



Juneau County

WORKFORCE & ECONOMIC PROFILE

2017-2018

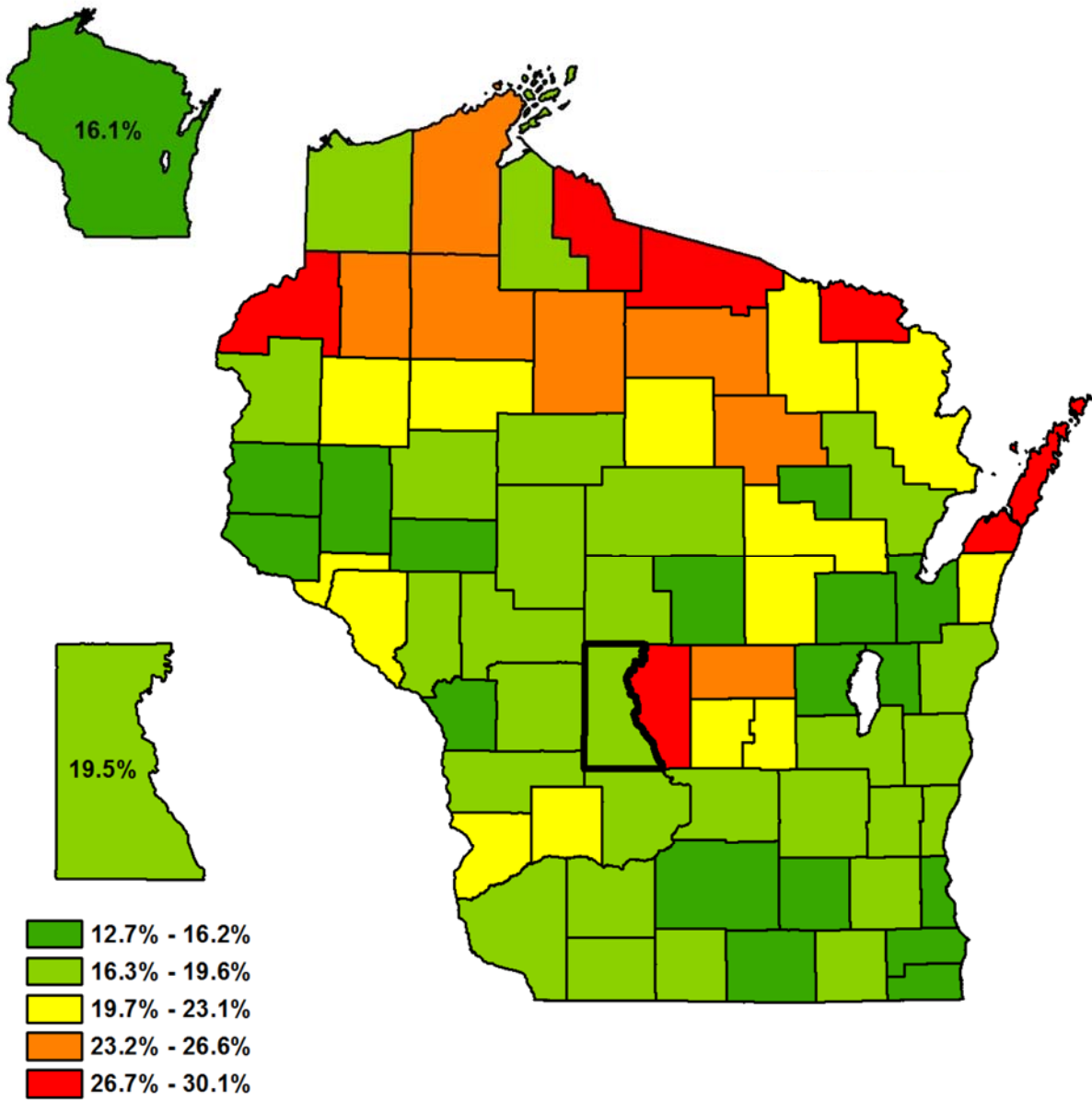


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Bill Brockmiller
Labor Market Economist
La Crosse Job Center
2615 East Ave S STE 101
La Crosse, WI 54601
608-785-9337
William.brockmiller@dwd.wisconsin.gov

