



## Labor Day Report: Many Workers Lag Behind in New Economy

*This paper describes the state of working Michigan in 2007. It discusses wages, employment, worker characteristics, and the need for skill-building. It concludes with a summary of the positive steps Michigan has recently taken to help low-wage workers, and makes recommendations on what the state can do further to help such workers attain economic self-sufficiency. This paper has been produced with the support of the Economic Policy Institute, and unless otherwise noted, the data in has been supplied as part of their State of Working America project.*

### Employment

#### **Michigan's Changing Economy**

Although Michigan's economy has long been based on its manufacturing sector, the role of manufacturing in the state's overall economy has begun to wane in recent decades. Manufacturing jobs currently account for approximately 15.5 percent of Michigan's non-farm jobs as opposed to 21 percent in 1990, and durable goods manufacturing has fallen to 12 percent from 16.7 percent during the same period.

This decline has been accompanied by an increase in other sectors, some of which consist largely of lower-paying jobs. Sectors showing the largest increases since 1990 are "health care and social assistance" (which, in addition to high-salary health care practitioner and medical technology occupations, also includes a large number of low-

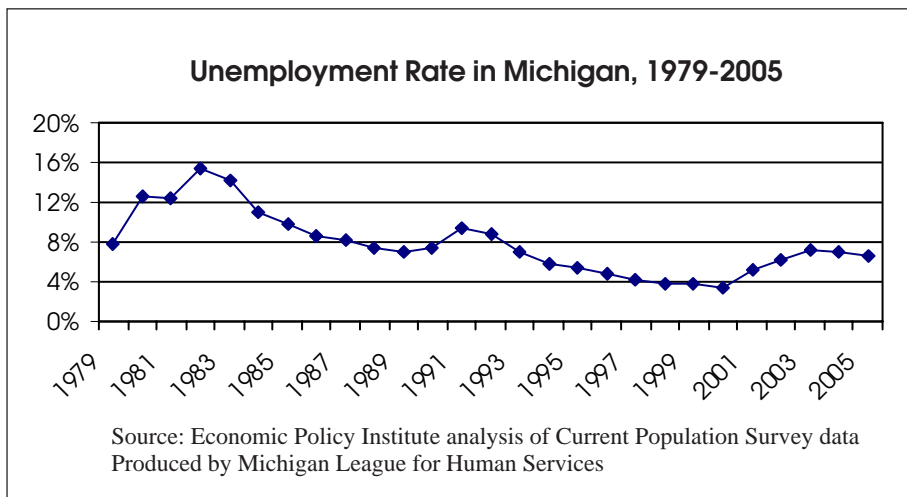
paying direct care and paraprofessional jobs), "professional and business services" (which includes low-wage occupations in security, janitorial and office services, in addition to high-salary positions), and "leisure and hospitality" (which includes many low-wage jobs in the dining and accommodation industries).<sup>1</sup>

#### **Unemployment in Michigan**

The unemployment level in Michigan has received much attention during the past few years. Many of the jobs lost in Michigan were from the manufacturing sector, but other sectors experienced significant losses as well. However, the current unemployment situation must be seen in context. Although unemployment in Michigan during the years 2003 through 2005 was higher than during any of the years from 1993 to 2002, unemployment during the past three

<sup>1</sup> For more information on sectoral changes in Michigan's economy over the past several decades, please see the Michigan League for Human Services, *Michigan's Growing Low-Wage Labor Force*, June 2005.

Chart 1



the population in general, but this trend has ramifications for workforce development strategies the state must undertake in response to the changing economy. While many of the emerging occupations in Michigan will require new skills that can be learned by younger workers, industries such as automobile manufacturing will require new workers to replace the large numbers of skilled workers who are expected to retire from those industries in the next fifteen years. Moreover, in order to keep up with changing

years has been lower than it was during any year (save one) from 1979 to 1992.<sup>2</sup>

### Characteristics of Michigan Workers

When comparing Michigan's workforce of 1984 to that of today, two changes are particularly significant. One is that the workforce is aging. While only 12 percent of Michigan's workers were age 55 years and older in 1984, 15.3 were in 2005. Likewise, the percentages of workers who were age 16-24 were 22.8 percent and 15.8 percent respectively.<sup>3</sup> Much of this change can be likely attributed to the aging of

technology, many of the older workers will likely need to learn new sets of skills during their later working years.

