Demographic and Labor Market Profile: City of Flint

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State of Michigan

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Bureau of Labor Market Information and Strategic Initiatives

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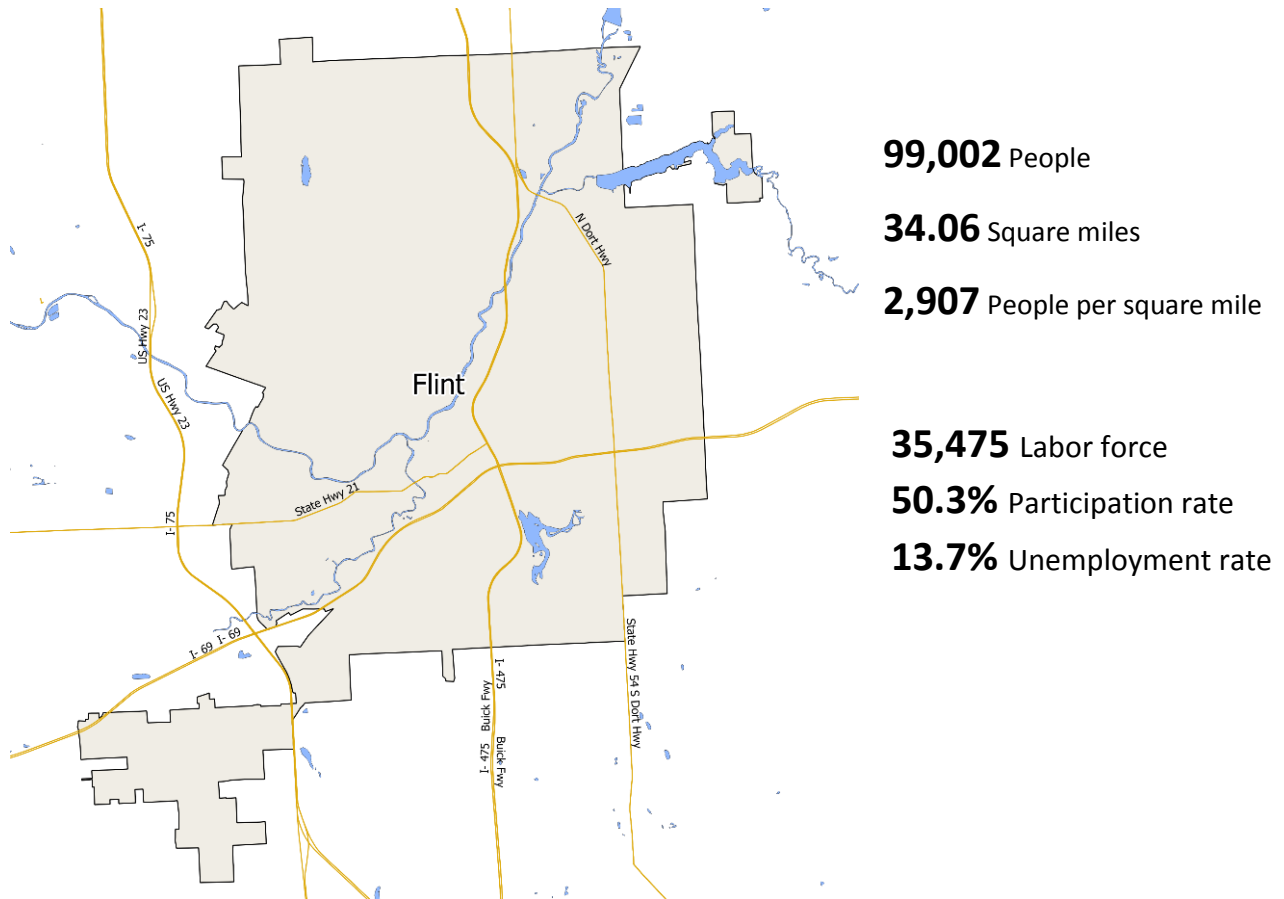Regional Economic Research Coordinator

Eric Guthrie

Michigan's State Demographer

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This analysis is among a series of Michigan cities' profiles produced by the Department of Technology, Management, and Budget, Bureau of Labor Market Information and Strategic Initiatives (BLMISI), to provide an overview of the labor market, population, and other socio-economic indicators (e.g., education, housing, etc.) for Flint, in comparison to the state. In addition, please visit our website at www.michigan.gov/lmi for more statewide and regional labor market information.

Summary Statistics 2014

99,002 People

34.06 Square miles

2,907 People per square mile

35,475 Labor force

**50.3%** Participation rate

13.7% Unemployment rate

Source: 1) U. S. Bureau of Census, City and Town Population Estimates (2014);
2) Eric Guthrie, Michigan's State Demographer (map);
3) Bureau of Labor Market Information and Strategic Initiatives (for unemployment rate and labor force);
4) U.S. Census Bureau, American Community Survey 2014, 1-year Estimates (for Participation Rate)

Part I: Population Indicators

Population Trends

- Estimates from the U.S. Census Bureau put the population of Flint at 99,002 in 2014, marking a low point for the size of the city's population and the second year in a row that the population was below 100,000.

- The estimate for 2013 was the first time, since the population was enumerated in 1920 that the population of Flint was below 100,000. Flint reached its peak population (196,940) in 1960, and since that time has fallen nearly 50 percent (49.7 percent).

- Flint has lost population in every enumeration since that historic peak, and in recent years, those losses have been significant. Between 2000 and 2010, Flint lost 18 percent of the resident population. Between 2010 and 2014, Flint lost an additional 3.4 percent.

Figure 1: Total Population of Flint, 2000-2014
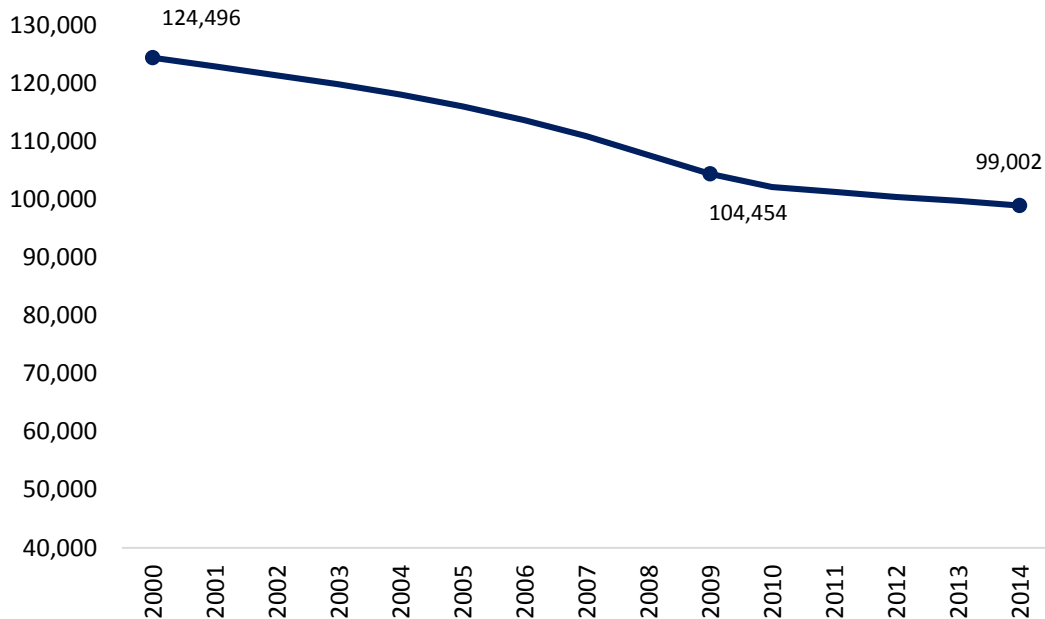
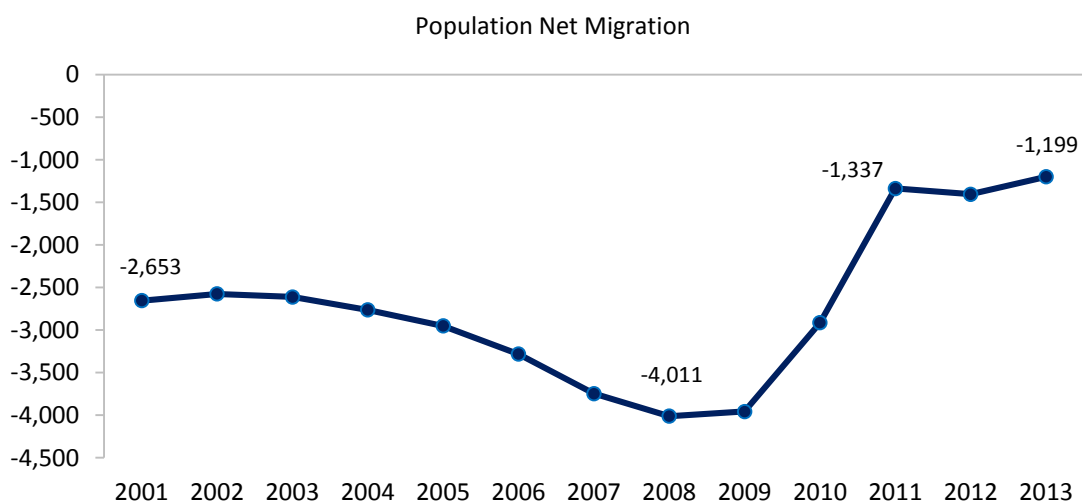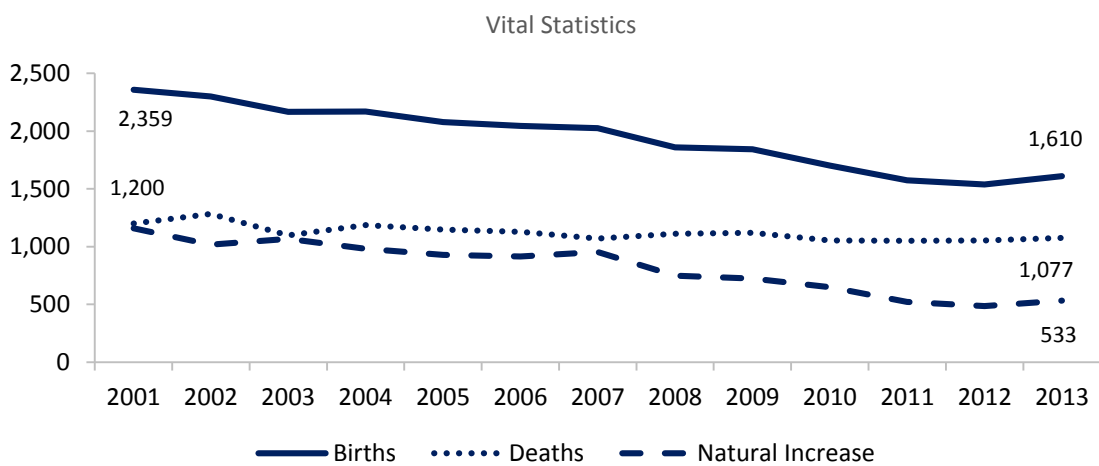Source: U.S. Census Bureau, 2010 Intercensal Estimates & Vintage 2014 Population Estimates

- Recent population losses can be attributed to increased net out-migration and to declining birth rates. From 2006 through 2011, Flint recorded a low point for both births and migration. Since that time, both seem to be recovering somewhat but remain well below points that have fueled Flint's past gains.

