Now Hiring: Results From Michigan’s 2018 Job Vacancy Survey Pilot
Feature Article pg. 16

Infographic of the Month: Michigan’s 2018 Job Vacancy Survey Pilot
pg. 15

Ask the Economist: “How Do I Learn More About Job Demand in the Michigan Labor Market?”
pg. 26
Michigan payroll jobs have increased 26,000 since March 2018.

MARCH 2019 JOBLESS RATE

MICHIGAN

4.0%

NATIONAL

3.8%

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The state’s jobless rate held constant in March at 4.0 percent for the sixth month in a row and was two-tenths of a percentage point higher than the national rate of 3.8 percent. Michigan’s labor force edged higher by 11,000 over the month, as both the number of employed and unemployed registered slight advances. Since March 2018, Michigan’s jobless rate moved down, as employment grew by 47,000 and the number of unemployed fell by 16,000.

Payroll jobs in Michigan were also relatively stable in March. Job gains were posted in Information, Education and health services, and Leisure and hospitality, while jobs fell in Professional and business services and Government. Annually, payroll jobs rose by almost 26,000, a 0.6 percent gain, that was fueled by Manufacturing, Construction, and some Service-providing sectors.

This month’s Feature Article highlights the release of results from our Michigan’s 2018 Job Vacancy Survey (JVS) Pilot. Our authors present a broad overview of the survey’s findings, which asked Michigan businesses a number of questions about their current job openings. Our Infographic of the Month offers a visualization of some of the key findings from the 2018 JVS Pilot, while our Ask the Economist compares the 2018 JVS Pilot to other sources of labor demand.

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

JASON PALMER
DIRECTOR
Bureau of Labor Market Information and Strategic Initiatives
The seasonally adjusted Michigan unemployment rate remained unchanged at 4.0 percent in March for the sixth consecutive month. Total employment advanced by 7,000 while unemployment increased by 3,000 over the month. Michigan’s total labor force rose by 11,000 for the second consecutive month.

The Michigan rate was two-tenths above the national rate (3.8 percent) in March. The national rate was also unchanged over the month.

Over the past year, labor market trends in Michigan and the nation have tracked closely. Since March 2018, the rate of labor force and employment growth in Michigan was virtually identical with national trends. Michigan’s jobless rate declined by four-tenths of a percentage point over the past year, while the national rate edged down by two-tenths of a percentage point.

Over the year, total employment in Michigan increased by 47,000, or 1.0 percent while the number of unemployed fell by 16,000, or 7.4 percent. On a national basis, total employment also rose by 1.0 percent and unemployment moved down by 4.2 percent.

For the seventh consecutive month, Michigan’s total workforce expanded in March 2019. The state’s labor force grew by 43,000 since August 2018, and about 80 percent of this workforce advance was in the last three months.

**Michigan Quarterly Unemployment Rate Declines by Half Over Past Five Years**

From the first quarter 2014 to the first quarter 2019, Michigan’s seasonally adjusted jobless rate fell by four full percentage points, from 8.0 percent to 4.0 percent. This outpaced the national unemployment rate decline of 2.7 percentage points over this period to 3.9 percent. Total quarterly employment in Michigan advanced by 357,000, or 8.2 percent since the first quarter 2014, while unemployment fell by 182,000, or 48.0 percent. Michigan’s total quarterly workforce expanded by 175,000 over the past five years, an increase of 3.7 percent. During that period, the nationwide labor force rose by 4.5 percent.

From the fourth quarter of 2018 to the first quarter of 2019, Michigan’s jobless rate remained unchanged at 4.0 percent. Michigan’s first quarter 2019 unemployment rate was one-tenth of a percentage point above the nationwide quarterly rate of 3.9 percent.

The statewide rates over the past two quarters were similar to the recent low quarterly rate of 3.9 percent recorded in the third quarter 2018. This was the lowest quarterly average rate exhibited by the state since 2000. However, despite similar jobless rates, the number of Michigan employed in the first quarter 2019 remains 229,000 below third quarter 2000 levels.

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**SHIBANI PUTATUNDA**
Economic Analyst
MICHIGAN SEASONALLY ADJUSTED QUARTERLY PAYROLL JOBS, Q1 2014–2019 Q1 (IN THOUSANDS)
MICHIGAN JOB TRENDS
BY INDUSTRY SECTOR

Monthly Overview

Michigan total nonfarm job levels declined modestly by 2,300 in March. This ended a five-month period of payroll job gains in the state. Six of the broad industry sectors recorded monthly job reductions, led by Professional and business services (-1,600), Trade, transportation, and utilities (-1,000), Government (-700), and Manufacturing (-500). These job losses were offset by minor payroll additions in Education and health services, Information, Leisure and hospitality, Mining and logging, and Other Services. Job levels in the Transportation equipment manufacturing sector were also little changed, down by 300 in March.

Over the Year Analysis

Between March 2018 and March 2019, payroll jobs advanced by 25,600, or 0.6 percent. This was significantly below the 1.7 percent growth rate nationally. The Manufacturing (+9,300) sector added the most jobs in Michigan during this period. Other significant over-the-year employment gains occurred in Trade, transportation, and utilities (+5,700), Leisure and hospitality (+4,900), Construction (+4,400), and Financial activities (+3,700). These job additions were offset by payroll contractions in Education and health services (-3,300) and Government (-1,700).

Michigan First Quarter 2019 Performance

In Michigan, total nonfarm payroll employment rose by 0.3 percent during the first quarter 2019. This was similar to the 0.4 percent job gain nationally during this period. Since reaching a recessionary low of 3,831,300 in the third quarter 2009, payrolls in Michigan have increased in 37 of the subsequent 38 quarters, which resulted in an employment advance of 612,900.

In the first quarter of 2019, the broad industry sectors with above average percent job additions were Construction (+1.4 percent), Information (+1.3 percent), Leisure and hospitality (+0.9 percent), Financial activities (+0.9 percent), Other services (+0.8 percent), and Manufacturing (+0.5 percent).

The broad sectors where employment grew slightly below the state average were Trade, transportation, and utilities (+0.2 percent) and Education and health services (+0.1 percent).

Job levels remained unchanged over the quarter in Mining and logging and Government and notched lower in Professional and business services (-0.1 percent).

Significant Industry Employment Developments

INFORMATION

Employers in this broad industry group added 500 jobs in March. This was the third consecutive month of gains in this sector which brought the total number of jobs added to 1,300 during the first three months of 2019.

Since reaching a series low of 52,400 jobs in June 2011, payrolls in this sector have increased by 4,600 or 8.8 percent. This was below the 12.7 percent advance in total nonfarm jobs during this period. Job levels in this sector also remain 23.1 percent below the series high of 74,100 set in September 2000. Between March 2018 and March 2019, employment in this sector moved up by 1,200 or 2.2 percent. Nationally, employment increased by 10,000 over the month but declined by 0.1 percent over the year.

OTHER SERVICES

Jobs in the Other services sector notched higher by 100 in March. This was the fourth consecutive month of employment gains in this sector, leading to a 1,700 job advance since November 2018. The modest March job addition was partially due to somewhat stronger than typical hiring in Repair and maintenance.

On a quarterly basis, an average of 1,400 more people were working in this sector. This quarterly increase reversed the downward trend from the prior two quarters. Since March 2018, payrolls expanded by 1.3 percent in Michigan or by 2,100 jobs. Much of this over-the-year increase was in the Repair and maintenance subsector. Nationally, employment was up by 14,000 over the month and by 1.6 percent over the year.

TRADE, TRANSPORTATION, AND UTILITIES

The number of jobs in this sector declined by 1,000 during March as payroll cutbacks in Retail trade (-1,400) outpaced the addition of 400 workers in Wholesale trade. The decrease in Retail jobs was primarily in Food and beverage stores, General merchandise stores, and Miscellaneous store retailers. During the first quarter of this year, payroll job levels in the broad sector advanced by 1,800. This marked the 35th quarter of employment growth out of the past 36 quarters. Since March 2018, broad sector payrolls moved up by 5,700 or 0.7 percent. This gain was entirely located in the Transportation, warehousing, and utilities (+8,700) subsector. Nationally, job levels declined by 5,000 over the month but were up by 0.8 percent over the year.

Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, 10 of the 14 Michigan metro areas added jobs during March. These gains ranged from +0.2 percent in Saginaw and Kalamazoo to +1.5 percent in Benton Harbor. Statewide, payroll jobs grew by 0.3 percent in March.

Job levels remained unchanged over the month in the Midland and Grand Rapids metro areas and declined by 0.2 percent in Battle Creek and by 0.6 percent in Bay City.

Common to many of the areas with job gains were seasonal payroll increases in the broad sectors of Leisure and hospitality and Government.

Part of the reason for the overall job reductions in the Battle Creek and Bay City metro areas were modest job cuts in the broad sectors of Trade, transportation, and utilities, Professional and business services, and Manufacturing.

JEFFREY AULA
Economic Analyst
## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

<table>
<thead>
<tr>
<th>INDUSTRY</th>
<th>MARCH 2019</th>
<th>FEBRUARY 2019</th>
<th>MARCH 2018</th>
<th>OVER THE MONTH LEVEL</th>
<th>OVER THE MONTH PERCENT</th>
<th>OVER THE YEAR LEVEL</th>
<th>OVER THE YEAR PERCENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>TOTAL NONFARM</td>
<td>4,443,100</td>
<td>4,445,400</td>
<td>4,417,500</td>
<td>-2,300</td>
<td>-0.1%</td>
<td>25,600</td>
<td>0.6%</td>
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<tr>
<td>Total Private</td>
<td>3,837,900</td>
<td>3,839,500</td>
<td>3,810,600</td>
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<td>0.0%</td>
<td>27,300</td>
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<tr>
<td>Private Service-Providing</td>
<td>3,020,400</td>
<td>3,021,200</td>
<td>3,006,700</td>
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<td>0.0%</td>
<td>13,700</td>
<td>0.5%</td>
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<tr>
<td>GOODS-PRODUCING</td>
<td>817,500</td>
<td>818,300</td>
<td>803,900</td>
<td>-800</td>
<td>-0.1%</td>
<td>13,600</td>
<td>1.7%</td>
</tr>
<tr>
<td>Mining, Logging, and Construction</td>
<td>179,600</td>
<td>179,900</td>
<td>175,300</td>
<td>-300</td>
<td>-0.2%</td>
<td>4,300</td>
<td>2.5%</td>
</tr>
<tr>
<td>Mining and Logging</td>
<td>7,200</td>
<td>7,100</td>
<td>7,300</td>
<td>100</td>
<td>1.4%</td>
<td>-100</td>
<td>-1.4%</td>
</tr>
<tr>
<td>Construction</td>
<td>172,400</td>
<td>172,800</td>
<td>168,000</td>
<td>-400</td>
<td>-0.2%</td>
<td>4,400</td>
<td>2.6%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>637,900</td>
<td>638,400</td>
<td>628,600</td>
<td>-500</td>
<td>-0.1%</td>
<td>9,300</td>
<td>1.5%</td>
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<tr>
<td>Durable Goods</td>
<td>485,800</td>
<td>486,200</td>
<td>476,000</td>
<td>-400</td>
<td>-0.1%</td>
<td>9,800</td>
<td>2.1%</td>
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<tr>
<td>Transportation Equipment Manufacturing</td>
<td>196,500</td>
<td>196,200</td>
<td>192,800</td>
<td>300</td>
<td>0.2%</td>
<td>3,700</td>
<td>1.9%</td>
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<tr>
<td>Non-Durable Goods</td>
<td>152,100</td>
<td>152,200</td>
<td>152,600</td>
<td>-100</td>
<td>-0.1%</td>
<td>-500</td>
<td>-0.3%</td>
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<tr>
<td>SERVICE-PROVIDING</td>
<td>3,625,600</td>
<td>3,627,100</td>
<td>3,613,600</td>
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<td>0.0%</td>
<td>12,000</td>
<td>0.3%</td>
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<tr>
<td>Trade, Transportation, and Utilities</td>
<td>795,800</td>
<td>796,800</td>
<td>790,100</td>
<td>-1,000</td>
<td>-0.1%</td>
<td>5,700</td>
<td>0.7%</td>
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<tr>
<td>Wholesale Trade</td>
<td>172,000</td>
<td>171,600</td>
<td>172,000</td>
<td>400</td>
<td>0.2%</td>
<td>0</td>
<td>0.0%</td>
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<tr>
<td>Retail Trade</td>
<td>468,800</td>
<td>470,200</td>
<td>471,800</td>
<td>-1,400</td>
<td>-0.3%</td>
<td>-3,000</td>
<td>-0.6%</td>
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<tr>
<td>Transportation, Warehousing, and Utilities</td>
<td>155,000</td>
<td>155,000</td>
<td>146,300</td>
<td>0</td>
<td>0.0%</td>
<td>8,700</td>
<td>5.9%</td>
</tr>
<tr>
<td>Information</td>
<td>57,000</td>
<td>56,500</td>
<td>55,800</td>
<td>500</td>
<td>0.9%</td>
<td>1,200</td>
<td>2.2%</td>
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<tr>
<td>Financial Activities</td>
<td>222,200</td>
<td>222,300</td>
<td>218,500</td>
<td>-100</td>
<td>0.0%</td>
<td>3,700</td>
<td>1.7%</td>
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<tr>
<td>Finance and Insurance</td>
<td>166,100</td>
<td>165,900</td>
<td>163,700</td>
<td>200</td>
<td>0.1%</td>
<td>2,400</td>
<td>1.5%</td>
</tr>
<tr>
<td>Real Estate and Rental and Leasing</td>
<td>56,100</td>
<td>56,400</td>
<td>54,800</td>
<td>-300</td>
<td>-0.5%</td>
<td>1,300</td>
<td>2.4%</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>659,900</td>
<td>661,500</td>
<td>660,500</td>
<td>-1,600</td>
<td>-0.2%</td>
<td>-600</td>
<td>-0.1%</td>
</tr>
<tr>
<td>Professional, Scientific, and Technical Services</td>
<td>302,700</td>
<td>302,500</td>
<td>297,600</td>
<td>200</td>
<td>0.1%</td>
<td>5,100</td>
<td>1.7%</td>
</tr>
<tr>
<td>Management of Companies and Enterprises</td>
<td>68,500</td>
<td>68,900</td>
<td>68,400</td>
<td>-400</td>
<td>-0.6%</td>
<td>100</td>
<td>0.1%</td>
</tr>
<tr>
<td>Administrative and Support and Waste Management and Remediation Services</td>
<td>288,700</td>
<td>290,100</td>
<td>294,500</td>
<td>-1,400</td>
<td>-0.5%</td>
<td>-5,800</td>
<td>-2.0%</td>
</tr>
<tr>
<td>Education and Health Services</td>
<td>677,400</td>
<td>676,500</td>
<td>680,700</td>
<td>900</td>
<td>0.1%</td>
<td>-3,300</td>
<td>-0.5%</td>
</tr>
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<td>Educational Services</td>
<td>74,600</td>
<td>74,000</td>
<td>74,900</td>
<td>600</td>
<td>0.8%</td>
<td>-300</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Health Care and Social Assistance</td>
<td>602,800</td>
<td>602,500</td>
<td>605,800</td>
<td>300</td>
<td>0.0%</td>
<td>-3,000</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td>440,000</td>
<td>439,600</td>
<td>435,100</td>
<td>400</td>
<td>0.1%</td>
<td>4,900</td>
<td>1.1%</td>
</tr>
<tr>
<td>Arts, Entertainment, and Recreation</td>
<td>53,800</td>
<td>53,400</td>
<td>54,200</td>
<td>400</td>
<td>0.7%</td>
<td>-400</td>
<td>-0.7%</td>
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<tr>
<td>Accommodation and Food Services</td>
<td>386,200</td>
<td>386,200</td>
<td>380,900</td>
<td>0</td>
<td>0.0%</td>
<td>5,300</td>
<td>1.4%</td>
</tr>
<tr>
<td>Other Services</td>
<td>168,100</td>
<td>168,000</td>
<td>166,000</td>
<td>100</td>
<td>0.1%</td>
<td>2,100</td>
<td>1.3%</td>
</tr>
<tr>
<td>Government</td>
<td>605,200</td>
<td>605,900</td>
<td>606,900</td>
<td>-700</td>
<td>-0.1%</td>
<td>-1,700</td>
<td>-0.3%</td>
</tr>
<tr>
<td>Federal Government</td>
<td>52,300</td>
<td>52,500</td>
<td>52,300</td>
<td>-200</td>
<td>-0.4%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>State Government</td>
<td>191,300</td>
<td>192,300</td>
<td>192,000</td>
<td>-1,000</td>
<td>-0.5%</td>
<td>-700</td>
<td>-0.4%</td>
</tr>
<tr>
<td>Local Government</td>
<td>361,600</td>
<td>361,100</td>
<td>362,600</td>
<td>500</td>
<td>0.1%</td>
<td>-1,000</td>
<td>-0.3%</td>
</tr>
</tbody>
</table>
MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, FEBRUARY 2019–MARCH 2019