More striking is the change in educational level of Michigan's workforce during those same years. The percentage of workers without a high school diploma has dropped from 20.8 percent in 1984 to

Chart 3

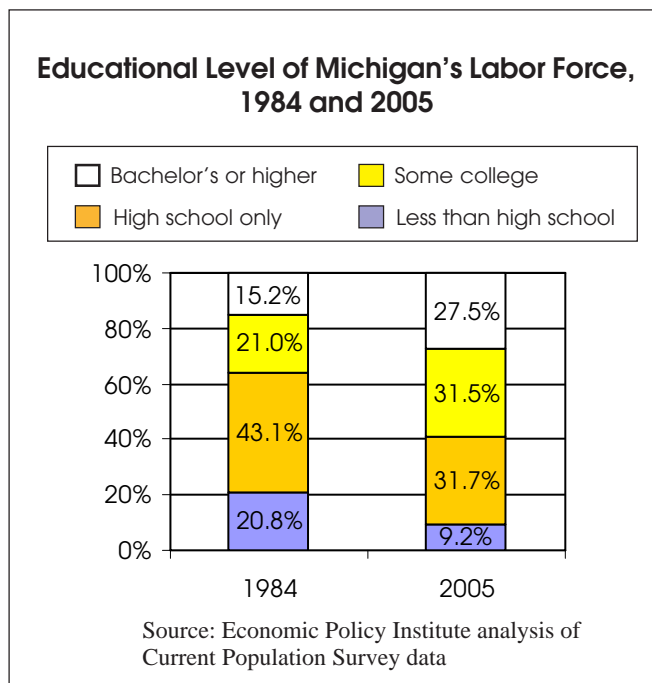
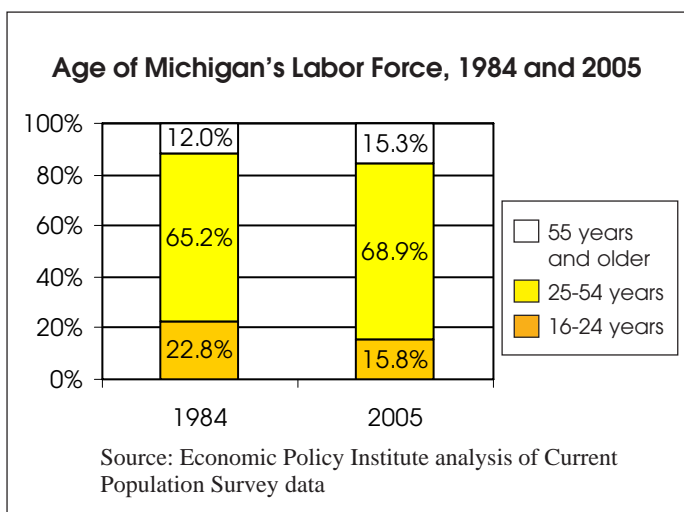


Chart 2



<sup>2</sup> Economic Policy Institute analysis of Current Population Survey data

<sup>3</sup> Ibid.

9.2 percent in 2005, while the percentage with some level of postsecondary education has increased from 36.2 percent to 59 percent.<sup>4</sup> Because wages increase with higher levels of education, this can be seen as a trend in the right direction. However, the number of Michigan workers with credentials such as a two-year or four-year degree or a vocational certificate is far from sufficient to meet the needs of the labor market. Michigan must increase efforts to help workers have access to education and training and to provide support services to help them stay in school.

## Wages

### Poverty Wage Jobs in Michigan

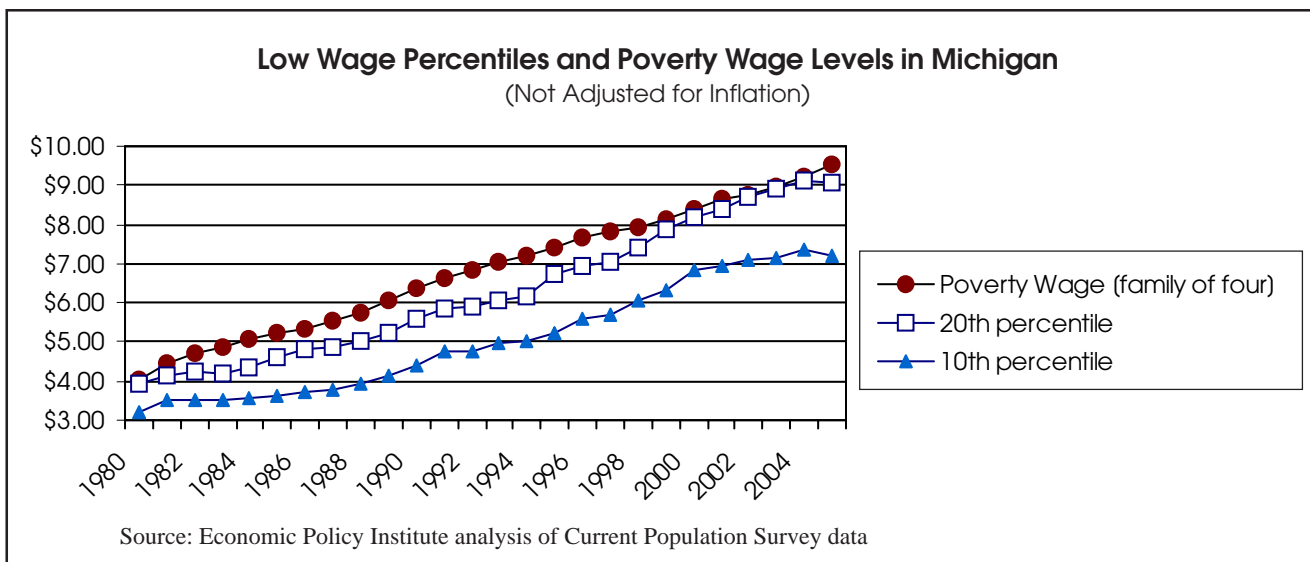
A large number of jobs in Michigan pay wages below the “poverty wage,” defined as the hourly wage that a full-time, year-round worker must earn to sustain a family at the federal poverty level.<sup>5</sup> Although the poverty wage is a useful benchmark for discussing low-wage jobs, it should be noted that it is impossible to draw inferences about family pov-

