

# MICHIGAN'S LABOR MARKET NEWS

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## Michigan's Foreign-Born Population and Workforce

Feature Article pg. 16

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## Map of the Month: Foreign-Born Population Concentration

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## Data Spotlight: Notes on the 2018 ACS Five-Year Estimates

pg. 26

# Michigan payroll jobs rebound in November due to recalls following auto industry strike.

NOVEMBER 2019 JOBLESS RATE

MICHIGAN  
**4.0%**  
NATIONAL  
**3.5%**

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### IT'S BIGGER THAN DATA.

The Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

- Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Census Bureau, making us the official source for this information.
- Our Research and Evaluation division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

Michigan's jobless rate edged lower by one-tenth of a percentage point to 4.0 percent in November. Over the year, the state's jobless rate was steady, registering no change since November 2018, while the U.S. rate was lower by two-tenths of a percentage point at 3.5 percent. Payroll jobs in Michigan rebounded in November thanks in large part to auto workers returning from a strike. Payrolls were up 18,200 over the year.

This month's feature article highlights information on Michigan's foreign-born population. An important component of Michigan's population and workforce, foreign-born residents have distinct characteristics when compared to the general state population and will be a critical part of future population growth in Michigan. This article examines some of these characteristics and trends, providing an update to our *2017 Michigan's Foreign-Born Population and Workforce* report. Our *Map of the Month* shows the concentration of foreign-born persons in the nation and within Michigan, while our *Data Spotlight* provides a brief overview of the recently released 2018 American Community Survey Five-Year Estimates.

We hope you enjoy this edition of *Michigan's Labor Market News*. Please let us know if there is something you would like to know more about.



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# MICHIGAN'S NOVEMBER JOBLESS RATE EDGES DOWN OVER MONTH

The November seasonally adjusted Michigan unemployment rate inched down by 0.1 percentage points over the month to 4.0 percent. The recall of workers on layoff due a strike in the auto sector contributed to a 5,000 monthly reduction in the number of Michigan unemployed.

The U.S. jobless rate declined by a tenth of a percentage point over the month. Michigan's November jobless rate was half a percentage point above the national rate of 3.5 percent. Over the year, the statewide jobless rate remained unchanged while the national rate fell by two-tenths of a percentage point.

The statewide employment level expanded in November, increasing slightly by 4,000 or 0.1 percent, matching the national rate of gain. Over the year, Michigan's total employment moved up by 52,000, or 1.1 percent, also matching the national percent employment advance.

## Difference Between National and Statewide Jobless Rate Expands in 2019

A comparison of the U.S. and Michigan jobless rates over the two-year period from November 2017 to November 2019 reveals an increasing deviation between the two rates through the first eleven months of 2019.

Between November 2017 and April 2018, Michigan's jobless rate remained above that of the nation, with an average rate of 4.5 percent. In comparison, the national average jobless rate during this period was 4.0 percent; half a percentage point below the statewide mean.

Jobless rates in the last half of 2018 were generally similar, culminating in an identical rate of 4.0 percent for both Michigan and the U.S. during January of 2019. However,

from February 2019 onwards, the difference between the two rates began to build, ultimately resulting in the largest deviation over the two-year period of seven-tenths of a percentage point in September of 2019. During September, Michigan's jobless rate was 4.2 percent while the U.S. jobless rate was 3.5 percent. Between October 2019 and November 2019, both the statewide and national jobless rates fell by a tenth of a percentage point. The difference between the two rates was 0.5 percentage points in both October and November.

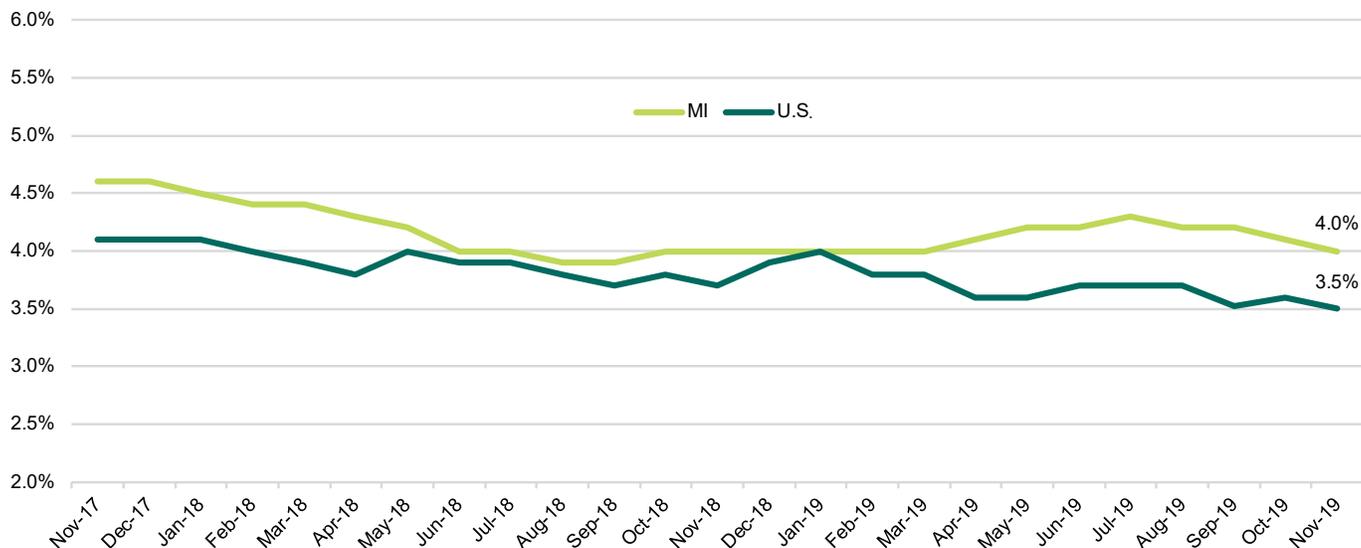
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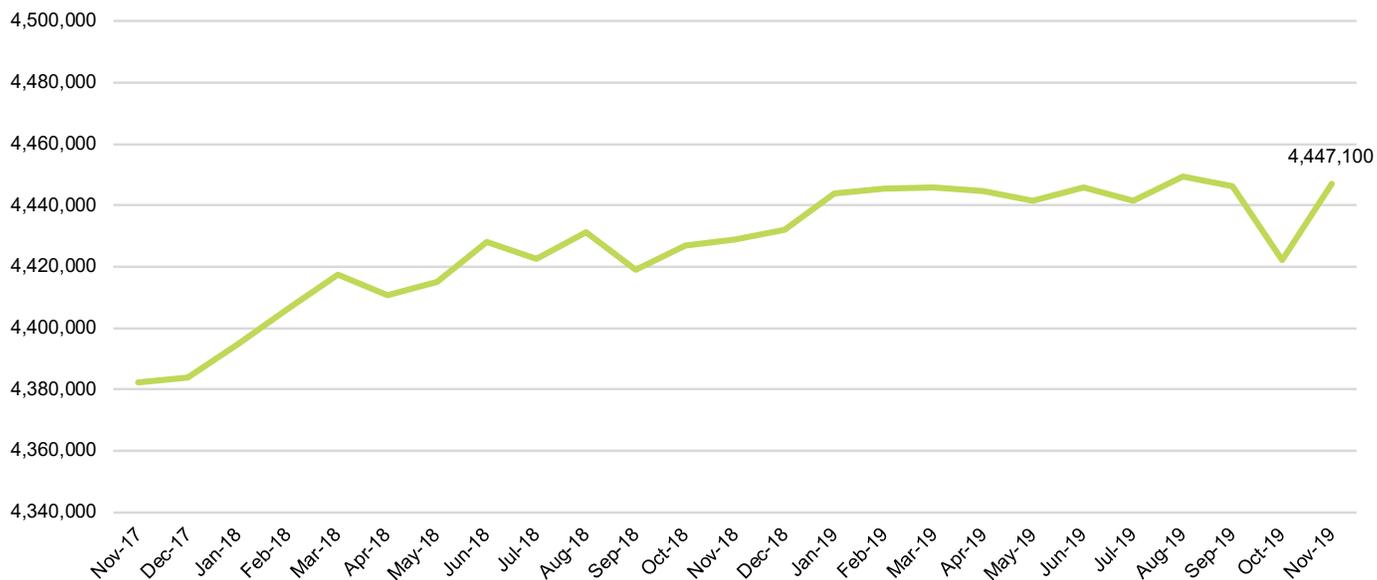
## MICHIGAN LABOR FORCE ESTIMATES (SEASONALLY ADJUSTED)

	NOVEMBER 2019	OCTOBER 2019	NOVEMBER 2018	CHANGE OVER THE MONTH	CHANGE OVER THE YEAR
Labor Force	4,956,000	4,957,000	4,902,000	-1,000	+54,000
Employed	4,759,000	4,755,000	4,707,000	+4,000	+52,000
Unemployed	197,000	202,000	196,000	-5,000	+1,000
Jobless Rate	4.0	4.1	4.0	-0.1	0.0

## U.S. AND MICHIGAN JOBLESS RATES, NOVEMBER 2017–NOVEMBER 2019



## MICHIGAN MONTHLY SEASONALLY ADJUSTED PAYROLL JOBS, NOVEMBER 2017–NOVEMBER 2019



# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

Michigan payroll jobs rebounded by 24,800 in November to 4,447,100. Much of this gain took place in the *Manufacturing* (+19,600) sector, as workers returned to jobs as the strike in the auto sector ended. As a result, jobs in the state's *Transportation equipment manufacturing* industry recorded a sharp increase of 19,000 over the month. Significant job gains were also reported in *Professional and business services* (+7,000), *Other services* (+2,000), and *Education and health services* (+1,700). Employment levels declined in *Trade, transportation and utilities* (-2,900), *Leisure and hospitality* (-1,800), *Construction* (-800), and *Government* (-300) during November.

## Over the Year Analysis

Since November 2018, the number of Michigan nonfarm jobs rose by 18,200 or 0.4 percent. This was well below the 1.5 percent growth rate nationally during this time. In Michigan, job gains occurred in eight of the 11 broad industry sectors with the largest payroll additions reported in *Leisure and hospitality* (+9,000), *Government* (+6,300), and *Financial activities* (+5,100). The major sectors of *Other services* (+3,700), *Professional and business services* (+3,400), *Construction* (+1,900), *Information* (+1,800), and *Mining and logging* (+100) also added jobs over the year. These increases were tempered somewhat by payroll contractions in *Manufacturing* (-6,100), *Trade, transportation and utilities* (-3,600), and *Education and health services* (-3,400).

## 2019 Industry Job Distribution — Michigan vs. U.S.

The largest proportion of Michigan workers held jobs in the major sector of *Trade, transportation, and utilities* (17.9 percent) during the January through November 2019 period. This was somewhat below the 18.4 percent share nationally. The *Education and health services* broad sector employed the second largest proportion (15.2 percent) of the state's workers. This share was also less than the 16.0 percent nationally in this sector.

Companies in the *Professional and business services* industry group supplied 14.9 percent of the state's jobs compared to 14.2 percent nationally so far this year. The largest disparity in

share existed in the *Manufacturing* sector, where Michigan significantly outpaced the U.S. in the proportion of jobs.

On average, the *Government* sector provided 13.7 percent of total nonfarm jobs in Michigan while *Leisure and hospitality* jobs accounted for 10.0 percent. The comparable shares nationally were 14.9 percent and 11.1 percent, respectively. Michigan's share of industry employment was less than national proportions in the remaining five major groups.

## Significant Industry Employment Developments

### MANUFACTURING

November job levels in the *Manufacturing* (+19,600) sector rebounded following the end of the labor dispute in the automotive industry. This job gain was concentrated in *Transportation equipment manufacturing* (+19,000), as workers on strike returned to the job and other workers at auto suppliers were recalled from strike-related layoffs. These strike-related recalls were also evident in *Primary metal manufacturing* and *Machinery manufacturing*. November job levels were little changed in the *Nondurable goods* component, notching lower by 200 over the month.

Since November 2018, payrolls in the broad sector contracted by 6,100 jobs or by 1.0 percent. This decline took place in both the *Durable goods* (-5,000) and *Nondurable goods* (-1,100) subsectors. Nationally, job levels rose by 54,000 over the month and by 0.6 percent over the year.

