



# 2022 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS:

## UPPER PENINSULA

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A person's hand is visible, holding a large cardboard box. The background is a blurred indoor setting. A teal overlay covers the entire image, and white text is overlaid on the left side. The text is arranged in two lines, with the first line being larger and bolder than the second. Below the main title, there is a subtitle in a smaller, all-caps font.

**POPULATION TRENDS**

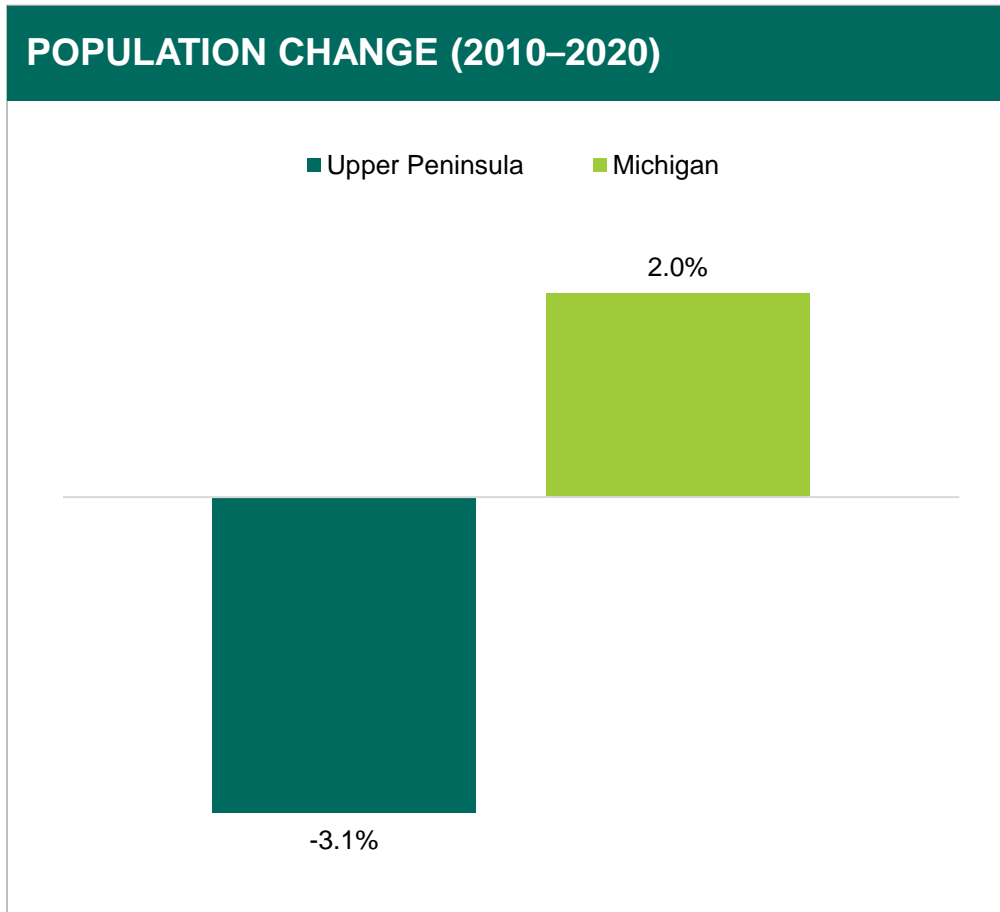
**AND CHARACTERISTICS**

TABLES 1–4

## Regional population has decreased by 3.1 percent between 2010 and 2020.

From 2010 to 2020, the Upper Peninsula went from 311,400 residents to 301,600, showing a decrease of 3.1 percent. Of the 15 counties that make up this region, 14 experienced population loss during this time period. Houghton was the only county to increase its population (2.0 percent). **(Table 1)**

Michigan's population grew by 2.0 percent, or 193,700 residents, during the same time period. Nationally, the population grew by 7.4 percent (22.7 million). **(Table 1)**

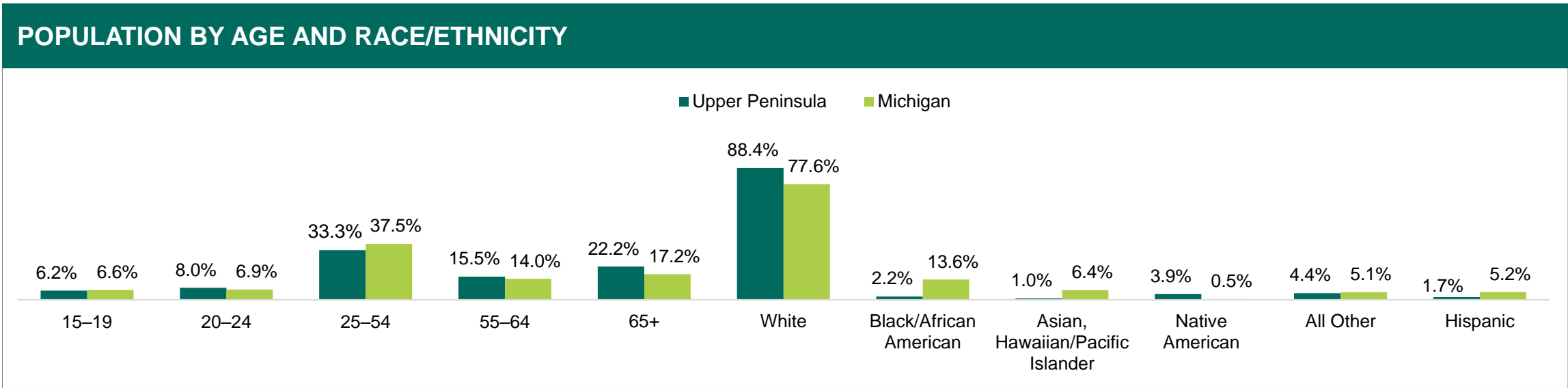


Source: Decennial Census, Annual Population Estimates, U.S. Census Bureau

# The Upper Peninsula has a higher share of white residents than the state.

The region’s share of white residents was over 10 percentage points higher than the statewide average. Looking at other racial and ethnic groups, the region was below Michigan for every group except for Native Americans. [\(Table 2\)](#)

The Upper Peninsula had a slightly higher share of older individuals than the state, with residents ages 55 and older making up more than a third of its total population.

