

# Workforce Data

An analysis of data surrounding the workforce, older adults, and Kent County

Prepared November 2006 for Grand Rapids Community Foundation's Joining Strength to Strength Project Assessment Development

Community Research Institute

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## What are the current and projected workforce gaps?

In order to identify gaps, it is important to identify occupational growth. The Bureau of Labor Statistics and Michigan Department of Labor and Economic Growth have released projections for employment in the Grand Rapids Area (defined as Kent, Ottawa, and Allegan Counties) by occupation over the term 2002-2012. Table 1 shows the general projections, though more detailed projections are also readily available (for instance, if one wanted to determine the projected employment of Medical Assistants, Home Health Aides, and Dental Assistants within the Healthcare Support Occupations category in Table 1, these projections are available).

- Overall, the job market is growing in Grand Rapids, with **77,421 added jobs** projected over the time span of 2002-2012. This is a **14.8% growth** in the total number of jobs.
- Computer and Mathematical Occupations** will experience the highest percentage growth, followed by **Healthcare Support Occupations**.
- While **Sales and Related Occupations** are not projected to experience as high of a rate of growth, the largest number of new jobs will be in this type of job (7,884 new jobs).

Table 1: 2002-2012 projections of employment in the Grand Rapids Area by occupation category.

Occupation	Estimated Employment 2002	Projected Employment 2012	Numeric Change	Percent Change	Growing, Stable, or Declining?	Annual Openings due to Growth	Annual Openings due to Replacements	Total Annual Openings
Total, All Occupations	524,599	602,020	77,421	14.8	Growing	7,973	12,581	20,554
Computer and Mathematical Occupations	7,465	9,880	2,415	32.4	Growing	242	108	350
Healthcare Support Occupations	10,673	13,651	2,978	27.9	Growing	302	178	480
Building and Grounds Cleaning and Maintenance Occupations	16,803	20,631	3,828	22.8	Growing	383	331	714
Business and Financial Operations Occupations	18,628	22,729	4,101	22	Growing	410	341	751
Architecture and Engineering Occupations	11,773	14,346	2,573	21.9	Growing	257	266	523
Life, Physical, and Social Science Occupations	3,691	4,495	804	21.8	Growing	80	93	173
Arts, Design, Entertainment, Sports, and Media Occupations	7,499	9,081	1,582	21.1	Growing	158	134	292
Healthcare Practitioners and Technical Occupations	21,031	25,316	4,285	20.4	Growing	429	399	828
Education, Training, and Library Occupations	30,283	36,091	5,808	19.2	Growing	581	638	1,219
Legal Occupations	2,841	3,372	531	18.7	Growing	53	33	86
Personal Care and Service Occupations	8,947	10,590	1,643	18.4	Growing	165	207	372
Construction and Extraction Occupations	24,313	28,762	4,449	18.3	Growing	445	480	925
Installation, Maintenance, and Repair Occupations	19,267	22,785	3,518	18.3	Growing	353	447	800
Management Occupations	22,152	26,174	4,022	18.2	Growing	407	405	812
Protective Service Occupations	6,070	7,084	1,014	16.7	Growing	102	174	276
Community and Social Services Occupations	5,643	6,531	888	15.7	Growing	89	104	193
Sales and Related Occupations	53,551	61,435	7,884	14.7	Growing	792	1,737	2,529
Food Preparation and Serving Related Occupations	39,253	44,794	5,541	14.1	Growing	560	1,580	2,140
Transportation and Material Moving Occupations	42,362	47,601	5,239	12.4	Growing	526	897	1,423
Production Occupations	83,495	90,565	7,070	8.5	Stable	780	2,019	2,799
Office and Administrative Support Occupations	87,859	95,071	7,212	8.2	Stable	856	1,984	2,840
Farming, Fishing, and Forestry Occupations	1,000	1,036	36	3.6	Stable	4	27	31

Source: Michigan Labor Market Information

<http://www.milmi.org/cgi/dataanalysis/occprjReport.asp?menuchoice=occprj>

## What are the current and projected workforce gaps? (continued)

Table 2: Occupations with a projected growth of 25% or more which will create 100 or more new jobs and the occupations' respective degree completions.

