



Demographic and Labor Market Trend in Western Upper Peninsula

(Baraga, Gogebic, Houghton, Iron, Keweenaw, & Ontonagon)

State of Michigan

Department of Technology, Management, and Budget

Bureau of Labor Market Information and Strategic Initiatives

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The Bureau of Labor Market Information and Strategic Initiatives

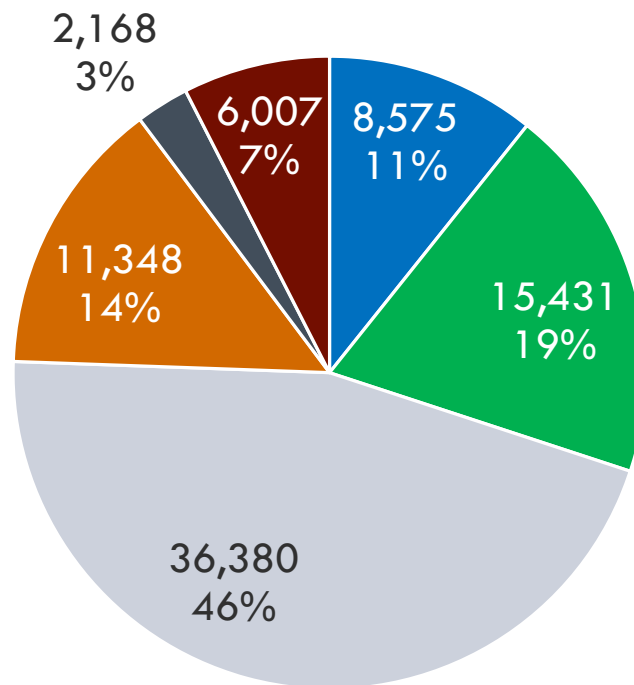
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- We are the official source for high quality demographic and labor market information for the state of Michigan and its regions.
- We administer the state's federal-state cooperative programs with the Bureau of Labor Statistics and the Census Bureau 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.

Presentation Outline

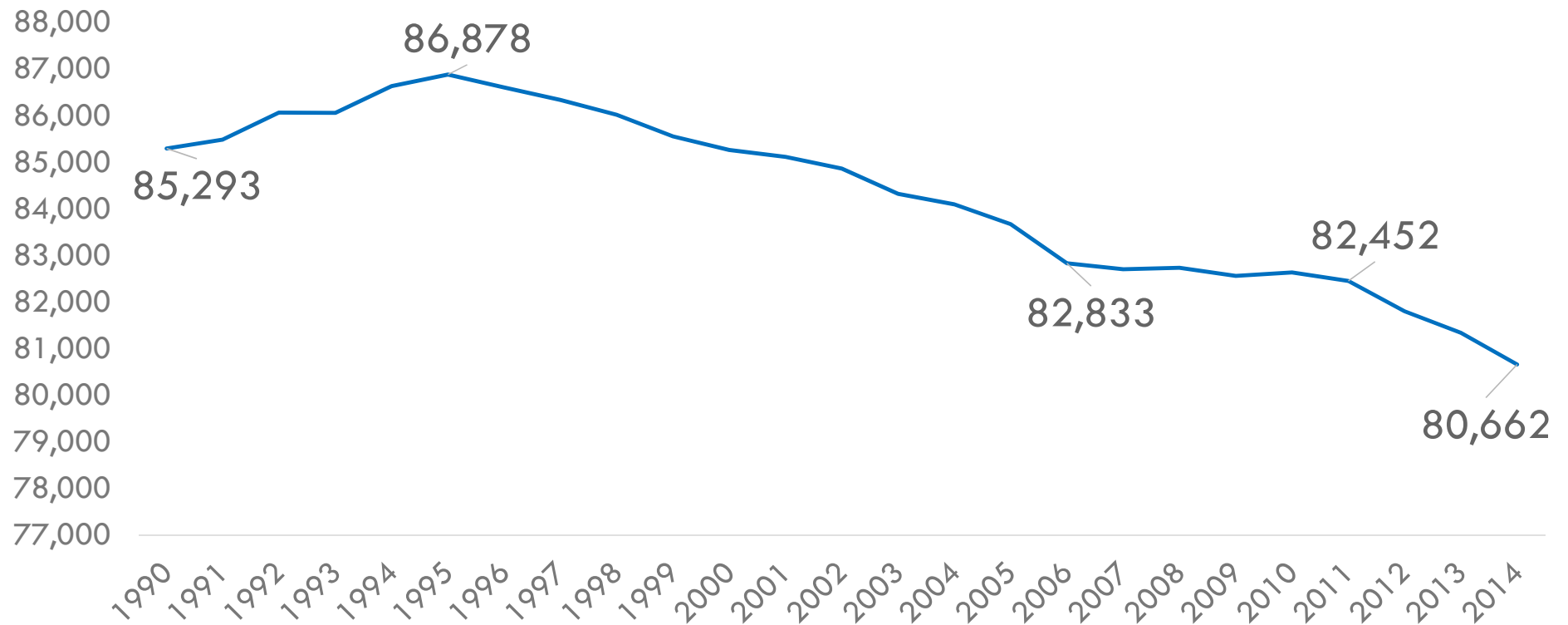
- Population Characteristics and Trends (Eric)
 - ▣ Census and estimates
 - ▣ Characteristics (gender, age, etc.)
 - ▣ Components of change
 - Natural increase
 - Migration (domestic)
 - ▣ Age Structure and Population Momentum
- Workers Commuting Patterns (Eric)
- Labor Force Trend (Leo)
- Industry Employment (Leo)
- Workers Characteristics (Leo)
- Occupational Wages & Job Projections (Leo)

