

Michigan Workforce Development Board

Quarterly Board Meeting

March 7, 2022



AGENDA

1:00 p.m. Roll call

1:05 p.m. Welcome and opening remarks

1:10 p.m. Consent agenda

1:15 p.m. LEO executive remarks

1:30 p.m. New business

- A. MWDB FY2022 Plan Discussion

- Workgroup planned topic areas

- B. Detroit Regional Chamber Policy Conference

2:45 p.m. Credentials of Value Discussion

2:55 p.m. BREAK

3:00 p.m. Talent Solutions Follow-Up

3:20 p.m. Labor Market Information Update

3:45 p.m. Board Questions/Comments/Public Comment

3:55 p.m. Closing Remarks/Comments

MWDB 2022 Board Roles

Over the course of 2022, the board will serve the following roles:



Policy incubation: The board would develop, iterate, and help pilot different policy options.



Policy guidance and direction: The board will utilize formal resolutions to provide direction to the State of Michigan on policy priorities.



Oversight of ongoing initiatives: The board would be asked to provide oversight to the Sixty by 30 Initiative and weigh in on progress, strategic direction, and planned actions.



External outreach: The board would help facilitate roundtables and engage local communities.

AGENDA

1:00 p.m. Roll call

1:05 p.m. Welcome and opening remarks

1:10 p.m. Consent agenda

1:15 p.m. LEO executive remarks

1:30 p.m. New business

A. MWDB FY2022 Plan Discussion

➤ Workgroup planned topic areas

B. Detroit Regional Chamber Policy Conference

2:45 p.m. Credentials of Value Discussion

2:55 p.m. BREAK

3:00 p.m. Talent Solutions Follow-Up

3:20 p.m. Labor Market Information Update

3:45 p.m. Board Questions/Comments/Public Comment

3:55 p.m. Closing Remarks/Comments



Mission

Expand economic opportunity and prosperity for all.



Vision

Make Michigan a place where all **PEOPLE, PLACES** and **COMMUNITIES** have the means to reach their full potential.



- A Educate Michiganders and grow the middle class by removing barriers to employment**
Support education, training, onramps, certifications to make sustaining wages more attainable. Address barriers including housing, transportation, healthcare, childcare, language, and placement. Address talent shortages in current and future growth sectors in every region of the state.
- B Create better jobs and support small businesses**
Become the benchmark of economic development by supporting the creation of good and promising jobs that make Michigan's economy more resilient, while implementing the state's first small business strategy that includes focusing on microbusinesses. Address talent shortages in current and future growth sectors in every region of the state.
- C Close equity gaps**
Prioritize closure of socioeconomic / demographic opportunity gaps in all decision making.
- D Protect and enhance health, safety, and economic security for workers**
Ensure safe working conditions, fair wages, and labor protections
- E Build strong communities and have great places to live**
Create a strong foundation for communities to grow by making historic investments in broadband, housing, and other critical infrastructure. Invest in developing vibrant places with rich amenities.

LEO Strategic Plan FY22 – FY26

Strategic Measures of Mission Progress

Focusing
the organization
on 4 key metrics.

Closing equity gaps
is a component of
each metric.

ALICE rate

Are we driving down the ALICE rate, poverty, and at-risk populations? Are we creating safety nets to provide stability and preventing people from falling into the ALICE population? Are we driving down cost drivers, such as improving access and affordability of housing, including workforce housing, and broadband? ***Are we driving equitable outcomes?***

Post-secondary attainment (60x30)

Are we making progress towards Michigan's 60x30 goal? Do our educated people meet the talent needs of employers, while helping us attain our other goals? ***Are we addressing equity gaps in our educational outcomes?***

Household income growth

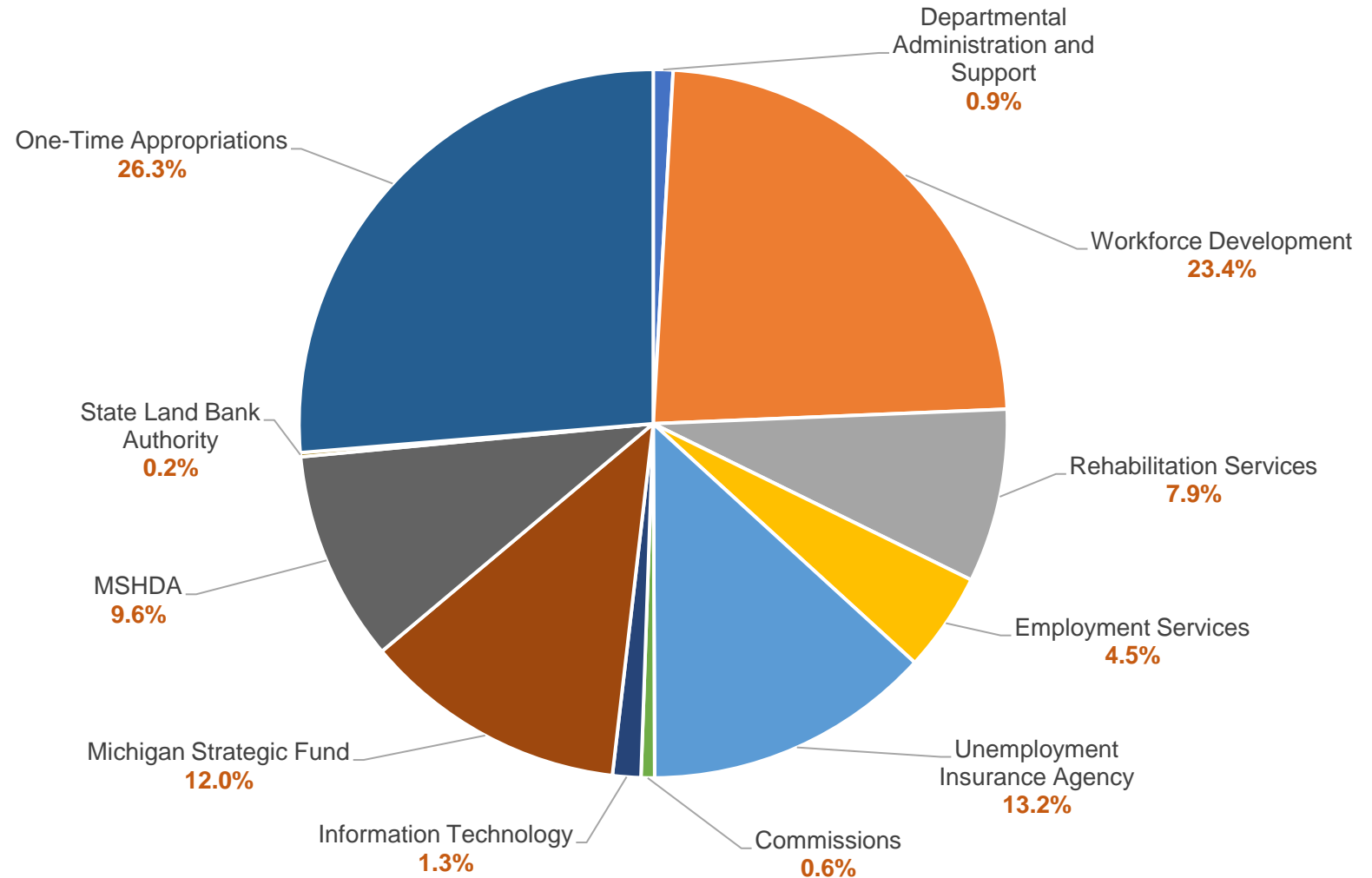
Are programs and services supporting *good and promising* jobs that provide living wages and benefits, creating an overall net positive for our communities? ***Are we eliminating wage and employment gaps?***

Labor force growth

Are we promoting policies and programs that engage people to stay in, re-enter, or join Michigan's labor force? Are we ensuring safe, healthy and secure workplaces so that people do not fall out of the labor force? ***Are we addressing equity gaps in labor force participation?***

Budget FY23

Appropriation by Program



Total: \$2.3B

Focus Area A

Educate Michiganders and Grow the Middle Class by Removing Barriers to Employment

- **\$230M** for **transformational education infrastructure** to promote collaboration among higher education institutions and other partners in health science and medical education, and the electrification of vehicles and mobility.
- **\$20M** for **talent retention and expansion in key Industries** to convene employer-led collaboratives and develop customized solutions to fill identified talent gaps in key industries.
- **\$15M** for **Young Professionals Plus** to prepare young people for self-sustaining employment.
- **\$10M** for the **Statewide Pre-Apprenticeship Program** to expand Michigan's talent pool and prepare individuals for entry into federally registered apprenticeships



Focus Area C

Close Equity Gaps

- **\$2.5M** for the **Tri-Share Child Care Program** to continue support for an innovative program that increases access to high quality and affordable child care through a unique collaboration that leverages both state and business support.
- **\$15M** to **remove barriers to employment** for low-income, poor, and working poor residents, including those who earn above the poverty level but not enough to adequately sustain a household.

Supplemental FY22

GOVERNOR WHITMER'S ECONOMIC VISION



PILLAR 1: GROW THE MIDDLE CLASS

No economic vision for the state can be complete if it doesn't focus on eliminating poverty and lifting families into the middle class.

Goals:

- 60% of adults with a postsecondary credential by 2030.
- Lift 100,000 families out of working poverty during the next five years (FY22-FY26).
- Provide access to low or no cost childcare for 150,000 more families by 2024.



PILLAR 2: SUPPORT SMALL BUSINESS

To supplement the great economic development work our state already does, Michigan needs to focus on creating and growing more Main Street businesses.

Goals:

- Top 10 state for small business job growth and revenue growth from 2022 to 2026.
- Top 10 state for household income growth during the next five years (FY22-FY26).
- Top 10 state for growth in venture capital funding over the next five years (2022-2026).



PILLAR 3: BUILD STRONG COMMUNITIES

Michigan's residents deserve to live in vibrant communities with services and amenities associated with a high standard of living.

Goals:

- 100% access to high-speed internet and 95% adoption by households during the next five years, while continually investing in higher quality access (FY22-FY26).
- 75,000 new or rehabilitated housing units in five years (FY22-FY26).