- When looking at cities in the U.S. with over 100,000 people, Flint is among the cities with the largest population reductions between 2000 and 2010 and between 2000 and 2014. In both of those periods, Flint was ranked fourth for population loss. The only cities to have larger percent population losses than Flint were Detroit, New Orleans, Louisiana, and Gary, Indiana. While much of the population loss in New Orleans can be attributed to a natural disaster, declines in Flint, Detroit, and Gary were tied to structural economic losses. New Orleans was the only one of these four cities to have grown in the period 2010 to 2014.

- Indeed, one probable cause of the out-migration of population in Flint is the well-documented loss of high paying manufacturing jobs, and particularly in automotive manufacturing, that started in the 1980s and continued well into the current decade. Please see a detailed analysis in the section below on 'Industry Jobs'.

**Figure 2:** Population Change Components in Flint, 2001-2013

Vital Statistics

Population Net Migration

Source: U.S. Census Bureau, 2010 Intercensal Estimates, Vintage 2014 Population Estimates, & Michigan Department of Health and Human Services.

Population Characteristics

- The population of Flint is considerably younger than the state's population as a whole. This is borne out by Flint's median age of 35.1 years compared to the state's median age of 39.6.

- The population attending Flint's colleges and universities is apparent in the bulge in the teens and twenties in the population pyramid below.

Figure 3: Population Distribution by Age and Sex, 2014
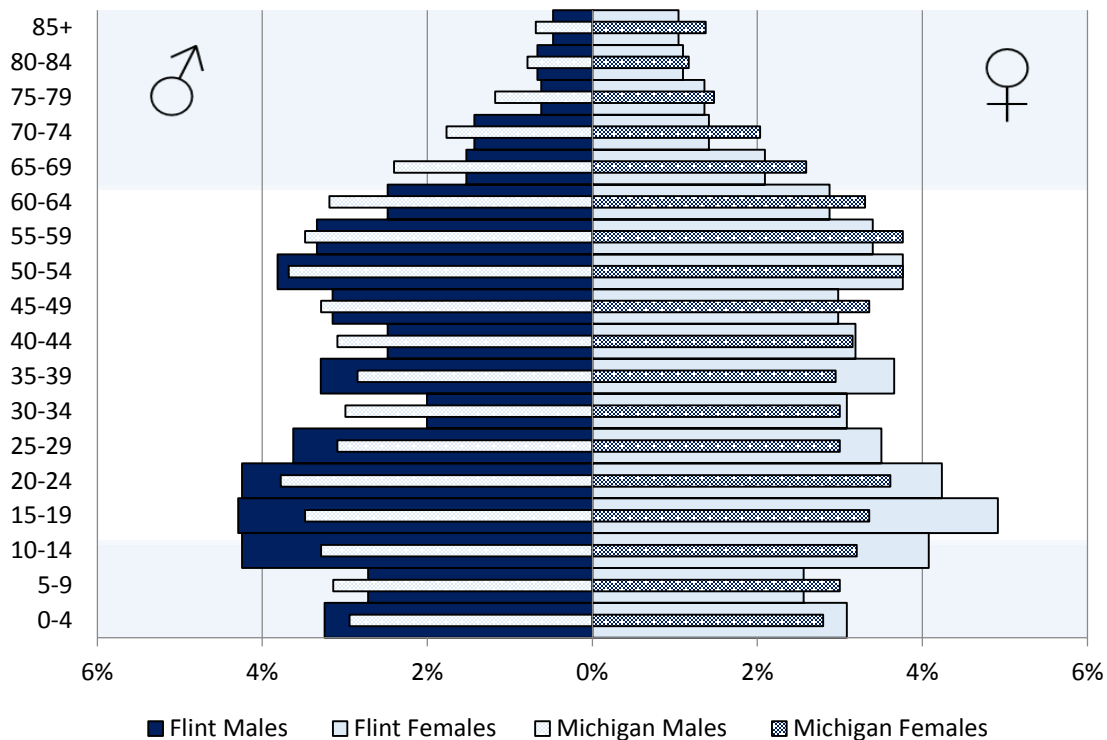
Source: U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

- The Flint population pyramid (Figure 3) also shows some unexpectedly low populations in the male side in the 30-34 and 40-44 age groups. There may be some gaps in the younger ages that are masked by the university presence mentioned earlier. Further research will be required to understand the reasons for the reduction in those age groups, but a possible explanation might be increased incarceration related to the high levels of crime and poverty that will be discussed later. In 2013 and 2014, 898 persons were sent to state prisons from Genesee County, according to Michigan Department of Corrections data[1]. If similar amounts are sent every year, this could account for at least a portion of that missing population. When the pyramid is constructed from 2010 data, the last enumeration of the population, some reductions are seen in the male side of the pyramid, but not with the same age specificity and severity as seen in the 2014 data.

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[1] Michigan Department of Corrections, 2014 Statistical Report & 2013 Statistical Report

- Flint had a larger percentage of the population that was female than the state as a whole with 52.4 and 50.9 percent for Flint and Michigan respectively.

- The majority of the Flint population was African American with 51.5 percent of the population in 2014, which stands in contrast to the state as a whole where the African American population was 13.8 percent. Flint's Hispanic population share of 3.9 percent was below the statewide share (4.8 percent). About 2.3 percent and 4.2 percent of the population identified as two or more races in Michigan and Flint respectively. Asians made up 2.8 percent of the population statewide but barely registered with 0.1 percent in Flint.

Figure 4: Population Distribution by Race/Ethnicity, 2014
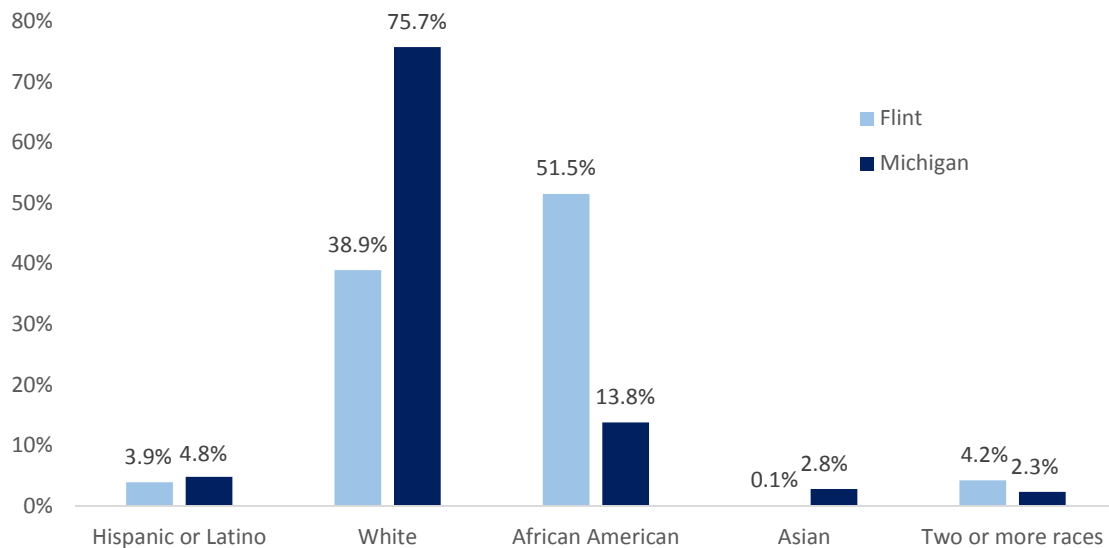
American Indians and Alaska Natives (AIAN); Native Hawaiians and Other Pacific Islanders (NHOPI); and persons indicating Some Other Race were omitted due to their small numbers in Flint and Michigan. Each accounted for one percent or less.

Source: U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

- Flint is lagging behind the state in terms of its proportion of residents that are 25 years and over with a degree beyond high school. In Flint, 21.8 percent of residents have an Associate's degree or higher which compares to 36.6 percent for the state. For persons with a Bachelor's degrees or higher, the difference is even more substantial with the state having more than double the proportion of persons 25 and over with a Bachelor's or graduate/professional degree than in Flint.

- On the opposite end of the education spectrum, Flint sees lackluster numbers compared to the state as a whole. Flint has 16.7 percent of the population with less than a high school diploma or equivalent which compares to just 10.1 percent for the state.

