

MICHIGAN'S LABOR MARKET NEWS

A man with a beard and glasses, wearing a dark suit and a white shirt, is leaning over a table. He is looking down at some papers on the table. His right hand is holding a pen, and he appears to be writing or pointing at something. The background is slightly blurred, showing what looks like an office or meeting room environment.

VOL. 78, NO. 2
APRIL 2022

2021 Occupational Employment and Wage Trends

Feature Article pg. 16

Map of the Month: Change in Statewide Median Wage by State, 2020–2021

pg. 15

Job Openings and Labor Turnover Data

pg. 22

Payroll jobs advanced in Michigan in February by 9,200 (0.2 percent). The state has added nearly 172,00 jobs over the past year, a gain of 4.1 percent.

FEBRUARY 2022 JOBLESS RATE

MICHIGAN

4.7%

NATIONAL

3.8%

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IT'S BIGGER THAN DATA.

The Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

- Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Census Bureau, making us the official source for this information.
- Our Research and Analytics division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

Michigan's unemployment rate dipped another two-tenths of a percentage point to 4.7 percent in February. The state's February unemployment rate was nearly a full percentage point above the U.S. rate and remains nearly a percentage point above the pre-pandemic February 2020 rate (3.8 percent). The state's labor force increased by 9,000 while the number of unemployed fell by 6,000. Payroll jobs advanced in February by 9,000 or 0.2 percent. February was the 10th consecutive month of payroll job additions in Michigan.

In this issue of *Michigan's Labor Market News*, we highlight our annual data release from the Occupational Employment and Wage Statistics (OEWS) survey. This survey is one of the best sources for understanding how many people work in each occupation in Michigan, along with the wages they earn. Our feature article focuses on the latest 2021 data and how occupational employment and wages have changed in recent years. The Map of the Month displays how the median wage has changed in each state compared to last year. Finally, our Relevant Rankings show how each occupational group's employment and median wage has changed over the year when compared to each other.

We hope you enjoy this issue of *Michigan's Labor Market News*. Please let us know if there is something you would like to know more about.



SCOTT POWELL
DIRECTOR

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FEBRUARY UNEMPLOYMENT RATE DECREASES IN MICHIGAN

The seasonally adjusted jobless rate in Michigan (4.7 percent) edged down in February for the eighth consecutive month. The jobless rate has now declined by two-tenths of a percentage point for the third time in the last four months.

The national jobless rate also moved down in February by two-tenths of a percentage point to 3.8 percent. Michigan's February rate was nearly a full percentage point higher than the U.S. rate. Over the year, the national unemployment rate dropped significantly by 2.4 percentage points, which was more than the rate cut in Michigan.

Michigan's labor market trends mirrored national trends in February. Labor force in Michigan edged up by only 0.2 percent over the month, matching the gain recorded nationally. Similarly, both the state and nation registered identical employment growth rates over the month of 0.3 percent. Michigan's level of unemployment trended similar to the national rate of change, which is why the monthly jobless rate reductions were the same in February.

Over the year, the Michigan advance in employment (+2.8 percent) did lag the U.S. rate of increase of 4.9 percent. The Michigan jobless rate fell significantly by 1.6 percentage points since February 2021, from 6.3 percent to 4.7 percent, largely due to a 72,000 decline in the number of unemployed Michigan residents.

Michigan's February 2022 jobless rate remained nearly a full percentage point above the February 2020 pre-pandemic rate of 3.8 percent.

Detroit Metro Area Jobless Rate and Unemployment Level Fall Significantly Since Height of Pandemic-Related Job Cuts

Monthly jobless rate data for the Detroit metropolitan statistical area (MSA) reveals the substantial reduction in unemployment for the region since the height of pandemic-related layoff activity in April 2020.

The Detroit MSA February and March 2020 pre-pandemic unemployment rates were 4.0 percent. However, this was followed by an exponentially large rate jump of 19.6 percentage points to a monthly jobless rate of 23.6 percent in April 2020, as pandemic-related layoffs swept through the U.S., Michigan, and Detroit metro economies. This was the highest unemployment rate in the Detroit region since at least 1983, and likely much longer.

As workers were gradually recalled from pandemic-related layoffs, the Detroit MSA unemployment rate continuously declined for the next seven months, falling to 8.0 percent during November 2020. The jobless rate

averaged 11.5 percent for all of 2020 in the region, well above the 4.2 percent average rate in 2019.

The regional unemployment rate moved down further in 2021, but the rate reductions throughout the year were relatively marginal. The jobless rate decreased from 7.1 percent in January to 5.3 percent in December, producing an annual rate in 2021 of 6.2 percent. This was still well above pre-pandemic rates and was slightly above unemployment rates registered back in 2015.

During the first two months of 2022, unemployment has remained relatively low in the Detroit metro area at around 5.0 percent.

Between April 2020 and February 2022, unemployment in the Detroit metro area plunged by 353,000, or 76.9 percent. However, the current regional unemployment total remained 18,000, or 20.5 percent, above the February 2020 unemployment level. In addition, the Detroit MSA February 2022 jobless rate of 5.0 percent was a full percentage point higher than the pre-pandemic rate.

SHIBANI PUTATUNDA
Economic Specialist

Note: Data Revisions

The data in this article reflects recently revised historical estimates. All states in the nation participate in this revision process facilitated by the U.S. Bureau of Labor Statistics (BLS). Seasonally adjusted and unadjusted monthly labor force estimates from 2017 to 2021 were revised for Michigan and the Detroit metro area. Revised unadjusted county estimates have also been released for 2017 to 2021.

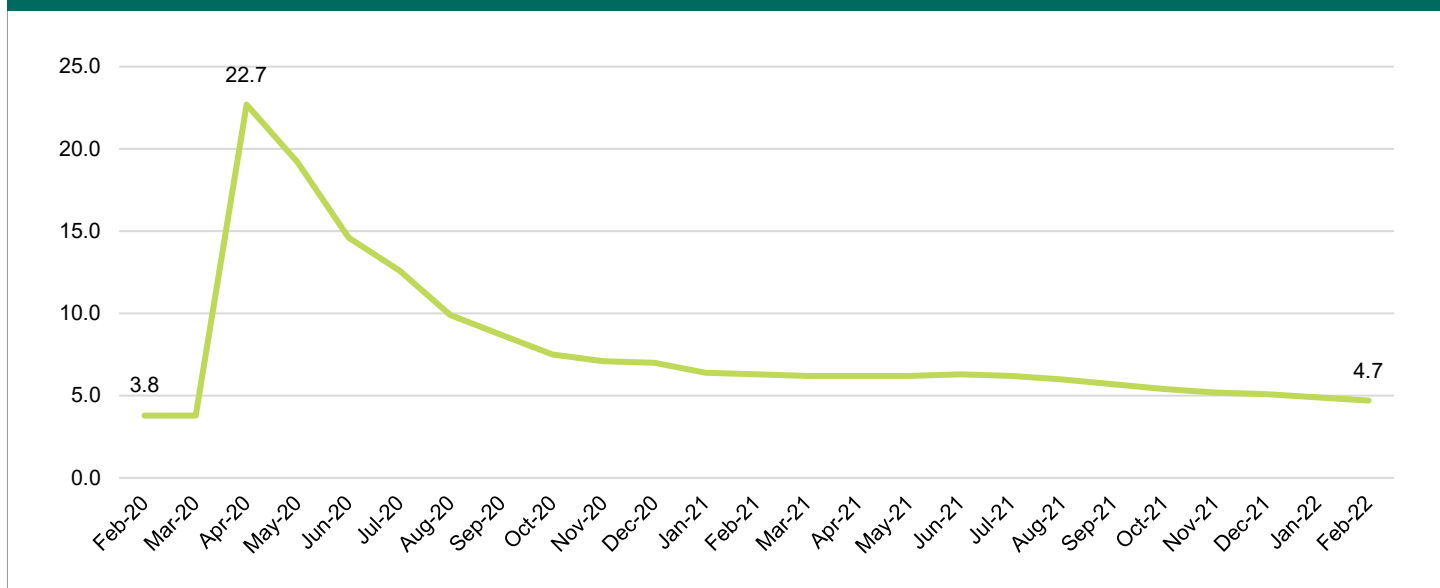
An earlier issue with the monthly estimates of employment and unemployment for Michigan and all metro areas and counties for January through August 2021 has been corrected with the annual revision process. Users should download the revised data from the LMIS website, www.Michigan.gov/LMI. The updated data for 2021 is fully comparable with newly revised data for prior years.

MICHIGAN LABOR FORCE ESTIMATES, FEB 2022 (SEASONALLY ADJUSTED)

	FEB 2022	JAN 2022	FEB 2021	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,804,000	4,795,000	4,752,000	9,000	0.2%	52,000	1.1%
Employed	4,576,000	4,562,000	4,452,000	14,000	0.3%	124,000	2.8%
Unemployed	228,000	234,000	300,000	-6,000	-2.6%	-72,000	-24.0%
Unemployment Rate	4.7	4.9	6.3	-0.2	XXX	-1.6	XXX

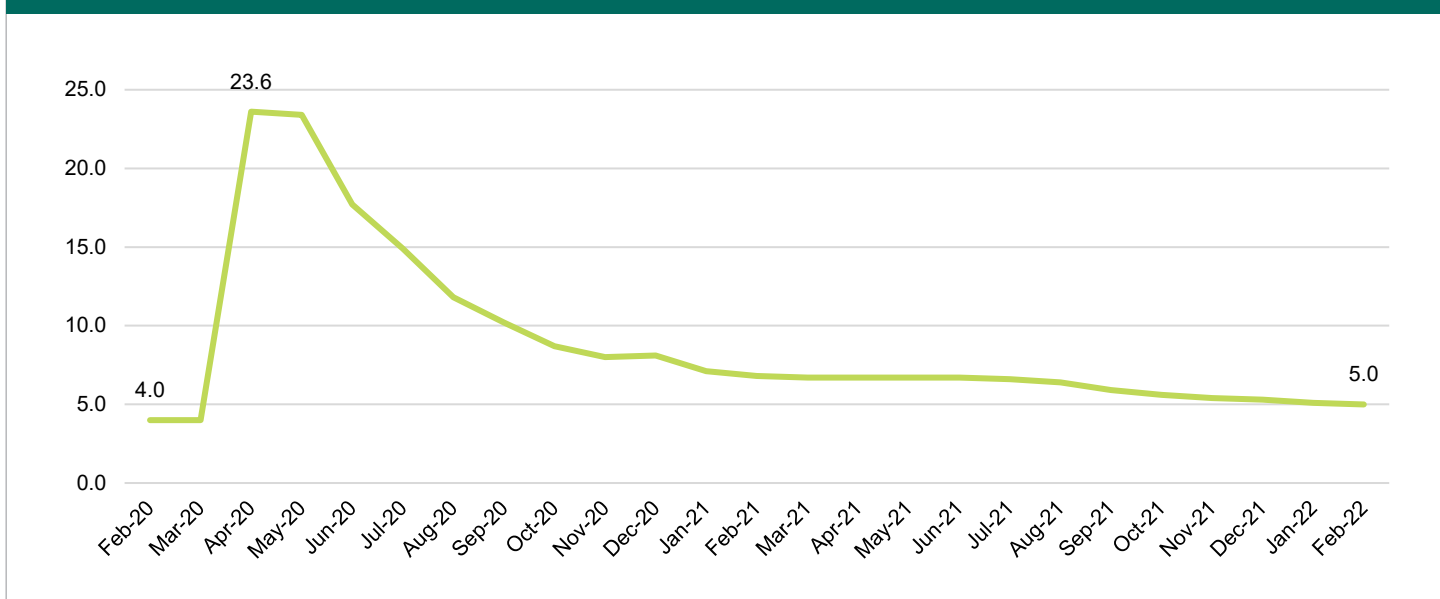
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN UNEMPLOYMENT RATE, FEB 2020–FEB 2022 (PERCENT)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

DETROIT METRO AREA UNEMPLOYMENT RATE, FEB 2020–FEB 2022 (PERCENT)



Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

Monthly Overview

On a seasonally adjusted basis, total nonfarm payroll jobs in Michigan remained little changed in February, edging up by only 0.2 percent to 4,312,200. Job additions have now been recorded in Michigan for 10 consecutive months. However, seasonally adjusted employment has increased at a relatively modest pace over the last four months, averaging a gain of about 14,000 jobs monthly. Statewide nonfarm payroll jobs remained 3.2 percent below the February 2020 pre-pandemic level.

