

A focus on the Southwest Michigan Service Region: Recent trends and a vision for the future

The role of demographic trends, training, education, automation, and AI

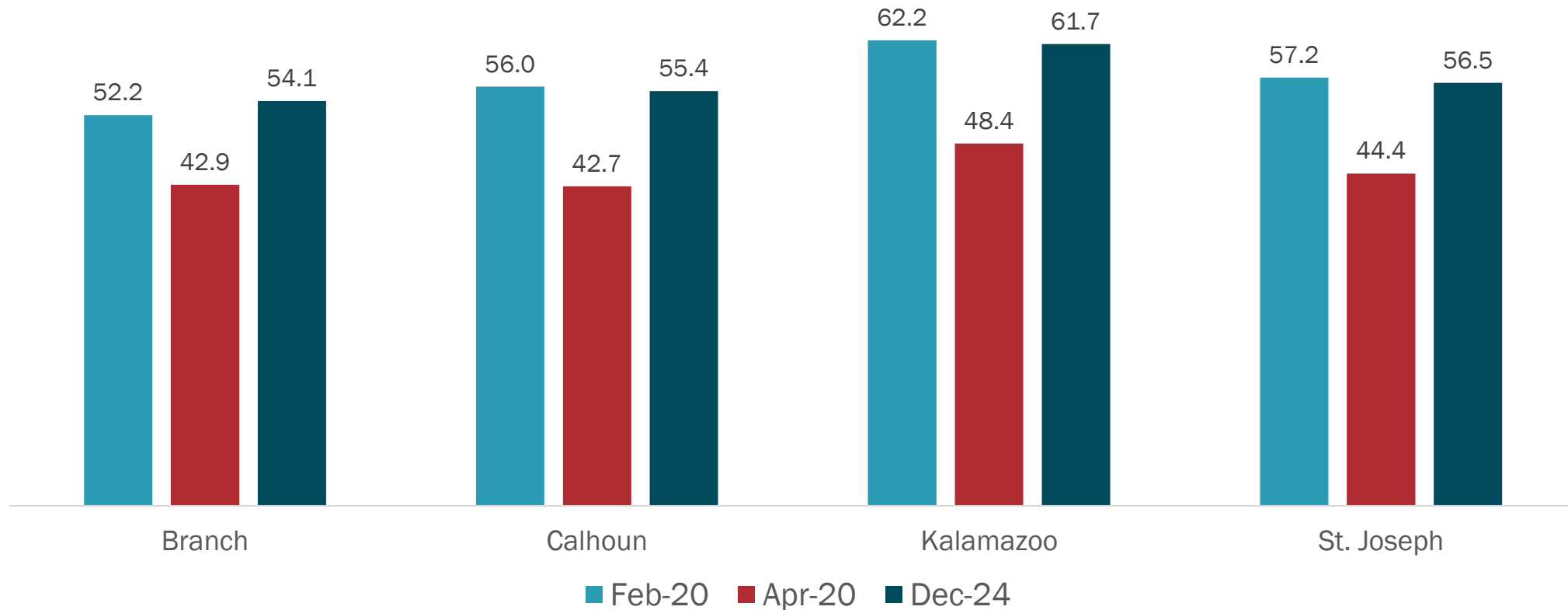
Michael Horrigan, President
February 20, 2025

Agenda

- Southwest Michigan Service Region (the Region) economy is fairly robust
- Long-term demographic changes will be dramatic
- Resulting in fundamental changes in the labor market
- There will be significant increases in the use of automation and AI

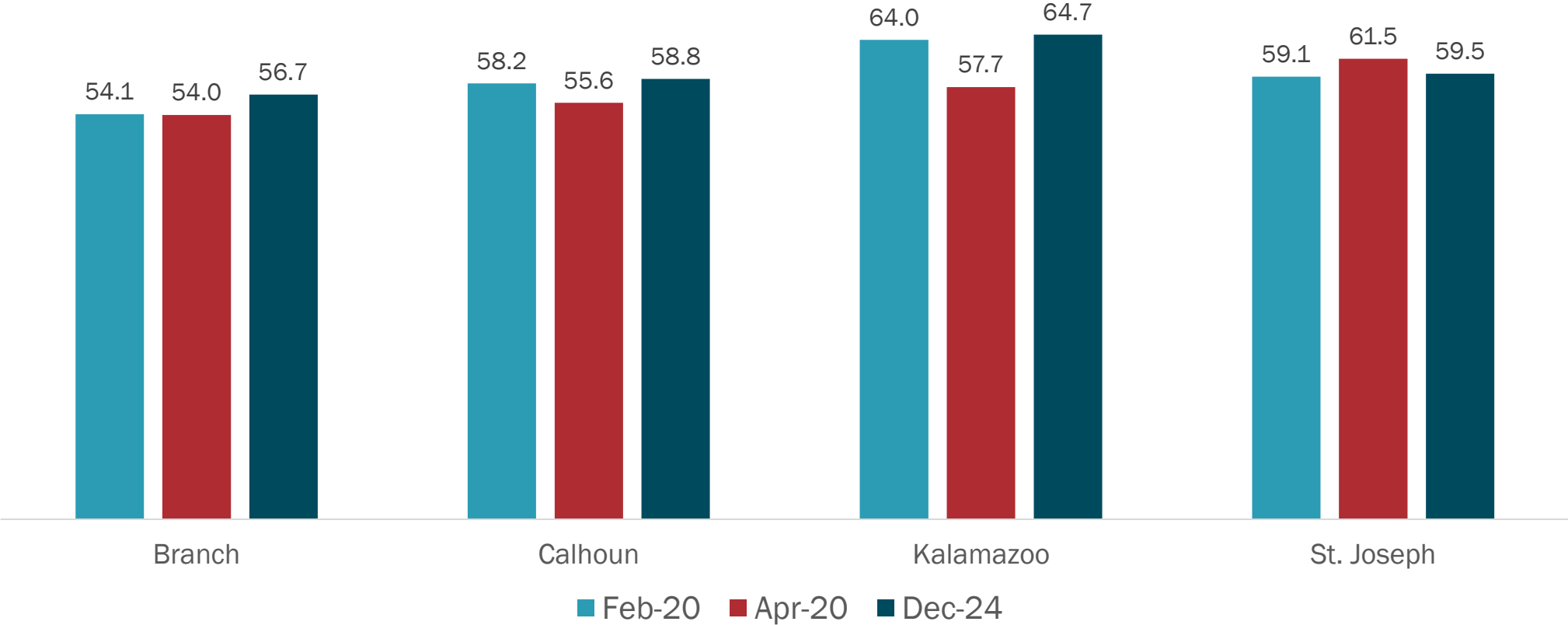
Employment-to-population ratios in the Michigan Works Southwest Service Region (the Region) have largely recovered pre-pandemic levels

Employment to Population Ratios, Regional Counties



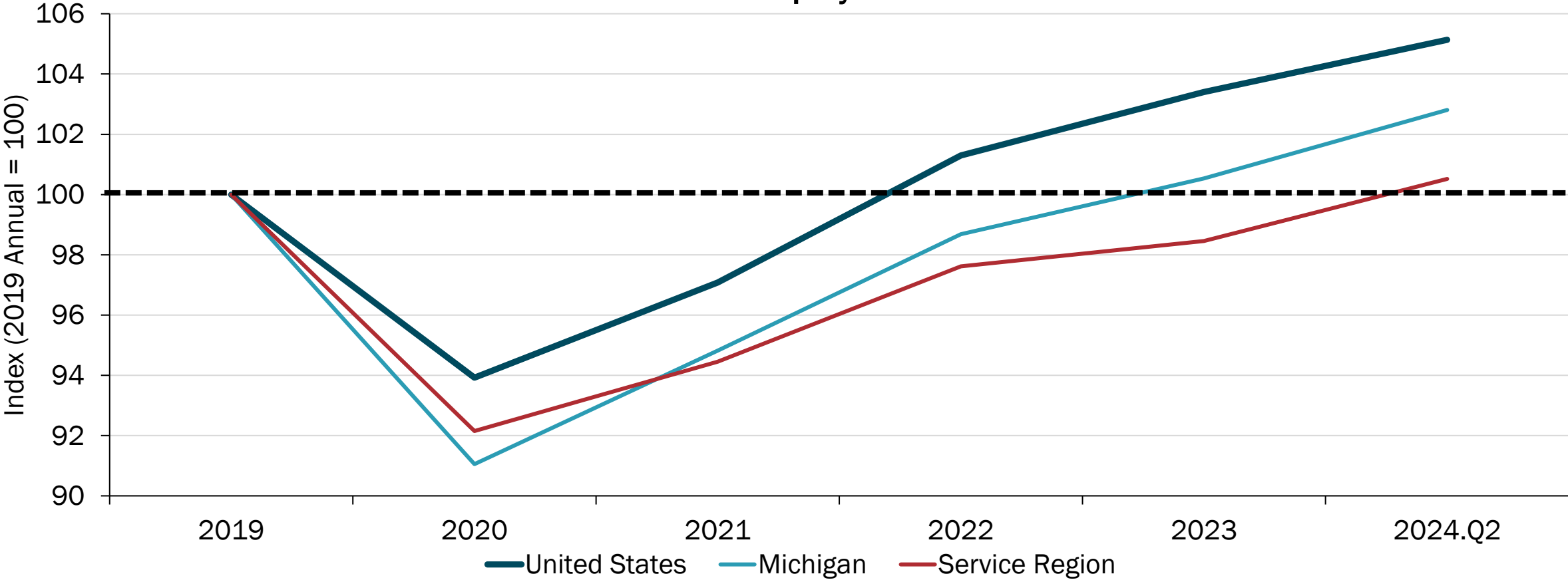
Regional labor force participation rates have largely recovered pre-pandemic levels

Labor Force Participation Rates, Regional Counties



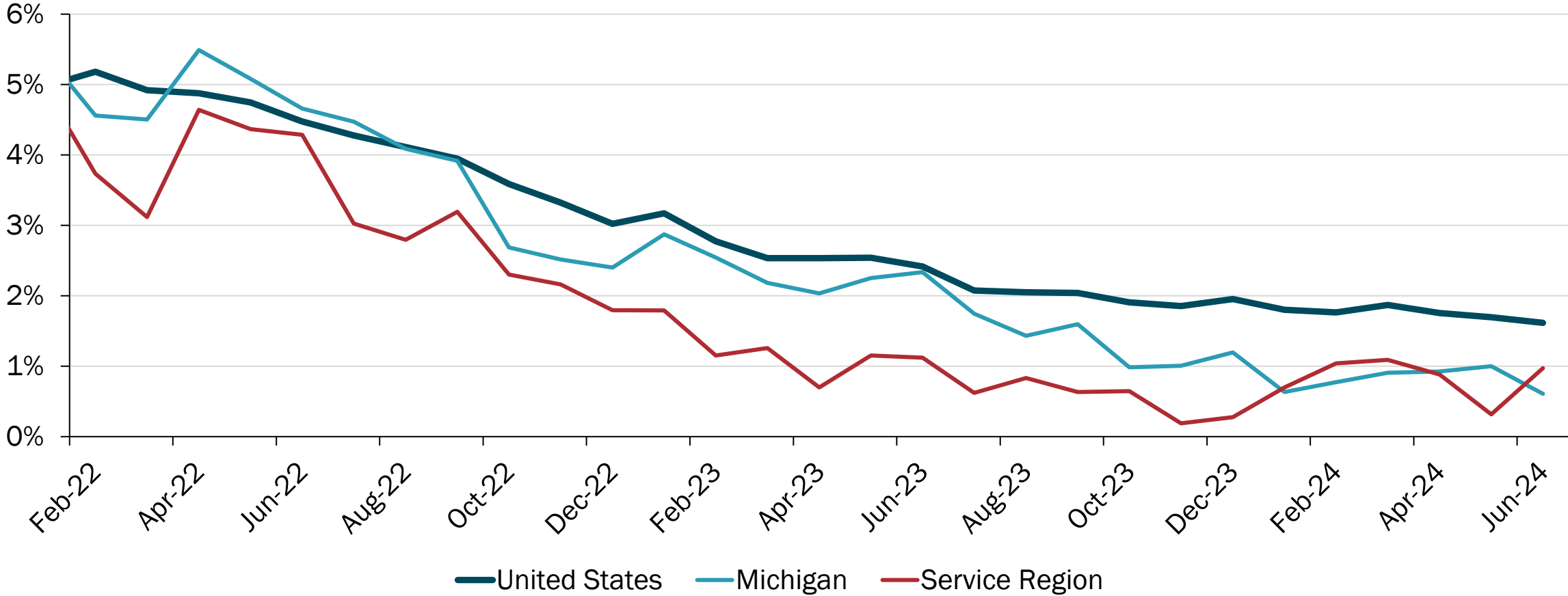
Compared to the U.S., Michigan and the Region experienced steeper declines in payroll employment during the pandemic and took longer to recover

Nonfarm Employment Index

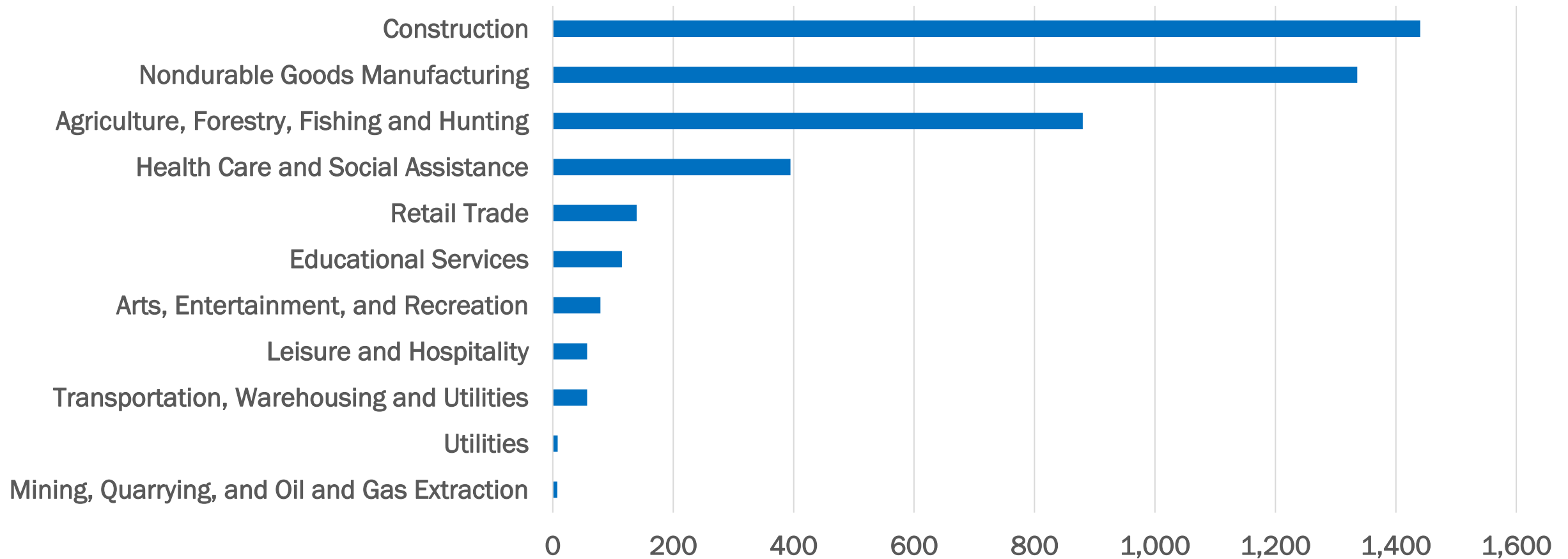


The pace of payroll employment growth has been decelerating in the United States, Michigan, and the Region since 2022

