

MICHIGAN'S LABOR MARKET NEWS

VOL. 79, NO.7
OCTOBER 2023

Labor Market Outcomes for Individuals with Less than a High School Diploma in Michigan

pg. 8

Map of the Month: Share of Michigan Population with Less than a High School Diploma by County

pg. 7

Partner Perspective: Adult Education Services and Data

pg. 11

The state's over-the-year labor force increase of 126,000 was the second largest in over 25 years.

AUGUST 2023 JOBLESS RATE

MICHIGAN

3.7%

NATIONAL

3.8%

TABLE OF CONTENTS

- 3 Michigan Employment and Unemployment Trends
- 4 Michigan Job Trends by Industry Sector
- 7 Map of the Month: Share of Michigan Population with Less than a High School Diploma by County
- 8 Feature: Labor Market Outcomes for Individuals with Less than a High School Diploma in Michigan
- 11 Partner Perspective: Adult Education Services and Data
- 12 Michigan Works! Regional Update: Educational Attainment and Poverty Rate in the Michigan Works! Macomb/St. Clair Area
- 13 August Online Job Advertisements
- 15 July Job Openings and Labor Turnover
- 17 Data Spotlight: Occupations that Typically Require a High School Diploma or Equivalent
- 19 Relevant Rankings: Percent of Population in Metropolitan Counties and Select U.S. States with Less than a High School Diploma



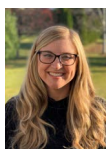
AMELIA ARNOLD
CONTRIBUTOR
Student Assistant
arnolda11@michigan.gov



EVAN LINSKEY
CONTRIBUTOR
Research Manager
linskeye@michigan.gov



HAILEY BARRUS
DESIGNER
Communications Specialist
barrush1@michigan.gov



ERICA LUCE
CONTRIBUTOR
Adult Education Manager
Michigan Department of Labor and
Economic Opportunity
lucee1@michigan.gov



JOHN DILLON
CONTRIBUTOR
Economic Analyst
dillonj4@michigan.gov



REIMA NASSER
CONTRIBUTOR
Economic Analyst
nasserr@michigan.gov



TRISHA SCHLEGEL
CONTRIBUTOR
Economic Analyst
schlegelt@michigan.gov



NICK GANDHI
CONTRIBUTOR
Economic Analyst
gandhin@michigan.gov



WAYNE ROURKE
EDITOR
Labor Market Information Director
rourkew@michigan.gov



CANAAN VANMALDEGHEM
CONTRIBUTOR
Economic Analyst
vanmaldeghe@c@michigan.gov

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

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

MICHIGAN UNEMPLOYMENT RATE INCREASES SLIGHTLY IN AUGUST

On a seasonally adjusted basis, Michigan's unemployment rate edged up by one-tenth of a percentage point to 3.7 percent during August. This marked the first time Michigan's unemployment rate increased over the month since October 2022.

The U.S. unemployment rate increased between July and August, rising by three-tenths of a percentage point to 3.8 percent. Michigan's jobless rate was 0.1 percentage points below the U.S. rate. Even though Michigan's August unemployment rate was lower than the national rate, the state's jobless rate was still higher than most other states. In August, Michigan's unemployment rate of 3.7 percent was tied with New Mexico as the 11th highest rate in the nation. Across the country, jobless rates ranged from 1.7 percent in Maryland to 5.4 percent in Nevada.

Over the year, the national unemployment rate edged up by one-tenth of a percentage point, while the statewide unemployment rate was reduced by six-tenths of a percentage point. Michigan's 0.6 percentage point unemployment rate drop since last year was the tied with two other states as the 14th largest decrease.

Over the month, Michigan's labor force levels rose by 0.5 percent, while the U.S. workforce advanced by 0.4 percent. Statewide employment levels increased by 0.4 percent over the month, while national employment levels were little changed, inching up by only 0.1 percent. Total unemployment in Michigan moved up by 3.4 percent in August, while total unemployment in the U.S. jumped by 8.8 percent.

Since August 2022, Michigan's labor force increased by 2.6 percent, seven-tenths of a

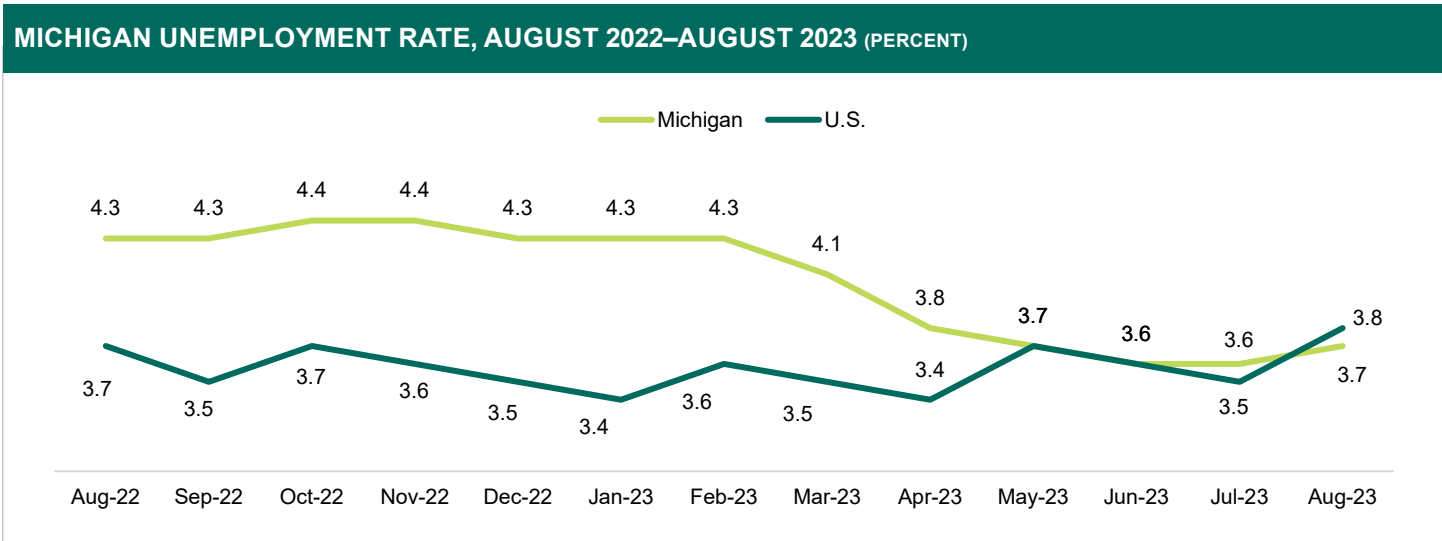
percentage point above the workforce gain observed nationally. Statewide employment levels rose by 3.2 percent over the year, while nationwide employment levels advanced by 1.8 percent. Over the year, total unemployment in Michigan receded by 11.2 percent, contrary to the increase of 5.5 percent seen nationally.

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

REIMA NASSER
Economic Analyst

MICHIGAN LABOR FORCE ESTIMATES, AUGUST 2023 (SEASONALLY ADJUSTED)							
	AUG 2023	JUL 2023	AUG 2022	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	4,966,000	4,941,000	4,840,000	25	0.5%	126	2.6%
Employed	4,783,000	4,764,000	4,634,000	19	0.4%	149	3.2%
Unemployed	183,000	177,000	206,000	6	3.4%	-23	-11.2%
Unemployment Rate	3.7	3.6	4.3	0.1	XXX	-0.6	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 FLAT SINCE JUNE

On a seasonally adjusted basis, Michigan nonfarm payroll jobs rose by 4,900 during August to 4,438,900. This month's employment gain offset last month's employment drop of 5,100, resulting in jobs remaining essentially flat since June 2023. As of August 2023, statewide employment was 0.2 percent, or 10,600, 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 0.1 percent (+187,000) during August. On the national level, seasonally adjusted jobs have been rising since December 2020 and continue to surpass pre-pandemic job levels.

Seasonally adjusted job growth occurred within six of 11 statewide supersector industries this month. On a numeric basis, the largest over-the-month employment gain occurred within *Government* (+3,300), *Leisure and hospitality* (+2,700), and *Other services* (+1,800). In August, several statewide industries recorded job declines too. Notable cuts were recorded within the *Professional and business services* (-1,800); *Trade, transportation, and utilities* (-1,200); and *Financial activities* (-1,000) sectors.

On the nationwide level, several industries including *Private education and health services*, *Leisure and hospitality*, and *Construction* recorded job additions during the month.

Yearly Employment Growth Observed in Majority of Industry Sectors

Over the year, total payroll jobs advanced by +54,400, or 1.2 percent. Since August 2022, eight of Michigan's 11 super sectors exhibited job growth, with strongest employment gains led by *Government* (+19,000), *Private education and health services* (+17,700), and *Leisure and hospitality* (+12,700). On a percentage basis, notable job growth was seen within the *Construction* (+4.4 percent) industry sector.

Since August 2022, seasonally adjusted jobs in the U.S. advanced by 2.0 percent. Over the year, every major industry sector, except for the *Information* (-1.9 percent) sector, recorded job gains. On a percentage basis, noteworthy job additions were recorded in *Mining and logging* (+5.1 percent), *Leisure and hospitality* (+4.5 percent), and *Private education and health services* (+4.2 percent).

