



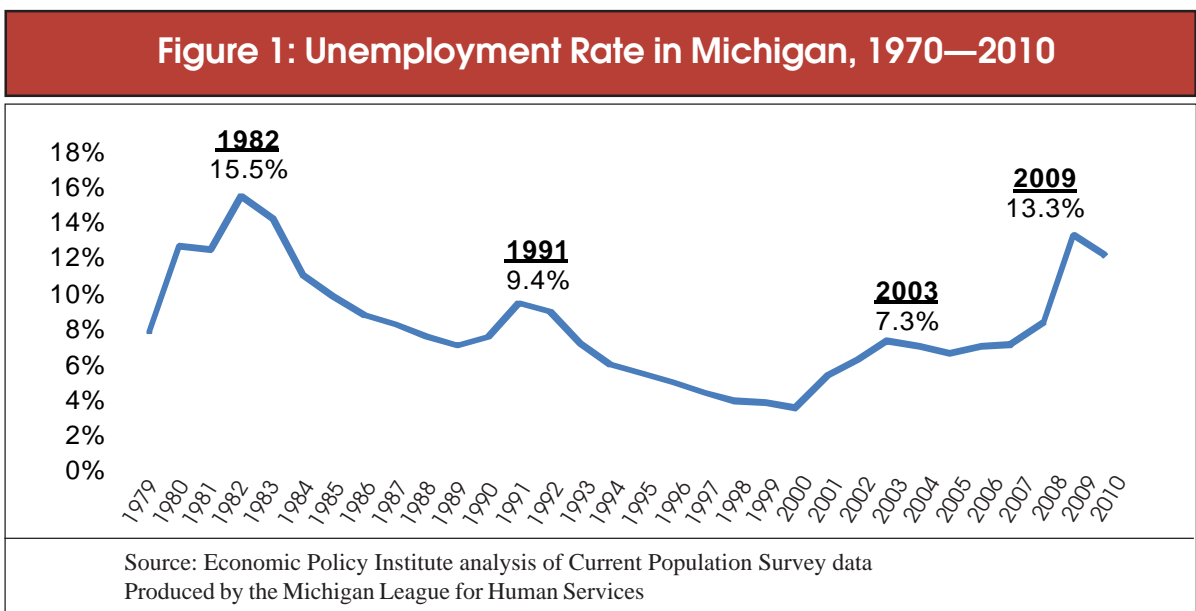
Labor Day Report: Long-term Unemployment Hits High Water Mark Lengthy Job Searches Underscore Need for Postsecondary Training

This is the fifth annual Labor Day Report published by the Michigan League for Human Services, exploring unemployment, long-term unemployment, wage levels and educational levels in Michigan. All data used in this report, unless otherwise cited, is supplied by the Economic Policy Institute as part of its State of Working America project. The League wishes to thank the Economic Policy Institute, the Joyce Foundation and the Working Poor Families Project for their financial support for this report.

Unemployment in Michigan

Unemployment continues to be very high in Michigan, although it has not been the highest in the nation since April 2010. Michigan’s unemployment rate dropped from an annual average of 13.3 percent in 2009 to 12.2 percent in 2010 (Fig.1).

When breaking down the unemployment rate data by race, however, a disturbing disparity becomes apparent. While the unemployment rate dropped for white and Hispanic workers from 2009 to 2010, it rose sharply for African American workers (Fig.2). Unemployed workers in four southeastern Michigan cities with

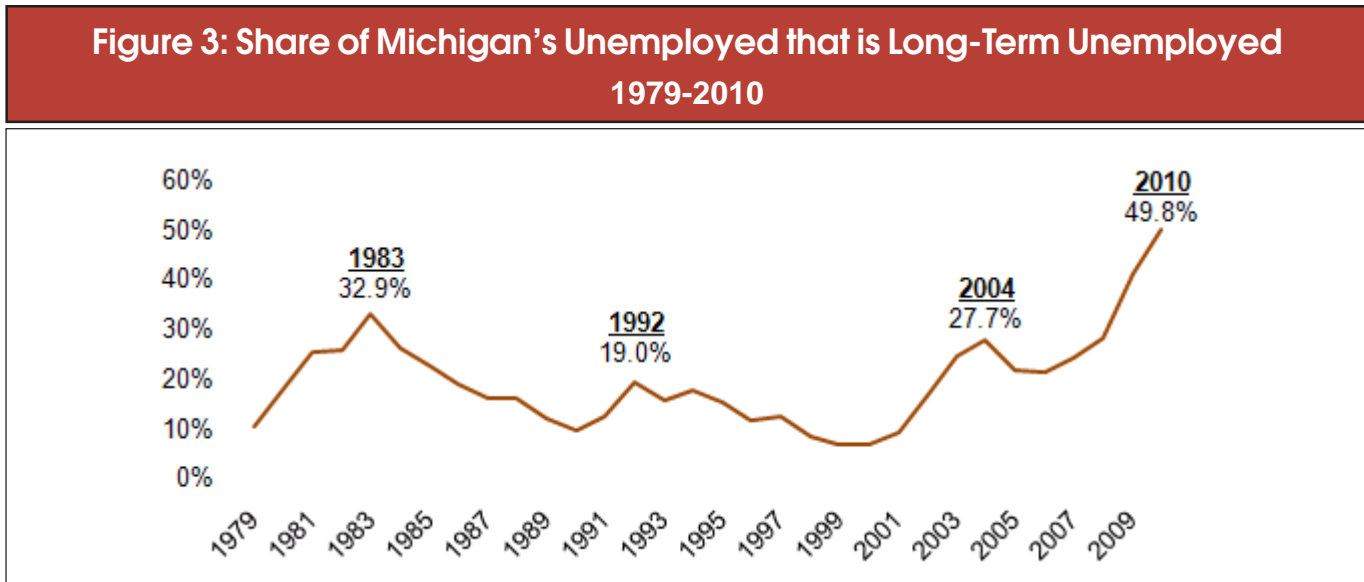
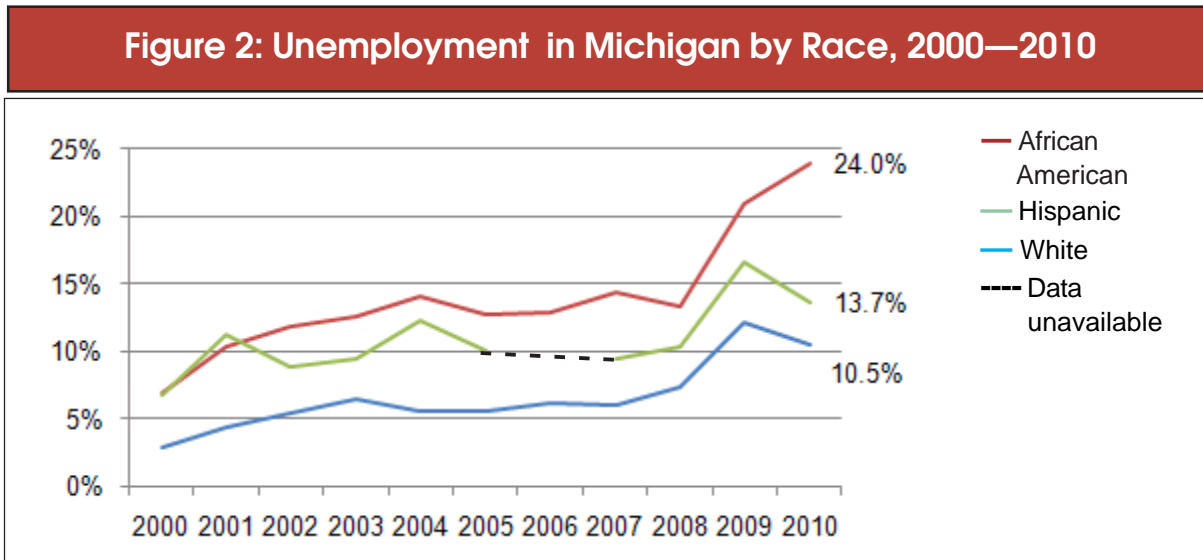


majority African American populations (Detroit, Pontiac, Inkster and Highland Park) accounted for 16 percent of all unemployed Michigan workers in 2010, with unemployment rates in Pontiac and Highland Park exceeding 30 percent in 2009 and dropping only slightly in 2010.¹

Long-Term Unemployment in Michigan

The one point drop in the statewide unemployment rate between 2009 and 2010, while small, is good news.

