MICHIGAN'S
LABOR MARKET NEWS

Michigan's annual average unemployment rate was 4.0 percent in 2023. This rate has fallen for three consecutive years.

DECEMBER 2023 JOBLESS RATE

MICHIGAN

4.3%

NATIONAL

3.7%

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Michigan's Labor Market News is a product of the Michigan Center for Data and Analytics (MCDA), which enhances and promotes evidence-based decision making across state government through advanced research and analytics.

The Labor Market Information division of the MCDA is the official source for Michigan's employment, occupation, and industry data through a partnership with U.S. Department of Labor.

MICHIGAN UNEMPLOYMENT RATE REMAINED STABLE IN DECEMBER

Michigan's seasonally adjusted unemployment rate was unchanged between November and December at 4.3 percent.

The national unemployment rate remained constant at 3.7 percent over the month. At the statewide level, the jobless rate was six-tenths of a percentage point above the U.S. rate. Over the year, the U.S. unemployment rate increased by 0.2 percentage points, while the statewide unemployment rate remained unchanged since December 2022. Michigan's jobless rate of 4.3 percent tied with Arizona, Kentucky, and West Virginia as the seventh highest rate in the nation.

Michigan's workforce rose by 0.2 percent during December, while the U.S. workforce receded by 0.4 percent. Over the month, statewide employment levels edged up by 0.2 percent, while national employment fell by 0.4 percent.

Statewide unemployment levels remained unchanged over the same period, while unemployment levels rose 0.1 percent nationally.

Over the year, Michigan's labor force advanced by 4.4 percent, 2.9 percentage points above the workforce increase seen nationally. Statewide employment totals rose by 4.4 percent, while national employment increased by 1.2 percent. Since December 2022, total unemployment in Michigan rose by 3.3 percent, while total unemployment in the U.S. jumped by 10.0 percent.

Statewide annual average data revealed that the unemployment rate in 2023 was 4.0 percent, 0.2 percentage points below the 2022 annual average rate. This marked the third consecutive year of declining annual average unemployment rates in Michigan. Over the year, all 17 Michigan labor market areas observed annual average

unemployment rate declines, with a median reduction of 0.2 percentage points. In 2023, 13 of the 17 major areas recorded annual average unemployment rates greater than or equal to the statewide rate (4.0 percent).
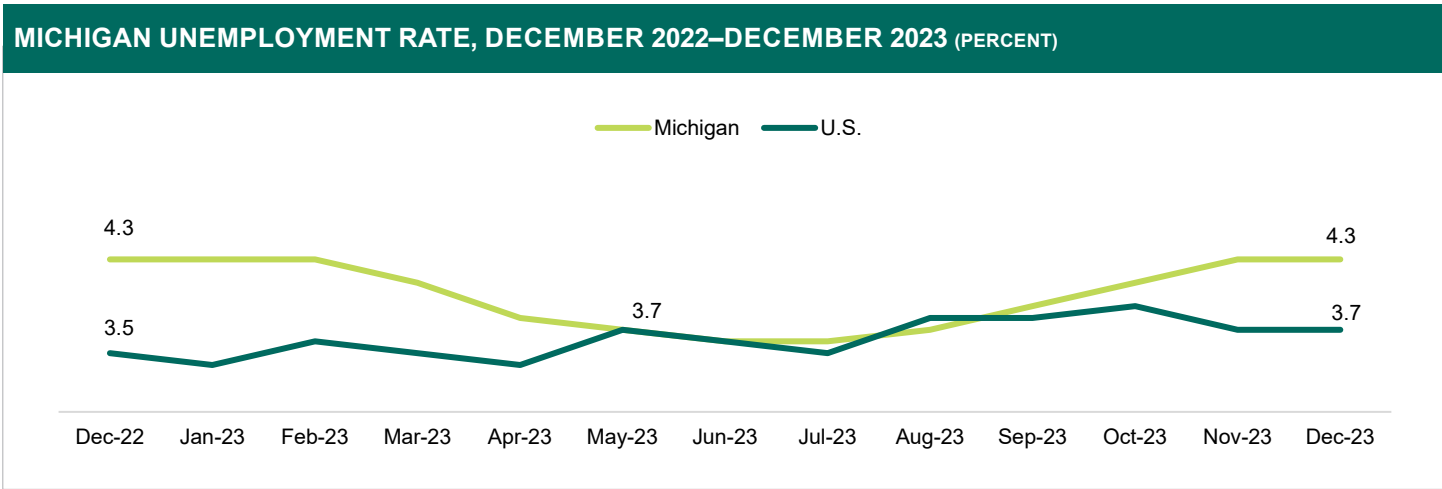
Michigan's annual average unemployment rate of 4.0 percent tied with Washington as the 10th highest rate nationwide. Between 2022 and 2023, Michigan's annual rate decline of 0.2 percentage points tied with seven states as the 16th largest drop in the U.S.

For more information on state and regional unemployment rates for Michigan, view full press releases at Michigan.gov/LMI.

REIMA NASSER
Economic Analyst

MICHIGAN LABOR FORCE ESTIMATES, DECEMBER 2023 (SEASONALLY ADJUSTED)

	DEC 2023	NOV 2023	DEC 2022	OVER THE MONTH		OVER THE YEAR	
				NUMERIC	PERCENT	NUMERIC	PERCENT
Civilian Labor Force	5,045,000	5,036,000	4,833,000	9,000	0.2%	212,000	4.4%
Employed	4,829,000	4,821,000	4,624,000	8,000	0.2%	205,000	4.4%
Unemployed	216,000	216,000	209,000	0	0.0%	7,000	3.3%
Unemployment Rate	4.3	4.3	4.3	0.0	XXX	0.0	XXX

Source: Local Area Unemployment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

MICHIGAN UNEMPLOYMENT RATE, DECEMBER 2022–DECEMBER 2023 (PERCENT)

Michigan ——— U.S.

4.3 ... 4.3

3.5 ... 3.7 ... 3.7

Dec-22 Jan-23 Feb-23 Mar-23 Apr-23 May-23 Jun-23 Jul-23 Aug-23 Sep-23 Oct-23 Nov-23 Dec-23

Source: Local Area Unemployment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

MICHIGAN NONFARM PAYROLL JOBS INCREASE IN DECEMBER

Total nonfarm payroll jobs in Michigan rose in December, increasing by 8,900 or 0.2 percent over the month, to 4,435,500. Payroll jobs have advanced in nine months in the last year. As of December 2023, statewide employment has remained 14,000 or 0.3 percent below its February 2020 pre-pandemic level. Michigan was ranked sixth highest among all U.S. states for largest payroll job level change in December.

On the national level, total nonfarm payroll jobs rose 0.2 percent in December, similar to the statewide change. Nationally, this marked the 36th consecutive month of recorded job gains on a seasonally adjusted basis.

Seven of Michigan's 11 statewide supersectors recorded seasonally adjusted job gains during December. On a numeric basis, notable job gains were recorded in multiple major industry sectors,

including *Leisure and hospitality* (+3,700), *Construction* (+3,300), and *Manufacturing* (+2,000). The large increase in payroll jobs in the *Leisure and hospitality* sector was partially due to the end of the casino workers strike in early December. The *Professional and business services* sector experienced the largest jobs decline in December, decreasing by 1,500 or 0.2 percent, over the month.

Nationally, seasonally adjusted jobs gains were recorded in every major industry sector excluding *Other services*, which declined by 1,000 over the month.

Most Major Industries Have Added Jobs Since Last Year

Since December 2022, eight of Michigan's 11 super sectors recorded seasonally adjusted

job growth. Over the year, total payroll jobs increased by 45,700 or 1.0 percent. Compared to all U.S. states, Michigan's rate increase ranked 38th lowest, matching that of Oklahoma, Oregon, and Nebraska. The largest major industry additions occurred in the *Government* (+19,200); *Private education and health services* (+14,800); and *Trade, transportation, and utilities* (+10,500) sectors.