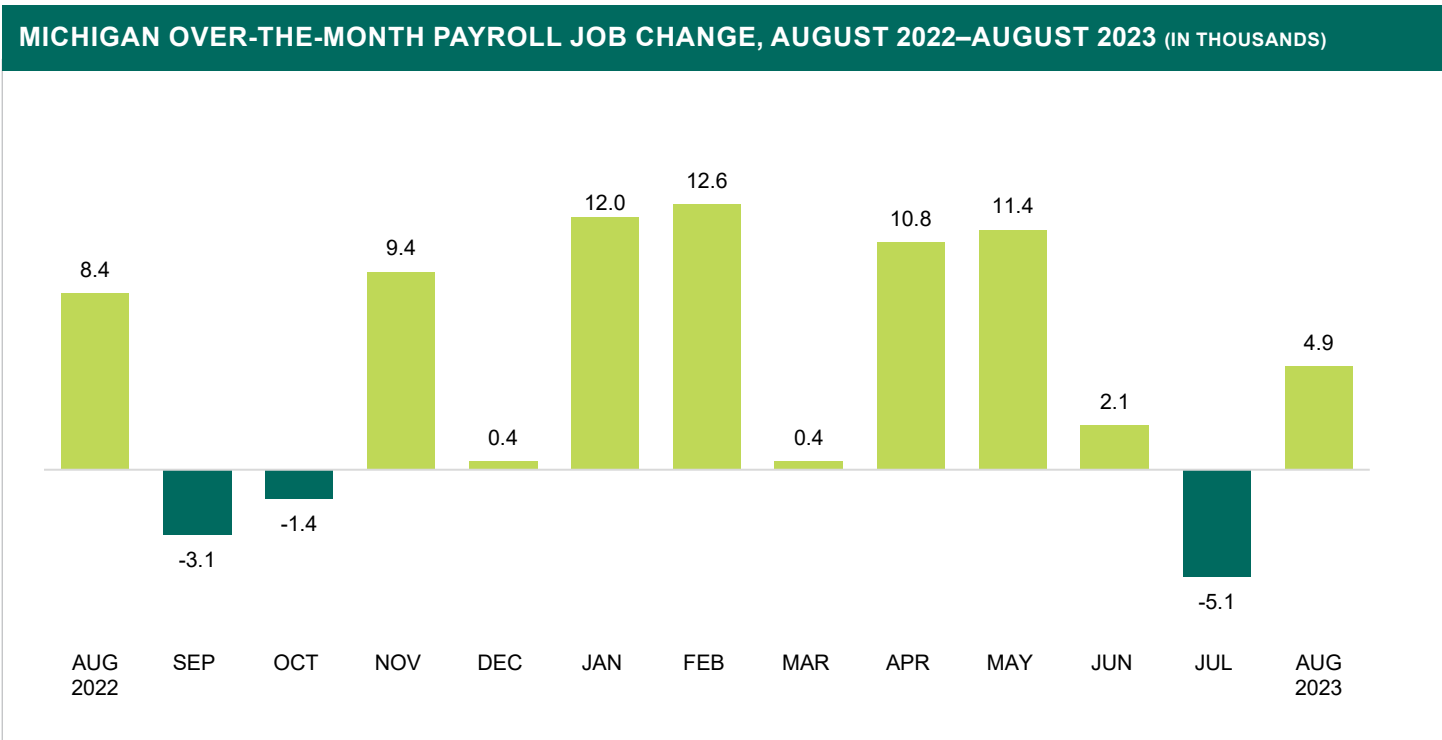
Job Rates Increase in Most Metro Areas During August

On a not seasonally adjusted basis, eight of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded job growth, three regions observed job declines, and three regions recorded no job growth since July 2023. All eight of those metro areas recorded employment gains greater than or equal to the national average (+0.2 percent) and six of those metro areas recorded job additions greater than or equal to the statewide average (+0.3 percent).

Total employment within the *Manufacturing* and *Other services* industry sectors remained either unchanged or increased in all Michigan metro areas over the month.

Over the year, total payroll jobs remained either unchanged or increased in every Michigan metro area besides the Muskegon MSA (-1.2 percent).

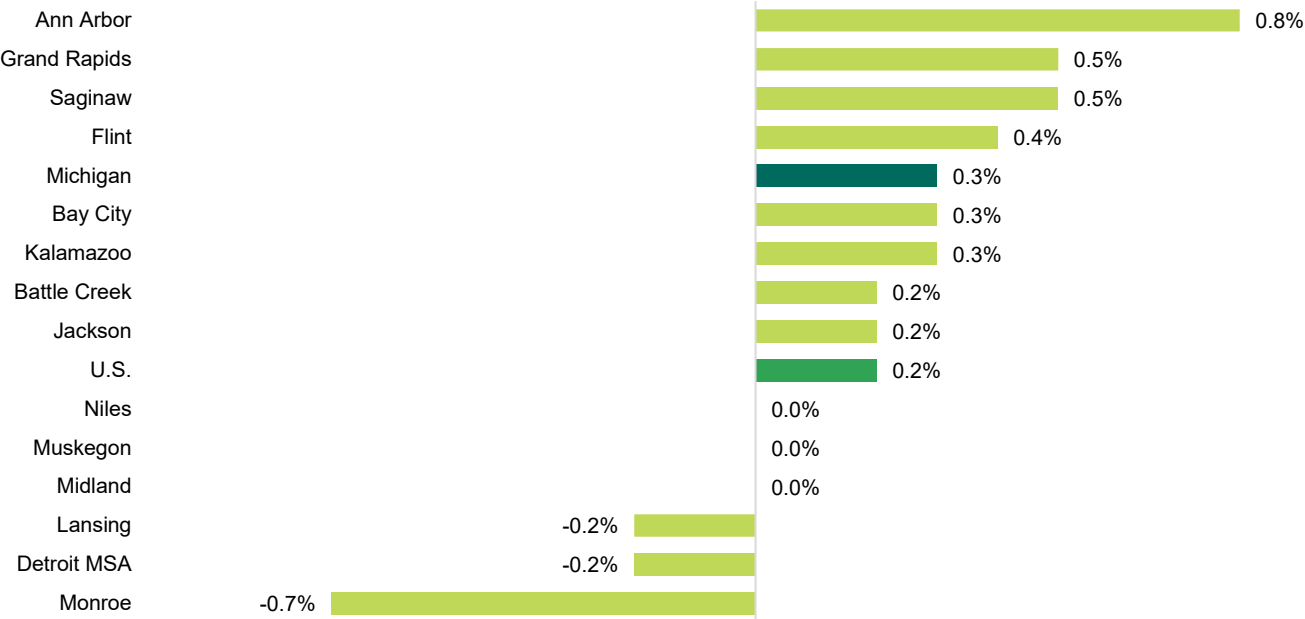
REIMA NASSER
Economic Analyst



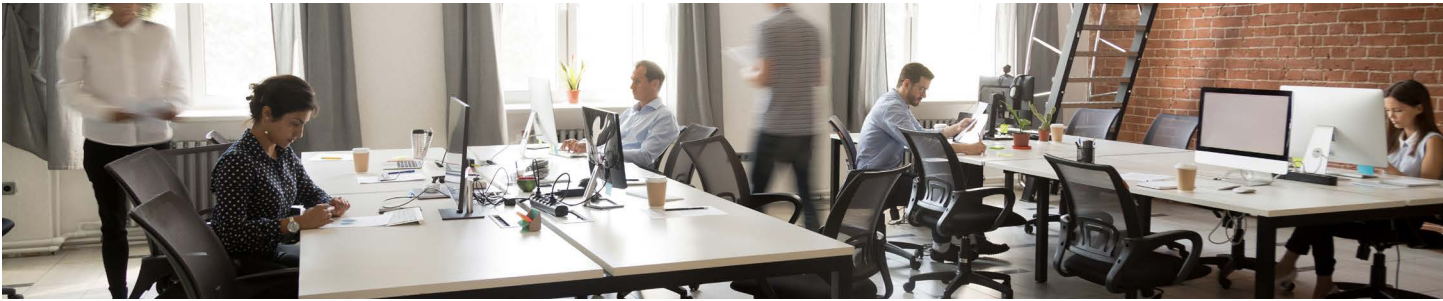
Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



MICHIGAN METRO AREA JOB CHANGE, JULY–AUGUST 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	AUG 2023	JUL 2023	AUG 2022	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	4,438,900	4,434,000	4,384,500	4,900	0.1%	54,400	1.2%
Total Private	3,823,000	3,821,400	3,787,600	-1,600	0.0%	33,800	0.9%
Private Service-Providing	3,015,200	3,013,900	2,988,600	1,300	0.0%	26,600	0.9%
GOODS-PRODUCING	807,600	807,300	796,400	300	0.0%	8,800	1.1%
Mining, Logging, and Construction	199,200	198,400	190,800	400	0.2%	8,200	4.3%
Mining and Logging	7,400	7,600	7,000	-100	-1.3%	100	1.4%
Construction	191,800	190,800	183,800	500	0.3%	8,100	4.4%
Manufacturing	608,400	608,900	605,600	-100	0.0%	600	0.1%
Durable Goods	457,500	457,400	453,200	-1,200	-0.3%	1,900	0.4%
Transportation Equipment Manufacturing	185,600	186,400	186,500	-400	-0.2%	-900	-0.5%
Non-Durable Goods	150,900	151,500	152,400	1,100	0.7%	-1,300	-0.9%
SERVICE-PROVIDING	3,631,100	3,626,500	3,585,500	4,600	0.1%	45,600	1.3%
Trade, Transportation, and Utilities	810,300	811,500	807,000	-1,200	-0.1%	3,300	0.4%
Wholesale Trade	180,900	181,300	172,900	-400	-0.2%	8,000	4.6%
Retail Trade	454,700	455,100	455,800	-400	-0.1%	-1,100	-0.2%
Transportation, Warehousing, and Utilities	174,700	175,100	178,300	-400	-0.2%	-3,600	-2.0%
Information	56,500	56,300	56,700	200	0.4%	-200	-0.4%
Financial Activities	228,500	229,500	231,800	-1,000	-0.4%	-3,300	-1.4%
Finance and Insurance	171,000	171,400	175,000	-400	-0.2%	-4,000	-2.3%
Real Estate and Rental and Leasing	57,500	58,100	56,800	-600	-1.0%	700	1.2%
Professional and Business Services	658,800	660,600	658,300	-1,800	-0.3%	500	0.1%
Professional, Scientific, and Technical Services	320,500	319,800	316,300	700	0.2%	4,200	1.3%
Management of Companies and Enterprises	70,200	70,200	71,600	0	0.0%	-1,400	-2.0%
Administrative and Support and Waste Management and Remediation Services	268,100	270,600	270,400	-2,500	-0.9%	-2,300	-0.9%
Education and Health Services	681,100	680,500	663,400	600	0.1%	17,700	2.7%
Educational Services	75,300	75,100	73,900	200	0.3%	1,400	1.9%
Health Care and Social Assistance	605,800	605,400	589,500	400	0.1%	16,300	2.8%
Leisure and Hospitality	419,000	416,300	406,300	2,700	0.6%	12,700	3.1%
Arts, Entertainment, and Recreation	60,200	58,800	52,000	1,400	2.4%	8,200	15.8%
Accommodation and Food Services	358,800	357,500	354,300	1,300	0.4%	4,500	1.3%
Other Services	161,000	159,200	165,100	1,800	1.1%	-4,100	-2.5%
Government	615,900	612,600	596,900	3,300	0.5%	19,000	3.2%
Federal Government	56,600	56,300	54,000	300	0.5%	2,600	4.8%
State Government	184,000	182,900	178,800	1,100	0.6%	5,200	2.9%
Local Government	375,300	373,400	364,100	1,900	0.5%	11,200	3.1%

