MICHIGAN'S
LABORMARKETNEWS

Michigan's unemployment rate in September was above the national rate for the first time since April.

SEPTEMBER 2017 JOBLESS RATE

MICHIGAN

4.3%

NATIONAL

4.2%

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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.

Michigan's unemployment rate rose in September, climbing by 0.4 percentage points to 4.3 percent. The uptick reflected an increase in labor force with unemployment up (+19,000) and employment relatively flat (-1,000). The state's jobless rate was slightly above the national average for the first time since April. The unemployment rate is 0.7 percentage points lower than this time last year.

Payroll jobs also rose in September, increasing by 9,900 to 4,402,800. Job gains in *Professional and business services*, *Education and health services*, *Leisure and hospitality*, and *Construction* were partially offset by declines in *Manufacturing*, *Government*, and *Trade, transportation, and utilities*. Payroll jobs were up 62,000 or 1.4 percent over the year.

This month, we celebrate Veterans Day with "A Spotlight on Veterans in the Michigan Labor Market." Our feature story looks at some demographic and labor market trends for veterans and nonveterans in Michigan. We show that labor force participation rates are fairly low for veterans, mainly because of demographic characteristics like age and disability. We also note that unemployment rates are lower for veterans, reflecting strong employment growth since the Great Recession with solid job gains in industries and occupations that employ many veterans. Looking nationally, this month's *Relevant Rankings* looks at veteran participation and unemployment rates across the country. Finally, in this month's *Ask the Economist*, we discuss transitioning from military service to civilian jobs.

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

Happy Veterans Day

JASON PALMER
DIRECTOR
Bureau of Labor Market Information
and Strategic Initiatives

MICHIGAN'S SEPTEMBER JOBLESS RATE ADVANCES

Michigan registered an unemployment rate increase for the second consecutive month in September, as the seasonally adjusted rate moved upward by four-tenths of a percentage point to 4.3 percent. Since August, the state's workforce rose by 17,000 while the number of unemployed increased by 19,000. Total employment was essentially flat over the month. Michigan's September unemployment rate was the highest for the state since April.

September marked the first monthly gain in the state's labor force since the 2017 peak recorded in April. Although Michigan's workforce trended downward from May through August, the state's year-to-date average labor force through September of 4,878,000 remained 41,000 above the 2016 annual average.

The number of unemployed in the state rose above 200,000 in September for the first month since May. However, September's unemployed count was well below any monthly level posted in 2016. From September 2016 to September 2017, Michigan's 32,000 or 13 percent decline in the number of unemployed was similar to the 14 percent reduction nationally over the same period.

Michigan's September unemployment rate was slightly above the national average. This was the first month since April that the state's rate was above the national rate.

Third Quarter Jobless Rate

The state's third quarter 2017 four percent unemployment rate declined by three-tenths of a percentage point from the second quarter 2017 rate of 4.3 percent. Over the quarter, the state's workforce dropped by 1.0 percent as total employment moved down by 0.7 percent and the number of unemployed in the state decreased by 7.5 percent. From the third quarter 2016 to the third quarter 2017, Michigan's labor force grew modestly by 8,000 or 0.2 percent. Over this period, total employment rose by 52,000 and the number of unemployed dropped by 45,000.

Improvement Since 2009

Michigan's quarterly jobless rates have been falling steadily since the fourth quarter 2009. From the third quarter 2009 to the third quarter 2017, the state's rate plunged from 14.6 percent to 4.0 percent, reflecting recovery from the national recession. Over that period, total employment jumped by 453,000 or 10.8 percent while the number of unemployed decreased by 522,000 or 73 percent. The net impact since the third quarter 2009 was a 69,000 or 1.4 percent decline in the state's workforce. Michigan's labor force would continue to move downward after 2009 for several years until the third quarter 2012. Since the third quarter 2012, the state's labor force grew by 170,000 or 3.6 percent.

JIM RHEIN
Economic Specialist

MICHIGAN LABOR FORCE ESTIMATES (SEASONALLY ADJUSTED)

	SEP 2016	AUG 2017	SEP 2017	CHANGE OVER THE MONTH	CHANGE OVER THE YEAR
Labor Force	4,843,000	4,833,000	4,850,000	+17,000	+7,000
Employed	4,602,000	4,643,000	4,642,000	-1,000	+40,000
Unemployed	241,000	190,000	209,000	+19,000	-32,000
Jobless Rate	5.0	3.9	4.3	+0.4	-0.7

MICHIGAN 2013 TO 2016 ANNUAL AVERAGE AND 2017 YEAR-TO-DATE JOBLESS RATES

2013	2014	2015	2016	2017 YTD
8.8%	7.3%	5.4%	4.9%	4.5%
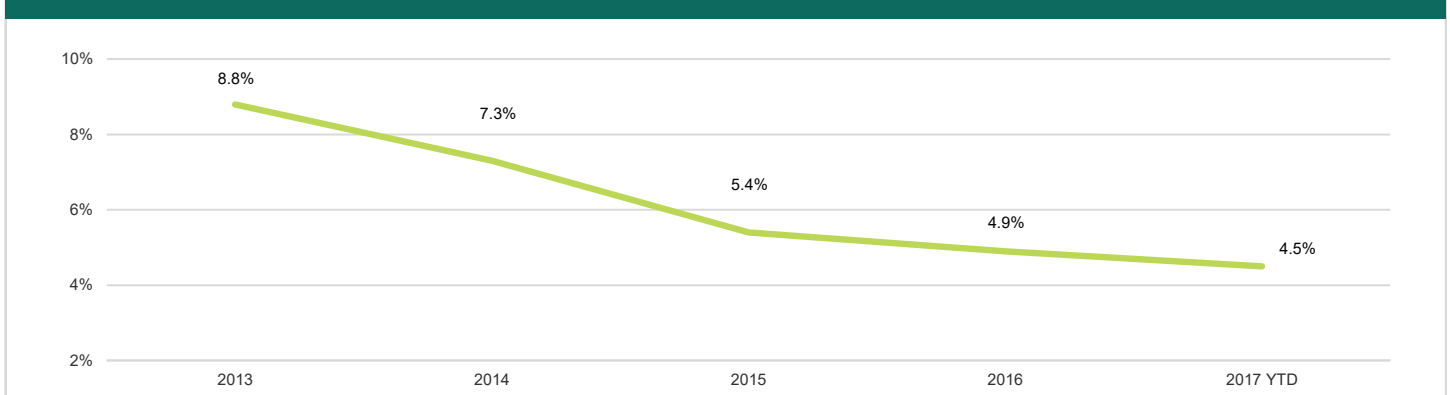
MICHIGAN 2013 TO 2016 ANNUAL AVERAGE AND 2017 YEAR-TO-DATE PAYROLL JOBS

	2013	2014	2015	2016	2017 YTD
	4,109,700	4,182,000	4,243,500	4,325,600	4,386,600
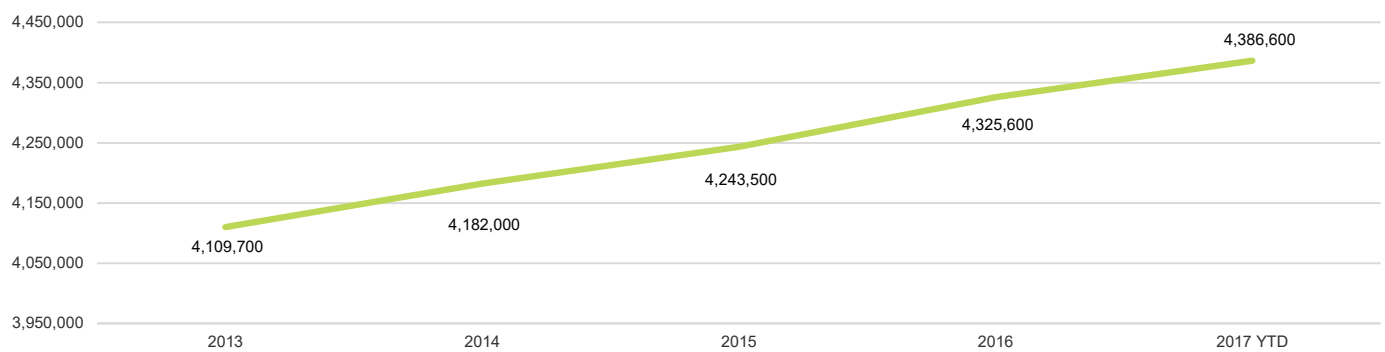
MICHIGAN JOB TRENDS BY INDUSTRY SECTOR

Monthly Overview

Total nonfarm payrolls in Michigan moved somewhat higher in September, increasing by 9,900 to 4,402,800. This was the fourth consecutive month of job gains. The broad sectors which added the most workers in September included *Professional and business services* (+8,100), *Education and health services* (+4,400), *Leisure and hospitality* (+3,500), and *Construction* (+1,300). The industry groups registering September employment declines were *Manufacturing* (-4,900), *Government* (-1,700), and *Trade, transportation, and utilities* (-1,600). Jobs in the state's key *Transportation equipment manufacturing* sector fell by 4,800 over the month due to production adjustment layoffs in the auto industry.

Over the Year Analysis

Since September 2016, Michigan nonfarm employment has grown by 62,000, or 1.4 percent. This slightly exceeded the 1.2 percent rate of gain nationally during this period. In Michigan, employment advances were reported in every major industry sector except *Trade, transportation, and utilities* (-4,900). The largest job addition over the past year occurred in *Professional and business services* (+18,400).

Significant private sector payroll increases were also reported in *Leisure and hospitality* (+9,000), *Construction* (+7,600), *Education and health services* (+5,900), and *Financial activities* (+5,200). The Michigan *Manufacturing* sector had only modest job growth since September 2016, up by 1,800 or just 0.3 percent.

Michigan Third Quarter 2017 Performance

During the third quarter, Michigan nonfarm payroll employment rose by 9,000 or 0.2 percent. This marked the 30th consecutive quarter of job increases. This was similar to the 0.3 percent third quarter job growth nationally.

In Michigan, the broad industry sectors with above average job gains included *Government* (+1.1 percent), *Other services* (+0.5 percent), *Trade, transportation, and utilities* (+0.4

percent), and *Financial activities* and *Education and health services* (+0.3 percent each).

The broad sectors with employment reductions during the third quarter included *Information* (-0.3 percent), *Manufacturing* (-0.4 percent), *Construction* and *Leisure and hospitality* (-0.5 percent each), and *Mining and logging* (-1.3 percent). Payrolls in the T*ransportation equipment manufacturing* sector declined by 1.4 percent during the quarter.

Significant Industry Employment Developments

DURABLE GOODS MANUFACTURING

The number of jobs in the *Durable goods manufacturing* sector declined 5,500 in September after increasing in the previous two months. The majority of this reduction was due to layoffs that occurred in the *Transportation equipment manufacturing* (-4,800) subsector. A slightly stronger-than-typical September decrease in jobs was also reported in *Furniture and related product manufacturing*. On a quarterly basis, payrolls moved lower by 600 jobs. Despite this modest decrease during the current quarter, job levels in this sector have expanded in 29 of the past 32 quarters. Since September 2016, job levels in this sector rose by 2,900 or by 0.6 percent. Nationally, employment was up by 4,000 over the month and by 1.1 percent over the year.

