2020 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS

NORTHEAST MICHIGAN

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DTMB
Technology, Management & Budget

POPULATION TRENDS AND CHARACTERISTICS

FIGURES 1–4

POPULATION CHANGE (2013–2019)

■ Northeast ■ Michigan

0.7%

-0.6%

The regional population displayed a notable drop over the 2013–2019 period.
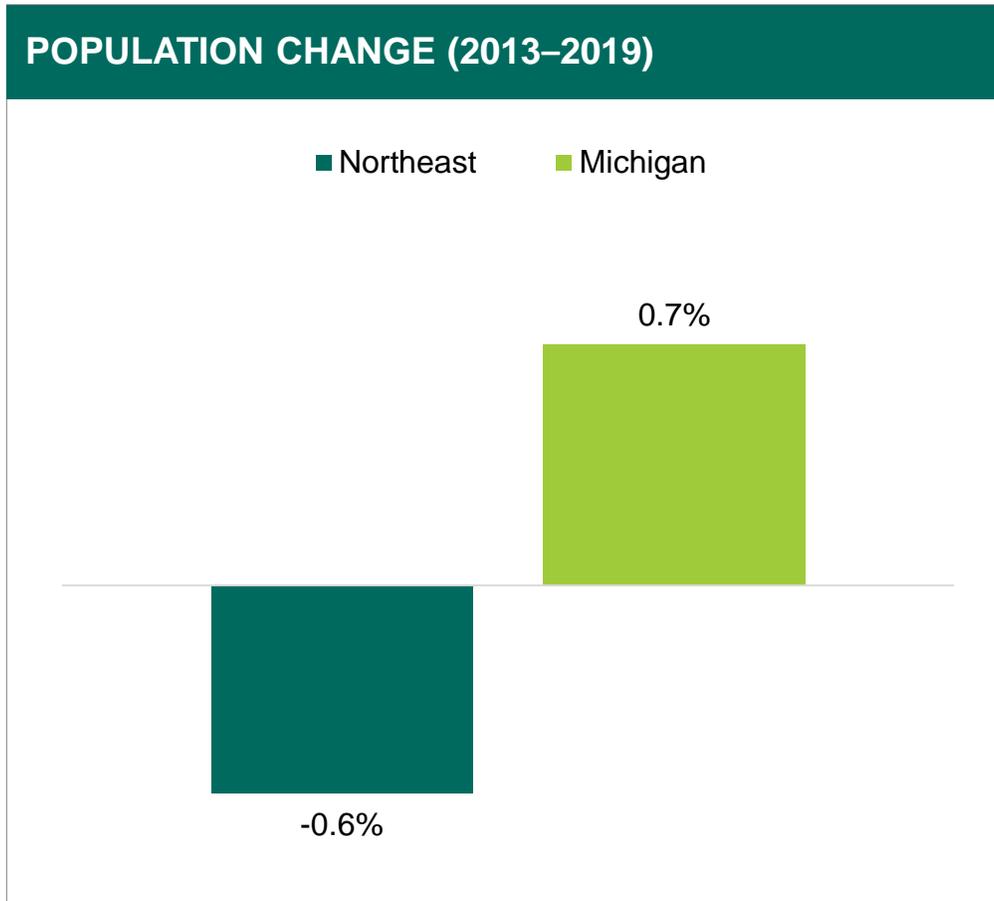
- Recent population estimates from the U.S. Census Bureau show the population of the Michigan's Northeast region dropping roughly 1,300, from about 204,400 in 2013 to 203,100 in 2019. The area remains roughly stable and gained 500 residents from 2017 to 2019. **(Figure 1)**

- Crawford (+152 people or 1.1 percent) and Otsego (+590 or 2.5 percent) were the only counties in the 11-county region to see population growth since 2013. **(Figure 1)**

- The nation's population grew 3.9 percent from 2013–2019. **(Figure 1)**

# The population of the Northeast region peaked in the early 2000s and has been down but stable since.

- Since the early 2000s population trends have been slightly down but holding stable. This stability is projected to continue in coming years. Due to the advanced median age in the region limiting domestic out-migration is important to maintain population levels. **(Figure 34)**
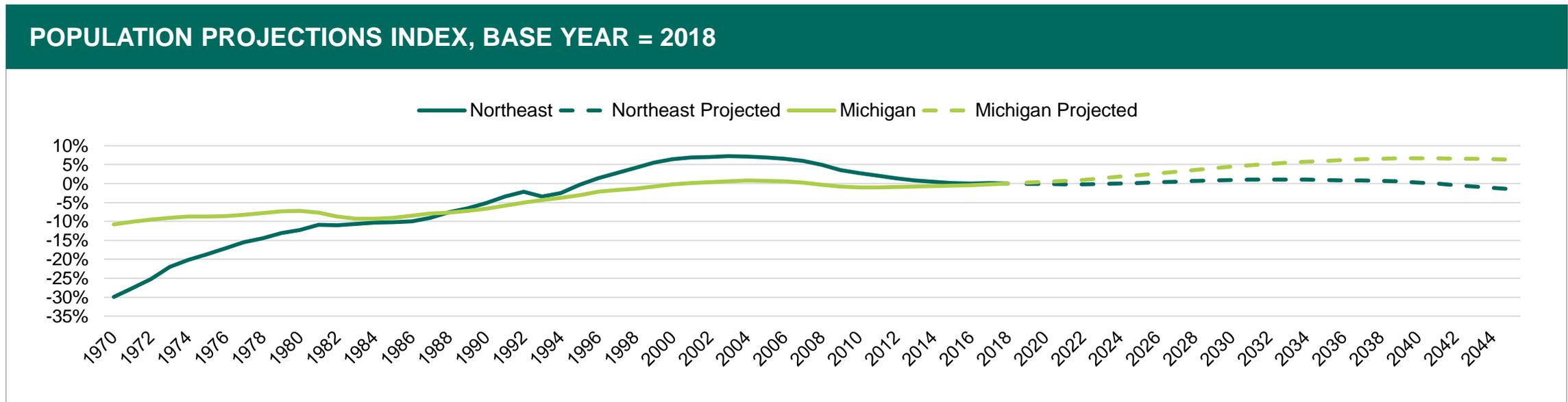
POPULATION PROJECTIONS INDEX, BASE YEAR = 2018

The residents of Northeast Michigan are much older than the state's population, on average.

- The population of Northeast Michigan is older than the state with nearly 45 percent of the population 55 and older. **(Figure 2)**

- The population in Northeast Michigan is geographically dispersed with six counties having more than 20,000 residents, but none having more than 28,500. The region has a total of 203,100. **(Figure 1)**
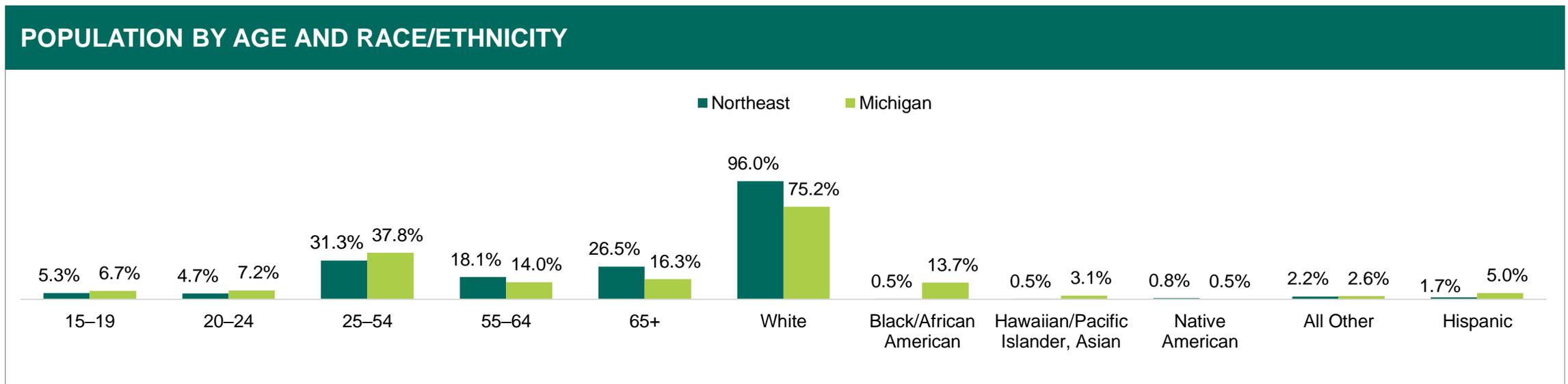
POPULATION BY AGE AND RACE/ETHNICITY

- Northeast ■ Michigan

	Northeast	Michigan
15–19	5.3%	6.7%
20–24	4.7%	7.2%
25–54	31.3%	37.8%
55–64	18.1%	14.0%
65+	26.5%	16.3%
White	96.0%	75.2%
Black/African American	0.5%	13.7%
Hawaiian/Pacific Islander, Asian	0.5%	3.1%
Native American	0.8%	0.5%
All Other	2.2%	2.6%
Hispanic	1.7%	5.0%

EDUCATIONAL ATTAINMENT

Northeast ■ Michigan ■

Category	Northeast	Michigan
Graduate or Professional Degree	6.3%	11.2%
Bachelor's Degree	10.8%	17.4%
Associate Degree	9.8%	9.4%
Some College	25.0%	23.5%
High School Diploma or GED	37.4%	29.0%
9th to 12th Grade	8.1%	6.5%
Less than 9th Grade	2.6%	3.0%