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

MAP OF THE MONTH:

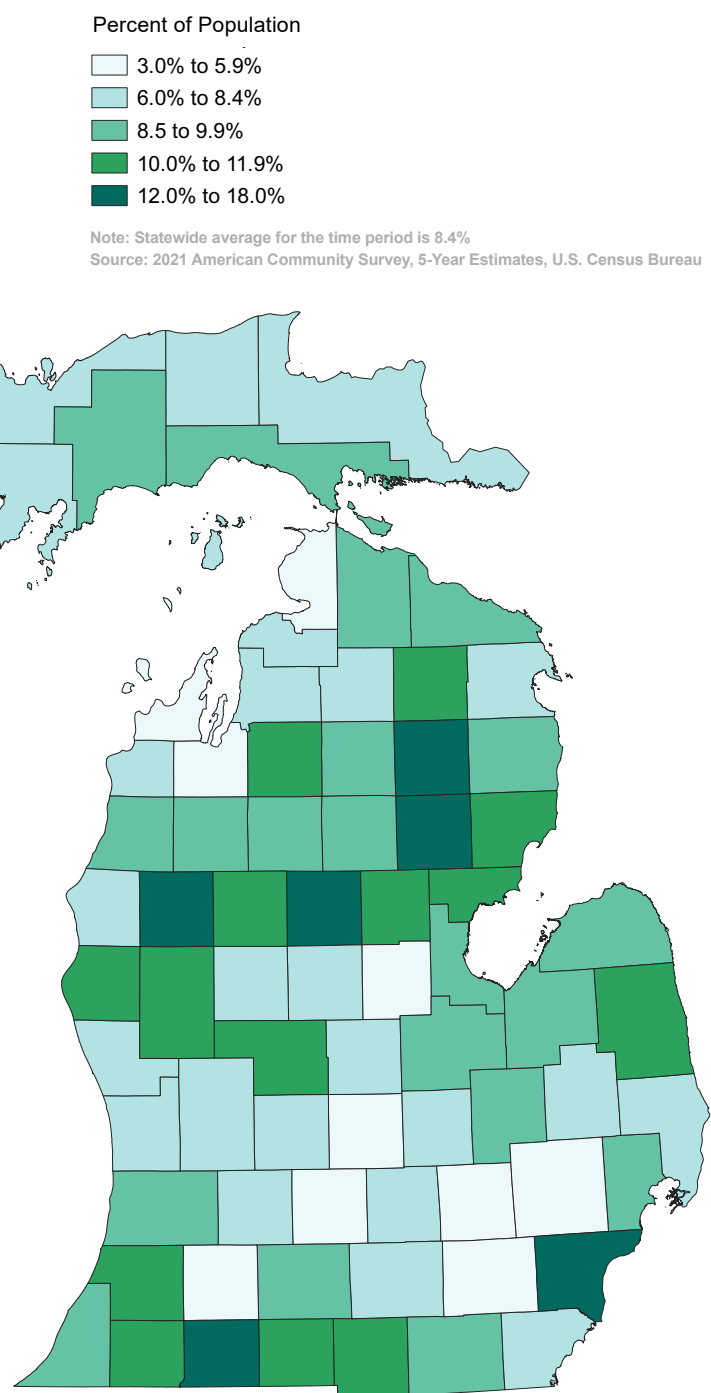
SHARE OF MICHIGAN POPULATION WITH LESS THAN A HIGH SCHOOL DIPLOMA BY COUNTY, 2017–2021

This Map of the Month uses data from the American Community Survey (ACS) five-year estimates (2017-2021) by the U.S. Census Bureau. Data is shown for those who are 25 years and older and have less than a high school diploma in each Michigan county. The 25+ population is chosen because these individuals have typically had time to complete a traditional postsecondary education path. This also helps limit the impact on data by younger individuals who may still be working toward a high school degree or equivalent.

Statewide, the average share of the population with less than a high school diploma is 8.4 percent. Nearly half of the counties (47 percent) fall below the statewide average. Many of these counties are within the larger and more populated areas of the state like South Central and Southeast Michigan. The Upper Peninsula stands out as an area of the state that is rural but has lower-than-average shares of its populations with less than a high school diploma. Overall, 6.6 percent of individuals in the Upper Peninsula do not have a high school diploma.

Counties with above-average shares are generally in more rural areas of the state like Northeast and Northwest Michigan. The Southwest region also has high shares of those who are 25 and older with less than a high school diploma. Wayne (12.4 percent) and Macomb (9.6 percent) counties are both part of the Detroit Metro Prosperity Region and are large populous areas. These counties are also the two highest in total number of people with this level of educational attainment. Overall, Lake county has the highest share at 18.0 percent but with just 1,700 people falling into this category, it is one of the lowest counts in the state.

TRISHA SCHLEGEL
Economic Analyst



Note: Data in this write-up uses five-year estimates data from the American Community Survey. The statewide data shown may be slightly different than one-year estimates data.

LABOR MARKET OUTCOMES FOR INDIVIDUALS WITH LESS THAN A HIGH SCHOOL DIPLOMA IN MICHIGAN

Increased levels of education, on average, lead to better economic outcomes. Although postsecondary attainment receives much of the attention, the completion of a high school diploma or equivalency greatly increases economic opportunity and allows workers more flexibility to further invest in themselves. Along with this, programs that lead to the completion of a high school education or equivalent often empower students with the skills needed to reach their full economic potential such as those that help an individual look for and apply for jobs.

Economic Outcomes

The U.S. Census Bureau recently released their 2022 one-year American Community Survey (ACS) results. These data cover a wide variety of topics (including education, employment, and income among many others) for geographies with more than 65,000 individuals. Statewide data for Michigan revealed disparate outcomes for those with less than a high school diploma.

It can be difficult to measure outcomes for groups due to the complexity of data variable interactions, but one of the most useful data points which summarizes economic outcomes are poverty rates for those 25 and over. The age limit of 25 and over is used since it allows people to complete a typical education path and not penalize groups that have more young

people. The poverty rate in 2022 for those with less than a high school diploma or equivalent in Michigan was 27.1 percent, meaning more than one in four individuals with only this level of education were in poverty. This dropped rapidly to 15.1 percent of those with a high school diploma or equivalency and continued to decline with higher levels of education. Quality data is not currently available for those with training or other certifications outside of postsecondary institutions. However, it is notable that many of these programs require a high school diploma or equivalent to enter. Poverty rates varied by sex as well with 23.9 percent of males with less than a high school diploma experiencing poverty while 30.5 percent of females in the same educational attainment tier are experiencing poverty.

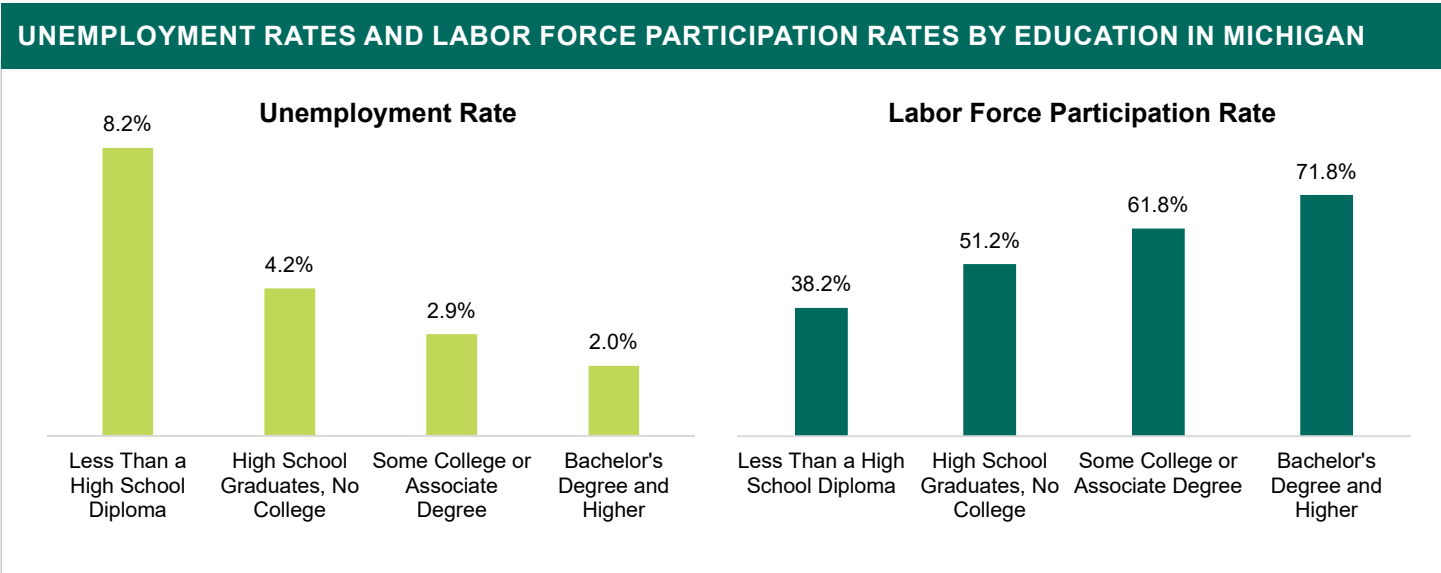
Poverty is directly linked to income. The trends are identical, but still notable for the group. Median earnings for all individuals 25 and older in Michigan were roughly \$47,300 a year in U.S. Census Bureau data. For those with less than a high school diploma, this dropped to an average of \$30,400 annually. This rose to a median earning of \$35,900 for those with a high school diploma or equivalent and continued to rise with further levels of educational attainment.