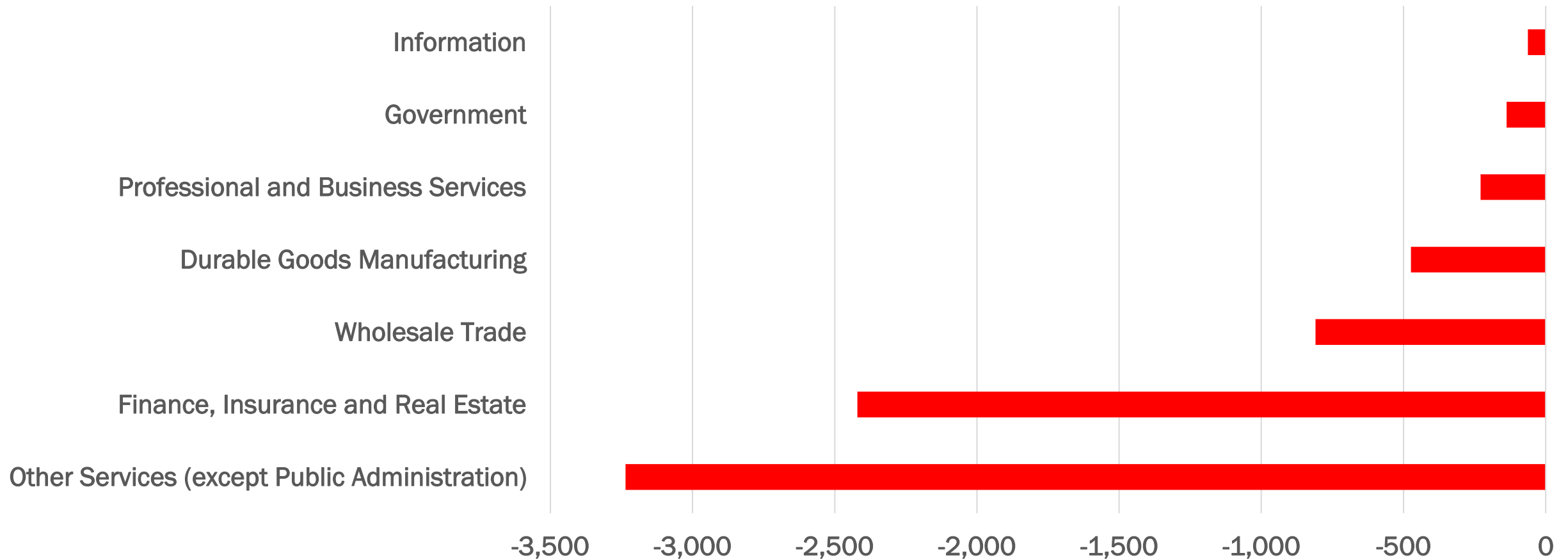
Nonfarm Employment, 12-month Percent Change



Regional industry employment change, 2019 - 2024



Regional industry employment change, 2019 - 2024



Industries in the Southwest Service Region with the greatest employment change, 2019-2024

| NAICS | Description | 2019 | 2024 | Change | Average annual earnings |
|-------|--|--------|--------|--------|-------------------------|
| 624 | Social Assistance | 3,489 | 4,623 | 1,134 | \$36,696 |
| 238 | Specialty Trade Contractors | 5,789 | 6,827 | 1,039 | \$87,605 |
| 541 | Professional, Scientific, and Technical Services | 7,791 | 8,731 | 941 | \$107,898 |
| 339 | Miscellaneous Manufacturing | 4,434 | 5,335 | 901 | \$174,387 |
| 111 | Crop Production | 1,551 | 2,261 | 710 | \$56,235 |
| 325 | Chemical Manufacturing | 3,656 | 4,317 | 661 | \$128,787 |
| 903 | Local Government | 19,811 | 20,303 | 492 | \$73,064 |
| 455 | General Merchandise Retailers | 6,385 | 6,833 | 448 | \$36,003 |
| 492 | Couriers and Messengers | 723 | 1,167 | 444 | \$48,609 |
| 337 | Furniture and Related Product Manufacturing | 817 | 1,159 | 342 | \$81,204 |
| 236 | Construction of Buildings | 1,986 | 2,255 | 269 | \$91,553 |
| 322 | Paper Manufacturing | 2,159 | 2,387 | 228 | \$102,435 |
| 327 | Nonmetallic Mineral Product Manufacturing | 532 | 746 | 214 | \$87,764 |
| 721 | Accommodation | 1,932 | 2,144 | 212 | \$35,739 |
| 115 | Support Activities for Agriculture and Forestry | 415 | 618 | 203 | \$59,190 |
| 311 | Food Manufacturing | 3,623 | 3,817 | 194 | \$101,299 |
| 457 | Gasoline Stations and Fuel Dealers | 1,378 | 1,551 | 174 | \$38,725 |
| 493 | Warehousing and Storage | 1,902 | 2,071 | 169 | \$69,697 |
| 488 | Support Activities for Transportation | 865 | 1,026 | 162 | \$84,361 |
| 441 | Motor Vehicle and Parts Dealers | 3,059 | 3,203 | 144 | \$73,505 |
| 326 | Plastics and Rubber Products Manufacturing | 2,520 | 2,661 | 141 | \$69,852 |

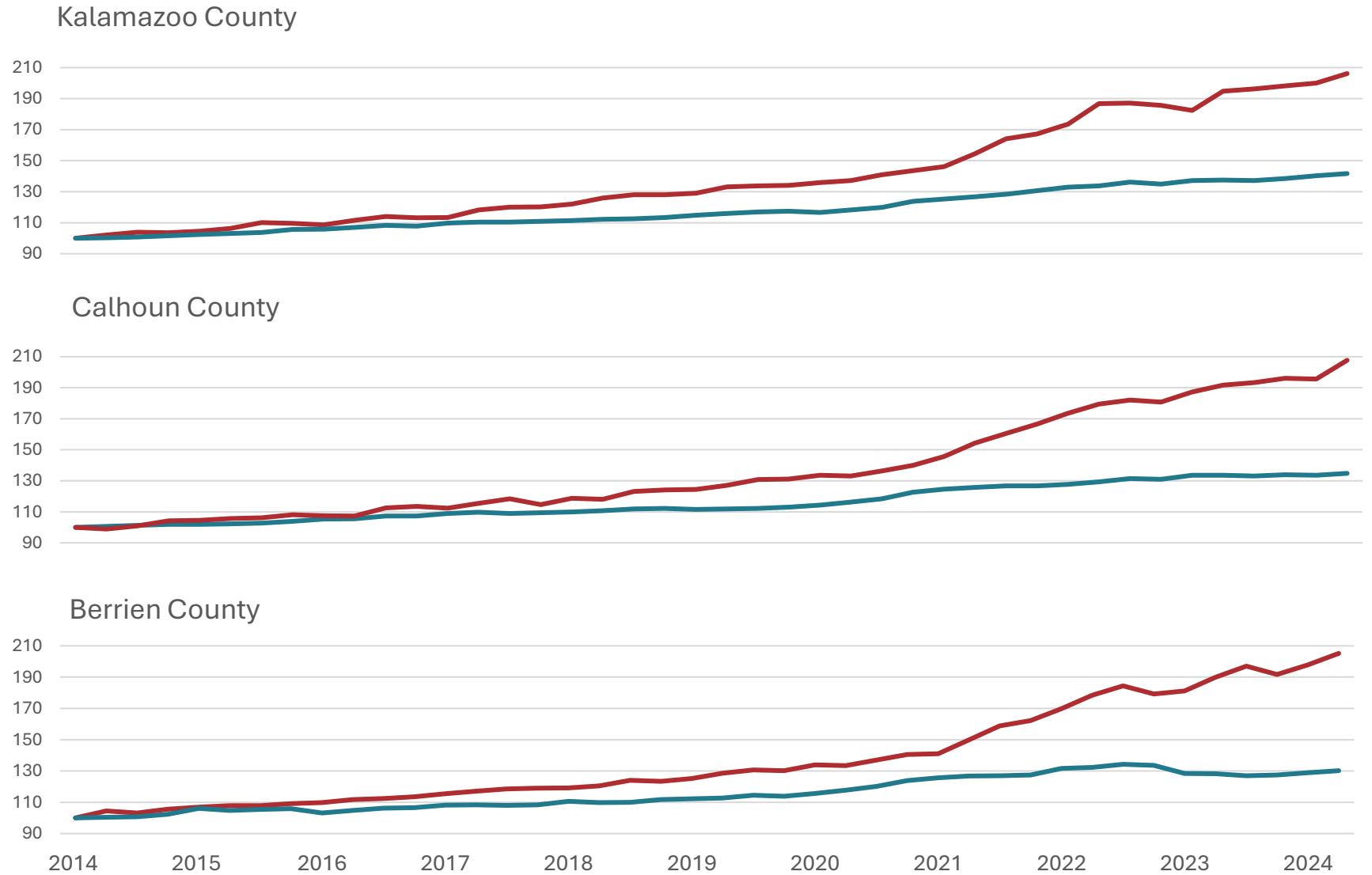
Source: Lightcast Industry Table, Bureau of Labor Statistics
QCEW Employment

Areas of concern

Housing and Childcare

Wages fail to keep up with home prices

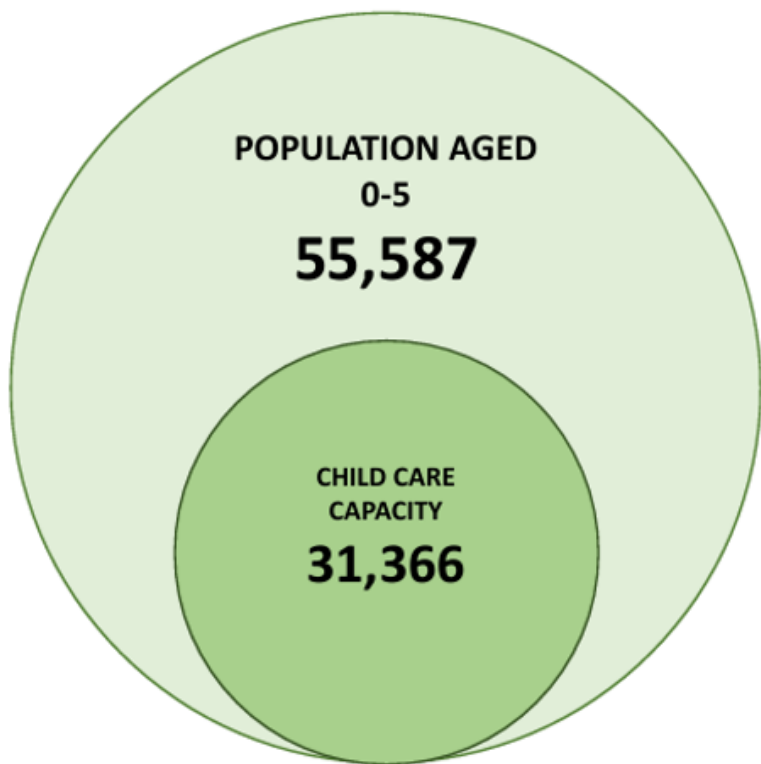
— Price Index
— Average Weekly Wage



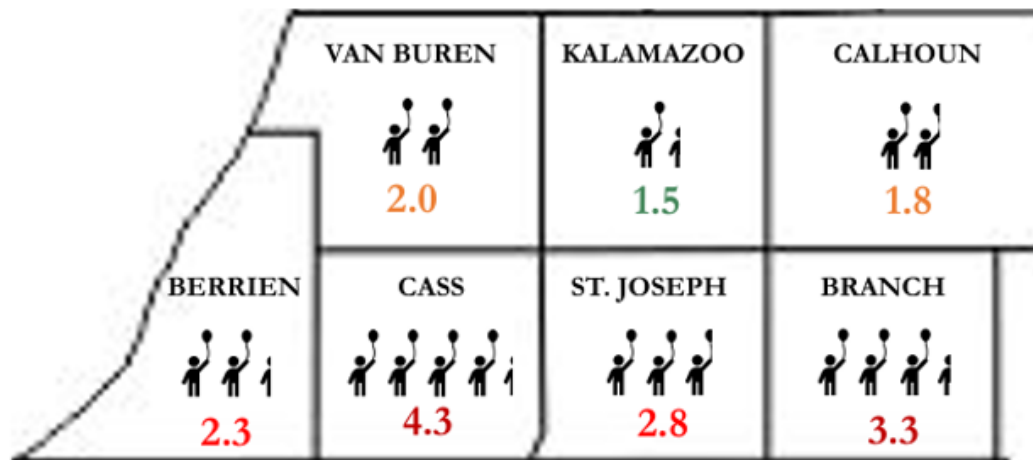
REGIONAL CHILD CARE CAPACITY REMAINS INADEQUATE



Regionally, there is child care capacity for only **56%** of the population aged 0-5. The gap in capacity is far more persistent in Southwest Michigan's rural counties.



