2014 Cluster Workforce Updates

Agriculture

Bureau of Labor Market Information and Strategic Initiatives
Introduction

Produced through a partnership between the Bureau of Labor Market Information and Strategic Initiatives (LMISI) and the Workforce Development Agency (WDA), the 2014 Cluster Workforce Updates are intended to revise the key occupation tables found in the Cluster Workforce Analysis publications released in January 2013.

Key occupations include job titles that show a favorable mix of employment indicators as measured by LMISI and that were identified by the WDA Industry Talent Directors as being important to their respective clusters today and in the future.

The Agriculture Cluster includes industries like Crop production, Bakeries, Animal production, Fruit and vegetable preserving, and Animal slaughtering. The key occupations identified in this report are heavily concentrated in these and other industries within the cluster.

With an emphasis on occupations, this report provides an analysis of important indicators, including employment, earnings, education and training requirements, and real-time and projected demand. For additional demographic or labor market information and resources, please visit our website at www.michigan.gov/lmi.
The Agriculture Cluster

- The Agriculture Cluster employment reported comes primarily from employer tax records filed with the Michigan Unemployment Insurance Agency. This total does not reflect many small farmers unless their quarterly payroll is in excess of $20,000. Additionally, these data capture paid workers but not self-employed or unpaid family members. Based on the USDA’s survey on the agricultural sector that includes all paid, non-paid, full and part-time workers, as well as the self-employed farmers, Michigan counted about 137,300 farm laborers, including hired, migrant, and unpaid workers in 2012.

- Unlike some industries, the Agriculture Cluster in Michigan recorded employment growth during the Great Recession. Furthermore, between 2011 and 2013, the number of jobs in the cluster grew by an additional 3.4 percent.

- With the exception of Farmers, ranchers, and other agricultural managers, key occupations in the cluster are forecast to show job growth, ranging from two percent for Farmworkers and laborers to 21 percent for Slaughterers and meat packers.

- Many of the jobs in the cluster are generally lower paying, with 9 of 15 key agricultural occupations paying between $9.00 to $15.00 per hour. Additionally, the majority of these occupations (13 of 15) require lower levels of education (high school or less). Only one occupation (Food scientists and technologists) demands a bachelor’s degree, and pays an above-average median hourly wage of $25.15.

- Real-time online job vacancy data indicates strong demand for First-line supervisors of production and operating workers, Farmworkers and laborers, Packaging and filling machine operators and tenders, and Industrial truck and tractor operators. But with the exception of Farmworkers, much of this demand is in industries outside of the Agriculture Cluster.

"The Agriculture Cluster in Michigan recorded employment growth during the Great Recession."

- Due to below-average pay and tough working conditions, agriculture could face challenges in finding workers. Efficient access to migrant labor is critical for many agricultural employers in helping them avoid short-term labor shortages.
# Key Occupations in the Agriculture Cluster

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total Michigan Employment</th>
<th>Employment in Cluster</th>
<th>Median Wage</th>
<th>Total Annual Openings</th>
<th>Real-Time Demand</th>
<th>Education or Training Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>First-Line Supervisors/Managers of Production and Operating Workers</td>
<td>24,410</td>
<td>1,153</td>
<td>$27.21</td>
<td>299</td>
<td>2,251</td>
<td>Postsecondary non-degree award</td>
</tr>
<tr>
<td>Packers and Packagers, Hand</td>
<td>16,590</td>
<td>1,026</td>
<td>$9.65</td>
<td>717</td>
<td>64</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Industrial Truck and Tractor Operators</td>
<td>11,210</td>
<td>773</td>
<td>$14.61</td>
<td>499</td>
<td>228</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Packaging and Filling Machine Operators and Tenders</td>
<td>10,690</td>
<td>3,061</td>
<td>$12.62</td>
<td>138</td>
<td>229</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Bakers</td>
<td>5,120</td>
<td>1,566</td>
<td>$11.34</td>
<td>131</td>
<td>20</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Food Batchmakers</td>
<td>2,500</td>
<td>1,446</td>
<td>$14.06</td>
<td>92</td>
<td>13</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders</td>
<td>1,980</td>
<td>1,630</td>
<td>$16.79</td>
<td>29</td>
<td>6</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</td>
<td>1,360</td>
<td>1,173</td>
<td>$10.20</td>
<td>536</td>
<td>182</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Graders and Sorters, Agricultural Products</td>
<td>1,000</td>
<td>661</td>
<td>$11.01</td>
<td>45</td>
<td>10</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Slaughterers and Meat Packers</td>
<td>700</td>
<td>696</td>
<td>$15.22</td>
<td>24</td>
<td>2</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Farmworkers, Farm and Ranch Animals</td>
<td>580</td>
<td>544</td>
<td>$9.09</td>
<td>71</td>
<td>111</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Food Scientists and Technologists</td>
<td>540</td>
<td>384</td>
<td>$25.15</td>
<td>15</td>
<td>39</td>
<td>Bachelor's degree</td>
</tr>
<tr>
<td>First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers</td>
<td>340</td>
<td>198</td>
<td>$25.48</td>
<td>34</td>
<td>27</td>
<td>High school diploma or equivalent</td>
</tr>
<tr>
<td>Agricultural Equipment Operators</td>
<td>320</td>
<td>298</td>
<td>$14.70</td>
<td>59</td>
<td>56</td>
<td>Less than high school</td>
</tr>
<tr>
<td>Farm, Ranch, and Other Agricultural Managers</td>
<td>NA</td>
<td>NA</td>
<td>$34.23</td>
<td>2,917</td>
<td>14</td>
<td>High school diploma or equivalent</td>
</tr>
</tbody>
</table>

Source: Bureau of Labor Market Information and Strategic Initiatives / The Conference Board Help Wanted Online®
What’s New from LMISI?

The 2014 Cluster Workforce Updates are just one example of the many publications by the Bureau of Labor Market Information and Strategic Initiatives. Serving a diverse group of customers, our products range from workforce data to customized products and publications. Highlighted below are some of our more recent products. These and more can be found on our website at: www.michigan.gov/lmi.

Regional Career Outlook Brochures (2010 - 2020)

Published for Michigan's 18 Economic Forecast Regions (EFRs), these Career Outlook Brochures use our occupational long-term forecasts to list the top 15 to 20 occupations in the region based on a variety of factors. The lists provided for each region are based on education, annual openings, and real-time demand using the data series from The Conference Board Help Wanted OnLine® (HWOL).

Regional Prosperity Initiative: Real-Time Labor Demand Snapshots

Published for the State's 10 Prosperity Regions, these monthly reports use The Conference Board Help Wanted OnLine® (HWOL) Data Series to provide a high-level overview of in-demand occupations, top advertising employers, education and training requirements, and the location of advertised vacancies for each of Michigan’s 10 Prosperity Regions.

Michigan Economic and Workforce Indicators and Insights—Summer 2014

These profiles provide labor market information to support the Regional Prosperity Initiative. Included is information and analysis on the topics of population and demographics, labor force, employment, and unemployment, commuting patterns, industry employment and job trends, occupational employment and wages, and occupational demand, both real-time and forecasted.

Youth and Young Adults and the Michigan Labor Market

This study examines the important topic of teens and young adults in the labor market. This report provides workforce development professionals with timely, relevant, and accurate information on subjects including: demographics, labor force, and unemployment; industry and occupational employment; educational attainment and job market success; migration of youth; and employment and skill outlook.
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