In total, Michigan had more than 679,000 individuals over the age of 18 with less than a high school diploma or equivalency. This number

fell to roughly 570,000 for Michiganders over the age of 25. Michigan fared well compared to the United States when looking at the share of those with less than a high school diploma. Only 8.2 percent of those who were 25 and older in Michigan had this level of educational attainment compared to 10.4 percent nationally. It is known that individuals over 65 are more likely to fall in this group as well. When focusing on just the population age 25 to 64 years, 7.7 percent (393,000 individuals) had less than a high school diploma in Michigan, falling well below the 9.8 percent of people nationally.

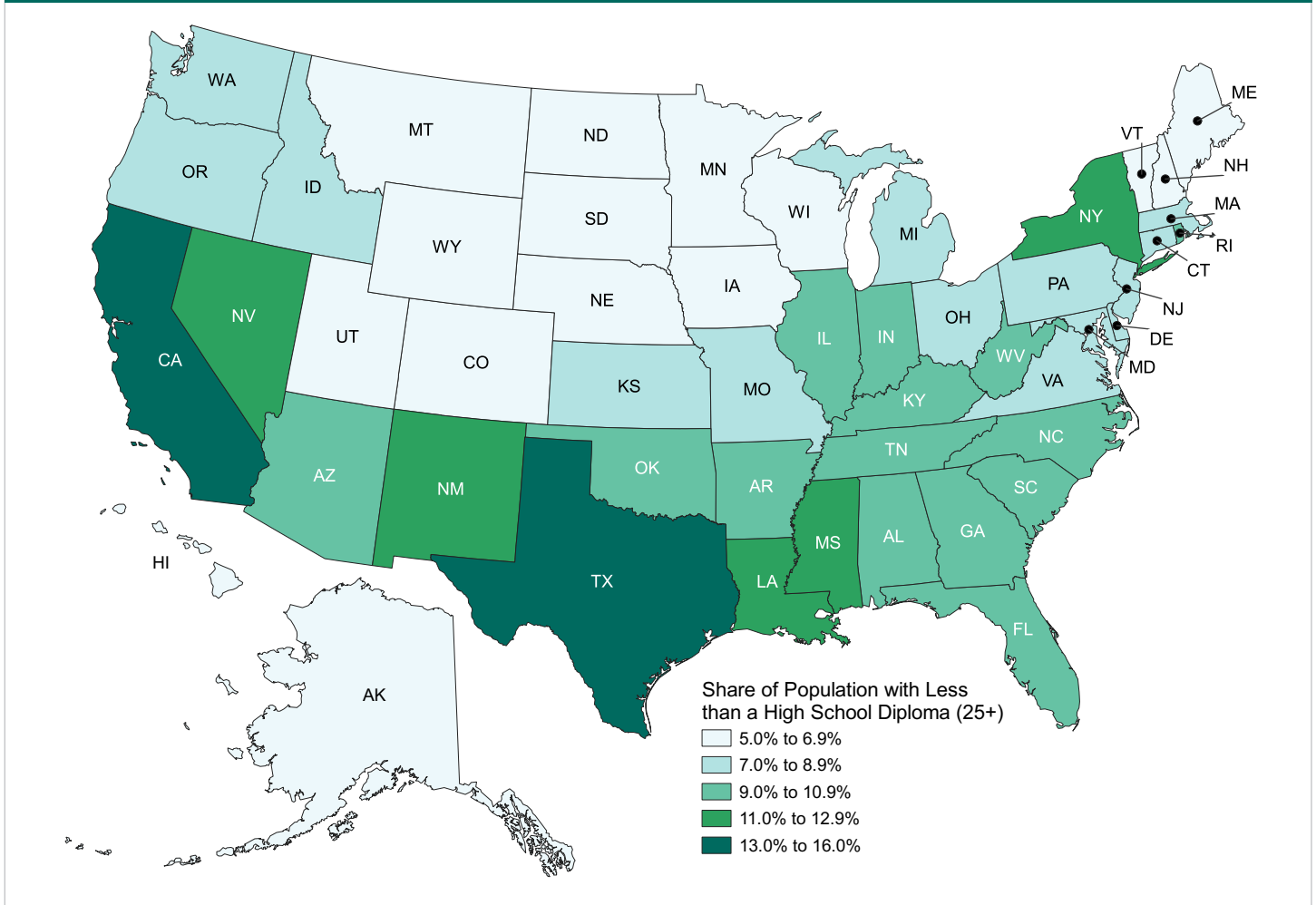
In a labor market with historically low unemployment rates, ensuring the most well trained and available workforce helps cultivate a strong economic situation in Michigan. Individuals over 25 years of age or above with less than a high school diploma in the state had an unemployment rate of 8.2 percent during the latest 12-month period (September 2022 through August 2023). This dropped rapidly, nearly in half, for folks with a high school diploma or equivalent, but no college at 4.2 percent.

Labor force participation increases with higher levels of educational attainment. Of course, factors that held someone back from completing their secondary education on a typical timeline may also hold back an individual from participating in the workforce. Accordingly, individuals with



Source: Current Population Survey, 12-Month DEMECON September 2022–August 2023; U.S. Census Bureau

SHARE OF U.S. POPULATION WITH LESS THAN A HIGH SCHOOL DIPLOMA BY STATE, 2022



Source: 2022 American Community Survey One-Year Estimates, U.S. Census Bureau

less than a high school diploma had a labor force participation rate of 38.2 percent. This climbed rapidly for individuals with a high school diploma, up to 51.2 percent. This was still slightly below the participation rate of 60.7 percent for all Michiganders 25 and older. Attaining a high school diploma or equivalency not only increases job opportunities, but also opens up additional options in education and training programs. Another important consideration for how a high school diploma or equivalency increases labor participation is the understanding that certain skills are required to apply for jobs. These skills can include writing ability, reading comprehension, and navigating the internet, among others, which all can be crucial to attaining employment. Many of these skills are learned or refined in high school or high school equivalency programs.

Current Rankings

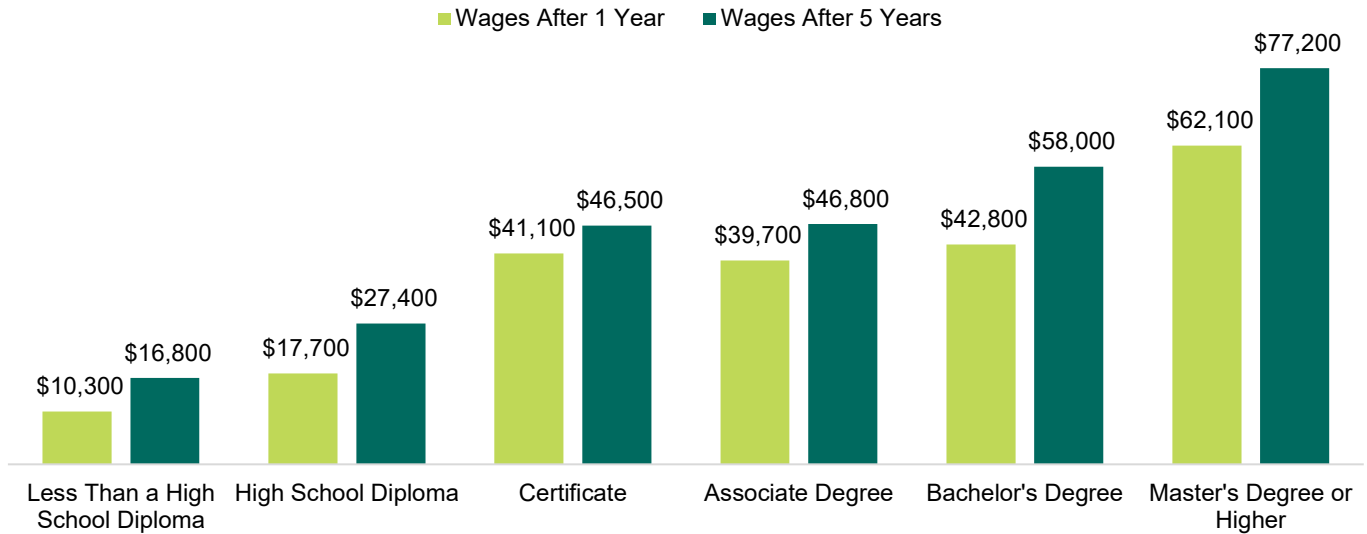
Of the 50 states, Michigan ranked 21st (just ahead of Ohio) with 8.2 percent of the population 25 and older with less than a high

school diploma. This metric for all states ranged from Vermont with 5.0 percent of the population to California with 15.3 percent. A number of factors contributed to this range, including institutional and family characteristics that a student may experience, as well as the number of individuals moving to a state after they have already aged out of traditional K-12 schooling. Many of the states with the lowest rates were small states in the northern portion of the country. The top five states with the lowest rates were Vermont, Maine, New Hampshire, Montana, and Minnesota. Only one state with a lower rate than Michigan had a larger total population of those over the age of 25 (Pennsylvania). The bottom 5 states were in the South and Southwest and typically experienced increased levels of poverty and/or foreign-born populations, among other factors. These states, in order, were California, Texas, Louisiana, Nevada, and Mississippi.

Michigan's 83 counties (displayed on page 7) also had a wide range of educational

attainment, although five-year ACS estimates needed to be used here due to the small size of some county populations. Keweenaw and Leelanau had estimated rates of 3.6 percent of their population over the age of 25 with less than a high school diploma. These were lower rates than any statewide average in the nation. On the other end, more than 20 counties had rates above 10 percent, including Oscoda and Lake counties, which each were near 18 percent. Many of the counties with the highest percentages were rural and remote. This means that a high percent shares did not always equate to a high number of individuals with less than a high school diploma. Lake had the highest percentage, however, they only had the 54th most individuals (1,700) of the 83 counties. Meanwhile, Washtenaw had the 4th lowest rate of any county in Michigan but with more than 10,000 people without a high school diploma the county had the 9th most individuals.

