MICHIGAN'S LABOR MARKET NEWS

VOL. 78, NO. 10
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Michigan's Progress and Recovery: An Analysis of the Labor Market Since 2020

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Michigan's unemployment rate edged up slightly in October, the first rate increase since June 2021.

OCTOBER 2022 JOBLESS RATE

MICHIGAN

4.2%

NATIONAL

3.7%

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IT'S BIGGER THAN DATA.

The Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

- Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Census Bureau, making us the official source for this information.
- Our Research and Analytics division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

MICHIGAN JOBLESS RATE INCREASES SLIGHTLY IN OCTOBER

Michigan's seasonally adjusted unemployment rate rose by one-tenth of a percentage point between September and October to 4.2 percent. This was the first monthly increase in jobless rate seen in the state during the year.

Over the month, the national jobless rate advanced by two-tenths of a percentage point to 3.7 percent. Michigan's October unemployment rate was five-tenths of a percentage point above the U.S. rate. The national jobless rate fell by 0.9 percentage points over the year, while the statewide rate was reduced by 1.2 percentage points since October 2021.

Michigan's workforce edged down by 0.1 percent over the month, while the U.S. labor force remained unchanged since September. The statewide employment total and the national employment level both decreased by 0.2 percent over the month. Michigan's unemployment level advanced by 2.0 percent during October, an increase 3.3 percentage points below the increase seen nationally (+5.3 percent).

Michigan's total workforce increased by 1.3 percent over the year, while the U.S. labor force advanced by 1.9 percent. Michigan's employment total increase of 2.5 percent between October 2021 and October 2022 was comparable to the employment advance exhibited nationally (+2.8 percent). Total unemployment in the state fell by 19.9 percent over the year, a decrease slightly larger than seen nationally (-17.8 percent).

For more information on state and regional jobless rates for Michigan, please see bureau press releases at Michigan.gov/LMI.

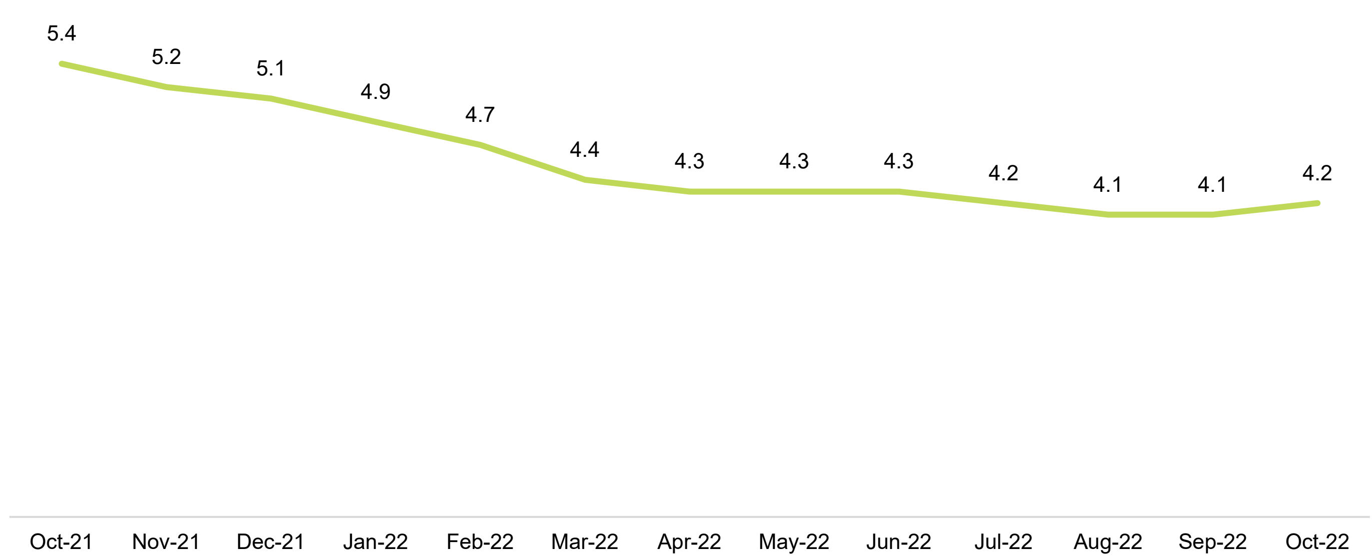
SHIBANI PUTATUNDA
Economic Specialist

MICHIGAN LABOR FORCE ESTIMATES, OCTOBER 2022 (SEASONALLY ADJUSTED)

	OCT 2022	SEP 2022	OCT 2021	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,855	4,861	4,792	-6	-0.1%	63	1.3%
Employed	4,650	4,660	4,535	-10	-0.2%	115	2.5%
Unemployed	205	201	256	4	2.0%	-51	-19.9%
Unemployment Rate	4.2	4.1	5.4	0.1	XXX	-1.2	XXX

Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN UNEMPLOYMENT RATE, OCTOBER 2021–OCTOBER 2022 (PERCENT)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

Monthly Overview

Statewide seasonally adjusted payroll jobs rose by 10,200 or 0.2 percent over the month to 4,370,700. Following Michigan's employment decline in May 2022, this modest increase reflects the fifth consecutive month of job gains. Michigan continues to add jobs most months, however employment levels remain 82,000, or 1.8 percent, below February 2020 pre-pandemic levels.

Nationally, seasonally adjusted payroll jobs edged up by 0.2 percent (+284,000) during October, marking the 22nd consecutive month of job gains in the nation. Payroll employment in the United States surpassed February 2020 pre-pandemic levels (+781,000 or 0.5 percent) earlier this year.

In October, minor job losses were recorded in three industry sectors this month. The largest decline in total employment on a numeric and percentage basis in October occurred within the *Construction* sector, which fell by -2,500, or -1.4 percent, over the month. On a seasonally adjusted basis, multiple industry sectors recorded job additions over the month. Sectors with the largest employment gains this month included the *Leisure and hospitality* (+6,000), *Government* (+2,300), and *Education and health services* (+2,100) sectors.

Despite modest job gains, some industries have yet to recover from the job losses in 2020. Sectors with job levels below pre-pandemic levels include the *Leisure and hospitality* (-33,700), *Education and health services* (-31,100), and *Government* (-28,500) sectors. Although many industries recorded payroll jobs below their pre-pandemic levels, subsectors such as *Transportation, warehousing, and utilities* (+8.5 percent) and *Professional, scientific, and technical services* (+8.4 percent) recorded job gains over this period.

Over-the-Year Analysis

Seasonally adjusted payroll jobs in Michigan advanced by 113,600, or 2.7 percent, over the year. Over the same period, the national rate of gain (+3.6 percent) outpaced the statewide level of change by 0.9 percentage points. Every major industry sector in Michigan recorded job additions since October 2021. On a numeric basis, the greatest job gains occurred in the *Professional and business services* (+23,000); *Trade, transportation, and utilities* (+18,900); and *Manufacturing* (+15,600) industries. On a percentage basis, notable job growth occurred within the *Mining and logging* (+12.9 percent), *Educational services* (+9.7 percent) and *Information* (+7.0 percent) industry sectors.

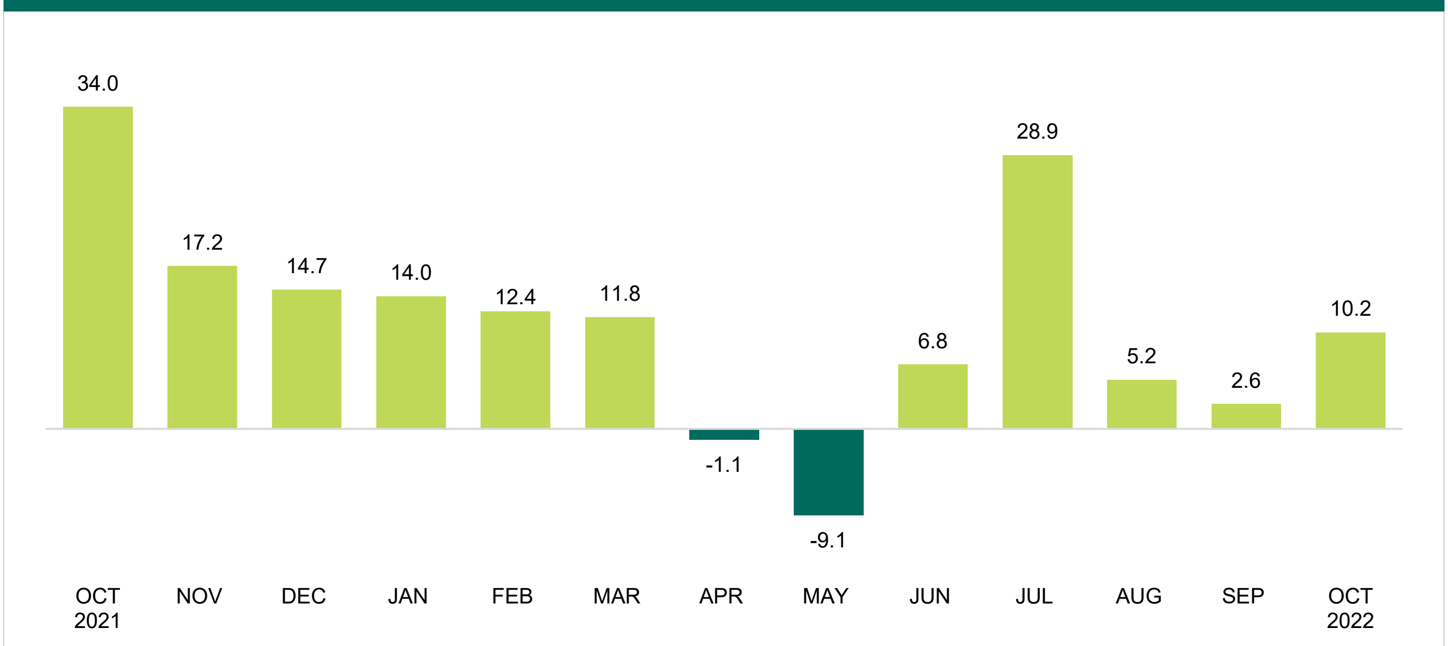
Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, nine of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded a gain in payroll jobs over the month. Of those nine metro areas, the Detroit MSA and Saginaw had a monthly job change equal to Michigan (+0.7 percent). Monthly job changes ranged from -0.2 percent (Muskegon) to +1.4 percent (Lansing), during October. Four regions, Monroe, Bay City, Battle Creek, and Midland, experienced no change in job levels over the month.

Over the year, every metro area, except Midland and Monroe, recorded an increase in payroll jobs. Notable movement occurred within the Lansing (+4.4 percent) and Detroit MSA (+2.7 percent). Since October 2021, the Jackson MSA (+0.7 percent) had the smallest growth, moving up by less than one percent over the year.