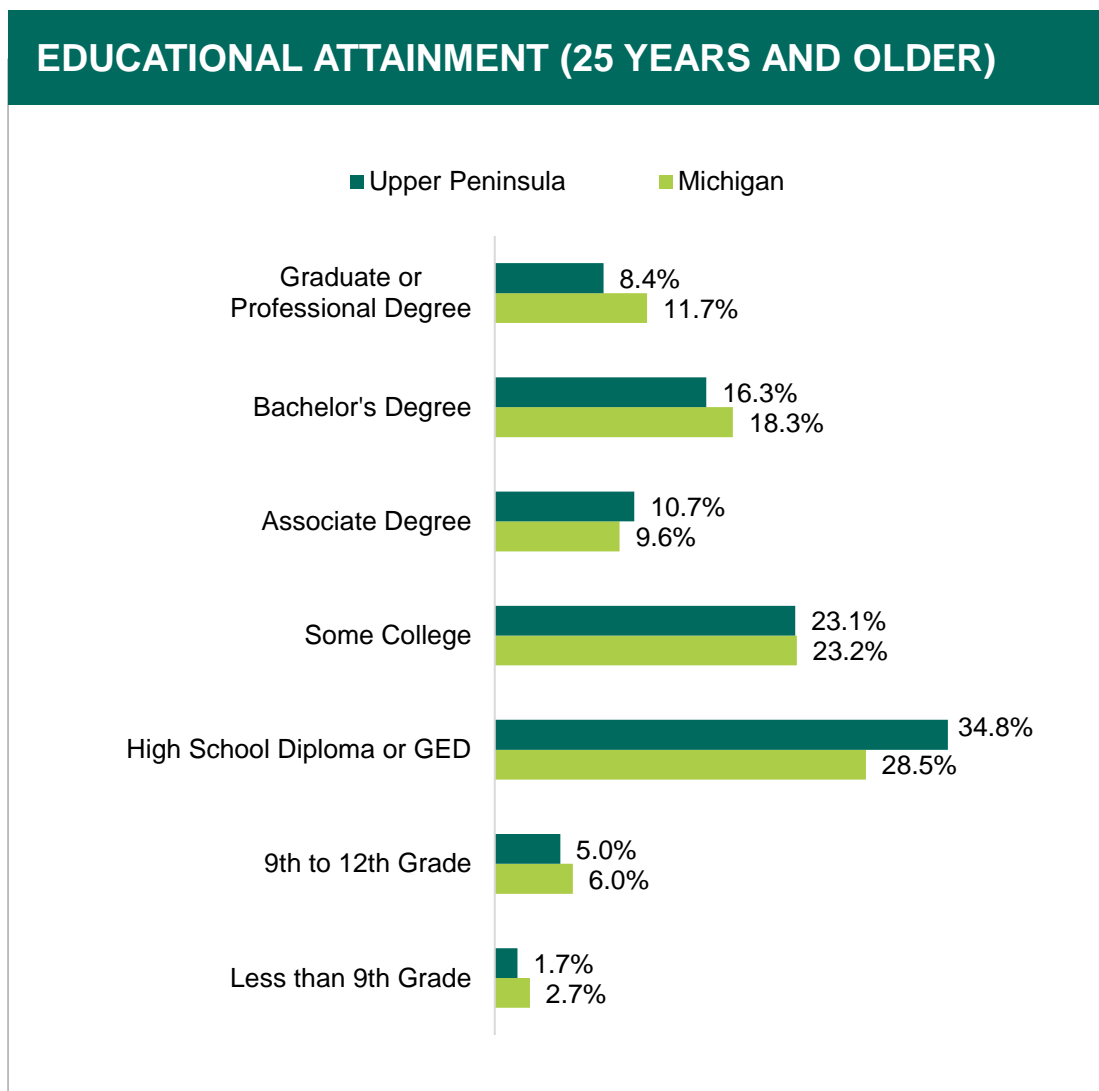


Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

## The Upper Peninsula's residents typically have lower educational attainment than Michigan.

More than one-third of the region's population have obtained just a high school diploma or GED, more than 6 percentage points above the statewide average. [\(Table 3\)](#)

Lower than the statewide average, just under 25 percent of the Upper Peninsula's residents held a bachelor's degree and above, compared to 30.0 percent statewide.



Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau



A close-up photograph of a worker's hand wearing a yellow and grey safety glove, operating a power drill on a wooden surface. The image is overlaid with a teal gradient and contains text boxes.

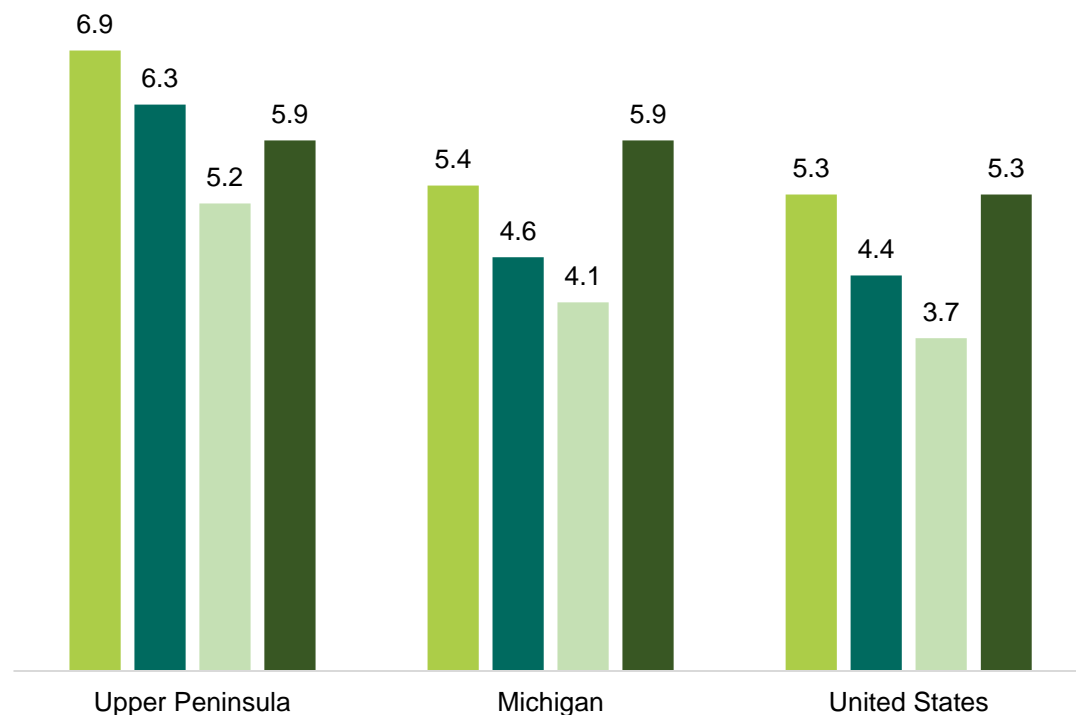
# **LABOR FORCE AND EMPLOYMENT**

# **TRENDS AND CHARACTERISTICS**

TABLES 4–7, 12

## UNEMPLOYMENT RATES

■ 2015 ■ 2017 ■ 2019 ■ 2021



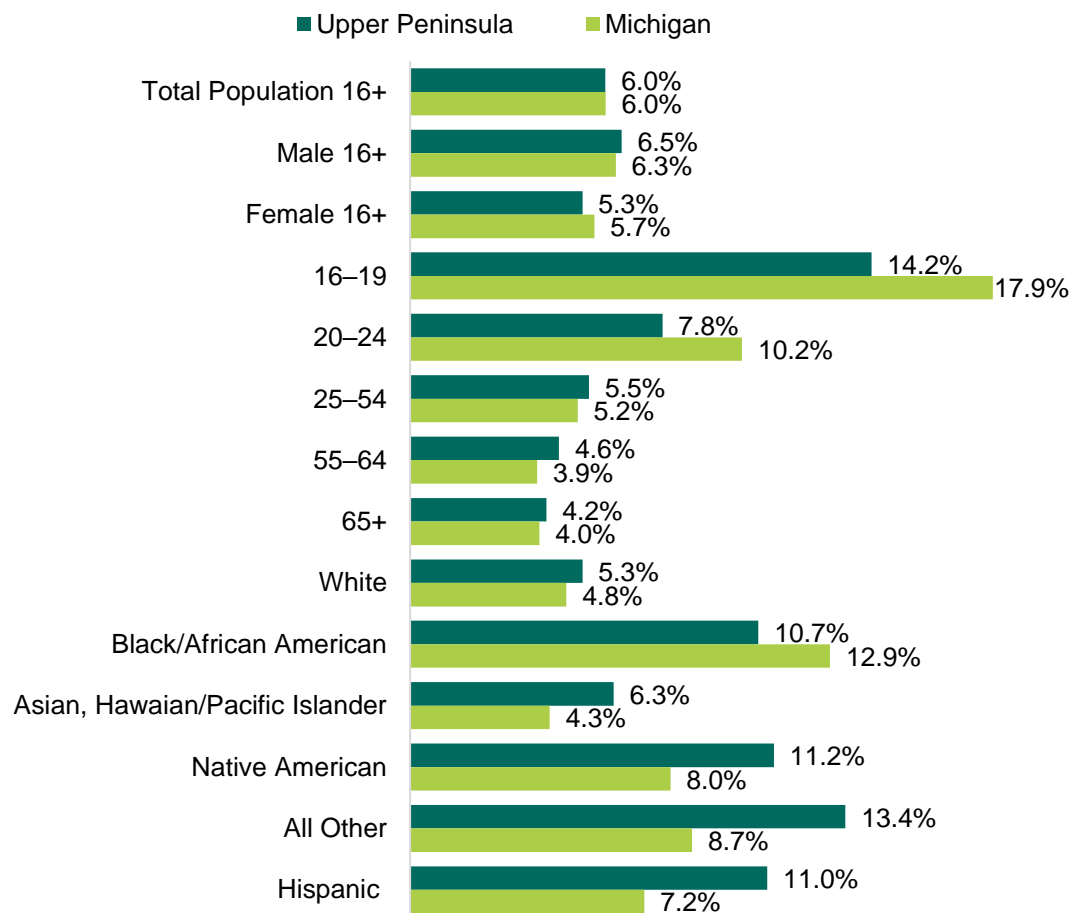
## The Upper Peninsula's jobless rate remains elevated since 2019.

Just like Michigan and the United States, the Upper Peninsula observed higher unemployment rates in 2021 than in 2019. However, unlike statewide and national rates, the region was below its 2015 and 2017 jobless rates. **(Table 6)**

The number of unemployed individuals was down by 2,200 since 2015, but up by just over 450 individuals since 2019. **(Table 12)**

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

## UNEMPLOYMENT RATES BY GENDER, AGE, AND RACE/ETHNICITY



Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

## Unemployment rates were highest for those ages 16 to 19.

During the 2016–2020 survey period, unemployment rates by age group remained highest for those ages 16 to 19 at both regional and state levels. However, the jobless rate for this age group was noticeably lower in the Upper Peninsula than in Michigan. [\(Table 7\)](#)

The region's unemployment rates by race/ethnicity outpaced the state averages for every group except for Black/African American individuals. [\(Table 7\)](#)



A background image showing a handshake over a document, with a teal overlay. The handshake is the central focus, with one hand in a grey shirt sleeve and the other in a light blue shirt sleeve. Below the hands, a document with some text is visible. The entire image has a semi-transparent teal overlay.

