2022 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS:

NORTHEAST MICHIGAN

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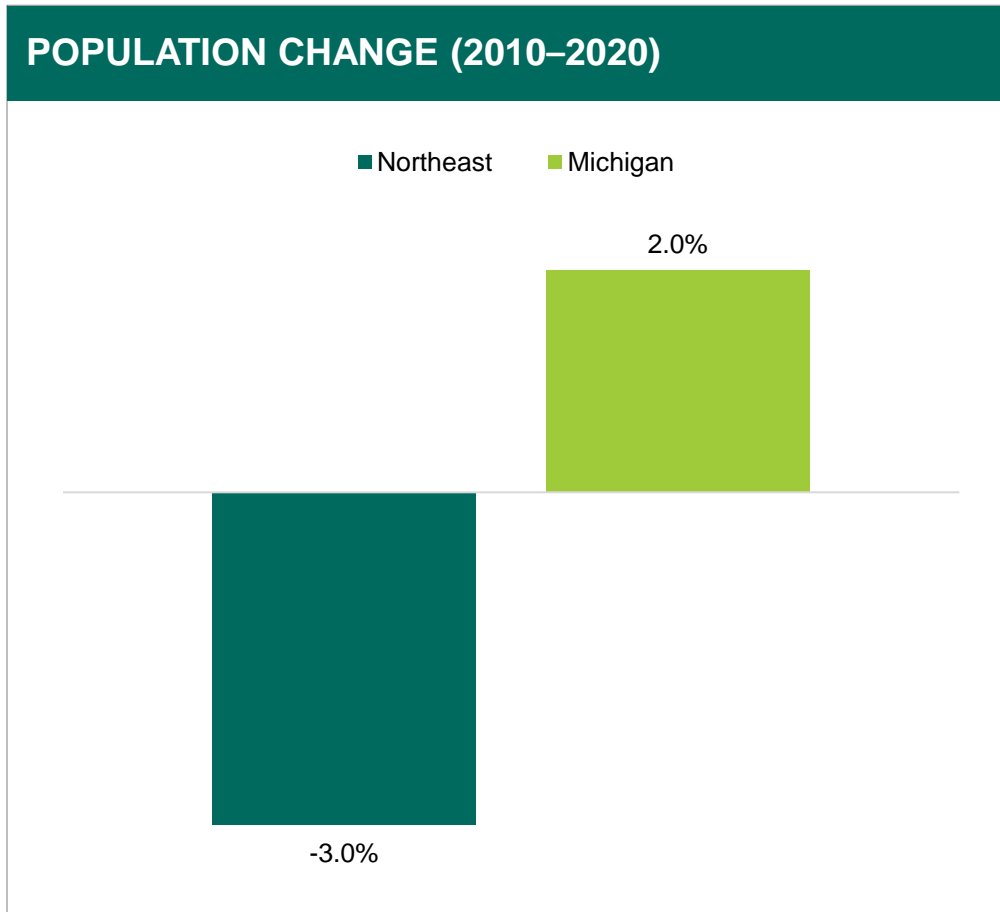**STATE OF MICHIGAN**

Department of Technology, Management & Budget

Bureau of Labor Market Information and Strategic Initiatives

POPULATION TRENDS

AND CHARACTERISTICS

TABLES 1–4

POPULATION CHANGE (2010–2020)

■ Northeast   ■ Michigan

2.0%

-3.0%

Between 2010 and 2020 the region's population dropped 3.0 percent.

In 2020, according to the U.S. Census Bureau, the total population in the Northeast Prosperity Region was 202,552. This was an overall decline of 3.0 percent, or -6,194, since 2010 when the population was 208,746. Every county in the region had a decline in population during this time except for Otsego. Crawford County experienced the largest drop during the 10 years (-1,086). **(Table 1)**

Michigan's population saw small growth since 2010, adding nearly 193,691 residents by 2019. Nationwide, the population rose by about 7.4 percent (or about 22.7 million) over this period. **(Table 1)**
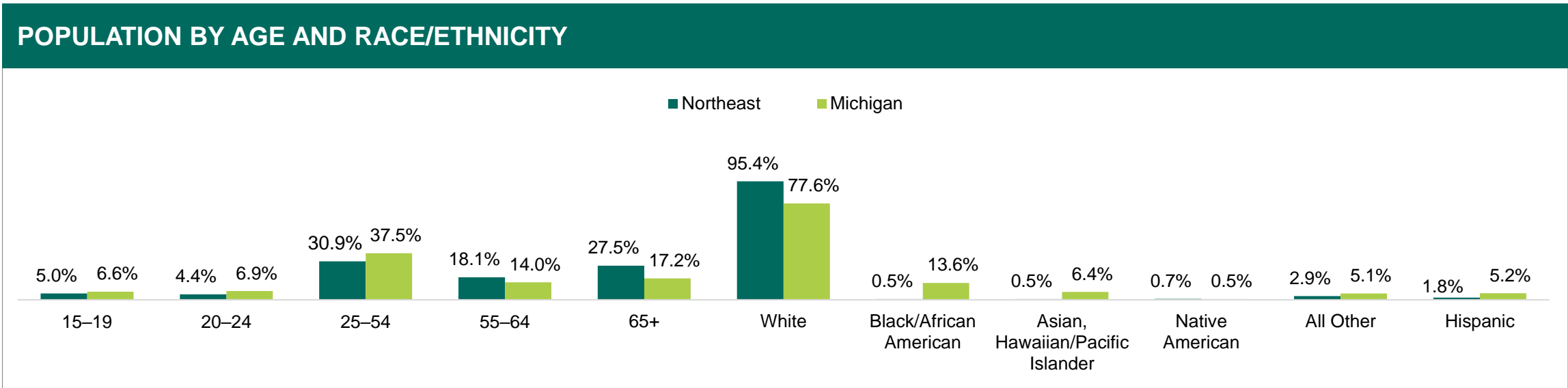
Northeast Michigan is notably older than the statewide average.

About 27.5 percent of the population in Northeast Michigan is over the age of 65. Almost 46 percent of the population is over the age of 55. This well outpaces the state where only about 31 percent of the population is over the age of 55. **(Table 2)**

The Northeast population is racially and ethnically less diverse than the state. Statewide, 77.6 percent of the population is white while the Northeast is more than 95.4 percent white. **(Table 2)**
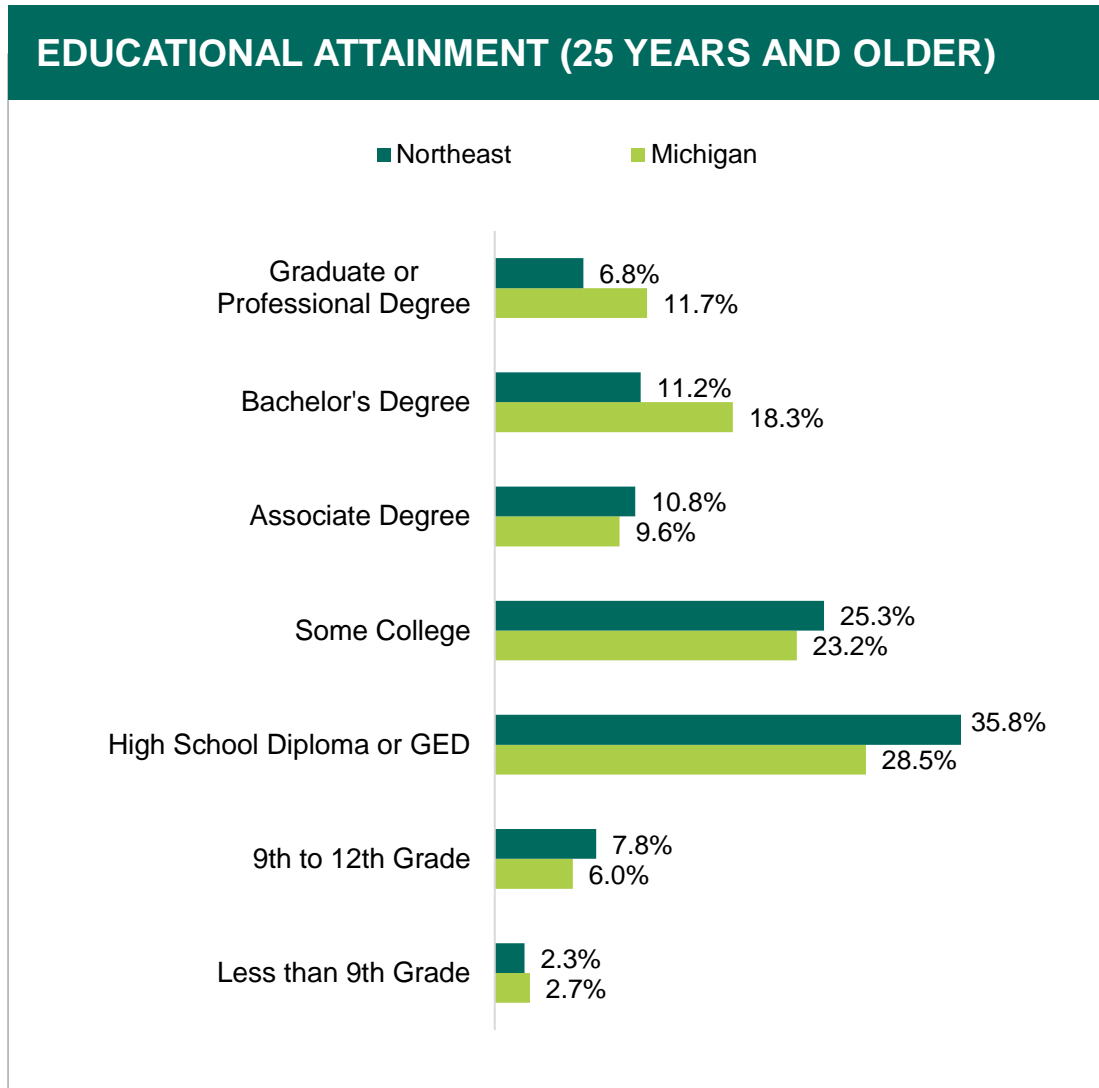
POPULATION BY AGE AND RACE/ETHNICITY

