

MICHIGAN'S LABOR MARKET NEWS

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DECEMBER 2023



Data Spotlight: Employer's Costs for Compensation

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Michigan Works! Regional Update: Trends in the Amusement, Gambling, and Recreation Industries in the Upper Peninsula Michigan Works! Area

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Infographic of the Month: 12-Month Price Change, Oct. 2022–Oct. 2023

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Michigan's payroll job decline of 8,600 in October was primarily due to the UAW strike and related layoffs.

OCTOBER 2023 JOBLESS RATE

MICHIGAN

4.1%

NATIONAL

3.9%

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

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

MICHIGAN UNEMPLOYMENT RATE ADVANCES IN OCTOBER

On a seasonally adjusted basis, Michigan's unemployment rate increased by two-tenths of a percentage point to 4.1 percent during October.

Over the month, the U.S. unemployment rate inched up by one-tenth of a percentage point to 3.9 percent. The statewide unemployment rate was 0.2 percentage points above the national rate. Like the trends seen last month, Michigan's jobless rate of 4.1 percent was greater than most states. In October, Michigan's unemployment rate tied with Texas as the 10th highest rate in the nation. Across the U.S., unemployment rates ranged from 1.7 percent in Maryland to 5.4 percent in Nevada.

The U.S. unemployment rate advanced by two-tenths of a percentage point over the year, contrary to the three-tenths of a percentage

point reduction observed statewide. Since October 2022, Michigan's unemployment rate decrease of three-tenths of a percentage point was tied with Alabama as the 20th largest drop in the nation.

Since September 2023, Michigan's labor force levels rose by 0.5 percent, while the U.S. workforce decreased slightly by 0.1 percent. Statewide employment levels edged up by 0.2 percent over the month, while national employment levels declined by 0.2 percent. Over the month, total unemployment in Michigan jumped by 7.8 percent, while total unemployment in the U.S. rose by 2.3 percent. October unemployment totals were heavily influenced by strike-related layoff activity in Michigan's auto sector.

Michigan's labor force rose by 3.7 percent over the year, 1.8 percentage points above the national workforce gain. Since October 2022, statewide employment levels advanced by 4.0 percent, while nationwide employment levels rose by 1.7 percent. Total unemployment in Michigan decreased by 2.4 percent over the year, while total unemployment in the U.S. rose by 7.5 percent.

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

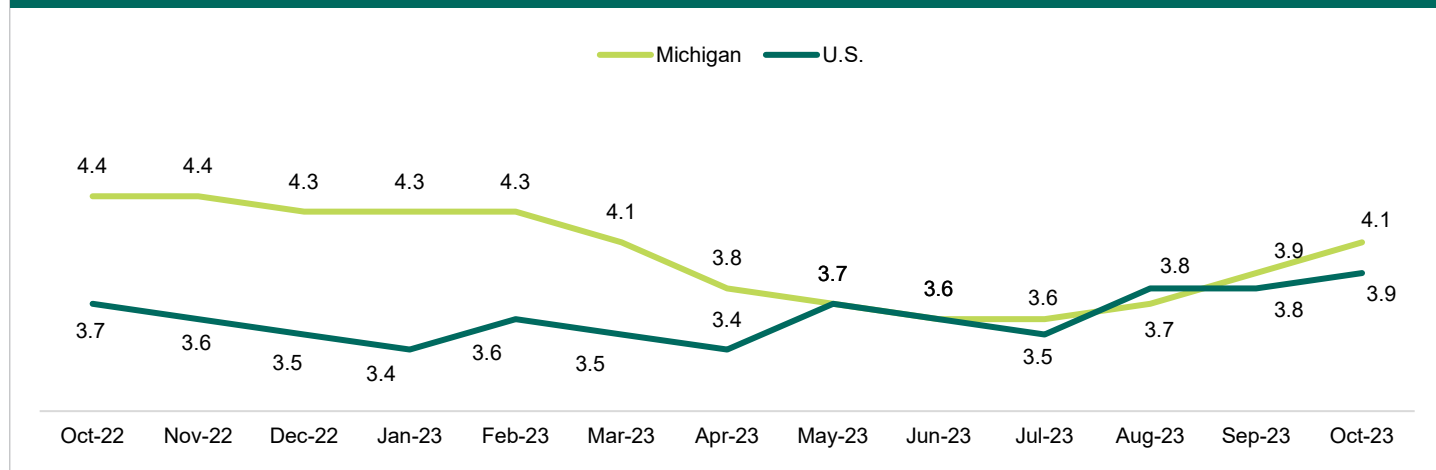
REIMA NASSER
Economic Analyst

MICHIGAN LABOR FORCE ESTIMATES, OCTOBER 2023 (SEASONALLY ADJUSTED)

	OCT 2023	SEP 2023	OCT 2022	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	5,013,000	4,990,000	4,834,000	23,000	0.5%	179,000	3.7%
Employed	4,806,000	4,797,000	4,622,000	9,000	0.2%	184,000	4.0%
Unemployed	207,000	192,000	212,000	15,000	7.8%	-5,000	-2.4%
Unemployment Rate	4.1	3.9	4.4	0.2	XXX	-0.3	XXX

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

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



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

MICHIGAN PAYROLL EMPLOYMENT DECLINES IN OCTOBER

Seasonally adjusted payroll jobs in the state decreased marginally over the month, falling by 8,600 or 0.2 percent to 4,420,500 in October. Michigan total payroll jobs have now declined in three of the past four months. Statewide employment remained 29,000 or 0.7 percent below its February 2020 pre-pandemic level. Consequently, on a percentage basis, Michigan recorded the 42nd lowest monthly job change among all states during October.

In October, seasonally adjusted national payroll jobs increased minimally over the month, moving up by only 0.1 percent. This increase added yet again to the monthly national job gain streak, which began in December 2020.

Six of Michigan's 11 statewide supersectors recorded seasonally adjusted job gains during October. Numerically, notable job additions were recorded within several major industry sectors including *Private education and health services* (+6,400) and *Trade, transportation, and utilities* (+1,700). Other noteworthy

employment upticks occurred within the *Government* (+700) and *Other services* (+500) sectors. The *Manufacturing* sector recorded the largest job decline (-8,700) among Michigan's supersectors due mainly to the UAW strike and related layoffs. The *Professional and business services* sector also noted a significant decrease during October, falling -6,500 or 1.0 percent, over the month.

