

# Wisconsin's Workforce Outlook

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Governor's Task Force on Caregiving  
September 25, 2019

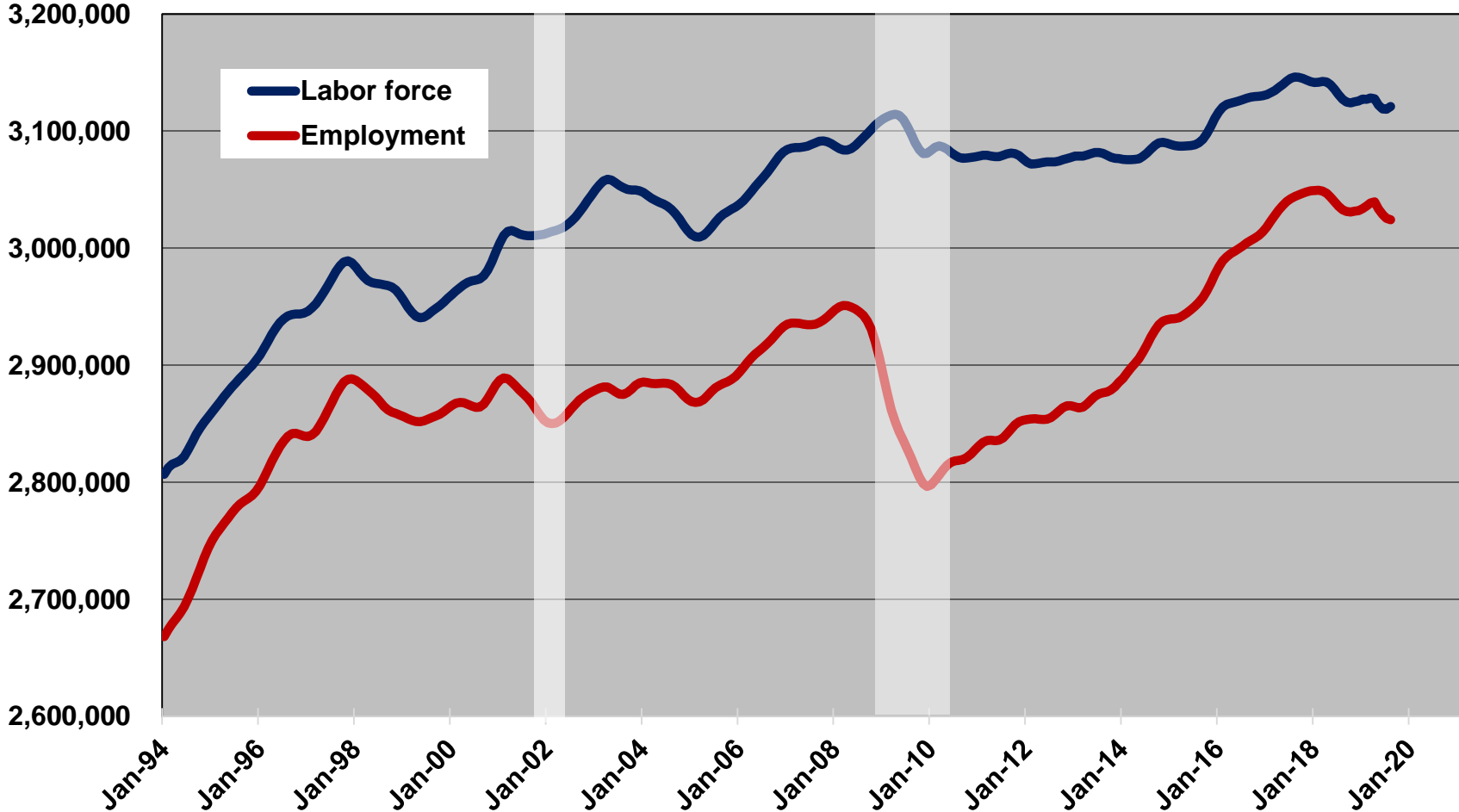
Dennis K. Winters  
Chief Economist

Wisconsin Department of Workforce Development

# Employment

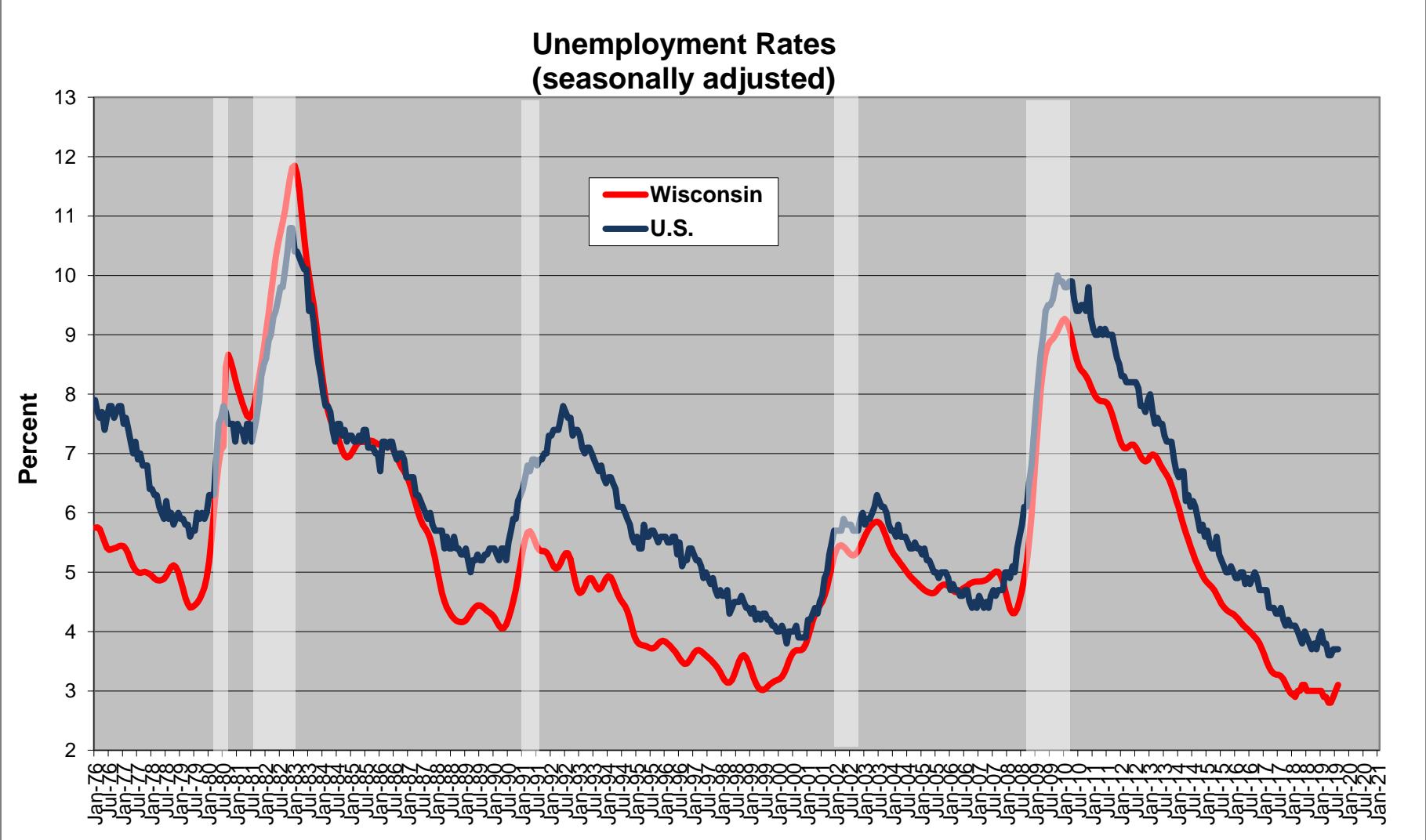


### Labor Force & Employment (SA)



Source: Bureau of Labor Statistics, LMI, OEA

# Unemployment Rate



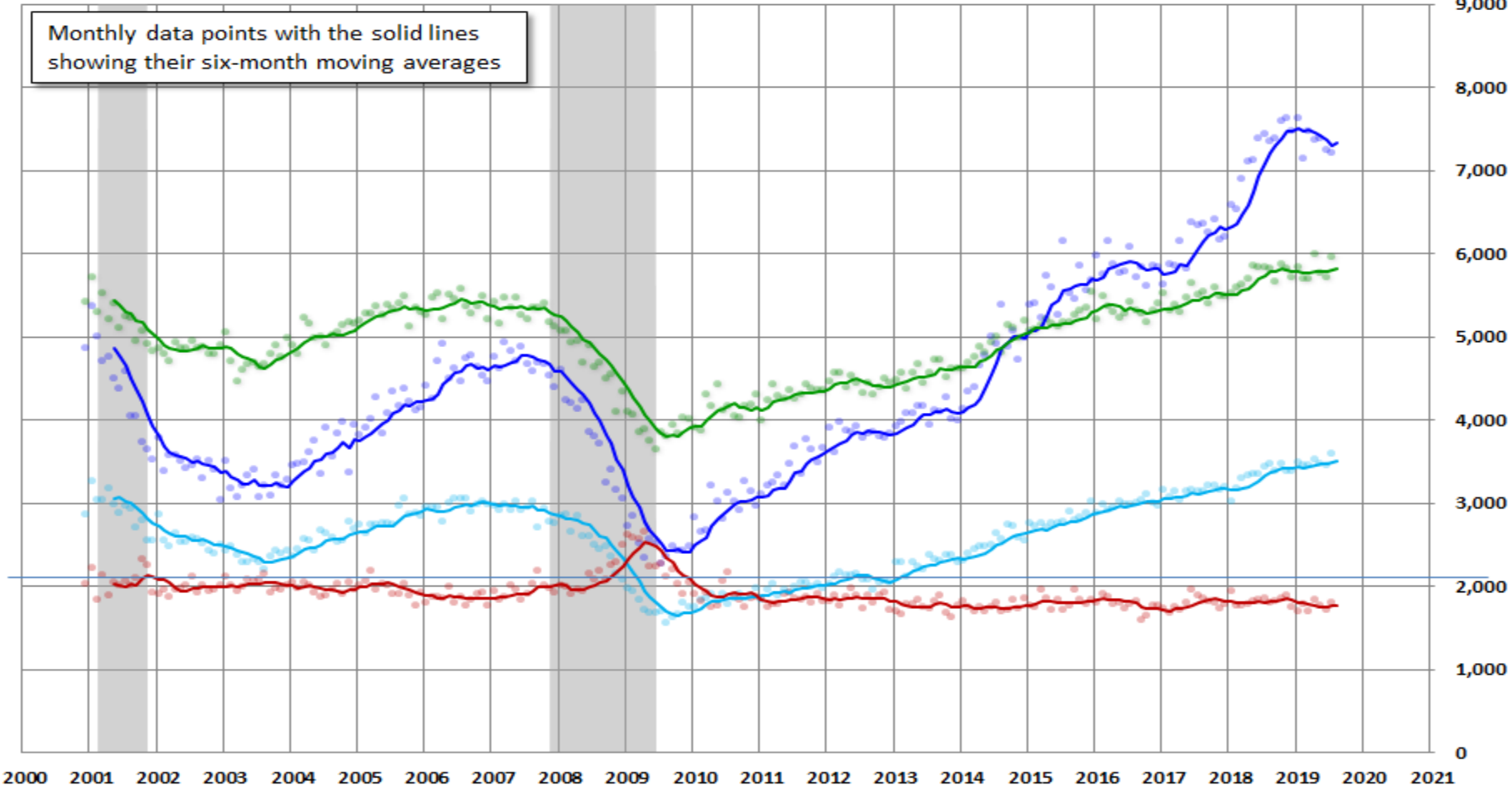