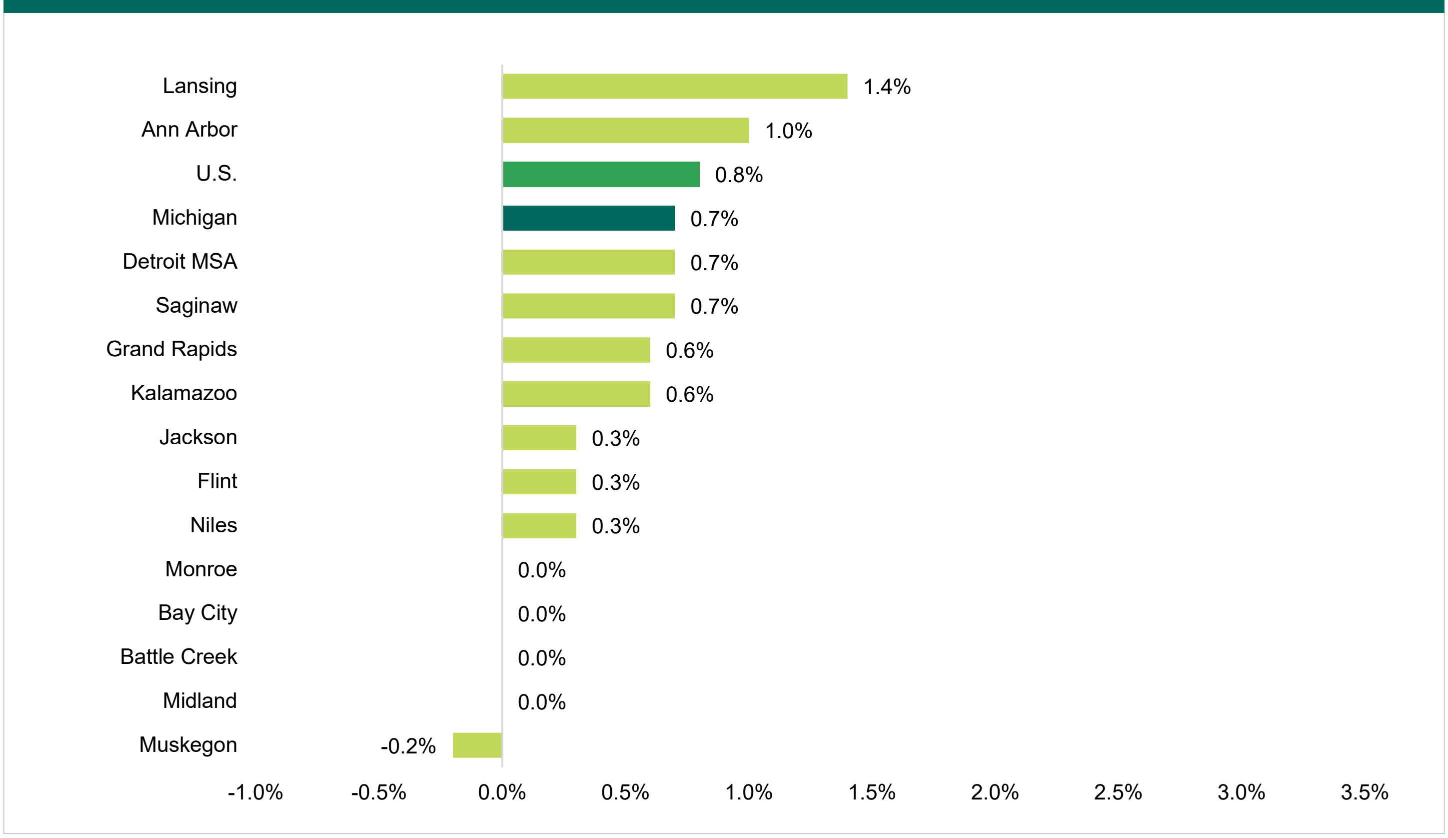
REIMA NASSER
Economic Analyst

MICHIGAN OVER-THE-MONTH PAYROLL JOB CHANGE, OCTOBER 2021–OCTOBER 2022 (IN THOUSANDS)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN METRO AREA JOB CHANGE, SEPTEMBER–OCTOBER 2022 (NOT SEASONALLY ADJUSTED)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

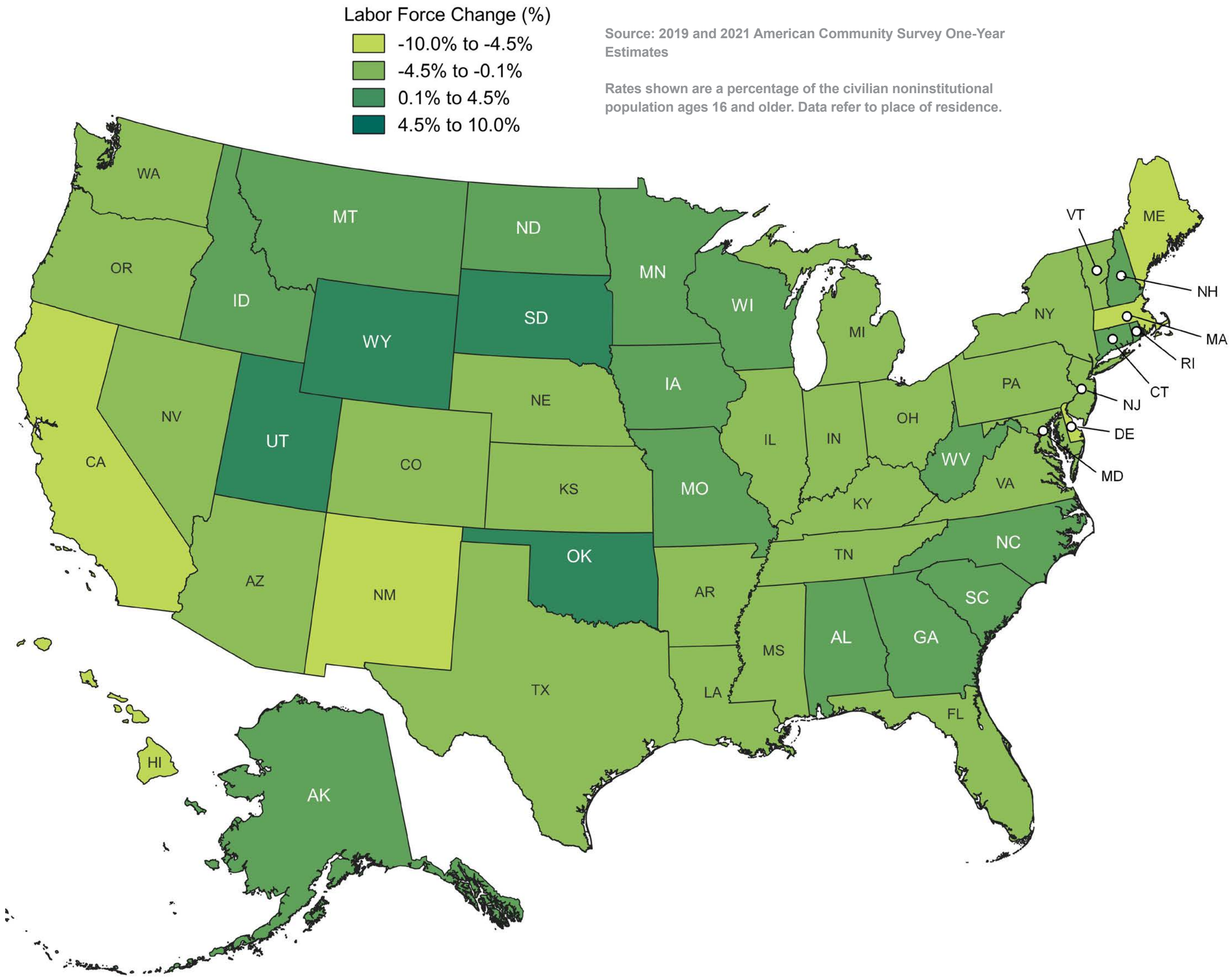
MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	OCT 2022	SEP 2022	OCT 2021	OVER THE MONTH LEVEL	OVER THE MONTH PERCENT	OVER THE YEAR LEVEL	OVER THE YEAR PERCENT
TOTAL NONFARM	**4,370,700**	**4,360,500**	**4,257,100**	**10,200**	**0.2%**	**113,600**	**2.7%**
Total Private	3,782,500	3,774,600	3,681,000	7,900	0.2%	101,500	2.8%
Private Service-Providing	2,986,100	2,977,500	2,901,300	8,600	0.3%	84,800	2.9%
GOODS-PRODUCING	**796,400**	**797,100**	**779,700**	**-700**	**-0.1%**	**16,700**	**2.1%**
Mining, Logging, and Construction	186,000	188,400	184,900	-2,400	-1.3%	1,100	0.6%
Mining and Logging	7,900	7,800	7,000	100	1.3%	900	12.9%
Construction	178,100	180,600	177,900	-2,500	-1.4%	200	0.1%
Manufacturing	610,400	608,700	594,800	1,700	0.3%	15,600	2.6%
Durable Goods	456,600	455,300	447,700	1,300	0.3%	8,900	2.0%
Transportation Equipment Manufacturing	193,200	192,300	188,100	900	0.5%	5,100	2.7%
Non-Durable Goods	153,800	153,400	147,100	400	0.3%	6,700	4.6%
SERVICE-PROVIDING	**3,574,300**	**3,563,400**	**3,477,400**	**10,900**	**0.3%**	**96,900**	**2.8%**
Trade, Transportation, and Utilities	801,300	801,200	782,400	100	0.0%	18,900	2.4%
Wholesale Trade	173,400	173,200	164,800	200	0.1%	8,600	5.2%
Retail Trade	453,800	454,300	449,400	-500	-0.1%	4,400	1.0%
Transportation, Warehousing, and Utilities	174,100	173,700	168,200	400	0.2%	5,900	3.5%
Information	56,700	56,700	53,000	0	0.0%	3,700	7.0%
Financial Activities	238,300	238,800	233,500	-500	-0.2%	4,800	2.1%
Finance and Insurance	181,100	182,100	179,300	-1,000	-0.5%	1,800	1.0%
Real Estate and Rental and Leasing	57,200	56,700	54,200	500	0.9%	3,000	5.5%
Professional and Business Services	665,400	664,400	642,400	1,000	0.2%	23,000	3.6%
Professional, Scientific, and Technical Services	325,200	322,000	308,600	3,200	1.0%	16,600	5.4%
Management of Companies and Enterprises	72,400	72,200	71,200	200	0.3%	1,200	1.7%
Administrative and Support and Waste Management and Remediation Services	267,800	270,200	262,600	-2,400	-0.9%	5,200	2.0%
Education and Health Services	660,800	658,700	645,700	2,100	0.3%	15,100	2.3%
Educational Services	75,700	76,100	69,000	-400	-0.5%	6,700	9.7%
Health Care and Social Assistance	585,100	582,600	576,700	2,500	0.4%	8,400	1.5%
Leisure and Hospitality	401,900	395,900	387,100	6,000	1.5%	14,800	3.8%
Arts, Entertainment, and Recreation	49,200	47,600	46,600	1,600	3.4%	2,600	5.6%
Accommodation and Food Services	352,700	348,300	340,500	4,400	1.3%	12,200	3.6%
Other Services	161,700	161,800	157,200	-100	-0.1%	4,500	2.9%
Government	588,200	585,900	576,100	2,300	0.4%	12,100	2.1%
Federal Government	54,600	54,500	53,100	100	0.2%	1,500	2.8%
State Government	174,800	173,000	170,900	1,800	1.0%	3,900	2.3%
Local Government	358,800	358,400	352,100	400	0.1%	6,700	1.9%

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MAP OF THE MONTH:

CHANGE IN LABOR FORCE AMONG 16- TO 24-YEAR-OLDS BY STATE (2019–2021)



This issue's Map of the Month uses data from the U.S. Census Bureau's American Community Survey (ACS) to show the percent change in labor force for 16- to 24-year-olds by state between 2019 and 2021. To be considered in the labor force, an individual 16 or older must be either working or actively looking for work.

