BREAKFAST & BUSINESS

2024 Quarter 2
Focus: Workforce Trends & Strategies

Manpower®

UPPER PENINSULA
MICHIGAN
WORKS!®

LAKE SUPERIOR
COMMUNITY PARTNERSHIP
LSCP

WELCOME

▶ Special Guest: Brian Calley, Small Business Association of Michigan

▶ Setting the Stage: Workforce Data

▶ Panel: Workforce Trends & Strategies

▶ Wrap Up

THANK YOU TO OUR SPONSORS!

SPECIAL GUEST: BRIAN CALLEY

Brian Calley is a collaborative leader who combines the skills from an accomplished private sector career with an extensive record of public service.

As President and Chief Executive Officer of the Small Business Association of Michigan, Calley puts his passion for Michigan's small businesses to work. He serves as a director of a publicly-traded community bank and a Trustee of Oakland University. Additionally, he sits on various boards, including Special Olympics Michigan, Sparrow Health System, Disability Rights Michigan, and the Autism Alliance of Michigan.

Calley served as Michigan's 63rd Lieutenant Governor from 2011 to 2018. Prior to that, Calley served two terms in the Michigan House of Representatives, two terms as an Ionia County commissioner, and worked for over a decade in community banking. He holds a bachelor's degree from Michigan State University, an MBA from Grand Valley State University, and an MPA from Harvard University.

U.P. LABOR MARKET REPORT

MAY 2023

UPPER PENINSULA LABOR MARKET STUDY

MICHIGAN WORKS!

INVESTUP

TIP STRATEGIES
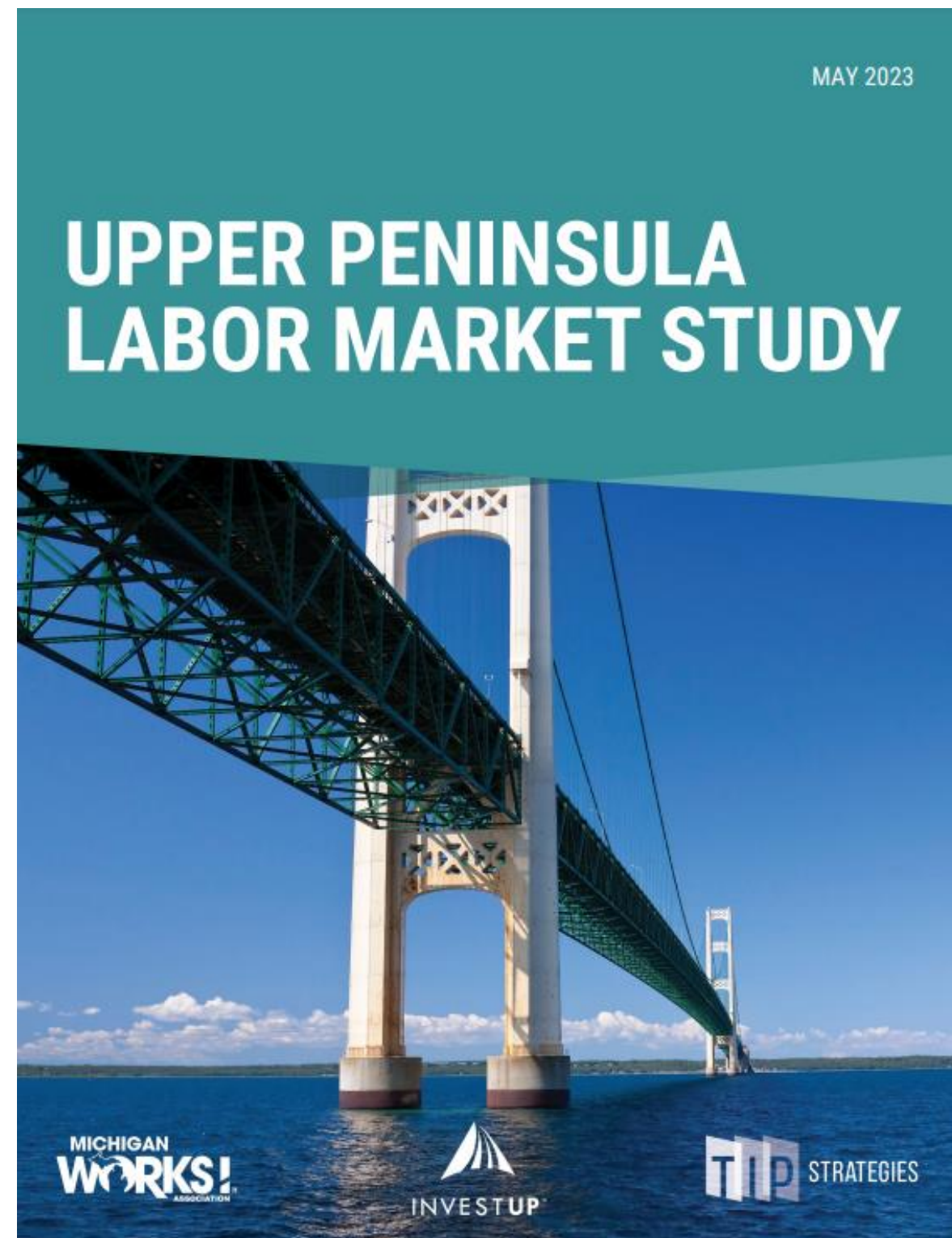
- Launched via the Upper Peninsula Collaborative Development Council (UPCDC) in Fall 2022; completed in May 2023

- Due to four decades of population decline, the labor force has shrunk and is expected to continue shrinking; we must be more deliberate about how to allocate efforts to build our workforce to meet the needs of tomorrow

- Key findings:
  - Abundance of engineering talent
  - CTE has steadily increased across the U.P.
  - Retention and attraction of talent must be focus
  - Overall lower employment growth across the U.P. but some bright spots for each region

- Across the U.P., many of the most in-demand occupations do not pay (nor advertise) a median living wage for a prototypical family of two working parents with two children.

LAKE SUPERIOR COMMUNITY PARTNERSHIP
LSCP

POPULATION DEMOGRAPHICS

Compare population demographics by race, ethnicity, age, and gender for residents of the County and selected census tracts. Darker areas on the map indicate higher values. Click on a tract in the map to update tables. Select a new Context from the dropdown menu to change the metrics shown.
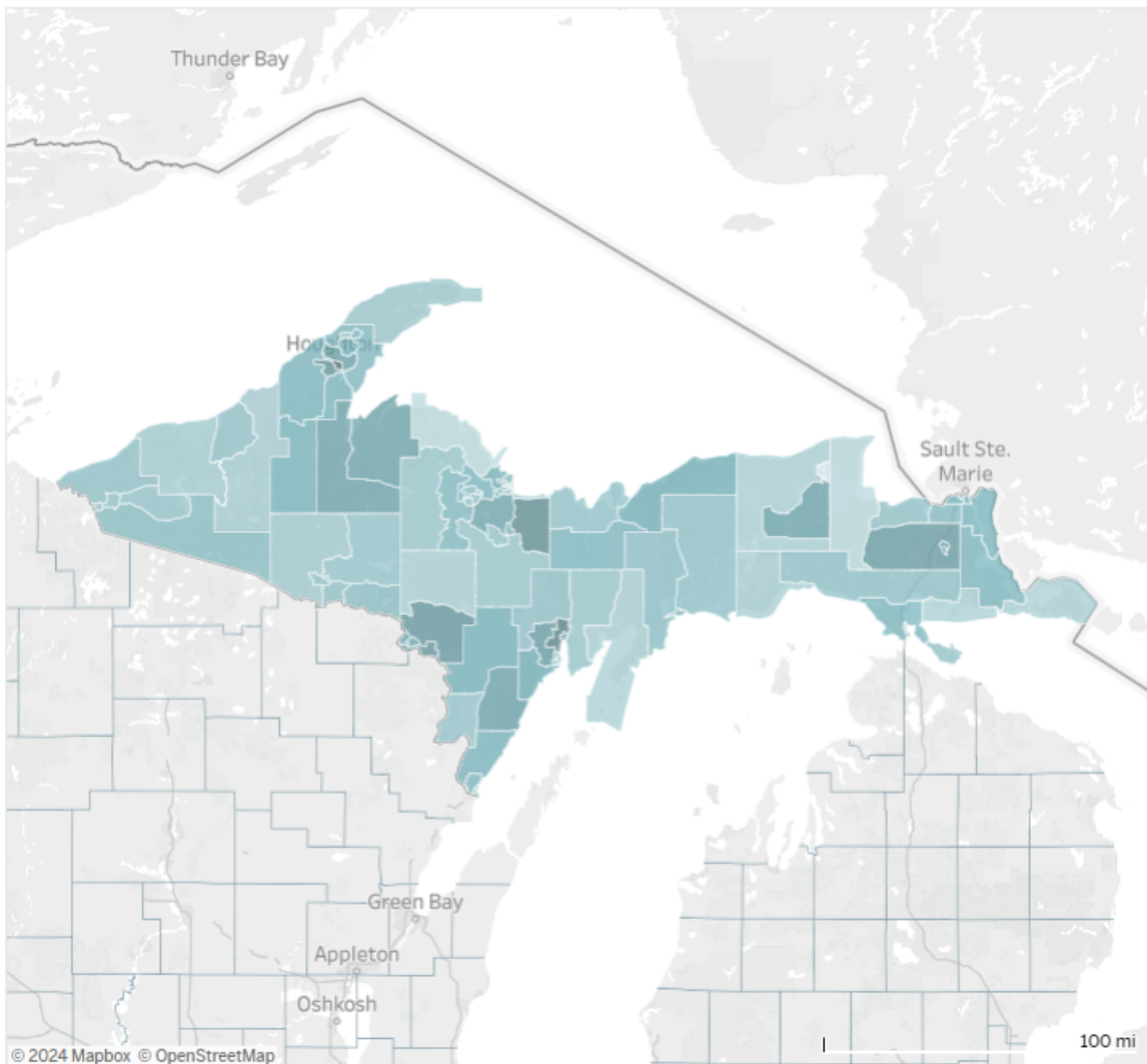
CONTEXT SELECTION

Population Demographics	▼

Census tract (left) and County (right) tables will update with Context Selection. Click on a census tract on the map to change the tract being analyzed. In the tract table (left), redder cells indicate values below those of the County, while more teal cells indicate higher values. In the County table (right), darker violet cells indicate higher values.

