# MICHIGAN'S
# LABOR MARKET NEWS

**Michigan Job Openings and Labor Turnover Survey Data**

**Infographic of the Month: Key JOLTS Metrics for Michigan**

**Relevant Rankings: Job Openings and Unemployed Individuals per Job Opening Ranked by State**

**Michigan payroll jobs rose by 17,000 in November, similar to the average monthly 2021 job addition of about 19,000.**

NOVEMBER 2021 JOBLESS RATE

**MICHIGAN**

# 5.9%

**NATIONAL**

# 4.2%

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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 Analytics division conducts workforce research and program evaluation, giving you the insight you need to make smarter decisions.

Michigan's unemployment rate fell by two-tenths of a percentage point to 5.9 percent in November. This was significantly lower than the 8.2 percent jobless rate issued in November 2020. The state's workforce level remained flat this month: a rise of 11,000 employed individuals was offset by a drop in a similar number of unemployed people. Payroll jobs edged up in November by 17,000 or 0.4 percent. This was the seventh consecutive month of payroll job gains in Michigan.

This issue of *Michigan's Labor Market News* highlights the Job Openings and Labor Turnover Survey (JOLTS) data that was recently made available for all states by the U.S. Bureau of Labor Statistics. This monthly data set allows states to compare important metrics such as job openings, hires, separations, and quits over time. Our Infographic of the Month provides a snapshot of how these different metrics are performing in Michigan. The Feature Article describes the JOLTS data and how it can help answer important questions about the way workers move in and out of the state's job market each month. Also, the Relevant Rankings section compares the job openings rate among states in one table, while a second table ranks the number of unemployed individuals per job opening in each state.

We hope you enjoy this issue 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 NOVEMBER UNEMPLOYMENT RATE DECLINES

The Michigan seasonally adjusted jobless rate moved down in November by two-tenths of a percentage point to 5.9 percent.

The U.S. jobless rate decreased significantly by four-tenths of a percentage point over the month to 4.2 percent. Michigan's unemployment rate was 1.7 percentage points above the national rate. Over the year, the U.S. jobless rate fell by 2.5 percentage points, similar to the 2.3 percentage point drop in Michigan.

Michigan's labor force was essentially unchanged between October and November while the national workforce advanced by 0.4 percent over the month. Statewide employment edged up by 0.2 percent, somewhat below the monthly rate of employment gain nationwide. Total unemployment in the state moved down slightly by 3.8 percent in November while U.S. unemployment decreased by 7.3 percent.

Over the year, Michigan's number of unemployed dropped by nearly 30 percent, which was similar to the U.S. unemployment decline of 35.9 percent since November 2020.

Michigan labor market conditions continued to lag behind those recorded prior to the pandemic. Total employment in November remained 265,000, or 5.6 percent, below the February

2020 pre-pandemic level. Unemployment in the state is nearly 100,000 above the February 2020 total. The statewide jobless rate in November was 2.2 percentage points higher than the pre-pandemic percentage.

## Number of Job Losers in Michigan Falls Significantly Since Height of Pandemic

Michigan's Current Population Survey (CPS) provides monthly data on the number of "job losers" in the state. Job losers are classified as unemployed people who fall into two groups: people who are on temporary layoff (given a date in which they can return to work) and people who have permanently lost a job (whose prior job ended involuntarily or who completed temporary jobs).

An examination of CPS data on job losers from January 2019 to November 2021 reveals the substantial impact the COVID-19 pandemic had on unemployed workers in Michigan. Between January 2019 and the peak of job loss due to the pandemic in April 2020, the number of job losers jumped exponentially by approximately 906,000, an unprecedented percentage increase of over 900 percent. The very high level of pandemic-related layoffs in April 2020 resulted in

virtually all Michigan unemployed classified as job losers (95 percent).

Job losers fell significantly in Michigan from April 2020 to July 2020, and continued to decline until an increase occurred in November and December 2020 with another coronavirus surge. During 2021, the number of job losers in Michigan has generally continued to decrease. Fewer workers have been laid off as employers have been seeking additional labor. Job losers accounted for an average of just over 41 percent of Michigan unemployed for the period September 2021 through November 2021.

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## Note: Data Revision Causing Temporary Series Break in September 2021

The household survey data for the Detroit metro area in January 2021 had an unusually large drop in unemployment that exceeded statistical reliability criteria. As a result, the U.S. Department of Labor, Bureau of Labor Statistics applied a statistical adjustment to that data as they have been doing monthly to any erratic household data since the start of the pandemic in April 2020.

This adjustment produced some distortions in the benchmarking factors used for Michigan, the Detroit metro area, and the Balance of Michigan. To reduce these distortions, BLS has modified this intervention with the publication of September 2021 through November 2021 estimates. This modification resulted in estimates that better reflect the model inputs for the most recent three months and produced a revised September seasonally adjusted Michigan unemployment rate of 6.3 percent. This also resulted in an upward revision in September unemployment rates for all Michigan metro areas, regions, and counties. Data corrections for January to August 2021 will be addressed during the usual annual revision process at the end of 2021. The revised estimates will be published in March 2022.

**The revised estimates for September and October 2021, and the newly published November 2021 data can be fully compared with data for all months of 2020 and prior years. However, the data for September through November 2021 should not be compared with previously released estimates for January-August 2021 until all months of 2021 are revised in March 2022.**

## MICHIGAN LABOR FORCE ESTIMATES, NOV 2021 (SEASONALLY ADJUSTED)

| | NOV 2021 | OCT 2021 | NOV 2020 | OVER THE MONTH | | OVER THE YEAR | |
| --- | --- | --- | --- | --- | --- | --- | --- |
| | | | | NUMERIC | PERCENT | NUMERIC | PERCENT |
| Civilian Labor Force | 4,759,000 | 4,758,000 | 4,856,000 | 1 | 0.0% | -97,000 | -2.0% |
| Employed | 4,478,000 | 4,467,000 | 4,459,000 | 11,000 | 0.2% | 19,000 | 0.4% |
| Unemployed | 280,000 | 291,000 | 397,000 | -11,000 | -3.8% | -117,000 | -29.5% |
| Unemployment Rate | 5.9 | 6.1 | 8.2 | -0.2 | XXX | -2.3 | XXX |

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

## MICHIGAN SELECT UNEMPLOYMENT RATES, FEB 2020–NOV 2021 (PERCENT)
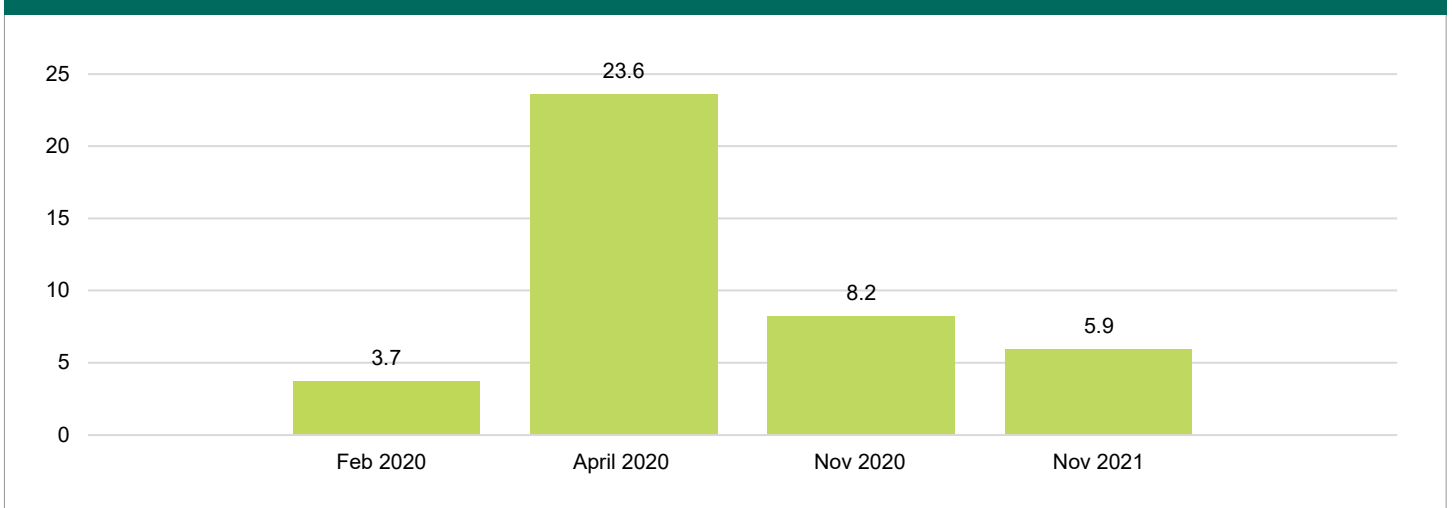


Source: Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

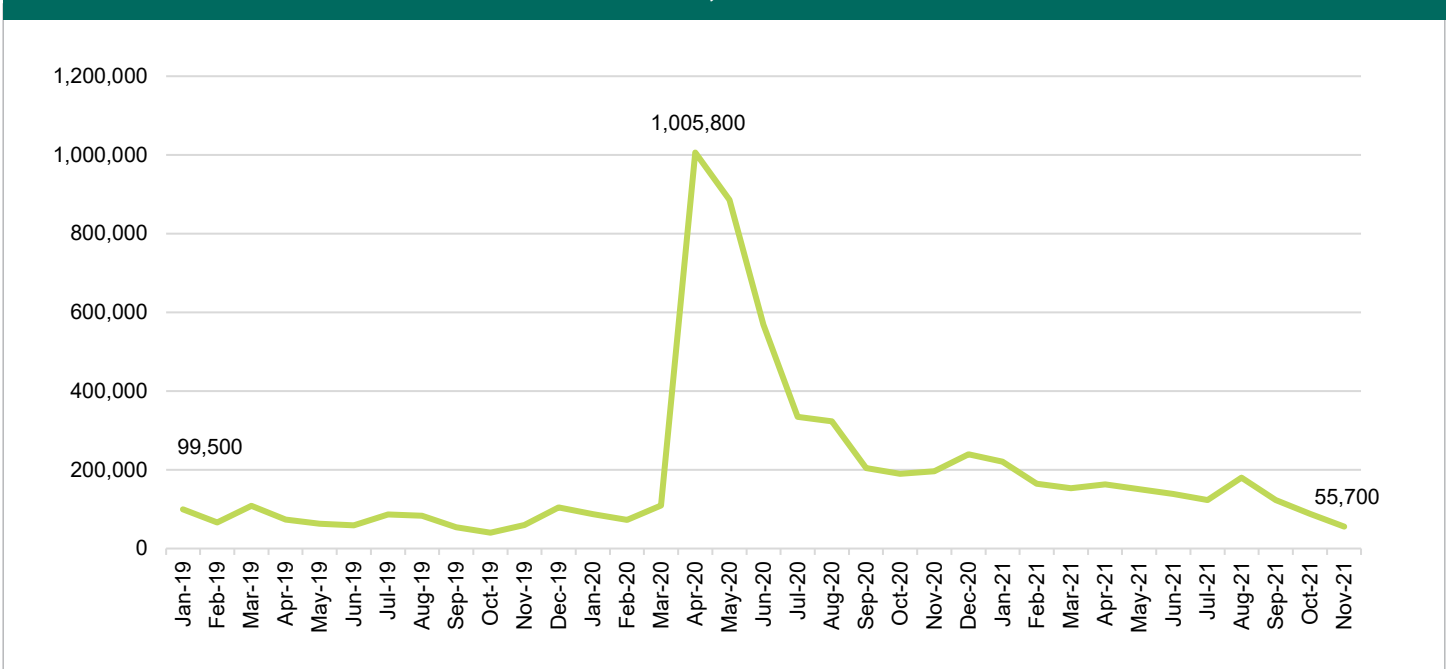## MICHIGAN NUMBER OF UNEMPLOYED JOB LOSERS, JAN 2019–NOV 2021



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

# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

Seasonally adjusted nonfarm payroll jobs in Michigan rose in November by 17,300 (+0.4 percent). This tracked closely with the average monthly job gain in 2021 of about 19,000 per month. It also was the seventh consecutive month of job advances in Michigan.

Nationwide, seasonally adjusted nonfarm payroll job growth was marginal over the month, up by just 210,000 jobs (+0.1 percent). Nonfarm jobs advanced by 4.1 percent over the past year nationally.

Eight of the state's 11 major industry sectors added jobs in November. The *Leisure and hospitality* sector had the largest job increase at 9.4 percent. Other sectors with notable gains included *Trade, transportation, and utilities* (+3.7 percent) and the *Government* sector (+2.1 percent). The three industries with small job losses in November were *Financial activities* (-0.6 percent), *Education and health services* (-0.6 percent), and the *Information* sector (-0.1 percent).

