Annual Planning Information and Workforce Analysis Reports: Southeast Michigan

State of Michigan

Department of Technology, Management and Budget

Bureau of Labor Market Information and Strategic Initiatives

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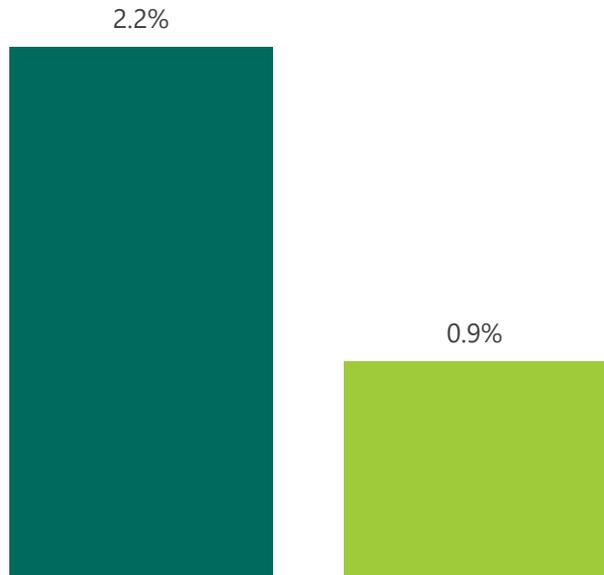murembyal@michigan.gov

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Population Trends and Characteristics
Tables 1-3

Regional population records a substantial expansion over the 2011-2017 period.
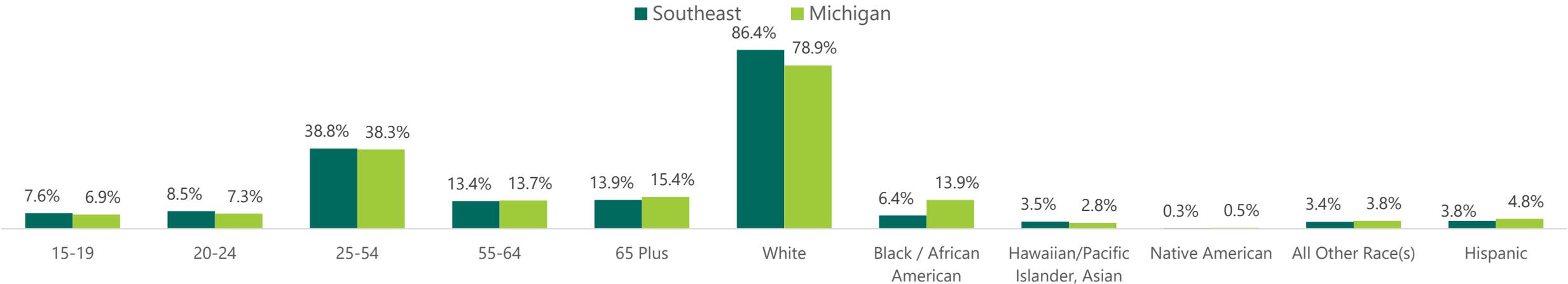
Population Change (2011-2017)

■ Southeast   ■ Michigan

2.2%

0.9%

- Recent population estimates from the U.S. Census Bureau show the population of the Southeast Michigan Prosperity Region growing by over 22,000, from 988,000 in 2011 to 1,010,000 in 2017. **(Table 1)**

- State population steadily rose since 2011 to add over 86,000 by 2017. Nationwide, the population rose by more than 4 percent (or about 14.1 million) over this period. **(Table 1)**

- The population growth in Southeast Michigan was concentrated in two counties: Washtenaw with 18,500 additional residents (+5 percent) and Livingston with 7,600 or 4 percent expansion. The remaining four counties recorded population reductions, ranging from a loss of 700 each in Hillsdale and Lenawee counties to a drop of 1,800 in Monroe. **(Table 1)**

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The residents of Southeast Michigan are younger than the state's population, on average.

- The population of Southeast Michigan was almost evenly distributed across the two genders in 2016. Statewide, women commanded a small majority of 51 percent of the population. **(Table 2)**
- Southeast Michigan held a slightly larger share of younger and working-age residents compared with the state average. The share of the population between 20-24 and 25-54 years of age made up 8 – 39 percent of the population; this range was a bit higher than the 7 – 38 percent average in Michigan overall.
- The share of White population in Southeast was about seven percent points higher than the state average. African Americans only made up 6 percent of the population compared to 14 percent in Michigan overall. **(Table 2)**

Population by Age, Race / Ethnicity

■ Southeast ■ Michigan

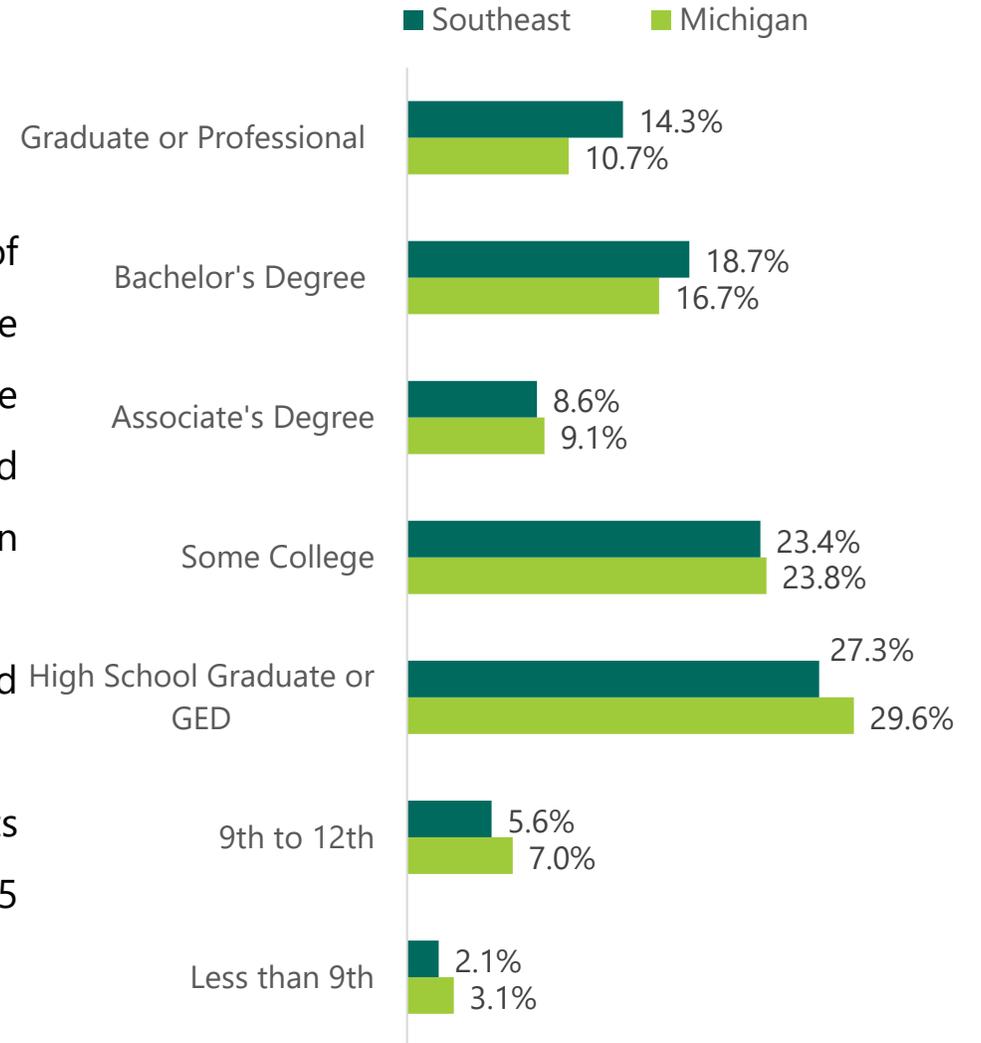| Category	Southeast	Michigan
15-19	7.6%	6.9%
20-24	8.5%	7.3%
25-54	38.8%	38.3%
55-64	13.4%	13.7%
65 Plus	13.9%	15.4%
White	86.4%	78.9%
Black / African American	6.4%	13.9%
Hawaiian/Pacific Islander, Asian	3.5%	2.8%
Native American	0.3%	0.5%
All Other Race(s)	3.4%	3.8%
Hispanic	3.8%	4.8%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey 5-Year Estimates

Southeast Michigan residents hold a higher share of bachelor's and advanced degrees than state average.

