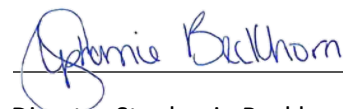**State of Michigan**

Workforce Information Grant

Annual Performance Report

Program Year 2021

The Michigan Department of Technology, Management & Budget, Bureau of Labor Market Information and Strategic Initiatives is your one-stop shop for information and analysis on Michigan's population, labor market, and more.

- Our Federal-State Programs division runs the state's cooperative agreements with the U.S. Bureau of Labor Statistics and the U.S. Employment and Training Administration making us the official source for this information.

- Our Research and Analytics division conducts workforce research and program evaluation, and the U.S. Census Bureau to giving you the insight you need to make smarter decisions.

The bureau again received a Workforce Information Grant for program year 2021. This Annual Performance Report is being submitted to the Employment and Training Administration (ETA) regional office as provided in Training and Employment Guidance Letter (TEGL) No. 1-21.

This report has been provided to the state workforce agency head as required in TEGL No. 1-21 Section 4.e

Stephanie Beckhorn   10/11/2022

Director Stephanie Beckhorn   Date
Senior Deputy Director
Employment and Training
Michigan Department of Labor and Employment Opportunity

The report is organized in 12 sections:

1.   Workforce Information Database

2.   Industry and Occupational Employment Projections

3.   LMI Training for Service Delivery

4.   Annual Economic Analysis

5.   Customer Consultations

6.   Activities Undertaken to Meet Customer Needs

7.   New Tools and Resources

8.   License Requirement Updates

9.   Efforts to Create and Support Partnerships and Collaboration

10.   Activities to Leverage LMI-WIGS Funding

11.   Recommendations to ETA for Changes and Improvements to WIGS Requirements

12.   Brief Overview of Required Training

Sections one through four and section eight correspond to core deliverables identified in TEGL No. 1-21 and the other eight sections speak to required methods identified in the same.

1.   Workforce Information Database

Supported by the grant, the bureau Workforce Information Database, continues to be up to date with WID version 2.8. Throughout the program year, the bureau processed timely updates of all core tables with the most current data available from federal-state cooperative programs with the U.S. Bureau of Labor Statistics, the U.S. Census Bureau, and other programs.

- Updated data tables included: CES, EMPDB, INDUSTRY, IOMATRIX, LABFORCE, IOWAGE

- In addition, all admin, lookup, and necessary crosswalk tables were fully populated and made current.

2.   Industry and Occupational Employment Projections

Supported by the grant, the bureau completed required short-term and long-term employment projections on time and in compliance with all Projections Managing Partnership (PMP) standards.

- The state completed and published the Michigan Statewide 2nd Quarter 2021-2nd Quarter 2023 short-term projections. The projections were published in February 2022. Short-term employment projections are available **here**.

- The state completed and published the Michigan Statewide 2020-2030 long-term projections. These projections were published in June 2022. Statewide long-term employment projections are available **here**.

- Michigan's fifth occupational conference took place August 10, 2022. At this in-person conference, the bureau presented the newly released projections data to various customers. This event also provided the platform for the release of Michigan's Hot 50 for 2030 and Career Outlook 2030 brochures. You can view a recording of this event **here**.

3.   LMI Training for service delivery

Supported by the grant, the bureau has developed and delivers a unique annual training and certification program in LMI geared toward our regional and state partners.

- After a pause during the COVID-19 pandemic in 2020, the Labor Market Information Training and Certification Program was resumed in August 2021 and was offered virtually via Zoom. About 19 regional and state partners participated.

4.   Annual Economic Analysis

Supported by the grant, the bureau published and presented Michigan's 2021 Annual Economic Analysis Report:

- This report was a comprehensive analysis covering a variety of workforce, demographic, and projection topics. This analysis was published in the September 2022 issue of *Michigan's Labor Market News*. The publication is available **here**.

5.   Customer Consultations

The bureau continued to use the grant to maintain and expand our customer consulting activities, including those specified in the Wagner-Peyser Act Section 15e(2). Customer consultations included: (a) data releases and expert analysis; (b) support for partners and customers; and (c) support for the workforce development infrastructure.

(a) Supported by the grant, the bureau issued two press releases each month:

- One release focused on the state of Michigan and the Detroit metro area and provided analysis to the media and the public on monthly and annual trends in seasonally adjusted Michigan employment, unemployment, unemployment rates, and trends in payroll jobs. The June 2022 state release can be found **here**.

- The second monthly release presented similar information for Michigan's 17 regional labor markets. The releases focused on employment, unemployment, and payroll job trends both over the month and over the past year. These data are not seasonally adjusted. The June 2022 regional release is available **here**.

- In addition to these monthly releases, the bureau continues to maintain regional dashboards on its website. These visualizations summarized labor market and demographic data for Michigan, 10 Prosperity Regions, 16 Michigan Works! Areas, 83 counties, and over 90 cities where data was available. The current dashboard was developed in Tableau and is available [here](#).

