Talent Dashboard

Category	Measure	Measure Defined	Why It Matters	Demographic Measured or alternative language	2001	2006	2006	2006	2007	2008	2009	2010	2011	2012	2013	Jun-12	Jul-12	Aug-12	Sep-12	Oct-12	Nov-12	Dec-12	Jan-13	Feb-13	Mar-13	Apr-13	May-13	Jun-13	Jul-13	Aug-13	Sep-13	Oct-13	Nov-13	Dec-13	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Data Source	Data Link	Updated	Michigan Ranking
Attraction & Retention	Total Jobs	Total number of payroll jobs in Michigan	Growth in payroll jobs is associated with positive outcomes such as increased income, reduced unemployment, increased participation in the labor market and increased consumer spending throughout the economy. Payroll jobs are defined as the total number of persons on establishment payrolls employed full- or part-time in the private and government sectors. It excludes proprietors, self-employed, unpaid family or volunteer workers, farm workers, domestic workers and uniformed members of the armed services.	Michigan				4,326,500	4,267,800	4,162,100	3,970,500	3,863,300	3,951,800	4,033,300	4,104,500												3,901,600	3,936,700	3,932,900	3,912,800	4,113,200	4,123,900	4,136,400	4,126,000	4,101,200	4,115,400	4,114,700	4,107,800	4,124,900	4,165,800	4,141,500		Department of Technology, Management & Budget, Bureau of Labor Market Information & Strategic Initiatives	http://milmi.org/cgi-bin/gsa/ruby/nova/selection-page/dashboard-data	monthly	-
	Average Private Sector Pay	Average annual pay for all full- and part-time Michigan workers employed in private sector industries	Growth in private sector wages over time can reflect several positive trends, such as increased job creation in high-wage industries or a shift in occupational mix to high-wage occupations.	Michigan				$ 41,964	$ 43,117	$ 43,799	$ 42,820	$ 43,598	$ 45,283	$ 46,215	$ 46,659																										Department of Technology, Management & Budget, Bureau of Labor Market Information & Strategic Initiatives	http://milmi.org/cgi-bin/gsa/ruby/nova/selection-page/dashboard-data-0	annually in June	-
	Population Migration In and Out of Michigan	Number of people moving into Michigan from another state or moving out of Michigan into another state	Population migration in and out of the state is an indication of availability of talent, both, present and future. Access to qualified individuals within the state provides sustainability for economic growth and is impacted by employment opportunities and the overall quality of life.	All Ages					-78,416	-77,963	-88,693	-82,058	-47,247	-41,752																										Department of Technology, Management & Budget, Center for Shared Solutions and Technology Partnerships	http://www.michigan.gov/documents/cgi/cgi_menu_0_Mig_for_Aug_2003_BUDDY_7.pdf	Usually in September	-
				Number of People Moving Into Michigan					121,343	125,740	117,460	116,149	139,158	133,681																														
				Number of People Moving Out of Michigan					208,774	203,703	206,143	178,207	186,505	175,713																														
Employment Environment	Percentage unemployed	Seasonally adjusted	Unemployment figures measure the number of people without jobs who are actively seeking work. These numbers also reflect the success of the economy in providing opportunities for Michigan residents to support themselves and their families.	Michigan and U.S.	See MiDashboard @ http://www.michigan.gov/mydashboard																																			U.S. Department of Labor, Bureau of Labor Statistics	http://www.bls.gov/lau/home.htm	monthly	
	Veteran Unemployment Rate		Veterans return to the labor market from service with skills that are valuable to our economy and have been tested in demanding environments and circumstances far better than their civilian counterparts. Business and state government must work together to overcome this and better connect our talented veterans with employment opportunities.	Michigan			7.0%	6.0%	4.9%	8.0%	15.0%	15.9%	11.3%	7.9%	10.8%																									U.S. Department of Labor, Bureau of Labor Statistics		annually in May	49
				U.S.			4.0%	3.8%	3.8%	4.6%	8.1%	8.7%	8.3%	7.0%	6.6%																											
	Percentage of Michigan Workers Employed in the Private Sector vs. Public Sector		The focus here is to increase the percentage of Michigan's workforce employed in the private sector. An increased share of jobs in the private sector indicates greater efficiency in the public sector and greater effectiveness in supporting growth within the private sector.	Michigan				84.6%	84.6%	84.4%	83.3%	83.5%	84.4%	84.9%	85.4%																									Michigan Department of Technology, Management & Budget, Bureau of Labor Market Information & Strategic Initiatives	http://milmi.org/	annually in April	-
