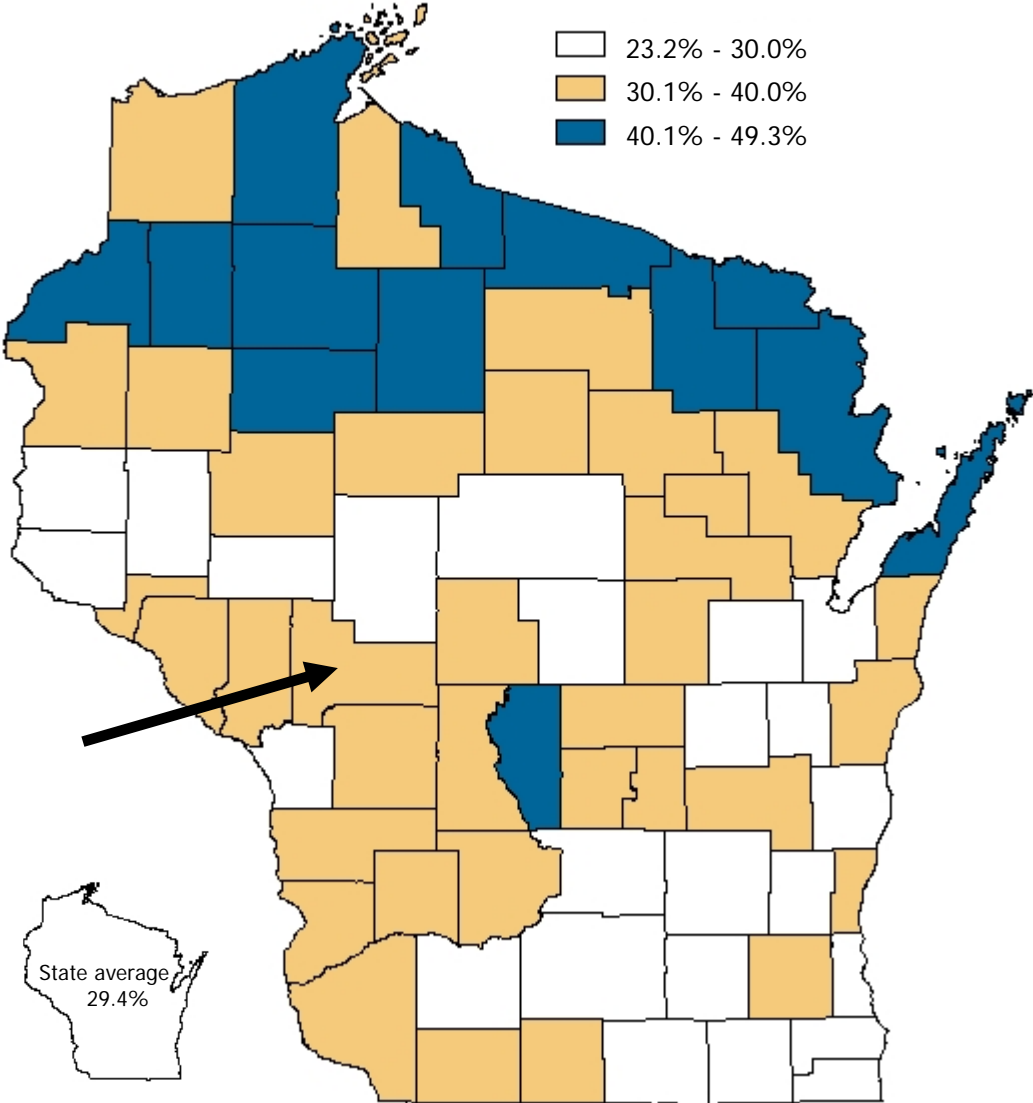


Jackson County Workforce Profile

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



2007

Office of Economic Advisors

Wisconsin Department of
Workforce Development
OEA-10619-P

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Population

Jackson County added 980 new residents, an increase of 5.1 percent, since Census 2000. Although the county has displayed positive net growth since 2000, both Wisconsin (5.3 percent) and the United States (6.9 percent) have grown at a faster pace over that same time period. With an estimated 20,080 residents in January 2007, only 19 other counties in the state were less populated than Jackson.