CENSUS TRACT 12, MARQUETTE COUNTY, MICHIGAN

MARQUETTE COUNTY, MICHIGAN

Population	5,196	Population	66,380

AGE DISTRIBUTION

Under 15	17.5%	Under 15	15.0%
15 to 24	9.5%	15 to 24	18.2%
25 to 34	12.0%	25 to 34	11.6%
35 to 44	13.1%	35 to 44	11.3%
45 to 54	10.3%	45 to 54	10.9%
55 to 64	18.7%	55 to 64	13.8%
Over 64	19.0%	Over 64	19.2%

RACIAL-ETHNIC DISTRIBUTION

White	92.1%	White	91.6%
Black or African American	1.3%	Black or African American	1.6%
Hispanic or Latino	0.5%	Hispanic or Latino	1.5%
American Indian and Alaska Native	2.1%	American Indian and Alaska Native	1.1%
Multiracial	2.4%	Multiracial	3.2%
Other Race or Ethnicity	1.7%	Other Race or Ethnicity	0.8%

GENDER DISTRIBUTION

Female	47.0%	Female	49.3%
Male	53.0%	Male	50.7%

Return to Menu

© 2024 Mapbox © OpenStreetMap

100 mi

LABOR FORCE STATISTICS

Compare labor force participation, unemployment, and other labor statistics for residents of the County and selected census tracts. Darker areas on the map indicate higher values. Click on a tract in the map to update tables. Select a new Context from the dropdown menu to change the metrics shown.

© 2024 Mapbox © OpenStreetMap
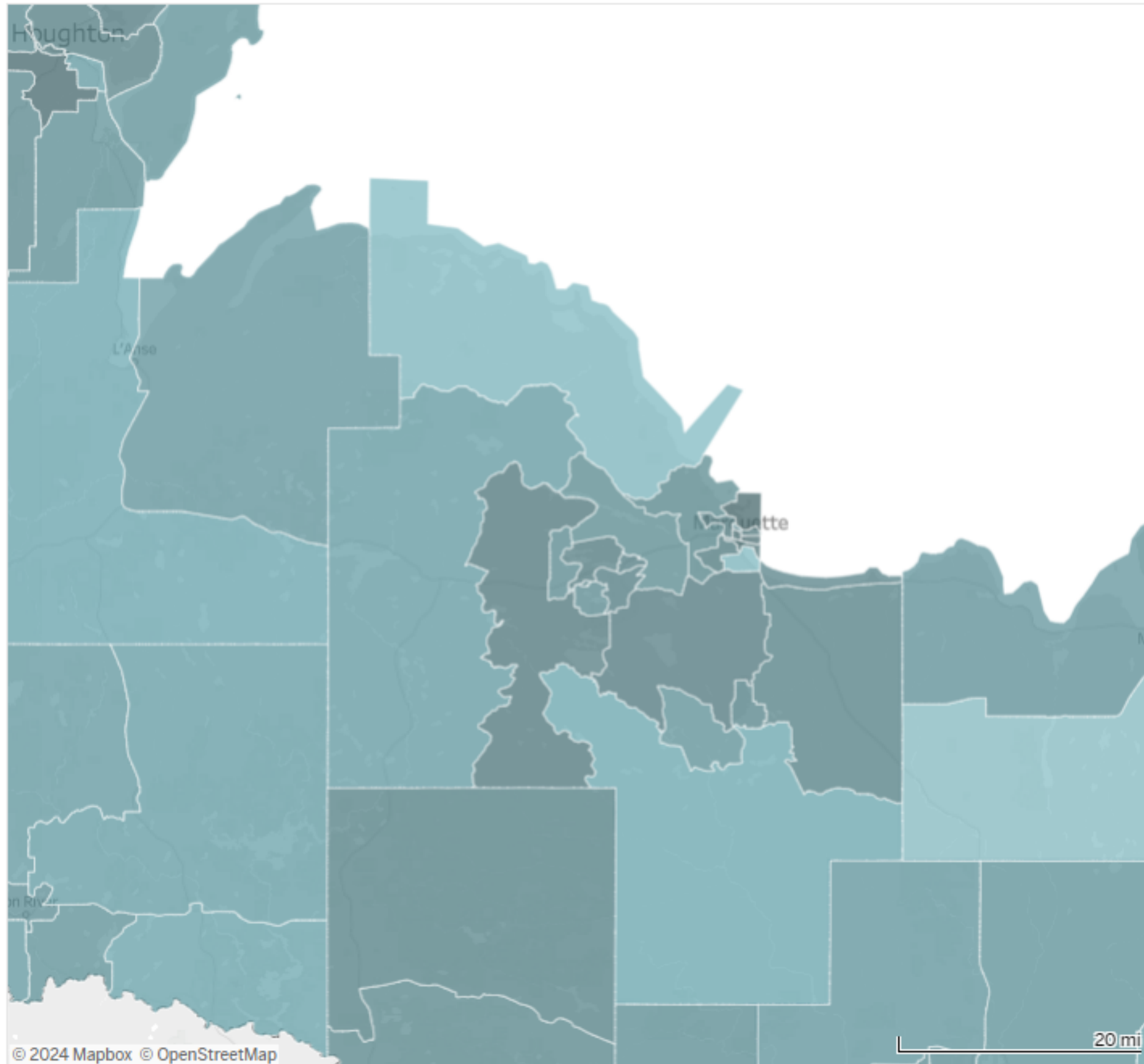
CONTEXT SELECTION

Labor Force Participation ▾

Census tract (left) and County (right) tables will update with Context Selection. Click on a census tract on the map to change the tract being analyzed. In the tract table (left), redder cells indicate values below those of the County, while more teal cells indicate higher values. In the County table (right), darker violet cells indicate higher values.

CENSUS TRACT 28.01, MARQUETTE COUNTY, MICHIGAN

Population 16+	2,278

MARQUETTE COUNTY, MICHIGAN

Population 16+	55,523

LABOR FORCE STATUS

Employed	59.0%	Employed	55.0%
Armed Forces	0.0%	Armed Forces	0.2%
Unemployed	3.2%	Unemployed	3.4%
Not in Labor Force	37.8%	Not in Labor Force	41.4%

LABOR FORCE METRICS

Labor Force Participation Rate	62.2%	Labor Force Participation Rate	58.6%
Unemployment Rate	5.1%	Unemployment Rate	5.9%

Return to Menu

COMPARE UNEMPLOYMENT RATE TRENDS

The unemployment rate is calculated as the percentage of the labor force that is unemployed. Upon hovering over a data point, the distribution of unemployed persons by their previously employed occupation group is displayed for the largest five occupational sources of unemployment.

COVID-19

UNEMPLOYMENT RATE

35.0%

30.0%

25.0%

20.0%

15.0%

10.0%

7.0%

6.1%

5.0%

4.8%

0.0%

2017   2018   2019   2020   2021   2022   2023
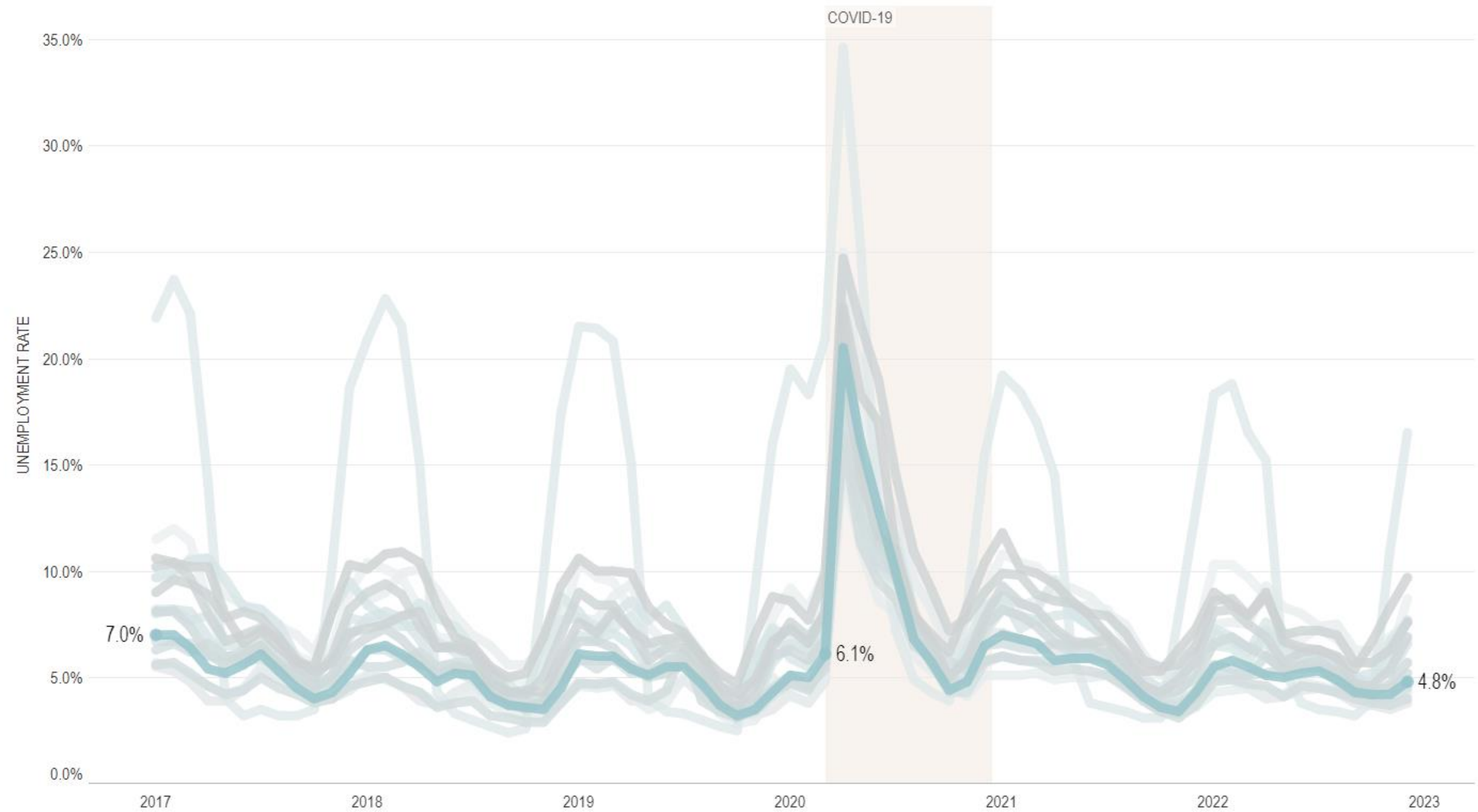
Sources: US Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS); Lightcast 2023.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Notes: Unemployment rate and labor force are not seasonally adjusted. Distribution of unemployed by occupation group is estimated and may be inaccurate for smaller occupations in sparsely populated regions.

