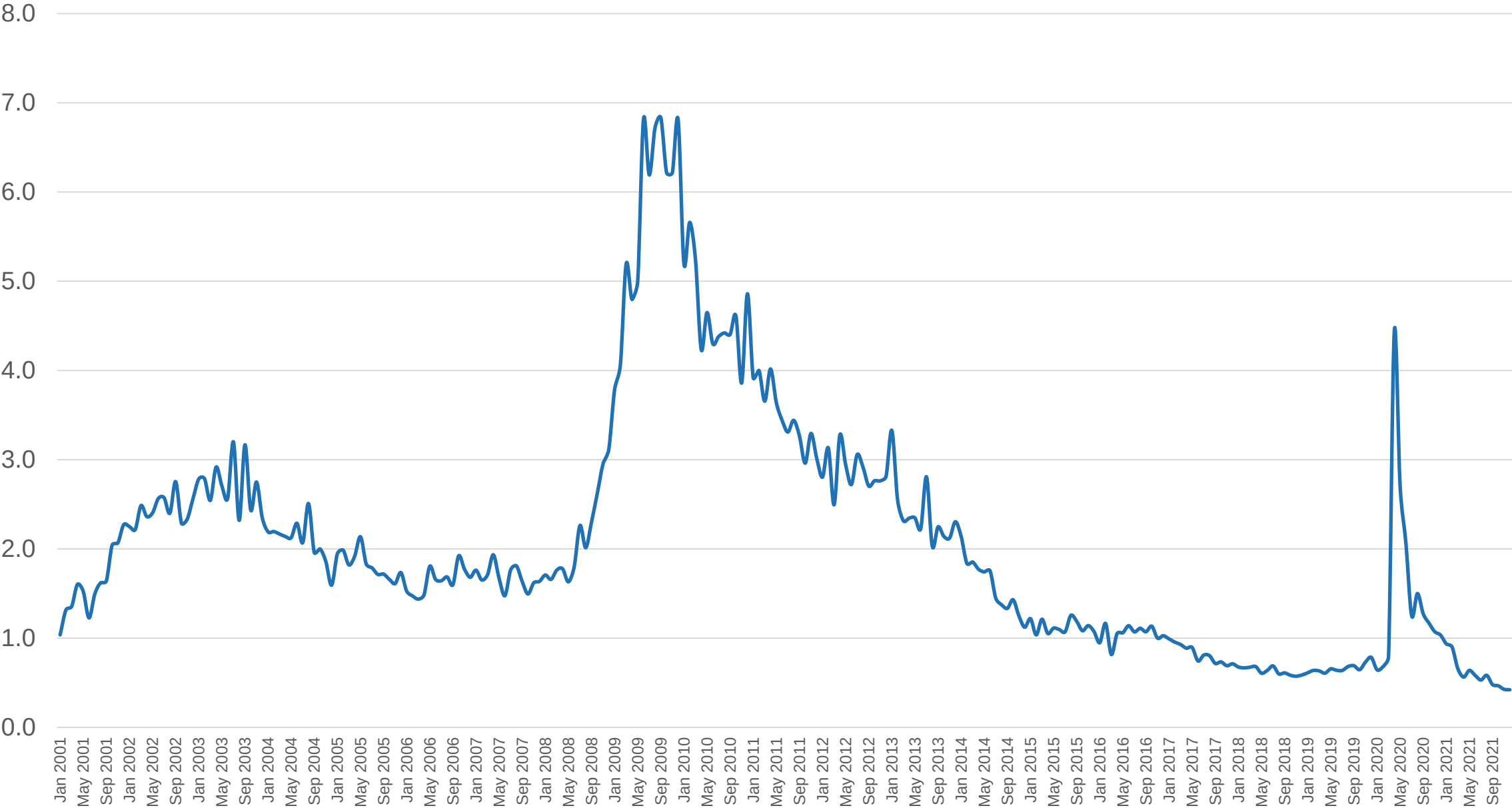
- **Unemployment Rates** – Share of the labor force that is unemployed and actively looking for a job. Unemployment rates vary by geography, time period, occupation, age, etc.
- **Labor Participation Rates** – Share of the population is either employed or unemployed and actively looking for a job. Factors influencing labor participation include:
 - Childcare or Dependent Care Needs
 - Weak demand for labor leading to discouragement (broadly or for specific skills)
 - Transportation
 - School Enrollment
 - Justice System Involvement
 - Disability
 - Retirement
- **Working Age Population** – How has the number of people within different age categories increased or decreased?
- **Geographic Extent of the Labor Market** – How far are workers willing to commute?

Monthly Unemployment Rate – January 1900 to December 2021 (Seasonally Unadjusted)



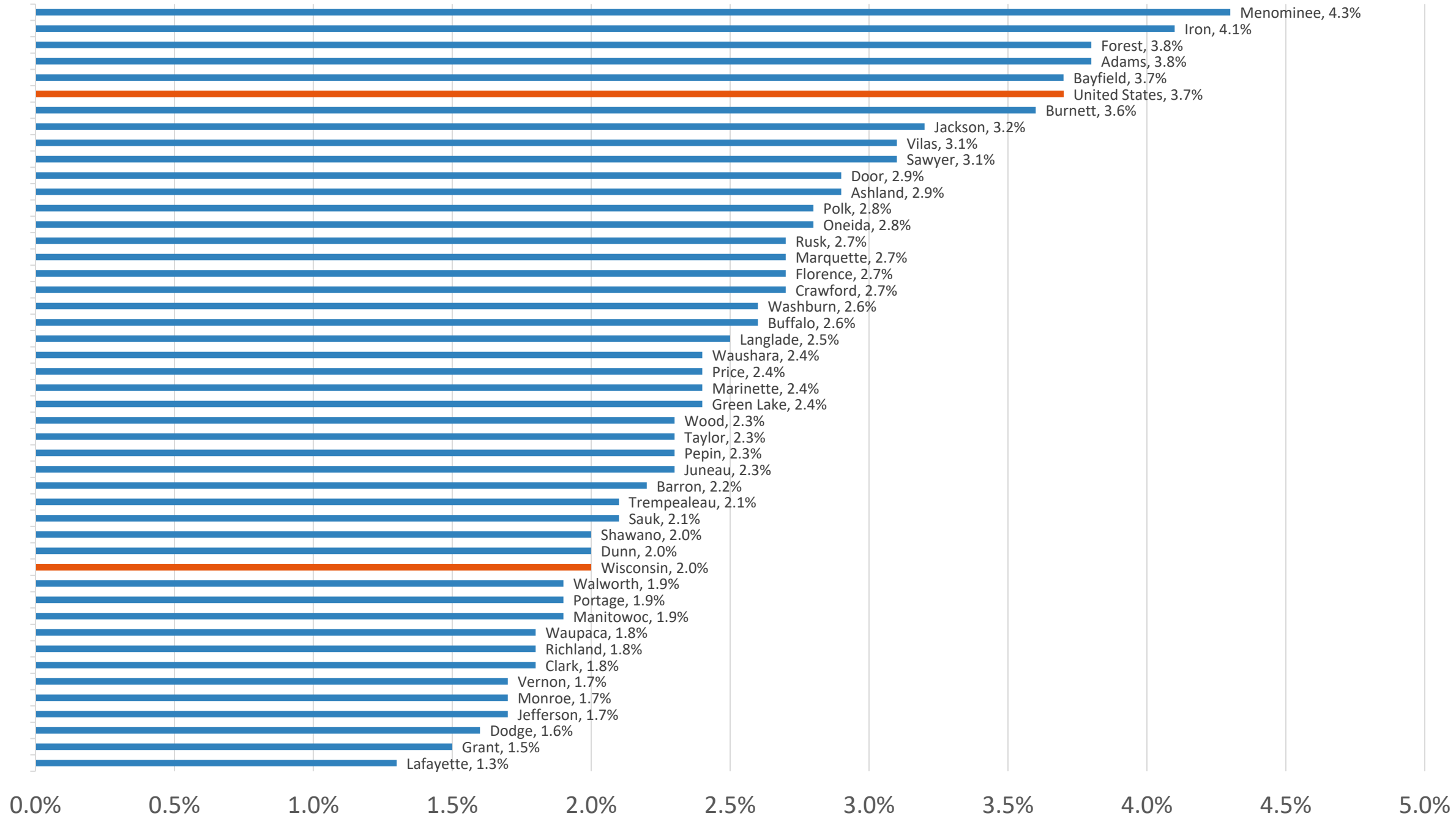
State of Wisconsin Unemployed Individuals per Job Opening –
January 2001 to December 2021 (Seasonally Adjusted)

Unemployed Individuals per Job Opening

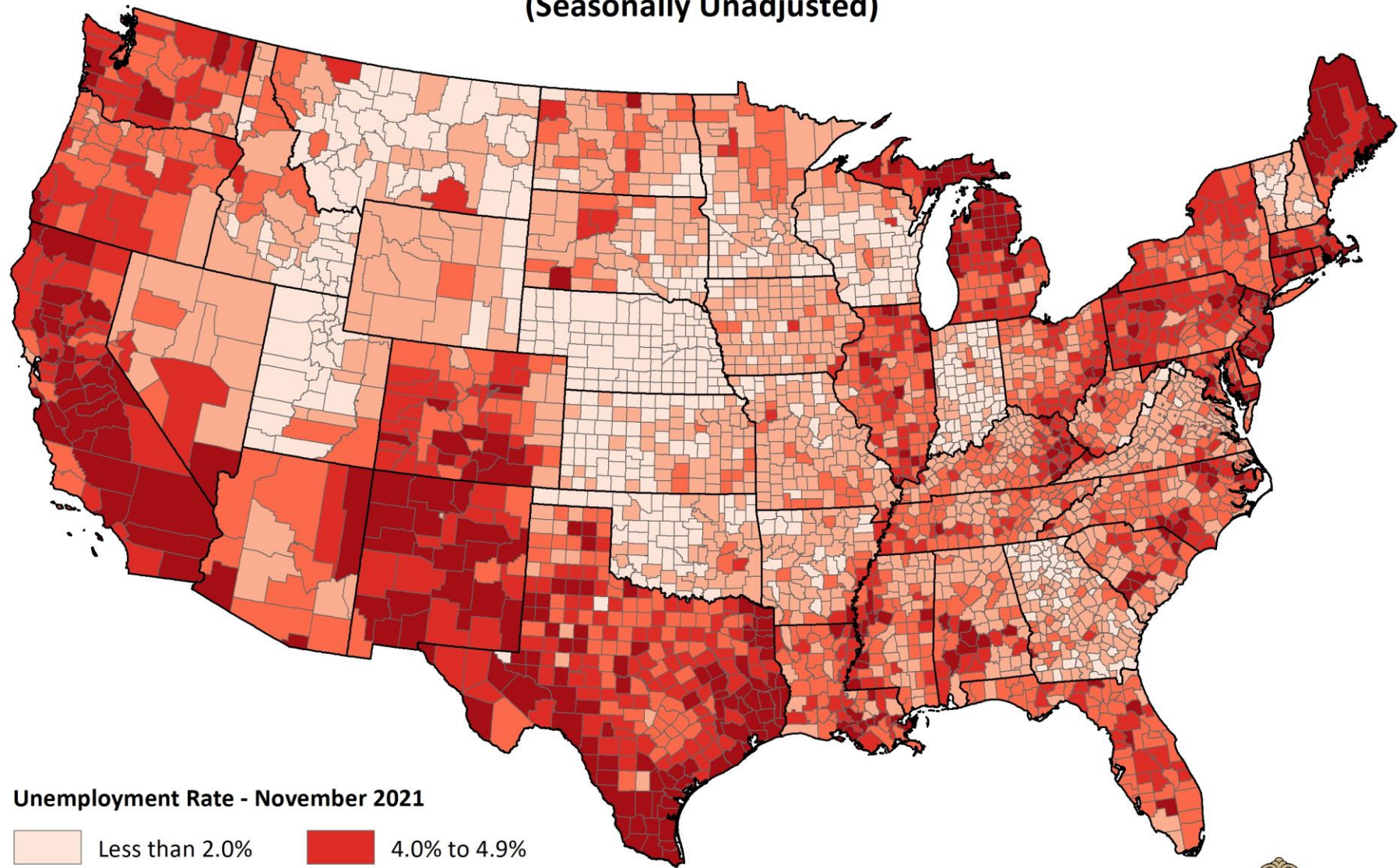


Data Source: Bureau of Labor Statistics

December 2021 Unemployment Rates (Preliminary) by Nonmetro County



November 2021 Unemployment Rate by County (Seasonally Unadjusted)



Unemployment Rate - November 2021

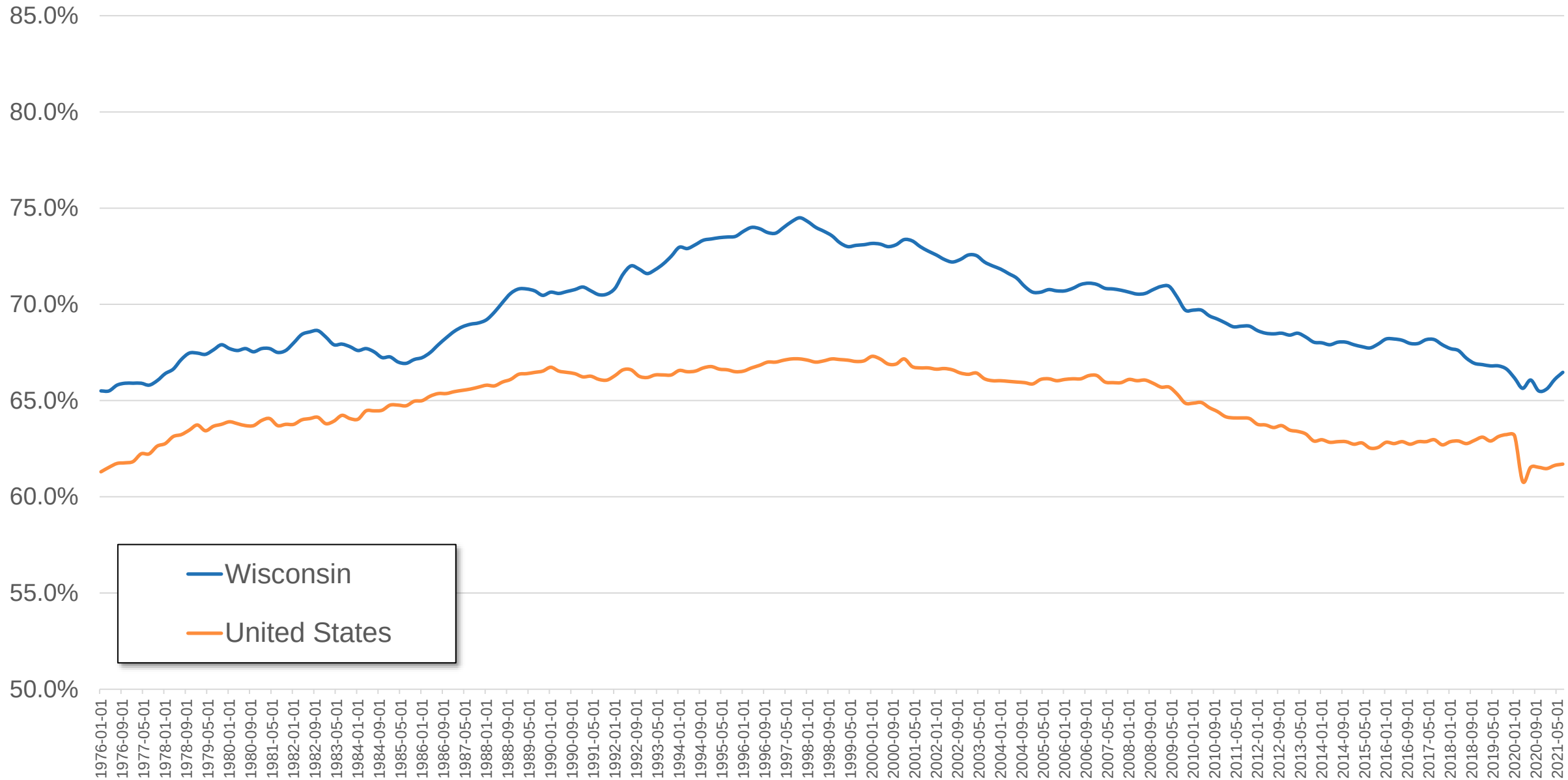
	Less than 2.0%		4.0% to 4.9%
	2.0% to 2.9%		5.0% or More
	3.0% to 3.9%		