Source: Bureau of Labor Statistics, LMI, OEA

## JOLTS Report for Total Nonfarm Employment: *Job Openings and Labor Turnover*

■ Recessions    ● Job Openings    ● Hires    ● Quits    ● Layoffs & Discharges

Thousands

Monthly data points with the solid lines showing their six-month moving averages



## Not in the Labor Force

Thousands

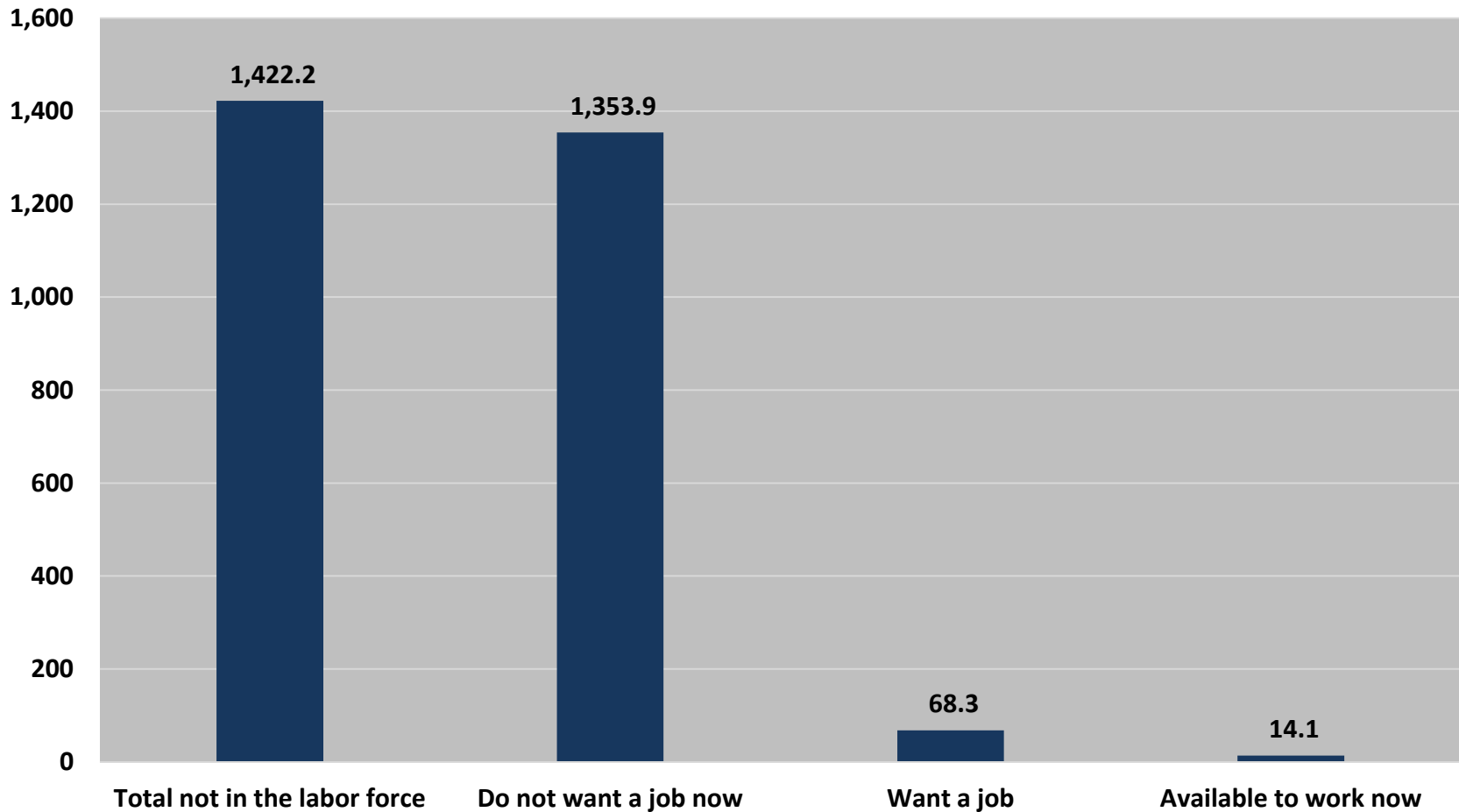


Table b. Civilians not in the labor force by sex and age, January 2017 - December 2017 (based on CPS).