CHILDREN PER SEAT, BY COUNTY

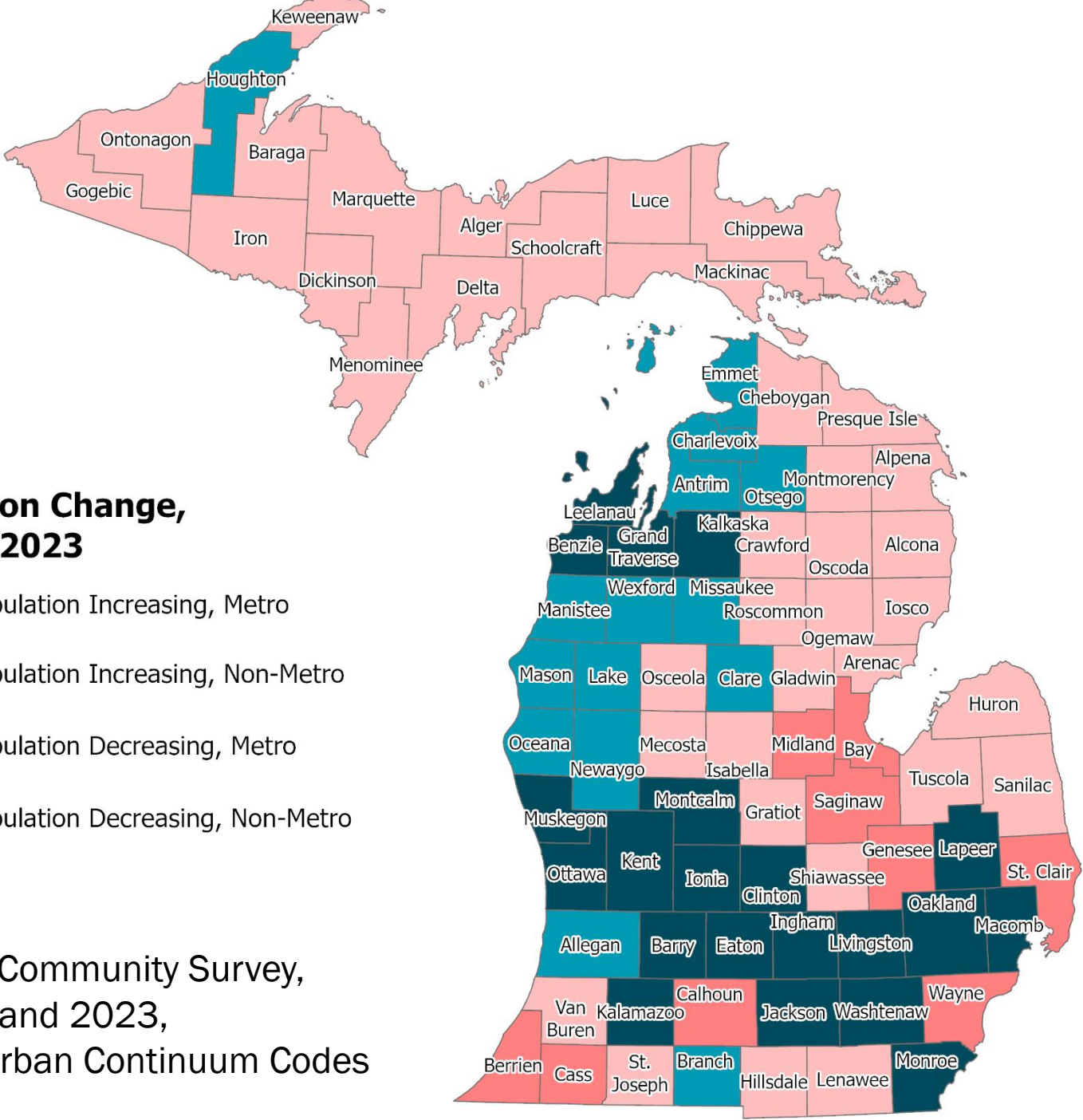


Long-term demographic changes

Total Population Change

Between 2013 and 2023, Michigan's population grew by 1.4%

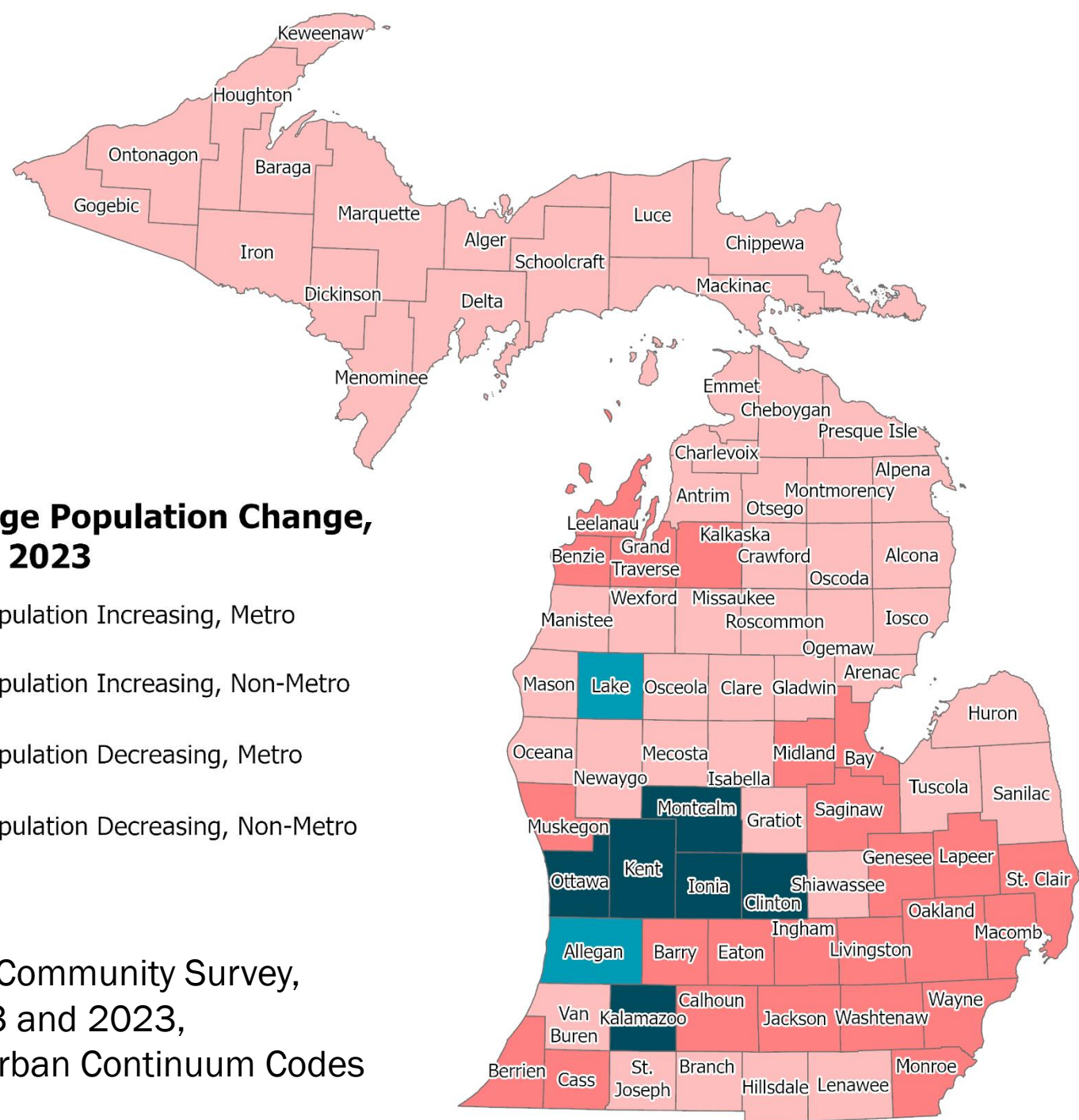
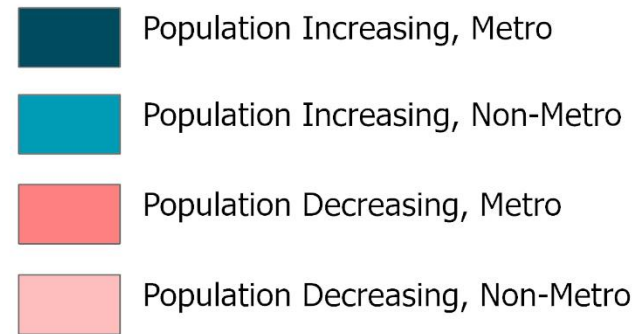
For the US, over the same period, the population grew by 5.9%



Source: Census Bureau, American Community Survey, 5-year tables DP05, 2013 and 2023, U.S. Department of Agriculture, Rural-Urban Continuum Codes

Prime Age Population Change

Prime Age Population Change, 2013 to 2023

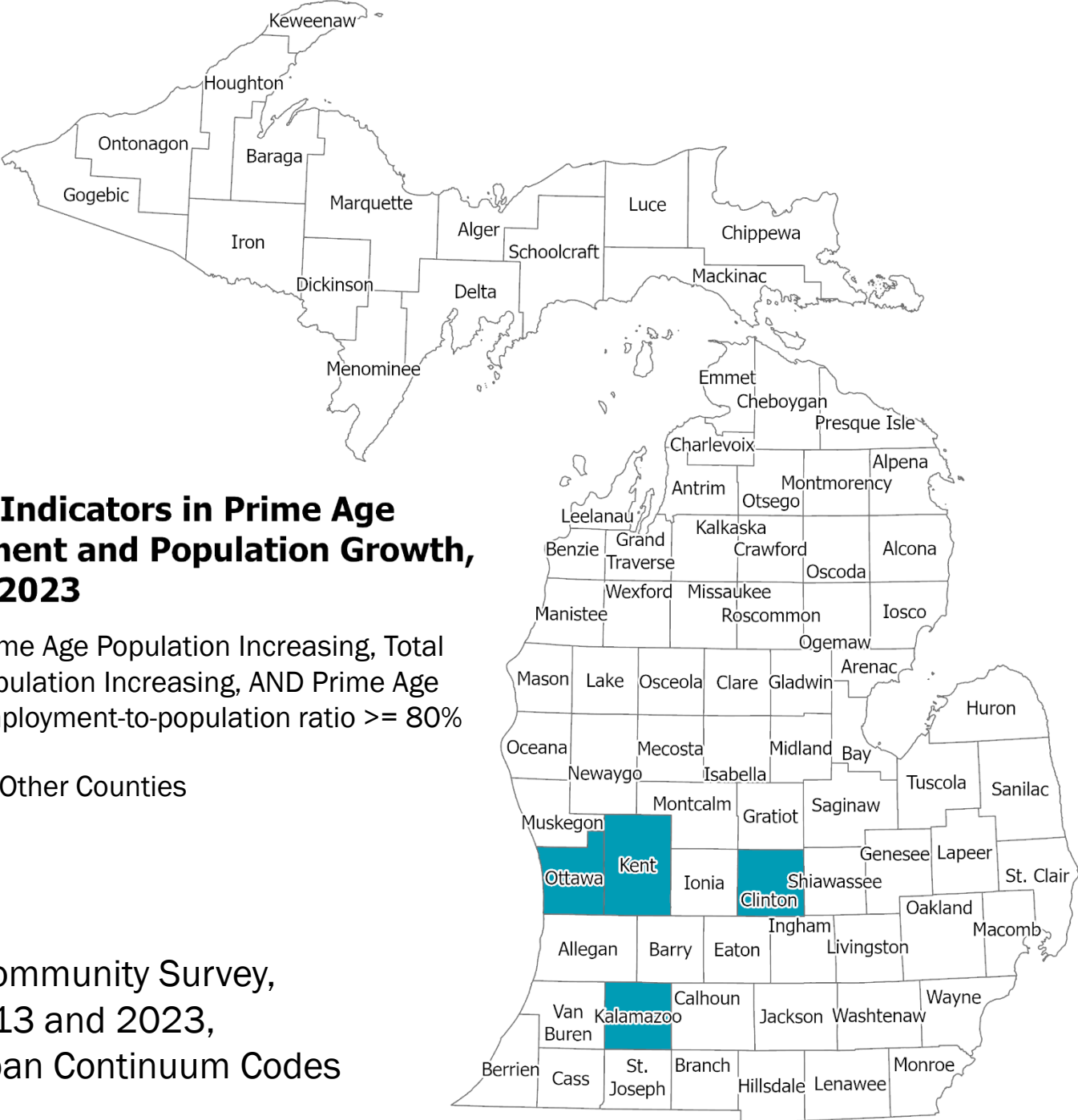


Source: Census Bureau, American Community Survey, 5-year tables B23001, 2013 and 2023, U.S. Department of Agriculture, Rural-Urban Continuum Codes

Putting it all together; four Michigan counties

Positive Indicators in Prime Age Employment and Population Growth, 2013 to 2023

- Prime Age Population Increasing, Total Population Increasing, AND Prime Age Employment-to-population ratio $\geq 80\%$
- All Other Counties

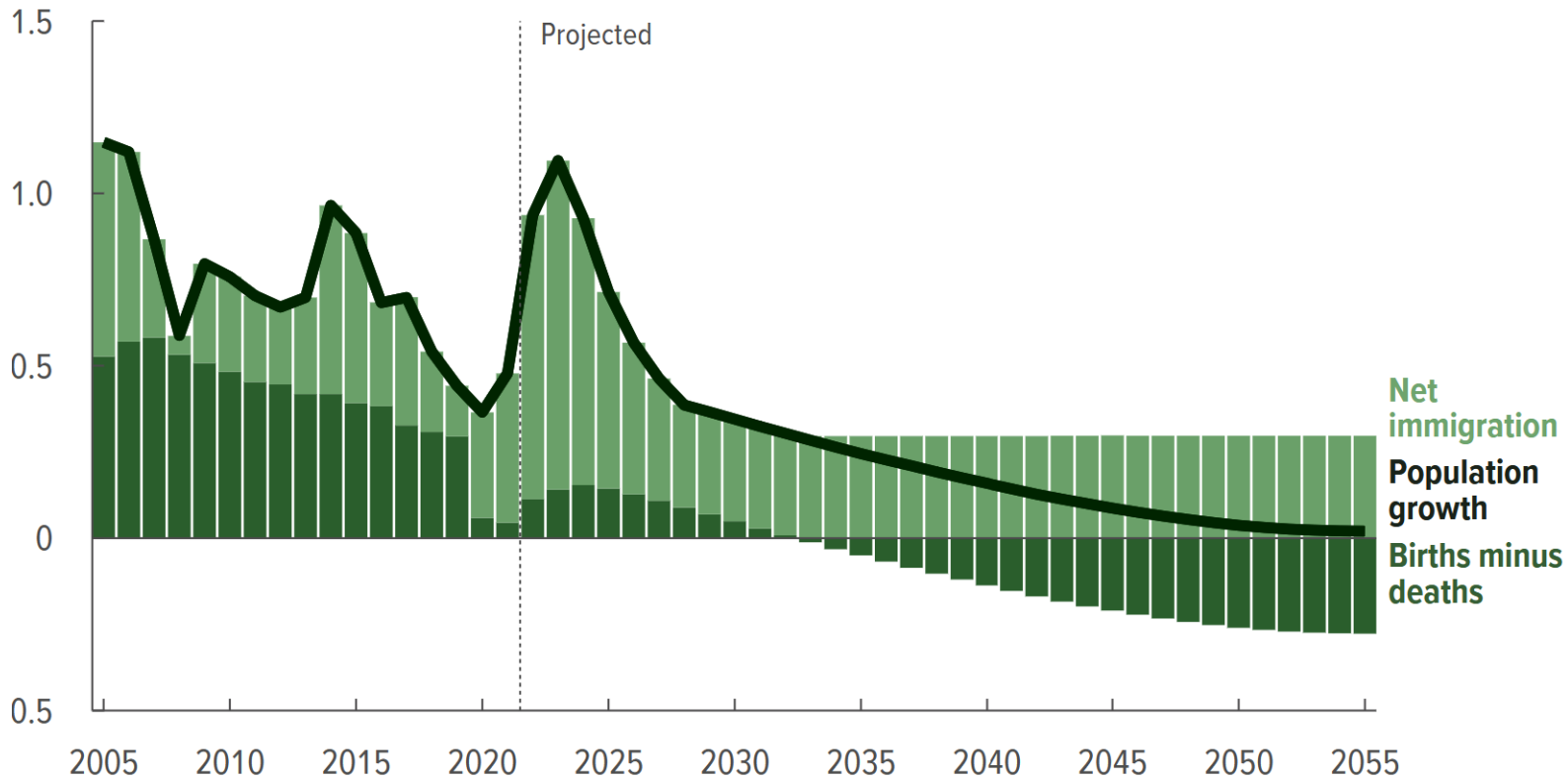


Source: Census Bureau, American Community Survey, 5-year tables B23001, DP05, 2013 and 2023, U.S. Department of Agriculture, Rural-Urban Continuum Codes

Congressional Budget Office: Demographic Outlook 2025 to 2055

Population Growth and Contributing Factors

Percent



By 2033, annual deaths exceed annual births in CBO's projections. After that, net immigration more than accounts for the projected population growth; without immigration, the U.S. population would shrink after 2033.