As the map shows, from 2019 to 2021, 20 states experienced overall increases in their number of 16- to 24-year-olds in the labor force, while the majority of states saw an overall decline. Nationally, the average rate of change in the labor force among younger workers over the period was -1.4 percent. In 2021, the total labor force for those in the 16 to 24 age class in Michigan was 4.3 percent lower than the 2019 pre-pandemic level. Among all 50 states, Michigan ranked 44th in terms of percent change. At one end of the spectrum, Wyoming (+9.6 percent) saw the greatest increase, while Hawaii (-9.6 percent) had the largest decline.

The biggest numeric decline in the labor force among those 16 to 24 years occurred in California, which fell by 127,100 over the period. Michigan ranked second among all other states in terms of numeric change, declining by 33,400 over the period, followed by New York, which fell by 29,400.

DYLAN SCHAFER
Federal/State Program Manager

ASHLEY TARVER
Demographic Analyst

MICHIGAN'S PROGRESS AND RECOVERY:
AN ANALYSIS OF THE LABOR MARKET SINCE 2020

The COVID-19 pandemic interrupted the Michigan labor market in unforeseeable ways. Since the initial impacts, the labor market has experienced steady growth in both Michigan and the United States. Employment and labor force participation continue to bounce back, unemployment has declined, and job opportunities remain high. The continuous improvement has been meaningful for the state, however, it has been uneven across different groups of workers. Michigan women, people of color, and those in lower-paid industries have not had an equal recovery from the burdens of the COVID-19 pandemic.

Overview of the Labor Market

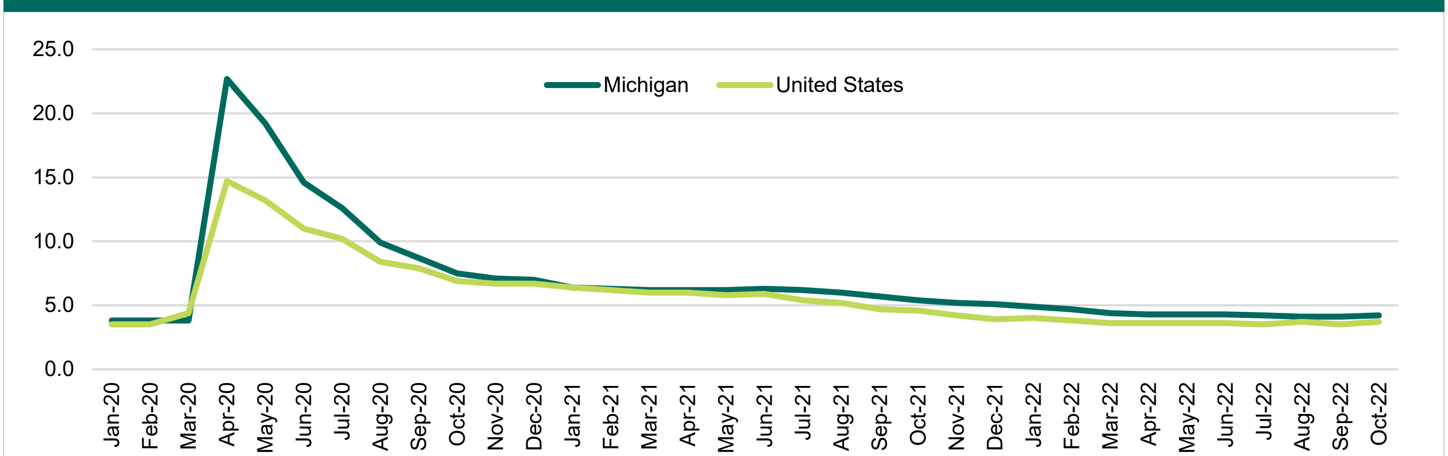
UNEMPLOYMENT

Unemployment rates are an important economic indicator in gauging both the statewide and national workforce. The initial spikes in unemployment rates at the beginning of the COVID-19 pandemic were realized and felt across the entire United States. In February 2020, the national unemployment rate was 3.5 percent while Michigan had a similarly low rate of 4.1 percent. In April 2020, the state separated itself from the national average with one of the highest jobless rates in the country at 22.7 percent, a rate that was 8.0 percentage points higher than the nation-wide average. This rate quickly began to recover after April 2020 and continued to drop well into 2022. Currently, in October, the rate of 4.2 percent in the state shows a near return to historically low pre-pandemic rates. However, it does not capture the loss in labor force participants over the past few years.

THE LABOR FORCE

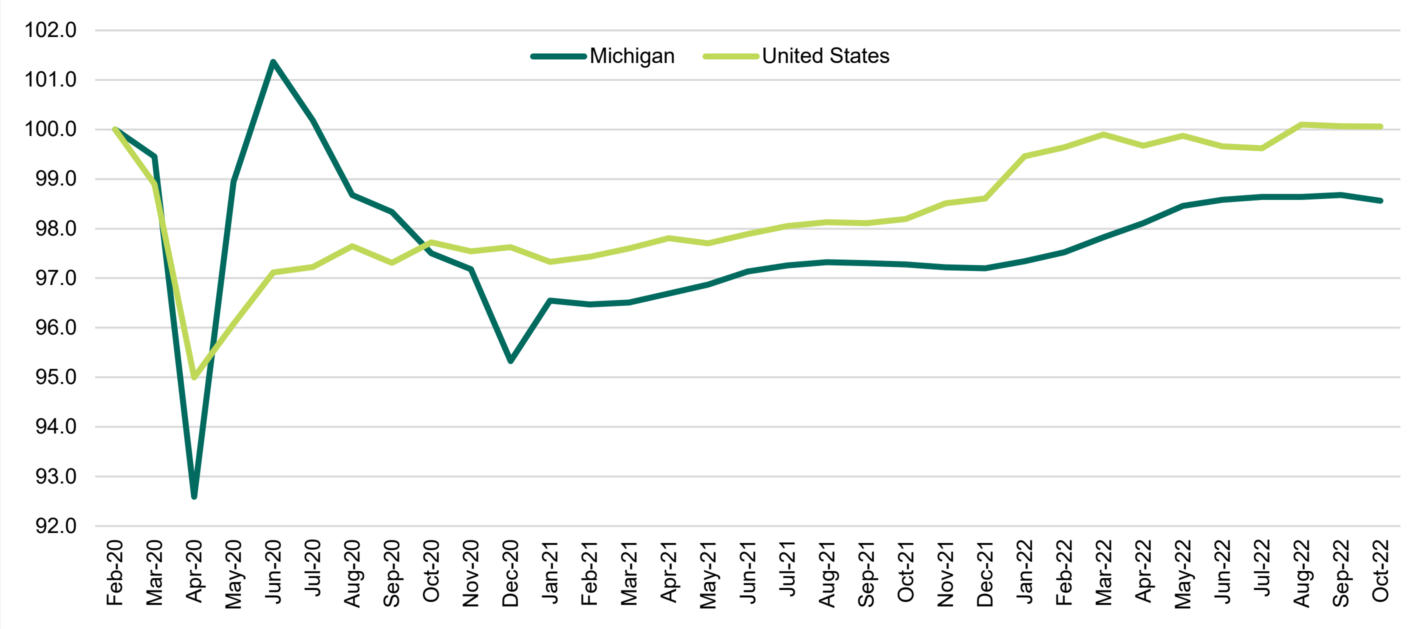
The labor force is the combination of those who are employed and those who are unemployed but are actively searching for employment. There was a sharp drop in labor

FIGURE 1: **UNEMPLOYMENT RATES FOR MICHIGAN AND THE U.S., JANUARY 2020–OCTOBER 2022**



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

FIGURE 2: **INDEX OF THE TOTAL LABOR FORCE FOR MICHIGAN AND THE U.S., FEBRUARY 2020–OCTOBER 2022** (INDEX MONTH: FEB. 2020)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

force participation rates in Michigan from February to April 2020, as shown in Figure 2. In a two-month period, nearly 365,900 individuals dropped out of the labor force, demonstrating the early impacts of the COVID-19 pandemic. This time frame is a unique standout in Michigan's history, as labor force participation dropped while unemployment rates spiked. In recessions, it is typical for individuals who are no longer employed to remain actively searching for reemployment.

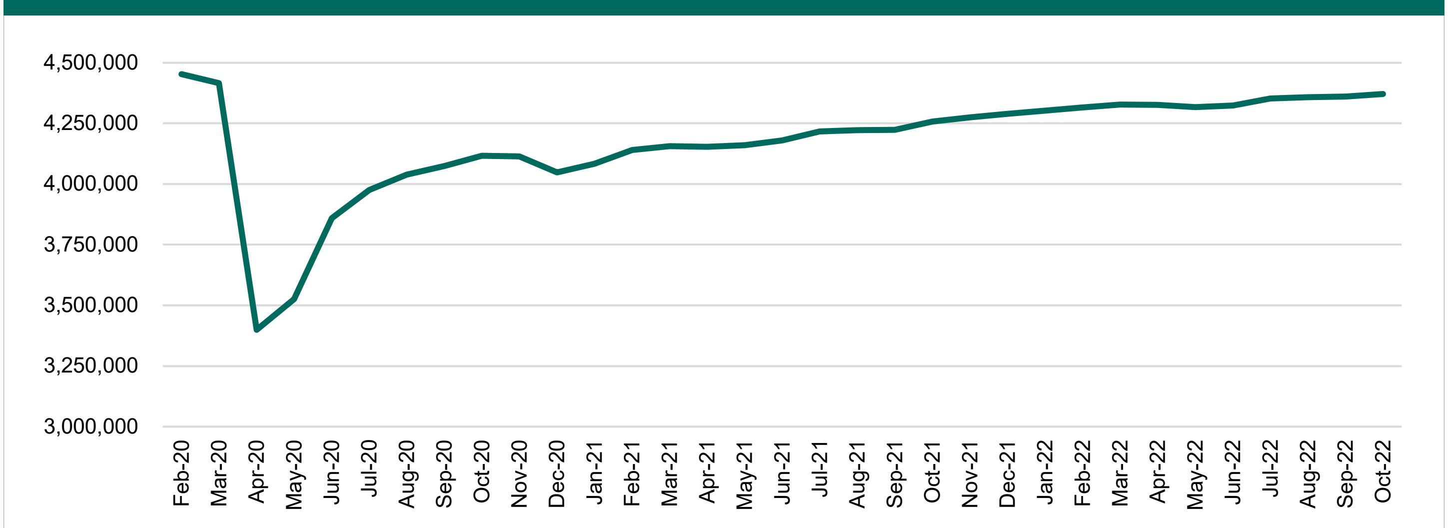
Michigan's labor force recovered early in the summer of 2020 before facing a smaller second downturn. Since the beginning of 2021, the labor force participation rate has been on a steady incline for the state and currently sits at 60.0 percent. Over the past 12 months, Michigan's total labor force has grown by 1.3 percent and is just slightly below its pre-pandemic levels by 1.4 percent. Comparatively, the United States has recovered its loss in labor force and is slightly above February 2020 numbers.

