



U.S. Labor Market Performance & Outlook

+ *Midwest Metro Highlights*

September 2021

LaborIQ
ThinkWise



Talent Intelligence Solutions

Compensation | Retention | Job Market Forecasts



Unequaled Ease & Accuracy. Unlimited Reporting & Access.



LaborIQ® Index

The proprietary **LaborIQ Market Ranking Index** identifies and tracks 10 key performance indicators that best measure and rank a local economy's performance. These indicators or variables are present in every market and represent the greatest drivers of a market's economic progress or decline and labor market recovery from the pandemic.

The ranking index provides a strong evaluation of which U.S. cities and metro areas are attracting talent, recouping jobs and those primed for recruiting and hiring.

Midwest Metro Areas

Chicago-Naperville-Elgin, IL-IN-WI

Cleveland-Elyria, OH

Columbus, OH

Detroit-Warren-Dearborn, MI

Indianapolis-Carmel-Anderson, IN

Kansas City, MO-KS

Minneapolis-St. Paul-Bloomington, MN-WI

Pittsburgh, PA

St. Louis, MO-IL

U.S. Labor Market Conditions & Outlook

- Historic-level **job openings (10.9 million) and voluntary quits (~4 million)**
- The Delta variant will **slow near-term hiring**, despite business demand
- Early-recovering metros and industries will see **more moderate job gains**
- The **limited availability of talent** will be a significant hiring challenge

U.S. Labor Market Highlights

- Monthly job gains likely to remain slower due to COVID-19 impact
- People transitioning between companies will remain high with record number of open jobs
- Full return to employment by early 2023

Jobs to Recover

5.3M

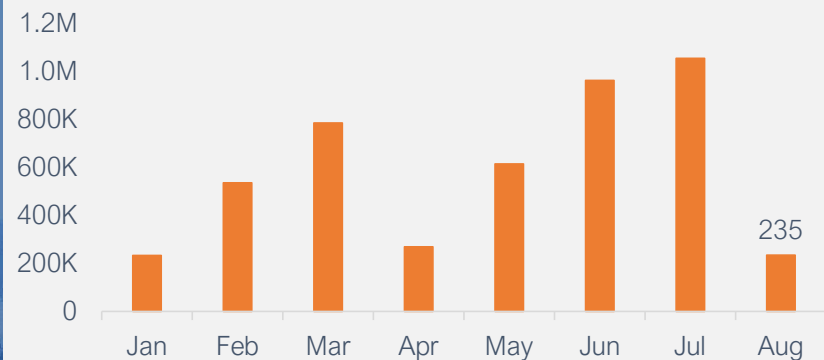
3.5% below pre-pandemic total employment

Unemployment Rate

5.2%

Down from peak of 14.8% in April 2020

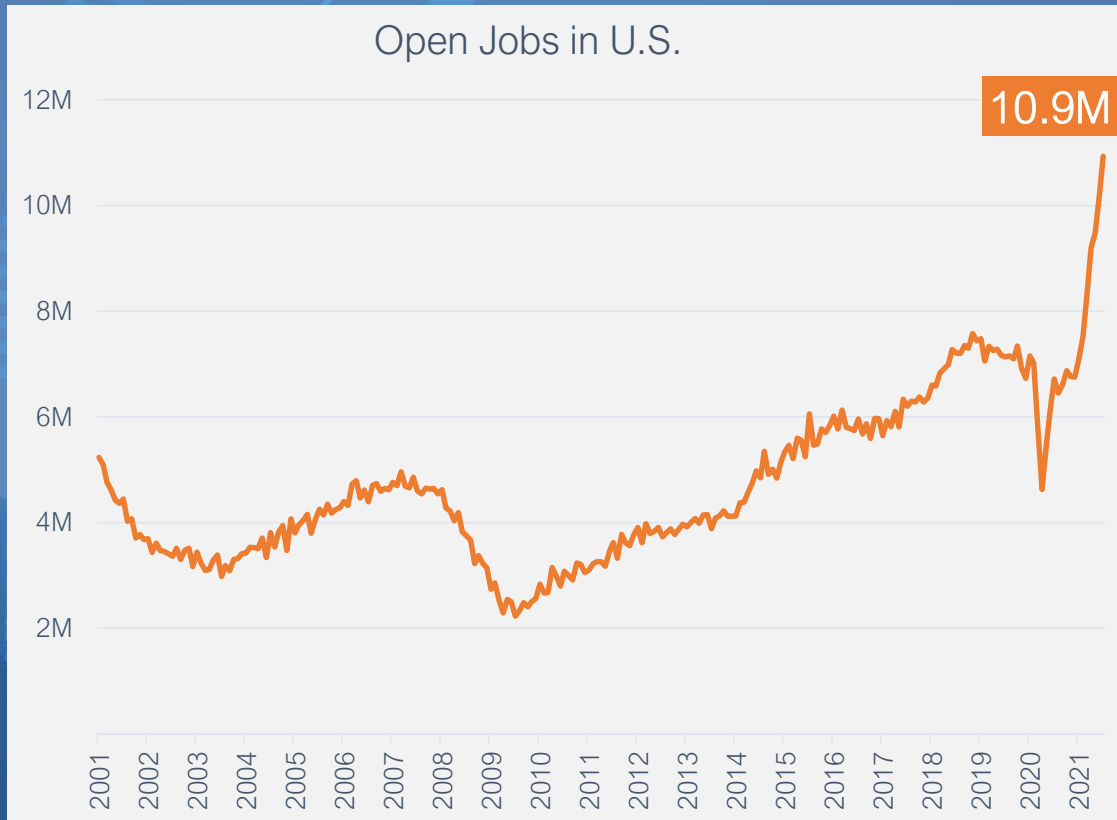
2021 Monthly Job Gain
(Thousands)



Year of U.S. Job Recovery by Industry



Are you trying to fill open jobs? So is everybody else!