## Available to Work Now by Age

Thousands

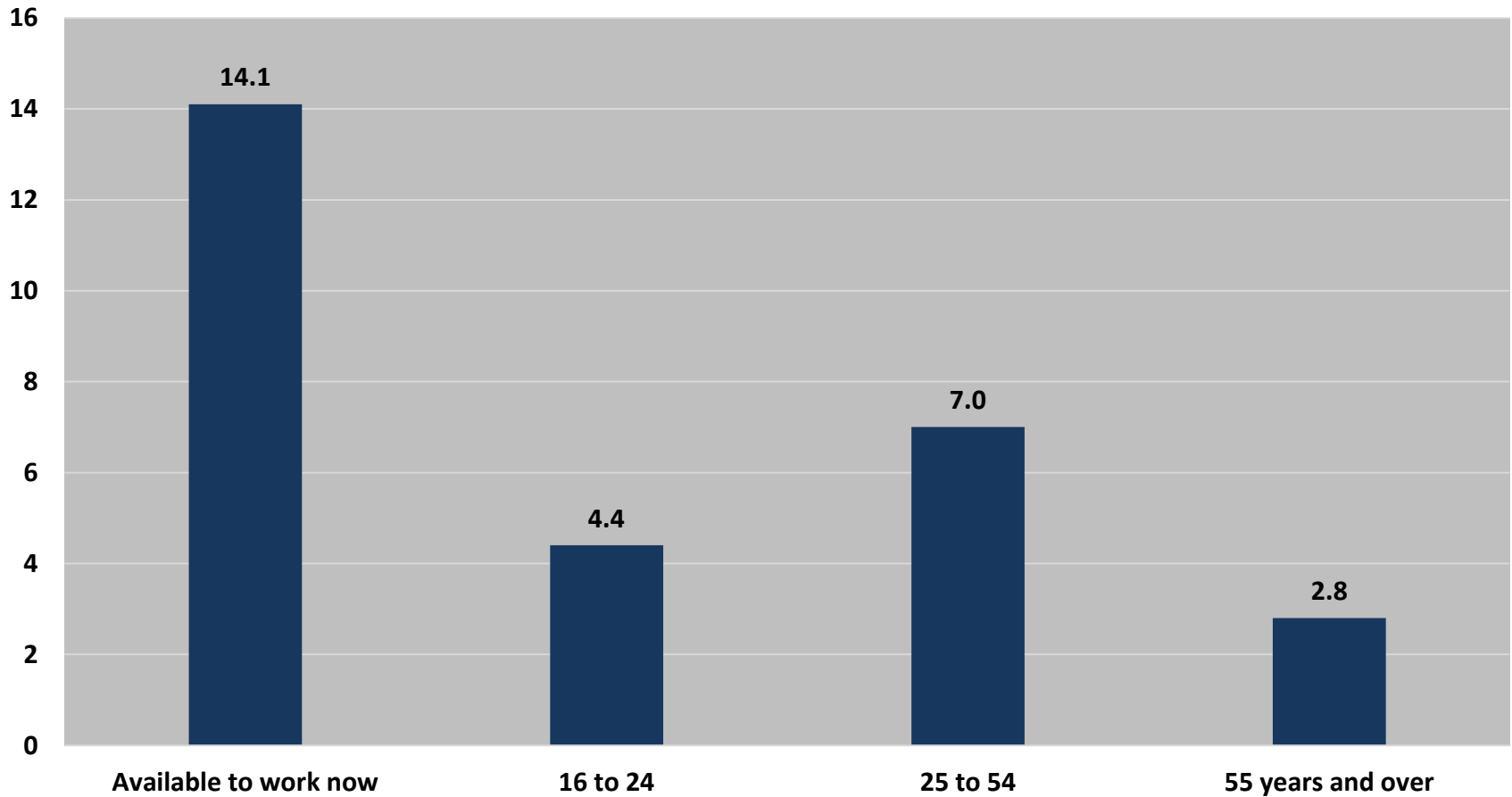


Table b. Civilians not in the labor force by sex and age, January 2017 - December 2017 (based on CPS).

## Available to Work Now by Gender

(thousands)

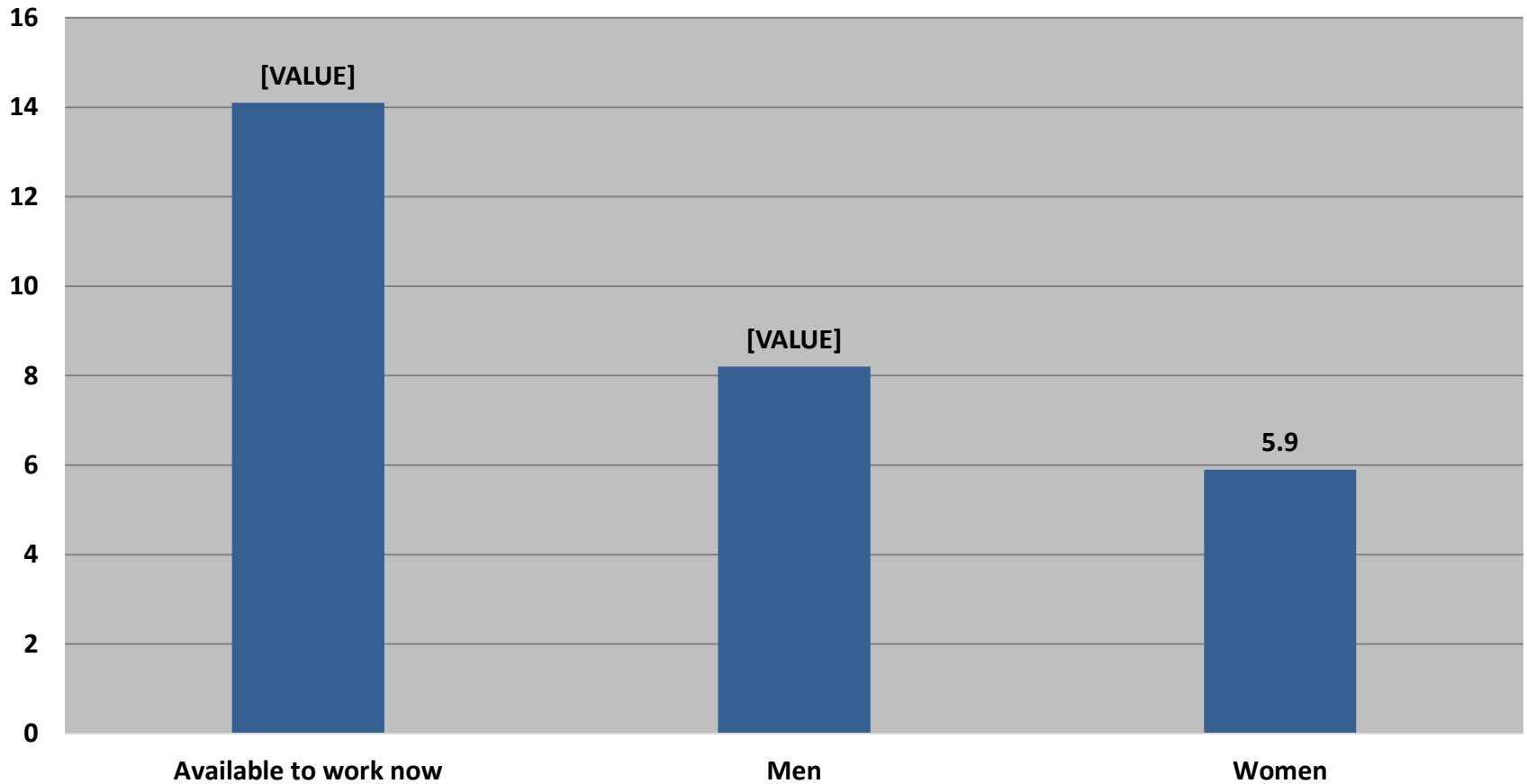


Table b. Civilians not in the labor force by sex and age, January 2017 - December 2017 (based on CPS).

