

# MICHIGAN'S LABOR MARKET NEWS

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MAY 2020

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## Labor Force Characteristics of Persons with a Disability in Michigan

Feature Article pg. 16

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## Distribution of the Population With a Disability Across Michigan

pg. 15

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## Partner Perspective: Serving the Career Needs of Michigan's Individuals With Disabilities

pg. 26

# The Michigan jobless rate rose by 0.5 percentage points in March.

MARCH 2020 JOBLESS RATE

MICHIGAN  
**4.1%**  
NATIONAL  
**4.4%**

## TABLE OF CONTENTS

4	Michigan Employment and Unemployment Trends
6	Michigan Job Trends by Industry Sector
10	Regional Labor Market Analysis
15	Map of the Month: Distribution of the Population With a Disability Across Michigan
16	Feature Article: Labor Force Characteristics of Persons With a Disability in Michigan
22	Online Job Advertisements
24	Relevant Rankings
26	Partner Perspective: Serving the Career Needs of Michigan's Individuals with Disabilities

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All workforce photos throughout this publication feature MRS and BSBP clients. Photography by Claire Abendroth, Michigan Department of Labor and Economic Opportunity and Steve Baroskos, Michigan Department of Health and Human Services



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### IT'S BIGGER THAN DATA.

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

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



Michigan's jobless rate rose to 4.1 percent in March, showing the early impacts of COVID-19 on the state's labor market. Nationally, the unemployment rate rose to 4.4 percent. However, neither figure represented the full labor market impact of the pandemic, which took place later in the month (and will be reflected in the April numbers). Nonfarm payroll jobs fell by 24,000 over the month in Michigan, due in large part to significant layoffs in *Leisure and hospitality*.

This month's issue of *Michigan's Labor Market News* highlights persons with disabilities in the Michigan labor market. Our *Feature Article* provides a number of key statistics and trends related to this topic, as well as broad information about the types of barriers such individuals face when seeking employment. Following this theme, our *Map of the Month* and *Relevant Rankings* sections provide additional county-specific statistics on disability. To close out the issue, this month's *Partner Perspective* features the important work being done by two key agencies in Michigan's Department of Labor and Economic Opportunity: the Bureau of Services for Blind Persons and Michigan Rehabilitation Services.

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'S JOBLESS RATE ADVANCES IN MARCH

## DOES NOT DEMONSTRATE FULL IMPACT OF COVID-19 ON STATE WORKFORCE

The March seasonally adjusted unemployment rate in Michigan advanced by half a percentage point to 4.1 percent. Employment receded by 65,000 while the number of unemployed expanded by 21,000. The result was a large labor force decline of 44,000 over the month.

The data in this article reflects the Michigan employment status for the week of March 8–14, which was prior to the full impact of COVID-19 on the state labor market. The data does not reflect many of the COVID-19-related layoffs that occurred during the second half of March.

The jobless rate nationally rose significantly by 0.9 percentage points over the month to 4.4 percent. The Michigan March rate was 0.3 percentage points below the national rate. Over the year, the U.S. jobless rate increased by six-tenths of a percentage point, while the Michigan rate fell by 0.2 percentage points since March 2019.

Total employment in the state fell by 1.4 percent over the month and 0.4 percent over the year.

In comparison, the national employment level dropped by 1.9 percent over the month and 0.6 percent over the year. Michigan's unemployment level rose by 11.7 percent over the month but was down by 4.7 percent over the year. National unemployment levels advanced substantially by 23.4 percent over the month and by 15.3 percent over the year.

Michigan's unemployment rate gain of five-tenths of a percentage point was the largest over-the-month jobless rate increase seen in the state since May 2009.

### Michigan's Quarterly Jobless Rate Declines Over Past Three Years

From the first quarter 2017 to the first quarter 2020, the unemployment rate in Michigan moved down by nine-tenths of a percentage point, from 4.7 percent to 3.8 percent. This was nearly identical to the national quarterly jobless rate decline of eight-tenths of a percentage point.

Both Michigan and the U.S. displayed a first quarter 2020 jobless rate of 3.8 percent.

Michigan's quarterly employment level advanced by 104,000, or 2.2 percent, between the first quarters of 2017 and 2020. Total quarterly unemployment fell by 41,000, or 17.8 percent, during this same period. Michigan's quarterly workforce expanded by 63,000, an increase of 1.3 percent. During this period, the national labor force grew by 2.6 percent.

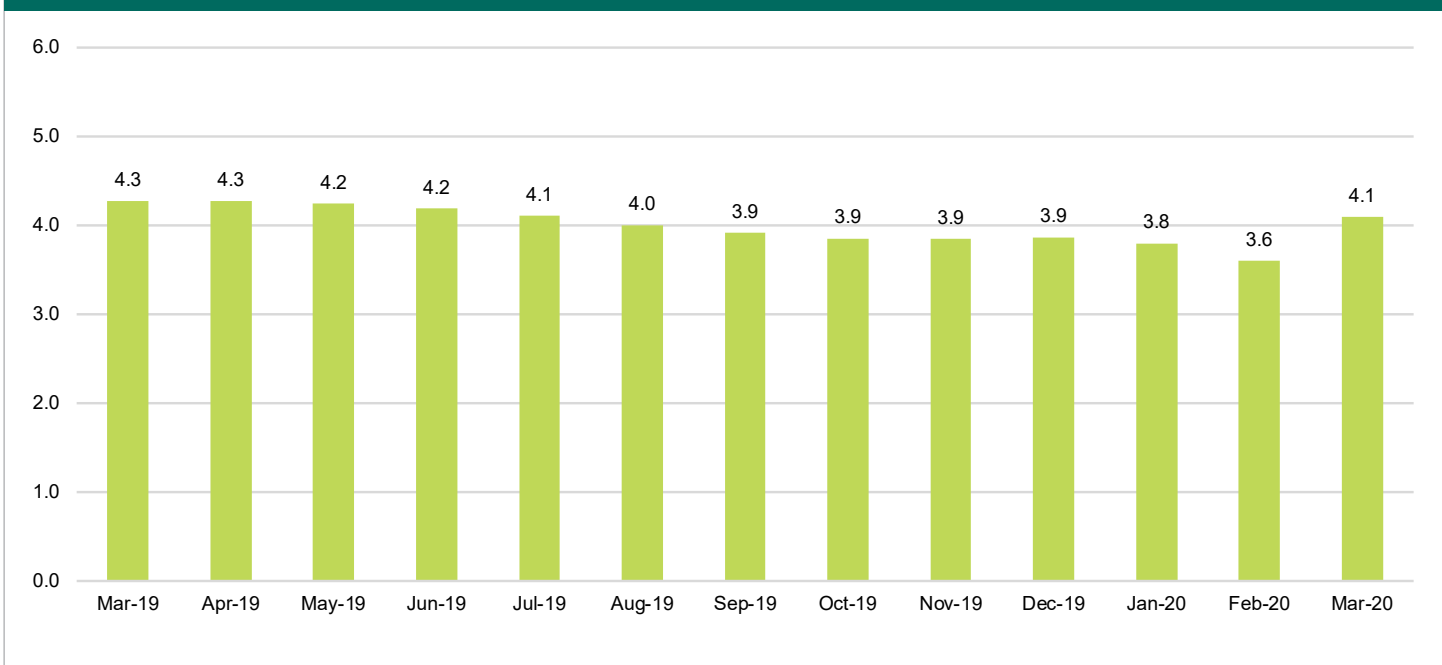
Michigan's first quarter 2020 jobless rate of 3.8 percent was the lowest recorded since the third quarter of 2000. However, the number of employed residents in the state during that time was 213,000 above current levels.

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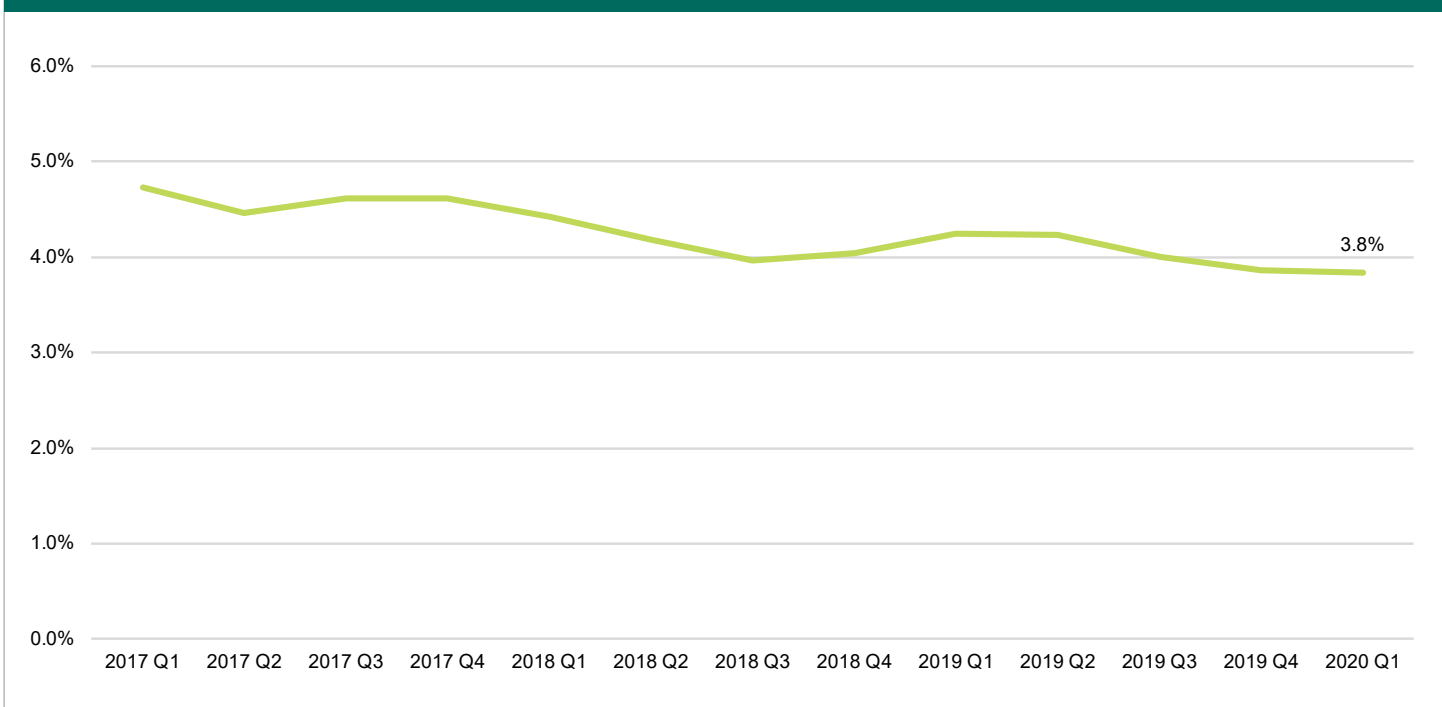
## MICHIGAN LABOR FORCE ESTIMATES (SEASONALLY ADJUSTED)

	MARCH 2020	FEBRUARY 2020	MARCH 2019	CHANGE OVER THE MONTH	CHANGE OVER THE YEAR
Labor Force	4,906,000	4,950,000	4,935,000	-44,000	-29,000
Employed	4,705,000	4,770,000	4,724,000	-65,000	-19,000
Unemployed	201,000	180,000	211,000	+21,000	-10,000
Jobless Rate	4.1	3.6	4.3	+0.5	-0.2

## MICHIGAN JOBLESS RATE (PERCENT), MARCH 2019–MARCH 2020



## MICHIGAN SEASONALLY ADJUSTED QUARTERLY JOBLESS RATES, Q1 2017–Q1 2020



# MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

## Monthly Overview

Michigan job levels declined by 24,300 during March to 4,437,200. Job loss occurred in eight of the eleven major industry groups. Roughly half of these reductions were reported in *Leisure and hospitality* (-12,800), reflecting just some of the early job cuts in the restaurant industry due to the coronavirus pandemic. Jobs also fell notably in March in *Education and health services* (-3,900), and *Construction* and *Government* (-2,300 each). Job levels were little changed in several industries such as *Financial activities*, *Trade, transportation and utilities*, *Mining and logging*, and *Transportation equipment manufacturing*. The March industry estimates reflected job trends for the week of March 8–14, which was prior to the full impact of COVID-19 related layoffs that occurred in the second half of March.

## Over the Year Analysis

Between March 2019 and March 2020, nonfarm payroll jobs in Michigan were essentially unchanged, notching higher by 3,700 or by 0.1 percent. This compared to the 1.0 percent growth rate nationally during this period. The broad sectors in Michigan with the largest over-the-year job gains were *Trade, transportation, and utilities* (+10,400), *Construction* (+8,400), *Financial activities* (+6,400), and *Government* (+4,200). These additions were offset by job declines in *Leisure and hospitality* (-14,200), *Manufacturing* (-10,800), and *Other services* (-1,500). *Mining and logging* employment remained unchanged over the year.

## Michigan First Quarter 2020 Performance

In Michigan, total nonfarm payroll employment rose by 0.3 percent during the first quarter. This was similar to the 0.2 percent growth nationally during this period. Since reaching a recessionary low of 3,831,300 jobs in the third quarter 2009, payrolls in Michigan have increased in 38 of the subsequent 42 quarters, which has resulted in an employment gain of 618,400.