Nationally, seasonally adjusted payroll jobs also increased marginally, moving up by 0.5 percent in February. Monthly job gains have been recorded since January 2021 nationally. Similar to Michigan, total payroll jobs in the United States continued to remain below February 2020 pre-pandemic levels (-1.4 percent).

Slightly more than half of Michigan's major industry sectors recorded seasonally adjusted job gains during February. Notable additions occurred within several industry sectors including *Trade, transportation, and utilities* (+6,100), *Professional and business services* (+4,700), and *Leisure and hospitality* (+1,700). Employment declines occurred in February in several industry sectors, led by *Education and*

health services (-3,200). *Manufacturing* jobs fell by 1,200 due to temporary auto-related layoffs. *Mining and logging* jobs recorded no change this month but advanced 9.0 percent over the year.

Certain major industry sectors and subsectors in Michigan have 2022 job counts in excess of February 2020 pre-pandemic levels. The most noteworthy job advancements over this two-year period occurred within the *Transportation, warehousing, and utilities* (+6.9 percent), *Mining and logging* (+4.3 percent), and *Professional, scientific, and technical services* and *Federal government* (+3.6 percent) sectors.

Over the Year

Total nonfarm payroll jobs in Michigan remain well above year-ago levels, up by 171,700 or 4.1 percent since February 2021. Nationally, the rate of change slightly outpaced the statewide gain over the year (+4.6 percent). A majority of Michigan's major industry sectors recorded seasonally adjusted job growth over the year, led by *Leisure and hospitality* (+65,500), *Professional and business services* (+36,400), and *Trade, transportation, and utilities* (+23,900). On a percentage basis, the *Mining and logging* (+9.0 percent), *Other services* (+6.9 percent), and *Information* (+6.5 percent) sectors all

recorded noteworthy job gains since February 2021. *Education and health services* was the only major industry sector in Michigan with a job reduction over the past year (-0.6 percent).

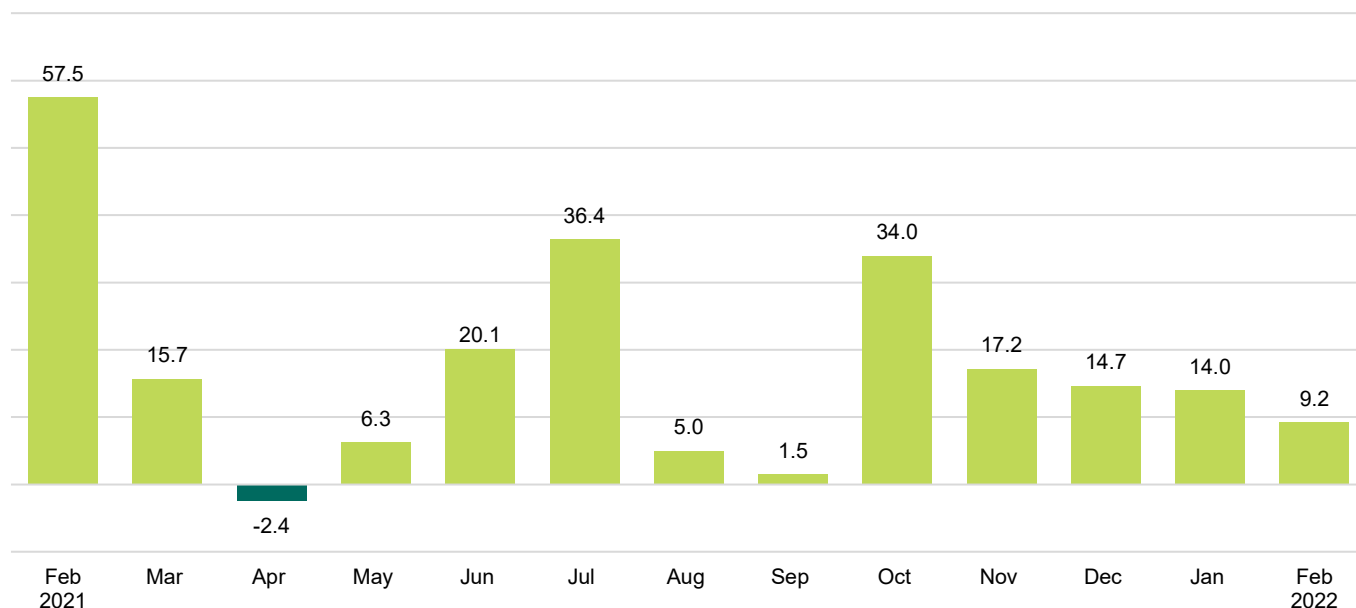
Major Industry Sector Job Change in Michigan and the United States

Analysis of monthly and yearly job change are important in identifying economic recovery or advancement, especially since the onset of the COVID-19 pandemic. However, it is also of interest to compare the total share of jobs that have since been recovered out of the initial pandemic-related job losses.

Between February and April 2020, Michigan (-23.7 percent) lost a significantly higher share of total nonfarm payroll jobs than did the United States (-14.4 percent). Moreover, every major industry sector in Michigan recorded a larger percent job cut than did the same industry nationally. Additionally, as of February 2022, the United States (+90.9 percent) had recovered a slightly higher share of total nonfarm payroll jobs than Michigan.

However, several statewide major industry sectors have outpaced national recovery rates

MICHIGAN OVER-THE-MONTH PAYROLL JOB CHANGE (IN THOUSANDS)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

SHARES OF PANDEMIC-RELATED JOBS LOST IN APRIL 2020 THAT WERE RECOVERED BY FEB 2022

MAJOR INDUSTRY SECTOR	APRIL 2020 JOBS LOST DUE TO THE COVID-19 PANDEMIC				SHARE OF JOBS LOST IN APRIL 2020 THAT WERE RECOVERED BY FEBRUARY 2022			
	MICHIGAN		UNITED STATES		MICHIGAN		UNITED STATES	
	LEVEL CHANGE	PERCENT CHANGE	LEVEL CHANGE	PERCENT CHANGE	LEVEL CHANGE	PERCENT CHANGE	LEVEL CHANGE	PERCENT CHANGE
TOTAL NONFARM	-1,053.3	-23.7%	-21,991.0	-14.4%	912.8	86.7%	19,981.0	90.9%
Mining and Logging	-0.9	-12.9%	-71.0	-10.3%	1.2	133.3%	-18.0	-25.4%
Construction	-72.6	-40.8%	-1,108.0	-14.5%	74.0	101.9%	1,093.0	98.6%
Manufacturing	-217.0	-35.0%	-1,362.0	-10.7%	193.0	88.9%	1,196.0	87.8%
Trade, Transportation, and Utilities	-162.3	-20.4%	-3,159.0	-11.4%	164.1	101.1%	3,877.0	122.7%
Wholesale Trade	-26.7	-15.4%	-404.6	-6.9%	20.6	77.2%	293.7	72.6%
Retail Trade	-110.9	-23.9%	-2,245.0	-14.4%	107.7	97.1%	2,474.3	110.2%
Information	-6.8	-12.3%	-261.0	-9.0%	5.1	75.0%	271.0	103.8%
Financial Activities	-14.2	-6.2%	-280.0	-3.2%	19.5	137.3%	305.0	108.9%
Professional and Business Services	-131.5	-20.1%	-2,302.0	-10.8%	133.3	101.4%	2,923.0	127.0%
Education and Health Services	-109.3	-15.8%	-2,839.0	-11.5%	65.5	59.9%	2,330.0	82.1%
Leisure and Hospitality	-243.1	-55.8%	-8,203.0	-48.3%	205.9	84.7%	6,617.0	80.7%
Other Services	-53.6	-32.0%	-1,431.0	-24.0%	45.4	84.7%	1,127.0	78.8%
Government	-42.0	-6.8%	-975.0	-4.3%	5.8	13.8%	260.0	26.7%

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

over this time period. *Mining and logging* and *Financial activities* are examples of Michigan sectors that have exceeded February 2020 pre-pandemic job levels and have outpaced national job recovery rates. Three other Michigan industries have current job totals higher than pre-pandemic levels, which include *Construction*; *Professional and business services*; and *Trade, transportation, and utilities*.

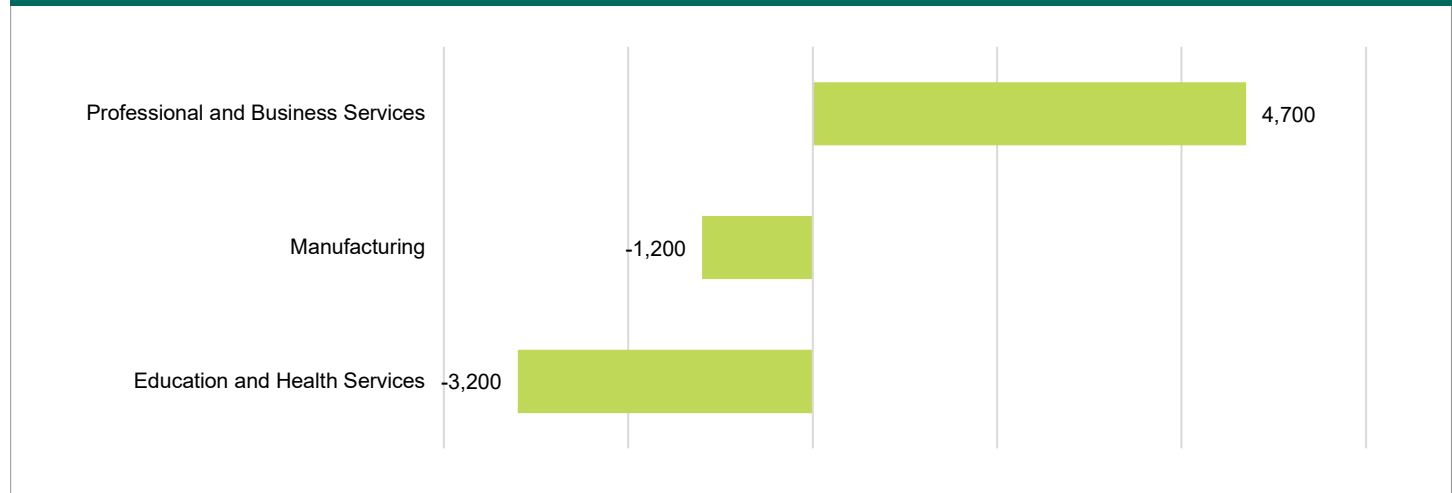
Significant Industry Employment Developments

PROFESSIONAL AND BUSINESS SERVICES

On a seasonally adjusted basis, jobs in the *Professional and business services* sector increased over the month by 4,700 or 0.7 percent to 656,700. Additions were recorded in two of the three major subsectors.

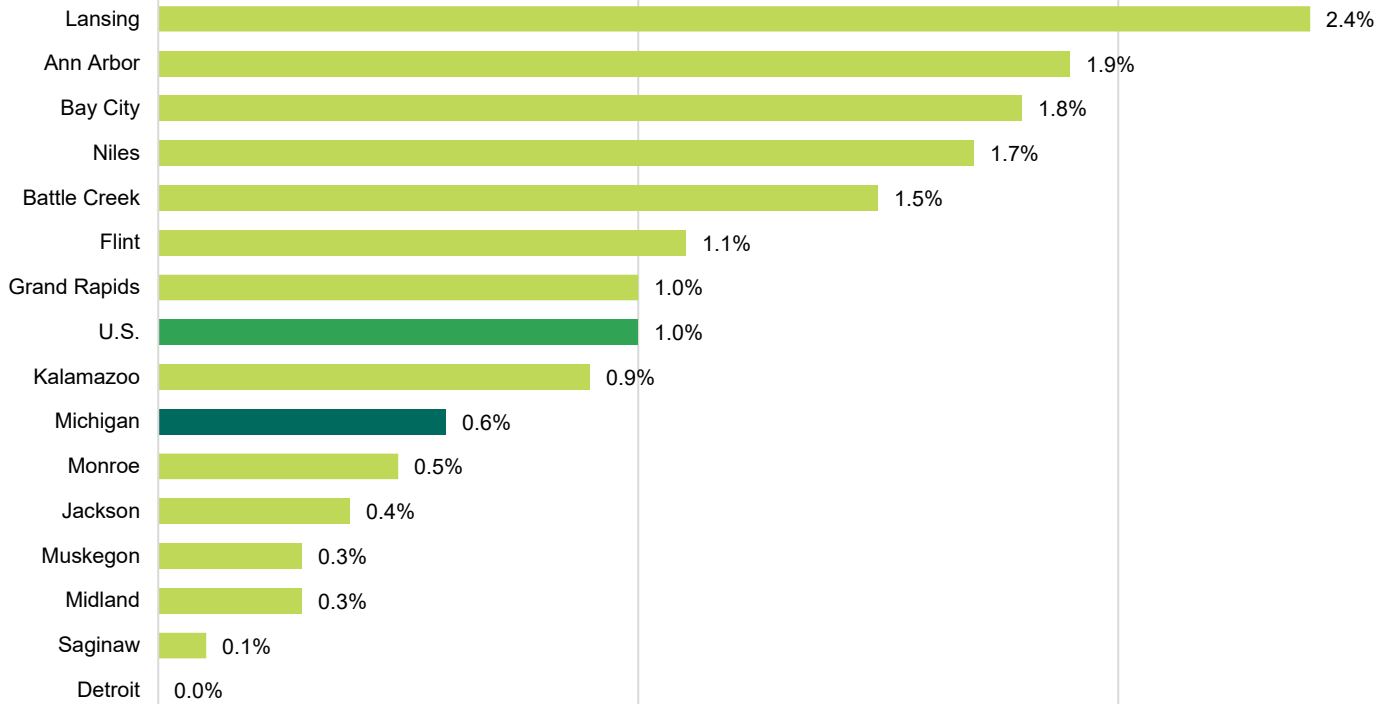
Administrative and support and waste management (+1.9 percent) and *Management of companies* (+0.4 percent) both displayed job advancements in February. The *Professional, scientific, and technical services* subsector recorded a small job decline of 600 or 0.2 percent over the month. Over the year, jobs moved up noticeably by 36,400 or 5.9 percent in the *Professional and business services*