<table>
<thead>
<tr>
<th>Industry</th>
<th>Job Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information</td>
<td>500</td>
</tr>
<tr>
<td>Other Services</td>
<td>100</td>
</tr>
<tr>
<td>Trade, Transportation, Utilities</td>
<td>-1,000</td>
</tr>
</tbody>
</table>

METROPOLITAN AREA JOB CHANGE, FEBRUARY 2019–MARCH 2019 (NOT SEASONALLY ADJUSTED)

<table>
<thead>
<tr>
<th>Metropolitan Area</th>
<th>Job Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Benton Harbor</td>
<td>1.5%</td>
</tr>
<tr>
<td>Ann Arbor</td>
<td>0.7%</td>
</tr>
<tr>
<td>Monroe</td>
<td>0.7%</td>
</tr>
<tr>
<td>Muskegon</td>
<td>0.6%</td>
</tr>
<tr>
<td>Flint</td>
<td>0.6%</td>
</tr>
<tr>
<td>Jackson</td>
<td>0.5%</td>
</tr>
<tr>
<td>Detroit</td>
<td>0.4%</td>
</tr>
<tr>
<td>Michigan</td>
<td>0.3%</td>
</tr>
<tr>
<td>Lansing</td>
<td>0.2%</td>
</tr>
<tr>
<td>Kalamazoo</td>
<td>0.2%</td>
</tr>
<tr>
<td>Saginaw</td>
<td>0.2%</td>
</tr>
<tr>
<td>Midland</td>
<td>0.0%</td>
</tr>
<tr>
<td>Grand Rapids</td>
<td>0.0%</td>
</tr>
<tr>
<td>Battle Creek</td>
<td>-0.6%</td>
</tr>
<tr>
<td>Bay City</td>
<td>-0.2%</td>
</tr>
</tbody>
</table>

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REGIONAL LABOR MARKET ANALYSIS

ANN ARBOR METROPOLITAN AREA
- The jobless rate in the Ann Arbor metro area edged up by three-tenths of a percentage point in March to 3.0 percent.
- The region was one of only three Michigan labor market areas to exhibit an increase in total employment (+0.3%) over the month.

MONTHLY INDUSTRY DEVELOPMENTS
- Payroll employment in Ann Arbor advanced by 1,600 over the month, or 0.7 percent, nearly all due to a seasonal increase in the region’s Government sector (+1,500).

INDUSTRY TRENDS
- Government in the Ann Arbor region reached an all-time high level of 87,000 jobs in March 2019.

BAY CITY METROPOLITAN AREA
- The Bay City jobless rate rose by two-tenths of a percentage point in March to 5.3 percent.
- Total unemployment declined by 6.9 percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS
- Nonfarm jobs in Bay City receded by 200 over the month, or 0.6 percent, with minor reductions in Manufacturing (-100) and Retail trade (-100).

INDUSTRY TRENDS
- Payroll jobs edged down slightly in Bay City since March 2018 to 34,600. This matched the low registered in January 2018.

FLINT METROPOLITAN AREA
- The unemployment rate in Flint rose by three-tenths of a percentage point in March to 5.2 percent.
- Since March 2018, employment moved up by 1.0 percent, similar to the state gain of 1.1 percent.

MONTHLY INDUSTRY DEVELOPMENTS
- Payroll employment in Flint rose by 900 over the month or 0.6 percent, with minor job advances recorded in most major industries.

INDUSTRY TRENDS
- In March, Durable goods in the Flint region reached a ten-year high level of 10,300 jobs.
- On a percentage basis, Flint registered the third largest over-the-year advance in nonfarm jobs since March 2018 (behind Muskegon and Monroe).

BATTLE CREEK METROPOLITAN AREA
- The Battle Creek MSA jobless rate moved up 0.3 percentage points to 4.4 percent in March. Employment was down by 300, while the number of unemployed inched up 200.
- Over the past year, unemployment was down 200, while employment rose by 400; as the local jobless rate declined slightly by three tenths of a percentage point.

MONTHLY INDUSTRY DEVELOPMENTS
- March job levels in the Battle Creek metro area were little changed, down by just 100. A small job addition in Leisure and hospitality was offset by cuts in Professional and business services and Manufacturing.
- Since March 2018, jobs in the Battle Creek MSA advanced marginally, mainly in Retail trade and Manufacturing.

INDUSTRY TRENDS
- Since 2010, jobs in Private service providing industries grew at a third of the rate statewide (5 vs. 16 percent).

DETROIT-WARREN-DEARBORN METRO AREA
- The Detroit MSA jobless rate increased by four-tenths of a percentage point over the month to 4.4 percent in March.
- The region’s jobless rate remained unchanged over the year.

MONTHLY INDUSTRY DEVELOPMENTS
- Total nonfarm jobs in the Detroit MSA increased by 8,400 over the month, or 0.4 percent.
- The most pronounced over-the-month job advances occurred in the Leisure and hospitality (+3,300) and Education and health services (+3,100) sectors.

INDUSTRY TRENDS
- Detroit’s Employment services sector matched its twenty-six-year low level of 54,200 jobs in March.

GRAND RAPIDS-WYOMING METRO AREA
- The Grand Rapids jobless rate moved up in March by 0.3 percentage points to 3.2 percent.
- The number of unemployed rose by 10.7 percent over the month.

MONTHLY INDUSTRY DEVELOPMENTS
- Nonfarm jobs in Grand Rapids remained nearly unchanged over the month, edging up by 100 since February.
- A large seasonal job increase in Leisure and hospitality was offset by a decline in Professional and business services employment.

INDUSTRY TRENDS
- The region’s Food services and drinking places sector reached an all-time high level of 41,700 jobs in March.
## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

<table>
<thead>
<tr>
<th>PLACE OF RESIDENCE</th>
<th>ANN ARBOR</th>
<th>BATTLE CREEK</th>
<th>BAY CITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>197,400</td>
<td>196,400</td>
<td>196,800</td>
</tr>
<tr>
<td>Employment</td>
<td>191,500</td>
<td>191,000</td>
<td>191,100</td>
</tr>
<tr>
<td>Unemployment</td>
<td>6,000</td>
<td>5,300</td>
<td>5,700</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>3.0%</td>
<td>2.7%</td>
<td>2.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PLACE OF WORK</th>
<th>DETROIT-WARREN-DEARBORN</th>
<th>FLINT</th>
<th>GRAND RAPIDS-WYOMING</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Nonfarm Jobs</td>
<td>2,022,000</td>
<td>2,013,600</td>
<td>2,010,400</td>
</tr>
<tr>
<td>Mining, Logging, and Construction</td>
<td>70,100</td>
<td>69,100</td>
<td>67,500</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>261,800</td>
<td>261,900</td>
<td>260,000</td>
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<tr>
<td>Trade, Transportation, and Utilities</td>
<td>374,800</td>
<td>373,100</td>
<td>367,500</td>
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<tr>
<td>Wholesale Trade</td>
<td>87,000</td>
<td>86,700</td>
<td>86,200</td>
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<tr>
<td>Retail Trade</td>
<td>208,300</td>
<td>207,100</td>
<td>208,000</td>
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<tr>
<td>Information</td>
<td>27,000</td>
<td>26,900</td>
<td>26,700</td>
</tr>
<tr>
<td>Financial Activities</td>
<td>115,700</td>
<td>115,500</td>
<td>114,800</td>
</tr>
<tr>
<td>Professional and Business Services</td>
<td>390,500</td>
<td>393,600</td>
<td>395,600</td>
</tr>
<tr>
<td>Educational and Health Services</td>
<td>321,700</td>
<td>318,600</td>
<td>317,800</td>
</tr>
<tr>
<td>Leisure and Hospitality</td>
<td>195,100</td>
<td>191,800</td>
<td>194,800</td>
</tr>
<tr>
<td>Other Services</td>
<td>74,600</td>
<td>74,300</td>
<td>74,800</td>
</tr>
<tr>
<td>Government</td>
<td>190,700</td>
<td>188,800</td>
<td>190,900</td>
</tr>
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</table>

