

# WIN

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## LABOR MARKET REPORT WIN REGION

Q3 2023

July - September



# INTRODUCTION

WIN Region

Q3 2023



## About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges in a 19-county region representing approximately 63% of the total labor force in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

The WIN data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report using data from all eleven occupation groups. A city of Detroit report is also produced quarterly, focusing on five occupation groups related to the Detroit labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the third quarter 2023 labor market information from the WIN Region for all eleven occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit [www.WINintelligence.org](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org).

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# ANNUAL STATE OF THE LABOR MARKET

## WIN Region

During the third quarter of 2023, the labor force and employment figures both improved, while unemployment worsened from Q2 2023 in Southeast Michigan. The number of unemployed workers increased by 28.1 percent, while the size of the labor force increased by 2.7 percent and the number of employed individuals increased by 1.8 percent. These changes demonstrate lower hiring rates as COVID-19 recovery tapers off and economic trends normalize.

Overall employer demand, for the occupation groups analyzed by WIN, decreased during Q3 2023. Posting decreases in the double digits were common, while Education was the only sector to produce a job postings increase over Q2.

### Annual Labor Market Information

The labor force in southeast Michigan improved during Q3 2023, gaining 42,914 individuals from the same period in 2022, or 1.4 percent. Employment tracked proportionately to the labor force, reporting an increase of 1.9 percent, or 54,032 more workers in the third quarter of 2023. The unemployment rate decreased during the same period to a rate of 3.8 percent.

Annual Labor Force, Employment, Unemployment Rate  
2013–2023



Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

Southeast Michigan data from the third quarter of 2023, including posting information from July, August and September, showed a decrease of 46,538 postings or 21.9 percent since Q2 2023. In comparison with Q3 2022, postings decreased by 78,042, which is a reduction of 32.0 percent.

Average Quarterly Posting Analysis WIN Region  
Q2 2022 - Q3 2023



Data: Lightcast | Analysis: Workforce Intelligence Network



## Key Findings

15.3%

Decline in employer demand, a decrease of 57,208 job postings from Q2 2023

### Bachelor's Degree

Most in-demand minimum education level during Q3 2023

In Q3 2023, employment totaled

3,026,192

an increase of 53,881 workers since Q2 2023

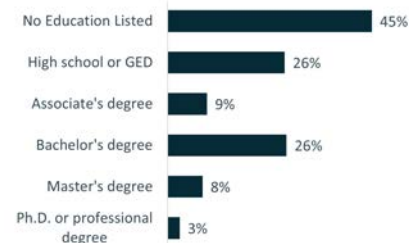
During Q3 2023, there were 315,893 unique job postings, 57,208 (15.3 percent) less than the 373,101 postings during Q2 2023 in the 19-county WIN region. In contrast with Q2, where all occupation groups showed an increase in job postings, Q3 experienced a reversal with all but one occupation group (Education) showing a decrease in unique postings. The Customer Service Occupation group had the greatest demand with 86,354 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Salespersons, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Software Developers. More information about in-demand job postings is available on page 7.

Of the 315,893 unique postings in the WIN Region during Q3 2023, nearly 81,800 (25.9 percent) required a high school diploma or equivalent, while 82,969 postings (26.3 percent) required a Bachelor's degree. An additional 32,651 postings (10.3 percent) required an advanced degree.

### Top 11 Posting Occupation Groups Q3 2023



### In-Demand Education Levels Q3 2023



The latest quarterly labor market data from southeast Michigan illustrated notable growth in both the labor force and employment figures. During Q3 2023, labor force figures were 2.7 percent higher (82,134 individuals) and employment is 1.8 percent higher (53,881 individuals) than in Q2 2023. The unemployment rate increased to 4.1 percent in Q3 2023, a 0.8 percentage point increase from Q2 2023. The labor force increased by 3.5 percent from Q3 2022 while employment figures showed annual growth of 3.2 percent during the same time period. More information about this year's unemployment rate and other labor market indicators are on page 4.