Percentage of Total Population, Ages 65 and Older



Source: U.S. Census Bureau, Population Division, December 2016



Population and Demographics

Juneau County's 10 Most Populous Municipalities

	April 2010 Census	January 2016 Estimate	Numeric Change	Proportional Change
United States	308,400,408	323,127,513	14,727,105	4.8%
Wisconsin	5,686,986	5,775,120	88,134	1.5%
Juneau County	26,664	27,022	358	1.3%
Mauston, City	4,423	4,489	66	1.5%
New Lisbon, City	2,554	2,567	13	0.5%
Necedah, Town	2,327	2,380	53	2.3%
Lemonweir, Town	1,743	1,761	18	1.0%
Germantown, Town	1,471	1,627	156	10.6%
Lyndon, Town	1,384	1,405	21	1.5%
Elroy, City	1,442	1,379	-63	-4.4%
Necedah, Village	916	917	1	0.1%
Lisbon, Town	912	914	2	0.2%
Wonewoc, Village	816	807	-9	-1.1%

Source: Demographic Services Center, Wisconsin Department of Administration

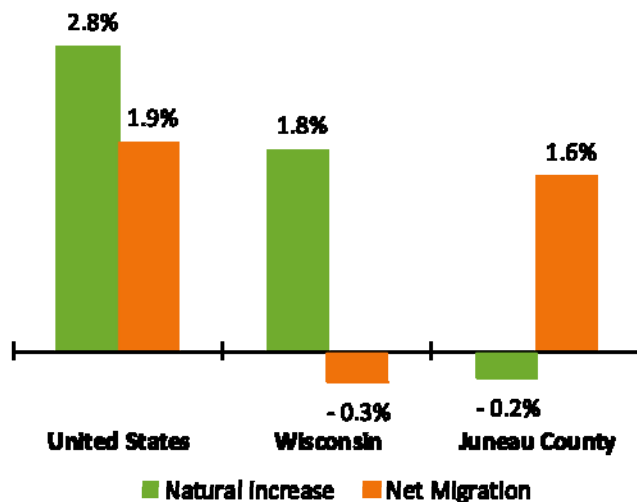
Juneau County added a net total of 358 residents during the almost six-year period ending January 1, 2016. The growth rate of 1.3 percent nearly matched the statewide growth rate but fell well short of the 4.8 national population growth rate during the same period. Juneau County's population grew at the 20th fastest rate in Wisconsin. The total county population ranks as the 46th largest in the state.

The table on the top of the page shows the population and population change of Juneau County's ten most populous counties. Mauston, the Juneau County seat, remained the most populous municipality and grew at slightly higher rate than the county. The Town of Germantown experienced the fastest growth rate and gained 156 new faces over the six-year period.

Population changes are made up of two components: natural increase and net migration. Natural changes compare births and deaths. Migration looks at movement of people in and out of an area. Natural growth is generally stable over time while migration patterns can change quickly with economic factors.

Juneau County's population growth was entirely due to a positive net in-migration. Juneau's population change due to natural growth was slightly negative. The chart to the right shows that the county's components of population change were much different than the state and the nation. Nationally growth was more balanced between the two components of change whereas on a statewide basis all the net population change came to the state naturally. Low (or negative) natural growth typically indicates an older population.