erty from wage data alone, given that many poverty-wage workers have spouses or partners who also bring earnings into the household and that some workers routinely work overtime or at second jobs to enhance their earnings. It is likely, in other words, that there are many workers who earn poverty wages but their families are not in poverty per se.

In 2005, 22.5 percent of all Michigan workers were employed in jobs paying less than the poverty wage level for a family of four.<sup>6</sup> Moreover, as the chart below shows, the 20th wage percentile has remained below the poverty wage level for a family of four since 1980—in other words, for at least twenty-five years more than one-fifth of all Michigan workers have been earning a wage that would not lift a family of four out of poverty.<sup>7</sup>

In May 2006, four out of the six occupations with the highest employment in Michigan had a median hourly wage below the poverty wage for a family of four (see Table 1). Those four occupations alone comprised 419,350 jobs, or 10 percent of all non-farm jobs in Michigan.<sup>8</sup> During that month,

Chart 4



<sup>4</sup> Ibid.

<sup>5</sup> The poverty level used to determine poverty wage, unless otherwise noted, is the Census Bureau’s estimate of the weighted average poverty threshold for a family of four, divided by 40 hours per week and 52 weeks per year to equal an hourly wage.

<sup>6</sup> Economic Policy Institute analysis of Current Population Survey data

<sup>7</sup> A wage percentile is the wage level at or below which a particular percentage of wage-earners fall. The twentieth percentile wage, for example, was \$9.09 per hour in 2005, meaning that twenty percent of all Michigan workers had a job that paid \$9.09 per hour or less.

<sup>8</sup> This does not include self-employed workers or occupations for which employment information is unavailable.

### Michigan Occupations with Highest Employment (May 2006)

Rank	Occupation	Number Employed	Median Hourly	% of Poverty Wage <sup>1</sup>	
				Family of Three	Family of Four
1	Retail Salespersons	155,600	\$9.36	123.8%	98.3%
2	Office Clerks, General	111,910	\$11.79	156.0%	123.8%
3	Cashiers	108,430	\$8.22	108.7%	86.3%
4	Registered Nurses	84,880	\$27.81	367.9%	292.1%
5	Combined Food Prep. & Serving Workers, Incl. Fast Food	78,180	\$7.37	97.5%	77.4%
6	Waiters and Waitresses	77,320	\$6.67	88.2%	70.1%
7	Janitors and Cleaners, Except Maids and Housekeeping	71,770	\$11.07	146.4%	116.3%
8	Laborers and Freight, Stock, and Material Movers, Hand	68,480	\$11.34	150.0%	119.1%
9	Customer Service Representatives	64,770	\$14.37	190.1%	150.9%
10	Stock Clerks and Order Fillers	55,590	\$10.43	138.0%	109.6%
11	Secretaries, Except Legal, Medical, and Executive	51,950	\$14.56	192.6%	152.9%
12	Bookkeeping, Accounting, and Auditing Clerks	51,810	\$14.93	197.5%	156.8%
13	Truck Drivers, Heavy and Tractor-Trailer	49,970	\$17.88	236.5%	187.8%
14	Business Operations Specialists, All Other	46,880	\$31.29	413.9%	328.7%
15	Team Assemblers	46,580	\$13.23	175.0%	139.0%
16	Nursing Aides, Orderlies, and Attendants	46,210	\$11.60	153.4%	121.8%
17	Sales Representatives, Wholesale and Manufacturing	44,850	\$24.99	330.6%	262.5%
18	Elementary School Teachers, Except Special Education	44,780	NA	NA	NA
19	Teacher Assistants	43,850	NA	NA	NA
20	Maintenance and Repair Workers, General	43,200	\$17.62	233.1%	185.1%
21	General and Operations Managers	40,010	\$39.41	521.3%	414.0%
22	Executive Secretaries and Administrative Assistants	37,500	\$18.62	246.3%	195.6%
23	Production Workers, All Other	34,900	\$14.69	194.3%	154.3%
24	First-Line Supervisors/Managers of Retail Sales Workers	34,880	\$17.15	226.9%	180.1%
25	First-Line Supervisors/Managers of Office and Administrative Support Workers	32,720	\$21.54	284.9%	226.3%
26	Receptionists and Information Clerks	32,580	\$11.37	150.4%	119.4%
27	Accountants and Auditors	32,570	\$26.06	344.7%	273.7%
28	Teachers and Instructors, All Other	32,540	NA	NA	NA
29	Truck Drivers, Light or Delivery Services	31,850	\$13.66	180.7%	143.5%
30	Food Preparation Workers	31,750	\$8.50	112.4%	89.3%

<sup>1</sup>Based on the 2006 U.S. Census Bureau poverty thresholds (\$16,242 for a family of three and \$20,444 for a family of four) and assuming year-round employment at 40 hours per week, the poverty wage is \$7.81 per hour and \$9.83 per hour respectively.