COMPARE ALL OCCUPATION EMPLOYMENT TRENDS

This trend shows percentage employment change since 2001 by region. View details on employment change by major occupational groups by hovering over any data point. Change the occupation viewed using the dropdown menu to the right, or switch between a regional overview and a county-level analysis using the radio buttons.

COUNTY VS REGION
○ Upper Peninsula
◉ Counties
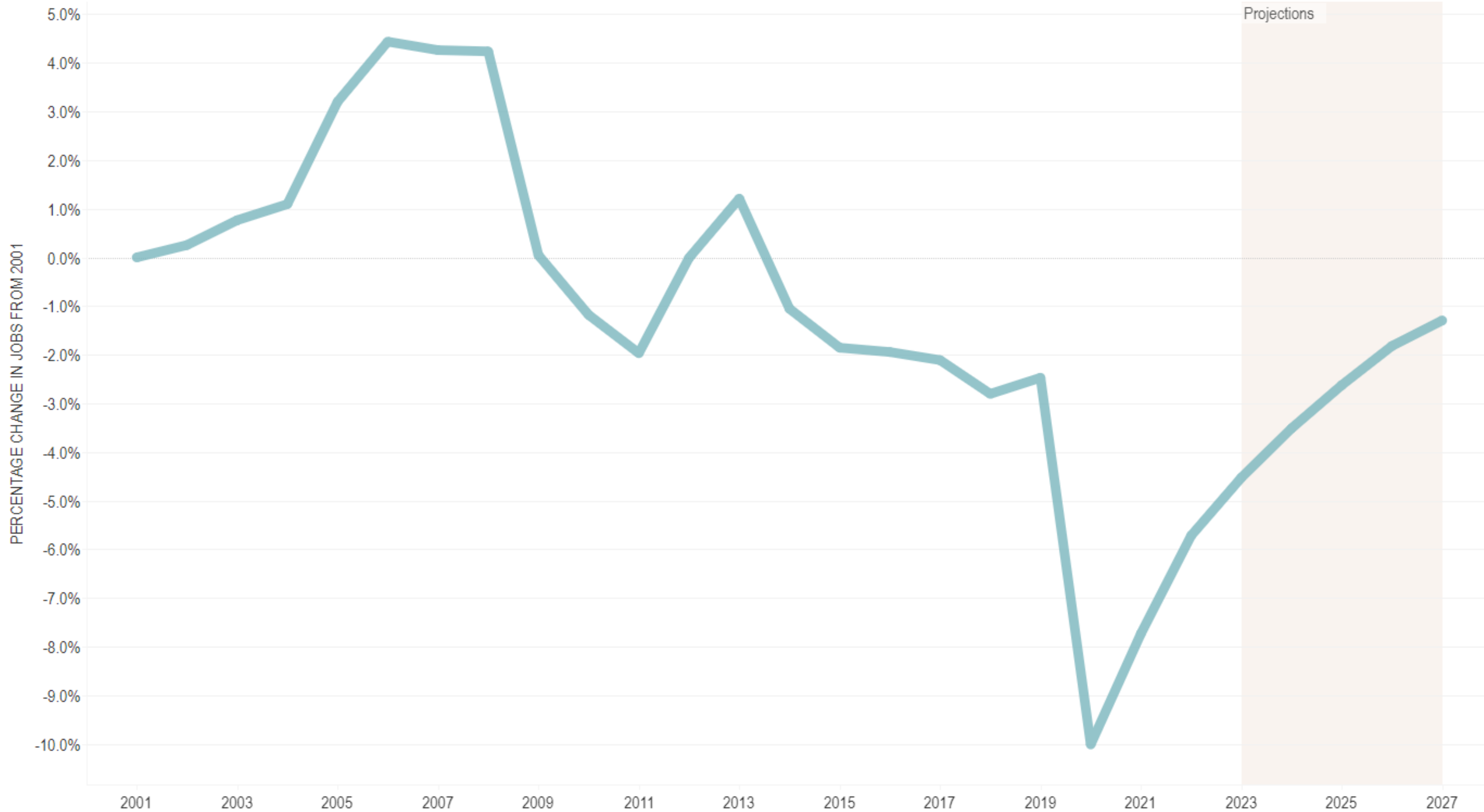
Projections

PERCENTAGE CHANGE IN JOBS FROM 2001

Sources: US Bureau of Labor Statistics (BLS); Lightcast 2023.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

TYPICAL LIVING EXPENSES COMPARISON

Compare typical annual living expenses across the Upper Peninsula region and its counties. Change the region analyzed using the radio buttons, or change the living wage household structure using the dropdown menu. Hover over any data point for more information.

TYPICAL EXPENSES (y-axis: $0 – $150,000)

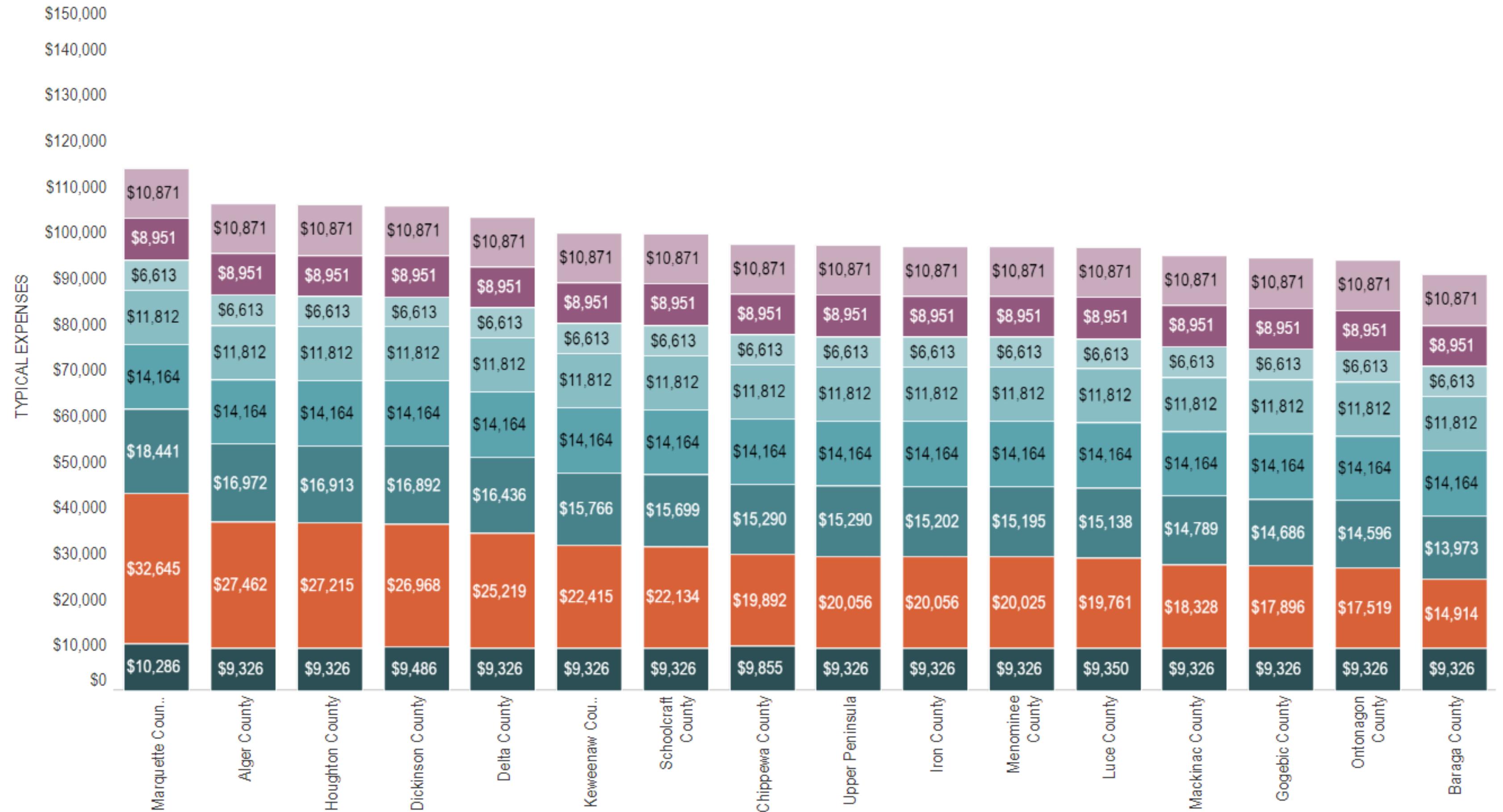| County	Values (bottom to top)
Marquette County	$10,286; $32,645; $18,441; $14,164; $11,812; $6,613; $8,951; $10,871
Alger County	$9,326; $27,462; $16,972; $14,164; $11,812; $6,613; $8,951; $10,871
Houghton County	$9,326; $27,215; $16,913; $14,164; $11,812; $6,613; $8,951; $10,871
Dickinson County	$9,486; $26,968; $16,892; $14,164; $11,812; $6,613; $8,951; $10,871
Delta County	$9,326; $25,219; $16,436; $14,164; $11,812; $6,613; $8,951; $10,871
Keweenaw County	$9,326; $22,415; $15,766; $14,164; $11,812; $6,613; $8,951; $10,871
Schoolcraft County	$9,326; $22,134; $15,699; $14,164; $11,812; $6,613; $8,951; $10,871
Chippewa County	$9,855; $19,892; $15,290; $14,164; $11,812; $6,613; $8,951; $10,871
Upper Peninsula	$9,326; $20,056; $15,290; $14,164; $11,812; $6,613; $8,951; $10,871
Iron County	$9,326; $20,056; $15,202; $14,164; $11,812; $6,613; $8,951; $10,871
Menominee County	$9,326; $20,025; $15,195; $14,164; $11,812; $6,613; $8,951; $10,871
Luce County	$9,350; $19,761; $15,138; $14,164; $11,812; $6,613; $8,951; $10,871
Mackinac County	$9,326; $18,328; $14,789; $14,164; $11,812; $6,613; $8,951; $10,871
Gogebic County	$9,326; $17,896; $14,686; $14,164; $11,812; $6,613; $8,951; $10,871
Ontonagon County	$9,326; $17,519; $14,596; $14,164; $11,812; $6,613; $8,951; $10,871
Baraga County	$9,326; $14,914; $13,973; $14,164; $11,812; $6,613; $8,951; $10,871

Average advertised wage: $20.98

Legend:
- Personal Service Expenses
- Social Engagement Expenses
- Medical Expenses
- Food Expenses
- Transportation Expenses
- Tax Expenses
- Child Care Expenses
- Housing Expenses

TYPICAL EXPENSES (y-axis: $0 to $120,000)

Two adults working, Two children — $27.38 (Marquette County)
- Personal Service Expenses: $10,871
- Social Engagement Expenses: $8,951
- Medical Expenses: $6,613
- Food Expenses: $11,812
- Transportation Expenses: $14,164
- Tax Expenses: $18,441
- Child Care Expenses: $32,645
- Housing Expenses: $10,286

Two adults working, No children — $12.53 (Marquette County)
- Personal Service Expenses: $8,394
- Social Engagement Expenses: $5,878
- Medical Expenses: $5,903
- Food Expenses: $7,352
- Transportation Expenses: $9,634
- Tax Expenses: $6,882
- Housing Expenses: $7,921

One adult working, No children — $15.50 (Marquette County)
- Transportation Expenses: $5,356
- Tax Expenses: $6,849

One adult working, One child — $36.21 (Marquette County)
- Personal Service Expenses: $8,394
- Social Engagement Expenses: $5,878
- Medical Expenses: $6,678
- Food Expenses: $5,919
- Transportation Expenses: $9,634
- Tax Expenses: $12,065
- Child Care Expenses: $16,323
- Housing Expenses: $10,286

Two adults, one working, One child — $20.10 (Marquette County)
- Personal Service Expenses: $9,905
- Social Engagement Expenses: $6,565
- Medical Expenses: $6,688
- Food Expenses: $9,159
- Transportation Expenses: $11,780
- Tax Expenses: $8,866
- Housing Expenses: $10,286

MINIMUM EXPERIENCE REQUESTED IN JOB POSTINGS

Bars show share of job postings requiring a minimum level of experience or no experience requirements. Hover over a data point for more information.

- 10+ Years
- 7 - 9 Years
- 4 - 6 Years
- 2 - 3 Years
- 0 - 1 Years
- No Experience Listed
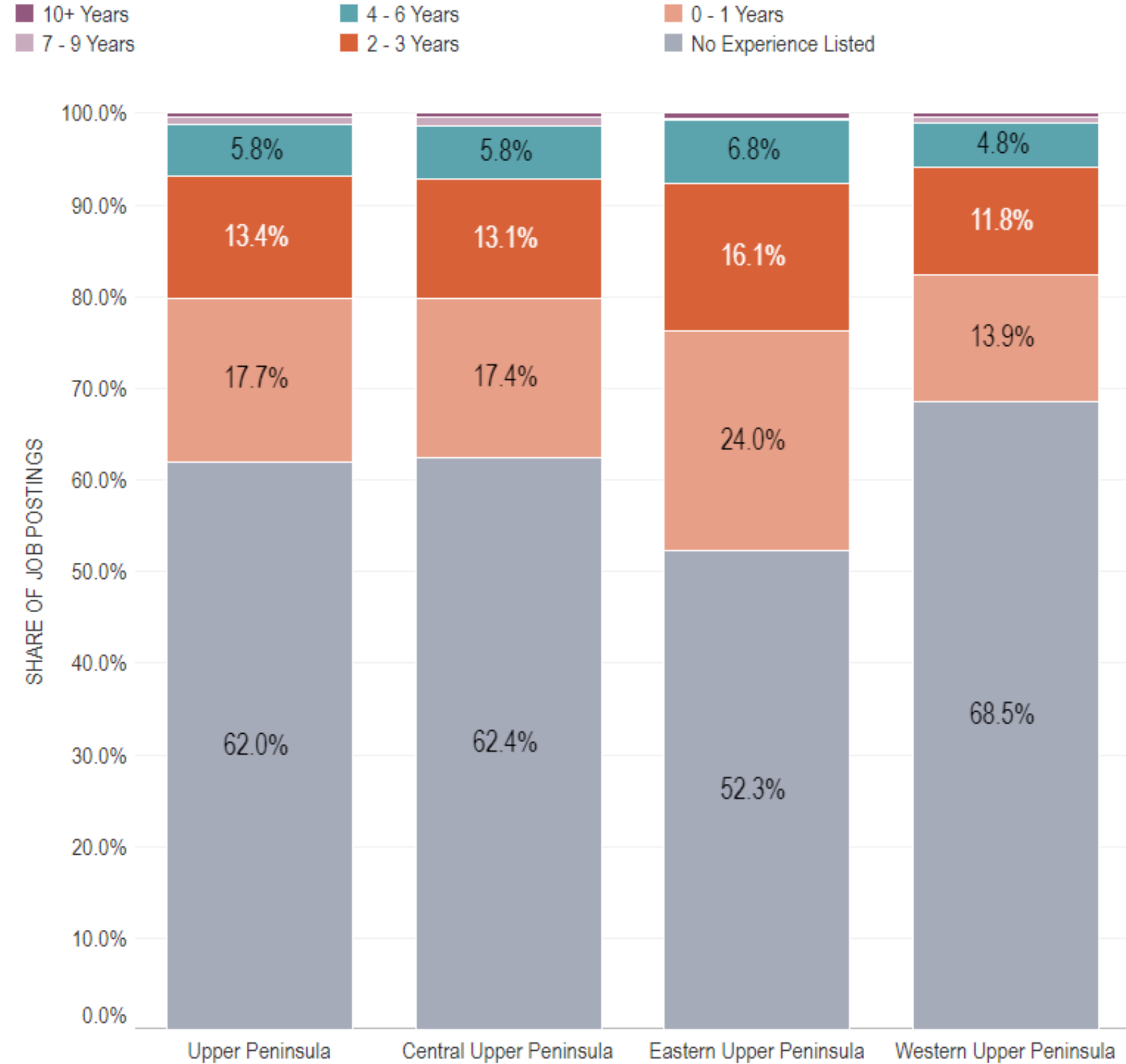
MINIMUM EDUCATION REQUESTED IN JOB POSTINGS

Bars show share of job postings requiring a minimum level of education or no education requirements. Hover over a data point for more information.

- Graduate Degree
- Bachelor's Degree
- Associate's Degree
- High School or GED
- None
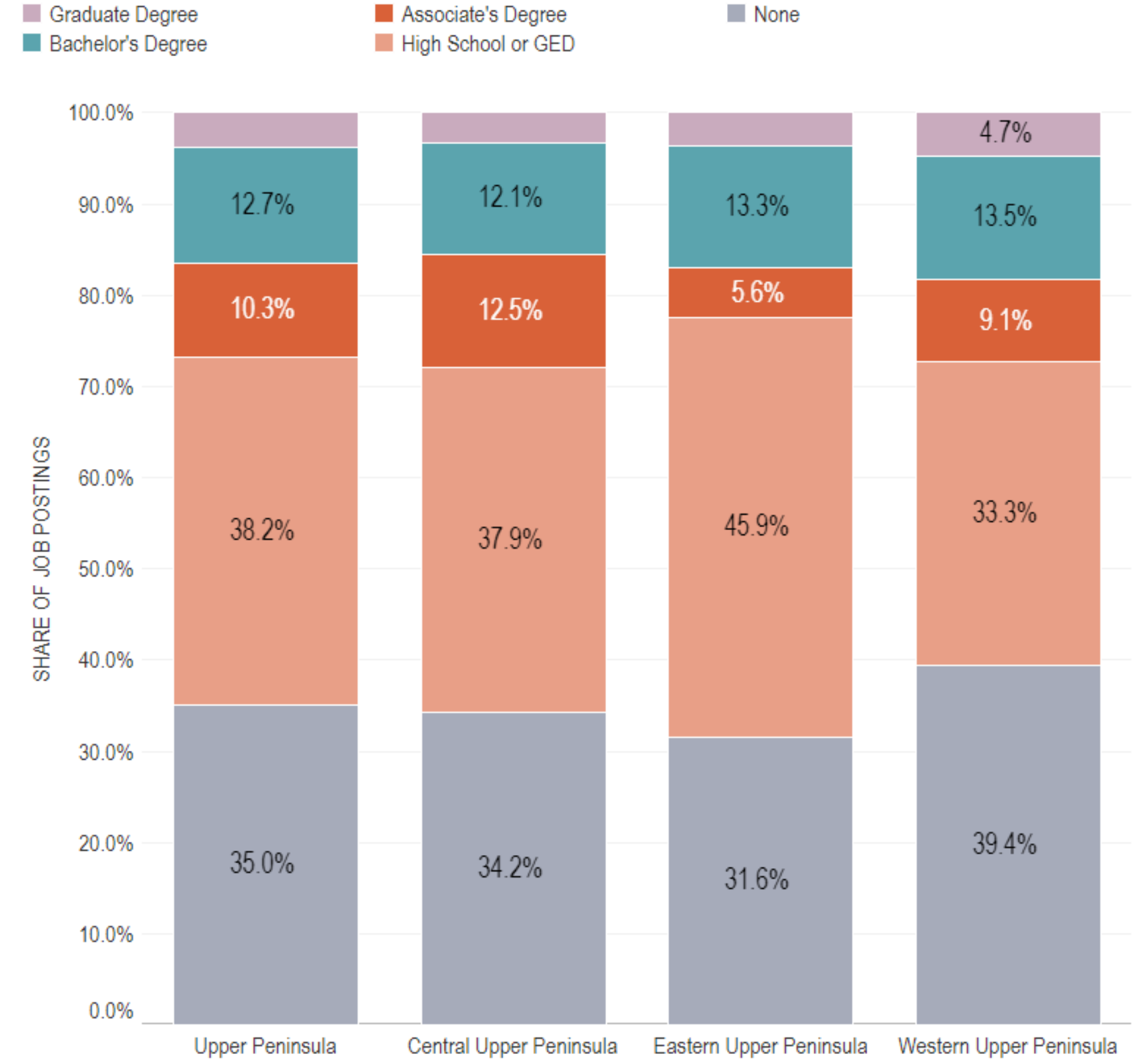
MARQUETTE COUNTY, MI EMPLOYMENT BY OCCUPATIONAL GROUP, 2022

View details on the employment distribution of major occupational groups by hovering over any data point. Change the year viewed using the slider to the right, or switch between a regional overview and a county-level analysis using the radio buttons.

JOBS
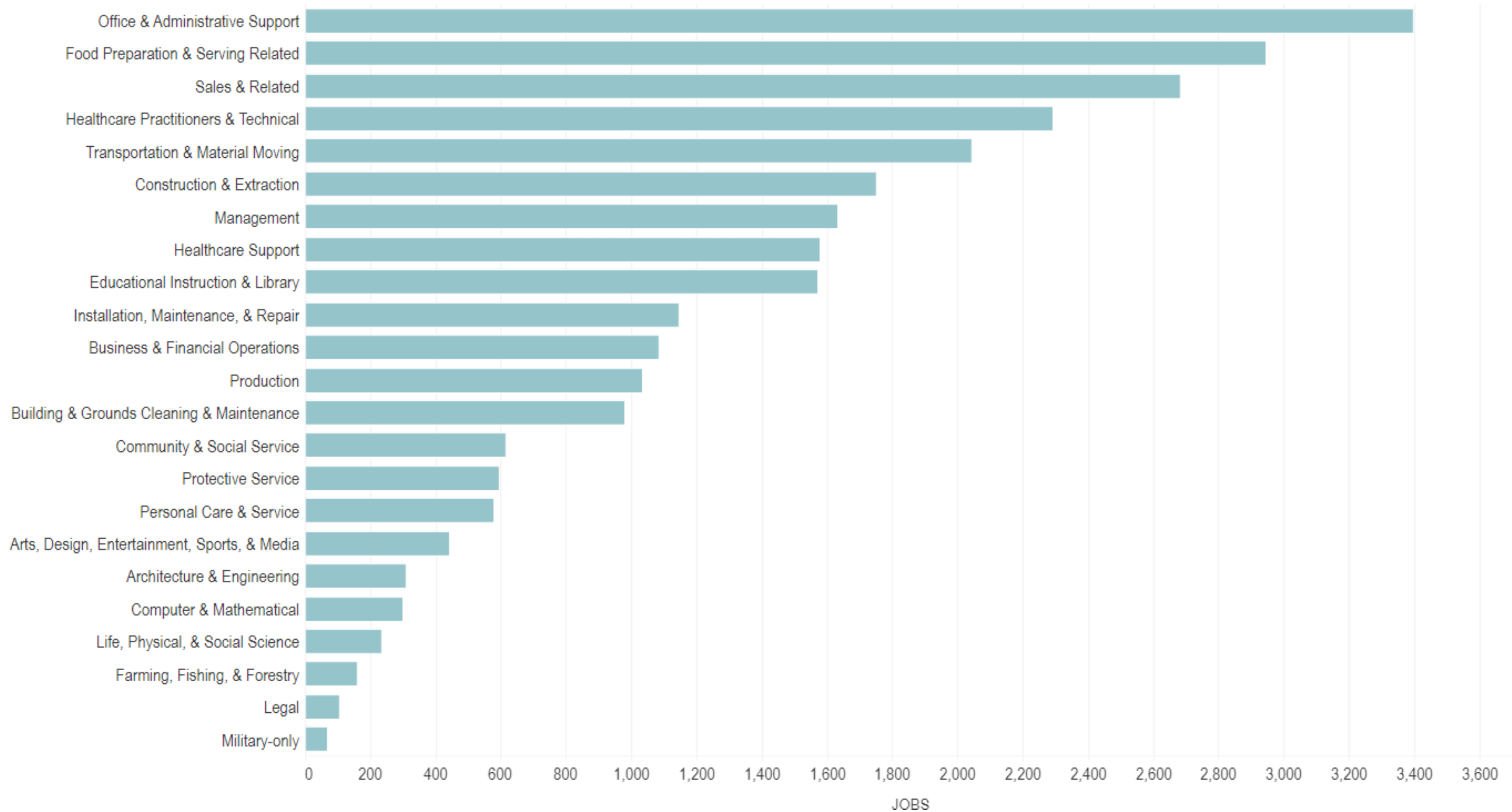
NET EMPLOYMENT CHANGE FOR SELECTED PERIOD BY OCCUPATION: CENTRAL UPPER PENINSULA

Change the period viewed using the year range selection to the right, or change the region analyzed using the radio buttons. Hover over any data point for more information.
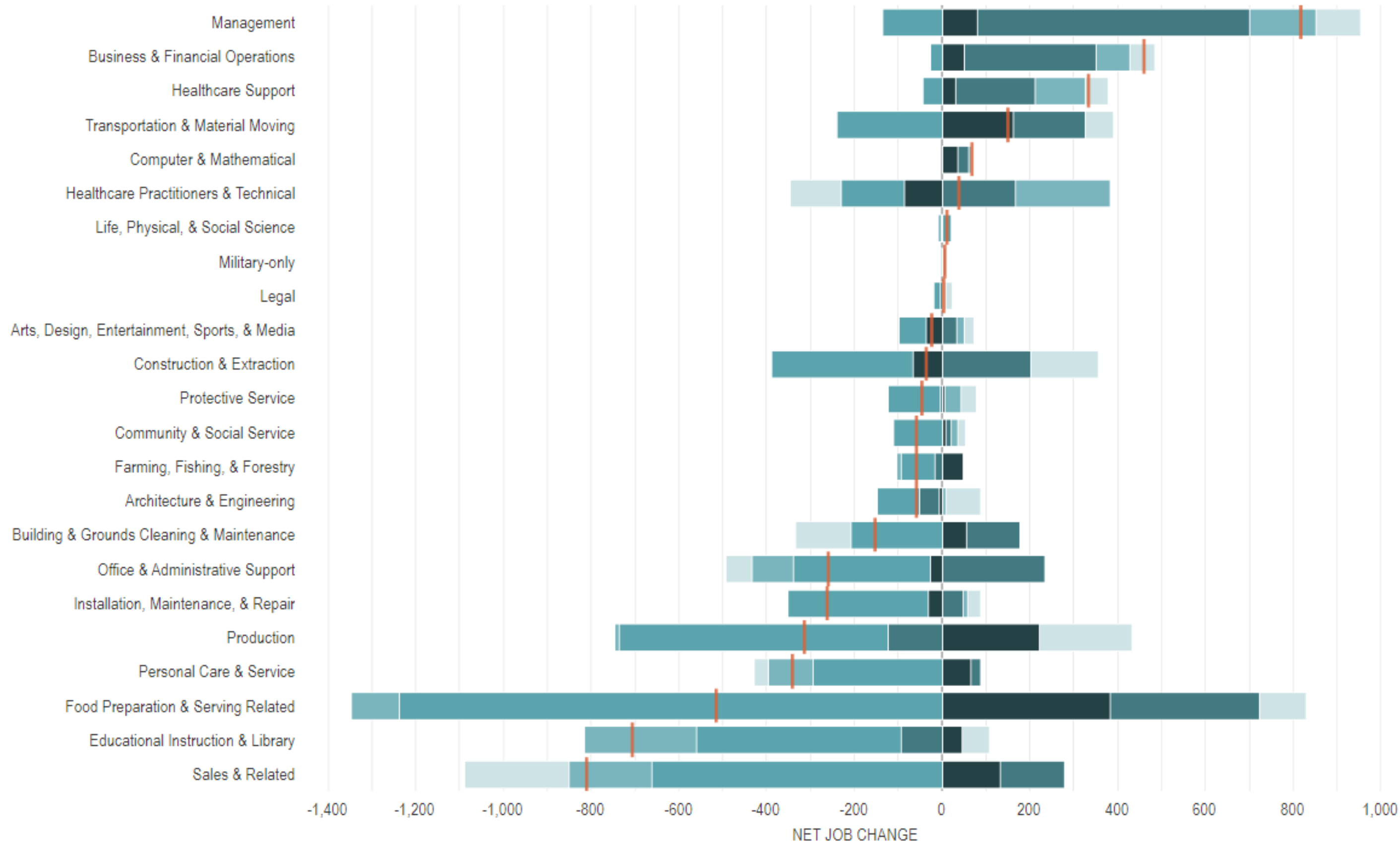

REGION SELECTION
- ○ Upper Peninsula
- ⊙ Central Upper Peninsula
- ○ Western Upper Peninsula
- ○ Eastern Upper Peninsula

YEAR RANGE

2017   2022

2018
2019
2020
2021
2022

| Total Net Change for Selected Period

NET JOB CHANGE

Sources: US Bureau of Labor Statistics (BLS); Lightcast 2023.1—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Notes: *Year Range* selection should include the previous year from the first year included in the visualization (e.g., to see 2017-2021, use the range 2016-2021).

Return to Menu

2022 NET JOB SURPLUS (DEFICIT) BY OCCUPATIONAL GROUP: MARQUETTE COUNTY, MI

This metric represents the difference in each occupational group between the number of jobs in Marquette County, MI and the number of employed residents. A positive number indicates Marquette County, MI is effectively a net importer of workers for that occupational group (i.e., there are more jobs available than there are residents in that occupational group), and a negative number indicates Marquette County, MI is effectively a net exporter of workers for that group.