- Bureau staff supplemented these press releases by providing expert analysis through interviews with print and electronic media.

(b) Supported by the grant, the bureau supports partners and customers in the workforce development community:

- The bureau disseminated and delivered 243,624 pieces of labor market information (LMI) literature through an online subscription service (GOVDELIVERY) and completed several hundred customer requests for data and analysis in PY2021.

- The bureau also consulted with the state and local workforce boards to better understand their needs and provide technical assistance and support on workforce information products and services.

- The bureau provided a significant amount of statistical data to the Department of Labor and Economic Opportunity's workforce development, on labor force statistics by county, and unemployed persons for statewide and sub-state Areas of Substantial Unemployment. Customized requests for occupational data were developed and published using the LEWIS program. Data on declining industries was also supplied by Michigan Works! region.

(c) Also supported by the grant, the bureau supported the state and local workforce development infrastructure:

- The bureau's Director attended monthly meetings with the Department of Labor and Economic Opportunity (LEO) workforce development Director to discuss information needs, the status of projects, as well as to address future product initiatives that would assist the overall state and regional workforce system.

- Bureau leadership attended Michigan Works! Directors' Council meetings as advisors and obtained guidance for developing labor market information projects.

6.   Activities Undertaken to Meet Customer Needs

Supported by the grant, the bureau continued its activities to collaborate with the services to Workforce Investment Boards and American Job Centers; Career Education Advisory Councils; and customer consultations with Michigan Works! agencies and other customers such as local economic development organizations, community colleges, etc.

- In the 2021 program year, the bureau continued to offer support to Career Technical Education (CTE) programs to help with LMI analysis for the Perkins V Comprehensive Local Needs Assessment (CLNA).

- Customer consultations with Michigan Works! agencies – Bureau staff assisted multiple Michigan Works! agencies through workforce and labor market information requests for board presentations or attendance at board meetings. Bureau staff also provided consulting assistance on key regional industries and occupations, lists of key regional employers, and assistance with workforce initiatives and media contacts, as well as appropriate research or survey methodologies.

- Service to Career Education Advisory Councils (CEACs) and Michigan STEM Network ("MiSTEM") – Bureau staff were regularly invited to CEACs' meetings. Staff also supported MiSTEM with data and presentations.

- Other regional customers serviced by LMI staff included economic development organizations, community colleges, as well as the general public.

Supported by the grant, the bureau assisted with analysis and dissemination of COVID-19 related information. The LMI data and knowledge of our bureau was utilized to research and illustrate the extent of the recovery in the Michigan workforce following the peak of the pandemic in 2020.

- Issues of the publication *Michigan's Labor Market News* continued to cover topics relevant to the current economic situation throughout the recovery period. These included monthly

analyses of the impact of the pandemic on Michigan and regional unemployment rates and payroll job levels. Additional analysis is included in an [Online Job Advertisements](#) section (using the HWOL data series).

- While the effects of the pandemic touched most of the topics covered in the monthly publication in some way, content specific to the impact of the COVID-19 pandemic published during the 2021 program year included how the pandemic has continued to impact [occupational employment and wage data in 2021](#), [Michigan long-term projections from 2020 to 2030](#), [inflation trends in Michigan](#), the [2021 Business Response Survey to the Coronavirus Pandemic](#), and the [2021 annual economic analysis report](#). Pandemic-related visualizations included maps and infographics on highlights from the [Business Response Survey](#) and the [national housing price trends relative to Michigan](#). Work has also been done with updating data relevant to women in the workforce, the continuation of the COVID-19 pandemic on the Michigan labor market, and how Michigan's population and workforce has shifted and aged over the last several years.

7.   New Tools and Resources

New tools were developed or maintained with **state funds** and are examples of the bureau's efforts to be an innovator in the delivery of workforce and labor market information to partners and customers. Relevant activities in this area include:

- The bureau maintains a Regional Job Ad Dashboard to provide visualized labor market and demographic information for state and sub-state geographies. The dashboard includes information on labor force, unemployment, employment projections, population trends, educational attainment, and other categories. These regional dashboards are available [here](#).
- In collaboration with the Department of Labor and Economic Opportunity and the Center for Educational Performance and Information, the Bureau continued to maintain workforce reports on MiSchooldata.org. These interactive reports allow students, parents, counselors, and job seekers to explore the employment outcomes of education programs and credentials in Michigan. Interactive reports are available [here](#).
- The continuation of updates, maintenance, and publication of the MiEconomy mobile app was developed to provide partners and customers with key labor market and economic metrics necessary to stay informed on the Michigan economy. In addition to updates and maintenance, the app received a complete redesign, and some metrics were exchanged. This app provides

same-day updates for 43 metrics including the unemployment rate, payroll jobs, and gross domestic product. Available for free, it can be downloaded for Android and iOS or accessed at https://www.mcgi.state.mi.us/mieconomy/.

