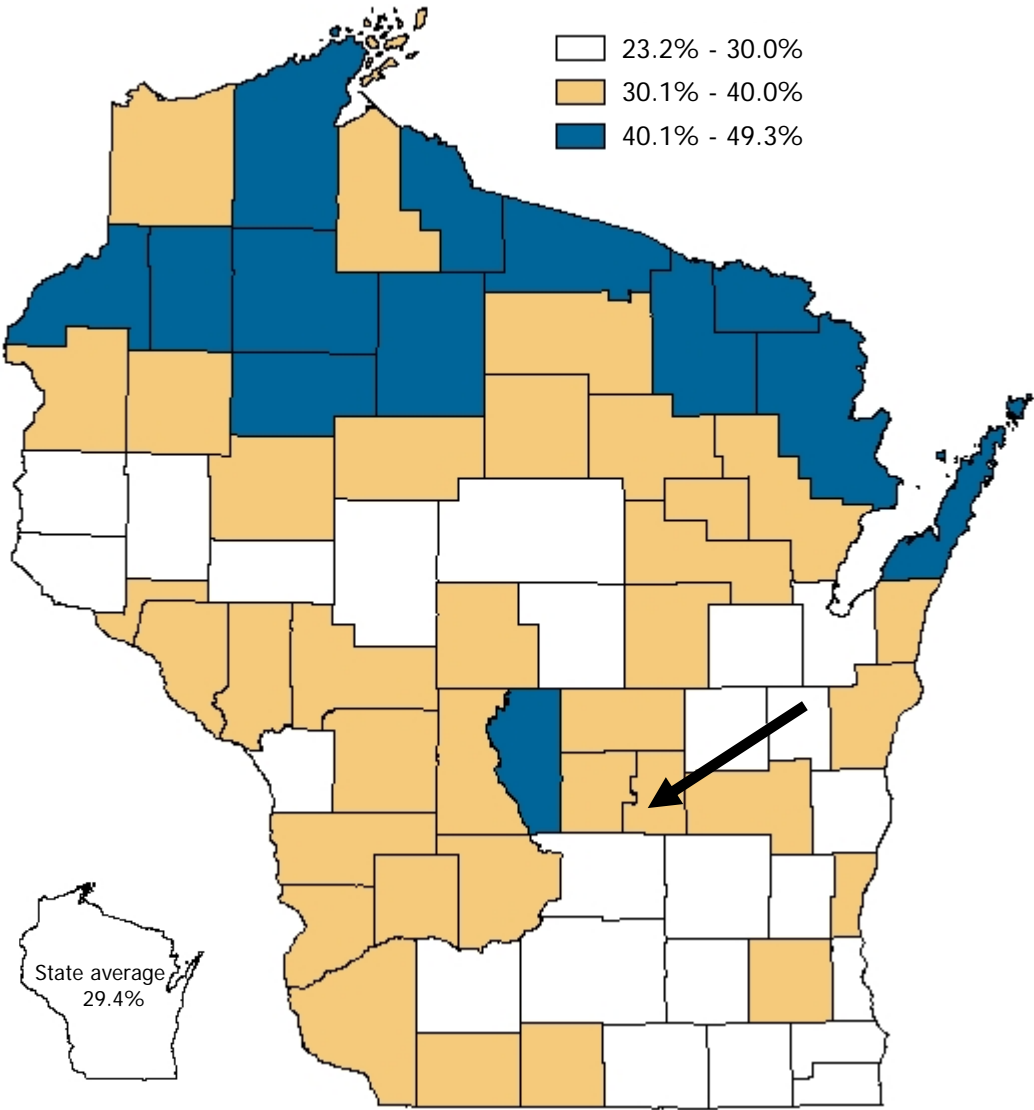


Green Lake County Workforce Profile

Percentage of working-age population aged 60 years and older in 2020



2007

Office of Economic Advisors

Wisconsin Department of
Workforce Development
OEA-10615-P

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Population

Since the 2000 Census, Green Lake County's population grew by only 1.8 percent, three and a half percentage points lower than in Wisconsin. However, even though the county's population is increasing, it is growing slower than 62 of Wisconsin's 72 counties. At 19,446 residents in 2007 and roughly 354 square miles of land area, Green Lake County yields an average of approximately 55 residents per square mile compared with 85 and 103 residents per square mile for the United States and Wisconsin, respectively.