Average monthly changes in employment will slow down significantly over the next ten years, especially in Michigan

Congressional Budget Office U.S. Employment Projections

| Year | CBO Baseline Projections Civilian Employment Current Population Survey concept | Average Monthly Employment Change |
|------|---|--|
| 2014 | 146,319,000 | -- |
| 2024 | 161,469,000 | 126,249 |
| 2034 | 171,045,000 | 68,958 |

Published January 2025

Michigan Occupational Employment Projections, 2022-2032

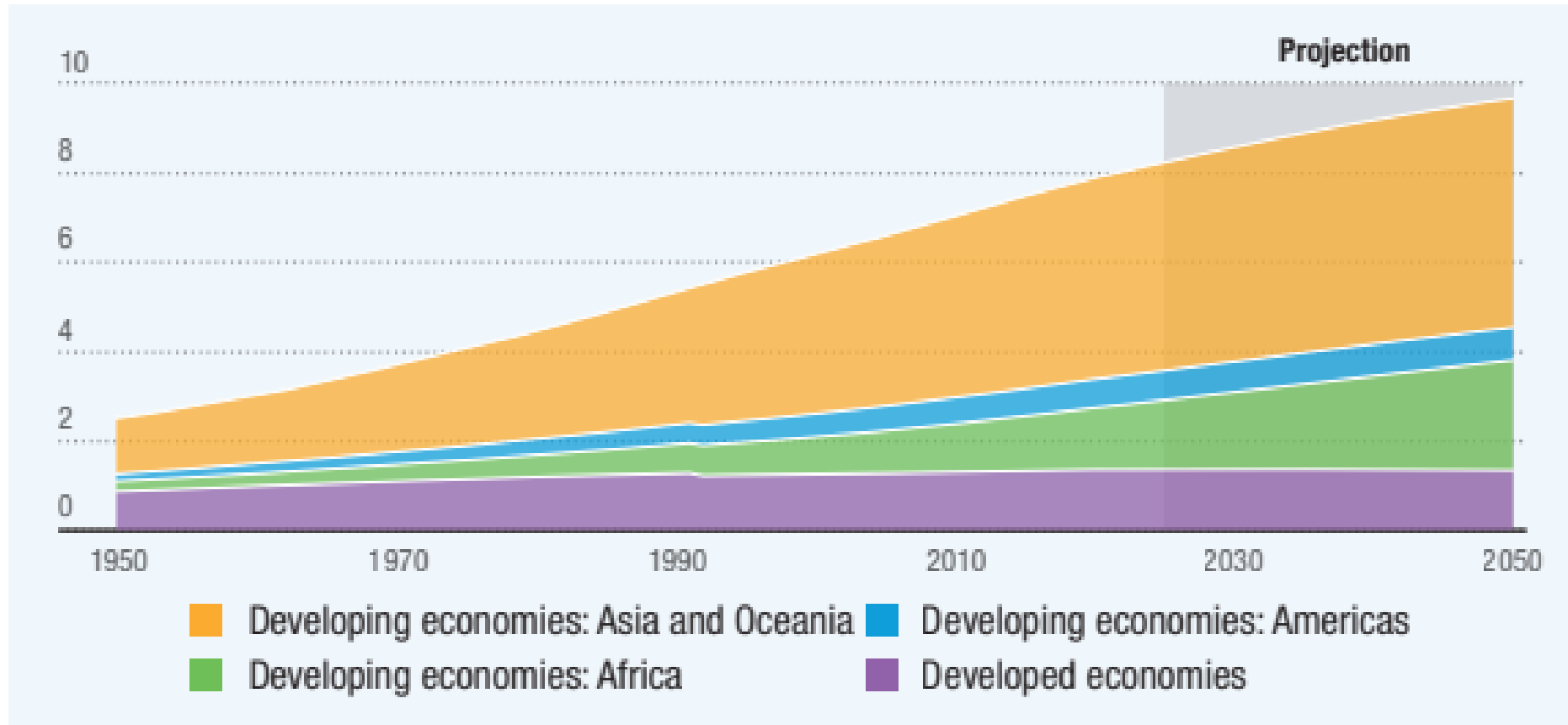
| Year | Michigan Projections | Average Monthly Employment Change |
|------|----------------------|--|
| 2012 | 4,285,470 | -- |
| 2022 | 4,524,550 | 1,992 |
| 2032 | 4,549,560 | 208 |

Published 2014, 2024



Developing economies experience fastest population growth

World population by group of economies, billions

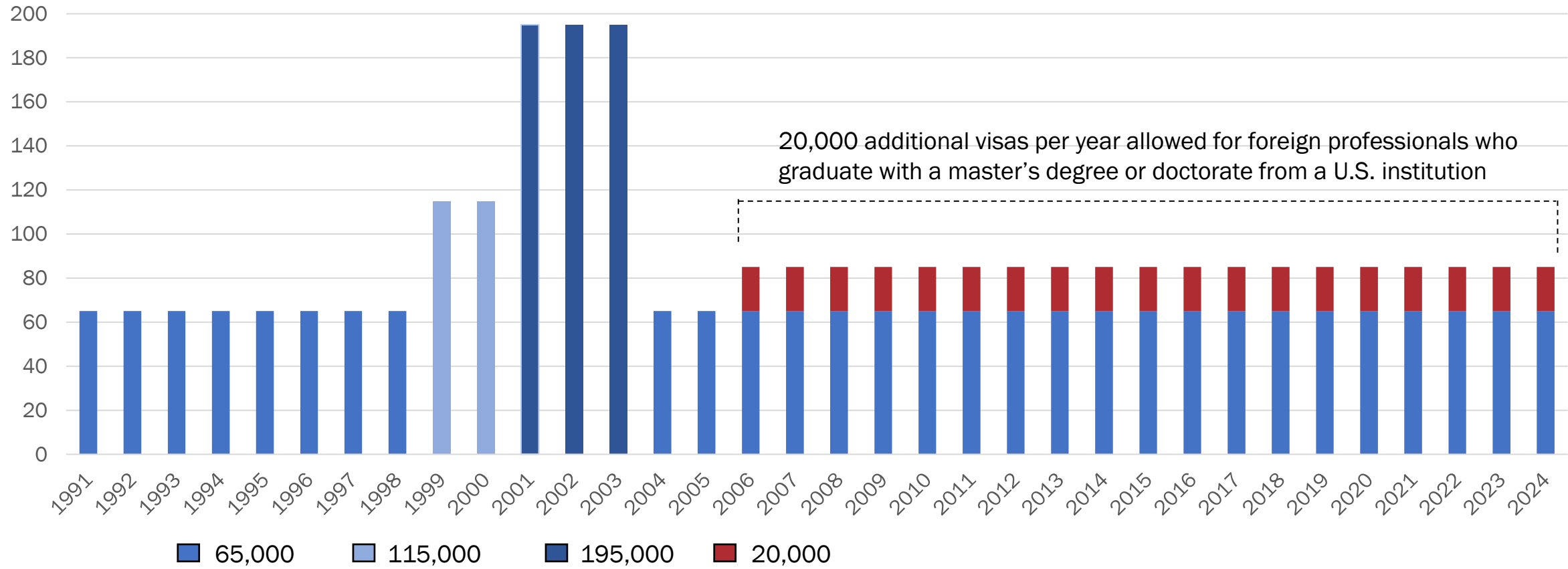


Source: UNCTAD, UNCTADstat.

Published January 2025

H1-B Visa allocations for foreign professional workers have remained largely unchanged since the program's creation in 1990

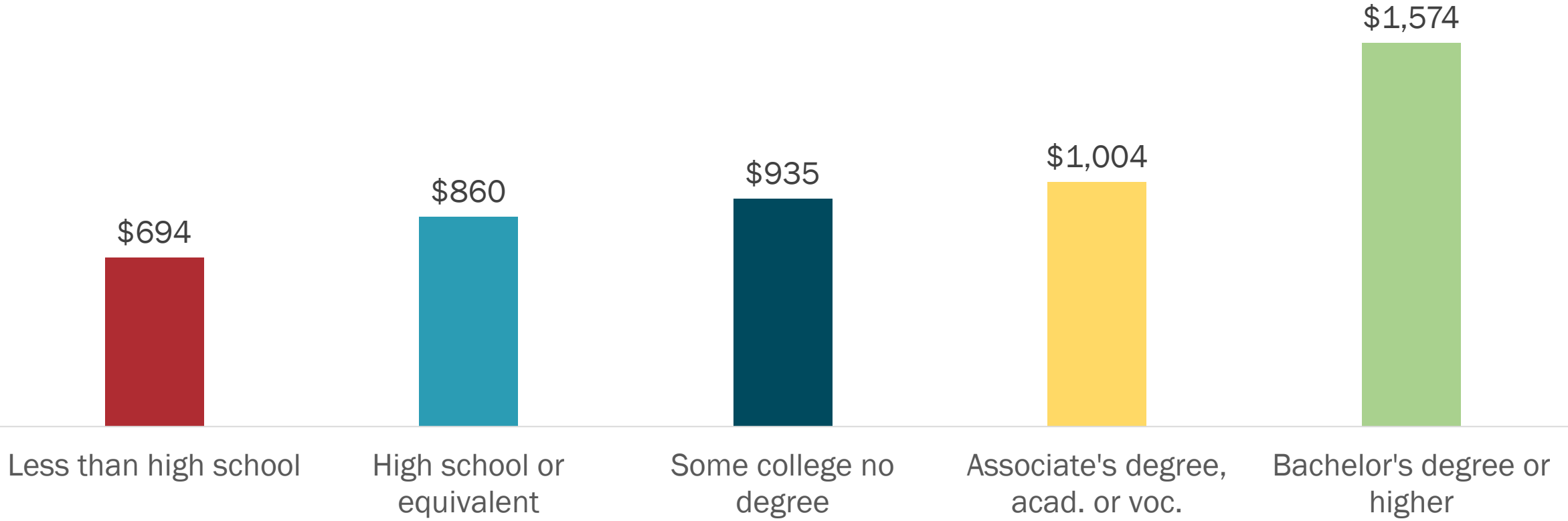
Annual Cap on H1-B Visas FY 1991-2024, thousands



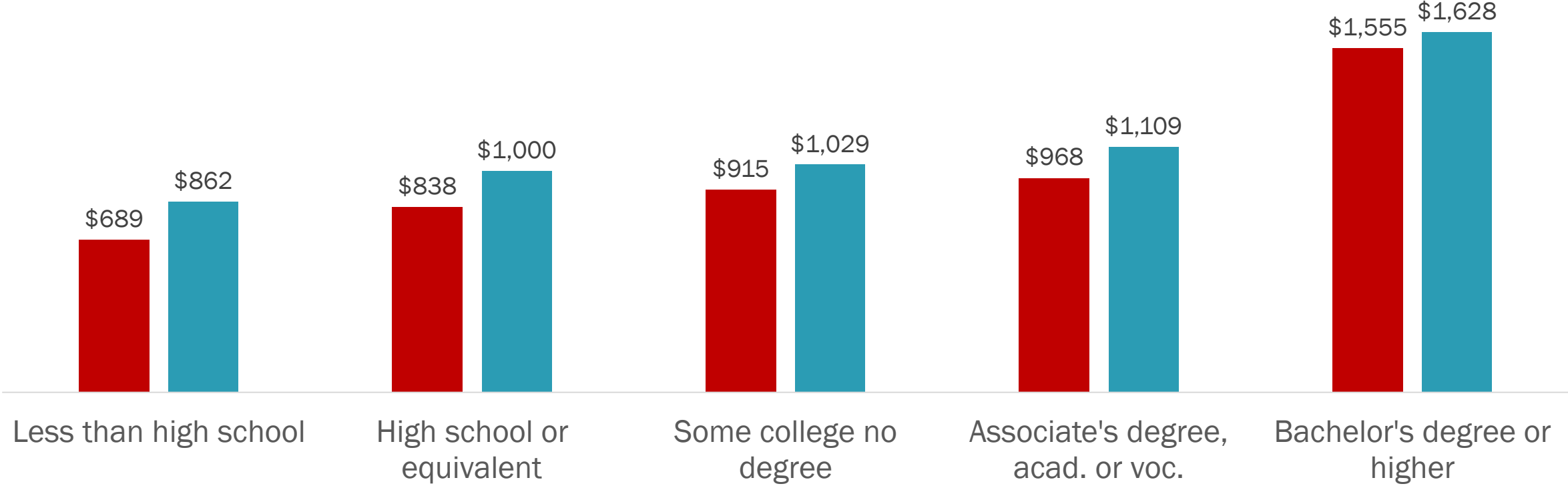
Earnings by education and training

Certifications and licenses and employer-sponsored training for in-demand occupations provide a pathway for higher earnings for those with less than a college degree

Education Pays: Median weekly earnings in 2024 by education for all wage and salary workers 25 and older

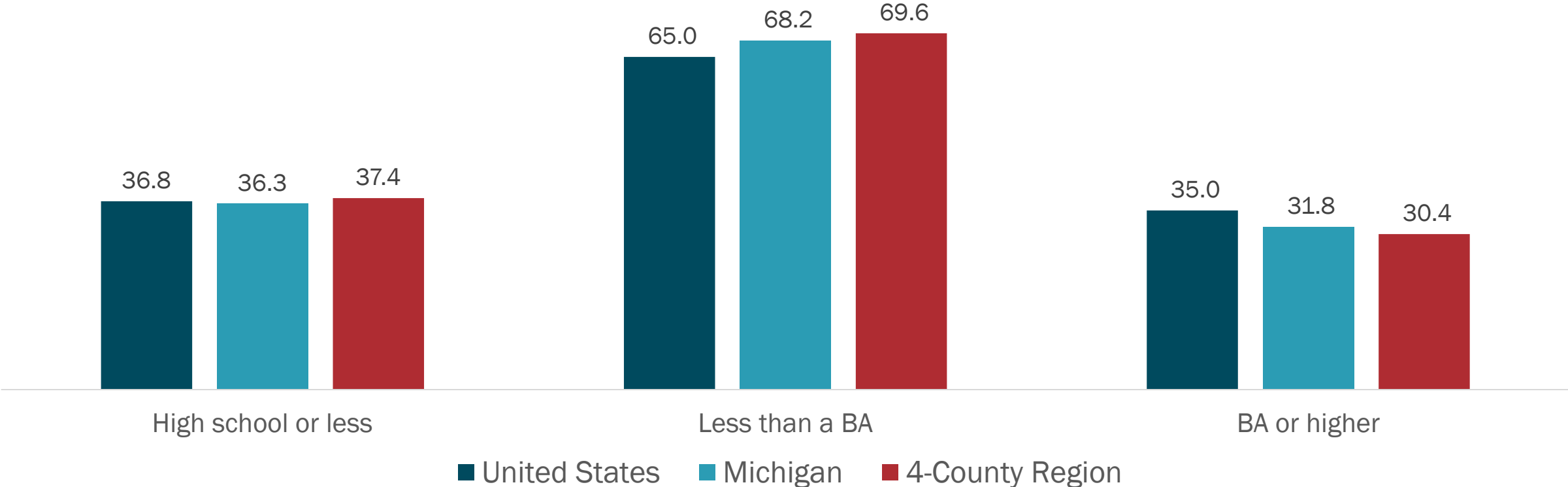


Median weekly earnings in 2024 by *education* for all wage and salary workers ages 25 and older – comparing groups **with** and **without** a license or certification

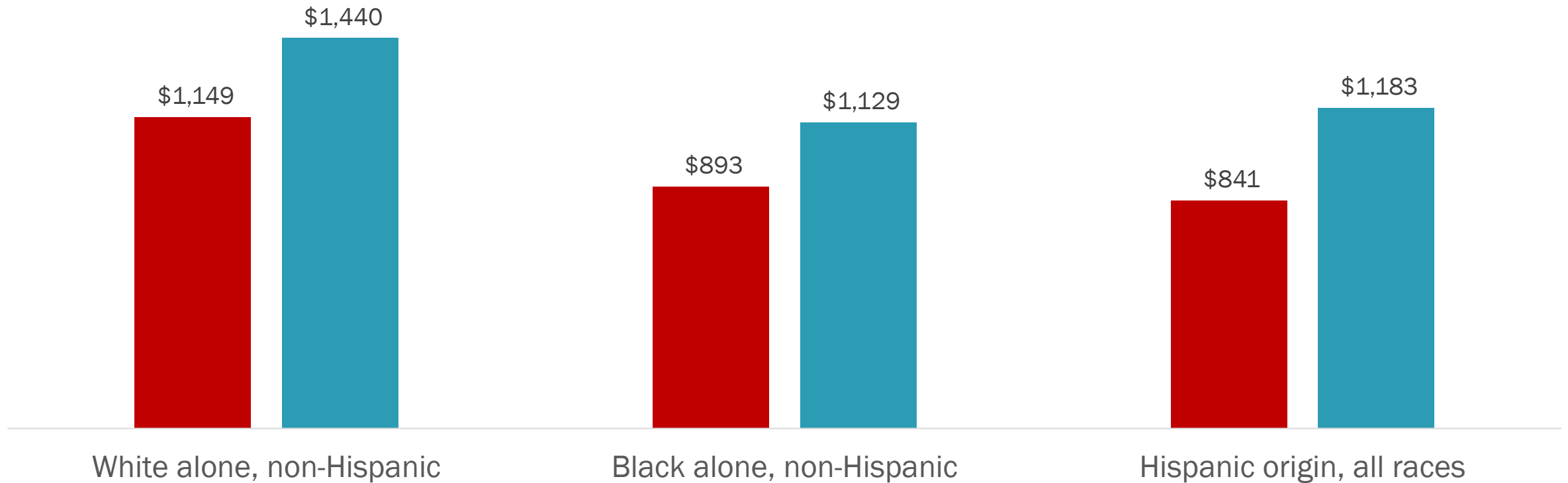


Regionally in 2023, nearly 70 percent of adults ages 25 and older had less than a Bachelor's degree, and nearly 40 percent had a high school degree or less

Percentage of Population 25+



Median weekly earnings in 2024 by *race and ethnicity* for all wage and salary workers ages 25 and older – comparing groups **with** and **without** a license or certification



