MICHIGAN'S
LABOR MARKET NEWS

Veterans Day: Labor Market Trends of Michigan Veterans

Map of the Month: Veteran Median Income by State

Partner Perspective: Michigan Workforce Services for Veterans

Michigan payroll jobs up 2,200 in September

SEPTEMBER 2018 JOBLESS RATE

MICHIGAN
4.0%

NATIONAL
3.7%

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IT'S BIGGER THAN DATA.

The Bureau of Labor Market Information and Strategic Initiatives is the official source for high quality demographic and labor market information for the state of Michigan and its regions. We administer the state's federal-state cooperative programs with the Bureau of Labor Statistics (BLS) and the Census Bureau and produce high-quality information and analysis through grants from the U.S. Department of Labor and from partner agencies in the state of Michigan. We provide our national, state, and local partners and customers with *accurate, objective, reliable, timely, accessible,* and *transparent* information and insights.

The state's labor market continued to show strength in September. Michigan's jobless rate fell by one-tenth of a percentage point to 4.0 percent. The rate was seven-tenths of a percentage point below the September 2017 rate. The number of unemployed in Michigan fell below the 200,000 mark for the first time since 2000. However, the state's workforce was over 250,000 above current levels in 2000. Payroll jobs were also up in September, growing by 2,200. The largest gains were seen in *Government, Education and health services*, *Professional and business services*, and *Manufacturing* (with most *Manufacturing* additions in *Transportation equipment manufacturing*.)

This month, we celebrate Veterans Day. First, our feature article, "Labor Market Trends of Michigan Veterans," provides an important analysis of veterans, including sections on their demographics, their labor force participation, their unemployment, and their employment by industry and occupation. Our Relevant Rankings section displays a national ranking of veteran labor force participation and veteran unemployment, with Michigan ranking 39th and 28th, respectively. Our Map of the Month shows veteran median income, with Michigan ranking 35th among all states with veteran median income of nearly $37,200. Finally, for the first time, we invite two key partners to contribute in a section called, "Partner Perspective." This month, we hear from the Veterans Affairs Agency and the Workforce Development Agency.

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

JASON PALMER
DIRECTOR

Bureau of Labor Market Information
and Strategic Initiatives

SEPTEMBER 2018 MICHIGAN UNEMPLOYMENT RATE AT 4.0 PERCENT

The seasonally adjusted Michigan jobless rate in September inched down by one-tenth of a percentage point to 4.0 percent. Total employment in the state was stable, up slightly by 1,000 over the month. The number of unemployed fell by 8,000, resulting in a 6,000 reduction in Michigan's workforce in September.

Michigan's September 2018 jobless rate was seven-tenths of a percentage point below the state's September 2017 rate of 4.7 percent. Over the same period, the national unemployment rate declined by five-tenths of a percentage point. The state's unemployment rate in September was three-tenths of a percentage point above the national rate. The U.S. jobless rate declined by two-tenths of a percentage point from August to September to 3.7 percent. The Michigan and national unemployment rates have been relatively similar since 2015.

The number of unemployed in Michigan fell below 200,000 in September for the first time since September 2000. However, the state's workforce was over 250,000 above current levels in 2000.

The state's nine-month average unemployment rate in 2018 of 4.5 percent was similar to the 2017 annual rate of 4.6 percent. Michigan's monthly jobless rates hovered around 4.7 percent from August 2017 through May 2018 but have been decreasing since June.

What a Robust Labor Market Looks Like

The chart on page 5 displays the seasonally adjusted unemployment rates for both Michigan and the U.S. from January 2017 to September 2018. The rates for both areas were similar, with Michigan's rates slightly above the national rates from mid-2017 to mid-2018. Since January 2017, the state's monthly unemployment rates remained at or below 5.0 percent. The only other time in recent years that the state's jobless rates were at the 5.0 percent level or below on a consistent basis was from 1996 through 2000. Over that period, Michigan's annual rates ranged from 4.9 percent in 1996 to 3.6 percent in 2000.

From December 2016 to September 2018:

- Total employment in Michigan rose by 75,000 or 1.6 percent.

- The number of unemployed in the state fell by 56,000 or 22.5 percent.

- Michigan's workforce expanded by 20,000 or 0.4 percent.

- The state's jobless rate declined by a full percentage point.

According to the Current Population Survey (CPS) demographic data for Michigan from the 2016 annual average to the most recent 12-month moving average (October 2017-September 2018):

- The teen unemployment rate (16-19) dropped from 16.6 to 12.8 percent, while the adult (20+) rate moved downward from 4.4 to 3.9 percent.

- The adult Black jobless rate recorded a reduction from 9.7 to 6.3 percent. The adult White rate edged down from 3.6 to 3.5 percent.

- The adult male unemployment rate declined from 4.4 to 3.9 percent, while the adult female rate decreased similarly from 4.3 to 3.8 percent.

- The number of all individuals that were placed on permanent layoff over this period dropped by 42 percent.

- The average number of weeks individuals remained unemployed moved down from 26 weeks to 20 weeks.

—

JIM RHEIN
Economic Specialist

MICHIGAN LABOR FORCE ESTIMATES (SEASONALLY ADJUSTED)

	SEPTEMBER 2018	AUGUST 2018	SEPTEMBER 2017	CHANGE OVER THE MONTH	CHANGE OVER THE YEAR
Labor Force	4,892,000	4,898,000	4,898,000	-6,000	-6,000
Employed	4,698,000	4,697,000	4,668,000	1,000	+30,000
Unemployed	193,000	201,000	230,000	-8,000	-37,000
Jobless Rate	4.0	4.1	4.7	-0.1	-0.7

MICHIGAN AND U.S. JOBLESS RATES, 2017 AND 2018 (SEASONALLY ADJUSTED)
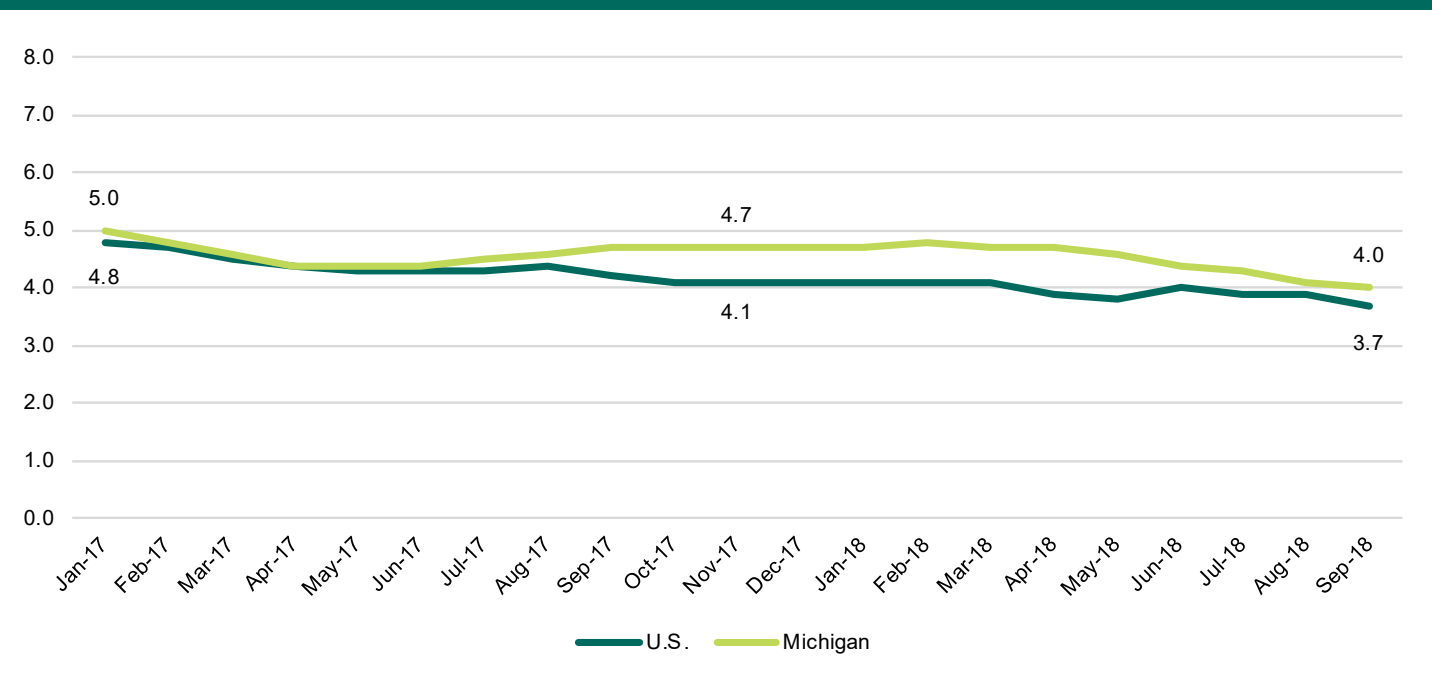
MICHIGAN PAYROLL JOBS, 2017 AND 2018 (SEASONALLY ADJUSTED)
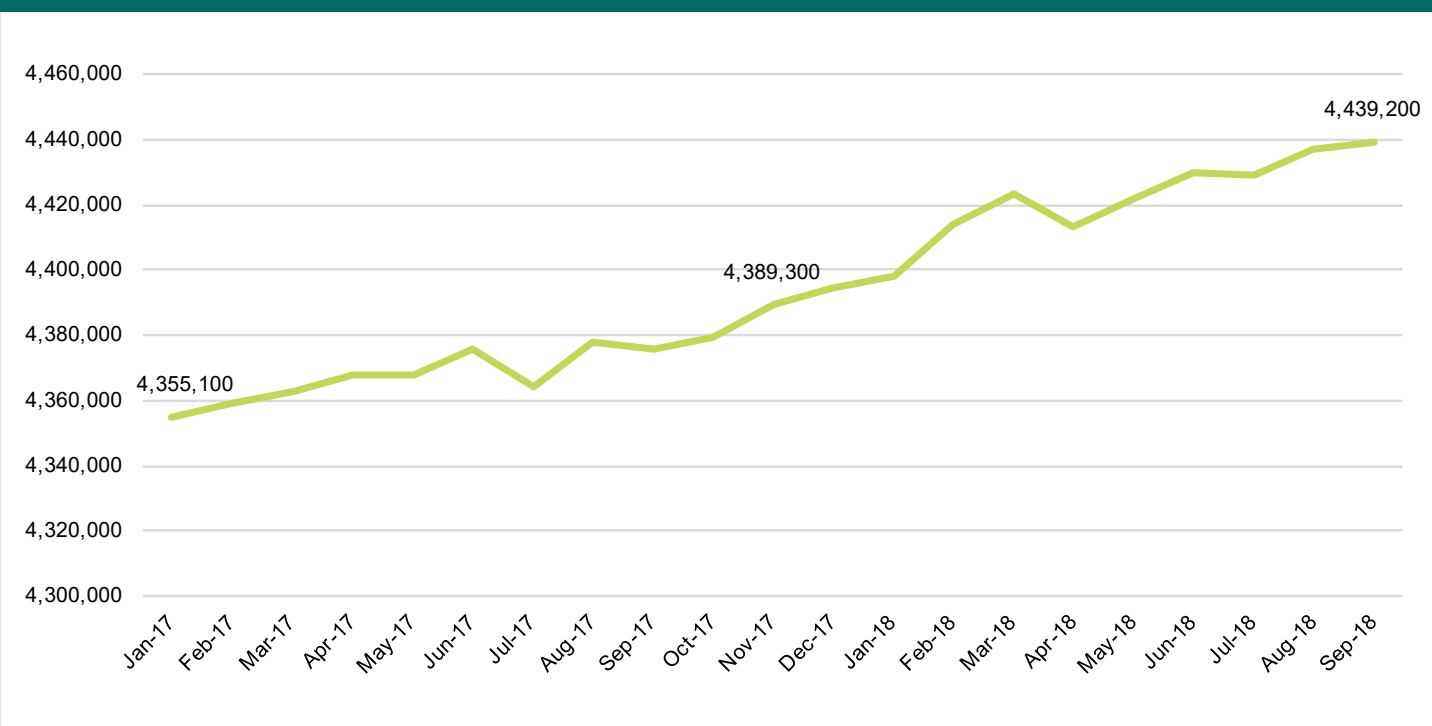
MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

Monthly Overview

Michigan jobs edged up by 2,200 in September to 4,439,200. The broad sectors with job gains in September included *Government* (+5,100), *Education and health services* and *Financial activities* (+1,200 each), *Professional and business services* (+1,000), and *Manufacturing* (+800). The industry groups with measurable employment reductions over the month were *Trade, transportation, and utilities* (-2,300), *Other services* (-2,200), and *Construction* (-2,100). Payrolls in the state's *Transportation equipment manufacturing* sector increased by 600 over the month.

Over the Year Analysis

Since September 2017, Michigan payroll jobs advanced by 63,300, or 1.4 percent. This was somewhat below the 1.7 percent job growth rate, nationally. Michigan employment gains were reported in most major industry sectors, with the largest increases in *Professional and business services* (+13,500), *Construction* (+11,200), *Manufacturing* (+11,000), and *Leisure and hospitality* (+10,200).