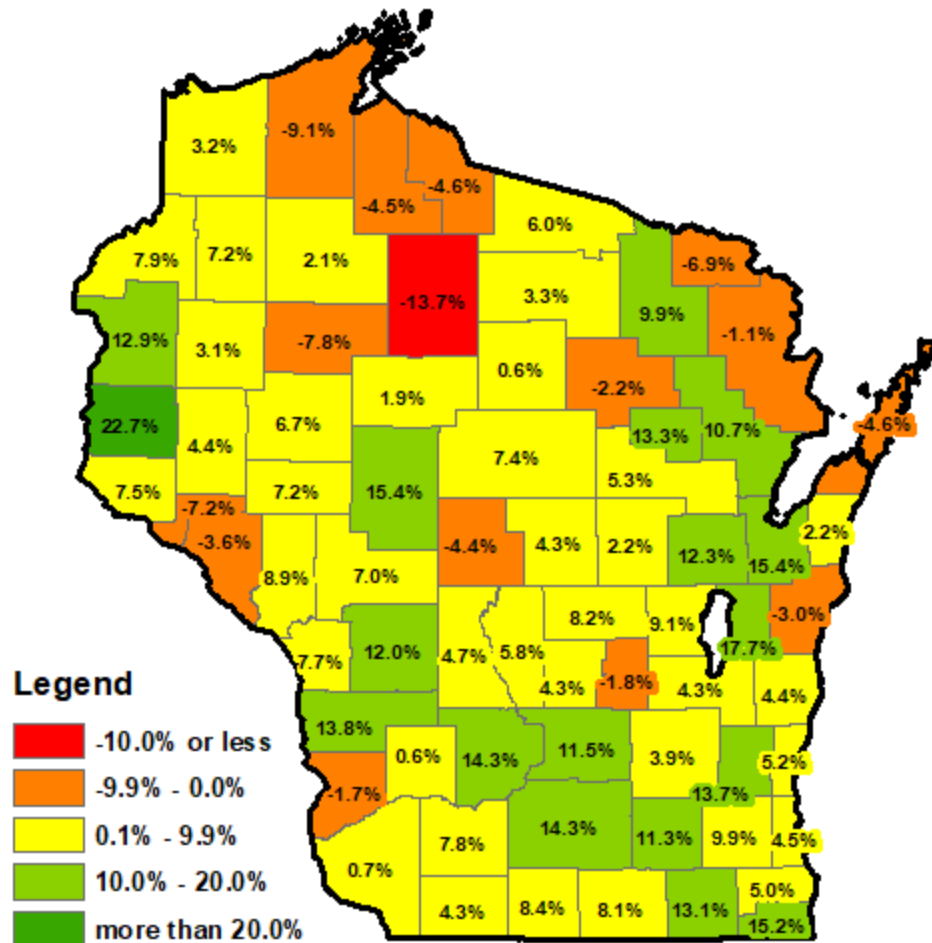
**So, what will be the  
biggest socio-economic  
policy challenge  
in the next 20 years?**



# Elderly Numbers will Swell



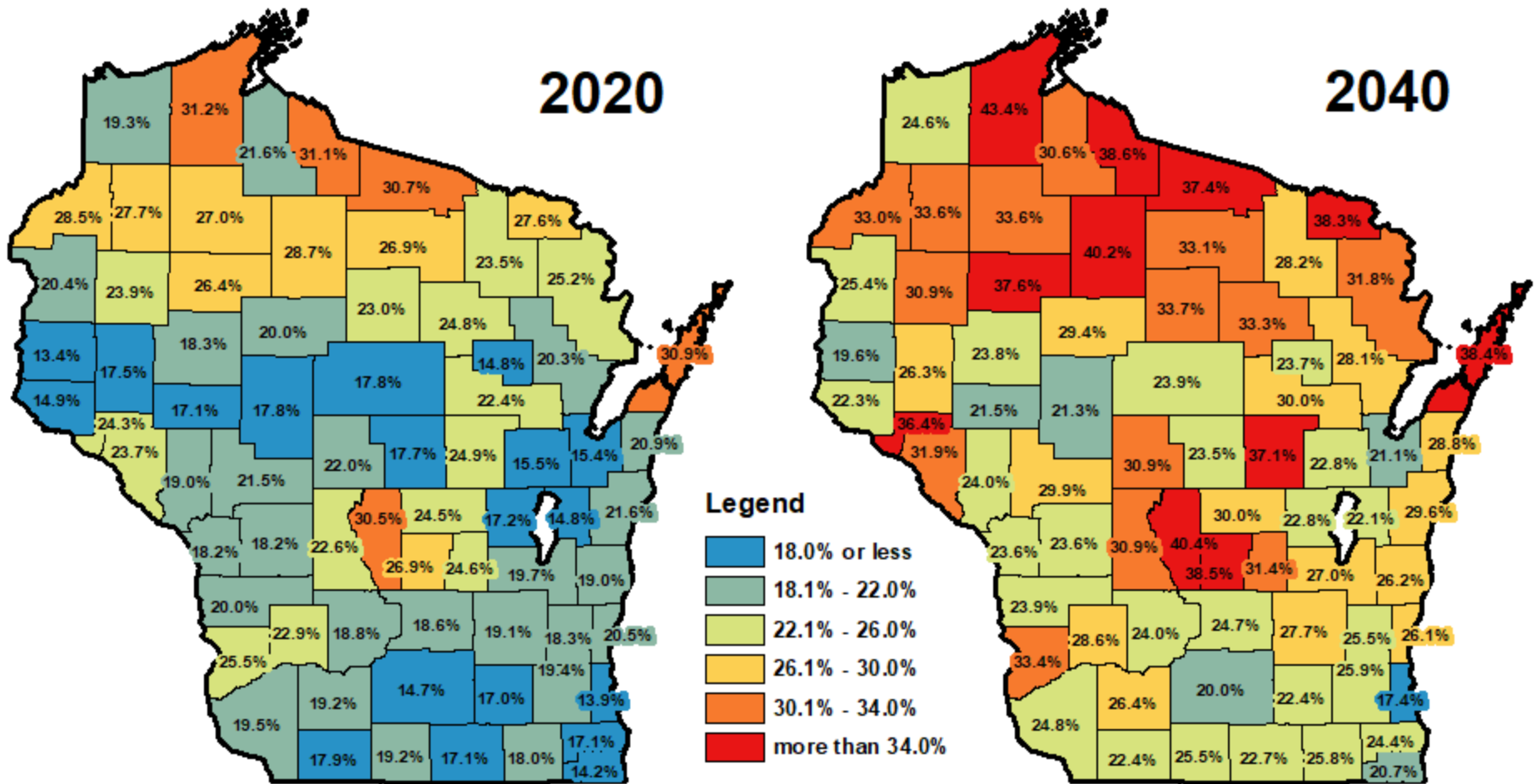
# Projected Population Change 2020 – 2040



