

2016 Racine County Labor Force Survey

Racine County employers report difficulty recruiting and retaining a labor force with the skill-sets required, while the City of Racine has the highest unemployment in Wisconsin. Initiated by Higher Expectations for Racine County Youth, the Wisconsin Department of Workforce Development conducted a workforce skills gap survey within the area.

88% of respondents reported difficulty filling positions

SURVEY RESPONDENTS' EMPLOYMENT PROJECTIONS

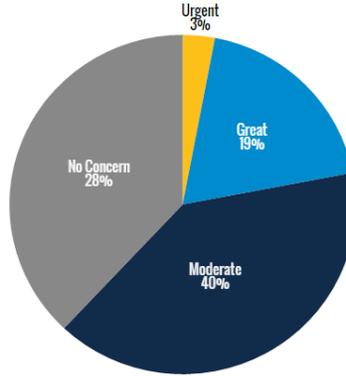
12 months | **727** openings | **2** years | **1227** openings

MAJOR CHALLENGES

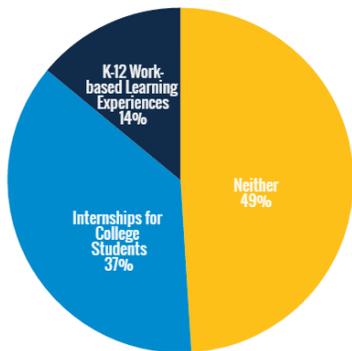
- Local businesses have difficulty finding enough qualified workers
- In 2015, annual unemployment in the city of Racine was the highest in the state at 7.1%
- There is a skills gap between available labor and employment opportunities

Retirement Concerns

Employees are concerned with filling positions due to retirement. Career fields such as construction and extraction, education, and management all expect large numbers of employees retiring. Many of these positions require some form of education or work experience to be filled effectively.



Internships & Work-based Learning



Nearly half of respondents who do not currently offer work-based learning opportunities are open to learning more about offering these experiences. Work-based learning opportunities can address employment gaps by offering work experience to potential employees.

HIRING PRACTICES

Employers report their top hiring practices as hiring agencies, internal promotions, and word of mouth and employee referrals, which highlights a desire to minimize risk.

Key Takeaways

The 2016 Racine County Labor Force Survey identified a growing need for a skilled workforce due to employment gaps and impending retirements.

Racine County school districts, UW-Parkside, Gateway Technical College, Racine Workforce Development Center, local employers, and others must proactively collaborate to address unemployment and local skills gaps.

Offering workplace learning experiences, such as internships, will provide the Racine County workforce with the skills needed to be fully employed and enhance local employers' ability to find experienced employees for hard-to-fill positions.

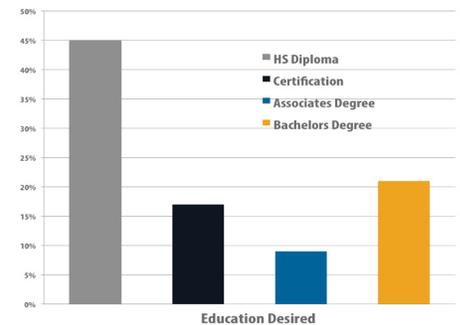
Top 5 Hard-to-Fill Positions

Based on Number of Projected Openings

- 1) Personal Care and Service
- 2) Healthcare Practitioners
- 3) Production and Manufacturing
- 4) Healthcare Support
- 5) Transportation and Material Moving

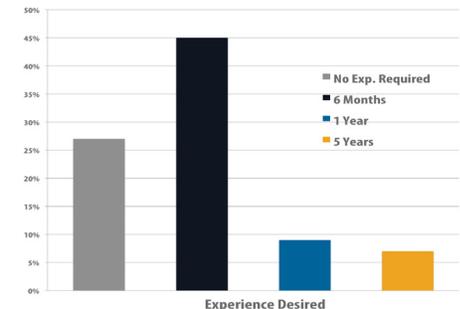
Education Desired

% of hard-to-fill occupations in the next two years



Experience Desired

% of hard-to-fill occupations in the next two years



It is projected that in the next 2 years:

55% of hard-to-fill jobs will require more than a HS Diploma

72% of hard-to-fill jobs will require prior work experience