

# MICHIGAN'S LABOR MARKET NEWS

VOL. 78, NO. 5  
JULY 2022

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## Recent Labor Market Trends of Michigan Veterans

Feature Article pg. 16

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## Map of the Month: 2021 Veteran Labor Force Participation Rate by State

pg. 15

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## Occupational Focus: Protective Service Occupations

pg. 22

The unemployment rate has remained relatively flat over the past three months both nationally and in Michigan.

MAY 2022 JOBLESS RATE

MICHIGAN

4.3%

NATIONAL

3.6%

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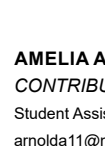
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## IT'S BIGGER THAN DATA.

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

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



Michigan's May unemployment rate of 4.3 percent was unchanged since April. Over the past three months, the state's unemployment rate has remained relatively flat. During this time, the survey of households indicated that Michigan's labor force has risen by 45,000 workers as employment has grown by 66,000 while the number of unemployed has fallen by 21,000. According to the monthly survey of employers, payroll jobs have declined by 15,000 since April, and have dipped by 3,900 in the previous three months. Although these two surveys typically track well over the long term, periodic differences can occur for a variety of reasons.

This month's issue of *Michigan's Labor Market News* features the latest data on our state's veterans, providing an update to our [November 2018 issue](#). The Feature Article reviews trends in Michigan's veteran employment, population, and occupations along with other highlights. *Protective services* is one of the occupational groups employing a greater proportion of veterans compared to nonveterans, and an analysis of these jobs can be found in this issue's Occupational Focus. The Map of the Month displays the 2021 veteran labor force participation rate by state. Our Relevant Rankings section shows how Michigan ranks against other states when comparing the rate at which veterans are employed and by the percentage of veterans with a bachelor's degree.

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



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## MICHIGAN JOBLESS RATE REMAINS STEADY DURING MAY

Michigan's seasonally adjusted jobless rate was unchanged over the month, remaining at 4.3 percent since April 2022. The statewide jobless rate was at or around 4.3 percent during the three-month period from March to May of 2022.

The national jobless rate remained unchanged for the third consecutive month at 3.6 percent. Michigan's unemployment rate in May was seven-tenths of a percentage point larger than the U.S. rate. Over the year, the national unemployment rate receded by 2.2 percentage points. The statewide rate decreased by 1.9 percentage points since May 2021.

Michigan's labor force rose by 0.3 percent over the month, an increase comparable to the 0.2 percent workforce advance seen nationally. Employment in the state rose by 0.4 percent since April while total employment in the U.S. edged up by 0.2 percent. Michigan's unemployment level was reduced by 1.0 percent over the month. In contrast, the national

unemployment total inched up by 0.2 percent since April 2022.

Michigan employment increased by 3.8 percent over the year while the U.S. employment level advanced by 4.5 percent. Statewide unemployment receded by 30.5 percent while national unemployment fell by 35.7 percent since May 2021.

Michigan's May 2022 jobless rate of 4.3 percent was five-tenths of a percentage point larger than the February 2020 pre-pandemic rate of 3.8 percent.

### Michigan Labor Force Expands During 2022

The state's workforce includes the total amount of employed and unemployed in Michigan. During February 2020 (which was the last month of 2020 unaffected by the COVID-19 pandemic), Michigan's workforce total was

4,926,000. This amount was reduced notably during the height of the pandemic in April of 2020, by 365,000, or 7.4 percent. The state workforce expanded considerably during May and June of 2020 before decreasing slightly for each of the remaining months of 2020.

The state labor force rose by 1.3 percent during January 2021 to 4,756,000. Michigan's labor force edged up for the majority of remaining months of 2021, resulting in a workforce level of 4,788,000 during December of that year.

Michigan's workforce continued to edge up consecutively for the first five months of 2022, resulting in a labor force level of 4,849,000 during May. However, this level was 1.6 percent smaller than the February 2020 pre-pandemic workforce total.

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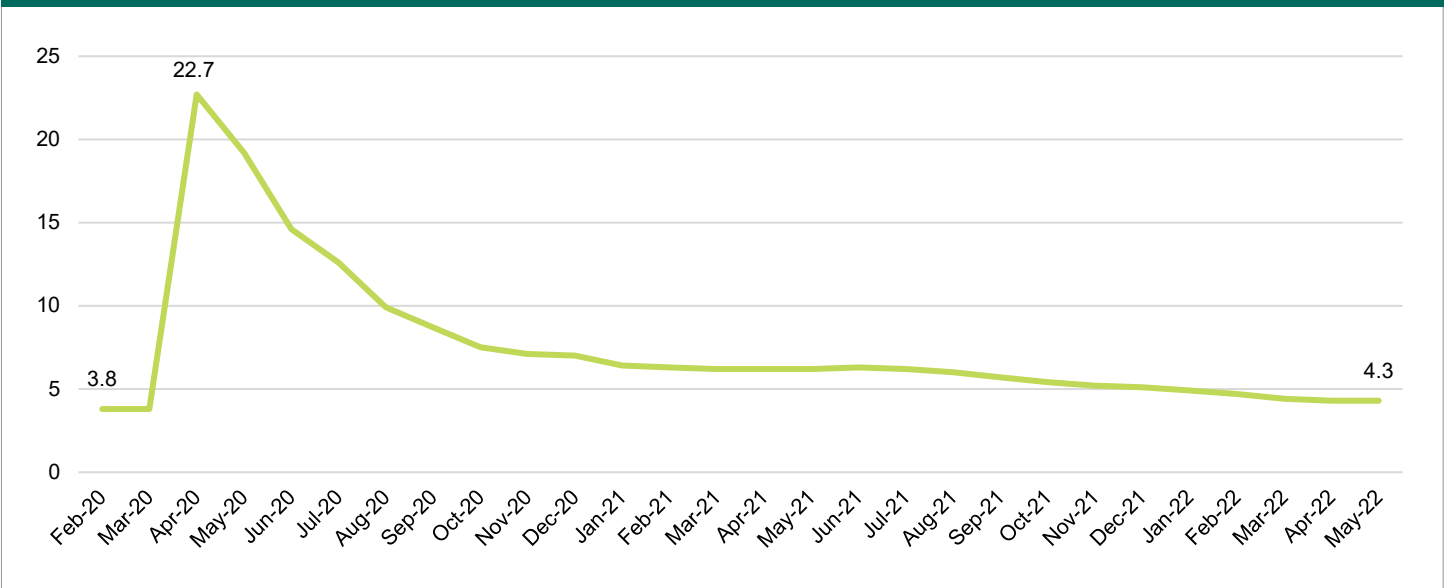
**SHIBANI PUTATUNDA**  
Economic Specialist

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

	MAY 2022	APR 2022	MAY 2021	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,849,000	4,833,000	4,772,000	16,000	0.3%	77,000	1.6%
Employed	4,642,000	4,624,000	4,474,000	18,000	0.4%	168,000	3.8%
Unemployed	207,000	209,000	298,000	-2,000	-1.0%	-91,000	-30.5%
Unemployment Rate	4.3	4.3	6.2	0.0	XXX	-1.9	XXX

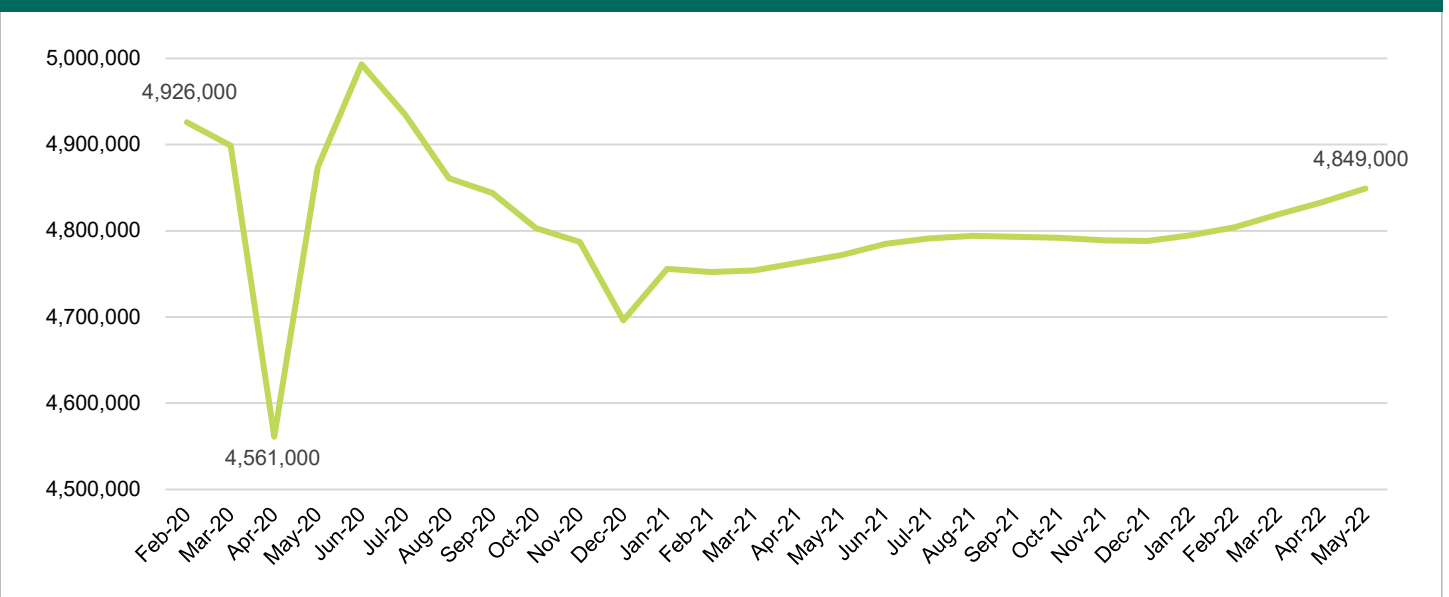
Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

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



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

## MICHIGAN WORKFORCE, FEB 2020–MAY 2022



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

# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

Michigan total nonfarm payroll jobs moved down during May by 14,600 or 0.3 percent to 4,311,500, on a seasonally adjusted basis. This marks the second consecutive month Michigan registered a payroll job decline. However, since January 2021, nonfarm jobs across the state have increased 14 of the past 17 months. Currently, total nonfarm employment still remains lower (-3.2 percent) than its February 2020 pre-pandemic level.

Opposite the monthly change recorded in Michigan, seasonally adjusted nonfarm payroll jobs nationally increased over the month by 0.3 percent. This marks the 17th consecutive month of advancements. Similar to Michigan however, total payroll jobs in the United States remained 0.5 percent below the February 2020 pre-pandemic level.

On a seasonally adjusted basis, job change across Michigan's 11 major industry sectors was mixed during May. Seven of the 11 statewide major industry sectors recorded job declines over the month. Notable employment decreases were recorded within several industry sectors including *Construction* (-1.7 percent), *Leisure and hospitality* (-1.3 percent), and *Government* (-0.6 percent). In contrast, noteworthy

gains occurred within both the *Information* (+0.7 percent) and the *Other services* (+0.5 percent) sectors. *Mining and logging*; *Trade, transportation, and utilities*; *Professional and business services*; and *Education and health services* remained virtually unchanged, on a percentage basis.

Despite the declines recorded in several Michigan industries in May, a variety of other statewide major industry sectors and subsectors have reached or surpassed their February 2020 pre-pandemic seasonally adjusted job levels. *Mining and logging* (+7.1 percent); *Financial activities* (+2.3 percent); and *Trade, transportation, and utilities* (+0.4 percent) all displayed strong advancements since February 2020.

## Over the Year Analysis

As of May 2021, total nonfarm payroll jobs on the statewide level have risen by 151,400 or 3.6 percent, slightly behind the national rate advancement (+4.5 percent) during this same time frame. Total jobs in every major industry sector in Michigan recorded additions over the year, led by gains within the *Leisure and hospitality* (+41,700); *Professional and business services* (+30,300); *Manufacturing* (+26,900);

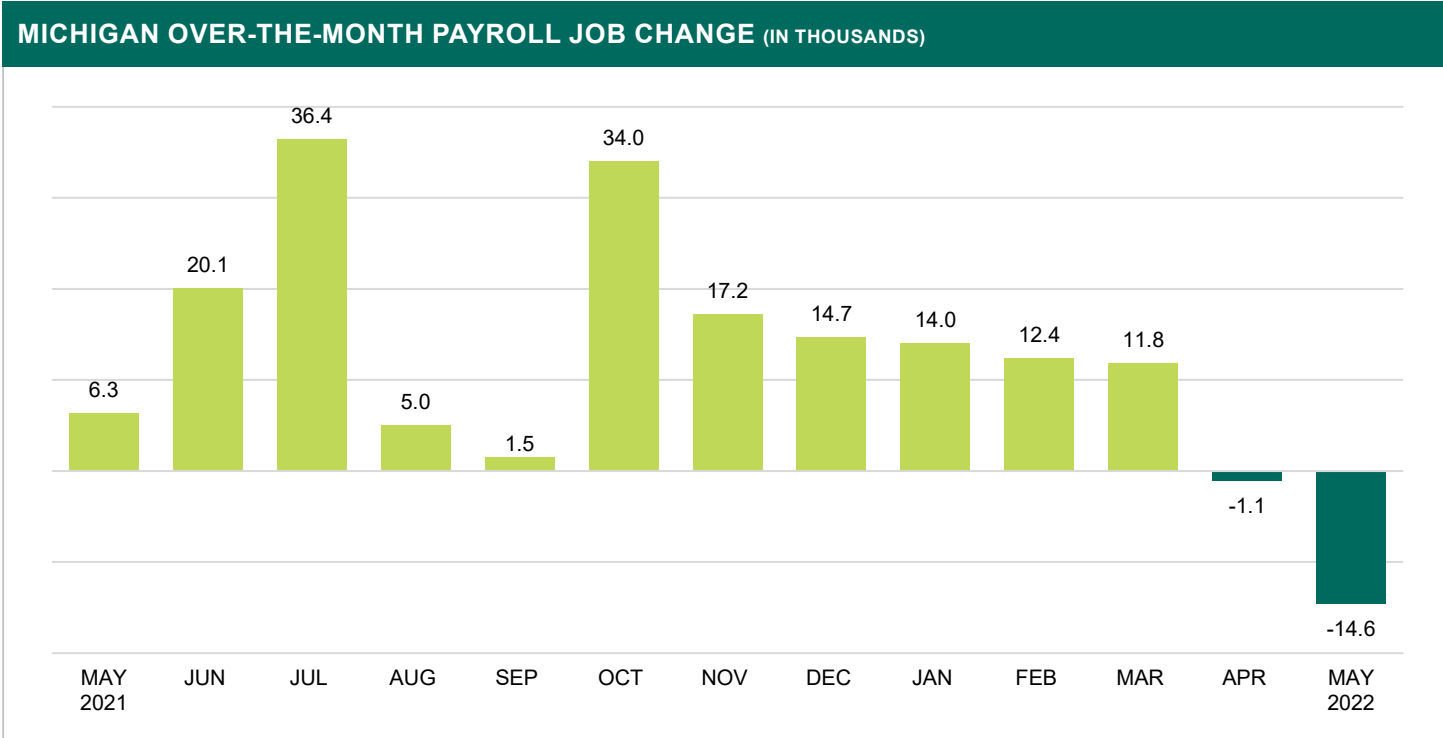
and *Trade, transportation, and utilities* (+25,000) industry sectors. On a percentage basis, the *Construction*, *Financial activities*, and *Education and health services* sectors remained relatively flat since May 2021.

## Major Industry Sector Job Share in Michigan and the United States

As of May 2022, a majority of the share of jobs within Michigan's major industry sectors paralleled that of the United States. One of the most significant differences however was noted within the *Manufacturing* major industry. Michigan displayed a significantly higher share of *Manufacturing* jobs, recording a total industry job level 5.5 percentage points higher than the United States, as of May 2022.

Although the *Trade, transportation, and utilities* sector displayed a similar share of jobs on the statewide and nationwide level, their respective subsectors—*Wholesale trade* and *Retail trade*—differed noticeably.

The *Wholesale trade* sector, which consists of not seasonally adjusted subsectors such as *Motor vehicle and motor vehicle parts*; *Professional and commercial equipment and supplies*; and



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

## SHARE OF JOBS BY MAJOR INDUSTRY SECTOR, MICHIGAN AND U.S., MAY 2022

MAJOR INDUSTRY SECTOR	MICHIGAN EMPLOYMENT (IN THOUSANDS)		U.S. EMPLOYMENT (IN THOUSANDS)	
	JOB LEVEL	SHARE	JOB LEVEL	SHARE
<b>TOTAL NONFARM</b>	<b>4,311.5</b>		<b>151,682.0</b>	
Mining and Logging	7.5	0.2%	618.0	0.4%
Construction	176.2	4.1%	7,664.0	5.1%
Manufacturing	600.4	13.9%	12,768.0	8.4%
Trade, Transportation, and Utilities	800.1	18.6%	28,651.0	18.9%
Wholesale Trade	170.1	3.9%	15,756.5	10.4%
Retail Trade	456.3	10.6%	5,851.7	3.9%
Information	54.5	1.3%	2,967.0	2.0%
Financial Activities	234.8	5.4%	89,48.0	5.9%
Professional and Business Services	654.1	15.2%	22,214.0	14.6%
Education and Health Services	653.1	15.1%	24,258.0	16.0%
Leisure and Hospitality	389.5	9.0%	15,638.0	10.3%
Other Services	159.6	3.7%	5,692.0	3.8%
Government	581.7	13.5%	22,264.0	14.7%

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

*Wholesale electronic markets and agents*, recorded a much larger job share on the national level (10.4 percent) than on the statewide level (3.9 percent). Conversely, the *Retail trade* sector, which encompasses not seasonally adjusted subsectors such as *Building material and garden equipment and supplies dealers*, *Grocery stores*, and *General merchandise stores*, recorded a substantially higher share of jobs on the statewide level than it did nationally.

### Significant Industry Employment Developments

#### GOVERNMENT

Seasonally adjusted jobs in the *Government* major industry sector declined by 3,300 or 0.6 percent over the month to 581,700. Additions were noted in two of the industry's three subsectors, *Federal* (+200) and *Local* (+300) *government*. The *State government* subsector recorded the entirety of the major industry

sector's monthly decline, as jobs fell by 3,800 or 2.2 percent during May. Although jobs in this industry have risen notably over the year (+10,300 or 1.8 percent), total employment in the major industry sector remained 35,000 or 4.7 percent below its February 2020 pre-pandemic level. Nationally, seasonally adjusted payroll jobs rose by 0.3 percent over the month in this sector but also continued to remain lower (-2.7 percent) than the February 2020 level.

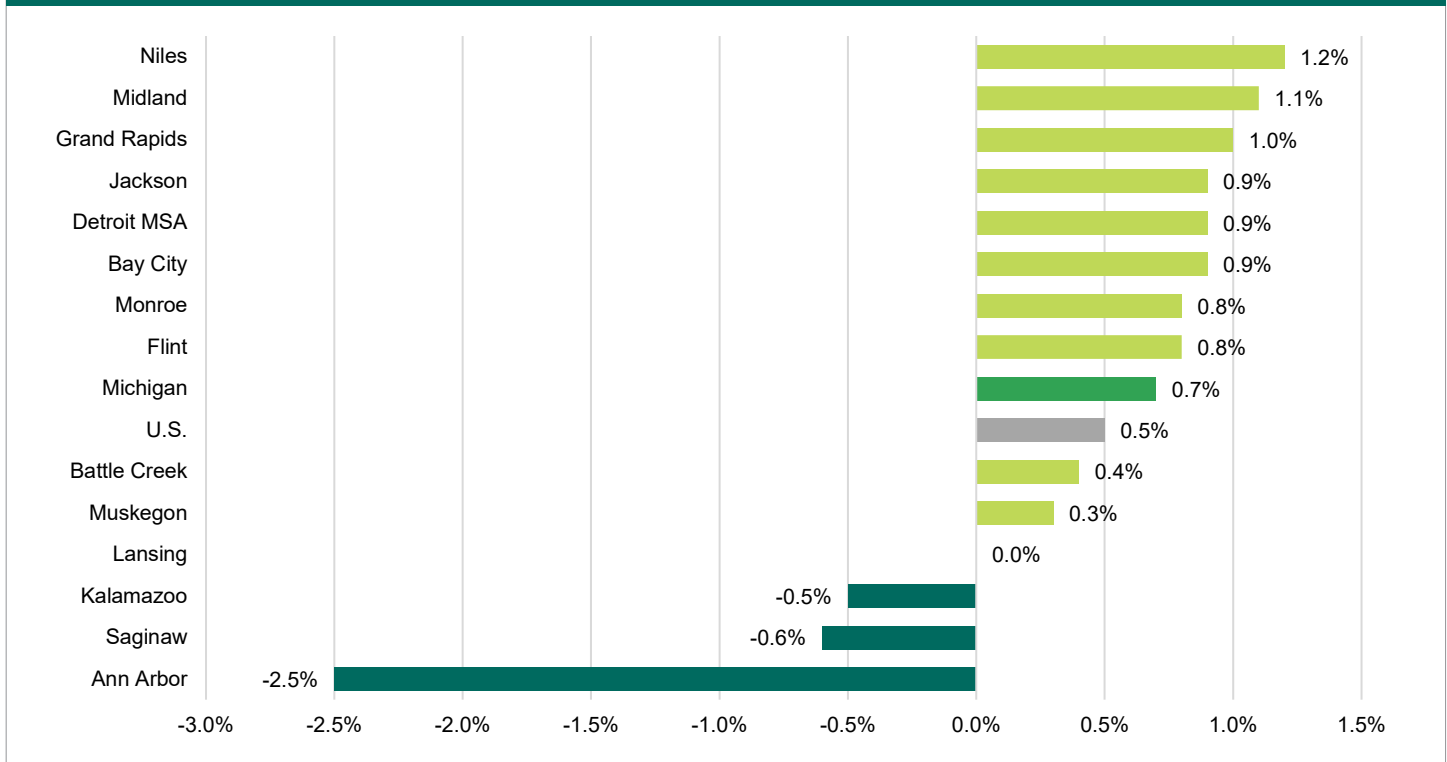
## MICHIGAN OVER-THE-MONTH JOB CHANGE BY SELECT INDUSTRY, APR–MAY 2022 (IN THOUSANDS)



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



## MICHIGAN MSA JOB CHANGE, APR–MAY 2022 (NOT SEASONALLY ADJUSTED)



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

### CONSTRUCTION

*Construction* jobs in Michigan declined by 3,100 or 1.7 percent in May to 176,200. This seasonally adjusted monthly decline was mainly due to much weaker job gains within numerous not seasonally adjusted subsectors, including *Construction of buildings*, *Heavy and civil engineering construction*, and *Specialty trade contractors*. Despite this monthly job decrease, total jobs have increased over the year by 400 or 0.2 percent. In comparison to its February 2020 pre-pandemic job count, total employment in the *Construction* sector remained 1,600 or 0.9 percent below the level. On the nationwide level, seasonally adjusted jobs increased by 36,000 or 0.5 percent over the month and 3.8 percent over the year. However, opposite to the trend in Michigan, national *Construction* jobs actually surpassed the February 2020 pre-pandemic level (+0.5 percent).

### MANUFACTURING

On a seasonally adjusted basis, total jobs in the Michigan *Manufacturing* sector declined by 2,300 or 0.4 percent over the month to 600,400. The decline in this major industry sector was a result of the combined employment decreases in both of the subsectors, *Durable goods* (-0.4 percent) and *Nondurable goods* (-0.4 percent). The job decline in *Manufacturing* was somewhat offset by partial auto-related recalls within the *Transportation equipment manufacturing* sector.

Over the year, although total jobs in this major industry sector increased by 26,900 or 4.7 percent, seasonally adjusted employment was still down by 3.1 percent since its February 2020 pre-pandemic level. Nationally, *Manufacturing* jobs remained virtually flat in May, rising by only 18,000 or 0.1 percent. The nationwide *Manufacturing* sector has added 500,000 (+4.1 percent) jobs over the year and has nearly surpassed its February 2020 pre-pandemic level.

### Metropolitan Statistical Areas (MSAs)

In May, 10 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded not seasonally adjusted total nonfarm payroll job gains over the month. Eight of those 10 metro areas recorded job change greater than both the statewide (+0.7 percent) and national (+0.5 percent) rates of gain. Kalamazoo, Saginaw, and Ann Arbor all noted a total payroll job decline during May as the Lansing MSA remained unchanged this month.

Since May 2021, total nonfarm payroll jobs in all of Michigan's metro areas recorded job advancements, on a not seasonally adjusted basis. Nonfarm job additions ranged from 1.0 percent in Saginaw to 4.7 percent in the Detroit MSA. Only three statewide regions noted

larger over the year job gains than the state (+3.7 percent) while the Detroit MSA was the only metro area in Michigan to record a greater yearly change than the nation (+4.5 percent).

In May, jobs in the *Mining, logging, and construction*; *Professional and business services*; *Leisure and hospitality*; and *Other services* sectors advanced in virtually every Michigan metro area. Conversely, the *Government* major industry sector recorded typical seasonal job declines in a majority of all Michigan metro areas. The *Financial activities* and *Education and health services* sectors remained relatively unchanged in most statewide regions.

Despite continued job growth since April 2020, total payroll employment in only two Michigan metro areas, Muskegon (+0.2 percent) and Bay City (+0.9 percent), surpassed their February 2020 pre-pandemic total nonfarm job level.

**JIM BIRNEY**  
Economic Analyst





MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	MAY 2022	APR 2022	MAY 2021	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,311,500</b>	<b>4,326,100</b>	<b>4,160,100</b>	<b>-14,600</b>	<b>-0.3%</b>	<b>151,400</b>	<b>3.6%</b>
Total Private	3,729,800	3,741,100	3,588,700	-11,300	-0.3%	141,100	3.9%
Private Service-Providing	2,945,700	2,951,600	2,832,700	-5,900	-0.2%	113,000	4.0%
<b>GOODS-PRODUCING</b>	<b>784,100</b>	<b>789,500</b>	<b>756,000</b>	<b>-5,400</b>	<b>-0.7%</b>	<b>28,100</b>	<b>3.7%</b>
Mining, Logging, and Construction	183,700	186,800	182,500	-3,100	-1.7%	1,200	0.7%
Mining and Logging	7,500	7,500	6,700	0	0.0%	800	11.9%
Construction	176,200	179,300	175,800	-3,100	-1.7%	400	0.2%
Manufacturing	600,400	602,700	573,500	-2,300	-0.4%	26,900	4.7%
Durable Goods	451,300	453,000	428,300	-1,700	-0.4%	23,000	5.4%
Transportation Equipment Manufacturing	184,500	186,000	172,000	-1,500	-0.8%	12,500	7.3%
Non-Durable Goods	149,100	149,700	145,200	-600	-0.4%	3,900	2.7%
<b>SERVICE-PROVIDING</b>	<b>3,527,400</b>	<b>3,536,600</b>	<b>3,404,100</b>	<b>-9,200</b>	<b>-0.3%</b>	<b>123,300</b>	<b>3.6%</b>
Trade, Transportation, and Utilities	800,100	800,800	775,100	-700	-0.1%	25,000	3.2%
Wholesale Trade	170,100	170,100	163,900	0	0.0%	6,200	3.8%
Retail Trade	456,300	458,400	448,800	-2,100	-0.5%	7,500	1.7%
Transportation, Warehousing, and Utilities	173,700	172,300	162,400	1,400	0.8%	11,300	7.0%
Information	54,500	54,100	51,100	400	0.7%	3,400	6.7%
Financial Activities	234,800	235,900	232,600	-1,100	-0.5%	2,200	0.9%
Finance and Insurance	180,200	180,400	179,500	-200	-0.1%	700	0.4%
Real Estate and Rental and Leasing	54,600	55,500	53,100	-900	-1.6%	1,500	2.8%
Professional and Business Services	654,100	653,600	623,800	500	0.1%	30,300	4.9%
Professional, Scientific, and Technical Services	316,400	314,100	300,400	2,300	0.7%	16,000	5.3%
Management of Companies and Enterprises	71,700	71,800	70,900	-100	-0.1%	800	1.1%
Administrative and Support and Waste Management and Remediation Services	266,000	267,700	252,500	-1,700	-0.6%	13,500	5.3%
Education and Health Services	653,100	653,800	649,900	-700	-0.1%	3,200	0.5%
Educational Services	74,700	73,800	68,900	900	1.2%	5,800	8.4%
Health Care and Social Assistance	578,400	580,000	581,000	-1,600	-0.3%	-2,600	-0.4%
Leisure and Hospitality	389,500	394,600	347,800	-5,100	-1.3%	41,700	12.0%
Arts, Entertainment, and Recreation	46,100	47,100	42,200	-1,000	-2.1%	3,900	9.2%
Accommodation and Food Services	343,400	347,500	305,600	-4,100	-1.2%	37,800	12.4%
Other Services	159,600	158,800	152,400	800	0.5%	7,200	4.7%
Government	581,700	585,000	571,400	-3,300	-0.6%	10,300	1.8%
Federal Government	54,400	54,200	53,000	200	0.4%	1,400	2.6%
State Government	171,200	175,000	172,700	-3,800	-2.2%	-1,500	-0.9%
Local Government	356,100	355,800	345,700	300	0.1%	10,400	3.0%

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

# REGIONAL LABOR MARKET ANALYSIS

## ANN ARBOR METROPOLITAN AREA

- The regional jobless rate in Ann Arbor rose by 0.6 percentage points in May to 3.6 percent, the second lowest unemployment rate among all Michigan labor markets.
- Employment declined by 1,700 or 0.9 percent over the month but was up 6.4 percent over the year, noticeably higher than the state yearly rate of change (+3.9 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Ann Arbor region decreased by 5,600 (-2.5 percent) over the month to 222,700, the largest nonfarm decline in May since 2016.
- Among Michigan's 14 metro areas, Ann Arbor recorded the largest percent decrease in nonfarm payroll jobs during May.

### INDUSTRY TRENDS

- Larger than average seasonal job declines were recorded in the *Government* sector, as total industry employment fell by 6,200 or 7.1 percent.

## BATTLE CREEK METROPOLITAN AREA

- Over the month, the Battle Creek MSA jobless rate increased by 0.3 percentage points to 4.9 percent in May.
- Regional civilian labor force rose by 1,200 or 2.0 percent during May due to increases in both the total number of employed and unemployed people.

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional employment in the Battle Creek labor market increased marginally in May, rising by 200 or 0.4 percent over the month to 55,100.
- *The Trade, transportation, and utilities* sector noted normal job additions during May (+100) but were up 900 or 10.2 percent since May 2019.

### INDUSTRY TRENDS

- Typical seasonal job gains were recorded within the *Leisure and hospitality* sector this month, increasing by 200 or 4.5 percent to 4,600.

## BAY CITY METROPOLITAN AREA

- The unemployment rate in the Bay City MSA edged down slightly in May by one-tenth of a percentage point to 4.9 percent, making it the only metro area in Michigan to record a monthly jobless rate decline.
- Total workforce in the region increased moderately over the month, due entirely to an advancement in the total number of employed (+1.7 percent) people during May.

### MONTHLY INDUSTRY DEVELOPMENTS

- In May, payroll jobs in the Bay City metro area moved up over the month by 0.9 percent (+300) to 35,000, a typical monthly increase for the region during this time.
- Regional *Leisure and hospitality* jobs advanced by 9.8 percent during May, the largest percent increase within this industry across all Michigan metro areas this month.

### INDUSTRY TRENDS

- The *Mining, logging, and construction* (+100) and *Government* (-100) sectors both recorded typical seasonal job changes during May.

## DETROIT-WARREN-DEARBORN METRO AREA

- The Detroit labor market jobless rate moved up by 0.7 percentage points in May to 4.9 percent, tied with the Lansing MSA for the largest monthly percentage point increase.
- Labor force in the region declined by 0.5 percent due mainly to a drop in the total number of employed (-24,000) individuals.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm payroll jobs in the Detroit labor market advanced during May by 0.9 percent, greater than both the statewide (+0.7 percent) and nationwide (+0.5 percent) rate of change.
- *Nondurable goods* jobs remained flat over the month and were 5.4 percent lower than the May 2019 level.

### INDUSTRY TRENDS

- Atypical seasonal job gains were recorded within the *Trade, transportation, and utilities* sector, as employment rose by only 1,800 or 0.5 percent.

## FLINT METROPOLITAN AREA

- In May, the Flint metro area unemployment rate rose minimally over the month (+0.1 percentage point) to 5.8 percent, tied with Saginaw for the highest jobless rate among all Michigan metro areas.
- Regional labor force levels in Flint moved up 3,000 or 1.7 percent over the month, relatively higher than the statewide workforce change (+1.0 percent) during May.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in Flint rose by 1,000 or 0.8 percent during May to 134,200, a fairly typical increase for the area this month.
- Overall, job change was mixed across Flint's major industry sectors, with job additions led by *Leisure and hospitality* (+400) and *Mining, logging and construction* (+300).

### INDUSTRY TRENDS

- Regional *Retail trade* jobs declined by 200 or 1.1 percent over the month, opposite the industry's usual monthly job gain of 200.

## GRAND RAPIDS-WYOMING METRO AREA

- The unemployment rate in the Grand Rapids region increased in May by 0.3 percentage points to 3.4 percent, the lowest recorded jobless rate among all 14 Michigan metro areas this month.
- Due to an increase in the total number of employed persons (+10,700), regional labor force moved up by 2.3 percent over the month and 3.5 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Grand Rapids regional nonfarm employment increased by 5,400 or 1.0 percent in May and was up 3.2 percent over the year.
- Job additions occurred within several major industry sectors in May including *Leisure and hospitality* (+4.7 percent), *Professional and business services* (+2.5 percent), and *Trade, transportation, and utilities* (+1.9 percent).

### INDUSTRY TRENDS

- Less-than-average job gains were recorded within the *Mining, logging, and construction* industry sector during May, which rose by only 600 or 2.2 percent over the month.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	197,400	197,900	188,000	61,200	60,000	59,800	49,400	48,700	48,200
Employed	190,300	192,000	178,800	58,200	57,300	55,500	47,000	46,200	45,100
Unemployed	7,200	5,900	9,200	3,000	2,800	4,300	2,400	2,400	3,100
Unemployment Rate	3.6	3.0	4.9	4.9	4.6	7.2	4.9	5.0	6.4
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	222,700	228,300	213,600	55,100	54,900	53,600	35,000	34,700	34,000
Mining, Logging, and Construction	5,200	5,000	5,100	1,900	1,800	2,000	1,600	1,500	1,500
Manufacturing	13,600	13,600	13,100	10,300	10,400	10,200	4,700	4,700	4,600
Trade, Transportation, and Utilities	26,700	26,600	26,300	9,700	9,600	9,000	7,400	7,500	7,400
Wholesale Trade	6,900	6,800	6,600	*	*	*	*	*	*
Retail Trade	15,200	15,300	15,300	6,200	6,100	5,700	4,900	4,900	4,900
Information	6,200	6,200	5,900	*	*	*	300	300	300
Financial Activities	6,800	6,800	6,800	1,200	1,200	1,200	1,300	1,300	1,300
Professional and Business Services	31,700	31,500	29,900	5,700	5,700	5,400	2,900	2,800	2,500
Educational and Health Services	29,400	29,600	28,900	9,200	9,300	9,200	6,100	6,200	6,100
Leisure and Hospitality	15,300	15,100	14,000	4,600	4,400	4,300	4,500	4,100	4,000
Other Services	6,300	6,200	5,800	2,000	2,000	1,900	1,200	1,200	1,100
Government	81,500	87,700	77,800	10,300	10,300	10,200	5,000	5,100	5,200
	DETROIT-WARREN-DEARBORN			FLINT			GRAND RAPIDS-WYOMING		
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	2,100,000	2,111,000	2,088,000	178,800	175,800	175,200	584,800	571,600	565,000
Employed	1,998,000	2,022,000	1,951,000	168,500	165,700	161,100	564,600	553,900	536,100
Unemployed	103,000	89,000	137,000	10,300	10,100	14,100	20,100	17,700	28,800
Unemployment Rate	4.9	4.2	6.5	5.8	5.7	8.0	3.4	3.1	5.1
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	2,002,100	1,984,900	1,913,100	134,200	133,200	131,500	560,500	555,100	542,900
Mining, Logging, and Construction	82,700	79,500	79,900	6,200	5,900	5,900	27,300	26,700	26,500
Manufacturing	248,600	248,500	232,300	14,000	13,800	13,700	110,600	111,300	108,800
Trade, Transportation, and Utilities	381,900	380,100	364,800	26,500	26,600	26,800	102,600	100,700	98,600
Wholesale Trade	82,800	82,000	80,600	6,400	6,300	6,200	34,000	33,600	32,200
Retail Trade	201,400	202,800	198,800	17,400	17,600	18,000	49,800	48,500	48,300
Information	28,000	27,700	26,500	1,100	1,100	1,100	6,400	6,300	6,000
Financial Activities	129,300	129,500	128,200	6,000	6,100	5,900	27,700	27,200	27,000
Professional and Business Services	398,000	392,900	381,600	17,800	17,600	16,900	74,900	73,100	72,000
Educational and Health Services	299,800	300,400	296,200	25,400	25,300	25,000	94,400	94,600	94,400
Leisure and Hospitality	177,600	169,500	156,900	14,600	14,200	14,000	47,200	45,100	41,900
Other Services	71,800	70,500	67,700	5,400	5,300	5,200	22,500	22,000	21,100
Government	184,400	186,300	179,000	17,200	17,300	17,000	46,900	48,100	46,600

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

## JACKSON METROPOLITAN AREA

- Over the month, the jobless rate in the Jackson MSA rose by 0.2 percentage point to 4.4 percent in May.
- Workforce in the metro area rose both over the month and over the year due mainly to advances in the total number of employed individuals.

### MONTHLY INDUSTRY DEVELOPMENTS

- Regional nonfarm payroll jobs in the Jackson area increased by 500 or 0.9 percent over the month to 57,800, up 1.9 percent from year-ago levels.
- The *Private service providing* sector advanced by 400 or 1.0 percent over the month, due mainly to several modest additions within a few regional industry sectors.

### INDUSTRY TRENDS

- Typical seasonal job gains were recorded within the *Professional and business services* sector in May, as jobs increased by 200 or 3.1 percent.

## LANSING-EAST LANSING METRO AREA

- The Lansing labor market jobless rate increased by 0.7 percentage points over the month to 4.7 percent in May, tied with the Detroit MSA for the largest monthly rate increase among all statewide industries.
- The number of unemployed persons increased noticeably by 1,900 or 19.8 percent, significantly higher than the statewide rate of change during May (+10.3 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, the Lansing region recorded no change on the nonfarm payroll level, as total jobs remained at 227,900 for the second consecutive month.
- Lansing *Manufacturing* jobs declined by 1,300 or 6.5 percent over the month due mainly to auto-related layoffs in the region.

### INDUSTRY TRENDS

- Larger-than-average seasonal job additions were noted within the *Professional and business services* (+800) industry sector and were up 11.1 percent since year-ago levels.

## MONROE METROPOLITAN AREA

- Over the month, the Monroe jobless rate increased by 0.4 percentage points in May to 4.6 percent, which matched the Michigan May unemployment rate.
- Total regional workforce rose over the month due to gains in both of the number of employed (+1.3 percent) and unemployed (+12.9 percent) persons during May.

### MONTHLY INDUSTRY DEVELOPMENTS

- In May, nonfarm payroll jobs in Monroe moved up by 300 or 0.8 percent over the month to 39,800.
- Job gains were recorded in both the *Goods producing* and *Service providing* sectors during May.

### INDUSTRY TRENDS

- Over the month, typical seasonal job additions were noted in both the *Mining, logging, and construction* (+100) and *Manufacturing* (+100) industry sectors.

## KALAMAZOO-PORTAGE METRO AREA

- The Kalamazoo unemployment rate moved up by 0.4 percentage points in May to 4.1 percent, but remained down 1.7 percent since its year-ago level.
- The total number of employed persons rose both during May (+1,300) and over the year (+7,400), advancing the total workforce by 1.2 percent over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- In May, nonfarm jobs in the Kalamazoo labor market decreased by 800 or 0.5 percent over the month, one of only three Michigan metro areas to record a total payroll job decline this month.
- Notable job gains within several regional industries were offset by the typical seasonal job decline recorded within *State government* (-1,800 or 25.7 percent).

### INDUSTRY TRENDS

- *Mining, logging, and construction* (+300) and *Professional and business services* (+200) both recorded fairly typical seasonal job additions during May.

## MIDLAND METROPOLITAN AREA

- The unemployment rate in the Midland MSA remained virtually unchanged in May, moving up by only 0.1 percentage point over the month to 4.1 percent.
- Total labor force in the region advanced both over the month and over the year at faster rates than the corresponding statewide changes.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm payroll jobs in Midland increased by 400 or 1.1 percent to 36,500, slightly less than typical job gains for the region during May.
- Over the year, total nonfarm payroll jobs in the region were up by 1.7 percent, the second lowest percent increase among all Michigan metro areas during this time period.

### INDUSTRY TRENDS

- Regional *Government* jobs remained mostly unchanged this month, rising by only 100 or 3.4 percent over the month.

## MUSKEGON METROPOLITAN AREA

- The Muskegon labor market jobless rate remained virtually flat over the month, moving up by only one-tenth of a percentage point to 5.4 percent.
- Over the year, the regional unemployment rate fell 2.9 percentage points, the largest decline recorded among all Michigan metro areas.

### MONTHLY INDUSTRY DEVELOPMENTS

- Muskegon nonfarm payroll jobs stayed mostly unchanged, as employment rose by only 200 or 0.3 percent over the month, notably less than average (+1,300) for this region during May.
- The majority of job change in the region occurred within the *Leisure and hospitality* sector, as jobs moved up by 400 or 5.1 percent in May.

### INDUSTRY TRENDS

- Regional *Government* jobs fell slightly in May (-200 or 2.8 percent), opposite the typical trend recorded in this industry where jobs remain flat.



## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	74,400	73,300	72,500	167,600	165,600	162,600	245,700	241,500	237,700
Employed	71,100	70,200	68,000	160,700	159,400	153,300	234,200	231,900	223,600
Unemployed	3,300	3,100	4,500	6,800	6,200	9,400	11,500	9,600	14,100
Unemployment Rate	4.4	4.2	6.2	4.1	3.7	5.8	4.7	4.0	5.9
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	57,800	57,300	56,700	146,400	147,200	142,600	227,900	227,900	221,900
Mining, Logging, and Construction	2,300	2,200	2,100	7,000	6,700	6,900	9,000	8,500	8,700
Manufacturing	9,200	9,200	9,000	23,400	23,400	22,300	18,700	20,000	18,800
Trade, Transportation, and Utilities	12,200	12,100	12,200	26,400	26,300	25,900	35,600	35,500	35,100
Wholesale Trade	*	*	*	5,800	5,800	5,800	6,000	6,000	6,100
Retail Trade	6,700	6,600	6,600	15,600	15,500	15,500	20,500	20,400	20,400
Information	200	200	200	800	800	800	3,600	3,600	3,300
Financial Activities	2,300	2,300	2,300	7,600	7,600	7,700	17,900	17,700	17,700
Professional and Business Services	6,600	6,400	6,200	18,100	17,900	17,100	25,100	24,300	22,600
Educational and Health Services	9,800	9,900	10,200	25,100	25,300	25,100	31,100	31,100	31,100
Leisure and Hospitality	5,000	4,900	4,500	14,600	14,200	13,300	17,700	17,200	15,700
Other Services	2,500	2,400	2,300	5,300	5,300	5,100	9,500	9,300	9,000
Government	7,700	7,700	7,700	18,100	19,700	18,400	59,700	60,700	59,900
	MIDLAND			MONROE			MUSKEGON		
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021
<b>PLACE OF RESIDENCE</b>									
Civilian Labor Force	39,700	38,800	38,600	74,900	73,700	72,600	77,500	76,200	75,400
Employed	38,000	37,300	36,600	71,500	70,600	67,400	73,300	72,100	69,100
Unemployed	1,600	1,600	2,100	3,500	3,100	5,200	4,200	4,100	6,300
Unemployment Rate	4.1	4.0	5.3	4.6	4.2	7.1	5.4	5.3	8.3
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	36,500	36,100	35,900	39,800	39,500	38,400	62,700	62,500	60,200
Mining, Logging, and Construction	*	*	*	1,900	1,800	1,900	2,800	2,800	2,600
Manufacturing	*	*	*	5,400	5,300	5,300	12,900	12,900	12,400
Trade, Transportation, and Utilities	*	*	*	10,400	10,400	10,100	13,500	13,600	13,300
Wholesale Trade	*	*	*	1,700	1,700	1,700	*	*	*
Retail Trade	*	*	*	4,700	4,700	4,600	10,700	10,700	10,700
Information	*	*	*	*	*	*	300	300	300
Financial Activities	*	*	*	800	800	800	1,600	1,600	1,600
Professional and Business Services	*	*	*	5,400	5,400	4,900	3,500	3,400	3,400
Educational and Health Services	*	*	*	4,600	4,600	4,500	10,900	10,900	10,600
Leisure and Hospitality	*	*	*	4,500	4,300	4,200	8,200	7,800	7,100
Other Services	*	*	*	1,500	1,500	1,500	2,000	2,000	2,000
Government	3,000	2,900	2,900	5,000	5,100	4,900	7,000	7,200	6,900

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

## NILES-BENTON HARBOR METRO AREA

- Over the month, the jobless rate in the Niles-Benton Harbor metro area increased by 0.2 percentage points to 4.4 percent, down by 1.8 percentage points since May 2021.
- Workforce in the region advanced by 2.4 percent during May, the largest total labor force percent increase across all Michigan metro areas.

### MONTHLY INDUSTRY DEVELOPMENTS

- In May, nonfarm jobs in the Niles-Benton Harbor MSA rose by 700 or 1.2 percent over the month, notably higher than both the statewide and national percent rates of change this month.
- Employment in every major industry sector remained flat or recorded a job gain this month, as the *Private service providing* sector increased by 1.6 percent in May.

### INDUSTRY TRENDS

- Less-than-average seasonal job gains were recorded within the *Leisure and hospitality* sector in May, as employment moved up by only 300 or 4.4 percent.

## SAGINAW METROPOLITAN AREA

- Joblessness in the Saginaw labor market inched up in May (+0.1 percentage point) to 5.8 percent, tied with the Flint MSA for the highest jobless rate among all Michigan major regions.
- Regional employment increased by 2,400 or 3.2 percent over the year, slightly lower than the statewide yearly rate of gain (+3.9 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, the Saginaw labor market declined by 500 or 0.6 percent, one of three metro areas in Michigan to record a job decline during May.
- Over the year, only one major industry sector in Saginaw recorded a job decline, as the *Trade, transportation, and utilities* sector moved down by 800 or 5.1 percent.

### INDUSTRY TRENDS

- Regional jobs within both the *Leisure and hospitality* (+200) and *Government* (-600) industry sectors recorded relatively typical seasonal job changes during May.

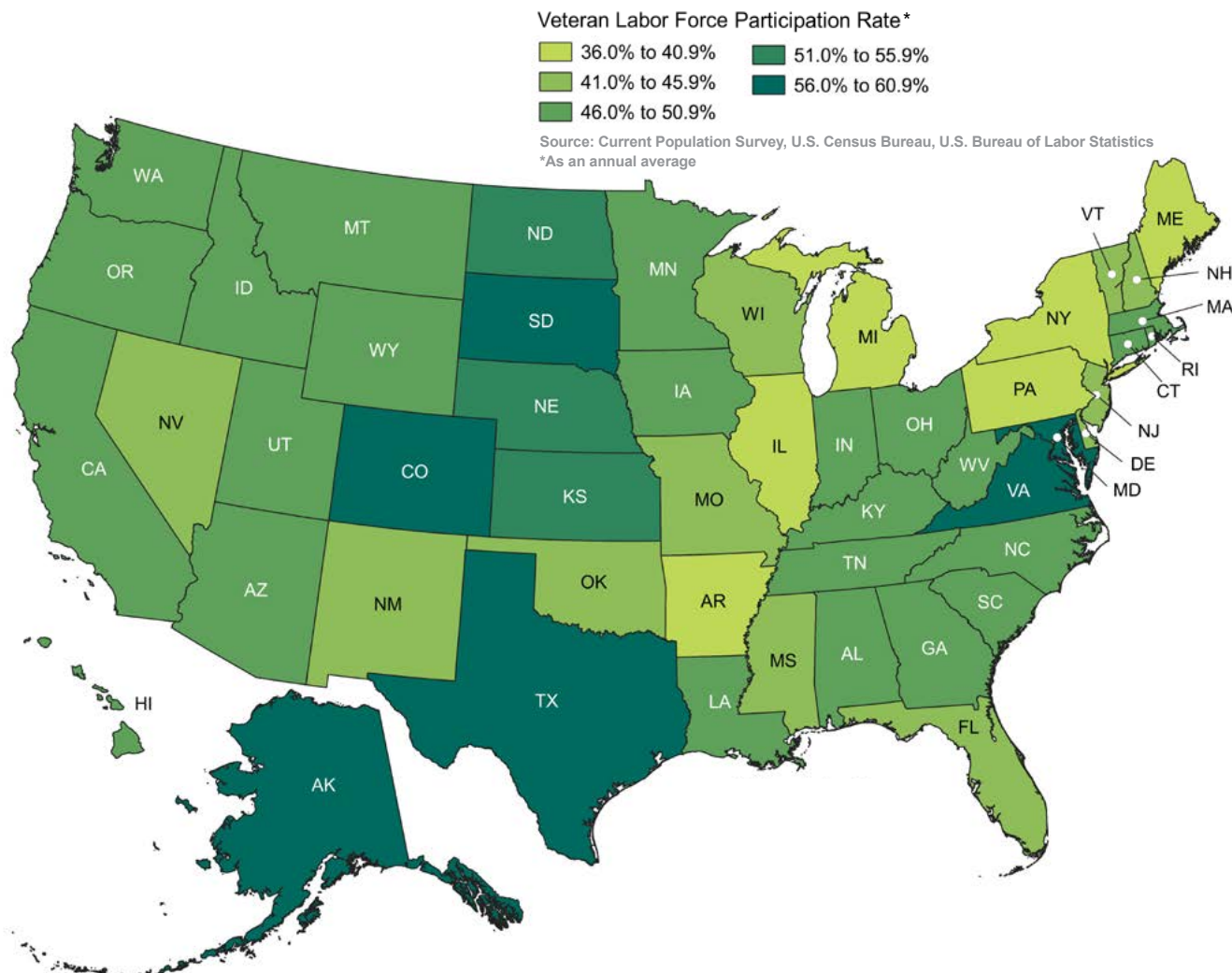
## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW					
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021			
PLACE OF RESIDENCE									
Civilian Labor Force	72,100	70,400	70,600	82,300	81,700	81,400			
Employed	68,900	67,400	66,300	77,600	77,100	75,200			
Unemployed	3,200	3,000	4,400	4,700	4,600	6,200			
Unemployment Rate	4.4	4.2	6.2	5.8	5.7	7.6			
PLACE OF WORK									
Total Nonfarm Jobs	60,500	59,800	59,300	80,700	81,200	79,900			
Mining, Logging, and Construction	2,100	2,100	2,400	3,400	3,300	3,200			
Manufacturing	12,100	12,000	11,700	10,700	10,800	10,600			
Trade, Transportation, and Utilities	10,400	10,300	10,400	15,000	15,200	15,800			
Wholesale Trade	*	*	*	2,000	2,000	2,000			
Retail Trade	6,800	6,600	6,800	10,100	10,300	11,000			
Information	400	400	400	1,000	1,000	1,000			
Financial Activities	2,800	2,700	2,600	3,800	3,800	3,700			
Professional and Business Services	5,500	5,400	5,400	10,200	10,100	10,100			
Educational and Health Services	9,400	9,400	9,500	15,600	15,600	15,300			
Leisure and Hospitality	7,100	6,800	6,600	7,800	7,600	7,300			
Other Services	2,400	2,400	2,200	2,800	2,800	2,800			
Government	8,300	8,300	8,100	10,400	11,000	10,100			
	UPPER PENINSULA			NORTHEAST MICHIGAN			NORTHWEST MICHIGAN		
	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021	MAY 2022	APR 2022	MAY 2021
PLACE OF RESIDENCE									
Civilian Labor Force	133,900	131,500	129,700	83,400	78,800	80,600	150,700	141,900	144,600
Employed	127,000	123,900	121,700	78,500	73,000	74,600	144,100	134,900	135,800
Unemployed	6,900	7,600	8,000	4,900	5,800	6,000	6,700	7,000	8,800
Unemployment Rate	5.2	5.8	6.2	5.9	7.4	7.5	4.4	4.9	6.1

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

## MAP OF THE MONTH:

# 2021 LABOR FORCE PARTICIPATION RATE FOR VETERANS BY STATE



Michigan's labor force participation rate for veterans in 2021 was estimated at 39.4 percent, compared to 61.4 percent for nonveterans. When compared to other states, Michigan was ranked 47th among the 50 states in terms of veteran labor force participation rates.

An aging cohort of veterans is one factor that may be driving the decline in veterans' labor force participation. The rates of participation for prime-age working individuals, those 18 to 64 years old, are similar for both veteran and nonveteran populations. In 2019, the participation rates in Michigan were 73 percent for veterans and 77 percent for nonveterans, according to the U.S. Census Bureau. At the national level, the labor force participation rate was estimated at 77 percent for both groups.

Because of the large number of veterans from the Vietnam war relative to the recent periods of service in first and second Gulf wars, veterans tend to be older than the general population. In Michigan, over 55 percent of veterans were 65 years of age or older in 2019. This compared to only 20 percent of Michigan's nonveteran population in that age category.

Military service associated with active duty increases the chances of physical and/or mental injury such as PTSD (Landes SD., et al. 2021). A greater share of veterans relative to nonveterans live with a disability. Understandably, these disabilities can serve as a barrier to work opportunities. In 2019, a third of veterans in Michigan lived with a disability, compared to only 16 percent for nonveterans. Nationwide,

30 percent of veterans had a disability in 2019 versus only 14 percent for nonveterans.

### References

Landes, Scott D., Andrew S. London, and Janet M. Wilmoth, Service-Connected Disability and the Veteran Mortality Disadvantage, *Armed Forces & Society* 2021, Vol. 47(3) 457-479. doi:10.1177/0095327X19884721

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# RECENT LABOR MARKET TRENDS OF MICHIGAN VETERANS

This feature article is an update to the analysis in the [November 2018 issue of Michigan's Labor Market News](#), outlining the demographic and labor market trends of Michigan's veterans.

Michigan's veteran population remains an important source of skilled workers, given the variety of transferable, on-the-job skills gained through their military service, including (but not limited to) hands-on experience with leadership, management, and various technical abilities. Some veterans also attend college during and/or after their service to gain necessary education required by civilian jobs.

## Labor Force Participation

The labor force participation rate of veterans tends to be lower than the rate for the nonveteran population in Michigan and in the nation. Furthermore, the labor force participation rate of Michigan's veterans is below the national average. Veteran labor force participation in Michigan has been declining since 2018.

The labor force participation rate for veterans in Michigan oscillated between 42 and 48 percent over the 2010 to 2018 period. The rate

has been on the decline since then. By 2019, the labor force participation rate for veterans had fallen to 45 percent. The rate dipped even more during the pandemic to 41 percent in 2020, ending at a little over 39 percent in 2021. Early months of 2022 indicate it may be moving back up slightly. The participation rate for nonveterans also declined during the pandemic, from a rate of 65 percent in 2019 to 63 percent in 2020 and 61 percent in 2021. Nationwide, veteran labor force participation steadily decreased over the past decade, falling from over 53 percent in 2010 to about 48 percent in 2021.

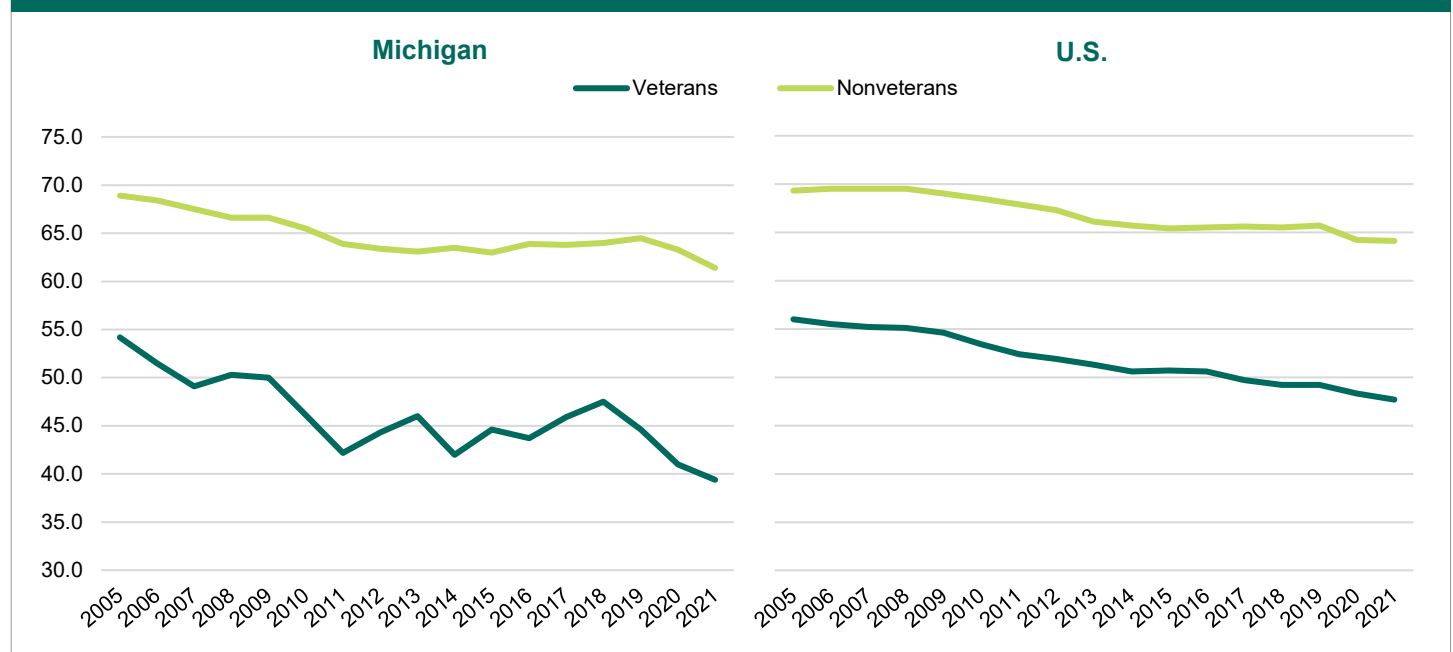
One factor that partially explains declining veteran labor force participation is the aging of this group. In fact, when reviewing the labor force participation of prime-age working individuals 18 to 64 years old, the rates are similar for both the veteran and nonveteran populations. In Michigan for example, the U.S. Census Bureau estimated that in 2019, the rates were 73 and 77 percent for veterans and nonveterans, respectively. It was estimated at 77 percent nationally for both groups.

## Labor Force, Employment, and Unemployment

The 2019 unemployment rate for Michigan veterans fell over the year by more than two percentage points to 1.8 percent. This was the lowest rate for Michigan veterans recorded over the past two decades, representing roughly half the rate of nonveterans and over a full percentage point below the nationwide average rate for veterans. While employment declined by 7 percent in 2019, the total of unemployed dropped by 64 percent.

In 2020, however, the measures put in place to contain the spread of COVID-19 affected some occupations that employ veterans the most, including (but not limited to) *Transportation and material moving* and *Protective services*. The number of unemployed veterans in Michigan shot up by 500 percent (+20,000) and their unemployment rate climbed by over 9 percentage points to 11.3 percent. Michigan's veteran jobless rate has come down drastically since then and sits at 4.2 percent in 2021. That is four tenths of a percentage point below the statewide average for all populations. The

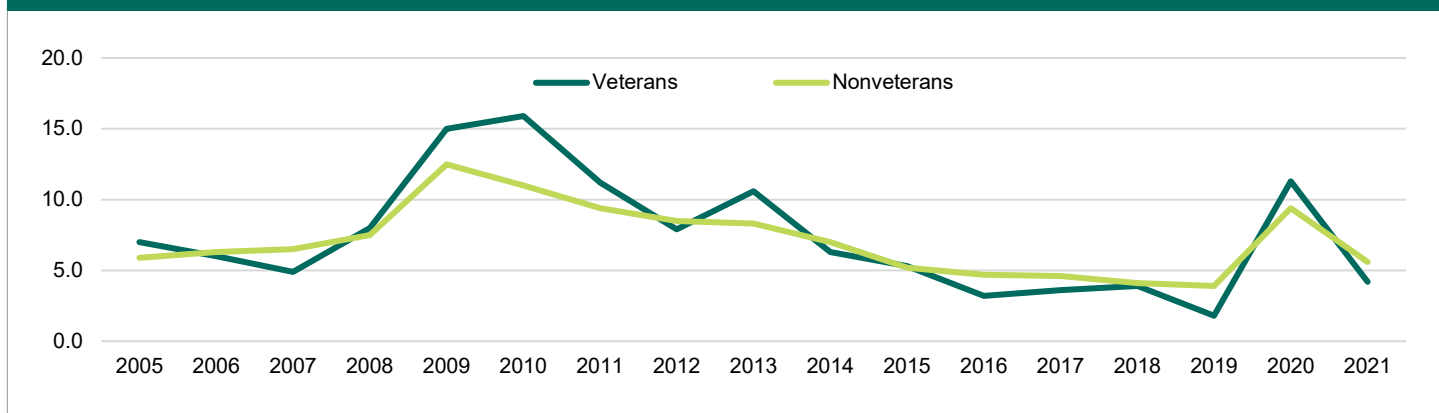
**FIGURE 1: LABOR FORCE PARTICIPATION RATES FOR VETERANS AND NONVETERANS IN MICHIGAN AND THE U.S., 2005–2021**



Source: Current Population Survey (2010–2021), U.S. Census Bureau and U.S. Bureau of Labor Statistics



**FIGURE 2: UNEMPLOYMENT RATES FOR VETERANS AND NONVETERANS IN MICHIGAN, 2005–2021**



Source: Current Population Survey, U. S. Bureau of Labor Statistics

veteran unemployment rate continues to decline in the first half of 2022.

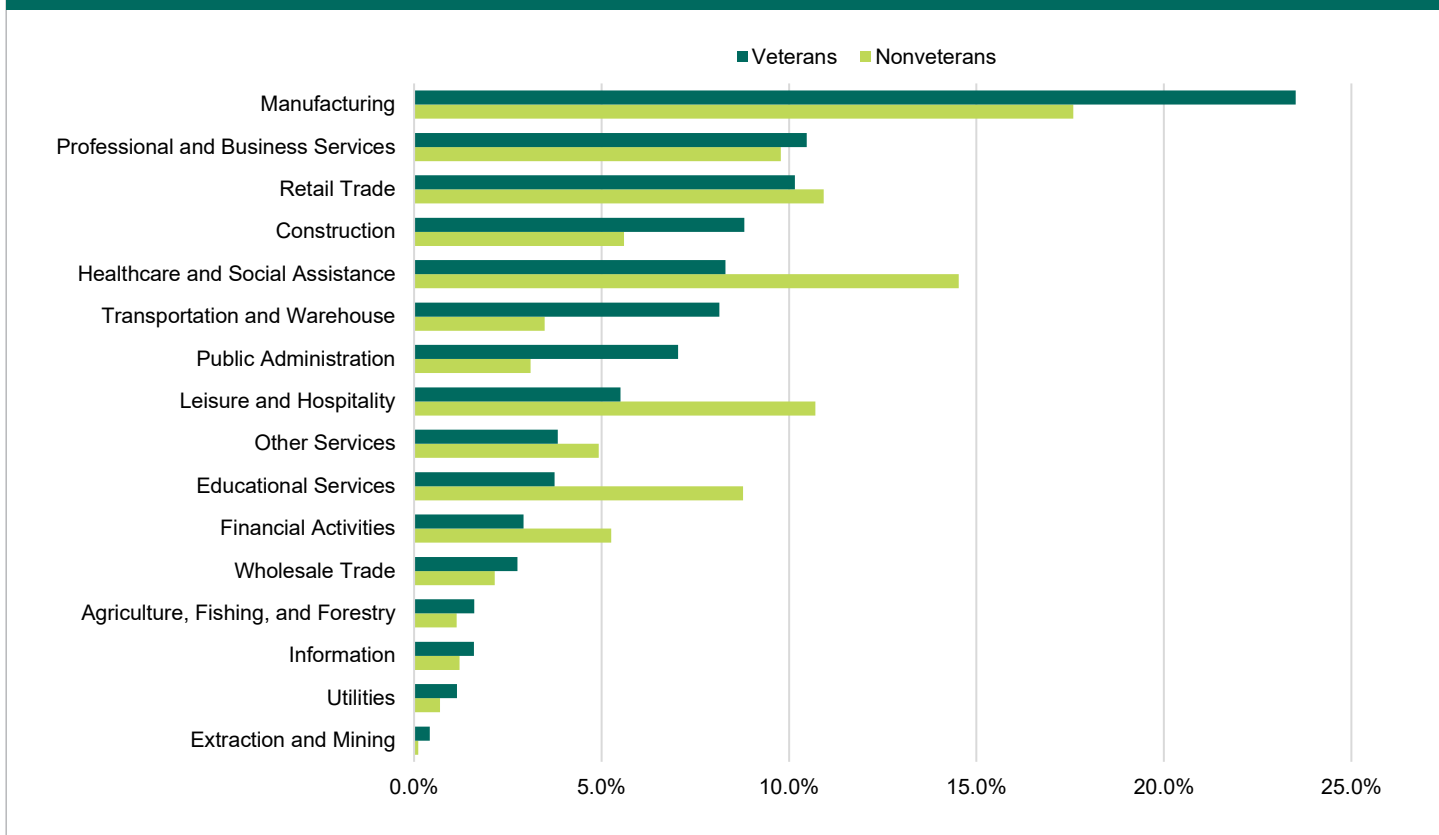
It is worth noting that the labor market for Gulf War I and II veterans has improved considerably since 2017, when their unemployment rate of 4.9 percent was higher than the rate for nonveterans. In 2021, the jobless rate for Gulf War I and II veterans of 4.3 percent was 1.3 percentage below the rate for nonveterans.

Michigan's veterans working full time were more negatively affected by the pandemic shutdowns than those with part-time employment, dropping by 50,000 (or 26 percent) between 2016 and 2020. The number of part-timers actually increased by 4,000 over the same period. The opposite occurred for nonveterans; full-time jobs remained flat at 3.4 million, while the number of part-time positions dropped by close to 200,000.

## Industry and Occupational Employment

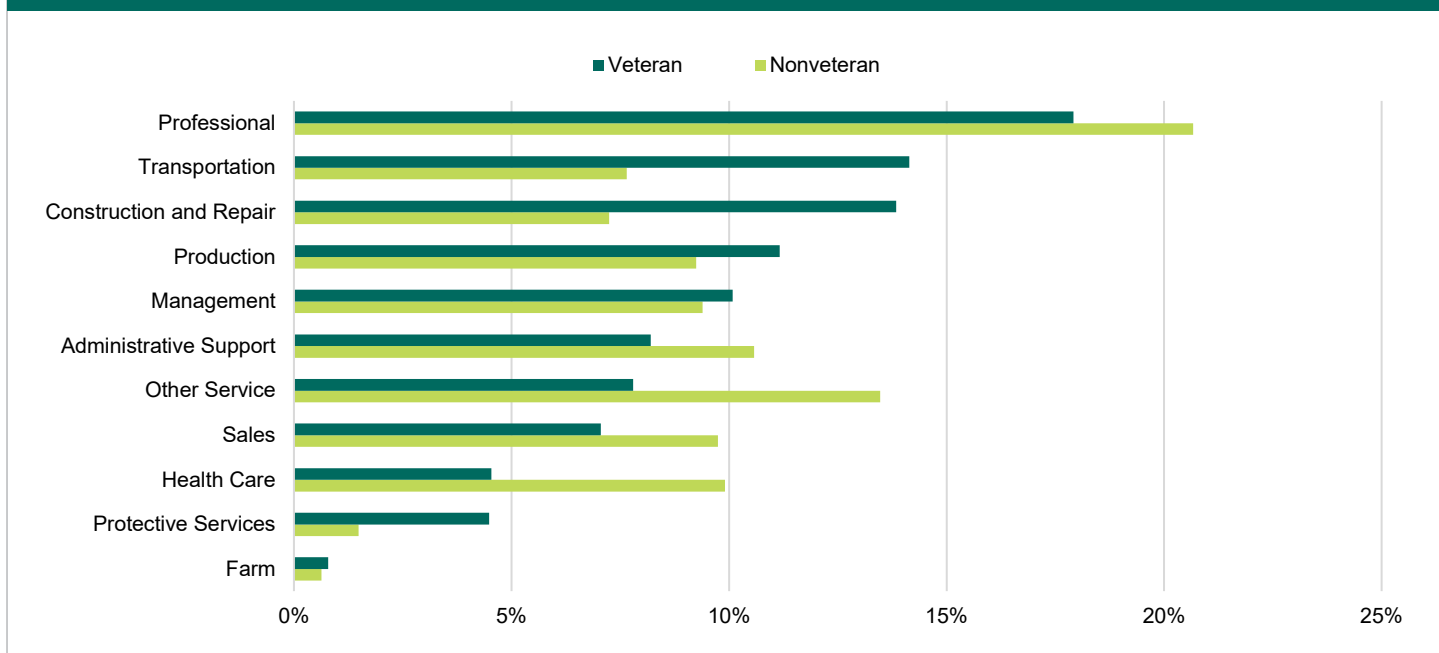
The distribution of jobs across industries and occupations matters because it impacts a person's earnings and income. Income is a major determinant of standard of living and poverty status for both veterans and nonveterans alike.

