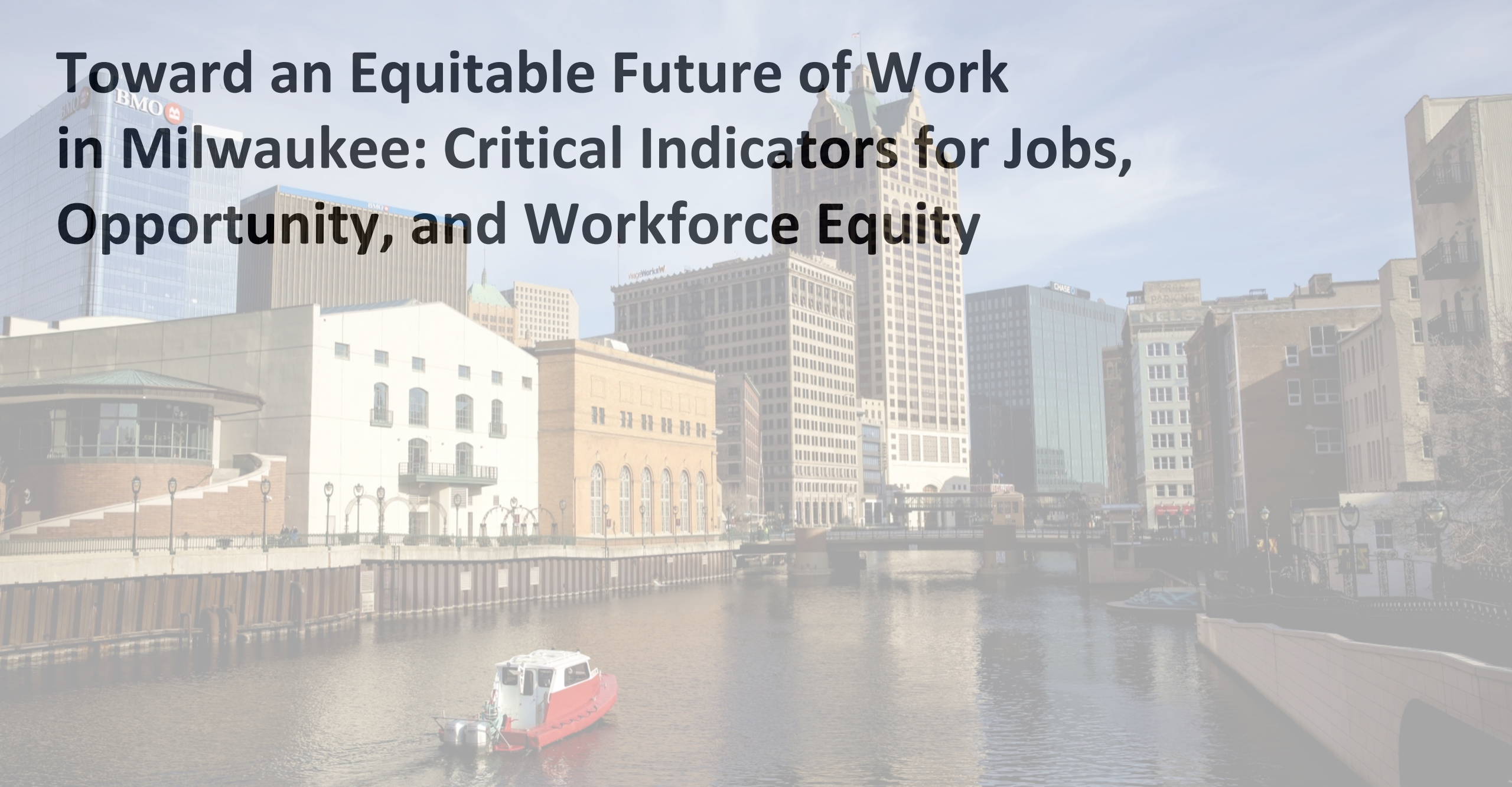


Toward an Equitable Future of Work in Milwaukee: Critical Indicators for Jobs, Opportunity, and Workforce Equity



Workforce Demographics



People of color make up about 28 percent of the workforce in the Milwaukee region.

About 800,000 people work in the Milwaukee region, including 225,000 people of color.

White people are slightly overrepresented in the workforce (72 percent) compared to their share of the overall population (67 percent). This is partly due to the racial generation gap in the region: 48 percent of youth are people of color.

While white workers are still a large majority of the labor force, the region’s population is rapidly diversifying. Today, people of color make up about 33 percent of the region’s population; by 2050, that share is projected to rise to 50 percent.

[See the interactive data.](#)

Number and share of workers by race/ethnicity, Milwaukee Metro Region, 2019

Ethnicity ▲	Population	Percent
Total	798,556	
Asian or Pacific Islander	28,567	4%
Black	102,104	13%
Latinx	75,909	10%
Mixed/Other	13,031	2%
Native American	2,617	0%
White	576,328	72%

Latino includes people of Hispanic origin of any race; all other groups are non-Hispanic.

Source: National Equity Atlas and Lightcast analysis of 2019 5-year American Community Survey microdata from IPUMS USA. • [Get the data](#) • Created with [Datawrapper](#)

Occupational Segregation



Persistent occupational segregation is a pressing challenge for workforce equity.

