

MICHIGAN'S LABOR MARKET NEWS

VOL. 79, NO.3
JUNE 2023

2022 Occupational Employment and Wage Trends

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Map of the Month: 2022 Median Wage by Michigan County

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Relevant Rankings: Median Wage Change by Michigan Prosperity Region; Change in Employment by Major Occupational Group in Michigan

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Michigan's April 2023 unemployment rate of 3.8 percent tied its February 2020 pre-pandemic rate for the first time

APRIL 2023 JOBLESS RATE

MICHIGAN
3.8%
NATIONAL
3.4%

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Michigan's Labor Market News is a product of the Michigan Center for Data and Analytics (MCDA), which enhances and promotes evidence-based decision making across state government through advanced research and analytics.

The Labor Market Information division of the MCDA is the official source for Michigan's employment, occupation, and industry data through a partnership with U.S. Department of Labor.

MICHIGAN UNEMPLOYMENT RATE DECLINES IN APRIL

Michigan's unemployment rate saw a decline in April, dropping by three-tenths of a percentage point to reach 3.8 percent on a seasonally adjusted basis.

This marks the first time since the start of the pandemic that the state's unemployment rate has returned to pre-pandemic levels, matching the rate of 3.8 percent recorded in February 2020. It is the lowest unemployment rate since March 2020 (3.7 percent), just before the pandemic significantly impacted Michigan's labor market.

Despite pandemic-related employment disruptions, current unemployment rates are comparable to previous labor market trends. Historical labor market data reveals that since the mid-1970s, statewide unemployment rates fell below 4.0 percent during three periods:

periodically from 1998 to 2000, from November 2019 to March 2020, and now.

The national unemployment rate decreased between March and April falling by one-tenth of a percentage point to 3.4 percent. Michigan's jobless rate was 0.4 percentage points above the U.S. rate. Over the year, both national and statewide unemployment rates exhibited rate reductions of two-tenths of a percentage point.

In terms of the labor force, Michigan saw a 0.4 percent increase during April, while the U.S. labor force remained unchanged. Statewide employment levels rose by 0.6 percent over the month, slightly higher than the 0.1 percent increase seen nationwide. Total unemployment in Michigan fell by 7.0 percent over the month, while national unemployment declined by 3.1 percent.

Over the year, Michigan's workforce grew by 0.5 percent, which was 1.2 percentage points below the national labor force increase of 1.7 percent. Statewide employment rose by 0.7 percent, slightly lower than the 1.9 percent increase observed nationally. Michigan's total number of unemployed decreased by 3.6 percent since April 2022, while those unemployed nationally declined by 5.2 percent.

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

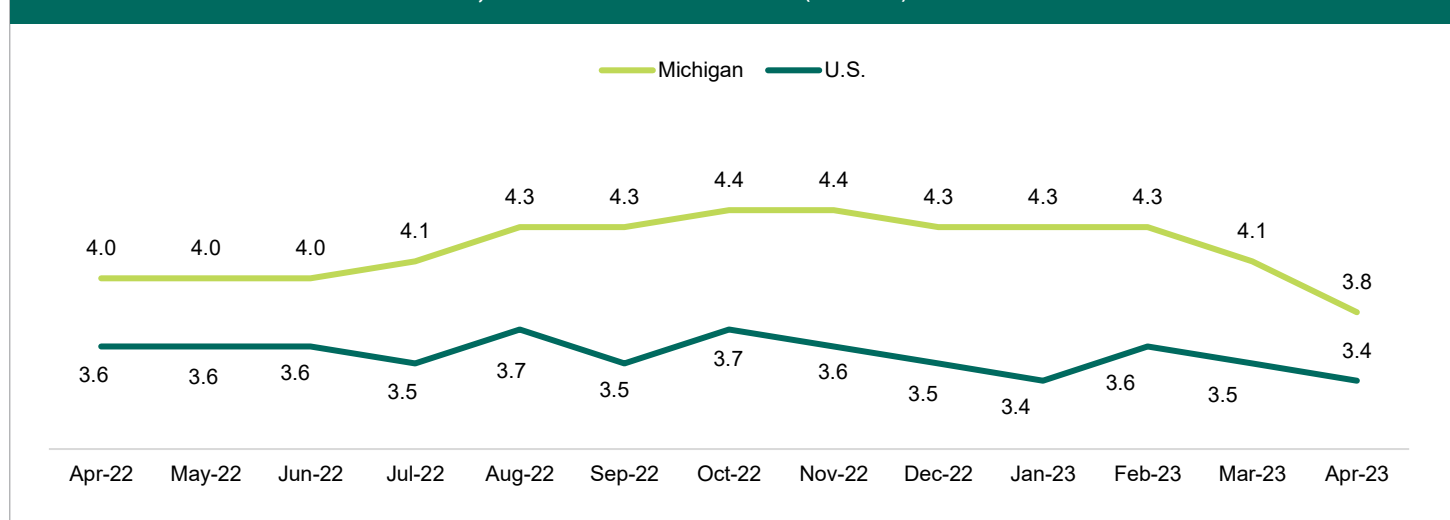
REIMA NASSER
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MICHIGAN LABOR FORCE ESTIMATES, APRIL 2023 (SEASONALLY ADJUSTED)

	APR 2023	MAR 2023	APR 2022	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,869,000	4,851,000	4,843,000	18,000	0.4%	26,000	0.5%
Employed	4,682,000	4,652,000	4,651,000	30,000	0.6%	31,000	0.7%
Unemployed	186,000	200,000	193,000	-14,000	-7.0%	-7,000	-3.6%
Unemployment Rate	3.8	4.1	4.0	-0.3	XXX	-0.2	XXX

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

MICHIGAN UNEMPLOYMENT RATE, APRIL 2022–APRIL 2023 (PERCENT)



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

MICHIGAN NONFARM PAYROLL EMPLOYMENT INCREASES DURING APRIL

Michigan nonfarm payroll jobs remained virtually flat during April, rising by only 5,200 (+0.1 percent) to 4,420,000, on a seasonally adjusted basis. This over-the-month uptick marks the sixth consecutive month of recorded job gains on the statewide level or the 21st time over the last two years. Nonfarm employment in Michigan remained only 0.7 percent (-29,500) lower than its February 2020 pre-pandemic job level.

On the nationwide level, total nonfarm payroll jobs increased by 0.2 percent over the month, only 0.1 percentage point above the statewide average for April. Nationally, this marked the 28th consecutive month of recorded job gains on a seasonally adjusted basis. The U.S. surpassed its pre-pandemic job level in mid-2022.

In April, seasonally adjusted job additions were recorded in many statewide major industry sectors and subsectors. Notable employment gains were recorded within *Professional and business services* (+2,600), *Private educational and health services* (+1,900), and *Government* (+1,400). On a percentage basis, the *Construction* (+0.6 percent) major industry sector recorded the largest over-the-month positive job change during April. Several Michigan major industry sectors recorded job declines in April as well, including *Leisure and hospitality* (-1,700), *Information* (-500), and *Other services* (-300).

Nationally, the *Private education and health services* (+0.3 percent), *Professional and business services* (+0.2 percent), and *Government* (+0.1 percent) major industry sectors also recorded monthly job additions during April. On the nationwide level, *Wholesale trade*, *Retail trade*, and *Information* remained flat over the month. The *Administrative and support and waste* (-0.1 percent) industry sector was the only sector to record a job decline in April.

Majority of Major Industry Sectors Record Yearly Job Additions

Over the year, nine of Michigan's 11 major industry sectors recorded job gains since April 2022. Noteworthy additions were recorded in various major industry sectors including *Construction* (+4.3 percent), *Government* (+3.3 percent), and *Private education and health services* (+2.9 percent). The statewide *Financial activities* (-2.5 percent) and *Other services* (-1.7 percent) sectors both registered seasonally adjusted job declines during April.

Nationally, *Private education and health services* (+4.3 percent), *Construction* (+2.7 percent), and *Government* (+2.1 percent) also recorded job gains over the year. Additionally, every other major industry sector on the nationwide level

also noted April job additions, on a seasonally adjusted basis.