**FIGURE 3: INDUSTRY JOB DISTRIBUTION BY VETERAN STATUS IN MICHIGAN, 2019**



Source: 2019 Integrated Public Use Microdata, American Community Survey 1-Year Estimates, U.S. Census Bureau

**FIGURE 4: VETERAN EMPLOYMENT DISTRIBUTION BY OCCUPATION IN MICHIGAN, 2019**



Source: 2019 Integrated Public Use Microdata, American Community Survey 1-Year Estimates, U.S. Census Bureau

Serving in the military is physically and technically demanding. Consequently, it is no surprise that veterans tend to be concentrated in civilian sectors and occupations requiring these same skills. Veterans have higher absorption rates in the industries *Manufacturing*, *Construction*, *Transportation and warehousing*, and *Utilities*.

In 2019, 24 percent of employed veterans were in *Manufacturing*, against 18 percent for nonveterans. The ratio of veterans working in *Construction* was about 9 percent, representing 3 percentage points above the rate of nonveterans in the same sector. A little over 8 percent of working veterans were in *Transportation and warehousing* (versus 3.5 percent for nonveterans). The percentage of veterans in *Utilities* (1.1 percent) was four-tenths of a percentage point above the rate for nonveterans.

Veterans have preferential hiring in the *Public administration* sector. About 7 percent of employed veterans were in this sector in 2019, compared to only 3 percent of nonveterans. The proportion of veterans employed in the sector of *Professional and business services* is slightly higher than the rate for nonveterans (10.5 versus 9.8 percent).

Veterans have been and are still male dominated. This continues to partially explain why they are underrepresented in the historically female-dominated industries of *Healthcare and social assistance* (8.3 percent for veterans vs.

14.5 percent for nonveterans), *Leisure and hospitality* (5.5 vs. 10.7 percent), and *Private educational services* (3.7 vs. 8.8 percent).

Over half (53 percent) of Michigan veterans were employed in just five occupational groups. The share of employed veterans outpaced the rate of nonveterans in *Construction and repair* (14 vs. 7 percent), *Transportation and material moving* (14 vs. 8 percent), *Production* (11 vs. 9 percent), *Management* (10 vs. 9 percent), and *Protective services* (4 vs. 1 percent).

Military experience helps veterans develop the leadership skills required by many *Management* occupations. Veterans also develop technical skills during their service that qualify them for *Production* careers in *Manufacturing* and *Construction* industries. Many *Protective services* jobs (e.g., law enforcement) demand the discipline and know-how similar to what is required in the military.

## Demographics and Population Trends

In 2019, Michigan's veteran population was estimated at around 520,000, according to the U.S. Census Bureau. This represented about 6.6 percent of the state's total population age 18 and older. This was a little below the national share of 6.9 percent. In 2019, Michigan's veteran population continued its downward trend, decreasing by more than 32,000 since 2017 (-5.9 percent) and by about 25 percent since 2010.

Nationally, the veteran population has declined by 20 percent between 2010 and 2019.

Michigan's veteran population tends to be older than the general population. In 2019, 55 percent of Michigan's veterans were 65 or older, unchanged from 2017 but 11 percentage points above the 2010 ratio. The aging of Michigan's veterans is an important factor in explaining the decline in this population. It also is one reason for low labor force participation rates displayed by this group, as seen in the previous section.

Veterans in Michigan and in the U.S. are more likely to live with a disability. In 2019, over 31 percent of Michigan veterans and 30 percent of U.S. veterans had a disability. This is compared to only 16 percent of nonveterans with a disability in Michigan (14 percent nationwide). The share of veterans with a disability ticked down slightly in 2019 from 2017 but was three percentage points higher than the 2010 rate. A little over one-third of Michigan's veterans with a disability considered their disability to be over 70 percent service connected.

According to the 2019 data from the American Community Survey, the gender, racial, and ethnic distribution of veterans displayed a higher share of white men than in the general population. Michigan's veterans were predominantly male, 92 percent compared to 46 percent among the nonveteran population.



In Michigan, whites made up 87 percent of veterans compared to about 80 percent of the general population 18 and older. Blacks or African Americans constituted the second largest group of veterans at 9.5 percent, but this was lower than their 13.2 percent share of the general population.

## Other Highlights

The U.S. Census Bureau publishes several other socio-economic aspects of Michigan's veteran population through the American Community Survey (ACS). Some of these topics described next include the educational attainment, the period of service, income, and poverty status for veterans.

### EDUCATION

As noted in [the 2018 article](#), since 2005 (the first year the U.S. Census Bureau's American Community Survey data was published), more veterans have been attending college. In 2010, 37 percent of veterans in Michigan had attended some college or had obtained an associate degree. That is a full percentage point above the 2005 level. The share of veterans with a bachelor's degree or higher had also moved up a percentage point compared to 2005, to 20 percent. In 2017, the proportion of Michigan's veterans with some college or an associate degree was 39 percent, and 22 percent had a bachelor's degree or higher. In 2019, the ratio of Michigan's veterans with some college or an associate degree stayed flat at 39 percent. However, the share of those with a bachelor's degree or higher moved up a percentage point to 23 percent.

It is worth noting that despite the improvement in the educational attainment of Michigan's veterans, the share of those with a bachelor's degree or higher remains lower than the national average for veterans in this group and the rate of Michigan's nonveterans in this group.

### PERIOD OF SERVICE

In 2019, the share of veterans from older wars (WWII and Korean) continued to decline from a little over 13 percent combined in 2017 to just below 10 percent in 2019. Veterans of the Vietnam war continued to represent the single largest group at a little over 38 percent, about the same rate as 2017 but two percentage points above their 2010 level. The share of veterans from both Gulf Wars was estimated at 32 percent in 2019, up four percentage points from 2017 and over 13 points from 2010. Michigan continues to display lower shares of Gulf War veterans than the nation (32 vs. 44 percent) but higher proportions of Vietnam, Korean, and WWII veterans.

### INCOME

Veterans in Michigan and the U.S. continued to display higher incomes than nonveterans. In 2019, the median income for veterans rose by \$2,500 from its 2017 level to \$39,700. That is about \$9,000 above the median income for nonveterans. Nationwide, the veteran median income was even higher at \$44,000. The median income for nonveterans was \$32,000 nationally.

Even though female veterans had slightly lower incomes than male veterans, both earned significantly more than their nonveteran counterparts. In 2019, with a median income of \$30,300, female veterans in Michigan made

\$10,000 less than male veterans but about \$5,000 more than female nonveterans.

### POVERTY

Income being the only metric of poverty, it is expected that, with a higher income level for veterans compared to nonveterans, their poverty rate would be also lower. In 2019, the poverty rate for veterans was almost half that of nonveterans (6.8 vs. 12.1 percent).

In summary, the labor market for veterans in Michigan displayed noticeable improvement since 2017. In 2019, the unemployment rate for Michigan veterans was the lowest ever recorded in the previous two decades. Unemployment rose during the early months of the COVID-19 pandemic, but quickly fell thereafter to be below the statewide average for all populations in 2021. Because of the technical and leadership skills veterans gain during their military services and the preferential hiring they receive in the *Public administration* sector, veterans tended to earn more than their nonveteran counterparts. On the flip side, the veteran population is older than the general population, resulting in lower and declining labor force participation rates. Veterans also displayed higher rates of disability. Around one-third of veterans rate their disability to be more than 70 percent service connected.

### References

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# JOB ADS RISE IN MAY

## Overall Advertisements

There were 268,800 total job advertisements available during May. Of those, 109,100 were new job postings, which refers to advertisements that first appeared in May 2022, and did not carry over from previous months. This was an increase from April, which had 257,200 total available ads. The early months of 2022 showed continuous job ad growth, until April, where they dropped slightly. The high number of online job postings in May suggests that job demand was increasing once again.

## Top Occupations and Industries

The topmost posted industries for the month of May were *Health care and social assistance* (44,000 ads); *Manufacturing* (27,900 ads); *Retail trade* (23,400 ads); *Accommodation and food services* (21,700 ads); and *Professional, scientific, and technical services* (19,200 ads).

The top five occupations by most available job advertisements for May were *Registered nurses* with just under 10,000 ads; *Computer occupations, all other* (7,500 ads); *Software developers, applications* (7,500 ads); *Retail salespersons* (7,200 ads); and *Managers, all other* (6,900 ads). *Registered nurses* has been

one of the most in demand occupations for a number of years. Of the nearly 10,000 total online ads for the occupation, 3,700 were newly posted in May.

The employers with the most available job ads for May include Deloitte with just above 3,000 ads, General Motors with slightly above 2,400 ads, Henry Ford Health System with just below 2,220 ads, Spectrum Health with over 1,920 ads, and Trinity Health with slightly below 1,910 ads.

## Education

Over half of all available job advertisements in May had a minimum education requirement of a high school diploma or vocational training (87,800 ads). Following behind this was the requirement for a bachelor's degree with 64,700 ads (37.5 percent). Significantly fewer jobs required an associate degree or master's degree and above, with 7.3 percent and 4.4 percent of all ads, respectively.

## Manufacturing Industry Job Ads

Within the *Manufacturing* industry, there were 27,900 total available job postings for May. Just over 10,400 ads were newly posted in May. This is an increase in advertisements since May 2021,

when there were 22,600 total available ads in this sector. The top five baseline skills required for these advertisements included communication, teamwork and collaboration, problem solving, planning, and Microsoft Office.

Some of the top occupations in *Manufacturing* were *Software developers, applications* (1,860 ads); *Managers, all other* (970 ads); *Sales representatives, wholesale and manufacturing, except technical and scientific products* (740 ads); *Computer systems engineers/architects* (690 ads); and *Production workers, all other* (600 ads).

The top five employers with the most job postings in the industry were, General Motors, General Dynamics, Siemens, Ford Motor Company, and lastly, Stryker Medical. These top five employers make up 20.7 percent of all total job ads in the industry. General Motors and General Dynamics have been the companies with the topmost *Manufacturing* job ad postings every month since January.