Occupation	Annual Openings	Degree/Certification Completions 2005	Employable Graduates	Deficit	Employable Graduates as a percentage of Openings
Painting, Coating, and Decorating Workers	30	0	0		
Electrical Power-Line Installers and Repairers	37	0	0		
Heating, Air Conditioning, and Refrigeration Mechanics	21	7	7		
Mobile Heavy Equipment Mechanics, Except Engines	28	0	0		
Electricians	143	0	0		
Cement Masons and Concrete Finishers	22	0	0		
Receptionists and Information Clerks	225	0	0		
Interviewers, Except Eligibility and Loan	29	13	13		
Sales Engineers	31	0	0		
Counter and Rental Clerks	116**				
Amusement and Recreation Attendants	29**				
Medical Assistants	82	990	82		
Dental Assistants	78	258	78		
Home Health Aides	105	0	0		
Medical Records and Health Information Technicians	26	33	26		
Pharmacy Technicians	31	139	31		
Dental Hygienists	26	30	26		
Physical Therapists	13	47	13		
Pharmacists	28	0	0		
Public Relations Specialists	35	0	0		
Graphic Designers	39	0	0		
Self-Enrichment Education Teachers	25	0	0		
Preschool Teachers, Except Special Education	25	0	0		
Social and Human Service Assistants	32	3	3		
Medical and Public Health Social Workers	17	0	0		
Market Research Analysts	28	0	0		
Mechanical Engineering Technicians	23	13	13		
Industrial Engineers	65	0	0		
Network Systems and Data Communications Analysts	22	0	0		
Network and Computer Systems Administrators	31	40	31		
Database Administrators	14	0	0		
Computer Systems Analysts	72	65	65		
Computer Support Specialists	52	4	4		
Computer Software Engineers, Systems Software	24	0	0		
Computer Software Engineers, Applications	42	0	0		
Personal Financial Advisors	16	0	0		
Management Analysts	39	136	39		
Training and Development Specialists	30	0	0		
Medical and Health Services Managers	35	52	35		
Computer and Information Systems Managers	62	11	11		
Sales Managers	54	4	4		
**No good educational matches exist for these occupations in the IPEDS database, and they are not included in the totals.	Total Annual Openings	Total Degrees/Certificate Completions	Total Employable Graduates	1256	27.7%
	1737	1845	481		

Another contributor to a gap in the workforce is regionally-available education. When the specific employment projections (mentioned above) are examined, it is plain that some occupations will experience a much higher growth rate than others and may have an important impact on the local economy. When the occupations that will have a growth rate of 25% or higher and provide 100 or more added jobs over the ten year period are analyzed, it becomes clear that education and training are crucial to fill these jobs. According to data from the National Center for Education Statistics, Kent County educational institutions are not currently granting degrees and certificates in the areas most needed (Table 2).

While Table 2 does not include information regarding job training from nonprofit workforce development organizations or on-the-job training, it does show that **local educational institutions are not adequately training the local workforce needed tomorrow.**

### Sources:

Michigan Labor Market Information

<http://www.milmi.org/cgi/dataanalysis/occprjReport.asp?menuchoice=occprj>

National Center for Education Statistics

<http://nces.ed.gov/ipeds/pas/>

## What are the current labor participation rates for older adults in Kent County?

Kent County residents age 50-64 work at a higher rate than their peers nationwide (Figure 1a). About **67%** of that age group are actively employed locally, while almost 26% are not in the labor force. Kent County residents over the age of 64 are also employed at a higher rate than the national average (Figure 1b). While the vast majority of those age 65 and older is not in the labor force, **17.5%** are employed and working.