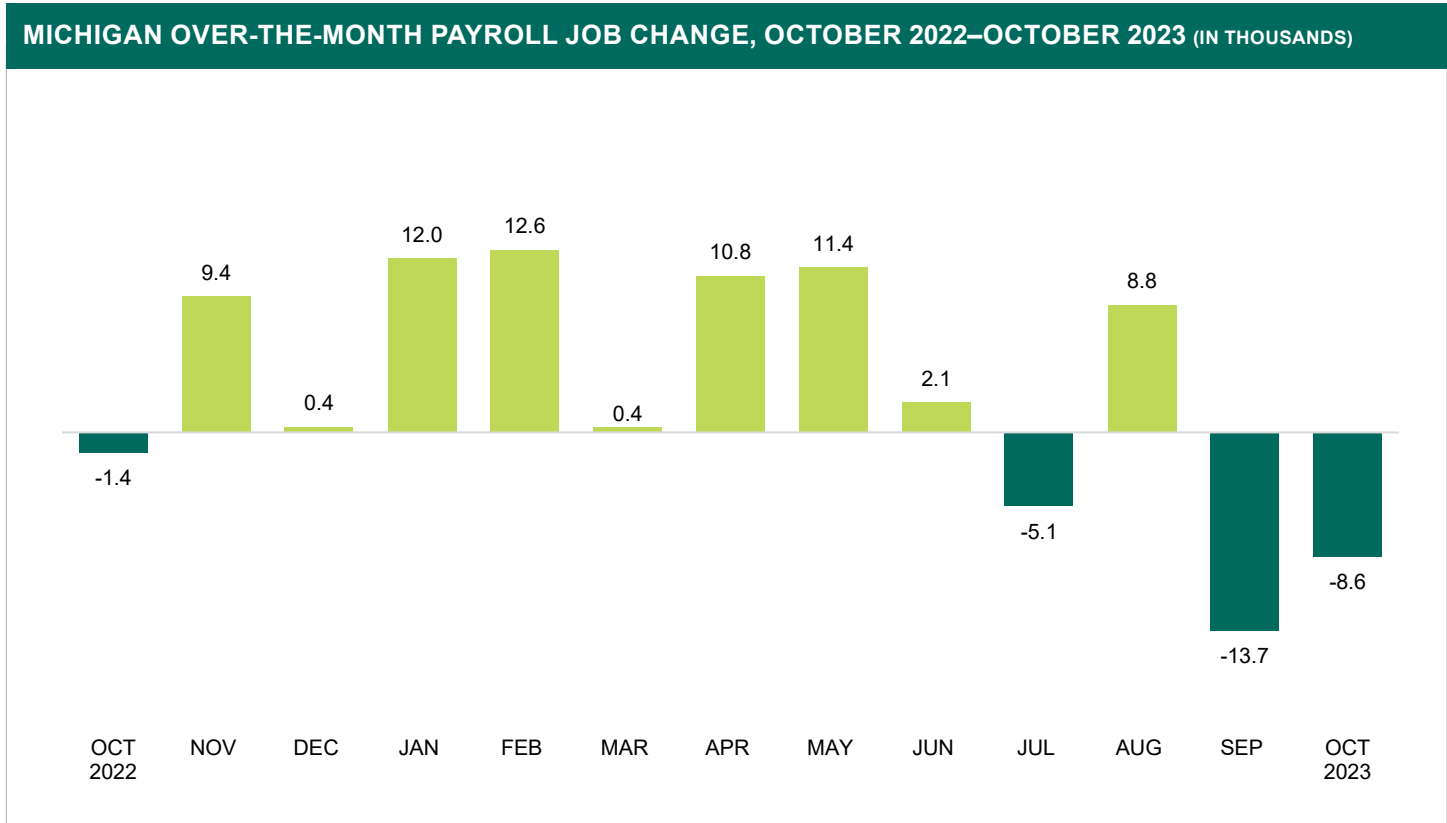
Nationally, seasonally adjusted job gains were recorded in a variety of major industry sectors including the *Mining and logging*, *Construction*, *Professional and business services*, *Private education and health services*, *Leisure and hospitality*, and *Government*. Jobs in the *Manufacturing* and *Information* sectors both declined during October.

Yearly Job Change Mixed Among Michigan Major Industry Sectors

Over the year, six of Michigan's 11 major industry sectors recorded seasonally adjusted

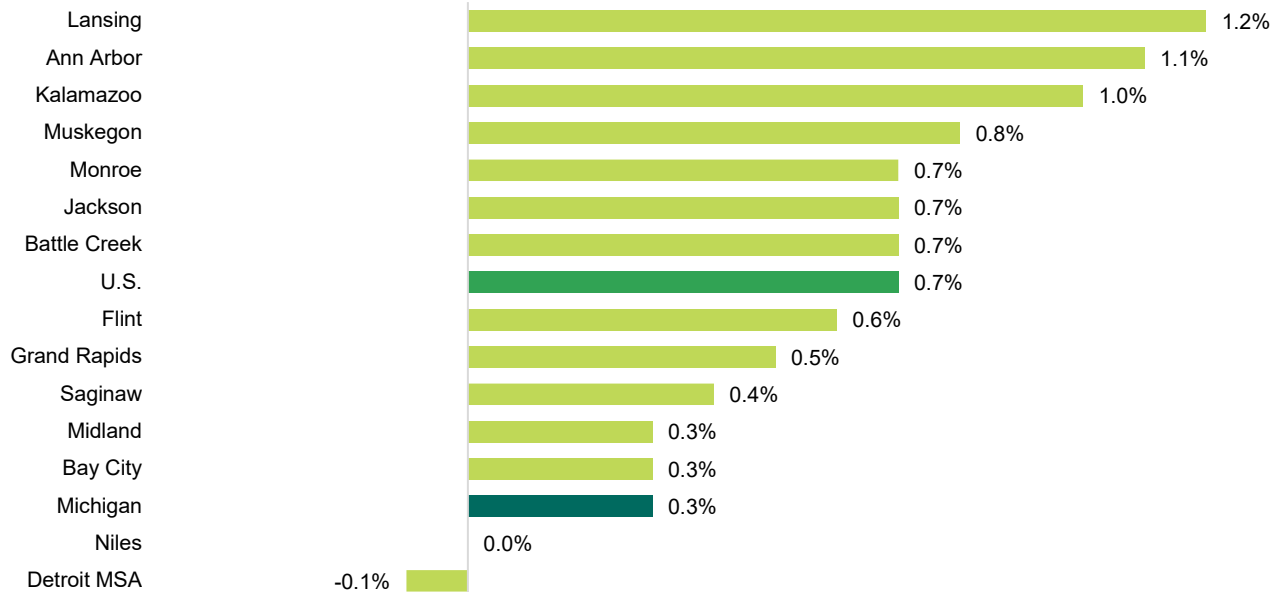
job growth since October 2022. Subsequently, total nonfarm payroll jobs on the statewide level increased by 40,500 or 0.9 percent during that period. However, this rate increase ranked 47th lowest among all states. Only Iowa, Mississippi, and Rhode Island recorded lower over-the-year rate changes. The largest major industry additions occurred within the *Private education and health services* (+20,600) and *Government* (+19,900) sectors. Noteworthy job changes were also recorded within *Trade, transportation, and utilities* (+6,800) and *Construction* (+6,400).

Nationally, total nonfarm payroll jobs increased by 2,917,000 or 1.9 percent since October 2022, on a seasonally adjusted basis. The *Mining and logging* (+4.9), *Private education and health services* (+4.2 percent), *Leisure and hospitality* (+3.6 percent), and *Government* (+2.8 percent) industry sectors recorded the largest yearly job gains. The *Information* (-2.9 percent) sector was the only major industry in the U.S. to decline over the year.



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

MICHIGAN METRO AREA JOB CHANGE, SEPTEMBER–OCTOBER 2023 (NOT SEASONALLY ADJUSTED)



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

Most Michigan Metro Areas Record Job Gains During October

On a not seasonally adjusted basis, 12 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded job gains during October. Only four regions recorded a job level change at or below the statewide rate of change (+0.3 percent), including Midland, Bay City, Niles, and the Detroit MSA.

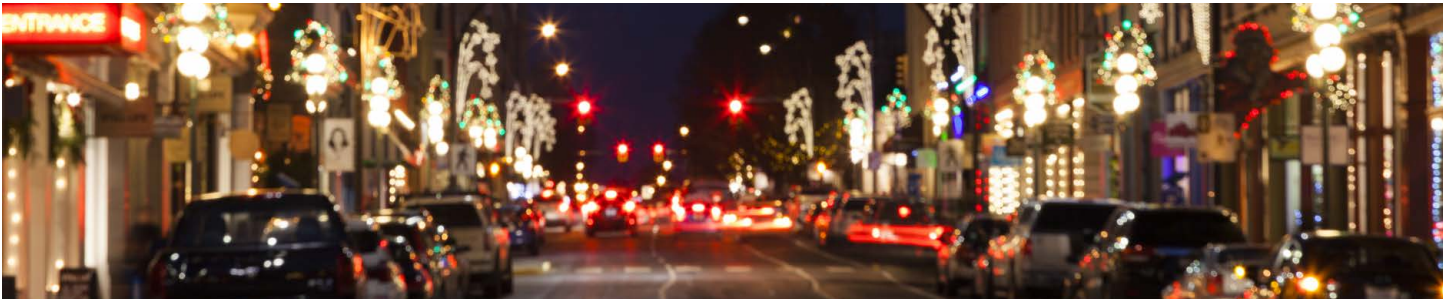
In October, jobs within many metro area *Trade, transportation, and utilities*; *Private education and health services*; and *Government* industry sectors recorded typical, seasonal employment additions.