Regional Population Breakdown

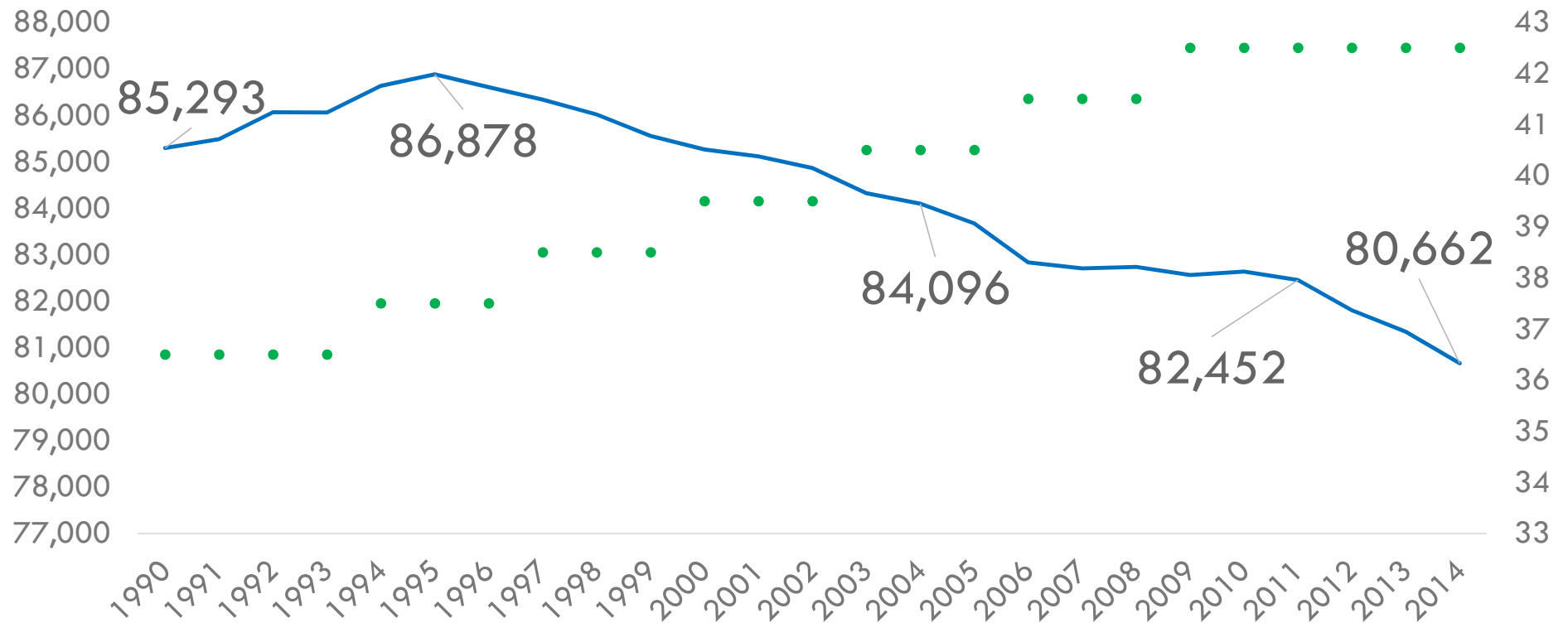


- Baraga
- Gogebic
- Houghton
- Iron
- Keweenaw
- Ontonagon

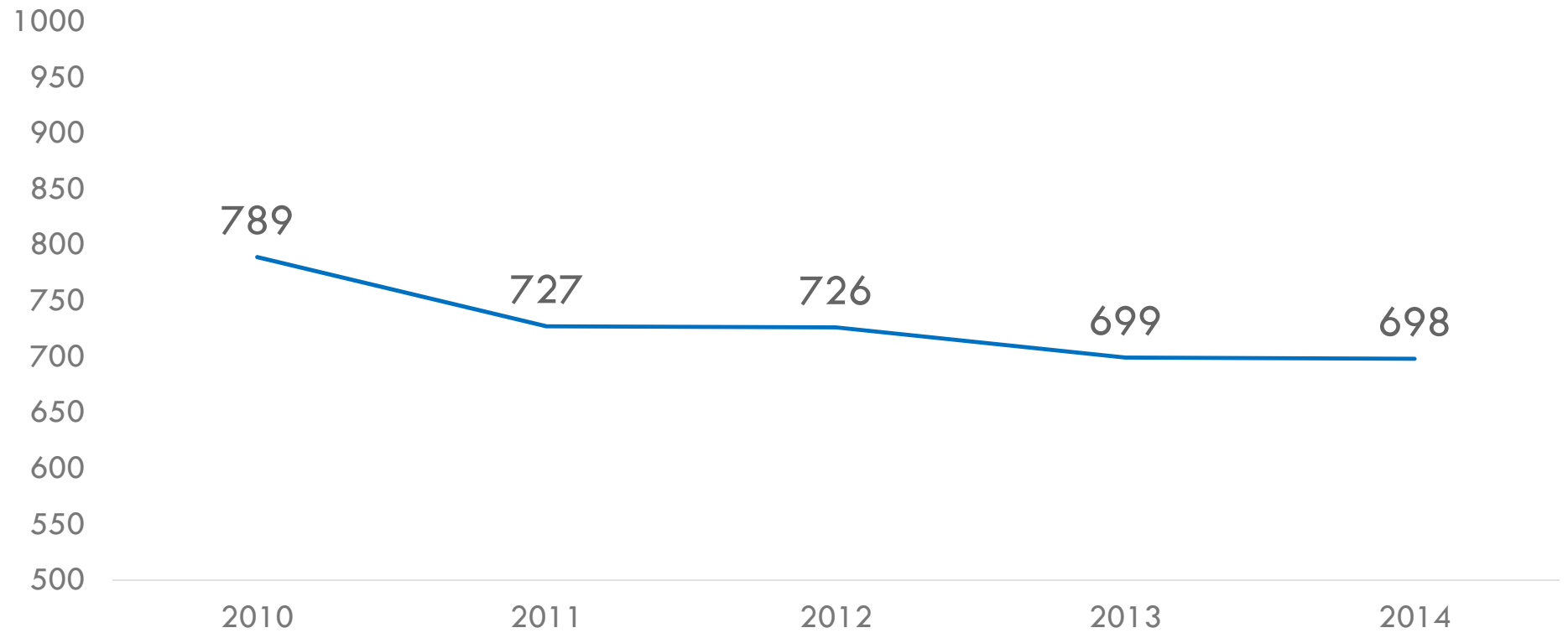
Region Population Trend



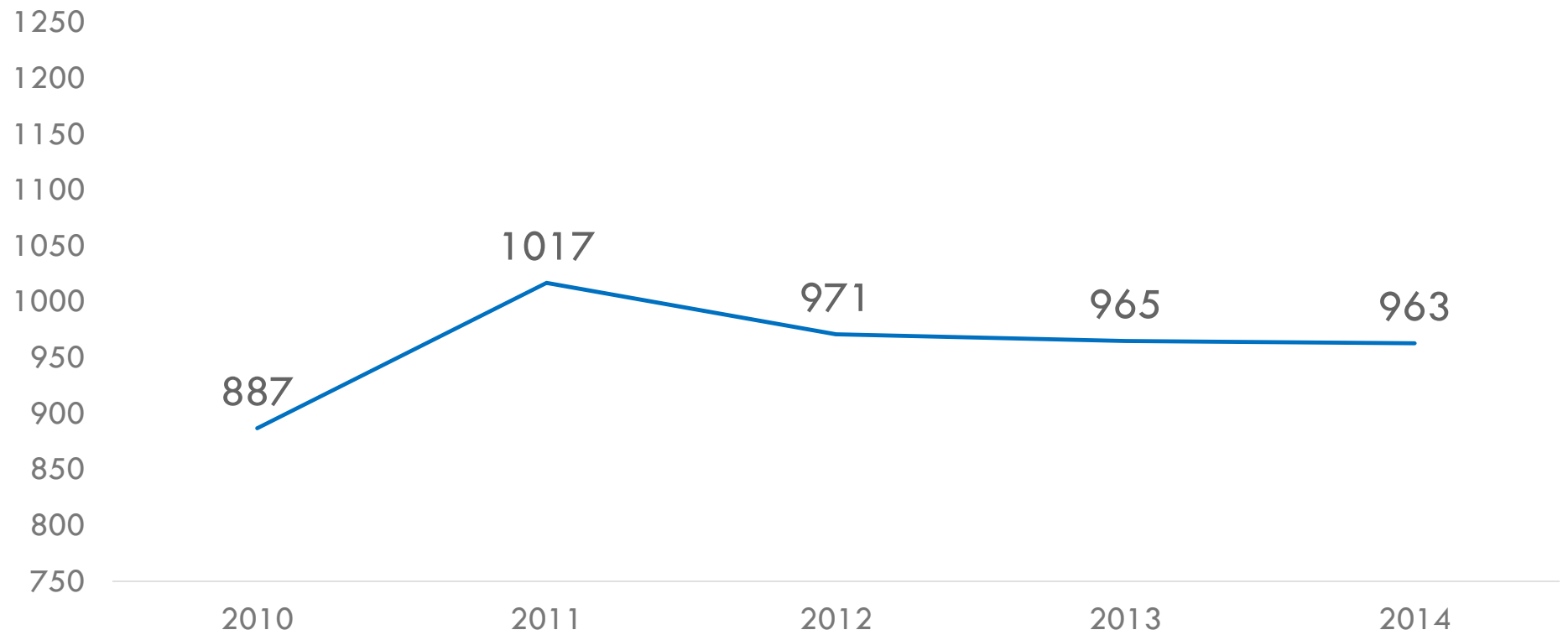
Region Population Trend



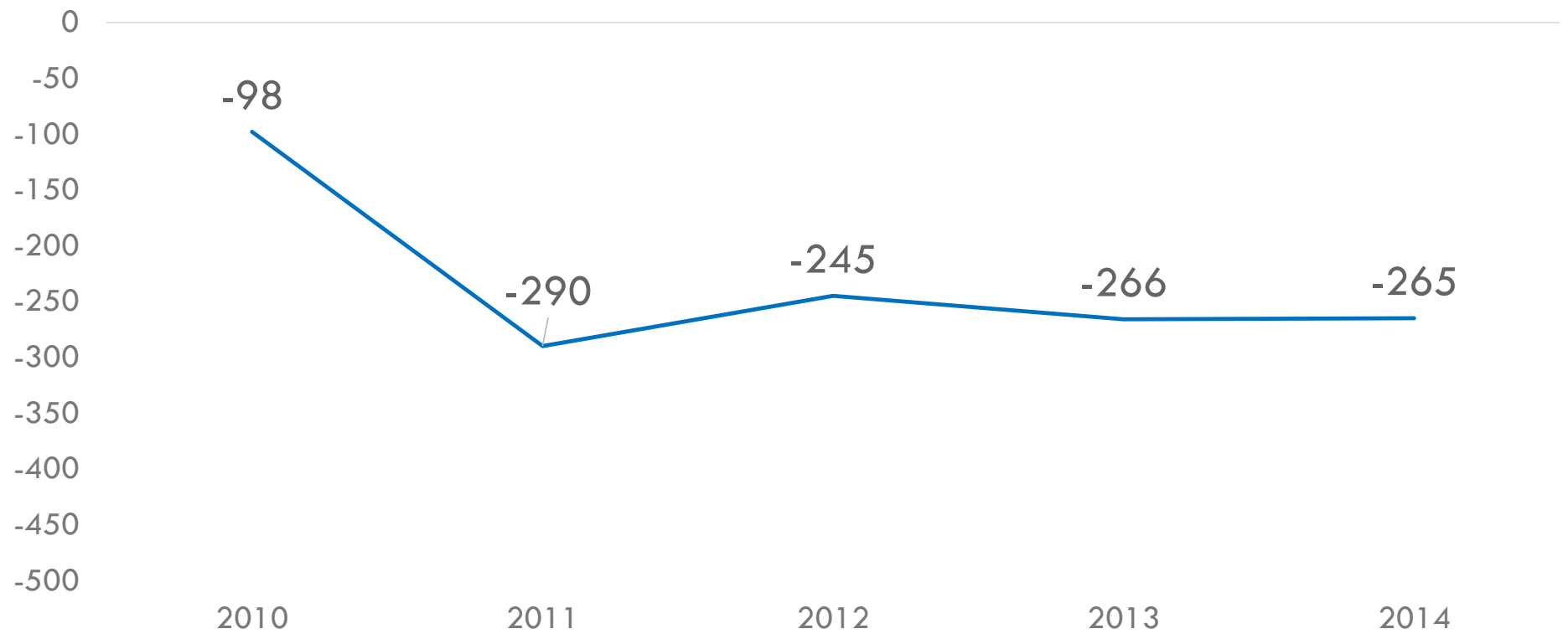
Births 2010-2014



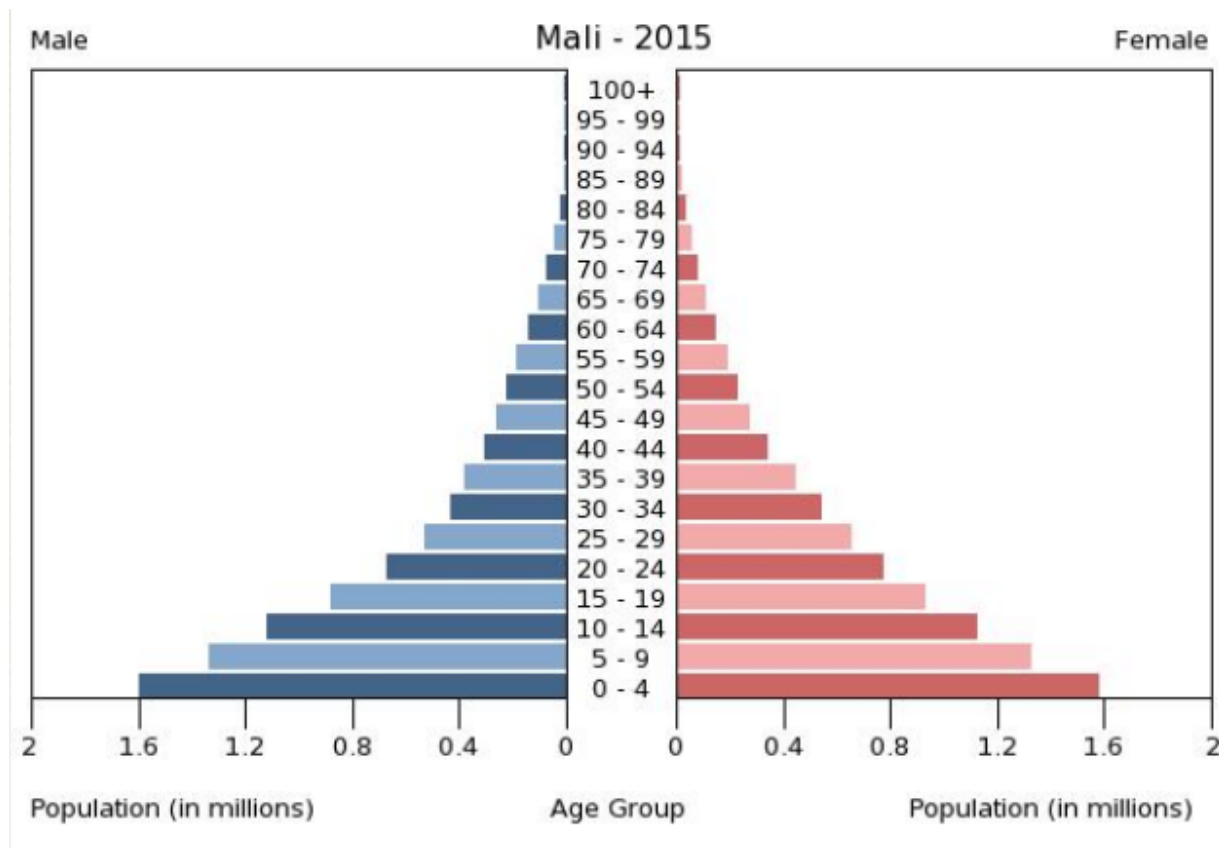
Deaths 2010-2014



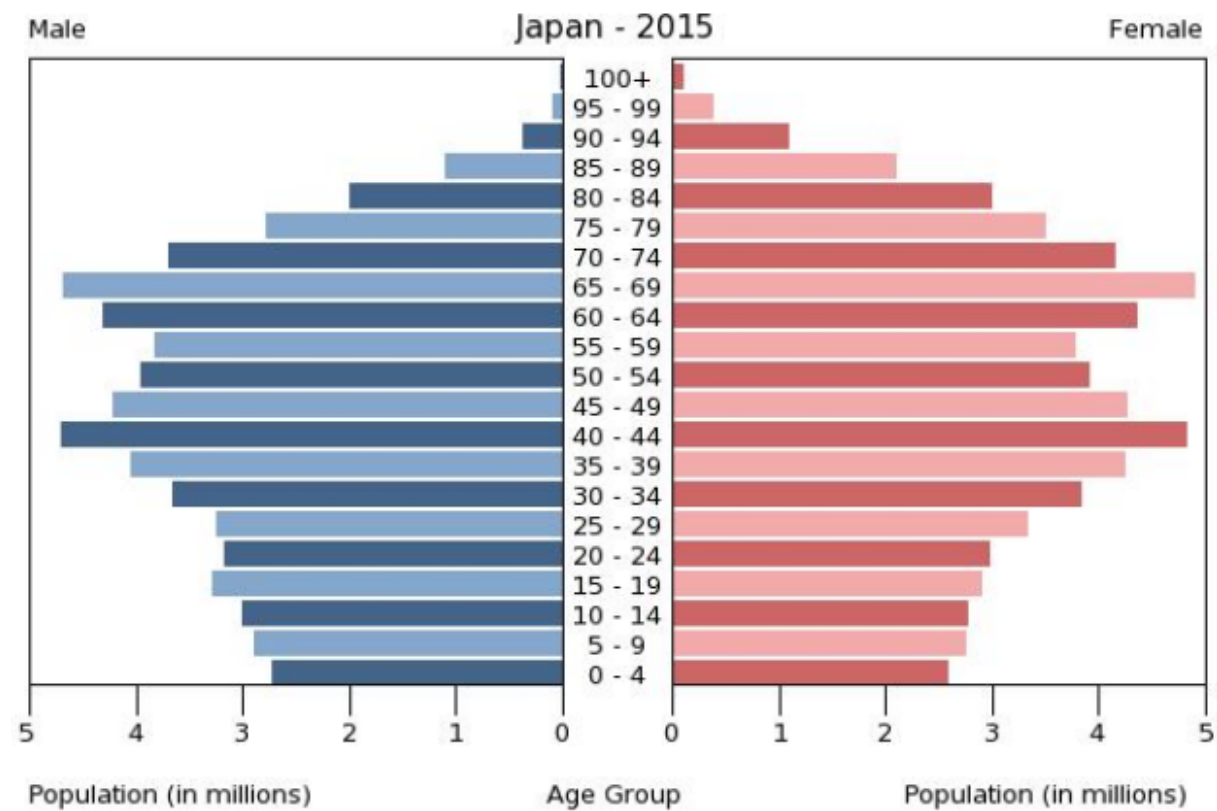
Natural Decrease 2010-2014



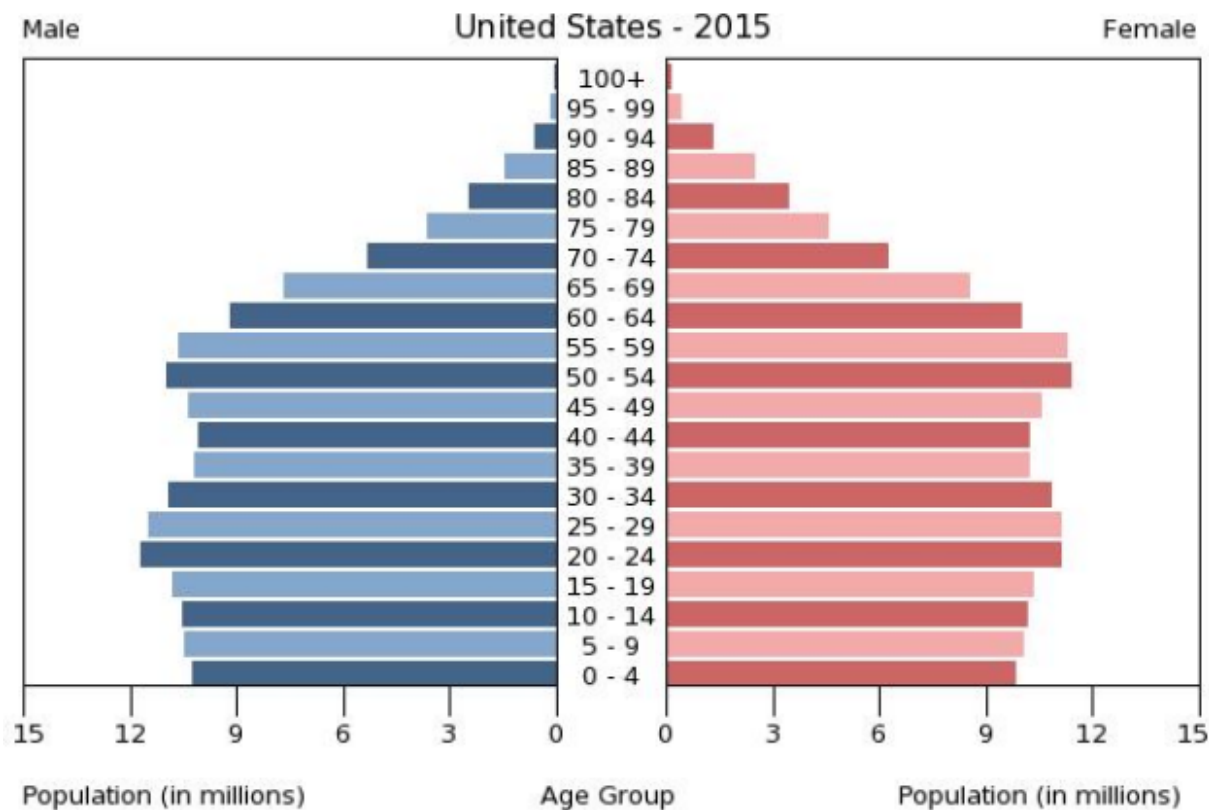
Population Pyramids



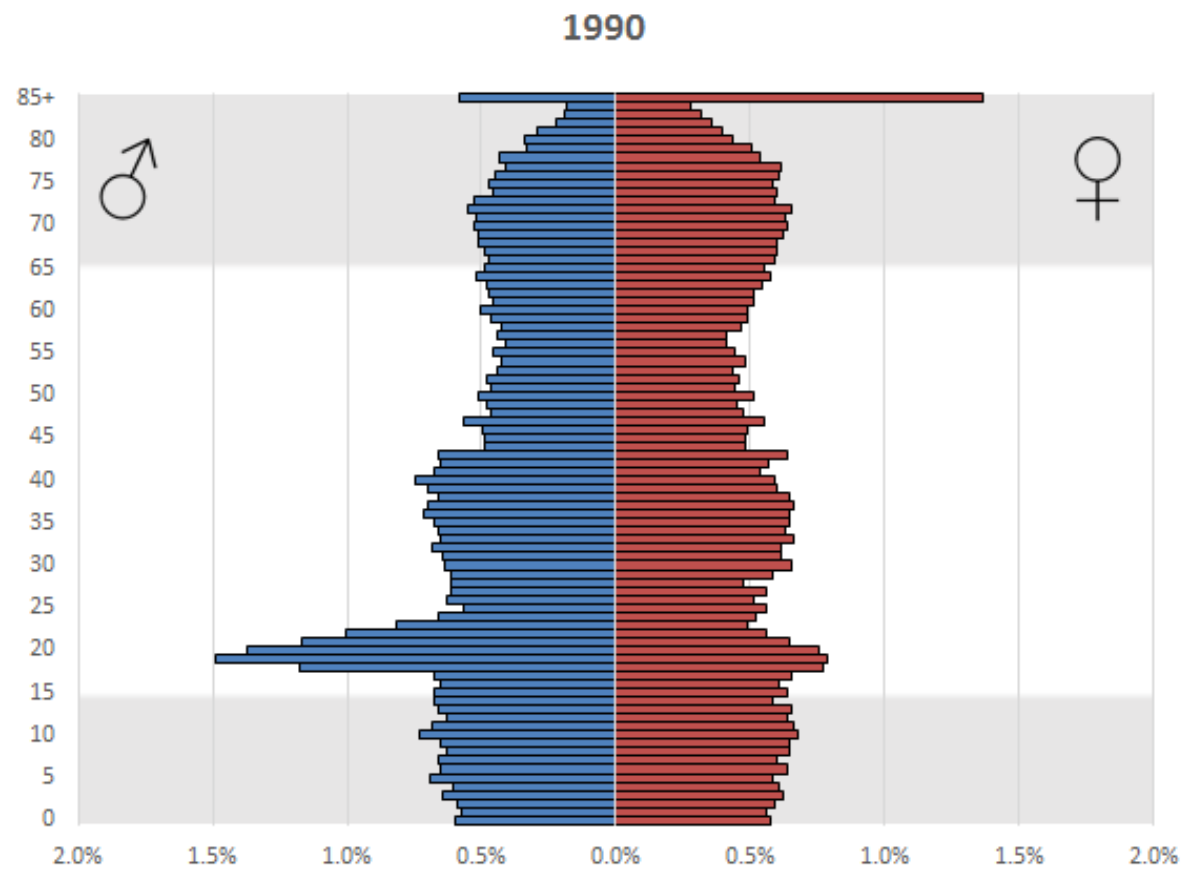
Population Pyramids



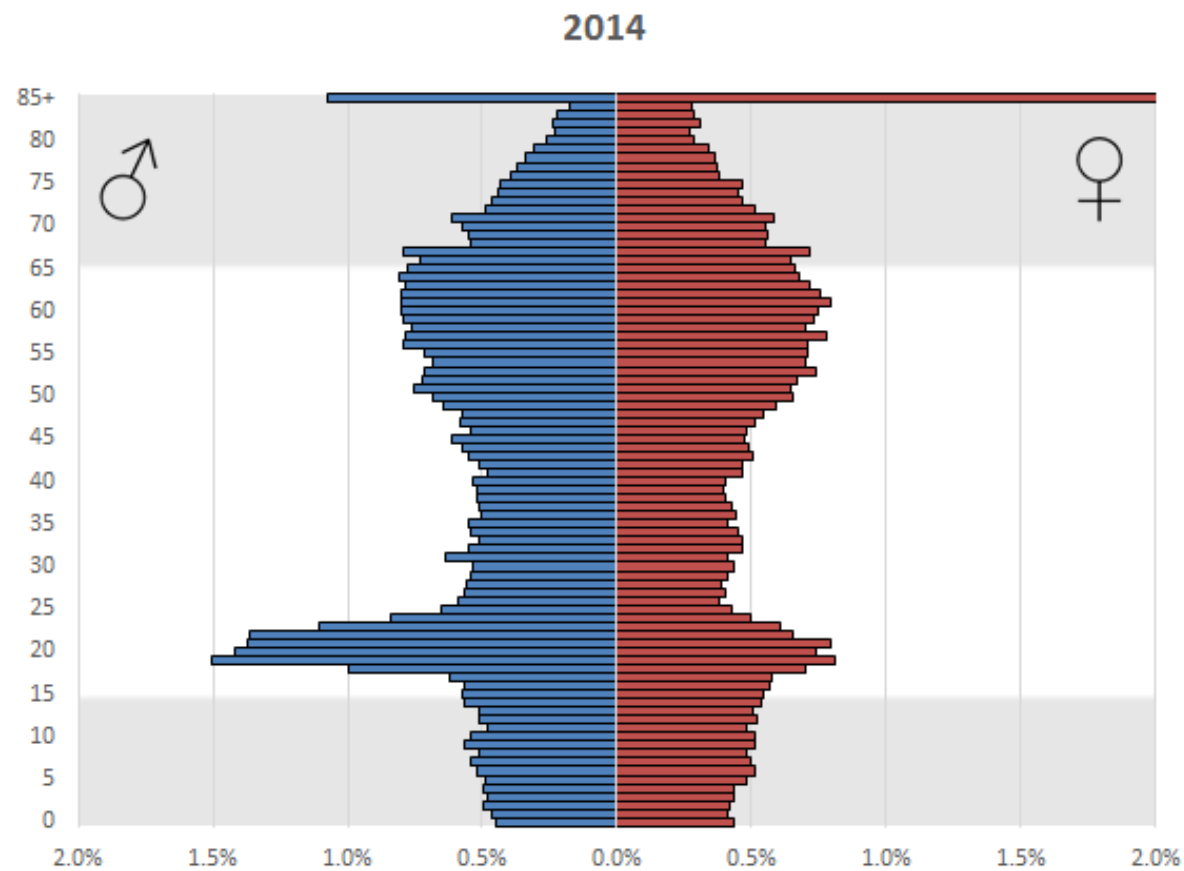
Population Pyramids



Region Population Structure



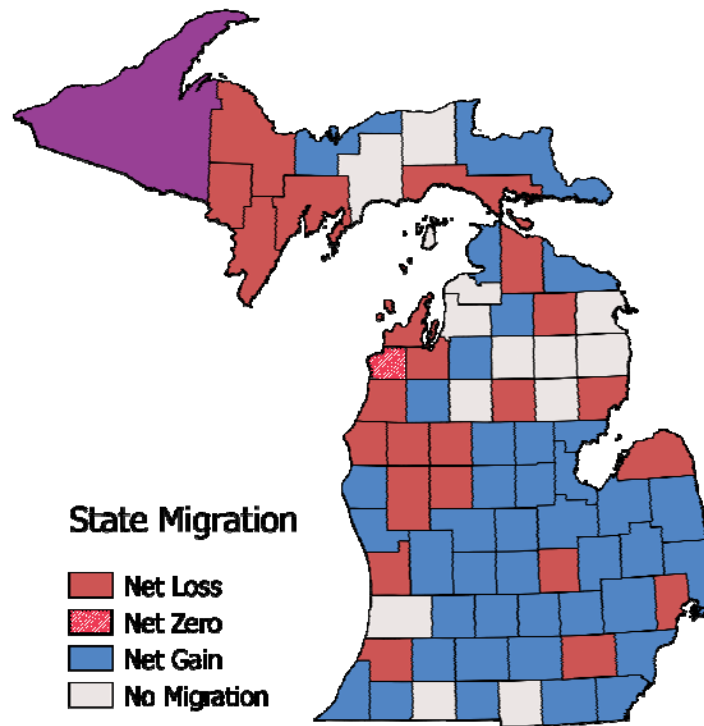
Region Population Structure



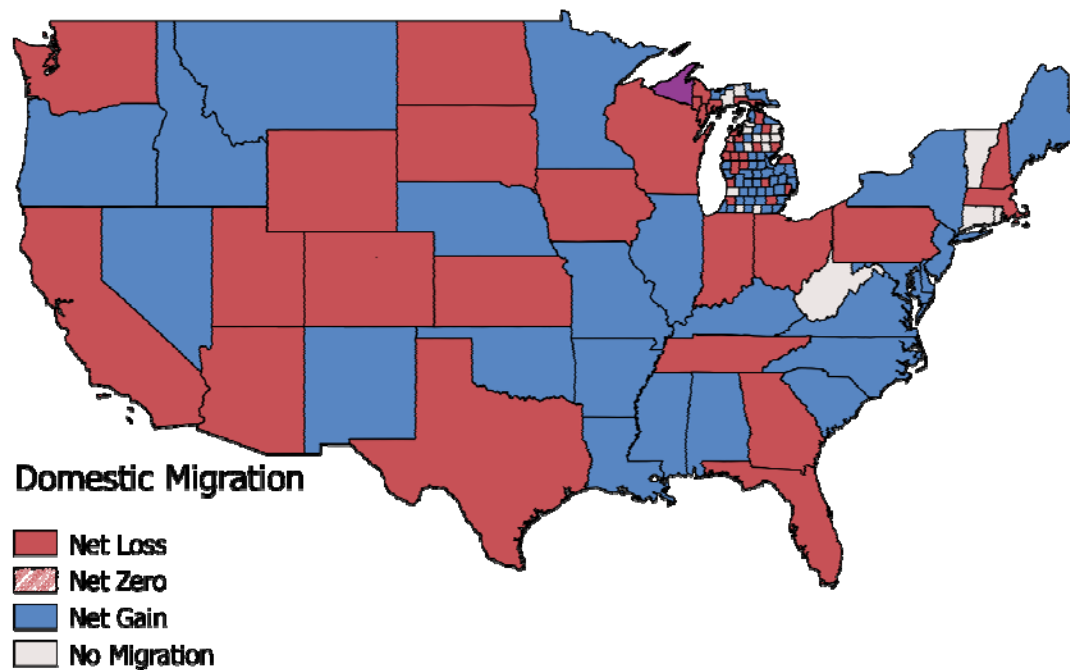
Sex Ratios

Geography	Males per 100 Females