In the first quarter of 2020, the broad industry sectors with above average job advances included *Construction* (+2.4 percent), *Financial activities* (+0.9 percent), *Professional and business services* (+0.7 percent), *Manufacturing* (+0.6 percent), *Trade, transportation, and utilities* (+0.5 percent),

*Mining and logging* (+0.5 percent), and *Information* (+0.4 percent).

Job levels in the remaining broad sectors were little changed in the first quarter or declined, led by a 0.9 percent job reduction in *Leisure and hospitality*.

## Significant Industry Employment Developments

### CONSTRUCTION

Job levels in this major industry group declined by 2,300 in March. Small seasonal gains in construction jobs typically occur in March, but hiring was below normal in March 2020. This year the beginning phase of the COVID-19 pandemic was a possible reason some of this hiring was put on hold. This was particularly evident in the subsectors of *Heavy and civil engineering construction*, where unadjusted job levels were flat over the month, and in *Building finishing contractors*, where payrolls declined. During the first quarter, however, job levels rose significantly by 4,200 or by 2.4 percent. Since March 2019, payrolls grew by 8,400 or by 4.9 percent. Nationally, employment decreased by 29,000 over the month but moved up by 2.2 percent over the year.

### HEALTH CARE AND SOCIAL ASSISTANCE

Employment levels decreased in this industry by 2,900 during March. Job reductions were evident in *Home health care* and *Offices of physicians* and likely partially reflected early layoffs related to the start of the COVID-19 pandemic. Jobs fell in *Ambulatory health care services*, *Nursing and residential care facilities*, and the entire *Social assistance* sector. Jobs edged up in March in the *Hospital* industry. Between March 2019 and March 2020, payrolls were essentially unchanged in the broad sector. Nationally, payrolls fell by 61,200 in March but increased 2.2 percent over the year.

### LEISURE AND HOSPITALITY

Payroll jobs in this major sector plunged by 12,800 in March. This was by far the highest seasonally adjusted monthly job drop since at least 1990 in this industry. There was evidence of significant job cuts in the restaurant sector, but these only reflected the early layoffs in March related to COVID-19. Monthly job losses were concentrated in *Accommodation and food*

*services* (-11,100). On a quarterly basis, this broad sector experienced the largest Michigan job reduction of 0.9 percent. Over the year, the number of jobs was down sharply by 14,200 or 3.3 percent. Nationally, employment also fell significantly by 459,000 over the month and declined by 0.6 percent over the year.

## Metropolitan Statistical Areas (MSAs)

On a not seasonally adjusted basis, total nonfarm job levels decreased in eight of the 14 Michigan metro areas during March. Payroll job reductions ranged from 0.1 percent in Grand Rapids to 0.6 percent in Bay City. Statewide job levels declined by 0.4 percent.

The Midland metro area led the state in March with a 0.8 percent job advance.

Common to most state regions in March were payroll declines in *Leisure and hospitality* and to a lesser extent *Retail trade*. The number of *Construction* jobs notched higher in many of the regions. In the Ann Arbor metro area, a seasonal increase in education-related *State government* jobs was the primary reason for payroll growth over the month. Job levels in *Education and health services* remained unchanged in the metro areas that recorded job growth in March but declined to varying degrees in other regions.

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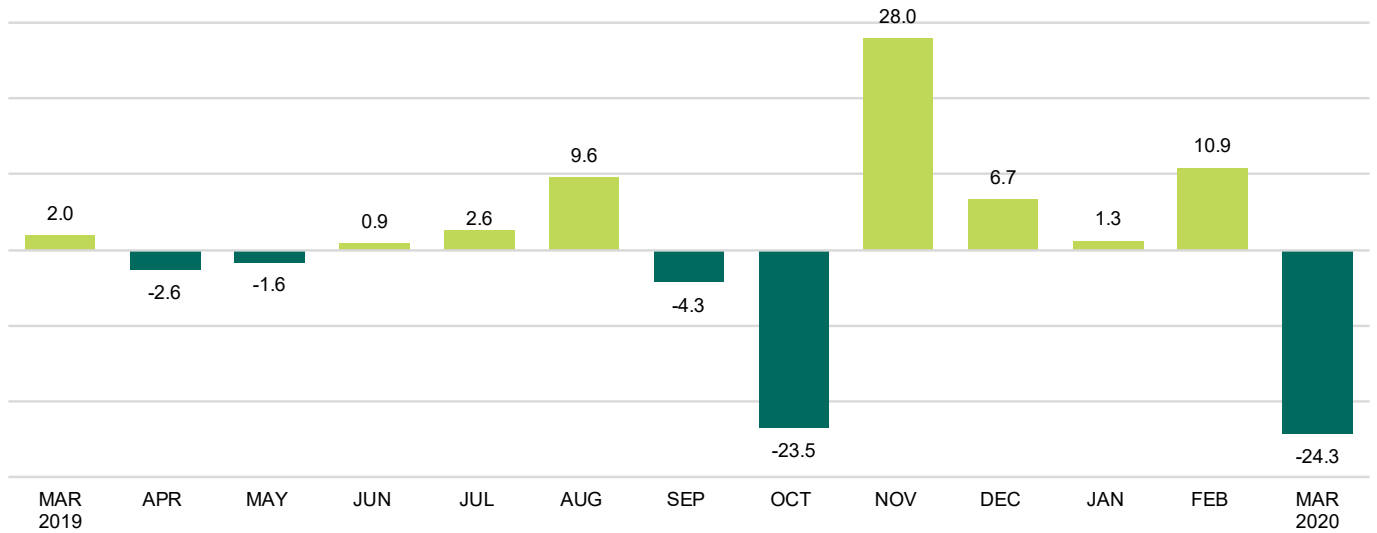




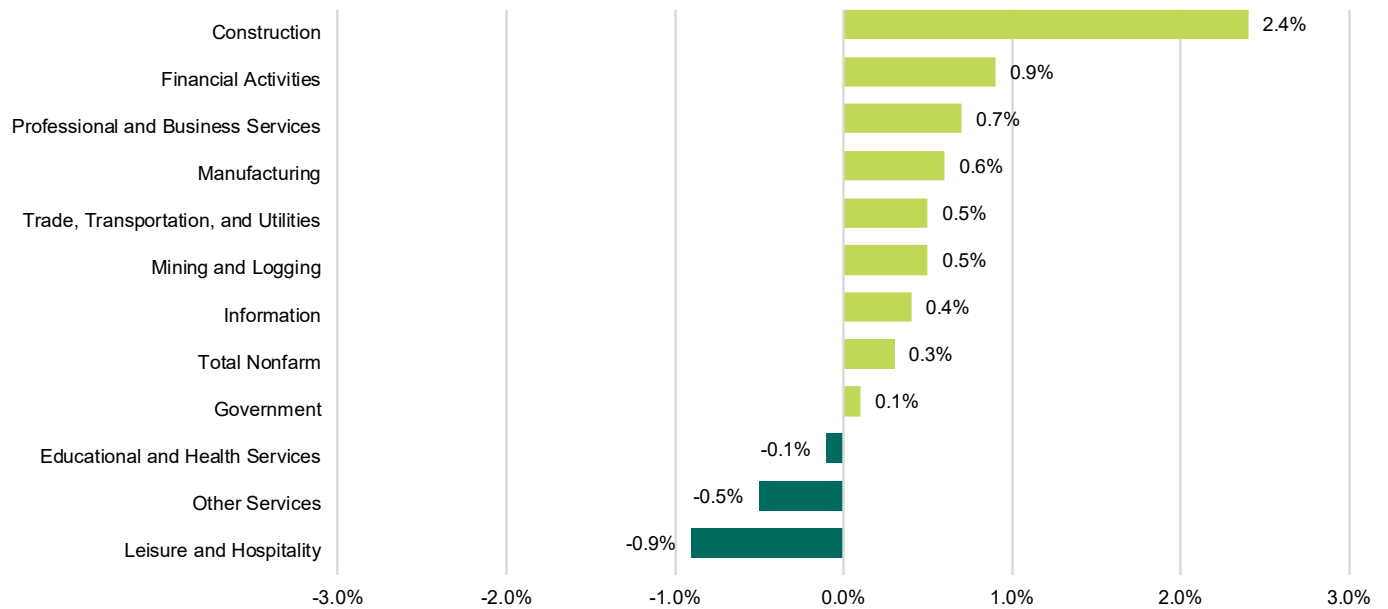
## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	MARCH 2020	FEBRUARY 2020	MARCH 2019	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
<b>TOTAL NONFARM</b>	<b>4,437,200</b>	<b>4,461,500</b>	<b>4,433,500</b>	<b>-24,300</b>	<b>-0.5%</b>	<b>3,700</b>	<b>0.1%</b>
Total Private	3,822,200	3,844,200	3,822,700	-22,000	-0.6%	-500	0.0%
Private Service-Providing	3,012,200	3,030,900	3,010,300	-18,700	-0.6%	1,900	0.1%
<b>GOODS-PRODUCING</b>	<b>810,000</b>	<b>813,300</b>	<b>812,400</b>	<b>-3,300</b>	<b>-0.4%</b>	<b>-2,400</b>	<b>-0.3%</b>
Mining, Logging, and Construction	187,300	189,600	178,900	-2,300	-1.2%	8,400	4.7%
Mining and Logging	7,400	7,400	7,400	0	0.0%	0	0.0%
Construction	179,900	182,200	171,500	-2,300	-1.3%	8,400	4.9%
Manufacturing	622,700	623,700	633,500	-1,000	-0.2%	-10,800	-1.7%
Durable Goods	469,200	469,600	479,000	-400	-0.1%	-9,800	-2.0%
Transportation Equipment Manufacturing	186,700	187,100	192,600	-400	-0.2%	-5,900	-3.1%
Non-Durable Goods	153,500	154,100	154,500	-600	-0.4%	-1,000	-0.6%
<b>SERVICE-PROVIDING</b>	<b>3,627,200</b>	<b>3,648,200</b>	<b>3,621,100</b>	<b>-21,000</b>	<b>-0.6%</b>	<b>6,100</b>	<b>0.2%</b>
Trade, Transportation, and Utilities	804,800	804,800	794,400	0	0.0%	10,400	1.3%
Wholesale Trade	171,800	171,400	171,900	400	0.2%	-100	-0.1%
Retail Trade	466,100	466,400	466,200	-300	-0.1%	-100	0.0%
Transportation, Warehousing, and Utilities	166,900	167,000	156,300	-100	-0.1%	10,600	6.8%
Information	54,900	55,400	55,500	-500	-0.9%	-600	-1.1%
Financial Activities	229,200	228,800	222,800	400	0.2%	6,400	2.9%
Finance and Insurance	170,500	170,900	167,000	-400	-0.2%	3,500	2.1%
Real Estate and Rental and Leasing	58,700	57,900	55,800	800	1.4%	2,900	5.2%
Professional and Business Services	656,900	658,100	655,600	-1,200	-0.2%	1,300	0.2%
Professional, Scientific, and Technical Services	299,400	298,600	299,200	800	0.3%	200	0.1%
Management of Companies and Enterprises	70,700	70,900	69,900	-200	-0.3%	800	1.1%
Administrative and Support and Waste Management and Remediation Services	286,800	288,600	286,500	-1,800	-0.6%	300	0.1%
Education and Health Services	679,600	683,500	679,500	-3,900	-0.6%	100	0.0%
Educational Services	74,200	75,200	74,000	-1,000	-1.3%	200	0.3%
Health Care and Social Assistance	605,400	608,300	605,500	-2,900	-0.5%	-100	0.0%
Leisure and Hospitality	422,500	435,300	436,700	-12,800	-2.9%	-14,200	-3.3%
Arts, Entertainment, and Recreation	52,300	54,000	54,900	-1,700	-3.1%	-2,600	-4.7%
Accommodation and Food Services	370,200	381,300	381,800	-11,100	-2.9%	-11,600	-3.0%
Other Services	164,300	165,000	165,800	-700	-0.4%	-1,500	-0.9%
Government	615,000	617,300	610,800	-2,300	-0.4%	4,200	0.7%
Federal Government	52,200	52,200	52,300	0	0.0%	-100	-0.2%
State Government	193,600	195,700	194,100	-2,100	-1.1%	-500	-0.3%
Local Government	369,200	369,400	364,400	-200	-0.1%	4,800	1.3%

## MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE, MARCH 2019–MARCH 2020 (IN THOUSANDS)



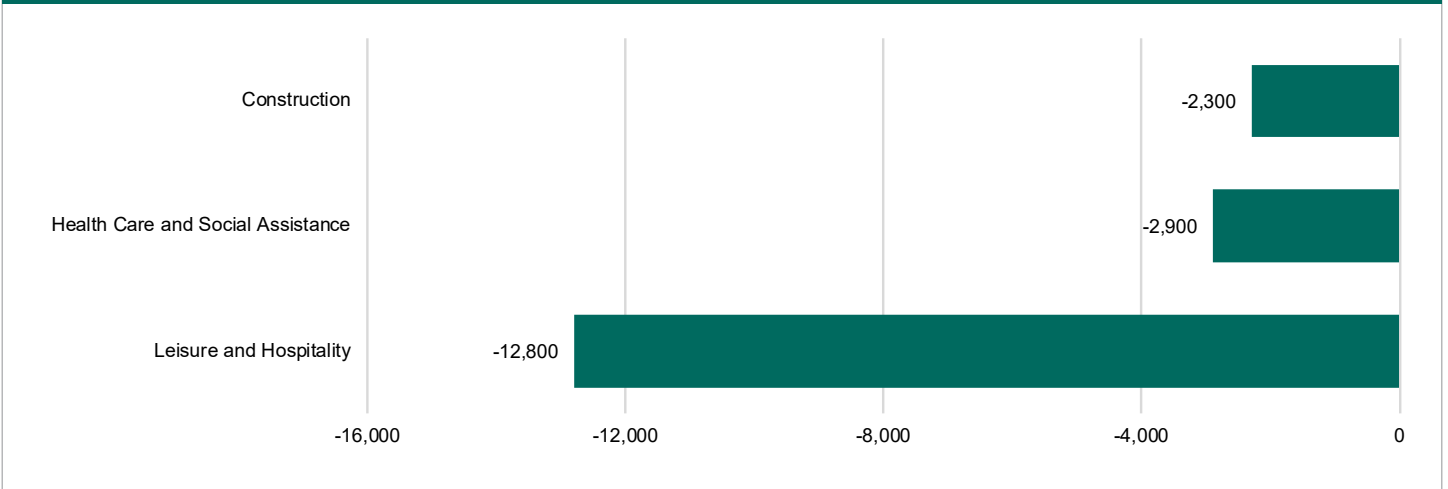
## PERCENTAGE ANNUAL AVERAGE JOB CHANGE, FOURTH QUARTER 2019–FIRST QUARTER 2020



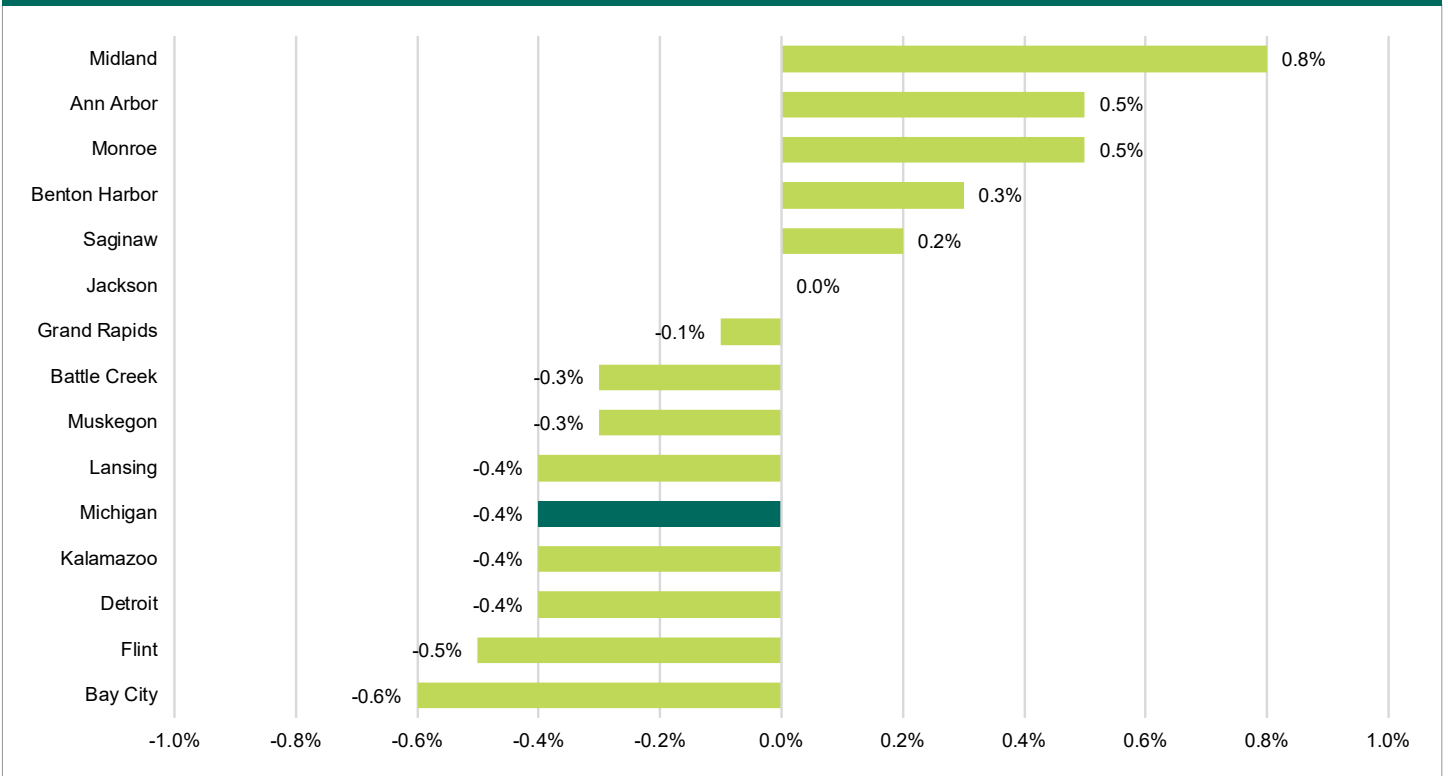




### MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY, FEBRUARY 2020–MARCH 2020



### METROPOLITAN AREA JOB CHANGE, FEBRUARY 2020–MARCH 2020 (NOT SEASONALLY ADJUSTED)



# REGIONAL LABOR MARKET ANALYSIS

## ANN ARBOR METROPOLITAN AREA

- The Ann Arbor jobless rate rose by two-tenths of a percentage point to 2.4 percent in March.
- Ann Arbor was one of four major Michigan regions to demonstrate an employment increase over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in the Ann Arbor region edged up by 1,100, or 0.5 percent, essentially all due to a 1,300-job increase in the region's *Government* sector.

### INDUSTRY TRENDS

- For the second consecutive month, *Information* in Ann Arbor exhibited its all-time high level of 5,700 jobs during March.

## BAY CITY METROPOLITAN AREA

- Bay City's jobless rate inched up by 0.1 percentage points to 4.7 percent in March.
- Bay City registered the largest over-the-year workforce decline among Michigan metro areas, receding by 3.4 percent since March 2019.

### MONTHLY INDUSTRY DEVELOPMENTS

- Nonfarm jobs in Bay City inched down by 200 over the month, or 0.6 percent, due to minor declines in multiple regional industries.

### INDUSTRY TRENDS

- Bay City's March payroll employment total of 33,600 was the lowest nonfarm job count observed in the region since March 1990.

## FLINT METROPOLITAN AREA

- Joblessness in the Flint region advanced by two-tenths of a percentage point over the month to 4.3 percent in March.
- The number of area unemployed rose by 2.6 percent over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the Flint metro area fell in March by 700, or 0.5 percent, with minor declines seen in most regional industries.

### INDUSTRY TRENDS

- Flint's *Retail trade* sector recorded an all-time low level of 18,500 jobs in March.
- Flint exhibited the second largest over-the-year payroll employment gain out of all Michigan metro areas (behind Ann Arbor) with jobs up by 1,200, or 0.9 percent, since March 2019.

## BATTLE CREEK METROPOLITAN AREA

- The jobless rate was little changed in the Battle Creek MSA in March, inching up by 0.1 percentage points to 3.7 percent. Employment dropped by 1,700 over the month, and the number of unemployed was flat.
- Over the past year, employment fell by 1,100 (-1.8 percent), while unemployment was down by 600. The jobless rate declined by nine tenths of a percentage point.

### MONTHLY INDUSTRY DEVELOPMENTS

- Battle Creek metro area payroll jobs were down by 200 in March. Normally, employment in March rises between 300 and 500.
- Since March 2019, jobs in the Battle Creek MSA fell by 1.6 percent (-900), with job cuts in *Manufacturing* (-400) and *Professional and business services* (-600).

### INDUSTRY TRENDS

- Payroll jobs in the Battle Creek MSA rose by 4.0 percent since March 2011 (+2,200), well below the 13.3 percent gain statewide.

## DETROIT-WARREN-DEARBORN METRO AREA

- The jobless rate in the Detroit metro area increased significantly by 1.2 percentage points to 4.9 percent in March.
- Detroit was the only major Michigan region to exhibit a jobless rate advance over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the Detroit region fell by 8,900, or 0.4 percent, since February.
- The largest numerical industry job cut in March occurred in *Education and health services* (-4,000).

### INDUSTRY TRENDS

- *General merchandise stores* in the Detroit MSA exhibited an all-time low level of 40,700 jobs during March.

## GRAND RAPIDS-WYOMING METRO AREA

- The Grand Rapids jobless rate inched up by 0.2 percentage points between February and March to 2.7 percent.
- The region's total workforce fell by 1.5 percent over the year, a decline slightly over double that of the state.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Grand Rapids edged down by 300, or 0.1 percent, in March, largely due to a 600-job decline in *Leisure and hospitality*.

### INDUSTRY TRENDS

- For the second consecutive month, the region's *Finance and insurance* sector had an all-time high level of 21,800 jobs.



## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019
<b>PLACE OF RESIDENCE</b>									
Labor Force	199,500	203,700	200,000	61,400	63,100	63,100	48,600	50,000	50,300
Employment	194,700	199,300	193,700	59,100	60,800	60,200	46,300	47,600	47,500
Unemployment	4,800	4,400	6,300	2,300	2,300	2,900	2,300	2,300	2,800
Rate (percent)	2.4%	2.2%	3.1%	3.7%	3.6%	4.6%	4.7%	4.6%	5.5%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	232,300	231,200	229,100	57,000	57,200	57,900	33,600	33,800	34,900
Mining, Logging, and Construction	4,600	4,500	4,400	1,400	1,400	1,400	1,200	1,100	1,200
Manufacturing	14,400	14,500	14,700	11,200	11,200	11,600	4,400	4,400	4,600
Trade, Transportation, and Utilities	26,700	26,600	26,500	8,900	9,000	8,800	7,200	7,300	7,200
Wholesale Trade	6,600	6,600	6,600	*	*	*	*	*	*
Retail Trade	15,900	15,800	16,000	5,800	5,800	5,600	4,700	4,800	4,700
Information	5,700	5,700	5,500	*	*	*	300	300	400
Financial Activities	6,800	6,800	6,600	1,200	1,200	1,200	1,200	1,200	1,300
Professional and Business Services	31,000	30,900	30,200	5,800	5,900	6,400	2,200	2,200	2,300
Educational and Health Services	30,100	30,100	29,800	10,700	10,700	10,800	6,300	6,400	6,400
Leisure and Hospitality	17,300	17,600	18,000	4,400	4,400	4,600	4,000	4,100	4,500
Other Services	6,200	6,300	6,200	2,100	2,100	2,100	1,200	1,200	1,300
Government	89,500	88,200	87,200	11,000	11,000	10,700	5,600	5,600	5,700
<b>DETROIT-WARREN-DEARBORN</b>									
<b>FLINT</b>									
<b>GRAND RAPIDS-WYOMING</b>									
	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019
<b>PLACE OF RESIDENCE</b>									
Labor Force	2,170,000	2,148,000	2,158,000	180,500	185,800	182,500	575,500	589,700	584,400
Employment	2,064,000	2,068,000	2,057,000	172,700	178,200	172,600	560,200	575,300	564,900
Unemployment	106,000	80,000	101,000	7,800	7,600	9,900	15,300	14,500	19,500
Rate (percent)	4.9%	3.7%	4.7%	4.3%	4.1%	5.4%	2.7%	2.5%	3.3%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	2,019,800	2,028,700	2,021,600	141,100	141,800	139,900	564,200	564,500	565,800
Mining, Logging, and Construction	71,300	72,200	68,300	5,500	5,400	5,200	25,600	25,500	24,200
Manufacturing	255,500	255,800	260,700	13,900	14,000	13,200	117,200	117,200	119,000
Trade, Transportation, and Utilities	378,400	380,400	373,900	28,700	29,000	28,900	96,400	95,900	96,500
Wholesale Trade	84,700	85,500	85,800	5,800	5,800	5,500	32,400	32,400	32,100
Retail Trade	205,500	206,600	207,200	18,500	18,700	19,100	46,800	46,500	48,000
Information	26,100	26,100	27,000	3,500	3,500	3,700	6,400	6,400	6,400
Financial Activities	120,900	120,200	118,900	6,100	6,200	6,000	27,200	27,400	26,700
Professional and Business Services	390,600	391,500	391,900	17,400	17,300	16,600	74,700	75,100	78,800
Educational and Health Services	320,600	324,600	317,400	26,600	26,800	26,700	94,700	94,700	93,800
Leisure and Hospitality	188,600	192,400	197,100	15,200	15,400	15,300	48,500	49,100	48,300
Other Services	73,700	73,700	75,000	5,300	5,300	5,400	22,700	22,500	22,500
Government	194,100	191,800	191,400	18,900	18,900	18,900	50,800	50,700	49,600

## JACKSON METROPOLITAN AREA

- The Jackson MSA, like other areas of the state, saw an employment dip in March (-1,800), although the unemployment level and jobless rate remained stable.
- Since March 2019, the labor force level fell by 1,500, due to an employment cut of 900 and an unemployment decline of 600. The jobless rate decreased over the last year by eight-tenths of a percentage point.