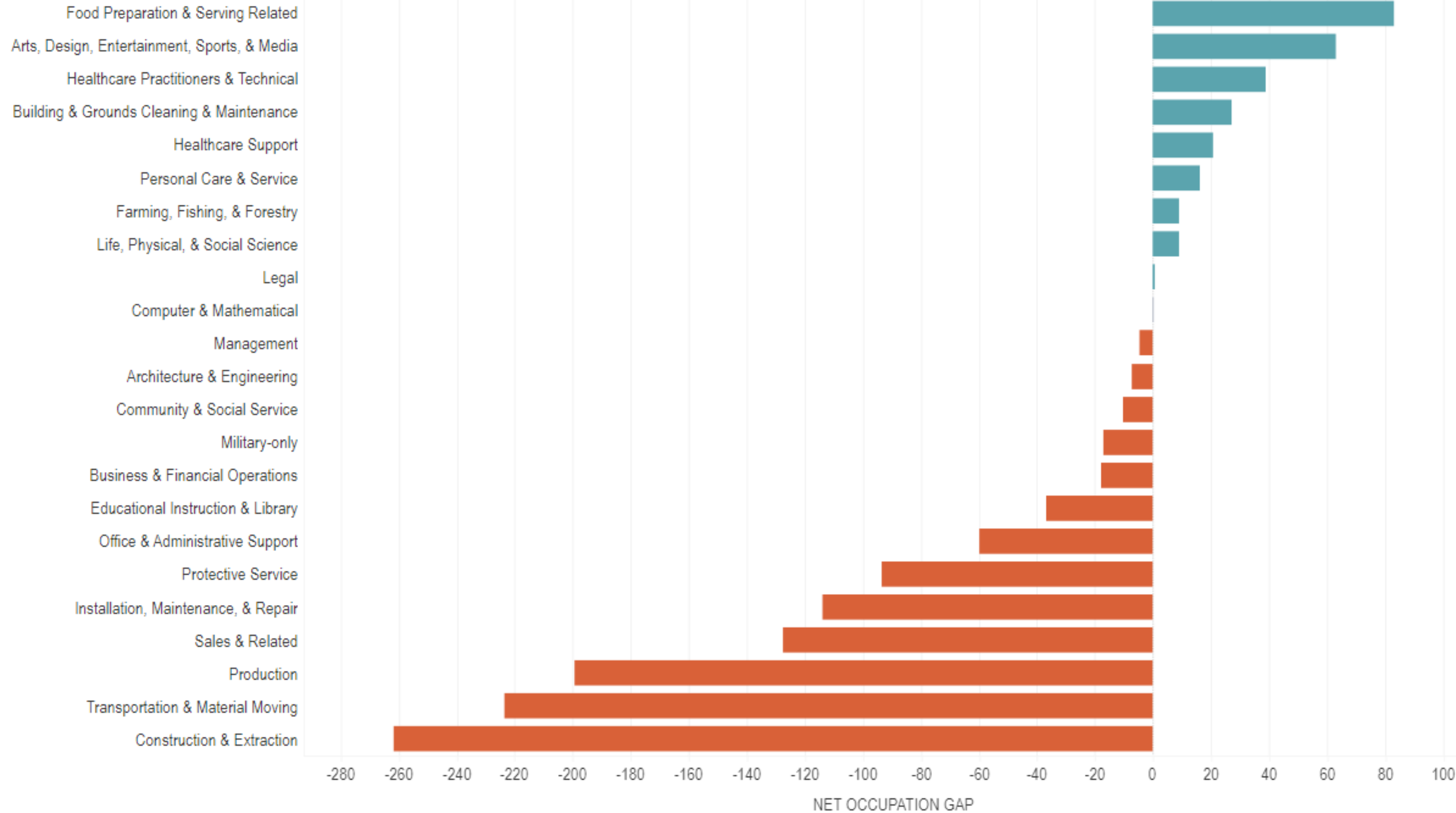**COUNTY VS REGION**
○ Upper Peninsula
⊙ Counties

YEAR
2022

COUNTY SELECTION
Marquette County, MI ▼

NET FLOW
■ Commute In
■ Commute Out
■ No Flow

Occupational groups (top to bottom):
- Food Preparation & Serving Related
- Arts, Design, Entertainment, Sports, & Media
- Healthcare Practitioners & Technical
- Building & Grounds Cleaning & Maintenance
- Healthcare Support
- Personal Care & Service
- Farming, Fishing, & Forestry
- Life, Physical, & Social Science
- Legal
- Computer & Mathematical
- Management
- Architecture & Engineering
- Community & Social Service
- Military-only
- Business & Financial Operations
- Educational Instruction & Library
- Office & Administrative Support
- Protective Service
- Installation, Maintenance, & Repair
- Sales & Related
- Production
- Transportation & Material Moving
- Construction & Extraction

X-axis (NET OCCUPATION GAP): -280, -260, -240, -220, -200, -180, -160, -140, -120, -100, -80, -60, -40, -20, 0, 20, 40, 60, 80, 100

Return to Menu

APPRENTICESHIP TRENDS IN MARQUETTE COUNTY

This analysis shows annual active apprentices living in Marquette County between 2013 and 2022. Click on a data point in the line chart to update the table on the right. Change the county and demographic characteristic viewed using the radio buttons. Hover over any data point for more information on starting and exit wages.
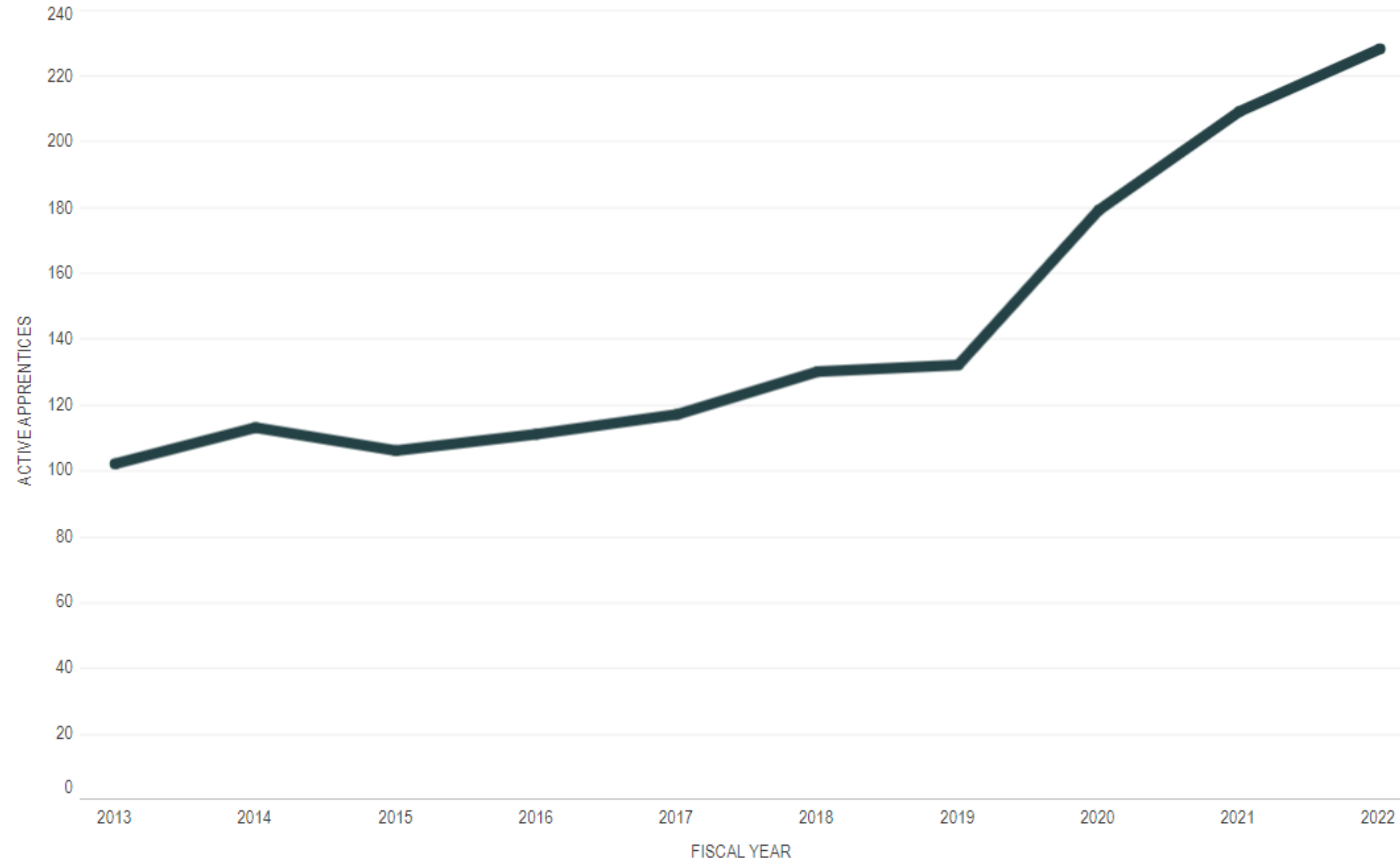
COUNTY SELECTION
- ☐ Alger County
- ☐ Baraga County
- ☐ Chippewa County
- ☐ Delta County
- ☐ Dickinson County
- ☐ Gogebic County
- ☐ Houghton County
- ☐ Iron County
- ☐ Keweenaw County
- ☐ Luce County
- ☐ Mackinac County
- ☑ Marquette County
- ☐ Menominee County
- ☐ Ontonagon County
- ☐ Schoolcraft County

APPRENTICE DEMOGRAPHICS
- ○ Educational Attainment
- ◉ Industry Sector
- ○ Union Affiliation
- ○ Veteran Status
- ○ Gender
- ○ Age Groups
- ○ Race-Ethnicity
- ○ People with Disabilities

INDUSTRY DISTRIBUTION: MARQUETTE COUNTY, 2022

Construction	83.8%
Real Estate and Rental and Leasing	8.3%
Utilities	5.7%
Public Administration	1.3%
Health Care and Social Assistance	0.4%
Information	0.4%

Sources: US Department of Labor, Registered Apprenticeship Partners Information Database System (RAPIDS); TIP Strategies, Inc.

Notes: Active apprentices are those who were/are participating in a registered apprenticeship during the fiscal year. Starting wage is the median of reported wages among the selected region, group, and year as apprentices begin a program. Exit wage is the median of reported wages among the group that apprentices are earning when they complete or cancel an apprenticeship. Use caution when interpreting values based on very small groups (i.e., a median wage based on less than 5 apprentices). Demographic and wage values are self-reported. Participants have the option to not report.
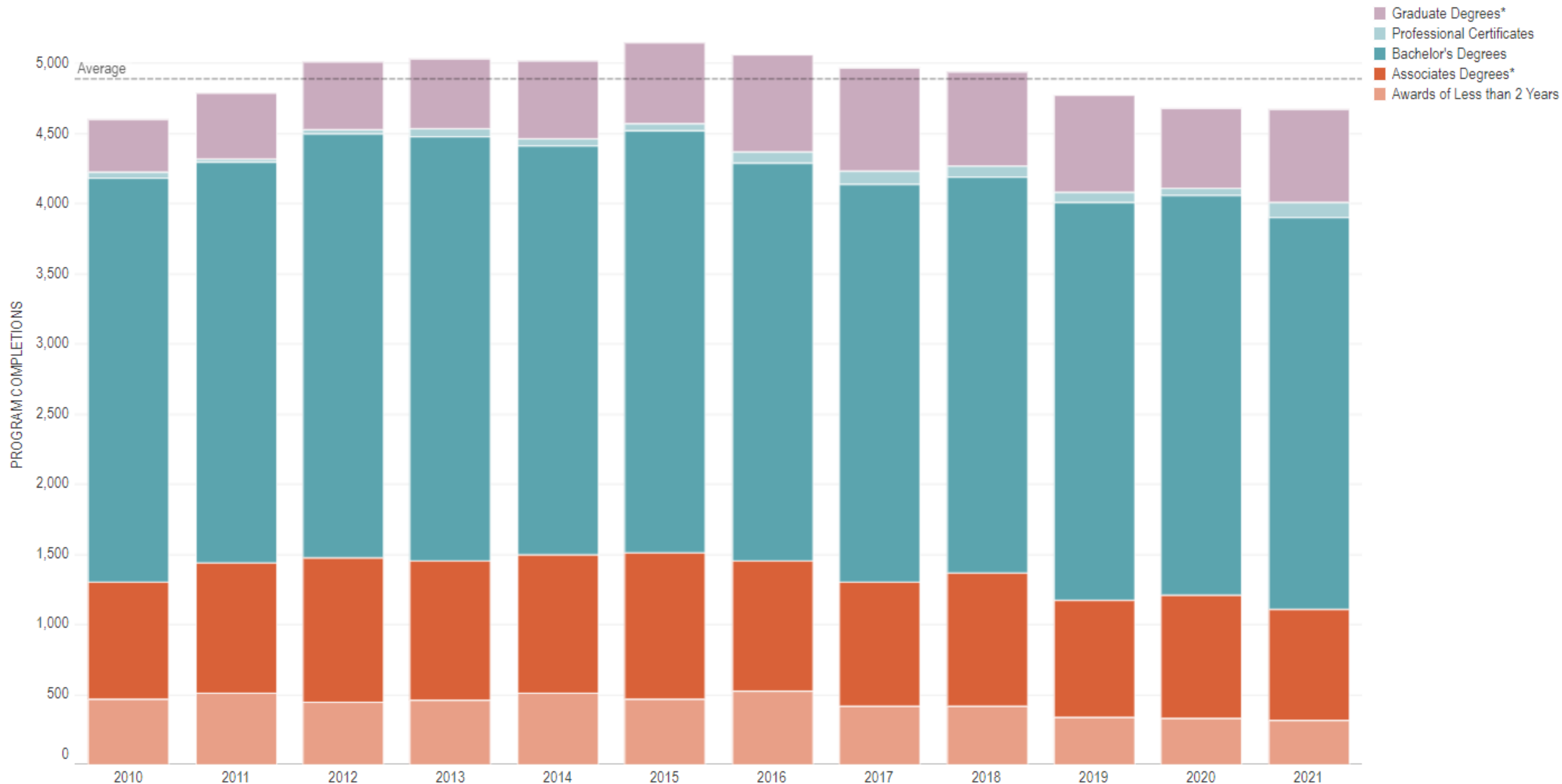
Return to Menu