### Quarterly Labor Market Data

	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	Change from 2nd Quarter 2023	Percent Change from 2nd Quarter 2023	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022
Labor Force	3,048,245	3,035,047	3,025,345	3,072,774	3,154,908	82,134	2.7%	106,663	3.5%
Employment	2,932,299	2,930,990	2,904,369	2,972,311	3,026,192	53,881	1.8%	93,893	3.2%
Unemployment	115,946	104,057	120,976	100,463	128,716	28,253	28.1%	12,770	11.0%
Unemployment Rate	3.8%	3.4%	4.0%	3.3%	4.1%	0.8%	na	0.3%	na



# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in southeast Michigan during the third quarter of 2023 experienced continued growth from Q2. This trend was a stark contrast to the Q1 labor market data which suggested that post-pandemic recovery had peaked. The labor force is up by 42,914 individuals (1.4 percent) since 2022, while employment in the 19-county area increased by 54,032 workers (1.9 percent). Unemployment continued its year-over-year decline, with a reduction of 11,119 individuals from CY 2022. The YTD unemployment rate demonstrated a commensurate decrease, posting a rate of 3.8 percent through Q3 2023.

Annual Labor Market Data  
2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 YTD	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	2,710,993	2,710,716	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,084,342	42,914	1.4%
Employment	2,457,971	2,500,215	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,967,624	54,032	1.9%
Unemployment	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	116,719	-11,119	-8.7%
Unemployment Rate	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	-0.4%	na

Data: Bureau of Labor Statistics

## CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 3,154,713 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2021 were those individuals 24 years old or younger, accounting for an unemployment rate of 31.9 percent for males and 26.3 percent for females. Overall, males in the county had a higher unemployment rate than females, with 6.8 percent and 6.3 percent respectively, in 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 15.2 percent. Native Hawaiian/Pacific Islander job seekers also had a more difficult time finding employment and had an unemployment rate of 9.5 percent. Asian job seekers had the lowest unemployment rate of 4.2 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	3,154,713	2,947,521	207,192	6.6%
<b>Sex</b>				
Male 16+	1,652,218	1,539,868	112,350	6.8%
16-19	67,816	54,478	13,338	19.7%
20-24	161,371	141,636	19,735	12.2%
25-54	1,038,291	977,277	61,014	5.9%
55-64	291,821	277,959	13,862	4.8%
65 Plus	92,919	88,518	4,401	4.7%
Female 16+	1,502,495	1,407,653	94,842	6.3%
16-19	72,131	60,912	11,219	15.6%
20-24	159,803	142,604	17,199	10.8%
25-54	930,175	878,280	51,895	5.6%
55-64	261,873	250,962	10,911	4.2%
65 Plus	78,513	74,895	3,618	4.6%
<b>Race</b>				
White	2,320,089	2,200,237	119,852	5.2%
Black / African American	530,206	460,196	70,010	13.2%
Native American	7,881	7,297	585	7.4%
Asian	142,133	136,339	5,793	4.1%
Native Hawaiian / Pacific Islander	761	695	66	8.7%
Some Other Race	37,336	33,778	3,557	9.5%
Two or More Races	118,824	107,948	10,876	9.2%
<b>Ethnicity</b>				
Hispanic	144,934	133,015	11,919	9.0%

Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

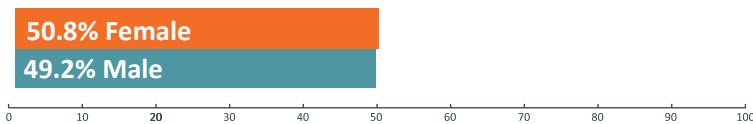


# POPULATION DEMOGRAPHICS

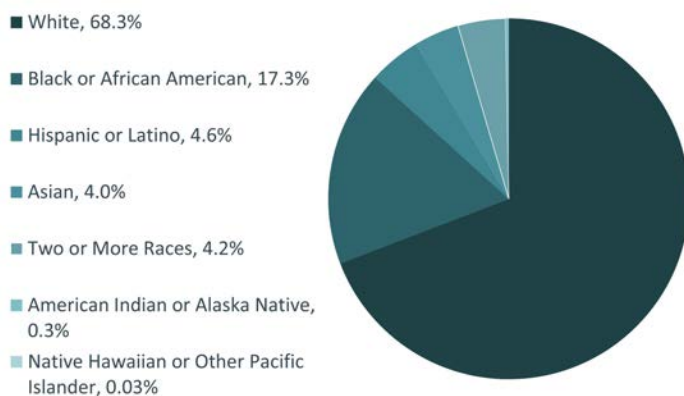
## 2021 Census Population

According to data from the most recent Census Bureau 2021 ACS five-year estimates during 2021, 6,288,901 people were living in the 19-county WIN Region. The gender of the populace was split almost evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as White (68.3 percent) with the second largest number of individuals identifying as Black or African American (17.3 percent). The region is facing an aging populace; with 26.3 percent of the population over the age of 54, compared to 34.6 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

