Workforce Trends: Retention, Recruitment, and Changes in Employee Expectations

2022 Northwoods Economic Development Summit

Matt Kures
Economic Development Administration University Center
Community Development Institute
UW-Madison Division of Extension
Thinking about Labor Force Trends from a Workforce Development Perspective...

“...The system of programs, policies and institutions that help workers and employers connect to each other and make investments in workforce skills and human capital towards the goals of household economic self-sufficiency, business success and place prosperity.” (Schrock, 2013)

“...workforce development implies more than employment training in the narrow sense; it means substantial employer engagement, deep community connections, career advancement, integrative human supports, contextual and industry-driven education and training, and the connective tissue of networks.” (Giloth, 2000)
Several Factors Affecting Labor Availability

- **Working Age Population** – How is the region’s age structure changing?

- **Unemployment Rates** – What share of the labor force is unemployed and actively looking for a job? Unemployment rates vary by geography, time period, occupation, age, etc.

- **Occupation/Skill Alignment** – Are there sufficient workers with the skills needed by employers?

- **Geographic Extent of the Labor Market** – How far are workers willing to commute?

- **Labor Participation Rates** – Share of the population that 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 (either broadly or for specific skills)
  - Transportation access
  - School enrollment
  - Justice system involvement
  - Disability
  - Retirement
Monthly Unemployment Rate – January 1990 to August 2022 (Seasonally Adjusted)

United States
Wisconsin

Data Source: Bureau of Labor Statistics LAUS
State of Wisconsin Job Openings – January 2001 to August 2022

Data Source: Bureau of Labor Statistics JOLTS
State of Wisconsin Unemployed Individuals per Job Opening - January 2001 to August 2022 (Seasonally Adjusted)

Data Source: Bureau of Labor Statistics. Shaded areas are recession periods.
Unemployment Rate by County – August 2019 and August 2022 (Seasonally Unadjusted)

Data Source: Bureau of Labor Statistics LAUS
Population Change 1970 to 2020

Percent Change in Population Since 1970

Data Source: Bureau of Economic Analysis
County Population Change Attributed to Natural Increase

Data Source: U.S. Census Bureau and Author’s Calculations
County Population Change Attributed to Net Migration

Data Source: U.S. Census Bureau and Author's Calculations
### Age Distribution (2021 Estimates)

<table>
<thead>
<tr>
<th>County</th>
<th>Under age 16</th>
<th>Age 16 to 19</th>
<th>Age 20 to 24</th>
<th>Age 25 to 54</th>
<th>Age 55 to 64</th>
<th>Age 65 and Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bayfield County</td>
<td>14.9%</td>
<td>3.6%</td>
<td>4.1%</td>
<td>29.2%</td>
<td>18.6%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Florence County</td>
<td>12.3%</td>
<td>3.1%</td>
<td>8.0%</td>
<td>30.3%</td>
<td>22.3%</td>
<td>29.1%</td>
</tr>
<tr>
<td>Forest County</td>
<td>17.0%</td>
<td>4.6%</td>
<td>5.5%</td>
<td>32.1%</td>
<td>17.4%</td>
<td>23.4%</td>
</tr>
<tr>
<td>Iron County</td>
<td>13.5%</td>
<td>3.7%</td>
<td>6.2%</td>
<td>28.9%</td>
<td>18.8%</td>
<td>31.9%</td>
</tr>
<tr>
<td>Langlade County</td>
<td>16.8%</td>
<td>4.4%</td>
<td>4.7%</td>
<td>31.1%</td>
<td>17.9%</td>
<td>25.0%</td>
</tr>
<tr>
<td>Marinette County</td>
<td>16.6%</td>
<td>4.2%</td>
<td>4.4%</td>
<td>32.1%</td>
<td>17.8%</td>
<td>24.9%</td>
</tr>
<tr>
<td>United States</td>
<td>19.6%</td>
<td>5.2%</td>
<td>6.5%</td>
<td>39.0%</td>
<td>12.9%</td>
<td>16.8%</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>19.0%</td>
<td>5.3%</td>
<td>6.7%</td>
<td>37.1%</td>
<td>14.1%</td>
<td>17.9%</td>
</tr>
</tbody>
</table>