Innovation	New Businesses	Number of new corporations, limited liability companies, limited liability partnerships and limited partnerships formed	Growth in the number of new businesses is an indicator of the strength of the economy as well as entrepreneurship and innovation activity. New business startups increase the health of the economy and opportunities for job growth.	Michigan		2003-2004 64,701	2004-2005 66,102	2005-2006 66,098	2006-2007 63,614	2007-2008 62,251	2008-2009 59,937	2009-2010 62,053	2010-2011 63,021	2011-2012 66,194	2012-2013 67,778																									Michigan Department of Licensing and Regulatory Affairs	http://www.michigan.gov/dleg/0,4615,7-154-35299_35417_35747-174955--,00.html	annually in January	-
	New Business Survival Rate	Second-year survival rate of new corporate businesses	In measuring the strength and innovation of an economic climate, it is important to not only track the number of new businesses established, but to also monitor the outcomes of those new businesses. By tracking the two-year survival rate of new businesses, we can better understand the performance of Michigan's business climate and shed light on the behavior and contributions of new and young businesses compared with their older and more well-established counterparts.	Michigan				65.3%	62.2%	61.3%	63.8%	66.7%	69.3%																											Bureau of Labor Statistics, Business Employment Dynamics	http://www.bls.gov/bdm/nsr_age_total_table7.xsv	annually in December	-
				U.S.				66.1%	63.4%	62.4%	66.3%	67.7%	75.2%																										Bureau of Labor Statistics	http://www.bls.gov/bdm/nsr_age_naics_05_table7.xsv		
	Patents Issued		Increased patent numbers issued are an indication of innovation within the state. High patent generation can be attributed to new product research and development and can contribute to job growth. It is important to note that the patent application process currently averages over 30 months from the time they are filed to the time of approval and can be influenced by administrative factors such as the number of patent examiners.	Michigan		4,121	3,666	4,179	3,695	3,584	3,516	4,277	4,397	4,987	5,640																									U.S. Patent and Trademark Office	http://www.uspto.gov/web/offices/ac/ido/oeip/taf/reports.htm#ye	annually	2011:06:00
	Michigan Adults Who Regularly Telework	Michigan residents employed full- or part-time who regularly work from home through an Internet connection	Access to telework – working off-site through a broadband connection – can improve an organization's talent retention and recruitment by increasing flexibility for employees. This is one reason that high-speed broadband is such an essential component of Michigan's infrastructure, quality of life and success in the global economy.	Michigan								17%	19%	17%																										Connecticut.org Business Technology Assessment Report	http://www.ct.gov/ecd/cs.jsp	annually in November	n/a
Global	Persons Obtaining Legal Permanent Resident Status		In the new economy, states are competing for international talent to meet the growing demand for knowledge workers. By increasing the number of legal permanent residents in our state, we ensure a competitive advantage for businesses, promoting economic growth and job creation.	Michigan			23,591	20,907	18,727	17,947	18,919	18,579	18,347	17,494	16,952																									U.S. Department of Homeland Security, Yearbook of Immigration Statistics, Table 6	http://www.dhs.gov/yearbook-immigration-statistics	annually in April	-
	International Students Studying in Michigan	The number of international students participating in undergraduate and graduate educational programs in Michigan	International students bring diversity and new perspectives to colleges and universities in Michigan. They also introduce fellow students to global approaches and networks, which are essential competencies in today's economy. International students pursue engineering fields at a high rate and are more likely to launch startup ventures following graduation, thus increasing our pool of potential entrepreneurs and technical talent.	Michigan			2003-04 22,277	2004-05 20,879	2005-06 20,827	2006-07 21,143	2007-08 22,867	2008-09 23,617	2009-10 24,214	2010-11 24,668	2011-12 25,551	2012-13 26,930																									Institute of International Education Open Doors Data	http://www.iie.org/Research-and-Publications/Open-Doors/Data/Fast-Facts	annually in November	9
	Michigan Students Studying Abroad	The number of Michigan undergraduate and graduate students participating in educational programs outside the U.S.	Exposure to new cultures and surroundings through studying abroad provides personal and professional benefits to students. For Michigan's future talent base, this experience will improve cultural awareness, capacity for innovation and career outcomes.	Michigan				2005-06 8,260	2006-07 9,250	2007-08 9,580	2008-09 9,043	2009-10 8,982	2010-11 8,949	2011-12 9,384																									Institute of International Education Open Doors Data	http://www.iie.org/Research-and-Publications/Open-Doors/Data/Fast-Facts/Top-25-US-State http://www.iie.org/Research-and-Publications/Open-Doors/Data/Fast-Facts/Top-25-US-State	annually in November	-
