



Labor Day Report

Michigan's Falling Unemployment Rate Masks Serious Concerns; State has Highest Poverty Rate in Midwest for Working Families

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Michigan's unemployment rate has dropped significantly since it hit 14.2% in August 2009, yet the statistic masks serious concerns about the state's labor force, including the fact that many adults have left the workforce and cannot be counted as employed or unemployed.

Among problems:

- Michigan now has more “lost workers” (those who have left the workforce since 2001) than unemployed workers.
- Michigan's employment-to-population ratio is at its lowest since 1982, when the state was in its worst recession.
- Only 42% of Michigan's black population age 16 and over is employed, compared with 55% or higher for other racial groups.
- Michigan has the highest proportion in the Midwest of working families who are in poverty, and more than a quarter of its workers work in low-wage jobs.
- Of the seven occupations with the highest number of workers, five have a median wage that will not bring a family of four out of poverty, and three will just barely bring a family of three out of poverty.

While there is no “magic bullet” for solving these issues, Michigan must develop strategies for increasing the skills and employability of workers, including special efforts to address racial disparities in employment.

Unemployment and Michigan's Shrinking Labor Force

Michigan, for four years, had the highest unemployment rate in the nation.¹ During the second half of 2009, its monthly unemployment rate was at or above 14%, the highest it had been since 1983. The unemployment rate began a slow but steady decline

and during the first six months of 2012 was between 8.5 and 9%. Its unemployment rate relative to the rest of the nation also improved during that period, as it dropped from being the highest among the states to the 10th-15th highest.

¹ Michigan's unemployment rate was highest among all states and the District of Columbia from April 2006 to April 2010.

The unemployment rate alone is not an adequate measure of success, however. It measures the percentage of the labor force that is working, but not the percentage of the general adult population that is working or the percentage of the general adult population that is in the labor force. It also says nothing about the loss of workers from the labor force over time. While the good news about Michigan's unemployment rate is certainly welcome, it must be seen in light of a significantly shrinking labor force and an increasing share of its population that is no longer in the labor force.

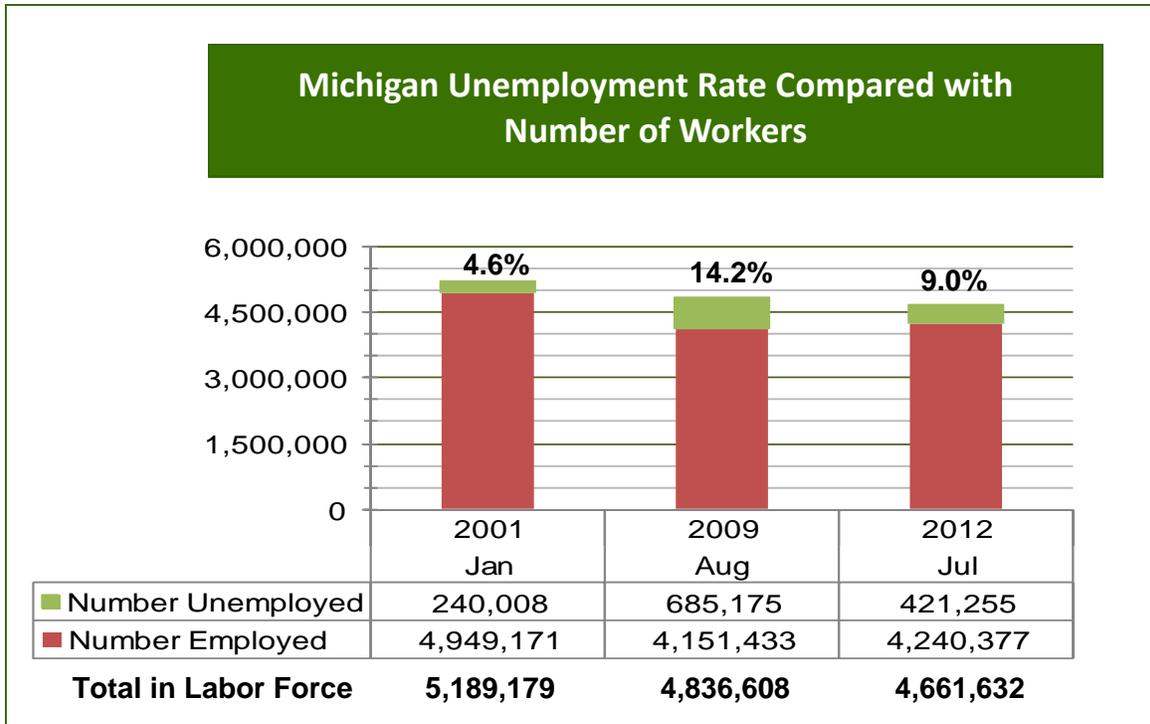
In January 2001, when Michigan's economy was still very strong, the state had an unemployment rate of 4.6% and 5,189,000 workers—the largest recorded workforce in its history. In August 2009, the monthly unemployment rate peaked at 14.2% and the workforce had shrunk to 4,836,608 workers. In July 2012 (the most recent month for which information is available at the time of this writing), the unemployment rate was down to 9%, but the

workforce had shrunk to 4,661,632 workers—more than half a million fewer workers than in January 2001 and a 10% decrease. (Fig.1)

Using January 2001 as a baseline, another way to look at this is to compare the net number of workers lost since the baseline month to the total number of unemployed workers in a given month. This is done by comparing the difference between the total workforce during the baseline month and the current month (i.e. 5,189,179 workers in January 2001 minus 4,661,632 workers in July 2012 equals 527,547 lost workers in July 2012) with the number of unemployed workers during the current month (i.e. 421,255 in July 2012). In February 2011, the number of workers lost since January 2001 exceeded the number of unemployed workers during that month and has exceeded it every month since. (Fig.2)