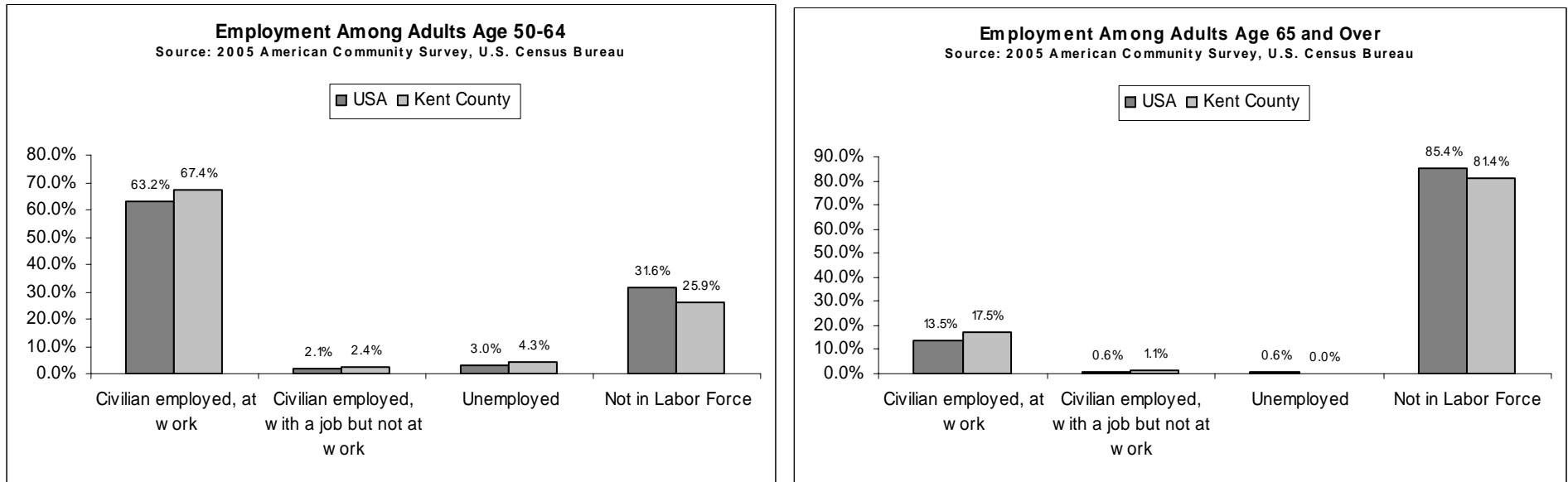


Figure 1: (a) Employment among adults age 50-64 by geographic area. (b) Employment among adults age 65 and over by geographic area.

## What are the current labor participation rates for older adults in Kent County? (continued)

Table 3: Percent of employed individuals in each occupation by age group and geographic area.

Occupation	Percent of Employed Individuals in Occupation			
	Age 50-64		Age 65+	
	USA	Kent County	USA	Kent County
Top Executives	2.1%	3.3%	2.1%	1.7%
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	0.6%	0.4%	0.3%	0.0%
Operations Specialties Managers	2.1%	1.1%	0.9%	0.5%
Other Management Occupations	7.3%	5.7%	7.9%	7.9%
Business Operations Specialists	2.3%	1.8%	2.0%	3.1%
Financial Specialists	2.5%	2.5%	2.4%	1.8%
Computer Specialists	1.6%	0.9%	0.6%	0.0%
Mathematical Science Occupations	0.1%	0.0%	0.1%	0.0%
Architects, Surveyors, and Cartographers	0.2%	0.5%	0.3%	0.0%
Engineers	1.4%	1.1%	1.0%	1.9%
Drafters, Engineering, and Mapping Technicians	0.5%	0.3%	0.3%	0.0%
Life Scientists	0.2%	0.1%	0.1%	0.0%
Physical Scientists	0.3%	0.0%	0.2%	0.4%
Social Scientists and Related Workers	0.4%	0.4%	0.4%	0.8%
Life, Physical, and Social Science Technicians	0.2%	0.2%	0.1%	0.0%
Counselors, Social Workers, and Other Community and Social Service Specialists	1.3%	0.6%	0.9%	1.5%
Religious Workers	0.6%	0.4%	1.3%	0.5%
Lawyers, Judges, and Related Workers	1.0%	0.4%	1.3%	0.4%
Legal Support Workers	0.4%	0.0%	0.3%	0.0%
Postsecondary Teachers	1.2%	1.7%	1.6%	1.5%
Primary, Secondary, and Special Education School Teachers	4.1%	4.3%	1.7%	1.4%
Other Teachers and Instructors	0.5%	0.6%	0.8%	0.6%
Librarians, Curators, and Archivists	0.3%	0.2%	0.3%	0.6%
Other Education, Training, and Library Occupations	0.7%	1.4%	0.6%	1.5%
Art and Design Workers	0.7%	0.7%	0.8%	0.5%
Entertainers and Performers, Sports and Related Workers	0.3%	0.2%	0.6%	0.0%
Media and Communication Workers	0.6%	0.3%	0.8%	0.0%
Media and Communication Equipment Workers	0.2%	0.0%	0.1%	0.0%
Health Diagnosing and Treating Practitioners	4.2%	4.4%	3.4%	5.4%
Health Technologists and Technicians	1.5%	1.8%	0.9%	1.1%
Other Healthcare Practitioners and Technical Occupations	0.0%	0.1%	0.0%	0.0%
Nursing, Psychiatric, and Home Health Aides	1.2%	0.8%	1.4%	1.4%
Occupational and Physical Therapist Assistants and Aides	0.0%	0.2%	0.0%	0.0%
Other Healthcare Support Occupations	0.5%	0.1%	0.4%	0.0%
First-Line Supervisors/Managers, Protective Service Workers	0.3%	0.0%	0.2%	0.6%
Fire Fighting and Prevention Workers	0.1%	0.1%	0.0%	0.0%
Law Enforcement Workers	0.5%	0.4%	0.2%	0.0%
Other Protective Service Workers	0.8%	0.3%	2.1%	1.2%
Supervisors, Food Preparation and Serving Workers	0.4%	0.1%	0.3%	0.7%
Cooks and Food Preparation Workers	1.0%	0.6%	1.2%	0.7%
Food and Beverage Serving Workers	0.7%	0.9%	1.0%	1.2%
Other Food Preparation and Serving Related Workers	0.3%	0.5%	0.5%	1.1%
Supervisors, Building and Grounds Cleaning and Maintenance Workers	0.3%	0.1%	0.3%	0.9%
Building Cleaning and Pest Control Workers	3.0%	2.9%	4.4%	3.0%
Grounds Maintenance Workers	0.5%	0.4%	1.0%	1.0%
Supervisors, Personal Care and Service Workers	0.2%	0.0%	0.2%	0.0%

