



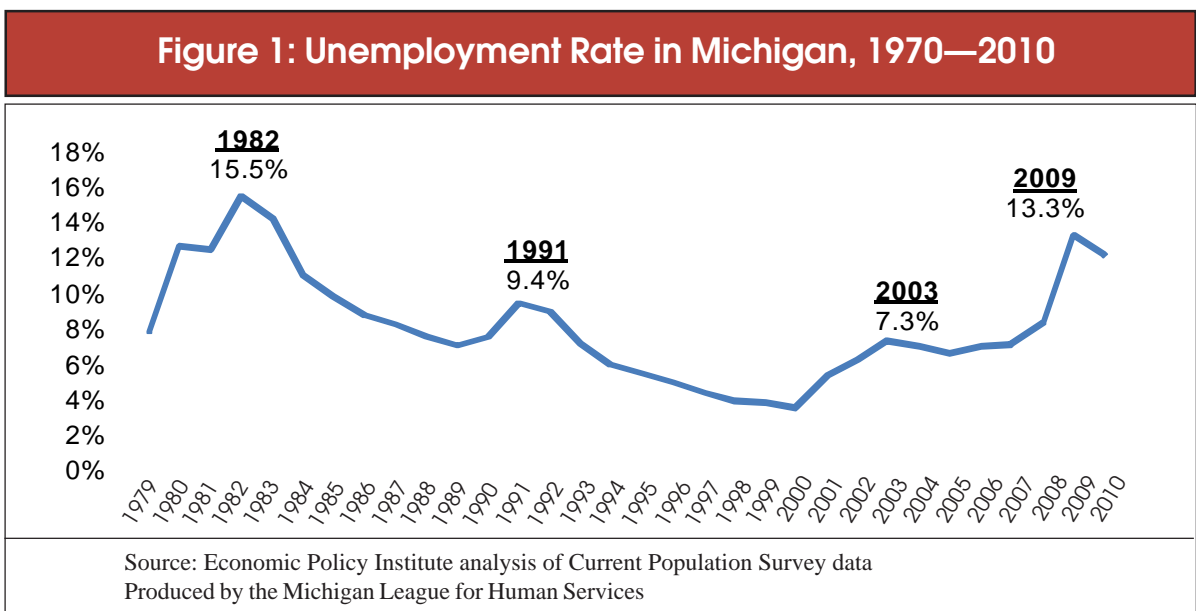
Labor Day Report: Long-term Unemployment Hits High Water Mark Lengthy Job Searches Underscore Need for Postsecondary Training

