

WORKFORCE AND LABOR

MARKET INFORMATION

BRIEFING

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Director

Bureau of Labor Market Information and Strategic Initiatives

About Us

- 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.

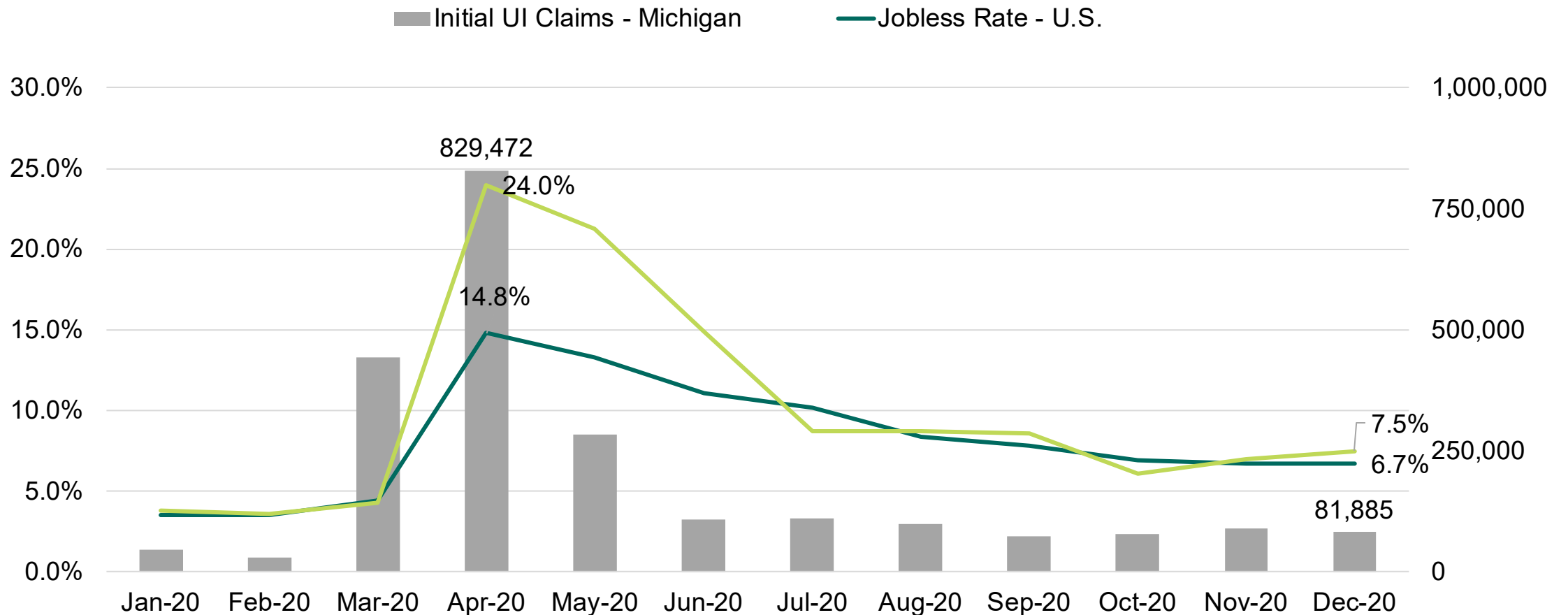
Four Key Takeaways

- Michigan's labor market has seen marked improvement since last spring but has not yet returned to pre-pandemic employment levels.
- Multiple groups have been disproportionately affected by the pandemic.
- Educational attainment plays a critical role in improving the prosperity of Michigan residents.
- There is a wide array of high-wage, high-demand occupations in the Michigan labor market.