Of the 27 municipalities in Jackson, only eight had fewer residents in 2007 than in 2000. The City of Black River Falls, the most populous municipality in Jackson County, displayed the largest net loss in residents with 27. The towns of Adams, Brockway, and Garfield each added over 100 new residents. The three towns combined accounted for 44.7 percent of the net population change, but only accounted for 23.7 percent of the total population in the county.

The two sources of population growth are net migration and natural change. Jackson County added 788 residents since Census 2000 from net migration, more residents moving into the county than leaving. The remainder of the increase in the county's population since Census 2000, 192 persons, came from natural increase (total births out numbering total deaths).

Jackson County is home to one of Wisconsin's state prisons, a facility for adult male offenders located in the Town of Brockway. Jackson Correctional Institution (JCI)

was opened on May 6, 1996. As of January 11, 2008 there were 986 inmates housed at JCI (according to the Wisconsin Department of Corrections), 149 inmates above the 837 inmate capacity of the facility. JCI employs about 310 individuals.

Jackson 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%
Jackson County	19,100	20,080	980	5.1%
Black River Falls, City	3,618	3,591	-27	-0.7%
Brockway, Town	2,580	2,699	119	4.6%
Adams, Town	1,208	1,388	180	14.9%
Albion, Town	1,093	1,179	86	7.9%
Alma, Town	983	1,073	90	9.2%
Manchester, Town	680	744	64	9.4%
Irving, Town	602	678	76	12.6%
Garfield, Town	529	668	139	26.3%
Hixton, Town	611	643	32	5.2%
Springfield, Town	567	620	53	9.3%

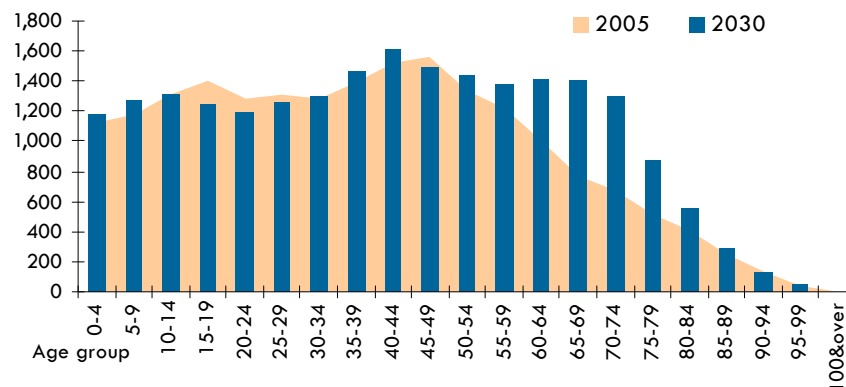
Source: WI Dept. of Admin., Demographic Services, Population Est., Aug. 2007

Jackson County added 980 new residents, an increase of 5.1 percent, since Census 2000.

Prisoners and other institutionalized persons are counted in total population numbers reported here on page 1, but institutionalized persons are not counted as members of the labor force or in the computation of unemployment statistics. Institutionalized persons include people under formal authorized, supervised care or custody in institutions at the time the Census is taken. Commonly, this includes persons in federal, state, or local correctional institutions, public inpatient mental treatment facilities, and juvenile institutions.

Regardless of the effects of JCI on the county's population totals, Jackson County's population composition is getting older. In 1980, the median age of a Jackson County resident was 32.3, in 1990 it was 35.5, in 2000 it was 37.6 years old, and by 2007 it had edged up slightly more, to a median age of 37.7 years old.