- The structure of the educational attainment of the population 25 years of age and older has not changed over the past several years. Based on the 2016 five-year population estimates from the U.S. Census Bureau, of the 657,100 residents of Southeast Michigan who were 25 years of age and older, 216,900 or 33 percent had a bachelor's degree or higher, larger than the 27 percent statewide. **(Table 3)**

- On par with the state average continued to be the share of the 25 and older population with some college and associate's degrees. **(Table 3)**

- Consequently, Southeast Michigan had a lower percentage of residents with a high school or GED and below than did Michigan overall, 35 percent versus 40 percent, respectively. **(Table 3)**

Educational Attainment

■ Southeast ■ Michigan

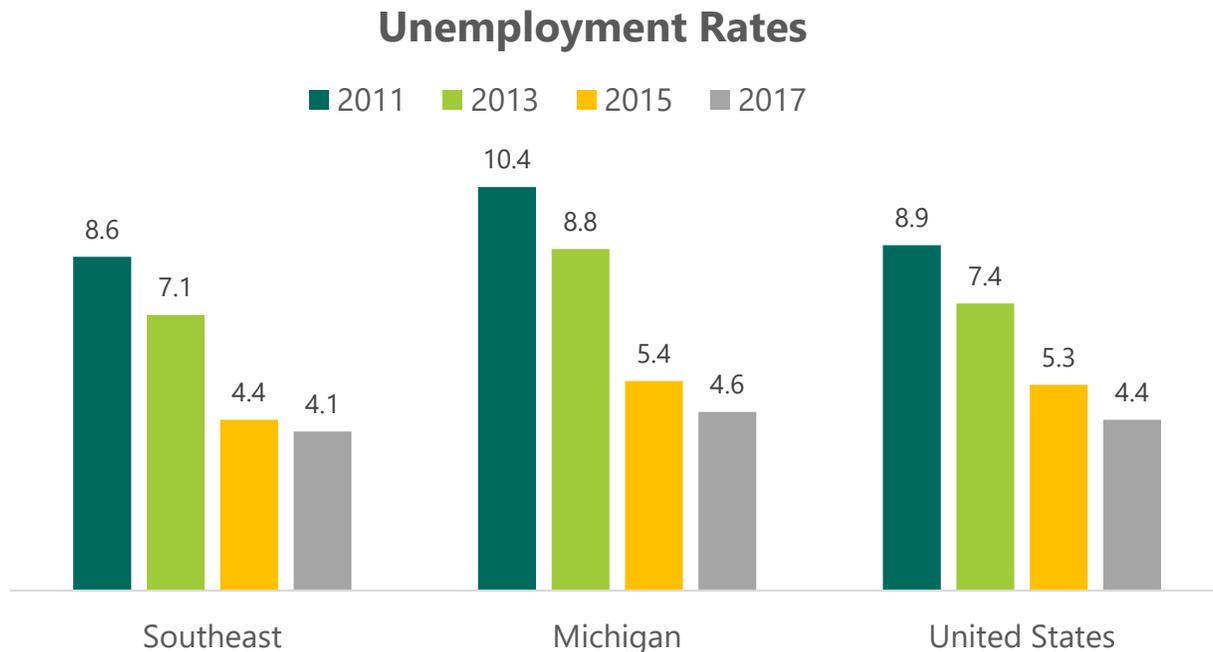| Category	Southeast	Michigan
Graduate or Professional	14.3%	10.7%
Bachelor's Degree	18.7%	16.7%
Associate's Degree	8.6%	9.1%
Some College	23.4%	23.8%
High School Graduate or GED	27.3%	29.6%
9th to 12th	5.6%	7.0%
Less than 9th	2.1%	3.1%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates

Labor Force and Employment Trends and Characteristics
Tables 4-7 and 12

Southeast Michigan has lower unemployment rates than the state and the nation.

Unemployment Rates

Legend: ■ 2011 ■ 2013 ■ 2015 ■ 2017

Southeast: 8.6, 7.1, 4.4, 4.1
Michigan: 10.4, 8.8, 5.4, 4.6
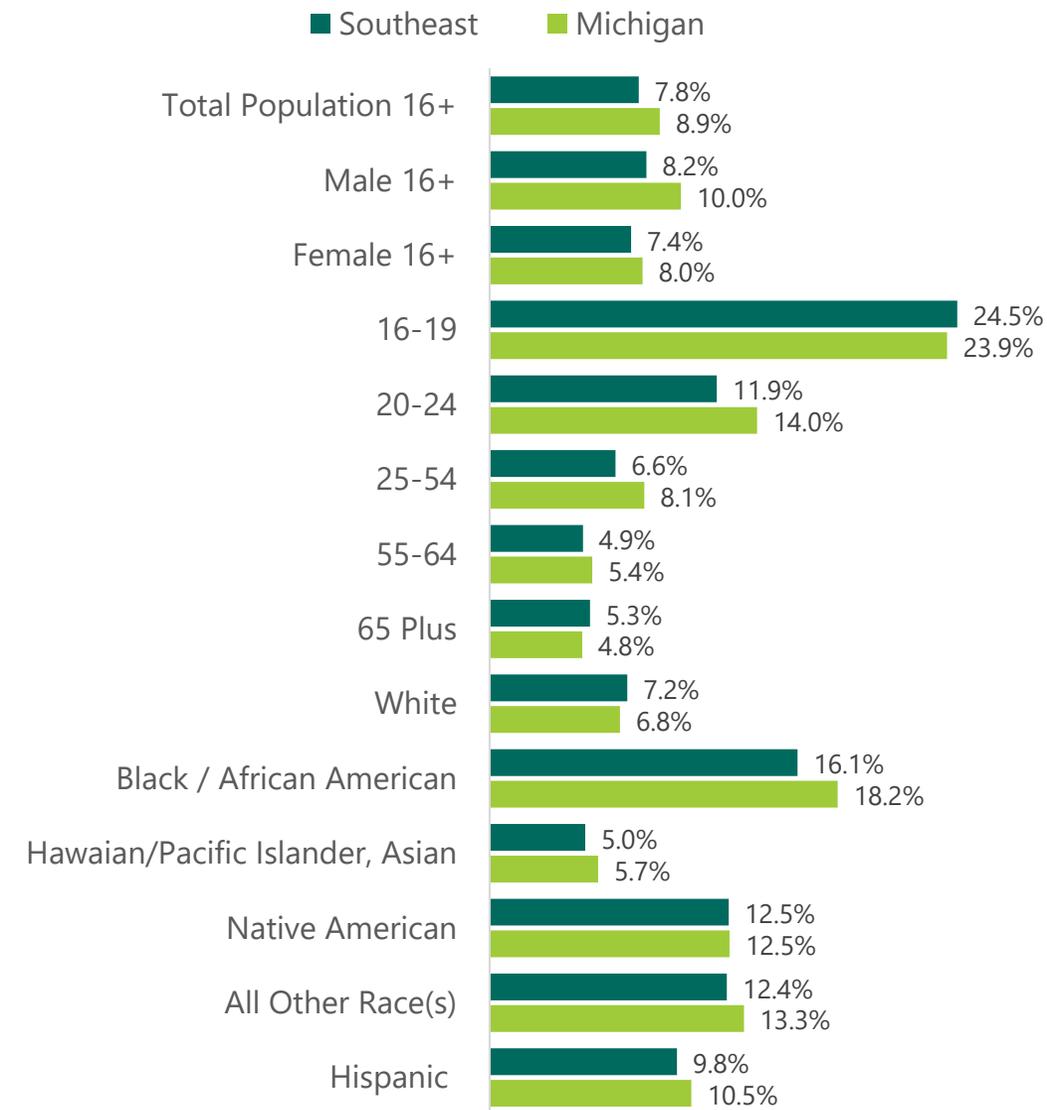United States: 8.9, 7.4, 5.3, 4.4

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives, Local Area Unemployment Statistics (LAUS)

- Unemployment rate movements for Southeast Michigan followed state and national trends, dropping significantly (by more than half) between 2011 and 2015. The region's jobless rates were stable over the past two years, edging down by three tenths of a percent between 2015 and 2017.

- Furthermore, the region's jobless rates have been lower than the state's and nation's rates in every year considered.