- The National Center for Educational Statistics conducted two surveys on adult literacy in the U.S., one in 1992 and the other in 2003, measuring the percentage of adults (16 years old and over) who lacked basic prose literacy skills. With an illiteracy rate of 12 percent in 1992, Genesee County ranked 25th of 83 Michigan counties. However, as Genesee County's economy continued to struggle, skilled adults moved out to find jobs elsewhere in the state or the nation. In 2003, Genesee County ranked 4th with the worst adult literacy rate after Wayne, Lake, and Oceana counties.
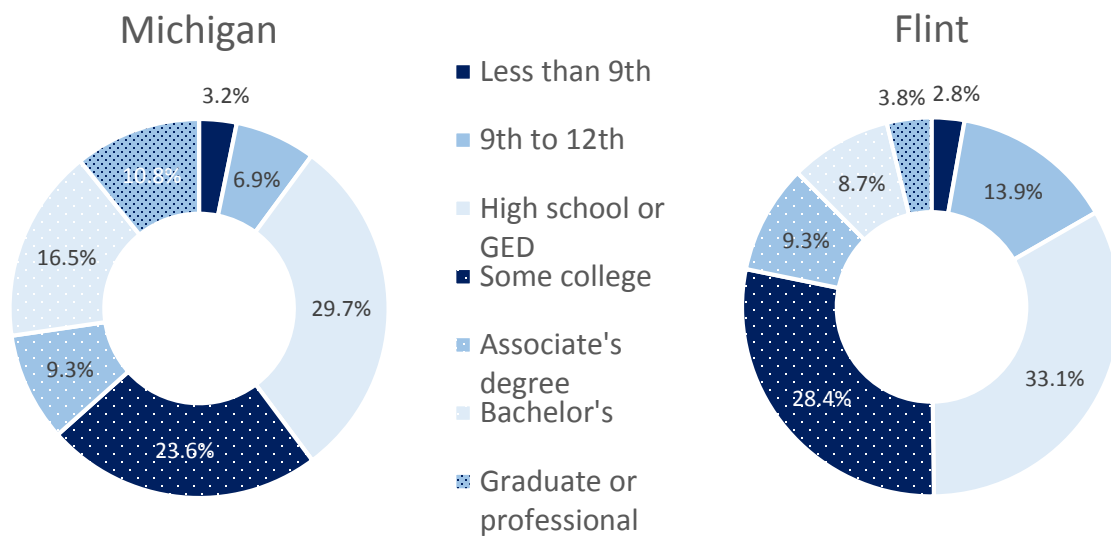

**Figure 5:** Education Attainment for Population 25 Years Old and More, 2014

Source: U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

Family and Household Characteristics

According to the U.S. Census Bureau, a household consists of all people who occupy a housing unit regardless of relationship. A household may consist of a person living alone or multiple unrelated individuals or families living together. A family consists of two or more people (one of whom is the householder), related by birth, marriage, or adoption, residing in the same housing unit.[2]

- At 21.8 percent, Flint had a much smaller proportion of married-couple families than did the state as a whole with 47.3 percent (Figure 6). The converse was true for other family types where Flint had 36.5 percent of households while the state had 17.5 percent. Both had similar shares of nonfamily households with 41.7 percent and 35.2 percent for Flint and the state respectively. These distinctions become important when examining other characteristics of households such as income and housing.

Figure 6: Distribution of Households by Type, 2014
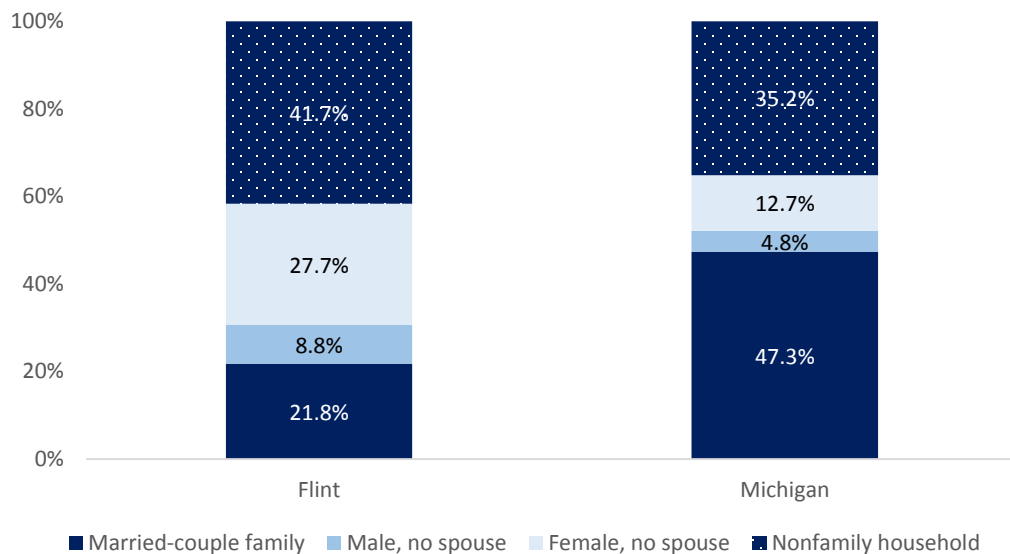
Source: U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

When looking at family types[3], it is evident that there is a significantly different family structure in Flint than the state as a whole.

- Figure 7 below shows that in Flint, the most common family type with children was that of a Female householder, with no spouse present (55.3 percent), while the most common structure with children in the state is the married-couple type with 65.4 percent. Flint has almost double the share of male householders with no spouse present, 17.1 percent, compared to the state with 9.0 percent.

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[2] See Appendix A for details.
[3] See Appendix A for details.

Figure 7: Distribution of Family Households with Children, 2014
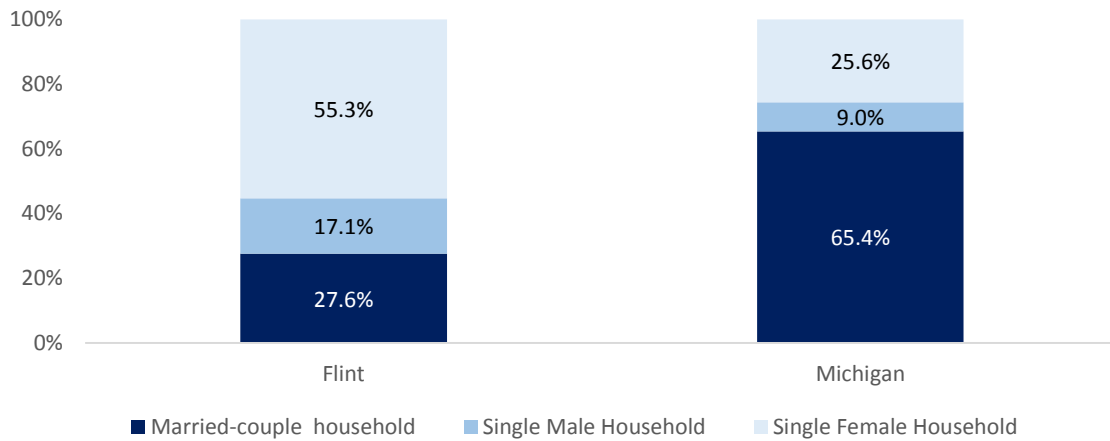
Income and Housing

- Income in Flint was lower than for the state as a whole for each of these household types.

- Income distribution followed the same pattern in Flint as it did for the state as a whole, but the levels were considerably lower. Median income for households was only 52.5 percent of what it was for the state. That proportion was largest for Married-couple Families, whose median income was 69.8 percent of what it was at the state level.

Figure 8: Median Income by Household Type, 2014
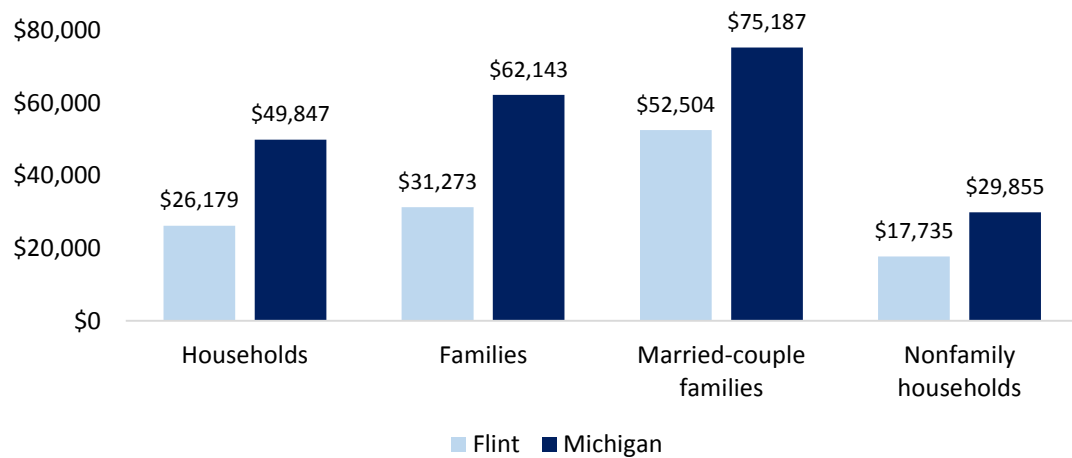
- A similar relationship existed for per capita income for Flint and the state in 2014. The per capita income in Flint, $14,827, was 55.7 percent of the statewide per capita income of $26,613.

- When race is considered, per capita incomes in Flint were lower in every category in 2014. The differences were smallest in the African American and Hispanic groups, though each was earning less than the statewide per capita income.

