MICHIGAN'S LABOR MARKET NEWS

VOL. 76, NO. 6
AUGUST 2020

Michigan's Employment Outlook Through 2028

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Occupational Focus: Registered Nurses

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Ask the Economist: Why is Michigan Employment Projected to be Flat Over the Next Decade?

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Continued recalls of workers from pandemic-related layoffs pushed Michigan jobs up in June by 289,500.

JUNE 2020 JOBLESS RATE

MICHIGAN

14.8%

NATIONAL

11.1%

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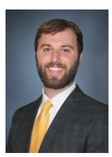

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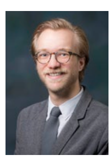

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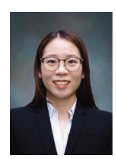

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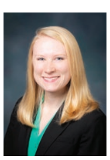

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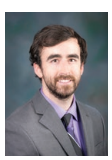

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IT'S BIGGER THAN DATA.

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 Evaluation division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

Michigan's jobless rate fell by 6.5 percentage points to 14.8 percent in June. While the state's unemployment rate fell significantly in June, it remained well above pre-pandemic levels and was on par with rates recorded during the Great Recession in 2009. Meanwhile, payroll jobs rose by almost 290,000 over the month, as all major industry sectors began recovering from COVID-19-related job losses. However, June payroll jobs remained nearly 570,000 below June 2019 levels.

This month's issue of *Michigan's Labor Market News* focuses on the state's newly released long-term industry and occupational employment projections. In our *Feature Article*, we provide a summary look at how we expect jobs to change through 2028, highlighting anticipated total job growth as well as mentioning the key industries and occupations that will likely contribute to the overall change. Our *Map of the Month* and *Occupational Focus* provide information on *Registered nurses*, a crucial occupation not only in terms of long-term growth but also due to its importance as a frontline occupation during the current global pandemic. Our *Relevant Rankings* show how Michigan's anticipated growth compares to that of other states, while our *Ask the Economist* helps provide meaningful context for that comparison, as many states do not use labor force or population projections in their employment outlook data.

We hope you enjoy this edition 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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JUNE MICHIGAN JOBLESS RATE DROPPED TO LEVEL SIMILAR TO PEAK RATE REACHED IN GREAT RECESSION

Michigan's seasonally adjusted jobless rate decreased notably by 6.5 percentage points in June to 14.8 percent. Total employment rose by a record 464,000 while unemployment fell by 281,000. The state workforce advanced by 183,000 over the month.

The peak Michigan jobless rate during the Great Recession was 14.6 percent in June 2009.

Michigan's over-the-month jobless rate drop of 6.5 percentage points was larger than the national jobless rate decline of 2.2 percentage points. The state's unemployment rate in June was 3.7 percentage points higher than the U.S. rate. The national jobless rate rose by 7.4 percentage points over the year while Michigan's rate soared by 10.6 percentage points.

Michigan had the sixth highest unemployment rate out of all states during June. Michigan also exhibited the fourth largest jobless rate drop out of all states over the month.

Employment in June jumped sharply by 12.4 percent over the month. This gain was well above the national employment monthly advance of 3.6 percent. Michigan's unemployment total plunged by 27.7 percent over the month while nationally the number of unemployed fell by 15.4 percent.

Despite the return of large numbers of workers to jobs in June, labor market conditions remain well below pre-pandemic levels. For example, the number of Michigan employed in June was 556,000 below the February 2020 level. Similarly, the number of unemployed in Michigan in June was 552,000 above pre-pandemic levels.

Michigan Displayed Record High Quarterly Jobless Rate During the Second Quarter of 2020

The second graph on the following page depicts the Michigan quarterly jobless rates over the past twelve years, from the second quarter of 2008 to the second quarter of 2020.

Quarterly data clearly reveals the impact of the Great Recession on Michigan's jobless rate. Between the second quarter 2008 and the third quarter 2009, the statewide unemployment rate nearly doubled from 7.5 to 14.4 percent. Prior to the impact of the 2020 COVID-19 pandemic, this third quarter 2009 jobless rate of 14.4 percent was the highest quarterly jobless rate since the fourth quarter of 1982 (16.4 percent).

From the third quarter 2009 until early 2012, the statewide rate continued to drop, reaching 9.2 percent during the first quarter of 2012, a decline of 5.2 percentage points. Michigan's jobless rate continued to display steady reductions through the fourth quarter of 2015 with the rate reaching 4.9 percent. At that time, this was the lowest quarterly jobless rate seen in the state since 2001.

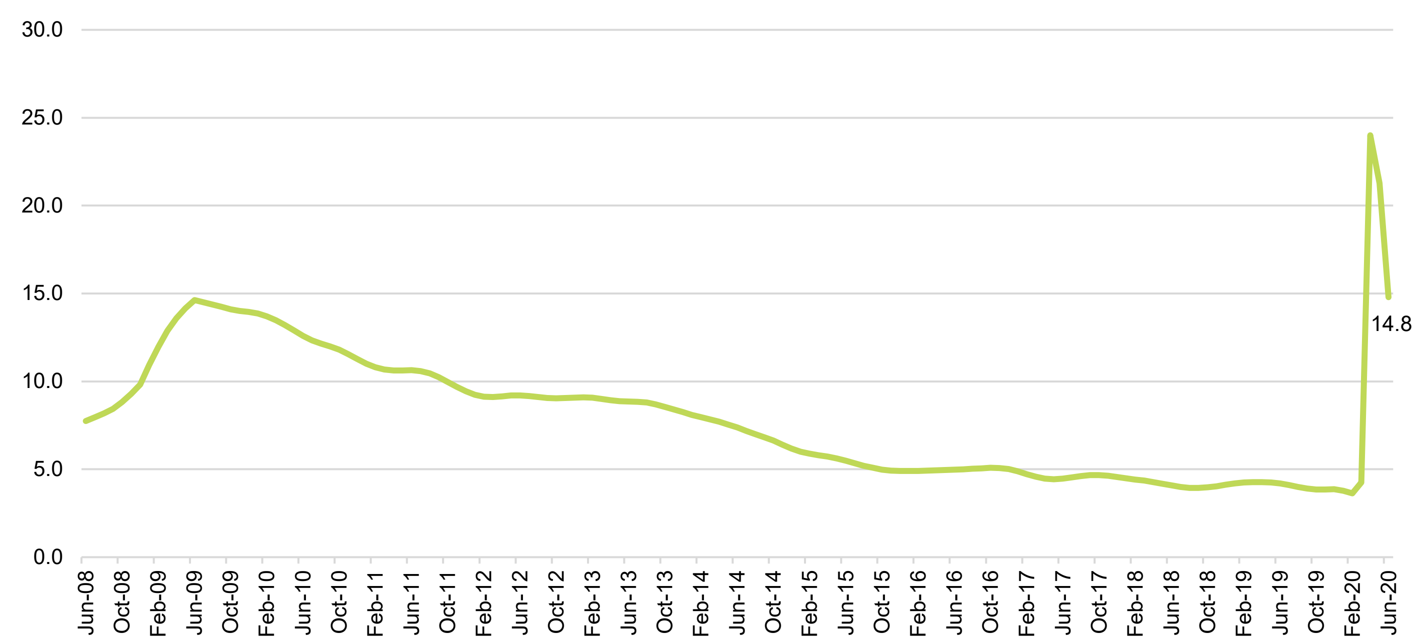
The quarterly jobless rate continued to record more modest declines through the fourth quarter 2019, culminating in a very low rate of 3.9 percent, the lowest in Michigan since the third quarter of 2000. The rate remained at 3.9 percent for the first quarter of 2020, before exploding upward in an unprecedented way in the second quarter 2020 due to the impact of the coronavirus pandemic. The quarterly jobless rate soared to a record high of 19.9 percent in the second quarter 2020, jumping by 16.6 percentage points in a single quarter.

SHIBANI PUTATUNDA
Economic Specialist

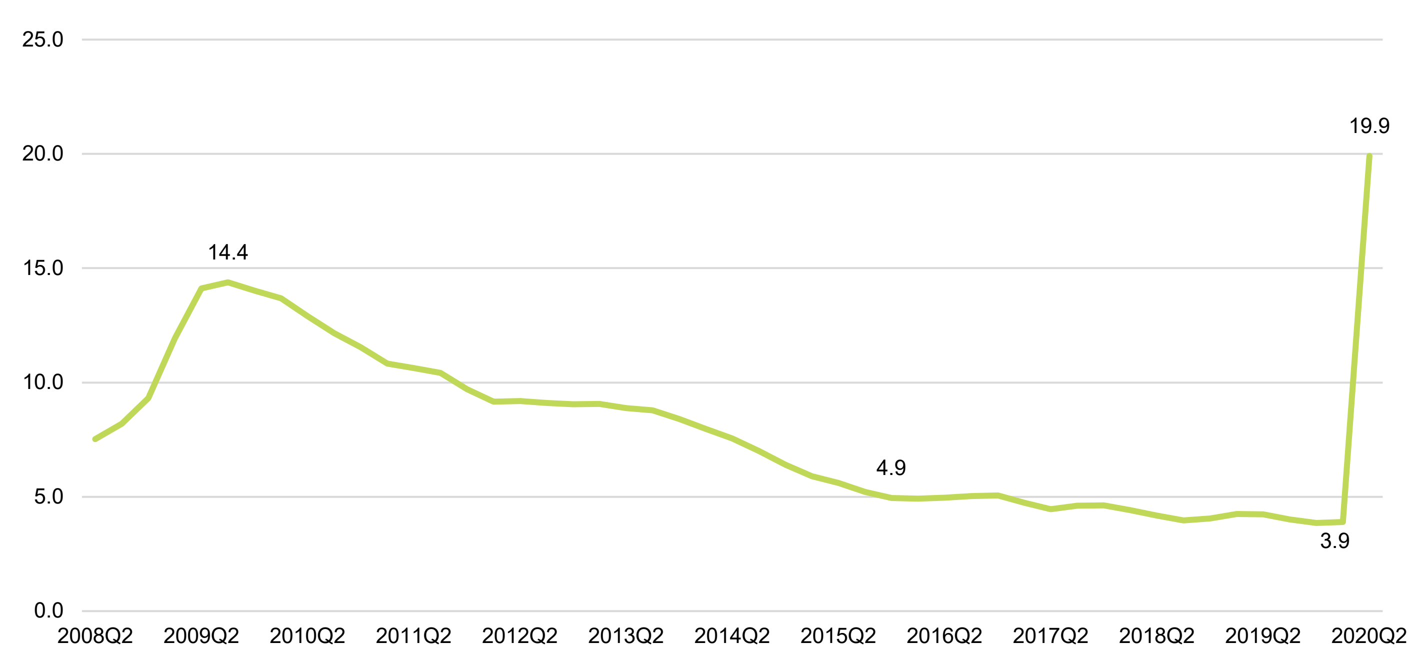
MICHIGAN LABOR FORCE ESTIMATES (SEASONALLY ADJUSTED)

	JUNE 2020	MAY 2020	JUNE 2019	CHANGE OVER THE MONTH	CHANGE OVER THE YEAR
Labor Force	4,946,000	4,763,000	4,931,000	+183,000	+15,000
Employed	4,214,000	3,750,000	4,725,000	+464,000	-511,000
Unemployed	732,000	1,013,000	207,000	-281,000	+525,000
Jobless Rate	14.8	21.3	4.2	-6.5	+10.6

MICHIGAN JOBLESS RATE, JUNE 2008–JUNE 2020 (PERCENT)



MICHIGAN QUARTERLY JOBLESS RATE, SECOND QUARTER 2008–SECOND QUARTER 2020 (PERCENT)



MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

Monthly Overview

The state added a record 289,500 nonfarm jobs during June which brought the total to 3,861,400. This large gain continued the rebound in jobs that began in May, following the massive COVID-19-related job losses in March and April. Jobs in Michigan remained 600,000 below the pre-pandemic February level. The June job advances were recorded in ten of the eleven major industry groups. The exception occurred in *Information,* which reported a small decrease of 200 jobs over the month. The largest job recalls took place in *Manufacturing* (+78,600), *Leisure and hospitality* (+50,200), and *Trade, transportation, and utilities* (+49,100). Notable payroll additions also occurred in *Education and health services* (+36,500), *Professional and business services* (+33,200), *Construction* (+19,000), and *Other services* (+16,900). *Transportation equipment manufacturing* brought back 61,100 workers in June, as auto suppliers and assembly plants began to reopen.

