

Regional Economic Trends

for Michigan Works! Southwest Region





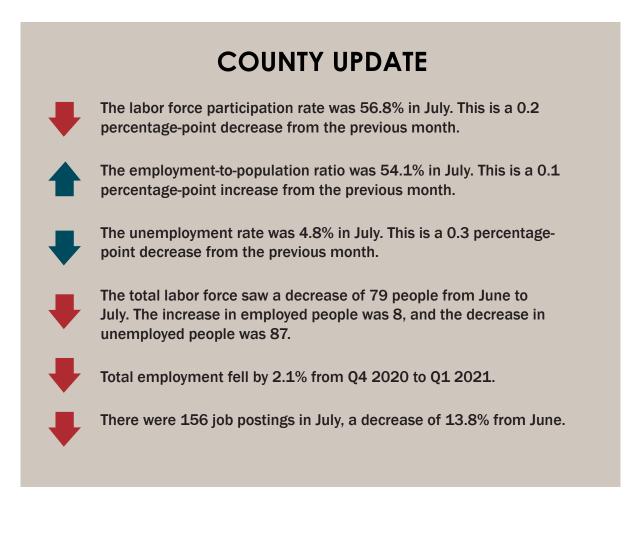
W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH



OCTOBER 2021

BRANCH COUNTY

The Trend: Branch County employment declined, with a decrease of more than 230 jobs from Q4 2020 to Q1 2021. Between June and July, both the unemployment rate and the labor force participation rate fell, while the employment-to-population ratio increased. This is likely a sign that the unemployed are finding work. Job postings were lower in July than in June, with retail sales associate as the most in-demand job.



KEY ECONOMIC INDICATORS

Labor Force Participation Rate

56.8%	62.6 %	60.1 %
Branch County	West Michigan	State of Michigan

The labor force participation rate, which measures the economy's active workforce, was 56.8% in Branch County in July. This was lower than the rate for west Michigan by 5.8 percentage points, and lower than that of the state for Michigan by 3.3 percentage points.

Employment-to-Population Ratio

54.1%	59.5 %	57.1 %
Branch County	West Michigan	State of Michigan

The employment-to-population ratio, which measures the proportion of the population that is employed, was 54.1% for Branch County in July. This was 5.4 percentage points below the ratio for west Michigan and 3.0 percentage points lower than that of the state of Michigan.

Unemployment Rate

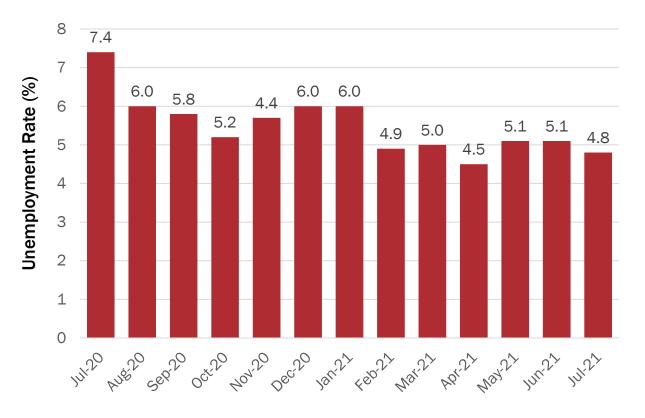


The unemployment rate, which measures the percentage of the workforce that is looking for work, was 4.8% in Branch County in July. This was 0.3 percentage points lower than the rate for west Michigan and 0.2 percentage points lower than the rate for the state of Michigan.

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

"West Michigan" includes Allegan, Barry, Berrien, Branch, Calhoun, Cass, Ionia, Kalamazoo, Kent, Montcalm, Muskegon, Ottawa, St. Joseph, and Van Buren Counties.

LABOR MARKET



Unemployment Rate (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

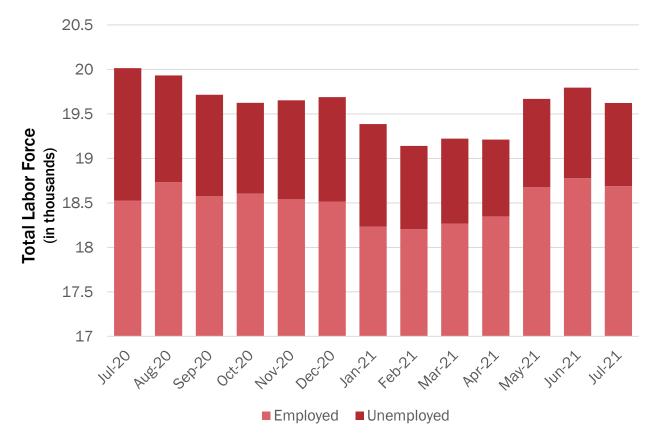
From June to July, the unemployment rate in Branch County decreased by 0.3 percentage points, to 4.8 percent. The unemployment rate for July was 2.6 percentage points lower than it was at the same time last year.

In July, there were 6.0 job seekers for every job posting in Branch County.*

-Burning Glass Technologies, BLS Local Area Unemployment Statistics (LAUS), & Upjohn Institute, 2021

*Burning Glass data capture only jobs that are posted online and in more traditional employment relationships. Singular job postings for multiple positions may not be fully counted.

BRANCH COUNTY



Total Labor Force (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

The total labor force in Branch County in July stood at 19,623, a decrease of 79 people from the June labor force of 19,702. The total labor force in the county has shrunk by 2.0% since July 2020, when it stood at 20,015. This indicates a decrease in the available labor for firms in the area.