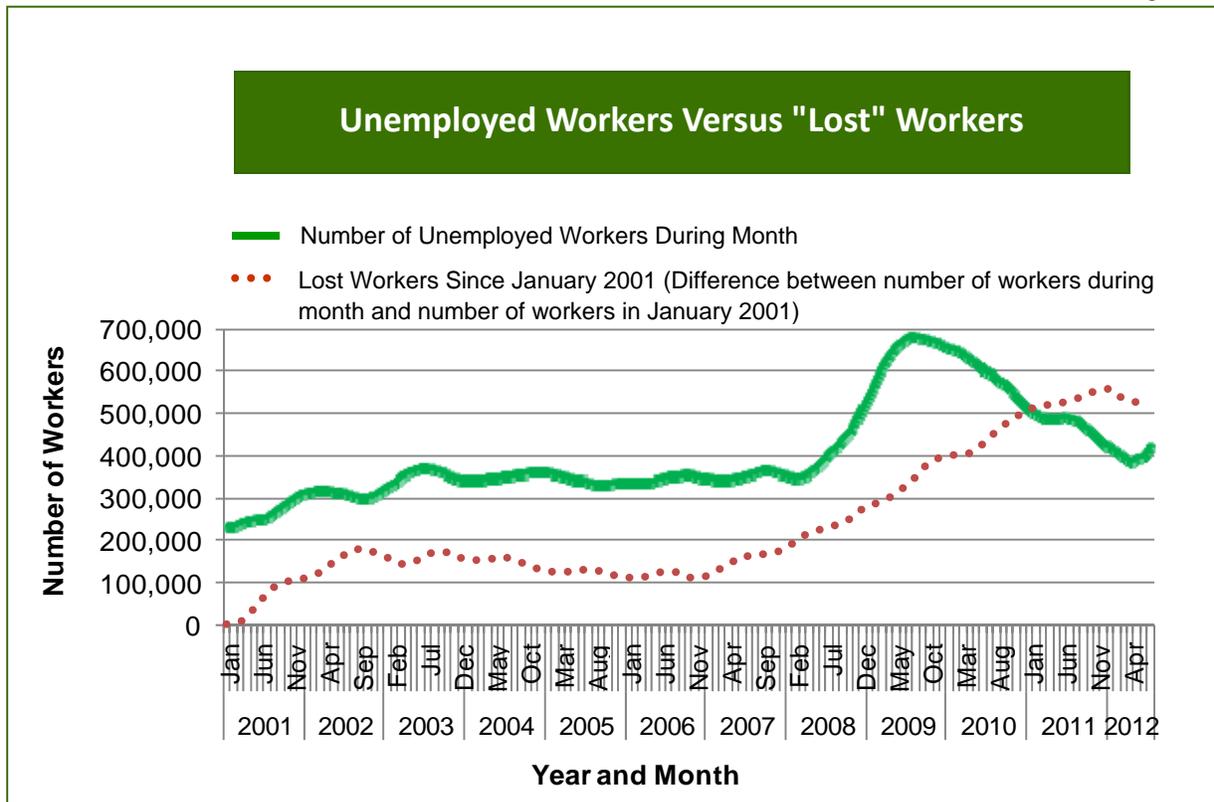
In other words, Michigan's improving unemployment rate is driven less by an increase in employed

Figure 1



Source: Bureau of Labor Statistics
Produced by Michigan League for Human Services

Figure 2



Source: Bureau of Labor Statistics
Produced by Michigan League for Human Services

workers and more by a decrease in unemployed workers and in the total labor force. There are several reasons for the net loss of workers: retirement of an aging workforce, unemployed or underemployed workers moving out of state to find work, and discouraged workers stopping their job search and leaving the workforce (in some cases to go to school or take care of children full time, in other cases retiring early and taking a financial loss, in a few cases becoming part of an underground economy, and in yet other cases just giving up). Regardless of the reasons, a workforce that is shrinking that rapidly is cause for concern.

A smaller labor force means, of course, fewer employed. When looking at the job losses from January 2001 to June 2012 by sector and selected subsectors, the largest losses are in the construction and manufacturing sectors, particularly in durable

goods manufacturing. The only sector to gain jobs was education/ health services. (Fig. 3)

Michigan's labor force has shrunk not only relative to its size in past years, but also in relation to the population as a whole. Michigan in 2011 had only a 60.1% labor force participation rate (the percentage of the civilian population age 16 and older that is in the labor force both employed and unemployed), the lowest rate on record. In 2000, Michigan had a 68.7% labor force participation rate, the highest on record.² Similarly, Michigan's employment-to-population ratio (the percentage of the civilian population 16 and over that is employed) was at a near record low, at 53.9%, with only 1982—the year of Michigan's worst unemployment—being lower. (Fig. 4)

² Statistics have been compiled on the labor force participation rate and the employment-to-population ratio since 1979.