TOTAL GENERAL PROGRAM COMPLETION TRENDS AT UPPER PENINSULA INSTITUTIONS, 2010-2020

Hover over a data point for more information about completions by Upper Peninsula institution and type of program. Use the drop down menu to the right to select general program categories.

Legend:
- Graduate Degrees*
- Professional Certificates
- Bachelor's Degrees
- Associates Degrees*
- Awards of Less than 2 Years

PROGRAM COMPLETIONS (y-axis: 0 to 5,000)

Average

X-axis years: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021

Sources: National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS); Lightcast 2022.4—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Notes: Associates Degrees include certificates earned in more than one year and less than four years. Graduate Degrees include master's and doctoral degrees. Only includes general programs with at least 10 average annual completions between 2010 and 2021.
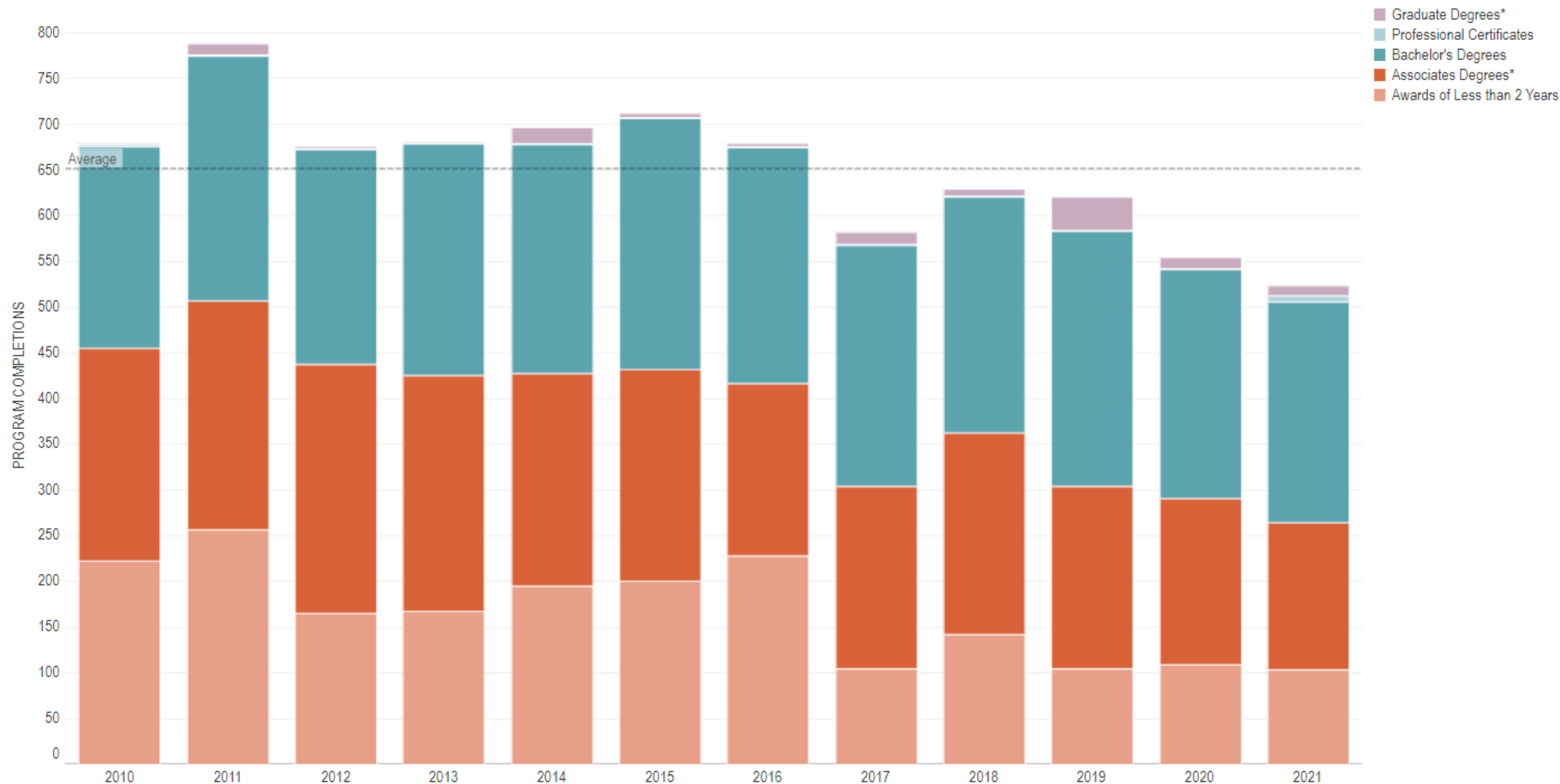
Return to Menu

HEALTH PROFESSIONS AND RELATED PROGRAMS GENERAL PROGRAM COMPLETION TRENDS AT UPPER PENINSULA INSTITUTIONS, 2010-2020

Hover over a data point for more information about completions by Upper Peninsula institution and type of program. Use the drop down menu to the right to select general program categories.

Health Professions and Related Programs

Legend:
- Graduate Degrees*
- Professional Certificates
- Bachelor's Degrees
- Associates Degrees*
- Awards of Less than 2 Years

Y-axis: PROGRAM COMPLETIONS (0 to 800)
X-axis: 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021

Average line at approximately 650.

Sources: National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS); Lightcast 2022.4—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Notes: Associates Degrees include certificates earned in more than one year and less than four years. Graduate Degrees include master's and doctoral degrees. Only includes general programs with at least 10 average annual completions between 2010 and 2021.

Return to Menu

HEALTH PROFESSIONS AND RELATED PROGRAMS DETAILED PROGRAM COMPLETION TRENDS AT UPPER PENINSULA INSTITUTIONS, 2010-2021
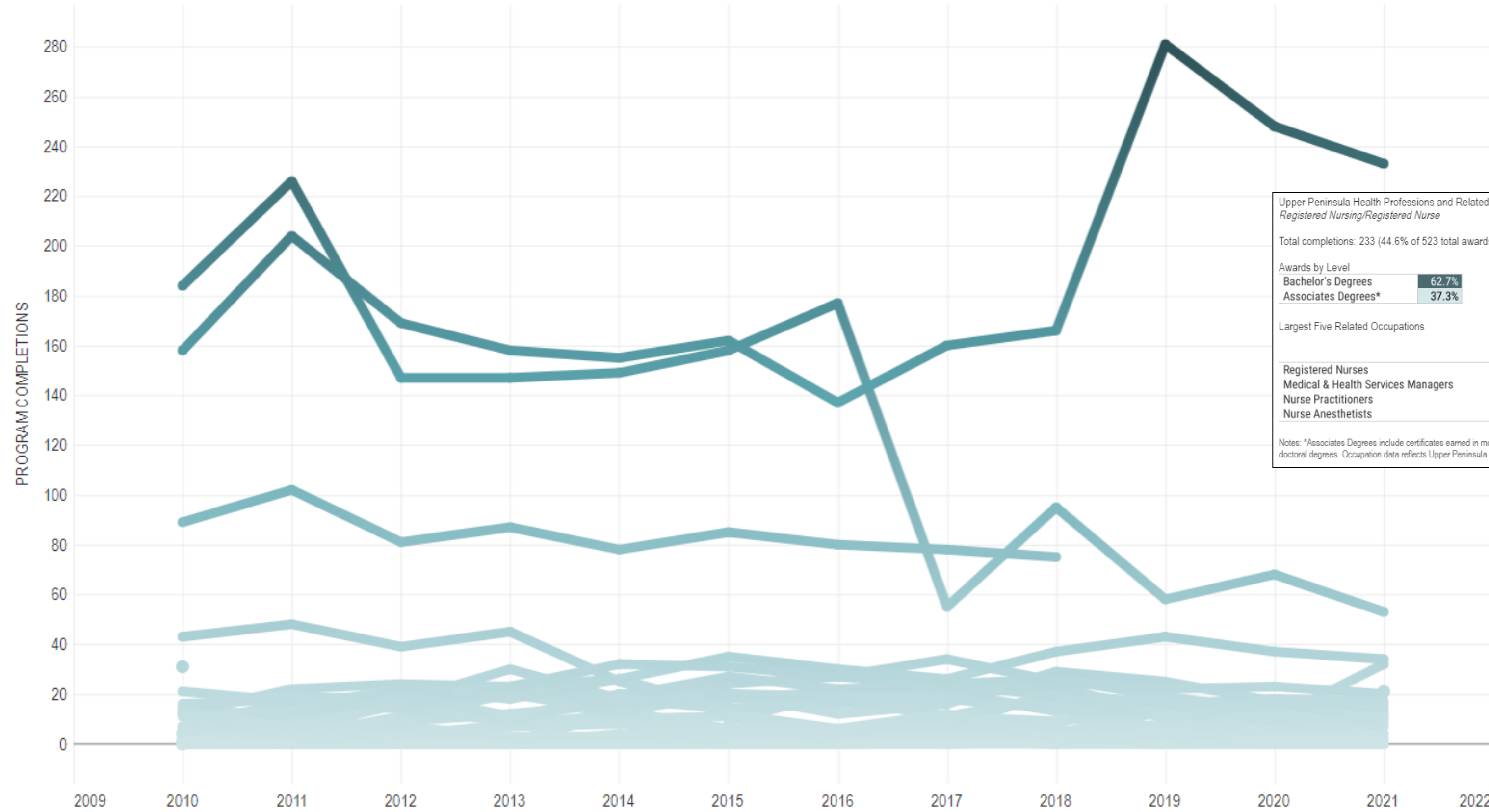
Hover over a data point for more information about completions by level of award and related occupations. Use the drop down menu to the right to select general program categories or search for keywords in detailed programs to highlight trends.