### MONTHLY INDUSTRY DEVELOPMENTS

- March nonfarm payroll job levels in the Jackson MSA were stable. The area lost 100 jobs each in *Retail trade* and *Educational and health services*. Jobs in the *Government* sector edged up seasonally by 200 positions in March.
- Since March 2019, Jackson metro area jobs fell by 700, mostly in *Manufacturing* (-500).

### INDUSTRY TRENDS

- Since March 2011, jobs in the Jackson region improved by 4,400 (+8.3 percent).

## KALAMAZOO-PORTAGE METRO AREA

- In the Kalamazoo-Portage MSA, the March jobless rate was stable, edging up slightly to 3.2 percent. Despite this, the regional employment level dropped by 5,000.
- Since March 2019, employment fell by 2,100 and the number of unemployed moved down by 1,500. The jobless rate decreased by nine-tenths of a percentage point.

### MONTHLY INDUSTRY DEVELOPMENTS

- Kalamazoo-Portage metro area jobs edged down in March by 600, primarily in *Retail trade* and *State education*. Jobs normally go up by about 500 in March.
- Over the past year, jobs in *Government*, *Leisure and hospitality*, and *Wholesale trade* were down but edged up in *Manufacturing* and *Professional and business services*.

### INDUSTRY TRENDS

- Since March 2011, payroll job trends in the Kalamazoo-Portage MSA were similar to the statewide pattern, improving by 11.5 percent (+15,400), compared to 13.3 percent statewide.

## LANSING-EAST LANSING METRO AREA

- The Lansing region March jobless rate increased by three-tenths of a percentage point to 3.0 percent.
- Lansing's unemployment level receded by 21.3 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in the Lansing MSA moved down by 1,000 over the month, or 0.4 percent, nearly all due to a seasonal employment drop of 800 in the region's *Government* sector.

### INDUSTRY TRENDS

- Lansing's *General merchandise stores* industry exhibited a record low level of 5,000 jobs in March.

## MIDLAND METROPOLITAN AREA

- Joblessness in the Midland region rose by two-tenths of a percentage point in March to 3.9 percent.
- The region's total workforce declined by 1.7 percent over the month and by 2.7 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Midland's total nonfarm job count moved up by 300, or 0.8 percent, between February and March.

### INDUSTRY TRENDS

- On a percentage basis, Midland exhibited the largest over-the-month payroll employment gain out of all Michigan metro areas.

## MONROE METROPOLITAN AREA

- Monroe's unemployment rate remained unchanged over the month at 3.4 percent.
- The number of unemployed in the region remained essentially flat in March, however the number of area employed fell by 2,000.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Monroe edged up by 200 over the month, or 0.5 percent, due to minor advances in *Mining, logging and construction* (+100), and *Government* (+100).

### INDUSTRY TRENDS

- For the third consecutive month, Monroe's *Education and health services* sector exhibited a 15-year low level of 4,800 jobs.

## MUSKEGON METROPOLITAN AREA

- Muskegon's March jobless rate advanced by 0.3 percentage points to 4.1 percent.
- Unemployment in the region rose by 6.9 percent over the month.

### MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Muskegon edged down by 200, or 0.3 percent, over the month, with declines observed in the *Leisure and hospitality* and *Education and health service* industries.

### INDUSTRY TRENDS

- *Other services* in Muskegon exhibited its all-time low level of 2,000 jobs for the fifth consecutive month in March.



## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019
<b>PLACE OF RESIDENCE</b>									
Labor Force	73,300	75,000	74,800	166,700	171,600	170,300	248,300	255,500	252,400
Employment	70,700	72,500	71,600	161,300	166,300	163,400	240,900	248,500	243,000
Unemployment	2,600	2,600	3,200	5,400	5,300	6,900	7,400	7,000	9,400
Rate (percent)	3.5%	3.4%	4.3%	3.2%	3.1%	4.1%	3.0%	2.7%	3.7%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	57,600	57,600	58,300	149,800	150,400	150,600	238,300	239,300	238,900
Mining, Logging, and Construction	1,900	1,900	1,800	6,200	6,000	6,000	7,500	7,400	7,500
Manufacturing	9,500	9,500	10,000	23,300	23,200	23,100	18,900	18,900	20,000
Trade, Transportation, and Utilities	11,900	11,900	12,100	25,800	26,100	26,000	37,100	36,900	36,600
Wholesale Trade	*	*	*	6,300	6,200	6,500	6,400	6,300	6,500
Retail Trade	6,200	6,300	6,400	15,500	15,800	15,600	22,400	22,300	21,500
Information	200	200	300	700	700	800	2,900	2,900	2,800
Financial Activities	2,200	2,200	2,200	8,100	8,100	8,200	17,100	17,100	16,800
Professional and Business Services	6,100	6,100	6,200	18,000	18,000	17,800	24,000	24,100	24,500
Educational and Health Services	10,000	10,100	10,200	25,200	25,300	25,200	32,900	33,000	32,800
Leisure and Hospitality	5,100	5,100	5,000	15,200	15,400	15,900	18,100	18,500	19,100
Other Services	2,500	2,600	2,500	5,200	5,200	5,200	10,000	9,900	10,000
Government	8,200	8,000	8,000	22,100	22,400	22,400	69,800	70,600	68,800
<b>MIDLAND</b>									
	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019
<b>PLACE OF RESIDENCE</b>									
Labor Force	39,600	40,300	40,700	73,900	76,000	75,800	75,900	77,900	76,800
Employment	38,100	38,800	38,900	71,400	73,400	72,500	72,800	74,900	73,100
Unemployment	1,500	1,500	1,800	2,500	2,600	3,300	3,100	2,900	3,700
Rate (percent)	3.9%	3.7%	4.5%	3.4%	3.4%	4.3%	4.1%	3.8%	4.8%
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	37,100	36,800	37,700	40,500	40,300	40,900	63,200	63,400	63,000
Mining, Logging, and Construction	*	*	*	1,900	1,800	1,800	2,400	2,400	2,200
Manufacturing	*	*	*	5,600	5,600	5,600	13,700	13,700	13,900
Trade, Transportation, and Utilities	*	*	*	10,500	10,500	10,700	13,700	13,600	13,400
Wholesale Trade	*	*	*	1,700	1,700	1,800	*	*	*
Retail Trade	*	*	*	4,600	4,600	4,800	10,900	10,900	10,700
Information	*	*	*	*	*	*	300	300	300
Financial Activities	*	*	*	900	900	900	1,800	1,800	1,700
Professional and Business Services	*	*	*	5,600	5,600	5,500	3,700	3,700	3,600
Educational and Health Services	*	*	*	4,800	4,800	5,000	11,600	11,700	11,700
Leisure and Hospitality	*	*	*	4,000	4,000	4,200	6,800	7,000	6,800
Other Services	*	*	*	1,500	1,500	1,400	2,000	2,000	2,100
Government	3,000	3,000	3,000	5,400	5,300	5,500	7,200	7,200	7,300

## NILES-BENTON HARBOR METRO AREA

- Employment levels in the Niles-Benton Harbor MSA fell by 1,600 in March, and the area jobless rate was unchanged at 3.8 percent.
- Employment and unemployment levels decreased by 500 and 700, respectively, since last March. The jobless rate over the last year moved down by nine-tenths of a percentage point.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in the Niles-Benton Harbor MSA inched up in March by 200. Jobs normally increase 600 to 1,200 in March.
- Since March 2019, payroll employment was flat in the Niles-Benton Harbor MSA. Jobs edged up in *Retail trade* but dropped in *Leisure and hospitality* and in *Professional and business services*.

### INDUSTRY TRENDS

- Payroll jobs in the Niles-Benton Harbor metro area since March 2011 advanced by 4,100 (+7.1 percent), which was almost half the gain of 13.3 percent statewide.

## SAGINAW METROPOLITAN AREA

- The Saginaw region unemployment rate edged up by a tenth of a percentage point to 4.5 percent in March.
- Saginaw's total employment level fell by 1.6 percent over the year.

### MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Saginaw rose by 200, or 0.2 percent, during March.
- Minor advances in multiple industries were partially offset by a 200-job decline in *Leisure and hospitality*.

### INDUSTRY TRENDS

- For the fifth consecutive month, *Wholesale trade* in Saginaw exhibited its record low level of 1,900 jobs in March.

## CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

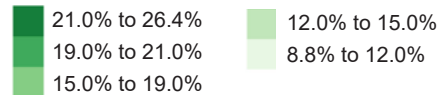
	NILES-BENTON HARBOR			SAGINAW					
	MAR 2020	FEB 2020	MAR 2019	MAR 2020	FEB 2020	MAR 2019			
<b>PLACE OF RESIDENCE</b>									
Labor Force	72,500	74,000	73,600	84,900	87,100	87,200			
Employment	69,700	71,300	70,200	81,100	83,300	82,400			
Unemployment	2,700	2,800	3,400	3,800	3,800	4,700			
Rate (percent)	3.8%	3.8%	4.7%	4.5%	4.4%	5.4%			
<b>PLACE OF WORK</b>									
Total Nonfarm Jobs	62,200	62,000	62,200	86,100	85,900	86,900			
Mining, Logging, and Construction	2,700	2,600	2,700	2,600	2,600	2,700			
Manufacturing	13,100	13,100	13,200	11,800	11,800	12,500			
Trade, Transportation, and Utilities	10,800	10,700	10,300	16,800	16,600	16,400			
Wholesale Trade	*	*	*	1,900	1,900	2,000			
Retail Trade	6,800	6,700	6,500	12,200	12,100	11,700			
Information	500	500	400	1,200	1,200	1,300			
Financial Activities	2,500	2,500	2,500	3,700	3,700	3,700			
Professional and Business Services	5,500	5,500	5,700	11,300	11,300	11,100			
Educational and Health Services	9,600	9,600	9,600	15,900	15,900	15,800			
Leisure and Hospitality	6,600	6,600	6,900	8,300	8,500	8,900			
Other Services	2,300	2,300	2,300	3,200	3,100	3,200			
Government	8,600	8,600	8,600	11,300	11,200	11,300			
<b>UPPER PENINSULA</b>									
	MAR 2020	FEB 2020	MAR 2019	<b>NORTHEAST MICHIGAN</b>					
				MAR 2020	FEB 2020	MAR 2019	<b>NORTHWEST MICHIGAN</b>		
							MAR 2020	FEB 2020	MAR 2019
<b>PLACE OF RESIDENCE</b>									
Labor Force	133,600	137,700	136,700	78,900	80,800	80,300	144,200	148,200	145,600
Employment	126,000	130,100	127,300	72,900	74,700	72,900	137,200	141,100	136,700
Unemployment	7,500	7,600	9,400	5,900	6,100	7,400	7,100	7,100	8,900
Rate (percent)	5.6%	5.5%	6.9%	7.5%	7.6%	9.2%	4.9%	4.8%	6.1%



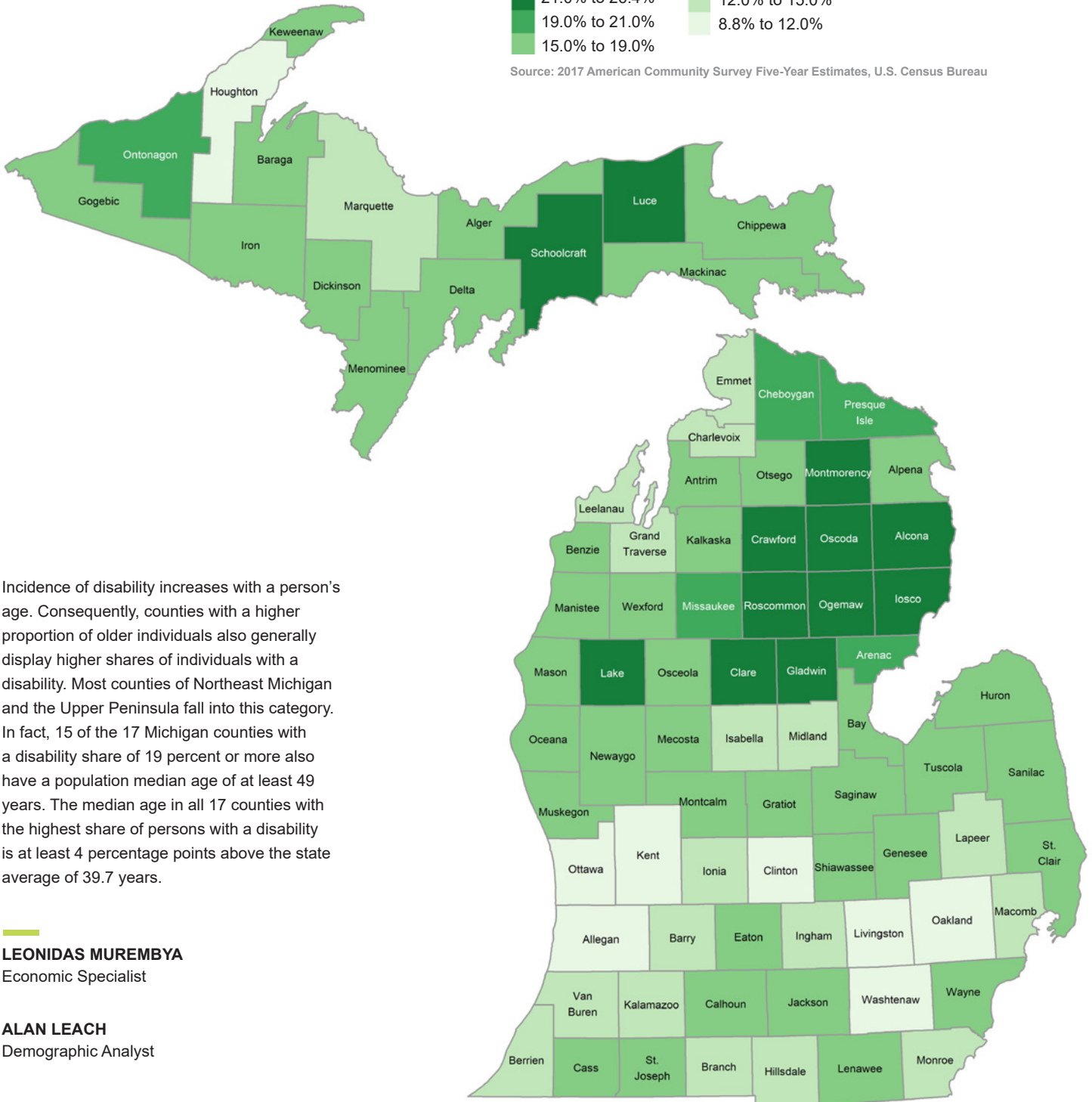
MAP OF THE MONTH:

# DISTRIBUTION OF THE POPULATION WITH A DISABILITY ACROSS MICHIGAN

Share of Persons With a Disability



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



Incidence of disability increases with a person's age. Consequently, counties with a higher proportion of older individuals also generally display higher shares of individuals with a disability. Most counties of Northeast Michigan and the Upper Peninsula fall into this category. In fact, 15 of the 17 Michigan counties with a disability share of 19 percent or more also have a population median age of at least 49 years. The median age in all 17 counties with the highest share of persons with a disability is at least 4 percentage points above the state average of 39.7 years.

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# LABOR FORCE CHARACTERISTICS OF PERSONS WITH A DISABILITY IN MICHIGAN

Since 2008, the U.S. Department of Labor’s Office of Disability Employment Policy has sponsored the collection of employment data on persons with a disability through the Current Population Survey (CPS).<sup>i</sup> These data allow us to track the labor market experiences of persons with a disability in the nation.

Recent data from the CPS indicate that the number of individuals with a disability who were employed divided by the total number of people eligible for work (16 years of age and above) (also referred to as the employment rate<sup>ii</sup>), inched up over the year by 0.2 percentage points to 19.3 percent. The ratio for persons

without a disability increased by 0.4 percentage points to 66.3 percent (BLS, 2020).<sup>iii</sup>

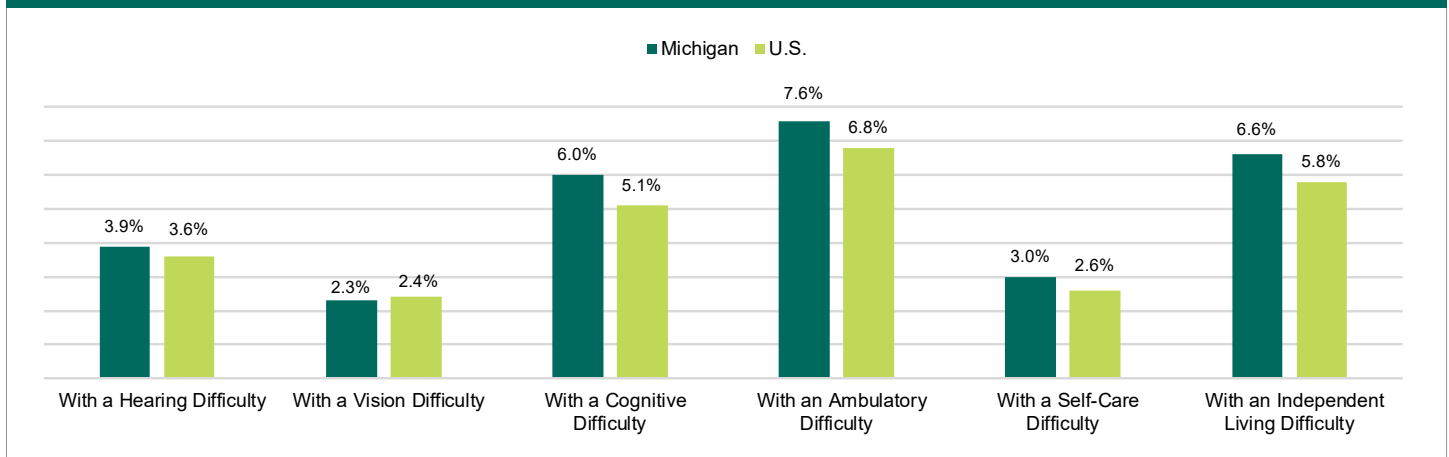
While the CPS is usually the go-to source for workforce demographics, the sample size is not large enough to generate statistically significant estimates on individuals with disabilities in the Michigan labor market. As such, this article will use information from the American Community Survey (ACS), produced by the U.S. Census Bureau.<sup>iv</sup>

Data from the ACS show that, in 2018, 14.2 percent of Michigan’s civilian non-institutionalized population (or about

1,407,700 persons) self-identified as having one or more types of disability. This was little changed from the previous year.<sup>v</sup> Michigan had a higher proportion of persons with a disability than the nation by over a full percentage point.

This article will investigate the demographics of the labor pool of persons with a disability in Michigan (race, sex, educational attainment, age, and others). It will also examine the labor force experience of this population, such as labor force trends (employment, unemployment, and labor force participation rates), industry jobs, and occupational employment.

**FIGURE 1: PERSONS WITH A DISABILITY BY TYPE, 2018**  
(PERCENT OF TOTAL NONINSTITUTIONALIZED MICHIGAN POPULATION)



Source: 2018 American Community Survey One-Year Estimates (Table S1810), U.S. Census Bureau





## Demographics of Persons With a Disability in Michigan

How does having a disability relate to the population characteristics of age, educational attainment, earnings, and poverty? Disability is one of several factors that is associated with poverty and other forms of economic distress. The analysis in this section shows that disability increases with age. It also indicates that persons with a disability display a lower level of educational attainment and earn less income, two factors that may contribute to the higher instance of poverty for individuals with a disability.

### POPULATION DISTRIBUTION BY TYPE OF DISABILITY

Disability conditions included in the ACS are:

- Hearing difficulty: Deaf or having serious difficulty hearing.

- Vision difficulty: Blind or having serious difficulty seeing, even when wearing glasses.
- Cognitive difficulty: Because of a physical, mental, or emotional problem, having difficulty remembering, concentrating, or making decisions.
- Ambulatory difficulty: Having serious difficulty walking or climbing stairs.
- Self-care difficulty: Having difficulty bathing or dressing.
- Independent living difficulty: Because of a physical, mental, or emotional problem, having difficulty doing errands alone such as visiting a doctor's office or shopping.

Ambulatory difficulty is the most common disability reported. In Michigan, 7.6 percent of the noninstitutionalized population (about 712,300 persons in 2018) self-identified as

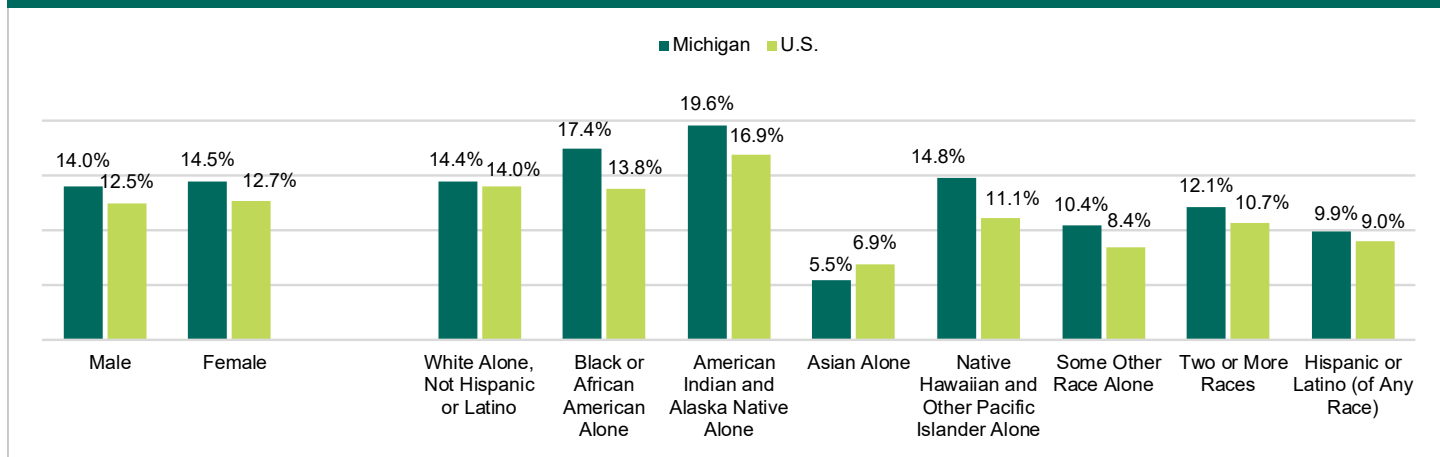
having an ambulatory impairment; almost a full percentage point above the national average.

The next most common disability is independent living difficulty (6.6 percent in Michigan and 5.8 percent nationwide). Six percent of Michigan's noninstitutionalized population (around 5 percent nationwide) reported having some cognitive difficulty. In Michigan and the nation, around 4 percent of the population had a hearing difficulty, about 3 percent a self-care difficulty, and just over 2 percent a vision difficulty. (Figure 1)

### SEX AND RACE/ETHNICITY OF PERSONS WITH A DISABILITY

In 2018, the disability share was equally distributed by sex in both Michigan and the nation. About 14 percent of the noninstitutionalized population of each sex in Michigan self-identified as having some type of disability.

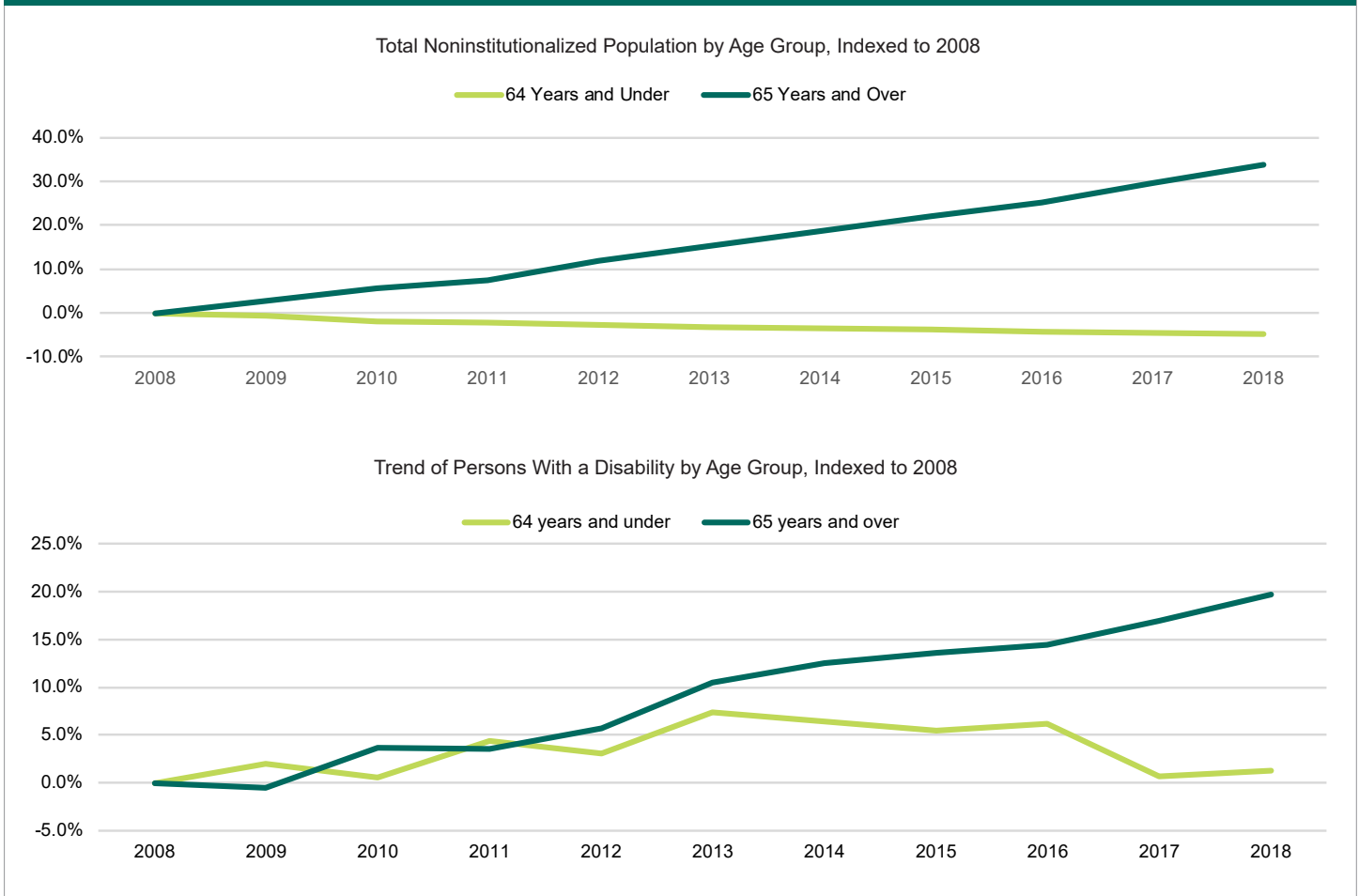
**FIGURE 2: PERSONS WITH A DISABILITY BY SEX AND RACE/ETHNICITY, 2018**  
(PERCENT OF TOTAL NONINSTITUTIONALIZED MICHIGAN POPULATION)