Figure 9: Per Capita Income by Race/Ethnicity, 2014

AIAN = American Indians and Alaska Natives

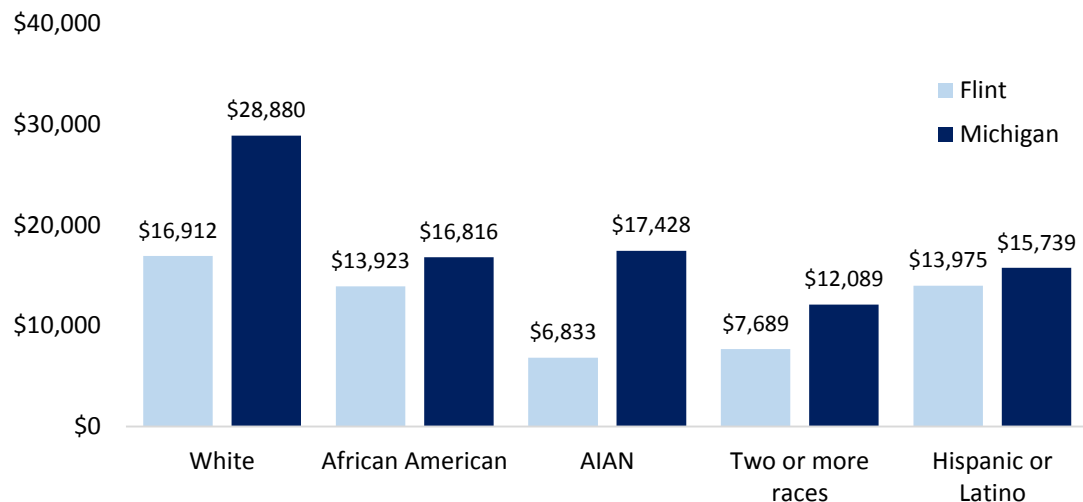**Source:** U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

- Housing value and home ownership are related to and important indicators of wealth. Aside from providing a place to live and tying one to a community, they also provide a mechanism for intergenerational wealth transfer. Flint residents will have difficulty using home ownership in this way with the substantially lower home values in Flint versus the state as a whole. The median value for an owner-occupied home in Flint, $32,300, was only 25.7 percent of that for the state as a whole, $125,700, in 2014.

- The proportion of housing units occupied by owners rather than renters was lower for households overall and for every household and family type in Flint. Only half of households lived in units they owned in Flint versus 70 percent for the state as a whole (Figure 10).

Figure 10: Housing Occupancy by Household Type, 2014
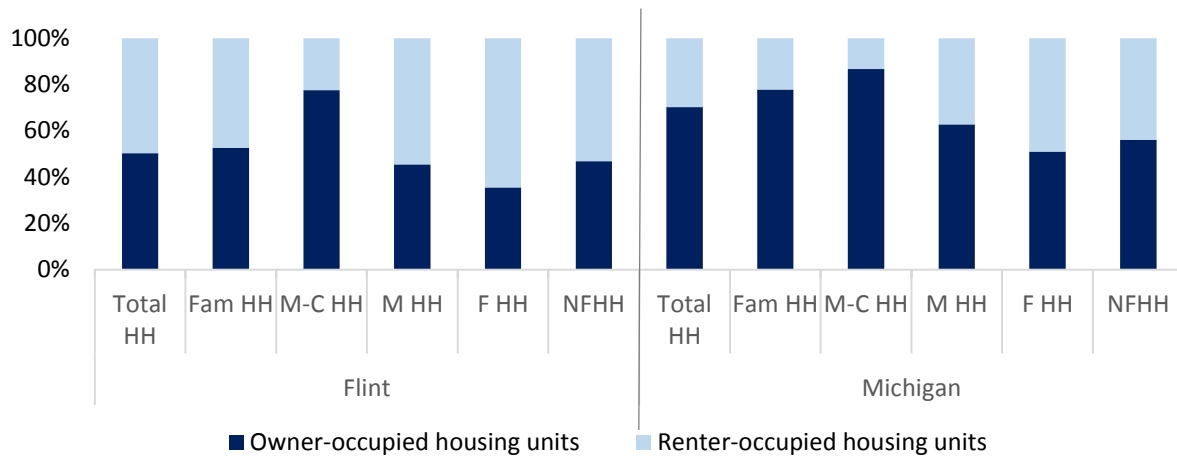
HH = Household; M-C = Married-couple family; F = Female-headed family with no male present;
M = Male-headed family with no female present; NF = Non-Family

Source: U.S. Census Bureau, American Community Survey, 2014 1-year Estimates

- The family structure that was least likely to be living in a unit that they owned was the female-headed household. This was true for both Flint and the state overall.

Poverty

Poverty is measured at the family level and is based on comparing families' total income against thresholds that vary by family size and composition.   The thresholds do not vary by geography (except Alaska and Hawaii) and are based on the cost of a minimum diet, which is updated annually using the Consumer Price Index (CPI)[4].

A wide variety of factors are relevant when considering poverty, including age, race, family structure, and disability status.

- In 2014, Flint (40.1 percent) had the highest poverty rate among Michigan cities over 65,000 people, followed by Detroit (39.3 percent) and Kalamazoo (36 percent).

- In 2014, the poverty rate for people living in Flint was over double that of the state as a whole. Additionally, it was higher in every age category, from the youth to the elderly.

- The poverty rate was lowest in Flint and the state for persons 65 and older (11 percent), perhaps due to social security and other programs, and highest for people under 18 (60 percent).

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[4] See Appendix B for more details

Figure 11: Poverty by Age, 2014
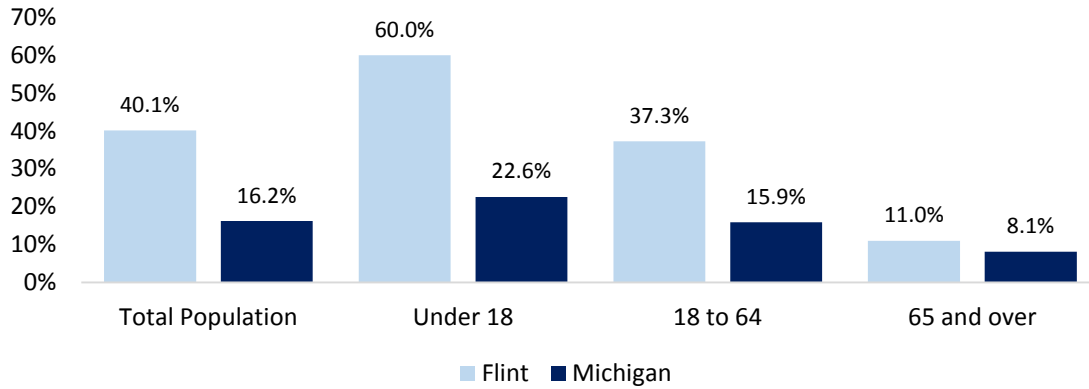
- When looking at poverty rates within the racial/ethnic groups that make up most of Flint's population, it is apparent that poverty was higher for all groups in Flint than in the state as a whole. The largest gap between the state and Flint was in the white group where 21.1 percentage points separate Flint and the state.

- In 2014, African Americans were experiencing poverty at a slightly lower rate in Flint than were Hispanics or Latinos, but both groups were showing poverty rates that were well above the levels for these racial/ethnic groups statewide. The larger gap was for the Hispanic or Latino group where 18.3 percentage points separated Flint residents from those in the state as a whole. The gap was 9.2 percentage points for African Americans (Figure 12).

Figure 12: Poverty by Race/Ethnicity, 2014
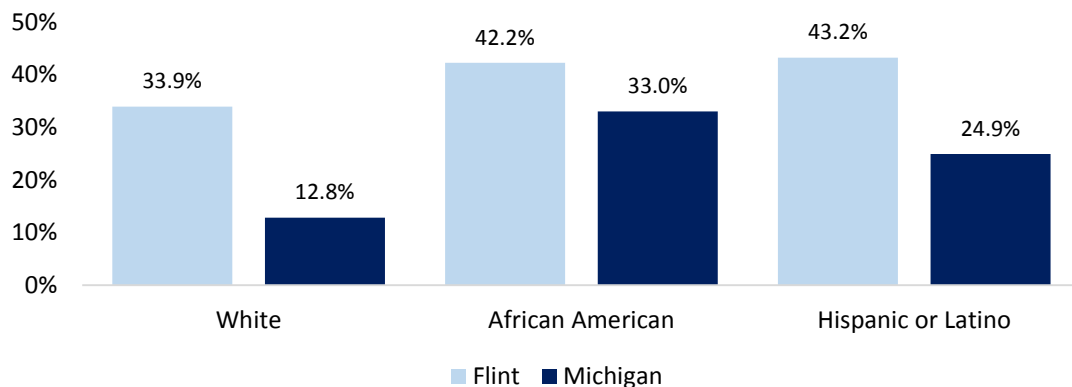
- Poverty in Flint was also higher for all family types. For all families, poverty was 22.6 percentage points higher in Flint than statewide. For families with related children under 18, the percentage point difference is even wider at 33.6 points.

Disability

Disability is an additional factor that can lead to poverty and other forms of economic distress.

- Over the period 2010-2014, Flint had a higher proportion of people with a disability than the state as a whole. Additionally, when age is considered, Flint leads the state average in all categories except the very young, those under 5 years of age (Figure 13).

Figure 13: Disability by Age, 2014
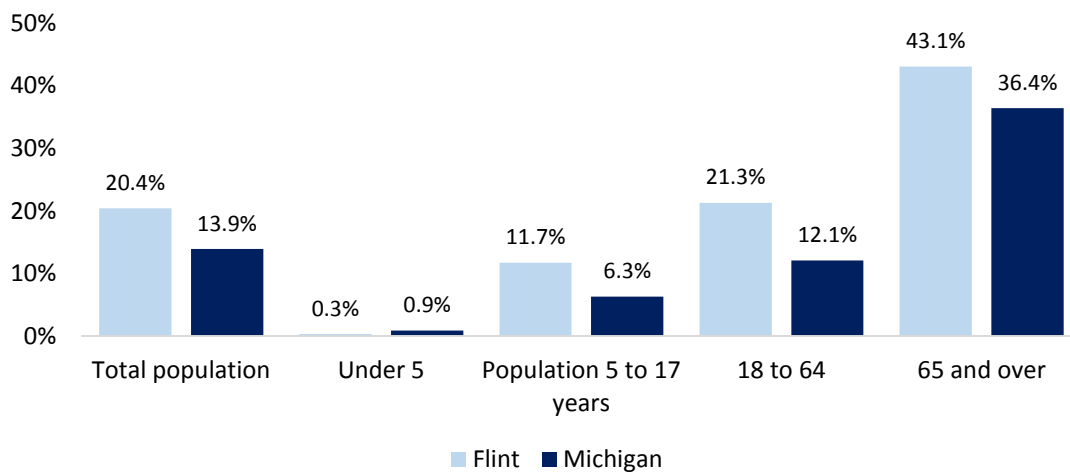
Source: U.S. Census Bureau, American Community Survey, 2010-2014 5-year Estimates

- When race/ethnicity is considered, Flint had a higher proportion of persons with a disability in all categories except for American Indians.