**INDIVIDUALS WITH**

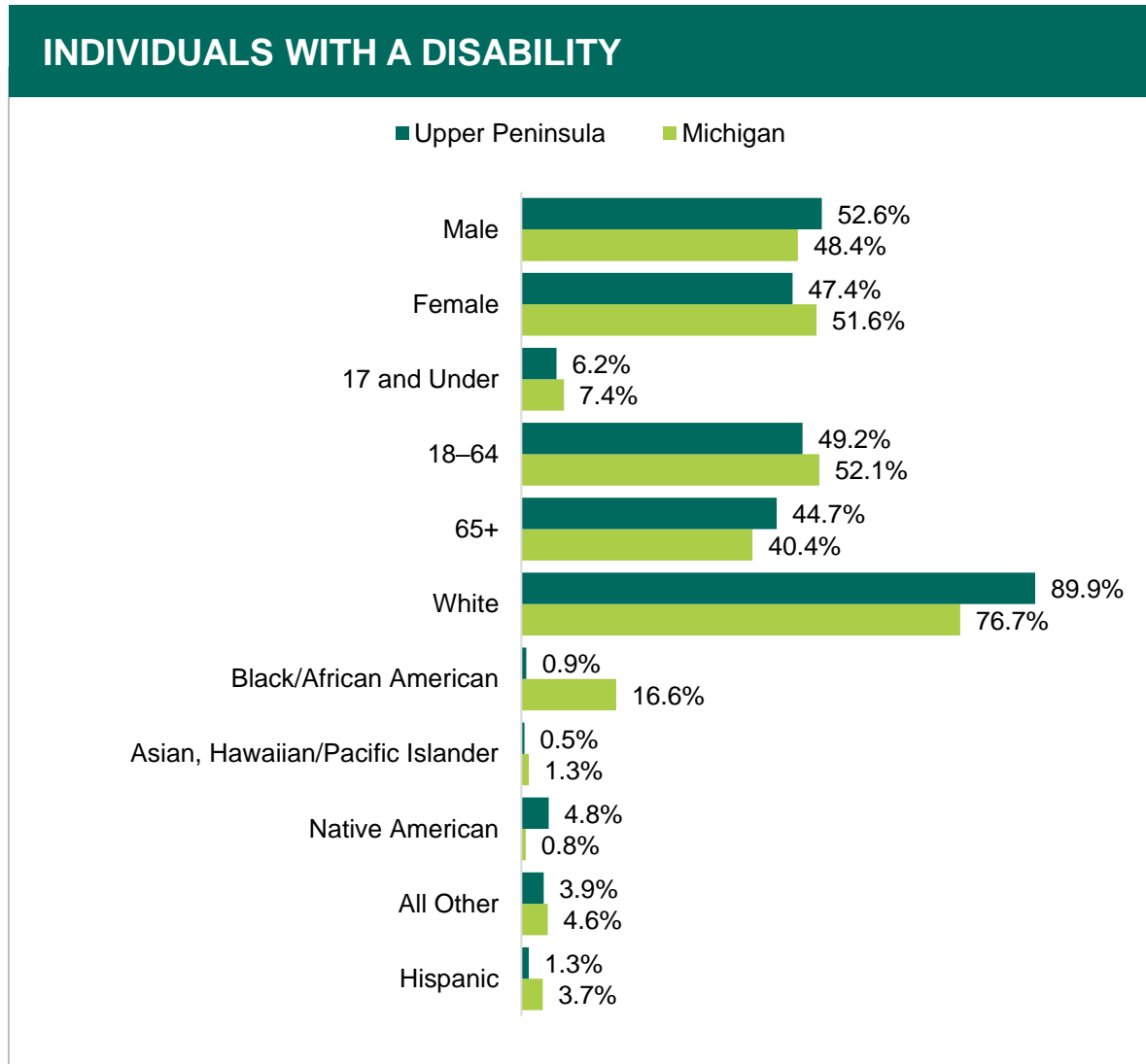
**BARRIERS TO EMPLOYMENT**

TABLES 28–36

## Just over 16 percent of the Upper Peninsula's population have a disability.

Based on the U.S. Census Bureau's 2016–2020 survey period, 47,300 individuals (16.3 percent) in the region were reported to have a disability. **(Table 28)**

Unlike the state, the region shows a higher distribution of males with a disability than females. The distribution of individuals with a disability by race/ethnicity was closely aligned with the overall population distribution in the region. **(Table 28)**

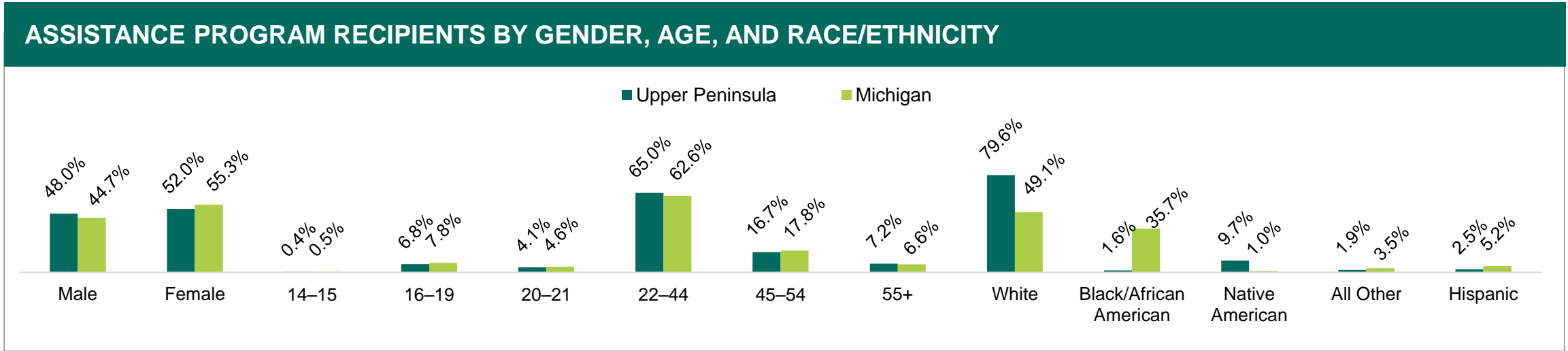


Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

# The percent of white assistance program recipients in the region far exceeds the state.

In December 2021, the Michigan Department of Health and Human Services reported 8,900 assistance program recipients in the Upper Peninsula. Of these, 7,100 recipients were white. The next highest share was Native Americans with over 850 recipients. [\(Table 30\)](#)

The group of individuals ages 22 to 44 made up over two-thirds of the assistance program recipients. [\(Table 30\)](#)