Michigan Job Market

PAYROLL JOBS

The reduction of over 1 million jobs in Michigan at the beginning of the pandemic was an unpredictable challenge for the state. The summer of 2020 showed a quick recovery before eventually slowing into a steady incline. As of October 2022, total payroll jobs remain at a loss of 1.8 percent compared to pre-pandemic levels. The United States, however, has more than

FIGURE 3: **MICHIGAN PAYROLL JOBS, FEBRUARY 2020–OCTOBER 2022**



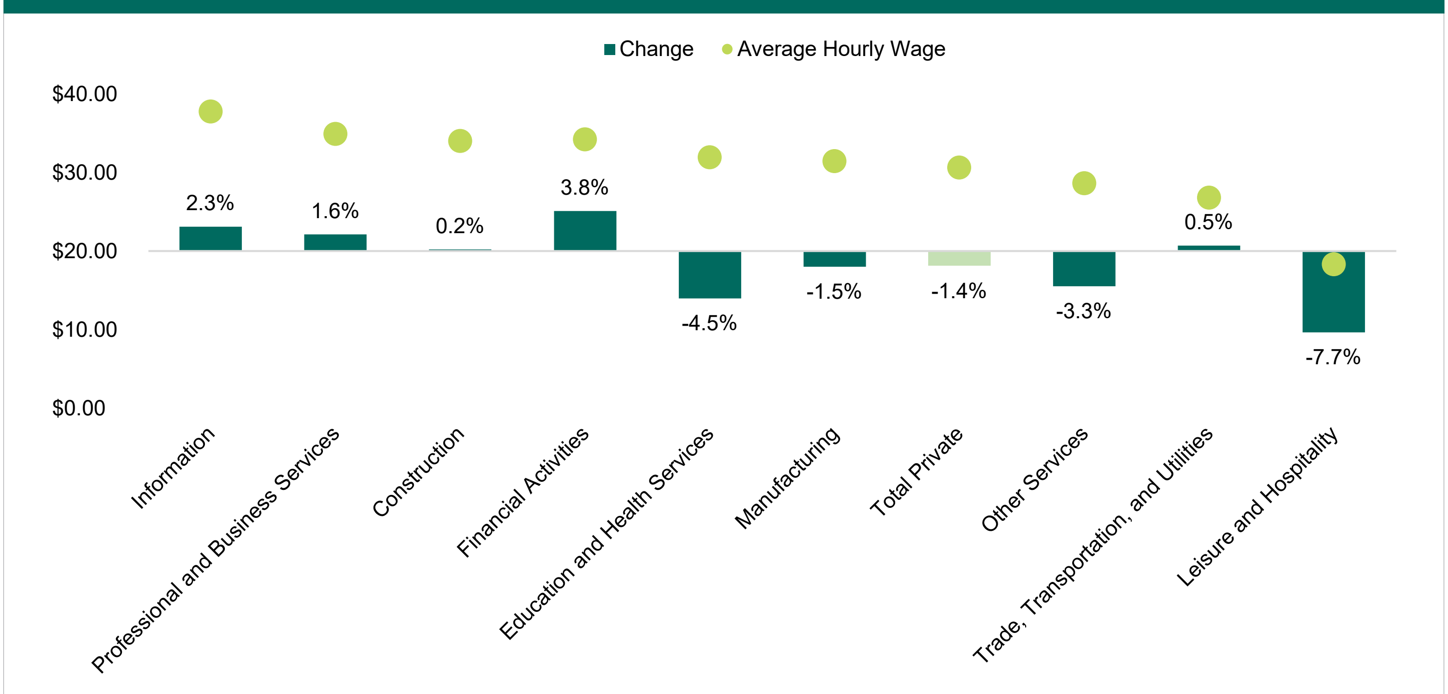
Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

recovered payroll job losses due to the COVID-19 pandemic as it has recouped jobs at a slightly higher rate than Michigan.

INDUSTRY EMPLOYMENT AND WAGES

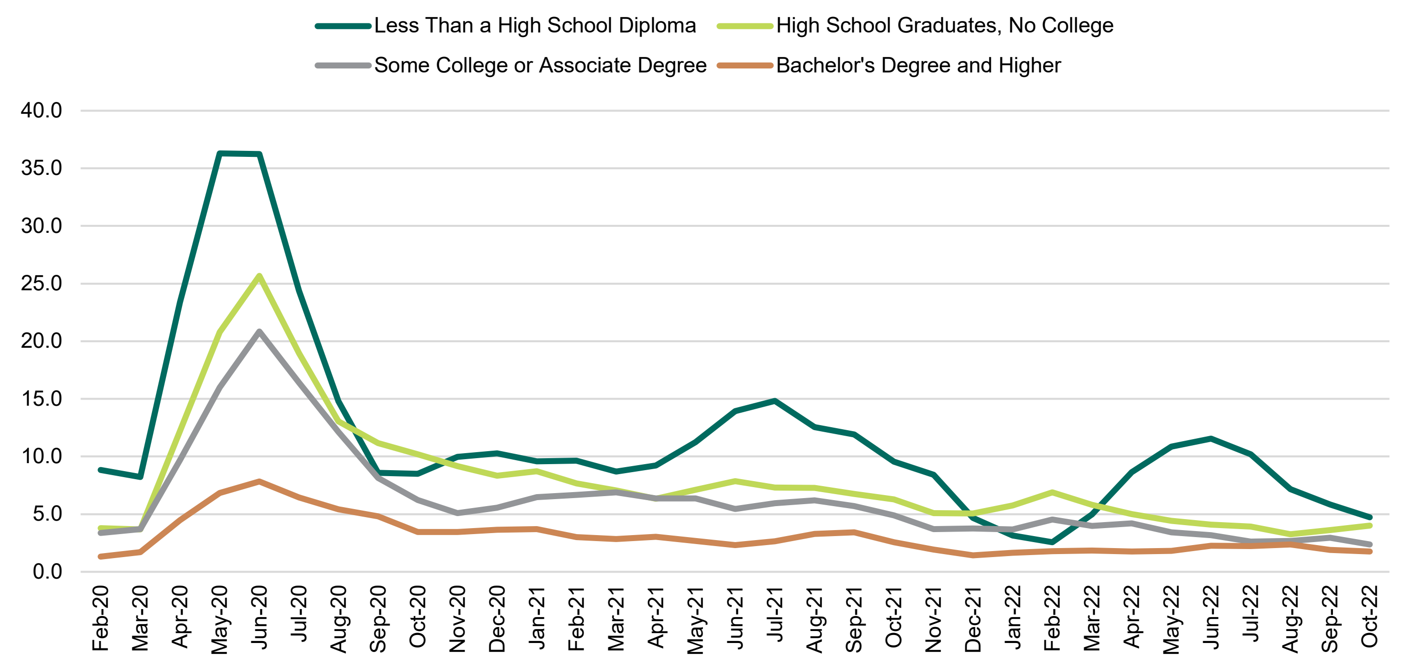
Examining industry supersectors within Michigan, total private employment remains at a loss of 1.4 percent since February 2020. The losses or gains in employment over the time period between February 2020 and October 2022 have not been evenly distributed. Losses are especially felt among lower-paid industry sectors, except for *Trade, transportation, and utilities*. The sector with the largest sustained employment loss is *Leisure and hospitality*. Not only is this the lowest-paid industry sector, but it was also among the hardest hit in the beginning stages of the pandemic. *Education and health services* holds the second-highest employment loss over the time frame at 4.5 percent. This sector pays slightly above the average total private hourly wage; however, it was also among the sectors most directly impacted by the COVID-19 pandemic. The sustained employment losses in these areas highlight issues that may have existed pre-pandemic, such as high turnover, but were exacerbated immediately and may need to be directly addressed. Sectors that experienced employment gain are also the highest paid across Michigan. These industry sectors are more likely to have work-from-home opportunities for their employees and were therefore less likely to be as harshly impacted by the pandemic. Additionally, industries with greater employment loss may have outstanding challenges returning to pre-pandemic workforce levels due to low-paying jobs.

FIGURE 4: **MICHIGAN INDUSTRY SECTOR EMPLOYMENT CHANGE (FEBRUARY 2020–OCTOBER 2022) AND WAGES (OCTOBER 2022)**



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

FIGURE 5: **MICHIGAN UNEMPLOYMENT RATE BY EDUCATIONAL ATTAINMENT, FEBRUARY 2020–OCTOBER 2022** (25 YEARS AND OLDER, THREE-MONTH MOVING AVERAGES)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Community Population Survey, U.S. Census Bureau (Three-Month Moving Averages)

Disproportionately Affected Groups

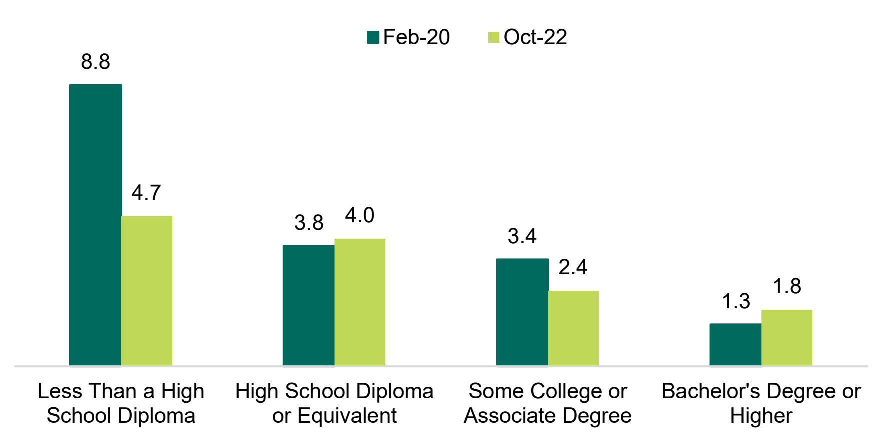
EDUCATIONAL ATTAINMENT

Those with higher levels of educational attainment typically have lower levels of unemployment. This was true prior to the pandemic and intensified during the height of COVID-19. This remains true as the Michigan labor market pushes toward a new normal. Prior to the pandemic, those with less than a high school diploma had a jobless rate of 8.8 percent and those with a high school diploma or equivalent had a rate of 3.8 percent in the three-month period ending February 2020. The unemployment rates were even lower for those with higher education at 3.4 and 1.3 percent for those with some college or an associate degree and bachelor's degree or higher, respectively. Unemployment rates for those with higher education have been more stable than those without postsecondary education. Those with less than a high school diploma have not only had the most volatile jobless rates but those rates have also typically been much higher than other education levels. As of the three-month period ending October 2022, individuals with a high school diploma or a bachelor's degree or higher have slightly elevated unemployment rates compared to pre-pandemic as shown in Figure 6. However, jobless rates are consistently lower with each increased level of education in the latest months, and those with a bachelor's degree or higher have the lowest rate at 1.8 percent in October 2022.

As mentioned earlier, unemployment rates decrease as educational attainment increases.

Inversely, labor force participation rates rise with higher levels of education. All levels of education have experienced a decrease in labor force participation since pre-pandemic in February 2020 to the latest month, October 2022. The smallest loss in labor force participation is among those with less than a

FIGURE 6: **MICHIGAN UNEMPLOYMENT RATES BY EDUCATION LEVEL, FEBRUARY 2020 AND OCTOBER 2022,** (THREE-MONTH MOVING AVERAGES)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Community Population Survey, U.S. Census Bureau (Three-Month Moving Averages) high school diploma at a loss of 0.7 percentage points. Those with a bachelor's degree or higher experienced the largest loss with a 3.9 percentage point difference from pre-pandemic (74.2 percent) to October 2022 (70.3 percent). Regardless of the loss, this group of individuals have consistently held the highest participation rate compared to all other groups.