COVID-19 AND THE

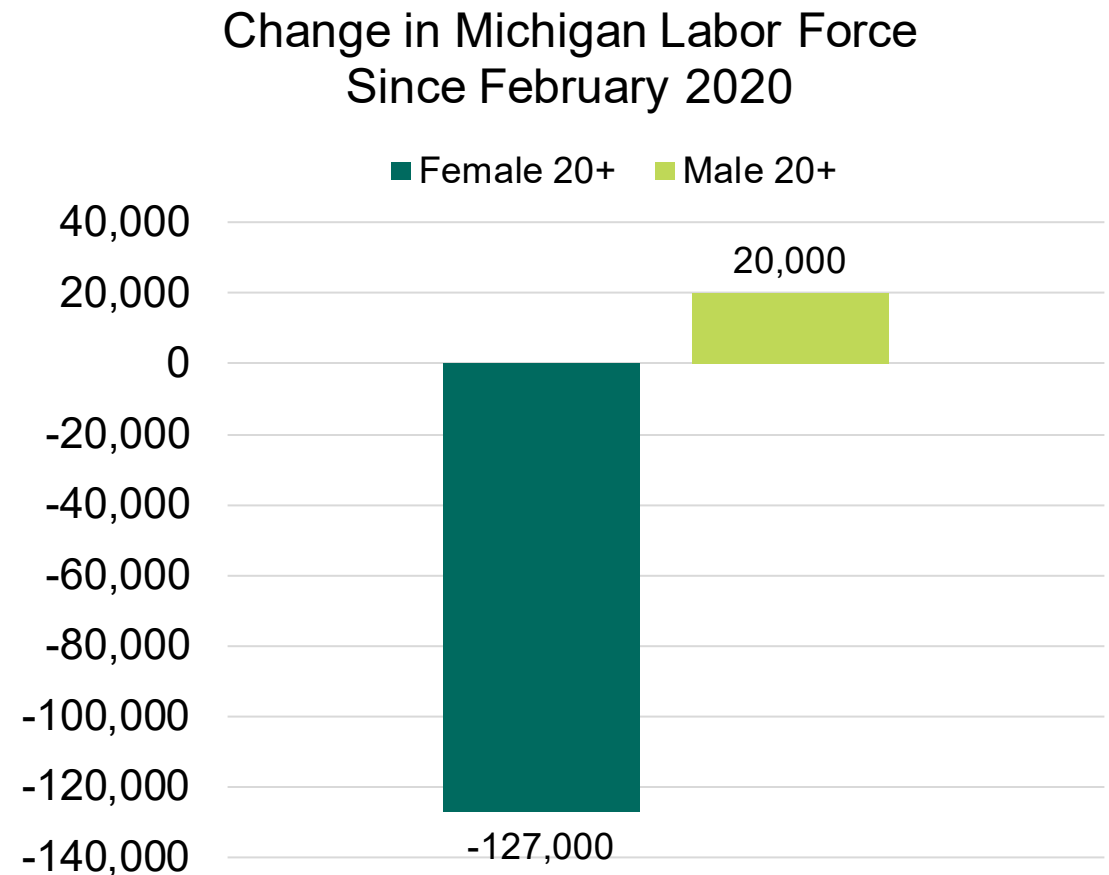
LABOR MARKET

Following initial pandemic-related shocks, the jobless rate slowly reversed direction and UI claims dropped. However, each measure remains significantly elevated compared to the pre-COVID labor market.

