



Wisconsin's Migration Challenge & Its Impact on the Workforce

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Forward Analytics



MAY 7, 2021



With a potential 'baby bust' on the horizon, key facts about fertility in the U.S. before the pandemic

BY AMANDA BARROSO



The Perfect Storm?

Number of Unfilled Jobs Stays Elevated During Worker Shortage Crisis

CURTIS DUBAY

Senior Economist, U.S. Chamber of Commerce



THE AVENUE

Just before COVID-19, American migration hit a 73-year low

William H. Frey · Tuesday, December 15, 2020

Wisconsin's Labor Force Yesterday, Today, and Tomorrow

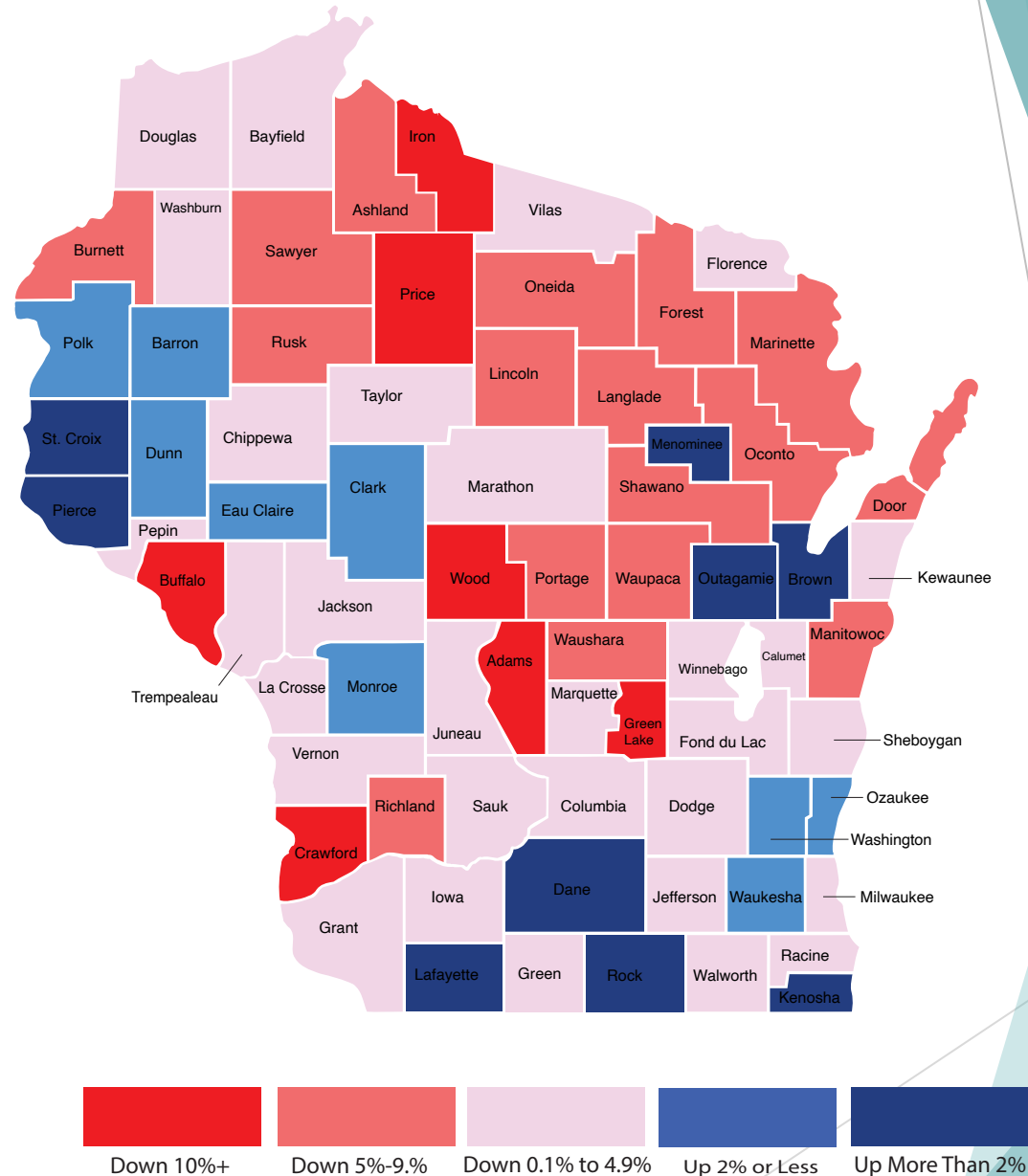


Workforce shrinking since 2017



2010-2020 Labor Force Change

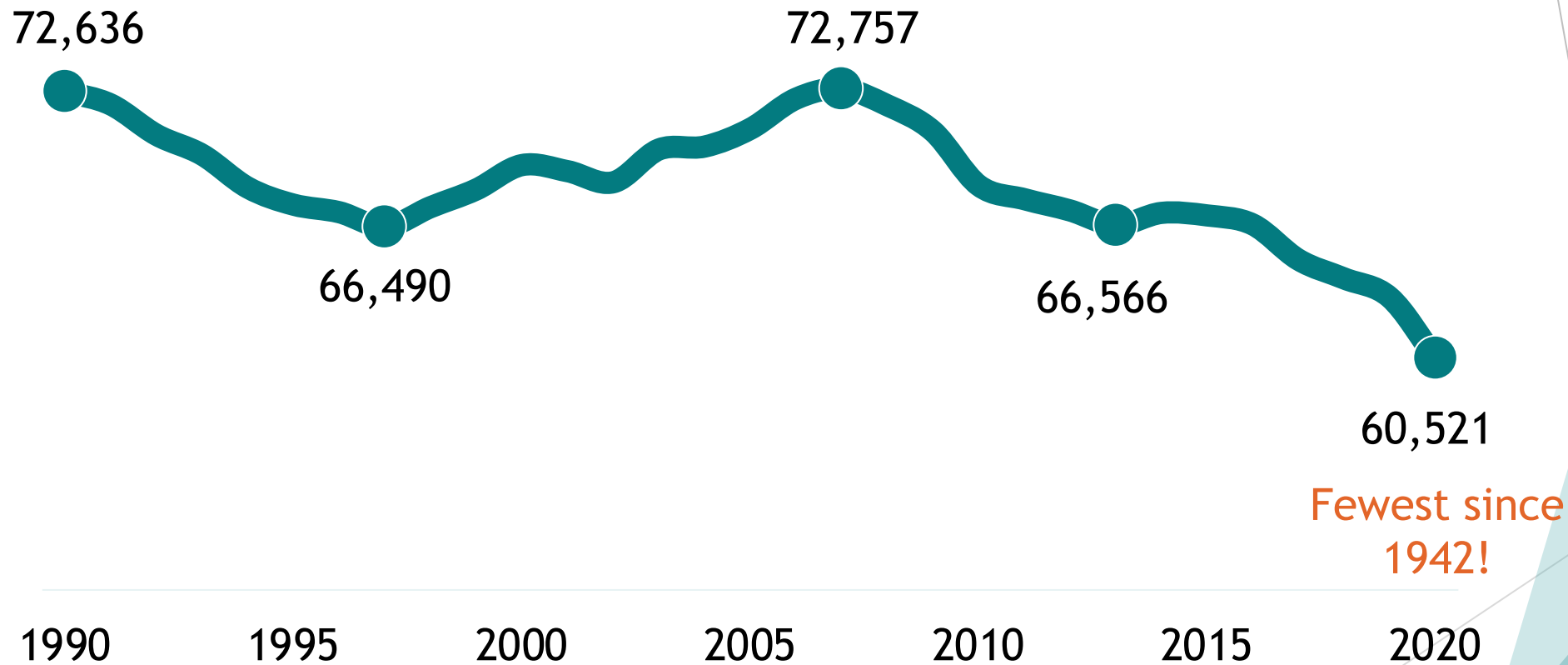
- 54 counties declined
- 7 fell more than 10%