However, the long-term unemployment rate (defined as more than 26 weeks) reached a record high during 2010 as, on average, fully half (49.8%) of Michigan’s unemployed each month had been long-term unemployed (Fig.3).² A comparison of the charts in Figure 1 and Figure 3 show that, during the past 31 years for which data is available, each peak unemployment year (1982, 1991, 2003 and 2009) was followed by a peak year in long-term unemployment. However, while unemployment during the current recession never



Source for Figures 2 and 3: Economic Policy Institute analysis of Current Population Survey data

¹ Bureau of Labor Statistics: Local Area Unemployment Statistics (2010)

² Long-term unemployment is defined by the Bureau of Labor Statistics as more than 26 consecutive weeks

reached the levels that it did during the early 1980s, the long-term unemployment share during the past two years has far exceeded the 1980s levels.

A look at the demographic data for the peak long-term unemployment years, along with the change in those figures from each of the previous years, reveals the following (Fig. 4):

- The jump in long-term unemployment share from 2009 to 2010 is the largest of the four peak years and the largest for the period for which data is available (1979-2010).
- Although the long-term unemployment rate for both white and African American workers increased, the disparity between African American

and white workers has narrowed, with the white share slightly higher in 2010. This is due to the large jump in white long-term unemployment.

- White long-term unemployment in Michigan exceeded 50 percent in 2010, and African American long-term unemployment reached 49 percent in 2009. These are record highs for both categories for the period for which data is available (1979-2010).³
- In 2010, 55 percent of unemployed workers in their prime working years (age 25-54) were long-term unemployed—the first year the share for this age group exceeded 50 percent. 2009 and 2010 also saw the long-term unemployment share of workers age 55 and over exceed 50 percent.

Figure 4: Michigan Long-term Unemployment Share by Demographic During Peak Years

	1982	1983	Change	1991	1992	Change	2003	2004	Change	2009	2010	Change
All	25.6%	32.9%	7.3%	12.2%	19.0%	6.8%	24.5%	27.7%	3.2%	40.8%	49.8%	9.0%
Gender												
Male	28.7%	38.5%	9.8%	13.7%	20.9%	7.2%	23.6%	27.5%	3.9%	43.5%	52.0%	8.5%
Female	21.2%	24.7%	3.5%	10.2%	16.6%	6.4%	25.7%	27.9%	2.2%	36.0%	46.2%	10.2%
Age												
16-24 yrs	20.2%	21.6%	1.4%	5.3%	7.3%	2.0%	13.3%	15.1%	1.8%	28.1%	34.5%	6.4%
25-54 yrs	29.3%	39.7%	10.4%	15.4%	23.6%	8.2%	27.9%	33.3%	5.4%	43.4%	55.0%	11.6%
55 yrs & older	28.7%	40.4%	11.7%	NA	36.6%	—	37.6%	33.1%	-4.5%	50.1%	53.7%	3.6%
Race/Ethnicity												
White	23.8%	32.0%	8.2%	12.2%	19.8%	7.6%	23.7%	26.6%	2.9%	38.6%	50.6%	12.0%
African American	33.3%	36.9%	3.6%	12.8%	15.9%	3.1%	27.7%	33.8%	6.1%	49.1%	48.2%	-0.9%
Hispanic	NA	NA	—	NA	NA	—	NA	NA	—	NA	NA	—
Asian/Pacific Islander	NA	NA	—	NA	NA	—	NA	NA	—	NA	NA	—
Education												
Less than high school	23.7%	29.5%	5.8%	9.9%	13.5%	3.6%	20.4%	22.1%	1.7%	34.8%	43.3%	8.5%
High school	27.1%	36.8%	9.7%	11.7%	22.1%	10.4%	24.7%	27.6%	2.9%	45.4%	51.0%	5.6%
Some college	25.3%	31.6%	6.3%	14.9%	18.1%	3.2%	23.9%	31.0%	7.1%	39.3%	51.9%	12.6%
Bachelor's or higher	27.3%	29.5%	2.2%	NA	25.0%	—	32.1%	32.0%	-0.1%	38.1%	49.1%	11.0%

³ There is not complete data on long-term unemployment by race for all racial categories or for all years, due to small sample populations for the Hispanic and Asian/Pacific Islander categories in all years, and for the White and African-American categories in some years in which long-term unemployment is low.

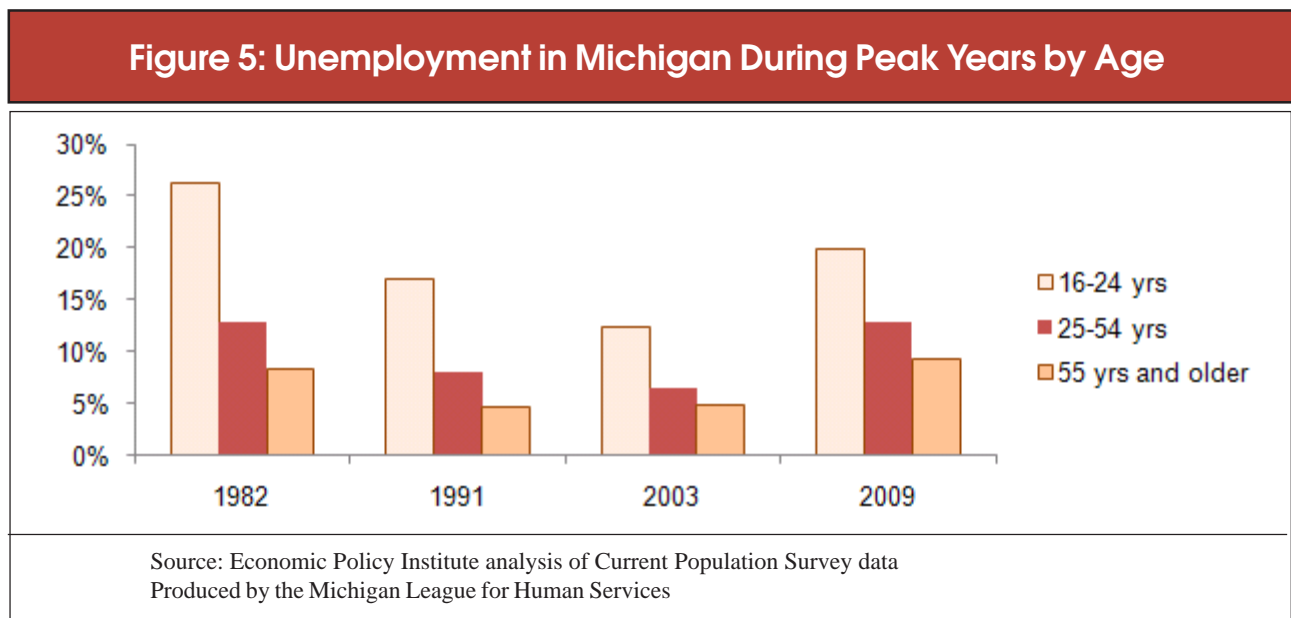
- Workers without a high school diploma and workers age 16-24 have consistently had the lowest levels of long-term unemployment. This is likely due to their tendency to become re-employed in low-wage jobs, as discussed in the section on wages.