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

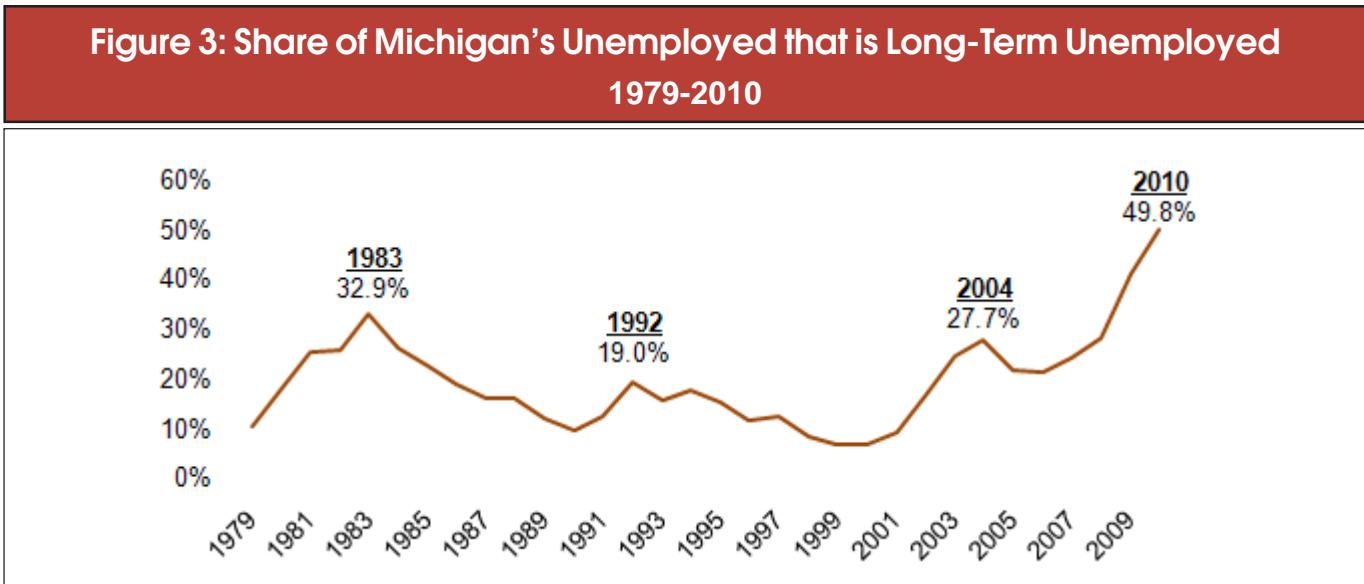
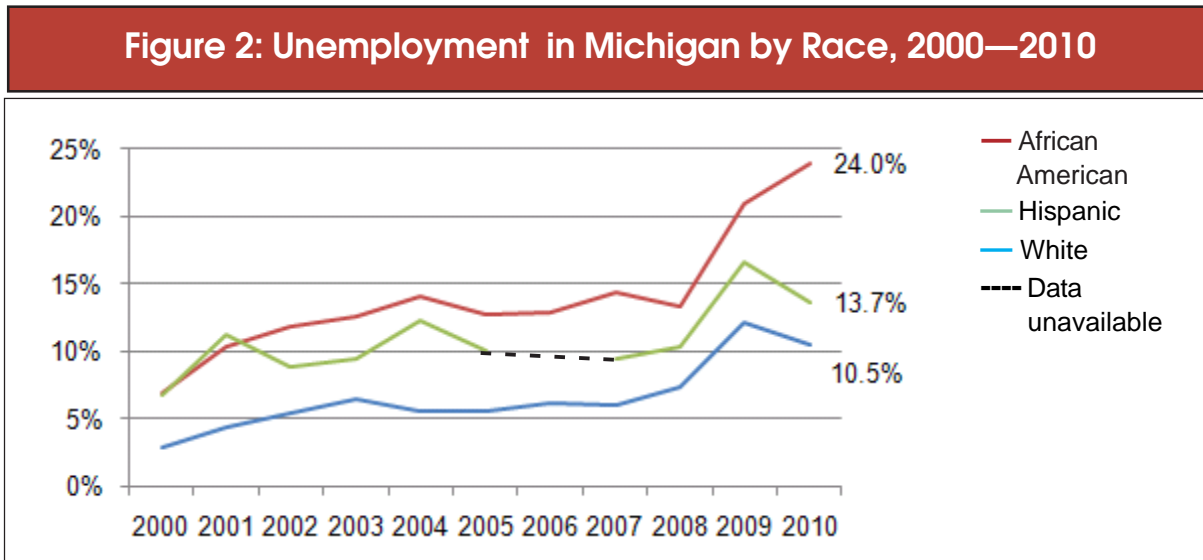


majority African American populations (Detroit, Pontiac, Inkster and Highland Park) accounted for 16 percent of all unemployed Michigan workers in 2010, with unemployment rates in Pontiac and Highland Park exceeding 30 percent in 2009 and dropping only slightly in 2010.¹

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.