The educational attainment of Northeast Michigan residents continues to be below statewide averages.
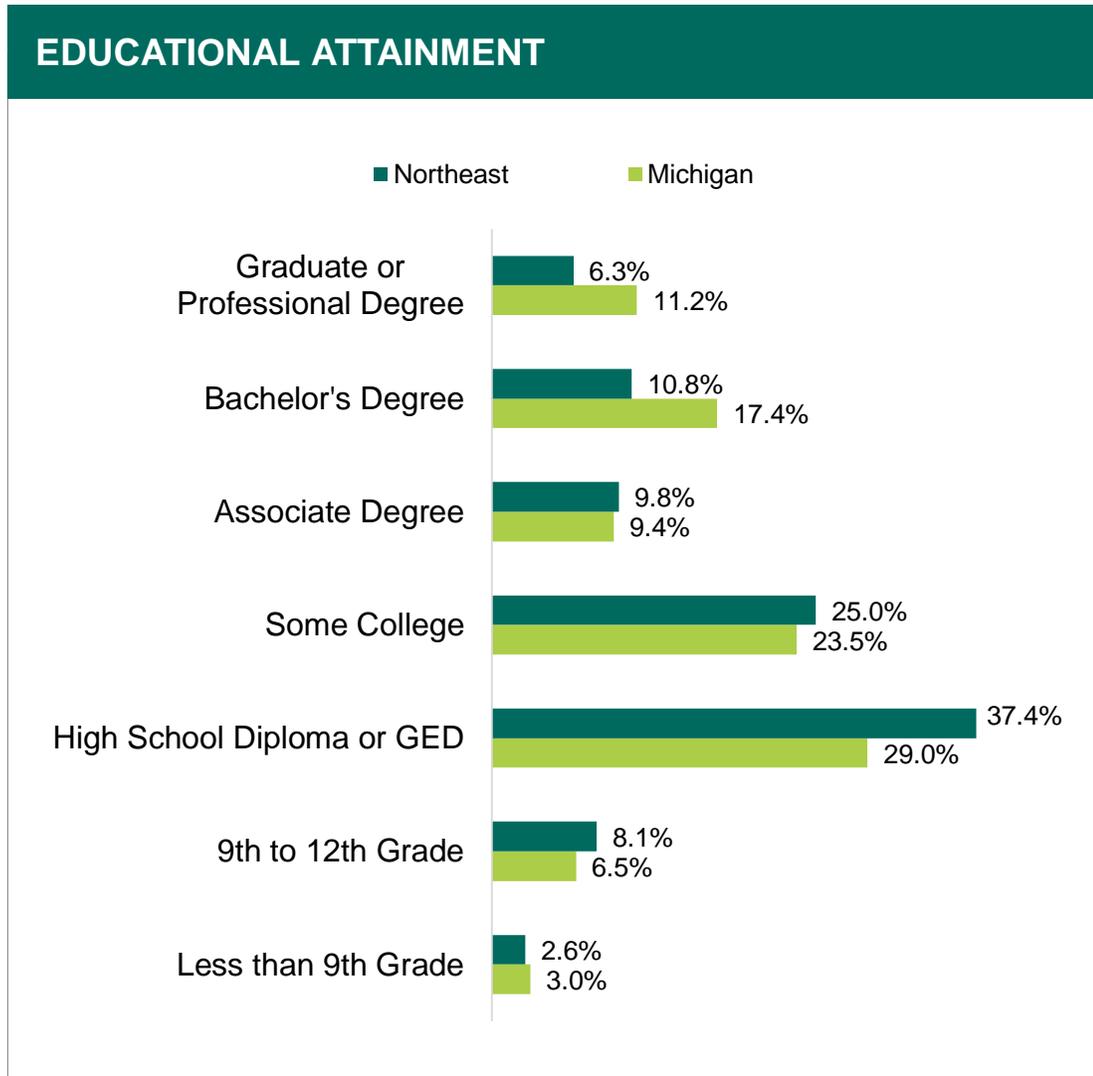
- The educational attainment of the population age 25 and older has increased slightly in recent years. Individuals with a high school diploma or a GED have typically constituted the largest group in the Northeast with an even larger concentration than the state. **(Figure 3)**

- The region still shows lower proportions of individuals with a bachelor's degree or higher (17.1 percent) than statewide (28.6 percent).
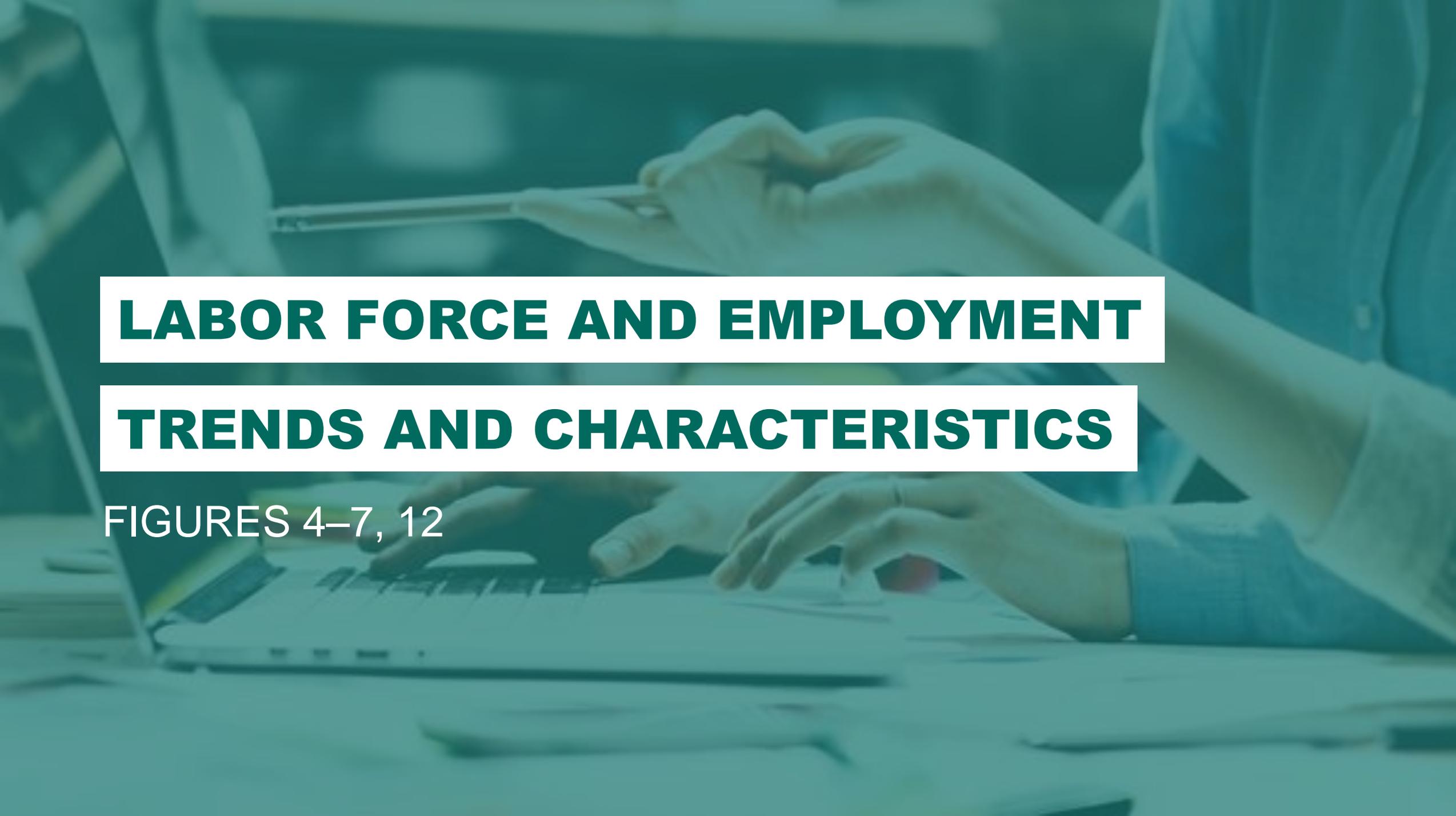
LABOR FORCE AND EMPLOYMENT TRENDS AND CHARACTERISTICS

FIGURES 4–7, 12

UNEMPLOYMENT RATES
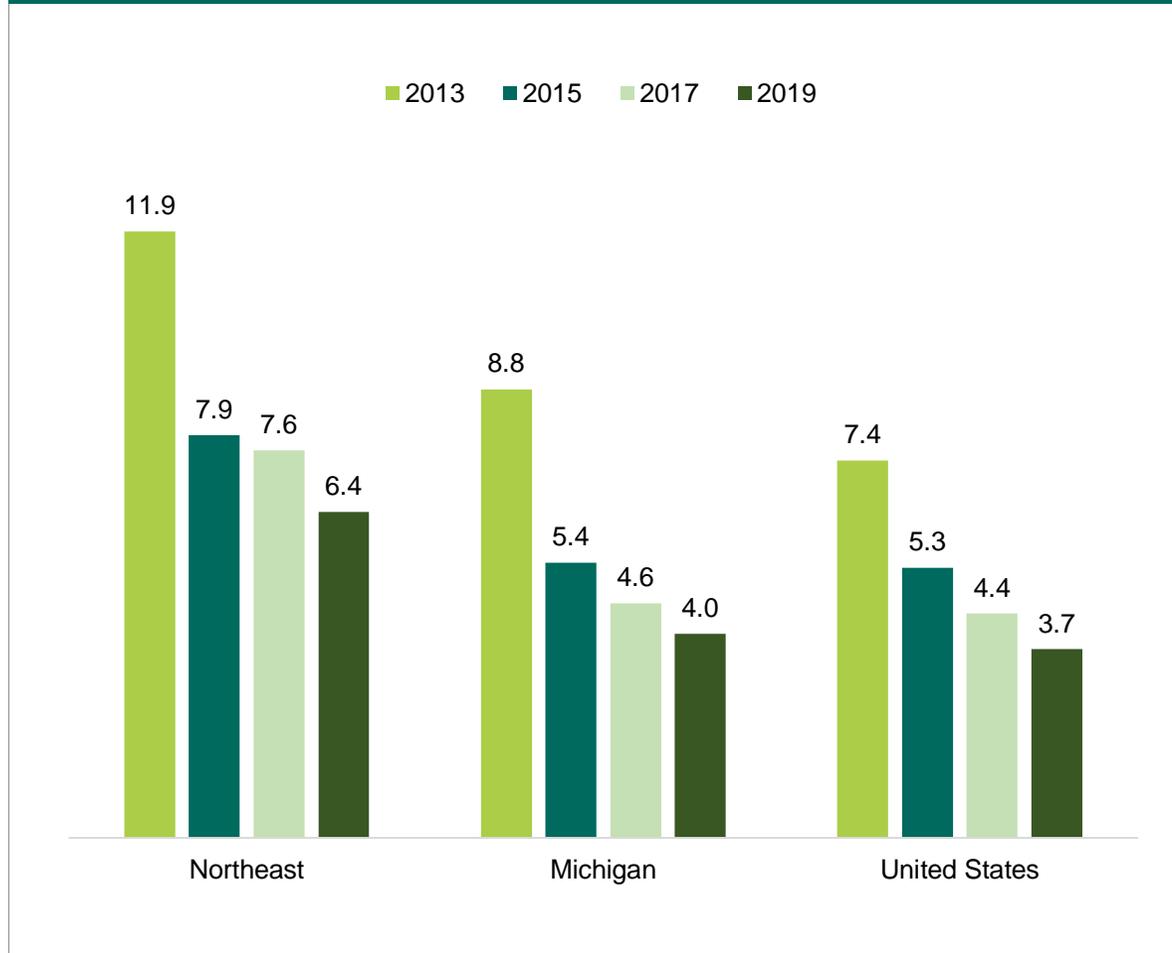
2013 2015 2017 2019

Northeast: 11.9, 7.9, 7.6, 6.4
Michigan: 8.8, 5.4, 4.6, 4.0
United States: 7.4, 5.3, 4.4, 3.7

Unemployment rates in Northeast Michigan remain above statewide and national averages.