## Over the Year

Michigan's seasonally adjusted nonfarm payroll job counts have advanced by 3.5 percent since November 2020. This increase was slightly lower than the 4.1 percent growth nationally in the same time frame. Nearly all of Michigan's major industry sectors added jobs over the year. The exception was the *Education and health services* sector, which was largely unchanged. The *Leisure and hospitality* sector had the largest percent job recovery since November 2020 (+12.6 percent), as workers were recalled from pandemic-related layoffs. However, this industry remains among the hardest hit by job losses since before the pandemic. Other sectors with above-average rates of job gains since November 2020 were *Mining and logging* (+6.0 percent) and the *Professional and business services* sector (+5.4 percent). As a whole, Michigan's total nonfarm payroll jobs remain 4.8 percent below February 2020 pre-pandemic levels.
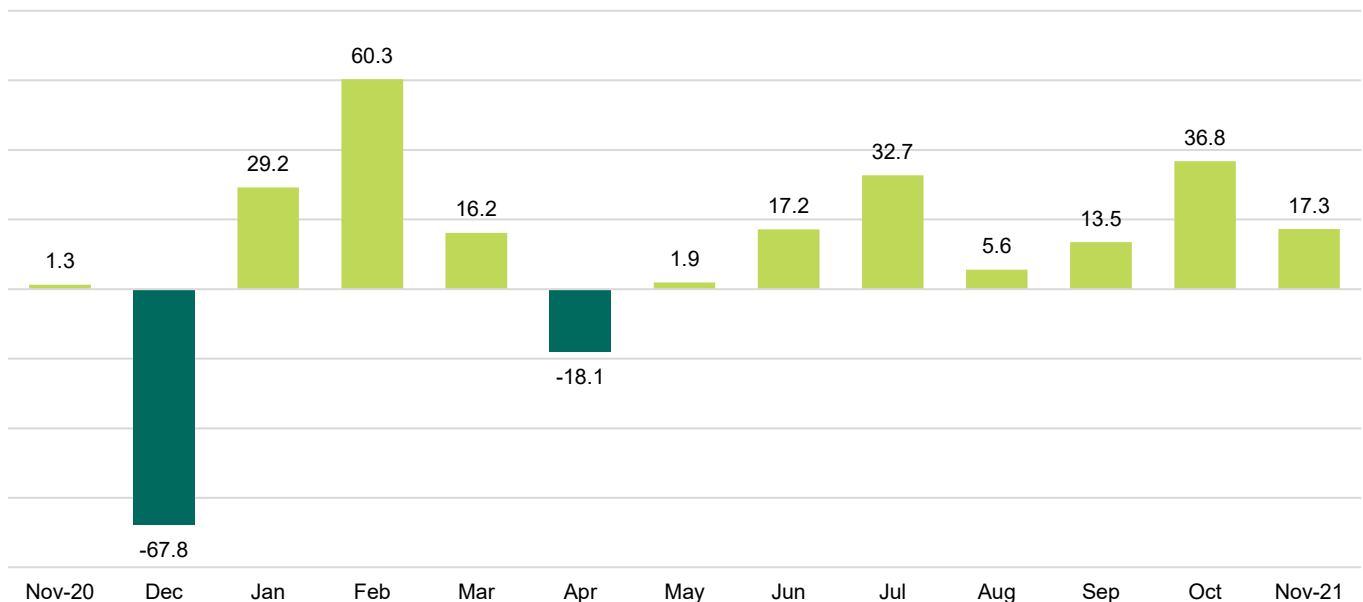
## Share of Jobs Recovered Since April 2020

After the initial wave of job losses at the beginning of the pandemic, many industries have been steadily recalling workers to jobs both statewide and nationally. The period of February 2020 to April 2020 was the initial wave of pandemic-related layoffs in Michigan, when the state had a temporary plunge of over 1 million jobs. The period from April 2020 to current can be used as a recovery reference point, as all major Michigan industries have recalled workers. Statewide, nine of the 11 major industry sectors have recovered at least 50 percent of jobs that were cut during the February 2020 to April 2020 period. Of those nine, two industries in Michigan now have job levels that exceed pre-pandemic levels: the *Mining and logging* and *Construction* sectors. Other notable sectors which have regained significant shares of lost jobs since April 2020 include the *Trade, transportation, and utilities* sector (96.1 percent), the *Professional and business services* sector (91.5 percent), and *Manufacturing* (82.9 percent).

National trends were similar to those in Michigan, as nine of 11 major industry sectors regained 50 percent or more of lost jobs from the early pandemic months. Only one sector in the U.S., *Financial activities*, has exceeded pre-pandemic job levels by adding 309,000 jobs since April 2020. Other sectors nationally with a high share of jobs recovered since April 2020 include *Professional and business services* (97.1 percent), *Trade, transportation, and utilities* (96.3 percent), the *Construction* sector (89.7 percent), and *Other services* (89.4 percent). The *Government* sector nationally only added 74,000 jobs since April 2020, but regained 39 percent of jobs since the low point in May 2020.

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



| Nov-20 | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov-21 |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1.3 | -67.8 | 29.2 | 60.3 | 16.2 | -18.1 | 1.9 | 17.2 | 32.7 | 5.6 | 13.5 | 36.8 | 17.3 |

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## SHARE OF JOBS RECOVERED, MICHIGAN AND U.S.

| MAJOR INDUSTRY SECTOR | MICHIGAN (IN THOUSANDS) | | | UNITED STATES (IN THOUSANDS) | | |
|---|---|---|---|---|---|---|
| | JOB LOSSES FEB 2020–APR 2020 | JOB GAINS APR 2020–NOV 2021 | SHARE OF JOBS RECOVERED | JOB LOSSES FEB 2020–APR 2020 | JOB GAINS APR 2020–NOV 2021 | SHARE OF JOBS RECOVERED |
| **TOTAL NONFARM** | **1,055.3** | **842.9** | **79.9%** | **22,362** | **18,450** | **82.5%** |
| Mining and Logging | 0.8 | 1.0 | 125.0% | 68 | 23 | 33.8% |
| Construction | 70.7 | 72.8 | 103.0% | 1,113 | 9,98 | 89.7% |
| Manufacturing | 203.6 | 168.8 | 82.9% | 1,385 | 1,132 | 81.7% |
| Trade, Transportation, and Utilities | 162.2 | 155.8 | 96.1% | 3,363 | 3,238 | 96.3% |
| Information | 6.6 | 1.7 | 25.8% | 281 | 158 | 56.2% |
| Financial Activities | 13.9 | 10.6 | 76.3% | 279 | 309 | 110.8% |
| Professional and Business Services | 147.7 | 135.2 | 91.5% | 2,387 | 2,318 | 97.1% |
| Education and Health Services | 110.2 | 58.3 | 52.9% | 2,843 | 2,050 | 72.1% |
| Leisure and Hospitality | 242.0 | 188.5 | 77.9% | 8,224 | 6,890 | 83.8% |
| Other Services | 53.4 | 37.0 | 69.3% | 1,410 | 1,260 | 89.4% |
| Government | 44.2 | 13.2 | 29.9% | 1,009 | 74 | 7.3% |

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## Significant Industry Employment Developments

### CONSTRUCTION

Seasonally adjusted nonfarm jobs rose by 0.7 percent (+1,300) over the month in the *Construction* sector. Over the year, jobs increased by 2.7 percent. Total jobs within this sector were 1.1 percent above February 2020 pre-pandemic levels. Nationally, while jobs in the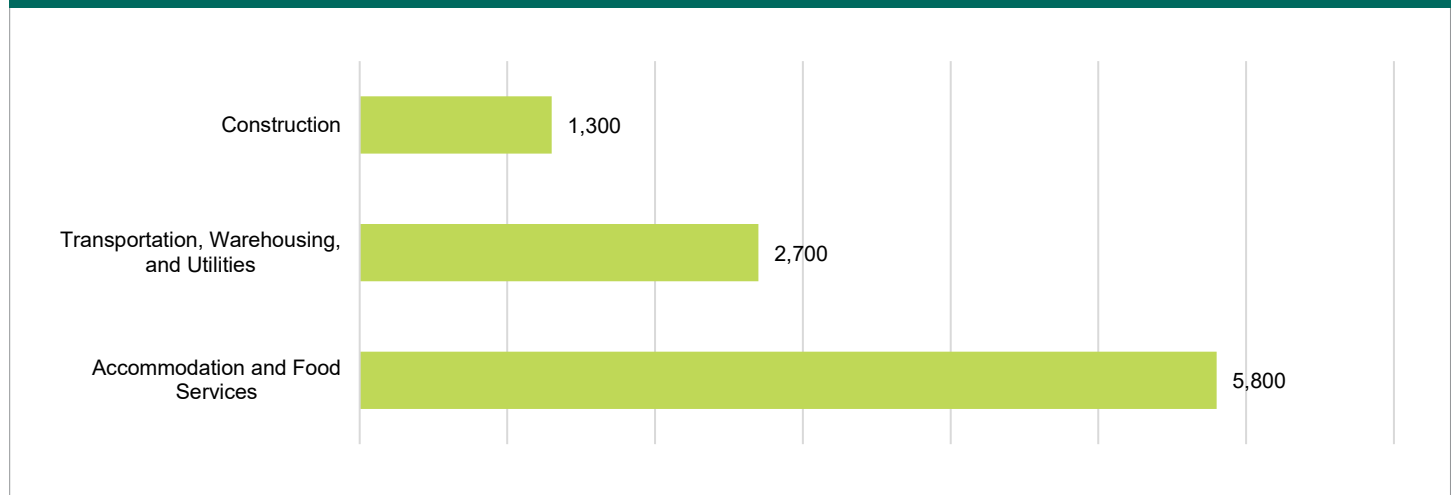 *Construction* sector moved up in November by 0.4 percent, employment levels remained below pre-pandemic levels. Over the year, U.S. construction jobs advanced 2.4 percent.

### TRANSPORTATION, WAREHOUSING, AND UTILITIES

Over the month, the *Transportation, warehousing, and utilities* industry gained 2,700 jobs in Michigan (+1.5 percent). Jobs generally increase in November in this sector, due to hiring among warehouses and package delivery firms with the holiday shopping season, and job gains in November 2021 were larger than usual. This industry also stands out with above-average job advances over the past year and a very unusual job addition of 9.4 percent above pre-pandemic levels. Nationally, jobs in this industry increased by 0.8 percent over the month, and 5.6 percent over the year.

## MICHIGAN OVER-THE-MONTH JOB CHANGE BY SELECT INDUSTRY, OCT–NOV 2021 (IN THOUSANDS)

| Industry | Job Change |
|---|---|
| Construction | 1,300 |
| Transportation, Warehousing, and Utilities | 2,700 |
| Accommodation and Food Services | 5,800 |