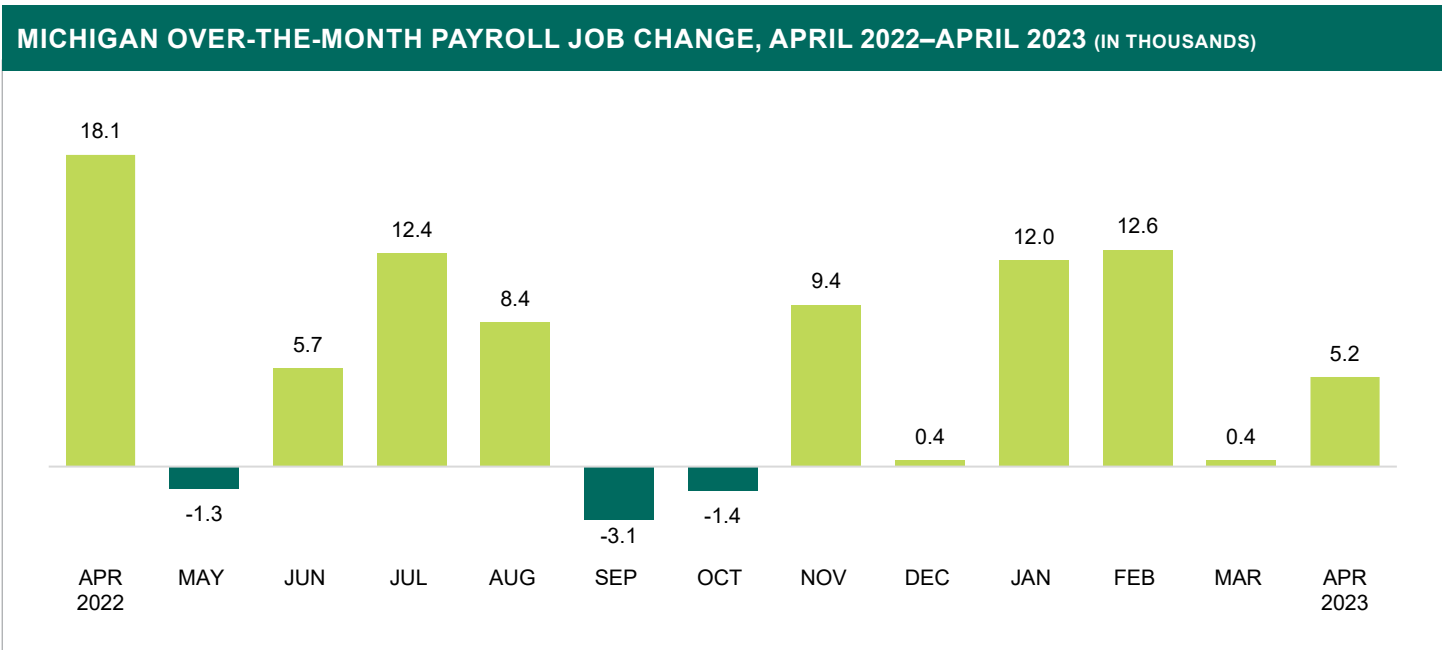
Retail Trade Jobs Decline in Most Metro Areas in April

Over the month, 13 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded job growth, on a not seasonally adjusted basis. Led by the Bay City (+0.9 percent) region, four other metro areas recorded a job change greater than or equal to both the national and statewide average rates of change during April. The Niles-Benton Harbor area was the only region to record a negative rate of change (-0.3 percent), in April.

Jobs in the *Mining, logging, and construction*; *Private educational and health services*; and *Leisure and hospitality* industries remained either unchanged or increased in every metro area in Michigan during April.

Of the 13 Michigan metro areas that record *Retail trade* jobs, 11 recorded virtually no change or a job decline over the month, opposite their typical seasonal trend during April.

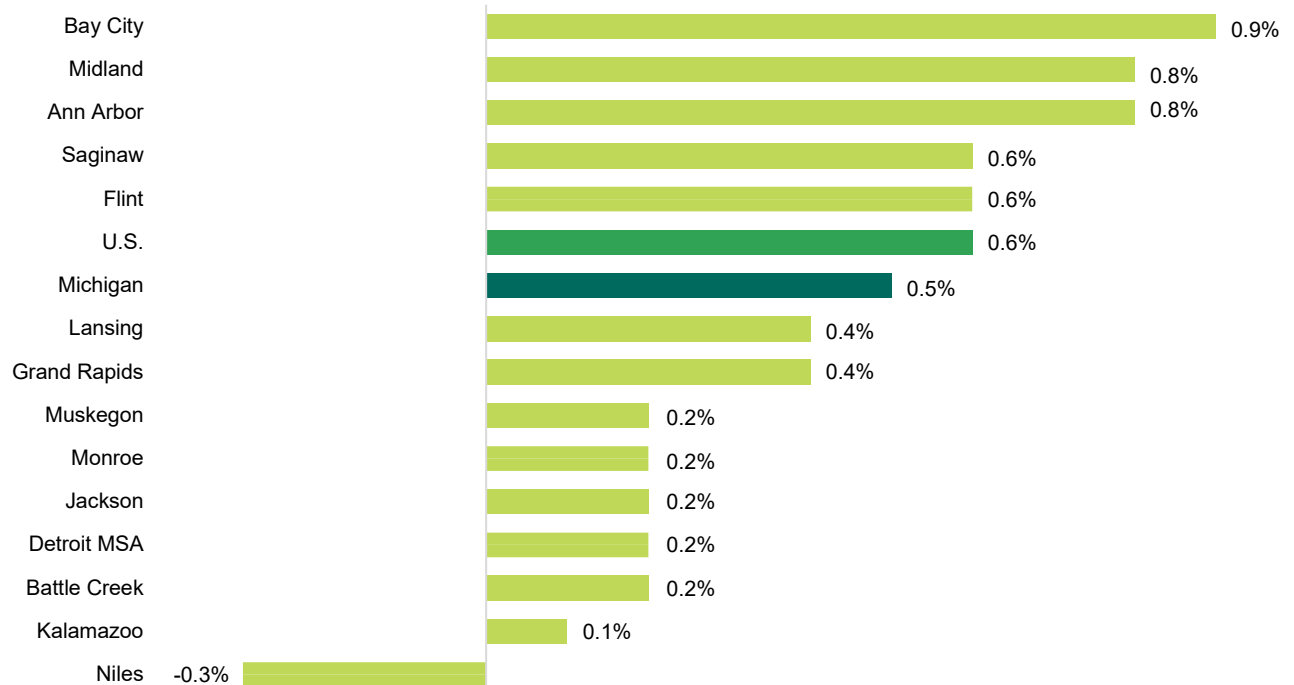
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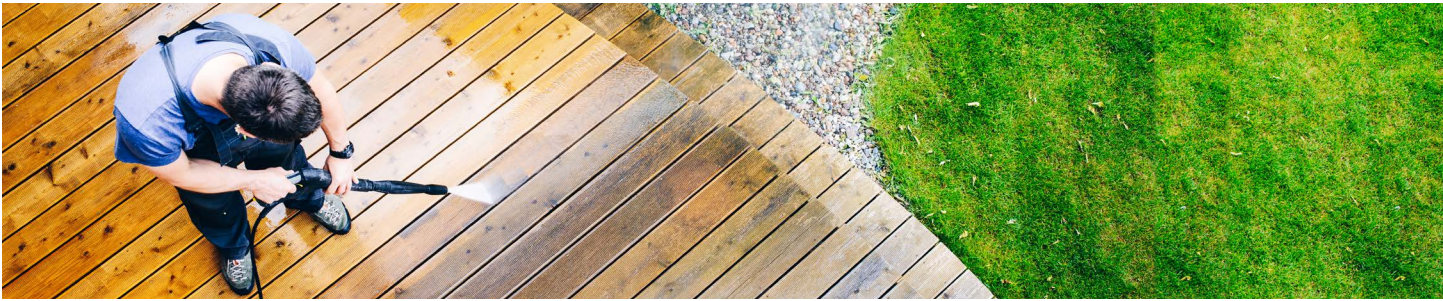
Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



MICHIGAN METRO AREA JOB CHANGE, MARCH–APRIL 2023 (NOT SEASONALLY ADJUSTED)