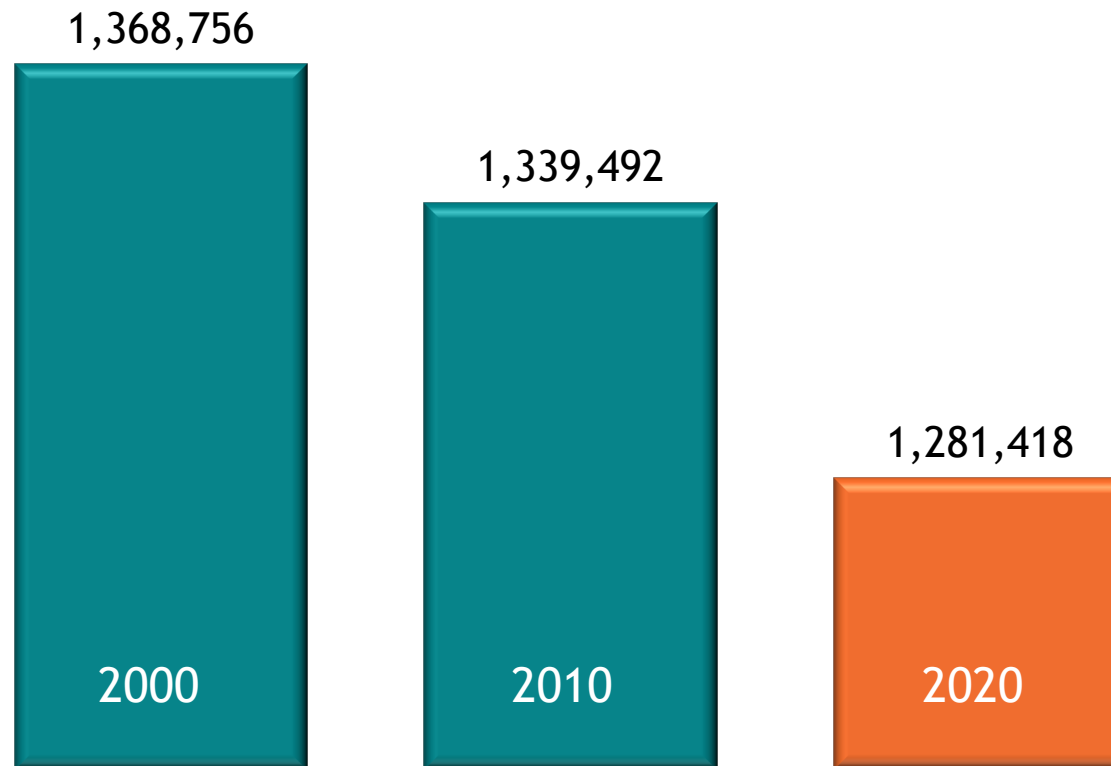
What does tomorrow's workforce look like?



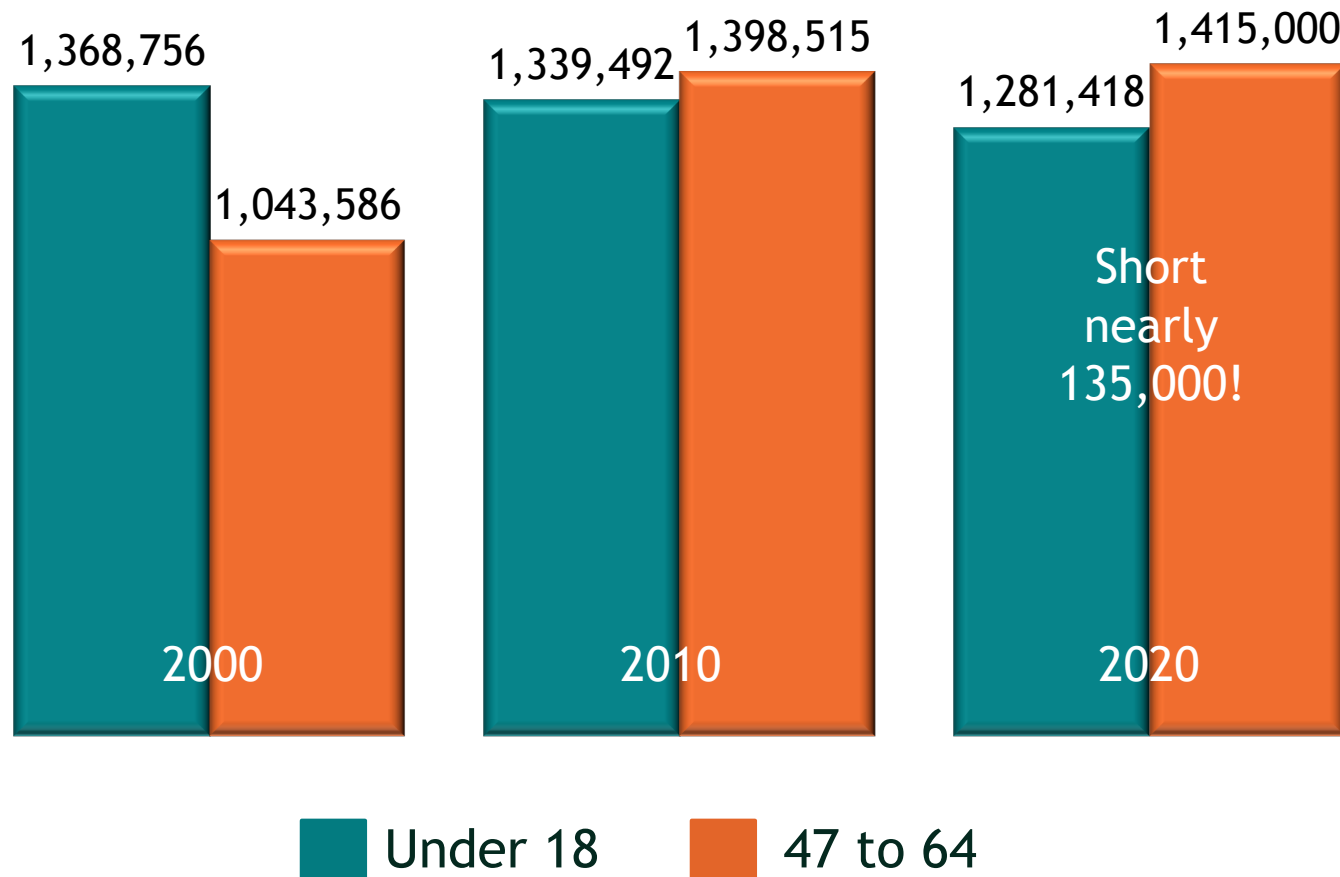
Fewer births today . . . fewer workers in 20 years