Over the Year Analysis

Michigan job levels fell strongly since June 2019 by 568,800 or 12.8 percent. This was a larger drop than the 8.6 percent job cut nationally and ranked sixth highest on a percent basis among all 50 states. In Michigan, all major sectors reported job levels below year-ago totals with the largest shortfalls occuring in *Leisure and hospitality* (-191,100), *Professional and business services* (-89,000), *Manufacturing* (-74,100), and *Education and health services* (-65,900). Many of the job activities in these sectors cannot be performed at off-site locations, leading to a more pronounced negative job impact from the COVID-19 pandemic. The smallest over-the-year job deficits were present in *Financial activities* (-3,500) and *Construction* (-4,800). The *Construction* sector was one of the first to resume normal work activities and had recalled a significant share of workers by June.

Job Rebounds by Major Sector

Losses related to the impact of the COVID-19 pandemic totaled 1,060,400 in Michigan in March and April 2020. Partial job recalls in certain industries occurred in both May and June as economic activity began to move forward. This was reflected in the increase in payroll job counts (+460,300) during May and June. Despite these substantial gains, however, total job levels remained significantly below (-600,100) the February peak.

Most Michigan broad industry sectors reported payroll rebounds during the May-June period. The largest of these increases occurred in *Manufacturing* (+111,700), *Trade, transportation, and utilities* (+96,500), *Construction* (+69,400), *Leisure and hospitality* (+63,800), and *Professional and business services* (+54,000). Two major industry sectors, *Government* (-11,400) and *Mining and logging* (-900), continued to lose jobs in May but recorded modest June gains. The *Information* (-1,300) sector has not reported a payroll increase since February.

Despite the June job additions, employer payrolls remained below pre-pandemic levels (February) in every major industry sector. By far the largest of these deficits was in *Leisure and hospitality* (-191,800) which was one of the hardest hit industries with pandemic-related job cuts. Other broad sectors with notable job deficits included *Professional and business services* (-94,100), *Manufacturing* (-69,100), *Education and health services* (-68,100), and *Trade, transportation, and utilities* (-66,500).

Significant Industry Employment Developments

DURABLE GOODS MANUFACTURING

The number of *Durable goods manufacturing* jobs jumped sharply by 68,800 in June. The *Transportation equipment manufacturing* (+61,100) sector accounted for most of these job additions. The automotive-related industries of *Fabricated metal product manufacturing* and *Machinery manufacturing*, as well as *Furniture and related product manufacturing* were also a significant part in the broader sector job gains during June. Payrolls in this broader sector plunged by 158,700 or by 33.8 percent during the March/April period. During May and June, payrolls began to rebound and job levels rose by 98,200 or 31.6 percent. Despite this robust two-month recovery, employment levels remained 60,500 below the February 2020 pre-pandemic count. Job levels fell significantly by 65,000 or 13.7 percent over the year. Nationally, employment rose by 290,000 over the month but moved down by 6.1 percent over the year.

ACCOMMODATION AND FOOD SERVICES

Job levels in this sector continue to be historically low, but did manage to improve significantly in June (+45,100). A large portion of these over-the-month additions occurred in *Full-service restaurants*, as establishments began to partially reopen after pandemic-related closures. Payrolls in *Accommodation and food services* plummeted by 214,500 during the March/April period, and the industry regained only a small share of these positions (+55,000) during the May/June period. Michigan jobs remained significantly below (-159,500) February pre-pandemic levels. Jobs also remained dramatically below year-ago levels, plunging by 159,700 or 41.9 percent since June 2019. Nationally, payrolls rose sharply by 1,722,000 in June but tumbled by 25.8 percent over the year.

RETAIL TRADE

Retail employers recalled 34,700 workers in June, likely from COVID-19 layoffs. This gain was in addition to 43,600 workers recalled in May. This means that over the last two months, about 67 percent of the retail jobs lost in April due to the pandemic were recovered. June's retail gains were widespread with the largest increases reported in *Motor vehicle parts and dealers*, *General merchandise stores*, *Food and beverage stores*, and *Miscellaneous store retailers*. Job levels fell by 36,700 or by 7.9 percent over the year. Nationally, employment jumped by 740,000 over the month but was down by 7.8 percent over the year, similar to the Michigan trend.

Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, payroll jobs recorded significant gains in June across all Metropolitan Statistical Areas (MSAs) in Michigan. Job additions ranged from 6.2 percent in the Ann Arbor metro area to 9.9 percent in the Flint MSA. The June 2020 increase statewide was 8.7 percent.

Recalls in the automotive sector played a large role in the strong over-the-month job advances in the Flint and Detroit MSAs. Monroe's above average performance was mostly centered the *Private service providing* industries.

The Lansing, Bay City, and Ann Arbor metro areas have had the three lowest rates of job additions in both May and June. Part of the reason for this was that these areas recorded percent job reductions in April that were below the state average.

The Midland MSA, which experienced a major flood in late May, recorded a payroll job gain in June, as the recall of workers from pandemic-related job losses appeared to outpace layoffs related to the flood.

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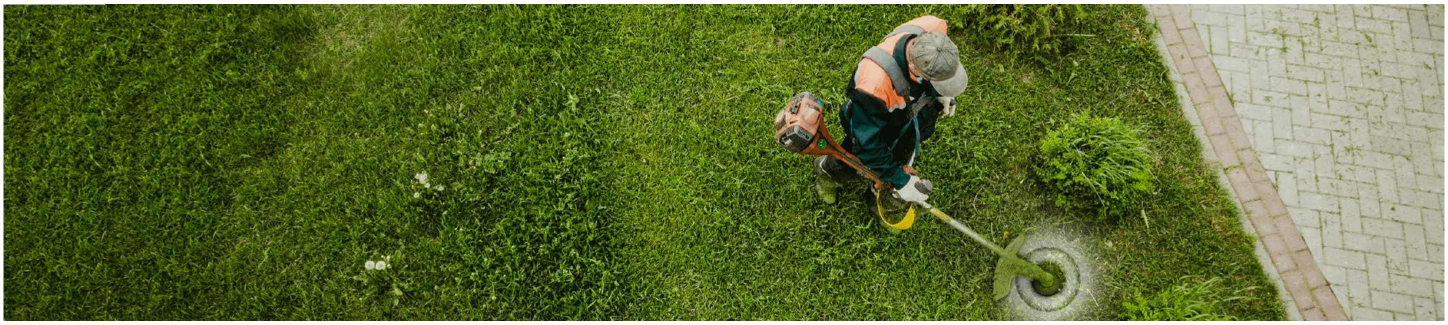
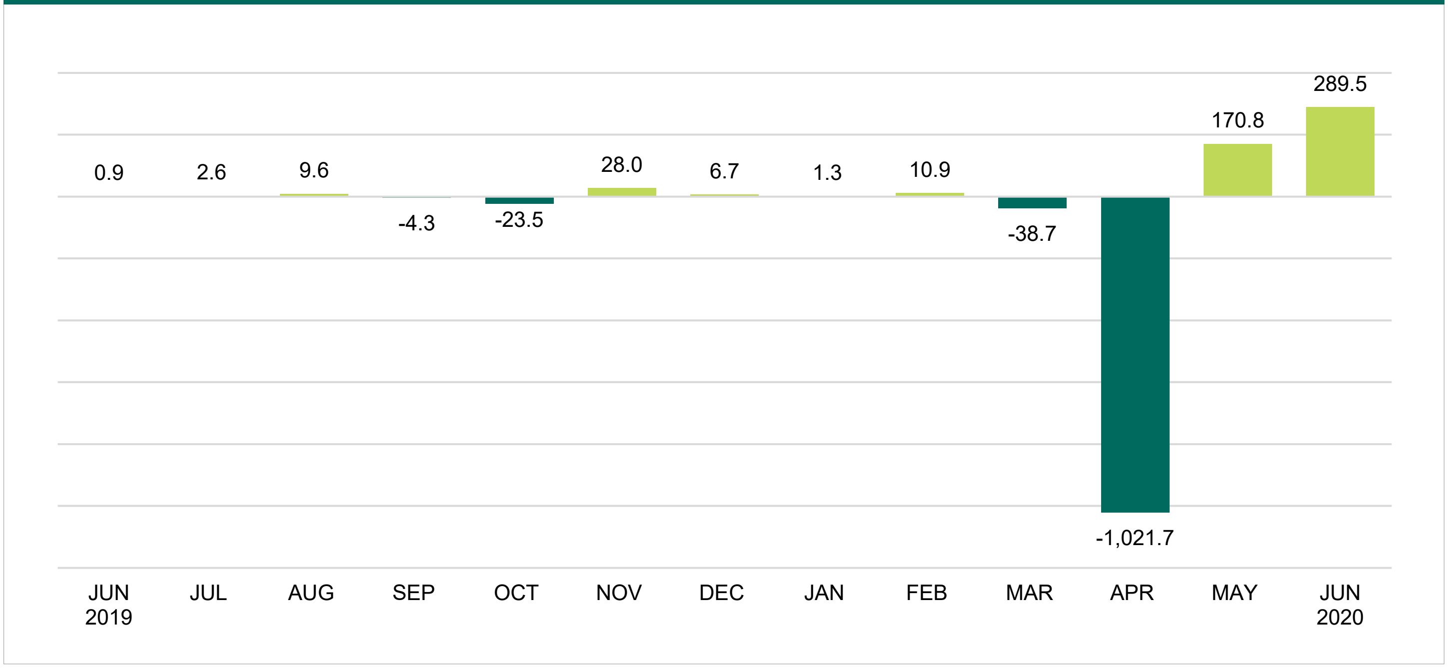


MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	JUNE 2020	MAY 2020	JUNE 2019	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	**3,861,400**	**3,571,900**	**4,430,200**	**289,500**	**8.1%**	**-568,800**	**-12.8%**
Total Private	3,292,900	3,006,700	3,817,200	286,200	9.5%	-524,300	-13.7%
Private Service-Providing	2,564,700	2,376,400	3,008,800	188,300	7.9%	-444,100	-14.8%
GOODS-PRODUCING	**728,200**	**630,300**	**808,400**	**97,900**	**15.5%**	**-80,200**	**-9.9%**
Mining, Logging, and Construction	173,600	154,300	179,700	19,300	12.5%	-6,100	-3.4%
Mining and Logging	6,000	5,700	7,300	300	5.3%	-1,300	-17.8%
Construction	167,600	148,600	172,400	19,000	12.8%	-4,800	-2.8%
Manufacturing	554,600	476,000	628,700	78,600	16.5%	-74,100	-11.8%
Durable Goods	409,100	340,300	474,100	68,800	20.2%	-65,000	-13.7%
Transportation Equipment Manufacturing	167,500	106,400	190,000	61,100	57.4%	-22,500	-11.8%
Non-Durable Goods	145,500	135,700	154,600	9,800	7.2%	-9,100	-5.9%
SERVICE-PROVIDING	**3,133,200**	**2,941,600**	**3,621,800**	**191,600**	**6.5%**	**-488,600**	**-13.5%**
Trade, Transportation, and Utilities	738,300	689,200	794,100	49,100	7.1%	-55,800	-7.0%
Wholesale Trade	160,700	154,100	171,100	6,600	4.3%	-10,400	-6.1%
Retail Trade	427,000	392,300	463,700	34,700	8.8%	-36,700	-7.9%
Transportation, Warehousing, and Utilities	150,600	142,800	159,300	7,800	5.5%	-8,700	-5.5%
Information	50,300	50,500	55,200	-200	-0.4%	-4,900	-8.9%
Financial Activities	220,100	217,500	223,600	2,600	1.2%	-3,500	-1.6%
Finance and Insurance	170,900	169,600	167,800	1,300	0.8%	3,100	1.8%
Real Estate and Rental and Leasing	49,200	47,900	55,800	1,300	2.7%	-6,600	-11.8%
Professional and Business Services	564,000	530,800	653,000	33,200	6.3%	-89,000	-13.6%
Professional, Scientific, and Technical Services	277,700	265,800	297,700	11,900	4.5%	-20,000	-6.7%
Management of Companies and Enterprises	68,400	67,000	69,600	1,400	2.1%	-1,200	-1.7%
Administrative and Support and Waste Management and Remediation Services	217,900	198,000	285,700	19,900	10.1%	-67,800	-23.7%
Education and Health Services	615,400	578,900	681,300	36,500	6.3%	-65,900	-9.7%
Educational Services	55,800	57,000	73,900	-1,200	-2.1%	-18,100	-24.5%
Health Care and Social Assistance	559,600	521,900	607,400	37,700	7.2%	-47,800	-7.9%
Leisure and Hospitality	243,500	193,300	434,600	50,200	26.0%	-191,100	-44.0%
Arts, Entertainment, and Recreation	21,700	16,600	53,100	5,100	30.7%	-31,400	-59.1%
Accommodation and Food Services	221,800	176,700	381,500	45,100	25.5%	-159,700	-41.9%
Other Services	133,100	116,200	167,000	16,900	14.5%	-33,900	-20.3%
Government	568,500	565,200	613,000	3,300	0.6%	-44,500	-7.3%
Federal Government	52,400	51,800	52,300	600	1.2%	100	0.2%
State Government	174,600	174,900	195,000	-300	-0.2%	-20,400	-10.5%
Local Government	341,500	338,500	365,700	3,000	0.9%	-24,200	-6.6%