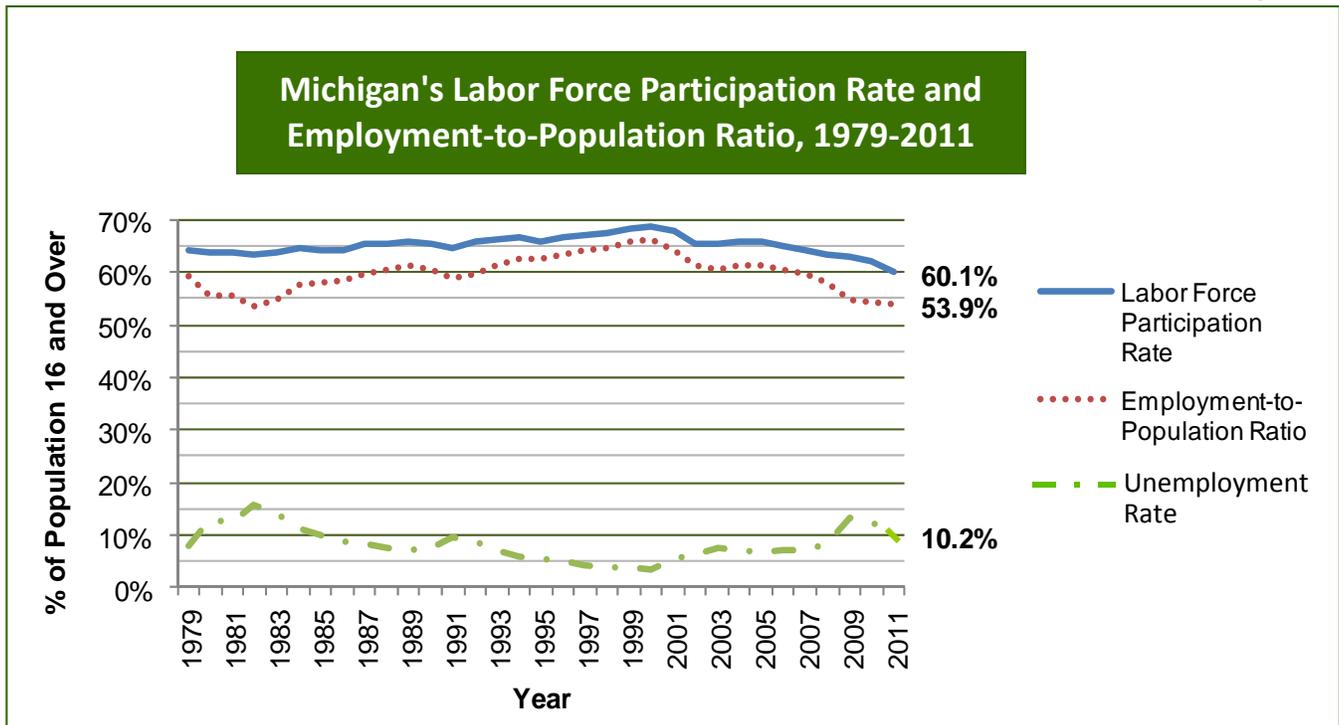
Figure 3

Net Job Loss From January 2011 to Present

Industry	Number Employed		Change	
	January 2001	June 2012	Number	Percent
Total Nonfarm	4,615,000	3,983,000	-632,000	-13.7%
Natural Resources and Mining	9,700	7,300	-2,400	-24.7%
Construction	206,200	119,100	-87,100	-42.2%
Manufacturing	859,600	523,500	-336,100	-39.1%
Durable Goods	687,900	390,600	-297,300	-43.2%
Non-Durable Goods	171,700	132,900	-38,800	-22.6%
Trade Transportation and Utilities	878,700	719,500	-159,200	-18.1%
Wholesale Trade	182,800	158,700	-24,100	-13.2%
Retail Trade	561,900	441,300	-120,600	-21.5%
Transportation Warehousing and Utilities	134,000	119,500	-14,500	-10.8%
Information	71,500	53,100	-18,400	-25.7%
Financial Activities	205,800	199,500	-6,300	-3.1%
Professional and Business Services	622,200	574,900	-47,300	-7.6%
Educational and Health Services	507,600	632,300	124,700	24.6%
Educational Services	60,000	80,400	20,400	34.0%
Health Care and Social Assistance	447,600	551,900	104,300	23.3%
Leisure and Hospitality	395,300	379,800	-15,500	-3.9%
Government	682,200	605,800	-76,400	-11.2%
Federal Government	56,900	52,200	-4,700	-8.3%
State Government	172,900	176,500	3,600	2.1%
Local Government	452,400	377,100	-75,300	-16.6%

Notes: Data are seasonally adjusted; June 2012 data are preliminary
 Source: Michigan Office of Labor Market Information
 Produced by Michigan League for Human Services

Figure 4



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

Racial Disparities in Labor Force Success

When the labor force participation rate and the employment-to-population ratio are broken down by race for the years 2000 (the year with the lowest unemployment in recent history) and 2011, some stark disparities are revealed. Asian and Hispanic workers had higher percentages than white workers.

Black percentages were significantly lower than white percentages. Labor force participation went down for all racial groups, but the decrease was more pronounced (-12.7%) for black workers as a share of the population than for the other three racial groups. (Fig. 5)

Figure 5

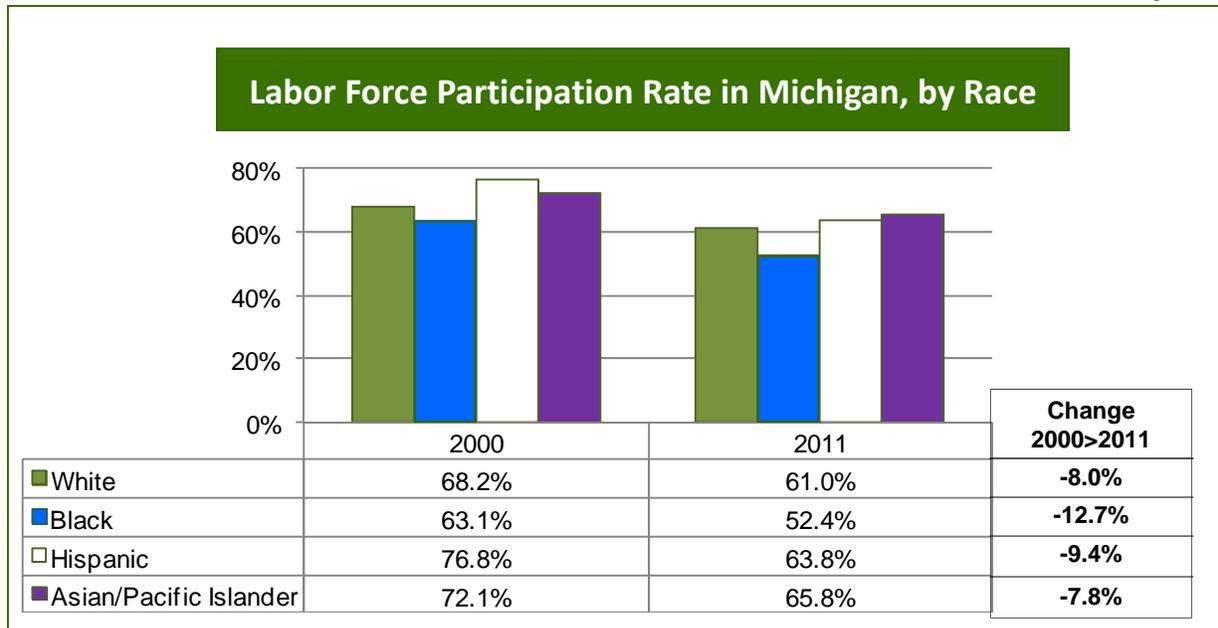
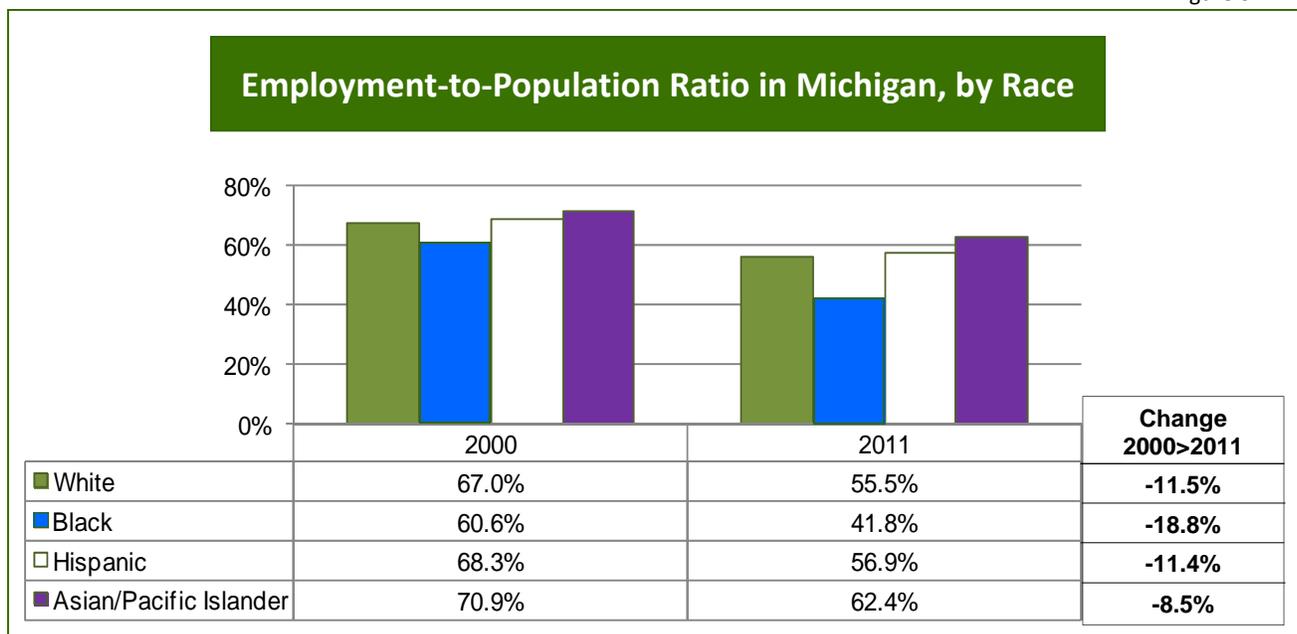


