

# MICHIGAN'S LABOR MARKET NEWS

VOL. 77, NO. 3  
MAY 2021

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## Michigan's 2020 Occupational Employment and Wage Trends

Feature Article pg. 16

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## Infographic of the Month: Four Largest Major Group Changes by Occupational Employment, 2020

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## Ask the Economist: "What Effect Did the Pandemic Have on Occupational Employment and Wage Data in 2020?"

pg. 26



Michigan's labor market conditions were relatively stable in March, with only a small decline in the state unemployment rate and a 0.4 percent gain in payroll jobs.

MARCH 2021 JOBLESS RATE

MICHIGAN

5.1%

NATIONAL

6.0%

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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's unemployment rate inched down to 5.1 percent in March following small labor force and employment increases. However, the state jobless rate was notably higher than the 3.7 percent it registered in March 2020, with an annual employment loss of 5.7 percent driving that change. Total payroll jobs edged higher by 0.4 percent in March but remained 6.4 percent lower over the year.

Each spring, *Michigan's Labor Market News* features the latest data from our Occupational Employment and Wage Statistics (OEWS) survey. These important data are critical to understanding the occupations and wages of our state's workforce. This month, our *Feature Article* highlights the results from the 2020 OEWS survey, including estimates of employment and wages across key occupational groups and detailed occupations. The *Infographic of the Month* focuses on occupational job losses between 2019 and 2020, while this month's *Ask the Economist* reviews the challenges of collecting these data during the COVID-19 pandemic and how the estimates were affected.

We hope you enjoy this issue of *Michigan's Labor Market News*. Please let us know if there is something you would like to know more about.



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# MICHIGAN'S MARCH JOBLESS RATE DECLINES

The March seasonally adjusted jobless rate in Michigan edged down by a tenth of a percentage point to 5.1 percent. Michigan's employment level advanced by 12,000, while total unemployment in the state inched down by 4,000. The state's labor force rose by 8,000 in March.

Joblessness nationally receded by 0.2 percentage points over the month to 6.0 percent in March. Michigan's March rate was nearly a full percentage point below the U.S. rate. Over the year, the national jobless rate moved up by 1.6 percentage points, while the statewide unemployment rate had a similar trend since March 2020 (+1.4 percentage points).

Michigan's total employment level edged up by 0.3 percent over the month, similar to the national gain. The number of unemployed in Michigan decreased slightly in March by 1.6 percent, while the U.S. unemployment total fell by 2.6 percent.

Over the year, Michigan employment dropped sharply by 5.7 percent while national employment fell by 3.0 percent. Unemployment in the state advanced by 30.6 percent, reflecting layoffs due to the pandemic. The number of unemployed nationally rose by 35.1 percent since March of 2020.

## Michigan Jobless Rate Down Over Past Quarter, Up Over Year

Michigan's quarterly unemployment rates help to illustrate the pronounced changes in jobless trends over the past year. The state's pre-pandemic first quarter 2020 jobless rate was a very low 3.7 percent. This was the lowest quarterly rate seen in Michigan in twenty years, since the second quarter of the year 2000 (3.5 percent).

Between the first and second quarters of 2020, the statewide quarterly jobless rate soared due to layoffs associated with the COVID-19

pandemic, jumping by an unprecedented 15.7 percentage points to 19.4 percent. Job levels plunged in Michigan across all industry sectors, and the state unemployment rate peaked in April at 23.6 percent. The quarterly unemployment rate fell by 10.8 percentage points during the third quarter of 2020 to 8.6 percent. Between the third and fourth quarters of 2020, Michigan's jobless rate receded further by four-tenths of a percentage point to 8.2 percent.

Michigan recorded a jobless rate of 5.3 percent in the first quarter of 2021. This was a 2.9 percentage point decline in the rate from the prior quarter. Michigan's quarterly unemployment rate remained 1.6 percentage points above the first quarter 2020 average.

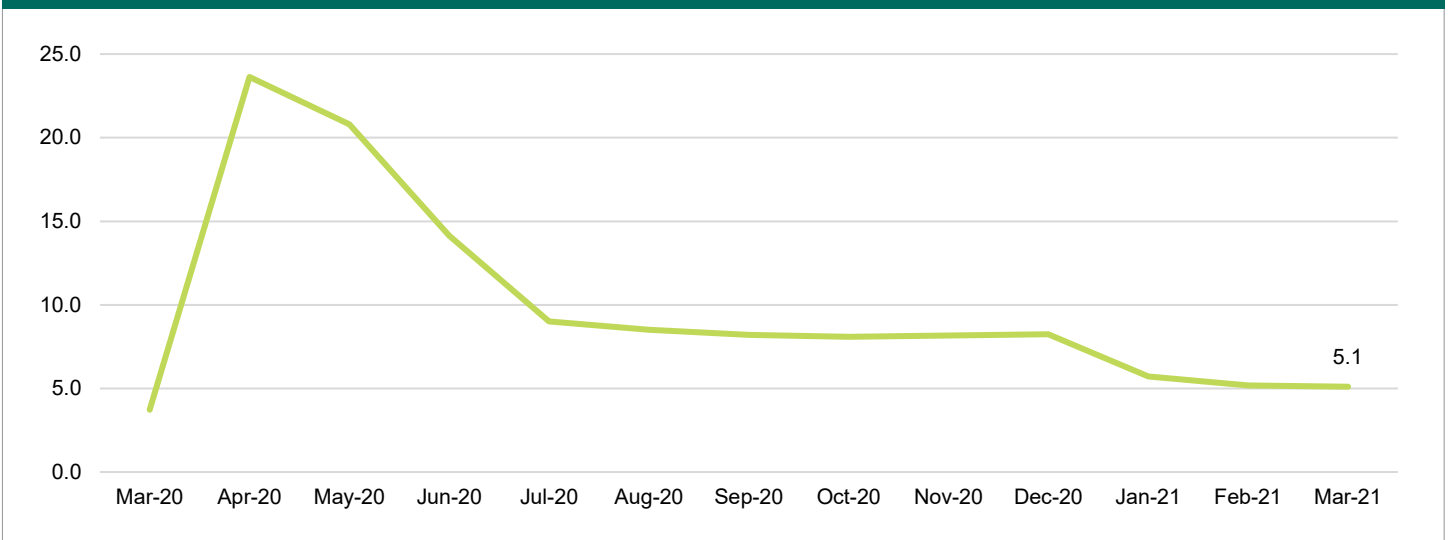
**SHIBANI PUTATUNDA**  
Economic Specialist

## MICHIGAN LABOR FORCE ESTIMATES, FEBRUARY 2021 (SEASONALLY ADJUSTED)

	MARCH 2021	FEBRUARY 2021	MARCH 2020	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,703,000	4,695,000	4,918,000	8,000	0.2%	-215,000	-4.4%
Employed	4,464,000	4,452,000	4,735,000	12,000	0.3%	-271,000	-5.7%
Unemployed	239,000	243,000	183,000	-4,000	-1.6%	56,000	30.6%
Unemployment Rate	5.1	5.2	3.7	-0.1	XXX	1.4	XXX

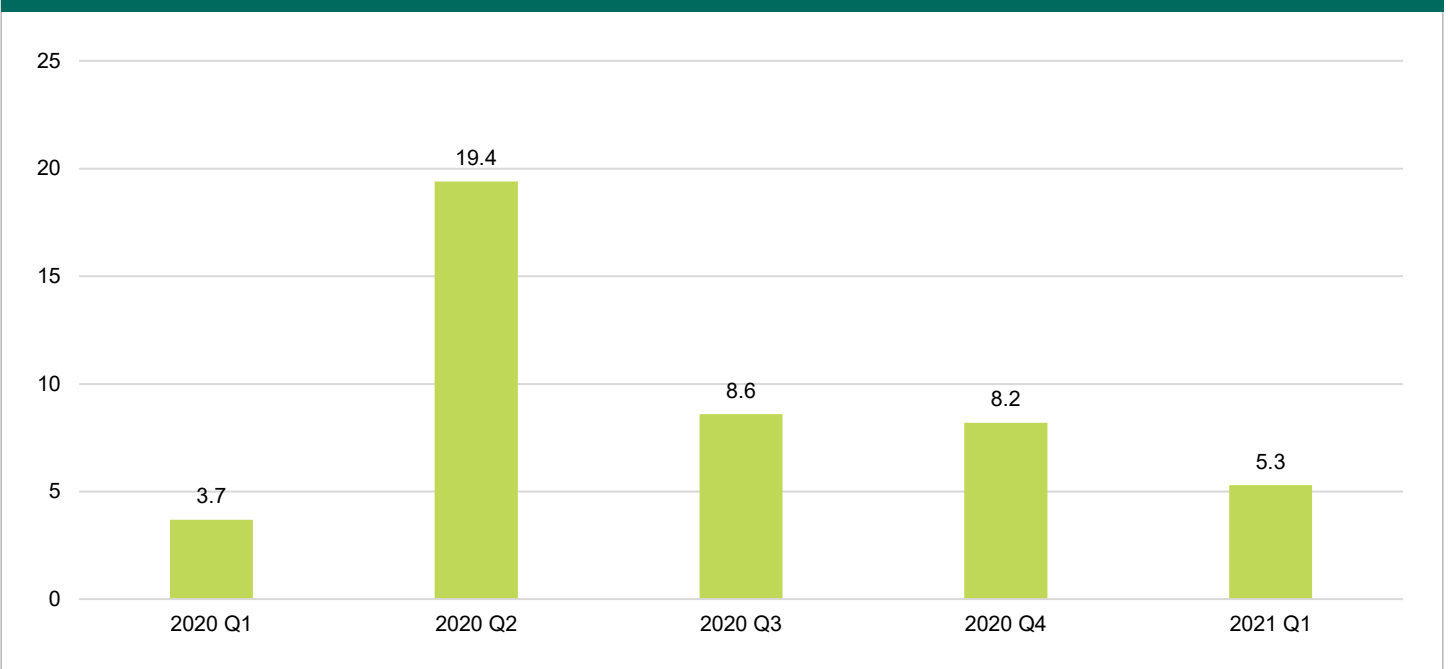
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## MICHIGAN UNEMPLOYMENT RATE, MARCH 2020–MARCH 2021 (PERCENT)



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

## MICHIGAN QUARTERLY UNEMPLOYMENT RATES, FIRST QUARTER 2020–FIRST QUARTER 2021 (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

Michigan nonfarm payroll jobs edged up slightly (+15,400 or 0.4 percent) in March. Following Michigan's notable employment decline in December 2020, this increase reflected the third consecutive month of seasonally adjusted job gains. Over the month, a majority of major industry sectors experienced job recalls on a limited basis, including *Leisure and hospitality* (+5,900), *Trade, transportation, and utilities* (+3,600), *Construction* (+2,900), and *Professional and business services* (+2,100). *Manufacturing* jobs were essentially flat in March in Michigan, although jobs edged down in the *Durable goods* subsector (-900). Despite the modest employment uptick in March across most Michigan industries, total nonfarm payroll jobs were still well below pre-pandemic February 2020 job levels (-320,100).

## Over-the-Year Analysis

On a seasonally adjusted basis, Michigan nonfarm payroll jobs fell significantly (-281,900 or 6.4 percent) over the year. Lingering economic effects of the COVID-19 pandemic were evident in a majority of major industry sectors. Sharp job declines were present in the *Leisure and hospitality* (-72,100), *Government* (-46,400), *Manufacturing* (-43,400), and

*Education and health services* (-41,400) sectors. Additional employment cuts were seen in the *Professional and business services* (-31,800) and *Other services* (-20,400) industries. Since March 2020, only one major industry sector added jobs over the year (*Mining and logging*) while three subsectors recorded job advancements, including *Transportation, warehousing, and utilities* (+3,800), *Finance and insurance* (+2,300), and *Federal government* (+1,800).

## Job Change by Major Industry – First Quarter 2020 to First Quarter 2021 Job Change by Major Industry

Due to the ongoing economic effects related to the COVID-19 pandemic, total jobs within most major industry sectors in Michigan remain below the pre-pandemic, first quarter 2020 levels.

From the first quarter of 2020 to the first quarter 2021, Michigan nonfarm payroll jobs declined by 336,500 or 7.6 percent. *Leisure and hospitality* led all industries in job loss during this time frame, with jobs plunging substantially by 105,300 or 24.5 percent. This was due to the many pandemic-related layoffs among restaurants, hotels, recreational service firms, and more.