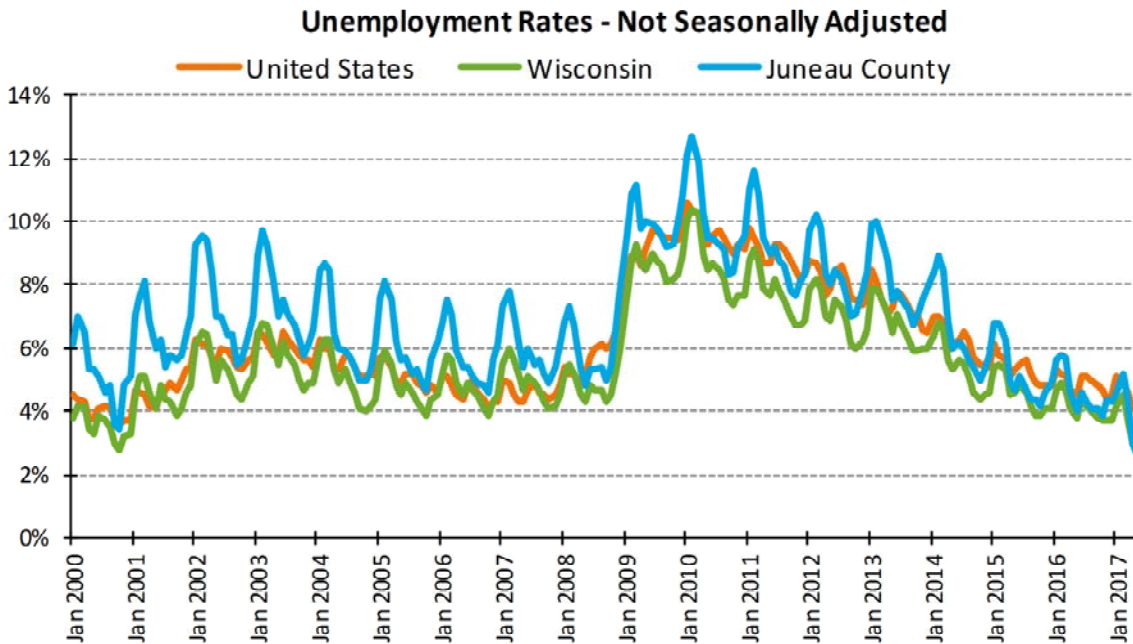
Components of Population Change



Source: Demographic Services Center, Wisconsin Department of Administration



Labor Force Dynamics

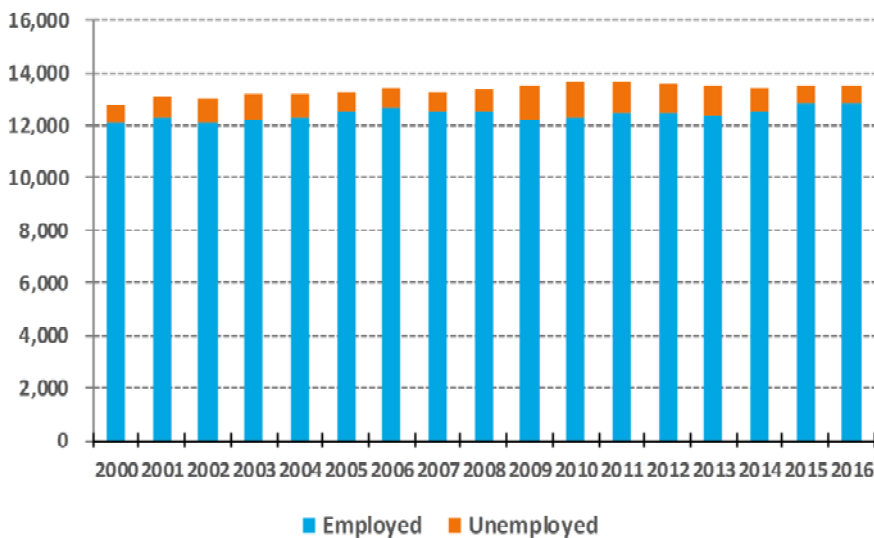


Source: Local Area Unemployment Statistics, Bureau of Labor Statistics

The graph above displays Juneau County's monthly unemployment rate over the last 17 years comparing it to the state and nation. The unemployment rate in Juneau County has historically been higher than the statewide rate, but the gap is closing. Juneau's annual average unemployment rate of 4.6 percent in 2016 is a modern-day record low rate for the county. While many Wisconsin Counties are current approaching record lows, few have crossed below their record lows, usually set in the late 1990s. While a growing economy is partially responsible for today's low unemployment rates, the

trend of slow labor force growth (or even declines in some counties) due to baby boomers leaving the labor force also impacts the rates.

