Michigan payroll jobs down in September, but up over the past year.

SEPTEMBER 2019 JOBLESS RATE

MICHIGAN

4.2%

NATIONAL

3.5%

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.
The state’s jobless rate held steady at 4.2 percent in September, with little movement over the month observed in the overall labor force and its component parts (employment and unemployment). Since September 2018, the state’s jobless rate was up 0.3 percentage points. September payrolls were lower by 5,700 with job reductions in Manufacturing, Professional and business services, and Government. Trade, transportation, and utilities, Leisure and hospitality, and Construction added jobs. Since September 2018, payroll jobs were up 24,800 or 0.6 percent.

Just in time for National Apprenticeship Week, our Feature Article provides a summary of our new report, “The State of Registered Apprenticeships in Michigan.” We learn that in 2018, there were nearly 18,900 active apprentices in more than 1,100 programs across the state of Michigan. Our Map of the Month shows how new registered apprentices and new apprenticeship programs are distributed across the state and our Relevant Rankings details new apprentices by state and by Michigan county. Finally, we are pleased to share an apprenticeship-focused Partner Perspective from a valued partner in the Michigan Department of Labor and Economic Opportunity (LEO).

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.
Michigan’s September seasonally adjusted jobless rate remained unchanged over the month at 4.2 percent. Total employment in the state was flat while unemployment edged down by 3,000. Michigan’s total workforce fell slightly in September.

Michigan’s September jobless rate was seven-tenths of a percentage point above the U.S. jobless rate of 3.5 percent. The national unemployment rate fell by two-tenths of a percentage point over the month. Over the year, the Michigan jobless rate advanced by three-tenths of a percentage point, while the national jobless rate moved down by two-tenths.

While the state’s employment level remained unchanged over the month, total employment grew by 49,000, or 1.0 percent, over the year.

For the second consecutive month, total unemployment in Michigan fell, declining by 1.4 percent since August. Over the year, the number of unemployed in Michigan moved up by 16,000, or 8.3 percent, while the national number of unemployed fell by 3.6 percent.

Over the year, the state workforce advanced by 65,000, or 1.3 percent, similar to the national growth rate of 1.2 percent.

After an 18-Year Low, Quarterly Jobless Rates Begin to Rise Slightly in 2019

The figure on the following page shows the seasonally adjusted quarterly jobless rates for Michigan during the three-year period from the third quarter 2016 through the third quarter 2019. The last two quarters of 2016 recorded jobless rates of 5.0 percent and 5.1 percent; rates nearly a full percentage point higher than the third quarter 2019 rate of 4.2 percent. With a few minor exceptions, the state’s jobless rate declined nearly continuously during 2017 as total unemployment for the state began to fall.

2018 showed more quarterly jobless rate reductions for the state, culminating in a quarterly jobless rate of 3.9 percent during the third quarter. Such a low rate had not been seen in Michigan since the third quarter of 2000 (3.8 percent).

Michigan jobless rates have edged up to 4.2 percent in the second and third quarters of 2019.

SHIBANI PUTATUNDA
Economic Specialist
MICHIGAN QUARTERLY JOBLESS RATES, THIRD QUARTER 2016–THIRD QUARTER 2019


5.0% | 5.1% | 4.8% | 4.5% | 4.6% | 4.6% | 4.4% | 4.2% | 3.9% | 4.0% | 4.0% | 4.2% | 4.2%
BY INDUSTRY SECTOR

MICHIGAN JOB TRENDS

Monthly Overview
Total nonfarm payroll jobs in Michigan declined by 5,700 in September to 4,443,800. The industry sectors with the largest monthly job reductions were Manufacturing (-3,900), Professional and business services (-3,000), and Government (-3,000). The broad sectors with September job gains were Trade, transportation and utilities (+3,200), Leisure and hospitality (+1,500), Construction (+1,100), and Mining and logging (+100). Job levels in the Transportation equipment manufacturing industry declined by 1,900 over the month. This reduction, however, was unrelated to the auto sector labor dispute that began during the month. For a more detailed explanation of this event, please see the note that accompanies the Michigan payroll jobs table.

Over the Year Analysis
Between September 2018 and September 2019, total Michigan nonfarm jobs grew by 24,800 or 0.6 percent. This was significantly below the over-the-year 1.4 percent job expansion nationally during this period. In Michigan, payroll gains were recorded in all but three major industry sectors. The major sectors of Leisure and hospitality (+11,200), Professional and business services (+5,900), and Government (+5,300) experienced the largest job increases since September 2018. Smaller, yet notable, job gains also occurred in Financial activities (+4,900), Other services (+3,800), Construction (+3,200), and Information (+1,300). Job reductions over the past year occurred in Education and health services (-6,200), Manufacturing (-4,500), and Trade, transportation and utilities (-700).

Michigan Third Quarter 2019
Job Performance
During the third quarter, Michigan payroll employment remained essentially unchanged, notching slightly higher by 900. Nationally, payroll jobs increased by 0.3 percent during the third quarter.

In Michigan, the broad industry sectors that added jobs during the third quarter included Government (+1.0 percent), Professional and business services (+0.6 percent), Financial activities (+0.5 percent), and Other services (+0.4 percent).

The broad sectors where employment declined or remained unchanged were Education and health services (-0.7 percent), Manufacturing (-0.5 percent), Information (-0.4 percent), Trade, transportation, and utilities (-0.3 percent), Construction (-0.2 percent), Leisure and hospitality (-0.1 percent), and Mining and logging (0.0 percent).

Payroll jobs in the Transportation equipment manufacturing sector rose by 0.7 percent during the third quarter.

Significant Industry Employment Developments
RETAIL TRADE
The number of Retail jobs increased by 1,600 during September. This was only the second month this year in which employers added jobs, the other being January when 2,800 jobs were added. Part of the September increase was due to hiring in General merchandise stores. During the third quarter, Retail trade employment decreased by 1,900 or by 0.4 percent.

Between September 2018 and September 2019, the number of jobs in this sector declined by 4,500 or by 1.0 percent. The subsectors that accounted for much of this reduction were General merchandise stores, Gasoline stations, and Health and personal care stores. Nationally, job levels fell by 11,400 over the month and by 0.4 percent over the year.

PROFESSIONAL, SCIENTIFIC, AND TECHNICAL SERVICES
Job levels in this sector advanced by 1,000 to a series high of 307,400 in September. Part of this rise was due to an employment increase in Management, scientific, and technical consulting services and a much smaller than typical monthly decline in Computer systems design and related services. On a quarterly basis, payrolls have grown in 38 of the past 40 quarters with 3,900 jobs added during the third quarter of 2019. The employment growth during the July through September period of this year was primarily located in Architectural, engineering, and related services, Computer systems design and related services, and Other professional, scientific, and technical services.

Since September 2018, job levels advanced by 7,800 or by 2.6 percent. This accounted for nearly one in three (31.5 percent) of the total nonfarm jobs added in Michigan during this period. Nationally, employment rose by 12,800 over the month and by 3.1 percent since September 2018.

OTHER SERVICES
Jobs in this sector contracted by 1,100 in September. This was the first month in 2019 with an employment decline while job levels remained unchanged in August. The September job cut was caused by larger than typical monthly reductions in the subsectors of Repair and maintenance services, Personal and laundry services, and Religious, grantmaking, civic, professional, and similar organizations. Job levels rose by 700 during the three-month period ending in September. Over the year, payrolls have increased by 3,800 or by 2.3 percent. Nationally, job levels declined by 3,000 over the month but moved up by 1.5 percent over the year.

Metropolitan Statistical Areas (MSAs)
On a not seasonally adjusted basis, 13 of Michigan’s 14 Metropolitan Statistical Areas (MSAs) recorded nonfarm job additions during September. The metro areas with the largest gains were Lansing (+3.9 percent), Kalamazoo (+2.6 percent), and Ann Arbor (+2.6 percent). Above average payroll growth was also reported in Monroe (+2.2 percent), Battle Creek (+1.2 percent), Jackson (+0.7 percent), and Flint and Bay City (+0.6 percent each).

A modest reduction in total nonfarm jobs occurred in the Muskegon (-0.6 percent) MSA.

Common to most metro areas in September were payroll increases in the Government sector due to the start of the new academic year.

JEFFREY AULA
Economic Analyst
### Michigan Payroll Jobs (Seasonally Adjusted)

<table>
<thead>
<tr>
<th>Industry</th>
<th>September 2019</th>
<th>August 2019</th>
<th>September 2018</th>
<th>Over the Month Level</th>
<th>Over the Month Percent</th>
<th>Over the Year Level</th>
<th>Over the Year Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Nonfarm</strong></td>
<td>4,443,800</td>
<td>4,449,500</td>
<td>4,419,000</td>
<td>-5,700</td>
<td>-0.1%</td>
<td>24,800</td>
<td>0.6%</td>
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<tr>
<td>Total Private</td>
<td>3,830,100</td>
<td>3,832,800</td>
<td>3,810,600</td>
<td>-2,700</td>
<td>-0.1%</td>
<td>19,500</td>
<td>0.5%</td>
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<tr>
<td>Private Service-Providing</td>
<td>3,022,000</td>
<td>3,022,000</td>
<td>3,001,800</td>
<td>0</td>
<td>0.0%</td>
<td>20,200</td>
<td>0.7%</td>
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<tr>
<td><strong>Goods-Producing</strong></td>
<td>806,100</td>
<td>810,800</td>
<td>808,800</td>
<td>-2,700</td>
<td>-0.3%</td>
<td>-700</td>
<td>-0.1%</td>
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<tr>
<td>Mining, Logging, and Construction</td>
<td>180,100</td>
<td>178,900</td>
<td>176,300</td>
<td>1,200</td>
<td>0.7%</td>
<td>3,800</td>
<td>2.2%</td>
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<tr>
<td>Mining and Logging</td>
<td>7,300</td>
<td>7,200</td>
<td>7,300</td>
<td>100</td>
<td>1.4%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Construction</td>
<td>172,800</td>
<td>171,700</td>
<td>169,000</td>
<td>1,100</td>
<td>0.6%</td>
<td>3,800</td>
<td>2.2%</td>
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<tr>
<td>Manufacturing</td>
<td>628,000</td>
<td>631,900</td>
<td>632,500</td>
<td>-3,100</td>
<td>-0.6%</td>
<td>-4,500</td>
<td>-0.7%</td>
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<tr>
<td>Durable Goods</td>
<td>477,800</td>
<td>480,900</td>
<td>480,000</td>
<td>-3,100</td>
<td>-0.6%</td>
<td>-2,200</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Transportation Equipment Manufacturing</td>
<td>195,400</td>
<td>197,300</td>
<td>194,500</td>
<td>-1,900</td>
<td>-1.0%</td>
<td>900</td>
<td>0.5%</td>
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<tr>
<td>Non-Durable Goods</td>
<td>150,200</td>
<td>151,000</td>
<td>152,500</td>
<td>-800</td>
<td>-0.5%</td>
<td>-2,300</td>
<td>-1.5%</td>
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<tr>
<td><strong>Service-Providing</strong></td>
<td>3,635,700</td>
<td>3,638,700</td>
<td>3,610,200</td>
<td>-3,000</td>
<td>-0.1%</td>
<td>25,500</td>
<td>0.7%</td>
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<tr>
<td>Trade, Transportation, and Utilities</td>
<td>791,800</td>
<td>788,600</td>
<td>792,500</td>
<td>3,200</td>
<td>0.4%</td>
<td>-700</td>
<td>-0.1%</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>173,600</td>
<td>173,100</td>
<td>172,300</td>
<td>500</td>
<td>0.3%</td>
<td>1,300</td>
<td>0.8%</td>
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<tr>
<td>Retail Trade</td>
<td>464,700</td>
<td>463,100</td>
<td>469,200</td>
<td>1,600</td>
<td>0.3%</td>
<td>-4,500</td>
<td>-1.0%</td>
</tr>
<tr>
<td>Transportation, Warehousing, and Utilities</td>
<td>153,500</td>
<td>152,400</td>
<td>151,000</td>
<td>1,100</td>
<td>0.7%</td>
<td>2,500</td>
<td>1.7%</td>
</tr>
<tr>
<td>Information</td>
<td>57,100</td>
<td>57,300</td>
<td>55,800</td>
<td>-200</td>
<td>-0.3%</td>
<td>1,300</td>
<td>2.3%</td>
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<tr>
<td>Financial Activities</td>
<td>223,900</td>
<td>224,000</td>
<td>219,000</td>
<td>-100</td>
<td>0.0%</td>
<td>4,900</td>
<td>2.2%</td>
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<tr>
<td>Finance and Insurance</td>
<td>166,000</td>
<td>166,400</td>
<td>163,900</td>
<td>-400</td>
<td>-0.2%</td>
<td>2,100</td>
<td>1.3%</td>
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<tr>
<td>Real Estate and Rental and Leasing</td>
<td>57,900</td>
<td>57,600</td>
<td>55,100</td>
<td>300</td>
<td>0.5%</td>
<td>2,800</td>
<td>5.1%</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>665,100</td>
<td>668,100</td>
<td>659,200</td>
<td>-3,000</td>
<td>-0.4%</td>
<td>5,900</td>
<td>0.9%</td>
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<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>307,400</td>
<td>306,400</td>
<td>299,600</td>
<td>1,000</td>
<td>0.3%</td>
<td>7,800</td>
<td>2.6%</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>67,800</td>
<td>67,700</td>
<td>69,800</td>
<td>100</td>
<td>0.1%</td>
<td>-2,000</td>
<td>-2.9%</td>
</tr>
<tr>
<td>Administrative and Support and Waste</td>
<td>289,900</td>
<td>294,000</td>
<td>289,800</td>
<td>-4,100</td>
<td>-1.4%</td>
<td>100</td>
<td>0.0%</td>
</tr>
<tr>
<td>Management and Remediation Services</td>
<td>289,900</td>
<td>294,000</td>
<td>289,800</td>
<td>-4,100</td>
<td>-1.4%</td>
<td>100</td>
<td>0.0%</td>
</tr>
<tr>
<td>Education and Health Services</td>
<td>670,600</td>
<td>670,900</td>
<td>676,800</td>
<td>-300</td>
<td>0.0%</td>
<td>-6,200</td>
<td>-0.9%</td>
</tr>
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<td>Educational Services</td>
<td>71,200</td>
<td>70,700</td>
<td>74,800</td>
<td>500</td>
<td>0.7%</td>
<td>-3,600</td>
<td>-4.8%</td>
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<tr>
<td>Health Care and Social Assistance</td>
<td>599,400</td>
<td>600,200</td>
<td>602,000</td>
<td>-800</td>
<td>-0.1%</td>
<td>-2,600</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td>443,400</td>
<td>441,900</td>
<td>432,200</td>
<td>1,500</td>
<td>0.3%</td>
<td>11,200</td>
<td>2.6%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>52,100</td>
<td>52,600</td>
<td>53,100</td>
<td>-500</td>
<td>-1.0%</td>
<td>-1,000</td>
<td>-1.9%</td>
</tr>
<tr>
<td>Accommodation and Food Services</td>
<td>391,300</td>
<td>389,300</td>
<td>379,100</td>
<td>2,000</td>
<td>0.5%</td>
<td>12,200</td>
<td>3.2%</td>
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<tr>
<td>Other Services</td>
<td>170,100</td>
<td>171,200</td>
<td>166,300</td>
<td>-1,100</td>
<td>-0.6%</td>
<td>3,800</td>
<td>2.3%</td>
</tr>
<tr>
<td>Government</td>
<td>613,700</td>
<td>616,700</td>
<td>608,400</td>
<td>-3,000</td>
<td>-0.5%</td>
<td>5,300</td>
<td>0.9%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>53,600</td>
<td>53,500</td>
<td>52,400</td>
<td>100</td>
<td>0.2%</td>
<td>1,200</td>
<td>2.3%</td>
</tr>
<tr>
<td>State Government</td>
<td>194,800</td>
<td>193,700</td>
<td>191,800</td>
<td>1,100</td>
<td>0.6%</td>
<td>3,000</td>
<td>1.6%</td>
</tr>
<tr>
<td>Local Government</td>
<td>365,300</td>
<td>369,500</td>
<td>364,200</td>
<td>-4,200</td>
<td>-1.1%</td>
<td>1,100</td>
<td>0.3%</td>
</tr>
</tbody>
</table>

**Please note:** The large auto industry labor dispute began on Monday, September 16. Industry jobs statistics published for the month of September 2019 reflect worker status for the week of September 8–14. Therefore, the labor dispute began after the September survey week, and had no measurable impact on the September jobs data. The impact of the strike on jobs will be seen in published October 2019 data.
MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE (IN THOUSANDS)

PERCENTAGE JOB CHANGE, SECOND QUARTER 2019–THIRD QUARTER 2019 (IN THOUSANDS)

- Government
- Professional and Business Services
- Financial Activities
- Other Services
- Total Nonfarm
- Mining and Logging
- Leisure and Hospitality
- Construction
- Trade, Transportation, and Utilities
- Information
- Manufacturing
- Educational and Health Services

-1.0% -0.5% 0.0% 0.5% 1.0% 1.5%
MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, AUGUST 2019–SEPTEMBER 2019

- Retail Trade: +1,600
- Professional, Scientific, and Technical Services: +1,000
- Other Services: -1,100

PERCENTAGE JOB CHANGE, SECOND QUARTER 2019–THIRD QUARTER 2019 (IN THOUSANDS)

- Lansing: +3.9%
- Kalamazoo: +2.6%
- Ann Arbor: +2.6%
- Monroe: +2.2%
- Battle Creek: +1.2%
- Jackson: +0.7%
- Flint: +0.6%
- Bay City: +0.6%
- Michigan: +0.5%
- Benton Harbor: +0.5%
- Midland: +0.3%
- Saginaw: +0.2%
- Detroit: +0.1%
- Grand Rapids: +0.1%
- Muskegon: -0.6%
ANN ARBOR METROPOLITAN AREA
• Ann Arbor’s unemployment rate fell by three-tenths of a percentage point over the month to 3.0 percent in September.
• The region’s labor force advanced by 1.1 percent over the year.
MONTHLY INDUSTRY DEVELOPMENTS
• Total nonfarm jobs in the Ann Arbor region rose by 5,800 over the month, or 2.6 percent.
• A seasonal over-the-month increase of 6,600 jobs in the region’s Government sector was slightly offset by minor declines in several other Ann Arbor industries.
INDUSTRY TRENDS
• On a numerical basis, Ann Arbor exhibited the second largest over-the-month advance in payroll employment (behind the Lansing MSA), with the return of students to area colleges and universities.

BAY CITY METROPOLITAN AREA
• The Bay City region jobless rate moved down by 0.6 percentage points between August and September to 4.0 percent.
• Bay City recorded the largest employment decline over the year out of all major Michigan labor market areas, down by 0.6 percent since September 2018.
MONTHLY INDUSTRY DEVELOPMENTS
• The payroll job count in Bay City inched up by 200 over the month, or 0.6 percent, due to a 400-job seasonal increase in the region’s Government sector.
INDUSTRY TRENDS
• For the second consecutive month, Retail trade in Bay City was at an all-time low level of 4,800 jobs.

FLINT METROPOLITAN AREA
• Joblessness in the Flint region fell by 0.6 percentage points over the month to 4.3 percent.
• The region’s workforce dropped by 1.9 percent between August and September 2019.
MONTHLY INDUSTRY DEVELOPMENTS
• Flint payroll jobs increased by 800 over the month, or 0.6 percent, essentially all due to a seasonal education-related advance in the region’s Local government sector (+1,300).
INDUSTRY TRENDS
• Education and health services in the Flint region reached its ten-year low level of 25,800 jobs in September.

GRAND RAPIDS-WYOMING METRO AREA
• Joblessness in the Grand Rapids metro area decreased by 0.3 percentage points to 2.8 percent in September.
• Grand Rapids exhibited the lowest jobless rate out of all major Michigan labor market areas in September.
MONTHLY INDUSTRY DEVELOPMENTS
• The Grand Rapids payroll job count moved up by 700 over the month, or just 0.1 percent.
• Jobs rose seasonally for the second consecutive month in the Government sector, as classes resumed at area colleges and universities.
INDUSTRY TRENDS
• The region’s job levels were up 1,200 over the year in September, well below the job growth levels recorded earlier in 2019.

BATTLE CREEK METROPOLITAN AREA
• The jobless rate in the Battle Creek MSA declined by 0.6 percentage points in September to 3.9 percent, as fewer persons were active in the labor market. Employment levels in the region actually edged down 500 over the month.
• Since September 2018, employment and unemployment levels were little changed and the jobless rate edged up by 0.4 percentage points.
MONTHLY INDUSTRY DEVELOPMENTS
• September job levels in the Battle Creek MSA were up 1.2 percent, mainly from a seasonal job improvement in private and public Education (+600).
• Since September 2018, jobs in the Battle Creek MSA were virtually flat. An employment gain of 200 in Retail trade was offset by a job cut in Educational and health services.
INDUSTRY TRENDS
• Since 2010, jobs in Transportation equipment manufacturing rose substantially, but job levels were relatively flat since 2016.

DETROIT-WARREN-DEARBORN METRO AREA
• The Detroit MSA unemployment rate declined by four-tenths of a percentage point in September to 4.1 percent.
• The number of unemployed in the Detroit MSA advanced by 5.9 percent over the year, a full percentage point below that of the state.
MONTHLY INDUSTRY DEVELOPMENTS
• The Detroit MSA nonfarm job total moved up by 1,700 over the month, a slight gain of 0.1 percent.
• A monthly increase of 13,400 jobs in Government was largely offset by job cuts in multiple other regional industries, especially Leisure and hospitality (-6,700).
INDUSTRY TRENDS
• The Detroit region’s Telecommunications sector reached an all-time low level of 7,800 jobs in September.
## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

<table>
<thead>
<tr>
<th>PLACE OF RESIDENCE</th>
<th>ANN ARBOR</th>
<th>BATTLE CREEK</th>
<th>BAY CITY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>SEP 2019</td>
<td>AUG 2019</td>
<td>SEP 2018</td>
</tr>
<tr>
<td></td>
<td>SEP 2019</td>
<td>AUG 2019</td>
<td>SEP 2018</td>
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<tr>
<td></td>
<td>SEP 2019</td>
<td>AUG 2019</td>
<td>SEP 2018</td>
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<tr>
<td>Labor Force</td>
<td>194,500</td>
<td>194,400</td>
<td>192,400</td>
</tr>
<tr>
<td></td>
<td>61,900</td>
<td>62,800</td>
<td>61,700</td>
</tr>
<tr>
<td></td>
<td>49,300</td>
<td>50,200</td>
<td>49,400</td>
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<tr>
<td>Employment</td>
<td>188,700</td>
<td>188,000</td>
<td>187,000</td>
</tr>
<tr>
<td></td>
<td>59,500</td>
<td>60,000</td>
<td>59,600</td>
</tr>
<tr>
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* Data Not Available
JACKSON METROPOLITAN AREA

• In Jackson, the area unemployment rate moved down by 0.6 percentage points in September, similar to the statewide trend. Both employment and unemployment levels fell seasonally over the month.
• Over the past year, labor market conditions in the Jackson region were stable, and the jobless rate remained very low.

MONTHLY INDUSTRY DEVELOPMENTS

• September jobs in the Jackson metro area rose by 0.7 percent (+400) to a total of 58,700, mainly from a substantial employment gain of 700 in Professional and business services. The sectors of Leisure and hospitality and Manufacturing each cut 200 positions in September.

INDUSTRY TRENDS

• Payroll jobs in the Jackson MSA were unchanged since September 2018. Despite this, a 200-job improvement was recorded in both Leisure and hospitality and in Retail trade.

KALAMAZOO-PORTAGE METRO AREA

• Joblessness in the Kalamazoo-Portage metro area dropped by 0.4 percentage points in September to 3.4 percent. The rate drop was largely due to a seasonal withdrawal of summer jobseekers from the area workforce.
• Over the past year, the number of area unemployed rose by 600 or 11.8 percent.

MONTHLY INDUSTRY DEVELOPMENTS

• September payroll job levels in the Kalamazoo-Portage MSA increased by 2.6 percent (+3,800), mostly from seasonal employment gains of 3,700 in private and public Education. Jobs in Professional and business services also advanced (+600).

INDUSTRY TRENDS

• Since 2010, Manufacturing has added 4,300 positions to the Kalamazoo workforce; a growth rate of 23.2 percent.

LANSING-EAST LANSING METRO AREA

• The Lansing MSA jobless rate receded by half a percentage point in September to 3.1 percent.
• Lansing was one of only two Michigan regions to exhibit a workforce advance over the month (along with Ann Arbor), increasing by 1.5 percent since August.

MONTHLY INDUSTRY DEVELOPMENTS

• Total nonfarm jobs in the Lansing region rose by 9,100 over the month, or 3.9 percent, due mainly to a gain of 8,500 jobs in the area’s Government sector.

INDUSTRY TRENDS

• On a numerical basis, Lansing’s over-the-month payroll employment expansion of 9,100 far outpaced the over-the-month job growth of Michigan’s other labor market areas.

MIDLAND METROPOLITAN AREA

• The unemployment rate in the Midland MSA fell by four-tenths of a percentage point in September to 3.4 percent.
• Total unemployment in the region remained unchanged over the year.

MONTHLY INDUSTRY DEVELOPMENTS

• Midland payroll jobs inched up by 100 over the month, or 0.3 percent.

INDUSTRY TRENDS

• On a percentage basis, the Midland region exhibited the second largest over-the-month seasonal gain in Government jobs, advancing by 15.4 percent in September.

MUSKEGON METROPOLITAN AREA

• The Muskegon MSA jobless rate decreased by four-tenths of a percentage point over the month to 3.9 percent.
• Total employment advanced by 1.2 percent over the year, two-tenths of a percent above that of the state.

MONTHLY INDUSTRY DEVELOPMENTS

• Muskegon nonfarm job levels receded by 400 over the month or 0.6 percent.
• An increase of 700 jobs in Government was offset by declines in multiple other regional industries.

INDUSTRY TRENDS

• Muskegon was the only Michigan metro area to register a decline in nonfarm jobs over the month.

MONROE METROPOLITAN AREA

• Similar to statewide trends, the Monroe metro area unemployment rate declined by 0.6 percentage points in September to 3.3 percent.
• Monroe was the only major Michigan labor market area to record a jobless rate decline over the year, edging down by 0.2 percentage points since September 2018.

MONTHLY INDUSTRY DEVELOPMENTS

• Job levels in Monroe rose by 900 over the month, or 2.2 percent, mainly due to a seasonal increase in Government.

INDUSTRY TRENDS

• Manufacturing in the Monroe region matched its ten-year high level of 5,900 jobs in September.
### CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

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### PLACE OF WORK

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* Data Not Available
NILES-BENTON HARBOR METRO AREA

- Seasonal labor force reductions in the Niles-Benton Harbor MSA led to a monthly jobless rate cut of 0.7 percentage points to 3.5 percent. The number of unemployed fell seasonally, and despite the rate reduction, the number of employed dropped by 800.
- Since September 2018, the 1.6 percent employment advance in the Niles-Benton Harbor metro area tied for the highest among Michigan metro areas.

MONTHLY INDUSTRY DEVELOPMENTS

- September payroll jobs in the Niles-Benton Harbor MSA inched up 300. Education and Professional and business services added jobs seasonally. However, jobs in Leisure and hospitality declined seasonally.
- Over the year, jobs in the Niles-Benton Harbor MSA advanced by 1.8 percent (+1,100).

INDUSTRY TRENDS

- Area jobs in Manufacturing steadily moved up every year for seven straight years from 2011 to 2017.

SAGINAW METROPOLITAN AREA

- The jobless rate in the Saginaw region fell by six-tenths of a percentage point over the month to 4.1 percent in September.
- Total unemployment rose by 6.1 percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in Saginaw edged up by 200 over the month, or 0.2 percent.
- A 1,200 seasonal job addition in the region’s Government sector was partially offset by declines in several other industries, including Manufacturing (-500) and Leisure and hospitality (-300).

INDUSTRY TRENDS

- For the third consecutive month, Other services in Saginaw exhibited its all-time low level of 3,100 jobs.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

<table>
<thead>
<tr>
<th>PLACE OF RESIDENCE</th>
<th>NILES-BENTON HARBOR</th>
<th>SAGINAW</th>
</tr>
</thead>
<tbody>
<tr>
<td>SEP 2019</td>
<td>AUG 2019</td>
<td>SEP 2018</td>
</tr>
<tr>
<td>Labor Force</td>
<td>73,600 75,000 72,400</td>
<td>85,800 87,400</td>
</tr>
<tr>
<td>Employment</td>
<td>71,000 71,800 69,900</td>
<td>82,300 83,300</td>
</tr>
<tr>
<td>Unemployment</td>
<td>2,600 3,200 2,500</td>
<td>3,500 4,100</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>3.5% 4.2% 3.5%</td>
<td>4.1% 4.7%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PLACE OF WORK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Nonfarm Jobs</td>
</tr>
<tr>
<td>Mining, Logging, and Construction</td>
</tr>
<tr>
<td>Manufacturing</td>
</tr>
<tr>
<td>Trade, Transportation, and Utilities</td>
</tr>
<tr>
<td>Wholesale Trade</td>
</tr>
<tr>
<td>Retail Trade</td>
</tr>
<tr>
<td>Information</td>
</tr>
<tr>
<td>Financial Activities</td>
</tr>
<tr>
<td>Professional and Business Services</td>
</tr>
<tr>
<td>Educational and Health Services</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
</tr>
<tr>
<td>Other Services</td>
</tr>
<tr>
<td>Government</td>
</tr>
</tbody>
</table>

UPPER PENINSULA

<table>
<thead>
<tr>
<th>SEP 2019</th>
<th>AUG 2019</th>
<th>SEP 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>138,100 139,200 137,400</td>
<td>83,000 85,300 82,300</td>
</tr>
<tr>
<td>Employment</td>
<td>132,600 132,400 132,400</td>
<td>79,300 80,900 78,800</td>
</tr>
<tr>
<td>Unemployment</td>
<td>5,500 6,800 5,000</td>
<td>3,700 4,400 3,500</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>4.0% 4.9% 3.6%</td>
<td>4.4% 5.2% 4.3%</td>
</tr>
</tbody>
</table>

NORTHEAST MICHIGAN

<table>
<thead>
<tr>
<th>SEP 2019</th>
<th>AUG 2019</th>
<th>SEP 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>151,500 159,600 149,100</td>
<td>146,300 153,700 144,300</td>
</tr>
<tr>
<td>Employment</td>
<td>146,300 153,700 144,300</td>
<td>114,300 119,900 114,300</td>
</tr>
<tr>
<td>Unemployment</td>
<td>5,200 5,900 4,800</td>
<td>5,200 5,900 4,800</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>3.4% 3.7% 3.2%</td>
<td>3.4% 3.7% 3.2%</td>
</tr>
</tbody>
</table>
As mentioned in this month’s feature article, there has been a significant increase in newly registered apprentices in Michigan since 2016. It is important to know exactly where in the state apprentices and new programs are concentrated. This map utilizes data from the Registered Apprenticeship Partners Information Management Data System (RAPIDS) to illustrate the number of new apprentices and new programs across the state for the period 2016–2018.

Demonstrated by the map, there is significant growth in the most populated areas of the state. Specifically, the Detroit Metro region had nearly 7,300 newly registered apprentices since 2016. This was more than two times greater than the number in the West and East Michigan regions. Oakland County led all counties with 3,400 newly registered apprentices. The region with the fewest number of new apprentices was the Northeast Michigan region which only had 30 new apprentices in the period.

Since 2016, there were nearly 300 new apprenticeship programs spread across Michigan. While the Detroit Metro region had the largest contingent of newly registered apprentices, the West Michigan region had the highest share of new programs at 31.5 percent. The Detroit Metro and Southwest Michigan regions followed at 20.9 percent and 17.1 percent respectively. Among the counties, Kent County had the largest number of new programs with 44.

NICK GANDHI
Economic Analyst

ASHLEY TARVER
Demographic Analyst
REGISTERED APPRENTICESHIPS
IN MICHIGAN

By providing both classroom and on-the-job training, apprenticeship programs serve a vital role by preparing workers for critical occupations in the Michigan labor market. This article details demographic, occupation, wage, industry, and program information on apprenticeships in Michigan. Overall, the apprenticeship outlook is optimistic in Michigan, as the number of apprentices and programs is growing at an unprecedented rate, the diversity of people engaged in these programs is increasing, and the benefits of registered apprenticeship programs continue to accrue for workers and employers alike.

Apprenticeships are different from other types of work-based training because apprentices are hired by employers and receive a paycheck from the first day of work, with increasing wages over time. The programs can last from one to six years and focus on connecting education and work simultaneously. Every graduate of a registered apprenticeship program receives a nationally recognized credential: a portable qualification that signifies to employers that apprentices are fully trained for the job.

These programs are additionally beneficial to employers because they help businesses develop a highly skilled workforce and often are found to lower the cost of recruitment, reduce turnover rates, create a pipeline of qualified workers, and increase productivity. According to the U.S. Department of Labor (DOL), 91 percent of apprentices who complete an apprenticeship are still employed nine months later.

It is important to note, however, that not all apprenticeships are registered apprenticeships due to the voluntary registration of apprenticeship programs. Thus, this analysis does not represent all apprenticeships in Michigan.

Data and Methodology
This study uses data from the Registered Apprenticeship Partners Information Management Data System (RAPIDS), which is managed by the DOL Office of Apprenticeship (OA). The RAPIDS database is the largest one of its kind for tabulating and analyzing apprenticeship programs, but again it is not all inclusive, since not all apprenticeships are registered apprenticeships. This analysis focuses on apprentices and their sponsoring programs.

Two key time periods were identified for this article. The first incorporates the eight-year period from 2008 to 2015 and the latter consists of the shorter three-year period from 2016 to 2018. These time periods were chosen as there was a significant increase in resources for registered apprenticeships in Michigan beginning in 2016, including a number of discretionary and competitive grants as well as the establishment of Apprenticeship Success Coordinators and the Apprenticeship Learning Network.

An addition to this report is the inclusion of administrative wage records to measure the employment outcomes of registered apprentices. Measuring the earnings of apprentices after program completion is crucial to understanding the role of registered apprenticeship in the Michigan labor market. These wage records were linked with 2017 apprenticeship completer data to allow for the analysis of earnings one year after completion of a program.
Current State of Apprenticeships

On the national scale, Michigan is a leader in registered apprenticeships. Michigan ranks 4th nationally both in terms of the number of 2018 active apprentices and newly registered apprentices and 13th in terms of 2018 apprentice completers. The state also is home to the 5th most active apprenticeship programs in the nation.

In 2018, there were nearly 18,900 active apprentices in more than 1,100 programs across the state of Michigan. Most of these apprentices fall into traditional apprenticeship industries, Manufacturing and Construction, while the rest are in nontraditional apprenticeship industries such as Retail trade, Health care and social assistance, and energy-related industries.

To date, the largest cohort of newly registered apprentices began their programs in 2018, with over 7,800 new apprentices. In fact, the average number of new apprentices per year since 2016 (6,200) has more than doubled the rate from 2008 to 2015 (2,900). Similarly, the number of completers also has been on the rise in the past three years, while not as dramatically. From 2008 to 2015, nearly 1,100 apprentices

Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor

FIGURE 1: NEW REGISTERED APPRENTICES BY YEAR, MICHIGAN
completed their programs. This number has jumped to just over 1,400 in the latter period.

On top of the over 1,100 programs in the state in 2018, 120 of these were new programs. Many of these new programs were in the traditional apprenticeship industries of Manufacturing and Construction. Furthermore, West Michigan was home to the largest share of programs in the state with nearly 29 percent. The Detroit Metro and Southwest Michigan regions followed at 19.6 percent and 14 percent, respectively.

Demographics
When analyzing apprentices in the state of Michigan, it is important to note the differences among demographic groups. This allows for identification of areas of progress and areas of opportunity for improvement.

GENDER
From 2008 to 2015, 93.6 percent of newly registered apprentices were men, which is likely the result of the gender makeup of the traditional apprenticeship industries of Construction and Manufacturing. However, the period after (2016–2018) has seen an uptick in the number of new female registered apprentices; the share of females increased from 6.4 percent to 11.3 percent between the two periods, marking a significant increase. This was largely due to the emergence of new programs, although the share of females in traditional programs has increased slightly as well.

RACE
Only 10.3 percent of new apprentices identified as a person of color from 2008 to 2015. The largest of this group was blacks at 8.7 percent. From 2016 to 2018, new apprentices who are a person of color made up 13.1 percent, with blacks making up 11 percent. Limitations on known racial profiles of apprentices complicates a more thorough analysis on race, however.

EDUCATION
Among new registrants from 2008 to 2018, only 11.7 percent had postsecondary or technical training. Meanwhile, most newly registered apprentices were high school graduates (70.9 percent). Those with a GED comprised 6.6 percent, and those with less than a high school education composed 3.2 percent.

YOUTH APPRENTICES
Youth apprentices (24 years or younger at time of enrollment) make up a sizable portion of the apprentice population. Overall, this share has increased slightly in the latter part of the period of analysis. From 2008 to 2015, this share sat at 31.8 percent. This has gone up to 34 percent in the latter period, as the raw number of youth apprentices has nearly matched that of the earlier timeframe. The share has seen a low point of 27.6 percent in 2011 and a high mark of 36.5 percent in 2014.

VETERAN STATUS
This group is a critical part of the state’s labor force. From 2008 to 2015, veterans made up 6.2 percent of all newly registered apprentices, increasing to 7.4 percent in 2017 before dipping to 5.4 percent in 2018.

Occupations
In total, there were nearly 18,900 active apprentices in 2018. And even though these apprentices are mostly spread throughout a select few occupations, there are a wide variety of jobs that have an apprenticeship program associated with them.

Electricians had the highest share of active apprentices at 22 percent (4,200). Construction laborers made up the second highest share with 15.1 percent (2,900), followed by Carpenters (8.8 percent) and Plumbers, pipefitters, and steamfitters (7.3 percent).

Among the roughly 12,600 apprenticeship completers from 2008 to 2018, 20.8 percent were Electricians (2,600). Plumbers, pipefitters, and steamfittersclocked in at 12.3 percent (1,500), followed by Tool and die makers (6.2 percent) and Carpenters (5.9 percent).

Newly registered apprentices followed a similar trend among top occupations as well, with Electricians (22.6 percent) and Construction laborers (16.1 percent) making up the largest shares.
Among top occupations, First-line supervisors of retail sales workers recorded no new apprentices for seven years during the time period. The bulk of the newly registered apprentices in this occupation was instead limited to two years, 2014 and 2018, where the occupation welcomed 550 and 651 newcomers, respectively.

Two other occupations have seen a dramatic rise in newly registered apprentices within the past few years. Engineering technologists and technicians saw an uptick of 169 new apprentices from 2015 to 2018 after having no apprentices in prior years. Medical assistants grew by 106 in 2017 and 2018 after registering only two in previous years.

A rise in new apprentices within the past few years across several occupations is a commonality among the smaller occupations. This is especially true as the total number of apprentices has increased over the past few years after seeing a dip in the early to mid-2010s.

In addition to the number of completers, the completion rates (the share of new apprentices completing programs within the expected timeframe) of registered apprentices vary by occupation. Rates are measured as the percentage of new apprentices who complete...
their programs within the expected timeframe, measured as the length of the program plus a 50 percent extension. Figure 5 provides the completion rates for the top five largest apprenticeship occupations by completers in Michigan.

### Employment Outcomes

Administrative wage records allow for a variety of analysis on apprenticeship completers. These records, for example, can identify the percent employed one year after program completion, helping to improve understanding of apprenticeship program effectiveness.

In general, larger occupations tended to display lower employment percentages. For Electricians, 63.8 percent were employed one year after completion. Tool and die makers were at 70.4 percent, and Plumbers, pipefitters, and steamfitters had a rate of 82.9 percent. The lowest employment percentages were seen in Electrical power-line installers and repairers (33.3 percent), Construction laborers (50 percent), and Machinists (58.6 percent).

Beyond employment percentages, a key component of a registered apprenticeship is wage progression from the first to the last year of a program and post-completion wage rates. In 2018, the median hourly first-year wage for a newly registered apprentice was $15.11. For 2018 completers, the median last-year wage sat at $26.57, significantly greater than that of the statewide median wage of $18.08 in 2018.

Among 2017 completers, the median annual wage one year after completion—the equivalent of a starting wage in any non-apprenticed occupation—was $33.59. This was just shy of three times the overall 25th percentile wage (which is a proxy for starting wages across all occupations) in Michigan of $12.06.

The difference in starting, exit, and post-apprenticeship wages among top occupations was also significant. Electricians had a median starting wage of $13.55. In the last year of their apprenticeship, these apprentices were earning $27.24. One year after completion, this wage spiked to $36.17, as shown in Figure 6. By comparison, the median starting wage for Electricians across the state was $20.69. Plumbers, pipefitters, and steamfitters displayed similar wage trends.

The largest difference between one-year-after-completion median wages and statewide median wages among top occupations was Electrical power-line installers and repairers. Upon one year after completion, the median wage was $59.66. Comparatively, the statewide median wage was $36.59.

### Traditional vs. Nontraditional Industries

Because Construction and Manufacturing make up a large majority of registered apprenticeships in Michigan, registered apprenticeships are often thought of as apprentices in these industries. Because of this, such apprenticeships are often referred to as traditional apprenticeships. For the purposes of this article, apprenticeship programs in all other industry sectors are identified as nontraditional apprenticeships, which include industries such as Retail trade, Educational services, and Health care and social assistance. While these fields are important, together they make up a smaller share of apprentices.

### Traditional Apprentices

Construction apprentices make up 59 percent of all active apprentices in Michigan. Manufacturing trails at 20 percent, but together these two industries make up nearly 79 percent of all active apprentices.

Since 2008, there have been just over 42,000 newly registered apprentices. Of this quantity, nearly 81 percent registered in traditional apprenticeships.
Since 2008, the Construction industry graduated the most apprentices statewide. This industry has been responsible for 58 percent (7,400) of these completers. Manufacturing followed with 22 percent (2,800).

NONTRADITIONAL APPRENTICES

Among nontraditional apprenticeships, those in energy-related industries made up the largest share of newly registered apprenticeships from 2008 to 2018. This industry was responsible for 28.3 percent of all nontraditional newly registered apprentices. Retail trade was close behind at 25.4 percent over the same period.

In 2014 and 2018, dramatic increases in new apprentices were realized in Retail trade, with 680 and 1,040 new apprentices, respectively. This is compared to having fewer than 100 new additions in each of the other years. Also, having not recorded more than 10 new registered apprentices since 2008, Health care and social assistance added 590 new apprentices in 2018.

Retail trade is by far the largest industry among nontraditional completers, responsible for 38.8 percent of the share. This was mainly due to the large spikes in newly registered apprentices in 2014 and 2018. Energy-related industries and Health care and social assistance follow at 22.5 percent and 13.4 percent of the share, respectively.

Conclusion

The addition of administrative wage records in this report has allowed for significant analysis on the employment outcomes of apprenticeship completers in the Michigan labor market. Coupling this with new data from the time after significant progress was made in the number of resources for Michigan apprenticeships makes for a compelling storyline regarding the importance of these programs to the economy.

While the traditional apprenticeship industries of Construction and Manufacturing make up the core of apprentices in Michigan, nontraditional apprenticeship industries are growing. This indicates a wide variety of apprenticeship opportunities across Michigan.

Furthermore, the demographic makeup of these newly registered apprentices is becoming more diverse. Between the two periods, the share of women, people of color, youth, and veterans have all increased. This is partly due to the exciting opportunities that nontraditional apprenticeships offer.

Lastly, apprenticeships have a positive effect in terms of earnings and provide ample opportunities for those who choose to participate. They offer significant wage progression throughout the program, and this progression, as shown earlier, carries over into post-apprenticeship earnings. Most programs also boast high employment percentages after completion, which bodes well for those who may be struggling to find work.

For more information on apprenticeships in Michigan please see our full report, “The State of Registered Apprentices in Michigan,” in the research section of the LMISI website: https://www.milmi.org/research.

NICK GANDHI
Economic Analyst

FIGURE 6: EARNINGS ONE YEAR AFTER COMPLETING AN APPRENTICESHIP, MICHIGAN

Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor; Michigan Department of Labor and Economic Opportunity; 2018 Occupational Employment Statistics (OES), Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget
For the month of September, there were 143,294 seasonally adjusted online job advertisements in Michigan. This was a small uptick of only about 0.5 percent from the August job posting level of 142,532. Job ads were down markedly over the year with a decline of 11,124 or 7.2 percent.

**Supply/Demand Rate**

The ratio of unemployed persons per job advertisement is known as the supply/demand rate. Michigan’s supply/demand rate for September was 1.45, indicating that for every 145 available job seekers there were 100 online job advertisements. The Michigan supply/demand rate was slightly higher than the other Great Lakes states of Illinois (1.31), Indiana (1.23), Ohio (1.26), and Wisconsin (0.88). Michigan’s rate was also higher than the national rate of 1.13. The rate has been rising steadily with few exceptions over the past 15 months. A year ago, the Michigan rate was lower at 1.24.

**Metro Area Ad Trends**

Metro areas across the state had mixed job ad trends in September, with 5 of the 13 regions registering an increase. Regional monthly job ad movements ranged from a gain of 5.2 percent in Battle Creek (97 ads) to a decline of 2.9 percent in the Grand Rapids MSA (-466 ads).

**Non-Seasonally Adjusted Job Postings**

Information is available on advertised jobs by detailed occupation as well as broad occupational groups from the Help Wanted Online Data Series, but the data is not seasonally adjusted.

**Ads by Occupation**

Over the month, online ad levels for most major occupational groups held level or dropped slightly. Sales related ads had the largest monthly increase in Michigan, moving up by 2.8 percent. Seasonal major groups had ad reductions such as Construction and repair and Farming, fishing, and forestry, down by 4.2 and 8.7 percent, respectively. Professional occupations continue to be the largest major group in terms of online job ads, comprising about one-quarter of all ads this month. Major groups with an increase in the number of ads this year included Sales as well as Food preparation and serving occupations.

For detailed occupations, Registered nurses still led the way with 6,530 ads in September, with First-line supervisors of retail sales workers as a close second at 6,309.

**Apprenticeship-related Occupations**

Occupations with a higher-than-average number of apprenticeship opportunities also appear in a number of job ads. Among occupations highlighted in the article on apprenticeships in this edition of Michigan’s Labor Market News, Construction laborers led in terms of ad volume with 411. Notably, this was down from prior spring and summer months when ads peaked at 552 in May. Machinists, Electricians, and Industrial machinery mechanics followed with 345, 299, and 276 ads respectively this month. There were a total of 1,720 online job ads this month for the 10 apprenticeship occupations highlighted in the wage analysis in this edition’s article on apprenticeships.

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**Most Advertised Apprenticeship-Related Occupations, September 2019**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Volume</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Laborers</td>
<td>411</td>
</tr>
<tr>
<td>Machinists</td>
<td>345</td>
</tr>
<tr>
<td>Electricians</td>
<td>299</td>
</tr>
<tr>
<td>Industrial Machinery Mechanics</td>
<td>276</td>
</tr>
<tr>
<td>Tree Trimmers and Pruners</td>
<td>175</td>
</tr>
<tr>
<td>Plumbers, Pipefitters, and Steamfitters</td>
<td>110</td>
</tr>
<tr>
<td>Tool and Die Makers</td>
<td>45</td>
</tr>
<tr>
<td>Electrical Power-line Installers and Repairers</td>
<td>28</td>
</tr>
<tr>
<td>Sheet Metal Workers</td>
<td>25</td>
</tr>
<tr>
<td>Structural Iron and Steel workers</td>
<td>6</td>
</tr>
</tbody>
</table>

**Monthly Change in Job Ads by Metro Area**

<table>
<thead>
<tr>
<th>Metro Area</th>
<th>Monthly Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Battle Creek</td>
<td>5.2%</td>
</tr>
<tr>
<td>Muskegon</td>
<td>3.8%</td>
</tr>
<tr>
<td>Niles-Benton Harbor</td>
<td>1.3%</td>
</tr>
<tr>
<td>Bay City</td>
<td>-0.1%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>1.3%</td>
</tr>
<tr>
<td>Detroit</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Jackson</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Kalamazoo-Portage</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Ann Arbor</td>
<td>-0.6%</td>
</tr>
<tr>
<td>Lansing-East Lansing</td>
<td>-0.8%</td>
</tr>
<tr>
<td>Flint</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Monroe</td>
<td>-1.4%</td>
</tr>
<tr>
<td>Grand Rapids-Wyoming</td>
<td>-2.9%</td>
</tr>
</tbody>
</table>

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Evan Linsky
Economic Analyst

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22 | STATE OF MICHIGAN | DEPARTMENT OF TECHNOLOGY, MANAGEMENT, AND BUDGET | BUREAU OF LABOR MARKET INFORMATION AND STRATEGIC INITIATIVES
### TYPICAL EDUCATIONAL REQUIREMENT FOR ALL JOB POSTINGS, MICHIGAN

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Michigan</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Diploma or Equivalent, 34.6%</td>
<td></td>
</tr>
<tr>
<td>Bachelor’s Degree, 28.6%</td>
<td></td>
</tr>
<tr>
<td>No Formal Educational Credential, 16.0%</td>
<td></td>
</tr>
<tr>
<td>Postsecondary Nondegree Award, 8.0%</td>
<td></td>
</tr>
<tr>
<td>Associate Degree, 3.2%</td>
<td></td>
</tr>
<tr>
<td>Master’s Degree, 2.2%</td>
<td></td>
</tr>
<tr>
<td>Doctoral or Prof. Degree, 4.0%</td>
<td></td>
</tr>
<tr>
<td>N/A, 1.9%</td>
<td></td>
</tr>
<tr>
<td>Some College, No Degree, 1.6%</td>
<td></td>
</tr>
</tbody>
</table>

### LABOR DEMAND BY OCCUPATION (NOT SEASONALLY ADJUSTED)

<table>
<thead>
<tr>
<th>OCCUPATION CATEGORIES</th>
<th>SEP 2019</th>
<th>AUG 2019</th>
<th>SEP 2018</th>
<th>OVER THE MONTH</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LEVEL</td>
<td>PERCENT</td>
<td>LEVEL</td>
<td>PERCENT</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>149,398</td>
<td>-1,267</td>
<td>150,665</td>
<td>-0.8%</td>
</tr>
<tr>
<td>Administrative Support</td>
<td>15,621</td>
<td>66</td>
<td>15,555</td>
<td>0.4%</td>
</tr>
<tr>
<td>Office and Administrative Support</td>
<td>15,621</td>
<td>66</td>
<td>15,555</td>
<td>0.4%</td>
</tr>
<tr>
<td>Construction and Repair</td>
<td>8,440</td>
<td>-374</td>
<td>8,814</td>
<td>-4.2%</td>
</tr>
<tr>
<td>Construction and Extraction</td>
<td>2,251</td>
<td>-123</td>
<td>2,374</td>
<td>-5.2%</td>
</tr>
<tr>
<td>Installation, Maintenance, and Repair</td>
<td>6,189</td>
<td>-251</td>
<td>6,440</td>
<td>-3.9%</td>
</tr>
<tr>
<td>Farming, Fishing, and Forestry</td>
<td>357</td>
<td>-34</td>
<td>391</td>
<td>-8.7%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>23,964</td>
<td>-46</td>
<td>24,010</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td>18,210</td>
<td>-163</td>
<td>19,514</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Healthcare Support</td>
<td>5,754</td>
<td>117</td>
<td>5,637</td>
<td>2.1%</td>
</tr>
<tr>
<td>Management</td>
<td>9,807</td>
<td>-495</td>
<td>10,302</td>
<td>-4.8%</td>
</tr>
<tr>
<td>Production</td>
<td>4,443</td>
<td>-122</td>
<td>4,565</td>
<td>-2.7%</td>
</tr>
<tr>
<td>Professional</td>
<td>38,194</td>
<td>-335</td>
<td>38,529</td>
<td>-0.9%</td>
</tr>
<tr>
<td>Architecture and Engineering</td>
<td>6,800</td>
<td>77</td>
<td>6,723</td>
<td>1.1%</td>
</tr>
<tr>
<td>Arts, Design, Entertainment, Sports, and Media</td>
<td>2,596</td>
<td>-185</td>
<td>2,781</td>
<td>-6.7%</td>
</tr>
<tr>
<td>Business and Financial Operations</td>
<td>6,994</td>
<td>109</td>
<td>6,885</td>
<td>1.6%</td>
</tr>
<tr>
<td>Community and Social Services</td>
<td>3,111</td>
<td>-187</td>
<td>3,298</td>
<td>-5.7%</td>
</tr>
<tr>
<td>Computer and Mathematical</td>
<td>10,516</td>
<td>123</td>
<td>10,393</td>
<td>1.2%</td>
</tr>
<tr>
<td>Education, Training, and Library</td>
<td>6,309</td>
<td>-148</td>
<td>6,457</td>
<td>-2.3%</td>
</tr>
<tr>
<td>Legal</td>
<td>339</td>
<td>-39</td>
<td>378</td>
<td>-10.3%</td>
</tr>
<tr>
<td>Life, Physical, and Social Science</td>
<td>1,529</td>
<td>-85</td>
<td>1,614</td>
<td>-5.3%</td>
</tr>
<tr>
<td>Sales</td>
<td>21,453</td>
<td>581</td>
<td>20,872</td>
<td>2.8%</td>
</tr>
<tr>
<td>Sales and Related</td>
<td>21,453</td>
<td>581</td>
<td>20,872</td>
<td>2.8%</td>
</tr>
<tr>
<td>Service</td>
<td>23,030</td>
<td>-68</td>
<td>23,098</td>
<td>-0.3%</td>
</tr>
<tr>
<td>Building and Grounds Cleaning and Maintenance</td>
<td>6,994</td>
<td>109</td>
<td>6,885</td>
<td>1.6%</td>
</tr>
<tr>
<td>Food Preparation and Serving Related</td>
<td>11,140</td>
<td>-233</td>
<td>11,373</td>
<td>-2.0%</td>
</tr>
<tr>
<td>Personal Care and Service</td>
<td>2,398</td>
<td>10</td>
<td>2,388</td>
<td>0.4%</td>
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<tr>
<td>Protective Service</td>
<td>2,498</td>
<td>46</td>
<td>2,452</td>
<td>1.9%</td>
</tr>
<tr>
<td>Transportation</td>
<td>7,649</td>
<td>-331</td>
<td>7,980</td>
<td>-4.1%</td>
</tr>
<tr>
<td>Transportation and Material Moving</td>
<td>7,649</td>
<td>-331</td>
<td>7,980</td>
<td>-4.1%</td>
</tr>
</tbody>
</table>
# RELEVANT RANKINGS

## REGISTERED APPRENTICESHIPS BY STATE

<table>
<thead>
<tr>
<th>RANK</th>
<th>STATE</th>
<th>ACTIVE APPRENTICES</th>
<th>NEW APPRENTICES</th>
<th>COMPLETERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>California</td>
<td>89,949</td>
<td>34,303</td>
<td>12,584</td>
</tr>
<tr>
<td>2</td>
<td>South Carolina</td>
<td>20,763</td>
<td>7,042</td>
<td>2,158</td>
</tr>
<tr>
<td>3</td>
<td>Ohio</td>
<td>19,081</td>
<td>8,958</td>
<td>2,227</td>
</tr>
<tr>
<td>4</td>
<td>Michigan</td>
<td>18,873</td>
<td>7,845</td>
<td>1,670</td>
</tr>
<tr>
<td>5</td>
<td>New York</td>
<td>18,337</td>
<td>3,638</td>
<td>3,026</td>
</tr>
<tr>
<td>23</td>
<td>North Carolina</td>
<td>7,039</td>
<td>3,307</td>
<td>1,147</td>
</tr>
<tr>
<td>24</td>
<td>Colorado</td>
<td>6,315</td>
<td>3,617</td>
<td>865</td>
</tr>
<tr>
<td>25</td>
<td>Arkansas</td>
<td>5,750</td>
<td>2,534</td>
<td>399</td>
</tr>
<tr>
<td>26</td>
<td>Tennessee</td>
<td>5,590</td>
<td>1,956</td>
<td>730</td>
</tr>
<tr>
<td>27</td>
<td>Connecticut</td>
<td>5,528</td>
<td>2,172</td>
<td>48</td>
</tr>
<tr>
<td>46</td>
<td>Delaware</td>
<td>1,394</td>
<td>592</td>
<td>163</td>
</tr>
<tr>
<td>47</td>
<td>North Dakota</td>
<td>1,038</td>
<td>331</td>
<td>146</td>
</tr>
<tr>
<td>48</td>
<td>Maine</td>
<td>602</td>
<td>312</td>
<td>47</td>
</tr>
<tr>
<td>49</td>
<td>South Dakota</td>
<td>526</td>
<td>409</td>
<td>143</td>
</tr>
<tr>
<td>50</td>
<td>Wyoming</td>
<td>402</td>
<td>193</td>
<td>77</td>
</tr>
</tbody>
</table>

*Note:* The number of apprentices reflect fiscal year 2018 counts. Michigan apprenticeship counts calculated for this report were compared with counts of other states as reported by the U.S. Department of Labor.

*Source:* Registered Apprenticeship Partners Information Management Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Oakland County</td>
<td>3,790</td>
<td>1,111</td>
<td>303</td>
</tr>
<tr>
<td>2</td>
<td>Wayne County</td>
<td>3,267</td>
<td>1,628</td>
<td>89</td>
</tr>
<tr>
<td>3</td>
<td>Shiawassee County</td>
<td>2,751</td>
<td>947</td>
<td>62</td>
</tr>
<tr>
<td>4</td>
<td>Ingham County</td>
<td>1,713</td>
<td>1,050</td>
<td>215</td>
</tr>
<tr>
<td>5</td>
<td>Macomb County</td>
<td>1,389</td>
<td>545</td>
<td>203</td>
</tr>
<tr>
<td>6</td>
<td>Kent County</td>
<td>1,216</td>
<td>623</td>
<td>161</td>
</tr>
<tr>
<td>7</td>
<td>Ottawa County</td>
<td>619</td>
<td>209</td>
<td>82</td>
</tr>
<tr>
<td>8</td>
<td>Livingston County</td>
<td>598</td>
<td>210</td>
<td>47</td>
</tr>
<tr>
<td>9</td>
<td>Kalamazoo County</td>
<td>414</td>
<td>207</td>
<td>53</td>
</tr>
<tr>
<td>10</td>
<td>Genesee County</td>
<td>347</td>
<td>108</td>
<td>25</td>
</tr>
<tr>
<td>11</td>
<td>Saginaw County</td>
<td>246</td>
<td>84</td>
<td>48</td>
</tr>
<tr>
<td>12</td>
<td>Washtenaw County</td>
<td>241</td>
<td>100</td>
<td>33</td>
</tr>
<tr>
<td>13</td>
<td>Allegan County</td>
<td>237</td>
<td>90</td>
<td>49</td>
</tr>
<tr>
<td>14</td>
<td>Calhoun County</td>
<td>233</td>
<td>113</td>
<td>33</td>
</tr>
<tr>
<td>15</td>
<td>Jackson County</td>
<td>188</td>
<td>77</td>
<td>26</td>
</tr>
</tbody>
</table>

Source: Registered Apprenticeship Partners Information Management Data System (RAPIDS), Office of Apprenticeship, U.S. Department of Labor
The Bureau of Labor Market Information and Strategic Initiatives provides a wealth of information and insights to help support programs and policies throughout the state. This month’s Partner Perspective highlights the work being done at the Michigan Department of Labor and Economic Opportunity to support registered apprenticeship programs in Michigan.
Registered Apprenticeships are a strategic approach to creating a pipeline of professional workers through work-based learning and benefits employers, apprentices and our economy. The training model combines job related, classroom-based learning, with paid on-the-job training in high-skill, high-wage, in-demand industry occupations.

For employers, apprenticeships represent an investment in their staff and the companies themselves. According to a 2017 study, employers gain an average of $1.47 in productivity for every $1 spent on an apprenticeship program. That same study found that apprenticeships also reduce worker turnover and increase employee loyalty.

The challenge facing Michigan business and education leaders is overcoming the lack of awareness and misperceptions that exist with apprenticeships. Recently, the Department of Labor and Economic Opportunity (LEO) commissioned a statewide survey that revealed Michigan high school students and young adults are three times more likely than their parents to say they are not sure what an apprenticeship is.

Among the survey findings:

• Students ages 14–30 are significantly more knowledgeable about the options of community colleges and four-year universities than apprenticeships.
• At least 55 percent of parents say they are not knowledgeable about apprenticeship benefits.
• Only 21 percent of parents view an apprenticeship as a good option after high school for their child or children.

Despite these challenges, Michigan is among the national leaders in Registered Apprenticeships (RAs) and the state’s apprenticeship network continues to grow. This ensures that students and jobseekers gain in-demand skills without extensive tuition debt, while employers get the talent needed to grow and thrive, creating more and better jobs.

LEO-WD also partnered with the USDOL/OA, the Workforce Intelligence Network, MWAs, and the state’s broader apprenticeship network, to implement the Apprenticeship Learning Network (ALN). The ALN is a multi-module learning network for employers and intermediaries focused on teaching tools and tactics for expanding RA; by engaging women and underserved populations; growing apprenticeships in targeted industries and occupations; and celebrating RA success.

In partnership with the U.S. Department of Labor (USDOL) Office of Apprenticeship (OA), the State of Michigan has contributed to apprenticeship expansion through support of (1) sector partnerships; (2) employer incentives; (3) the establishment of the Apprenticeship Learning Network (ALN), and the (4) launch and implementation of the Apprenticeship Success Coordinator (ASC) function within the Michigan Works! System, all cultivating new RA opportunities across the state. These efforts are administered through the State Apprenticeship Expansion Section of the Industry Engagement Division within the Department of Labor and Economic Opportunity-Workforce Development (LEO-WD).

LEO-WD’s apprenticeship expansion efforts support quality and innovative RA training programs that align with the Workforce Innovation and Opportunity Act (WIOA). Major areas of alignment include: high-quality career exploration and career pathway development, continued support for educational attainment, opportunities for skills training in high-demand occupations, and outreach and recruitment including specific approaches to increase apprenticeship opportunities for low income individuals and underrepresented populations including youth, women, communities of color, Native Americans, Veterans, persons with disabilities, and ex-offenders. The emphasis on sector partnerships related to in-demand industries and/ or occupations, demand-driven decision making to inform local Workforce Development Boards, regional coordination/planning, and employer engagement is consistent with the broader vision that supports an integrated service delivery system and provides the framework through which state and local areas can leverage federal, state, and local resources for RA.

LEO-WD also partnered with the USDOL/OA, the Workforce Intelligence Network, MWAs, and the state’s broader apprenticeship network, to implement the Apprenticeship Learning Network (ALN). The ALN is a multi-module learning network for employers and intermediaries focused on teaching tools and tactics for expanding RA; by engaging women and underserved populations; growing apprenticeships in targeted industries and occupations; and celebrating RA success. Five ALN modules have been made available to date covering topics such as: 1) Components and requirements of RAPs, 2) Registration process, 3) Engaging prospective apprenticeship employer sponsors, 4) Braiding and leveraging resources 5) Serving as an intermediary sponsor, and 6) Apprenticeships and WIOA.

Considered as a best practice nationally, the Apprenticeship Success Coordinator (ASC) function delivered through the Michigan Works! system provides assistance to potential employers, sponsors and apprentices with effectively exploring, partnering, developing, registering, launching, and operating new opportunities for apprenticeship readiness, pre-apprenticeship and RA. Between January 2016 through December 2018, ASCs contributed towards establishing close to 1,300 new registered apprentices, including a number of underrepresented populations.

Building on the foundation and momentum of these statewide RA best practices, LEO-WD has been awarded several discretionary/competitive grants since 2016, including 1) Apprenticeship Accelerator Grant, 2) State Apprenticeship Expansion Grant, 3) State Apprenticeship Expansion Grant – Continuation, and 4) Apprenticeship State Expansion Grant. Through these grant opportunities, Michigan has expanded new registered apprenticeship programs and apprentices in advanced manufacturing, agriculture, education, energy, healthcare and information technology.

LEO-WD has committed to cultivating at least 1,300 additional new RAs though June of 2022.

Another approach to Registered Apprenticeship in Michigan is the adoption, promotion, and support of Apprenticeship Intermediaries. These provide industry and/or occupation-specific expertise to support employers in a particular industry sector, coordinate partner responsibilities, provide program administration to aggregate demand for apprentices, particularly for small and medium-sized employers that may not have the capacity to operate programs on their own, and assist with instruction and supportive services. (For a list of Michigan’s current USDOL Registered Apprenticeship Intermediaries, please contact us.)

To learn more about Michigan Registered Apprenticeships visit www.mitalent.org/apprenticeships.

MARCIA S. BLACK-WATSON
Administrator
Industry Engagement Division, Michigan Department of Labor and Economic Opportunity
Black-WatsonM@michigan.gov