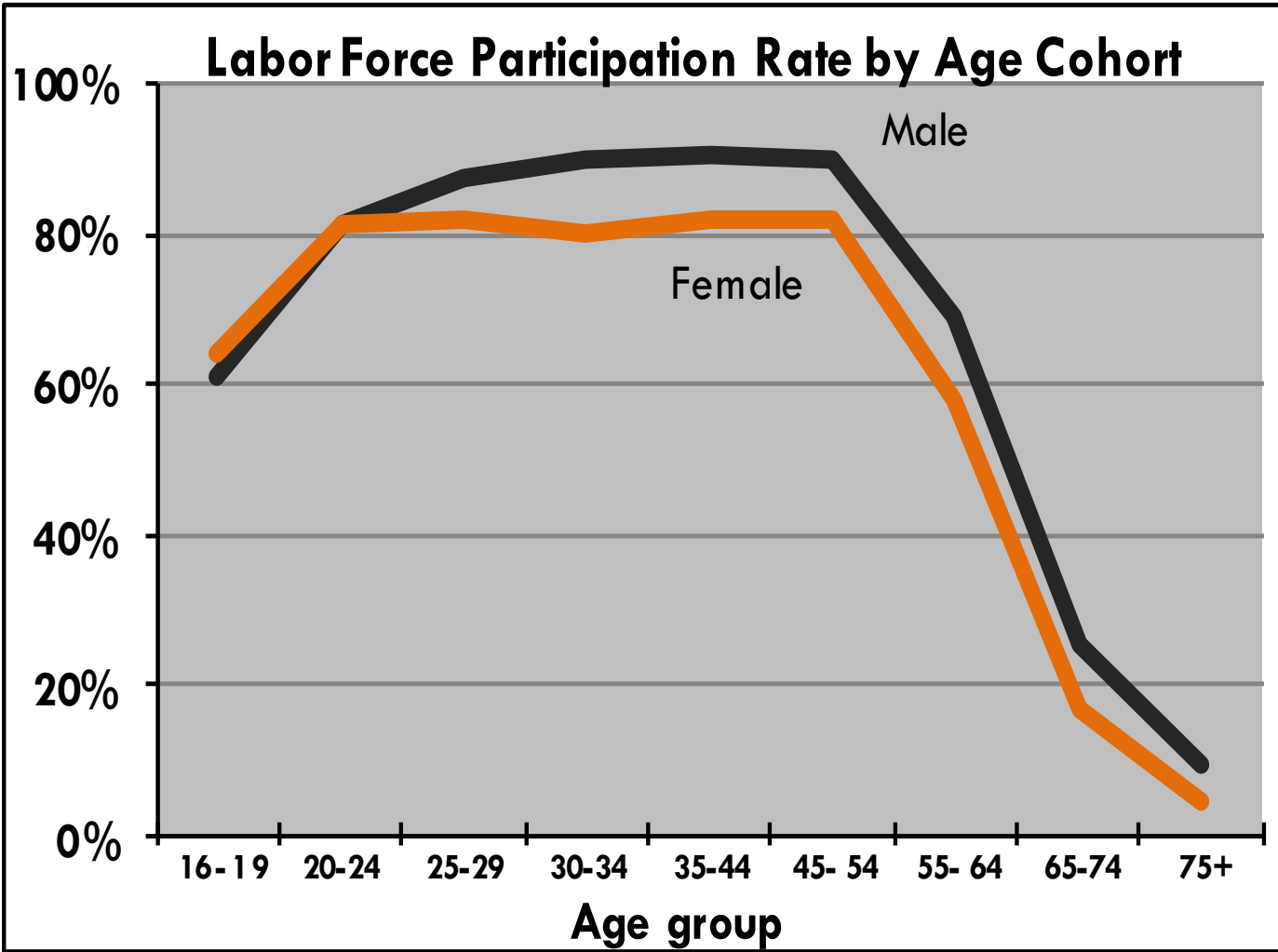
# How Many People Projected to be 65 or more years old...