Population by Age Groups in Jackson County



Source: WI Dept. of Administration, Demographic Services

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

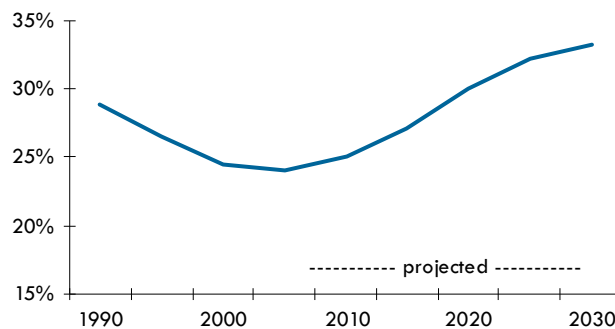
Labor Force

The labor force participation rate (LFPR) measures the share of the non-institutional population, 16 years and older that are either employed or unemployed and actively seeking work. Jackson County posted a LFPR of 67.1 percent in 2006. Only 22 counties in the state posted a lower LFPR in 2006. Wisconsin's labor force participation rate in 2006 was 70.0 percent.

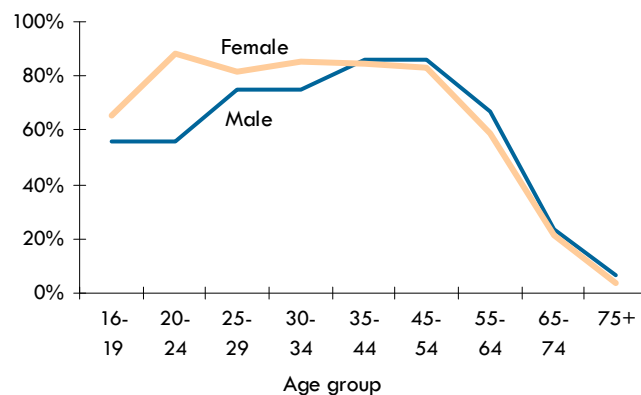
Almost one-quarter of the 16 and older population in Jackson county was aged 60 years and older in 2005 and this is projected to jump to slightly more than one-third by the year 2030 when the youngest baby boomer turns 66.

The bottom graph in the right hand column displays labor force participation rates of men and women by age in 2000. One will notice that participation for male and females peak prior to age 55 and fall sharply thereafter. This drop in participation at age 55 and older not only occurs in Jackson, but also throughout the United States. Many 55 and older residents stop participating in the labor force, mainly, but not entirely, for voluntary reasons. As the population ages, thus resulting in a smaller share of residents in their prime working years (30 to 59 years old) and a larger share of residents 60 years and older, as seen on page one and the top right corner of this page, it is likely that we could see a decline in the county LFPR in the future.

Jackson 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

only 1.3 percent since 2002. As the labor force increased, so did the number of workers residing in Jackson County (total employed), whether they work in the county or not, by 174

people. Unlike the labor force and the total employed, the total unemployed decreased by 43 residents to 550 over the five-year interval. This reduced Jackson County's unemployment rate to 5.5 percent in 2006 from 6.0 percent in 2002.

Both components of the labor force, the number employed and unemployed, fluctuated throughout 2006 depending on the season. In 2006 the number employed (9,880) peaked in June, up from a low of 8,932 employed in January. The number unemployed (795) on the other hand, peaked in February and dropped to 408 unemployed in September. This resulted in a high unemployment rate of 8.1 percent in February and a low unemployment rate of 4.1 percent in August, September, and October.

Jackson County Civilian Labor Force Data

	2002	2003	2004	2005	2006
Labor Force	9,876	10,117	9,862	9,856	10,007
Employed	9,283	9,524	9,312	9,286	9,457
Unemployed	593	593	550	570	550
Unemployment Rate	6.0%	5.9%	5.6%	5.8%	5.5%

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

The impact on the labor force depends on whether the baby boomers choose to reduce their work hours, change employment, or complete withdrawal from the labor market. Baby boomers have more options than any generation before them and unless they stay in the labor force longer than their predecessors did, we could see the labor force to grow more slowly or even shrink.