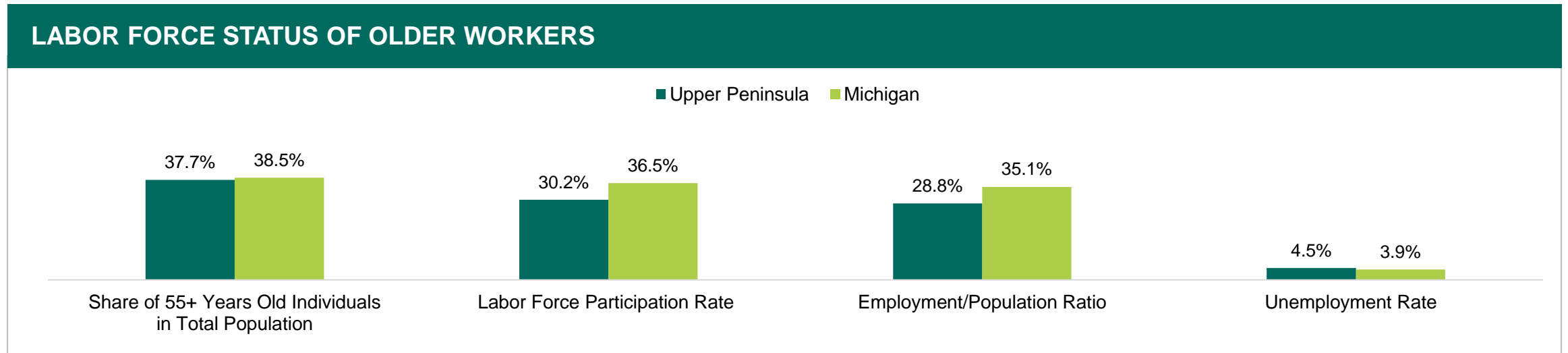


Source: Michigan Department of Health and Human Services

## The Upper Peninsula had less older workers participating in the labor force than the state.

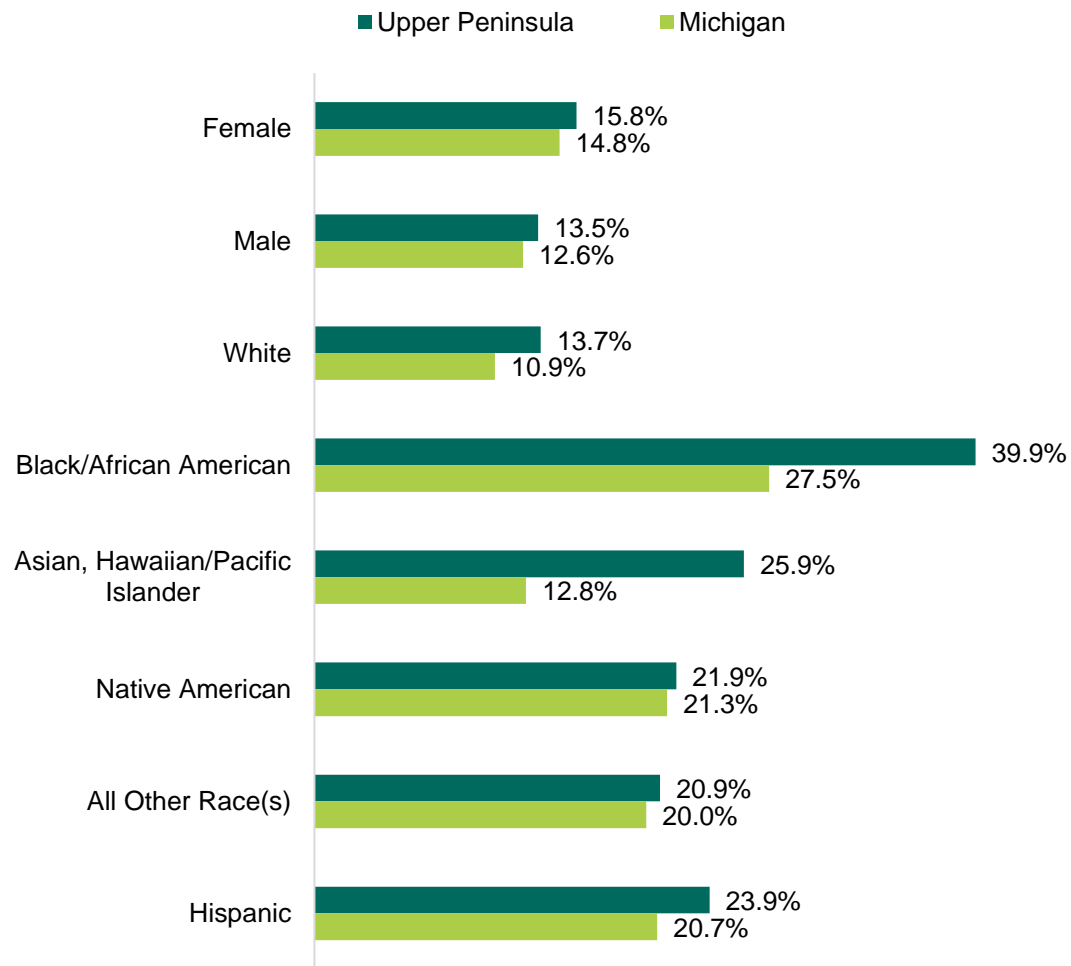
Those who are age 55 and older made up 37.7 percent of the region's total population, which is comparable to the statewide rate. Of these older individuals, just 30.2 percent participated in the labor market, compared to about 37 percent statewide. [\(Table 35\)](#)

Unemployment rates among older workers were slightly higher in the region (4.5 percent) than at the statewide level (3.9 percent). [\(Table 35\)](#)



Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

## POVERTY BY GENDER AND RACE/ETHNICITY



Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

**The Upper Peninsula's poverty shares are higher than the state for every group.**

Just under 15 percent of the Upper Peninsula's residents were below the poverty line, compared to the statewide average of nearly 14 percent. Although this is only 1 percentage point higher, the region outpaced the state in every breakdown by gender and race/ethnicity. **(Table 36)**

Although Black/African American residents only made up a small percentage of the region's population, about 40 percent of these individuals were in poverty. This was a much higher share than the nearly 28 percent of Black/African American individuals in poverty statewide. **(Table 36)**