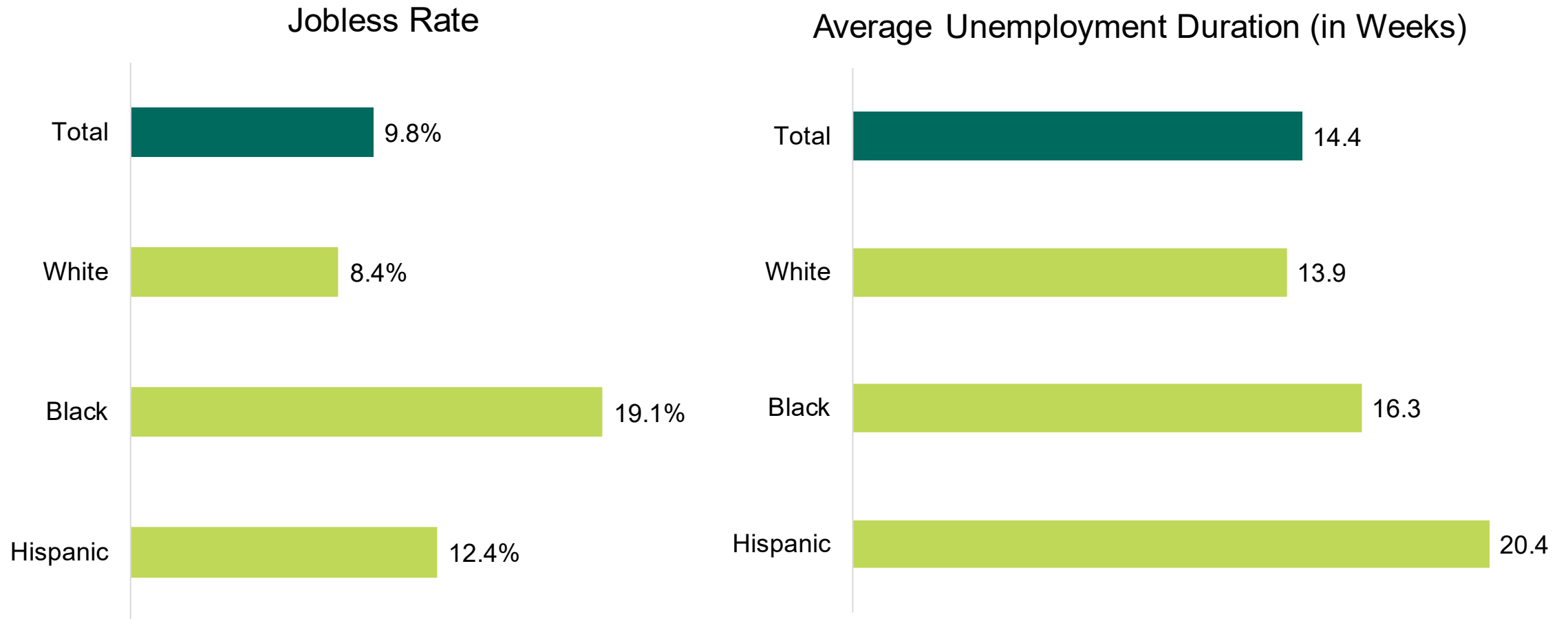


Female participation in the Michigan labor force is down significantly from the pre-pandemic period.

- From February to October–December 2020, nearly 130,000 women exited the labor force. This was 5.5 percent lower than pre-pandemic levels.