Health Professions and Related Programs

SEARCH DETAILED PROGRAMS

Highlight Program Name (6D)

Upper Peninsula Health Professions and Related Programs Awards, 2021
Registered Nursing/Registered Nurse

Total completions: 233 (44.6% of 523 total awards)

Awards by Level
Bachelor's Degrees   62.7%
Associates Degrees*   37.3%

Largest Five Related Occupations

	2021 Jobs	Median Earnings
Registered Nurses	2,569	$30.70
Medical & Health Services Managers	388	$38.85
Nurse Practitioners	160	$49.34
Nurse Anesthetists	34	$100.96

Notes: *Associates Degrees include certificates earned in more than one year and less than four years. Graduate Degrees include master's and doctoral degrees. Occupation data reflects Upper Peninsula employment and median hourly wages in 2020.

PROGRAM COMPLETIONS

2009 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022

Sources: National Center for Education Statistics (NCES), Integrated Postsecondary Education Data System (IPEDS); Lightcast 2022.4—QCEW Employees, Non-QCEW Employees, and Self-Employed; TIP Strategies, Inc.

Notes: Associates Degrees include certificates earned in more than one year and less than four years. Graduate Degrees include master's and doctoral degrees. Only includes general programs with at least 10 average annual completions between 2010 and 2021. Occupation data reflects Upper Peninsula employment and median hourly wages in 2021.

Return to Menu

UP LABOR MARKET REPORT – TOP RECOMMENDATIONS

1. Utilize data findings (by county) to allocate resources toward workforce development needs that align with existing strategic priorities.

2. Leverage the region's engineering and technical expertise.

3. Reinforce the relationships between the private sector and education/training providers to understand talent needs and develop clear career pathways.

4. Develop career exposure programs focused on K–12 students that also engage parents.

5. Expand the region's diverse workforce by attracting new talent in high demand occupations, as well as remote workers, to the region.

6. Cultivate an entrepreneurship ecosystem and support small business development.

DATA CENTER

The U.P. is growing! Our data center is loaded with information about our demographics and communities.
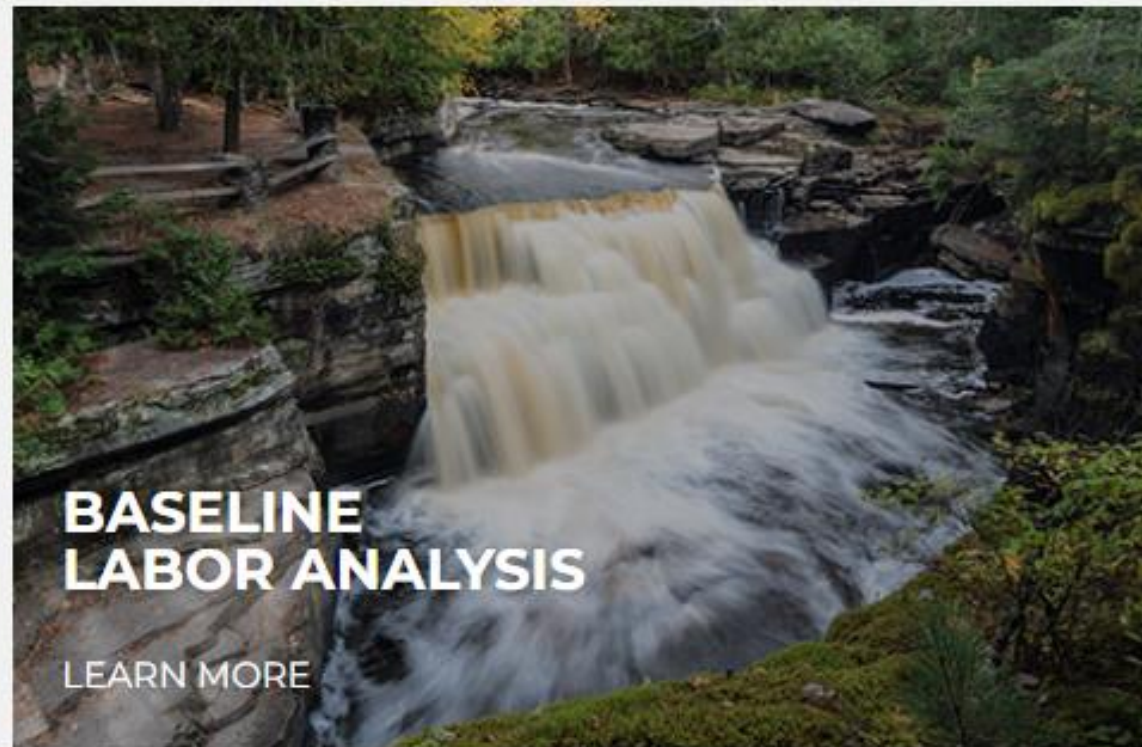

LABOR MARKET STUDY BY COUNTY

LEARN MORE

LABOR MARKET STUDY

LEARN MORE

BASELINE LABOR ANALYSIS

LEARN MORE

EDUCATION & TRAINING ANALYSIS, APPRENTICE TRENDS

LEARN MORE

PANEL: WORKFORCE TRENDS & STRATEGIES

DEBB BRUNELL
CEO, UPPER PENINSULA MICHIGAN WORKS!

JENNA SMITH
MARKET MANAGER – UPPER PENINSULA OF MI, MANPOWER

RUTH SOLINSKI
VICE PRESIDENT – HUMAN RESOURCES, RESOLVE SURGICAL TECHNOLOGIES

LSCP TALENT RESOURCES
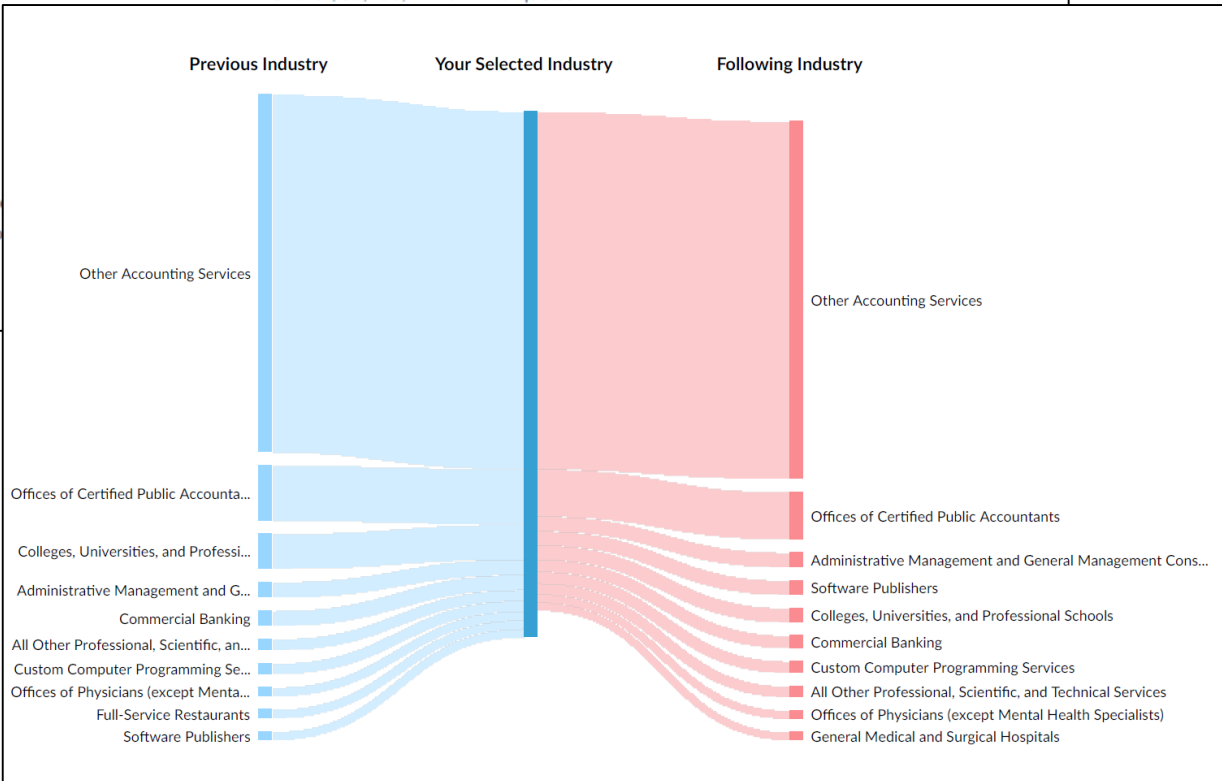
- Job Postings

- Wage Studies

- Hiring / Recruiting Partners

- Career exploration resources

- Information on hiring incentives and training funds

- And more!

TAKING ACTION

TELL others about what you learned today

EXPLORE the data further

REACH OUT to the LSCP team for workforce needs

ENGAGE in other efforts to retain and attract talent

BUILD connections to help students stay

LAKE SUPERIOR
LSCP
COMMUNITY PARTNERSHIP

SAVE THE DATE:
Q3 BREAKFAST AND BUSINESS
AIR SERVICE
FRIDAY, JULY 26

SCAN HERE FOR
OUR EVENT SURVEY:

UPPER PENINSULA
MICHIGAN
WORKS!®

Manpower®

LAKE SUPERIOR
LSCP
COMMUNITY PARTNERSHIP