

# MICHIGAN'S LABOR MARKET NEWS

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## Michigan Highlights from the Vintage 2022 Release for National and State Population Estimates

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## 2022 Online Job Ads Annual Review

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## Statewide Job Openings and Labor Turnover Analysis

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Michigan's population decreased slightly from 2021 to 2022, the second consecutive year of decline. It remains the 10th most populous state.

NOVEMBER 2022 JOBLESS RATE

MICHIGAN

4.3%

NATIONAL

3.7%

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# MICHIGAN JOBLESS RATE INCREASES SLIGHTLY IN NOVEMBER

Michigan's seasonally adjusted unemployment rate rose by one-tenth of a percentage point between October and November, to 4.3 percent. This marks the second monthly increase in the state's jobless rate this year.

Over the month, the national unemployment rate remained stable at 3.7 percent. Michigan's November unemployment rate was six-tenths of a percentage point above the U.S. rate. Over the year, the national jobless rate fell by 0.5 percentage points, while the statewide rate was reduced by 0.9 percentage points since November 2021.

Michigan's labor force was virtually unchanged over the month, while the U.S. labor force edged down by one-tenth of a percent since October. Both statewide and national employment levels decreased by 0.1 percent over the month. Michigan's unemployment level advanced by 1.5 percent during November, contrary to the 0.8 percent reduction observed nationally.

Michigan's total workforce increased by 1.3 percent over the year, while the U.S. workforce advanced by 1.5 percent. Michigan's employment total increase of 2.3 percent between November 2021 and November 2022

was comparable to the employment advance exhibited nationally (+2.0 percent). Total unemployment in the state fell by 16.1 percent over the year, while nationwide unemployment fell by 11.6 percent.

For more information on state and regional jobless rates for Michigan, view full [press releases](#) at [Michigan.gov/LMI](#).

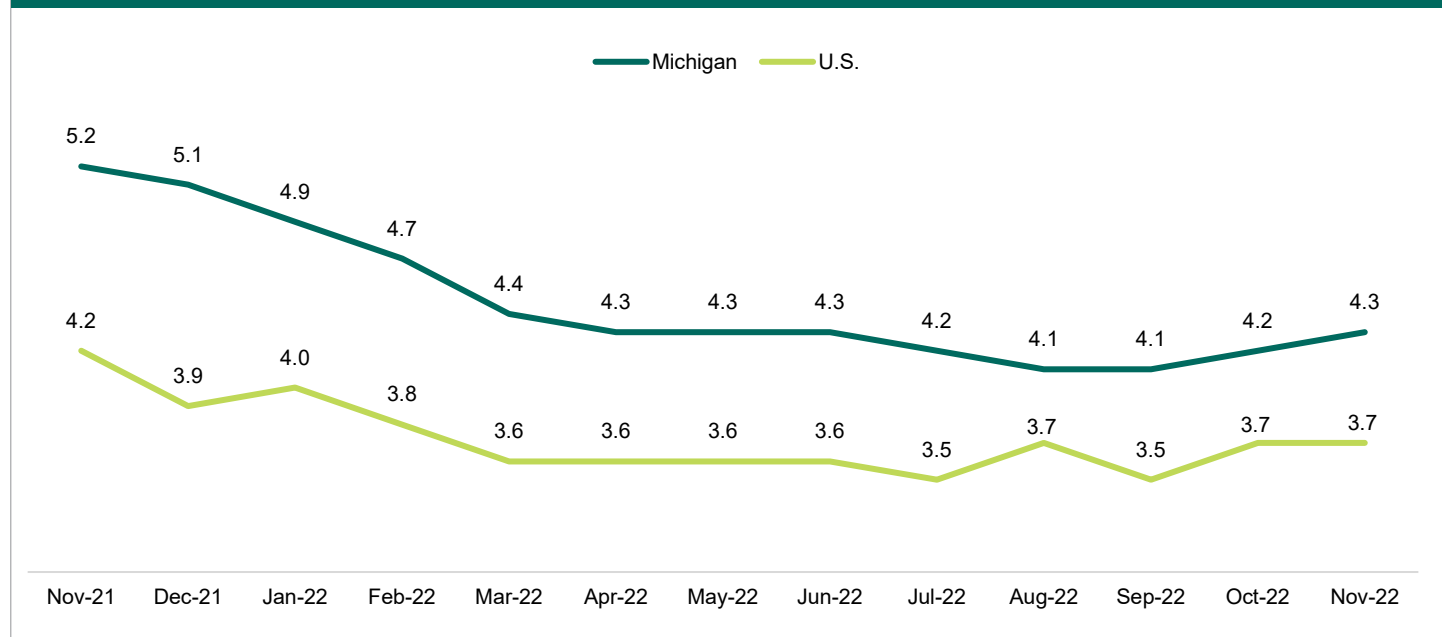
**REIMA NASSER**  
Economic Analyst

## MICHIGAN LABOR FORCE ESTIMATES, NOVEMBER 2022 (SEASONALLY ADJUSTED)

	NOV 2022	OCT 2022	NOV 2021	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,853	4,855	4,789	-2	0.0%	64	1.3%
Employed	4,645	4,650	4,541	-5	-0.1%	104	2.3%
Unemployed	208	205	248	3	1.5%	-40	-16.1%
Unemployment Rate	4.3	4.2	5.2	0.1	XXX	-0.9	XXX

Source: Local Area Unemployment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

## MICHIGAN UNEMPLOYMENT RATE, NOVEMBER 2021–NOVEMBER 2022 (PERCENT)



Source: Local Area Unemployment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

Michigan nonfarm payroll jobs moved up marginally over the month, rising by 0.3 percent (+13,800) to 4,384,100 during November, on a seasonally adjusted basis. This marks the sixth consecutive month of job additions at the statewide level, following two successive months of declines (April and May) during the second quarter of 2022. Although seasonally adjusted nonfarm payroll jobs have increased 11 of the past 13 months, employment in Michigan remained 1.5 percent (-68,600) below its February 2020 pre-pandemic level.

On the nationwide level in November, total nonfarm payroll jobs rose by 0.2 percent (+263,000) over the month, slightly below the statewide average. Nationally, this is the 23rd consecutive month of recorded total nonfarm job gains, on a seasonally adjusted basis. Consequently, this is the fourth straight month that the United States has surpassed its February 2020 pre-pandemic nonfarm job level.