Job advances also occurred in *Education and health services* (+7,700), *Other services* (+4,600), *Government* (+4,400), and *Financial activities* (+2,900). Jobs edged down over the year in *Information* and were little changed in *Trade, transportation, and utilities* and *Mining and logging.*

Michigan Third Quarter 2018 Performance

During the third quarter, Michigan nonfarm payroll employment moved up 13,400 or 0.3 percent. This was the 34th consecutive quarter of job increases. Michigan job gains were similar to the 0.4 percent third quarter growth nationally.

In Michigan, the broad industry sectors with above average third quarter job expansion were *Construction* (+1.6 percent), *Other services* (+1.0 percent), *Information* and *Leisure and hospitality* (+0.7 percent each), *Manufacturing* (+0.6 percent), and *Professional and business services* (+0.4 percent).

Jobs were little changed in most other sectors over this period, and declined slightly in *Trade, transportation, and utilities* (-0.3 percent).

Payrolls in the *Transportation equipment manufacturing* sector rose by 1.4 percent during the quarter.

Significant Industry Employment Developments

REAL ESTATE, RENTAL, AND LEASING

Seasonally adjusted payrolls edged up by 1,000 in September. On an unadjusted basis, job levels in this sector typically start increasing in May and continue to do so through July. August tends to see small movements in payrolls with larger seasonal declines in September. This year, a larger than typical unadjusted reduction in jobs occurred in August, followed by a smaller than normal decrease in September. Over the two-month period, job change in this sector was somewhat typical. In the third quarter 2018, job levels were unchanged. Since September 2017, payroll levels in this sector inched up by 1,000 or by 1.8 percent. Nationally, employment rose by 12,900 over the month and by 3.4 percent over the year.

CONSTRUCTION

Job levels in this sector declined by 2,100 over the month. Part of this decrease was related to a labor dispute that cut jobs significantly over the month in *Heavy and civil engineering construction*. Atypically large September reductions were also recorded in *Specialty trade contractors* and *Construction of buildings*. On a quarterly basis, job levels still rose by 2,900, marking 21 consecutive quarters of job growth. Between September 2017 and September 2018, employment gains totaled 11,200 (+6.8 percent). Nationally, job levels increased by 23,000 over the month and by 4.5 percent over the year.

OTHER SERVICES

Employment levels in this sector moved lower by 2,200 in September. This followed a 1,500 decline in August. The September reduction was partially due to an atypically large job drop in the *Religious, grantmaking, civic, professional, and*

similar organizations subsector. Despite the past two months of payroll job cuts, job levels were up by 2,400 through the first nine months of 2018. Between September 2017 and September 2018, jobs in this sector advanced by 4,600 or by 2.7 percent. A significant portion of this over the year increase was due to solid growth in the *Repair and maintenance* and *Personal and laundry services* subsectors. Nationally, jobs edged down by 1,000 in September but rose by 1.5 percent over the year.

METROPOLITAN STATISTICAL AREAS (MSAS)

On a *not seasonally adjusted basis*, 11 of Michigan's 14 Metropolitan Statistical Areas (MSAs) recorded nonfarm job gains during September.

The metro areas with the largest job additions were *Lansing* (+4.1 percent), *Ann Arbor* (+3.3 percent), and *Monroe* (+3.1 percent). Above average payroll growth was also reported in *Saginaw* (+2.5 percent), *Kalamazoo* (+1.7 percent), *Grand Rapids* (+1.5 percent), *Flint* (1.1 percent), *Jackson* (1.0 percent), and *Bay City* (+0.8 percent).

Modest reductions in total nonfarm jobs occurred in the *Muskegon* (-0.8 percent) and *Detroit* (-0.1 percent) MSAs.

Common to all metro areas in September were job increases in the *Government* sector due to the start of the new academic year at colleges and local schools.

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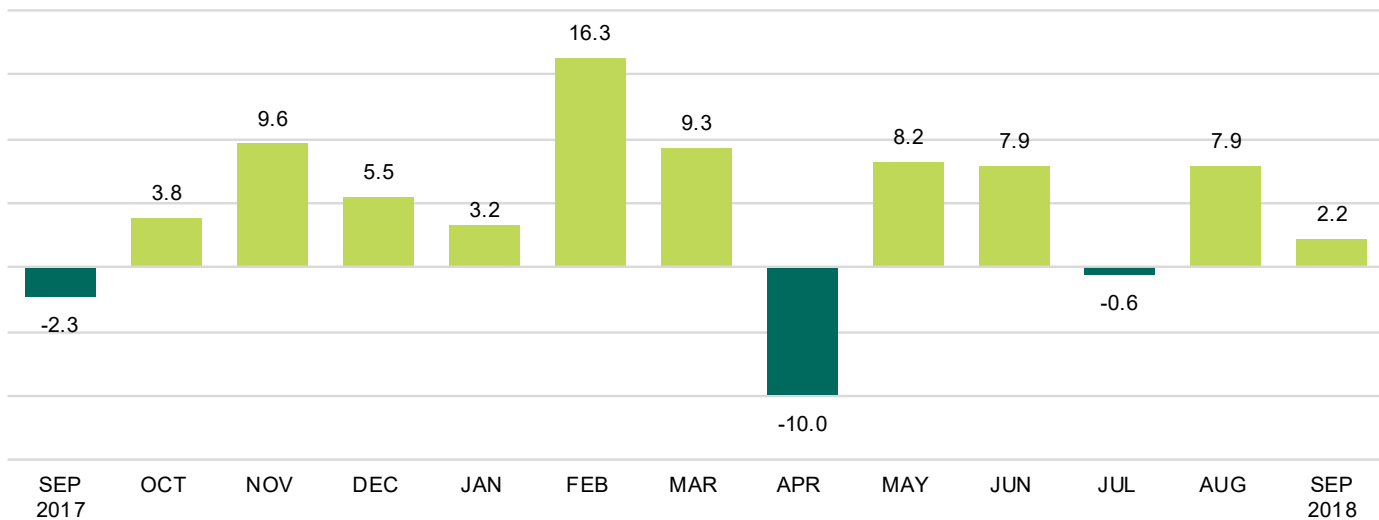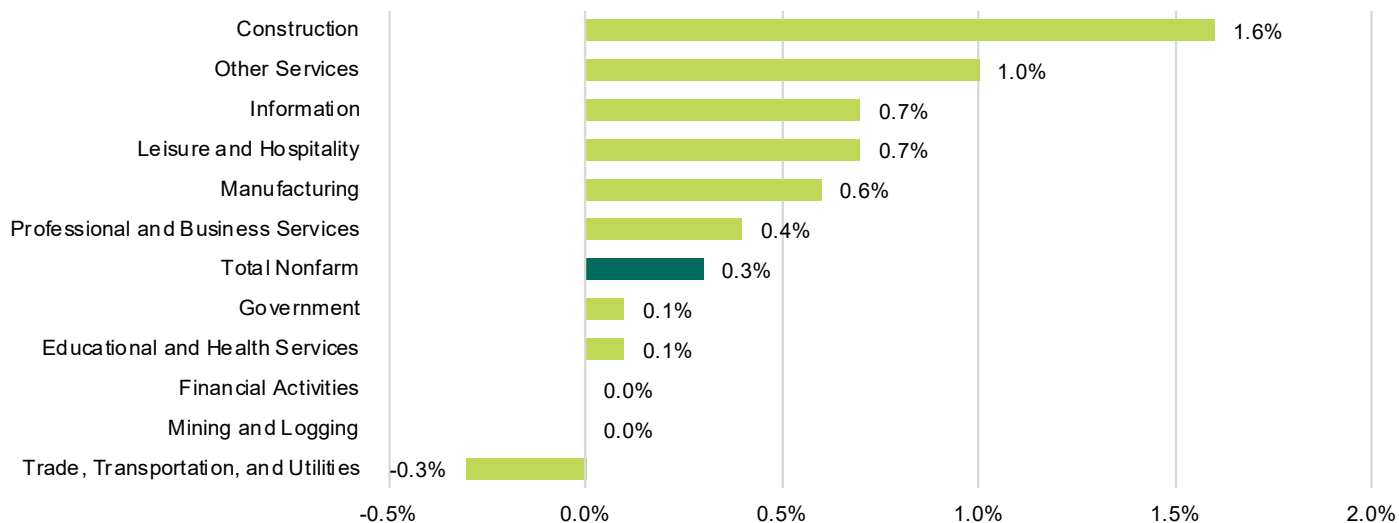## MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	SEPTEMBER 2018	AUGUST 2018	SEPTEMBER 2017	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	**4,439,200**	**4,437,000**	**4,375,900**	**2,200**	**0.0%**	**63,300**	**1.4%**
Total Private	3,827,900	3,830,800	3,769,000	-2,900	-0.1%	58,900	1.6%
Private Service-Providing	3,021,200	3,022,600	2,984,500	-1,400	0.0%	36,700	1.2%
GOODS-PRODUCING	**806,700**	**808,200**	**784,500**	**-1,500**	**-0.2%**	**22,200**	**2.8%**
Mining, Logging, and Construction	182,500	184,800	171,300	-2,300	-1.2%	11,200	6.5%
Mining and Logging	7,200	7,400	7,200	-200	-2.7%	0	0.0%
Construction	175,300	177,400	164,100	-2,100	-1.2%	11,200	6.8%
Manufacturing	624,200	623,400	613,200	800	0.1%	11,000	1.8%
Durable Goods	471,200	471,200	462,100	0	0.0%	9,100	2.0%
Transportation Equipment Manufacturing	191,900	191,300	186,100	600	0.3%	5,800	3.1%
Non-Durable Goods	153,000	152,200	151,100	800	0.5%	1,900	1.3%
SERVICE-PROVIDING	**3,632,500**	**3,628,800**	**3,591,400**	**3,700**	**0.1%**	**41,100**	**1.1%**
Trade, Transportation, and Utilities	789,600	791,900	790,600	-2,300	-0.3%	-1,000	-0.1%
Wholesale Trade	174,100	175,000	173,500	-900	-0.5%	600	0.3%
Retail Trade	470,300	471,400	474,000	-1,100	-0.2%	-3,700	-0.8%
Transportation, Warehousing, and Utilities	145,200	145,500	143,100	-300	-0.2%	2,100	1.5%
Information	55,100	55,200	56,300	-100	-0.2%	-1,200	-2.1%
Financial Activities	221,100	219,900	218,200	1,200	0.5%	2,900	1.3%
Finance and Insurance	165,800	165,600	163,900	200	0.1%	1,900	1.2%
Real Estate and Rental and Leasing	55,300	54,300	54,300	1,000	1.8%	1,000	1.8%
Professional and Business Services	660,500	659,500	647,000	1,000	0.2%	13,500	2.1%
Professional, Scientific, and Technical Services	297,400	297,700	294,400	-300	-0.1%	3,000	1.0%
Management of Companies and Enterprises	70,000	70,000	66,900	0	0.0%	3,100	4.6%
Administrative and Support and Waste Management and Remediation Services	293,100	291,800	285,700	1,300	0.4%	7,400	2.6%
Education and Health Services	679,800	678,600	672,100	1,200	0.2%	7,700	1.1%
Educational Services	73,800	74,100	74,800	-300	-0.4%	-1,000	-1.3%
Health Care and Social Assistance	606,000	604,500	597,300	1,500	0.2%	8,700	1.5%
Leisure and Hospitality	442,900	443,100	432,700	-200	0.0%	10,200	2.4%
Arts, Entertainment, and Recreation	52,500	52,700	53,300	-200	-0.4%	-800	-1.5%
Accommodation and Food Services	390,400	390,400	379,400	0	0.0%	11,000	2.9%
Other Services	172,200	174,400	167,600	-2,200	-1.3%	4,600	2.7%
Government	611,300	606,200	606,900	5,100	0.8%	4,400	0.7%
Federal Government	52,400	52,400	52,500	0	0.0%	-100	-0.2%
State Government	195,900	191,300	192,500	4,600	2.4%	3,400	1.8%
Local Government	363,000	362,500	361,900	500	0.1%	1,100	0.3%

MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE (IN THOUSANDS)

Month	Value
SEP 2017	-2.3
OCT	3.8
NOV	9.6
DEC	5.5
JAN	3.2
FEB	16.3
MAR	9.3
APR	-10.0
MAY	8.2
JUN	7.9
JUL	-0.6
AUG	7.9
SEP 2018	2.2

PERCENTAGE JOB CHANGE - SECOND QUARTER 2018 TO THIRD QUARTER 2018

Category	Percentage
Construction	1.6%
Other Services	1.0%
Information	0.7%
Leisure and Hospitality	0.7%
Manufacturing	0.6%
Professional and Business Services	0.4%
Total Nonfarm	0.3%
Government	0.1%
Educational and Health Services	0.1%
Financial Activities	0.0%
Mining and Logging	0.0%
Trade, Transportation, and Utilities	-0.3%

MICHIGAN OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY (AUGUST-SEPTEMBER 2018)

Industry	Aug 2018 - Sep 2018 Job Change
Real Estate, Rental, and Leasing	1,000
Construction	-2,100
Other Services	-2,200