The table above suggests that since 2002, the labor force has exhibited slow-but-positive growth. In fact, the labor force has grown by

Occupations, Education and Wages

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

in descending order. The median wage is the point where half of the jobs pay more and half the jobs pay less. Over two-thirds of the jobs in the county are in occupational groups with a median wage less than \$15 per hour while less than three percent of the jobs are in occupational groups with a median wage above \$22 per hour. This occupational makeup has a significant impact on the overall industry average wages in Jackson County.

Common Occupations in Jackson County

Occupation	Education/training
Assemblers & Fabricators, All Other	1-12 mos. on-the-job trng.
Bartenders	1 month or less training
Bookkeeping/Accounting/Auditing Clerks	1-12 mos. on-the-job trng.
Cashiers	1 month or less training
Comb. Food Prep.-Servers, Incl. Fast Fd.	1 month or less training
Construction Laborers	1-12 mos. on-the-job trng.
Cooks, Restaurant	12-mos. plus on-the-job trng.
Inspect/Test/Sort/Sample/Weighers	1-12 mos. on-the-job trng.
Freight/Stock/Mat. Movers/Laborer, Hand	1 month or less training
Op. Engineers/Const. Equip. Operators	1-12 mos. on-the-job trng.
Retail Salespersons	1 month or less training
Secretaries, not Legal./Med./Executive	1-12 mos. on-the-job trng.
Truck Drivers, Heavy & Tractor-Trailer	1-12 mos. on-the-job trng.
Waiters & Waitresses	1 month or less training
Water/Liquid Waste Treatment Oper.	12-mos. plus on-the-job trng.

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

Although not the largest share of employment in Jackson, but still a significant share of employment at nine percent is the construction and extraction occupation group. In fact, only Vilas County employs a larger share of workers in construction and extraction occupations. This group exhibits the fifth highest median wage of \$19.12 per hour. The upper range in which 40 percent of the jobs pay between \$19.12 per hour (50th percentile) and \$28.52 per hour (90th percentile) is more widely dispersed than the lower wage in which 40 percent of the jobs pay from \$11.33 per hour (10th percentile) up to \$19.12 per hour.

occupational data is suppressed to ensure confidentiality in those occupations with a limited number of employers.

The chart below reports median wages in Jackson County by occupational group, sorted

The average wage can be significantly impacted by either low or high extremes. The construction and extraction occupation group has an average wage of \$20.36 per hour, slightly higher than the median wage. This is influenced by higher wages of some workers.