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

## MICHIGAN METRO AREA JOB CHANGE, OCT–NOV 2021 (NOT SEASONALLY ADJUSTED)
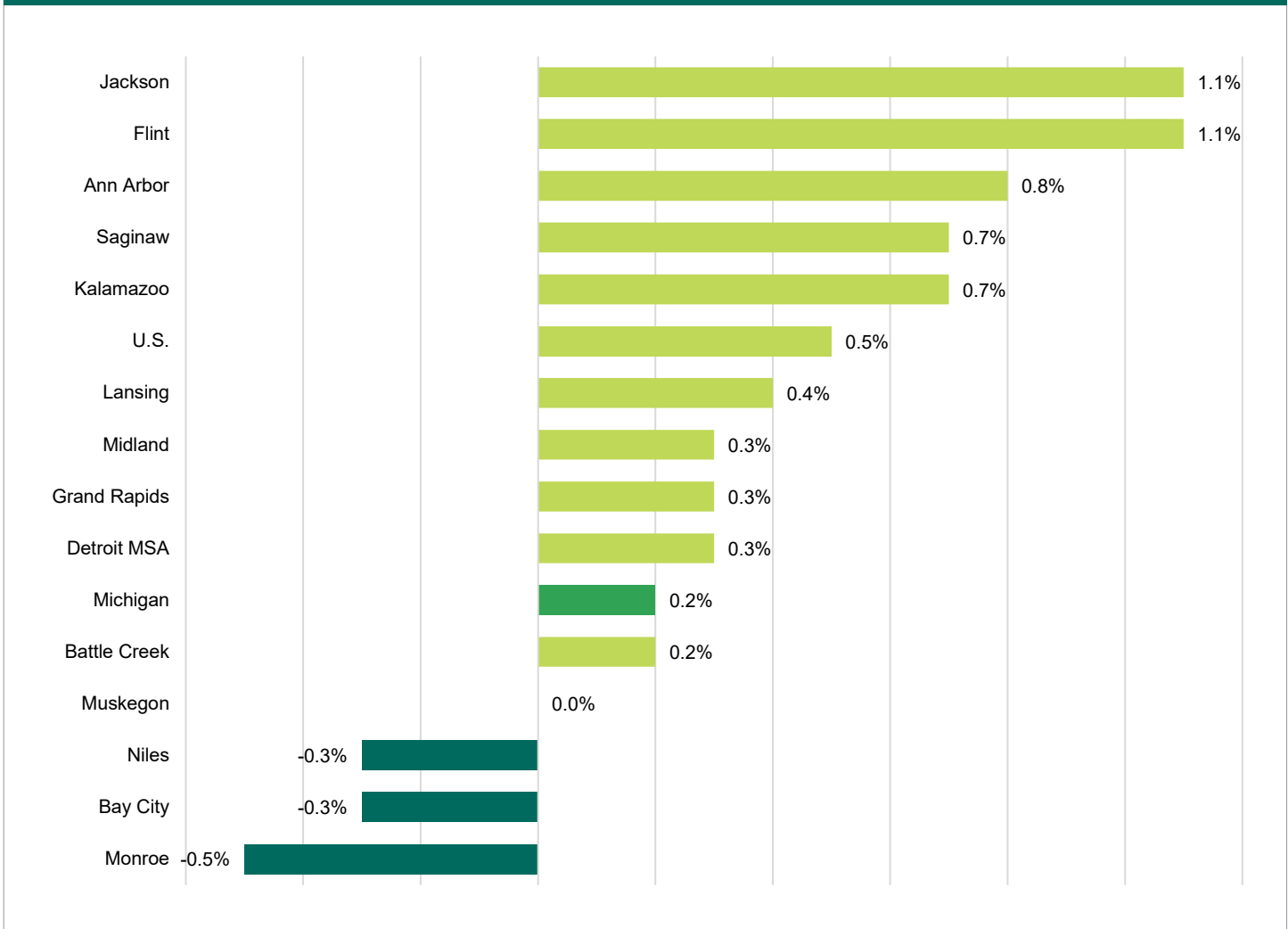
| Metro Area | Job Change |
|---|---|
| Jackson | 1.1% |
| Flint | 1.1% |
| Ann Arbor | 0.8% |
| Saginaw | 0.7% |
| Kalamazoo | 0.7% |
| U.S. | 0.5% |
| Lansing | 0.4% |
| Midland | 0.3% |
| Grand Rapids | 0.3% |
| Detroit MSA | 0.3% |
| Michigan | 0.2% |
| Battle Creek | 0.2% |
| Muskegon | 0.0% |
| Niles | -0.3% |
| Bay City | -0.3% |
| Monroe | -0.5% |

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

**ACCOMMODATION AND FOOD SERVICES**

Jobs in *Accommodations and food services* rose by 5,800 or 1.8 percent in November in Michigan. Workers continued to be recalled from pandemic-related layoffs in this industry, reflected by an 11.1 percent job advance since November 2020. However, both the restaurant and hotel industries were heavily impacted by job cuts during the early stages of the pandemic, and this sector had a November 2021 job count that was still 50,000 below the pre-pandemic February 2020 level. Nationally, jobs in this sector were relatively unchanged in November, and the trend over the year (+13 percent) was similar to Michigan. Jobs nationally remain well below pre-pandemic levels (-7.3 percent).

## Metropolitan Statistical Areas (MSAs)

Eleven of Michigan's 14 Metropolitan Statistical Areas (MSAs) remained flat or added jobs (not seasonally adjusted) in November. Nine metro regions recorded job additions at a rate above the statewide not seasonally adjusted pace (+0.2 percent). Both the Flint and Jackson MSAs recorded a 1.1 percent job increase, the largest monthly gains of all Michigan metro areas. Job reductions in November occurred in the Monroe MSA (-0.5 percent), Bay City MSA (-0.3 percent), and the Niles-Benton Harbor MSA (-0.3 percent).

Both the *Trade, transportation, and warehousing* and the *Retail trade* sectors experienced job gains across most of Michigan's 14 MSAs.

Over the year, not seasonally adjusted nonfarm payroll jobs rose in 13 of 14 Michigan metro areas, with the exception of Battle Creek (-0.2 percent). The Lansing MSA saw the largest percent increase of 4.8 percent. Other regions with significant job additions over the year included Kalamazoo (+4.5 percent), Detroit (+4.3 percent), and Jackson (+4.0 percent).

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Economic Analyst

## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

| INDUSTRY | NOV 2021 | OCT 2021 | NOV 2020 | OVER THE MONTH | | OVER THE YEAR | |
|---|---|---|---|---|---|---|---|
| | | | | LEVEL | PERCENT | LEVEL | PERCENT |
| **TOTAL NONFARM** | **4,240,500** | **4,223,200** | **4,095,700** | **17,300** | **0.4%** | **144,800** | **3.5%** |
| Total Private | 3,654,600 | 3,639,400 | 3,527,600 | 15,200 | 0.4% | 127,000 | 3.6% |
| Private Service-Providing | 2,883,700 | 2,870,700 | 2,774,300 | 13,000 | 0.5% | 109,400 | 3.9% |
| **GOODS-PRODUCING** | **770,900** | **768,700** | **753,300** | **2,200** | **0.3%** | **17,600** | **2.3%** |
| Mining, Logging, and Construction | 186,500 | 185,100 | 181,400 | 1,400 | 0.8% | 5,100 | 2.8% |
|    Mining and Logging | 7,100 | 7,000 | 6,700 | 100 | 1.4% | 400 | 6.0% |
|    Construction | 179,400 | 178,100 | 174,700 | 1,300 | 0.7% | 4,700 | 2.7% |
| Manufacturing | 584,400 | 583,600 | 571,900 | 800 | 0.1% | 12,500 | 2.2% |
|    Durable Goods | 442,500 | 442,400 | 430,800 | 100 | 0.0% | 11,700 | 2.7% |
|       Transportation Equipment Manufacturing | 180,400 | 179,300 | 176,700 | 1,100 | 0.6% | 3,700 | 2.1% |
|    Non-Durable Goods | 141,900 | 141,200 | 141,100 | 700 | 0.5% | 800 | 0.6% |
| **SERVICE-PROVIDING** | **3,469,600** | **3,454,500** | **3,342,400** | **15,100** | **0.4%** | **127,200** | **3.8%** |
| Trade, Transportation, and Utilities | 792,000 | 788,300 | 765,500 | 3,700 | 0.5% | 26,500 | 3.5% |
|    Wholesale Trade | 163,600 | 164,000 | 161,800 | -400 | -0.2% | 1,800 | 1.1% |
|    Retail Trade | 450,900 | 449,500 | 438,600 | 1,400 | 0.3% | 12,300 | 2.8% |
|    Transportation, Warehousing, and Utilities | 177,500 | 174,800 | 165,100 | 2,700 | 1.5% | 12,400 | 7.5% |
| Information | 50,500 | 50,600 | 49,100 | -100 | -0.2% | 1,400 | 2.9% |
| Financial Activities | 226,300 | 226,900 | 224,500 | -600 | -0.3% | 1,800 | 0.8% |
|    Finance and Insurance | 175,300 | 175,300 | 174,500 | 0 | 0.0% | 800 | 0.5% |
|    Real Estate and Rental and Leasing | 51,000 | 51,600 | 50,000 | -600 | -1.2% | 1,000 | 2.0% |
| Professional and Business Services | 641,700 | 641,400 | 609,000 | 300 | 0.0% | 32,700 | 5.4% |
|    Professional, Scientific, and Technical Services | 307,000 | 307,700 | 293,100 | -700 | -0.2% | 13,900 | 4.7% |
|    Management of Companies and Enterprises | 72,400 | 72,200 | 70,000 | 200 | 0.3% | 2,400 | 3.4% |
|    Administrative and Support and Waste Management and Remediation Services | 262,300 | 261,500 | 245,900 | 800 | 0.3% | 16,400 | 6.7% |
| Education and Health Services | 640,400 | 641,000 | 641,000 | -600 | -0.1% | -600 | -0.1% |
|    Educational Services | 66,100 | 67,100 | 65,400 | -1,000 | -1.5% | 700 | 1.1% |
|    Health Care and Social Assistance | 574,300 | 573,900 | 575,600 | 400 | 0.1% | -1,300 | -0.2% |
| Leisure and Hospitality | 382,000 | 372,600 | 339,400 | 9,400 | 2.5% | 42,600 | 12.6% |
|    Arts, Entertainment, and Recreation | 50,800 | 47,200 | 41,200 | 3,600 | 7.6% | 9,600 | 23.3% |
|    Accommodation and Food Services | 331,200 | 325,400 | 298,200 | 5,800 | 1.8% | 33,000 | 11.1% |
| Other Services | 150,800 | 149,900 | 145,800 | 900 | 0.6% | 5,000 | 3.4% |
| Government | 585,900 | 583,800 | 568,100 | 2,100 | 0.4% | 17,800 | 3.1% |
|    Federal Government | 55,100 | 54,100 | 53,600 | 1,000 | 1.8% | 1,500 | 2.8% |
|    State Government | 179,400 | 178,700 | 168,900 | 700 | 0.4% | 10,500 | 6.2% |
|    Local Government | 351,400 | 351,000 | 345,600 | 400 | 0.1% | 5,800 | 1.7% |

Source: Current Employment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget

# REGIONAL LABOR MARKET ANALYSIS

**NOTE:** September 2021 unemployment rates by metro area and county were revised upward significantly by the U.S. Department of Labor, Bureau of Labor Statistics. Please see the note on page four of this publication for more details.

## ANN ARBOR METROPOLITAN AREA

- The Ann Arbor area unemployment rate fell by 0.4 percentage points to 3.4 percent in November and was the lowest jobless rate among all 14 metro areas in Michigan.

- The total number of employed individuals rose over the month by 3,200 or 1.8 percent to 184,400.

### MONTHLY INDUSTRY DEVELOPMENTS

- In November, regional nonfarm payroll jobs advanced by 1,700 or 0.8 percent, above the statewide rate of gain (+0.2 percent).

### INDUSTRY TRENDS

- Typical monthly seasonal job additions were recorded in the Ann Arbor *Retail trade* sector, as employment moved up 700 or 4.6 percent to 15,900.

## BATTLE CREEK METROPOLITAN AREA

- Joblessness in Battle Creek declined by 0.6 percentage points to 5.4 percent in November.

- Labor force in the region rose marginally by 300 or 0.5 percent to 59,000.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in the Battle Creek MSA remained virtually flat over the month, increasing by only 0.2 percent to 53,800 in November.

- Regional jobs in the *Nondurable goods manufacturing* sector were down 300 over the year, primarily due to an ongoing labor dispute.

### INDUSTRY TRENDS

- Total employment within the *Trade, transportation, and utilities* (9,800) sector rose by 3.2 percent in November and was 5.4 percent higher than year-ago levels.

## BAY CITY METROPOLITAN AREA

- The Bay City jobless rate fell over the month by 0.3 percentage points to 5.0 percent in November.

- The number of employed people increased over the month by 1.1 percent, slightly higher than the statewide rate of employment gain (+0.8 percent).

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm payroll jobs in the Bay City MSA edged down slightly over the month (-100 or -0.3 percent) to 33,300 in November, one of three Michigan metro areas to record a job decline this month.

### INDUSTRY TRENDS

- Nonfarm payroll employment was up 0.9 percent (+300) over the year but remained 5.9 percent lower than November 2019 job levels.

## DETROIT-WARREN-DEARBORN METRO AREA

- Joblessness in the Detroit MSA declined by 0.7 percentage points to 3.8 percent in November, tied with Flint for the largest monthly jobless rate drop among Michigan major labor markets.

- The rise in the number of employed people (+18,000) was matched by a decline in the number of unemployed (-15,000), resulting in a labor force increase of only 0.1 percent.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the Detroit metro area moved up by 6,500 or 0.3 percent in November, below the national rate of job gain (+0.5 percent).

- *Transportation and warehousing* jobs in Detroit rose by 2,200 or 2.5 percent over the month, reflecting hiring in warehouses and package delivery firms with the holiday shopping season.

### INDUSTRY TRENDS

- Lower-than-average seasonal job additions were recorded in the *Retail trade* sector, as jobs advanced by 5,300 (+2.7 percent) over the month.

## FLINT METROPOLITAN AREA

- The jobless rate in the Flint MSA fell over the month by 0.7 percentage points to 6.4 percent in November.

- Total labor force in the metro area moved up by 1.3 percent over the month, the largest increase among Michigan major regions.

### MONTHLY INDUSTRY DEVELOPMENTS

- Over the month, regional nonfarm payroll jobs in Flint rose by 1,500 or 1.1 percent, to 132,200 in November.

- *Leisure and hospitality* jobs edged down by 100 in November but were up by 10.2 percent over the year, as some workers were recalled from pandemic-related layoffs.

### INDUSTRY TRENDS

- Area jobs within the *General merchandise stores* industry recorded typical seasonal job additions in November, rising by 300 or 6.4 percent over the month.