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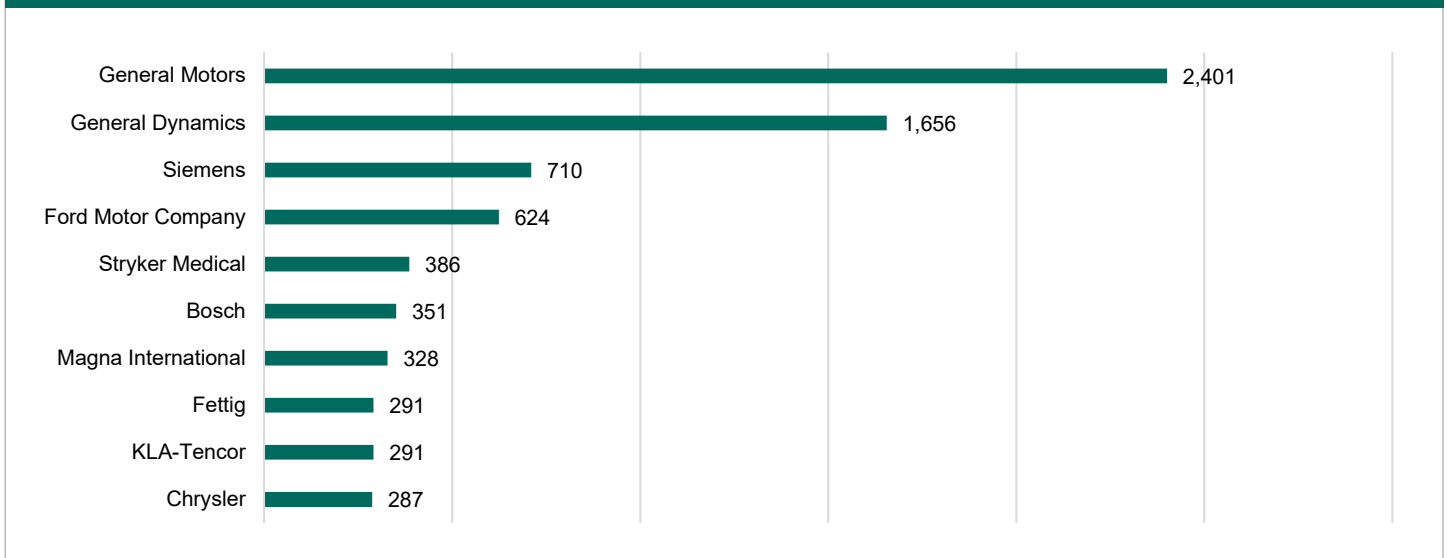
## MICHIGAN ONLINE JOB ADVERTISEMENTS BY INDUSTRY, MAY 2022



An additional 55,885 ads were unspecified.

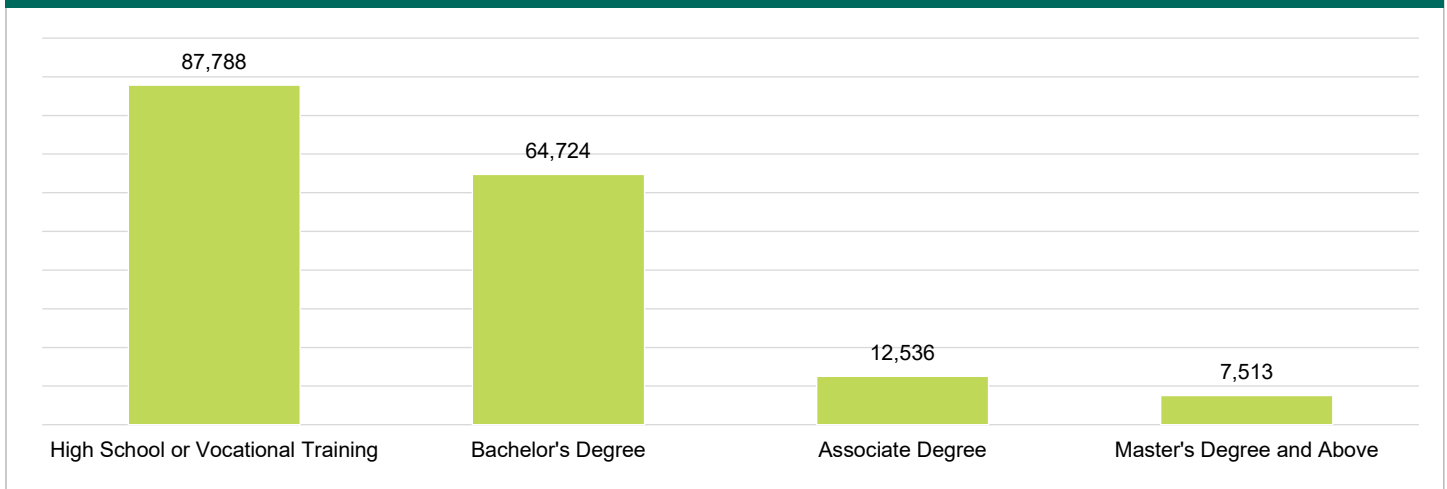
Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

## MICHIGAN MANUFACTURING EMPLOYERS WITH THE MOST JOB OPENINGS, MAY 2022



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

## ONLINE JOB ADVERTISEMENTS BY MINIMUM EDUCATION REQUIRED, MAY 2022



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



## OCCUPATIONAL FOCUS

# PROTECTIVE SERVICE OCCUPATIONS

*Protective service occupations* stood out in the feature article due to having a share of veterans (4 percent) that outpaced the rate of nonveterans (1 percent) by four to one. As a result, this month's Occupational Focus will take a more in-depth look at *Protective service occupations*. Job titles that are included in this group consists of: *Firefighters, Fire inspectors, Correctional officers and bailiffs, Police and detectives, Security guards and gambling surveillance officers, Fish and game wardens, Parking enforcement workers, and Animal control workers.*

Michigan had 73,900 jobs in *Protective service occupations*, accounting for 1.8 percent of total statewide occupational employment in 2021. Michigan also made up 2.2 percent of the jobs in this group across the country. The short-term employment growth from 2021 to 2023 is expected to be 3.6 percent. This is similar to the increase of 3.7 percent expected for all occupations in Michigan.

The median hourly wage for this occupation group in Michigan was \$22.95 per hour, slightly higher than the statewide median of \$21.73. The hourly wage for this group of occupations ranged from \$12.05 to \$38.53 at the 10th and 90th percentiles respectively in 2021. This means that 80 percent of Michigan workers in these occupations earned wages within this range.

*Security guards, Police and sheriff's patrol officers, and Correctional officers and jailers,* comprised the top three occupations for the number of jobs in this group within the state of Michigan.

### Security Guards

The 21,300 *Security guards* in Michigan had the highest occupational employment out of the *Protective service occupations* in 2021, earning a median wage of \$14.93 per hour. This occupation is expected to expand their employment by 7.6 percent by 2023, more than double the rate expected for all occupations in Michigan.

Typical entry-level education required for this occupation is a high school diploma. Many states recommend that security guards receive about eight hours of pre-assignment training, eight to 16 hours of on-the-job training, and eight hours of annual training. Training topics may include protection, public relations, report writing, deterring crises, first aid, and other specialized training related to the security guard's assignment.

*Security guards* are mostly employed by the *Investigation and security services* industry. They can work in a variety of places, including industrial settings, stores, and hospitals. Guards may spend considerable time on their feet patrolling buildings and grounds or may sit for extended periods at a single post. Others may spend periods of time in a vehicle, patrolling the property and grounds. *Security guards* usually work in shifts of about eight hours, with rotating schedules. Night shifts are common for this occupation.

## MICHIGAN EMPLOYMENT AND MEDIAN WAGE FOR SELECT PROTECTIVE SERVICE OCCUPATIONS, 2021



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

### Police and Sheriff's Patrol Officers

The more than 16,600 *Police and sheriff's patrol officers* in Michigan had a median wage of \$31.02 per hour in 2021. Their employment is expected to grow by 2.5 percent by 2023.

Typical entry-level education required for this occupation is at least a high school diploma or equivalent, although some federal agencies and police departments may require some college or a college degree. Many community colleges and four-year colleges and universities offer programs in law enforcement and criminal justice.

*Police and sheriff's patrol officers* are mostly employed by *Local government*, excluding schools and hospitals. Their work can be physically demanding, stressful, and dangerous. Officers must be alert and ready to

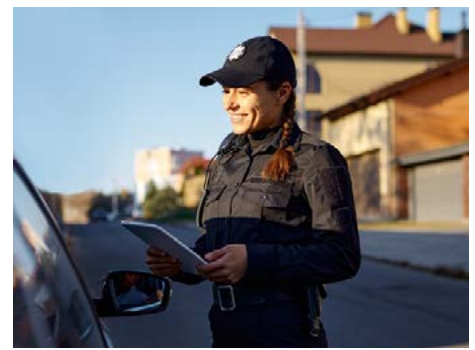
react throughout their entire shift. Most *Police and sheriff's patrol officers* work full time. Paid overtime is common, and shifts ensure services are available day and night, including weekends and holidays.

### Correctional Officers and Jailers

*Correctional officers and jailers* earned a median hourly wage of \$28.15 in 2021, with about 8,400 of them being employed in Michigan. The short-term outlook anticipates a reduction of employment by 1.1 percent. Typical entry-level education required for this occupation is a high school diploma or equivalent and to attend a training academy. Although qualifications vary by state and agency, all agencies require a high school diploma. Federal agencies may also require some college education or previous work experience.

*Correctional officers and jailers* are mostly employed by *State government*, excluding schools and hospitals. *Correctional officers* usually work full time on rotating shifts. Because jail and prisons require constant security, officers work all hours of the day and night, including weekends and holidays. Many officers are required to work overtime.

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# RELEVANT RANKINGS

VETERAN EMPLOYMENT TO POPULATION RATE BY STATE, 2019 (AGES 18 TO 64)			
RANK	STATE	VETERANS EMPLOYMENT TO POPULATION RATE	NUMBER OF EMPLOYED VETERANS
1	North Dakota	84%	20,459
2	Nebraska	83%	44,356
3	Rhode Island	81%	15,453
4	South Dakota	81%	22,036
5	Utah	81%	45,596
23	Maine	75%	32,404
24	Indiana	75%	135,550
25	Massachusetts	74%	86,849
26	Pennsylvania	74%	230,870
27	Alaska	73%	27,493
42	Michigan	71%	164,101
46	Louisiana	69%	79,825
47	Mississippi	68%	56,210
48	West Virginia	68%	38,577
49	New Mexico	68%	44,508
50	Arkansas	67%	60,781

Source: Table C21005, 2019 American Community Survey 1-Year Estimates, U.S. Census Bureau

Note: The employment to population ratio is defined relative the working-age civilian population 18 to 64. This is slightly different from the U.S. Bureau of Labor Statistics definition which uses the total noninstitutionalized civilian population.



## VETERAN EDUCATIONAL ATTAINMENT BY STATE, 2019 (AGE 25 AND OLDER)

RANK	STATE	SHARE OF VETERANS WITH A BACHELOR'S DEGREE OR HIGHER	SHARE OF NONVETERANS WITH A BACHELOR'S DEGREE OR HIGHER	SHARE OF VETERANS WITH A HIGH SCHOOL DIPLOMA OR LESS
1	Virginia	41.1%	39.2%	25.0%
2	Maryland	39.9%	41.0%	28.7%
3	Colorado	38.6%	43.1%	23.5%
4	Utah	36.7%	34.6%	23.7%
5	Hawaii	35.4%	33.4%	29.1%
23	Alabama	28.5%	26.0%	33.9%
24	Oregon	28.5%	35.1%	26.9%
25	Minnesota	28.4%	37.9%	36.3%
26	North Dakota	28.3%	30.6%	32.3%
27	Nevada	28.1%	25.4%	27.4%
44	Michigan	23.0%	30.6%	38.3%
46	Kentucky	22.1%	25.4%	41.1%
47	Iowa	21.7%	30.0%	41.5%
48	Arkansas	21.1%	23.5%	40.7%
49	Indiana	20.8%	27.5%	44.9%
50	West Virginia	18.9%	21.2%	50.4%

Source: Table S2101, 2019 American Community Survey 1-Year Estimates, U.S. Census Bureau



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