HEALTH CARE AND SOCIAL ASSISTANCE

Payrolls in the *Health care and social assistance* sector rose by 4,800 in September. This was the largest one month gain in jobs since October 2015. This large monthly job advance was partially due to stronger-than-typical hiring in *Ambulatory health care services* and *Hospitals*. On a quarterly basis, payrolls advanced by 700 jobs during the July through September period, and were up in 11 of the past 12 quarters. Since September 2016, this sector has added 8,100 jobs (+1.4 percent). The subsectors of *Hospitals* and *Individual and family services* were the primary sources of these additional jobs. Nationally, job levels increased by 13,100 over the month and by 2.0 percent over the year.

ADMINISTRATIVE AND SUPPORT AND WASTE MANAGEMENT AND REMEDIATION SERVICES

Employers in this sector added 4,200 workers in September. This gain was partially due to the start of the new academic year and resultant stronger-than-typical hiring in *Employment services*. A smaller-than-typical decline in *Services to building and dwellings* also contributed to the seasonally adjusted job advance. On a quarterly basis, job levels fell by 1,400 during the July through September period. This quarterly reduction in employment occurred primarily in the *Employment services* subsector. Between September 2016 and September 2017, payrolls in this sector advanced by 8,300 or by 2.8 percent. Some of this over-the-year job increase was in the *Services to building and dwellings* industry. Nationally, jobs in *Administrative services* rose by 5,200 in September and by 2.9 percent over the year.

METROPOLITAN STATISTICAL AREAS (MSAs)

In September, on a not seasonally adjusted basis, twelve of Michigan's fourteen Metropolitan Statistical Areas (MSAs) recorded total nonfarm job gains.

The metro areas with the largest monthly job additions were *Lansing* (+3.9 percent), *Ann Arbor* (+3.5 percent), *Monroe* (+3.1 percent), and *Kalamazoo* (+2.2 percent).

Modest September reductions in total nonfarm jobs occurred in the *Jackson* (-0.2 percent) and *Benton Harbor* (-0.6 percent) MSAs.

Common to all metro areas in September were payroll increases in the *Government* sector due to the start of the new academic year.
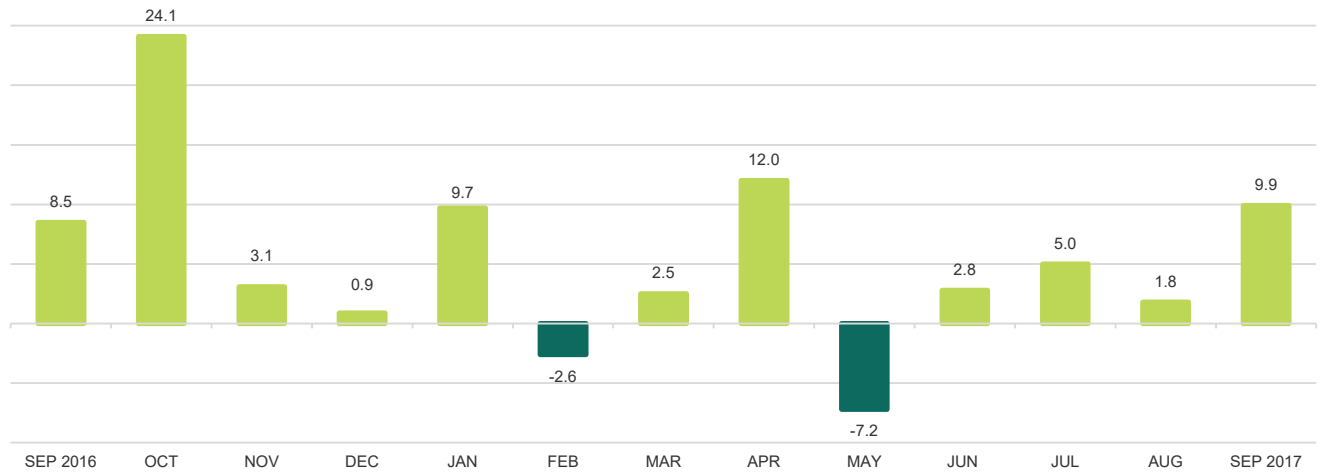
Over the past year, the *Ann Arbor* and *Grand Rapids* metro areas led the way with payroll job expansion of 2.5 percent each.
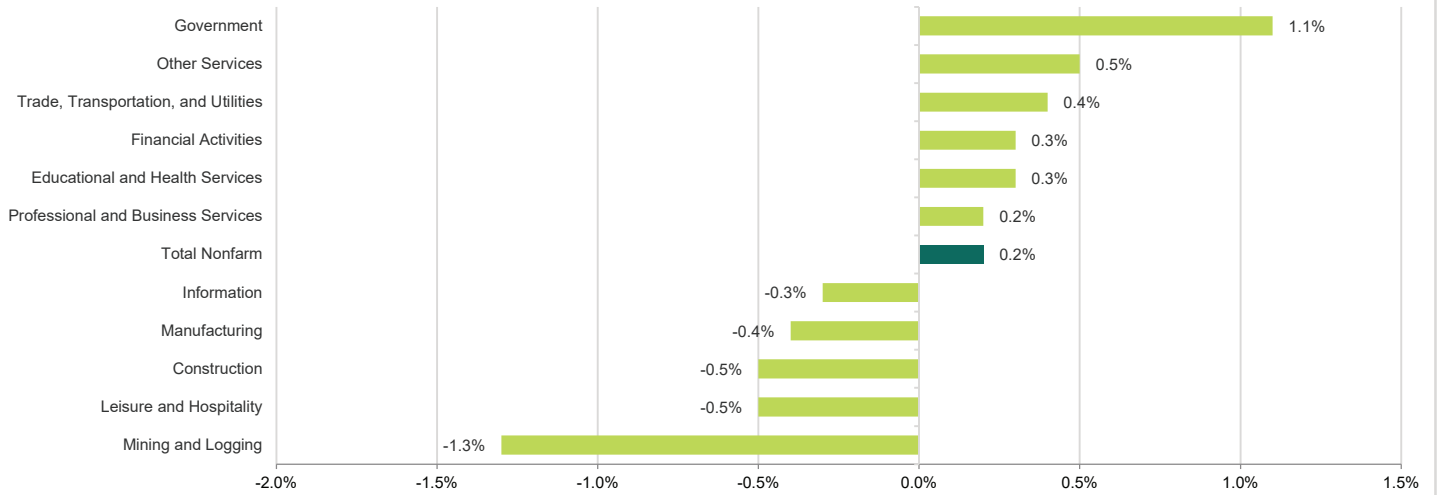
JEFFREY AULA
Economic Analyst

MICHIGAN PAYROLL JOBS (SEASONALLY ADJUSTED)

INDUSTRY	SEP 2017	AUG 2017	SEP 2016	OVER THE MONTH		OVER THE YEAR	
				LEVEL	PERCENT	LEVEL	PERCENT
TOTAL NONFARM	**4,402,800**	**4,392,900**	**4,340,800**	**9,900**	**0.2%**	**62,000**	**1.4%**
Total Private	3,787,200	3,775,600	3,737,500	11,600	0.3%	49,700	1.3%
Private Service-Providing	3,014,400	2,999,200	2,974,400	15,200	0.5%	40,000	1.3%
GOODS-PRODUCING	**772,800**	**776,400**	**763,100**	**-3,600**	**-0.5%**	**9,700**	**1.3%**
Mining, Logging, and Construction	170,400	169,100	162,500	1,300	0.8%	7,900	4.9%
Mining and Logging	7,400	7,400	7,100	0	0.0%	300	4.2%
Construction	163,000	161,700	155,400	1,300	0.8%	7,600	4.9%
Manufacturing	602,400	607,300	600,600	-4,900	-0.8%	1,800	0.3%
Durable Goods	455,000	460,500	452,100	-5,500	-1.2%	2,900	0.6%
Transportation Equipment Manufacturing	176,700	181,500	180,000	-4,800	-2.6%	-3,300	-1.8%
Nondurable Goods	147,400	146,800	148,500	600	0.4%	-1,100	-0.7%
SERVICE-PROVIDING	**3,630,000**	**3,616,500**	**3,577,700**	**13,500**	**0.4%**	**52,300**	**1.5%**
Trade, Transportation, and Utilities	782,500	784,100	787,400	-1,600	-0.2%	-4,900	-0.6%
Wholesale Trade	174,100	174,000	172,900	100	0.1%	1,200	0.7%
Retail Trade	468,000	470,300	475,700	-2,300	-0.5%	-7,700	-1.6%
Transportation, Warehousing, and Utilities	140,400	139,800	138,800	600	0.4%	1,600	1.2%
Information	58,300	57,900	57,500	400	0.7%	800	1.4%
Financial Activities	218,300	218,100	213,100	200	0.1%	5,200	2.4%
Finance and Insurance	162,900	162,100	160,500	800	0.5%	2,400	1.5%
Real Estate and Rental and Leasing	55,400	56,000	52,600	-600	-1.1%	2,800	5.3%
Professional and Business Services	671,400	663,300	653,000	8,100	1.2%	18,400	2.8%
Professional, Scientific, and Technical Services	307,300	303,100	297,400	4,200	1.4%	9,900	3.3%
Management of Companies and Enterprises	62,400	62,700	62,200	-300	-0.5%	200	0.3%
Administrative and Support and Waste Management and Remediation Services	301,700	297,500	293,400	4,200	1.4%	8,300	2.8%
Education and Health Services	673,500	669,100	667,600	4,400	0.7%	5,900	0.9%
Educational Services	72,300	72,700	74,500	-400	-0.6%	-2,200	-3.0%
Health Care and Social Assistance	601,200	596,400	593,100	4,800	0.8%	8,100	1.4%
Leisure and Hospitality	435,300	431,800	426,300	3,500	0.8%	9,000	2.1%
Arts, Entertainment, and Recreation	53,100	51,100	51,300	2,000	3.9%	1,800	3.5%
Accommodation and Food Services	382,200	380,700	375,000	1,500	0.4%	7,200	1.9%
Other Services	175,100	174,900	169,500	200	0.1%	5,600	3.3%
Government	615,600	617,300	603,300	-1,700	-0.3%	12,300	2.0%
Federal Government	52,500	52,400	52,400	100	0.2%	100	0.2%
State Government	195,900	198,100	188,700	-2,200	-1.1%	7,200	3.8%
Local Government	367,200	366,800	362,200	400	0.1%	5,000	1.4%

MICHIGAN OVER THE MONTH PAYROLL JOB CHANGE (IN THOUSANDS)

Month	Value
SEP 2016	8.5
OCT	24.1
NOV	3.1
DEC	0.9
JAN	9.7
FEB	-2.6
MAR	2.5
APR	12.0
MAY	-7.2
JUN	2.8
JUL	5.0
AUG	1.8
SEP 2017	9.9