Nationally, payroll jobs increased by 2.0 percent over the year. Every major industry sector except for *Information* (-2.5 percent) recorded job gains over the year. The *Private education and health services* (+4.3 percent), *Leisure and hospitality* (+3.4 percent), *Construction* (+3.1 percent), and *Government* (+3.1 percent) sectors recorded the largest yearly job gains.
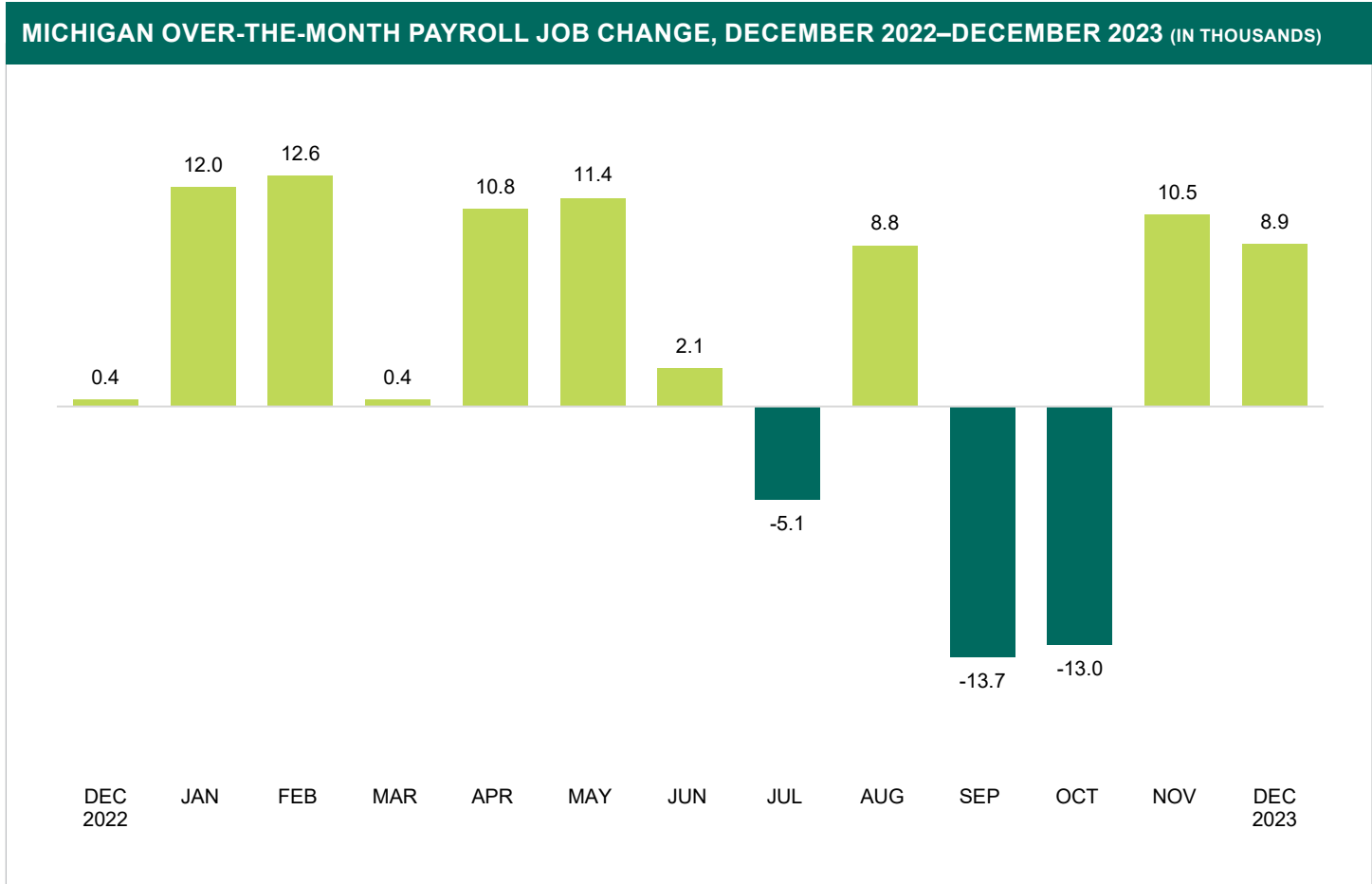
MICHIGAN OVER-THE-MONTH PAYROLL JOB CHANGE, DECEMBER 2022–DECEMBER 2023 (IN THOUSANDS)

Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

MICHIGAN METRO AREA JOB CHANGE, NOVEMBER–DECEMBER 2023 (NOT SEASONALLY ADJUSTED)
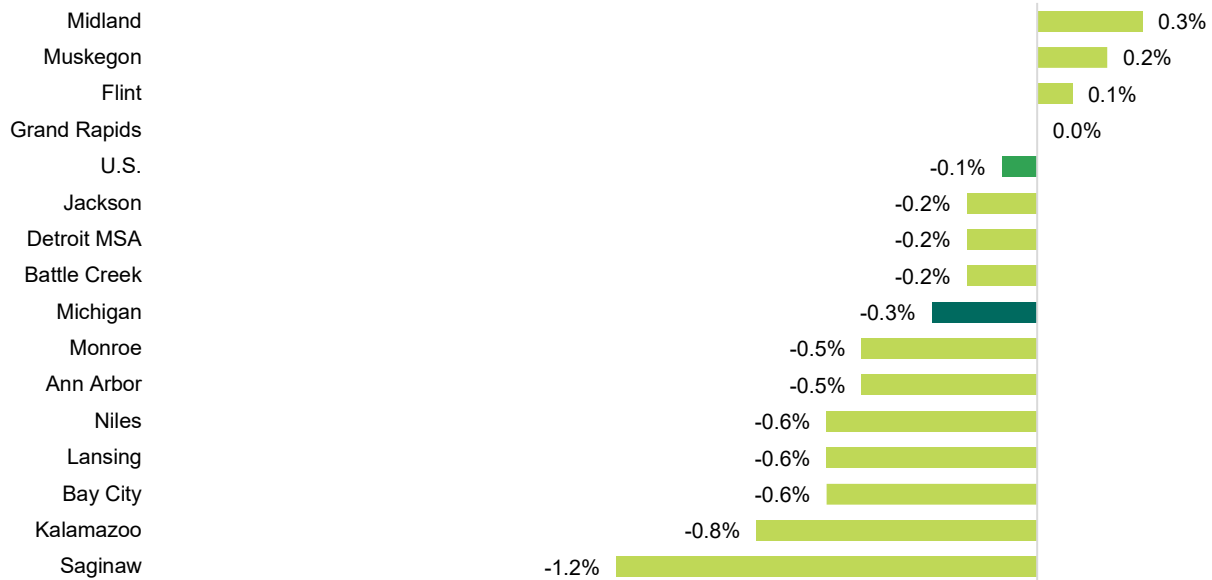
Area	Change
Midland	0.3%
Muskegon	0.2%
Flint	0.1%
Grand Rapids	0.0%
U.S.	-0.1%
Jackson	-0.2%
Detroit MSA	-0.2%
Battle Creek	-0.2%
Michigan	-0.3%
Monroe	-0.5%
Ann Arbor	-0.5%
Niles	-0.6%
Lansing	-0.6%
Bay City	-0.6%
Kalamazoo	-0.8%
Saginaw	-1.2%

Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

December Job Rates Decrease in Most Metro Areas

On a not seasonally adjusted basis, 10 of Michigan's 14 Metropolitan Statistical Areas (MSAs) lost jobs in December. Three regions, Midland (+0.3 percent), Muskegon (+0.2 percent), and Flint (+0.1 percent) observed job additions, while Grand Rapids was unchanged. Seven MSAs experienced job declines greater than the statewide average (-0.3 percent), with Saginaw (-1.2 percent) having recorded the greatest percent decline.

Over the month, total employment within the *Manufacturing* and *Trade, transportation, and utilities* industry sectors remained either unchanged or increased in most Michigan metro areas.

