

**ANNUAL PLANNING INFORMATION REPORT  
NORTHWEST MICHIGAN COUNCIL OF GOVERNMENTS  
Planning Year 2009**

Prepared by

**MICHIGAN DEPARTMENT OF ENERGY,  
LABOR & ECONOMIC GROWTH  
Bureau of Labor Market Information and Strategic Initiatives**

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## **Preface**

The Annual Planning Information Report, published by the Michigan Department of Energy, Labor & Economic Growth (DELEG), Bureau of Labor Market Information and Strategic Initiatives, is an attempt to fulfill many of the data needs required by local planners. An Annual Planning Information Report is prepared for each of the state's 25 Michigan Works Agencies (MWA). Data prepared by the DELEG along with information from other agencies has been published in the report in order to facilitate the local planning process.

This information was developed to meet current planning guidelines and is the most comprehensive program year data currently available. The Bureau of Labor Market Information and Strategic Initiatives staff utilized various data resources to estimate or project area planning information. In order to facilitate the use of this package, a glossary of terms section is included. Data limitations, interpretation and application are discussed in the table description section. User questions and suggestions are welcome.



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## **POPULATION**

The understanding of general population trend indicators is essential for human resource planning and development. Characteristics of the general population are a function of the special populations addressed in most human resource programs and have important implications for both current and future employment and training policy. The size and age distribution of an area's population has a major influence on its labor supply.

**Table 1: Population Trends – 2000 – 2008 – Northwest Michigan MWA**

Area	2000	2008	2000 - 2008 Numeric Change	2000 - 2008 Percent Change
<b>Northwest Michigan MWA</b>	<b>281,468</b>	<b>297,210</b>	<b>15,742</b>	<b>5.6</b>
Antrim County	23,110	24,109	999	4.3
Benzie County	15,998	17,396	1,398	8.7
Charlevoix County	26,090	25,936	-154	-0.6
Emmet County	31,437	33,535	2,098	6.7
Grand Traverse County	77,654	86,071	8,417	10.8
Kalkaska County	16,571	17,066	495	3.0
Leelanau County	21,119	21,783	664	3.1
Manistee County	24,527	24,640	113	0.5
Missaukee County	14,478	15,001	523	3.6
Wexford County	30,484	31,673	1,189	3.9
<b>Michigan</b>	<b>9,938,444</b>	<b>10,003,422</b>	<b>64,978</b>	<b>0.7</b>
<b>United States</b>	<b>281,421,906</b>	<b>304,059,724</b>	<b>22,637,818</b>	<b>8.0</b>

Source: U.S. Bureau of the Census

**Table 2: Population Change by Demographic Group – 1990 – 2000 – Northwest Michigan MWA**

Demographic Group	1990	2000	1990 - 2000 Percent Change
<b>Total Population</b>	<b>230,962</b>	<b>281,468</b>	<b>21.9</b>
<b>Age</b>			
14-18	15,786	21,178	34.2
19-21	7,991	8,586	7.4
22-54	102,975	127,037	23.4
55-64	21,586	29,093	34.8
65 Plus	33,369	42,172	26.4
<b>Sex</b>			
Male	112,989	139,351	23.3
Female	117,973	142,117	20.5
<b>Race/Ethnic</b>			
White	226,077	270,351	19.6
Black/African Am.	579	1,161	100.5
Native American	3,070	4,123	34.3
Asian/Pac Islander	721	1,074	49.0
Some Other Race	515	1,386	169.1
Two or More Races	1,776	4,180	135.4
Hispanic	112,989	139,351	23.3

Source: U.S. Bureau of the Census

**Table 3: Population by Demographic Group - 2000 - Northwest Michigan MWA**

<b>Demographic Group</b>	<b>2000</b>	<b>Percent Distribution</b>
<b>Total Population</b>	<b>281,468</b>	<b>100.0</b>
<b>Age</b>		
14-18	21,178	7.5
19-21	8,586	3.1
22-54	127,037	45.1
55-64	29,093	10.3
65 Plus	42,172	15.0
<b>Sex</b>		
Male	139,351	49.5
Female	142,117	50.5
<b>Race/Ethnic</b>		
White	270,351	96.1
Black/African Am.	1,161	0.4
Native American	4,123	1.4
Asian/Pac Islander	1,074	0.4
Some Other Race	1,386	0.5
Two or More Races	3,373	1.2
Hispanic	4,180	1.5

Source: U.S. Bureau of the Census

## **LABOR FORCE**

Changes in the size of the civilian labor force and its component parts of employed and unemployed follow trends in population and economic development. Labor force information can be used by human resource planners to gauge the number of individuals experiencing unemployment problems and to increase the responsiveness of training programs to changing conditions. Strong labor force growth rates are increasingly important to ensure adequate local labor supply.

**Table 4: Labor Force Trends – 2004 – 2008 – Northwest Michigan MWA**

Area	2004	2006	2008	2004 - 2008 Percent Change
<b>Northwest Michigan MWA</b>	<b>155,450</b>	<b>159,175</b>	<b>156,100</b>	<b>0.4</b>
Antrim County	12,000	12,000	11,825	-1.5
Benzie County	8,875	9,175	8,950	0.8
Charlevoix County	14,150	14,300	13,975	-1.3
Emmet County	19,775	20,000	20,000	1.1
Grand Traverse County	47,425	49,225	48,725	2.7
Kalkaska County	8,675	8,900	8,650	-0.3
Leelanau County	11,450	11,600	11,250	-1.8
Manistee County	11,775	12,300	11,750	-0.2
Missaukee County	6,700	6,725	6,450	-3.9
Wexford County	14,625	14,950	14,525	-0.7
<b>Michigan</b>	<b>5,043,000</b>	<b>5,068,000</b>	<b>4,936,000</b>	<b>-2.1</b>
<b>United States</b>	<b>147,401,000</b>	<b>151,428,000</b>	<b>154,287,000</b>	<b>4.7</b>

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 5: Employment Trends – 2004 – 2008 – Northwest Michigan MWA**