ARP PROPOSALS: **\$722M** to grow the middle class and educate workers

Draft Proposal	Description	Policy Goal(s)	Budget (\$M)
Going PRO	Scale Going PRO to address skills gap for MI businesses, while providing credentials for workers.	Skills Gap; 60x30; Better Jobs & ALICE Rate	100
F4F/Reconnect Expansion	Expand the eligibility for both F4F and Reconnect and provide additional funding to meet demand.	60x30	200
Wraparound Supports for F4F/Reconnecters	Student success grants and support for benefits access to improve likelihood of degree completion.	60x30	15
COVID Class Connect Back	Scholarships to increase college affordability for low-income families for graduating classes impacted by the pandemic.	60x30	100
COVID Near Completers Fund	First-dollar scholarships for students who have completed nearly all of the necessary requirements to earn a degree.	60x30	79
Strengthening College to Industry Pipeline	Competitive grants to colleges to reform policies and practices to improve student success outcomes, including employer and partner-driven curriculum development. Investments in data systems improvements.	Skills Gap; 60x30	70

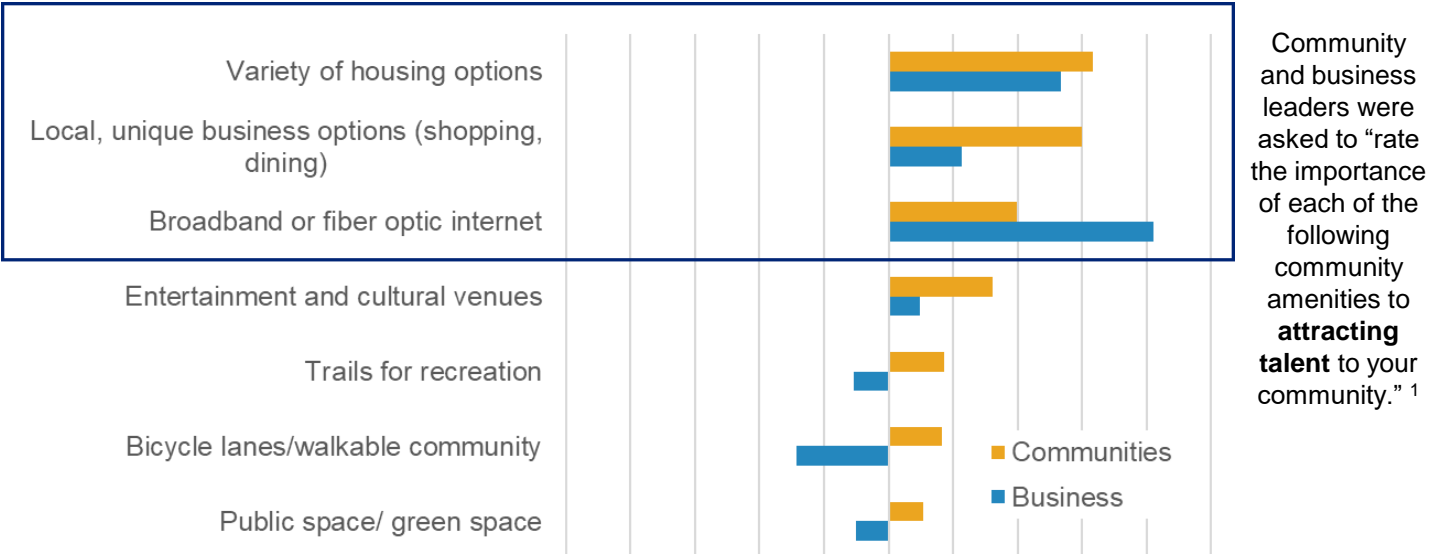


ARP PROPOSALS: **\$722M** to grow the middle class and educate workers

Draft Proposal	Description	Policy Goal(s)	Budget (\$M)
Right Skills Now through State Apprenticeship Expansion	Provide funding to jump-start, reinforce, and enhance the performance of current Registered Apprenticeship expansion efforts, leading to more apprenticeships for underserved and underrepresented Michiganders.	Skills Gap; Better Jobs & ALICE Rate	50
Everybody In: Path to Reconnect for Individuals without HS Degree	Support enrollment in a state-approved adult education program to earn a high school diploma or equivalent, and concurrent enrollment at a community college or a state-approved training program.	Labor Force Participation; ALICE Rate; 60x30	10
Education & Employment (E²) Program	Provide an opportunity for adults to earn a high school diploma or equivalent and gain work experience earning a living wage through subsidized employment.	Labor Force Participation; ALICE Rate; 60x30	17.5
Michigan Second Chances Program	Scale up successful local non-profit partnerships to provide transitional employment and vocational services that specialize in working with the reentry population.	Labor Force Participation; ALICE Rate; Reduced Recidivism	30
Michigan Nonprofit Relief & Activation Program	Financial relief and assistance to strengthen the non-profit ecosystem that provides support for families struggling to make ends meet.	ALICE Rate; Labor Force Participation	50

Governor Whitmer’s MI New Economy agenda is both a talent attraction strategy and a business attraction strategy

Michigan communities and businesses agree... **housing, local and unique small businesses**, and **broadband** are the top three amenities needed to *attract talent*.



Corporate executives report **workforce** and **infrastructure** as the **top two** factors when thinking about where to expand and grow their businesses.

Quality of life ranked fourth. Tax environment doesn’t make top five.²

COMBINED RATINGS* CORPORATE SURVEY		
Site Selection Factors	2020	2019
Ranking		
1. Availability of skilled labor	91.4	92.3 (2)**
2. Highway accessibility	88.7	92.4 (1)
3. Energy availability and costs	85.3	79.5 (7)
4. Quality-of-life	84.8	82.2 (4)
5. Labor costs	84.2	87.1 (3)

1. Erica Noble and Kate Ahlers, MEDC Customer Experience Team, 2021 MEDC Voice of the Customer Surveys
2. Area Development Magazine: <https://www.areadevelopment.com/Corporate-Consultants-Survey-Results/Q1-2021/35th-annual-corporate-survey.shtml>

LEO By the Numbers

Sixty by 30 Initiatives



MI Reconnect

- Celebrated one-year anniversary in February
- Nearly **93,000** Michiganders are on a tuition-free pathway.
- Around **13,000** have already enrolled with a community college.



Going PRO

- In 2021, awarded nearly **\$40M** to over **1,000** Michigan businesses, assisting in training, developing, and retaining newly hired and current employees.



MI Tri-Share

- The innovative public private partnership works to increase access to high-quality, affordable child care for working families while helping retain and attract talent.
- Tri-Share now covers **59** counties in Michigan plus the City of Detroit.



Policy Workgroup

Local Sixty by 30 initiatives

- **Board roles:**
 - Policy guidance and direction
 - External outreach
- **Description:**
 - Board members should formally set working with local communities to establish Sixty by 30 goals/initiatives as a priority for the State of Michigan to accomplish this year.
 - We are asking board members to commit to spending time with a local community to help facilitate goal development and local initiative development.
- **Potential 2022 Outcomes:**
 - Resolution setting a priority to work with local communities to establish local Sixty by 30 goals and initiatives (*Target: June*)
 - Board member commitments to working with a local community to support goal development.

Skills based hiring and micro-credentialing

- **Board roles:**
 - Policy incubation
 - Policy guidance and direction
- **Description:**
 - The board would:
 - help develop and vet pursuing micro-credentials
 - advise on a pilot design either by the state or a business/organization with close ties to the board
 - work towards a formal resolution directing the state pursue micro-credentialing as a policy approach
- **Potential 2022 Outcomes:**
 - Pilot launched
 - Board resolution with policy direction (*Target: September*)

Degree completion

- **Board roles:**
 - Oversight of Sixty by 30 initiative
 - Policy guidance and direction
- **Description:**
 - The board should review progress, strategic direction, and action plans of the Sixty by 30 initiative.
 - As a part of this oversight, they would provide their views on action steps that would support the “some college, no degrees” cohort.
- **Potential 2022 Outcomes:**
 - Successful oversight of Sixty by 30 strategic direction and action plan.
 - Actionable guidance on how to pursue the target audience

Barriers Workgroup

Mental and behavioral health

- **Board roles:**
 - Policy guidance and direction
- **Description:**
 - The board would advise the State of Michigan on what the state of play is in this space and help formulate the problem statement the Michigan's workforce development system should address and weigh in on whether this should be a policy priority to address.
- **Potential 2022 Outcomes:**
 - Resolution establishing this is a major workforce issue to address (*Target: June*)
 - Identification of strategies and tools

Childcare availability and affordability, and early childhood education

- **Board roles:**
 - Policy guidance and direction
- **Description:**
 - The board would advise the State of Michigan on what the state of play is in this space and weigh in on gaps and opportunities. This includes focusing on improving and defining career pathways and workforce development opportunities.
- **Potential 2022 Outcomes:**
 - Providing actionable guidance on how the SOM can address gaps, in connection with the Michigan Women's Commission and other working groups. Potentially a resolution on workforce development priorities.

Transportation

- **Board roles:**
 - Policy guidance and direction
- **Description:**
 - The board would advise the State of Michigan on what the state of play is in the transportation for work policy area and weigh in on gaps and opportunities. The board would gather data and case studies from across the nation.
- **Potential 2022 Outcomes:**
 - Providing actionable guidance on how the SOM can address gaps, in connection with the MDOT and Office of Future Mobility and Electrification/Council of Future Mobility and Electrification.

Job Matching Workgroup

Team, Goals, and Objectives

Current Team CY2022:

Marcia Black-Watson

Larry Good

Leigh Kegerreis

Robert Davies

John Groen

Rachel Lutz

Rep. Ben Fredrick

Peter Hungerford

Deb Lyzenga

Goal: Increase the number of working-age adults with a skill certificate or college degree from 49% today to 60% by 2030.

Objectives:

1. Enhance career guidance and navigation
2. Improve preparation for workforce participants (Barriers Workgroup collaboration)
3. Identify Best practices and pilot programs



Board Roles and Outcomes

Board Roles:

- Policy incubation (pilot programs)
- Policy guidance and direction (potentially a formal resolution)

Potential 2022 Outcomes:

- Advise on potential pilots and state reforms (potentially improve human-supported navigation and other tools)
- Resolution around standards and best practices for career navigation (potentially Sept. or Dec.)



Enhance Career Guidance and Navigation

Focus resources to inform working age adults of opportunities to acquire skills and experience through career exposure

Community Opportunities Framework:

- Career Counselors – High-School, College, and community-based resources to attract and support students, returning citizens, career transitions, or citizens not participating currently.
- Career Exploration - Exposure to careers through online learning, regional career events, and networking opportunities



Improve Preparation for workplace participants

*Collaborate with the **Barriers Workgroup** to pass along learnings from past pilot programs and Best Practices*

Community Participation Framework:

- Remove Barriers – Child care, transportation, affordable housing, health issues, education alternatives, mentoring and guidance
- Services – Career navigation, mental health support, social security, personal banking, community engagement and purpose
- Education and training – Personal finance, basics of taxes, workplace expectations, experience-based learning



Identify Best Practices and Pilot programs

Focus resources toward establishing programs which attract working age adults into career opportunities to acquire skills and experience

Community Action Framework:

- Collect pilot programs from stakeholders in Michigan to learn from past efforts...looking for successes and shortfalls.
- Find trends and common themes to improve probability of beneficial outcomes for new programs and pilots
- Engage community stakeholders to more clearly define opportunities and gaps along with learning from the efforts of other states



Next Steps and Time Remaining

Next Steps:

1. Collect pilot programs from stakeholders – Please feel free to send materials, work plans, program outlines, and outcomes of programs.
2. Network with peer groups to solicit pilot program information and outcomes assuming they're willing and available.

Time Remaining:

Examples of Pilot Program and Open Discussion



Talent Cultivation Workgroup

Community Roundtables – Spring/Summer

- **Purpose:** to engage in authentic dialogue with community members that would potentially be the recipients of state talent cultivation efforts.
- **Goal:** 5-7 (depending on capacity) roundtables across Michigan
 - Representation from different types of communities
- **Desired participants:** ALICE population, out-of-work, underemployed, all ages, diverse needs and demographics.
- **Logistics:**
 - Two hour time block, with food.
 - Time frame/day of week may vary by community. We need to engage stakeholders in each area to optimize participation.

Community Roundtables – Spring/Summer

- **DRAFT AGENDA:**

- Overview from LEO Representative
- Moderator: Jenny and/or Lee
- Panel (3-4 members) that would address the following questions:
 1. What are you most proud of?
 2. What are you most worried about?
 3. What types of training/support are you missing in your community?
- Panelists would be community members that are knowledgeable about the community and represent different industry/community sectors, such as EDC leaders, education leaders, people engaged in this work regularly.