NA = not available

Source: U.S. Department of Labor, State Occupational Employment and Wage Estimates

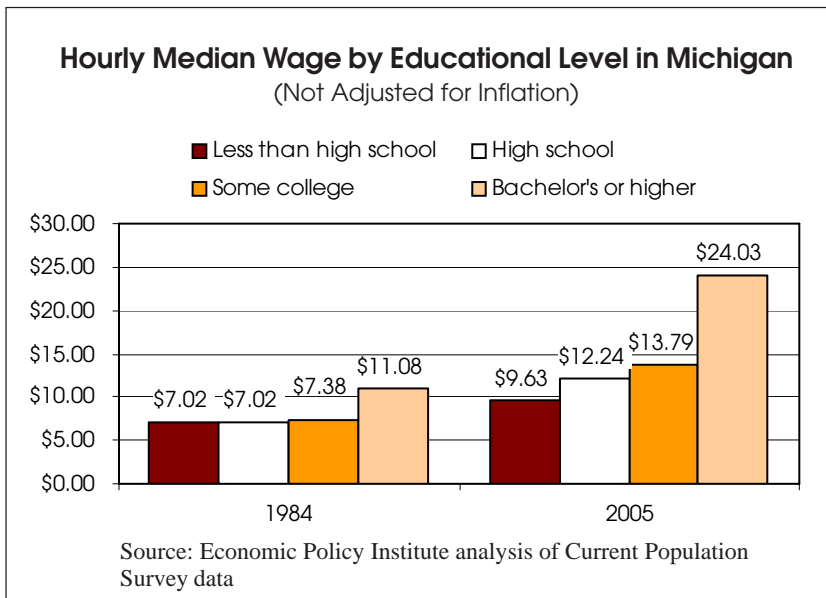
Produced by Michigan League for Human Services

## Lowest Wage Nonfarm Occupations in Michigan (May 2006)<sup>1</sup>

Rank	Occupation	Median Hourly	Number Employed <sup>2</sup>
1	Craft Artists	\$6.62	270
2	Waiters and Waitresses	\$6.67	77,320
3	Cooks, Fast Food	\$6.96	21,180
4	Graders and Sorters, Agricultural Products	\$6.98	930
5	Dishwashers	\$7.16	14,420
6	Dining Room and Cafeteria Attendants and Bartender Helpers	\$7.23	12,070
7	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$7.29	14,140
8	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$7.31	11,300
9	Combined Food Preparation and Serving Workers, Including Fast Food	\$7.37	78,180
10	Bartenders	\$7.41	16,220
11	Manicurists and Pedicurists	\$7.44	710
12	Ushers, Lobby Attendants, and Ticket Takers	\$7.64	3,060
13	Locker Room, Coatroom, and Dressing Room Attendants	\$7.88	690
14	Food Preparation and Serving Related Workers, All Other	\$7.97	5,350
15	Shampooers	\$7.99	340
16	Gaming Dealers	\$8.00	2,070
17	Parking Lot Attendants	\$8.10	3,070
18	Amusement and Recreation Attendants	\$8.17	7,180
19	Dancers	\$8.22	NA
20	Cashiers	\$8.22	108,430
21	Entertainment attendants and related workers, all other	\$8.47	950
22	Food Preparation Workers	\$8.50	31,750
23	Motion Picture Projectionists	\$8.53	340
24	Hotel, Motel, and Resort Desk Clerks	\$8.54	5,480
25	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	\$8.55	3,080
26	Packers and Packagers, Hand	\$8.58	29,980
27	Cooks, Short Order	\$8.67	8,560
28	Nonfarm Animal Caretakers	\$8.70	2,850
29	Personal and Home Care Aides	\$8.72	10,170
30	Pressers, Textile, Garment, and Related Materials	\$8.72	1,730
31	Bicycle Repairers	\$8.88	450
32	Child Care Workers	\$9.02	18,210
33	Counter and Rental Clerks	\$9.05	14,540
34	Sewers, Hand	\$9.05	150
35	Pharmacy Aides	\$9.14	1,930
36	Home Health Aides	\$9.22	28,470
37	Radio and Television Announcers	\$9.23	1,540
38	Maids and Housekeeping Cleaners	\$9.27	21,740
39	Hairdressers, Hairstylists, and Cosmetologists	\$9.28	14,260
40	Farmworkers, Farm and Ranch Animals	\$9.28	NA
41	Service Station Attendants	\$9.35	2,900
42	Retail Salespersons	\$9.36	155,600
43	Crossing Guards	\$9.38	1,640
44	Transportation Attendants, Except Flight Attendants and Baggage Porters	\$9.47	270
45	Taxi Drivers and Chauffeurs	\$9.47	4,180