Source: 2018 American Community Survey One-Year Estimates (Table S1810), U.S. Census Bureau



**FIGURE 3: TREND IN THE SHARE OF PERSONS WITH A DISABILITY BY MAJOR AGE GROUP, 2008–2018**



Source: 2008–2018 American Community Survey One-Year Estimates (Table S1810), U.S. Census Bureau

About one in five (20 percent) American Indians and Alaska Natives lived with a disability in Michigan in 2018. The ratio was one in six (17 percent) nationwide. The proportion of Blacks with a disability in Michigan (a little over 17 percent) was about 3 percentage points above the national average. In fact, nationwide, the Black and White populations displayed similar rates of disability. (Figure 2)

**PERSONS WITH A DISABILITY BY AGE**

The incidence of disability clearly increases as people become older. About half of all individuals with a disability in 2018 were ages 75 years or older, while a quarter were 65 to 74 years and 15 percent were 35 to 64 years old.

Broadly speaking, as the share of older individuals in Michigan’s population advances, so does the percentage of individuals who self-identify as living with a disability. From 2008 to 2018, Michigan’s noninstitutionalized population 65 years of age or older soared by 34 percent, from 1,255,700 to 1,680,700 (or +425,000). Over the same period, the noninstitutionalized population 64 years old

and under declined by 402,600 (about 5 percent). The total count of persons with a disability rose by 8 percent, almost exclusively among the 65 years and older population (+20 percent or +94,300). Persons 64 years old and under who self-identified as living with a disability inched up by only 1 percent over the same period. (Figure 3)

**EDUCATIONAL ATTAINMENT OF PERSONS WITH A DISABILITY**

The educational attainment of persons with a disability differs significantly from that of persons with no disability in both Michigan and the nation. While the shares of individuals with some college or an associate degree are similar for both groups, the proportion of individuals with no disability who have a bachelor’s degree or higher is more than double the ratio of persons with a disability in the same educational category. On the other hand, persons with a disability are much more likely to have attained only a high school diploma or less (including high school equivalency or GED). The lower level of educational attainment for individuals with a disability may have a direct negative impact on

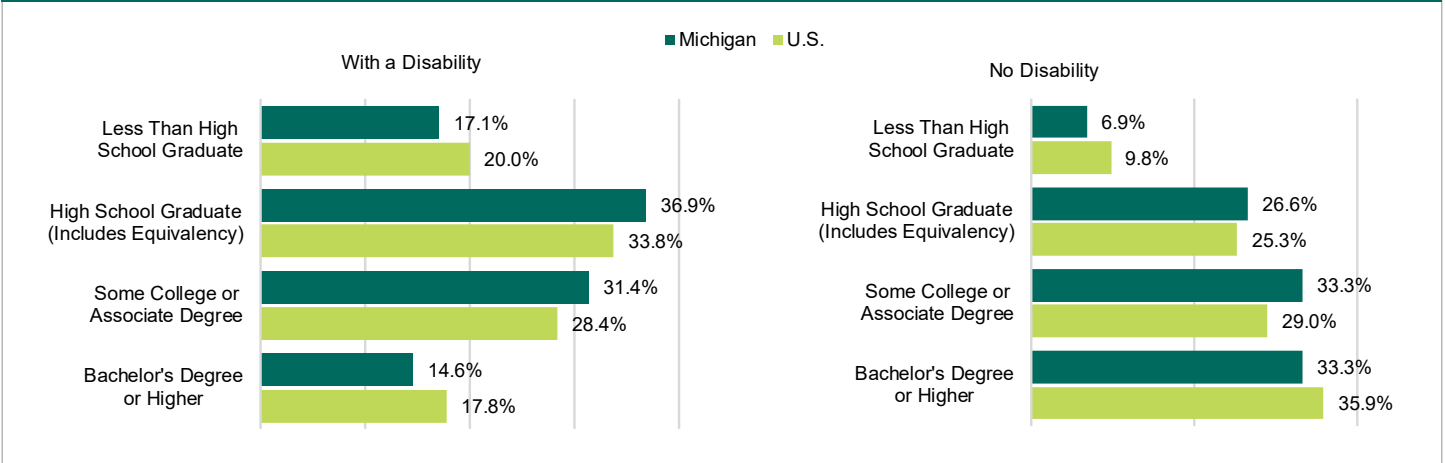
their earnings, as will be outlined in a section that follows. (Figure 4)

Between 2015 and 2018, the average educational attainment of persons with a disability in Michigan remained below that of persons without a disability. The two groups experienced only marginal changes in educational attainment shares over the three years. For both groups, the percentages of individuals with only a high school diploma or a GED (or less) declined slightly between 2015 and 2018. The distribution of individuals who held some college, but no degree and an associate degree rose moderately for persons with a disability while remaining flat for those without a disability. However, the share of individuals with a bachelor’s degree or more edged up slightly for both groups.

**Employment, Unemployment, and Labor Force Participation**

Michigan and the nation displayed similar labor market conditions for persons with a disability in 2018. A little over a quarter of individuals with a disability participated in the labor force

**FIGURE 4: EDUCATIONAL ATTAINMENT OF INDIVIDUALS WITH A DISABILITY IN MICHIGAN, 2018**  
(POPULATION 25 YEARS AND OLDER)



Source: 2018 American Community Survey, One-Year Estimates (Table S1811), U.S. Census Bureau

in both areas, with an employment rate of 23 to 24 percent and a jobless rate range of 10 to 11 percent. (Figure 5)

The labor market status of persons with a disability has improved in Michigan between 2015 and 2018, as the state's economy continued to expand.

The labor force participation rate of individuals with a disability advanced by almost 2 percentage points to 25.9 percent in 2018, while the unemployment rate declined by over 3 percentage points to 11.4 percent. The ratio of the employed divided by the total number of people eligible for work (16 years of age and above) substantially increased by over 2 percentage points to 23.0 percent. (Figure 5).

The labor force participation rate for individuals with a disability aged 18 to 64 years was 40 percent in 2018. That was equivalent to 295,500 residents who were either employed or unemployed out of a total of 730,800.

In Michigan, individuals with a hearing difficulty displayed the highest rates of labor force participation and employment. This was followed by those with a vision difficulty. Those with self-care difficulties showed the lowest rates among all disability types (Figure 6).

### Types of Work

Like individuals with no disability, the majority of workers with a disability were employed in 2018 by private for-profit businesses (seven in 10). Persons with a disability display only slightly higher shares of workers in private

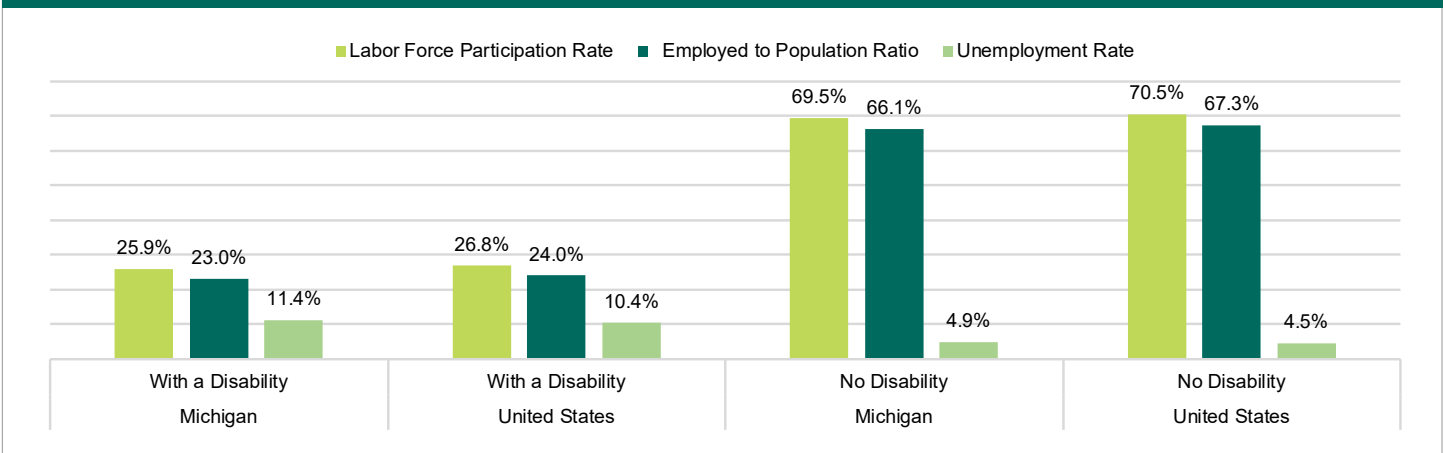
not-for-profit organizations and in self-employment (Figure 7).

### Industry and Occupational Employment Distribution

The employment distribution of persons with a disability across industries in Michigan is similar to that of people with no disability. In 2018, the top five employers of both groups were *Educational services and health care and social assistance, Manufacturing, Retail trade, Arts, entertainment, and recreation, and accommodation and food services, and Professional, scientific, and management, and administrative and waste management services.* (Figure 8)

However, the employment distribution of persons with a disability across occupations in Michigan is quite different from those without a disability.

**FIGURE 5: EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION FOR INDIVIDUALS WITH A DISABILITY, 2018** (POPULATION 16 YEARS AND OLDER)



Source: 2018 American Community Survey One-Year Estimates (Table S1811), U.S. Census Bureau

**FIGURE 6: LABOR FORCE PARTICIPATION, EMPLOYMENT, AND UNEMPLOYMENT BY DISABILITY TYPE, 2018**  
(MICHIGAN POPULATION 18 TO 64 YEARS)

DISABILITY TYPE	LABOR FORCE PARTICIPATION RATE	EMPLOYMENT RATE	UNEMPLOYMENT RATE
With a Disability	40.4%	35.5%	12.2%
With a Hearing Difficulty	56.1%	52.2%	3.9%
With a Vision Difficulty	47.3%	42.1%	5.2%
With a Cognitive Difficulty	35.9%	29.6%	6.3%
With an Ambulatory Difficulty	26.4%	22.8%	3.6%
With a Self-Care Difficulty	15.4%	12.3%	3.2%
With an Independent Living Difficulty	21.5%	17.6%	3.8%

Source: 2018 American Community Survey, One-Year Estimates (Table B18120), U.S. Census Bureau

Persons with a disability were under-represented in the high-paying careers of *Management, business, science, and arts* (26 vs 37 percent) and over-represented in the lower-earning occupations of *Production, transportation, and material moving, Service, and Sales and office*. (Figure 8).

### Earnings

Lower educational attainment, over-representation in sales and service occupations, and other factors mean that the Michigan disabled workforce displays generally lower average earnings. In 2018, median per capita earnings in Michigan for persons with a disability was estimated by the U.S. Census Bureau at around \$21,000; that was about \$12,500 below the average earnings for an individual without a disability.

Persons with a disability in both Michigan and the nation were over-represented among low income-

earner groups (below \$15,000 a year). In 2018, 19 percent of persons with a disability in Michigan earned less than \$5,000; and 22 percent had an income between \$5,000 and \$15,000.

On the other end of the income distribution, only 11 percent of persons with a disability earned an income between \$50,000 and \$75,000, compared to 16 percent of those without a disability. Only 10 percent of persons with a disability earned \$75,000 or more; below the ratio of 17 percent for persons without a disability (Figure 9).

### Conclusion

Persons with a disability experience lower rates of labor force participation and employment but higher unemployment rates. However, just like the general population, labor market indicators have become more positive for persons with a disability in recent years, as the state's economy improved.