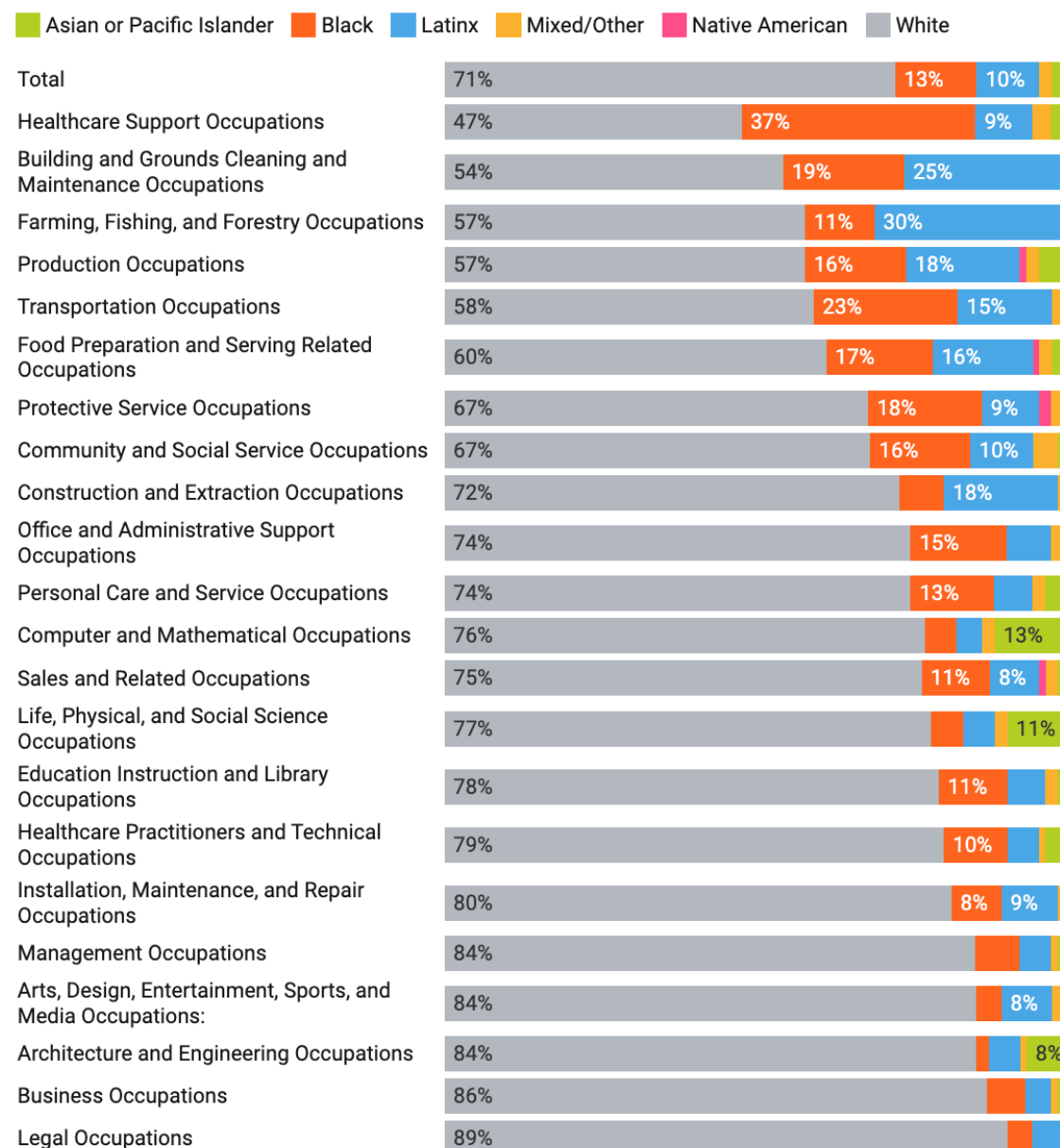
Occupational segregation continues to crowd many workers of color – particularly Black and Latinx workers – into lower wage, lower quality jobs.

Black people are about 13 percent of the Metro Milwaukee workforce overall, but 37 percent of those in healthcare support, 23 percent in transportation, and 19 percent in building and grounds cleaning and maintenance occupations.

Latinx workers are 10 percent of the total workforce, but 30 percent of those in farming, fishing and forestry, and 25 percent of those in building and grounds cleaning and maintenance occupations.

[See the interactive data.](#)

Share of workers by race/ethnicity and occupational group, Milwaukee Metro Region, 2019



Occupational segregation is evident among the region’s healthcare jobs.

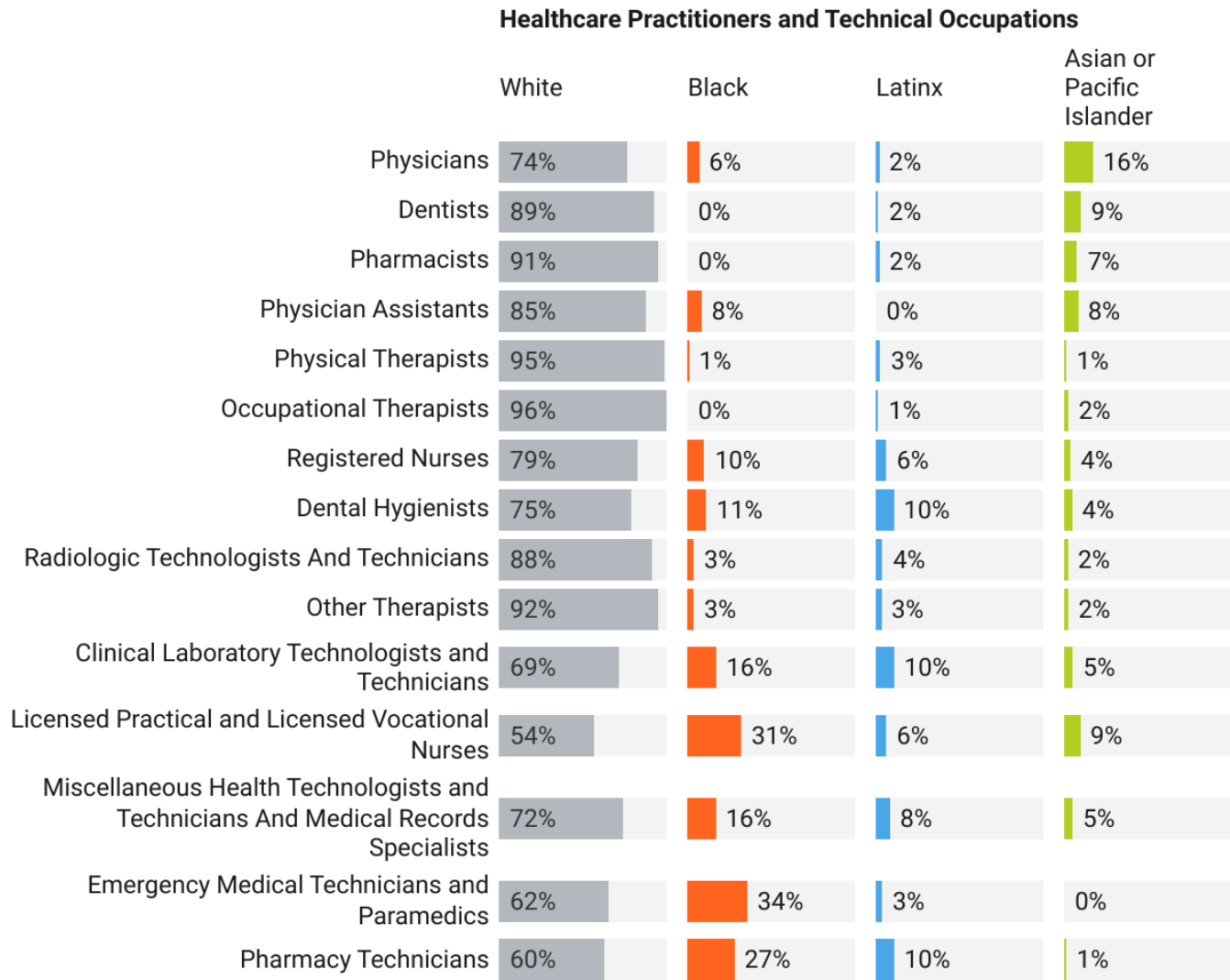
Within broad occupational groups, racial occupational segregation is further evident at the level of detailed occupations.