Area	2004	2006	2008	2004 - 2008 Percent Change
<b>Northwest Michigan MWA</b>	<b>143,975</b>	<b>147,850</b>	<b>142,050</b>	<b>-1.3</b>
Antrim County	11,050	11,075	10,675	-3.5
Benzie County	8,200	8,475	8,125	-0.9
Charlevoix County	13,050	13,225	12,550	-4.0
Emmet County	18,175	18,325	17,950	-1.3
Grand Traverse County	44,350	46,300	45,000	1.4
Kalkaska County	8,000	8,200	7,875	-1.6
Leelanau County	10,825	11,025	10,550	-2.6
Manistee County	10,725	11,275	10,675	-0.5
Missaukee County	6,175	6,200	5,775	-6.9
Wexford County	13,425	13,750	12,875	-4.3
<b>Michigan</b>	<b>4,687,000</b>	<b>4,719,000</b>	<b>4,519,000</b>	<b>-3.6</b>
<b>United States</b>	<b>139,252,000</b>	<b>144,427,000</b>	<b>145,362,000</b>	<b>4.4</b>

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 6: Unemployment Rates (Percent) – 2002 – 2008- Northwest Michigan MWA**

Area	2002	2004	2006	2008	2002 - 2008 Rate Change
<b>Northwest Michigan MWA</b>	<b>6.6</b>	<b>7.4</b>	<b>7.1</b>	<b>9.0</b>	<b>2.4</b>
Antrim County	7.1	8.0	7.7	9.7	2.6
Benzie County	6.9	7.6	7.6	9.2	2.3
Charlevoix County	7.2	7.7	7.6	10.2	3.0
Emmet County	7.1	8.0	8.4	10.2	3.1
Grand Traverse County	5.6	6.5	5.9	7.6	2.0
Kalkaska County	7.7	7.8	7.7	9.0	1.3
Leelanau County	4.8	5.4	5.0	6.2	1.4
Manistee County	7.5	8.7	8.3	9.1	1.6
Missaukee County	7.3	7.9	7.6	10.7	3.4
Wexford County	7.7	8.3	8.0	11.3	3.6
<b>Michigan</b>	<b>6.2</b>	<b>7.1</b>	<b>6.9</b>	<b>8.4</b>	<b>2.2</b>
<b>United States</b>	<b>5.8</b>	<b>5.5</b>	<b>4.6</b>	<b>5.8</b>	<b>0.0</b>

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 7: Civilian Labor Force by Demographic Group – 2000 - Northwest Michigan MWA**

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total</b>	<b>140,604</b>	<b>132,332</b>	<b>8,272</b>	<b>5.9</b>
<b>Male 16+</b>	<b>74,850</b>	<b>70,225</b>	<b>4,625</b>	<b>6.2</b>
16-19	4,383	3,743	640	14.6
20-24	5,747	5,208	539	9.4
25-54	53,342	50,726	2,616	4.9
55-64	8,529	7,950	579	6.8
65 Plus	2,849	2,598	251	8.8
<b>Female 16+</b>	<b>65,754</b>	<b>62,107</b>	<b>3,647</b>	<b>5.5</b>
16-19	4,207	3,637	570	13.5
20-24	5,399	4,951	448	8.3
25-54	47,202	45,137	2,065	4.4
55-64	6,841	6,526	315	4.6
65 Plus	2,105	1,856	249	11.8
<b>Race/Sex</b>				
White Male	72,343	67,941	4,402	6.1
White Female	63,378	60,003	3,375	5.3
Black Male	143	135	8	5.6
Black Female	72	61	11	15.3
Asian Male	1,052	931	121	11.5
Asian Female	1,099	989	110	10.0
Other Male	175	168	7	4.0
Other Female	215	198	17	7.9
Hispanic Male	1,137	1,050	87	7.7
Hispanic Female	990	856	134	13.5

Source: U.S. Bureau of the Census

## **INDUSTRY EMPLOYMENT**

The industrial distribution of jobs has implications for a region’s income potential and is an indicator of regional economic diversification. Identifying a region’s high growth industries provides clues to sources of new area jobs and has implications for program planning.

**Table 8: Private Industry Employment Trends - 2005 - 2008 – Northwest Michigan MWA**

<b>Industry</b>	<b>Second Quarter 2005 Employment</b>	<b>Second Quarter 2008 Employment</b>	<b>2005 – 2008 Percent Change</b>
<b>Total Employment</b>	<b>102,001</b>	<b>98,117</b>	<b>-3.8</b>
Natural Resources & Construction	10,617	8,955	-15.6
Manufacturing	16,923	15,482	-8.5
Trade, Transportation & Utilities	22,198	21,021	-5.3
Information	17,597	16,569	-5.8
Financial Activities	2,404	2,232	-7.1
Professional & Business Services	1,745	1,715	-1.7
Educational & Health Services	4,864	4,873	0.2
Leisure & Hospitality	9,222	8,952	-2.9
Other Services	16,041	17,085	6.5

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives  
Quarterly Census of Employment and Wages – ES 202

**Table 9: Top Ten Private Industry Employers – Second Quarter 2008 - Northwest Michigan MWA**

<b>Industry</b>	<b>Number</b>	<b>Percent of Total</b>
Food Services and Drinking Places	9,844	10.0
Hospitals	6,376	6.5
Ambulatory Health Care Services	5,689	5.8
Accommodation	4,862	5.0
Specialty Trade Contractors	4,314	4.4
Administrative and Support Services	4,057	4.1
Professional, Scientific, and Technical	3,995	4.1
Food and Beverage Stores	3,366	3.4
General Merchandise Stores	3,218	3.3
Transportation Equipment Manufacturing	3,025	3.1

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 10: Top Ten Industries by Percent Job Growth - Second Quarter 2005 - 2008 - Northwest Michigan**

<b>Industry</b>	<b>Numeric Growth</b>	<b>Percent Growth</b>
Miscellaneous Manufacturing	208	70.1
Support Activities for Agriculture and Forestry	78	58.6
Private Households	80	53.8
Animal Production	87	53.8
Support Activities for Mining	208	35.7
Rental and Leasing Services	92	21.9
Social Assistance	153	13.1
Educational Services	181	12.5
Clothing and Clothing Accessories Stores	112	9.6
Hospitals	394	6.6

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 11: Declining Industries – Second Quarter 2005 - 2008 - Northwest Michigan MWA**

<b>Industry</b>	<b>Second Quarter 2005 Employment</b>	<b>Second Quarter 2008 Employment</b>	<b>2005 – 2008 Numeric Change</b>	<b>2005 – 2008 Percent Change</b>
Construction of Buildings	2,809	1,859	-950	-33.8
Whsl. Elec. Markets and Brokers	436	325	-111	-25.5
Miscellaneous Store Retailers	1,188	904	-284	-23.9
Transportation Equipment	3,924	3,025	-899	-22.9
Primary Metal Manufacturing	974	753	-221	-22.7
Specialty Trade Contractors	5,352	4,314	-1,038	-19.4
Building Material and Garden	2,428	1,971	-457	-18.8
Plastics and Rubber Products	2,333	1,932	-400	-17.2
Utilities	692	600	-92	-13.3
Repair and Maintenance	1,212	1,083	-129	-10.7

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

## **LABOR SUPPLY**

The availability of labor is a key regional economic factor. A sufficient supply of skilled labor is necessary for continued economic development, as firms locate or expand in a region. Potential labor supply is derived from several sources, including current workers, the unemployed, recent graduates entering the work force, and persons reentering the work force seeking employment.