Since December 2022, total nonfarm employment in 12 of Michigan's 14 metro areas experienced job growth. The Detroit MSA (-0.2 percent) was the only area to note a job decline over the year, while Battle Creek was unchanged. Ann Arbor (+3.8 percent), Midland (+3.4 percent), and Bay City (+1.7 percent) recorded the three largest percent increases changes over the year.
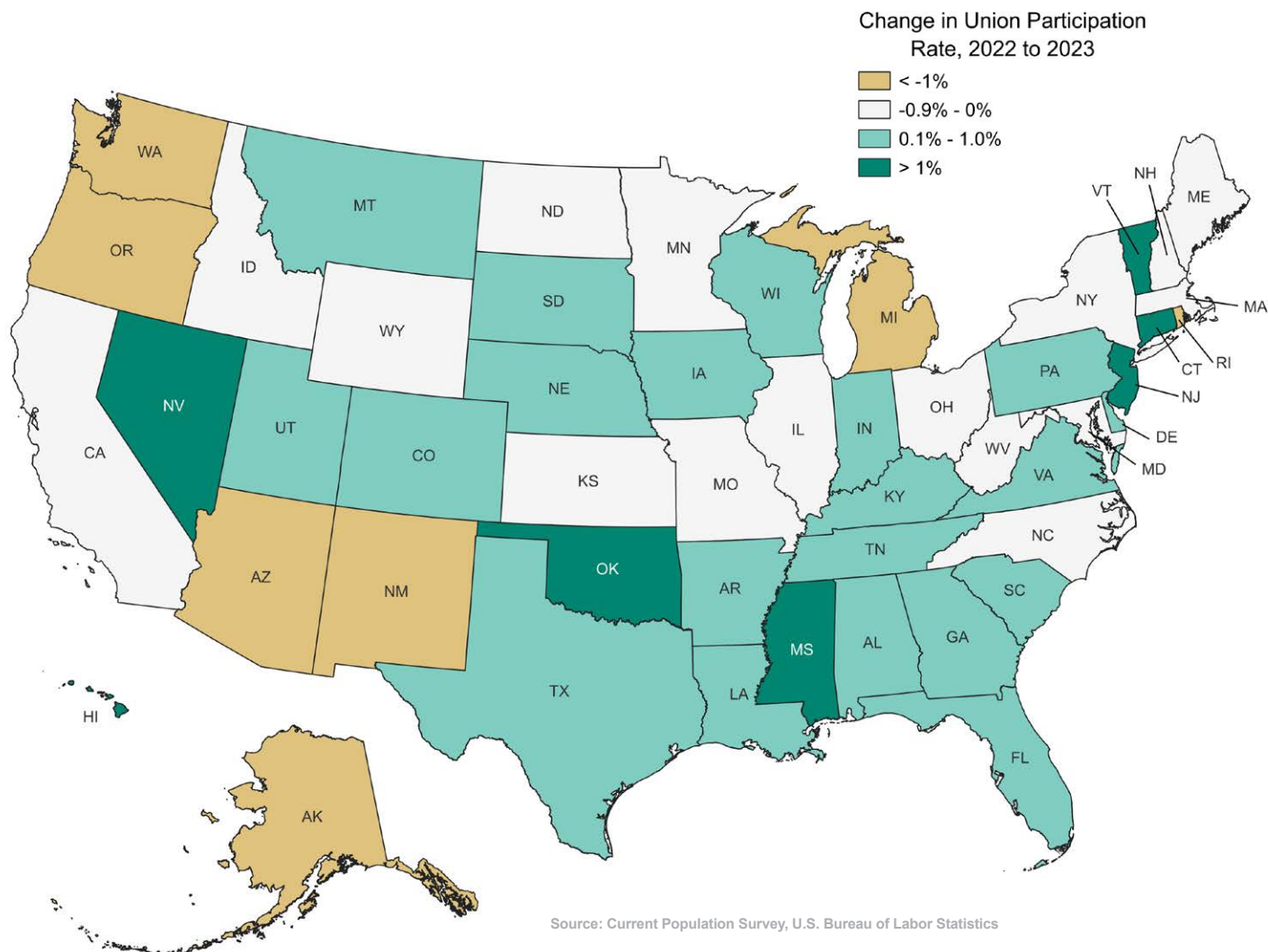
DYLAN SCHAFER
Federal/State Program Manager

MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	DEC 2023	NOV 2023	DEC 2022	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	**4,435,500**	**4,426,600**	**4,389,800**	**8,900**	**0.2%**	**45,700**	**1.0%**
Total Private	3,817,300	3,808,900	3,790,800	-8,400	-0.2%	18,100	0.5%
Private Service-Providing	3,011,900	3,008,900	2,991,100	3,000	0.1%	20,800	0.7%
GOODS-PRODUCING	**805,400**	**800,000**	**799,700**	**5,400**	**0.7%**	**5,700**	**0.7%**
Mining, Logging, and Construction	198,300	194,900	194,900	3,400	1.7%	3,400	1.7%
Mining and Logging	7,800	7,700	7,400	100	1.3%	400	5.4%
Construction	190,500	187,200	187,500	3,300	1.8%	3,000	1.6%
Manufacturing	607,100	605,100	604,800	2,000	0.3%	2,300	0.4%
Durable Goods	453,300	452,400	453,400	900	0.2%	-100	0.0%
Transportation Equipment Manufacturing	181,300	181,300	185,200	0	0.0%	-3,900	-2.1%
Non-Durable Goods	153,800	152,700	151,400	1,100	0.7%	2,400	1.6%
SERVICE-PROVIDING	**3,630,100**	**3,626,600**	**3,590,100**	**3,500**	**0.1%**	**40,000**	**1.1%**
Trade, Transportation, and Utilities	814,300	813,200	803,800	1,100	0.1%	10,500	1.3%
Wholesale Trade	181,300	181,000	175,700	300	0.2%	5,600	3.2%
Retail Trade	457,500	456,600	453,100	900	0.2%	4,400	1.0%
Transportation, Warehousing, and Utilities	175,500	175,600	175,000	-100	-0.1%	500	0.3%
Information	58,100	57,500	58,200	600	1.0%	-100	-0.2%
Financial Activities	227,700	228,100	227,700	-400	-0.2%	0	0.0%
Finance and Insurance	168,800	169,500	171,800	-700	-0.4%	-3,000	-1.7%
Real Estate and Rental and Leasing	58,900	58,600	55,900	300	0.5%	3,000	5.4%
Professional and Business Services	651,500	653,000	658,900	-1,500	-0.2%	-7,400	-1.1%
Professional, Scientific, and Technical Services	319,600	320,200	317,600	-600	-0.2%	2,000	0.6%
Management of Companies and Enterprises	69,300	69,100	71,200	200	0.3%	-1,900	-2.7%
Administrative and Support and Waste Management and Remediation Services	262,600	263,700	270,100	-1,100	-0.4%	-7,500	-2.8%
Education and Health Services	686,600	687,000	671,800	-400	-0.1%	14,800	2.2%
Educational Services	75,500	75,600	75,800	-100	-0.1%	-300	-0.4%
Health Care and Social Assistance	611,100	611,400	596,000	-300	0.0%	15,100	2.5%
Leisure and Hospitality	412,600	408,900	409,900	3,700	0.9%	2,700	0.7%
Arts, Entertainment, and Recreation	55,700	55,400	51,200	300	0.5%	4,500	8.8%
Accommodation and Food Services	356,900	353,500	358,700	3,400	1.0%	-1,800	-0.5%
Other Services	161,100	161,200	160,800	-100	-0.1%	300	0.2%
Government	618,200	617,700	599,000	500	0.1%	19,200	3.2%
Federal Government	57,100	57,000	54,300	100	0.2%	2,800	5.2%
State Government	185,000	185,000	180,800	0	0.0%	4,200	2.3%
Local Government	376,100	375,700	363,900	400	0.1%	12,200	3.4%

Source: Current Employment Statistics, Michigan Center for Data and Analytics, Michigan Department of Technology, Management & Budget

CHANGE IN UNION PARTICIPATION RATES BY STATE, 2022 TO 2023

Change in Union Participation Rate, 2022 to 2023

- < -1%
- -0.9% - 0%
- 0.1% - 1.0%
- > 1%

Source: Current Population Survey, U.S. Bureau of Labor Statistics

This issue's Map of the Month features union membership rates by state from the annual union members summary from the Current Population Survey produced by the U.S. Bureau of Labor Statistics. Some key features of the data include union participation rates by geography, gender, and age. The 2023 annual summary release showed little change to union membership rates nationally, which remained steady at a 10 percent average in 2023. Hawaii and Vermont had the largest increases in union membership rates, at 2.2 percentage points, while Rhode Island had the largest decrease of 3.8 percentage points.

Michigan was one of 21 states that saw a union membership rate decline between 2022 and 2023. Among those, only seven states had a decrease greater than 1 percentage point. Michigan's union membership declined by 1.2 percentage points, dropping from 14 percent of total employed in 2022 to 12.8 percent in 2023. Michigan's decline was the sixth largest across the country over the year, tying with Alaska.

Both the total number of union members and the rate of union membership has generally been declining in Michigan since 2000. Although Michigan's 12.8 percent union membership rate outpaced the nation in 2023, this rate was the state's lowest since the turn of the century. Michigan's 564,000 union members in 2023 was the second lowest (2021, 540,000) in that same time frame.

Despite the declines in union membership, Michigan remained a top 10 state in terms of total employed union members. With a decrease from 25,000 union members since 2022, Michigan's 564,000 total members in 2023 still ranked ninth nationally.

CANAAN VANMALDEGHEM
Economic Analyst

JOHN DILLON
Economic Analyst

A LOOK AT THE VETERAN POPULATION IN THE MICHIGAN WORKS! REGION 7B AREA

The Michigan Works! Association is an important resource for job seekers across the state and a key partner of the Michigan Center for Data and Analytics. There are 16 Michigan Works! regions, each with unique local economies. This article is part of a recurring monthly section featuring labor market updates on a rotating selection of Michigan Works! areas.

Counties: Arenac, Clare, Gladwin, Iosco, Ogemaw, Roscommon

Michigan had a large population of veterans with nearly 500,000 (6.3 percent of the population age 18 and over) according to the 2022 American Community Survey Five-Year Estimates. These veterans were distributed across all areas of the state. The Michigan Works! 7B area was home to just over 12,200 veterans, making up 10.5 percent of the population age 18 and over in the region. This was the second highest share of

any Michigan Works! area, slightly behind the 11.0 percent observed in the Michigan Works! Northeast Consortium area.

Figure 1 shows the period of service among veterans age 18 and over in both Michigan and the Michigan Works! Region 7B area. Just under half of all veterans in the region were Vietnam era veterans, a share which was 9.3 percentage points greater than the state share. This was the largest share of Vietnam era veterans of any Michigan Works! area. There was a smaller

share of Gulf War veterans in the region than that of the state.

Veterans in the area were predominantly male and white with 94.2 percent of veterans being males and 95.7 being white. Both ranked second highest among all Michigan Works! areas behind the Michigan Works! Northeast Consortium. Figure 2 shows the educational attainment of veterans in Michigan and the Michigan Works! Region 7B area. Just 12.3 percent of veterans in the region had a bachelor's degree or higher.

FIGURE 1: **PERIOD OF SERVICE AMONG VETERANS AGE 18 AND OVER**
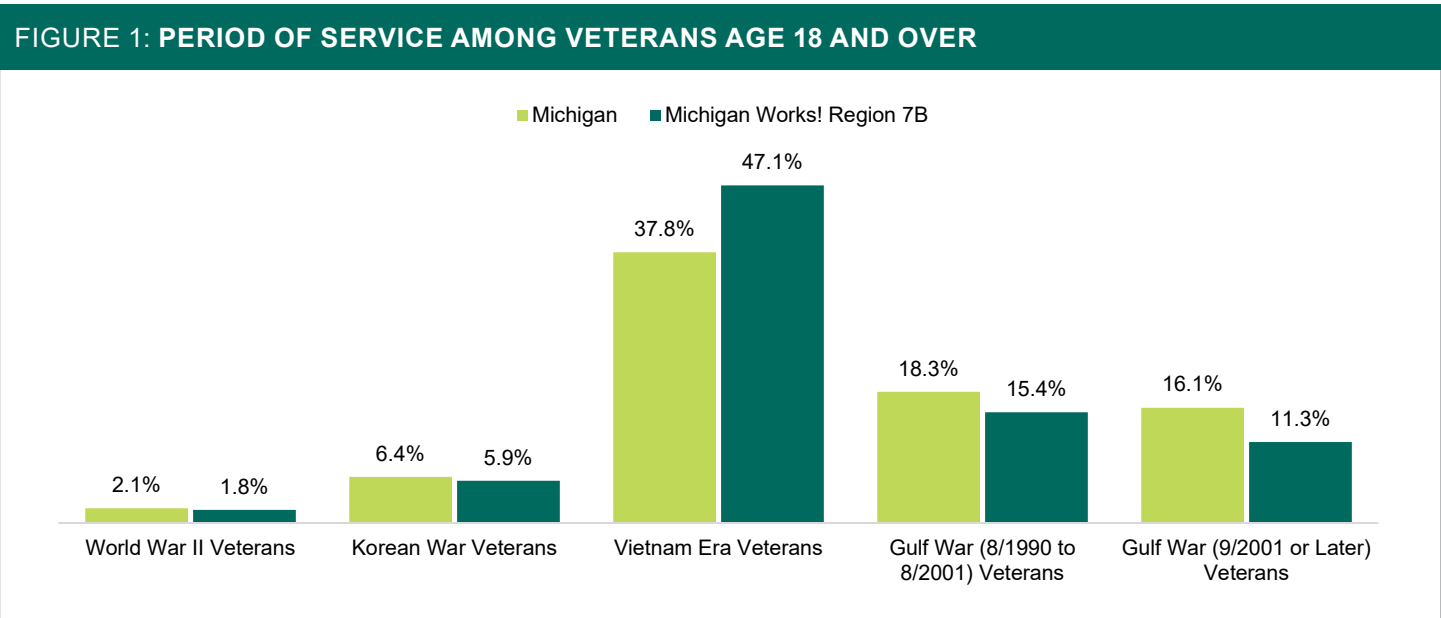
Source: 2018–2022 American Community Survey Five-Year Estimates, U.S. Census Bureau
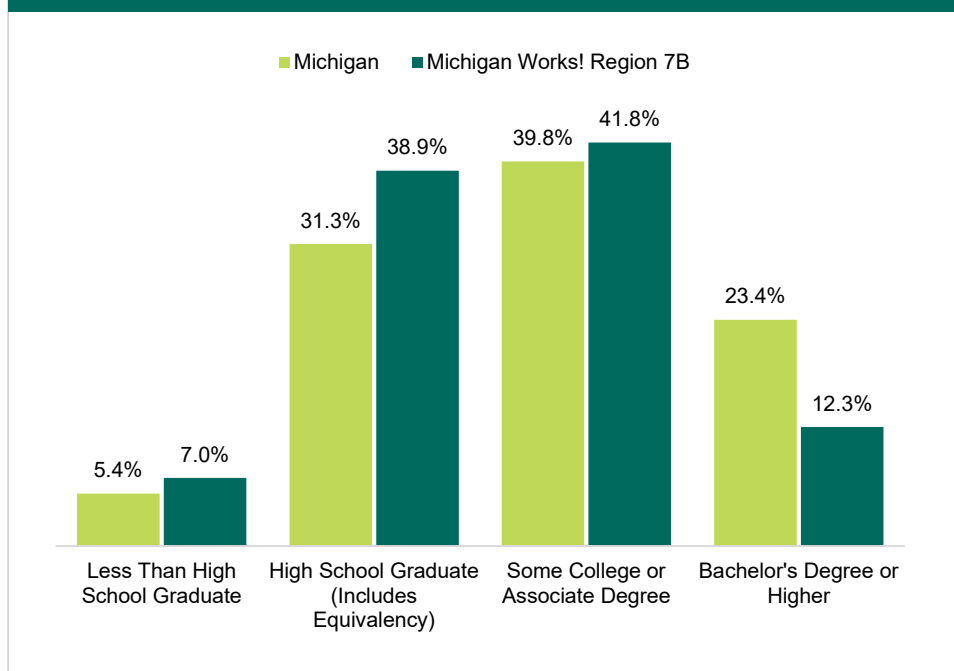
This was 11.1 percentage points less than what was seen among veterans statewide. There was a 7.6 percentage point difference in the share of veterans that were a high school graduate (includes equivalency) which largely offsets the difference in bachelor's degree or higher earners.

Among the veteran population ages 18 to 64, the Michigan Works! Region 7B area had a labor force participation rate of 59.6 percent and a jobless rate of 7.5 percent. Both of these ranked 15th among the 16 Michigan Works! areas ahead of the Detroit Employment Solutions Corporation area. Veterans age 18 and over in the Michigan Works! Region 7B area had a poverty rate of 8.5 percent. This ranked 13th among the regions.

If you are interested in a customized analysis for a particular Michigan region, please submit a request through the contact page on the Michigan labor market information website.

NICK GANDHI
Economic Analyst

FIGURE 2: EDUCATIONAL ATTAINMENT OF VETERANS AGE 25 AND OVER

Legend: ■ Michigan ■ Michigan Works! Region 7B

Category	Michigan	Michigan Works! Region 7B
Less Than High School Graduate	5.4%	7.0%
High School Graduate (Includes Equivalency)	31.3%	38.9%
Some College or Associate Degree	39.8%	41.8%
Bachelor's Degree or Higher	23.4%	12.3%

Source: 2018–2022 American Community Survey Five-Year Estimates, U.S. Census Bureau

ONLINE JOB ADS DOWN FROM PRIOR YEAR IN 2023

In 2023, there were 860,700 newly posted job ads available across Michigan. This was a 17.7 percent decrease from the record high number of ads in 2022, which had just under 1.2 million advertisements. However, advertisements in 2023 remained elevated compared to pre-pandemic years. Online job advertisements were below 800,000 in both 2018 (682,000 ads) and 2019 (725,640 ads).

Industries, Employers, and Occupations

The industries with the highest concentration of job advertisements in 2023 were *Health care and social assistance* (138,560 ads), *Retail trade* (99,760 ads), and *Manufacturing* (86,440 ads). These industries were also the top three in
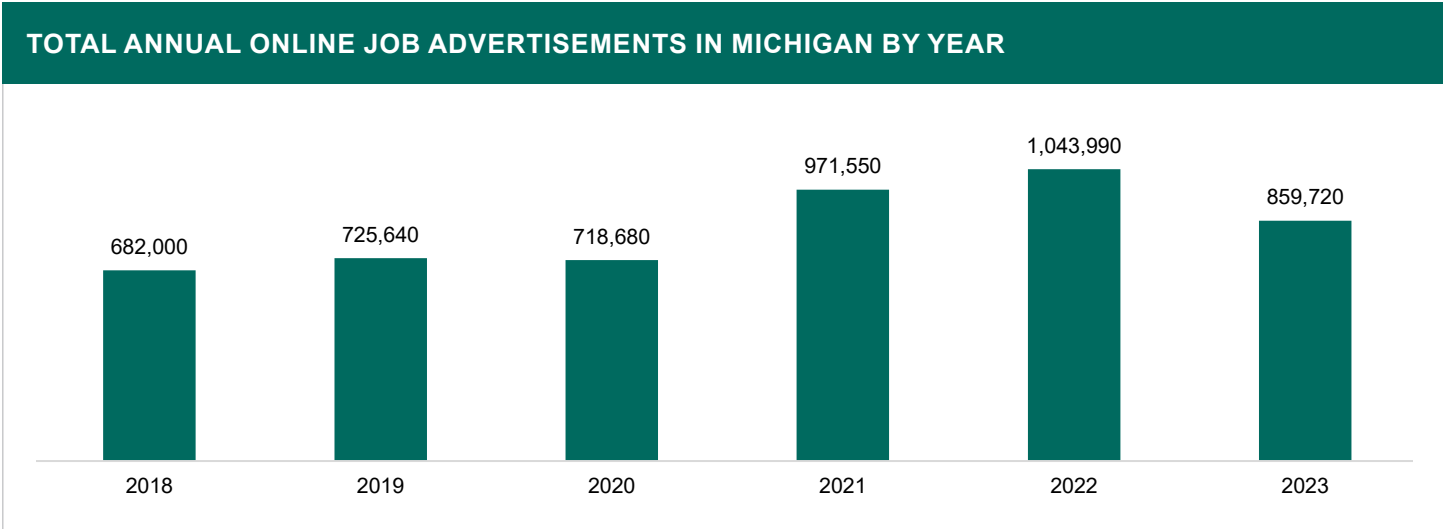
2022, indicating their importance in the Michigan labor market. However, the total number of ads within each of these industries has declined from 2022. *Manufacturing* saw the greatest loss with a 28.0 percent decline in advertisements.

Unsurprisingly, many of the top five employers with the most job advertisements in 2023 were within the *Health care and social assistance* industry. These five employers were, Corewell Health, Trinity Health, University of Michigan, Meijer, and McLaren Health Care. Spectrum and Beaumont Health merged in early 2022 and became Corewell Health, creating a health system with 22 hospitals and more than 60,000 employees. This health system accounted for more than 21,400 online advertisements alone in 2023.

The occupations that saw the greatest number of job ads in 2023 were, *Registered nurses* (36,610 ads), *Retail salespersons* (32,100 ads), and *First-line supervisors of retail sales workers* (23,510 ads). Advertisements for *Registered nurses* dominated the monthly totals for eight months of 2023, with six consecutive months as the most advertised occupation from January through June. During months where *Registered nurses* was not the topmost posted occupation, it was second in demand to *Retail salespersons*.
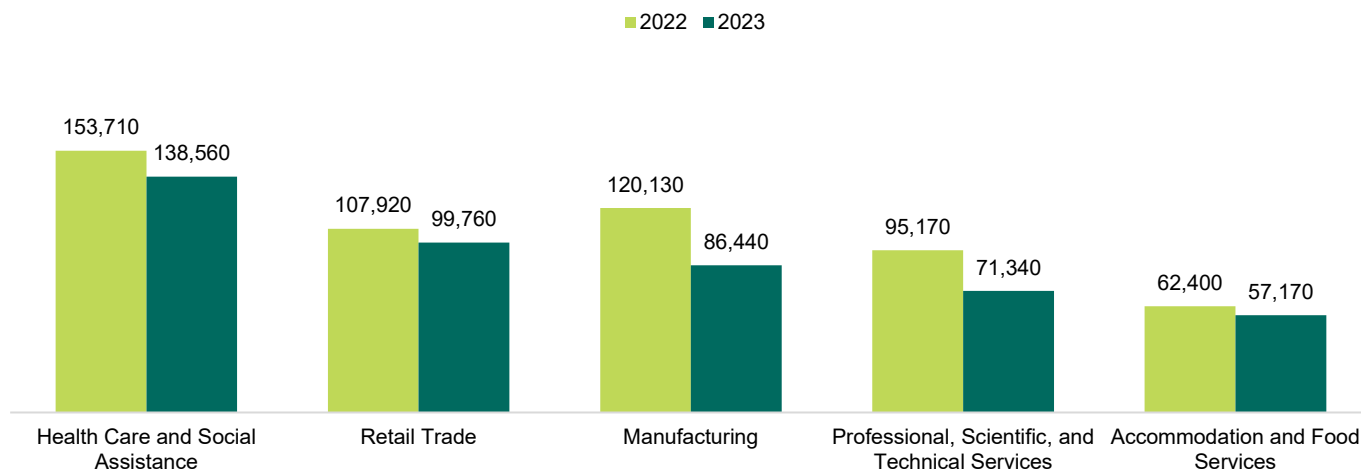
Education

In 2023, at least 60 percent of all job advertisements listed a minimum education requirement. Of those, just under 50 percent requested high school diplomas or GEDs,