Black workers are significantly concentrated among emergency medical technicians and paramedics, licensed practical and vocational nurses, and pharmacy, but underrepresented among many other healthcare occupations such as physical therapists and occupational therapists.

Latinx workers, who are 10 percent of the overall workforce, are underrepresented in most of the region’s largest healthcare occupations, except pharmacy technicians, clinical laboratory technologists, and dental hygienists.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Milwaukee Metro Region, 2019



Business occupations are also racially segregated.

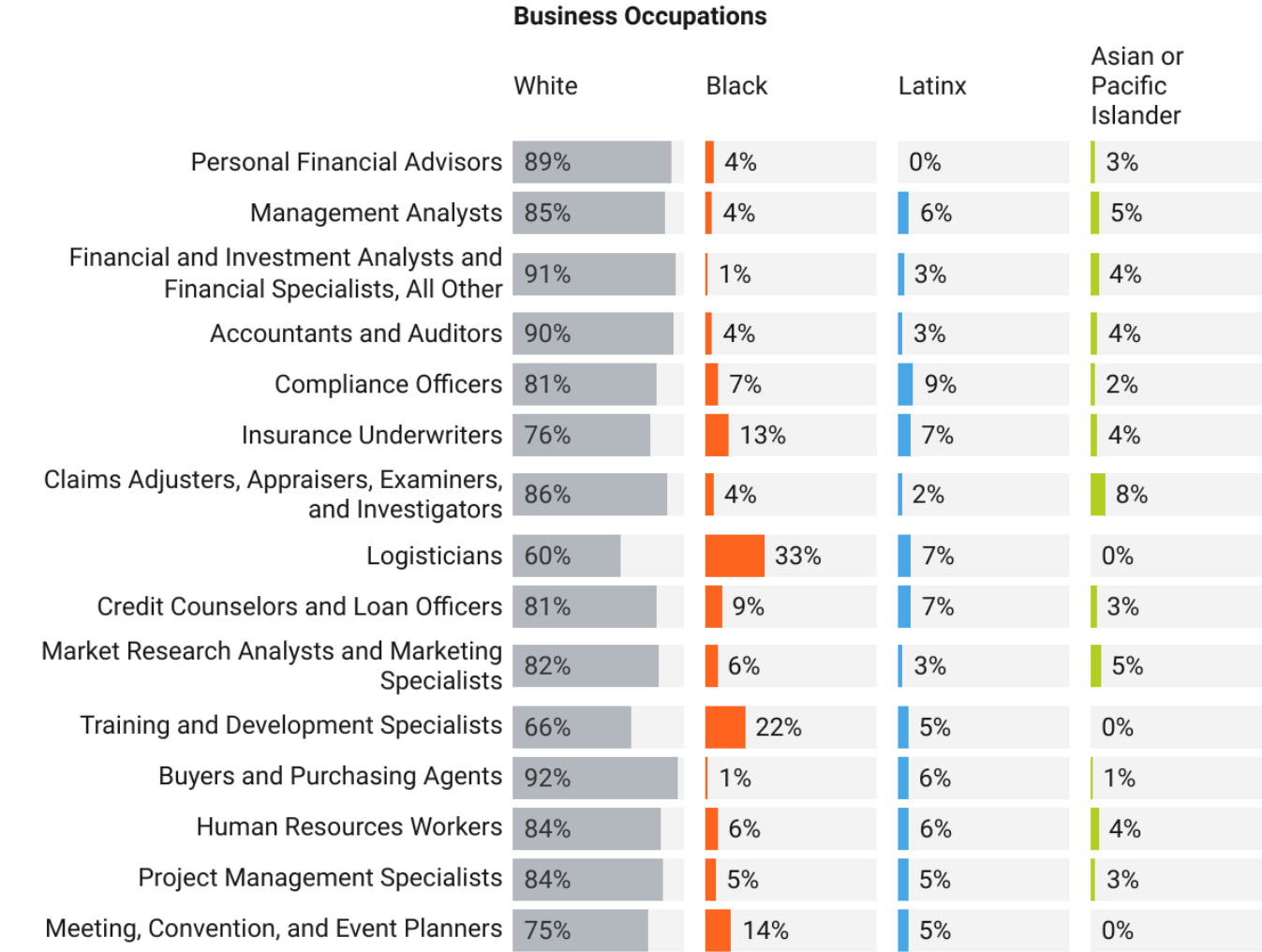
White workers are overrepresented among most of the region’s largest business occupations – especially buyers and purchasing agents, financial and investment analysts and other financial specialists, and accountants and auditors.

Black workers are significantly overrepresented among logisticians and training and development specialists, and dramatically underrepresented among buyers and purchasing agents and financial analysts and specialists.

Latinx workers are least likely to be employed as personal financial advisors and claims adjusters, appraisers, examiners, and investigators.