■ August 2018 - September 2018 Job Change
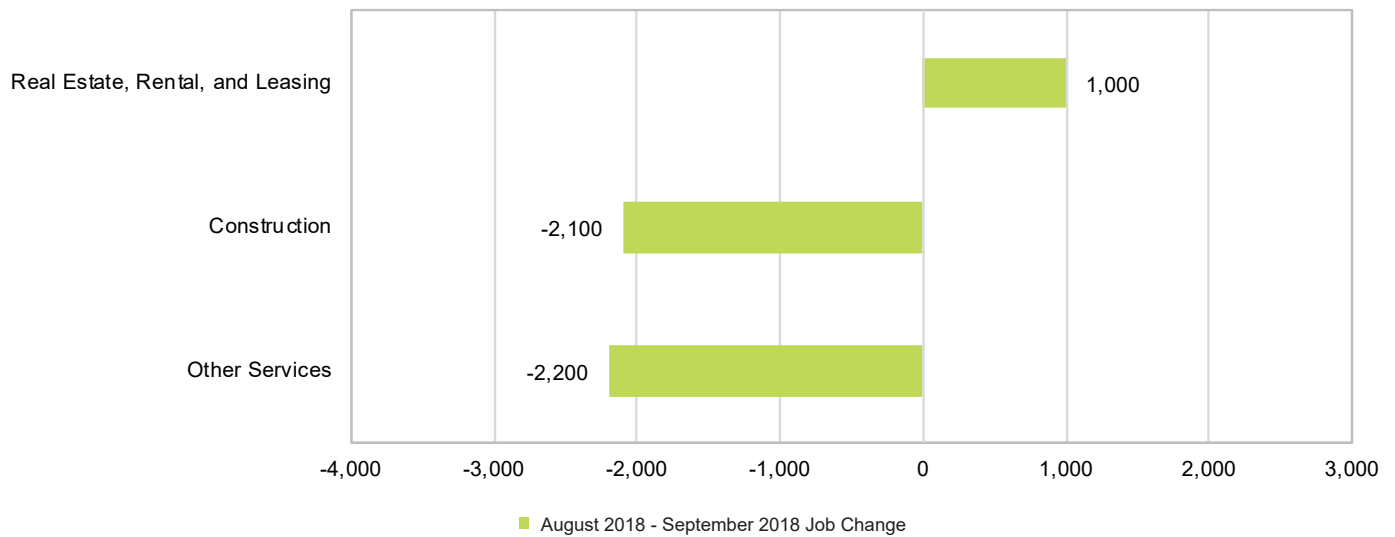
METROPOLITAN AREA JOB CHANGE - AUGUST - SEPTEMBER 2018 (NOT SEASONALLY ADJUSTED)

Area	Job Change
Lansing	4.1%
Ann Arbor	3.3%
Monroe	3.1%
Saginaw	2.5%
Kalamazoo	1.7%
Grand Rapids	1.5%
Flint	1.1%
Jackson	1.0%
Bay City	0.8%
Battle Creek	0.7%
Michigan	0.7%
Midland	0.5%
Benton Harbor	0.0%
Detroit	-0.1%
Muskegon	-0.8%
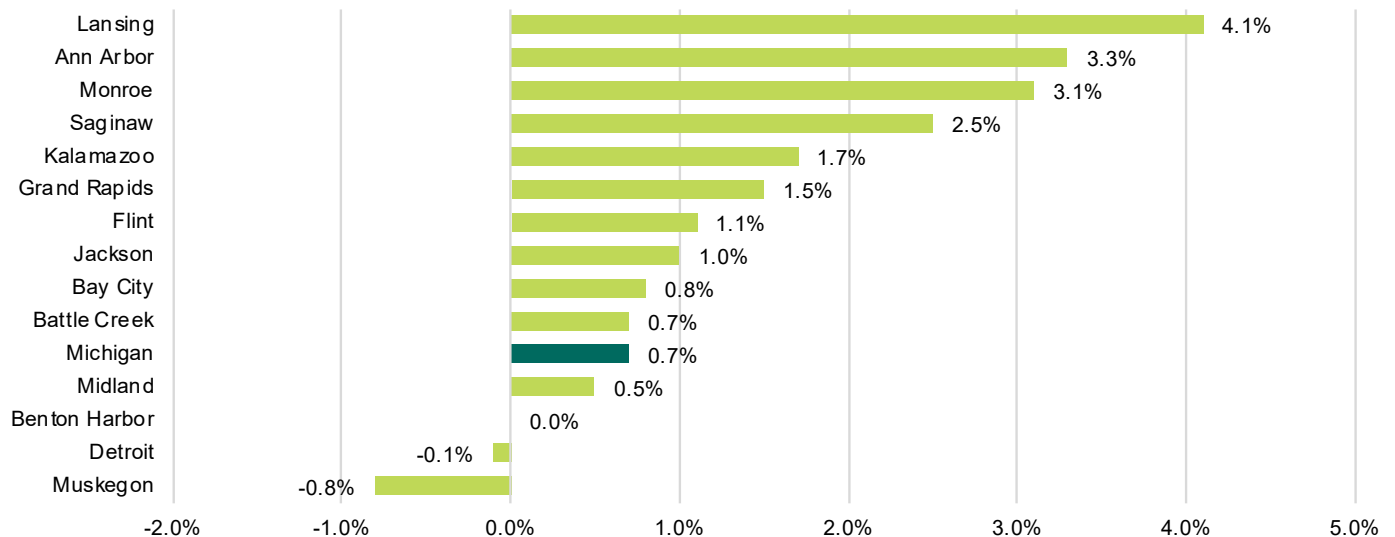
REGIONAL LABOR MARKET ANALYSIS

ANN ARBOR METROPOLITAN AREA

- Joblessness in the Ann Arbor region edged down by two-tenths of a percentage point over the month, to 2.8 percent in September.

- The civilian labor force rose by 1.1 percent over the month but declined by 0.3 percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS
- Total nonfarm employment increased by 7,200 over the month (+3.3%), primarily due to a large seasonal education-related job gain in *Government* (+8,200).

INDUSTRY TRENDS
- Ann Arbor's total nonfarm employment reached its record high level of 226,700 jobs in September, an amount last seen in November of 2017.

BAY CITY METROPOLITAN AREA

- Unemployment in the Bay City metro area moved down by 0.3 percentage points over the month, to 3.7 percent.

- Both the number of area employed and unemployed decreased seasonally in September.

MONTHLY INDUSTRY DEVELOPMENTS
- Payroll jobs in Bay City moved up by 300, or 0.8 percent, between August and September.

- Declines in *Private sector providing* industries such as *Trade, transportation, and utilities* and *Leisure and hospitality* were offset by a 500-job seasonal increase in *Government*.

INDUSTRY TRENDS
- The region's *Retail trade* sector reached its all-time low of 5,000 jobs in September, a level last seen in March 2017.

FLINT METROPOLITAN AREA

- Flint's unemployment rate edged down by 0.2 percentage points over the month to 4.1 percent in September.

- The number of unemployed declined by 26.3 percent over the year, exceeding the statewide reduction of 23.5 percent.

MONTHLY INDUSTRY DEVELOPMENTS
- Flint's total nonfarm employment rose by 1,600 over the month, or 1.1 percent, due to increases in *Government* (+1,800) and *Professional and business services* (+500).

- These job gains were somewhat offset by a seasonal cut in jobs in *Leisure and hospitality*.

INDUSTRY TRENDS
- So far in 2018, the Flint *Manufacturing* sector has recorded monthly job counts below 2017 levels.

BATTLE CREEK METROPOLITAN AREA

- The September unemployment rate in the Battle Creek MSA inched down by two tenths of a percentage point to 3.6 percent. Both employment and unemployment slightly declined.

- Over the past year, unemployment was down 900, while employment rose by 300. The jobless rate fell sharply.

MONTHLY INDUSTRY DEVELOPMENTS
- Payroll jobs in the Battle Creek metro area moved up by 400 over the month to 58,900, mostly due to seasonal education-related job gains in *Government*.

- Since September 2017, jobs in *Manufacturing* continued to improve. Employment in other sectors was little changed.

INDUSTRY TRENDS
- Since 2009, total nonfarm payroll employment in the Battle Creek MSA advanced at less than half the statewide rate (7 vs. 15 percent).

DETROIT-WARREN-DEARBORN METRO AREA

- The jobless rate in the Detroit region fell by half a percentage point in September to 3.7 percent.

- The region registered the second largest unemployment rate decline over the month (behind Monroe).

MONTHLY INDUSTRY DEVELOPMENTS
- Nonfarm jobs in the Detroit metro region fell by 1,900, or just 0.1 percent, in September.

- Industries exhibiting the largest over-the-month declines included *Leisure and hospitality* (-10,300) and *Trade, transportation, and utilities* (-4,100).

INDUSTRY TRENDS
- For the second consecutive month, Detroit's *Telecommunications* sector exhibited its all-time low of 7,700 jobs.

GRAND RAPIDS-WYOMING METRO AREA

- Unemployment in Grand Rapids edged down by one-tenth of a percentage point over the month, to 2.6 percent.

- The region recorded the largest percent over-the-year employment gain among Michigan metro areas, advancing by 2.0 percent since September 2017.

MONTHLY INDUSTRY DEVELOPMENTS
- Grand Rapids nonfarm jobs increased by 8,400 over the month, or 1.5 percent, mainly due to job additions in the *Government* (+6,600) and *Professional and business services* (+2,600) sectors.

INDUSTRY TRENDS
- So far during 2018, the *Transportation equipment manufacturing* sector in Grand Rapids exhibited a ten-year high job level of about 17,100.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE									
Labor Force	195,100	192,900	195,600	62,500	62,900	63,000	50,000	50,400	50,800
Employment	189,500	187,100	187,900	60,300	60,500	60,000	48,200	48,400	48,400
Unemployment	5,500	5,800	7,700	2,200	2,400	3,100	1,800	2,000	2,500
Rate (percent)	2.8	3.0	3.9	3.6	3.8	4.8	3.7	4.0	4.9
PLACE OF WORK									
Total Nonfarm Jobs	226,700	219,500	223,600	58,900	58,500	58,200	36,100	35,800	36,000
Mining, Logging, and Construction	5,000	5,100	4,600	1,800	1,900	1,800	1,300	1,300	1,200
Manufacturing	15,400	15,500	14,800	12,700	12,700	12,000	4,800	4,500	4,500
Trade, Transportation, and Utilities	25,700	26,000	26,300	9,200	9,200	9,200	7,500	7,800	7,700
Wholesale Trade	6,100	6,200	6,100	*	*	*	*	*	*
Retail Trade	15,900	16,000	16,500	5,700	5,700	5,700	5,000	5,300	5,200
Information	5,100	5,100	5,000	*	*	*	500	500	500
Financial Activities	7,200	7,300	7,100	1,200	1,200	1,200	1,300	1,300	1,300
Professional and Business Services	29,800	29,900	29,800	6,300	6,300	6,300	2,700	2,700	2,700
Educational and Health Services	27,700	27,400	27,400	10,800	10,600	10,800	6,600	6,600	6,600
Leisure and Hospitality	18,400	18,900	18,100	4,500	4,700	4,500	4,300	4,500	4,400
Other Services	6,300	6,400	6,300	1,900	1,900	1,900	1,300	1,300	1,400
Government	86,100	77,900	84,200	10,400	10,000	10,500	5,800	5,300	5,700

	DETROIT-WARREN-DEARBORN			FLINT			GRAND RAPIDS-WYOMING		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE									
Labor Force	2,126,000	2,114,000	2,140,000	179,500	181,000	182,300	576,300	576,000	570,100
Employment	2,047,000	2,025,000	2,042,000	172,200	173,200	172,400	561,300	560,200	550,100
Unemployment	79,000	89,000	98,000	7,300	7,900	9,900	15,000	15,700	20,000
Rate (percent)	3.7	4.2	4.6	4.1	4.3	5.4	2.6	2.7	3.5
PLACE OF WORK									
Total Nonfarm Jobs	2,027,000	2,028,900	2,013,000	142,000	140,400	141,500	571,600	563,200	555,500
Mining, Logging, and Construction	80,600	82,500	77,100	6,200	6,400	5,700	27,400	27,600	24,400
Manufacturing	256,600	256,500	252,000	12,100	12,100	12,400	117,600	118,300	115,500
Trade, Transportation, and Utilities	368,900	373,000	367,500	29,900	29,800	29,700	96,600	97,600	95,700
Wholesale Trade	87,600	88,700	86,500	6,000	6,000	5,800	31,800	32,100	31,300
Retail Trade	208,800	210,800	210,900	19,900	19,800	20,000	49,100	49,800	49,000
Information	26,400	26,700	27,800	3,800	3,800	4,000	5,300	5,400	5,600
Financial Activities	115,700	116,700	115,500	6,100	6,100	6,100	25,800	26,100	26,000
Professional and Business Services	392,000	391,200	394,000	16,100	15,600	15,300	79,800	77,200	78,300
Educational and Health Services	313,300	313,600	311,100	28,100	28,200	28,400	93,600	92,100	90,800
Leisure and Hospitality	209,200	219,500	203,900	15,100	15,600	15,200	52,300	52,200	49,000
Other Services	76,400	76,900	76,500	5,400	5,400	5,400	22,600	22,700	22,400
Government	187,900	172,300	187,600	19,200	17,400	19,300	50,600	44,000	47,800

* Data Not Available

JACKSON METROPOLITAN AREA

- The Jackson MSA jobless rate in September edged down by 0.2 percentage points to 3.4 percent, due solely to a minor decline of 200 in the number of unemployed jobseekers.