On the contrary, many job counts within region's *Manufacturing* sector recorded notable employment declines.

Over the year, 13 of Michigan's 14 regions recorded total payroll job growth. The Detroit MSA (-0.1 percent) was the only region to note an over the year job decline. Ann Arbor (+3.4 percent), Midland (+2.6 percent), and Bay City (+2.0 percent) recorded the three largest rate changes since October 2022.

JIM BIRNEY
Economic Analyst





MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	OCT 2023	SEP 2023	OCT 2022	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	4,420,500	4,429,100	4,380,000	-8,600	-0.2%	40,500	0.9%
Total Private	3,803,900	3,813,200	3,783,300	9,300	0.2%	29,900	0.8%
Private Service-Providing	3,009,200	3,008,200	2,988,800	1,000	0.0%	20,400	0.7%
GOODS-PRODUCING	794,700	805,000	794,500	-10,300	-1.3%	200	0.0%
Mining, Logging, and Construction	197,300	198,900	190,600	-1,600	-0.8%	6,700	3.5%
Mining and Logging	7,700	7,600	7,400	100	1.3%	300	4.1%
Construction	189,600	191,300	183,200	-1,700	-0.9%	6,400	3.5%
Manufacturing	597,400	606,100	603,900	-8,700	-1.4%	-6,500	-1.1%
Durable Goods	444,200	453,200	451,500	-9,000	-2.0%	-7,300	-1.6%
Transportation Equipment Manufacturing	176,700	186,600	184,900	-9,900	-5.3%	-8,200	-4.4%
Non-Durable Goods	153,200	152,900	152,400	300	0.2%	800	0.5%
SERVICE-PROVIDING	3,625,800	3,624,100	3,585,500	1,700	0.0%	40,300	1.1%
Trade, Transportation, and Utilities	814,900	813,200	808,100	1,700	0.2%	6,800	0.8%
Wholesale Trade	181,100	180,200	174,400	900	0.5%	6,700	3.8%
Retail Trade	456,700	456,500	453,900	200	0.0%	2,800	0.6%
Transportation, Warehousing, and Utilities	177,100	176,500	179,800	600	0.3%	-2,700	-1.5%
Information	57,200	56,900	57,200	300	0.5%	0	0.0%
Financial Activities	227,800	228,600	231,100	-800	-0.3%	-3,300	-1.4%
Finance and Insurance	170,300	171,100	173,600	-800	-0.5%	-3,300	-1.9%
Real Estate and Rental and Leasing	57,500	57,500	57,500	0	0.0%	0	0.0%
Professional and Business Services	652,400	658,900	658,000	-6,500	-1.0%	-5,600	-0.9%
Professional, Scientific, and Technical Services	318,000	318,500	318,300	-500	-0.2%	-300	-0.1%
Management of Companies and Enterprises	69,000	69,500	70,500	-500	-0.7%	-1,500	-2.1%
Administrative and Support and Waste Management and Remediation Services	265,400	270,900	269,200	-5,500	-2.0%	-3,800	-1.4%
Education and Health Services	685,000	678,600	664,400	6,400	0.9%	20,600	3.1%
Educational Services	75,200	75,600	73,200	-400	-0.5%	2,000	2.7%
Health Care and Social Assistance	609,800	603,000	591,200	6,800	1.1%	18,600	3.1%
Leisure and Hospitality	410,900	411,500	407,500	-600	-0.1%	3,400	0.8%
Arts, Entertainment, and Recreation	55,000	55,700	51,900	-700	-1.3%	3,100	6.0%
Accommodation and Food Services	355,900	355,800	355,600	100	0.0%	300	0.1%
Other Services	161,000	160,500	162,500	500	0.3%	-1,500	-0.9%
Government	616,600	615,900	596,700	700	0.1%	19,900	3.3%
Federal Government	57,000	56,800	54,300	200	0.4%	2,700	5.0%
State Government	184,200	183,700	179,600	500	0.3%	4,600	2.6%
Local Government	375,400	375,400	362,800	0	0.0%	12,600	3.5%

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

INFOGRAPHIC OF THE MONTH:

12-MONTH PRICE CHANGE, OCT. 2022–OCT. 2023



MICHIGAN



UNITED STATES

-4.2%



APPAREL

2.6%

-2.1%



FUELS AND UTILITIES

-1.3%

-0.7%



RECREATION

3.2%

1.3%



FOOD AND DRINK

3.3%

2.2%



TRANSPORTATION

0.8%

3.2%



EDUCATION AND COMMUNICATION

0.9%

7.2%



HOUSING

5.2%

7.4%



OTHER GOODS AND SERVICES

6.2%

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Communications Specialist

Source: Consumer Price Index, U.S. Bureau of Labor Statistics

TRENDS IN THE AMUSEMENT, GAMBLING, AND RECREATION INDUSTRIES IN THE UPPER PENINSULA MICHIGAN WORKS! 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: Alger, Baraga, Chippewa, Delta, Dickinson, Gogebic, Houghton, Iron, Keweenaw, Luce, Mackinac, Marquette, Menominee, Ontonagon, Schoolcraft

With winter steadily approaching, many seasonal industries see typical dips in employment in the fourth quarter of the year followed by the first quarter of the following year. However, some seasonal sectors, such as *Amusement, gambling, and recreation* industries, see slight upticks in the first quarter as winter sports and tourism ramp up. This can be seen across the counties that make up the Upper Peninsula Michigan Works! area.

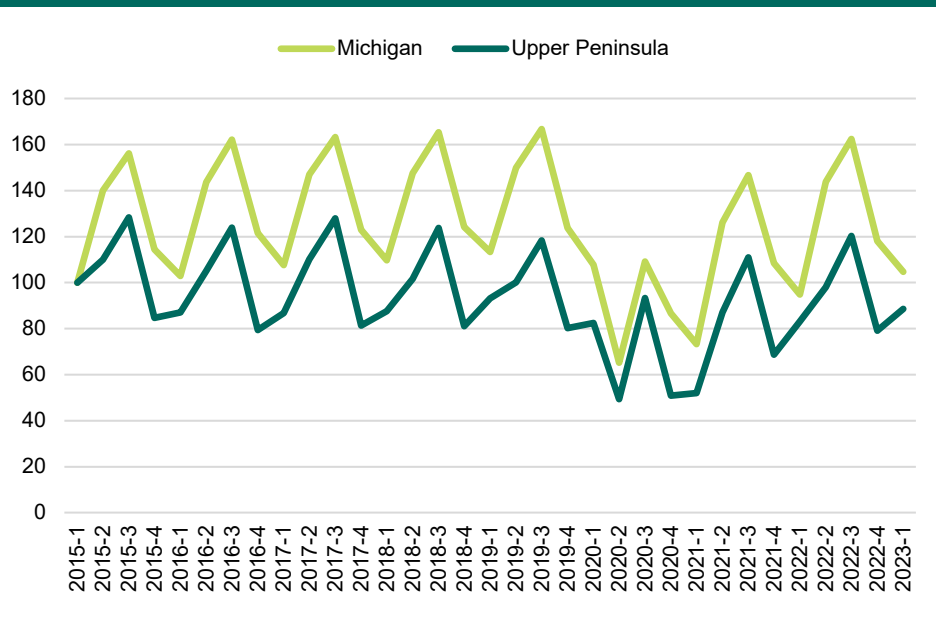
The industry includes establishments ranging from amusement and theme parks, casinos, golf courses and country clubs, and marinas. Due to the variety of establishments that make up the industry, employment does peak in the summer months in both the Upper Peninsula and across Michigan. As seen in Figure 1, there is a notable bump in first quarter employment in the industry in the Upper Peninsula compared to that of Michigan. This is likely due to the inclusion of skiing facilities and other winter-focused establishments being included in *Amusement, gambling, and recreation* industries.