The two sources of population growth are net migration and natural change. In particular, the addition of 341 residents over the seven-year interval in Green Lake County was from net migration, more individuals moving into the county than leaving. Rural counties typically grow primarily from net migration, but not entirely. Only 20 counties in the state had population growth solely from net migration. Since the 2000 census, net migration totaled 450 new residents. However, there was a natural decrease of 109 residents, total deaths (1,593) outnumbering total births (1,484), thus a net increase in population of only 341 residents.

However, even though eight of the top ten municipalities in Green Lake County are growing, the county does not do a good job of retaining its workers. In fact, a large share commute to their neighboring, more metro areas of Fond du Lac and Winnebago counties. The City of Green Lake, although not the largest municipality, but the fastest

growing among the top ten in the county, is situated on the shores of one of the deepest lakes in Wisconsin: Green Lake (Big Lake). The City of Berlin (Green Lake County portion

Green Lake County's Ten Most Populous Municipalities

	April 2000 Census	Jan.1, 2007 estimate	Numeric change	Percent change
United States	281,421,906	300,888,812	19,466,906	6.9%
Wisconsin	5,363,715	5,647,000	283,285	5.3%
Green Lake County	19,105	19,446	341	1.8%
Berlin, City*	5,222	5,264	42	0.8%
Brooklyn, Town	1,904	1,960	56	2.9%
Princeton, Town	1,540	1,602	62	4.0%
Princeton, City	1,504	1,462	-42	-2.8%
Markesan, City	1,396	1,360	-36	-2.6%
Green Lake, Town	1,258	1,286	28	2.2%
Berlin, Town	1,145	1,185	40	3.5%
Green Lake, City	1,100	1,165	65	5.9%
Kingston, Town	900	936	36	4.0%
Manchester, Town	848	887	39	4.6%

* Green Lake County portion only

Source: WI Dept. of Admin., Demographic Services, Population Est., Aug. 2007

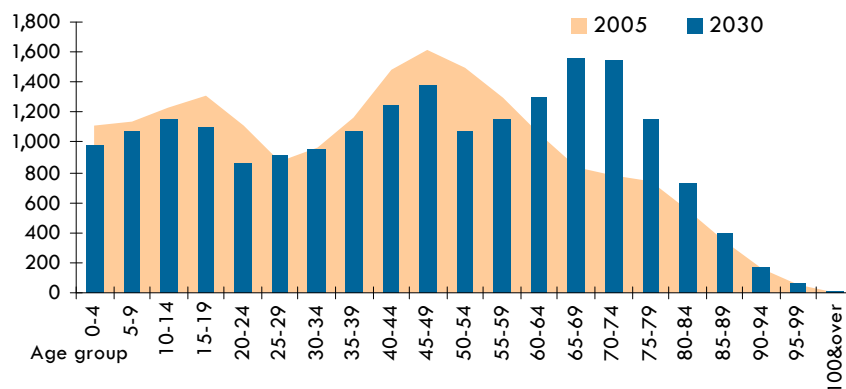
“The City of Green Lake, although not the largest municipality, but the fastest growing among the top ten in the county, is situated on the shores of one of the deepest lakes in Wisconsin: Green Lake (Big Lake).”

only), the largest municipality in the county with over a quarter of the county's total population, has displayed the third slowest growth among the top ten municipalities at only 0.8 percent.

The median age in Green Lake County in 2006 was 42.6 years old, about one and a half years older in comparison to the median age in 2000. This is approximately six years older than the nation's median age and about five years older than Wisconsin's median age in 2006. Green Lake County has the 14th highest median age out of the 72 counties in the state. The female population is older than the male population as is the case in all of the 72 counties in the state in 2006.

The graph below analyzes projected age demographics of Green Lake County in 2005 and into 2030. One will notice that a shift

Population by Age Groups in Green Lake County



Source: WI Dept. of Administration, Demographic Services

Note: Data included in all tables and charts in this profile are subject to revision.