JOB OPENINGS BY INDUSTRY

1.8M Professional & Business

1.8M Healthcare

1.6M Restaurants & Hotels

1.1M Retail Trade

889K Manufacturing

321K Construction

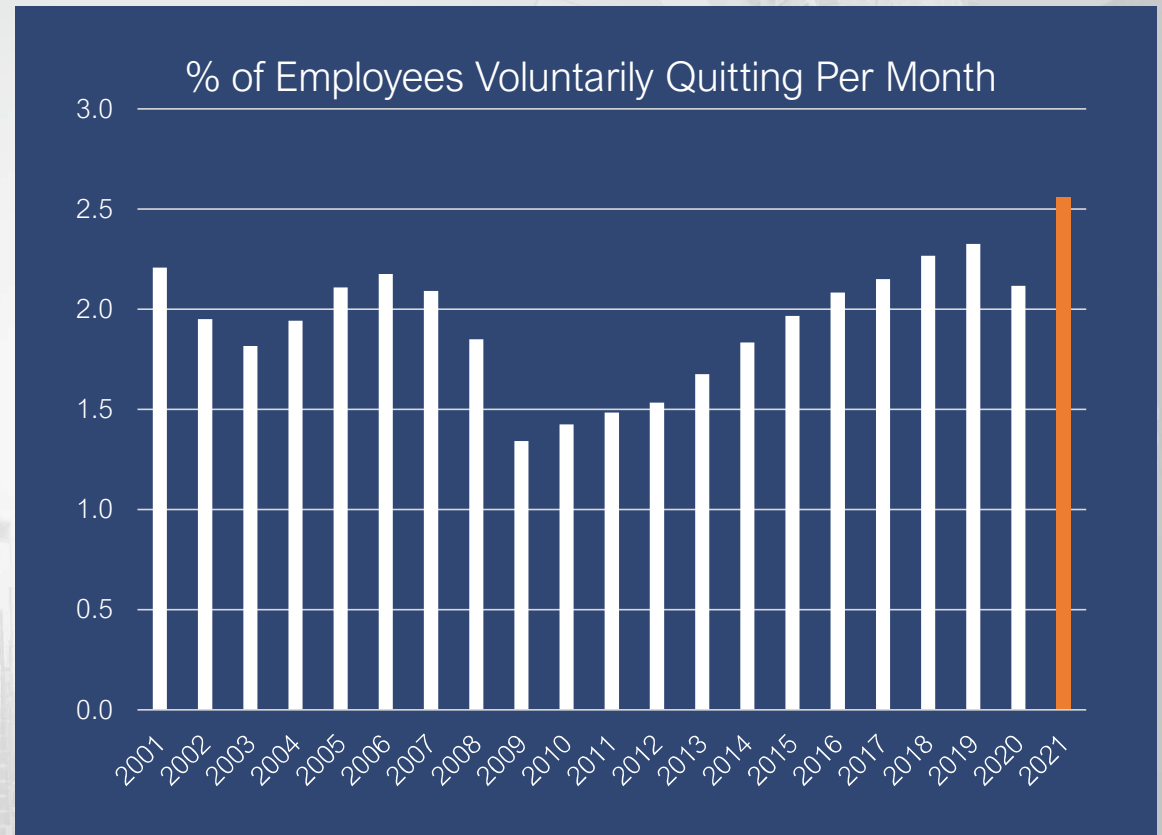
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Transition of Talent Continues; Voluntary Quits Skyrocket

4.0 million people quit in July
(2.7% of employment base)