Community Roundtables – Spring/Summer

Potential Locations

**Seeking Input from Board*

Region	Possible City	Venue
Upper Peninsula		
Rural		
Detroit Metro		
East Central/Thumb		
Mid-Michigan		
West Michigan		
Northern Lower		

Who can help us coordinate the event and get to the people in each area?

- Michigan Works Agencies
- Neighborhood/Block Association Leaders
- Community Colleges
- Mayor
- City Council
- Michigan Associations that can help with outreach in selected communities, such as Michigan Leaders for Michigan.
- Who else?

Board Members: If you want to participate in your area, let us know.

Detroit Regional Chamber Policy Conference Discussion

AGENDA

1:00 p.m. Roll call

1:05 p.m. Welcome and opening remarks

1:10 p.m. Consent agenda

1:15 p.m. LEO executive remarks

1:30 p.m. New business

A. MWDB FY2022 Plan Discussion

➤ Workgroup planned topic areas

B. Detroit Regional Chamber Policy Conference

2:45 p.m. Credentials of Value Discussion

2:55 p.m. BREAK

3:00 p.m. Talent Solutions Follow-Up

3:20 p.m. Labor Market Information Update

3:45 p.m. Board Questions/Comments/Public Comment

3:55 p.m. Closing Remarks/Comments

Credentials of Value

- **Background:**
 - Significant investment of dollars on credentials in MI by individuals, state, and employers
 - Investments may not align with industry needs or result in good paying jobs or promising career pathways
- **Goal:**
 - Build a credential of value framework in MI
- **Framework will influence key stakeholders:**
 - *Residents*
 - Ensure residents have access to data to make informed credential decisions
 - Employers
 - Ensure employers value/endorse credentials that are earned in MI
 - Executive Branch and Legislature
 - Leverage framework when investing SOM dollars

Credentials of Value

- **Credentials of Value will align with strategic priorities:**
 - ✓ Close Equity Gaps
 - ✓ Grow the Middle Class
 - ✓ Support Small Business
- **Board Asks**
 - Vet framework and provide feedback
 - Support framework and promote buy-in at local level



MICHIGAN ECONOMIC
DEVELOPMENT CORPORATION

QuickStart/FastTrack

Continued conversation

Quick Review – What was covered in December meeting

- States are increasingly offering access to customized talent solutions.
- Elements across programs including; quarterback for delivering solutions, integrated customized service offering, organized around industry/field, tech-enabled mgmt. system, pre-existing partnership or integrate directly
- GA & MO most comprehensive offerings
- MI has strong programs and partners to build upon.

Overview: Tailored Talent Solutions (*Fast Start*)

DRAFT ONLY

Overview

Problem statement:

- No "front door" for employers to access custom training programs in MI

Objective / goal of this program:

- Provide employers with a "quarterback" delivering **customized talent solutions** to expand and grow in MI

Conditions for success:

- **Employers willing to collaborate** to identify workforce skills gaps and **co-design curriculum for trainings**
- Significant **scale** required for services to appeal to potential employers expanding or moving into MI

Illustrative impact:

- Provide **customized recruitment and training services for ~20k workers** to support their growth in MI, as well as necessary wraparound services

Benchmark example



Program overview:

- LED FastStart provides customized employee recruitment, screening, and training for eligible, new or expanding companies

Program design:

- Companies guarantee alignment with state development targets (i.e. at least 15 new permanent jobs for mfg / dist. centers or 50+ new permanent jobs for digital media, HQ, R&D, or call centers to qualify); ~\$8.9M in annual funding in 2016 (est. ~60 staff)

Impact:

- 2020: completed 58 projects, created 11.6k jobs, retained 8.6k jobs

For Tailored Talent Solutions design choices:

- Potential to include wraparound services as part of program

Example open design questions

- How should the program **engage with existing workforce** development players / programs?
- What should **eligibility criteria** be for employers and institutions?
- Which/should **wraparound** services would be most efficient to provide through program?
- What is the best way to evaluate / track a **pilot** program?

Michigan Pure Opportunity Program (MIPOP)

DRAFT ONLY

	Questions	Initial perspective	Notes
Program design	What employers will be eligible for this program?	Employers that meet all 4 of the following criteria: <ul style="list-style-type: none"> • Operate in one of MEDC's 6 priority sectors • In-state and expanding in MI or moving into MI • Commit to adding 50+ FT "trade-skill" jobs (e.g., adv manufacturing) • Wages above ALICE threshold (i.e. "good" jobs) 	Modified key criteria from LA FastStart
	How many companies will the program serve each year?	~20 companies per year over first 5 years (likely ramps over time)	VA Talent Acc. got to ~20 companies in the first 18 months (v. GA, LA at 60 per year)
	How many jobs will the program create each year?	~Average of 4,000 per year over first 5 years (likely ramps over time)	VA Talent Acc. benchmark
	What are the main operating expenditure categories?	Three main categories of expenditures: <ul style="list-style-type: none"> • <u>Personnel</u>: To source potential employers, recruit and screen candidates, design and develop custom training curriculum • <u>Wraparound supports</u>: To provide additional support to trainees • <u>3rd party grants/contracts</u>: To develop and deliver customized training 	Expert calls and costing assumptions
	How do we ensure that these programs don't entail excess customization and economics are sustainable?	Curriculum specialists from benchmark states say 80-90% of curriculum is standardized, only 10-20% typically needs to be modified by employer	Expert calls (LA, GA)
	What differential services does MIPOP offer to employers who plan to add more jobs? (e.g., 600 instead of 50)	Greater support with customized recruiting and screening of candidates, first access to top employee candidates, 1:1 project manager support	
Operating model	How should the MIPOP team be staffed? What skills/profiles do people need and what are key responsibilities?	[See illustrative operating model summary backup slide]	Expert calls (LA, GA)
	How does this program interface with Workforce Board and other governance bodies?	Board to potentially serve as advisory body; conducts check-ins with MIPOP leaders to discuss progress updates / ensure strategic alignment	
	How quickly can we stand this up?	Plan for ~6-9 months to stand up initial team and complete initial pilot program (to be further refined)	Min ~3 months to develop curriculum for training
Partnerships	What 3 rd party service providers will MIPOP leverage for this program?	MIPOP will select 3 rd party training providers based on employer need (could include community colleges, existing workforce training programs, etc.)	
	How do we interface with partners quickly to avoid lag times in servicing employers?	MIPOP team will pre-vet training delivery providers and understand which providers can best meet different archetypes of employer needs; this will enable MIPOP to quickly reply to RFIs from employers	

Action plan: Tailored Talent Solutions/MI POP (Fast Start)

DRAFT ONLY

Immediate next steps

Next steps

Target Completion

Appoint a Program Director and Partnerships Lead within

Program Director guides effort to finalize program design (e.g., define employer eligibility criteria, planned staffing model, etc.)

- **Kickstart working group** to incorporate input from key stakeholders; brand "quarterback" for effort and assign roles
- **Connect with leadership at GA Quick Start and LA Fast Start** to leverage learnings and best practices (e.g., staffing and resourcing model, engagement with employers and training providers)

22

Partnerships Lead pre-vets 3rd party training delivery providers (e.g., Going Pro training providers or CC's involved with New Jobs Training Program)

- Develop clear understanding how different providers can best meet archetypes of employer needs **to quickly reply to RFIs from employers**
- **Define process to manage requests and allocation of awards** (e.g., monthly, semi-annually)
- **Leverage input from relevant working group members** (e.g., Michigan Works, ed & training providers) to guide process

Program Director leads effort to set up and launch pilot program

- Source an employer willing to participate in pilot initiative
- Hire Curriculum Lead and Project Manager to support employer throughout pilot program

22

Potential working group

Stakeholder group

Potential members

MEDC

Employers

LEO

Michigan Works Association

MI Workforce Board Members

Ed & training providers (e.g., CC's)

Potential MI initiatives to build on

Going Pro utilizes a network of training facilities that can be vetted as partner training providers for [Fast Start]

New Jobs Training Program works with community colleges that can be vetted as potential partner training providers for [Fast Start]

WORKFORCE AND LABOR

MARKET INFORMATION

BRIEFING

Scott Powell, Ph.D.

Director

Bureau of Labor Market Information and Strategic Initiatives

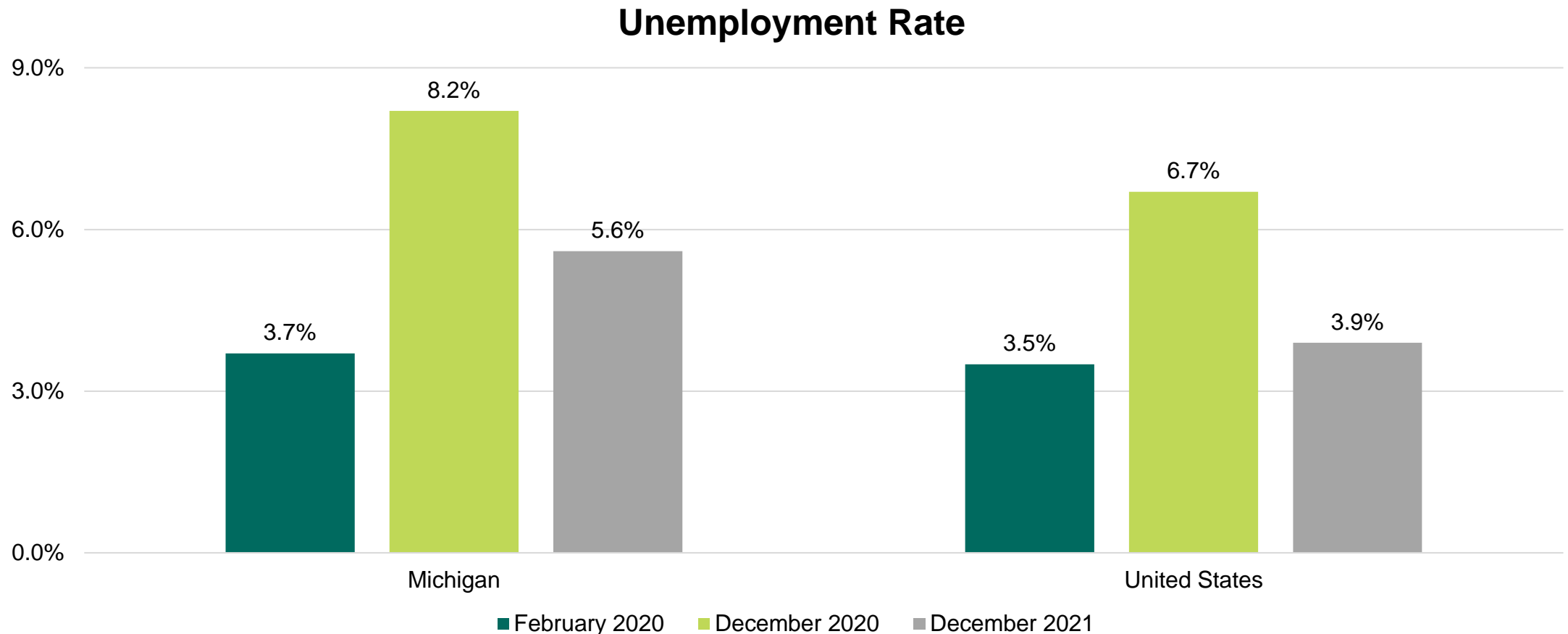
Key Takeaways

- Michigan's labor market has seen steady improvement over the last year but has not yet returned to pre-pandemic employment levels.
- Multiple groups continue to be disproportionately affected by the pandemic.
- As was the case nationwide, Michigan experienced rapid changes in job turnover and inflation in 2021.
- There is a wide array of high-wage, high-demand occupations in every region of the state.

