



QTI Market Snapshot

Beaver Dam

Dane County

Milwaukee County

South Central Wisconsin

November 2024

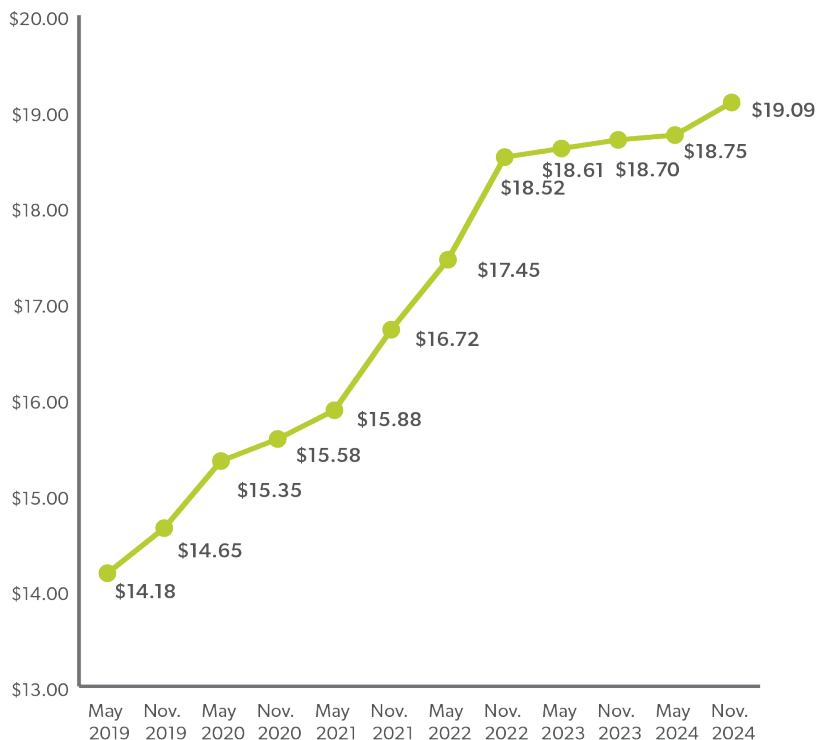
Light Industrial Staffing: Market Snapshot

76% of Wisconsin employers ranked “meeting higher total reward demands” as their #2 challenge for 2025*. Employers in the manufacturing industry have directly felt these higher pay demands, with hourly pay rates for light industrial positions increasing between \$3-5/hour depending on the market over the last five years**.

A tight labor market and low unemployment, intensified by the pandemic, contribute to these pay rate increases. Other contributing factors include candidate expectations, pay compression, skill shortages, employer location, and access to public transportation.

Dane County

In Dane County, a manufacturer’s location relative to the bus line also impacts pay rates. On average, employers off the bus line pay \$2.17 more per hour than those on the bus line.



PRO TIP

In November 2024, average hourly pay rates for employers NOT on a bus line were \$2.17 more than those on the bus line.


= \$17.31
 = \$19.48

*QTI's 2025 HR Trends survey; **QualiTemps, Inc. payroll data.

Beaver Dam, WI



As the largest city in Dodge County, a manufacturer's location relative to Beaver Dam also impacts pay rates. On average, employers outside Beaver Dam pay \$1.40 more per hour than those in Beaver Dam.






PRO TIP

On average, Dodge County area manufacturers located outside of Beaver Dam pay \$1.40/hour more than those in Beaver Dam. (Nov. 2024)

 = \$17.16 Beaver Dam, WI	 = \$18.56 Outside Beaver Dam, WI
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Milwaukee, WI

In the Milwaukee market, a manufacturer's location relative to the bus line also impacts pay rates. On average, employers off the bus line pay \$2.95 more per hour than those on the bus line.



PRO TIP

In November 2024, average hourly pay rates for employers NOT on a bus line were \$2.95 more than those on the bus line.

 = \$17.88	 = \$20.83
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Unemployment

Wisconsin's tight labor market is demonstrated by its historically low unemployment rate. The current unemployment rate in Wisconsin is 2.9% (October 2024), a .5% decrease year-over-year. Comparatively, the current national unemployment rate is 4.1%, which is slightly higher than October 2023's 3.8%.

The unemployment rate in most South Central Wisconsin counties is even lower, further amplifying talent attraction challenges. To overcome these challenges and market uncertainties, many employers are turning to staffing agencies to provide a flexible workforce strategy.

2.0%

Dane County
Unemployment Rate

2.2%

Dodge County
Unemployment Rate

2.1%

Columbia County
Unemployment Rate

3.8%

Milwaukee County
Unemployment Rate

Unemployment rates as of October 2024.



PRO TIP

Top 3 Resignation Reasons

1. Career Development
2. Compensation
3. Retirement

Why Do Employees Resign?

According to [QTI's 2025 HR Trends survey](#), the number one reason employees resign is Career Development. Compensation is the second reason, while retirement rounds out the top three.

Furthermore, [LinkedIn](#) reports that 7 out of 10 employees said they would resign over a bad boss, with millennials being the most likely to do so.

Ready to Learn More?

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*QTI's 2025 HR Trends survey; **QualiTemps, Inc. payroll data- light industrial employees