Figure 6



Source for Figures 5 and 6: Economic Policy Institute analysis of Current Population Survey data
Produced by Michigan League for Human Services

The drop in the employment-to-population ratio between 2000 and 2011 was steep for all racial groups. The black ratio decreased a startling -18.8% during that time, with only 42% of the black adult population being employed in 2011. This was the only racial group to have less than half of its population working. (Fig. 6)

Michigan's degree of racial disparity in regard to black labor market success is worse than that of its peers. In the eight other Midwest states, the black population's labor force participation rate ranges from 70% to 57%, but Michigan's rate lags far behind those other states with 52.4% (this also puts Michigan at third lowest in the country). Michigan black employment-to-population ratio of 41.8% is also worst in the Midwest and is among the very worst in the country. (Fig. 7)

Due to Detroit's large black population and its higher than average unemployment rate, there may

be a tendency to assume that Detroit drove the steep decline in black labor force participation. Data, however, does not bear this out. In both 2000 and 2011, Detroit comprised 7% of Michigan's labor force (and fluctuated from 7% to 8% during the years in between). Detroit also accounted for 7% of the state's employed workers and 14-15% of the state's unemployed workers for each year from 2000 to 2011. Both Detroit and Michigan as a whole experienced a 9% decrease in their labor force between 2000 and 2011. Taking all these into consideration, it can be concluded that the drop in the black labor force was not due primarily to workforce changes in Detroit and that it is representative across the state.³

It is reasonable, however, to assume that circumstances especially prevalent in urban areas with large black populations account for much of the racial disparities. Michigan, in addition to developing strategies for reviving Michigan's economy as a whole, needs to develop strategies for reviving the urban centers in which the majority of the state's black population resides.

Figure 7

Labor Market Success of Black Workers in Midwest States, 2011

Labor Force Participation Rate				Employment to Population Ratio			
State	Percent	Rank (National)	Rank (Midwest)	State	Percent	Rank (National)	Rank (Midwest)
Iowa	70.0%	9	1	Iowa	58.8%	10	1
Minnesota	68.3%	13	2	Missouri	54.6%	21	2
Missouri	65.5%	18	3	Minnesota	54.2%	22	3
Wisconsin	64.2%	22	4	Pennsylvania	51.3%	32	4
Indiana	59.3%	37	5	Indiana	50.1%	35	5
Pennsylvania	58.9%	39	6	Ohio	48.6%	39	6
Ohio	58.6%	40	7	Wisconsin	48.3%	40	7
Illinois	57.2%	42	8	Illinois	46.2%	42	8
Michigan	52.4%	49	9	Michigan	41.8%	49	9

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

³ Figures cited are based on data from the Michigan Office of Labor Market Information.

Michigan Does Not Keep Up with the Midwest in Crucial Areas

Of Michigan's working families, 10.4 % were living in poverty in 2011. This puts Michigan dead last in the Midwest, and in the bottom half of all states, in the share of its working families whose income is below the poverty threshold. In addition, 30.9% of the state's working families are below 200% of the poverty threshold, putting Michigan seventh out of the nine states in the Midwest.⁴ (Fig. 8)

With 27% of its workers in low-wage jobs, Michigan had the second-worst ranking in the Midwest for that category. (Fig. 9) Appendix A

shows the 50 occupations with the highest numbers of workers in Michigan. Of the seven occupations with the highest employment, five have a median wage that is not high enough to lift a family of four out of poverty. One of the seven will not lift a family of three out of poverty, and two others just barely do so. Appendix B shows the lowest-paying occupations in Michigan and the number of individuals employed in those occupations.

Figure 8

Working Families in Poverty, 2011

	Number of Working Families	Below Poverty Level				Below 200% of Poverty Level			
		Number	Percent	Rank (Midwest)	Rank (National)	Number	Percent	Rank (Midwest)	Rank (National)
Minnesota	593,260	39,995	6.7	1	11	138,705	23.4	1	9
Pennsylvania	1,255,730	94,355	7.5	2	14	328,080	26.1	2	13
Iowa	333,005	27,945	8.4	3	17	93,550	28.1	4	19
Wisconsin	608,050	55,015	9.0	4	20	170,280	28.0	3	18
Illinois	1,388,070	127,545	9.2	5	23	398,435	28.7	5	21
Missouri	631,185	61,100	9.7	6	25	206,305	32.7	8	29
Indiana	699,905	69,950	10.0	7	30	235,365	33.6	9	32
Ohio	1,196,030	120,775	10.1	8	31	368,395	30.8	6	23
Michigan	992,390	103,560	10.4	9	33	306,490	30.9	7	25

Definitions:

Family: A family in this analysis is a primary married-couple or single parent family with at least one child under age 18 present in the household.

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

Below 100% of poverty: The 2010 poverty threshold (used for 2011) for a family of four was \$22,235.

Below 200% of poverty or low-income: The 2010 amount for 200% of poverty threshold for a family of four was \$44,470.

Source: Working Poor Families Project data generated by Population Reference Bureau from the American Community Survey
Produced by Michigan League for Human Services

⁴ All national ranks include the District of Columbia and are 1=best, 51=worst.