* Data Not Available
JACKSON METROPOLITAN AREA

- In March, unemployment in the Jackson MSA inched up by 200, while employment remained unchanged. As a result, the jobless rate increased slightly to 4.1 percent.
- Since March 2018, labor market conditions were little changed and the jobless rate edged down by just 0.2 percentage points.

MONTHLY INDUSTRY DEVELOPMENTS

- Jackson MSA payroll jobs rose by 300 in March to a total of 58,600. A 100-job addition each was recorded in private Educational and health services, Leisure and hospitality, and Government.
- Since March 2018, Jackson metro area payrolls edged up by 200. Professional and business services and Manufacturing added jobs; but Retail trade employment declined.

INDUSTRY TRENDS

- Private service-providing jobs expanded 12.1 percent in the Jackson metro area (+4,200) since 2010, compared to 16.0 percent statewide.

KALAMAZOO-PORTAGE METRO AREA

- In the Kalamazoo-Portage metro area, an employment reduction of 600 in March was accompanied by an equal advance in the number of unemployed. This caused the local jobless rate to rise 0.3 percentage points to 3.9 percent.
- Since March 2018, employment increased by 1,700, while unemployment edged down 300. The local jobless rate moved down by three tenths of a percentage point.

MONTHLY INDUSTRY DEVELOPMENTS

- March nonfarm payroll jobs in Kalamazoo-Portage edged up by 300. Jobs rose by 200 each in Manufacturing and in Leisure and hospitality. However, State and local government cut 100 positions each.
- Since March 2018, jobs in the region continued to expand (+1,100 or 0.7 percent).

INDUSTRY TRENDS

- Since 2010, jobs in Private service providing industries grew at a rate of 10.8 percent (vs. 16 percent statewide).

LANSING-EAST LANSING METRO AREA

- The jobless rate in the Lansing region rose in March by three-tenths of a percentage point to 3.6 percent.
- Lansing’s total workforce was virtually flat over the month and edged up by 0.3 percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in Lansing inched up by 400 over the month, or 0.2 percent, with minor employment increases in multiple industries.

INDUSTRY TRENDS

- Lansing was one of two metro regions to exhibit a monthly job decline in Government, with public sector jobs down by 700 in March 2019.

MIDLAND METROPOLITAN AREA

- In March, Midland’s unemployment rate rose by three-tenths of a percentage point to 4.3 percent.
- Midland was one of four metro areas to exhibit a decline in employment over the year (-0.3%).

MONTHLY INDUSTRY DEVELOPMENTS

- The payroll job count in Midland remained unchanged over the month.
- Payroll jobs fell by 300 over the year.

INDUSTRY TRENDS

- On a percentage basis, Midland had the largest over-the-year decline in nonfarm jobs out of all Michigan metro areas.

MONROE METROPOLITAN AREA

- The Monroe region jobless rate edged down by a tenth of a percentage point over the month to 4.1 percent.
- Monroe was the only major Michigan region to record a March jobless rate cut.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm employment in Monroe edged up by 300 over the month (+0.7 percent), with minor additions in Mining, logging and construction, Leisure and hospitality, and Government.

INDUSTRY TRENDS

- On a percentage basis the region had the second largest over-the-year advance in payroll jobs (behind Muskegon), up by 1.4 percent since March 2018.

MUSKEGON METROPOLITAN AREA

- During March, the Muskegon jobless rate rose by 0.4 percentage points to 4.6 percent.
- Total unemployment declined by ten percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Muskegon nonfarm jobs advanced by 400 in March (+0.6 percent).
- The largest over-the-month industry employment gain occurred in Leisure and hospitality (+200).

INDUSTRY TRENDS

- Muskegon was the only Michigan metro area to exhibit no change in Manufacturing employment over the year.
## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

### JACKSON

<table>
<thead>
<tr>
<th></th>
<th>MAR 2019</th>
<th>FEB 2019</th>
<th>MAR 2018</th>
</tr>
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<tbody>
<tr>
<td>Labor Force</td>
<td>75,100</td>
<td>74,900</td>
<td>75,000</td>
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<tr>
<td>Employment</td>
<td>72,000</td>
<td>72,000</td>
<td>71,800</td>
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<td>Unemployment</td>
<td>3,100</td>
<td>2,900</td>
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</tr>
<tr>
<td>Rate (percent)</td>
<td>4.1%</td>
<td>3.9%</td>
<td>4.3%</td>
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### KALAMAZOO-PORTAGE

<table>
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<tr>
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<th>MAR 2018</th>
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<tr>
<td>Labor Force</td>
<td>170,500</td>
<td>170,500</td>
<td>169,100</td>
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<tr>
<td>Employment</td>
<td>163,800</td>
<td>164,400</td>
<td>162,100</td>
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<td>Unemployment</td>
<td>6,700</td>
<td>6,100</td>
<td>7,000</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>3.9%</td>
<td>3.6%</td>
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### LANSING-EAST LANSING

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<tr>
<td>Labor Force</td>
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<td>250,800</td>
<td>251,300</td>
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<tr>
<td>Employment</td>
<td>241,600</td>
<td>242,500</td>
<td>242,100</td>
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<tr>
<td>Unemployment</td>
<td>9,000</td>
<td>8,300</td>
<td>9,200</td>
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<tr>
<td>Rate (percent)</td>
<td>3.6%</td>
<td>3.3%</td>
<td>3.7%</td>
</tr>
</tbody>
</table>

