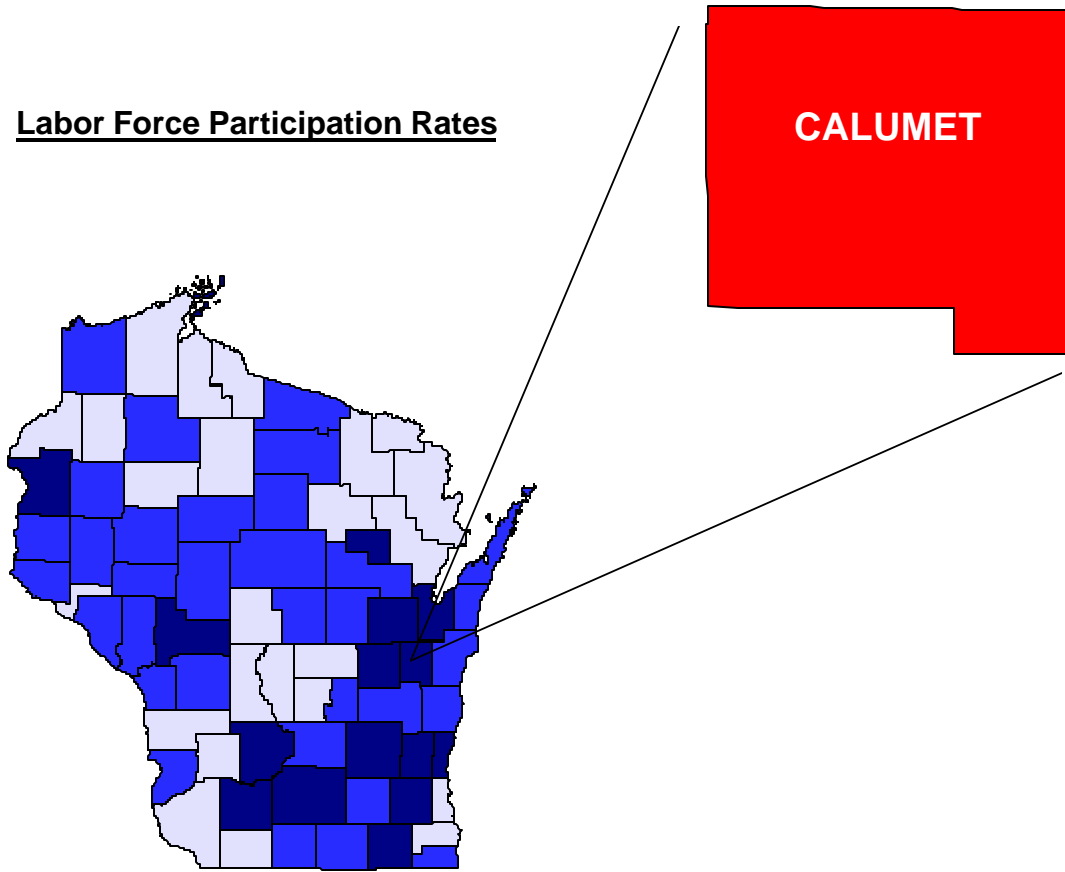


Calumet County

Workforce Profile

Labor Force Participation Rates



Significantly Below Statewide Level (< 69.7 %)



Within Statewide Level (69.7 – 79.7 %)



Significantly Above Statewide Level (> 79.7 %)

Wisconsin Department of Workforce Development
Division of Workforce Excellence
Bureau of Workforce Information
July 1999



Introduction

The County Workforce Profile has been developed to provide a broad overview of Calumet County's labor market. A variety of labor market information has been included to describe the many related key factors that determine how the local workforce functions. These factors include:

- Population and civilian labor force growth;
- Commuting patterns;
- Employment change by industry;
- Largest industries and employers;
- Employment and wage information;
- Wage and income information.