Data Source: BLS LAUS



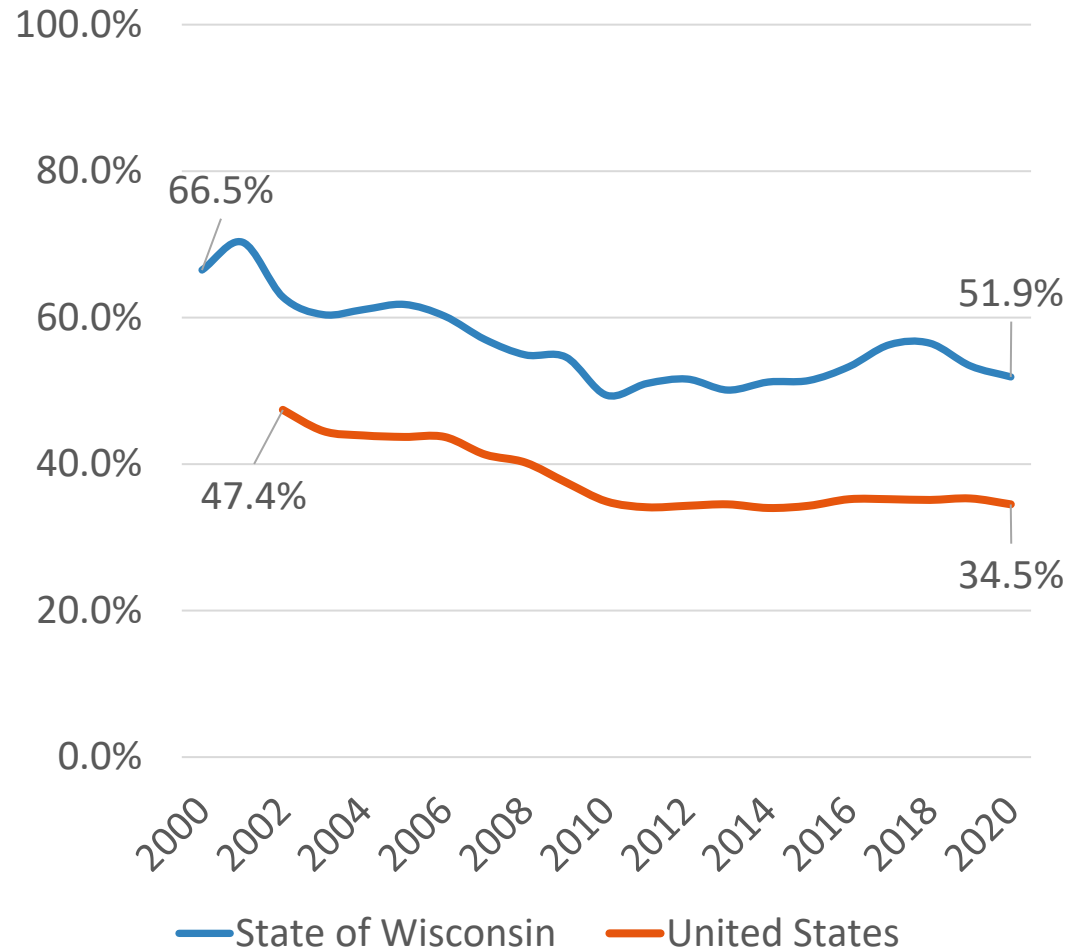
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Labor Participation Rates by Quarter - Age 16 and Over (Seasonally Adjusted)

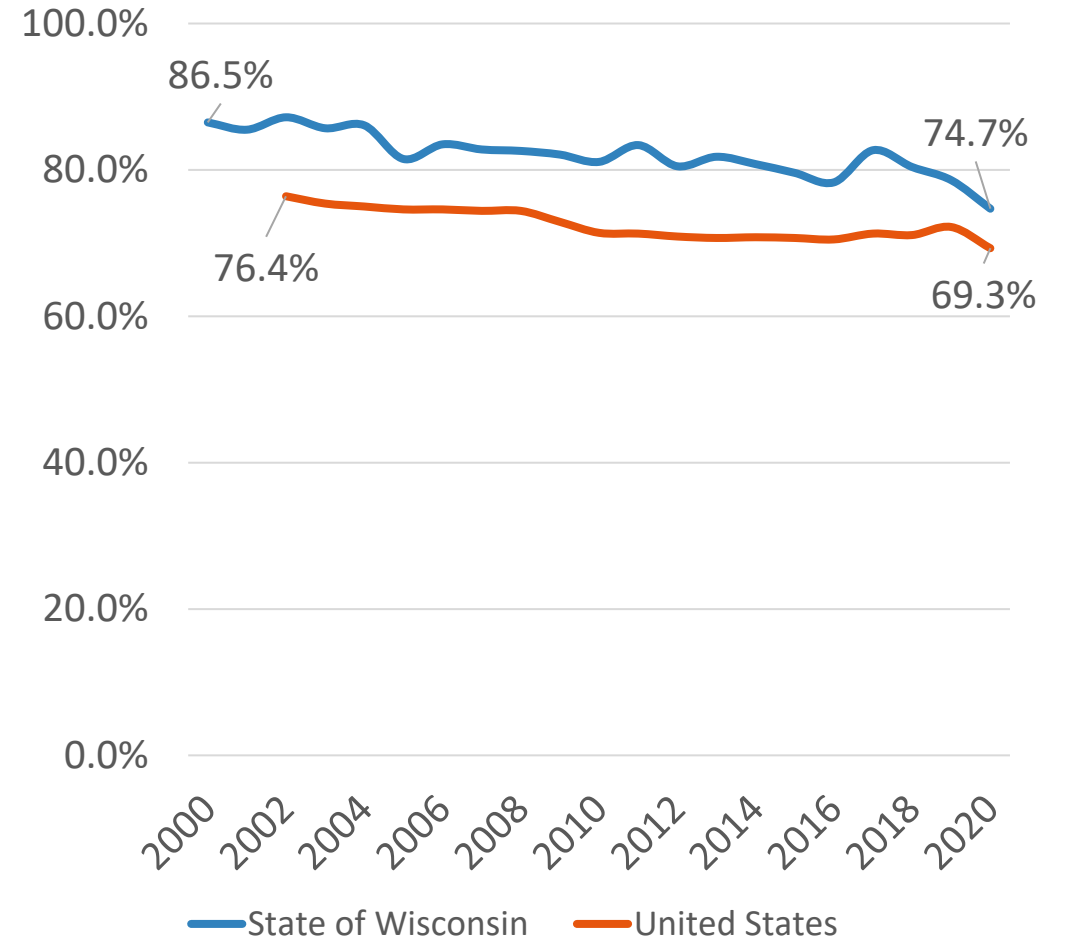


Changes in Labor Participation Rates

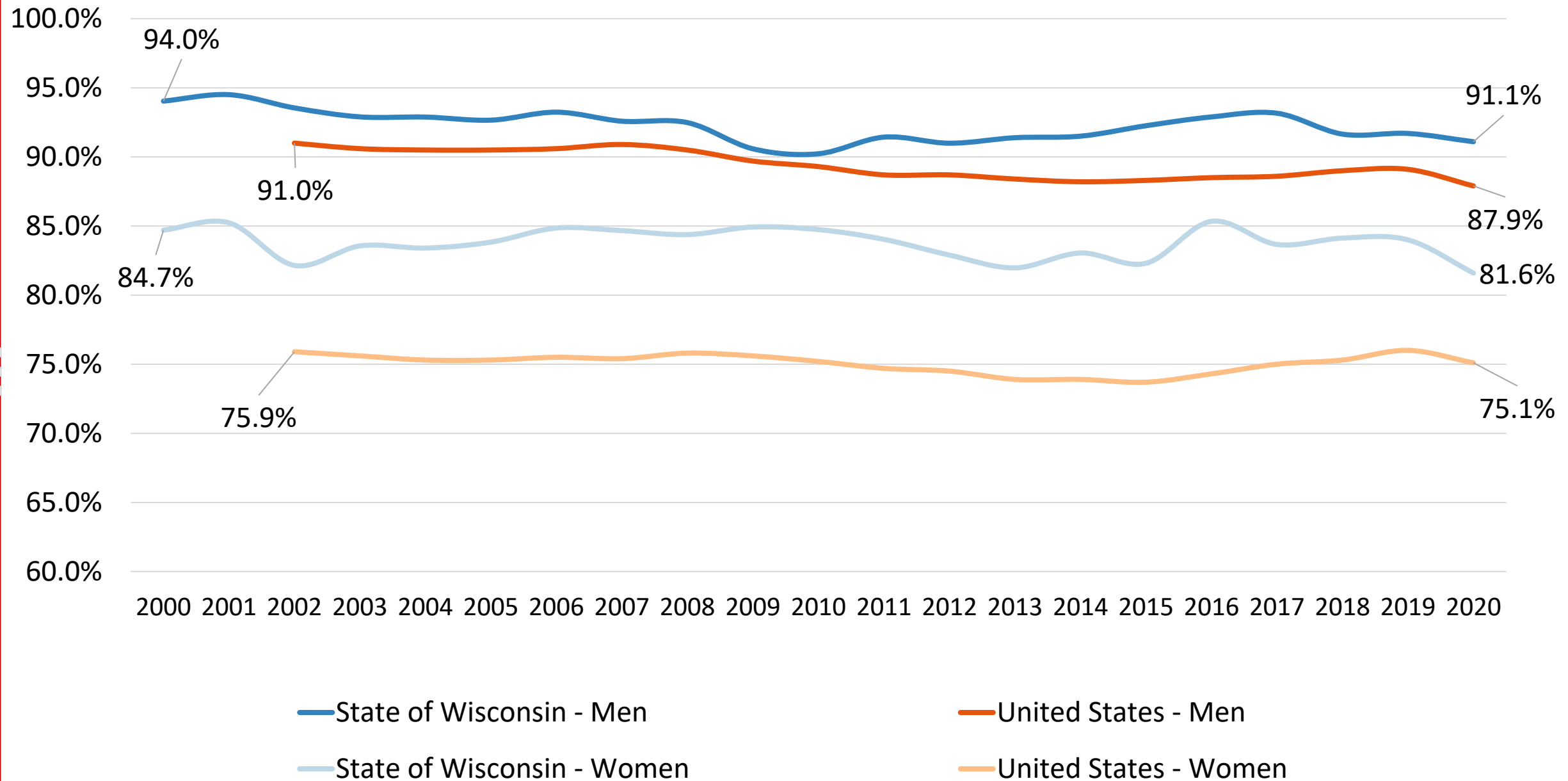
Labor Participation Rate - Ages 16 to 19