Wages in Jackson County

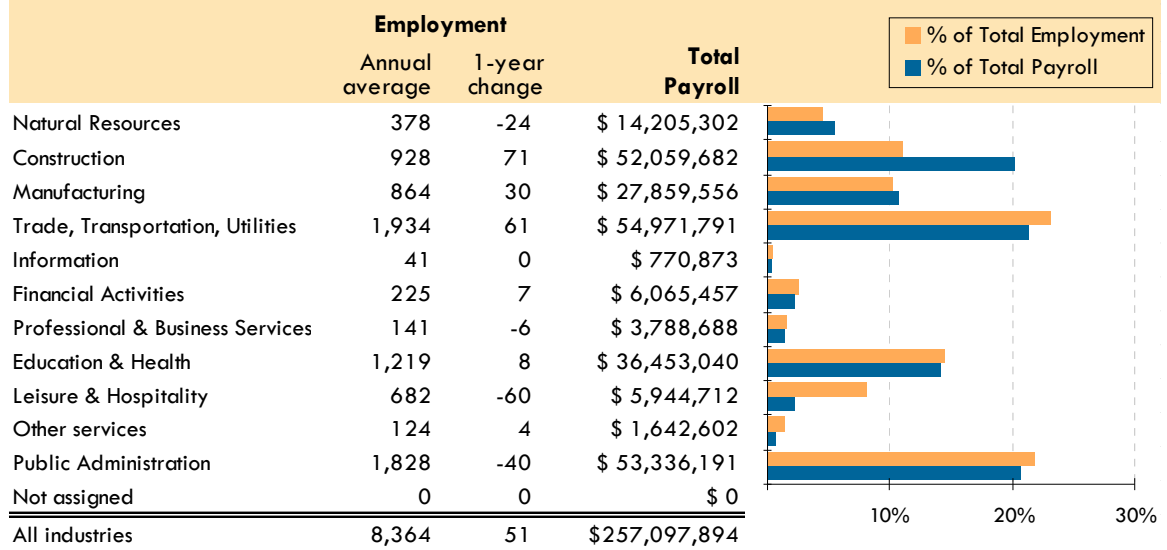
by Occupation Group	County Employment Distribution	Median Wage	Wage Spread (10 th , 50 th , 90 th percentiles)	
			Lower range	Upper range
Architecture & Engineering Management	< 2%	\$37.30		
Computer & Mathematical	2%	\$29.37		
Life, Physical, & Social Science	< 2%	\$25.83		
Construction & Extraction	9%	\$19.12		
Installation, Maintenance, & Repair	5%	\$18.90		
Arts, Design, Entertainment, Sports, & Media	< 2%	\$17.20		
Transportation & Material Moving	11%	\$16.27		
Education, Training, & Library	4%	\$15.20		
Healthcare Practitioners & Technical	6%	\$14.42		
Community & Social Services	< 2%	\$14.30		
Production	13%	\$14.16		
Farming, Fishing, & Forestry	3%	\$13.50		
Protective Service	3%	\$13.43		
Office & Administrative Support	11%	\$12.35		
Healthcare Support	< 2%	\$11.93		
Personal Care & Service	4%	\$11.19		
Business & Financial Operations	2%	\$9.79		
Building & Grounds Cleaning & Maintenance	5%	\$9.34		
Sales & Related	7%	\$8.28		
Food Preparation & Serving-Related	12%	\$7.06		
Legal	< 2%	not avail.		

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

\$0 \$10 \$20 \$30 \$40 \$50

**Jobs
and
Wages**

2006 Employment and Wage Distribution by Industry in Jackson County



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

Down two establishments from the previous year, Jackson County averaged 474 establishments in 2006. However, overall there were 8,364 jobs in 2006, 51 more than there were in 2005. This is unlike the over 2,500 job loss in 2005 as a result of a reassignment of employment.

Jackson County's all industry average wage of \$30,739 (27th highest in the state) in 2006 was only 83.5 percent of Wisconsin's all industry average annual wage. The occupations of workers employed in an industry impact the annual average wage for that industry. On the previous page the table showed that the lowest median wage of \$7.06 per hour was paid to workers in food preparation and serving related occupations. Twelve percent of jobs in the county food

preparation and serving related occupations and most of these jobs are with leisure and hospitality employers.

The above table and chart shows that leisure and hospitality provide approximately eight percent of the county's jobs, but pays only 2.3 percent of the total payroll. With many of these jobs in occupations with low wages, and since many of the jobs are part-time or seasonal, it should be no surprise that the average annual wage of \$8,717 is the lowest in the county.

Only two industry sectors in Jackson County post a higher average annual wage than the statewide average: natural resources and construction. In particular, a larger share of constructions jobs in the county are in heavy and civil engineering construction than in the

state. These jobs pay higher wages than home builders and specialty trade contractors for example, and in fact, the average annual wage for heavy and civil engineers in the county in 2006 was \$63,304 in comparison to the industry average wage in the state of \$56,971.

Crop and animal productions jobs in the county in 2006 paid higher average annual wages than these jobs paid statewide, thus influencing the natural resource average wage.