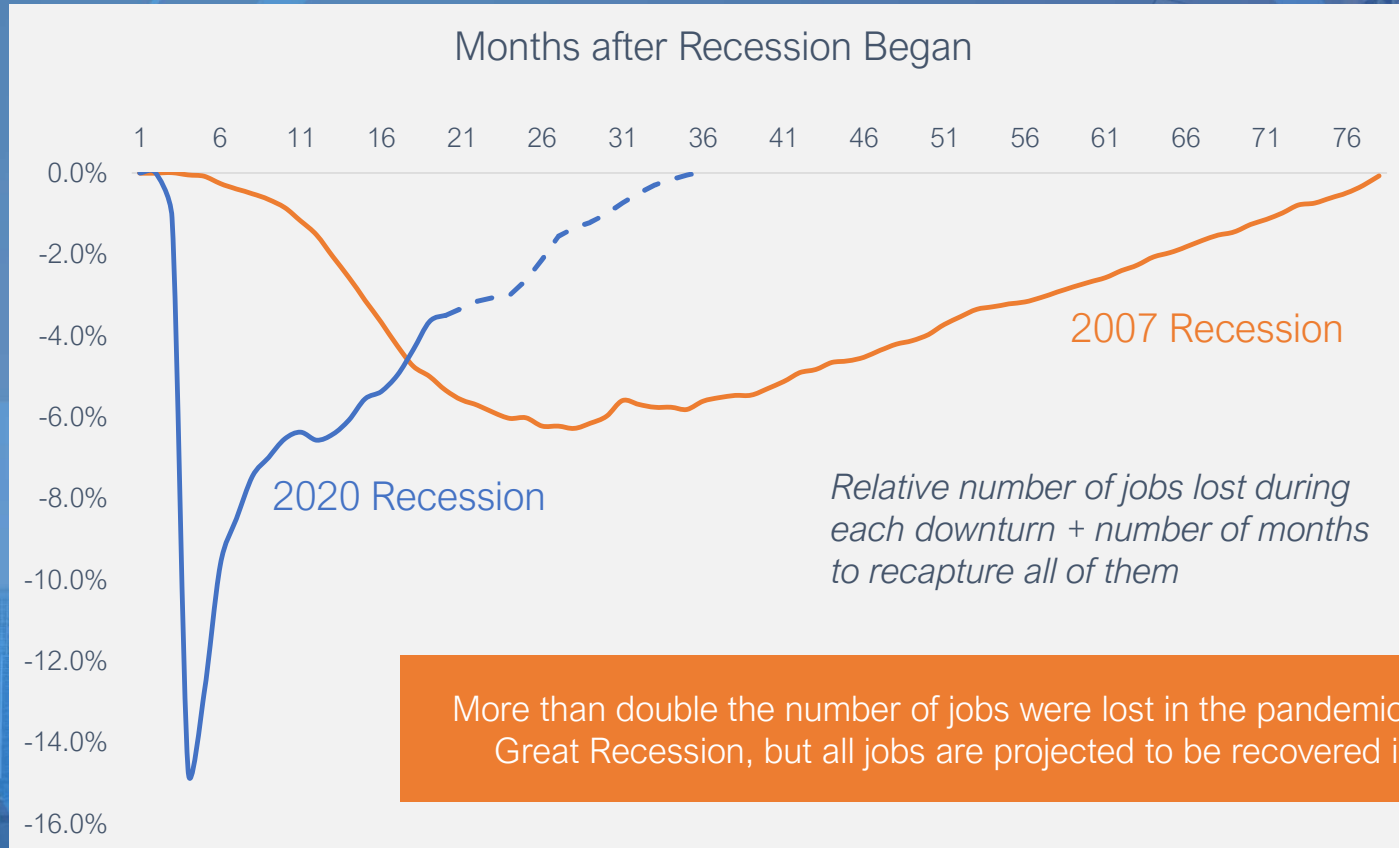
11.5 million quits from May - July

Pace nearly double the rate after
2009 recession



Sources: LaborIQ®; Bureau of Labor Statistics; *2021 data is average through July

Job Loss & Recovery vs Great Recession



National Headlines | Industries & Occupations

Industries

Financial Activities leads the recovery with only **0.3%** of jobs left to recoup

Leisure & Hospitality represents **32%** of U.S. jobs left to recover

Occupations

Unemployment Rates

1.5%

Tech jobs

7.5%

Service jobs

National Labor Market Job Gains



BY INDUSTRY | AUGUST 2021

GOODS-PRODUCING SECTORS

MANUFACTURING
37,000

MINING & LOGGING
6,000

CONSTRUCTION
-3,000

SERVICE-PROVIDING SECTORS

PROFESSIONAL &
BUSINESS SERVICES
74,000

EDUCATION & HEALTH
35,000

TRADE, TRANSPORTATION
& UTILITIES
24,000

INFORMATION
17,000

FINANCIAL ACTIVITIES
16,000

LEISURE & HOSPITALITY
0

GOVERNMENT
-8,000

Despite overall disappointing job gains in August, these industries still made significant progress recouping jobs.



Unemployment Rate by Race/Ethnicity & Age

Race/Ethnicity	Unemployment Rate	
	Overall	Ages 20-24
White	4.5%	7.2%
Asian	4.6%	8.4%
Hispanic	6.4%	9.4%
Black or African American	8.8%	17.0%

Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

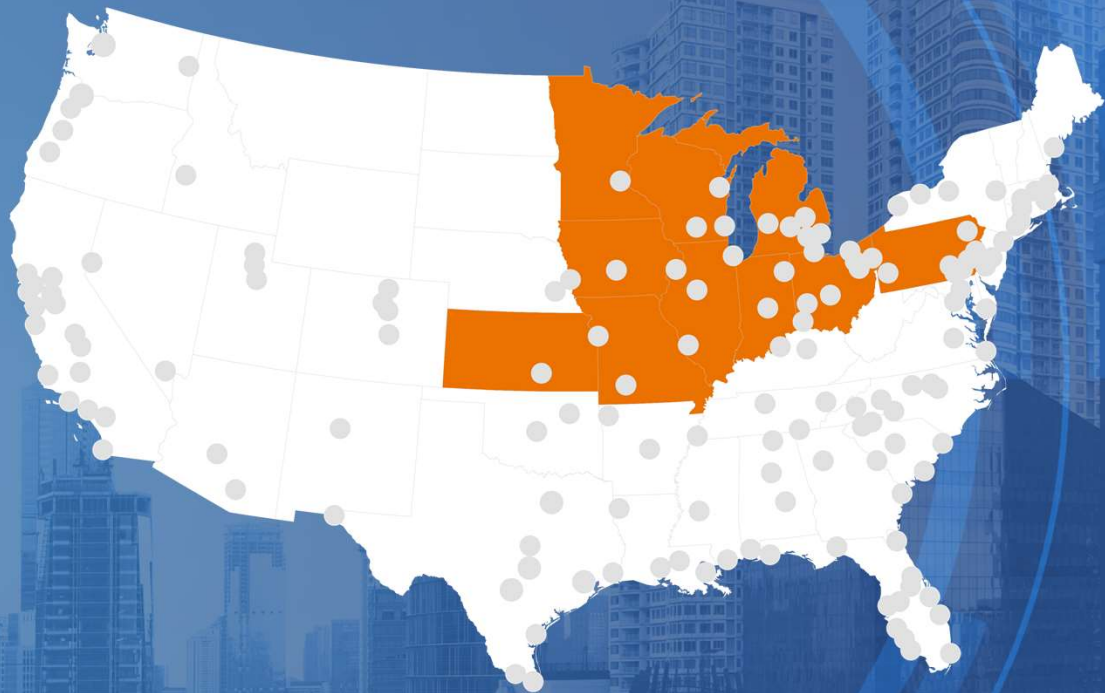
Unemployment Rate by Occupation

Occupation	Unemployment Rate
Legal	1.4%
Tech	1.5%
Healthcare	2.0%
Service	7.5%
Transportation & Material Moving	8.2%