### PLACE OF RESIDENCE

#### Labor Force
- Jackson: 75,100
- Kalamazoo-Portage: 170,500
- Lansing-East Lansing: 250,600

#### Employment
- Jackson: 72,000
- Kalamazoo-Portage: 163,800
- Lansing-East Lansing: 241,600

#### Unemployment
- Jackson: 3,100
- Kalamazoo-Portage: 6,700
- Lansing-East Lansing: 9,000

#### Rate (percent)
- Jackson: 4.1%
- Kalamazoo-Portage: 3.9%
- Lansing-East Lansing: 3.6%

### PLACE OF WORK

#### Total Nonfarm Jobs
- Jackson: 58,600
- Kalamazoo-Portage: 149,700
- Lansing-East Lansing: 236,600

#### Mining, Logging, and Construction
- Jackson: 1,700
- Kalamazoo-Portage: 6,100
- Lansing-East Lansing: 7,500

#### Manufacturing
- Jackson: 10,100
- Kalamazoo-Portage: 23,100
- Lansing-East Lansing: 20,100

#### Trade, Transportation, and Utilities
- Jackson: 12,200
- Kalamazoo-Portage: 26,300
- Lansing-East Lansing: 36,500

#### Wholesale Trade
- Jackson: 6,600
- Kalamazoo-Portage: 6,600
- Lansing-East Lansing: 6,600

#### Retail Trade
- Jackson: 6,300
- Kalamazoo-Portage: 15,800
- Lansing-East Lansing: 21,100

#### Information
- Jackson: 300
- Kalamazoo-Portage: 800
- Lansing-East Lansing: 2,700

#### Financial Activities
- Jackson: 2,100
- Kalamazoo-Portage: 17,300
- Lansing-East Lansing: 18,800

#### Professional and Business Services
- Jackson: 6,100
- Kalamazoo-Portage: 17,300
- Lansing-East Lansing: 22,800

#### Educational and Health Services
- Jackson: 10,400
- Kalamazoo-Portage: 24,400
- Lansing-East Lansing: 32,600

#### Leisure and Hospitality
- Jackson: 5,200
- Kalamazoo-Portage: 15,800
- Lansing-East Lansing: 18,800

#### Other Services
- Jackson: 2,500
- Kalamazoo-Portage: 5,200
- Lansing-East Lansing: 10,400

#### Government
- Jackson: 8,000
- Kalamazoo-Portage: 22,400
- Lansing-East Lansing: 68,500

### PLACE OF RESIDENCE

#### MIDLAND

<table>
<thead>
<tr>
<th></th>
<th>MAR 2019</th>
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<th>MAR 2018</th>
</tr>
</thead>
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<tr>
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<td>40,800</td>
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<td>Employment</td>
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<td>38,800</td>
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<tr>
<td>Unemployment</td>
<td>1,800</td>
<td>1,600</td>
<td>2,000</td>
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<tr>
<td>Rate (percent)</td>
<td>4.3%</td>
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<td>4.8%</td>
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#### MONROE

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</tr>
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<tr>
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<td>76,500</td>
<td>75,800</td>
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<tr>
<td>Employment</td>
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<td>73,300</td>
<td>72,700</td>
</tr>
<tr>
<td>Unemployment</td>
<td>3,100</td>
<td>3,200</td>
<td>3,000</td>
</tr>
<tr>
<td>Rate (percent)</td>
<td>4.1%</td>
<td>4.2%</td>
<td>4.0%</td>
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#### MUSKEGON

<table>
<thead>
<tr>
<th></th>
<th>MAR 2019</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
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<td>77,900</td>
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<td>Employment</td>
<td>74,700</td>
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<td>73,900</td>
</tr>
<tr>
<td>Unemployment</td>
<td>3,600</td>
<td>3,300</td>
<td>4,000</td>
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<tr>
<td>Rate (percent)</td>
<td>4.6%</td>
<td>4.2%</td>
<td>5.1%</td>
</tr>
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</table>

### PLACE OF WORK

#### Total Nonfarm Jobs
- Midland: 37,300
- Monroe: 42,000
- Muskegon: 42,000

#### Mining, Logging, and Construction
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Manufacturing
- Midland: 5,700
- Monroe: 13,800
- Muskegon: 13,800

#### Trade, Transportation, and Utilities
- Midland: * Data Not Available
- Monroe: 10,500
- Muskegon: 10,500

#### Wholesale Trade
- Midland: * Data Not Available
- Monroe: 4,700
- Muskegon: * Data Not Available

#### Retail Trade
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Information
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Financial Activities
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Professional and Business Services
- Midland: * Data Not Available
- Monroe: 5,000
- Muskegon: 5,000

#### Educational and Health Services
- Midland: * Data Not Available
- Monroe: 4,500
- Muskegon: 4,500

#### Leisure and Hospitality
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Other Services
- Midland: * Data Not Available
- Monroe: * Data Not Available
- Muskegon: * Data Not Available

#### Government
- Midland: 3,000
- Monroe: 5,500
- Muskegon: 7,500

* Data Not Available
NILES-BENTON HARBOR METRO AREA

- March employment in the Niles-Benton Harbor MSA was up 300, and unemployment inched up 100. The jobless rate was little changed, up by only 0.1 percentage points to 4.5 percent.
- Over the past year, the area jobless rate moved down by 0.4 percentage points. However, this rate decline reflected a reduction in the size of the area workforce, as the number of employed was little changed.

MONTHLY INDUSTRY DEVELOPMENTS

- The Niles-Benton Harbor MSA had the highest March percent job increase (+1.5 percent) among Michigan metro areas, as jobs rose in Leisure and hospitality (+300) and Professional and business services (+200).
- Since March 2018, jobs in the Niles-Benton Harbor metro area edged down slightly by 200 or 0.3 percent.

INDUSTRY TRENDS

- Jobs in Private service-providing industries since 2010 in the Niles-Benton Harbor area moved up a little less than a third of the rate of gain statewide (5.1 vs. 16.0 percent).

SAGINAW METROPOLITAN AREA

- The Saginaw MSA registered a small 0.2 percentage point uptick in the March jobless rate to 5.3 percent.
- The region’s labor force was little changed both over the month and over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Saginaw payroll jobs edged up by 200 in March, or 0.2 percent, with most major industry sectors either remaining unchanged or exhibiting very little movement.

INDUSTRY TRENDS

- For the sixth consecutive month, Saginaw’s Wholesale trade sector recorded 2,000 jobs, down slightly from one year ago.
INFOGRAPHIC OF THE MONTH:
MICHIGAN’S 2018 JOB VACANCY SURVEY PILOT

TOTAL JOB VACANCIES

204,000
4TH QUARTER 2018

- 66% were for part-time positions
- 72% were for full-time positions
- 9% were for temporary or seasonal positions
- 57% were for replacement worker positions
- 43% were for business growth
- 45% have been active for 90+ days
- 0.9 unemployed job seekers per vacancy
- 66% had retirement savings or pension plans
- 61% included paid time away
- 34% required more than a high school diploma
- 66% offered health insurance
- 46% required less than one year of work experience
- 54% required more than a year of work experience
- 66% included paid time away
- $15 is the median wage
- 66% required a high school diploma or less

EDUCATION AND EXPERIENCE

COMPENSATION

LABOR MARKET

SCHEDULE
NOW HIRING: RESULTS FROM MICHIGAN’S 2018 JOB VACANCY SURVEY PILOT

About the Survey
Information on in-demand jobs comes from many places, including federal-state programs (such as the employment projections program or the Occupational Employment Statistics program) or from online job posting sites (such as The Conference Board Help Wanted Online® data series). But, the best way to learn about job vacancies is to directly ask employers with open positions. That is why the Bureau of Labor Market Information and Strategic Initiatives (Bureau) partnered with Michigan State University to conduct the 2018 Job Vacancy Survey (JVS) Pilot. The purpose of the 2018 JVS Pilot was to give our partners and customers information and insights on current job vacancies to:

• Assist employers and human resources departments when making hiring decisions and setting wage levels.
• Help educators and workforce developers when identifying the education and training programs that lead to high-demand jobs.
• Guide policymakers when developing and prioritizing workforce and economic development initiatives and programs.
• Provide residents – including parents, students, and jobseekers – vital information when investigating career options.

Unlike earlier versions of the JVS, the Bureau partnered with the Michigan State University, Office of Survey Research to test different modes of data collection. The results will provide a benchmark for future surveys and help reduce costs associated with data collection by identifying the modes with the highest response rates and lowest follow-up costs.

Methodology
SAMPLE DESIGN
Information on job vacancies for the fourth quarter 2018 came from a survey of 4,800 Michigan establishments. Surveyed employers were randomly selected from a universe of about 249,000 establishments throughout Michigan maintained by Michigan’s Quarterly Census of Employment and Wages (QCEW) program. The selected establishments were based on a sampling procedure that stratified by 20 North American Industry Classification System (NAICS) industry sectors and three employment-size classes. The sampling process excluded private households, personnel service industries, and establishments with no reported employees. Out-of-business establishments and establishments that could not be located were removed from the sample through data processing. The overall response rate for the 2018 JVS Pilot was 37 percent, compared to the 62 percent response rate from the 2015 JVS.