MEDIAN ANNUAL WAGES IN MICHIGAN BY EDUCATION, 2022



Source: 2022 Median Annual Wages by Education Attainment, MiSchool Data, Center for Educational Performance and Information

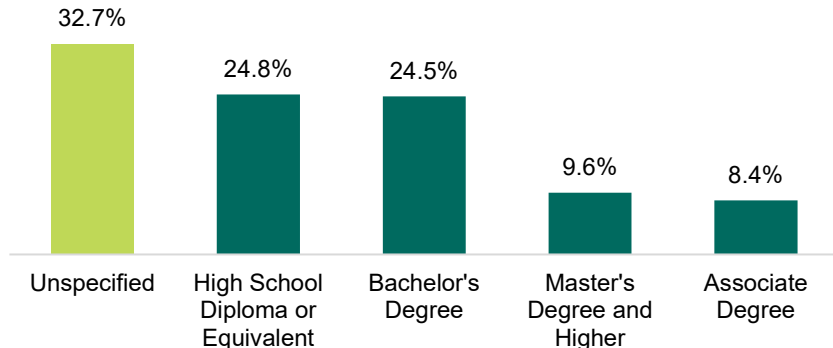
Administrative Outcomes

Administrative data from MiSchoolData.org shows those with no high school diploma made an average of \$10,300 one year after exiting schooling, in Michigan. After five years, those same individuals who had not moved on to further levels of education made an average annual salary of \$16,800. This five-year-after wage was still less than the one-year-after median wage for those with a high school diploma of \$17,700. This especially paled compared to the wages earned five years after finishing a high school diploma of \$27,400. On average, a high school diploma one year out was worth about five years of experience without having received a diploma. This is a strong indicator of increased economic opportunity for individuals with a high school diploma. Some people with less than a high school diploma or equivalent may be experiencing other barriers, so receiving their diploma or equivalent may not lead to a greater outcome.

Real-Time Demand By Education (Online Job Advertisement)

Online job advertisements have a lowest minimum education definition of high school diploma or equivalent, making it difficult to identify which ads can be filled by someone with less than a high school diploma. Some ads did not explicitly state a minimum educational requirement or it was too difficultly worded to be captured through data collection. In the last 12 months, roughly 33 percent of online job ads

SHARE OF ONLINE JOB ADVERTISEMENTS IN MICHIGAN BY MINIMUM EDUCATION LEVEL, SEPTEMBER 2022–AUGUST 2023



Source: Lightcast Developer, Help Wanted OnLine

Note: The 33 percent of unspecified advertisements either do not have a minimum education listed or are unable to be discerned.

in Michigan either did not specify an education requirement or it could not be discerned. Another 25 percent of job ads listed a high school diploma or equivalent as the minimum education required. Not all job openings are advertised online, and some employers will post one ad for multiple jobs or post ads to collect resumes without the intention of hiring immediately. Even so, the current data suggests about one quarter of online job ads distinctly require at least a high school diploma. This means that attaining a diploma or equivalency can open up at least a quarter of the Michigan economy to prospective job seekers.

Conclusion

Earning a high school diploma or equivalent raises economic outcomes for Michiganders. The number of attainable opportunities as well as the skills crucial to pursuing those opportunities are achieved through increased education. If the Michigan economy is going to succeed in a rapidly changing world, having a workforce ready for new endeavors will be critical.

EVAN LINSKEY
Research Manager



PARTNER PERSPECTIVE

ADULT EDUCATION SERVICES AND DATA

Services

Adult education provides an opportunity for adults to improve their skills (specifically math, reading and writing), obtain a high school credential, or become better English speakers. There are more than 100 programs statewide that provide a range of free or low-cost adult education services, such as high school completion or preparation for a high school equivalency exam (GED® or HiSET®). There are other adult education services offered as well, including ESL and family literacy.

The State of Michigan also offers a program called HSE-to-School that covers the cost of high school equivalency testing for eligible individuals that are prepared for the GED® or HiSET® exam. The goal of the program is to inspire and encourage Michigan residents that are pursuing their high school equivalency

certificate to complete and transition to a community college or university in Michigan. The HSE-to-School program covers the cost of one attempt on each subject area test for Michigan residents that meet eligibility requirements.

More information about adult education services or the HSE-to-School program can be found at [Michigan.gov/LearnMoreEarnMore](https://michigan.gov/LearnMoreEarnMore).

Data

In program year 2022 (July 1, 2022 – June 30, 2023), there were 30,125 adult learners that enrolled in adult education across the state. Of those, 806 adults earned a high school diploma and 2,148 earned a high school equivalency certificate by passing either the GED® or HiSET® exam.

The GED pass rate in Michigan in 2022 was 77 percent, which was above the national pass rate of 75 percent during that time (data according to GED Analytics).

- Math pass rate was 78 percent (national pass rate was 75 percent)
- Reasoning through Language Arts (RLA) pass rate was 86 percent (national pass rate was 83 percent)
- Science pass rate was 91 percent (national pass rate was 88 percent)
- Social studies pass rate was 87 percent (national pass rate was 84 percent)

ERICA LUCE

Adult Education Manager
Michigan Department of Labor and
Economic Opportunity

EDUCATIONAL ATTAINMENT AND POVERTY RATE IN THE MICHIGAN WORKS! MACOMB/ST. CLAIR AREA

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 recurring monthly section featuring labor market updates on a rotating selection of Michigan Works! areas.

Counties: Macomb and St. Clair

Higher levels of educational attainment typically produce more favorable labor market outcomes. This holds true in the two-county area of Michigan Works! Macomb/St. Clair. According to recently released 2022 1-year estimates from the Census Bureau's American Community Survey, poverty rates were much lower for advanced levels of education.

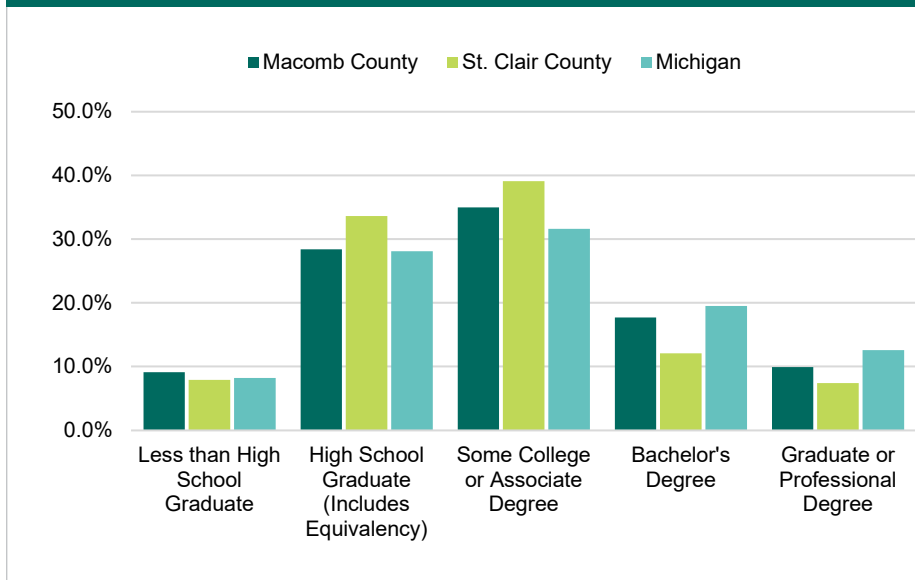
Figure 1 shows the share of population age 25 and over by various educational attainments. It is notable that both Macomb and St. Clair counties had a higher share of their population who were high school graduates (including equivalency) or had completed some college or an associate degree than Michigan's population overall. Both counties, however, had lower shares of their population with a bachelor's degree or higher. Macomb County's share of those with a bachelor's degree or higher was about 8 percentage points higher than St. Clair County's.

The poverty rate for those who had less than a high school diploma was significantly greater than other levels of educational attainment as shown in Figure 2. In Macomb and St. Clair counties, obtaining a high school diploma or equivalency results in a drop in the poverty rate of about 7 percentage points. There is roughly a 4 percentage point drop upon completing a bachelor's degree or higher.

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](#).

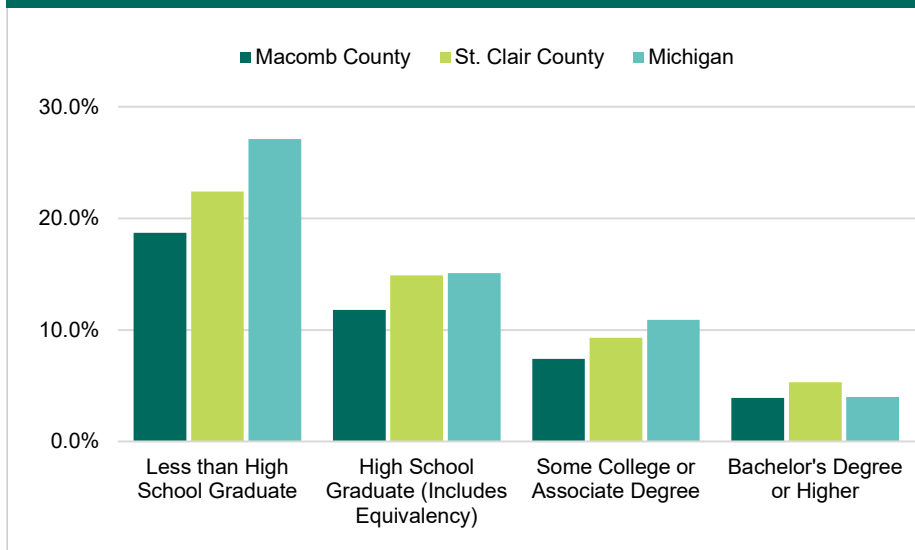
NICK GANDHI
Economic Analyst

FIGURE 1: SHARE OF POPULATION AGE 25 AND OVER BY EDUCATIONAL ATTAINMENT



Source: 2022 American Community Survey 1-Year Estimates (Table S1501)