- For men, this number edged up by 20,000 from pre-pandemic levels, or an increase of 0.8 percent.

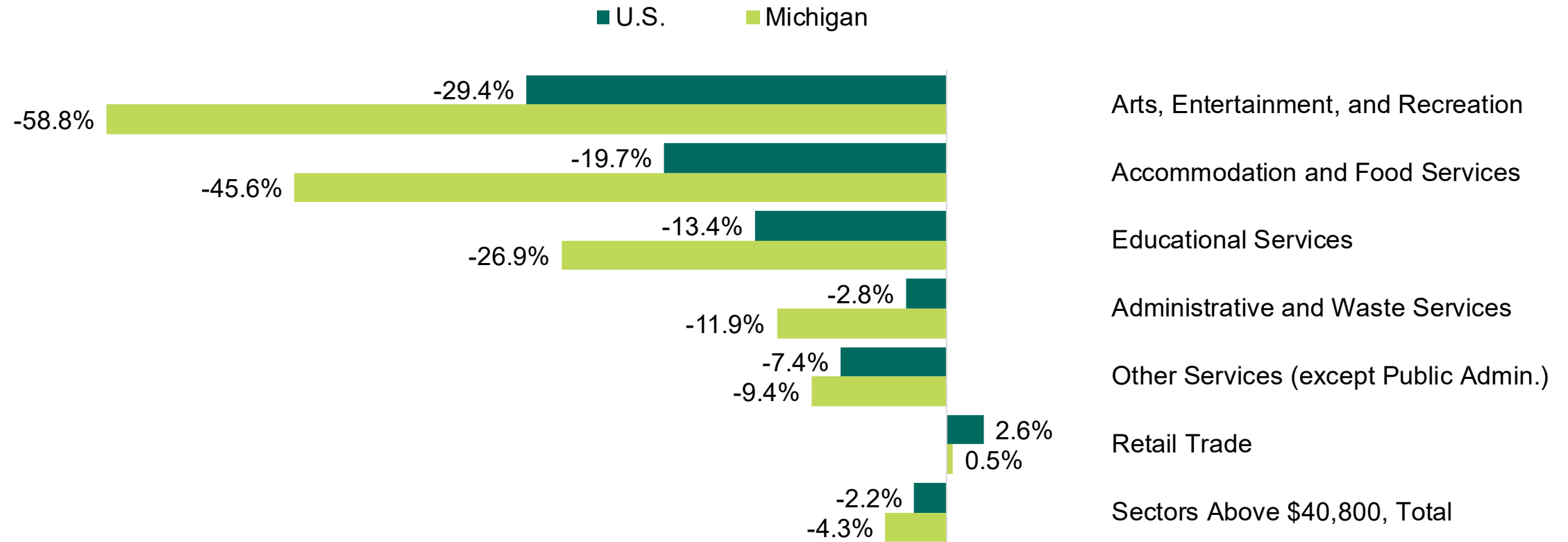


Jobless rates and average length of unemployment duration varies by race and ethnicity, with some groups being disproportionately impacted by the current economic situation.