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



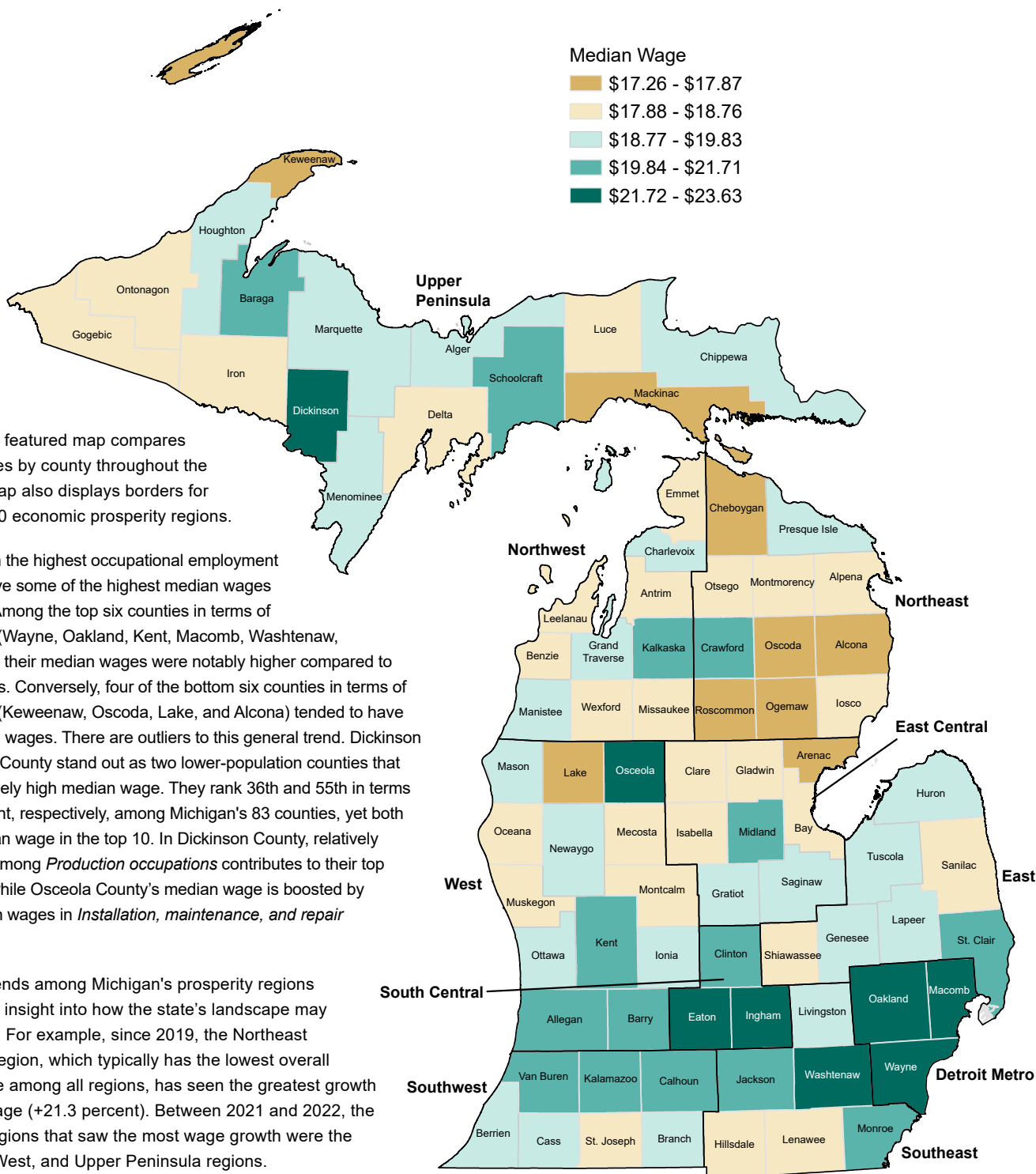
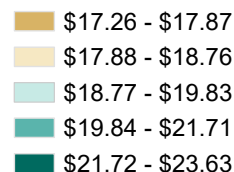
MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	APR 2023	MAR 2023	APR 2022	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	4,420,000	4,414,800	4,359,300	5,200	0.1%	60,700	1.4%
Total Private	3,815,300	3,811,500	3,773,900	3,800	0.1%	41,400	1.1%
Private Service-Providing	3,009,200	3,007,100	2,981,600	2,100	0.1%	27,600	0.9%
GOODS-PRODUCING	806,100	804,400	792,300	1,700	0.2%	13,800	1.7%
Mining, Logging, and Construction	198,600	197,500	190,600	1,100	0.6%	8,000	4.2%
Mining and Logging	7,300	7,300	7,100	0	0.0%	200	2.8%
Construction	191,300	190,200	183,500	1,100	0.6%	7,800	4.3%
Manufacturing	607,500	606,900	601,700	600	0.1%	5,800	1.0%
Durable Goods	457,000	456,000	449,000	1,000	0.2%	8,000	1.8%
Transportation Equipment Manufacturing	186,800	185,500	182,500	1,300	0.7%	4,300	2.4%
Non-Durable Goods	150,500	150,900	152,700	-400	-0.3%	-2,200	-1.4%
SERVICE-PROVIDING	3,613,900	3,610,400	3,567,000	3,500	0.1%	46,900	1.3%
Trade, Transportation, and Utilities	810,200	810,300	808,200	-100	0.0%	2,000	0.2%
Wholesale Trade	180,400	179,700	171,400	700	0.4%	9,000	5.3%
Retail Trade	452,500	453,600	458,200	-1,100	-0.2%	-5,700	-1.2%
Transportation, Warehousing, and Utilities	177,300	177,000	178,600	300	0.2%	-1,300	-0.7%
Information	56,500	57,000	55,900	-500	-0.9%	600	1.1%
Financial Activities	228,400	228,200	234,300	200	0.1%	-5,900	-2.5%
Finance and Insurance	170,700	171,200	176,900	-500	-0.3%	-6,200	-3.5%
Real Estate and Rental and Leasing	57,700	57,000	57,400	700	1.2%	300	0.5%
Professional and Business Services	662,800	660,200	660,600	2,600	0.4%	2,200	0.3%
Professional, Scientific, and Technical Services	319,500	317,900	313,100	1,600	0.5%	6,400	2.0%
Management of Companies and Enterprises	69,900	70,600	70,700	-700	-1.0%	-800	-1.1%
Administrative and Support and Waste Management and Remediation Services	273,400	271,700	276,800	1,700	0.6%	-3,400	-1.2%
Education and Health Services	677,400	675,500	658,000	1,900	0.3%	19,400	2.9%
Educational Services	77,400	76,800	72,300	600	0.8%	5,100	7.1%
Health Care and Social Assistance	600,000	598,700	585,700	1,300	0.2%	14,300	2.4%
Leisure and Hospitality	413,200	414,900	401,200	-1,700	-0.4%	12,000	3.0%
Arts, Entertainment, and Recreation	53,400	53,200	49,800	200	0.4%	3,600	7.2%
Accommodation and Food Services	359,800	361,700	351,400	-1,900	-0.5%	8,400	2.4%
Other Services	160,700	161,000	163,400	-300	-0.2%	-2,700	-1.7%
Government	604,700	603,300	585,400	1,400	0.2%	19,300	3.3%
Federal Government	55,800	55,500	54,200	300	0.5%	1,600	3.0%
State Government	181,800	181,300	176,200	500	0.3%	5,600	3.2%
Local Government	367,100	366,500	355,000	600	0.2%	12,100	3.4%

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

MAP OF THE MONTH:

2022 MEDIAN WAGE BY MICHIGAN COUNTY

Median Wage

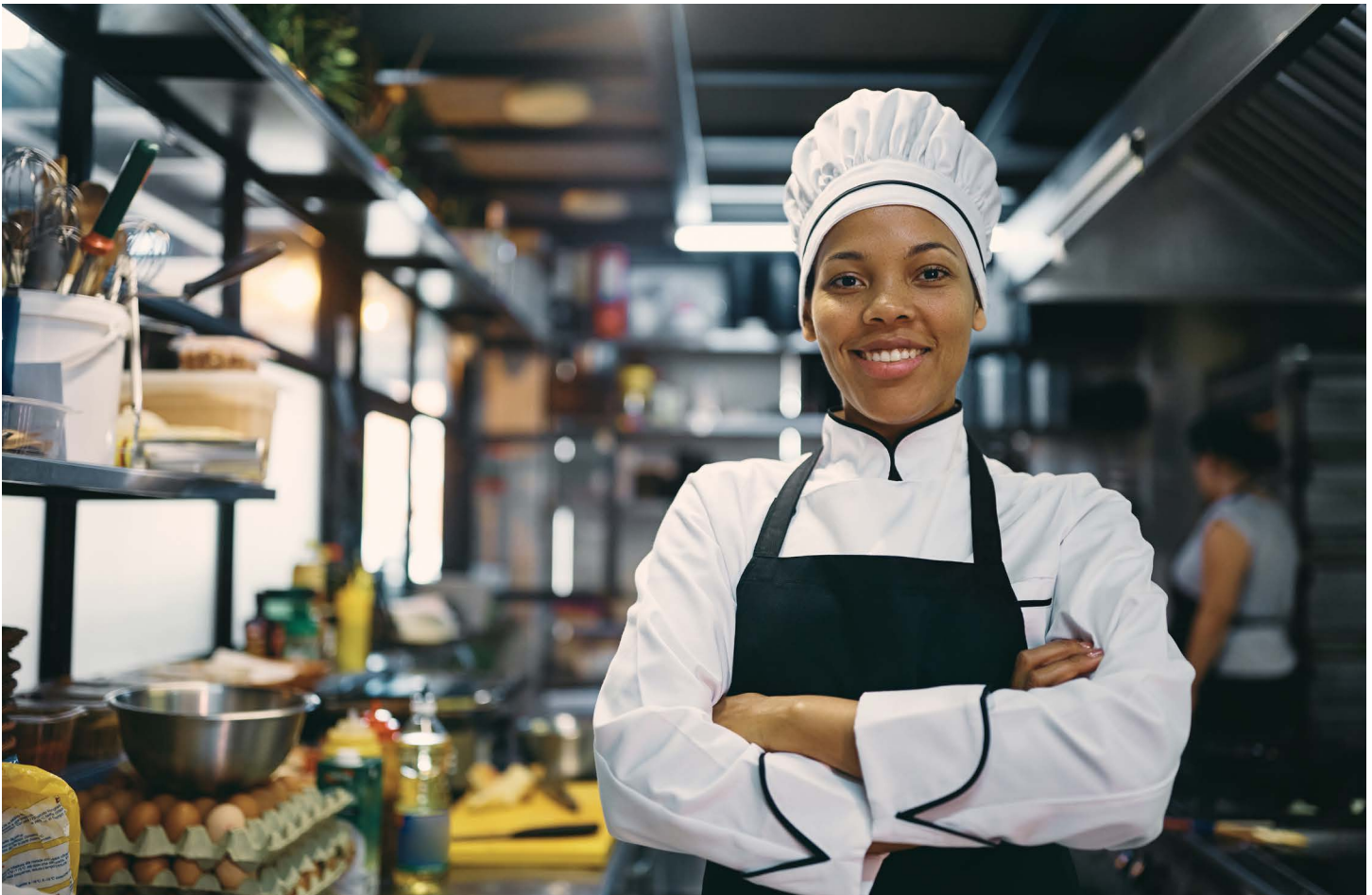


This month's featured map compares median wages by county throughout the state. The map also displays borders for Michigan's 10 economic prosperity regions.