Labor Participation Rate - Ages 20 to 24

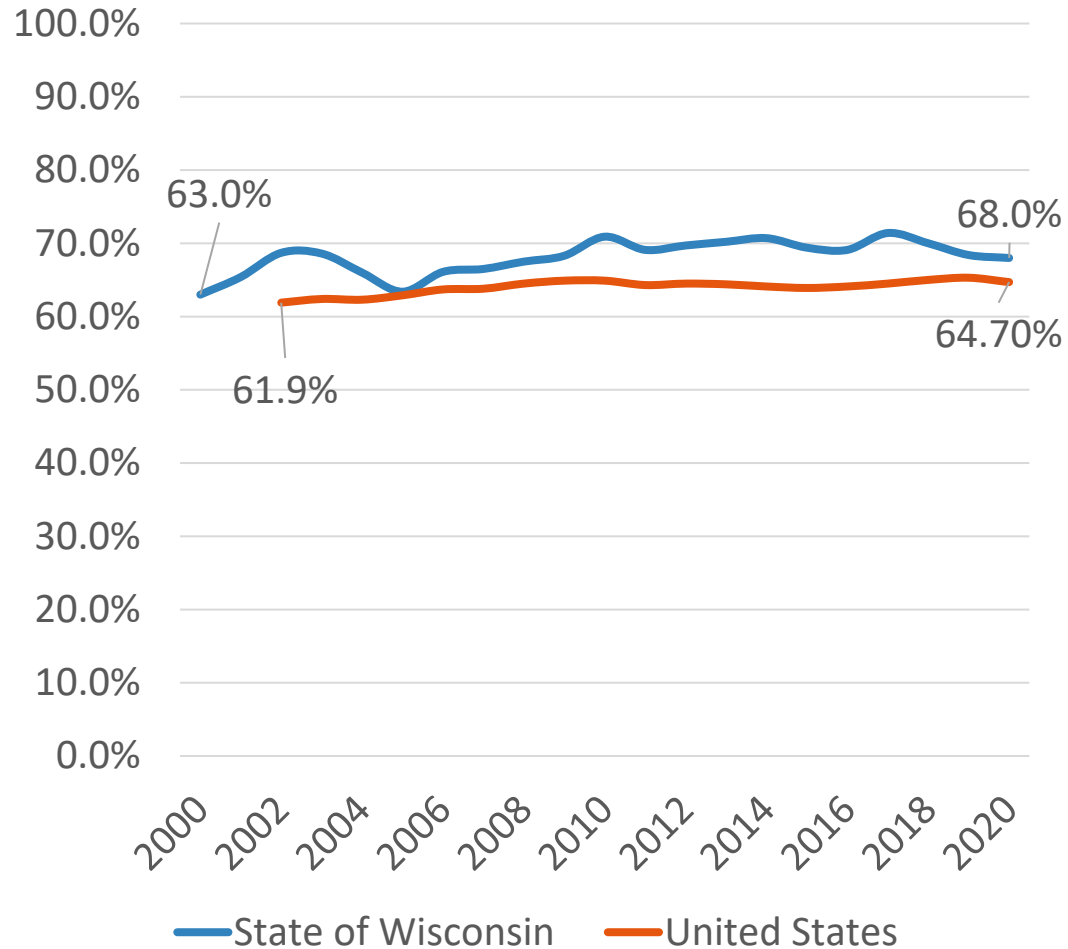


Labor Participation Rates for the Population Ages 25 to 54

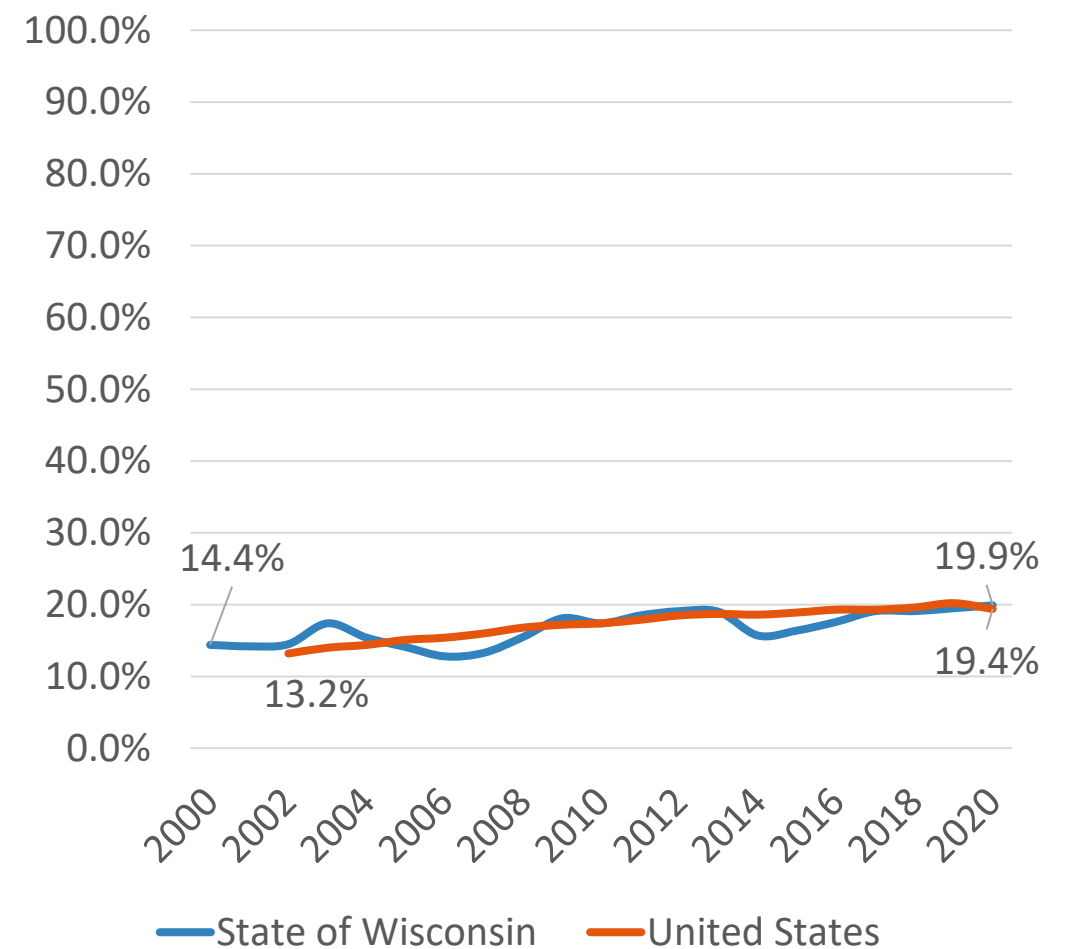


Changes in Labor Participation Rates

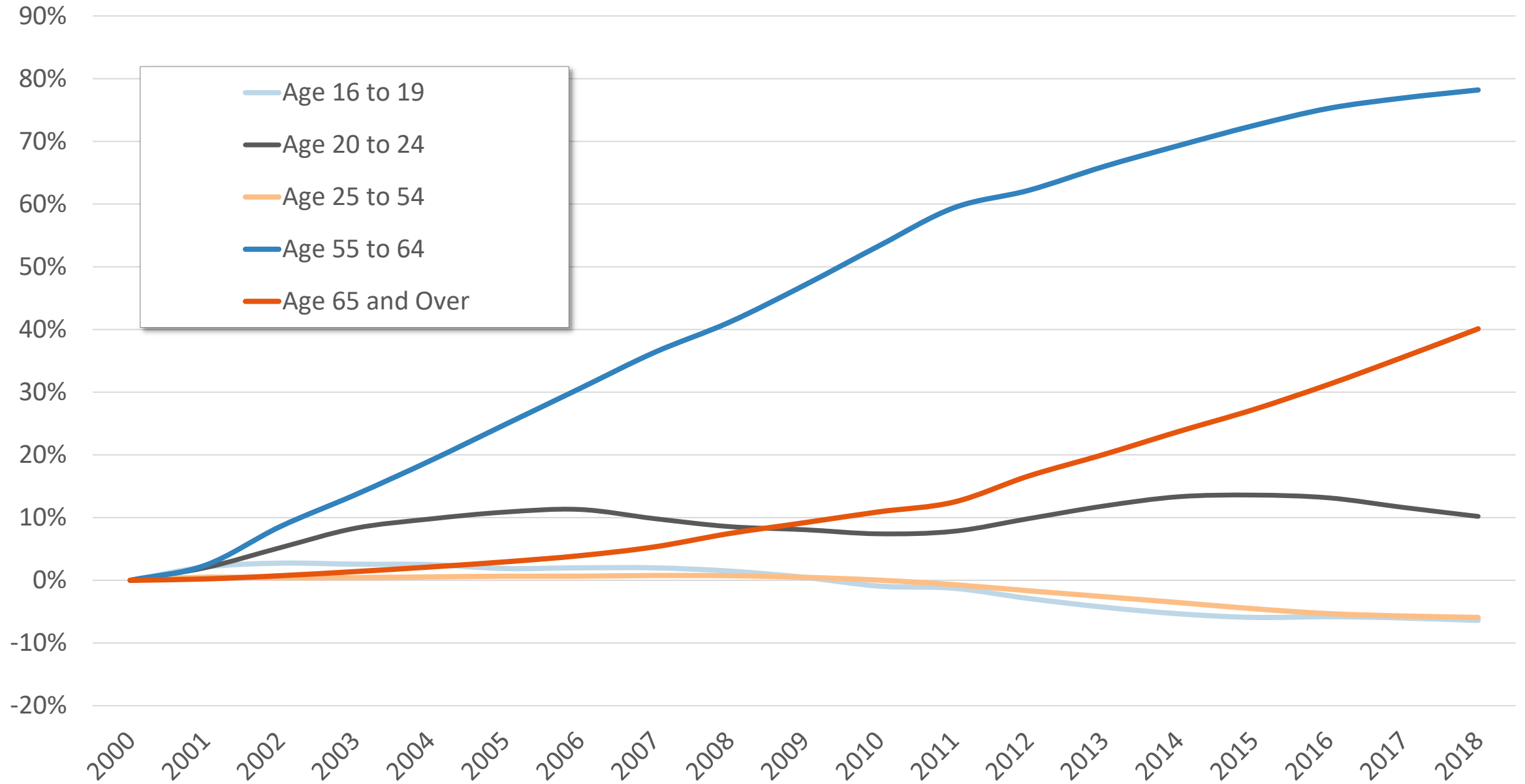
Labor Participation Rate - Ages 55 to 64



Labor Participation Rate - Ages 65 and Over

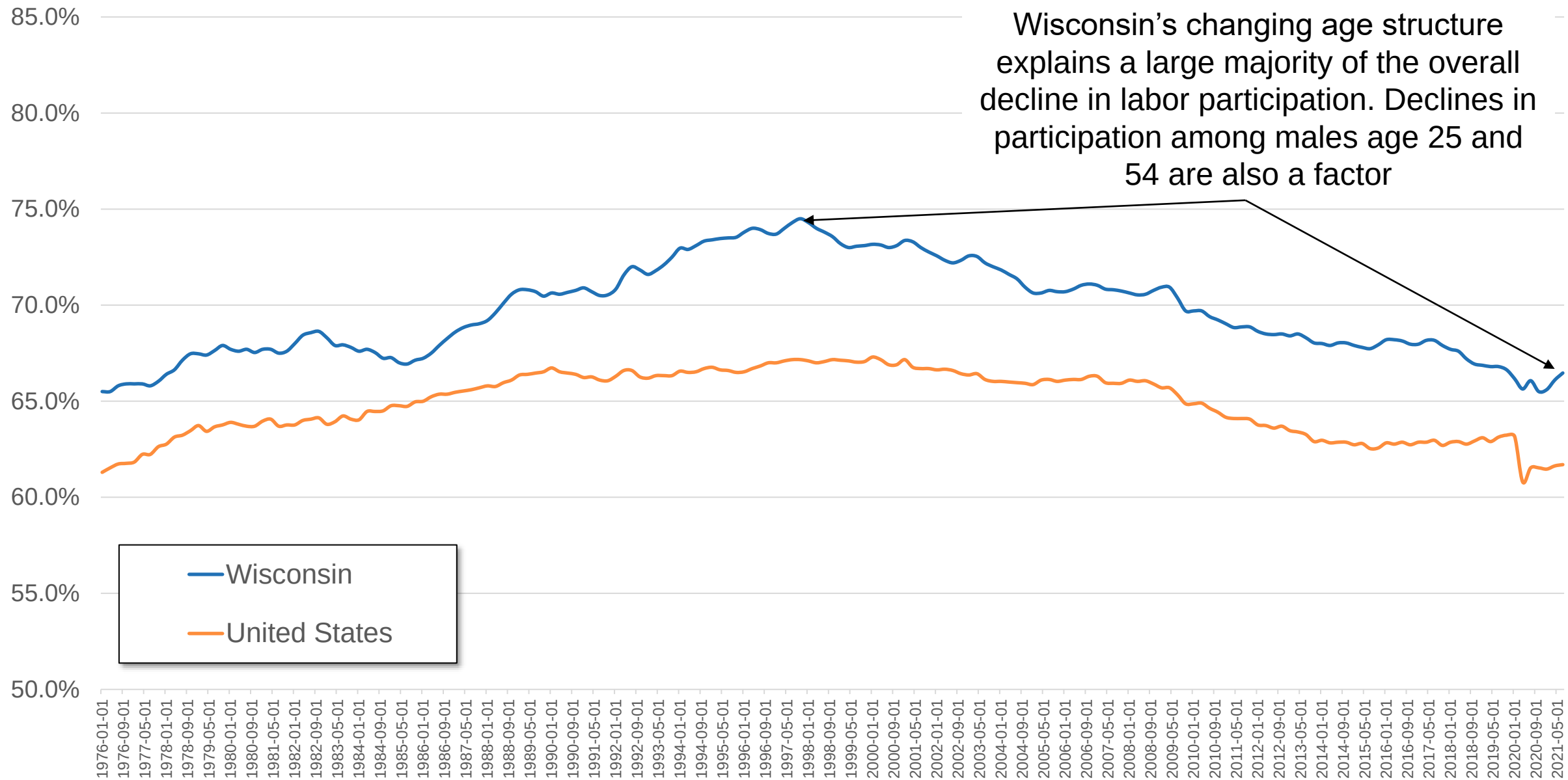


Percent Change in Wisconsin Population by Age Group

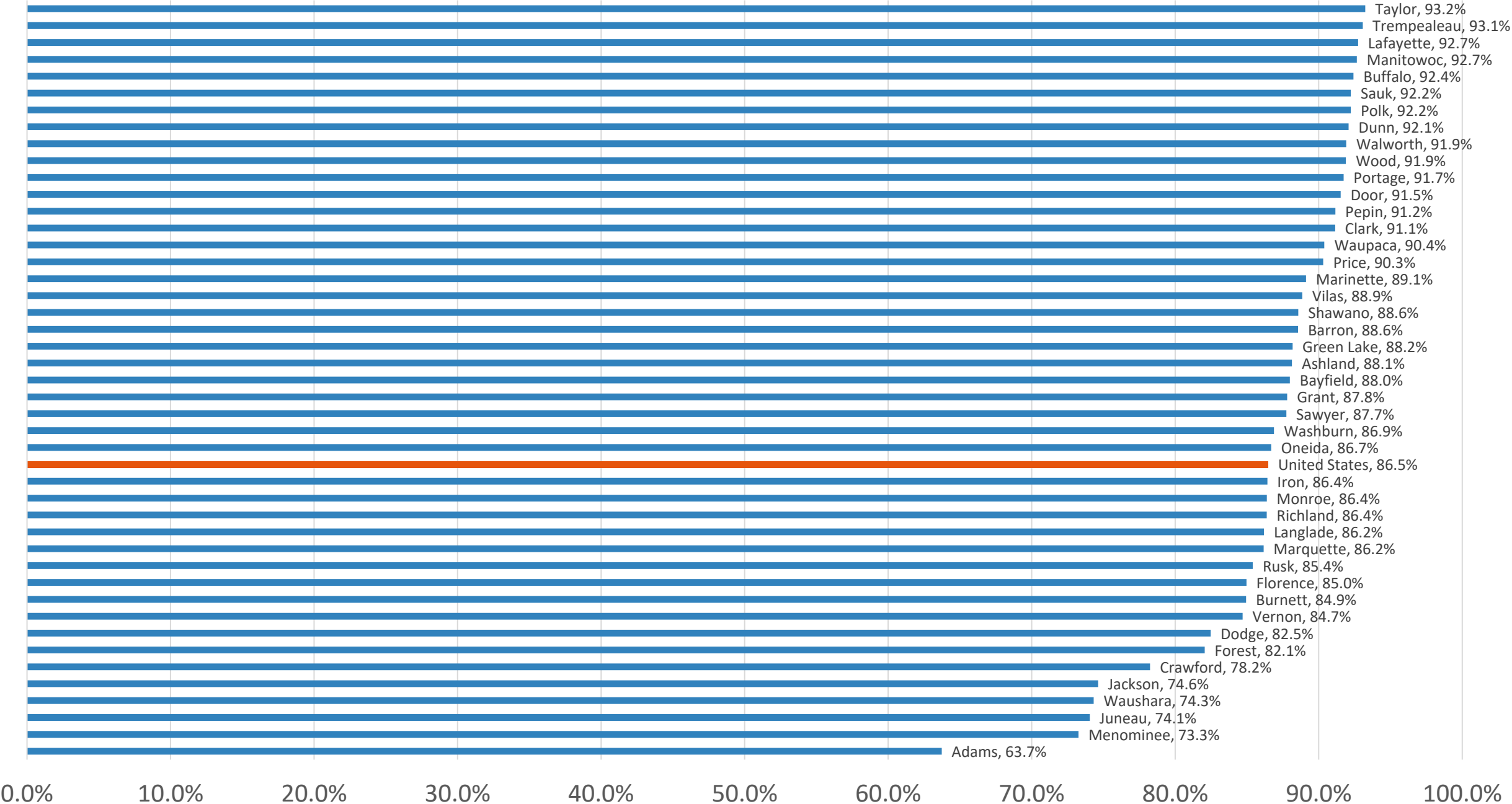


Source: Author's Calculations, Bureau of Labor Statistics, U.S. Census Bureau, Current Population Survey

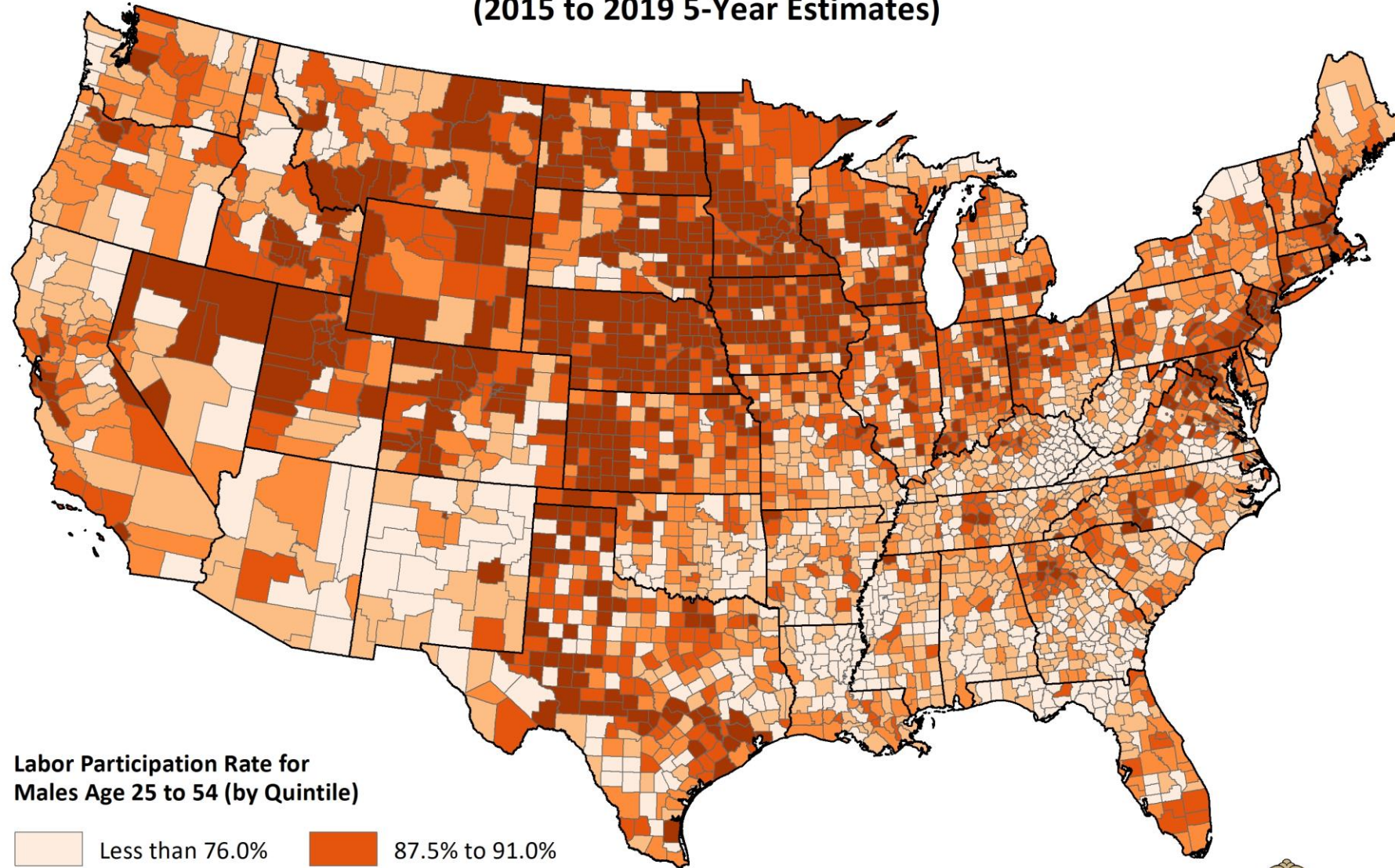
Labor Participation Rates by Quarter - Age 16 and Over (Seasonally Adjusted)