### ADMINISTRATIVE AND SUPPORT AND WASTE MANAGEMENT AND REMEDIATION SERVICES

November jobs moved up by 4,700 in this Michigan sector. A portion of this monthly increase was likely related to the recall of temporary workers to the auto industry. These jobs are reflected in the *Employment services* and *Temporary help services* subsectors. A small gain in jobs was also recorded in *Business support services*. Between November 2018 and November 2019, employment in the broad sector has declined by 2,000 or 0.7 percent. Nationally, payrolls increased by 8,300 over the month and by 1.0 percent over the year.

### RETAIL TRADE

Significant hiring occurs in November in the *Retail* sector due to the holiday shopping season. In November 2019, unadjusted *Retail* jobs rose by 8,000, which was below the typical November gain of 11,000 jobs. As a result, seasonally adjusted payrolls in this industry declined by 2,500 over the month. This decrease was a combination of larger-than-typical job reductions in *Motor vehicle and parts dealers* and *Building materials and garden equipment and supplies dealers*, and lower-than-typical seasonal hiring in *Clothing and clothing accessories stores* and *Sporting goods, hobby, book, and music stores*.

In addition, some of the jobs generated by holiday-related online shopping were recorded in the *Transportation and warehousing* sector among firms that fill orders and deliver packages. Since November 2018, *Retail* jobs have declined by 6,200 or by 1.3 percent. Nationally, employment rose by 2,000 over the month but decreased by 0.2 percent over the year.

## Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, 11 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded increases in total nonfarm jobs during November. The metro areas with the largest November gains were those that were negatively impacted by the October labor dispute in the automotive industry. These included Flint (+5.2 percent), Saginaw (+2.4 percent), and Lansing (+1.9 percent).

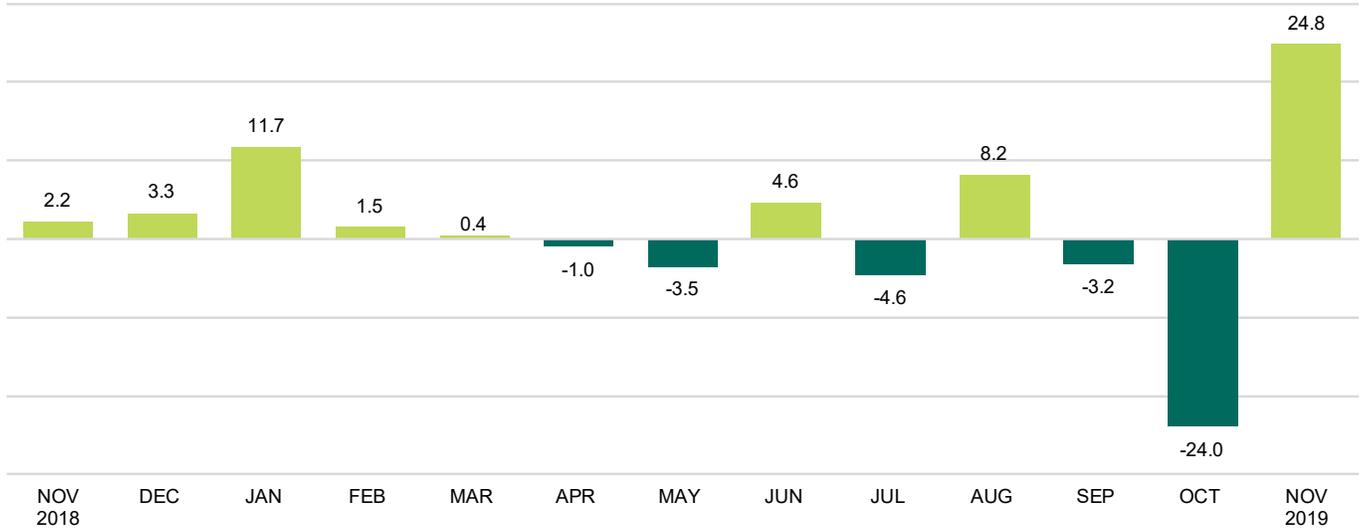
The metro areas of Benton Harbor (-0.2 percent), Kalamazoo (-0.2 percent), and Grand Rapids (-0.1 percent) recorded modest declines in total nonfarm jobs in November. This was primarily due to seasonal decreases in *Leisure and hospitality* and *Construction*.

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MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)							
INDUSTRY	NOVEMBER 2019	OCTOBER 2019	NOVEMBER 2018	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,447,100</b>	<b>4,422,300</b>	<b>4,428,900</b>	<b>24,800</b>	<b>0.6%</b>	<b>18,200</b>	<b>0.4%</b>
Total Private	3,834,700	3,809,600	3,822,800	25,100	0.7%	11,900	0.3%
Private Service-Providing	3,028,500	3,022,200	3,012,500	6,300	0.2%	16,000	0.5%
<b>GOODS-PRODUCING</b>	<b>806,200</b>	<b>787,400</b>	<b>810,300</b>	<b>18,800</b>	<b>2.4%</b>	<b>-4,100</b>	<b>-0.5%</b>
Mining, Logging, and Construction	179,600	180,400	177,600	-800	-0.4%	2,000	1.1%
Mining and Logging	7,200	7,200	7,100	0	0.0%	100	1.4%
Construction	172,400	173,200	170,500	-800	-0.5%	1,900	1.1%
Manufacturing	626,600	607,000	632,700	19,600	3.2%	-6,100	-1.0%
Durable Goods	475,800	456,000	480,800	19,800	4.3%	-5,000	-1.0%
Transportation Equipment Manufacturing	189,700	170,700	195,000	19,000	11.1%	-5,300	-2.7%
Non-Durable Goods	150,800	151,000	151,900	-200	-0.1%	-1,100	-0.7%
<b>SERVICE-PROVIDING</b>	<b>3,640,900</b>	<b>3,634,900</b>	<b>3,618,600</b>	<b>6,000</b>	<b>0.2%</b>	<b>22,300</b>	<b>0.6%</b>
Trade, Transportation, and Utilities	792,500	795,400	796,100	-2,900	-0.4%	-3,600	-0.5%
Wholesale Trade	173,000	174,400	171,700	-1,400	-0.8%	1,300	0.8%
Retail Trade	464,600	467,100	470,800	-2,500	-0.5%	-6,200	-1.3%
Transportation, Warehousing, and Utilities	154,900	153,900	153,600	1,000	0.6%	1,300	0.8%
Information	57,800	57,700	56,000	100	0.2%	1,800	3.2%
Financial Activities	225,400	225,200	220,300	200	0.1%	5,100	2.3%
Finance and Insurance	166,600	166,600	164,100	0	0.0%	2,500	1.5%
Real Estate and Rental and Leasing	58,800	58,600	56,200	200	0.3%	2,600	4.6%
Professional and Business Services	664,600	657,600	661,200	7,000	1.1%	3,400	0.5%
Professional, Scientific, and Technical Services	308,600	306,500	302,100	2,100	0.7%	6,500	2.2%
Management of Companies and Enterprises	67,900	67,700	69,000	200	0.3%	-1,100	-1.6%
Administrative and Support and Waste Management and Remediation Services	288,100	283,400	290,100	4,700	1.7%	-2,000	-0.7%
Education and Health Services	672,600	670,900	676,000	1,700	0.3%	-3,400	-0.5%
Educational Services	72,400	72,100	73,000	300	0.4%	-600	-0.8%
Health Care and Social Assistance	600,200	598,800	603,000	1,400	0.2%	-2,800	-0.5%
Leisure and Hospitality	445,500	447,300	436,500	-1,800	-0.4%	9,000	2.1%
Arts, Entertainment, and Recreation	52,900	54,800	51,700	-1,900	-3.5%	1,200	2.3%
Accommodation and Food Services	392,600	392,500	384,800	100	0.0%	7,800	2.0%
Other Services	170,100	168,100	166,400	2,000	1.2%	3,700	2.2%
Government	612,400	612,700	606,100	-300	0.0%	6,300	1.0%
Federal Government	53,000	52,900	52,900	100	0.2%	100	0.2%
State Government	195,000	195,000	190,400	0	0.0%	4,600	2.4%
Local Government	364,400	364,800	362,800	-400	-0.1%	1,600	0.4%

## MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE (IN THOUSANDS)



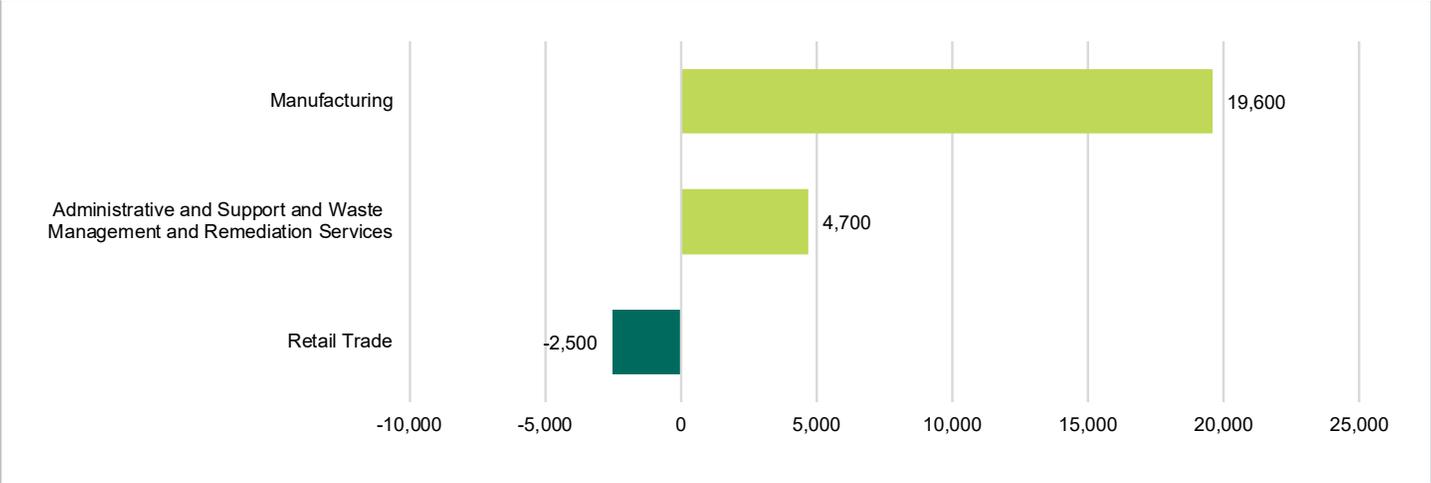
## PERCENTAGE OF JOBS BY MAJOR INDUSTRY SECTOR, MICHIGAN VS. U.S.