■ Northeast ■ Michigan

Category	Northeast	Michigan
15–19	5.0%	6.6%
20–24	4.4%	6.9%
25–54	30.9%	37.5%
55–64	18.1%	14.0%
65+	27.5%	17.2%
White	95.4%	77.6%
Black/African American	0.5%	13.6%
Asian, Hawaiian/Pacific Islander	0.5%	6.4%
Native American	0.7%	0.5%
All Other	2.9%	5.1%
Hispanic	1.8%	5.2%

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

EDUCATIONAL ATTAINMENT (25 YEARS AND OLDER)

■ Northeast ■ Michigan

Category	Northeast	Michigan
Graduate or Professional Degree	6.8%	11.7%
Bachelor's Degree	11.2%	18.3%
Associate Degree	10.8%	9.6%
Some College	25.3%	23.2%
High School Diploma or GED	35.8%	28.5%
9th to 12th Grade	7.8%	6.0%
Less than 9th Grade	2.3%	2.7%

Northeast Michigan's residents have a lower level of educational attainment than statewide.

Of Northeast residents 25 years and older, only about 18.0 percent have a bachelor's degree or higher. This is about 12 percent lower than the statewide rate. This is important as higher levels of education are, on average, tied to higher levels of income and subsequently lower levels of poverty. **(Table 3)**

The region also has a higher than statewide rate of individuals with less than a high school degree. This may in part be due to the advanced age of many residents. It may also present an opportunity for the region to upskill individuals to meet requirements for more jobs. **(Table 3)**

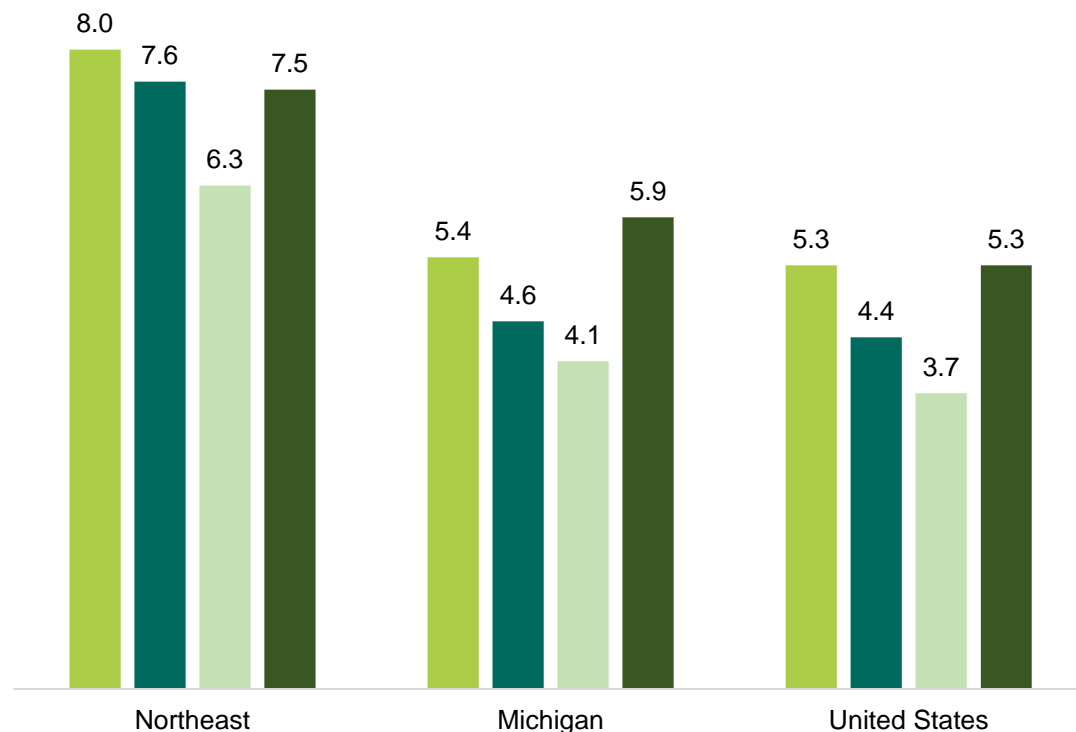# LABOR FORCE AND EMPLOYMENT

TRENDS AND CHARACTERISTICS

TABLES 4–7, 12

UNEMPLOYMENT RATES

2015 ■ 2017 ■ 2019 ■ 2021

Northeast: 8.0, 7.6, 6.3, 7.5
Michigan: 5.4, 4.6, 4.1, 5.9
United States: 5.3, 4.4, 3.7, 5.3

Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget
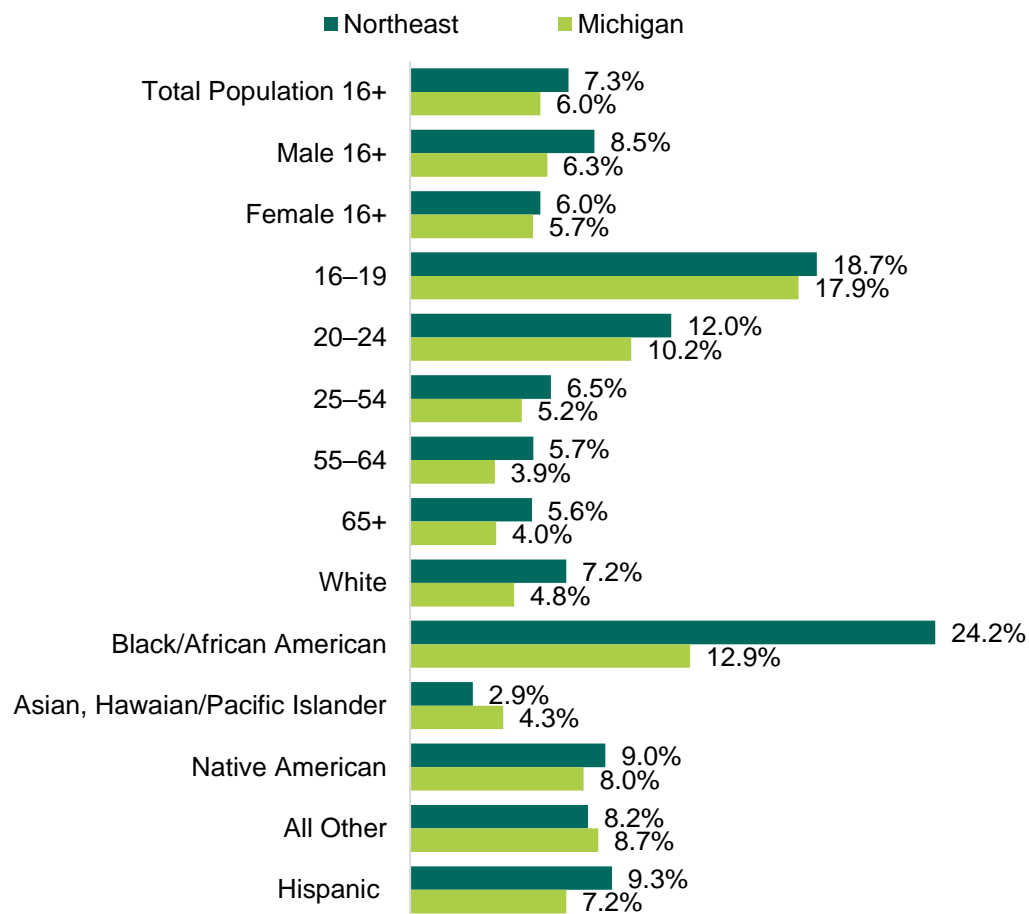
Northeast Michigan's jobless rates remain elevated over the state.