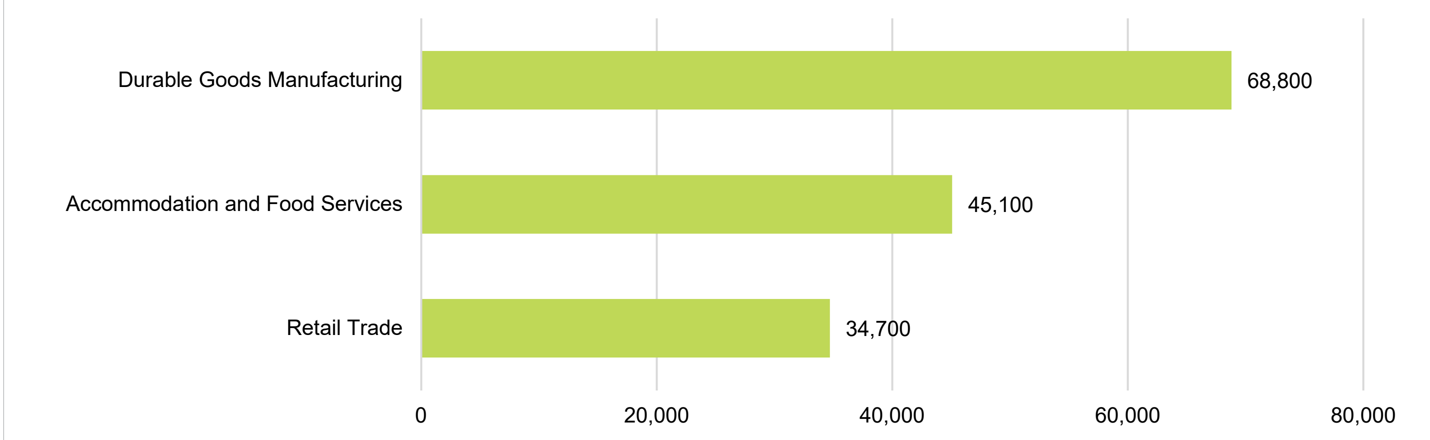
MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE, JUNE 2019–JUNE 2020 (IN THOUSANDS)



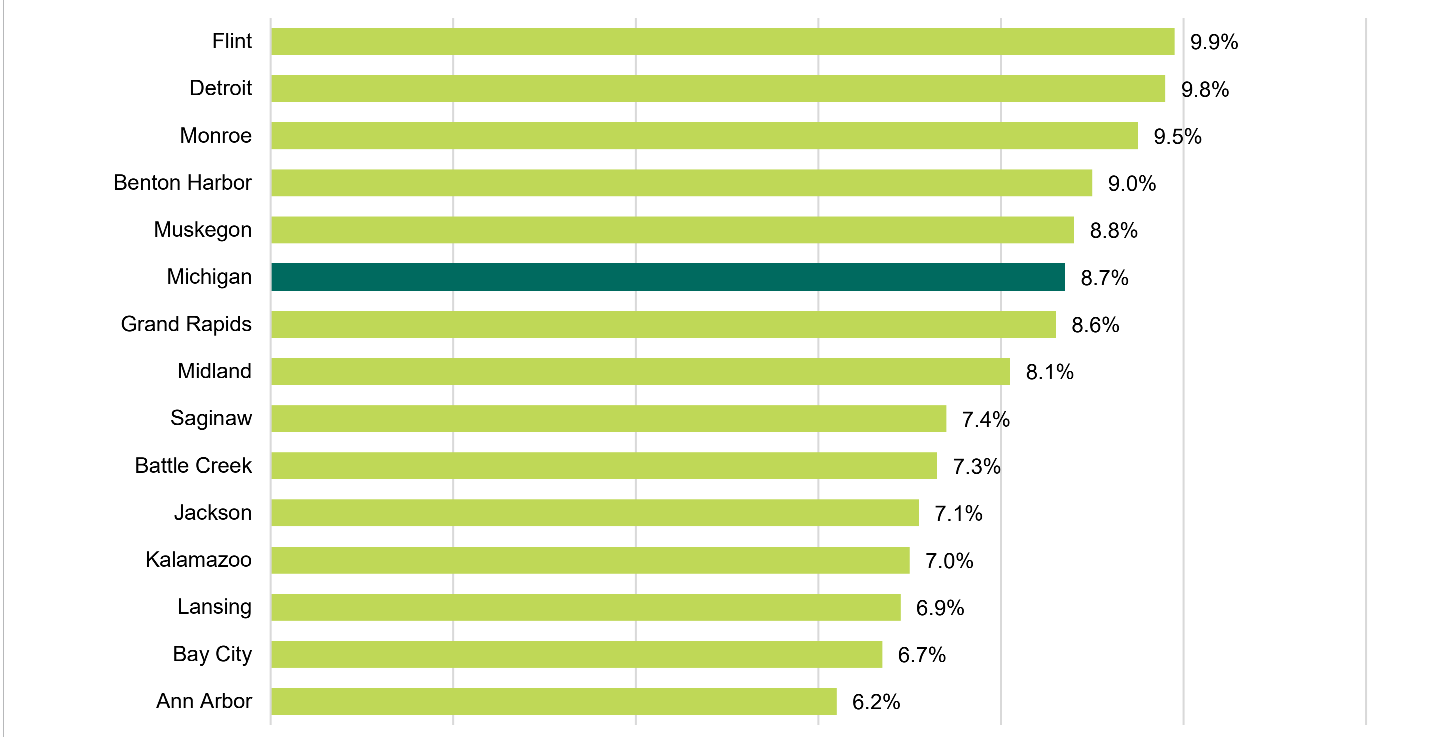
MICHIGAN JOB CHANGE BY MAJOR INDUSTRY SECTOR

MAJOR INDUSTRY SECTOR	MARCH AND APRIL COVID-19 DECLINE		MAY AND JUNE REBOUND		DEFICIT (–) OR GAIN
	LEVEL	PERCENT	LEVEL	PERCENT	
TOTAL NONFARM	**-1,060,400**	**-23.8%**	**460,300**	**13.5%**	**-600,100**
Mining and Logging	-500	-6.8%	-900	-13.0%	-1,400
Construction	-84,000	-46.1%	69,400	70.7%	-14,600
Manufacturing	-180,800	-29.0%	111,700	25.2%	-69,100
Trade, Transportation, and Utilities	-163,000	-20.3%	96,500	15.0%	-66,500
Information	-3,800	-6.9%	-1,300	-2.5%	-5,100
Financial Activities	-13,400	-5.9%	4,700	2.2%	-8,700
Professional and Business Services	-148,100	-22.5%	54,000	10.6%	-94,100
Educational and Health Services	-116,100	-17.0%	48,000	8.5%	-68,100
Leisure and Hospitality	-255,600	-58.7%	63,800	35.5%	-191,800
Other Services	-57,700	-35.0%	25,800	24.0%	-31,900
Government	-37,400	-6.1%	-11,400	-2.0%	-48,800

MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, MAY 2020–JUNE 2020



METROPOLITAN AREA JOB CHANGE, MAY 2020–JUNE 2020 (NOT SEASONALLY ADJUSTED)



REGIONAL LABOR MARKET ANALYSIS

ANN ARBOR METROPOLITAN AREA

- The June Ann Arbor MSA jobless rate declined by 3.4 percentage points to 10.5 percent and remained the lowest jobless rate among Michigan metropolitan areas.
- Total labor force for the region advanced over the month with a strong monthly employment gain of 16,800.

MONTHLY INDUSTRY DEVELOPMENTS

- Total payroll jobs in the Ann Arbor MSA increased by 12,300 or 6.2 percent in June, slightly below the statewide rate of monthly growth (+8.7 percent).

INDUSTRY TRENDS

- Area jobs in the *Manufacturing* sector remained relatively flat over the month, moving up by only 3.9 percent, which was the smallest over the month percent increase in this industry among all Michigan metro areas.

BAY CITY METROPOLITAN AREA

- The jobless rate in the Bay City region declined by 6.2 percentage points to 13.7 percent in June.
- The labor force within the area rose marginally (+2.0 percent), as total employment grew by 4,100 (+10.1 percent) and the unemployment count fell by 3,000 (-29.7 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Bay City metro area jobs rose by 1,900 or 6.7 percent this month, led by gains in the *Leisure and hospitality* sector (+700).

INDUSTRY TRENDS

- Although all major sectors in the region remined flat or added jobs over the month, total payroll jobs were still down significantly since June 2019 (-14.6 percent).

FLINT METROPOLITAN AREA

- Joblessness in the Flint metro area decreased sharply by 8.5 percentage points in June to 16.2 percent. This was the largest over the month jobless rate decline among all Michigan metro areas.
- Despite the monthly jobless rate reduction, unemployment remained way above year-ago levels. The area unemployment rate rose steeply by 10.8 percentage points since June 2019.

MONTHLY INDUSTRY DEVELOPMENTS

- Flint area nonfarm payroll jobs jumped by 11,300 or 9.9 percent in June, which was the largest over the month percent advance among all Michigan metro areas.
- *Manufacturing* led the way with a sharp 64 percent job addition, reflecting recalls of workers to jobs lost in April due to the impact of the coronavirus. This far outpaced the statewide rate of gain of 18 percent in this sector.

INDUSTRY TRENDS

- *Goods producing* jobs in the Flint MSA surged upward by 40.4 percent this month but were still down 24.6 percent over the year (-5,000).

BATTLE CREEK METROPOLITAN AREA

- The unemployment rate in the Battle Creek MSA fell by a significant 7.1 percentage points in June to 15.2 percent.
- The region's unemployment count dropped sharply by 4,500 (-31.0 percent) since last month, as employment rose by 5,300.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the Battle Creek MSA moved up by 3,400 or 7.3 percent over the month.
- A majority of the regional job advancement occurred in the *Manufacturing* (+1,500) and *Trade, transportation, and utilities* (+600) sectors.

INDUSTRY TRENDS

- *Leisure and hospitality* jobs moved up by only 400 or 16.7 percent in June, which was the smallest over-the-month increase among Michigan metro areas in this industry.

DETROIT-WARREN-DEARBORN METRO AREA

- The regional unemployment rate for the Detroit MSA decreased by 6.0 percentage points in June, but remained very high at 17.8 percent. This was the highest jobless rate among Michigan metro areas.
- The Detroit region had the highest percent labor force increase in June among all Michigan metro areas, due to a sharp employment gain of 212,000 (+14.4 percent) and unemployment decline of 94,000 (-20.4 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Detroit metro area nonfarm jobs rose significantly in June by 160,600 or 9.8 percent. This was 1.1 percentage points higher than the statewide job addition of 8.7 percent.
- Significant job gains were seen in the *Manufacturing* (+46,300) and *Leisure and hospitality* (+31,000) sectors in June.

INDUSTRY TRENDS

- Job levels in the Detroit metro region remain sharply lower than pre-pandemic levels. Despite gains over the last two months, payroll jobs in the region plunged by 232,000 from February to June.

GRAND RAPIDS-WYOMING METRO AREA

- The jobless rate in the Grand Rapids labor market moved down by 5.2 percentage points in June to 11.9 percent.
- The employment count rose by 56,100 (+11.6 percent) since May, one percent below the statewide monthly gain.

MONTHLY INDUSTRY DEVELOPMENTS

- Grand Rapids regional payroll jobs increased sharply by 40,300 or 8.6 percent in June, tracking with the statewide over-the-month job change (+8.7 percent).

INDUSTRY TRENDS

- *Government* jobs in the Grand Rapids region fell by 1,700 or 3.7 percent over the month, one of only five metro areas to show a decline in jobs in this sector.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE									
Labor Force	209,200	197,700	196,500	65,700	64,900	63,100	51,600	50,600	50,700
Employment	187,100	170,300	189,800	55,700	50,400	60,300	44,600	40,500	48,300
Unemployment	22,000	27,400	6,700	10,000	14,500	2,800	7,100	10,100	2,500
Rate (percent)	10.5%	13.9%	3.4%	15.2%	22.3%	4.5%	13.7%	19.9%	4.9%
PLACE OF WORK									
Total Nonfarm Jobs	209,800	197,500	224,000	49,800	46,400	58,200	30,300	28,400	35,500
Mining, Logging, and Construction	4,600	4,000	5,000	1,600	1,500	1,800	1,400	1,200	1,500
Manufacturing	13,300	12,800	14,900	9,900	8,400	11,600	2,900	2,700	4,600
Trade, Transportation, and Utilities	25,600	24,100	27,000	8,600	8,000	9,000	7,000	6,700	7,500
Wholesale Trade	6,200	5,900	6,800	*	*	*	*	*	*
Retail Trade	15,500	14,500	16,100	5,600	5,200	5,600	4,300	4,100	4,900
Information	5,500	5,500	5,500	*	*	*	300	300	300
Financial Activities	6,600	6,500	7,000	1,100	1,100	1,200	1,200	1,200	1,300
Professional and Business Services	28,100	25,700	31,000	4,700	4,400	6,200	2,000	1,900	2,400
Educational and Health Services	27,400	26,000	29,600	9,700	9,500	10,700	6,000	5,700	6,500
Leisure and Hospitality	13,200	9,700	18,900	2,800	2,400	4,700	3,400	2,700	4,600
Other Services	5,500	4,800	6,500	1,900	1,700	2,100	1,100	1,000	1,200
Government	80,000	78,400	78,600	9,200	9,100	10,600	5,000	5,000	5,600

	DETROIT-WARREN-DEARBORN			FLINT			GRAND RAPIDS-WYOMING		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE									
Labor Force	2,054,000	1,935,000	2,159,000	196,300	193,300	185,200	613,800	584,400	589,200
Employment	1,687,000	1,475,000	2,063,000	164,400	145,600	175,300	540,600	484,500	570,100
Unemployment	366,000	460,000	96,000	31,900	47,700	9,900	73,200	99,900	19,100
Rate (percent)	17.8%	23.8%	4.4%	16.2%	24.7%	5.4%	11.9%	17.1%	3.2%
PLACE OF WORK									
Total Nonfarm Jobs	1,796,500	1,635,900	2,063,700	125,300	114,000	143,200	508,300	468,000	574,300
Mining, Logging, and Construction	73,600	59,500	79,600	5,600	5,000	6,200	29,200	27,300	27,100
Manufacturing	230,500	184,200	260,600	9,700	5,900	14,100	102,800	89,400	120,600
Trade, Transportation, and Utilities	345,800	324,400	380,700	28,300	27,400	29,300	92,700	86,700	99,300
Wholesale Trade	79,100	77,400	85,600	5,500	5,300	5,700	30,400	29,500	32,900
Retail Trade	187,500	174,600	210,800	18,700	18,100	19,200	45,900	41,700	49,500
Information	24,900	24,900	27,100	3,200	3,200	3,700	6,000	5,900	6,300
Financial Activities	117,700	115,300	122,200	5,800	5,700	6,000	26,300	26,100	27,100
Professional and Business Services	355,400	338,100	396,400	14,900	13,400	17,000	65,100	61,700	78,700
Educational and Health Services	280,100	261,200	318,700	23,900	23,000	26,600	86,700	83,300	93,300
Leisure and Hospitality	125,000	94,000	209,100	11,900	8,200	16,300	35,700	25,000	52,500
Other Services	65,100	55,300	76,500	4,700	4,800	5,400	19,400	16,500	23,200
Government	178,400	179,000	192,800	17,300	17,400	18,600	44,400	46,100	46,200

JACKSON METROPOLITAN AREA

- The Jackson metro area jobless rate decreased by 5.8 percentage points to 14.4 percent this month, but remained well above the June 2019 rate of 4.1 percent.
- Over the past year, employment plunged by 4,500 and the number of area unemployed soared by 8,200.

MONTHLY INDUSTRY DEVELOPMENTS

- Total jobs in the Jackson MSA moved up in June by 3,400 or 7.1 percent.
- A majority of monthly area job growth was due to employment increases in the *Manufacturing* (+1,100) and *Leisure and hospitality* (+1,400) sectors.

INDUSTRY TRENDS

- Total nonfarm jobs in the area fell substantially over the year (-13.3 percent), as nearly all major sectors have had pandemic-related job cuts.

LANSING-EAST LANSING METRO AREA

- The unemployment rate in the Lansing metro area dropped by 5.5 percentage points over the month to 11.2 percent.
- Labor force levels in the region rose by 8,300 (+3.4 percent) during June, which was 1.4 percent below the statewide labor force advance.

MONTHLY INDUSTRY DEVELOPMENTS

- In the Lansing region, total nonfarm jobs moved up by 13,500 or 6.9 percent over the month, however, were still down over the year (-10.9 percent).

INDUSTRY TRENDS

- *Professional and business services* jobs in the Lansing metro area rose significantly by 2,600 or 14.0 percent over the month, which was the second largest percent increase for this industry among all 14 metro areas.

MONROE METROPOLITAN AREA

- In the Monroe region, the June unemployment rate moved down substantially by 8.2 percentage points to 13.2 percent.
- The metro area labor force was relatively flat over the month (+0.6 percent), but the number of employed residents rose by 6,800.

MONTHLY INDUSTRY DEVELOPMENTS

- In the Monroe MSA, total nonfarm payroll jobs advanced by 3,100 or 9.5 percent in June, outpacing the statewide gain by 0.8 percent.

INDUSTRY TRENDS

- Recalls in the *Professional and business services* sector pushed jobs up by 900 or 24.3 percent in June, which was the largest percent increase in this sector among Michigan metro regions.

KALAMAZOO-PORTAGE METRO AREA

- Joblessness in the Kalamazoo region edged down by 3.7 percentage points over the month to 11.8 percent in June.
- The number of employed in the region rose significantly by 14,300, as the number of unemployed fell by 5,300.

MONTHLY INDUSTRY DEVELOPMENTS

- June nonfarm payroll jobs advanced by 8,900 or 7.0 percent, which lagged behind the rate of job growth in Michigan (+8.7 percent).
- Jobs rose in several major industries over the month, but remained down by a significant 14,500 over the year.

INDUSTRY TRENDS

- In June, job gains were recorded in *Durable goods* (+1,600), *Retail trade* (+1,200), and *Educational and health services* (+1,200).

MIDLAND METROPOLITAN AREA

- The Midland regional jobless rate declined by 4.9 percentage points to 10.9 percent in June.
- Employment in the metro area rose by 3,800 (+11.2 percent) over the month but was still down over the year (-4.1 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- June nonfarm payroll jobs in the Midland region increased by 2,600 or 8.1 percent, as recalls of workers from pandemic-related layoffs were higher than job cuts resulting from the flooding in the region in late May.

INDUSTRY TRENDS

- Total nonfarm jobs fell by 10.1 percent over the year, with the sharpest job drop in the *Goods producing* sector.

MUSKEGON METROPOLITAN AREA

- In June, the jobless rate in the Muskegon MSA fell significantly by 7.2 percentage points to 17.6 percent. The rate remained well above the statewide jobless rate (14.9 percent).
- The number of unemployed in the metro area dropped by 5,600 (-27.2 percent) over the month, as the total labor force count increased by 1,800 (+2.2 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Total payroll jobs in the Muskegon region rose by 4,600 or 8.8 percent in June, due mainly to employment advances in the *Manufacturing* (+1,400) and *Leisure and hospitality* (+1,100) sectors.

INDUSTRY TRENDS

- On a percentage basis, Muskegon had the largest over-the-month percent job advance in *Trade, transportation, and utilities* (+9.4 percent) among Michigan metro areas.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE									
Labor Force	78,600	76,800	74,800	178,700	169,700	169,800	255,300	247,000	246,600
Employment	67,300	61,200	71,800	157,700	143,400	163,300	226,500	205,900	237,400
Unemployment	11,300	15,500	3,100	21,000	26,300	6,500	28,700	41,100	9,200
Rate (percent)	14.4%	20.2%	4.1%	11.8%	15.5%	3.8%	11.2%	16.7%	3.7%
PLACE OF WORK									
Total Nonfarm Jobs	51,300	47,900	59,200	136,600	127,700	151,100	208,700	195,200	234,300
Mining, Logging, and Construction	2,100	2,000	2,100	6,700	6,300	6,700	7,700	6,900	8,600
Manufacturing	8,700	7,600	9,900	21,600	19,300	23,600	16,200	13,600	19,700
Trade, Transportation, and Utilities	10,400	10,300	12,400	23,900	22,400	26,400	33,800	31,200	36,000
Wholesale Trade	*	*	*	5,900	5,600	6,500	5,900	5,600	6,500
Retail Trade	6,000	6,000	6,400	14,200	13,000	15,800	20,400	18,500	21,400
Information	200	200	300	700	700	700	2,800	2,800	2,800
Financial Activities	2,200	2,200	2,200	8,200	8,100	8,300	16,800	16,400	17,100
Professional and Business Services	5,300	5,000	6,000	16,400	15,300	18,100	21,200	18,600	25,200
Educational and Health Services	8,500	8,300	10,100	22,900	21,700	25,200	29,300	28,100	32,500
Leisure and Hospitality	3,900	2,500	5,500	14,700	12,400	17,100	14,200	10,700	20,100
Other Services	2,300	2,100	2,600	4,500	3,900	5,300	8,400	7,300	10,700
Government	7,700	7,700	8,100	17,000	17,600	19,700	58,300	59,600	61,600

	MIDLAND			MONROE			MUSKEGON		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE									
Labor Force	42,400	40,400	41,000	78,400	77,900	76,200	85,200	83,400	78,900
Employment	37,800	34,000	39,400	68,000	61,200	73,100	70,200	62,700	75,400
Unemployment	4,600	6,400	1,600	10,400	16,700	3,000	15,000	20,600	3,600
Rate (percent)	10.9%	15.8%	3.9%	13.2%	21.4%	4.0%	17.6%	24.8%	4.5%
PLACE OF WORK									
Total Nonfarm Jobs	34,600	32,000	38,500	35,800	32,700	42,000	56,900	52,300	66,000
Mining, Logging, and Construction	*	*	*	2,100	1,600	1,900	2,500	2,500	2,500
Manufacturing	*	*	*	4,900	4,500	5,800	12,300	10,900	14,100
Trade, Transportation, and Utilities	*	*	*	9,600	9,200	10,700	12,800	11,700	13,700
Wholesale Trade	*	*	*	1,700	1,700	1,800	*	*	*
Retail Trade	*	*	*	4,100	3,800	4,800	10,000	9,100	11,000
Information	*	*	*	*	*	*	200	200	300
Financial Activities	*	*	*	900	900	900	1,800	1,800	1,800
Professional and Business Services	*	*	*	4,600	3,700	5,600	3,500	3,300	3,600
Educational and Health Services	*	*	*	4,500	4,300	5,000	10,000	9,600	11,800
Leisure and Hospitality	*	*	*	2,700	2,100	4,800	5,100	4,000	8,700
Other Services	*	*	*	1,300	1,200	1,500	1,900	1,700	2,300
Government	2,800	2,800	3,100	4,900	4,900	5,400	6,800	6,600	7,200

NILES-BENTON HARBOR METRO AREA

- The jobless rate in the Niles-Benton Harbor MSA moved down by 4.8 percentage points over the month to 13.7 percent.
- The region's June employment count rose by 6,900 or 11.2 percent and dropped by 4.9 percent over the year (-3,500).

MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm jobs in the Niles-Benton Harbor metro area rebounded significantly by 4,700 or 9.0 percent in June.
- Numeric job gains in June were led by *Manufacturing* and *Leisure and hospitality*.

INDUSTRY TRENDS

- Over the past year, payroll jobs in the region fell by 7,500 due to pandemic-related losses. Many of these job reductions were in the hard-hit *Leisure and hospitality* sector (-3,400).

SAGINAW METROPOLITAN AREA

- Joblessness in the Saginaw MSA declined by 6.3 percentage points to 14.5 percent in June, similar to the statewide rate (14.9 percent).
- Employment in the region increased considerably over the month by 7,400 (+10.5 percent), as the area's total workforce rose by 2,200 (+2.5 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Saginaw metro area nonfarm payroll jobs moved up by 5,300 or 7.4 percent in June, marginally lower than the statewide advance (+8.7 percent).
- In June, jobs in *Education and health services* advanced by only 200 or 1.4 percent. This was the smallest monthly increase for this industry among all metro areas.

INDUSTRY TRENDS

- Despite significant over-the-month job gains in *Manufacturing* (+1,600) and *Leisure and hospitality* (+1,400), total nonfarm jobs were still down a sharp 13.0 percent since June 2019.

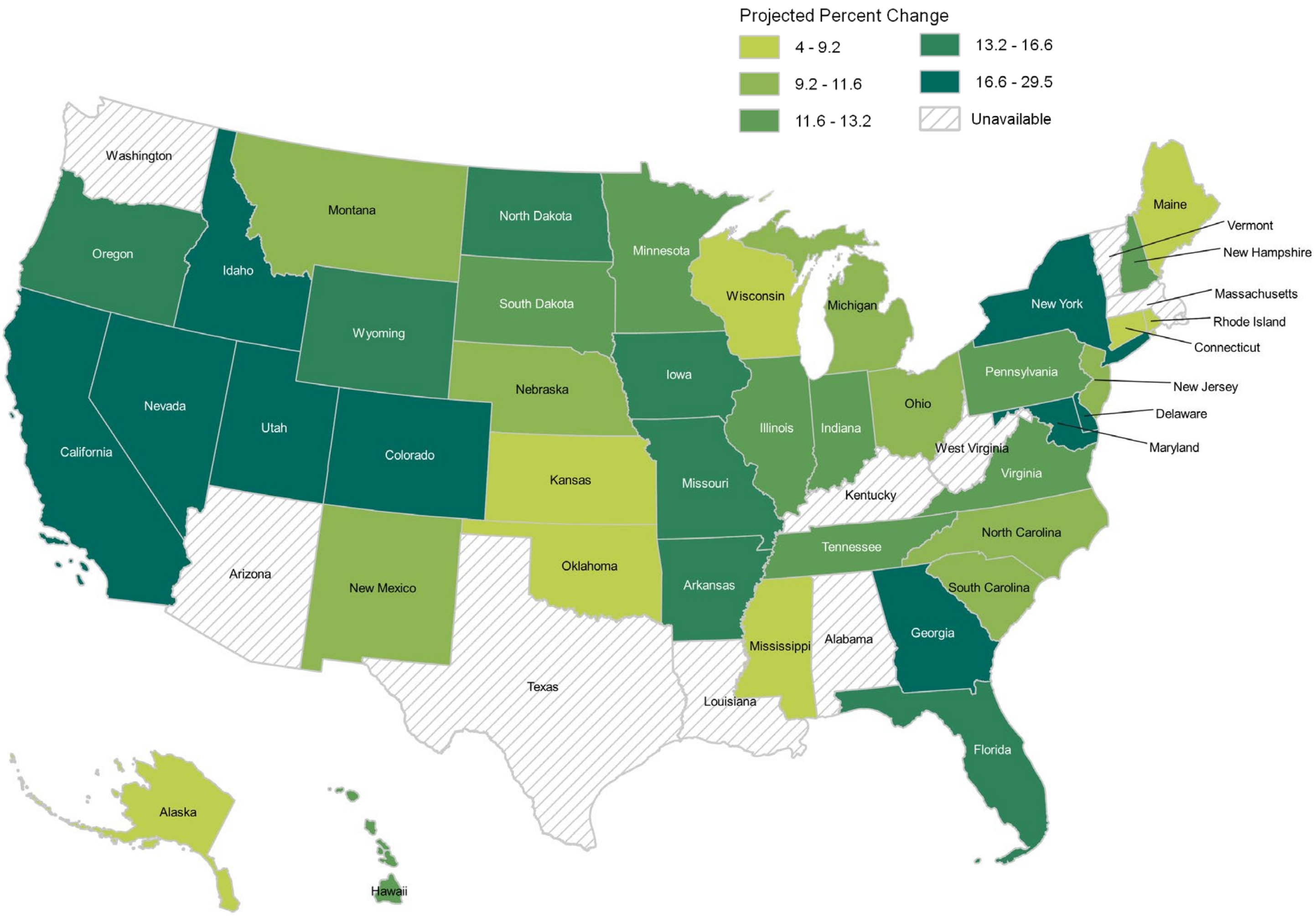
CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE						
Labor Force	79,500	75,700	75,400	91,200	89,000	87,800
Employment	68,600	61,700	72,100	77,900	70,500	83,500
Unemployment	10,900	14,000	3,400	13,200	18,500	4,300
Rate (percent)	13.7%	18.5%	4.5%	14.5%	20.8%	4.9%
PLACE OF WORK						
Total Nonfarm Jobs	57,200	52,500	64,700	77,200	71,900	88,700
Mining, Logging, and Construction	2,900	2,600	2,400	3,100	2,700	3,400
Manufacturing	13,100	11,400	13,300	10,800	9,200	12,600
Trade, Transportation, and Utilities	9,400	8,600	10,900	14,600	14,000	16,700
Wholesale Trade	*	*	*	2,000	1,900	2,100
Retail Trade	5,600	5,000	7,000	10,000	9,600	11,900
Information	400	500	500	1,100	1,100	1,300
Financial Activities	2,500	2,400	2,500	3,700	3,600	3,800
Professional and Business Services	5,200	4,900	5,800	10,200	9,600	11,500
Educational and Health Services	8,900	8,700	9,500	14,500	14,300	15,900
Leisure and Hospitality	5,200	4,000	8,600	6,400	5,000	9,300
Other Services	2,100	1,900	2,400	3,000	2,700	3,200
Government	7,500	7,500	8,800	9,800	9,700	11,000

	UPPER PENINSULA			NORTHEAST MICHIGAN			NORTHWEST MICHIGAN		
	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019	JUNE 2020	MAY 2020	JUNE 2019
PLACE OF RESIDENCE									
Labor Force	145,700	141,000	138,700	86,600	83,400	85,200	163,000	157,500	158,500
Employment	128,200	117,900	131,300	73,800	64,800	80,500	141,700	125,500	151,900
Unemployment	17,500	23,100	7,400	12,800	18,600	4,700	21,300	32,000	6,600
Rate (percent)	12.0%	16.4%	5.3%	14.8%	22.3%	5.5%	13.1%	20.3%	4.2%

MAP OF THE MONTH:

PROJECTED EMPLOYMENT GROWTH FOR REGISTERED NURSES THROUGH 2028



In July 2020, states published their 2018–2028 employment projections. Each state produced their own projections using common methodology and software provided through agreements with the U.S. Employment and Training Administration (ETA). Projections data for total employment and detailed occupational employment are available for all states through www.projectionscentral.com.

The map above shows projected employment growth for *Registered nurses* by state. The states with the highest rates of growth tend to include fast-growing metropolitan areas such as California, Utah, and Maryland. Generally, lower rates of projected growth for *Registered nurses* are expected in the Midwest and parts of the South and New England. The highest rate of growth projected for this occupation is in Colorado, where they expect 29.5 percent more *Registered nurses* in 2028 than in 2018. The lowest is in Rhode Island, where this occupation is projected to expand by merely 4 percent.

Nine states do not have employment projections available for *Registered nurses* as of this publication of *Michigan's Labor Market News*. There are three main reasons that data may not be available: First, occupational data for *Registered nurses* may be suppressed for the state due to confidentiality concerns, second, the U.S. ETA may have granted a COVID-related extension to the state, and lastly, some states do not publish their data to the common data portal at Projections Central.

KEVIN DOYLE
Projections Specialist

MICHIGAN'S EMPLOYMENT OUTLOOK THROUGH 2028

The Michigan Bureau of Labor Market Information and Strategic Initiatives releases long-term employment projections each year. On even-numbered years, such as this one, statewide long-term projections are produced and released, and on odd-numbered years the bureau produces and releases regional long-term projections. This July, the bureau released the 2018–2028 long-term Michigan employment projections. This new set of projections continues the bureau's improvement of data quality in the employment projections program, introducing labor force projections as a primary input to Michigan's total employment growth. These labor force projections were introduced in the March 2020 issue of *Michigan's Labor Market News* and were built upon the 2045 population projections first published by the bureau last year.

Within this new set of employment projections, several Michigan long-term trends are displayed. The aging population will continue to drive demand for jobs in healthcare industries and occupations, the continued use of online shopping will drive changes in the distribution of retail-related jobs, and jobs that require postsecondary training or education will continue to be the best long-term choices for individuals choosing a new career path. But first, to understand the changes to total employment that are expected in Michigan, one must understand how the population and the labor force are expected to change during the projection period.