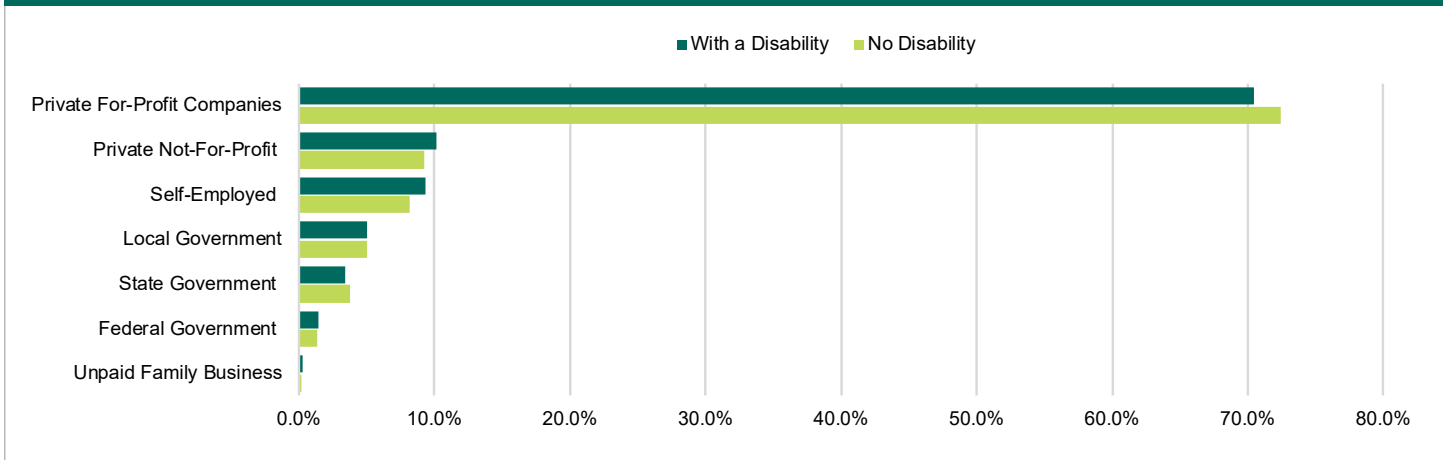
As data becomes available, a possible extension of the current analysis would be to look at how the current COVID-19 pandemic will affect the labor market status of persons with a disability in Michigan. It is certainly possible that persons with a disability will likely be more negatively impacted by the pandemic in terms of labor force participation and competition for available jobs.

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### References

<sup>1</sup>The Current Population Survey (CPS) is a monthly sample survey of about 60,000 households nationwide that provides statistics on employment and unemployment in the United States. The CPS uses a set of six questions to identify persons with disabilities. [www.census.gov/programs-surveys/cps.html](http://www.census.gov/programs-surveys/cps.html)

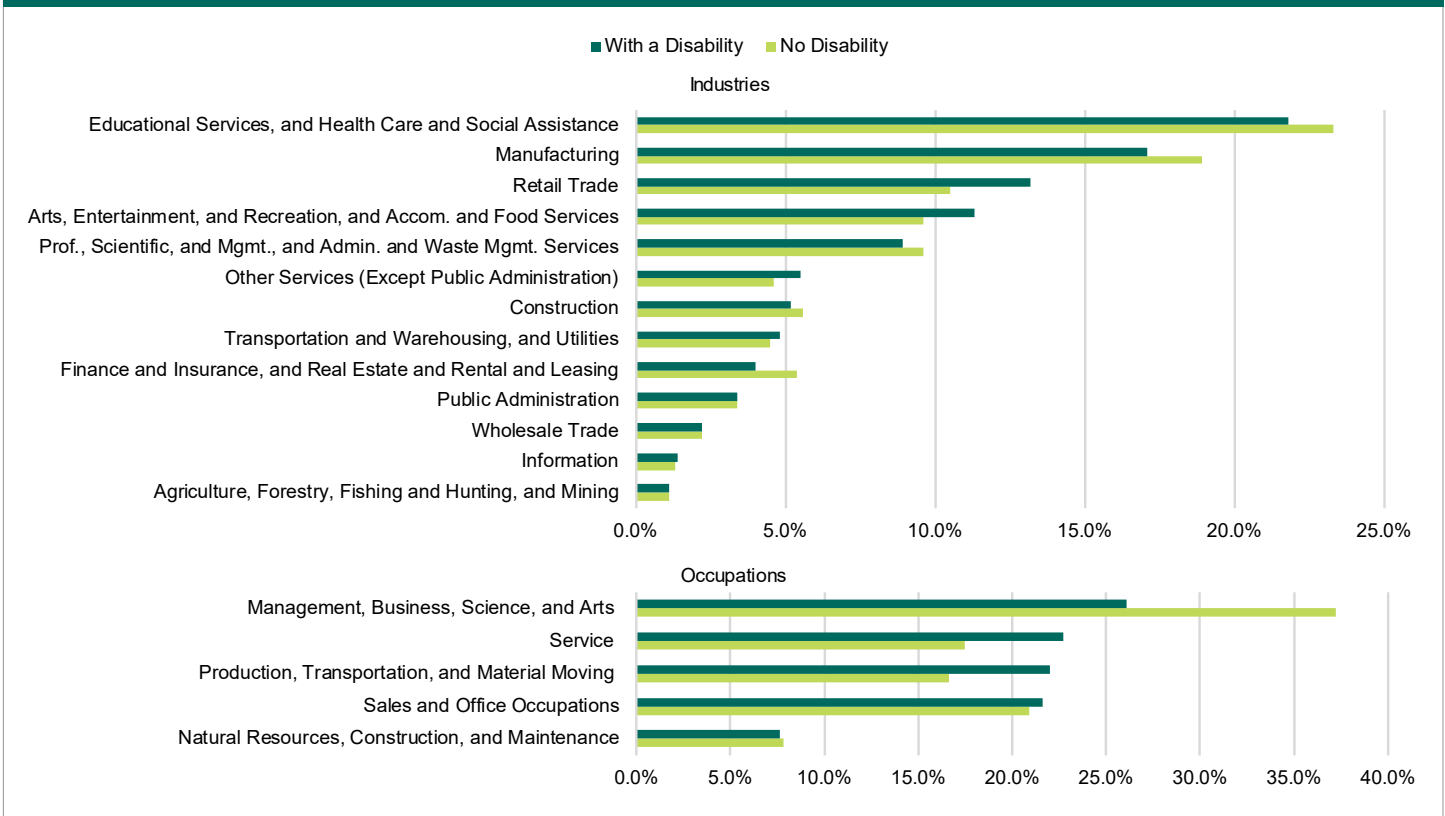
**FIGURE 7: CLASS OF WORKERS BY TYPE OF EMPLOYMENT IN MICHIGAN, 2018** (POPULATION 16 AND OLDER)



Source: 2018 American Community Survey, One-Year Estimates (Table S1811), U.S. Census Bureau



**FIGURE 8: INDUSTRY AND OCCUPATIONAL EMPLOYMENT OF PERSONS WITH A DISABILITY IN MICHIGAN, 2018**



Source: 2018 American Community Survey, One-Year Estimates (Table S1811), U.S. Census Bureau

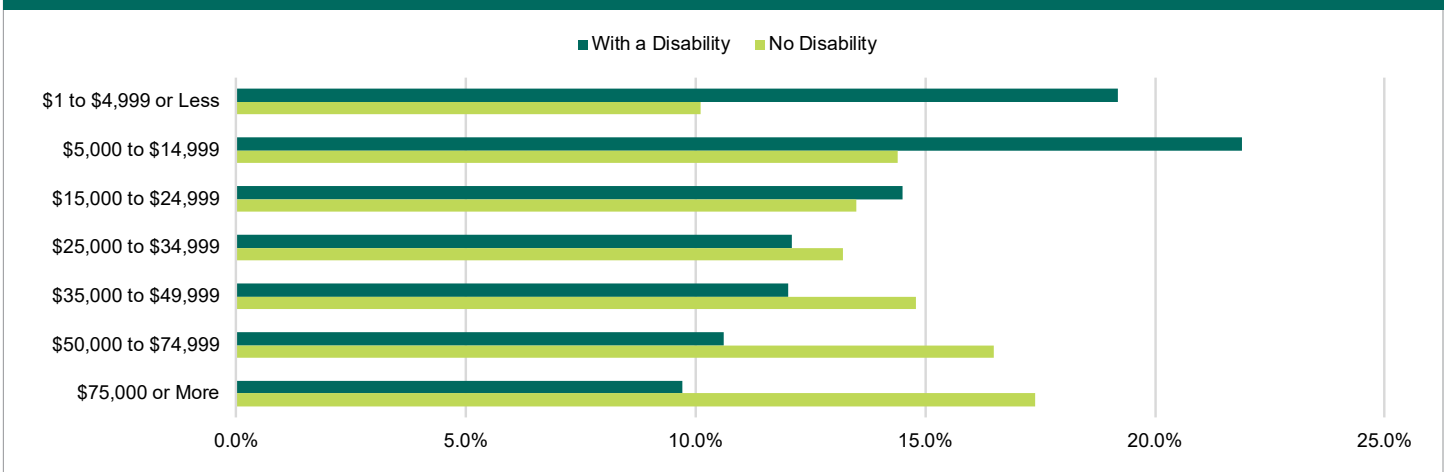
<sup>ii</sup>The employment rate is the ratio of the number of individuals who are employed over the total population legally allowed to work (ages 16+).

<sup>iii</sup>U.S. Bureau of Labor Statistics (BLS), Persons with a Disability: Labor Force Characteristics – 2019, [www.bls.gov/news.release/disabl.nr0.htm](http://www.bls.gov/news.release/disabl.nr0.htm), retrieved March 3, 2020.

<sup>iv</sup>The CPS sample size for Michigan is too small (about 1,600 households) for a meaningful analysis of some disaggregated population subgroups such as persons with a disability. We instead used data from the American Community Survey (ACS).

<sup>v</sup>Nationwide, 12.6 percent of the civilian non-institutionalized population (about 40,637,800 persons) reported having some type of disability in 2018.

**FIGURE 9: ANNUAL EARNINGS OF PERSONS WITH A DISABILITY IN MICHIGAN, 2018**



Source: 2018 American Community Survey, One-Year Estimates (Table S1811), U.S. Census Bureau

# MICHIGAN ONLINE JOB ADS MOVE UP IN MARCH

Michigan recorded 164,595 online job advertisements in March 2020. This was up slightly from the prior month when the state had 160,481 ads. Over the year, online ad levels in Michigan declined by about 3,000 or 1.8 percent. These totals reflect ads that could have been posted this month or in prior months and that were still available in March. The trends do not reflect much of the impact of COVID-19 related layoffs in the last half of March.

## Michigan Supply/Demand Rate

The ratio of unemployed persons per job advertisement is known as the supply/demand rate. Michigan's supply/demand rate in March rose to 1.26, which indicates an average of 126 available job seekers per 100 online job postings. This was back up from a low in February when the rate was 1.12. The March gain in the supply/demand rate in Michigan reflected a monthly advance in total ads combined with a larger increase in the number of unemployed. The supply/demand rate one year ago (March 2019) was 1.36.

## Job Ad Posting Length

One important variable to track is the duration of online job ads. For example, 26 percent of Michigan ads were posted for less than 30 days, which was down significantly compared with February (35 percent). Conversely, over the month the share of job ads (41 percent) went up that were posted for more than 30 days but less

than 60. The remaining 34 percent of ads were posted for longer than 60 days, similar to the February share.

## Regional Analysis

Most metropolitan areas in Michigan had relatively flat job ad trends in March. There were a few exceptions, as the Bay City, Jackson, and Midland metro areas showed significant month to month ad growth, up by 12.0, 9.0, and 8.0 percent respectively. The Detroit region is by far the largest metro area in Michigan and accounted for over 95,000 ads or 58 percent of all ads in the state.

## Job Ads by Occupation

Information is available on advertised jobs by detailed occupation as well as broad occupation groups from the Help Wanted Online Data Series. In March, *Sales and related* was the most prominent broad occupational group represented in job ad data with 19,672 ads. This was followed by the categories of *Healthcare practitioners and technical* (17,756 ads) and *Management* (16,325 ads) in the ranking of total Michigan job ads.

Several major occupational groups recorded job ad change over the month. For example, ads for *Sales and related* occupations advanced by nearly 5.0 percent in March. *Transportation and material moving* also saw a large gain over the month. It is important

to note that these job ads could have been posted at any time during March or in previous months, and do not reflect the available jobs in the last half of March when layoffs accelerated due to the coronavirus pandemic.