Data Source: U.S. Census Bureau 2021 Population Estimates
### Age Distribution (2021 Estimates)

<table>
<thead>
<tr>
<th>County</th>
<th>Under age 16</th>
<th>Age 16 to 19</th>
<th>Age 20 to 24</th>
<th>Age 25 to 54</th>
<th>Age 55 to 64</th>
<th>Age 65 and Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lincoln County</td>
<td>15.5%</td>
<td>4.4%</td>
<td>4.6%</td>
<td>34.5%</td>
<td>18.4%</td>
<td>22.6%</td>
</tr>
<tr>
<td>Marathon County</td>
<td>20.0%</td>
<td>4.8%</td>
<td>5.3%</td>
<td>36.9%</td>
<td>14.5%</td>
<td>18.6%</td>
</tr>
<tr>
<td>Oconto County</td>
<td>17.6%</td>
<td>4.4%</td>
<td>4.2%</td>
<td>34.3%</td>
<td>18.0%</td>
<td>21.4%</td>
</tr>
<tr>
<td>Oneida County</td>
<td>14.9%</td>
<td>3.7%</td>
<td>4.1%</td>
<td>31.1%</td>
<td>18.9%</td>
<td>27.3%</td>
</tr>
<tr>
<td>Vilas County</td>
<td>14.8%</td>
<td>3.6%</td>
<td>3.6%</td>
<td>27.1%</td>
<td>19.9%</td>
<td>30.9%</td>
</tr>
<tr>
<td>United States</td>
<td>19.6%</td>
<td>5.2%</td>
<td>6.5%</td>
<td>39.0%</td>
<td>12.9%</td>
<td>16.8%</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>19.0%</td>
<td>5.3%</td>
<td>6.7%</td>
<td>37.1%</td>
<td>14.1%</td>
<td>17.9%</td>
</tr>
</tbody>
</table>

Data Source: U.S Census Bureau 2021 Population Estimates
Total Prime Working Age Population - 1970 to 2021

Prime Working Age Population

Bayfield County
Iron County
Forest County
Oneida County
Vilas County

Florence County
Langlade County
Lincoln County
Marinette County
Oconto County

Data Source: U.S. Census Bureau and Author's Calculations
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 Prime Working Age Population**
(Age 25 to 54) - 2010 Census to 2020 Estimates

Data Source: U.S. Census Bureau

Extension
UNIVERSITY OF WISCONSIN-MADISON
Total Population Age 65 and Over 1970 to 2021

Data Source: U.S. Census Bureau and Author’s Calculations
Convergence of the Population Ages 15 to 19 & Ages 65 to 69
Northwoods Region - 2010 to 2040

Data Source: Wisconsin Department of Administration and Author’s Calculations
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

Percent Age 55 and Over (Q2 2000)
- 12.0% or Less
- 12.1% to 18.0%
- 18.1% to 24.0%

Percent Age 55 and Over (Q2 2021)
- 12.0% or Less
- 12.1% to 18.0%
- 18.1% to 24.0%
- 24.2% to 30.0%
- 30.1% or More

Data Source: U.S. Census Bureau
Northwoods Region Employees Age 55 and Over by Industry Sector

Share of Total Employment - Q2 2021

- 00 All NAICS Sectors: 27.7%
- 05 Administrative and Support and Waste Management and...: 27.7%
- 11 Agriculture, Forestry, Fishing and Hunting: 32.0%
- 13 Health Care and Social Assistance: 28.9%
- 22 Utilities: 35.1%
- 23 Construction: 23.1%
- 24 Financial Activities: 26.0%
- 32-33 Manufacturing: 28.6%
- 34-35 Wholesale Trade: 31.7%
- 36-37 Retail Trade: 27.9%
- 38 Information: 30.7%
- 40-41 Retail Trade: 28.9%
- 42 Wholesale Trade: 28.8%
- 43-44 Retail Trade: 27.9%
- 45-46 Wholesale Trade: 28.9%
- 47 Transportation and Warehousing: 31.7%
- 50 Educational Services: 26.8%
- 51 Information: 30.7%
- 52 Finance and Insurance: 24.9%
- 53 Real Estate and Rental and Leasing: 32.0%
- 54 Professional, Scientific, and Technical Services: 28.6%
- 55 Management of Companies and Enterprises: 25.7%
- 56 Administrative and Support and Waste Management and...: 26.4%
- 57 Professional, Scientific, and Technical Services: 28.6%
- 58 Management of Companies and Enterprises: 25.7%
- 59 Service Industries: 28.6%
- 60 Professional, Scientific, and Technical Services: 28.6%
- 61 Educational Services: 26.8%
- 62 Health Care and Social Assistance: 24.9%
- 71 Arts, Entertainment, and Recreation: 25.7%
- 72 Accommodation and Food Services: 18.6%
Northwoods Region Employees Age 55 and Over by Industry Sector