## % of Total Population: Ages 65+

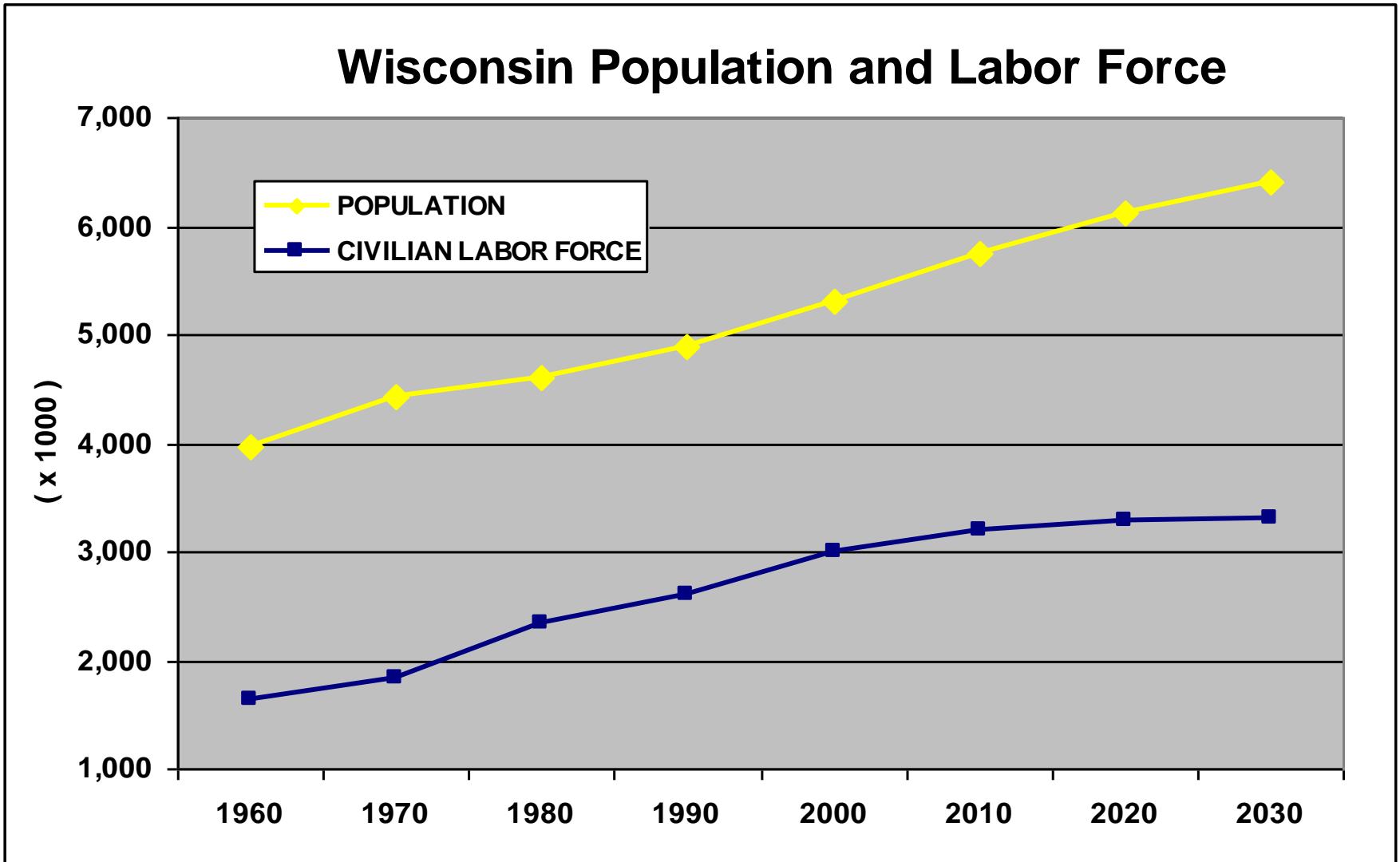


# LFPR Declines as Workers Age



Source: Bureau of Labor Statistics, OEA

# Wisconsin's Workforce Growth

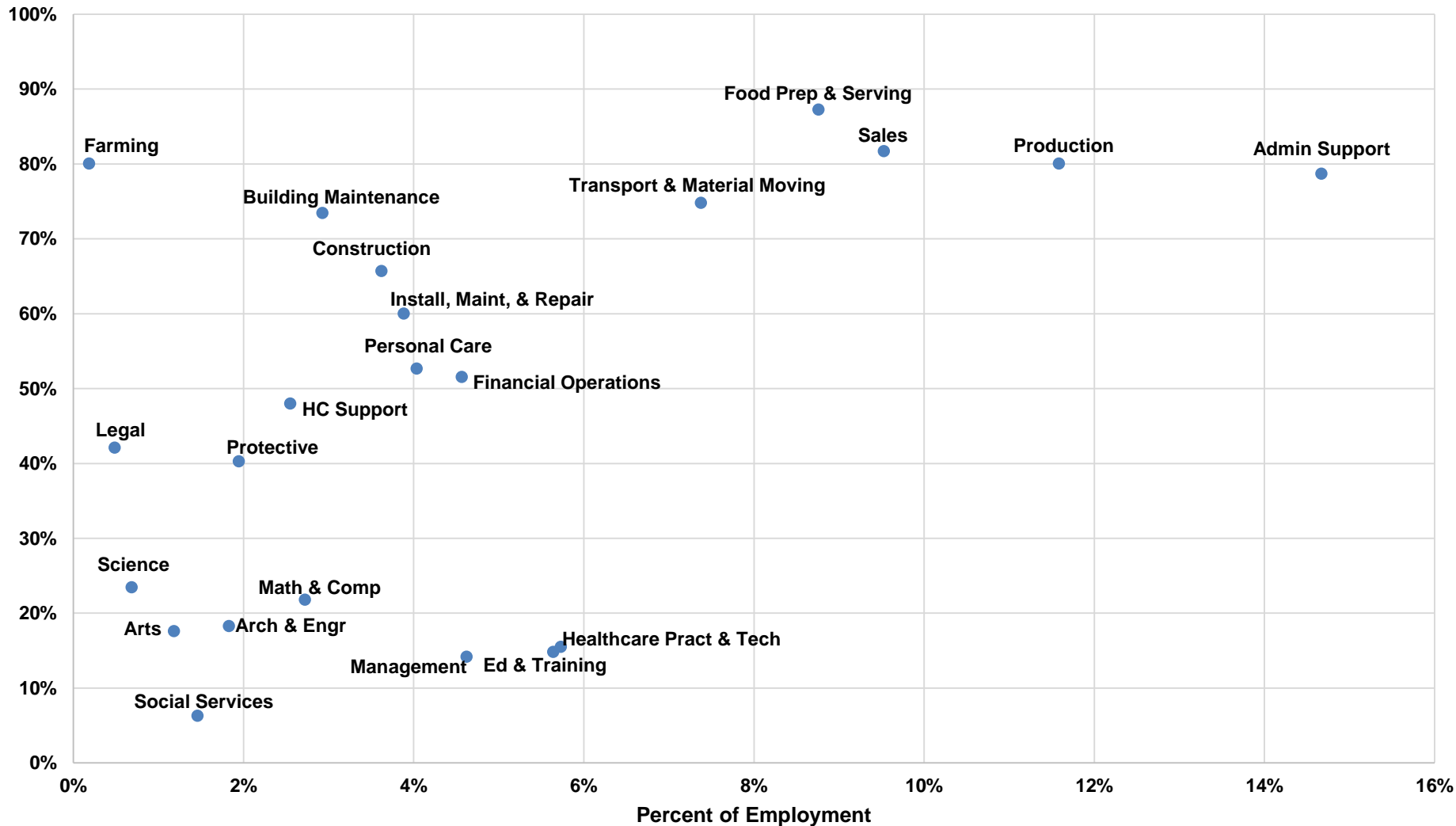


Source: Bureau of Labor Statistics, OEA

There are two classes of jobs in the new age:

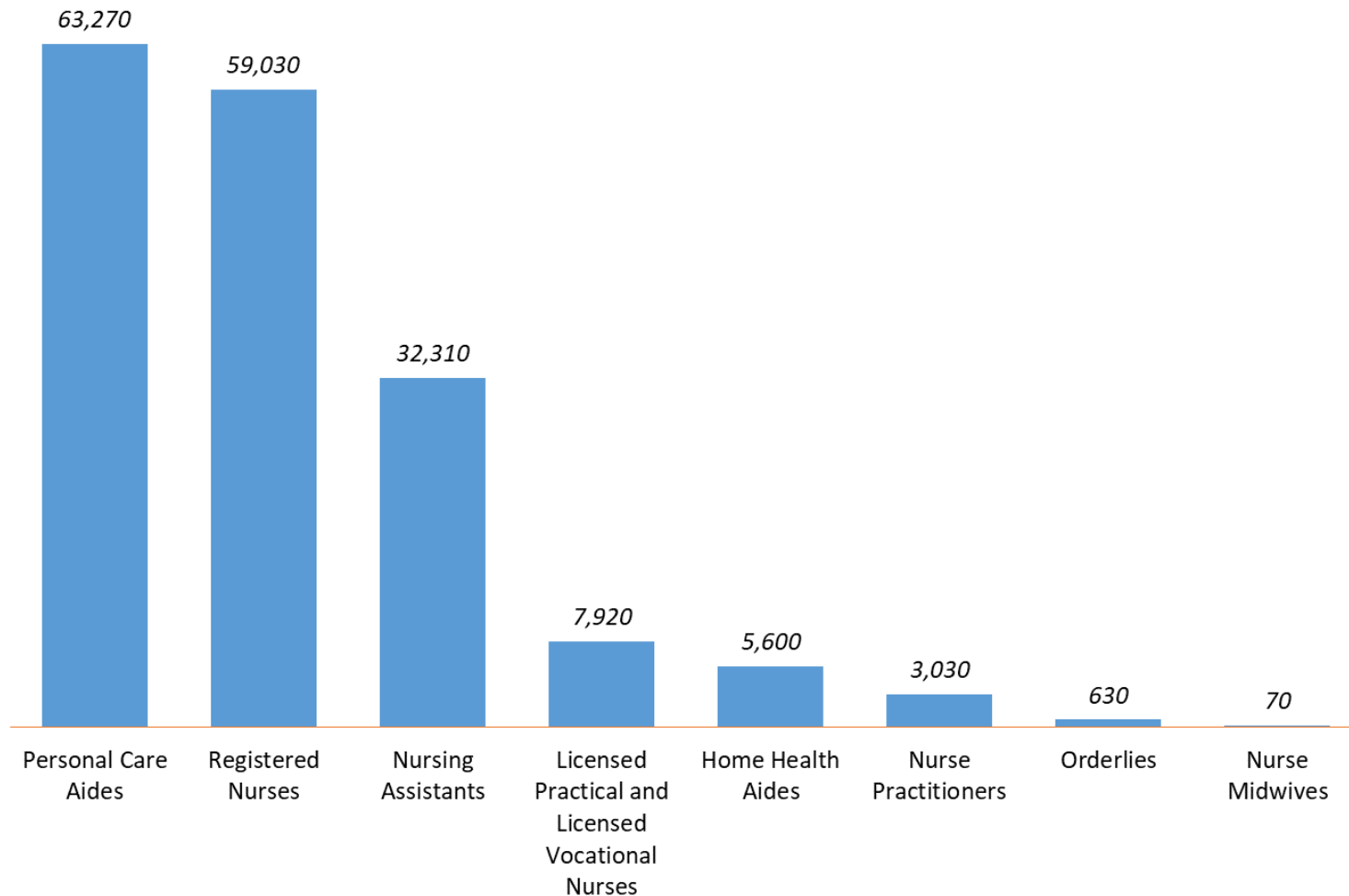
1. Those that are augmented by automation
2. Those that are replaced by automation

# Propensity for Automation by Occupational Group



Source: The Future of Employment: How Susceptible are Jobs to Computerisation, C.B. Frey and M.A. Osborne, September 17, 2013, Oxford Martin School, University of Oxford; OES.