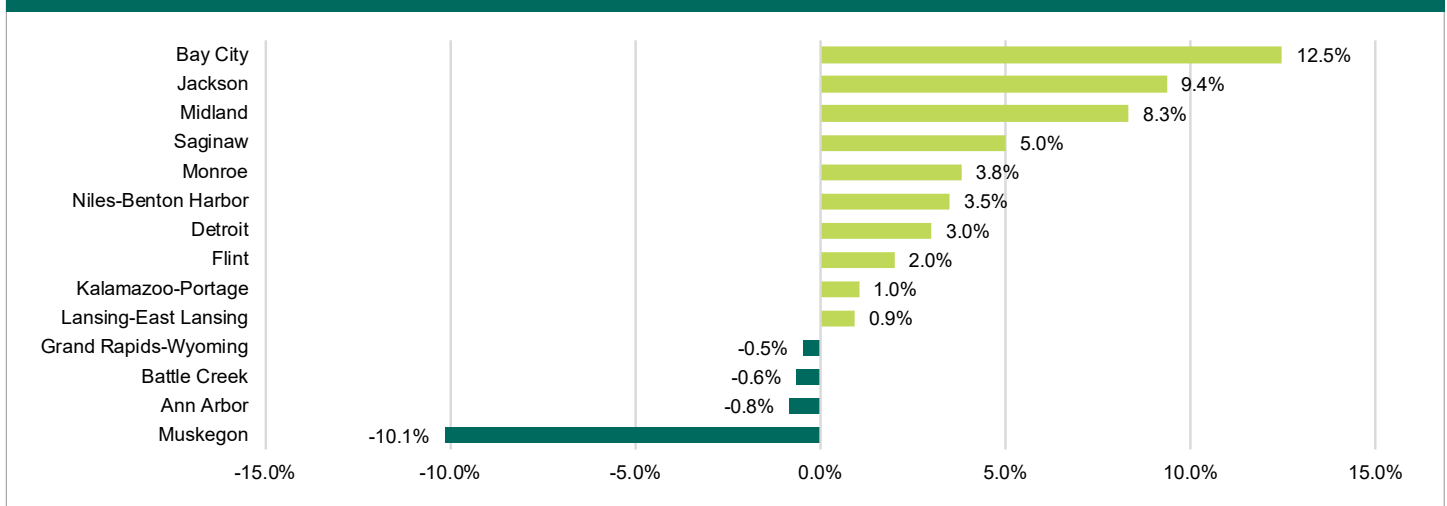
*Registered nurses* (6,418 ads) was the most sought-after detailed occupation for the fourth month in a row, with nearly 500 more postings in March than *Retail salespersons* (5,958). Rounding out the top 10 were several occupations related to retail, customer service, food service, and computer related occupations. In total, 539 detailed occupations had at least 10 job postings in March.

*The Bureau of Labor Market Information and Strategic Initiatives publishes job advertisement data through the Help Wanted OnLine® data series. In January 2020 this service partnered with Burning Glass Technologies and revised its job advertisement data collection methodology. Consequently, this month's data may demonstrate significant variation from prior publications, which may be related to methodology changes and not necessarily indicative of actual changes in job advertisement levels.*

*The March job ad data includes a mix of ads posted before and after the onset of significant layoffs in Michigan related to COVID-19.*

**EVAN LINSKEY**  
Economic Analyst

## MONTHLY CHANGE IN JOB ADS BY MICHIGAN METRO AREA, FEBRUARY 2020–MARCH 2020



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

## MICHIGAN ONLINE JOB ADS BY INDUSTRY, MARCH 2020



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

Note: Roughly 40,000 postings did not have specific industry ties in the March 2020 data

## LABOR DEMAND BY OCCUPATION (NOT SEASONALLY ADJUSTED)

OCCUPATION CATEGORIES	MAR 2020	FEB 2020	MAR 2019	OVER THE MONTH	
				LEVEL	PERCENT
<b>TOTAL</b>	<b>157,249</b>	<b>153,364</b>	<b>159,487</b>	<b>3,885</b>	<b>2.5%</b>
Administrative Support	15,723	15,259	16,212	464	3.0%
Office and Administrative Support	15,723	15,259	16,212	464	3.0%
Construction and Repair	7,747	7,624	8,371	123	1.6%
Construction and Extraction	2,015	1,929	2,087	86	4.5%
Installation, Maintenance, and Repair	5,732	5,695	6,284	37	0.6%
Farming, Fishing, and Forestry	235	210	332	25	11.9%
Farming, Fishing, and Forestry	235	210	332	25	11.9%
Healthcare	22,484	22,325	22,609	159	0.7%
Healthcare Practitioners and Technical	17,756	17,679	17,714	77	0.4%
Healthcare Support	4,728	4,646	4,895	82	1.8%
Management	16,325	16,345	16,617	-20	-0.1%
Management	16,325	16,345	16,617	-20	-0.1%
Production	5,840	5,473	7,085	367	6.7%
Production	5,840	5,473	7,085	367	6.7%
Professional	43,905	43,350	42,229	555	1.3%
Architecture and Engineering	6,696	6,626	7,453	70	1.1%
Arts, Design, Entertainment, Sports, and Media	4,463	4,390	3,721	73	1.7%
Business and Financial Operations	8,704	8,644	8,900	60	0.7%
Community and Social Services	2,198	2,204	1,993	-6	-0.3%
Computer and Mathematical	15,581	15,186	14,339	395	2.6%
Education, Training, and Library	4,044	4,113	3,630	-69	-1.7%
Legal	732	752	755	-20	-2.7%
Life, Physical, and Social Science	1,487	1,435	1,438	52	3.6%
Sales	19,672	18,763	18,562	909	4.8%
Sales and Related	19,672	18,763	18,562	909	4.8%
Service	17,830	17,079	18,529	751	4.4%
Building and Grounds Cleaning and Maintenance	4,138	3,638	4,228	500	13.7%
Food Preparation and Serving Related	8,249	8,321	8,695	-72	-0.9%
Personal Care and Service	3,725	3,433	3,721	292	8.5%
Protective Service	1,718	1,687	1,885	31	1.8%
Transportation	7,488	6,936	8,941	552	8.0%
Transportation and Material Moving	7,488	6,936	8,941	552	8.0%

Note: Some job ads do not fit in a major group designation, so topline numbers may appear different between the analysis and the table.



# RELEVANT RANKINGS

LABOR FORCE PARTICIPATION OF PERSONS WITH A DISABILITY BY STATE				
RANK	STATE	TOTAL NUMBER OF PERSONS WITH A DISABILITY	SHARE OF PERSONS WITH A DISABILITY	LABOR PARTICIPATION RATE OF PERSONS WITH A DISABILITY (PERCENT)
1	South Dakota	104,562	12.1%	37.7
2	North Dakota	80,979	10.9%	37.4
3	Alaska	89,491	12.6%	35.1
4 (T)	Nebraska	224,220	11.8%	34.9
4 (T)	Wyoming	72,441	12.8%	34.9
23	Massachusetts	791,132	11.6%	27.9
24	Indiana	895,068	13.6%	27.8
25 (T)	Ohio	1,629,506	14.1%	27.7
25 (T)	Rhode Island	146,857	14.1%	27.7
27	Virginia	994,464	12.0%	27.4
36	Michigan	1,407,719	14.2%	25.9
46	New Mexico	326,580	15.8%	23.3
47	Florida	2,838,702	13.5%	22.5
48	Mississippi	480,783	16.5%	22.3
49	Alabama	785,900	16.3%	22.0
50	West Virginia	338,677	19.1%	20.9

Source: 2018 American Community Survey One-Year Estimates (Tables S1810 and S1811), U.S. Census Bureau

## MEDIAN AGE AND SHARE OF PERSONS WITH DISABILITY BY MICHIGAN COUNTY

RANK	COUNTY NAME	MEDIAN AGE	SHARE PERSONS WITH A DISABILITY
1	Alcona	58.2	23.3%
2	Ontonagon	58.1	18.8%
3	Keweenaw	56.7	16.0%
4	Roscommon	55.8	26.3%
5	Montmorency	55.7	24.2%
40	Lapeer	43.9	14.3%
41	Osceola	43.8	18.2%
42	Missaukee	43.7	18.7%
43	St. Clair	43.5	16.9%
44	Bay	43.3	15.8%
79	Kalamazoo	34.2	13.0%
80	Washtenaw	33.4	9.1%
81	Houghton	32.7	11.8%
82	Ingham	31.8	13.2%
83	Isabella	27.7	13.4%

Source: 2018 American Community Survey Five-Year Estimates (Tables DP05 and S1810), U.S. Census Bureau



## PARTNER PERSPECTIVE

The Bureau of Labor Market Information and Strategic Initiatives provides a wealth of information and insights to help support programs and policies throughout the state. This month's *Partner Perspective* highlights the work being done by the Bureau of Services for Blind Persons and Michigan Rehabilitation Services to support persons with a disability in Michigan.



# SERVING THE CAREER NEEDS OF MICHIGAN'S INDIVIDUALS WITH DISABILITIES

This year marks the 100th anniversary of the first federally funded vocational rehabilitation program to assist individuals with disabilities (IWD) who had not acquired their disabilities as a result of serving in the military.

President Woodrow Wilson signed the Smith-Fess Act of 1920, also known as the Industrial Rehabilitation Act and referred to as "The National Civilian Vocational Rehabilitation Act," into law on June 2, 1920.

Today, vocational rehabilitation (VR) serves people with a range of disabilities, whether visible or not. It also encompasses a dual-customer approach, working to help businesses meet their workforce talent needs and providing consultation and technical assistance.

Situated within the Department of Labor and Economic Opportunity – Employment and Training, Michigan has two VR agencies, Bureau of Services for Blind Persons (BSBP) and Michigan Rehabilitation Services (MRS), that serve all eligible individuals with disabilities to achieve high-quality careers and help employers hire and retain skilled workers.

It is estimated that 28.2 percent of adults in Michigan have some type of disability disclosed and undisclosed.<sup>1</sup>

"Individuals with disabilities are capable of performing the same work as individuals without disabilities when provided proper training, supports and adaptive equipment and devices," said Bill Robinson, BSBP Director and Tina Fullerton, MRS Director. "Individuals with disabilities and the talent they bring to the twenty-first century workforce will help drive the Michigan economy. The lessons learned by business and communities over the past 100 years illustrate that individuals with disabilities contribute richly to society and the workforce."

## Bureau of Services for Blind Persons (BSBP)

BSBP serves individuals who are significantly visually impaired or blind and are interested in pursuing employment and training to obtain careers in high demand fields. BSBP's programs are dedicated to employment, training, independence and community inclusion.

BSBP: <https://www.michigan.gov/bsbp>

### FIELD SERVICES

BSBP has seven field offices located throughout the state and a training center located in Kalamazoo. Professional field staff work with participants to provide diagnostic evaluations, vocational counseling and training in skills

of blindness. Individualized services may include low-vision equipment, transition services, technical school training, a postsecondary education, and job development and placement. The BSBP Training Center, a 24/7 facility, works collaboratively with the field to provide workplace readiness skills, assistive technology training and travel skills to prepare participants to enter and reenter the workforce. In FY 2019 BSBP served 2,622 IWD.

### BUSINESS SUPPORTS

BSBP supports business by providing resources and training for job accommodations and job site modifications specific to low vision and blindness. BSBP also provides work-based learning opportunities for potential employees, job analysis, technical assistance to determine adaptive technology needs, and continued support and education for both employees and employers.

### BUSINESS ENTERPRISE PROGRAM

BSBP provides a sponsored entrepreneurial opportunity for IWDs. The Business Enterprise Program (BEP) participants manage vending routes, snack stands and cafeterias housed in state and federal buildings and rest stops throughout Michigan. BSBP provides candidate training and testing to ensure a good match of individual skills to the rigors of operating a business. BSBP sponsors the BEP operator with the purchase of an initial inventory investment, facility support and the equipment for the facility. BEP has 58 facilities throughout the state served by 42 operators.

## Michigan Rehabilitation Services (MRS)

MRS is the "general" VR agency in the state servicing all individuals with disabilities, except those who are blind or visually impaired.

MRS: <https://www.michigan.gov/mrs>

### FIELD DIVISIONS

MRS has two field divisions consisting of 13 districts throughout the state. Collectively, field staff share responsibility for informing, educating, advocating, facilitating and encouraging the customer as they make informed decisions to reach their employment goal. It is, however, the vocational rehabilitation counselor who has the primary responsibility for guidance and counseling and the provision of individualized rehabilitation services for individuals with disabilities. In FY 2019, 48,098 IWD benefited from the provision of VR services.

## MICHIGAN CAREER AND TECHNICAL INSTITUTE (MCTI)

Located in Plainwell, MCTI is a postsecondary

residential facility that provides specialized vocational training and comprehensive rehabilitation services to help individuals with disabilities prepare for competitive integrated employment and self-sufficiency. MCTI offers a unique blend of caring support services and state-of-the-art training for jobs needed in business and industry today.

MCTI offers 13 technical training programs in the following areas: Automotive, Cabinetmaking, Certified Nursing Assistant, Culinary Arts, Custodial, Electronics, Graphic Communications, Grounds Maintenance, Machine Technology, Office Automation, Pharmacy, Retail Marketing, and Weatherization.

Since 2014, MCTI has exported several programs, including certified nursing assistant and information technology, to offsite locations across the state. This approach is designed to provide comprehensive training programs that meet community specific business sector needs. In FY 2019, 1,161 IWD participated in training with 433 graduates obtaining an 87 percent employment placement rate.

### BUSINESS NETWORK DIVISION (BND)

The BND provides subject matter expertise on issues related to disability and employment. Through an interdisciplinary team approach with business, MRS business relations consultants, occupational therapists and district business representatives are used to improve employment outcomes and business solutions. This includes individualized disability and employment services that maximize diversity and inclusion in the workplace. The top five services provided to businesses by BND are: ADA/Architectural Barrier Design Removal, Evaluation/Consultation, ADA Accommodations, Recruitment/Retention and Disability Awareness Training.

BND is also a member of a national network of 78 public vocational rehabilitation programs that supports a united approach to meeting the employments needs of business. In FY 2019, BND served more than 5,930 businesses.

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<sup>1</sup><https://www.cdc.gov/ncbddd/disabilityandhealth/impacts/michigan.html>





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