*Share of Total Employment - Q2 2021*

- **31-33 Manufacturing**: 9,454
- **62 Health Care and Social Assistance**: 5,107
- **44-45 Retail Trade**: 4,669
- **92 Public Administration**: 2,798
- **61 Educational Services**: 2,516
- **72 Accommodation and Food Services**: 2,116
- **48-49 Transportation and Warehousing**: 1,940
- **52 Finance and Insurance**: 1,806
- **42 Wholesale Trade**: 1,539
- **23 Construction**: 1,426
- **56 Administrative and Support and Waste Management...**: 980
- **54 Professional, Scientific, and Technical Services**: 939
- **81 Other Services (except Public Administration)**: 885
- **11 Agriculture, Forestry, Fishing and Hunting**: 874
- **55 Management of Companies and Enterprises**: 613
- **71 Arts, Entertainment, and Recreation**: 605
- **53 Real Estate and Rental and Leasing**: 327
- **51 Information**: 309
- **22 Utilities**: 200

Data Source: U.S. Census Bureau LEHD
National Labor Participation Rates by Age Group (Seasonally Adjusted) –

**Impact of the Pandemic**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Age 16 to 19</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td>35.2%</td>
<td></td>
</tr>
<tr>
<td>Age 20 to 24</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td>71.0%</td>
<td></td>
</tr>
<tr>
<td>Age 25 to 54</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td>82.4%</td>
<td></td>
</tr>
<tr>
<td>Age 55 and Over</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td>40.0%</td>
<td></td>
</tr>
</tbody>
</table>

Data Source: FRED, St. Louis Federal Reserve Bank
Change in Labor Participation Rates 1976 to 2021
(Age 16 and Over)

State of Wisconsin
United States

Changes in Labor Participation Rates – 2000 to 2021

### Labor Participation Rate - Ages 16 to 19

- **State of Wisconsin**: 66.5% (2000), 59.9% (2020)
- **United States**: 47.4% (2000), 36.2% (2020)

### Labor Participation Rate - Ages 20 to 24

- **State of Wisconsin**: 86.5% (2000), 82.2% (2020)
- **United States**: 76.4% (2000), 70.8% (2020)

Labor Participation Rates for the Population Ages 25 to 54 – 2020 to 2021

- State of Wisconsin - Men
- United States - Men
- State of Wisconsin - Women
- United States - Women

Changes in Labor Participation Rates – 2000 to 2021

**Labor Participation Rate - Ages 55 to 64**
- **State of Wisconsin**: 61.9% (2000), 64.6% (2020)
- **United States**: 63.0% (2000), 67.6% (2020)

**Labor Participation Rate - Ages 65 and Over**
- **State of Wisconsin**: 13.2% (2000), 18.9% (2020)
- **United States**: 14.4% (2000), 20.1% (2020)

Labor Participation Rates for Males and Females Ages 20 to 64 – 2016 to 2020 5-Year Estimates

Data Source: U.S. Census Bureau 2016-2020 American Community Survey 5-Year Estimates

* = Not statistically different compared to national average
Labor Participation Rate for Males Age 25 to 54 (2015 to 2019 5-Year Estimates)

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

- Less than 68.3%
- 68.3% to 73.1%
- 73.2% to 76.9%
- 77.0% to 81.0%
- 81.1% or More