Percent of Employed Workers in Low-Wage Jobs, 2011

State	Hourly Low Wage	Number of Workers*	All Workers			
			Number in Low-Wage Jobs	Percent in Low-Wage Jobs	Rank (Midwest)	Rank (National)
Iowa	\$9.64	1,332,633	238,193	17.9	1	3
Missouri	\$9.54	2,462,703	469,403	19.1	2	5
Minnesota	\$10.58	2,362,191	485,163	20.5	3	8
Ohio	\$9.90	4,622,355	1,034,360	22.4	4	13
Wisconsin	\$10.12	2,443,656	576,615	23.6	5	16
Pennsylvania	\$10.77	5,149,039	1,243,078	24.1	6	23
Indiana	\$10.05	2,600,008	641,589	24.7	7	26
Michigan	\$10.39	3,668,518	990,030	27.0	8	35
Illinois	\$11.13	5,232,064	1,481,718	28.3	9	40

* The denominator for this measure is composed of workers 18 and older. Workers who do not have an hourly rate or whose hourly rate cannot be calculated are excluded from this analysis. Please note that the definition of low-wage job differs from that used in Appendices A and B because it is based on state-specific wage levels.

Definitions:

Low-Wage Worker: An individual 18 and older who is either employed at work or employed absent from work who earns below the state-specific "low wage" figure (i.e., the national low wage figure multiplied by the state cost of living index).

Hourly Low-Wage: The national low wage adjusted for state cost of living. The national low wage is based upon the preliminary weighted average poverty threshold for a family of four in 2011 and the hourly wage assumes 40 hours per week for 52 weeks per year. The state cost of living indices used here are from 2005-2009 and are published in the article, "Research Spotlight: Regional Price Parities by Expenditure Class for 2005-2009," by Bettina H. Aten, Eric B. Figueroa, and Troy M. Martin, (Survey of Current Business, May 2011): Table 1. The article is available online at http://www.bea.gov/scb/pdf/2011/05%20May/0511_price_parities.pdf (Feb. 14, 2012).

Source: Working Poor Families Project data generated by Population Reference Bureau from the American Community Survey
Produced by Michigan League for Human Services

Michigan also "flunks the test" compared to its Midwest peers in gender equality. Michigan has a median wage gap between the genders that is larger than every other Midwest state except Indiana, and ranks 40th in the nation. Men earn \$3.84 more than

women in Michigan using this measure. (Fig. 10) One likely factor in the wage gap is the prevalence of women in many of the low-wage jobs listed in Appendix B.

Figure 10

Median Wage by Gender Among Midwest States (2011 dollars)

State	Male	Female	Gap	Rank (Midwest)	Rank (National)
Wisconsin	\$17.12	\$15.14	\$1.98	1	7
Iowa	\$16.67	\$13.98	\$2.69	2	19
Minnesota	\$19.02	\$16.03	\$2.99	3	25
Pennsylvania	\$18.08	\$14.97	\$3.11	4	27
Ohio	\$17.08	\$13.92	\$3.16	5	29
Missouri	\$17.86	\$14.40	\$3.46	6	35
Illinois	\$18.53	\$14.83	\$3.70	7	36
Michigan	\$18.03	\$14.19	\$3.84	8	40
Indiana	\$17.25	\$13.23	\$4.02	9	42

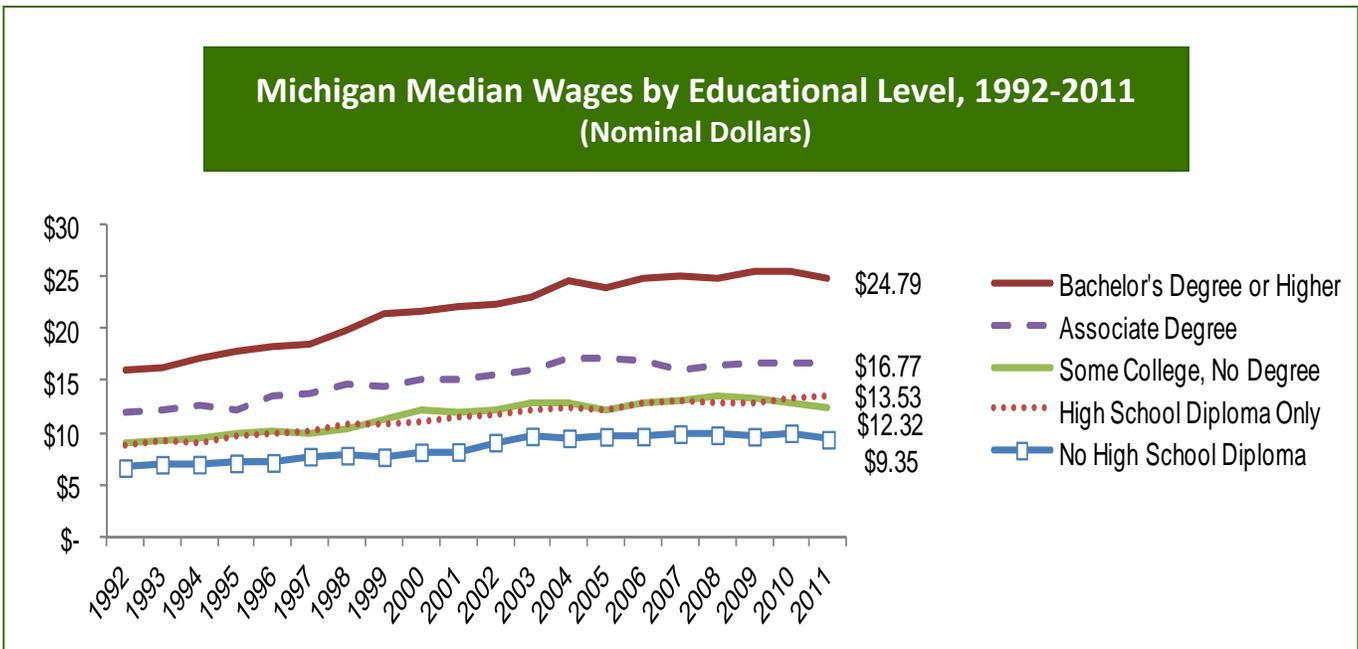
Source: Economic Policy Institute analysis of Current Population Survey data
Produced by Michigan League for Human Services

Education Makes a Difference

Despite Michigan's prolonged economic hardship, educational level remains a significant determinant in the wages a worker will earn. As shown in Fig. 11, Michigan workers who possess a postsecondary credential have a significantly higher median wage than those with only a high school diploma, regardless of the state of the economy, while having had some college without finishing the degree require-

ments has negligible effect on wages. In 2011, Michigan adults with an associate degree had a median wage of more than \$3 per hour (or \$6,240 per year if working full time) above those with just a high school diploma. At 80th percentile wage, the benefit of having an associate degree is \$6.75 per hour, or more than \$14,000 per year.⁵ (Fig. 12)

Figure 11



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

Figure 12

Wage Decile	High School Diploma Only	Associate Degree	Wage Increase	
			Hourly	Annual*
20th	\$8.63	\$9.79	\$1.16	\$2,410
50th	\$13.53	\$16.77	\$3.25	\$6,750
80th	\$20.14	\$26.93	\$6.79	\$14,126

*Based on 40 hours a week/52 weeks a year
Source: Economic Policy Institute analysis of Current Population Survey data
Produced by Michigan League for Human Services

⁵ The percentile wage refers to the percentage of workers earning below the given percentile. Median wage is the wage at the 50th percentile, so 50% of workers in the labor force earn below that wage and the other 50% earn equal to or above that wage.