Connections	Science, Technology, Engineering and Mathematics (STEM) Graduates	Number of students completing a degree in a STEM field at an accredited higher education institution in Michigan	A robust pipeline of STEM talent is needed to fill future job openings. New and increasing opportunities in fields such as life sciences, information technology, engineering, healthcare and advanced manufacturing require a deep pool of technical expertise.	Michigan			2004-05 19,725	2005-06 19,319	2006-07 19,393	2007-2008 20,065	2008-2009 20,660	2009-10 21,969	2010-11 22,960	2011-12 25,051																									Department of Technology Management and Budget, Bureau of Labor Market Information & Strategic Initiatives	http://milmi.org/	annually in June	-
	New Apprenticeships		Apprenticeships provide employers with a pipeline of skilled workers with industry-specific training and hands-on experience. They connect job seekers looking to learn new skills with employers needing qualified workers, resulting in a workforce with industry-driven training and employers with a competitive edge.	Michigan					3,245	3,102	2,095	2,344	3,233	2,974	3,062																									U.S. Department of Labor, Office of Apprenticeship	http://www.doleta.gov/oa/	annually in October	-
	Career Technical Education Placement	Percentage of high school graduates completing a Career Technical Education program placed in continuing education, employment or the military nine months after leaving high school	High school career training programs are a key initiative in preparing our future workforce with high-demand skills and experiences.	Michigan				94.2%	94.4%	93.4%	93.6%	96.4%	95.3%	94.9%																									Michigan Department of Education, Career and Technical Information System Public Reports	http://www.mivocsource.com/Reports/PublicReports/index.aspx?ver=1	annually in October	-
	Michigan Mentors		Mentorships transfer knowledge from one generation of talent to the next. They also strengthen networks between teenagers and adults, between first-time entrepreneurs and seasoned executives, and between career changers and those already in a chosen profession. Mentorships can inspire young people, support business success, facilitate talent advancement, and help job seekers in transition find their way.	Michigan																																								
	Internships Posted Monthly	The number of internships, co-ops, and job shadowing opportunities posted on internmichigan.com in October of 2011. Number of students completing at least one internship by the conclusion of their junior year (or equivalent) in college/community college	Internships allow Michigan businesses to connect and build relationships with students early in their academic career and students to build hands-on experience to facilitate entry into a professional career. Increasing internship opportunities support Michigan's goals to prepare our future talent pool and to retain college graduates within the state.	Michigan												135 = 258 ↑ 873	631 = 96 ↑ 907	671 = 113 ↑ 984	812 = 40 ↑ 851	879 = 201 ↑ 1,079	763 = 331 ↑ 1,094	873 = 864 ↑ 1,737	896 = 566 ↑ 1,462	927 = 528 ↑ 1,455	1001 = 521 ↑ 1,522	1,061 = 478 ↑ 1,539	876 = 1,450 ↑ 2,451	598 = 629 ↑ 1,218	599 = 578 ↑ 1,177	694 = 569 ↑ 1,263	819 = 607 ↑ 1,426	551 = 999 ↑ 1,550	966 = 961 ↑ 1,927	870 = 519 ↑ 1,389	879 = 751 ↑ 1,630	818 = 748 ↑ 1,566	816 = 1,137 ↑ 1,953	872 = 1,393 ↑ 2,264	726 = 1,138 ↑ 1,864	768 = 1,209 ↑ 1,976	741=1,162 ↑ 1,903	763 = 1,721 ↑ 2,484	InternMichigan	1) http://www.internmichigan.com/ and 2) www.mitalent.org and 3) Sent TP MI Talent Internship Program	monthly	-
	Welfare to Work Participation Rate	Percentage of Temporary Assistance for Needy Families (TANF) recipients regularly engaged in employment or seeking employment	The work participation rate measures the percentage of Temporary Assistance for Needy Families (TANF) recipients regularly engaged in employment or other specific activities intended to help them secure employment and become self-sufficient. Individuals and families deserve the opportunity to become financially independent. Through the work participation program, which was designed to fulfill TANF requirements, Michigan continues to alleviate barriers to employment so that individuals can find jobs, provide for themselves and their families, and become a permanent part of Michigan's talent pool.	Michigan	25.3%	24.5%	22.0%	21.6%	28.0%	33.6%	27.9%																														U.S Department of Health and Human Services	http://www.acf.hhs.gov/programs/ofa/	annually	-