Data Source: U.S. Census Bureau 2015-2019 American Community Survey. Numbers are subject to a margin of error.
Employer required a COVID-19 vaccine

Working too few hours

Wanted to relocate to a different area

Working too many hours

Benefits weren't good**

Not enough flexibility to choose when to put in hours

Because of child care issues*

Felt disrespected at work

No opportunities for advancement

Pay was too low

**Question provided health insurance and paid time of as examples

*Among those with children younger than 18 living in the households

National Quits Rates by Industry – January 2001 to July 2022

Data Source: Bureau of Labor Statistics JOLTS
Examining Job Transitions – J2J Explorer
https://j2jexplorer.ces.census.gov/
Accommodations and Food Services Job-to-Job Transitions
State of Wisconsin 2010 to 2021

Transition to Manufacturing
Transition to Retail Trade
Transition to Health Care and Social Assistance
Transition to Accommodation and Food Services
Examining Career Progression Opportunities – Job Progression Tool

https://jobprogressions.mckinsey.digital/

Job Progression Tool

Spark progress for job seekers who have skills and experience but lack a four-year degree, toward more resilient, in-demand occupations with wages above the national median.¹ Read Full Introduction

Occupation category: Food services
Recent occupation: Cooks, Restaurant
Location: Wisconsin

Occupation Fit: May have flexible hours

Building your brighter future

Explore occupations that offer pay above $40k and job security based on how 4-million people have successfully previously transitioned.¹ ³

Recent:
$45K - $50K National
$42K - $45K Local

Next occupations:
Managers, All Other
Food Service Managers, All Other

Target occupations:
$55K - $60K National
$51K - $55K Local

Occupations that may require a certification
Examining Opportunity Occupations – Rework Community Insights Monitor
Commuting and Worker Expectations – What are the Potential Connections?

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

Number of Commuters from County of Residence to County of Employment

- 100 or Less Workers
- 101 to 250 Workers
- 251 to 500 Workers
- 501 to 1,000 Workers
- 1,000 Workers or More

Data Source: U.S. Census Bureau
LEHD Origin-Destination Employment Statistics (LODES)
Commuters by Census Tract Traveling More than 50 Miles - 2002
(Tract of Residence; Percent of All Workers)

15.0% or Less
15.1% to 20.0%
20.1% to 25.0%
25.1% to 30.0%
30.1% to 35.0%
35.1% or More
Share of Workers who Commute more than 50 Miles – Upper Midwest Metro and Nonmetro Counties (2002 to 2019)
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
- Housing Characteristics
- 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.);
Employees Primarily Working at Home by State – Change in Share 2019 to 2021

Data Source: U.S. Census Bureau 2019, 2021 American Community Survey 1-year estimates.
What are some Potential Relationships between Net Domestic Migration and other Regional Characteristics?

Correlation Coefficient = 0.518

Data Source: U.S. Census Bureau and Author’s Calculations
Percent of Jobs that can be Done from Home by Occupation

- Computer and Mathematical: 100%
- Educational Instruction and Library: 98%
- Legal: 97%
- Business and Financial Operations: 88%
- Management: 87%
- Arts, Design, Entertainment, Sports, and Media: 76%
- Office and Administrative Support: 65%
- Architecture and Engineering: 61%
- Life, Physical, and Social Science: 54%
- Community and Social Service: 37%
- Sales and Related: 28%
- Personal Care and Service: 26%
- Protective Service: 6%
- Healthcare Practitioners and Technical: 5%
- Transportation and Material Moving: 3%
- Healthcare Support: 2%
- Production: 1%
- Installation, Maintenance, and Repair: 1%
- Farming, Fishing, and Forestry: 1%
- Construction and Extraction: 0%
- Building and Grounds Cleaning and Maintenance: 0%
- Food Preparation and Serving Related: 0%

Source: Dingle and Neiman 2020
Percent of Workers with Occupations that can be Performed at Home
Share of Employed Population Age 16 and Over (2016-2020 5-Year Estimates)

Estimated Share of Jobs that can be Performed at Home (Counties by Quintile)
- 13.3% to 29.4% (Quintile 1)
- 29.5% to 32.1% (Quintile 2)
- 32.2% to 34.7% (Quintile 3)
- 34.8% to 38.5% (Quintile 4)
- 38.6% to 65.1% (Quintile 5)