Unemployment rates had slowly dropped since the Great Recession slowly through 2019 before rising at the start of the COVID-19 pandemic. However, they have quickly recovered toward pre-pandemic levels. Annual data for the Northeast region is especially elevated due to the relative seasonality of large parts of the job market compared to the state. **(Table 6)**

Since 2015, the number of unemployed in the region has declined by 697 or 10.6 percent. This seems counterintuitive with the increase in the unemployment rate, but a larger decline in total labor force has occurred over the period (-3,859). **(Tables 4 and 12)**

UNEMPLOYMENT RATES BY GENDER, AGE, AND RACE/ETHNICITY

■ Northeast ■ Michigan

Demographic	Northeast	Michigan
Total Population 16+	7.3%	6.0%
Male 16+	8.5%	6.3%
Female 16+	6.0%	5.7%
16–19	18.7%	17.9%
20–24	12.0%	10.2%
25–54	6.5%	5.2%
55–64	5.7%	3.9%
65+	5.6%	4.0%
White	7.2%	4.8%
Black/African American	24.2%	12.9%
Asian, Hawaian/Pacific Islander	2.9%	4.3%
Native American	9.0%	8.0%
All Other	8.2%	8.7%
Hispanic	9.3%	7.2%

Unemployment rates in the region are typically elevated for all demographics compared to the state.

As seen in the statewide averages, the jobless rates for youth are the highest in the region and decline as individuals get older. The largest gap in the region is within the Black/African American demographic where rates are nearly double the state. **(Table 7)**

While males in the region have an unemployment rate more than two percent higher than the state, females in the region have a rate only about 0.3 percent higher than the state rate. **(Table 7)**
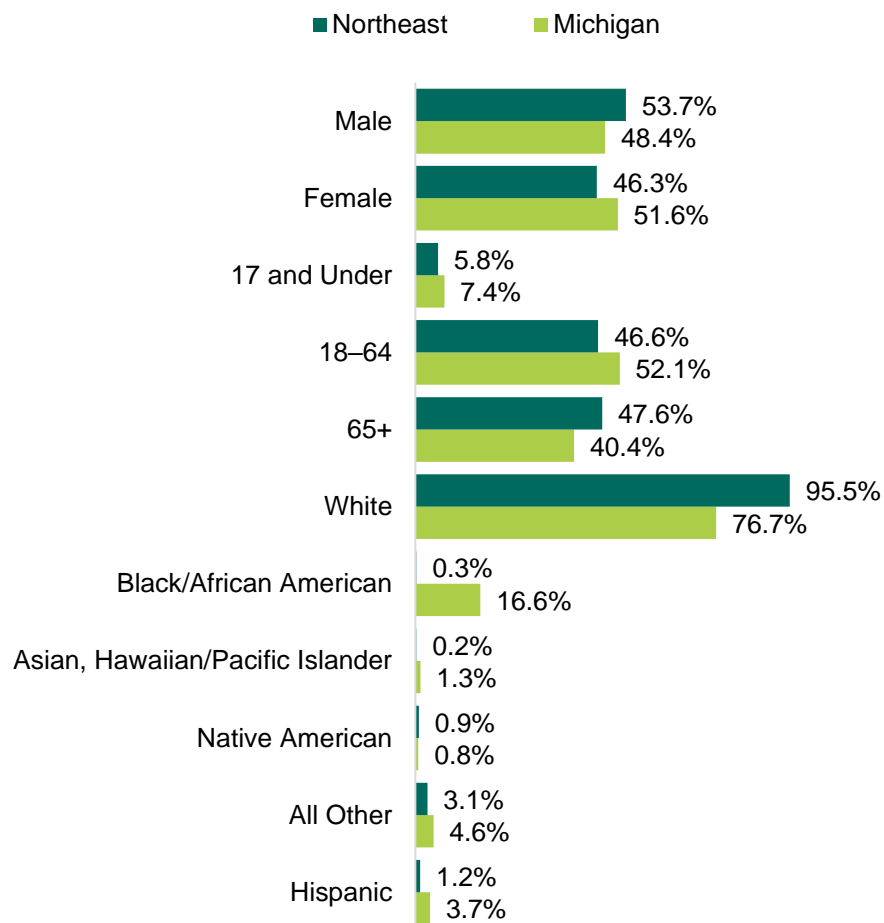
INDIVIDUALS WITH BARRIERS TO EMPLOYMENT

TABLES 28–36

INDIVIDUALS WITH A DISABILITY

■ Northeast   ■ Michigan

Male
- Northeast: 53.7%
- Michigan: 48.4%

Female
- Northeast: 46.3%
- Michigan: 51.6%

17 and Under
- Northeast: 5.8%
- Michigan: 7.4%

18–64
- Northeast: 46.6%
- Michigan: 52.1%

65+
- Northeast: 47.6%
- Michigan: 40.4%

White
- Northeast: 95.5%
- Michigan: 76.7%

Black/African American
- Northeast: 0.3%
- Michigan: 16.6%

Asian, Hawaiian/Pacific Islander
- Northeast: 0.2%
- Michigan: 1.3%

Native American
- Northeast: 0.9%
- Michigan: 0.8%

All Other
- Northeast: 3.1%
- Michigan: 4.6%

Hispanic
- Northeast: 1.2%
- Michigan: 3.7%

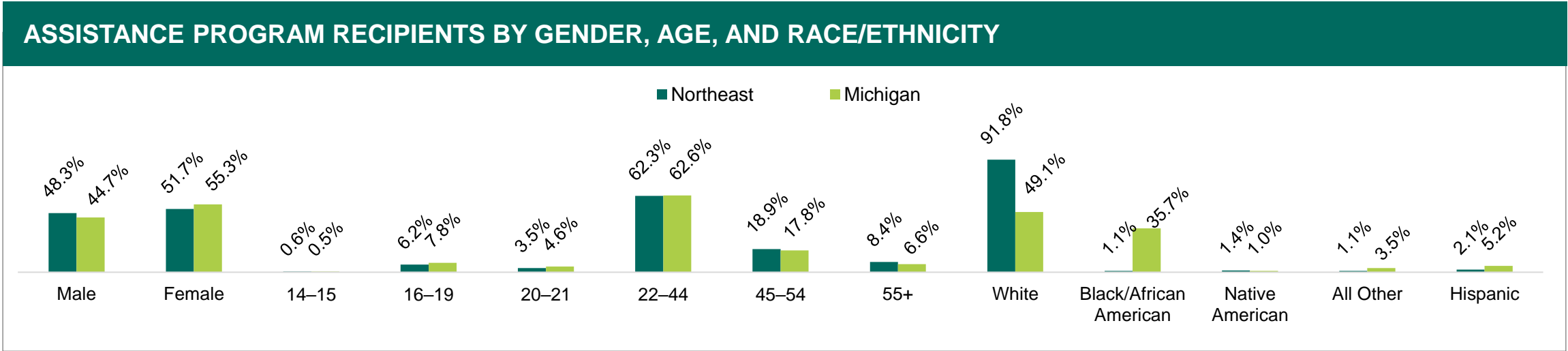# More than 21 percent of Northeast Michigan's population have a disability.

According to the U.S. Census Bureau, 42,597 people or 21.2 percent of the population in Northeast Michigan were reported to have a disability. The number of individuals with a disability by race/ethnicity aligns with their share of total population in the region. **(Table 28)**

The distribution of males and females with a disability in the region varies from the statewide average. This is in part due to the region having slightly more males than females. Nearly 48 percent of those with a disability are age 65 and older, higher than the statewide average of 40 percent. **(Table 28)**

The number of assistance program recipients increased from 2019 to 2021.

In December 2021, the Michigan Department of Health and Human Services reported just under 8,200 assistance program recipients in Northeast Michigan. This number has fallen from the roughly 6,000 assistance program recipients in December 2019. **(Table 30)**

Males made up nearly 48 percent of all program recipients, slightly outpacing the statewide average. **(Table 30)**
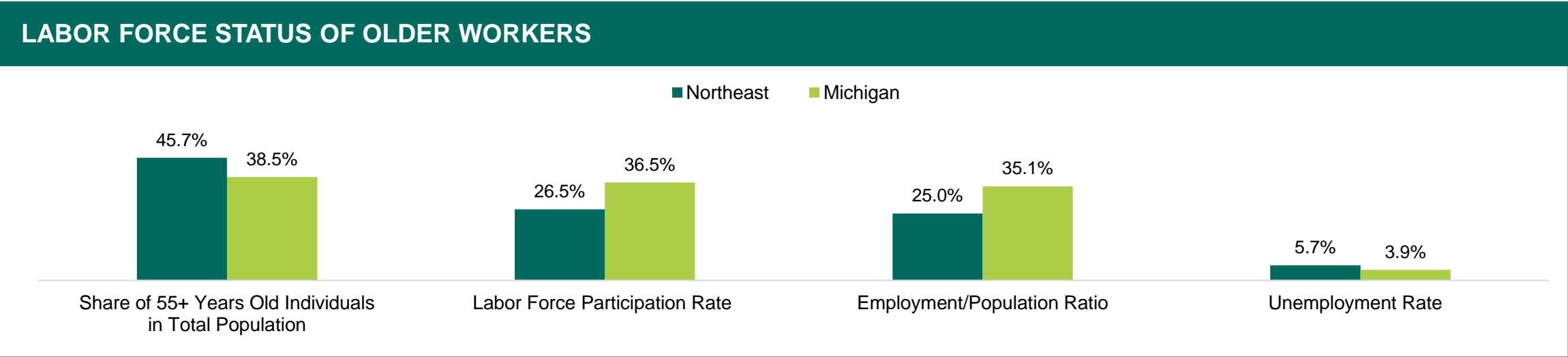
ASSISTANCE PROGRAM RECIPIENTS BY GENDER, AGE, AND RACE/ETHNICITY

Legend: ■ Northeast ■ Michigan

Category	Northeast	Michigan
Male	48.3%	44.7%
Female	51.7%	55.3%
14–15	0.6%	0.5%
16–19	6.2%	7.8%
20–21	3.5%	4.6%
22–44	62.3%	62.6%
45–54	18.9%	17.8%
55+	8.4%	6.6%
White	91.8%	49.1%
Black/African American	1.1%	35.7%
Native American	1.4%	1.0%
All Other	1.1%	3.5%
Hispanic	2.1%	5.2%

Northeast Michigan has a much higher share of older individuals, but a lower labor force participation rate.