MICHIGAN OVER-THE-MONTH JOB CHANGE BY SELECT INDUSTRY, JAN–FEB 2022 (IN THOUSANDS)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

MICHIGAN MSA JOB CHANGE, JAN–FEB 2022 (NOT SEASONALLY ADJUSTED)



Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

major industry sector, and were just slightly above February 2020 pre-pandemic levels. Nationally, employment increased at a slightly slower pace (+0.5 percent) in February but was well above the February 2020 pre-pandemic level (+2.9 percent).

MANUFACTURING

Total statewide jobs in the *Manufacturing* industry declined slightly over the month, moving down by 1,200 or 0.2 percent to 595,500. This monthly decrease was due mainly to temporary layoffs related to the ongoing international microchip shortage, significantly impacting the *Transportation equipment manufacturing* (-7,300 or 3.9 percent) industry. The impact was lessened on total *Manufacturing* jobs however, due to a job gain in *Nondurable goods manufacturing* (+1,300 or 0.9 percent). Since February 2021, jobs have advanced by 10,600 or 1.8 percent, but were still 3.9 percent lower than the February 2020 pre-pandemic level. U.S. employment in the *Manufacturing* sector edged up slightly by 0.3 percent in February, or 3.2 percent over the year, but also remained below pre-pandemic levels (-1.3 percent).

EDUCATION AND HEALTH SERVICES

Seasonally adjusted jobs in the *Education* and health services industry sector declined by

3,200 or 0.5 percent in February to 648,100. The downward shift was due to fewer jobs in the *Education services* (-4,300 or 5.7 percent) subsector. *Healthcare and social assistance* recorded only a minimal job gain in February, moving up 0.2 percent (+1,100). Total jobs within the broad industry sector fell slightly over the year as well (-0.6 percent). Jobs in *Education and health services* remained 6.3 percent below the February 2020 pre-pandemic level. Nationally, jobs in this industry inched up slightly (+0.5 percent) over the month. Employment rose over the year (+2.7 percent) but was down 2.1 percent since the pandemic began.

Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, total nonfarm payroll jobs advanced in 13 of Michigan's 14 Metropolitan Statistical Areas (MSAs) in February. Over the month, eight of the 14 metro areas registered job change greater than the statewide rate of gain (+0.6 percent). On a percentage basis, the Detroit MSA was the only Michigan region to report no job growth this month.

Over the year, every statewide metro area recorded employment advancements, led by

Muskegon (+6.3 percent), Niles-Benton Harbor (+6.0 percent), and Ann Arbor (+5.9 percent). Michigan recorded not seasonally adjusted total payroll job growth of 4.2 percent (+171,400) during the same time period.

In February, several major industry sectors recorded job gains in a majority of metro areas, including *Professional and business services*, *Leisure and hospitality*, and *Government*. In contrast, jobs in the *Mining, logging, and construction* industry stayed relatively unchanged in most Michigan metro areas in February.

Detroit metro area *Manufacturing* jobs fell significantly in February, due mainly to temporary layoffs in the auto sector related to the ongoing global semiconductor shortage.

Although total nonfarm payroll jobs were up over the year in every statewide metro area, representing continued pandemic-related recalls, payroll jobs in every Michigan MSA remained below February 2020 pre-pandemic levels.

JIM BIRNEY
Economic Analyst



MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	FEB 2022	JAN 2022	FEB 2021	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	4,312,200	4,303,000	4,140,500	9,200	0.2%	171,700	4.1%
Total Private	3,731,700	3,721,800	3,572,600	9,900	0.3%	159,100	4.5%
Private Service-Providing	2,949,700	2,939,100	2,810,700	10,600	0.4%	139,000	4.9%
GOODS-PRODUCING	782,000	782,700	761,900	-700	-0.1%	20,100	2.6%
Mining, Logging, and Construction	186,500	186,000	177,000	500	0.3%	9,500	5.4%
Mining and Logging	7,300	7,300	6,700	0	0.0%	600	9.0%
Construction	179,200	178,700	170,300	500	0.3%	8,900	5.2%
Manufacturing	595,500	596,700	584,900	-1,200	-0.2%	10,600	1.8%
Durable Goods	447,900	450,400	439,400	-2,500	-0.6%	8,500	1.9%
Transportation Equipment Manufacturing	182,100	189,400	183,100	-7,300	-3.9%	-1,000	-0.5%
Non-Durable Goods	147,600	146,300	145,500	1,300	0.9%	2,100	1.4%
SERVICE-PROVIDING	3,530,200	3,520,300	3,378,600	9,900	0.3%	151,600	4.5%
Trade, Transportation, and Utilities	798,900	792,800	775,000	6,100	0.8%	23,900	3.1%
Wholesale Trade	167,400	165,200	164,300	2,200	1.3%	3,100	1.9%
Retail Trade	459,900	456,400	449,500	3,500	0.8%	10,400	2.3%
Transportation, Warehousing, and Utilities	171,600	171,200	161,200	400	0.2%	10,400	6.5%
Information	53,700	53,100	50,400	600	1.1%	3,300	6.5%
Financial Activities	234,800	233,700	231,300	1,100	0.5%	3,500	1.5%
Finance and Insurance	179,300	179,100	178,700	200	0.1%	600	0.3%
Real Estate and Rental and Leasing	55,500	54,600	52,600	900	1.6%	2,900	5.5%
Professional and Business Services	656,700	652,000	620,300	4,700	0.7%	36,400	5.9%
Professional, Scientific, and Technical Services	310,700	311,300	295,500	-600	-0.2%	15,200	5.1%
Management of Companies and Enterprises	71,800	71,500	70,400	300	0.4%	1,400	2.0%
Administrative and Support and Waste Management and Remediation Services	274,200	269,200	254,400	5,000	1.9%	19,800	7.8%
Education and Health Services	648,100	651,300	652,000	-3,200	-0.5%	-3,900	-0.6%
Educational Services	71,200	75,500	67,300	-4,300	-5.7%	3,900	5.8%
Health Care and Social Assistance	576,900	575,800	584,700	1,100	0.2%	-7,800	-1.3%
Leisure and Hospitality	398,400	396,700	332,900	1,700	0.4%	65,500	19.7%
Arts, Entertainment, and Recreation	49,800	49,100	38,200	700	1.4%	11,600	30.4%
Accommodation and Food Services	348,600	347,600	294,700	1,000	0.3%	53,900	18.3%
Other Services	159,100	159,500	148,800	-400	-0.3%	10,300	6.9%
Government	580,500	581,200	567,900	-700	-0.1%	12,600	2.2%
Federal Government	54,200	53,800	53,000	400	0.7%	1,200	2.3%
State Government	171,100	171,300	170,800	-200	-0.1%	300	0.2%
Local Government	355,200	356,100	344,100	-900	-0.3%	11,100	3.2%

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

REGIONAL LABOR MARKET ANALYSIS

Please note: Unemployment rates by metro area and county have been updated for all months of 2021, as part of the annual data revision process. Revised data will be released soon for 2010 to 2020. Payroll job estimates were revised for all industries for 2020 and 2021, and updated for certain industries as far back as 1990.

ANN ARBOR METROPOLITAN AREA

- Joblessness in the Ann Arbor region increased in February by 0.4 percentage points to 3.7 percent, the lowest unemployment rate among Michigan's 14 metro areas.
- The number of employed (+1,700) and unemployed (+1,000) both moved up in February, leading to a 1.4 percent uptick over the month in total labor force.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll employment in the Ann Arbor MSA rose over the month by 4,100 or 1.9 percent to 225,300, notably higher than both the statewide and nationwide rates of gain this month.

INDUSTRY TRENDS

- Typical seasonal job additions were recorded within the private and public education sectors in February, as jobs rebounded following the temporary job declines in private schools and public universities in January with the holiday break.

BATTLE CREEK METROPOLITAN AREA

- The Battle Creek jobless rate remained unchanged in February, residing at 5.6 percent for the second consecutive month.
- Despite no monthly change in the jobless rate, the region did record a gain of 400 in the number of employed in February.

MONTHLY INDUSTRY DEVELOPMENTS

- Regional payroll employment in the Battle Creek metro area moved up in February by 800 or 1.5 percent, to 54,200.
- Larger than normal job additions were recorded within the *Educational and health services* (+300 or 3.4 percent) sector during February.

INDUSTRY TRENDS

- Over the year, jobs in the *Leisure and hospitality* sector rose by 500 (+13.5 percent) but were still down 6.7 percent since the pre-pandemic February 2020 level.

BAY CITY METROPOLITAN AREA

- Over the month, the unemployment rate in the Bay City MSA moved up by 0.2 percentage points to 6.2 percent in February.
- The number of employed residents rose over the year (+3.0 percent), leading to a labor force advancement of 1.5 percent since February 2021.

MONTHLY INDUSTRY DEVELOPMENTS

- Regional payroll jobs in the Bay City area increased by 600 or 1.8 percent to 34,300 in February, up 5.5 percent since year-ago levels.

INDUSTRY TRENDS

- Most major industry sectors in the metro area added jobs modestly over the month, although *Government* positions declined by 100 or 2.0 percent.

DETROIT-WARREN-DEARBORN METRO AREA

- The jobless rate in the Detroit metro area rose by 0.3 percentage points to 5.4 percent in February, similar to the statewide rate change this month (+0.2 percentage points).
- Over the year, total labor force increased by 76,000 or 3.7 percent due to a notable rise in the number of employed (+5.5 percent) and decline in the number of unemployed (-20.0 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, payroll jobs in the Detroit MSA remained virtually unchanged, inching up by only 300 to 1,961,200.
- *Manufacturing* jobs in the region fell by 8,000 or 3.2 percent due mainly to temporary layoffs in the auto sector.

INDUSTRY TRENDS

- The February job reduction in *Trade, transportation, and utilities* (-600 or -0.2 percent) was well below normal in 2022, due mainly to stronger-than-average job gains in the *Wholesale trade* industry.

FLINT METROPOLITAN AREA

- Joblessness in the Flint region stayed relatively unchanged in February, moving down by 0.1 percentage point to 6.8 percent, which was tied for the highest jobless rate among all Michigan metro areas.
- The slight drop in the area jobless rate in February was tied to a 700 gain in the number of employed over the month.

MONTHLY INDUSTRY DEVELOPMENTS

- In February, payroll jobs in the Flint MSA advanced by 1,500 or 1.1 percent, to 132,400.
- Jobs in *Transportation equipment manufacturing* rebounded by 300 in February, as workers returned from temporary layoff in January.

INDUSTRY TRENDS

- Typical seasonal job additions were recorded in Flint's *Professional and business services* (+300) and *Educational services* (+300) sectors during February.

GRAND RAPIDS-WYOMING METRO AREA

- The Grand Rapids labor market jobless rate rose marginally in February, edging up by only 0.1 percentage point to 3.8 percent.
- The number of employed residents registered additions both over the month (+0.5 percent) and over the year (+2.3 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Grand Rapids MSA moved up by 5,700 or 1.0 percent in February, to 550,600.
- *Manufacturing* jobs increased by 900 or 0.8 percent over the month, well above the typical February trend in Grand Rapids in this industry (+300).