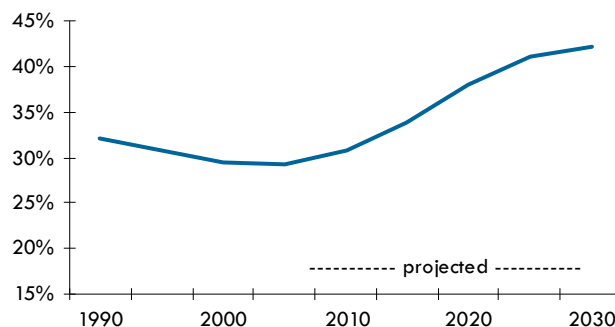
occurs in the age distribution. The older population rises sharply while the younger population declines in numbers. Age demographics are important to examine because shifts in the trend could significantly affect labor force growth as well as the demand for goods and services in Green Lake County.

Labor Force

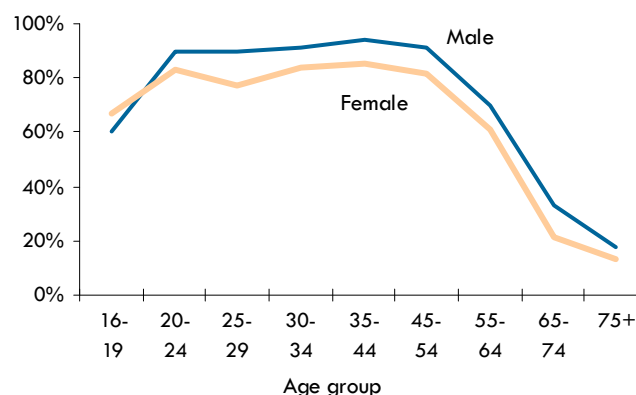
Green Lake County posted a labor force participation rate (LFPR) of 68.0 percent in 2006. This also means that 32.0 percent chose not to participate for various reasons, mainly, but not entirely, voluntary. The LFPR measures the share of the non-institutional population, 16 years and older, that are either employed or unemployed and actively seeking employment. This was the 29th lowest participation rate among the 72 counties in Wisconsin in 2006, which can be explained, in part, by the aging population.

Approximately 30 percent of the 16 and older population in Green Lake County was aged 60 years and older in 2005 and this share is projected to jump to over 40 percent by the year 2030. Participation in the labor force drops quite dramatically for both men and women after age 55 (bottom chart on right). This trend is not likely to change in the foreseeable future and thus one can expect the countywide LFPR to decline in the years to come. However, Green Lake County ranks as the second highest for LFPR among those 60-61 years of age (76.7 percent), but that could change depending on the options baby boomers choose when they reach retirement. The impact on the labor force depends on whether they choose to reduce their work hours, change employment, or total withdrawal from the labor market.

Green Lake County population aged 60 years and older as a share of population aged 16 years and older



Labor force participation rates of men and women by age in 2000



Source: Wisconsin Dept. of Administration, Demographic Services
Population estimates & projections and Census 2000, SF3

growth. In fact, the labor force rebounded slightly in 2006 with a growth of one and a half percent since 2005 after a four year decline in the labor force. Compared to 2002, Green Lake County has exhibited negative net growth of 3.7 percent in the labor force. As the labor force decreased since 2002, so did the number employed by 291 residents as well as the number unemployed by 117 residents. The key thing to note is that a larger share of the labor force was unemployed in 2002 thus averaging an annual unemployment rate of 6.4 percent compared with 5.5 percent in 2006.

Green Lake County, for the most part, exhibited a typical seasonal 12-month pattern of unemployment rates with a peak in February at 7.6 percent and a trough in October at 4.1 percent. The rate also jumped up in June as a result of the labor market absorbing both the students looking for summer jobs and also the temporary job seekers entering the labor force.

Green Lake County Civilian Labor Force Data

	2002	2003	2004	2005	2006
Labor Force	10,890	10,846	10,585	10,323	10,482
Employed	10,195	10,096	9,964	9,713	9,904
Unemployed	695	750	621	610	578
Unemployment Rate	6.4%	6.9%	5.9%	5.9%	5.5%

Source: WI DWD, Bur. of Workforce Training, Local Area Unemployment Statistics, 2007

Female LFPRs, although not as high as male LFPRs, began rising in the 1970s as a result of changing preferences and attitudes, rising household productivity, declining birth rates, expanding job accessibility for women, and attempting to maintain or improve living standards. In fact, female LFPRs in Wisconsin are in the top ten nationally. However, in the last few years female LFPRs have shown a slight decline.