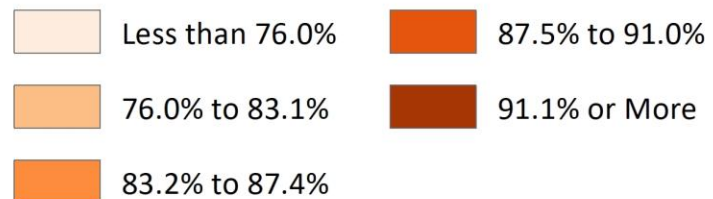
Participation Rate for Males Age 25 to 54 (2015-2019) – Nonmetro Wisconsin Counties



Labor Participation Rate for Males Age 25 to 54 (2015 to 2019 5-Year Estimates)



Labor Participation Rate for
Males Age 25 to 54 (by Quintile)

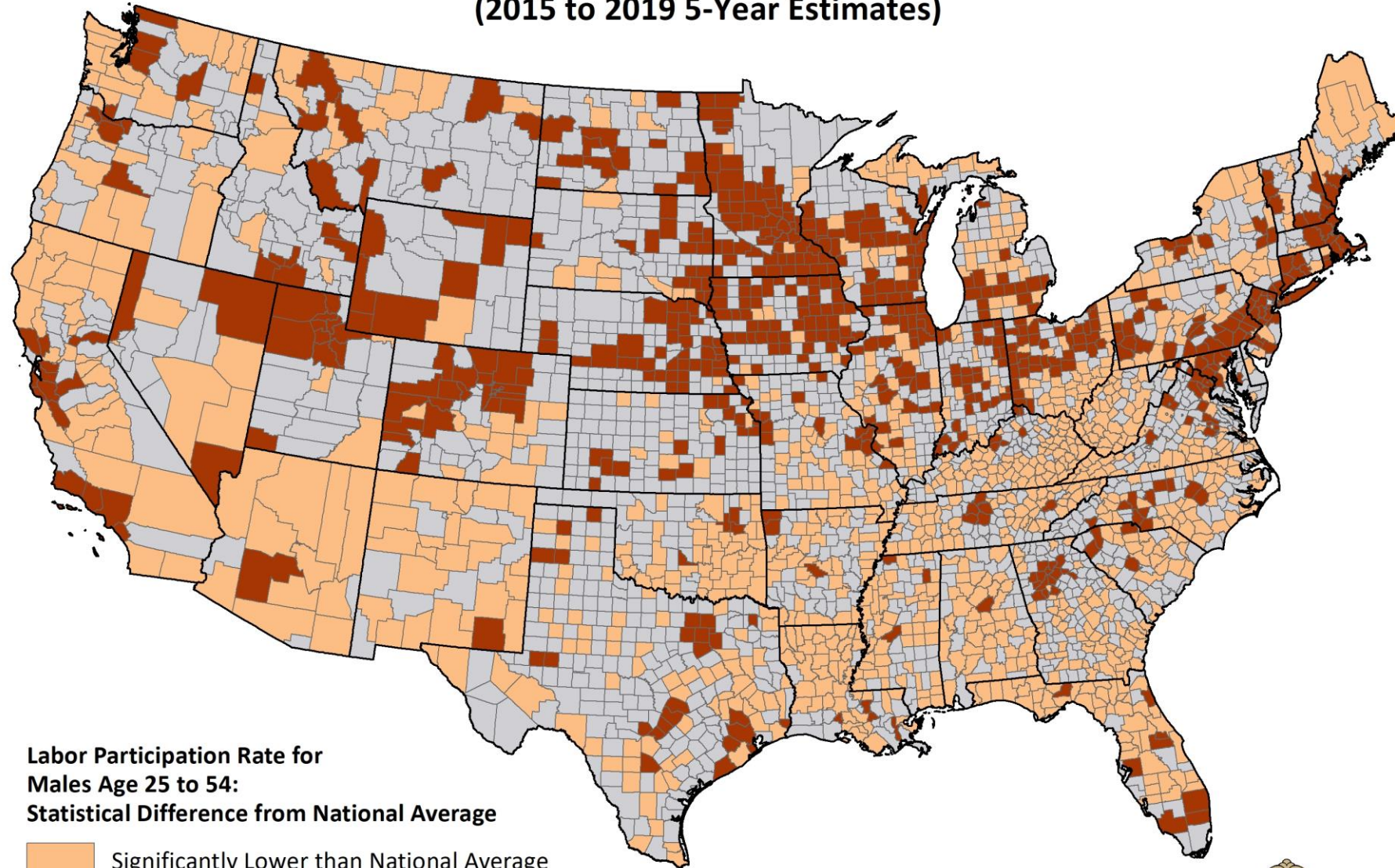


Data Source: U.S. Census Bureau 2015-2019
American Community Survey.
Numbers are subject to a margin of error.



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Labor Participation Rate for Males Age 25 to 54 (2015 to 2019 5-Year Estimates)



**Labor Participation Rate for
Males Age 25 to 54:
Statistical Difference from National Average**

Significantly Lower than National Average

Significantly Higher than National Average

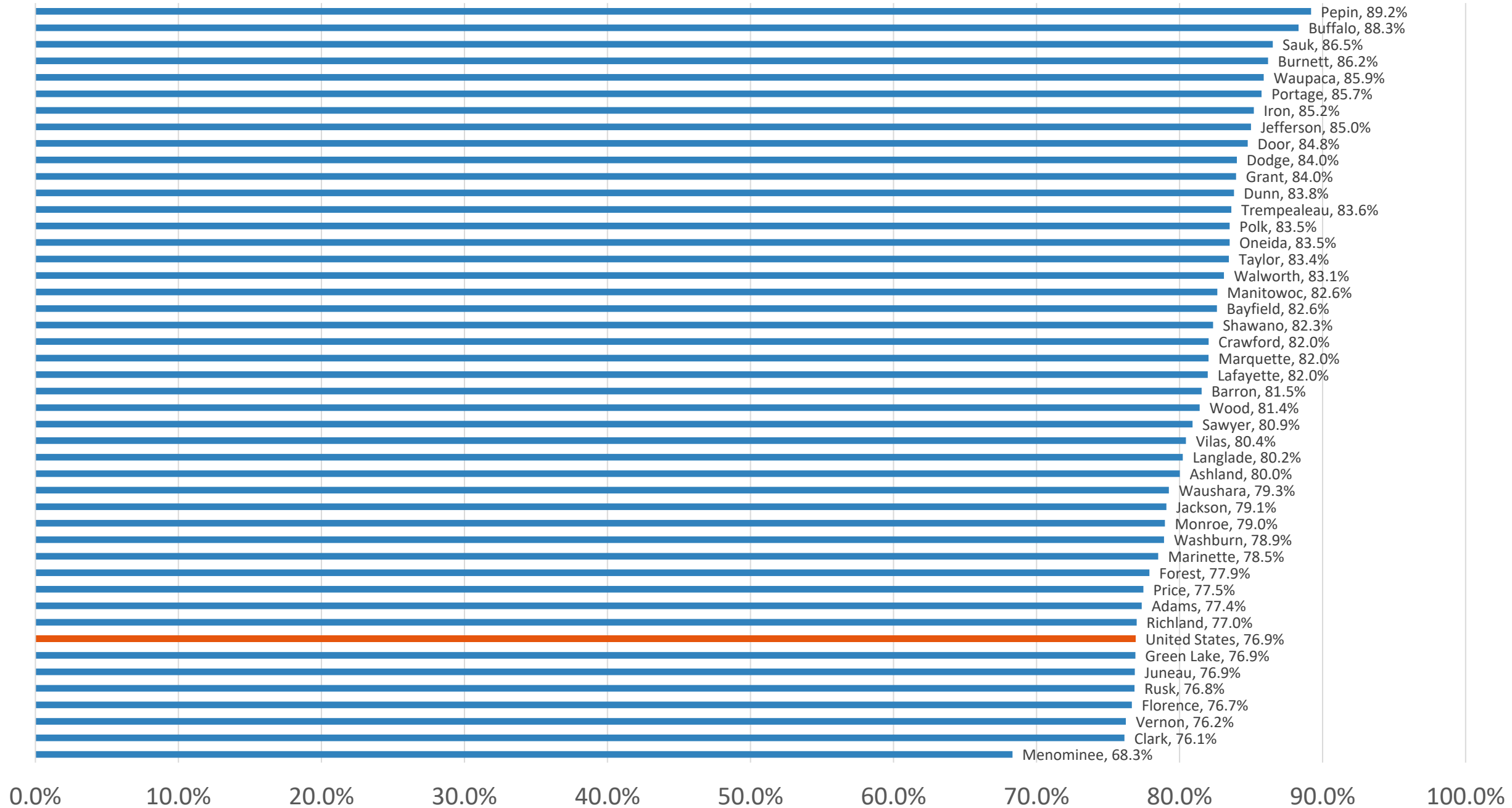
Not Significantly Different from National Average

Data Source: U.S. Census Bureau 2015-2019
American Community Survey.
Numbers are subject to a margin of error.

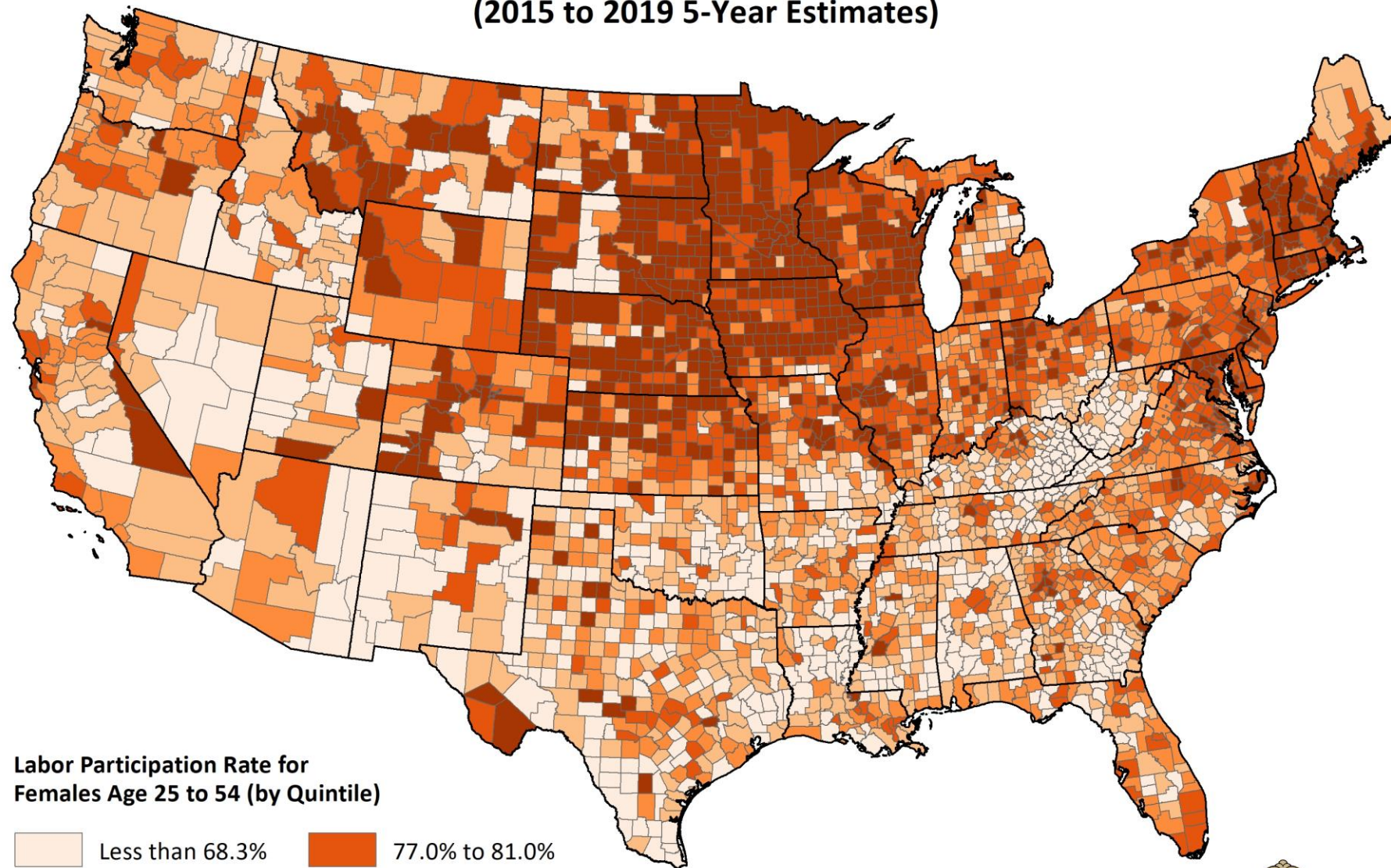


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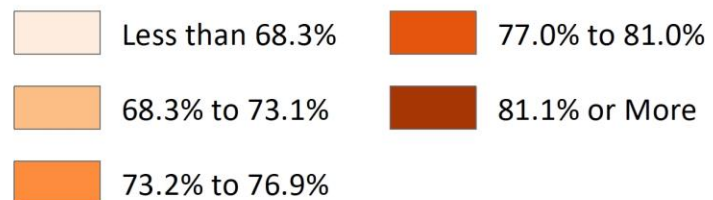
Participation Rate for Females Age 25 to 54 (2015-2019) – Nonmetro Wisconsin Counties



Labor Participation Rate for Females Age 25 to 54 (2015 to 2019 5-Year Estimates)



Labor Participation Rate for Females Age 25 to 54 (by Quintile)

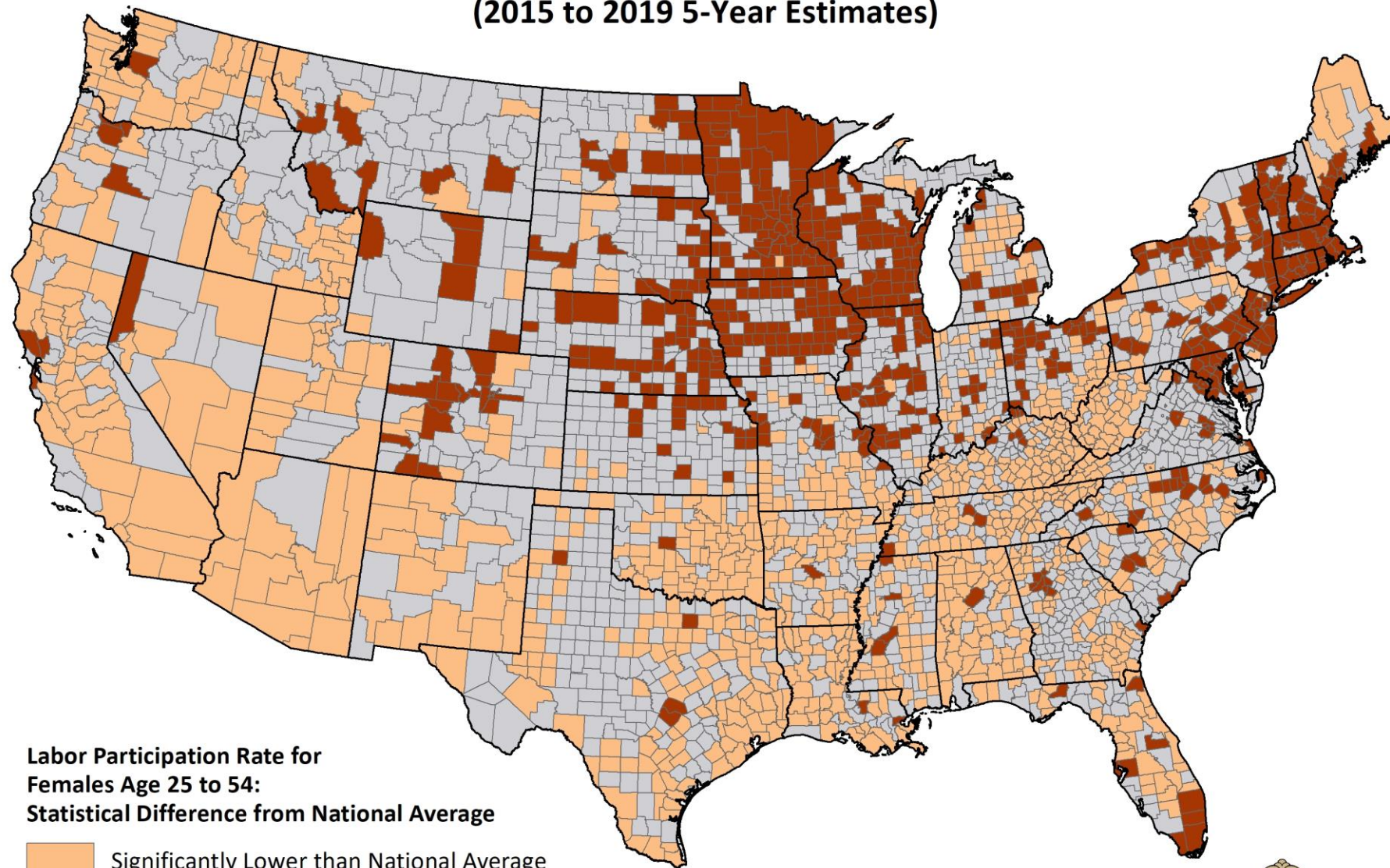


Data Source: U.S. Census Bureau 2015-2019
American Community Survey.
Numbers are subject to a margin of error.