Average Annual Wage by Industry Division in 2006

	Average Annual Wage			
	Wisconsin	Jackson County	Percent of Wisconsin	1-year % change
All industries	\$ 36,830	\$ 30,739	83.5%	5.7%
Natural Resources	\$ 28,301	\$ 37,580	132.8%	13.3%
Construction	\$ 44,682	\$ 56,099	125.6%	3.7%
Manufacturing	\$ 45,952	\$ 32,245	70.2%	4.9%
Trade, Transportation & Utilities	\$ 31,935	\$ 28,424	89.0%	4.0%
Information	\$ 45,704	\$ 18,802	41.1%	7.9%
Financial Activities	\$ 48,859	\$ 26,958	55.2%	-0.7%
Professional & Business Services	\$ 42,612	\$ 26,870	63.1%	7.3%
Education & Health	\$ 38,492	\$ 29,904	77.7%	2.4%
Leisure & Hospitality	\$ 13,058	\$ 8,717	66.8%	10.4%
Other Services	\$ 21,228	\$ 13,247	62.4%	2.1%
Public Administration	\$ 38,294	\$ 29,177	76.2%	4.3%

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

**Jobs
and
Wages**

Prominent Industries in Jackson 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
Executive, Legislative, & Gen.Government	1,459	-45	-2,861	\$ 26,135	2.6%	10.5%
Truck Transportation	*	not avail.	not avail.	*	not avail.	not avail.
Heavy and Civil Engineering Construction	726	76	not avail.	\$ 63,304	3.8%	not avail.
Educational Services	590	-19	30	\$ 26,748	3.8%	6.1%
Food Services and Drinking Places	540	-45	7	\$ 7,842	7.8%	14.8%
Gasoline Stations	412	3	87	\$ 15,519	1.5%	3.9%
Justice, Public Order, & Safety Activity	299	3	-14	\$ 42,093	8.5%	19.0%
Ambulatory Health Care Services	241	-5	33	\$ 36,976	-7.7%	10.5%
Electrical Equip. & Appliance Manuf.	*	not avail.	not avail.	*	not avail.	not avail.
Hospitals	*	not avail.	not avail.	*	not avail.	not avail.

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 that data is not suppressed to provide confidentiality for employers.

Unlike most counties throughout Wisconsin, a large share of Jackson County businesses are government owned, more specifically by the Ho Chunk Nation, the largest employer in the county. In fact, 30.1 percent of all jobs in Jackson County are government owned in comparison to approximately 15 percent in Wisconsin.

Both the prominent industry list at the top of this page and the prominent public and private sector employers list at the bottom of this page appear to have similar compositions, which is not always the case in every county. It should be no surprise that truck transportation comes in second on the list above since trade, transportation, and utilities accounts for the largest share of the total job base in the county at 23.1 percent, while Millis Transfer Inc

is the second largest employer via employment.

Education and health, the third largest industry sector at 14.6 percent of the total job base, is composed of five industry sub-sector and of those, three make the prominent industry sub-sector list above: educational services, ambulatory health care services, and hospitals. Both educational services and ambulatory health care services showed a decline in employment since 2005. Also notable, Black Rover Falls Public School and Black River Memorial Hospital Inc are both prominent employers in the county as seen on the chart below.

Down 45 jobs since 2005, food services and drinking places is the fifth largest sub-sector in the county with 540 jobs. In 2006 there were 45 establishments in food services and drinking places, yielding an average of twelve workers per establishment. This fact eliminates any single employer in this sub-sector from the list of the top ten employers in the county, as is the case in most Wisconsin counties because these establishments are small and do not employ a large number of workers.