The table above suggests that since 2005, the labor force has exhibited slow-but-positive

Occupations, Education and Wages

The following is a generalization in alphabetical order of some of the common occupations in Green Lake County. Information on occupations within counties is not collected between census years. Therefore, the list below was assembled using the Occupational Employment Statistics survey and crossing it with industry employment data. This list should

orderlies, and attendants are the only two occupations on the list to the left that require education beyond high school. Registered nurses is one of the faster growing occupations throughout Wisconsin. However this occupation does not make the list of common occupations in every county as it does not make up the largest share of the total job base. Typically occupations that only require short-term on-the-job training such as waiters and waitresses, bartenders, and cashiers dominate this list, as is the case for Green Lake County.

Occupation	Education/training
Bartenders	1 month or less training
Cashiers	1 month or less training
Customer Service Representatives	1-12 mos. on-the-job trng.
Fire Fighters	12-mos. plus on-the-job trng.
Janitors/Cleaners, not Maids-Hskpg.	1 month or less training
Freight/Stock/Mat. Movers/Laborer, Hand	1 month or less training
Maintenance & Repair Workers, General	12-mos. plus on-the-job trng.
Nursing Aides, Orderlies, & Attendants	Postsecondary voc. trng
Office Clerks, General	1 month or less training
Op. Engineers/Const. Equip. Operators	1-12 mos. on-the-job trng.
Registered Nurses	Associate or Bachelor's degr.
Retail Salespersons	1 month or less training
Truck Drivers, Heavy & Tractor-Trailer	1-12 mos. on-the-job trng.
Truck Drivers, Light or Delivery Services	1 month or less training
Waiters & Waitresses	1 month or less training

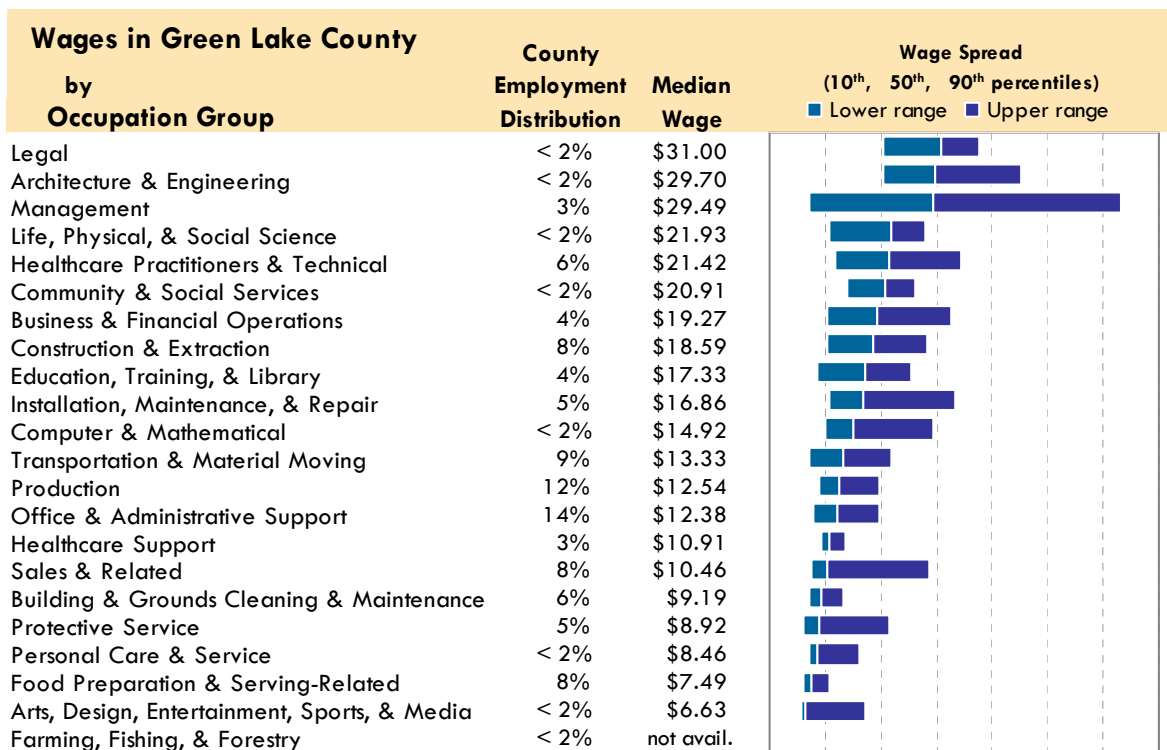
Source: DWD, Bureau of Workforce Training, special request, July 2007

The chart below references wages in Green Lake County by occupational group. Half (11) of the occupational groups listed below pay a median wage of less than \$15.00 per hour (less than \$32,000 a year). This means that half of the jobs in each occupation group pay more than the median wage and half pay less. These same eleven occupation groups comprise approximately two-thirds of the total jobs in the county.

be taken lightly since some of the occupations' data is suppressed (as a result of a limited number of employers) in order to provide confidentiality to the employers.