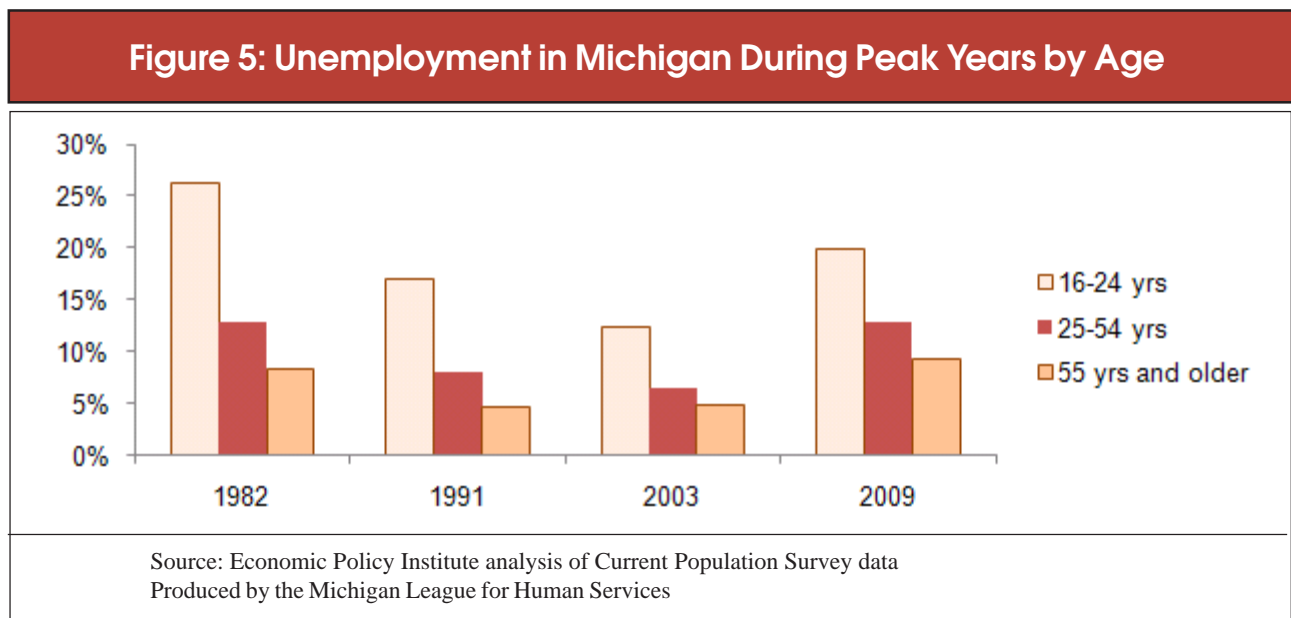
- Workers without a high school diploma and workers age 16-24 have consistently had the lowest levels of long-term unemployment. This is likely due to their tendency to become re-employed in low-wage jobs, as discussed in the section on wages.

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.

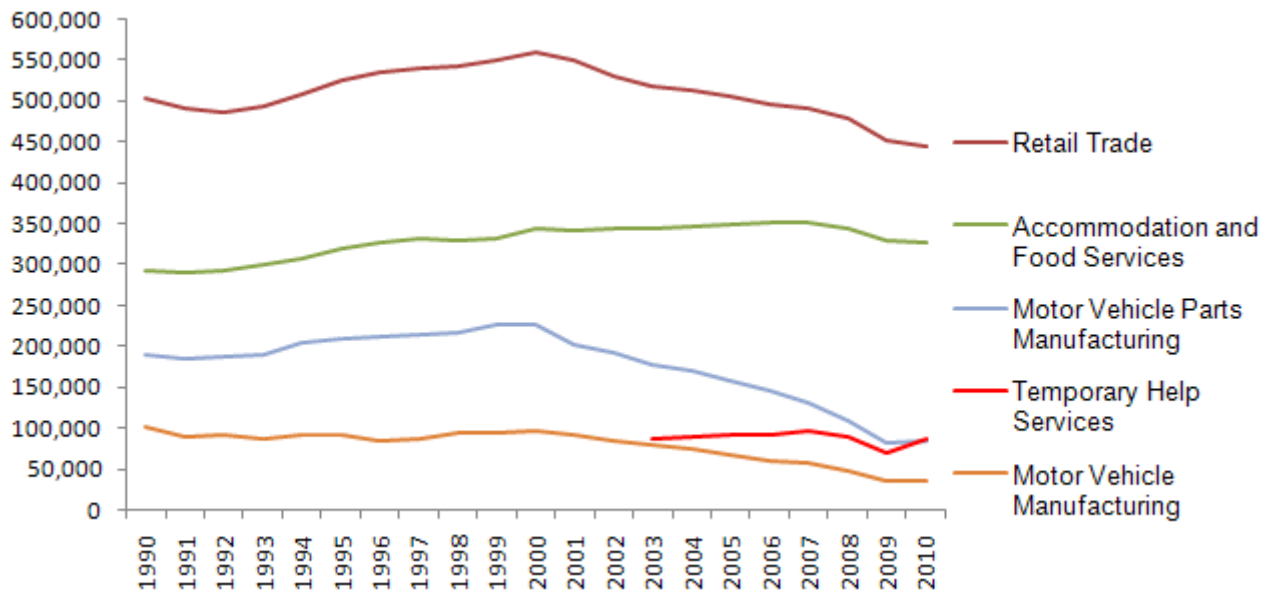
Jobs in the manufacturing sector, particularly in the automobile and automobile parts industries that tend to pay well, have declined greatly in Michigan since 1990. During the same period, the low-wage accommodation and food services sector experienced an increase. The primarily low-wage retail sector 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,