On a numeric basis, notable job gains were recorded within several industries including the *Leisure and hospitality* (+7,400), *Construction* (+3,300), *Education and health services* (+2,700), and *Government* (+1,800) sectors. Several major industry sectors recorded job declines during November as well, including *Other services*

(-1,700), *Financial activities* (-1,000), and *Manufacturing* (-400). Overall, eight of Michigan's 11 super-sector industries recorded job additions during November.

No major industry sectors on the nationwide level recorded job declines over the month. November job loss was only recorded within several *Private service-providing* industry subsectors, including *Retail trade* (-29,900), *Temporary help services* (-17,200), *Transportation and warehousing* (-15,100), and *Wholesale trade* (-3,300)

## Over-the-Year Analysis

Over the year, total nonfarm payroll jobs on the statewide level moved up by 2.6 percent (+109,800), as of November 2022. On the nationwide level, seasonally adjusted jobs also increased notably, rising by 3.3 percent since November 2021. All 11 of Michigan's major industry sectors recorded job gains over the year, led by *Professional and business services* (+18,800), *Trade, transportation, and utilities* (+17,400), *Leisure and hospitality* (+17,000), and *Manufacturing* (+15,300). On a percentage basis, the largest over-the-year increases occurred within the *Mining and logging* (+12.7 percent) and *Information* (+9.8 percent) major industry sectors.

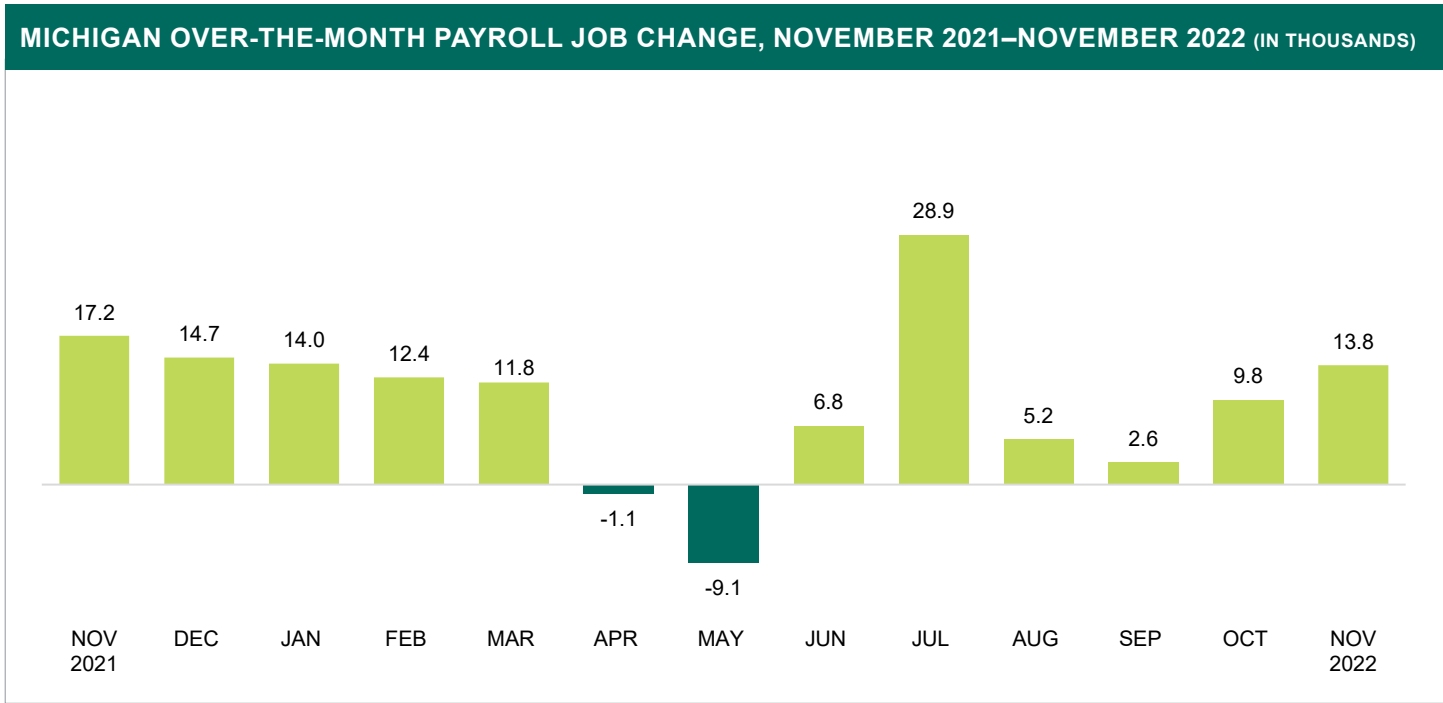
## Metropolitan Statistical Areas (MSAs)

Each of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded job additions this month, on a not seasonally adjusted basis. 10 of those 14 metro areas recorded a monthly job change greater than or equal to the national average (+0.4 percent) during November. Only four areas, the Monroe, Midland, Jackson, and Battle Creek MSAs noted job change below the national average this month.

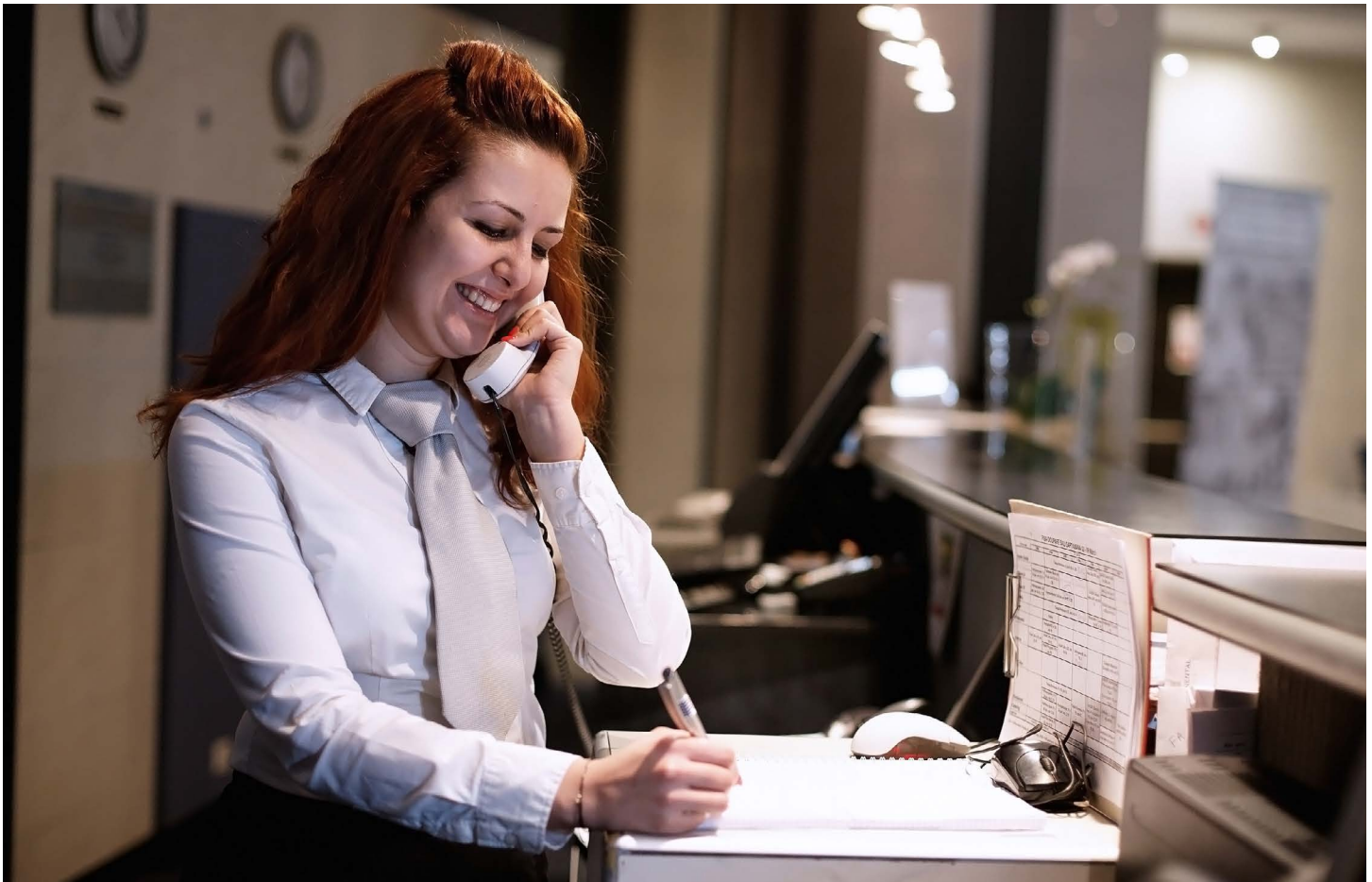
Since November 2021, 12 of Michigan's 14 metro areas recorded employment growth on a not seasonally adjusted basis. Only two regions, Jackson (-0.2 percent) and Monroe (-0.3 percent), noted job declines during this time. Over-the-year job gains were led by the Lansing (+4.3 percent), Grand Rapids (+2.9 percent), Detroit (+2.6 percent), and Ann Arbor (+2.0 percent) regions.

Every region in Michigan remained unchanged or recorded job gains within their respective *Trade, transportation, and utilities*; *Education and health services*; and *Government* sectors during November.

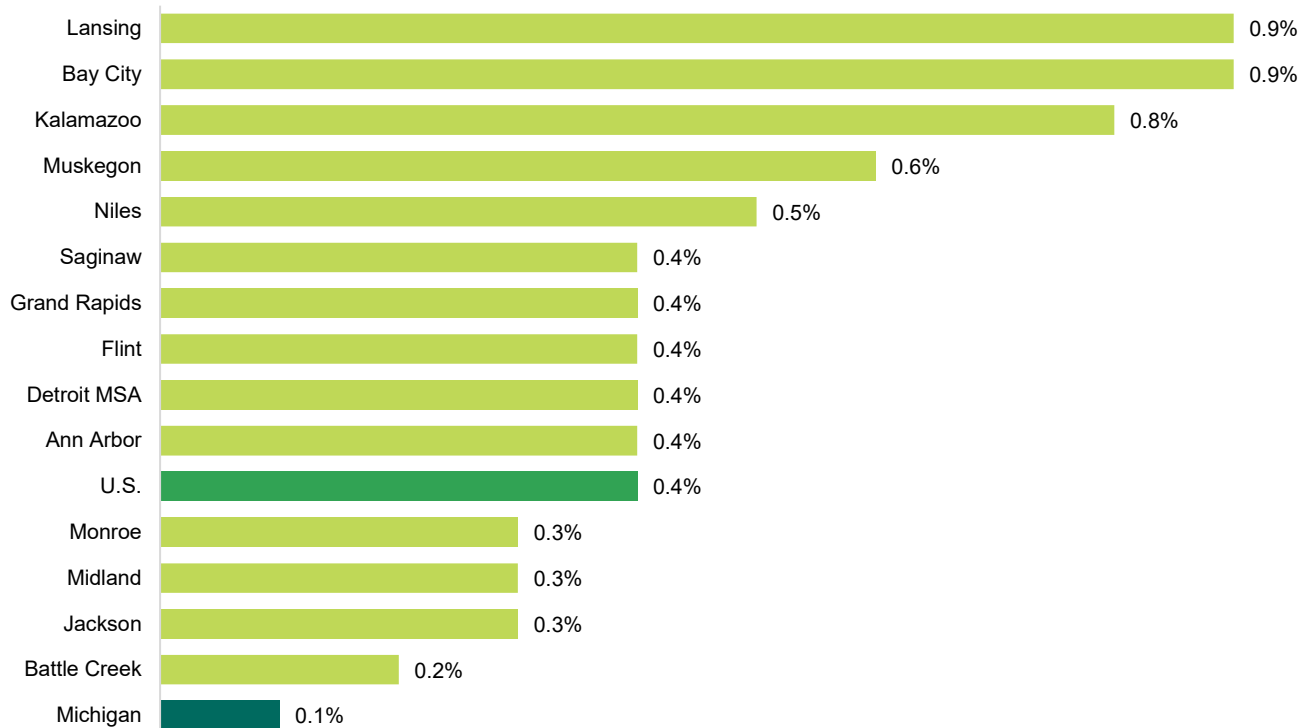
**JIM BIRNEY**  
Economic Analyst



Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



#### MICHIGAN METRO AREA JOB CHANGE, OCTOBER–NOVEMBER 2022 (NOT SEASONALLY ADJUSTED)



Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	NOV 2022	OCT 2022	NOV 2021	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,384,100</b>	<b>4,370,300</b>	<b>4,274,300</b>	<b>13,800</b>	<b>0.3%</b>	<b>109,800</b>	<b>2.6%</b>
Total Private	3,794,000	3,782,000	3,695,600	12,000	0.3%	98,400	2.7%
Private Service-Providing	2,993,200	2,984,200	2,913,400	9,000	0.3%	79,800	2.7%
<b>GOODS-PRODUCING</b>	<b>800,800</b>	<b>797,800</b>	<b>782,200</b>	<b>3,000</b>	<b>0.4%</b>	<b>18,600</b>	<b>2.4%</b>
Mining, Logging, and Construction	189,800	186,400	186,500	3,400	1.8%	3,300	1.8%
Mining and Logging	8,000	7,900	7,100	100	1.3%	900	12.7%
Construction	181,800	178,500	179,400	3,300	1.8%	2,400	1.3%
Manufacturing	611,000	611,400	595,700	-400	-0.1%	15,300	2.6%
Durable Goods	458,700	457,600	448,000	1,100	0.2%	10,700	2.4%
Transportation Equipment Manufacturing	193,500	193,500	187,800	0	0.0%	5,700	3.0%
Non-Durable Goods	152,300	153,800	147,700	-1,500	-1.0%	4,600	3.1%
<b>SERVICE-PROVIDING</b>	<b>3,583,300</b>	<b>3,572,500</b>	<b>3,492,100</b>	<b>10,800</b>	<b>0.3%</b>	<b>91,200</b>	<b>2.6%</b>
Trade, Transportation, and Utilities	801,700	801,300	784,300	400	0.0%	17,400	2.2%
Wholesale Trade	173,500	173,300	164,400	200	0.1%	9,100	5.5%
Retail Trade	453,600	453,600	449,100	0	0.0%	4,500	1.0%
Transportation, Warehousing, and Utilities	174,600	174,400	170,800	200	0.1%	3,800	2.2%
Information	58,000	57,200	52,800	800	1.4%	5,200	9.8%
Financial Activities	237,200	238,200	233,400	-1,000	-0.4%	3,800	1.6%
Finance and Insurance	180,400	181,000	179,800	-600	-0.3%	600	0.3%
Real Estate and Rental and Leasing	56,800	57,200	53,600	-400	-0.7%	3,200	6.0%
Professional and Business Services	661,900	661,500	643,100	400	0.1%	18,800	2.9%
Professional, Scientific, and Technical Services	323,600	323,300	307,900	300	0.1%	15,700	5.1%
Management of Companies and Enterprises	72,300	72,200	71,500	100	0.1%	800	1.1%
Administrative and Support and Waste Management and Remediation Services	266,000	266,000	263,700	0	0.0%	2,300	0.9%
Education and Health Services	663,400	660,700	647,700	2,700	0.4%	15,700	2.4%
Educational Services	77,300	75,500	69,900	1,800	2.4%	7,400	10.6%
Health Care and Social Assistance	586,100	585,200	577,800	900	0.2%	8,300	1.4%
Leisure and Hospitality	411,400	404,000	394,400	7,400	1.8%	17,000	4.3%
Arts, Entertainment, and Recreation	54,900	50,000	49,700	4,900	9.8%	5,200	10.5%
Accommodation and Food Services	356,500	354,000	344,700	2,500	0.7%	11,800	3.4%
Other Services	159,600	161,300	157,700	-1,700	-1.1%	1,900	1.2%
Government	590,100	588,300	578,700	1,800	0.3%	11,400	2.0%
Federal Government	54,800	54,700	54,000	100	0.2%	800	1.5%
State Government	176,700	175,200	171,700	1,500	0.9%	5,000	2.9%
Local Government	358,600	358,400	353,000	200	0.1%	5,600	1.6%

Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



# MICHIGAN HIGHLIGHTS FROM THE VINTAGE 2022 RELEASE FOR NATIONAL AND STATE POPULATION ESTIMATES

The U.S. Census Bureau has released the Vintage 2022 national and state population estimates for July 1, 2022. The 2022 Vintage includes population change between 2021 and 2022, as well as the components of change (births, deaths, and migration) in that one-year period. The 2022 Vintage also incorporates updates and corrections to the 2021 Vintage estimates.

## Looking Back at 2021

The 2021 Vintage showed that Michigan experienced population decline and more deaths than births (natural decrease) from 2020 to 2021. Although the ratio of births to deaths has been declining in Michigan the past several decades, the state's overall population decline from 2020 to 2021 can be attributed to continued domestic migration loss to other states, the impact of COVID-19 mortality, and the low rate of net international migration in that year. The year 2021 represents an important demographic inflection point since it is the first year since at least 1900 in which Michigan experienced natural decrease.

## Michigan's Population Declines Again

The new Vintage 2022 data showed that Michigan experienced population decline and natural decrease for the second year in a row, with the state's population falling to 10,034,113 persons in 2022. Michigan continues to rank in the top 10 most populous states in 2022, but Michigan was among the 18 states which experienced population decline and the 24 states which experienced natural decrease from 2021 to 2022. Michigan's population is estimated to have decreased by 3,391 persons (-0.03 percent) in this one-year period. Compared to other states, Michigan had the 32nd lowest rate of population change from 2021 to 2022. Figure 2 provides a statewide comparison of population change across the country. As a whole, the United States added 1,256,003 persons (0.4 percent) to the national population between 2021 and 2022. This modest growth rate represents a continuation of the United States' slowing growth rate since the 1990s but is higher than the record-low growth rate in 2021.

When examining births and deaths together in the natural change component of population change (births minus deaths), Michigan had a natural decrease of 12,482 persons. Michigan ranked 9th among the 24 other states which also experienced natural decrease.

## Michigan's Births and Deaths

The components of population change demonstrate which demographic dynamics contributed to Michigan's population decline from 2021 to 2022. Michigan recorded 105,157 births from 2021 to 2022, recovering slightly from 102,739 births in 2020-2021. Despite this modest increase, births in Michigan were still lower than 2019, when there were 109,472 births. Low and decreasing birth rates in Michigan are aligned with national trends, where birth rates have been decreasing for decades. However, Michigan is estimated to have had the 36th lowest birth rate in 2022 relative to the other 49 states.