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Labor Participation Rate for Females Age 25 to 54 (2015 to 2019 5-Year Estimates)



**Labor Participation Rate for
Females Age 25 to 54:
Statistical Difference from National Average**

Significantly Lower than National Average

Significantly Higher than National Average

Not Significantly Different from National Average

Data Source: U.S. Census Bureau 2015-2019
American Community Survey.
Numbers are subject to a margin of error.

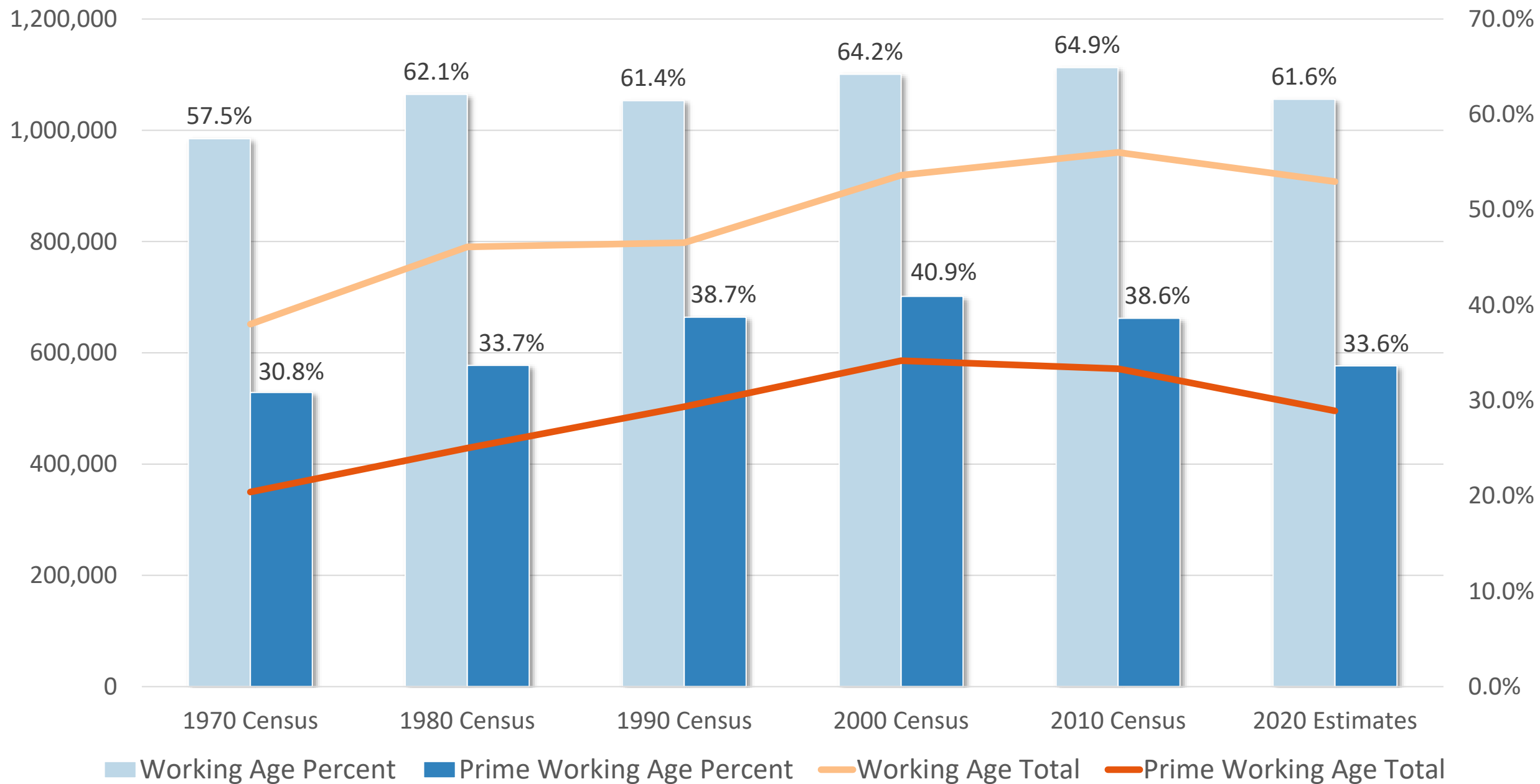


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Increasing the Prime Working Age (25 to 54) Participation Rate - An Impact Scenario on the Nonmetro Labor Force

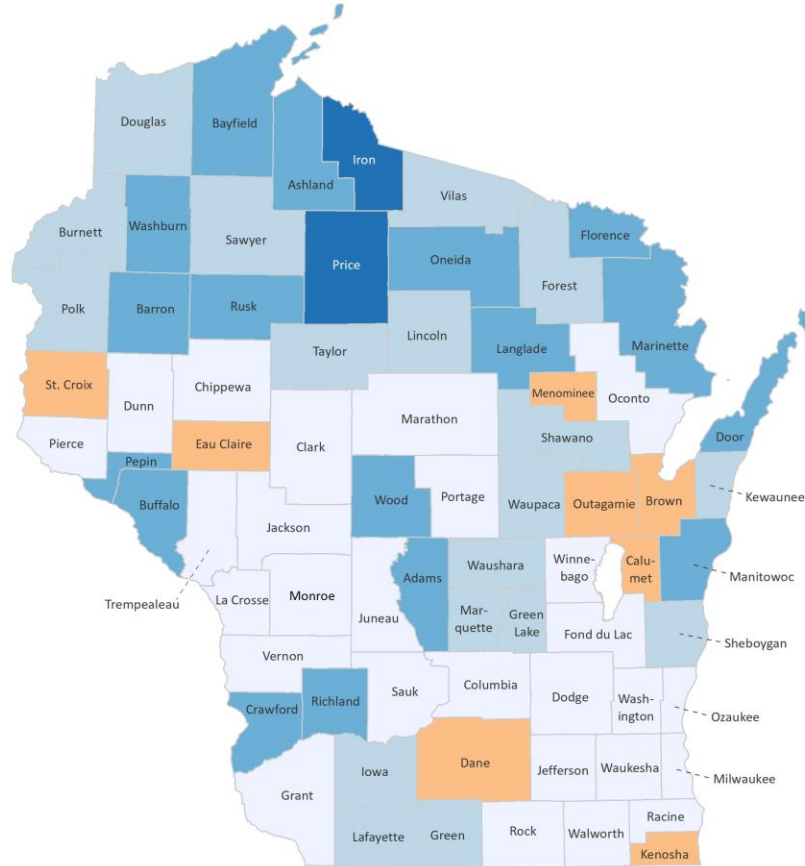
Prime Working Age Participation Rate – 2006 to 2010 5-Year Estimate	86.3%
Prime Working Age Participation Rate – 2015 to 2019 5-Year Estimate	85.4%
Prime Working Age Labor Force – 2010 Census Based on 2006 to 2010 Participation Rate	493,000
Prime Working Age Labor Force - 2020 Estimates Based on 2015-2019 Participation Rate	423,000
Prime Working Labor Force – 2020 Estimates Based on 2015 to 2019 Participation Rate + 5% (90.4%)	448,000

Wisconsin Nonmetro Working Age Population Trends: Total Working Age (15 to 64) and Prime Working Age (25 to 54)

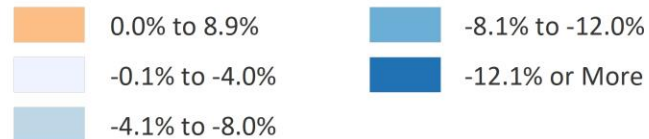


Changes in Total Working Age and Prime Working Age Population - 2010 to 2020

*Percent Change in Total Working Age Population
(Age 15 to 64) - 2010 Census to 2020 Estimates*

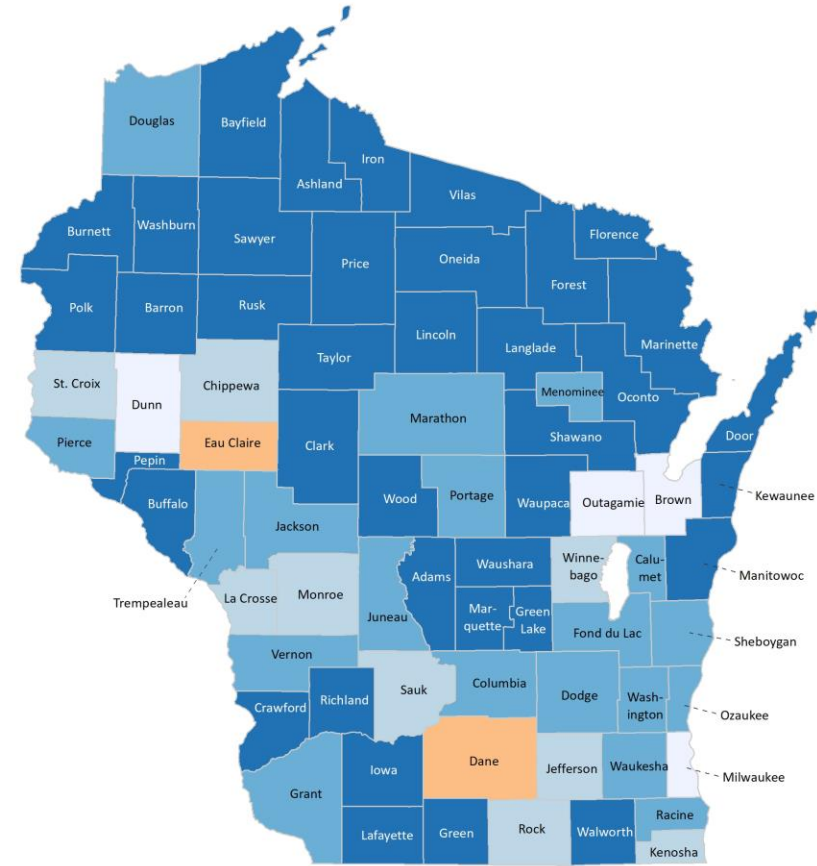


Percent Change in Total Working Age Population

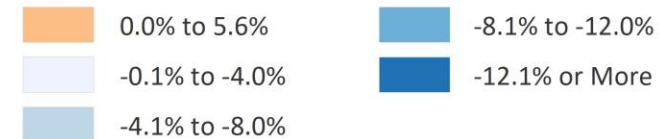


Data Source: U.S. Census Bureau

*Percent Change in Prime Working Age Population
(Age 25 to 54) - 2010 Census to 2020 Estimates*

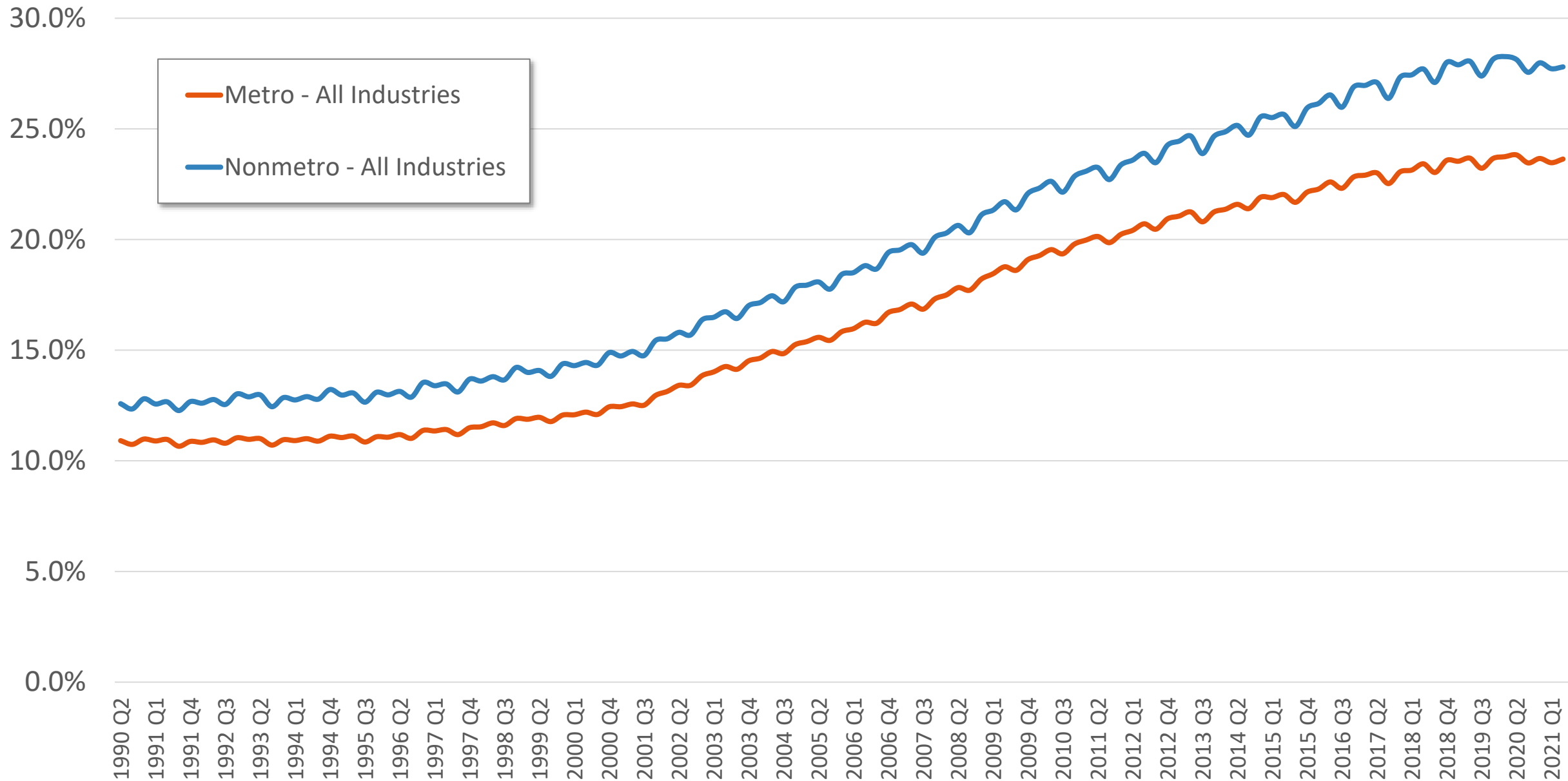


Percent Change in Prime Working Age Population



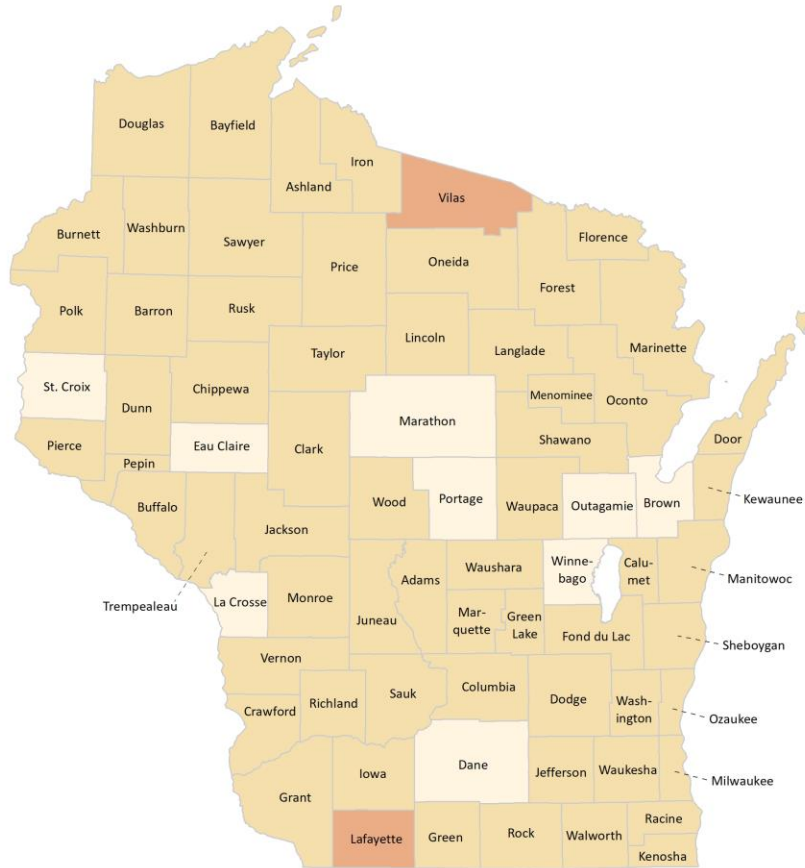
Share of Employees Age 55 and Over – 1990 to 2021