Attainment of certification and licensure varies by race and educational attainment

Percent of Employees with Certification or Licensure, by Race/Ethnicity and Educational Attainment, 2024

| Race and Ethnicity | High school or less | Some college or Associate's | Bachelor's degree or higher |
|----------------------------|---------------------|-----------------------------|-----------------------------|
| White alone, non-Hispanic | 14.5% | 26.8% | 36.9% |
| Black alone, non-Hispanic | 13.7% | 24.8% | 32.9% |
| Hispanic origin, all races | 7.2% | 21.5% | 28.1% |
| Asian alone, non-Hispanic | 12.9% | 21.1% | 23.9% |

Wage premiums to certification and licensure also vary by race and educational attainment

Median Weekly Earnings by Certification/Licensure, Race/Ethnicity and Educational Attainment, 2024

| Race and Ethnicity | High school or less | | Some college or Associate's | | Bachelor's degree or higher | |
|----------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|
| | Without Certificate or License | With Certificate or License | Without Certificate or License | With Certificate or License | Without Certificate or License | With Certificate or License |
| White alone, non-Hispanic | \$ 884 | \$ 1,103 | \$ 981 | \$ 1,127 | \$ 1,621 | \$ 1,649 |
| Black alone, non-Hispanic | \$ 731 | \$ 795 | \$ 845 | \$ 944 | \$ 1,272 | \$ 1,380 |
| Hispanic origin, all races | \$ 745 | \$ 911 | \$ 910 | \$ 1,022 | \$ 1,287 | \$ 1,507 |
| Asian alone, non-Hispanic | \$ 769 | \$ 819 | \$ 886 | \$ 1,083 | \$ 1,873 | \$ 1,900 |

Attainment of certification and licensure by sex and educational attainment

| Percent of Employees with Certification or Licensure, by Sex and Educational Attainment, 2024 | | | |
|---|---------------------|-----------------------------|-----------------------------|
| Sex | High school or less | Some college or Associate's | Bachelor's degree or higher |
| Male | 12.2% | 23.5% | 28.0% |
| Female | 11.4% | 27.3% | 39.6% |

Wage premiums to certification and licensure also vary by sex and educational attainment

Median Weekly Earnings by Certification/Licensure, Sex and Educational Attainment, 2024

| Race and Ethnicity | High school or less | | Some college or Associate's | | Bachelor's degree or higher | |
|--------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|--------------------------------|-----------------------------|
| | Without Certificate or License | With Certificate or License | Without Certificate or License | With Certificate or License | Without Certificate or License | With Certificate or License |
| Male | \$ 896 | \$ 1,190 | \$ 1,105 | \$ 1,318 | \$ 1,863 | \$ 1,907 |
| Female | \$ 698 | \$ 754 | \$ 804 | \$ 920 | \$ 1,309 | \$ 1,463 |

New estimates from Upjohn Institute

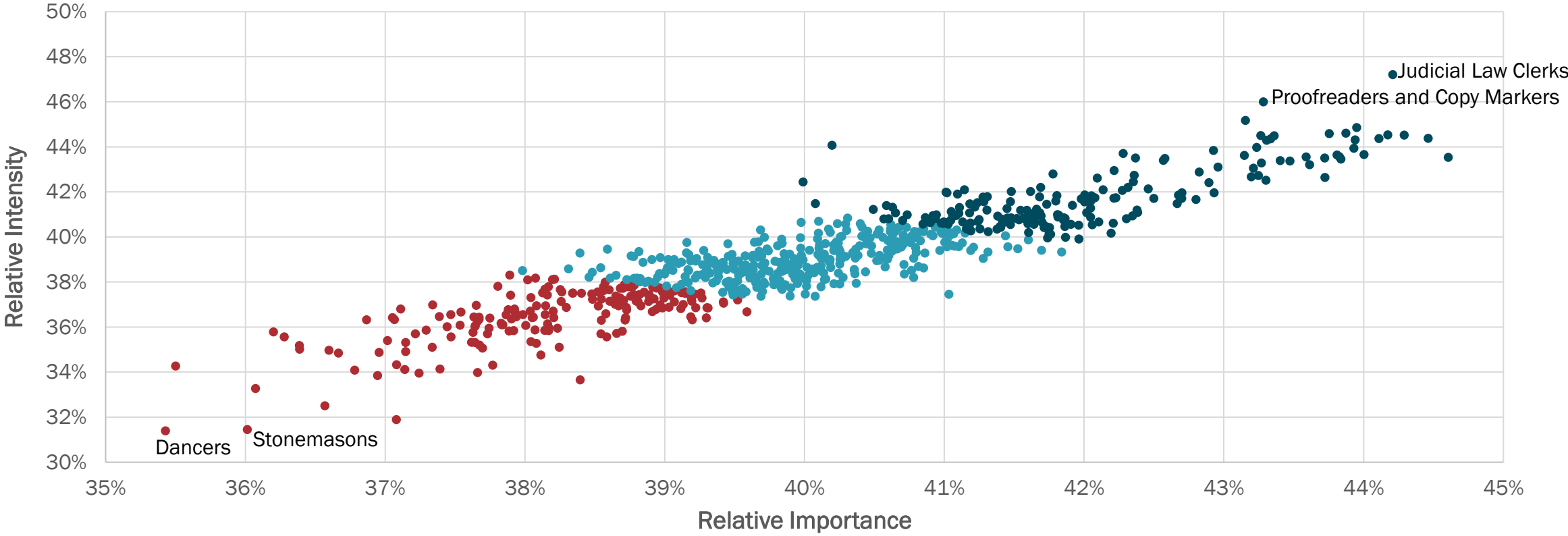
Good-paying / in-demand
occupations in Kalamazoo
2023-2028

| Occupation code | Occupation Title | Typical education needed to enter the occupation | Typical on-the-job training received after hire | Median hourly earnings 2023 | Annual job openings 2023-2028 |
|-----------------|---|--|---|-----------------------------|-------------------------------|
| 29-1292 | Dental Hygienists | Associate's degree | None | \$ 37.41 | 22 |
| 17-3026 | Industrial Engineering Technologists and Technicians | Associate's degree | None | \$ 27.50 | 21 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | Postsecondary nondegree award | None | \$ 29.39 | 28 |
| 31-9091 | Dental Assistants | Postsecondary nondegree award | None | \$ 22.02 | 56 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | Postsecondary nondegree award | Long-term | \$ 26.47 | 37 |
| 15-1232 | Computer User Support Specialists | Some college, no degree | Moderate-term | \$ 27.31 | 34 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | Some college, no degree | Moderate-term | \$ 21.50 | 117 |

| Occupation code | Occupation Title | Typical education needed to enter the occupation | Typical on-the-job training received after hire | Median hourly earnings 2023 | Annual job openings 2023-2028 |
|-----------------|--|--|---|-----------------------------|-------------------------------|
| 47-2152 | Plumbers, Pipefitters, and Steamfitters | High school diploma or equivalent | Apprenticeship | \$ 40.14 | 38 |
| 47-2111 | Electricians | High school diploma or equivalent | Apprenticeship | \$ 29.25 | 77 |
| 47-2031 | Carpenters | High school diploma or equivalent | Apprenticeship | \$ 24.54 | 60 |
| 49-9041 | Industrial Machinery Mechanics | High school diploma or equivalent | Long-term | \$ 29.36 | 67 |
| 51-4041 | Machinists | High school diploma or equivalent | Long-term | \$ 23.76 | 78 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | High school diploma or equivalent | Moderate-term | \$ 31.56 | 53 |
| 43-5061 | Production, Planning, and Expediting Clerks | High school diploma or equivalent | Moderate-term | \$ 29.97 | 30 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | High school diploma or equivalent | Moderate-term | \$ 29.85 | 123 |
| 51-9011 | Chemical Equipment Operators and Tenders | High school diploma or equivalent | Moderate-term | \$ 29.23 | 36 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | High school diploma or equivalent | Moderate-term | \$ 22.84 | 34 |
| 51-9196 | Paper Goods Machine Setters, Operators, and Tenders | High school diploma or equivalent | Moderate-term | \$ 22.47 | 57 |
| 51-9081 | Dental Laboratory Technicians | High school diploma or equivalent | Moderate-term | \$ 22.35 | 22 |
| 51-9061 | Inspectors, Testers, Sorters, Samplers, and Weighers | High school diploma or equivalent | Moderate-term | \$ 22.05 | 105 |
| 49-9071 | Maintenance and Repair Workers, General | High school diploma or equivalent | Moderate-term | \$ 21.14 | 111 |
| 43-3021 | Billing and Posting Clerks | High school diploma or equivalent | Moderate-term | \$ 20.60 | 40 |

The use of AI and the demand for occupations

Cluster Assignments, Occupations sorted by relative importance and intensity of high exposure AI work activities



Occupations with relatively: ● Low Importance and Intensity ● Medium Importance and Intensity ● High Importance and Intensity

Occupations with Greatest Relative Intensity and Importance of High AI Exposure Work Activities, Typically Requiring a Bachelor's or Professional Degree

| SOC Code | Title | Typical Education | Typical OJT | Median Annual Wage, 2023 |
|----------|---|---------------------------------|---------------|--------------------------|
| 53-2011 | Airline Pilots, Copilots, and Flight Engineers | Bachelor's degree | Moderate-term | \$ 219,140 |
| 23-1023 | Judges, Magistrate Judges, and Magistrates | Doctoral or professional degree | Short-term | \$ 148,910 |
| 15-1221 | Computer and Information Research Scientists | Master's degree | None | \$ 145,080 |
| 17-2011 | Aerospace Engineers | Bachelor's degree | None | \$ 130,720 |
| 17-2072 | Electronics Engineers, Except Computer | Bachelor's degree | None | \$ 119,200 |
| 23-1021 | Administrative Law Judges, Adjudicators, and Hearing Officers | Doctoral or professional degree | Short-term | \$ 111,090 |
| 17-2071 | Electrical Engineers | Bachelor's degree | None | \$ 106,950 |
| 17-2141 | Mechanical Engineers | Bachelor's degree | None | \$ 99,510 |
| 13-2031 | Budget Analysts | Bachelor's degree | None | \$ 84,940 |
| 13-2041 | Credit Analysts | Bachelor's degree | None | \$ 79,420 |
| 27-1021 | Commercial and Industrial Designers | Bachelor's degree | None | \$ 76,250 |
| 17-1021 | Cartographers and Photogrammetrists | Bachelor's degree | None | \$ 76,210 |
| 13-1041 | Compliance Officers | Bachelor's degree | Moderate-term | \$ 75,670 |
| 23-1022 | Arbitrators, Mediators, and Conciliators | Bachelor's degree | Moderate-term | \$ 71,540 |
| 27-1013 | Fine Artists, Including Painters, Sculptors, and Illustrators | Bachelor's degree | Long-term | \$ 59,300 |
| 23-1012 | Judicial Law Clerks | Doctoral or professional degree | None | \$ 57,490 |
| 19-4021 | Biological Technicians | Bachelor's degree | None | \$ 51,430 |
| 43-9081 | Proofreaders and Copy Markers | Bachelor's degree | None | \$ 48,790 |

**Occupations with Greatest Relative Intensity and Importance of High AI Exposure Work Activities,
Typically Requiring an Associate's, Some college, or Postsecondary nondegree award**

| SOC Code | Title | Typical Education | Typical OJT | Median Annual Wage, 2023 |
|-----------------|--|-------------------------------|--------------------|---------------------------------|
| 53-2021 | Air Traffic Controllers | Associate's degree | Long-term | \$ 137,380 |
| 17-3021 | Aerospace Engineering and Operations Technologists and Technicians | Associate's degree | None | \$ 77,830 |
| 13-1032 | Insurance Appraisers, Auto Damage | Postsecondary nondegree award | Moderate-term | \$ 74,520 |
| 17-3012 | Electrical and Electronics Drafters | Associate's degree | None | \$ 69,260 |
| 17-3013 | Mechanical Drafters | Associate's degree | None | \$ 64,060 |
| 27-3092 | Court Reporters and Simultaneous Captioners | Postsecondary nondegree award | Short-term | \$ 63,940 |
| 51-9162 | Computer Numerically Controlled Tool Programmers | Postsecondary nondegree award | Moderate-term | \$ 63,440 |
| 17-3011 | Architectural and Civil Drafters | Associate's degree | None | \$ 61,820 |
| 23-2011 | Paralegals and Legal Assistants | Associate's degree | None | \$ 60,970 |
| 17-3022 | Civil Engineering Technologists and Technicians | Associate's degree | None | \$ 60,700 |
| 19-4031 | Chemical Technicians | Associate's degree | Moderate-term | \$ 56,750 |
| 17-3025 | Environmental Engineering Technologists and Technicians | Associate's degree | None | \$ 54,000 |
| 19-4043 | Geological Technicians, Except Hydrologic Technicians | Associate's degree | Moderate-term | \$ 52,440 |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | Associate's degree | None | \$ 47,710 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | Some college, no degree | Moderate-term | \$ 47,440 |
| 49-2011 | Computer, Automated Teller, and Office Machine Repairers | Some college, no degree | Short-term | \$ 45,760 |
| 43-4151 | Order Clerks | Some college, no degree | Short-term | \$ 41,600 |
| 31-9094 | Medical Transcriptionists | Postsecondary nondegree award | None | \$ 37,060 |

**Occupations with Greatest Relative Intensity and Importance of High AI Exposure Work Activities,
Typically Requiring a High school diploma or no formal education credential**

| SOC Code | Title | Typical Education | Typical OJT | Median Annual Wage, 2023 |
|-----------------|---|-----------------------------------|--------------------|---------------------------------|
| 43-5061 | Production, Planning, and Expediting Clerks | High school diploma or equivalent | Moderate-term | \$ 53,900 |
| 23-2093 | Title Examiners, Abstractors, and Searchers | High school diploma or equivalent | Moderate-term | \$ 53,550 |
| 43-3051 | Payroll and Timekeeping Clerks | High school diploma or equivalent | Moderate-term | \$ 52,240 |
| 53-6041 | Traffic Technicians | High school diploma or equivalent | Moderate-term | \$ 52,240 |
| 43-4061 | Eligibility Interviewers, Government Programs | High school diploma or equivalent | Moderate-term | \$ 50,270 |
| 33-9021 | Private Detectives and Investigators | High school diploma or equivalent | Moderate-term | \$ 49,540 |
| 13-2082 | Tax Preparers | High school diploma or equivalent | Moderate-term | \$ 49,010 |
| 17-3031 | Surveying and Mapping Technicians | High school diploma or equivalent | Moderate-term | \$ 48,940 |
| 43-4131 | Loan Interviewers and Clerks | High school diploma or equivalent | Short-term | \$ 47,380 |
| 43-9041 | Insurance Claims and Policy Processing Clerks | High school diploma or equivalent | Moderate-term | \$ 46,900 |
| 43-9022 | Word Processors and Typists | High school diploma or equivalent | Short-term | \$ 46,450 |
| 43-4031 | Court, Municipal, and License Clerks | High school diploma or equivalent | Long-term | \$ 46,110 |
| 43-3021 | Billing and Posting Clerks | High school diploma or equivalent | Moderate-term | \$ 45,590 |
| 49-9091 | Coin, Vending, and Amusement Machine Servicers and Repairers | High school diploma or equivalent | Short-term | \$ 44,980 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | High school diploma or equivalent | Short-term | \$ 44,280 |
| 43-2011 | Switchboard Operators, Including Answering Service | High school diploma or equivalent | Short-term | \$ 36,750 |
| 43-5021 | Couriers and Messengers | High school diploma or equivalent | Short-term | \$ 36,710 |
| 27-1012 | Craft Artists | No formal educational credential | Long-term | \$ 36,600 |

Most jobs with high AI exposure require high school or less while projected job growth requires a BA or higher

Michigan Employment Projections by Typical Education needed to enter an occupation
 Focus on occupations having the greatest relative importance and intensity of High AI exposure work activities

| Typical Educational Attainment Required to Enter an Occupation | Employment 2022 | | Employment 2032 | | Projected Employment Change 2022-2032 | |
|--|-----------------|----------------|-----------------|----------------|---------------------------------------|---------|
| | Level | Share of total | Level | Share of total | Level | Percent |
| Bachelors or higher | 247,810 | 27.0% | 261,230 | 28.7% | 13,420 | 5.4% |
| Some College or Associate | 213,650 | 23.3% | 212,580 | 23.4% | (1,070) | -0.5% |
| High School or Less | 455,880 | 49.7% | 436,200 | 47.9% | (19,680) | -4.3% |
| Total | 917,340 | 100.0% | 910,010 | 100.0% | (7,330) | -0.8% |

CWIS Dashboard

CWIS Dashboard Economic Indicators for Southwest Michigan: Branch, Calhoun, Kalamazoo, and St. Joseph Counties

Labor Force Participation Rate

- 63.0%, Overall
- 67.2%, Male
- 59.0%, Female

Unemployment Rate

- 4.0%

Median Household Incomes

- (\$60,385 - \$70,525)

Families Below Poverty Level

- 8.4%

Employment by Industry

- 21.5% of employment is in manufacturing

Educational Attainment

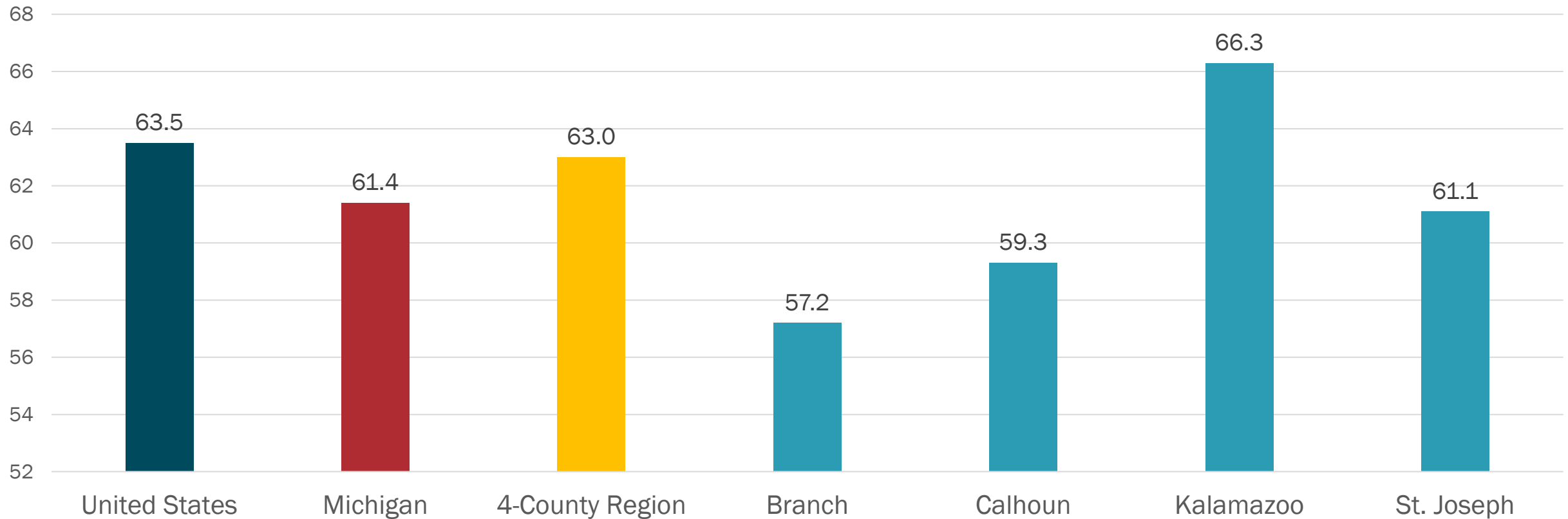
- 40.1% have an Associate's or higher*

*Individuals 25 years and older

Labor Force Participation Rate, 2023

[Home](#)

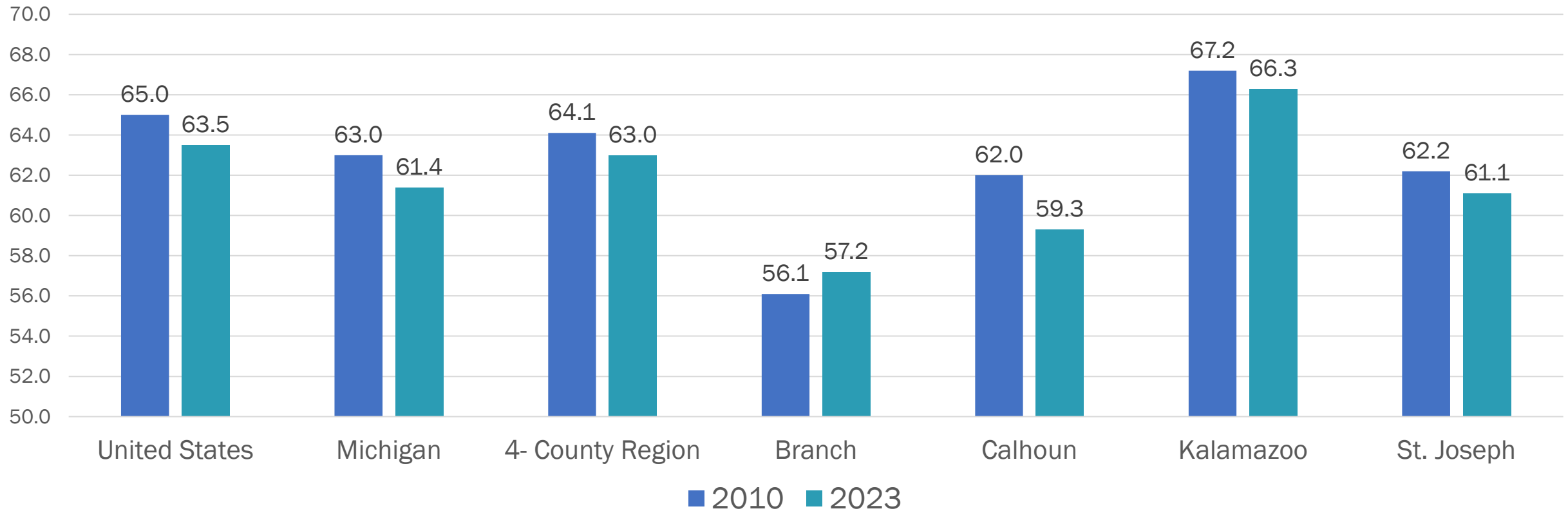
Labor Force Participation Rate, Population 16 years and older



Labor Force Participation Rate, 2010 and 2023

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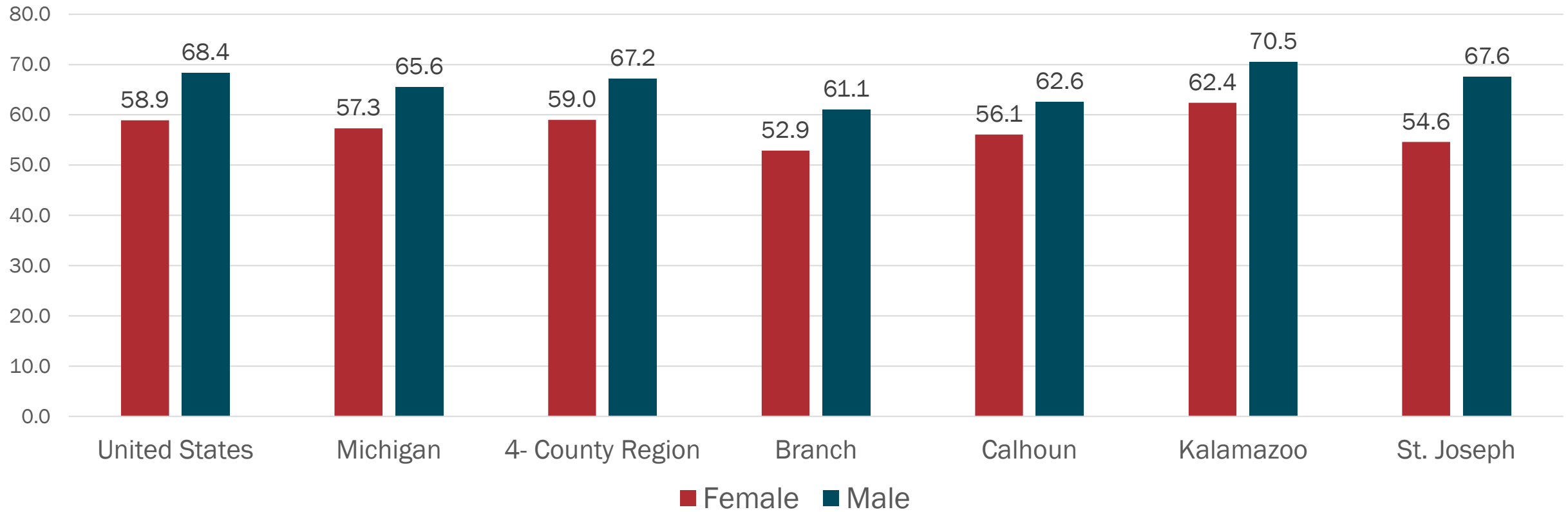
Labor Force Participation Rate, Population 16 years and older



Labor Force Participation Rate by Sex, 2023

Home

Labor Force Participation Rate, Population 16 years and older



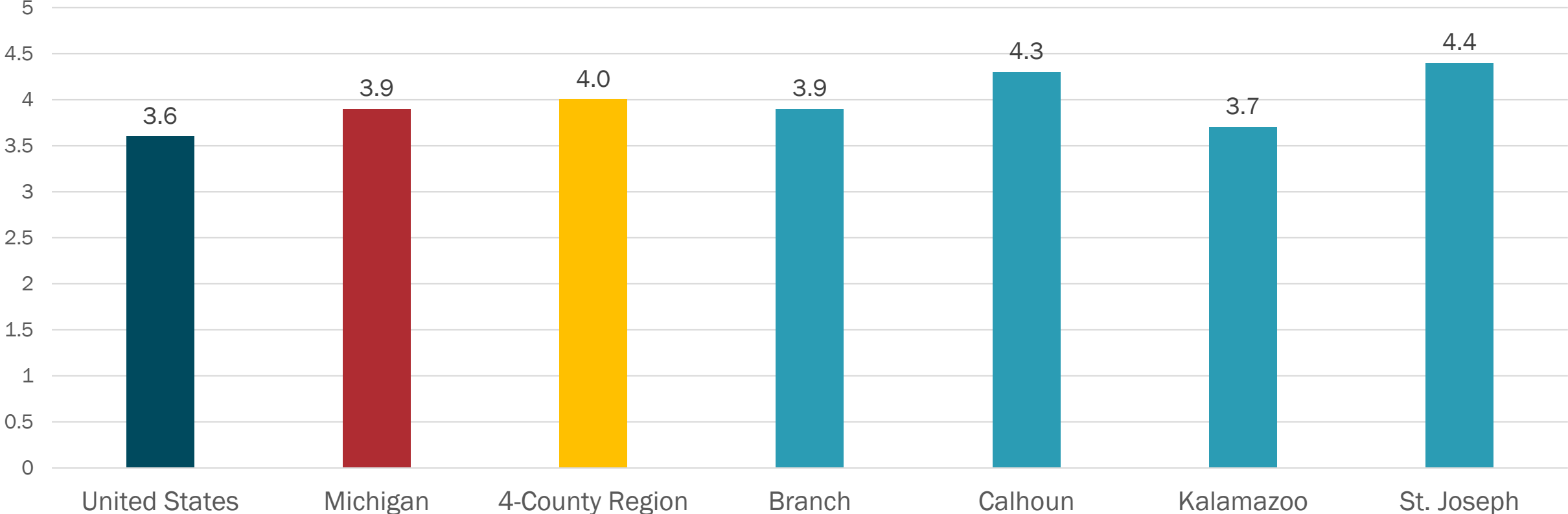
Contact

- Michael Horrigan
 - Email: horrigan@upjohn.org
 - Phone: 269-532-9539

Unemployment Rate, 2023

[Home](#)

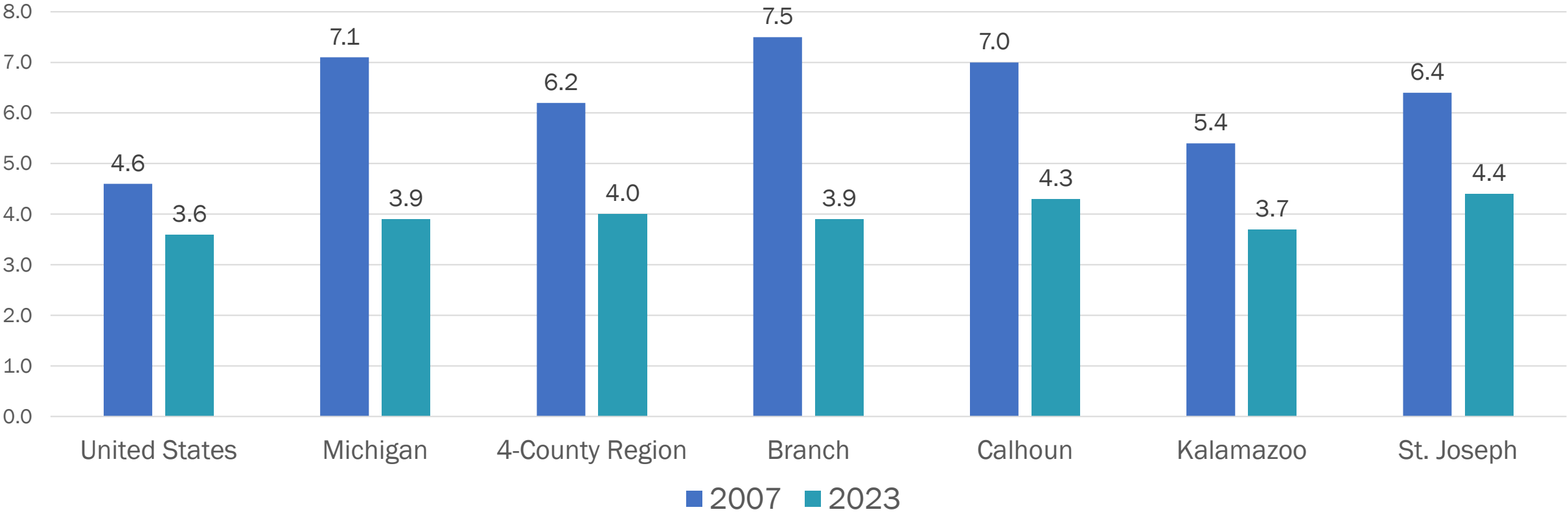
Unemployment Rate, Population 16 years and older