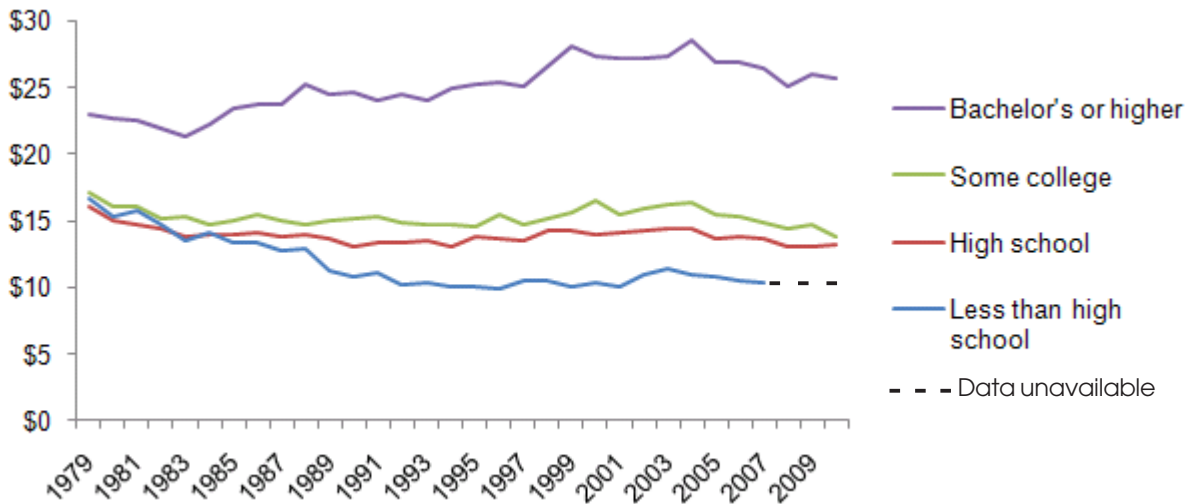
Figure 8: Employment in Selected Industries in Michigan, 1990—2010



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.

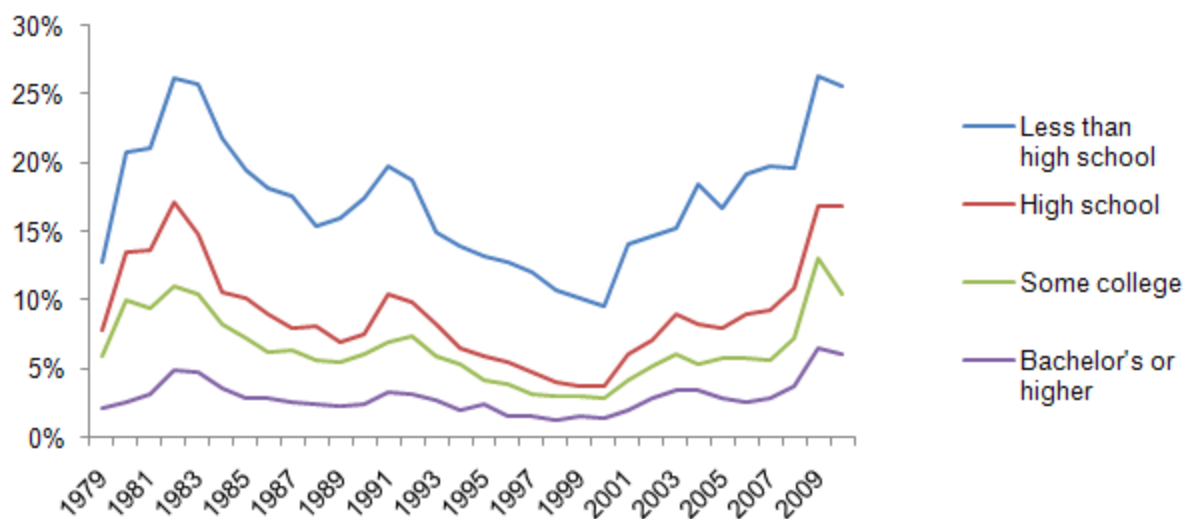
Importance of Raising Educational Levels

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.