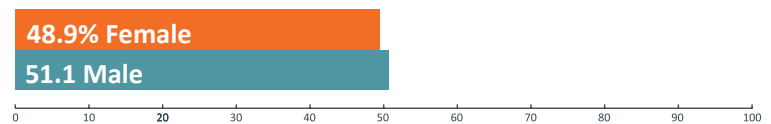


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

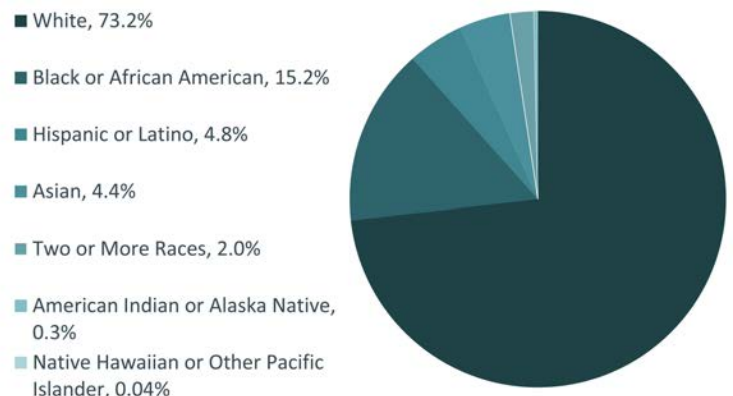
## 2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q3 2023, the workforce had a total of 2,740,098 individuals working in Southeast Michigan. A slight majority, 51.1 percent (1,382,623 workers) were male, while 48.9 percent (1,325,382 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.2 percent of the workforce, while Black or African American workers totaled 15.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.8 percent. A large concentration of the workforce in the WIN region is between the ages of 25 through 54 (63.0 percent), while 23.3 percent of workers are 55 and older.

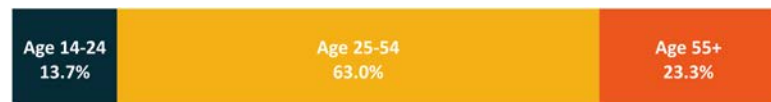
### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics



### Workforce Age Demographics



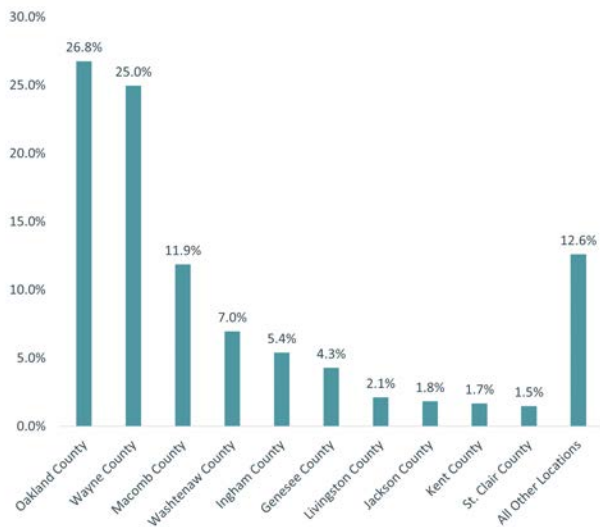
Data: Lightcast | Analysis: Workforce Intelligence Network