Note: Dash means No employees listed for this occupation  
 Source: 2005 American Community Survey, U.S. Census Bureau

The employed individuals, discussed above, work in a wide variety of occupations (Table 3). Data from the 2005 American Community Survey show that the most popular occupations among 50-64 year olds both in Kent County and throughout the United States fall under the classification “**Other Management Occupations.**” Included in this category, according to the U.S. Department of Labor, are Educational Administrators, Agricultural Managers, and Construction Managers, to name a few. This class of occupations is also the most popular among those age 65 and over.

## What are the current labor participation rates for older adults in Kent County? (continued)

Table 3 (continued): Percent of employed individuals in each occupation by age group and geographic area.

Occupation	Percent of Employed Individuals in Occupation			
	Age 50-64		Age 65+	
	USA	Kent County	USA	Kent County
Animal Care and Service Workers	0.1%	0.0%	0.1%	0.0%
Entertainment Attendants and Related Workers	0.2%	0.1%	0.5%	0.6%
Funeral Service Workers	0.0%	0.1%	0.1%	0.0%
Personal Appearance Workers	0.6%	0.4%	0.9%	3.2%
Transportation, Tourism, and Lodging Attendants	0.2%	0.0%	0.3%	0.0%
Other Personal Care and Service Workers	1.5%	1.5%	2.4%	1.1%
Supervisors, Sales Workers	3.3%	3.4%	3.0%	0.4%
Retail Sales Workers	3.3%	2.3%	5.9%	4.5%
Sales Representatives, Services	1.3%	0.5%	1.6%	0.0%
Sales Representatives, Wholesale and Manufacturing	1.3%	2.2%	1.3%	0.4%
Other Sales and Related Workers	1.5%	2.0%	3.2%	3.0%
Supervisors, Office and Administrative Support Workers	1.6%	1.0%	0.9%	1.3%
Communications Equipment Operators	0.1%	0.1%	0.2%	0.0%
Financial Clerks	2.3%	1.6%	2.5%	5.6%
Information and Record Clerks	2.9%	3.2%	3.4%	0.5%
Material Recording, Scheduling, Dispatching, and Distributing Workers	2.5%	3.1%	2.2%	4.2%
Secretaries and Administrative Assistants	3.8%	3.7%	3.7%	3.9%
Other Office and Administrative Support Workers	2.4%	2.4%	2.4%	3.9%
Supervisors, Farming, Fishing, and Forestry Workers	0.0%	0.0%	0.1%	0.0%
Agricultural Workers	0.4%	1.2%	0.7%	0.0%
Fishing and Hunting Workers	0.0%	0.0%	0.0%	0.0%
Forest, Conservation, and Logging Workers	0.1%	0.0%	0.1%	0.0%
Supervisors, Construction and Extraction Workers	0.9%	0.4%	0.6%	0.0%
Construction Trades Workers	3.5%	3.8%	2.3%	0.4%
Helpers, Construction Trades	0.0%	0.0%	0.0%	0.0%
Other Construction and Related Workers	0.3%	0.0%	0.2%	0.0%
Extraction Workers	0.1%	0.0%	0.1%	0.0%
Supervisors of Installation, Maintenance, and Repair Workers	0.4%	0.3%	0.2%	0.0%
Electrical and Electronic Equipment Mechanics, Installers, and Repairers	0.5%	0.4%	0.2%	0.5%
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	1.1%	1.0%	0.8%	0.0%
Other Installation, Maintenance, and Repair Occupations	1.5%	1.0%	1.2%	3.1%
Supervisors, Production Workers	0.9%	1.6%	0.4%	0.0%
Assemblers and Fabricators	0.9%	2.8%	0.5%	0.9%
Food Processing Workers	0.3%	0.3%	0.3%	0.0%
Metal Workers and Plastic Workers	1.5%	3.2%	0.7%	3.6%
Printing Workers	0.2%	0.1%	0.2%	0.5%
Textile, Apparel, and Furnishings Workers	0.7%	0.0%	0.8%	2.0%
Woodworkers	0.1%	0.1%	0.2%	0.0%
Plant and System Operators	0.2%	0.0%	0.1%	0.0%
Other Production Occupations	2.1%	4.4%	1.2%	3.8%
Supervisors, Transportation and Material Moving Workers	0.2%	0.1%	0.1%	0.0%
Air Transportation Workers	0.1%	0.0%	0.0%	0.0%
Motor Vehicle Operators	3.4%	2.7%	5.0%	2.7%
Rail Transportation Workers	0.1%	0.1%	0.1%	0.0%
Water Transportation Workers	0.0%	0.0%	0.0%	0.0%
Other Transportation Workers	0.1%	5.4%	0.2%	3.0%
Material Moving Workers	1.9%	0.6%	1.7%	0.0%