INDUSTRY TRENDS

- One of the primary sources of job expansion in February was the *Administrative services* industry (which includes temporary help jobs), which advanced by 1,400 positions over the month.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021
PLACE OF RESIDENCE									
Civilian Labor Force	195,400	192,700	189,900	59,400	58,900	59,700	48,300	48,200	47,600
Employed	188,100	186,400	180,800	56,000	55,600	55,300	45,300	45,300	44,000
Unemployed	7,300	6,300	9,000	3,400	3,300	4,400	3,000	2,900	3,600
Unemployment Rate	3.7	3.3	4.8	5.6	5.6	7.4	6.2	6.0	7.5
PLACE OF WORK									
Total Nonfarm Jobs	225,300	221,200	212,800	54,200	53,400	52,800	34,300	33,700	32,500
Mining, Logging, and Construction	4,800	4,800	4,400	1,700	1,700	1,500	1,300	1,300	1,000
Manufacturing	13,500	13,400	13,200	10,400	10,300	10,500	4,800	4,700	4,600
Trade, Transportation, and Utilities	27,000	26,800	25,900	9,500	9,400	8,900	7,400	7,300	7,000
Wholesale Trade	6,800	6,700	6,500	*	*	*	*	*	*
Retail Trade	15,500	15,500	15,000	6,100	6,000	5,700	4,900	4,800	4,800
Information	6,100	6,100	5,900	*	*	*	300	300	300
Financial Activities	6,800	6,700	6,600	1,200	1,200	1,200	1,300	1,200	1,300
Professional and Business Services	31,100	30,800	29,200	5,600	5,600	5,300	2,800	2,700	2,400
Educational and Health Services	29,200	28,800	28,500	9,200	8,900	9,500	6,100	6,000	6,000
Leisure and Hospitality	14,700	14,700	12,100	4,200	4,200	3,700	4,100	4,000	3,500
Other Services	6,200	6,100	5,600	2,000	2,000	1,800	1,200	1,100	1,100
Government	85,900	83,000	81,400	10,200	9,900	10,200	5,000	5,100	5,300
	DETROIT-WARREN- DEARBORN			FLINT			GRAND RAPIDS-WYOMING		
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021
PLACE OF RESIDENCE									
Civilian Labor Force	2,149,000	2,141,000	2,073,000	175,100	174,400	175,200	566,300	563,100	562,700
Employed	2,033,000	2,030,000	1,927,000	163,100	162,400	160,600	545,000	542,100	532,500
Unemployed	116,000	110,000	145,000	12,000	12,000	14,600	21,300	21,000	30,300
Unemployment Rate	5.4	5.1	7.0	6.8	6.9	8.3	3.8	3.7	5.4
PLACE OF WORK									
Total Nonfarm Jobs	1,961,200	1,960,900	1,881,400	132,400	130,900	128,700	550,600	544,900	530,100
Mining, Logging, and Construction	74,500	74,100	67,600	5,600	5,600	4,900	25,100	25,100	23,300
Manufacturing	243,400	251,400	242,100	13,700	13,400	13,700	111,000	110,100	109,500
Trade, Transportation, and Utilities	377,600	378,200	362,900	27,000	27,000	26,400	99,400	98,900	97,000
Wholesale Trade	81,900	80,300	80,000	6,200	6,200	6,300	32,500	32,100	31,800
Retail Trade	200,700	202,500	197,000	18,100	18,000	17,600	48,300	48,000	47,100
Information	27,600	27,400	25,900	1,100	1,100	1,000	6,400	6,300	5,700
Financial Activities	127,900	127,600	126,900	6,000	6,000	5,900	27,000	26,800	26,500
Professional and Business Services	392,800	390,900	373,300	17,300	17,000	16,900	73,600	71,700	70,600
Educational and Health Services	296,900	294,600	297,900	25,200	24,900	25,200	94,200	93,100	93,400
Leisure and Hospitality	166,200	165,100	139,500	13,900	13,700	12,800	43,700	43,400	36,000
Other Services	70,100	70,100	65,500	5,300	5,300	5,000	22,000	21,900	20,400
Government	184,200	181,500	179,800	17,300	16,900	16,900	48,200	47,600	47,700

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget
 * Data is suppressed

JACKSON METROPOLITAN AREA

- In February, the Jackson MSA jobless rate increased slightly over the month by 0.1 percentage point to 5.3 percent.
- Labor force in the region remained relatively unchanged both over the month (+0.4 percent) and over the year (+0.1 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Jackson metro area nonfarm payroll jobs edged up by 200 or 0.4 percent to 56,200 in February, similar to the statewide rate of gain this month.
- Jobs increased marginally during February in only four major industries, including *Financial activities*, *Leisure and hospitality*, *Retail trade*, and *Manufacturing*.

INDUSTRY TRENDS

- Over the year, employment in the *Professional and business services* sector moved up by 300 or 5.1 percent, and was only 1.6 percent below pre-pandemic February 2020 levels.

LANSING-EAST LANSING METRO AREA

- Joblessness in the Lansing region declined by 0.4 percentage points this month to 4.4 percent, the largest rate drop recorded among all major Michigan labor market areas in February.
- The monthly rate reduction was driven by a sharp 4,300 gain in the number of employed residents in February.

MONTHLY INDUSTRY DEVELOPMENTS

- In February, Lansing nonfarm payroll jobs rose by 5,200 or 2.4 percent, the largest percent increase among Michigan's metro areas.
- Manufacturing jobs rebounded by 1,900 (+10.5 percent) during February, as auto workers returned from temporary layoffs in January.

INDUSTRY TRENDS

- Employment within the *Professional and business services* sector rose by 500 or 2.2 percent over the month, similar to the typical February seasonal pattern.

MONROE METROPOLITAN AREA

- The February jobless rate in the Monroe region jumped considerably by 1.5 percentage points to 6.3 percent, the largest percent increase among all Michigan counties.
- The number of unemployed in Monroe rose sharply in February by 1,100 or 31.4 percent. At 4,600, the number of unemployed in February was the highest since July 2021.
- The jobless rate increase reflected temporary layoffs of workers in the auto sector.

MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, total payroll jobs within the county were little changed, up by 200 or 0.5 percent in February.

INDUSTRY TRENDS

- Regional *Leisure and hospitality* jobs remained flat over the month but advanced 500 or 14.3 percent since February 2021; and have nearly rebounded to pre-pandemic 2020 levels.

KALAMAZOO-PORTAGE METRO AREA

- The unemployment rate in the Kalamazoo region inched up by 0.1 percentage point in February to 4.5 percent, 1.6 percentage points lower than year-ago levels.
- Total regional workforce rose by 1,200 or 0.7 percent over the month due mainly to an advancement in the number of employed (+1,000).

MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, total nonfarm payroll jobs in the Kalamazoo metro area advanced by 1,300 or 0.9 percent in February, to 146,000.
- Regional jobs in the *Government* sector moved up by only 400 over the month, well below the typical February seasonal gain (+900).

INDUSTRY TRENDS

- *Educational and health services* recorded a typical seasonal job gain (+200) during February.

MIDLAND METROPOLITAN AREA

- The Midland MSA jobless rate increased over the month by 0.2 percentage points to 4.8 percent in February.
- The number of employed individuals moved up both over the month (+0.6 percent) and over the year (+2.0 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Midland MSA were little changed in February, edging up by only 100 over the month to 35,500. The region lagged the state and nation in the monthly pace of job gain.

INDUSTRY TRENDS

- Over the year, *Private service providing* jobs advanced by 900 or 3.8 percent, relatively less than the statewide percent increase (+5.0 percent).

MUSKEGON METROPOLITAN AREA

- The unemployment rate in the Muskegon metro area edged down in February by only 0.1 percentage point to 6.4 percent.
- Over the year, total workforce in the region increased by 1.5 percent, due to a noteworthy gain in the number of employed (+3.9 percent) and significant decline in the number of unemployed (-25.0 percent).

MONTHLY INDUSTRY DEVELOPMENTS

- Muskegon payroll jobs rose over the month by 200 or 0.3 percent to 62,200.

INDUSTRY TRENDS

- Jobs advanced locally in the *Manufacturing* sector in February (+200), and registered a typical seasonal reduction in *Trade, transportation, and utilities* (-300).

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021
PLACE OF RESIDENCE									
Civilian Labor Force	72,300	72,000	72,200	164,200	163,000	162,500	234,200	230,600	236,500
Employed	68,500	68,300	67,200	156,800	155,800	152,600	223,800	219,500	223,500
Unemployed	3,800	3,700	5,000	7,400	7,200	9,900	10,400	11,100	13,100
Unemployment Rate	5.3	5.2	6.9	4.5	4.4	6.1	4.4	4.8	5.5
PLACE OF WORK									
Total Nonfarm Jobs	56,200	56,000	54,700	146,000	144,700	140,100	221,400	216,200	218,200
Mining, Logging, and Construction	2,000	2,100	1,800	6,300	6,400	6,200	7,800	7,800	7,700
Manufacturing	9,100	9,000	9,000	23,300	23,100	22,400	20,000	18,100	18,900
Trade, Transportation, and Utilities	12,000	12,000	11,800	26,700	26,700	25,100	35,700	35,700	34,900
Wholesale Trade	*	*	*	5,700	5,700	5,700	5,900	5,800	5,900
Retail Trade	6,500	6,400	6,500	15,800	15,600	15,000	20,700	20,700	20,300
Information	200	200	200	800	800	800	3,600	3,600	3,200
Financial Activities	2,400	2,300	2,200	7,400	7,400	7,700	17,700	17,700	17,600
Professional and Business Services	6,200	6,200	5,900	17,200	17,000	16,800	23,700	23,200	22,100
Educational and Health Services	9,700	9,700	10,200	25,100	24,900	24,900	30,700	30,700	31,200
Leisure and Hospitality	4,600	4,500	3,800	13,900	13,500	11,900	16,500	16,200	13,800
Other Services	2,400	2,400	2,300	5,300	5,300	5,000	9,300	9,200	8,700
Government	7,600	7,600	7,500	20,000	19,600	19,300	56,400	54,000	60,100
	MIDLAND			MONROE			MUSKEGON		
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021
PLACE OF RESIDENCE									
Civilian Labor Force	38,300	38,100	38,100	73,800	72,700	72,000	75,900	76,000	74,800
Employed	36,500	36,300	35,800	69,200	69,200	67,200	71,100	71,100	68,400
Unemployed	1,800	1,700	2,300	4,600	3,500	4,800	4,800	4,900	6,400
Unemployment Rate	4.8	4.6	6.0	6.3	4.8	6.7	6.4	6.5	8.6
PLACE OF WORK									
Total Nonfarm Jobs	35,500	35,400	34,300	39,000	38,800	37,500	62,200	62,000	58,500
Mining, Logging, and Construction	*	*	*	1,700	1,800	1,600	2,600	2,700	2,200
Manufacturing	*	*	*	5,400	5,400	5,100	13,000	12,800	12,300
Trade, Transportation, and Utilities	*	*	*	10,400	10,400	10,100	13,800	14,100	13,300
Wholesale Trade	*	*	*	1,700	1,700	1,700	*	*	*
Retail Trade	*	*	*	4,700	4,700	4,600	11,100	11,200	10,700
Information	*	*	*	*	*	*	300	300	300
Financial Activities	*	*	*	800	800	900	1,600	1,600	1,600
Professional and Business Services	*	*	*	5,200	5,200	5,000	3,400	3,300	3,300
Educational and Health Services	*	*	*	4,600	4,500	4,500	10,700	10,600	10,600
Leisure and Hospitality	*	*	*	4,000	3,900	3,500	7,500	7,400	6,200
Other Services	*	*	*	1,500	1,500	1,400	2,100	2,100	1,900
Government	2,800	2,800	2,800	5,100	5,000	5,100	7,200	7,100	6,800

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget
 * Data is suppressed

NILES-BENTON HARBOR METRO AREA

- The Niles-Benton Harbor unemployment rate was 5.2 percent in February for the second consecutive month.
- The regional workforce rose both over the month and over the year due to gains in the number of area employed.

MONTHLY INDUSTRY DEVELOPMENTS

- In February, regional payroll jobs in the Niles-Benton Harbor MSA increased by 1,000 or 1.7 percent, to 59,900. This rate of monthly job growth was well above the statewide and national rates of expansion.
- Jobs were up over the year in every major industry sector except in the *Education and health services* sector, which recorded a minimal decline (-200 or -2.1 percent).