Figure 2 shows the percent change in employment in the *Amusement, gambling and recreation* industry between the fourth quarter and first quarter of each year for Michigan and the Upper Peninsula. Except for 2019, Michigan saw a decrease in industry employment greater than 10 percent. In the Upper Peninsula, there has been growth each year, with three years showing growth greater than 10 percent. In first quarter 2023, jobs in *Amusement, gambling, and recreation* industries increased by roughly 100 in the Upper Peninsula while declining by 3,800 statewide.

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: QUARTERLY INDEX OF TRANSPORTATION EQUIPMENT MANUFACTURING EMPLOYMENT (INDEX: FIRST QUARTER 2017)



Source: Quarterly Census of Employment and Wages, Michigan Center for Data and Analytics

FIGURE 2: EMPLOYMENT CHANGE FROM FOURTH QUARTER TO FIRST QUARTER IN AMUSEMENT, GAMBLING, AND RECREATION INDUSTRIES

QUARTER	MICHIGAN	UPPER PENINSULA
2016-1	-10.1%	2.7%
2017-1	-11.4%	9.1%
2018-1	-10.7%	7.6%
2019-1	-8.8%	14.9%
2020-1	-12.9%	2.7%
2021-1	-15.5%	2.1%
2022-1	-12.6%	21.0%
2023-1	-11.3%	12.0%

Source: Quarterly Census of Employment and Wages, Michigan Center for Data and Analytics

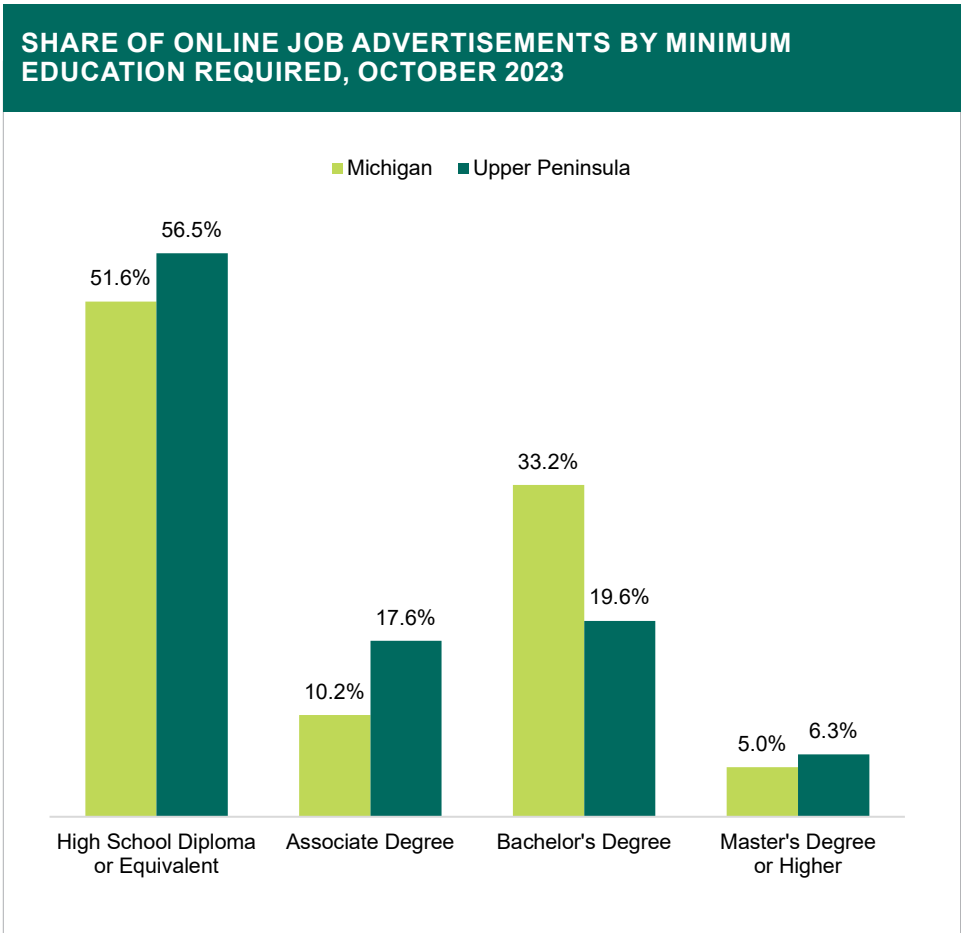


ONLINE JOB ADVERTISEMENTS DECLINE IN OCTOBER 2023

Michigan had 159,500 total available online job advertisements in October 2023. October marked the fourth month in a row that online job ads declined. Advertisements were down by 97,200 compared to October 2022. There were 64,300 newly posted online ads during October 2023 that were not present in previous months. Approximately 40 percent of all available online job ads in October 2023 were new.

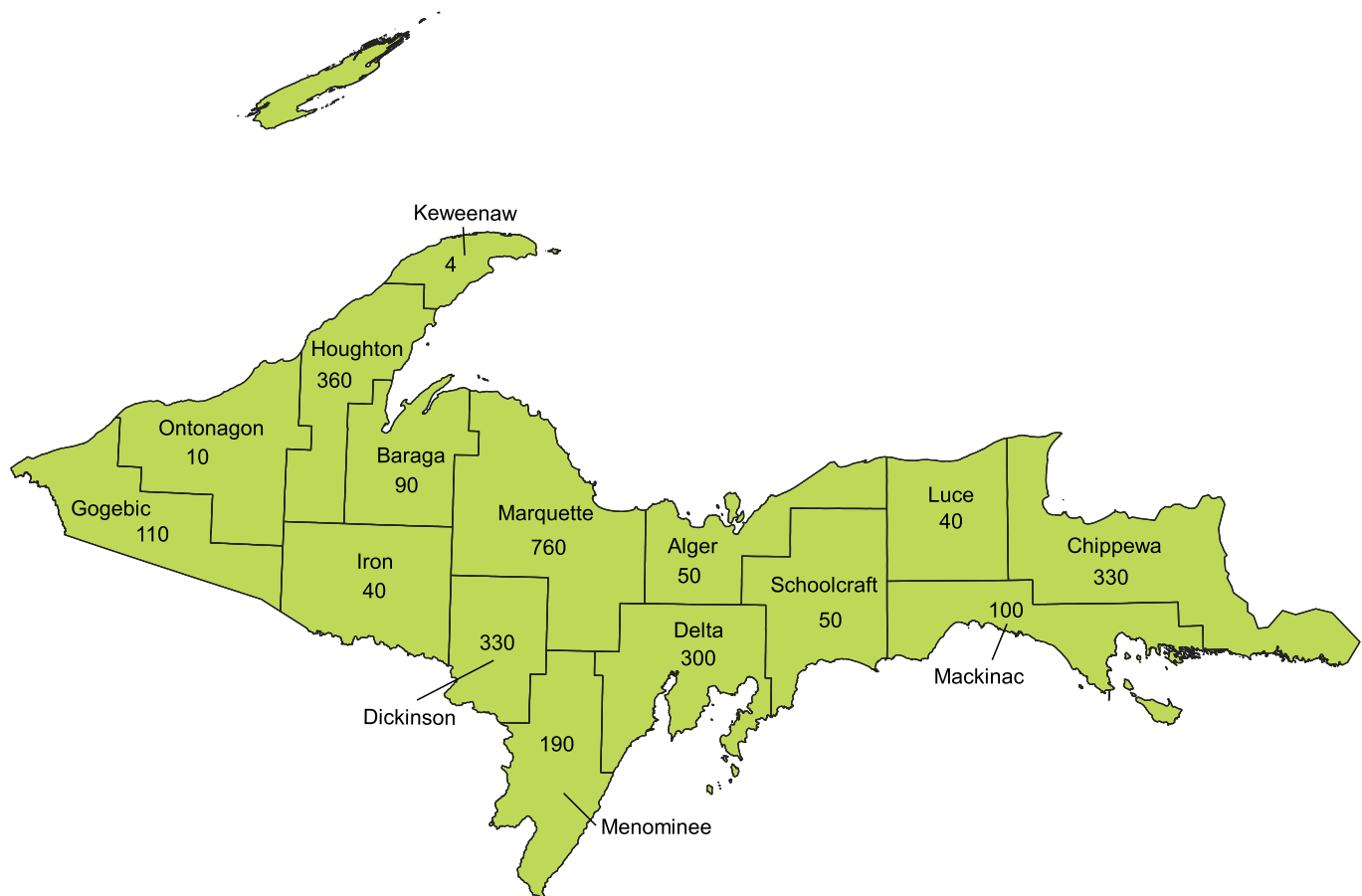
Not all online advertisements list a minimum education requirement, but the ones that do help to convey the educational demand in the state. More than half of the October 2023 job advertisements (52 percent) requested a minimum of a high school diploma or equivalent. Requests for those with a bachelor's degree were the next most prevalent at 33 percent. Following behind were associate degrees (10 percent) and master's degrees or higher (5 percent).