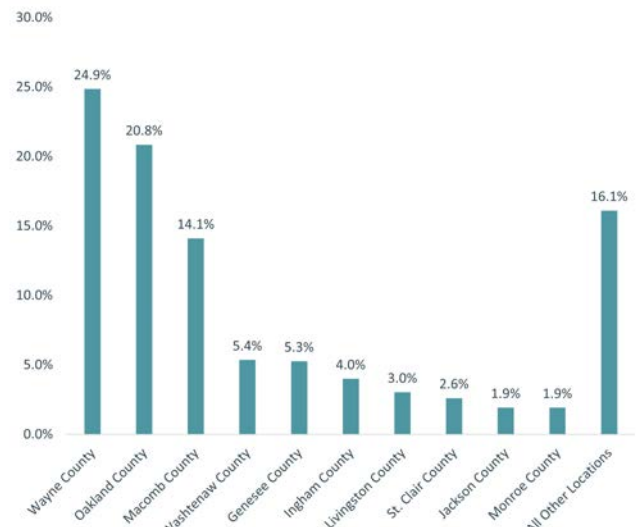
# REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 2,373,409 individuals. There were 2,195,582 (92.5 percent) residents living and working within the 19-county region, while the remaining 178,827 residents (7.5 percent) traveled outside of the region for work. There were 2,386,183 workers employed in the region during 2020 with 190,601 workers (8.0 percent) residing outside of the border and commuting into the region. Based upon this information, it can be concluded that the southeast Michigan area is a net importer of jobs, with more workers commuting into the area for employment than commuting out for jobs.

Where Michigan Residents Work



Where Michigan Workers Live



Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network

## Job Postings by City

1. Detroit: 41,199 Postings
2. Lansing: 25,396 Postings
3. Ann Arbor: 19,763 Postings
4. Troy: 12,506 Postings
5. Dearborn: 8,443 Postings
6. Livonia: 8,316 Postings
7. Southfield: 8,097 Postings
8. Warren: 8,013 Postings
9. Auburn Hills: 7,550 Postings
10. Novi: 7,194 Postings

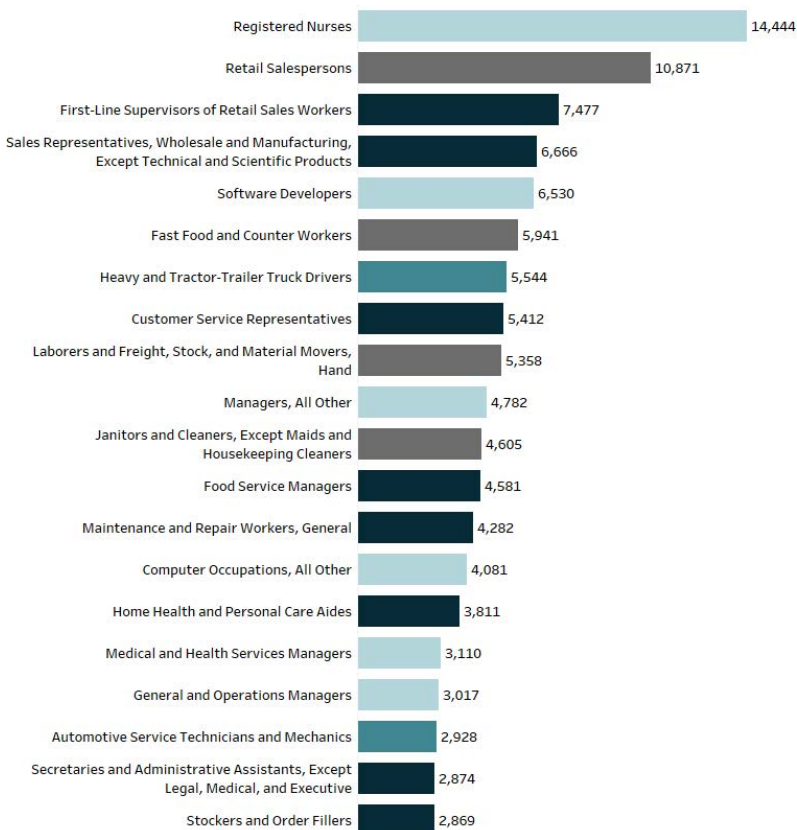




## TOP POSTED JOBS

### Top Posted Jobs: Q3 2023

Registered Nurses is the top posted occupation for Q3 2023 with 14,444 unique online job postings and requires a bachelor's degree for entry. Retail Salespersons (10,871 postings) and First-Line Supervisors of Retail Sales Workers (7,477 postings) round out the top three demanded occupations, requiring no formal educational credential and High School Diploma or equivalent, respectively. Among the top 10 in-demand jobs, only three require a bachelor's degree, while six occupations require short- to moderate-term on-the-job training.