## GRAND RAPIDS-WYOMING METRO AREA

- The unemployment rate in Grand Rapids moved down by 0.4 percentage points over the month to 3.6 percent.

- The total number of unemployed people fell both in November (-2,100) and over the year (-9,000).

### MONTHLY INDUSTRY DEVELOPMENTS

- Grand Rapids payroll jobs increased by 1,500 or 0.3 percent, to 552,100, in November.

- Jobs in the *Mining, logging, and construction* industry edged up by 100 or 0.4 percent over the month, unlike the usual seasonal job decline in November.

### INDUSTRY TRENDS

- Regional *Retail trade* jobs recorded slightly lower than average job additions in November, moving up by 800 or 1.7 percent over the month.

# CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

| | ANN ARBOR | | | BATTLE CREEK | | | BAY CITY | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | | | | |
| Civilian Labor Force | 190,800 | 188,500 | 194,000 | 59,000 | 58,700 | 61,800 | 47,300 | 46,900 | 49,200 |
| Employed | 184,400 | 181,200 | 184,900 | 55,800 | 55,200 | 57,500 | 44,900 | 44,400 | 46,100 |
| Unemployed | 6,400 | 7,300 | 9,100 | 3,200 | 3,500 | 4,300 | 2,400 | 2,500 | 3,100 |
| Unemployment Rate | 3.4 | 3.8 | 4.7 | 5.4 | 6.0 | 7.0 | 5.0 | 5.3 | 6.3 |
| **PLACE OF WORK** | | | | | | | | | |
| Total Nonfarm Jobs | 220,800 | 219,100 | 213,100 | 53,800 | 53,700 | 53,900 | 33,300 | 33,400 | 33,000 |
| Mining, Logging, and Construction | 5,100 | 5,200 | 4,800 | 2,000 | 2,000 | 1,900 | 1,500 | 1,600 | 1,500 |
| Manufacturing | 13,700 | 13,600 | 13,200 | 9,900 | 9,800 | 10,200 | 4,900 | 4,900 | 4,500 |
| Trade, Transportation, and Utilities | 27,100 | 26,300 | 25,900 | 9,800 | 9,500 | 9,300 | 6,900 | 6,800 | 7,000 |
| Wholesale Trade | 6,400 | 6,400 | 6,300 | * | * | * | * | * | * |
| Retail Trade | 15,900 | 15,200 | 15,200 | 6,200 | 6,000 | 5,900 | 4,700 | 4,600 | 4,800 |
| Information | 6,300 | 6,300 | 6,000 | * | * | * | 300 | 300 | 300 |
| Financial Activities | 6,600 | 6,600 | 6,400 | 1,100 | 1,100 | 1,100 | 1,300 | 1,300 | 1,300 |
| Professional and Business Services | 30,200 | 29,900 | 29,200 | 5,100 | 5,100 | 5,100 | 2,500 | 2,600 | 2,600 |
| Educational and Health Services | 27,900 | 27,700 | 28,100 | 9,500 | 9,700 | 9,900 | 5,700 | 5,600 | 5,900 |
| Leisure and Hospitality | 14,400 | 14,600 | 12,200 | 3,800 | 4,000 | 3,800 | 3,800 | 3,900 | 3,600 |
| Other Services | 5,500 | 5,500 | 5,400 | 1,800 | 1,800 | 1,800 | 1,000 | 1,000 | 1,000 |
| Government | 84,000 | 83,400 | 81,900 | 10,500 | 10,400 | 10,600 | 5,400 | 5,400 | 5,300 |

| | DETROIT-WARREN-DEARBORN | | | FLINT | | | GRAND RAPIDS-WYOMING | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | | | | |
| Civilian Labor Force | 2,097,000 | 2,094,000 | 2,129,000 | 173,400 | 171,200 | 179,300 | 563,200 | 559,300 | 575,700 |
| Employed | 2,018,000 | 2,000,000 | 1,928,000 | 162,400 | 159,100 | 165,800 | 543,100 | 537,100 | 546,600 |
| Unemployed | 79,000 | 94,000 | 201,000 | 11,100 | 12,200 | 13,500 | 20,100 | 22,200 | 29,100 |
| Unemployment Rate | 3.8 | 4.5 | 9.5 | 6.4 | 7.1 | 7.5 | 3.6 | 4.0 | 5.1 |
| **PLACE OF WORK** | | | | | | | | | |
| Total Nonfarm Jobs | 1,975,900 | 1,969,400 | 1,894,500 | 132,200 | 130,700 | 130,600 | 552,100 | 550,600 | 533,800 |
| Mining, Logging, and Construction | 80,800 | 82,600 | 79,800 | 5,900 | 6,100 | 5,700 | 26,900 | 26,800 | 25,300 |
| Manufacturing | 247,000 | 246,300 | 236,500 | 13,400 | 12,600 | 13,400 | 108,700 | 109,000 | 108,600 |
| Trade, Transportation, and Utilities | 380,400 | 372,100 | 369,000 | 27,000 | 26,100 | 27,200 | 99,700 | 98,400 | 97,400 |
| Wholesale Trade | 80,200 | 79,700 | 80,600 | 5,000 | 5,000 | 5,200 | 31,600 | 31,500 | 31,000 |
| Retail Trade | 202,800 | 197,500 | 200,800 | 17,600 | 17,000 | 17,700 | 48,700 | 47,900 | 47,800 |
| Information | 25,300 | 25,300 | 25,100 | 1,000 | 1,000 | 1,000 | 5,600 | 5,600 | 5,500 |
| Financial Activities | 126,100 | 127,500 | 122,700 | 6,000 | 6,000 | 5,800 | 27,000 | 27,000 | 26,500 |
| Professional and Business Services | 398,200 | 398,100 | 373,300 | 16,700 | 16,900 | 16,800 | 75,400 | 74,900 | 72,800 |
| Educational and Health Services | 298,300 | 298,000 | 294,100 | 25,400 | 25,300 | 25,600 | 94,900 | 94,700 | 93,000 |
| Leisure and Hospitality | 166,200 | 167,800 | 146,300 | 14,000 | 14,100 | 12,700 | 44,200 | 44,600 | 36,900 |
| Other Services | 67,000 | 66,700 | 65,000 | 4,900 | 4,900 | 4,800 | 20,600 | 20,600 | 19,900 |
| Government | 186,600 | 185,000 | 182,700 | 17,900 | 17,700 | 17,600 | 49,100 | 49,000 | 47,900 |

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget
* Data is suppressed

## JACKSON METROPOLITAN AREA

- In November, the Jackson metro area jobless rate fell by 0.4 percentage points to 4.7 percent.

- Employment in the region rose by 1.8 percent in November, outpacing the rate of employment growth statewide.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Nonfarm jobs in the Jackson MSA increased by 600 or 1.1 percent since last month, to 56,900 in November.

- Over the month, jobs in the *Trade, transportation, and utilities* sector rose by 400 (+3.2 percent), the second largest monthly advance during 2021.

**INDUSTRY TRENDS**
- The *Leisure and hospitality* industry recorded a typical seasonal job decline during November, edging down by 100 or 2.3 percent.

## LANSING-EAST LANSING METRO AREA

- The Lansing metro area jobless rate declined by 0.6 percentage points in November to 3.9 percent.

- The jobless rate drop reflected a monthly gain in the number of area employed individuals, up by 2,900 or 1.3 percent.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Regional payroll jobs in the Lansing region moved up by 900 or 0.4 percent in November to 229,700 and rose by 4.8 percent over the past year.

**INDUSTRY TRENDS**
- Although jobs in the *Professional and business services* sector increased by 300 or 1.4 percent in November, employment remained 10.9 percent below November 2019 job levels.

## MONROE METROPOLITAN AREA

- The November jobless rate in the Monroe region declined by 0.5 percentage points to 4.7 percent.

- The monthly unemployment rate drop was triggered by a 10.8 percent reduction in the number of area unemployed (-400).

**MONTHLY INDUSTRY DEVELOPMENTS**
- Monroe MSA payroll jobs fell slightly over the month by 200 or 0.5 percent, to 39,100.

**INDUSTRY TRENDS**
- Typical seasonal job loss was recorded in Monroe's *Leisure and hospitality* sector, as employment moved down by 300 or 7.3 percent.

## KALAMAZOO-PORTAGE METRO AREA

- The unemployment rate in the Kalamazoo MSA declined by 0.5 percentage points to 4.1 percent in November, which was slightly below the statewide rate (4.2 percent).

- Total workforce in the region moved up by 0.7 percent during November due to an increase in the total number of employed persons (+1,900).

**MONTHLY INDUSTRY DEVELOPMENTS**
- In November, total payroll jobs in the Kalamazoo metro area advanced by 1,000 or 0.7 percent, to 147,500.

- Total regional *Government* jobs rose by 600 or 2.8 percent in November, the largest percent addition in this sector among all 14 Michigan metro areas.

**INDUSTRY TRENDS**
- *Trade, transportation, and utilities* jobs increased by 700 or 2.6 percent over the month, marginally higher than the typical seasonal gain.

## MIDLAND METROPOLITAN AREA

- The unemployment rate in the Midland region moved down by 0.4 percentage points over the month to 3.8 percent in November.

- Over the year, workforce in the metro area declined (-2.8 percent) due to decreases in both the total number of employed and unemployed.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Total nonfarm payroll jobs in the Midland MSA stayed relatively flat in November, increasing by only 100 or 0.3 percent.

**INDUSTRY TRENDS**
- *Government* jobs in the region remained unchanged since last month and were 7.1 percent (+200) above year-ago levels.

## MUSKEGON METROPOLITAN AREA

- Joblessness in the Muskegon region declined over the month by 0.5 percentage points to 6.5 percent in November.

- Over the year, total workforce decreased by 3,500 or 4.6 percent due to noteworthy reductions in both the number of employed and unemployed people.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Muskegon area nonfarm jobs remained unchanged in November, unlike the majority of Michigan metro areas that added jobs.

**INDUSTRY TRENDS**
- *Retail trade* jobs in the Muskegon metro area rose by a typical seasonal amount in November (+200 or +1.9 percent) to 11,000.

# CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

| | JACKSON | | | KALAMAZOO-PORTAGE | | | LANSING-EAST LANSING | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | | | | |
| Civilian Labor Force | 71,900 | 71,100 | 73,200 | 163,900 | 162,700 | 166,300 | 239,700 | 238,100 | 241,600 |
| Employed | 68,600 | 67,400 | 68,700 | 157,200 | 155,300 | 157,000 | 230,300 | 227,400 | 228,900 |
| Unemployed | 3,400 | 3,700 | 4,600 | 6,700 | 7,400 | 9,300 | 9,400 | 10,800 | 12,700 |
| Unemployment Rate | 4.7 | 5.1 | 6.2 | 4.1 | 4.6 | 5.6 | 3.9 | 4.5 | 5.3 |
| **PLACE OF WORK** | | | | | | | | | |
| Total Nonfarm Jobs | 56,900 | 56,300 | 54,700 | 147,500 | 146,500 | 141,200 | 229,700 | 228,800 | 219,100 |
| Mining, Logging, and Construction | 2,200 | 2,300 | 2,200 | 6,900 | 7,100 | 7,000 | 9,500 | 9,700 | 8,600 |
| Manufacturing | 8,800 | 8,700 | 8,800 | 22,300 | 22,100 | 21,800 | 18,700 | 18,800 | 18,400 |
| Trade, Transportation, and Utilities | 13,000 | 12,600 | 11,900 | 27,800 | 27,100 | 26,000 | 35,700 | 35,200 | 34,400 |
| Wholesale Trade | * | * | * | 6,700 | 6,600 | 6,300 | 5,900 | 5,900 | 5,800 |
| Retail Trade | 6,500 | 6,400 | 6,700 | 15,600 | 15,400 | 15,000 | 20,800 | 20,500 | 20,400 |
| Information | 200 | 200 | 200 | 900 | 900 | 800 | 3,200 | 3,200 | 3,200 |
| Financial Activities | 2,200 | 2,200 | 2,200 | 7,700 | 7,700 | 7,800 | 17,600 | 17,600 | 17,200 |
| Professional and Business Services | 5,400 | 5,500 | 5,200 | 16,600 | 16,600 | 16,100 | 22,100 | 21,800 | 22,700 |
| Educational and Health Services | 10,600 | 10,400 | 10,100 | 24,900 | 24,800 | 24,700 | 30,700 | 30,600 | 30,900 |
| Leisure and Hospitality | 4,300 | 4,400 | 4,200 | 13,300 | 13,700 | 12,100 | 15,300 | 15,800 | 13,200 |
| Other Services | 2,300 | 2,200 | 2,200 | 4,800 | 4,800 | 4,700 | 9,100 | 9,100 | 8,900 |
| Government | 7,900 | 7,800 | 7,700 | 22,300 | 21,700 | 20,200 | 67,800 | 67,000 | 61,600 |