Labor Force by the Numbers, Q3 2020

19.8 %	Percentage of workers 25 and older with a bachelor's degree or advanced degree
35.1%	Percentage of workers 25 and older with an associate degree or some college
33.4%	Percentage of workers 25 and older with a high school degree or equivalent

SOURCE: Quarterly Workforce Indicators, 2020

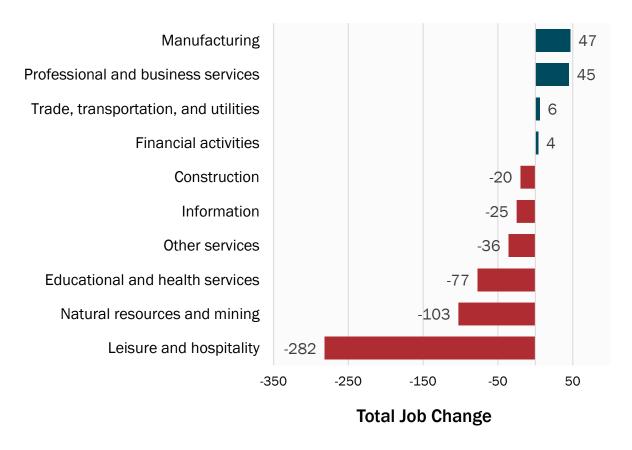
Employment by Industry (not seasonally adjusted)

Measure	Q1 2021	Q4 2020	% Change Q4 to Q1	Q1 2020	% Change Q1 to Q1
Employment (by place of work)					
Total private-sector employment	10,977	11,208	-2.1	11,412	-3.8
Goods-producing	3,564	3,628	-1.8	3,640	-2.1
Natural resources and mining	233	265	-12.1	336	-30.7
Construction	399	446	-10.5	419	-4.8
Manufacturing	2,932	2,917	0.5	2,885	1.6
Private service-providing	7,413	7,580	-2.2	7,772	-4.6
Trade, transportation, and utilities	3,634	3,739	-2.8	3,628	0.2
Information	94	94	0.0	119	-21.0
Financial activities	584	591	-1.2	580	0.7
Professional and business services	533	538	-0.9	488	9.2
Educational and health services	876	872	0.5	953	-8.1
Leisure and hospitality	1,423	1,464	-2.8	1,705	-16.5
Other services	248	259	-4.2	284	-12.7
Unclassified	21	23	-8.7	15	40.0
Government	84	90	-6.7	86	-2.3

SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2021

BRANCH COUNTY

Employment Change, Q1 2020 to Q1 2021 (not seasonally adjusted)



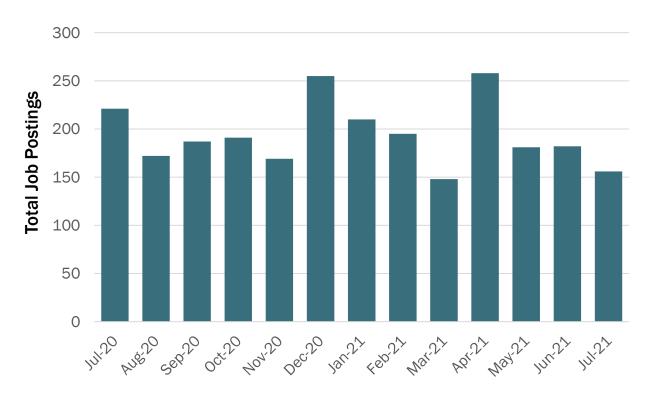
SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2020

The most recent data shows that the greatest decrease in employment in Branch County from Q1 2020 to Q1 2021 occurred in leisure and hospitality, which declined by 282 jobs, or 7.8%. The greatest increase in employment from Q1 2020 to Q1 2021 in the county was in manufacturing, which grew by 47 jobs, or 0.5%.

The average weekly wage for nonfarm jobs in Q1 2021 in Branch County was **\$1,178**.

SOURCE: Quarterly Census of Employment and Wages, 2021

JOB POSTINGS

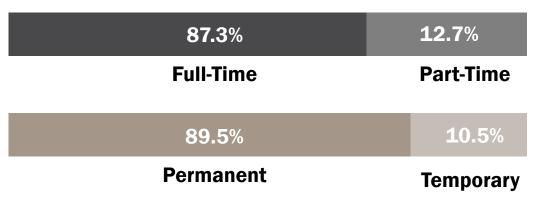


Total Job Postings for July 2021

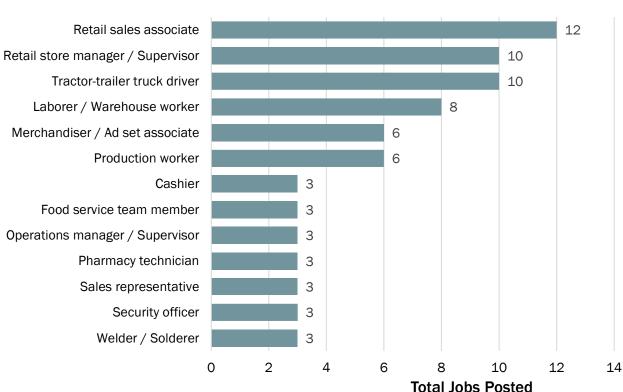
SOURCE: Burning Glass Technologies, 2021

The number of job postings in Branch County, which demonstrates demand for labor, fell by 13.8% between June and July, from 181 postings to 156. The majority of postings in Branch County, as reported through Burning Glass Technologies, were for full-time and permanent positions.

Types of Job Postings for July 2021



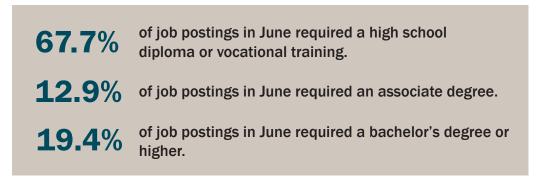
BRANCH COUNTY



Top Occupations with Job Postings for July 2021

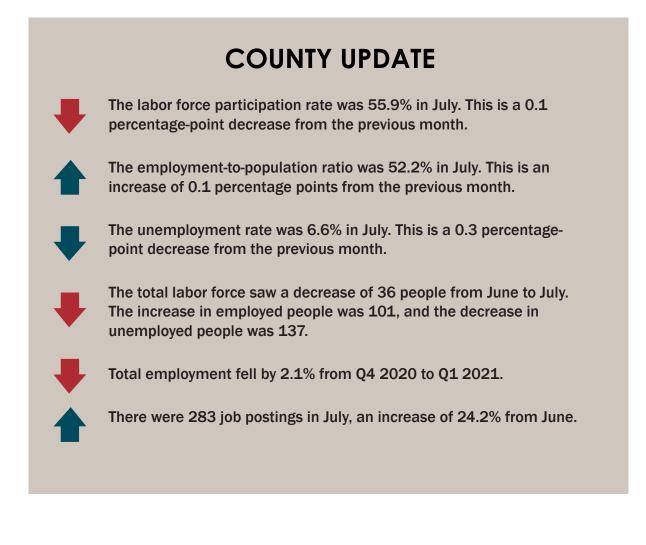
SOURCE: Burning Glass Technologies, 2021

The top occupations with job postings were for retail sales—both associates and managers—and tractor-trailer truck drivers. The majority of job postings, 67.7%, required at a minimum a high school diploma or vocational training. This is a decrease of 10.6 percentage points from June in the proportion of job postings requiring a high school diploma or vocational training. The proportion of jobs requiring an associate degree decreased by 5.8 percentage points from June, and the proportion of jobs requiring a bachelor's degree or higher decreased by 3.0 percentage points.