Unemployment Rate, 2007 and 2023

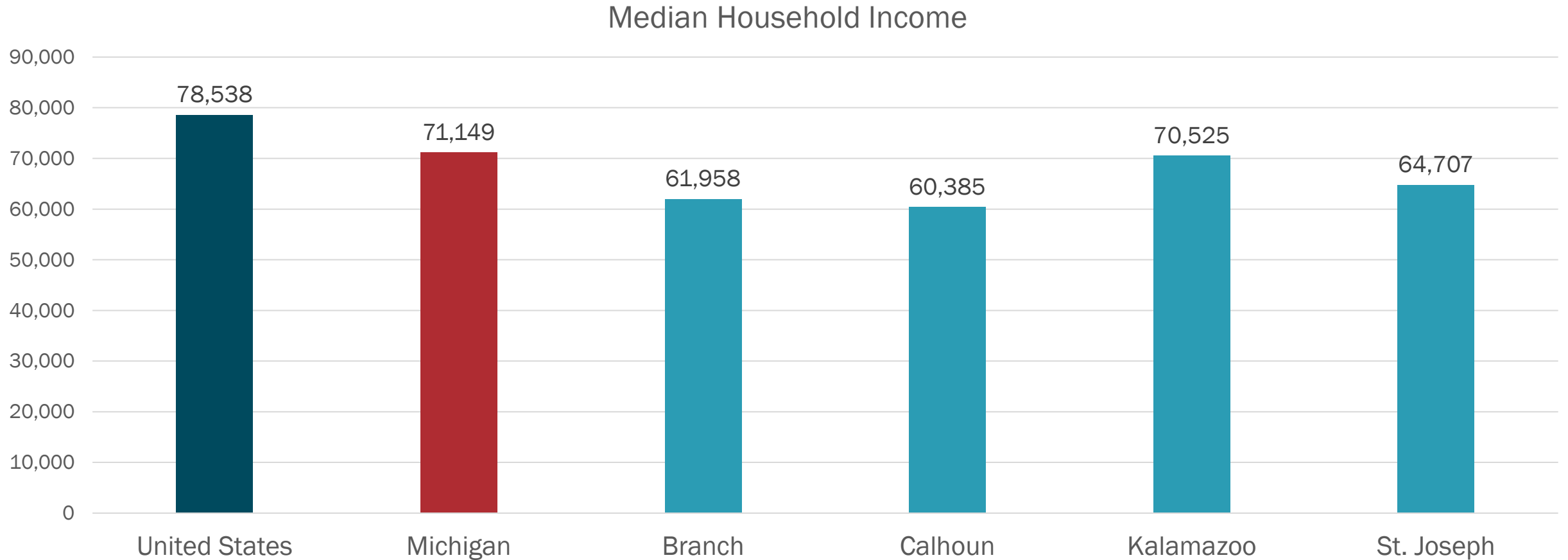
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Unemployment Rate, Population 16 years and older



Median Household Incomes, 2023

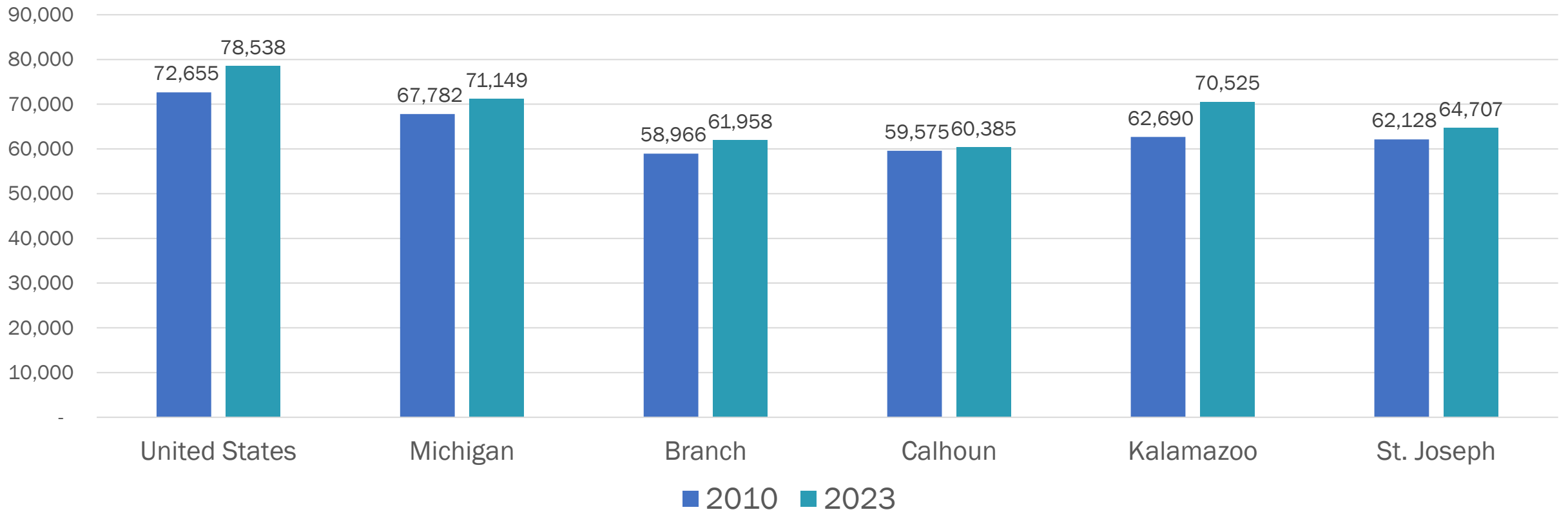
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Median Household Incomes, 2010 and 2023

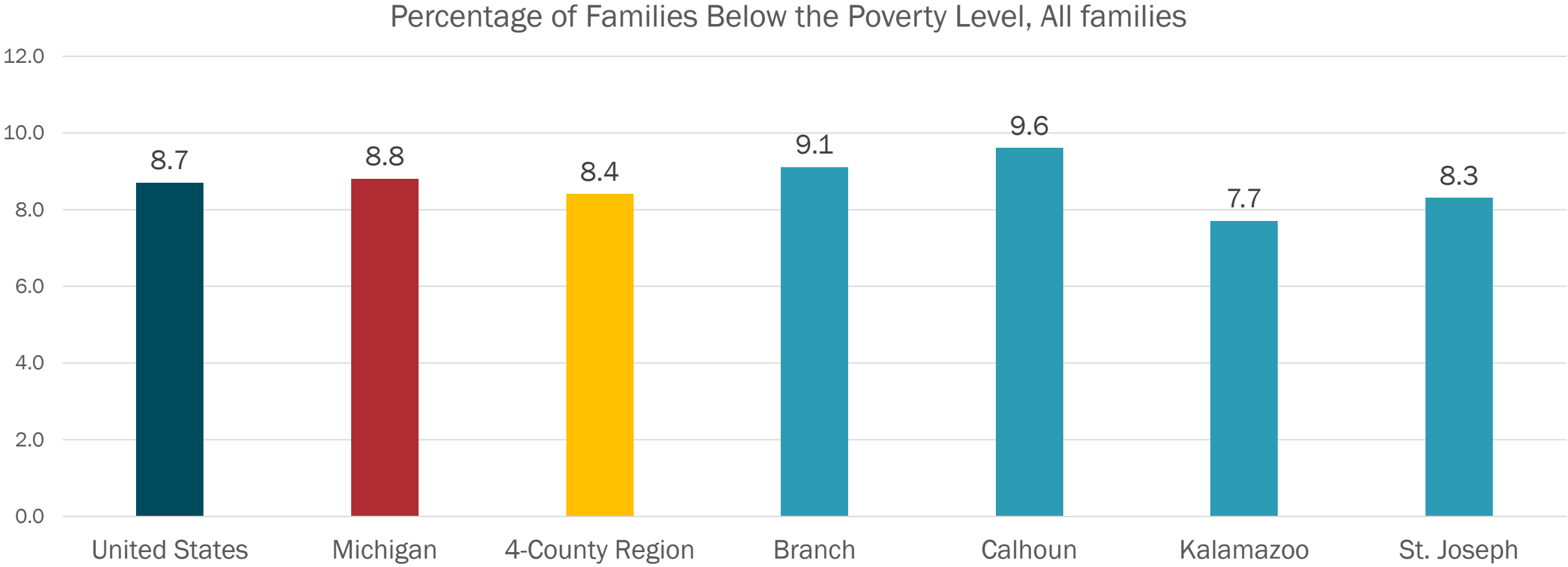
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Median Household Income, *inflation adjusted 2023 dollars*



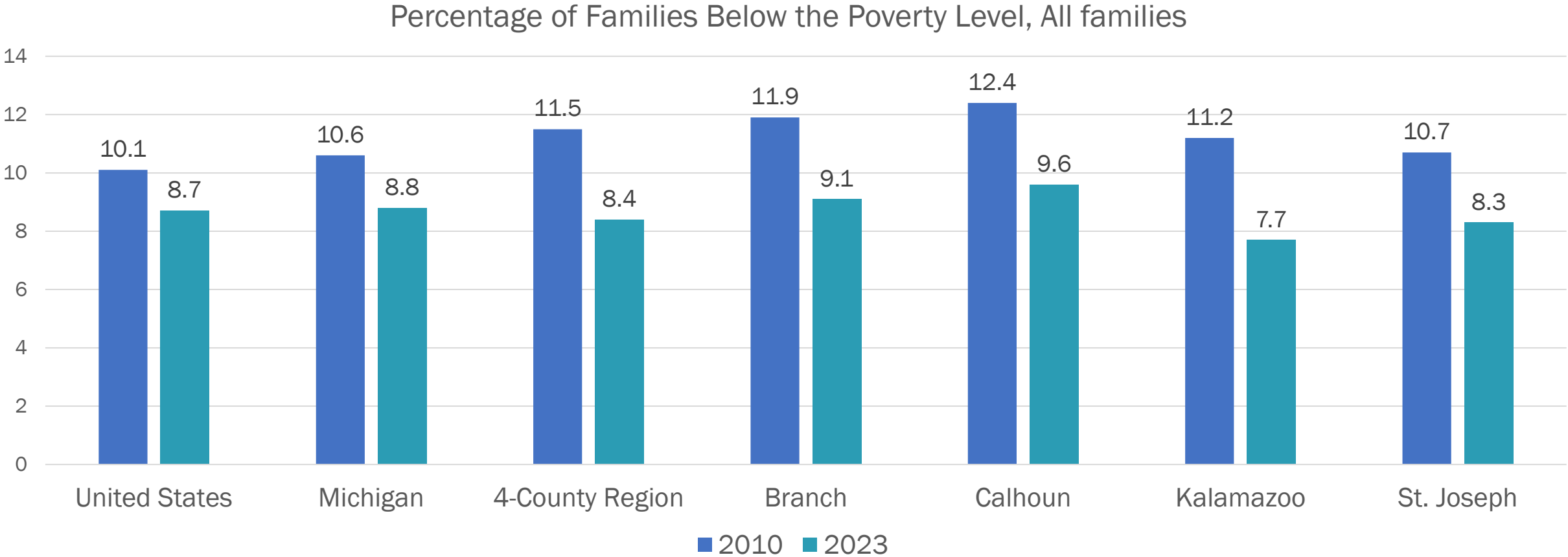
Percentage of families whose income in the past 12 months is below the poverty level, 2023

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Percentage of families whose income in the past 12 months is below the poverty level, 2010 and 2023

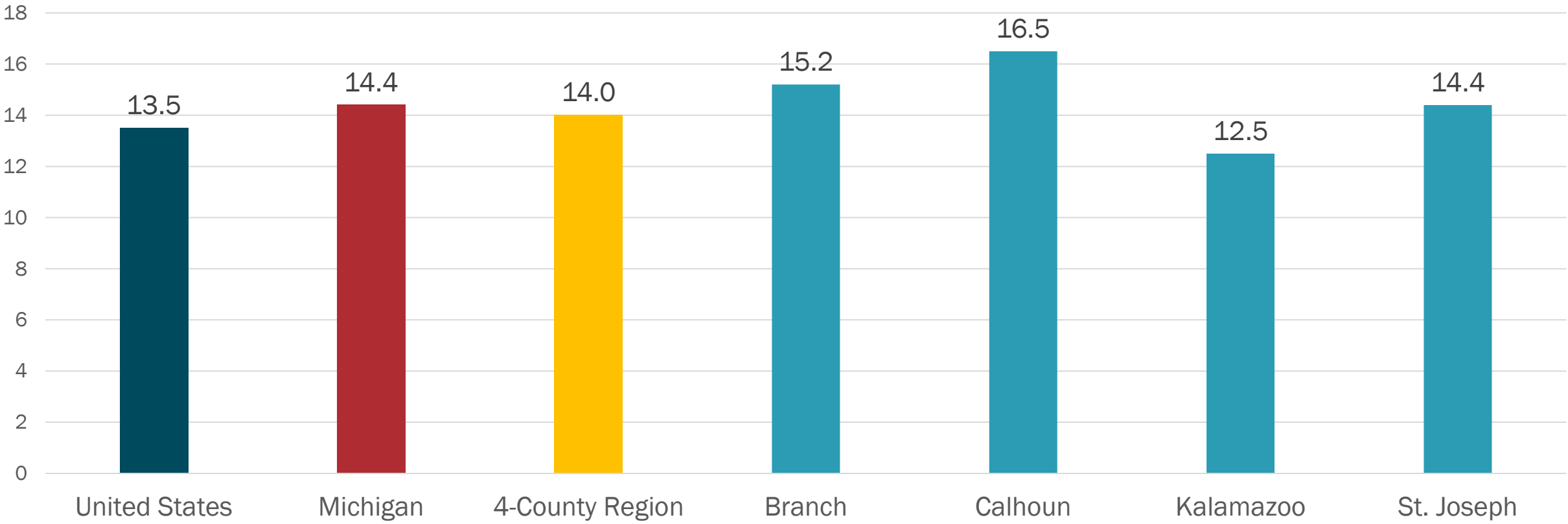
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Percentage of families whose income in the past 12 months is below the poverty level, with related children, 2023

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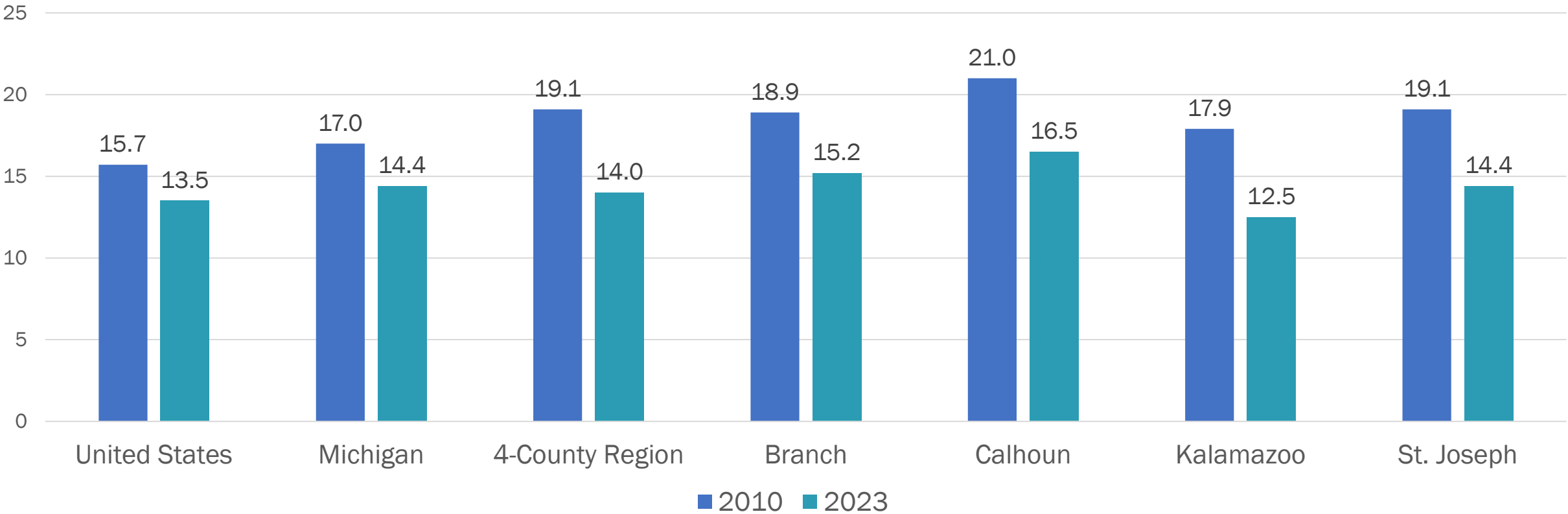
Percentage of Families Below the Poverty Level, with Related Children less than 18 years old



Percentage of families with related children whose income in the past 12 months is below the poverty level, 2010 and 2023