| | MIDLAND | | | MONROE | | | MUSKEGON | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | | | | |
| Civilian Labor Force | 38,800 | 38,500 | 39,900 | 72,000 | 71,800 | 73,300 | 73,300 | 72,900 | 76,800 |
| Employed | 37,300 | 36,900 | 37,800 | 68,600 | 68,100 | 69,200 | 68,500 | 67,700 | 70,300 |
| Unemployed | 1,500 | 1,600 | 2,000 | 3,300 | 3,700 | 4,100 | 4,700 | 5,100 | 6,500 |
| Unemployment Rate | 3.8 | 4.2 | 5.1 | 4.7 | 5.2 | 5.6 | 6.5 | 7.0 | 8.4 |
| **PLACE OF WORK** | | | | | | | | | |
| Total Nonfarm Jobs | 36,900 | 36,800 | 35,800 | 39,100 | 39,300 | 37,700 | 59,300 | 59,300 | 59,100 |
| Mining, Logging, and Construction | * | * | * | 2,000 | 2,100 | 1,800 | 2,500 | 2,600 | 2,500 |
| Manufacturing | * | * | * | 5,400 | 5,500 | 5,200 | 11,900 | 11,800 | 11,700 |
| Trade, Transportation, and Utilities | * | * | * | 10,400 | 10,100 | 10,100 | 13,500 | 13,300 | 13,700 |
| Wholesale Trade | * | * | * | 1,600 | 1,600 | 1,600 | * | * | * |
| Retail Trade | * | * | * | 4,800 | 4,600 | 4,600 | 11,000 | 10,800 | 11,000 |
| Information | * | * | * | * | * | * | 200 | 200 | 200 |
| Financial Activities | * | * | * | 800 | 800 | 800 | 1,700 | 1,700 | 1,700 |
| Professional and Business Services | * | * | * | 5,400 | 5,400 | 5,100 | 2,900 | 3,000 | 3,100 |
| Educational and Health Services | * | * | * | 4,600 | 4,600 | 4,500 | 10,800 | 10,800 | 10,900 |
| Leisure and Hospitality | * | * | * | 3,800 | 4,100 | 3,500 | 6,700 | 6,900 | 6,600 |
| Other Services | * | * | * | 1,400 | 1,400 | 1,400 | 1,900 | 1,900 | 1,900 |
| Government | 3,000 | 3,000 | 2,800 | 5,000 | 5,000 | 5,000 | 7,200 | 7,100 | 6,800 |

## NILES-BENTON HARBOR METRO AREA

- In November, the Niles-Benton Harbor jobless rate declined by 0.4 percentage points over the month to 4.6 percent.

- Employment edged up in November in the region by only 0.4 percent, about half the monthly growth rate statewide.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Regional nonfarm jobs declined modestly over the month, edging down by 200 or 0.3 percent to 60,200 in November.

- Both the *Goods producing* (+500) and *Service providing* (+1,000) sectors added jobs over the year.

**INDUSTRY TRENDS**
- Although *Educational and health services* jobs stayed flat over the month, positions in this industry moved up by 500 or 5.3 percent over the year.

## SAGINAW METROPOLITAN AREA

- The Saginaw unemployment rate declined by 0.6 percentage points over the month to 5.9 percent.

- The total number of employed people (+1,300 or 1.7 percent) rose noticeably in November to 77,300.

**MONTHLY INDUSTRY DEVELOPMENTS**
- Saginaw metro area payroll jobs increased by 600 or 0.7 percent over the month to 82,600.

- The majority of area job additions in November reflected typical seasonal holiday-related hiring in the *Retail trade* sector (+400).

**INDUSTRY TRENDS**
- Regional *Leisure and hospitality* job levels were little changed in November (-100 or -1.3 percent) and remained 11.5 percent below pre-pandemic November 2019 job counts.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

| | NILES-BENTON HARBOR | | | SAGINAW | | |
|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | |
| Civilian Labor Force | 70,300 | 70,200 | 72,300 | 82,100 | 81,200 | 85,500 |
| Employed | 67,000 | 66,700 | 67,700 | 77,300 | 76,000 | 79,400 |
| Unemployed | 3,300 | 3,500 | 4,600 | 4,800 | 5,300 | 6,100 |
| Unemployment Rate | 4.6 | 5.0 | 6.3 | 5.9 | 6.5 | 7.1 |
| **PLACE OF WORK** | | | | | | |
| Total Nonfarm Jobs | 60,200 | 60,400 | 58,700 | 82,600 | 82,000 | 81,900 |
| Mining, Logging, and Construction | 2,500 | 2,500 | 2,400 | 3,200 | 3,300 | 3,200 |
| Manufacturing | 12,200 | 12,200 | 11,800 | 10,800 | 10,700 | 10,900 |
| Trade, Transportation, and Utilities | 9,800 | 9,600 | 10,400 | 17,300 | 16,800 | 17,000 |
| Wholesale Trade | * | * | * | 1,800 | 1,800 | 1,900 |
| Retail Trade | 6,200 | 6,200 | 6,900 | 12,600 | 12,200 | 12,200 |
| Information | 400 | 400 | 400 | 1,000 | 1,000 | 1,000 |
| Financial Activities | 2,500 | 2,500 | 2,500 | 3,700 | 3,700 | 3,700 |
| Professional and Business Services | 5,500 | 5,600 | 5,500 | 10,300 | 10,400 | 10,200 |
| Educational and Health Services | 9,900 | 9,900 | 9,400 | 15,300 | 15,200 | 15,500 |
| Leisure and Hospitality | 6,900 | 7,200 | 6,000 | 7,700 | 7,800 | 7,000 |
| Other Services | 2,100 | 2,100 | 2,100 | 2,700 | 2,600 | 2,600 |
| Government | 8,400 | 8,400 | 8,200 | 10,600 | 10,500 | 10,800 |

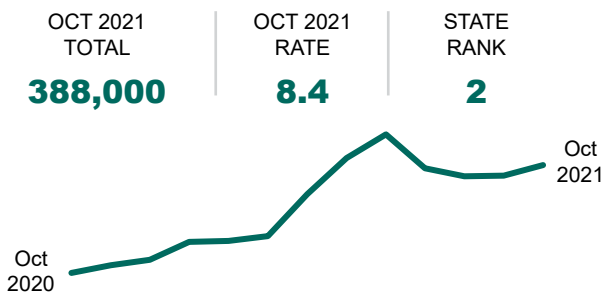| | UPPER PENINSULA | | | NORTHEAST MICHIGAN | | | NORTHWEST MICHIGAN | | |
|---|---|---|---|---|---|---|---|---|---|
| | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 | NOV 2021 | OCT 2021 | NOV 2020 |
| **PLACE OF RESIDENCE** | | | | | | | | | |
| Civilian Labor Force | 131,800 | 133,100 | 134,200 | 78,700 | 79,700 | 81,000 | 143,700 | 145,300 | 147,200 |
| Employed | 125,300 | 127,000 | 126,300 | 73,700 | 75,100 | 75,200 | 137,100 | 138,600 | 138,600 |
| Unemployed | 6,500 | 6,100 | 7,900 | 5,000 | 4,700 | 5,900 | 6,600 | 6,700 | 8,600 |
| Unemployment Rate | 4.9 | 4.6 | 5.9 | 6.3 | 5.8 | 7.2 | 4.6 | 4.6 | 5.8 |

Source: Current Employment Statistics and Local Area Unemployment Statistics, Bureau of Labor Market Information and Strategic Initiatives, Department of Technology, Management & Budget
* Data is suppressed

# KEY JOLTS METRICS FOR MICHIGAN

## Openings

All positions that are open on the last business day of the month

| OCT 2021 TOTAL | OCT 2021 RATE | STATE RANK |
|---|---|---|
| **388,000** | **8.4** | **2** |

Oct 2020 — Oct 2021

## Hires

All additions to the payroll during the month

| OCT 2021 TOTAL | OCT 2021 RATE | STATE RANK |
|---|---|---|
| **202,000** | **4.8** | **22** |

Oct 2020 — Oct 2021

## Quits

All employees who left a firm voluntarily during the month

| OCT 2021 TOTAL | OCT 2021 RATE | STATE RANK |
|---|---|---|
| **129,000** | **3.1** | **20** |

Oct 2020 — Oct 2021

## Separations

All employees separated from the payroll during the month

| OCT 2021 TOTAL | OCT 2021 RATE | STATE RANK |
|---|---|---|
| **197,000** | **4.7** | **13** |

Oct 2020 — Oct 2021
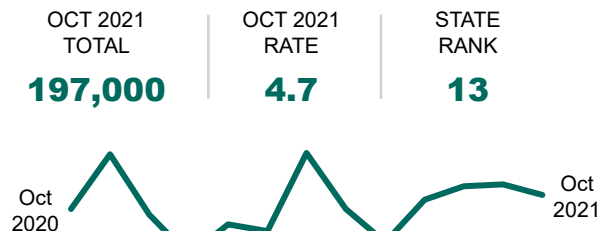
## Openings to Unemployed Ratio

The number of unemployed individuals per job opening

| OCT 2021 RATIO | STATE RANK |
|---|---|
| **0.75** | **20** |

Oct 2020 — Oct 2021
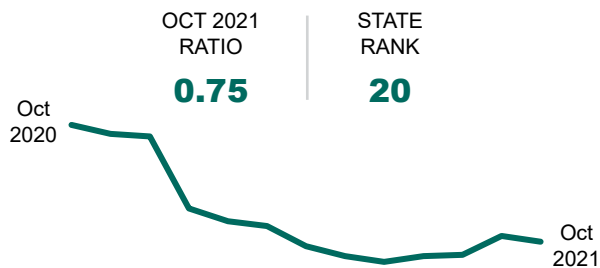
## Job Turnover

The sum of the hirings and separations rate

| OCT 2021 RATE | STATE RANK |
|---|---|
| **9.4** | **21** |

Oct 2020 — Oct 2021
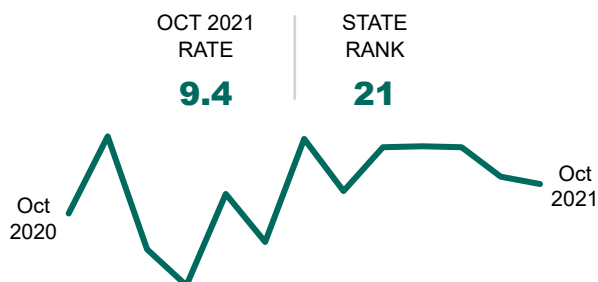
# MICHIGAN JOB OPENINGS AND LABOR TURNOVER SURVEY DATA

The Job Openings and Labor Turnover Survey (JOLTS) program, conducted by the U.S. Bureau of Labor Statistics (BLS), serves to provide insights on labor demand, job turnover, and other measures. The survey data includes survey responses from approximately 16,000 businesses from across the United States and is released monthly. It includes metrics for all major industries, six employer size classes, and select subsectors nationally. This level of detail is not available for the broad national regions of the Northeast, South, West, Midwest, or for individual states. Only the total number of job openings, hires, and separations can be found for subnational geographies. All JOLTS data are released with a two-month lag. For example,

the October data described in this article were released in December.

This article discusses important insights for Michigan gleaned from the JOLTS October data:

• October's job openings rate was the second highest in the nation.

• The state had far more unemployed people per job opening than the national average.

• Michigan was the only state that has maintained hiring rates above its January 2020 rate.

• On average about 125,000 workers quit their job in Michigan each month in 2021.

• Michigan had a slightly higher rate of employees who quit, were laid off, or were discharged, ranking it the 13th highest in the nation.

The JOLTS survey, like most other business surveys, saw lower response rates from businesses, especially those usually contacted by phone. Overall, response rates fell nearly 10 percent on average for the 12 months between March 2020 and February 2021. In more recent months, responses to the JOLTS survey are still down substantially compared to year-ago levels.