Note: Dash means No employees listed for this occupation

Source: 2005 American Community Survey, U.S. Census Bureau

## How many displaced workers are there (by age segments)?

In August 2006, the U.S. Bureau of Labor Statistics released the report of their survey of displaced workers. This study was a follow-up study with persons who had lost their jobs between 2003 and 2005 after at least three years of work. Jobs were lost due to “plant or company closings or moves, insufficient work, or the abolishment of their positions or shifts.” The report is broken down into age ranges, but data for 50-64 year olds are not available. Instead, data for displaced workers age 55-64 are provided (Table 4). Researchers at the Bureau of Labor Statistics could not provide different age ranges, when asked. Between 2003 and 2005, **728,000** 55-64 year olds were displaced, and **135,000** workers over the age of 64 were displaced.

Table 4: Displaced Workers by age and reason for job loss.

	Total	Percent distribution by reason for job loss			
		Total	Plant or company closed down or moved	Insufficient work	Position or shift abolished
Total, 20 years and over	3,815,000	100	49	22.2	28.8
20 to 24 years	111,000	100	39.1	42.8	18.1
25 to 54 years	2,841,000	100	48.5	22.6	28.9
55 to 64 years	728,000	100	53.2	16.5	30.2
65 years and over	135,000	100	44.1	28.8	27.1

Source:

U.S. Bureau of Labor Statistics

<http://www.bls.gov/cps>

## How many displaced workers are there (by industry segments)?

The report described above also includes regional breakouts. Michigan is in the East North Central Region (Table 5). When asked for smaller geographic breakouts, Bureau of Labor Statistics researchers could not provide them, citing that the sample size would be too small to be effective. **Manufacturing** is the largest industry displacing workers both nationally and regionally. After manufacturing, **wholesale and retail trade** composes the second largest industry causing worker displacement.

Table 5: Displaced workers, reasons for job loss, lost job industry, and January 2006 Employment status by geographic location.

	United States	East North Central Region*
<b>Workers who lost jobs</b>		
Total, 20 years and over	3,815,000	736,000
Men	2,076,000	411,000
Women	1,739,000	325,000
<b>Reason for job loss</b>		
Plant or company closed down or moved	1,869,000	318,000
Insufficient work	849,000	180,000
Position or shift abolished	1,098,000	239,000
<b>Industry and class of worker of lost job**</b>		
Agriculture and related industries wage and salary workers	14,000	-
Nonagricultural industries wage and salary workers	3,753,000	734,000
Private nonagricultural wage and salary workers	3,551,000	681,000
Mining	17,000	7,000
Construction	270,000	46,000
Manufacturing	1,085,000	245,000
Durable goods	688,000	186,000
Nondurable goods	397,000	58,000
Wholesale and retail trade	508,000	95,000
Transportation and utilities	189,000	35,000
Information	164,000	35,000
Financial activities	368,000	68,000
Professional and business services	406,000	70,000
Education and health services	264,000	44,000
Leisure and hospitality	174,000	37,000
Other services	107,000	-
Government workers	202,000	53,000
<b>Employment status in January 2006</b>		
Employed	2,667,000	498,000
Unemployed	510,000	124,000
Not in the labor force	638,000	114,000

\* East North Central Region includes Illinois, Indiana, Michigan, Ohio, and Wisconsin.