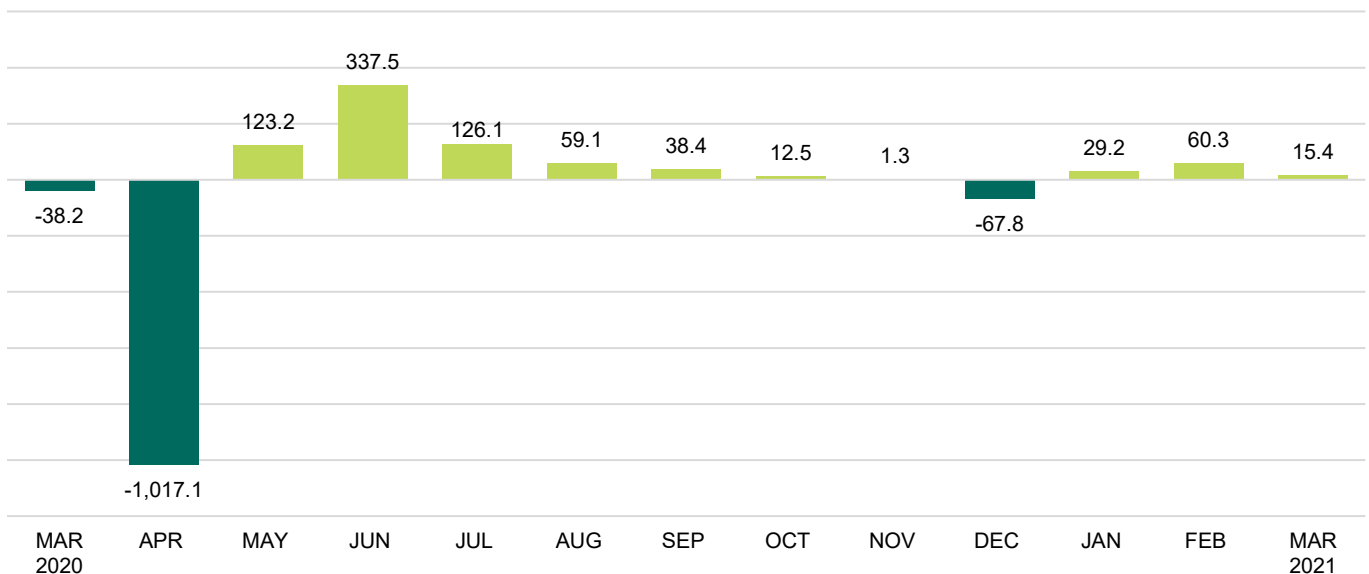
On a numeric level, sharp job declines were observed within several other industry sectors, including *Government* (-47,500), *Education and health services* (-46,200), and *Manufacturing* (-45,300). Other notable employment changes occurred within Michigan during this time, as *Other services* (-13.5 percent) and *Information* (-11.2 percent) cataloged the second and third largest percent job reductions, respectively. Conversely, total employment in the *Mining and logging* industry edged up by 200 between the first quarter of 2020 and first quarter 2021. This was the only major sector to record a job advancement over this period.

## Significant Industry Employment Developments

### ACCOMMODATION AND FOOD SERVICES

Total payroll jobs in the *Accommodation and food services* sector rose 5,700 or 1.9 percent in March, the largest over the month seasonally adjusted percent job addition of any subsector in Michigan. This uptick was mainly due to continued recalls of workers in the restaurant and hotel industries and followed much larger job gains in February. This March job advance in *Accommodation and food services* was relatively modest in comparison with prior monthly job recalls since May 2020. On a

## MICHIGAN OVER-THE-MONTH PAYROLL JOB CHANGE (IN THOUSANDS)



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

## MICHIGAN JOB CHANGE BY INDUSTRY: FIRST QUARTER 2020–FIRST QUARTER 2021

MAJOR INDUSTRY	FIRST QUARTER 2020	FIRST QUARTER 2021	LEVEL CHANGE	PERCENT CHANGE
<b>TOTAL NONFARM</b>	<b>4,438.9</b>	<b>4,102.4</b>	<b>-336.5</b>	<b>-7.6%</b>
Mining and Logging	6.9	7.1	0.2	2.4%
Construction	177.2	173.6	-3.7	-2.1%
Manufacturing	619.1	573.8	-45.3	-7.3%
Trade, Transportation, and Utilities	796.8	777.8	-19.0	-2.4%
Wholesale Trade	171.6	163.1	-8.5	-5.0%
Retail Trade	462.9	448.6	-14.3	-3.1%
Information	55.3	49.1	-6.2	-11.2%
Financial Activities	228.8	224.5	-4.3	-1.9%
Professional and Business Services	652.3	615.6	-36.8	-5.6%
Education and Health Services	689.9	643.7	-46.2	-6.7%
Leisure and Hospitality	429.4	324.1	-105.3	-24.5%
Other Services	166.3	143.8	-22.5	-13.5%
Government	616.9	569.4	-47.5	-7.7%

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

not seasonally adjusted basis, *Full-service restaurants* contributed the majority of job recalls within this broad sector. Over the year, total jobs were down 63,500 or 17.3 percent within the broad industry. Nationally, payroll jobs in this sector also rose over the month (+1.8

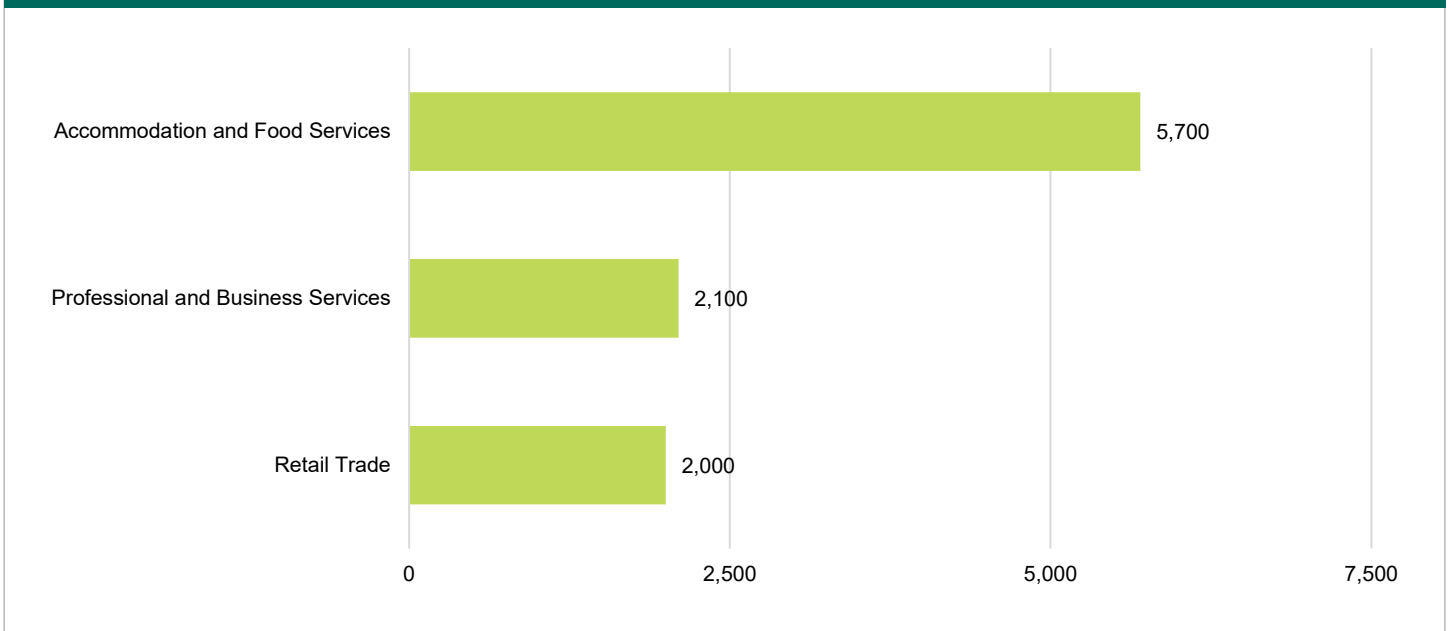
percent) but remained well below year-ago levels (-12.7 percent).

### PROFESSIONAL AND BUSINESS SERVICES

On a seasonally adjusted basis, *Professional*

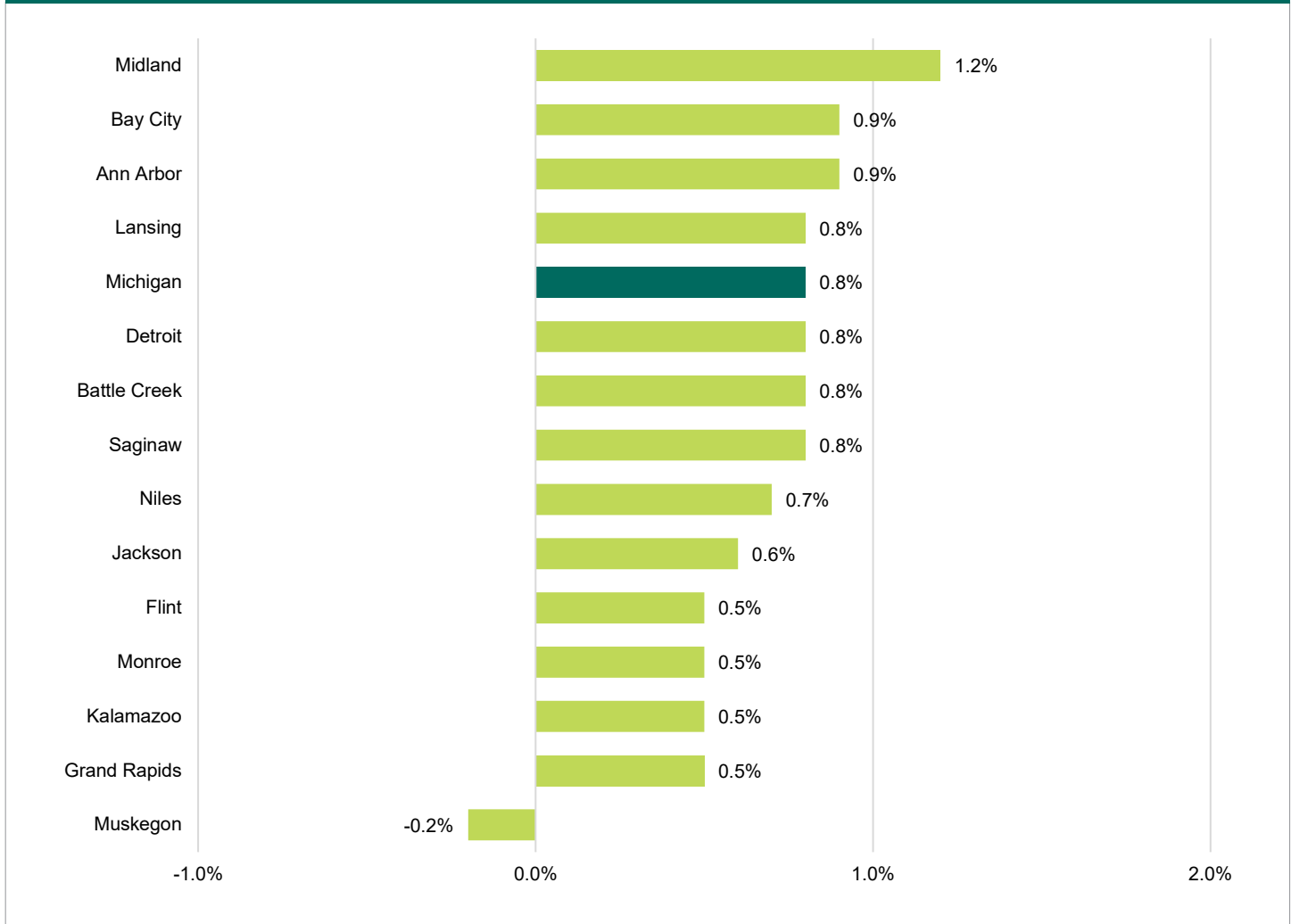
*and business services* jobs moved up slightly in March (+2,100 or 0.3 percent) to 618,100. However, since March 2020, jobs within the industry fell significantly by 31,800, or 4.9 percent. Employment additions in March were recorded in two of the three seasonally

## MICHIGAN OVER-THE-MONTH JOB CHANGE BY SELECT INDUSTRY, FEBRUARY 2021–MARCH 2021



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

## MICHIGAN METRO AREA JOB CHANGE, FEBRUARY 2021–MARCH 2021 (NOT SEASONALLY ADJUSTED)



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

adjusted subsectors, including *Administrative and support services* (+1,400) and *Professional, scientific and technical services* (+700). On the nationwide level, total payroll jobs in this major industry rose by 66,000 or 0.3 percent over the month but were down 534,000 or 2.5 percent over the year, notably less than the Michigan rate of decline.