When broken down by age, unemployment rate, and long-term unemployment rate, the data are particularly instructive. As seen in Figures 5 and 6, workers age 16-24 have much higher unemployment rates than the other two age groups even during strong economic periods, but are much less likely to be long-term unemployed. Workers age 55 and older have consistently lower unemployment rates than workers age 25-54 (although during some years the difference is small), but the limited long-term unemployment data for that age group indicates that some years their share is roughly equal to that of workers age 25-54 and other years it is much higher. In other words, the younger a worker is, the more likely he or she is to be unemployed, but the less likely to be long-term unemployed.

The prime working years, age 25-54, are especially crucial for workers, and the fact that 55 percent of unemployed workers in this age group were unemployed for more than half a year is cause for concern. During these years, a worker is likely to be raising a

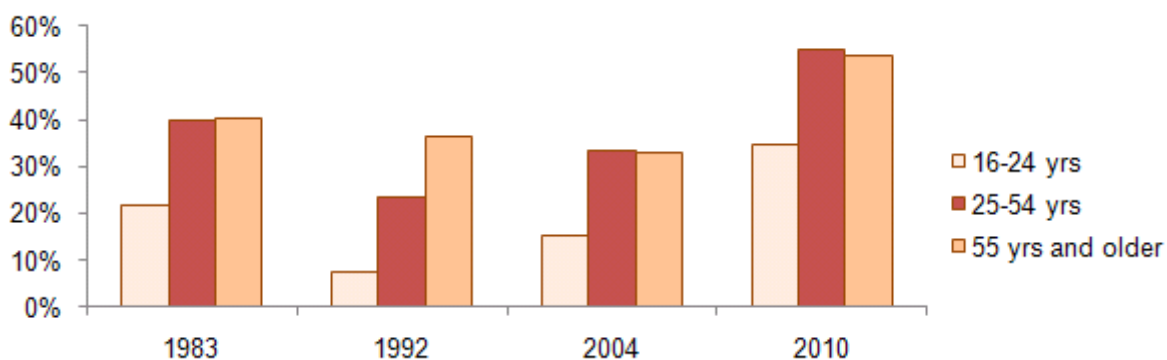
family, purchasing a home with a mortgage, and establishing credit, so long periods of unemployment often result in significant financial hardship. It is also the time when the worker is building a work record, establishing a career, and seeking advancement and promotion in the workplace. Gaps in the work history during these years can hinder the ability of workers and their families to move into economic self-sufficiency or upward mobility. Additionally, there is growing evidence that some employers are deciding not to hire people who are unemployed, which is disruptive to workers' career trajectories.⁴

What to make of these long-term unemployment figures? First, the growth of long-term unemployment in every group (age, race, educational level) in 2009-2010 has reached much higher levels than in previous economic downturns. This tells us that it is not the characteristics of the workers driving long-term unemployment, but the macroeconomic context. Simply put, there are far too few jobs available for every type of worker. The decline of automobile manufacturing in Michigan exacerbated trends in this state that were happening around the country. When manufacturing jobs were lost, the ripple effects of laid off workers spending less money created job losses in other sectors as well and reduced tax revenues.



⁴ National Employment Law Project, *Hiring Discrimination Against the Unemployed*, July 2011. (Available at <http://www.nelp.org/page/-/UI/2011/unemployed.discrimination.7.12.2011.pdf?nocdn=1>)

Figure 6: Long-Term Unemployment in Michigan During Peak Years by Age



Source: Economic Policy Institute analysis of Current Population Survey data
Produced by the Michigan League for Human Services

Wages

In 2010, 26.6 percent of Michigan workers and 28.8 percent of Michigan workers of color were employed in low-wage jobs (Fig. 7).⁵ While Michigan ranked fourth best in the nation in 2006 on this measure for all workers, it has fallen to 36th in 2010. For workers of

color in low-wage jobs, however, Michigan still ranks well compared with other states at 10th in the nation.

It is estimated that overall, 67 percent of Michigan jobs are in occupations with a median wage considered low-income for a family of four, and 22 percent are in jobs with a median wage below the poverty threshold for a

Figure 7: Michigan Workers Age 18 and Over in Low-Wage Jobs

Year	Number in low-wage job		Percent in low-wage jobs		National rank (#1 best)	
	All	Minority	All	Minority	All	Minority
2006	848,343	193,684	20.8	23.7	4	2
2007	834,771	174,791	21.0	24.2	7	2
2008	995,240	251,683	25.4	31.8	27	14
2009	922,015	201,766	25.6	29.6	36	17
2010	966,254	202,523	26.6	28.8	36	10

Source: PRB analysis of 2010 Basic Monthly CPS as requested by the Working Poor Families Project

⁵ A low-wage worker is defined as an adult earning below a state “low wage” figure (the national low wage figure x state cost of living index). The national low wage figure was based upon the preliminary weighted poverty threshold for a family of four in 2010 (\$22,314). If a person earns that amount working 40 hours per week, 52 weeks per year, that person’s wage would be \$10.73 per hour. The state cost of living index used here is published in *The Federal Budget and the States* (www.ksg.harvard.edu).

family of four.⁶ As shown in Appendices A and B, four out of the top six occupations in Michigan have a median wage that will not bring a family of four out of poverty, estimated at \$22,190 in 2010. Fifteen out of the top 20 occupations have a median wage that falls short of the economic self-sufficiency benchmark for a single parent with two children, estimated by the Michigan League for Human Services at \$44,365 when child care is needed.

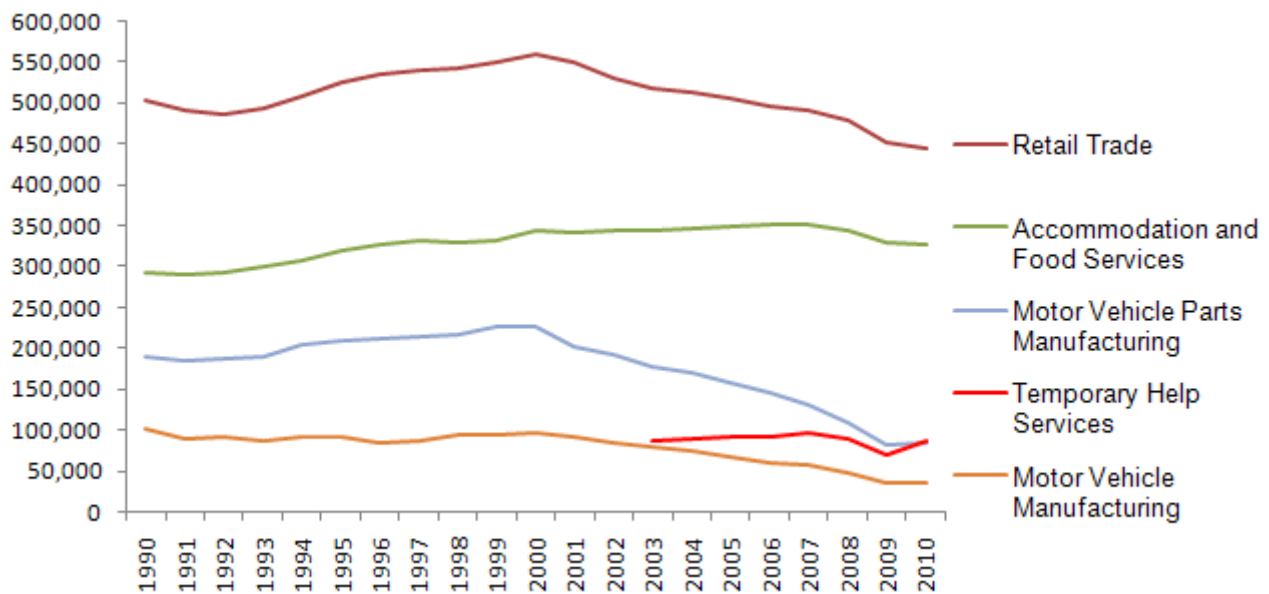
Jobs in the manufacturing sector, particularly in the automobile and automobile parts industries that tend to pay well, have declined greatly in Michigan since 1990. During the same period, the low-wage accommodation and food services sector experienced an increase. The primarily low-wage retail sector has always accounted for a high number of jobs, even though jobs in that sector are more than 10 percent lower than 20 years ago (Fig.8). The prevalence of low-wage jobs even during