Associate degrees and other middle skills credentials (credentials requiring more than a high school diploma but less than four years of postsecondary instruction) are often overlooked in media and policy discussions about education (i.e. emphasis is often given to raising the number of people with bachelor's degrees). This is misguided, as many jobs with growing demand in the manufacturing, health services and other sectors require a middle skills credential such as an occupational certificate or an associate degree. The growing demand for middle skills jobs along with the clear wage benefits make clear that helping low-wage workers attain such credentials is an important part of economic development.

Currently, only 37% of Michigan residents of prime working age have an associate degree or higher.⁶ Of the 63% that do not, a large number have attended

some level of college but have not acquired a credential, and even more have not gone to school at all beyond high school. (Fig. 13)

When broken down by race, the disparities become clear: only 7% of white adults aged 25-54 have not finished high school, while more than twice that percentage of black adults have not and a startling 31% of Hispanic adults have not. While 64% of white adults in prime working age have spent some time in college and 39% have an associate degree or higher, only 43% of Hispanic adults have been to college, and only 22% have an associate degree or higher—in other words, only half of Hispanic adults who have attempted to get a postsecondary credential have been successful. Black adults have attained an associate degree in the same proportion as Hispanic adults, but a larger percentage has gone to college and not acquired a degree. (Fig. 14)

Figure 13

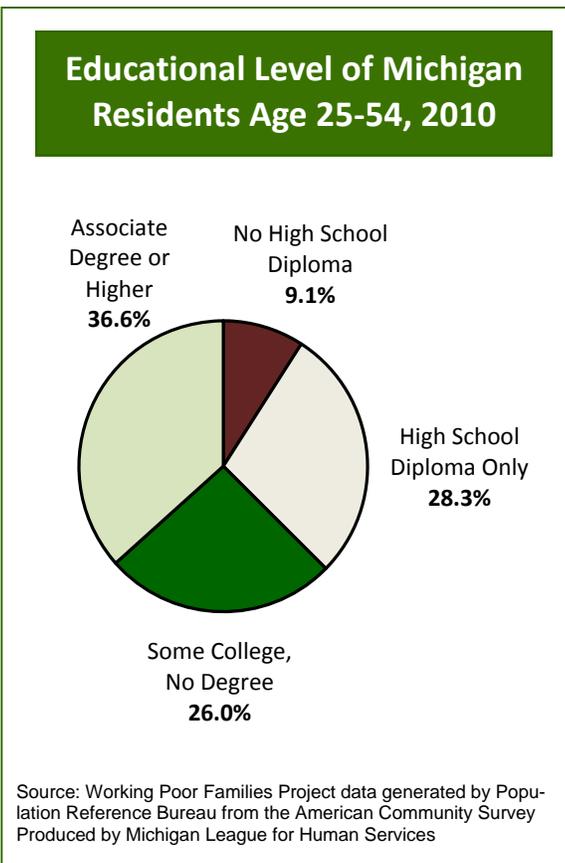
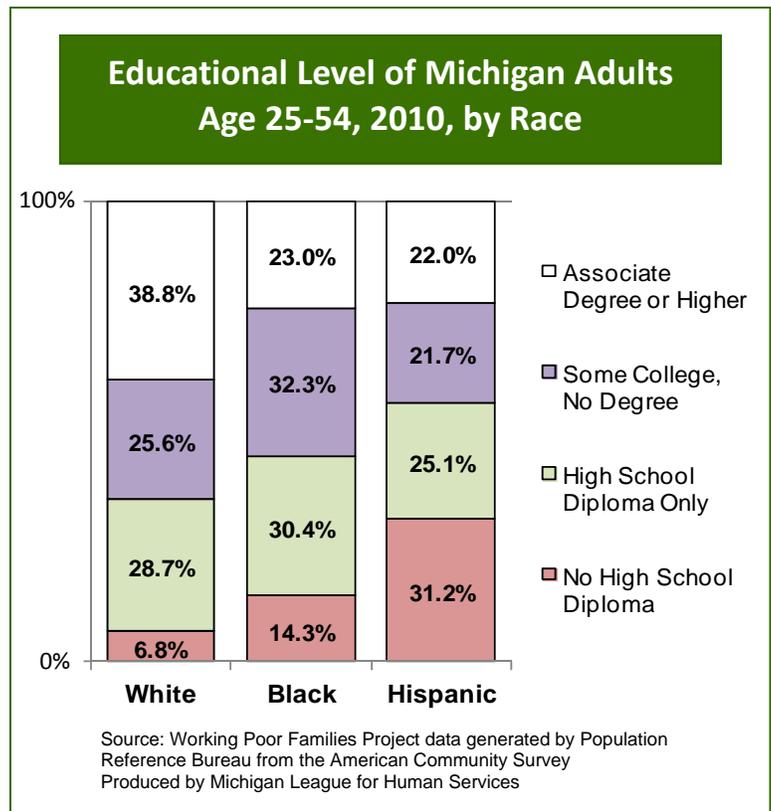


Figure 14



⁶The Current Population Survey data does not differentiate postsecondary credentials that are less than an associate degree, such as six-month occupational certificates. It is likely some holders of such credentials are counted as “some college” and others as “associate degree.”

Conclusion

Michigan's workforce is shrinking; the state now has more "lost workers" (those who have left the workforce since 2001) than unemployed workers. The percentage of the population that is in the workforce has decreased, as has the percentage that is employed, and this has disproportionately affected black workers. Moreover, Michigan has the highest proportion in the Midwest of working families who are in poverty, and more than a quarter of its workers work in low-wage jobs. Five of the seven most common occupations in Michigan have a median wage that will not bring a family of four out of poverty, and three will just barely bring a family of three out of poverty.

It is in the state's economic interest to develop strategies that help low-wage workers stay employed and get jobs that meet their families' needs. One element of these strategies needs to be to encourage skill-building and the attainment of postsecondary credentials, as workers with an associate degree or higher have a significantly higher median wage than those with only a high school diploma. As less than a quarter of black and Hispanic workers have at least an associate degree, paying special attention to racial disparities in education is a start to addressing disparities in labor market participation and employment.