INDUSTRY	MICHIGAN	U.S.
<b>TOTAL NONFARM</b>	<b>100.0%</b>	<b>100.0%</b>
Mining and Logging	0.2%	0.5%
Construction	3.9%	4.9%
Manufacturing	14.2%	8.5%
Trade, Transportation, and Utilities	17.9%	18.4%
Information	1.3%	1.9%
Financial Activities	5.0%	5.7%
Professional and Business Services	14.9%	14.2%
Educational and Health Services	15.2%	16.0%
Leisure and Hospitality	10.0%	11.1%
Other Services	3.8%	3.9%
Government	13.7%	14.9%

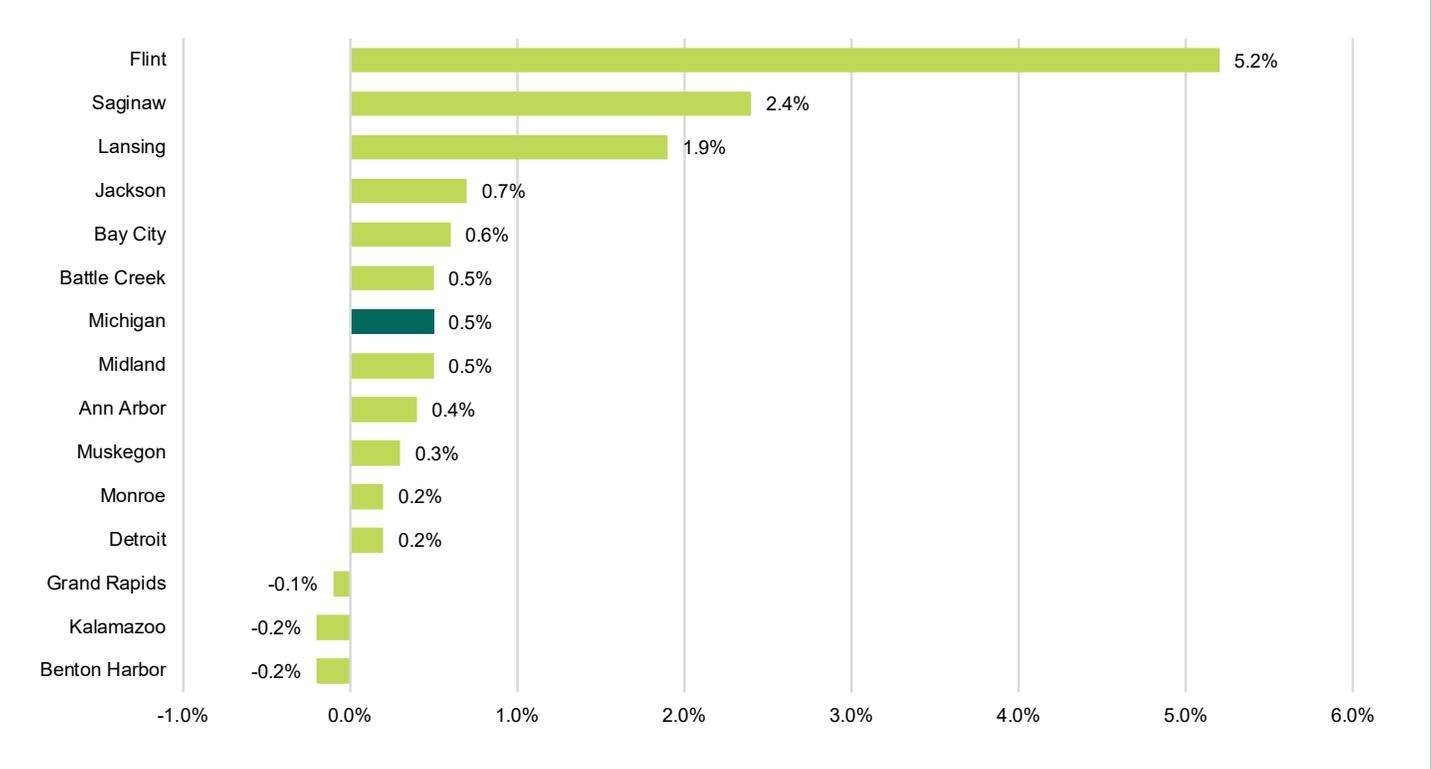




**MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, OCTOBER 2019–NOVEMBER 2019**



**METROPOLITAN AREA JOB CHANGE, OCTOBER 2019–NOVEMBER 2019 (NOT SEASONALLY ADJUSTED)**



# REGIONAL LABOR MARKET ANALYSIS

## ANN ARBOR METROPOLITAN AREA

- The Ann Arbor metro area jobless rate moved down by a third of a percentage point over the month to 2.2 percent in November.
- Total employment in the region advanced by 2.1 percent over the month.
- Ann Arbor had the lowest jobless rate out of all Michigan metro areas in November.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Ann Arbor edged up by 900 over the month, or 0.4 percent, largely due to an increase of 700 jobs in the region's *Professional and business services* sector.

### INDUSTRY TRENDS

- For the second consecutive month, the Ann Arbor metro region's *Information* sector reached its all-time high level of 5,500 jobs in November.

## BAY CITY METROPOLITAN AREA

- Bay City's jobless rate fell by four-tenths of a percentage point between October and November to 3.7 percent.
- Employment in the region advanced by 700 over the month and the number of unemployed edged down by 200.

### MONTHLY INDUSTRY DEVELOPMENTS

- Bay City's payroll employment level inched up by 200 in November, or 0.6 percent, with minor increases seen in the *Manufacturing* and *Government* sectors.

### INDUSTRY TRENDS

- *Manufacturing* jobs in Bay City in November returned to the September level of 4,600.

## FLINT METROPOLITAN AREA

- The Flint region's unemployment rate fell sharply by a full percentage point over the month to 3.8 percent.
- Flint's labor force and total employment level both advanced by 1.5 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Flint rebounded by 7,200, or 5.2 percent, between October and November.
- A significant share of Flint's payroll employment increase was an advance of 5,200 in the region's *Manufacturing* sector.

### INDUSTRY TRENDS

- This November jump in *Manufacturing* employment reflected the end of the auto strike and the recall of workers to jobs.

## BATTLE CREEK METROPOLITAN AREA

- The November jobless rate in the Battle Creek MSA declined by three-tenths of a percentage point to 3.2 percent. Employment rose by 1,100, while the number of unemployed edged down by 200.
- Since November 2018, employment, unemployment and the jobless rate were all little changed.

### MONTHLY INDUSTRY DEVELOPMENTS

- November job levels in the Battle Creek MSA rose by 0.5 percent (+300) to a total of 58,700. *Leisure and hospitality* as well as *Construction and mining* cut jobs seasonally. But seasonal hiring in *Retail trade* picked up.
- Since November 2018, a 200-employment reduction each was registered in private *Educational and health services* and in *Government*. Total payroll jobs were down by 0.7 percent (-400).

### INDUSTRY TRENDS

- Since 2010, jobs in the Battle Creek area steadily increased to a peak of 59,100 in 2016.

## DETROIT-WARREN-DEARBORN METRO AREA

- Joblessness in the Detroit MSA declined by 0.3 percentage points over the month to 3.4 percent.
- The number of unemployed fell by 7.6 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Detroit's nonfarm job count in November advanced by 4,300, or 0.2 percent.
- A monthly recall of 6,000 jobs in the *Manufacturing* sector was offset by a seasonal decline in *Leisure and hospitality* (-6,500).

### INDUSTRY TRENDS

- November jobs in *Transportation equipment manufacturing* rebounded by 5,400 in November, as striking auto workers returned to the job and other workers were recalled from strike-related October layoffs.

## GRAND RAPIDS-WYOMING METRO AREA

- The jobless rate in Grand Rapids inched down by 0.2 percentage points in November to 2.3 percent.
- Total employment in the region increased by 1.4 percent over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in Grand Rapids ticked down by 400 over the month (-0.1 percent), with minor declines observed across multiple regional industries.

### INDUSTRY TRENDS

- The region's *General merchandise stores* sector reached a fourteen-year high level of 13,300 jobs in November.
- Grand Rapids was one of three Michigan metro regions to exhibit a cut in nonfarm employment over the month. The other two were Kalamazoo and Niles-Benton Harbor.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018
<b>PLACE OF RESIDENCE</b>									
Labor Force	199,300	195,900	196,700	62,900	62,000	63,000	49,900	49,300	50,200
Employment	194,900	190,900	191,800	60,900	59,800	60,900	48,000	47,300	48,400
Unemployment	4,400	5,000	4,900	2,000	2,200	2,100	1,800	2,000	1,800
Rate (percent)	2.2%	2.5%	2.5%	3.2%	3.5%	3.3%	3.7%	4.1%	3.5%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	231,100	230,200	228,000	58,700	58,400	59,100	35,100	34,900	35,800
Mining, Logging, and Construction	4,700	4,800	4,500	1,700	1,800	1,700	1,300	1,400	1,300
Manufacturing	15,200	15,000	14,900	12,000	11,900	12,000	4,600	4,400	4,700
Trade, Transportation, and Utilities	26,100	26,000	26,700	9,600	9,300	9,400	7,300	7,300	7,700
Wholesale Trade	6,200	6,300	6,200	*	*	*	*	*	*
Retail Trade	15,900	15,800	16,500	6,100	5,900	6,000	4,900	4,800	5,200
Information	5,500	5,500	5,300	*	*	*	400	400	400
Financial Activities	7,000	7,000	6,800	1,200	1,200	1,200	1,300	1,300	1,300
Professional and Business Services	31,400	30,700	30,600	6,200	6,200	6,200	2,600	2,600	2,700
Educational and Health Services	28,200	28,000	28,000	10,900	10,800	11,100	6,300	6,200	6,400
Leisure and Hospitality	18,300	18,800	17,900	4,200	4,400	4,200	4,300	4,500	4,300
Other Services	6,400	6,400	6,400	1,800	1,800	1,800	1,200	1,200	1,300
Government	88,300	88,000	86,900	10,900	10,800	11,100	5,800	5,600	5,700
<b>DETROIT-WARREN-DEARBORN</b>									
	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018
<b>PLACE OF RESIDENCE</b>									
Labor Force	2,148,000	2,175,000	2,129,000	184,500	183,300	181,800	580,600	573,700	578,700
Employment	2,076,000	2,094,000	2,050,000	177,500	174,400	174,800	567,200	559,500	564,900
Unemployment	73,000	82,000	79,000	7,000	8,800	6,900	13,500	14,200	13,800
Rate (percent)	3.4%	3.7%	3.7%	3.8%	4.8%	3.8%	2.3%	2.5%	2.4%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	2,046,100	2,041,800	2,052,700	145,100	137,900	143,100	568,700	569,100	570,000
Mining, Logging, and Construction	77,900	82,600	76,500	6,200	6,300	6,000	25,300	25,800	25,400
Manufacturing	257,000	251,000	263,200	12,700	7,500	12,400	117,700	117,400	118,500
Trade, Transportation, and Utilities	385,300	380,800	386,300	30,400	28,500	30,400	98,500	98,200	98,400
Wholesale Trade	87,400	88,300	87,100	5,600	5,500	5,400	31,700	31,900	31,800
Retail Trade	216,100	211,600	218,400	20,100	19,700	20,700	50,700	50,100	50,400
Information	27,200	26,900	27,200	3,700	3,800	3,800	6,500	6,500	6,400
Financial Activities	116,100	116,700	115,700	6,000	6,000	6,000	26,600	26,700	26,600
Professional and Business Services	397,500	396,300	401,400	18,000	17,600	17,300	74,200	74,200	77,600
Educational and Health Services	318,800	315,500	320,700	26,200	26,100	26,800	94,700	93,600	94,800
Leisure and Hospitality	198,500	205,000	194,800	15,500	15,700	15,400	51,500	53,000	50,600
Other Services	75,000	75,000	75,100	5,500	5,400	5,400	22,400	22,400	22,200
Government	192,800	192,000	191,800	20,900	21,000	19,600	51,300	51,300	49,500
* Data Not Available									

## JACKSON METROPOLITAN AREA

- November employment in the Jackson MSA rose by 1,600, while unemployment inched down 200. The jobless rate declined slightly by 0.3 percentage points to 3.0 percent.
- Over the past year, employment rose 500, while the unemployment level and rate were stable.

### MONTHLY INDUSTRY DEVELOPMENTS

- November jobs in the Jackson metro area rose by 0.7 percent (+400). Jobs in *Retail trade* and *Professional and business services* increased seasonally.
- Since November 2018, job levels in the Jackson MSA remained unchanged. Job additions in *Trade, transportation, warehousing, and utilities* were offset by employment cuts in *Government, private Educational and health services, and Manufacturing*.

### INDUSTRY TRENDS

- Payroll job levels in the Jackson metro area rose annually since 2010.

## KALAMAZOO-PORTAGE METRO AREA

- The Kalamazoo-Portage MSA jobless rate followed statewide trends and dropped by 0.3 percentage points to 2.8 percent in November. The region had the fourth lowest jobless rate in November among Michigan metro areas.
- Since November 2018, employment was up 1,500, while the unemployment level and rate were stable.

### MONTHLY INDUSTRY DEVELOPMENTS

- Kalamazoo-Portage regional jobs inched down by 300 in November. Seasonal employment gains in *State and local education* were more than offset by seasonal job cuts in *Leisure and hospitality* and in *Construction and mining*.
- Over the past year, payroll jobs inched up by 600. *Construction and mining, Educational and health services, and Leisure and hospitality* added jobs.

### INDUSTRY TRENDS

- Payroll jobs in the Kalamazoo-Portage region advanced steadily over the past decade.