[See the interactive data.](#)

Share of workers by race/ethnicity and detailed occupation, Milwaukee Metro Region, 2019



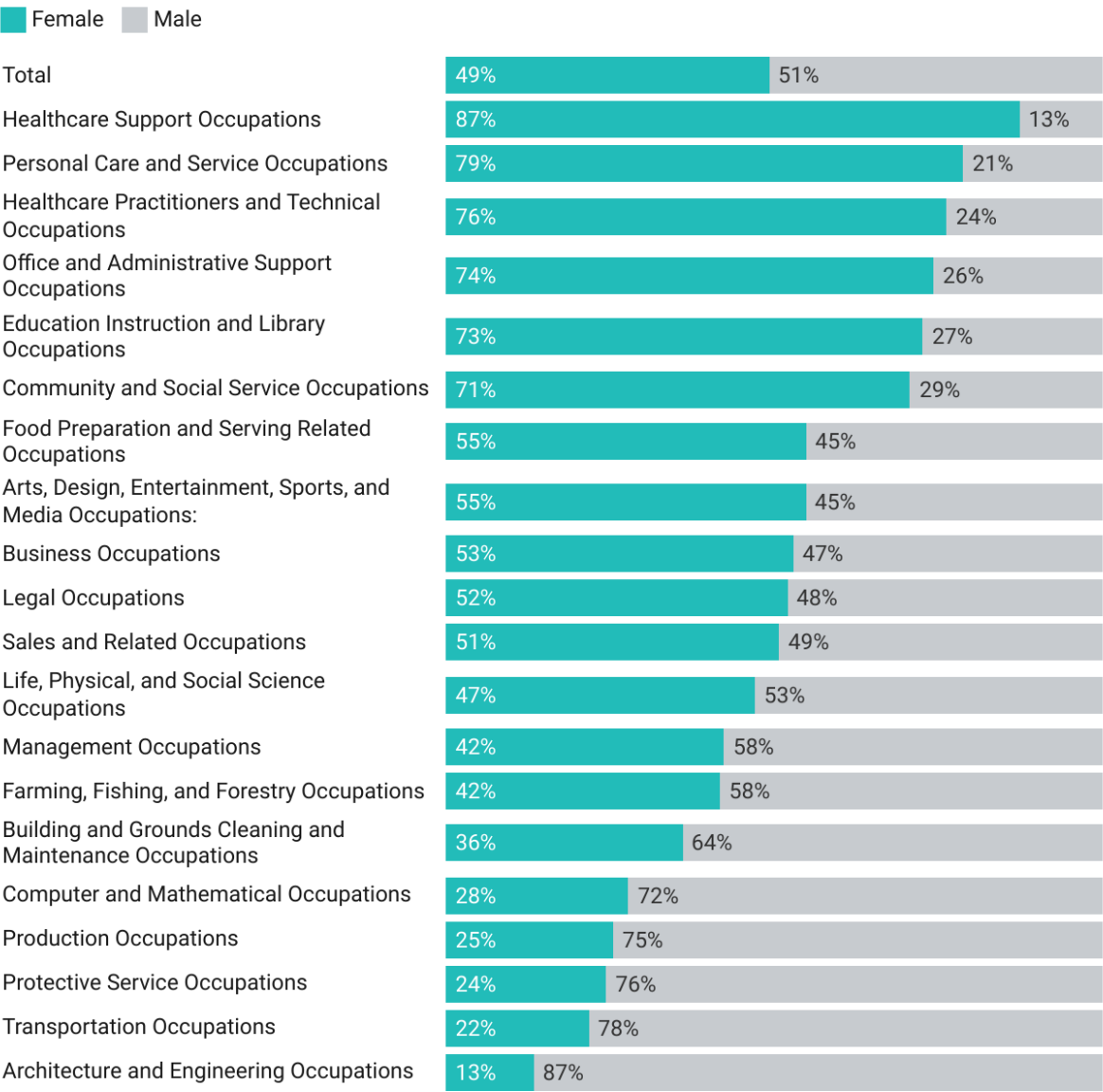
Many occupational groups are also segregated by gender.

Women make up just under half of the Milwaukee workforce (49 percent) but only 13 percent of those in architecture and engineering jobs, 28 in computer and mathematical occupations, and 42 percent in management occupations.

They are most overrepresented among health care support (87 percent), personal care and service jobs (79 percent), and healthcare practitioners and technical occupations (76 percent).

[See the interactive data.](#)

Share of workers by gender and occupational group, Milwaukee Metro Region, 2019



Future-Ready Jobs



Growing the number of future-ready jobs — and ensuring equitable access to those opportunities — is key to a thriving and sustainable Milwaukee economy.

Future-ready jobs are those that provide stable, family-supporting incomes for workers and strong future prospects for employers and communities, as defined below.

Living wage compensation:

Average wage for the occupation is sufficient to sustain a family of two working adults and two children — \$46,840 in Milwaukee (for an annual family income just over \$97,000).

Adequate wages are essential for families to meet their basic needs, weather emergency expenses, and plan for the future.

Stable or growing base of employment:

The number of jobs is projected to grow or to remain relatively stable for the next decade. That is, employment in the occupation is not declining by more than 10 percent over 10 years for large occupations, or more than 2 percent over 10 years for small occupations.

A reliable base of employment provides stability for businesses and communities.

Automation resilient:

The occupation has a probability of computerization lower than 50 percent, given the full array of tasks that compose the role.

Automation and digitization change the way work gets done, and some workers are at heightened risk of job displacement. If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation.

Nearly all future-ready jobs in the region require some postsecondary education.

In the Milwaukee region, only two percent of jobs that require no education beyond a high school diploma are future-ready jobs. White workers are more likely than people of color to benefit from these few opportunities.

Racial gaps in access to future-ready jobs are quite narrow in occupations that require a bachelor’s degree or above, but racial inequities in higher educational attainment are a barrier for many people of color to access these jobs.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and educational requirements, Milwaukee Metro Region, 2019

	All	Asian or Pacific Islander	Black	Latinx	Native American	White	Mixed/ Other
High school	2%	1%	1%	1%	1%	2%	1%
Postsecondary certification, apprenticeship, or years of experience	46%	41%	38%	45%		48%	53%
Associate's degree	57%	62%	72%	47%		56%	
Bachelor's degree	81%	85%	80%	83%		81%	83%
Advanced degree	98%	100%	100%	88%		99%	81%

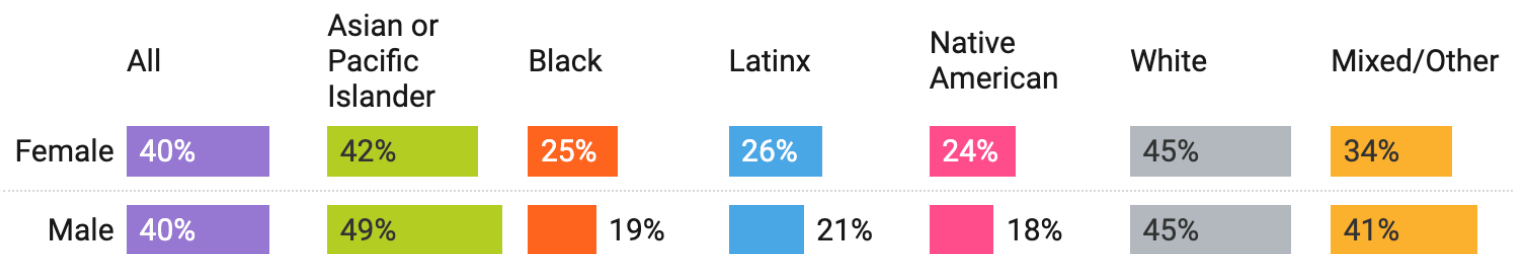
Native American, Black, and Latinx men are least likely to hold future-ready jobs.