Counties with the highest occupational employment tended to have some of the highest median wages in the state. Among the top six counties in terms of employment (Wayne, Oakland, Kent, Macomb, Washtenaw, and Ingham), their median wages were notably higher compared to other counties. Conversely, four of the bottom six counties in terms of employment (Keweenaw, Oscoda, Lake, and Alcona) tended to have lower median wages. There are outliers to this general trend. Dickinson and Osceola County stand out as two lower-population counties that have a relatively high median wage. They rank 36th and 55th in terms of employment, respectively, among Michigan's 83 counties, yet both have a median wage in the top 10. In Dickinson County, relatively high wages among *Production occupations* contributes to their top 10 ranking, while Osceola County's median wage is boosted by relatively high wages in *Installation, maintenance, and repair occupations*.

Analyzing trends among Michigan's prosperity regions gleans some insight into how the state's landscape may be changing. For example, since 2019, the Northeast Prosperity Region, which typically has the lowest overall median wage among all regions, has seen the greatest growth in median wage (+21.3 percent). Between 2021 and 2022, the prosperity regions that saw the most wage growth were the Southwest, West, and Upper Peninsula regions.

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Economic Analyst



2022 OCCUPATIONAL EMPLOYMENT AND WAGE TRENDS

Each year, the Michigan Center for Data and Analytics 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 helps to clarify how jobs and wages have adjusted since the pandemic.

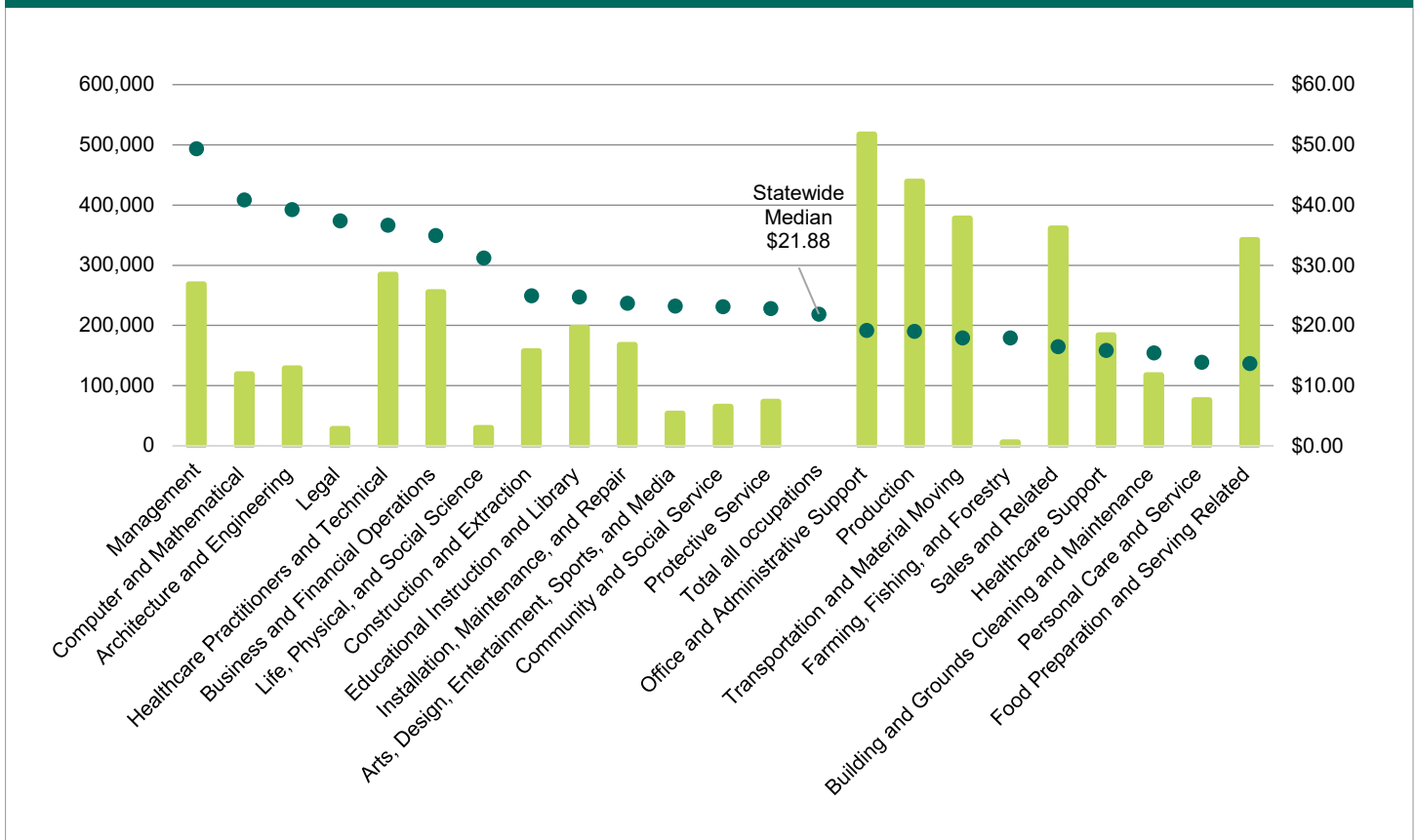
Michigan and the U.S.

Michigan's occupational employment increased 4.6 percent in 2022 to a total of 4,247,470, which accounts for 2.9 percent of the total

occupational employment in the nation. Over the same period, U.S. total occupational employment rose by 5.0 percent. Jobs in Michigan and the U.S. declined sharply in 2020 during the pandemic but have climbed back up in the following years. In 2022, the national occupational employment surpassed 2019 pre-COVID-19 levels for the first time. Michigan, which lost a greater proportion of its jobs in 2020 than the U.S., trails its own 2019 total by 2.2 percent. Michigan's occupational employment total ranks 10th among all states.

One year after leading all states in median wage growth in 2021, Michigan's median wage remained stagnant in 2022 at \$21.88 per hour, representing a 0.7 percent increase. The national median wage increased 1.2 percent in 2022 to \$22.26 per hour. Michigan's median wage ranked 23rd among U.S. states in 2022 after ranking 21st in 2021.

FIGURE 1: MAJOR OCCUPATIONAL GROUP EMPLOYMENT IN MICHIGAN BY MEDIAN WAGE



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

Significant Changes in Employment

In 2022, Michigan added over 187,000 jobs and employment grew in nearly every major occupational group, with only *Sales and related* occupations losing just over 1,000 employees. Michigan's stagnant median wage growth in 2022 can be partially attributed to the fact that more of these new jobs were in low-wage occupations, whereas in 2021 the median wage was boosted by growing employment in high-wage occupation groups. Specifically, of the 136,000 jobs added across all occupations in 2021, 85,000 were in jobs with a median wage above what most people earn in the state. Of the 187,000 jobs added in 2022, nearly 106,000 were added in major occupational groups that paid lower-than-typical hourly wages. Also of note, many of the jobs added in 2022 are in major occupational groups in which employment was significantly negatively affected by the pandemic, such as *Food preparation and serving related* occupations and *Personal care and service* occupations, indicating a bounce back in employment in many of the jobs lost during the pandemic.

Food preparation and serving related occupations, which had the lowest median wage of any major occupational group in the state, contributed to the greatest net increase in employment, adding over 41,000 jobs. Many of these jobs were in traditional restaurant/dining occupations, including *Waiters and waitresses* (+15,000), *Restaurant cooks* (+7,000), *Bartenders* (+4,000), and *Dishwashers* (+2,500). Employment in this major occupational group increased 13.8 percent in 2022, after dropping 24.2 percent in 2020 and only rising 0.6 percent in 2021. Overall, this major occupational group still lags its 2019 pre-COVID-19 employment total by 13 percent. The occupations within this group also saw some wage growth, as the median wage among *Food preparation and serving related* occupations increased from \$12.94 per hour to \$13.67 (+5.6 percent).

Personal care and service occupations are also still approaching pre-COVID-19 employment levels. After sustaining employment declines of 20.4 percent in 2020 and 7.5 percent in 2021, this major occupational group rebounded 14.6 percent

in 2022. This was the highest percentage increase of any major occupational group. The two occupations that saw the greatest absolute employment increase within this group in 2022 were *Childcare workers* and *Amusement and recreation attendants*, with an increase of about 3,000 jobs in both. Wages for these workers remained mostly flat, with the median wage increasing just 1.2 percent.

One year after leading the state in employment and wage growth, *Management occupations* finished with the second-highest gross employment change, adding over 23,000 jobs for a 9.6 percent increase. Of the top five major occupational groups that added the most employees in 2022, this was the only group that had a median wage above the statewide median. In fact, *Management* occupations have the highest median wage of any major occupational group: \$49.38 after increasing 3.4 percent in 2022. The *Management* occupations that added the most jobs in Michigan in 2022 are *General and operational managers*, *Financial managers*, and *Computer and information systems managers*.

FIGURE 2: MICHIGAN OCCUPATIONAL EMPLOYMENT BY SELECT MAJOR OCCUPATIONAL GROUP, 2019–2022



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

Construction and extraction occupations in Michigan also saw a sizable jump in employment in 2022, up over 12,500 jobs which equates to an 8.8 percent increase. This is one of the only occupational groups to see an increase of at least 6 percent in both employment and median wage across the state (the other being *Computer and mathematical* occupations). The median wage for workers in this occupational group rose 6.6 percent to \$24.94. The *Construction and extraction* occupations in the state that saw the greatest increase in jobs were *Carpenters*, *Electricians*, and *General construction laborers*.

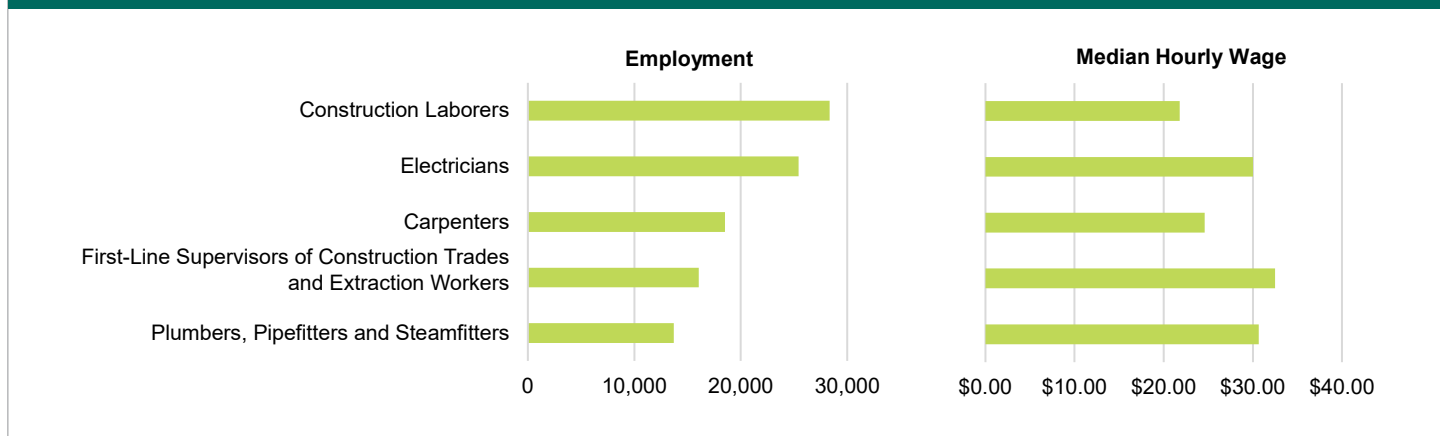
Significant Wage Changes

Michigan posted a small 0.7 percent increase in its median wage in 2022 after leading the country in 2021 with a gain of 10.5 percent. The reduced figure is more in line with historical returns, as the average median wage increase was 2.4 percent in the three years leading up to the pandemic. Nearly every major occupational group did see some wage growth in 2022 despite the meager overall increase.

The median wage among *Sales and related* occupations saw significant growth in 2022 with an increase of 14.6 percent. The two

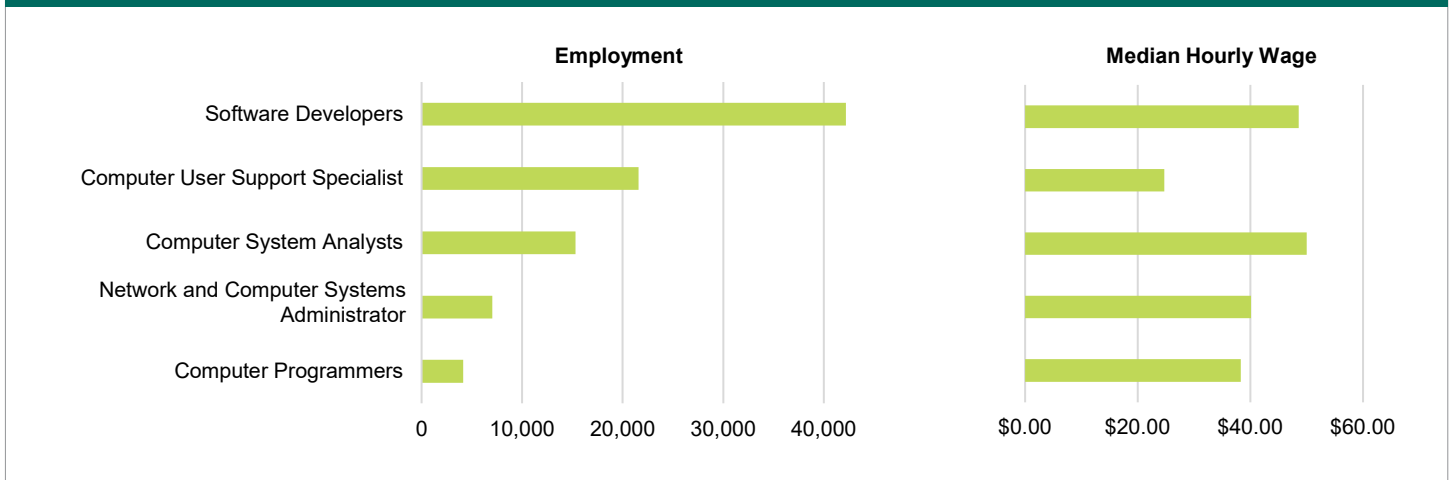
most populous occupations within this major group, *Cashiers* and *Retail salespersons*, saw median wage increases of 14.5 and 4.2 percent, respectively. *Sales and related* occupations was one of two major occupational groups to see a reduction in overall employment in the state (the other was *Protective service* occupations). A reduction of over 7,500 cashiers, the lowest wage occupation among *Sales and related* occupations, contributed to the overall median wage increase among sales workers. This contrasts with what's occurred in other major occupational groups, such as *Food preparation and serving related* occupations, where

FIGURE 3: TOP MICHIGAN OCCUPATIONS IN CONSTRUCTION AND EXTRACTION OPPORTUNITIES BY EMPLOYMENT, 2022



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

FIGURE 4: TOP MICHIGAN OCCUPATIONS IN COMPUTER AND MATHEMATICAL OCCUPATIONS BY EMPLOYMENT, 2022



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

employment growth was strongest in low wage occupations.

Computer and mathematical occupations also saw strong median wage growth in 2022, increasing 7.6 percent to \$40.88 per hour, which ranks 28th among U.S. states. The median wage among these occupations remains the second highest in the state after overtaking *Architecture and engineering* occupations in 2021. The highest occupational employment from this group in the state is *Software developers*, which earn a median wage of \$48.59. The detailed occupation with the highest median wage in this group was *Computer and information research scientists* at

\$58.24, narrowly beating out *Computer network architects*.

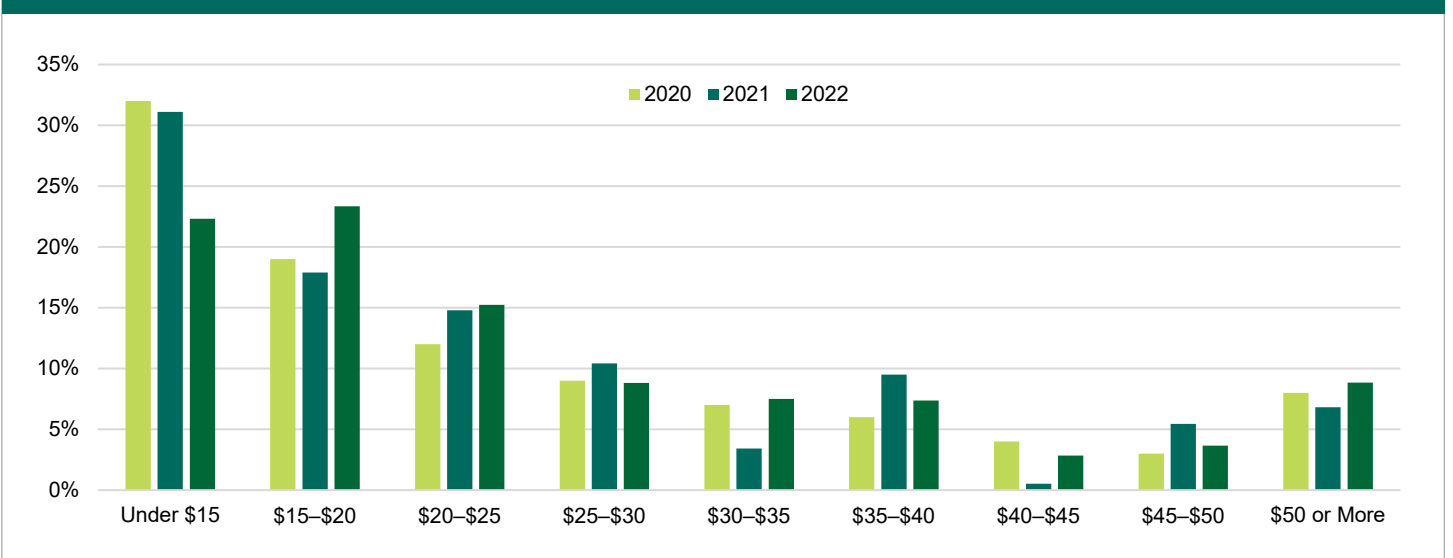
Michigan has long been home to a strong concentration of *Production workers*. Nationally, this is the eighth most populous major occupational group. In Michigan, however, *Production workers* are the second most common type of worker, totaling over 438,000 in 2022 and representing 10.3 percent of the overall workforce. *Production workers* saw a 4.6 percent median wage increase in 2022 to \$19.02. Wage growth in Michigan has closely tracked national trends for *Production workers* over the past three years.

Figure 5 shows the distribution of jobs by wage interval over the past three years. A notable difference in 2022 is a 9 percent reduction in the share of jobs under \$15 per hour. The wage interval encompassing jobs ranging from \$15 to \$20 per hour experienced a substantial share increase, with a significant rise of 5.4 percent in 2022. This indicates that the largest movement of jobs among wage intervals occurred from the category below \$15 per hour to the range between \$15 and \$20 per hour.

STEM

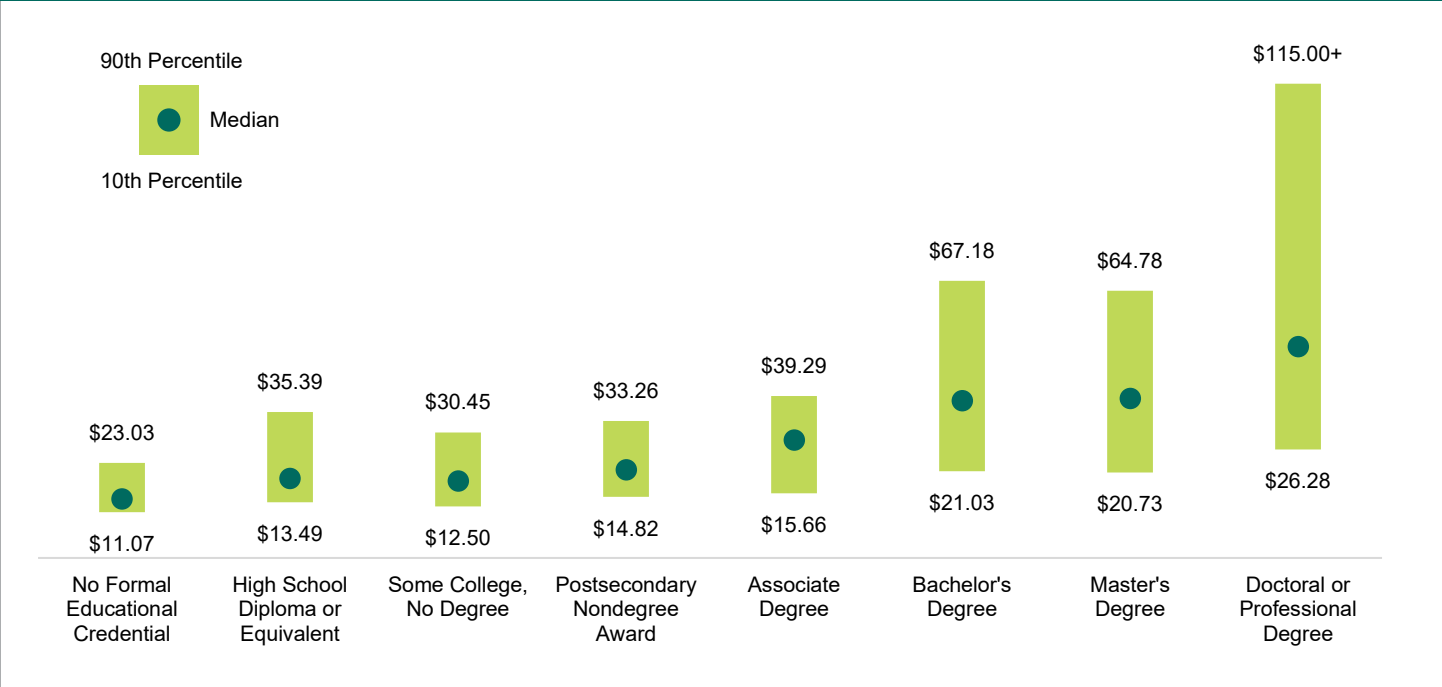
Science, technology, engineering, and math (STEM) occupations include computer and

FIGURE 5: DISTRIBUTION OF MICHIGAN JOBS BY HOURLY WAGE, 2020–2022



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

FIGURE 6: MICHIGAN WAGE RANGES BY EDUCATIONAL REQUIREMENT, 2022



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

mathematical, architecture and engineering, and life and physical science occupations, as well as managerial and postsecondary teaching occupations related to these functional areas and sales occupations requiring scientific or technical knowledge at the postsecondary level. Most of the occupations in this group of occupations require at least a bachelor's degree. With a median wage of \$38.53 per hour this is a well-paid occupational group, even though the median wage has decreased 5 percent since 2020 and is well below the national median STEM wage of \$45.87 per hour.

This group made up 7.2 percent of total jobs in Michigan, ranking it 11th nationally.

The Detroit metropolitan statistical area held the highest number of STEM occupations in Michigan, totaling 161,830 jobs. Meanwhile, Ann Arbor ranked 25th nationally among metro areas with the highest STEM concentration, accounting for 9.7 percent of all jobs in the region. Along with Detroit and Ann Arbor, Midland and Lansing were also in the top 75 areas by percentage of STEM jobs.

Software developers have now surpassed *Mechanical engineers* as the most prominent STEM occupation in the state. This shift can be partially attributed to a coding change that merged two occupations into one, making *Software developers* a prominent and

widespread profession nationwide. Michigan, however, ranks first nationally for employment levels of *Mechanical engineers*, with nearly 12 percent of all *Mechanical engineers* in the United States. This is likely due to the state's substantial production activities, particularly within the automobile industry. The median wage for *Mechanical engineers* was \$45.90 per hour, almost as much as the national median wage of \$46.31 per hour.

The wage ranges (10th to 90th percentile) for occupations, categorized by their typical entry-level education requirements, are depicted in Figure 6. The figure shows a positive correlation between wages and higher education levels. Employees are more likely to earn higher wages with a high school diploma or equivalent than workers with no formal educational credential, for both entry level and experienced level. The upper wage range for those with just a high school diploma was greater than the upper wage range for occupations requiring some college, no degree or a postsecondary nondegree award. There was little difference between the wages for jobs typically requiring a high school diploma or a postsecondary nondegree award, with the median and starting wages being only slightly higher for those with a postsecondary nondegree award.

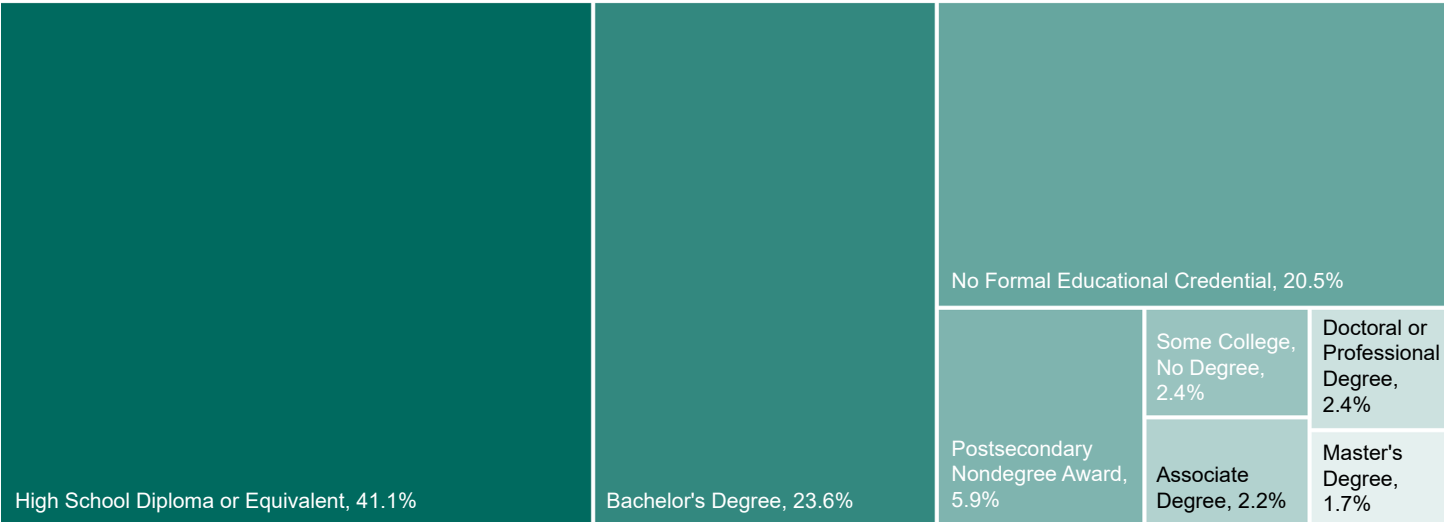
Having a bachelor's degree provides the potential to earn a much higher wage. The 10th

percentile wage for occupations requiring a bachelor's degree was over 30 percent higher than for those requiring an associate degree. At the 90th percentile, jobs that require a bachelor's degree earned wages higher than those requiring a master's degree and were over 70 percent higher than the wage for those requiring an associate degree.

The widest wage variance was seen in jobs requiring a doctoral or professional degree (\$26.28 per hour to \$115+ per hour). Most occupations requiring a doctoral or professional degree are among *Life, physical, and social science occupations*; *Legal occupations*; *Educational instruction and library occupations* and *Health practitioners and technical occupations*.

The distribution of jobs by educational requirement in Michigan is displayed in Figure 7. Occupations requiring only a high school diploma or less made up over 60 percent of jobs in Michigan, while over one-quarter of jobs required a bachelor's degree or higher. The share of employment requiring a bachelor's degree or higher showed little change since 2020, reflecting employment increases in jobs with lower education requirements. When reviewing growth since 2021, occupations typically requiring no formal education requirement increased by over 50 thousand jobs, likely due an increase among low-wage

FIGURE 7: MICHIGAN EMPLOYMENT BY EDUCATIONAL ATTAINMENT



Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

occupations at businesses previously closed due to the pandemic.

Michigan's overall distribution of jobs by educational requirement was similar to the nation at almost every level. Among metro areas nationally, Michigan's regions had high concentrations of jobs requiring a bachelor's degree. Ann Arbor was the area that had the highest share of jobs requiring a bachelor's degree at 32.9 percent of total jobs, ranking 9th among the 532 metropolitan areas published nationally. The next highest metro areas were Midland (26.7 percent) ranking 38th, followed by

Detroit (25.6 percent) ranking 50th, and Lansing (25.4 percent) ranking 54th.

Conclusion

Overall, Michigan saw employment and wage growth in 2022 mostly in line with the national economy. In 2021, a reduction in some low-wage occupations and employment growth among higher-wage occupations contributed to significant gains in the state's overall median wage. In 2022, the state registered only a small increase in the median wage due to growth in low-wage occupations still recovering from the

pandemic, namely *Food preparation and serving related occupations* and *Personal care and service occupations*.

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

JOHN DILLON
Economic Analyst

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JOB ADVERTISEMENTS INCREASE OVER THE MONTH, DECLINE OVER THE YEAR

There were just under 248,000 online job advertisements for the month of April 2023. This was a significant 12.7 percent increase from March, which had just under 220,000 advertisements. Although there was an increase in ads from the previous month, this was a decrease in advertisements from April 2022, which had over 301,000 ads.

Supply/Demand Rate Continues to Fall in 2023

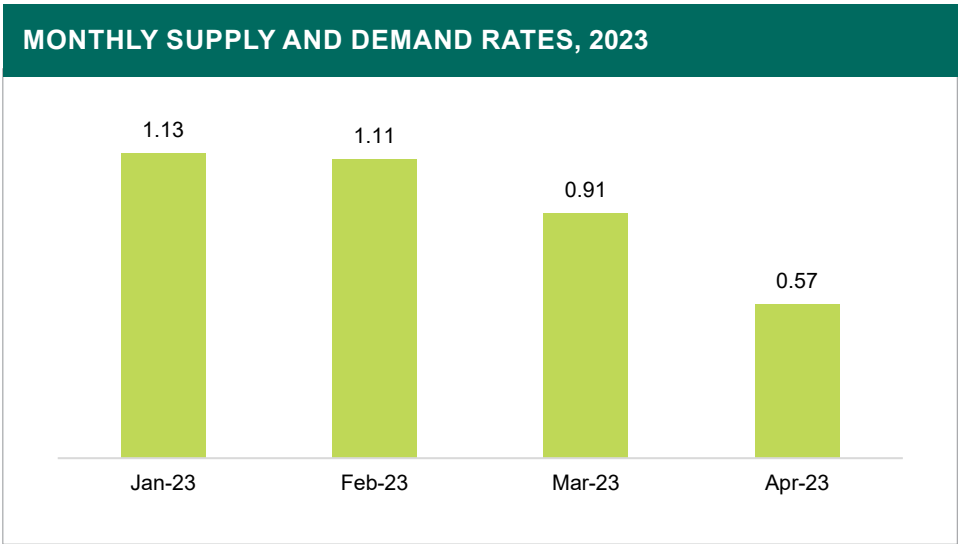
The supply/demand rate has decreased each month since the start of 2023. In April, the rate of 0.57 represents approximately 57 unemployed persons for every 100 available online job advertisements. The consistent lowering of the supply/demand rate is due to a combination of less unemployed Michigan residents and increased online job advertisements.

Top Five Most Advertised Occupations Remain Constant

The most advertised occupations for April 2023 were *Registered nurses* (12,640 ads); *Retail salespersons* (8,250 ads); *First-line supervisors of retail sales workers* (6,110 ads); *Sales representatives, wholesale and manufacturing* (5,100 ads); and *Software developers* (4,850 ads). These occupations have remained in the topmost advertised jobs since January of 2023, indicating their consistent demand since the beginning of the year. *Registered nurses* are especially in high demand because there have been more than 10,000 online advertisements for the occupation every month since October 2021, in Michigan.

Internship Opportunities Peak in Spring Months

Internship opportunities typically begin to increase at the beginning of the fall semester before reaching their peak in late spring. These opportunities can assist young adults who are starting their exploration of future careers. In April 2023, there were just under 4,500 available postings for internships throughout the state. The cities that produced the most internship advertisements were Lansing, Detroit, Ann Arbor, and Grand Rapids. Each of which had over 300 available online internship advertisements.



Source: Local Area Unemployment Statistics, Michigan Center for Data and Analytics; Help Wanted OnLine, Lightcast Developer

Internship advertisements spanned a range of industries, but the top five most advertised were *Manufacturing; Professional, scientific, and technical services; Health care and social assistance; Finance and insurance; and Wholesale trade*. The companies that posted the highest number of internship advertisements were the State of Michigan, Intel, Tenneco, Magna, and Ascension, each with more than 75

openings during April. In terms of skills sought out in internship postings, communication, writing, leadership, Microsoft Excel, and research were among the most requested common skillsets.

TRISHA SCHLEGEL
Economic Analyst



UNEMPLOYED TO JOB OPENINGS RATIO REACHES HIGHEST LEVEL IN ALMOST TWO YEARS

The job openings rate in Michigan declined by 0.3 percentage points from February to March (5.3 percent) according to the latest release of the Job Opening and Labor Turnover Survey (JOLTS). The separations rate (3.8 percent), the quits rate (2.9 percent), the labor turnover rate (7.5 percent), and the unemployed to job openings ratio (0.81) all increased over the month. The hires rate was stagnant at 3.7 percent for a second consecutive month.

Job Openings Down in March

In March, job openings in Michigan decreased by 15,000, dropping from 262,000 to 247,000. This decline resulted in the job openings rate

falling to 5.3 percent, lower than the national rate of 5.8 percent and ranking Michigan 10th lowest among all states.

The unemployed to job openings ratio experienced a slight increase from 0.79 in February to 0.81 in March. This ratio reached its highest level since April 2021, indicating that there were still more job openings than unemployed individuals.