- Over the 2011-2017 period, the count of unemployed individuals dropped by 50 percent, from 42,000 in 2011 to 21,000 in 2017. **(Tables 6 and 12)**

- The civilian labor force in Southeast Michigan grew by 5 percent (+25,500) between 2011 and 2017, with over 11,600 added in just the last two years. **(Table 4)**

- Employment in Southeast Michigan also expanded substantially by over 10 percent (+46,700) between 2011 and 2017, with close to 13,000 added in the last two years. **(Table 5)**

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Regional jobless rates elevated for males, youths, and certain racial groups.

- The jobless rate for the Southeast population 16+ years of age (8 percent) was much lower than the state rate (9 percent) for the 2012-2016 period. Generally speaking, unemployment rates have been declining since the end of the 2009 recession. **(Table 7)**

- According to estimates from the U.S. Census Bureau, more males than females participated in the labor market in Southeast Michigan in 2016. Males also continued to experience a higher unemployment rate at 8 percent than females at 7 percent. **(Table 7)**

- The unemployment rates of youth and young adults (16-24 years old) are typically higher than for other groups in both Southeast Michigan and the state for obvious reasons (e.g., less experience, lower education, etc.). The unemployment rate of the 16-19 years old group was five tenths of a percent higher in Southeast Michigan than in the state overall. **(Table 7)**

- While the regional jobless rates for Blacks, those with Two or more races, and Hispanics were lower than the state level, higher rates were seen among Whites. **(Table 7)**

Unemployment Rates by Sex, Age, and Race / Ethnicity

■ Southeast ■ Michigan

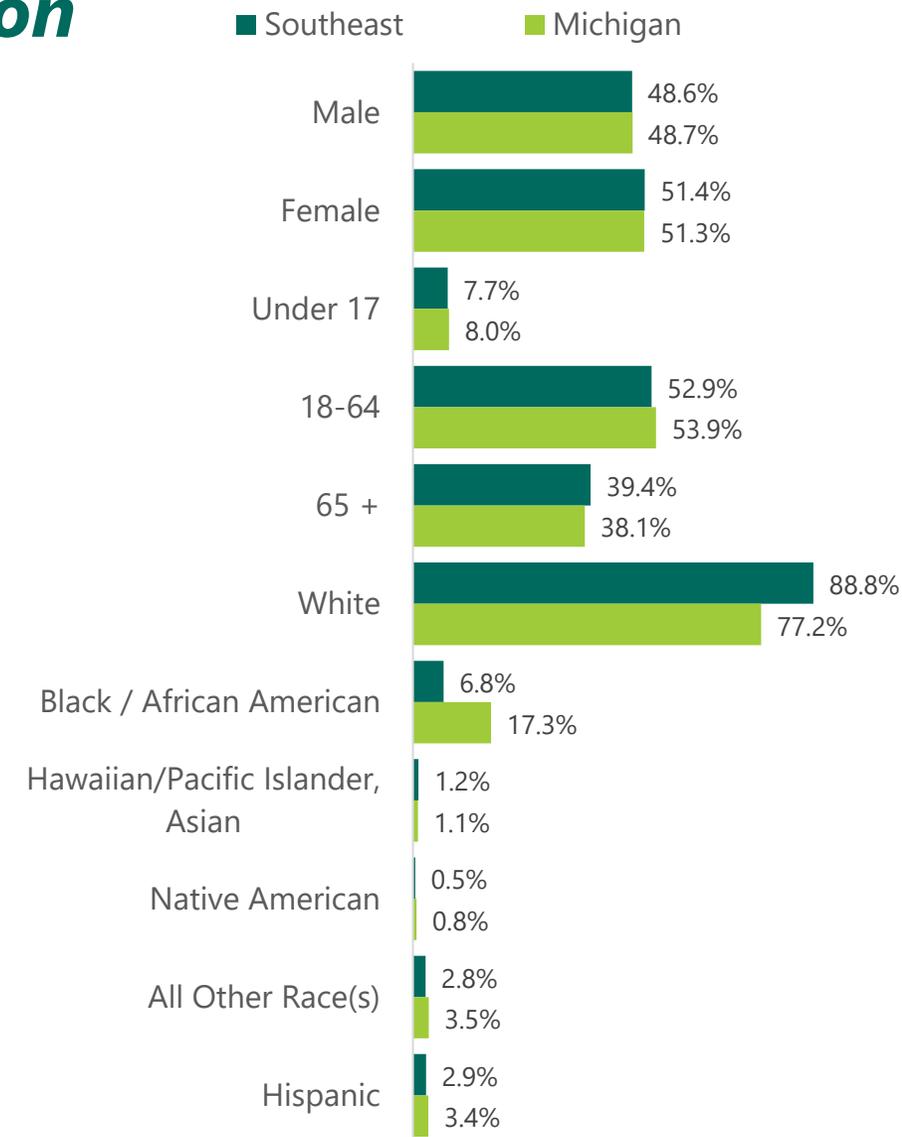|	Southeast	Michigan
Total Population 16+	7.8%	8.9%
Male 16+	8.2%	10.0%
Female 16+	7.4%	8.0%
16-19	24.5%	23.9%
20-24	11.9%	14.0%
25-54	6.6%	8.1%
55-64	4.9%	5.4%
65 Plus	5.3%	4.8%
White	7.2%	6.8%
Black / African American	16.1%	18.2%
Hawaiian/Pacific Islander, Asian	5.0%	5.7%
Native American	12.5%	12.5%
All Other Race(s)	12.4%	13.3%
Hispanic	9.8%	10.5%

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Individuals with Barriers to Employment
Tables 28-36

Gender share of individuals with a disability on par with Michigan rate.

- Disability is one of the several factors that can lead to poverty and other forms of economic distress. Disability increases with age. According to the U.S. Census Bureau, about 113,000 people in Southeast Michigan report a disability in 2016. A little over 39 percent of them were 65 years of age and older; a full percentage point higher than the state average. **(Table 28)**

- Almost nine in ten individuals with disabilities in the Southeast region were White (89 percent versus 77 percent statewide); this is a reflection of the group's 86-percent share of total population in the region. **(Table 28)**

- The labor market status of persons with a disability has improved in Michigan over the past two years (2014-2016), as the economy of the state continues to recover. The labor force participation rate advanced by two percentage points to 25 percent. The unemployment rate reduced by four percentage points, from 16 percent in 2014 to 12 percent in 2016. And the ratio of the employed over the total number of people eligible for work (16 years of age and above) substantially increased by over 2 percentage points to 22 percent. **(Unified State Plan Update)**
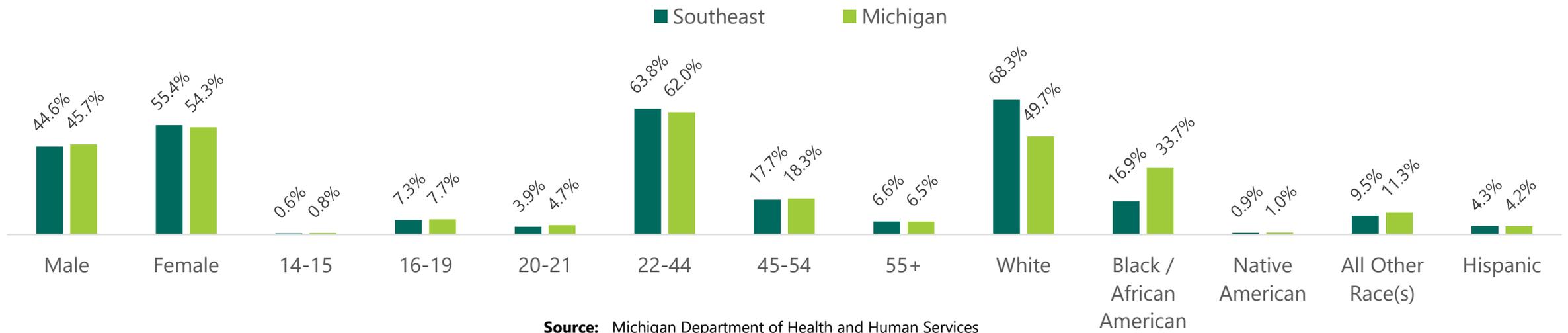
Individuals with a Disability

■ Southeast   ■ Michigan

Category	Southeast	Michigan
Male	48.6%	48.7%
Female	51.4%	51.3%
Under 17	7.7%	8.0%
18-64	52.9%	53.9%
65 +	39.4%	38.1%
White	88.8%	77.2%
Black / African American	6.8%	17.3%
Hawaiian/Pacific Islander, Asian	1.2%	1.1%
Native American	0.5%	0.8%
All Other Race(s)	2.8%	3.5%
Hispanic	2.9%	3.4%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates

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Assistance program recipients still concentrated in the working age and White demographics.