Among racial/ethnic and gender groups, Asian or Pacific Islander men (49 percent) and white men and women (45 percent each) are most likely to have future-ready jobs in the Milwaukee region. Nearly one in every two of these workers are in future-ready occupations.

In contrast, only about one in five Native American, Black, and Latinx working men have future-ready jobs, along with about one in four of their female counterparts.

[See the interactive data.](#)

Share of workers in future-ready jobs by race/ethnicity and gender, Milwaukee Metro Region, 2019



Labor Market Trends



More than 80 percent of available future-ready jobs require a college degree.

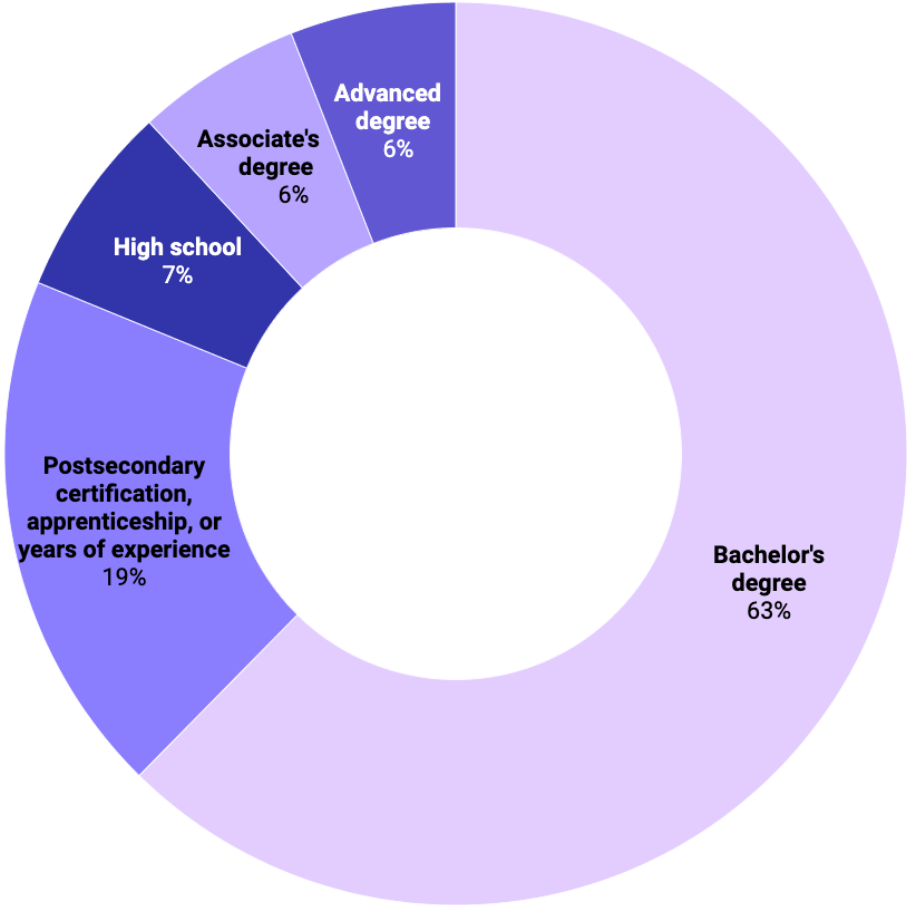
In the first quarter of 2022, there were nearly 48,000 job postings for future-ready jobs in the Milwaukee region, across 250 different occupations.

But nearly two-thirds of these jobs (63 percent) require a bachelor’s degree; 6 percent require an advanced degree; and another 6 percent require an associate’s degree.

This means that just 26 percent of available jobs (about 12,000 postings) are accessible to workers without a college degree. Only 7 percent (about 3,100 postings) are accessible to workers with just a high school diploma.

[See the interactive data.](#)

Available future-ready jobs by educational requirements, January 2022 to March 2022, Milwaukee Metro Region



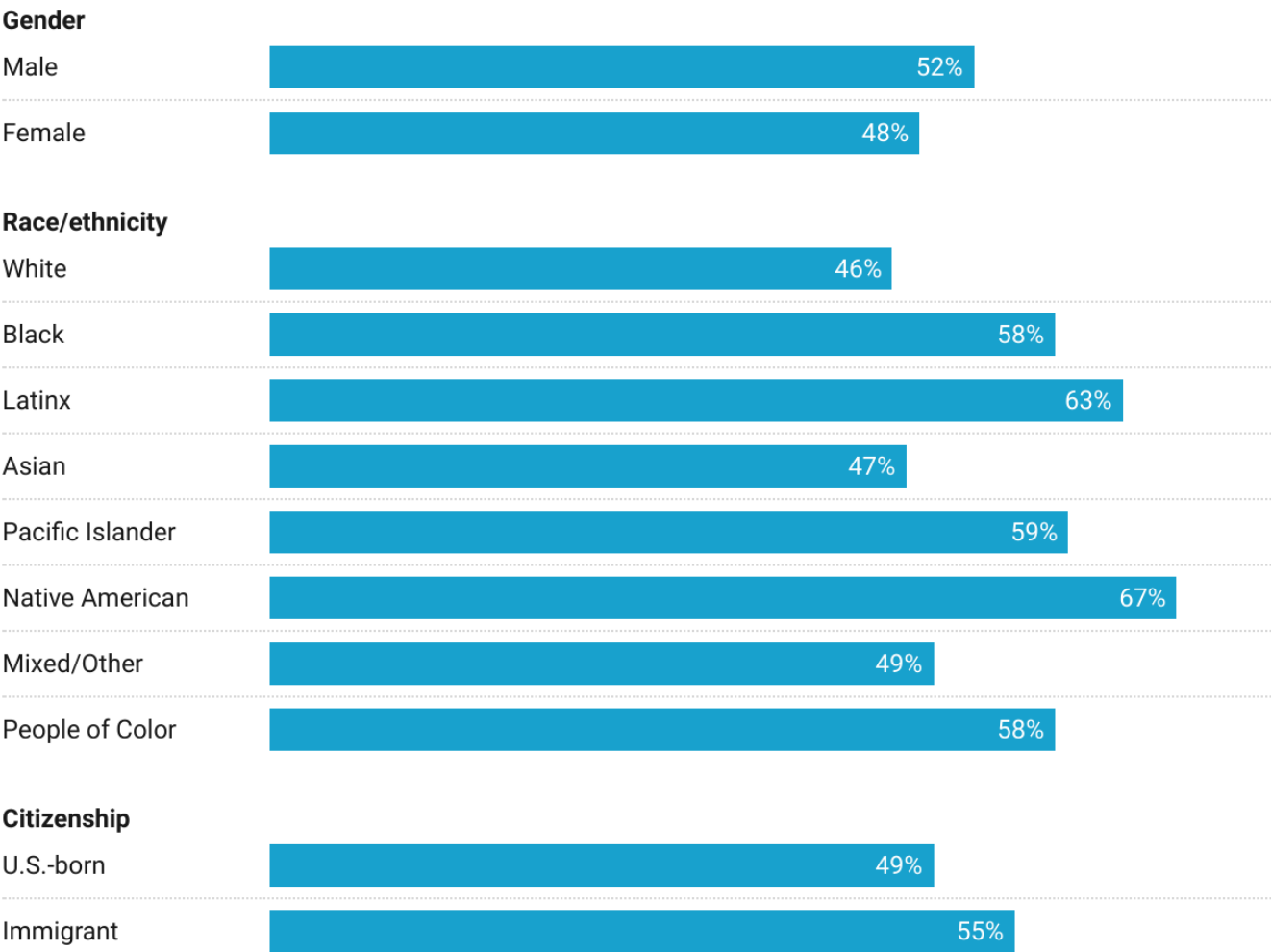
Automation risk is highest for Native American and Latinx workers, immigrants, and those without a college degree.