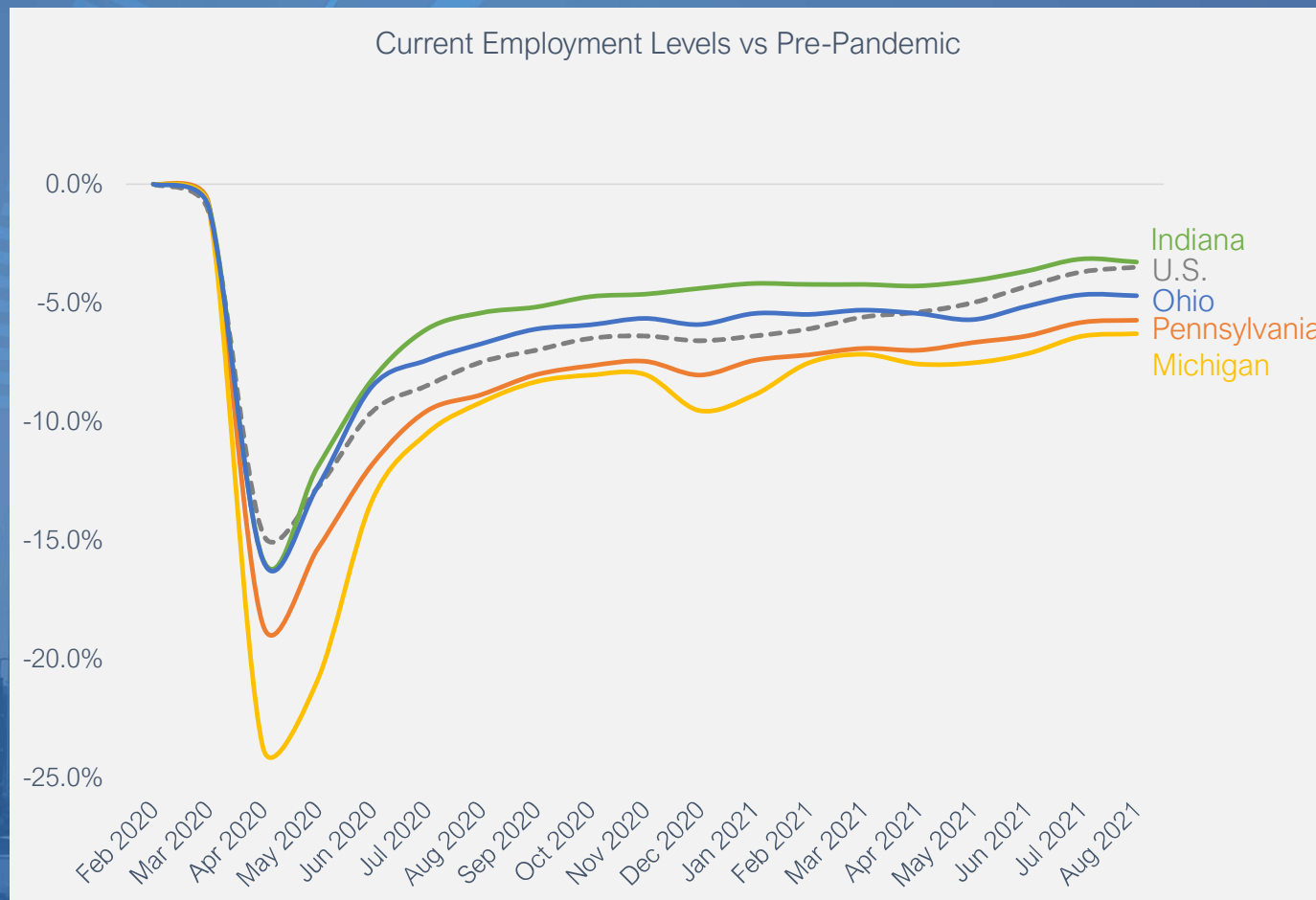
Source: Bureau of Labor Statistics, Non-seasonally adjusted Unemployment Rates

Midwest Labor Market Highlights

- ✓ Key Trends
- ✓ LaborIQ® Index
- ✓ Jobs to Recover
- ✓ Recent Job Gains
- ✓ Outlook by Industry



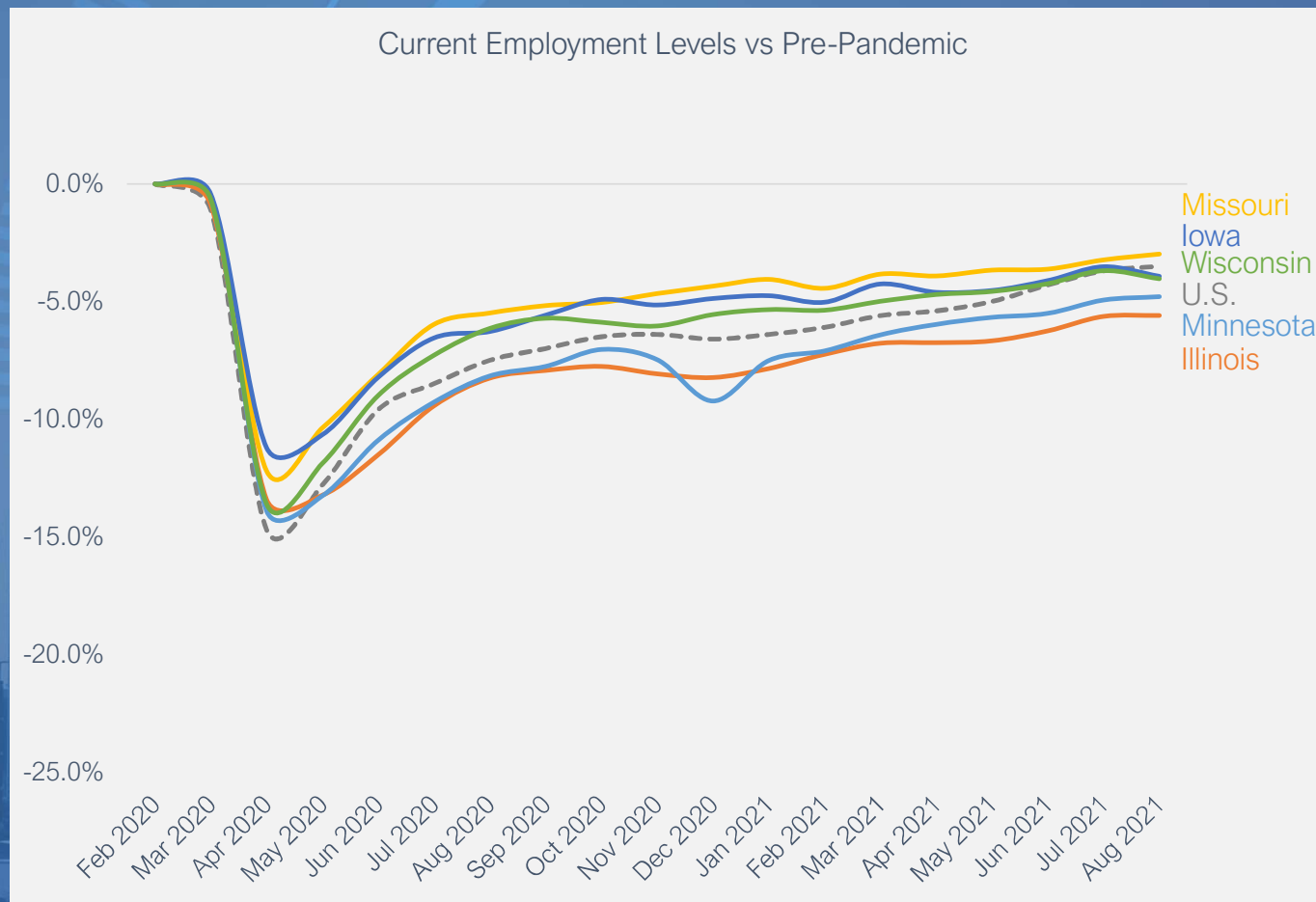
Midwest Jobs Recovery Behind U.S. Average