INDUSTRY TRENDS

- Regional *Professional and business services* jobs moved up by 3.7 percent over the month but were still 8.2 percent below February 2020 pre-pandemic levels.

SAGINAW METROPOLITAN AREA

- The Saginaw MSA jobless rate moved up by 0.2 percentage points to 6.8 percent, tied for the highest rate among all Michigan metro areas during February.
- The number of employed in the Saginaw region inched down slightly in February (-200), but increased significantly by 1,000 since February 2021.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Saginaw metro area stayed virtually flat in February, edging up by only 0.1 percent to 80,500.
- Job gains in the *Manufacturing* and *Leisure and hospitality* industries (+200 each) were offset by declines within *Trade, transportation, and utilities* and *Local government* (-200 each).

INDUSTRY TRENDS

- Over the month, *Retail trade* (-200) and *State government* (+200) both recorded typical seasonal job changes during February.

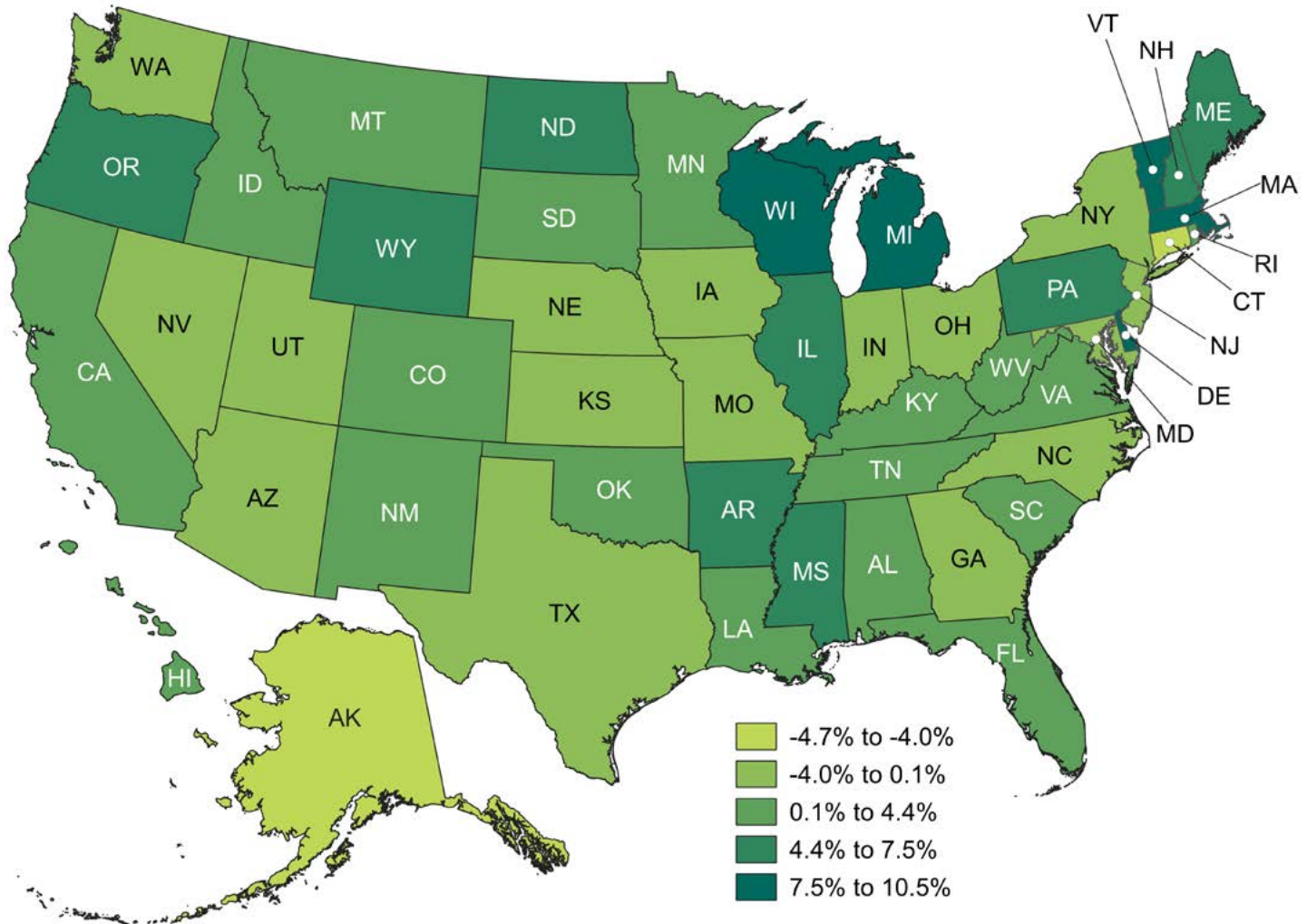
CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW					
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021			
PLACE OF RESIDENCE									
Civilian Labor Force	70,400	69,600	69,200	81,300	81,400	81,400			
Employed	66,700	66,000	64,400	75,900	76,100	74,900			
Unemployed	3,700	3,600	4,800	5,500	5,400	6,500			
Unemployment Rate	5.2	5.2	7.0	6.8	6.6	8.0			
PLACE OF WORK									
Total Nonfarm Jobs	59,900	58,900	56,500	80,500	80,400	78,400			
Mining, Logging, and Construction	2,000	2,000	1,900	3,000	3,000	2,600			
Manufacturing	12,100	11,900	11,700	10,800	10,600	10,700			
Trade, Transportation, and Utilities	10,600	10,500	10,000	15,200	15,400	15,300			
Wholesale Trade	*	*	*	1,900	1,900	1,800			
Retail Trade	6,800	6,800	6,500	10,400	10,600	10,800			
Information	400	400	400	1,000	1,000	1,000			
Financial Activities	2,700	2,600	2,500	3,800	3,800	3,600			
Professional and Business Services	5,600	5,400	5,300	10,100	10,000	9,900			
Educational and Health Services	9,400	9,200	9,600	15,400	15,400	15,400			
Leisure and Hospitality	6,400	6,400	5,100	7,600	7,400	6,600			
Other Services	2,400	2,300	2,000	2,800	2,900	2,700			
Government	8,300	8,200	8,000	10,800	10,900	10,600			
	UPPER PENINSULA			NORTHEAST MICHIGAN			NORTHWEST MICHIGAN		
	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021	FEB 2022	JAN 2022	FEB 2021
PLACE OF RESIDENCE									
Civilian Labor Force	131,000	130,400	129,000	77,800	77,500	76,900	140,000	139,400	139,600
Employed	122,300	122,200	119,300	70,700	70,700	69,200	131,400	131,000	128,600
Unemployed	8,700	8,200	9,700	7,100	6,800	7,700	8,600	8,400	11,000
Unemployment Rate	6.6	6.3	7.5	9.2	8.8	10.0	6.2	6.0	7.9

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget
 * Data is suppressed

MAP OF THE MONTH:

CHANGE IN STATEWIDE MEDIAN WAGE BY STATE, 2020–2021



This month's feature article describes the Occupational Employment and Wage trends in Michigan by analyzing the results from the Occupational Employment and Wage Statistics survey. The article analyzes occupations and occupational groups within Michigan, while also offering comparisons to other states and the U.S. Michigan led the nation in statewide median wage growth with a 10.5 percent increase since the previous year. The change in Michigan's median wage was largely attributed to the increase of occupational employment experienced by occupational groups earning at least 150 percent above the statewide median

wage, accounting for 63 percent of the total increase in jobs in Michigan.

The changes in median wage appear to form pockets across the U.S., while retaining a great deal of variability with no well-developed trends across the country. There are two regions that demonstrate this point. In the northeast, Massachusetts, Vermont, and Delaware had median wage growth above 8 percent, while New York and Connecticut saw a reduction in median wage. In the Great Lakes area, Wisconsin and Illinois joined Michigan in the top 10 states for statewide median wage growth,

while Indiana and Ohio joined the states that experienced a drop in median wages. In the map above, darker shades indicate the largest increases in statewide median wages while the lighter shades indicate small increases or even decreases in statewide median.

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2021 OCCUPATIONAL EMPLOYMENT AND WAGE TRENDS

Each year, the Bureau of Labor Market Information and Strategic Initiatives conducts the Occupational Employment and Wage Statistics (OEWS) survey, which is a federal-state cooperative program with the U.S. Bureau of Labor Statistics (BLS). This program annually surveys approximately 400,000 nonfarm establishments nationwide (including 11,000 in Michigan) to collect employment and wage information for over 800 Standard Occupational Classification job titles. This is the only official survey that provides employment levels and wages for individual occupations for the nation, states, and local areas.

Methodology and Impact of COVID-19

The OEWS estimates are formed using three years of data collected in six semiannual panels. This means some of the data used to form these estimates were collected prior to the pandemic as well as in months at the height of the pandemic. The OEWS then benchmarks the data to a census of employment tallied from another BLS program to create employment estimates that better represent the year being estimated. However, the survey data collected from businesses in the more recent pandemic years have had a substantial impact on the structure of occupations, industries, and wages in Michigan.

The OEWS estimates are created to be a snapshot of occupations and wages each year and are not optimized to be analyzed as a time series. However, due to the structural changes in the employment of major occupational groups and the detailed occupations within

them, some comparisons to the previous year help understand how jobs and wages have adjusted during the pandemic.

Comparing Michigan to the U.S. and Other States

The occupational employment in the United States was 140,900,000 with a median hourly wage of \$22.00 per hour. The national median wage increased by 9.1 percent while the employment expanded by roughly 1.3 percent. Michigan's occupational employment was 4,100,000 in 2021, accounting for 2.9 percent of national occupational employment.

Michigan ranked highest in the nation in median wage growth, and third overall for the increase of occupational employment, which grew by 136,000, or 3.5 percent. The median wage grew by 10.5 percent to \$21.73 per hour ranking it 21st highest among the 50 states. Previously, Michigan ranked 23rd among states in the nation for the median wage.

Out of the Great Lakes states (Illinois, Indiana, Minnesota, Ohio, and Wisconsin) Michigan's median wage ranked third highest. The state of Minnesota ranked first with a median wage of \$22.88 per hour, and Indiana ranked last in the Great Lakes region with a median wage of \$18.43 per hour.

Change in Employment

The large boost in the median wage in Michigan was likely influenced greatly by the change in employment in certain occupation groups

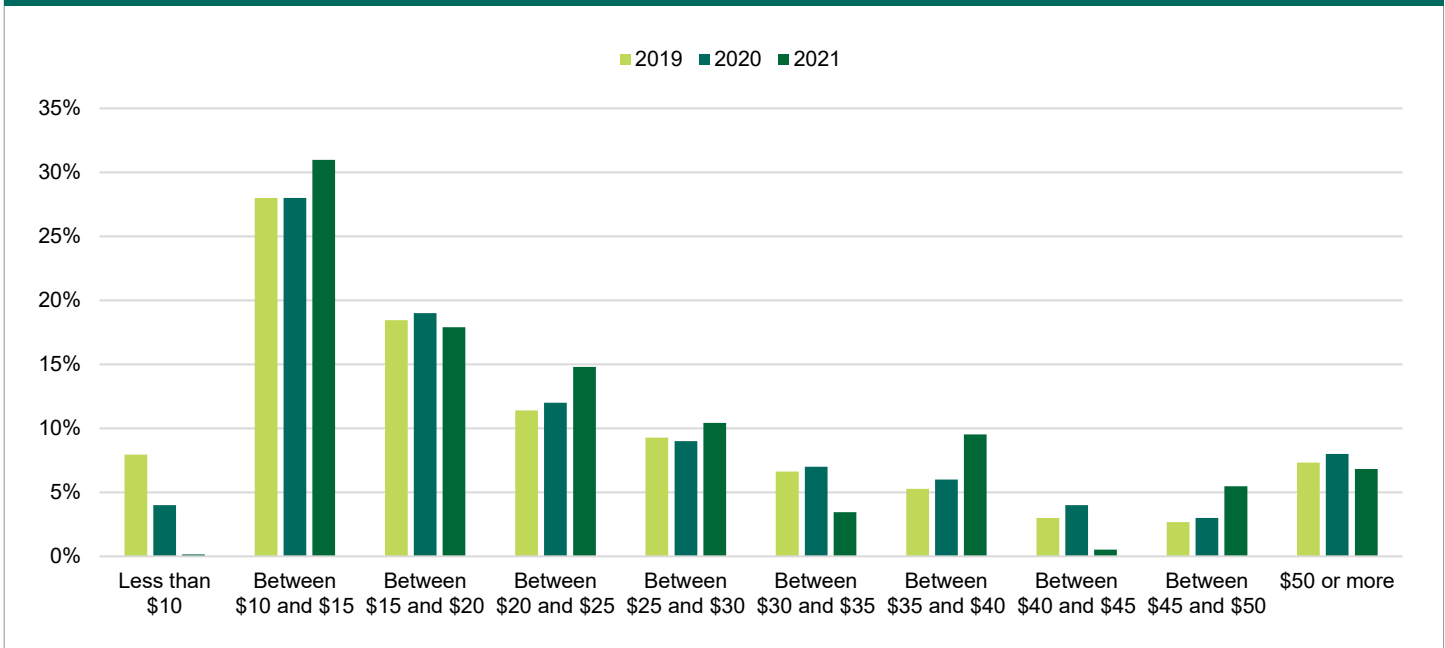
in recent years. Employment in occupations earning lower wages have not rebounded as quickly as occupations that pay more.