COVID-19 AND THE

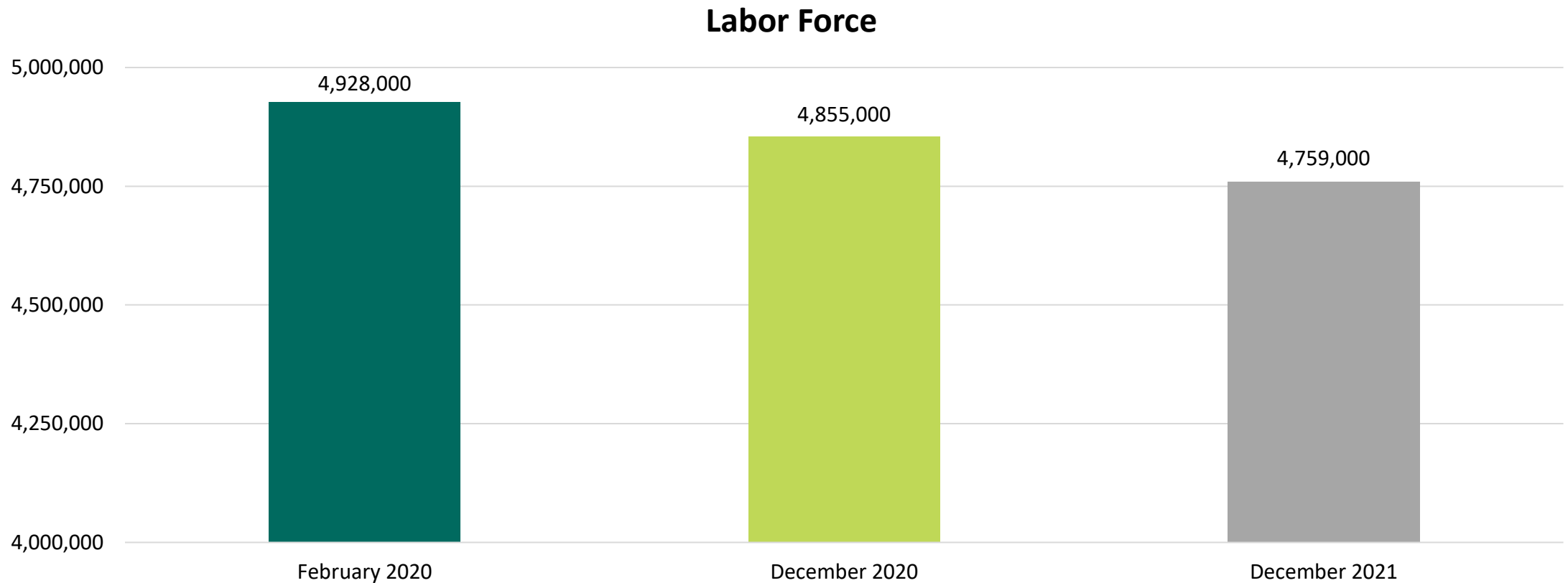
LABOR MARKET

Following initial pandemic-related shocks, the jobless rate slowly reversed direction. Michigan's preliminary December rate remains elevated from prior to the pandemic, but less than a year prior.

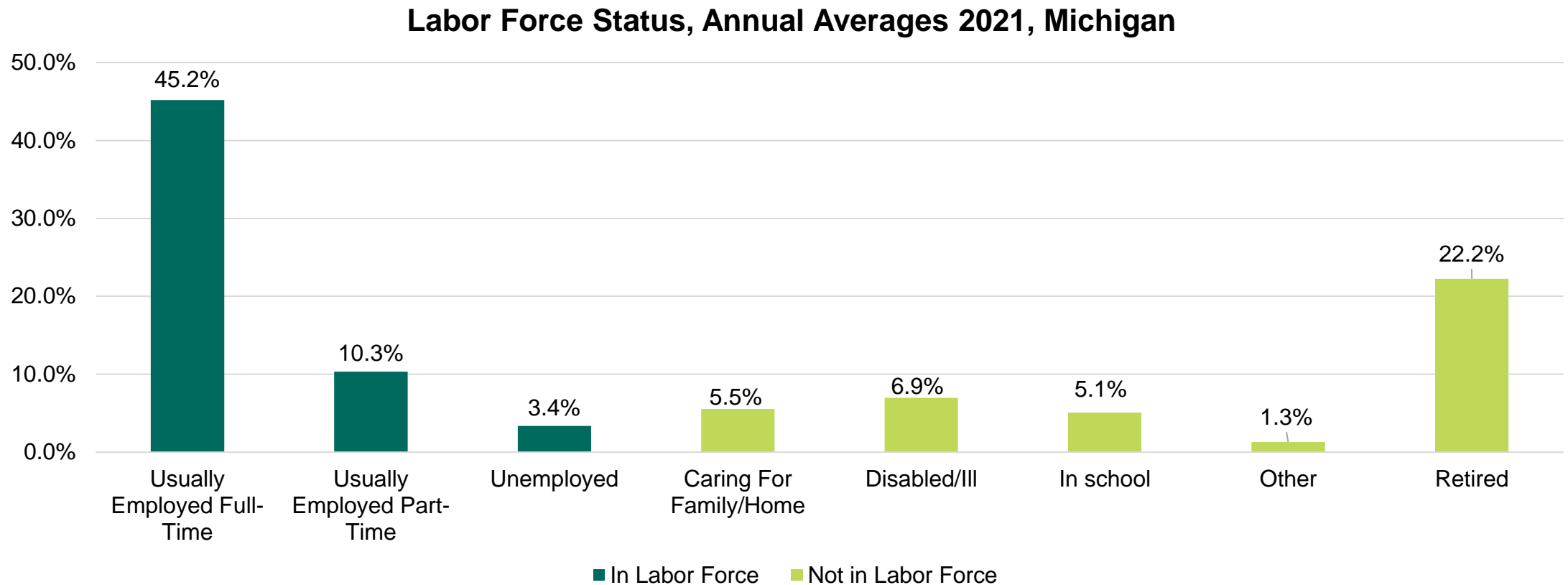


Source: Local Area Unemployment Statistics, U.S. Bureau of Labor Statistics (December 2021 data is preliminary)

The total number of Michiganders in the labor force dropped roughly 1.5 percent between February 2020 and December 2020. Since December 2020, the labor force has dipped by about an additional 2.0 percent.



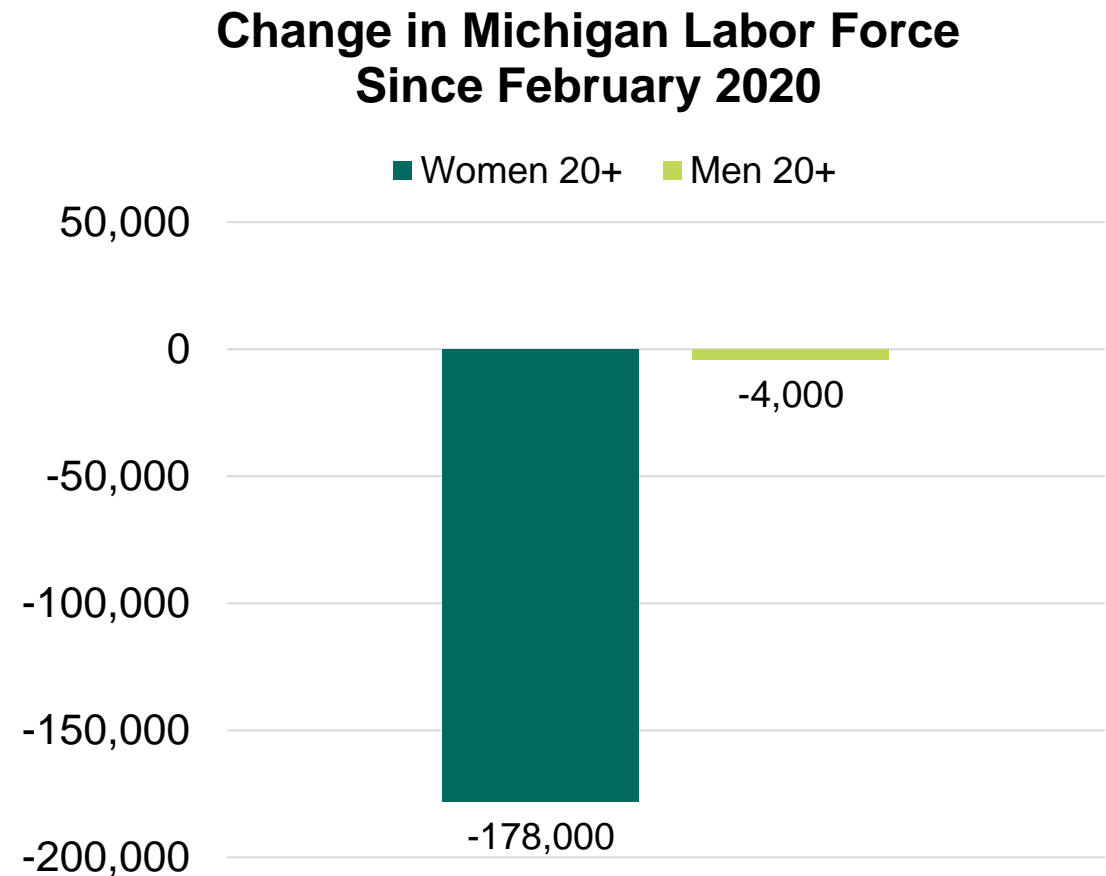
Over the 12-month period ending in December 2021, Michigan had a participation rate of 58.9 percent. Among those not in the labor force, the biggest reason was retirement.



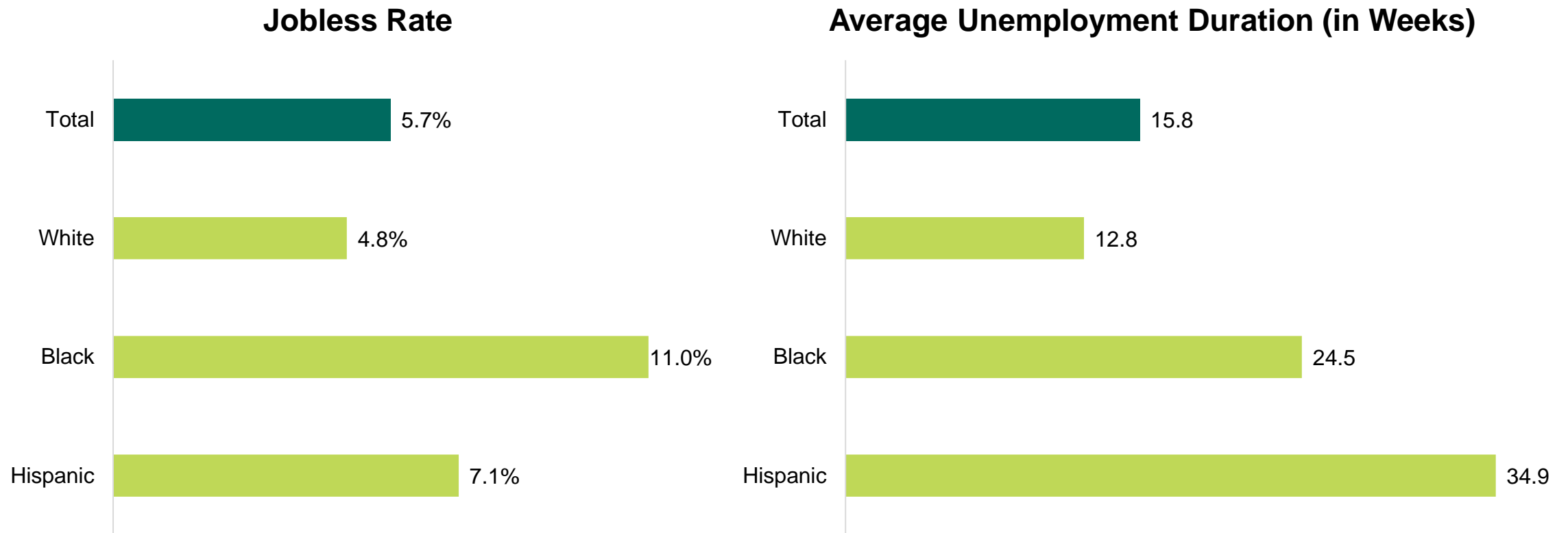
Source: Current Population Survey, U.S. Census Bureau

Labor force participation for women in Michigan is down significantly from the pre-pandemic period.