PERCENTAGE JOB CHANGE SECOND QUARTER 2017 TO THIRD QUARTER 2017

Category	Percentage
Government	1.1%
Other Services	0.5%
Trade, Transportation, and Utilities	0.4%
Financial Activities	0.3%
Educational and Health Services	0.3%
Professional and Business Services	0.2%
Total Nonfarm	0.2%
Information	-0.3%
Manufacturing	-0.4%
Construction	-0.5%
Leisure and Hospitality	-0.5%
Mining and Logging	-1.3%

MICHIGAN'S OVER THE MONTH JOB CHANGE BY SELECT INDUSTRY (AUGUST 2017 TO SEPTEMBER 2017)

Industry	Change
Health Care and Social Assistance	4,800
Administrative Support and Waste Management Services	4,200
Durable Goods Manufacturing	-5,500
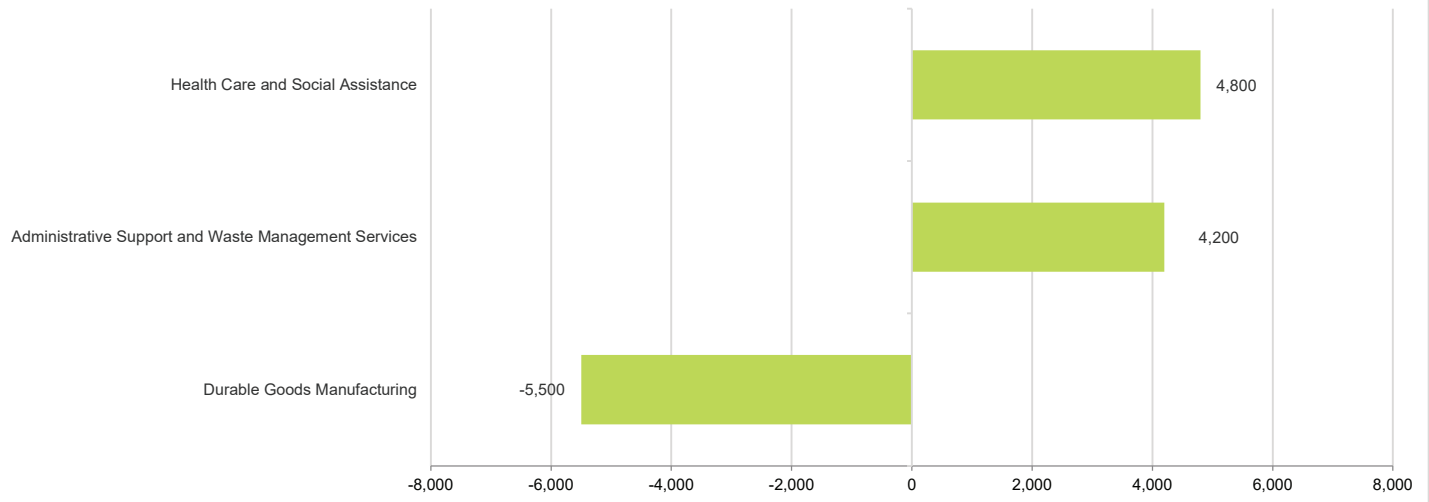
METROPOLITAN AREA JOB CHANGE AUGUST 2017 TO SEPTEMBER 2017 (NOT SEASONALLY ADJUSTED)

Area	Change
Lansing	3.9%
Ann Arbor	3.5%
Monroe	3.1%
Kalamazoo	2.2%
Saginaw	1.7%
Grand Rapids	1.2%
Bay City	1.1%
Michigan	0.8%
Flint	0.8%
Muskegon	0.6%
Midland	0.5%
Battle Creek	0.2%
Detroit	0.2%
Jackson	-0.2%
Benton Harbor	-0.6%
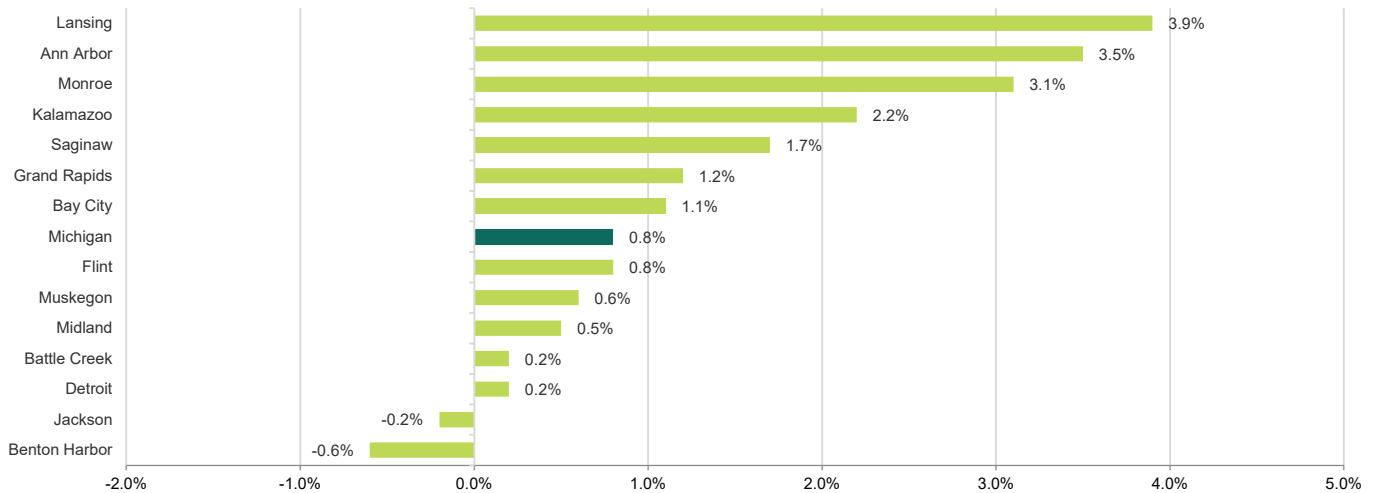
REGIONAL LABOR MARKET ANALYSIS

ANN ARBOR METROPOLITAN AREA

- The jobless rate in Ann Arbor was unchanged over the month, remaining at 3.9 percent in September 2017.

- Total employment in the region increased by 2.0 percent between August and September, the second largest over-the-month employment gain out of all Michigan metro areas.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll jobs in Ann Arbor advanced by 7,700, or 3.5 percent, over the month, primarily due to a large seasonal education-related increase in *Government* of 8,300 jobs.

INDUSTRY TRENDS

- Total nonfarm employment in Ann Arbor reached a peak of 225,200 jobs in September, a record level of payroll jobs for the region, dating to 1990.

- Ann Arbor was tied with Grand Rapids in having the largest over-the-year percent increase in nonfarm jobs, with a gain of 2.5 percent.

BATTLE CREEK METROPOLITAN AREA

- In September, the unemployment rate in the Battle Creek MSA inched down by three tenths of a percentage point to 4.8 percent. Both employment and unemployment slightly declined (-200 each).

- Labor force edged above the 2016 level in September, reflecting a moderate increase in the number of jobseekers.

MONTHLY INDUSTRY DEVELOPMENTS

- In September, jobs in the Battle Creek MSA were mostly stable. Job gains in *Education* were partially offset by employment cuts in *Leisure and hospitality*.

- Since September 2016, jobs in the Battle Creek MSA edged up, mostly coming from the *Manufacturing* sector.

INDUSTRY TRENDS

- Jobs by private *Service providers* fell by 1,600 in 2009 but have expanded by 2,500 since then. However, this growth rate of 7.7 percent was about half the expansion pace of this sector statewide (+14.6 percent).

BAY CITY METROPOLITAN AREA

- Unemployment in the Bay City area declined by six-tenths of a percentage point over the month, down to 5.0 percent.

- The civilian labor force fell by one percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the region advanced by 400, or 1.1 percent, in September, due to a seasonal gain in education-related *Government* jobs (+500) and in the *Manufacturing* sector (+200).

INDUSTRY TRENDS

- Bay City is one of only two metro areas to have exhibited a job decline over the year. The region demonstrated the largest cut in total nonfarm employment since September 2016 with a loss of 400 jobs.

DETROIT-WARREN-DEARBORN METRO AREA

- Unemployment in the Detroit metro area was unchanged for the third consecutive month, remaining at 4.4 percent in September 2017.

- Over the year, the number of unemployed fell by 20.3 percent in the region.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs rose by 4,200 over the month, or 0.2 percent, primarily due to a large seasonal increase in *Government* (+15,400) as students returned back to school for the fall.

INDUSTRY TRENDS

- *Health care and social assistance* in the region continues to add employment, reaching an all-time high of 286,700 jobs in September 2017.

FLINT METROPOLITAN AREA

- Flint's jobless rate edged down by two-tenths of a percentage point in September to 5.6 percent, about a full percentage point higher than that of the state.

- Total unemployment increased by 11.0 percent over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Flint advanced by 1,100 in September, or 0.8 percent.

- Essentially all of the monthly job increase in the region was due to a seasonal gain in *Government* jobs, particularly *Local government* (+1,600).

INDUSTRY TRENDS

- *Financial activities* in Flint has remained at an all-time industry low in the past 12 months. The sector has stayed consistent at a level of about 6,000 jobs since September 2016.

GRAND RAPIDS-WYOMING METROPOLITAN AREA

- The Grand Rapids metro area unemployment rate edged down by 0.2 percentage points between August and September, to 3.6 percent.

- Of all Michigan metro areas, the region exhibited the third largest total employment addition over the year, with an increase of 1.3 percent since September 2016.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Grand Rapids advanced by 6,900 over the month, or 1.2 percent, primarily due to large increases in *Government* (+5,900) and *Education and health services* (+2,000) as students headed back to school.