With the increase of 136,000 occupational employment over 2020, 85,000 of those jobs have been added in major occupational groups with median wages above the statewide median. This is compared to only 51,000 additional jobs in major occupational groups earning below the statewide median wage. This change is further demonstrated by analyzing select groups of occupations.

Major occupational groups that saw their employment increase the most, tended to have median wages well above the statewide median wage. Both *Management occupations* and *Business and financial operations occupations* had employment increases in 2021 giving them a greater proportion of statewide occupational employment than in previous years. *Business and financial operations occupations* had a median wage almost 55 percent greater than the statewide median wage, while *Management occupations* had a median wage more than double that of the statewide median.

Management occupations and *Business and financial operations occupations* made up two of the three occupational groups with the greatest rise in their employment level. Over 63,000 jobs were added in these two occupation groups. Alternatively, occupations that typically pay less saw little employment growth, while some even saw weakening employment decline.

FIGURE 1: DISTRIBUTION OF JOBS BY HOURLY WAGE, 2019–2021



Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

MANAGEMENT OCCUPATIONS

Management occupations not only had the highest employment growth, but also had the highest median wage of all major occupation groups in Michigan. Their employment advanced by 19 percent; this was higher than the national increase of 12.1 percent for this occupation group. However, the median wage of \$47.76 per hour was a reduction of 5.7 percent over the year, which is similar to the national median wage for this group that dropped 6.7 percent. The 245,000 employees

in the *Management occupations* accounted for 6.0 percent of statewide employment in 2021.

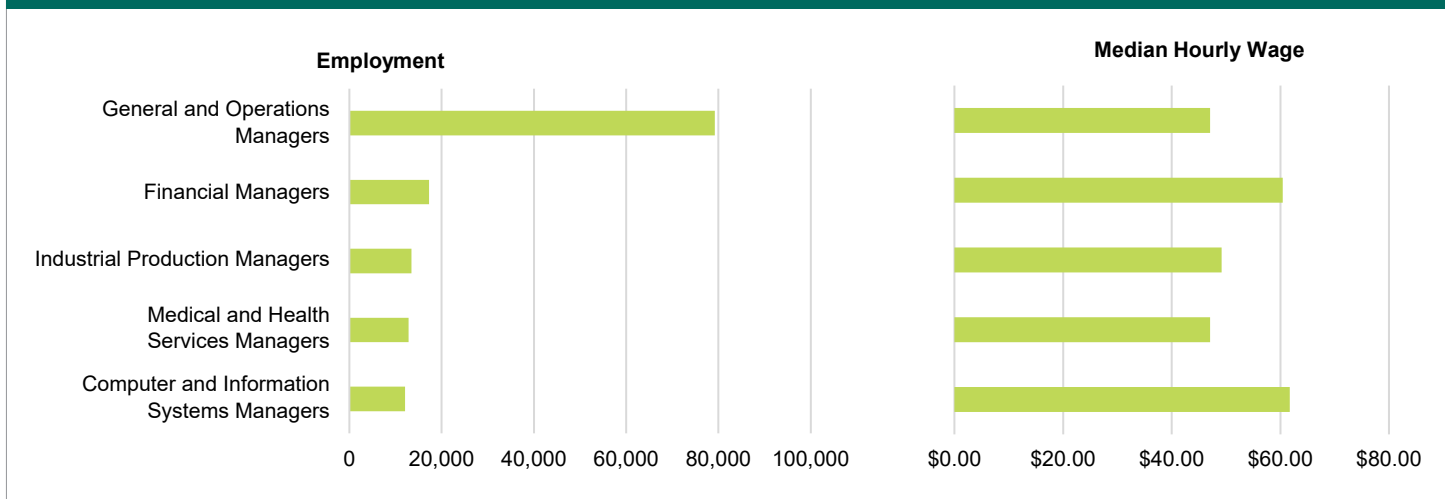
In this group of occupations, *General and operations managers* and *Financial managers* had the highest employment levels with 79,000 and 17,000 respectively. Their expansion of employment was paired with a decrease in the median wage for both occupations.

The level of employment for *General and operations managers* increased by nearly 25 percent. However, they experienced a

decline in their median wage by 2.1 percent to \$47.08 per hour. Despite the reduction in the median wage, this is still more than double the Michigan median wage.

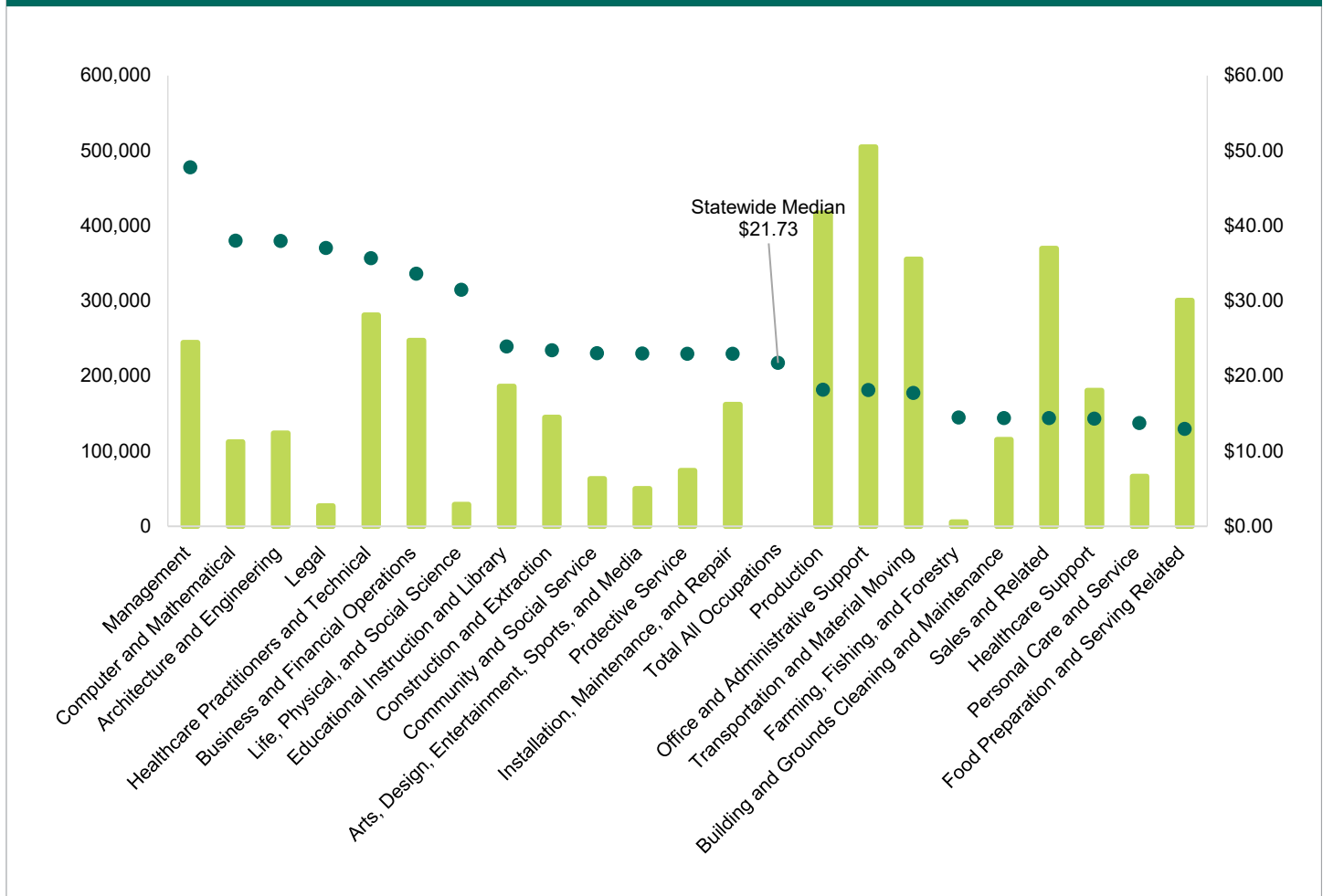
Financial managers experienced approximately a 15.9 percent growth in employment since last year. Their increase in employment was paired with an advancement in their median wage of 2.5 percent to an hourly rate of \$60.47, nearly three times the state median wage.

FIGURE 2: TOP MICHIGAN OCCUPATIONS IN MANAGEMENT BY EMPLOYMENT, 2021



Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

FIGURE 3: MAJOR OCCUPATIONAL GROUP EMPLOYMENT IN MICHIGAN BY MEDIAN WAGE, 2021



Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

BUSINESS AND FINANCIAL OPERATIONS OCCUPATIONS

Business and financial operations occupations had an employment growth of 11.1 percent over the year, slightly higher than the 7.9 percent growth nationally for this group. Michigan's median wage for this group of \$33.61 per hour was above the statewide median wage, and was 1.8 percent higher than the previous year. On a national scale, the wage for this group of occupations rose 6.0 percent, more than three times the growth for Michigan. Occupational employment in this category accounted for 6.1 percent of all employment in Michigan. The occupations with the largest employment in this group belong to *Accountants and auditors* with an employment level of 36,000 and *Project management specialists* with employment of 22,000.

Accountants and auditors saw a 6.3 percent growth in their employment level while experiencing a median wage increase of 4.5

percent. Their median hourly rate of \$34.66 was still well above the statewide median of \$21.73 per hour.

Project management specialists is a newly recognized occupation that was previously a part of *Project management specialists and business operations specialists, all other*. In 2021, the 22,000 *Project management specialists* in Michigan accounted for 2.9 percent of national employment in this occupation. The state's median wage for *Project management specialists* was \$39.17 per hour, below the nationwide median wage for this occupation of \$45.43 per hour. Michigan had the 13th highest occupational employment, and 23rd highest median wage for *Project management specialists*.

EDUCATIONAL INSTRUCTION AND LIBRARY OCCUPATIONS

The previous two occupation groups were examples of median wages above the statewide

median wage that also experienced high employment growth. *Educational instruction and library occupations* displayed a different trend. With a median wage only 10 percent higher than the statewide median, the occupational employment declined 23,000 jobs, or 11.1 percent between 2020 and 2021 to 186,000. In 2021, the median wage of \$23.91 for *Educational instruction and library occupations* was 2.0 percent lower than the previous year.

The seven occupations with the highest levels of employment in the *Educational instruction and library occupations* group all experienced a drop in employment. *Elementary school teachers* had the largest occupational employment with 34,000 jobs, this was a 5.9 percent drop from 2020. This change was twice as large as the decrease seen nationwide. The United States saw only a 2.6 percent decline in *Elementary school teachers*. This occupation also had a 7.0 percent decline in their annual wage in Michigan.



Teaching assistants, except postsecondary and *Teaching assistants, postsecondary*, saw jobs decline by 12.6 and 11.2 percent respectively from 2020 to 2021. Together these occupations accounted for 42,000 jobs in Michigan. The decline in the number of *Teaching assistants, postsecondary* was on par with the nationwide trend of 12.6 percent. However, *Teaching assistants, except postsecondary* fell at almost twice the rate of the 6.7 percent national trend. *Teaching assistants, except postsecondary* saw an annual wage increase of 3.4 percent, while *Teaching assistants, postsecondary* saw a larger wage increase of 10.3 percent.

Secondary school teachers ended up with 21,000 jobs, the third highest for this group in 2021. However, this was an 8.2 percent decline in occupational employment from the year prior. This change is a deviation from the national trend. Nationwide, the employment for this occupation rose by 3.0 percent. In Michigan, this occupation also experienced a 2.0 percent reduction in wage from 2020.