- Since September 2017, labor force fell by 1,200, which was driven by 900 fewer unemployed residents.

MONTHLY INDUSTRY DEVELOPMENTS
- In September, *Education* (private and public) added about 900 seasonal jobs to the Jackson area's workforce. However, *Leisure and hospitality* cut 200 positions.

- Over the past year, employment levels were little changed as a job gain in *Manufacturing* was offset by fewer *Retail trade* positions.

INDUSTRY TRENDS
- Since 2009, total nonfarm payroll employment in the Jackson area expanded by 9 percent, which was about six percentage points below the statewide growth rate.

KALAMAZOO-PORTAGE METRO AREA

- Labor force conditions were little changed in September in the Kalamazoo-Portage metro area. The jobless rate was stable over the month, down slightly to 3.2 percent.

- Since September 2017, the number of jobless declined by 1,900, while employment inched up by 200. The jobless rate fell by 1.1 percentage points over the past year.

MONTHLY INDUSTRY DEVELOPMENTS
- The Kalamazoo-Portage MSA recorded substantial seasonal job gains in private and public *Education* with the resumption of the school year. However, *Leisure and hospitality* cut 500 positions seasonally in September.

- Since September 2017, job levels in the Kalamazoo metro area improved by a full percentage point (+1,500).

INDUSTRY TRENDS
- Since 2009, payroll jobs in the Kalamazoo-Portage MSA rose by 10.5 percent; which was about five percentage points below the statewide rate of gain.

LANSING-EAST LANSING METRO AREA

- Lansing's jobless rate fell by two-tenths of a percentage point in September to 2.9 percent.

- The region demonstrated the largest seasonal over-the-month September labor force gain out of all Michigan metro areas.

MONTHLY INDUSTRY DEVELOPMENTS
- Lansing's payroll job count rose by 9,400, or 4.1 percent over the month, nearly all due to seasonal education-related job additions in the *Government* sector (+8,200).

INDUSTRY TRENDS
- *Healthcare and social assistance* in the Lansing region registered its record high level of 28,000 jobs in September, a level last seen in May of this year.

MIDLAND METROPOLITAN AREA

- The September jobless rate in the Midland metro area was 3.2 percent, down by 0.2 percentage points over the month. The area rate was below the Michigan rate of 3.5 percent.

- The monthly reduction in the jobless rate reflected a seasonal cut in the area labor force, as the number of employed residents actually fell slightly.

MONTHLY INDUSTRY DEVELOPMENTS
- Midland nonfarm jobs were little changed in September, up by just a half a percent or 200 jobs.

INDUSTRY TRENDS
- On a percentage basis, Midland's *Government* sector had the third largest over-the-year increase in employment (behind Saginaw and Grand Rapids), advancing by 3.3 percent since September 2017.

MONROE METROPOLITAN AREA

- The jobless rate in Monroe fell by nine-tenths of a percentage point over the month, to 3.6 percent in September.

- The region had the largest over-the-month unemployment rate decline out of all Michigan metro areas.

MONTHLY INDUSTRY DEVELOPMENTS
- Payroll employment in Monroe advanced seasonally by 1,300, or 3.1 percent.

- Notable over-the-month industry job increases were seen in *Government* (+900), *Education and health services* (+200), and *Mining, logging, and construction* (+200).

INDUSTRY TRENDS
- *Professional and business services* in Monroe reached its all-time high level of 5,600 jobs in September, a level last seen in June of this year.

MUSKEGON METROPOLITAN AREA

- Muskegon's unemployment rate edged down by 0.2 percentage points over the month, to 3.9 percent.

- Labor force levels fell seasonally by 1.5 percent over the month, as the number of employed and unemployed both dropped.

MONTHLY INDUSTRY DEVELOPMENTS
- Nonfarm jobs in Muskegon declined by 500 since August, or 0.8 percent.

- Job reductions in most major industry sectors were partially offset by a seasonal education-related job advancement in *Government*.

INDUSTRY TRENDS
- Muskegon was the only Michigan metro region to record a drop in nonfarm jobs both over the month and over the year, down by 0.2 percent since September 2017.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE									
Labor Force	72,900	73,100	74,100	166,100	166,400	167,800	248,600	243,200	249,000
Employment	70,500	70,500	70,800	160,800	160,900	160,600	241,300	235,600	238,700
Unemployment	2,400	2,600	3,300	5,300	5,500	7,200	7,300	7,600	10,300
Rate (percent)	3.4	3.6	4.4	3.2	3.3	4.3	2.9	3.1	4.2
PLACE OF WORK									
Total Nonfarm Jobs	58,200	57,600	58,300	150,600	148,100	149,100	241,200	231,800	236,800
Mining, Logging, and Construction	2,200	2,200	2,100	7,700	7,600	6,900	8,400	8,500	7,900
Manufacturing	10,300	10,300	9,900	21,800	21,900	21,600	21,100	21,200	19,600
Trade, Transportation, and Utilities	12,000	12,100	12,500	27,300	27,700	27,200	39,100	38,900	38,100
Wholesale Trade	*	*	*	7,500	7,500	7,400	6,000	6,000	5,900
Retail Trade	6,100	6,200	6,600	16,100	16,500	16,100	22,600	22,600	22,000
Information	300	300	300	800	800	900	2,600	2,600	2,700
Financial Activities	2,000	2,000	2,000	8,500	8,600	8,400	16,800	16,900	16,500
Professional and Business Services	4,900	4,900	5,000	16,700	16,800	16,900	24,000	23,400	23,200
Educational and Health Services	10,700	10,200	10,500	24,400	24,100	24,000	32,500	31,900	32,200
Leisure and Hospitality	5,500	5,700	5,500	16,400	16,900	16,200	18,400	18,200	19,500
Other Services	2,500	2,500	2,500	5,200	5,200	5,300	10,100	10,200	10,200
Government	7,800	7,400	8,000	21,800	18,500	21,700	68,200	60,000	66,900

	MIDLAND			MONROE			MUSKEGON		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE									
Labor Force	39,800	40,200	40,200	76,000	76,300	77,100	76,900	78,100	77,900
Employment	38,600	38,800	38,500	73,300	72,900	72,900	73,900	74,900	73,900
Unemployment	1,300	1,400	1,700	2,700	3,500	4,200	3,000	3,200	4,000
Rate (percent)	3.2	3.4	4.3	3.6	4.5	5.5	3.9	4.1	5.2
PLACE OF WORK									
Total Nonfarm Jobs	37,700	37,500	37,400	43,200	41,900	42,700	65,000	65,500	65,100
Mining, Logging, and Construction	*	*	*	2,100	1,900	2,000	2,300	2,300	2,200
Manufacturing	*	*	*	5,500	5,500	5,600	14,000	14,100	13,700
Trade, Transportation, and Utilities	*	*	*	11,300	11,300	11,100	13,200	13,500	13,700
Wholesale Trade	*	*	*	1,900	1,900	1,900	*	*	*
Retail Trade	*	*	*	5,400	5,400	5,300	10,800	10,900	11,100
Information	*	*	*	*	*	*	800	800	800
Financial Activities	*	*	*	1,000	1,000	1,000	1,700	1,800	1,700
Professional and Business Services	*	*	*	5,600	5,500	5,400	3,600	3,500	3,700
Educational and Health Services	*	*	*	5,200	5,000	5,100	11,800	12,000	11,900
Leisure and Hospitality	*	*	*	5,000	5,000	4,800	7,900	8,500	7,700
Other Services	*	*	*	1,500	1,400	1,500	2,200	2,400	2,200
Government	3,100	2,600	3,000	5,500	4,600	5,400	7,500	6,600	7,500

* Data Not Available

NILES-BENTON HARBOR METRO AREA

- The Niles-Benton Harbor MSA jobless rate inched down by 0.2 percentage points to 3.6 percent. This rate drop reflected fewer persons in the area labor force in September.

- Since September 2017, employment edged up 100, while unemployment fell by 700. The jobless rate dropped by nine tenths of a percentage point.

MONTHLY INDUSTRY DEVELOPMENTS

- Niles-Benton Harbor MSA job counts were unchanged in September. Seasonal job gains in *Government* and *Educational and health services* were offset by job cuts in *Leisure and hospitality*.

- Over the past year, *Manufacturing* added jobs, while employment in *Professional and business services* declined.

INDUSTRY TRENDS

- Since 2009, total payroll jobs in the Niles-Benton Harbor MSA moved up at a rate a little less than half the statewide average rate (7 vs. 15 percent).

SAGINAW METROPOLITAN AREA

- Joblessness in Saginaw declined by 0.3 percentage points in September to 3.9 percent.

- The civilian labor force moved down by 0.5 percent over the year, due primarily to a large cut in the number of unemployed.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in Saginaw increased by 2,200 over the month, or 2.5 percent, with job gains in *Government* (+1,900), and *Retail trade* (+300).

INDUSTRY TRENDS

- On a percentage basis, the region had the largest over-the-month job increase in *Retail trade* out of all Michigan areas, advancing by 2.6 percent in September.
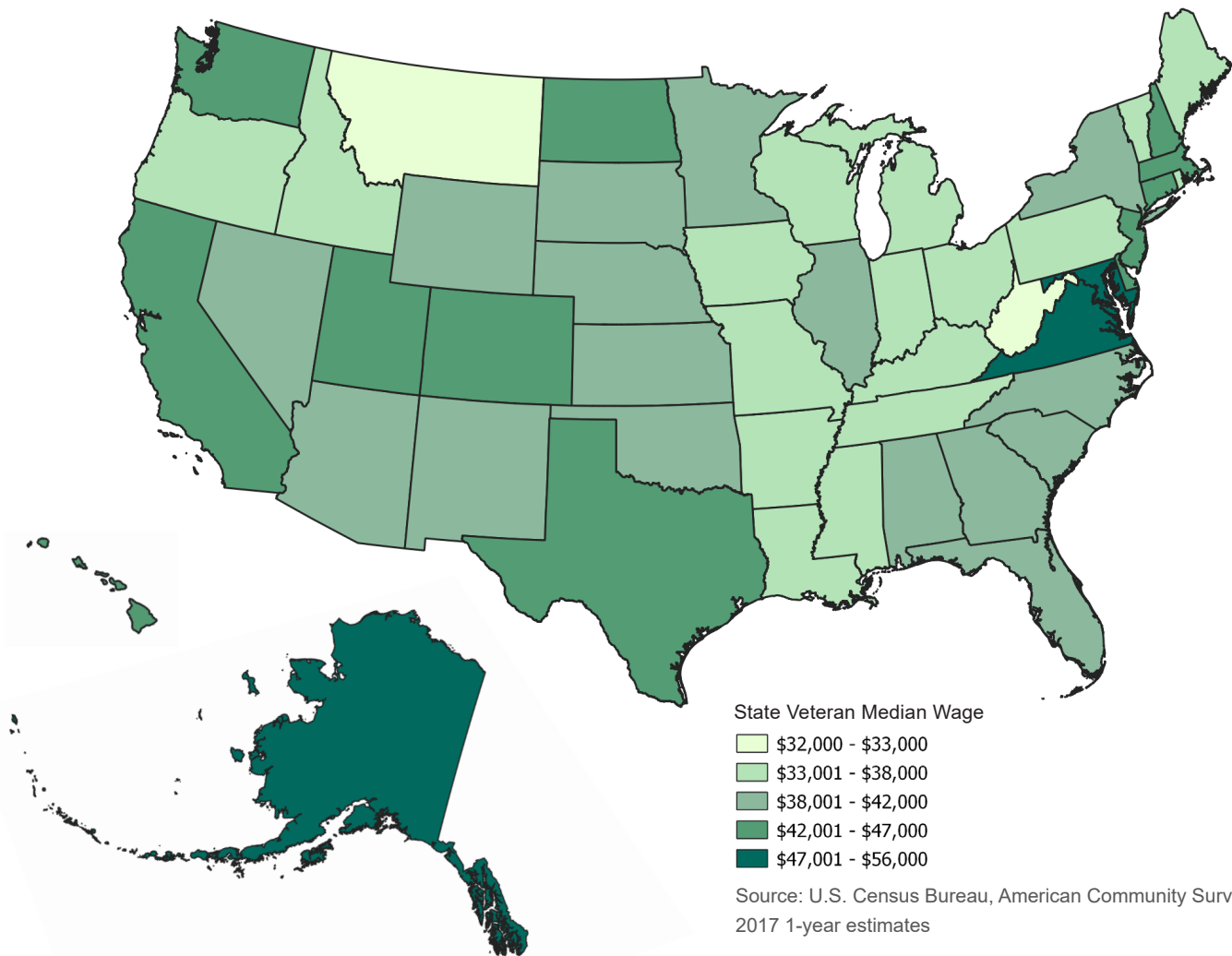
CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE						
Labor Force	73,000	73,600	73,700	87,000	86,500	87,400
Employment	70,400	70,800	70,300	83,600	82,900	83,000
Unemployment	2,600	2,800	3,300	3,400	3,600	4,400
Rate (percent)	3.6	3.8	4.5	3.9	4.2	5.1
PLACE OF WORK						
Total Nonfarm Jobs	63,700	63,700	63,000	90,000	87,800	88,600
Mining, Logging, and Construction	2,100	2,100	2,000	3,300	3,300	3,100
Manufacturing	14,000	14,000	13,400	12,500	12,400	12,500
Trade, Transportation, and Utilities	11,200	11,300	11,000	16,700	16,400	17,000
Wholesale Trade	*	*	*	2,100	2,100	2,200
Retail Trade	6,800	6,900	6,800	12,000	11,700	12,300
Information	500	500	500	1,200	1,200	1,200
Financial Activities	2,500	2,600	2,400	3,700	3,700	3,700
Professional and Business Services	4,700	4,500	5,600	11,900	11,900	11,300
Educational and Health Services	9,700	9,200	9,500	16,100	16,000	16,100
Leisure and Hospitality	8,000	8,900	7,800	9,000	9,200	9,100
Other Services	2,300	2,400	2,300	3,300	3,300	3,300
Government	8,700	8,200	8,500	12,300	10,400	11,300