### RETAIL TRADE

Seasonally adjusted jobs in the *Retail trade* sector increased marginally in March (+2,000 or 0.4 percent) but continued to remain below year-ago levels by 9,900 (-2.1 percent). Since the massive layoffs incurred in April 2020, this industry has recalled workers every month except October, when employment remained flat. *Retail trade* was one of three subsectors with March job advances that pushed up employment modestly in the larger *Trade, transportation, and utilities* sector. On a not

seasonally adjusted basis, two retail sectors, *Building material and garden equipment* (+1,900) and *Motor vehicle and parts dealers* (+1,100), recorded most of the monthly job gains. In the U.S., total employment in *Retail trade* edged up by 22,500 (+0.1 percent) in March but declined over the year by 254,800 (-1.6 percent).

### Metropolitan Statistical Areas (MSAs)

Not seasonally adjusted metro area data showed that nonfarm payroll jobs advanced in March in 13 of Michigan's 14 Metropolitan Statistical Areas (MSAs). Monthly job growth trends were very similar across regions, with most Michigan metro areas registering job additions of from 0.5 percent to 0.9 percent. Muskegon was the only region to experience a small monthly decline in jobs (-0.2 percent).

On an industry level, 13 Michigan metro areas reported moderate March job gains within *Mining, logging, and construction*. This reflected improved weather in March and more construction activity. *Leisure and hospitality* jobs generally advanced for the third consecutive month, rising in 10 regions in March, ranging from +1.5 percent (Saginaw) to +6.9 percent (Lansing). Three regions experienced no job change in this major sector, including Jackson, Monroe, and Niles.

Since March 2020, every Michigan region recorded an over the year total nonfarm job reduction, led by Monroe (-9.1 percent) and Lansing (-8.6 percent). Midland logged the smallest over the year percent job cut (-3.6 percent) among statewide metro areas.

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## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	MARCH 2021	FEBRUARY 2021	MARCH 2020	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,132,800</b>	<b>4,117,400</b>	<b>4,414,700</b>	<b>15,400</b>	<b>0.4%</b>	<b>-281,900</b>	<b>-6.4%</b>
Total Private	3,563,500	3,548,200	3,799,000	15,300	0.4%	-235,500	-6.2%
Private Service-Providing	2,808,300	2,795,700	2,997,100	12,600	0.5%	-188,800	-6.3%
<b>GOODS-PRODUCING</b>	<b>755,200</b>	<b>752,500</b>	<b>801,900</b>	<b>2,700</b>	<b>0.4%</b>	<b>-46,700</b>	<b>-5.8%</b>
Mining, Logging, and Construction	181,500	178,600	184,800	2,900	1.6%	-3,300	-1.8%
Mining and Logging	7,100	7,100	6,900	0	0.0%	200	2.9%
Construction	174,400	171,500	177,900	2,900	1.7%	-3,500	-2.0%
Manufacturing	573,700	573,900	617,100	-200	0.0%	-43,400	-7.0%
Durable Goods	431,400	432,300	465,100	-900	-0.2%	-33,700	-7.2%
Transportation Equipment Manufacturing	177,600	176,800	186,200	800	0.5%	-8,600	-4.6%
Non-Durable Goods	142,300	141,600	152,000	700	0.5%	-9,700	-6.4%
<b>SERVICE-PROVIDING</b>	<b>3,377,600</b>	<b>3,364,900</b>	<b>3,612,800</b>	<b>12,700</b>	<b>0.4%</b>	<b>-235,200</b>	<b>-6.5%</b>
Trade, Transportation, and Utilities	781,200	777,600	794,600	3,600	0.5%	-13,400	-1.7%
Wholesale Trade	164,100	163,100	171,400	1,000	0.6%	-7,300	-4.3%
Retail Trade	450,800	448,800	460,700	2,000	0.4%	-9,900	-2.1%
Transportation, Warehousing, and Utilities	166,300	165,700	162,500	600	0.4%	3,800	2.3%
Information	49,400	49,200	55,200	200	0.4%	-5,800	-10.5%
Financial Activities	224,700	224,600	228,600	100	0.0%	-3,900	-1.7%
Finance and Insurance	174,800	174,800	172,500	0	0.0%	2,300	1.3%
Real Estate and Rental and Leasing	49,900	49,800	56,100	100	0.2%	-6,200	-11.1%
Professional and Business Services	618,100	616,000	649,900	2,100	0.3%	-31,800	-4.9%
Professional, Scientific, and Technical Services	297,000	296,300	299,900	700	0.2%	-2,900	-1.0%
Management of Companies and Enterprises	70,700	70,700	72,300	0	0.0%	-1,600	-2.2%
Administrative and Support and Waste Management and Remediation Services	250,400	249,000	277,700	1,400	0.6%	-27,300	-9.8%
Education and Health Services	644,300	643,700	685,700	600	0.1%	-41,400	-6.0%
Educational Services	66,100	66,100	71,900	0	0.0%	-5,800	-8.1%
Health Care and Social Assistance	578,200	577,600	613,800	600	0.1%	-35,600	-5.8%
Leisure and Hospitality	346,200	340,300	418,300	5,900	1.7%	-72,100	-17.2%
Arts, Entertainment, and Recreation	42,300	42,100	50,900	200	0.5%	-8,600	-16.9%
Accommodation and Food Services	303,900	298,200	367,400	5,700	1.9%	-63,500	-17.3%
Other Services	144,400	144,300	164,800	100	0.1%	-20,400	-12.4%
Government	569,300	569,200	615,700	100	0.0%	-46,400	-7.5%
Federal Government	54,000	54,100	52,200	-100	-0.2%	1,800	3.4%
State Government	170,100	170,000	192,900	100	0.1%	-22,800	-11.8%
Local Government	345,200	345,100	370,600	100	0.0%	-25,400	-6.9%

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

# REGIONAL LABOR MARKET ANALYSIS

## ANN ARBOR METROPOLITAN AREA

- The Ann Arbor unemployment rate inched up by 0.1 percentage points to 4.3 percent in March, which was the lowest jobless rate recorded among all 14 Michigan metropolitan areas.
- Despite the low March jobless rate in the Ann Arbor metro area, the rate advanced by 1.6 percentage points over the last year, a rate gain well above the state average.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs rose by 1,800 or 0.9 percent in March, paralleling both the national (+0.9 percent) and statewide (+0.8 percent) rates of increase.

### INDUSTRY TRENDS

- *Government* jobs in the region moved up by only 800 or 1.0 percent, which was the smallest numeric job advance for this sector in March since 2016.

## BAY CITY METROPOLITAN AREA

- Joblessness in the Bay City labor market fell by 0.2 percentage points in March to 6.4 percent, 1.2 percentage points higher than the statewide rate.
- Workforce in the metro area remained unchanged over the month and was down 3.0 percent (-1,500) over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Bay City MSA edged up by only 300 (+0.9 percent) in March. On a percentage basis, this roughly matched the statewide increase in jobs over the month.

### INDUSTRY TRENDS

- Although employment gains were recorded in *Leisure and hospitality* (+100) and *Government* (+100), job levels in a majority of major industry sectors in the region remained unchanged over the month.

## FLINT METROPOLITAN AREA

- Joblessness in the Flint region declined by 0.2 percentage points over the month to 7.1 percent, the second highest unemployment rate among Michigan metropolitan areas in March.
- The total number of employed individuals remained 4.8 percent lower than its year-ago level, which was comparable to the statewide employment rate of decline (-5.0 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Although payroll jobs in the Flint labor market moved up by 700 or 0.5 percent in March, employment was still down considerably over the year, reflecting the impact of the pandemic on area jobs.
- Total jobs in the *Manufacturing* sector stayed flat over the month and remained down significantly by 6.9 percent over the year, similar to the statewide percent reduction since March 2020.

### INDUSTRY TRENDS

- Regional employment in *Wholesale trade* declined by 700 or 11.9 percent since March 2020, the largest over the year percent job drop in this industry among Michigan's metro areas.

## BATTLE CREEK METROPOLITAN AREA

- The Battle Creek jobless rate edged down by only 0.1 percentage point to 6.4 percent in March, 2.2 percentage points higher than its year-ago rate.
- Total workforce in the region remained virtually flat since February as the number of employed (+300) rose while the total number of unemployed individuals (-100) declined.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm employment in the Battle Creek metro area increased by 400 or 0.8 percent, the region's largest March total job change since 2018.
- The entirety of March regional job gains was recorded among *Service providing* industries.

### INDUSTRY TRENDS

- Minimal job additions were noted in March in both the *Retail trade* (+200) and *Leisure and hospitality* (+100) sectors.

## DETROIT-WARREN-DEARBORN METRO AREA

- In the Detroit MSA, the unemployment rate moved up by 0.2 percentage points to 4.5 percent. 91,000 residents remained unemployed in the six-county region in March.
- Total regional labor force increased to 2,017,000 in March (+1.9 percent), due mainly to an advancement in the total number of employed individuals (+32,000).

### MONTHLY INDUSTRY DEVELOPMENTS

- In March, nonfarm payroll employment in the Detroit region rose 14,600 or 0.8 percent.
- Jobs in the *Transportation, warehousing, and utilities* sector moved up by 300 (+0.3 percent) over the month, and this sector was one of the few industries to add jobs over the past year.

### INDUSTRY TRENDS

- *Professional and business services* jobs in the Detroit metro area increased by 2,300 or 0.6 percent over the month, one of only two Michigan metro areas that recorded job growth in this industry during March.

## GRAND RAPIDS-WYOMING METRO AREA

- The unemployment rate in the Grand Rapids MSA remained unchanged over the month (4.7 percent) and was up 1.7 percentage points over the year.
- Total workforce in Grand Rapids was down 18,300 or 3.1 percent since March 2020, somewhat less than the over the year statewide rate of decline (-4.2 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional nonfarm jobs in the Grand Rapids metro area moved up 2,500 or 0.5 percent over the month, relatively lower than both the national and statewide rates of gain in March.