**Table 12: Number of Unemployed - 2007 - 2008 - Northwest Michigan MWA**

<b>Area</b>	<b>2007</b>	<b>2008</b>	<b>2007 – 2008 Percent Change</b>
<b>Northwest Michigan MWA</b>	<b>12,000</b>	<b>14,050</b>	<b>17.1</b>
Antrim County	950	1,150	21.1
Benzie County	725	825	13.8
Charlevoix County	1,225	1,425	16.3
Emmet County	1,775	2,025	14.1
Grand Traverse County	3,200	3,725	16.4
Kalkaska County	700	775	10.7
Leelanau County	625	700	12.0
Manistee County	1,000	1,075	7.5
Missaukee County	550	700	27.3
Wexford County	1,250	1,650	32.0
<b>Michigan</b>	<b>357,000</b>	<b>416,000</b>	<b>16.5</b>
<b>United States</b>	<b>7,078,000</b>	<b>8,924,000</b>	<b>26.1</b>

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 13: High School Graduates in Michigan by County – 2004 - 2005 & 2005 - 2006 School Years**

County	2004 - 2005 School Year	2005 – 2006 School Year	County	2004 - 2005 School Year	2005 - 2006 School Year
Alcona	64	61	Lake	33	39
Alger	98	102	Lapeer	1,023	1,025
Allegan	1,255	1,288	Leelanau	192	211
Alpena	341	388	Lenawee	1,191	1,288
Antrim	316	313	Livingston	2,003	1,978
Arenac	221	196	Luce	67	66
Baraga	86	92	Mackinaw	119	118
Barry	576	553	Macomb	8,427	8,727
Bay	1,179	1,157	Manistee	257	251
Benzie	167	172	Marquette	650	688
Berrien	1,713	1,768	Mason	377	404
Branch	451	458	Mecosta	430	445
Calhoun	1,328	1,514	Menominee	287	265
Cass	416	460	Midland	1,102	1,066
Charlevoix	328	293	Missaukee	167	155
Cheboygan	293	281	Monroe	1,666	1,704
Chippewa	375	381	Montcalm	799	862
Clare	358	331	Montmorency	95	62
Clinton	769	780	Muskegon	1,910	1,899
Crawford	155	136	Newaygo	617	678
Delta	513	507	Oakland	12,776	13,448
Dickinson	350	346	Oceana	293	249
Eaton	1,145	1,173	Ogemaw	210	180
Emmet	428	402	Ontonagon	76	85
Genesee	4,423	4,746	Osceola	346	352
Gladwin	249	251	Oscoda	86	106
Gogebic	181	186	Otsego	286	340
Grand Traverse	960	1,026	Ottawa	2,813	2,849
Gratiot	497	574	Presque Isle	175	148
Hillsdale	463	423	Roscommon	224	265
Houghton	428	392	Saginaw	1,783	2,081
Huron	457	435	St. Clair	1,825	1,748
Ingham	2,993	2,952	St. Joseph	681	771
Ionia	783	768	Sanilac	618	555
Iosco	395	368	Schoolcraft	77	80
Iron	142	127	Shiawassee	926	969
Isabella	447	388	Tuscola	741	799
Jackson	1,494	1,662	Van Buren	1,086	1,141
Kalamazoo	1,946	2,214	Washtenaw	3,064	3,323
Kalkaska	190	171	Wayne	17,469	19,001
Kent	5,830	5,906	Wexford	356	432
Keweenaw	0	0	Michigan	102,126	106,594

Source: Michigan Department of Education

**Table 14: Community College Graduates in Michigan by County - 2005 - 2006 & 2006 - 2007 School Years**

County	2005 - 2006 School Year	2006 - 2007 School Year	County	2005 - 2006 School Year	2006 - 2007 School Year
Alcona	---	---	Lake	---	---
Alger	---	---	Lapeer	---	---
Allegan	---	---	Leelanau	---	---
Alpena	331	350	Lenawee	---	---
Antrim	---	---	Livingston	---	---
Arenac	---	---	Luce	---	---
Baraga	---	---	Mackinaw	---	---
Barry	---	---	Macomb	2,924	2,936
Bay	---	---	Manistee	---	---
Benzie	---	---	Marquette	---	---
Berrien	300	335	Mason	195	193
Branch	---	---	Mecosta	---	---
Calhoun	999	960	Menominee	---	---
Cass	319	278	Midland	---	---
Charlevoix	---	---	Missaukee	---	---
Cheboygan	---	---	Monroe	469	513
Chippewa	---	---	Montcalm	226	295
Clare	268	410	Montmorency	---	---
Clinton	---	---	Muskegon	521	402
Crawford	---	---	Newaygo	---	---
Delta	395	392	Oakland	2,026	2,036
Dickinson	---	---	Oceana	---	---
Eaton	---	---	Ogemaw	---	---
Emmet	280	283	Ontonagon	---	---
Genesee	1,140	1,316	Osceola	---	---
Gladwin	---	---	Oscoda	---	---
Gogebic	170	183	Otsego	---	---
Grand Traverse	462	490	Ottawa	---	---
Gratiot	---	---	Presque Isle	---	---
Hillsdale	---	---	Roscommon	368	304
Houghton	---	---	Saginaw	1,686	1,817
Huron	---	---	St. Clair	1,256	1,375
Ingham	2,546	2,498	St. Joseph	228	237
Ionia	---	---	Sanilac	---	---
Iosco	---	---	Schoolcraft	---	---
Iron	---	---	Shiawassee	---	---
Isabella	---	---	Tuscola	---	---
Jackson	700	643	Van Buren	---	---
Kalamazoo	1,008	1,146	Washtenaw	1,899	2,041
Kalkaska	---	---	Wayne	2,995	2,936
Kent	1,545	1,565	Wexford	---	---
Keweenaw	---	---	Michigan	25,256	25,934