- From the pre-pandemic February 2020 to the more recent October - December 2021 average in Michigan, labor force levels among adult women declined significantly by 178,000 or 7.7 percent.
- The size of the adult male workforce in Michigan was virtually unchanged over this period, down just 4,000 or -0.2 percent.

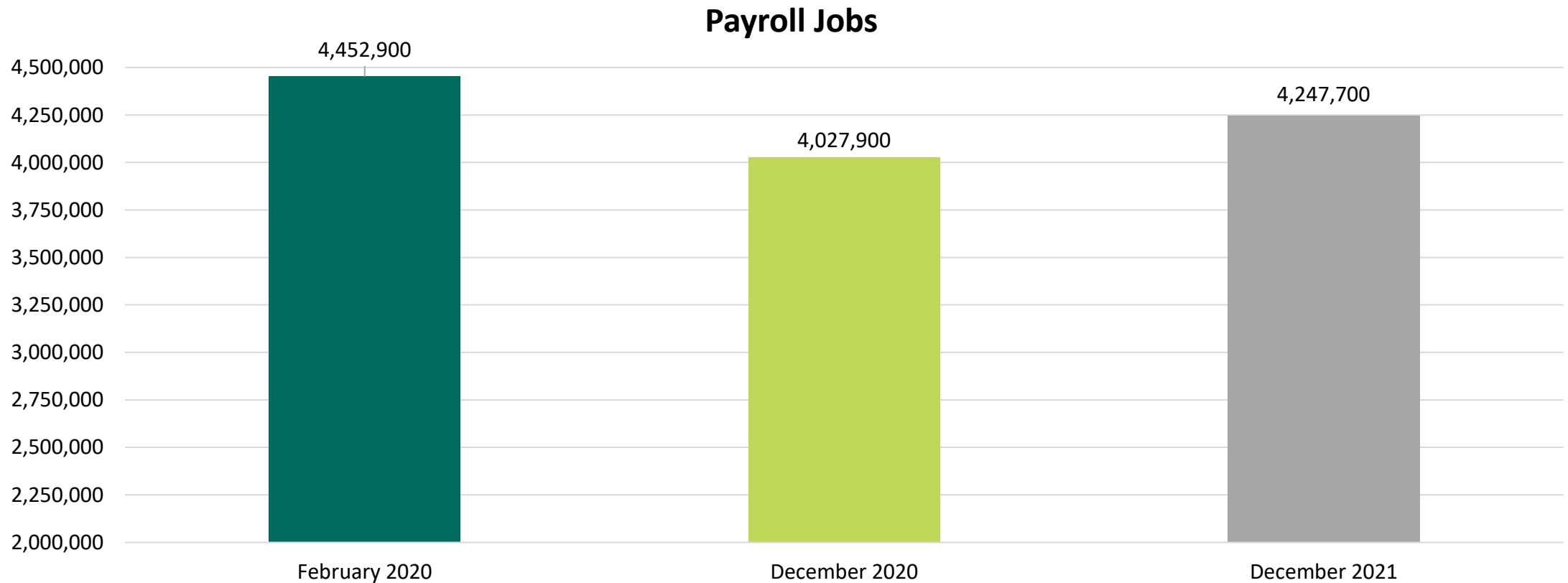


Jobless rates and average length of unemployment duration varies by race and ethnicity, with some groups being disproportionately impacted by the current economic situation.



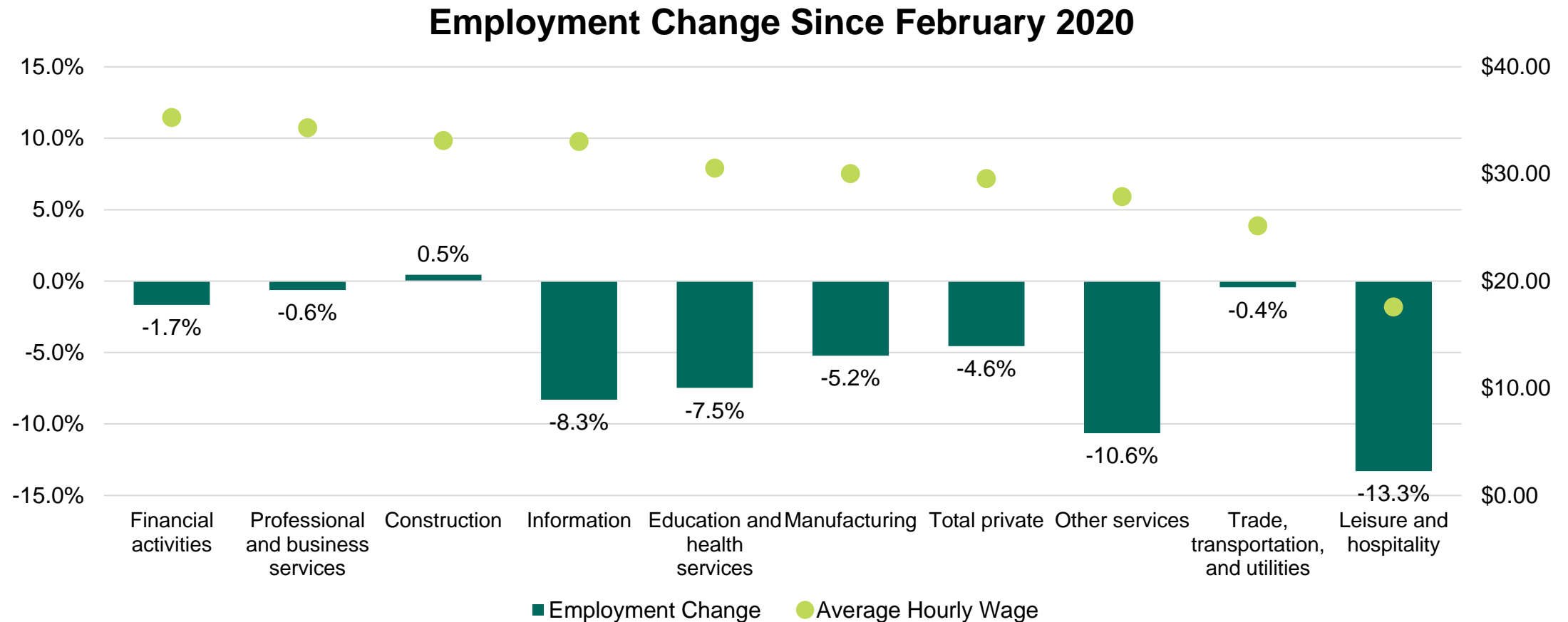
Source: Current Population Survey, 12-Month DEMECON January 2021- December 2021; U.S. Census Bureau

Payroll jobs in Michigan decreased by 9.5 percent between February 2020 and December 2020. Since December 2020, payroll jobs have increased by 5.5 percent, but is still 4.6 percent below pre-pandemic levels.



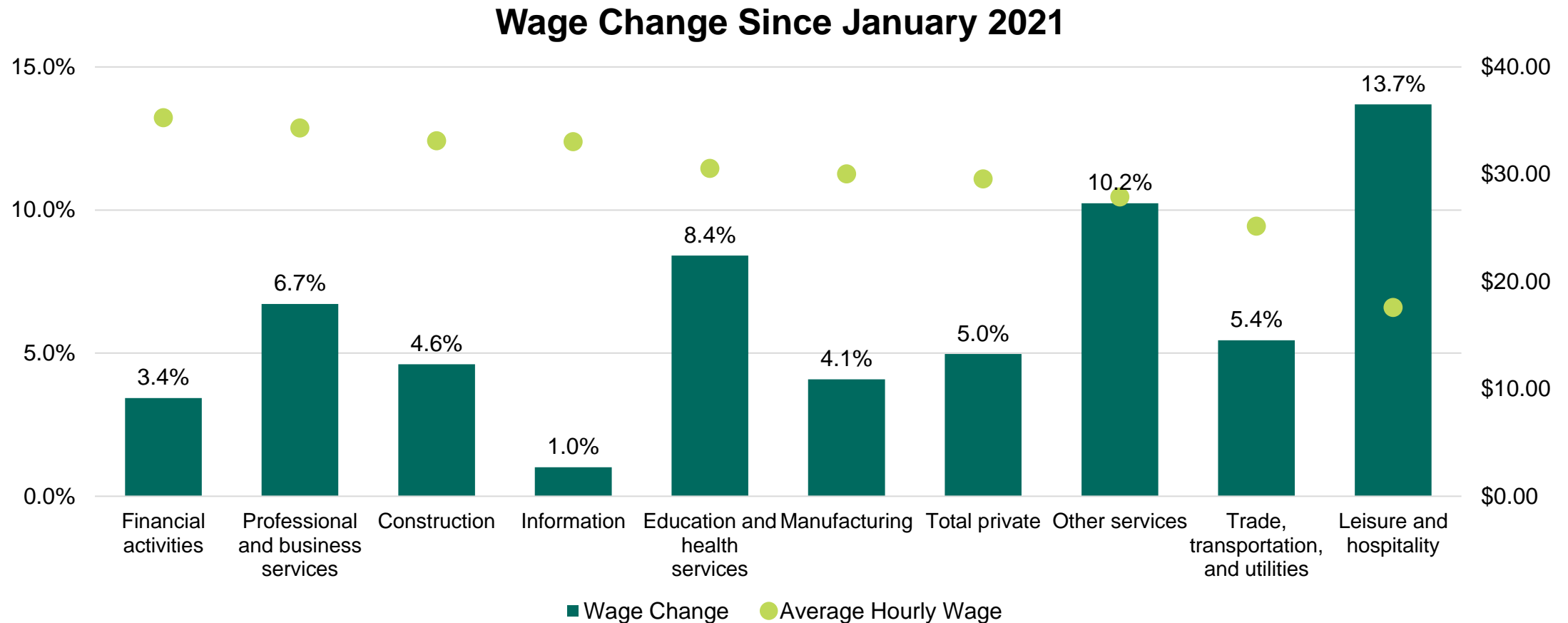
Source: Current Employment Statistics (CES), U.S. Bureau of Labor Statistics

Overall, *Total private* employment has decreased 4.6 percent since February 2020. Only *Construction* has seen positive employment growth over the period. Lower paying sectors have seen heavier employment loss than higher paying sectors.



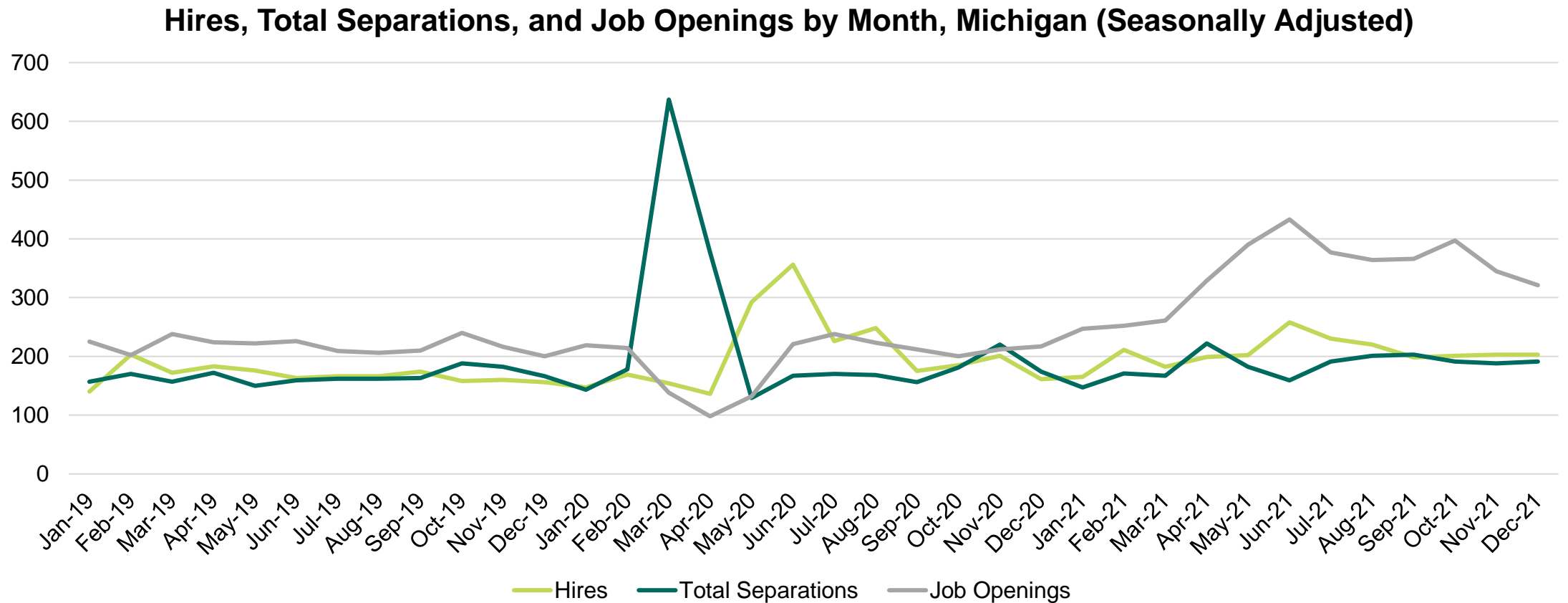
Source: Current Employment Statistics (CES), U.S. Bureau of Labor Statistics

Average hourly wages in all supersectors increased from January 2021. *Total private* wages grew 5.0 percent. The largest wage growth was in the lower paying sectors of *Leisure and hospitality* and *Other services*. *Financial activities* and *Professional and business services* had the highest average hourly wage in December 2021.

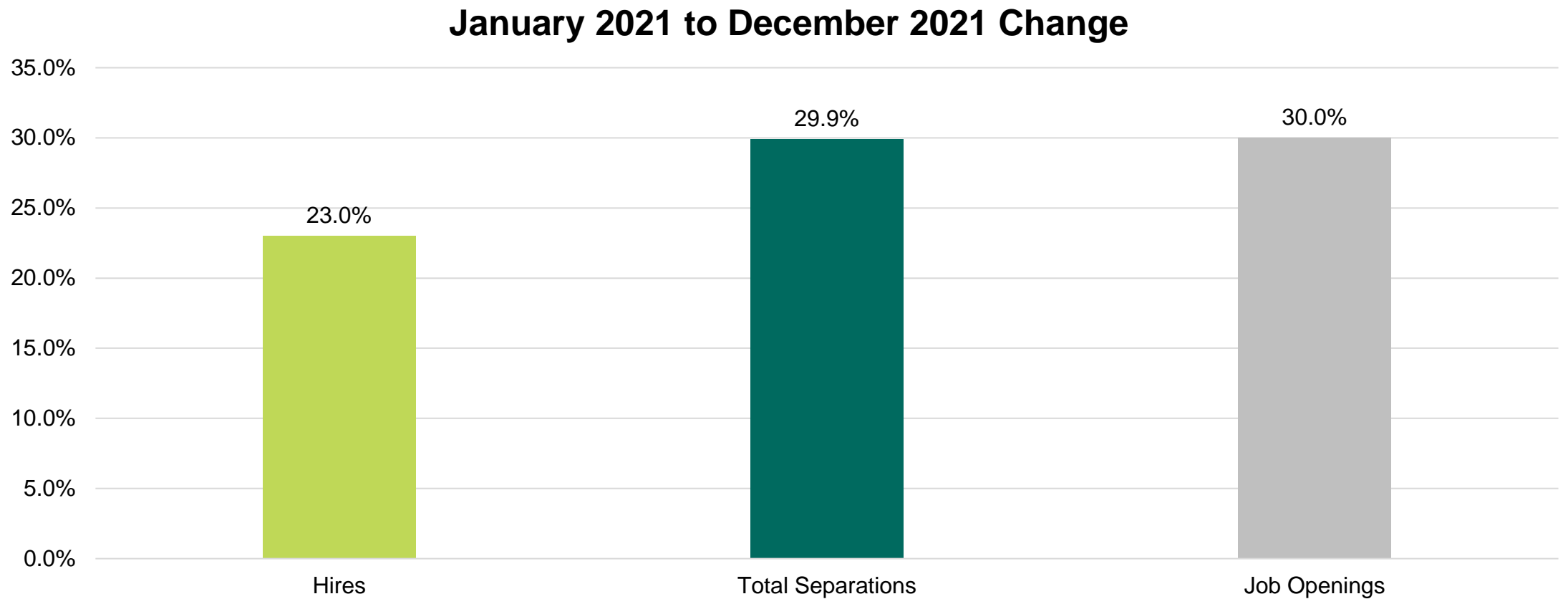


Source: Current Employment Statistics (CES), U.S. Bureau of Labor Statistics

At the start of the pandemic, total separations in Michigan skyrocketed, coinciding with a decline in job openings. There was an initial increase in the number of hires in the summer months following before tapering off. In 2021, job openings increased significantly during the summer.



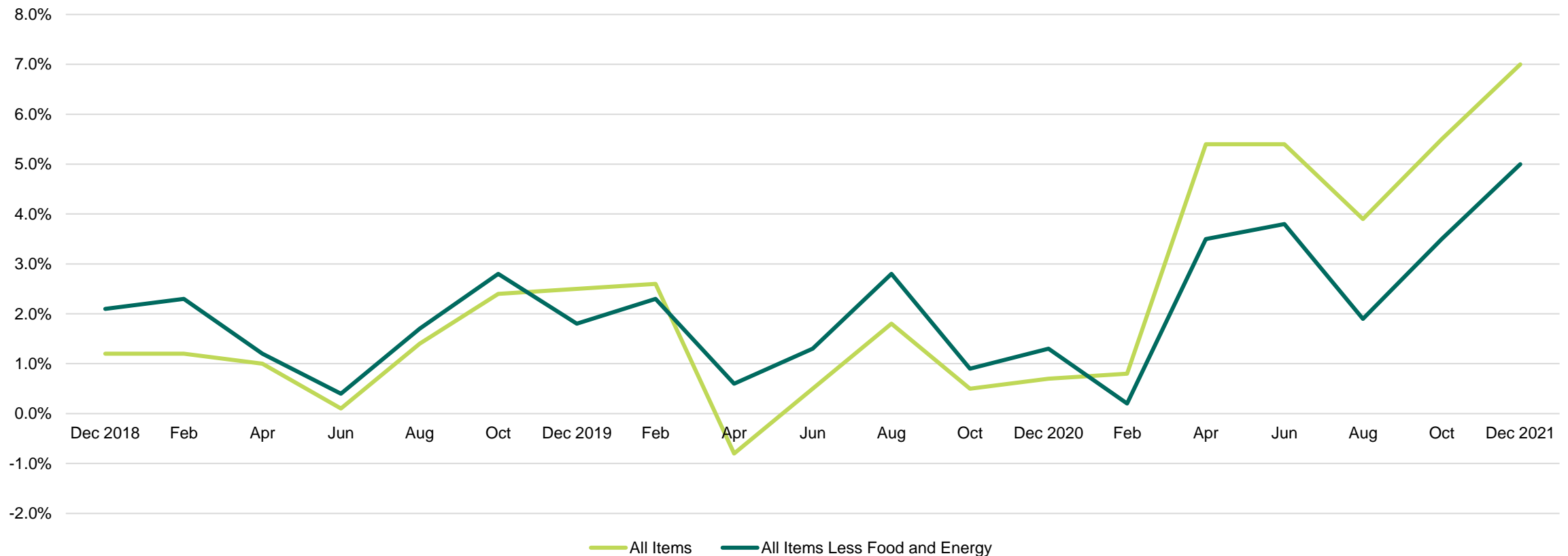
Over the last year, hires increased by 23 percent. Both total separations and job openings saw increases of about 30 percent.



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

Over the past 12 months, the CPI-U rose by 7.0 percent both nationally and in the Detroit area. In Detroit, this is the greatest 12-month increase in the CPI-U since April 1989.