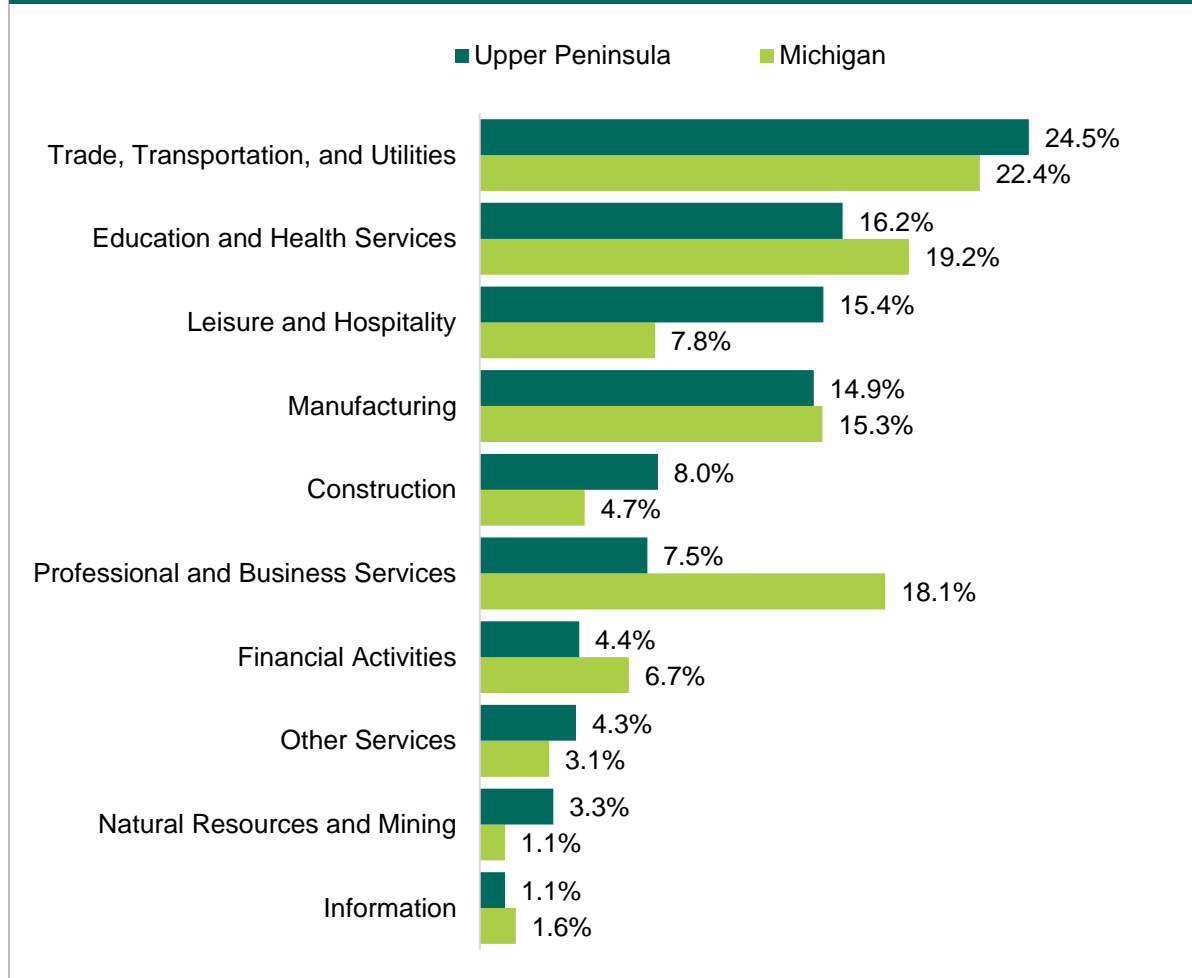
# **IN-DEMAND INDUSTRY SECTORS**

## **AND OCCUPATIONS**

TABLES 8–11, 17–26



## DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2021



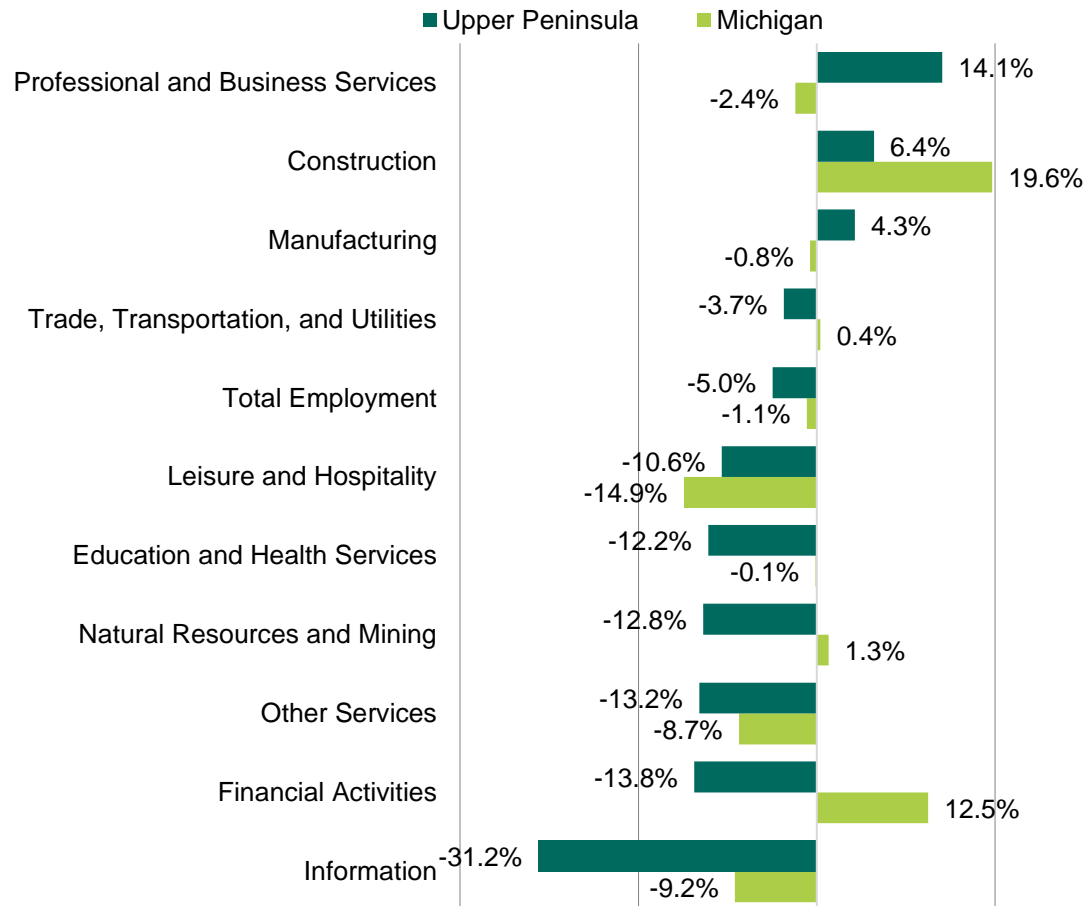
**Source:** Quarterly Census of Employment and Wages, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

# Many industries share similar distribution levels to the statewide average.

Many industries in the region shared similar distributions to the state in the second quarter of 2021. However, both *Leisure and hospitality* and *Construction* were nearly double the statewide averages.

*Professional and business services* had a much larger share of industry jobs at the statewide level than in the Upper Peninsula, showing a difference of more than 10 percentage points. **(Table 8)**

## PRIVATE SECTOR JOB TRENDS, SECOND QUARTER 2015–2021



**Nearly all industry sectors have seen a job decline since 2015.**

In the Upper Peninsula, private sector jobs declined by 5.0 percent from 2015 to 2021. During this time frame, nearly all the region's industry sectors declined by 3.7 percent or more. **(Table 8)**

The only three industry sectors to show growth were *Professional and business services*, *Construction*, and *Manufacturing*. **(Table 8)**

**Source:** Quarterly Census of Employment and Wages, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

## Online job postings reached 18,000 during 2021.

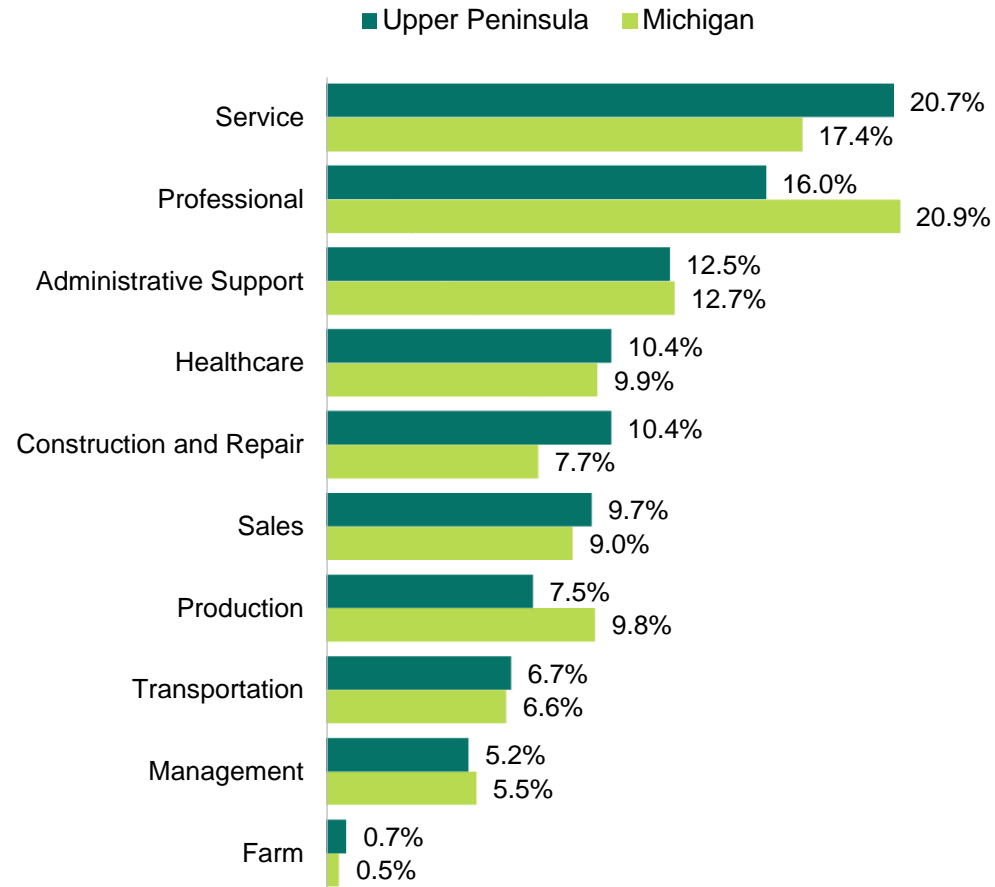
Throughout 2021, the Upper Peninsula had 18,000 total online job advertisements, according to the Burning Glass Technologies, Help Wanted Online database. Of these openings, 5.7 percent were for *Registered nurses*. **(Table 18)**

The majority of the region's available online job advertisements were within the *Healthcare practitioners and technical* occupation group. Overall, this group accounted for just under 18 percent of the online advertisements. **(Table 17)**

ONLINE ADVERTISED JOB POSTINGS, UPPER PENINSULA	
JOB TITLE	NUMBER
Registered Nurses	1,029
Customer Service Representatives	565
Retail Salespersons	539
First-Line Supervisors of Retail Sales Workers	537
Licensed Practical and Licensed Vocational Nurses	531
Heavy and Tractor-Trailer Truck Drivers	356
Medical and Health Services Managers	302
Laborers and Freight, Stock and Material Movers	302
Nursing Assistants	300
Fast Food and Counter Workers	288