Northeast Michigan has a much higher share of older individuals with nearly 46 percent of its population over the age of 55. **(Table 35)**

Many of these workers are no longer in the labor force, so the participation rate is roughly 10 percent lower than the statewide rate. Of the individuals in the labor force, the unemployment rate is slightly less than two percent higher in the Northeast. **(Table 35)**

LABOR FORCE STATUS OF OLDER WORKERS

■ Northeast ■ Michigan

	Northeast	Michigan
Share of 55+ Years Old Individuals in Total Population	45.7%	38.5%
Labor Force Participation Rate	26.5%	36.5%
Employment/Population Ratio	25.0%	35.1%
Unemployment Rate	5.7%	3.9%

POVERTY BY GENDER AND RACE/ETHNICITY

Legend: ■ Northeast ■ Michigan

Category	Northeast	Michigan
Female	15.8%	14.8%
Male	13.3%	12.6%
White	14.3%	10.9%
Black/African American	32.0%	27.5%
Asian, Hawaiian/Pacific Islander	17.6%	12.8%
Native American	22.8%	21.3%
All Other Race(s)	17.5%	20.0%
Hispanic	22.9%	20.7%

Northeast Michigan's poverty rate exceeds the statewide rate.

According to 2016–2020 five-year estimates from the U.S. Census Bureau, 14.5 percent (or 28,977) of Northeast Michigan's population lived below the poverty line. Statewide, 13.7 percent of the population lives below the poverty line. **(Table 36)**

All minority race/ethnic groups in the Northeast have poverty rates above the regional rate. Notably, the regional poverty rate is very close to the rate of poverty amongst the white demographic as more than 88 percent of individuals experiencing poverty in the region are white. **(Table 36)**
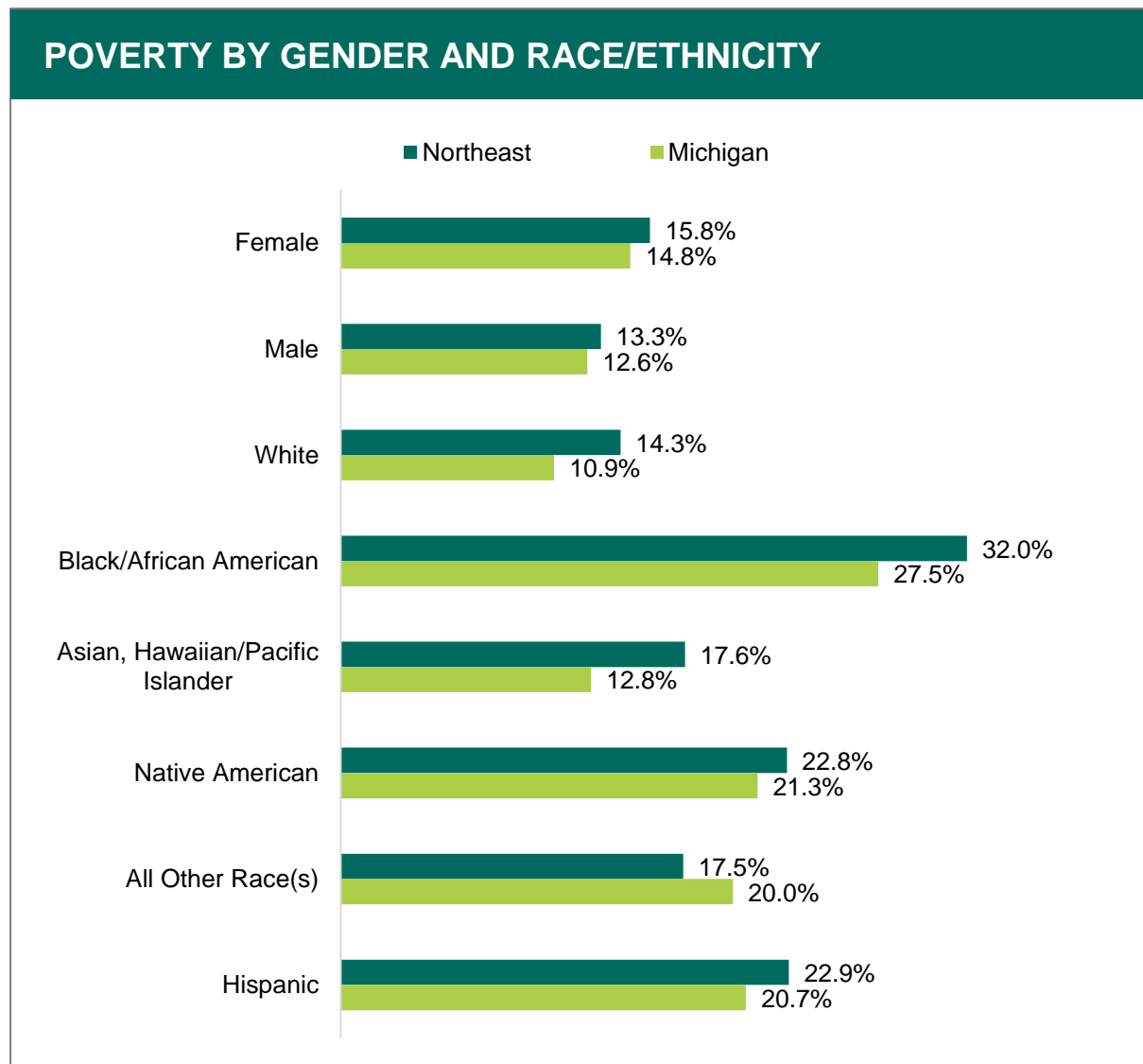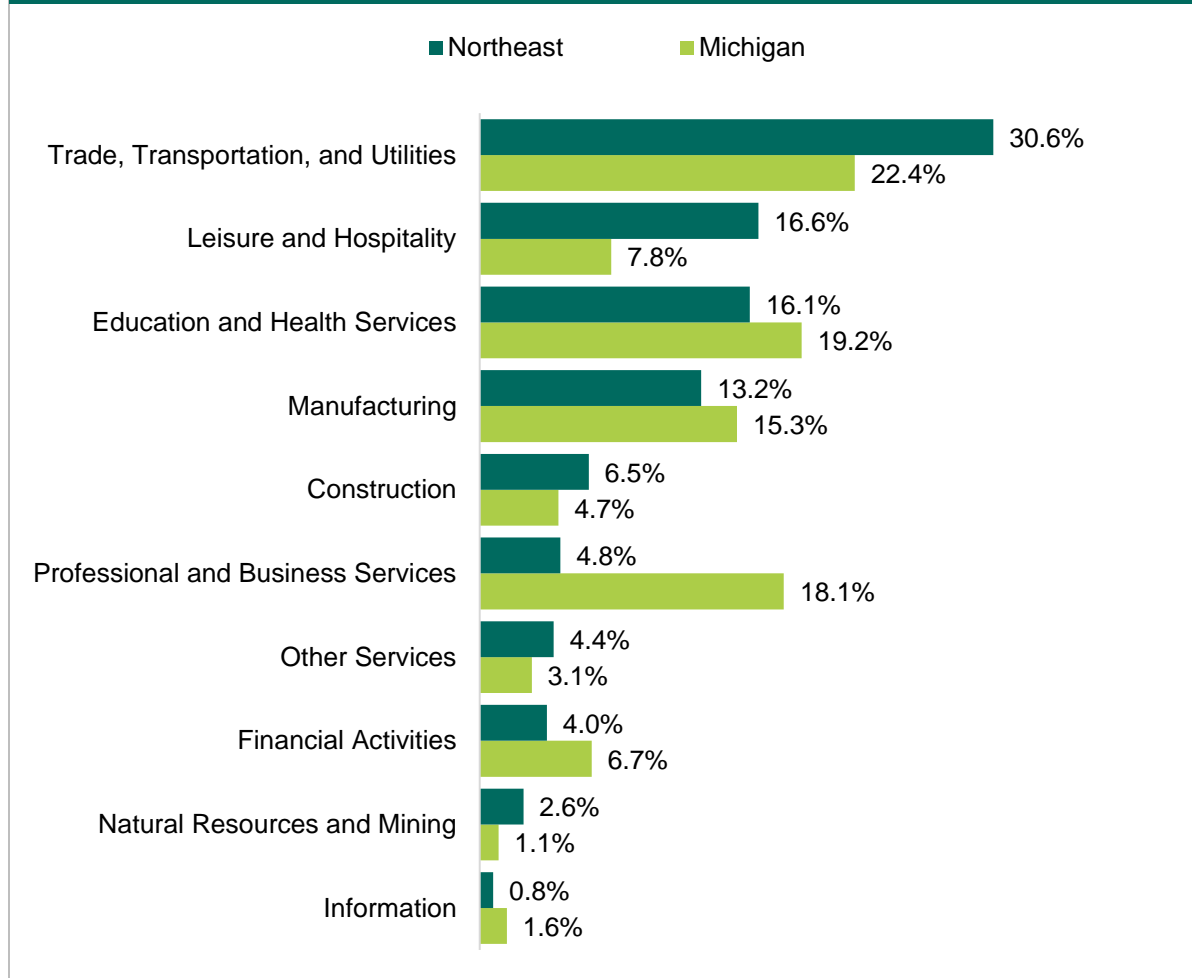
IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS

TABLES 8–11, 17–26

DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2021

Legend: ■ Northeast ■ Michigan
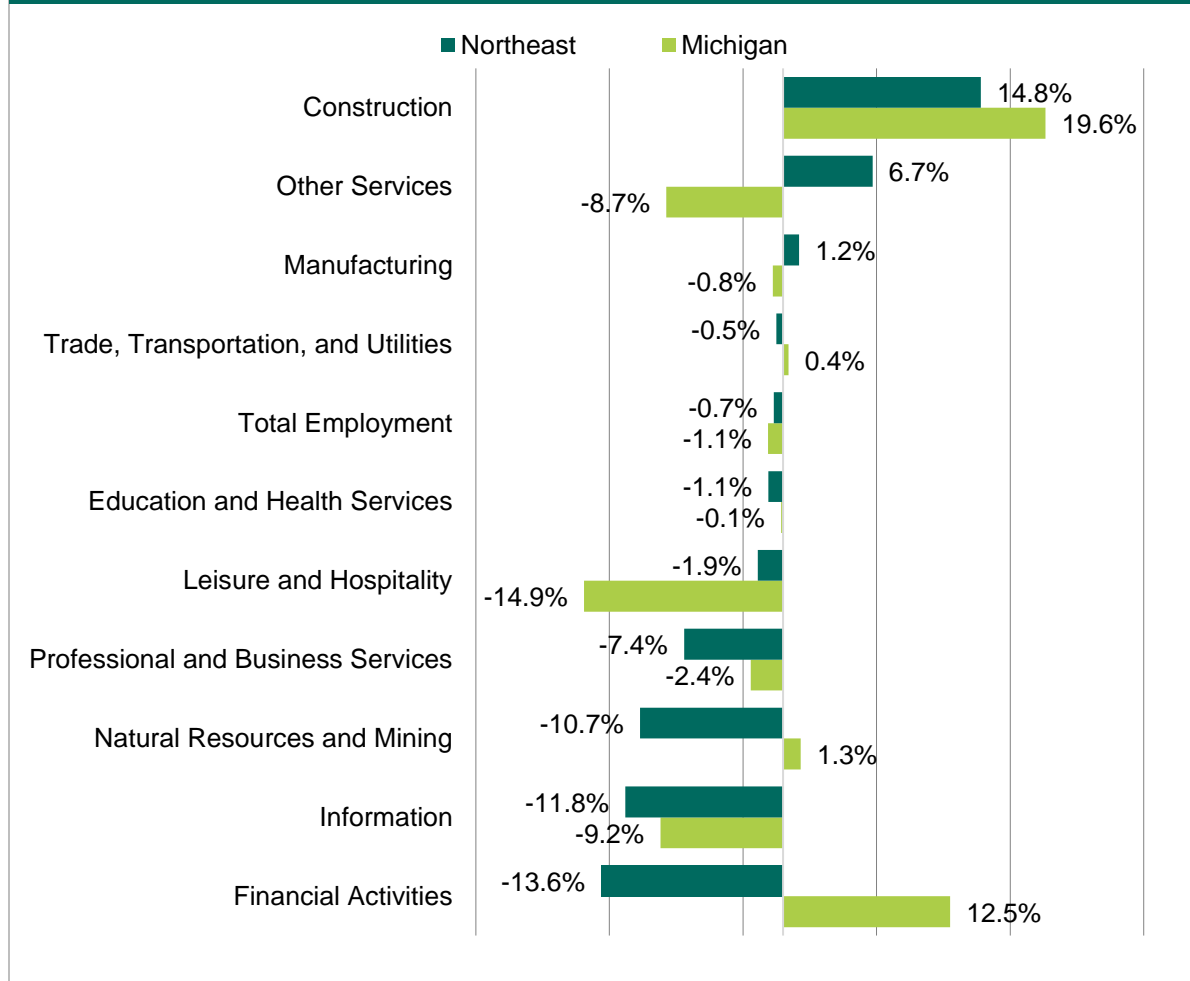
Industry	Northeast	Michigan
Trade, Transportation, and Utilities	30.6%	22.4%
Leisure and Hospitality	16.6%	7.8%
Education and Health Services	16.1%	19.2%
Manufacturing	13.2%	15.3%
Construction	6.5%	4.7%
Professional and Business Services	4.8%	18.1%
Other Services	4.4%	3.1%
Financial Activities	4.0%	6.7%
Natural Resources and Mining	2.6%	1.1%
Information	0.8%	1.6%

Northeast Michigan industry jobs are more focused in *Trade* and *Leisure* than the state.

Northeast Michigan has a slightly larger share of employment in many industries than the state. The region well outpaces the state in both *Trade, transportation, and utilities* and *Leisure and hospitality* related jobs but lacks behind in terms of *Professional and business service* work. **(Table 8)**

With an abundance of natural resources, the region has more than double the statewide rate of employment (1.1 percent) in *Natural resources and mining* with 2.6 percent of employment falling in these industries. **(Table 8)**

PRIVATE SECTOR JOB TRENDS, SECOND QUARTER 2015–2021

Legend: ■ Northeast ■ Michigan

Sector	Northeast	Michigan
Construction	14.8%	19.6%
Other Services	6.7%	-8.7%
Manufacturing	1.2%	-0.8%
Trade, Transportation, and Utilities	-0.5%	0.4%
Total Employment	-0.7%	-1.1%
Education and Health Services	-1.1%	-0.1%
Leisure and Hospitality	-1.9%	-14.9%
Professional and Business Services	-7.4%	-2.4%
Natural Resources and Mining	-10.7%	1.3%
Information	-11.8%	-9.2%
Financial Activities	-13.6%	12.5%

Nearly all industry sectors recorded a decline in jobs since 2015.

Total employment in the area has inched down 0.7 percent from the second quarter of 2015 through the second quarter of 2021. *Construction* in the area is the exception with an increase of jobs of 401 or 14.8 percent. **(Table 8)**

Notably from 2015 to 2019 employment in the region grew more than 3 percent, so as the economy continues to recover from the COVID-19 pandemic the region may have room for still more growth if it can find the workers. **(Table 8)**

ONLINE ADVERTISED JOB POSTINGS, NORTHEAST

JOB TITLE	NUMBER
Retail Salespersons	565
Registered Nurses	519
First-Line Supervisors of Retail Sales Workers	391
Nursing Assistants	274
Merchandise Displayers and Window Trimmers	269
Customer Service Representatives	234
Licensed Practical and Licensed Vocational Nurses	219
Heavy and Tractor-Trailer Truck Drivers	216
Fast Food and Counter Workers	187
Laborers and Freight, Stock and Material Movers	181

The region had roughly 8,900 online job posing in 2021.

The top seven most common occupations for online job postings in the region are *Sales* or *Healthcare* related occupations. **(Table 18)**

In total about 38 percent of online postings in 2021 were either *Sales and related* (16.0 percent), *Healthcare practitioners* (15.6 percent), or *Healthcare support* (6.2 percent). The remaining 62 percent of online postings come from across the economy meaning there are a wide variety of opportunities. **(Table 17)**

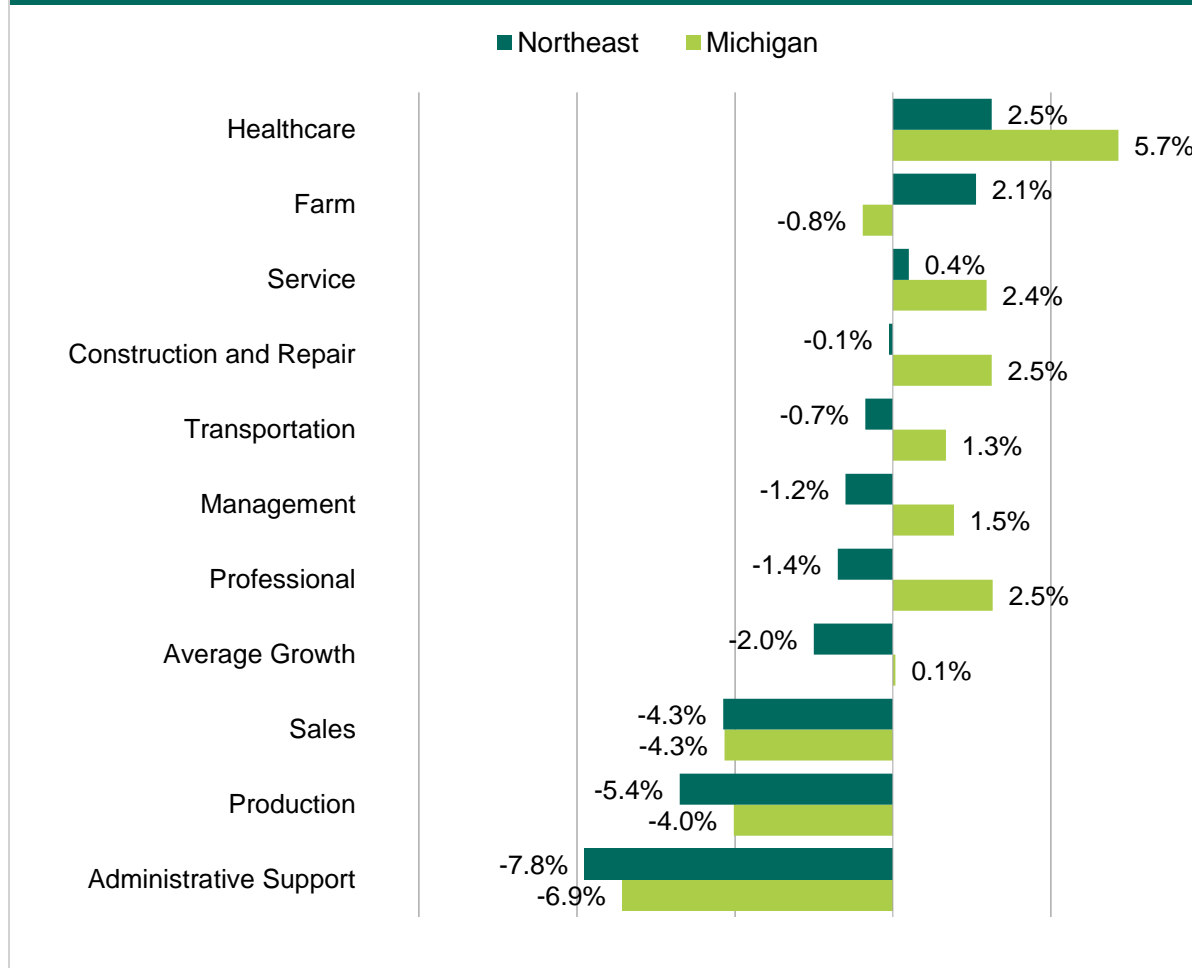## PROJECTED 2028 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS
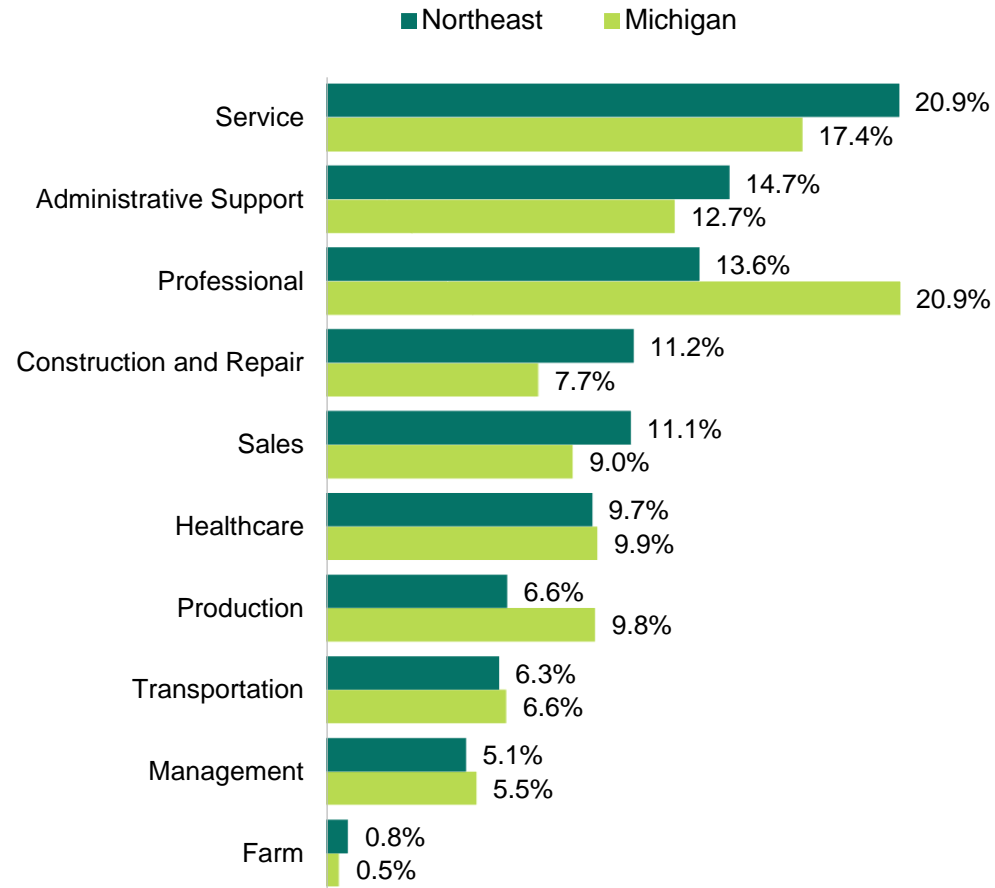
Northeast ■ Michigan ■

Occupational Group	Northeast	Michigan
Service	20.9%	17.4%
Administrative Support	14.7%	12.7%
Professional	13.6%	20.9%
Construction and Repair	11.2%	7.7%
Sales	11.1%	9.0%
Healthcare	9.7%	9.9%
Production	6.6%	9.8%
Transportation	6.3%	6.6%
Management	5.1%	5.5%
Farm	0.8%	0.5%

From 2018 to 2028 employment is projected to decline 2.0 percent.

The largest occupation group in the region is *Service* occupations. This includes *Food preparation and serving related*, *Building and grounds cleaning and maintenance*, and *Personal care and service.* More than one in five jobs in 2028 are projected to be in this group, about 3.5 percent higher than the state. **(Table 19)**

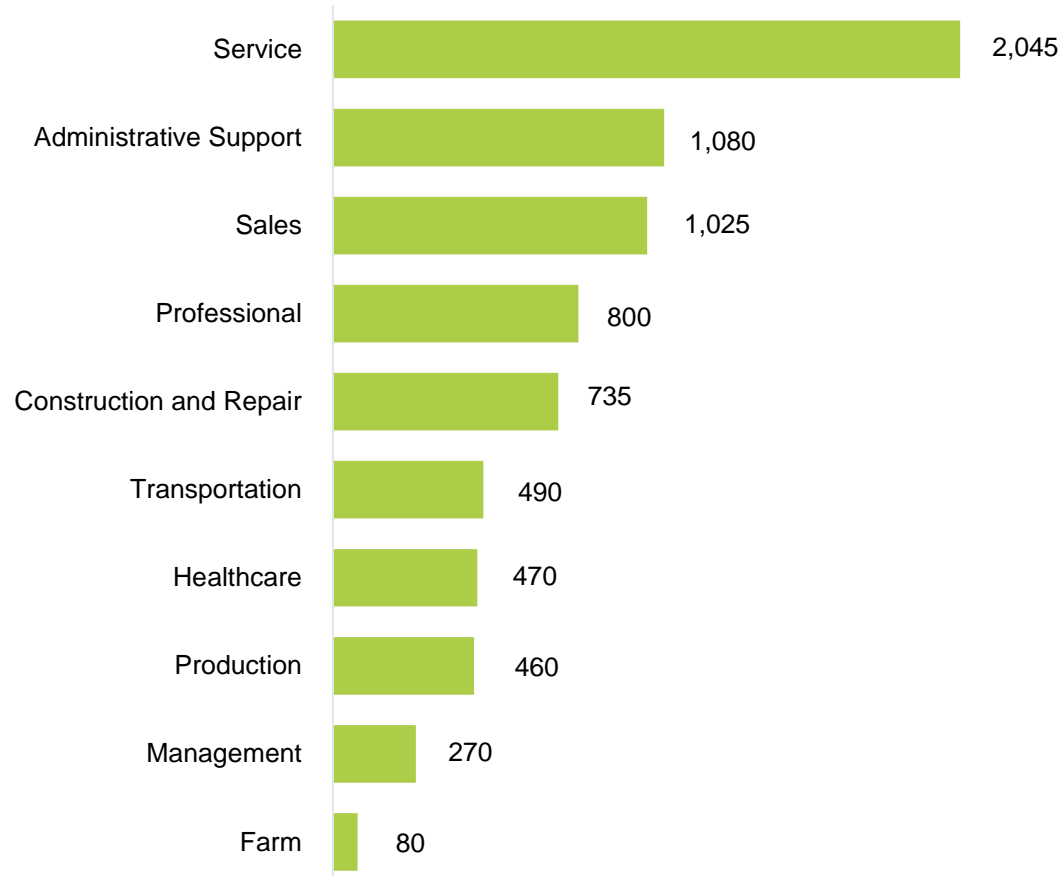**PROJECTED PERCENT GROWTH BY BROAD OCCUPATIONAL GROUPS (2018–2028)**

■ Northeast   ■ Michigan

Occupational Group	Northeast	Michigan
Healthcare	2.5%	5.7%
Farm	2.1%	-0.8%
Service	0.4%	2.4%
Construction and Repair	-0.1%	2.5%
Transportation	-0.7%	1.3%
Management	-1.2%	1.5%
Professional	-1.4%	2.5%
Average Growth	-2.0%	0.1%
Sales	-4.3%	-4.3%
Production	-5.4%	-4.0%
Administrative Support	-7.8%	-6.9%

Losses in the region are projected to be spread across most industries.

Total employment is projected to decline 2.0 percent from 2018 to 2028. Losses are projected across most occupational groups with *Healthcare*, *Farm*, and *Service* jobs being the exception. These declines are projected, in part, due to demographic factors such as an aging workforce, which may be smaller in 2028 even as the population continues to grow slightly. **(Table 19)**

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

Occupational Group	Annual Openings
Service	2,045
Administrative Support	1,080
Sales	1,025
Professional	800
Construction and Repair	735
Transportation	490
Healthcare	470
Production	460
Management	270
Farm	80

Labor force exits and occupational transfers are projected to slightly outpace total openings leading to a decline in employment.

Because of the need to replace workers who are retiring or otherwise leaving the occupation in the area, the largest groups are projected to see the most annual openings through 2028.

Service occupations will make up more than 27 percent of annual openings. When adding in *Administrative support* and *Sales*, nearly 56 percent of all projected annual openings will be in these three broad groups. **(Table 20)**

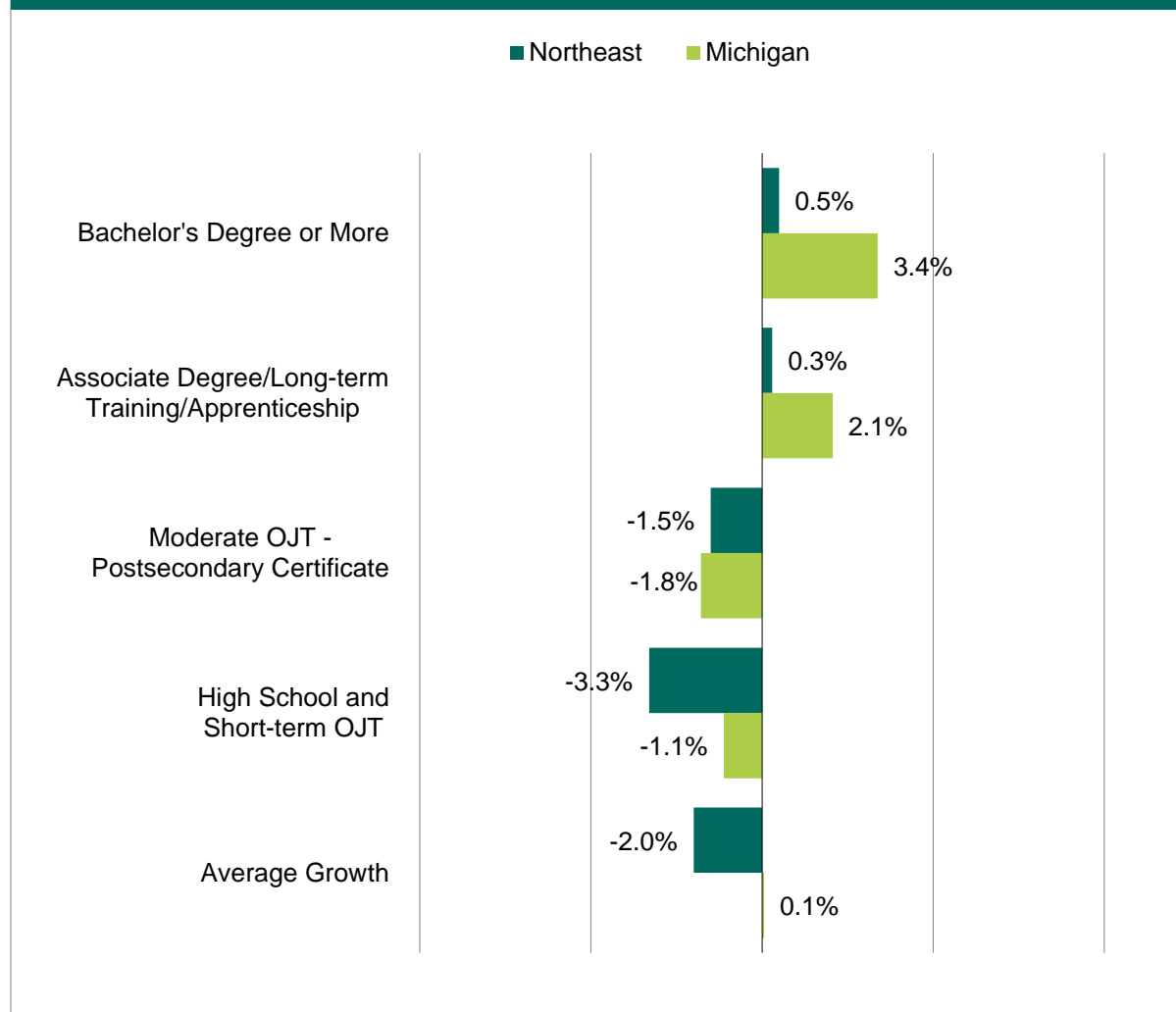**PROJECTED 2028 OCCUPATIONAL EMPLOYMENT BY EDUCATION (SHARE OF TOTAL)**
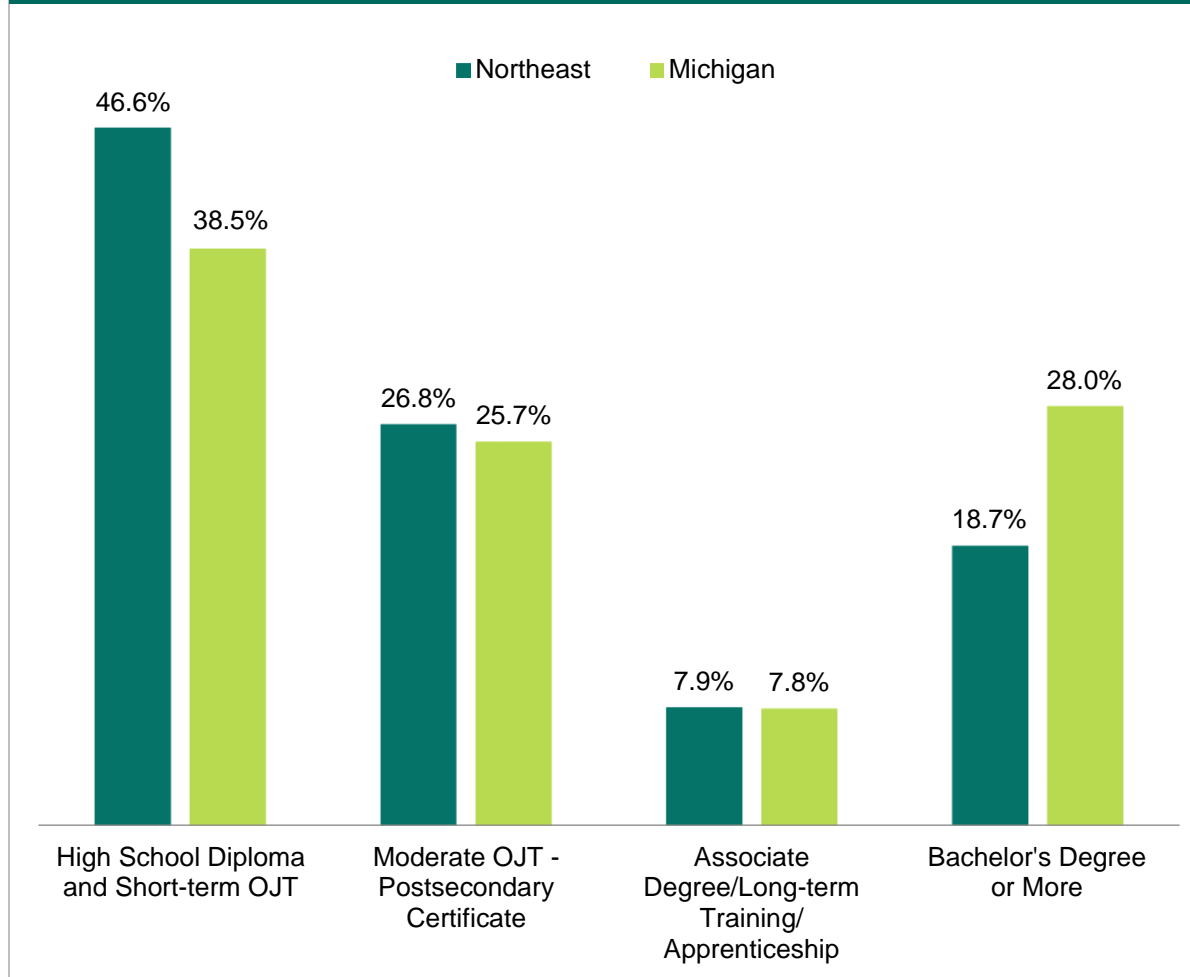
Legend: ■ Northeast ■ Michigan

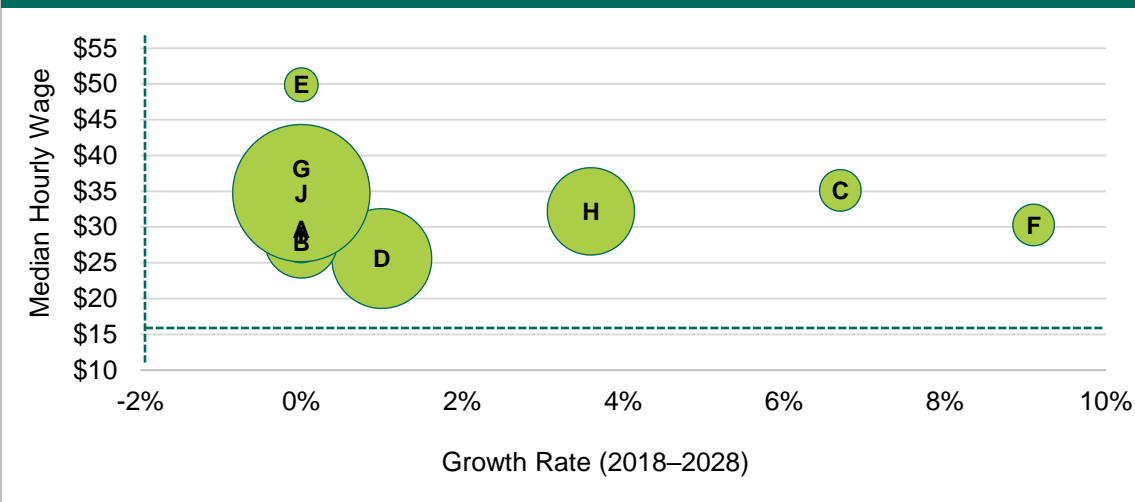| Category	Northeast	Michigan
High School Diploma and Short-term OJT	46.6%	38.5%
Moderate OJT - Postsecondary Certificate	26.8%	25.7%
Associate Degree/Long-term Training/ Apprenticeship	7.9%	7.8%
Bachelor's Degree or More	18.7%	28.0%

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

Projected employment for occupations requiring short-term postsecondary education match statewide rates.

In 2028 roughly 34.7 percent of employment will require between moderate on-the job training or a postsecondary certificate up through an associate degree, long-term training, or an apprenticeship. This is slightly higher than the statewide rate where 33.5 percent of employment will fall in these categories.

Nearly half of all employment will require a high school diploma and short-term training. These jobs typically have higher turnover due to the low barriers to entry.

PROJECTED 2028 OCCUPATIONAL GROWTH BY EDUCATION

Northeast   Michigan

Bachelor's Degree or More — 0.5% (Northeast), 3.4% (Michigan)

Associate Degree/Long-term Training/Apprenticeship — 0.3% (Northeast), 2.1% (Michigan)

Moderate OJT - Postsecondary Certificate — -1.5% (Northeast), -1.8% (Michigan)

High School and Short-term OJT — -3.3% (Northeast), -1.1% (Michigan)

Average Growth — -2.0% (Northeast), 0.1% (Michigan)

Growth rates in the region trail projected growth in the state.

Partly due to demographic restrictions, employment in the region is set to decline slightly. This is compared to the state which is projected to remain stable.

Occupations requiring higher levels of education and training are projected to see more employment in 2028. Occupations requiring the lowest levels of education and training are projected to decline as they are automated and otherwise reduced.

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

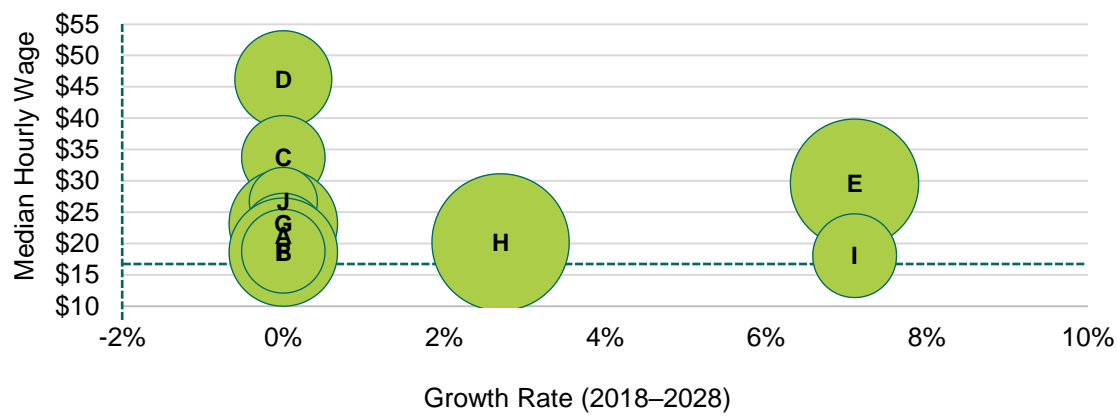Median Hourly Wage (y-axis): $10–$55
Growth Rate (2018–2028) (x-axis): -2% to 10%

Dotted lines mark the average projected growth rate (-2.0 percent) and the median hourly wage ($15.91) for the region.

A	Accountants and Auditors	**F**	Mechanical Engineers
B	Elementary School Teachers, Except Special Education	**G**	Medical and Health Services Managers
C	Financial Managers	**H**	Registered Nurses
D	General and Operations Managers	**I**	Secondary School Teachers
E	Industrial Production Managers	**J**	Social and Community Service Managers

Source: 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & 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. **(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 (-2.0 percent) and the median hourly wage ($15.91) for the region.

A	Bus and Truck Mechanics and Diesel Engine Specialists	**F**	Firefighters
B	Court, Municipal, and License Clerks	**G**	Industrial Machinery Mechanics
C	Dental Hygienists	**H**	Machinists
D	Electrical Power-Line Installers and Repairers	**I**	Preschool Teachers
E	Electricians	**J**	Radiologic Technologists

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, Electricians*, or *Machinists*. **(Table 24)**

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

Median Hourly Wage vs. Growth Rate (2018–2028)

Dotted lines mark the average projected growth rate (-2.0 percent) and the median hourly wage ($15.91) for the region.

A	Captains, Mates, and Pilots of Water Vessels	**F**	Licensed Practical and Licensed Vocational Nurses
B	Coating and Painting Machine Operators	**G**	Logging Equipment Operators
C	Heavy and Tractor-Trailer Truck Drivers	**H**	Medical Assistants
D	Highway Maintenance Workers	**I**	Operating Engineers
E	Insurance Sales Agents	**J**	Sales Reps, Except Tech. and Scientific Products

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 *Heavy and tractor-trailer truck drivers*, *Licensed practical nurses,* and *Operating engineers*. **(Table 25)**

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

Median Hourly Wage / Growth Rate (2018–2028)
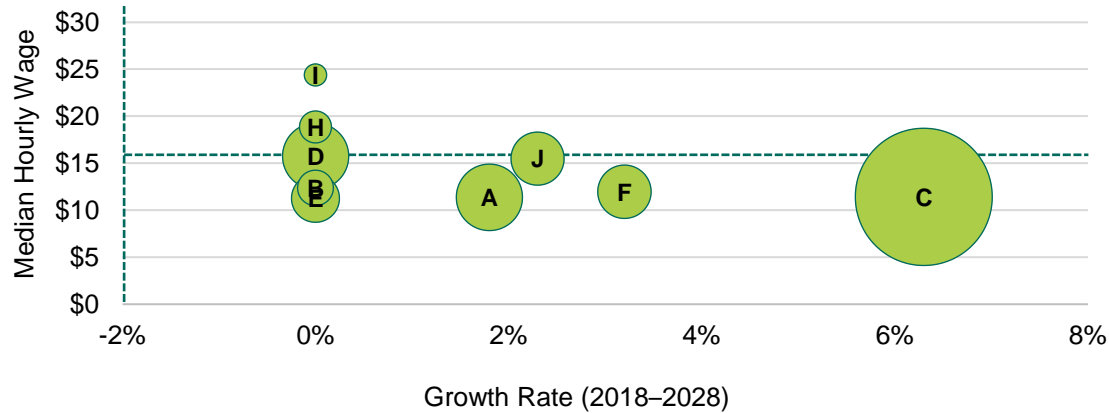
Dotted lines mark the average projected growth rate (-2.0 percent) and the median hourly wage ($15.91) for the region.

A	Childcare Workers	F	Food Preparation Workers
B	Cleaners of Vehicles and Equipment	G	Home Health Aides
C	Construction Laborers	H	Industrial Truck and Tractor Operators
D	Dining Room and Cafeteria Attendants	I	Lifeguards and Recreational Protective Workers
E	Food Prep. and Serving Workers, Including Fast Food	J	Social and Human Service Assistants

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)**