SURVEY INSTRUMENT AND RESULTS
Employers were asked to provide information on their current job vacancies, including the number of vacancies; the job titles for open positions; the education and experience required for open positions; and the compensation for vacancies. Positions reserved for consultants, outside contractors, and others not considered employees were excluded. Establishments without job vacancies were also asked to return the survey reporting that information.
The survey proceeded in three mailing waves during November and December 2018. For the first mailing, all establishments were mailed only cover letters, asking that they complete the survey questionnaire online. For the second mailing, Group A units were again asked to complete the questionnaire online, while Group B units were asked to complete an enclosed physical questionnaire. Finally, during the last mailing, Group A and Group B establishments were mailed physical questionnaires to complete. Survey mailing, online data collection and mining, follow-up telephone calls, fax, and email were used to obtain survey responses through the end of January 2019. Following a review of the survey results, the data was weighted to produce estimates representative of Michigan’s labor market statewide.

CODING JOB TITLES

Employers provided job titles in an open field on the survey instrument. Economic analysts reviewed these job titles and matched them to appropriate 2018 Standard Occupational Classification (SOC) titles. Along with the job title, additional information on the position such as wage, education, and work experience were used to link the employer job title with an occupation title from the 2018 SOC title structures. This is the official coding structure used by the U.S. Bureau of Labor Statistics (BLS) and the U.S. Census Bureau to standardize reported job titles.

Michigan Job Vacancies

The 2018 JVS Pilot asked Michigan employers to provide information on any job vacancies that existed at their locations during the fourth quarter of 2018. Based on employer responses, the 2018 JVS Pilot estimated 204,000 total vacancies in Michigan in the fourth quarter of 2018.

To provide context, results from the 2018 JVS Pilot were compared to other sources of labor market information to build measures of demand in the state’s labor market, these included: (1) a Job Vacancy Rate; and (2) a Supply-Demand Rate.

- **Job Vacancy Rate:** Comparing Michigan’s estimated 204,000 job vacancies to the 4.3 million filled positions (Occupational Employment Statistics, 2019) showed that the Job Vacancy Rate was 4.7 vacancies for every 100 positions filled in 2018. This was up from 2015 when the Job Vacancy Rate was 3.5. The increase in Michigan’s job vacancy rate reflects more demand for workers as both employment and vacancies were up over the period.

- **Supply-Demand Rate:** Likewise, comparing Michigan’s job vacancies to the 183,000 unemployed residents (Local Area Unemployment Statistics, 2019) showed that the Supply-Demand Rate was 0.9, meaning there was less than one jobseeker per job opening in 2018. This was well below the estimated 2.4 Supply-Demand Rate in 2015, reflecting a tightening in the labor market in which there are more vacancies than unemployed residents.

Results from the 2018 JVS Pilot were also compared to other sources of labor demand, including openings data from the Job Openings and Labor Turnover Survey (JOLTS) and online job ad data from The Conference Board Help Wanted Online® data series.

- **Job Openings and Labor Turnover Survey:** Results from the 2018 JVS Pilot mirror regional and national data on job openings. JOLTS is a monthly survey administered by the Bureau of Labor Statistics (BLS) to collect data on job openings, hires, and separations, producing estimates regionally and nationwide. Like Michigan’s Job Vacancy Rate of 4.7 percent, JOLTS produced a somewhat comparable seasonal unadjusted average openings rate of 4.9 percent for the Midwest region.

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2 The 2018 JVS Pilot estimated the Michigan Job Vacancy Rate by taking the number of total estimated job vacancies and dividing by the total employment from the Occupational Employment Statistics (OES) program. In contrast, the BLS calculated the JOLTS job openings rates for the region and nation by dividing the number of job openings by the sum of employment from the Current Population Survey (CPS) program and job openings.
and 4.5 percent for the nation in the fourth quarter of 2018. Additionally, as with Michigan’s Job Vacancy Rate, JOLTS registered increases in job opening rates compared to 2015.

- **The Conference Board Help Wanted Online®**: Job vacancies from the 2018 JVS Pilot were below the number of online job ads from Help Wanted Online®. In the fourth quarter of 2018, Help Wanted Online® reported 227,250 job ads, which was 23,250 or 11 percent more ads than vacancies measured by the 2018 JVS Pilot. Compared to the 2018 JVS Pilot, online advertisements overstated demand in Management, Computer and mathematical, and Healthcare occupations and underecounted openings in Production, Construction, Building and ground cleaning and maintenance, and Food preparation occupations.

**MEDIAN WAGES**

The 2018 JVS Pilot also asked employers to list the wage they were offering for any job vacancies. Based on employer responses, the statewide median hourly wage estimate for job vacancies was $15.00 in the fourth quarter of 2018. While this was less than Michigan’s median hourly wage of $18.08, it was nearly $4.00 per hour greater than the statewide entry-level wage of $11.06. Overall, the median hourly wage estimate for Michigan job vacancies was up from the $14.00 estimated from the 2015 JVS.

**FIGURE 1: MICHIGAN VACANCIES AND JOB VACANCY RATE BY INDUSTRY SUPER SECTOR**

“**In my 35 years of hospitality experience, I have never seen a labor shortage such as the one we are struggling with currently.**”

- Employer in Leisure and hospitality

**EDUCATION AND EXPERIENCE**

As expected, most vacancies called for lower levels of education and experience. Job openings that required a high school diploma or less represented two-thirds of total vacancies; and nearly half (46 percent) of all vacancies required less than one year of work experience. Why do most vacancies require less education and experience? Most vacancies were found in large, service and sales occupations within service-providing or high-turnover industries.

For example:

- The largest industry super sector in terms of vacancies was **Trade, transportation, and utilities**, which includes Retail trade, a large, high-turnover industry. Occupations with many vacancies in Retail trade included **Retail salesperson** and **Customer service representatives**, each typically requiring no formal education and experience.

- The second largest industry super sector by vacancy count was **Education and health services**, a large, service-providing industry. A job with many vacancies in the Health services component was **Health and personal care aides**, another example of an occupation that typically requires little education and experience.

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3 The entry-level wage was computed as the average of the bottom third of wages from the Occupational Employment Statistics (OES) program.

4 Super sectors were used to present industry data at higher levels of aggregation, consistent with Bureau of Labor Statistics (BLS) recommendations for the Current Employment Statistics (CES) and Quarterly Census of Employment and Wages (QCEW) programs.
Industry Analysis

Information on job vacancies by industry was readily available because surveyed establishments were stratified by industry. Analyzing vacancies by industry is particularly useful because it provides industry-specific information such as number of openings and required education and experience.

VACANCIES BY INDUSTRY

Job vacancies by industry mirrored employment by industry. In 2018, nearly three in four (73 percent) vacancies were concentrated in four industry super sectors: Trade, transportation, and utilities; Education and health Services; Leisure and hospitality; and Professional and business services. This was only slightly higher than the 67 percent of recent occupational employment in these same industries.

Highlights:
• Trade, transportation and utilities had the largest number of vacancies. Some high-demand occupations in the super sector were Heavy and tractor-trailer truck drivers and Retail salespersons. In fact, Heavy and tractor-trailer truck drivers had the most vacancies of all occupations.
• Vacancies in the Education and health services super sector were concentrated in Healthcare occupations, particularly in jobs such as Home health and personal care aides, Nursing assistants, and Registered nurses.
• Industries with high turnover rates may report more job vacancies. For example, Leisure and hospitality ranks third among super sectors in vacancies and first in terms of turnover (Local Employment-Household Dynamics, 2016). Conversely, Public administration had the third fewest vacancies and had the lowest turnover rate (Ibid.).
• Industry super sectors with the lowest vacancy counts were Natural resources and mining and Information. Together, these categories accounted for less than one percent of total vacancies. These results are not surprising considering these two sectors combined were responsible for less than two percent of total statewide employment.

EDUCATION AND EXPERIENCE BY INDUSTRY

As noted above, job openings that required a high school diploma or less represented two-thirds of vacancies; and nearly half (46 percent) of vacancies required less than one year of work experience. However, education and training requirements vary significantly by industry.

Highlights:
• The industry super sectors with the highest share of vacancies that required a bachelor’s degree and higher were Information and Professional business services, each requiring a bachelor’s degree for more than 60 percent of vacancies.
• Construction, Leisure and hospitality, and Trade, transportation, and utilities were among the super sectors with the lowest share of vacancies that required a bachelor’s degree.
• Leisure and hospitality was the only industry super sector that required less than one year of experience for most vacancies. Conversely, Financial activities required prior experience for nearly all vacancies.