Top industries by total number of online job ads in October included *Professional, scientific, and technical services*; *Food services and drinking places*, and *Ambulatory health care services*. Each of these industries had 10,000 job ads available throughout the month. Among occupations, *Retail salespersons* and *Registered nurses* were the only two to exceed 5,000 postings for the month.



Source: Help Wanted OnLine, Lightcast Developer

TOTAL AVAILABLE ONLINE JOB ADVERTISEMENTS BY COUNTY IN THE UPPER PENINSULA, OCTOBER 2023



Source: Help Wanted OnLine, Lightcast Developer

Location Spotlight: The Upper Peninsula Prosperity Region

The Upper Peninsula had just under 2,800 total available job advertisements in October 2023. Like Michigan, it was the fourth consecutive month that ads declined in the region. The majority of advertisements were listed in Marquette County. This is not unexpected since Marquette was also the most populous county in the region as well as the home of Northern Michigan University.

The supply and demand rate in October 2023 for the region was 2.1. This means there were approximately 210 unemployed persons for every 100 available online job advertisements during

the month. Overall, the unemployment rate for the Upper Peninsula was 4.1 percent in October which was similar to the state's not seasonally adjusted unemployment rate of 4.2.

Similar to the state, job ads that specified a minimum education requirement were largely for those with a high school diploma or equivalent (56 percent). Requirements of an associate degree or bachelor's degree were nearly even in the region at 18 and 20 percent, respectively. This split was notably different from the statewide average where bachelor's degrees were required over three times more frequently than associate degrees. Most of the population 25 and older in the Upper Peninsula hold a high school diploma or equivalent (35 percent)

and just 25 percent have a bachelor's degree or higher. Statewide, more of the 25+ population hold a bachelor's degree or higher (32 percent) than a high school diploma (28 percent).

The industries with the highest demand in the region were *Healthcare and social assistance* (530 ads), *Retail trade* (470 ads), and *Accommodation and food services* (250 ads). These were also three of the top four industries in terms of employment for the region (*Manufacturing* is the other). At least 15 percent of all employment in the region was held within each industry listed.

TRISHA SCHLEGEL
Economic Analyst



LABOR TURNOVER CONTINUES TO TREND DOWNWARD IN SEPTEMBER

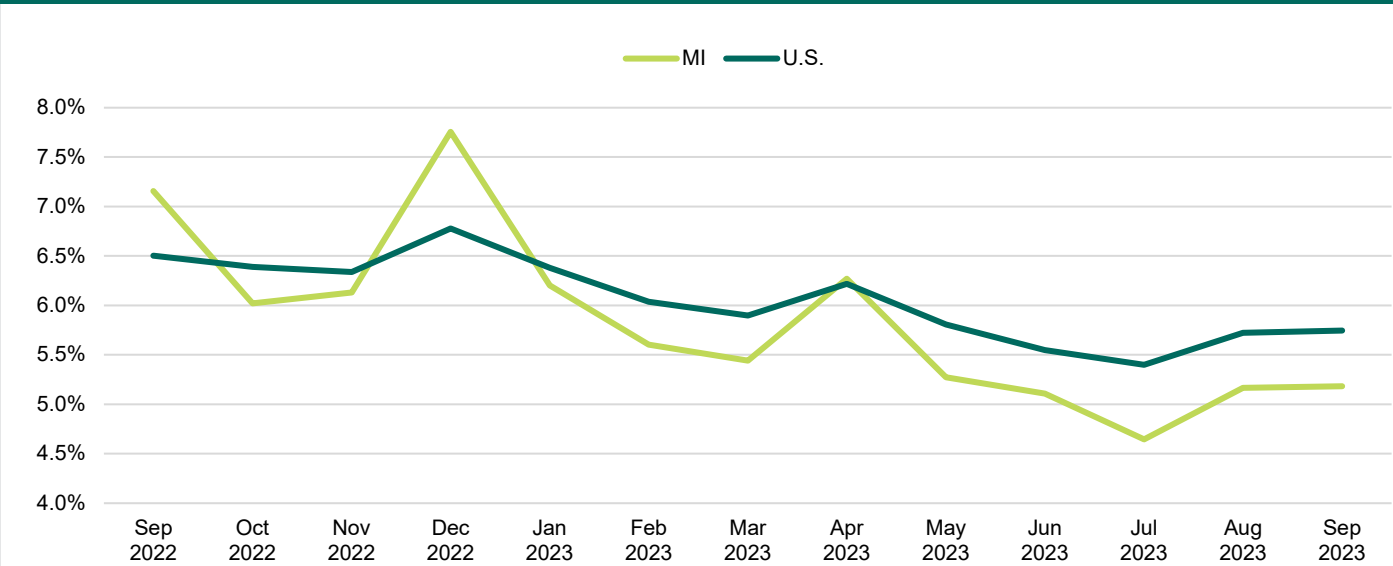
Michigan's job openings rate (5.2 percent) was unchanged over the month in the September release of the Job Openings and Labor Turnover Survey (JOLTS). The hires rate (3.2 percent), separations rate (3.3 percent), and labor turnover rate (6.5 percent) all declined over the month. The unemployment to job openings ratio was the only indicator to increase over the month (0.79).

Job Openings Stagnated in September

There were approximately 242,000 recorded job openings for the second consecutive month in Michigan. This was reflected in a stagnant 5.2 percent job openings rate. Michigan was below the national rate at the time (5.7 percent) and had the eighth lowest job openings rate among states.

The unemployed persons to job openings ratio crept up to 0.79 from 0.76 in the previous month. This meant that for every 10 job openings, there were approximately eight available individuals. Michigan's ratio was higher than the national average (0.67) and had the 12th highest of all other states.

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



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

Hires Inched Downward

Michigan employers hired approximately 13,000 less employees in September, dropping from 153,000 in the month prior to 140,000. Subsequently, the hires rate declined by 0.2 percentage points to 3.2 percent. As a result of this decline, Michigan fell to having the fourth lowest hires rate in the nation. This was also below the 3.7 percent national rate in September.

Separations Continue to Decline

Similarly, separations have been inching downward: over the past month, Michigan's separations rate dropped by 0.1 percentage points to 3.3 percent. Though the change was marginal, it dropped Michigan's ranking among states to the ninth lowest separations rate in September. This was below the national rate at the time (3.5 percent).