- Midwest states are generally behind the national recovery
- Indiana employment declined 15.8% and is now within 4% of pre-pandemic levels
- Ohio employment declined 15.8% and is now within 5% of pre-pandemic levels
- Pennsylvania employment declined 18.5% and is now within 6% of pre-pandemic levels
- Michigan employment declined 23.7% and is now within 7% of pre-pandemic levels

Sources: LaborIQ®, Bureau of Labor Statistics

Midwest Jobs Recovery Behind U.S. Average



- Missouri employment declined 13.6% and is now within 3% of pre-pandemic levels
- Iowa employment declined 11.2% and is now within 4% of pre-pandemic levels
- Wisconsin employment declined 13.6% and is now within 4% of pre-pandemic levels
- Minnesota employment declined 13.9% and is now within 5% of pre-pandemic levels
- Illinois employment declined 13.4% and is now within 6% of pre-pandemic levels

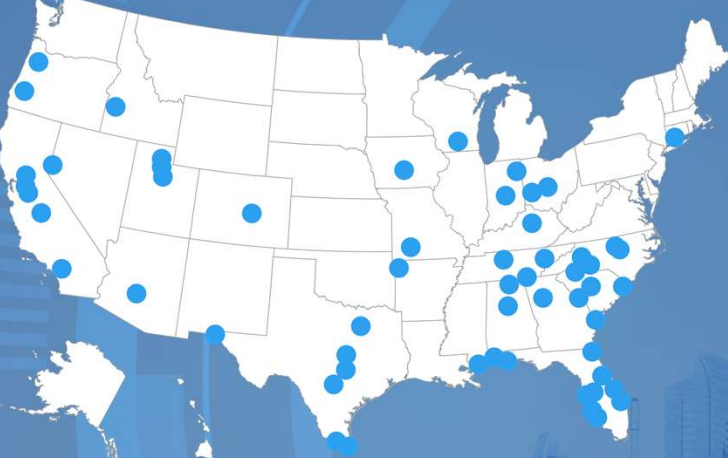
Recovery Timeline | U.S. & Key State Metros

2021	2022	2023	2024	2025+
Austin	Atlanta	Chicago ♦	Boston	Ann Arbor
Columbus ♦	Charlotte	Cleveland ♦	Las Vegas	Milwaukee
Phoenix	Cincinnati	Denver	Los Angeles	New Orleans
Salt Lake City	Dallas	Detroit ♦	New York	Wichita
	Des Moines	Kansas City ♦	Orlando	
	Indianapolis ♦	Minneapolis ♦	San Francisco	
	Madison	Pittsburgh ♦		
	Nashville	St. Louis ♦		
		U.S.		
		Washington, D.C.		

♦ Metro is featured in LaborIQ® *Midwest Metro Highlights*; Others states and metros available from LaborIQ®

The Return to Pre-Pandemic Employment Levels

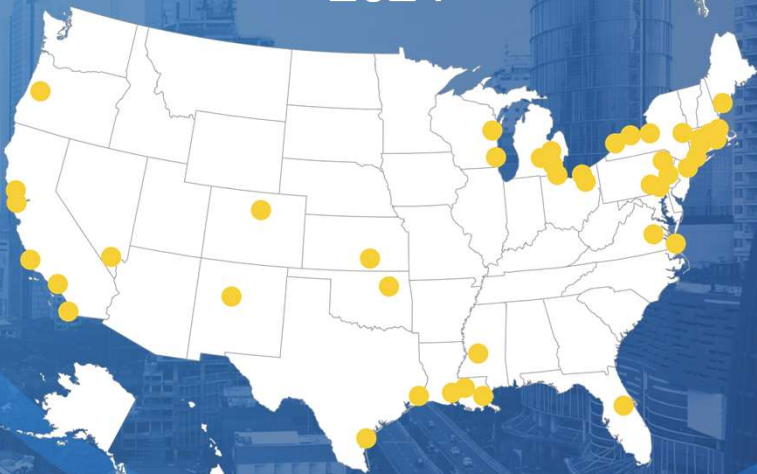
2022 or Earlier



2023



2024+



Labor Market Highlights | Chicago, Illinois



- Key industries such as manufacturing and professional and business are not expected to recover until 2023 or later
- The metro has recouped close to 100K jobs this year, but it lost so many jobs during the early stages of that pandemic that it will take until 2023 to fully recover
- The metro's challenge has been a shrinking population base which will hinder talent supply if it does not change direction

Index Ranking

79

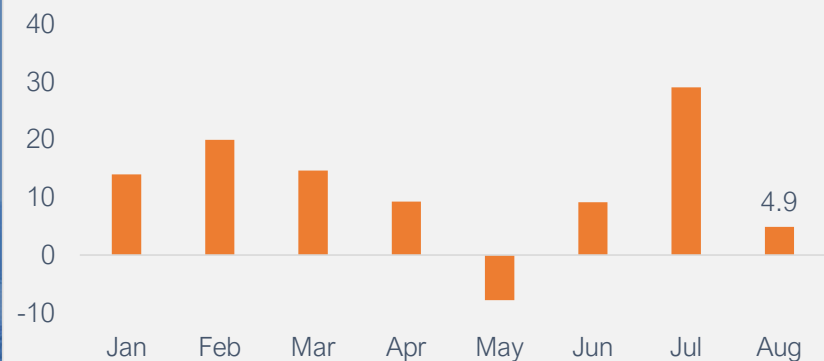
Out of 150 metros;
Ranked 121 a year ago