- The unemployment rate movements for the region followed state and national trends, dropping significantly between 2013 and 2019. Alpena had the lowest rate of any county in the region at 4.7 percent in 2019. **(Figure 6)**

- Over the 2013–2019 period, the count of unemployed individuals dropped by 47 percent, from 9,900 in 2013 to 5,200 in 2019. **(Figure 12)**

UNEMPLOYMENT RATES GENDER, AGE, AND RACE/ETHNICITY

Legend: ■ Northeast ■ Michigan

Category	Northeast	Michigan
Total Population 16+	8.1%	6.5%
Male 16+	9.4%	6.4%
Female 16+	6.8%	5.6%
16–19	20.8%	19.5%
20–24	14.7%	11.3%
25–54	7.4%	5.6%
55–64	5.6%	3.8%
65+	4.9%	3.6%
White	8.0%	5.2%
Black/African American	37.1%	14.6%
Hawaian/Pacific Islander, Asian	4.4%	4.8%
Native American	9.0%	9.5%
All Other	8.3%	9.7%
Hispanic	11.1%	7.9%
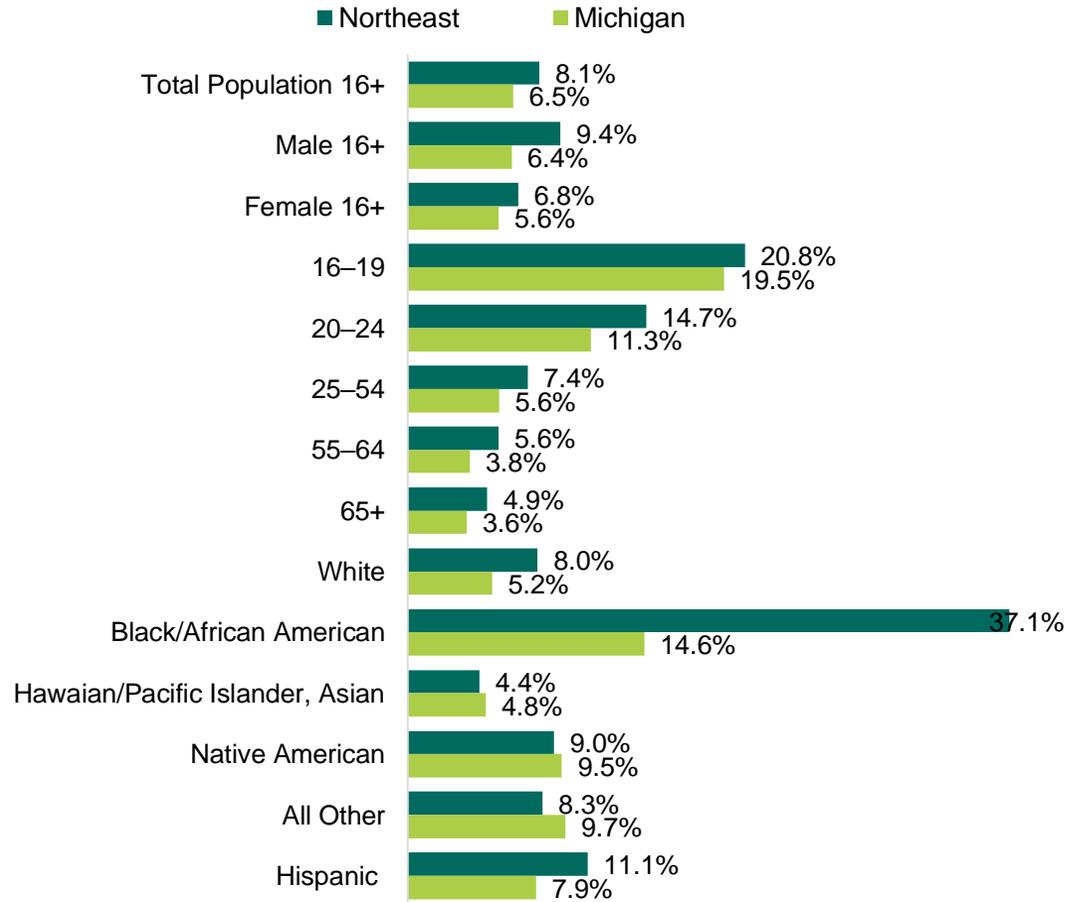
Area jobless rates are higher for males, youth, and certain racial groups.

- The overall jobless rate of the population 16 years and older in the Northeast was slightly higher than the state rate for the 2014─2018 period. **(Figure 7)**

- The region has slightly more males (44,500) than females (39,900). Notably, the Northeast has 4,200 unemployed males (9.4 percent) compared to 2,700 unemployed females (6.8 percent). **(Figure 7)**

- Due to the small size of some racial categories in the region some unemployment rates have large margins of error.
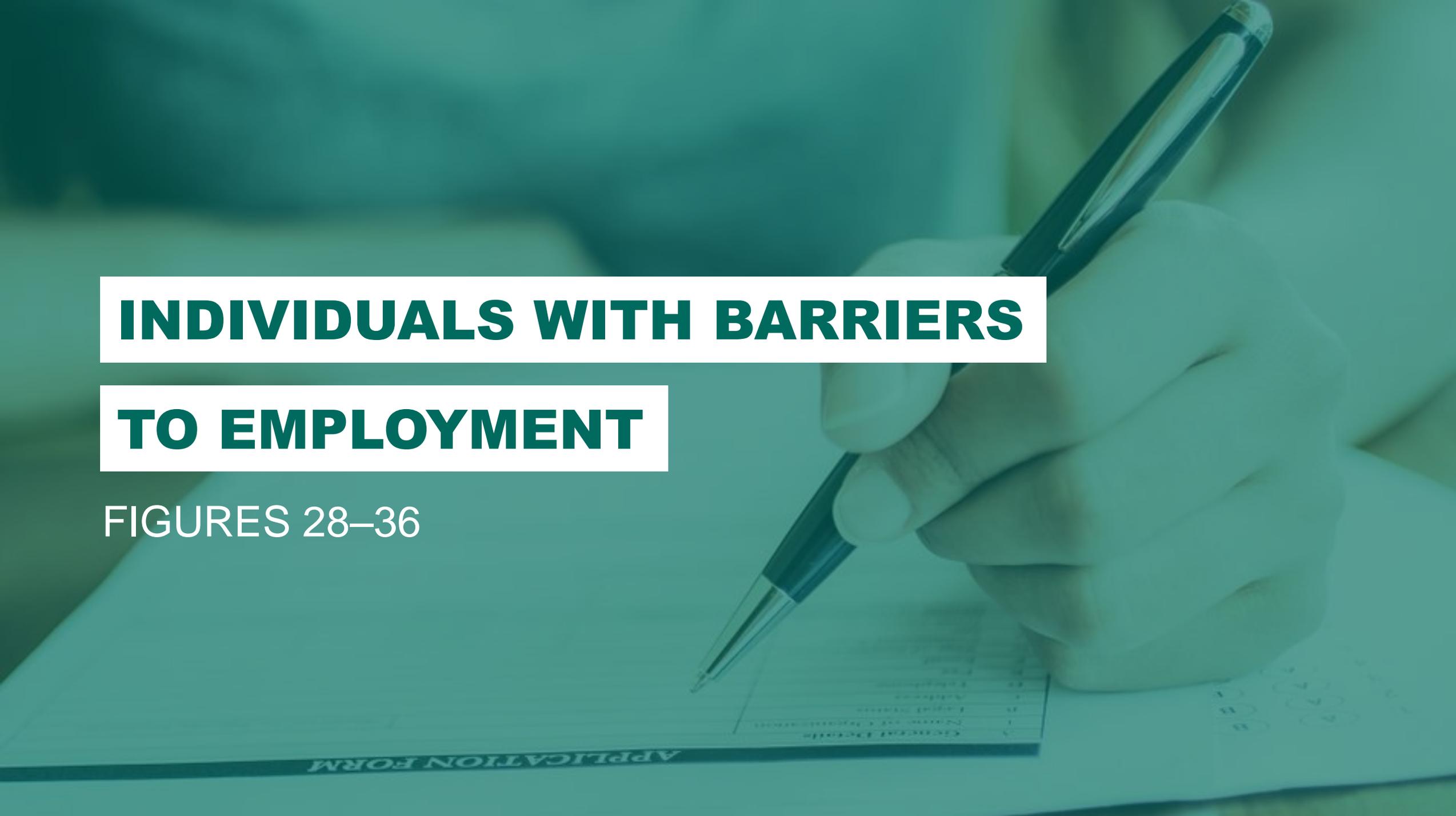
INDIVIDUALS WITH BARRIERS TO EMPLOYMENT