FIGURE 2: POVERTY RATE FOR POPULATION AGE 25 AND OLDER BY EDUCATIONAL ATTAINMENT



Source: 2022 American Community Survey 1-Year Estimates (Table S1501)



ONLINE JOB ADVERTISEMENTS CLIMB IN AUGUST

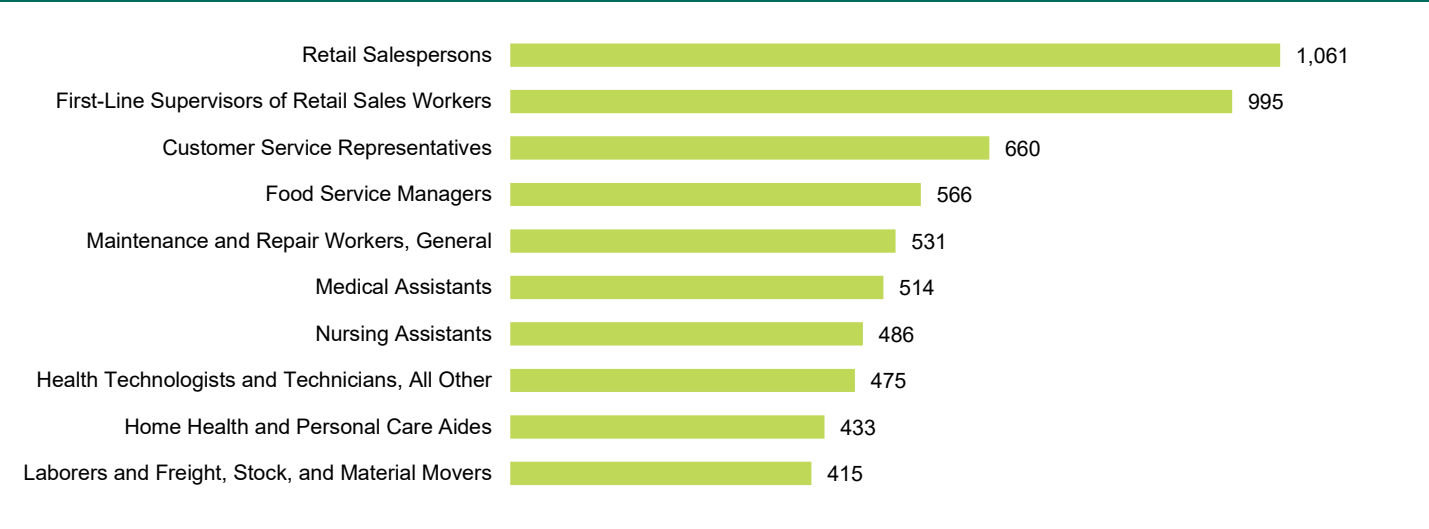
There were 77,790 new online job advertisements posted in Michigan during August 2023. This was a 7.4 percent increase in new ads from the previous month which had just under 72,420 advertisements. Additionally, new job ads have significantly declined when compared to August 2022, which saw just under 85,650 advertisements. A majority (58.8 percent) of the state’s advertisements were posted from the Detroit-Warren-Dearborn and Grand Rapids-Kentwood metropolitan statistical areas (MSA).

The top advertised occupations were *Registered nurses* (3,020 ads); *Retail salespersons* (3,010 ads); and *First-line supervisors of retail sales workers* (2,150 ads). These three occupations represented 10.5 percent of all new advertisements for August 2023 and have remained in the top five most posted since August 2022. As for employers, the companies with the most advertisements during August were Corewell Health (2,100 ads); State of Michigan (890 ads); and Trinity Health (780 ads).

Spotlight: High School Education

A high school diploma or GED is the most requested minimum level of education in online job advertisements, making up more than a quarter of all ads (28.7 percent). The next most advertised level of education was a bachelor’s degree with 15,450 ads which made up 19.9 percent of ads. This was followed by associate degrees and master’s degrees or higher which were sought after in 5.9 and 3.0 percent of online advertisements, respectively. Not all

MOST ADVERTISED OCCUPATIONS WITH MINIMUM EDUCATION LEVEL OF HIGH SCHOOL DIPLOMA OR GED, AUGUST 2023



Source: Lightcast Developer, Help Wanted OnLine



online advertisements list a minimum level of education, but the ones that do help to form an understanding of labor market demand.

The possession of a high school diploma or equivalent is highly requested by employers. It is estimated that nearly 2 million people over the age of 25 in Michigan have just a high school diploma or equivalent, and of that population, 69.9 percent participate in the labor force. In August 2023, the most advertised occupations that required a high school diploma or GED were *Retail salespersons* (1,060 ads); *First-line supervisors of retail sales workers* (1,000 ads); and *Customer service representatives* (660 ads). Encompassing these occupations, the topmost advertised industries were, *General*

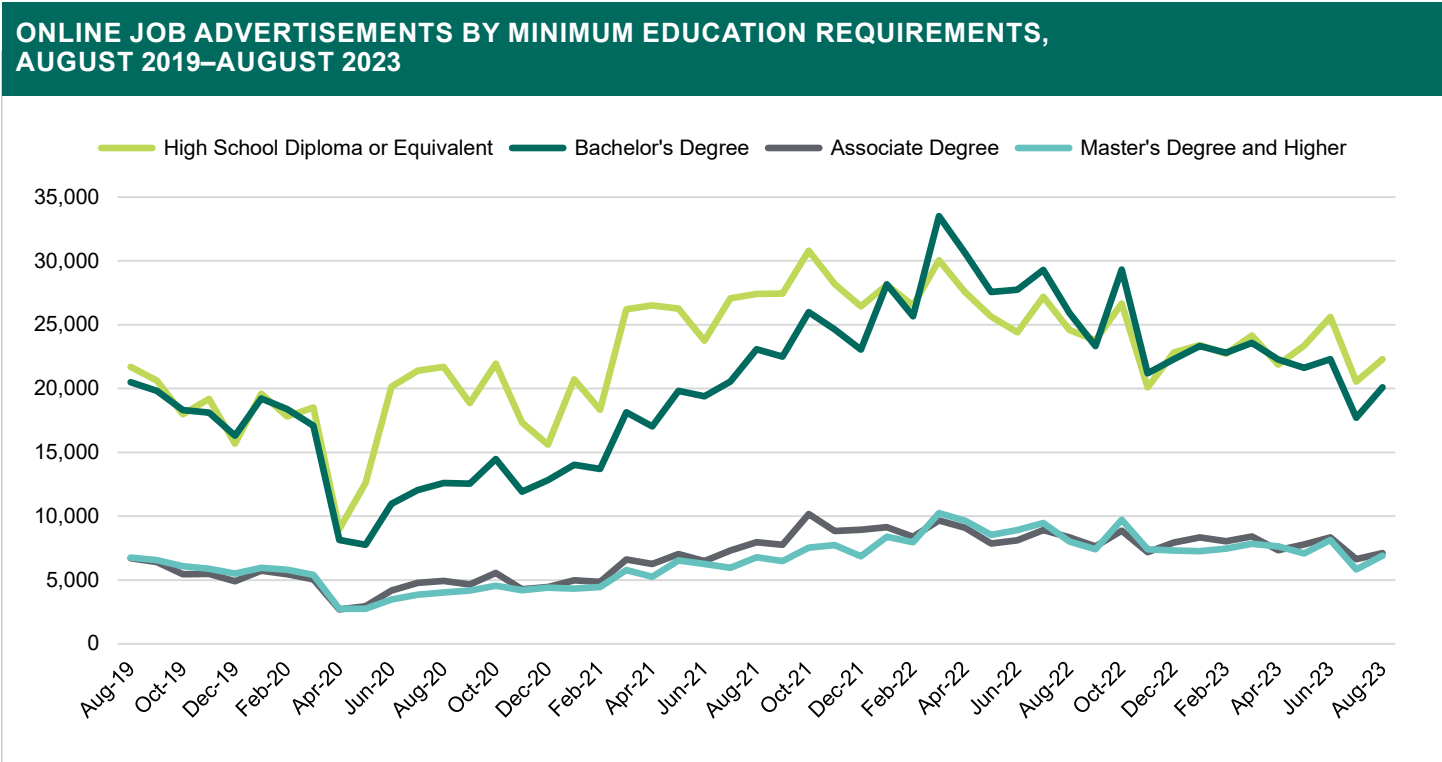
medical and surgical hospitals (1,440 ads); *Supermarkets and other grocery retailers (except convenience retailers)* (840 ads); and *Limited-service restaurants* (760 ads).

The requested skills for these occupations fall into three categories: common, specialized, and software skills. A common skill can be defined as a skill that is nonspecialized and can be applicable to a variety of occupations. The most advertised common skills were communications, customer service, and management. A specialized skill refers to occupation-specific skills and might require more training than common skills. The top specialized skills requested in August were merchandising, selling techniques, and auditing. Lastly, software skills

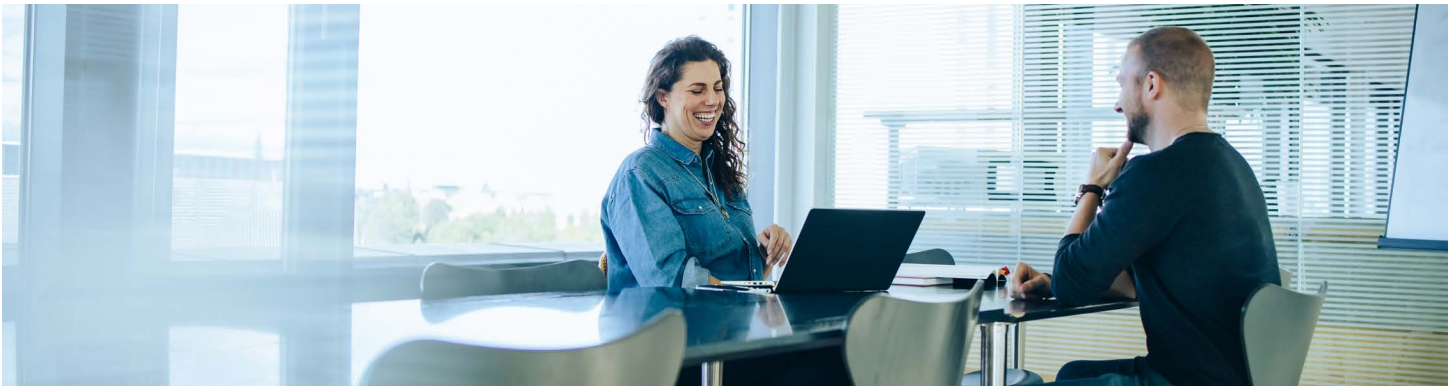
include the knowledge of specific computer programs and/or applications. The most advertised software skills were Microsoft Office, Microsoft Excel, and Microsoft Outlook.