If more than half the tasks of a job can be computerized, that job is considered vulnerable to automation. In Milwaukee, 52 percent of male workers and 48 percent of female workers are in automation-vulnerable jobs.

The risk of automation-driven job displacement varies considerably by race/ethnicity: 67 percent of Native American workers and 63 percent of Latinx workers are in automation-vulnerable occupations in Milwaukee, compared with 46 percent of white workers and 47 percent of Asian workers.

[See the interactive data.](#)

Automation risk by demographic characteristics, Milwaukee Metro Region, 2019



Workers with higher educational attainment and greater English proficiency are more likely to be in automation-resilient jobs.

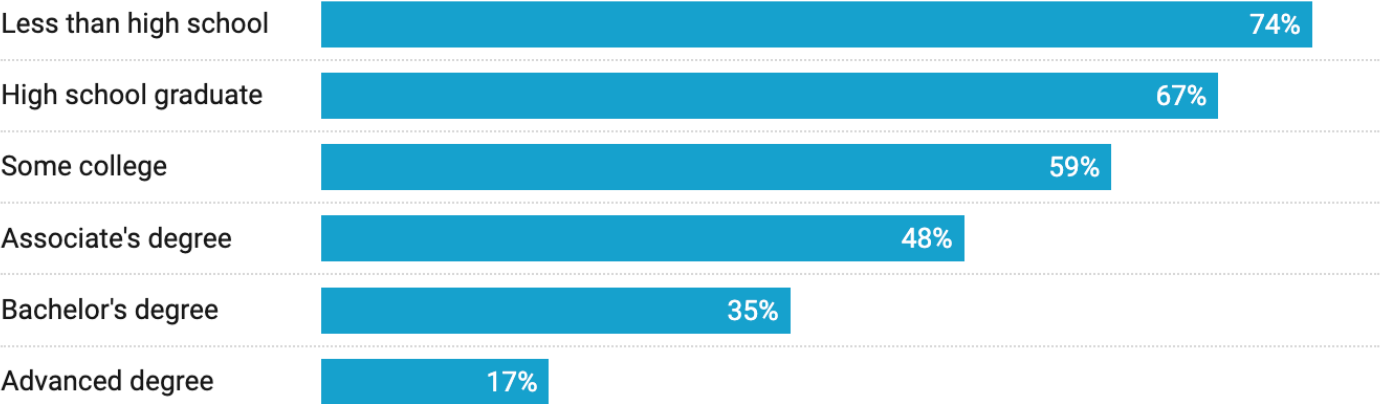
Higher education is strongly correlated with lower risk of automation. Just 17 percent of workers with an advanced degree are in automation-vulnerable jobs, compared to 74 percent of those without a high school diploma and 67 percent workers with only a high school diploma.

Greater English-language proficiency is likewise associated with greater resilience to automation. About 50 percent of Milwaukee workers who speak English very well are at risk of automation, compared with 79 percent of those who do not speak English.

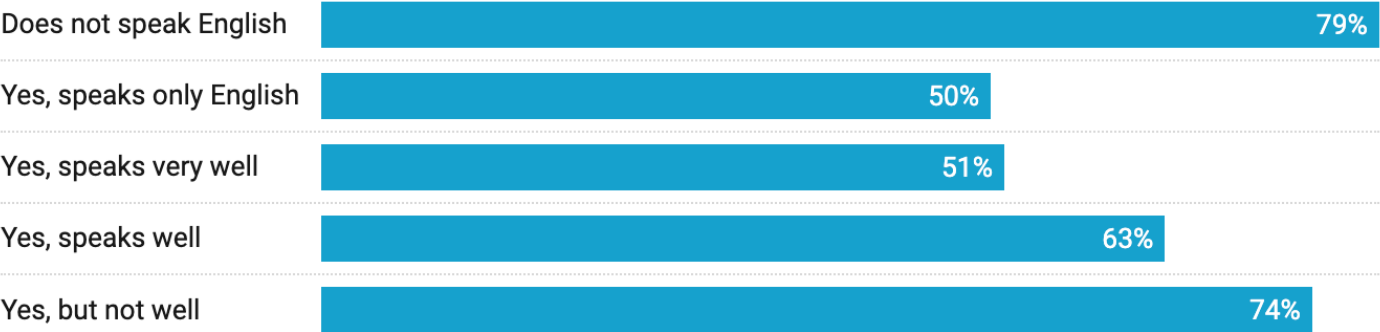
[See the interactive data.](#)

Automation risk by education and by English-language proficiency, Milwaukee Metro region, 2019