<sup>1</sup>Farm jobs are not included because employment data is not available for some farm sectors. It should be noted, however, that farm jobs constitute a significant portion of low-wage jobs in Michigan. <sup>2</sup>Estimates do not include self-employed workers. NA = not available  
Source: U.S. Department of Labor, State Occupational and Employment Statistics — Produced by Michigan League for Human Services

Chart 5



793,672 jobs in Michigan—18.5 percent of all nonfarm jobs—were in occupations in which the median wage was below the poverty wage for a family of four. When farming and seasonal work are added, this number becomes much higher.<sup>9</sup>

### The Growing Number of Working Poor Families in Michigan

A very large number of low-wage workers are adults with families to support. While opponents of minimum wage increases and other policy initiatives intended to help workers often claim that most workers earning very low wages are teenagers or single adults without children, the data do not support this assertion. During the debate leading up to the raising of Michigan's minimum wage, for example, it was shown that 40 percent of minimum wage earners are the sole

providers for their families and that at least 68 percent of workers affected by the increase are 20 years old and over.<sup>10</sup>

Roughly 8 percent of Michigan's working families with children can be classified as "working poor families" because their total household earnings are not enough to put them above the poverty threshold for their family size. (This includes not only the families of poverty-wage earners, but also those of workers who earn hourly wages above the poverty wage but are not working enough hours to bring them above poverty.) The majority of these working poor families have at least one full-time, year-round worker, yet their wages are not enough to bring the family out of poverty.

### Michigan's Working Poor Families with Children\*

#### In 2005:

- There were 88,330 working poor families with children, comprising 7.8 percent of all working families with children.
- 43 percent of all poor families in Michigan were working families.
- 81 percent of working poor families in Michigan spent over 1/3 of their income for housing.
- 28 percent of working poor families had a parent without a high school diploma.
- 13.9 percent of working families with at least one racial-minority member were poor.
- Ten percent of working poor families had a parent who speaks English less than "very well."

\*A family is defined as working if all family members age 15 and over either have a combined work effort of 39 weeks or more in the prior 12 months OR all family members age 15 and over have a combined work effort of 26 to 39 weeks in the prior twelve months and one currently unemployed parent looked for work in the prior 4 weeks.

Source: Working Poor Families Project analysis of Current Population Survey data.

<sup>9</sup> U.S. Department of Labor, State Occupational Employment and Wage Estimates

<sup>10</sup> For more information, see the Michigan League for Human Services, *A State Minimum Wage Helps Working Families Without Hurting Jobs*.

