

# MICHIGAN'S LABOR MARKET NEWS

VOL. 79, NO.5  
AUGUST 2023

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## **Michigan Works! Regional Update: Northwest and Oakland County**

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## **Map of the Month: Change in Female Labor Force Participation Rate by State, 2012–2022**

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## **Relevant Rankings: Where Michigan Women Worked by Occupation and Industry, 2022 Annual Average**

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Michigan's 3.6 percent  
unemployment rate is the  
lowest it has been in 23 years.

JUNE 2023 JOBLESS RATE

MICHIGAN  
**3.6%**  
NATIONAL  
**3.6%**

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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.

## NOTE FROM THE EDITOR

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The staff of the Michigan Center for Data and Analytics was deeply saddened by the loss of Bruce Weaver in July. Bruce was a recently retired state employee of 43 years who had a significant impact on the monthly publication of *Michigan's Labor Market News*. Some form of this publication has been produced by the state since the 1940s and Bruce and his team have been major contributors for over 30 years. He was the chief editor for decades and was integrally involved in its redesign in 2017. He was incredibly proud of the result. He influenced not only Michigan data for the better but those who worked with him as well.



**BRUCE WEAVER**  
1954–2023

# MICHIGAN UNEMPLOYMENT RATE EDGES DOWN IN JUNE

Michigan's unemployment rate declined by one-tenth of a percentage point on a seasonally adjusted basis to 3.6 percent during June.

The national jobless rate also decreased by one-tenth of percentage point to 3.6 percent between May and June. For the second consecutive month, the U.S. unemployment rate matched the Michigan rate. The national unemployment rate remained unchanged over the year. Michigan's jobless rate was reduced by four-tenths of a percentage point since June 2022.

Michigan's total workforce advanced by 0.5 percent over the month, while the U.S. labor

force level was little changed, inching up by only 0.1 percent. Statewide employment increased by 0.6 percent over the month, while the national employment total rose by 0.2 percent. Unemployment in the state declined by 1.7 percent over the month, while the U.S. unemployment total fell by 2.3 percent since May.

Over the year, Michigan's labor force advanced by 1.4 percent, four-tenths of a percentage point below the workforce gain seen on the national level. Total employment advanced by 1.9 percent over the year both statewide and nationally. Michigan unemployment decreased by 9.3 percent over the year and U.S.

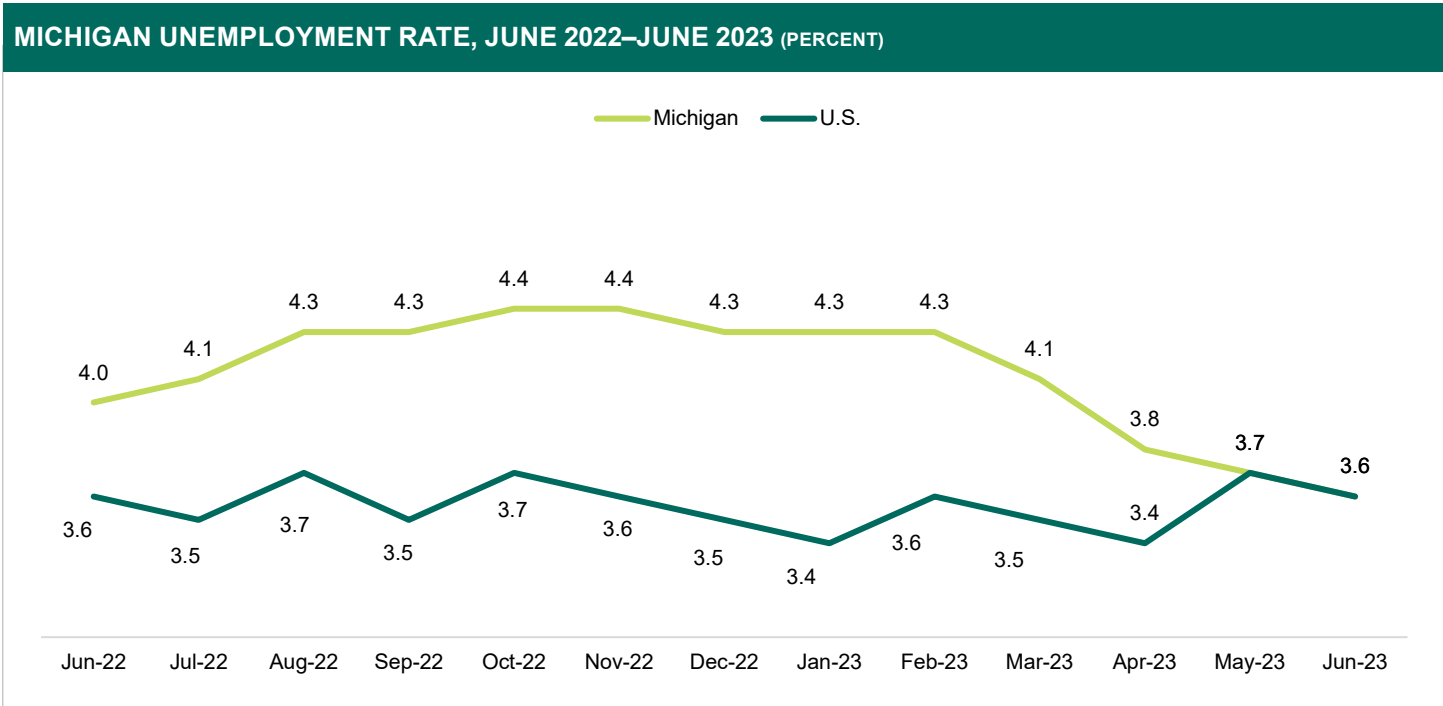
unemployment edged up by 0.2 percent since June 2022.

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

**SHIBANI PUTATUNDA**  
Economic Specialist

MICHIGAN LABOR FORCE ESTIMATES, JUNE 2023 (SEASONALLY ADJUSTED)							
	JUN 2023	MAY 2023	JUN 2022	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,918,000	4,895,000	4,848,000	23	0.5%	70	1.4%
Employed	4,742,000	4,716,000	4,653,000	26	0.6%	89	1.9%
Unemployed	176,000	179,000	194,000	-3	-1.7%	-18	-9.3%
Unemployment Rate	3.6	3.7	4.0	-0.1	XXX	-0.4	XXX

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



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

# MICHIGAN NONFARM PAYROLL JOBS DISPLAY MODEST INCREASE IN JUNE

On a seasonally adjusted basis, Michigan nonfarm payroll jobs remained virtually flat, rising by only 2,200 during June to 4,439,200. While total payroll employment in Michigan has now risen eight consecutive months, this month's employment growth was modest when compared to job additions recorded this year. However, as of June 2023, statewide employment was only 0.2 percent, or 10,300, below its February 2020 pre-pandemic job level.

Total nonfarm payroll jobs in the U.S. also rose minimally over the month, edging up by only 0.1 percent (+209,000) during June. On the nationwide level, June marked the 30th consecutive month of seasonally adjusted job gains. Additionally, since June 2022, the U.S. has continued to surpass February 2020 pre-pandemic job levels.

On a numeric basis, modest job gains occurred within several super-sector industries this month including *Professional and business services* (+2,200), *Government* (+2,000), and *Private education and health services* (+1,500). Consequently, subsectors within these industries also recorded notable job additions over the month. Employment advances were observed in the *Health care and social assistance* (+3,600) and *Professional, scientific, and technical services* (+1,200) subsectors.

Despite noteworthy job additions overall, some industries recorded job declines. During June, the largest over-the-month job loss was recorded in the *Trade, transportation, and utilities* (-4,300) sector. This was primarily due to notable job cuts within three of its subsectors: *Retail trade* (-2,600), *Transportation, warehouse, and utilities* (-1,200), and *Wholesale trade* (-500).

## Majority of Major Industry Sectors Recorded Yearly Employment Growth

Since June 2022, seasonally adjusted jobs in Michigan have increased by 1.7 percent (+75,500). Over the same period, the national rate of gain (+2.5 percent) outpaced the statewide rate by 0.8 percentage points. Over the year, nine of Michigan's 11 major industry sectors exhibited job growth, with strong employment gains led by the *Government* (+22,300), *Private education and health services* (+20,100), and *Leisure and hospitality* (+14,500) sectors. On a percentage basis, notable job gains were recorded within *Mining and logging* (+5.7 percent) and *Construction* (+4.4 percent).

Similar trends were observed nationwide as every major industry sector continued to record job additions over the year. Since June 2022, employment grew within *Mining and logging*

(+5.8 percent), *Leisure and hospitality* (+5.1 percent), and *Private education and health services* (+4.2 percent).

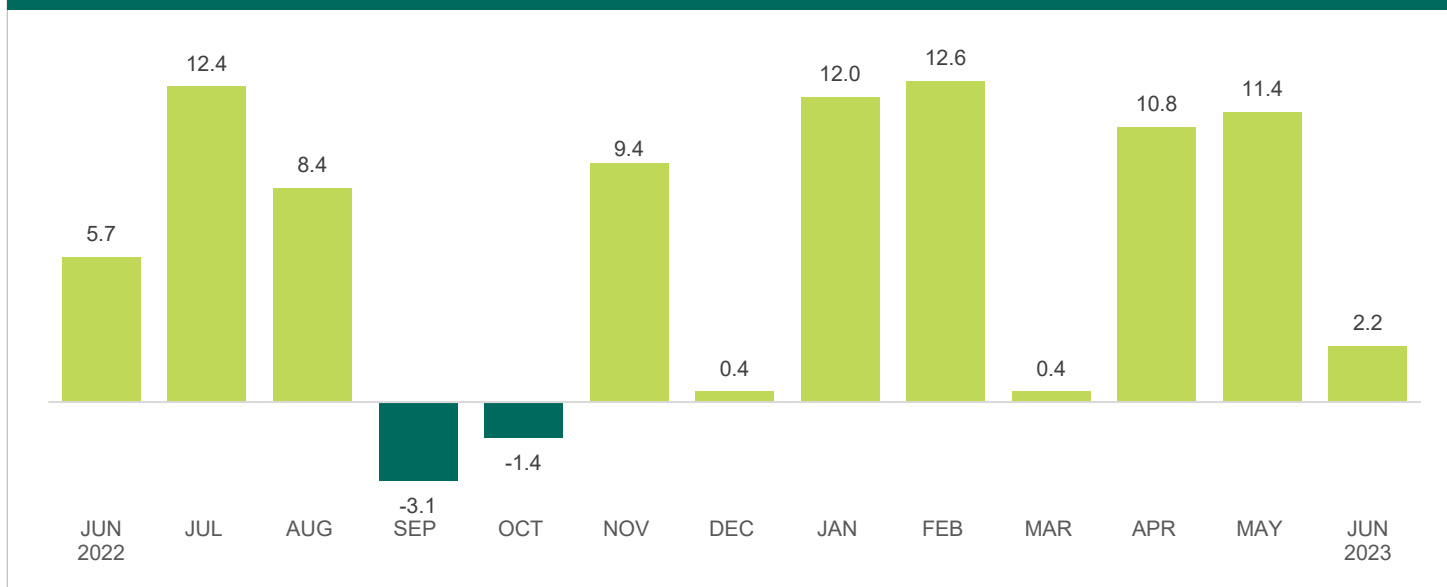
## Job Rates Increase in Most Metro Areas During June

On a not seasonally adjusted basis, 12 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded job growth, while two regions, Lansing and Ann Arbor, observed job declines over the month. Ten of those 12 metro areas recorded employment gains greater than or equal to the national average (+0.4 percent). Six of those 12 metro areas recorded job additions greater than or equal to the statewide average (+0.8 percent).

Over the month, total *Mining, logging, and construction*; *Manufacturing*; *Professional and business services*; and *Leisure and hospitality* jobs remained either unchanged or increased in all Michigan metro areas. Over the year, only the *Government* sector recorded no change or job increases in every Michigan metro area.

REIMA NASSER  
Economic Analyst

MICHIGAN OVER-THE-MONTH PAYROLL JOB CHANGE, JUNE 2022–JUNE 2023 (IN THOUSANDS)