Figure 14: Disability by Race/Ethnicity, 2014
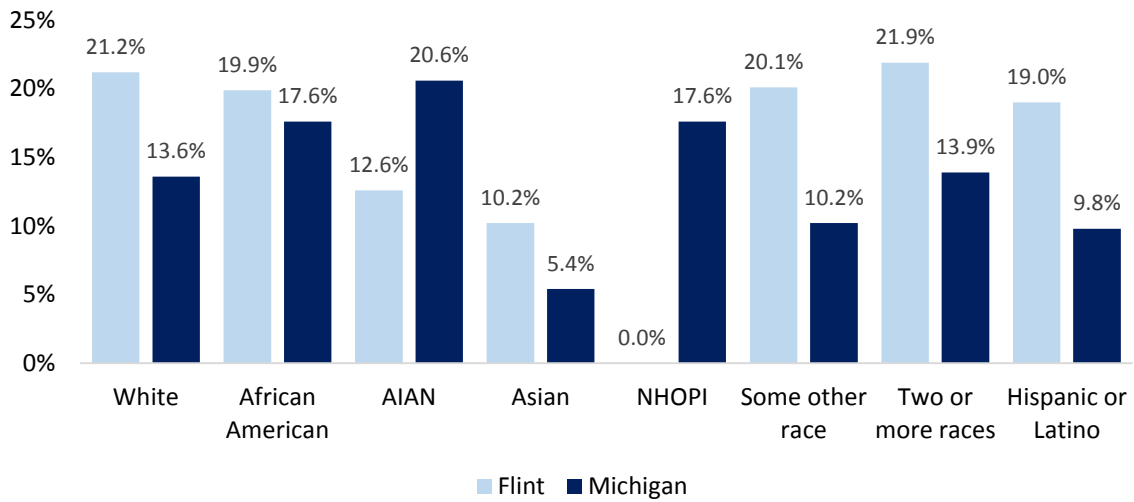
AIAN = American Indians and Alaska Natives;
NHOPI = Native Hawaiian and Other Pacific Islanders

Source: U.S. Census Bureau, American Community Survey, 2010-2014 5-year Estimates

Crime Levels

- Because the volume of crimes rises with the population, the crime rate (number of crimes per 100,000 people) is used to better compare crime across areas. In 2013, Flint ranked third in the violent crime rate, after Saginaw and Detroit (Figure 15 below). Violent crime is composed of four offenses:
    - Murder and nonnegligent manslaughter, in which Flint came third after Inkster and Saginaw
    - Forcible rape (Flint was third again after Jackson and Saginaw)
    - Robbery (Flint third after Hamtramck and Detroit)
    - Aggravated assault (Flint third after Saginaw and Detroit)

Figure 15: Selected Michigan Cities by Crime Rates (Number of Crimes per 100,000 people), 2013

City	Violent crime	Murder/non-negligent manslaughter	Rape	Robbery	Aggravated assault
Detroit	2,106	46	90	693	1,277
Flint	1,912	48	145	448	1,270
Grand Rapids	690	9	43	245	393
Lansing	1,056	7	111	225	713
Saginaw	1,958	58	127	256	1,517
Warren	503	2	94	123	284
Inkster	1,593	60	101	294	1,139
Jackson	1,107	12	177	183	736
Hamtramck	1,656	14	59	719	864
Westland	440	1	80	113	246

| City	Property crime	Burglary	Larceny-theft	Motor vehicle theft	Arson
Detroit	5,929	1,707	2,496	1,727	89
Grand Rapids	6,203	1,625	4,325	253	62
Flint	2,216	1,009	1,040	166	57
Lansing	3,475	1,113	2,043	318	27
Warren	2,601	658	1,510	433	30
Dearborn	3,237	416	2,428	393	15
Ann Arbor	2,158	350	1,727	80	10
Sterling Heights	1,894	251	1,491	152	8
Westland	2,905	683	1,881	341	17
Clinton Township	2,167	426	1,503	238	17

Sources: FBI, Uniform Crime Reports, prepared by the National Archive of Criminal Justice Data, 2013

Part II: Labor Market Indicators

Household Unemployment and Labor Force Participation Trends

- In 2005, the labor force participation rate of persons 16 years of age and above was around 58 percent in Flint, compared to 65 percent statewide. In Flint, the participation rate dropped to 48 percent by 2007 but inched up to around 50 percent in 2008, a level it more or less maintained through 2014. The labor participation rate for the state has followed the same trend as in Flint, dropping from 65 percent in 2005 and stabilizing at around 61 percent since 2011.

Figure 16: Unemployment and Labor Participation Rates: 2005 - 2015
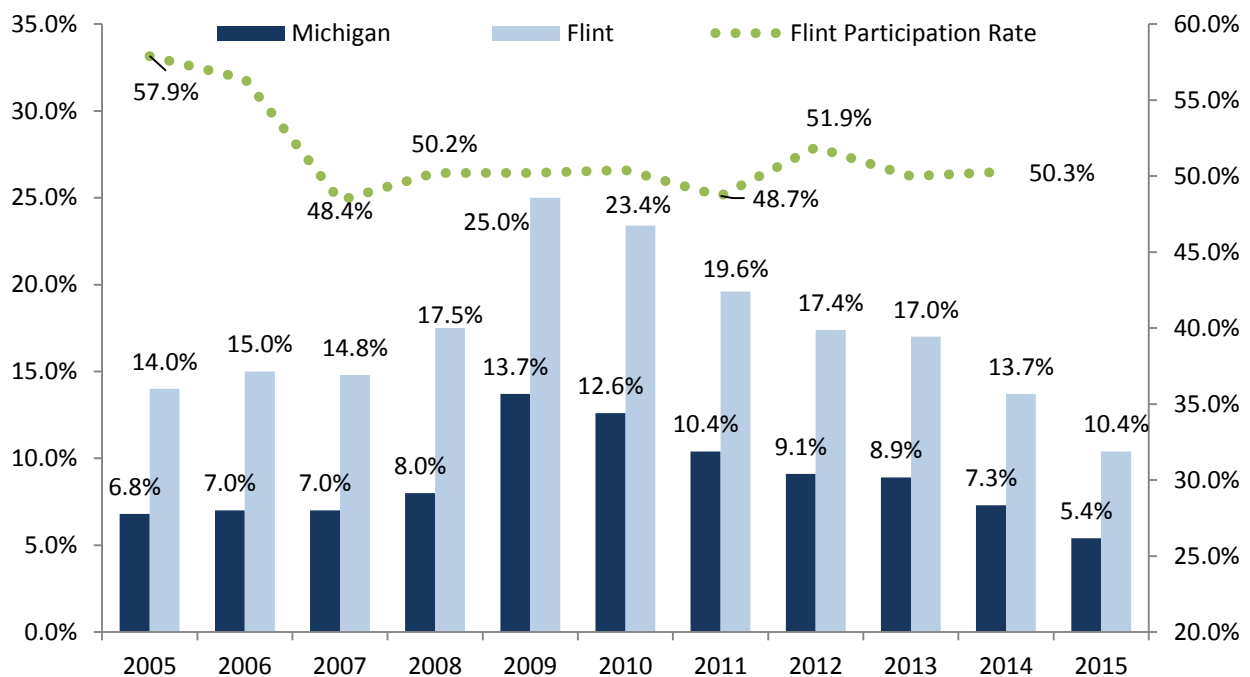
Source: Bureau of Labor Market Information and Strategic Initiatives (for Unemployment Rates); U.S. Census Bureau, American Community Survey 2005-14 (for Participation Rates)

- One of the reasons for declining labor force participation is the massive retirement of baby boomers happening across the nation. Looking at the population in the working age of 20 to 64, the participation rate of this group in Flint fell by about 10 percentage points from 2005 to 2011 (from 69 to 59 percent) but is up to around 63 percent in 2014. The state shows the same pattern, but with a higher rate hovering around 75 percent in 2014.

- According to data from the Bureau of Labor Market Information and Strategic Initiatives, the unemployment rate in Flint has been about double the statewide rate since 2005. However, trends in the jobless rate of Flint have to a large extent mirrored the statewide trend since 2000. Jobless rates in both Flint and the state rose between 2000 and 2003, partly because of the negative impact of manufacturing job losses on the economy.

- Unemployment rates were stable from 2005 to 2007, but at higher levels than in 2000. In 2008, the housing sector crashed, and in 2009, the automotive industry experienced severe financial difficulties, sending unemployment rates for the state into double digits and above 20 percent for Flint.

- Recently, unemployment rates have shown improvement, reflecting national and state economic recoveries. By 2015, unemployment rates in both Flint and Michigan were less than half the levels attained at the height of the recession in 2009.

Industry Jobs

Over the past 16 years, Michigan has endured two economic downturns that hit one of the state's important industries, manufacturing. However, in Flint, problems in the manufacturing sector started much earlier, stretching back to the 1980s. Information on industry employment is available only for the entire county of Genesee.

- Although manufacturing jobs as a share of total payroll employment declined in both Michigan and Genesee County, the drop was more dramatic in Genesee. In Genesee County, the manufacturing job share plunged from 30 percent in 1990 to 9 percent in 2015 (or -21 percentage points). This share decreased by only 7 percentage points statewide over the same period.

- Over a 25-year period, Genesee County manufacturing employment contracted by a huge 76 percent from 52,100 in 1990 to 12,500 in 2015. This was mainly due to the drastic decline in transportation equipment manufacturing employment, which contracted from 39,800 to 6,200 over this period.

Figure 17: Manufacturing Employment Trend, Indexed to 1990: 1990 - 2015
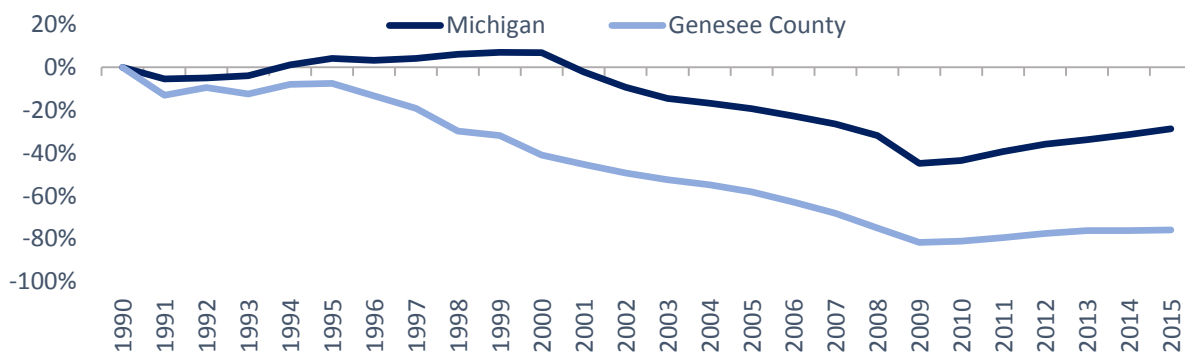
Source: Bureau of Labor Market Information and Strategic Initiatives, Current Employment Statistics (CES)

- The shrinking manufacturing sector in Genesee County has had a profound impact on the number of available jobs in the area. Figure 18 below shows total nonfarm payroll employment in Genesee County falling by 17 percent from 1990 to 2015 (about -29,500 jobs), despite job gains recorded in other sectors. Payroll jobs statewide were up eight percentage points in 2015 relative to 1990.
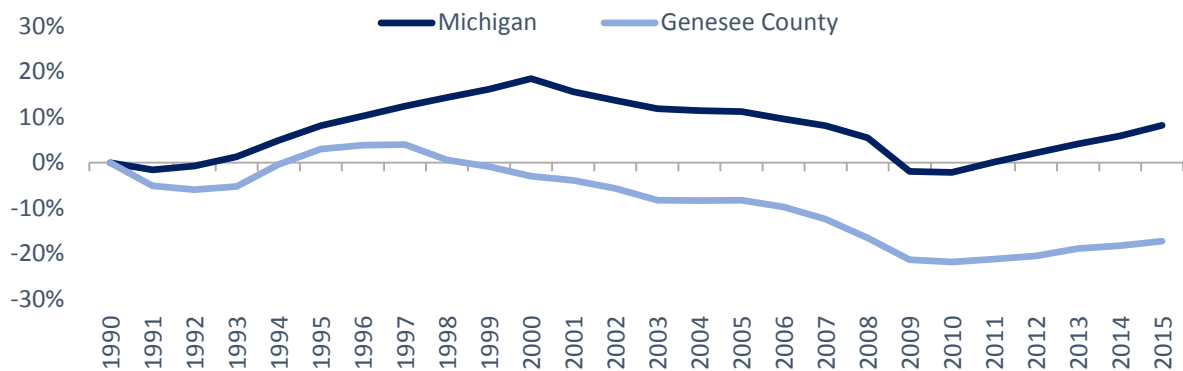
Figure 18: Total Nonfarm Payroll Employment Trend, Indexed to 1990: 1990 - 2015

Source: Bureau of Labor Market Information and Strategic Initiatives, Current Employment Statistics (CES)

- Unlike manufacturing, many other major industries in Genesee County showed noticeable growth since 1990 (Figure 19):

    - Employment in professional and business services doubled, soaring from 7,500 in 1990 to 16,400 in 1998. Jobs in this sector stabilized at around 15,000 since then.

    - Health care and social assistance displayed a steady job increase over the period. In 2015, employment in this sector was 34 percent above the level attained in 1990.

    - Another sector that displayed a steady employment increase was leisure and hospitality, which has stabilized at about 20 percent above the 1990 level since 1994.

    - Construction employment has followed the statewide trend in this sector, rising in the mid-1990s but continuously falling since the first economic recession in 2000. By 2015, jobs in construction were 20 percent below the 1990 level.

    - Other sectors that exhibited employment declines since 2000 included financial services, government, other private services (personal care, laundry, repair services, etc.), and wholesale trade.

    - Employment in retail trade, on the other hand, has been on a continuous decline since 1990, ending at -18 percent of the 1990 level in 2015.

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Figure 19: Payroll Employment Trend in Selected Industries, Indexed to 1990: 1990 - 2015
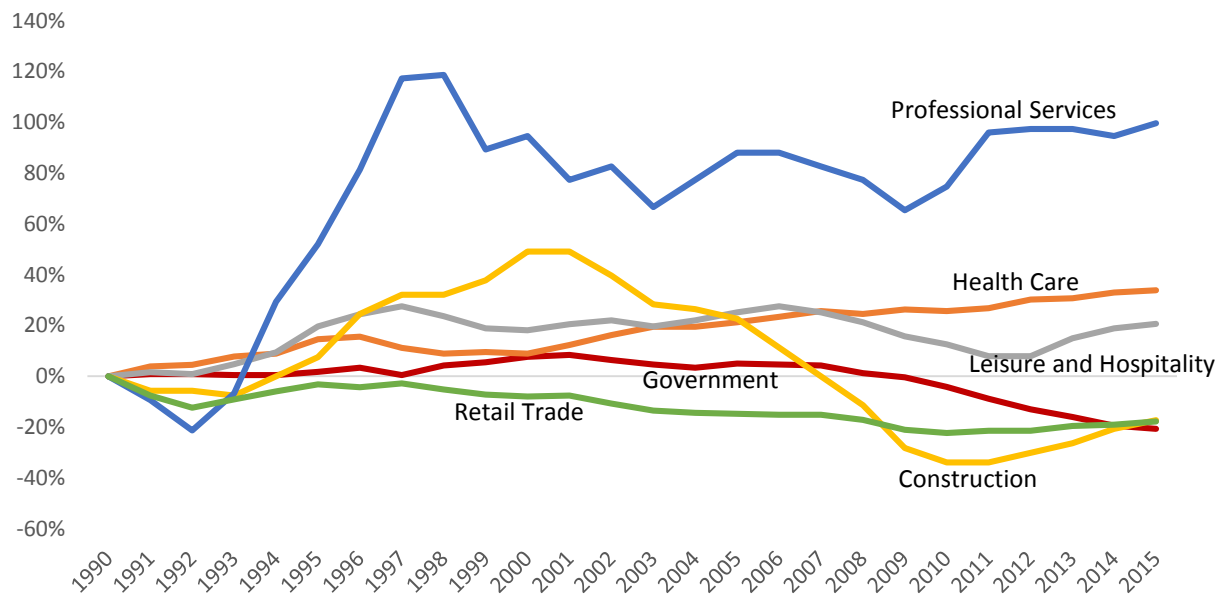
Figure 20 examines the industries in which residents of Flint work. Data from the U. S. Census Bureau's American Community Survey (5-year estimates) in 2014 indicate a different distribution of industry employment of female versus male residents of Flint.

- Flint has a larger share of female residents employed (54 percent) compared to the statewide average (49 percent).

- Manufacturing employs the largest share of male residents in both Flint and the state. Manufacturing is followed by retail trade, hotels and restaurants, and construction. The sector of health care and social assistance employs only three percent of Flint male residents.

- On the other hand, the largest share of both Flint and state female residents are employed in health care and social assistance. In Flint, health care is followed by retail trade, hotels and restaurants, educational services, and manufacturing.

Figure 20: Flint Residents' Employment Distribution by Gender and Industry, 2014
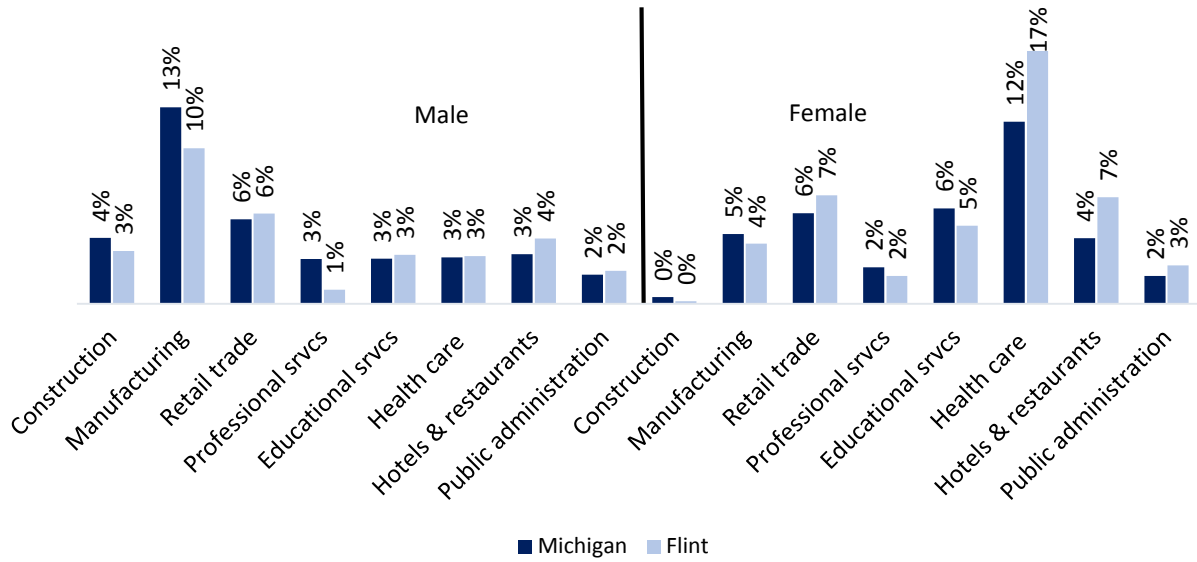
Source: U.S. Census Bureau, 2010-2014 American Community Survey 5-Year Estimates

Flint Workers' Commuting Patterns and Characteristics

Workers' Commuting Patterns

- The most recent data on workers' commuting patterns in Flint indicate that, in 2013, about 41,000 people worked in the city. Of those, close to 86 percent (or about 35,200) commuted in, while the remaining 14% (around 5,800) lived and worked in the city.