## Wage Levels and Education

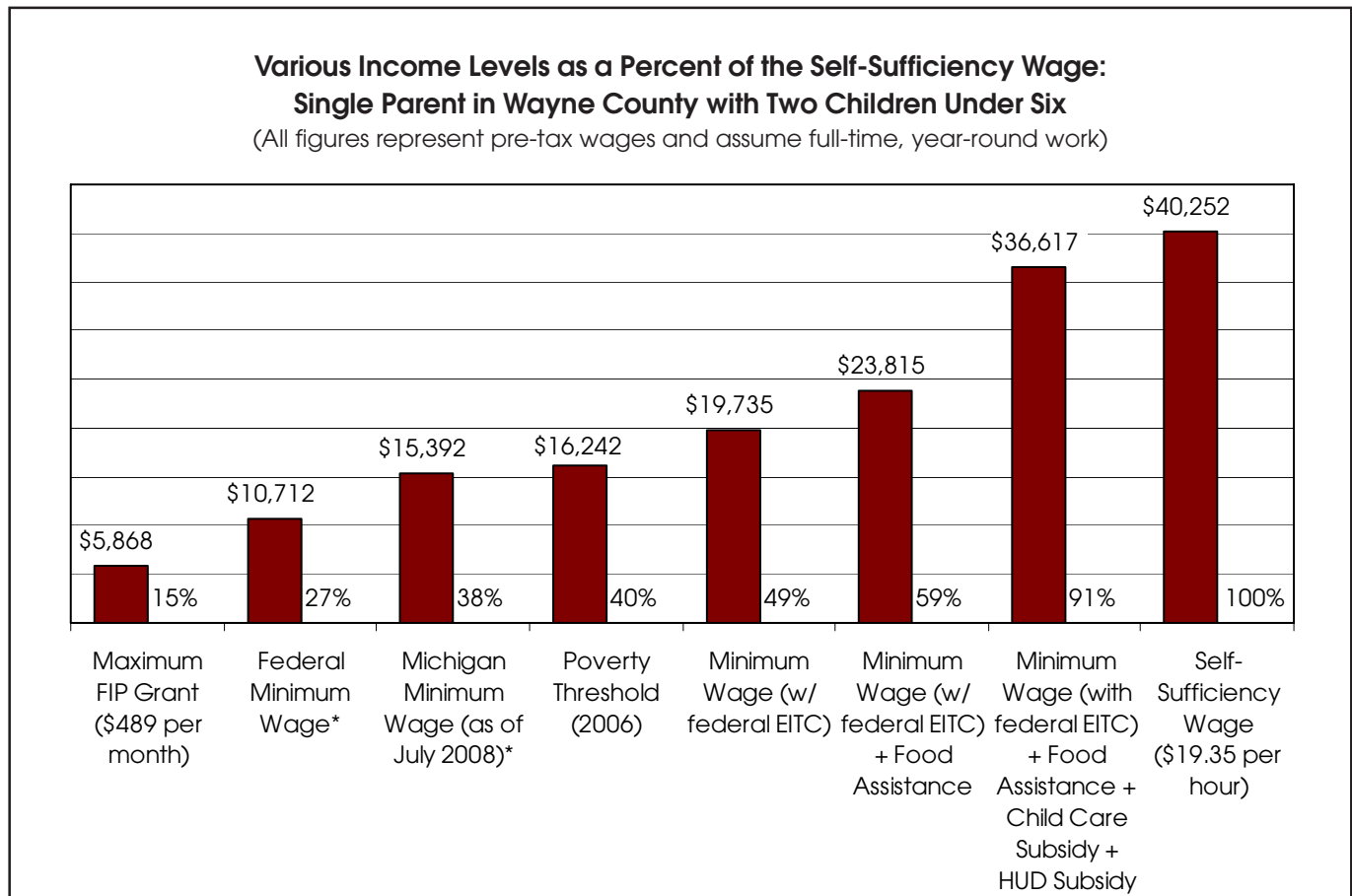
Wage growth in Michigan is determined by educational level much more now than in previous decades. While as recently as 1984 there was little difference in the median wage between those who did not finish high school, those who had only a high school education and those with some college but not a bachelor's degree, there is now a significant correlation between these three levels of education and wage levels. Moreover, while a bachelor degree in 1984 corresponded with a significantly higher median wage than the educational levels below it, the wage gap between those with some college and those with a bachelor degree has grown tremendously. While the gap was less than four dollars per hour in 1984, it grew to over ten dollars per hour in 2005.<sup>11</sup>

## Economic Self-Sufficiency

### Financial Difficulty in Michigan

The working poor are not the only families who face financial difficulty in Michigan. Many families earn too much to be considered poor according to the federal poverty threshold, yet cannot meet all of their needs without government or nonprofit assistance; in other words, they have not attained "economic self-sufficiency." The Michigan League for Human Services has calculated an economic self-sufficiency wage that a family needs to earn in order to meet all of its basic expenses without relying on outside help.<sup>12</sup> This wage level is considerably higher than the poverty wage, and factors in such considerations as rent, child care costs, food, trans-

Chart 6



<sup>11</sup> Economic Policy Institute analysis of Current Population Survey data

<sup>12</sup> For more information, see the Michigan League for Human Services, *Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being*, May 2007.

portation, health costs and taxes. The most recent self-sufficiency wage estimate is as follows:

- Single individual—\$9.08 per hour;
- Single-parent family with two children under 6—\$19.35 per hour;
- Two-parent family with two children under 6 in which both parents work—\$10.74 per hour each;
- Two-parent family with two children under 6 in which one parent works—\$12.58 per hour.

To illustrate the disparity between what many families earn and what they need to earn, Chart 6 shows various wage and income levels for a single parent with two children less than six years of age. The levels range from the maximum Family Independence Program (FIP) grant that a public cash assistance recipient may receive per month to the amount needed for economic self-sufficiency.

As chart 6 indicates, work supports, tax policy and various state and federal assistance programs can greatly increase the household income of low-income working families. Such work supports reward work and can effectively function for many working families as a stepping stone out of poverty by relieving some of the “costs of work” such as child care and transportation. However, many work supports are inadequate as a result of Michigan’s failure to regularly update payment levels. The child care assistance subsidy, for example, has not received an across-the-board increase since 1997 despite the rising costs of child care. Because of this, working poor families have been left to absorb a larger percentage of their child care expenses each year and are locked out of more expensive, higher quality care.

## What Has Michigan Done Recently for Working Families?

**Michigan raised its minimum wage.** In March 2006, the Governor signed into law a three-step increase in Michigan’s minimum wage, making Michigan the 19th state to enact a minimum wage that is higher than the federal level. The initial increase to \$6.95 went into effect in October 2006, followed by an increase to \$7.15 in July 2007. An increase to \$7.40 will take effect in July 2008. An estimated 242,000 workers will directly benefit from this raise, while another 356,000 will indirectly benefit.