CALHOUN COUNTY

The Trend: Calhoun County employment fell from Q4 2020 to Q1 2021 by more than 775 jobs. Between June and July, the unemployment rate and labor force participation rate fell, while the employment-to-population ratio increased slightly. This is likely a sign that unemployed individuals are finding work. Job postings were higher in July than in June, with medical assistant as the most in-demand job.



KEY ECONOMIC INDICATORS

Labor Force Participation Rate



The labor force participation rate, which measures the economy's active workforce, was 55.9% in Calhoun County in July. This was lower than the rate for west Michigan by 6.7 percentage points, and lower than that of the state of Michigan by 4.2 percentage points.

Employment-to-Population Ratio

52.2 %	59.5%	57.1 %
Calhoun County	West Michigan	State of Michigan

The employment-to-population ratio, which measures the proportion of the population that is employed, was 52.2% for Calhoun County in July. This was 7.3 percentage points below the ratio for west Michigan and 4.9 percentage points lower than that of the state of Michigan.

Unemployment Rate

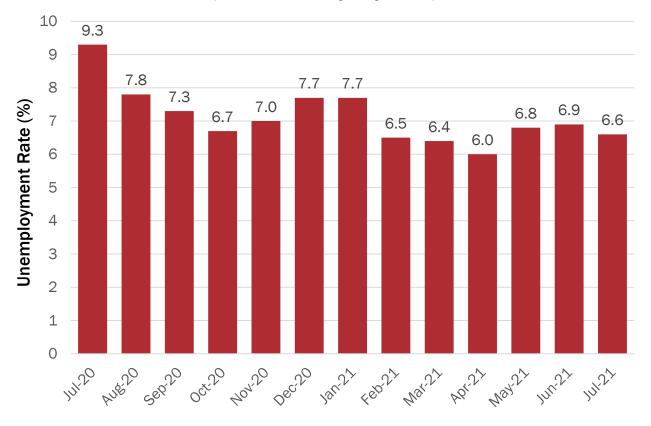


The unemployment rate, which measures the percentage of the workforce that is looking for work, was 6.6% in Calhoun County in July. This was 1.5 percentage points higher than the rate for west Michigan and 1.6 percentage points higher than the rate for the state of Michigan.

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

"West Michigan" includes Allegan, Barry, Berrien, Branch, Calhoun, Cass, Ionia, Kalamazoo, Kent, Montcalm, Muskegon, Ottawa, St. Joseph, and Van Buren Counties.

LABOR MARKET



Unemployment Rate (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

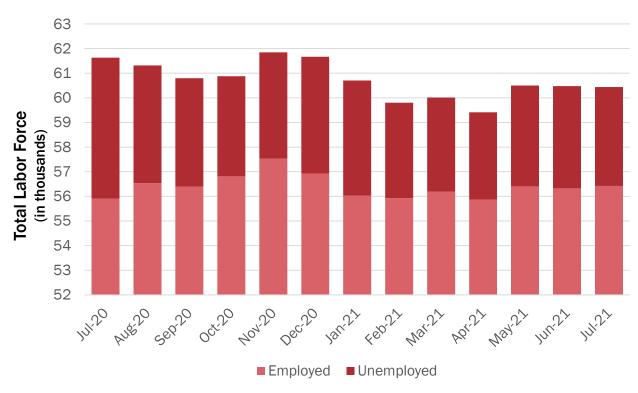
From June to July, the unemployment rate in Calhoun County decreased by 0.3 percentage points, to 6.6 percent. The unemployment rate for July was 2.7 percentage points lower than it was at the same time last year.

In July, there were 2.8 job seekers for every job posting in Calhoun County.*

-Burning Glass Technologies, BLS Local Area Unemployment Statistics (LAUS), & Upjohn Institute, 2021

*Burning Glass data capture only jobs that are posted online and in more traditional employment relationships. Singular job postings for multiple positions may not be fully counted.

CALHOUN COUNTY



Total Labor Force (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

The total labor force in Calhoun County in July stood at 60,438, a decrease of 36 people from the June labor force of 60,474. The total labor force in the county has shrunk by 1.9% since July 2020, when it stood at 61,634. This indicates a decrease in the available labor for firms in the area.

Labor Force by the Numbers, Q3 2020

19.8 %	Percentage of workers 25 and older with a bachelor's degree or advanced degree
35.1%	Percentage of workers 25 and older with an associate degree or some college
33.4%	Percentage of workers 25 and older with a high school degree or equivalent

SOURCE: Quarterly Workforce Indicators, 2020

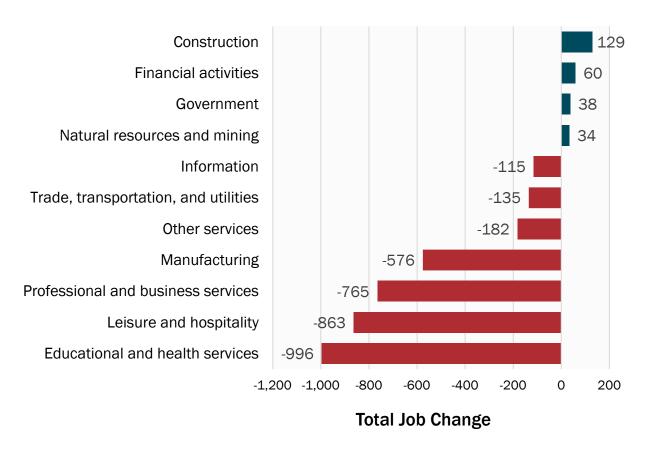
Employment by Industry Calhoun County (not seasonally adjusted)

Measure	Q1 2021	Q4 2020	% Change Q4 to Q1	Q1 2020	% Change Q1 to Q1
Employment (by place of work)					
Total private-sector employment	39,791	40,569	-1.9	43,218	-7.9
Goods-producing	12,019	12,329	-2.5	12,432	-3.3
Natural resources and mining	295	280	5.4	261	13.0
Construction	1,508	1,753	-14.0	1,379	9.4
Manufacturing	10,216	10,296	-0.8	10,792	-5.3
Private service-providing	27,772	28,240	-1.7	30,786	-9.8
Trade, transportation, and utilities	8,472	8,693	-2.5	8,607	-1.6
Information	187	191	-2.1	302	-38.1
Financial activities	1,109	1,057	4.9	1,049	5.7
Professional and business services	4,568	4,531	0.8	5,333	-14.3
Educational and health services	8,893	9,096	-2.2	9,889	-10.1
Leisure and hospitality	3,112	3,265	-4.7	3,975	-21.7
Other services	1,349	1,329	1.5	1,531	-11.9
Unclassified	82	78	5.1	100	-18.0
Government	9,880	9,992	-1.1	10,420	-5.2

SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2021

CALHOUN COUNTY

Employment Change, Q1 2020 to Q1 2021 (not seasonally adjusted)



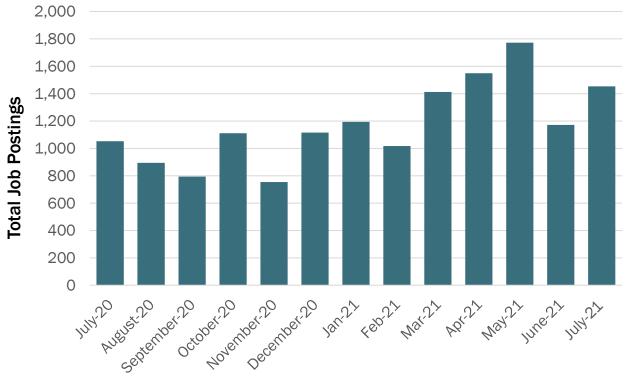
SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2020

The most recent data show that the greatest decrease in employment in Calhoun County from Q1 2020 to Q1 2021 was in educational and health services, which declined by 996 jobs, or 10.1%. The greatest increase in employment from Q1 2020 to Q1 2021 in the county was in construction, which grew by 129 jobs, or 9.4%.

The average weekly wage for nonfarm jobs in Calhoun County in Q1 2021 was \$1,178.

SOURCE: Quarterly Census of Employment and Wages, 2021

JOB POSTINGS

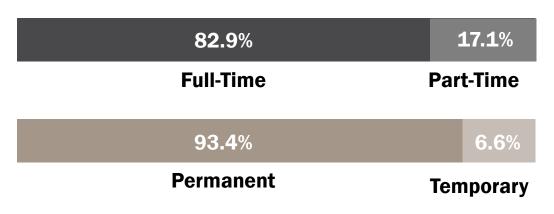


Total Job Postings for July 2021

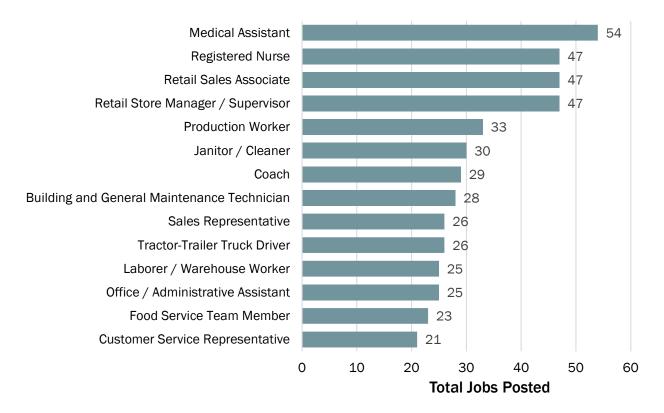
SOURCE: Burning Glass Technologies, 2021

The number of job postings in Calhoun County, which demonstrates demand for labor, increased by 24.2% between June and July, from 1,171 postings to 1,454. The majority of postings in Calhoun County, as reported through Burning Glass Technologies, were for full-time and permanent positions.

Types of Job Postings for July 2021



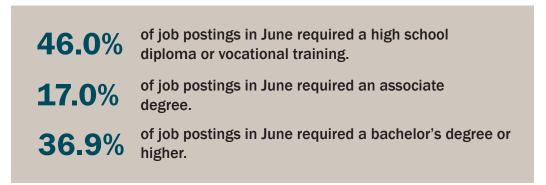
CALHOUN COUNTY



Top Occupations with Job Postings for July 2021

SOURCE: Burning Glass Technologies, 2021

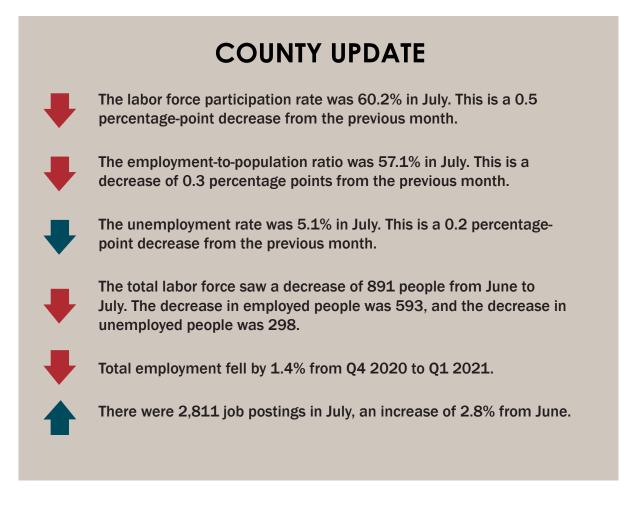
The top occupations with job postings were for medical assistants as well as registered nurses and retail sales associates. A plurality of job postings, 46.0%, required at a minimum a high school diploma or vocational training. This is a decrease of 0.7 percentage points from June in the proportion of job postings requiring a high school diploma or vocational training. The proportion of jobs requiring an associate degree decreased by 2.8 percentage points from June, and the proportion of jobs requiring a bachelor's degree or higher decreased by 2.2 percentage points.



Source: Burning Glass, 2021

KALAMAZOO COUNTY

The Trend: Kalamazoo County lost nearly 1,400 jobs from Q4 2020 to Q1 2021. Between June and July, the unemployment rate, labor force participation rate, and employment-to-population ratio all fell slightly. This is likely a sign that unemployed individuals are leaving the labor force. Job postings were higher in July than in June, with retail sales associate as the most in-demand job.



KEY ECONOMIC INDICATORS

Labor Force Participation Rate



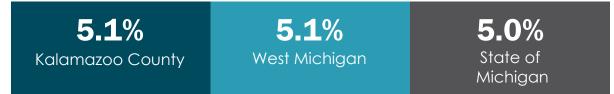
The labor force participation rate, which measures the economy's active workforce, was 60.2% in Kalamazoo County in July. This was lower than the rate for west Michigan by 2.4 percentage points, and higher than that of the state of Michigan by 0.1 percentage points.

Employment-to-Population Ratio

57.1 %	59.5%	57.1 %
Kalamazoo County	West Michigan	State of Michigan

The employment-to-population ratio, which measures the proportion of the population that is employed, was 57.1% for Kalamazoo County in July. This was 2.4 percentage points below the ratio for west Michigan and the same as that of the state of Michigan.

Unemployment Rate

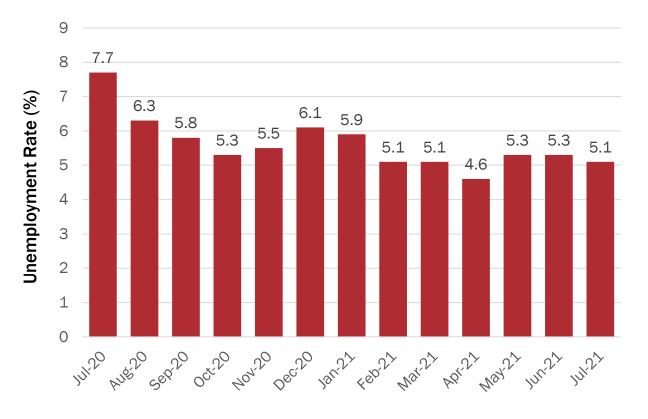


The unemployment rate, which measures the percentage of the workforce that is looking for work, was 5.1% in Kalamazoo County in July. This was the same as the rate for west Michigan and 0.1 percentage points higher than the rate for the state of Michigan.

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

"West Michigan" includes Allegan, Barry, Berrien, Branch, Calhoun, Cass, Ionia, Kalamazoo, Kent, Montcalm, Muskegon, Ottawa, St. Joseph, and Van Buren Counties.

LABOR MARKET



Unemployment Rate (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

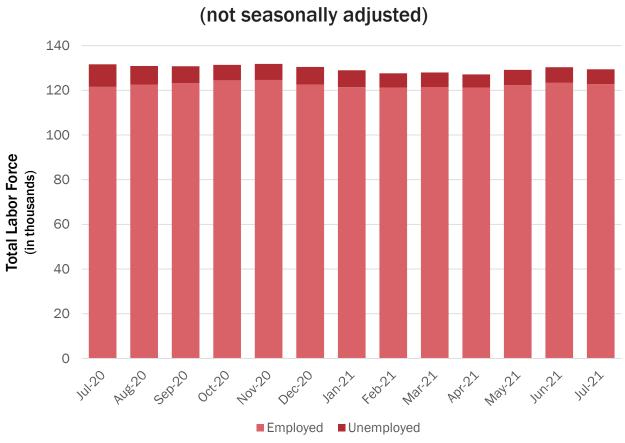
From June to July, the unemployment rate in Kalamazoo County decreased by 0.2 percentage points, to 5.1 percent. The unemployment rate for July was 2.6 percentage points lower than it was at the same time last year.

In July, there were **2.4 job seekers** for every **job posting** in Kalamazoo County.*

-Burning Glass Technologies, BLS Local Area Unemployment Statistics (LAUS), & Upjohn Institute, 2021

*Burning Glass data only capture jobs that are posted online and in more traditional employment relationships. Singular job postings for multiple positions may not be fully counted.

KALAMAZOO COUNTY



Total Labor Force

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

The total labor force in Kalamazoo County in July stood at 129,413, a decrease of 891 people from the June labor force of 130,304. The total labor force in the county has shrunk by 1.2% since July 2020, when it stood at 131,642. This indicates a decrease in the available labor for firms in the area.

Labor Force by the Numbers, Q3 2020

19.8 %	Percentage of workers 25 and older with a bachelor's degree or advanced degree
35.1%	Percentage of workers 25 and older with an associate degree or some college
33.4%	Percentage of workers 25 and older with a high school degree or equivalent

SOURCE: Quarterly Workforce Indicators, 2020

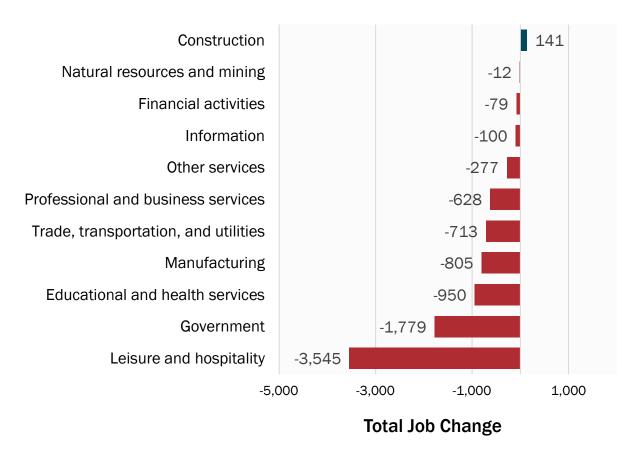
Employment by Industry (not seasonally adjusted)

Measure	Q1 2021	Q4 2020	% Change Q4 to Q1	Q1 2020	% Change Q1 to Q1
Employment (by place of work)					
Total private sector employment	100,925	102,319	-1.4	107,906	-6.5
Goods-producing	26,119	25,932	0.7	26,795	-2.5
Natural resources and mining	1,473	1,246	18.2	1,485	-0.8
Construction	5,543	6,062	-8.6	5,402	2.6
Manufacturing	19,103	18,624	2.6	19,908	-4.0
Private service-providing	74,806	76,387	-2.1	81,111	-7.8
Trade, transportation, and utilities	20,622	21,453	-3.9	21,335	-3.3
Information	535	546	-2.0	635	-15.7
Financial activities	7,253	7,320	-0.9	7,332	-1.1
Professional and business services	11,102	11,089	0.1	11,730	-5.4
Educational and health services	22,212	22,140	0.3	23,162	-4.1
Leisure and hospitality	9,522	10,245	-7.1	13,067	-27.1
Other services	3,395	3,374	0.6	3,672	-7.5
Unclassified	165	220	-25.0	178	-7.3
Government	11,540	11,804	-2.2	13,319	-13.4

SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2021

KALAMAZOO COUNTY

Employment Change, Q1 2020 to Q1 2021 (not seasonally adjusted)



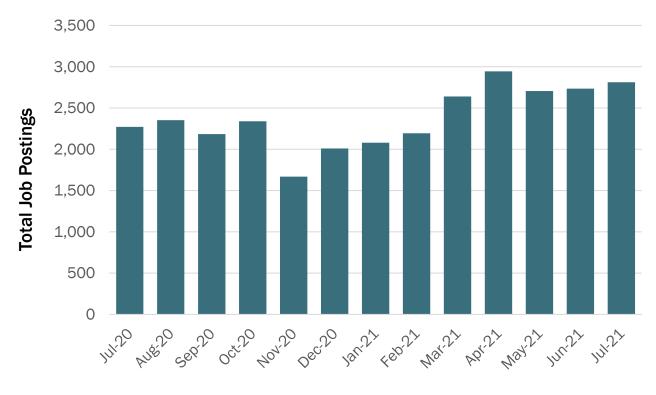
SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2020

The most recent data shows that the greatest decrease in employment in Kalamazoo County from Q1 2020 to Q1 2021 occurred in leisure and hospitality services, which declined by 3,545 jobs, or 27.1%. The greatest increase in employment from Q1 2020 to Q1 2021 in the county was in construction, which grew by 141 jobs, or 2.6%.

The average weekly wage for nonfarm jobs in Kalamazoo County in Q1 2021 was \$1,122.

SOURCE: Quarterly Census of Employment and Wages, 2021

JOB POSTINGS

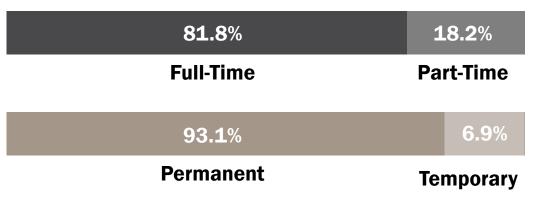


Total Job Postings for July 2021

SOURCE: Burning Glass Technologies, 2021

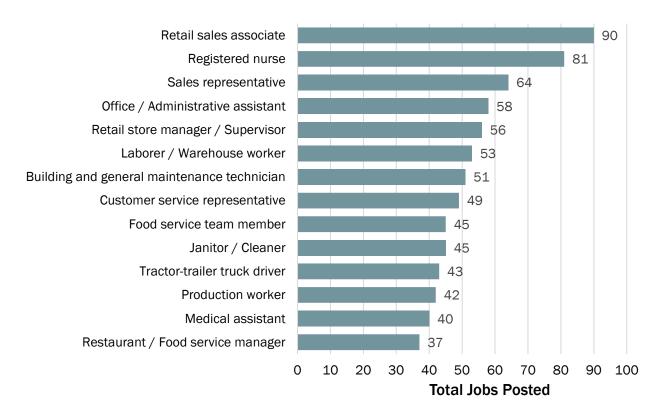
The number of job postings in Kalamazoo County, which demonstrates demand for labor, increased by 2.8% between June and July, from 2,734 postings to 2,811. The majority of postings in Kalamazoo County, as reported through Burning Glass Technologies, were for full-time and permanent positions.

Types of Job Postings for July 2021



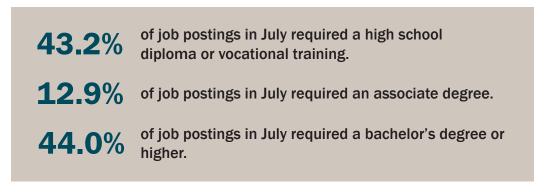
KALAMAZOO COUNTY

Top Occupations with Job Postings for July 2021



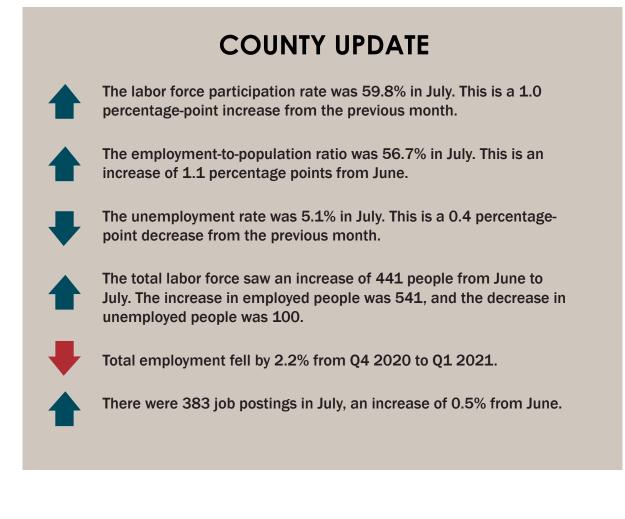
SOURCE: Burning Glass Technologies, 2021

The top occupations with job postings were for retail sales, registered nurses, and sales representatives. A plurality of job postings, 44.0%, required at minimum a bachelor's degree. This is an increase of 4.8 percentage points from June in the proportion of job postings requiring a bachelor's degree or higher. The proportion of jobs requiring an associate degree decreased by 1.3 percentage points from June, and the proportion of jobs requiring a high school degree or vocational training decreased by 3.5 percentage points.



ST. JOSEPH COUNTY

The Trend: St. Joseph County lost nearly 400 jobs from Q4 2020 to Q1 2021. Between June and July, the unemployment rate and labor force participation rate fell while the employment-to-population ratio increased. This is likely a sign that unemployed individuals are finding work. Job postings were higher in July than in June, with retail sales associate as the most in-demand job.