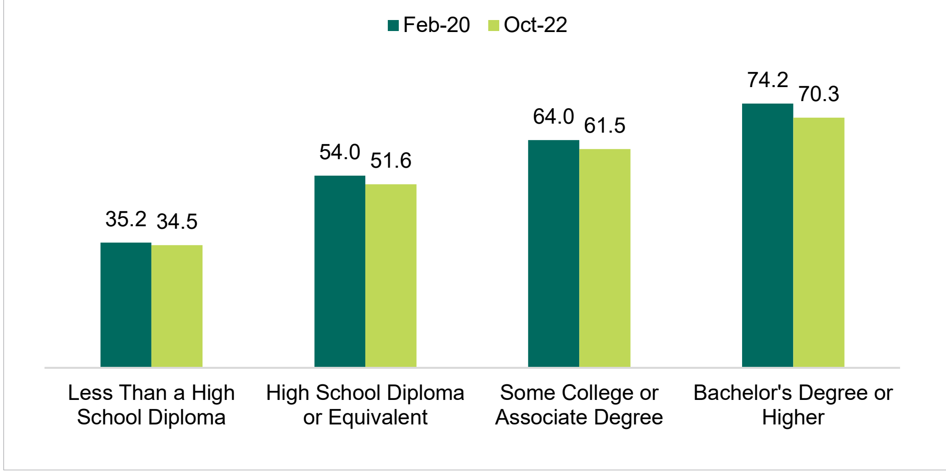
RACE AND ETHNICITY

The labor market experiences of people of color follow other socioeconomic inequities that existed pre-pandemic, but were further realized amid the effects of COVID-19. In 2019, average unemployment rates for Black/African American and Hispanic individuals were 7.4 and 3.9 percent, respectively. Both groups had a jobless rate higher than white individuals (3.6 percent). The jobless rates increased for all groups throughout 2020 with Black/African American individuals experiencing the highest rate of 19.1 percent, more than 2.5 times their 2019 rate. Those who are Hispanic observed an unemployment rate more than three times their pre-pandemic average, climbing to 12.4 percent. White individuals were impacted as well, but not as disproportionately as other groups. Over the 12-month period ending October 2022, jobless rates for all groups have come down but not equally. White individuals have met their pre-pandemic jobless rates while Black/African American and Hispanic individuals are 0.2 and 1.0 percentage points from reaching pre-pandemic rates, respectively.

In addition to higher unemployment rates, people of color tend to be unemployed for longer compared to white individuals, on average. In 2019, the median duration of weeks unemployed by race and ethnicity were much higher for Hispanic and Black/African American individuals. During 2020, Hispanic persons experienced the largest increase to their time spent unemployed, increasing by 10.2 weeks to 19.2. From November 2021 to October 2022, the average number of weeks spent unemployed have lowered for all groups, but only white individuals have reached a duration (8.0 weeks) less than that of their pre-pandemic length (8.3 weeks). Black/African American individuals remain elevated at 15.1 weeks and Hispanic individuals have an average of 12.1 weeks.

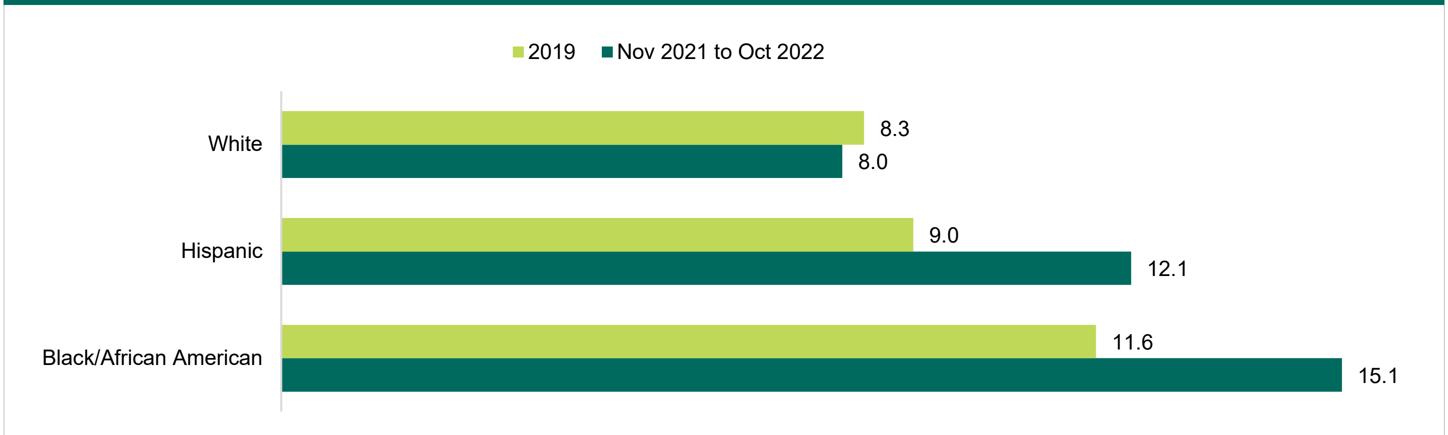
All racial and ethnic groups have struggled to return to their pre-pandemic rates of labor force participation. This is the one area where white individuals remain at a greater loss as of the 12-month average ending October 2022. In 2019, white workers had a participation rate of 62.1, this rate has since fallen by 2.3 percentage points to 59.8 percent. While white individuals had a larger drop in participation over the time period, the base for total labor force is significantly higher than other racial and ethnic groups. From 2019 to the 12 months ending with October 2022, Black/African American participation rates fell by 0.5 percentage points from 58.0 to 57.5 percent. Hispanic individuals have more than returned to their pre-pandemic rate of 69.0 percent, with an October 2022 12-month average rate of 69.4 percent.

FIGURE 7: **MICHIGAN LABOR FORCE PARTICIPATION RATES BY EDUCATION LEVEL** **(THREE-MONTH MOVING AVERAGES)**



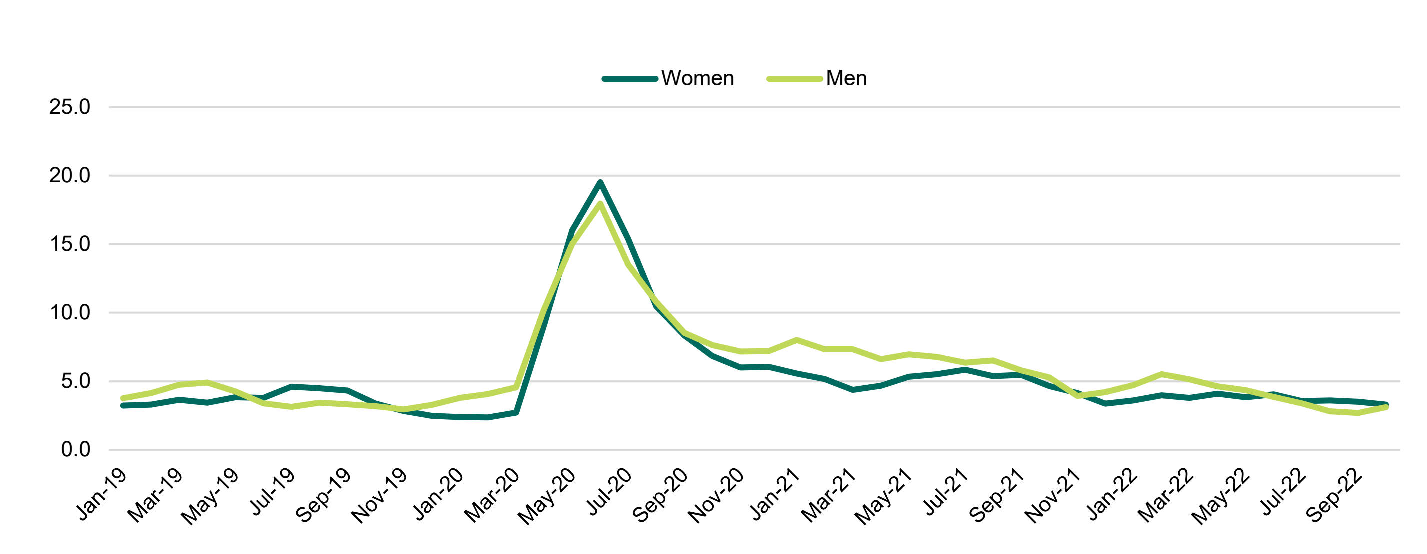
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Community Population Survey, U.S. Census Bureau (Three-Month Moving Averages)

FIGURE 8: **MEDIAN DURATION OF WEEKS UNEMPLOYED BY SELECT RACE AND ETHNICITY IN MICHIGAN** **(16 YEARS AND OLDER, 12-MONTH AVERAGES)**



Source: Current Population Survey, 12-Month DEMECON, November 2021–October 2022; U.S. Census Bureau

FIGURE 9: **MICHIGAN UNEMPLOYMENT RATES BY GENDER** (20 YEARS AND OLDER, THREE-MONTH MOVING AVERAGES)



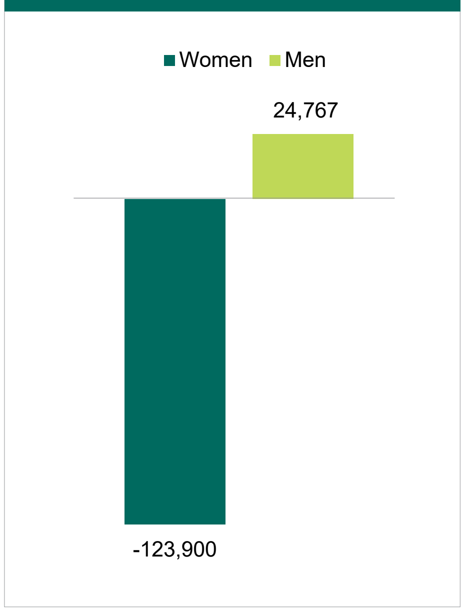
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

WOMEN IN THE WORKFORCE

In the beginning months of the COVID-19 pandemic, average unemployment rates for women began to exceed the rates for men. This was unlike what is typically seen in Michigan due to men often working in more cyclical industries, such as *Construction*. Cyclical work leads to higher unemployment rates in non-summer months for male workers in the state, on average. The spike in rates among women was unexpected and an early indicator of the impact of the COVID-19 pandemic on women in the Michigan workforce. Shortly after, unemployment rates for both men and women quickly dropped before slowing to a gradual decline. In recent months, average rates for men have dropped below their pre-pandemic rate of 4.1 percent to 3.1 percent. In contrast, unemployment rates among women remain slightly elevated at 3.3 percent in the three months ending with October 2022 compared to 2.4 percent in February 2020. While unemployment rates are widely understood and used for economic indication, it specifically does not capture the women who have left the labor force.