Job losses throughout the pandemic period have been concentrated in Michigan's lower-paying industries. The magnitude of these losses were much beyond national averages for these sectors.

Percent Change in Jobs, February 2020 to December 2020



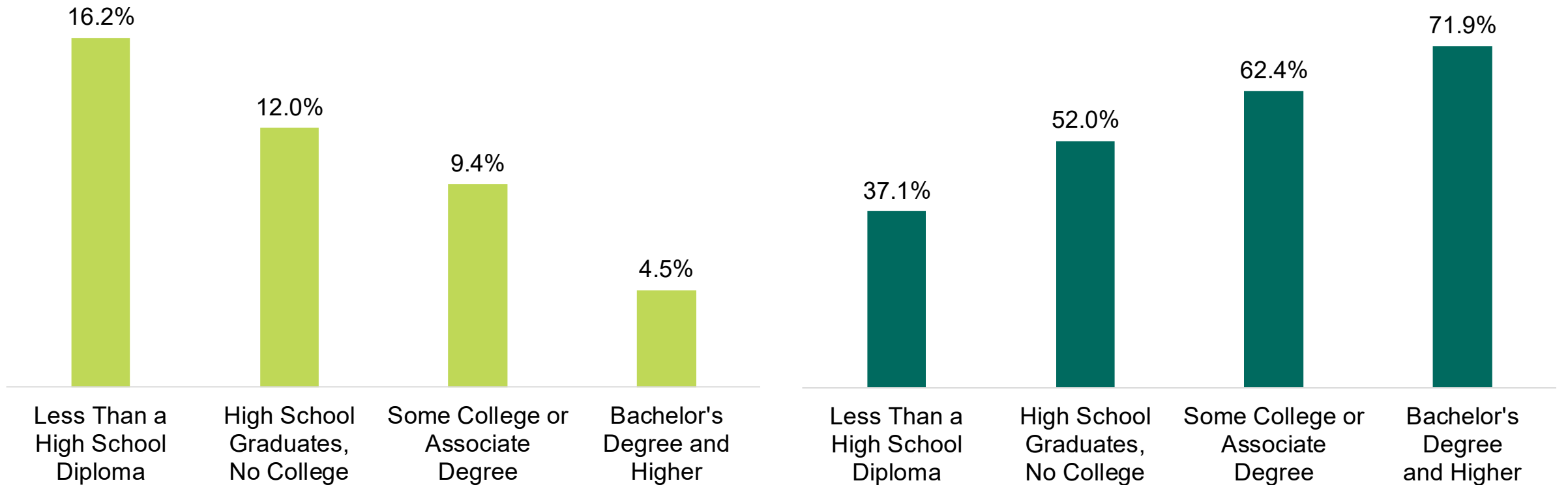
EDUCATIONAL ATTAINMENT

AND PROSPERITY

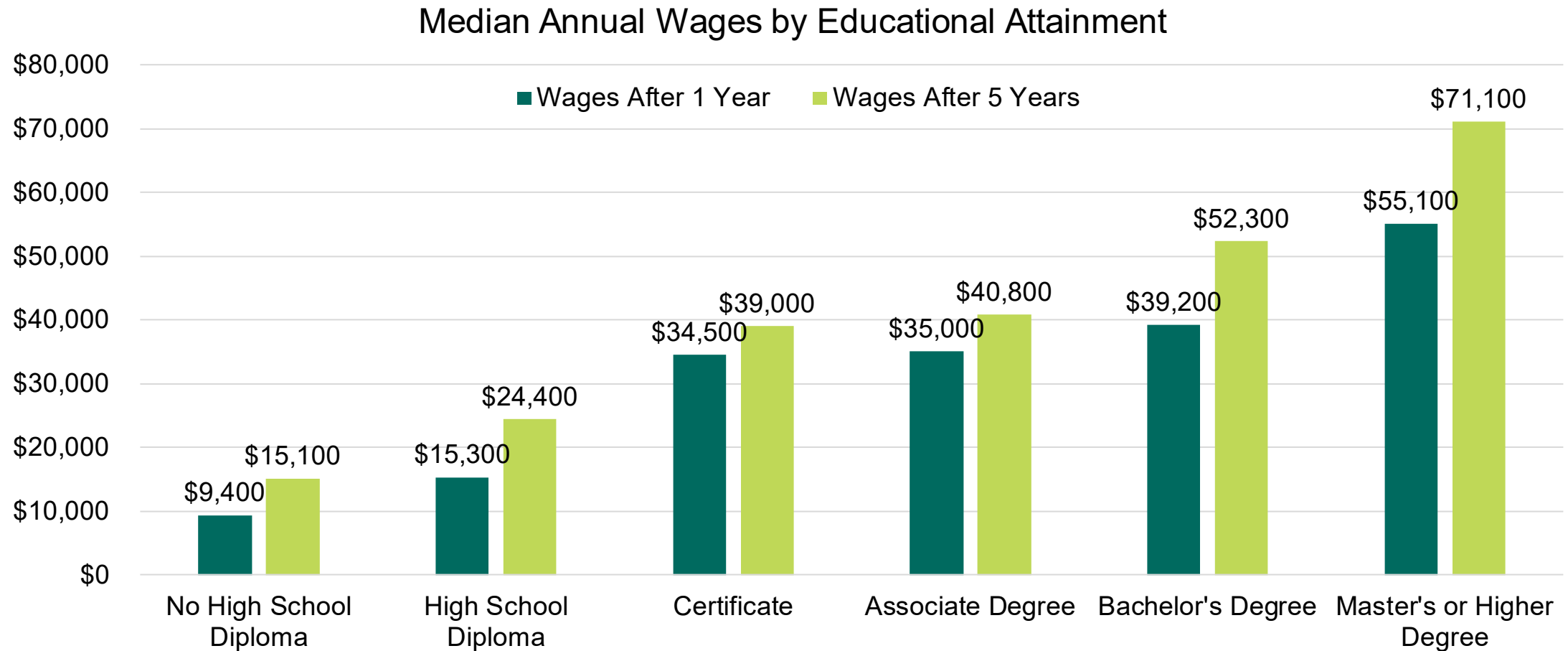
Jobless rates tend to be much higher for individuals without a high school diploma or those without additional education beyond a GED. Labor force participation rates are also lower for these groups.