Developed with **state funds**, but leveraging the employment projections produced with support from this grant:

- The bureau produced [Michigan's Hot 50 through 2030](#) and [Michigan's Career Outlook through 2030](#) which provided information for the state as a whole. These publications, printed as both brochures and posters, provide lists of in-demand occupations that show a favorable mix of long-term job growth, projected annual job openings, and median wages through 2030. Occupations are broken out by education and training requirements, as well as highlighted by the most in-demand STEM occupations. The bureau also worked with the Michigan Department of Labor and Economic Opportunity to organize the Michigan Occupational Outlook Conference in August 2022 where both publications were released.

- The bureau published [Michigan Regional Career Outlook 2028](#)(work done in PY 2020, published July 2021). This publication highlights regional occupations that show a favorable mix of long-term job growth, projected annual job openings, and median wages through 2028. This publication was developed in collaboration with Michigan Works! Agencies and the Michigan Department of Labor and Economic Opportunity. Publication available **here**.

- Over the last year, maintenance and updates have continued for the Michigan Registered Apprenticeship Dashboard. In November of 2021, the bureau published a similar report to one in 2019 giving the current landscape of registered apprenticeship across the state. In partnership with the Department of Labor and Economic Opportunity, work was done to produce a dashboard which would create a one-stop tool for those in the state to view and access the most recent registered apprenticeship data. The first version of the Michigan Registered Apprenticeship Dashboard was released in December 2020. This provided a basic glance at statewide, regional, and occupational data, but with little to no interactivity. In April 2021, a second version was released which included interactive statewide data and a facelift. Over the last program year, the dashboard has reached a finished state from design standpoint. Regional interactivity has also been implemented. The dashboard can be accessed [here](#).

8.   **License Requirement Updates**

The bureau updated two core license tables LICAUTH and LICENSE to the WID in October of 2020. These tables made available information on 231 state licenses and 22 licensing authorities.

9.   Efforts to Create and Support Partnerships and Collaboration

The bureau maintains many partnerships, including, but not limited to, those with federal, state, and local workforce and labor market information organizations, academic and non-profit research institutions, economic development organizations, businesses, and labor organizations.

- As described above, the bureau works closely with the Governor's Office, the state workforce board, the Michigan Works! Director's Council, and the Department of Labor and Economic Opportunity (LEO) to provide workforce and labor market information and to gain insight, guidance, and support in the development of new products and services.

- The Director participates in the National Association of State Workforce Agencies (NASWA)Workforce and Labor Market Information Committee and also serves as the Chief Data Officer for the State of Michigan.

- The bureau's Projections Specialist serves as a committee member on the Analyst Resource Center (ARC) consortium and as a committee member of the Projections Management Partnership.

- Supported by other funding sources, bureau staff serve on other national organizations including the Federal State Cooperative Program for Population Estimates (FSCPE).

- Supported by local government funds, the bureau has partnered with the city of Detroit and the University of Michigan to provide customized data used as an input to forecast economic conditions specifically for the city of Detroit. This forecast can be found **here**.

10.   Activities to Leverage Grant Funding

Using **state and other funds**, activities to leverage workforce and labor market information supported by the grant included:

- The continued production of the publication *Michigan's Labor Market News*. This monthly publication is in its 78th year and provides our customers with high-quality information and insights about Michigan's residents, its economy, and its labor market. This publication's September 2022 issue featured Michigan's 2021 Annual Economic Analysis report. Publication available **here**.

- Many featured articles in *Michigan's Labor Market News* this program year highlighted topics focused on targeted populations and the impact of the pandemic in the economy. This includes articles on Michigan's employment outlook through 2030, Protective service occupations, recent labor market trends of Michigan veterans, the 2021 Business Response Survey to the Coronavirus Pandemic, inflation trends in Michigan, Michigan Job Openings and Labor Turnover Survey data, and Michigan youth labor market trends. Every issue of *Michigan's Labor Market News* can be found on our website **here**.

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11.   Recommendations for Improvement of the Grant

The bureau recommends the following:

- Targeted support for development of a standard WID API (application programming interface) – Delivering data using standard web protocols and standard formats has become a critical part of data delivery, data visualization, and web application design in recent years. The ETA should work with the Analyst Resource Center to develop and support a standard WID API format for data transmission, much like the standard database format required by the Workforce Informer Database. If states choose to use APIs for populating visualizations or data tables on their websites, providing a standard API format would reduce duplication of efforts and increase states' ability to leverage others' data in web applications.

12.   Brief Overview of Required Training

- Newly hired economic analysts in the Bureau attend Basic LMI Analyst Training offered by the Council for Community and Economic Research (C2ER), along with various other BLS program-specific training. Applied LMI Analyst Training offered by C2ER is encouraged for more experienced analysts. This training was temporarily suspended in March 2020 and continued for the entire 2020 program year, due to travel and budget restrictions in the wake of COVID-19.