The office and administrative support and the production occupation groups combined provide over one quarter of the total employment in the county while only paying \$12.38 per hour and \$12.54 per hour, respectively. Both of these groups have a narrow wage spread which could mean smaller pay increases compared to management occupations, for example.

Registered nurses and nursing aides,



Source: DWD, Bureau of Workforce Training, special tabulation of 2006 Occupational Employment Statistics using North Carolina's Electronic Delivery System (EDS)

Jobs and Wages

2006 Employment and Wage Distribution by Industry in Green Lake County

	Employment		Total Payroll		
	Annual average	1-year change		% of Total Employment	% of Total Payroll
Natural Resources	141	-12	\$ 4,845,483		
Construction	409	5	\$ 19,018,984		
Manufacturing	1,430	-302	\$ 47,588,681		
Trade, Transportation, Utilities	1,312	-61	\$ 34,026,928		
Information	62	6	\$ 2,128,286		
Financial Activities	298	6	\$ 11,065,483		
Professional & Business Services	237	-15	\$ 8,937,636		
Education & Health	1,580	-6	\$ 50,264,630		
Leisure & Hospitality	855	39	\$ 8,821,813		
Other services	184	5	\$ 3,141,871		
Public Administration	488	-7	\$ 11,963,725		
Not assigned	0	0	\$ 0		
All industries	6,997	-340	\$201,803,520		

Source: WI DWD, Bureau of Workforce Training, Quarterly Census Employment and Wages, June 2007

Down eight establishments from the previous year, Green Lake County averaged 562 establishments in 2006. More importantly though, overall there were 6,997 jobs in 2006, 340 less jobs than there were in 2005. Most of the total job reduction resulted from the loss of employment in manufacturing jobs (- 302). In fact, Green Lake County displayed the second slowest growth in all industry employment among the 72 counties in the state with a negative 4.6 percent net growth rate over the year.

Green Lake County's all industry average annual wage of \$28,841 in 2006 was only 78.3 percent of Wisconsin's average annual wage. Both the aging population and the fact that a large concentration of employment is in low paying jobs (waiters and waitresses, retail

salespersons, cashiers, etc) in the county helps to contribute to the low countywide wage in comparison to the state. This disparity also helps to support why residents commute to their metro neighboring counties of Fond du Lac and Winnebago in search of higher wages.

Employers in the manufacturing super-sector provide the second largest share of total employment in Green Lake County with 20.4 percent of the total job base. The county is very reliant on this industry sector as it pays approximately 23.6 percent of the total payroll among employers in the county. However, the average annual wage of \$33,279 in the county is only 72.4 percent of Wisconsin's average annual wage in 2006. This is the second greatest wage disparity among the industry super-sectors in the county and in the state.

As mentioned above, manufacturing has displayed the greatest net loss in employment over the year (- 302). Even though manufacturing is not creating new jobs on an annual average basis, it does not mean that employers in this industry will not need more workers. In fact, these manufacturing employers need to replace all the baby boomers who are planning on retiring in the years to come in the county.

Average Annual Wage by Industry Division in 2006

	Average Annual Wage			
	Wisconsin	Green Lake County	Percent of Wisconsin	1-year % change
All industries	\$ 36,830	\$ 28,841	78.3%	4.0%
Natural Resources	\$ 28,301	\$ 34,365	121.4%	1.4%
Construction	\$ 44,682	\$ 46,501	104.1%	9.4%
Manufacturing	\$ 45,952	\$ 33,279	72.4%	6.3%
Trade, Transportation & Utilities	\$ 31,935	\$ 25,935	81.2%	3.1%
Information	\$ 45,704	\$ 34,327	75.1%	40.0%
Financial Activities	\$ 48,859	\$ 37,132	76.0%	4.7%
Professional & Business Services	\$ 42,612	\$ 37,712	88.5%	9.6%
Education & Health	\$ 38,492	\$ 31,813	82.6%	2.4%
Leisure & Hospitality	\$ 13,058	\$ 10,318	79.0%	2.3%
Other Services	\$ 21,228	\$ 17,075	80.4%	1.5%
Public Administration	\$ 38,294	\$ 24,516	64.0%	5.4%