- Two years ago in December, the Michigan Department of Health and Human Services counted roughly 34,800 assistant program recipients in Southeast Michigan. The number has dropped to 25,700 as of June 2017. **(Table 30)**
- There continues to be more female than male recipients of public assistance in both Southeast Michigan and the state. **(Table 30)**
- The majority of the registrants were in the prime working age of 22 to 44 (about 64 percent). **(Table 30)**
- Approximately 68 percent of the registrants in Southeast Michigan were White (vs. 50 percent statewide) and 17 percent were African American (vs. 34 percent statewide). **(Table 30)**

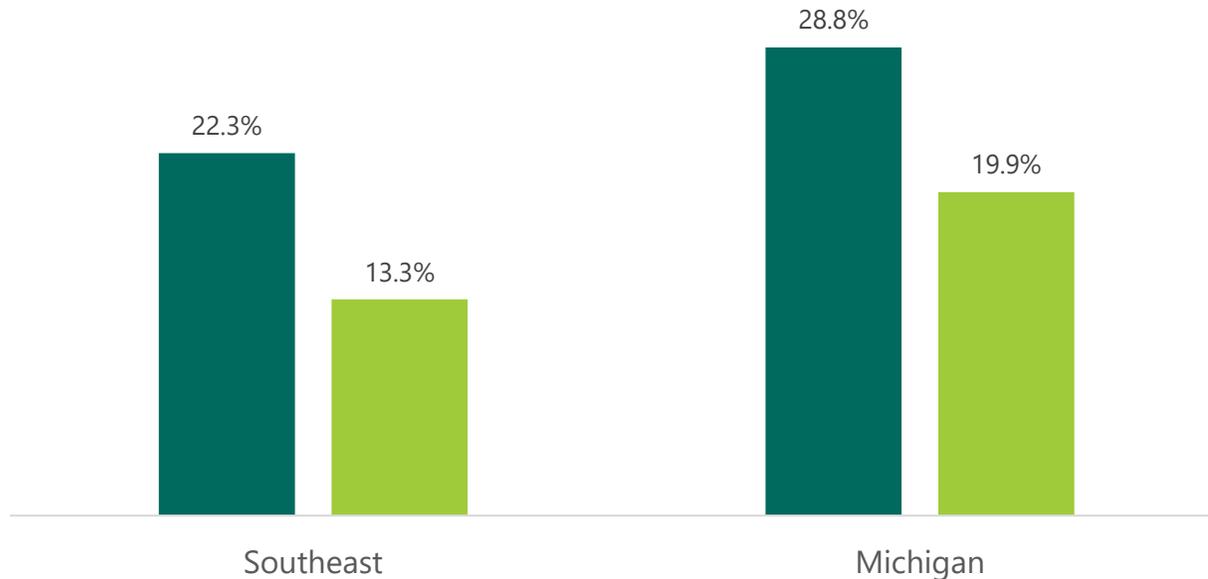## Assistance Program Recipients by Sex, Age, and Race / Ethnicity

■ Southeast ■ Michigan

	Southeast	Michigan
Male	44.6%	45.7%
Female	55.4%	54.3%
14-15	0.6%	0.8%
16-19	7.3%	7.7%
20-21	3.9%	4.7%
22-44	63.8%	62.0%
45-54	17.7%	18.3%
55+	6.6%	6.5%
White	68.3%	49.7%
Black / African American	16.9%	33.7%
Native American	0.9%	1.0%
All Other Race(s)	9.5%	11.3%
Hispanic	4.3%	4.2%

Source: Michigan Department of Health and Human Services

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Long-term joblessness second lowest among prosperity regions.

Percentage Long-Term Unemployed of Total Unemployed
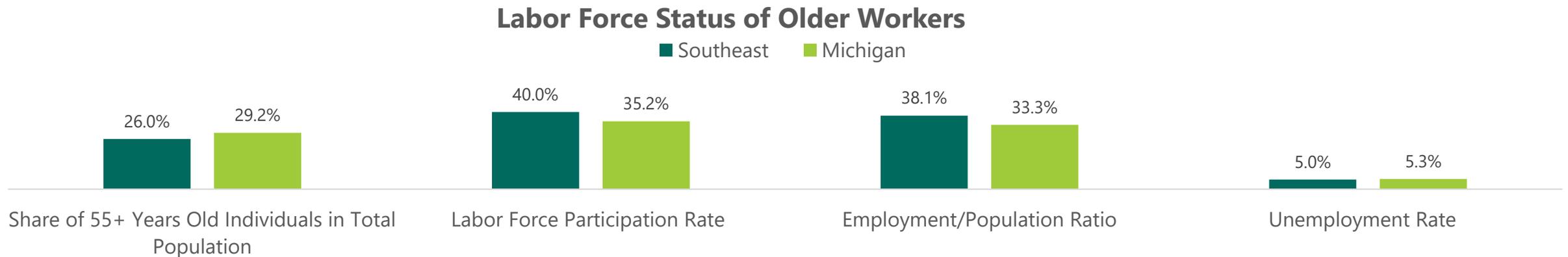
■ 2015 ■ 2017

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

- The number of long-term unemployed individuals, or the share of individuals out of work for 27 weeks or more, has made a significant recovery since 2010. In 2010, 44 percent of unemployed Southeast Michiganders were considered long-term unemployed. That number shrunk to 22 percent in 2015 and 13 percent in 2017. **(Table 34)**

- The Southeast region's share of long-term unemployed has fared very well relative to Michigan's other prosperity regions. The Southeast region was ranked third lowest rate of long-term unemployed in 2010 and then fell to the lowest rate among all prosperity regions in 2015. In 2017, the Southeast region displayed the second lowest share of long-term unemployed, right after South Central. **(Table 34)**

Older workers continue to stay in the labor market longer in Southeast Michigan and the state.

- A little over a quarter of the population in Southeast Michigan is in the category of older workers (aged 55 years or more). The ratio is one in three statewide. **(Table 35)**

- The labor force participation rate for older workers continues to improve in both Southeast Michigan and the state, as the economy continues to grow. In 2016, the rate was estimated at 40 percent in Southeast Michigan; that is five percentage points above statewide average. At 38 percent, the proportion of older workers employed among all residents 55 years and older in Southeast Michigan was also higher than the state's rate. **(Table 35)**

- The jobless rate of older workers in Southeast Michigan was on par with the Michigan rate of 5 percent. **(Table 35)**