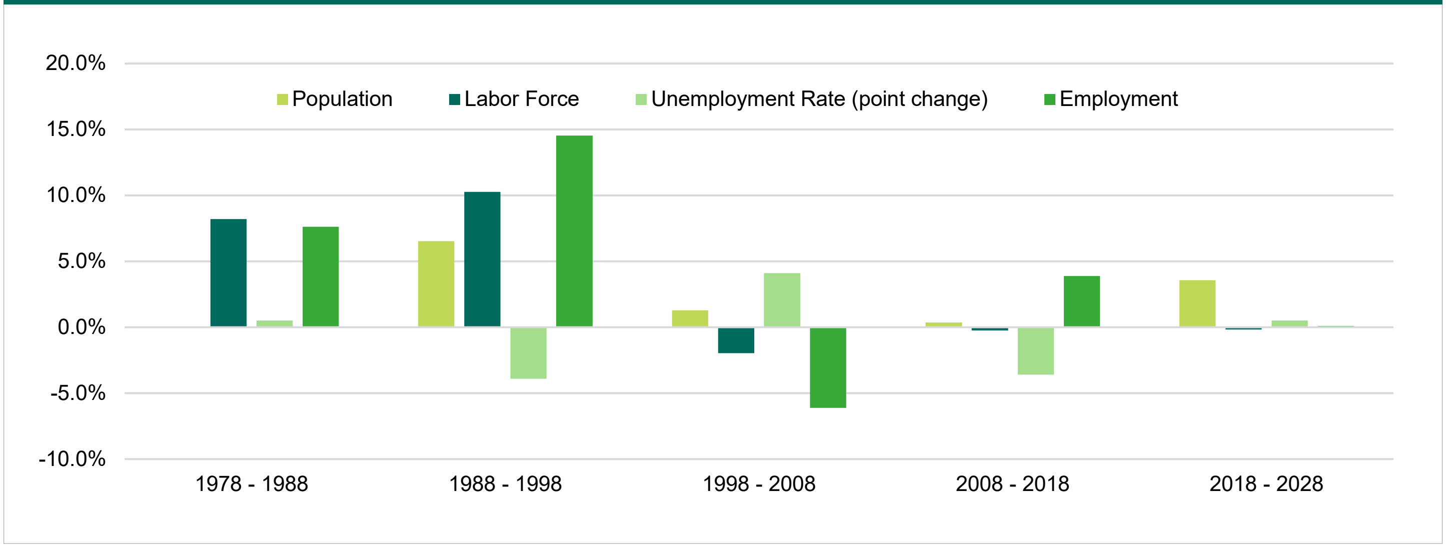
Although the Michigan population projections released in 2019 by the bureau run through 2045, their effects during the employment projection period of 2018–2028 can be extrapolated from published data. By doing so, we see that the Michigan population is expected to grow by 3.6 percent over the 2018–2028 period. This population growth, however, is expected to be combined with a sharp 28 percent increase in people age 65 and older. Largely because the number of residents approaching retirement age is expected to outpace the count of new residents in the state, the Michigan labor force is expected to contract by 0.2 percent from 2018–2028. This highlights the fact that in the 2020s and through the population projection period ending in 2045, Michigan's population expansion, and subsequently its labor force growth, relies on positive net migration to replace retiring workers and meet employers' demand for new workers.

Examining if Michigan can meet the potential demand for new workers is one key use of labor force projections in the employment projections program. A main assumption of employment projections is that the economy will be operating at full employment at the end year, an economic state maximizing demand for workers. In its simplest form, "full employment" states that employment can rise no higher than the economy can sustain without causing excessive inflation. This assumption states that in the projection year, 2028, Michigan's unemployment rate will lie at the low, but sustainable level of 4.6 percent.[1] If the rate were higher, the labor market may have more slack than is ideal for economic growth, but if it were lower, the economy could heat up to a state where inflation may become problematic, again potentially hindering economic growth. Figure 1 shows that without a significant decrease in unemployment or increase in population or labor force, there is no source from which the labor force can draw new workers. None of these changes are expected to occur over the 2018–2028 period, so total employment is projected to be relatively unchanged in 2028.

When projections begin with a full-employment economy like that of 2018 and end with the assumption of a full-employment economy, it is implied that there is likely to be an economic trough and a recovery somewhere in the intervening years purely because of the average length of economic cycles. Today, it seems that the economic effects of COVID-19 may be the form that this assumption takes in the real world. The base year for this round of projections is 2018, however, meaning any

[1] The Non-Accelerating Inflation Rate of Unemployment (NAIRU) rate of 4.6 percent is used by the U.S. Bureau of Labor Statistics (BLS) in their 2018–2028 projections. Other estimates exist, such as those from the U.S. Congressional Budget Office, but the Bureau of Labor Market Information and Strategic Initiatives has chosen to use the BLS level for a consistent methodological approach.

FIGURE 1: **REAL AND PROJECTED POPULATION, LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT RATE* CHANGE OVER 10-YEAR PERIODS**



Source: Michigan Population Projections Through 2045, 2018–2028 Michigan Labor Force Projections, Local Area Unemployment Statistics, 2018–2028 Michigan Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget; Population Estimates Program, U.S. Census Bureau
*The unemployment rate is expressed in percentage point change. All others are expressed in percent change. The 2028 unemployment rate is a model assumption, not a projected level.

effects of COVID are beyond the beginning of the projection period, and since we do not yet know what the full effects of the pandemic will be on the economy in the long term, they cannot be built into the employment projections. As time progresses, these effects will become increasingly clear, but it is too early to know what form they will take by 2028.

Total Change in Employment

Employment is expected to be 4,675,200 by 2028, a level largely equal to the state's 2018 employment count. Despite little growth in the total number of jobs, there will be over half a million job openings in the Michigan labor market on average each year. About one in three of those openings will come from Michiganders leaving the labor force, and about two out of every three will be a result of worker transfers from one occupation to another. Furthermore, the mix of employment by industry and occupation will be changing throughout the projection period. The Michigan economy is expected to evolve to meet the needs of its aging population and the continued expansion of ecommerce, giving job seekers an opportunity to search for in-demand occupations generated by these trends.

Industry Projections

The driving force of Michigan's population change and labor force contraction will also govern the industries and occupations which will be needed most in the coming years. The graying of Michigan's population and workforce is expected to drive demand for many medical-related industries such as *Ambulatory health services*, *Nursing and residential care*, and *Social assistance*. This driving force even affects Michigan's *Manufacturing* sector, where *Miscellaneous manufacturing*, which includes *Medical equipment manufacturing*, is projected to grow at the fastest rate of all industries in the sector. Other major trends will affect the *Information*, *Transportation and warehousing*, and *Retail trade* sectors. The top and bottom sectors by employment growth are shown in Figure 2.

FIGURE 2: **TOP AND BOTTOM INDUSTRY SECTORS BY EMPLOYMENT GROWTH (MICHIGAN)**

SECTOR TITLE	EMPLOYMENT		PROJECTED CHANGE	
	2018	2028	NUMERIC	PERCENT
TOTAL ALL INDUSTRIES	**4,672,450**	**4,675,200**	**2,750**	**0.1%**
Education and Health Services	1,014,930	1,068,230	53,300	5.3%
Professional and Business Services	659,760	672,300	12,540	1.9%
Construction	168,950	179,250	10,300	6.1%
Manufacturing	628,930	616,750	-12,180	-1.9%
Government	283,970	265,560	-18,410	-6.5%
Trade, Transportation, and Utilities	789,510	768,060	-21,450	-2.7%

Source: 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

The *Health care and social assistance* sector as a whole is expected to gain nearly 42,000 jobs over the long-term projection period, an increase of 6.6 percent. *Ambulatory health services*, which includes out-patient services such as physician's offices and dentist's offices, is projected to gain 18,160 jobs through 2028, the largest number of new jobs among healthcare-related industries. Growth in these outpatient medical services is projected to bring employment in the sector within 25,000 of *Hospitals*, the largest industry in the sector. *Hospitals* are expected to add 5,000 jobs, or 2.0 percent, rising to an expected employment level of nearly 257,000. *Nursing and residential care* is projected to grow 5.5 percent, or 5,860 jobs, through 2028. This industry includes *Nursing care facilities*, but not apartments or condominiums where residents live independently. *Social assistance*, the smallest industry in the sector, is expected to grow by 12,870 jobs, or 17.7 percent, through 2028. This broad industry includes *Services for the elderly and persons with disabilities*, *Community food and housing*, and *Child day care services*. Within *Social assistance*, much of the recent growth has come from *Individual and family services*, which contains crucial services for the aging Michigan population.

While the aging of the Michigan population drives demand for *Healthcare and social assistance* employment, pressure from the internet on traditional industries is the main factor at play in the *Information services* sector. As a whole, this sector is expected to lose about 3,400 jobs, or 6.1 percent over the projection period. These job cuts will be driven by *Newspaper, periodical, book, and directory publishers* and *Telecommunications*. *Other industries*, impacted by the same factors causing these decreases in employment, are expected to gain jobs over the projection period. The *Other information services* and *Data processing, hosting, and related services* industries are expected to add about 1,700 and 1,400 jobs, respectively.

Changes in the *Information* sector are related to those happening in the *Retail trade* industry. Traditional brick-and-mortar retail industries, such as *Clothing and clothing accessory stores* and *Electronics and appliance stores* are expected to see continued declines in employment over the period, while *Nonstore retailers* are expected to add the greatest number of new jobs, up 1,720, or 19.4 percent. These changes are related to expected gains in *Couriers and messengers*, *Warehousing and storage*, and *Data processing and hosting and related services*. This interrelated group of industries signify continued migration of consumption through online sources. While the full effects of COVID-19 on industry employment cannot yet be observed, it is a reasonable hypothesis that one of its effects may be to further accelerate this shift in employment towards industries such as these.

The *Educational services* sector has a mix of detailed industries in which long-term job trends are expected to continue. *Colleges, universities, and professional schools* are expected to contribute the majority of projected new jobs in the *Educational services* sector, continuing a decades-long trend of growth in Michigan. The industry is expected to gain about 7,300 jobs, or 5.2 percent. However, jobs in many other educational industries are expected to decline over the ten-year forecast period. Employment in *Elementary and secondary schools* has been dropping since a peak in the early 2000s, but this decrease has been slowing in recent years. Employment in this industry is expected to show a 2.3 percent gain over the 10-year projection period, largely due to an increase in the expected population of school-aged children versus previous years. Population projections present a large cohort of young Michiganders, children of the large Millennial generation, that will drive demand for elementary school employment in the 2020s. Despite the relative size of these cohorts, birth rates are generally lower in the Millennial generation than in previous groups, meaning their children may cause a smaller peak in *Education* employment than that of the early 2000s.

Another future in-demand sector with a different set of factors driving job trends is *Construction*. *Construction* stands out as one of the few sectors expected to add jobs over the projection period. *Specialty trades contractors* make up about two-thirds of jobs in the *Construction* sector as well as two-thirds of the sector's projected new jobs. The industry is expected to expand by 6 percent over the ten-year period, adding just over 6,600 employees. This industry employs many occupations that will be in demand in the long-term, such as *Plumbers, pipefitters, and steamfitters*, *Electricians*, and *Carpenters*.

Occupational Projections

Figure 3 shows the top and bottom occupational groups by employment growth through 2028, but the Bureau of Labor Market Information and Strategic Initiatives publishes data on over 700 detailed occupations. It is helpful to have a filter through which to analyze what are expected to be the highest-performing jobs over the ten-year period. One of the most useful ways through which to view this data is by analyzing high-demand, high-wage occupations. A methodology similar to this is used to produce the *Michigan's Hot 50* and *Michigan's Career Outlook* publications that will be released in early August.

FIGURE 3: **TOP AND BOTTOM OCCUPATIONAL GROUPS BY EMPLOYMENT GROWTH (MICHIGAN)**

OCCUPATIONAL GROUP	EMPLOYMENT		PROJECTED CHANGE	
	2018	2028	NUMERIC	PERCENT
TOTAL, ALL OCCUPATIONS	**4,672,450**	**4,675,200**	**2,750**	**0.1%**
Healthcare Practitioners and Technical Occupations	297,120	311,360	14,240	4.8%
Personal Care and Service Occupations	165,820	179,720	13,900	8.4%
Healthcare Support Occupations	140,660	151,400	10,740	7.6%
Education, Training, and Library Occupations	241,760	251,220	9,460	3.9%
Construction and Extraction Occupations	170,340	177,410	7,070	4.2%
Arts, Design, Entertainment, Sports, and Media Occupations	74,440	72,440	-2,000	-2.7%
Protective Service Occupations	83,340	80,990	-2,350	-2.8%
Sales and Related Occupations	439,500	420,750	-18,750	-4.3%
Production Occupations	478,220	458,960	-19,260	-4.0%
Office and Administrative Support Occupations	638,320	594,590	-43,730	-6.9%

Source: 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

Driven by the strong growth in medical-related industries, *Registered nurses* are projected to be one of the highest performing jobs over the next ten years. Jobs in this occupation are expected to advance by 9.8 percent through 2028 and provide over 6,600 annual openings available to entrants. These opportunities are expected to come roughly equally from job openings from *Registered nurses* exiting the labor force and those moving to other occupational groups, such as *Management* occupations.

Many other high-performing occupations within these criteria are business-related job titles, often in IT, engineering, and marketing. Some examples of such occupations are *Software developers, Industrial engineers,* and *Market research analysts*. Employment for *Software developers* is expected to grow by 12.2 percent over the projection period, and the occupation earns a median hourly wage of $43 as of the 2019 Occupational Employment Survey. *Industrial engineers* are projected to add 2,700 new positions over the projection period, an 8.6 percent gain. These workers earn a median wage of $43.50 an hour and the projections indicate 2,500 openings each year, mostly from occupational transfers. *Market research analysts* are expected to add jobs at a rate of 15.1 percent, or about 3,000 jobs, over the ten-year period and earn a median wage of just about $30 an hour.

Skilled trades occupations, or those requiring either apprenticeships or postsecondary nondegree awards, and are often employed in the *Specialty trades contractors* industry, are another group of occupations that appear as high-demand, high-wage jobs. *Electricians, Plumbers, pipefitters, and steamfitters*, and *Heating and air conditioning mechanics* are a few examples of such occupations. *Electricians* are projected to grow by about 1,300 jobs, or 5.5 percent, over the period and earn a median wage of about $29.50 an hour. *Plumbers, pipefitters, and steamfitters* are projected to grow by 7.4 percent, or nearly 1,000 jobs, and earn a median hourly wage of nearly $32. *HVAC mechanics* have a projected employment increase of 780 jobs, or 8.0 percent, and earn nearly $23 per hour at the median. Together, these three occupations alone are expected to have a need for 5,700 occupational entrants per year through 2028, providing many high-demand, high-pay opportunities without needing an advanced degree.

Occupations that require more education or training, such as the bachelor's degree required for *Registered nurses* and apprenticeship for *Electricians*, are expected to gain more jobs over the projection period. Occupations that require at least a bachelor's degree are expected to expand by 3.4 percent through 2028. These occupations frequently also garner higher wages versus other educational groups. Occupations requiring an associate degree, long-term training, or an apprenticeship are projected to grow by 2.1 percent. Categories of education and training requiring less than this are all expected to lose jobs overall in the ten-year period, a reminder that although a bachelor's degree is not necessarily needed for success in the labor force, attaining training or education beyond high school is often a requirement to enter a high-demand, high-wage job.

While Michigan is not expected to employ a significantly higher number of people in 2028 than in 2018, the labor force will still show signs of change throughout the ten-year period. Long-term trends such as higher demand for healthcare and the move away from brick-and-mortar retailers will transform the economy throughout the period, elevating already-relevant occupations to higher levels. The trends also highlight the need for Michigan to retain and attract highly-skilled and highly-educated workers. Such a workforce will prove to be resilient in an economy defined by an aging population and the ever-increasing importance of technology.

KEVIN DOYLE
Projections Specialist

OCCUPATIONAL FOCUS

REGISTERED NURSES

With the ongoing COVID-19 outbreak, healthcare workers have been the some of the most essential staff ensuring the safety and well-being of the general public. This month's issue of *Michigan's Labor Market News* highlights *Registered nurses* in several articles due to high projected job growth, as well as high current demand seen in online job ads.

According to the Bureau of Labor Statistics, *Registered nurses* assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. They also administer nursing care to ill, injured, convalescent, or disabled patients. *Registered nurses* may advise patients on health maintenance and disease prevention or provide case management.

Examples of job titles encompassed by this position include: RN, clinical nurse specialist, charge nurse, director of nursing, emergency RN, oncology RN, operating room RN, public health nurse, school nurse, staff nurse, hospice RN and psychiatric nurse.

In Michigan, 70 percent of all *Registered nurses* are employed by hospitals for inpatient care, while the rest are employed among nursing homes, physician's offices, long-term care facilities, hospice services, and federally qualified health centers, etc. The main areas of practice for *Registered nurses* are in medical/surgical, perioperative, critical care, elderly care, cardiac care and emergency care.

Some of the responsibilities of this occupation include:

- Maintain accurate, detailed reports and records.
- Administer medications to patients and monitor patients for reactions or side effects.
- Record patients' medical information and vital signs.
- Monitor, record, and report symptoms or changes in patients' conditions.
- Consult and coordinate with healthcare team members to assess, plan, implement, or evaluate patient care plans.

Just over half (50.5 percent) of *Registered nurses* have a bachelor's degree, 32.1 percent hold an associate degree, 9.7 percent have a master's degree, while the rest completed other professional degrees. To become a *Registered nurse* in Michigan, students used to either complete a bachelor of science in nursing or associate degree in nursing; however, they now typically need to complete a bachelor's degree or higher. Along with completing an approved professional nursing program, each prospective *Registered nurse* must obtain a state-issued nursing license, pass the NCLEX (National Certification Licensing Examination) and a background check. Employees in these occupations typically need one or two years of training involving both on-the-job experience and informal training with experienced workers. A recognized apprenticeship program may be associated with these occupations.

MICHIGAN REGISTERED NURSES
BY THE NUMBERS

96,900
TOTAL EMPLOYMENT 2019

9TH
NATIONAL EMPLOYMENT RANK

223
JOBS PER 10,000 TOTAL

1.10
LOCATION QUOTIENT

$72,260
MEDIAN ANNUAL WAGE

$34.74
MEDIAN HOURLY WAGE

+9.8%
2018–2028 PROJECTED JOB GROWTH

6,620
PROJECTED ANNUAL OPENINGS

BACHELOR'S DEGREE, LICENSE
REQUIRED EDUCATION

Source: May 2019 Occupational Employment and Wage Estimates, U.S. Bureau of Labor Statistics; 2018–2028 Employment Projections; Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

Related occupations include:

- *Respiratory therapists*
- *Acute care therapists*
- *Critical care nurses*
- *Cardiovascular technologists and technicians*
- *Licensed practical and licensed vocational nurses*

This occupation has a positive outlook. Its long-term projected job gain of 9.8 percent through 2028 is much higher than the Michigan average projected growth rate for all occupations of only 0.1 percent. *Registered nurses* are projected to have 6,620 annual job openings through 2028, and is one of the most advertised online jobs in the Help Wanted OnLine™ index produced by Burning Glass Technologies (see page 22). The median annual wage of $72,260 is nearly double the statewide median wage.

YAN XU
Economic Analyst

MICHIGAN REGISTERED NURSES PER 10,000 EMPLOYED

AREA	JOBS	JOBS PER 10,000 EMPLOYED	MEDIAN ANNUAL WAGE
Ann Arbor	9,340	417	$77,050
Saginaw	2,790	326	$65,840
Battle Creek	1,670	311	$68,850
Flint	4,210	307	$74,620
Bay City	900	272	*
Northwest Lower Peninsula	3,180	257	$65,580
Jackson	1,420	253	*
Grand Rapids-Wyoming	12,820	226	$67,040
Michigan	96,900	223	$72,260
Upper Peninsula	2,430	218	$62,120
Detroit-Warren-Dearborn	41,400	209	$75,010
Northeast Lower Peninsula	1,390	187	$66,120
Lansing-East Lansing	3,910	181	$74,990
Niles-Benton Harbor	1,060	172	$71,770
Monroe	590	152	$69,120

Source: May 2019 Occupational Employment and Wage Estimates, U.S. Bureau of Labor Statistics
* Data is suppressed

MICHIGAN ONLINE JOB ADS BOUNCED BACK IN JUNE

This June, there were 137,165 online job advertisements in Michigan, which was up 17.6 percent from the May level of 116,646 ads. Since June 2019, online ads regressed 5.2 percent or 7,576 in Michigan. Of the roughly 137,000 ads recorded in June, nearly 69,672 were posted during that month. The rest of the job ads were posted prior to June and remained vacant. The nearly 70,000 job ads posted in June are a notable increase from May when 51,054 new job ads were posted.

June's Supply/Demand Rate Drops But Remains High

The ratio of unemployed persons per job advertisement is known as the supply/demand rate. Michigan's June supply/demand rate of 5.42 remained historically high but has dropped from the surge seen in recent months. This can be interpreted as approximately 542 available Michigan unemployed workers for every 100 job advertisements posted online. June's supply/demand rate was down considerably from May's rate of 8.50. This occurred because the total number of job ads (demand) had an increase while the number of people unemployed fell (supply).

Job Ad Posting Length

Of all online ads in June, 39 percent had been posted for less than 30 days. This was down slightly from May when roughly 45 percent of job ads were posted for that length of time. Only 18 percent of ads were posted for 30 to 59 days in June which was lower than the 21 percent of ads in the prior month. This was also reduced considerably from pre-pandemic rates when around 41 percent of ads were posted for 30 to 59 days. The remaining 43 percent of June job ads were posted for longer than 60 days.

Job Ads by Occupation

Information is available on advertised jobs by detailed occupation as well as by broad occupation groups from the Burning Glass Technologies data series, but the data by occupation are not seasonally adjusted. Ads in *Sales and related* (15,034) occupations replaced *Healthcare practitioners and technical* (14,221) as the most sought after occupational group this month. Since April, *Healthcare practitioners and technical* had been the most advertised group. *Office and administrative* (12,946), *Management* (11,562), and *Transportation and material moving* (10,880) round out the top five occupations groups with the most advertisements.

Nearly every major occupation group had an increase in job ads over the month. Of the 22 major groups, only *Architecture and engineering* and *Computer and mathematical* had a reduction in postings. Several major groups had a substantial over the month surge in June job ads, including *Food preparation and serving related* which climbed 47.2 percent (+2,901 ads). *Office and administrative support* had the largest numeric rise adding 2,929 postings over May (+29.2 percent).

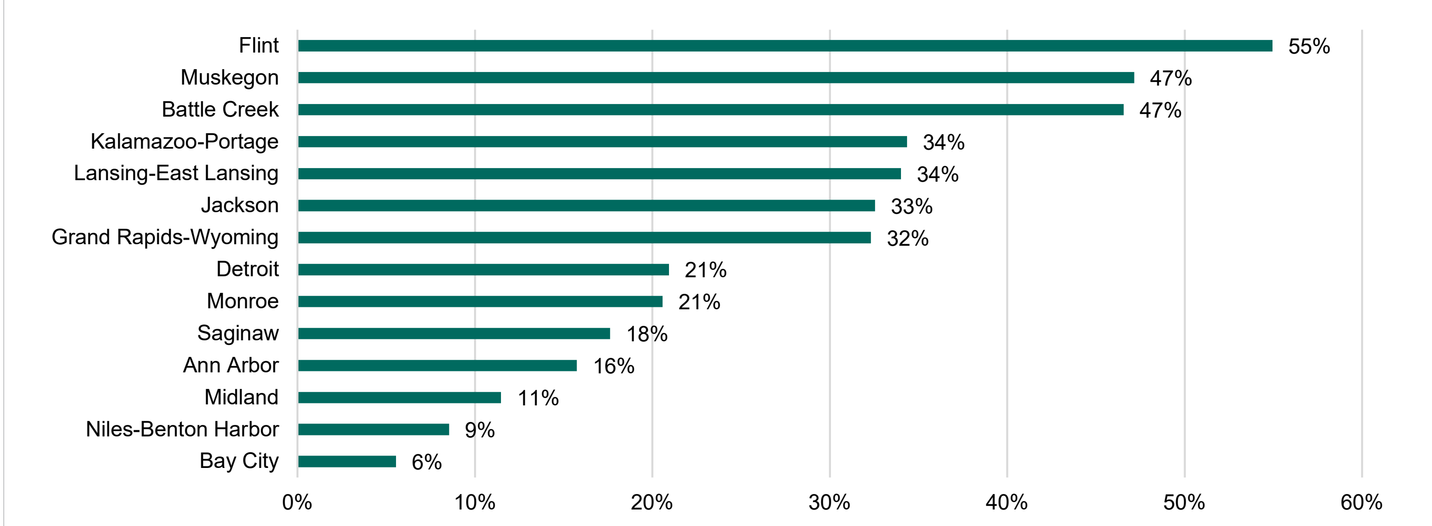
Eight of the top 10 most advertised detailed occupations showed an increase in posting from May. Job ads for *Janitors and cleaners* rose 44 percent to 2,871 total ads. *Registered nurses* remained the most advertised occupation (5,791 ads) though ads declined two percent over the month.