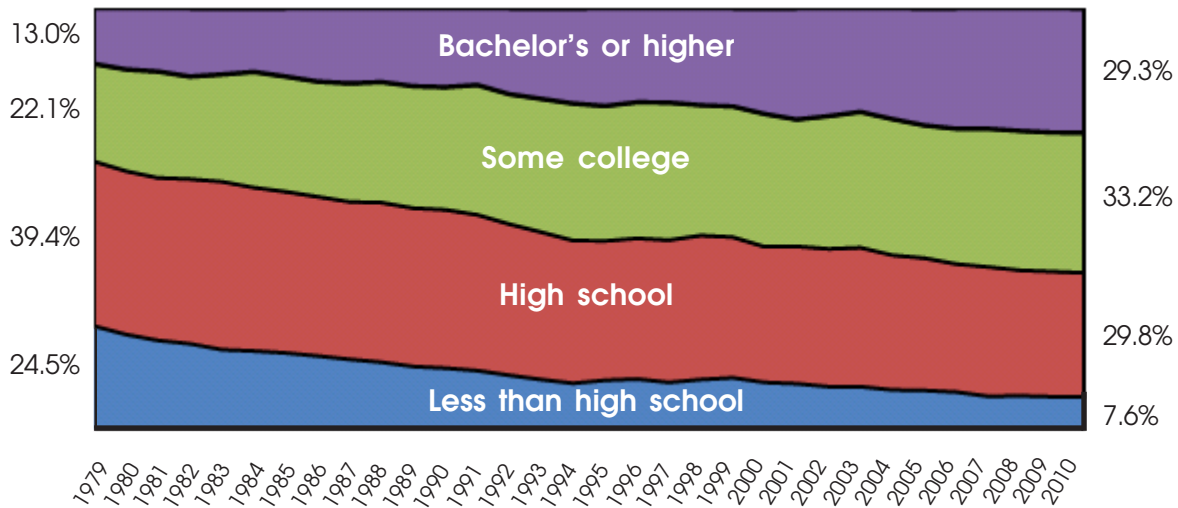
Conclusion

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.

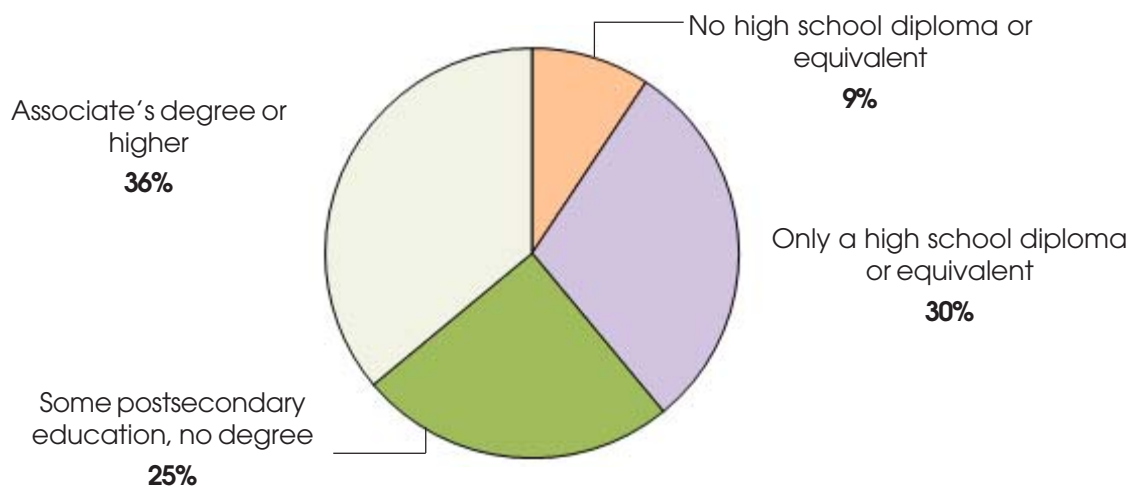
With all this in mind, the Michigan League for Human Services recommends the following:

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

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|------|--|-----------------|-------------|----------|--------------------------------|----------------|---|
| | | | 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