United States	96.8
Michigan	96.4
Baraga County, Michigan	156.4
Gogebic County, Michigan	115.1
Houghton County, Michigan	119.2
Iron County, Michigan	97.4
Keweenaw County, Michigan	115.0
Ontonagon County, Michigan	106.9

Intrastate Migration



Interstate Migration (Domestic)



Migration Summary

Migration Area	Net Migration	Migration Flows (Gross)
Intrastate	1,033	5,057
Interstate	-927	4,389
Net	106	(X)

Top and Bottom Domestic Migration States

State	Net Migration	Gross Flow
Wisconsin	-403	1559
Arizona	-169	261
California	-150	230
Colorado	-110	110
Nevada	98	98
New York	58	58
South Carolina	40	40
North Carolina	29	37

Break Down of Regional In-Migrants

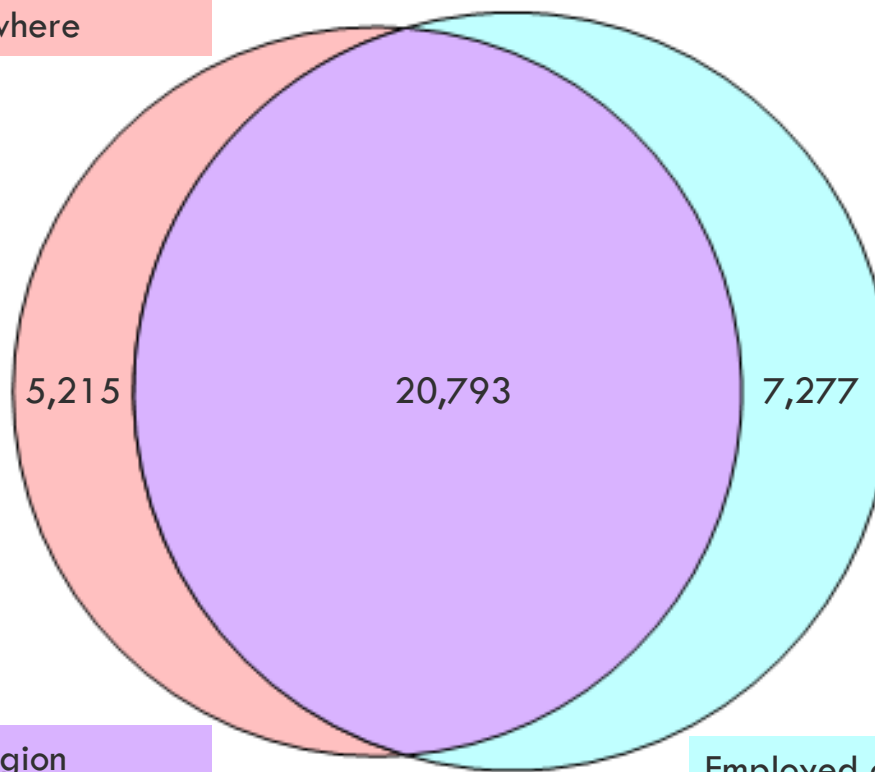
Level of Educational Attainment	Percent of In-Migrants
Less than high school graduate	10.9%
High school graduate (includes equivalency)	47.6%
Some college or associate's degree	31.2%
Bachelor's degree	9.1%
Graduate or professional degree	1.3%

Where the Regions Residents Work

County	State	Jobs	Percent
Houghton	MI	9,645	37.10%
Gogebic	MI	3,734	14.40%
Iron	MI	2,793	10.70%
Baraga	MI	2,335	9.00%
Ontonagon	MI	1,636	6.30%
Marquette	MI	1,053	4.00%
Keweenaw	MI	705	2.70%
Iron	WI	631	2.40%
Dickinson	MI	434	1.70%
Wayne	MI	416	1.60%
Menominee	MI	140	0.50%
Oakland	MI	121	0.50%
Delta	MI	120	0.50%
Vilas	WI	114	0.40%
Chippewa	MI	102	0.40%
Alger	MI	89	0.30%
Oneida	WI	87	0.30%

The Daily Commute

Employed in Region, Live elsewhere



Employed in Region, Live in Region

Employed outside Region, Live in Region

Western UP Labor Force and Unemployment

⇒ Labor Force
Stable

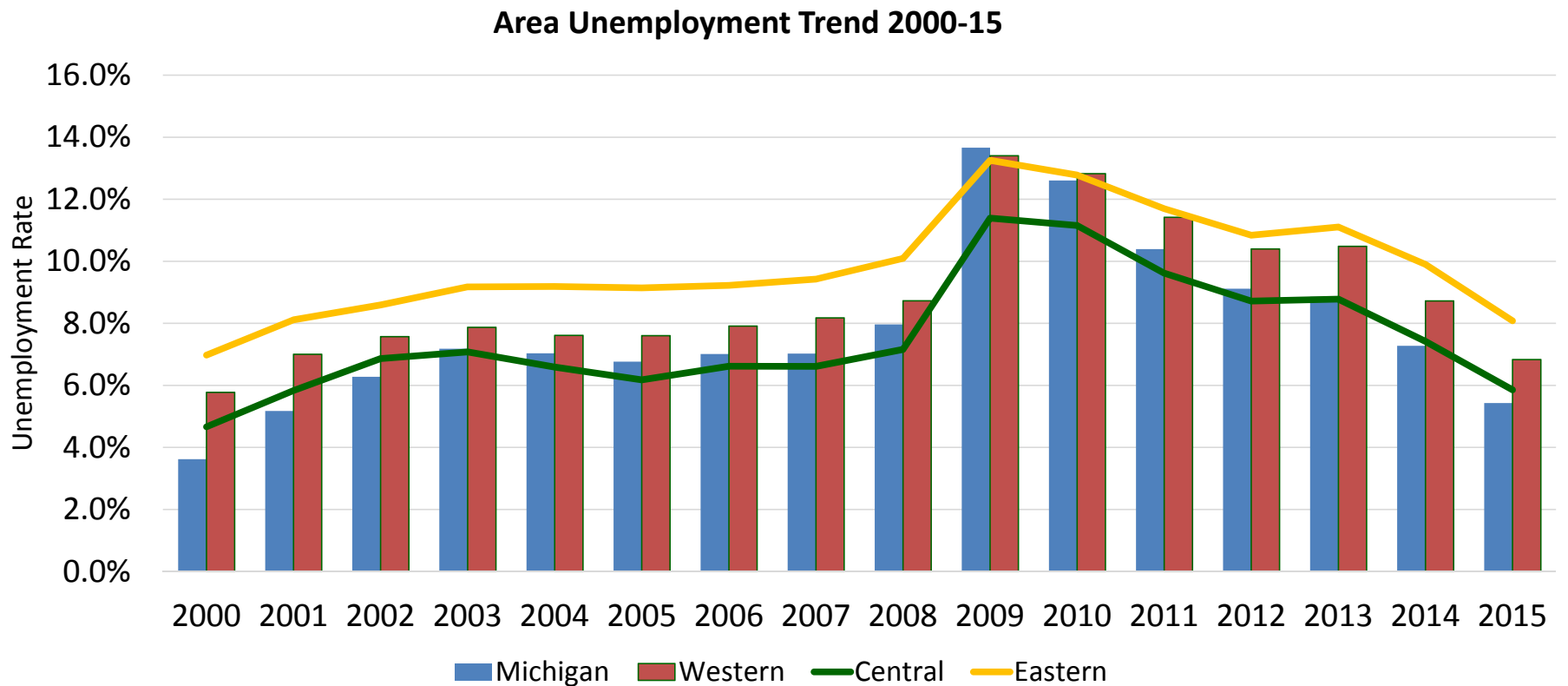
⇒ Unemployment
Substantially
Down After
Recession



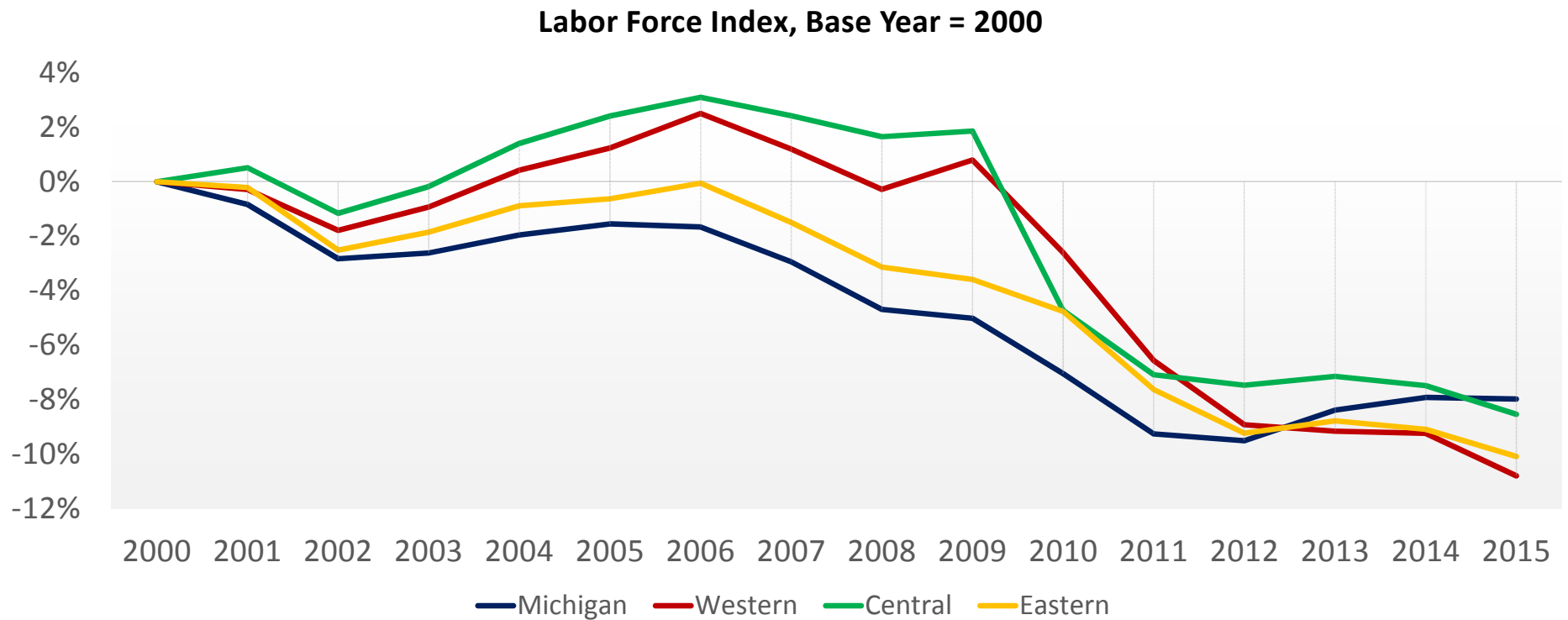
Where Do I Find Data on the Labor Force in my County?

- Civilian labor force : employed and unemployed State and Regions (Counties, and Cities and Townships with a population of 25,000 or more):
 - ▣ Click on the “Data Tools” tab for customized employment & unemployment data. You can select employment or unemployment under “category” and then follow the onscreen instructions
 - ▣ Click on the tab “Employment/Unemployment, and under “Local Area Unemployment Statistics (LAUS)”, select “Unemployment by County” to see the labor force, employed, unemployed, and the jobless rate for the most recent month and for every county and Michigan. This data is searchable by county (for example).
 - ▣ Nation and Other States: www.bls.gov/lau

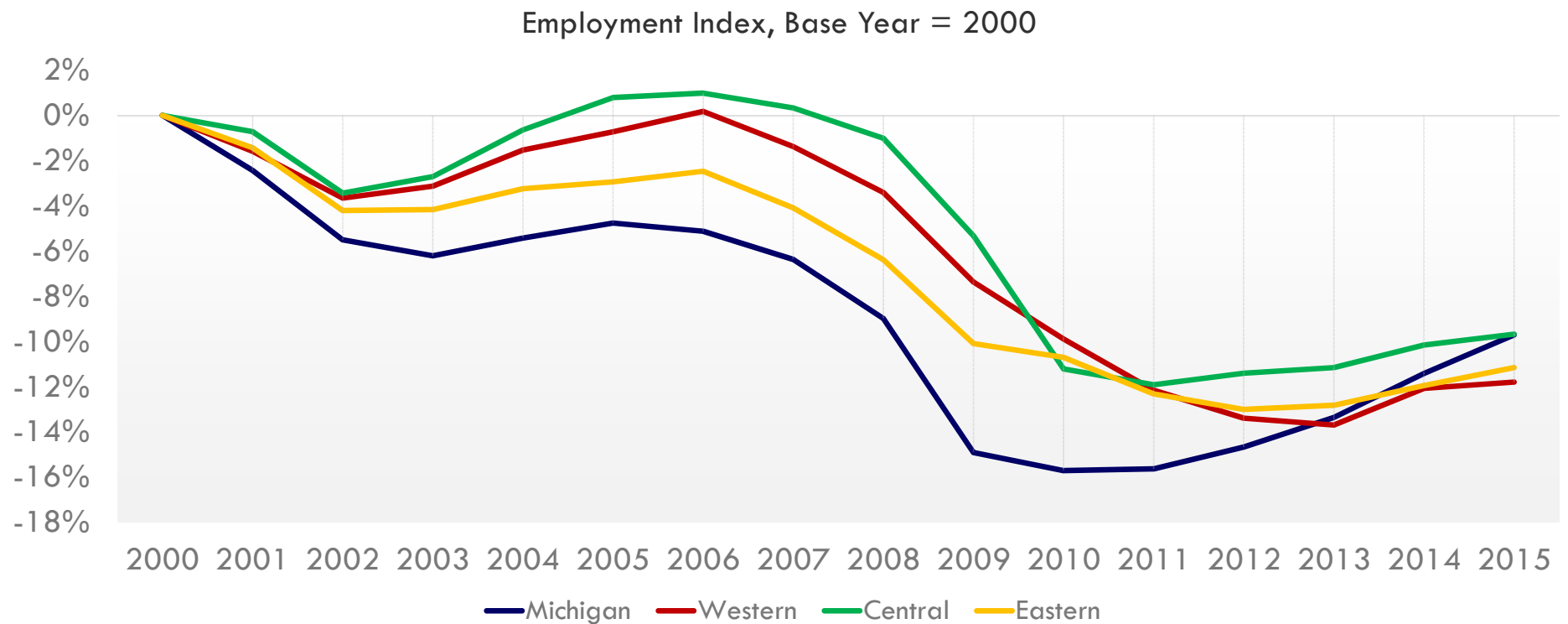
Area Unemployment Rate Follows State's Rate



Area Labor Force Continues to Decline After the Recent Great Recession



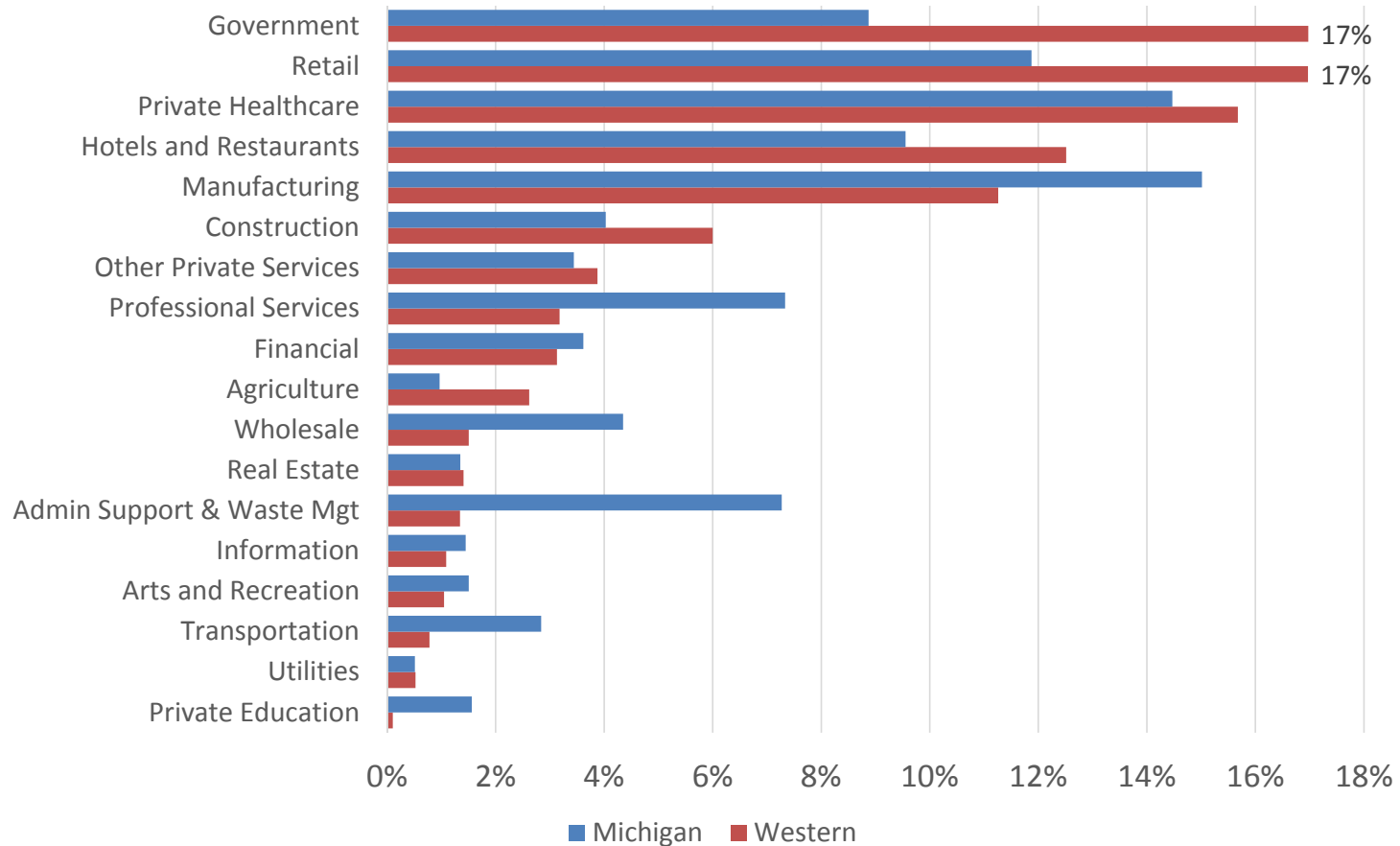
Household Employment More Stable than Statewide



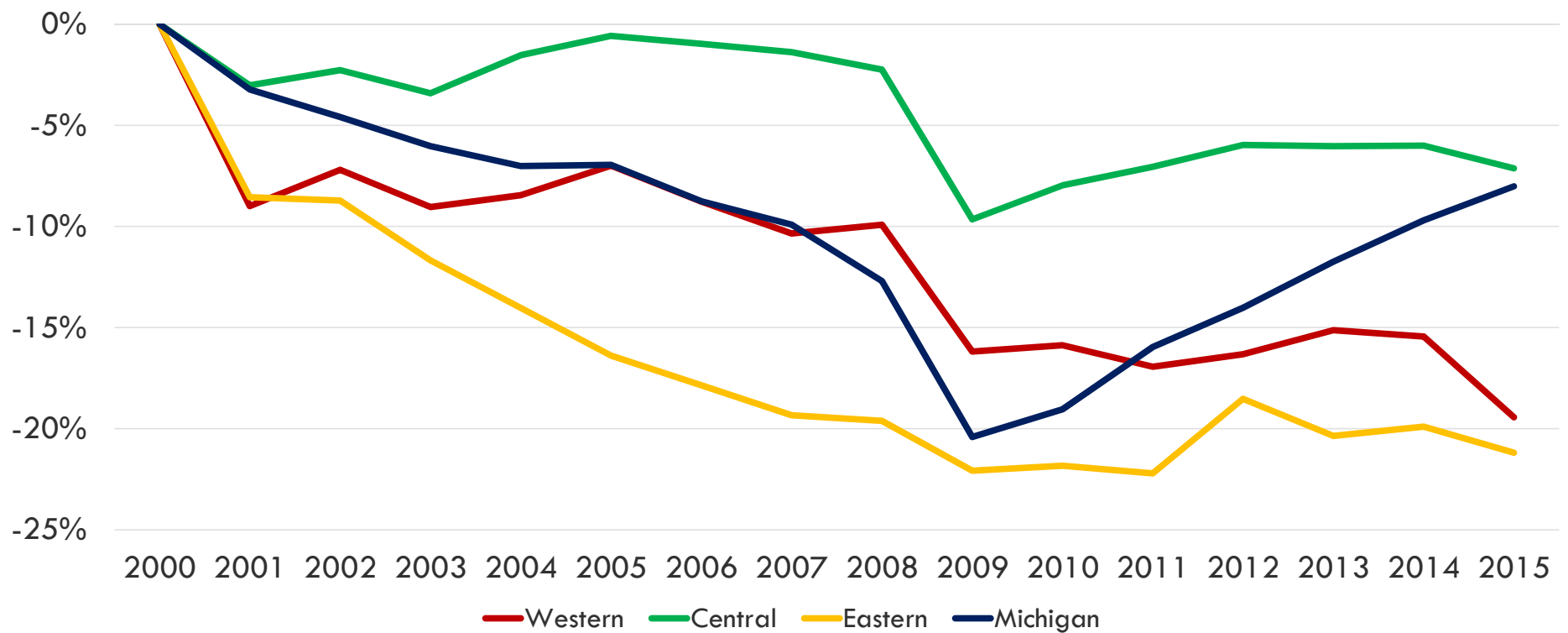
Where to Find Information on Industries

- ▶ Industry jobs
 - ▶ Quarterly Census of Employment & Wages (QCEW or ES-202)
 - ▶ Quarterly estimates for Michigan, MSAs, regions & counties
 - ▶ Number of establishments, jobs, total payroll, & average weekly wage

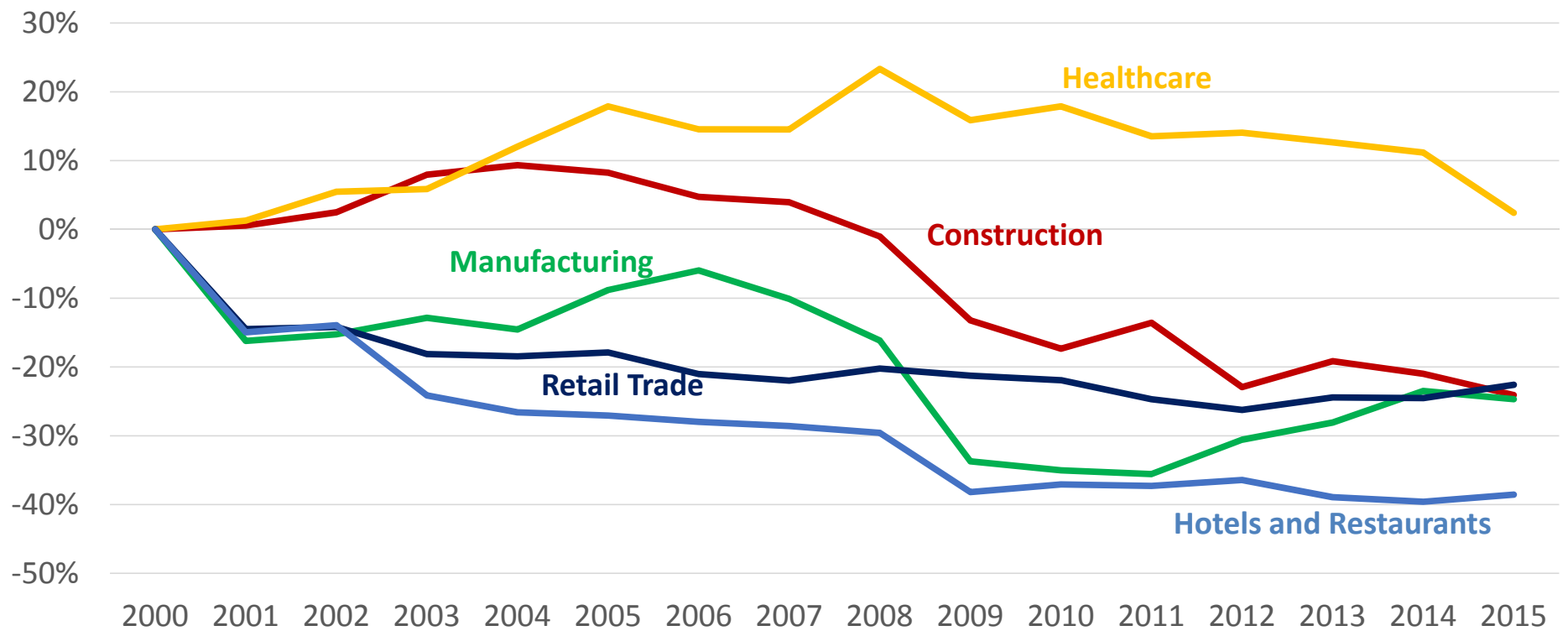
Government and Retail Have the Highest Shares of Payroll Jobs in Western UP



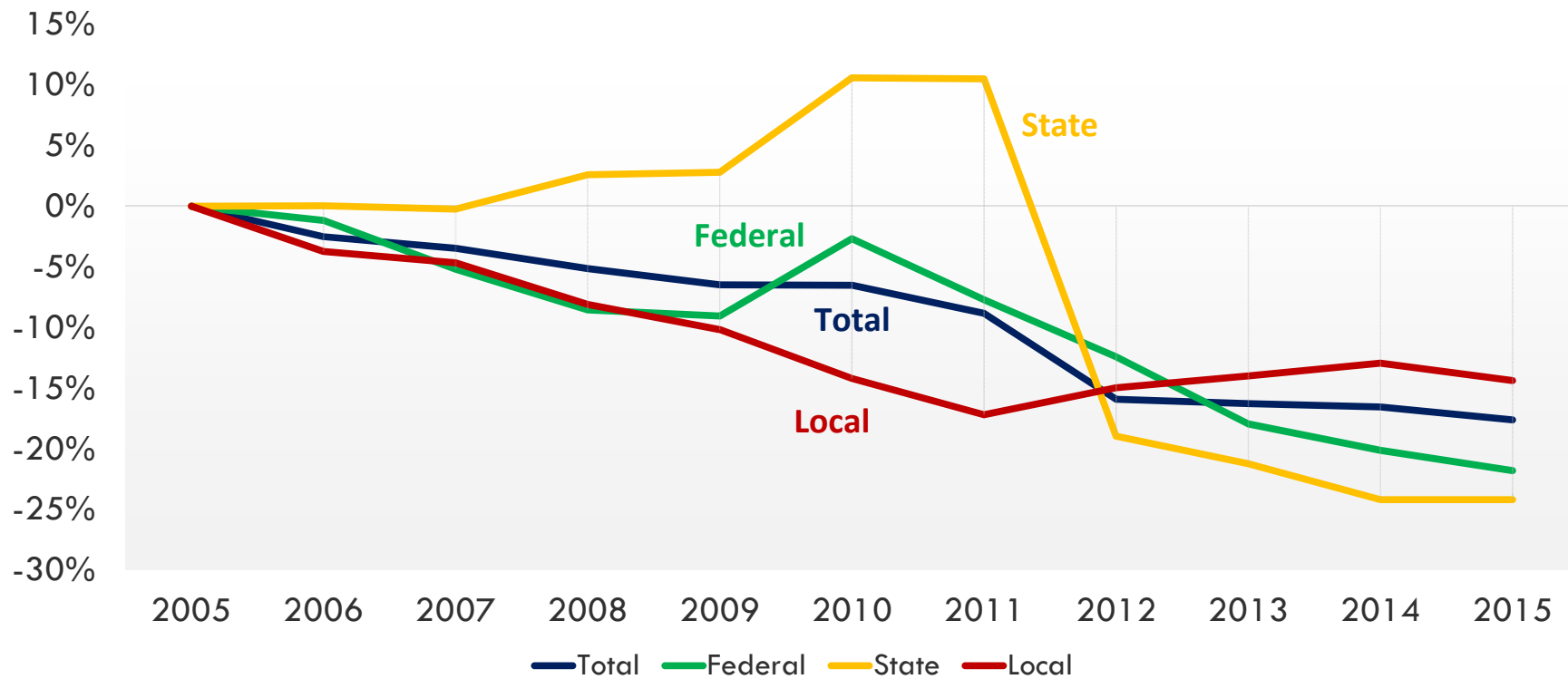
Payroll Jobs Have Steadily Declined in Western UP, since 2000



Most Private Industries Show Job Cuts Since 2000



Total Government Jobs Have Also Trended Downward



Workers Characteristics, 2014

- The majority of workers in Western UP are white (94%).
- Only 1.2% of workers are Hispanic. Room for improvement.
- Very interesting fact is the percent of workers with some college,, an associate's or a bachelor's degree or higher (over 44 percent). This is explained by the high share of government jobs, and particularly in higher education.

Jobs by Worker Race, Educational Attainment, and Sex

	Count	Share
White Alone	24,065	93.6%
Black or African American Alone	526	2.0%
American Indian or Alaska Native Alone	658	2.6%
Asian Alone	168	0.7%
Native Hawaiian or Other Pacific Islander Alone	8	0.0%
Two or More Race Groups	285	1.1%
Jobs by Worker Ethnicity		
Not Hispanic or Latino	25,392	98.8%
Hispanic or Latino	318	1.2%
Jobs by Worker Educational Attainment		
Less than high school	1,686	6.6%
High school or equivalent, no college	7,070	27.5%
Some college or Associate degree	7,252	28.2%
Bachelor's degree or advanced degree	4,258	16.6%
Educational attainment not available (workers aged 29 or younger)	5,444	21.2%
Jobs by Worker Sex		
Male	12,655	49.2%
Female	13,055	50.8%

Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2014

Workers Characteristics Continued, 2014

Interior Flow Job Characteristics (Primary Jobs)		
	Count	Share
Internal Jobs Filled by Residents	21,148	100.0%
Workers Aged 29 or younger	4,156	19.7%
Workers Aged 30 to 54	11,279	53.3%
Workers Aged 55 or older	5,713	27.0%
Workers Earning \$1,250 per month or less	5,900	27.9%
Workers Earning \$1,251 to \$3,333 per month	8,771	41.5%
Workers Earning More than \$3,333 per month	6,477	30.6%
Workers in the "Goods Producing" Industry Class	3,681	17.4%
Workers in "Trade, Transportation, and Utilities"	3,138	14.8%
Workers in the "All Other Services" Industry Class	14,329	67.8%

- In 2014, there were a little over 21,000 jobs in Western UP that were held by the area's residents.
- About 27% of these workers were 55 years old or older, an issue addressed earlier in the population analysis.
- Over 30% of these workers make 3,300+ dollars a month.
- A higher share of workers that commute in Western UP earn 3,300 or more (33%), while their other characteristics mimic the characteristics of those residing and working in the area. The same is true for Western UP residents that commute outside the area to work.

Inflow Job Characteristics (Primary Jobs)		
	Count	Share
Internal Jobs Filled by Outside Workers	4,531	100.0%
Workers Aged 29 or younger	1,285	28.4%
Workers Aged 30 to 54	2,212	48.8%
Workers Aged 55 or older	1,034	22.8%
Workers Earning \$1,250 per month or less	1,492	32.9%
Workers Earning \$1,251 to \$3,333 per month	1,748	38.6%
Workers Earning More than \$3,333 per month	1,291	28.5%
Workers in the "Goods Producing" Industry Class	596	13.2%
Workers in "Trade, Transportation, and Utilities"	1,019	22.5%
Workers in the "All Other Services" Industry Class	2,916	64.4%

Outflow Job Characteristics (Primary Jobs)		
	Count	Share
External Jobs Filled by Residents	7,471	100.0%
Workers Aged 29 or younger	1,821	24.4%
Workers Aged 30 to 54	3,615	48.4%
Workers Aged 55 or older	2,035	27.2%
Workers Earning \$1,250 per month or less	2,307	30.9%
Workers Earning \$1,251 to \$3,333 per month	2,691	36.0%
Workers Earning More than \$3,333 per month	2,473	33.1%
Workers in the "Goods Producing" Industry Class	1,412	18.9%
Workers in "Trade, Transportation, and Utilities"	1,880	25.2%
Workers in the "All Other Services" Industry Class	4,179	55.9%

Source: U. S. Census Bureau, Local Employment Dynamics (LED), 2014

Wage Differentials Across UP Regions

(Hourly - 2014)

Code	Occupational Group	Western	Central	Eastern	State
00-0000	Total all	\$18.14	\$19.33	\$17.29	\$21.70
11-0000	Management (1)	\$36.52	\$36.82	\$39.06	\$49.84
13-0000	Business and Financial Operations	\$23.40	\$25.78	\$21.87	\$31.63
15-0000	Computer and Mathematical (3)	\$29.01	\$27.90	\$22.71	\$34.98
17-0000	Architecture and Engineering	\$26.19	\$29.42	\$30.39	\$37.24
19-0000	Life, Physical, and Social Science	\$23.02	\$28.97	\$25.65	\$28.35
21-0000	Community and Social Services	\$19.57	\$21.14	\$19.75	\$21.50
25-0000	Education, Training, and Library	\$23.58	\$26.47	\$19.16	\$25.88
27-0000	Arts, Design, Entertainment, Sports, and Media	\$19.84	\$14.92	N/A	\$22.91
29-0000	Healthcare Practitioners and Technical (2)	\$32.70	\$34.89	\$29.60	\$35.79
31-0000	Healthcare Support	\$12.99	\$12.14	\$11.51	\$13.35
33-0000	Protective Service	\$16.99	\$23.56	\$22.31	\$20.51
35-0000	Food Preparation and Serving-Related	\$10.59	\$9.44	\$10.19	\$10.06
37-0000	Building and Grounds Cleaning and Maintenance	\$11.83	\$11.27	\$10.84	\$12.57
39-0000	Personal Care and Service	\$11.97	\$10.77	\$10.90	\$11.52
41-0000	Sales and Related	\$12.62	\$15.04	\$12.24	\$17.52
43-0000	Office and Administrative Support	\$14.48	\$14.59	\$13.57	\$16.34
47-0000	Construction and Extraction	\$19.91	\$21.09	\$18.76	\$22.85
49-0000	Installation, Maintenance, and Repair	\$18.58	\$21.40	\$18.09	\$21.05
51-0000	Production	\$15.38	\$17.42	\$16.84	\$17.13
53-0000	Transportation and Material Moving	\$13.80	\$16.05	\$16.83	\$16.31

Top 15 High-paying Careers in Western UP (2014)

Occupation	Hourly Wage				Training
	Western	Central	Eastern	State	
Education Administrators, Postsecondary	\$56.09			\$53.76	Master's degree
General and Operations Managers	\$38.39	\$39.11	\$43.74	\$52.32	Bachelor's degree
First-Line Supervisors of Production Workers	\$28.89	\$25.62		\$28.64	Postsecondary
Registered Nurses	\$27.83	\$27.96	\$28.14	\$32.30	Associate's degree
Sales Representatives, Wholesale and Mfg.	\$27.33	\$26.29		\$30.37	H. S. diploma
Accountants and Auditors	\$25.20	\$27.03		\$32.91	Bachelor's degree
Dental Hygienists	\$23.27	\$32.06		\$28.61	Associate's degree
Postal Service Mail Carriers	\$22.85	\$23.86		\$24.71	H. S. diploma
Patrol Officers	\$21.00	\$25.93		\$27.14	H. S. diploma
First-Line Supervisors of Office	\$20.66	\$20.60	\$19.66	\$24.06	H. S. diploma
Construction Equipment Operators	\$20.38	\$24.62		\$22.50	H. S. diploma
Carpenters	\$19.43	\$18.90	\$16.82	\$21.09	H. S. diploma
Licensed Practical Nurses	\$17.49	\$17.12		\$21.30	Postsecondary
Maintenance and Repair Workers, General	\$17.23	\$16.72	\$14.73	\$17.36	H. S. diploma
Medical Secretaries	\$17.10	\$14.20		\$14.91	H. S. diploma

Bottom 15 Low-paying Careers in Western UP (2014)

Occupation	Hourly Wage				Training
	Western	Central	Eastern	State	
Dishwashers	\$8.37	\$8.31		\$8.94	Less than H. S.
Waiters and Waitresses	\$8.68	\$8.97	\$8.98	\$9.64	Less than H. S.
Cashiers	\$8.71	\$8.96	\$8.89	\$9.89	Less than H. S.
Bartenders	\$8.86	\$9.13		\$9.82	Less than H. S.
Hotel, Motel, and Resort Desk Clerks	\$8.90	\$9.51		\$9.82	H. S. diploma
Cooks, Restaurant	\$9.83	\$9.26	\$10.93	\$10.46	Less than H. S.
Food Preparation Workers	\$10.13	\$9.33		\$10.70	Less than H. S.
Maids and Housekeeping Cleaners	\$10.28	\$9.57	\$9.65	\$10.79	Less than H. S.
Food Preparation and Serving Workers	\$10.41	\$8.79	\$9.71	\$9.01	Less than H. S.
Home Health Aides	\$10.46	\$10.18		\$10.29	Less than H. S.
Stock Clerks and Order Fillers	\$10.59	\$10.79	\$9.74	\$11.77	Less than H. S.
Team Assemblers	\$11.00	\$14.24		\$16.13	H. S. diploma
Laundry and Dry-Cleaning Workers	\$11.08	\$10.85	\$8.79	\$10.53	Less than H. S.
Security Guards	\$11.23	\$11.48		\$12.53	H. S. diploma
Receptionists and Information Clerks	\$11.31	\$12.35	\$10.80	\$12.99	H. S. diploma

Occupational Employment Forecast

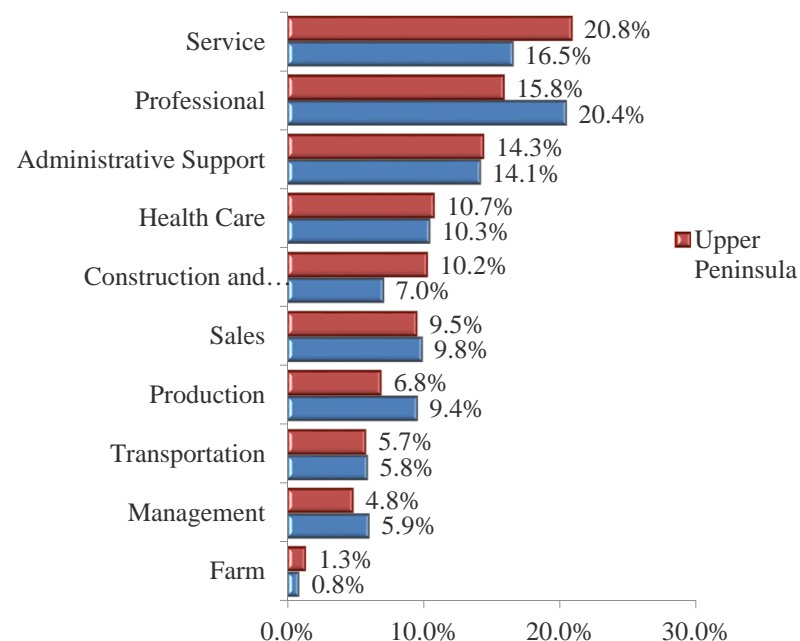


Michigan Upper Peninsula

2012 - 2022

About Half of the Upper Peninsula Jobs in 2022 Are Concentrated in Three Job Groups.