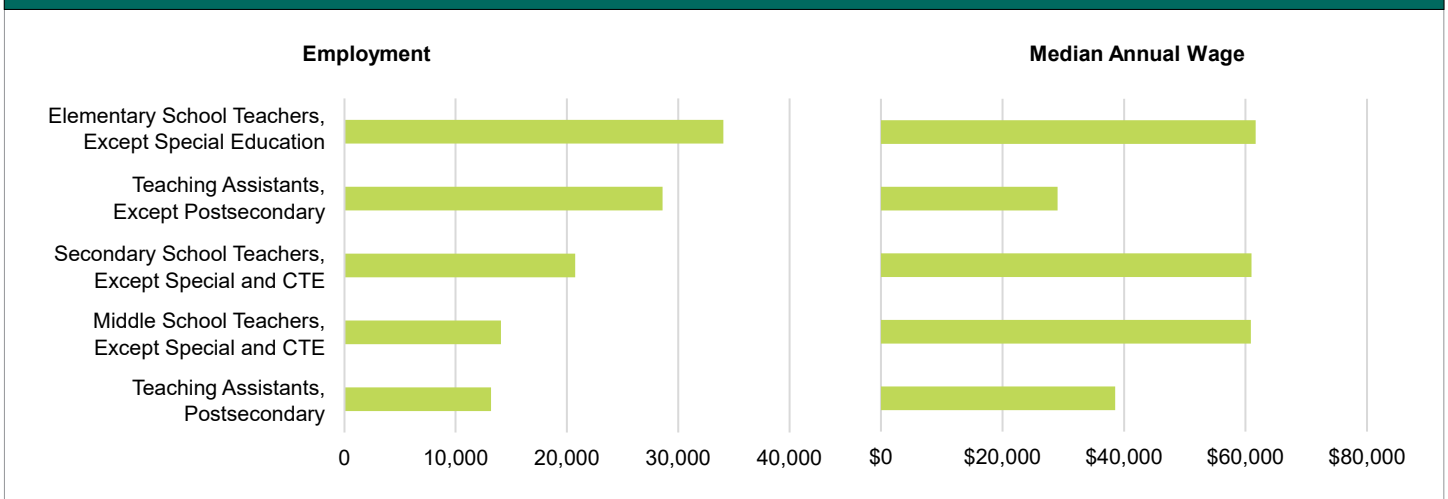
Change in Median Wage

This year saw an increase in Michigan's statewide median wage of 10.5 percent, a substantial increase above historical trends.

In the past, the average increase has been growth of 2.4 percent for the three years leading up to the pandemic. While occupational groups earning higher wages saw the most employment growth, occupational groups earning wages on the lower end of the spectrum were more likely to see increases in their wages and more stagnant employment growth. Figure 3 shows the major occupational groups and their respective employment level and median wage.

In last year's 2020 OEWS data, *Personal care and service occupations* and *Food preparation and serving related occupations*

FIGURE 4: TOP MICHIGAN OCCUPATIONS IN EDUCATIONAL INSTRUCTION AND LIBRARY BY EMPLOYMENT, 2021



Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget



both saw a large decrease in employment due to the pandemic. In the 2021 data, these occupational groups still have not returned to previous levels. In 2020, *Food preparation and serving related occupations* lost 95,000 jobs, or 24.2 percent of the employment for that occupation group. *Personal care and service occupations* fell by 18,380, or 20.4 from 2019 to 2020. In 2021, the employment numbers were relatively unchanged for *Food preparation and serving related occupations*, while *Personal care and service occupations* experienced a further decline. Despite having not regained their lost employment from the previous year, these two occupational groups did have the largest increases in their median wage.

PERSONAL CARE AND SERVING RELATED OCCUPATIONS

The major occupation group with the largest surge in their median wage was the *Personal care and service occupations* with an increase of 11.4 percent to \$13.73 per hour. Comparatively, the growth of the national median wage for these occupations was only 4.7 percent. In Michigan, this group experienced a 7.5 percent further reduction in employment over the year to 66,000 in 2021. This drop is below the 4.8 percent reduction in occupational employment for this group at the national level.

FOOD PREPARATION AND SERVING RELATED OCCUPATIONS

Food preparation and serving related occupations saw a rise in their median wage of 11 percent to \$12.94 per hour. The statewide employment for this group of occupations was 300,000 in 2021, an addition of only 0.6 percent. This group accounted for 7.4 percent of jobs in Michigan. The change in employment and median wage for this group of occupations followed closely to the national trends.

Waiters and waitresses, and *Bartenders* saw the two highest increases of their median wage for this group. Their median wages grew by 22.6 and 18.5 percent respectively. Between 2020 and 2021, the number of *Waiters and waitresses* in Michigan dropped 13.5 percent, while the number of *Bartenders* slid 2.1 percent.

These *Food preparation and serving related occupations* provide examples of jobs with median wages well below the statewide median wage that saw wage growth while experiencing low or negative employment growth. However, this was not consistent across all occupational groups with high wage growth. *Healthcare practitioners and technical occupations* had a large increase in their median wage while

maintaining employment growth in their group above average for all occupations.

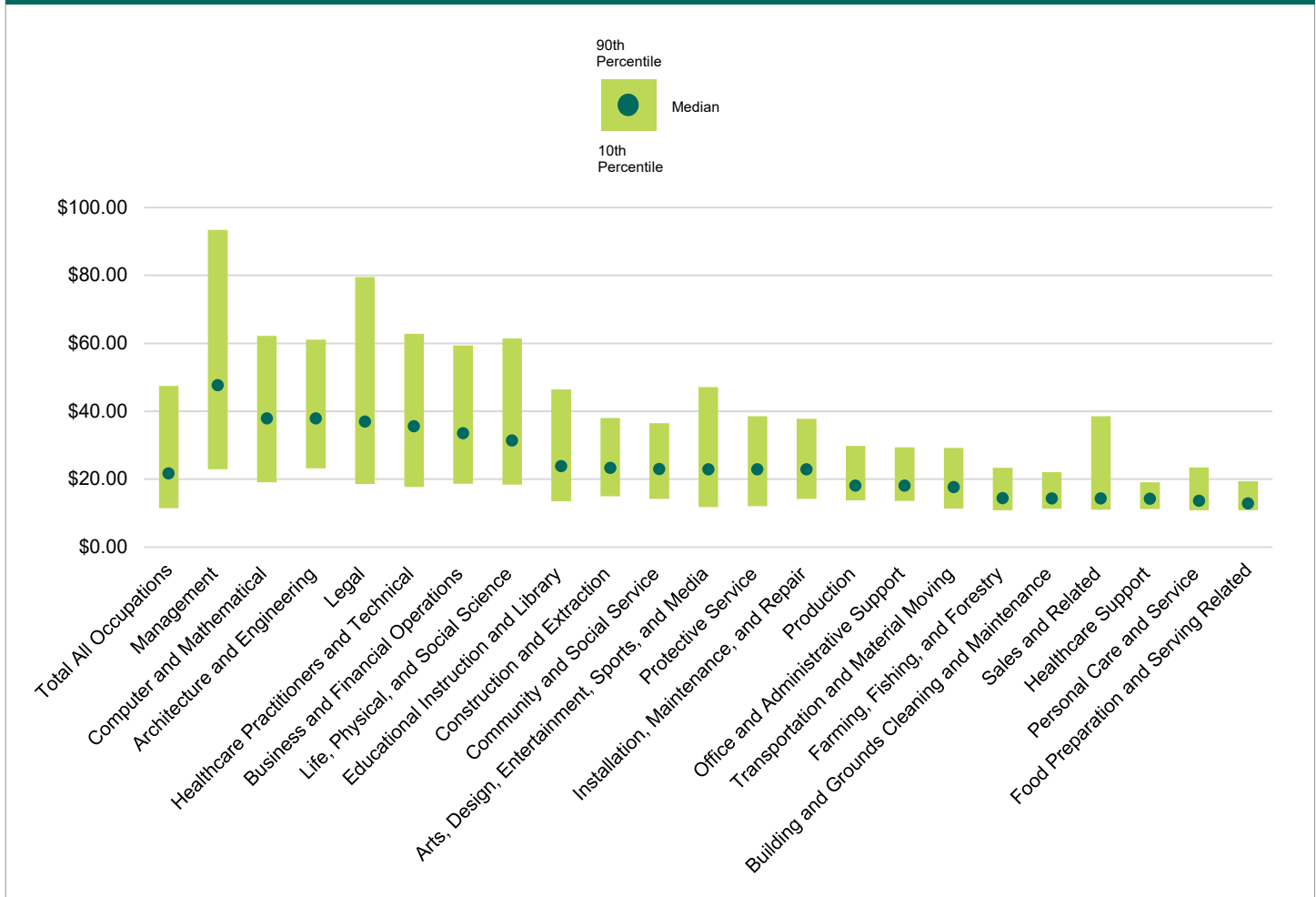
HEALTHCARE PRACTITIONERS AND TECHNICAL OCCUPATIONS

Healthcare practitioners and technical occupations also boasted a double digit percentage increase to their median wage. The 2021 median wage for this group of 35.66 increased by 10.3 percent from 2020 to 2021. This was larger than the 7.4 percent growth experienced nationwide.

Occupations for *Healthcare practitioners and technical occupations* also rose by 5.8 percent to 281,000. The advancement of jobs in Michigan for this group more than doubled the nationwide rate of growth of 2.4 percent. Employment in *Healthcare practitioners and technical occupations* accounted for 6.9 percent of statewide jobs.

Registered nurses are by far the largest occupation in this group making up over one-third of the *Healthcare practitioners and technical occupations*. They account for 2.5 percent of all positions in Michigan and are the fourth largest occupation with 102,000 jobs. This occupation registered a 5 percent growth in the median wage to \$36.88 in 2021.

FIGURE 5: WAGE RANGES FOR MICHIGAN JOBS BY MAJOR OCCUPATIONAL GROUP, 2021



Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

Wage Ranges

The wage range is described as the amount paid to workers who make between the 10th and 90th percentile of wages. Wages in Michigan ranged from \$11.48 to \$47.49 per hour, meaning 80 percent of all jobs in Michigan pay between these amounts. Figure 5 shows the wage range and median wage for each of the major occupational groups. The wage range has compressed slightly compared to last year's range of \$10.96 to \$47.04 per hour. The lower bound grew by \$0.52, while the upper bound expanded \$0.45.

Management occupations had the largest wage range, spanning from \$22.94 to \$93.42 per hour. The major occupation group with the smallest wage range was the *Healthcare support occupations*. This wage range was from \$11.17 to \$19.10 per hour. Previously in 2020, the *Food preparation and serving related occupations* had the smallest wage range.

Conclusion

From 2020 to 2021, the Michigan median wage has expanded by 10.5 percent to \$21.73 per hour. In 2020 much of the increase in median wage was attributed to the loss of jobs primarily in occupations earning below the statewide median wage. In 2021, employment for these occupations did not rebound substantially while occupations with higher wages experienced more growth.

Many of the occupations with little or negative employment growth and low median wages saw some of the largest wage increases. *Personal care and service occupations*, and *Food preparation and serving related occupations* both saw wages rise by more than 10 percent, despite experiencing little to no employment growth. This can suggest a high demand for workers in these labor markets with little supply.

The large rise in wages for occupations earning below the median wage, along with the large expansion of employment in occupations with higher pay, have contributed to the growth of the overall statewide median wage. With a tight labor market, employees have found an increased availability of jobs with higher pay causing lower wage jobs to become more competitive.

For access to this data and more labor data, visit www.Michigan.gov/LMI.

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JOLTS INDICATORS SUGGEST EMPLOYEE MOBILITY REMAINS HIGH

Statewide Job Openings and Labor Turnover Survey (JOLTS) data for January 2022 has been released by the U.S. Bureau of Labor Statistics (BLS). Using surveys from approximately 16,000 establishments nationwide, this dataset gives insight into some labor market demand side indicators such as job openings, hires, separations, and more.

Most of these indicators have either returned to early 2020 levels or have gotten very close. Over the month, Michigan trended closely to the national average with marginal differences. Overall, current JOLTS data shows a Michigan labor market that is continuing to stabilize and reach a new normal after the shocks that came in the early pandemic months.

Job Openings

The job openings rate experienced a small increase over the month for Michigan, moving from 7.6 percent in December 2021 to 7.8 percent in January 2022, for a total of 363,000 openings. This was higher than the national openings rate of 7.0 percent over the same period. Michigan had the 9th highest job openings rate in January, an increase from 16th in the month prior.