Compared to the three-month period ending February 2020, the average labor force numbers for women have declined by 123,900. This is significantly different from men in the state, who have increased their labor force participants by over 24,700. The latest three-month average ending October 2022 may be capturing some seasonality for the male labor force that typically does not impact women as much. The female labor force has remained at a loss compared to pre-pandemic numbers and the reasons for this vary across the United States. In a survey conducted across the nation asking why individuals have not looked for work from August to October 2022, female respondents outpaced male counterparts in both "could not arrange childcare" and "family responsibilities." Nearly 5 percent of women responding to the survey said they could not arrange childcare; this is 4.0 percentage points greater than that of male respondents. Regarding family responsibilities, female responses greatly outweighed men at 25.0 percent of women compared to 10.7 percent of men. In most other categories, men outweighed women. This demonstrates the increased burden of children and family responsibilities on women in the household and can indicate why the female labor force continues to struggle in comparison to men.

FIGURE 10: **CHANGE IN MICHIGAN LABOR FORCE BY GENDER** (20 YEARS AND OLDER, THREE-MONTH MOVING AVERAGES)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Community Population Survey, U.S. Census Bureau (Three-Month Moving Averages)

Conclusion

The Michigan economy has seen considerable improvement since the rare labor market impacts brought on by the COVID-19 pandemic more than two years ago. While the growth has been substantial and noticeable, the labor force and total employment still have not fully returned to the historically strong labor markets of 2019. Additionally, the barriers facing women in the workforce, people of color, and lower-paid workers remain prevalent in Michigan. Issues facing these groups existed prior to COVID-19 but were heightened during the peak of the pandemic and may require more direct attention to lower these barriers and reach full labor force potential in the state. Michigan still has room for labor force restoration and while recent growth has been slow, employment continues to rise and job opportunities remain elevated.

TRISHA SCHLEGEL
Economic Analyst

ONLINE JOB ADS INCREASE IN OCTOBER

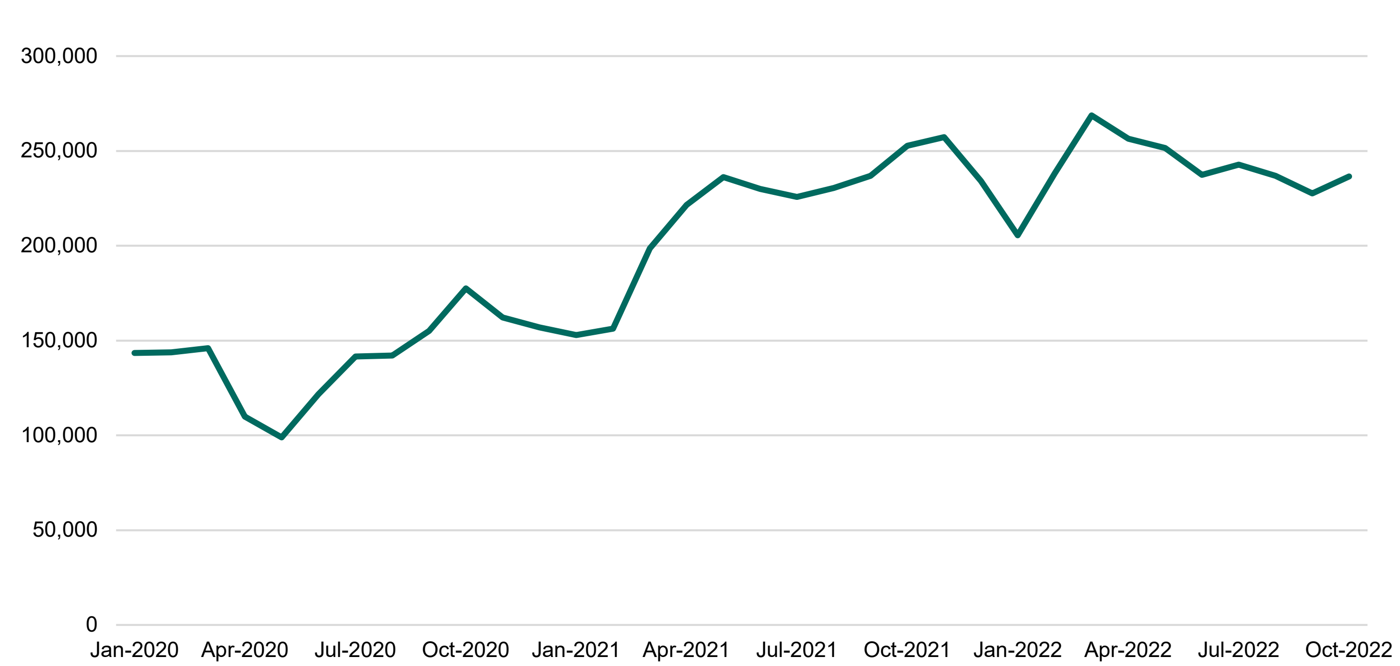
Overall Advertisements

After declining for three consecutive months, Michigan total online job advertisements rose to 236,500 in October. This marks a near 4.0 percent (+9,000 ads) increase over the month. New online job postings, those that did not carry over from previous months, also saw notable increases in October—rising by 8.1 percent (+6,700) over the month to 89,400. Over the year however, both new and total job postings were down by 7.5 and 6.4 percent, respectively.

COVID-19 Recovery

Job advertisements saw a sharp decline in April 2020 with the onset of the COVID-19 pandemic. By June 2020, total postings had begun to rebound and have remained at or above pre-pandemic levels since. Total job advertisements increased substantially in March of 2021 and have since remained above 200,000 per month. New job postings have followed a similar trend and have remained between 85,000 to 100,000 advertisements throughout 2022.

TOTAL AVAILABLE ONLINE JOB ADVERTISEMENTS IN MICHIGAN, JANUARY 2020–OCTOBER 2022



Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

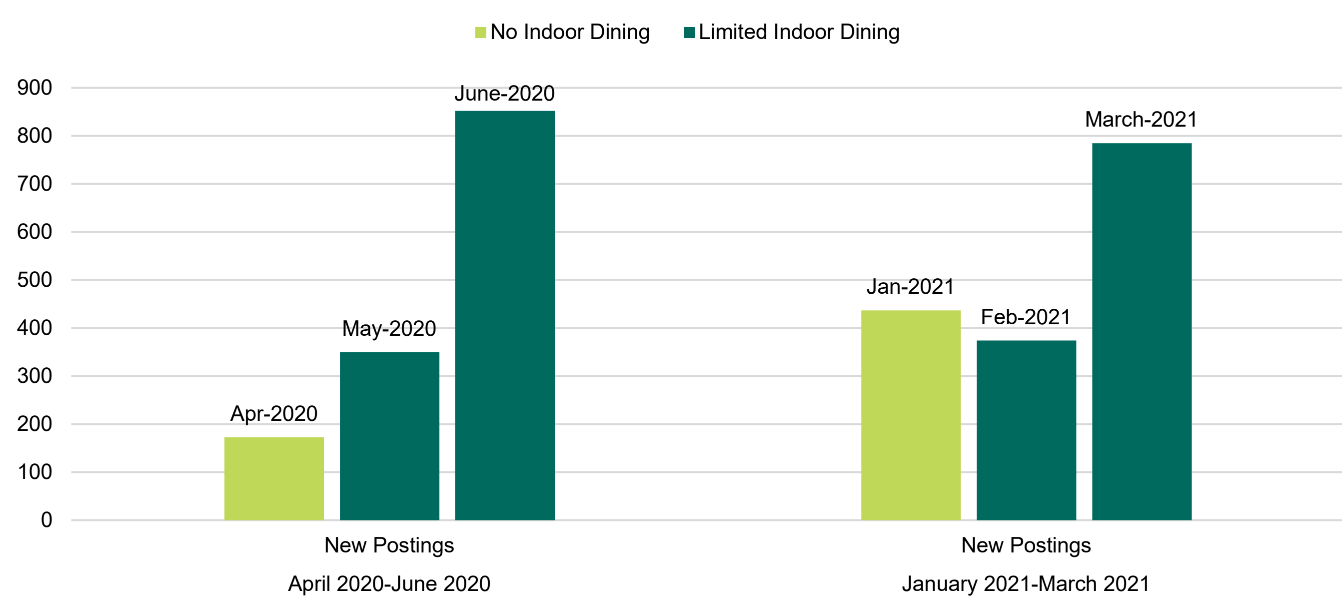
Occupation Spotlight: Waiters and Waitresses

Waiters and waitresses was one of the occupations most heavily impacted by the COVID-19 pandemic. As expected, new job postings for this occupation declined sharply with the implementation of restrictions on indoor dining initially in March 2020 and again in November 2020. In both cases, new postings rebounded quickly, at times more than doubling in the months shortly after the loosening of restrictions. Since June 2021, Michigan restaurants and bars have been able to operate with at least 50 percent capacity and there has been strong demand for *Waiters and waitresses*—averaging nearly 700 new online job postings monthly.

In 2021, there were about 48,000 *Waiters and waitresses* employed throughout Michigan, with hourly wages typically ranging from $11 to $19, including tips. There are low barriers of entry into this occupation as it generally only requires short term on-the-job training and no formal educational credential or experience. Specialized skills for *Waiters and waitresses* include customer service, cleaning, food delivery, and bartending. Lastly, while seemingly rare, some postings may include requests for certifications such as ServSafe, Training for Intervention Procedures (TIPS) certification and alcohol awareness certification.

BRANDON FULLER
Economic Analyst

NEW ONLINE JOB ADVERTISEMENTS FOR WAITERS AND WAITRESSES DURING MONTHS OF INDOOR DINING RESTRICTIONS



Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

MICHIGAN JOB OPENINGS RISE IN SEPTEMBER

The job openings rate increased 1.1 percentage points from August to September in the latest JOLTS data release for Michigan (7.1 percent). Both the separations rate (3.6 percent) and the quits rate (2.6 percent) increased as well. Conversely, the rate of hires was down in September (3.6 percent) while turnover remained flat at 7.3 percent for the second month in a row.

Job Openings

Job openings increased in September, jumping from 276,000 in August to 334,000 (+58,000). This was reflected in the 1.1 percentage point increase in the job openings rate from 6.0 percent to 7.1 percent from August to September, respectively. This increase moved Michigan to the 15th highest rate of openings, compared to having one of the lowest rates at 44th in the previous month. Michigan's job openings rate was higher than the national rate for September (6.5 percent).

Hires

The hires rate experienced a small decrease from August to September (4.1 percent to 3.6 percent). Employers in Michigan hired approximately 19,000 less employees than the prior month, dropping from 178,000 hires to 159,000. This pushed Michigan's ranking among states down to the 38th highest rate of hires in September. Michigan had a lower rate of hires than the national rate in September (4.0 percent).

Separations

Separations were up in September: 18,000 more employees were separated from their jobs this month than the prior month. This was seen in a 0.4 percentage point increase in the separations rate from 3.2 percent to 3.6 percent. Michigan's separations rate was only marginally lower than the national rate (3.7 percent).