Toward this end, the Michigan League for Human Services makes the following recommendations:⁷

- *Invest* in programs and infrastructure that can ease child care and transportation barriers
- *Encourage* or mandate employer flexibility for family and personal leave
- *Seek* ways to reduce the time needed for adult learners to fulfill developmental education requirements in community colleges
- *Incentivize* and facilitate participation in regional partnerships by entities serving adult learners
- *Seek* ways to reduce the extra barriers to skill building faced by individuals leaving the corrections system
- *Restore* the Michigan Earned Income Tax Credit from 6 to 20% of the federal credit

This is the sixth annual Labor Day Report published by the Michigan League for Human Services. The data used in this report are from the Economic Policy Institute, the Working Poor Families Project and the Michigan Department of Labor Market Information.

⁷ For more information on these recommendations, see Michigan League for Human Services, Strengthening Foundational Skills: A Strategy for Restoring Good Jobs and Economic Security in Michigan, August 2012.

Appendix A

Michigan Occupations with Highest Employment (May 2011)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	128,270	\$10.25	\$21,320	117.6%	93.5%	48.1%
2	Office Clerks, General	110,380	\$13.16	\$27,373	151.0%	120.0%	61.7%
3	Cashiers	94,450	\$9.06	\$18,845	104.0%	82.6%	42.5%
4	Registered Nurses	89,670	\$30.72	\$63,898	352.6%	280.1%	144.0%
5	Combined Food Preparation and Serving Workers, Including Fast Food	76,900	\$8.70	\$18,096	99.9%	79.3%	40.8%
6	Waiters and Waitresses	72,100	\$8.84	\$18,387	101.5%	80.6%	41.4%
7	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	67,700	\$10.78	\$22,422	123.7%	98.3%	50.5%
8	Customer Service Representatives	66,260	\$14.85	\$30,888	170.4%	135.4%	69.6%
9	Laborers and Freight, Stock, and Material Movers, Hand	62,840	\$11.98	\$24,918	137.5%	109.2%	56.2%
10	Stock Clerks and Order Fillers	60,720	\$10.42	\$21,674	119.6%	95.0%	48.9%
11	Nursing Aides, Orderlies, and Attendants	52,570	\$12.10	\$25,168	138.9%	110.3%	56.7%
12	Team Assemblers	52,250	\$15.42	\$32,074	177.0%	140.6%	72.3%
13	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	50,610	\$25.10	\$52,208	288.1%	228.9%	117.7%
14	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	47,030	\$15.76	\$32,781	180.9%	143.7%	73.9%
15	Heavy and Tractor-Trailer Truck Drivers	45,660	\$18.11	\$37,669	207.9%	165.1%	84.9%
16	General and Operations Managers	43,850	\$44.12	\$91,770	506.4%	402.3%	206.9%
17	Bookkeeping, Accounting, and Auditing Clerks	43,200	\$16.73	\$34,798	192.0%	152.6%	78.4%
18	Teacher Assistants	40,130	NA	NA	NA	NA	NA
19	First-Line Supervisors of Retail Sales Workers	37,400	\$17.00	\$35,360	195.1%	155.0%	79.7%
20	Elementary School Teachers, Except Special Education	36,450	NA	NA	NA	NA	NA
21	Home Health Aides	35,880	\$9.82	\$20,426	112.7%	89.5%	46.0%
22	Maintenance and Repair Workers, General	35,190	\$15.82	\$32,906	181.6%	144.3%	74.2%
23	Business Operations Specialists, All Other	34,650	\$30.86	\$64,189	354.2%	281.4%	144.7%
24	Cooks, Restaurant	31,510	\$10.31	\$21,445	118.3%	94.0%	48.3%
25	Mechanical Engineers	31,330	\$41.43	\$86,174	475.5%	377.8%	194.2%
26	First-Line Supervisors of Office and Administrative Support Workers	29,310	\$22.63	\$47,070	259.7%	206.3%	106.1%
27	Accountants and Auditors	28,150	\$29.51	\$61,381	338.7%	269.1%	138.4%
28	Receptionists and Information Clerks	28,100	\$12.30	\$25,584	141.2%	112.2%	57.7%

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 2011 U.S. Census Bureau poverty thresholds (\$18,123 for a one-parent/two-child family of three and \$22,811 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2,080 hours per year), the poverty wage is \$8.71 per hour and \$10.97 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 2011.

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	First-Line Supervisors of Food Preparation and Serving Workers	26,570	\$13.86	\$28,829	159.1%	126.4%	65.0%
30	Machinists	24,750	\$20.15	\$41,912	231.3%	183.7%	94.5%
31	Light Truck or Delivery Services Drivers	24,550	\$13.45	\$27,976	154.4%	122.6%	63.1%
32	Landscaping and Groundskeeping Workers	24,320	\$11.67	\$24,274	133.9%	106.4%	54.7%
33	Industrial Engineers	23,760	\$38.06	\$79,165	436.8%	347.0%	178.4%
34	Secondary School Teachers, Except Special and Career/Technical Education	22,920	NA	NA	NA	NA	NA
35	Security Guards	22,330	\$11.88	\$24,710	136.3%	108.3%	55.7%
36	First-Line Supervisors of Production and Operating Workers	22,210	\$28.05	\$58,344	321.9%	255.8%	131.5%
37	Executive Secretaries and Executive Administrative Assistants	22,090	\$21.06	\$43,805	241.7%	192.0%	98.7%
38	Medical Assistants	22,030	\$13.16	\$27,373	151.0%	120.0%	61.7%
39	Computer Support Specialists	21,090	\$21.09	\$43,867	242.1%	192.3%	98.9%
40	Assemblers and Fabricators, All Other	20,750	\$14.93	\$31,054	171.4%	136.1%	70.0%
41	Maids and Housekeeping Cleaners	20,370	\$10.10	\$21,008	115.9%	92.1%	47.4%
42	Inspectors, Testers, Sorters, Samplers, and Weighers	20,160	\$16.85	\$35,048	193.4%	153.6%	79.0%
43	Food Preparation Workers	20,010	\$9.33	\$19,406	107.1%	85.1%	43.7%
44	Childcare Workers	19,320	\$9.53	\$19,822	109.4%	86.9%	44.7%
45	Licensed Practical and Licensed Vocational Nurses	18,650	\$20.21	\$42,037	232.0%	184.3%	94.8%
46	Construction Laborers	18,650	\$16.56	\$34,445	190.1%	151.0%	77.6%
47	Automotive Service Technicians and Mechanics	17,810	\$18.02	\$37,482	206.8%	164.3%	84.5%
48	Middle School Teachers, Except Special and Career/Technical Education	17,560	NA	NA	NA	NA	NA
49	Sales Representatives, Services, All Other	17,470	\$20.55	\$42,744	235.9%	187.4%	96.3%
50	Shipping, Receiving, and Traffic Clerks	17,430	\$14.77	\$30,722	169.5%	134.7%	69.2%

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 2011 U.S. Census Bureau poverty thresholds (\$18,123 for a one-parent/two-child family of three and \$22,811 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2,080 hours per year), the poverty wage is \$8.71 per hour and \$10.97 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 2011.