Another important measure of labor demand is the ratio of unemployed people to job openings. In January, this ratio was 0.64, a small decrease

from the December ratio (0.69), and higher than the 0.58 national average. This meant that there were less than 7 unemployed people for every 10 job openings.

Hires

In January, Michigan had a hires rate of 4.6 percent. This was lower than in December 2021 (4.8 percent) but higher than the national average in January (4.3 percent). Of all states, Michigan ranked 26th in this metric.

Separations

Separations capture employees who were removed from their employer's payroll and come in the form of quits, layoffs, or discharges. In January, the separations rate for Michigan was 4.3 percent, a decrease from the month prior (4.6 percent). Michigan had the 29th highest rate of separations in January, higher than the national average for the same period (4.0 percent).

Job Turnover

The quits rate measures the rate at which individuals voluntarily left their job over the reference month. In January, Michigan logged a quits rate of 3.3 percent. This was a small decrease in the rate from the prior month (3.5 percent). Michigan sits notably higher than the

2.8 percent national quits rate for January, where the state ranks 13th highest of all 50 states.

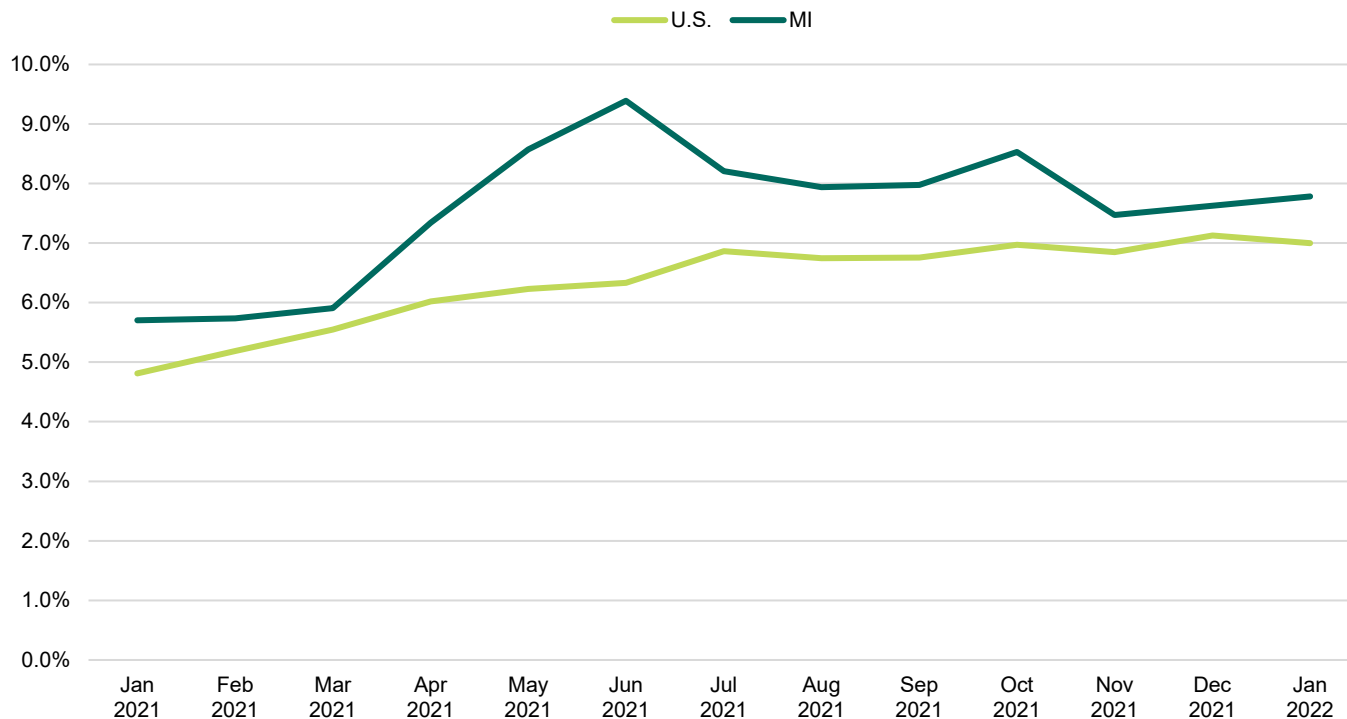
The job turnover measure combines the hires rate and the rate of separation to provide a broader picture of employee movement. In January, the turnover rate for Michigan reached 8.8 percent. This was lower than the 9.4 percent recorded rate in December 2021, though it still remains slightly above the national rate (8.3 percent).

Continued Effects of the Pandemic on Labor Demand

The quits rate for Michigan, along with many other states, has reached all-time highs in recent months. Since April 2021 when the state's quits rate spiked to 3.8 percent, it has remained elevated for most months. Conversely, the layoffs rate for Michigan has experienced all-time lows registering 0.8 percent in January. The increase in the rate of quits combined with the decrease in the rate of layoffs and discharges may be seen as an indication of a tightening labor force for employers. This creates a labor market environment more favorable to employees, where they are seeing a much higher level of mobility and opportunity than in recent years.

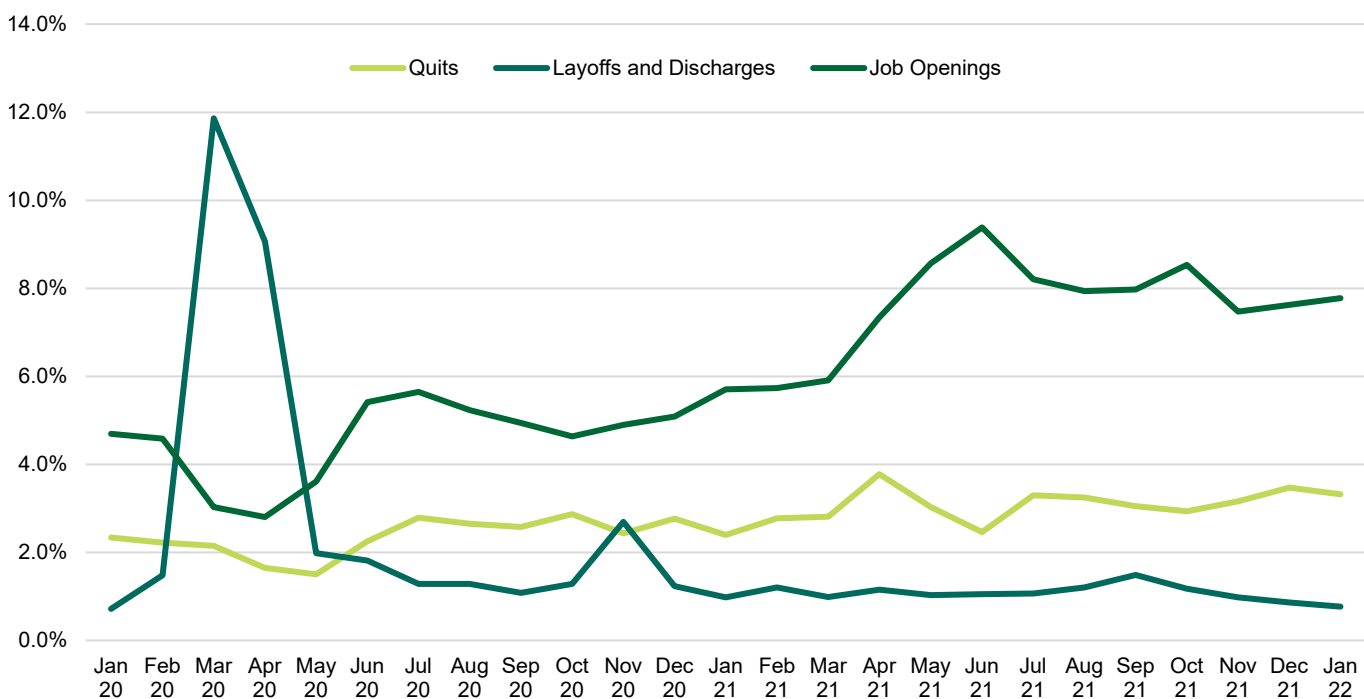
KRYSTAL JONES
Economic Analyst

JOB OPENINGS RATE, MICHIGAN AND U.S., JAN 2021–JAN 2022



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

QUITS, LAYOFFS AND DISCHARGES, AND JOB OPENINGS RATES FOR MICHIGAN, JAN 2020–JAN 2022



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

RELEVANT RANKINGS

CHANGE IN MEDIAN WAGE BY MAJOR OCCUPATIONAL GROUP, 2021

RANK	OCCUPATION	CHANGE IN MEDIAN WAGE	2021 MEDIAN WAGE	2020 MEDIAN WAGE
–	Total All Occupations	10.5%	\$21.73	\$19.67
1	Personal Care and Service Occupations	11.4%	\$13.73	\$12.33
2	Food Preparation and Serving Related Occupations	11.0%	\$12.94	\$11.66
3	Healthcare Practitioners and Technical Occupations	10.3%	\$35.66	\$32.32
4	Transportation and Material Moving Occupations	9.1%	\$17.74	\$16.26
5	Protective Service Occupations	7.3%	\$22.95	\$21.39
6	Building and Grounds Cleaning and Maintenance Occupations	3.8%	\$14.41	\$13.88
7	Business and Financial Operations Occupations	1.8%	\$33.61	\$33.00
8	Farming, Fishing, and Forestry Occupations	1.2%	\$14.45	\$14.28
9	Legal Occupations	1.0%	\$37.03	\$36.68
10	Community and Social Service Occupations	0.6%	\$23.02	\$22.88
11	Healthcare Support Occupations	0.5%	\$14.32	\$14.25
12	Computer and Mathematical Occupations	0.4%	\$37.99	\$37.82
13	Life, Physical, and Social Science Occupations	0.4%	\$31.46	\$31.32
14	Arts, Design, Entertainment, Sports, and Media Occupations	0.4%	\$22.98	\$22.89
15	Production Occupations	-0.7%	\$18.18	\$18.30
16	Sales and Related Occupations	-0.8%	\$14.38	\$14.49
17	Installation, Maintenance, and Repair Occupations	-0.8%	\$22.94	\$23.13
18	Office and Administrative Support Occupations	-0.9%	\$18.13	\$18.30
19	Educational Instruction and Library Occupations	-2.0%	\$23.91	\$24.40
20	Construction and Extraction Occupations	-3.6%	\$23.40	\$24.27
21	Management Occupations	-5.7%	\$47.76	\$50.63
22	Architecture and Engineering Occupations	-7.1%	\$37.98	\$40.90

Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

CHANGE IN EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP, 2021

RANK	OCCUPATION	CHANGE IN EMPLOYMENT	2021 EMPLOYMENT	2020 EMPLOYMENT
–	Total All Occupations	3.5%	4,060,000	3,924,000
1	Management Occupations	19.0%	245,000	206,000
2	Farming, Fishing, and Forestry Occupations	17.7%	6,000	5,000
3	Business and Financial Operations Occupations	11.1%	247,000	222,000
4	Legal Occupations	6.3%	27,000	25,000
5	Arts, Design, Entertainment, Sports, and Media Occupations	6.3%	50,000	47,000
6	Healthcare Practitioners and Technical Occupations	5.8%	281,000	266,000
7	Construction and Extraction Occupations	5.6%	145,000	137,000
8	Healthcare Support Occupations	5.6%	181,000	171,000
9	Installation, Maintenance, and Repair Occupations	5.2%	162,000	154,000
10	Community and Social Service Occupations	4.6%	63,000	60,000
11	Production Occupations	4.5%	417,000	399,000
12	Transportation and Material Moving Occupations	4.3%	355,000	340,000
13	Computer and Mathematical Occupations	4.2%	112,000	108,000
14	Protective Service Occupations	2.0%	74,000	72,000
15	Building and Grounds Cleaning and Maintenance Occupations	1.3%	115,000	114,000
16	Sales and Related Occupations	1.1%	370,000	366,000
17	Office and Administrative Support Occupations	1.1%	505,000	499,000
18	Food Preparation and Serving Related Occupations	0.6%	300,000	299,000
19	Architecture and Engineering Occupations	0.5%	124,000	123,000
20	Life, Physical, and Social Science Occupations	-1.5%	29,000	29,000
21	Personal Care and Service Occupations	-7.5%	66,000	72,000
22	Educational Instruction and Library Occupations	-11.1%	186,000	209,000

Source: May 2021 Occupational Employment and Wage Estimates, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget



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