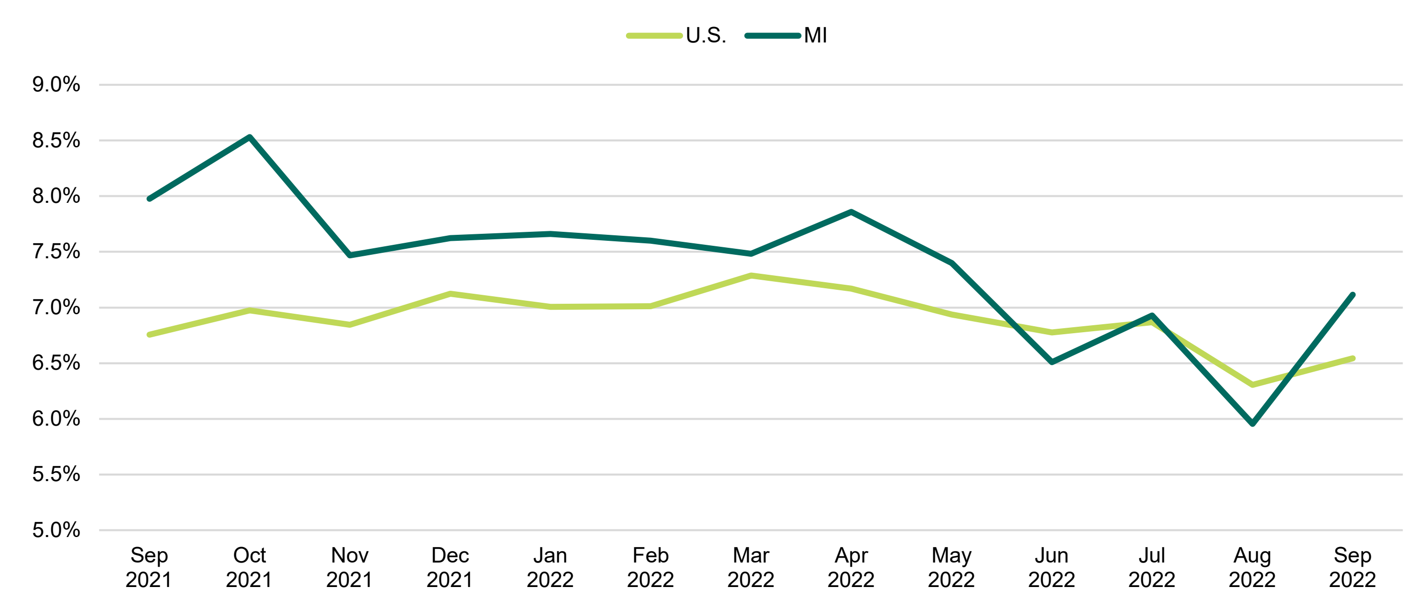
The quits rate climbed to 2.6 percent in September from a rate of 2.1 percent the previous month. This was slightly lower than the national rate of 2.7 percent in the same period. Michigan had the 34th highest rate of quits compared to other states, a notable jump from 47th in August. Layoffs and discharges were essentially unchanged in September.

Recovery of Job Demand

March 2020 is often the first month to record any data impacted from the pandemic. During this month, separations saw a sharp uptick from 4.0 percent to 14.4 percent, as businesses temporarily closed in the early pandemic months. In the following months, the hires and job openings rate also increased in response to the labor demand created from increased separations. Currently, both the hires rate and separations rate have stabilized back to pre-pandemic levels. However, the job openings rate has peaked and settled at a rate higher than that prior to March 2020. Since mid-2021 the rates of job openings, hires, and separations have all trended slightly downward as the volatility in the economy has subsided.

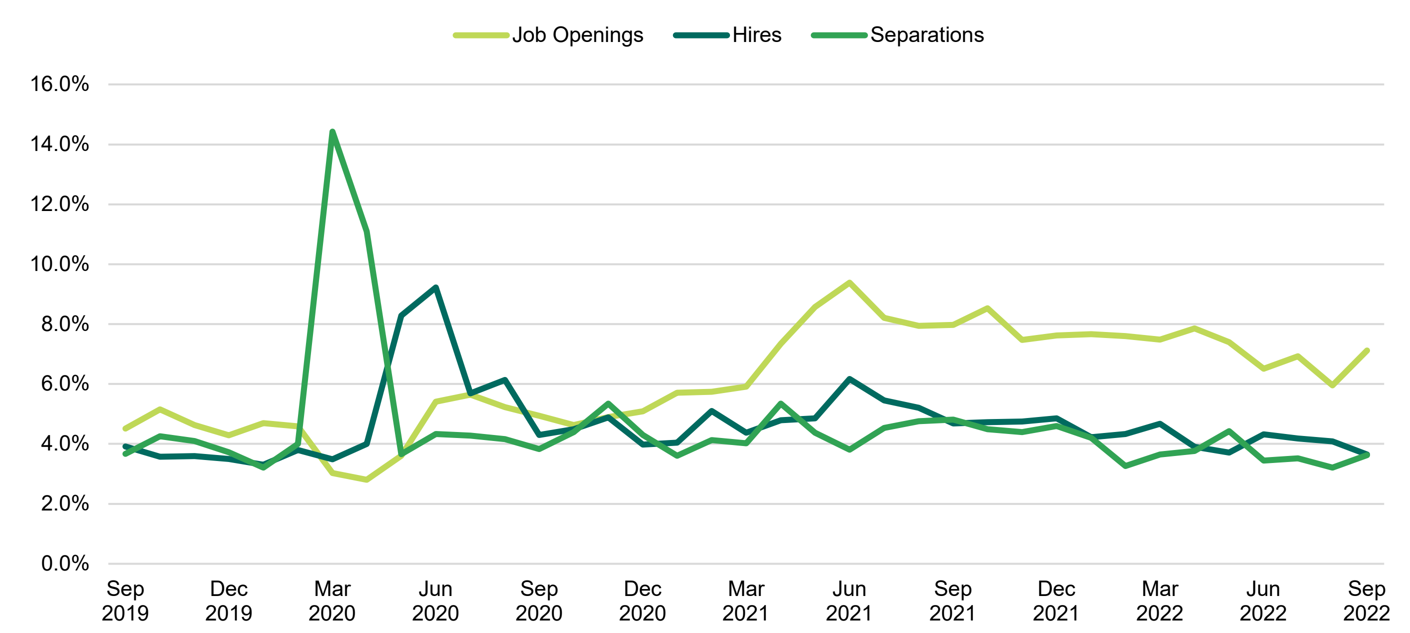
KRYSTAL JONES
Economic Analyst

JOB OPENINGS RATE, MICHIGAN AND THE U.S., SEPTEMBER 2021–SEPTEMBER 2022

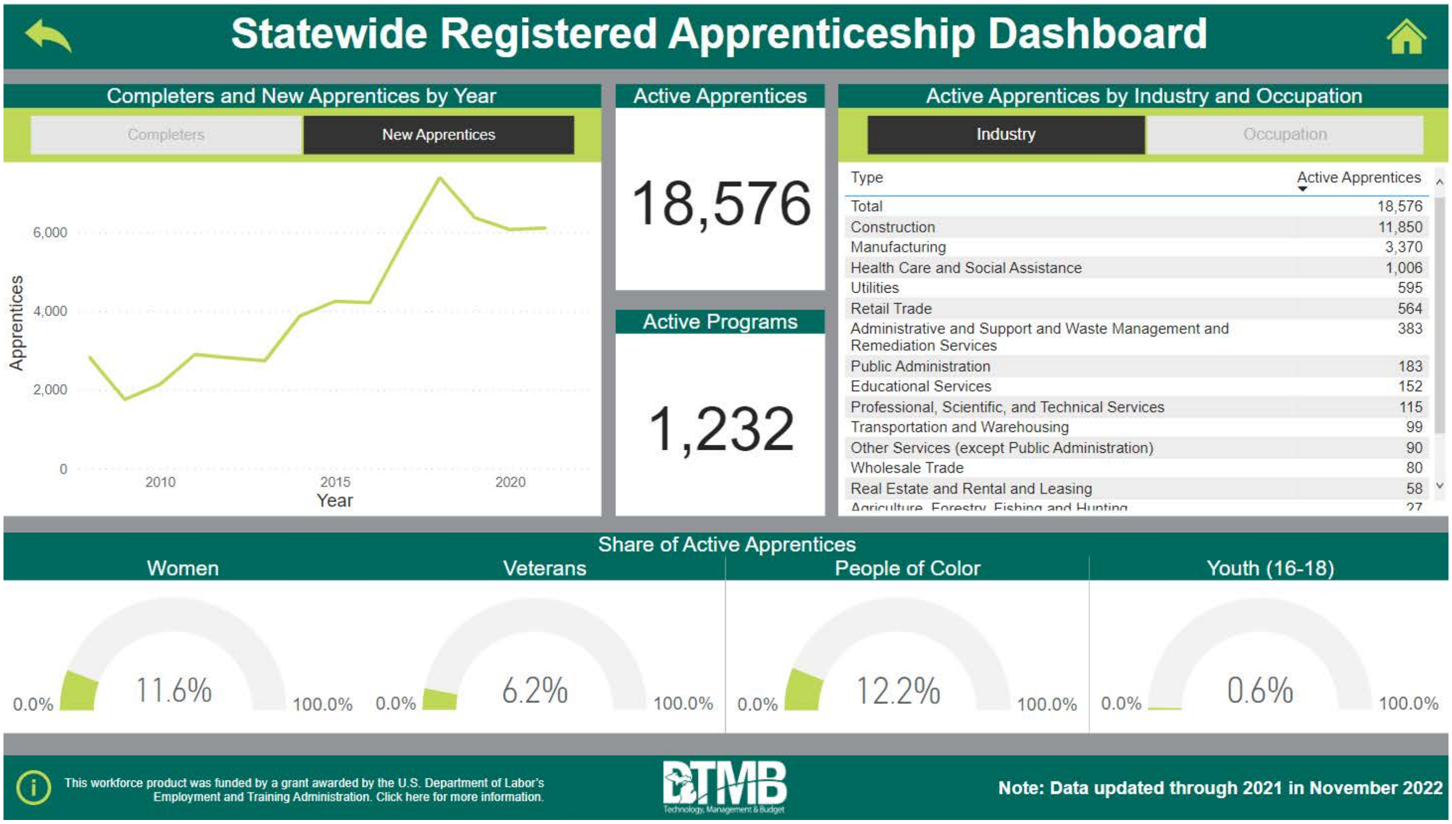


Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

MICHIGAN JOB OPENINGS, HIRES, AND SEPARATIONS RATES, SEPTEMBER 2019–SEPTEMBER 2022



Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics



DATA SPOTLIGHT:

THE MICHIGAN REGISTERED APPRENTICESHIP DASHBOARD

The Michigan Registered Apprenticeship Dashboard was launched in January 2021 as a one-stop shop for up-to-date analysis and trends on registered apprenticeship. Data are available for Michigan and its 10 prosperity regions. The dashboard was designed internally by the Bureau of Labor Market Information and Strategic Initiatives with input from the Michigan Department of Labor and Economic Opportunity and the U.S. Department of Labor. As an interactive tool and an innovative resource, the dashboard can be used by decision-makers and others who are involved with registered apprenticeship in Michigan.

Since its conception, Michigan's Registered Apprenticeship Dashboard has proven to be a vital tool in supporting the state's efforts to remain a national leader in registered apprenticeships. This tool helps track progress and supports initiatives such as increasing opportunities to a diverse talent pool. Partners of the Bureau of Labor Market Information and Strategic Initiatives have leveraged the dashboard data and received three grants supporting registered apprenticeship in Michigan totaling over $24 million.

The dashboard displays a wide array of data relevant to monitoring the progress of registered apprenticeship across the state. These include active, new, and registered apprenticeship completers as well as demographic breakdowns of active apprentices by detailed occupation and industry. Data are available at the statewide and regional levels and are fully interactive, allowing the user to view both aggregate and detailed registered apprenticeship data. Additional analysis includes innovative work that links to administrative unemployment insurance wage record data, providing easy access to registered apprenticeship outcomes. The dashboard is updated each year when data become available, with the most recent update happening in November 2022 which added 2021 registered apprenticeship data.