There were an estimated 117,639 deaths in Michigan from 2021 to 2022. COVID-19 continued contributing to the high number of

FIGURE 1: DEMOGRAPHIC BALANCING EQUATION

Population  
in Time 2

=

Population  
in Time 1

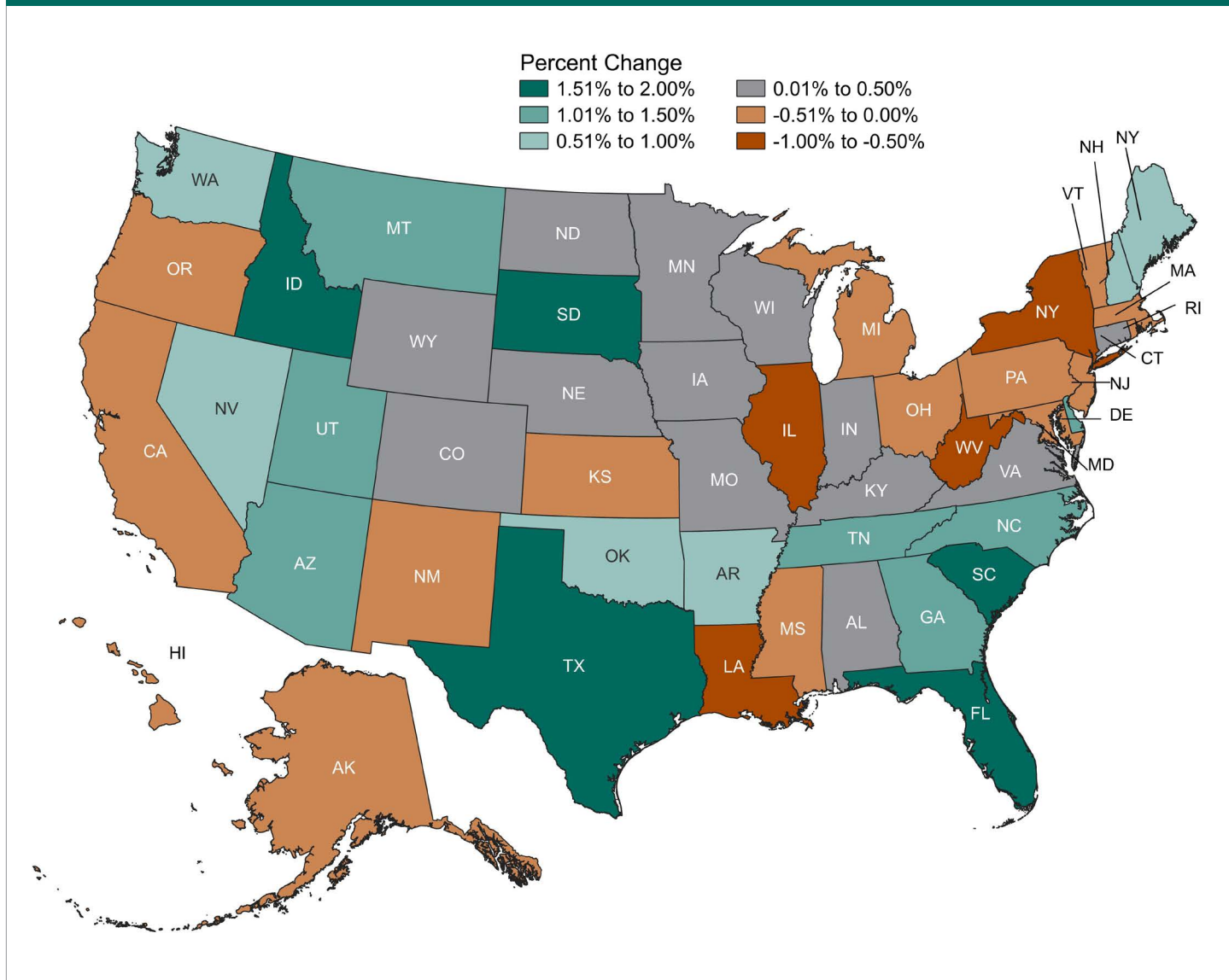
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Natural Change  
(Births – Deaths)

+

Net Migration  
(In-Migration – Out-Migration)

**FIGURE 2: POPULATION CHANGE FOR STATES, JULY 2021–JULY 2022**



Source: Vintage 2022 Population Estimates, Population Estimates Program, U.S. Census Bureau

deaths in this one-year period. However, the aging of a large generational cohort, the baby boomers, has also contributed to increasing mortality in recent years. Michigan is estimated to have had the 16th highest death rate among the 50 states in 2022.

When examining births and deaths together in the natural change component of population change (births minus deaths), Michigan had a natural decrease of 12,482 persons. Michigan ranked 9th among the 24 other states which also experienced natural decrease.

## Migration

In terms of net migration (the number of people moving into Michigan minus those

moving away from Michigan), the state is estimated to have experienced a net positive migration of 10,330 persons in 2022. Net migration consists of domestic and international components. Domestic migration represents the number of people moving between Michigan and other states, whereas international migration represents the number of people moving between Michigan and other countries. Michigan is estimated to have had a net domestic migration of -8,482 persons in 2022, the 30th lowest net domestic migration rate among the 50 states. Although Michigan has consistently lost more people to other states than it has gained since the 1970s, international migration has historically been net positive in Michigan, helping offset some of Michigan's population loss from domestic

out-migration. The Vintage 2022 data estimate that Michigan had a net positive international migration of 18,812 persons in 2022. However, when compared to other states and the nation, Michigan had relatively low rates of international migration, ranking 30th among the 50 states in terms of net international migration rates.

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State Demographer

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Demographic Analyst

# 2022 ONLINE JOB ADS ANNUAL REVIEW

## Overall Advertisements

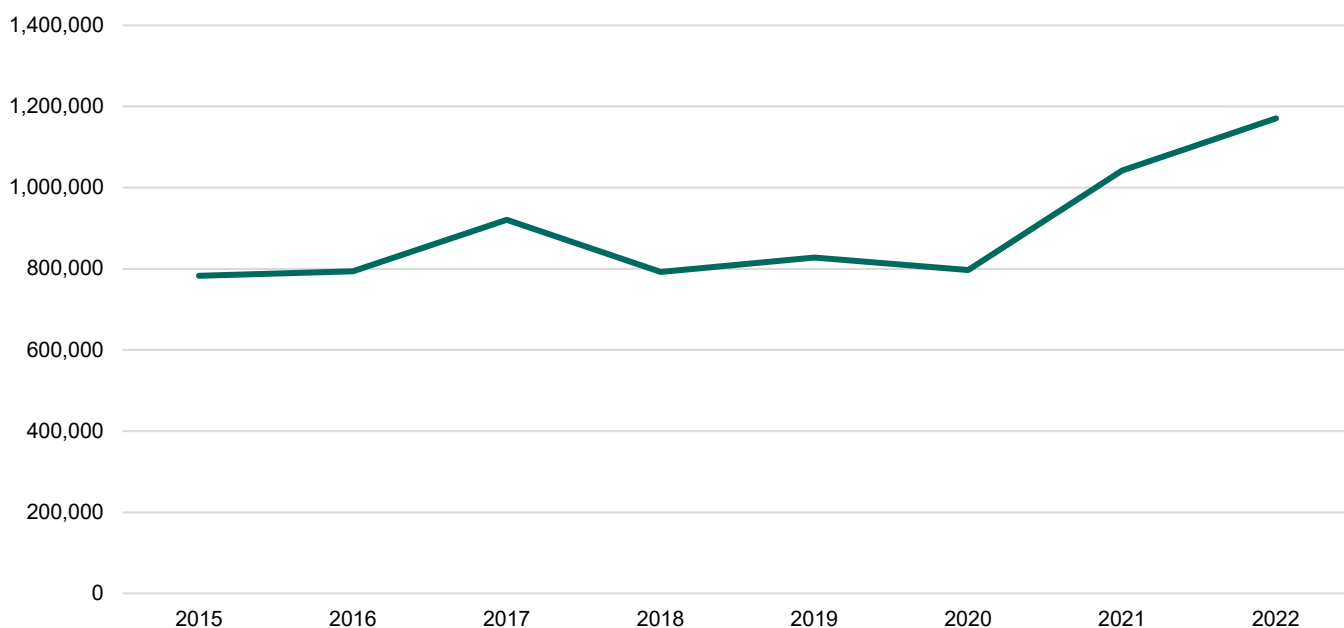
There were nearly 1.2 million online job advertisements available in Michigan throughout 2022, more than any other year prior. Before 2021 (1 million ads), the average number of online postings was around 800,000 annually. Although the Michigan labor force saw continued improvement during 2022, it still has not fully recovered from the impacts of the COVID-19 pandemic. This can in part explain the high volume of online job ads in 2022.

## Education

Over the past year, more than half of the online job advertisements specified a minimum education requirement. Of these, just under 48 percent specified a high school diploma or equivalent, 38 percent required a bachelor's degree, 9 percent required at least an associate degree and 4 percent sought those with a master's degree or above. The largest over-the-year changes in these categories were a decrease in the share of ads specifying a high school diploma or equivalent (-5 percentage points) and an increase in the share requiring at least a bachelor's degree (+4 percentage points).



## ANNUAL TOTAL AVAILABLE JOB ADVERTISEMENTS IN MICHIGAN



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

## Industries and Occupations

The top three industry sectors during 2022 in terms of total number of job postings were *Health care and social assistance*, *Manufacturing*, and *Retail trade*. Between 2021 and 2022, the top numerical changes were within *Manufacturing* (+24,900 ads); *Professional, scientific, and technical services* (+20,500 ads); and *Health care and social assistance* (+18,900 ads).

Looking at occupations, the three with the most online job advertisements in 2022 were *Registered nurses* (50,400 ads), *Retail salespersons* (37,000 ads), and *Managers, all other* (29,700 ads). *Registered nurses* were the topmost posted occupation for every month in 2022, demonstrating the high need within healthcare. Advertisements for occupations that increased the most numerically over the year were *Registered nurses* (+10,100 ads);

*Managers, all other* (+9,400 ads); and *Computer occupations, all other* (+8,700 ads). Occupations that fell the most from 2021 to 2022 were *Laborers and freight, stock, and material movers* (-3,600 ads); *Heavy and tractor-trailer truck drivers* (-1,800 ads); and *Janitors and cleaners* (-1,600 ads).

## Skills and Certifications

Many online job advertisements may not list skills and certifications that are required for the position. The ads that do can provide helpful insight to what employers are looking for. Baseline skills can be thought of as foundational skills that cut across a wide range of occupations. The top baseline skills in 2022 were communication skills, teamwork and collaboration, and organizational skills. Specialized skills typically refer to occupation-specific skills. The top three for the year

were customer service, scheduling, and sales. Software skills refer to computer-related skills and the topmost requested were Microsoft products, SQL, and Python. Lastly, a certification refers to a designated credential earned by an individual to verify skills or knowledge gained to perform a job. The top three throughout the year, after driver's license, were basic life saving, first aid CPR AED, and basic cardiac life support.

**TRISHA SCHLEGEL**  
Economic Analyst

### TOTAL ONLINE JOB ADVERTISEMENTS AND CHANGE BY INDUSTRY SECTOR, 2021–2022

INDUSTRY	TOTAL ADVERTISEMENTS		CHANGE	
	2022	2021	NUMERICAL	PERCENT
Health Care and Social Assistance	210,703	191,812	18,891	9.8%
Manufacturing	128,915	104,028	24,887	23.9%
Retail Trade	110,674	112,137	-1,463	-1.3%
Accommodation and Food Services	87,145	81,781	5,364	6.6%
Professional, Scientific, and Technical Services	77,178	56,684	20,494	36.2%
Finance and Insurance	68,285	50,937	17,348	34.1%
Educational Services	49,888	40,812	9,076	22.2%
Administrative and Support and Waste Management and Remediation Services	32,929	35,505	-2,576	-7.3%
Transportation and Warehousing	29,046	32,086	-3,040	-9.5%
Information	25,925	21,575	4,350	20.2%
Public Administration	24,867	19,747	5,120	25.9%
Real Estate and Rental and Leasing	23,702	18,988	4,714	24.8%
Other Services (Except Public Administration)	19,822	17,173	2,649	15.4%
Construction	13,901	11,869	2,032	17.1%
Arts, Entertainment, and Recreation	8,864	8,689	175	2.0%
Wholesale Trade	7,958	6,032	1,926	31.9%
Utilities	5,572	5,677	-105	-1.8%
Management of Companies and Enterprises	2,556	2,424	132	5.4%
Agriculture, Forestry, Fishing and Hunting	2,267	2,069	198	9.6%
Mining, Quarrying, and Oil and Gas Extraction	1,654	1,494	160	10.7%

Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies  
Total Unspecified: 239,011

# MICHIGAN JOB OPENINGS DOWN IN OCTOBER

The job openings rate decreased nearly a full percentage point from September to October in the latest release of Michigan JOLTS data (6.3 percent). The hires rate (3.9 percent) and the separations rate (3.5 percent) remained virtually unchanged, a marginal 0.1 percentage point increase and decrease over the month, respectively. The rate of quits was stagnant over the month (2.6 percent) while layoffs and discharges decreased by a marginal 0.1 percent to 0.8 percent in October.