# Employment Human Care Occupations

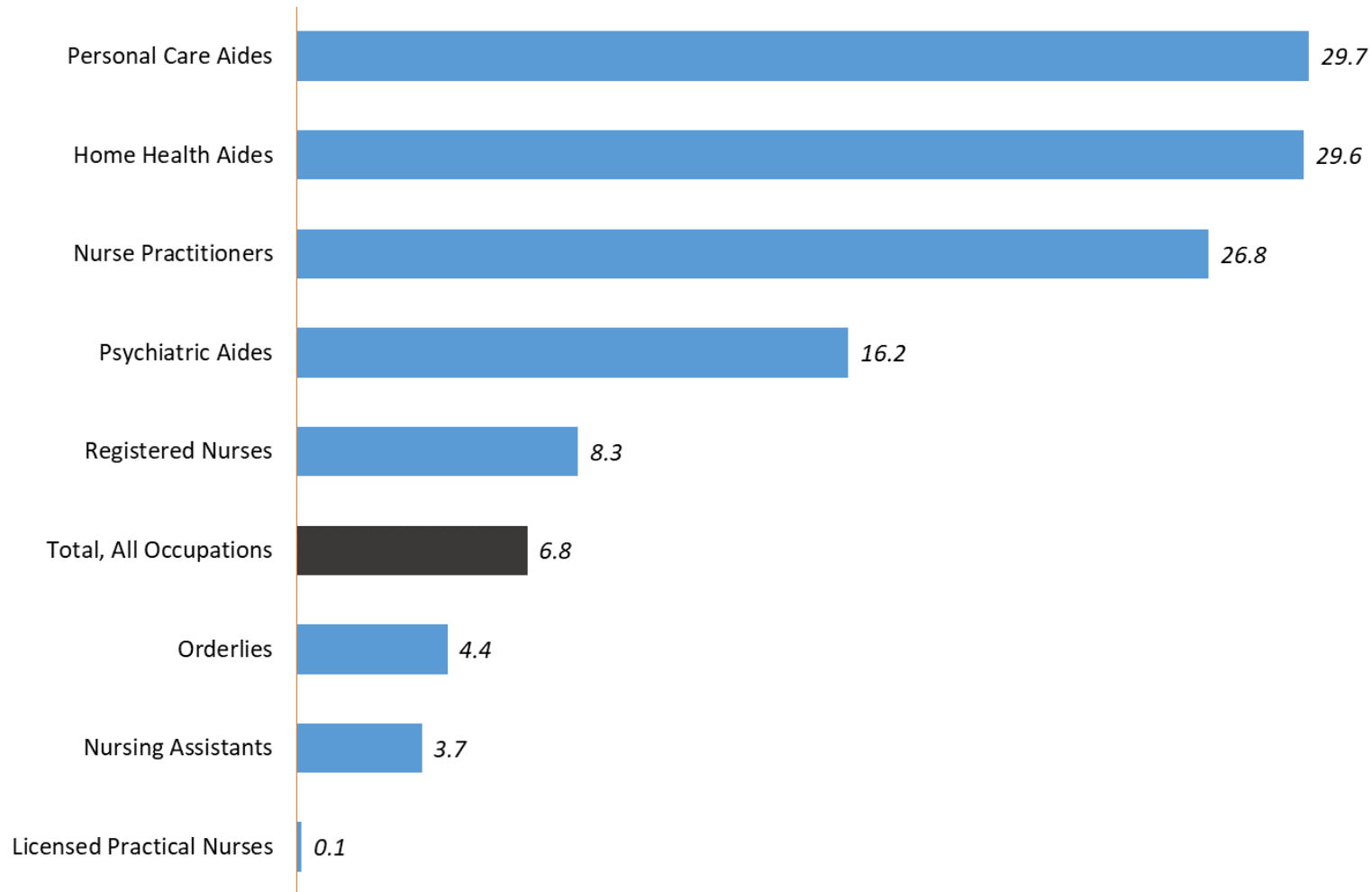


Source: US Bureau of Labor Statistics, Occupational Employment Statistics (OES), estimates from May 2018



# Long-term Employment Projections

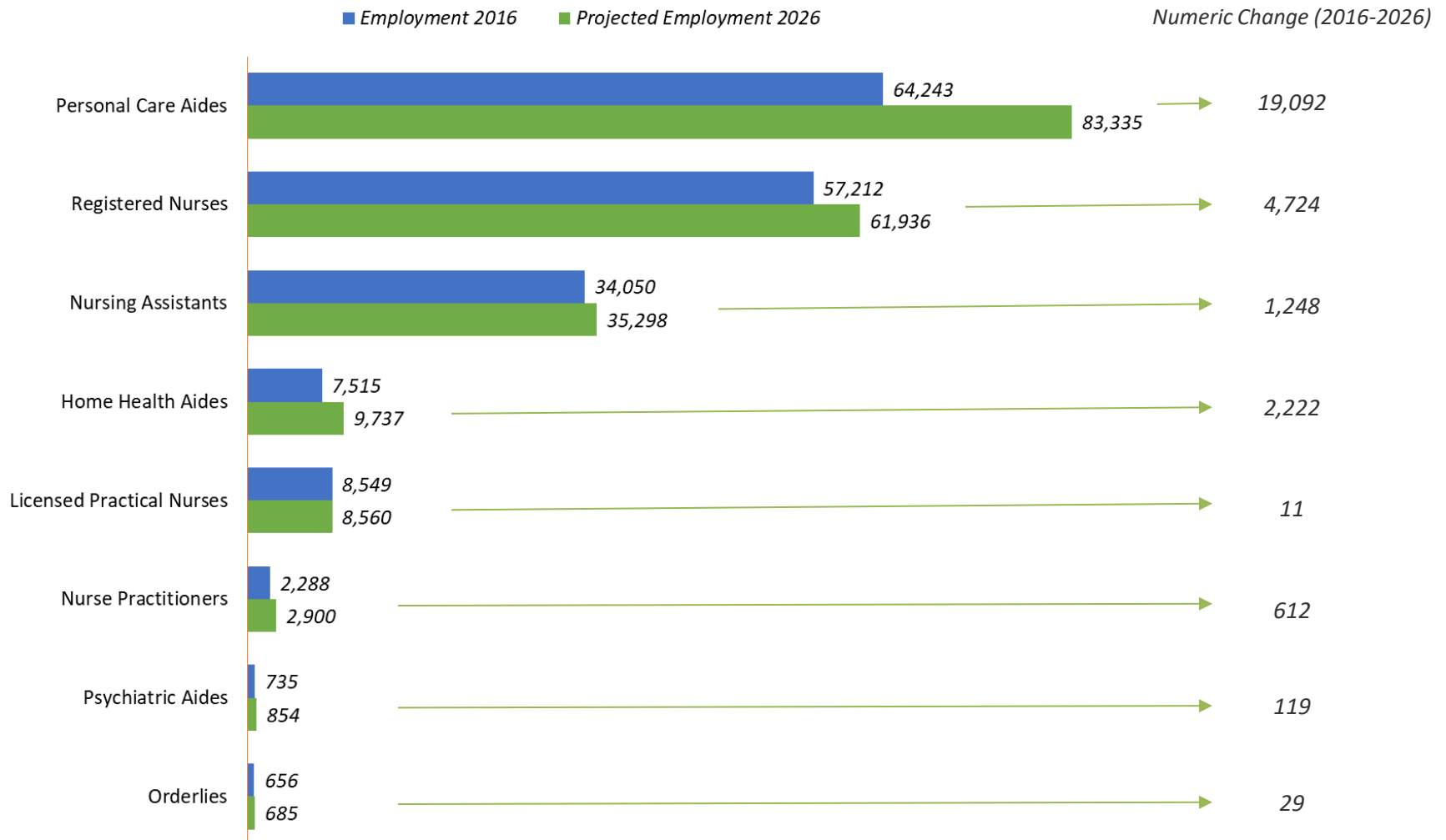
## *Percent Change 2016-2026*



Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, Long-term Employment Projections 2016-2026