Labor Force Status of Older Workers

■ Southeast   ■ Michigan

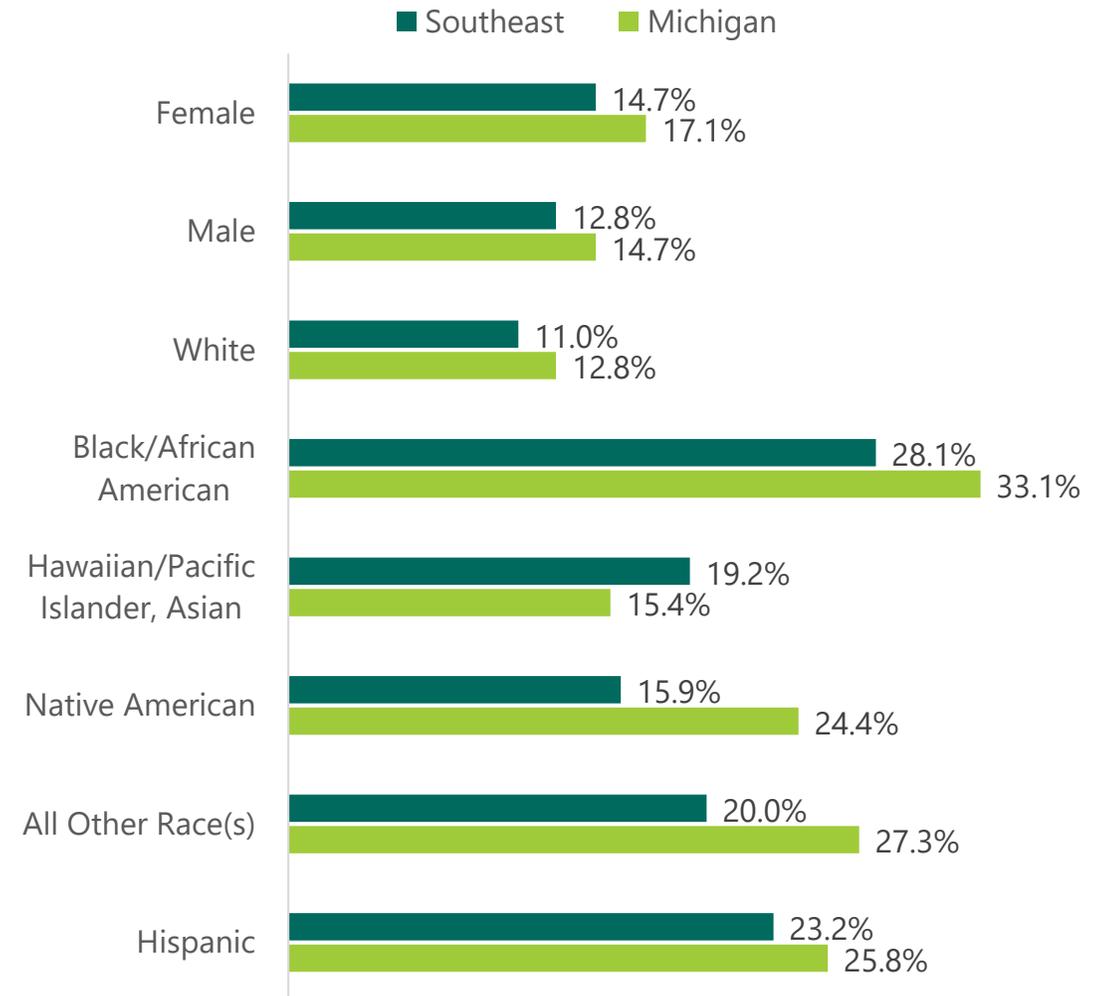|	Southeast	Michigan
Share of 55+ Years Old Individuals in Total Population	26.0%	29.2%
Labor Force Participation Rate	40.0%	35.2%
Employment/Population Ratio	38.1%	33.3%
Unemployment Rate	5.0%	5.3%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates

Poverty rate at 14 percent in Southeast Michigan, significantly below Michigan.

- The U.S. Census Bureau estimated that approximately 136,300 individuals (or 14 percent of the population) lived below the poverty line in Southeast Michigan, in 2016. That is two percentage points below the state poverty rate of 16 percent. **(Table 36)**

- African American individuals have the highest poverty rate in Southeast Michigan at 28 percent, although lower than statewide rate for this group by five percent points. Hispanics also recorded a significant poverty rate in both Southeast Michigan and the state (23 and 26 percent, respectively). **(Table 36)**

- The share of women living in poverty is slightly higher than that of men in both areas. **(Table 36)**

Poverty by Sex and Race / Ethnicity

■ Southeast ■ Michigan

Category	Southeast	Michigan
Female	14.7%	17.1%
Male	12.8%	14.7%
White	11.0%	12.8%
Black/African American	28.1%	33.1%
Hawaiian/Pacific Islander, Asian	19.2%	15.4%
Native American	15.9%	24.4%
All Other Race(s)	20.0%	27.3%
Hispanic	23.2%	25.8%

Source: U.S. Bureau of the Census, 2012-2016 American Community Survey Five-Year Estimates

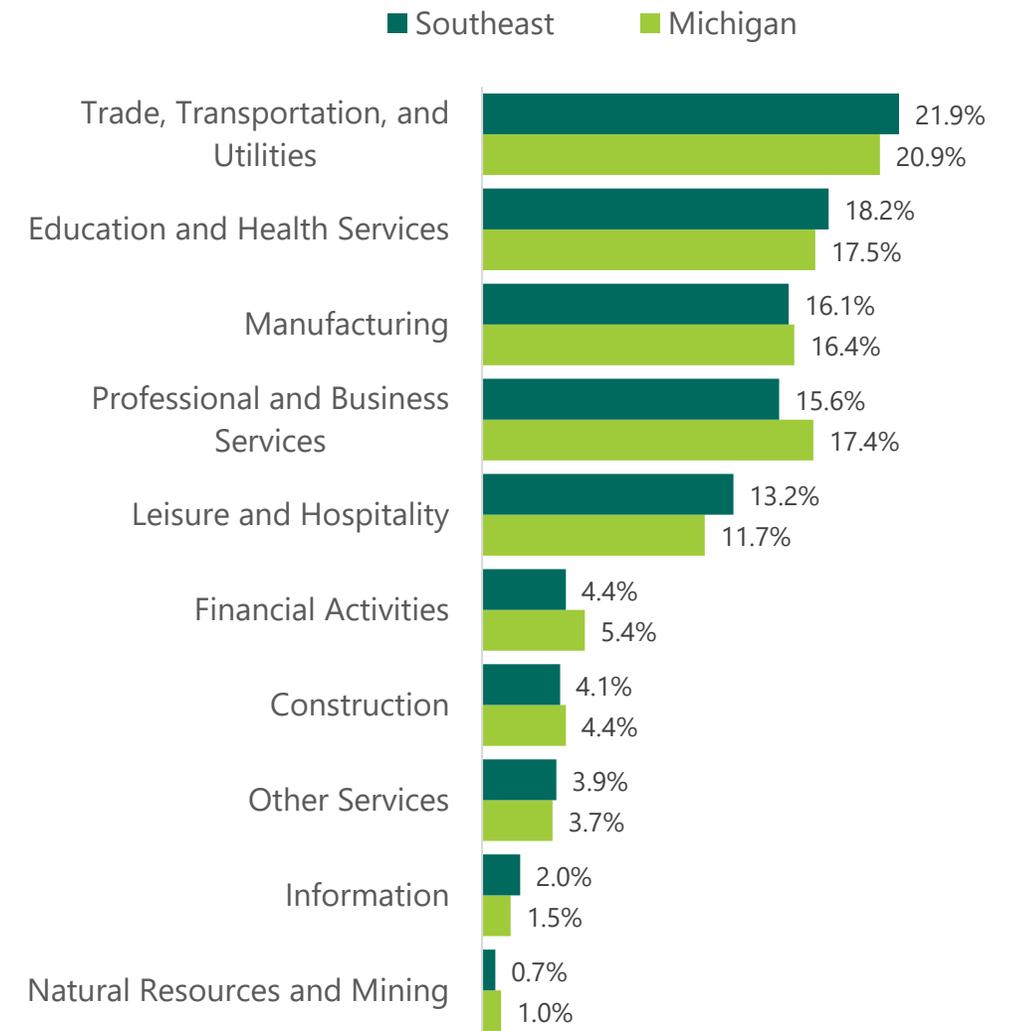DTMB   IT'S BIGGER THAN DATA.

Existing and Emerging In-Demand Industry Sectors and Occupations
Tables 8-11 and 17-26

Close to 60 percent of regional employment is concentrated in three major industries, similar to the state.

- The current ranking of regional industries based on their share in total private payroll jobs shows minor shifts compared to 2015. For example two years ago, *Manufacturing* was the fourth major private employer in Southeast Michigan, after *Professional and business services*. Today (2017), the order has switched.