	UPPER PENINSULA			NORTHEAST MICHIGAN			NORTHWEST MICHIGAN		
	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017	SEPT 2018	AUG 2018	SEPT 2017
PLACE OF RESIDENCE									
Labor Force	138,000	137,300	139,900	82,400	83,600	83,500	150,500	156,800	151,200
Employment	132,900	131,600	133,000	78,900	79,700	78,700	145,500	151,500	144,600
Unemployment	5,100	5,700	6,900	3,600	3,900	4,800	5,000	5,300	6,600
Rate (percent)	3.7	4.1	5.0	4.4	4.7	5.7	3.3	3.4	4.4

VETERANS (18 YEARS+) 2017 MEDIAN INCOME BY STATE

State Veteran Median Wage

- $32,000 - $33,000
- $33,001 - $38,000
- $38,001 - $42,000
- $42,001 - $47,000
- $47,001 - $56,000

Source: U.S. Census Bureau, American Community Survey, 2017 1-year estimates

Michigan Ranks 35th Nationally in Veteran Income

As stated in this month's feature article, in 2017, the median annual wage for Michigan veterans was nearly $37,200, marginally lower than the U.S. median of $40,600. Median wages for veterans in the U.S. rose slightly in 2017 by 2.7 percent, while Michigan saw a larger increase of 4.5 percent. The U.S. is home to over 18.2 million veterans, and of those, over 552,000 veterans reside in Michigan. California had the largest concentration of total veterans of nearly 1,565,000, with Texas and Florida following with 1,460,000 and 1,438,000, respectively.

Of Michigan's bordering states, Ohio has the largest population of veterans, totaling nearly 715,000, while Indiana had almost 387,000, and Wisconsin accounted for 327,000. Among these states, Indiana had the highest reported median wage for veterans of over $37,600. Ohio and Wisconsin trailed closely behind Michigan with annual wages of $36,800 and $36,700, respectively.

Of the nation's 50 states shown above, Michigan ranked 35th in reported median annual wages for veterans, up significantly from its previous ranking of 44th in 2016. This was a result of Michigan registering the 15th-largest percentage increase in wages among states in 2017. A majority of states had a gain in median wages, with the largest advances in Delaware (+20.4 percent), Alabama (+10.3 percent), and Wyoming (+10.0 percent). In 2017, Maryland topped the list with a reported median annual wage of $55,900 for its veterans, followed by Virginia with $55,300, and $52,200 in Alaska.

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LABOR MARKET TRENDS OF MICHIGAN VETERANS

Michigan's veteran population remains an important source of skilled, experienced workers for the state labor force. With a heavier focus on apprenticeships and other applied learning, it is important to remember that veterans also gain a variety of transferable, on-the-job skills through their military service. The skills and traits that veterans may bring to the civilian workplace include hands-on experience with leadership, management, and a variety of technical skills.

This feature article will focus on an assortment of demographic and labor market trends for Michigan's veterans. An understanding of these trends may assist in the effective placement of veterans into civilian employment.

Demographics and Population Trends

Michigan's veteran population was 552,400 in 2017, accounting for 7.1 percent of the total population. This was just below the national share of veterans, which stood at 7.3 percent. Since 2005, Michigan's veteran population has decreased every year. In total, there has been a nearly 30 percent drop in the number of Michigan veterans, well above the 22 percent downtick, nationally.

Some highlights from the latest data released by the U.S. Census Bureau (2017) include:

- Veterans are much older than nonveterans. About 55 percent of veterans are age 65 and over, compared with just 19 percent of nonveterans. This means only 45 percent of veterans are in the prime working ages of 18-64. The share of veterans aged 65 and over has increased significantly since 2005, when it was just 39 percent.

- The fact that the veteran population is aging represents a key factor in the decreasing population (see above), and, as shown later, the relatively low labor force participation rate.

- Veterans are much more likely to be male than nonveterans. 93 percent of Michigan veterans are male compared to just 45 percent of nonveterans. This gender difference helps to explain many of the observed differences in the industries and occupations in the civilian economy that employ many veterans.

- Veterans are somewhat less likely to be a person of color. About 86 percent of veterans are white, while nearly 80 percent of nonveterans are white. Those veterans who are black or African American represent the second largest race at 10.7 percent, compared to 13.4 percent of nonveterans.

- Veterans are about twice as likely to have a disability. Almost 32 percent of Michigan

veterans reported that they had a disability, compared to just 16 percent of nonveterans. The share of disabled veterans has increased from 27 percent in 2005. Some of these disabilities reported by veterans include service-connected disabilities which, depending on the severity, can impact their ability to work.

Labor Force Participation

In 2017, the labor force participation rate for veterans was 45.9 percent. Comparatively, nonveterans had a much higher rate of 64 percent. While the nonveteran participation rate was essentially unchanged in 2017, the veteran participation rate advanced by 2.2 percentage points. The veteran participation rate in Michigan ranked 39th among all states and the District of Colombia, up from a ranking of 49th in 2016.

Several factors go in to the observed lower overall labor force participation rates among veterans. Such factors include retirement, education and training, along with some of the demographics touched on earlier. The veteran population is much older than the nonveteran population, which means an increasing number of veterans have been retiring. Coupling this with an increased likelihood of a disability, and it is clear why the participation rate for all veterans is much lower than that of nonveterans.

However, if the focus is limited to veterans between the ages of 18 and 64, a different picture emerges. The difference between the veteran (72.7 percent) and nonveteran (75.6 percent) participation rates narrow significantly.

Outside of retirement and disability, it is important to note that some veterans are out of the labor market because they quit looking for work. While this is a small share, it includes veterans who are counted as "discouraged workers." Among these discouraged workers are those who have quit looking for work because they "believe no work is available in their line of work or area." This could be a potential issue for veterans who are not sure how jobs in the civilian labor market relate to the skills and experience they obtained through the military.

Unemployment

The 2017 unemployment rate for veterans in Michigan was 3.6 percent. This was an increase of 0.4 percentage points since 2016, and the first rate advance since 2013. Michigan was one of 15 states that saw an increase in the jobless rate over the year. However, Michigan's veteran jobless rate was still well below the Michigan nonveteran jobless rate of 4.6 percent, and

MICHIGAN AND U.S. VETERAN UNEMPLOYMENT RATES, 1997 TO 2017
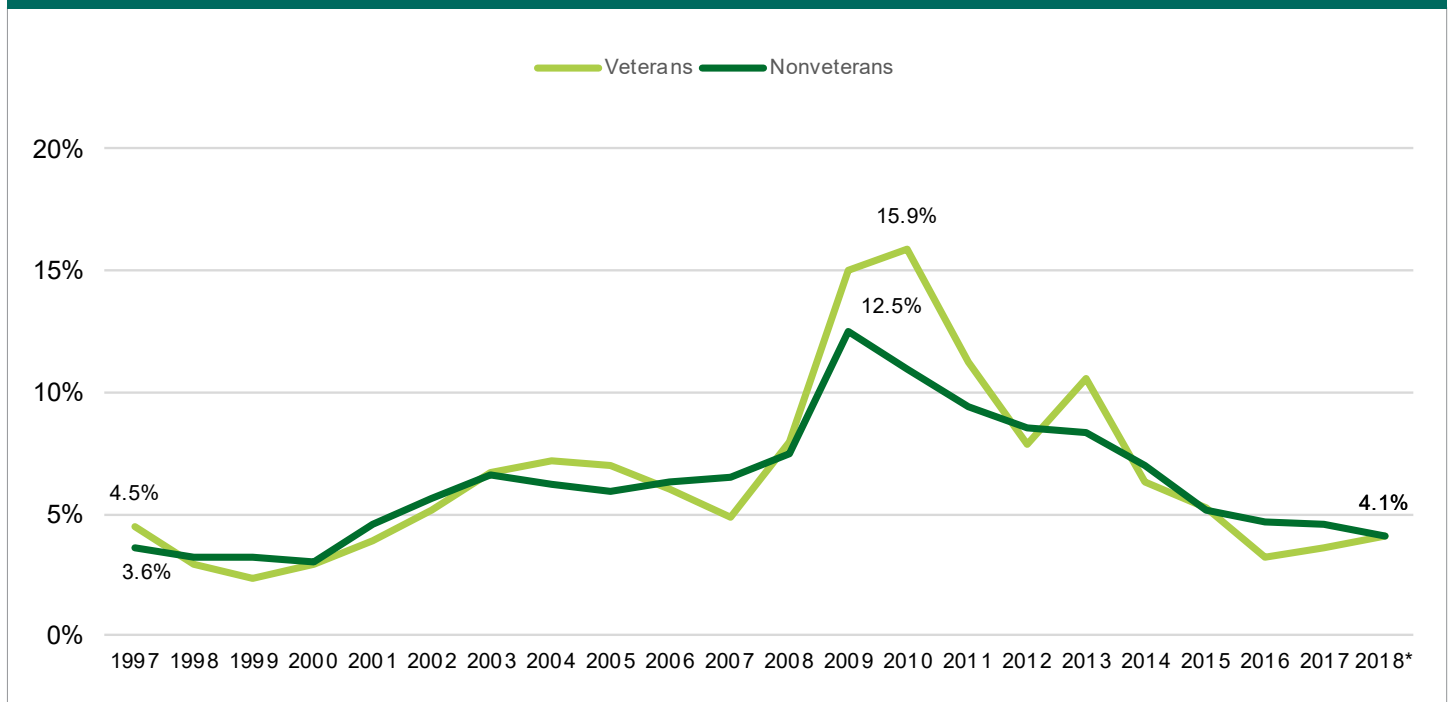
*2018 is a 12-month moving average from October 2017 to September 2018

MICHIGAN EMPLOYMENT BY INDUSTRY, VETERANS AND NONVETERANS, 2017

Legend: Nonveterans, Veterans

Industry	Veterans
Natural Resources & Mining	1%
Construction	7%
Manufacturing	25%
Trade, Transportation, & Utilities	21%
Information	2%
Financial Activities	4%
Professional & Business Services	10%
Private Educational Services	4%
Health Care & Social Assistance	9%
Leisure & Hospitality	5%
Other Services	3%
Public Administration	8%

(x-axis: 0%, 5%, 10%, 15%, 20%, 25%, 30%)
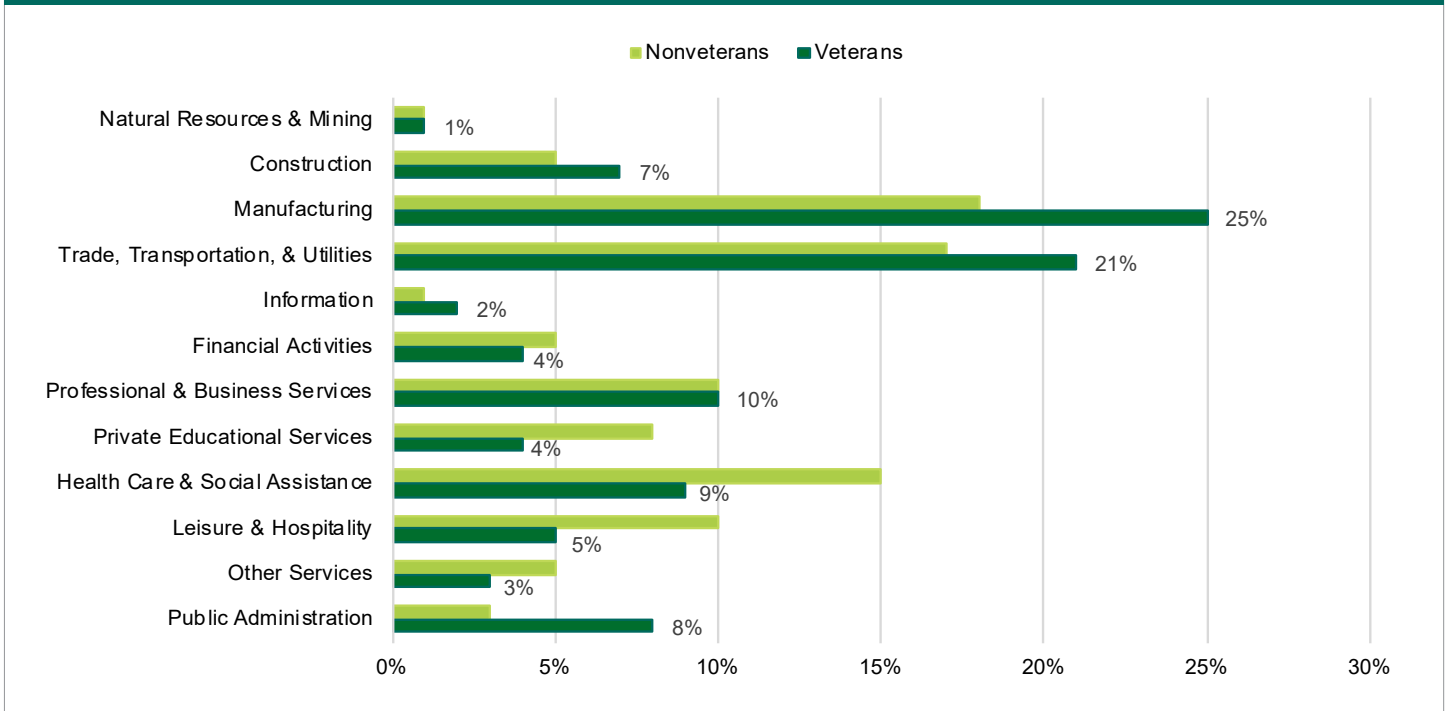
was similar to the national veteran rate of 3.7 percent. After ranking 10th among all states and the District of Colombia in 2016, Michigan ranked 28th in 2017 in terms of veteran unemployment rate.