Jobless Rate

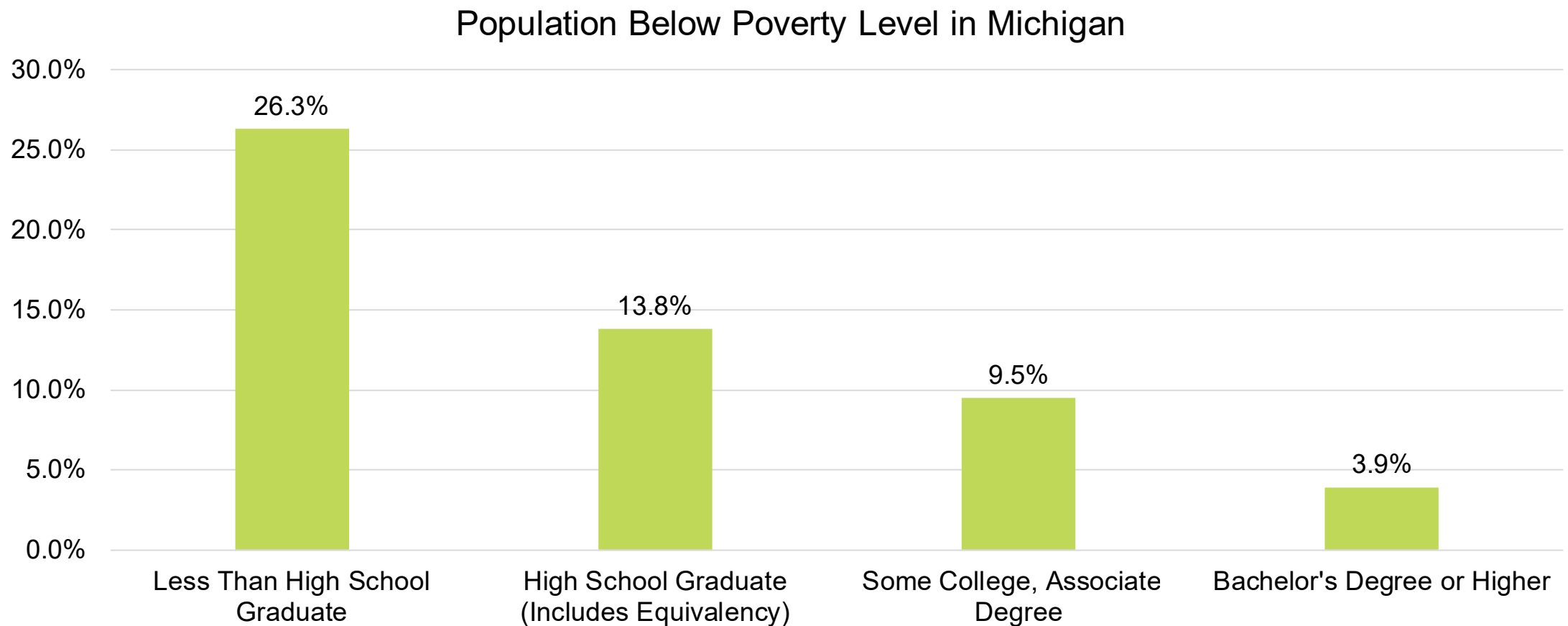
Labor Force Participation Rate



Median annual wages increase with higher educational attainment. Outcomes for recent graduates show significant increases in wages with postsecondary education.



Postsecondary education is correlated with lower poverty rates in Michigan. Completing high school or equivalent had a poverty rate nearly 13 percentage points less than not completing.



Sixty by 30: Current Snapshot



Michigan's Sixty by 30 Goal

By 2030, 60% of working-age Michiganders will have a certificate or college degree. Michigan will be a talent leader — fueling the future workforce and providing opportunity for all.

- Population 25–64: **5.13 million**
- Estimated Credentialed: **2.52 million**
 - 1.62 million BA+
 - 516k Associate Degrees
 - 380k Certificates

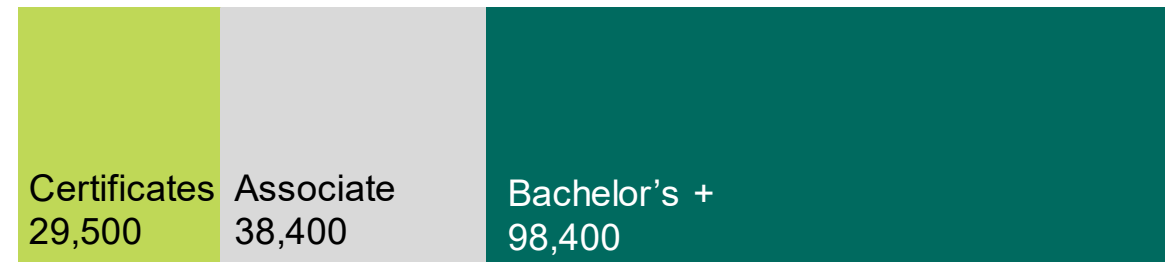
49.1% of Michigan's Population

25–64

Sixty by 30: Projected Needs

- Estimated 2030 Michigan population: Just under **5.1 million**
- Projected credentials assuming no intervention: **2.88 million**
- To reach 60% by 2030, estimated need is an additional **166k awards**