**Michigan enacted a state earned income tax credit.** In September, the Governor signed into law a refundable state Earned Income Tax Credit (EITC) for Michigan. The Michigan EITC will go into effect in the filing season for Tax Year 2008. During that year, Michigan workers will receive a credit equal to 10 percent of their federal earned income credit. In

each year after that, it will be equal to 20 percent of the federal credit amount. This new tax credit will reward work, supplement low wages, and help a segment of the state’s population that has not benefited from other recent tax measures. (It should be noted that some Republican legislators have threatened to roll back this tax credit as a budget-balancing measure.)

**Michigan began implementing its Jobs, Education and Training (JET) program.** Michigan began the JET program in four pilot sites in 2006, later expanded it to nineteen sites covering approximately half of the state’s FIP cash assistance recipients, and plans to make the program statewide in September 2007. JET replaces the work-first approach to welfare taken by the state since the early 1990’s with a more comprehensive and holistic system designed to facilitate financial independence



through employment. It identifies FIP recipients' barriers to work and economic self-sufficiency, and then connects them with necessary support services and/or education and training that will enable them to find and maintain gainful long-term employment. To further support work efforts, it also increases the earnings disregard for participants from \$200 plus 20 percent of the remainder to \$200 plus 50 percent of the remainder.

**Michigan increased and restored certain Medicaid benefits.** Funding was added to the FY2006 Department of Community Health budget to restore dental services for adults, which had been eliminated in FY2003 due to budget constraints. Additionally, funding was added to the FY2006 Department of Community Health budget to provide a 20 percent increase in Medicaid obstetrical rates to attract more physicians to serve Medicaid recipients. Finally, effective May 1, 2006, the Healthy Kids dental program was expanded by 22 counties, to a total of 59 counties, to provide dental coverage to 40,000 more children. (Healthy Kids medical and dental coverage is available to children age 1 to 19 that live in families with incomes at or below 150 percent of the federal poverty level, and to children under age 1 if the family's income is at or below 185 percent of the federal poverty level.)

**Michigan has initiated its No Worker Left Behind (NWLB) program.** This program was implemented in August 2007. Its stated goal is to help more than 100,000 displaced workers by providing up to two years free tuition at any Michigan community college or other approved training program and allowing displaced workers to receive needed training in high demand skills while receiving unemployment benefits. To qualify for the NWLB program, displaced workers must take a skills assessment test administered by Michigan Works! Agencies (MWAs). Qualifying workers must pursue an associate's degree or attend a technical training program in a high-demand occupation, emerging industry, or entrepreneurship program. While it is too early to know the participation or success of the program, it appears to be a promising improvement in the state's outreach to unemployed and underemployed workers. One way to gauge the success of the

program is to determine whether it can be successfully integrated with bridge programs in order to reach low-wage workers who have lost their jobs, or whether it will serve primarily high-wage workers laid off from the manufacturing industries.

## What More Needs to be Done?

**Expand Education and Training Opportunities for Low-Income Parents.** The JET program is an excellent step in connecting FIP cash assistance recipients to education and training that will lead to higher wages and better job security. However, most low-wage workers do not receive cash assistance and have scant access to the vocational training that can increase their wages. More than two and a half million working age adults in Michigan lack the educational attainment that employers in high-wage occupations are seeking, nearly one-third of working age adults in Michigan lack education beyond high school, and more than ten percent lack a high school diploma. The state must explore ways to make education and training more accessible to low-income workers and to streamline adult basic education, English-as-a-Second-Language (ESL) training, and postsecondary education in order to create a seamless educational pathway that can accommodate workers' economic and family needs. The Michigan League for Human Services is working with community college and state agency personnel to identify ways that Michigan can utilize its community college system to accomplish this.

**Update the amount of the Child Development and Care Program's child care subsidy.** This program assists low-income working families with child care costs, which often consume a large share of a parent's earnings. However, the child care subsidy rate has not been raised since 1996, and each year that it is not raised its value erodes with inflation. The current subsidy for a toddler in a day care center ranges from \$1.90 to \$2.50 per hour, while the average market cost exceeds \$3 per hour. Regular increases to the subsidy to account for inflation would allow needy families to have access to more reliable, higher quality care.

**Update the FIP grant.** The structure and amount of the FIP grant was modified for the first time in thirteen years, but the change does not offset the erosion of the grant over the years due to inflation. Whereas the amount of the monthly welfare payment that a family received each month was previously based on the family's county of residence, the grant scale is now the same for all counties and is \$489 per month for a family of three. This modification, which took effect in May, resulted in a small increase for 72 percent of all households receiving FIP; however, for most families that amount was \$30 or less per month and left the remaining 28 percent of families without an increase. Michigan must make a serious attempt to update its FIP grant scale to help poor working families meet their needs.

**Make the unemployment insurance system more responsive to the needs of low-income workers and their families.** Michigan's average weekly UI benefit falls well under the poverty threshold for a two-parent family with two children. The state also has a method of determining UI eligibility that is among the nation's strictest. Michigan could better meet the needs of unemployed low-income working families by restructuring its UI system to make benefits a more substantial replacement of wages. It could also expand UI eligibility to cover part-time workers, seasonal workers, "trailing spouses" (workers who must follow a spouse to another state due to the spouse's job relocation), and workers who have been forced to leave a job due to domestic violence.