### INDUSTRY TRENDS

- Employment in the *Professional and business services* sector fell by 2,100 or 2.9 percent in March, the largest over-the-month percent drop in this industry among Michigan's 14 metro areas.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	190,700	189,900	200,300	60,000	59,800	61,800	48,200	48,200	49,700
Employed	182,500	182,000	194,900	56,200	55,900	59,200	45,200	45,000	47,100
Unemployed	8,100	8,000	5,400	3,800	3,900	2,600	3,100	3,200	2,600
Unemployment Rate	4.3	4.2	2.7	6.4	6.5	4.2	6.4	6.6	5.2
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	212,700	210,900	231,000	53,000	52,600	56,700	32,700	32,400	34,600
Mining, Logging, and Construction	4,400	4,300	4,600	1,700	1,600	1,500	1,300	1,200	1,200
Manufacturing	13,600	13,300	14,000	10,200	10,300	10,900	4,600	4,600	4,900
Trade, Transportation, and Utilities	26,200	25,800	26,900	9,100	8,900	9,000	7,000	7,000	7,000
Wholesale Trade	6,400	6,300	6,700	*	*	*	*	*	*
Retail Trade	15,400	15,100	15,900	5,900	5,700	5,700	4,700	4,700	4,700
Information	6,100	6,100	5,900	*	*	*	300	300	300
Financial Activities	6,400	6,400	6,600	1,100	1,100	1,200	1,300	1,300	1,300
Professional and Business Services	29,400	29,700	30,500	5,000	5,000	6,100	2,500	2,500	2,600
Educational and Health Services	28,000	28,000	30,600	9,900	9,900	10,500	5,800	5,800	6,400
Leisure and Hospitality	12,400	11,900	17,200	3,700	3,600	4,400	3,600	3,500	4,100
Other Services	5,300	5,300	6,300	1,800	1,800	2,000	1,000	1,000	1,200
Government	80,900	80,100	88,400	10,300	10,200	10,800	5,300	5,200	5,600
<b>DETROIT-WARREN-DEARBORN</b>									
<b>FLINT</b>									
<b>GRAND RAPIDS-WYOMING</b>									
	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	2,017,000	1,979,000	2,138,000	174,800	175,300	179,300	563,500	563,700	581,800
Employed	1,926,000	1,894,000	2,034,000	162,300	162,400	170,500	537,000	537,000	564,500
Unemployed	91,000	85,000	104,000	12,400	12,900	8,800	26,500	26,700	17,400
Unemployment Rate	4.5	4.3	4.9	7.1	7.3	4.9	4.7	4.7	3.0
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	1,881,700	1,867,100	2,010,200	129,100	128,400	137,000	530,000	527,500	564,300
Mining, Logging, and Construction	70,900	68,400	73,100	5,100	5,000	5,200	24,500	23,200	24,800
Manufacturing	235,700	236,000	252,300	13,400	13,400	14,400	107,400	107,300	117,400
Trade, Transportation, and Utilities	364,900	364,100	373,800	26,300	26,500	27,900	96,000	95,500	97,200
Wholesale Trade	80,500	80,200	84,500	5,200	5,200	5,900	31,100	31,000	32,300
Retail Trade	198,000	197,800	204,400	17,200	17,300	17,800	46,500	46,300	47,600
Information	25,100	24,900	28,000	1,000	1,000	1,200	5,500	5,500	6,700
Financial Activities	123,200	123,500	123,600	5,900	5,900	6,000	26,500	26,700	27,000
Professional and Business Services	373,200	370,900	385,000	16,900	16,800	17,400	69,100	71,200	76,400
Educational and Health Services	294,800	295,000	319,000	25,500	25,500	26,200	93,800	92,900	95,100
Leisure and Hospitality	149,000	140,700	188,300	12,500	12,200	14,800	39,700	38,000	47,100
Other Services	64,500	64,100	73,800	4,800	4,700	5,200	19,700	19,700	23,100
Government	180,400	179,500	193,300	17,700	17,400	18,700	47,800	47,500	49,500

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed

## JACKSON METROPOLITAN AREA

- Jackson area joblessness fell by 0.2 percentage points in March to 5.9 percent, 0.7 percentage points above the monthly statewide rate.
- The impact of the pandemic on the labor force over the past year is clear, as the number of employed dropped sharply by 6.8 percent and the number of unemployed soared by nearly 45 percent.

### MONTHLY INDUSTRY DEVELOPMENTS

- March nonfarm payroll jobs in the Jackson labor market edged up by only 300 (+0.6 percent), as jobs rose for the second consecutive month.
- Job levels in most major industry sectors stayed unchanged over the month, and total jobs in the region were 8.5 percent below year-ago levels.

### INDUSTRY TRENDS

- Employment in the *Manufacturing* sector in Jackson totaled 8,600 in March, as jobs in this industry inched down by 100 over the month.

## LANSING-EAST LANSING METRO AREA

- The unemployment rate in the Lansing region inched up slightly over the month (+0.1 percentage points) to 5.0 percent, and was 1.7 percentage points above the March 2020 rate.
- Total labor force in Lansing moved up by 0.4 percent to 237,200 in March, due to increases in both the total number of employed (+600) and unemployed (+400).

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in the Lansing metro area advanced by 1,800 or 0.8 percent in March, on pace with both the national and statewide rates of gain.

### INDUSTRY TRENDS

- Job hikes over the month reflected recalls of laid off workers in *Leisure and hospitality* and seasonal job additions in the *Government* sector.

## MONROE METROPOLITAN AREA

- The March jobless rate in the Monroe region fell 0.3 percentage points to 5.6 percent, but remained 1.8 percentage points above the March 2020 rate.
- Over the year, total labor force in the Monroe MSA declined by 4.8 percent, due to a significant drop in the total number of employed individuals (-4,700).

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional payroll jobs in the Monroe MSA increased slightly in March (+200 or 0.5 percent), although jobs in most major industry sectors remained unchanged over the month.

### INDUSTRY TRENDS

- Total nonfarm payroll jobs were down 3,700 or 9.1 percent since March 2020, the largest over-the-year percent reduction recorded among Michigan metro areas.

## KALAMAZOO-PORTAGE METRO AREA

- Joblessness in the Kalamazoo metro area stayed flat in March (5.4 percent), as total labor force in the region remained unchanged.
- Over the year, the total number of employed individuals was down by 11,100 or 6.8 percent, notably higher than the statewide rate of change (-5.0 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- In March, total payroll jobs in the Kalamazoo MSA rose by 700 or 0.5 percent but remained 12,600 below year-ago job levels.
- Total jobs in both *Accommodation and food services* and *Local government* increased by 300 over the month.

### INDUSTRY TRENDS

- Although regional employment in the *Transportation, warehousing, and utilities* industry remained flat over the month, this sector stood out as one of the few with a job advance over the year (+500).

## MIDLAND METROPOLITAN AREA

- In March, the Midland unemployment rate remained unchanged (5.2 percent) as the total workforce moved up marginally (+0.5 percent).
- The total number of employed individuals in the region was down only 1,000 or 2.6 percent since March 2020, the smallest over the year percent decline among metro areas in Michigan.

### MONTHLY INDUSTRY DEVELOPMENTS

- Midland metro area jobs rose by 400 or 1.2 percent in March but remained 1,300 below year-ago levels.

### INDUSTRY TRENDS

- Total employment in the *Government* sector stayed unchanged over the month and remained 200 below March 2020 counts.

## MUSKEGON METROPOLITAN AREA

- The unemployment rate in the Muskegon MSA was little changed in March (-0.1 percentage points). The Muskegon metro area jobless rate of 7.5 percent was the highest among all statewide metro areas.
- The civilian labor force inched down by 0.5 percent over the month to 74,000, which was counter to the monthly workforce gain statewide.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm jobs in the Muskegon region were also little changed in March, down by 100 or 0.2 percent. Muskegon was the only Michigan metro area with a job cut in March.

### INDUSTRY TRENDS

- Recalls of workers in Muskegon's *Accommodation and food services* subsector were offset by small reductions in *Manufacturing; Trade, transportation, and utilities; and Government*.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	71,600	71,700	75,200	161,300	161,300	169,800	237,200	236,200	251,100
Employed	67,400	67,300	72,300	152,600	152,500	163,700	225,300	224,700	242,700
Unemployed	4,200	4,400	2,900	8,700	8,700	6,100	11,900	11,500	8,400
Unemployment Rate	5.9	6.1	3.9	5.4	5.4	3.6	5.0	4.9	3.3
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	54,000	53,700	59,000	138,400	137,700	151,000	218,000	216,200	238,400
Mining, Logging, and Construction	2,000	1,900	1,900	6,400	6,300	6,300	8,000	7,800	7,900
Manufacturing	8,600	8,700	9,900	21,800	21,700	22,700	18,700	18,700	19,800
Trade, Transportation, and Utilities	12,000	11,700	12,400	25,700	25,700	26,100	34,400	34,100	35,800
Wholesale Trade	*	*	*	6,300	6,300	6,600	5,800	5,800	6,300
Retail Trade	6,500	6,300	6,600	14,800	14,800	15,400	20,200	20,000	20,800
Information	200	200	300	800	800	800	3,200	3,200	3,100
Financial Activities	2,200	2,200	2,200	7,700	7,800	7,800	17,100	17,000	17,600
Professional and Business Services	5,100	5,100	6,200	15,500	15,500	17,800	21,200	21,500	24,100
Educational and Health Services	10,100	10,100	10,600	24,500	24,500	26,000	30,700	30,700	33,000
Leisure and Hospitality	4,100	4,100	4,800	11,900	11,600	15,300	13,900	13,000	17,700
Other Services	2,200	2,200	2,500	4,600	4,700	5,300	8,800	8,800	9,900
Government	7,500	7,500	8,200	19,500	19,100	22,900	62,000	61,400	69,500
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	38,800	38,600	39,600	71,500	71,700	75,100	74,000	74,400	76,400
Employed	36,800	36,500	37,800	67,500	67,400	72,200	68,500	68,700	72,900
Unemployed	2,000	2,000	1,700	4,000	4,300	2,800	5,600	5,700	3,500
Unemployment Rate	5.2	5.2	4.4	5.6	5.9	3.8	7.5	7.6	4.6
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	35,100	34,700	36,400	37,100	36,900	40,800	57,900	58,000	62,900
Mining, Logging, and Construction	*	*	*	1,700	1,600	1,800	2,300	2,200	2,400
Manufacturing	*	*	*	5,200	5,200	5,600	11,600	11,700	13,600
Trade, Transportation, and Utilities	*	*	*	9,900	9,900	10,500	13,100	13,200	13,600
Wholesale Trade	*	*	*	1,600	1,600	1,700	*	*	*
Retail Trade	*	*	*	4,500	4,500	4,600	10,600	10,600	10,900
Information	*	*	*	*	*	*	200	200	300
Financial Activities	*	*	*	800	800	900	1,700	1,700	1,700
Professional and Business Services	*	*	*	5,100	5,100	5,700	3,100	3,100	3,400
Educational and Health Services	*	*	*	4,500	4,400	4,900	10,900	10,900	11,400
Leisure and Hospitality	*	*	*	3,300	3,300	4,000	6,400	6,300	6,800
Other Services	*	*	*	1,400	1,400	1,500	1,900	1,900	2,100
Government	2,800	2,800	3,000	4,900	4,900	5,500	6,700	6,800	7,600

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed

## NILES-BENTON HARBOR METRO AREA

- Joblessness in the Niles-Benton Harbor metro area decreased by 0.2 percentage points in March to 5.8 percent, 0.6 percentage points higher than the statewide rate.
- Over the year, total workforce in the region was down 2,300 or 3.2 percent. The number of area unemployed rose markedly since March 2020 due to the impact of the pandemic (+41.4 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Niles-Benton Harbor labor market moved up over the month by 400 or 0.7 percent.
- Regional employment in the *Trade, transportation, and utilities* industry increased by 200 or 2.0 percent in March but was still down by 3.8 percent over the year.

### INDUSTRY TRENDS

- *Manufacturing* jobs in Niles-Benton Harbor remained unchanged over the month and fell sharply by 7.7 percent (-1,000) over the year.

## SAGINAW METROPOLITAN AREA

- The Saginaw area unemployment rate moved down by 0.2 percentage points in March to 6.8 percent.
- Total regional workforce decreased 3.0 percent (-2,600) since March 2020, relatively less than the over-the-year statewide rate of decline (-4.2 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- The Saginaw metro area nonfarm payroll job count rose by 600 (+0.8 percent) in March to 80,200.
- Job gains were recorded in both the *Goods producing* (+200) and *Service providing* (+400) sectors this month.