Juneau County Labor Force Components



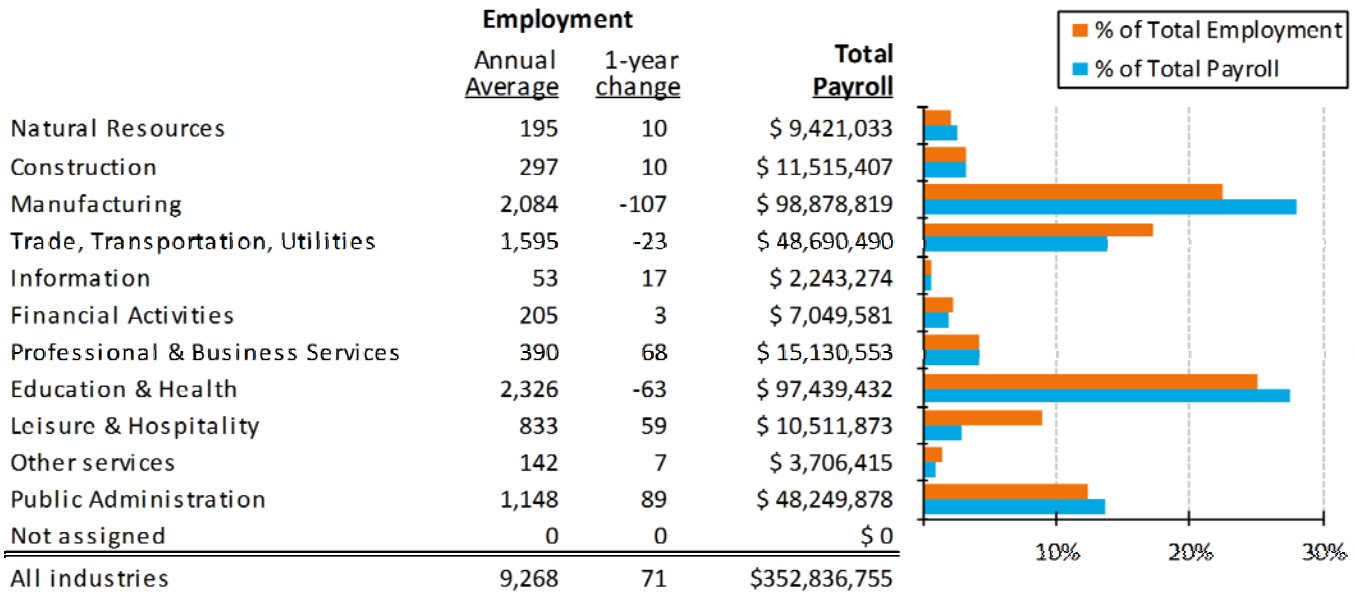
Source: Local Area Unemployment Statistics, Bureau of Labor Statistics

One can see this concept displayed on the graph to the left. The labor force consists of the employed and unemployed (represented as the sum of stacked bars in the graph), so the trend will be along the top edge of the bars. Juneau's labor force totals have been declining this decade, a trend likely to continue for at least the next ten years. As of 2015 Juneau's median age was 44.4, compared to the state's median of 39 and the national median age of 37.6.



Industry Employment and Wages

2016 Employment and Wage Distribution by Industry in Juneau County



Source: WI DWD, Labor Market Information, QCEW, June 2017

The average wage in 2016 for all workers in Juneau County, \$38,070, increased 0.5 percentage points from the 2015 average of \$37,900. Average annual wages paid in Juneau in 2016 were 82.7 percent of the statewide average.

The upper graph emphasizes that despite recent shifts in the manufacturing sector, it is still a significant part of Juneau County's economy. As of 2016, manufacturing jobs comprised 22.5 percent of all jobs in the county, a close second to the education and health services category, which comprises 25.1 percent of the total jobs in the county. In addition, manufacturing employers account for 28 percent of the total payroll in Juneau County, the highest share of any industry grouping in the county. The annual average wage can depend upon many factors such as location, seasonal activity, presence of workers under bargaining agreements, and more. But the most

crucial overall component is an industry's occupational composition. Some industries employ higher than average shares of skilled/educated workers typically pay salaries on the higher end of the scale.

Other industries employ more entry-level, part-time or seasonal workers. Leisure and hospitality employment represents nine percent of Juneau County's employment, yet it pays a disproportionately low three percent of the county's total annual wages; evidence of its seasonal and part-time

2016 Average Annual Wage by Industry

	Wisconsin Average Annual Wage	Juneau County Average Annual Wage	Percent of Wisconsin	1-year % change
All industries	\$ 46,031	\$ 38,070	82.7%	0.5%
Natural Resources	\$ 36,560	\$ 48,313	132.1%	5.1%
Construction	\$ 58,668	\$ 38,772	66.1%	-0.7%
Manufacturing	\$ 55,328	\$ 47,447	85.8%	2.8%
Trade, Transportation & Utilities	\$ 38,893	\$ 30,527	78.5%	0.9%
Information	\$ 67,842	\$ 42,326	62.4%	-9.1%
Financial Activities	\$ 66,967	\$ 34,388	51.4%	2.9%
Professional & Business Services	\$ 57,134	\$ 38,796	67.9%	-1.2%
Education & Health	\$ 46,790	\$ 41,891	89.5%	-0.4%
Leisure & Hospitality	\$ 17,018	\$ 12,619	74.2%	-1.7%
Other Services	\$ 28,157	\$ 26,102	92.7%	-3.2%
Public Administration	\$ 45,690	\$ 42,030	92.0%	2.0%

Source: WI DWD, Labor Market Information, QCEW, June 2017

Employment Projections



Western Workforce Development Area Industry Projections, 2014-2024
Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau and Vernon Counties

Industry	Projected		Change (2014-2024)	
	2014 Employment	2024 Employment	Employment	Percent
All Industries	174,129	182,391	8,262	5%
Natural Resources	9,393	9,692	299	3%
Construction	4,903	5,643	740	15%
Manufacturing	23,500	23,966	466	2%
Trade, Transportation, and Utilities	31,161	32,773	1,612	5%
Information	1,476	1,390	-86	-6%
Financial Activities	5,806	6,634	828	14%
Professional and Business Services	9,354	10,128	774	8%
Education and Health Services	41,308	43,002	1,694	4%
Leisure and Hospitality	12,826	13,883	1,057	8%
Other Services	7,036	7,103	67	1%
Public Administration	13,194	12,661	-533	-4%
Self-Employed and Unpaid Family Workers	14,172	15,516	1,344	9%

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, November 2016.

occupational employment characteristics.

In addition to looking at the current state of the economy in Juneau County, it is useful to look at projections of how employment in the area is expected to change. What follows are projections of employment changes by industry sector and by occupation. Please note that these projections are for the collective counties of Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau and Vernon. Together, these eight counties form the Western Wisconsin Workforce Development Area (WDA).

These projections use information from the Quarterly Census of Employment and Wages (QCEW) program, including unpublished data from the Bureau of Labor Statistics (BLS) as well as data from the Census Bureau's Current Population Survey (CPS). While these projections consider anticipated changes in Wisconsin's economy, please note that unanticipated events may affect the accuracy of the projection.

In 2014, the area's three largest industry sectors by jobs were the Trade, Transportation, & Utilities; Education & Health Services; and Manufacturing. Together, these sectors represented 55.1 percent of jobs in 2014 and are expected to be the three largest industries in 2024. The Education & Health Services sector is projected to gain more jobs than the other two leading sectors. Overall, these three sectors are projected to add 3,772 jobs by 2024, a 3.9 percent increase from 2014.

The share of total jobs by industry sector is projected to change little through 2024. The Manufacturing sector's numerical growth of 466 appears to be somewhat nominal given the size of the region however readers should note that while the numerical growth manufacturing employment is slight, there will be many opportunities for a new generation of workers in manufacturing because retirements in the sector are going to outpace employment declines due to economic and demographic shifts. This will continue into the foreseeable future.

The Education & Health Services sector is projected to have the largest numeric gain in jobs with 1,694 additional jobs in 2024, a 4.1 percent gain from 2014. The largest proportional increases are projected in the Construction sector with a 15.1 percent rate of growth. All sectors, except Government, are projected to gain jobs by 2024.

2017 Juneau County Workforce Profile

Employment Projections

Western Workforce Development Area Occupation Projections, 2014-2024

Buffalo, Crawford, Jackson, Juneau, La Crosse, Monroe, Trempealeau and Vernon Counties

Occupation Group	Employment				Average Annual Openings			Median Annual Wage
	2014	2024	Change (2014-2024)		Due to Growth	Due to Replacement	Total Openings	
			Number	Percent				
All Occupations	174,129	182,391	8,262	5%	983	4,111	5,094	\$ 33,255
Management	13,252	14,153	901	7%	93	270	363	\$ 74,039
Business and Financial	5,557	6,046	489	9%	56	116	172	\$ 53,931
Computer and Mathematical	1,832	1,998	166	9%	20	27	47	\$ 57,577
Architecture and Engineering	1,676	1,754	78	5%	10	41	51	\$ 62,618
Life, Physical, and Social Science	1,252	1,349	97	8%	12	38	50	\$ 50,820
Community and Social Service	2,201	2,295	94	4%	10	48	58	\$ 45,466
Legal	536	535	-1	0%	1	10	11	\$ 43,628
Education, Training, and Library	13,636	13,996	360	3%	37	296	333	\$ 41,992
Arts, Entertainment and Media	2,718	2,768	50	2%	9	70	79	\$ 32,186
Healthcare Practitioners	10,700	11,166	466	4%	49	226	275	\$ 55,682
Healthcare Support	4,807	5,161	354	7%	39	106	145	\$ 28,518
Protective Service	3,008	3,023	15	0%	3	83	86	\$ 39,494
Food Preparation and Serving	13,265	14,166	901	7%	99	493	592	\$ 18,806
Building & Grounds Maintenance	5,364	5,674	310	6%	31	110	141	\$ 25,750
Personal Care and Service	7,703	8,358	655	9%	66	160	226	\$ 21,471
Sales and Related	14,358	14,951	593	4%	62	430	492	\$ 23,687
Office and Administrative Support	21,378	21,558	180	1%	66	452	518	\$ 31,197
Farming, Fishing, and Forestry	5,237	5,279	42	1%	11	136	147	\$ 36,376
Construction and Extraction	6,094	6,771	677	11%	68	99	167	\$ 42,313
Installation, Maintenance, Repair	7,334	7,731	397	5%	46	172	218	\$ 40,050
Production	16,986	17,289	303	2%	72	374	446	\$ 32,770
Transportation & Material Moving	15,235	16,370	1,135	7%	122	352	474	\$ 31,220

Source: Office of Economic Advisors, Wisconsin Department of Workforce Development, September 2015

In 2014, the area's largest occupation group was Office & Administrative Support with 21,378 jobs, 12.3 percent of total employment. Of the twenty-two occupation groups, the top five together accounted for 46.9 percent of jobs. Four of these five groups are projected to remain in the top five in 2024, while the share of jobs for the top five is projected to decline slightly, to 46.2 percent of jobs. Within the top five occupational categories Food Preparation & Serving will bump Education, Training, & Library out of the top five by 2024.

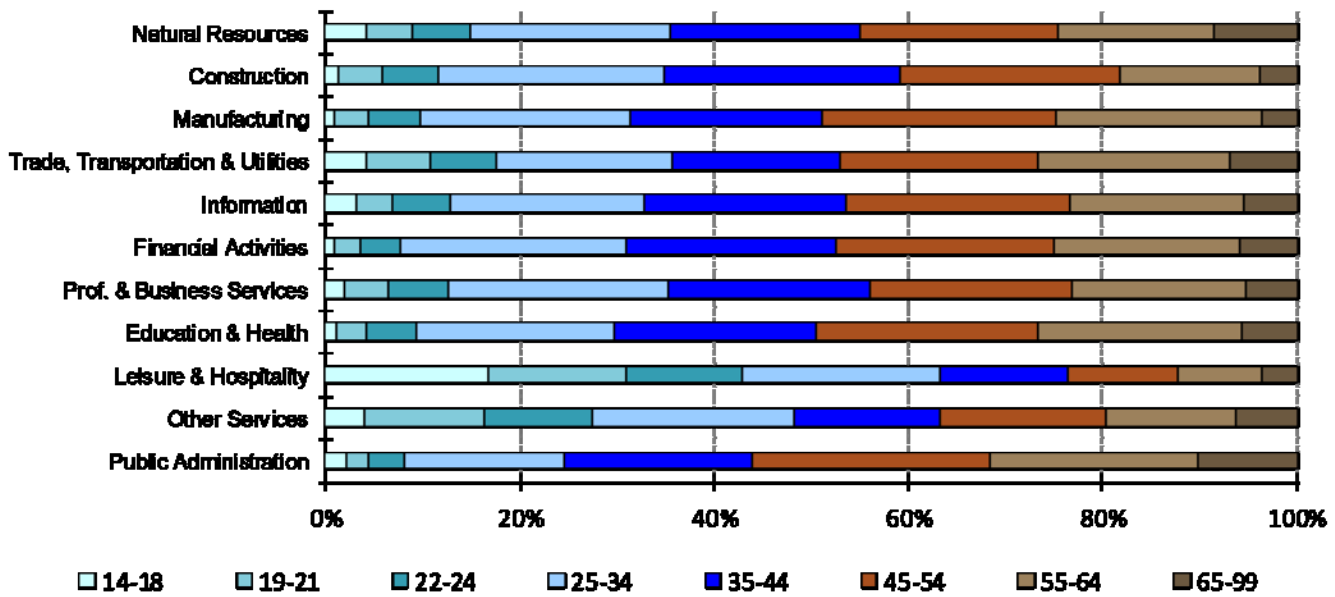
The share of total jobs by occupational group is projected to change little through 2024. However, three of the top five groups, Office & Administrative Support; Production; and Sales & Related, are projected to experience slight declines in employment share. The Transportation & Material Moving group is projected to have the largest gain in share, with a rise from 8.7 percent to nine percent of all jobs over the projection period.

Furthermore, the largest numeric and proportional gain in jobs is projected in the Transportation & Material Moving group with an increase of 1,135 jobs by 2024, a seven percent gain. The Construction & Extraction group is projected to experience the largest proportional gain with 11 percent growth rate. The Legal occupation group is projected to experience the most nominal of decreases in employment by 2024, shedding one job. All other occupation groups are projected to add jobs.

The graph on the top of the next page displays the Western Wisconsin WDA's job base by major industry sector



Western WDA's Age Distribution by Industry



Source: U.S. Dept. of Commerce, Census Bureau, Local Employment Dynamics 2016.

and outlines the age distribution of its job holders. The graph examines job holders' age based upon jobs located in the eight-county area without regard to where the worker lives.

Readers may notice that the age bands can be quite different industry to industry. Two factors that shape this composition are labor availability and the occupational composition within the industries. Labor availability is dictated by the overarching age composition of the population and the likelihood of participation in the labor force. The highest participation is likely to occur between the ages of the mid-twenties to late fifties/early sixties.

Industry age is determined by labor availability and occupational composition. For all industries combined, the largest group of workers are in the 45-54 age group. Over time, the share of the workforce in this cohort will shrink as baby-boomers age. The aging demographics will lead to growth in the 55-64 and 65-99 age cohorts as shares of total population.

Age composition, however, varies between industries based on occupational composition. Occupational composition is influenced by numerous factors such as a job holder's life stage, experience, education, and training. In short, industries that heavily rely on entry level occupations will be younger than industries made up of occupations that require highly educated workers with years of experiences.

In terms of an aged workforce, coming in second, third, and fourth are Education & Health (49.5 percent 45 or older), Manufacturing (48.9 percent 45 or older), and Financial Activities (47.4 percent 45 or older). The large share of older workers may have been partially caused by the great recession and its aftermath. The recession made layoffs necessary, and layoffs are often determined by seniority. However, the aging workforce is primarily caused by an aging population. Therefore, a relatively old labor force may become an issue.

For More Information:

William Brockmiller

Regional Economist — Western WDA

Phone: (608) 785-9337 Email: william.brockmiller@dwd.wisconsin.gov