Jobs to Recover

340.2K

7.1% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Chicago, Illinois

Financial Activities

Construction

Education & Health
Services

Government

Manufacturing

Professional &
Business Services

Trade, Transportation
& Utilities

Leisure &
Hospitality

2021 or earlier

2022

2023

2024+

Labor Market Highlights | Cleveland, Ohio



- All jobs recovered by 2023, in line with the national recovery timeline
- Job gains have been up and down throughout 2021 and it is one of only a few major metros that has fewer jobs now than at the beginning of the year
- The financial activities industry has been a bright spot in the metro, and it has essentially the same number of jobs now as before the pandemic

Index Ranking

123

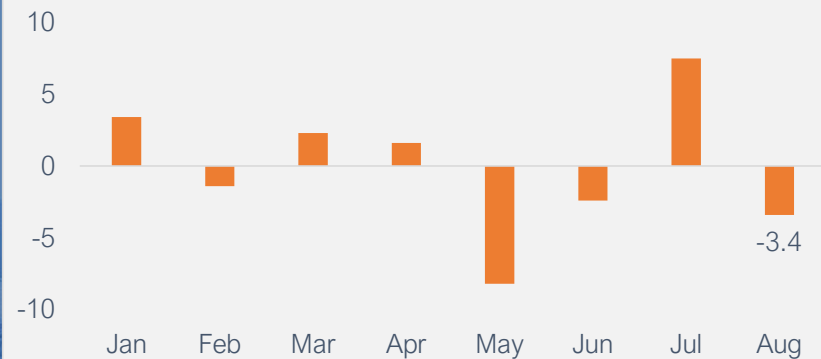
Out of 150 metros;
Ranked 125 a year ago

Jobs to Recover

78.1K

7.2% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Cleveland, Ohio



Labor Market Highlights | Columbus, Ohio



- The metro lost momentum in job gains as it got closer to a full recovery, with four of the last six months showing job losses; This will likely delay the recovery timeline which was projected to be late 2021 or early 2022
- The strongest industries for job recovery have been construction, financial activities and manufacturing; Population growth through 2025 is almost 2X the national average, making it easier to source talent locally

Index Ranking

49

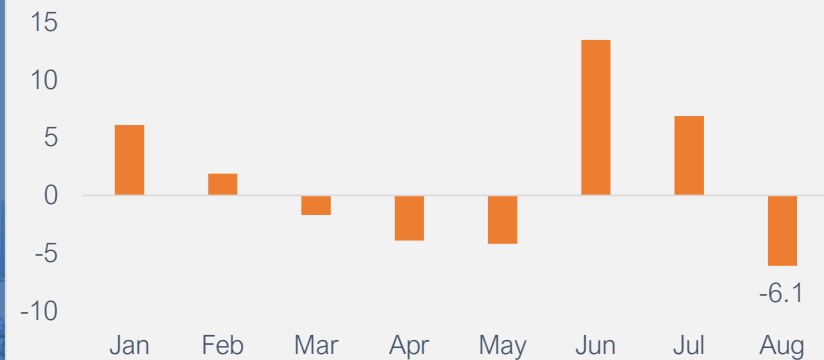
Out of 150 metros;
Ranked 34 a year ago

Jobs to Recover

38.3K

3.4% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Columbus, Ohio

Construction

Financial Activities

Manufacturing

Trade, Transportation
& Utilities

Government

Healthcare

Professional &
Business Services

Education

Leisure &
Hospitality

2021 or earlier

2022

2023

2024+

Labor Market Highlights | Detroit, Michigan



- All jobs recovered by 2023, along with the national recovery timeline
- The manufacturing sector plays a large role in this metro, and it is not expected to recover lost jobs until 2024 or later.
- Construction and financial activities are two of the strongest industries retaining and adding jobs

Index Ranking

57

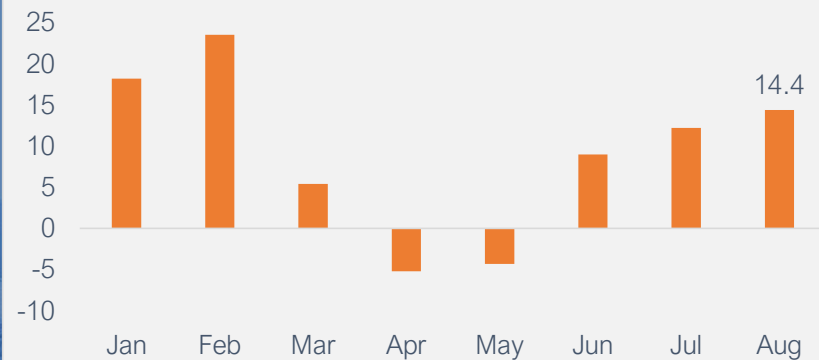
Out of 150 metros;
Ranked 127 a year ago

Jobs to Recover

123.3K

6.0% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Detroit, Michigan



Labor Market Highlights | Indianapolis, Indiana



- One of the stronger job recovery markets in the region and the U.S., the metro is expected to have recouped all lost jobs by 2022
- Many industries are projected to have recovered all jobs by the end of this year, and financial activities and manufacturing should be recovered in 2022; There are a few others that will take until 2024 or later to add back all the jobs that have been lost

Index Ranking

45

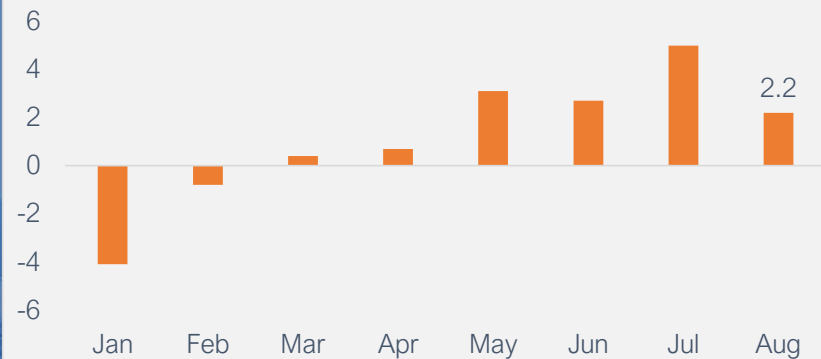
Out of 150 metros;
Ranked 16 a year ago

Jobs to Recover

30.8K

2.8% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Indianapolis, Indiana



Labor Market Highlights | Kansas City, Missouri



- Second highest ranking in the LaborIQ Index out of Midwest metros (Des Moines); Its ranking benefits from retaining and recouping jobs better than most metros during the pandemic
- Construction, financial activities and professional and business services are helping to lead the job recovery efforts