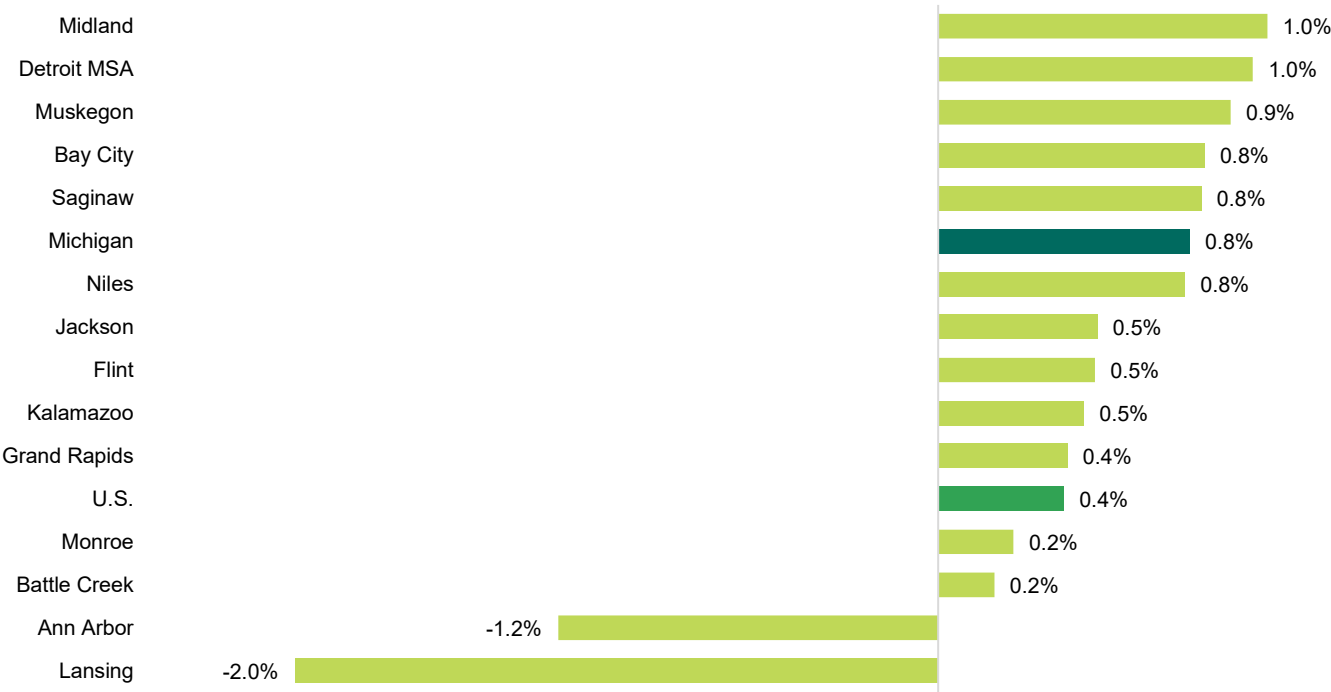


Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget





**MICHIGAN METRO AREA JOB CHANGE, MAY–JUNE 2023 (NOT SEASONALLY ADJUSTED)**



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

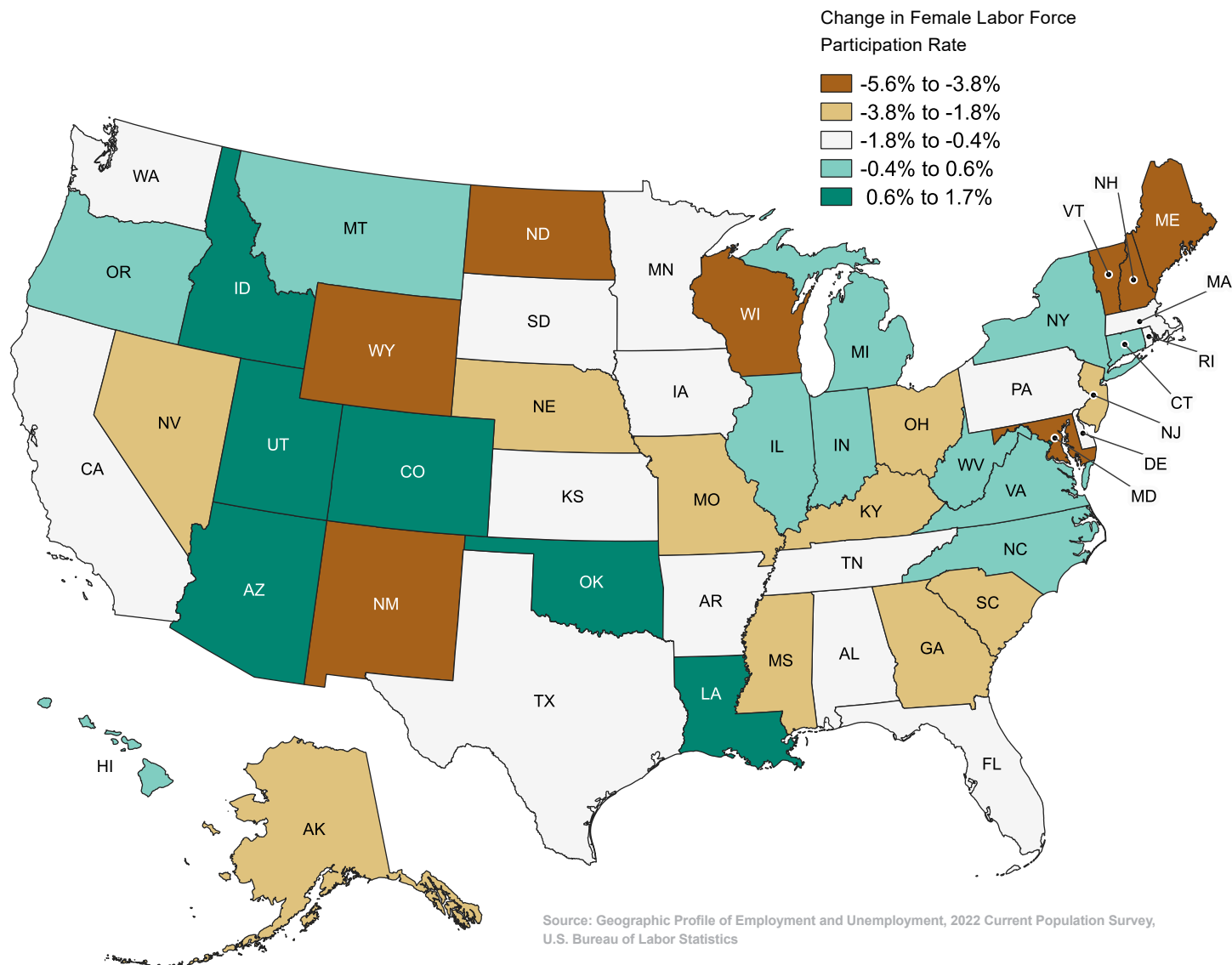


MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	JUN 2023	MAY 2023	JUN 2022	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,439,200</b>	<b>4,437,000</b>	<b>4,363,700</b>	<b>2,200</b>	<b>0.0%</b>	<b>75,500</b>	<b>1.7%</b>
Total Private	3,828,800	3,828,600	3,775,600	200	0.0%	53,200	1.4%
Private Service-Providing	3,021,200	3,021,300	2,979,200	-100	0.0%	42,000	1.4%
<b>GOODS-PRODUCING</b>	<b>807,600</b>	<b>807,300</b>	<b>796,400</b>	<b>300</b>	<b>0.0%</b>	<b>11,200</b>	<b>1.4%</b>
Mining, Logging, and Construction	199,200	198,400	190,800	800	0.4%	8,400	4.4%
Mining and Logging	7,400	7,600	7,000	-200	-2.6%	400	5.7%
Construction	191,800	190,800	183,800	1,000	0.5%	8,000	4.4%
Manufacturing	608,400	608,900	605,600	-500	-0.1%	2,800	0.5%
Durable Goods	457,500	457,400	453,200	100	0.0%	4,300	0.9%
Transportation Equipment Manufacturing	185,600	186,400	186,500	-800	-0.4%	-900	-0.5%
Non-Durable Goods	150,900	151,500	152,400	-600	-0.4%	-1,500	-1.0%
<b>SERVICE-PROVIDING</b>	<b>3,631,600</b>	<b>3,629,700</b>	<b>3,567,300</b>	<b>1,900</b>	<b>0.1%</b>	<b>64,300</b>	<b>1.8%</b>
Trade, Transportation, and Utilities	810,500	814,800	804,500	-4,300	-0.5%	6,000	0.7%
Wholesale Trade	180,500	181,000	171,800	-500	-0.3%	8,700	5.1%
Retail Trade	455,500	458,100	455,100	-2,600	-0.6%	400	0.1%
Transportation, Warehousing, and Utilities	174,500	175,700	177,600	-1,200	-0.7%	-3,100	-1.7%
Information	56,800	56,500	56,400	300	0.5%	400	0.7%
Financial Activities	229,400	228,300	232,100	1,100	0.5%	-2,700	-1.2%
Finance and Insurance	171,400	170,900	175,200	500	0.3%	-3,800	-2.2%
Real Estate and Rental and Leasing	58,000	57,400	56,900	600	1.0%	1,100	1.9%
Professional and Business Services	669,500	667,300	660,000	2,200	0.3%	9,500	1.4%
Professional, Scientific, and Technical Services	322,500	321,300	314,400	1,200	0.4%	8,100	2.6%
Management of Companies and Enterprises	71,700	71,100	71,400	600	0.8%	300	0.4%
Administrative and Support and Waste Management and Remediation Services	275,300	274,900	274,200	400	0.1%	1,100	0.4%
Education and Health Services	679,200	677,700	659,100	1,500	0.2%	20,100	3.0%
Educational Services	73,800	75,900	73,100	-2,100	-2.8%	700	1.0%
Health Care and Social Assistance	605,400	601,800	586,000	3,600	0.6%	19,400	3.3%
Leisure and Hospitality	417,200	416,500	402,700	700	0.2%	14,500	3.6%
Arts, Entertainment, and Recreation	58,200	56,800	52,100	1,400	2.5%	6,100	11.7%
Accommodation and Food Services	359,000	359,700	350,600	-700	-0.2%	8,400	2.4%
Other Services	158,600	160,200	164,400	-1,600	-1.0%	-5,800	-3.5%
Government	610,400	608,400	588,100	2,000	0.3%	22,300	3.8%
Federal Government	56,200	56,000	54,000	200	0.4%	2,200	4.1%
State Government	183,400	182,000	178,300	1,400	0.8%	5,100	2.9%
Local Government	370,800	370,400	355,800	400	0.1%	15,000	4.2%

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

## MAP OF THE MONTH:

# CHANGE IN FEMALE LABOR FORCE PARTICIPATION RATE BY STATE, 2012–2022



This month's map and Relevant Rankings tables (page 15) spotlight female employment statistics from the 2022 Geographic Profile of Employment and Unemployment published by the U.S. Bureau of Labor Statistics (BLS). The full data set can be found [on the BLS website](#).

The map depicts the change in the average annual labor force participation rate among women by state from 2012 to 2022. Nationally, the labor force participation rate among women over this period dropped 0.9 percentage points from 57.7 to 56.8 percent, while the labor force

participation rate among men decreased 2.2 percentage points from 70.2 to 68.0 percent.

Of the 50 U.S. states, only 12 witnessed an increase in their average annual female labor force participation rate over the decade. The map shows that several western U.S. states saw some of the greatest increases in the metric, with Arizona, Utah, and Colorado leading with an average increase of 1.5 percent. On the other hand, three of the four greatest decreases in the female labor force participation rate were observed by states along the east coast (Maine,

Vermont, and Maryland), which saw labor force participation rates decrease on average by 4.9 percent. Michigan, which ranked 40th among all states in average annual female labor force participation rate (54.8 percent) in 2022, saw the 12th highest increase over the period (0.3 percent).

**JOHN DILLON**  
Economic Analyst



# MICHIGAN WORKS! REGIONAL UPDATE

## NORTHWEST AND OAKLAND COUNTY

The Michigan Works! Association is an important resource for job seekers across the state and a key partner of the Michigan Center for Data and Analytics. There are 16 Michigan Works! regions, each with unique local economies. This article is part of a new recurring monthly section featuring labor market updates on a rotating selection of Michigan Works! areas.

### Michigan Works! Northwest Consortium

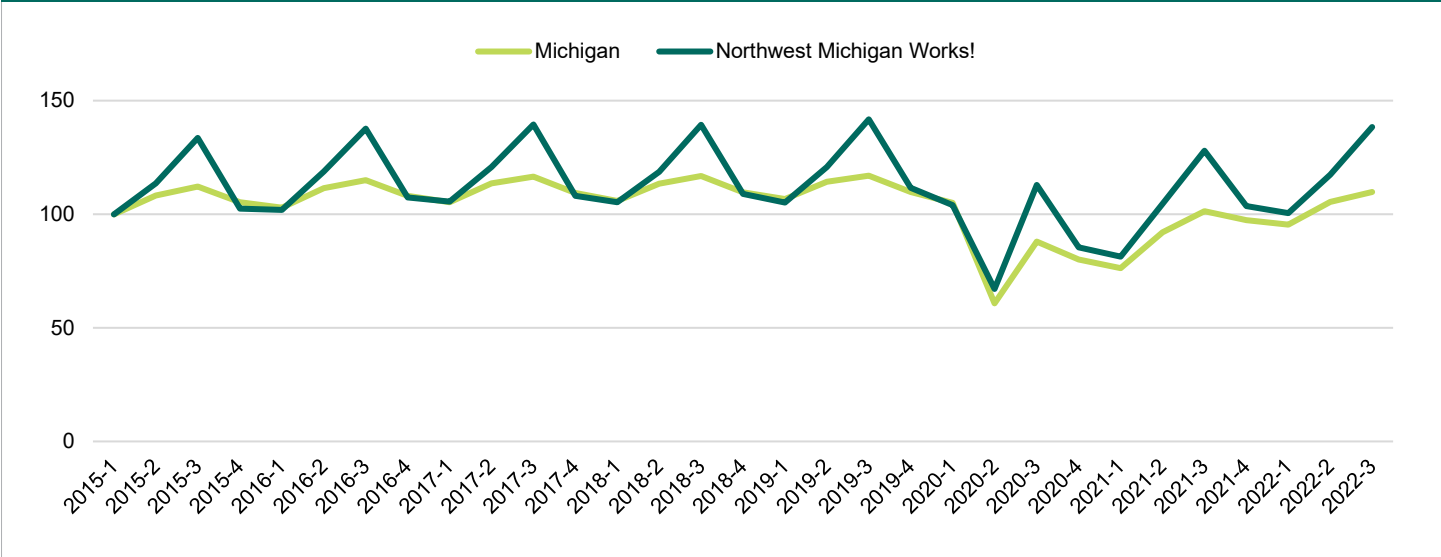
**Counties:** Antrim, Benzie, Charlevoix, Emmet, Grand Traverse, Kalkaska, Leelanau, Manistee, Missaukee, and Wexford

Many industries across the state experience seasonal variations. This is especially true among employment in *Leisure and hospitality* as it typically peaks in the summer months of July, August, and September (3rd quarter). These trends also vary across the state and are amplified in the Northwest Michigan Works! area where the industry is an important factor in the local labor market. Typically, in the 3rd quarter of the year, employment in *Leisure and hospitality* makes up between 19 and 20 percent of total private employment. Comparatively, in Michigan, the industry makes up 11 to 12 percent of total private employment throughout the year.

In the Northwest Michigan Works! area, *Leisure and hospitality* employment measured 21,700 in the 3rd quarter of 2022. This was the highest level of employment in the area since the COVID-19 pandemic began and only 500 jobs (-2.3 percent) lower than what was seen in the 3rd quarter of 2019.



### QUARTERLY INDEX OF LEISURE AND HOSPITALITY EMPLOYMENT



Source: Quarterly Census of Employment and Wages, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



## Oakland County Michigan Works!

### Counties: Oakland County

Increased educational attainment is directly correlated with high earnings and low levels of unemployment. The single county area of Oakland County Michigan Works! serves one of the more educated counties in the state. Nearly 50 percent of the population age 25 and over had a bachelor's degree or higher and

a further 8 percent had an associate degree. Oakland County ranked first among Michigan's 83 counties in terms of share with a bachelor's degree at 27.7 percent. Among those with a graduate or professional degree, the county trailed only Washtenaw County with 21.3 percent of the population age 25 and over.

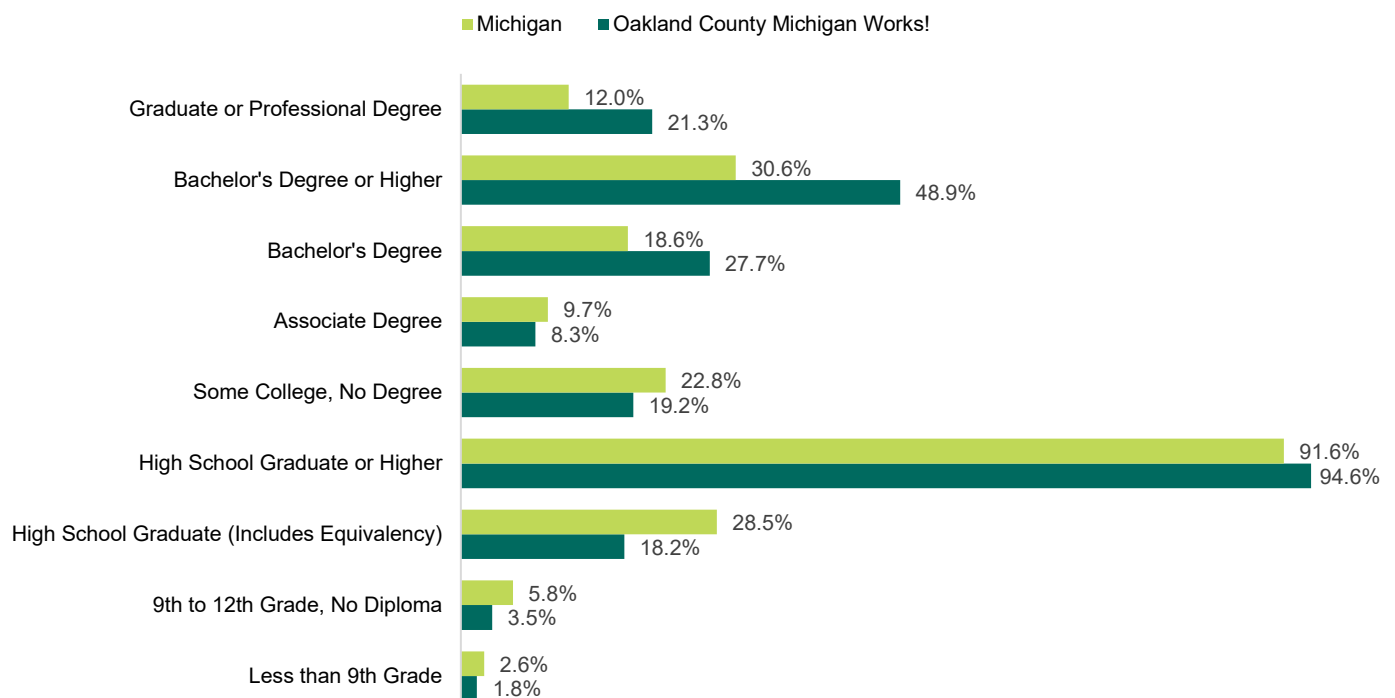
Compared to Michigan, Oakland County's share of the population age 25 and over with a bachelor's degree or higher was more than 18 percentage points greater than the state. The

share of those in the county with less than a high school diploma or equivalent was 3.1 percentage points less than that of Michigan.

If you are interested in a customized analysis for a particular Michigan region, please submit a request through [the contact page on the Michigan labor market information website](#).

**NICK GANDHI**  
Economic Analyst

## EDUCATIONAL ATTAINMENT OF POPULATION AGE 25 AND OVER, 2021



Source: 2021 American Community Survey Five-Year Estimates, U.S. Census Bureau



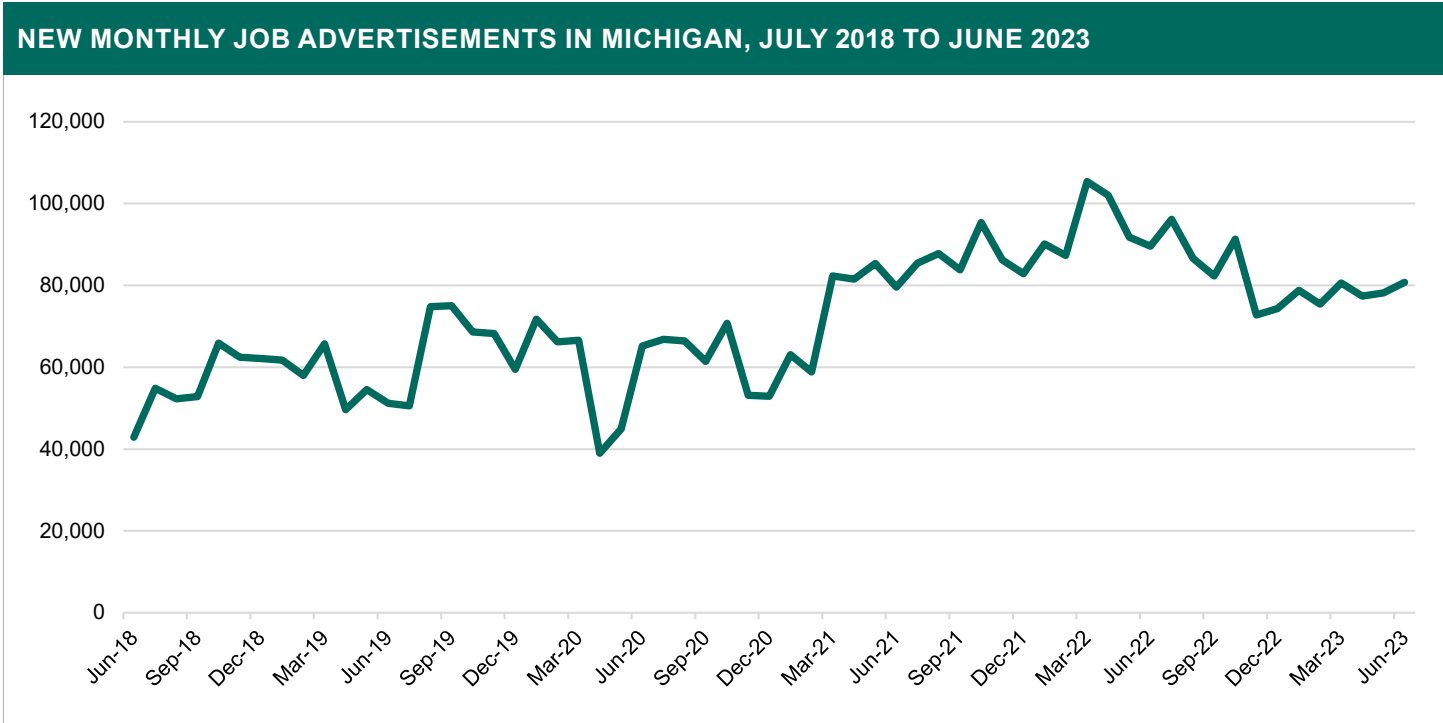
# NEW ADVERTISEMENTS REMAIN ELEVATED DURING FIRST HALF OF 2023

In June 2023 there were 80,700 new online job advertisements posted in Michigan. There were around 9,600 competing employers with an average posting duration of 20 days. The average posting duration does not include long-standing advertisements and the actual time to fill a posting may be longer. Compared to June 2022, advertisements are down slightly with a longer median posting

duration. Last June there were 89,500 new advertisements in the state among 11,700 employers. The average posting duration for these advertisements was 14 days. Newly posted advertisements peaked in March 2022 (105,400 ads) and have generally declined since. However, overall ads remain elevated compared to pre-pandemic months in the latest five-year period.

## Occupation Spotlight: Software Developers

*Software developers* is one of the topmost posted occupations in the state with 1,500 new advertisements in June 2023. This occupation involves designing computer applications or programs and typically requires a bachelor's degree or higher. In 2022 there were 42,200



Source: Lightcast Developer, Help Wanted OnLine



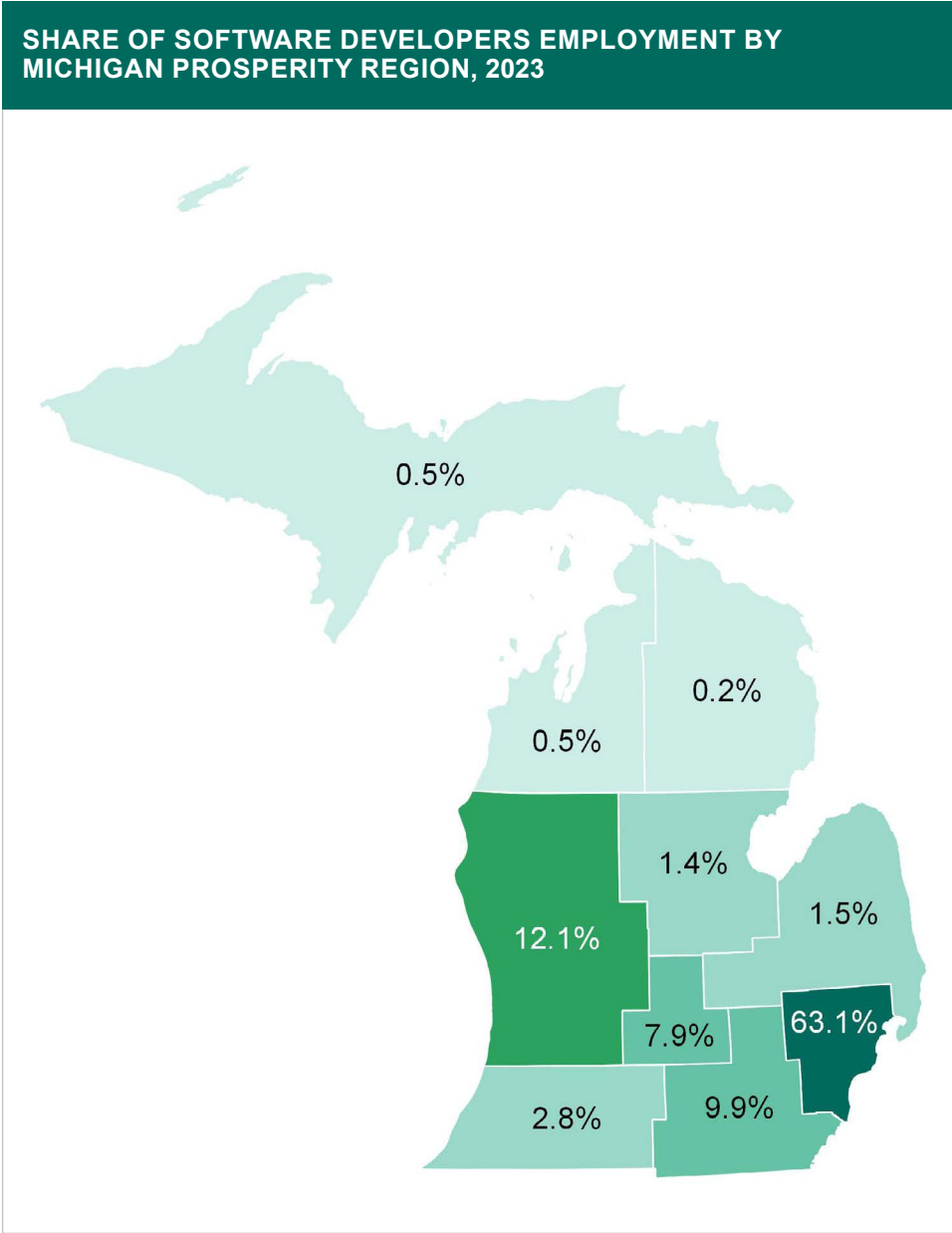
*Software developers* employed across Michigan. The median annual salary for this occupation is nearly \$101,100, which is more than two times greater than the statewide average (\$45,500).

The minimum education listed in advertisements for *Software developers* is a bachelor's degree or higher. Top advertised qualifications for the occupation are Salesforce Certified Platform Developer 1 and 2, security clearance, and Salesforce certification. Specialized skills are the professional and occupation-specific skills typically requested in online job advertisements. The most requested specialized skills of *Software developers* are computer science, Agile methodology, and software engineering. The top requested software skills include SQL, Java, and application programming interface (API).

Over the course of 2023, new online advertisements for *Software developers* have been concentrated within the Detroit Metro (55.6 percent), South Central (25.3 percent), and Southeast (8.3 percent) prosperity regions. Combined, the other seven Michigan prosperity regions accounted for only 11 percent of the ads for the occupation. This closely mirrored the share of *Software developers* employment by region in 2022.

Between 2020 and 2030, employment among *Software developers* is projected to grow by 23 percent compared to 9 percent total Michigan employment growth over the period. Average annual openings for the occupation over the ten-year time frame are expected to be just under 4,000. *Software developers* appeared on both the [Michigan's Hot 50 Job Outlook](#) and [Michigan's Career Outlook](#) lists, published in 2022. The occupation is important across the state and has a positive job outlook.

**TRISHA SCHLEGEL**  
Economic Analyst



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





# MICHIGAN JOB OPENINGS DECLINE IN MAY

Michigan's job openings rate (5.5 percent) declined in the May release of the state Job Openings and Labor Turnover Survey (JOLTS). The separations rate (3.7 percent), hires rate (3.7 percent), quits rate (2.4 percent), and labor turnover rate all increased between April and May. The layoffs and discharges rate remained stagnant (1.2 percent).

## Job Availability Down in May

Job openings saw a notable dip in May, dropping by approximately 40,000 openings. This was reflected in a declining job openings rate, which dropped nearly a full percentage point from 6.3 percent in April to 5.5 percent in May. Michigan's job openings rate was below the national rate in May (5.9 percent) and was the 10th lowest among other states.

The unemployed persons to openings ratio saw an increase in May to 0.70. Based on this ratio, there were approximately seven available workers for every ten job openings. This is due to the number of unemployed falling at a faster rate than job opening. Michigan's ratio was the 9th highest in May and was higher than the national ratio (0.62).

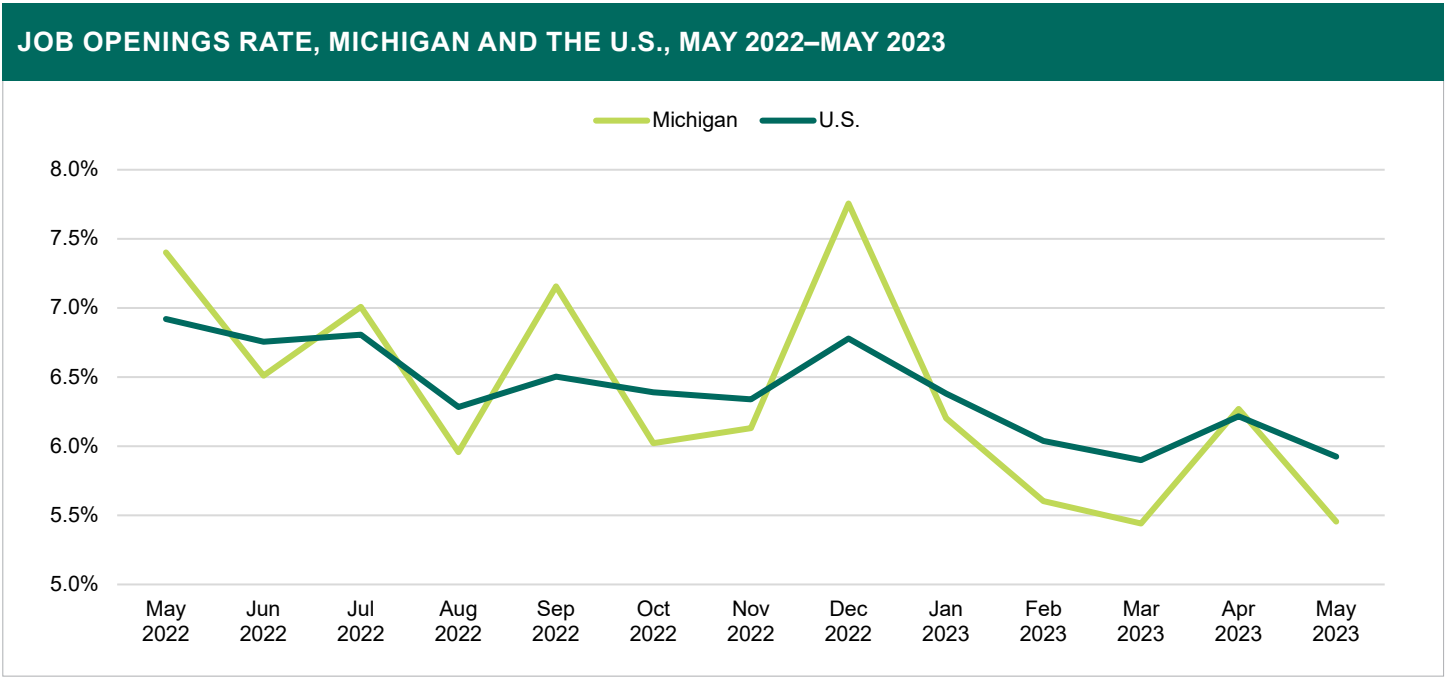
## Hires Saw a Minor Rise

The hires rate increased by 0.2 percentage points from 3.5 percent in the prior month to 3.7 percent in the latest data release. This was shown in a numeric increase of approximately 13,000 hires in May (166,000) than in April (153,000). Despite this increase, Michigan's hires rate ranked among the lowest 10 states (8th).

## Separations Continue to Trend Upward

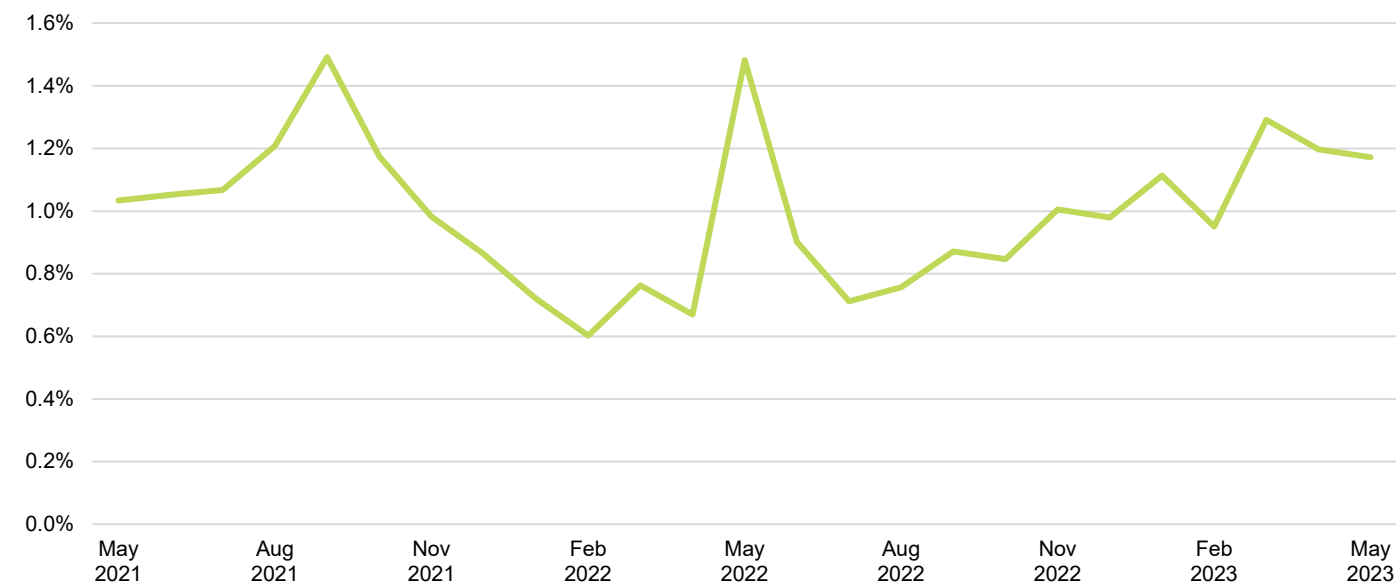
Michigan's separations rate increased by 0.4 percentage points from April to May, moving to 3.7 percent. This was below the national rate at the time (3.8 percent) and was one of the lowest rates of separations of all states (11th).

The increase in separations in May can be attributed to an increase in quits. The quits rate jumped from 2.0 percent in April to 2.4 percent in May. Michigan had the 11th lowest rate of quits and was marginally below the national quits rate (2.6 percent). Layoffs and discharges were stagnant over the month. Michigan registered a rate of 1.2 percent in this indicator for the second consecutive month.



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

## MICHIGAN LAYOFFS AND DISCHARGES RATE, MAY 2021–MAY 2023



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

### Employer-Led Separations Inching Forward

As mentioned previously, there was no change in the layoffs and discharges rate between April and May. The data however shows that this indicator has been slowly inching higher over the past year. As a measure of involuntary or employer-led separations, the slow rise in the layoffs and discharges rate may be another subtle indicator of decreasing labor demand as more employers opt to part ways with their employees. This trend (coupled with the quits rate which, despite a deviation from the trend in May, has begun to inch downward) may be indicative of separations being increasingly employer driven in the coming months.

**KRYSTAL JONES**  
Economic Analyst



# RELEVANT RANKINGS

## WHERE MICHIGAN WOMEN WORKED BY OCCUPATION, 2022 ANNUAL AVERAGE

RANK	OCCUPATION	TOTAL FEMALE EMPLOYMENT	PERCENT OF TOTAL FEMALE EMPLOYMENT
	<b>All Occupation Total</b>	<b>2,165,000</b>	<b>100%</b>
1	Professional and Related	593,000	27.4%
2	Service	474,000	21.9%
3	Management, Business, and Financial Operations	355,000	16.4%
4	Office and Administrative Support	344,000	15.9%
5	Sales and Related	204,000	9.4%
6	Production	106,000	4.9%
7	Transportation and Material Moving	71,000	3.3%
8	Construction and Extraction	13,000	0.6%
9	Farming, Fishing, and Forestry	4,000	0.2%
10	Installation, Maintenance, and Repair	4,000	0.2%

Source: Geographic Profile of Employment and Unemployment, 2022 Current Population Survey, U.S. Bureau of Labor Statistics

Note: Occupational employment may not add to total due to rounding and sampling error

## WHERE MICHIGAN WOMEN WORKED BY INDUSTRY, 2022 ANNUAL AVERAGE

RANK	INDUSTRY	TOTAL FEMALE EMPLOYMENT	PERCENT OF TOTAL FEMALE EMPLOYMENT
	<b>All Industry Total</b>	<b>2,165,000</b>	<b>100%</b>
1	Education and Health Services	799,000	36.9%
2	Wholesale and Retail Trade	258,000	11.9%
3	Manufacturing	217,000	10.0%
4	Leisure and Hospitality	217,000	10.0%
5	Professional and Business Services	184,000	8.5%
6	Financial Activities	167,000	7.7%
7	Other Services	119,000	5.5%
8	Public Administration	80,000	3.7%
9	Transportation and Utilities	78,000	3.6%
10	Information	17,000	0.8%
11	Construction	13,000	0.6%
12	Agriculture and Related Industries	11,000	0.5%
13	Mining, Quarrying, and Oil and Gas Extraction		<0.05 percent

Source: Geographic Profile of Employment and Unemployment, 2022 Current Population Survey, U.S. Bureau of Labor Statistics

Note: Occupational employment may not add to total due to rounding and sampling error





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