Under 18 population . . . shrinking



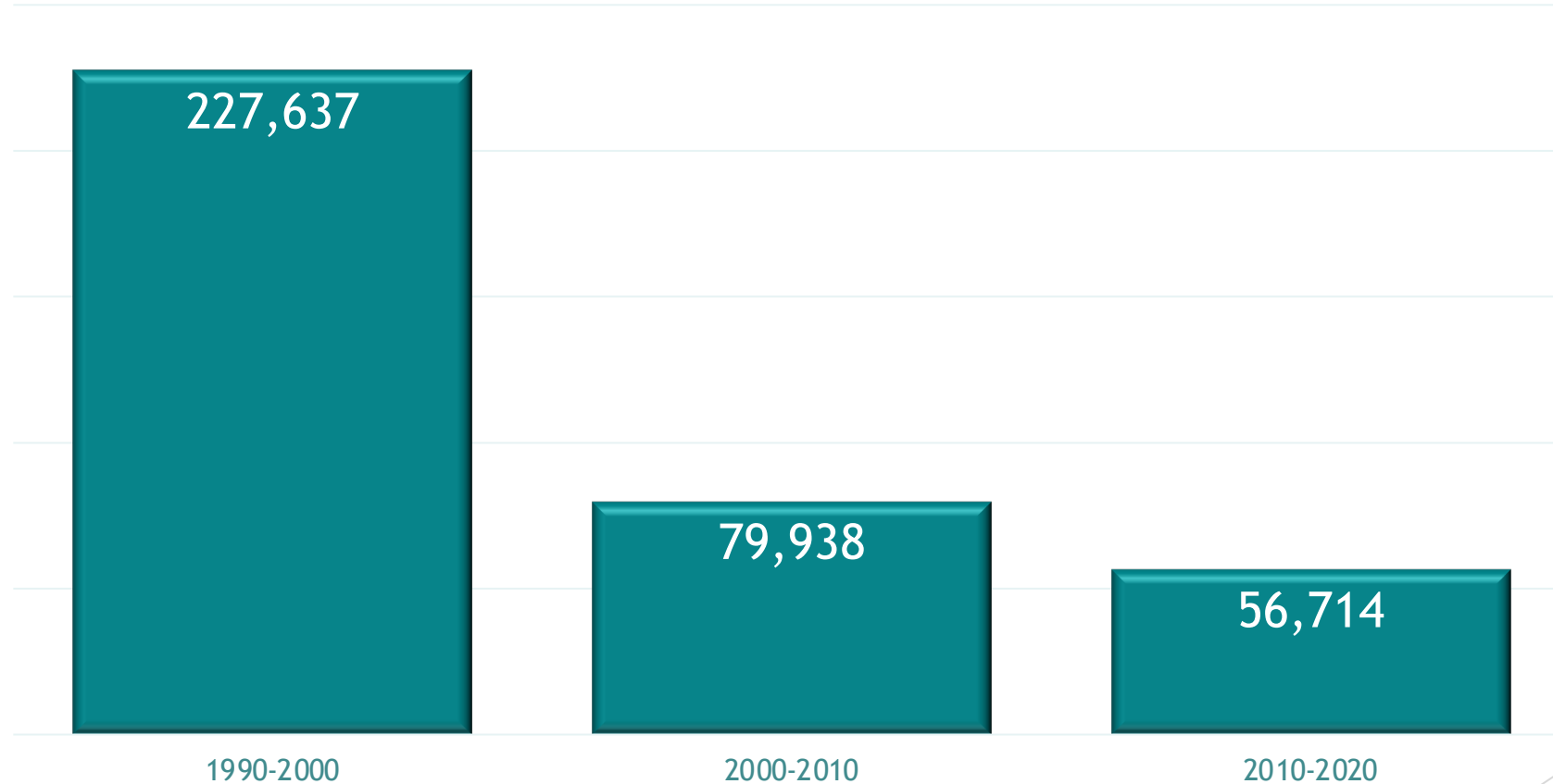
Not enough young people to replace future retirees