Index Ranking

38

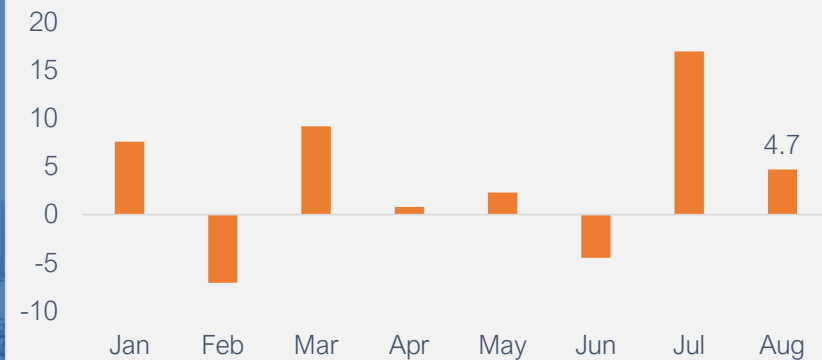
Out of 150 metros;
Ranked 42 a year ago

Jobs to Recover

12.4K

1.1% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Kansas City, Missouri & Kansas

Construction

Financial Activities

Professional &
Business Services

Trade, Transportation
& Utilities

Healthcare

Government

Manufacturing

Educational
Services

Leisure &
Hospitality

2021 or earlier

2022

2023

2024+

Labor Market Highlights | Minneapolis, Minnesota



- All jobs recovered by 2023, the same as the national average
- Unlike some other metros in the region, Minneapolis has consistently added jobs each month this year and has displayed clear traction at recovering jobs
- A few industries are holding back the overall recovery, but others such as financial activities and manufacturing are showing more strength

Index Ranking

50

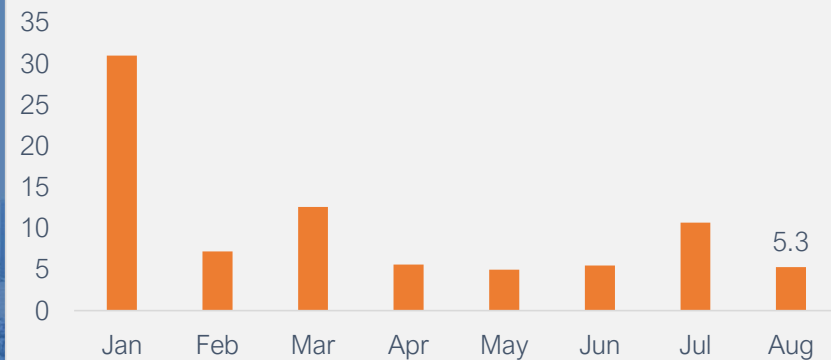
Out of 150 metros;
Ranked 78 a year ago

Jobs to Recover

117.0K

5.7% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Minneapolis, Minnesota

Financial Activities

Government

Information

Manufacturing

Professional &
Business Services

Trade, Transportation
& Utilities

Education

Healthcare

Leisure &
Hospitality

Mining & Logging

2021 or earlier

2022

2023

2024+

Labor Market Highlights | Pittsburgh, Pennsylvania



- The metro is expected to recover all lost jobs by 2023
- The metro showed traction each month through August at recouping jobs; Close to 35K jobs were added in the first nine months of 2021
- While job numbers are headed in the right direction, the metro will face a challenge maintaining or expanding talent supply due to one of the nation's lowest working-age population growth trends this year

Index Ranking

81

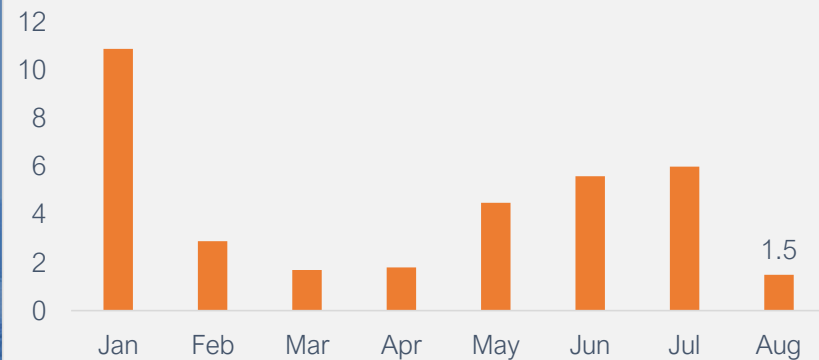
Out of 150 metros;
Ranked 130 a year ago