TOTAL ANNUAL ONLINE JOB ADVERTISEMENTS IN MICHIGAN BY YEAR

Year	Ads
2018	682,000
2019	725,640
2020	718,680
2021	971,550
2022	1,043,990
2023	859,720

Source: Help Wanted OnLine, Lightcast Developer

TOP MICHIGAN INDUSTRIES BY TOTAL ONLINE JOB ADVERTISEMENTS COUNT, 2022–2023

■ 2022 ■ 2023

Health Care and Social Assistance: 153,710 (2022), 138,560 (2023)
Retail Trade: 107,920 (2022), 99,760 (2023)
Manufacturing: 120,130 (2022), 86,440 (2023)
Professional, Scientific, and Technical Services: 95,170 (2022), 71,340 (2023)
Accommodation and Food Services: 62,400 (2022), 57,170 (2023)

while just over 35 percent of ads requested a bachelor's degree. The other levels of education received significantly fewer requests, with associate degrees listed in 10.3 percent and master's degree or higher specified in 4.7 percent of the advertisements. These percent shares were consistent with 2022 minimum education requirements, with the only differences being a slight increase in the share requesting bachelor's degrees (4.1 percentage points), and a decrease in share listing a high school diploma or GED (-3.0 percentage points).

Regional Impacts

As stated earlier in this article, there was a significant decline in the number of job advertisements throughout the state in 2023. Specific prosperity regions were impacted more than others. The Northwest (-24.1 percent), East Central (-22.1 percent), and Southeast Michigan Prosperity Regions (-19.4 percent) had the largest percent declines in job advertisements compared to 2022. A few prosperity regions held a majority of the total advertisements throughout the state. The Detroit Metro Prosperity Region held the largest share of Michigan's advertisements with 41.8 percent. Following behind were the West and Southeast Prosperity Regions with 17.3 and 10.6 percent of all ads, respectively. Together, these three regions of the state held nearly 70 percent of all 2023 ads in Michigan.

AMELIA ARNOLD
Student Assistant

PERCENT SHARE OF TOTAL JOB ADVERTISEMENTS BY MICHIGAN PROSPERITY REGION, 2023

1.8%
0.9%
1.7%
2.9%
4.7%
17.3%
9.0%
41.8%
7.5%
10.6%
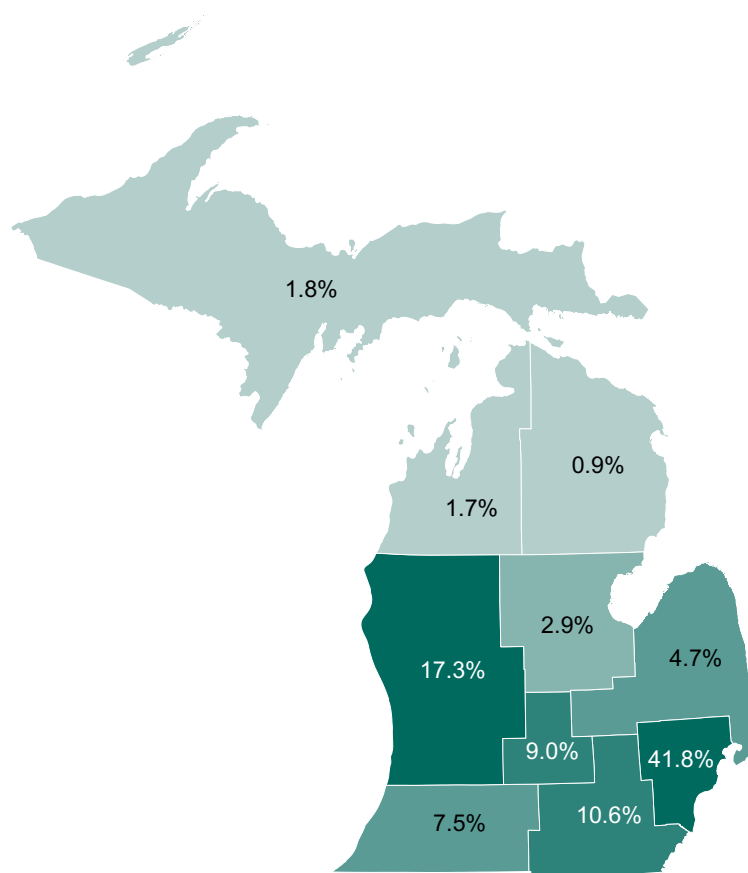
LABOR TURNOVER RISES AFTER MONTHS OF DECLINE

Michigan's job openings rate increased in the latest iteration of the state Job Openings and Labor Turnover survey (5.4 percent). Similarly, the separations rate (3.5 percent), labor turnover rate (6.9 percent), layoffs/discharges rate (1.0 percent), and quits rate (2.4 percent) all increased in November. Both the hires rate (3.3 percent) and the unemployed persons to job openings ratio were the only two metrics to decline.

Job Openings Expand in November

Job openings increased by approximately 18,000 from October to November, jumping from 234,000 to 252,000 openings. This was reflected in an increase of 0.4 percentage points in the job openings rate (5.4 percent). Michigan's rate was above the national rate at the time (5.3 percent) yet had the 34th highest rate compared to all other states.

The unemployed persons to job openings ratio inched downward in November, dropping from 0.88 to 0.86. This meant that for every 10 job openings, there were nearly nine individuals available to fill those positions. Michigan's ratio was notably higher than the national ratio at the time (0.71), and was the sixth highest among all other states.

Separations Increase

The separations rate increased by 0.4 percentage points to 3.5 percent. Compared to October (138,000), approximately 19,000 more employees were separated from their positions in November (157,000). Though marginal, Michigan exceeded the national separations rate of 3.4 percent.

Both the quits rate and the layoffs/discharges rate increased in November to 2.4 percent and 1.0 percent, respectively. The change in the quits rate was the major driving force in the increase in separations, which saw a 0.4 percentage point jump that outpaced the 0.1 percentage point rise in the layoffs/discharges rate.

JOB OPENINGS RATE, MICHIGAN AND THE U.S., NOVEMBER 2022 TO NOVEMBER 2023
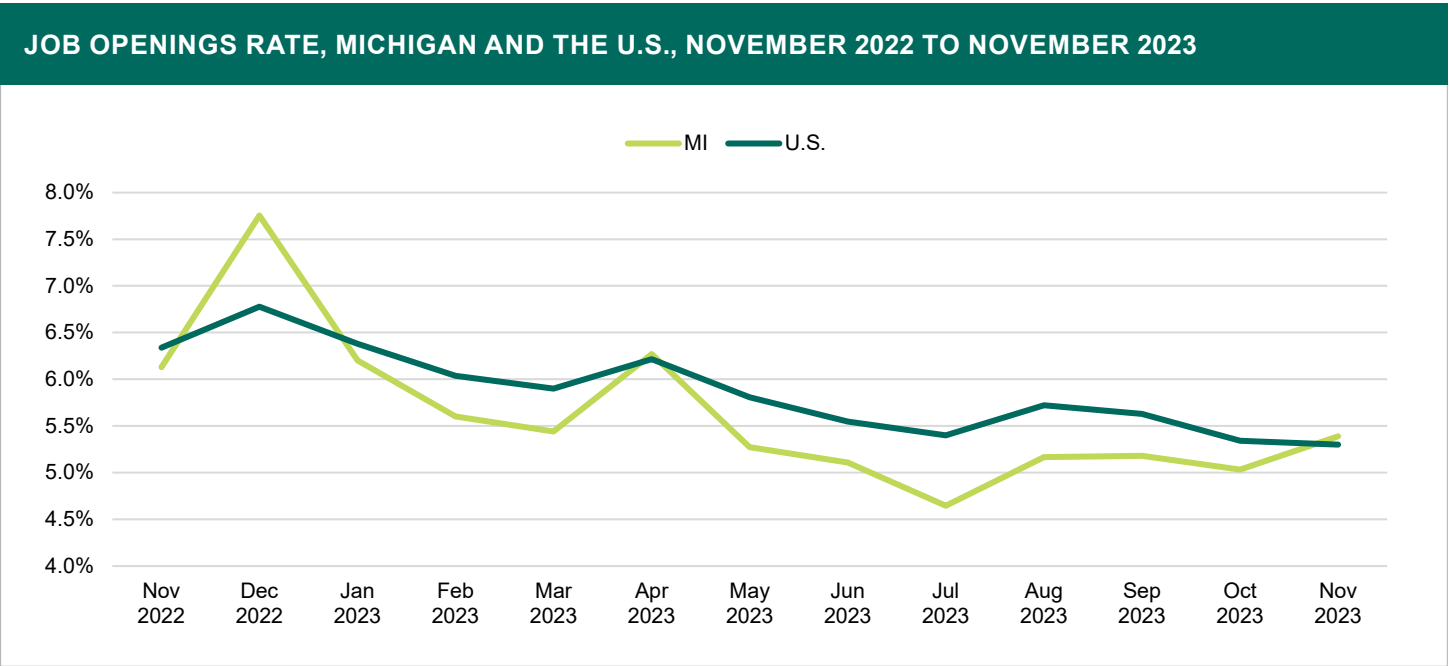
Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