Veteran labor force status in Michigan has improved markedly since the Great Recession. The peak in veteran unemployment was 15.9 percent in 2010, which was nearly five percentage points higher than the nonveteran rate. Of note, the recessionary peak in the Michigan veteran jobless rate came a year after the peak in the nonveteran rate, which occurred in 2009 (12.5 percent). Since 2014, however, the jobless rate among veterans has been comparable to or below the rate for nonveterans.

There are a few key reasons why the unemployment rate has decreased among veterans since the recession. Overall, the Michigan economy and labor market has improved dramatically, boosting job prospects for all workers. Furthermore, an increasing share of veterans are finding work in industries with recent job expansion, such as *Construction*, *Manufacturing*, *Professional services*, and *Health care*.

One area of focus should be on Gulf War I and II veterans. While the unemployment rate for veterans was one percentage point lower than the nonveteran rate, these younger veterans

face a jobless rate 0.3 percentage points higher than nonveterans.

Industry and Occupational Employment

Identifying the concentrations of total employed veterans and nonveterans in various industries and occupations allows for a better understanding of their labor market trends.
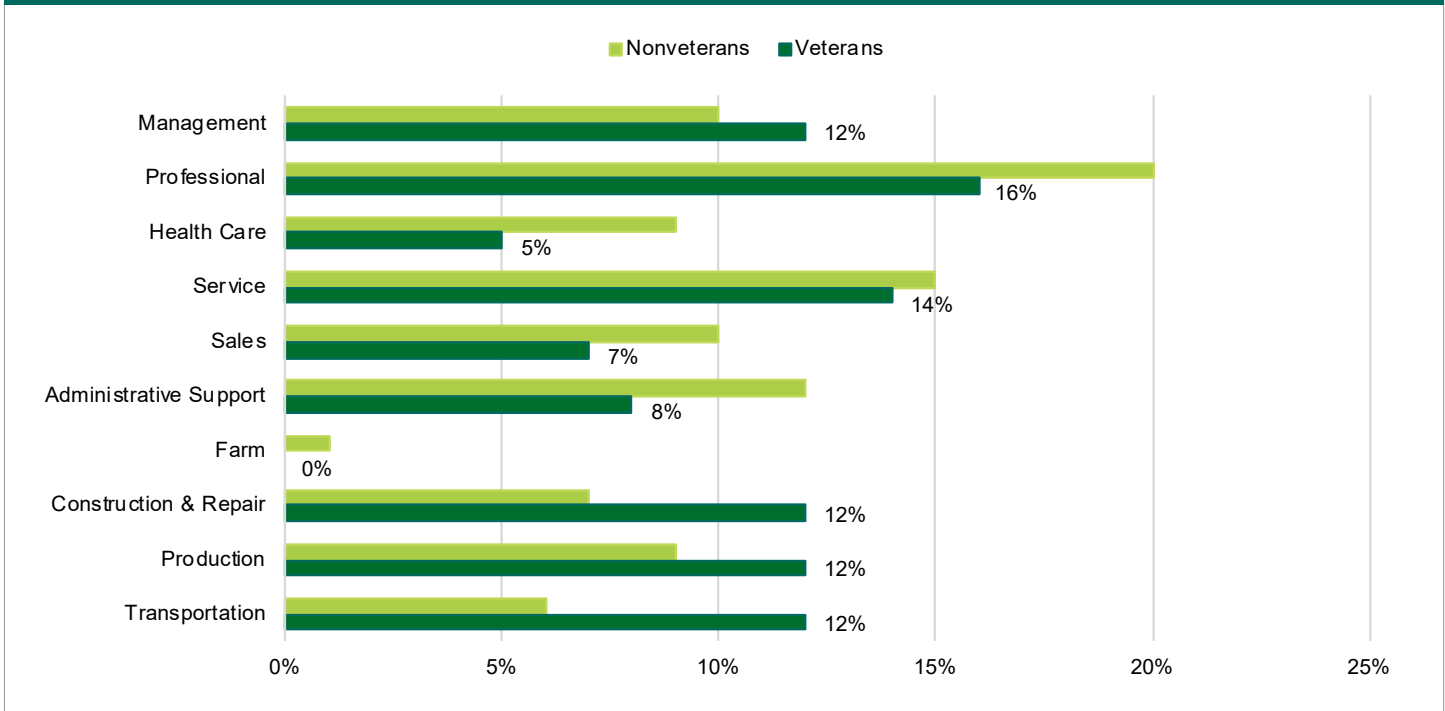
- Two industry sectors that have many positions requiring skills related to military experience, *Manufacturing* and *Construction*, are more likely to employ veterans than nonveterans. In 2017, *Manufacturing* employed 25 percent of Michigan veterans while only employing 18 percent of nonveterans. The *Construction* sector accounted for 7 percent of employed veterans compared to 5 percent of nonveterans.

- A large share of Michigan veterans (21 percent) in 2017 were employed in the *Trade, transportation, and utilities* industry. This exceeded the 17 percent of nonveterans employed in this sector. Veterans can find a variety of skilled jobs in this industry, including jobs in *Air transportation*, *Trucking*, and in occupations such as *Industrial truck and tractor operators*. *Installation and Maintenance* occupations in the *Utilities* industry may utilize related skills and are often high-wage positions.

- Another large difference between the share of veteran and nonveteran workers is in *Public administration.* This industry employed 8 percent of veterans, compared to just 3 percent of nonveterans. This field includes those who are working in civilian and enlisted government jobs.

- As mentioned earlier, a large majority of veterans are males. Because of this, it is no surprise that smaller shares of veterans are found in female dominated industries compared to nonveterans. Such industries include *Health care and social assistance*, *Private education and health services*, along with *Leisure and hospitality*.

A similar analysis can be done regarding occupations.

- There were four broad occupational categories in 2017 in which veterans accounted for a larger than average share of jobs, as compared with nonveterans. These included *Transportation*, *Construction and repair*, *Production*, and *Management* occupations. Almost half of veterans were employed in these four groups in 2017.

- Another 30 percent of veterans were employed in two additional occupational categories, *Professional* and *Service* job titles. These two groups comprised a higher share of jobs for nonveterans than veterans, but were major sources of jobs for both.

MICHIGAN EMPLOYMENT BY OCCUPATION, VETERANS AND NONVETERANS, 2017

Legend: ■ Nonveterans ■ Veterans

Chart showing Michigan employment by occupation for veterans and nonveterans (2017). Veteran percentages labeled:

- Management: 12%
- Professional: 16%
- Health Care: 5%
- Service: 14%
- Sales: 7%
- Administrative Support: 8%
- Farm: 0%
- Construction & Repair: 12%
- Production: 12%
- Transportation: 12%

X-axis: 0% to 25%.

- Several of these job groups contain specific occupations that provide veterans a good opportunity to apply their skills. For example, *Management* occupations require leadership skills, that are often developed through military experience, and many require a bachelor's degree or higher. These can be high-wage positions as well.

- Veterans with technical skills may be particularly qualified for jobs in the *Production* occupations, as many of these jobs involve *Manufacturing* processes that could be similar to technical processes in military applications.

- *Transportation* and *Maintenance and repair* occupations in the civilian economy would have direct ties to similar job functions in a military setting.

Other Highlights

Information on other aspects of Michigan's veteran population also is relevant. These topics range from education level to poverty rates.

Education

Since 2005, more veterans have been attending college. Back in 2005, 36 percent of Michigan veterans attended some college or had attained an associate's degree, and 19 percent had earned a bachelor's degree or higher.

In 2017, the education attainment of veterans in Michigan has moved above 2005 levels. The share of Michigan veterans with some college or an associate's degree was 39 percent in 2017, and 22 percent had a bachelor's degree or higher.

One of the most significant storylines concerns an apparent large drop in the share of Michigan veterans who have less than a high school diploma. About 13 percent of Michigan veterans and nonveterans had not completed high school in 2005. However, in 2017, only 6.5 percent of veterans dropped out of high school. This was a larger decrease than nonveterans, with a modest downtick to 9.3 percent.

Period of Service

In 2017, according to the U.S. Census Bureau, 37.6 percent of Michigan's veterans were Vietnam era veterans. Gulf War I and Gulf War II veterans comprised 15.8 percent and 12.8 percent, respectively. Those who were Korean War veterans and World War II veterans make up 8.8 percent and 4.4 percent of Michigan's veterans, respectively. Compared to the U.S., Michigan has a considerably lower share of Gulf War I and Gulf War II veterans, totaling 28.6 percent compared to the nationwide share of 40.2 percent. The relatively small share of Gulf War era veterans compared to veterans of earlier eras again illustrates the aging veteran population in Michigan.

Income

Michigan median income for veterans was $37,156 in 2017, significantly above that of nonveterans, with a median income of $28,637. However, veterans in the United States earned a higher median income of $40,577.

Furthermore, male and female veterans out-earned their nonveteran counterparts in Michigan, with female veterans showing substantially more income than all females. Male veterans earned $37,546 in 2017, or about 2.4 percent more income than male nonveterans. However, female veterans showed a much larger difference, earning $31,080 in 2017 or a large 35.8 percent more than the $22,884 median income for female nonveterans.

Poverty

In 2017, veterans in Michigan recorded a poverty rate (7.2 percent) that was well below average. This was almost half the 13 percent poverty rate for nonveterans in Michigan.

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Economic Analyst

INDUSTRY FOCUS:
TRANSPORTATION AND WAREHOUSING

The *Transportation and warehousing* industry (NAICS 48) includes industries that provide transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and other activities including transportation. The modes of transportation in this sector include air, rail, water, road, and pipeline.
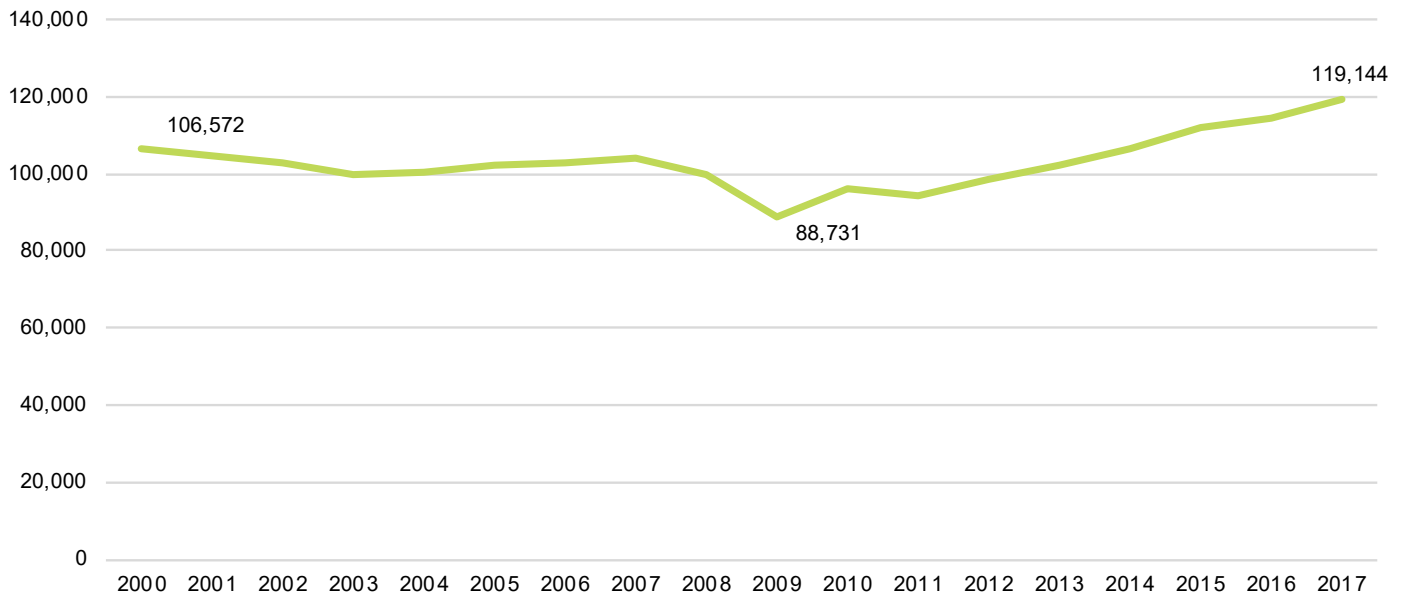
The *Transportation and warehousing* industry covers various subsectors that require a wide range of skills, some of which are skills veterans gain from military training and service. These transferable skills can make veterans equipped for many jobs in this industry, including *Aircraft mechanics and service technicians*, *Airline pilots*, *copilots, and flight engineers*, and *Ship engineers*.