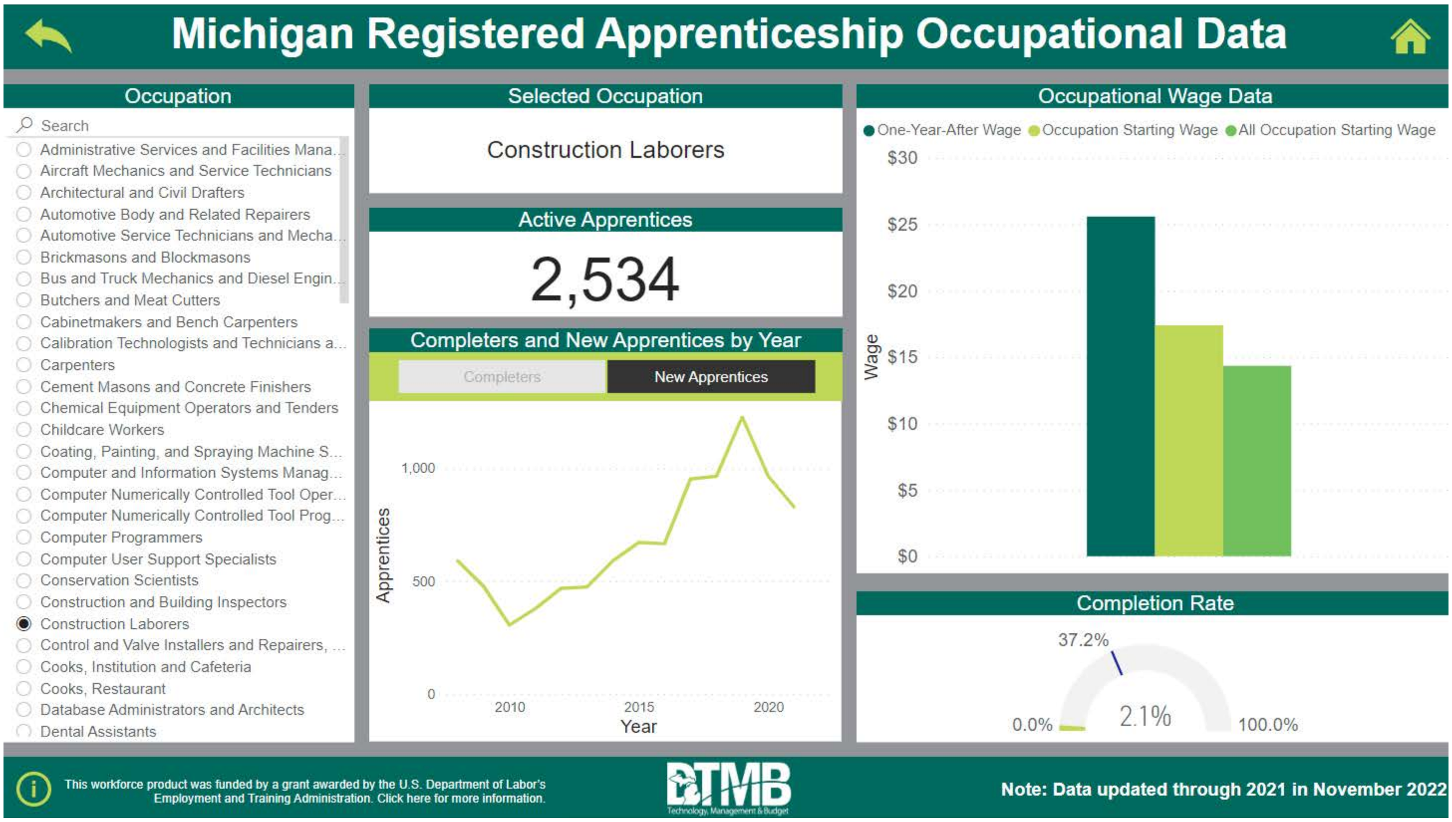
The dashboard highlights three different areas of analysis. This data spotlight will describe each of the three sections and discuss some of the key trends from each. For a more detailed look at registered apprenticeship in Michigan, please see the Registered Apprenticeships in Michigan report, released in November. To access the dashboard and learn more about registered apprenticeship in Michigan, please visit Michigan.gov/Apprenticeship.

Statewide Data

Both the statewide and regional data sections of the dashboard feature similar data based on specific geographies. The statewide data displays the overall trends that have been observed in Michigan.

In 2021, there were 18,576 active registered apprentices in Michigan across more than 1,200 active programs. Most of these apprentices were in the traditional apprenticeship industries of *Construction* (11,850) and *Manufacturing* (3,370). *Health care and social assistance* had the third highest number of active apprentices in the state (1,006).

Among all occupations, *Electricians* (3,508); *Construction laborers* (2,534); *Carpenters* (1,742); and *Plumbers, pipefitters, and steamfitters* (1,514) had the most apprentices in Michigan in 2021. Other occupations had fewer than 1,000 active apprentices.



There has been a statewide effort to increase opportunities for underrepresented groups in registered apprenticeship in recent years. The dashboard highlights the four key demographic groups and the share of active apprentices they make up. Each are filterable by industry and occupation. Among all active apprentices, people of color had a share of 12.2 percent. Women were at 11.6 percent (80.2 percent within *Healthcare and social assistance*) and veterans made up 6.2 percent of apprentices. Youth, those ages 16 to 18, had a minimal share at 0.6 percent.

New apprentices and completers have increased significantly since the middle of the last decade amid a heavy influx of resources supporting registered apprenticeship in Michigan. Since 2018, the number of new apprentices each year have totaled more than 6,000 and peaked in 2018 with nearly 7,400. Completers have seen a similar trend and have seen three straight years of 2,000 or more completers, including more than 2,600 in 2021.

Regional Data

The same data available on the statewide section are also available for each of Michigan's 10 prosperity regions. Regional registered apprenticeship data are determined based upon program location rather than where apprentices live.

The Detroit Metro region had the largest number of active apprentices with 7,665. The region also had an above-average share of active apprentices who were people of color at 18.8 percent.

East Michigan had just over 2,800 active apprentices, nearly 2,300 of which were *Construction laborers*. *Health care and social assistance* made up the greatest number of apprentices in South Central Michigan with 791, roughly one-third of active apprentices. This industry group contributed to women making up 31.3 percent of active apprentices in South Central Michigan.

Trends among new apprentices and completers in most regions closely followed trends statewide with surges over the last few years. Many regions noted downticks in 2020 during the initial impacts of the COVID-19 pandemic.

Occupational Data

The occupational data section allows the user to filter by detailed occupation and view some of the same information that is available statewide. What is unique about this section is occupational wage data and completion rates.

With the introduction of unemployment insurance wage record data, it is possible to view employment outcomes for several occupations. This is indicated by a one-year-after wage which are the average wages earned by those who completed a registered apprenticeship in the selected occupation. Many of these wages are significantly higher than a comparable 25th percentile wage which is a proxy for the starting wage in the occupation. For example, the one-year-after wage for *Construction laborers* was $25.59 which was roughly $8.00 more than the 25th percentile wage for the occupation.

Completion rates also allow the user to gauge how successful those who go through an apprenticeship in each occupation are and what percent go on to complete their apprenticeship program. The completion rate for all occupations was 37.2 percent, and several occupations report rates much higher than that.

Conclusion

The Michigan Registered Apprenticeship Dashboard has become an invaluable tool for those who work closely with registered apprenticeship across the state or someone who may be interested in becoming a registered apprentice. The interactive tool houses many useful datapoints and trends to give a better sense of how apprenticeship has expanded across the state.

NICK GANDHI
Economic Analyst

RELEVANT RANKINGS

GREATEST CHANGES IN OVERALL LABOR FORCE BY SELECT STATES, FEBRUARY 2020–OCTOBER 2022 (SEASONALLY ADJUSTED)

RANK	STATE	FEB 2020	OCT 2022	NUMERIC CHANGE	PERCENT CHANGE
1	Idaho	901,103	961,441	60,338	6.7%
2	Utah	1,633,857	1,740,785	106,928	6.5%
3	Oregon	2,086,983	2,201,840	114,857	5.5%
4	Texas	13,949,039	14,592,351	643,312	4.6%
5	Colorado	3,117,993	3,256,853	138,860	4.5%
6	Florida	10,294,450	10,750,153	455,703	4.4%
7	Delaware	480,278	499,997	19,719	4.1%
8	Arizona	3,479,167	3,616,729	137,562	4.0%
9	Montana	547,094	568,246	21,152	3.9%
10	South Dakota	460,583	477,796	17,213	3.7%
11	South Carolina	2,316,473	2,386,416	69,943	3.0%
12	Oklahoma	1,834,987	1,880,651	45,664	2.5%
13	Alaska	351,886	360,581	8,695	2.5%
14	North Carolina	5,020,329	5,127,734	107,405	2.1%
15	Georgia	5,188,322	5,268,918	80,596	1.6%
36	Illinois	6,521,872	6,435,982	-85,890	-1.3%
37	Pennsylvania	6,541,450	6,450,468	-90,982	-1.4%
38	Michigan	4,926,425	4,854,884	-71,541	-1.5%
39	North Dakota	413,351	407,135	-6,216	-1.5%
40	Iowa	1,739,520	1,712,027	-27,493	-1.6%
41	Connecticut	1,950,771	1,903,814	-46,957	-2.4%
42	Ohio	5,906,128	5,761,370	-144,758	-2.5%
43	Wyoming	297,035	289,257	-7,778	-2.6%
44	Virginia	4,472,102	4,348,072	-124,030	-2.8%
45	New Mexico	969,579	941,610	-27,969	-2.9%
46	Minnesota	3,164,775	3,073,111	-91,664	-2.9%
47	Maine	699,661	674,707	-24,954	-3.6%
48	New York	9,899,607	9,519,932	-379,675	-3.8%
49	Maryland	3,376,242	3,220,504	-155,738	-4.6%

Source: Local Area Unemployment Statistics, U.S. Bureau of Labor Statistics

CHANGE IN LEISURE AND HOSPITALITY EMPLOYMENT BY MICHIGAN METROPOLITAN STATISTICAL AREA

RANK	MSA	OCT 2019	OCT 2022	NUMERIC CHANGE	PERCENT CHANGE
1	Muskegon	7,300	7,800	500	6.8%
2	Bay City	4,500	4,400	-100	-2.2%
3	Monroe	4,600	4,400	-200	-4.3%
4	Grand Rapids-Wyoming	50,100	47,800	-2,300	-4.6%
5	Kalamazoo-Portage	16,300	15,100	-1,200	-7.4%
6	Lansing-East Lansing	19,200	17,700	-1,500	-7.8%
7	Flint	15,600	14,300	-1,300	-8.3%
8	Niles-Benton Harbor	7,600	6,900	-700	-9.2%
9	Jackson	5,300	4,800	-500	-9.4%
10	Battle Creek	4,800	4,300	-500	-10.4%
11	Detroit-Warren-Dearborn	201,100	178,500	-22,600	-11.2%
12	Saginaw	8,900	7,700	-1,200	-13.5%
13	Ann Arbor	18,600	15,400	-3,200	-17.2%

Source: Current Employment Statistics, Michigan Bureau of Labor Market Information and Strategic Initiatives

Technology, Management & Budget

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