Hires Inched Downward

Michigan employers hired approximately 3,000 less employees in November (148,000) than the month prior (151,000). This was shown in a marginal 0.1 percentage point drop in the hires rate from 3.4 percent to 3.3 percent. Michigan was below the national hires rate at the time (3.5 percent) and was near the bottom tenth amongst all other states in this metric.

Labor Turnover Picking Up as Voluntary Separations Increase

Michigan's labor turnover rate has trended downward in recent years. In the September JOLTS data release, the labor turnover rate reached a near three-year low at 6.5 percent, the lowest since January 2020. This low remained steady through October. However, in the latest data for November, labor turnover experienced a notable increase, moving from 6.5 percent to 6.9 percent after months of persistent decline.

The main driver of this change was separations, with an increase attributed to a rise in the quits rate. With the quits rate being a measure of voluntary separations, this indicated that the uptick in labor turnover in November was due to a rise in the number of employees choosing to separate from their employers.

Despite this, Michigan's turnover rate remained below 7.0 percent for the fourth consecutive month, the longest stretch since 2016.

KRYSTAL JONES
Economic Analyst

MICHIGAN LABOR TURNOVER RATE, NOVEMBER 2022 TO NOVEMBER 2023
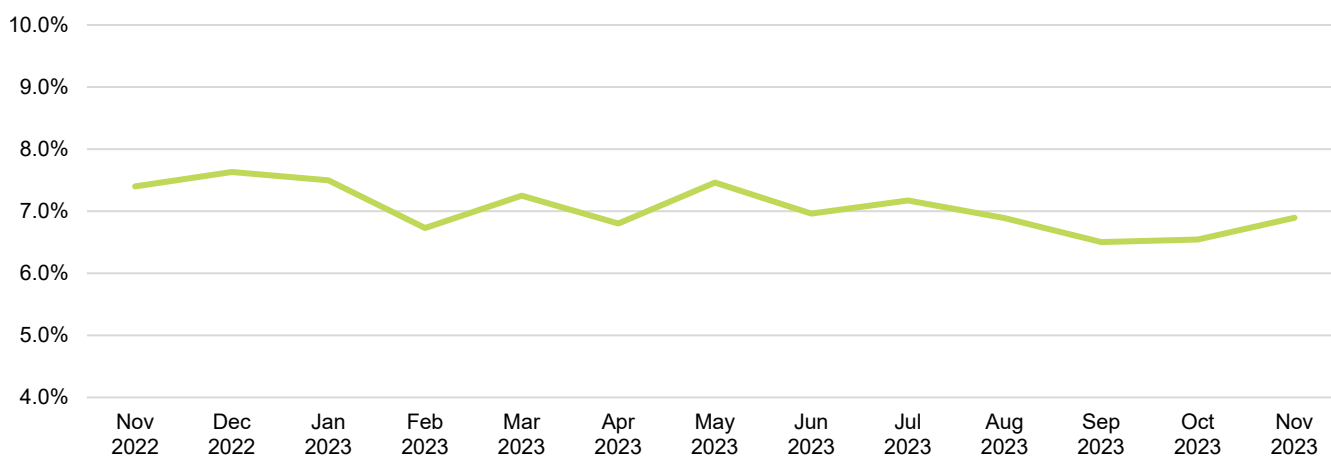
Source: Job Openings and Labor Turnover Survey, U.S. Bureau of Labor Statistics

RELEVANT RANKINGS

	OVER-THE-YEAR PERCENT CHANGE IN BLACK LABOR FORCE, RANKED BY STATE			
RANK	STATE	2022 BLACK LABOR FORCE	2023 BLACK LABOR FORCE	OVER-THE-YEAR PERCENT CHANGE
1	Colorado	134,000	159,000	18.7%
2	Minnesota	209,000	234,000	12.0%
3	Wisconsin	174,000	192,000	10.3%
4	Oklahoma	132,000	145,000	9.8%
5	Pennsylvania	689,000	746,000	8.3%
6	Delaware	118,000	127,000	7.6%
7	Florida	1,799,000	1,912,000	6.3%
8	South Carolina	602,000	638,000	6.0%
9	Texas	2,002,000	2,117,000	5.7%
10	Michigan	621,000	655,000	5.5%
11	Maryland	988,000	1,031,000	4.4%
12	Massachusetts	325,000	339,000	4.3%
13	Georgia	1,694,000	1,751,000	3.4%
14	Virginia	864,000	892,000	3.2%
14	Washington	189,000	195,000	3.2%
16	Nevada	169,000	173,000	2.4%
17	Missouri	341,000	349,000	2.3%
18	Louisiana	636,000	649,000	2.0%
19	Arkansas	206,000	210,000	1.9%
20	Kentucky	169,000	172,000	1.8%
21	Tennessee	540,000	548,000	1.5%
22	New Jersey	723,000	732,000	1.2%
23	Ohio	731,000	738,000	1.0%
24	Alabama	599,000	603,000	0.7%
25	Illinois	829,000	833,000	0.5%
26	New York	1,601,000	1,597,000	-0.2%
27	Connecticut	247,000	246,000	-0.4%
28	North Carolina	1,134,000	1,128,000	-0.5%
29	Indiana	352,000	348,000	-1.1%
30	Arizona	211,000	207,000	-1.9%
31	Mississippi	464,000	452,000	-2.6%
32	California	1,205,000	1,156,000	-4.1%
33	Rhode Island	45,000	42,000	-6.7%

Source: Current Population Survey, U.S. Bureau of Labor Statistics
Note: Data for Black labor force is only available for 33 states

OVER-THE-YEAR PERCENT CHANGE IN FEMALE LABOR FORCE, RANKED BY SELECT STATES

RANK	STATE	2022 FEMALE LABOR FORCE	2023 FEMALE LABOR FORCE	OVER THE YEAR PERCENT CHANGE
1	South Carolina	1,150,000	1,212,000	5.4%
2	Utah	758,000	798,000	5.3%
3	Texas	6,651,000	6,972,000	4.8%
4	Michigan	2,260,000	2,364,000	4.6%
5	Wisconsin	1,417,000	1,480,000	4.4%
6	South Dakota	220,000	228,000	3.6%
7	Nevada	709,000	734,000	3.5%
8	Idaho	433,000	446,000	3.0%
9	Virginia	2,141,000	2,199,000	2.7%
10	Alaska	162,000	166,000	2.5%
10	Maine	324,000	332,000	2.5%
12	Maryland	1,516,000	1,553,000	2.4%
12	New Jersey	2,196,000	2,248,000	2.4%
12	Oklahoma	888,000	909,000	2.4%
15	Wyoming	131,000	134,000	2.3%
36	Kansas	706,000	708,000	0.3%
37	California	8,736,000	8,744,000	0.1%
38	North Dakota	187,000	187,000	0.0%
38	West Virginia	360,000	360,000	0.0%
40	Nebraska	501,000	499,000	-0.4%
41	Louisiana	1,007,000	1,001,000	-0.6%
41	Arkansas	652,000	648,000	-0.6%
43	Connecticut	919,000	911,000	-0.9%
44	New Hampshire	355,000	350,000	-1.4%
44	Rhode Island	281,000	277,000	-1.4%
46	Iowa	798,000	786,000	-1.5%
47	Oregon	1,028,000	1,007,000	-2.0%
48	Kentucky	957,000	937,000	-2.1%
49	Illinois	3,087,000	2,989,000	-3.2%
50	Mississippi	614,000	584,000	-4.9%

Source: Current Population Survey, U.S. Bureau of Labor Statistics

MICHIGAN ANNUAL AVERAGE WORKFORCE DATA BY RACE AND GENDER

Reviewing labor market trends among different demographic populations can highlight disparities among these groups. Demographic data for all states are published as an annual average by the U.S. Bureau of Labor Statistics once a year. This data comes from the Current Population Survey (CPS), which is a different source than the standard monthly labor market information containing Michigan's official unemployment rate, labor force, and payroll jobs. Comparisons should not be made with monthly data, as the demographic information presented here is a 12-month average for Michigan and the U.S.