The labor market information in this profile is the most current available at the time of production. To obtain the most recent releases of information, consult the Wisconsin Department of Workforce Development LMI Website:

<http://www.dwd.state.wi.us/dwelmi>

Or, contact your regional labor market analyst:

Dan Curtin (920) 232-6270

e-mail: curtid@dwd.state.wi.us

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

Calumet County Population and Civilian Labor Force

Calumet County's population increased an estimated 13 percent between the 1990 and 1998. The county's population is growing at nearly twice the rate as that of the state. The largest amount of growth was in that part of the City of Appleton that lies in Calumet County. Total population between 1990 and 1998 grew by 4,469, of which 1,777 (39.8 percent) resided in City of Appleton. The area of second largest numeric growth was the Town of Harrison, which grew by 1,298 during this period. The City of Menasha's population in Calumet County grew by 190.4 percent (212 individuals). Much of the Appleton growth in Calumet county is due to the completion of the tri-county express way, which opened the east side of the city to greater economic development.

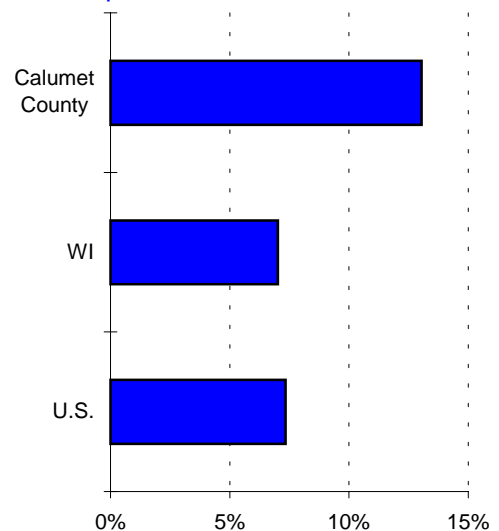
	Population 1990 Census	Population 1998 Estimate	Percent Change
United States	248,718,000	266,922,000	7.3%
Wisconsin	4,891,769	5,234,350	7.0%
Calumet County	34,291	38,760	13.0%

Ten Largest Municipalities or Townships

	Population 1990 Census	Population 1998 Estimate	Percent Change
Appleton	65,695	69,607	6.0%
Harrison, Town	3,195	4,493	40.6%
New Holstein	3,342	3,457	3.4%
Chilton	3,240	3,488	7.7%
Brillion	2,840	2,956	4.1%
New Holstein, Town	1,406	1,451	3.2%
Brothertown, Town	1,409	1,466	4.0%
Brillion, Town	1,300	1,377	5.9%
Stockbridge, Town	1,211	1,408	16.3%
Hilbert	1,211	1,241	2.5%

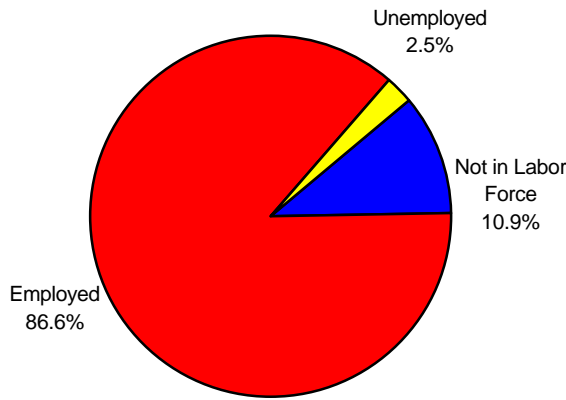
Source: WI Dept. of Admin., Demographic Services Center. *Official Population Estimates*, January 1, 1998.

Population Growth 1990 - 1998



The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that many people who are not working are not included in the Bureau of Labor Statistics definition of unemployed. People who choose not to work, or have become discouraged and stopped looking for work, are not included.) While Calumet County's population has increased by 13.0 percent since 1990, the labor force has increased by 13.6 percent. The difference between the labor force growth rate and the total population growth rate indicates a change in the composition of the population. A larger portion of the resident population is 16 and older. Consequently, a larger portion of the population is now available for and in the labor force.