an economic downturn may account for much of the reason that the long-term unemployment share tends to be lower for workers without a high school diploma than for workers at other levels of educational attainment; not only are there fewer workers in this category overall, but they tend to find employment in low-wage jobs of which there are plenty.

The Educational Level of Michigan's Workforce

Not surprisingly, educational level plays a much more important role in determining wage levels than it did 30 years ago (Fig.9). While as recently as the early 1980s many people entered the manufacturing industry with only a high school diploma or sometimes without a diploma, those jobs have largely disappeared or been replaced with jobs within the industry that require postsecondary education. As this has happened,

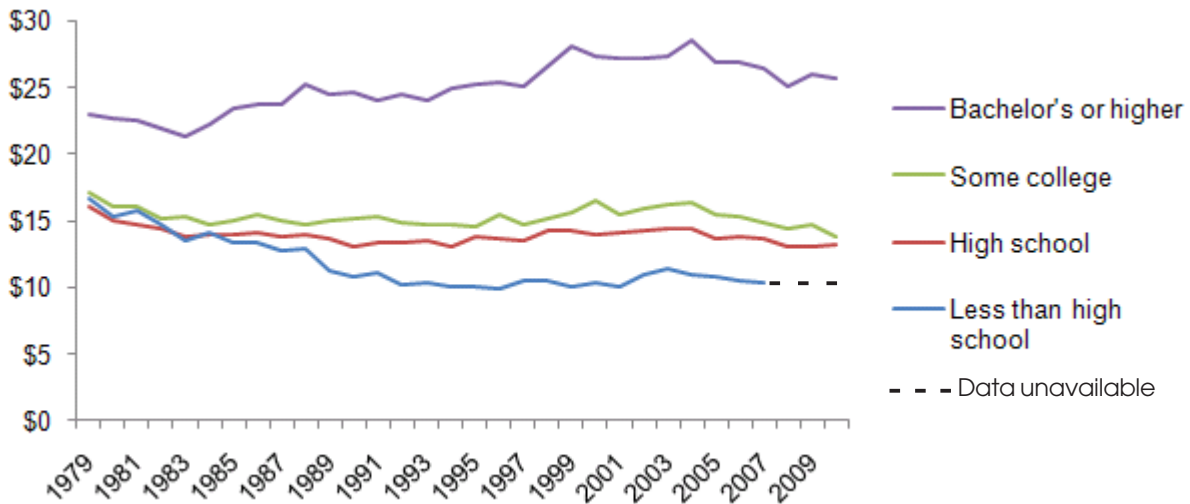
Figure 8: Employment in Selected Industries in Michigan, 1990—2010



Source: Economic Policy Institute analysis of Current Population Survey data
Produced by the Michigan League for Human Services

⁶ Public Reference Bureau analysis of May 2010 Bureau of Labor Statistics Occupational Employment Statistics, as requested by the Working Poor Families Project.

**Figure 9: Median Wage in Michigan by Educational Level
(2010 Dollars), 1979—2010**



Source: Economic Policy Institute analysis of Current Population Survey data
Produced by the Michigan League for Human Services

acquiring a postsecondary credential has been more critical in achieving economic security. While workers with bachelor's degrees earn far more than the other levels of education for which data are available, possessing a "middle skill" credential such as a two-year associate's degree or an occupational certificate (not shown in the line charts) can yield higher wage levels than entering the workforce without a postsecondary credential.⁷

Education also acts as a shock absorber for workers during periods of economic downturn (Fig.10). When the economy hits a bump, all levels of education experience a jump in unemployment, but the higher the educational level, the lower the jump. Although it is not shown in the line charts, workers with a middle skill credential would likely experience a jump that is smaller than that of workers with some postsecondary

training but no degree, but larger than that of workers with a bachelor's degree.

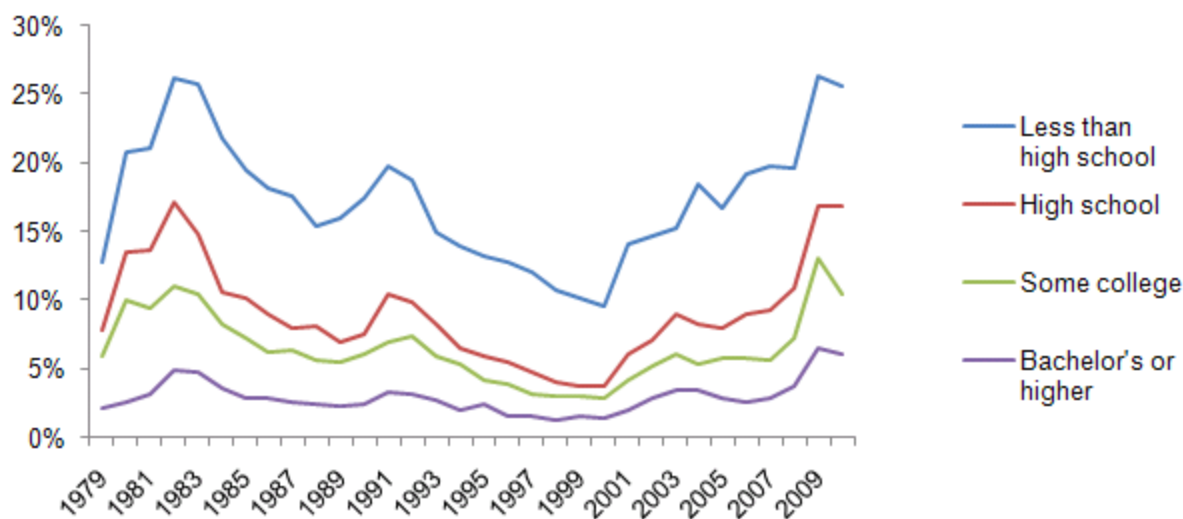
Importance of Raising Educational Levels

The need for postsecondary credentials is obvious. Workers who have been laid off often find that they lack marketable skills needed to regain the wage levels of the jobs they lost. Those who enter the workforce immediately after high school do not have the same job opportunities that their parents did. Federal policies such as the Workforce Investment Act, along with Michigan policies, must be geared toward helping recent high school graduates, older displaced workers, and those in low-wage jobs attain postsecondary credentials. Attaining a "middle skill" credential is often more feasible than a bachelor's degree for low-wage, low-skilled workers who have jobs and family responsibilities.⁸

⁷ Unfortunately, compatible wage data is not currently available for workers with associate's degrees or other "middle skill" credentials that require postsecondary training but less than four years of college. The data sets for the "Some College" category shown in Figures 10 and 11 combine those who have attained a middle skill credential with those who have begun postsecondary training but not completed it and do not possess a credential.

