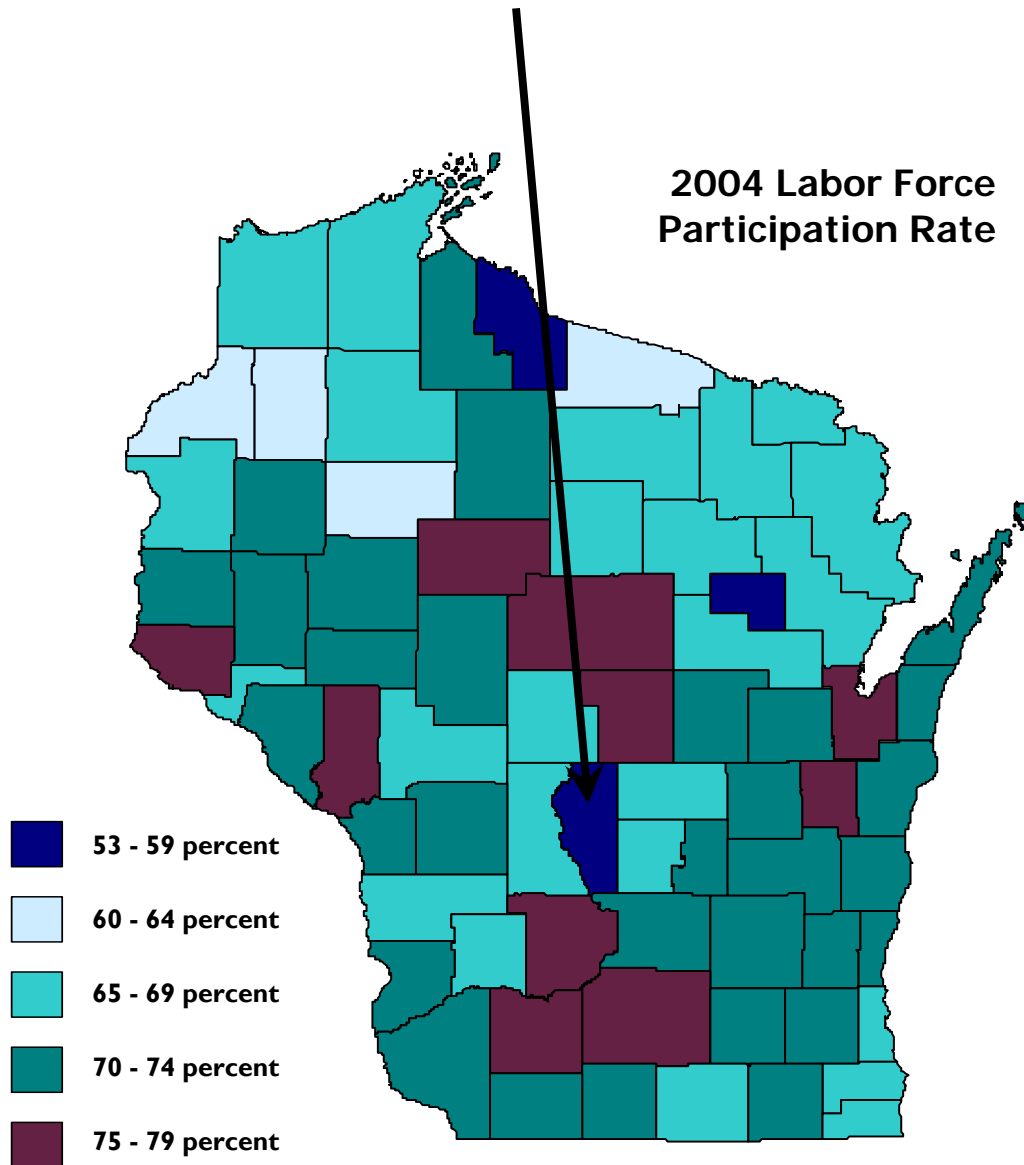


Adams County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

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OEA-10593-P

County Population and Labor Force

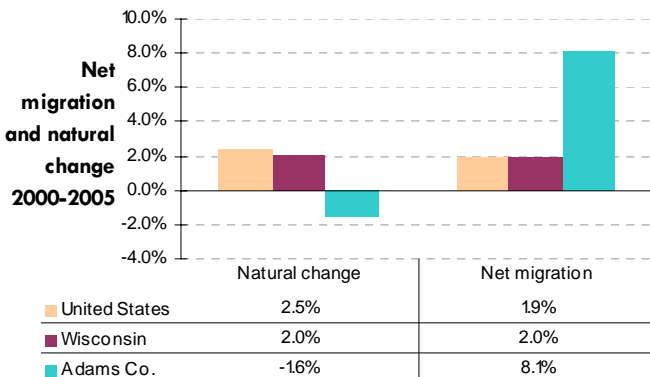
Adams County's population is relatively spread out across the county. Altogether, the five largest municipalities (listed below) accounted for less than 50 percent of the county's population and about 40 percent of its population growth. Often a rural county's natural population change (births minus deaths) will be smaller than its net migration (people moving in minus people moving out). This trend is particularly pronounced in the case of Adams County because it experienced fewer births than deaths (a negative rate of natural change) and a very high rate of net migration. If the flow of people moving in slowed down enough, the population would shrink. Wisconsin demographers expect more deaths than births in Adams County through 2030 and expect net migration to slow over that period, but not drastically.

The table to the right shows that Adams County's labor force participation rate (58.0%) is well below Wisconsin's (70.8%) and the nation's (65.4%). The county's rate of population growth (6.5%) exceeds the state's (4.0%) and the nation's (4.9%). Narrowing the focus to the 16-and-over population shows that Adams County has low concentrations of 16- to 24-year-olds and 25- to 59-year-olds and a high concentration of residents 60 or more years old. Population projections suggest that by 2020 residents aged 60 or more will constitute a higher proportion of the 16-and-over population in Adams County (41.6%) than in Wisconsin (28.6%) or in the United States (29.4%). Between 2005 and 2020, the

Five largest municipalities in Adams County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Adams County	19,920	21,224	1,304	6.5%
Rome, Town	2,656	2,944	288	10.8%
New Chester, Town	2,141	2,313	172	8.0%
Adams, City	1,831	1,847	16	0.9%
Dell Prairie, Town	1,415	1,494	79	5.6%
Preston, Town	1,360	1,483	123	9.0%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



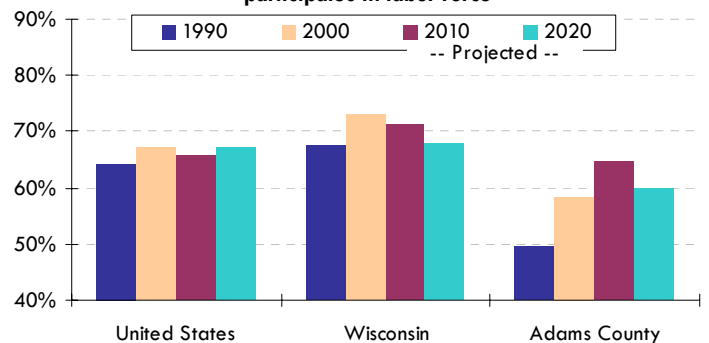
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Adams County
Total population in 2000	281,424,602	5,363,715	19,920
Population est. Jan. 1, 2005	295,160,302	5,580,757	21,224
Change	13,735,700	217,042	1,304
% change	4.9%	4.0%	6.5%
2005 Labor force population*	224,837,000	4,339,938	16,362
Share of total population	76.2%	78%	77.1%
Labor force	147,125,000	3,071,179	9,493
Labor force participation rate	65.4%	70.8%	58.0%
2005 Population 16 yrs. & over	228,621,674	4,417,313	17,925
16-24 yrs old	37,489,370	743,764	2,361
Share of population 16+ yrs	16.4%	16.8%	13.2%
25-59 yrs old	142,248,896	2,708,865	10,052
Share of population 16+ yrs	62.2%	61.3%	56.1%
60 yrs and older	48,883,408	964,684	5,512
Share of population 16+ yrs	21.4%	21.8%	30.7%
Projected population: 2020	335,804,546	6,110,878	22,137
Population 16 yrs. & over	264,085,104	4,869,573	19,391
16-24 yrs old	37,918,865	681,586	1,335
Share of population 16+ yrs	14.4%	14.0%	6.9%
25-59 yrs old	150,678,402	2,756,884	9,988
Share of population 16+ yrs	57.1%	56.6%	51.5%
60 yrs and older	75,487,837	1,431,103	8,068
Share of population 16+ yrs	28.6%	29.4%	41.6%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

16- to 24-year old segment will go from being 13.2 percent of the 16-and-over population to being 6.9 percent of the 16-and-over population. Older residents will account for an increasing share of local demand and the extent to which they work or retire will have a bigger impact on the overall size of the local labor force.

Revised Labor Force

All labor force estimates published from 1990 to 2004 have been revised. The more recent years reflect trends revealed during Census 2000 while the 1990s were updated to include changes from 1990 to 2000 but are still based on ratios from the 1990 census.

The annual averages in the table to the right hide seasonal fluctuations. In 2004 Adams County's unemployment rate peaked at 8.7 percent in February and dipped to 5.1 percent in September. The labor force estimate bottomed out around 11,200 in March and peaked around 13,100 in August.

After the recession of the early 1990s, unemployment rates fell. Rates from the early years of the current decade reaffirm that unemployment rates are a lagging indicator of economic recovery. By the time cyclical unemployment rates peak, other economic indicators have been in more encouraging territory for a while. The lag appears to be a bit longer in Adams County than in other Wisconsin counties. Moreover, the labor force estimate has been growing much more slowly after this recession than after the last.

Adams County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	6,140	5,808	332	5.4%
1991	6,439	6,040	399	6.2%
1992	6,863	6,401	462	6.7%
1993	7,019	6,629	390	5.6%
1994	6,874	6,492	382	5.6%
1995	7,080	6,722	358	5.1%
1996	7,337	6,973	364	5.0%
1997	7,782	7,400	382	4.9%
1998	8,205	7,857	348	4.2%
1999	8,036	7,734	302	3.8%
2000	8,891	8,521	370	4.2%
2001	9,112	8,676	436	4.8%
2002	9,206	8,704	502	5.5%
2003	9,303	8,788	515	5.5%
2004	9,493	8,869	624	6.6%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

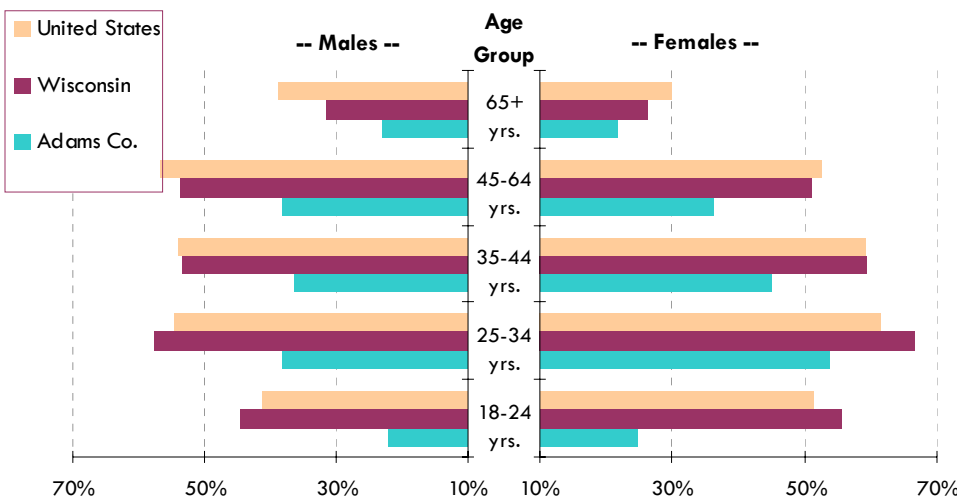
The graphs below show that post-secondary education has become more important with each generation than it was for the last generation. Together, several trends increase the emphasis on education and training. As goods, services and labor travel more easily, international competition allows workers and employers all over the world to bid for the same contracts. Education and training help workers and employ-

ers maintain a competitive edge by using current technology more thoroughly and helping to advance or refine subsequent technology developments.

For decades, the economy has gradually (yet seismically) shifted from goods-producing employment to service-producing employment. This dovetails with a shift from on-the-job training to pre-employment education and training. Today's workers see more value in transferable skills and less in employer-specific training.

The graph also shows a shift from older generations, where females have less post-secondary education than males to younger generations where they have more. Compared to the nation, Adams County has typical concentrations of residents reporting "some college, no degree". Amongst people between the ages of 25 and 44, Adams County has higher concentrations of residents reporting associates degrees than the nation. Adams County lags the nation in bachelor's and graduate/professional degrees.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Educational attainment may be as much a product of its industry mix and wage structure as a cause. Adams County establishments pay wages about one-fifth below the statewide all-industries average. Of the industries listed to the right, public administration has the second-highest average wage and is the only one where Adams County workers earn more than their counterparts across Wisconsin. The table below shows that only two industries accounted for more jobs than public administration and no other industry contributed more to total payroll. Federal government employment accounts for 46.4 percent of the public administration jobs and 67.5 percent of the public administration wages. The federal prison west of Oxford is a major factor in these figures.

The education & health sector employed more people and added more jobs than any other sector. Public administration was the only sector with a higher total payroll than education & health. With projected declines in the school-aged population, the educational services sector seems unlikely to grow much. In stark contrast, the health services sector may benefit from the concentration of population growth in the 55-and-over cohorts.

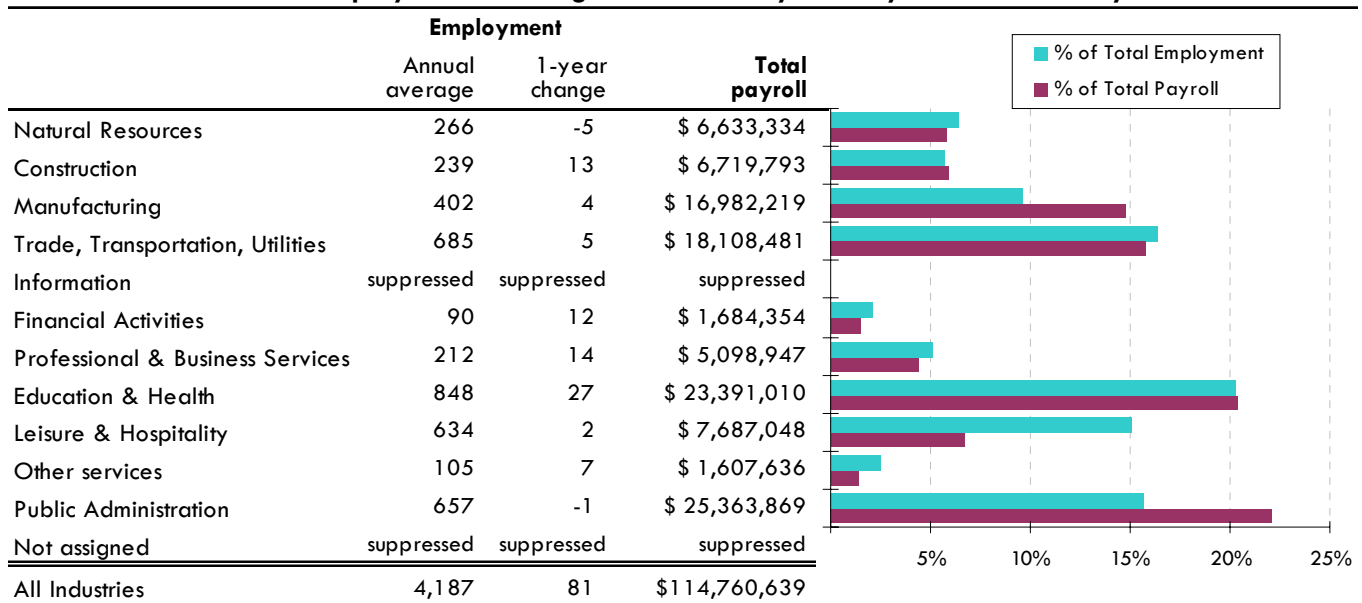
Average Annual Wage by Industry Division in 2004

	2004		Percent of Wisconsin	1-year % change
	Average Annual Wage Wisconsin	Average Annual Wage Adams County		
All Industries	\$ 34,749	\$ 27,409	78.9%	3.2%
Natural resources	\$ 27,399	\$ 24,937	91.0%	-1.7%
Construction	\$ 41,258	\$ 28,116	68.1%	9.5%
Manufacturing	\$ 44,145	\$ 42,244	95.7%	1.6%
Trade, Transportation, Utilities	\$ 30,088	\$ 26,436	87.9%	8.6%
Information	\$ 41,759	suppressed	Not avail	Not avail.
Financial activities	\$ 45,103	\$ 18,715	41.5%	-9.0%
Professional & Business Services	\$ 39,580	\$ 24,052	60.8%	-1.0%
Education & Health	\$ 36,408	\$ 27,584	75.8%	2.3%
Leisure & Hospitality	\$ 12,295	\$ 12,125	98.6%	4.1%
Other services	\$ 20,207	\$ 15,311	75.8%	9.7%
Public Administration	\$ 36,347	\$ 38,606	106.2%	2.2%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

Manufacturing's average wage was higher than any other sector's, but manufacturing accounted for just 9.6 percent of the jobs in Adams County (compared to 18.5 percent of the jobs in Wisconsin). Compared to manufacturing workers aged 35 to 54, manufacturing workers under 35 years old are more scarce and face far higher turnover rates. The transportation, warehousing & utilities sector includes some segments with high average annual wages, like utilities (\$46,704) as well as some segments with low wages, like retail trade (\$17,134). Leisure & hospitality accounts for 15.1 percent of the jobs in Adams County and 6.7 percent of the wages.

2004 employment and wage distribution by industry in Adams County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Adams County

Establishment	Product or Service	Size (Dec. 2004)
Adams-Friendship Public School	Elementary & secondary schools	250-499 employees
US Department of Justice	Correctional institutions	250-499 employees
County of Adams	Executive & legislative offices, combined	250-499 employees
Stone Container Corp	Corrugated & solid fiber box mfg.	250-499 employees
Moundview Memorial Hospital	Gen. medical & surgical hospitals	100-249 employees
Chula Vista Inc	Hotels & motels, except casino hotels	100-249 employees
Mid South Nursing Homes	Nursing care facilities	100-249 employees
Manternach Development Co Inc	Prefabricated wood building mfg.	100-249 employees
Adams-Columbia Electric Coop	Electric power distribution	100-249 employees
Spencer IGA Inc	Supermarkets & other grocery stores	50-99 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Adams County

NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2003-2004	1998-2004
Educational services	*	*	not avail.	not avail.
Justice, public order, & safety activity	5	376	not avail.	not avail.
Paper manufacturing	*	*	not avail.	not avail.
Food services and drinking places	34	248	-13	12
Hospitals	*	*	not avail.	not avail.
Accommodation	*	*	not avail.	not avail.
Executive, legislative, & gen government	15	186	13	60
Crop production	14	167	-2	51
Nursing and residential care facilities	4	156	not avail.	not avail.
Construction of buildings	15	129	65	78

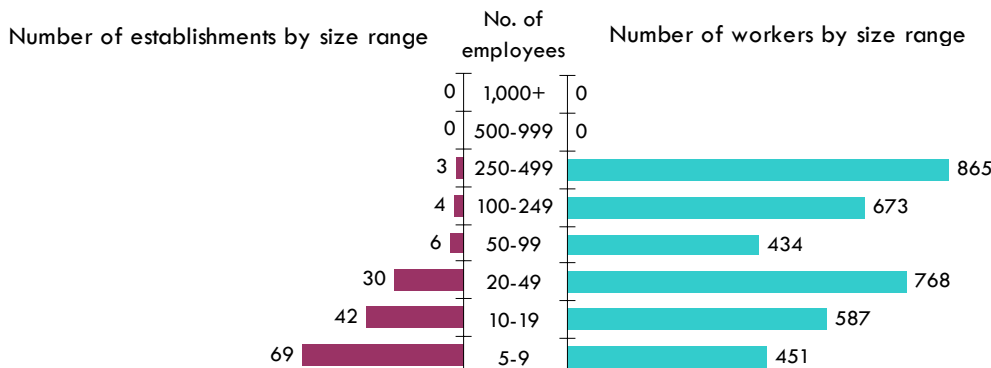
* data suppressed to maintain employer confidentiality in industries with few employers

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Some employers provide goods or services primarily for local consumption. The future of such employers relies on local income and demographic trends. As the younger population shrinks and the older population grows, education services employment probably less growth potential than health services employment.

Other industries and employers provide goods and services primarily to people outside the area or harness external revenue. Accommodation, crop production, paper manufacturing and correctional services all bring money in from outside Adams County. Compared to the all-industries average annual wage (\$27,409), average annual wages are somewhat lower in accommodation (\$14,431). Productivity increases and industry consolidation limit employment growth in paper manufacturing. Correctional facilities usually do not seek to increase their employment as a typical business might.

Adams County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

The graphs to the left show large numbers of establishments with small numbers of employees, small numbers of establishments with large numbers of employees, and employment distributed relatively evenly among large and small establishments.

Per Capita Personal Income

While page 3 discussed wages paid by Adams County employers, this section focuses on income received by Adams County residents, regardless of whether the income is the result of work outside the county, investment/pension payment or government transfers such as Social Security or other income support programs. The table below shows that Adams County's 2003 Per Capita Personal Income (PCPI) of \$22,804 was 59th among Wisconsin's 72 counties and the 5-year PCPI growth rate of 16.1 percent was 37th.

Areas with high PCPI often have high concentrations of professional and technical jobs or culture and climate that attract high-income households. High-PCPI suburbs often send commuting residents to take high-wage jobs in low-PCPI urban areas. Housing prices tend to be significantly higher in high-PCPI suburbs than in low-PCPI rural areas.

Compared to the state as a whole, Adams County has a higher concentration of jobs in low-wage industries like leisure & hospitality and natural resources, a lower concentration of jobs in high-wage industries like manufacturing and professional & business services and low wages in construction and financial activities.

The high concentration of retirement-aged residents and the low labor force participation rate pull down per capita employment earnings. Net earnings constitute just 60 percent of the county's total income. National and statewide figures are closer to 69 percent to 70 percent. As a share of total income, dividends, interest and rent (investment and pension income) has fallen more sharply in Adams County since 2001

than in the state or the nation. Meanwhile transfer payments to county residents make up 23 percent of the county's total income. National and statewide figures are closer to 14 percent to 15 percent. Together, these trends may suggest that Adams County's retirees are more likely to push up Social Security receipts than investment income or net earnings.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005