In addition to common, specialized, and software skills, many employers require specific certifications as pre-requisites for the advertised position. The most requested certifications for jobs requiring at least a high school diploma were, a valid driver's license, basic life support (BLS) certification, cardiopulmonary resuscitation (CPR) certification, and certified nursing assistant (CNA).

AMELIA ARNOLD
Student Assistant



Source: Lightcast Developer, Help Wanted OnLine



JOB OPENINGS HIT NEAR THREE-YEAR LOW

Michigan's job openings rate (4.7 percent) declined in the July release of Job Openings and Labor Turnover Survey (JOLTS) data. The separations rate (3.4 percent) and quits rate (2.1 percent) also declined in the latest data release. Both the layoffs and discharges rate (1.0 percent) and the labor turnover rate (7.1 percent) increased marginally, while hires saw slightly more notable growth (3.5 percent) in July.

Job Openings Fell

Job openings in Michigan declined by approximately 19,000 from June (237,000) to July (218,000). This was reflected in a 0.4 percentage point drop in the openings rate, falling from 5.1 percent to 4.7 percent. Michigan had the 3rd lowest job openings rate among

states and was 0.6 percentage points below the national average of 5.3 percent.

The unemployed persons to job openings ratio increased in July to 0.81 from 0.74 in the previous month. This meant that for every 10 job openings, there were approximately eight unemployed workers. Michigan had the 6th highest ratio of unemployed persons to job openings in July and was above the national ratio over the same period (0.66). This was the highest ratio Michigan has registered since April 2021 (0.90).

Hires Saw Minor Growth over the Month

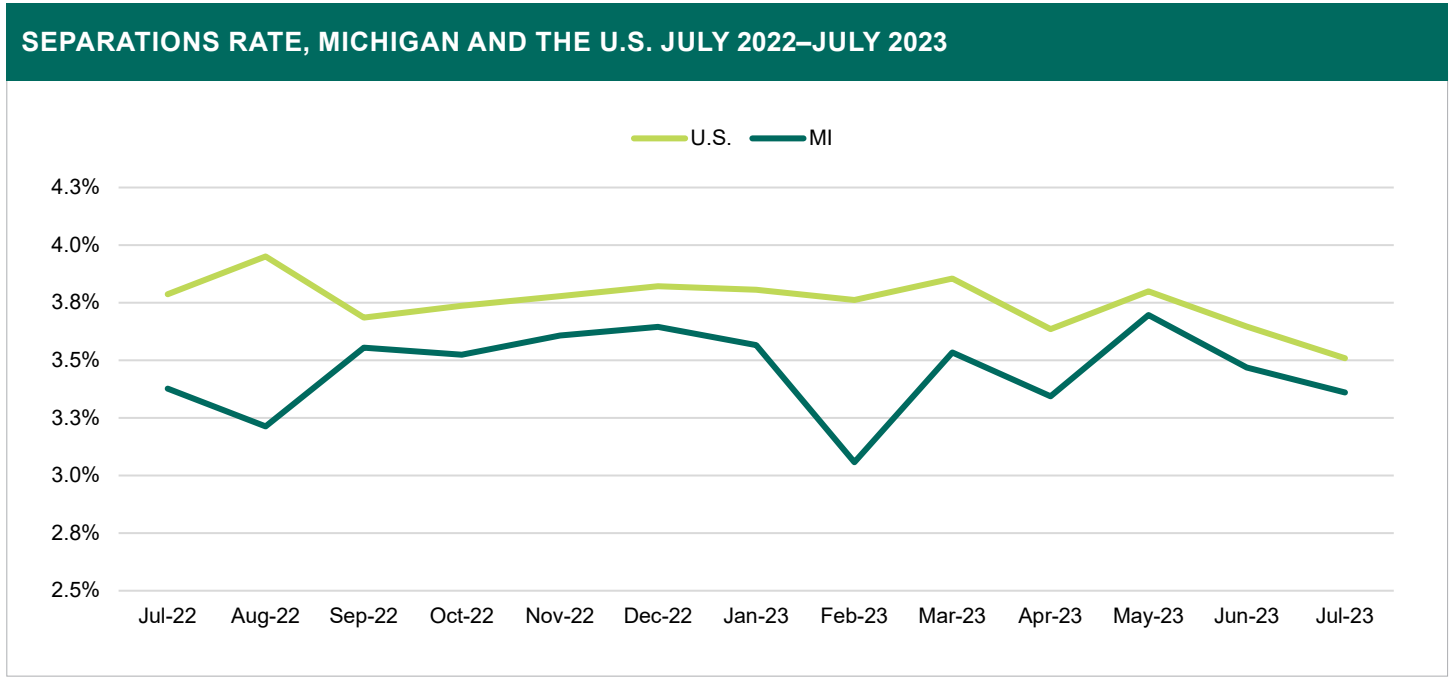
The hires rate increased by 0.3 percentage points from 3.5 percent in June to 3.8 percent

in July. Numerically, Michigan employers hired approximately 13,000 more individuals in July (166,000) than in June (153,000). Due to this increase in hires, Michigan moved from being one of the states with the lowest rate of hires in the prior month to the middle of the pack as the 27th highest in the latest release.

Separations Inch Downward

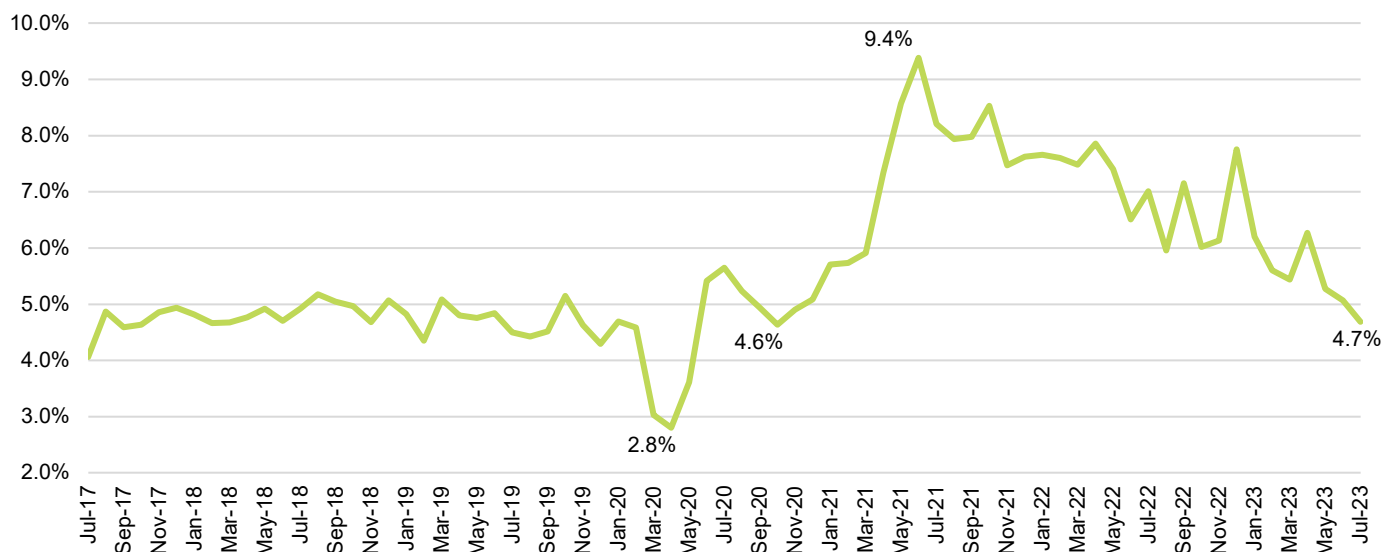
Michigan's separations declined marginally, dropping 0.1 percentage point from 3.5 percent in June to 3.4 percent in July.

The two driving forces of separations—quits and layoffs/discharges—moved in opposite directions. The quits rate dropped to 2.1 percent, a 0.3 percentage point decline from the month prior. Layoffs and discharges



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

MICHIGAN OPENINGS RATE, JULY 2017–JULY 2023



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

however, saw a minor rise, increasing by 0.1 percentage points to 1.0 percent. The greater magnitude of the decline in quits ultimately drove the separations rate down for the month.

Michigan Job Openings Rate Nears Three-Year Low

As previously mentioned, there was a moderate fall in Michigan's job openings rate from June (5.1 percent) to July (4.7 percent). This gave Michigan the 3rd lowest openings rate behind only New York (4.5 percent) and Hawaii (4.6 percent). Notably, this was the lowest the openings rate has been since October 2020, where it fell to 4.6 percent. The job openings rate has been trending downward since its peak in June 2021 at 9.4 percent. July marked the first time since November 2020 that there was an openings rate below 5.0 percent. The current July openings rate of 4.7 percent is more in line with the job openings rates from 2017 and 2019 which varied primarily between 4.0 and 5.0 percent.