## LANSING-EAST LANSING METRO AREA

- The Lansing MSA jobless rate dropped significantly by 1.1 percentage points over the month.
- Lansing exhibited the largest jobless rate cut over the month out of all major Michigan labor market areas.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm jobs in the Lansing metro region rose by 4,500 over the month, or 1.9 percent, largely due to an increase of 3,400 in the area's *Manufacturing* sector.

### INDUSTRY TRENDS

- *Manufacturing* jobs rebounded in the Lansing metro region with the end of the auto strike. Jobs in *Transportation equipment manufacturing* moved up in November by 3,700, back to September levels.

## MIDLAND METROPOLITAN AREA

- The November unemployment rate in the Midland metro area edged down by a tenth of a percentage point to 3.0 percent.
- Both total employment and total unemployment in Midland remained unchanged over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Midland's total payroll job count rose by 200, or 0.5 percent, between October and November of 2019.

### INDUSTRY TRENDS

- Midland was one of two Michigan metro regions to exhibit no change in nonfarm employment over the year (the other was Jackson).

## MONROE METROPOLITAN AREA

- The Monroe unemployment rate remained unchanged over the month at 2.9 percent.
- Monroe's total workforce was flat over the year, although the number of unemployed dropped by 600.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Monroe inched up by 100 over the month, or 0.2 percent.
- Minor increases in multiple regional industries were partially offset by a 200-job seasonal decline in *Leisure and hospitality*.

### INDUSTRY TRENDS

- *Professional and business services* in Monroe reached its record high level of 5,800 jobs in November, a level last seen during October of 2018.

## MUSKEGON METROPOLITAN AREA

- Muskegon's jobless rate was flat in November of 2019 at 3.6 percent.
- Total unemployment in Muskegon remained unchanged both over the month and over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Muskegon's total nonfarm job count edged up by 200 over the month, or 0.3 percent, with a seasonal advance in jobs in *Retail trade*.

### INDUSTRY TRENDS

- Payroll jobs in Muskegon rose for the second consecutive month after three straight months of job reductions.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018
<b>PLACE OF RESIDENCE</b>									
Labor Force	74,700	73,400	74,300	170,400	168,700	169,000	254,600	253,200	251,300
Employment	72,500	70,900	72,000	165,500	163,600	164,000	248,100	244,100	243,800
Unemployment	2,200	2,400	2,300	4,800	5,200	4,900	6,500	9,100	7,500
Rate (percent)	3.0%	3.3%	3.1%	2.8%	3.1%	2.9%	2.5%	3.6%	3.0%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	59,200	58,800	59,200	152,600	152,900	152,000	244,900	240,400	241,600
Mining, Logging, and Construction	2,000	2,000	2,000	6,600	6,900	6,400	8,500	8,800	8,300
Manufacturing	9,800	9,700	10,000	22,700	22,900	22,600	19,800	16,400	20,100
Trade, Transportation, and Utilities	13,000	12,700	12,400	27,300	27,300	27,600	37,400	36,700	38,000
Wholesale Trade	*	*	*	6,600	6,700	6,600	6,600	6,600	6,600
Retail Trade	6,800	6,600	6,500	16,500	16,400	16,900	21,800	21,200	22,400
Information	300	300	300	800	800	800	2,800	2,700	2,700
Financial Activities	2,100	2,100	2,100	8,400	8,400	8,300	17,200	17,100	16,800
Professional and Business Services	6,100	5,900	6,100	17,500	17,300	17,600	24,600	24,600	23,300
Educational and Health Services	10,300	10,300	10,500	24,700	24,600	24,500	32,800	32,600	32,600
Leisure and Hospitality	5,300	5,400	5,200	16,200	16,800	16,000	19,300	19,800	19,000
Other Services	2,500	2,500	2,500	5,200	5,200	5,200	10,500	10,500	10,400
Government	7,800	7,900	8,100	23,200	22,700	23,000	72,000	71,200	70,400
<b>MIDLAND</b>									
	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018
<b>PLACE OF RESIDENCE</b>									
Labor Force	40,400	39,700	40,300	76,400	75,200	76,400	79,200	77,800	77,700
Employment	39,100	38,400	39,100	74,200	72,900	73,600	76,400	75,000	74,900
Unemployment	1,200	1,200	1,200	2,200	2,200	2,800	2,800	2,800	2,800
Rate (percent)	3.0%	3.1%	3.0%	2.9%	2.9%	3.7%	3.6%	3.6%	3.6%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	38,000	37,800	38,000	42,800	42,700	42,600	67,000	66,800	65,900
Mining, Logging, and Construction	*	*	*	2,600	2,700	2,500	2,700	2,700	2,500
Manufacturing	*	*	*	5,900	5,800	5,700	13,900	13,900	14,000
Trade, Transportation, and Utilities	*	*	*	10,700	10,500	10,900	15,100	14,700	14,500
Wholesale Trade	*	*	*	1,800	1,800	1,800	*	*	*
Retail Trade	*	*	*	4,900	4,700	5,000	12,100	11,700	11,500
Information	*	*	*	*	*	*	300	300	300
Financial Activities	*	*	*	900	900	900	1,700	1,700	1,800
Professional and Business Services	*	*	*	5,800	5,700	5,700	3,800	3,700	3,600
Educational and Health Services	*	*	*	5,000	5,000	5,100	12,400	12,300	12,200
Leisure and Hospitality	*	*	*	4,600	4,800	4,600	7,500	7,700	7,300
Other Services	*	*	*	1,400	1,400	1,400	2,100	2,200	2,200
Government	3,000	3,000	3,000	5,500	5,500	5,500	7,500	7,600	7,500
* Data Not Available									

## NILES-BENTON HARBOR METRO AREA

- The November 2019 jobless rate remained unchanged in the Niles-Benton Harbor region at 3.1 percent. Despite this, the number of employed rose by 700 over the month.
- Since November 2018, employment continued to show noticeable growth in the Niles-Benton Harbor MSA (+1,100 or 1.6 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- November payroll jobs in the Niles-Benton Harbor MSA were virtually flat. A seasonal job cut of 400 in *Leisure and hospitality* was partially offset by employment gains in *Manufacturing*, *Retail trade*, and private *Educational and health services*.
- The region added 1,100 jobs since November 2018, with about equal contributions from the *Goods producing* and *Service providing* sectors.

### INDUSTRY TRENDS

- Payroll jobs in the Niles-Benton Harbor area expanded by 3,800 (+6.4 percent) since November 2010.

## SAGINAW METROPOLITAN AREA

- Joblessness in the Saginaw metro region fell by nine-tenths of a percentage point over the month to 3.9 percent in November.
- The number of Saginaw metro area employed residents rose sharply in November by 2.8 percent.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Saginaw advanced by 2,100 over the month, or 2.4 percent, mainly due to a 1,600-job rebound in the region's *Manufacturing* industry.

### INDUSTRY TRENDS

- *Manufacturing* jobs in the Saginaw metro area dropped by 2,100 in October due to the auto strike. Jobs rebounded partially by 1,600 in November.

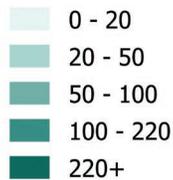
## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW					
	NOV 2019	OCT 2019	NOV 2018	NOV 2019	OCT 2019	NOV 2018			
<b>PLACE OF RESIDENCE</b>									
Labor Force	73,800	73,100	72,800	87,400	85,800	87,100			
Employment	71,500	70,800	70,400	84,000	81,700	83,900			
Unemployment	2,300	2,300	2,500	3,400	4,100	3,200			
Rate (percent)	3.1%	3.1%	3.4%	3.9%	4.8%	3.7%			
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	63,600	63,700	62,500	88,900	86,800	89,500			
Mining, Logging, and Construction	2,200	2,300	2,100	3,200	3,300	3,200			
Manufacturing	13,600	13,500	13,200	12,100	10,500	12,600			
Trade, Transportation, and Utilities	10,900	10,900	11,000	17,700	17,200	17,800			
Wholesale Trade	*	*	*	1,900	1,900	2,000			
Retail Trade	7,000	6,900	7,000	12,900	12,500	12,900			
Information	500	500	500	1,300	1,300	1,300			
Financial Activities	2,500	2,500	2,400	3,600	3,600	3,600			
Professional and Business Services	5,800	5,800	5,800	11,400	11,300	11,400			
Educational and Health Services	9,600	9,500	9,400	15,800	15,700	15,900			
Leisure and Hospitality	7,200	7,600	7,100	9,200	9,400	9,100			
Other Services	2,300	2,300	2,300	3,200	3,200	3,300			
Government	9,000	8,800	8,700	11,400	11,300	11,300			
<b>UPPER PENINSULA</b>									
	NOV 2019	OCT 2019	NOV 2018	<b>NORTHEAST MICHIGAN</b>					
				NOV 2019	OCT 2019	NOV 2018	<b>NORTHWEST MICHIGAN</b>		
							NOV 2019	OCT 2019	NOV 2018
<b>PLACE OF RESIDENCE</b>									
Labor Force	136,000	136,400	135,000	80,800	81,300	80,100	147,900	148,800	145,600
Employment	130,300	131,500	129,400	76,600	77,800	75,900	142,800	144,200	140,400
Unemployment	5,700	4,900	5,600	4,200	3,500	4,200	5,000	4,700	5,200
Rate (percent)	4.2%	3.6%	4.1%	5.2%	4.3%	5.3%	3.4%	3.1%	3.6%

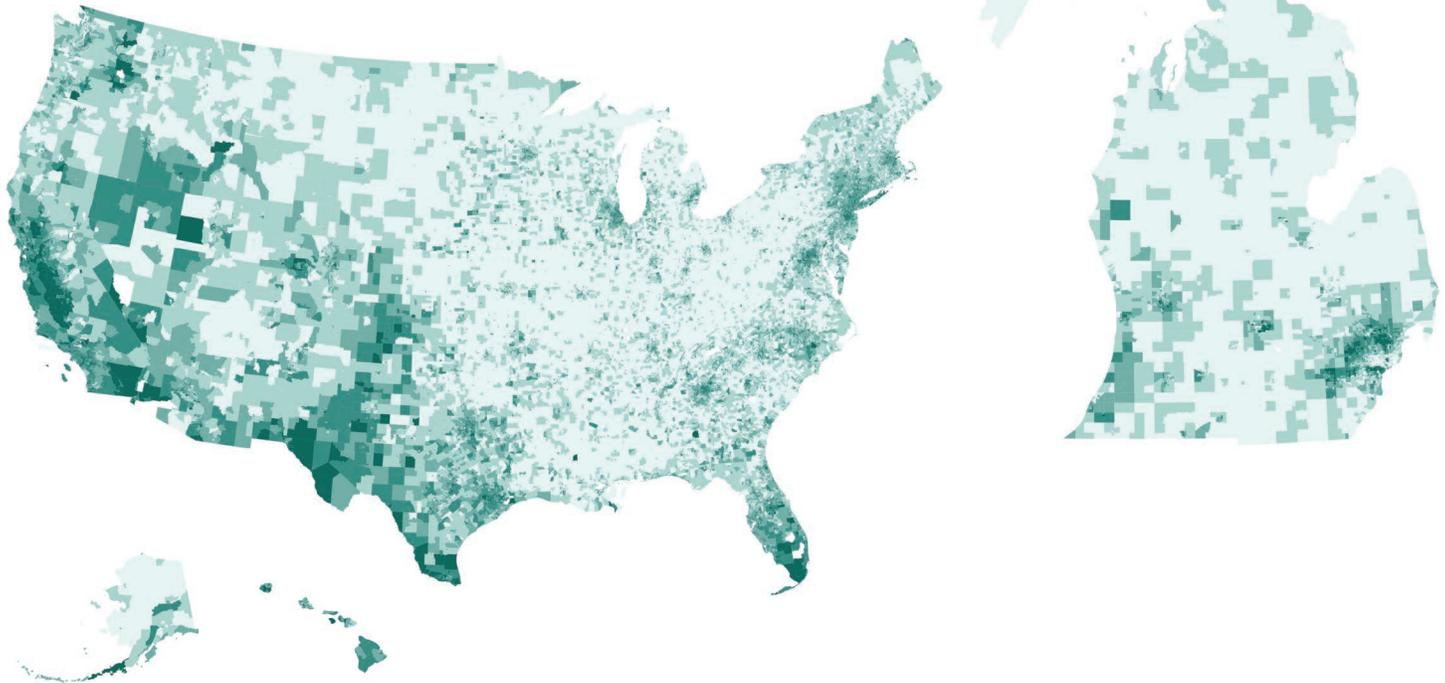
## MAP OF THE MONTH:

# FOREIGN-BORN POPULATION CONCENTRATION

Foreign-Born  
Residents per 1,000



Source: U.S. Census Bureau, American Community Survey,  
2017 Five-Year Estimates



The maps above show the concentration of the foreign-born population within each Census tract in the U.S., measured as the number of foreign-born individuals per 1,000 total tract population. The maps are structured using five categories of equal count, meaning there are just as many tracts with the lightest color as those with the darkest color. The lowest category appears to be the most prevalent because the

less-populous rural tracts are much larger in area than the dense, urban tracts. The closely packed urban Census tracts are also often those with the highest concentration of foreign-born residents because of this population's preference for dense areas with ample job opportunities and institutions of higher education. High concentrations of the foreign-born appear in the southern portion of the United States, however many of these

high-concentration Census tracts also exist in Michigan. These are concentrated around some of Michigan's largest metro areas: Detroit (specifically Dearborn, Hamtramck, Troy, Novi, and others), Grand Rapids, Ann Arbor, and Lansing.

**KEVIN DOYLE**  
Employment Projections Specialist



# MICHIGAN'S FOREIGN-BORN POPULATION AND WORKFORCE

The foreign-born population is an important component of the Michigan population, and will continue to be so into the foreseeable future. The foreign-born in Michigan have distinct characteristics when compared to the general state population. Before discussing the characteristics of this group, it is vital to understand what defines this group and how it fits into the discussion of immigration and international migration more generally.

To be counted as part of the foreign-born population, an individual must have been born outside of the United States to non-U.S. citizen parents. This distinction separates people who may have been born outside of the U.S. but were citizens at birth by virtue of being born to at least one U.S. citizen parent. This distinction is important because it means, for example, children of military members or U.S. diplomats who were born outside of the U.S. are not considered foreign-born as they were citizens at birth.

Aside from the importance of the foreign-born population to the Michigan labor force, the

foreign-born will also be vital to Michigan's future population growth. Michigan is gaining fewer residents from the natural increase (births minus deaths) of the population and more through migration. Michigan's net migration has been positive for the last few years, but that is only because the net international migration has been large enough to offset the state's losses due to domestic migration.

Given the importance of international migration to future population growth, it is important to define it and contrast it with the more common term of immigration. Immigration is generally defined as foreign-born people moving from other countries to settle in the U.S. The Census Bureau does not publish immigration statistics but leaves those data to Health and Human Services (HHS) to publish with administrative records. Immigration is different from international migration, for which the Census Bureau does publish statistics. International migration does not distinguish the nativity (foreign-born) status of the migrant. For example, a person who moves to Germany to work for a corporation for a number of years

and then returns to Michigan to retire would be part of the estimates of international migration reported by the Census Bureau, but would not be part of the immigration statistics reported by HHS. Similarly, someone who is foreign-born and moves from abroad to a state other than Michigan initially and subsequently moves to Michigan would be an international migrant to the first state, but a domestic migrant to Michigan. The same would hold for a foreign-born person that moves first to Michigan and then to another state. They would be an international in-migrant to Michigan, but a domestic out-migrant when they left Michigan for another state.

This article examines the characteristics and geographic trends of the foreign-born using the American Community Survey 2013 to 2017 data set, and seeks to illustrate the distinct differences in educational attainment and employment status of Michigan foreign-born residents in comparison with the state's native-born population.<sup>1</sup>

<sup>1</sup> This paper is an updated version of a 2017 research paper published by Michigan's Bureau of Labor Market Information and Strategic Initiatives (Doyle, Kevin and Eric Guthrie. *Michigan's Foreign-Born Population and Workforce*. 2017).



**FIGURE 1: TOP COUNTRIES OF ORIGIN OF MICHIGAN FOREIGN-BORN RESIDENTS**

COUNTRY	NUMBER OF FOREIGN-BORN	PERCENT OF TOTAL FOREIGN-BORN IN MICHIGAN	PERCENT OF MICHIGAN POPULATION
Mexico	76,763	11.6%	0.8%
India	66,881	10.1%	0.7%
Iraq	54,355	8.2%	0.5%
Canada	38,288	5.8%	0.4%
China	35,447	5.4%	0.4%

Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

### Countries of Origin for Michigan’s Foreign-Born Population

According to the American Community Survey, foreign-born residents make up 6.7 percent of Michigan’s total population. The top countries of birth for Michigan’s foreign-born residents are Mexico, India, Iraq, Canada, and China. However, even the cohort of Mexican-born Michigan residents, the largest cohort, makes up less than one percent of Michigan’s total population.

As evidenced by Figure 1, three of the top five foreign-born groups in Michigan come from Asia, with a total of 23.7 percent of the state’s foreign-born population coming from India, Iraq, and China alone.

Figure 2 displays the geographic distribution of Michigan’s total foreign-born population. Most

Michigan non-native residents are from Asia, with about half of the foreign-born population. The second largest group is from North American countries outside of the United States, with 22.1 percent of foreign-born residents represented, followed closely by European-born Michigan residents (including Russia), with 19.0 percent.

### Educational Attainment of the Foreign-Born Population

Information on the educational attainment of the Michigan foreign-born population is also available from the American Community Survey. This data reveals that about 60 percent of Michigan’s foreign-born population has attained a bachelor’s or graduate degree, or has attained less than a high school diploma. This shows that the foreign-born are not

uniform, but instead contain many residents with significant levels of education and a relatively high share that may benefit from additional schooling. Thirty percent of Michigan’s native-born population have completed a high school diploma, while 19 percent of foreign-born residents have completed no higher than a high school degree. Michigan’s native-born population also has a significantly higher share of persons with an associate degree or completing some college without a degree than is true of the foreign-born.

The number of foreign-born residents 25 years or older who have a graduate degree far exceeds the native-born population, with double the foreign-born population holding an advanced degree in comparison with their native-born counterparts.

**FIGURE 2: FOREIGN-BORN MICHIGAN RESIDENTS BY GEOGRAPHIC PLACE OF BIRTH**



Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

### Employment Status

According to the American Community Survey, approximately 62 percent of Michigan’s foreign-born population participated in the labor force during the survey period from 2013 to 2017. This was almost equivalent to the labor force participation rate of Michigan’s native-born population during the same period of 61.2 percent.

The average unemployment rate for Michigan’s native-born residents who took part in the labor force from 2013 to 2017 was 7.6 percent. In comparison, foreign-born residents displayed

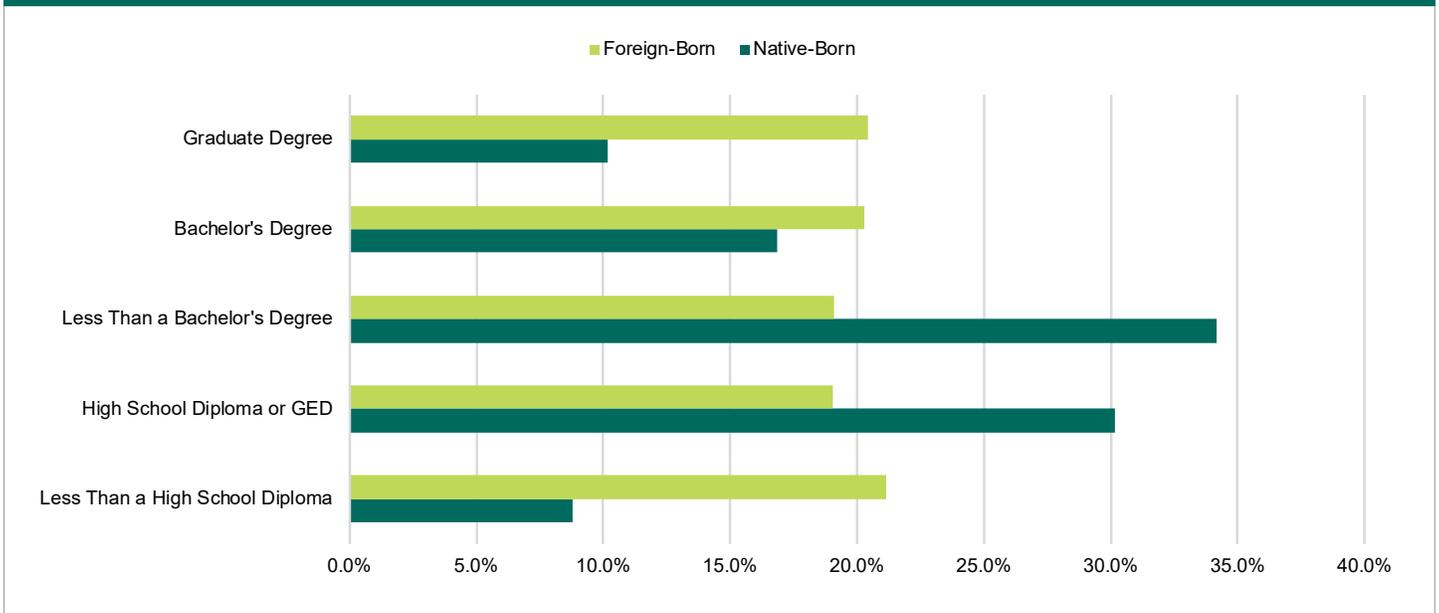
a lower jobless rate of 5.9 percent. This reduced jobless rate achieved by Michigan’s foreign-born workforce was likely due to several factors, such as the generally higher share of workers with college degrees, as well as concentrations of foreign-born workers in high-demand jobs with generally low unemployment rates.

### Occupations and Industries of the Foreign-Born

An analysis of different occupation groups in Michigan (excluding the self-employed)

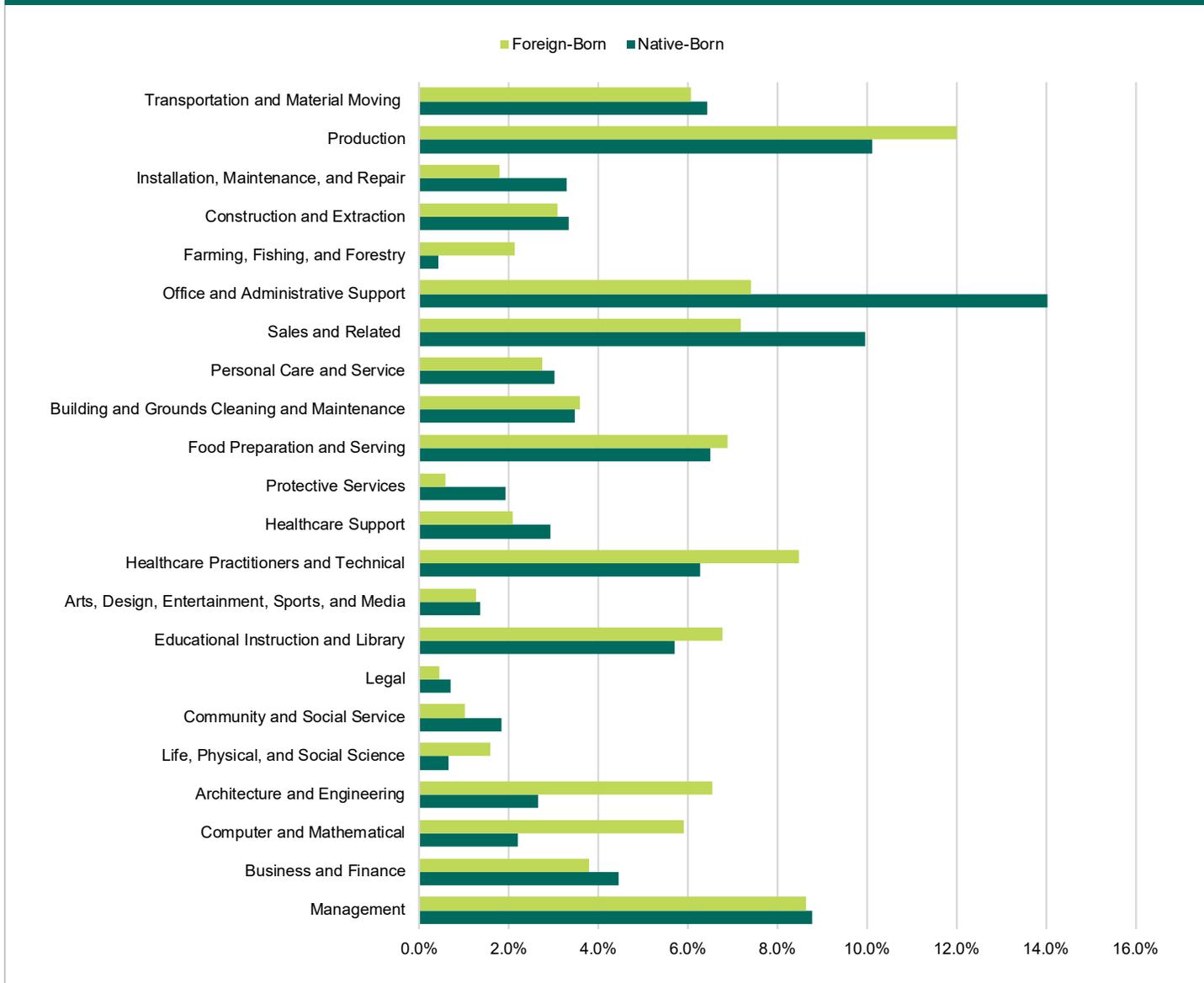
shows that Michigan’s foreign-born population is significantly employed across Michigan’s 22 occupational groups. Exceptions include *Protective services*, with only 0.6 percent of the foreign-born employed in this field, and *Legal*, with only 0.4 percent in this occupation. More of Michigan’s foreign-born population is situated in *Production*, with 12.0 percent of Michigan’s non-native employed. Other occupations with large numbers of the foreign-born include *Management* (8.6 percent), and *Healthcare practitioners and technical* (8.5 percent).

**FIGURE 3: EDUCATION LEVEL OF MICHIGAN POPULATION 25 YEARS OF AGE OR OLDER**



Source: U.S. Census Bureau, American Community Survey, 2017 five-Year Estimates

**FIGURE 4: PERCENTAGE OF WORKERS IN BROAD OCCUPATIONAL CATEGORY BY NATIVITY**



Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

In comparison with Michigan's native-born, a larger percentage of Michigan's foreign-born population are also seen in the *Architecture and engineering* and *Computer and mathematical* occupations. A much larger share of the native-born population is in the *Office and administrative support* category.

The majority of STEM occupations (Science, Technology, Engineering, and Mathematics) are in the broad categories of *Computer and mathematical*, *Architecture and engineering*, and *Life, physical, and social science* occupations. The percentage of Michigan's foreign-born population employed in STEM occupations is considerably larger than their

native-born counterpart, with 14.0 percent of the foreign-born employed in STEM occupational groups as compared to only 5.5 percent of the native-born.

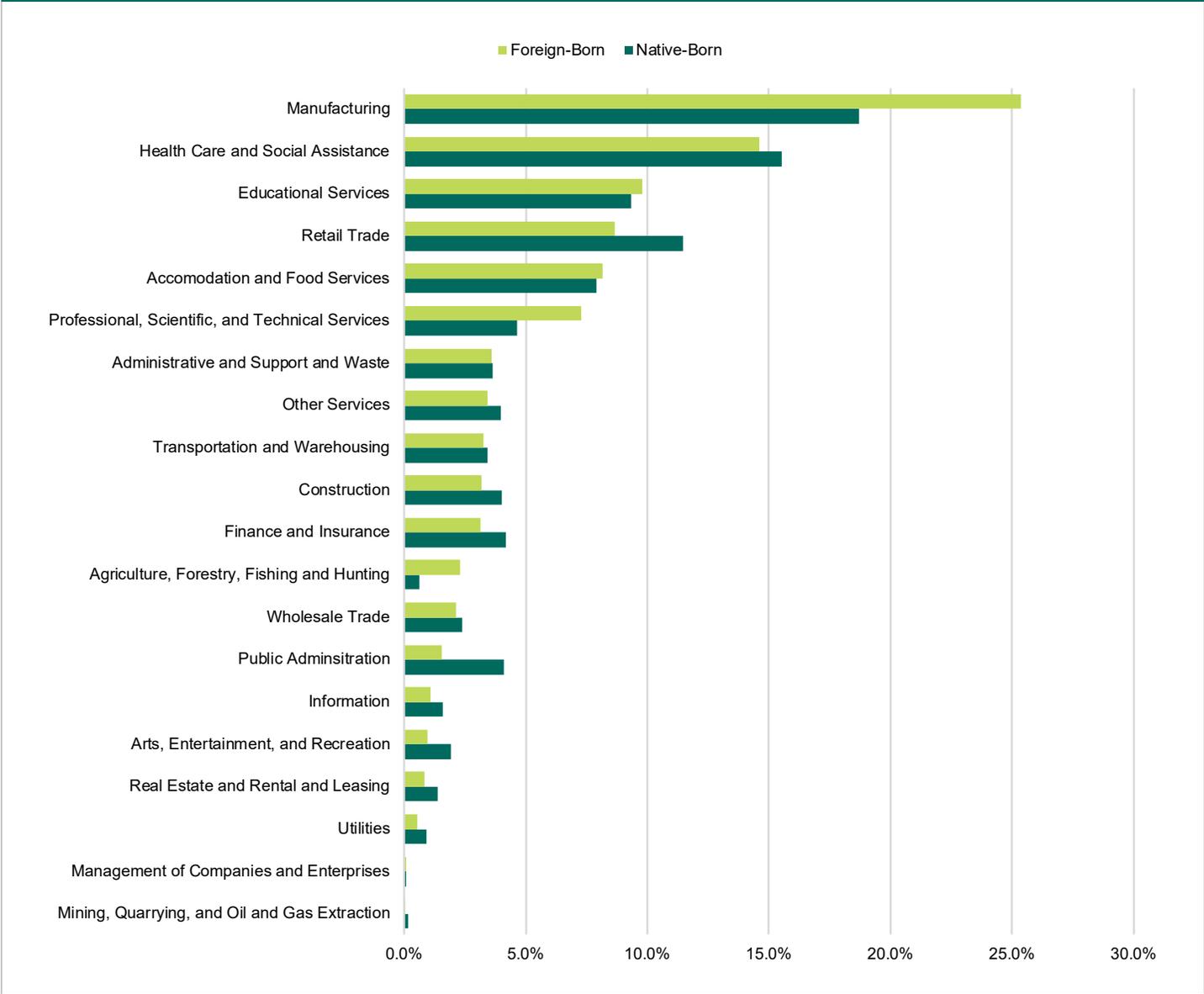
Furthermore, Michigan's long-term occupational projections demonstrate that *Healthcare support* and *Architecture and engineering* are among the top six major occupational groups with the highest projected percentage job growth through 2026<sup>2</sup>. Since a larger percentage of Michigan's foreign-born residents are employed in these high-demand fields, this is a positive indicator of future job prospects for Michigan's foreign-born.

Similar to the analysis of occupations, a review of Michigan employment by industry (excluding the self-employed) shows that the percentage of Michigan's foreign-born population (25.4 percent) far exceeds that of Michigan's native-born (18.7 percent) in the *Manufacturing* sector. Foreign-born workers also moderately exceeded the share of native-born workers in the *Professional, scientific, and technical services* industry, which primarily consists of *Engineering* occupations.

The percentage of native-born workers outpaced the foreign-born in the fields of *Retail trade* and *Public administration*.

<sup>2</sup> Michigan Bureau of Labor Market Information and Strategic Initiatives Long-term Projections, 2016 through 2026.

**FIGURE 5: PERCENTAGE OF WORKERS IN BROAD INDUSTRIES BY NATIVITY**



Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

**Wage Distribution**

An examination of wage distribution by nativity reveals that for wage percentiles of less than fifty percent, Michigan’s full-time employed native-born population has higher wages than the foreign-born population. For example, at the 10th percentile, Michigan’s native-born population makes an average of \$20,200, while Michigan’s foreign-born employed earn \$18,500.

However, for the median wage percentile or greater, Michigan’s foreign-born income exceeds that of the native-born. In fact, at higher percentiles, the difference between the two wages continuously expands, culminating in the largest difference between the two

wages at the 99th percentile. At the 99th percentile, the state’s foreign-born wage is \$428,744, while the native-born wage was significantly less at \$356,822. Intuitively this makes sense, as the state’s foreign-born population tends to have a higher share of persons completing college degrees than their native-born counterparts, and the foreign-born population is more highly concentrated in STEM occupations and industries with high-wage jobs.

**The Self-Employed**

An analysis of the percentage of Michigan’s population that is self-employed reveals that a larger portion of Michigan’s foreign-born population is self-employed than Michigan’s

native-born population. Self-employed individuals comprise 5.2 percent of Michigan’s foreign-born workforce, compared to 3.4 percent of the native-born. The majority of the foreign-born self-employed are in the *Management* category (1.3 percent), followed by *Sales and related* (0.9 percent).

**Barriers to Employment**

Language can present a serious barrier to the foreign-born population’s labor market success. Among the foreign-born population over 16 years of age, 80 percent speak a language other than English in their home. Half of that population say they speak English less than very well, according to their own ability assessment. Seven percent of this

**FIGURE 6: WAGE DISTRIBUTION OF MICHIGAN'S FULL-TIME EMPLOYED BY NATIVITY**

PERCENTILES	NATIVE-BORN	FOREIGN-BORN
1%	\$8,200	\$7,800
10%	\$20,200	\$18,500
25%	\$30,300	\$27,600
50%	\$46,000	\$49,400
75%	\$70,800	\$88,100
90%	\$103,600	\$126,400
99%	\$356,800	\$428,700

Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

group do not speak English at all, while 17 percent say they don't speak English well. Taken as a whole, speaking English not well or not at all presents a serious barrier to entry to the labor market for one in five of Michigan's foreign-born residents.

In addition to difficulties posed by limited English proficiency alone, this population is also less likely to be highly educated than those who speak English very well. While 58 percent of those who speak English very well hold at least a bachelor's degree, 24 percent of those who speak English less than very well hold at least a bachelor's degree. The combination of low education and limited English proficiency could result in difficulties finding good jobs.

Another barrier to employment may take the form of poverty. Almost 19 percent of foreign-born Michigan households have incomes at or below the poverty line. This is three percentage points more than the Michigan average. Households at or less than 185 percent of the poverty level, a metric used for eligibility for various assistance programs, are also more frequent among the foreign-born population, at 35 percent versus the Michigan average of 28 percent. While less obvious than language difficulties, barriers related to poverty can be a significant hindrance when attempting to attain gainful employment.

### Geographic Distribution of the Foreign-Born

Higher concentrations of foreign-born residents are typically found in areas of higher population density within Michigan, such as in areas around metro Detroit and Grand Rapids. Counties in these areas are home to anywhere from 80 to 120 foreign-born residents per 1,000 total

population, higher than the statewide average of 66 per 1,000 residents. In fact, counties that are in metro areas of at least 250,000 people have an average of 76 foreign-born persons per 1,000 residents, versus an average of 20 for counties outside of such metro areas. About one third of all Michigan counties fall into the metropolitan county group.

In terms of statewide concentration of foreign-born residents, Michigan stands squarely in the middle of the 50 states. At 27th among all states, Michigan's 66 foreign-born residents per 1,000 persons is just below Nebraska and above Pennsylvania in the share of foreign-born residents. California, New York, and New Jersey are the states with the highest concentration of foreign-born residents, each having more than 200 foreign-born residents per 1,000 total residents. Mississippi, Montana, and West Virginia are the states with the lowest concentration, ranging between 16 to 23 foreign-born per 1,000 residents.

Among states that immediately border Michigan, the state has the second-highest concentration. Illinois is home to 140 foreign-born residents per 1,000 total population, more than double the Michigan share. Other neighboring states have concentrations of foreign-born residents that are similar to Michigan's, ranging from 43 to 50 foreign-born residents per 1,000.

### Conclusion

Michigan's foreign-born population is an important component of the state's economy and will continue to be into the future due to the state's changing demographics. These highly-educated residents of the state fill jobs in important STEM occupations — a vital component of Michigan's auto-focused economy. While Michigan currently lies in

the middle of the distribution for foreign-born residents among all states, Michigan's economic future points toward a continuing focus on this important group of residents.

**KEVIN DOYLE**  
Employment Projections Specialist

**ERIC GUTHRIE**  
State Demographer

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Economic Specialist

# ONLINE JOB AD LEVELS IN MICHIGAN ADVANCE DURING NOVEMBER

November Michigan online job advertisements rose by 4,411 to a total of 146,673, up 3.1 percent from October. Michigan ad levels were up nearly 4,400 or 3.1 percent since November 2018.

## Michigan Supply/Demand Rate

The supply/demand ratio is defined as the number of unemployed persons per job advertisement. Michigan's supply demand rate for November was down to 1.34, indicating that for every 134 available job seekers there were 100 job advertisements posted. This was down from October when the rate was 1.40, and was also lower than the November 2018 rate of 1.38.

## Metro Area Job Ad Trends

In November, 11 of the 13 Michigan metro areas with recorded job ad data had growth in the number of total ads posted. The Detroit metro area had the largest job ad advance over the month, up by 2,525 ads or 3.8 percent. Grand Rapids was the second largest metro area in the state in terms of job ads with 15,801. Monroe had the largest percentage addition of any Michigan metro area in November with a gain of 10.3 percent (+145 ads).

## Non-Seasonally Adjusted Job Postings

Information is available on advertised jobs by detailed occupation as well as broad occupational groups from the Help Wanted Online Data Series, but the data is not seasonally adjusted.

## Job Ads by Occupational Group

Major groups are the broadest classification of related occupations. Over the month, online job ad counts rose in total as well as for most major occupational groups. Total non-seasonally adjusted job ads were up 3,540 or 2.4 percent. Thirteen major groups added job ads over the month while 9 were hit with regressions in total ads. *Food preparation and serving related* ads advanced by the largest percentage (+8.6 percent) of any major group, adding a total of 886 ads. *Healthcare practitioners and technical* had the largest numeric ad growth of any major group, up by 990 or 5.3 percent.

Over the year, non-seasonally adjusted ads increased by 3.1 percent in Michigan. Trends were mixed among major occupational groups, with equal numbers of major groups registering gains and losses in job ad volume

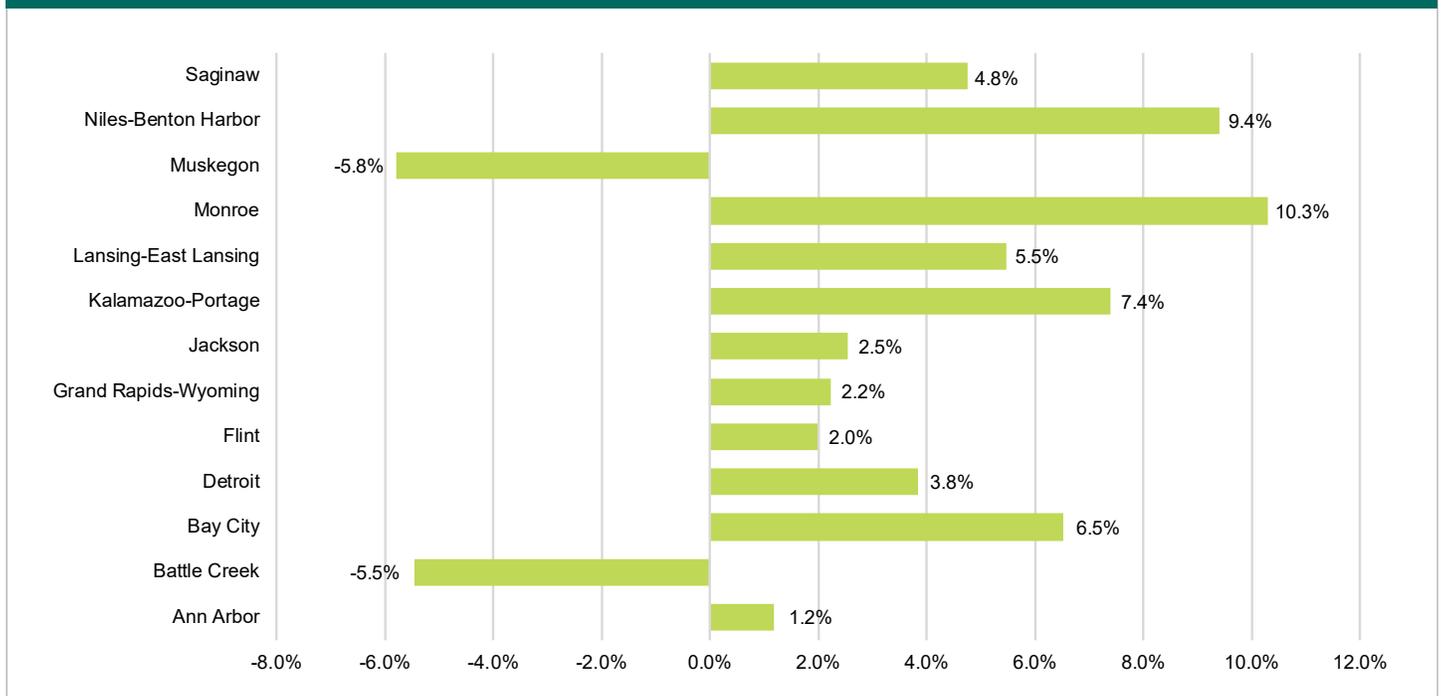
over the year. Since November 2018, *Food preparation and serving related* ads had the largest positive percentage change, up 16.3 percent (+1,571 ads). *Sales and related* job ads were close behind with a 14.8 percent advance and the largest numeric gain of 2,807 ads since November 2018. *Farming, fishing, and forestry related* ads declined 25.3 percent over the year (-89 ads) while *Production* ads had the second largest percentage drop of 18.8 percent. *Transportation and material moving* ads had the largest numeric decrease, down 1,252 to a November 2019 total of 7,908.

## Foreign-Born Concentrated Occupations

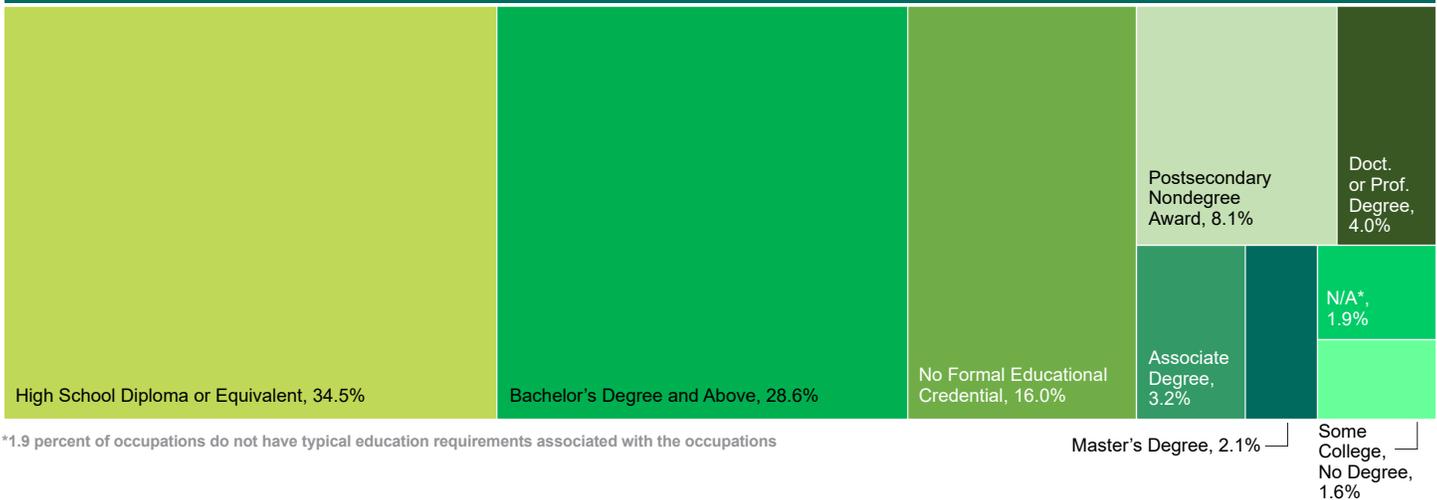
Two of the major occupational groups with the highest share of foreign-born workers are the *Computer and mathematical* as well as the *Architecture and engineering* groups. These major groups made up 7 percent and 5 percent of all ads statewide in November. Ads vary across metro areas in the state, but Ann Arbor leads all Michigan metro areas with these two major groups combining for 16 percent of all ads.

**EVAN LINSKEY**  
Economic Analyst

## MONTHLY CHANGE IN JOB ADS BY METRO AREA



## TYPICAL EDUCATIONAL REQUIREMENT FOR ALL JOB POSTINGS, MICHIGAN\*



## LABOR DEMAND BY OCCUPATION (NOT SEASONALLY ADJUSTED)

OCCUPATION CATEGORIES	NOV 2019	OCT 2019	NOV 2018	OVER THE MONTH	
				LEVEL	PERCENT
<b>TOTAL</b>	<b>151,019</b>	<b>147,479</b>	<b>146,410</b>	<b>3,540</b>	<b>2.4%</b>
Administrative Support	15,793	15,610	14,381	183	1.2%
Office and Administrative Support	15,793	15,610	14,381	183	1.2%
Construction and Repair	7,923	8,119	8,227	-196	-2.4%
Construction and Extraction	2,023	2,070	2,449	-47	-2.3%
Installation, Maintenance, and Repair	5,900	6,049	5,778	-149	-2.5%
Farming, Fishing, and Forestry	263	282	352	-19	-6.7%
Farming, Fishing, and Forestry	263	282	352	-19	-6.7%
Healthcare	25,768	24,613	23,673	1,155	4.7%
Healthcare Practitioners and Technical	19,508	18,518	18,134	990	5.3%
Healthcare Support	6,260	6,095	5,539	165	2.7%
Management	9,897	9,365	10,127	532	5.7%
Management	9,897	9,365	10,127	532	5.7%
Production	4,053	4,222	4,990	-169	-4.0%
Production	4,053	4,222	4,990	-169	-4.0%
Professional	38,715	38,074	38,835	641	1.7%
Architecture and Engineering	6,885	6,821	7,724	64	0.9%
Arts, Design, Entertainment, Sports, and Media	2,432	2,557	2,447	-125	-4.9%
Business and Financial Operations	7,085	7,027	7,307	58	0.8%
Community and Social Services	3,298	3,062	3,075	236	7.7%
Computer and Mathematical	11,263	10,807	11,078	456	4.2%
Education, Training, and Library	5,954	5,977	5,403	-23	-0.4%
Legal	363	340	356	23	6.8%
Life, Physical, and Social Science	1,435	1,483	1,445	-48	-3.2%
Sales	21,727	21,655	18,920	72	0.3%
Sales and Related	21,727	21,655	18,920	72	0.3%
Service	18,972	18,135	17,745	837	4.6%
Building and Grounds Cleaning and Maintenance	3,096	3,073	3,498	23	0.7%
Food Preparation and Serving Related	11,213	10,327	9,642	886	8.6%
Personal Care and Service	2,301	2,314	2,519	-13	-0.6%
Protective Service	2,362	2,421	2,086	-59	-2.4%
Transportation	7,908	7,404	9,160	504	6.8%
Transportation and Material Moving	7,908	7,404	9,160	504	6.8%

# RELEVANT RANKINGS

FOREIGN-BORN PER 1,000 BY STATE				
RANK	STATE	TOTAL POPULATION	FOREIGN-BORN POPULATION	FOREIGN-BORN PER 1,000
1	California	38,982,847	10,518,488	270
2	New York	19,798,228	4,490,656	227
3	New Jersey	8,960,161	1,979,156	221
4	Florida	20,278,447	4,106,367	202
5	Nevada	2,887,725	561,744	195
23	North Carolina	10,052,564	787,971	78
24	Alaska	738,565	56,043	76
25	Kansas	2,903,820	203,780	70
26	Nebraska	1,893,921	130,660	69
27	Michigan	9,925,568	653,196	66
46	Alabama	4,850,771	167,926	35
47	South Dakota	855,444	28,358	33
48	Mississippi	2,986,220	68,894	23
49	Montana	1,029,862	21,771	21
50	West Virginia	1,836,843	29,578	16

Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

## FOREIGN-BORN PER 1,000 BY MICHIGAN COUNTY

RANK	COUNTY	TOTAL POPULATION	FOREIGN-BORN POPULATION	FOREIGN-BORN PER 1,000
1	Oakland County	1,241,860	153,454	124
2	Washtenaw County	361,509	43,498	120
3	Macomb County	864,019	94,415	109
4	Ingham County	286,185	26,761	94
5	Wayne County	1,763,822	153,287	87
6	Kent County	636,376	51,104	80
7	Berrien County	154,948	8,861	57
8	Ottawa County	280,243	15,983	57
9	Oceana County	26,317	1,472	56
10	Kalamazoo County	259,830	12,159	47
79	Schoolcraft County	8,114	76	9
80	Tuscola County	53,569	467	9
81	Gladwin County	25,324	217	9
82	Ontonagon County	6,072	51	8
83	Montmorency County	9,290	78	8

Source: U.S. Census Bureau, American Community Survey, 2017 Five-Year Estimates

# NOTES ON THE 2018 ACS FIVE-YEAR ESTIMATES

On December 19, the U.S. Census Bureau released the 2018 American Community Survey (ACS) Five-Year Estimates. The ACS samples about 1 percent of households in the United States annually and asks questions about individual and household characteristics. Unlike the one-year estimates, which only have information for areas with at least 65,000 residents, the five-year estimates have data for all geographies. Although the five-year estimates are available for smaller populations, users should understand that this data represents an average over the five-year timespan. Thus, although these estimates are not as current, pooling five years of data allows for improved precision of estimates in areas with smaller populations.

This new data release contains information on households throughout Michigan. Information on the composition of households can shed light on current and future services needed in Michigan regions.

## Households with Single Residents Aged 65 And Over

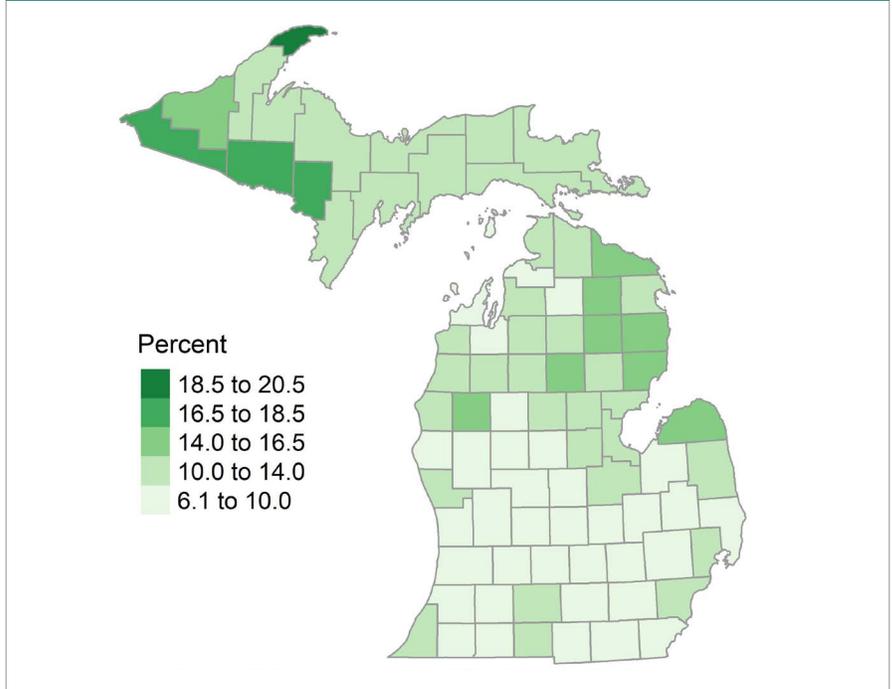
At the national level, the percentage of households with a single resident 65 and over rose from 9.3 to 10.7 percent from 2005–2009 to 2014–2018. Compared to the nation, Michigan has a higher proportion of such households. The percentage of households with a single 65 and over Michigander rose from 9.6 to 11.6 percent from 2005–2009 to 2014–2018.

As can be seen in the maps at right, many counties have seen increases in the proportion of households with a single occupant 65 and over. Counties with the greatest proportion of such households are in the Northern Lower Peninsula and the Upper Peninsula. This includes two counties, Alcona and Iron, that have about one in five households in this category.

## Households Containing Families With Children Under 18

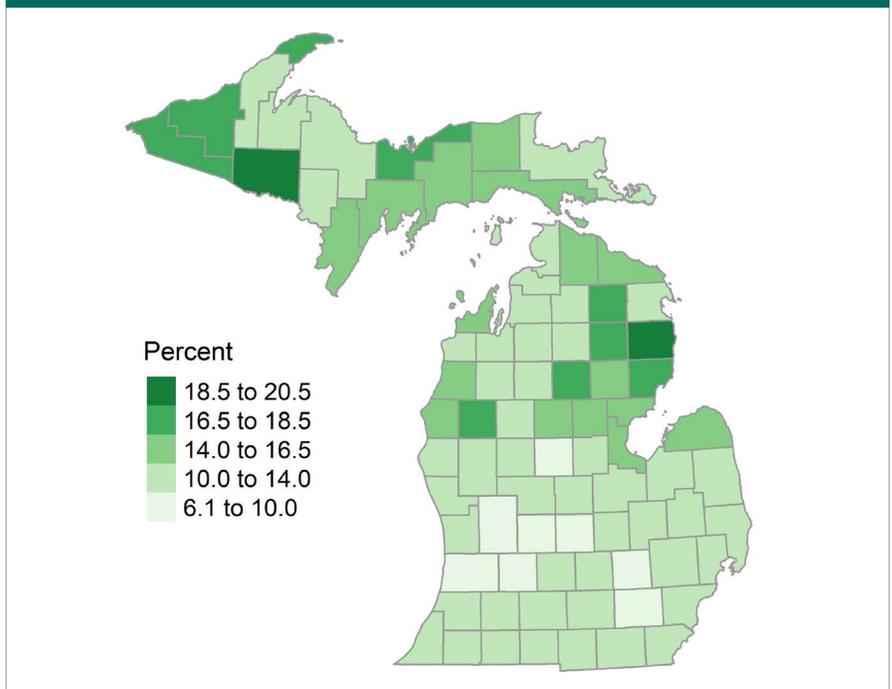
Nationally, the proportion of households that were families with children under 18 declined from 33.9 to 31.1 percent from 2005–2009 to 2014–2018. In Michigan the proportion of households that had children under 18 fell from 32.8 to 28.7 percent.

### PERCENTAGE OF HOUSEHOLDS WITH SINGLE OCCUPANT 65+, 2005–2009



Source: U.S. Census Bureau, American Community Survey, 2018 Five-Year Estimates

### PERCENTAGE OF HOUSEHOLDS WITH SINGLE OCCUPANT 65+, 2014–2018



Source: U.S. Census Bureau, American Community Survey, 2018 Five-Year Estimates

As you can see in the maps to the right, counties throughout Michigan have seen reductions in households with children. Counties with a relatively high proportion of children are generally distributed throughout southern Michigan. Counties in the Grand Rapids metro area had the highest proportion of households with children in 2014–2018.

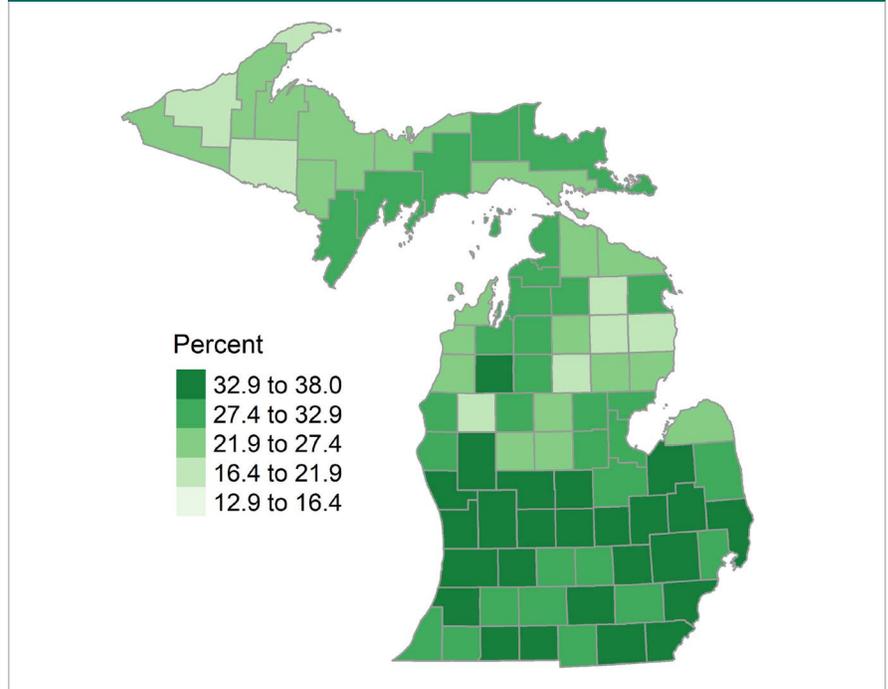
These trends have several causes. For example, births in Michigan fell sharply in the 2000s due to declining birth rates and emigration of young people. Additionally, the number of people 65 and over has increased, particularly as the vanguard of baby boomers began crossing the 65-year-old mark in 2011. Extreme examples of these trends are in Alcona, Iron, Lake, Ontonagon, and Roscommon counties, which all had, on average, more households with a single occupant 65 and over than families with children during the 2014–2018 period.

These data provide insights about the changing nature of services needed across the state. Many areas are transitioning from needing services targeting families with children to senior oriented services.

All data presented here — in addition to a wealth of other socioeconomic, demographic, and housing information — are available from the Census Bureau website, [www.census.gov](http://www.census.gov).

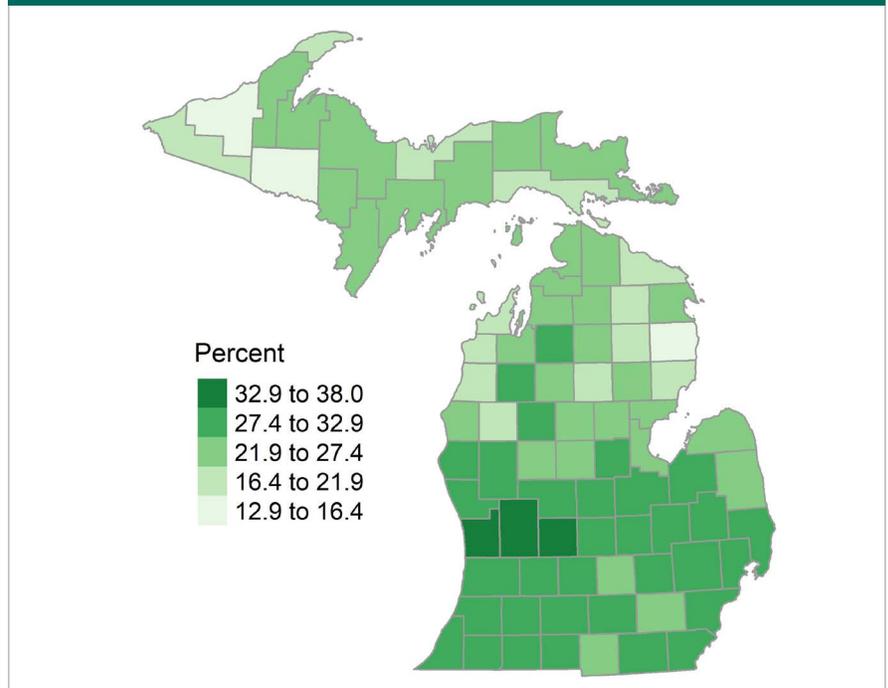
**ALAN LEACH**  
Demographic Analyst

### PERCENTAGE OF HOUSEHOLDS CONTAINING FAMILIES WITH CHILDREN UNDER 18, 2005–2009



Source: U.S. Census Bureau, American Community Survey, 2018 Five-Year Estimates

### PERCENTAGE OF HOUSEHOLDS CONTAINING FAMILIES WITH CHILDREN UNDER 18, 2014–2018



Source: U.S. Census Bureau, American Community Survey, 2018 Five-Year Estimates



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