Over-the-year percent change in CPI-U, Detroit-Warren-Dearborn, MI, December 2018-December 2021



Source: Consumer Price Index, U.S. Bureau of Labor Statistics

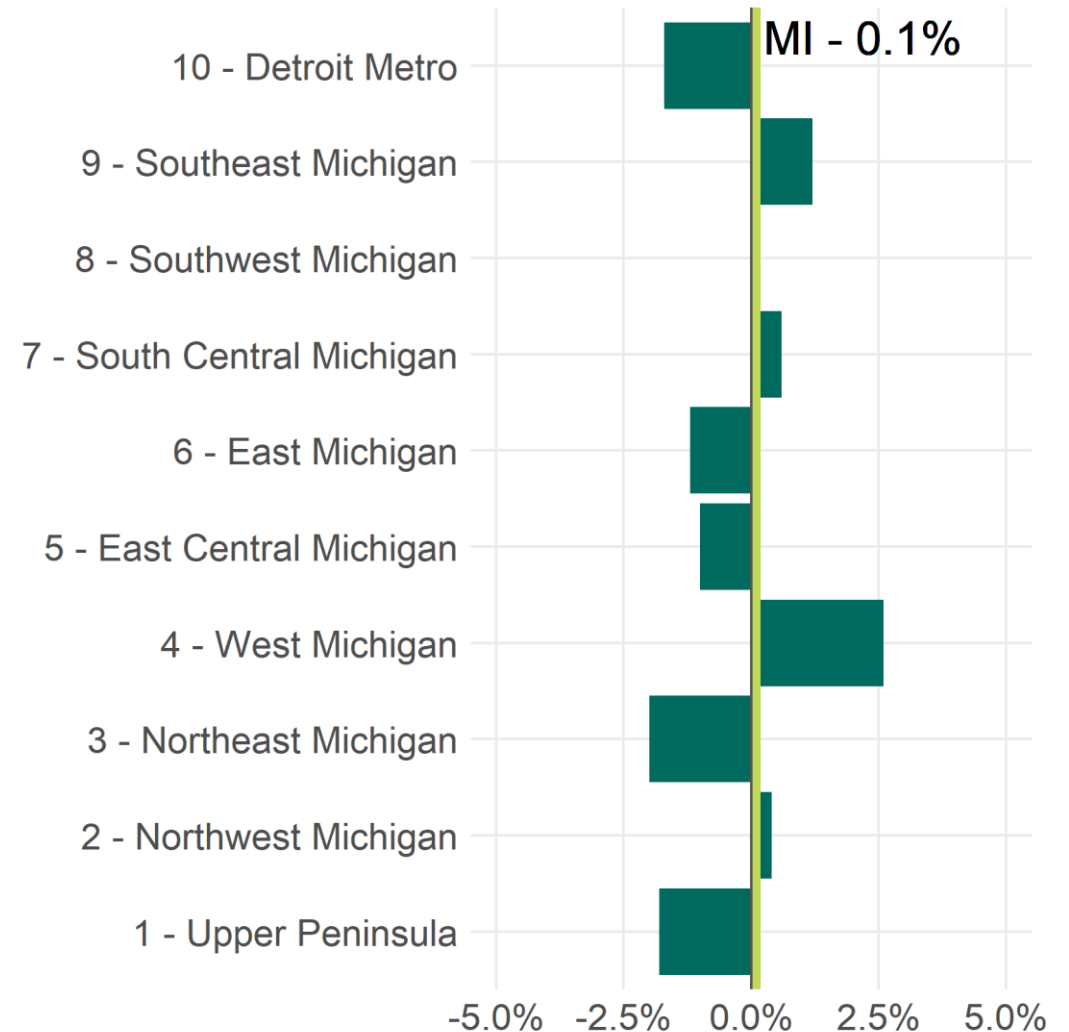
PROJECTIONS AND

IN-DEMAND JOBS

2018–2028 Regional Projections

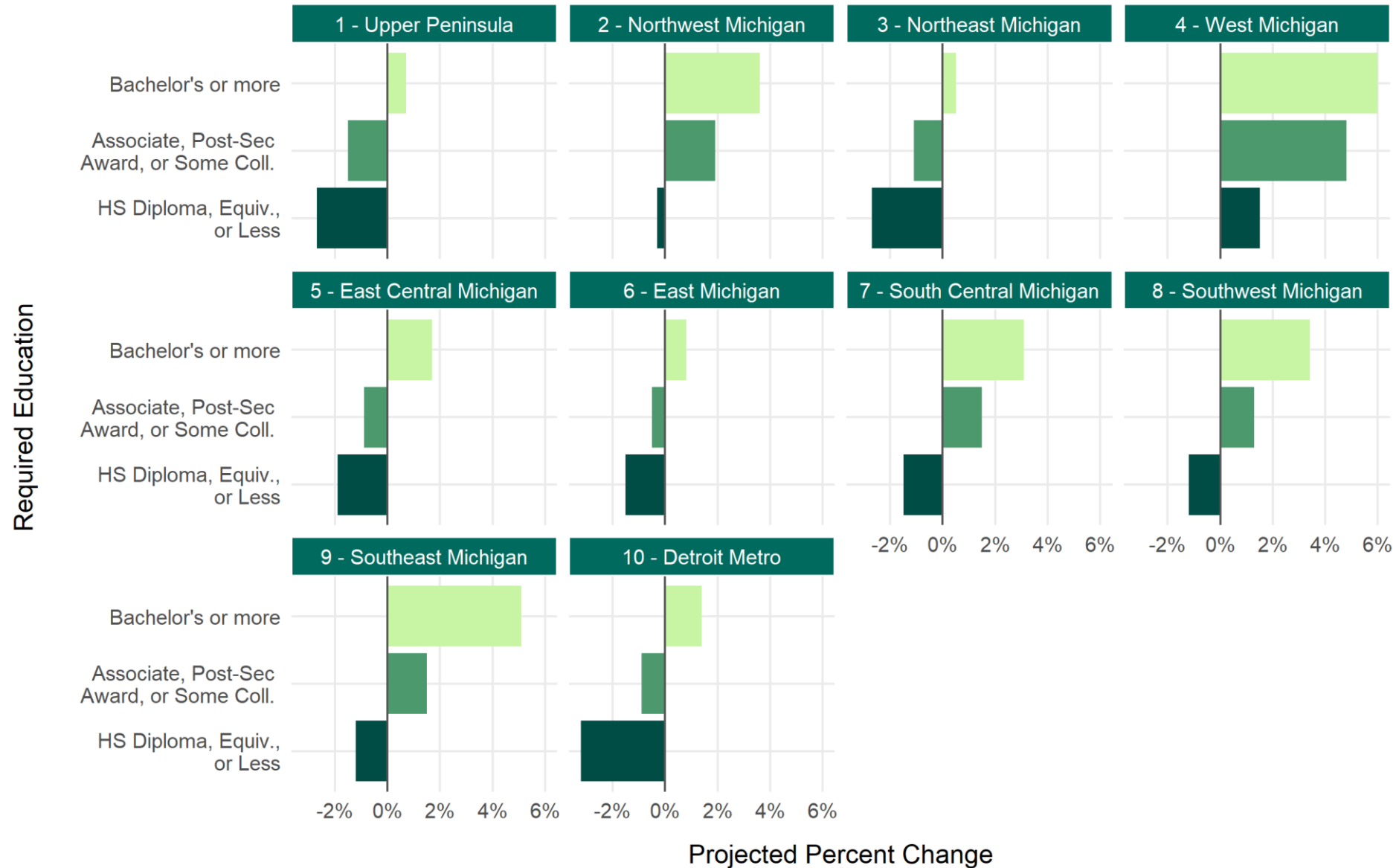
- Statewide 2018–2028 data published last summer projected a 10-year change of 0.1 percent.
- Total employment in all regions is expected to follow suit.
 - Only West Michigan is expected to show greater than 2 percent change, positive or negative.

Total Projected Percent Change in Employment,
2018-2028



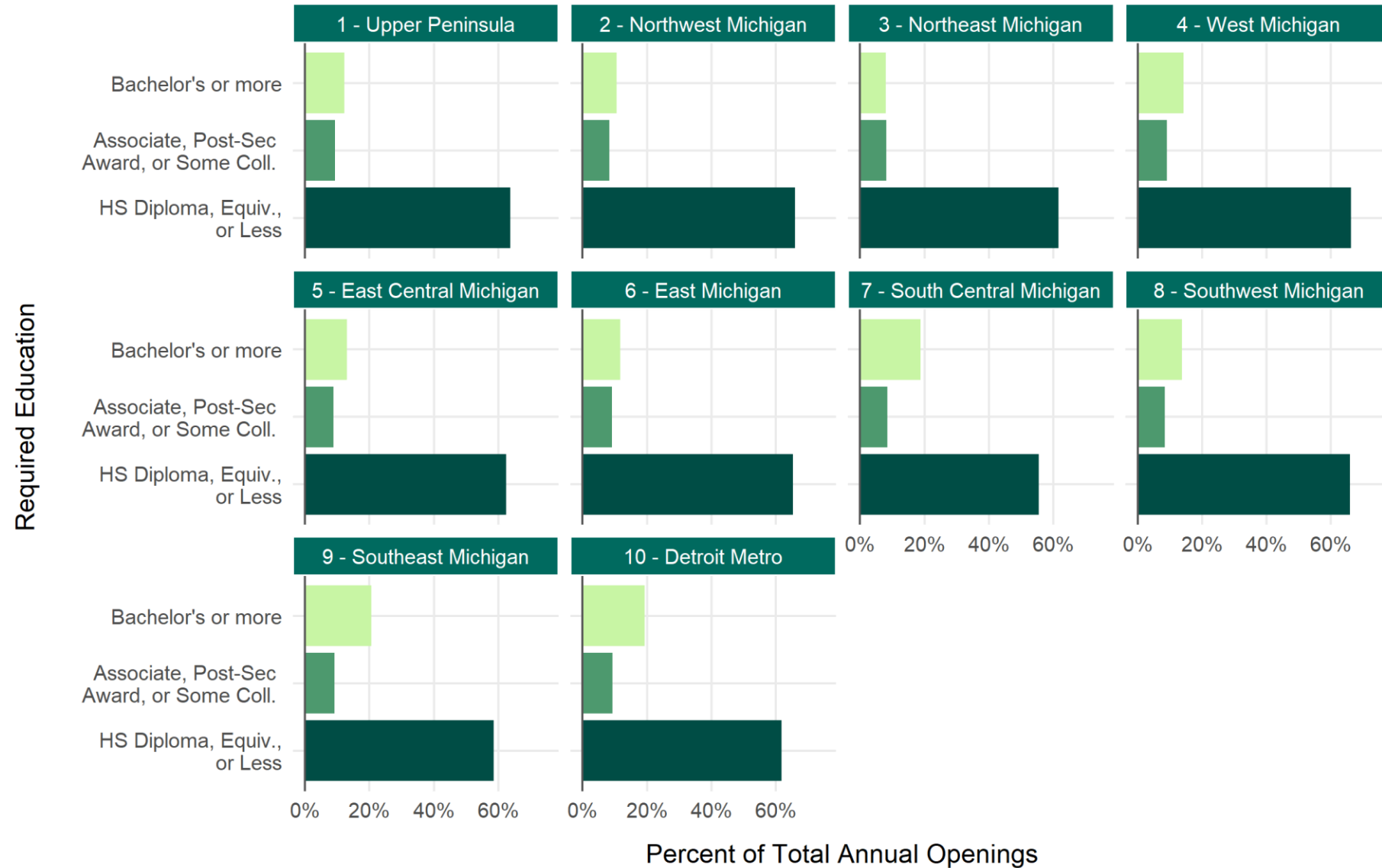
Bachelor's Degree Occupations Lead by Growth