Unemployment Rate by Race

Preliminary CPS data show that Michigan's average unemployment rates for 2022 and 2023 changed little, at 4.1 and 3.9 percent respectively. While the unemployment rate for the total population showed little variation, the annual average unemployment rate for Black workers dropped by 1.5 percentage points in 2023 to 5.9 percent, making it one of the lowest years in history. White workers during this time only recorded a 0.1 percentage point drop between 2022 and 2023, to an average unemployment rate of 3.5 percent last year.

Black and White Labor Force

Michigan's 4.1 percent growth in the labor force in 2023 was the fourth highest in the nation according to the Current Population Survey. This growth can be seen in multiple demographic groups as well. The annual average white workforce grew by 166,000 or 4.3 percent over the year, the highest annual average labor force growth for white workers among states. The number of Black individuals in Michigan's labor force climbed to 655,000 on average in 2023, making it the highest Black labor force total in Michigan in at least 24 years. Since 2022, the state's Black labor force grew by 5.5 percent or 34,000 workers, giving it the 10th highest growth rate for Black workers among states.

The increase in the state's labor force was not due to an increase in population, but was substantially caused by increased labor force participation. White workers increased their annual average labor force participation rate from 59.8 in 2022 to 61.9 in 2023. The annual average labor force participation rate for Black workers rose from 58.1 percent in 2022 to 61.3 percent in 2023. Labor force participation rates between white and Black workers has narrowed in recent years. In 2018, there was a 4.5 percentage points gap between the two groups, while in 2022 that difference was 1.7 percentage points. In 2023, the gap has essentially closed. In the U.S., the labor force participation rate for Black workers has been higher than the rate for white workers for all of 2023.

LABOR FORCE PARTICIPATION RATE BY RACE IN MICHIGAN AND U.S. (12-MONTH MOVING AVERAGE)
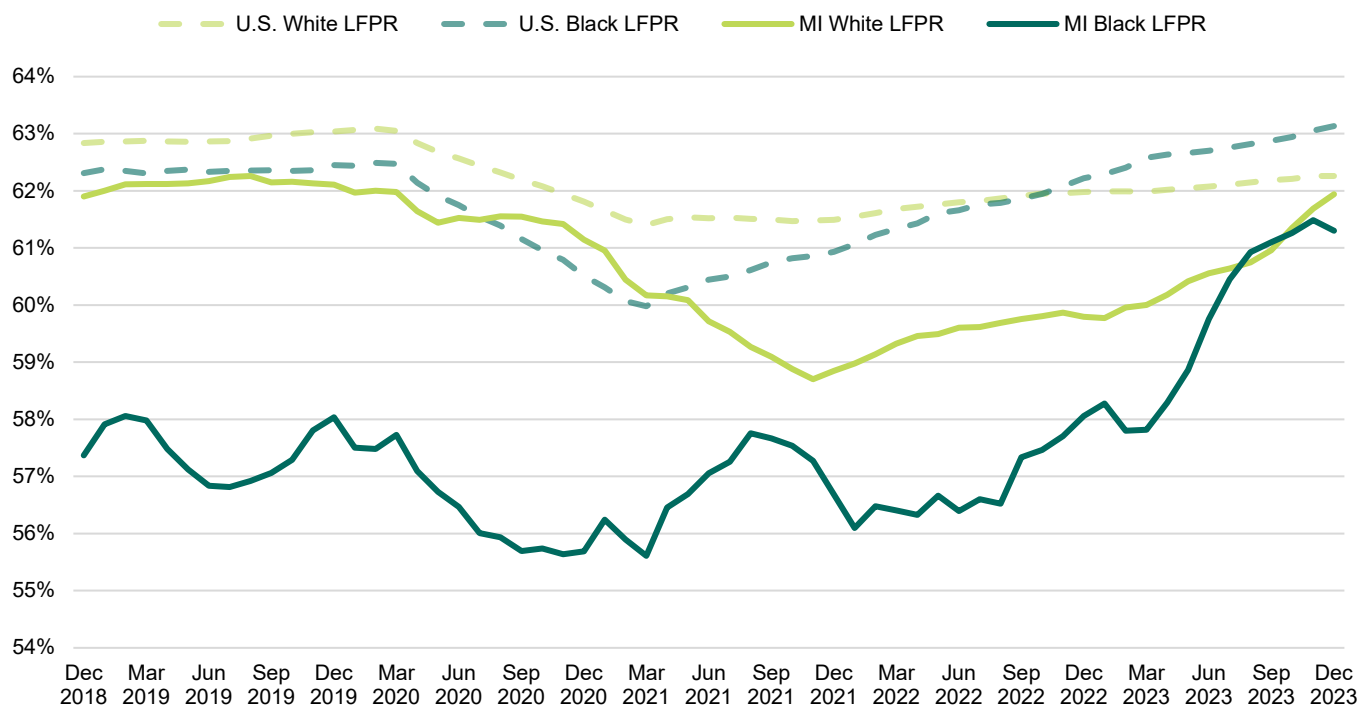
Source: Current Population Survey, U.S. Bureau of Labor Statistics

MICHIGAN WORKFORCE DATA BY RACE AND GENDER

ANNUAL AVERAGE	WHITE		BLACK		MALE		FEMALE	
	2023	2022	2023	2022	2023	2022	2023	2022
Unemployment Rate	3.5	3.6	5.9	7.4	3.8	4.0	3.9	4.2
Labor Force Total	4,049,000	3,883,000	655,000	621,000	2,669,000	2,577,000	2,364,000	2,260,000
Labor Force Participation Rate	61.9	59.8	61.3	58.1	67.2	65.2	57.3	54.8

Source: Current Population Survey, U.S. Bureau of Labor Statistics

Unemployment Rate by Gender

The annual average unemployment rates for men and women both declined slightly in 2023. The male rate fell by 0.2 percentage points to 3.8 percent in 2023, while the female rate fell 0.3 percentage points to 3.9 percent. Compared to five years ago, the annual average unemployment rate for men has declined by 0.7 percentage points since 2018, while the female rate was little changed over the same time period. Michigan's annual average male unemployment rate matched the male U.S. rate in 2023, while the state's female rate of 3.9 percent was slightly higher than the U.S. female unemployment rate of 3.5 percent.

Labor Force by Gender

In 2023, the preliminary annual average labor force for men rose by 92,000 workers, while female workers added 104,000 individuals. These were the largest annual average gains for both men and women in at least 20 years. Both genders also experienced a rise in their labor force participation rates in 2023. On average in 2023, Michigan's male participation rate was 67.2 percent, while the female rate was 57.3. These rates were slightly lower than the U.S. 2023 average participation rates for men (68.1) and women (57.3).

WAYNE ROURKE
Labor Market Information Director

ANNUAL AVERAGE MICHIGAN LABOR FORCE FOR MEN AND WOMEN, 2003–2023

Source: Current Population Survey, U.S. Bureau of Labor Statistics