- In the 2nd quarter of 2017, *Trade, transportation, and utilities* was still the region's largest private industry, employing a little over one in five of the region's workers; on par with the statewide average. **(Table 8)**

- The second largest industry sector for both Southeast Michigan and the state continued to also be private *Education and health services,* at 18 and 17 percent of total private industry jobs. **(Table 8)**

- *Manufacturing* was the third largest employer in Southeast Michigan at a little over 16 percent of total private industry employment. **(Table 8)**
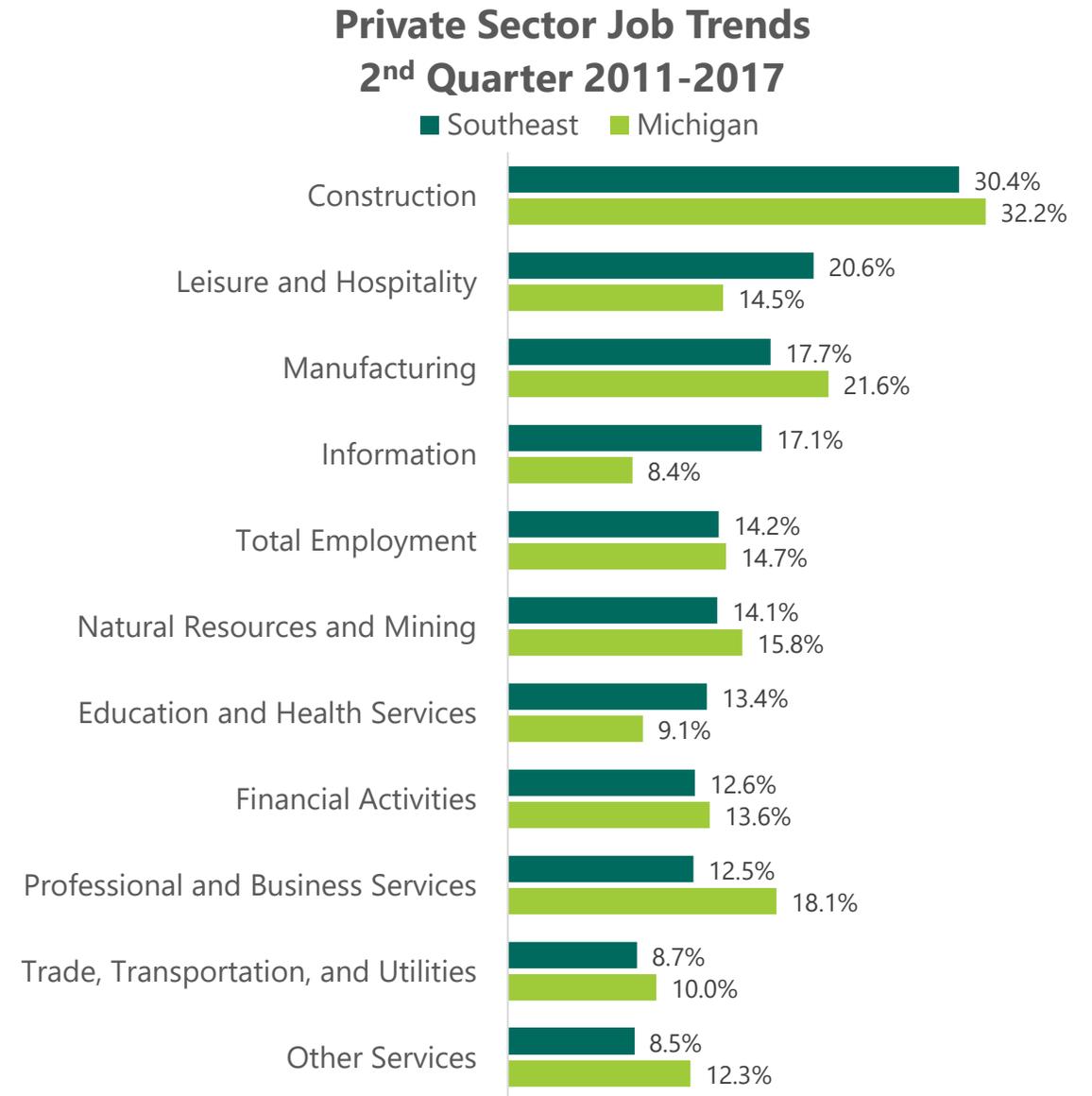
Distribution of Private Industry Jobs, 2nd Quarter 2017

■ Southeast   ■ Michigan

Industry	Southeast	Michigan
Trade, Transportation, and Utilities	21.9%	20.9%
Education and Health Services	18.2%	17.5%
Manufacturing	16.1%	16.4%
Professional and Business Services	15.6%	17.4%
Leisure and Hospitality	13.2%	11.7%
Financial Activities	4.4%	5.4%
Construction	4.1%	4.4%
Other Services	3.9%	3.7%
Information	2.0%	1.5%
Natural Resources and Mining	0.7%	1.0%

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Substantial job additions were recorded in Construction and Leisure and Hospitality.

- Southeast Michigan saw private sector jobs expand by 37,900 or 14 percent between 2011 and 2017 (2nd quarter), fueled by noticeable job growth in *Construction* of 30 percent (+2,900), *Leisure and hospitality* (21 percent or 6,860), and *Manufacturing* (18 percent or 7,360). Statewide, private payrolls grew by 480,500 or 15 percent during the same period. **(Table 8)**

- All industry sectors in Southeast Michigan and the state recorded positive job expansion over this period. **(Table 8)**

- Over the past two years (2015-2017), private employers created 9,700 jobs in Southeast Michigan (+3 percent). *Leisure and hospitality, Construction,* and *Manufacturing* continued to be the top three fastest growing sectors in the area. **(Table 8)**

Private Sector Job Trends
2nd Quarter 2011-2017

■ Southeast ■ Michigan

Sector	Southeast	Michigan
Construction	30.4%	32.2%
Leisure and Hospitality	20.6%	14.5%
Manufacturing	17.7%	21.6%
Information	17.1%	8.4%
Total Employment	14.2%	14.7%
Natural Resources and Mining	14.1%	15.8%
Education and Health Services	13.4%	9.1%
Financial Activities	12.6%	13.6%
Professional and Business Services	12.5%	18.1%
Trade, Transportation, and Utilities	8.7%	10.0%
Other Services	8.5%	12.3%

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Online job postings reach 5,000 in 2nd Quarter 2017.

Online Advertised Job Postings – Southeast	
Job Title	Number
Registered Nurses	919
Heavy and Tractor-Trailer Truck Drivers	425
Retail Salespersons	387
First-Line Supervisors of Retail Sales Workers	374
Software Developers, Applications	293
Maintenance and Repair Workers, General	276
Customer Service Representatives	213
Computer Occupations, All Other	205
First-Line Supervisors of Office and Administrative	179
Medical and Health Services Managers	177

Source: The Conference Board, Help Wanted Online Database

- In the 2nd quarter of 2017, there were a little over 5,000 online advertised job postings in Southeast Michigan, according to the Conference Board's Help Wanted Online Database. **(Table 18)**

- The majority of top job advertisements posted online require a high school diploma, some vocational training, or an associate's degree. In Southeast Michigan, seven of the top ten online job postings during the second quarter of 2017 fell in this category. The range was eight of ten statewide.

- *Registered nurses* and *Heavy and tractor-trailer truck drivers* are the top two most advertised positions in many regions of the state, including Southeast Michigan. **(Table 18)**

Over half of the Southeast Michigan jobs in 2024 are concentrated in three job groups.

Projected 2024 Distribution of Jobs by Broad Occupational Groups

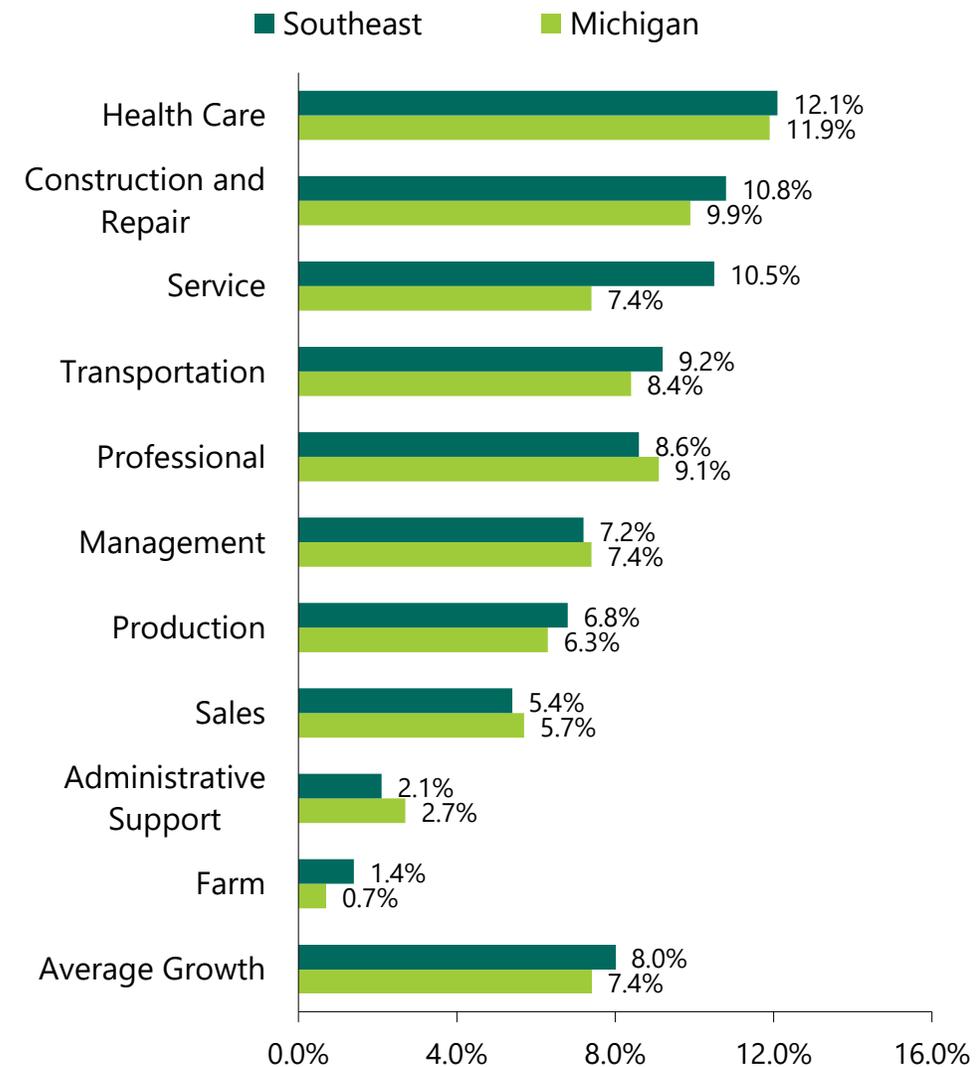| Occupational Group	Southeast	Michigan
Professional	23.7%	20.3%
Service	16.4%	16.3%
Administrative...	13.6%	13.9%
Health Care	11.6%	9.8%
Sales	8.8%	9.8%
Production	8.2%	9.8%
Construction and...	6.2%	7.0%
Management	5.9%	6.1%
Transportation	4.8%	6.1%
Farm	0.8%	0.8%