Figure 21: Workers Commuting Patterns, 2013
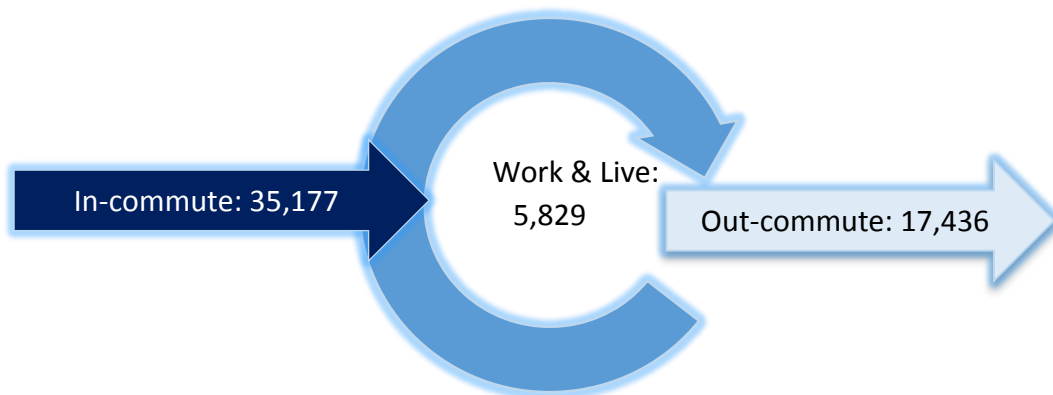
In-commute: 35,177

Work & Live: 5,829

Out-commute: 17,436

Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2013

- The share of in-commuters among the people that work in the city has continuously increased over the 12-year period this data is available, ranging from 78 percent in 2002 to 81 percent in 2008 and up to 86 percent in 2013. The share dipped slightly during the recent Great Recession in 2009 to 80 percent. However, it is important to note that the overall number of workers commuting into Flint has steadily declined, from 47,000 in 2002 to a little over 35,000 in 2013 (a drop of close to 12,000 workers).

- The share of Flint residents that commute outside the city to work has also been on a steady rise, extending from 69 percent in 2002 to 75 percent in 2013. Like in the case of those commuting to work in the city, the number of Flint residents that have a job outside the city also fell considerably between 2002 and 2013, from 29,900 to 17,500 (or about -12,400).

- The portion of residents living and working in the city steadily fell as well over the 2002-2013 period, ranging from 13,300 in 2002 to 5,800 in 2013 (or -7,500).

- The shrinking number of all three categories of workers described above (in-commuters, out-commuters, and those living and working in the city) suggests that Flint has been losing workers to other areas of the state and/or the nation, to retirement, or to persistent nonemployment (or some combination of the three factors).

Workers' Characteristics

Figure 22: Distribution of Workers by Age Groups, 2013
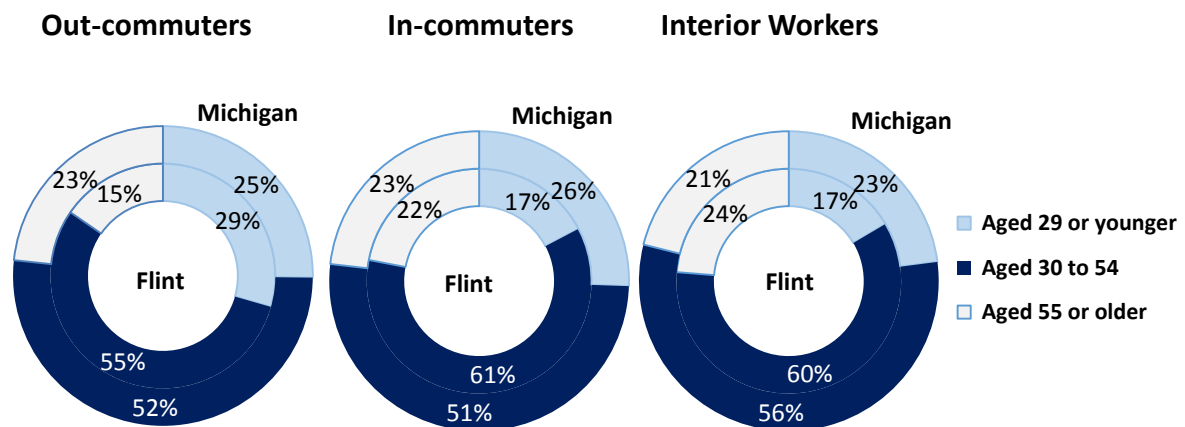
Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2013

- Overall Flint's workers by age display different shares than the statewide pool of employed individuals by category (out-commuters, in-commuters, and interior).
  - Flint counts a higher share of workers aged 30 to 54 than statewide for all three categories of workers, ranging from four percentage points higher for those living and working in Flint to 10 percentage points for the in-commuters.
  - Flint also has a higher portion of individuals aged 29 or younger for the out-commuters and a lower share of older workers (55 of age and above), primarily among out-commuters.

Figure 23: Distribution of Workers by Earnings, 2013

Out-commuters

In-commuters

Interior Workers
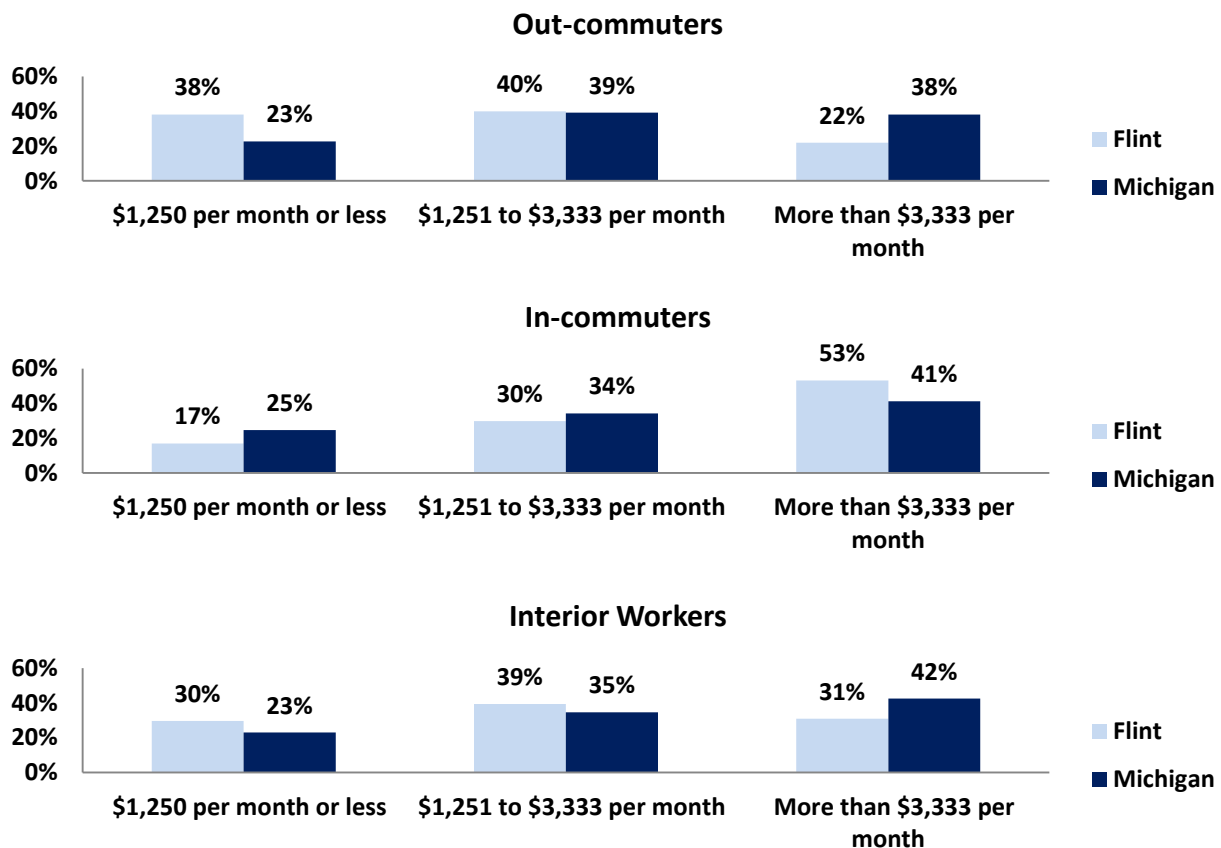
Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2013

- Just like in Detroit City, the earnings differences between the working residents of Flint and those workers who commuted into the city were substantial. Fifty-three percent of commuters into the city made more than $3,300 a month in 2013, compared to 41 percent in this category statewide. Only 22 percent of the city's working residents that commute outside the city to work and 31 percent of those that live and work in the city made that much.

- The difference in earnings between Flint's working residents and the working commuters into the city is a definite reflection of the gap in educational attainment between the two groups, as illustrated in the chart below.

Figure 24: Distribution of Workers by Educational Attainment, 2013

Area Workers by Educational Attainment

	Michigan	Flint
Bachelor's degree or advanced degree	30%	30%
Some college or Associate degree	33%	35%
High school or equivalent, no college	28%	27%
Less than high school	8%	8%

Working Residents by Educational Attainment

	Michigan	Flint
Bachelor's degree or advanced degree	30%	21%
Some college or Associate degree	33%	35%
High school or equivalent, no college	28%	31%
Less than high school	8%	13%

Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2013

- In 2013, about 30 percent of people working within Flint (no matter where they lived) had a Bachelor's degree or higher, which matched the share of this group statewide. However, the share of individuals working in the city who possessed some college or an Associate's degree outpaced the statewide average by two percentage points.

- On the other hand, the percentage of the city's working residents (in or outside the city) who had a Bachelor's degree or higher was nine percentage points below the statewide average in the same category, while the share of working residents with a High school diploma or less was above the statewide average.

Workers' Destination and Origin

As seen above, some people live outside and commute in to work; others live in the city and commute outside for work, while others yet live and work in the city.