> During an average month in 2021, 125,000 workers quit their job in Michigan.
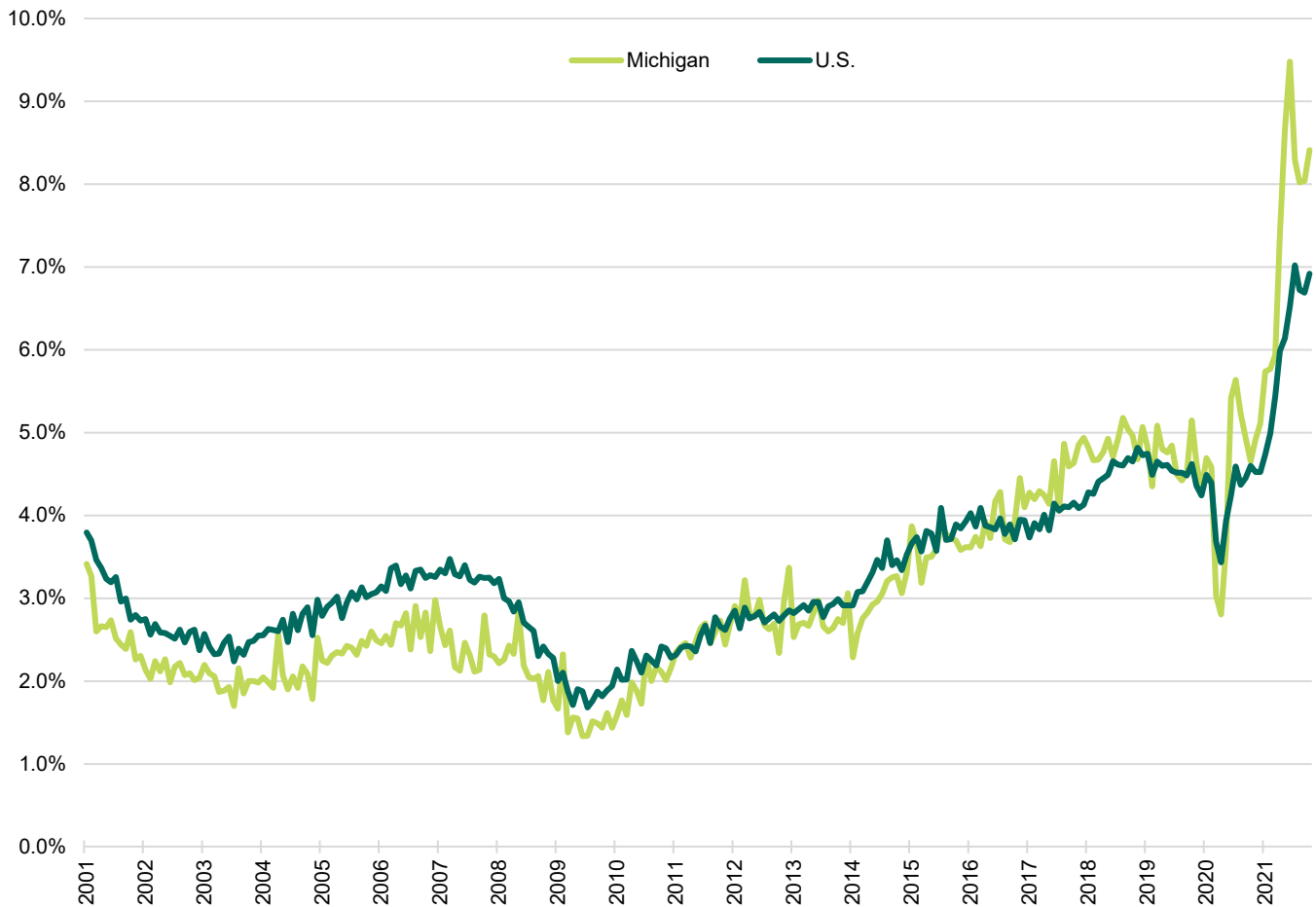
Source: Job Openings and Labor Turnover Survey,  U.S. Bureau of Labor Statistics

## Job Openings

Job openings are defined as all positions that are not filled on the last business day of the month. In Michigan there were 388,000 job openings in October. The job openings rate is a measure of the number of openings relative to payroll jobs, calculated by dividing the number of job openings by the number of payroll jobs plus the number of job openings. In Michigan, the job openings rate was 8.4 percent in October. Nationally, the job openings rate for October was 6.9 percent. This rate has been increasing in 2021 as the demand for workers has accelerated in many industries at the state and national levels.

In fact, Michigan's October job openings rate was the second highest compared to other states. Michigan's higher-than-average job openings rate started around 2016. From 2000 through the end of the Great Recession, Michigan's job openings rate was typically among the lowest of all states.

The number of job openings can also be used to better understand the alignment between unemployment and available jobs, by looking at the ratio between unemployed people and job openings. Since the end of 2020, there has been less than one unemployed person per job opening. This is similar to the ratio observed when the economy was considered at "full employment," between 2017 and 2020.

However, Michigan outpaced the national average of unemployed individuals per job opening. In October, only four states had more unemployed people than job openings: California (1.20), New York (1.19), Connecticut (1.12), and Nevada (1.30). This is the fewest number of states since the series began in 2001. Comparatively, during the Great Recession, the number of unemployed reached 13 people per job opening, slightly higher than the 11 people per job opening seen in April 2020.

Michigan's October job openings rate was the second highest compared to other states.

## UNEMPLOYED PEOPLE PER JOB OPENING, JAN 2001–OCT 2021
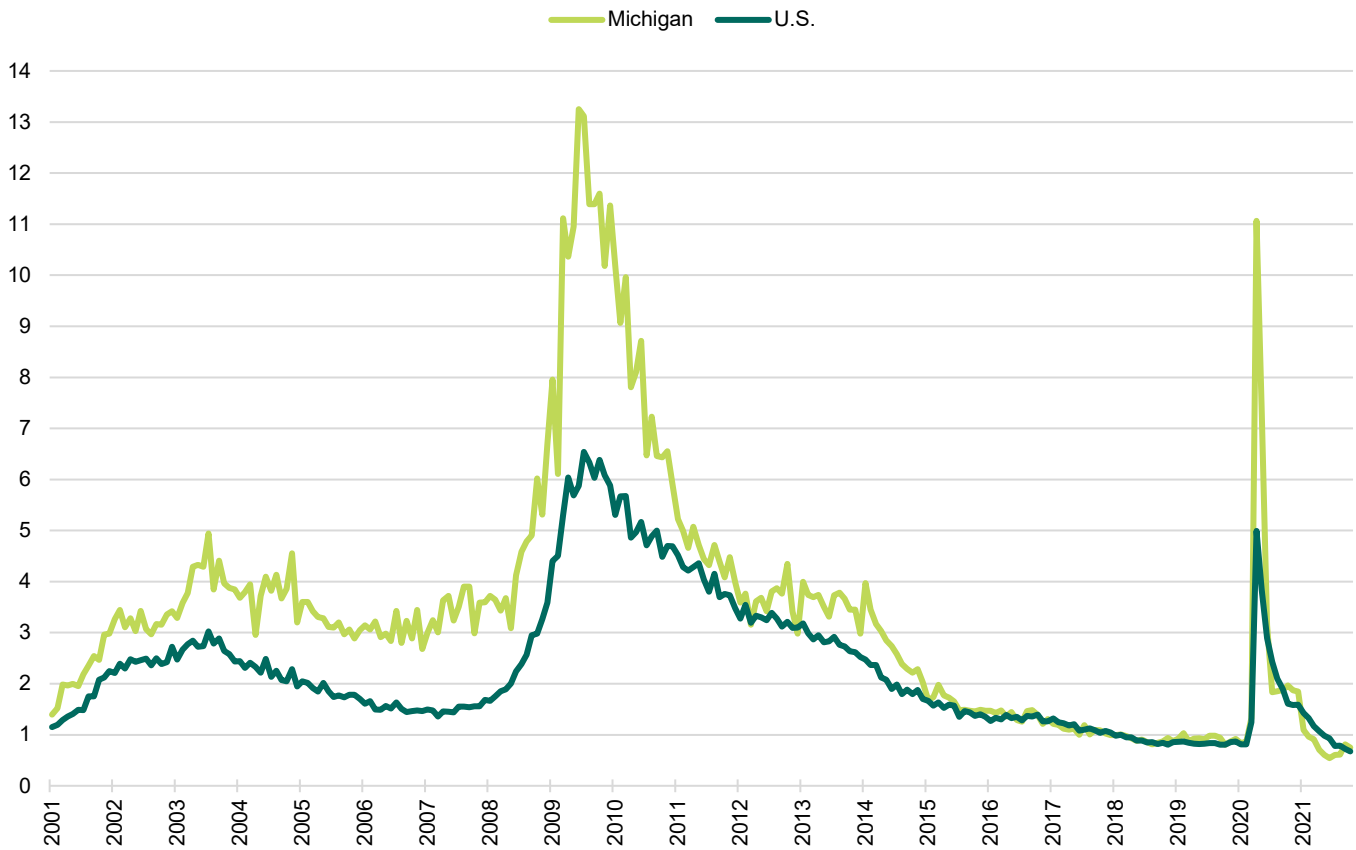


Source: Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

## Hires

The number of hires captured in the JOLTS data includes all additions to the payroll during the month, including permanent, short-term, and seasonal employees, both full- and part-time. It also includes workers who were recalled to the job after a formal layoff of more than seven days. The hires rate is determined by the number of hires per total nonfarm employment. In October 2021, Michigan's hires rate was 4.8 percent.

Typically, the rate of hires is between 3 and 4 percent, however this rate has ranged from

4.0 percent to as high as 9.2 percent since the beginning of the pandemic. Through October 2021, Michigan has been the only state that has not seen its hires rate fall below its January 2020 rate. Notably, interdepartmental transfers, employees returning from strike, and employees of temporary help agencies are not included in this measure.

## Separations

Workers who were removed from an employer's payroll during the month are counted as separations. This includes staff who either quit their job, or those that were laid off or

discharged by their employer. In October, Michigan's separations rate was 4.7 percent, slightly higher than the 4.0 percent in the U.S. and was ranked 13th highest among states. Taken together, adding the state's hires rate with its separations rate provides a measure of employee turnover.

Turnover rates can indicate if workers are moving frequently into jobs, leaving employers, or both. If the turnover rate is low, the labor market has a modest hires rate, separations rate, or both. Michigan's labor turnover rate typically averaged between 6 and 8 percent from 2001 to 2019. With the employment

Through October 2021, Michigan has been the only state that has not seen its hires rate fall below its January 2020 rate.

## MICHIGAN'S JOB TURNOVER RATE, 2001–2021
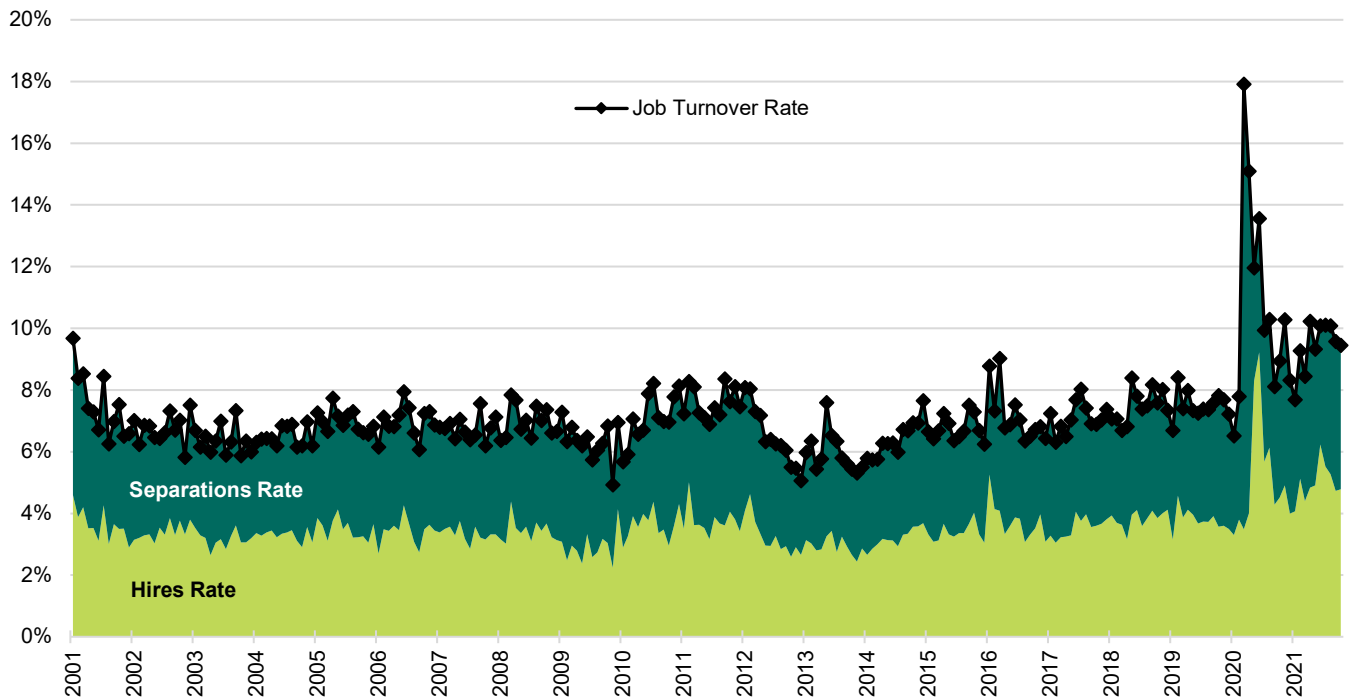


Source: Job Openings and Labor Turnover Survey,  U.S. Bureau of Labor Statistics

volatility brought on by the pandemic in 2020, the turnover rate averaged 10.6 percent for that year. Through the first 10 months of 2021, Michigan's average job turnover rate has dipped slightly to 9.4 percent.