Source: Bureau of Labor Market Information and Strategic Initiatives

- The overall occupational employment in Southeast Michigan is projected to grow by 8 percent (+34,500) between 2014 and 2024; this is faster than the statewide projected expansion rate of 7 percent. About 54 percent of the projected employment growth in Southeast Michigan will continue to be in three major occupational groups of Professional, Service, and Administrative Support.

- At 24 percent, *Professional* occupations are the largest occupational category in terms of projected total jobs in 2024 (same as in 2014), about three percentage points above the share of this group in statewide employment. This group includes a diverse set of jobs, such as *business, computer, technical, science, social service*, and *education* positions.

- *Service* will continue to be the second largest occupational group with 16 percent of total jobs in 2024 (four tenths of a percent above the share in 2014), on par with the share of this group in statewide employment. This group includes occupations in *Protective services*, *Food preparation and services*, *Building and grounds cleaning and maintenance*, and *Personal care services*.

- *Administrative Support* is projected to contribute about 13 percent of the region's employment by 2024 (down from 14 percent in 2014). This occupational group includes some of the largest single occupations such as bookkeepers, secretaries and office clerks.

- The group of *Healthcare* services is fourth largest employer at a projected 12 percent share of employment by 2024 (11 percent in 2014). Just like for the state, many health careers in Southeast Michigan are forecast to show strong growth. **(Table 19)**

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Healthcare, Construction, and Service occupations projected to have highest percent growth through 2024.

- Employment in six of ten major occupational groups in Southeast Michigan is projected to grow above the statewide average through 2024. All occupational groups are projected to add jobs over the 2014-2024 period.

- Three groups of occupations are expected to create close to 65 percent of the 34,500 new jobs in Southeast Michigan.

  – *Professional* occupations (business, computer, technical, science, social service, and education) will contribute about 8,845 new jobs (or 26 percent of the new jobs).

  – *Service* is the second largest group in Southeast Michigan (e.g. *Protective services*, *Food preparation and service*); it is projected to create 7,325 new jobs (or 21 percent of the new jobs).

  – Also important is the *Healthcare* occupational group, which is projected to add about 5,870 new jobs (or 17 percent). The new jobs will include practitioners (*Physicians, Dentists*, etc.) and technicians (*RN, Physician assistants*, etc.), as well as support staff (*Home health aides, Medical assistants*, etc.). **(Table 19)**

Projected Percent Growth by Broad Occupational Groups (2014-2024)
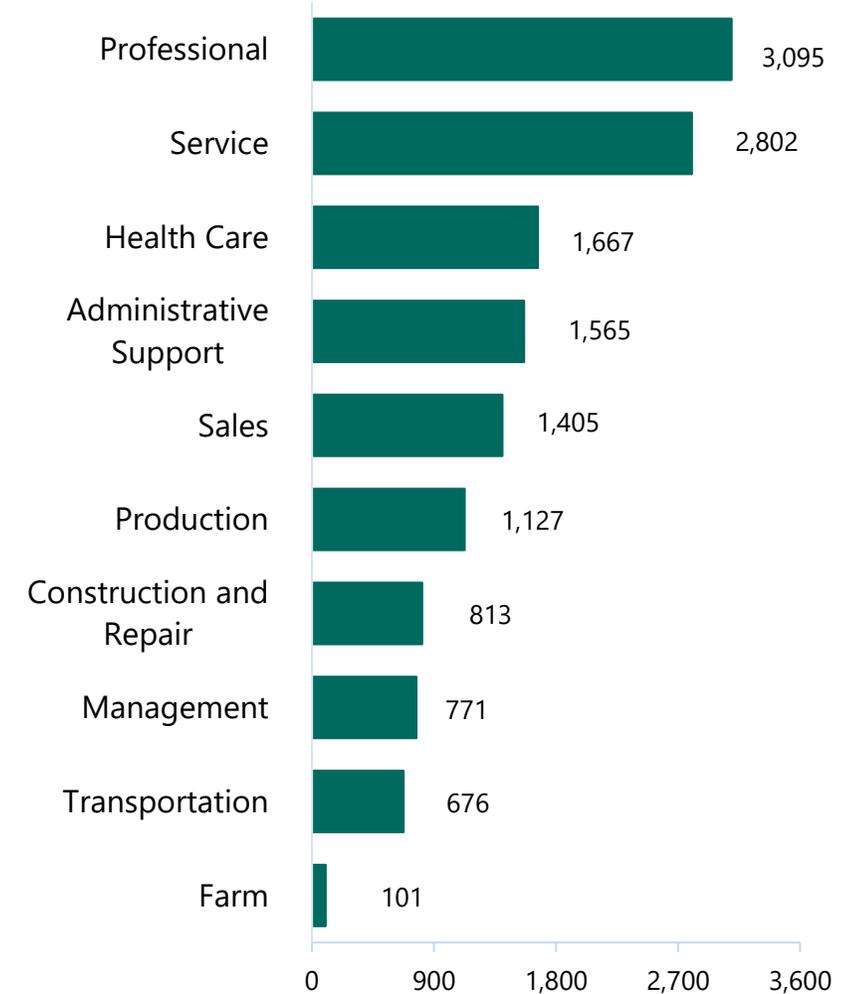
■ Southeast ■ Michigan

Occupational Group	Southeast	Michigan
Health Care	12.1%	11.9%
Construction and Repair	10.8%	9.9%
Service	10.5%	7.4%
Transportation	9.2%	8.4%
Professional	8.6%	9.1%
Management	7.2%	7.4%
Production	6.8%	6.3%
Sales	5.4%	5.7%
Administrative Support	2.1%	2.7%
Farm	1.4%	0.7%
Average Growth	8.0%	7.4%

Source: Bureau of Labor Market Information and Strategic Initiatives

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Occupations with large employment base expected to create more openings out of the need to replace workers.

- Because of the need to replace workers who are retiring or otherwise leaving the occupation in the area, the largest groups by employment size are projected to see the most annual openings through 2024.

- Overall, Southeast Michigan is projected to have 14,000 job opportunities annually, with about 74 percent coming from replacing workers.