### INDUSTRY TRENDS

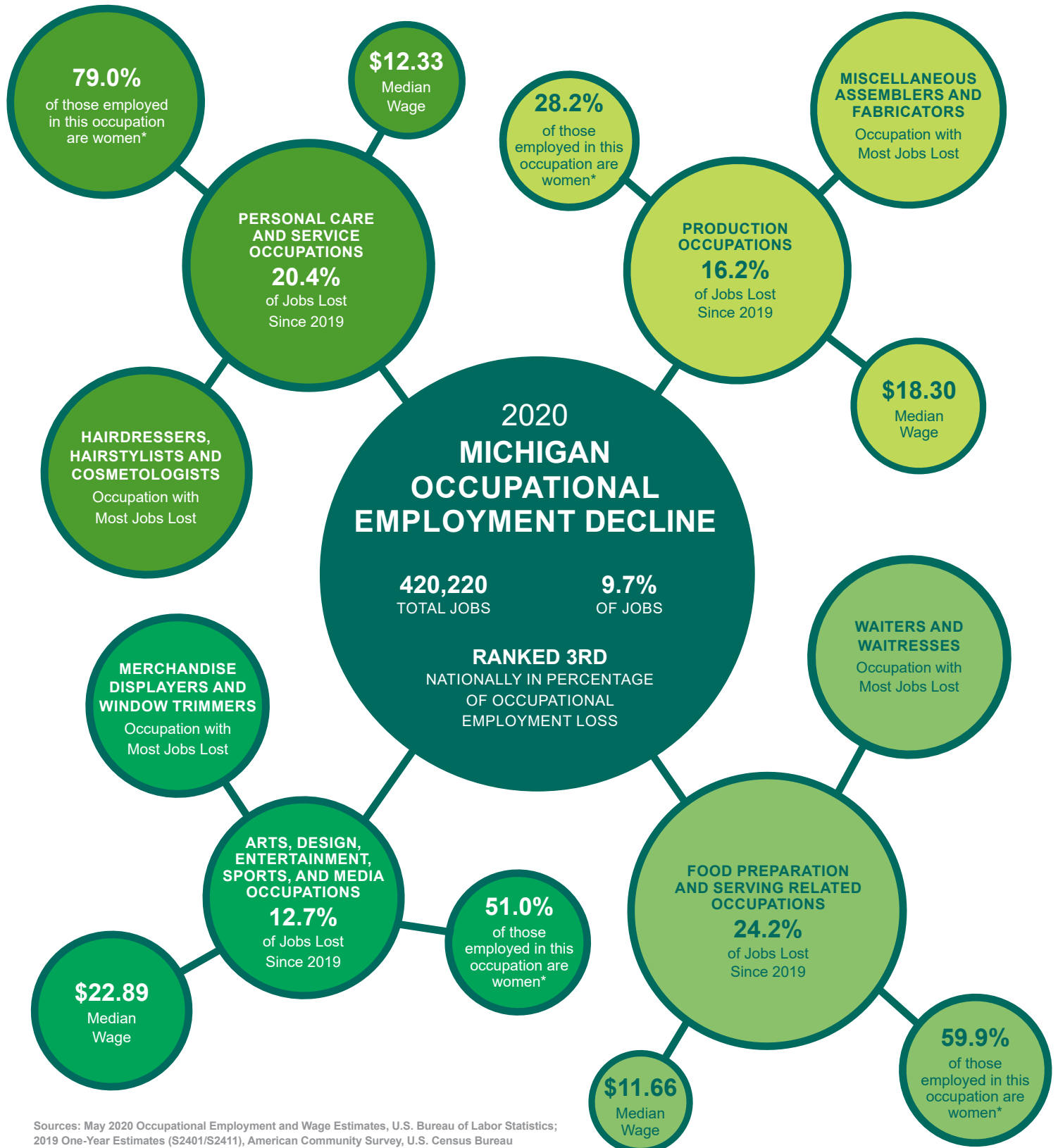
- *Professional and business services* jobs in Saginaw stayed unchanged over the month and remained down significantly over the year (-8.2 percent).

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW					
	MAR 2021	FEB 2021	MAR 2020	MAR 2021	FEB 2021	MAR 2020			
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	70,600	70,500	72,900	82,800	82,700	85,400			
Employed	66,500	66,300	70,000	77,200	76,900	81,100			
Unemployed	4,100	4,200	2,900	5,600	5,800	4,300			
Unemployment Rate	5.8	6.0	4.0	6.8	7.0	5.0			
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	57,900	57,500	62,000	80,200	79,600	85,700			
Mining, Logging, and Construction	2,300	2,200	2,000	2,800	2,700	3,000			
Manufacturing	12,000	12,000	13,000	10,800	10,700	11,800			
Trade, Transportation, and Utilities	10,000	9,800	10,400	16,100	16,000	16,000			
Wholesale Trade	*	*	*	1,900	1,900	1,900			
Retail Trade	6,400	6,300	6,700	11,500	11,400	11,400			
Information	400	400	500	1,000	1,000	1,200			
Financial Activities	2,500	2,500	2,500	3,700	3,700	3,800			
Professional and Business Services	5,300	5,300	6,100	10,100	10,100	11,000			
Educational and Health Services	9,500	9,500	9,700	15,400	15,400	16,200			
Leisure and Hospitality	5,800	5,800	6,600	6,800	6,700	8,200			
Other Services	2,000	2,000	2,300	2,600	2,600	3,100			
Government	8,100	8,000	8,900	10,900	10,700	11,400			
<b>UPPER PENINSULA</b>									
	MAR 2021	FEB 2021	MAR 2020	<b>NORTHEAST MICHIGAN</b>					
				MAR 2021	FEB 2021	MAR 2020	<b>NORTHWEST MICHIGAN</b>		
							MAR 2021	FEB 2021	MAR 2020
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	131,400	130,900	133,900	79,300	78,700	79,400	143,800	142,700	143,900
Employed	122,900	122,300	125,500	72,600	71,900	72,800	134,400	133,000	135,900
Unemployed	8,500	8,600	8,300	6,700	6,800	6,700	9,400	9,700	8,000
Unemployment Rate	6.5	6.5	6.2	8.4	8.6	8.4	6.5	6.8	5.5

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget  
 \* Data is suppressed

# FOUR LARGEST MAJOR GROUP CHANGES BY OCCUPATIONAL EMPLOYMENT, 2020



Sources: May 2020 Occupational Employment and Wage Estimates, U.S. Bureau of Labor Statistics; 2019 One-Year Estimates (S2401/S2411), American Community Survey, U.S. Census Bureau

\*2019 American Community Survey, U.S. Census Bureau



# MICHIGAN'S 2020 OCCUPATIONAL EMPLOYMENT AND WAGE TRENDS

## Introduction

Each year, the Bureau of Labor Market Information and Strategic Initiatives conducts the semiannual Occupational Employment and Wage Statistics (OEWS) survey in cooperation with the U.S. Bureau of Labor Statistics (BLS). The OEWS program produces employment and wage estimates annually for nearly 800 Standard Occupational Classification job titles for the nation, states, metropolitan and nonmetropolitan areas, as well as occupational estimates for specific industries. Starting in the spring of 2021, the program name transitioned from Occupational Employment Statistics to Occupational Employment and Wage Statistics to better reflect the range of data made available by the program.

## Methodology and Impact of COVID-19

The 2020 estimates do not fully reflect the impact of the COVID-19 pandemic due to the characteristics of the OEWS methodology. The estimates are based on six semi-annual panels over three consecutive years, with a sample of 1.1 million business establishments. This means that sudden changes in staffing patterns or wages are reflected in the OEWS estimates only partially.

For 2020, the employment from the six panels has been benchmarked to the average of the November 2019 and May 2020 employment from the Quarterly Census of Employment and Wages (QCEW) for each industry and

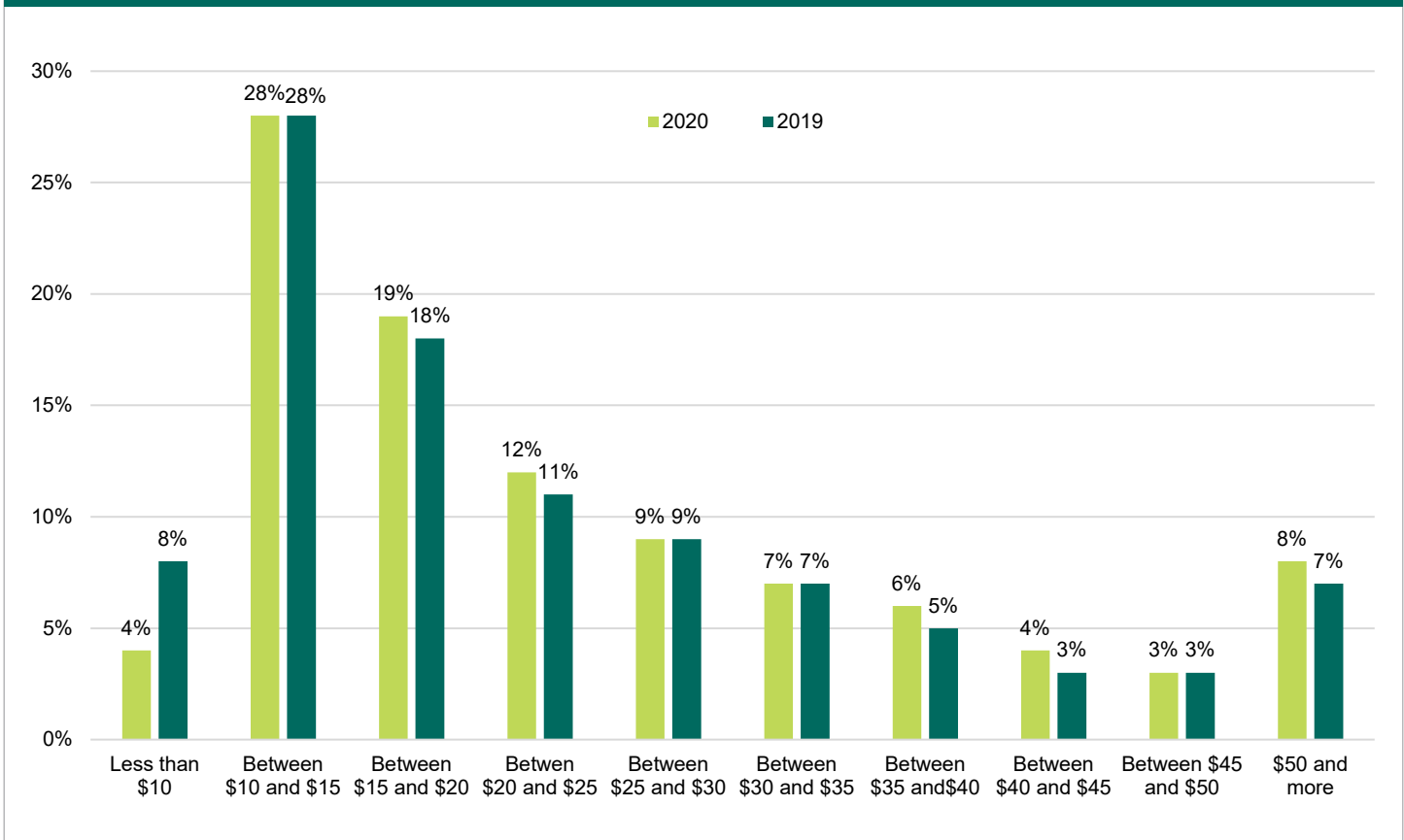
area. As such, the estimates reflect only part of the pandemic's impact on employment. The estimates also included both employees working remotely and those not working but receiving pay as being employed.

## Comparing Michigan to the U.S. and Other States

In 2020, Michigan occupational employment totaled 3,924,010, making up 2.8 percent of the total employment in the nation (139,099,570). This estimate will likely be lower than other employment measures as OEWS data does not include agricultural employment or those who are self-employed. Overall, the U.S. experienced a 5.3 percent decrease in occupational employment.



**FIGURE 1: DISTRIBUTION OF JOBS BY HOURLY WAGE, 2020 VS. 2019**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

Michigan’s occupational employment dropped 9.7 percent (420,220 jobs) over the past year, ranking it third nationally as a percentage of total jobs lost.

States saw a range of wage increases, from 3.3 percent in Wyoming to 7.2 percent in Rhode Island with a 5.4 percent increase nationally. Michigan’s median wage increased 5.8 percent over the year, to \$19.67 per hour, which was slightly lower than the national median wage of \$20.17 per hour. Michigan’s median wage remained the 24th highest of all states and territories. Michigan’s wage increases have imitated the national trend over the last five years, predominately because of minimum wage increases and inflation.

### Wage Ranges

Michigan’s wage ranges provide a broad understanding of the state’s wage structure. Wages for all Michigan occupations in 2020 ranged from \$10.96 per hour at the 10th percentile to \$47.04 per hour at the 90th percentile, which means 80 percent of

Michigan jobs earned a wage between these values. In the U.S., occupational wages varied from \$10.97 per hour at the 10th percentile to \$50.99 per hour at the 90th percentile. All percentile wages in Michigan rose by at least 4 percent relative to 2019, which aligned with the national trend of increasing wages. The 25th wage percentile (\$13.60 per hour) increased the fastest among the wage percentiles in Michigan—by 8 percent over the prior year. This was most likely due to a large decrease of employment in lower wage jobs.

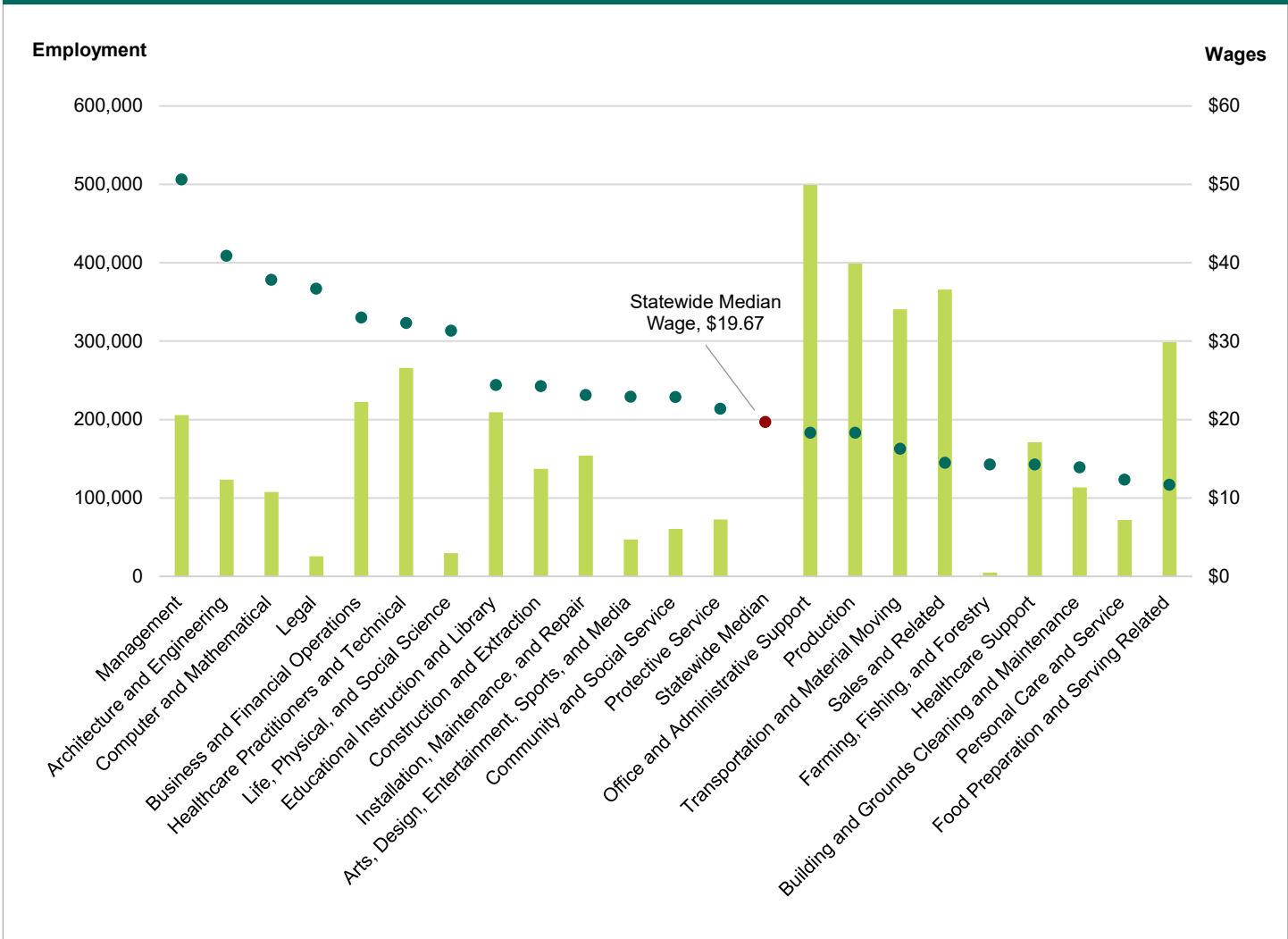
*Management occupations* had the largest wage range among the 22 major group occupations, ranging from \$24.69 per hour to \$96.13 per hour, while *Food preparation and serving related occupations* had the lowest, ranging from \$10.01 per hour to \$17.82 per hour. Overall, the wage gains were modest at the higher wage levels, while larger increases were found at the lowest wage levels statewide.

Many detailed occupations also had wide wage ranges. *Personal financial advisors* had the widest wage range. Wages at the 90th

percentile were \$95.41 per hour, almost five times higher than the 10th percentile wage of \$19.31 per hour. This was likely due to the variance of the commissions those employees earned. Typically, occupations that are commission-based also had noticeable variances in wages, like *Agents and business managers of artists, performers, and athletes*; *Marketing managers*; as well as *Public relations and fundraising managers* which were all in the top 10 occupations by largest pay range. Another group that typically had wide wage ranges were postsecondary teachers. For example, *Business teacher, postsecondary* ranked third highest by pay ranges. In general, there is a large pay difference between adjunct and part-time teachers compared to the earnings of permanent or tenured professors.

Figure 1 shows the Michigan distribution of jobs by hourly wage. The share of jobs earning less than \$10 per hour decreased by half, while the shares of the rest of the wage intervals changed only marginally. This figure also indicates that overall wages increased in Michigan.

**FIGURE 2: MAJOR OCCUPATIONAL GROUPS IN MICHIGAN BY MEDIAN WAGE, 2020**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

**Major Occupational Groups**

*Management occupations* was also the major group with the highest median wage group in Michigan at \$50.63 per hour, over 2.5 times higher than the statewide median hourly wage. The next two groups with the highest median wages were both dominated by Science, Technology, Engineering, and Math (STEM) occupations: *Architecture and engineering occupations* (\$40.90 per hour) and *Computer and mathematical occupations* (\$37.82 per hour). The median wage for both groups increased by over 2 percent relative to 2019.

Beyond the median wage for the 22 major group occupations, Figure 2 also shows the employment levels of each group in Michigan. *Office and administrative support* occupations had the greatest employment (499,350 jobs), making up 12.7 percent of all jobs in Michigan,

about the same compared to last year. The median hourly wage for employees in these occupations also increased, from \$17.68 per hour to \$18.30 per hour.

Following *Office and administrative support* occupations, the group with the second highest job count was *Production occupations*. With 398,810 positions, this group made up 10.2 percent of all jobs in Michigan, compared to 6.1 percent nationally. Michigan remained fourth highest ranked by share of production workers. This group also had one of the largest drops in employment in Michigan. The state’s national ranking by total number of production jobs dropped to fifth place in 2020, from fourth place the previous year.

**HEALTHCARE SUPPORT**

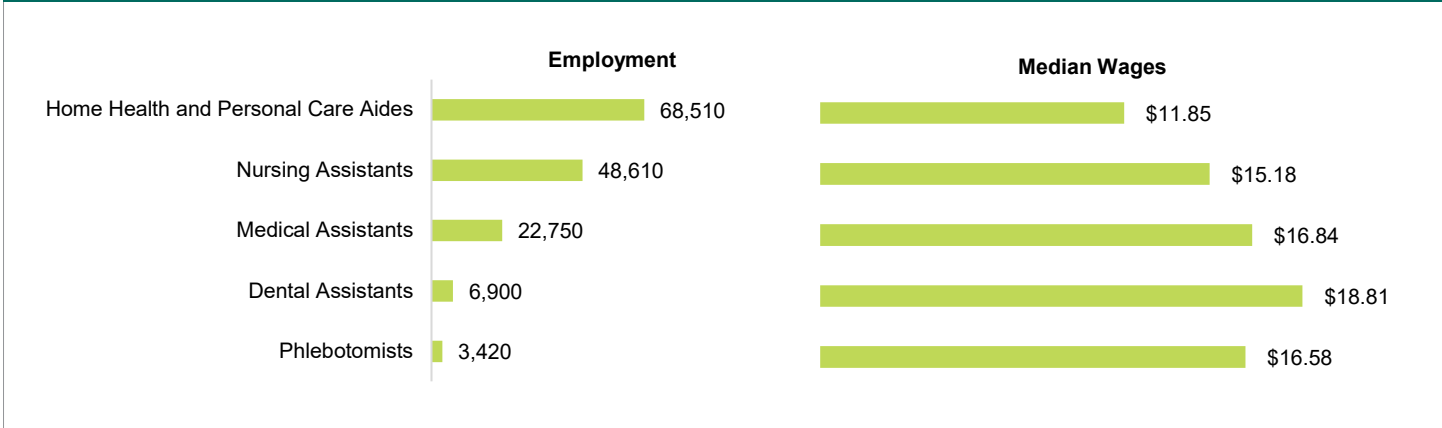
*Healthcare support occupations* accounted for 4.4 percent of total Michigan jobs in 2020. The Detroit metropolitan area had the largest share

of healthcare support workers, representing almost 2 percent of total job counts in Michigan. Generally, *Healthcare support occupations* are employed in *General medical and surgical hospitals*; *Home health care services*; *Continuing care retirement communities and assisted living facilities for the elderly* and *Nursing care facilities* industries.

The detailed occupation with the largest employment in *Healthcare support* was *Home health and personal care aides*. There were 68,510 jobs in this occupation, about 2 percent of total jobs in Michigan, with a median wage of \$11.85 per hour. Some other healthcare jobs with high employment levels were *Nursing assistants*, *Medical assistants*, *Dental assistants*, and *Phlebotomists* (see Figure 3).

The highest paid *Healthcare support occupation* was *Physical therapist assistants*, with a median

**FIGURE 3: TOP OCCUPATIONS IN HEALTHCARE SUPPORT BY EMPLOYMENT, 2020**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

wage of \$25.71 per hour, almost double the median wage of all healthcare support workers in Michigan and 30.7 percent higher than the statewide median wage.

**PRODUCTION**

*Miscellaneous assemblers and fabricators* was the largest detailed occupation in the *Production occupations* group, with 92,820 jobs in Michigan. They represented over 23 percent of production employment, and over 2 percent of all Michigan employment. Michigan ranked second highest in the nation in terms of *Miscellaneous assemblers and fabricators* employment, right after California (104,160 jobs). However, the median wage of this job in Michigan (\$17.38 per hour) was higher than California’s (\$16.22 per hour) for this occupation, and ranked seventh among all the states and territories.

*Power distributors and dispatchers* was the highest paid job in the *Production occupations* group with a median wage of \$44.06 per hour, over twice as much as the state median wage for all occupations. This position is one of the occupations in the *Plant and system operators* minor group whose median wage was \$30.91 per hour, almost double the state median wage. This is likely due to higher technological skill requirements for these types of positions. Most jobs in this group require a license and long-term on-the-job training.

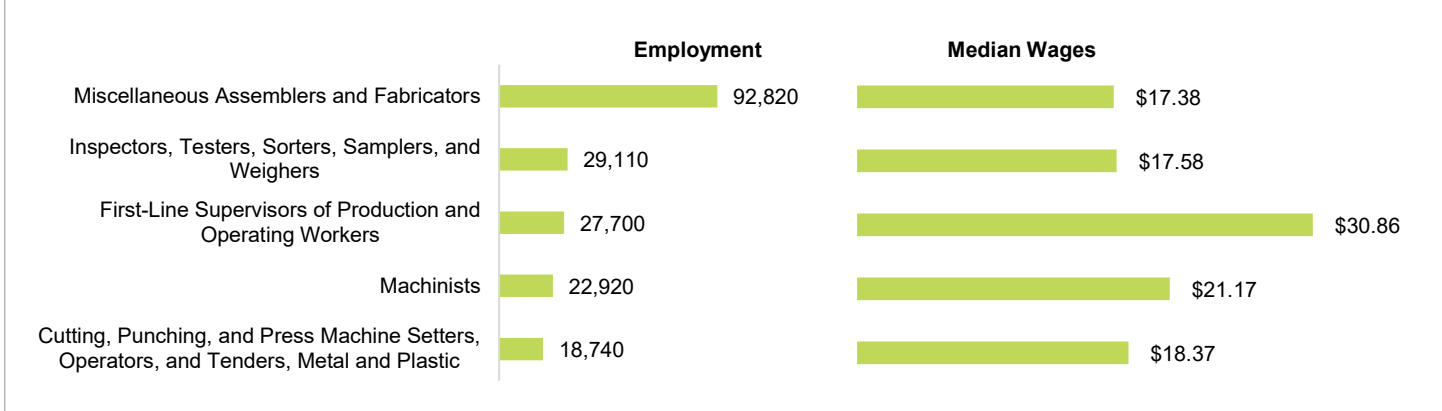
**FOOD PREPARATION AND SERVING RELATED**

Of the major occupational groups, *Food preparation and serving related* experienced the largest job reduction in 2020, with 95,320 jobs lost—a 24.2 percent employment decrease over the previous year. Within this group, *Fast food*

*and counter workers* was the largest detailed occupation, with 107,340 jobs, equivalent to almost 36 percent of *Food preparation and serving related occupations*, and almost 3 percent of all Michigan jobs. In 2020, the job counts of this occupation decreased 16.1 percent. The median wage of *Fast food and counter workers* was \$11.22 per hour, about 43 percent lower than the state median wage. This aligns with the overall pattern that was seen in 2020: low wage occupations’ employment was impacted the most during the pandemic. However, *Fast food and counter workers* was also one of the top ten occupations with the most vacancies from [Michigan’s Job Vacancy Survey](#), which indicates a recovery in labor demand in the second half of 2020.

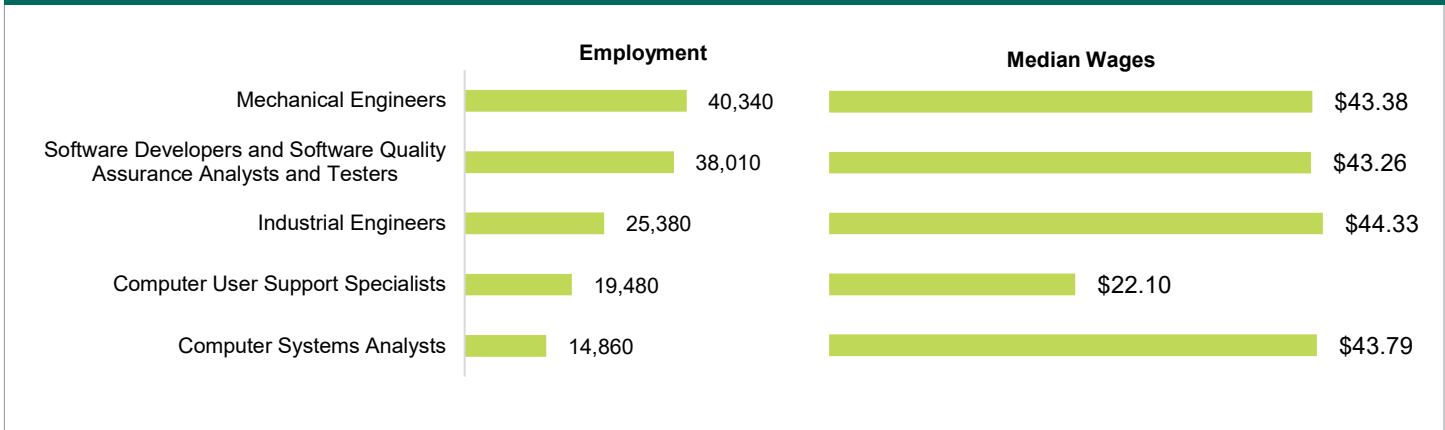
*Chefs and head cooks* had the highest pay in this group. The median wage for this occupation

**FIGURE 4: TOP OCCUPATIONS IN PRODUCTION BY EMPLOYMENT, 2020**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

**FIGURE 5: TOP OCCUPATIONS IN STEM BY EMPLOYMENT, 2020**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

was \$26.82 per hour in Michigan, much higher than the \$11.66 median wage of occupations in this group, and over 36 percent higher than the statewide median wage. Employers most often require five years or more of experience for this occupation.

**STEM<sup>1</sup>**

STEM is a subgroup of occupations that requires some postsecondary education. Over half of the occupations in this group require at least a bachelor’s degree. This is also a well-paid occupational group, with a median wage of \$40.57 per hour—over 3 percent higher than the

prior year but below the national median STEM wage of \$43.16 per hour. This group made up over 7 percent of total jobs in Michigan, ranking it 10th nationally. This is mostly due to the strength of the engineering industry in Michigan.

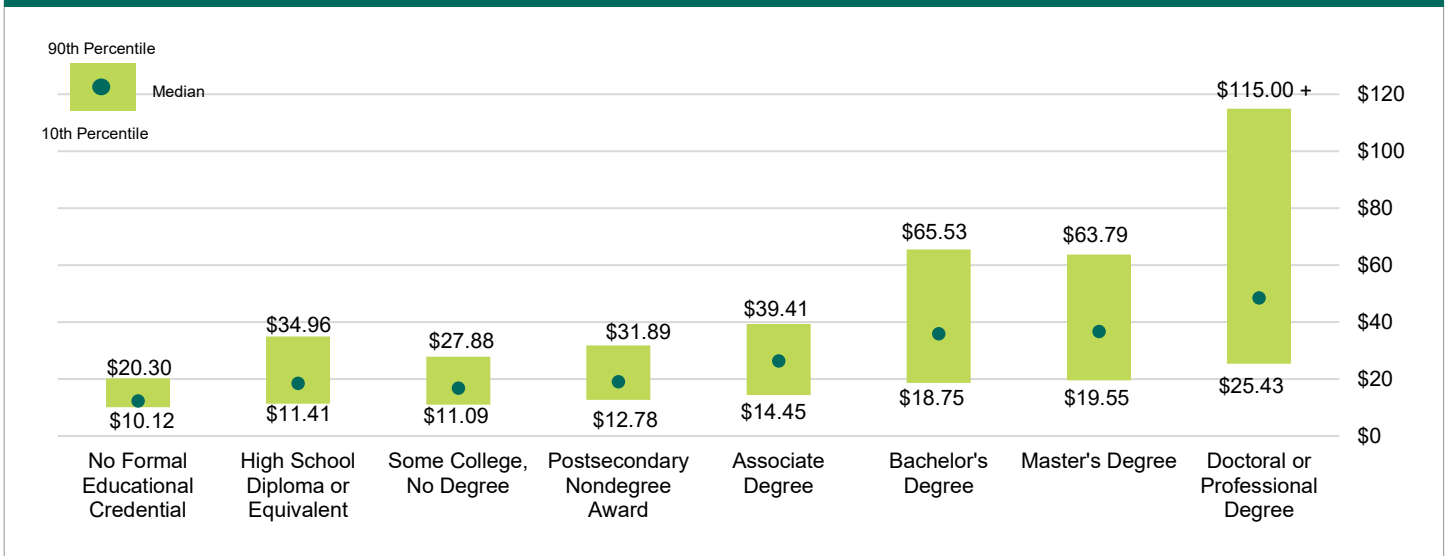
The Detroit metropolitan statistical area had the highest number of STEM occupations in Michigan, with 170,830 jobs, but Ann Arbor had the highest STEM concentration in Michigan, accounting for 10.9 percent of all Ann Arbor jobs, 22nd highest nationally compared to other metro areas. Along with Detroit and Ann Arbor, Lansing was also in the top 50 areas by percentage of STEM jobs. As shown in

Figure 5, *Mechanical engineers* accounted for the largest STEM employment in the state. Michigan also ranked first place for *Mechanical engineers* in employment levels nationally, with almost 14 percent of all *Mechanical engineers* in the U.S. This is most likely due to the automotive industry in the state. The median wage for *Mechanical engineers* was \$43.38 per hour, about the same as the national median wage of \$43.35 per hour.

**EDUCATION**

Figure 6 shows the wage ranges (10th to 90th percentile) for occupations by typical entry-level education requirements. The figure shows

**FIGURE 6: MICHIGAN WAGE RANGES FOR JOBS BY EDUCATIONAL REQUIREMENT, 2020**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

<sup>1</sup>Because of changes to the occupational classification system that began with the May 2019 OEWS estimates, the May 2020 STEM aggregation is not directly comparable to the STEM aggregation used in OEWS data prior to 2019.

**FIGURE 7: MICHIGAN EMPLOYMENT CONCENTRATION BY EDUCATIONAL ATTAINMENT**



Source: May 2020 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

a positive correlation between wage and education level. With a high school diploma or equivalent education, employees are more likely to earn higher wages than occupations requiring no formal education. Wages at the 10th percentile were nearly 13 percent greater, the median wage was almost 50 percent more, and the 90th percentile was over 70 percent higher. The 90th percentile wage with a high school diploma or equivalent education was higher than the 90th percentile wage for occupations requiring some college, no degree or a postsecondary nondegree award.

Having a bachelor's degree provides the potential to earn a much higher wage. The 10th percentile wage for occupations requiring a bachelor's degree was almost 30 percent higher than for those requiring an associate degree. At the 90th percentile, jobs that require a bachelor's degree earned wages higher than those requiring a master's degree, and nearly double the wage for those requiring an associate degree. The widest wage variance was seen in jobs requiring a doctoral or professional degree (\$25.43 per hour to \$115+<sup>2</sup> per hour). Most occupations requiring a doctoral or professional degree are among *Life, physical, and social science occupations; Legal occupations; Educational instruction and library occupations and Health practitioners and technical occupations.*

Figure 7 shows the distribution of jobs by educational requirement in Michigan. Over 40 percent of jobs required a high school diploma or equivalent in 2020. The portion of jobs with no formal education requirement decreased by 1.6 percentage points, likely due to large job losses among low wage occupations. Occupations requiring only a high school diploma or less made up almost two-thirds of jobs in Michigan, while over one-quarter of jobs required a bachelor's degree or higher. The share of employment requiring a bachelor's degree or higher experienced a 1.6 percentage point increase from 2019, reflecting employment decreases in jobs with lower education requirements. This distribution was similar to the nation at almost every education level.

Several metro areas in Michigan had high concentrations of jobs requiring a bachelor's degree. Ann Arbor was the area that had the highest share of jobs requiring a bachelor's degree at 33.7 percent of total jobs, ranking sixth among all the areas in the nation. The next highest metro areas were Midland (27.3 percent) ranking 29th, Lansing (26.1 percent) ranking 42nd, and Detroit (26.0 percent) ranking 43rd.

### More information

The year 2020 was a challenging time for employees, businesses, and for surveys

conducted by the Bureau of Labor Statistics, such as the OEWS program. Survey response rates were lower across the nation due to businesses being closed and many employees working remotely during the pandemic. This caused some unusual findings, such as the disproportionate number of jobs lost in low wage occupations and the higher than typical median wage increase. Much of the data from this year will likely be an outlier and not part of a continuing trend. In this issue's *Ask the Economist* section (page 26), there is additional information about how the COVID-19 pandemic effected Michigan's occupational employment and wage data in 2020.

More data and program information can be found on the [U.S. Bureau of Labor Statistics website](#), the [Bureau of Labor Market Information and Strategic Initiatives website](#), as well as on [Twitter](#).

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<sup>2</sup>Because OEWS allows respondents to report wage ranges instead of point data, the highest wage percentiles are not always calculable because the highest wage range is just "over \$115."



# JOB ADS RISE IN FIRST QUARTER 2021

## Quarterly Review

Looking at the first quarter of 2021, the 302,679 online job advertisements have shown a considerable 8.9 percent increase over the first quarter of 2020, which had 277,858 ads. A slight 4.6 percent rise in job postings was observed since the fourth quarter of 2020 (289,498 ads) as well. However, the demand for workers with higher education levels has not risen. From first quarter 2020 to first quarter 2021, high school and associate degree specifications were up 23.1 percent and 10.6 percent, respectively. Comparing the same time frames, bachelor's degree requirements fell 11.1 percent and master's and above declined 2.7 percent. Since first quarter 2020, the three industry groups with the largest percent increases were *Public administration*, *Utilities*, and *Transportation and warehousing*. The three groups with the largest percent losses were *Educational services*; *Professional, scientific, and technical services*; and *Management of companies and enterprises*.

## Job Advertisements

In March 2021, there were 208,287 job advertisements. This was a 26.4 percent jump from the previous month's 164,720 postings. Over-the-year ad growth was even larger at 41.7 percent, as March 2020 had 146,967 ads. Within

these advertisements, roughly half specified a minimum education requirement. Over the year, each level of education requirement increased; high school or equivalent (+62.7 percent), associate or vocational training (+40.7 percent), bachelor's degree (+14.1 percent), and master's degree or higher (+26.2 percent).

## Supply/Demand Rate

The supply/demand rate lowered in March 2021 to 1.17, down from 1.45 in February. This represents approximately 117 unemployed individuals for every 100 open job ads. The number of unemployed individuals increased by 4,000 over the month, however, the number of online job postings rose by 44,000, allowing the rate to decrease. Although this rate continues to inch down, looking at the quarterly average over the year shows a different perspective. The supply/demand rate in first quarter 2021 was 1.45, slightly higher than the rate of 1.40 shown in first quarter 2020.