Population and Labor Force Participation

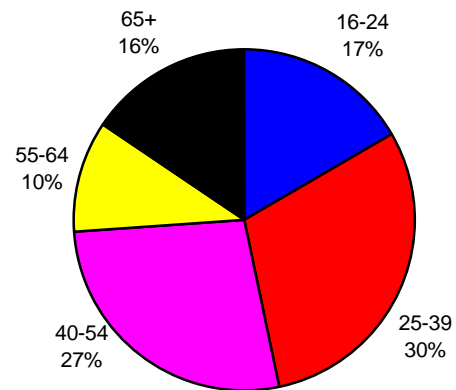


The term used to describe the relationship between the labor force and population is the participation rate. Calumet County has a larger participation rate than does the State of Wisconsin and the United States. Calumet County's labor force participation rate is 87.6 percent. This is one of Wisconsin's highest rates. The United State's participation rate is 66.8 percent, while the state's rate is 74.7 percent. Participation rates are often partly the result of the economic conditions of an area and partly the result of the demographic conditions of an area.

Source: Estimated from WI Department of Administration population estimates, Jan 1998, US Census Bureau, and Local Area Unemployment Statistics

The 44.3 percent increase in labor force aged population between the ages of 40 and 54 is the result of the aging of baby-boomers. Of major significance to employers has been the larger growth in the number of younger workers. Growth in the number of 16 to 24 year olds has increased at nearly twice the rate of the total population. This is good news for those businesses which traditionally hire large numbers of young workers.

Labor Force Aged Population



Age Group	Population 1990 Census	Population 1997 Estimate	Percent Change
16-24	3,929	4,779	21.6%
25-39	8,961	8,667	-3.3%
40-54	5,497	7,931	44.3%
55-64	2,695	3,004	11.5%
65+	3,748	4,507	20.3%
Total	24,830	28,888	16.3%

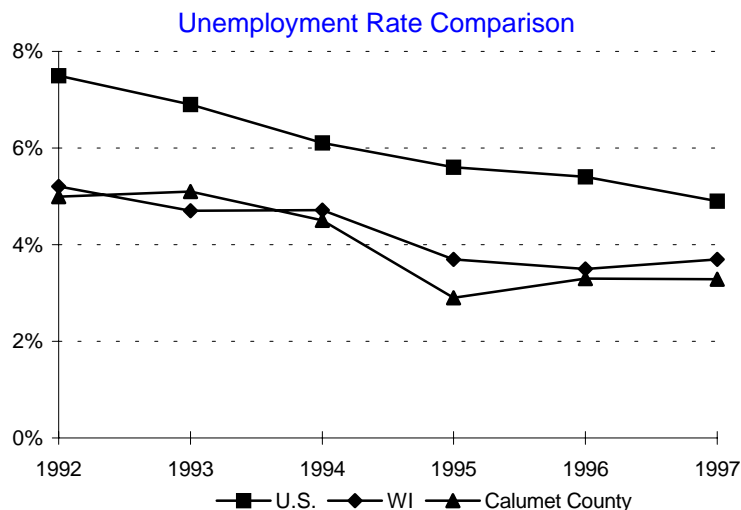
Source: Estimated from WI Dept. of Admin., Demographic Services Center. Official Population Projections 1990 - 2020 and US Census Bureau.

Calumet County Civilian Labor Force Data

	1992	1993	1994	1995	1996	1997
Labor Force	22,200	22,900	23,800	24,500	24,800	25,100
Employed	21,000	21,700	22,600	23,400	24,100	24,300
Unemployed	1,200	1,200	1,200	1,100	700	800
Unemployment Rate	5.4%	5.0%	5.1%	4.5%	2.9%	3.3%

Source: WI DWD, Bureau of Workforce Information. Local Area Unemployment Statistics program.