FIGURES 28–36

INDIVIDUALS WITH A DISABILITY

Legend: ■ Northeast ■ Michigan

| Category	Northeast	Michigan
Male	53.0%	48.5%
Female	47.0%	51.5%
17 and Under	5.6%	7.7%
18–64	48.3%	52.9%
65+	46.1%	39.4%
White	95.9%	77.4%
Black/African American	0.3%	17.1%
Hawaiian/Pacific Islander, Asian	0.3%	1.2%
Native American	1.1%	0.8%
All Other	2.4%	3.6%
Hispanic	1.2%	3.6%
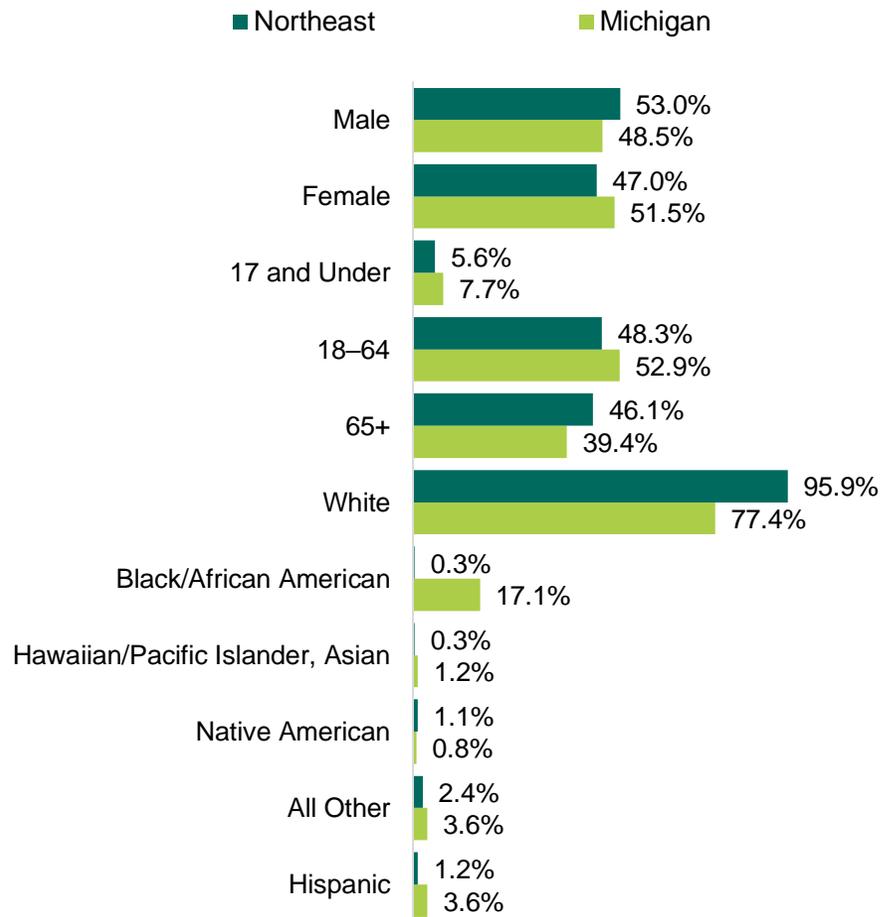
Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

The Northeast is mostly in line with the state in individuals with a disability.

- Disability is one of several factors that can lead to poverty and other forms of economic distress. Disability increases with age. According to the U.S. Census Bureau, about 43,000 people in the Northeast reported a disability during the 2014–2018 period.

- A larger percentage of individuals with a disability were male in the Northeast compared to the state. About 46 percent were 65 and older; nearly 7 percentage points higher than the state average. The Northeast also had less racial/ethnic diversity than the state. **(Figure 28)**

# Regional assistance program recipients are still concentrated in the working age and white demographics.

- In June 2019, the Michigan Department of Health and Human Services counted roughly 5,100 assistance program recipients in the Northeast. The number is down from almost 9,800 in 2017. **(Figure 29)**

- There continues to be more female than male public assistance recipients in both the Northeast and the state. **(Figure 30)**

ASSISTANCE PROGRAM RECIPIENTS BY GENDER, AGE, AND RACE/ETHNICITY

■ Northeast ■ Michigan

	Northeast	Michigan
Male	45.0%	42.0%
Female	55.0%	58.0%
14–15	0.9%	1.0%
16–19	5.5%	7.3%
20–21	1.6%	3.4%
22–44	60.2%	61.5%
45–54	19.4%	18.4%
55+	12.3%	8.4%
White	86.7%	47.2%
Black/African American	1.3%	33.7%
Native American	1.3%	0.9%
All Other	4.3%	5.8%
Hispanic	1.4%	4.6%
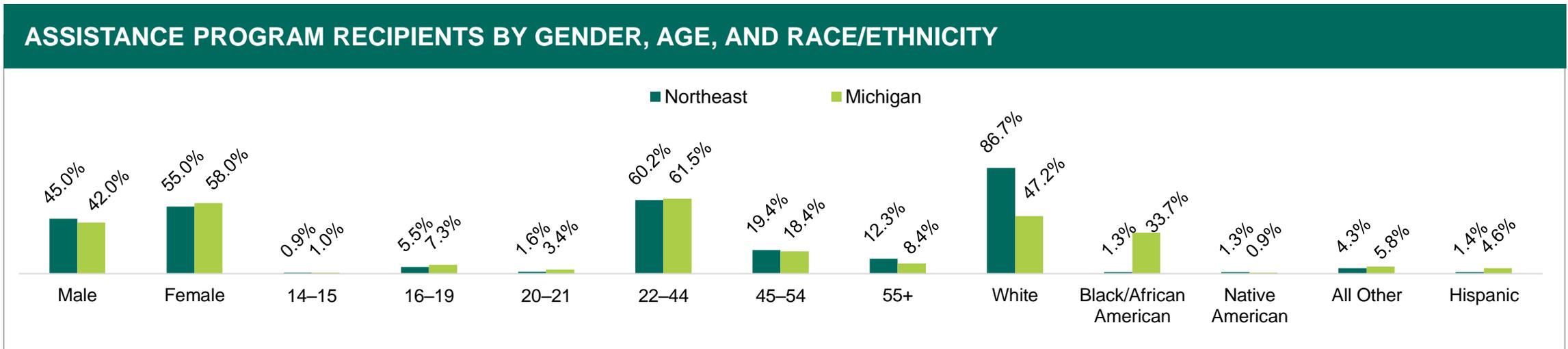
Source: Michigan Department of Health and Human Services

Older workers continue to be important in the labor market in Michigan and the Northeast Region.

- Nearly 45 percent of the population in the Northeast region are 55 and older. This is much larger than the state where they make up 37.5 percent of the population. **(Figure 35)**

- Only 26 percent of older workers have jobs, compared to 36 percent statewide. The jobless rate of older workers in the Northeast is also higher than the statewide rate. Notably, the jobless rate for individuals 55 and older is lower than the whole population in the region. **(Figure 35)**

FIGURE 9: **LABOR FORCE STATUS OF OLDER WORKERS**

Legend: ■ Northeast   ■ Michigan

Share of 55+ Years Old Individuals in Total Population: Northeast 44.6%, Michigan 37.5%
Labor Force Participation Rate: Northeast 26.2%, Michigan 35.8%
Employment/Population Ratio: Northeast 24.8%, Michigan 34.4%
Unemployment Rate: Northeast 5.5%, Michigan 3.8%
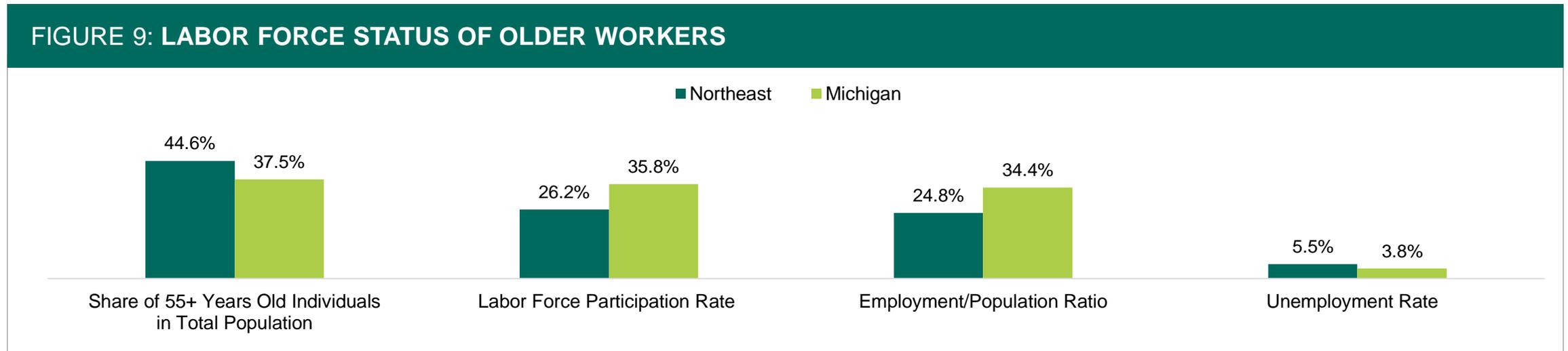
Source: U.S. Census Bureau, 2014–2018 American Community Survey Five-Year Estimates

POVERTY BY GENDER AND RACE/ETHNICITY
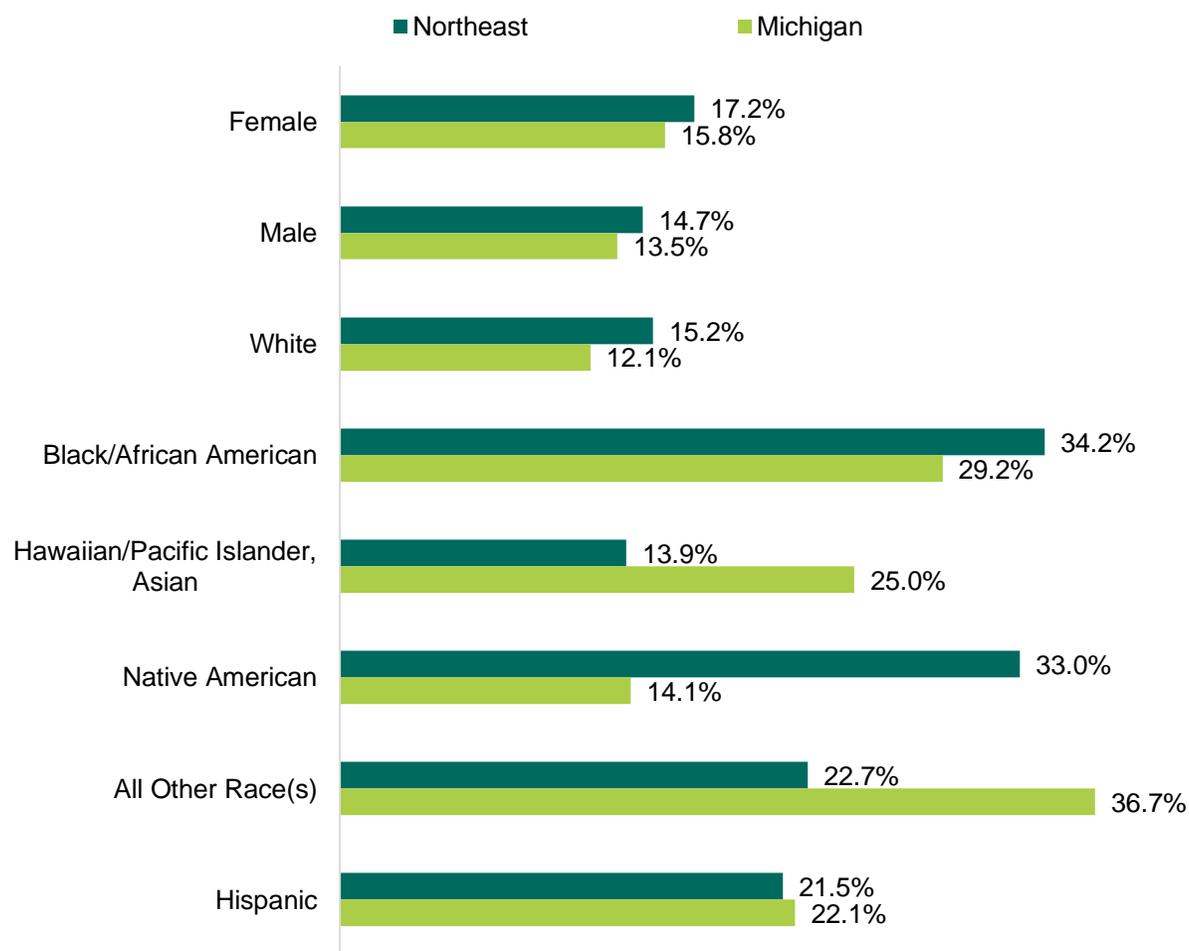
Legend: ■ Northeast ■ Michigan