Education



English-language proficiency



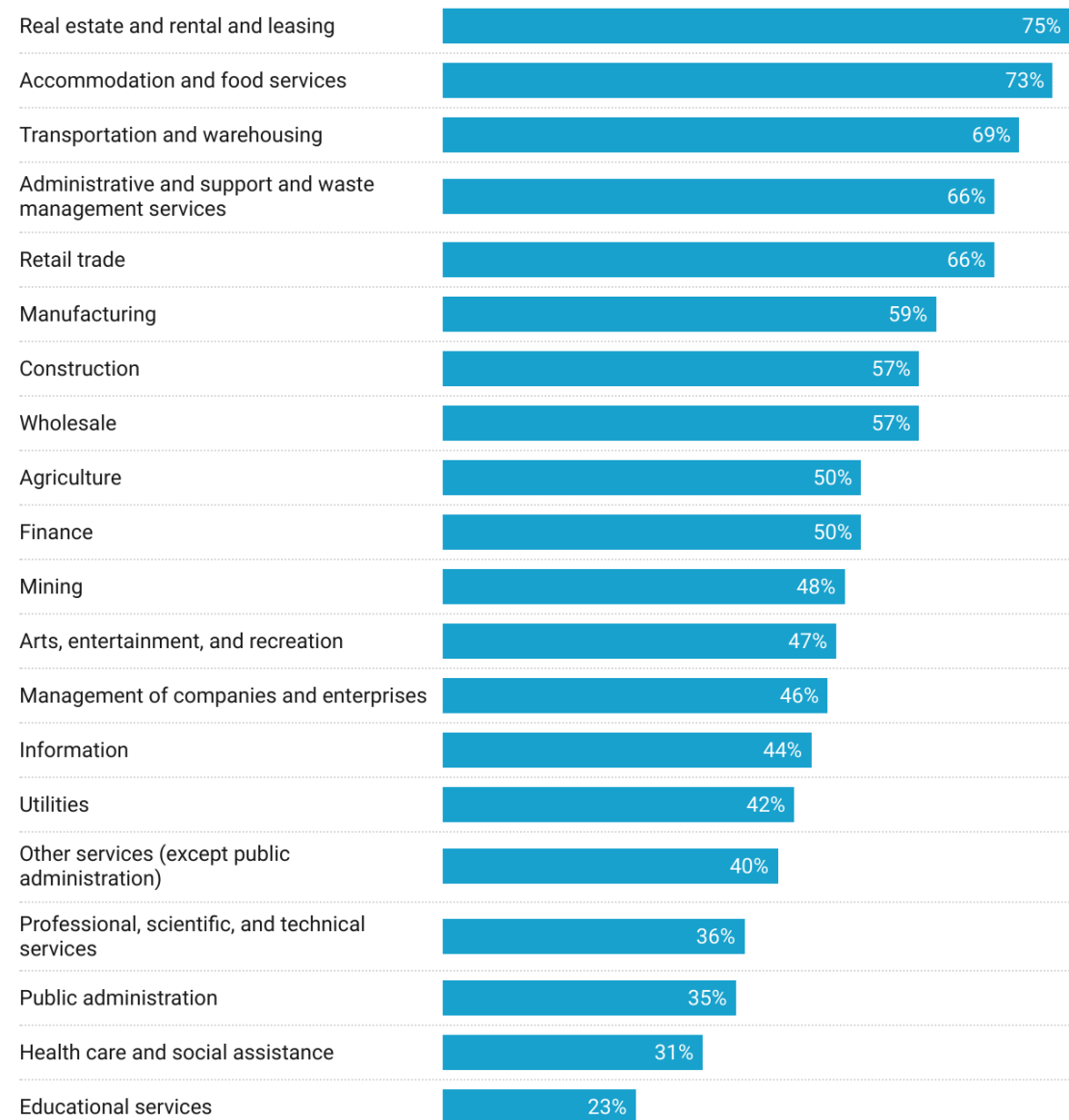
Workers in educational services have the lowest risk of automation, while those in real estate and leasing are at the highest risk.

Automation risk also varies by industry. In Milwaukee, the risk is highest among real estate and leasing occupations and accommodation and food services occupations, in which about three-quarters of jobs are vulnerable to automation.

The most automation-resilient industries are educational services (23 percent of jobs at risk of automation) and health care and social assistance (31 percent of jobs at risk).

[See the interactive data.](#)

Automation risk by industry, Milwaukee Metro region, 2019



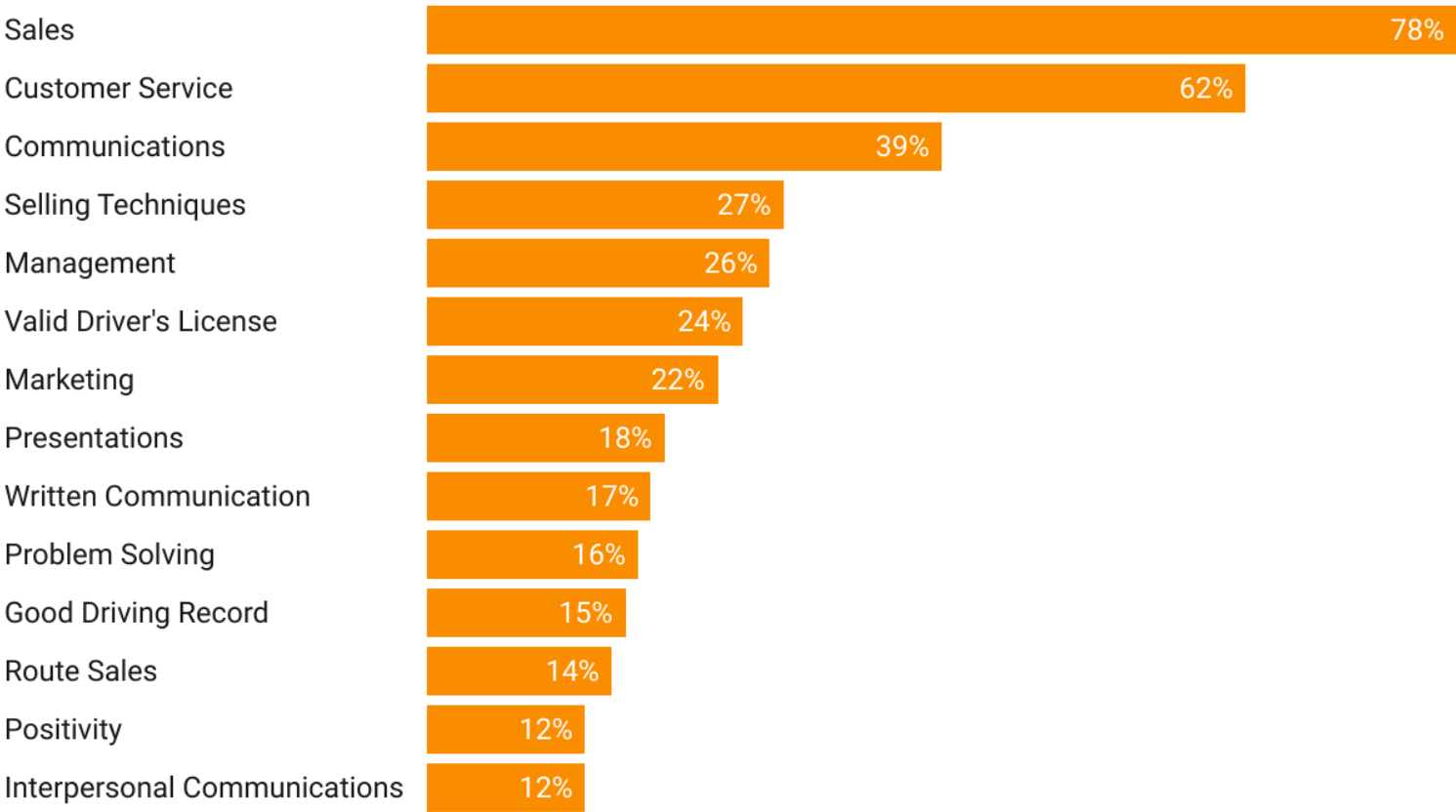
Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for sales representatives of services (except advertising, insurance, financial services, and travel) in Milwaukee, with sales, customer service, and communications skills topping the list.