Prominent Public and Private Sector Employers in Jackson County

Establishment	Service or product	Number of employees (Dec. 2006)
Ho Chunk Nation	Tribal governments	500-999 employees
Millis Transfer Inc	General freight trucking, long-distance TL	500-999 employees
Black River Falls Public School	Elementary & secondary schools	250-499 employees
County of Jackson	Executive & legislative offices, combined	250-499 employees
Lunda Construction Co	Highway, street, & bridge construction	250-499 employees
Department of Corrections	Correctional institutions	250-499 employees
Black River Memorial Hospital Inc	General medical & surgical hospitals	250-499 employees
Leeson Electric Corp	Motor & generator manufacturing	100-249 employees
Wal-Mart Associates Inc	Discount department stores	100-249 employees
Flying J Inc	Gasoline stations with convenience stores	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 Jackson County increased by 3.3 percent from 2004 to 2005, slower than in both Wisconsin and the United States. However, the county posted a TPI five-year growth rate of 22.3, faster than both in the state and in the nation.

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. In most counties, wages typically constitute of about 68-70 percent of TPI. This is not the case in Jackson, though. Net earnings comprise 66.3 percent of TPI compared with 69.3 percent and 69.5 percent in the state and in the nation.

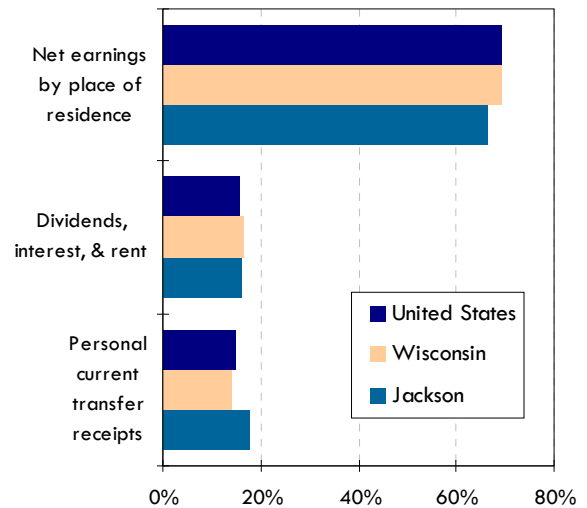
Dividends, interest, and rent include payments in cash or other assets made by corporations located in the United States, monetary interest income, and the income derived by the rental of real property except for the income of persons primarily engaged in the real estate business. Dividends, interest, and rent comprise 16.2 percent of TPI in Jackson County, a smaller share than in the state, but a larger share than 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 including Social Security, Medicare, Medicaid, disability insurance benefits, veterans' benefits, and federal grants and loans to students. Personal current transfer receipts make up 17.5 percent of Jackson County's TPI. In particular, old-age, survivors, and disability insurance benefits (\$39.0 million), also known as Social Security, account for 41.6 percent of total transfer receipts in the county and

medical benefits (\$35.7 million) account for 38.1 percent of total transfer receipts in the county. As the baby boomers leave the labor force and become eligible for programs such as Social Security and Medicare, we could see a shift in TPI; the share of transfer payments could rise further while the share of net earnings could decline.

Per capita personal income (PCPI) is computed by dividing total personal income by the total population. Posting a 2005 PCPI of

Components of 2005 Total Personal Income



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

\$27,126, Jackson is ranked the 29th lowest among the 72 counties' PCPI in Wisconsin. This can be attributed to the large portion of the population with little or no income: 19.2 percent of the population is under 16 years old, 14.3 percent of the population is over 65 years old, and the inmate population. In fact, the county's PCPI equaled only 81.5 percent of the state's PCPI. However, Jackson's PCPI equaled 96.0 percent of the PCPI (\$28,254) of other non-metropolitan counties in Wisconsin.

Personal Income in Jackson County						
	Total Personal Income (TPI) (in thousands)			Per Capita Personal Income (PCPI)		
	2000	2004	2005	2000	2004	2005
Jackson	\$437,768	\$518,441	\$535,476	\$22,875	\$26,626	\$27,126
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
Jackson		3.3%	22.3%		1.9%	18.6%
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