- Some of the occupational groups projected to expand fastest are also expected to create many annual job openings due to both growth and replacement. These include *Professional* (3,100 openings each year) and *Health care* (about 1,700). **(Table 20)**
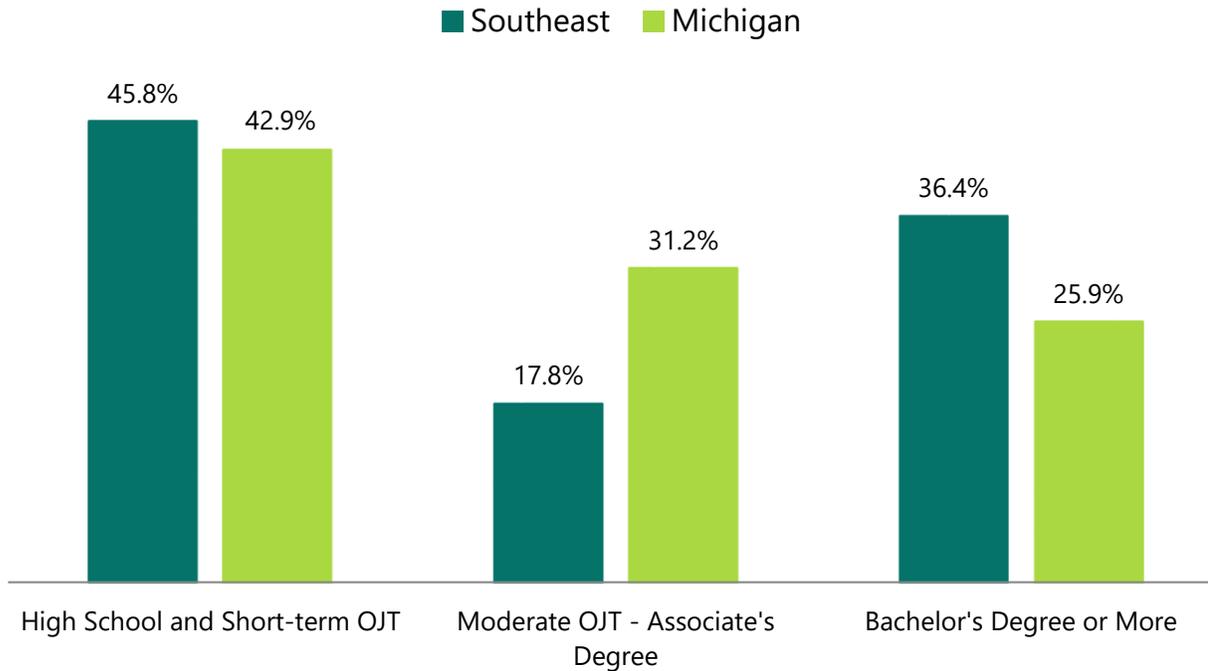
Projected Annual Openings by Broad Occupational Groups (2014 – 2024)

Occupational Group	Projected Annual Openings
Professional	3,095
Service	2,802
Health Care	1,667
Administrative Support	1,565
Sales	1,405
Production	1,127
Construction and Repair	813
Management	771
Transportation	676
Farm	101

Source: Bureau of Labor Market Information and Strategic Initiatives

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Over a third of jobs by 2024 will require a bachelor's degree or more in Southeast Michigan.

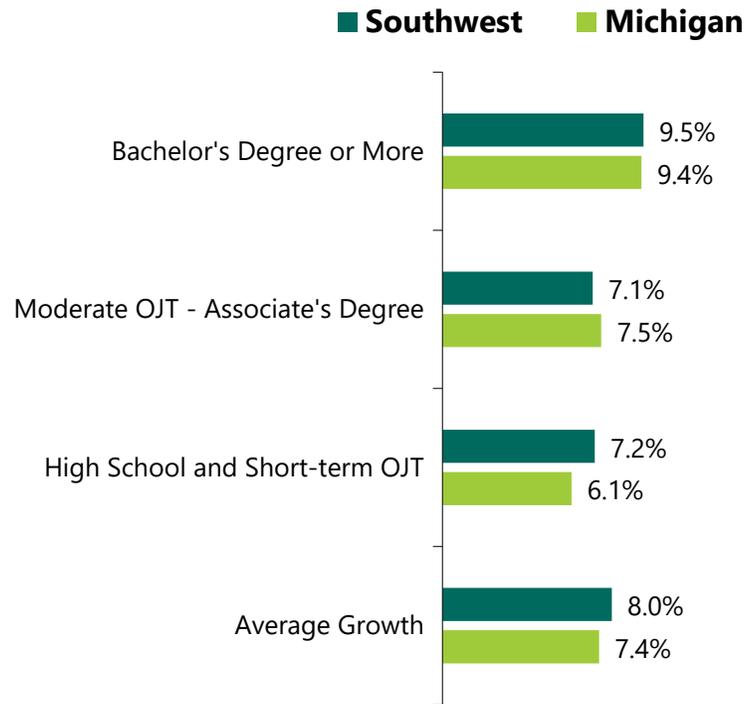## Projected 2024 Occupational Employment by Education (Share of Total)

■ Southeast ■ Michigan

High School and Short-term OJT: Southeast 45.8%, Michigan 42.9%

Moderate OJT - Associate's Degree: Southeast 17.8%, Michigan 31.2%

Bachelor's Degree or More: Southeast 36.4%, Michigan 25.9%

Source: Bureau of Labor Market Information and Strategic Initiatives

- Between 2014 and 2024, the share of regional jobs requiring a bachelor's degree or more will slightly rise by around five tenths of a percent, while the proportion of jobs in other two educational categories will decline moderately.

- By 2024, about 46 percent of Southeast Michigan jobs will still need only a high school diploma or less, with short-term to no on-the-job training. These occupations have a large employment base and will have many positions available annually through the need to replace workers.

- Close to 18 percent of the area's jobs will require an associate's degree, a post-secondary training, some college with no degree, or a high school diploma or less accompanied with an extended period (six months or more) of apprenticeship and/or on-the-job training. Many *Healthcare* and *Construction and repair* careers are in this group. However, *Registered Nursing* now requires a bachelor's degree and greatly affects the share of this group's employment in comparison to past years' projections.

- By 2024, 36 percent of Southeast jobs will require a bachelor's degree or more. This is 10 percentage points higher than the Michigan overall average, signaling the need the region has for a highly skilled workforce.

2024 job growth in Southeast Michigan projected to exceed or match the statewide expansion for every educational group.

Projected 2024 Occupational Growth by Education

■ Southwest ■ Michigan

Category	Southwest	Michigan
Bachelor's Degree or More	9.5%	9.4%
Moderate OJT - Associate's Degree	7.1%	7.5%
High School and Short-term OJT	7.2%	6.1%
Average Growth	8.0%	7.4%

Source: Bureau of Labor Market Information and Strategic Initiatives

- In Southeast Michigan, jobs in both the moderate on-the-job training through associate's degree and bachelor's degree or more educational groups are expected to expand at similar rates as the state's employment growth rates in these groups.

- Positions requiring a high school and at most short-term on-the-job training are projected to grow at 7 percent (+10,940); over one percentage point faster than the state but a little slower than the regional average through 2024. This category includes many of the *Service* occupations such as *Food preparation and servicing*.

- Careers needing a moderate OJT to associate's degree will expand by 4,210 (or 7 percent) in Southeast Michigan. This is just a little below the statewide rate.

- Jobs requiring a bachelor's degree or more are expected to grow by 9 percent through 2024 (+11,215), about one and half percentage points faster than the region's average growth but similar to the statewide expansion rate for this group.

Many skilled trades and jobs requiring post-secondary education among the region's high-demand, high-wage occupations.

- High-demand, high-wage occupations are jobs that demonstrate a favorable mix of long-term job growth, annual openings from both growth and replacement, and median wages.

- In general, occupations with a large employment base create many job openings due to the need to replace workers (size of the bubble on the chart). These include *Registered nurses, Machinists,* and *General and operations managers.*

- Levels of pay are directly correlated with the level of formal education and/or the length of job training or apprenticeship, driving a trend of higher-training occupations appearing on the list of high-demand, high-wage occupations. **(Tables 23-26)**

Annual Openings, Growth Rate, and Hourly Wage for High-Demand, High-Wage Occupations

	Occupation		Occupation
A	Accountants and Auditors	F	Machinists
B	Financial Managers	G	Mechanical Engineers
C	General and Operations Managers	H	Medical and Health Services Managers
D	Industrial Machinery Mechanics	I	Physical Therapists
E	Insurance Sales Agents	J	Registered Nurses

Source: Bureau of Labor Market Information and Strategic Initiatives

Annual Planning Information and Workforce Analysis Reports: Southeast Michigan

State of Michigan

Department of Technology, Management and Budget

Bureau of Labor Market Information and Strategic Initiatives

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