**Source:** The Conference Board, Help Wanted Online, Burning Glass Technologies

## PROJECTED 2028 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS

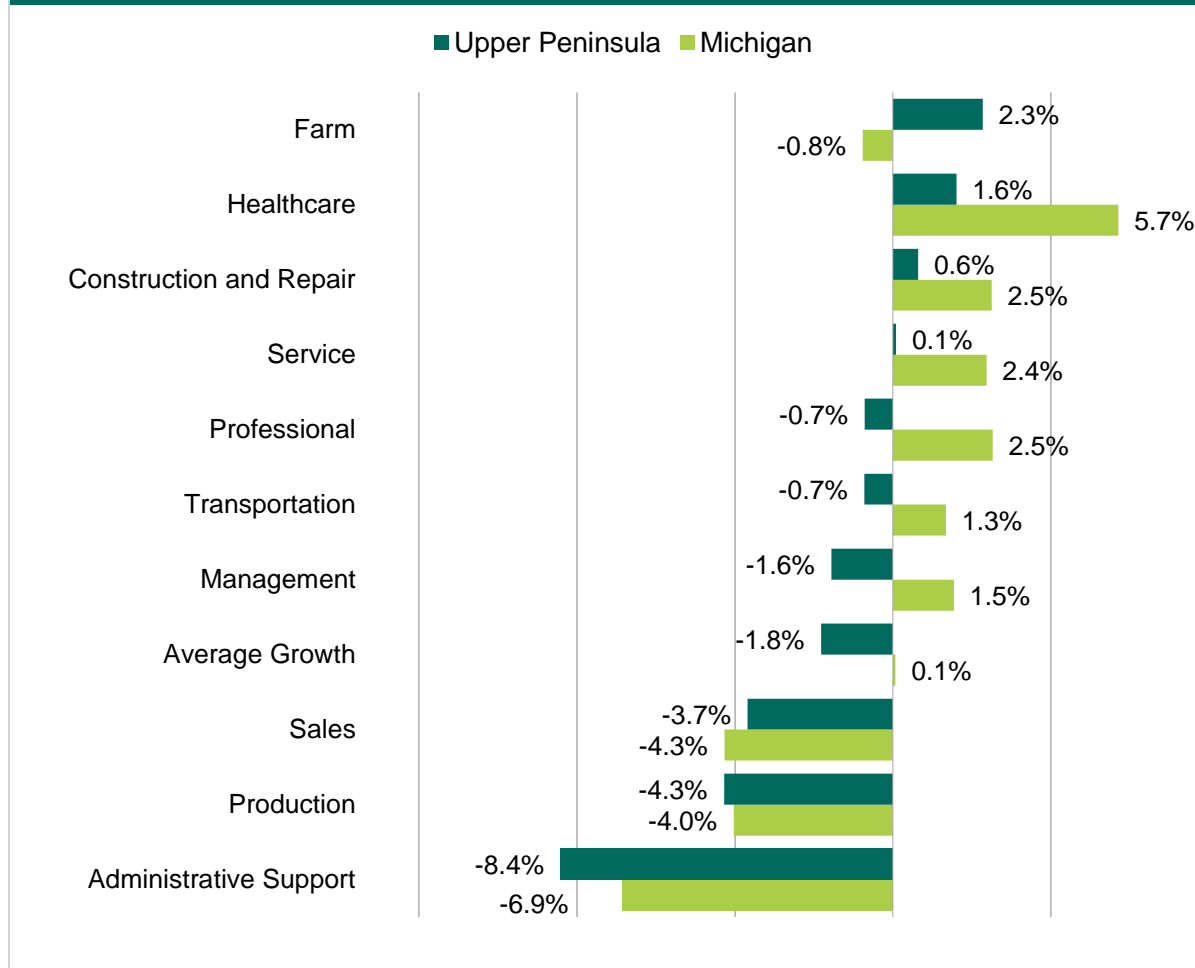


**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

**Three occupational groups are expected to make up nearly half of projected 2028 employment in the region.**

The *Service* occupational group is projected as the largest occupational group in the region, with 21 percent of all jobs by 2028. Statewide, the *Service* occupational group will contribute just over 3 percentage points less to the total labor force than in the Upper Peninsula. **(Table 19)**

## PROJECTED PERCENT GROWTH BY BROAD OCCUPATIONAL GROUPS (2018–2028)



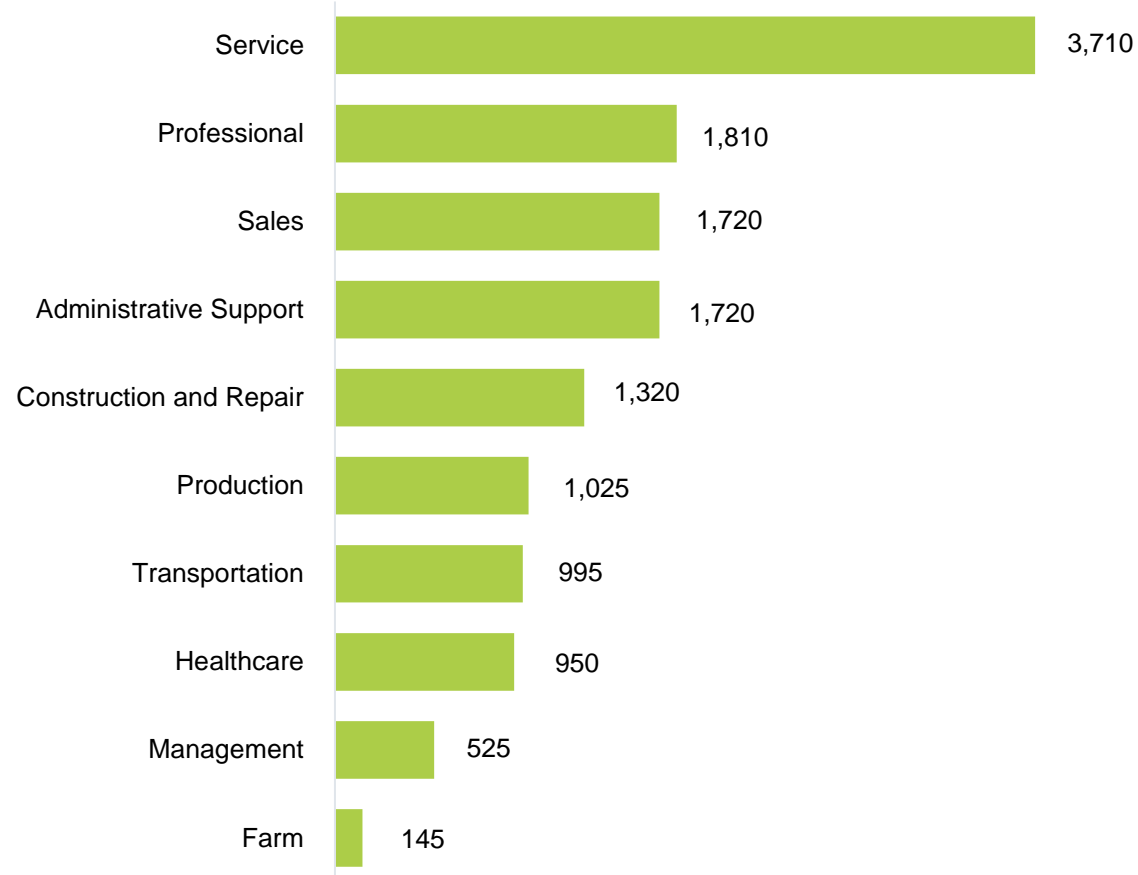
**Only four occupational groups are projected to gain jobs by 2028.**

The Upper Peninsula's total employment is projected to fall by 1.8 percent during the 2018–2028 period. Most of the region's occupational groups are also projected to decrease in employment over this time frame.

The only four with projected growths are *Farm* (2.3 percent), *Healthcare* (1.6 percent), *Construction and repair* (0.6 percent), and *Service* (0.1 percent). **(Table 19)**

**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

## PROJECTED ANNUAL OPENINGS BY BROAD OCCUPATIONAL GROUPS (2018–2028)



***Service* is projected to have more than double the annual openings of any other occupational group.**

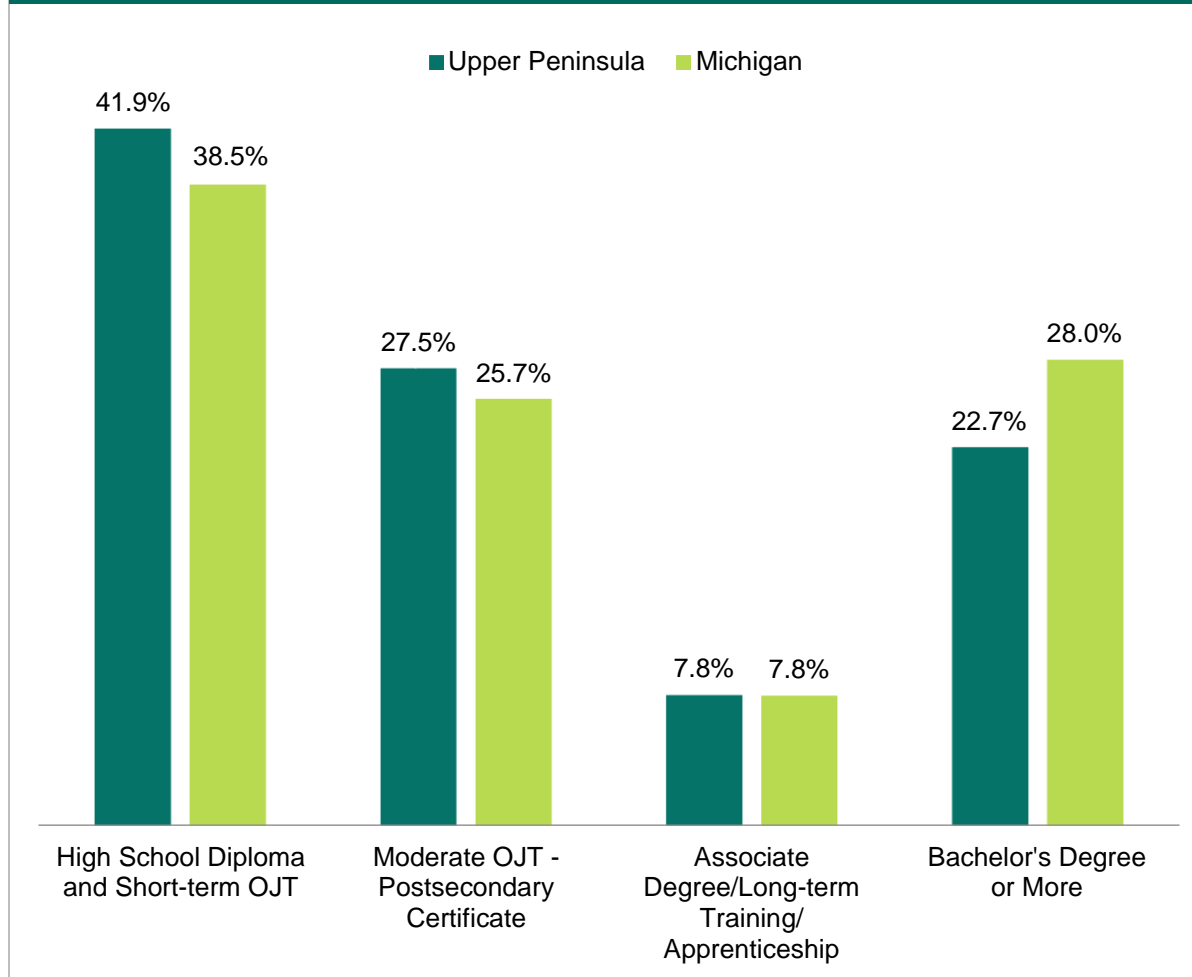
In the Upper Peninsula, *Service* occupations are projected to have 3,700 annual openings during 2018–2028, more than double any other occupational group. On its own, *Service* accounts for nearly 27 percent of all annual openings in the region.

The top three occupational groups by annual openings, *Service*, *Professional*, and *Sales*, equate to 52.0 percent of the total annual openings in the region. **(Table 20)**

**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget



## PROJECTED 2028 OCCUPATIONAL EMPLOYMENT BY EDUCATION (SHARE OF TOTAL)



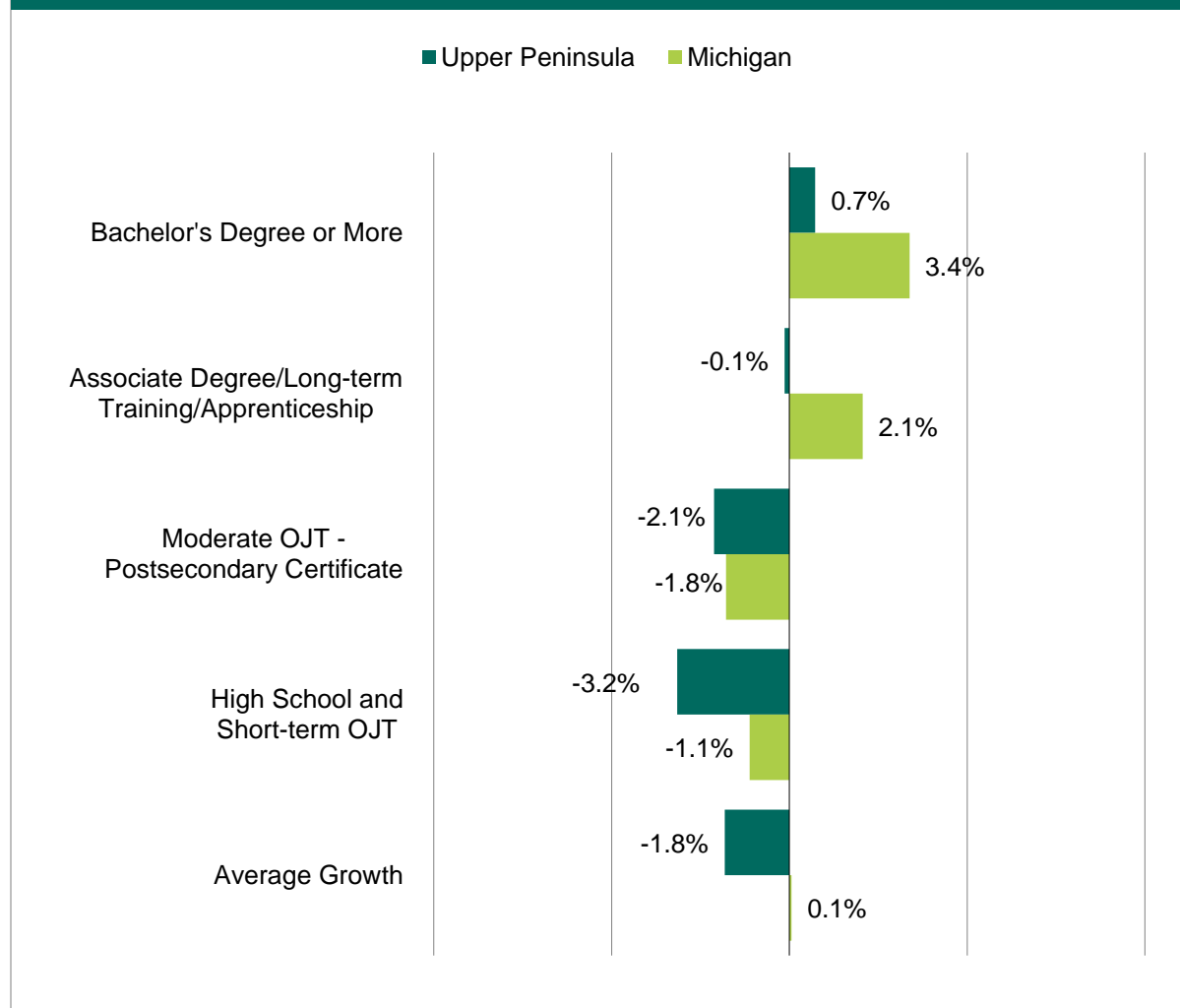
**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

**The region falls well behind the state in projected employment by bachelor's degree or more.**

By 2028, the largest share of employment by education in the region will be for high school diplomas and short-term on-the-job training (OJT). This is the same at the statewide level.

Unlike the state, the Upper Peninsula is projected to have requirements for a bachelor's degree or more as its third highest share. The region is expected to be behind the state in this area of education by 5.3 percentage points.

## PROJECTED 2028 OCCUPATIONAL GROWTH BY EDUCATION



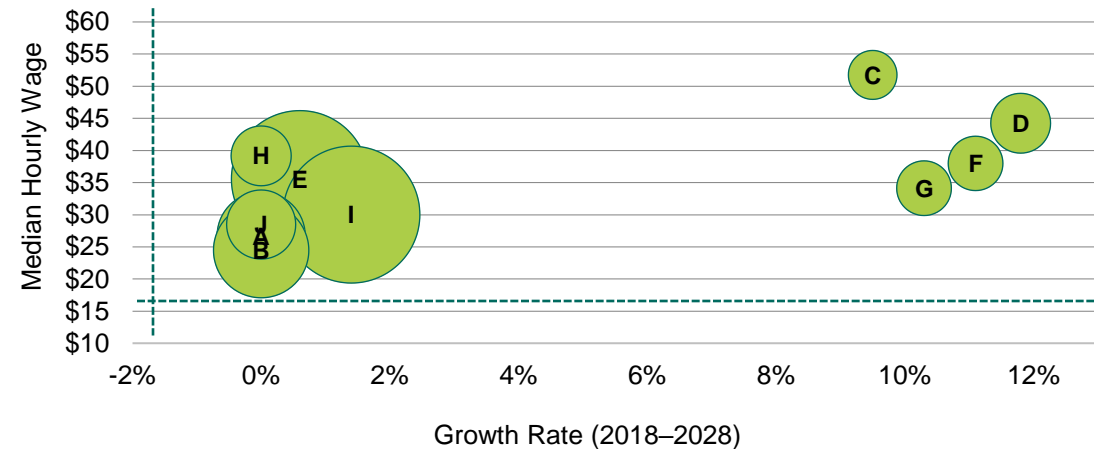
**Growth rates in all education categories are lower than the statewide averages.**

Occupations that will require a bachelor's degree or more are projected to have the only growth in the region. Still, it is noticeably lower than the projected statewide growth.

All other education categories are expected to decrease over the 2018–2028 time period.

**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

## HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AT LEAST A BACHELOR'S DEGREE



Dotted lines mark the average projected growth rate (-1.8 percent) and the median hourly wage (\$17.67) for the region.

<b>A</b>	Accountants and Auditors	<b>F</b>	Industrial Engineers
<b>B</b>	Elementary School Teachers, Except Special Education	<b>G</b>	Mechanical Engineers
<b>C</b>	Engineering Teachers, Postsecondary	<b>H</b>	Medical and Health Services Managers
<b>D</b>	Financial Managers	<b>I</b>	Registered Nurses
<b>E</b>	General and Operations Managers	<b>J</b>	Secondary School Teachers

**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

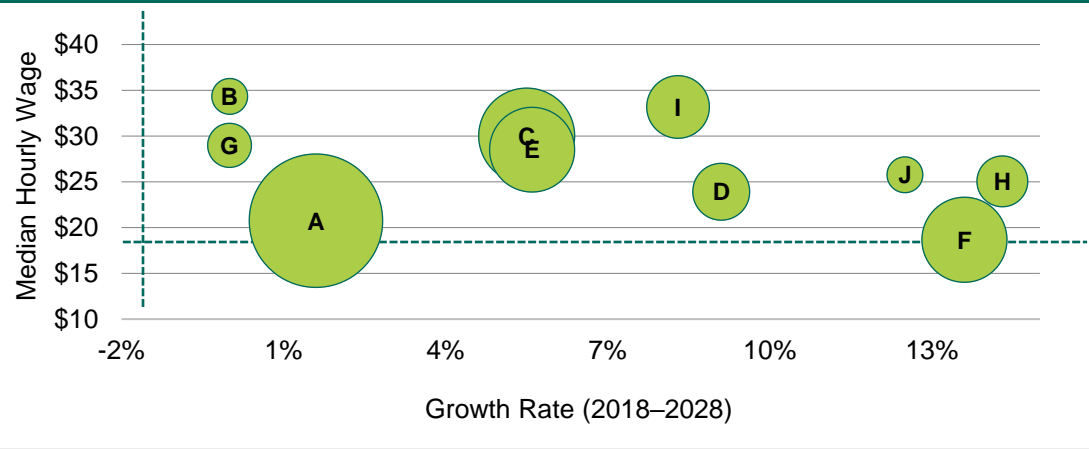
# Jobs requiring a bachelor's degree or higher are often faster growing and high-wage.

High-demand, high-wage occupations are careers that show a favorable mix of long-term job growth, projected annual openings, and median wages through 2028.

Occupations requiring a bachelor's degree or higher, which have the highest level of required education/training, are often among the fastest growing and those with the highest wage.

Occupations at this level in the region include *Financial managers*, *Industrial engineers*, and *Registered nurses*. **(Table 23)**

# HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING AN ASSOCIATE DEGREE, LONG-TERM TRAINING, OR AN APPRENTICESHIP



Dotted lines mark the average projected growth rate (-1.8 percent) and the median hourly wage (\$17.67) for the region.

<b>A</b>	Carpenters	<b>F</b>	Machinists
<b>B</b>	Dental Hygienists	<b>G</b>	Millwrights
<b>C</b>	Electricians	<b>H</b>	Physical Therapist Assistants
<b>D</b>	HVAC and Refrigeration Mechanics and Installers	<b>I</b>	Plumbers, Pipefitters, and Steamfitters
<b>E</b>	Industrial Machinery Mechanics	<b>J</b>	Respiratory Therapists

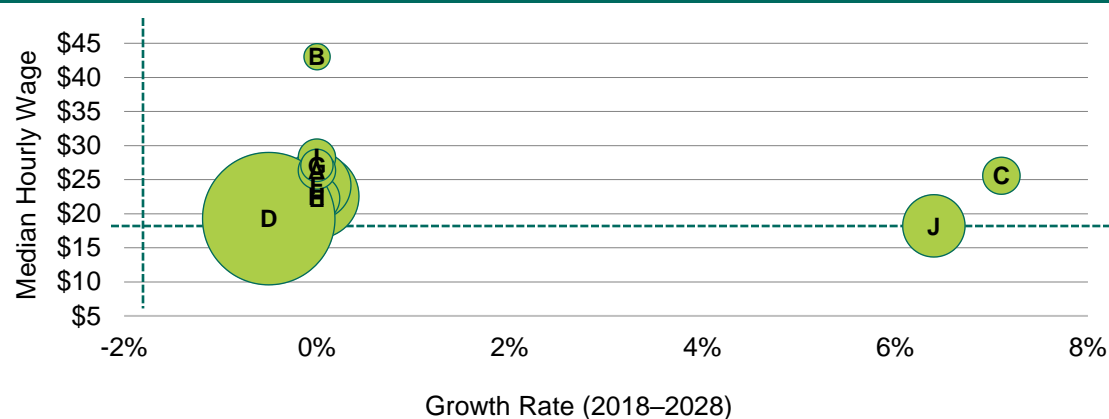
Source: 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

Jobs requiring an associate degree, long-term training, or an apprenticeship are often in high demand.

Jobs that typically require an associate degree, long-term training, or an apprenticeship met the criteria for being high-demand and high-wage in the region.

Occupations typically requiring this level of educational attainment while still being high-demand and high-wage in the region include *Dental hygienists, Physical therapist assistants, and Respiratory therapists.* (Table 24)

# HIGH-DEMAND, HIGH-WAGE OCCUPATIONS REQUIRING A POSTSECONDARY CERTIFICATE OR MODERATE- TERM TRAINING



Dotted lines mark the average projected growth rate (-1.8 percent) and the median hourly wage (\$17.67) for the region.

<b>A</b>	Coating and Painting Machine Operators	<b>F</b>	Operating Engineers
<b>B</b>	Detectives and Criminal Investigators	<b>G</b>	Production, Planning, and Expediting Clerks
<b>C</b>	Earth Drillers, Except Oil and Gas	<b>H</b>	Sales Reps., Except Tech. and Scientific Products
<b>D</b>	Heavy and Tractor-Trailer Truck Drivers	<b>I</b>	Telecomm. Equipment Installers and Repairers
<b>E</b>	Highway Maintenance Workers	<b>J</b>	Welders, Cutters, Solderers, and Brazers

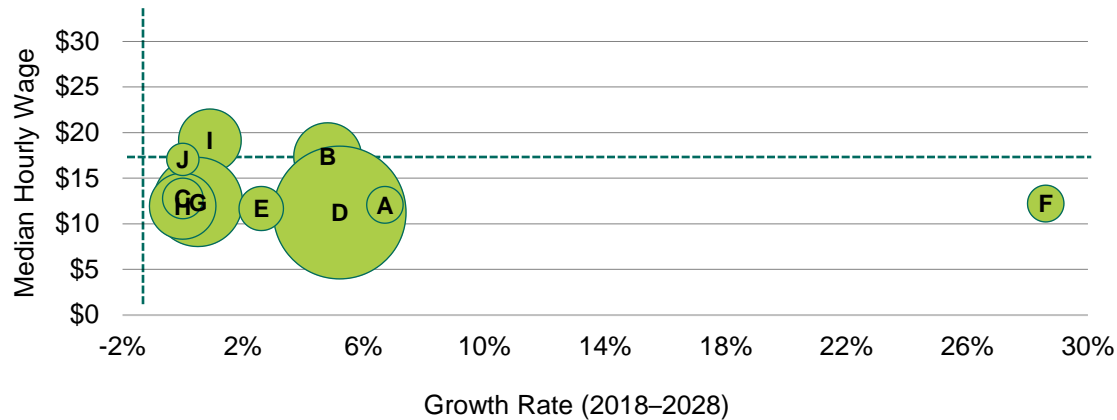
Source: 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

Many skilled trades jobs requiring postsecondary education are among the region’s high-demand, high-wage occupations.

Occupations that require a postsecondary certificate or moderate-term training can typically be achieved in less than a year, but longer than a month. These occupations meet the criteria of being high-demand and high-wage.

Some of the occupations within these guidelines include *Detectives and criminal investigators*, *Operating engineers*, and *Welders, cutters, solderers, and brazers*. (Table 25)

## HIGH-DEMAND OCCUPATIONS REQUIRING A HIGH SCHOOL DIPLOMA OR EQUIVALENT AND SHORT-TERM TRAINING



Dotted lines mark the average projected growth rate (-1.8 percent) and the median hourly wage (\$17.67) for the region.

<b>A</b>	Cleaners of Vehicles and Equipment	<b>F</b>	Home Health Aides
<b>B</b>	Construction Laborers	<b>G</b>	Janitors and Cleaners, Except Housekeepers
<b>C</b>	Cooks, Institution and Cafeteria	<b>H</b>	Landscaping and Groundskeeping Workers
<b>D</b>	Food Prep. and Serving Workers, Including Fast Food	<b>I</b>	Light Truck or Delivery Services Drivers
<b>E</b>	Food Preparation Workers	<b>J</b>	Shipping, Receiving, and Traffic Clerks

**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management and Budget

Occupations requiring a high school diploma and short-term training often have lower wages but are in high-demand.

Occupations requiring a high school diploma or equivalent and short-term training are in high-demand, but typically have lower wages, and therefore can not be considered high-wage. These occupations can provide opportunities for individuals that may be seeking entry-level positions. **(Table 26)**