One of the components of separations is the number of quits each month which estimates the number of people who voluntarily left their job. A high rate of quits can signify when workers are confident that they can find new employment. When the demand for labor is high, such as in 2021, the quits rate rises. Nationally, the quits rate hit a record of 3.0 percent in September and remained at an elevated 2.8 percent in October. Michigan's quits rate peaked in April at 3.8 percent. In the most recent data for October, Michigan's quits rate was 3.1 percent, ranking it 20th amongst other states. During an average month in 2021, 125,000 workers quit their job in Michigan.

## The Effect of the COVID-19 Pandemic

When parts of the economy were shut down in certain months due to the coronavirus pandemic, those workers out of a job were captured as layoffs and discharges on the JOLTS survey. Conversely, when companies reopened their doors and brought workers back, the JOLTS survey depicted them in the hires data. These two metrics recorded the biggest fluctuations displaying the immediate effect the pandemic had on employment. The job openings and quits metrics show some of the longer-term lingering effects this pandemic has had on the workforce. Worker demand has never been higher than in recent months, as seen in the record number of job openings. It has also influenced a rising rate of people quitting their jobs as they feel other opportunities are readily available.

## JOLTS Data: Information to Insights

Based on the metrics described above, the JOLTS data provides details about the demand for workers and the rate at which people move in and out of jobs over time. In conjunction with other metrics, JOLTS data can be used to find answers to a variety of questions:

- How can job opening trends indicate the demand for workers?

- What labor turnover is expected in different economic cycles?

- Are all industries registering higher-than-normal turnover?

- Are more people quitting their job than usual?

- Do workers in Michigan move in and out of the workforce differently than other states?

Worker demand has never been higher than in recent months, as seen in the record number of job openings. It has also influenced a rising rate of people quitting their jobs as they feel other opportunities are readily available.

## MICHIGAN'S QUITS RATE RANK COMPARED TO OTHER STATES, JAN 2001–OCT 2021

● Michigan's Quits Rate
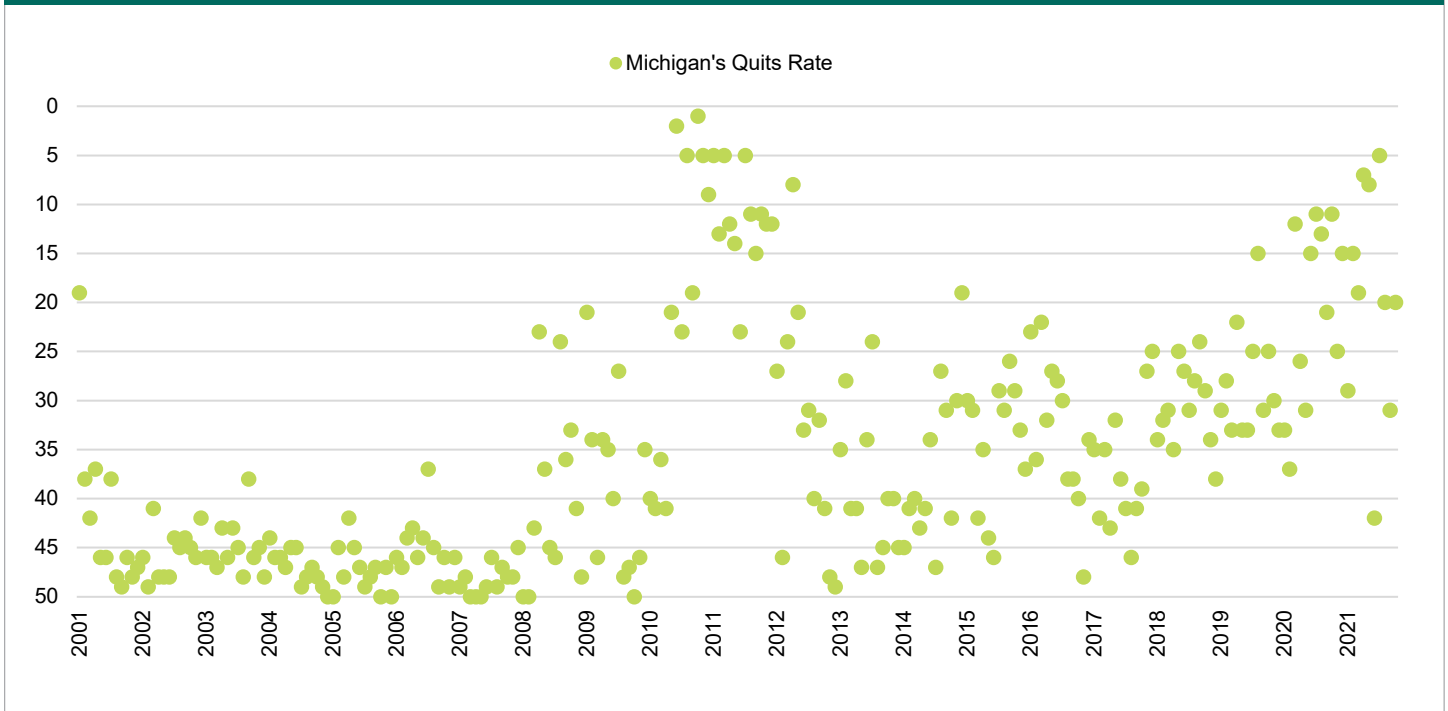


Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

**Q: HOW CAN JOB OPENING TRENDS INDICATE THE DEMAND FOR WORKERS?**

A: Michigan's number of job openings and job openings rate have reached record highs in recent months and continue to remain elevated. Compared to other states, Michigan's job openings rate ranked second highest in October and has ranked from first to eighth highest since April. While demand for workers is elevated nationally, it is particularly strong in Michigan compared to most other states.

**Q: IS LABOR TURNOVER HIGHER THAN NORMAL AND WHAT DOES IT INDICATE?**

A: Labor turnover has been higher than any time since the beginning of the JOLTS data series in 2000. In a slowly expanding economy reminiscent of 2002 through 2009 or 2012 through 2015, Michigan's job turnover rate averaged between 6 and 7 percent. When unemployment rates were improving after a recession or during times of "full employment" like 2001, 2010, 2011, and from 2017 to 2019, the job turnover rates hovered in the 7 to 8 percent range. Michigan's job churn has

averaged between 9 and 11 percent in 2020 and 2021 thus far. This indicates that workers are moving more freely between jobs and are more comfortable leaving an employer than at any other time since 2000.

**Q: ARE ALL INDUSTRIES REGISTERING HIGHER-THAN-NORMAL TURNOVER RIGHT NOW?**

A: Job turnover rates vary by industry, as seen in the national JOLTS data. While many industries typically have high or low turnover rates based on the nature of their work, there are a few that have seen changes since pre-pandemic. Increases in job turnover rates compared to October 2019 were greatest in the subsectors of *Nondurable goods* (+3.4 percentage points), *Accommodation and food services*, (+2.6 percentage points), and *Retail trade* (+2.2 percentage points). Several industries displayed decreases in job turnover compared to two years ago, the largest being *Construction* (-3.1 percentage points) and *Transportation and warehousing* (-1.1 percentage points).

**Q: ARE MORE PEOPLE QUITTING THEIR JOB THAN USUAL?**

A: The number of people quitting their job are near record highs in both Michigan and the U.S. The total number of workers quitting their job has been on the rise since before the pandemic. In fact, 2018 and 2019 were the first years to average just over 100,000 workers quitting their job each month in Michigan. During an average month in 2021, 125,000 workers quit their job in Michigan. This means that over 3 percent of the roughly 4.2 million employed people quit their job each month.

**Q: DO WORKERS IN MICHIGAN MOVE IN AND OUT OF THE WORKFORCE DIFFERENTLY THAN IN OTHER STATES?**

A: Michigan's job turnover rate typically ranks among the lowest 10 or 20 states. However, during recessions the state's job turnover rate climbs into the top 10. Some states like Alaska and Nevada record the highest turnover rates nearly every month due to the seasonality of their industries. Other states like New York typically have among the lowest job turnover rates each month due to their established

> …workers are moving more freely between jobs and are more comfortable leaving an employer than at any other time since 2000.

industries like *Financial activities*, which historically registers low turnover.

## Similar Workforce Metrics

The metrics provided by the JOLTS survey can be similar to other available statistics. Knowing how these other data compare to JOLTS metrics helps to understand the strengths of each data set.

### HELP WANTED ONLINE

Typically, these other real-time data metrics are more current, while the JOLTS data are published with a two-month lag. For example, the job openings component in JOLTS typically follows the same trends as the Burning Glass Help Wanted Online (HWOL) data that provides the number of job ads each month. The JOLTS job openings data are typically 50,000 to 100,000 greater than the HWOL job ads each month due to differences in collection and methodology. While the JOLTS job openings data can also be more volatile and show greater monthly swings, overall these two data series follow the same general trend. You can read more about the most recent HWOL data on page 22.

### JOB VACANCY SURVEY

Another data set similar to JOLTS job openings is the Job Vacancy Survey (JVS). Job Vacancy Surveys are not an ongoing product in Michigan and are considered a snapshot of the workforce during the period the data was collected. This survey is only done in a handful of states and was last conducted in Michigan in 2020. The JVS is not as current as the JOLTS data, but

the high volume of Michigan business-specific responses typically make it more reliable. In 2020, the JVS estimated a job vacancy rate of 4.2 percent, while the JOLTS average job openings rate for 2020 was 4.6 percent.

### CURRENT EMPLOYMENT STATISTICS

The monthly report on total payroll jobs from the BLS Current Employment Statistics (CES) program captures the net employment change over the month for a given geography or industry. The difference between the JOLTS hires and separations data should capture this same monthly change. However, the CES data is much more accurate due to its larger sample size and estimation methodology. While the total for hires less separations each month follows the same general trend of the CES monthly data change, the job turnover, which is calculated by adding the hires rate to the separations rate, provides a detail about the magnitude of people changing jobs that the CES program doesn't capture. In times of extremely high job turnover when workers are leaving and gaining jobs, the net employment growth or decline in the CES estimates may show little change.

### MICHIGAN'S UNEMPLOYMENT INSURANCE AGENCY

The layoffs and discharges data from JOLTS can be associated with unemployment initial claims data. When workers involuntarily leave a firm, they typically file for unemployment benefits. However, the JOLTS survey asks the firm how many staff were discharged in the

month, while an individual may or may not file an unemployment claim. Initial claims data are actual counts of the number of individuals filing claims in a given time period, while the JOLTS layoffs and discharges are estimates based on surveyed firms. In October, the JOLTS survey estimated there were 53,000 people laid off or discharged from their employer. Michigan's Unemployment Insurance Agency reported that there were about 51,000 initial claims filed in October. These two metrics typically have similar trends when compared over the course of a few months.

While other "real-time" indicator data typically don't have a two-month lag, the benefits of the JOLTS data allow users to compare how workers move in and out of employment across states, the U.S., industries and by firm size. JOLTS data help identify how job demand and employee turnover change over time, across geographies, and within industries. These bits of data are critical during economic conditions that cause swings in the labor market.

More information about JOLTS data, including news releases, publications, and frequently asked questions can be found on the BLS website.

**WAYNE ROURKE**
Associate Director

# ONLINE JOB POSTINGS RISE FOR FIFTH CONSECUTIVE MONTH

Based on data the Burning Glass Help Wanted Online (HWOL) data from November 2021, Michigan had 258,800 total available online job advertisements compared to 253,800 in October. November was the fifth consecutive month to show an increase in online ads, suggesting a continued increase in demand for workers across the state. The top three employers in Michigan based on job postings were all related to healthcare: Ascension Health, Spectrum Health, and Henry Ford Health System. Additionally, the top posted occupation in November was *Registered nurses*, followed by *Retail salespersons* and *First-line supervisors of retail sales workers.*

## Certifications and Skills

Burning Glass Technologies provides some limited information on employer requests for specific credentials or skills. The limitation is that not every job ad lists employer preferences or requirements for qualifications such as skills or credentials. In terms of credentials listed in November 2021, the top certifications were first aid CPR AED, basic life saving, and basic cardiac life support.

Several categories of skills were mentioned in job ads, including baseline skills, specialized

skills, and software skills. Baseline skills are often referred to as foundational skills. These are non-specialized skills that cut across a wide range of occupations. The top baseline skills in November were communication, teamwork/collaboration, and organization. Specialized skills include professional and occupation-specific skills requested; this includes scheduling, sales, and budgeting as the top requests in November. Software skills include specific computer programs as well as programming skills. The top requested were all Microsoft office products, SQL, and software development.