Source: WI DWD, Workforce Training, QCEW, June 2007

Jobs and Wages

Prominent Industries in Green Lake County

Industry Sub-sectors (3-digit NAICS)	2006 Ann. Average Employment	Change in average employment		2006 Annual Average Wage	Percent change in wages	
		1-year	5-year		1-year	5-year
Educational Services	522	-1	-14	\$ 33,515	5.3%	-1.2%
Hospitals	*	not avail.	not avail.	*	not avail.	not avail.
Food Services and Drinking Places	516	6	40	\$ 7,932	3.2%	6.6%
Executive, Legislative, & Gen. Government	440	-7	-9	\$ 25,515	5.9%	25.6%
Primary Metal Manufacturing	435	not avail.	-3	\$ 34,264	not avail.	16.6%
Nursing and Residential Care Facilities	387	-2	29	\$ 18,353	1.6%	12.5%
Apparel Manufacturing	*	not avail.	not avail.	*	not avail.	not avail.
Food Manufacturing	232	-31	135	\$ 35,084	9.2%	20.7%
Truck Transportation	226	2	40	\$ 34,275	1.5%	4.8%
Food and Beverage Stores	212	4	-11	\$ 12,212	4.0%	-3.1%

Note: * data suppressed for confidentiality and not available for calculations

Source: WI DWD, Bureau of Workforce Training, QCEW, unpublished-special request, January 2007

The list above includes the ten largest industry sub-sectors based upon 2006 annual employment reported by employers covered by Wisconsin's Unemployment Insurance law. Industry sub-sectors provide a more detailed look at employment data, at least when the data is not suppressed to provide confidentiality for employers.

At 33.0 percent of the total education and health services jobs in Green Lake County, employers in educational services top the prominent industry sub-sector list with more jobs on an annual basis than any other sub-sector in the county. However, if it were not for the fact that there is a reduction in employment during the summer months, this sub-sector would have recorded a higher annual average employment figure in 2006.

The list below displays the top ten prominent public and private sector employers in Green Lake County. Two of the top ten prominent employers in the county are from the educational services sub-sector. In fact, Berlin Area School District with 250-499 employees is second largest and Markesan Public Schools with 100-249 employees is eighth largest.

Food services and drinking places is third largest on the prominent industry sub-sector list with only six jobs less than the top sub-sector of educational services. In 2006 there were 50 establishments in this sub-sector, thus yielding an average of about ten workers per establishment. However, no employer in this sub-sector is on the list of the top ten prominent employers in Green Lake County. In most Wisconsin counties, employers from the food services and drinking places sub-sector do not make the top ten lists of prominent public and private sector employers because these establishments are small and do not employ a large number of workers. Occupations in this sub-sector, such as waiters and waitresses and bartenders, are among the more common occupations in Green Lake (see page 3).

The annual average wage in food services and drinking places is only \$7,932, up 5.3 percent over the year compared with \$10,455 in Wisconsin, up 3.9 percent over the year. Wages are low statewide due to the fact that the majority of the jobs in this industry sub-sector are entry-level, seasonally based, and part-time.

Prominent Public and Private Sector Employers in Green Lake County

Establishment	Service or product	Number of employees (Dec. 2006)
Community Health Network Inc	General medical & surgical hospitals	500-999 employees
Berlin Area School District	Elementary & secondary schools	250-499 employees
Citation Foundry Corp	Iron foundries	100-249 employees
County of Green Lake	Executive & legislative offices, combined	100-249 employees
The Heidel House	Hotels & motels, except casino hotels	100-249 employees
Precision Metalsmiths	Steel investment foundries	100-249 employees
Ripon Award Jackets Inc	All other cut & sew apparel manufacturing	100-249 employees
Markesan Public Schools	Elementary & secondary schools	100-249 employees
City of Berlin	Executive & legislative offices, combined	100-249 employees
Markesan Resident Home Inc	Nursing care facilities	100-249 employees

Source: WI DWD, Bureau of Workforce Training, QCEW, unpublished-special request, June 2007

Income

Total personal income (TPI) is the sum of net earnings; personal current transfer receipts; and dividends, interest, and rent. TPI in Green Lake County increased by 4.4 percent from 2004 to 2005, faster than in Wisconsin, but slower than in the United States. However, the county posted a TPI five-year growth rate of 18.4, slower than both in the state and in the nation, respectively.