In the past five years, the number of Calumet County workers employed has increased from 21,000 to 24,300, an absolute increase of 3,300. This 15.7 percent growth rate over a five year period is exceptional for an area where most jobs have been in manufacturing industries. Economic growth and a strong outbound commuting pattern has helped reduce unemployment in the county from 5.4 percent in 1992 to 3.3 percent in 1997. This rate is lower than that of both the state and the nation. While economic growth in Calumet County has not been explosive (as it has been in the Fox Cities area) it seems to have been well planned and deliberate, and while there has been good growth it has not been at the expense of quality of life in the county.

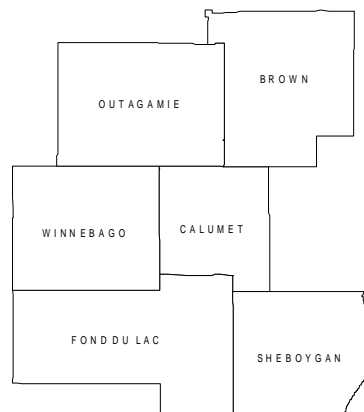


Source: WI DWD, BWI. Local Area Unemployment Statistics program.

Calumet County Commuting Patterns

	Commute Into	Commute From	Net Commute
Outagamie County	4,691	817	-3,874
Brown County	316	348	32
Winnebago County	2,622	375	-2,247
Fond du Lac County	204	570	366
Manitowoc County	194	1,370	1,176
Sheboygan County	554	362	-192
Total	8,581	3,842	-4,739
Work in Calumet County	8,689		

Source: WI DWD, Bureau of Workforce Information. *Wisconsin's Commuting Patterns*, 1994.



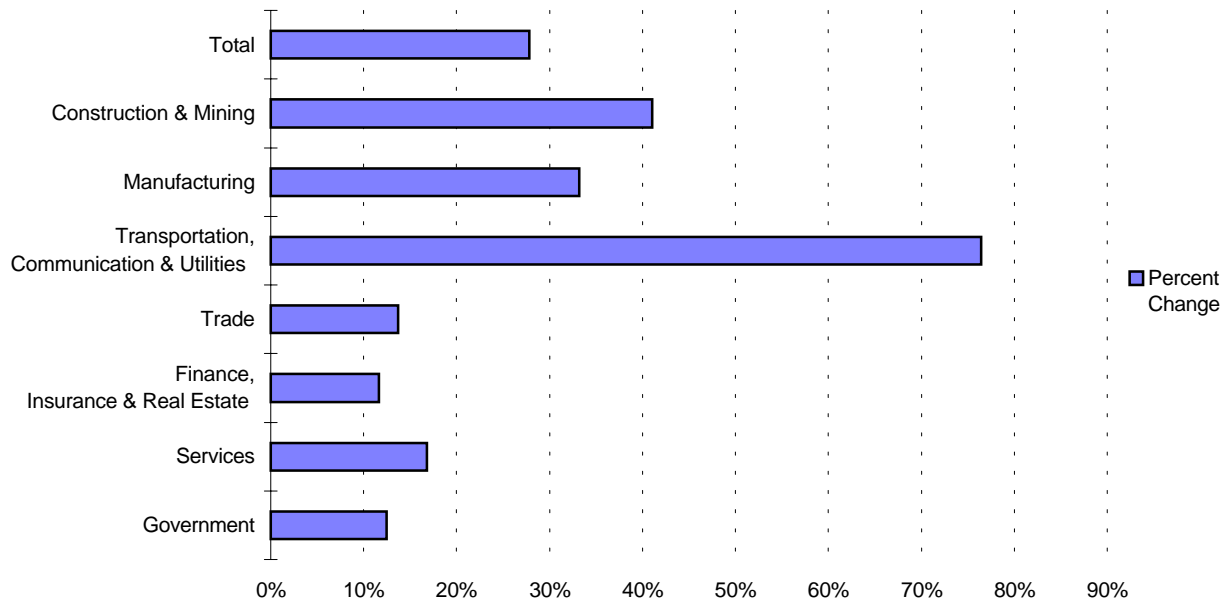
Calumet County workers are very mobile. Almost 50 percent of all employed Calumet County residents work outside of the county. Outagamie County is the destination for 54.7 percent of the outbound commuters. Another 30.6 percent commute to Winnebago County. Many work in the paper industry in Outagamie and Winnebago Counties.