Additional Awards Needed Beyond Projection



JOB DEMAND

AND OPPORTUNITIES

Employment Projections

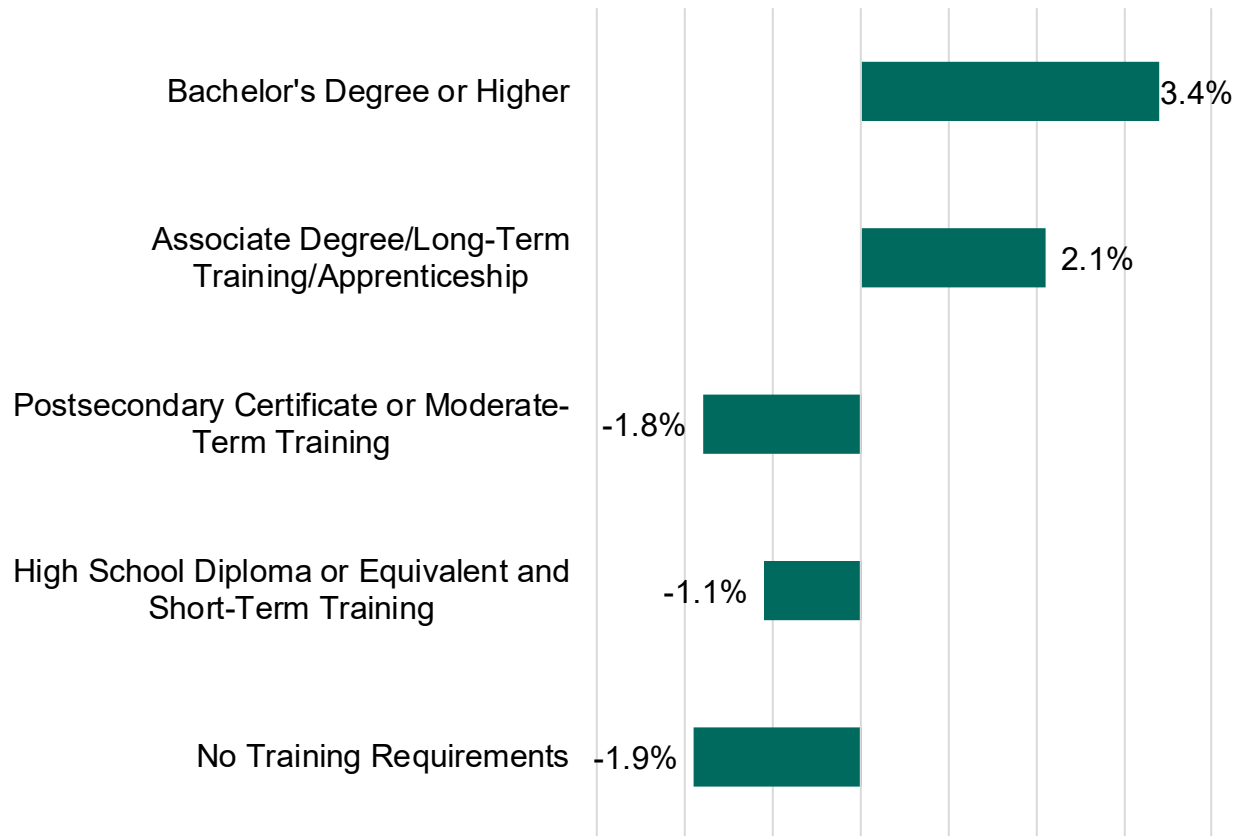
- Michigan's employment is expected to expand by less than 0.1 percent over the 2018–2028 period.
- Despite the low projected growth, we expect over 500,000 job openings on average annually through the projection period.
 - About one in three openings will come from labor force exits.
 - Approximately two in three will come from occupational transfers.

Why Only 0.1 Percent Gain?