Data Sources: 2016-2020 American Community Survey and Dingel and Nieman (2020)
Share of Population with Access to Broadband at 100/20 Mbps

December 2020 FCC Form 477 Data, Not Including Satellite

County Share of Population with Access to Broadband (100/20 Mbps):

- 0.0% to 80.0%
- 80.1% to 85.0%
- 85.1% to 90.0%
- 90.1% to 95.0%
- 95.1% to 100.0%

Data Source: Federal Communications Commission Form 477. The data are aggregated from census block data where providers report whether they serve a given census block. There may be other addresses or locations within a given census block that do not have access. Upload and download speeds are based on advertised speeds, not necessarily actual speeds reported by users.
### Correlation Coefficients for County Domestic Net Migration Rates and Selected County Characteristics

<table>
<thead>
<tr>
<th>County Characteristic</th>
<th>Domestic Net Migration Rate 2018 - 2019</th>
<th>Domestic Net Migration Rate 2020 - 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Share of Population with Access to Broadband (25/3)</td>
<td>0.065</td>
<td>0.009</td>
</tr>
<tr>
<td>Share of Population with Access to Broadband (100/20)</td>
<td>0.062</td>
<td>-0.071</td>
</tr>
<tr>
<td>Share of Employed Residents in an Occupation that can be Performed from Home</td>
<td>0.108</td>
<td>0.029</td>
</tr>
<tr>
<td>Median Owner-Occupied Housing Value</td>
<td>0.203</td>
<td>0.079</td>
</tr>
<tr>
<td>Share of County Housing Units Designated as Seasonal or Recreational</td>
<td>0.127</td>
<td>0.292</td>
</tr>
<tr>
<td>County</td>
<td>Milwaukee Metro Area</td>
<td>Madison Metro Area</td>
</tr>
<tr>
<td>--------------</td>
<td>----------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td>FLORENCE</td>
<td>4.0%</td>
<td>13.5%</td>
</tr>
<tr>
<td>VILAS</td>
<td>1.3%</td>
<td>14.4%</td>
</tr>
<tr>
<td>BAYFIELD</td>
<td>1.4%</td>
<td>11.5%</td>
</tr>
<tr>
<td>IRON</td>
<td>2.7%</td>
<td>10.2%</td>
</tr>
<tr>
<td>ONEIDA</td>
<td>2.8%</td>
<td>9.8%</td>
</tr>
<tr>
<td>FOREST</td>
<td>3.5%</td>
<td>9.7%</td>
</tr>
<tr>
<td>OCONTO</td>
<td>4.1%</td>
<td>8.7%</td>
</tr>
<tr>
<td>MARINETTE</td>
<td>4.8%</td>
<td>7.8%</td>
</tr>
<tr>
<td>LANGLADE</td>
<td>6.0%</td>
<td>6.6%</td>
</tr>
<tr>
<td>LINCOLN</td>
<td>6.4%</td>
<td>5.7%</td>
</tr>
</tbody>
</table>
Analysis of USPS Change of Address Requests – Harvard Joint Center for Housing Studies

https://www.jchs.harvard.edu/blog/have-more-people-moved-during-pandemic
Analysis of USPS Change of Address Requests – Harvard Joint Center for Housing Studies

https://www.jchs.harvard.edu/blog/have-more-people-moved-during-pandemic
Mobility Rates 1950 to 2021
Percent of United States Population Moving (Age 1 and Over)

- All Movers
- Moving within Same county
- Moving to Different County in Same State
- Moving to Different State
- Movers from abroad

Inter-State and Inter-County Mobility 1950 to 2021
Percent of United States Population Moving Across State or County Lines
(Age 1 and Over)

Contact Information

Matt Kures
Community Economic Development Specialist

Economic Development Administration University Center
Community Development Institute
Division of Extension
University of Wisconsin-Madison

https://extension.wisc.edu/community-development/economicdevelopment/
@uwexcced

432 N. Lake St, Madison, WI 53706
Phone 608-265-8258 matthew.kures@wisc.edu