[See the interactive data.](#)

Top skills for sales representatives of services, except advertising, insurance, financial services, and travel, Milwaukee Metro region, 2019



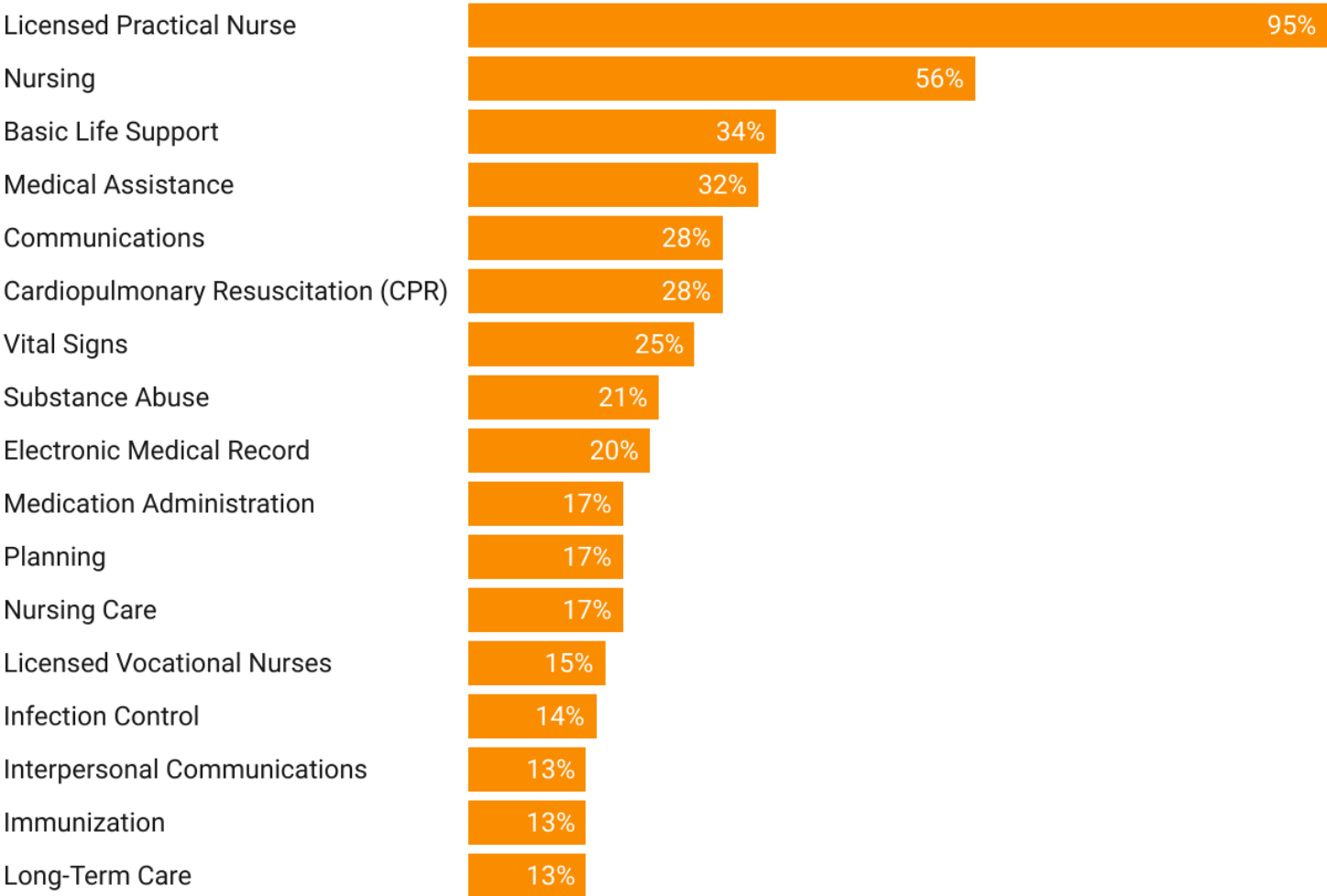
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This chart details the most-requested skills in job postings for licensed practical and license vocational nurses in Milwaukee, many of which can be developed and honed through other healthcare occupations (such as medical assistance, communication, and CPR).

[See the interactive data.](#)

Top skills for licensed practical and licensed vocational nurses, Milwaukee Metro region, 2019



Building skills that are in demand for future-ready jobs can help workers access high quality employment opportunities.

Understanding the skills that employers are seeking in candidates for future-ready occupations can help jobseekers and training providers craft career pathways into good jobs.

This chart details the most-requested skills in job postings for first-line supervisors of production and operating workers in Milwaukee. Leadership, communications, and operations skills are listed in more than 40 percent of postings for these occupations.

[See the interactive data.](#)

Top skills for first-line supervisors of production and operating workers, Milwaukee Metro region, 2019