Source: Michigan Department of Education

**Table 15: Talent Bank Applicants – Fourth Quarter 2008 – Northwest Michigan MWA**

<b>Occupational Group</b>	<b>Applicants</b>	<b>Percent Distribution</b>
<b>Total, All Occupations</b>	<b>21,862</b>	<b>100.0</b>
Management	2,375	10.9
Business and Financial Operations	421	1.9
Computer and Mathematical	114	0.5
Architecture and Engineering	406	1.9
Life, Physical, and Social Science	40	0.2
Community and Social Services	157	0.7
Legal	56	0.3
Education, Training, and Library	220	1.0
Arts, Design, Entertainment, Sports, and Media	346	1.6
Healthcare Practitioners and Technical	262	1.2
Healthcare Support	865	4.0
Protective Service	431	2.0
Food Preparation and Serving Related	2,198	10.1
Building and Grounds Cleaning and Maintenance	2,290	10.5
Personal Care and Service	317	1.5
Sales and Related	1,810	8.3
Office and Administrative Support	2,424	11.1
Farming, Fishing, and Forestry	191	0.9
Construction and Extraction	2,726	12.5
Installation, Maintenance, and Repair	631	2.9
Production	2,128	9.7
Transportation and Material Moving	1,454	6.7

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

## **OCUPATIONAL OUTLOOK**

Occupational demand forecasts are a critical information source for human resource planning and development. Forecasts allow the identification of growth or declining occupations and expected levels of annual job openings by occupation. Favorable high demand, high wage occupations can be targeted for training program design and job placement.

**Table 16: Employment Forecast By Major Occupational Category - 2006 - 2016 – Northwest Michigan MWA**

Occupational Category	2006	2016	Employment Growth	
			Number	Percent
<b>Total, All Occupations</b>	<b>145,840</b>	<b>160,250</b>	<b>14,410</b>	<b>9.9</b>
Management	7,745	8,095	350	4.5
Professional	20,215	22,700	2,485	12.3
Health Care	11,675	14,310	2,635	22.6
Service	27,490	30,810	3,320	12.1
Sales	18,380	20,035	1,655	9.0
Administrative Support	21,475	23,270	1,795	8.3
Farming, Forestry, and Fishing	2,345	2,295	-50	-2.1
Construction and Repair	14,535	16,010	1,475	10.1
Production	13,490	13,850	360	2.7
Transportation	8,495	8,865	370	4.4

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 17: Annual Job Openings by Major Occupational Category - 2006 - 2016 – Northwest Michigan MWA**

Occupations	Total Openings	Growth	Replacement
<b>Total, All Occupations</b>	<b>4,810</b>	<b>1,545</b>	<b>3,265</b>
Management	179	40	139
Professional	658	254	404
Health Care	446	265	181
Service	1,091	333	758
Sales	725	171	554
Administrative Support	680	216	464
Farming, Forestry, and Fishing	58	2	56
Construction and Repair	394	150	244
Production	340	68	272
Transportation	241	49	192

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 18: Fastest Growing Occupations - 2006 - 2016 - Northwest Michigan MWA**

Occupations	Employment Change	
	Number	Percent
Medical Assistants	225	39.6
Network Systems & Data Comm Analysts	85	36.9
Home Health Aides	180	36.7
Dental Hygienists	75	29.7
Customer Service Representatives	455	28.7
Pharmacy Technicians	95	27.7
Dental Assistants	90	27.5
Registered Nurses	730	25.8
Emergency Medical Tech & Paramedics	100	22.7
Receptionists & Information Clerks	245	21.1

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 19: Occupations with Largest Numeric Growth - 2006 - 2016 - Northwest Michigan MWA**

Occupations	Employment Change	
	Number	Percent
Retail Salespersons	750	12.5
Registered Nurses	730	25.8
Office Clerks, General	475	13.5
Customer Service Representatives	455	28.7
Landscaping & Groundskeeping Workers	350	17.0
Nursing Aides, Orderlies, & Attendants	340	16.5
Combined Food Prep/Serv Wrkr, Inc Fast Fd	340	15.0
Janitor/Cleaner, Ex Maid/Housekeep Cleaners	315	13.2
Bookkeeping/Accounting/Auditing Clerks	280	11.9
Teachers & Instructors, General	275	14.1

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 20: High Demand – High Wage Occupations – 2006 – 2016 - Northwest Michigan MWA**

Occupations	Growth Rate	Annual Openings	Wages
Registered Nurses	25.8	120	\$26.44
Physical Therapists	32.5	10	\$34.88
Dental Hygienists	29.7	13	\$29.50
Industrial Engineers	24.4	14	\$28.70
Network Systems & Data Comm Analysts	36.9	13	\$25.05
Accountants and Auditors	16.2	33	\$33.46
Cost Estimators	19.8	17	\$27.49
Civil Engineers	19.2	12	\$30.03
Lawyers	16.3	16	\$28.55
Customer Service Representatives	28.7	90	\$13.20

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 21: High Growth Jobs with at Least a Bachelor’s Degree – 2006 – 2016 – Northwest Michigan**

<b>Occupations</b>	<b>Numeric Job Growth</b>	<b>Percent Job Growth</b>	<b>Hourly Wage</b>
Accountants and Auditors	155	16.2	\$33.46
Elementary School Teachers, Ex Special Ed	100	9.0	N.A.
Insurance Sales Agents	90	18.3	N.A.
Physicians and Surgeons	85	20.0	N.A.
Network Systems & Data Comm Analysts	85	36.9	\$25.05
Cost Estimators	80	19.8	\$27.49
Lawyers	70	16.3	\$28.55
Industrial Engineers	70	24.4	\$28.70
Physical Therapists	65	32.5	\$34.88
Instructional Coordinators	55	24.1	\$28.03

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 22: High Growth Jobs with an Associate’s Degree or Work Experience-2006-2016-Northwest Michigan**

<b>Occupations</b>	<b>Numeric Job Growth</b>	<b>Percent Job Growth</b>	<b>Hourly Wage</b>
Registered Nurses	730	25.8	\$26.44
Nursing Aides, Orderlies, & Attendants	340	16.5	\$12.31
First-Line Sup/Mgrs of Retail Sales Wrkrs	185	8.4	\$17.39
Executive Secretaries & Admin Assistants	130	12.8	\$16.72
Sales Reps, Whlsl/Mfg, Ex Tech/Sc Product	105	9.9	\$27.40
Emergency Medical Tech & Paramedics	100	22.7	\$13.81
Automotive Service Technicians/Mechanics	90	10.2	\$16.78
Gaming Dealers	80	20.6	\$8.82
First-Line Sup/Mgrs: Food Prep/Serv Wrkrs	80	8.3	\$16.76
Dental Hygienists	75	29.7	\$29.50

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives

**Table 23: High Growth Jobs with at Least Moderate OJT Training – 2006 – 2016 - Northwest Michigan**

<b>Occupations</b>	<b>Numeric Job Growth</b>	<b>Percent Job Growth</b>	<b>Hourly Wage</b>
Customer Service Representatives	455	28.7	\$13.20
Bookkeeping/Accounting/Auditing Clerks	280	11.9	\$14.75
Carpenters	255	11.8	\$18.04
Medical Assistants	225	39.6	\$13.57
Truck Drivers, Heavy & Tractor-Trailer	180	9.3	\$17.98
Construction Laborers	160	12.1	\$16.22
Team Assemblers	160	7.2	\$12.86
Cooks, Restaurant	125	10.9	\$10.13
Maintenance & Repair Workers, General	100	8.4	\$14.08
Pharmacy Technicians	95	27.7	\$12.43

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives



**APPENDICES**

**Table 24: Population Living Below the Poverty Level - 1999 - Northwest Michigan MWA**

	<b>Total</b>	<b>White</b>	<b>Black</b>	<b>Native American</b>	<b>Asian Pacific Islander</b>	<b>Some Other Race</b>	<b>Two or More Races</b>	<b>Hispanic</b>
<b>Total</b>	<b>21,851</b>	<b>20,410</b>	<b>69</b>	<b>616</b>	<b>148</b>	<b>174</b>	<b>434</b>	<b>610</b>
15	443	389	8	30	0	5	11	10
16-17	771	712	0	36	0	3	20	24
18-24	2,635	2,418	8	64	22	62	61	174
25-34	2,378	2,167	0	101	36	31	43	118
35-44	2,971	2,819	5	58	14	13	62	34
45-54	2,216	2,107	6	63	5	10	25	22
55-64	2,219	2,118	2	64	0	3	32	18
65+	2,731	2,681	0	31	2	2	15	26
<b>Male</b>	<b>9,331</b>	<b>8,654</b>	<b>27</b>	<b>294</b>	<b>76</b>	<b>90</b>	<b>190</b>	<b>292</b>
15	249	202	8	26	0	5	8	8
16-17	412	363	0	28	0	3	18	11
18-24	910	834	0	32	9	28	7	61
25-34	961	867	0	40	13	20	21	52
35-44	1,324	1,257	5	27	10	11	14	23
45-54	973	940	6	18	5	2	2	13
55-64	948	884	2	34	0	2	26	15
65+	825	814	0	2	2	0	7	13
<b>Female</b>	<b>12,520</b>	<b>11,756</b>	<b>42</b>	<b>322</b>	<b>72</b>	<b>84</b>	<b>244</b>	<b>318</b>
15	194	187	0	4	0	0	3	2
16-17	359	349	0	8	0	0	2	13
18-24	1,725	1,584	8	32	13	34	54	113
25-34	1,417	1,300	0	61	23	11	22	66
35-44	1,647	1,562	0	31	4	2	48	11
45-54	1,243	1,167	0	45	0	8	23	9
55-64	1,271	1,234	0	30	0	1	6	3
65+	1,906	1,867	0	29	0	2	8	13

Source: U.S. Bureau of the Census - Census 2000

**Table 25: Disabled Population by Demographic Group – 2000 – Northwest Michigan MWA**

Demographic Group	Persons With a Disability			Disabled Persons Below Poverty Level
	Total	Employed	Not Employed	
<b>Total 16+</b>	<b>45,437</b>	<b>16,919</b>	<b>12,652</b>	<b>5,741</b>
<b>Sex</b>				
Male	22,858	9,742	6,236	2,294
Female	22,579	7,177	6,416	3,447
<b>Age</b>				
16-20	2,416	1,372	1,044	312
21-64	27,155	15,547	11,608	3,942
65+	15,866	N.A.	N.A.	1,487
<b>Race/Ethnic</b>				
White	43,748	16,069	12,057	N.A.
Black	81	23	46	N.A.
Native American	798	414	240	N.A.
Asian/Pacific Island	132	90	35	N.A.
Some Other Race	129	73	36	N.A.
Two or More Races	549	250	238	N.A.
Hispanic	431	211	171	N.A.

Source: U.S. Bureau of the Census

**Table 26: Welfare Registrants – November 2008 – Northwest Michigan MWA**

Demographic Group	Registrants
<b>Total</b>	<b>10,862</b>
<b>Sex</b>	
Male	5,062
Female	5,800
<b>Age</b>	
14-15	0
16-19	1,146
20-21	604
22-44	6,619
45-54	1,969
55-64	524
65+	0
<b>Race/Ethnic</b>	
White	10,211
Black	121
Native American	220
Other	54
Hispanic	256

Source: Michigan Family Independence Agency  
All Assistance Recipients (FIP, FAP) with a Work Requirement

**Table 27: Limited English Proficiency by MWA**

<b>Area</b>	<b>Total</b>
Barry - Branch – Calhoun	1,878
Berrien - Cass - Van Buren	3,470
Capital Area	5,009
City of Detroit	19,904
Thumb Area	1,241
CAMWC	1,189
South Central Michigan	1,803
Kalamazoo - St. Joseph	3,066
Kent – Allegan	15,690
Washtenaw County	4,803
Livingston County	577
Macomb - St. Clair	14,598
Saginaw - Midland – Bay	2,394
Oakland County	20,264
Muskegon – Oceana	2,222
Ottawa County	3,619
Career Alliance	2,335
Southeast Michigan	21,413
Region 7B	529
West Central Michigan	769
Northeast Michigan	531
Northwest Michigan	1,493
Eastern Upper Peninsula	226
Central Upper Peninsula	540
Western Upper Peninsula	395
<b>State of Michigan</b>	<b>129,958</b>

Source: U.S. Bureau of the Census

**Table 28: Private Industry Employment Analysis – Second Quarter 2008 – Northwest Michigan MWA**

NAICS	Industry Title	Number	Percent of Total
	<b>Total, All Industries</b>	<b>98,117</b>	<b>100.0</b>
111	Crop Production	613	0.6
112	Animal Production	250	0.3
113	Forestry and Logging	151	0.2
114	Fishing, Hunting and Trapping	P	P
115	Agriculture and Forestry Support Activities	212	0.2
211	Oil and Gas Extraction	126	0.1
212	Mining, Except Oil and Gas	41	0.0
213	Support Activities for Mining.	791	0.8
221	Utilities	600	0.6
236	Construction of Buildings	1,859	1.9
237	Heavy and Civil Engineering Construction	596	0.6
238	Specialty Trade Contractors	4,314	4.4
311	Food Manufacturing	1,698	1.7
312	Beverage and Tobacco Product Manufacturing	241	0.2
313	Textile Mills	P	P
314	Textile Product Mills	301	0.3
315	Apparel Manufacturing	63	0.1
316	Leather and Allied Product Manufacturing	5	0.0
321	Wood Product Manufacturing	708	0.7
322	Paper Manufacturing	411	0.4
323	Printing and Related Support Activities	346	0.4
324	Petroleum and Coal Products Manufacturing	0	0.0
325	Chemical Manufacturing	65	0.1
326	Plastics and Rubber Products Manufacturing	1,932	2.0
327	Nonmetallic Mineral Product Manufacturing	339	0.3
331	Primary Metal Manufacturing	753	0.8
332	Fabricated Metal Product Manufacturing	1,407	1.4
333	Machinery Manufacturing	2,053	2.1
334	Computer and Electronic Product Manufacturing	486	0.5
335	Electrical Equipment and Appliance Manufacturing	442	0.5
336	Transportation Equipment Manufacturing	3,025	3.1
337	Furniture and Related Product Manufacturing	697	0.7
339	Miscellaneous Manufacturing	506	0.5
423	Merchant Wholesalers, Durable Goods	1,146	1.2
424	Merchant Wholesalers, Nondurable Goods	761	0.8
425	Electronic Markets and Agents and Brokers	325	0.3
441	Motor Vehicle and Parts Dealers	1,978	2.0
442	Furniture and Home Furnishings Stores	599	0.6
443	Electronics and Appliance Stores	418	0.4
444	Building Material and Garden Supply Stores	1,971	2.0
445	Food and Beverage Stores	3,366	3.4
446	Health and Personal Care Stores	835	0.9

**Table 28: Private Industry Employment Analysis – Second Quarter 2008 – Northwest Michigan MWA**

NAICS	Industry Title	Number	Percent of Total
447	Gasoline Stations	1,107	1.1
448	Clothing and Clothing Accessories Stores	1,281	1.3
451	Sporting Goods, Hobby, Book and Music Stores	652	0.7
452	General Merchandise Stores	3,218	3.3
453	Miscellaneous Store Retailers	904	0.9
454	Nonstore Retailers	241	0.2
481	Air Transportation	102	0.1
483	Water Transportation	P	P
484	Truck Transportation	750	0.8
485	Transit and Ground Passenger Transportation	119	0.1
486	Pipeline Transportation	36	0.0
487	Scenic and Sightseeing Transportation	P	P
488	Support Activities for Transportation	101	0.1
491	Postal Service	20	0.0
492	Couriers and Messengers	372	0.4
493	Warehousing and Storage	81	0.1
511	Publishing Industries, Except Internet	556	0.6
512	Motion Picture and Sound Recording Industries	171	0.2
515	Broadcasting, Except Internet	428	0.4
516	Internet Publishing and Broadcasting	0	0.0
517	Telecommunications	490	0.5
518	ISP's, Search Portals and Data Processing	47	0.0
519	Other Information Services	23	0.0
521	Monetary Authorities - Central Bank	P	P
522	Credit Intermediation and Related Activities	1,948	2.0
523	Securities, Commodity Contracts, Investments	287	0.3
524	Insurance Carriers and Related Activities	1,275	1.3
525	Funds, Trusts and Other Financial Vehicles	14	0.0
531	Real Estate	768	0.8
532	Rental and Leasing Services	513	0.5
533	Lessors of Nonfinancial Intangible Assets	26	0.0
541	Professional and Technical Services	3,995	4.1
551	Management of Companies and Enterprises	167	0.2
561	Administrative and Support Services	4,057	4.1
562	Waste Management and Remediation Services	733	0.7
611	Educational Services	1,623	1.7
621	Ambulatory Health Care Services	5,689	5.8
622	Hospitals	6,376	6.5
623	Nursing and Residential Care Facilities	2,079	2.1
624	Social Assistance	1,317	1.3
711	Performing Arts and Spectator Sports	39	0.0
712	Museums, Historical Sites, Zoos and Parks	66	0.1
713	Amusements, Gambling and Recreation	1,913	2.0

**Table 28: Private Industry Employment Analysis – Second Quarter 2008 – Northwest Michigan MWA**

<b>NAICS</b>	<b>Industry Title</b>	<b>Number</b>	<b>Percent of Total</b>
721	Accommodation	4,862	5.0
722	Food Services and Drinking Places	9,844	10.0
811	Repair and Maintenance	1,083	1.1
812	Personal and Laundry Services	939	1.0
813	Membership Associations and Organizations	1,059	1.1
814	Private Households	229	0.2

Source: Michigan Department of Energy, Labor & Economic Growth  
Bureau of Labor Market Information and Strategic Initiatives  
Quarterly Census of Employment & Wages – ES 202

P: Protected Data

**Table 29: Per Capita Personal Income by County – 1996 - 2006**

<b>County</b>	<b>1996</b>	<b>2006</b>	<b>County</b>	<b>1996</b>	<b>2006</b>
Alcona	17,447	23,303	Lake	16,115	22,691
Alger	16,190	23,128	Lapeer	22,440	29,697
Allegan	21,511	30,126	Leelanau	24,160	40,284
Alpena	19,223	28,551	Lenawee	21,213	29,809
Antrim	20,618	29,239	Livingston	28,339	37,589
Arenac	17,025	24,245	Luce	18,058	20,546
Baraga	16,596	23,011	Mackinac	21,644	30,299
Barry	22,920	30,954	Macomb	25,794	35,602
Bay	21,720	29,317	Manistee	17,703	26,084
Benzie	19,913	27,673	Marquette	19,086	27,847
Berrien	21,536	31,017	Mason	18,549	27,633
Branch	17,268	24,222	Mecosta	16,533	22,308
Calhoun	21,987	29,862	Menominee	19,166	26,018
Cass	19,585	29,637	Midland	27,765	39,524
Charlevoix	22,157	35,038	Missaukee	16,231	22,555
Cheboygan	18,544	25,766	Monroe	23,824	32,521
Chippewa	15,929	22,825	Montcalm	16,342	21,786
Clare	16,038	23,456	Montmorency	15,603	21,881
Clinton	23,291	32,760	Muskegon	18,971	26,560
Crawford	16,115	22,318	Newaygo	17,928	24,679
Delta	19,736	27,525	Oakland	37,099	53,865
Dickinson	21,496	31,570	Oceana	17,363	24,942
Eaton	23,167	30,442	Ogemaw	15,035	22,661
Emmet	22,967	35,425	Ontonagon	17,611	26,757
Genesee	23,661	28,803	Osceola	16,640	24,726
Gladwin	16,106	23,244	Oscoda	13,421	21,815
Gogebic	17,497	25,011	Otsego	19,958	27,470
Grand Traverse	23,158	34,260	Ottawa	24,499	32,122
Gratiot	18,615	24,398	Presque Isle	16,632	23,967
Hillsdale	19,242	25,484	Roscommon	17,521	24,238
Houghton	16,966	24,040	Saginaw	21,619	28,550
Huron	20,960	29,651	St. Clair	22,496	30,845
Ingham	22,271	32,161	St. Joseph	20,037	26,981
Ionia	16,956	24,141	Sanilac	19,656	26,960
Iosco	17,496	23,997	Schoolcraft	18,507	24,604
Iron	17,433	27,283	Shiawassee	19,634	25,992
Isabella	16,960	25,988	Tuscola	18,858	23,813
Jackson	21,053	28,100	Van Buren	18,976	26,670
Kalamazoo	24,609	33,568	Washtenaw	29,130	39,892
Kalkaska	16,714	21,901	Wayne	22,643	30,755
Kent	24,466	35,049	Wexford	18,269	25,796
Keweenaw	18,231	27,682	Michigan	24,306	33,788

Source: U.S. Department of Commerce, Bureau of Economic Analysis



## **TABLE DESCRIPTIONS**

Following is a discussion of basic data elements presented in the Annual Planning Information Report. The data elements are divided into: **economic indicators** that cover data on population, labor force, industry employment, labor supply and occupational demand; **appendices** that contain statistical tables on specific demographic categories. Following each data element is a discussion of relevant issues, particularly definitions and data availability.

### **ECONOMIC INDICATORS**

**POPULATION** Population information in this report is from the 2000 decennial census of the U.S. Bureau of the Census.

**LABOR FORCE** Labor force statistics, which are produced by the Michigan Department of Energy, Labor & Economic Growth (DELEG), Bureau of Labor Market Information and Strategic Initiatives refer to an estimate of the number of persons, 16 years of age and older who are considered to be employed or unemployed. The data in the tables is for the most recent available year.

**INDUSTRY EMPLOYMENT** The Michigan Department of Energy, Labor & Economic Growth, Bureau of Labor Market Information and Strategic Initiatives produces industry employment data from two primary programs. The first, and most comprehensive, is the Covered Employment Statistics program. This information is based on the ES-202 database of all employers covered by the Michigan Employment Security Act. This data reflects over 90 percent of all employers doing business in Michigan, and excludes railroad employees, commission sales workers, unpaid family workers and elected officials.

Industry employment data in this report is provided for the total Michigan Works Agency (MWA). Since this data is not available below the county level, sub-county MWA's are provided with their respective county level information. Average employment levels are presented by three-digit North American

Industry Classification System (NAICS) for the latest year available. Data for some industries have been excluded to prevent disclosure of confidential information. Since this employment data represents the most current count of jobs by place of work at the county level, it is useful in analyzing local area employment structure and trends.

**LABOR SUPPLY** Estimates of the number of persons unemployed by county are generated on a monthly basis by the Michigan Department of Energy, Labor & Economic Growth, Bureau of Labor Market Information and Strategic Initiatives. In addition, this section of the planning report presents data from the Michigan Department of Education on graduates from high school and higher education. The Michigan Talent Bank provides occupational and educational summaries of job applicants who have registered with Michigan's Employment Service as available and seeking work. The data summarizes the characteristics of active job applicants for the period October 1, 2008 to December 31, 2008.

**OCCUPATIONAL OUTLOOK** Forecasts of industry employment growth are applied against an industry-occupational matrix to project employment for wage and salary workers. The matrix reflects occupational staffing patterns; each occupation as a percent of the work force in every industry. Data for current staffing patterns comes from the Occupational Employment Statistics survey program, which collects data from employers on a three-year cycle. Data on self-employed workers in each occupation is obtained from the Current Population Survey. Self-employed workers are projected separately.

APPENDICES

**POPULATION LIVING BELOW THE POVERTY LEVEL** The poverty data was derived from answers to long-form questionnaire Items 31 and 32 of the 2000 Census. The Census Bureau uses the federal government's official poverty definition, which was developed by the Social Security Administration (SSA) in 1964. The Census Bureau uses a set of money income thresholds that vary by family size and composition to determine who is living below the poverty level. If a family's total income is less than the family's threshold, then that family, and every individual in it, is considered living below the poverty level.

Poverty thresholds do not vary geographically, but they are updated annually for inflation using the Consumer Price Index (CPI-U). The same poverty measure counts money income before taxes and does not include capital gains and noncash benefits (such as public housing, medicaid, and food stamps). Poverty is not defined for people in the military, institutional group quarters, or for unrelated individuals under age 15. They are excluded from the poverty universe (i.e. they are considered neither as "poor" nor as "nonpoor.")

**DISABLED POPULATION** The data on disability were derived from answers to long-form questionnaire Items 16 and 17 of the 2000 Census. Item 16 was a two-part question that asked about the existence of the following long-lasting conditions: (a) blindness, deafness, or a severe vision or hearing impairment and (b) a condition that substantially limits one or more basic physical activities, such as walking, climbing stairs, reaching, lifting, or carrying.

Item 17 was a four-part question that asked if the individual had a physical, mental, or emotional condition lasting 6 months or more that made it difficult to perform certain activities. The four activity categories were: (a) learning, remembering, or concentrating (mental disability); (b) dressing, bathing, or getting around inside the home (self-care disability); (c) going outside the home alone to shop or visit a doctor's office (going outside the home disability); and (d) working at a job or business (employment disability).

A disabled individual is defined as an individual who is five years old or older and has a sensory, physical, mental, or self-care disability; or who is 16 years old and over and has a going outside the home disability; or who is 16 to 64 years old and has an employment disability. The tables present demographic characteristics on the total disabled population, those who are employed and those who are not employed. Additional information is provided on the poverty status of the total disabled population.

**LIMITED ENGLISH LANGUAGE PROFICIENCY** The information in this table is based on 2000 Census data on ability to speak English. Data on ability to speak English were derived from the answers to long-form questionnaire Item 11c, which was asked of a sample of the population. Respondents who reported that they spoke a language other than English in long-form questionnaire Item 11a were asked to indicate their ability to speak English in one of the following categories: "Very well," "Well," "Not well," or "Not at all." The data on ability to speak English represent the person's own perception about his or her own ability. The table presents data on those individuals who did not respond "very well" to questionnaire Item 11a, and are considered linguistically isolated, and therefore, have difficulty speaking English. Information in this table is only available for the total MWA.

**WELFARE REGISTRANTS** Information in this table may be useful for additional program planning needs. The table is based on information from the Family Independence Agency and represents as of November 2008 an actual count of individuals receiving financial support from the Family Independence Program (FIP) and Food Assistance Program (FAP).

The information is provided by sex, race and age for each Michigan Works Agency. Registrants are recipients who meet the worker requirement and must participate in training as well as work assignment. Information in the table is only available for the total MWA.

***PRIVATE INDUSTRY EMPLOYMENT ANALYSIS*** This data represents employment by MWA by detailed three-digit North American Industry Classification System (NAICS) from the Covered Employment Statistics ES-202 database. Data in certain industries is not published to protect confidential information.

***PER CAPITA PERSONAL INCOME*** Per capita personal income estimates presented in this publication were produced by the U.S. Department of Commerce, Bureau of Economic Analysis. Personal income and derivative measures have a broad range of application. They are widely used in both the public and private sectors. For state and local governments, the estimates are useful inputs in economic resource profiles and in economic models developed for planning purposes.

Per capita personal income of an area is the income received by, or on behalf of all the residents of the area. Personal income is the sum of wage and salary disbursements, other labor income, proprietors' income with inventory valuation and capital consumption adjustments, rental income of persons with capital consumption adjustments, personal dividend income, personal interest income, and transfer payments, less personal contributions for social insurance.

***OCCUPATIONAL PROJECTIONS*** The tables list detailed occupational projections for the MWA for the period 2006 - 2016. Included are employment levels for both years, net and percentage change in employment and data on annual openings.



## **GLOSSARY**

**BENCHMARK (CURRENT EMPLOYMENT STATISTICS)** indicates the most recent time period during which the industry employment estimates, which are based on a monthly sample of local employers, were compared with and adjusted to the total count of area jobs as reported under the Michigan Employment Security Act. Additionally, estimates of noncovered employment are included.

**BENCHMARK (CURRENT POPULATION SURVEY)** indicates the most recent time period during which the labor force, employment and unemployment estimates, by place of residence, were compared with and adjusted to the national household survey conducted in Michigan by the U.S. Bureau of Labor Statistics (BLS).

**CIVILIAN LABOR FORCE (BY PLACE OF RESIDENCE)** is the summation of the number of area residents who are estimated to be employed and the number of area residents estimated to be unemployed.

**CURRENT POPULATION SURVEY** is conducted monthly in approximately 2,000 Michigan households by the U.S. Bureau of the Census to derive civilian labor force, total employment and unemployment estimates for the state. These estimates are prepared directly by the U.S. Bureau of Labor Statistics (BLS) and are used by the Michigan Department of Energy, Labor & Economic Growth (DELEG) as an input into the production of labor force statistics for the state of Michigan. Labor force estimates for substate areas are generated by DELEG based on standard BLS procedures. These independently derived figures for labor market areas are then adjusted for additivity to the statewide totals.

**EMPLOYMENT, TOTAL** includes an unduplicated estimate of area residents who earned wages during the week including the 12th of each month. This estimate includes agricultural employees, self-employed and unpaid family workers, domestics and strikers, as well as residents who were employed in wage and salary jobs within the labor market area or in another labor market area.

**INDUSTRY EMPLOYMENT (BY PLACE OF WORK)** is an estimate of the number of jobs in an area based on a survey of employers during the survey week. These estimates are available by industry and include nonresidents who commute into the labor market area for work, as well as individuals who have more than one job in the same labor market area.

**LABOR MARKET AREAS (LMA'S)** consist of a central community and surrounding territory in which there is a concentration of economic activity or labor demand and in which workers can generally change jobs without changing their residence. Major labor market areas (MSA's) have a central city (or adjoining cities) with a population of 50,000 or more. Small labor market areas must have a central community that has a population nucleus of 5,000 or more.

**METROPOLITAN STATISTICAL AREAS (MSA'S)** are designated and defined by the U.S. Department of Commerce so that local economic and social statistics collected by many government and private organizations may be presented on a common geographic basis. Areas qualifying as metropolitan statistical areas have either a city with a population of at least 50,000 or a Bureau of the Census urbanized area of at least 50,000 and a total metropolitan statistical area population of at least 100,000.

**MICHIGAN WORKS AGENCIES (MWA's)** are geographic areas designated by the Governor to develop and implement relevant employment and training programs in the local area.

**UNEMPLOYMENT RATE** is the total number of unemployed in the labor market area divided by the civilian labor force in the labor market area.

***UNEMPLOYMENT, TOTAL*** is an unduplicated estimate of area residents who did not earn any wages during the survey week including the 12th of the month, and who were able, available, and actively seeking work during the thirty-day period preceding the survey week.