- Female: Northeast 17.2%, Michigan 15.8%
- Male: Northeast 14.7%, Michigan 13.5%
- White: Northeast 15.2%, Michigan 12.1%
- Black/African American: Northeast 34.2%, Michigan 29.2%
- Hawaiian/Pacific Islander, Asian: Northeast 13.9%, Michigan 25.0%
- Native American: Northeast 33.0%, Michigan 14.1%
- All Other Race(s): Northeast 22.7%, Michigan 36.7%
- Hispanic: Northeast 21.5%, Michigan 22.1%

The poverty rate is at 16 percent in the Northeast; slightly above the statewide rate.

- Based on the 2014–2018 five-year estimates from the U.S. Census Bureau, 16 percent of residents of the Upper Peninsula (32,400 persons) lived under the poverty line. The state's poverty rate was 16 percent over this period. **(Figure 36)**

- Race/ethnicity categories vary in the region when compared to the state. In the Northeast region many of these categories have relatively small totals. Of the total 32,400 individuals living below poverty, 29,600 of them are white. **(Figure 36)**

IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS

FIGURES 8–11, 17–26

DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2019
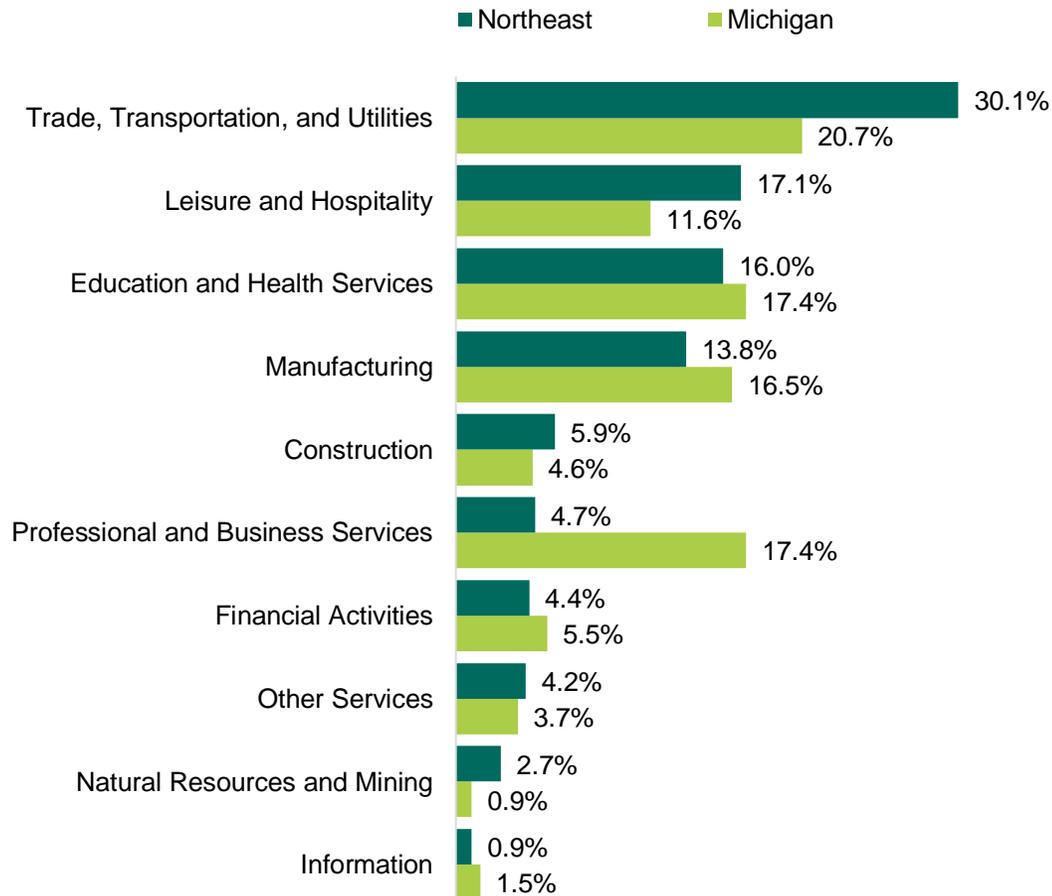
Legend: Northeast, Michigan

Industry	Northeast	Michigan
Trade, Transportation, and Utilities	30.1%	20.7%
Leisure and Hospitality	17.1%	11.6%
Education and Health Services	16.0%	17.4%
Manufacturing	13.8%	16.5%
Construction	5.9%	4.6%
Professional and Business Services	4.7%	17.4%
Financial Activities	4.4%	5.5%
Other Services	4.2%	3.7%
Natural Resources and Mining	2.7%	0.9%
Information	0.9%	1.5%

More than 60 percent of regional employment is concentrated in top three industries.

- The current ranking of regional industries based on their share in total private payroll jobs has remained unchanged compared to 2017.

- In the 2nd quarter of 2019, *Trade, transportation, and utilities* was the region's largest private industry, employing about three in 10 workers. The region heavily lags the state in *Professional and business service* industries. **(Figure 8)**

PRIVATE SECTOR JOB TRENDS, SECOND QUARTER 2013–2019
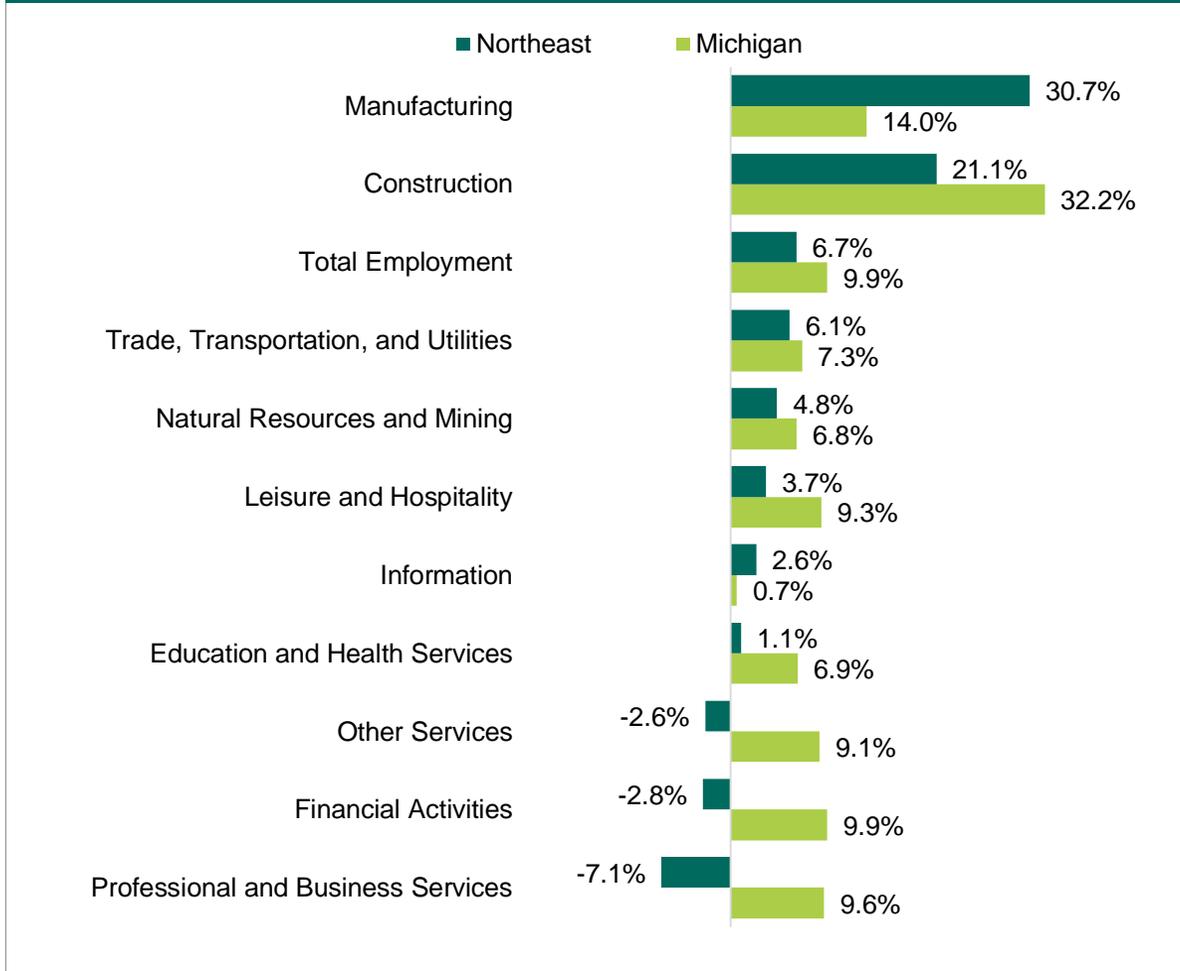
■ Northeast ■ Michigan

Industry	Northeast	Michigan
Manufacturing	30.7%	14.0%
Construction	21.1%	32.2%
Total Employment	6.7%	9.9%
Trade, Transportation, and Utilities	6.1%	7.3%
Natural Resources and Mining	4.8%	6.8%
Leisure and Hospitality	3.7%	9.3%
Information	2.6%	0.7%
Education and Health Services	1.1%	6.9%
Other Services	-2.6%	9.1%
Financial Activities	-2.8%	9.9%
Professional and Business Services	-7.1%	9.6%

Only two regional industries recorded above-average growth over the 2013–2019 period.