## Industries

Over the year, each industry has shown growth in job ads except for *Management of companies and enterprises*, which declined by nearly 11.0 percent. From March 2020 to March 2021, *Health care and social assistance* increased

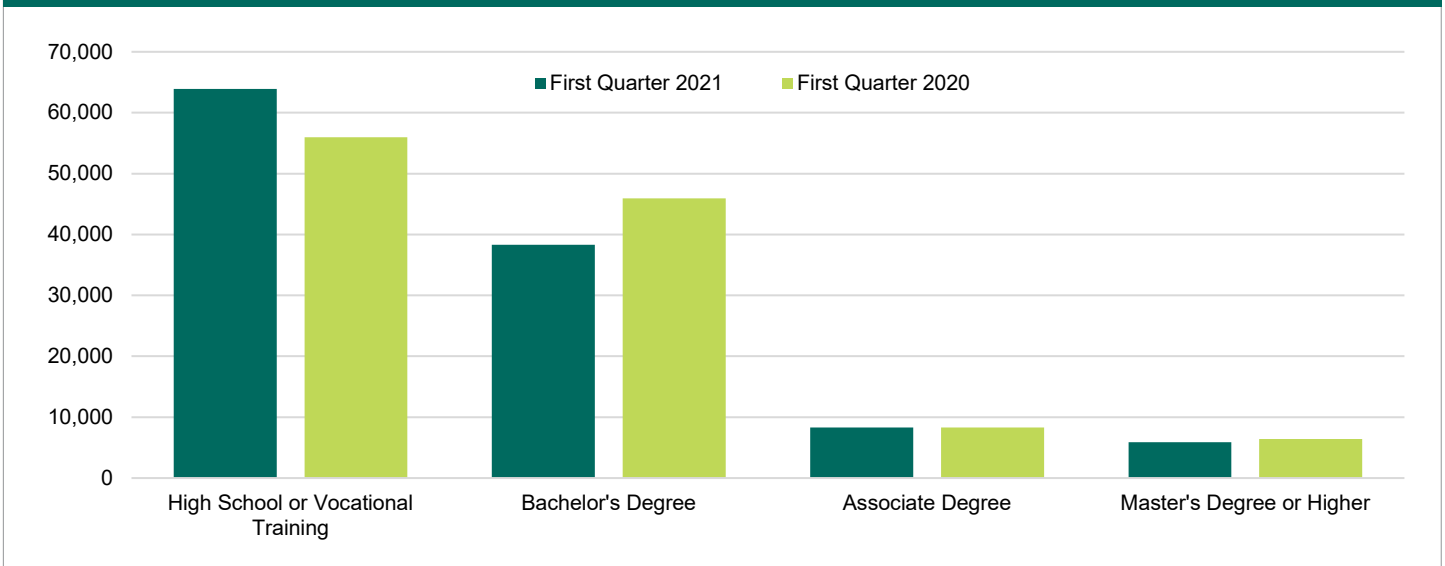
the most numerically with an additional 10,672 ads. *Manufacturing* and *Retail trade* were the second and third most with 5,333 more ads and 4,925 ads, respectively. In terms of percent growth, *Public administration*, *Transportation and warehousing*, and *Construction* were the three industries with the largest increases over the year.

## Metropolitan Statistical Areas

Each metropolitan statistical area (MSA) experienced a positive change in job advertisements over the month, ranging from 18.1 percent in Bay City to 42.2 percent in Flint. The most notable industries with growth in Flint were *Healthcare and social assistance*, *Retail trade*, and *Accommodation and food services*. As the another wave of coronavirus cases hit Michigan, every MSA except three had an increase in *Healthcare and social assistance* job postings over the month.

**TRISHA SCHLEGEL**  
Economic Analyst

## JOB ADS IN MICHIGAN BY EDUCATIONAL ATTAINMENT



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

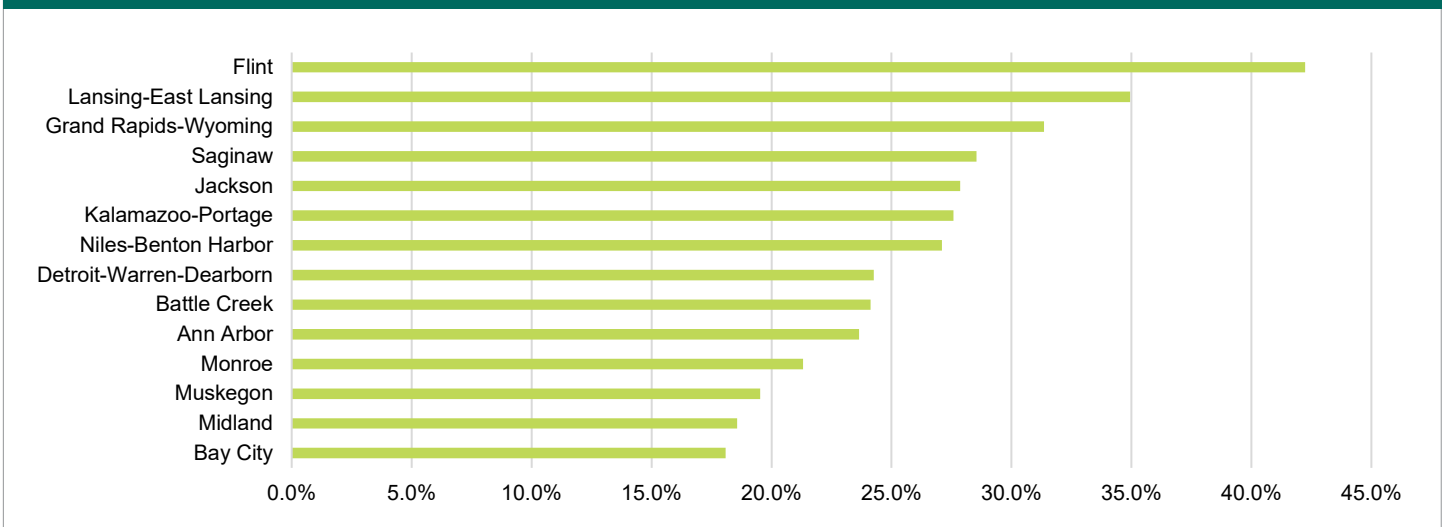
## MICHIGAN ONLINE JOB ADS BY INDUSTRY, MARCH 2021



Note: Roughly 36,000 postings did not have specific industry ties in the March 2021 data

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

## MONTHLY CHANGE IN JOB ADS BY MICHIGAN METRO AREA, FEBRUARY–MARCH 2021



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

# RELEVANT RANKINGS

## MEDIAN HOURLY WAGE BY MAJOR OCCUPATIONAL GROUP, 2020

NATIONAL RANK	MAJOR OCCUPATIONAL GROUP	MICHIGAN MEDIAN WAGE
19	Management	\$50.63
13	Architecture and Engineering	\$40.90
27	Computer and Mathematical	\$37.82
22	Legal	\$36.68
21	Business and Financial Operations	\$33.00
25	Healthcare Practitioners and Technical	\$32.32
21	Life, Physical, and Social Science	\$31.32
20	Educational Instruction and Library	\$24.40
21	Construction and Extraction	\$24.27
25	Installation, Maintenance, and Repair	\$23.13
21	Arts, Design, Entertainment, Sports, and Media	\$22.89
21	Community and Social Service	\$22.88
24	Protective Service	\$21.39
-	All U.S. Occupations	\$20.17
24	All Michigan Occupations	\$19.67
24	Office and Administrative Support	\$18.30
26	Production	\$18.30
29	Transportation and Material Moving	\$16.26
27	Sales and Related	\$14.49
44	Farming, Fishing, and Forestry	\$14.28
28	Healthcare Support	\$14.25
29	Building and Grounds Cleaning and Maintenance	\$13.88
27	Personal Care and Service	\$12.33
21	Food Preparation and Serving Related	\$11.66

Source: 2020 Occupational Employment and Wage Statistics Survey, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget



## MEDIAN HOURLY WAGE BY MICHIGAN PROSPERITY REGION, 2020

RANK	PROSPERITY REGION	MEDIAN WAGE
1	Detroit Metro Prosperity Region	\$21.86
2	South Central Prosperity Region	\$21.46
3	Southeast Prosperity Region	\$20.32
-	Michigan	\$19.67
4	West Michigan Prosperity Alliance	\$18.68
5	Southwest Prosperity Region	\$18.59
6	East Central Michigan Prosperity Region	\$18.18
7	Northwest Prosperity Region	\$17.91
8	Upper Peninsula Prosperity Alliance	\$17.67
9	East Michigan Prosperity Region	\$17.63
10	Northeast Prosperity Region	\$15.91

Source: 2020 Occupational Employment and Wage Statistics Survey, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget



## ASK THE ECONOMIST

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“What effect did the pandemic have on occupational employment and wage data in 2020?”

# Occupational employment dropped, and the median wage increased more than is typical.

## The Effect on Occupational Employment

The most obvious effect of the pandemic was the drop in occupational employment in 2020. Occupational and Wage Employment Statistics (OEWS) data is a snapshot in time and the 2020 OEWS data was estimated to reflect May 2020. The occupational employment estimate is calculated from an average of the Quarterly Census of Employment and Wages program's employment in November 2019 and May 2020. Because of this, OEWS employment numbers are not fully capturing the effect of the pandemic, since it had not yet started in November 2019. However, during May 2020 the COVID-19 virus caused historic drops in employment. Restaurants, bars, gyms, theaters, casinos, and other recreation facilities were all closed due to mitigation efforts, while many other businesses, such as manufacturing facilities, were temporarily halted while waiting for the worst of the pandemic to pass. As a result, OEWS occupational employment fell dramatically, but may not detail the full effect of occupational employment loss.

## The Effect on Median Wage

A less obvious effect from the pandemic was the larger than normal increase in median wages. Michigan's median wage increased 5.8 percent in 2020 compared to an average increase of 2.4 percent over the previous three years. The more difficult question is not whether this is a real increase, since it almost definitely was affected, but how much the increase was inflated by the pandemic.

The reason the higher-than-normal wage increase in OEWS likely does not fully reflect a real economic rise in wages was due to the massive job losses during the pandemic for Michigan. Data from the OEWS survey indicates Michigan lost nearly 10 percent of jobs from 2019; however, those job losses were not evenly distributed across occupations. The biggest losses by percentage were in the *Food preparation and serving-related* and *Personal care and service occupations*. These were also the two occupational groups with the lowest median wages. With over 75 percent of all jobs in these occupational groups

below the statewide median, the job losses in these groups combined with much smaller job losses in higher paying occupations caused the median wage to rise more than normal. Because most of the job losses were temporary and are expected to return or have already returned, the larger than normal median wage increase will likely also be temporary.

## Did Wages Actually Increase?

Just because the median wage increased unusually due to the pandemic does not mean there was no real wage growth at all. One way to look at the median wage growth without factoring in the loss of low wage occupations is to examine the wage growth of individual occupations. The weighted average of median wage growth for individual occupations was 4.6 percent over the year, which is still higher than normal growth, but less than the 5.8 percent overall statewide. Some of this growth could still be from low wage positions within each individual occupation being lost, but OEWS data is not designed to track this type of change.

## How did the pandemic affect the OEWS data in the rest of the U.S.?

The rest of the country experienced similar effects from the pandemic, with every state losing employment and all but one state having a larger median wage increase in 2020 compared to previous years. The overall national median wage went up 5.4 percent compared to an average of 2.4 percent the previous three years, very similar to Michigan's increase. Despite the similarities, Michigan does appear to have sustained a larger effect from the pandemic; Michigan ranked third overall for percentage of employment lost and was 13th overall for median wage increase.

## Conclusion

The pandemic caused 2020 occupational employment to decline while median wages climbed, both more than typical due to the methodology of the survey and the unique effect this pandemic had on select occupations. Because of all the challenges with collecting survey data on occupations and wages

in 2020, understanding the impact of the pandemic on occupational employment and median wages will require more years of data collection and analysis. As the economy returns to a new normal, the OEWS data will become more accurate and will be critical to understanding how the shifts in occupations and wages have impacted Michigan.

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