Wisconsin Metro and Nonmetro Counties

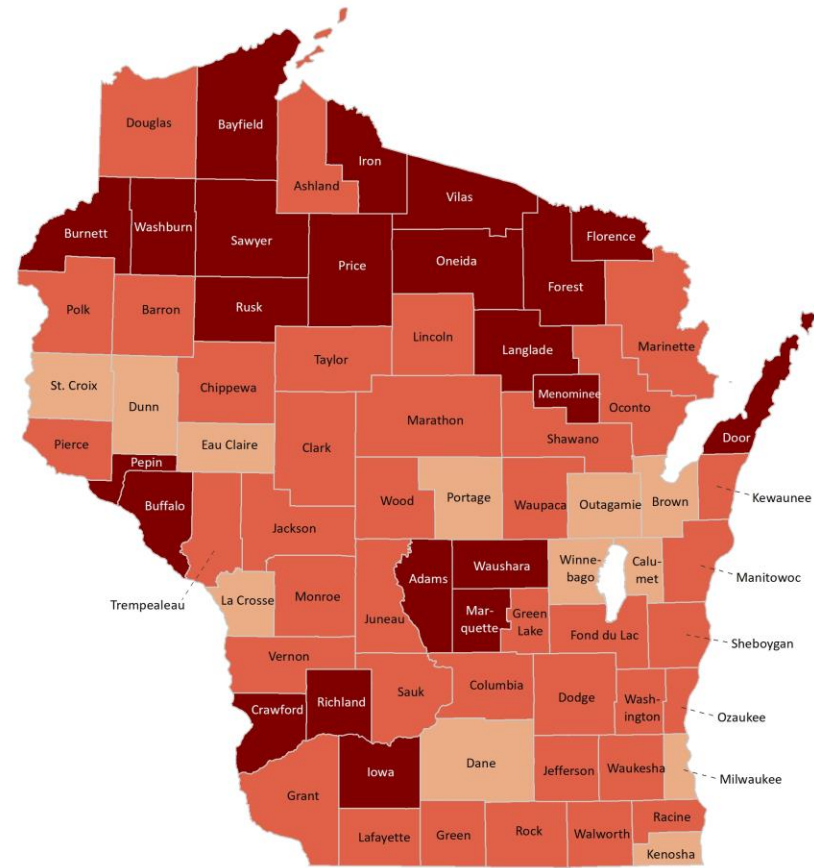


Employees Age 55 and Over by County - Q2 2000 to Q2 2021

Employees Age 55 and Over as a Share of Total Employment - Q2 2000



Employees Age 55 and Over as a Share of Total Employment - Q2 2021



Percent Age 55 and Over (Q2 2000)



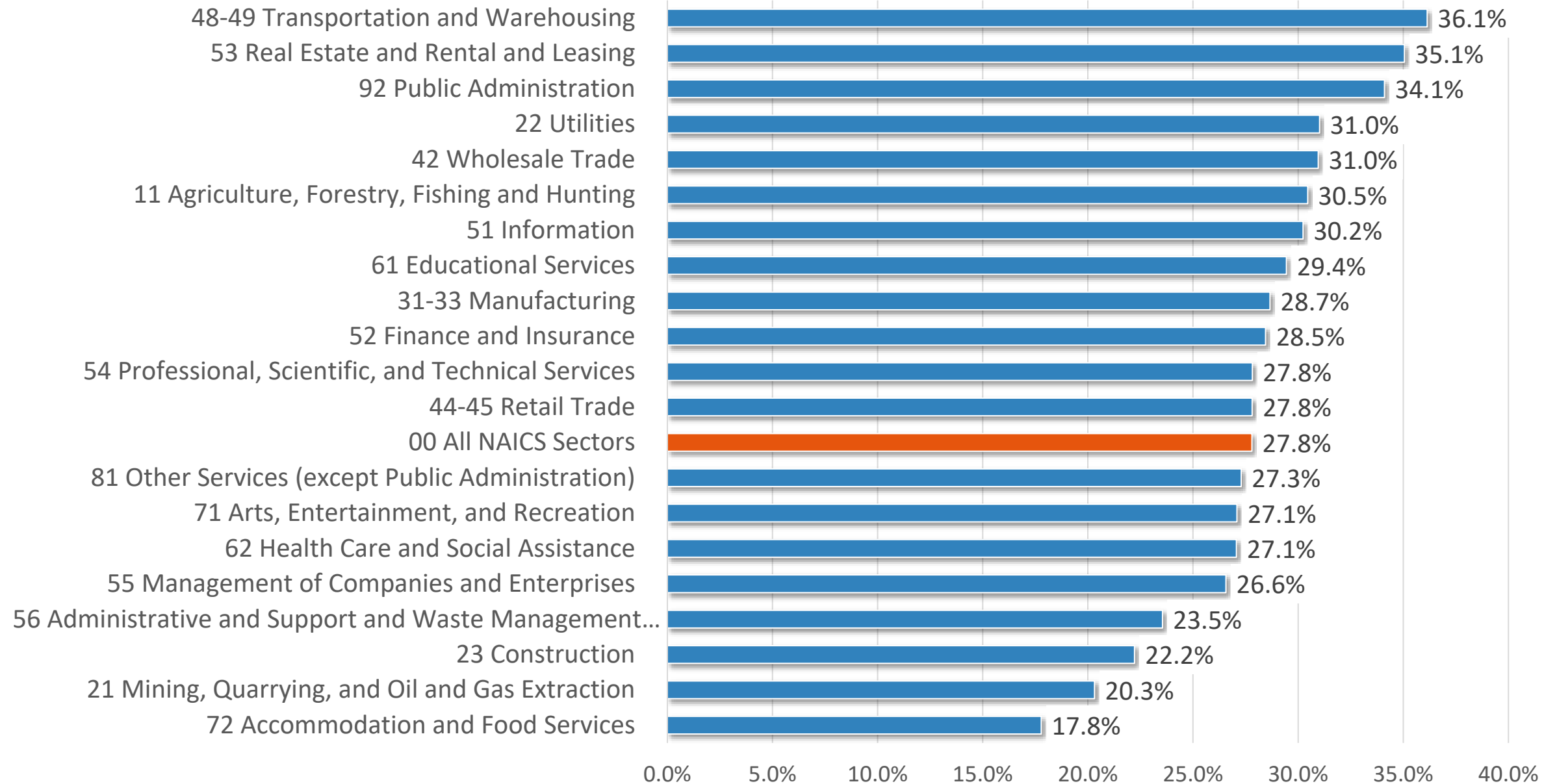
Data Source: U.S. Census Bureau

Percent Age 55 and Over (Q2 2021)

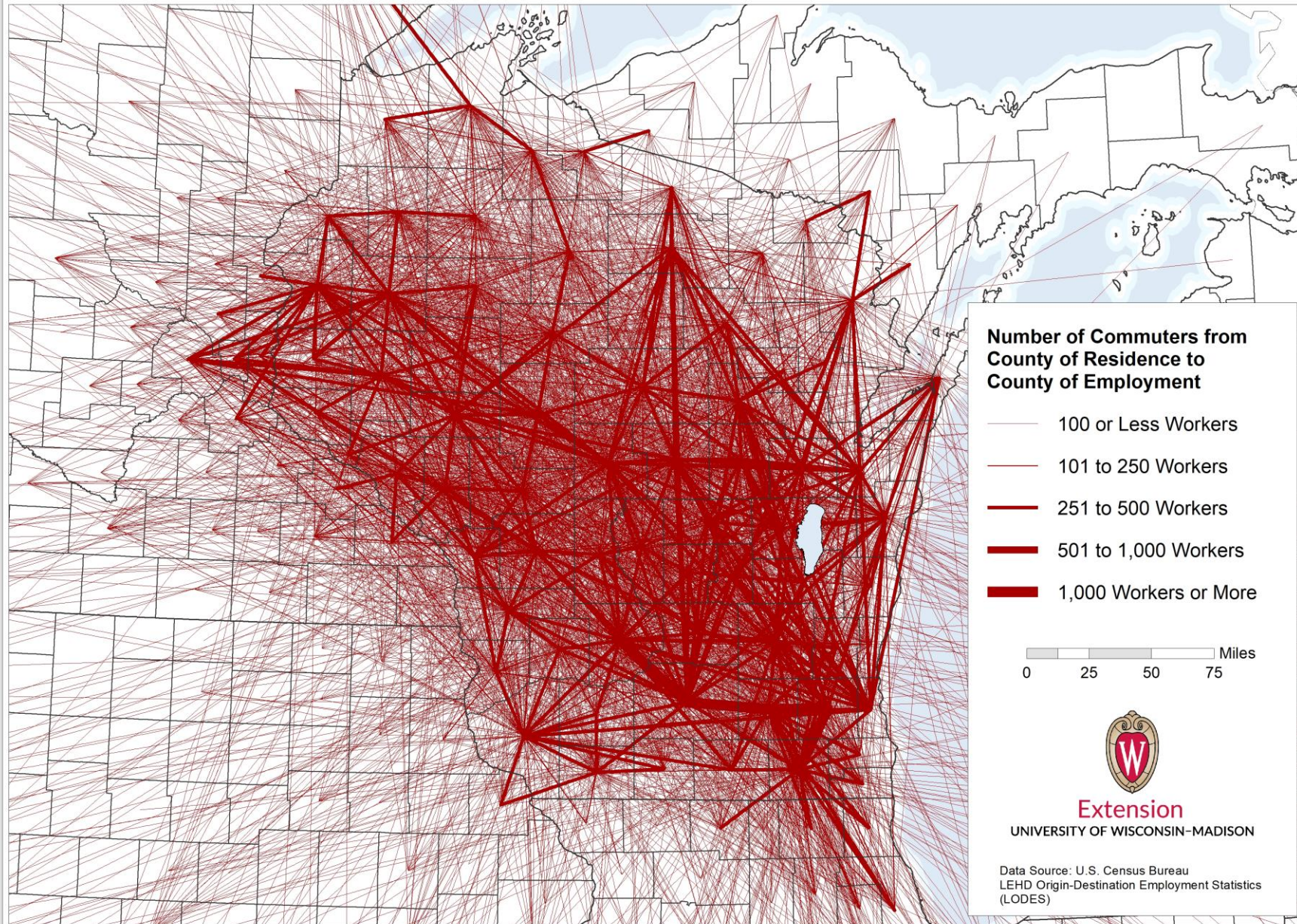


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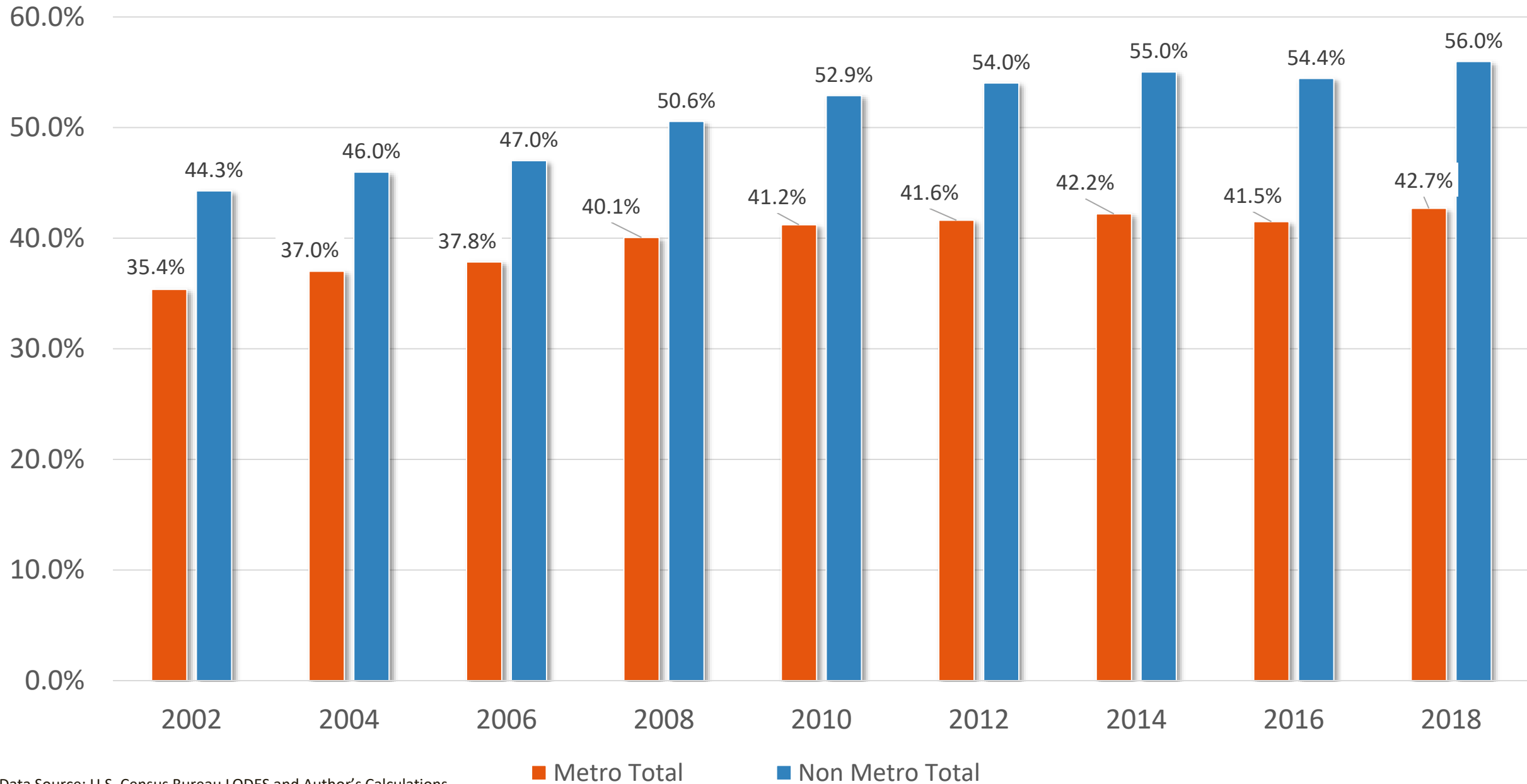
Wisconsin Nonmetro Industry Sector Employment: *Share of Employees Age 55 and Over Q2 2021*