⁸ More information on middle skills needs and credentials from the National Skills Coalition can be found at <http://www.nationalskillscoalition.org/the-issues/skills2compete.htm>

Figure 10: Michigan Unemployment Level by Education Level, 1979—2010



Source: Economic Policy Institute analysis of Current Population Survey data
Produced by the Michigan League for Human Services

As seen in Figure 11, Michigan is making progress in raising the number of its workers with postsecondary education. In 1979, the percentage of workers without a high school diploma was nearly double that of workers without a bachelor's degree, but in 2010 there were three times as many workers with bachelor's degrees than without a high school diploma. The percentage of workers with at least some postsecondary education has increased from 36 percent to 62 percent.

The pie chart in Figure 12 breaks it down for the years 2004-2009, showing that 36 percent of Michigan workers in their prime working age years (age 25-54) have attained a postsecondary credential at the associate's degree level or higher. As Figure 13 makes clear, however, this percentage needs to be raised, as the Michigan Office of Labor Market Information projects a nearly 15 percent increase in the number of positions requiring an associate's degree in 2018. Moreover, there will be a nearly 10 percent increase in the jobs

that require postsecondary training that is not an associate's degree, often in the form of a non-degree certificate or other credential.⁹ As Michigan continues to develop its workforce strategy, it needs to keep in mind not only training for the high skills, but for the middle skills as well.

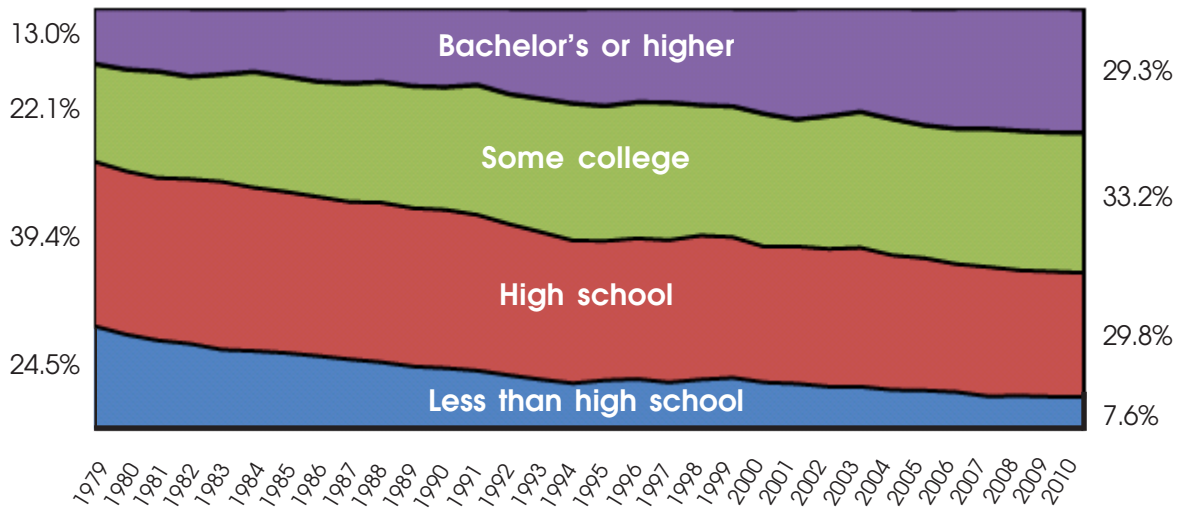
Conclusion

The year 2010 was a watershed year in Michigan unemployment. Even though the overall unemployment rate decreased from the previous year, the share that was unemployed for more than 26 weeks reached a record high of 50 percent—far higher than that in the early 1980s and higher than any other Midwest state (see Appendices C and D). The long-term unemployment share for workers in their prime working years was also at a record high, at 55 percent.¹⁰ The unemployment rate for African Americans went up even as the overall rate decreased. The percentage of workers employed in low-wage jobs has increased

⁹ A list of the jobs projected to grow between 2008 and 2018, along with the corresponding educational requirements, can be found at <http://milmi.org/?PAGEID=67&SUBID=177>.

¹⁰ The record high was for the period for which data is available: 1979-2010.

Figure 11: Educational Level as Share of the Michigan Labor Force, 1979—2010



Source: Economic Policy Institute analysis of Current Population Survey data
Produced by the Michigan League for Human Services

significantly in the past five years, and four of the top six jobs in Michigan have median wages that will not bring a family of four out of poverty.

It has been shown that increasing the educational level of a worker increases the worker's wage and greatly decreases the likelihood of the worker becoming unemployed. Employment projections show that postsecondary education will be increasingly important during the next decade, and that jobs requiring credentials below a bachelor's degree will be high in demand as well as those requiring a bachelor's degree or higher.

While much of Michigan's unemployment problems are beyond the state's control, Michigan can work to increase the number of workers with postsecondary credentials in order to shore up its workers for future employment prospects. Having a skilled workforce is also an attractive environment for employers looking to expand or establish businesses in the state. Along with developing new industries that can replace the jobs lost in the manufacturing sector, skilling up the workforce is one strategy Michigan cannot afford to undertake half-

heartedly. This includes addressing the skill needs of low-skill workers, so that they can be readily trained in the occupational skills that will increasingly be in demand.

It is also important to remember that Unemployment Insurance (UI) not only helps laid off workers to support their families while they look for work, but also keeps them spending money that circulates in their local economies, helping prevent unemployment from becoming worse. When both unemployment and long-term unemployment reach the levels that they have in 2009-2010, it becomes clear that the problem is not that "workers are not looking hard enough for jobs," but that there are not enough jobs for workers in the state. State policy, then, must revolve around generating economic activity within the state to create and maintain jobs, and UI can play a small part in this as a temporary income source for unemployed workers as they seek work.

Michigan recently became the first state in the nation to reduce the maximum number of basic UI benefit weeks from 26 to 20, a decision that will not only

create hardship for the unemployed but may even cause further job loss by reducing the money spent in local economies. Michigan also declined the opportunity to receive federal funding for its UI trust fund in exchange for expanding the population that is eligible to receive temporary benefits (such as extending UI benefits to workers seeking part-time work, workers who leave work for compelling family reasons or workers who are participating in skills training following a layoff). Both decisions ignore UI's role as an economic stimulator as well as as temporary safety net.

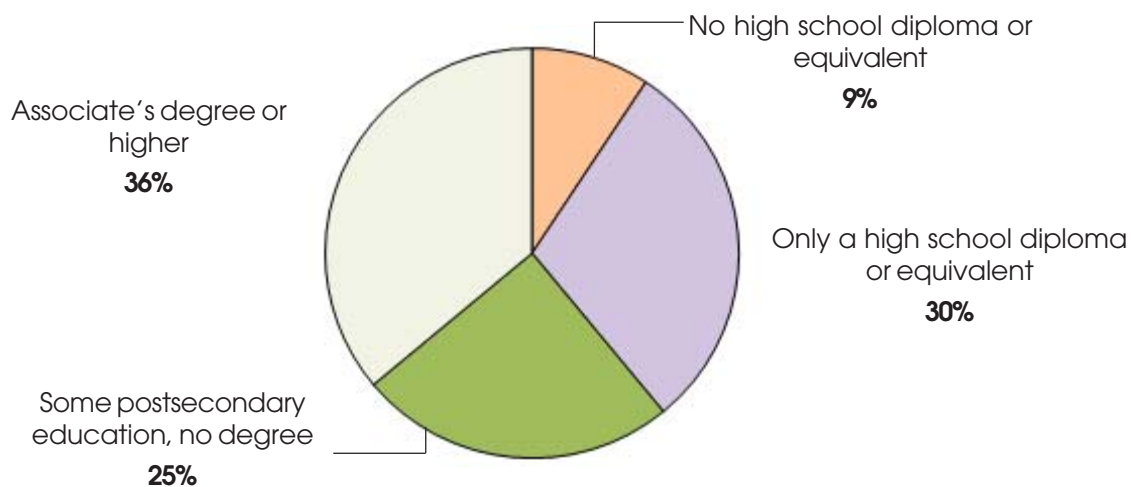
With all this in mind, the Michigan League for Human Services recommends the following:

1. Michigan must include raising educational levels of low-skill workers as a component of its workforce development strategy. The governor plans to unveil his workforce development action plan this fall. Developing new high-technology industries in the state requiring highly skilled workers is an important part of reviving Michigan's economy and will very likely be part of this action plan. However, because new technologies will require new skills even on the part of non-specialized assembly and service workers, it is also important that the plan include a concerted effort to raise

the basic skills (in reading, mathematics and, in some cases, English language) of Michigan's low-skilled workers. In this way, job providers will have a labor pool that can readily learn the occupational skills that the existing and emerging industries will require.

2. Michigan must preserve access to temporary UI benefits for unemployed workers, and expand the population of workers that can receive temporary benefits while they look for work. First, Michigan must restore the 26-week maximum for basic UI benefits, in line with nearly every other state in the nation. Secondly, Michigan should reconsider expanding UI eligibility to those seeking part-time work, those receiving occupational training or those who have left work for compelling family reasons. Even though the state has passed the deadline for receiving the federal funding, Michigan's unemployed workers and their broader communities will benefit from such an expansion. Finally, keeping in mind that long-term unemployment is caused by a lack of available work at all levels of education and skill, the legislature ought to also reject any proposals that will make it more difficult for unemployed workers to receive temporary benefits as they look for work.

Figure 12: Educational Level of Michigan Prime Working Age Adults (25-54), 2004-2009 Average



Source: Working Poor Families Project
Produced by the Michigan League for Human Services

Figure 13: Michigan Employment Forecasts by Education/Training, 2008–2018

Education/Training Group	EMPLOYMENT		Percent Change
	2008	2018	
Total, All Occupations . . .	4,563,000	4,820,640	5.6%
First Professional Degree	63,610	70,750	11.2
Doctoral Degree	69,520	77,220	11.1
Master's Degree	56,200	64,730	15.2
Work Experience & BA+ *	174,400	180,120	3.3
Bachelor's Degree (BA)	584,690	644,330	10.2
Associate Degree	207,720	238,250	14.7
Post-Secondary Voc Training	258,930	284,080	9.7
Experienced in Related Occup	402,240	416,190	3.5
Long-term OJT **	325,080	332,700	2.3
Moderate-term OJT ***	776,990	789,550	1.6
Short-term OJT ****	1,643,610	1,722,740	4.8

* Category contains mostly management occupations.
 ** On the Job Training (OJT) > 12 months
 *** 1 to 12 months OJT
 **** Short Demo or up to 1 month OJT
 Source: Michigan Office of Labor Market Information website (<http://milmi.org/?PAGEID=67&SUBID=177>, accessed on August 25, 2011.)

Appendix A

Michigan Occupations with Highest Employment (May 2010)¹

Rank	Occupation	Number Employed	Median Wage		% of Poverty Wage ²		% of Self-Sufficiency Wage ³
			Hourly	Annual	Family of Three	Family of Four	One Parent with Two Children
1	Retail Salespersons	127,520	\$10.07	\$20,940	119.2%	94.4%	47.2%
2	Office Clerks, General	107,700	\$12.77	\$26,560	151.2%	119.7%	59.9%
3	Cashiers	100,840	\$8.82	\$18,350	104.5%	82.7%	41.4%
4	Registered Nurses	86,040	\$30.28	\$62,990	358.5%	283.9%	142.0%
5	Waiters and Waitresses	72,490	\$8.50	\$17,680	100.6%	79.7%	39.9%
6	Combined Food Preparation and Serving Workers, Including Fast Food	70,140	\$8.64	\$17,980	102.3%	81.0%	40.5%
7	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	64,580	\$11.32	\$23,550	134.1%	106.1%	53.1%
8	Stock Clerks and Order Fillers	61,930	\$10.28	\$21,380	121.7%	96.3%	48.2%
9	Laborers and Freight, Stock, and Material Movers, Hand	61,000	\$11.75	\$24,450	139.2%	110.2%	55.1%
10	Customer Service Representatives	60,410	\$14.95	\$31,090	177.0%	140.1%	70.1%
11	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	50,250	\$15.31	\$31,840	181.2%	143.5%	71.8%
12	Nursing Aides, Orderlies, and Attendants	49,570	\$12.27	\$25,520	145.3%	115.0%	57.5%
13	Heavy and Tractor-Trailer Truck Drivers	46,100	\$17.91	\$37,250	212.0%	167.9%	84.0%
14	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	45,530	\$25.33	\$52,680	299.9%	237.4%	118.7%
15	Bookkeeping, Accounting, and Auditing Clerks	43,060	\$16.51	\$34,340	195.5%	154.8%	77.4%
16	Team Assemblers	41,860	\$14.81	\$30,790	175.3%	138.8%	69.4%
17	Elementary School Teachers, Except Special Education	40,100	NA	\$57,810	329.1%	260.5%	130.3%
18	Teacher Assistants	36,880	NA	\$25,070	142.7%	113.0%	56.5%
19	General and Operations Managers	36,840	\$44.09	\$91,700	522.0%	413.2%	206.7%
20	Business Operations Specialists	36,540	\$31.41	\$65,340	371.9%	294.5%	147.3%
21	First-Line Supervisors of Retail Sales Workers	35,950	\$16.78	\$34,890	198.6%	157.2%	78.6%
22	Home Health Aides	34,980	\$9.48	\$19,720	112.2%	88.9%	44.4%
23	Maintenance and Repair Workers, General	34,460	\$15.85	\$32,970	187.7%	148.6%	74.3%
24	Cooks, Restaurant	30,780	\$9.90	\$20,600	117.3%	92.8%	46.4%
25	Mechanical Engineers	30,260	\$40.89	\$85,040	484.1%	383.2%	191.7%
26	Accountants and Auditors	28,850	\$28.87	\$60,050	341.8%	270.6%	135.4%
27	Exec.Secretaries and Exec. Admin. Asst.	28,650	\$20.60	\$42,840	243.9%	193.1%	96.6%
28	First-Line Supervisors of Office and Admin. Support Workers	28,130	\$22.22	\$46,230	263.1%	208.3%	104.2%

¹Estimates do not include self-employed workers. 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.

²Based on the 2010 U.S. Census Bureau poverty thresholds (\$17,568 for a one-parent/two-child family of three and \$22,190 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2080 hours per year), the poverty wage is \$8.45 per hour and \$10.67 per hour respectively.