KEY ECONOMIC INDICATORS

Labor Force Participation Rate



The labor force participation rate, which measures the economy's active workforce, was 59.8% in St. Joseph County in July. This was lower than the rate for west Michigan by 2.9 percentage points, and lower than that of the state of Michigan by 0.3 percentage points.

Employment-to-Population Ratio

56.7%	59.5 %	57.1 %
St. Joseph County	West Michigan	State of Michigan

The employment-to-population ratio, which measures the proportion of the population that is employed, was 56.7% for St. Joseph County in July. This was 2.8 percentage points below the ratio for west Michigan and 0.4 percentage points lower than that of the state of Michigan.

Unemployment Rate

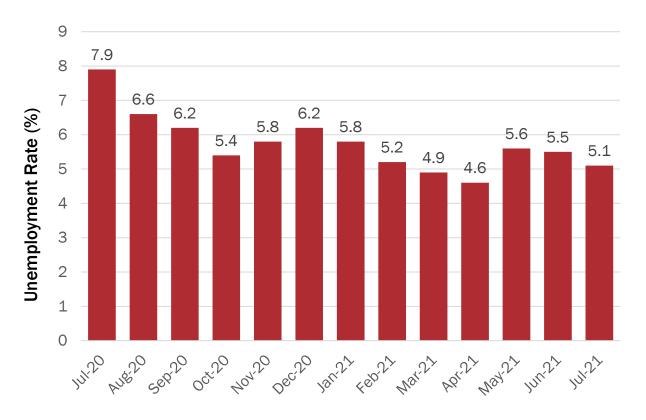


The unemployment rate, which measures the percentage of the workforce that is looking for work, was 5.1% in St. Joseph County in July. This was the same as the rate for west Michigan and 0.1 percentage points higher than the rate for the state of Michigan.

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

"West Michigan" includes Allegan, Barry, Berrien, Branch, Calhoun, Cass, Ionia, Kalamazoo, Kent, Montcalm, Muskegon, Ottawa, St. Joseph, and Van Buren Counties.

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Unemployment Rate (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics & Upjohn Institute, 2021

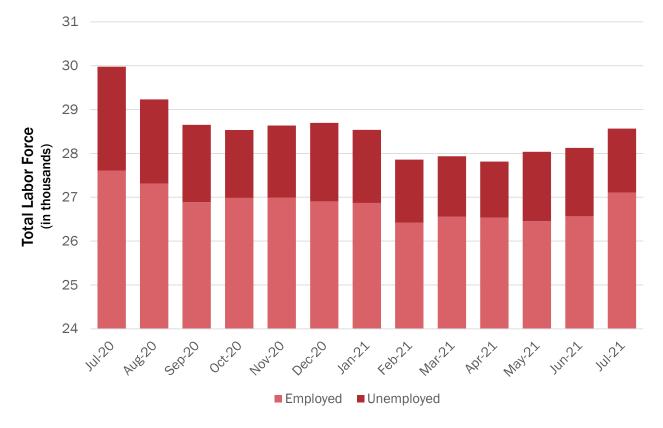
From June to July, the unemployment rate in St. Joseph County decreased by 0.4 percentage points, to 5.1 percent. The unemployment rate for July was 2.8 percentage points lower than it was at the same time last year.

In July, there were **3.9 job seekers** for every **job posting** in St. Joseph County.*

-Burning Glass Technologies, BLS Local Area Unemployment Statistics (LAUS), & Upjohn Institute, 2021

*Burning Glass data capture only jobs that are posted online and in more traditional employment relationships. Singular job postings for multiple positions may not be fully counted.

ST. JOSEPH COUNTY



Total Labor Force (not seasonally adjusted)

SOURCE: BLS Local Area Unemployment Statistics (LAUS) & Upjohn Institute, 2021

The total labor force in St. Joseph County in July stood at 28,566, an increase of 441 people from the June labor force of 28,125. The total labor force in the county has shrunk by 3.0% since July 2020, when it stood at 29,976. This indicates a decrease in the available labor for firms in the area.

Labor Force by the Numbers, Q3 2020

19.8%	Percentage of workers 25 and older with a bachelor's degree or advanced degree
35.1%	Percentage of workers 25 and older with an associate degree or some college
33.4%	Percentage of workers 25 and older with a high school degree or equivalent

SOURCE: Quarterly Workforce Indicators, 2020

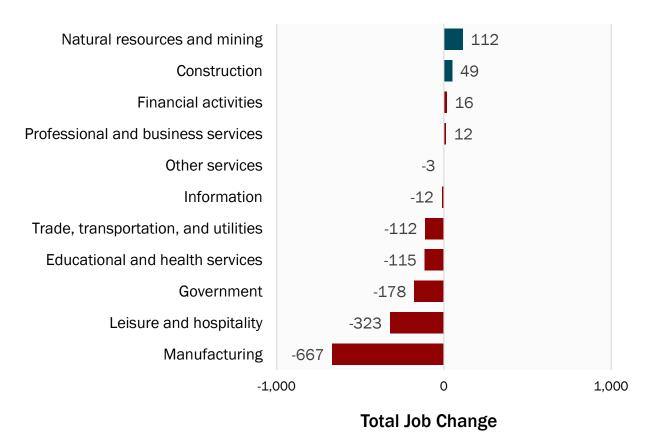
Employment by Industry St. Joseph County (not seasonally adjusted)

Measure	Q1 2021	Q4 2020	% Change Q4 to Q1	Q1 2020	% Change Q1 to Q1
Employment (by place of work)					
Total private-sector employment	17,485	17,881	-2.2	18,521	-5.6
Goods-producing	8,444	8,732	-3.3	8,950	-5.7
Natural resources and mining	525	530	-0.9	413	27.1
Construction	495	536	-7.6	446	11.0
Manufacturing	7,424	7,666	-3.2	8,091	-8.2
Private service-providing	9,041	9,149	-1.2	9,571	-5.5
Trade, transportation, and utilities	2,836	2,891	-1.9	2,948	-3.8
Information	52	53	-1.9	64	-18.8
Financial activities	941	880	6.9	925	1.7
Professional and business services	528	533	-0.9	516	2.3
Educational and health services	2,751	2,805	-1.9	2,866	-4.0
Leisure and hospitality	1,197	1,266	-5.5	1,520	-21.3
Other services	697	681	2.3	700	-0.4
Unclassified	39	40	-2.5	32	21.9
Government	2,349	2,363	-0.6	2,527	-7.0

SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2021

ST. JOSEPH COUNTY

Employment Change, Q1 2020 to Q1 2021 (not seasonally adjusted)



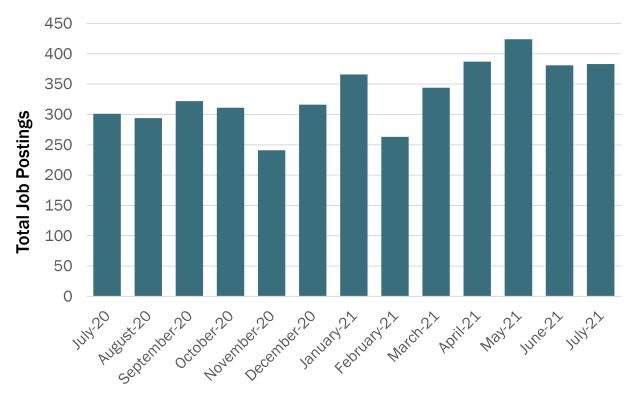
SOURCE: Quarterly Census of Employment and Wages & Upjohn Institute, 2020

The most recent data shows that the greatest decrease in employment in St. Joseph County from Q1 2020 to Q1 2021 was in manufacturing, which declined by 667 jobs, or 8.2%. The greatest increase in employment from Q1 2020 to Q1 2021 in the county was in natural resources and mining, which grew by 112 jobs, or 27.1%.

The average weekly wage for nonfarm jobs in St. Joseph County in Q1 2021 was \$853.

SOURCE: Quarterly Census of Employment and Wages, 2021

JOB POSTINGS

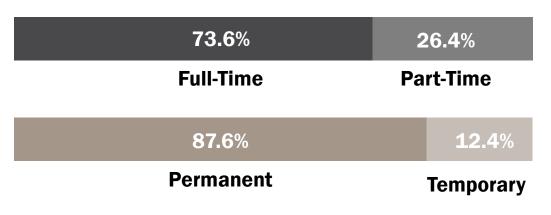


Total Job Postings for July 2021

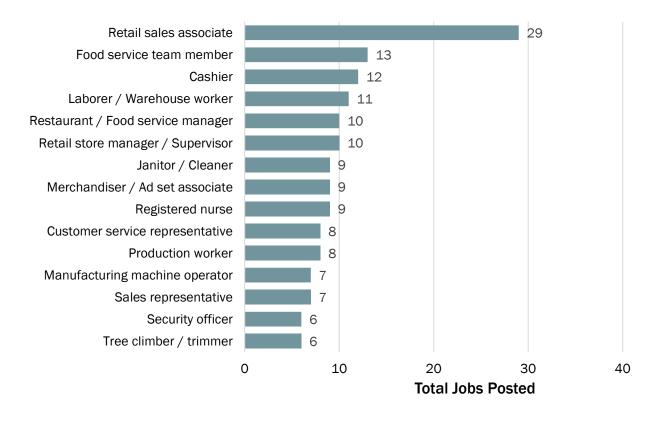
SOURCE: Burning Glass Technologies, 2021

The number of job postings in St. Joseph County, which demonstrates demand for labor, increased by 0.5% between June and July, from 381 postings to 383. The majority of postings in the county, as reported through Burning Glass Technologies, were for full-time and permanent positions.

Types of Job Postings for July 2021



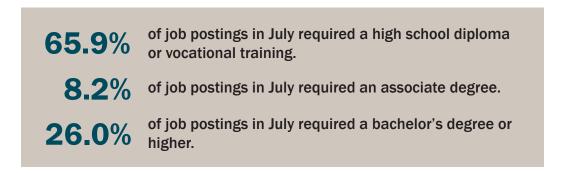
ST. JOSEPH COUNTY



Top Occupations with Job Postings for July 2021

SOURCE: Burning Glass Technologies, 2021

The top occupations with job postings were for retail sales, food service associates, and cashiers. A plurality of job postings, 65.9%, required at a minimum a high school diploma or vocational training. This represents a decrease of 19.2 percentage points from June in the proportion of job postings requiring a high school diploma or vocational training. The proportion of jobs requiring an associate degree decreased by 6.0 percentage points from June, and the proportion of jobs requiring a bachelor's degree or higher decreased by 13.2 percentage points.



About the Upjohn Institute

The W.E. Upjohn Unemployment Trustee Corporation was incorporated on October 24, 1932, as a Michigan 501(c)(3) nonprofit corporation, and is doing business as the W.E. Upjohn Institute for Employment Research. The W.E. Upjohn Institute for Employment Research has been conducting economic research and consultation for 75 years, since its founding in 1945.

The Upjohn Institute is governed by a Board of Trustees, which employs a President who is responsible for the overall operation of the Institute. The President of the Upjohn Institute is Dr. Michael Horrigan.

The Upjohn Institute currently employs 104 individuals. Upjohn's research and consultation program is conducted by a resident staff of professional social scientists, 12 of whom are PhD-level economists (senior staff). Senior staff is supported by a staff of research analysts and additional support staff. Upjohn also administers the federal and state employment programs for its four-county area through the local Workforce Investment Board. Upjohn also publishes books on economic development, workforce development, and other employment-related topics.

The PhD-level economists have more than 175 years of collective experience, conducting research on a broad variety of economic and employment topics. Their experience includes, but is not limited to, employment program evaluation, labor market dynamics, labor-management relations, employment and training programs, economic and workforce development, income replacement policy, worker adjustment, the role of education in labor markets, employment and compensation, disability, international comparison of labor adjustment policies, site selection experience, and state, regional, and local economic analysis.

About the Regional Team

The Upjohn Institute also has a Regional Economic Planning Services team of specialists who provide economic insights and analysis regionally and statewide in Michigan, in other individual states, and nationally. The team has experience in:

- Economic impact analysis
- Fiscal/cost-benefit impact analysis
- Labor market analysis
- Facilitating and conducting effective one-on-one interviews, focus groups, workshops, and charrette sessions in a diverse array of environments
- · Economic and workforce development and education strategies
- GIS mapping abilities
- · Rural and urban land use and economic development planning services
- Regional data analysis

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For definitions and descriptions of methodology and variables used in the report, please access our data dictionary at: http://www.upjohn.org/Business_Outlook/Data_Dictionary/.