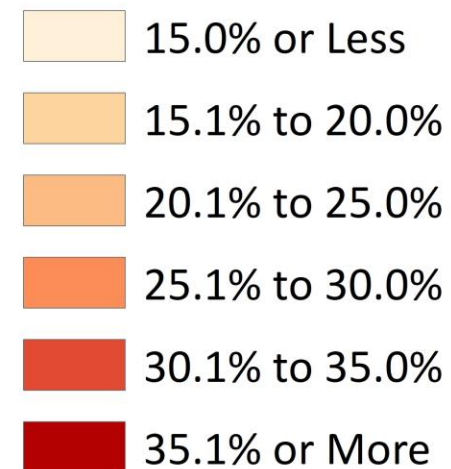
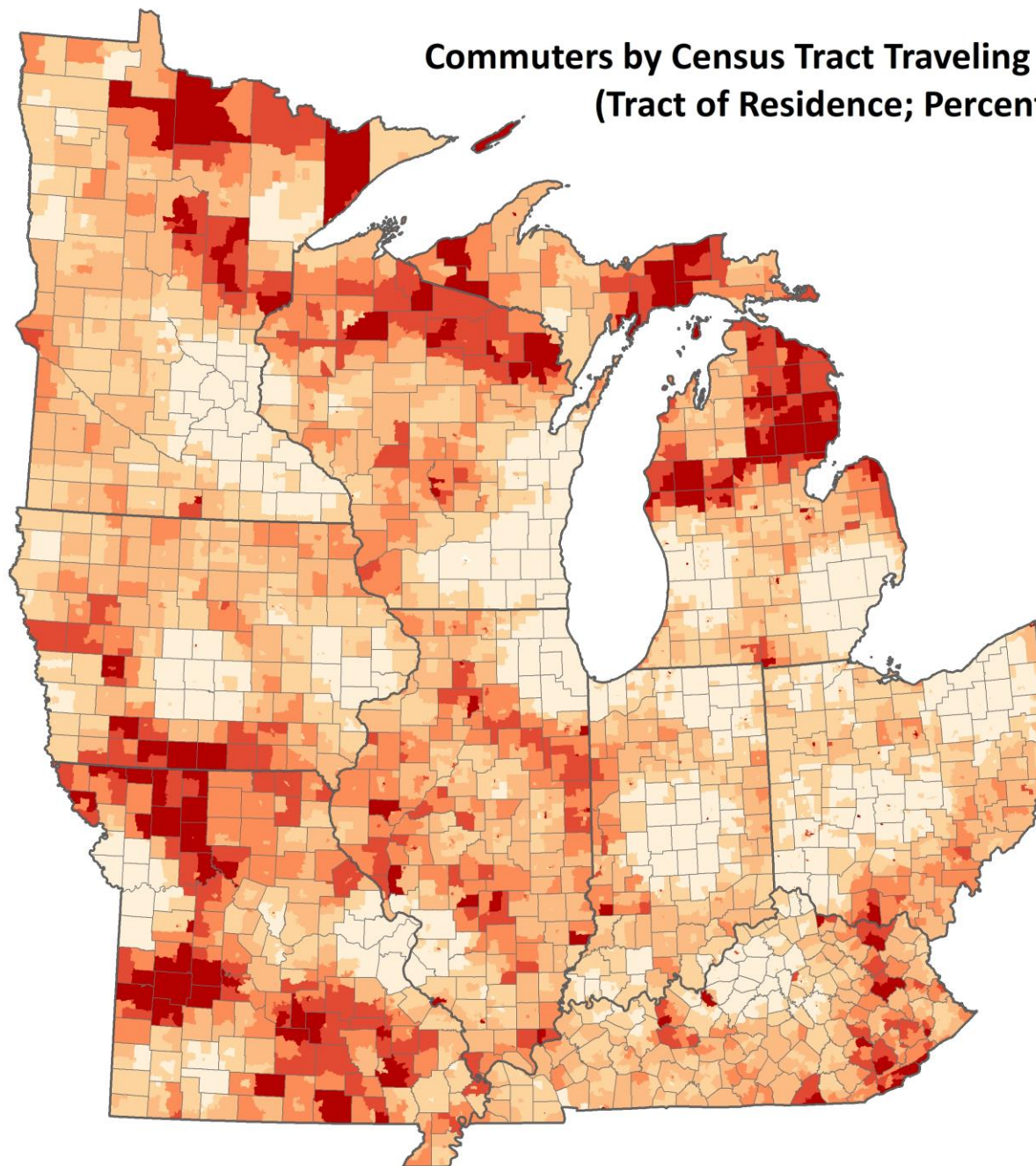
Commuting Networks for Wisconsin Non-Metro Counties - Outflow from County of Residence (2018)



Share of County Residents Commuting to Another County for Employment (Primary Jobs) 2002 to 2018



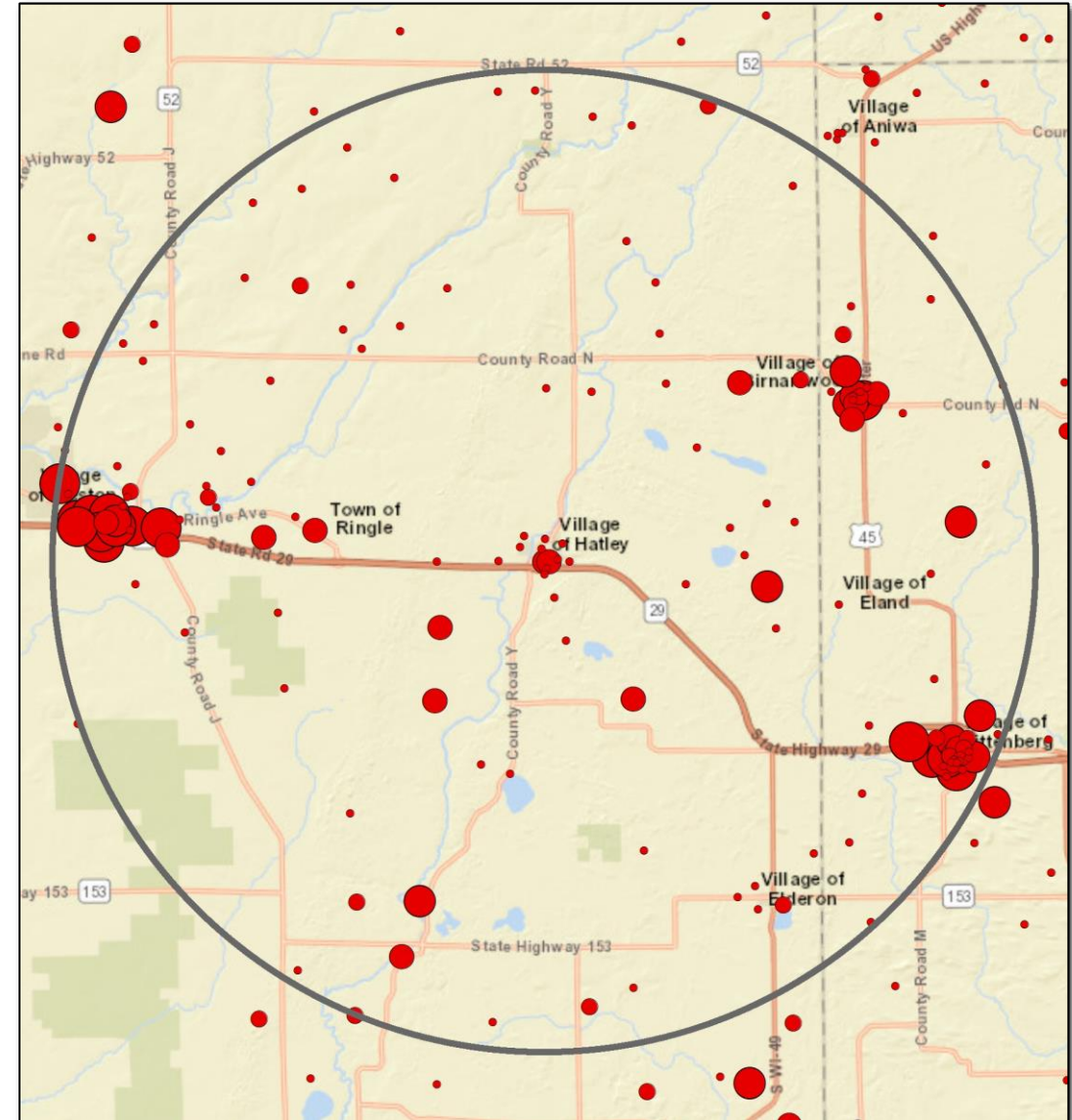
Commuters by Census Tract Traveling More than 50 Miles - 2018 (Tract of Residence; Percent of All Workers)



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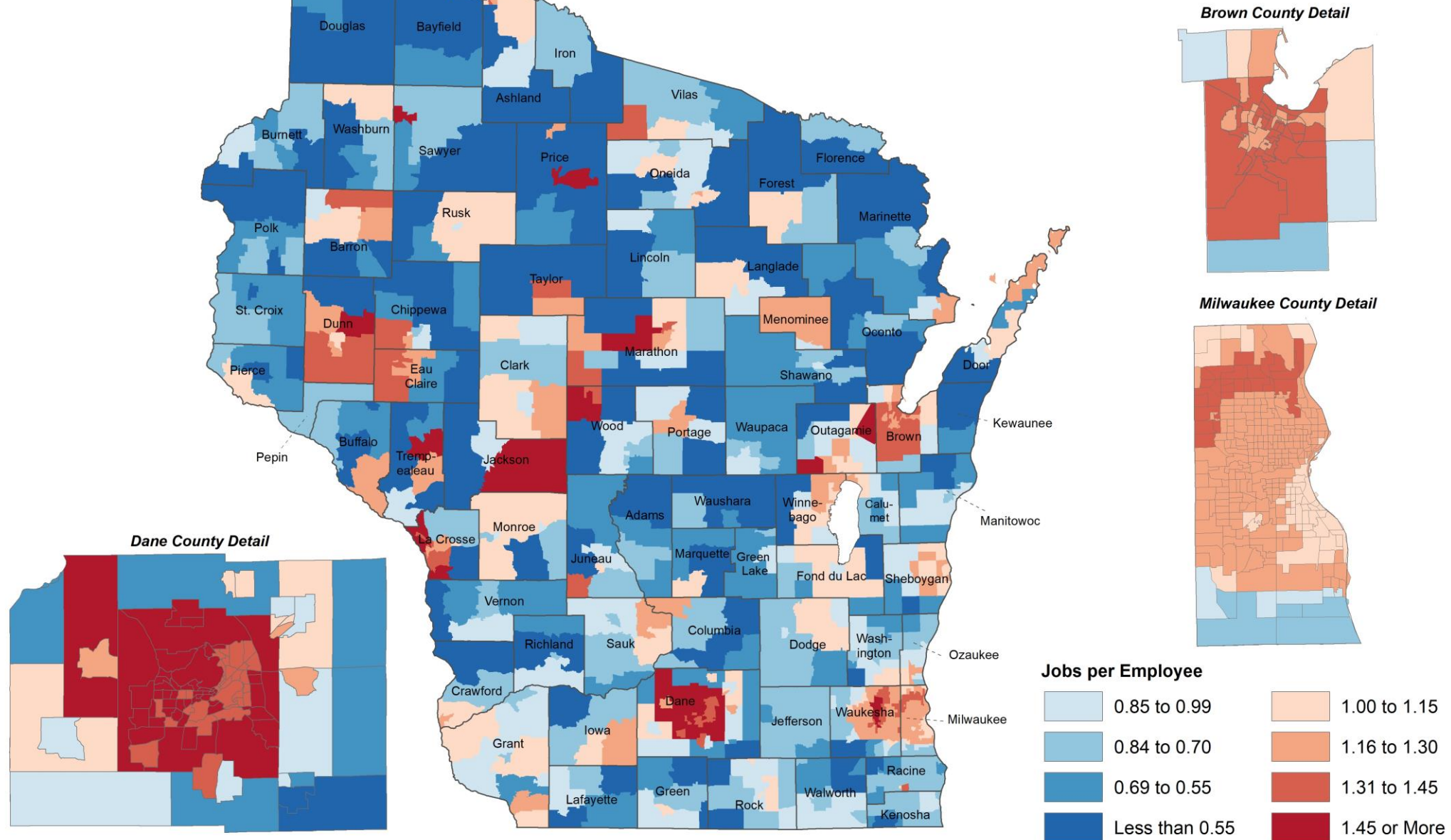
Spatial Mismatch and Job Accessibility

- Original Spatial Mismatch Hypothesis – Job decentralization and housing segregation led to higher unemployment among central city residents, particularly among people of color (Kain 1965, 1968; Wilson 1987);
- Many measures of mobility and journey-to-work have been suggested as a means of assessing job accessibility and commuting efficiency (minimum commute, maximum commute, proportionally-matched commuting, excess commute, commuting economy, etc.);
- In terms of metro and nonmetro commuting patterns, we can consider **revealed accessibility** – **The ratio of jobs to workers available within a given distance, further segmented by income levels, industry, race/ethnicity, etc.** (Chacon-Hurtado et al., 2019)