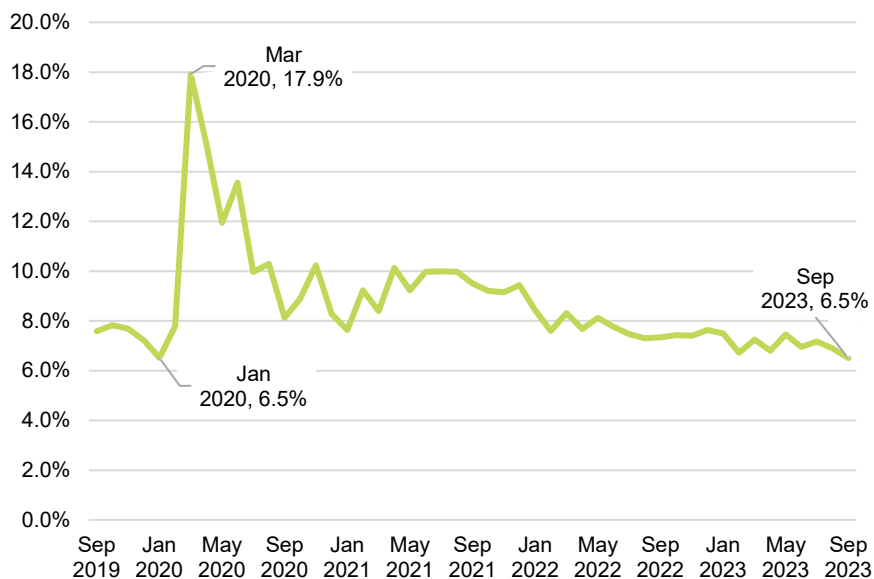
The decline in separations was driven by a drop in the layoffs/discharges rate, which fell to 1.1 percent in September. The quits rate, another input in the separations rate, was recorded at 2.1 percent for the third consecutive month. Michigan has consistently been a state with one of the lowest quits rates, which continued over the past month as Michigan tied for eighth lowest in this metric.

Labor Turnover Reach Near Three-Year Low

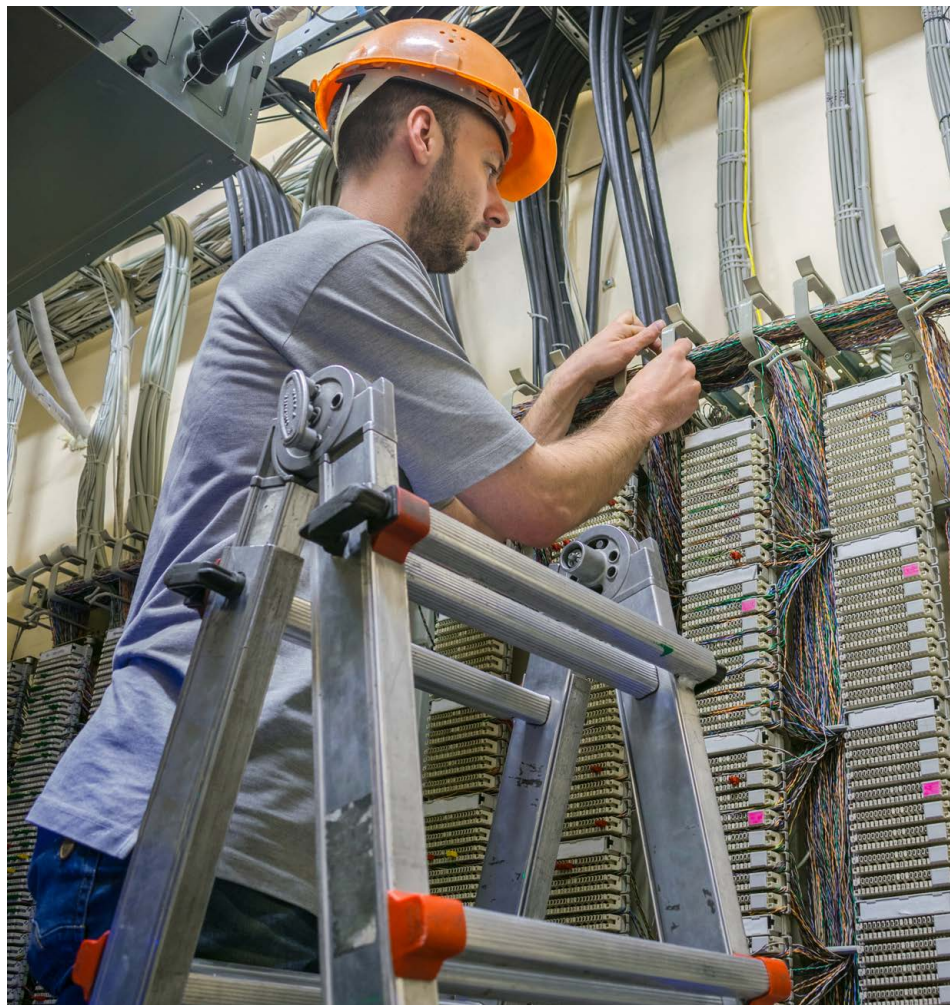
Since peaking at 17.9 percent in March 2020, Michigan's labor turnover rate has trended downward. This decline in the turnover rate has now reached 6.5 percent in September 2023, the lowest this rate has been since January 2020 where it also recorded 6.5 percent. The current trend seems to be a continuation of the slowing labor market, as less employees opt to leave their jobs possibly due to less openings and fewer hires.

KRYSTAL JONES
Economic Analyst

MICHIGAN LABOR TURNOVER RATE, SEPTEMBER 2019–SEPTEMBER 2023



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



RELEVANT RANKINGS

PERCENT CHANGE IN AVERAGE WEEKLY WAGE, 2ND QUARTER 2022–2ND QUARTER 2023, SELECT STATES				
RANK	STATE	2022 Q2 AVERAGE WEEKLY WAGE	2023 Q2 AVERAGE WEEKLY WAGE	PERCENT CHANGE, AVERAGE WEEKLY WAGES, Q2 2022-2023
1	New Mexico	\$1,039	\$1,107	6.5%
2	West Virginia	\$1,013	\$1,075	6.1%
3	North Dakota	\$1,129	\$1,184	4.9%
3	Washington	\$1,572	\$1,649	4.9%
5	Colorado	\$1,361	\$1,426	4.8%
6	Wyoming	\$1,048	\$1,096	4.6%
7	Montana	\$1,027	\$1,072	4.4%
8	Florida	\$1,183	\$1,234	4.3%
8	Mississippi	\$886	\$924	4.3%
8	Virginia	\$1,314	\$1,371	4.3%
23	South Carolina	\$1,041	\$1,079	3.7%
24	Oklahoma	\$1,015	\$1,052	3.6%
25	California	\$1,570	\$1,624	3.4%
25	Michigan	\$1,180	\$1,220	3.4%
25	Nebraska	\$1,056	\$1,092	3.4%
25	North Carolina	\$1,159	\$1,198	3.4%
29	Idaho	\$1,005	\$1,038	3.3%
29	Maine	\$1,087	\$1,123	3.3%
31	New Hampshire	\$1,344	\$1,387	3.2%
31	Texas	\$1,281	\$1,322	3.2%
41	New York	\$1,581	\$1,621	2.5%
42	Oregon	\$1,251	\$1,281	2.4%
43	Delaware	\$1,220	\$1,248	2.3%
44	Maryland	\$1,372	\$1,402	2.2%
44	Minnesota	\$1,287	\$1,315	2.2%
46	Indiana	\$1,080	\$1,102	2.0%
46	Massachusetts	\$1,638	\$1,670	2.0%
46	Pennsylvania	\$1,252	\$1,277	2.0%
49	New Jersey	\$1,441	\$1,464	1.6%
50	Rhode Island	\$1,225	\$1,221	-0.3%

Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics

PERCENT CHANGE IN EMPLOYMENT, 2ND QUARTER 2022–2ND QUARTER 2023, SELECT STATES

RANK	STATE	2022 Q2 EMPLOYMENT	2023 Q2 EMPLOYMENT	PERCENT CHANGE, EMPLOYMENT, JUNE 2022-2023
1	Texas	13,195,400	13,716,300	3.9
2	New Mexico	827,500	859,100	3.8
3	Florida	9,205,400	9,547,700	3.7
4	Alaska	330,500	342,400	3.6
5	North Carolina	4,704,200	4,857,500	3.3
6	Hawaii	616,400	636,000	3.2
6	Kansas	1,384,800	1,428,600	3.2
6	Nevada	1,476,200	1,522,800	3.2
9	Idaho	830,500	855,800	3.1
9	Oklahoma	1,618,100	1,669,000	3.1
23	Alabama	2,025,000	2,079,200	2.7
23	Colorado	2,838,800	2,914,300	2.7
23	South Dakota	454,600	466,800	2.7
23	Washington	3,545,000	3,639,800	2.7
23	Wyoming	281,100	288,600	2.7
28	Arkansas	1,252,500	1,284,800	2.6
29	Michigan	4,355,700	4,463,000	2.5
30	New York	9,401,600	9,623,800	2.4
31	Minnesota	2,897,400	2,964,000	2.3
31	New Hampshire	679,400	694,800	2.3
31	Vermont	303,200	310,300	2.3
42	Connecticut	1,662,800	1,692,000	1.8
43	Louisiana	1,856,200	1,887,300	1.7
43	Ohio	5,428,300	5,521,900	1.7
45	Indiana	3,119,400	3,164,700	1.5
46	Mississippi	1,141,600	1,158,000	1.4
47	Rhode Island	492,300	498,800	1.3
48	Massachusetts	3,660,700	3,703,400	1.2
49	Iowa	1,565,200	1,581,800	1.1
50	California	17,980,600	18,151,100	0.9

Source: Quarterly Census of Employment and Wages, U.S. Bureau of Labor Statistics



DATA SPOTLIGHT

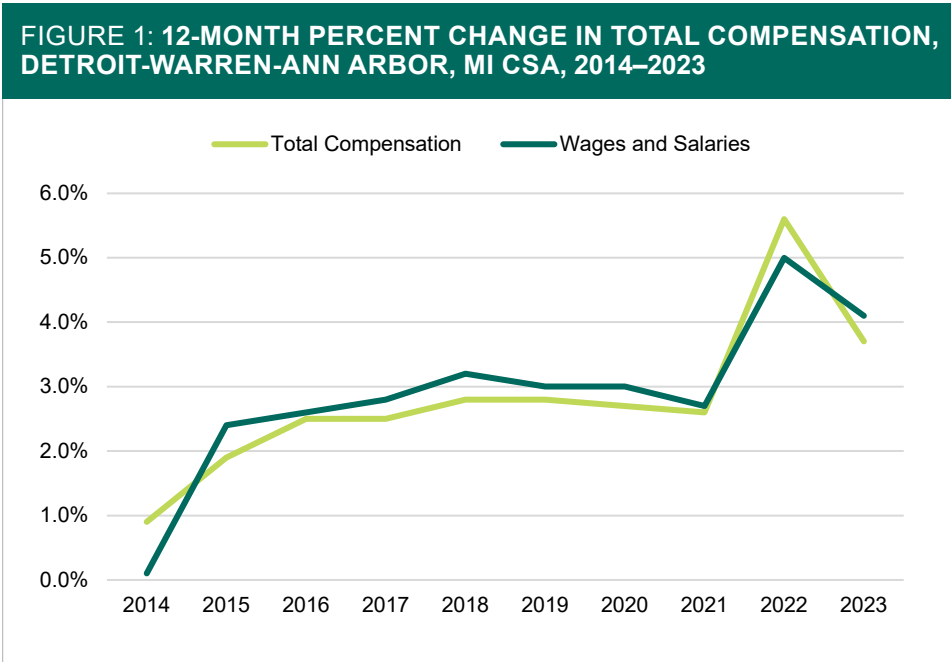
EMPLOYER'S COSTS FOR COMPENSATION

Michigan Compensation Costs for Employees

As of September 2023, wages and salaries in Michigan increased 4.1 percent while total compensation increased 3.7 percent over the previous 12 months. This was considerably lower when compared with growth seen between September 2021 to September 2022 (5.0 percent for wage and salary and +5.6 percent for total compensation).

Annual increases to wages and salaries remained relatively constant from 2015 through 2021, averaging 2.8 percent, until 2022 when the rate jumped to 5.0 percent. The most recent 12-month period registered wage growth of 4.1 percent in September 2023 (Figure 1).

As expected, total compensation followed a similar trend to wages and salaries during the 2014-2023 period. Total compensation peaked slightly higher at 5.6 percent over the year



Source: Employment Cost Index, U.S. Bureau of Labor Statistics

EMPLOYMENT COST INDEX METHODOLOGY: The Employment Cost Index (ECI) is comprised by receiving data from 27,900 employees from 6,900 private industry establishments and 7,500 employees from 1,400 state and local government establishments across the United States. Data is collected from the payroll that covers the 12th day of the month for the four reference months: March, June, September, and December.

Total compensation costs include employer costs for wages and salaries, and the employer costs for employee benefits. This includes incentive pay, commissions and production bonuses, cost of living allowance, hazard pay, and deadhead pay. Examples of pay not included consist of: uniform and tool allowances, free or subsidized room and board, tips, and on call pay.

This index is used to measure the change in the employer costs of compensation over time. The ECI is estimated nationally, by census regions, and by 15 Combined Statistical Areas (CSA). Michigan data has been captured in the Detroit-Warren-Ann Arbor, Michigan Combined Statistical Area. Data for occupations, industries, establishment characteristics, and union affiliation is available at the national level.

A CSA is comprised of several Metropolitan and Micropolitan Statistical Areas. The counties included in the Detroit-Warren-Ann Arbor, MI CSA, as defined by the U.S. Census Bureau, are: Genesee, Lapeer, St. Clair, Livingston, Oakland, Macomb, Washtenaw, Wayne, Lenawee and Monroe. Michigan data is in terms of current dollars and are therefore not adjusted for inflation.



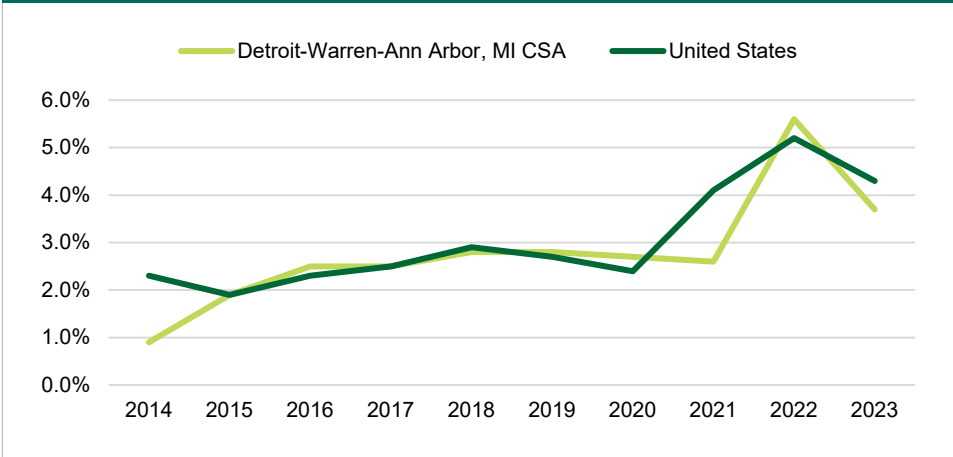
growth in September 2022 when compared to the increase of wages and salaries increase of 5.0 percent during the same period. The most recent data for compensation indicates an increase of 3.7 percent in September 2023.