## Job Openings

Job openings decreased in October, falling from 336,000 in September to 295,000 (-41,000). The job openings rate decreased by nearly a full percentage point, from 7.2 percent to 6.3 percent. This dropped Michigan's ranking among states to 30th highest rate of job openings, a notable reduction from 10th in the previous month.

The openings to unemployed persons ratio increased from 0.60 in September to 0.70 in October. This indicates that there were seven unemployed persons for every 10 job openings. Michigan's ratio was higher than the national ratio of 0.58 over this period, indicating less than six unemployed individuals per 10 job openings nationally.

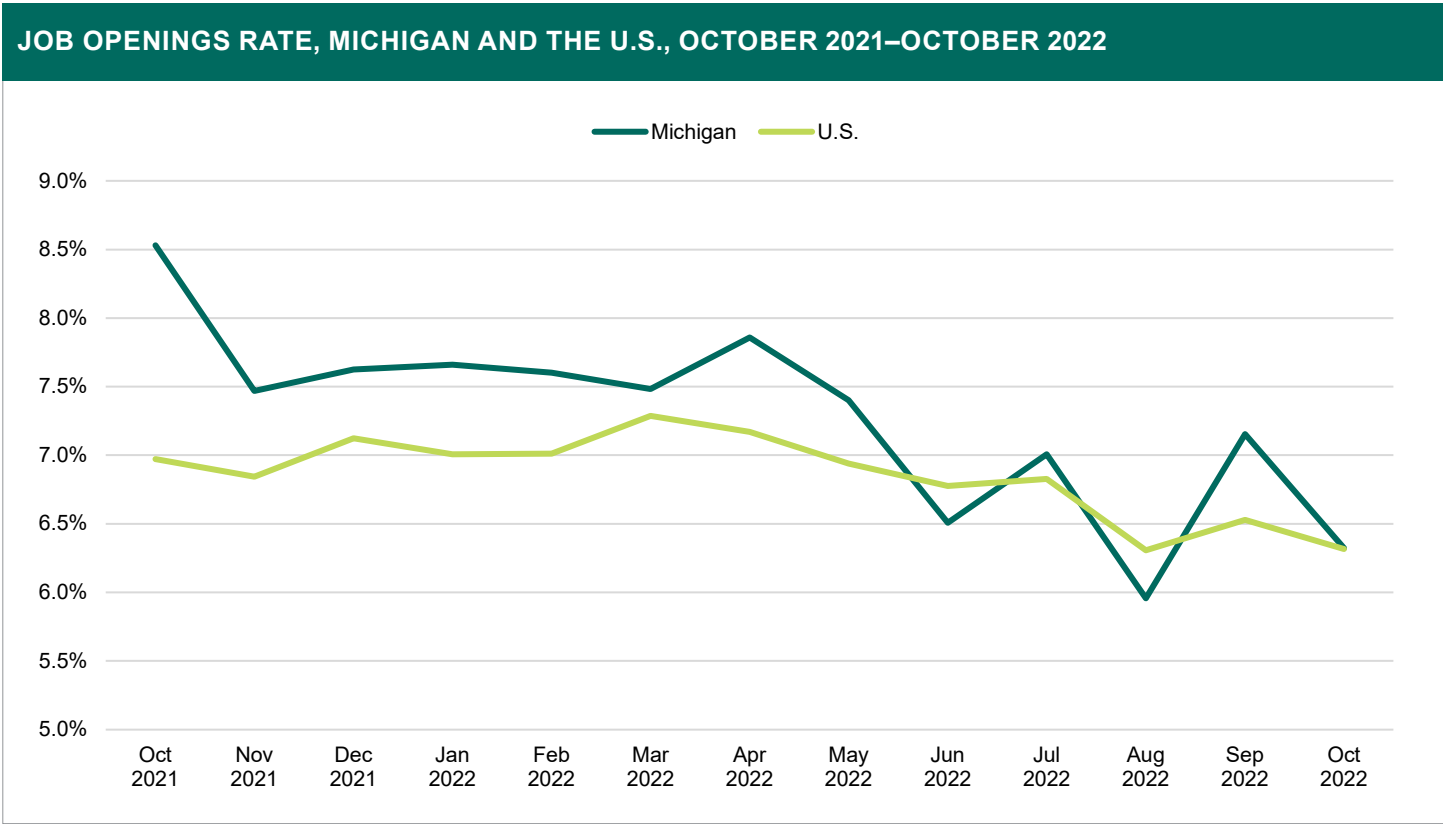
## Hires

Michigan employers hired approximately 6,000 more employees in October than September. This small change was reflected in the nearly unchanged rate of hires, which moved from 3.8 percent to 3.9 percent. Despite the small change, Michigan jumped from the 38th highest rate of hires amongst other states to the 30th, with a hires rate equal to the national rate during this period.

## Separations

The separations rate experienced a similarly small change in October, decreasing by one-tenth of a percentage point to 3.5 percent. This was reflected in 1,000 less employees being separated from their jobs in October (154,000) compared to September (155,000). Michigan's separations rate was lower than the national rate (3.8 percent).

The quits rate was stagnant, registering 2.6 percent for the second month in a row. The marginal decrease in separations was driven by the small drop in the layoffs and discharges rate, which fell by one-tenth of a percentage point to 0.8 percent in October. The quits rate was equal to the national rate (2.6 percent) during this period, while the layoffs and discharges rate was lower (0.9 percent nationally).



Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

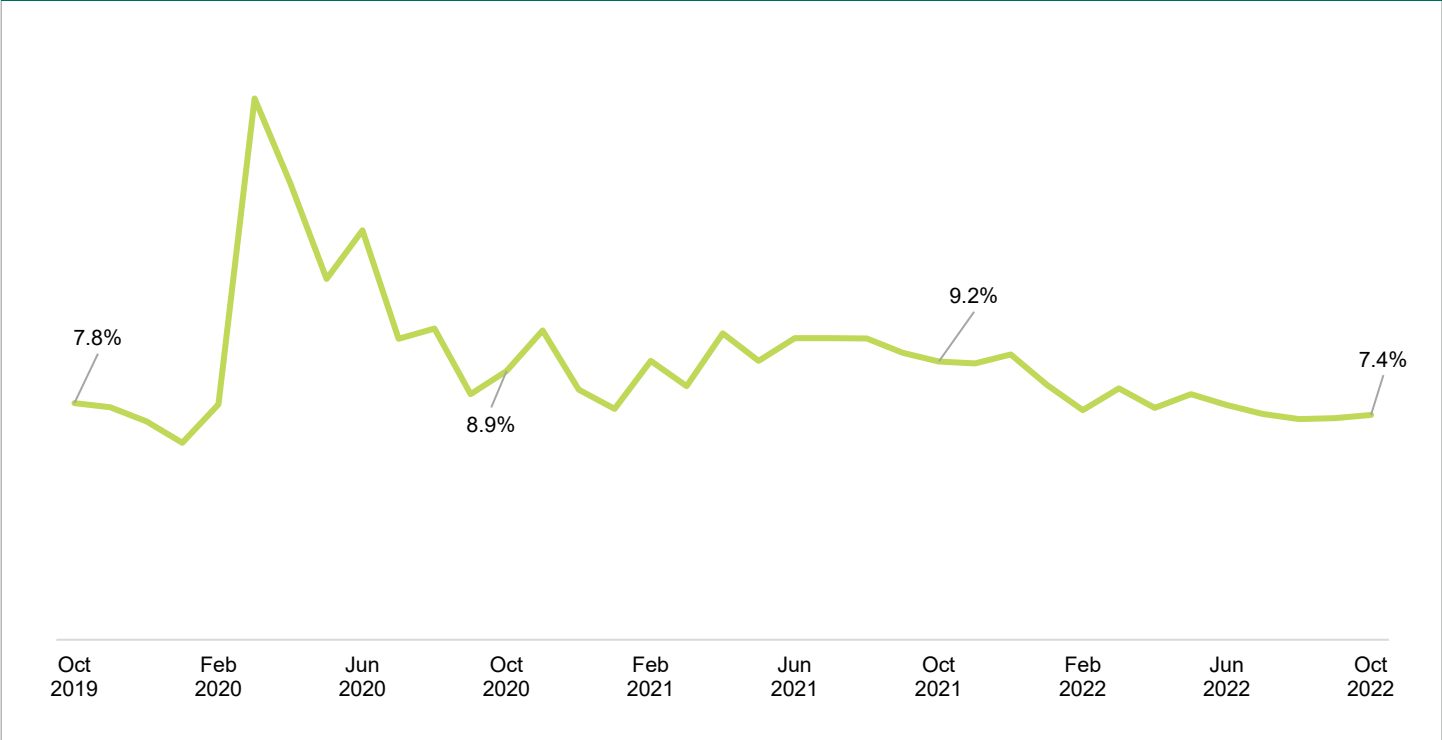
### Labor Turnover Stabilizing

The labor turnover rate in Michigan remained virtually unchanged in October, with a negligible one-tenth of a percentage point rise from 7.3 percent to 7.4 percent. Prior to March of 2020, labor turnover in Michigan was fairly consistent with the national rate. It trended between 8.0 percent and 7.0 percent, with a few dips in either direction. However, Michigan experienced a sharp uptick in turnover during March of 2020 in response to pandemic driven shutdowns and separations, peaking at 17.9 percent. Since then, labor turnover has declined steadily over the past two years. In recent months, turnover has returned to pre-pandemic levels and seems to be stabilizing around 7.0 percent. It is now back in line with the national rate of labor turnover, which was recorded at 7.7 percent in October.

**KRYSTAL JONES**  
Economic Analyst



MICHIGAN LABOR TURNOVER, OCTOBER 2019–OCTOBER 2022



Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

# RELEVANT RANKINGS

## TOP 10 LARGEST AND SMALLEST PERCENTAGE CHANGES IN TOTAL POPULATION, 2020–2021, BY STATE

RANK	STATE	2020 POPULATION	2021 POPULATION	PERCENT CHANGE
1	Idaho	1,847,772	1,900,923	2.9%
2	Utah	3,281,684	3,337,975	1.7%
3	Montana	1,086,193	1,104,271	1.7%
4	Arizona	7,177,986	7,276,316	1.4%
5	South Carolina	5,130,729	5,190,705	1.2%
6	Delaware	991,886	1,003,384	1.2%
7	Texas	29,217,653	29,527,941	1.1%
8	Florida	21,569,932	21,781,128	1.0%
9	Nevada	3,114,071	3,143,991	1.0%
10	South Dakota	887,099	895,376	0.9%
40	Michigan	10,067,664	10,050,811	-0.2%
41	Pennsylvania	12,989,625	12,964,056	-0.2%
42	Mississippi	2,956,870	2,949,965	-0.2%
43	West Virginia	1,789,798	1,782,959	-0.4%
44	North Dakota	778,962	774,948	-0.5%
45	Massachusetts	7,022,220	6,984,723	-0.5%
46	Louisiana	4,651,203	4,624,047	-0.6%
47	California	39,499,738	39,237,836	-0.7%
48	Hawaii	1,451,911	1,441,553	-0.7%
49	Illinois	12,785,245	12,671,469	-0.9%
50	New York	20,154,933	19,835,913	-1.6%

Source: 2020 and 2021 Vintage Population Estimates, U.S. Census Bureau

## PERCENT OF THE POPULATION AGES 25–64 WITH AN ASSOCIATE DEGREE AND ABOVE BY MICHIGAN METROPOLITAN STATISTICAL AREA

RANK	METROPOLITAN STATISTICAL AREA	2017	2021	PERCENTAGE POINT CHANGE
1	Ann Arbor	63.5%	66.5%	3.0
2	Midland	50.7%	54.6%	3.9
3	Kalamazoo-Portage	47.6%	52.3%	4.7
4	Lansing-East Lansing	46.5%	48.2%	1.7
5	Grand Rapids-Wyoming	45.9%	47.0%	1.1
6	Detroit-Warren-Dearborn	43.0%	46.0%	3.0
7	Niles-Benton Harbor	36.9%	44.7%	7.8
8	Monroe	32.0%	40.0%	8.0
9	Saginaw	34.0%	37.3%	3.3
10	Flint	33.7%	37.2%	3.5
11	Bay City	34.0%	35.6%	1.5
12	Battle Creek	31.2%	33.4%	2.2
13	Jackson	33.5%	33.2%	-0.3
14	Muskegon	32.9%	30.0%	-2.8

Source: 2017 and 2021 American Community Survey One-Year Estimates, U.S. Census Bureau



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