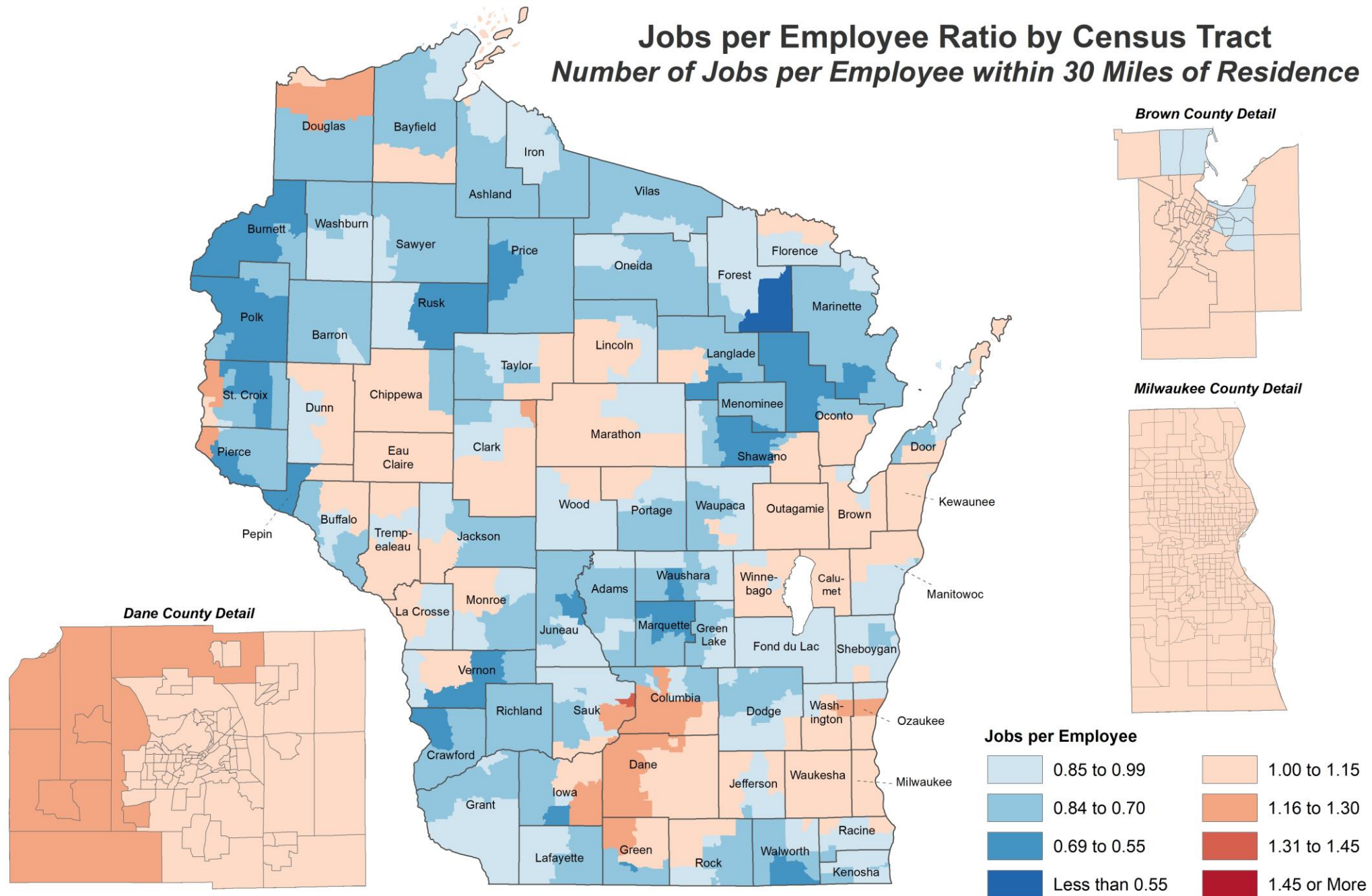
Jobs per Employee Ratio by Census Tract

Number of Jobs per Employee within 10 Miles of Residence



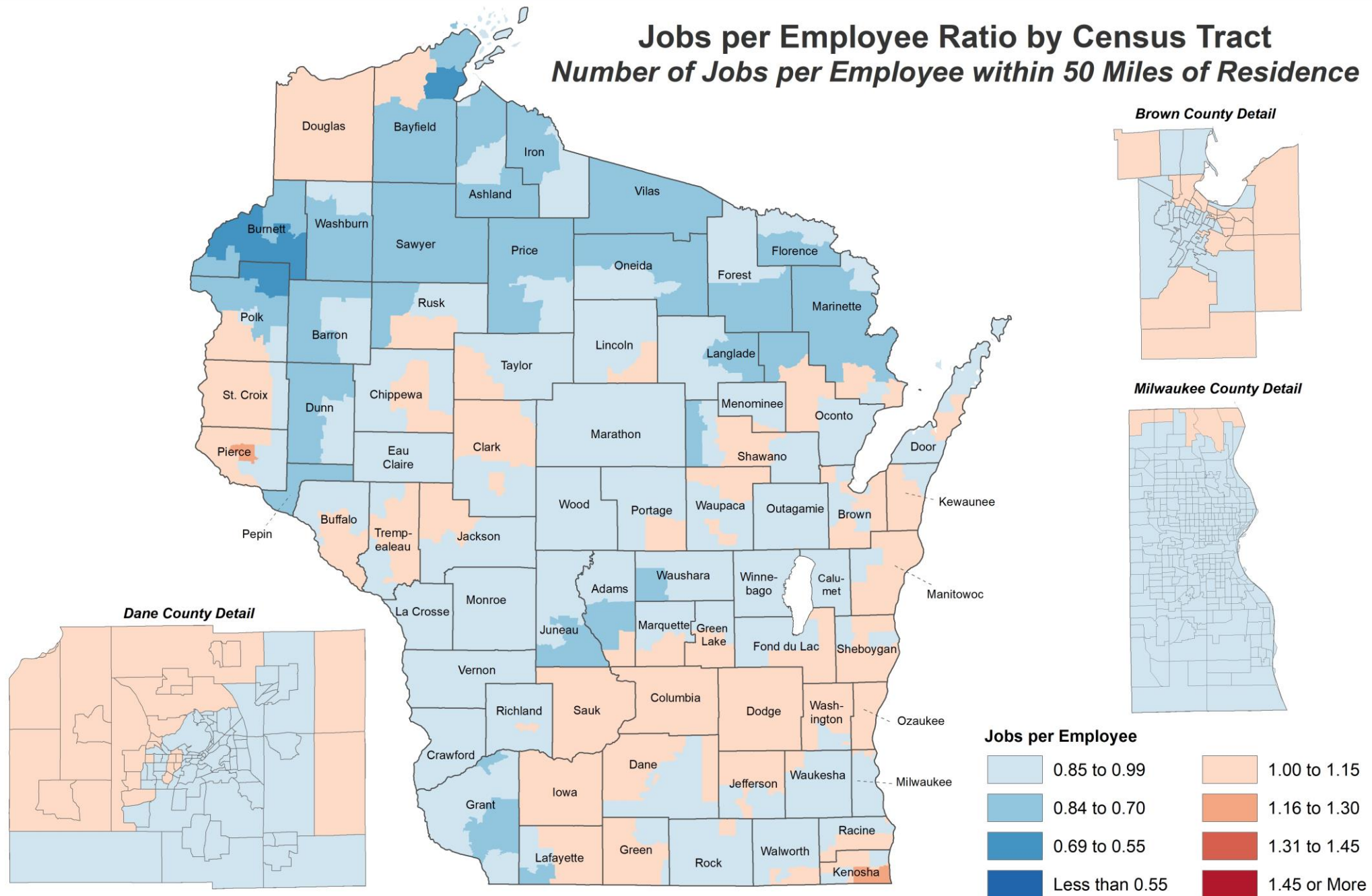
Jobs per Employee Ratio by Census Tract

Number of Jobs per Employee within 30 Miles of Residence

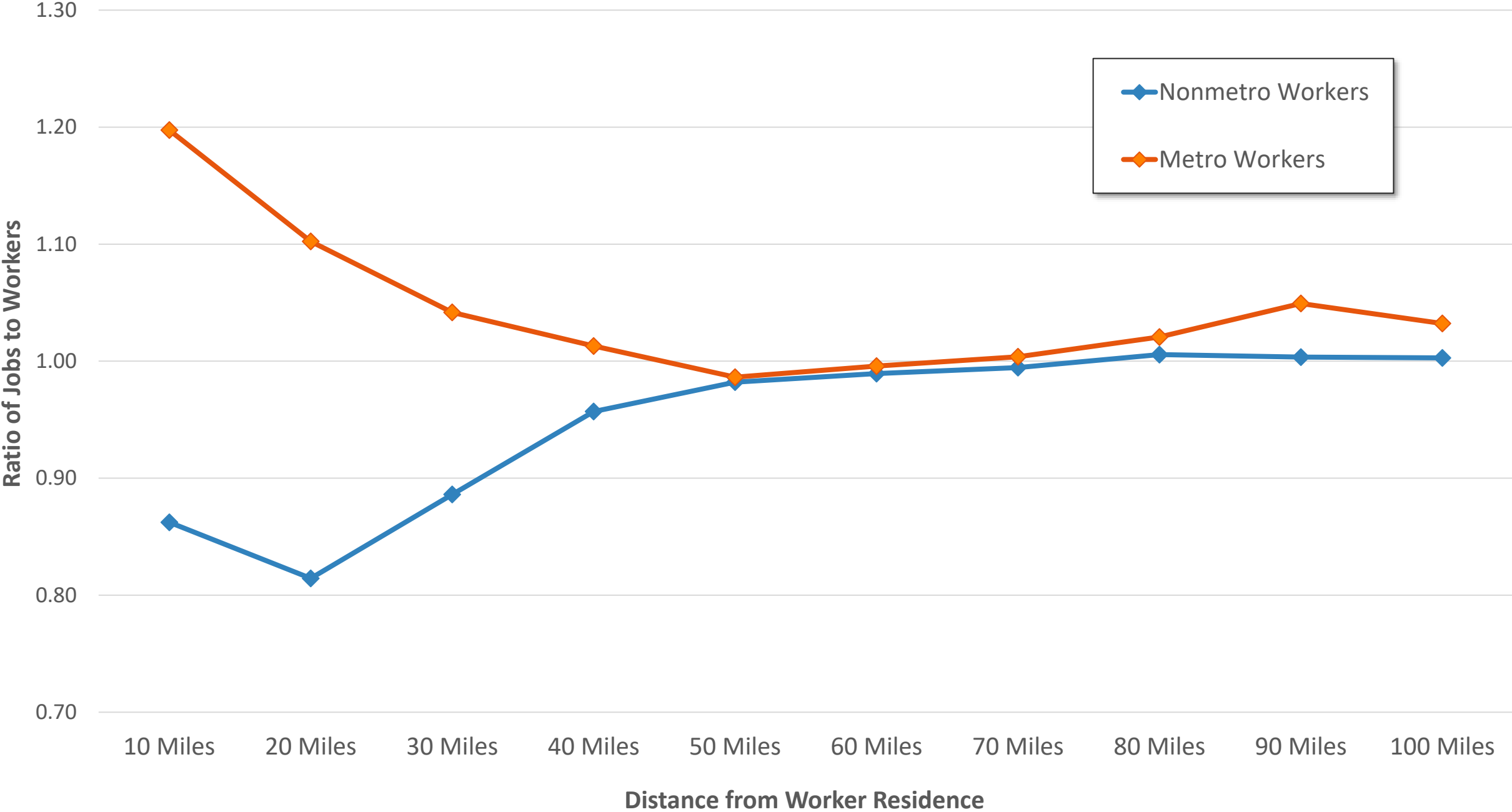


Jobs per Employee Ratio by Census Tract

Number of Jobs per Employee within 50 Miles of Residence

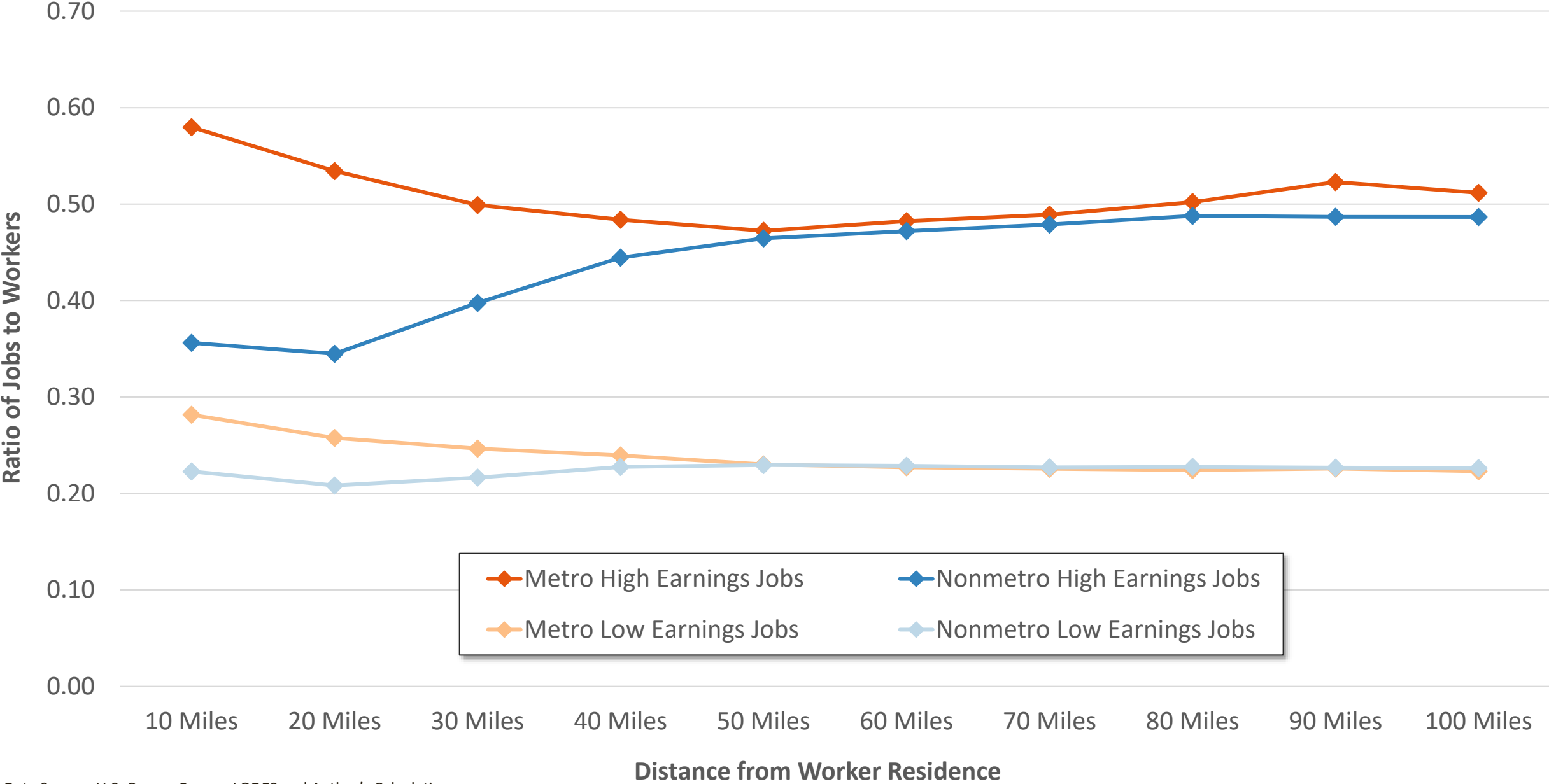


Wisconsin Metro and Nonmetro Accessibility Ratios – All Jobs (Q2 2019)

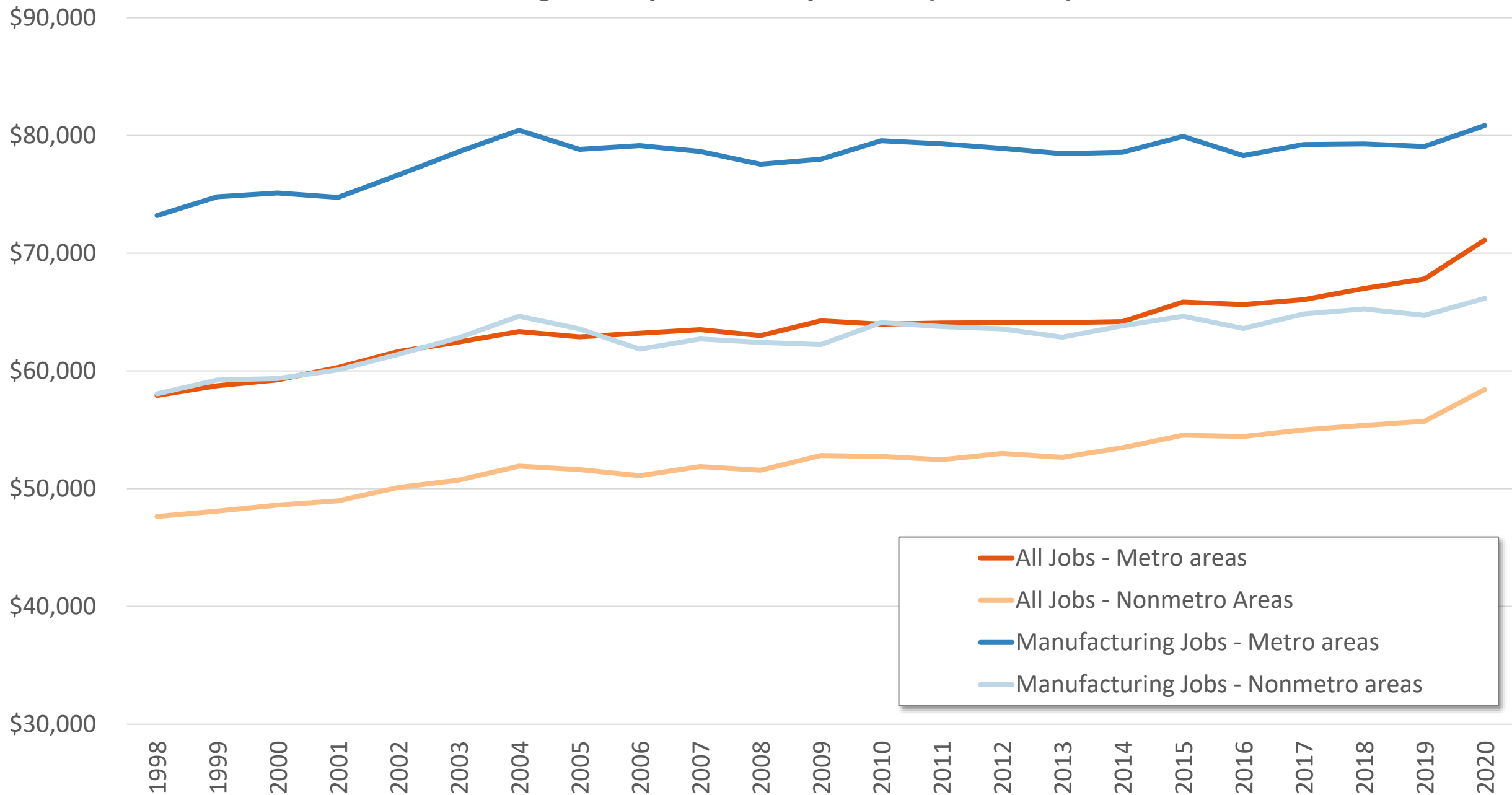


Data Source: U.S. Census Bureau LODS and Author's Calculations

Wisconsin Metro and Nonmetro Accessibility Ratios – Jobs by Monthly Earnings (Q2 2019)



Average Compensation per Job (in \$2020)



Contributing Factors of Joint Residential-Job Location Choices

Commuters are assumed to jointly select their residential locations and workplaces in a manner that maximizes the positive benefits to his or her household.

- Commuting Times
- Wage Differentials
- Housing Costs/Characteristics
- Employer of Choice
- Seniority
- Social Networks
- Demographics
- Quality of Life (Schools, Amenities, etc.)
- Trip Chaining Opportunities
- Dual Employment

Households often base joint residential-job location choices on readily available information (quality of school district, housing prices, amenities, etc.) However, households frequently *underweight* characteristics such as commuting times and costs (financial, social, etc.);

Contact Information

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