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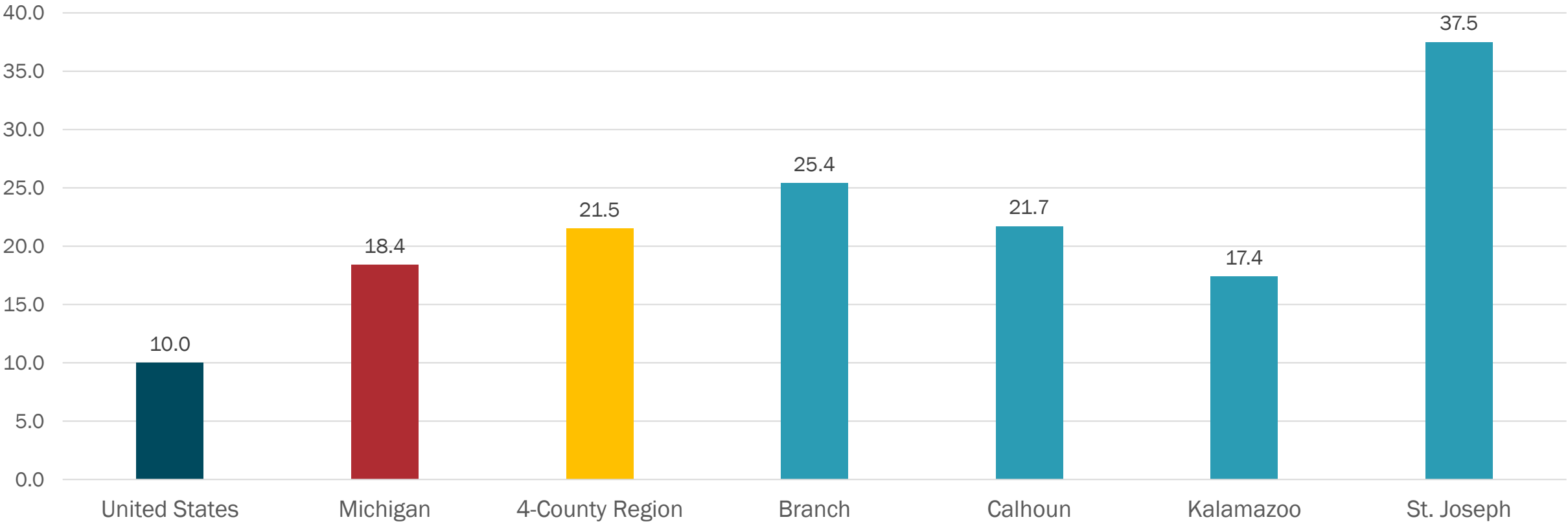
Percentage of Families Below the Poverty Level, with related children less than 18 years old



Manufacturing Employment, 2023

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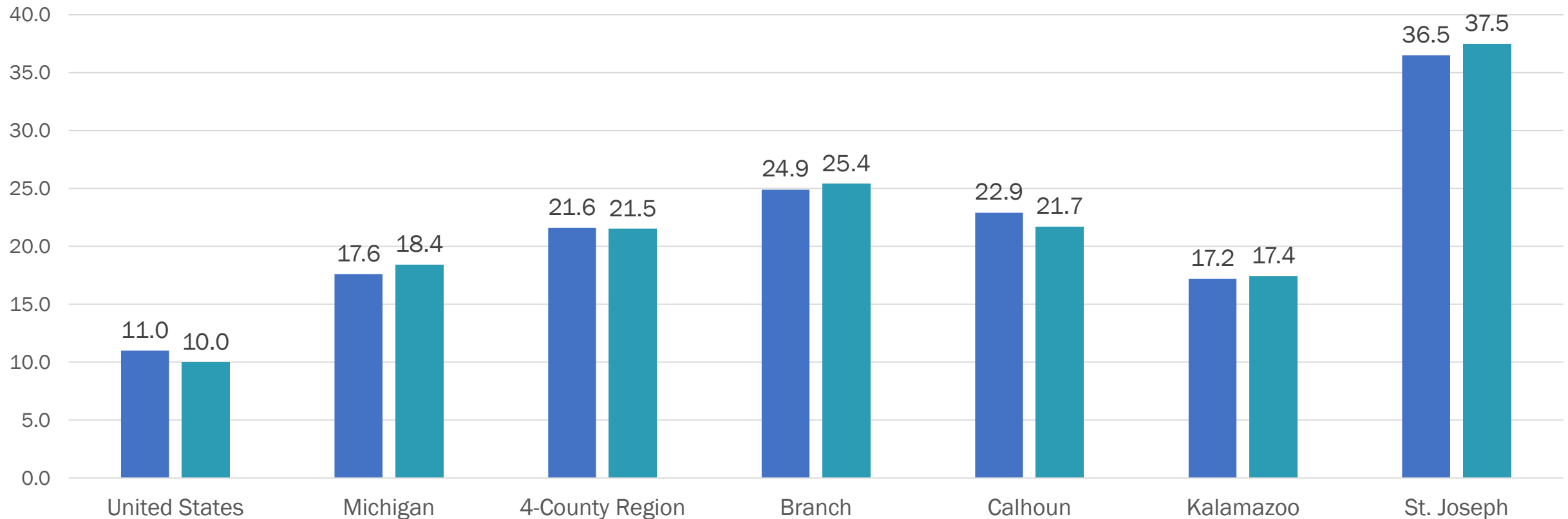
Percentage of Total Employment in Manufacturing



Manufacturing Employment, 2010 and 2023

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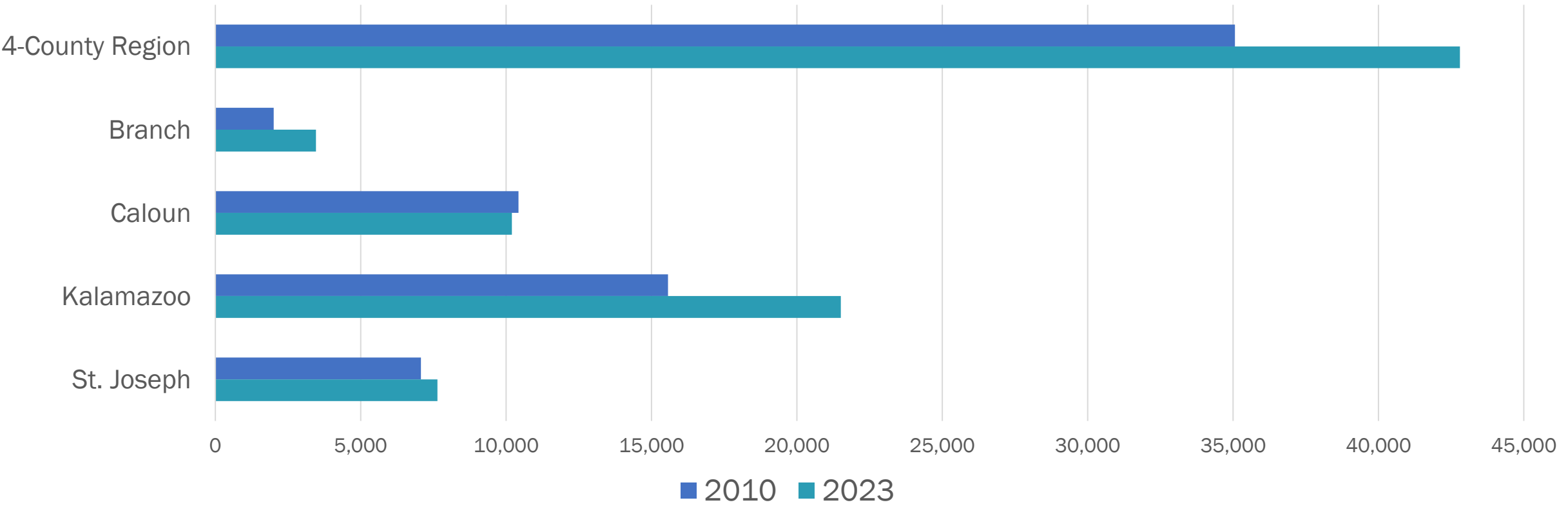
Percentage of Total Employment in Manufacturing



Manufacturing Employment, 2010-2023

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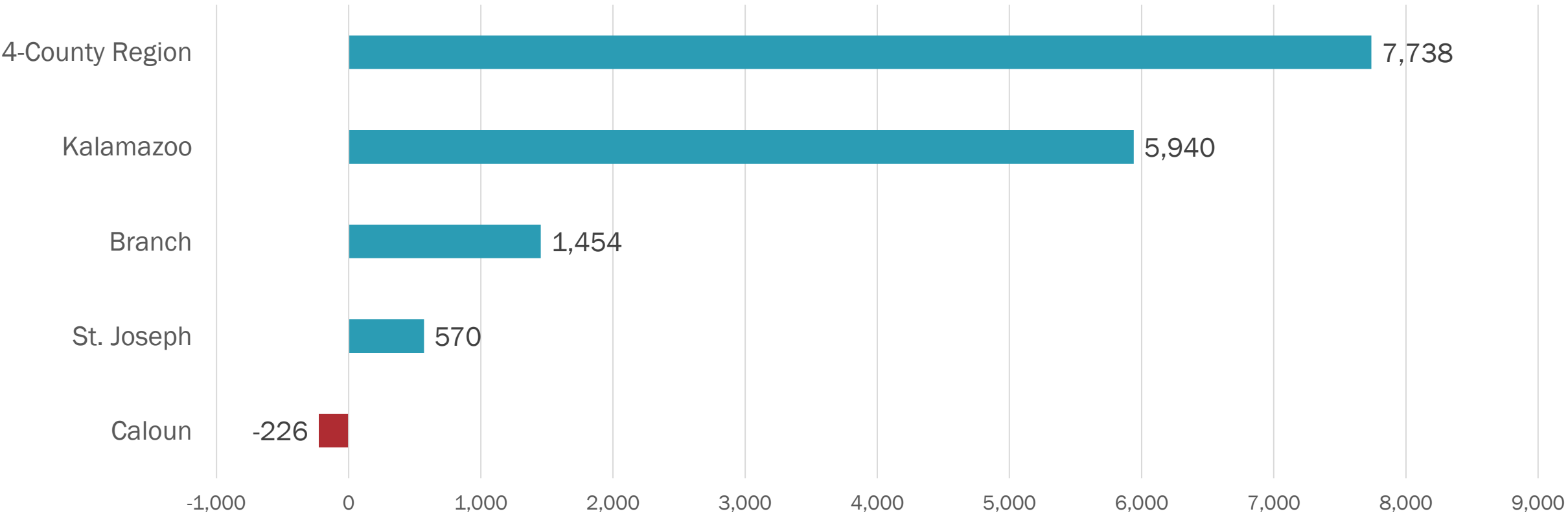
Manufacturing Employment, 2010 and 2023



Manufacturing Employment Change, 2010-2023

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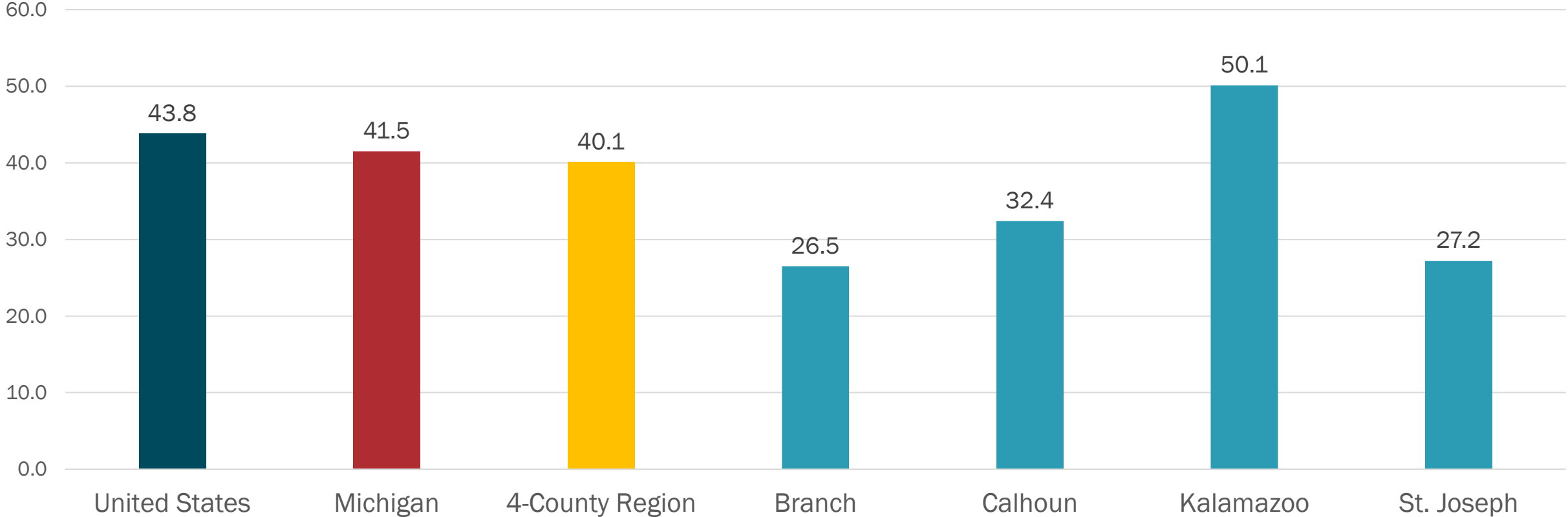
Change in Manufacturing Employment, 2010-2023



Educational Attainment, share of population with Associate's degree or greater, 2023

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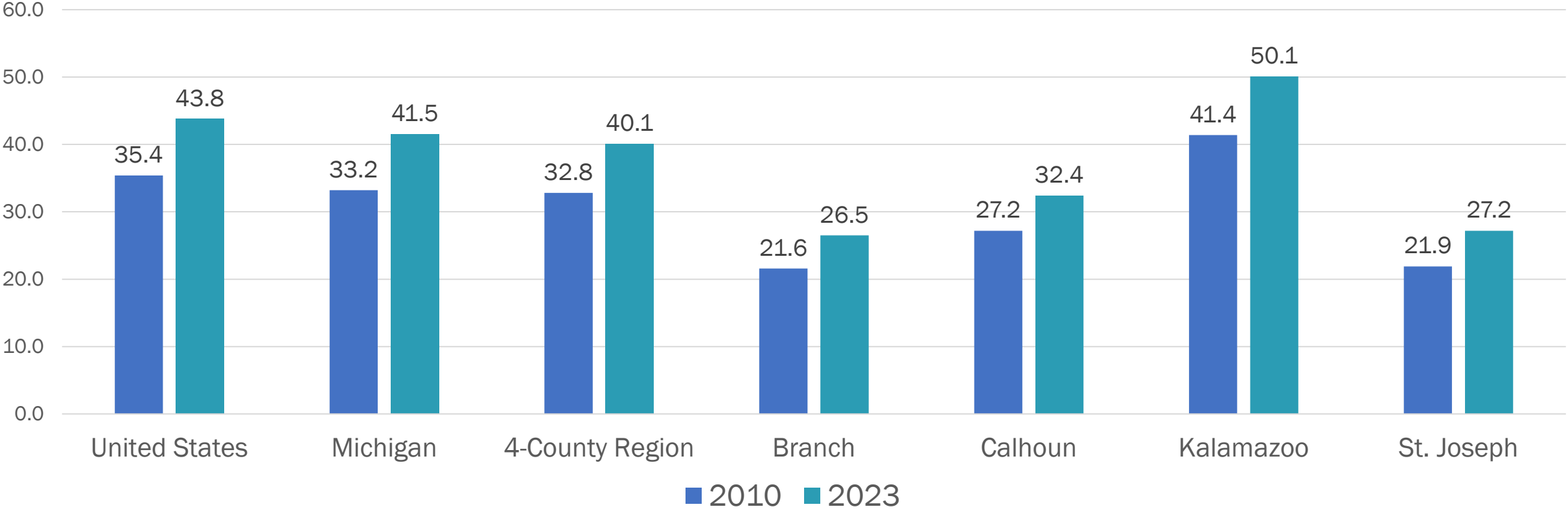
Percentage of Population 25+ with Associate's degree or greater



Educational Attainment, share of population with Associate's degree or greater, 2010 and 2023

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Percentage of Population 25+ with Associate's degree or greater



Educational Attainment, 2023

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Percentage of Population 25+ by Highest Level of Education