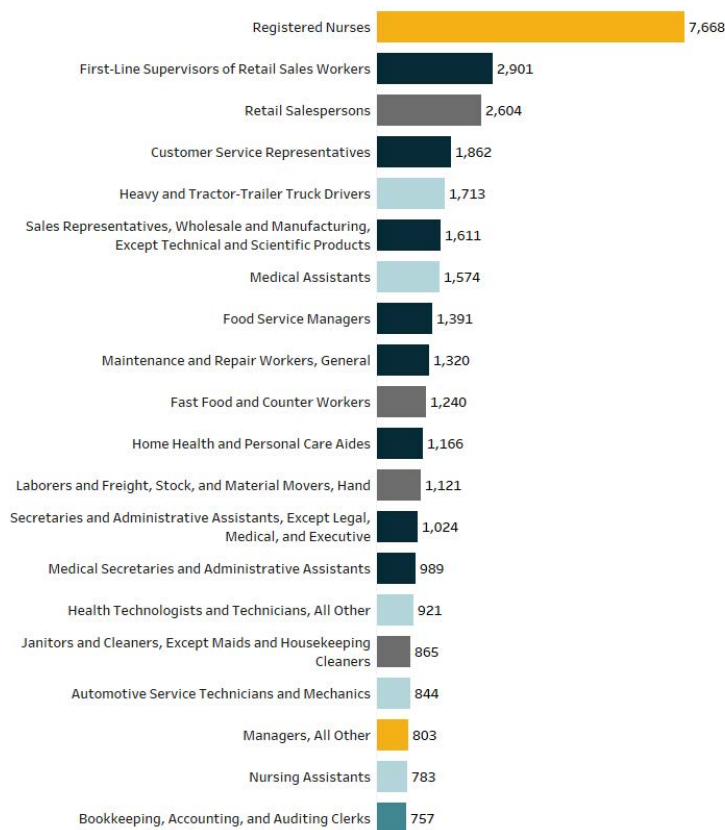


#### Typical Entry Education

- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree

### Top Posted Entry-Level Jobs: Q3 2023

There were 84,125 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs, which usually require zero to two years of previous experience, accounted for 26.6 percent of postings in WIN region. More than half of the top ten entry-level occupations require a High school diploma or equivalent, or no formal educational credential. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 35.5 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 7,668 postings, followed by First-Line Supervisors of Retail Sales Workers with 2,901 postings.



#### Typical Entry Education

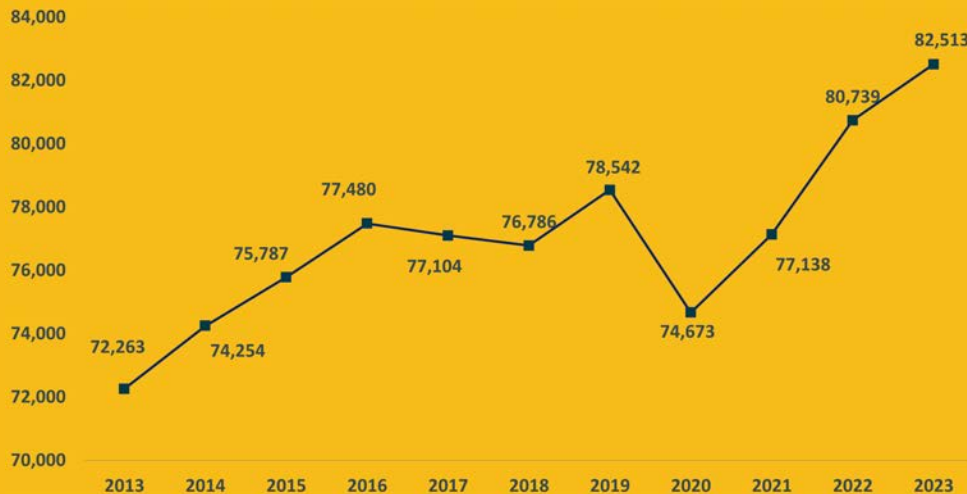
- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree



# AGRICULTURE OCCUPATION GROUP

WIN's Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 11,800 openings for these positions each year in southeast Michigan.