\*\* Total includes a small number of unpaid family workers and persons who did not report industry or class of worker.

Note: Dash represents or rounds to less than 1,000.

Source:

U.S. Bureau of Labor Statistics

<http://www.bls.gov/cps>

## What has been displaced workers' success rate in gaining reemployment?

As shown in Table 5, the Bureau of Labor Statistics' report on displaced workers includes data on reemployment. **About 80%** of the displaced workers (2003-2005) in the East North Central Region that are still in the labor force were employed as of January 2006. This is a lower reemployment rate than the national average of 84%. These national data can be broken down into age groups (Table 6). Many older workers have opted to leave the labor force rather than seeking reemployment. The data can be analyzed based the salaries workers are earning in their new jobs relative to the jobs they lost (Table 7). **One in five** reemployed displaced manufacturing workers now earns 20% better pay or more.

Table 6: Employment status of displaced workers by age group.

	Total	Percent distribution by employment status			
		Total	Employed	Unemployed	Not in the labor force
Total, 20 years and over	3,815,000	100	69.9	13.4	16.7
20 to 24 years	111,000	100	66.4	21.4	12.2
25 to 54 years	2,841,000	100	74.5	13.4	12
55 to 64 years	728,000	100	60.6	12.3	27
65 years and over	135,000	100	25.4	10.8	63.8

Table 7: Earnings of displaced workers by job lost and earnings in new job relative to job lost.

Industry and class of worker of lost job	Reemployed in January 2006							
	Total	Part time	Wage and salary workers					Self-employed and unpaid family workers
			Full time					
			Earnings relative to those of lost job					
			Total*	20% or more below	Below, but within 20%	Equal or above, but within 20%	20% or more above	
Total who lost full-time wage and salary jobs**	2,430,000	241,000	1,990,000	488,000	345,000	557,000	307,000	199,000
Agriculture and related industries wage and salary workers	6,000	2,000	4,000	-	-	-	3,000	-
Nonagricultural industries wage and salary workers	2,412,000	231,000	1,984,000	488,000	344,000	557,000	304,000	196,000
Private nonagricultural wage and salary workers	2,296,000	212,000	1,901,000	470,000	321,000	536,000	290,000	183,000
Mining	9,000	-	9,000	3,000	-	-	1,000	-
Construction	200,000	14,000	173,000	54,000	20,000	52,000	30,000	13,000
Manufacturing	678,000	61,000	575,000	166,000	96,000	149,000	72,000	43,000
Durable goods	422,000	43,000	350,000	119,000	57,000	70,000	47,000	29,000
Nondurable goods	256,000	18,000	224,000	47,000	40,000	80,000	25,000	14,000
Wholesale and retail trade	319,000	27,000	264,000	53,000	44,000	72,000	50,000	28,000
Transportation and utilities	128,000	8,000	106,000	25,000	27,000	30,000	21,000	15,000
Information	122,000	11,000	98,000	35,000	13,000	37,000	6,000	14,000
Financial activities	275,000	16,000	233,000	46,000	50,000	63,000	41,000	25,000
Professional and business services	262,000	20,000	218,000	41,000	46,000	65,000	30,000	24,000
Education and health services	150,000	24,000	116,000	29,000	15,000	36,000	21,000	10,000
Leisure and hospitality	89,000	24,000	58,000	6,000	3,000	12,000	13,000	7,000
Other services	64,000	7,000	50,000	13,000	6,000	18,000	5,000	6,000
Government workers	115,000	19,000	83,000	18,000	23,000	21,000	14,000	13,000

\* Includes about 293,000 persons who did not report earnings on lost job.

\*\*Includes a small number who did not report industry.

NOTE: Dash represents or rounds to less than 1,000.

Source:

U.S. Bureau of Labor Statistics

<http://www.bls.gov/cps>