Projected Percent Change in Employment by Broad Education Levels, 2018-2028

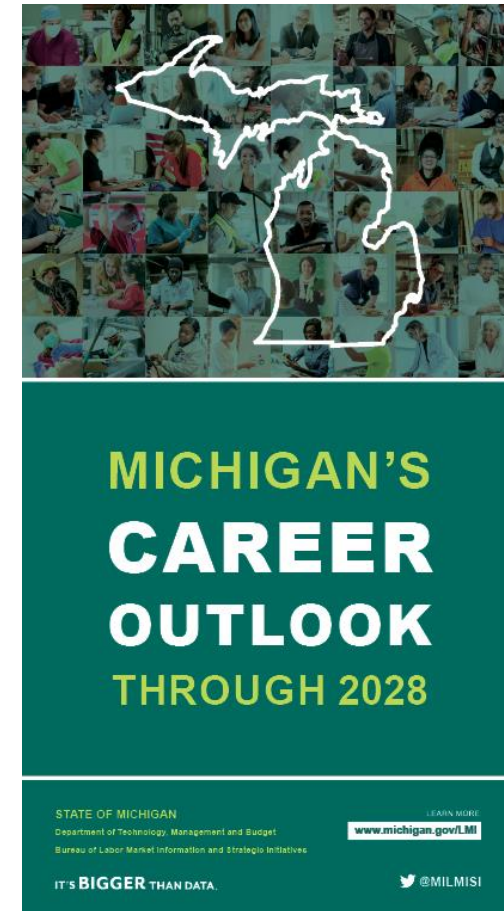
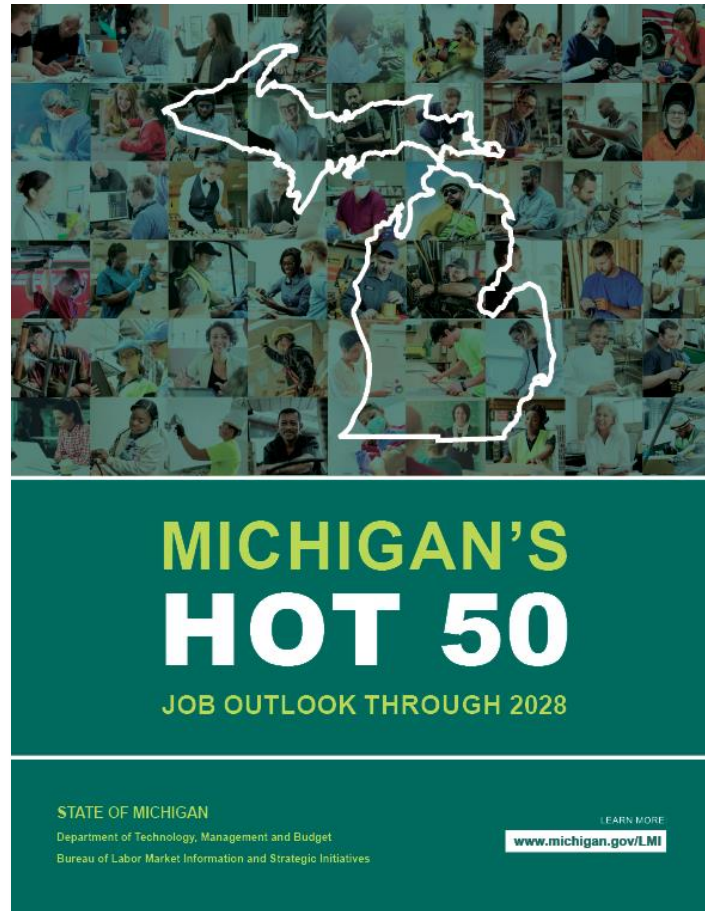


But Jobs Requiring Less Education Provide Many More Opportunities for Entrance

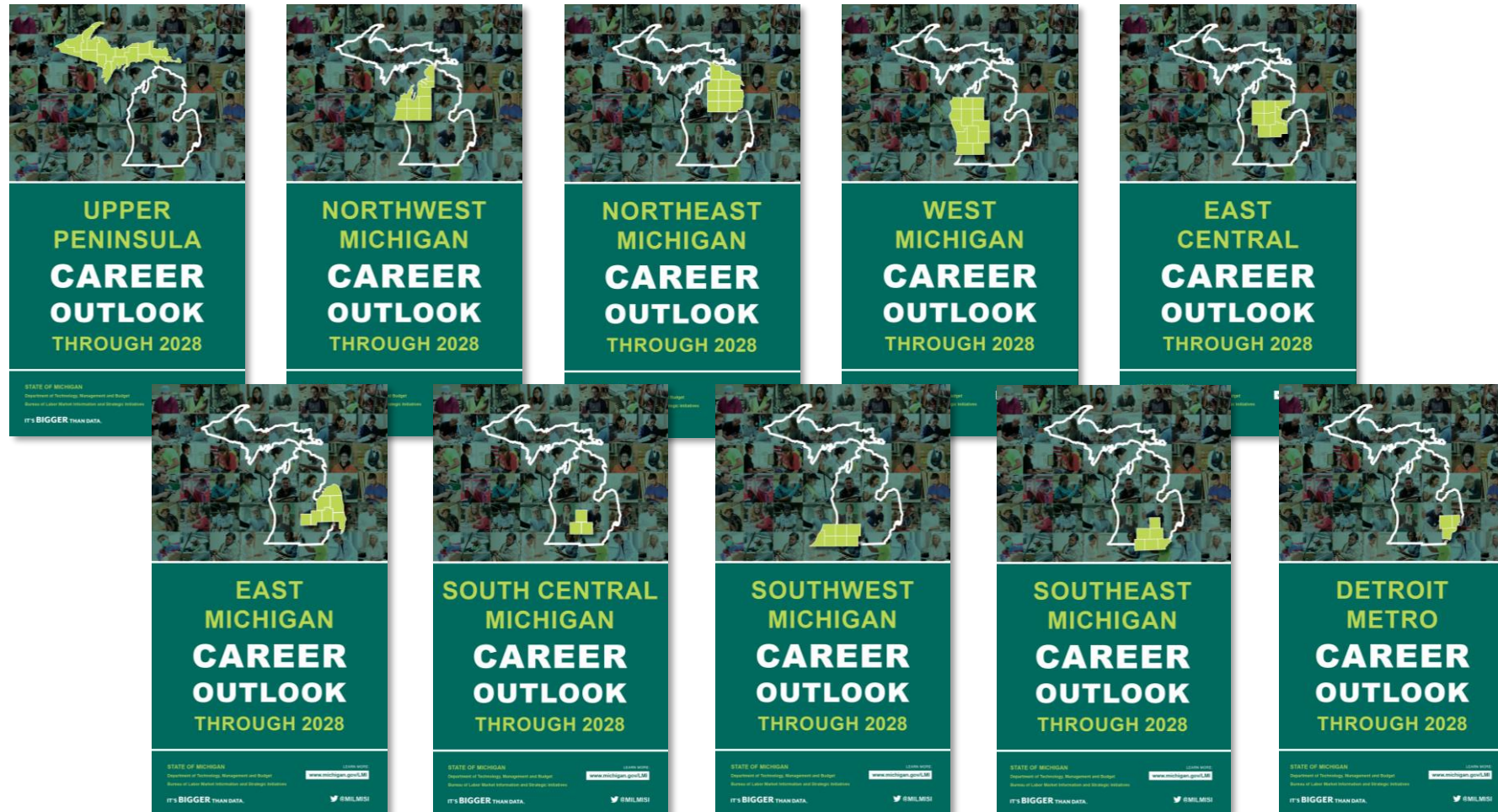
Projected Share of Annual Job Openings by Broad Education Levels, 2018-2028



Turning Data Into Information



Turning Data Into Information



Regional Career Outlook Highlights

23 occupations are listed in all 10 Prosperity Regions

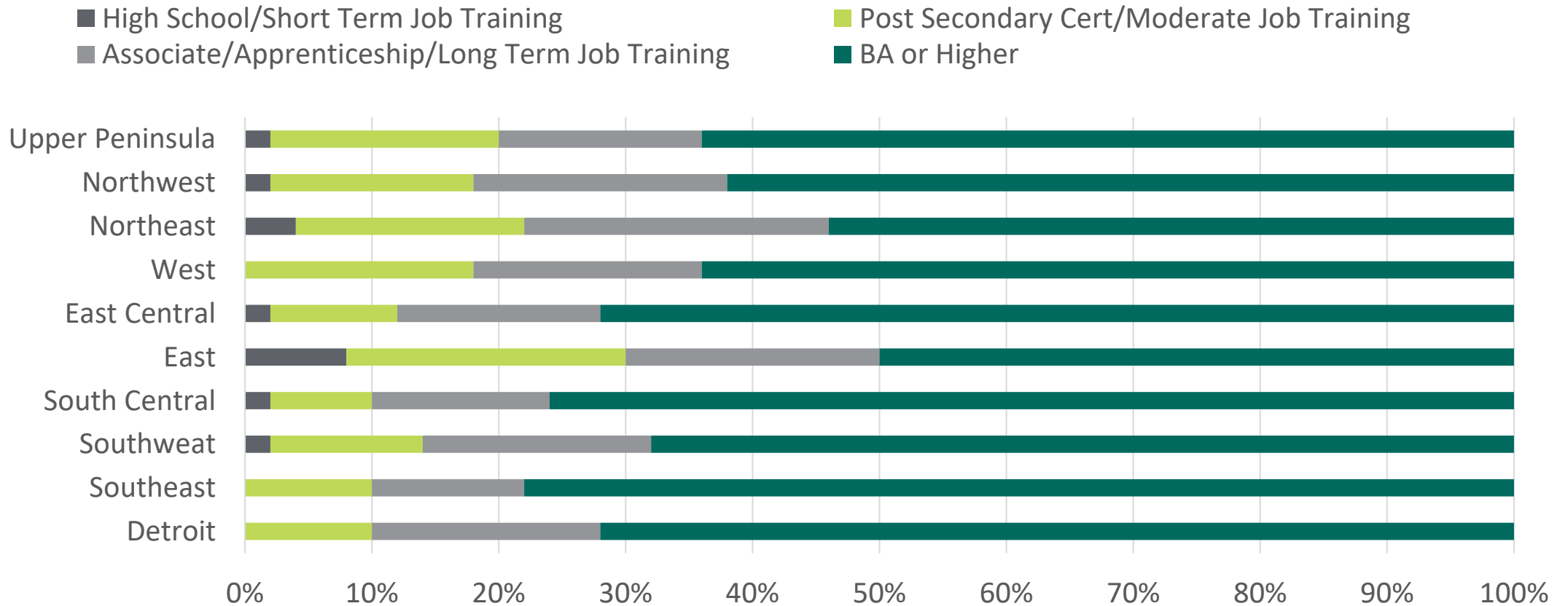
64 occupations are listed in only one Prosperity Region

19% of occupations are professional trades

Detroit Metro (82%) is most similar to statewide

Northeast (48%) is least similar to statewide

Top Occupations by Education and Training



Ubiquitous Occupations

Bachelor's and Higher

- Architectural and Engineering Managers
- Civil Engineers
- Computer and Information Systems Managers
- Electrical Engineers
- Elementary School Teachers
- Financial Managers
- General and Operations Managers
- Industrial Engineers
- Mechanical Engineers
- Medical and Health Services Managers
- Registered Nurses

Associate/Long-Term Training/ Apprenticeship

- Electricians
- HVAC and Refrigeration Mechanics and Installers
- Industrial Machinery Mechanics
- Plumbers, Pipefitters, and Steamfitters
- Respiratory Therapists

Ubiquitous Occupations

Postsecondary Certificate/ Moderate Training

- Heavy and Tractor-Trailer Truck Drivers
- Operating Engineers
- Sales Reps., Except Tech. and Scientific Products

High School Diploma/Short-Term Training

- Food Prep. and Serving Workers, Including Fast Food
- Construction Laborers
- Home Health Aides
- Janitors and Cleaners, Except Housekeepers

Key Takeaways

- Michigan's labor market has seen steady improvement over the last year but has not yet returned to pre-pandemic employment levels.
- Multiple groups continue to be disproportionately affected by the pandemic.
- As was the case nationwide, Michigan experienced rapid changes in job turnover and inflation in 2021.
- There is a wide array of high-wage, high-demand occupations in every region of the state.

Additional Resources

- GovDelivery
- michigan.gov/LMI
- twitter.com/MILMISI
- MiEconomy App

Thank you!

Scott Powell, Ph.D.

Director

Bureau of Labor Market Information and Strategic Initiatives