Employment Over Time  
2013-2023



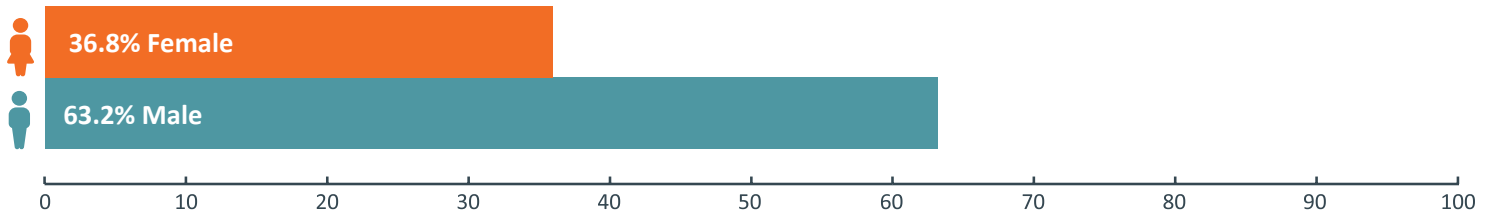
**1,774**  
**Agriculture Workers**  
**2.2% Increase**  
**from 2022**



## Agriculture Worker Demographics

According to Q3 2023 Lightcast data, the 82,513 workers in the Agriculture group are not particularly diverse. Just 14.2 percent of the related workforce is under 25. Female workers account for 36.8 percent of the current workforce and only 23.6 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

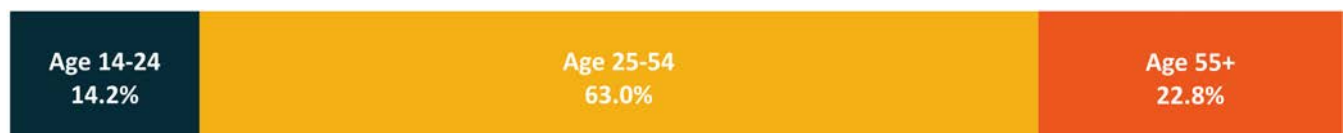
### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.4 % White** | **7.7% Hispanic or Latino** | **10.8% Black or African-American**