The continued commercial expansion on Appleton's east side will continue to attract Calumet County residents to new jobs. The large number of jobs in manufacturing, such as at Lauson Engine in New Holstein, are the reason for workers commuting from Fond du Lac, Sheboygan, and Manitowoc Counties.

Calumet County has a desirable quality of life. It's an excellent place to raise a family, and the communities are plain friendly. While manufacturing industries in Calumet County offer excellent pay and benefits, the number of new manufacturing jobs is not sufficient for the population growth, hence nearly 50 percent of the resident workers travel elsewhere to work but maintain their residences in Calumet County. The completion of the 441 express way has given county residents easier access to U.S. Highway 41 and thus faster access to the Fox Cities as well as the Green Bay Area.

The longest distance a few people come from to work in Calumet County is from the Oconto County area. There are also some commuters to the county from the famous Door County vacation area.

Calumet County Employment Change by Industry 1992 to 1997



	1992	1993	1994	1995	1996	1997	Percent Change	
							1 year	5 year
Total	9,800	10,100	11,200	11,400	11,500	12,500	8.1%	27.7%
Goods Producing	4,700	5,200	6,200	6,100	6,100	6,300	4.0%	33.8%
Construction & Mining	400	440	490	520	570	560	-1.1%	41.0%
Manufacturing	4,300	4,800	5,700	5,600	5,500	5,800	4.5%	33.1%
Durable	3,500	4,000	4,900	4,800	4,800	4,900	3.7%	42.3%
Nondurable	900	800	800	800	800	800	9.4%	-3.8%
Service Producing	5,000	4,800	5,000	5,300	5,400	5,800	7.2%	16.0%
Transportation, Communications & Utilities	160	170	210	250	270	280	6.8%	76.4%
Total Trade	2,300	2,100	2,100	2,200	2,300	2,600	16.3%	13.7%
Wholesale	520	510	510	530	550	580	4.9%	10.3%
Retail	1,800	1,600	1,600	1,700	1,700	2,100	19.9%	14.6%
Finance, Insurance & Real Estate	280	280	290	320	330	310	-5.2%	11.6%
Service	1,200	1,200	1,200	1,300	1,300	1,300	-0.2%	16.8%
Government	1,100	1,100	1,200	1,200	1,200	1,200	2.0%	12.4%

Source: WI DWD, Bureau of Workforce Information. Current Employment Statistics program.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs without consideration of where the job-holder lives. Thus, this information is often referred to as "place of work" data. Calumet County has a large number of residents who commute outside of the county to their jobs; this, as well as high labor force participation rates generates low unemployment. However, it also makes for a tight labor market. The county's labor force increased 13.1 percent between 1992 and 1997 compared to the state's increase of 10.2 percent.

Calumet County, outside of farm employment, remains a manufacturing county. Durable goods manufacturing accounts for 84.5 percent of all manufacturing jobs, and in the past five years this sector has grown by over 42.3 percent. Overall, the increase in nonfarm jobs for the five year period was 27.7 percent. The only area of decline was in nondurable goods, where employment declined by 3.8 percent in five years. The largest relative growth was in the area of transportation, communications, and utilities. This sector grew by 76.4 percent (120 jobs).