- Private sector jobs in the Northeast had gains of 6.7 percent since 2013. This was largely concentrated in *Manufacturing*, *Construction*, and *Trade, transportation, and utilities* which added nearly 3,000 jobs total. **(Figure 8)**

- *Professional and business services* were already underrepresented in the region compared to state and recorded a large decline (-179 jobs) between 2013 and 2019. **(Figure 8)**

## ONLINE ADVERTISED JOB POSTINGS, UPPER PENINSULA

JOB TITLE	NUMBER
Registered Nurses	64
Retail Salespersons	44
Heavy and Tractor-Trailer Truck Drivers	39
First-Line Supervisors of Retail Sales Workers	38
Customer Service Representatives	38
Merchandise Displayers and Window Trimmers	36
Licensed Practical and Licensed Vocational Nurses	30
Laborers and Freight, Stock, and Material Movers, Hand	30
Stock Clerks and Order Fillers	24
Nursing Assistants	23

Source: The Conference Board, Help Wanted OnLine® Database

Online job postings reached nearly 1,300 in second quarter 2019.

- In the second quarter of 2019, there were almost 1,300 online advertised job postings in the Northeast, according to the Conference Board's Help Wanted OnLine® Database. **(Figure 18)**

- Most of the top job advertisements posted online require lower levels of education due to the prevalence and turnover associated with these jobs. However, in the top 15 jobs are several healthcare-related occupations that require degrees. **(Figure 18)**

**PROJECTED 2026 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS**
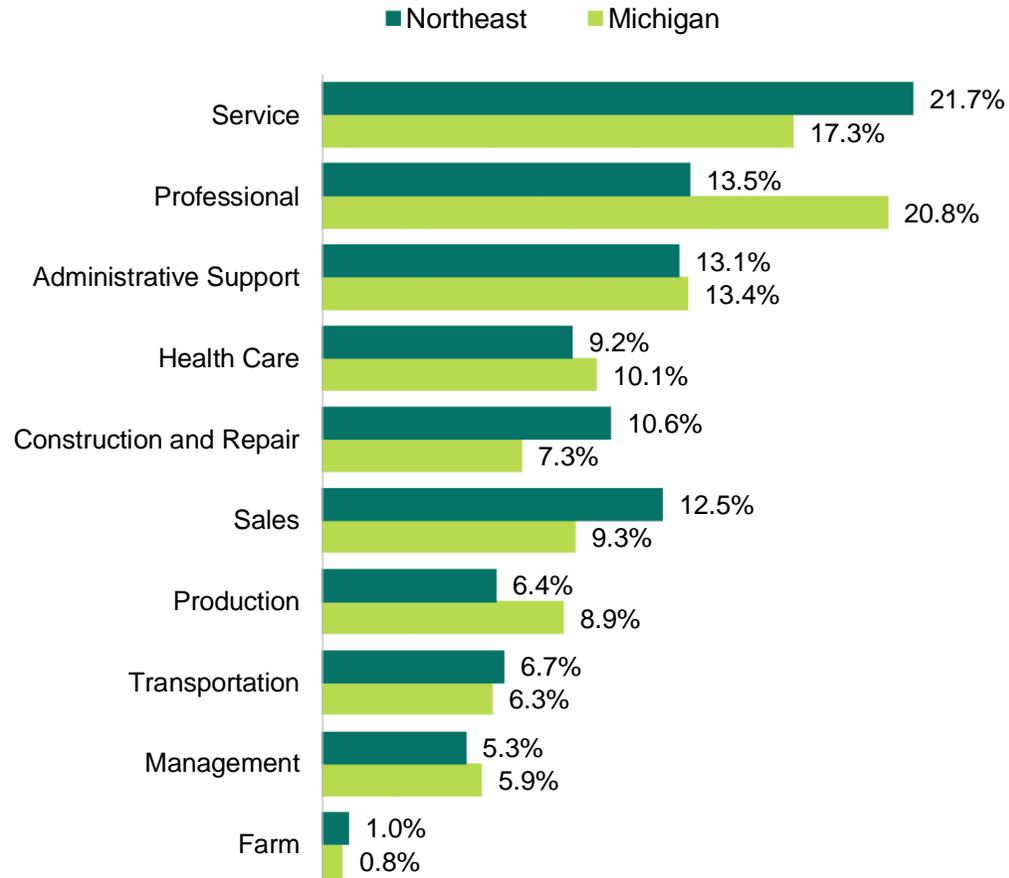
Legend: ■ Northeast ■ Michigan

Occupational Group	Northeast	Michigan
Service	21.7%	17.3%
Professional	13.5%	20.8%
Administrative Support	13.1%	13.4%
Health Care	9.2%	10.1%
Construction and Repair	10.6%	7.3%
Sales	12.5%	9.3%
Production	6.4%	8.9%
Transportation	6.7%	6.3%
Management	5.3%	5.9%
Farm	1.0%	0.8%

About half of Northeast jobs are projected to be in three job groups by 2026.

- The overall occupational employment in the Northeast is projected to post marginal growth of 1.7 percent (+1,100) between 2016 and 2026. This compared to an expansion of 7 percent statewide. **(Figure 19)**

- At 22 percent, *Service* occupations are the largest occupational category in terms of projected total jobs in 2026, higher than the statewide rate. The group includes occupations in *Protective services*, *Food preparation and service*, *Building and grounds cleaning and maintenance*, and *Personal care services*.

PROJECTED PERCENT GROWTH BY BROAD OCCUPATIONAL GROUPS (2016–2026)
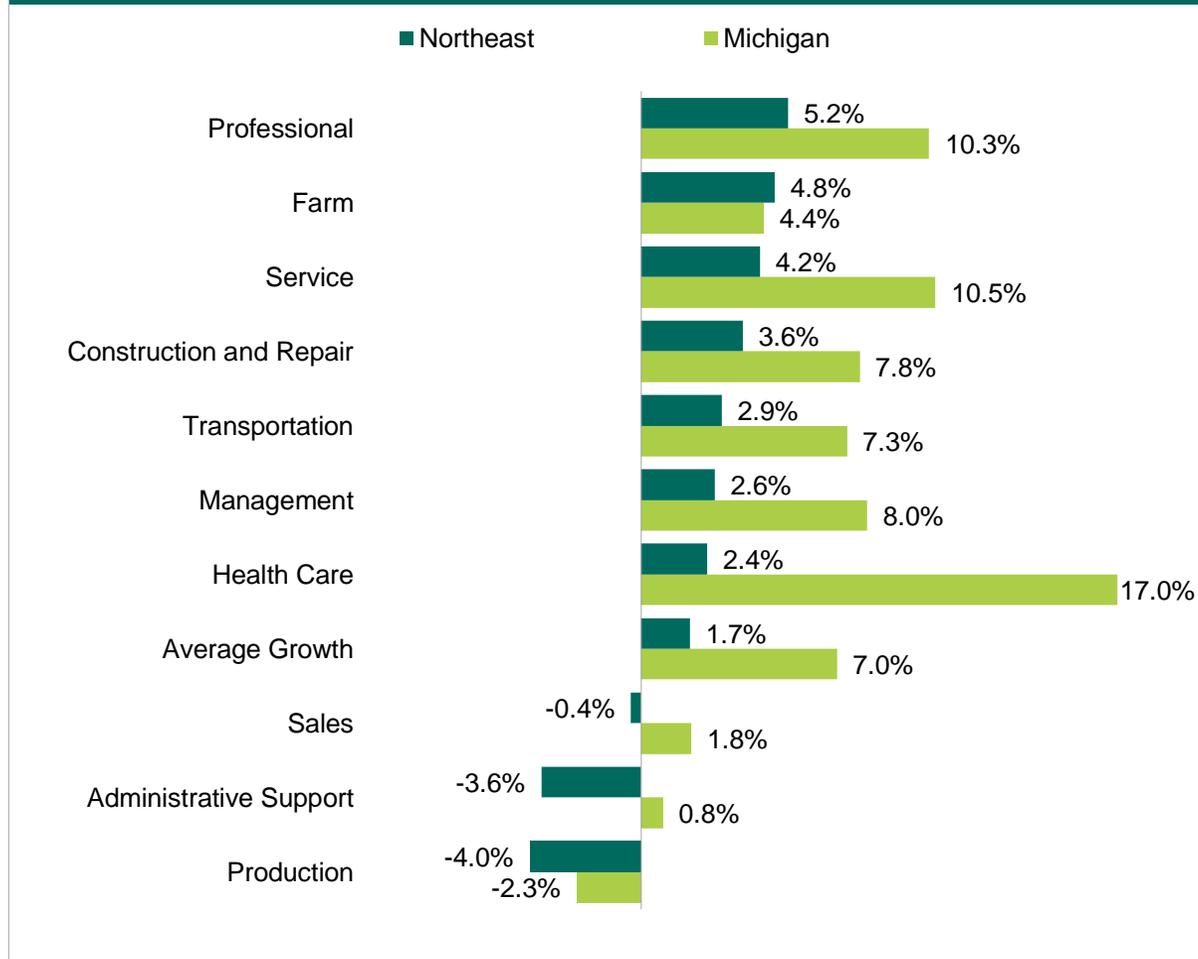
■ Northeast   ■ Michigan

Occupational Group	Northeast	Michigan
Professional	5.2%	10.3%
Farm	4.8%	4.4%
Service	4.2%	10.5%
Construction and Repair	3.6%	7.8%
Transportation	2.9%	7.3%
Management	2.6%	8.0%
Health Care	2.4%	17.0%
Average Growth	1.7%	7.0%
Sales	-0.4%	1.8%
Administrative Support	-3.6%	0.8%
Production	-4.0%	-2.3%

Professional, *Farm*, and *Service* occupations are projected to have the highest percent growth through 2026.

- Employment in all occupational groups in the Northeast are projected to grow below the statewide average through 2026 outside of *Farm* jobs. **(Figure 19)**

- Job growth in the region is heavily limited by population counts that are stable and even slowly declining.