Regional Job Ads

Each of Michigan's Metropolitan Statistical Areas (MSAs) had an increase in job ads over the month. These gains ranged from Bay City which had an uptick of roughly 6 percent (+29 ads) to Flint which saw a bounce of ads of 55 percent (+1,072). Detroit had the largest numeric growth in ads, adding nearly 12,000 for a total of 68,858 ads in June.

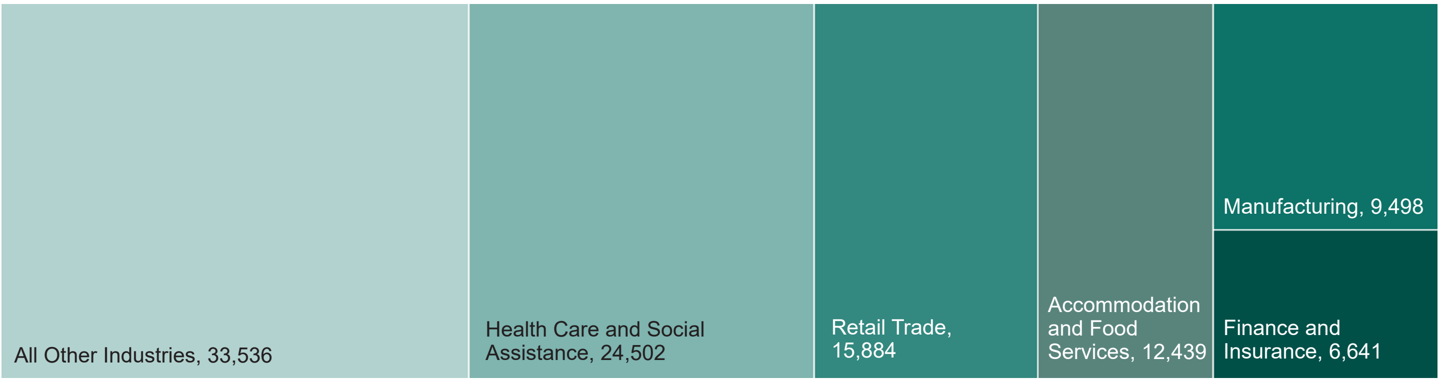
EVAN LINSKEY
Economic Analyst

MONTHLY CHANGE IN JOB ADS BY MICHIGAN METRO AREA, MAY 2020–JUNE 2020



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

MICHIGAN ONLINE JOB ADS BY INDUSTRY, JUNE 2020



Note: Roughly 34,600 postings did not have specific industry ties in the June 2020 data
Source: Conference Board Help Wanted OnLine®, Burning Glass Technologies

LABOR DEMAND BY OCCUPATION (NOT SEASONALLY ADJUSTED)

OCCUPATION CATEGORIES	JUNE 2020	MAY 2020	JUNE 2019	OVER THE MONTH LEVEL	OVER THE MONTH PERCENT
TOTAL	**132,472**	**112,406**	**139,137**	**20,066**	**17.9%**
Administrative Support	12,946	10,017	14,056	2,929	29.2%
Office and Administrative Support	12,946	10,017	14,056	2,929	29.2%
Construction and Repair	7,823	5,859	6,907	1,964	33.5%
Construction and Extraction	2,479	1,839	1,686	640	34.8%
Installation, Maintenance, and Repair	5,344	4,020	5,221	1,324	32.9%
Farming, Fishing, and Forestry	233	202	196	31	15.3%
Farming, Fishing, and Forestry	233	202	196	31	15.3%
Healthcare	19,059	17,722	21,985	1,337	7.5%
Healthcare Practitioners and Technical	14,221	13,952	17,574	269	1.9%
Healthcare Support	4,838	3,770	4,411	1,068	28.3%
Management	11,562	10,684	14,747	878	8.2%
Management	11,562	10,684	14,747	878	8.2%
Production	6,691	4,843	5,587	1,848	38.2%
Production	6,691	4,843	5,587	1,848	38.2%
Professional	28,087	27,309	36,725	778	2.8%
Architecture and Engineering	3,648	3,679	5,934	-31	-0.8%
Arts, Design, Entertainment, Sports, and Media	3,289	2,614	3,415	675	25.8%
Business and Financial Operations	5,283	5,190	7,441	93	1.8%
Community and Social Services	1,884	1,617	1,806	267	16.5%
Computer and Mathematical	9,160	9,867	12,162	-707	-7.2%
Education, Training, and Library	3,224	2,778	4,090	446	16.1%
Legal	535	531	613	4	0.8%
Life, Physical, and Social Science	1,064	1,033	1,264	31	3.0%
Sales	15,034	12,932	16,894	2,102	16.3%
Sales and Related	15,034	12,932	16,894	2,102	16.3%
Service	20,157	14,583	14,626	5,574	38.2%
Building and Grounds Cleaning and Maintenance	5,513	4,054	3,066	1,459	36.0%
Food Preparation and Serving Related	9,042	6,141	7,147	2,901	47.2%
Personal Care and Service	3,567	2,748	2,730	819	29.8%
Protective Service	2,035	1,640	1,683	395	24.1%
Transportation	10,880	8,255	7,414	2,625	31.8%
Transportation and Material Moving	10,880	8,255	7,414	2,625	31.8%

Note: Some job ads do not fit in a major group designation, so topline numbers may appear different between the analysis and the table.

RELEVANT RANKINGS

U.S. STATES RANKED BY PROJECTED PERCENT EMPLOYMENT CHANGE THROUGH 2028

RANK	STATE	PROJECTED EMPLOYMENT, 2028	PROJECTED EMPLOYMENT CHANGE, 2018–2028	AVERAGE ANNUAL OPENINGS, 2018–2028
1	Utah	1,963,350	24.4%	238,560
2	Colorado	3,434,390	18.2%	412,250
3	Nevada	1,712,080	17.2%	88,360
4	Idaho	831,190	13.0%	9,660
5	Georgia	5,233,640	11.8%	623,250
19	North Carolina	5,094,160	6.3%	598,040
20	New Mexico	930,280	6.3%	110,190
21	New Jersey	4,649,570	5.7%	537,520
22	Nebraska	1,193,630	5.5%	138,730
23	Alaska	344,900	5.5%	40,890
38	Illinois	6,614,550	2.4%	752,180
39	Ohio	5,998,700	2.4%	685,260
40	Louisiana	1,905,720	1.6%	10,110
41	Michigan	4,675,200	0.1%	529,090
42	Maine	662,360	-2.3%	75,150

Source: Long-Term Industry and Occupational Projections, 2018–2028; Projections Central, Projections Managing Partnership
Note: Data is not available for all states

MICHIGAN OCCUPATIONAL GROUPS RANKED BY AVERAGE ANNUAL OPENINGS

RANK	OCCUPATIONAL GROUP	AVERAGE ANNUAL OPENINGS, 2018–2028	PROJECTED EMPLOYMENT, 2028	PROJECTED EMPLOYMENT CHANGE, 2018–2028
1	Food Preparation and Serving Related	70,360	403,190	1.7%
2	Office and Administrative Support	68,320	594,590	-6.9%
3	Sales and Related	57,800	420,750	-4.3%
4	Production	51,660	458,960	-4.0%
5	Transportation and Material Moving	38,620	307,270	1.3%
6	Personal Care and Service	27,330	179,720	8.4%
7	Education, Training, and Library	23,260	251,220	3.9%
8	Business and Financial Operations	22,950	240,480	1.0%
9	Management	21,570	256,350	1.5%
10	Construction and Extraction	19,790	177,410	4.2%
11	Building and Grounds Cleaning and Maintenance	19,290	147,980	0.3%
12	Healthcare Practitioners and Technical	18,280	311,360	4.8%
13	Installation, Maintenance, and Repair	17,930	184,520	1.0%
14	Healthcare Support	17,730	151,400	7.6%
15	Architecture and Engineering	11,260	148,930	3.2%
16	Computer and Mathematical	9,250	123,030	3.3%
17	Protective Service	8,480	80,990	-2.8%
18	Community and Social Service	8,060	75,290	5.5%
19	Arts, Design, Entertainment, Sports, and Media	7,910	72,440	-2.7%
20	Life, Physical, and Social Science	3,550	35,390	3.0%
21	Farming, Fishing, and Forestry	3,550	22,000	-0.8%
22	Legal	2,140	31,930	2.2%

Source: Michigan Long-Term Industry and Occupational Projections, 2018–2028, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

ASK THE ECONOMIST

Why is Michigan employment projected to be flat over the next decade?

Here's what you need to know…

There are two main factors for Michigan's relatively low projected total employment gains through 2028: The first is the state of the job market in 2018, and the second is the newly published Michigan labor force projections.

In 2018, the Michigan's official unemployment rate stood at 4.1 percent. Economists generally consider this rate to signify a full employment economy, last seen in the 1998–2000 period. Projections methodology from the Bureau of Labor Statistics carry an assumption that the economy will be at full employment in the end year of the projection period. This gives the economy little room to show projected growth through 2028, meaning demand for new employees cannot come from workers currently in the labor force and must be met with new labor force participants.

These new entrants to the Michigan labor market could come from younger Michigan residents aging into the labor force or from new residents entering the labor market via domestic or international migration to the state. Beginning around 2025, migrant entrants to the labor force are expected to become increasingly important. So while the Michigan population and labor force projections expect modest growth over the next decade, special attention must be paid to attracting new participants into the Michigan labor force to replace those who have begun to leave the labor force through retirement.

These two factors together show why there is projected to be minimal gains in total employment during the 2018–2028 period. The tight labor market conditions alongside the slight projected growth in the labor force (Palmer et al 2020, 16–21) clarify a picture where Michigan has little room for employment expansion outside of significant, unprojected in-migration.

Where do we stand among other states?

As of the date of production of this article, 41 other states have published their 2018–2028 long-term projections data. Michigan currently ranks second lowest for projected percentage job growth, above only Maine, for which employment is projected to contract by 2.3 percent. In its most recent published analysis of Maine's projections (Maine Center for Workforce Research and Information n.d.), state analysts identify a pattern similar to that of the Michigan labor force: a state facing an aging population, low birth rate, and less in-migration than is necessary for significant labor force expansion. Maine and Michigan are not alone in having an aging labor force, yet similarly flat or declining employment projections aren't shared among many states.

Why don't more states project similar patterns?

Although labor force projections are a beginning point for national employment projections, they are not required when states create their own employment projections. Labor force projections are one of the most important inputs to the employment projections process because they dictate a ceiling to employment growth during the projection period. Unfortunately, labor force projections carry a high cost of entry for a state labor market information office, something Michigan is fortunate enough to avoid through housing the office of the state demographer within its Bureau of Labor Market Information and Strategic Initiatives. Without this important source of expertise, many states are left without a top-level limit on their projections, forecasting many openings in state workforces where workers may not be available to fill them.

Are there plans to expand use of labor force projections?

National partnerships such as the Projections Management Partnership could help to lower the barriers to producing labor force projections by publishing guidelines and tools for states to implement on their own. Similar tools already exist to enable all states to create employment projections using a national standard methodology, which Michigan uses in its own projections. Preliminary work is being done by a group of states, which includes Michigan, to create a standard labor force projection methodology. Once completed, this methodology could be incorporated into national tools, reducing the significant barriers that keep all states from implementing their own labor force projections.

Won't COVID-19 lower our projections anyway?

While the COVID-19 pandemic will almost certainly have a lasting impact on the Michigan labor market, exactly what shape those effects will take is yet to be determined. We know today that the pandemic has caused the beginnings of a recession in the local as well as international economies, but that fact is largely accounted for in the Michigan employment projections. Because projections methodology assume that the economy be at full employment by the end of the projection period and the economy was already at a full employment state in 2018, it is implied that there will be a recession in the intervening years purely due to the average length of economic cycles. So although COVID-19 will have a negative effect on the economy, a recession during the projection period is not entirely unexpected.

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