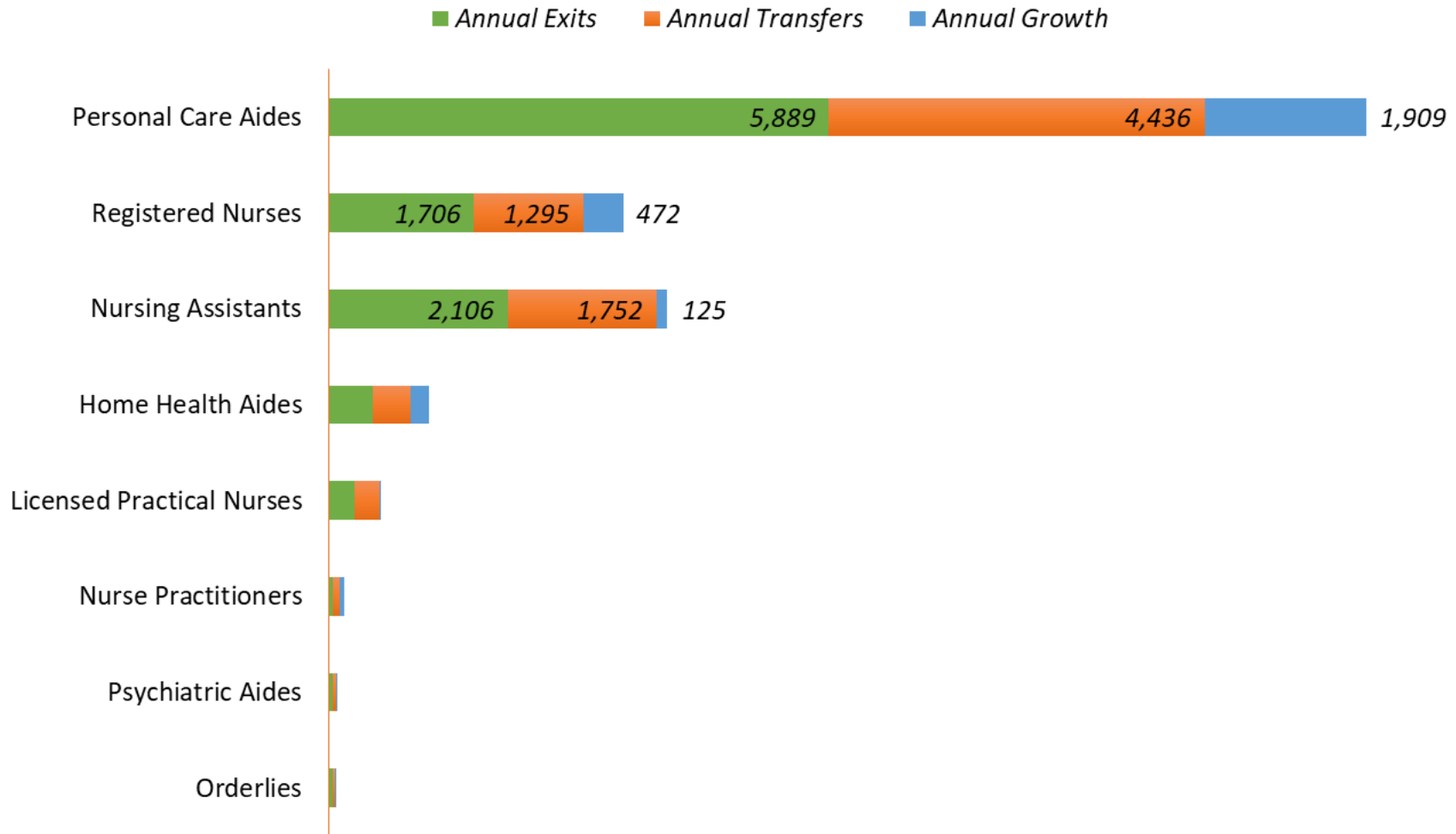
# Long-term Employment Projections

## Employment 2016 and Projected Employment 2026



# Long-term Employment Projections

## Annual Total Openings (Exits, Transfers and New Jobs)



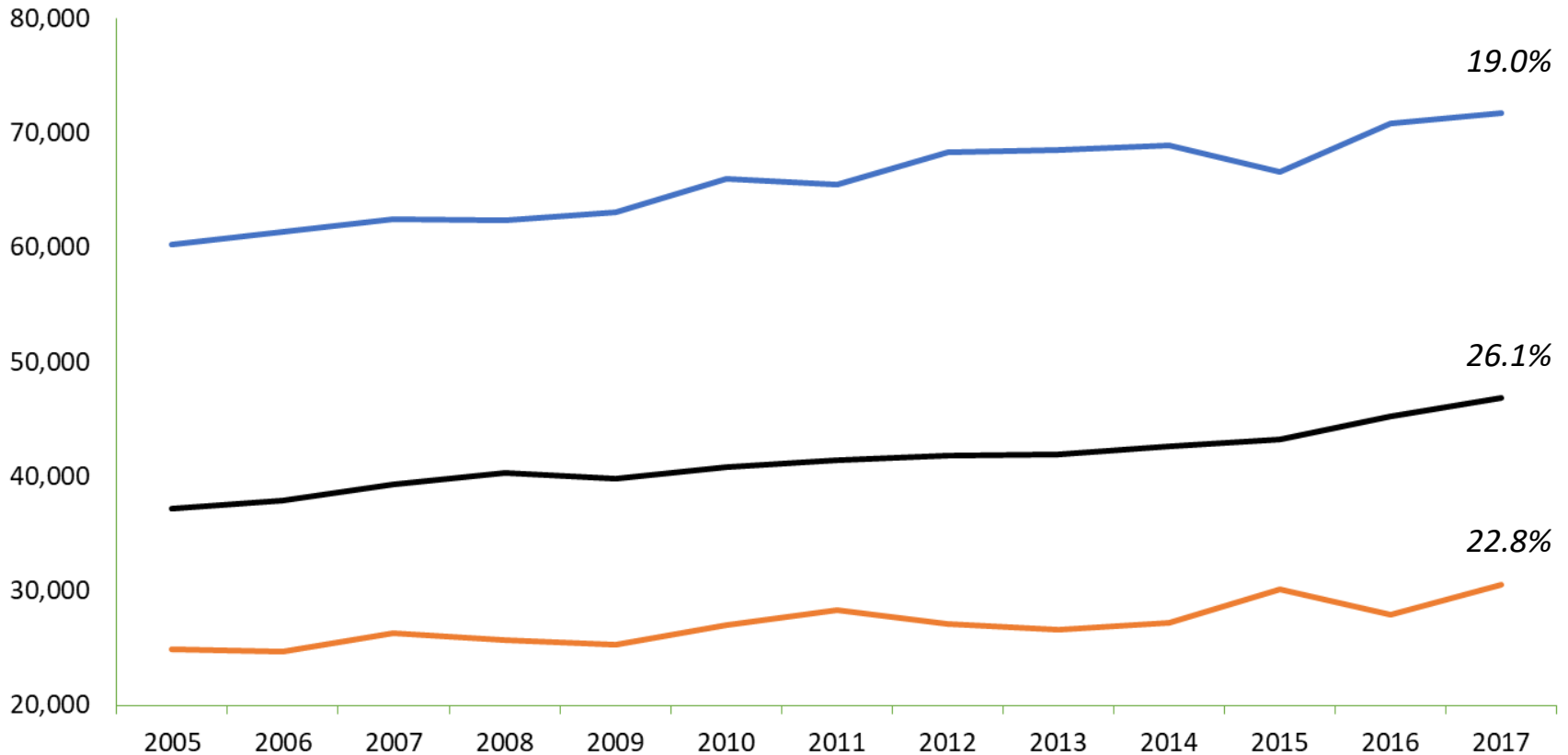
Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, Long-term Employment Projections 2016-2026

# Median Earnings (real dollars)

*Full-time, year-round civilian employed 16 and over*



- Health diagnosing and treating practitioners and other technical occupations
- Healthcare support occupations
- Wisconsin Total



Source: U.S. Census Bureau, 2017 American Community Survey 1-Year Estimates

- We are facing a Quantity challenge
- That gives us a Quality (Skills) challenge
- Find every body you can and skill everybody to their max

# Questions?

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