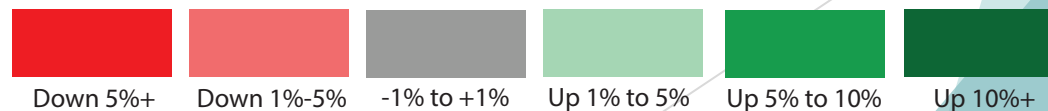
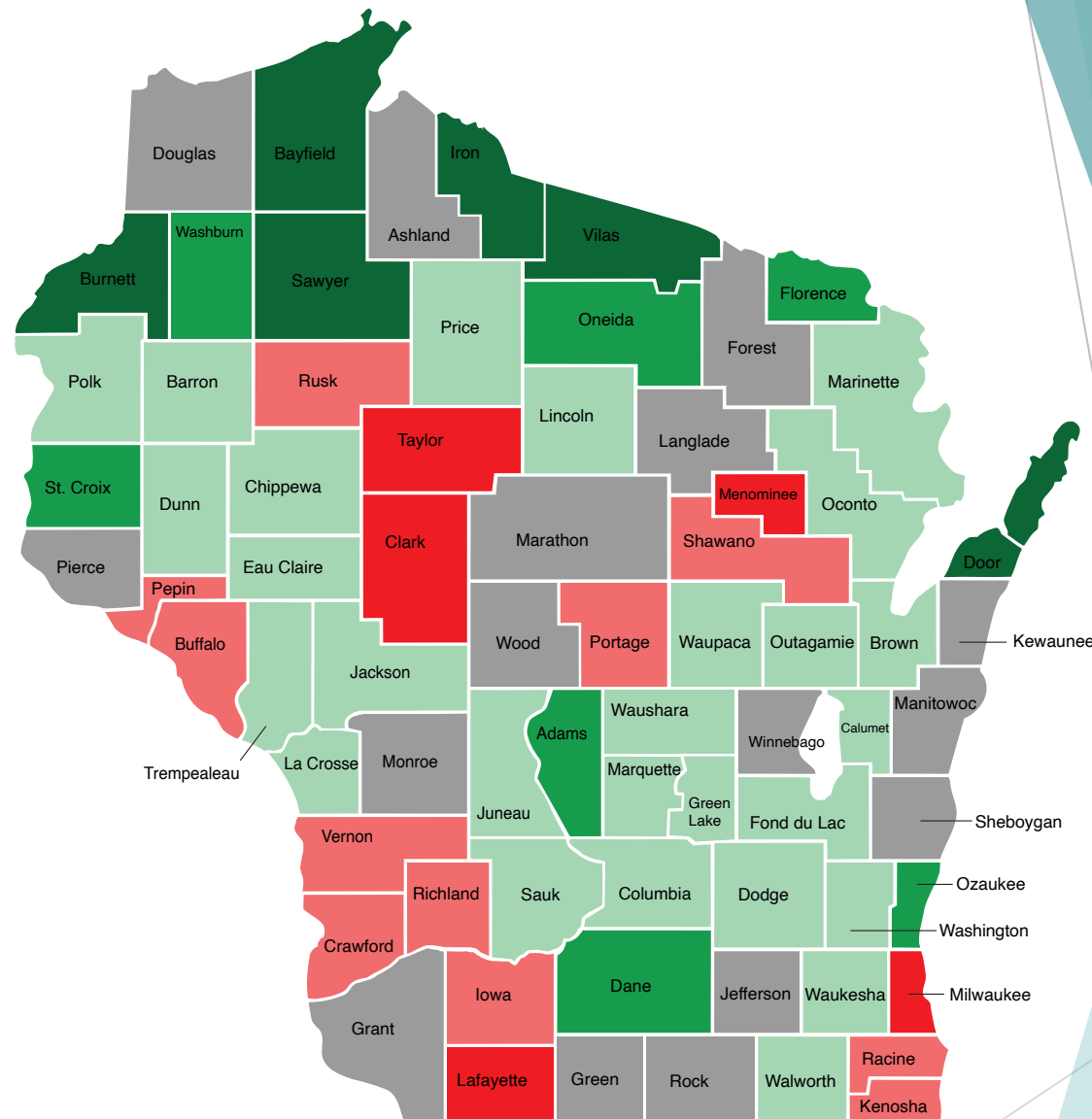
The solution is migration



Net migration declining...doesn't fill the long-term gap



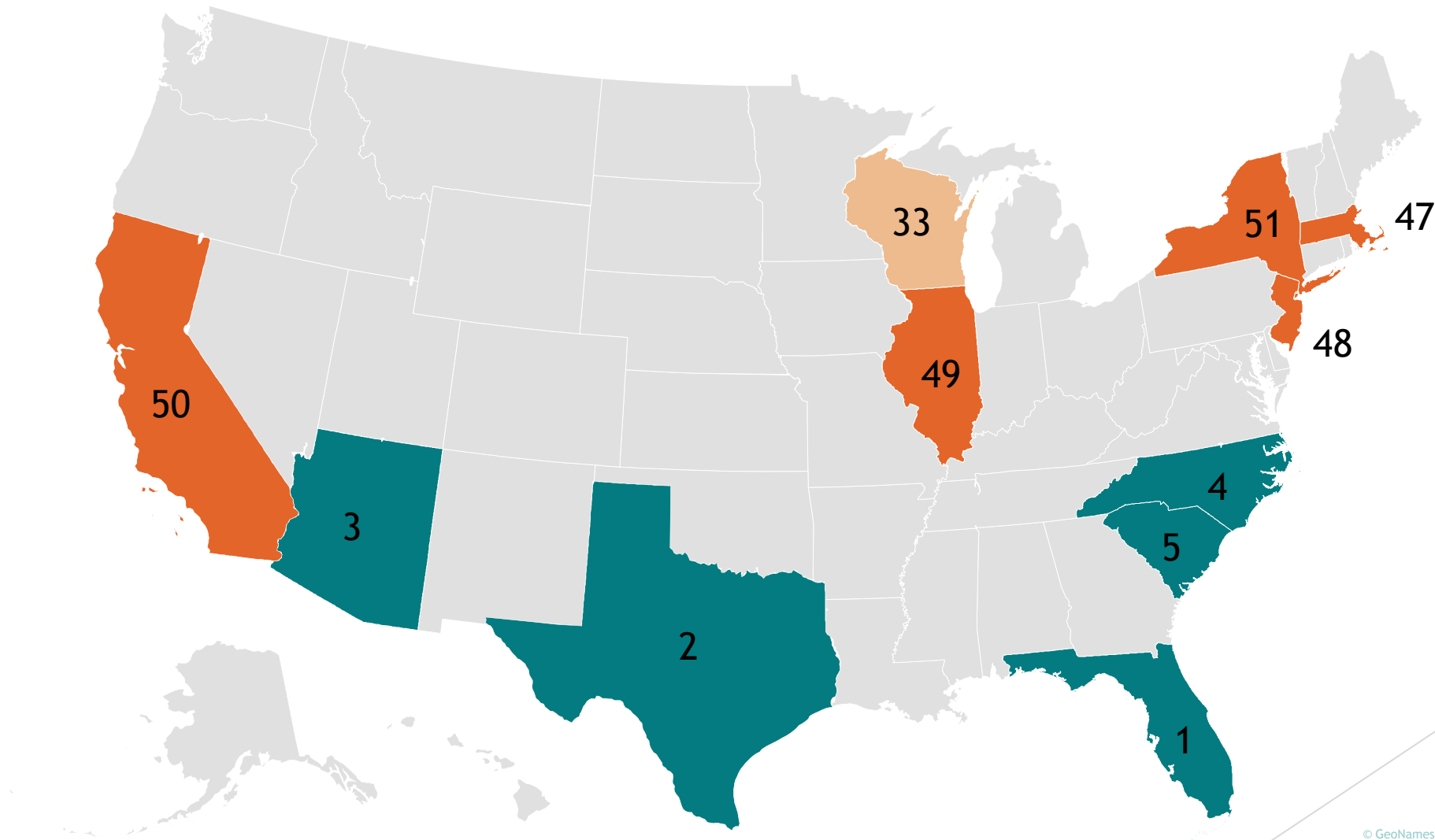
Net migration imputed from 2010 and 2020 census populations



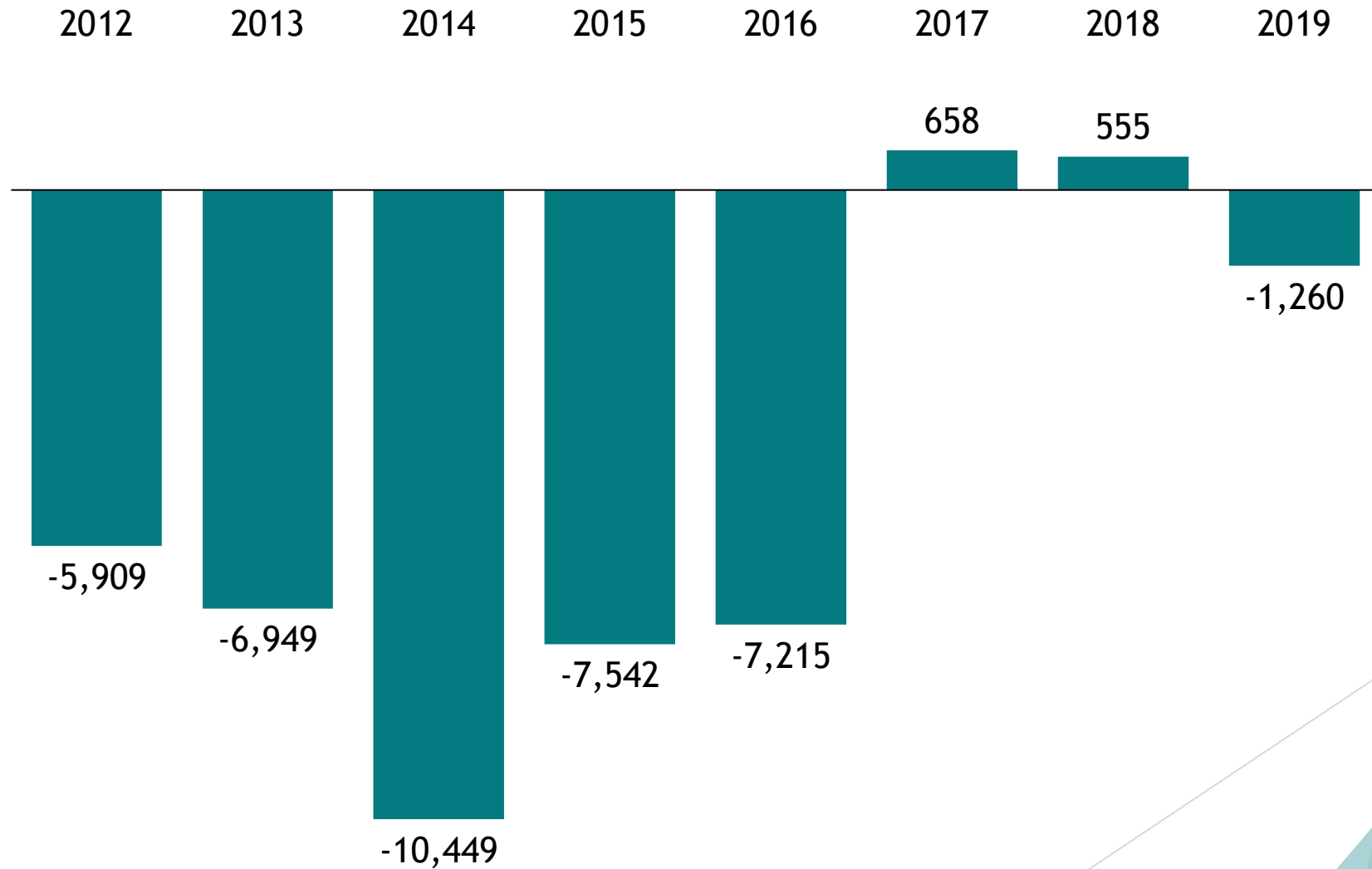
IRS vs. Census Bureau Data



National Trends in Net Migration



Wisconsin Net Migration

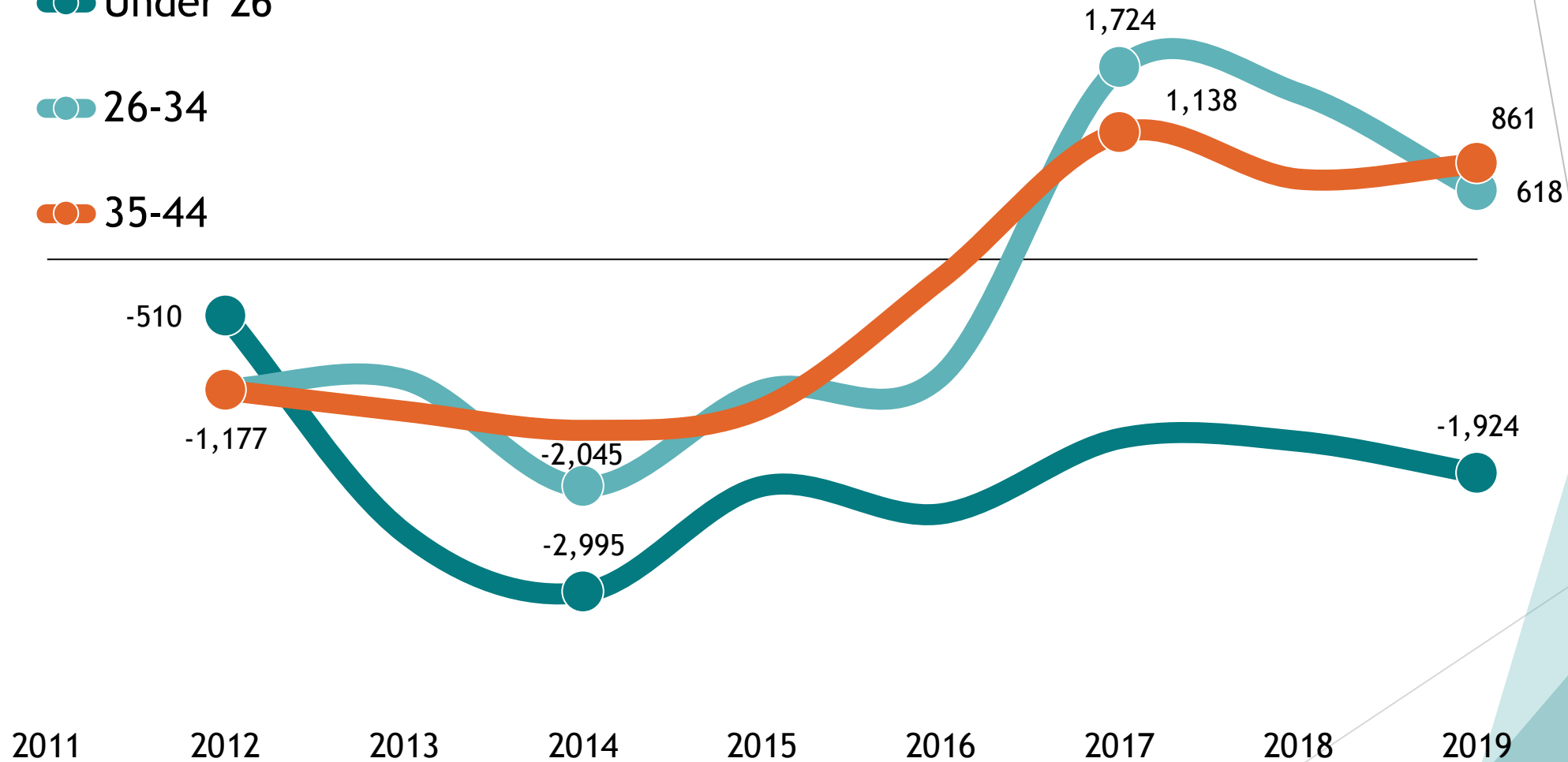


Net Migration – Age

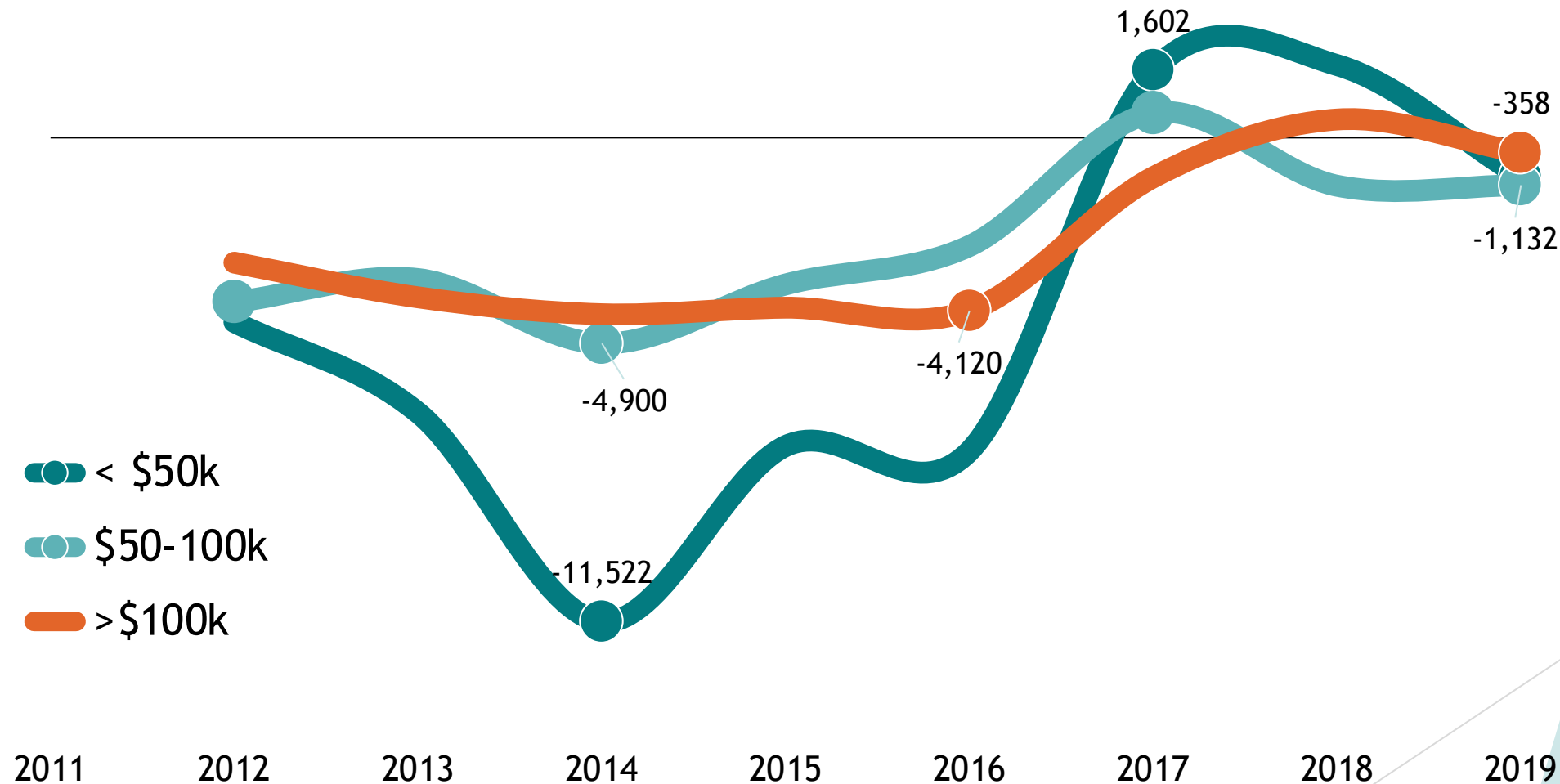
Under 26

26-34

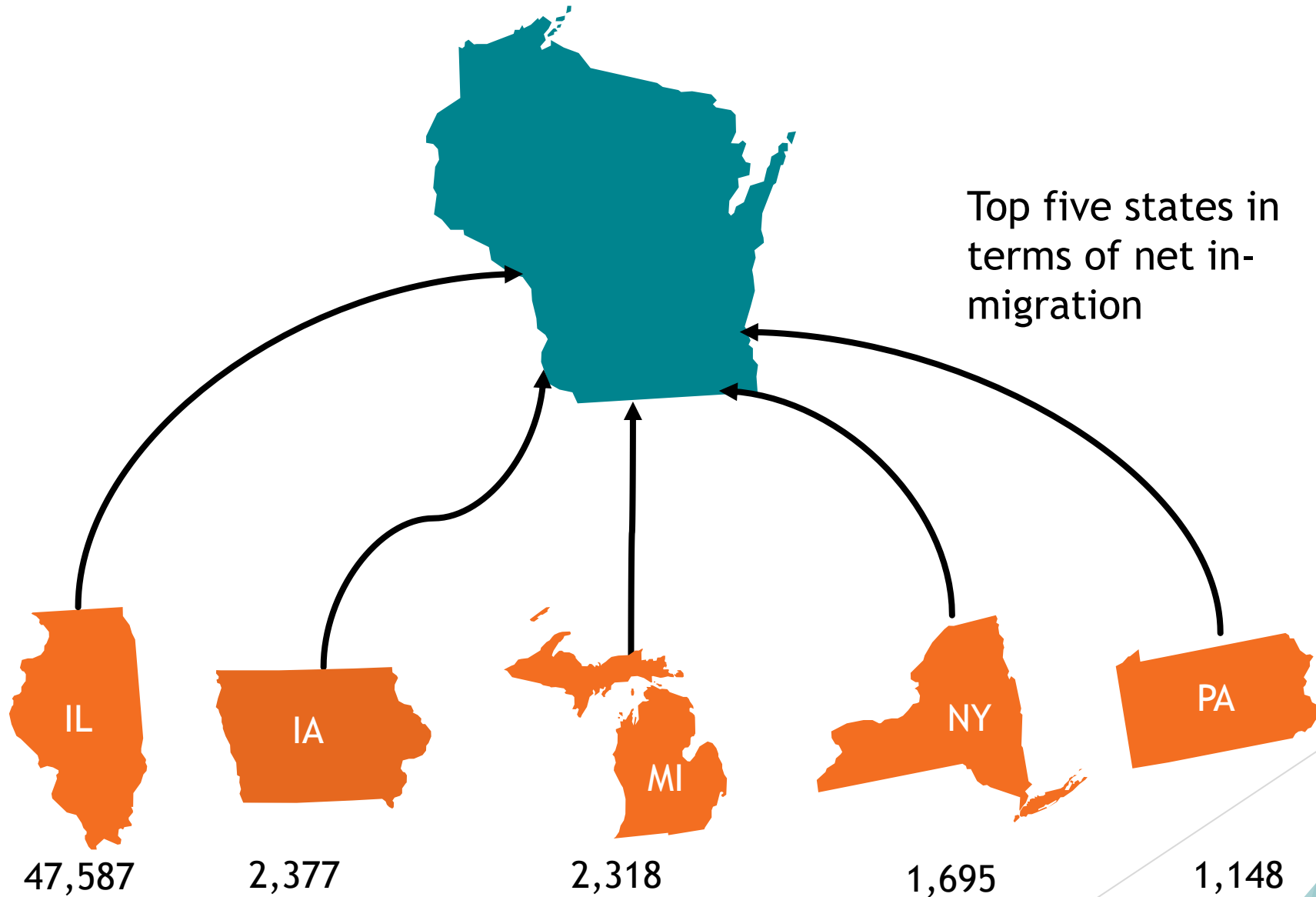
35-44



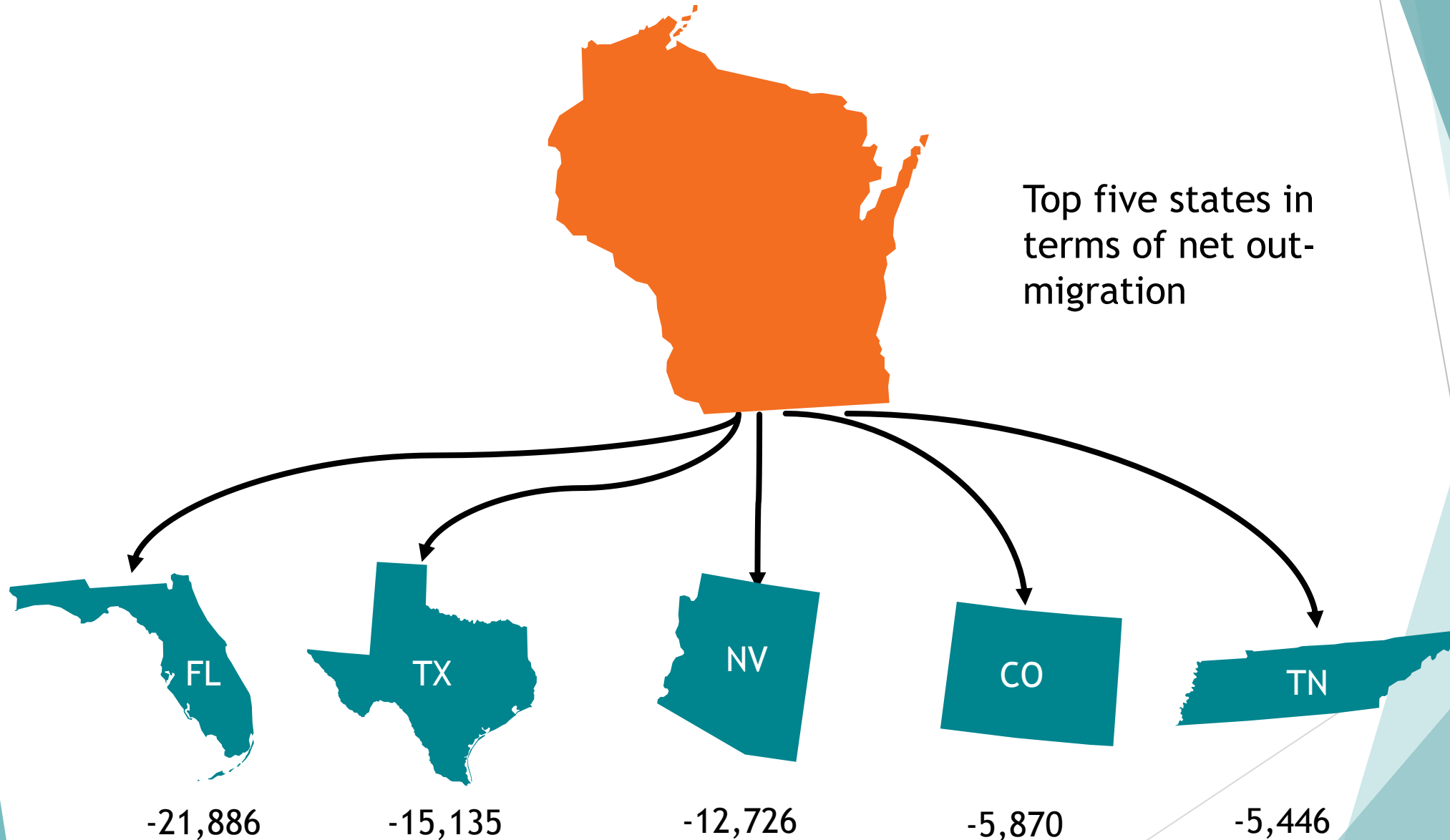
Net Migration – Income Group



Where are we coming from...



Where are we going...



County Level

Marathon County
(Net -456)

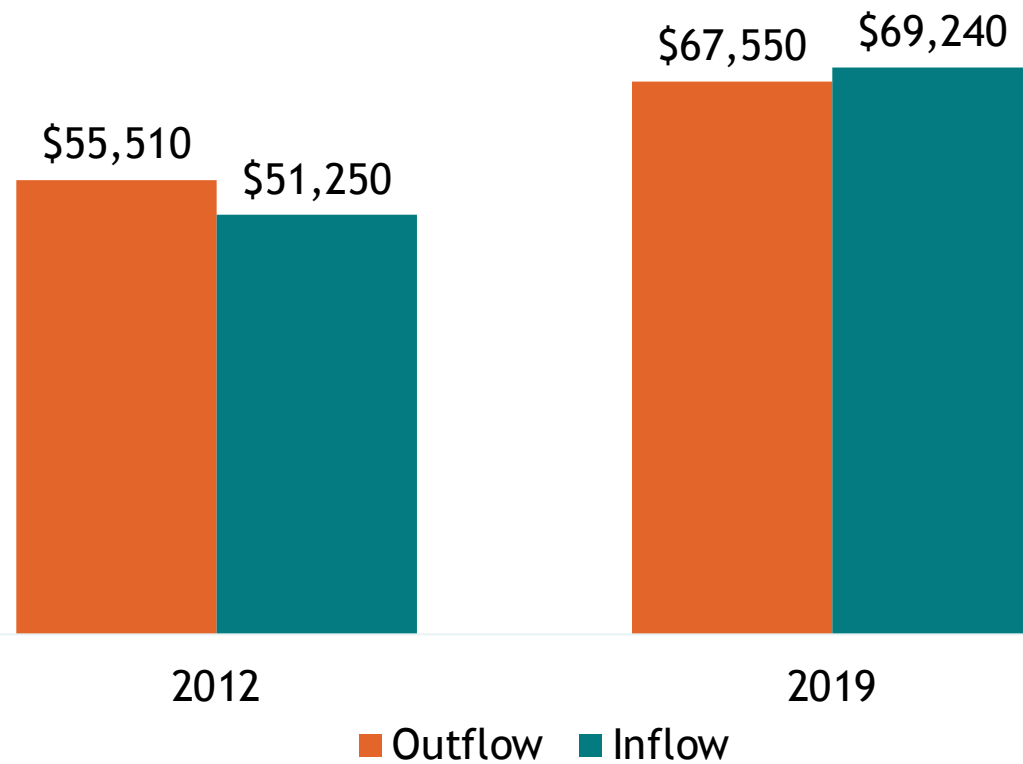
2012 - 71.5% moves were intrastate
2019 - 69.5% moves were intrastate

Net inflow primarily from rural
counties, net outflow primarily to
urban counties and other countries

Wood	685
Langlade	291
Shawano	242
Lincoln	232
Portage	228

Brown	-122
Hennepin (MN)	-139
Ramsey (MN)	-288
Dane	-400
Foreign	-436

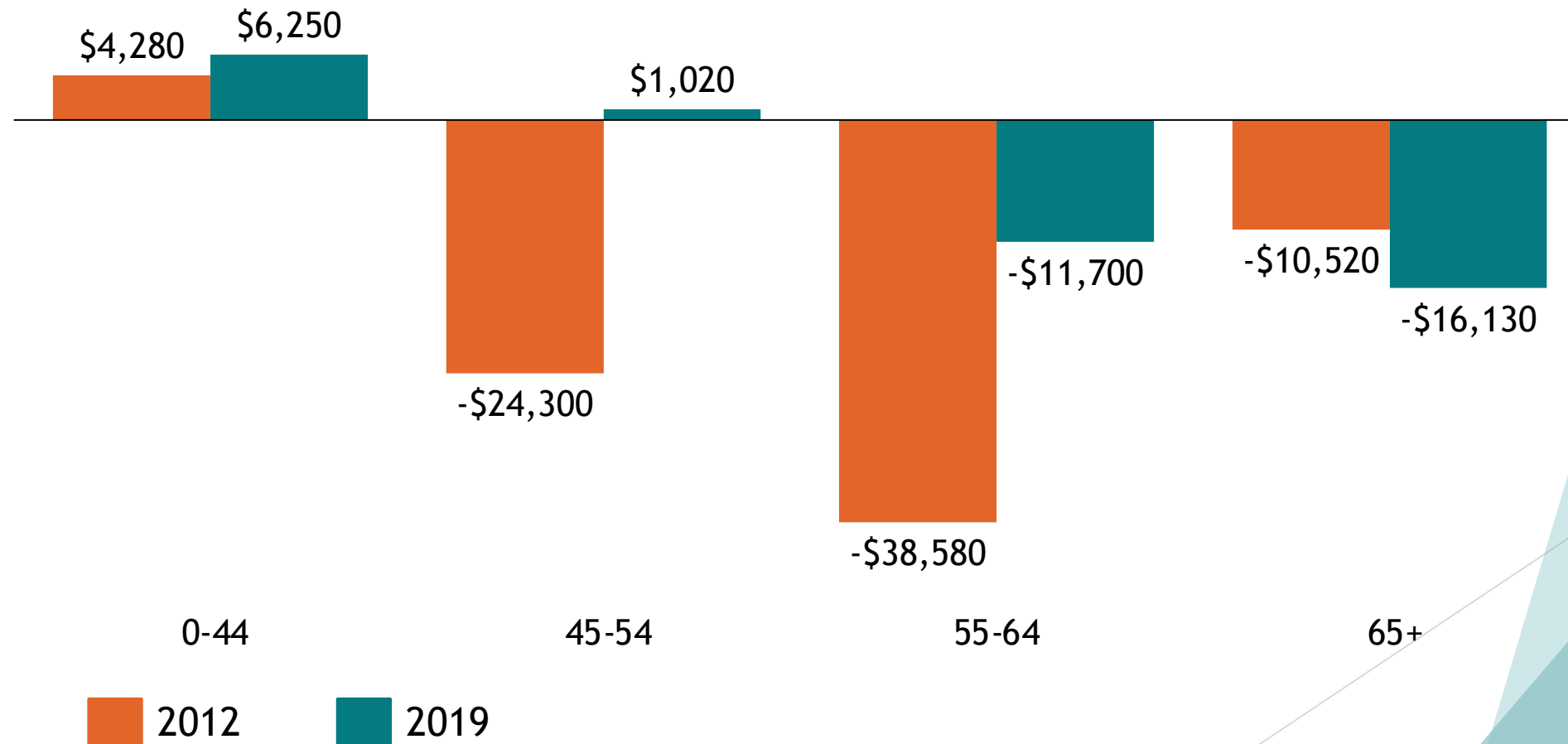
Income difference improving



2012 **-\$4,260**

2019 **\$1,690**

Income Difference by Age



Questions?
Thank you