### Worker Age Demographics

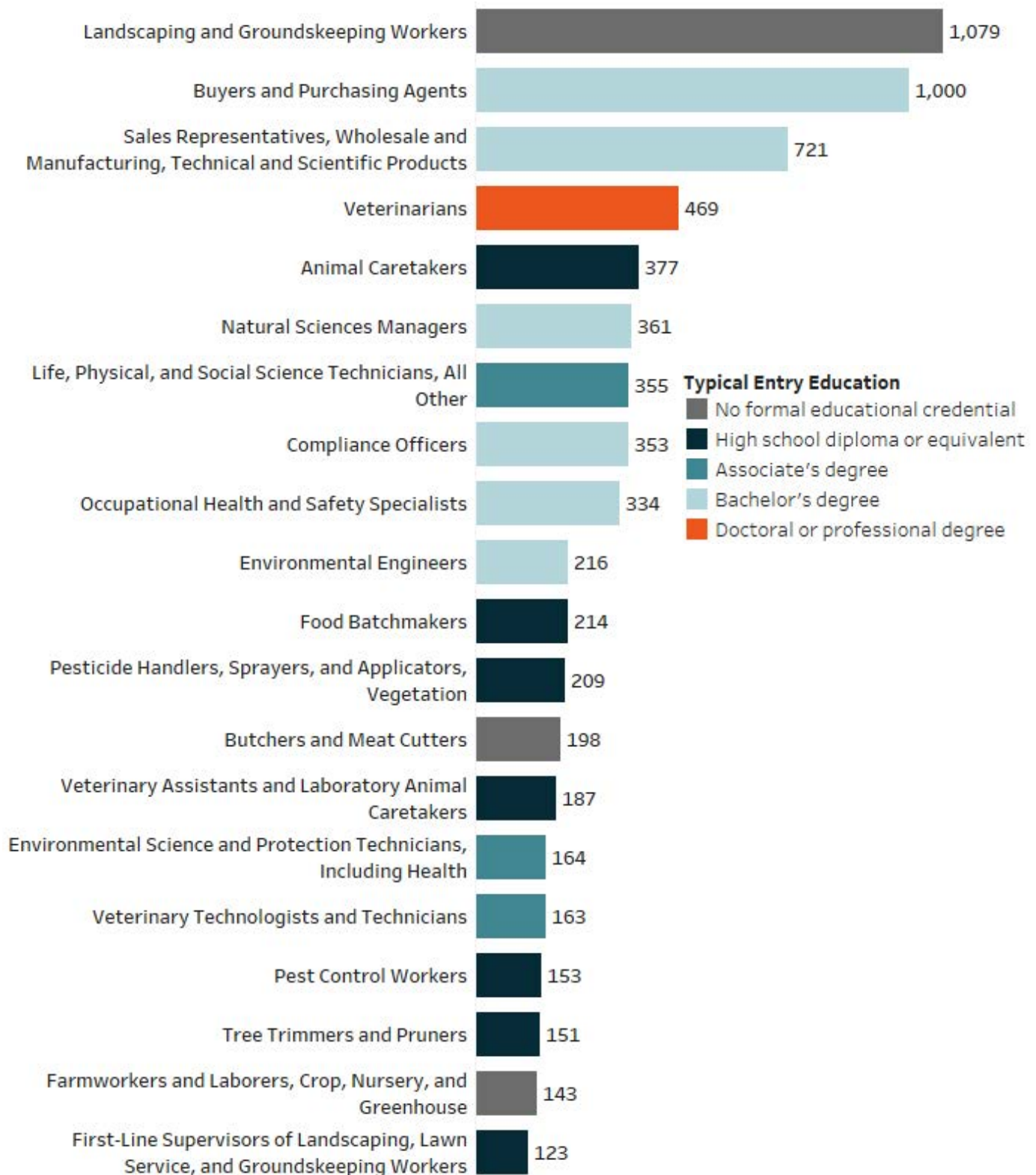




# AGRICULTURE OCCUPATION GROUP

## Top Posted Jobs

In Q3 2023, there were a total of 8,036 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during Q3 2023, with 1,079 postings. Buyers and Purchasing Agents was in the second position with 1,000 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (721 postings), Veterinarians (469 postings), and Animal Caretakers (377 postings).





# AGRICULTURE OCCUPATION GROUP

## Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$32.98 per hour. Landscaping and Groundskeeping Workers, the top posted Agriculture job, offers a median hourly wage of \$17.10 per hour or an annual salary of about \$35,568.

## Wage Overview for Top Posted Agriculture Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$13.48	\$14.86	\$17.10	\$18.74	\$22.25
13-1028	Buyers and Purchasing Agents	\$21.82	\$27.42	\$35.98	\$44.25	\$50.99
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.69	\$38.74	\$60.13	\$87.03	\$136.60
29-1131	Veterinarians	\$36.67	\$45.91	\$55.44	\$64.86	\$77.87
39-2021	Animal Caretakers	\$11.36	\$12.64	\$14.17	\$16.77	\$21.97
11-9121	Natural Sciences Managers	\$37.50	\$46.37	\$55.42	\$73.84	\$92.72
19-4099	Life, Physical, and Social Science Technicians, All Other	\$14.22	\$18.79	\$19.79	\$27.73	\$38.88
13-1041	Compliance Officers	\$21.76	\$26.57	\$34.08	\$46.25	\$51.65
19-5011	Occupational Health and Safety Specialists	\$23.58	\$28.45	\$36.91	\$45.29	\$52.29
17-2081	Environmental Engineers	\$25.37	\$34.97	\$44.48	\$56.85	\$71.15

### In-Demand Technical Skills

- Purchasing
- Auditing
- Landscaping
- Project Management
- Mowing

### In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Sales
- Leadership

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- Pesticide Applicator License
- First Aid Certification

### In-Demand Education Level\*

- High school or GED: 21.1%
- Associate degree: 6.6%
- Bachelor's degree: 31.7%
- Master's degree: 6.6%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Banfield Pet Hospital
- University Of Michigan
- State of Michigan
- Carrols Restaurant Group
- The Davey Tree Expert Company
- Michigan State University
- Wayne State University
- Icon
- General Motors
- