Wisconsin Public Health Workforce

2008
Wisconsin Public Health Workforce Report

August 2008

Bureau of Health Information and Policy
Division of Public Health
Wisconsin Department of Health Services
Foreword

This report presents a variety of currently available data on the public health workforce in Wisconsin. The statutorily mandated state health plan, Healthiest Wisconsin 2010, identifies developing a diverse, sufficient and competent public health workforce as a statewide infrastructure priority. The Wisconsin Public Health Workforce Report is the first publication on the public health workforce in Wisconsin.

This report provides baseline public health workforce data. It focuses on the governmental public health workforce, and includes some data about the workforce of selected other public-sector organizations. The report represents a needed first step to bring together information that will enable educational institutions, state and local emergency readiness and public health preparedness experts, community agencies, local health department administrators, boards of health, legislators and others to plan for a trained and qualified public health workforce. Workforce planning helps to assure a diverse, sufficient and competent public health workforce, prepared to promote and protect the health of the public.

Sources of data for this report include:

- 2007 State Public Health Workforce Survey, Association of State and Territorial Health Officials (ASTHO);
- 2006 Wisconsin Local Health Department Survey;
- 2005 National Profile of Local Health Departments, National Association of County and City Health Officials (NACCHO);
- 2008 certification and licensing data for certified Medical First Responders (FR) and licensed Emergency Medical Technicians (EMT) in Wisconsin;
- 2007 Wisconsin Emergency Assistance Volunteer Registry (WEAVR) and data from the Medical Reserve Corps (MRC);
- Two-year (2006-2008) and 10-year (2004-2014) employment projections for the Wisconsin health care workforce by the Wisconsin Department of Workforce Development;
- 2005 demographic data for the Wisconsin health care workforce from the American Community Survey, U.S. Census Bureau;
- 2007 licensing data for Wisconsin health care professionals from the Wisconsin Department of Regulation and Licensing.

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# Table of Contents

Foreword......................................................................................................................................................ii

Table of Contents ....................................................................................................................................... iv

Introduction................................................................................................................................................ 1

Selected Findings........................................................................................................................................ 5

Wisconsin Division of Public Health Workforce........................................................................................ 7

Wisconsin Local Health Department Workforce ......................................................................................... 11

Wisconsin Local Health Department Administrator Workforce ................................................................. 13

Wisconsin Emergency Medical Services Workforce ................................................................................... 16

Wisconsin Emergency Preparedness Volunteer Workforce ......................................................................... 17

Projections of the Public-Sector Health Care Workforce ........................................................................... 19

Demographic Profile of Wisconsin Public-Sector Health Care Workers ....................................................... 20

Appendices.................................................................................................................................................. 23

A. Wisconsin Department of Health Services Regions ................................................................................ 24

B. Population by Race/Ethnicity .................................................................................................................. 25

C. Local Health Department Survey
   Data Tables ........................................................................................................................................ 26
   Survey Instrument.................................................................................................................................... 28

D. Health Professional Shortage Areas
   Primary Care ....................................................................................................................................... 31
   Dental Care ........................................................................................................................................... 32
   Mental Health Care .............................................................................................................................. 33

E. Health Care Providers Licensed or Certified by Wisconsin Department of Regulation
   and Licensing ................................................................................................................................. 34

F. Projections for Selected Public Health Occupations: State and Local Government............................ 46
Introduction

Public health assures the conditions in which people can be healthy. It protects individuals, families, and communities from preventable disease and epidemics; it promotes public safety and health. Examples of the work of public health include:

- Monitor health status and conduct community needs assessments to identify community health problems;
- Prevent or control epidemics and spread of disease;
- Respond to disasters and assist communities in recovery;
- Educate the public about current and emerging health issues;
- Enforce laws and regulations that protect health and ensure safety, such as restaurant, hotel, and swimming pool sanitation and safety;
- Prevent or reduce injuries;
- Protect against environmental and occupational hazards;
- Safeguard the purity of food and water and the safety of consumer products;
- Assure the quality, accessibility and availability of health care and essential public health services;
- Link people to needed health and dental services.

Learn more about public health in Wisconsin by visiting the following links:
- Division of Public Health: [http://dhs.wisconsin.gov/aboutdhs/dph/dph.htm](http://dhs.wisconsin.gov/aboutdhs/dph/dph.htm)
- Public Health Services: [http://dhs.wisconsin.gov/aboutdhs/dph/DPHSERVS.HTM](http://dhs.wisconsin.gov/aboutdhs/dph/DPHSERVS.HTM)

Who is the public health workforce?

A qualified workforce is critical to the business of public health. Broadly defined, the public health workforce includes all those who provide essential public health services, regardless of the nature of the employing agency (U.S. Department of Health and Human Services, The Public Health Workforce: An Agenda for the 21st Century [2000]). This workforce includes a varied range of public health professionals employed in public and private, governmental and non-governmental organizations.

In Wisconsin, the public health workforce includes but is not limited to the following disciplines:
- Emergency Medical Services Providers*:
  - First Responders
  - EMT Basics
  - EMT Intermediate Technicians
  - EMT Intermediates
  - EMT Paramedics
- Environmental health workers:
  - Registered Sanitarians*
  - Registered Environmental Health Professionals
The public health workforce includes disciplines from the broader health care workforce and is reliant upon those disciplines to maintain a diverse, sufficient, and competent workforce. In addition to discipline-specific expertise (competencies), the public health workforce uses core public health competencies to guide its work. Public health competency may be acquired through formal educational processes.

**What are the core competencies for public health professionals?**

Each discipline that provides essential public health services has discipline-specific competencies to guide educational development and practice (example: nursing). Core public health competencies guide formal public health education and continuing education curriculum development and public health practice.

The Core Competencies for Public Health Professionals are a set of skills, knowledge, and attitudes necessary for the broad practice of public health. The list was adopted by the Council on Linkages between Academia and Public Health Practice on April 11, 2001, after a lengthy review process that involved more than 1,000 public health professionals.

The Core Competencies for Public Health Professionals are within eight domains:


To learn more about the Council on Linkages Core Public Health Competencies visit the Public Health Foundation site at: [http://www.phf.org/link/corecompetencies.htm](http://www.phf.org/link/corecompetencies.htm)

**What are the public health workforce challenges we face?**

Despite the importance of public health to our society, critical workforce challenges exist. These challenges include addressing a shortage of competent workers, succession planning to replace an aging workforce, enhancing technical skills, and developing a workforce that reflects the diversity of Wisconsin communities.

Wisconsin’s state and local health departments face challenges in maintaining an adequate public health workforce. Currently, nearly one in five workers in the Wisconsin Division of Public Health (DPH) is eligible

* These occupations are referenced in Wisconsin Statutes 251.06(3)(e), sections 186, 187, 188.
Other sources for this list: Association of State and Territorial Health Officials (ASTHO) State Public Health Workforce Survey, 2007; Wisconsin Local Health Department Survey, 2006; Bureau of Local Health Support and Emergency Medical Services (EMS), DHS, 2008.
for retirement. Approximately 50 percent of the public health employees in DPH will be eligible for retirement by 2011. Intense competition exists to recruit and retain qualified employees. Further, the Wisconsin public health workforce does not reflect the ethnic and linguistic diversity of the state population.

A smaller pool of potential and experienced workers, resulting from the aging of the Baby Boomers and the fact that women’s labor force participation (a traditional source of public health workers) has already peaked (Lee M. and M. Mather, U.S. Labor Force Trends, Population Reference Bureau, June 2008), challenges the overall U.S. labor market. Thus, public health competes with other disciplines to recruit new workers.

**What progress is being made to address the workforce challenges?**

Despite challenges, progress is being made to assure a diverse, sufficient and competent workforce.

Wisconsin colleges and universities provide numerous public health educational opportunities. For example, currently three Wisconsin institutions offer master’s degrees in public health: the University of Wisconsin – La Crosse, the Medical College of Wisconsin, and the University of Wisconsin – Madison School of Medicine and Public Health; the latter also offers a Ph.D. in population health.

The Healthy Wisconsin Leadership Institute is a collaborative effort of the University of Wisconsin School of Medicine and Public Health and the Medical College of Wisconsin. Through its three programs (the Community Teams Program, the Health Policy Program and the Lifelong Learning and Mentoring Program) the Leadership Institute has provided training and support to more than 600 public health practitioners statewide. The Healthy Wisconsin Leadership Institute can be accessed at [http://hwli.org/](http://hwli.org/).

To assist public health professionals with continuing education, the Wisconsin Division of Public Health hosts the Wisconsin TrainingFinder Real-time Affiliate Integrated Network (TRAIN), the statewide public health learning management system. The Division of Public Health in partnership with the University of Wisconsin Office of Continuing Professional Development is developing core public health competency assessments linked to TRAIN. This will provide individual public health professionals with access to courses and other learning experiences to help them carry out public health services more effectively. Wisconsin TRAIN can be accessed at [http://wi.train.org](http://wi.train.org).

Nationally, TRAIN is considered to be the premier online learning resource for professionals who protect the public's health. Wisconsin is one of 24 states and affiliates (including the National Medical Reserve Corps, and CDC’s Division of Global Migration and Quarantine) that subscribe to the system, a service of the Public Health Foundation ([http://www.phf.org](http://www.phf.org)).

**What will I find in this report?**

The *Wisconsin Public Health Workforce Report* presents the most recent data from state employment statistics, the Wisconsin Local Health Department Survey, the Wisconsin Emergency Assistance Volunteer Registry, and national sources. Tables and figures in this publication summarize the most recent available data from each source, ranging between calendar year 2005 and 2008. When possible, tables include data by age, race/ethnicity, and occupation. Although this report focuses largely on the governmental public health workforce, it also presents data about selected non-governmental health care disciplines that are represented in the public health workforce.

- The report begins with a Foreword, Introduction, and Selected Findings.
- The body of the report is organized by data source, with each section presenting the most recent available findings from that source.
- Appendices provide more detailed information from some of these data sources as well as related resource material, such as maps.
Data limitations and caveats. The accuracy of the data presented in this report is affected by a number of factors. Information collected is not directly comparable between data sets due to differences in the data collected, analysis, and reporting methodology. Age, race, and ethnicity information was not collected for some data sets or may be incomplete because reporting these variables was optional. At this time there is no one data source that encompasses the entire public health workforce.
Selected Findings

Wisconsin Division of Public Health Workforce

- In 2006 the average age of a DPH employee was 50.
- The turnover rate for DPH staff in 2006 was 25%; that is, 25% of all employees in 2006 were hired that year.
- The average age of a DPH new hire in 2006 was 47.
- The percent of DPH staff in 2007 eligible to retire within one year was 34%. This is expected to increase to 46% by 2009 and to 54% by 2011.

Wisconsin Local Health Department Workforce

- There were 3.2 local health department full-time equivalent employees (FTEs) per 10,000 Wisconsin people in 2006.
- According to the National Association of City and County Health Officials, in 2005 the national average staffing ratio for local health department FTEs was 9.3 per 10,000 population for small-town and rural health departments and 5.7 per 10,000 population for all other local health departments.
- In 2006, the Wisconsin average was 3.5 local health department FTEs per 10,000 population in rural counties, and 3.1 local health department FTEs per 10,000 population in metropolitan counties.

Wisconsin Local Health Officers

- As of 2005, 37% of the 92 local health officers in Wisconsin had worked five years or less in their current position.
- Sixty-seven percent of Wisconsin local health officers were age 50 and older, and 80 percent were female.

Wisconsin Emergency Medical Services Workforce

- As of 2008, the average age of Wisconsin EMS providers is 41.
- There are 32 EMS providers per 10,000 people in Wisconsin.
- Two-thirds of EMS workers in Wisconsin are male, and one-third are female.

Wisconsin Emergency Preparedness Volunteer Workforce

- As of December 31, 2007, WEAVR (the Wisconsin Emergency Assistance Volunteer Registry) had 1,970 unduplicated volunteers registered on the system.
- As of 2007, Medical Reserve Corps units in Wisconsin had 339 recorded volunteers.

Wisconsin Public Sector Employment Projections

- Between 2004 and 2014, Wisconsin health care jobs in the public sector (excluding state and local education and hospitals) are projected to increase by 9.2%, or 2,120 positions.
Demographic Profile of Wisconsin Health Care Workers in the Public Sector

- In 2005, an estimated 31% of Wisconsin’s public-sector health care workforce was age 51 and older. An additional 33% was ages 41 to 50.
- Women made up an estimated 83% of the public-sector health care workforce.
- Approximately 88% of Wisconsin’s public-sector health care workforce was white.
- By 2010, an estimated 39% of the public-sector health care workforce in Wisconsin will be eligible to retire.
Wisconsin Division of Public Health Workforce

The Wisconsin Division of Public Health (DPH) is part of a cabinet-level agency, the Wisconsin Department of Health Services, and had 477 employees in 2006. DPH administers the following principal programs: Communicable Disease Prevention, Community Health Promotion, Environmental and Occupational Health, Health Information and Policy, Local Health Support, and Emergency Medical Services. Local public health services in Wisconsin are subject to the shared authority of both DPH (the state agency) and local government.

Key Findings - 2006

- In 2006 the average age of a DPH employee was 50.
- The average number of years of service at DPH was 16.
- The turnover rate for DPH staff in 2006 was 25%; that is, 25% of all DPH employees in 2006 were hired that year.
- The percent of DPH positions currently vacant was 13.3%.
- The average age of a DPH new hire in 2006 was 47.
- The percent of DPH staff in 2007 eligible to retire within one year was 34%.
- The percent of DPH staff eligible to retire is expected to increase to 46% by 2009 and to 54% by 2011.
- The most severe worker shortage at DPH in 2006 was for public health managers.
- DPH was also experiencing worker shortages in public health nurses and epidemiologists.
- Eighty-three percent of DPH positions were represented by a union.

Figure 1. Type of Employee, Wisconsin Division of Public Health Workforce, 2006

Notes: This is based on the assumption that retirement eligibility begins at age 55.
As of January 2006, the total number of DPH employees was 477.
Table 1. Employee Occupational Classifications, Wisconsin Division of Public Health Workforce, 2006

<table>
<thead>
<tr>
<th>Occupational Classification</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative and clerical personal</td>
<td>91</td>
<td>27%</td>
</tr>
<tr>
<td>Environmental health workers</td>
<td>50</td>
<td>15%</td>
</tr>
<tr>
<td>Epidemiologists</td>
<td>20</td>
<td>6%</td>
</tr>
<tr>
<td>Health educators</td>
<td>59</td>
<td>18%</td>
</tr>
<tr>
<td>Public health information system specialists</td>
<td>22</td>
<td>7%</td>
</tr>
<tr>
<td>Nutritionists</td>
<td>17</td>
<td>5%</td>
</tr>
<tr>
<td>Public health managers</td>
<td>46</td>
<td>14%</td>
</tr>
<tr>
<td>Public health nurses</td>
<td>26</td>
<td>8%</td>
</tr>
<tr>
<td>Public health physicians</td>
<td>5</td>
<td>1%</td>
</tr>
<tr>
<td>Total</td>
<td>336</td>
<td>100%</td>
</tr>
</tbody>
</table>


Figure 2. Average Age, Median Age, and Average Years of Service for Current Employees, Wisconsin Division of Public Health Workforce, 2006

Note: The median age represents the midpoint of all persons in the group (half are older and half are younger than the median age).
Figure 3. Turnover Rate (New Employees as a Percent of Total Employees), Wisconsin Division of Public Health Workforce, 2004-2006

Source: Association of State and Territorial Health Officials (ASTHO), State Public Health Workforce Survey, 2007. Note: Turnover rate is defined as the number of employees in a given category hired during the year, calculated as a percentage of all employees in that category. The smaller the percentage of turnover, the lower the turnover rate, and the greater the continuity of employment.

Figure 4. Average Age of New Employees, Wisconsin Division of Public Health Workforce, 2004-2006


Figure 5. Number of Vacant Positions and Actively Recruited Positions, Wisconsin Division of Public Health Workforce, 2006

Source: Association of State and Territorial Health Officials (ASTHO), State Public Health Workforce Survey, 2007. Note: The total number of DPH positions was 497 as of January 2006.
Figure 6. Percent of Current Classified Employees Eligible for Retirement, Wisconsin Division of Public Health Workforce, 2006

Note: As of January 2006, there were 120 DPH employees eligible to retire based on the assumption that retirement eligibility begins at age 55.

Figure 7. Race and Ethnicity of Employees, Wisconsin Division of Public Health Workforce, 2006

Note: In 2006, 394 of 477 DPH employees reported race/ethnicity information; 83 (17%) did not report this information.
Wisconsin Local Health Department Workforce

The Wisconsin Department of Health Services (DHS) is mandated by section 251.05, Wisconsin Statutes, to collect information annually from local health departments for use in a local public health data system.

The 2006 Local Health Department (LHD) Survey was conducted within DHS by the Bureau of Local Health Support and Emergency Medical Services, Wisconsin Division of Public Health (DPH). LHD staffing information presented in this report is based on local health department responses to the 2006 annual survey. There were 93 local health departments in Wisconsin in 2006. Ninety-one local health departments responded to the staffing part of the survey. The survey does not include Tribal Health Centers.

Key Findings - 2006

- There were 2,568 local health department staff and an estimated 5,617,744 people in Wisconsin in 2006, for a staffing ratio of 4.6 local health department staff per 10,000 people. (See Appendix C for the staff-to-population ratios for individual local health departments in Wisconsin, as well as a copy of the Local Health Department Survey instrument.)

- There were 1,811 local health department full-time equivalent employees (FTEs) and 5,617,744 people in Wisconsin in 2006, for a staffing ratio of 3.2 LHD FTEs per 10,000 people.

- According to the National Association of City and County Health Officials, in 2005 the national average staffing ratio for local health department FTEs was 9.3 per 10,000 population for small-town and rural health departments and 5.7 per 10,000 population for all other local health departments.

- In 2006, the Wisconsin average was 3.5 local health department FTEs per 10,000 population in rural counties, and 3.1 local health department FTEs per 10,000 population in metropolitan counties.

- There were 153 new hires in all Wisconsin local health departments in 2006.

- Forty-three people retired from Wisconsin LHDs in 2006.

- In 2006, 92 local health department employees were eligible for retirement out of 2,173 total employees.

The average age, race, ethnicity, years of service, turnover rate, percentage of vacant positions, and retirement eligibility projections of local health department employees are unknown because the survey did not request this information.
Table 2.  Local Health Department Workforce by Occupational Classification, Wisconsin 2006

<table>
<thead>
<tr>
<th>Occupational Classification</th>
<th>Total LHD Workforce</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LHD Staff</td>
<td>Contract Staff</td>
<td>LHD Staff</td>
</tr>
<tr>
<td>Public health nurse</td>
<td>673</td>
<td>661</td>
<td>12</td>
</tr>
<tr>
<td>Administrative/clerical</td>
<td>592</td>
<td>584</td>
<td>8</td>
</tr>
<tr>
<td>Registered sanitarian</td>
<td>164</td>
<td>154</td>
<td>10</td>
</tr>
<tr>
<td>Bilingual health aide</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interpreter/translator</td>
<td>322</td>
<td>130</td>
<td>192</td>
</tr>
<tr>
<td>Nutritionist</td>
<td>136</td>
<td>118</td>
<td>18</td>
</tr>
<tr>
<td>Other public health professional</td>
<td>135</td>
<td>108</td>
<td>27</td>
</tr>
<tr>
<td>Other registered nurse</td>
<td>76</td>
<td>69</td>
<td>7</td>
</tr>
<tr>
<td>Health educator</td>
<td>66</td>
<td>55</td>
<td>11</td>
</tr>
<tr>
<td>Laboratory worker</td>
<td>48</td>
<td>45</td>
<td>3</td>
</tr>
<tr>
<td>Environmental health worker</td>
<td>44</td>
<td>37</td>
<td>7</td>
</tr>
<tr>
<td>Epidemiologist</td>
<td>21</td>
<td>17</td>
<td>4</td>
</tr>
<tr>
<td>Nurse practitioner</td>
<td>20</td>
<td>15</td>
<td>5</td>
</tr>
<tr>
<td>Public health computer specialist</td>
<td>16</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>Licensed practical nurse</td>
<td>13</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Dental hygienist</td>
<td>17</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td>Public health physician</td>
<td>18</td>
<td>3</td>
<td>15</td>
</tr>
<tr>
<td>Dentist</td>
<td>1</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Other public health paraprofessional</td>
<td>205</td>
<td>146</td>
<td>59</td>
</tr>
<tr>
<td>Total</td>
<td>2,568</td>
<td>2,173</td>
<td>395</td>
</tr>
</tbody>
</table>

Source: Wisconsin Local Health Department Survey, 2006; Bureau of Health Information and Policy, Division of Public Health, Department of Health Services.

Note: In this table, counts indicate the number of people in the occupational classification, not positions or full-time equivalents.

Figure 8. Number and Percent of Health Department and Contract Staff in the Local Health Department Workforce, Wisconsin 2006

Source: Wisconsin Local Health Department Survey, 2006; Bureau of Health Information and Policy, Division of Public Health, Department of Health Services.
Wisconsin Local Health Officers

Under Wisconsin statute and administrative rule, a local health officer is “the person in charge of a local health department, including general administration and the supervision of personnel who direct or carry out public health nursing and environmental health programs and other programs or units of the local health department.” The National Association of City and County Health Officials (NACCHO) is the national organization representing local health departments. The Association’s 2005 National Profile of Local Health Departments included the following information about local health officers in Wisconsin.

- As of 2005, 37% of the 92 local health officers in Wisconsin had worked five years or less in their current position.
- Sixty-seven percent of Wisconsin local health officers were age 50 and older, and 80 percent were female.

Key Findings by Region - 2005

- **Western Region Summary**: The Division of Public Health Western Regional Office serves 18 local health departments, all of which completed the 2005 National Profile Survey. (See Appendix A for a map of the Wisconsin Department of Health regions.) The majority (65%) of health officers in the Western Region had been in their current position for five years or less. A majority (61%) of the health officers in the Western Region were between the ages of 50 and 59 at the time of the survey. Health officers in Wisconsin are more likely to be female than male, and the same was true in the Western Region (72% female).

- **Southern Region Summary**: The Division of Public Health Southern Regional Office served 17 local health departments at the time of the 2005 National Profile Survey. Only 16 of the 17 health departments completed the survey. A plurality of health officers in the Southern Region (44%) had between six and 15 years of experience in their current positions. Half of the health officers were between the ages of 50 and 59 at the time of the survey. A large majority (81%) of officers in the Southern Region were female.

- **Southeastern Region Summary**: The Division of Public Health Southeastern Regional Office served 22 local health departments in 2005. All 22 health departments completed the 2005 National Profile Survey. Half of these 22 health officers had been in their current position for six to 15 years. A majority of health officers in the Southeastern Region (68%) were between the ages of 50 and 59 at the time of the survey. In 2005, 77% of health officers in the Southeastern Region were female.

- **Northeastern Region Summary**: The Division of Public Health Northeastern Regional Office served 22 local health departments in 2005. All 22 health departments completed the 2005 National Profile Survey. A plurality (41%) of health officers in the Northeastern Region had been in their current position for between six and 15 years; an additional 36% had been in their positions five years or less. A majority of health officers (55%) were between the ages of 50 and 59 at the time of the survey. In 2005, 77% of health officers in the Northeastern Region were female.

- **Northern Region Summary**: The Division of Public Health Northern Regional Office served 15 local health departments in 2005, all of which completed the 2005 National Profile Survey. A plurality (47%) of health officers in the Northern Region had been in their current position for six to 15 years and 40% had been in their current position five years or less. In addition, 47% of the health officers were ages 50 to 59 and 27% were ages 40 to 49. At the time of the survey, all 15 health officers in the Northern Region were female.
Figure 9. Years in Current Position for Local Health Officers by Region, Wisconsin 2005

Source: National Profile of Local Health Departments, 2005, National Association of City and County Health Officials.

Figure 10. Age of Local Health Officers by Region, Wisconsin 2005

Source: National Profile of Local Health Departments, 2005, National Association of City and County Health Officials.
Figure 11. Gender of Local Health Officers by Region, Wisconsin 2005

Source: National Profile of Local Health Departments, 2005, National Association of City and County Health Officials.
Wisconsin Emergency Medical Services Workforce

A high-quality Emergency Medical Services (EMS) system reduces both the human suffering and economic loss to society from the premature death and disability resulting from accidents or sudden illness. Wisconsin EMS is dedicated to developing and maintaining the EMS delivery system, ensuring that a uniform quality and standard of pre-hospital emergency medical care is available to everyone in Wisconsin.

The following information was obtained in 2008 from certification and licensing data for certified Medical First Responders and licensed Emergency Medical Technicians in Wisconsin. The Wisconsin Department of Health Services, Division of Public Health, Bureau of Local Health Support and EMS is responsible for the regulation and licensing of the Emergency Medical Services workforce.

Key Findings - 2008

- The average age of Wisconsin EMS providers is 41.
- There are 17,881 EMS providers and 5,580,757 people in Wisconsin, for a staffing ratio of 32 EMS providers per 10,000 people.
- Two-thirds of EMS workers in Wisconsin are male, and one-third are female.

The EMS workforce employment or volunteer status, race, ethnicity, number of years of service, turnover rate, percentage of vacant positions, retirement eligibility, and retirement eligibility projections are unknown because the registry system does not collect this information.

Table 3. Emergency Medical Services Workforce by Occupational Classification, Wisconsin 2008

<table>
<thead>
<tr>
<th>Occupational Classification</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Responder</td>
<td>3,748</td>
<td>21%</td>
</tr>
<tr>
<td>Emergency Medical Technician (EMT) Basic</td>
<td>8,836</td>
<td>49%</td>
</tr>
<tr>
<td>EMT Intermediate Technician</td>
<td>2,478</td>
<td>14%</td>
</tr>
<tr>
<td>EMT Intermediate</td>
<td>267</td>
<td>1%</td>
</tr>
<tr>
<td>EMT Paramedic</td>
<td>2,552</td>
<td>15%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>17,881</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Source: Wisconsin Department of Health Services, Division of Public Health, Department of Health Services, Division of Public Health, Bureau of Local Health Support and Emergency Medical Services, 2008.

Figure 12. Licensed Emergency Medical Services Workers by Gender, Wisconsin 2008

Source: Wisconsin Department of Health Services, Division of Public Health, Bureau of Local Health Support and Emergency Medical Services, 2008.

Note: Percentages based on a total of 17,881 workers.
Wisconsin Emergency Preparedness Volunteer Workforce

The Wisconsin Emergency Assistance Volunteer Registry (WEAVR) is an online resource that collects and stores contact information on volunteers interested in filling critical response and recovery roles following a major public health emergency. Based on the information collected from each volunteer, public health officials can use WEAVR to identify people willing to fill the specific volunteer roles needed in a particular emergency. If an emergency occurs in which volunteers are needed, public health officials will use the WEAVR registry to generate a list of volunteers who will be contacted based on the information the volunteers provided.

In addition, the Medical Reserve Corps (MRC), sponsored by the Office of the U.S. Surgeon General, is dedicated to establishing teams of local volunteer medical and public health professionals to contribute their skills and expertise throughout the year as well as during times of community need (local response during emergencies and non-emergencies).

The mission of the Medical Reserve Corps (MRC) is to improve the health and safety of communities across the country by organizing and using public health, medical and other volunteers. There are six MRC units in Wisconsin: Brown County MRC (in Green Bay), Dane County MRC (in Madison), Southeast Wisconsin MRC (in Waukesha), Wisconsin Technical Rescue Operations Team MRC (in Kaukauna), Wisconsin Disaster Medical Response Team MRC (in Appleton), and Wisconsin Veterinary Corps (in Madison).

Key Findings - 2007

- As of December 31, 2007, WEAVR had 1,970 unduplicated volunteers registered on the system.

- WEAVR count of volunteers by license:
  - Total count: 2,036*
  - Total unduplicated count of volunteers: 1,970
  - Unduplicated count of volunteers who are unlicensed (or licensure information was missing): 438.

- As of 2007, Medical Reserve Corps units in Wisconsin had 339 recorded volunteers.

* A volunteer may report more than one kind of license; thus the total count is larger than the unduplicated count of volunteers.
### Table 4. Emergency Assistance Volunteer Counts by License Type, Wisconsin 2007

<table>
<thead>
<tr>
<th>License Type</th>
<th>Counts</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental hygienist</td>
<td>9</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Advanced practice nurse</td>
<td>60</td>
<td>3</td>
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<tr>
<td>Dentist</td>
<td>14</td>
<td>1</td>
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<tr>
<td>Emergency medical technician</td>
<td>306</td>
<td>15</td>
</tr>
<tr>
<td>Licensed practical nurse</td>
<td>49</td>
<td>2</td>
</tr>
<tr>
<td>Marriage and Family Therapist</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>36</td>
<td>2</td>
</tr>
<tr>
<td>Physician</td>
<td>164</td>
<td>8</td>
</tr>
<tr>
<td>Physician assistant</td>
<td>33</td>
<td>2</td>
</tr>
<tr>
<td>Professional counselor</td>
<td>43</td>
<td>2</td>
</tr>
<tr>
<td>Psychologist</td>
<td>21</td>
<td>1</td>
</tr>
<tr>
<td>Registered nurse</td>
<td>689</td>
<td>34</td>
</tr>
<tr>
<td>Sanitarian</td>
<td>36</td>
<td>2</td>
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<tr>
<td>Social worker</td>
<td>86</td>
<td>4</td>
</tr>
<tr>
<td>Veterinarian/vet. technician</td>
<td>115</td>
<td>34</td>
</tr>
<tr>
<td>Other licensed</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Licensure missing or unlicensed</td>
<td>12</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>2,036</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Department of Health Services, Division of Public Health, Wisconsin Emergency Assistance Volunteer Registry (WEAVR), 2007.

Notes: "Other licensed" includes: audiologists, chiropractors, funeral directors, registered dietitians.

“Social worker” includes: advanced practice social workers, independent social workers, licensed clinical social workers, and social workers (not specified).

### Table 5. Medical Reserve Corps Volunteers by Occupation, Wisconsin 2007

<table>
<thead>
<tr>
<th>Occupational Classification</th>
<th>Number</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician</td>
<td>13</td>
<td>4%</td>
</tr>
<tr>
<td>Nurse</td>
<td>15</td>
<td>4</td>
</tr>
<tr>
<td>Pharmacist</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Veterinarian</td>
<td>115</td>
<td>34</td>
</tr>
<tr>
<td>Mental health professional</td>
<td>32</td>
<td>9</td>
</tr>
<tr>
<td>EMS professional</td>
<td>29</td>
<td>9</td>
</tr>
<tr>
<td>Other public health/medical</td>
<td>98</td>
<td>29</td>
</tr>
<tr>
<td>Non-public health/medical</td>
<td>36</td>
<td>11</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>339</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Office of the Civilian Volunteer Medical Reserve Corps, Office of the U.S. Surgeon General.

Note: There are no volunteers in Wisconsin Medical Reserve Corps units for the following occupations: physician assistants, nurse practitioners, dentists, dental hygienists and respiratory therapists.
Wisconsin Public Sector Employment Projections

The Wisconsin Department of Workforce Development provides two-year and 10-year employment projections for various industries and occupations. The latest 10-year projection is for the period of 2004-2014, and the latest two-year projection is for the period of 2006-2008.

These projections provide a count of jobs rather than people. (An individual may hold more than one job.) The projections provide an estimate of the number of filled jobs in the projected year. The projections do not estimate the demand for and/or supply of workers. A distinction is not made between full-time and part-time jobs. Thus, comparisons between these employment projections and other sources showing the number of workers should be made with caution.

Projections for individual public health occupations are available in Appendix F.

Key Findings – 2008 and 2014 Projections

- Between 2004 and 2014, Wisconsin health care jobs in the public sector (excluding state and local education and hospitals) are projected to increase by 9.2%, or 2,120 positions.

- Total number of health care jobs in the public sector (excludes state and local education and hospitals)*:
  - 2004: 23,160
  - 2014: 25,280 (an increase of 9.2% between 2004 and 2014)

- Total number of health care jobs in the public sector (excludes state and local education and hospitals)*:
  - 2006: 23,220
  - 2008: 23,540 (an increase of 1.4% between 2006 and 2008)

* Occupations included in these projections represent the most prevalent occupations in Wisconsin’s public health sector.
Demographic Profile of Wisconsin Health Care Workers in the Public Sector

The American Community Survey is a nationwide survey conducted by the U.S. Census Bureau each year. It collects and produces population, housing, business and government information, based on a sample of three million households nationwide. This survey is the only source that provides estimated demographic data for the Wisconsin health care workforce in the public sector. (See Appendix E for available demographic information on selected health care professions from the Wisconsin Department of Regulation and Licensing.)

The American Community Survey data presented in this report exclude managers and all workers in education and hospitals.

In 2005, there were an estimated 10,874 health care workers in the public sector in Wisconsin (excluding managers and all workers in education and hospitals).

Key Findings - 2005

- In 2005, an estimated 31% of Wisconsin’s public-sector health care workforce was age 51 and older. An additional 33% was ages 41 to 50.
  - Women made up an estimated 83% of the public-sector health care workforce.
  - Approximately 88% of Wisconsin’s public-sector health care workforce was white.
  - By 2010, an estimated 39% of the public-sector health care workforce in Wisconsin will be eligible to retire.

Figure 13. Health Care Workforce in the Public Sector by Age, Wisconsin 2005

Note: Data exclude managers and all workers in education and hospitals.
Figure 14. Health Care Workforce in the Public Sector by Gender, Wisconsin 2005

Note: Data exclude managers and all workers in education and hospitals.

Figure 15. Health Care Workforce in the Public Sector by Race and Ethnicity, Wisconsin 2005

Note: Data exclude managers and all workers in education and hospitals.
Figure 16. Percent of Public-Sector Health Care Workers Eligible for Retirement, Wisconsin 2005

Note: Data exclude managers and all workers in education and hospitals. Retirement age is based on the assumption that retirement eligibility begins at age 55.
Appendices

Appendix A. Wisconsin Department of Health Service Regions .............................................................. 24

Appendix B. Population Estimates by Region and Race and Ethnicity..................................................... 25

Appendix C. Local Health Department Survey
   Data Tables ........................................................................................................................................... 26
   Survey Instrument ................................................................................................................................. 29

Appendix D. Health Professional Shortage Areas
   Primary Care ....................................................................................................................................... 31
   Dental Care ......................................................................................................................................... 32
   Mental Health Care ............................................................................................................................... 33

Appendix E. Health Care Providers Licensed or Certified by Wisconsin Department of
   Regulation and Licensing .................................................................................................................. 34

Appendix F. Projections for Selected Public Health Occupations: State and Local Government............ 46
Appendix A. Wisconsin Department of Health Services Regions

Western
- Bayfield
- Douglas
- Ashland
- Iron
- Vilas
- Burnett
- Washburn
- Sawyer
- Price
- Oneida
- Forest
- Marinette

Northern
- St. Croix
- Eau Claire
- Phipp
- Barnes
- Barron
- Rusk
- Price
- Lincoln
- Langlade
- Menominee
- Oconto

Southeastern
- Richland
- Sauk
- Iowa
- Dane
- Jefferson
- Waukesha
- Racine
- Kenosha
- Walworth
- Jefferson

Southern
- Lafayette
- Green
- Rock

Northeastern
- Wisconsin Rapids
- Waupaca
- Langlade
- Menominee
- Oconto
- Brown
- Oneida
- Forest

Western
- Door
- Chippewa
- Shawano
- Marathon
- Clark
- Shawano
- Pierce
- Eau Claire
- La Crosse
- Monroe
- La Crosse
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Appendix B. Population by Race/Ethnicity

Figure B1. Population Distribution by Race/Ethnicity by Region, Wisconsin 2005

Note: Race/ethnicity categories are mutually exclusive.

Figure B2. Population Distribution by Race/Ethnicity, Wisconsin, 2005

Note: Race/ethnicity categories are mutually exclusive.
## Appendix C. Wisconsin Local Health Department Survey, 2006

### Data Tables: Local Health Department Staff, Wisconsin 2006

<table>
<thead>
<tr>
<th>LHD</th>
<th>Population</th>
<th>Total Staff</th>
<th>Staff per 10,000 Pop.</th>
<th>Administrator Staff</th>
<th>Public Health Nurse Staff</th>
<th>Other Professional Staff</th>
<th>Para-professional Staff</th>
<th>Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>STATE TOTAL</strong></td>
<td>5,617,744</td>
<td>2,568</td>
<td>4.6</td>
<td>184</td>
<td>673</td>
<td>666</td>
<td>638</td>
<td>408</td>
</tr>
<tr>
<td>ADAMS</td>
<td>21,548</td>
<td>17.8</td>
<td>8.3</td>
<td>8</td>
<td>2</td>
<td>4</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>ASHLAND</td>
<td>16,906</td>
<td>7</td>
<td>4.1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>BARRON</td>
<td>47,247</td>
<td>13.5</td>
<td>2.9</td>
<td>1</td>
<td>6</td>
<td>4</td>
<td>1</td>
<td>2</td>
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<tr>
<td>BAYFIELD</td>
<td>15,828</td>
<td>17</td>
<td>10.7</td>
<td>1</td>
<td>6</td>
<td>2</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>BROWN</td>
<td>220,238</td>
<td>50</td>
<td>2.3</td>
<td>1</td>
<td>15</td>
<td>11</td>
<td>9</td>
<td>14</td>
</tr>
<tr>
<td>De Pere</td>
<td>22,495</td>
<td>5</td>
<td>2.2</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>0</td>
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</tr>
<tr>
<td>BUFFALO</td>
<td>14,142</td>
<td>16</td>
<td>11.3</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>2</td>
<td>6</td>
</tr>
<tr>
<td>BURNETT</td>
<td>16,614</td>
<td>10</td>
<td>6.0</td>
<td>2</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>1</td>
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<tr>
<td>CALUMET</td>
<td>45,711</td>
<td>15.1</td>
<td>3.3</td>
<td>2</td>
<td>7</td>
<td>2</td>
<td>0</td>
<td>4</td>
</tr>
<tr>
<td>CHIPPEWA</td>
<td>60,893</td>
<td>33</td>
<td>5.4</td>
<td>2</td>
<td>7</td>
<td>7</td>
<td>5</td>
<td>12</td>
</tr>
<tr>
<td>CLARK</td>
<td>34,501</td>
<td>25</td>
<td>7.2</td>
<td>1</td>
<td>7</td>
<td>2</td>
<td>13</td>
<td>2</td>
</tr>
<tr>
<td>COLUMBIA</td>
<td>55,272</td>
<td>15</td>
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* No county health department.

County health departments appear in capital letters. Municipal health departments are indented.

The population count reflects the population in each department’s jurisdiction. Populations of county LHDs in counties with municipal health departments do not include the populations of those municipalities.

Populations shown are estimates provided by the Wisconsin Department of Administration for January 1, 2006.
# Appendix C, continued

## Data Tables: Local Health Department Staff, Wisconsin 2006 (continued)

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* No county health department.

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Populations shown are estimates provided by the Wisconsin Department of Administration for January 1, 2006.
### Data Tables: Local Health Department Staff, Wisconsin 2006 (continued)

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<td>5.9</td>
<td>4</td>
<td>6</td>
<td>13</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Winnebago</td>
<td>25,083</td>
<td>15</td>
<td>6.0</td>
<td>1</td>
<td>7</td>
<td>5</td>
<td>0</td>
<td>2</td>
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<tr>
<td>Menasha</td>
<td>17,282</td>
<td>16</td>
<td>9.3</td>
<td>1</td>
<td>4</td>
<td>2</td>
<td>8</td>
<td>1</td>
</tr>
<tr>
<td>Neenah</td>
<td>25,430</td>
<td>16</td>
<td>6.3</td>
<td>1</td>
<td>5</td>
<td>4</td>
<td>6</td>
<td>2</td>
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<tr>
<td>Oshkosh</td>
<td>65,510</td>
<td>14</td>
<td>2.1</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Wood</td>
<td>76,937</td>
<td>32</td>
<td>4.2</td>
<td>1</td>
<td>10</td>
<td>11</td>
<td>4</td>
<td>6</td>
</tr>
</tbody>
</table>


* No county health department.

County health departments appear in capital letters. Municipal health departments are indented.

The population count reflects the population in each department’s jurisdiction. Populations of county LHDs in counties with municipal health departments do not include the populations of those municipalities.

Populations shown are estimates provided by the Wisconsin Department of Administration for January 1, 2006.
Appendix C, continued

<table>
<thead>
<tr>
<th>Survey Instrument: Wisconsin Local Health Department Staffing Survey, 2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>LOCAL AGENCY INFORMATION</td>
</tr>
<tr>
<td>Name of Local Health Department</td>
</tr>
<tr>
<td>Name of Person Completing Survey</td>
</tr>
<tr>
<td>Position of Person Completing Survey</td>
</tr>
<tr>
<td>Telephone of Person Completing Survey</td>
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<tr>
<td>E-mail of Person Completing Survey</td>
</tr>
<tr>
<td><strong>STAFFING INFORMATION</strong></td>
</tr>
<tr>
<td>Staffing Category/Position</td>
</tr>
<tr>
<td>Number of Health Department Staff Who Are Bilingual or Could Function as a Translator</td>
</tr>
<tr>
<td>Number of Contracted Personnel Who Are Bilingual or Could Function as a Translator</td>
</tr>
<tr>
<td>Administrator – Health Department Staff</td>
</tr>
<tr>
<td>Administrator – Contracted Personnel</td>
</tr>
<tr>
<td>Support Staff – Health Department Staff</td>
</tr>
<tr>
<td>Support Staff – Contracted Personnel</td>
</tr>
<tr>
<td>Computer Specialist – Health Department Staff</td>
</tr>
<tr>
<td>Computer Specialist – Contracted Personnel</td>
</tr>
<tr>
<td>Registered Sanitarian – Health Department Staff</td>
</tr>
<tr>
<td>Registered Sanitarian – Contracted Personnel</td>
</tr>
<tr>
<td>Other Environmental Health Professional – Health Department Staff</td>
</tr>
<tr>
<td>Other Environmental Health Professional – Contracted Personnel</td>
</tr>
<tr>
<td>Epidemiologist – Health Department Staff</td>
</tr>
<tr>
<td>Epidemiologist – Contracted Personnel</td>
</tr>
<tr>
<td>Public Health Nurse – Health Department Staff</td>
</tr>
<tr>
<td>Public Health Nurse – Contracted Personnel</td>
</tr>
<tr>
<td>Other Registered Nurse – Health Department Staff</td>
</tr>
<tr>
<td>Other Registered Nurse – Contracted Personnel</td>
</tr>
<tr>
<td>Licensed Practical Nurse – Health Department Staff</td>
</tr>
<tr>
<td>Licensed Practical Nurse – Contracted Personnel</td>
</tr>
<tr>
<td>Nurse Practitioner – Health Department Staff</td>
</tr>
<tr>
<td>Nurse Practitioner – Contracted Personnel</td>
</tr>
<tr>
<td>Certified Dietitian – Health Department Staff</td>
</tr>
<tr>
<td>Certified Dietitian – Contracted Personnel</td>
</tr>
<tr>
<td>Nutritionist – Health Department Staff</td>
</tr>
<tr>
<td>Nutritionist – Contracted Personnel</td>
</tr>
<tr>
<td>Dietetic Technician – Health Department Staff</td>
</tr>
<tr>
<td>Dietetic Technician – Contracted Personnel</td>
</tr>
<tr>
<td>Physician – Health Department Staff</td>
</tr>
<tr>
<td>Physician – Contracted Personnel</td>
</tr>
<tr>
<td>Dentist – Health Department Staff</td>
</tr>
<tr>
<td>Dentist – Contracted Personnel</td>
</tr>
<tr>
<td>Dental Hygienist – Health Department Staff</td>
</tr>
<tr>
<td>Dental Hygienist – Contracted Personnel</td>
</tr>
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</table>
Appendix C, continued

Survey Instrument: Wisconsin Local Health Department Staffing Survey, 2006 (continued)

<table>
<thead>
<tr>
<th>Position</th>
<th>Health Department Staff</th>
<th>Contracted Personnel</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Health Educator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laboratory Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bilingual Health Aide/Interpreter/Translator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Public Health Professional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bilingual Health Aide/Interpreter/Translator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Public Health Paraprofessional</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Number of Staff</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total Number of Staff – Health Department Staff

Total Number of Staff – Contracted Personnel
Appendix D. Health Professional Shortage Areas

Health Professional Shortage Areas (HPSAs) for Primary Care, Wisconsin 2006

Health Professional Shortage Areas (HPSAs) for Dental Care, Wisconsin 2006

Health Professional Shortage Areas (HPSAs) for Mental Health Care, Wisconsin 2006

Appendix E. Health Care Providers Licensed or Certified by Wisconsin Department of Regulation and Licensing, 2007

Audiologists

Total number licensed/certified: 404

Gender: Response Rate = 97% (391 reported)

![Gender Distribution Chart]


Race/Ethnicity: Response Rate = 82% (332 reported)

![Race/Ethnicity Distribution Chart]

Nurses, advanced practice prescriber

Total number licensed/certified: 3,014

Gender: Response Rate = 61% (1,831 reported)

Race/Ethnicity: Response Rate = 48% (1,459 reported)

Nurses, RN

Total number licensed/certified: 83,405

Gender: Response Rate = 68% (56,832 reported)


Race/Ethnicity: Response Rate = 57% (47,918 reported)

Nurses, LPN

Total number licensed/certified: 20,132

Gender: Response Rate = 64% (12,965 reported)


Race/Ethnicity: Response Rate = 52% (10,407 reported)

**Physician Assistants**

Total number licensed/certified: 1,759

Gender: Response Rate = 99% (1,737 reported)

[Graph showing gender distribution with 37% male and 63% female]


Race/Ethnicity: Response Rate = 79% (1,398 reported)

[Bar graph showing race/ethnicity distribution]

Psychologists

Total number licensed/certified: 1,729

Gender: Response Rate = 74% (1,282 reported)


Race/Ethnicity: Response Rate = 31% (533 reported)

Registered Sanitarians

Total number licensed/certified: 525

Gender: Response Rate = 95% (499 reported)


Race/Ethnicity: Response Rate = 8% (40 reported)

Dentists

Total number licensed/certified: 5,028

Gender: Response Rate = 40% (1,988 reported)

Race/Ethnicity: Response Rate = 36% (1,787 reported)

Dental Hygienists

Total number licensed/certified: 5,501

Gender: Response Rate = 55% (3,010 reported)

Race/Ethnicity: Response Rate = 53% (2,903 reported)

Certified Dietitians

Total number licensed/certified: 1,653

Gender: Response Rate = 99% (1,636 reported)


Race/Ethnicity: Response Rate = 99% (1,629 reported)

**Pharmacists**

Total number licensed/certified: 6,941

Gender: Response Rate = 63% (4,342 reported)

![Gender Distribution](chart1.png)


Race/Ethnicity: Response Rate = 49% (3,433 reported)

![Race/Ethnicity Distribution](chart2.png)

Wisconsin Public Health Workforce Report

Veterinarians

Total number licensed/certified: 3,710

Gender: Response Rate = 60% (2,238 reported)

Race/Ethnicity: Response Rate = 54% (2,018 reported)

## Appendix F. Projections for Selected Public Health Occupations: State and Local Government


<table>
<thead>
<tr>
<th></th>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>00-0000</td>
<td>Total, All Occupations (State and Local Gov Excl Educ and Hosp)</td>
<td>164,530</td>
<td>165,210</td>
<td>680</td>
<td>0.4%</td>
</tr>
<tr>
<td>11-9111</td>
<td>Medical and Health Services Managers</td>
<td>240</td>
<td>240</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>13-1041</td>
<td>Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation</td>
<td>990</td>
<td>980</td>
<td>-10</td>
<td>-1.0%</td>
</tr>
<tr>
<td>13-1061</td>
<td>Emergency Management Specialists</td>
<td>230</td>
<td>240</td>
<td>10</td>
<td>4.3%</td>
</tr>
<tr>
<td>17-2081</td>
<td>Environmental Engineers</td>
<td>280</td>
<td>280</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>17-2161</td>
<td>Nuclear Engineers</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>17-3025</td>
<td>Environmental Engineering Technicians</td>
<td>20</td>
<td>30</td>
<td>10</td>
<td>50.0%</td>
</tr>
<tr>
<td>19-1012</td>
<td>Food Scientists and Technologists</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>19-1022</td>
<td>Microbiologists</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-1041</td>
<td>Epidemiologists</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-1042</td>
<td>Medical Scientists, Except Epidemiologists</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>19-2041</td>
<td>Environmental Scientists and Specialists, Including Health</td>
<td>520</td>
<td>520</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-3031</td>
<td>Clinical, Counseling, and School Psychologists</td>
<td>290</td>
<td>290</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-3039</td>
<td>Psychologists, All Other</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>19-4011</td>
<td>Agricultural and Food Science Technicians</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-4021</td>
<td>Biological Technicians</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
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<tr>
<td>19-4031</td>
<td>Chemical Technicians</td>
<td>40</td>
<td>40</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-4091</td>
<td>Environmental Science and Protection Technicians, Including Health</td>
<td>130</td>
<td>130</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>21-1011</td>
<td>Substance Abuse and Behavioral Disorder Counselors</td>
<td>90</td>
<td>90</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>21-1021</td>
<td>Child, Family, and School Social Workers</td>
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<td>2,250</td>
<td>10</td>
<td>0.4%</td>
</tr>
<tr>
<td>21-1022</td>
<td>Medical and Public Health Social Workers</td>
<td>380</td>
<td>390</td>
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<td>2.6%</td>
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<tr>
<td>21-1023</td>
<td>Mental Health and Substance Abuse Social Workers</td>
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<td>360</td>
<td>10</td>
<td>2.9%</td>
</tr>
<tr>
<td>21-1029</td>
<td>Social Workers, All Other</td>
<td>750</td>
<td>750</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>21-1091</td>
<td>Health Educators</td>
<td>230</td>
<td>230</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>27-3031</td>
<td>Public Relations Specialists</td>
<td>210</td>
<td>210</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>27-3091</td>
<td>Interpreters and Translators</td>
<td>120</td>
<td>120</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1021</td>
<td>Dentists, General</td>
<td>50</td>
<td>50</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1031</td>
<td>Dietitians and Nutritionists</td>
<td>170</td>
<td>170</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1051</td>
<td>Pharmacists</td>
<td>50</td>
<td>50</td>
<td>0</td>
<td>0.0%</td>
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<tr>
<td>29-1062</td>
<td>Family and General Practitioners</td>
<td>50</td>
<td>60</td>
<td>10</td>
<td>20.0%</td>
</tr>
<tr>
<td>29-1063</td>
<td>Internists, General</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1066</td>
<td>Psychiatrists</td>
<td>50</td>
<td>50</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>10</td>
<td>10</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1111</td>
<td>Registered Nurses</td>
<td>2,980</td>
<td>3,035</td>
<td>50</td>
<td>1.7%</td>
</tr>
<tr>
<td>29-1121</td>
<td>Audiologists</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1122</td>
<td>Occupational Therapists</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1123</td>
<td>Physical Therapists</td>
<td>70</td>
<td>70</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1127</td>
<td>Speech-Language Pathologists</td>
<td>120</td>
<td>120</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1131</td>
<td>Veterinarians</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-2021</td>
<td>Dental Hygienists</td>
<td>40</td>
<td>40</td>
<td>0</td>
<td>0.0%</td>
</tr>
</tbody>
</table>
## Projections for Selected Public Health Occupations: State and Local Government, Excluding Education and Hospitals, Wisconsin, 2006 and 2008 (continued)

<table>
<thead>
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<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2041</td>
<td>Emergency Medical Technicians and Paramedics</td>
<td>4,760</td>
<td>4,910</td>
<td>150</td>
<td>3.2%</td>
</tr>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>790</td>
<td>800</td>
<td>10</td>
<td>1.3%</td>
</tr>
<tr>
<td>29-2071</td>
<td>Medical Records and Health Information Technicians</td>
<td>60</td>
<td>60</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-2099</td>
<td>Health Technologists and Technicians, All Other</td>
<td>50</td>
<td>50</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-9011</td>
<td>Occupational Health and Safety Specialists</td>
<td>120</td>
<td>120</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-9012</td>
<td>Occupational Health and Safety Technicians</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-9099</td>
<td>Healthcare Practitioners and Technical Workers, All Other</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>31-1011</td>
<td>Home Health Aides</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>31-1012</td>
<td>Nursing Aides, Orderlies, and Attendants</td>
<td>5,130</td>
<td>5,170</td>
<td>40</td>
<td>0.8%</td>
</tr>
<tr>
<td>31-1013</td>
<td>Psychiatric Aides</td>
<td>20</td>
<td>20</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>31-9099</td>
<td>Healthcare Support Workers, All Other</td>
<td>210</td>
<td>210</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>39-9021</td>
<td>Personal and Home Care Aides</td>
<td>290</td>
<td>300</td>
<td>10</td>
<td>3.4%</td>
</tr>
<tr>
<td>43-6013</td>
<td>Medical Secretaries</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>45-2011</td>
<td>Agricultural Inspectors</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
</tbody>
</table>


Notes:
- Jobs include part-time and full-time nonfarm jobs.
- Numbers are rounded to the nearest ten, with numbers less than five rounded to zero. Totals may not add due to rounding.
- Local government includes tribal-owned operations.
- NA: Information is suppressed to protect employer confidentiality.
- Projections information was derived using the May 2006 OES Survey, 2006 QCEW and 2006 CES (3/2006 Benchmark) data. Unpublished data from the U.S. Bureau of Labor Statistics and U.S. Census Bureau was also used. To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2006 to 2008. It is important to note that unanticipated events may affect the accuracy of these projections.

Contact: Victoria Udalova  
(608) 267-9607  
Victoria.Udalova@dwd.state.wi.us

<table>
<thead>
<tr>
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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>00-0000</td>
<td>Total, All Occupations (State and Local Gov Excl Educ and Hosp)</td>
<td>164,480</td>
<td>172,300</td>
<td>7,820</td>
<td>4.8%</td>
</tr>
<tr>
<td>11-9111</td>
<td>Medical and Health Services Managers</td>
<td>250</td>
<td>260</td>
<td>10</td>
<td>4.0%</td>
</tr>
<tr>
<td>13-1041</td>
<td>Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation</td>
<td>750</td>
<td>790</td>
<td>40</td>
<td>5.3%</td>
</tr>
<tr>
<td>13-1061</td>
<td>Emergency Management Specialists</td>
<td>220</td>
<td>250</td>
<td>30</td>
<td>13.6%</td>
</tr>
<tr>
<td>17-2081</td>
<td>Environmental Engineers</td>
<td>240</td>
<td>280</td>
<td>40</td>
<td>16.7%</td>
</tr>
<tr>
<td>17-2161</td>
<td>Nuclear Engineers</td>
<td>NA</td>
<td>NA</td>
<td></td>
<td>NA</td>
</tr>
<tr>
<td>17-3025</td>
<td>Environmental Engineering Technicians</td>
<td>20</td>
<td>30</td>
<td>10</td>
<td>50.0%</td>
</tr>
<tr>
<td>19-1012</td>
<td>Food Scientists and Technologists</td>
<td>NA</td>
<td>NA</td>
<td></td>
<td>NA</td>
</tr>
<tr>
<td>19-1022</td>
<td>Microbiologists</td>
<td>10</td>
<td>10</td>
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</tr>
<tr>
<td>19-1041</td>
<td>Epidemiologists</td>
<td>30</td>
<td>40</td>
<td>10</td>
<td>33.3%</td>
</tr>
<tr>
<td>19-1042</td>
<td>Medical Scientists, Except Epidemiologists</td>
<td>50</td>
<td>50</td>
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<td>0.0%</td>
</tr>
<tr>
<td>19-2041</td>
<td>Environmental Scientists and Specialists, Including Health</td>
<td>450</td>
<td>510</td>
<td>60</td>
<td>13.3%</td>
</tr>
<tr>
<td>19-3031</td>
<td>Clinical, Counseling, and School Psychologists</td>
<td>310</td>
<td>330</td>
<td>20</td>
<td>6.5%</td>
</tr>
<tr>
<td>19-3039</td>
<td>Psychologists, All Other</td>
<td>NA</td>
<td>NA</td>
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</tr>
<tr>
<td>19-4011</td>
<td>Agricultural and Food Science Technicians</td>
<td>10</td>
<td>10</td>
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</tr>
<tr>
<td>19-4021</td>
<td>Biological Technicians</td>
<td>NA</td>
<td>NA</td>
<td></td>
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<tr>
<td>19-4031</td>
<td>Chemical Technicians</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>19-4091</td>
<td>Environmental Science and Protection Technicians, Including Health</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>21-1011</td>
<td>Substance Abuse and Behavioral Disorder Counselors</td>
<td>80</td>
<td>90</td>
<td>10</td>
<td>12.5%</td>
</tr>
<tr>
<td>21-1021</td>
<td>Child, Family, and School Social Workers</td>
<td>1,820</td>
<td>1,910</td>
<td>90</td>
<td>4.9%</td>
</tr>
<tr>
<td>21-1022</td>
<td>Medical and Public Health Social Workers</td>
<td>380</td>
<td>400</td>
<td>20</td>
<td>5.3%</td>
</tr>
<tr>
<td>21-1023</td>
<td>Mental Health and Substance Abuse Social Workers</td>
<td>350</td>
<td>370</td>
<td>20</td>
<td>5.7%</td>
</tr>
<tr>
<td>21-1029</td>
<td>Social Workers, All Other</td>
<td>740</td>
<td>780</td>
<td>40</td>
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<tr>
<td>21-1091</td>
<td>Health Educators</td>
<td>230</td>
<td>240</td>
<td>10</td>
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<tr>
<td>27-3031</td>
<td>Public Relations Specialists</td>
<td>210</td>
<td>220</td>
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<tr>
<td>27-3091</td>
<td>Interpreters and Translators</td>
<td>110</td>
<td>130</td>
<td>20</td>
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</tr>
<tr>
<td>29-1021</td>
<td>Dentists, General</td>
<td>50</td>
<td>50</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1031</td>
<td>Dietitians and Nutritionists</td>
<td>190</td>
<td>190</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1051</td>
<td>Pharmacists</td>
<td>60</td>
<td>70</td>
<td>10</td>
<td>16.7%</td>
</tr>
<tr>
<td>29-1062</td>
<td>Family and General Practitioners</td>
<td>60</td>
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</tr>
<tr>
<td>29-1063</td>
<td>Internists, General</td>
<td>40</td>
<td>40</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1066</td>
<td>Psychiatrists</td>
<td>90</td>
<td>100</td>
<td>10</td>
<td>11.1%</td>
</tr>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>&lt;5</td>
<td>&lt;5</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1111</td>
<td>Registered Nurses</td>
<td>3,180</td>
<td>3,530</td>
<td>350</td>
<td>11.0%</td>
</tr>
<tr>
<td>29-1121</td>
<td>Audiologists</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-1122</td>
<td>Occupational Therapists</td>
<td>130</td>
<td>140</td>
<td>10</td>
<td>7.7%</td>
</tr>
<tr>
<td>29-1123</td>
<td>Physical Therapists</td>
<td>120</td>
<td>130</td>
<td>10</td>
<td>8.3%</td>
</tr>
<tr>
<td>29-1127</td>
<td>Speech-Language Pathologists</td>
<td>130</td>
<td>140</td>
<td>10</td>
<td>7.7%</td>
</tr>
<tr>
<td>29-1131</td>
<td>Veterinarians</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-2021</td>
<td>Dental Hygienists</td>
<td>30</td>
<td>40</td>
<td>10</td>
<td>33.3%</td>
</tr>
<tr>
<td>29-2041</td>
<td>Emergency Medical Technicians and Paramedics</td>
<td>4,690</td>
<td>5,410</td>
<td>720</td>
<td>15.4%</td>
</tr>
<tr>
<td>29-2051</td>
<td>Dietetic Technicians</td>
<td>70</td>
<td>70</td>
<td>0</td>
<td>0.0%</td>
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</table>
Projections for Selected Public Health Occupations: State and Local Government, Excluding Education and Hospitals, Wisconsin, 2004 and 2014 (continued)

<table>
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<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>890</td>
<td>970</td>
<td>80</td>
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<tr>
<td>29-2071</td>
<td>Medical Records and Health Information Technicians</td>
<td>80</td>
<td>90</td>
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<td>12.5%</td>
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<tr>
<td>29-2099</td>
<td>Health Technologists and Technicians, All Other</td>
<td>50</td>
<td>50</td>
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</tr>
<tr>
<td>29-9011</td>
<td>Occupational Health and Safety Specialists</td>
<td>140</td>
<td>150</td>
<td>10</td>
<td>7.1%</td>
</tr>
<tr>
<td>29-9012</td>
<td>Occupational Health and Safety Technicians</td>
<td>30</td>
<td>30</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>29-9099</td>
<td>Healthcare Practitioners and Technical Workers, All Other</td>
<td>50</td>
<td>60</td>
<td>10</td>
<td>20.0%</td>
</tr>
<tr>
<td>31-1011</td>
<td>Home Health Aides</td>
<td>460</td>
<td>500</td>
<td>40</td>
<td>8.7%</td>
</tr>
<tr>
<td>31-1012</td>
<td>Nursing Aides, Orderlies, and Attendants</td>
<td>5,470</td>
<td>5,840</td>
<td>370</td>
<td>6.8%</td>
</tr>
<tr>
<td>31-1013</td>
<td>Psychiatric Aides</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>31-9099</td>
<td>Healthcare Support Workers, All Other</td>
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<td>240</td>
<td>30</td>
<td>14.3%</td>
</tr>
<tr>
<td>39-9021</td>
<td>Personal and Home Care Aides</td>
<td>290</td>
<td>310</td>
<td>20</td>
<td>6.9%</td>
</tr>
<tr>
<td>43-6013</td>
<td>Medical Secretaries</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
<td>NA</td>
</tr>
<tr>
<td>45-2011</td>
<td>Agricultural Inspectors</td>
<td>140</td>
<td>140</td>
<td>0</td>
<td>0.0%</td>
</tr>
</tbody>
</table>


Notes:
- Jobs include part-time and full-time nonfarm jobs.
- Numbers are rounded to the nearest ten, with numbers less than five rounded to zero. Totals may not add due to rounding.

Local government includes tribal-owned operations.

NA: Information is suppressed to protect employer confidentiality.

Projections information was derived using the May 2006 OES Survey, 2006 QCEW and 2006 CES (3/2006 Benchmark) data. Unpublished data from the U.S. Bureau of Labor Statistics and U.S. Census Bureau was also used. To the extent possible, the projections take into account anticipated changes in Wisconsin’s economy from 2006 to 2008. It is important to note that unanticipated events may affect the accuracy of these projections.

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