CANAAN VANMALDEGHEM
Economic Analyst



DATA SPOTLIGHT:

OCCUPATIONS THAT TYPICALLY REQUIRE A HIGH SCHOOL DIPLOMA OR EQUIVALENT

This month's Data Spotlight highlights occupations that typically require the award of a high school diploma or equivalent program, such as a General Education Development (GED) credential, for entry. This minimum education requirement represented over 41 percent of all jobs in Michigan in 2022, the largest share of any such educational category. This ranked 7th among all U.S. states in terms of the proportion of total occupations that require this minimum education requirement. Michigan job seekers able to unlock entry to this occupational category by obtaining a high school diploma or diploma equivalent will have significantly more jobs and higher earnings potential available to them.

According to 2022 Occupational Employment and Wage Statistics (OEWS) data, over 41 percent of occupations in Michigan fall into this minimum education category, while just over 20 percent of all jobs in the state are available to job seekers without any formal education. From an educational perspective, individuals that complete their high school diploma or diploma equivalent go from being qualified for one-fifth of all jobs in the state without the diploma to being qualified for three-fifths of all jobs in the state with this diploma, although it is true that some occupations in both categories require some level of on-the-job training and work experience.



MICHIGAN EMPLOYMENT LANDSCAPE BY MINIMUM EDUCATIONAL REQUIREMENT, 2022			
MINIMUM EDUCATION	TOTAL EMPLOYMENT	PERCENT TOTAL JOBS	MEDIAN HOURLY WAGE
High School Diploma or Equivalent	1,747,730	41.1%	\$22.65
Some College, No Degree	100,710	2.4%	\$20.59
Postsecondary Nondegree Award	252,700	5.9%	\$23.12
Associate Degree	94,550	2.2%	\$28.36
Bachelor's Degree	1,004,480	23.6%	\$43.72
Master's Degree	74,280	1.7%	\$43.00
Doctoral or Professional Degree	100,290	2.4%	\$70.18

Source: 2022 Occupational Employment and Wage Statistics Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget



There is also evidence that occupations that require a high school diploma recover faster than jobs that require no formal education. This pattern can be seen since the pandemic recession in terms of the overall number of jobs for each educational category. Both occupational categories, those that require no formal education and those that require a high school diploma, lost jobs between 2019 and 2022. However, by 2022, there were only 0.3 percent fewer jobs requiring a high school diploma, while there were 12.2 percent fewer jobs available that required no formal educational attainment.

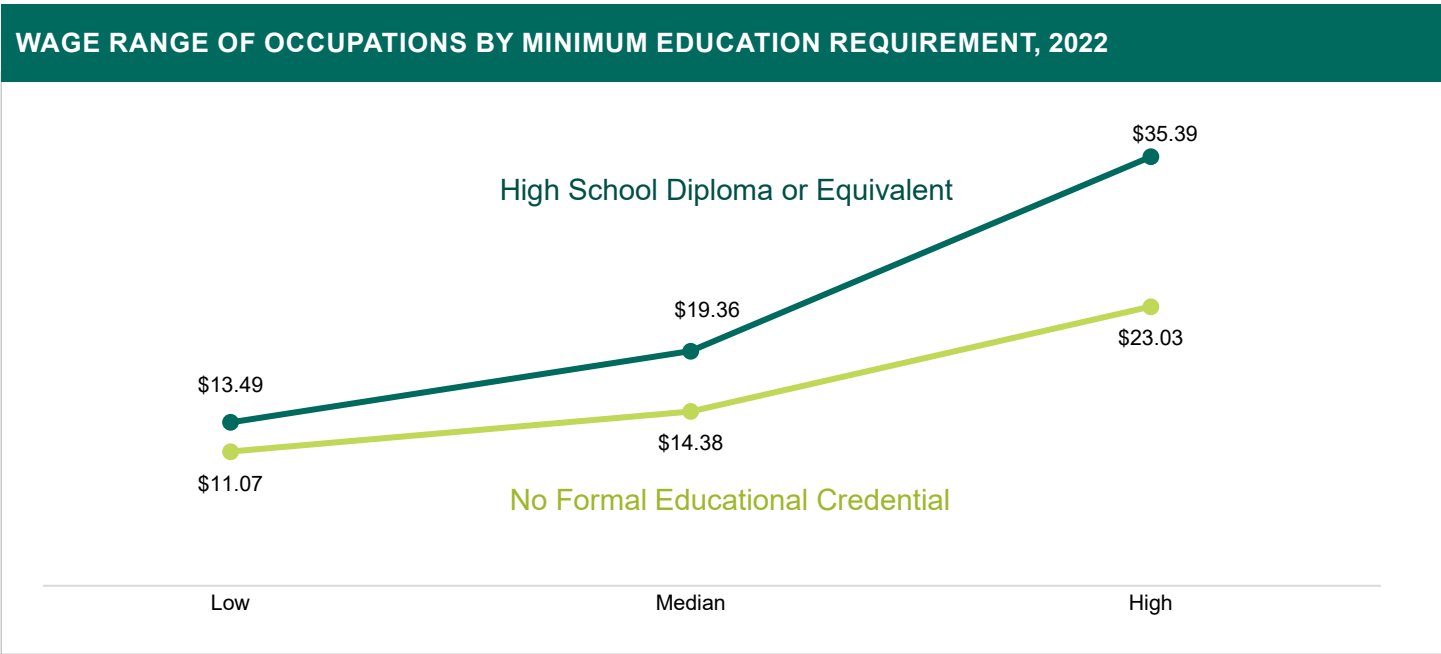
Jobs that require a high school diploma or equivalent offer greater earning potential than those that require no formal educational

credential. The hourly rates earned at the lower end of the wage range were similar for occupations with a high school degree verses those without. This difference is more pronounced at the middle and higher end of the wage range. At the median, those with at least a high school diploma or equivalent earn over 33 percent more than those without, while the same group earns over 53 percent more at higher end of the wage range.

The Michigan Center for Data and Analytics has identified a number of occupations that typically require a high school diploma or equivalent projected to be in high demand through 2030 on the [Michigan labor market information website](#). Major occupational

groups well represented with several occupations projected for substantial growth across the state include *Food preparation and serving related*, *Personal care and service*, and *Transportation and material moving* occupations. Job seekers can find information on projected annual openings and typical wages for these specific occupations both across the entire state in [Michigan's Career Outlook through 2030](#) and in specific regions of Michigan in [Regional Career Outlooks through 2030](#).

JOHN DILLON
Economic Analyst



Source: Occupational Employment and Wage Statistics, U.S. Bureau of Labor Statistics
Note: 10 percent of occupations pay at least the low range wage and 90 percent of occupations pay at least the high range wage.

RELEVANT RANKINGS

PERCENT OF POPULATION IN METROPOLITAN COUNTIES WITH LESS THAN A HIGH SCHOOL DIPLOMA, 2017–2021

RANK	AREA	TOTAL NUMBER OF PEOPLE WITH LESS THAN A HIGH SCHOOL DIPLOMA	PERCENT OF POPULATION WITH LESS THAN A HIGH SCHOOL DIPLOMA
1	Livingston	5,547	4.1%
2	Washtenaw	10,043	4.3%
3	Clinton	2,588	4.7%
4	Eaton	3,912	5.1%
5	Midland	3,114	5.3%
6	Oakland	48,382	5.4%
7	Kalamazoo	9,380	5.7%
8	Ottawa	11,495	6.2%
9	Ingham	11,032	6.3%
10	Barry	2,866	6.6%
11	Kent	34,424	7.9%
12	St. Clair	9,317	8.2%
13	Jackson	9,178	8.2%
14	Muskegon	10,020	8.3%
15	Lapeer	5,270	8.3%
16	Monroe	9,276	8.5%
17	Nonmetro Areas	109,663	8.6%
18	Genesee	24,774	8.8%
19	Bay	6,699	8.9%
20	Calhoun	8,213	9.0%
21	Berrien	9,974	9.2%
22	Saginaw	12,429	9.5%
23	Macomb	59,857	9.6%
24	Cass	4,041	10.9%
25	Montcalm	5,359	11.5%
26	Van Buren	6,089	11.7%
27	Wayne	149,959	12.4%

Note: 25+ Population

Source: American Community Survey 2021 5-Year Estimates, U.S. Census Bureau

PERCENT OF POPULATION IN SELECT U.S. STATES WITH LESS THAN A HIGH SCHOOL DIPLOMA, 2022

RANK	AREA	TOTAL NUMBER OF PEOPLE WITH LESS THAN A HIGH SCHOOL DIPLOMA	PERCENT OF POPULATION WITH LESS THAN A HIGH SCHOOL DIPLOMA
1	Vermont	23,468	5.0%
2	Maine	55,168	5.4%
3	New Hampshire	56,005	5.5%
4	Montana	46,751	6.0%
5	Minnesota	233,881	6.0%
6	North Dakota	31,578	6.1%
7	Wyoming	25,074	6.3%
8	Wisconsin	266,497	6.5%
9	Iowa	141,021	6.5%
10	Alaska	32,669	6.7%
21	Michigan	569,722	8.2%
22	Ohio	670,433	8.2%
23	Oregon	254,596	8.4%
24	Missouri	357,617	8.4%
25	Virginia	505,775	8.5%
26	Connecticut	216,035	8.5%
27	Maryland	367,917	8.6%
28	Massachusetts	428,752	8.7%
29	New Jersey	602,004	9.3%
30	Rhode Island	73,992	9.5%
41	West Virginia	137,151	10.9%
42	Kentucky	340,059	11.0%
43	Alabama	389,297	11.2%
44	New Mexico	174,301	12.0%
45	New York	1,681,213	12.1%
46	Mississippi	243,526	12.4%
47	Nevada	279,791	12.6%
48	Louisiana	393,283	12.7%
49	Texas	2,722,008	13.9%
50	California	4,115,683	15.3%

Note: 25+ Population

Source: American Community Survey 2022 1-Year Estimates, U.S. Census Bureau



STATE OF MICHIGAN

Department of Technology, Management & Budget

Michigan Center for Data and Analytics

Detroit Office

Cadillac Place

3032 West Grand Boulevard

Suite 9-150

Detroit, Michigan 48202

Lansing Office

George W. Romney Building, Floor 5

111 S. Capitol Ave.

Lansing, Michigan 48933