INDUSTRY TRENDS

- The region's *Furniture and related product manufacturing* sector reached a ten-year high in September 2017 with a total of 13,000 jobs.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	ANN ARBOR			BATTLE CREEK			BAY CITY		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE									
Labor Force	195,800	192,100	192,500	64,400	64,800	64,100	51,300	51,500	51,800
Employment	188,200	184,600	185,600	61,300	61,500	61,300	48,700	48,600	49,400
Unemployment	7,600	7,500	6,900	3,100	3,300	2,800	2,500	2,900	2,400
Rate (percent)	3.9	3.9	3.6	4.8	5.1	4.4	5.0	5.6	4.6
PLACE OF WORK									
Total Nonfarm Jobs	225,200	217,500	219,800	59,900	59,800	59,400	36,300	35,900	36,700
Mining, Logging, and Construction	4,400	4,600	4,300	1,700	1,700	1,700	1,100	1,100	1,100
Manufacturing	15,100	15,200	14,700	12,600	12,700	12,200	4,500	4,300	4,300
Trade, Transportation, and Utilities	26,000	25,500	25,900	9,100	9,300	9,300	7,400	7,500	7,700
Wholesale Trade	5,600	5,600	5,600	*	*	*	*	*	*
Retail Trade	16,700	16,300	16,700	5,600	5,700	5,700	5,200	5,300	5,200
Information	5,100	5,100	5,100	*	*	*	600	600	600
Financial Activities	7,100	7,300	6,900	1,300	1,300	1,300	1,200	1,200	1,300
Professional and Business Services	31,900	32,300	29,900	6,300	6,200	6,100	3,100	3,200	3,100
Educational and Health Services	27,100	26,700	26,800	11,100	10,900	11,000	6,500	6,500	6,700
Leisure and Hospitality	17,500	18,100	17,600	4,800	5,100	4,800	4,800	4,900	4,800
Other Services	6,400	6,400	6,400	2,000	2,000	2,100	1,400	1,400	1,400
Government	84,600	76,300	82,200	10,800	10,400	10,700	5,700	5,200	5,700

	DETROIT-WARREN-DEARBORN			FLINT			GRAND RAPIDS-WYOMING		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE									
Labor Force	2,116,000	2,107,000	2,095,000	181,900	182,900	181,500	573,400	572,300	564,200
Employment	2,023,000	2,014,000	1,977,000	171,700	172,300	172,400	553,000	550,600	545,700
Unemployment	94,000	93,000	118,000	10,100	10,600	9,100	20,400	21,800	18,500
Rate (percent)	4.4	4.4	5.6	5.6	5.8	5.0	3.6	3.8	3.3
PLACE OF WORK									
Total Nonfarm Jobs	2,022,700	2,018,500	1,987,700	141,200	140,100	141,100	561,000	554,100	547,200
Mining, Logging, and Construction	79,400	79,800	72,800	5,400	5,600	5,200	24,900	25,800	23,200
Manufacturing	245,900	249,100	244,200	12,400	12,600	12,400	115,300	115,700	111,700
Trade, Transportation, and Utilities	364,800	366,900	364,200	30,000	30,100	29,900	96,400	96,700	95,400
Wholesale Trade	86,600	86,800	86,400	5,800	5,900	5,700	31,100	31,400	30,900
Retail Trade	208,300	210,400	209,700	20,400	20,400	20,300	49,500	49,400	49,400
Information	27,900	28,300	28,500	3,900	4,000	4,000	5,100	5,200	5,200
Financial Activities	115,700	116,300	112,800	6,000	6,000	6,000	26,600	27,100	25,600
Professional and Business Services	408,100	408,600	395,800	15,300	15,200	15,300	79,600	78,100	79,200
Educational and Health Services	313,700	310,900	310,100	27,900	27,800	28,300	91,000	89,000	88,600
Leisure and Hospitality	202,400	208,700	197,100	15,900	16,300	15,400	51,300	51,500	49,100
Other Services	76,400	76,900	77,100	5,500	5,600	5,500	22,500	22,600	22,300
Government	188,400	173,000	185,100	18,900	16,900	19,100	48,300	42,400	46,900

* Data Not Available

JACKSON METROPOLITAN AREA

- The Jackson area jobless rate edged down to 4.6 percent in September, as the labor force fell by 500.

- Over the year, the number of unemployed rose by 200.

MONTHLY INDUSTRY DEVELOPMENTS

- In September, the Jackson MSA recorded a minor loss of 100. Jobs in *Government* and in *Manufacturing* were up 200 and 100, respectively.

- Since September 2016, jobs in the Jackson MSA edged up by 300, all of it in *Goods producing* industries.

INDUSTRY TRENDS

- Employment in *Financial activities* has been flat in the Jackson area over the past 10 years, at between 1,800 and 1,900. Statewide, this sector grew by 14.8 percent since the 2009 recession, adding 28,000 jobs.

KALAMAZOO-PORTAGE METROPOLITAN AREA

- The Kalamazoo-Portage MSA recorded a seasonal employment boost in September due to a recall of support staff in the *Education* sector.

- The area jobless rate was down slightly in September to 4.3 percent, but slightly above the year-ago rate.

MONTHLY INDUSTRY DEVELOPMENTS

- The Kalamazoo-Portage MSA recorded 3,300 more jobs in September due to seasonal recalls of support staff in state and local public *Education*.

- Over the year, payroll employment grew by 2.3 percent. Jobs in almost all major sectors improved or were flat.

INDUSTRY TRENDS

- Employment in *Accommodation and food services* in the Kalamazoo area fell sharply during the recession, but jobs in 2016 rebounded to 2008 levels.

LANSING-EAST LANSING METROPOLITAN AREA

- The jobless rate in Lansing moved down by 0.4 percentage points over the month to 4.3 percent, just under the statewide average.

- The unemployment rate advanced by 0.6 percentage points over the year, an increase that is tied with Flint as the second largest unemployment rate gain since September 2016.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in Lansing demonstrated a large over-the-month increase of 8,900 jobs, or 3.9 percent, mainly due to a typical seasonal addition of 8,300 jobs in the region's *Government* sector.

INDUSTRY TRENDS

- Employment in *Transportation, warehousing, and utilities* in Lansing has risen in the past few months, reaching a peak level of 9,500 jobs in September.

MIDLAND METROPOLITAN AREA

- Labor market conditions were little changed in September, as the jobless rate in Midland declined by 0.3 percentage points to 4.4 percent.

- The area jobless rate was slightly above the year-ago rate of 4.1 percent.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Midland edged up slightly between August and September, with an increase of 200 jobs over the month.

- The advancement of jobs in the region was primarily the result of an education-related 300-job gain in the *Government* sector.

INDUSTRY TRENDS

- For the second consecutive month, *Goods producing* jobs in Midland exhibited an all-time low of 8,100 jobs.

MONROE METROPOLITAN AREA

- The Monroe metro region jobless rate edged up in September by two-tenths of a percentage point to 5.5 percent.

- Monroe was the only region in Michigan to exhibit an increase in the unemployment rate in September, due to strong monthly labor force growth.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in Monroe advanced by 1,300 jobs, or 3.1 percent, over the month, primarily due to gains in *Government* (+800), *Mining, logging, and construction* (+200), and *Education and health services* (+200).

INDUSTRY TRENDS

- *Professional and business services* in the Monroe region moved up slightly over the month to 5,500 jobs, resulting in a new all-time high job count.

MUSKEGON METROPOLITAN AREA

- Muskegon's unemployment rate declined by half a percentage point over the month, to 5.3 percent in September.

- The civilian labor force advanced by 0.7 percent over the year, an increase close to that of the state's at 0.8 percent.

MONTHLY INDUSTRY DEVELOPMENTS

- Payroll employment in the Muskegon region rose by 400 between August and September, a gain of 0.6 percent.

- Monthly job additions occurred in both the *Government* (+900) and *Professional and business services* (+200) sectors.

INDUSTRY TRENDS

- For the fourth consecutive month, employment remained at a ten-year high of 2,200 jobs in the area's *Mining, logging, and construction* sector.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	JACKSON			KALAMAZOO-PORTAGE			LANSING-EAST LANSING		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE									
Labor Force	73,900	74,400	73,800	169,700	168,600	167,700	247,800	242,100	246,600
Employment	70,500	70,700	70,500	162,300	160,800	161,000	237,300	230,800	237,400
Unemployment	3,400	3,600	3,200	7,300	7,800	6,700	10,500	11,300	9,200
Rate (percent)	4.6	4.9	4.4	4.3	4.6	4.0	4.3	4.7	3.7
PLACE OF WORK									
Total Nonfarm Jobs	58,300	58,400	58,000	151,300	148,000	147,900	236,400	227,500	234,000
Mining, Logging, and Construction	2,100	2,100	2,000	6,900	6,800	6,400	7,900	8,100	7,600
Manufacturing	10,400	10,300	9,900	21,900	21,800	21,600	20,100	20,200	20,900
Trade, Transportation, and Utilities	12,500	12,700	12,800	26,500	26,800	26,400	37,300	37,700	36,900
Wholesale Trade	*	*	*	7,000	7,100	6,900	6,000	6,000	6,000
Retail Trade	6,500	6,600	6,700	16,000	16,200	16,000	21,800	22,300	21,700
Information	300	300	300	900	900	900	2,900	2,900	2,900
Financial Activities	1,800	1,800	1,800	8,500	8,600	8,400	16,200	16,400	16,000
Professional and Business Services	4,800	4,800	4,800	19,000	19,000	17,500	21,800	21,500	22,400
Educational and Health Services	10,200	10,300	10,400	23,500	23,200	23,200	32,500	31,800	32,100
Leisure and Hospitality	5,900	6,000	5,500	16,700	17,000	16,300	21,300	20,700	19,700
Other Services	2,500	2,500	2,500	5,500	5,500	5,500	10,500	10,600	10,500
Government	7,800	7,600	8,000	21,900	18,400	21,700	65,900	57,600	65,000

	MIDLAND			MONROE			MUSKEGON		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE									
Labor Force	40,500	40,600	40,800	77,900	76,900	76,700	77,200	77,700	76,700
Employment	38,800	38,700	39,100	73,600	72,800	73,400	73,100	73,200	73,000
Unemployment	1,800	1,900	1,700	4,300	4,100	3,200	4,100	4,500	3,800
Rate (percent)	4.4	4.7	4.1	5.5	5.3	4.2	5.3	5.8	4.9
PLACE OF WORK									
Total Nonfarm Jobs	37,700	37,500	38,000	43,400	42,100	42,900	64,500	64,100	63,800
Mining, Logging, and Construction	*	*	*	2,200	2,000	2,100	2,200	2,200	2,100
Manufacturing	*	*	*	5,900	5,900	5,700	14,000	14,000	13,500
Trade, Transportation, and Utilities	*	*	*	11,100	11,000	10,900	13,400	13,400	13,500
Wholesale Trade	*	*	*	1,900	1,800	1,800	*	*	*
Retail Trade	*	*	*	5,200	5,200	5,200	10,500	10,600	11,000
Information	*	*	*	*	*	*	800	800	800
Financial Activities	*	*	*	900	900	1,000	1,700	1,700	1,700
Professional and Business Services	*	*	*	5,500	5,400	5,300	3,700	3,500	3,600
Educational and Health Services	*	*	*	5,400	5,200	5,400	10,700	10,800	11,100
Leisure and Hospitality	*	*	*	5,100	5,200	5,000	8,200	8,600	7,800
Other Services	*	*	*	1,500	1,500	1,600	2,300	2,500	2,300
Government	3,100	2,800	3,100	5,100	4,300	5,300	7,500	6,600	7,400

* Data Not Available

NILES-BENTON HARBOR METROPOLITAN AREA

- In September, both employment and unemployment dropped, resulting in a jobless rate reduction to 4.6 percent.

- Since September 2016, employment contracted as did the labor force.

MONTHLY INDUSTRY DEVELOPMENTS

- In September, despite a seasonal gain of jobs in private and public *Education*, total jobs in the Niles-Benton Harbor region fell, mainly due to job losses in *Leisure and hospitality* and in *Trade, transportation and utilities*.

- Since September 2016, *Leisure and hospitality* and *Manufacturing* added jobs.

INDUSTRY TRENDS

- Jobs in the private *Service providing* industries in the Niles-Benton Harbor MSA have being growing at a fifth of the expansion pace of this sector statewide since the 2009 recession.

SAGINAW METROPOLITAN AREA

- For the second consecutive month, the Saginaw jobless rate declined by four-tenths of a percentage point, down to a rate of 5.1 percent in September.

- The civilian labor force increased by 0.3 percent both over the month and over the year.

MONTHLY INDUSTRY DEVELOPMENTS

- Total nonfarm jobs in the Saginaw region advanced by 1,500, or 1.7 percent over the month, due to a seasonal gain of 1,800 jobs in the *Government* sector.

INDUSTRY TRENDS

- For the fourth consecutive month, *Manufacturing* in Saginaw remained at a ten-year high of 13,000 jobs. Prior to this year, this was a job level that had not been seen since December 2006.

CIVILIAN LABOR FORCE AND NONFARM PAYROLL JOBS

	NILES-BENTON HARBOR			SAGINAW		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE						
Labor Force	73,800	74,900	74,300	88,800	88,500	88,500
Employment	70,400	71,200	70,900	84,200	83,600	84,400
Unemployment	3,400	3,700	3,300	4,500	4,900	4,100
Rate (percent)	4.6	5.0	4.5	5.1	5.5	4.6
PLACE OF WORK						
Total Nonfarm Jobs	63,600	64,000	63,100	90,400	88,900	89,500
Mining, Logging, and Construction	2,100	2,100	2,000	3,300	3,300	3,100
Manufacturing	13,800	13,800	13,400	13,000	13,000	12,700
Trade, Transportation, and Utilities	10,600	11,300	10,700	17,500	17,500	17,200
Wholesale Trade	*	*	*	2,200	2,200	2,200
Retail Trade	6,500	6,600	6,500	12,800	12,800	12,500
Information	500	500	500	1,500	1,500	1,400
Financial Activities	2,300	2,300	2,300	3,600	3,600	3,600
Professional and Business Services	5,800	5,600	6,000	11,400	11,200	11,400
Educational and Health Services	9,200	8,700	9,200	16,300	16,500	16,200
Leisure and Hospitality	8,200	8,900	7,900	9,200	9,400	9,400
Other Services	2,300	2,400	2,400	3,200	3,300	3,200
Government	8,800	8,400	8,700	11,400	9,600	11,300

	UPPER PENINSULA			NORTHEAST MICHIGAN			NORTHWEST MICHIGAN		
	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016	SEP 2017	AUG 2017	SEP 2016
PLACE OF RESIDENCE									
Labor Force	139,500	138,900	140,500	83,900	84,700	83,700	150,900	156,400	149,900
Employment	132,300	131,000	133,100	79,000	79,400	79,000	144,100	149,000	143,500
Unemployment	7,200	7,900	7,400	4,900	5,400	4,600	6,800	7,400	6,500
Rate (percent)	5.1	5.7	5.3	5.8	6.3	5.5	4.5	4.7	4.3

VETERAN SHARE OF THE TOTAL ADULT POPULATION BY COUNTY

Veteran Percent of the Total Adult Population by County

- 5.3 - 8.2
- 8.2 - 10.1
- 10.1 - 11.9
- 11.9 - 13.9
- 13.9 - 19.2
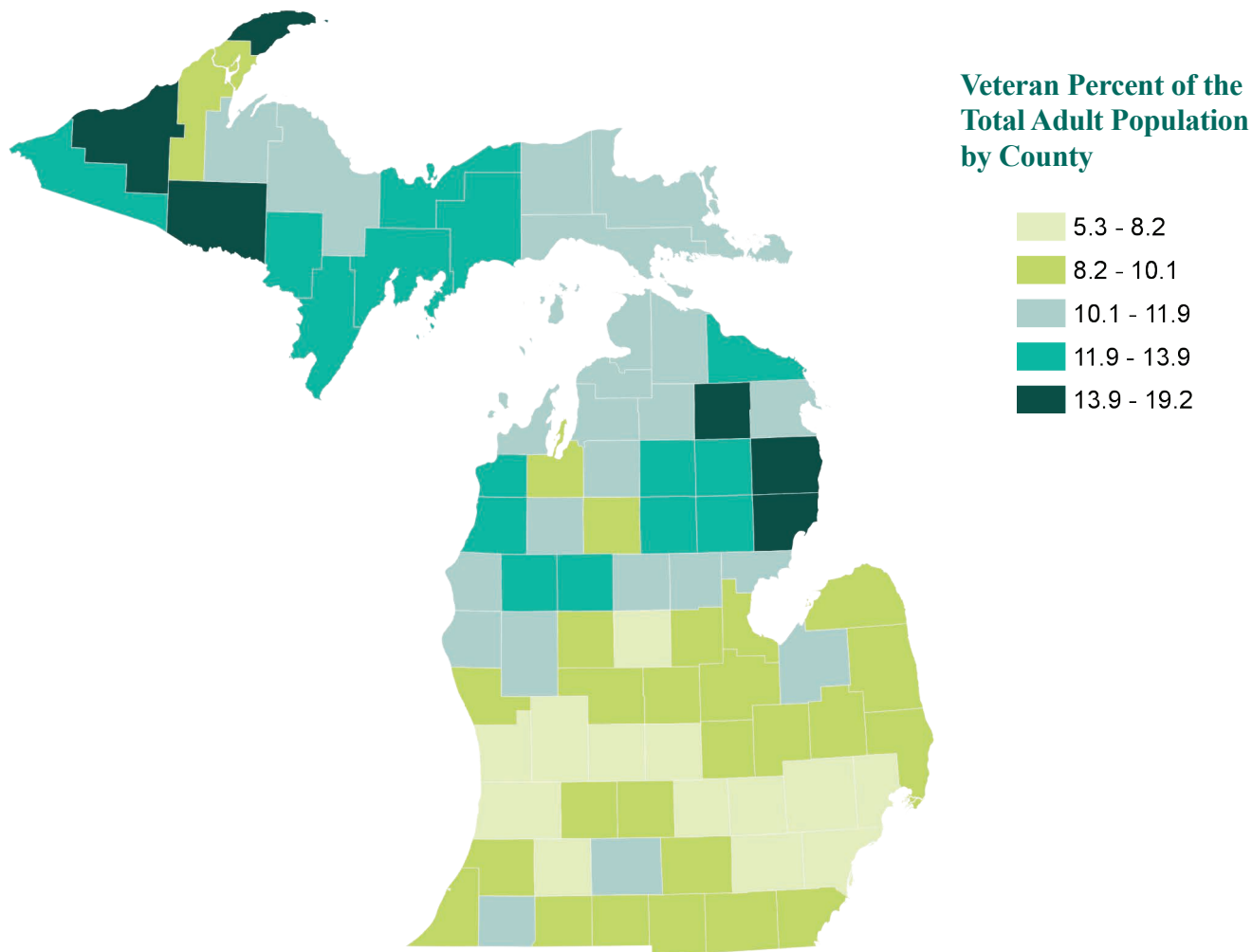
This map displays the veteran share of the total adult population by county.

Source: U.S. Census Bureau, American Community Survey, 2011-2015 5-year estimates

Michigan Counties with the Most Veterans

One way of describing the veteran population is by showing the counties with the most veterans. However, this would not look much different than a population map. Indeed, just over a third of all veterans are concentrated in Wayne, Oakland, and Macomb counties. Another 5 percent are in Kent County followed by 4 percent in Genesee County. Ingham, Washtenaw, Kalamazoo, Ottawa, Saginaw, and Muskegon round out the leading counties, with each being home to roughly 2 percent of the state's veteran population. All other counties combined make up about 40 percent of the state's veteran population.

Michigan Counties with the Highest Share of Veterans

Another way of showing veterans in the labor market is by displaying the share of the total, adult population that are veterans. This is what is shown in the map above. This gives a more nuanced picture. For example, in Keweenaw County, 19.2 percent of the adult population are veterans, shown as a dark green shade. Half a dozen other counties are in this category with high shares of veterans. Importantly, not one of those six were mentioned earlier when discussing counties with the most veterans. In fact, all the counties with the largest numbers of veterans display relatively small shares in the map above.

Both measures are important. The number of veterans is useful for knowing where many veterans reside, mainly in population centers. The veteran share of the total adult population shows where veterans comprise a larger percentage of the population, typically in rural areas. While Michigan's southern counties are home to more veterans, you are more likely to meet a veteran on the street in Northern Michigan.

ERIC GUTHRIE
State Demographer

SPOTLIGHT ON VETERANS IN THE MICHIGAN LABOR MARKET

No doubt, veterans are a critical part of any labor market. They contribute diversity not only in terms of their unique demographic characteristics, but also because of their experience and the skills, knowledge, and abilities they offer employers. Through their service, veterans develop important skills in leadership and management, and gain a range of technical competencies that help them to transition to many industries and occupations in the civilian labor market.

This article will highlight some demographic and labor market indicators for veterans in the state's labor market. This is done mainly by comparing the veteran and nonveteran populations to provide insights about their differences. We hope this information will provide a better understanding of veterans in the workforce and help our talent partners support those who have served our country.

Veteran Population and Demographics

In 2016, Michigan was home to 559,200 veterans, representing 7.2 percent of the state's total adult population, a number that is on par with the 7.4 percent share nationally. Since 2007, the state's veteran population has dropped by 190,600 or 25 percent, outpacing the 19 percent decline nationally.

Some highlights from the latest numbers from the U.S. Census Bureau (2016):

- Veterans are older than nonveterans. Over half (55 percent) of veterans are age 65 and over, compared to just 18 percent of the nonveteran population. This means that 45 percent of veterans are 18 to 64, compared to 82 percent for nonveterans. As we will see, this has major implications for veteran labor force participation rates.

MICHIGAN UNEMPLOYMENT RATES FOR VETERANS AND NONVETERANS 2007 TO 2017*
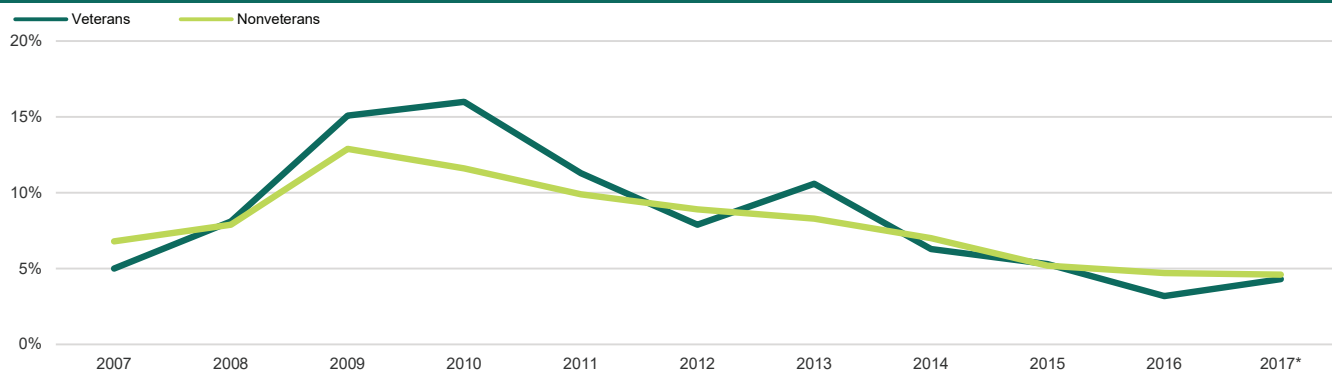
*2017 is a 12-month moving average from October 2016 to September 2017

- Veterans are more likely to be male than nonveterans. It is no surprise that 93 percent of veterans are male, compared to 45 percent of nonveterans. This may explain some of the trends in industry and occupational employment discussed later.

- Veterans are less likely to be people of color. About 87 percent of veterans are white, compared to 80 percent for nonveterans. Veterans who are Black or African American make up 10 percent of the veteran population, while those reporting two or more races comprise 1.5 percent.

- Veterans are more likely to have a disability. Thirty-one percent of veterans reported a disability, compared to just 16 percent of nonveterans. Among these disabilities are service-related disabilities that may interfere with a veteran's ability to work.

While these demographic characteristics are important on their own, adding labor market information to the mix paints a picture of the economic and workforce experiences of veterans.

Labor Force Participation

The labor force participation rate for veterans was 43.7 percent in 2016, well below the 63.9 percent for nonveterans. Participation rates for veterans in Michigan rank 49th among all states and the District of Columbia, coming in behind only West Virginia and Rhode Island. (See *Relevant Rankings* on page 22.)

There are several reasons why residents (veterans and nonveterans) may not participate in the labor market. Some leading reasons include retirement, illness or disability, education or training, and household responsibilities. In Michigan and elsewhere, lower participation among veterans is mostly related to their older average age and higher likelihood of reporting a disability, two demographic characteristics discussed earlier. However, when focusing on just residents aged 18 to 64, the gap in participation narrows, with veteran and nonveteran participation rates both near 75 percent.

MICHIGAN LABOR FORCE PARTICIPATION RATES FOR VETERANS AND NONVETERANS 2007 TO 2017 *

*2017 is a 12-month moving average from October 2016 to September 2017
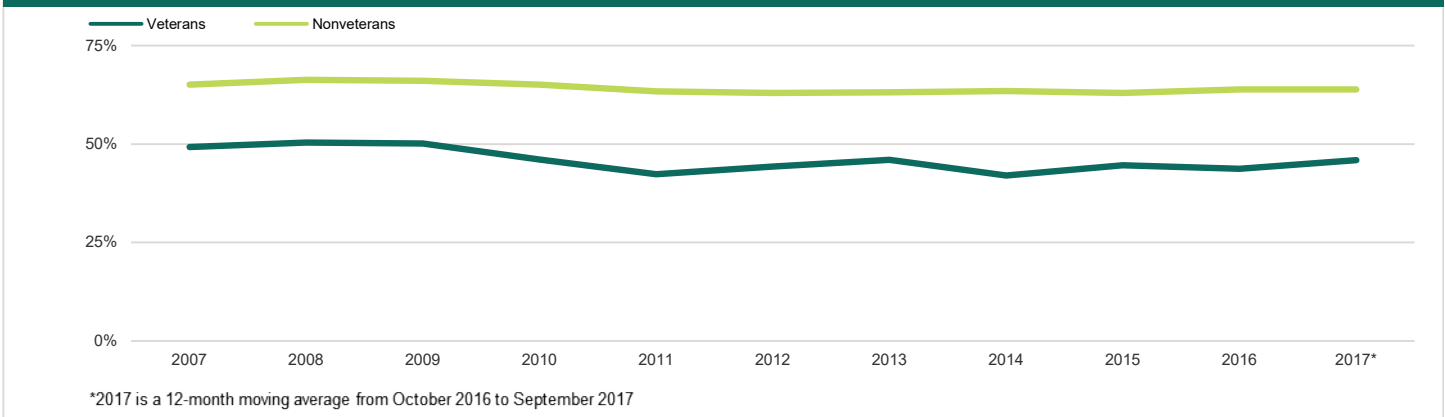
While most of the veterans who are out of the labor market are on the sidelines because of retirement or a disability, it is important to note that some are out because they quit looking for work. While this is a small share, it represents veterans who are counted as "discouraged workers." Among these 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 category is particularly important when thinking about veterans, and may point to those who are having a tough time connecting or describing how their military service relates to jobs in the civilian labor market. This is discussed in more detail in this month's *Ask the Economist* on page 24.

Unemployment

In 2016, the unemployment rate for veterans measured 3.2 percent in Michigan, considerably lower than the 4.7 percent for nonveterans. Michigan ranks 10th among all states and the District of Columbia with the lowest 2016 veteran unemployment rate. (See *Relevant Rankings* on page 22.)

Today, the veteran unemployment rate is a fraction of what it was in 2010, when joblessness among veterans hit a recent peak at 16 percent. During that period, elevated unemployment rates were tied to the fallout from the Great Recession (December 2007-June 2009), leaving few groups, including veterans, unscathed. In fact, veteran unemployment was higher than the nonveteran rate for five of the eight years between 2007 and 2014. By 2014, the veteran rate had returned to parity with the nonveteran rate and has remained at or below the nonveteran rate since.

Why the improvement? First, the economy and labor market have improved significantly since 2009. Second, sharp increases in payroll employment have been seen in industries like *Construction*, *Manufacturing*, *Professional,* and *Health care* industries, each employing a considerable number or large share of veterans. That is, the recovery from the recession meant more jobs in industries and occupations that appear to attract veterans.

Industry and Occupational Employment

Of course, veterans and nonveterans work together in all areas of the labor market. So, how can we identify the industries and occupations that appear to attract veterans? One way is to measure the share of total employed veterans and nonveterans that work in particular industries or occupations. For example, 23 percent of all employed veterans are working in *Manufacturing*, compared to 19 percent of nonveterans. A few other highlights:

- Veterans are more likely to be employed in *Construction* than nonveterans, with 8 percent of veteran employment in the industry compared to 5 percent for nonveterans. Like *Manufacturing*, the *Construction* industry has many positions that relate to military experience.

- *Trade, transportation, and utilities* is another industry with a large share of veterans, with 23 percent of employed veterans in the industry compared to 17 percent of nonveterans. A higher share of veterans in this industry reflects everything from entry-level jobs in *Retail trade*, to middle-skill positions in *Transportation*, to

high-paying careers in *Utilities*.

- The industry with the largest difference between veterans and nonveterans is *Public administration*, where 8 percent of all veterans are employed, compared to just 3 percent of all nonveterans. This likely reflects veterans who have transitioned from military service to civilian service in government jobs.

- On the other hand, industries with a lower share of veterans include *Private educational services*, *Health care and social assistance*, and *Leisure and hospitality*. Each of these industries employ more women than men, with females outnumbering males by 3 to 1 in *Health care and social assistance* and 2 to 1 in *Private education and health services*. This may explain why a lower share of veterans, who are 93 percent male, are employed in these industries.

The same analysis can be done for occupations. For example, 12 percent of employed veterans are working in *Production* occupations, compared to 10 percent of nonveterans. This makes sense as *Production* occupations are largely concentrated in the *Manufacturing* industry, an industry that was identified as one that employs a higher share of veterans. Other occupational highlights:

- Beyond *Production*, other occupations with a higher share of veteran employment include *Transportation and material moving* and *Construction*. Again, these correspond to industries with a larger share of veteran employment as discussed above.

MICHIGAN EMPLOYMENT BY INDUSTRY, VETERANS AND NONVETERANS 2016
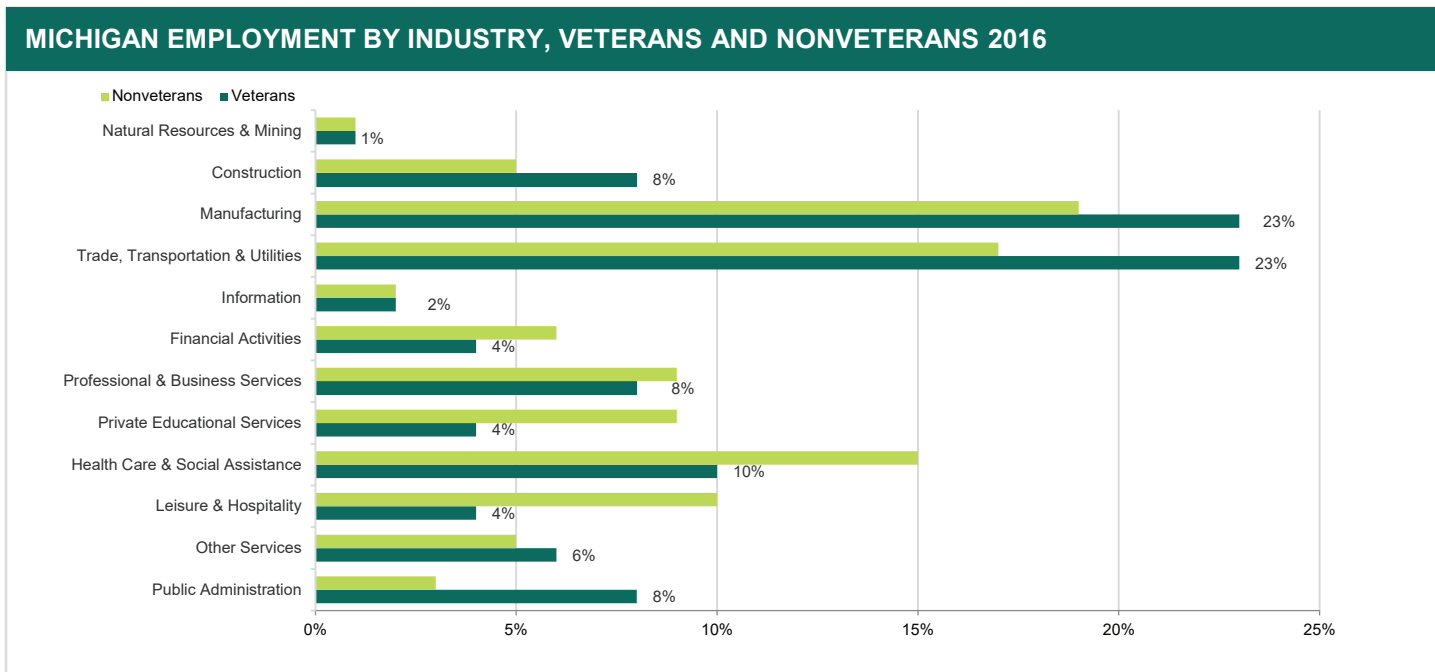
- Veterans have a lower share in several occupational categories, including *Administrative support, Health care*, and *Services*. Like the industries noted above, these are mostly female-dominated occupations, partially explaining the lower share of veterans working in these jobs.

- Importantly, veterans and nonveterans are almost equally represented in high-paying occupational categories like *Management* and *Professional*. Many of the job titles in these categories require bachelor's degrees or higher and the leadership and management skills many veterans develop during their service.

Other Insights

Beyond the demographic and labor market characteristics discussed so far, there are other interesting subjects worth discussing. This section provides a brief but important description of veterans on topics ranging from business ownership to location.

Period of Service

The U.S. Census Bureau reports information on veterans by their "period of service." According to these numbers, nearly 39 percent of all Michigan veterans are Vietnam era veterans. This is followed by Gulf War I and Gulf War II veterans at 15 percent and 12 percent, respectively. Rounding out the series are Korean War veterans (10 percent) and World War II veterans (5 percent). Information on period of service tracks closely with statistics on veteran age and is an important insight into working-age veterans, coming primarily from

the Gulf War I, Gulf War II, and tail-end of the Vietnam era groups.

Income

Median income for veterans in 2016 measured $35,566, above the $26,792 reported for nonveterans. Both male and female veterans earn more than their nonveteran counterparts, with male veterans reporting $35,957 compared to male nonveterans at $34,283 and female veterans earning $30,699 compared to female nonveterans at $21,852.

Poverty

Poverty status for veterans is considerably better than for nonveterans. In 2016, about 7 percent of veterans had income that was considered below the poverty level, about half of the nearly 14 percent of nonveterans with income below the poverty level.

Business Ownership

According to the U.S. Census Bureau's Annual Survey of Entrepreneurs, over 11,000 Michigan businesses were veteran-owned in 2016, representing 7.4 percent of the total businesses counted in this source. Over half (55 percent) of veteran-owned firms are concentrated in five industries: *Professional, scientific, and technical services* (1,620 firms), *Construction* (1,266), *Health care and social assistance* (1,102), *Retail trade* (1,000), and *Manufacturing* (1,025). Veteran-owned firms employ 114,000 people, with 40 percent coming from *Manufacturing* (25,575 employees) and *Accommodation and food service* (19,700). About 450 or 4 percent of veteran-owned firms are owned by

minorities, with the largest number (245 or 54 percent) owned by Black or African Americans.

Location

This month's *Map of the Month* (page 15) shows for each county in Michigan the share of the total, adult population that are veterans. The counties with the highest concentration of veterans are typically rural areas, like Keweenaw (19.2 percent), Alcona (17.3 percent), and Ontonagon (17.0 percent). When looking instead at the counties with the largest numbers of veterans, a different picture emerges. In that case, over a third of all veterans are concentrated in Wayne, Oakland, and Macomb counties, with other metropolitan areas following.
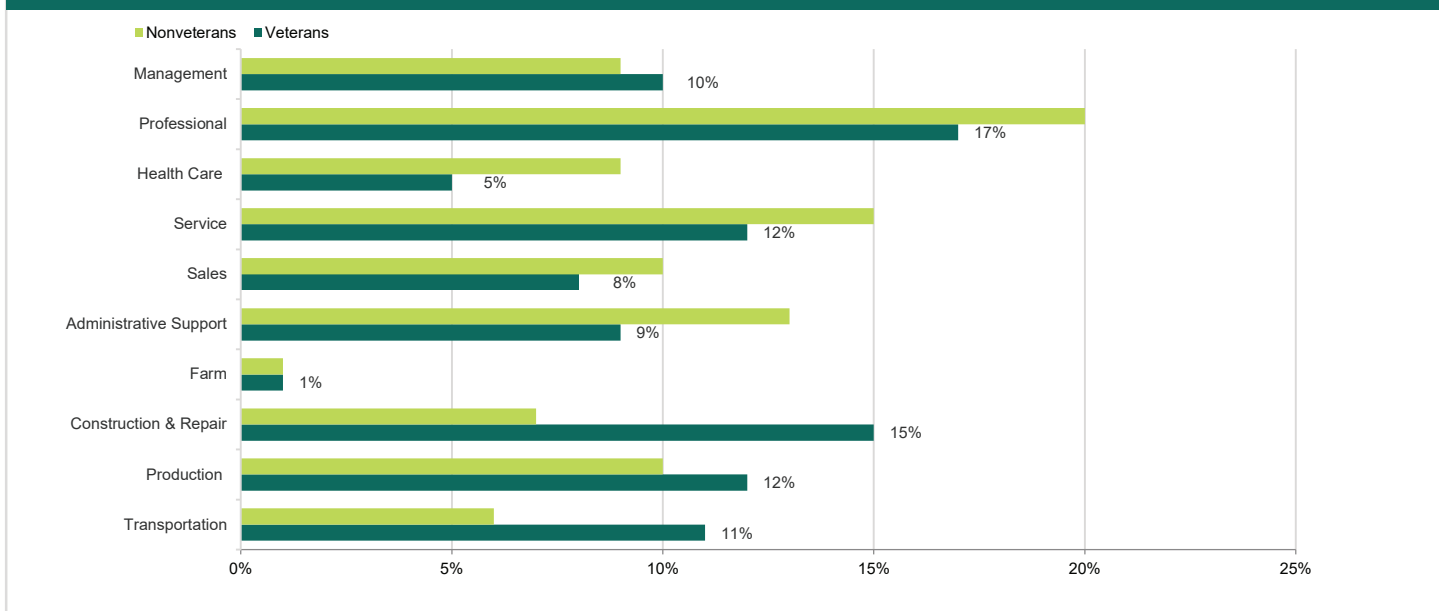
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JASON PALMER
Director
MARCUS REASON
Economic Analyst

MICHIGAN EMPLOYMENT BY OCCUPATION, VETERANS AND NONVETERANS 2016

Legend: Nonveterans, Veterans

Occupation	Value
Management	10%
Professional	17%
Health Care	5%
Service	12%
Sales	8%
Administrative Support	9%
Farm	1%
Construction & Repair	15%
Production	12%
Transportation	11%

MICHIGAN ONLINE JOB POSTINGS MOVE DOWN IN SEPTEMBER

The Conference Board's Help Wanted Online Data Series showed a monthly decrease in Michigan seasonally-adjusted online job postings in September. Job postings moved down by -1.2 percent from the previous month. This was the fourth straight month with a decline in Michigan online job postings.

At the national level, seasonally-adjusted job ads inched up by just 0.1 percent. This increase amounted to 2,450 additional job ads in September. This also broke a streak of three straight months of decreasing national job postings. Job ads fell throughout the Midwest Region in September, as the states of Indiana, Ohio, Wisconsin, and Illinois saw decreases of -6.6 percent, -3.1 percent, -3.0 percent, and -0.9 percent, respectively.

Michigan Supply/Demand Rate Moves Up

The Michigan supply/demand rate, or the number of unemployed persons per job advertisement, rose for the third straight month. This brought the supply/demand rate to 1.44 percent, which was the highest rate since April of this year.

The ad rate is measured by the number of job ads per 100 labor force participants. This measure edged down slightly in Michigan from 2.75 to 2.74. September was the fourth month in a row where the ad rate declined. Nationally, the ad rate also remained relatively unchanged at 2.79.

Michigan Job Ads by Education Requirement

Michigan's online job ads were led by positions that typically require a Bachelor's degree at 35 percent of all postings. Second were jobs requiring a high school diploma or some college (with no degree) at 33 percent of all ads. Jobs requiring no formal education credential accounted for 15 percent, followed by associate's degree or vocational training (12 percent), and master's degree or higher (5 percent).

Ads by Occupation (Not Seasonally Adjusted)

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

Job ads by occupation displayed mixed trends in September. *Healthcare* registered the largest decline in total available ads, down by -1,000 ads or -4.2 percent. *Professional* and *Management* occupations both had a monthly drop of 550 ads in September. *Sales* ads were the big winner, increasing by 700 or 5.1 percent. *Administrative support* had the second largest gain in job ads at 250 or 1.9 percent.

Of the 140,150 total available ads, 57,400 of them were new ads. Most of the new ads posted were from the *Professional* category with 29 percent of all new ads. The category with the largest new ad to available ad ratio was *Construction*, with 55 percent of all ads being newly posted.

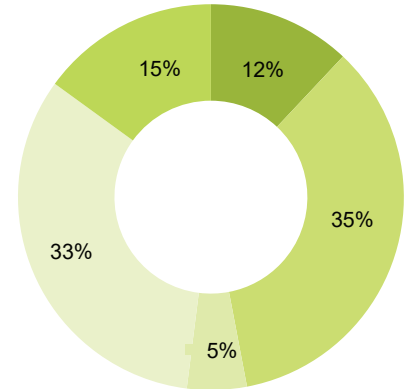**EVAN LINSKEY**
Economic Analyst

MICHIGAN SUPPLY / DEMAND RATE

Date	Rate
9/1/2017	1.44%
8/1/2017	1.36%
7/1/2017	1.32%
6/1/2017	1.30%
5/1/2017	1.40%
4/1/2017	1.63%
3/1/2017	1.75%

Source: The Conference Board, Help Wanted Online® (HWOL)

MICHIGAN JOB ADS BY EDUCATION REQUIREMENT

- Associate's Degree or Vocational Training (12%)
- Bachelor's Degree (35%)
- Master's Degree (5%)
- High School Diploma or Some College, No Degree (33%)
- No Formal Education Credential (15%)

Source: The Conference Board, Help Wanted Online® (HWOL)

TOTAL AVAILABLE ADS (NOT SEASONALLY ADJUSTED)

OCCUPATION CATEGORIES	SEP 2017	AUG 2017	SEP 2016	OVER THE MONTH	
				LEVEL	PERCENT
TOTAL	**140,150**	**141,750**	**162,150**	**-1,600**	**-1.1%**
Professional	41,550	42,100	49,700	-550	-1.3%
Healthcare	22,650	23,650	23,800	-1,000	-4.2%
Sales	14,450	13,750	16,050	700	5.1%
Administrative Support	13,300	13,050	15,650	250	1.9%
Service	12,600	12,650	16,100	-50	-0.4%
Construction and Repair	9,900	10,250	11,050	-350	-3.4%
Management	9,450	10,000	10,850	-550	-5.5%
Transportation	9,000	9,100	10,850	-100	-1.1%
Production	6,900	6,800	7,700	100	1.5%
Farming, Fishing, And Forestry	350	400	400	-50	-12.5%

Source: The Conference Board, Help Wanted Online® (HWOL)

RELEVANT RANKINGS

VETERAN UNEMPLOYMENT RATE BY STATE - 2016

	VETERAN UNEMPLOYMENT RATE	UNEMPLOYED VETERANS
1 Indiana	1.8	5,000
2 New Hampshire	2.1	1,000
3 Hawaii	2.2	1,000
4 Vermont	2.2	1,000
5 Utah	2.3	2,000
10 Michigan	3.2	8,000
23 Kentucky	3.9	5,000
24 North Dakota	3.9	1,000
25 Nevada	4.0	5,000
26 Delaware	4.1	1,000
27 Nebraska	4.1	3,000
47 New York	5.6	20,000
48 Minnesota	5.8	10,000
49 Oregon	6.3	9,000
50 Illinois	6.7	22,000
51 District of Columbia	7.6	1,000

Source: Bureau of Labor Statistics

VETERAN LABOR FORCE PARTICIPATION RATE BY STATE - 2016

	VETERAN LABOR FORCE PARTICIPATION RATE	VETERAN LABOR FORCE	VETERANS NOT IN THE LABOR FORCE
1 Alaska	61.7	44,000	27,000
2 Maryland	61.3	280,000	177,000
3 Virginia	60.8	476,000	306,000
4 South Dakota	58.3	45,000	32,000
5 North Dakota	57.6	30,000	22,000
22 Maine	51.3	65,000	62,000
23 California	50.8	935,000	904,000
24 Connecticut	50.8	104,000	101,000
25 Vermont	50.8	23,000	23,000
26 Louisiana	50.5	162,000	159,000
27 Colorado	50.3	196,000	194,000
47 Massachusetts	44.6	166,000	206,000
48 New York	44.4	355,000	443,000
49 Michigan	43.7	244,000	314,000
50 West Virginia	42.9	65,000	87,000
50 Rhode Island	42.0	28,000	38,000

Source: Bureau of Labor Statistics

ASK THE ECONOMIST

Q: I'm a military veteran making the transition into the civilian labor market. How do I find non-military career opportunities that are a good match for me, and what are some resources that I can turn to for help?

A: There are some ways for veterans to identify how their military experience can translate to civilian careers....

Although many military veterans may be experiencing positive labor market outcomes, there remain those who are experiencing difficulty in their job searches. The challenge for these veterans is finding work that is aptly suited for them based on their skills, knowledge, and experiences gained during their time of military service. Job classification codes in the military do not always perfectly align with civilian occupations, and where they do match up, common skills may not be apparent to veteran jobseekers or to those assisting them as they transition into the civilian labor market. Fortunately, there exist some tools to help identify which careers might be well-suited to those with military experience.

Military job duties are categorized according to the Military Occupational Classification (MOC) system. According to the Occupational Outlook Handbook, U.S. Department of Defense, Defense Manpower Data Center, nearly 75 percent of all military jobs fall into one of six major categories (highlighted in the table on the opposite page). Meanwhile, civilian jobs are classified according to the Standard Occupational Classification (SOC) system. These are two different systems with the same general goal of categorizing occupations according to specific job duties and responsibilities.

Occupational crosswalk tools—such as those available from O*Net Online—enable jobseekers and researchers the ability to match military jobs with similar occupations in the civilian labor market. The table on the opposite page was created using the O*Net crosswalk tool. For each of the six main MOC categories, we used methodology similar to that used in our *Michigan's Hot 50 Jobs* product to identify high-demand, high-wage civilian careers by SOC title that share similar characteristics to each broad military classification category.

Fortunately for veterans, the six categories making up three-quarters of all military jobs appear to match up well with some civilian careers that pay above-average wages and are projected to grow at above-average rates through 2024. And in many cases, with the exception of engineering and related jobs, the required education for entry into many of these careers is below a bachelor's degree, perhaps lessening the impact of yet another potential barrier for veteran jobseekers.

So, if you are a veteran looking for work post-service time, where can you turn for additional help? The following are some resources for veterans looking to transition into the civilian labor market:

Michigan Talent Investment Agency

www.michigan.gov/tia

The Talent Investment Agency can help veterans in many ways. One way is with the Veterans' Employment Services program and it's team of highly skilled Veterans Career Advisors. These men and women know veterans and the challenges veterans face when reentering the civilian workforce. They are veterans themselves and have experienced many of those challenges first hand. They work specifically with veterans with significant barriers to employment and connect veterans to resources they need to be successful.

Michigan Works!

www.michiganworks.org

Michigan Works! is committed to helping veterans achieve success in civilian employment. The Michigan Works! System is made up of regional Michigan Works! Agencies that are on the front lines, meeting the talent demands of employers, responding to the unique needs of each community and developing talent for the 21st century economy. Michigan Works! strives to ensure that all veterans and transitioning service members have access to the tools needed to find good jobs with good wages and career pathways. Michigan Works! partners with communities to meet the diverse needs of all customers, including veterans. For additional information on services available to veterans, contact your local Michigan Works! Agency, (800) 285-WORKS (9675) or www.michiganworks.org.

Pathfinder

https://pathfinder.mitalent.org/#/home

Pathfinder is yet another tool you may find helpful when exploring a career change or thinking about returning to school. If you're thinking about going back to school and are interested in the types of programs schools offer, comparing programs in different schools, or seeing how much additional schooling might cost, this interactive tool can help you come up with an educational and career plan that suits your needs. Pathfinder also

provides information on projected job growth for occupations of interest to you, years of education required for entry into those occupations, types of education and training programs to consider, and which schools offer those programs.

Michigan Veterans Affairs Agency

https://www.michiganveterans.com/categories/employment

This is a good resource for veterans who are in the process of starting a career search. Here you can get support and help with things like finding jobs, learning about veteran-friendly employers, obtaining licensing and credentialing in your areas of expertise, and finding other general information on obtaining employment.

O*Net Online

https://www.onetonline.org/

The online resource O*Net is a great place to turn for determining which type of jobs best fit your skills and credentials. This website enables you to search occupation types by your abilities, skills, knowledge, interests, and many other categories. As mentioned, the O*Net's Crosswalk Search allows you to search relevant positions based on your field of service and military occupation classification.

MARK REFFITT
Economic Specialist

VETERAN CAREER OPPORTUNITIES

MILITARY OCCUPATIONAL CLASSIFICATION (MOC) GROUP	OCCUPATIONAL TITLE (SOC)
Combat Specialty (Infantry, Artillery, Special Forces)	Police and Sheriff's Patrol Officers
	Construction Laborers
	Business Operations Specialists
	Firefighters
Transportation (Vehicle Drivers, Cargo Specialists, Aircrew Members)	Heavy and Tractor-Trailer Truck Drivers
	Automotive Service Technicians and Mechanics
	Inspectors, Testers, Sorters, Samplers, & Weighers
	Cargo and Freight Agents
Engineering, Science, and Technical (IT Specialist, Intelligence Analyst, Health and Safety Specialist)	Operations Research Analysts
	Computer Systems Analysts
	Information Security Analysts
	Interpreters and Translators
Vehicle and Machinery Mechanic (Avionic Mechanic, Artillery Mechanic, Heating and Cooling Mechanics)	First-Line Supv. of Mechanics, Installers, & Repairers
	Machinists
	Industrial Machinery Mechanics
	Heating, Air Conditioning, Refrig. Mech. & Installers
Electronic and Electrical Equipment Repair (Computer Systems Repairer, Radio and Comm. Security, Signal Systems Support)	Electricians
	Maintenance and Repair Workers, General
	First-Line Supv. of Mechanics, Installers, & Repairers
	Industrial Machinery Mechanics
Health Care (Health Care Specialist, Nurse, Dental Specialist)	Emergency Medical Technicians and Paramedics
	Phlebotomists
	Registered Nurses
	Dental Hygienists
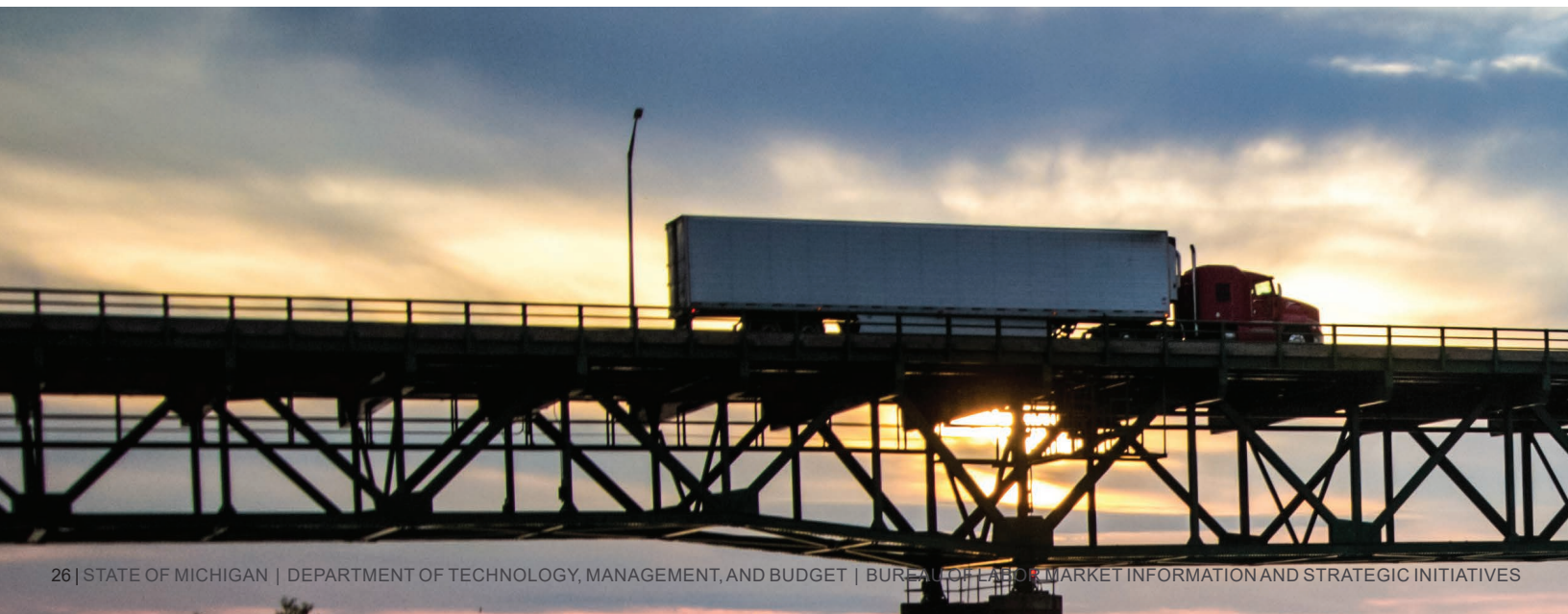
CURRENT VACANCIES	ANNUAL AVERAGE OPENINGS THROUGH 2024	PROJECTED JOB GROWTH THROUGH 2024	MEDIAN WAGE	REQUIRED EDUCATION
65	617	3.4%	$28.29	High school diploma or equivalent
29	865	11.8%	$17.17	High school diploma or equivalent
341	601	8.0%	$29.44	Bachelor's degree
13	199	3.4%	$20.99	High school diploma or equivalent
4,265	1,566	11.8%	$19.07	Postsecondary non-degree award
953	725	6.0%	$17.81	Postsecondary non-degree award
390	944	10.5%	$15.35	High school diploma or equivalent
29	84	18.1%	$20.11	High school diploma or equivalent
243	106	35.7%	$39.70	Bachelor's degree
1,800	513	22.6%	$40.77	Bachelor's degree
466	65	20.4%	$42.32	Bachelor's degree
66	59	31.2%	$20.78	Bachelor's degree
1,117	385	8.6%	$30.19	High school diploma or equivalent
611	1,279	19.0%	$19.19	High school diploma or equivalent
255	752	27.1%	$24.46	High school diploma or equivalent
261	231	15.6%	$22.34	High school diploma or equivalent
425	562	14.1%	$27.92	High school diploma or equivalent
2,111	1,488	8.7%	$16.79	High school diploma or equivalent
1,117	385	8.6%	$30.19	High school diploma or equivalent
255	752	27.1%	$24.46	High school diploma or equivalent
194	228	16.9%	$14.33	Postsecondary non-degree award
118	89	15.0%	$14.09	Postsecondary non-degree award
8,089	3,372	12.4%	$32.43	Bachelor's degree
96	194	4.1%	$29.42	Associate's degree