## Job Openings and Labor Turnover Survey

Burning Glass Help Wanted Online (HWOL) is one source of information to gauge labor demand in the Michigan. Another source of data on labor demand is conducted by the Bureau of Labor Statistics (BLS), based on the Job Openings and Labor Turnover Survey (JOLTS). Both sources are worth utilizing to assist in the understanding of the current state of the labor market.

The HWOL and JOLTS data are not perfectly aligned due to different methodology and collection tactics. HWOL measures monthly online job postings from a variety of job domains, and attempts to remove duplicate postings across multiple sites. JOLTS estimates are collected from 16,000 sampled establishments nationally and are estimated for each state based on a model using each state's proportion of industries. JOLTS data are released with a two-month lag, while HWOL data provide data for the previous month.

In October 2021, job openings from the JOLTS data totaled 388,000 in Michigan, about 176,000 more than one year prior. HWOL data recorded a somewhat smaller increase of about 97,000 in November job ads over the year. Since January 2021, both data series have shown an increased demand for workers. While the JOLTS job openings data is typically more volatile with greater monthly swings, overall, these two data series follow the same general trend.

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**TRISHA SCHLEGEL**
Economic Analyst

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## TOP 15 MICHIGAN EMPLOYERS BY JOB ADS, NOV 2021
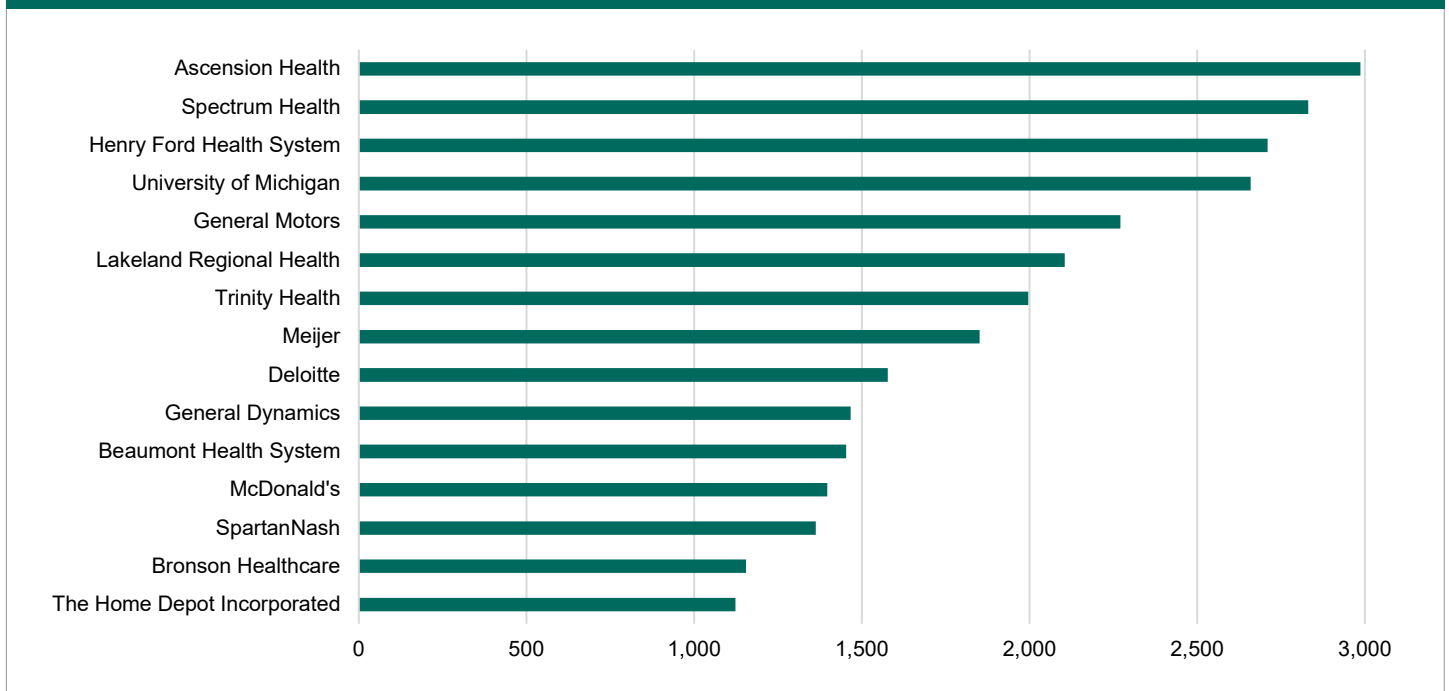


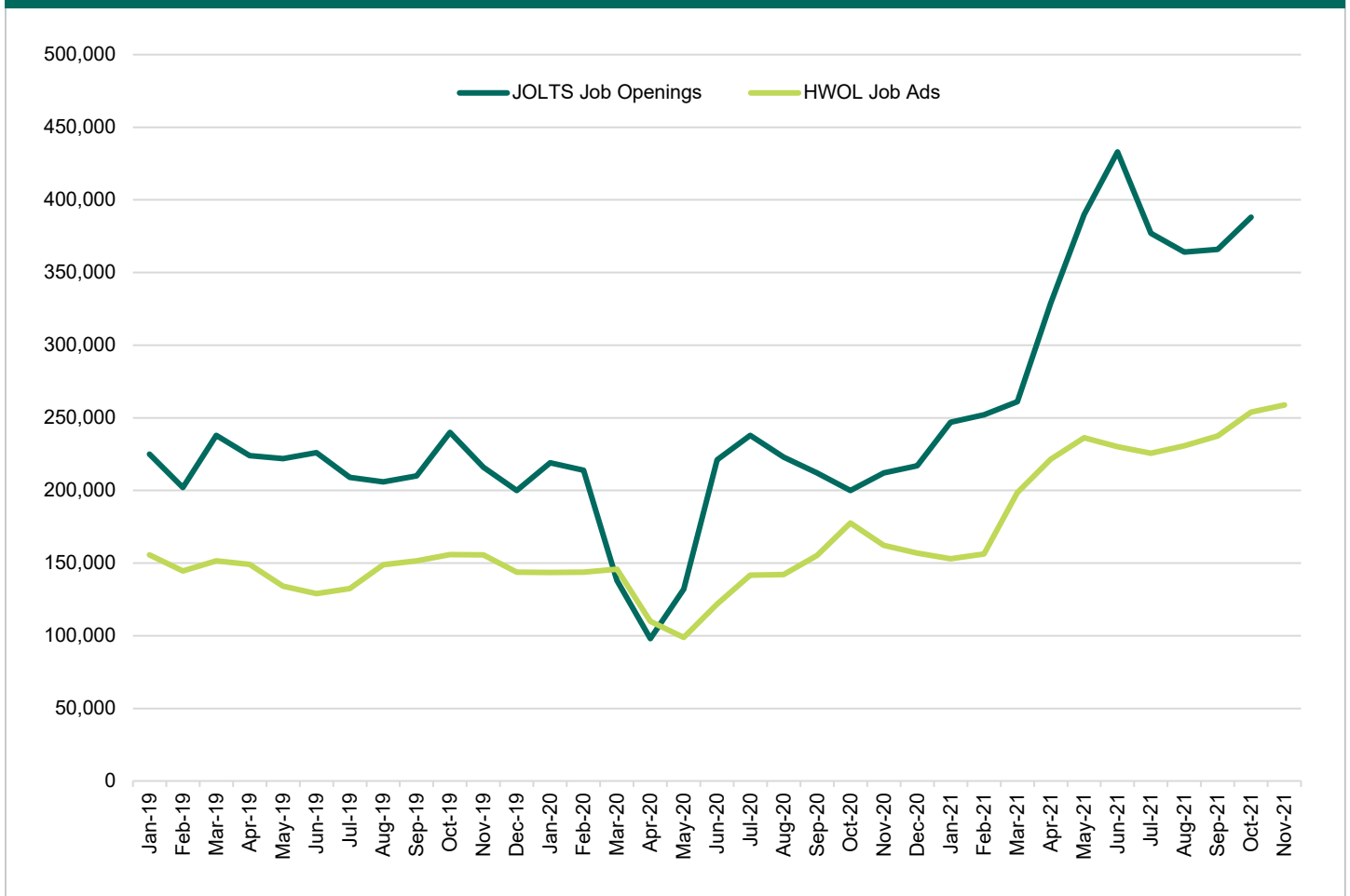Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies

## MICHIGAN ONLINE JOB ADS BY INDUSTRY, NOV 2021

All Other Industries, 70,513

Health Care and Social Assistance, 47,850

Retail Trade, 26,753

Manufacturing, 26,098

Accommodation and Food Services, 20,350

Professional, Scientific, and Technical Services, 15,500

**Note: Roughly 52,000 postings did not have specific industry ties**
**Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies**

## MICHIGAN JOB ADS AND JOB OPENINGS, 2019–2021



Legend: JOLTS Job Openings, HWOL Job Ads

**Source: The Conference Board Help Wanted OnLine®, Burning Glass Technologies; Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics**

# RELEVANT RANKINGS

## JOB OPENINGS RATE RANKED BY STATE, OCT 2021

| RANK | STATE | OCTOBER TOTAL NONFARM EMPLOYMENT | JOB OPENINGS | JOB OPENINGS RATE |
|------|-------|----------------------------------|--------------|-------------------|
| 1 | Georgia | 4,605,300 | 432,000 | 8.6% |
| 2 | Michigan | 4,223,200 | 388,000 | 8.4% |
| 3 | Kentucky | 1,888,100 | 173,000 | 8.4% |
| 4 | Alaska | 310,600 | 28,000 | 8.3% |
| 5 | Minnesota | 2,875,800 | 258,000 | 8.2% |
| 6 | Montana | 482,500 | 42,000 | 8.0% |
| 7 | Hawaii | 576,900 | 50,000 | 8.0% |
| 8 | West Virginia | 692,300 | 60,000 | 8.0% |
| 9 | South Carolina | 2,153,900 | 186,000 | 7.9% |
| 10 | Louisiana | 1,856,800 | 156,000 | 7.8% |
| 41 | Ohio | 5,378,900 | 381,000 | 6.6% |
| 42 | Nebraska | 1,021,500 | 72,000 | 6.6% |
| 43 | Texas | 12,923,100 | 907,000 | 6.6% |
| 44 | Maine | 614,200 | 43,000 | 6.5% |
| 45 | California | 16,789,400 | 1,153,000 | 6.4% |
| 46 | Pennsylvania | 5,768,300 | 392,000 | 6.4% |
| 47 | Kansas | 1,388,800 | 94,000 | 6.3% |
| 48 | Washington | 3,435,400 | 224,000 | 6.1% |
| 49 | Connecticut | 1,618,600 | 103,000 | 6.0% |
| 50 | New York | 9,025,600 | 539,000 | 5.6% |

Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

## UNEMPLOYED INDIVIDUALS PER JOB OPENING RANKED BY STATE, OCT 2021

| RANK | STATE | JOB OPENINGS | NUMBER OF UNEMPLOYED | UNEMPLOYED PER OPENING |
|------|-------|-------------|----------------------|------------------------|
| 1 | California | 1,153,000 | 1,383,236 | 1.20 |
| 2 | New York | 539,000 | 639,034 | 1.19 |
| 3 | Connecticut | 103,000 | 115,111 | 1.12 |
| 4 | Nevada | 109,000 | 112,336 | 1.03 |
| 5 | New Jersey | 310,000 | 308,582 | 1.00 |
| 6 | Pennsylvania | 392,000 | 376,586 | 0.96 |
| 7 | New Mexico | 66,000 | 61,962 | 0.94 |
| 8 | Washington | 224,000 | 198,113 | 0.88 |
| 9 | Illinois | 422,000 | 370,443 | 0.88 |
| 10 | Arizona | 221,000 | 189,895 | 0.86 |
| 18 | Ohio | 381,000 | 289,085 | 0.76 |
| 19 | Rhode Island | 39,000 | 29,487 | 0.76 |
| 20 | Michigan | 388,000 | 291,279 | 0.75 |
| 21 | Mississippi | 93,000 | 69,792 | 0.75 |
| 22 | Louisiana | 156,000 | 111,603 | 0.72 |
| 41 | New Hampshire | 50,000 | 21,329 | 0.43 |
| 42 | North Dakota | 32,000 | 13,312 | 0.42 |
| 43 | Minnesota | 258,000 | 106,378 | 0.41 |
| 44 | Montana | 42,000 | 16,929 | 0.40 |
| 45 | Oklahoma | 127,000 | 50,520 | 0.40 |
| 46 | Vermont | 23,000 | 8,761 | 0.38 |
| 47 | South Dakota | 36,000 | 13,345 | 0.37 |
| 48 | Georgia | 432,000 | 158,436 | 0.37 |
| 49 | Utah | 117,000 | 37,404 | 0.32 |
| 50 | Nebraska | 72,000 | 19,336 | 0.27 |

Sources: Local Area Unemployment Statistics; Job Openings and Labor Turnover Survey; U.S. Bureau of Labor Statistics