Calumet County's Largest Industries and Employers

Top 10 Industry Groups

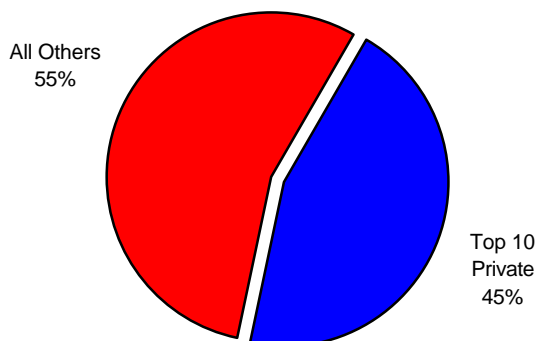
Industry Group	March 1997		Numerical Change	
	Employers	Employment	1 Year	5 Year
Industrial Machinery	11	3,425	-113	1,544
Primary Metals	3	1,038	-56	210
Eating and Drinking Establishments	49	897	50	274
Fabricated Metals	7	624	114	249
Educational Services	23	576	10	110
Health Services	33	561	94	130
Government	16	540	24	52
Food & Kindred Products	10	510	-21	-120
Food Stores	15	510	41	-140
Wholesale Trade, Durable Goods	24	394	6	30

Top 10 Private Sector Employers

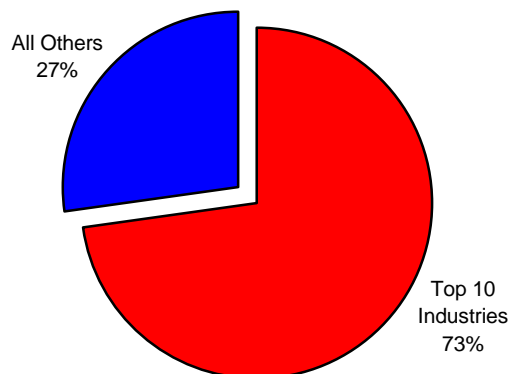
Company	Product or Service	Size
Tecumseh Products	Lawn Mower & Snowmobile Engines	1,000 +
Brillion Iron Works, Inc	Iron Castings	500-999
Ariens Company	Yard & Garden Equip., Snow Throwers	500-999
Western Ind. (Chilton Products)	Steel Tanks and Cylinders	250-499
Kaytee Products	Bird Seed	250-499
Ameriquip Corporation	Heavy Equipment	250-499
Endries, Inc	Fasteners	100-249
Buechel Stone Corp.	Dimension Building Stone	100-249
Calumet Medical Center	Health Care	100-249
Beverly Health & Rehabilitation	Rehabilitation Center	100-249

Source: WI DWD, Bureau of Workforce Information. ES-202 file tape, 1st Quarter 1998.

Top 10 Private Sector Employers
Share of Nonfarm Employment



Top 10 Industry Groups
Share of Nonfarm Employment



There are a total of 647 private sector employers in Calumet County. The top ten private sector employers employ 51 percent of all workers working in Calumet County. Eight of the ten largest private employers are in the manufacturing industry. Four of the ten largest industry groups are in manufacturing.

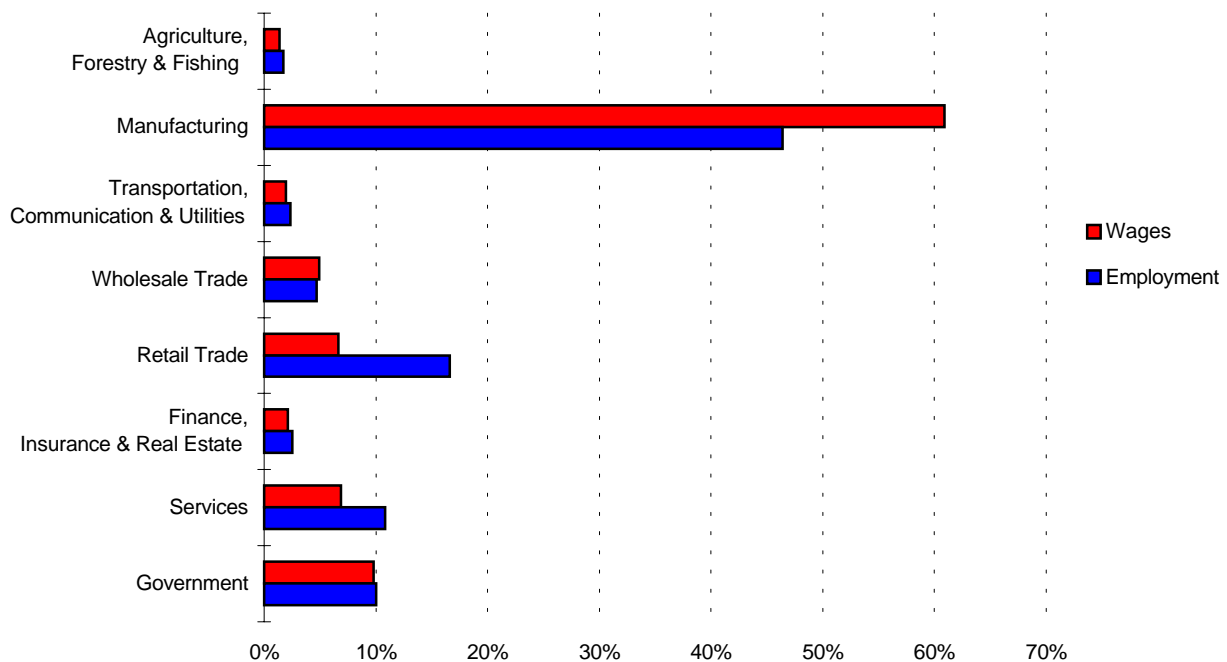
The four manufacturing industries in the county make up 62 percent of the ten largest industries in the county. Eating and drinking establishments make up a large portion of the employment in Calumet County with nearly 900 workers employed in this industry. Of major importance is the educational services industry. This is made up primarily of local school districts, private schools, and the state technical colleges. This industry was the fifth largest in the county.

Calumet County Employment and Wages 1997

	Annual Average Wage	Percent of State Average	Percent Change 1 year	Percent Change 5 year	Number of Workers
All Industries	\$ 24,140	88.3%	6.0%	20.9%	12,474
Agriculture, Forestry, & Fishing	\$ 19,522	99.6%	16.4%	28.6%	204
Construction	\$ 27,240	81.1%	3.3%	15.6%	561
Manufacturing	\$ 31,702	89.4%	8.7%	21.6%	5,778
Transportation, Communications, & Utilities	\$ 19,808	63.3%	4.7%	27.3%	284
Wholesale Trade	\$ 25,348	73.3%	1.7%	19.9%	578
Retail Trade	\$ 9,618	71.3%	3.4%	7.7%	2,068
Finance, Insurance, & Real Estate	\$ 19,952	58.3%	7.7%	20.5%	308
Services	\$ 15,207	64.6%	5.1%	10.0%	1,345
Government	\$ 23,548	77.6%	2.3%	13.4%	1,245

Source: WI DWD, Bureau of Workforce Information. *Employment, Wages and Taxes Due Covered by Wisconsin's U.C. Law, 1997 Tables 209 - 211.*

Total Wages and Employment Distribution by Industry Division



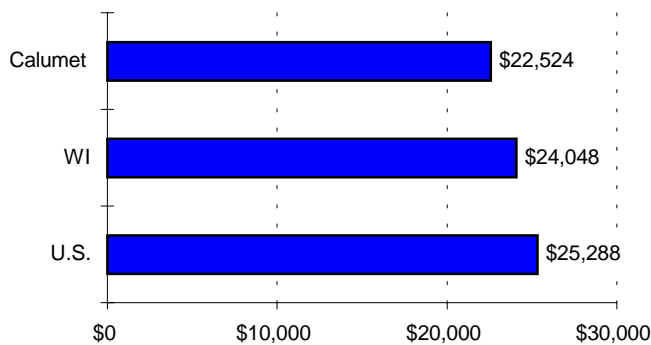
The greatest differential in average wages between Calumet County and statewide levels occurred within the transportation, communications, & utilities industry. This industry has only 2.3 percent of industry employment, and it accounts for only 1.9 percent of wages paid by area industries. Adjacent counties like Brown and Outagamie have much larger employment levels as well as major employers in transportation, communication and utilities. They also have average wages nearly twice the average of utility wages paid in Calumet County.

Manufacturing employment represents 46.3 percent of total employment and 60.8 percent of wages paid in Calumet County. Some of the differential can be attributed to several large employers which have collective bargaining agreements. Overtime wages also influence the total earnings of manufacturing workers.

Retail trade employment represents 16.6 percent of employment, yet only 6.6 percent of the wages paid in Calumet County. The wages in the retail industry represent a significantly smaller proportion of total wages than employment, because the industry employs a large number of entry-level workers and over 40 percent of the employment is part-time. Retail average hourly pay rates are also lower than those in other industries.

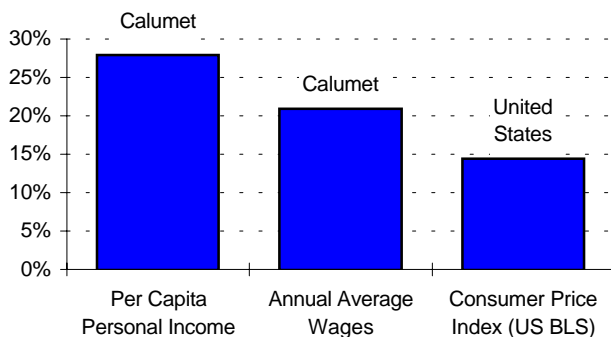
Calumet County Wage and Income Data

Per Capita Personal Income 1997



Per capita income is total income divided by the total number of residents. Income includes wages earned, dividends from investments, and transfer payments from the government. Calumet County's per capita income ranked 18th highest of Wisconsin's 72 counties during 1997. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents. Per capita income can influence the type of services and housing available within a county.

Comparison of Selected Data 1992 - 1997



Over the past five years, Calumet County per capita income has increased by 27.9 percent and wages earned in Calumet County have increased by 20.9 percent. A major reason for the 7.0 percent larger increase in per capita income is the large number of Calumet County residents who work in other counties, especially Outagamie and Winnebago Counties, where there are more opportunities for higher paying professional and technical jobs than there are in Calumet County.

Per Capita Personal Income

	1992	1993	1994	1995	1996	1997	Percent Change	
							1 Year	5 Year
U.S.	\$ 20,547	\$ 21,220	\$ 22,056	\$ 23,059	\$ 24,164	\$ 25,288	4.7%	23.1%
Wisconsin	\$ 19,467	\$ 20,227	\$ 21,228	\$ 21,960	\$ 22,987	\$ 24,048	4.6%	23.5%
Calumet	\$ 17,611	\$ 18,092	\$ 19,443	\$ 20,714	\$ 21,384	\$ 22,524	5.3%	27.9%

Source: U.S. Department of Commerce, Bureau of Economic Analysis. Regional Economic Information System.

Selected Occupational Wage Data

	Mean	Median
Automotive Mechanic	\$11.42	\$10.83
Carpenter	\$14.65	\$14.19
General Office Clerk	\$9.03	\$8.95
Industrial Truck Operator	\$13.38	\$13.10
Machine Assembler	\$12.92	\$11.37
Machine Feeder/Offbearer	\$9.33	\$9.14
Machine Maintenance Mechanic	\$14.80	\$14.87
Machinist	\$14.62	\$15.98
Mechanical Engineer	\$21.08	\$19.54
Metal Fabricator	\$12.28	\$12.11
Receptionist	\$8.07	\$7.90
Registered Nurse	\$17.24	\$17.29
Salesperson, Retail	\$8.24	\$7.09
Teacher, Secondary School	\$23.61	\$24.70
Welder & Cutter	\$12.98	\$12.48

Source: DWD, 1997 OES Wage Survey, Appleton/Oshkosh/Neenah MSA.

Wages paid for work within a county can impact the type of goods and services which may be purchased. Examining wage structures can be an important part of the hiring process for both job seekers and employers. The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage. If the mean and median are relatively close the labor market for that particular worker is probably tight or very competitive. If the median is significantly below the mean, an employer offering mean wages should capture most of the market. Similarly, for workers in that occupation it will be difficult to find the job which pays the mean wage.