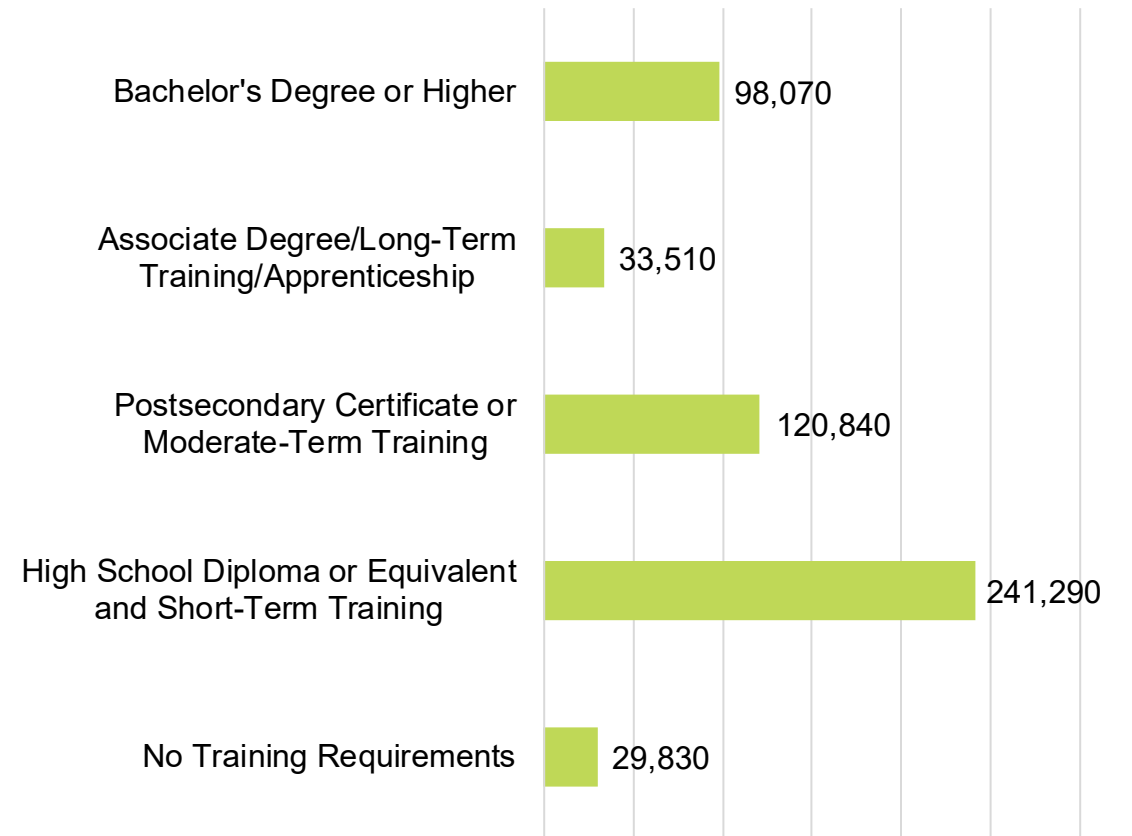
- This is due to two facts:
 - The Michigan labor force is projected to be relatively flat through 2028.
 - The 2018 unemployment rate in Michigan was 4.1 percent, even lower than the 4.6 percent full employment rate assumed for 2028.
- Together, these mean that without significant, unprojected domestic or international migration to Michigan, we won't have enough workers or slack in the labor market for significant employment growth.

Projections by Educational Requirements

Projected Growth by Education and Training Group



Annual Openings by Education and Training Group



Hot 50 Highlights

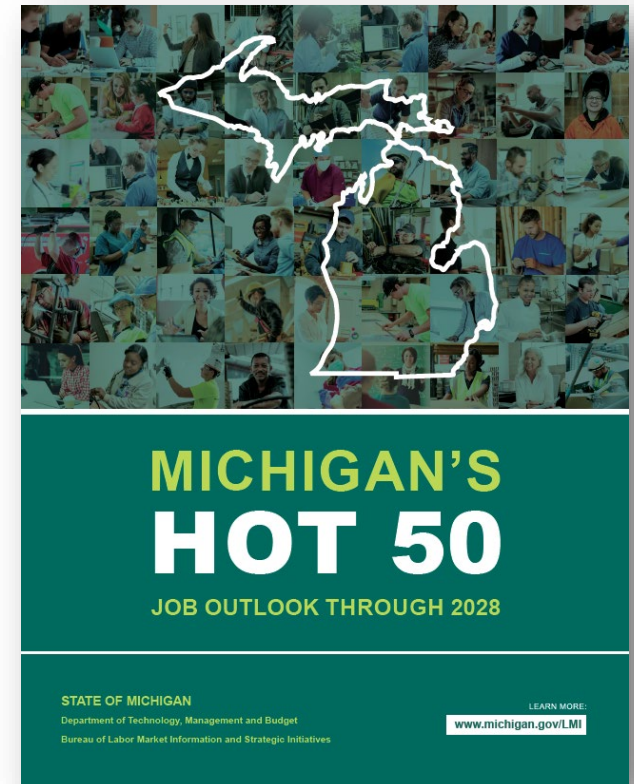
38 occupations that require a bachelor's degree or higher

12 occupations requiring more than high school but less than a bachelor's degree

7 occupations in the skilled trades

7 STEM occupations

38 occupations in the previous Hot 50



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Thank you!

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STATE OF MICHIGAN
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