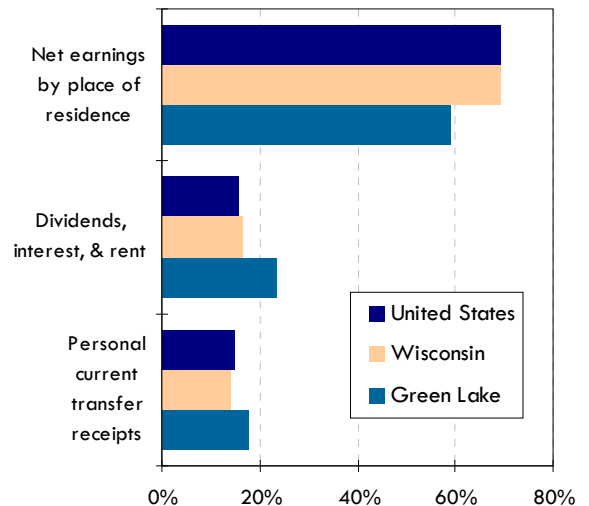
Net earnings includes workers' wages and salaries (whether they are covered by Wisconsin's unemployment law or not), income from self-employment, proprietorship income, and income earned by residents commuting to jobs outside the county. On average nationwide, wage earnings comprise the largest share of TPI at about 68-70 percent of TPI. Net earnings only comprise 59.2 percent of TPI in Green Lake County compared with 69.3 percent and 69.5 percent in the state and nation. However, even though net earnings increased from 2004 to 2005 in Green Lake, net earnings as a share of total personal income decreased over that same interval as a result of personal current transfer receipts and dividends, interest, and rent growing at a much faster pace than net earnings.

Dividends, interest, and rent include payments in cash or other assets made by corporations located in the United States, monetary interest income, and the income derived by the rental of real property except for the income of persons primarily engaged in the real estate business. Dividends, interest, and rent comprise 23.2 percent of TPI in the county, a larger share than in the state and in the nation.

Personal current transfer receipts include payments to individuals and to nonprofit institutions by federal, state, and local government and local businesses. The majority of these payments are government payments to individuals including Social Security,

Medicare, Medicaid, disability insurance benefits, veterans' benefits, and federal grants and loans to students. Personal current transfer receipts make up 17.6 percent of Green Lake County's TPI compared with 14.1 percent in Wisconsin and 14.9 percent in the United States. The county's aging population is the driving force behind the larger share of personal transfer receipts, in particular from Social Security benefits.

Components of 2005 Total Personal Income



Source: US Dept. of Commerce, Bur. of Economic Analysis, 2007

Per capita personal income (PCPI) is computed by dividing total personal income by the total population. Green Lake County's PCPI in 2005 of \$30,400 is ranked 26th highest among the 72 counties in Wisconsin. The PCPI is reduced by the portion of population that earns little or no income. In fact, Green Lake's PCPI equaled 91.4 percent of the state's PCPI of \$33,278. However, Green Lake County's PCPI equaled 107.6 percent of the PCPI (\$28,254) of other non-metropolitan counties throughout Wisconsin.

	Personal Income in Green Lake County					
	Total Personal Income (TPI) (in thousands)			Per Capita Personal Income (PCPI)		
	2000	2004	2005	2000	2004	2005
Green Lake	\$491,899	\$558,102	\$582,401	\$25,757	\$29,164	\$30,400
Wisconsin	\$153,547,595	\$176,482,330	\$183,948,002	\$28,568	\$32,095	\$33,278
United States	\$8,422,074,000	\$9,716,351,000	\$10,220,942,000	\$29,843	\$33,090	\$34,471
Percent Change		1-year	5-year		1-year	5-year
Green Lake		4.4%	18.4%		4.2%	18.0%
Wisconsin		4.2%	19.8%		3.7%	16.5%
United States		5.2%	21.4%		4.2%	15.5%

Source: US Dept. of Commerce, Bureau of Economic Analysis, April 2007