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 2011)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	Shampooers	150	\$8.67	\$18,034	99.5%	79.1%	40.6%
2	Dishwashers	15,100	\$8.68	\$18,054	99.6%	79.1%	40.7%
3	Combined Food Preparation and Serving Workers, Including Fast Food	76,900	\$8.70	\$18,096	99.9%	79.3%	40.8%
4	Pressers, Textile, Garment, and Related Materials	1,570	\$8.75	\$18,200	100.4%	79.8%	41.0%
5	Waiters and Waitresses	72,100	\$8.84	\$18,387	101.5%	80.6%	41.4%
6	Amusement and Recreation Attendants	9,020	\$8.86	\$18,429	101.7%	80.8%	41.5%
7	Ushers, Lobby Attendants, and Ticket Takers	2,360	\$8.86	\$18,429	101.7%	80.8%	41.5%
8	Bartenders	14,380	\$8.88	\$18,470	101.9%	81.0%	41.6%
9	Cooks, Fast Food	14,680	\$8.89	\$18,491	102.0%	81.1%	41.7%
10	Dining Room and Cafeteria Attendants and Bartender Helpers	13,340	\$8.89	\$18,491	102.0%	81.1%	41.7%
11	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	13,870	\$8.93	\$18,574	102.5%	81.4%	41.9%
12	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	10,660	\$8.94	\$18,595	102.6%	81.5%	41.9%
13	Nonfarm Animal Caretakers	3,810	\$9.03	\$18,782	103.6%	82.3%	42.3%
14	Cashiers	94,450	\$9.06	\$18,845	104.0%	82.6%	42.5%
15	Parking Lot Attendants	2,290	\$9.06	\$18,845	104.0%	82.6%	42.5%
16	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	3,700	\$9.10	\$18,928	104.4%	83.0%	42.7%
17	Personal Care and Service Workers, All Other	2,290	\$9.11	\$18,949	104.6%	83.1%	42.7%
18	Locker Room, Coatroom, and Dressing Room Attendants	410	\$9.21	\$19,157	105.7%	84.0%	43.2%
19	Cooks, Short Order	4,550	\$9.22	\$19,178	105.8%	84.1%	43.2%
20	Automotive and Watercraft Service Attendants	2,570	\$9.25	\$19,240	106.2%	84.3%	43.4%
21	Gaming Dealers	2,510	\$9.25	\$19,240	106.2%	84.3%	43.4%
22	Entertainment Attendants and Related Workers, All Other	1,650	\$9.27	\$19,282	106.4%	84.5%	43.5%
23	Food Preparation Workers	20,010	\$9.33	\$19,406	107.1%	85.1%	43.7%
24	Cleaners of Vehicles and Equipment	7,440	\$9.34	\$19,427	107.2%	85.2%	43.8%
25	Packers and Packagers, Hand	16,300	\$9.36	\$19,469	107.4%	85.3%	43.9%
26	Hotel, Motel, and Resort Desk Clerks	5,500	\$9.37	\$19,490	107.5%	85.4%	43.9%
27	Food Preparation and Serving Related Workers, All Other	2,340	\$9.46	\$19,677	108.6%	86.3%	44.4%

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²Based on the 2011 U.S. Census Bureau poverty thresholds (\$18,123 for a one-parent/two-child family of three and \$22,811 for a two-parent/two-child family of four) and assuming year-round employment at 40 hours per week (2,080 hours per year), the poverty wage is \$8.71 per hour and \$10.97 per hour respectively.

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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 2011)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	Telemarketers	5,390	\$9.52	\$19,802	109.3%	86.8%	44.6%
29	Childcare Workers	19,320	\$9.53	\$19,822	109.4%	86.9%	44.7%
30	Driver/Sales Workers	9,860	\$9.58	\$19,926	110.0%	87.4%	44.9%
31	Taxi Drivers and Chauffeurs	3,530	\$9.63	\$20,030	110.5%	87.8%	45.1%
32	Crossing Guards	1,210	\$9.71	\$20,197	111.4%	88.5%	45.5%
33	Personal Care Aides	12,340	\$9.75	\$20,280	111.9%	88.9%	45.7%
34	Home Health Aides	35,880	\$9.82	\$20,426	112.7%	89.5%	46.0%
35	Manicurists and Pedicurists	730	\$9.83	\$20,446	112.8%	89.6%	46.1%
36	Counter and Rental Clerks	12,310	\$9.86	\$20,509	113.2%	89.9%	46.2%
37	Graders and Sorters, Agricultural Products	1,340	\$9.88	\$20,550	113.4%	90.1%	46.3%
38	Library Assistants, Clerical	4,210	\$9.95	\$20,696	114.2%	90.7%	46.6%
39	Cooks, All Other	1,170	\$9.96	\$20,717	114.3%	90.8%	46.7%
40	Recreation Workers	9,200	\$10.02	\$20,842	115.0%	91.4%	47.0%
41	Maids and Housekeeping Cleaners	20,370	\$10.10	\$21,008	115.9%	92.1%	47.4%
42	Sewing Machine Operators	3,240	\$10.12	\$21,050	116.1%	92.3%	47.4%
43	Laundry and Dry-Cleaning Workers	5,940	\$10.14	\$21,091	116.4%	92.5%	47.5%
44	Merchandise Displayers and Window Trimmers	2,490	\$10.20	\$21,216	117.1%	93.0%	47.8%
45	Hairdressers, Hairstylists, and Cosmetologists	12,400	\$10.24	\$21,299	117.5%	93.4%	48.0%
46	Retail Salespersons	128,270	\$10.25	\$21,320	117.6%	93.5%	48.1%
47	Food Servers, Nonrestaurant	7,210	\$10.29	\$21,403	118.1%	93.8%	48.2%
48	Cooks, Restaurant	31,510	\$10.31	\$21,445	118.3%	94.0%	48.3%
49	Transportation Attendants, Except Flight Attendants	420	\$10.38	\$21,590	119.1%	94.6%	48.7%
50	Stock Clerks and Order Fillers	60,720	\$10.42	\$21,674	119.6%	95.0%	48.9%

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