³Based on calculations from the Michigan League for Human Services' *Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being* (June 2010)

NA = not available

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

Produced by Michigan League for Human Services

Appendix A

Michigan Occupations with Highest Employment (May 2010)¹

Rank	Occupation	Number Employed	Median Wage		% of Poverty Wage ²		% of Self-Sufficiency Wage ³
			Hourly	Annual	Family of Three	Family of Four	Single Parent with Two Children
29	Receptionists and Information Clerks	27,800	\$12.23	\$25,430	144.8%	114.6%	57.3%
30	Light Truck or Delivery Services Drivers	24,250	\$13.23	\$27,520	156.6%	124.0%	62.0%
31	First-Line Supervisors of Food Preparation and Serving Workers	24,030	\$13.74	\$28,590	162.7%	128.8%	64.4%
32	Landscaping and Groundskeeping Workers	23,680	\$11.21	\$23,320	132.7%	105.1%	52.6%
33	Secondary School Teachers, Except Special and Career/Technical Education	23,130	NA	\$54,610	310.8%	246.1%	123.1%
34	Assemblers and Fabricators	22,980	\$17.47	\$36,340	206.9%	163.8%	81.9%
35	Maids and Housekeeping Cleaners	22,680	\$9.82	\$20,430	116.3%	92.1%	46.0%
36	Food Preparation Workers	22,440	\$9.40	\$19,540	111.2%	88.1%	44.0%
37	Production Workers, All Other	22,340	\$16.48	\$34,290	195.2%	154.5%	77.3%
38	First-Line Supervisors of Production and Operating Workers	21,960	\$27.80	\$57,820	329.1%	260.6%	130.3%
39	Security Guards	21,680	\$11.49	\$23,910	136.1%	107.8%	53.9%
40	Machinists	21,440	\$18.95	\$39,410	224.3%	177.6%	88.8%
41	Medical Assistants	20,720	\$13.40	\$27,870	158.6%	125.6%	62.8%
42	Packers and Packagers, Hand	19,830	\$9.00	\$18,720	106.6%	84.4%	42.2%
43	Industrial Engineers	19,680	\$38.86	\$80,830	460.1%	364.3%	182.2%
44	Childcare Workers	19,350	\$9.62	\$20,020	114.0%	90.2%	45.1%
45	Inspectors, Testers, Sorters, Samplers, and Weighers	19,270	\$16.27	\$33,830	192.6%	152.5%	76.3%
46	Teachers and Instructors, All Other	19,260	NA	\$36,550	208.0%	164.7%	82.4%
47	Cooks, Fast Food	18,790	\$8.55	\$17,790	101.3%	80.2%	40.1%
48	Automotive Service Technicians and Mechanics	18,520	\$17.64	\$36,690	208.8%	165.3%	82.7%
49	Licensed Practical and Licensed Vocational Nurses	18,410	\$20.00	\$41,610	236.9%	187.5%	93.8%
50	Construction Laborers	18,270	\$15.49	\$32,210	183.3%	145.2%	72.6%

¹Estimates do not include self-employed workers. 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.

²Based on the 2010 U.S. Census Bureau poverty thresholds (\$17,568 for a one-parent/two-child family of three and \$22,190 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2080 hours per year), the poverty wage is \$8.45 per hour and \$10.67 per hour respectively.

³Based on calculations from the Michigan League for Human Services' *Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being* (June 2010)

NA = not available

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

Produced by Michigan League for Human Services

Appendix B

Lowest Wage Nonfarm Occupations in Michigan (May 2010)¹

Rank	Occupation	Number Employed	Median Wage		% of Poverty Wage ²		% of Self-Sufficiency Wage ³
			Hourly	Annual	Family of Three	Family of Four	One Parent with Two Children
1	Travel Guides	NA	\$7.80	\$16,230	92.4%	73.1%	36.6%
2	Barbers	NA	\$8.33	\$17,320	98.6%	78.1%	39.0%
3	Dishwashers	14,870	\$8.50	\$17,670	100.6%	79.6%	39.8%
4	Waiters and Waitresses	72,490	\$8.50	\$17,680	100.6%	79.7%	39.9%
5	Cooks, Fast Food	18,790	\$8.55	\$17,790	101.3%	80.2%	40.1%
6	Combined Food Preparation and Serving Workers, Including Fast Food	70,140	\$8.64	\$17,980	102.3%	81.0%	40.5%
7	Pressers, Textile, Garment, and Related Materials	1,570	\$8.65	\$18,000	102.5%	81.1%	40.6%
8	Shampooers	NA	\$8.70	\$18,100	103.0%	81.6%	40.8%
9	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	10,280	\$8.71	\$18,120	103.1%	81.7%	40.8%
10	Amusement and Recreation Attendants	9,500	\$8.71	\$18,120	103.1%	81.7%	40.8%
11	Dining Room and Cafeteria Attendants and Bartender Helpers	13,170	\$8.74	\$18,170	103.4%	81.9%	41.0%
12	Ushers, Lobby Attendants, and Ticket Takers	3,060	\$8.74	\$18,190	103.5%	82.0%	41.0%
13	Bartenders	14,510	\$8.78	\$18,260	103.9%	82.3%	41.2%
14	Manicurists and Pedicurists	780	\$8.80	\$18,310	104.2%	82.5%	41.3%
15	Cashiers	100,840	\$8.82	\$18,350	104.5%	82.7%	41.4%
16	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	12,160	\$8.85	\$18,400	104.7%	82.9%	41.5%
17	Graders and Sorters, Agricultural Products	1,050	\$8.85	\$18,410	104.8%	83.0%	41.5%
18	Parking Lot Attendants	2,510	\$8.88	\$18,480	105.2%	83.3%	41.7%
19	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	100	\$8.92	\$18,560	105.6%	83.6%	41.8%
20	Automotive and Watercraft Service Attendants	2,420	\$8.98	\$18,670	106.3%	84.1%	42.1%
21	Locker Room, Coatroom, and Dressing Room Attendants	420	\$8.99	\$18,700	106.4%	84.3%	42.2%
22	Entertainment Attendants and Related Workers, All Other	1,870	\$9.00	\$18,720	106.6%	84.4%	42.2%
23	Packers and Packagers, Hand	19,830	\$9.00	\$18,720	106.6%	84.4%	42.2%
24	Nonfarm Animal Caretakers	3,610	\$9.04	\$18,810	107.1%	84.8%	42.4%
25	Personal Care and Service Workers, All Other	1,790	\$9.06	\$18,840	107.2%	84.9%	42.5%
26	Tour Guides and Escorts	900	\$9.08	\$18,890	107.5%	85.1%	42.6%
27	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3,420	\$9.12	\$18,970	108.0%	85.5%	42.8%

¹Estimates do not include self-employed workers. Farm jobs are not included; however, farm jobs constitute a significant portion of low-wage jobs in Michigan.

²Based on the 2009 U.S. Census Bureau poverty thresholds (\$17,285 for a one-parent/two-child family and \$21,756 for a two-parent/two-child family) and assuming year-round employment at 40 hours per week, the poverty wage is \$8.31 per hour and \$10.46 per hour respectively.

³Based on calculations from the Michigan League for Human Services' Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being (May 2007)