National Compensation Costs for Employees

Total compensation in Southeast Michigan followed the same general trend as the United States as a whole (Figure 2). From 2014 until 2020, total compensation gains in the U.S. remained relatively constant at around 2.4 percent. Over the year compensation growth saw a dramatic increase of 2.8 percentage points from 2.4 percent in September 2020 to 5.2 percent in September 2022. This is similar to the rate of 5.6 percent experienced in Southeast Michigan, up from 2.7 percent during the same period. The 12-month period ending in September 2023 saw gains to employee compensation in the U.S. subside to 4.3 percent, slightly higher than Southeast Michigan's 3.7 percent. U.S. compensation growth was moderately lower in September 2023 than during the period ending September 2022 (5.2 percent).

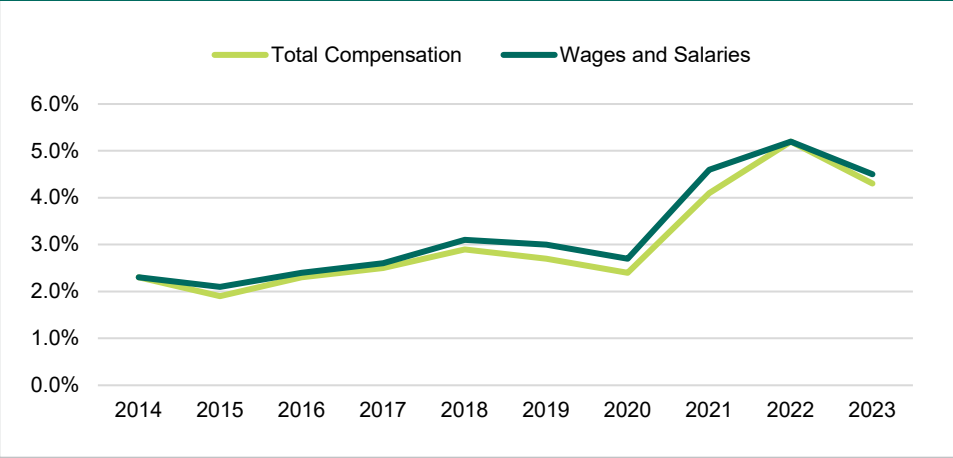
The trend of wages followed closely to total compensation for the United States (Figure 3), comparable to the relationship in Southeast Michigan. Growth generally increased from 2.3 percent in the period ending September 2014 until it reached 3.1 percent in 2018. Growth rates declined slightly in 2020 to 2.7 percent before almost doubling to 5.2 percent in 2022. Wage growth subsided to 4.5 percent in the most recent data.

FIGURE 2: 12-MONTH PERCENT CHANGE IN TOTAL COMPENSATION, SOUTHEAST MICHIGAN AND THE U.S., 2014–2023



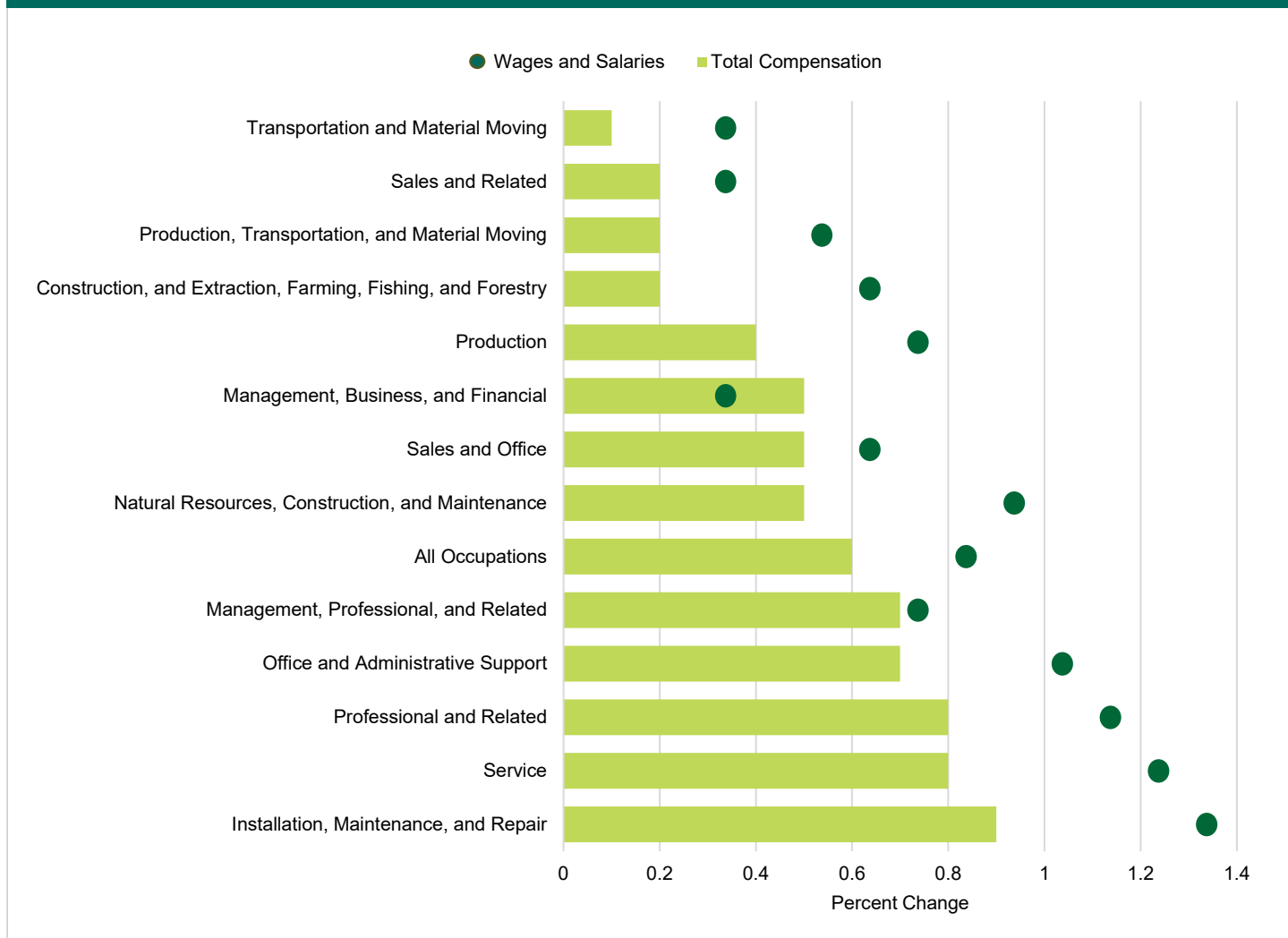
Source: Employment Cost Index, U.S. Bureau of Labor Statistics

FIGURE 3: 12-MONTH PERCENT CHANGE IN TOTAL COMPENSATION, WAGES AND SALARIES, U.S., 2014–2023



Source: Employment Cost Index, U.S. Bureau of Labor Statistics

FIGURE 4: 12-MONTH PERCENT CHANGE BY OCCUPATION GROUP, CONSTANT DOLLAR, SEPTEMBER 2023



Source: Employment Cost Index, U.S. Bureau of Labor Statistics

U.S. Employee Compensation by Occupation

The occupations with the largest increases in total compensation and wages belonged to *Installation, maintenance, and repair* occupations (0.9 percent, 1.3 percent); *Service* occupations (0.8 percent, 1.2 percent); and *Professional and related* occupations (0.8 percent, 1.1 percent); measured in constant dollars. All major occupation groups receive positive compensation and salary increases over

the previous 12 months. The occupations with the highest total compensation increases also received the greatest gain to their wages.

The three occupation groups with the slowest compensation growth are also in the bottom four in terms of wage growth. *Management, business, and financial* occupations, which ranked eighth out of the 13 major groups in compensation growth, claims the third slowest increase in wages at 0.3 percent. *Management, business, and financial* occupations was also the

only occupation group where the wage increase was less than the increase of total compensation (Figure 4).

More information on the employment cost of compensation can be found on the [BLS website](#).

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