Jobs to Recover

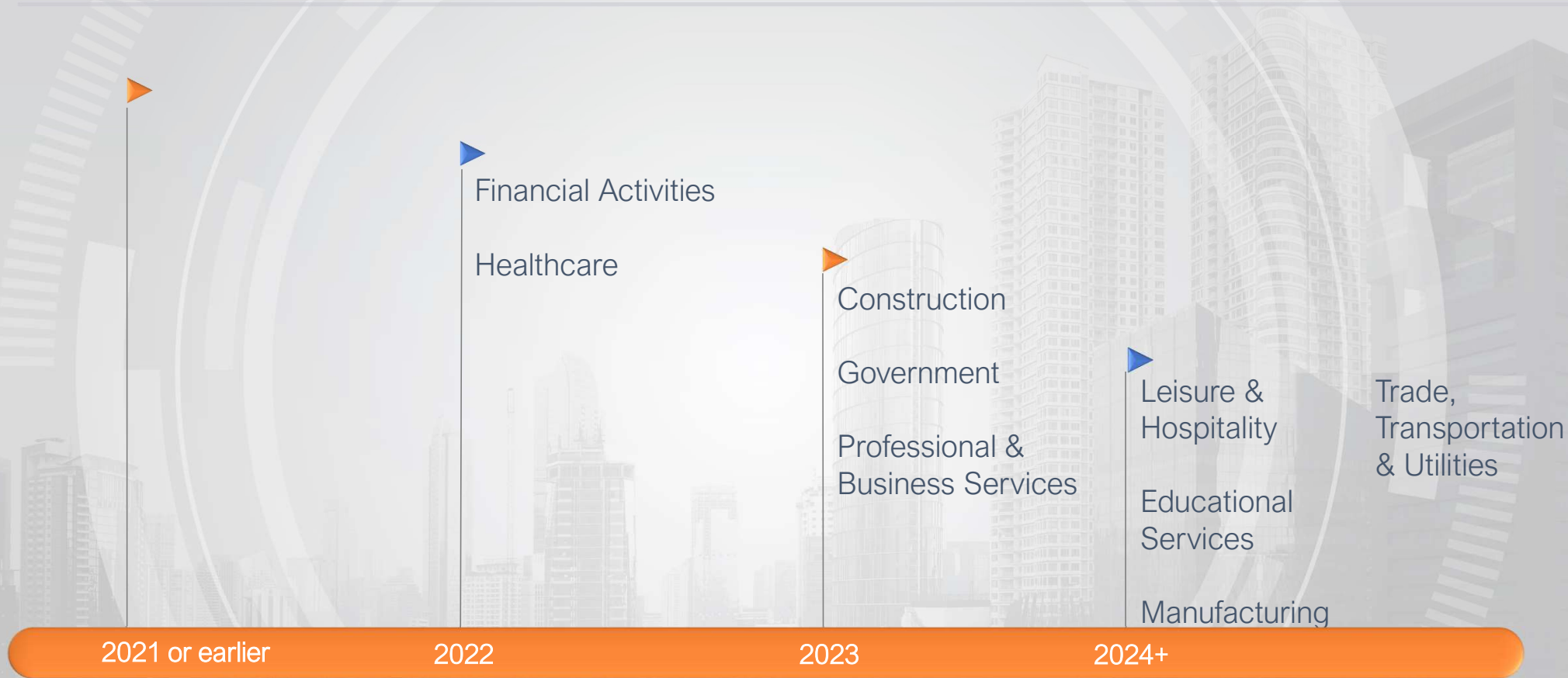
67.3K

5.6% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | Pittsburgh, Pennsylvania



Labor Market Highlights | St. Louis, Missouri



- All jobs recovered by 2024, later than the national recovery timeline
- The metro added 4,500 jobs in August, it's second highest monthly total of the year
- Some industries, such as Construction and Trade, Transportation & Utilities, will recover in 2021, while other key industries won't recover until 2024 or later

Index Ranking

54

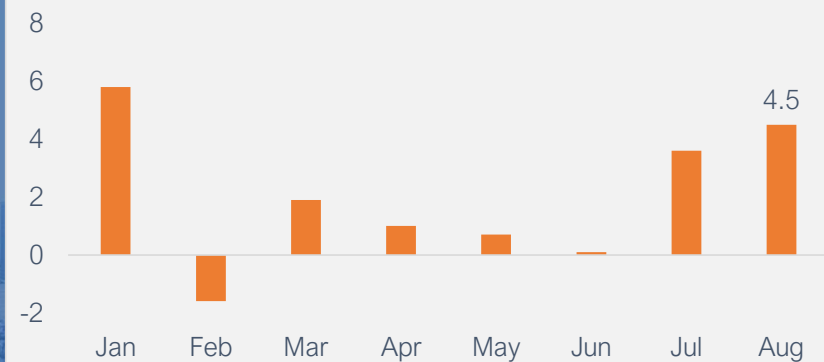
Out of 150 metros;
Ranked 64 a year ago

Jobs to Recover

65.1K

4.6% below pre-pandemic
total employment

Monthly Job Gain
(Thousands)



Year of Job Recovery by Industry | St. Louis, Missouri

Construction

Trade,
Transportation
& Utilities

Financial Activities

Healthcare

Educational
Services

Government

Leisure &
Hospitality

Manufacturing

Professional
& Business
Services

2021 or earlier

2022

2023

2024+

Recommended Salaries by Job Title & Location

	Customer Support Rep	Registered Nurse	Digital Marketing Manager	Senior Accountant	Software Engineer
Chicago	\$51	\$84	\$79	\$103	\$113
Cleveland	\$48	\$77	\$81	\$100	\$91
Columbus	\$46	\$73	\$101	\$105	\$107
Detroit	\$52	\$82	\$92	\$102	\$101
Des Moines	\$54	\$66	\$78	\$96	\$106
New York	\$56	\$100	\$121	\$129	\$135
Los Angeles	\$49	\$116	\$98	\$115	\$132

Annual Salary (000s) Based on Bachelor's Degree and 4-6 Years of Experience

Salary is lowest across metros listed

Source: LaborIQ®; Based on 4-6 years of experience and a minimum of a bachelor's degree, Salaries as of September 2021

Recommended Salaries by Job Title & Location

	Customer Support Rep	Registered Nurse	Digital Marketing Manager	Senior Accountant	Software Engineer
Indianapolis	\$50	\$75	\$75	\$101	\$103
Kansas City	\$47	\$72	\$92	\$99	\$101
Milwaukee	\$52	\$79	\$80	\$98	\$109
Minneapolis	\$54	\$89	\$99	\$101	\$117
Pittsburgh	\$45	\$72	\$82	\$95	\$105
St. Louis	\$45	\$73	\$80	\$100	\$111
New York	\$56	\$100	\$121	\$129	\$135
Los Angeles	\$49	\$116	\$98	\$115	\$132

Annual Salary (000s) Based on Bachelor's Degree and 4-6 Years of Experience

Salary is lowest across metros listed

Source: LaborIQ®; Based on 4-6 years of experience and a minimum of a bachelor's degree, Salaries as of September 2021

A grayscale photograph of a dense cityscape, likely New York City, featuring numerous skyscrapers and buildings. Overlaid on the image is a light gray network diagram consisting of interconnected nodes and lines, resembling a data or communication network. The text 'ThinkWhy.com' is centered in the image in a bold, orange font.

ThinkWhy.com