**PROJECTED ANNUAL OPENINGS BY BROAD OCCUPATIONAL GROUPS (2016–2026)**

Occupational Group	Projected Annual Openings
Service	2,155
Sales	1,145
Administrative Support	965
Professional	825
Construction and Repair	685
Transportation	535
Production	460
Health Care	450
Management	275
Farm	95
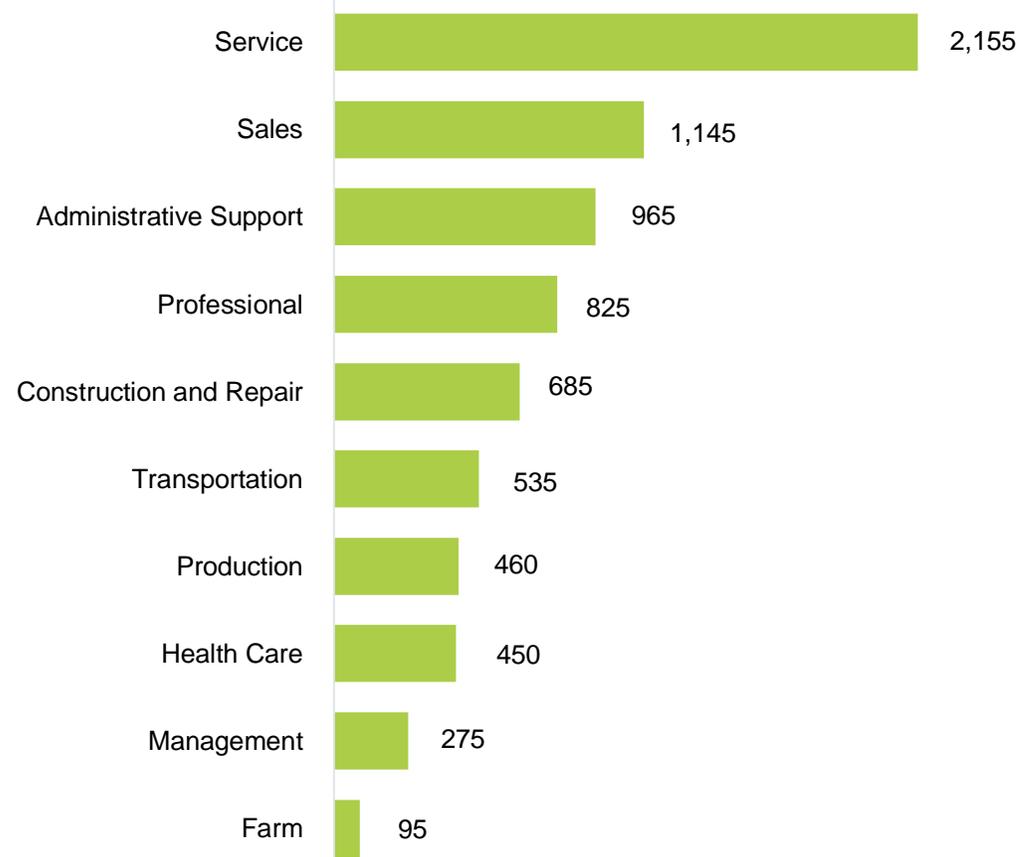
Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Occupations with a large employment base will continue to create more openings out of a need to replace workers.

- The Northeast region is projected to average 7,585 annual job openings from 2016–2026. Most of these come from replacements due to people exiting the labor force or transferring to new occupations.

- *Service* occupations, the largest occupational group in the region, are expected to see the highest number of annual openings. Similarly, one in four new jobs will be created in this group. **(Figure 20)**

**PROJECTED 2026 OCCUPATIONAL EMPLOYMENT BY EDUCATION (SHARE OF TOTAL)**

Legend: ■ Northeast ■ Michigan

High School Diploma and Short-term OJT: Northeast 52.3%, Michigan 43.5%
Moderate OJT - Postsecondary Certificate: Northeast 24.2%, Michigan 23.3%
Associate Degree/Long-term Training/Apprenticeship: Northeast 7.8%, Michigan 7.3%
Bachelor's Degree or More: Northeast 15.7%, Michigan 25.8%
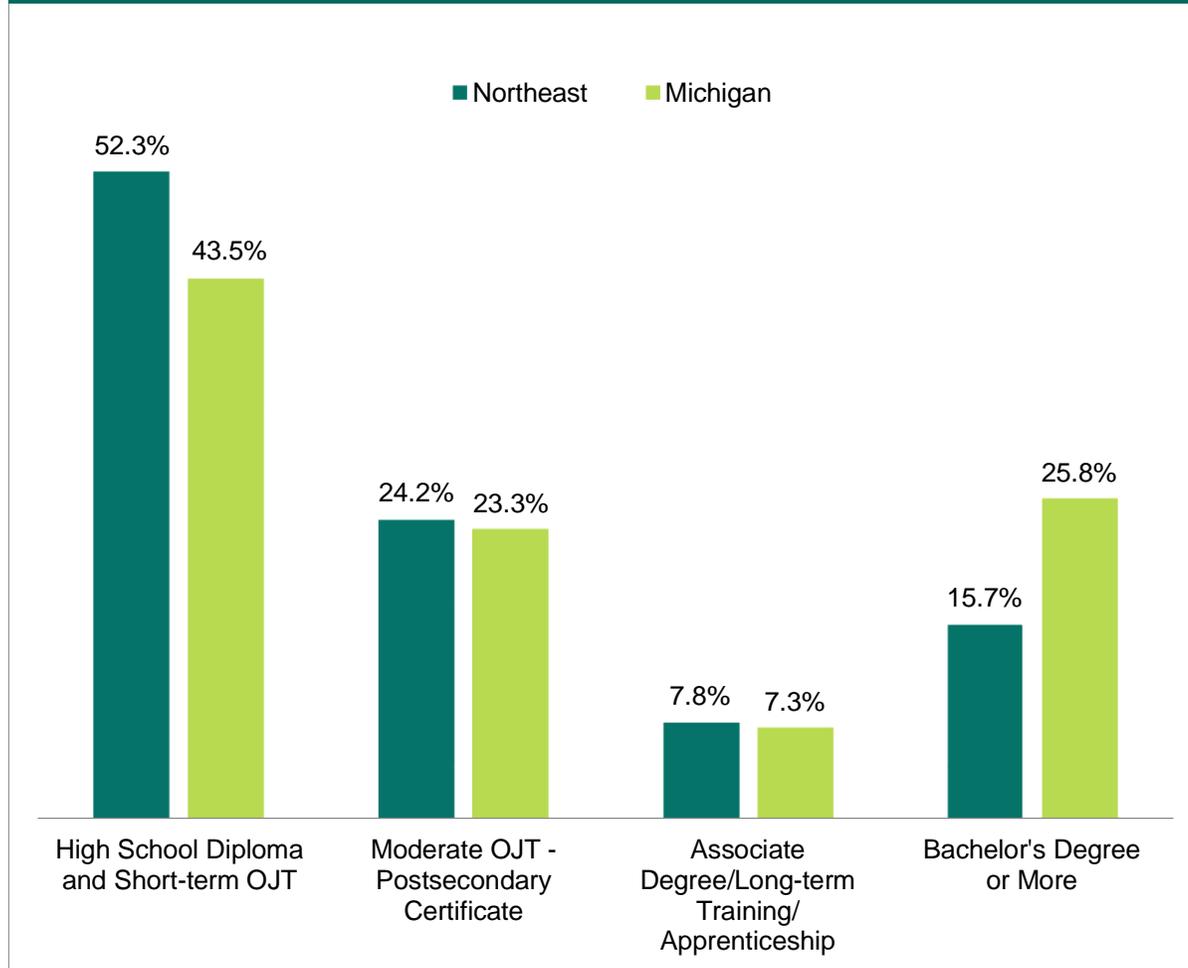
Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Around half of jobs in the Northeast will require a H.S. diploma with short-term training.

- By 2026, a little over 52 percent of Northeast jobs (44 percent statewide) will need a high school diploma, with short-term training or less. These occupations have a large employment base and will create jobs through the need to replace workers.

- Roughly a third of jobs fall into the two middle categories of education and training. These typically take between a few months and three years to qualify for.

PROJECTED 2026 OCCUPATIONAL GROWTH BY EDUCATION
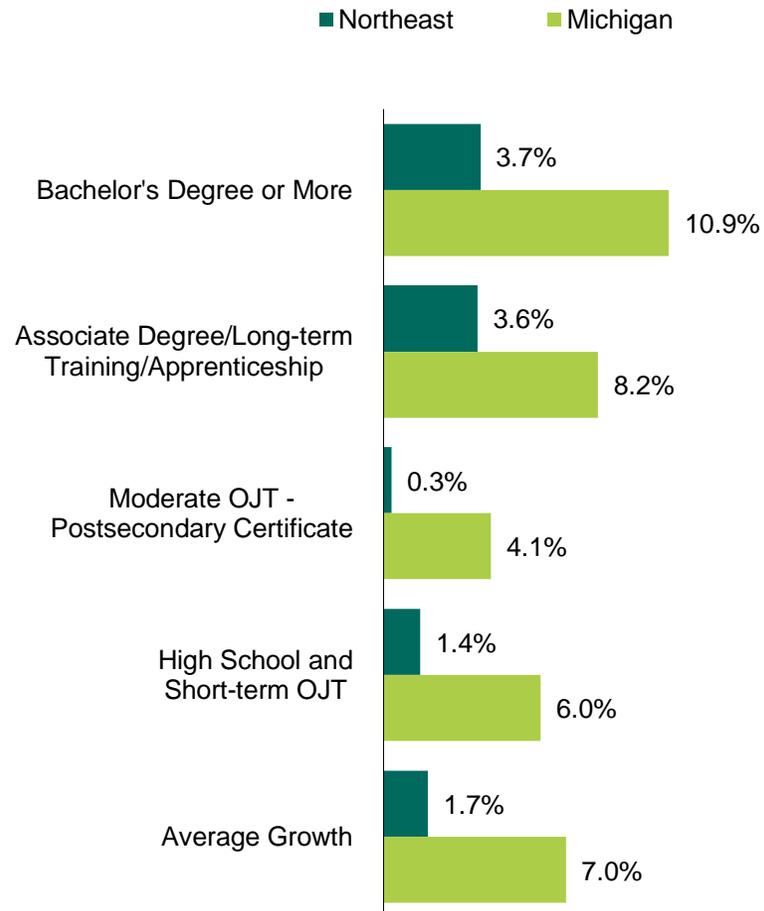
■ Northeast ■ Michigan

Category	Northeast	Michigan
Bachelor's Degree or More	3.7%	10.9%
Associate Degree/Long-term Training/Apprenticeship	3.6%	8.2%
Moderate OJT - Postsecondary Certificate	0.3%	4.1%
High School and Short-term OJT	1.4%	6.0%
Average Growth	1.7%	7.0%

The Northeast region has lower long-term projected growth compared to the state overall in every educational group.

- Occupations at all levels of education and training are projected to grow between 2016 and 2026 in both the state and the region.

- Those requiring more education and training are growing faster at both geographic levels as well. Occupations requiring a bachelor's degree or more are projected to grow twice as fast as all occupations.

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST A BACHELOR'S DEGREE
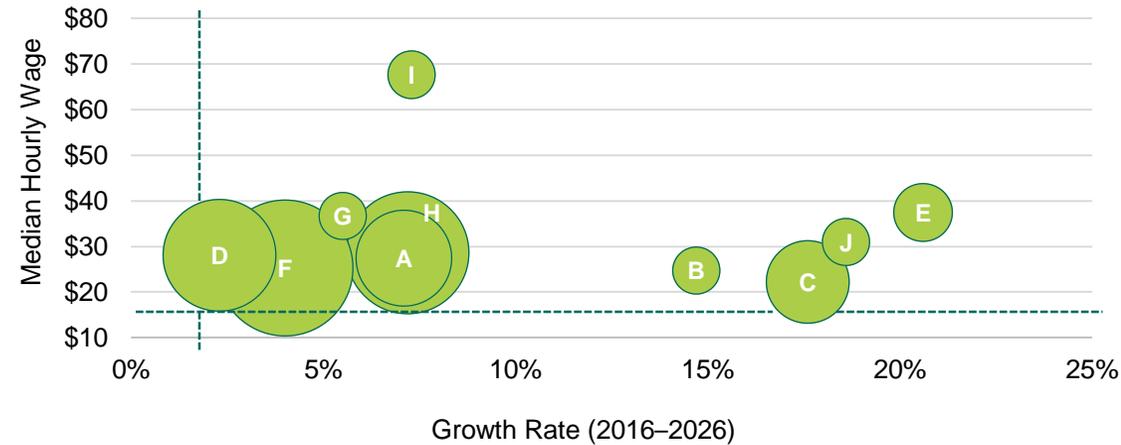
Dotted lines mark the average projected growth rate (1.7 percent) and the median hourly wage for the region ($14.47).

A	Accountants and Auditors	**F**	General and Operations Managers
B	Appraisers and Assessors of Real Estate	**G**	Medical and Health Services Managers
C	Child, Family, and School Social Workers	**H**	Registered Nurses
D	Elementary School Teachers	**I**	Sales Managers
E	Financial Managers	**J**	Social and Community Service Managers

Occupations requiring high levels of education are near the top of wage earnings among occupations in the region.

- High-demand, high-wage occupations are jobs that demonstrate a favorable mix of long-term job growth, annual openings from both growth and replacement, and median wages.

- Levels of pay are directly correlated with the level of formal education and/or the length of job training or apprenticeship, driving a trend of higher-training occupations appearing on the list of high-demand, high-wage occupations. **(Figure 23)**

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST AN ASSOCIATE DEGREE OR LONG-TERM TRAINING
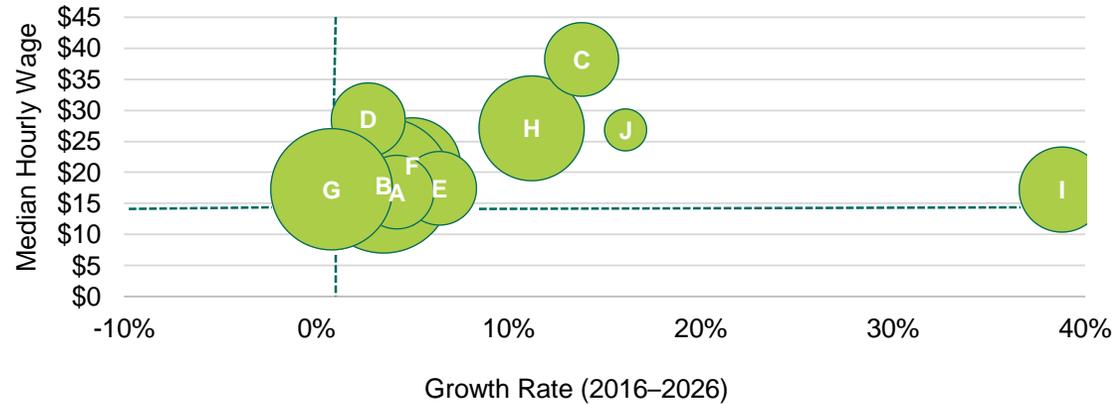
Dotted lines mark the average projected growth rate (1.7 percent) and the median hourly wage for the region ($14.47).

A	Automotive Body and Related Repairers	**F**	Industrial Machinery Mechanics
B	Carpenters	**G**	Machinists
C	Electrical Power-Line Installers and Repairers	**H**	Plumbers, Pipefitters, and Steamfitters
D	Firefighters	**I**	Preschool Teachers, Except Special Education
E	HVAC and Refrigeration Mechanics and Installers	**J**	Respiratory Therapists

Many high-wage high-demand careers in the region require less than a bachelor's degree.

- Occupations in this education/training category can typically be achieved with between one to three years of education/training.

- Many of these occupations in this category have sizable growth or a need for a large amount of replacement workers.

- Occupations listed here also make between $3 dollars more than the region wide hourly average ($14.47) for all occupations to as much as $24 more an hour. **(Figure 24)**

HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING A POSTSECONDARY CERTIFICATE OR MODERATE-TERM TRAINING
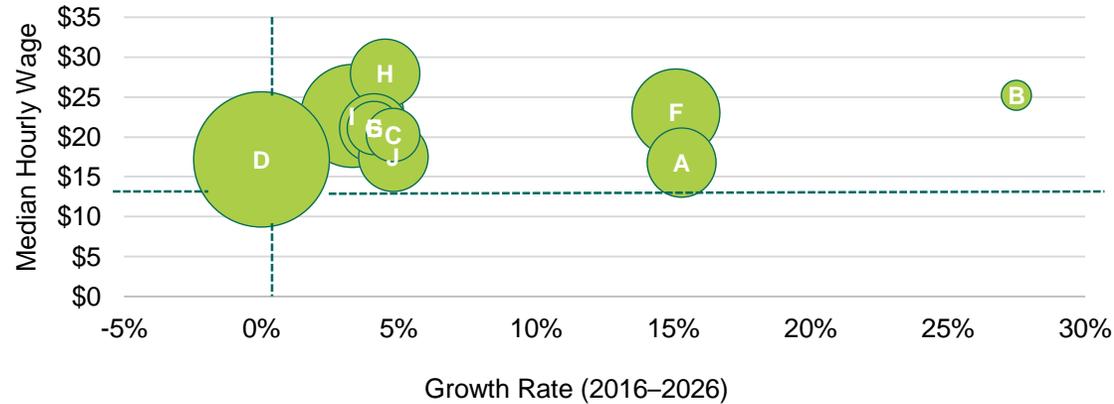
Dotted lines mark the average projected growth rate (1.7 percent) and the median hourly wage for the region ($14.47).

A	Aircraft Mechanics and Service Technicians	F	Insurance Sales Agents
B	Captains, Mates, and Pilots of Water Vessels	G	Operating Engineers
C	CNC Machine Tool Programmers	H	Police and Sheriff's Patrol Officers
D	Heavy and Tractor-Trailer Truck Drivers	I	Sales Reps., Except Tech. and Scientific Products
E	Highway Maintenance Workers	J	Welders, Cutters, Solderers, and Brazers

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Some careers that typically require less than one year of education and training are among the region's high-demand, high-wage occupations.

- Workers can typically qualify for occupations in this category with less than one year of education of training although some may have multiple requirements.

- All 10 of the occupations listed make have a median wage above the region's median hourly wage for all occupations ($14.47). **(Figure 25)**

HIGH-DEMAND OCCUPATIONS REQUIRING A HIGH SCHOOL DIPLOMA OR EQUIVALENT AND SHORT-TERM TRAINING
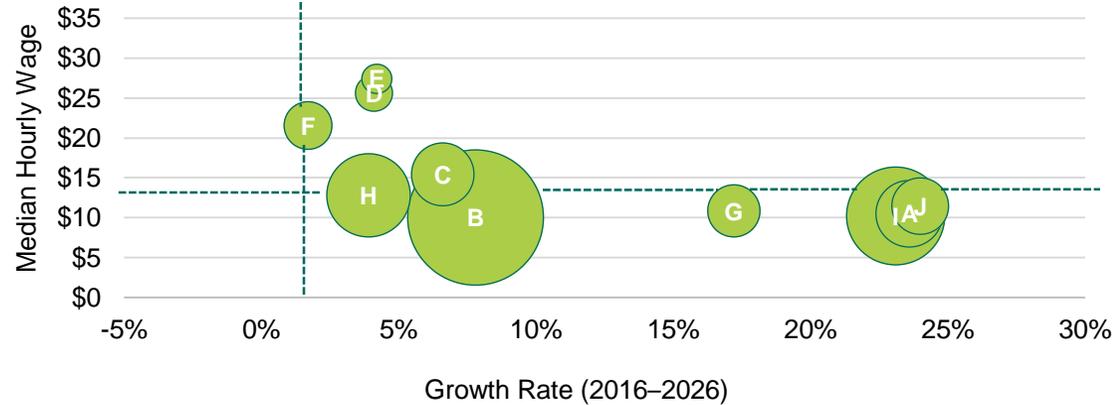
Dotted lines mark the average projected growth rate (1.7 percent) and the median hourly wage for the region ($14.47).

A	Childcare Workers	F	Office and Admin. Support Workers, Supervisors
B	Food Prep. and Serving Workers, Including Fast Food	G	Home Health Aides
C	Construction Laborers	H	Laborers and Freight, Stock, and Material Movers
D	Constr. Trades and Excavation Workers, Supervisors	I	Personal Care Aides
E	Mechanics, Installers, and Repairers, Supervisors	J	Social and Human Service Assistants

Source: DTMB, Bureau of Labor Market Information and Strategic Initiatives

Jobs in this category can be quickly entered and are in relatively high demand

- Jobs in this category can often be entered with minimal education or training beyond a high school degree or equivalent.

- These occupations are not necessarily high-wage, but they are high-demand and can be great options for someone starting out in the labor market, changing their course, or moving up with their years of experience. **(Figure 26)**