The Number of Hires Remain the Same in March

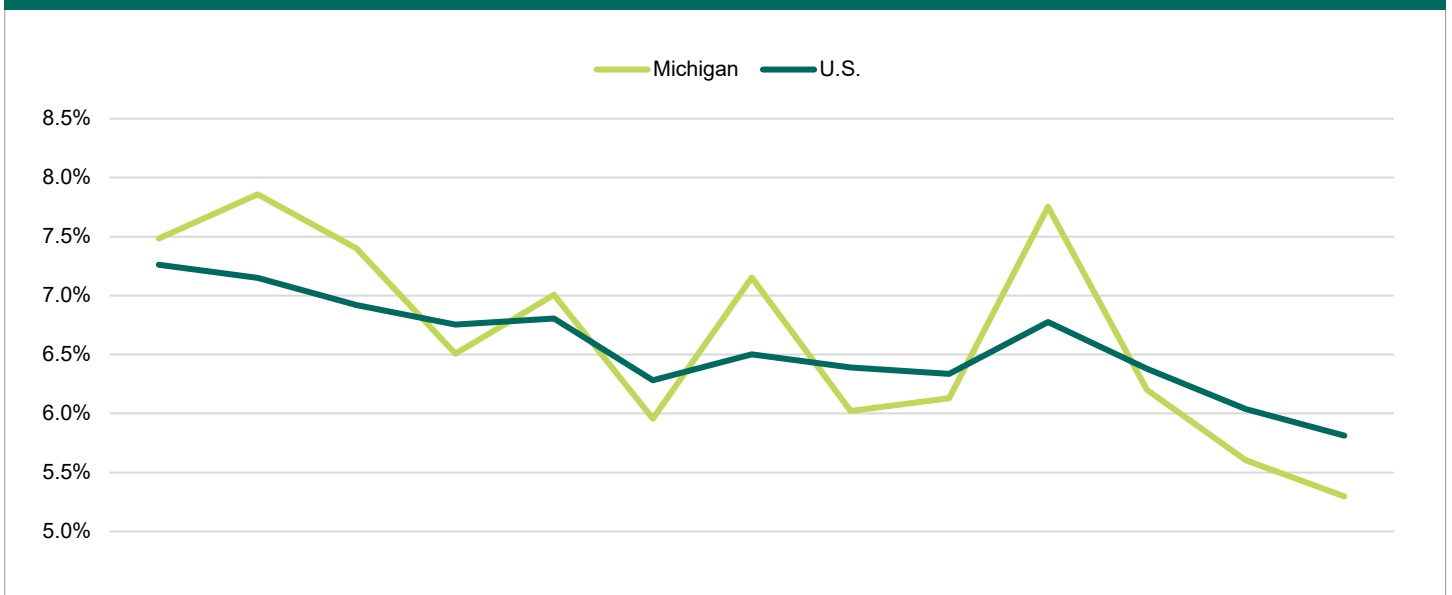
The number of hires in March remained stagnant at 3.7 percent, the same rate as the

previous month. Michigan ranked 12th lowest among other states in this indicator, and was below the national rate of 4.0 percent.

Separations Experience a Slight Increase

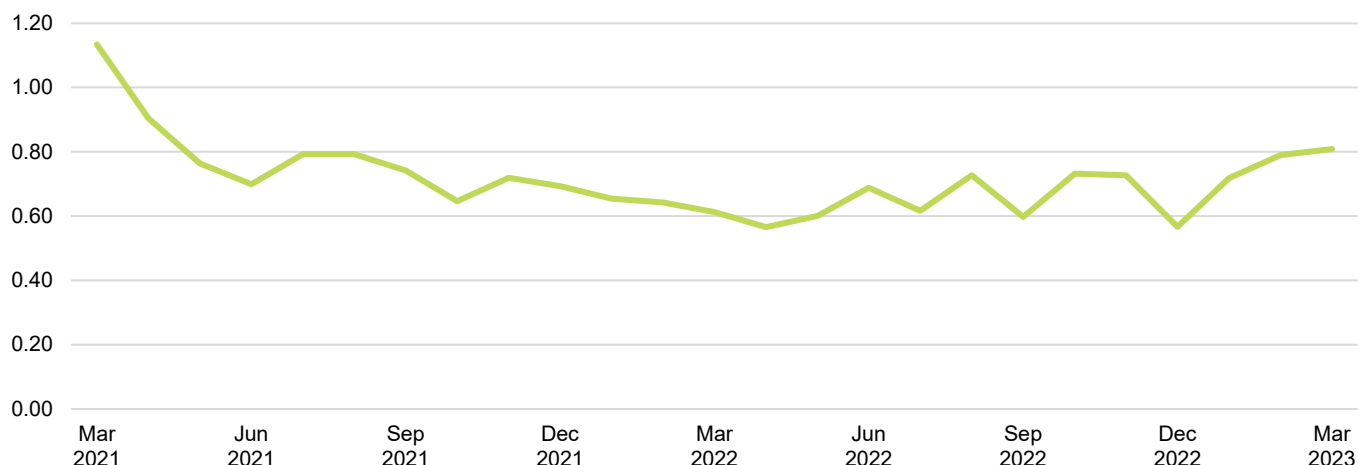
Separations, which include both voluntary quits and involuntary layoffs or discharges, saw a slight increase in March. The separations rate rose by 0.7 percentage points to reach 3.8 percent. This increase translated to 32,000 more separations compared to the previous month. Michigan's separation rate was equal to the national rate over the same period.

JOB OPENINGS RATE, MICHIGAN AND THE U.S., MARCH 2022–MARCH 2023



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

MICHIGAN UNEMPLOYED PERSONS TO JOB OPENINGS RATIO, MARCH 2021–MARCH 2023



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

The rise in separations was driven by an increase in both voluntary quits and involuntary layoffs or discharges. The quits rate increased by 0.3 percentage points to 2.2 percent in March, while the layoffs and discharges rate jumped to 1.5 percent. Michigan's quits rate ranked 11th lowest compared to other states, but was above the national rate for layoffs and discharges (1.2 percent).

Unemployed to Job Openings Ratio Hits a Near Two-Year High

The unemployed persons to job openings ratio is a metric that measures the current number of unemployed people relative to the availability of jobs. As mentioned earlier, this ratio recorded a high of 0.81, or eight unemployed persons per ten job openings. This was the highest this ratio has been since April 2021 (0.90). This can be attributed to both job openings and unemployment decreasing over the month, moving these two indicators closer to one another. The current recorded ratio makes the third consecutive month that this indicator has risen. With the ratio increasing for three consecutive months, it raises the possibility of a one-to-one relationship between job seekers and job openings in the future, meaning there would be an equal number of unemployed individuals and available jobs.

KRYSTAL JONES
Economic Analyst



RELEVANT RANKINGS

MEDIAN WAGE CHANGE BY MICHIGAN PROSPERITY REGION				
RANK	PROSPERITY REGION	CHANGE	2021 MEDIAN WAGE	2022 MEDIAN WAGE
1	Southwest	10.3%	\$18.29	\$20.18
2	West	8.9%	\$18.45	\$20.09
3	Upper Peninsula	6.8%	\$18.03	\$19.26
4	East Central	5.5%	\$18.09	\$19.09
5	Northwest	5.1%	\$17.88	\$18.80
6	East	5.0%	\$18.23	\$19.14
7	Northeast	2.9%	\$17.63	\$18.14
8	Detroit Metro	1.4%	\$22.94	\$23.26
9	South Central	0.9%	\$22.81	\$23.02
10	Southeast	0.6%	\$22.04	\$22.17

Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics

CHANGE IN EMPLOYMENT BY MAJOR OCCUPATIONAL GROUP IN MICHIGAN

RANK	OCCUPATIONS	CHANGE IN EMPLOYMENT	2021 EMPLOYMENT	2022 EMPLOYMENT
	Total All Occupations	4.6%	4,060,000	4,247,470
1	Personal Care and Service	14.6%	66,420	76,110
2	Food Preparation and Serving Related	13.8%	300,430	341,970
3	Management	9.6%	244,600	268,190
4	Construction and Extraction	8.8%	144,770	157,480
5	Arts, Design, Entertainment, Sports, and Media	6.7%	50,120	53,470
6	Transportation and Material Moving	6.4%	355,200	377,950
7	Computer and Mathematical	6.0%	112,080	118,860
8	Educational Instruction and Library	5.6%	186,010	196,360
9	Production	5.3%	416,810	438,970
10	Architecture and Engineering	3.9%	123,730	128,570
11	Legal	3.8%	27,010	28,040
12	Installation, Maintenance, and Repair	3.6%	162,000	167,810
13	Business and Financial Operations	3.4%	247,160	255,590
14	Community and Social Service	2.8%	63,310	65,100
15	Office and Administrative Support	2.5%	504,660	517,440
16	Life, Physical, and Social Science	2.0%	29,020	29,600
17	Healthcare Support	1.9%	180,620	183,990
18	Building and Grounds Cleaning and Maintenance	1.8%	115,130	117,180
19	Farming, Fishing, and Forestry	1.4%	5,580	5,660
20	Healthcare Practitioners and Technical	1.1%	281,180	284,380
21	Protective Service	-0.7%	73,930	73,410
22	Sales and Related	-2.3%	369,910	361,350

Source: 2022 Occupational Employment and Wage Statistics, Michigan Center for Data and Analytics



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