NA = not available

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

Produced by Michigan League for Human Services

Appendix B

Lowest Wage Nonfarm Occupations in Michigan (May 2010)¹

Rank	Occupation	Number Employed	Median Wage		% of Poverty Wage ²		% of Self-Sufficiency Wage ³
			Hourly	Annual	Family of Three	Family of Four	One Parent with Two Children
28	Driver/Sales Workers	8,730	\$9.16	\$19,050	108.4%	85.8%	42.9%
29	Hotel, Motel, and Resort Desk Clerks	4,910	\$9.17	\$19,070	108.5%	85.9%	43.0%
30	Legislators	2,090	NA	\$19,200	109.3%	86.5%	43.3%
31	Sewing Machine Operators	3,270	\$9.28	\$19,310	109.9%	87.0%	43.5%
32	Counter and Rental Clerks	11,740	\$9.37	\$19,490	110.9%	87.8%	43.9%
33	Cooks, Short Order	5,250	\$9.37	\$19,500	111.0%	87.9%	44.0%
34	Farmworkers, Farm, Ranch, and Aquacultural Animals ⁴⁰⁰		\$9.38	\$19,500	111.0%	87.9%	44.0%
35	Food Preparation Workers	22,440	\$9.40	\$19,540	111.2%	88.1%	44.0%
36	Telemarketers	6,280	\$9.41	\$19,560	111.3%	88.1%	44.1%
37	Gaming Dealers	2,100	\$9.41	\$19,580	111.5%	88.2%	44.1%
38	Taxi Drivers and Chauffeurs	3,420	\$9.43	\$19,620	111.7%	88.4%	44.2%
39	Makeup Artists, Theatrical and Performance	NA	\$9.44	\$19,630	111.7%	88.5%	44.2%
40	Home Health Aides	34,980	\$9.48	\$19,720	112.2%	88.9%	44.4%
41	Cooks, All Other	1,070	\$9.50	\$19,760	112.5%	89.0%	44.5%
42	Personal Care Aides	11,360	\$9.55	\$19,860	113.0%	89.5%	44.8%
43	Cleaners of Vehicles and Equipment	7,580	\$9.60	\$19,960	113.6%	90.0%	45.0%
44	Childcare Workers	19,350	\$9.62	\$20,020	114.0%	90.2%	45.1%
45	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	1,170	\$9.64	\$20,050	114.1%	90.4%	45.2%
46	Library Assistants, Clerical	3,930	\$9.73	\$20,240	115.2%	91.2%	45.6%
47	Maids and Housekeeping Cleaners	22,680	\$9.82	\$20,430	116.3%	92.1%	46.0%
48	Hairdressers, Hairstylists, and Cosmetologists	12,090	\$9.85	\$20,490	116.6%	92.3%	46.2%
49	Cooks, Restaurant	30,780	\$9.90	\$20,600	117.3%	92.8%	46.4%
50	Recreation Workers	9,700	\$9.95	\$20,690	117.8%	93.2%	46.6%

¹Estimates do not include self-employed workers. Farm jobs are not included; however, farm jobs constitute a significant portion of low-wage jobs in Michigan.

²Based on the 2009 U.S. Census Bureau poverty thresholds (\$17,285 for a one-parent/two-child family and \$21,756 for a two-parent/two-child family) and assuming year-round employment at 40 hours per week, the poverty wage is \$8.31 per hour and \$10.46 per hour respectively.

³Based on calculations from the Michigan League for Human Services' Economic Self-Sufficiency in Michigan: A Benchmark for Ensuring Family Well-Being (May 2007)

NA = not available

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

Produced by Michigan League for Human Services

Appendix C

Michigan's Unemployment Rate Compared with Other Midwest States, 2010

	GENDER			AGE		
	All	Male	Female	Age 16-24 yrs.	Age 25-54 yrs.	55 yrs and older
Michigan	12.2%	14.3%	9.9%	18.4%	11.6%	9.1%
Indiana	10.6%	11.4%	9.7%	21.9%	9.5%	7.1%
Illinois	10.2%	11.3%	8.8%	17.2%	9.3%	8.0%
Ohio	10.1%	11.5%	8.5%	20.4%	8.9%	6.4%
UNITED STATES	9.6%	10.5%	8.6%	18.4%	8.6%	7.0%
Missouri	9.5%	10.1%	8.8%	18.5%	8.5%	6.0%
Wisconsin	8.7%	9.7%	7.7%	16.3%	7.7%	6.4%
Pennsylvania	8.6%	9.5%	7.6%	17.5%	7.4%	6.5%
Minnesota	7.3%	8.6%	5.8%	13.1%	6.4%	5.9%
Iowa	6.1%	6.6%	5.5%	11.6%	5.4%	3.8%

	RACE/ETHNICITY			
	White	African American	Hispanic	Asian/Pacific islander
Michigan	10.5%	24.0%	13.7%	(a)
Indiana	9.5%	19.9%	15.3%	(a)
Illinois	8.5%	17.9%	12.7%	7.7%
Ohio	9.1%	16.7%	11.6%	(a)
UNITED STATES	8.0%	15.9%	12.5%	7.7%
Missouri	8.6%	15.1%	13.5%	(a)
Wisconsin	7.5%	25.3%	9.9%	(a)
Pennsylvania	7.5%	15.8%	15.5%	10.2%
Minnesota	6.2%	22.1%	12.3%	12.7%
Iowa	5.5%	13.3%	10.8%	(a)

	EDUCATION			
	Less than high school	High school	Some college	Bachelor's or higher
Michigan	25.6%	16.9%	10.4%	6.0%
Indiana	20.4%	12.6%	9.9%	4.5%
Illinois	20.7%	12.9%	9.3%	5.7%
Ohio	23.0%	12.0%	9.0%	4.5%
UNITED STATES	18.8%	12.0%	9.1%	4.9%
Missouri	21.1%	11.1%	8.9%	3.7%
Wisconsin	19.6%	10.6%	8.3%	4.6%
Pennsylvania	17.9%	10.0%	8.5%	4.5%
Minnesota	18.9%	9.3%	7.0%	3.8%
Iowa	13.4%	8.0%	5.2%	2.4%

Source: Economic Policy Institute analysis of Current Population Survey data

(a) Does not meet standards for sample size.

Appendix C

Michigan's Long-Term Unemployment Share Compared with Other Midwest States, 2010

	GENDER			AGE		
	All	Male	Female	Age 16-24 yrs.	Age 25-54 yrs.	55 yrs and older
Michigan	49.8%	52.0%	46.2%	34.5%	55.0%	53.7%
Illinois	48.9%	50.8%	46.0%	32.7%	53.2%	56.9%
Indiana	46.4%	47.5%	44.8%	30.1%	50.2%	61.7%
UNITED STATES	43.3%	44.6%	41.5%	29.7%	46.7%	53.7%
Ohio	42.4%	44.5%	39.4%	30.8%	44.8%	59.0%
Wisconsin	39.5%	38.3%	41.1%	25.5%	45.3%	43.4%
Pennsylvania	38.8%	40.5%	36.4%	23.0%	44.1%	48.5%
Missouri	38.0%	37.3%	38.8%	22.6%	42.5%	51.3%
Iowa	33.5%	33.3%	33.9%	18.7%	38.1%	48.9%
Minnesota	33.4%	33.4%	33.4%	18.6%	38.3%	40.6%

	RACE/ETHNICITY			
	White	African American	Hispanic	Asian/Pacific islander
Michigan	50.6%	48.2%	NA	NA
Illinois	46.6%	60.6%	41.5%	NA
Indiana	48.1%	40.8%	NA	NA
UNITED STATES	42.7%	48.5%	39.3%	47.8%
Ohio	43.0%	40.1%	NA	NA
Wisconsin	39.7%	47.4%	NA	NA
Pennsylvania	38.4%	34.6%	45.8%	NA
Missouri	36.6%	46.1%	NA	NA
Iowa	34.8%	NA	NA	NA
Minnesota	32.8%	34.0%	NA	NA

	EDUCATION			
	Less than high school	High school	Some college	Bachelor's or higher
Michigan	43.3%	51.0%	51.9%	49.1%
Illinois	39.3%	49.5%	53.5%	51.3%
Indiana	42.8%	50.3%	42.4%	45.6%
UNITED STATES	37.9%	45.1%	43.9%	44.9%
Ohio	38.0%	45.6%	40.9%	41.2%
Wisconsin	30.9%	48.7%	38.0%	31.0%
Pennsylvania	40.6%	40.0%	33.4%	41.7%
Missouri	38.1%	37.8%	37.6%	39.1%
Iowa	NA	41.2%	34.0%	NA
Minnesota	23.9%	33.9%	33.9%	41.3%

Source: Economic Policy Institute analysis of Current Population Survey data
 NA = Not available