Figure 25: Where Flint Residents Work, 2013

	Count	Share
Genesee County	12,600	54.2%
Oakland County	2,547	10.9%
Wayne County	1,462	6.3%
Ingham County	1,079	4.6%
Macomb County	952	4.1%
Washtenaw County	582	2.5%
Saginaw County	503	2.2%
Kent County	457	2.0%
Livingston County	391	1.7%
Jackson County	294	1.3%
All Other Locations	2,398	10.3%

Figure 26: Where Workers in Flint Live, 2013

	Count	Share
Genesee County	23,846	58.2%
Oakland County	3,215	7.8%
Wayne County	2,270	5.5%
Macomb County	1,465	3.6%
Saginaw County	1,237	3.0%
Lapeer County	961	2.3%
Shiawassee County	960	2.3%
Livingston County	854	2.1%
Washtenaw County	665	1.6%
St. Clair County	637	1.6%
All Other Locations	4,896	11.9%

Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2013

- Commuting data for 2013 showed that residents of Flint traveled as far as Kent, Ingham, and Jackson counties to work. However, those individuals working in Flint come primarily from counties that surround the city, and which are part of the Detroit Consolidated Metropolitan Statistical Area.

Real-time Online Labor Demand and Top Employers in Flint

Figure 27: Total Count of Online Job Ads, 2012-2016
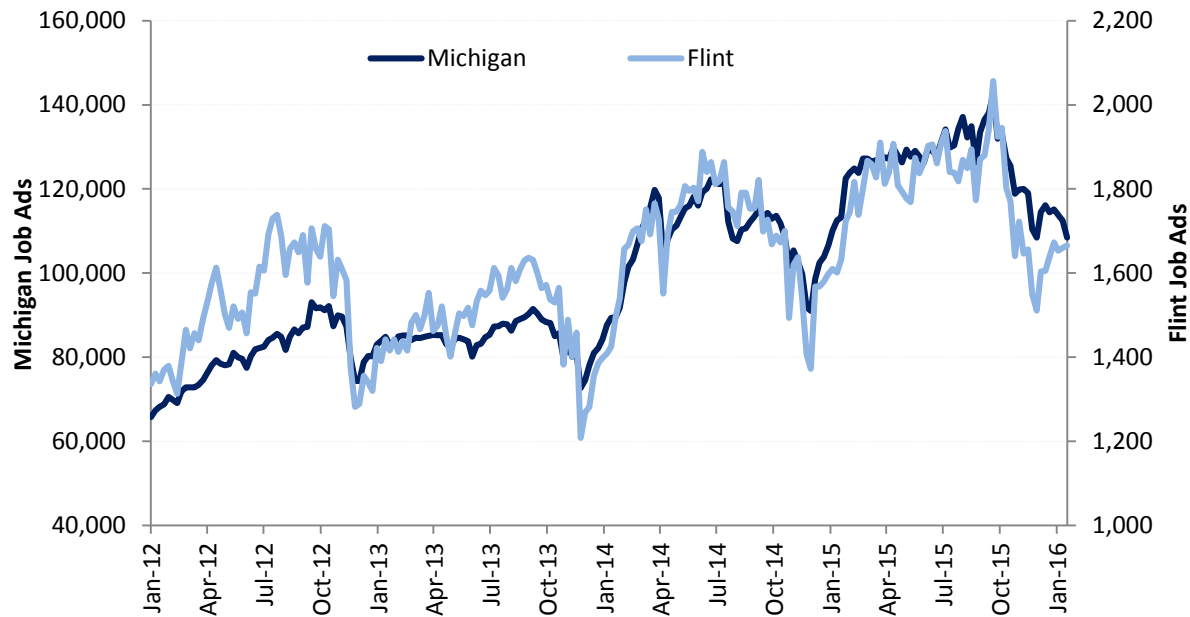
Jobs advertised online are one metric used to measure real-time employment demand in an area. Through a partnership with The Conference Board, The Bureau of Labor Market Information and Strategic Initiatives uses the Help Wanted Online® database as an indicator of "real-time" demand in the labor market.

- Online job ads in Flint have closely followed the statewide trend, escalating during the period following the recent Great Recession (2010 – 2012); as more workers were recalled to jobs and/or new individuals were hired by expanding businesses as the economy recovered. Hiring slowed somewhat in 2013 but picked up again in 2014 forward.

- However, between February 2012 and February 2016, jobs advertised online in Flint rose by only 22 percent, compared to about 57 percent statewide over the same period.

- An inventory of the most recent job postings online (February 2016) reveals that over half of the online job ads in Flint (55 percent) were for careers requiring a high school diploma or less, or some college but no degree. Twenty three percent of these ads required an associate's degree or vocational training, while the remaining 22 percent asked for a bachelor's degree or higher.

- Truck drivers, registered nurses, sales representatives of wholesale and manufacturing products, as well as retail salespersons and supervisors are among the top careers currently in demand in Flint.

Figure 28: Top In-demand Job Categories

Transportation and Material Moving
Ads: 460
Sales and Related
Ads: 460
Administrative Support
Ads: 320
Healthcare Practitioners
Ads: 320
Installation and Maintenance
Ads 190

Figure 29: Top In-demand Individual Occupations

Truck Drivers
Ads: 320
Registered Nurses
Ads: 120
Retail Sales Persons
Ads: 100
Retail Sales Supervisors
Ads: 70
Sales Reps, Wholesale and Manufacturing
Ads: 60

Source: Conference Board, Help Wanted Online®

Figure 30: Top Hiring Companies

McLaren Health System
Ads: 60
The University of Michigan
Ads: 50
Mott Community College
Ads: 50
FirstMerit Bank N.A.
Ads: 40
SavaSeniorCare
Ads: 40

Figure 31: Top Largest Employers

Hurley Medical System
Employment Range: 1,000-4,999
General Motors CO
Employment Range: 1,000-4,999
McLaren Health System
Employment Range: 1,000-4,999
Great Lakes Concrete Supply
Employment Range: 1,000-4,999
US Post Office
Employment Range: 500 to 999

Source: Conference Board, Help Wanted Online®; Infogroup®, Employer Database, 2016 1st Edition

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For more information on this profile, please contact the authors of this study**: Leonidas Murembya, PhD at (517) 241-6574 (murembyal@michigan.gov)** or **Eric Guthrie (517) 241-8667 (guthriee@michigan.gov)**. Please visit our website at www.michigan.gov/lmi for more statewide and regional labor market information.

Appendix A – Households and Families Definitions

1. Households and Families

Households and family are different units that have different characteristics. They appear separately in the census data and as such, it is important to understand what is being referred to when the terms are used. According to the Census Bureau, a household:

> …includes the related family members and all the unrelated people, if any, such as lodgers, foster children, wards, or employees who share the housing unit. A person living alone in a housing unit, or a group of unrelated people sharing a housing unit such as partners or roomers, is also counted as a household. The count of households excludes group quarters. There are two major categories of households, "family" and "nonfamily."[6]

It is evident from this definition that a family is a related but different category in census data. A family is a type of household that:

> … includes a householder and one or more people living in the same household who are related to the householder by birth, marriage, or adoption. All people in a household who are related to the householder are regarded as members of his or her family.

> A family household may contain people not related to the householder, but those people are not included as part of the householder's family in census tabulations. Thus, the number of family households is equal to the number of families, but family households may include more members than do families.[7]

These definitions seem confusing at first glance, at least in part because they use the same terms to define different things. A "householder" is the person that fills out the census forms. So if people are related to the householder, they are part of his or her family and considered a family household. If they are not then they are considered a nonfamily household.

Within the family designation, there are three separate types of families that can exist. According to the Census definition, "[f]amilies may be a 'Married Couple Family,' 'Female householder, no spouse present' or 'Male householder, no spouse present'."[8] These categories are self-explanatory with the caveat that the last two, female and male householders are not only single parent families. These family types would include grandparents and grandchildren, uncles caring for nieces and nephews, and the plethora of other family compositions that can exist that are not married-couples.

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[6] Census Glossary, https://www.census.gov/glossary/
[7] Ibid
[8] Ibid

2. Family Types

When a discussion of family types is initiated, the conversation eventually turns to single parent households. This is an important topic because these families have different needs and experience different levels of hardship than do their counterparts that either do not have children or are in married-couple families. Data on these types of families can be obtained by looking at the male and female-headed households that are listed as not having a spouse present. There is a subcategory that indicates whether these families have their own children under the age of 18 present. This is not a perfect breakout of the family type, but it is the best available measure. There become issues associated with cohabitating couples that are not married falling into this category, but there is not a way to separate out those situations. Additionally, there are issues with same-sex-couple families in this categorization scheme.

Appendix B – Poverty Thresholds

If the total income of a family is below the threshold, then the entire family is considered to be living in poverty. The following guidelines are used to determine total family income:

- Includes earnings, unemployment compensation, workers' compensation, Social Security, Supplemental Security Income, public assistance, veterans' payments, survivor benefits, pension or retirement income, interest, dividends, rents, royalties, income from estates, trusts, educational assistance, alimony, child support, assistance from outside the household, and other miscellaneous sources
- Noncash benefits (such as food stamps and housing subsidies) do not count
- All earnings are counted before taxes
- Excludes capital gains or losses
- If a person lives with a family, add up the income of all family members. (Non-relatives, such as housemates, do not count.)[9]

The data presented in the profile above compared incomes to the 2014 poverty thresholds. The most current guidelines are presented below:

2016 Poverty Guidelines for the 48 Contiguous States and the District of Columbia	
Persons in family/household	**Poverty guideline**
1	$11,880
2	$16,020
3	$20,160
4	$24,300
5	$28,440
6	$32,580
7	$36,730
8	$40,890
For families/households with more than 8 persons, add $4,160 for each additional person	

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[9] U.S. Census Bureau, "How the Census Measures Poverty", http://www.census.gov/hhes/www/poverty/about/overview/measure.html

2016 Poverty Guidelines for Alaska

Persons in family/household	Poverty guideline
1	$14,840
2	$20,020
3	$25,200
4	$30,380
5	$35,560
6	$40,740
7	$45,920
8	$51,120

For families/households with more than 8 persons, add $5,200 for each additional person

2016 Poverty Guidelines for Hawaii

Persons in family/household	Poverty guideline
1	$13,670
2	$18,430
3	$23,190
4	$27,950
5	$32,710
6	$37,470
7	$42,230
8	$47,010

For families/households with more than 8 persons, add $4,780 for each additional person