**Increase the quality of and access to public transportation.** Most working families spend roughly \$300-\$350 per month on transportation for work and essential family needs, due to the high cost of fueling, insuring and maintaining a car. This is approximately one-quarter of the monthly salary of a single parent of two children earning a poverty wage. Being able to use public transportation to commute to work can cut down on these expenses tremendously, particularly for families who suddenly find themselves without a functioning car. Many urban, suburban and rural areas in Michigan do not have adequate public transportation, and working

poor family heads who commute a long distance to their jobs must spend money on work-related travel that they could otherwise use to take care of other expenses.

**Make health insurance more accessible to low-income working families.** Over 80 percent of the uninsured households surveyed in 2005 had at least one family member who was employed. Federal approval and implementation of the Governor's proposed Michigan First Healthcare Plan would provide a great benefit to working families. If approved, the plan will make basic, affordable, private health care coverage available to those residents with incomes below 200 percent of the federal poverty level who do not have access to insurance coverage. Proposed funding for the new program (a public-private partnership) is federal funds granted through a Medicaid research and demonstration waiver.

# Appendix

## Michigan Labor Force Statistics, 2005

	Labor Force Participation Rate	Unemployment		Underemployment			Share of Labor Force
		Rate	Long-Term Unemployment Share	Rate	Part-Time Workers Share	Part-time for Economic Reasons Share	
<b>All</b>	<b>65.8%</b>	<b>6.6%</b>	<b>21.4%</b>	<b>12.0%</b>	<b>25.6%</b>	<b>17.1%</b>	<b>100.0%</b>
<b>Gender</b>							
Male	72.7%	6.9%	23.3%	11.7%	17.7%	21.4%	53.4%
Female	59.3%	6.3%	19.0%	12.3%	34.7%	14.6%	46.6%
<b>Age</b>							
16-24 yrs	63.6%	12.8%	12.2%	21.8%	50.0%	15.8%	15.8%
25-54 yrs	82.9%	5.7%	25.6%	10.3%	19.2%	20.4%	68.9%
55 yrs and older	34.8%	4.6%	(a)	9.2%	31.1%	10.1%	15.3%
<b>Race/Ethnicity</b>							
White	66.7%	5.5%	20.6%	10.6%	26.7%	15.8%	80.7%
African-American	59.2%	12.7%	23.7%	19.9%	19.1%	28.9%	11.7%
Hispanic	68.4%	10.0%	(a)	17.7%	26.0%	(a)	3.5%
Asian/Pacific islander	70.7%	(a)	(a)	(a)	17.6%	(a)	2.5%
<b>Education</b>							
Less than high school	38.1%	16.7%	19.3%	25.1%	43.0%	12.5%	9.2%
High school	63.0%	7.9%	19.2%	14.8%	24.5%	24.9%	31.7%
Some college	73.0%	5.7%	21.7%	11.2%	28.6%	16.5%	31.5%
Bachelor's or higher	80.3%	2.9%	31.6%	5.0%	18.6%	9.8%	27.5%

Source: Economic Policy Institute analysis of Current Population Survey data

(a) Does not meet standards for sample size.

## Guide to Statistical Definitions

- Labor force participation rate = Civilian labor force/Civilian non-institutional population, ages 16+
- Unemployment rate = Unemployed/Civilian labor force
- Long-term unemployment share = Long-term unemployed/Unemployed
- Underemployment rate = (Unemployed + Marginally attached workers + Part-time for economic reasons)/(Civilian labor force + Marginally attached workers)
- Part-time workers share = Part-time workers/Unemployed
- Part-time for economic reasons share = Part-time for economic reasons/Part-time workers

### Full-time workers

Persons who were employed for 35 or more hours in the reference week.

### Long-term unemployed

Persons who have been unemployed for more than 26 weeks.

### Marginally attached workers

Individuals not in the labor force who want and are available for work, and who have looked for a job sometime in the prior 12 months (or since the end of their last job if they held one within the past 12 months), but were not counted as unemployed because they had not searched for work in the four weeks preceding the survey. (Note: discouraged workers and conditionally interested workers are a subset of the marginally attached.)

### Not in labor force

Includes persons 16 years of age and over in the civilian noninstitutional population who are neither employed nor unemployed in accordance with the definitions contained in this glossary.

### Part-time workers

Persons who were employed fewer than 35 hours in the reference week.

### Part-time for economic reasons

Sometimes referred to as involuntary part-time, this category refers to individuals who gave an economic reason for working 1 to 34 hours during the reference week. Economic reasons include slack work or unfavorable business conditions, inability to find full-time work, and seasonal declines in demand. Those who usually work part-time must also indicate that they want and are available for full-time work to be classified as part time for economic reasons.

### Unemployed persons

Persons 16 years and over who had no employment during the reference week, were available for work (except for temporary illness), and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed.