



# 2022 ANNUAL PLANNING INFORMATION AND WORKFORCE ANALYSIS REPORTS:

## **EAST CENTRAL MICHIGAN**

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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 boxes are superimposed on the left side. The text is in a bold, sans-serif font.

**POPULATION TRENDS**

**AND CHARACTERISTICS**

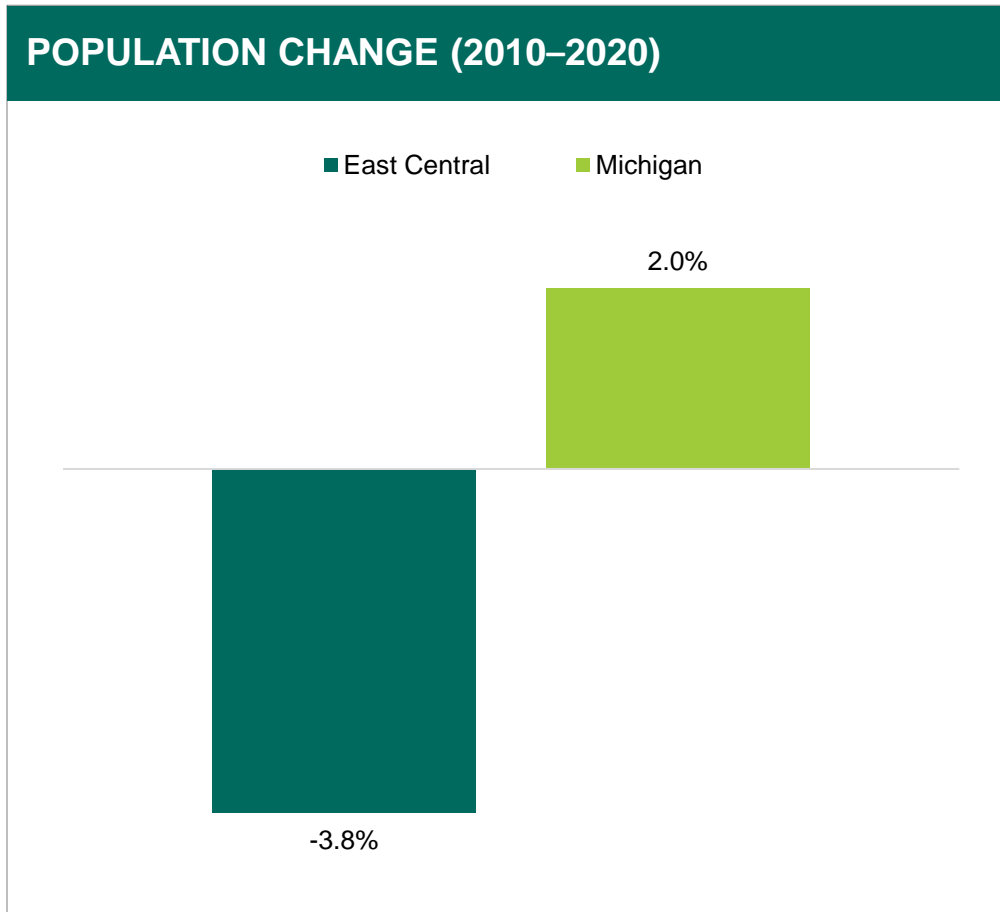
TABLES 1–4

## Regional population has declined by 3.8 percent between 2010 and 2020.

Total population within East Central Michigan declined 3.8 percent from 2010 to 2020. This amounts to a population drop of 22,000 individuals. The region has some special considerations since universities were especially hard hit as individuals who otherwise could have been on campus may have been home during the first few months of the COVID-19 pandemic when the 2020 Census was administered.

**(Table 1)**

With a 3.8 percent decline in population, East Central Michigan dropped a larger percentage than any other region within the state. East Michigan (-3.5 percent), the Upper Peninsula (-3.1 percent), and the Northeast region (-3.0 percent) were close as well. **(Table 1)**

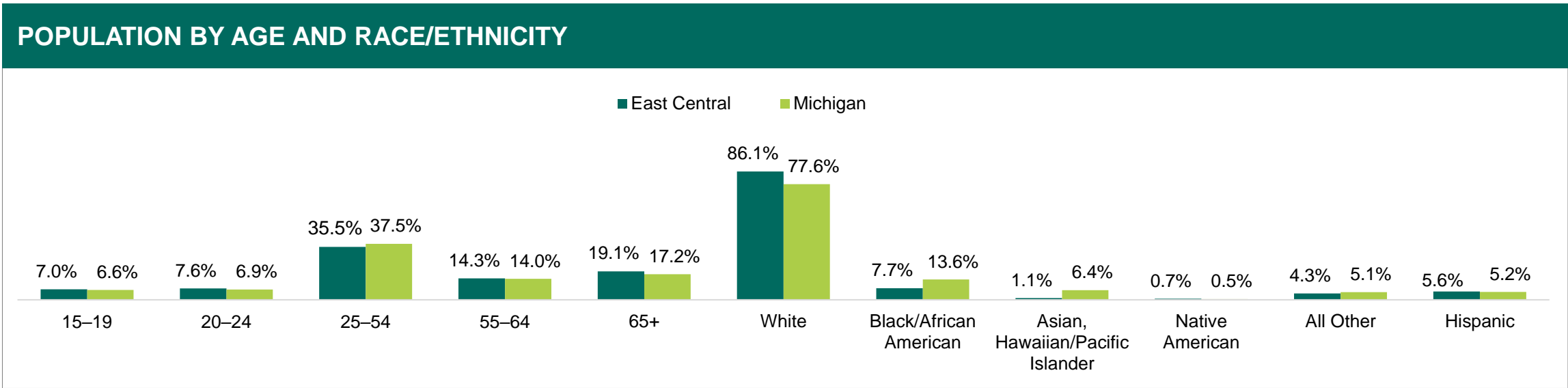


Source: Decennial Census, Annual Population Estimates, U.S. Census Bureau

# East Central Michigan's age breakdown is largely in line with the statewide average.

More than a third of East Central Michigan's population consists of people within the 25 to 54 age range. The region is comprised of roughly the same population as the statewide average, with nearly equal counts of individuals in all age groups. (Table 2)

East Central Michigan is slightly less diverse than the state. The region is more white with other races being less represented. Ethnically, the region has slightly more Hispanic individuals as a portion of total population than the state. (Table 2)

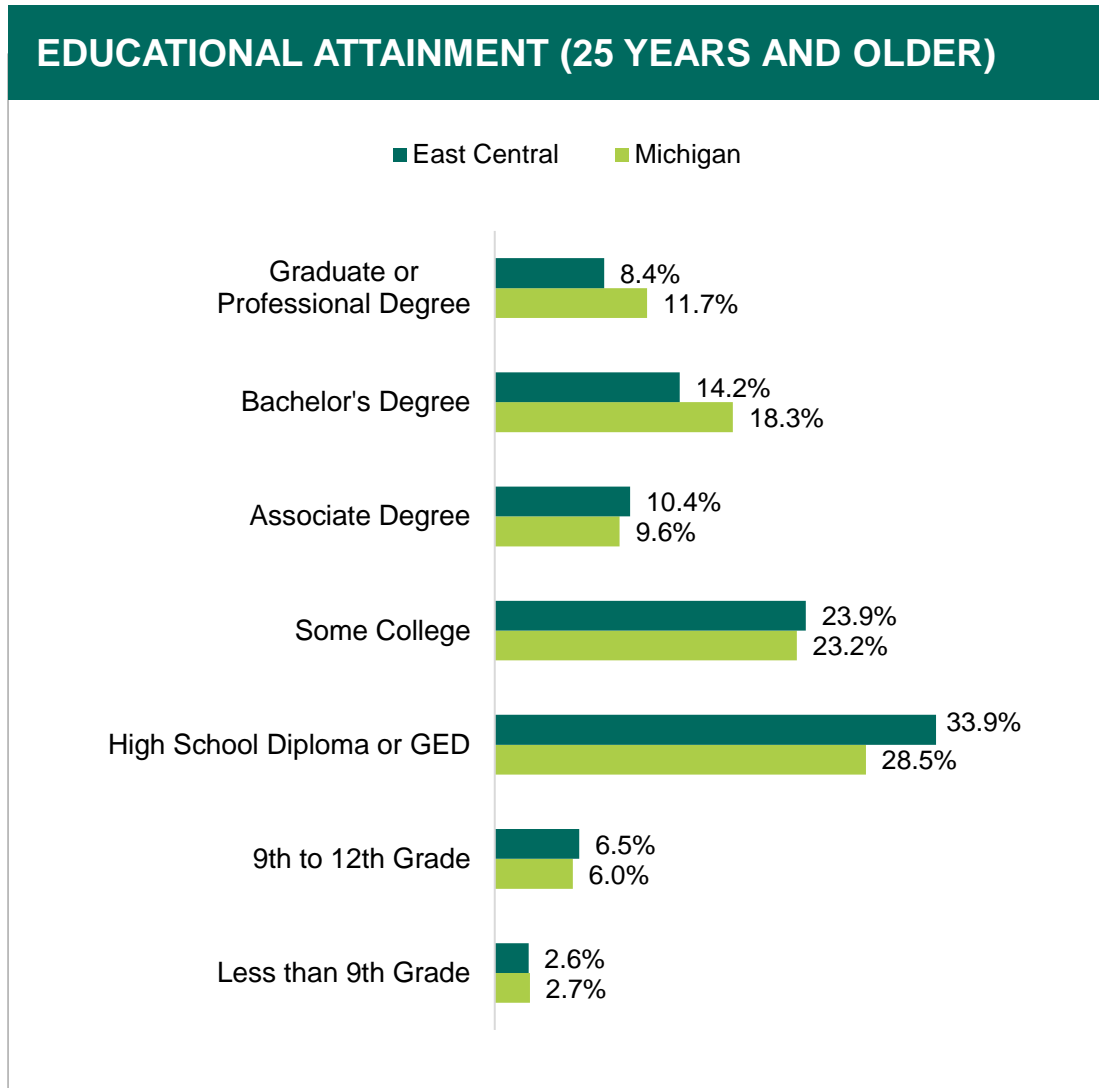


Source: 2016–2020 American Community Survey Five-Year Estimates, U.S. Census Bureau

## East Central residents have slightly lower levels of educational attainment than statewide rates.

Of East Central Michigan's residents 25 and older, 22.6 percent have obtained a bachelor's degree or higher. That level of educational attainment falls short of the statewide average (30.0 percent), by more than 7 points. [\(Table 3\)](#)

Notably, roughly 51 percent of individuals ages 18 to 24 in the region have some college or an associate degree. This is not surprising due to the number of universities and colleges in the area. Typically, 25 years and older is favored as a measurement as it gives individuals some time to complete their schooling.



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

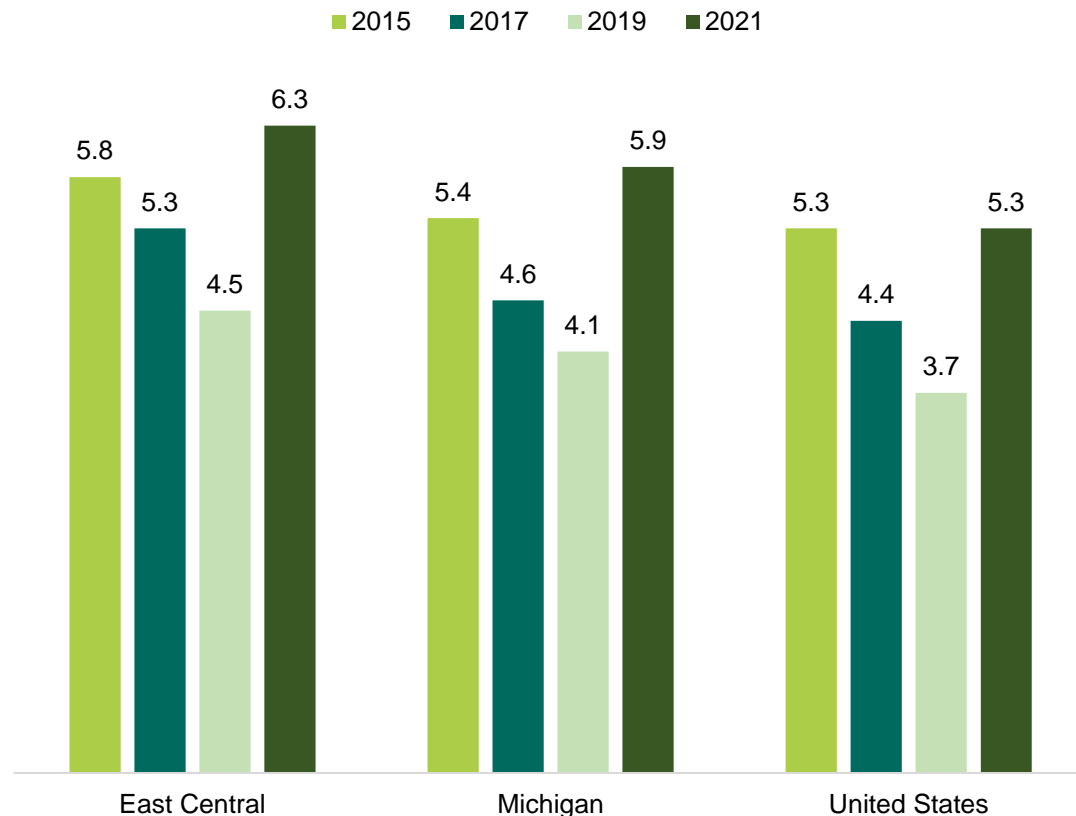


**LABOR FORCE AND EMPLOYMENT**

**TRENDS AND CHARACTERISTICS**

TABLES 4–7, 12

## UNEMPLOYMENT RATES

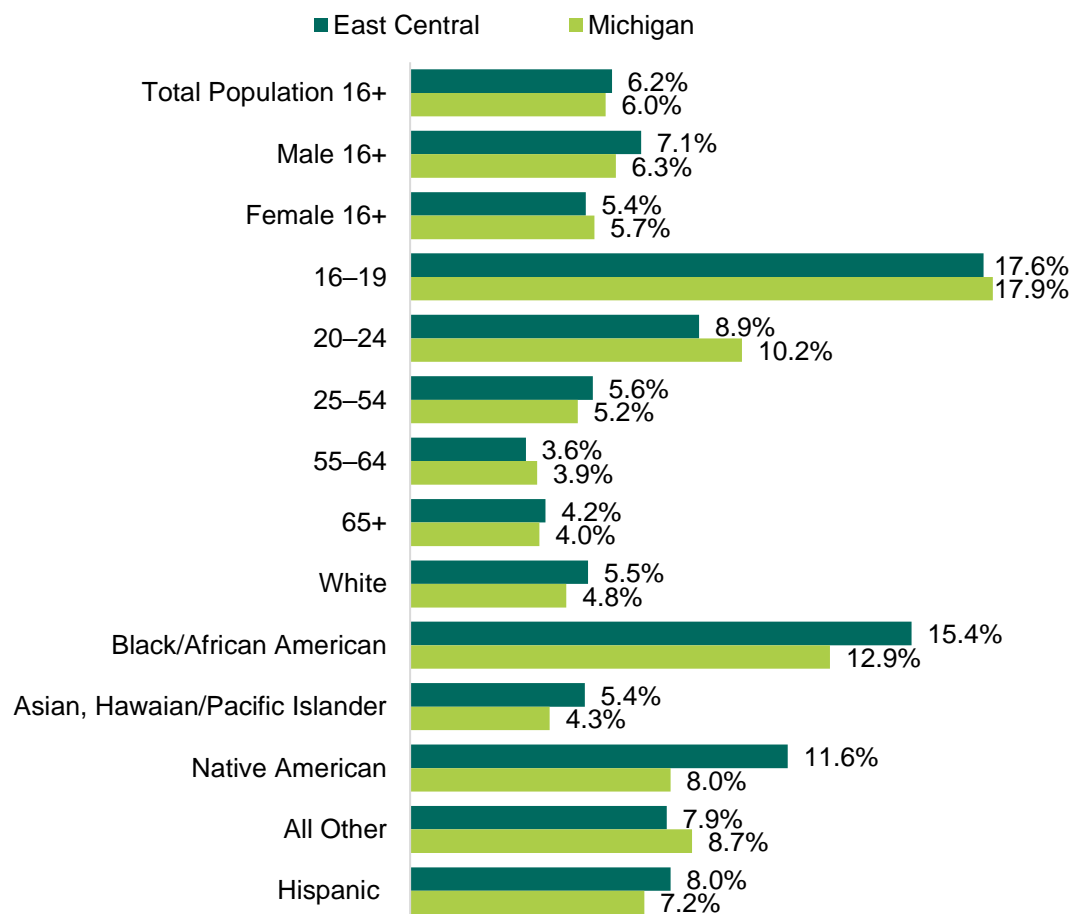


## East Central unemployment rates sit slightly above statewide rates.

Like national and statewide trends, East Central Michigan's jobless rate fell from 2015 through 2019. At the start of the COVID-19 pandemic rates increased rapidly but have since started to fall. **(Table 6)**

Although the unemployment rate was slightly higher in 2021 than 2015 the total number of unemployed ticked down by 0.3 percent. Total labor force numbers declined by roughly 8.3 percent over this period. **(Table 12)**

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



**Unemployment rates by demographic in the region are generally comparable to state rates.**

As seen in the statewide averages, the jobless rate for individuals ages 16 to 19 is the highest in the region and declines as individuals get older. **(Table 7)**

Males in the region had a higher unemployment rate than females by nearly two percentage points. Unemployment rates among individuals who are Black/African American are more than double the rate for the total population in the area. **(Table 7)**

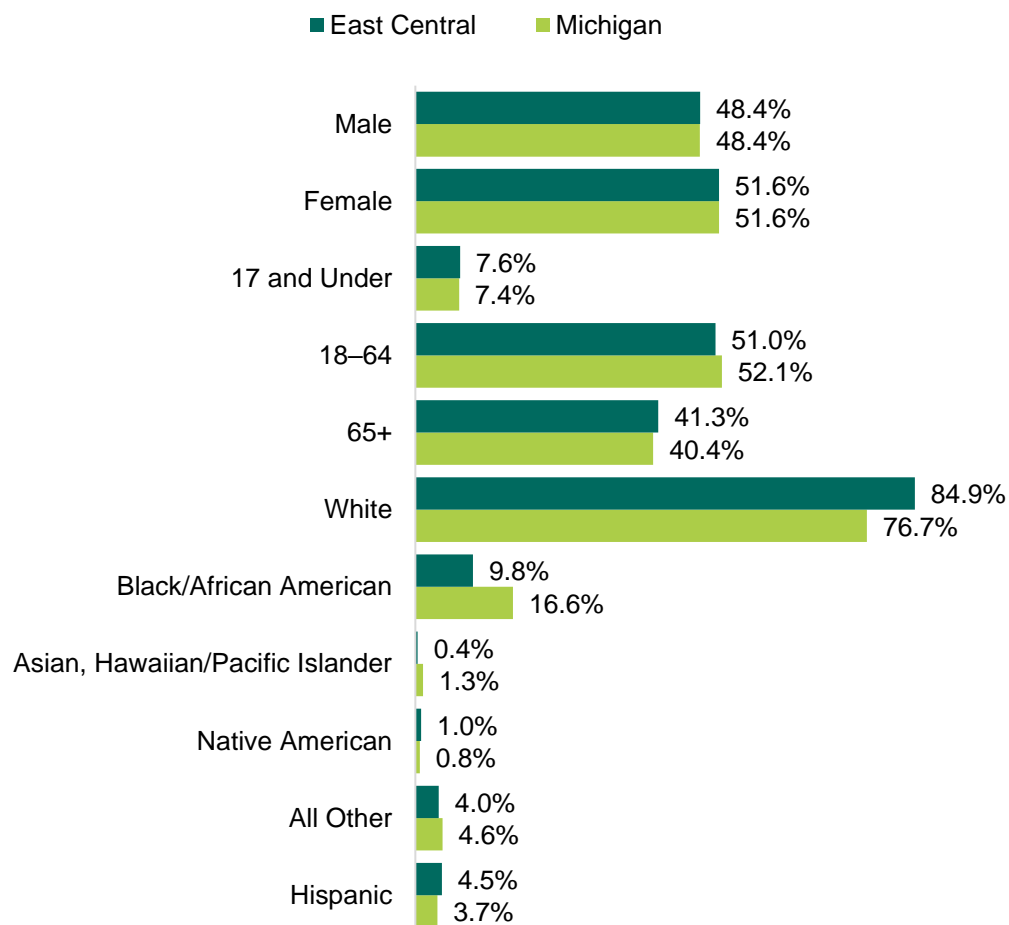
A background image showing a handshake over a document, with a teal overlay. The handshake is the central focus, with one hand in a grey shirt sleeve and the other in a light blue shirt sleeve. Below the hands, a document with some text is visible. The entire image has a teal color overlay.

**INDIVIDUALS WITH**

**BARRIERS TO EMPLOYMENT**

TABLES 28–36

## INDIVIDUALS WITH A DISABILITY



**More than 90,000 individuals in the region had a disability.**

At 90,395 individuals or about 7.7 percent of people in East Central Michigan were reported to have a disability. The share of individuals with a disability by race/ethnicity reflects closely to their share of total population in the region.

**(Table 28)**

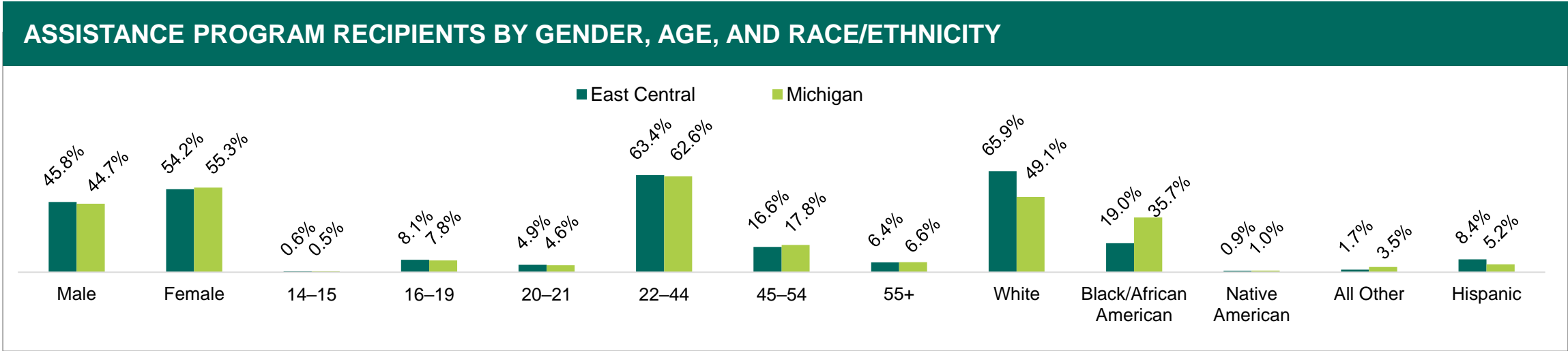
The distribution of males and females with a disability in the region is equal to the statewide average. More than 41 percent of those with a disability are age 65 and older, slightly greater than the statewide average of just over 40 percent.

**(Table 28)**

# The number of assistance program recipients in the region has risen in recent years.

In December 2021, the Michigan Department of Health and Human Services reported that there were nearly 23,000 assistance program recipients in East Central Michigan. This total is up from the roughly 18,400 (more than 25 percent) assistance program recipients in 2019. (Table 30)

Females made up just over 54 percent of all program recipients, nearly equal to the statewide average. (Table 30)



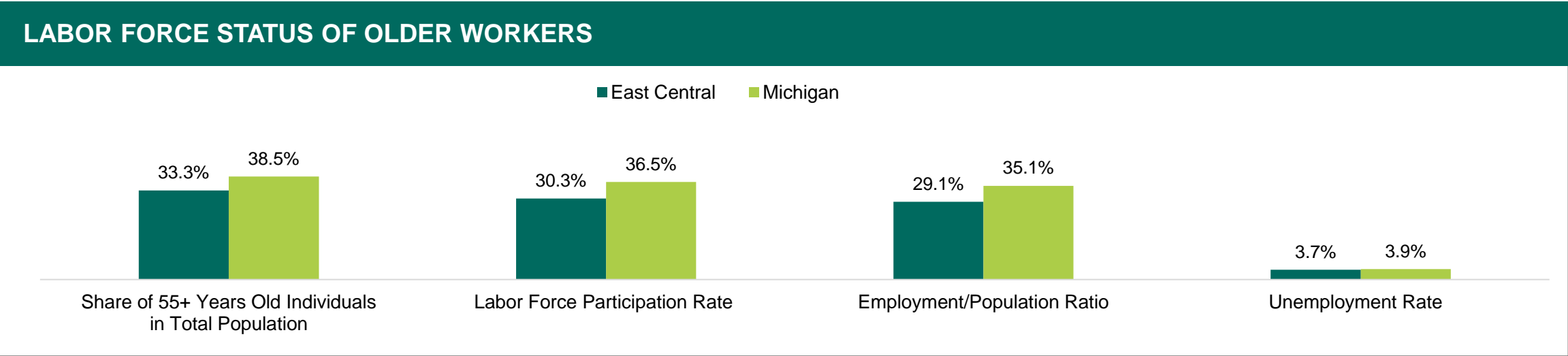
Source: Michigan Department of Health and Human Services

# East Central Michigan has a lower percentage of older individuals than the state.

While nearly 40 percent of the statewide population is above the age of 55, only one in three individuals in the region are in this age group. (Table 35)

Labor force participation rates among older workers are lower in the region by more than 6 percentage points compared to the state rate.

Unemployment rates among older workers are slightly lower in the region (3.7 percent) than at the statewide level (3.9 percent). (Table 35)



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

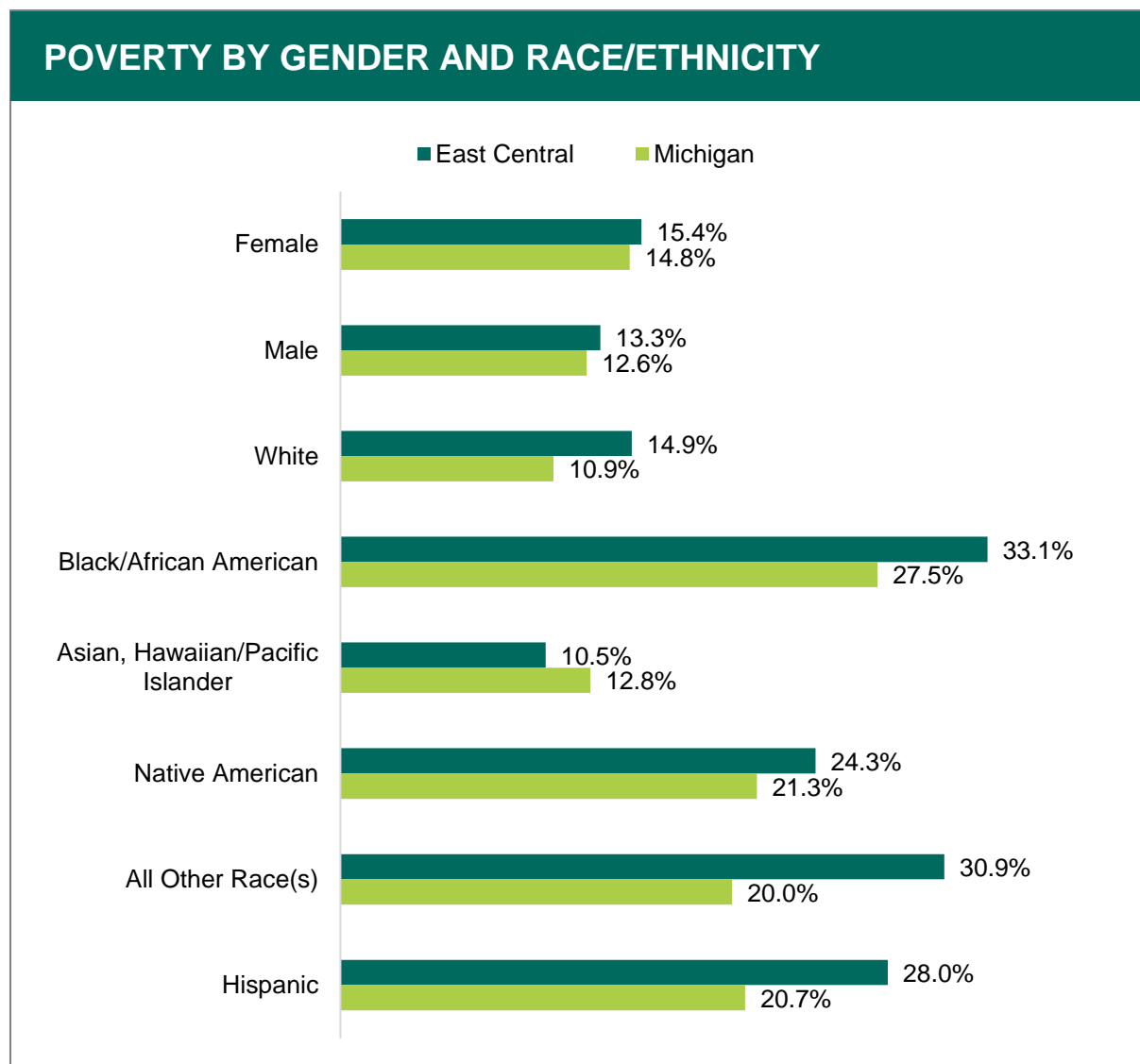
## East Central Michigan's poverty rates are slightly above Michigan rates.

According to 2016–2020 five-year estimates from the U.S. Census Bureau, 91,272 people (17.0 percent) in East Central Michigan lived below the poverty line. Statewide, 13.7 percent of the population lives below the poverty line.

**(Table 36)**

A majority of East Central's race/ethnic groups have elevated poverty rates over the statewide average. One exception is the Asian, Hawaiian/Pacific Islander grouping where about one in 10 individuals was experiencing poverty.

**(Table 36)**



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

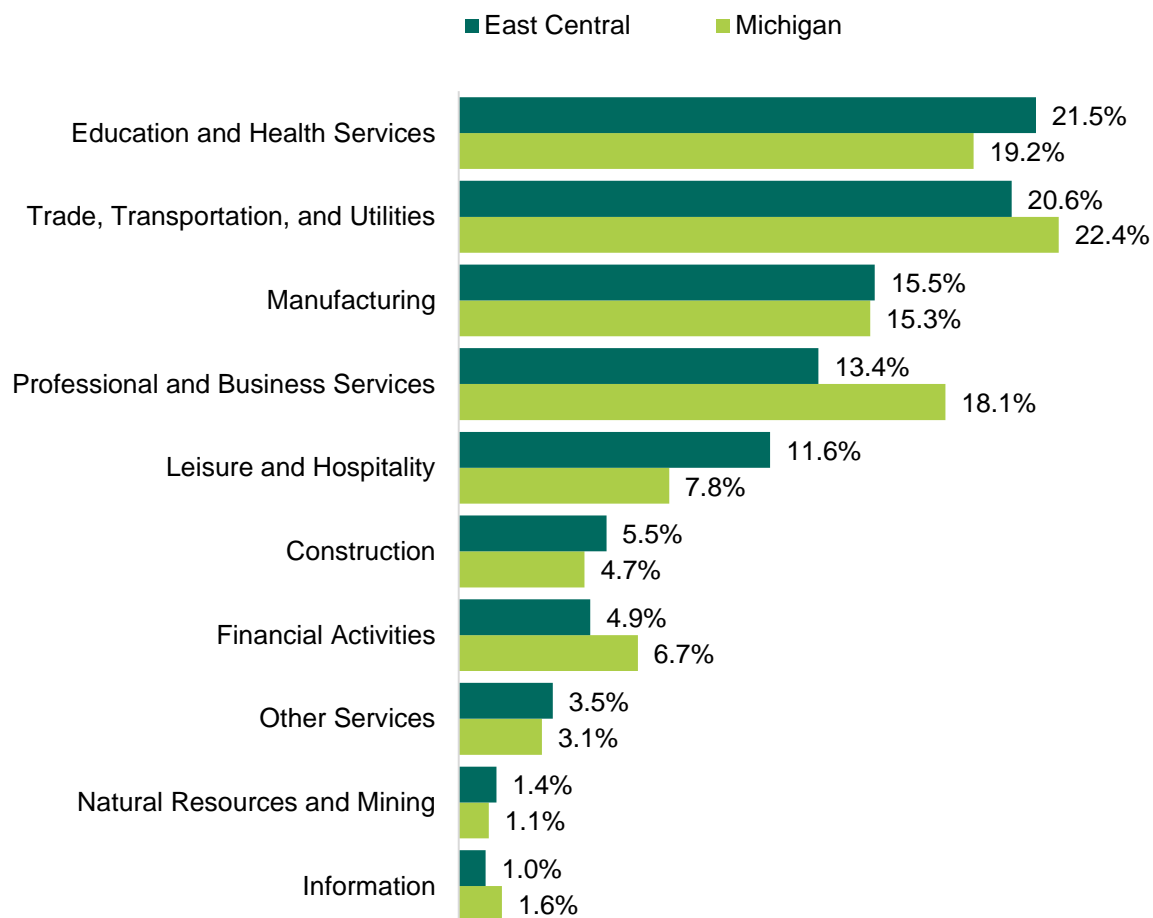


# **IN-DEMAND INDUSTRY SECTORS**

## **AND OCCUPATIONS**

TABLES 8–11, 17–26

## DISTRIBUTION OF INDUSTRY JOBS, SECOND QUARTER 2021



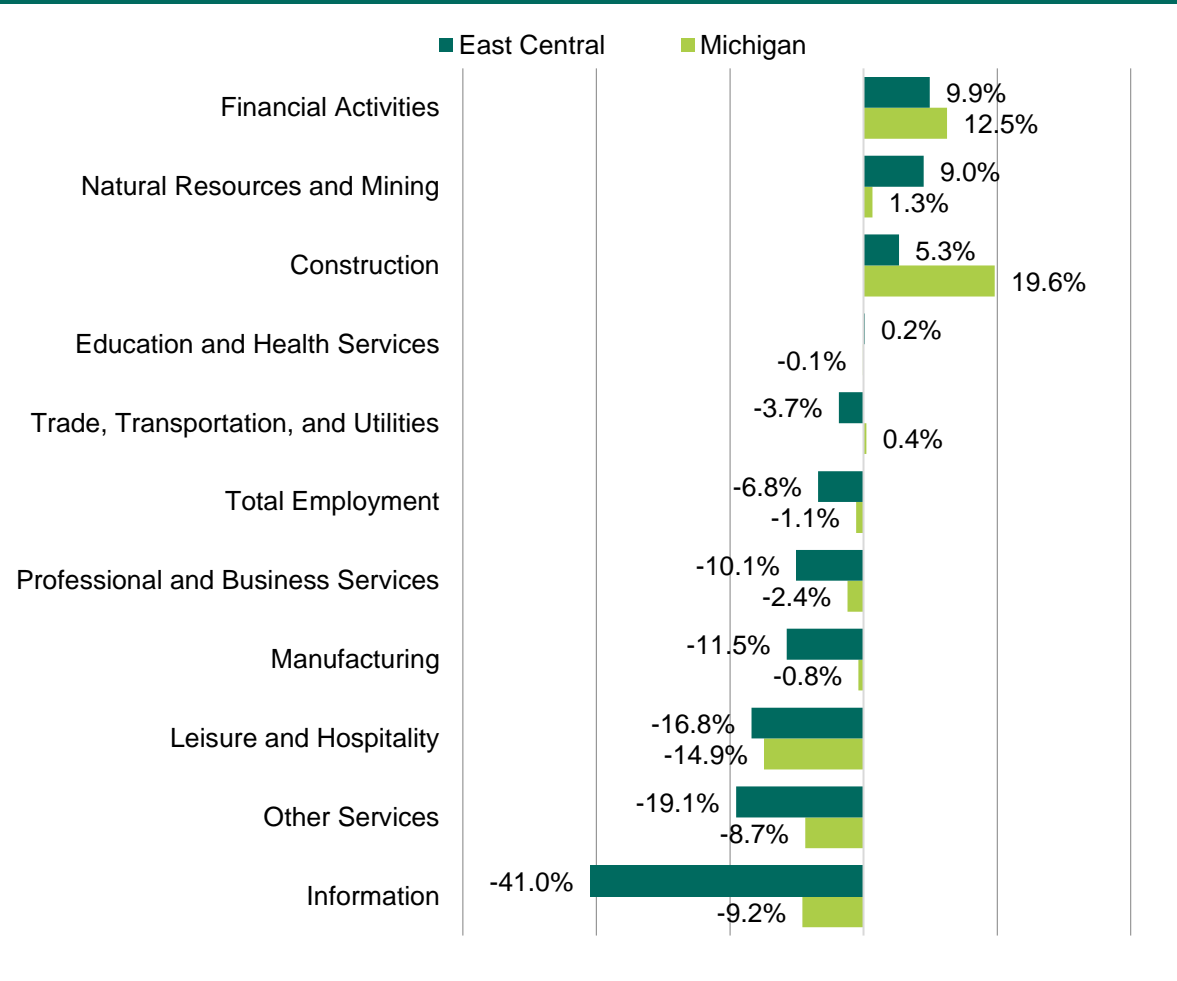
**Source:** Quarterly Census of Employment and Wages, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

**With a few exceptions, most industries share similar levels of distribution with the state.**

*Education and health services* is the largest industry in the region with more than one in five private jobs in the area falling in this industry. Employment in this industry has remained stable over the past few years. **(Table 8)**

Many industries in the area have a similar share of employment to the statewide distribution. The biggest exception is the *Professional and business services* industry, which is 4.7 percentage points behind the state rate. This group includes high-paying industries such as professional, scientific, and technical services, among others. **(Table 8)**

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



## Most industry sectors saw a drop in jobs since 2015.

Employment in the region dropped by more than 12,000 over the six-year period. All of this decline occurred between the second quarter of 2019 and the second quarter of 2021. From 2015 to 2019 employment was mostly stable with slight growth.

**(Table 8)**

*Financial activities* added the most jobs over the period with 738. This was followed closely by *Construction* which added 466 over the period. *Leisure and hospitality* recorded the largest total drop with a decline of 3,920 jobs in the industry.

**(Table 8)**

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

ONLINE ADVERTISED JOB POSTINGS, EAST CENTRAL	
JOB TITLE	NUMBER
Retail Salespersons	1,558
Registered Nurses	1,461
First-Line Supervisors of Retail Sales Workers	941
Nursing Assistants	765
Customer Service Representatives	702
Heavy and Tractor-Trailer Truck Drivers	636
Fast Food and Counter Workers	577
Sales Reps., Except Tech. and Scientific Products	486
Laborers and Freight, Stock and Material Movers	457
Computer Occupations, All Other	444

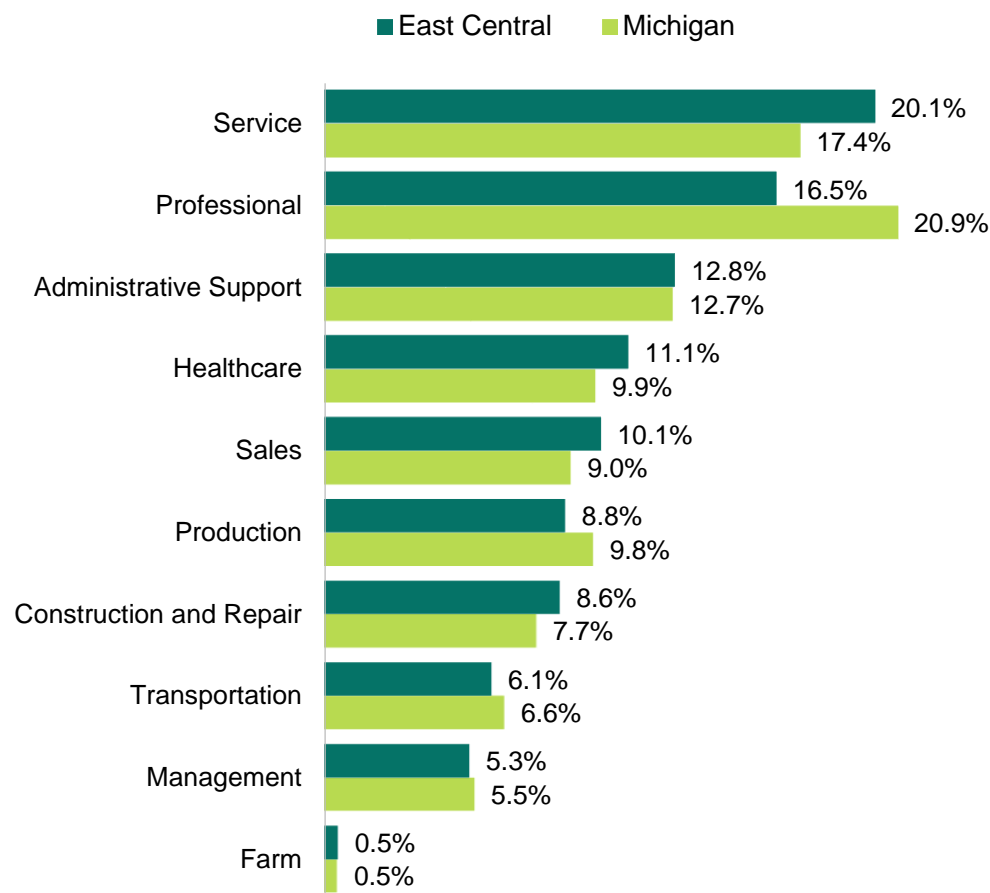
**Source:** The Conference Board, Help Wanted Online, Burning Glass Technologies

## The region had more than 29,100 job postings in 2021.

In 2021 there were 4,185 online advertised job postings in *Healthcare practitioners and technical* occupations in the region. This was about 14.4 percent of total ads. **(Table 18)**

The region had roughly 15,225 unemployed persons in 2021. This is nearly half the number of job ads. Although individuals may fill multiple jobs throughout the year or even at the same time, businesses may still have difficulty filling their openings. **(Table 12 & 18)**

## PROJECTED 2028 DISTRIBUTION OF JOBS BY BROAD OCCUPATIONAL GROUPS



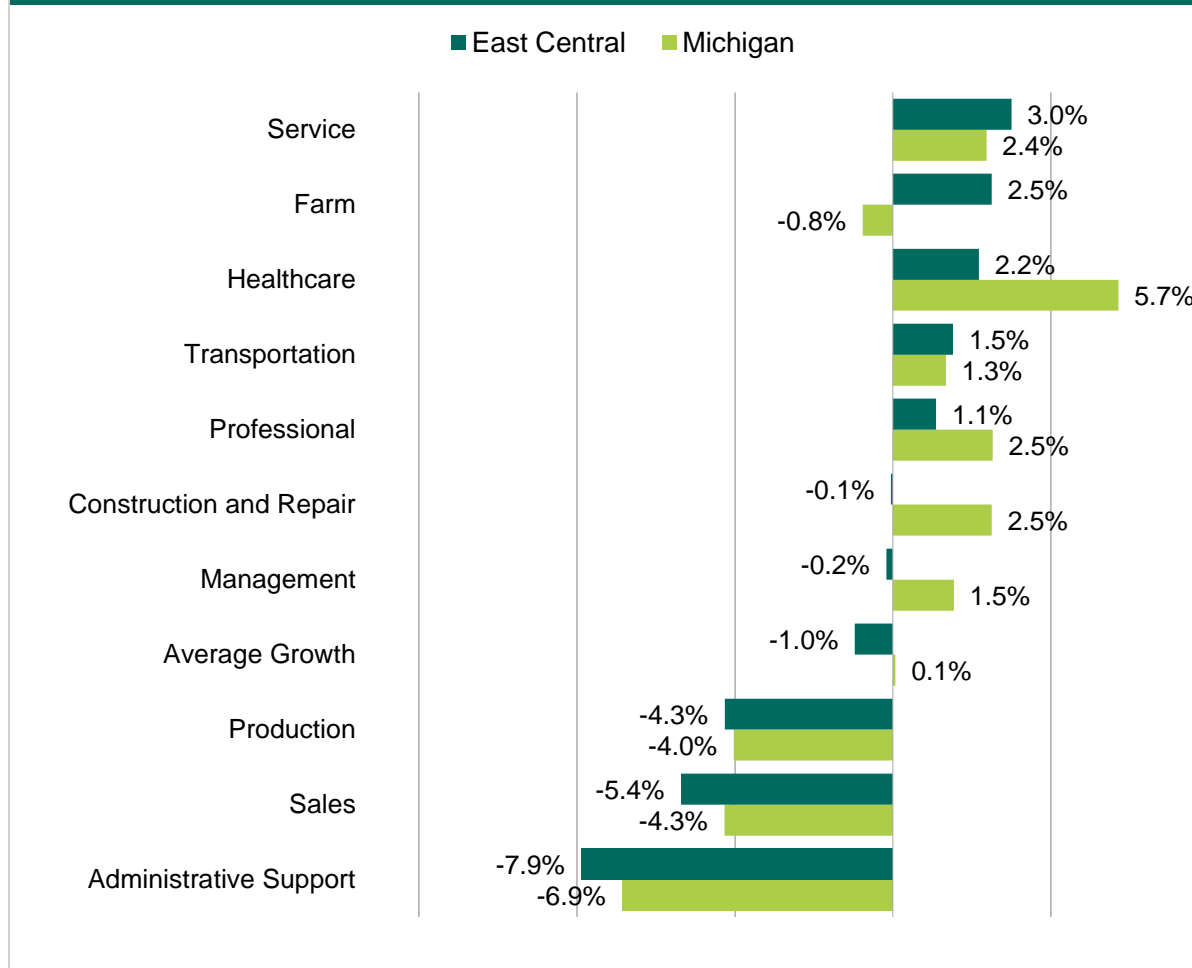
**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

## Regional employment is projected to regress 1.0 percent by 2028.

One in five jobs are projected to be in *Service* in 2028. From 2018 to 2028 employment in these industries is projected to be almost level. In general, 2028 employment in the region is projected to be in line with employment statewide. One exception is the *Professional* occupations group, which slightly lags the state. These occupations include business, computer, and engineering occupations, among others.

**(Table 19)**

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



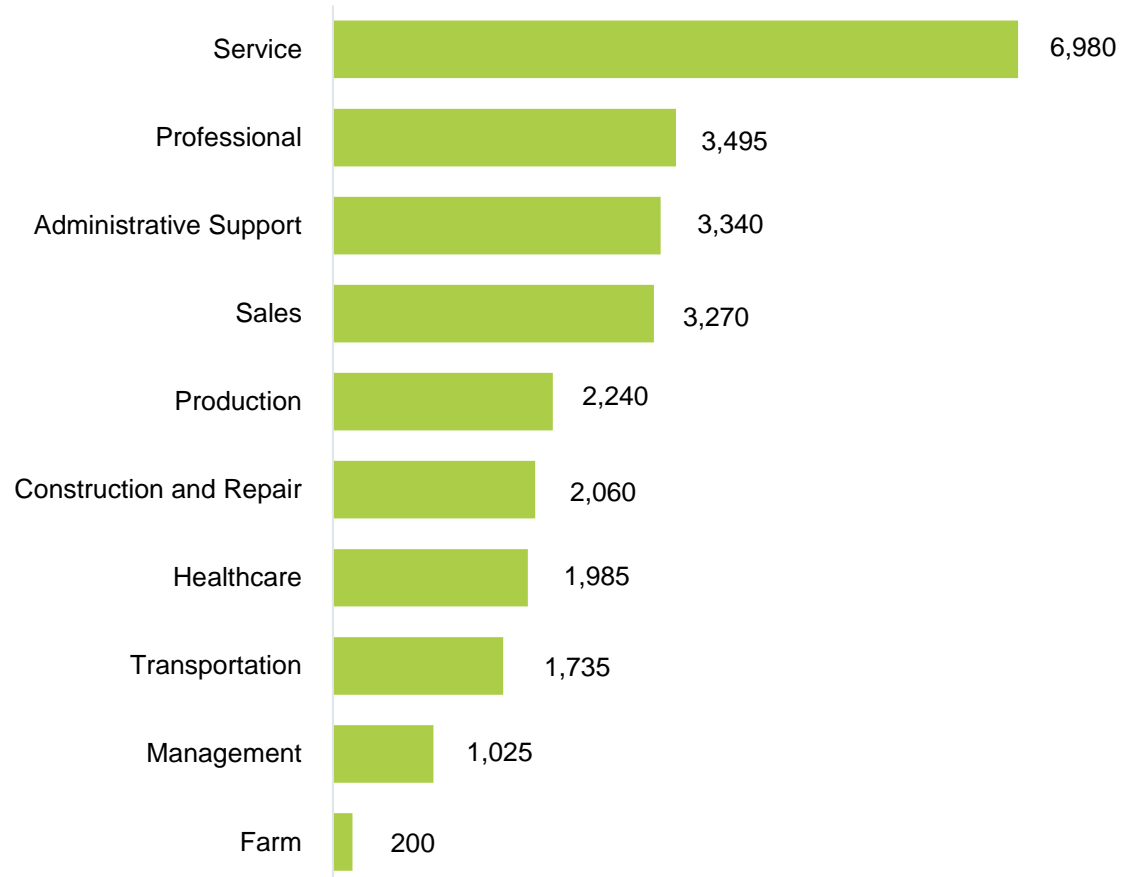
***Service, Farm, and Healthcare* are projected to have the greatest percent growth.**

Although all industries are projected to shift, *Healthcare support* occupations are projected to grow 5.5 percent (+480). Employment in *Office and administrative support* occupations is projected to decline 7.9 percent (-2,510). **(Table 19)**

Employment totals within *Sales and related* and *Production* occupations are projected to decline by 1,310 and 900 jobs respectively. **(Table 19)**

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

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



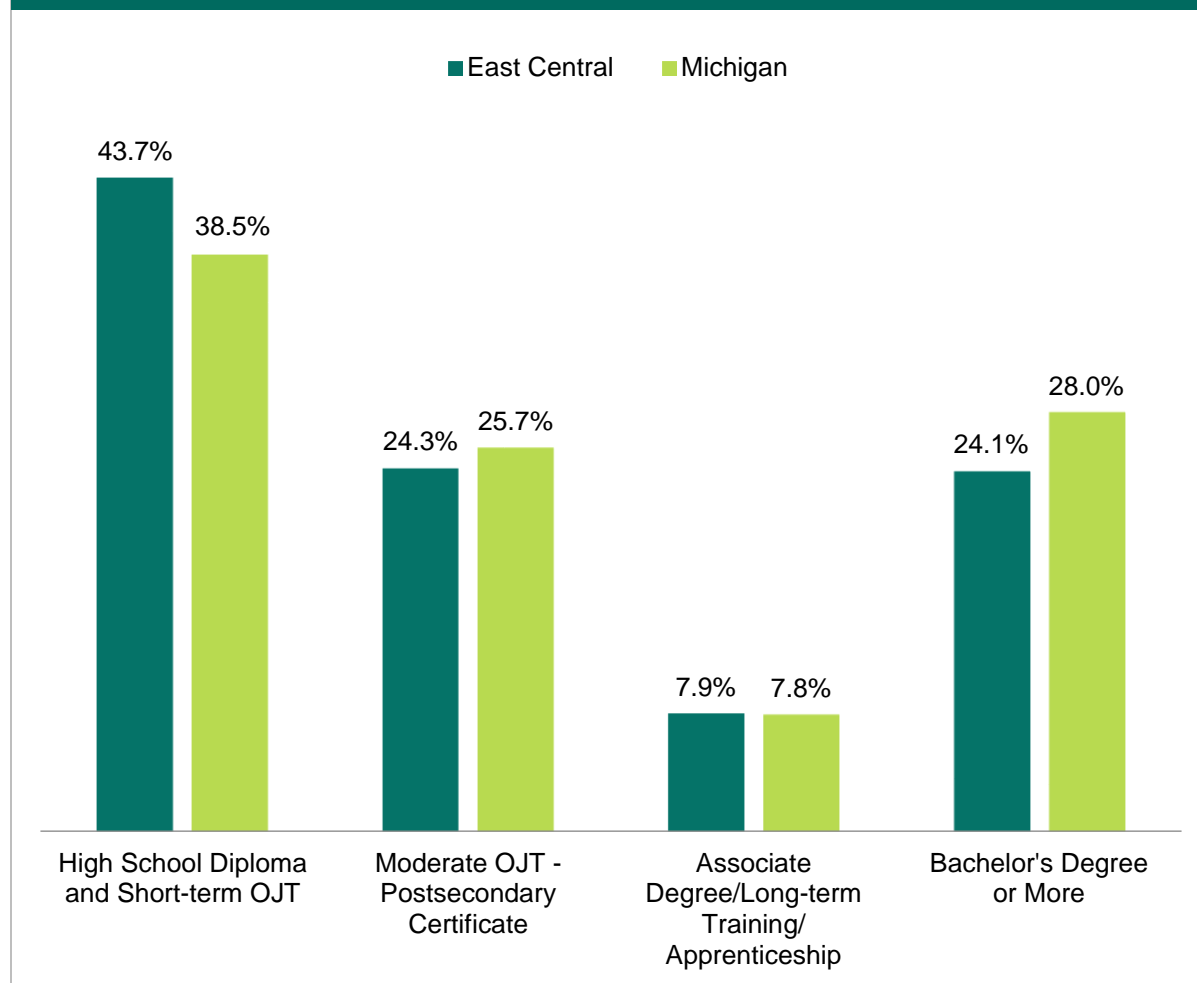
**Occupations with a large employment base will continue to create more openings out of a need to replace workers.**

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 are projected to account for 26.5 percent of the more than 26,300 annual openings in East Central Michigan. *Professional*, *Administrative support*, and *Sales* occupations all are also projected to make up about 12 to 13 percent of total openings in the region. **(Table 20)**

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

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



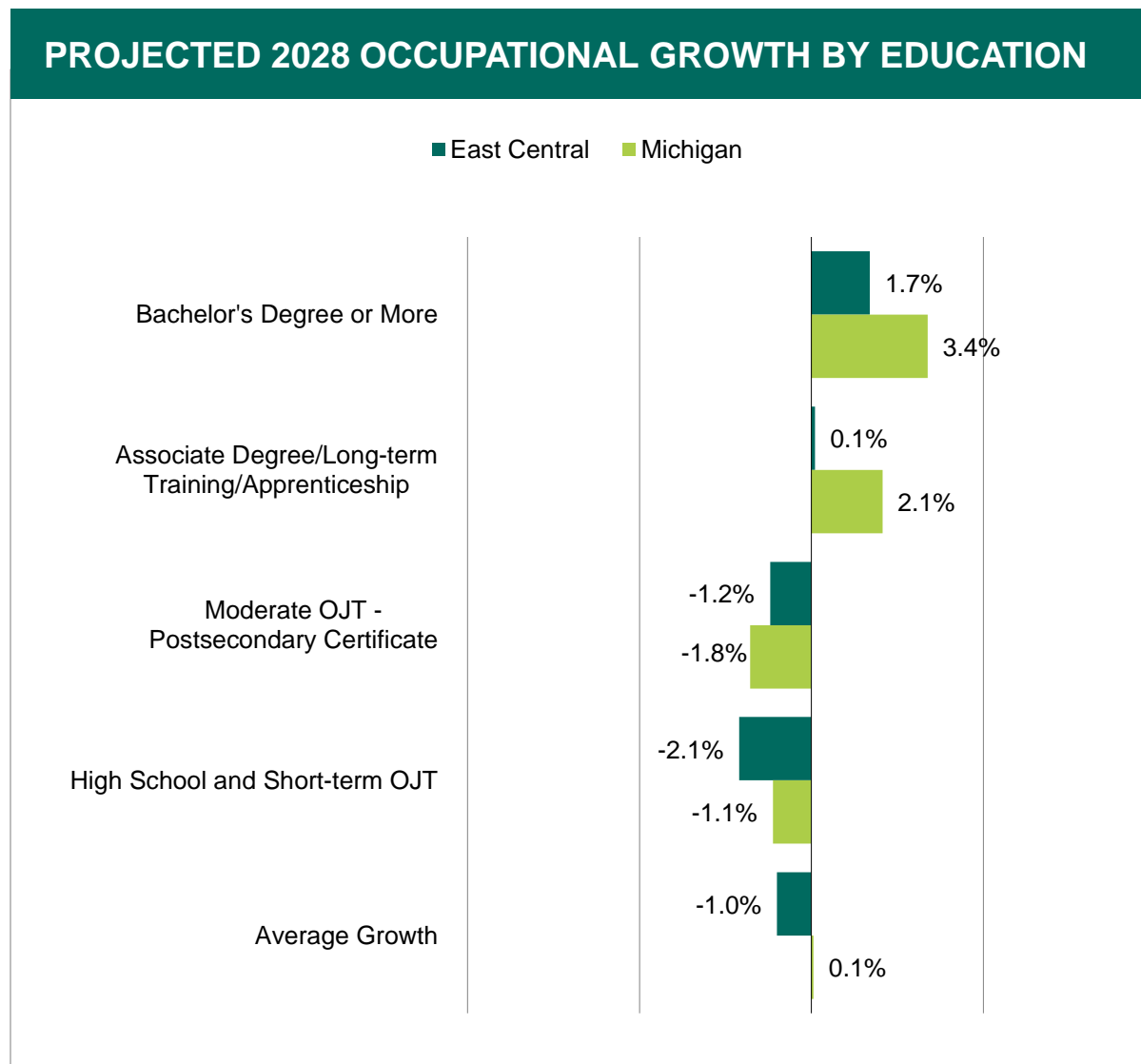
**Source:** 2018–2028 Employment Projections, Bureau of Labor Market Information and Strategic Initiatives, Michigan Department of Technology, Management & Budget

## Employment by education in the region is mostly in line with state rates.

In 2028, employment in the region by typical education and training needed to enter an occupation will be mostly in line with state rates.

The region is projected to have slightly lower employment in occupations requiring a bachelor's degree or above along with higher levels of occupations requiring a high school diploma or equivalent and short-term training.

## Growth rates in all education categories will trail the state average.



East Central Michigan is projected to see lower growth rates in its education categories than the Michigan average. Occupations that require more education or training are expected to see the highest growth rates in the region.

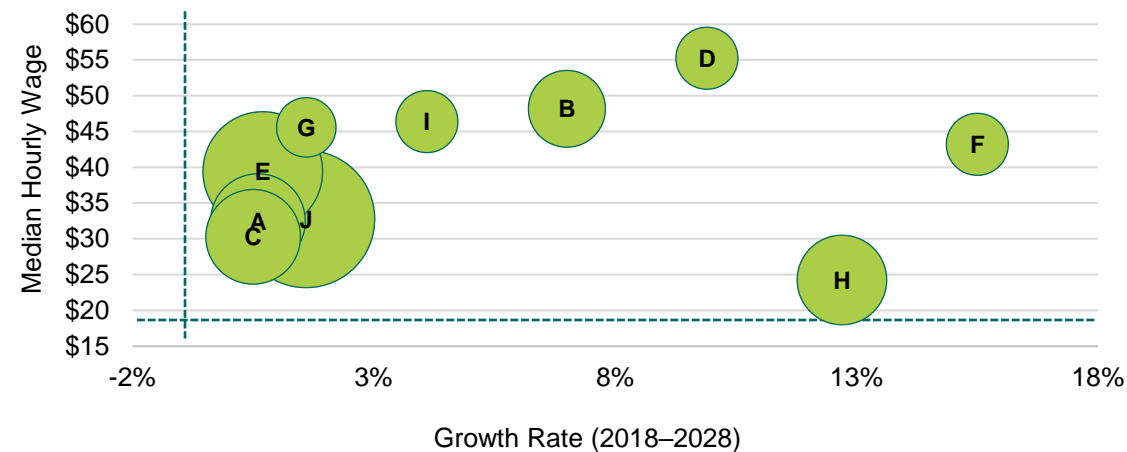
Even with the relative stability of the region, some occupations are projected to have large growth including *Information security analysts* (+25.0 percent), *Physician assistants* (+25.0 percent), and *Home health aids* (+19.6 percent).

# 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 AT LEAST A BACHELOR'S DEGREE

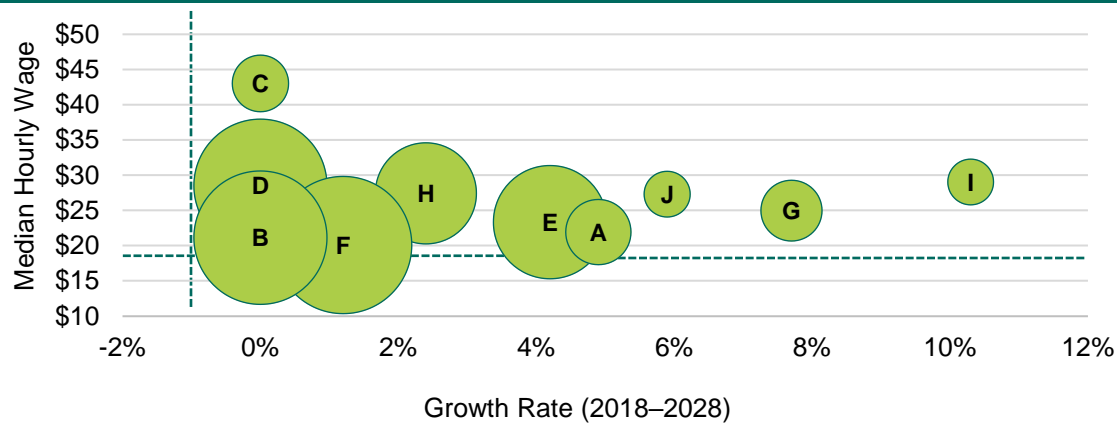


Dotted lines mark the average projected growth rate (-1.0 percent) and the median hourly wage (\$18.18) for the region.

<b>A</b>	Accountants and Auditors	<b>F</b>	Industrial Engineers
<b>B</b>	Chemists	<b>G</b>	Management Analysts
<b>C</b>	Elementary School Teachers, Except Special Education	<b>H</b>	Market Research Analysts and Marketing Specialists
<b>D</b>	Financial Managers	<b>I</b>	Medical and Health Services Managers
<b>E</b>	General and Operations Managers	<b>J</b>	Registered Nurses

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

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



Dotted lines mark the average projected growth rate (-1.0 percent) and the median hourly wage (\$18.18) for the region.

<b>A</b>	Bus and Truck Mech. And Diesel Engine Specialists	<b>F</b>	Machinists
<b>B</b>	Carpenters	<b>G</b>	Physical Therapist Assistants
<b>C</b>	Electrical Power-Line Installers and Repairers	<b>H</b>	Plumbers, Pipefitters, and Steamfitters
<b>D</b>	Electricians	<b>I</b>	Respiratory Therapists
<b>E</b>	Industrial Machinery Mechanics	<b>J</b>	Structural Iron and Steel Workers

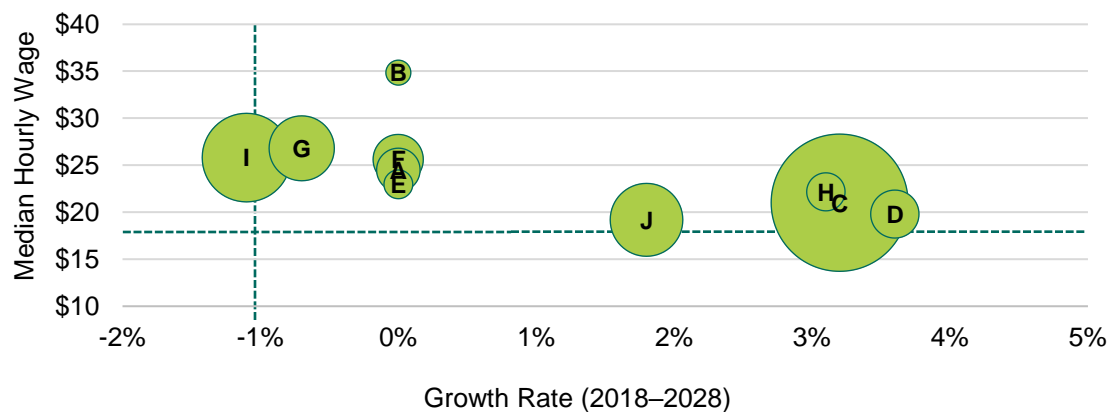
Jobs requiring an associate degree, long-term training, or an apprenticeship are often in high demand.

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 *Carpenters, Electricians, or Respiratory therapist.* (Table 24)

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

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



Dotted lines mark the average projected growth rate (-1.0 percent) and the median hourly wage (\$18.18) for the region.

<b>A</b>	Computer User Support Specialists	<b>F</b>	Operating Engineers
<b>B</b>	First-Line Supervisors of Police and Detectives	<b>G</b>	Police and Sheriff's Patrol Officers
<b>C</b>	Heavy and Tractor-Trailer Truck Drivers	<b>H</b>	Production, Planning, and Expediting Clerks
<b>D</b>	Insurance Sales Agents	<b>I</b>	Sales Reps., Except Tech. and Scientific Products
<b>E</b>	Logging Equipment Operators	<b>J</b>	Welders, Cutters, Solderers, and Brazers

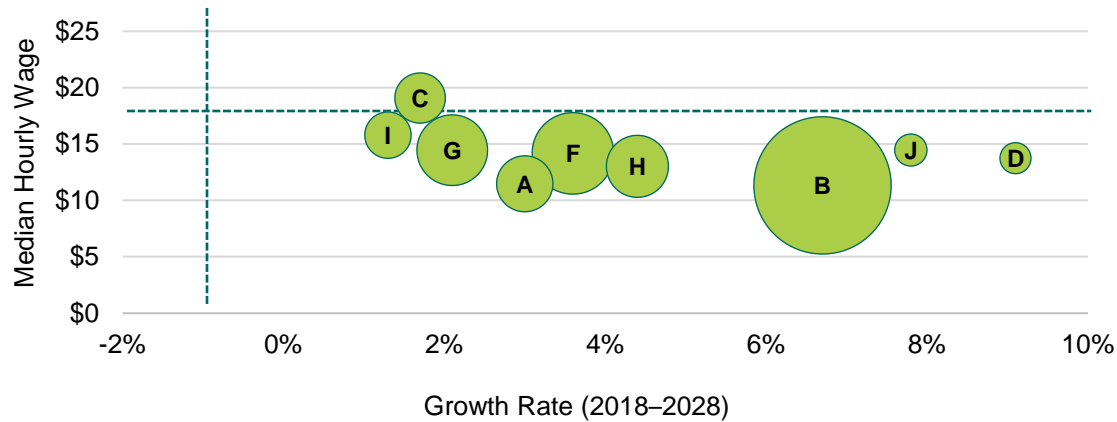
Many skilled trades jobs requiring postsecondary education are among the region's high-demand, high-wage occupations.

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 *Computer user support specialists*, *Heavy and tractor-trailer truck drivers*, and *Police and sheriff's patrol officers*. (Table 25)

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

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



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)

Dotted lines mark the average projected growth rate (-1.0 percent) and the median hourly wage (\$18.18) for the region.

<b>A</b>	Childcare Workers	<b>F</b>	Janitors and Cleaners, Except Housekeepers
<b>B</b>	Food Prep. and Serving Workers, Including Fast Food	<b>G</b>	Laborers and Freight, Stock and Material Movers
<b>C</b>	Construction Laborers	<b>H</b>	Landscaping and Groundskeeping Workers
<b>D</b>	Farmworkers, Crop, Nursery and Greenhouse	<b>I</b>	Light Truck or Delivery Services Drivers
<b>E</b>	Home Health Aides	<b>J</b>	Social and Human Service Assistants

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