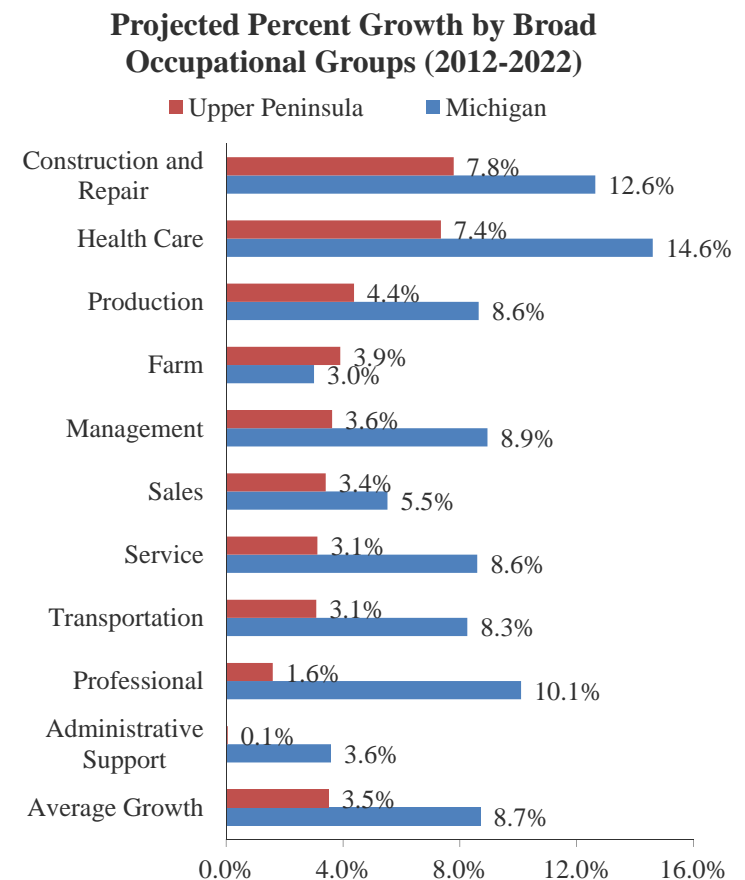
Projected 2022 Distribution of Jobs by Broad Occupational Groups



- Of the roughly 134,790 expected jobs in the Upper Peninsula, about half will be in three major occupational groups:
 - Service – at 20.8% (almost flat from 2012), is the first largest occupational category in terms of total jobs. It includes occupations in protective services, food preparation and servicing, building and grounds cleaning and maintenance, and personal care services.
 - Professional – is the second largest occupational group with 15.8% of total jobs, four tenths of a percentage point below the group's share in the 2012 total occupational employment. This group includes a diverse set of jobs, such as business, computer, technical, science, social service, and education positions.
 - Administrative Support – contributes about 14.3% of the region's employment in 2022 (14.8% in 2012). This occupational group includes some of the largest single occupations such as bookkeepers, secretaries and office clerks.
 - The group of Healthcare services is the fourth largest employer at 10.7% share of employment in 2022 (10.3% in 2012). Just like for the state and the nation, many health careers in the UP are forecast to show strong growths.

Occupational Growth Rates in the Upper Peninsula Are Projected to Be Below Statewide Average.

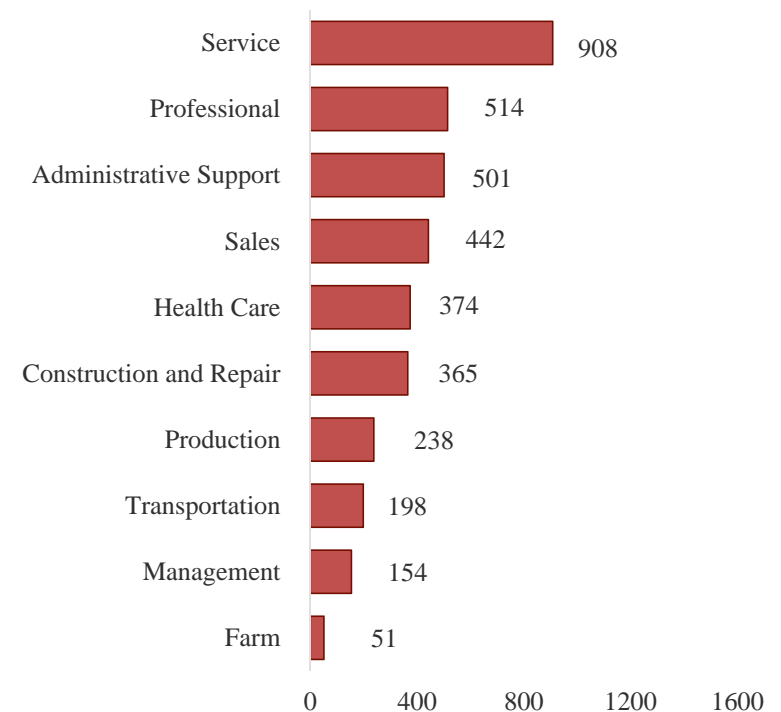
- With the exception of Farming, employment in all other occupational groups in the UP is projected to grow below statewide average over the next six years to 2022.
- Three groups of occupations are expected to create over 60 percent of the 4,500 new jobs due to growth in the UP.
 - Construction and Repair will contribute about 995 new positions (or +22.1 percent). This group encompasses not only construction laborers but also electricians, powerline repairs, plumbers, roofers, and many other careers in specialty trade contractors.
 - Equally important is the Healthcare occupational group, which is projected to add about 990 new jobs (or +22.0 percent). The new jobs will include practitioners (physicians, surgeons, dentists, etc.), technicians (RN, LPN, physician assistants, etc.), as well as support staff (home health aides, medical assistants, etc.).
 - Service is the third largest group in the UP, projected to create 850 new jobs (or +18.9 percent). This group includes many occupations in the gambling, hotel, recreation, and restaurant industries which are predominant in the Upper Peninsula.



Occupations with Large Employment Base Create More Openings Out of the Need to Replace Workers

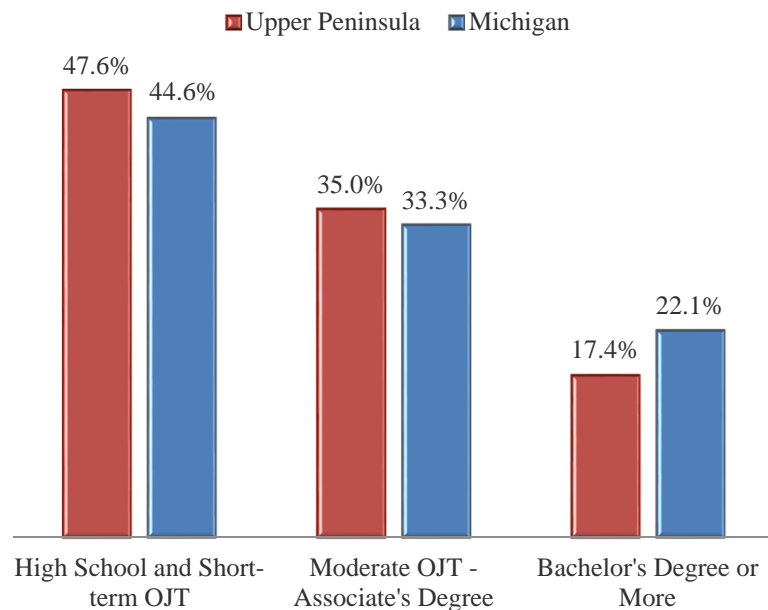
- In general, the top several occupational groups will add the most jobs simply because of their size. But some of these job categories also have above average rates of growth.
- In the Upper Peninsula region, about 17 percent of annual openings are expected to come from employment expansion, while the remaining 83 percent will be from the need to replace workers who leave their jobs for various economic reasons (e.g., retirement, out-migration, etc.) .

Projected Annual Openings by Broad Occupational Groups (2012 – 2022)



Nearly Half of Jobs In the Upper Peninsula Will Require a H.S. Degree, with No Training.

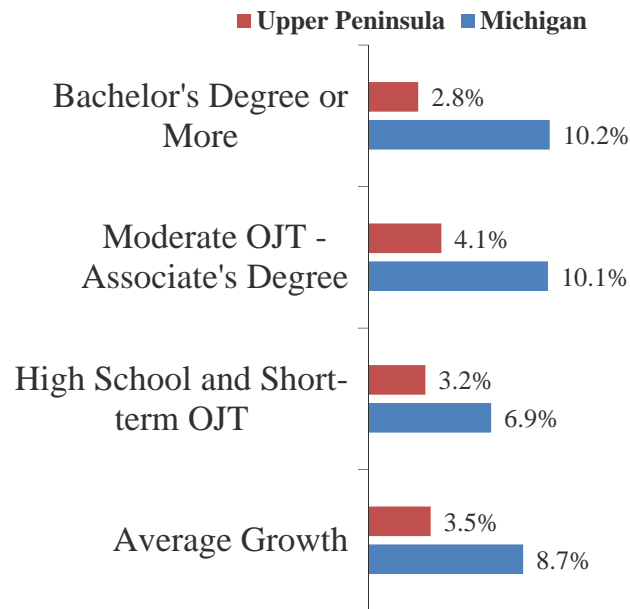
Projected 2022 Occupational Employment by Education (Share of Total)



- By 2022, close to 48 percent of Upper Peninsula jobs will still need only a high school or less, with short-term to no on-the-job training (same share as in 2012). These occupations have a large employment base and will create jobs through the need to replace workers.
- Just like in 2012, a third of the area's jobs will require an Associate's degree, a post-secondary training, some college with no degree, a high school diploma or less accompanied with an extended period (six months or more) of apprenticeship and/or on-the-job training in 2022. Many health and constructions careers are in this group and are associated with long-run employment growth, high earnings, and low unemployment status.
- It is indeed important that workers obtain additional training in order to keep their skills current. Higher technology in the workplace and higher productivity requirements will require a higher skilled, more flexible workforce.

Slower Projected 2022 Growth in the Upper Peninsula than Statewide for Every Educational Group.

Projected Occupational Growth by Education



- Above regional average growth for jobs requiring an Associate's degree or six months or more of on-the-job training.
 - ▣ Jobs in this educational group will grow by 4.1 percent, faster than the overall growth average of 3.5 percent. Within this group, those requiring an Associate's degree will grow fastest. That includes rapid-advancing healthcare careers such as RN and LPN.
- Many careers requiring a HS diploma or less, with short-term to no training are expected to grow at regional average pace.
 - ▣ The UP being a touristic destination, many jobs related to this industry cluster such as hotel clerks, waiters and waitresses, casino workers, etc. are expected to show steady growth, as the state's economy continues to recover and leisure consumption rises.

Upper Peninsula's High-Demand and High-Wage Occupations Are Mixed in Terms of Educational Requirements.

- High-demand, high-wage occupations are jobs that demonstrate a favorable mix of long-term job growth, annual openings from both growth and replacement, and median wages.
- The size of the bubble on the chart represent the total number of projected annual openings. For instance, Registered Nurses (occupation J on the chart) will generate the highest number of annual openings but mostly due to the need to replace workers (about 59 annually). In fact, this occupation will create only 18 openings due to growth annually. On the other hand, Market Research Analysts (occupation F) is small but will create many openings due to growth annually (10 to 4 due to replacement).
- In general, occupations with large employment base create many job openings due to the need to replace workers.
- Also, the pay level is directly correlated with the level of formal education and/or the length of job training or apprenticeship.

Annual Openings, Growth Rate, and Hourly Wage for High-Demand, High-Wage Occupations



Occupation		Occupation	
A	Accountants and Auditors	F	Market Research Analysts and Marketing Specialists
B	Civil Engineers	G	Mechanical Engineers
C	Dental Hygienists	H	Medical and Health Services Managers
D	First-Line Supervisors of Construction Trades and Extraction Workers	I	Physical Therapists
E	General and Operations Managers	J	Registered Nurses



QUESTIONS

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