Industry Highlights:

- In 2017, Michigan had 119,100 jobs in this industry, consistently adding jobs since 2011.

- The job expansion between 2011 and 2014 was just slightly greater, at 12.6 percent, than the job gain from 2014-2017, at 12.0 percent. The total job advance since 2011 was a significant 26.1 percent. Going forward, this sector is expected to grow by 12.1 percent through 2026.

- During the third quarter of 2017, the average weekly wage for the *Transportation and warehousing* industry was $1,003. This was 5.1 percent higher than the average weekly wage for all Michigan industries ($954). Average weekly wages in this industry rose by 9.0 percent from 2011-2017.

- Short-term industry projections (2nd quarter 2017 to 2nd quarter 2019) indicate that the industry is expected to record job growth of 3.1 percent.

- The largest major group of occupations in this industry in 2017 was *Transportation and material moving occupations*, with 80,750

reported jobs in the state, and an average hourly wage of $18.80.

- While *Transportation and material moving occupations* have the largest share of employment in this industry, occupations such as *Computer and mathematical occupations* and *Architecture and engineering occupations* have higher average hourly wages at $30.78 and $37.28, respectively.

- The largest subsector of the *Transportation and warehousing* industry with the highest total employment is *Truck transportation*. *Transportation and material moving occupations* has the highest total employment (35,940) in that subsector.

DALIA SALLOUM
Economic Analyst

MICHIGAN TRANSPORTATION AND WAREHOUSING EMPLOYMENT, 2000-2017

SELECTED MICHIGAN BROAD OCCUPATIONS - TRANSPORTATION AND WAREHOUSING, 2017

OCCUPATION CODE	OCCUPATION TITLE	TOTAL EMPLOYED	MEAN HOURLY WAGE	ANNUAL AVERAGE WAGE
15-0000	Computer and Mathematical Occupations	300	$30.78	$64,030
17-0000	Architecture and Engineering Occupations	1,030	$37.28	$77,540
33-0000	Protective Service Occupations	210	$20.42	$42,480
49-0000	Installation, Maintenance, and Repair Occupations	9,270	$24.05	$50,030
53-0000	Transportation and Material Moving Occupations	80,750	$18.80	$39,090

SUBSECTOR BREAKOUT OF MICHIGAN JOBS IN TRANSPORTATION AND WAREHOUSING, 2017
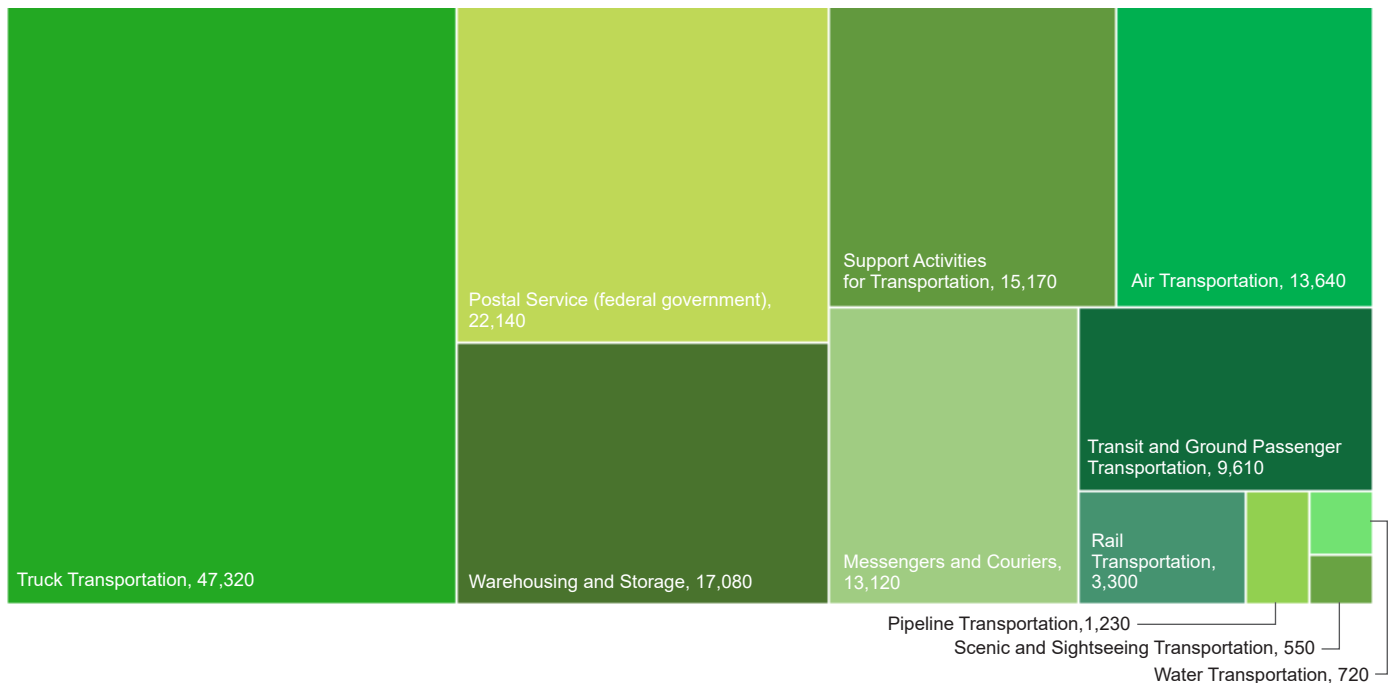
MARGINAL REDUCTION IN JOB ADVERTISEMENTS IN SEPTEMBER

Michigan seasonally adjusted online job advertisements in September were down five-tenths of a percent (-734 ads) over the month to 134,386. The reduction in ads in September was typical in Michigan, as ad declines occurred in September in four of the last five years. Online job ad levels have now moved down in four of the last five months, and ads are now comparable with May levels.

Among neighboring states to Michigan, Illinois was the only other state to see a reduction in online job postings in September (-0.4 percent). Wisconsin, Indiana, and Ohio recorded an average online ad gain of 1.4 percent or over 1,500 additional ads each. Over the near term, Michigan's monthly job ad trends since May have been similar to its regional states. Nationally, job advertisements were up 3.2 percent over the month.

Ad Rate Changes

Besides the level of job advertisements, it can be useful to track job ad trends versus other related workforce indicators. For example, a high level of unemployed per job ad in the state could point to significant competition facing jobseekers. A very low level of unemployed per job ad may indicate employers could have problems filling vacancies. Another useful comparison is to express job ads as a share of the size of the workforce.

The supply-demand rate, considered the number of unemployed individuals per job advertisement, was little changed, edging up slightly to 1.50 in September. Michigan's supply-demand rate exceeded the national rate of 1.31.

The number of job ads per 100 labor force participants, also referred to as the ad rate, declined in September to 2.74. The reduced rate was the result of job advertisements falling at a faster pace over the month than Michigan's labor force. Six of the last eight months have posted a decrease in the ad rate.

Non-seasonally Adjusted Advertisements

Information is available on advertised jobs by broad occupational group from the Help Wanted Online Data Series, but the data is *not seasonally adjusted*.

Among Metropolitan Statistical Areas (MSAs), non-seasonally adjusted online job postings contracted in all but three regions for the month. Detroit-Warren-Dearborn saw the greatest numeric loss in job ads of -1,158 or -1.7 percent. Michigan metro areas as a whole with September ad reductions were down an average of 3.3 percent. Niles-Benton Harbor, Grand Rapids-Wyoming, and Saginaw were the only metro areas with monthly ad gains.

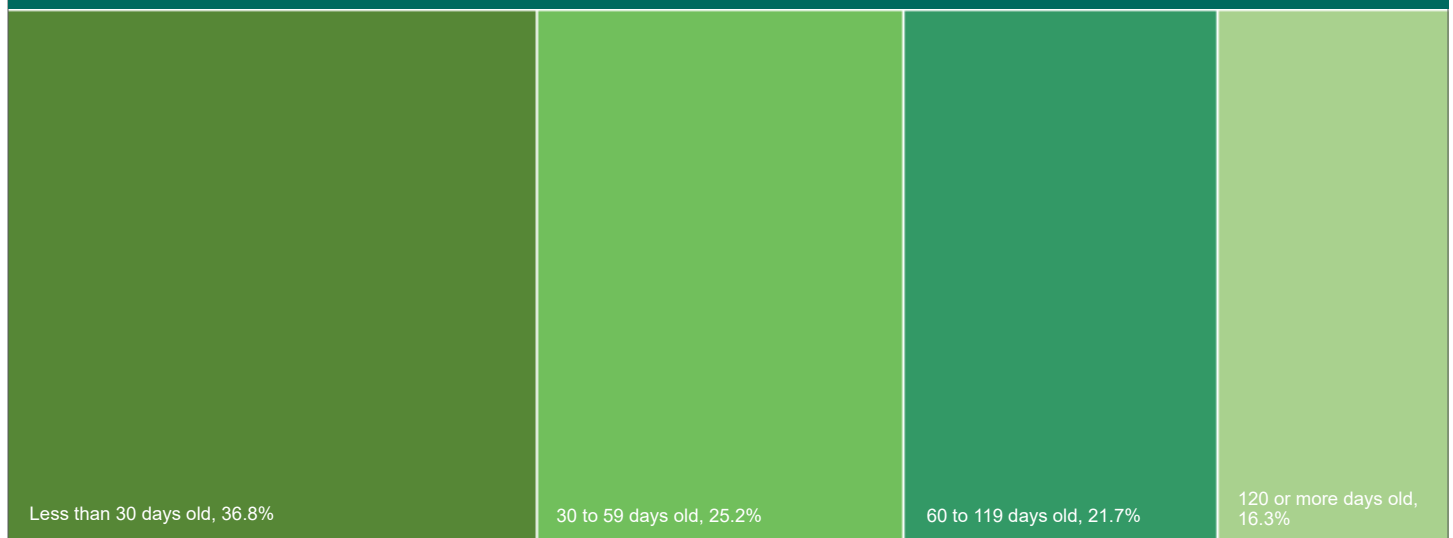Non-seasonally adjusted job ads in Michigan fell by 3,400 to 139,200 in September. Among major occupational groups, job postings for *Professional* and *Healthcare* occupations had the largest numeric declines of 1,200 (-2.7 percent) and 1,000 (-5.1 percent), respectively. Ads for *Transportation* jobs posted the largest percentage reduction of 6.3 percent (-600). Only jobs in *Sales* had a positive ad trend in September (+100).

The total number of new ads for the month also posted a reduction of 1,950 (-3.7 percent). *Professional* job ads were down by 1,150 or 7.1 percent with new postings for *Healthcare* occupations down 400 or 6.6 percent. *Construction and repair, Transportation*, and *Farming, fishing, and forestry* recorded new ad gains of 150, 100, and 50, respectively.
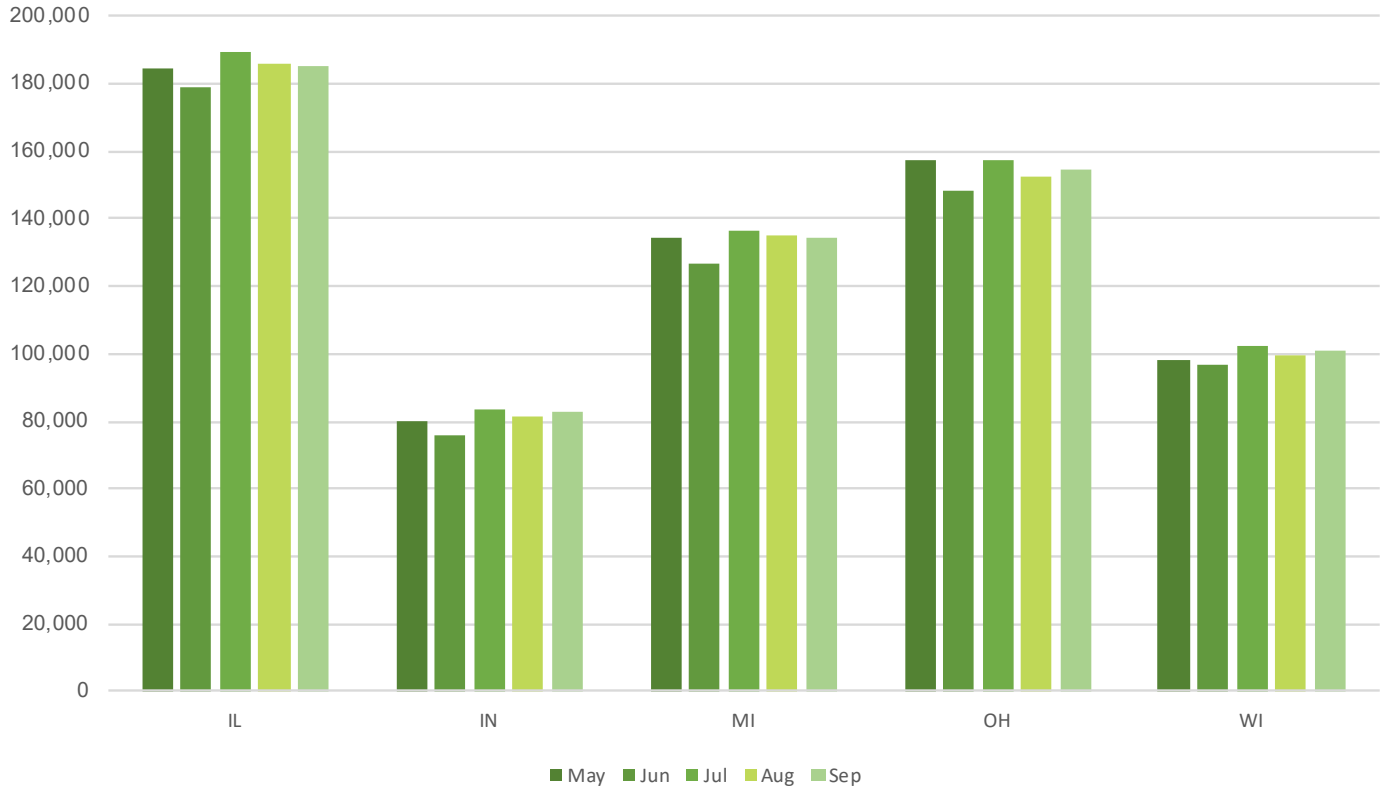
Detailed occupations with the most new job advertisements in Michigan are fairly similar from month to month. In September, *Registered nurses*, *Retail salespersons*, and *Heavy and tractor-trailer truck drivers* had the largest number of online job postings. *Registered nurses* typically require a bachelor's degree with the other two requiring less education and short-term on-the-job training. Only six of the top 15 occupations based on new ad volume typically require a bachelor's degree, with the remaining requiring a post-secondary non-degree award or less.
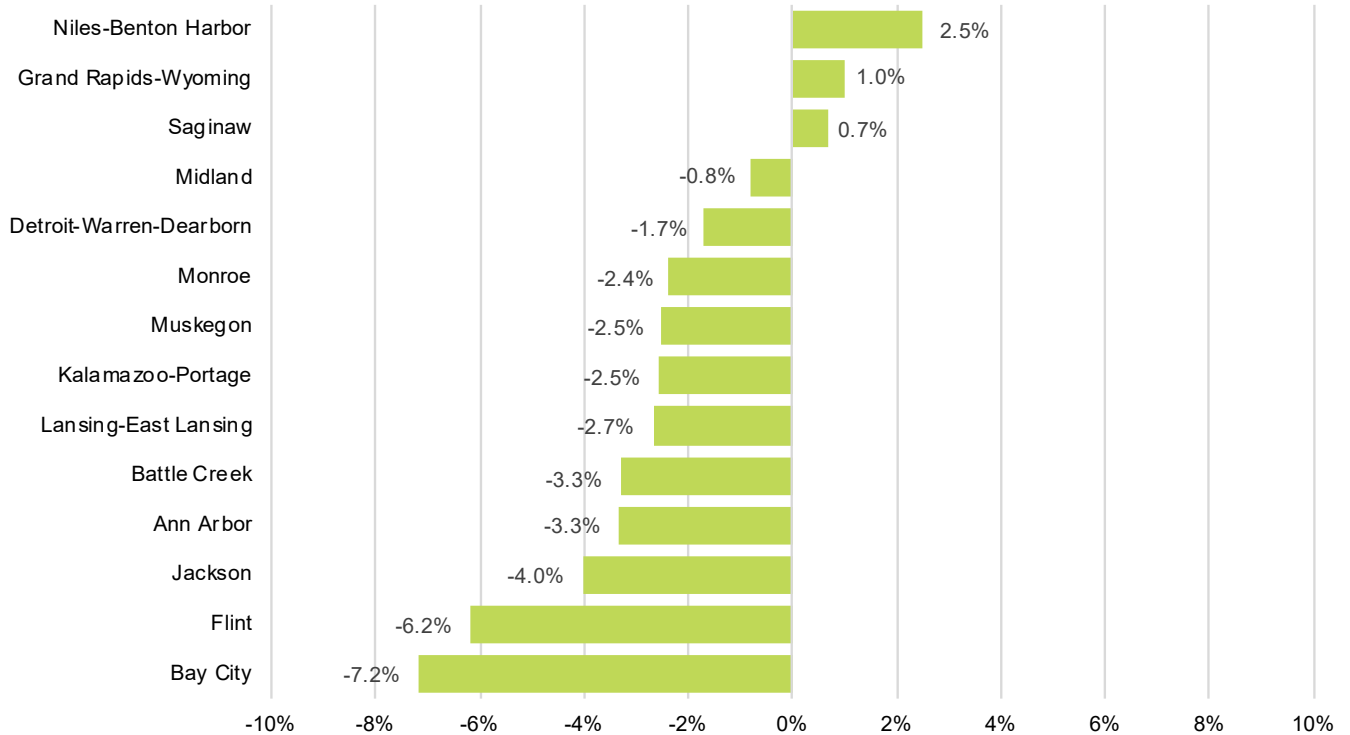
MARCUS REASON
Economic Analyst

EDUCATION REQUIREMENTS OF TOP 50 ADS

Less than 30 days old, 36.8%

30 to 59 days old, 25.2%

60 to 119 days old, 21.7%

120 or more days old, 16.3%

MONTHLY CHANGE IN JOB ADS - SELECTED STATES

Legend: May, Jun, Jul, Aug, Sep

X-axis: IL, IN, MI, OH, WI

MONTHLY CHANGE IN JOB ADS BY METRO AREA (NOT SEASONALLY ADJUSTED)

Metro Area	Change
Niles-Benton Harbor	2.5%
Grand Rapids-Wyoming	1.0%
Saginaw	0.7%
Midland	-0.8%
Detroit-Warren-Dearborn	-1.7%
Monroe	-2.4%
Muskegon	-2.5%
Kalamazoo-Portage	-2.5%
Lansing-East Lansing	-2.7%
Battle Creek	-3.3%
Ann Arbor	-3.3%
Jackson	-4.0%
Flint	-6.2%
Bay City	-7.2%

RELEVANT RANKINGS

	VETERAN LABOR FORCE PARTICIPATION RATE BY STATE, 2017			
RANK	STATE	VETERAN LABOR FORCE PARTICIPATION RATE	VETERAN LABOR FORCE	VETERANS NOT IN THE LABOR FORCE
1	Maryland	61.6	268,000	167,000
2	Alaska	60.5	44,000	29,000
3	Virginia	60.0	463,000	309,000
4	South Dakota	59.5	46,000	31,000
5	Georgia	58.8	410,000	287,000
23	Mississippi	49.7	98,000	99,000
24	District of Columbia	49.6	14,000	14,000
25	Wisconsin	49.4	175,000	179,000
26	Montana	49.3	51,000	52,000
27	Connecticut	48.9	93,000	97,000
39	Michigan	45.9	260,000	307,000
46	Idaho	44.4	54,000	67,000
47	Arkansas	44.3	108,000	136,000
48	West Virginia	44.2	64,000	81,000
49	New Jersey	44.1	150,000	190,000
50	New York	42.5	323,000	437,000

Source: Bureau of Labor Statistics

VETERAN UNEMPLOYMENT RATE BY STATE, 2017

RANK	STATE	VETERAN UNEMPLOYMENT RATE	UNEMPLOYED VETERANS
1	Vermont	1.7	< 1,000
1	Maine	1.7	1,000
3	Kentucky	2.0	3,000
4	North Dakota	2.1	1,000
5	Alabama	2.2	4,000
23	Hawaii	3.5	2,000
23	Mississippi	3.5	3,000
23	Ohio	3.5	13,000
23	Oklahoma	3.5	5,000
23	Tennessee	3.5	9,000
28	Michigan	3.6	9,000
46	West Virginia	5.1	3,000
48	Arizona	5.2	12,000
49	Alaska	5.3	2,000
50	District of Columbia	6.3	1,000
51	Rhode Island	7.3	2,000

Source: Bureau of Labor Statistics

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, we feature two key partners who are helping veterans and veteran-friendly businesses across Michigan.

Michigan's Veterans Affairs Agency

Almost 250,000 service members transition out of the military every year, many with the highly desirable skill sets sought out by our employers. Most people don't realize that only about 14 percent of the active duty military are combat specialists. Among transitioning service members are thousands of mechanics, IT professionals, engineers, medical personnel, HR professionals – hundreds of professions that translate directly into the civilian workplace. The Michigan Veterans Affairs Agency (MVAA) can show employers how to connect to this valuable talent pipeline.

Since 2014, the MVAA has recognized employers who actively recruit our veteran population. The MVAA's Veteran-Friendly Employer (VFE) program is much more than just recognition, it is a definitive example of a public sector agency collaborating with private sector entities to accomplish a goal – bringing rewarding career opportunities to Michigan's veterans.

The VFE certification process begins simply enough – by completing an online application at https://www.michiganveterans.com/a/Become-a-Veteran-Friendly-Employer. Employers commit to hiring a specific number of veterans based on their size and hiring goals, and post current job openings on Pure Michigan Talent Connect at www.mitalent.org. They may sign an Employer Support of the Guard and Reserve Statement of Support, and promise to provide their current veterans with MVAA contact information to ensure access to all the benefits they deserve. Most employers start out at the "Bronze" certification level, and then progress through Silver to Gold as their veteran hiring and retention initiatives grow more robust.

Certification is just the beginning. Once recognized, the MVAA will assist employers in developing effective veteran, military spouse, and Guard/Reserve recruiting and retention strategies. Subject matter experts from the MVAA's Strategy Division meet with certified employers and provide no-cost consultation on numerous subjects like military cultural competence, military skills translation, creating talent pipelines and connecting with transitioning service members. Consultations are personalized to reflect each employer's current recruiting strategies, their available resources, and their level of commitment. To date, more than 230 Michigan employers have been certified, employing close to 15,000 veteran employees.

Some of the greatest benefits of certification arise from the numerous networking opportunities with other like-minded employers. The Michigan Veteran Employment Council, or MiVEC for short, is a direct result of collaborative efforts among our certified employers. MiVEC members like Quicken Loans, GM, Consumers Energy, the Michigan State Police, Roush Industries, Whirlpool Corporation, Prestige Engineering, the Michigan Department of Transportation and others have joined forces with the MVAA to create effective veteran talent attraction strategies and to share those strategies with any employer who wants to bring more veterans to their workforce.

The MiVEC meets on a quarterly basis and hosts Veteran-Friendly Employer Workshops where there is a free exchange of ideas, success stories, lessons learned and opportunities to combine resources. It doesn't matter if an employer has 10,000 or 10 employees, there is always a wealth of information, tips and tools that employers take away from these workshops.

For more information on the many benefits of the Veteran-Friendly Employer program visit www.michiganveterans.com or contact the MVAA Strategy Team at MVAAStrategy@michigan.gov.

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DAVID L. DUNCKEL
Strategy Specialist
Michigan Veterans Affairs Agency

Workforce Development Agency – Veterans' Employment Services

The Michigan Veterans' Employment Services (VES) Section within the Workforce Development Agency is a team of highly skilled Veteran Career Advisors trained to assist veterans with the unique challenge of transitioning out of the military and into the civilian workplace and overcoming specific barriers to employment. The VES team is staffed by veterans who are familiar with the challenges our customers face when entering the civilian workforce. The concept of veterans helping veterans is a trademark of the program and one of the keys to its success.

Veterans face many challenges when transitioning out of the military. Finding meaningful employment shouldn't be one of them. As part of the VES mission, to provide intensive employment services to veterans, our Veteran Career Advisors provide individualized employment services to veterans, and their eligible spouses, who face significant barriers to employment. These individualized, one-on-one career services are designed to assist our customers in reducing or eliminating identified barriers with maximum emphasis directed toward serving veterans who are economically or educationally disadvantaged, homeless or are vocational rehabilitation clients.

Some of the services offered by Veteran Career Advisors include resume development, interviewing skill development, networking, translating military experience into civilian work skills, and direct referrals to other services and providers.

In addition to the services the Veteran Career Advisors offer, our Local Veterans' Employment Representatives conduct outreach with employers and business associations as well as engaging in advocacy efforts with hiring executives to increase employment opportunities for veterans. The Local Veterans' Employment Representative works with employers in an effort to encourage the hiring of veterans, especially disabled veterans.

For more information on the many benefits offered by the Michigan Veterans' Employment Services, visit https://www.mitalent.org/veteran or visit any one of the Michigan Works! One-Stop Service Centers.

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TODD BUTLER
Administrative Manager
WDA – Veterans' Employment Services