Occupation Analysis

Perhaps the most useful information from any job vacancy survey comes from the characteristics of openings by occupation, or job title. Occupational data is the most tangible, cross-industry, job-specific information with implications for educators and workforce...
developers. To provide this information, economic analysts reviewed job vacancies and coded them into the appropriate standardized SOC occupations.

**VACANCIES BY INTERMEDIATE OCCUPATIONAL AGGREGATIONS**

Half (49.9 percent) of vacancies fell into four intermediate aggregations: Service; Transportation and material moving; Office and administrative; and Sales and related. This was very close to the 50.4 percent of recent employment in these same occupational aggregations.

Highlights:

- Service occupations had the most vacancies, and not coincidentally this is also the largest intermediate aggregation for Michigan employment. Demand in this group was led by Home health and personal care aides.
- Transportation and material moving ranked second by vacancies but sixth by employment. Demand in this group was led by Heavy and tractor-trailer truck drivers and Laborers and freight, stock, and material movers.
- Other aggregations with many vacancies included: Office and administrative occupations, led by Customer service representatives and Sales and related occupations, led by Retail salespersons.
- Intermediate aggregations with the lowest vacancy count were Farming, fishing, and forestry occupations and Construction and extraction occupations.

“We do not have ‘vacancies’ per se, but we are always in the market to hire qualified talent.”

- Employer in Professional and business services

**JOB VACANCY RATE BY INTERMEDIATE OCCUPATIONAL AGGREGATIONS**

When comparing job vacancy rates for all intermediate aggregations, six groups had job vacancy rates above the statewide average of 4.7 percent and six groups had rates below the statewide average. Leading all intermediate aggregations were Transportation and material moving occupations and Installation, maintenance, and repair occupations. The lowest job vacancy rate was seen in Farming, fishing, and forestry occupations.

**JOB VACANCIES FOR THE TOP 10 DETAILED OCCUPATIONS**

Nearly one in every four (24 percent) job vacancies come from just ten detailed occupations.

- Three of the top ten detailed occupations appear on the Bureau’s Hot 50: Michigan’s High-Demand, High-Wage Careers publication: Heavy and tractor-trailer truck drivers; Registered nurses; and Child, family, and school social workers.
- Three of the top ten detailed occupations appear on the Bureau’s Career Outlook Through 2026 publication: Two were in the bachelor’s degree or higher category (Child, family, and school social workers and Registered nurses) and one (Home health and personal care aides) was in the high school diploma or equivalent category.
- Three health-related occupations are in the top ten detailed occupations: Home health and personal care aides; Nursing assistants; and Registered nurses.
- Two of the top ten occupations typically required a bachelor’s degree: Registered nurses and Child, family, and school social workers while the other eight required less formal education.

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3 Intermediate aggregations were used to present occupational data at higher levels of aggregation consistent with Bureau of Labor Statistics (BLS) recommendations in Table 5 in the 2018 Standard Occupational Classification User Guide.
FIGURE 4: VACANCIES AND JOB VACANCY RATE BY INTERMEDIATE OCCUPATIONAL AGGREGATION
Wages by Education and Experience

There was a clear positive correlation between wages offered and education required for job openings. Vacancies that had no education requirement offered a median hourly wage of $11.25. In contrast, vacancies that required an advanced degree (defined as a master’s, doctoral, or professional degree), offered a median hourly wage of $35.00, more than three times higher. Large differences were seen between the wage estimates for vacancies that required an associate or vocational degree ($17.00) and those that required a bachelor’s degree ($26.00). The difference was equally large between vacancies that required a bachelor’s degree ($26.00) and those that called for an advanced degree ($35.00).

Like education, higher levels of experience also were correlated with higher wage estimates. Vacancies that required four or more years of experience had a median hourly wage of $25.00, while those that required no experience offered less than half as much. Wage offers between experience levels varied. The largest difference was between one to three years ($18.00 per hour) and four-plus years ($25.00 per hour) of experience.

“It has been difficult to fill these positions with qualified applicants.”
- Employer in Construction

Other Characteristics of Job Vacancies

The 2018 JVS Pilot questionnaire asked employers to provide additional information about the characteristics of their job vacancies, including:
- Whether the vacancies were full-time or part-time and permanent or temporary or seasonal.
- What wages and benefits were being offered.
- Whether the vacancy was to replace someone or was for a new position.
- How long the employer had been recruiting to fill the vacancy.
- Whether the vacancy required licenses or certifications.
- Whether the vacancy was for an apprenticeship.

Understanding these characteristics is important when helping jobseekers prepare for these and other vacancies.

FULL-TIME OR PART-TIME AND PERMANENT OR TEMPORARY OR SEASONAL

Seventy-two percent of Michigan job vacancies were for full-time employment while the remaining 28 percent were for part-time positions. Leading part-time vacancies were occupations such as Fast food and counter workers and Maids and housekeeping cleaners. Most vacancies (91 percent) were for permanent employment, while 9 percent were for temporary or seasonal positions. Vacancies for temporary or seasonal positions were seen in occupations such as Retail salespersons and Construction laborers, which was expected considering the timing of the survey in the fourth quarter.

BENEFITS

The 2018 JVS Pilot questionnaire asked employers if their vacancies offered three key benefits: health insurance, paid time off, and a retirement savings plan or pension. Sixty-six percent of vacancies offered health insurance, 61 percent offered paid leave, and 66 percent offered some form of retirement savings or pension plan. These percentages were nearly identical to estimates from the 2015 survey.
REPLACEMENT VS. GROWTH
Replacing workers was the motivation behind 57 percent of total job vacancies, while business growth was responsible for the other 43 percent of vacancies. These estimates were similar to 2015 JVS results.

VACANCY DURATION
Employers had been recruiting for less than 90 days for over half (54.7 percent) of total job vacancies. More importantly, employers had been recruiting for more than 90 days for 45.3 percent of vacancies, suggesting employers were having a difficult time filling some of these vacancies. This was well above the ad age measure from the Help Wanted Online® data series for Michigan, which indicates that around 34 percent of all online job ads during the same period were 90 days or older.

LICENSES AND CERTIFICATIONS
Nearly one out of every three (31 percent) vacancies required a license, certification, or a combination of both. Transportation and material moving; Healthcare practitioners and technical; and Installation, maintenance, and repair were the intermediate categories that most often required a license or certification.

APPRENTICESHIPS
Estimates from the 2018 JVS Pilot suggested that fewer than 2,500 job vacancies required an apprenticeship.

Conclusion
The 2018 JVS Pilot provided a benchmark for future surveys and identified the modes of data collection with the highest response rates and lowest follow-up costs. This information will be used as the Bureau expands the number of sampled firms, allowing for more robust estimates, including job vacancies for sub-state geographies and for detailed occupations.

The 2018 JVS Pilot would not have been possible without the support of the State of Michigan Workforce Development Agency, Michigan State University, and, especially, the participation of Michigan employers.

CATHARINE CLOSNER
Economic Analyst

TYLER LEIGHTON
Economic Analyst
Michigan had a March decline in the number of seasonally adjusted job advertisements posted online. Job postings fell in March by 0.8 percent (-1,270 ads) to 150,133. March was the second straight month of job ad reductions following two consecutive months of gains. Similarly, this was the second straight year of fewer Michigan job postings in the month of March.

All of Michigan’s regional states also saw a reduction in job ads for March. Ohio had the largest contraction in postings (-3,588 or -1.9 percent) followed by Illinois at (-2,439 or -1.2 percent). Nationally, job postings fell by 1.9 percent.

Supply/Demand Rate Advances

The supply/demand rate, which measures the number of unemployed persons per job advertisement, moved up to 1.32 in March. The rate advance resulted from a combination of an increase in the number of Michigan unemployed and a reduction in online job postings. This upward movement in the supply/demand rate breaks a trend of three consecutive months of decline.

The number of job advertisements per 100 people in the labor force, referred to as the ad rate, contracted to 3.04 over the month. March was the second straight month of ad rate decline, with nine of the past 12 months exhibiting an ad rate reduction.

Non-seasonally Adjusted Ads

Information is available on advertised jobs by broad occupational group from the Help Wanted Online Data Series, but the data is not seasonally adjusted.

Statewide, non-seasonally adjusted job advertisements edged up by 785 postings or half a percent to 144,172. Job posting trends were mixed among major occupational categories. Job ads for Professional occupations grew 1,028 (+2.7 percent) followed by Service jobs with 895 additional ads (+5.0 percent). Postings for Sales occupations fell 539 (-2.9 percent) followed by Transportation with 386 fewer ads (-4.4 percent).

Half of Michigan’s 14 Metropolitan Statistical Areas (MSAs) saw March non-seasonally adjusted job advertisements advance or remain flat for the month, while the other half of state metro areas exhibited fewer postings. Grand Rapids-Wyoming recorded the largest monthly percentage and numeric gain in ads at 3.6 percent (+559 ads) followed by Ann Arbor (+3.3 percent or +256 ads). Battle Creek had the largest percentage reduction in ads (-3.2 percent or -59 ads) while Kalamazoo-Portage recorded the largest numeric ad cut (-114 ads or -2.2 percent).

Close to 31 percent of job postings were less than 30 days old while over a third were over 120 days old. Roughly 71 percent of job ads were for full-time employment and 22 percent for part-time work.

The top five occupations with the highest number of job ads in the state included Registered Nurses, Retail salespersons, First-line supervisors of retail sales workers, Heavy and tractor-trailer truck drivers, and Customer service representatives. The typical education required for these positions is less than a bachelor’s degree except for Registered nurses. Among the top 50 occupations with the highest number of ads, 19 required a bachelor’s degree and 19 required a high school diploma or equivalent.

MARCUS REASON
Economic Analyst
MONTHLY CHANGE IN JOB ADS BY METRO AREA

-4% -3% -2% -1% 0% 1% 2% 3% 4%

Grand Rapids-Wyoming 3.6%
Ann Arbor 3.3%
Jackson 2.0%
Flint 0.7%
Bay City 0.7%
Niles-Benton Harbor 0.6%
Lansing-East Lansing 0.5%
Saginaw 0.5%
Detroit 0.4%
Monroe 0.0%
Kalamazoo-Portage -0.5%
Muskegon -1.6%
Battle Creek -2.2%

LABOR DEMAND BY OCCUPATION (NOT SEASONALLY ADJUSTED)

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<tr>
<th>OCCUPATION CATEGORIES</th>
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<th>MARCH 2018</th>
<th>OVER THE MONTH</th>
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<td>LEVEL</td>
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<td>Transportation and Material Moving</td>
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<td>8,834</td>
<td>9,778</td>
<td>-386</td>
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</table>
How do I learn more about job demand in the Michigan labor market?
There are several ways to measure demand for jobs. Here’s what you need to know…

Demand-side indicators, such as the data highlighted in this month’s feature article on page 16, contribute to the assessment of potential labor shortages or surpluses of specific occupations. Like the unemployment rate, a job openings or vacancy rate is an important measure of the tightness of a job market. Knowing the availability of unfilled jobs can help target training needs or potentially entice someone with the correct skills and experience to transfer locations or occupations.

There are numerous demand-side indicators that show how many openings there are in a labor market. Below are just some of the most widely used programs that produce estimates of demand in the labor market. Some of these use surveys, some use economic models, while others use web crawling software. Each program is unique and can produce job opening data for various regions, timeframes, or characteristics with various levels of detail.

**MICHIGAN JOB VACANCY SURVEY**

The Michigan Job Vacancy Survey (JVS) is a mail survey of businesses that produces an estimate of job vacancies and selected other characteristics of job openings at a point in time. This is based on a scientifically stratified sample of establishments that is drawn from a near-universe of Michigan employers. Firms receive a survey and supply the vacancy information directly to the Bureau of Labor Market Information and Strategic Initiatives (Bureau). (For more information, refer to this month’s feature article on page 16).

**Key Benefits:**
- JVS produces Michigan specific data.
  Depending on the sample size and response from businesses, it can produce vacancy estimates for industries, occupational groups, and geographic areas.
- Data tend to be more reliable since data was supplied directly from businesses drawn from a scientific sample of nearly all Michigan establishments and coded by economic analysts.

**Key Drawbacks:**
- Filling out and collecting a mail survey can be time intensive for both businesses and researchers. This increases labor and mailing costs, and lengthens the time it takes to collect, analyze, and distribute the results.
- Since the JVS is not a nationwide program, results cannot be compared to different states or to the U.S.

**ONLINE ADVERTISED JOB OPENINGS**

www.conference-board.org/data/helpwantedonline.cfm

The Conference Board’s Help Wanted Online® (HWOL) data series provides timely monthly measures of labor demand (advertised vacancies) at the national, regional, state, and metropolitan area levels. This source measures online job ads and is collected by a web crawler software program from over 28,000 different online job boards.

**Key Benefits:**
- A lot of information is gathered and processed quickly so job opening data can be produced and published monthly.
- Online advertised vacancy data are created for national, regional, state, and metro area levels so results can be compared across geographies.

**Key Drawbacks:**
- Coding of vacancies is done mainly with software causing less reliable occupational data than sources that use human coding experts.

**MICHIGAN JOB OPENINGS AND LABOR TURNOVER SURVEY**

www.bls.gov/jlt/

The Job Openings and Labor Turnover Survey (JOLTS) is drawn from a sample of approximately 16,000 establishments across the U.S. and collected by the Bureau of Labor Statistics (BLS). Through computer-assisted telephone interviewing and web collection, JOLTS gathers data from selected establishments for job openings, hires, and separations. These data elements are published by industry on a monthly basis for the U.S. and four geographic regions (Northeast, South, Midwest, and West).

**Key Benefits:**
- JOLTS produces data not only for job openings, but also for hires and separations, giving a sense of turnover in the market.
- The timeliness of JOLTS is one of its crucial features. Each data element, openings, hires, and separations are released monthly for each region and industry.

**Key Drawbacks:**
- JOLTS has a relatively smaller sample size of only 16,000 establishments nationwide compared to other measures. Further dividing this sample up to produce estimates by region and industry can sacrifice precision.
- No state or local JOLTS data are available. The four national regions are very broad and may not reflect the needs of local or state users.

**TWO-YEAR EMPLOYMENT PROJECTIONS**

www.bls.gov/emp/

Each year, the Bureau (in cooperation with the BLS and Projections Managing Partnership) releases short-term employment projections that run through the second quarter of the following year, and cover both industries and occupations in Michigan. These projections are developed using the Quarterly Census of Employment and Wages (QCEW), the Current Employment Statistics (CES) survey, and the Current Population Survey (CPS), as well as a matrix primarily developed from the Occupational Employment Statistics (OES) survey and CPS data.

**Key Benefits:**
- Robust data is produced for over 100 industries and nearly 800 occupations.
- Comprehensive data on occupations and industries follow the same methodology and can be compared to similar estimates in other states.

**Key Drawbacks:**
- Short-term two-year projections data are released only once per year for Michigan.
- Projections are not specifically derived based on actual job openings reported or posted by a business.

These demand-side indicators typically follow the same broad trends and can be used in conjunction to tell a story or answer a research question. Since each indicator provides varying level of detail, quality, and geography, users should decide which can most accurately answer their questions. Knowing a little about the design, strengths, and weaknesses of each of these similar demand-side indicators can help a user corroborate any conclusions found by each program separately.

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**Wayne Rourke**

Economic Manager
In accordance with Michigan Law and the Americans with Disabilities Act requirements, an alternate format of this printed material may be obtained by contacting: Bruce Weaver, Economic Manager, Department of Technology, Management & Budget, Bureau of Labor Market Information and Strategic Initiatives, 3032 West Grand Boulevard, Suite 9-150, Detroit Michigan 48202, (313) 456-3091 or weaverb1@michigan.gov.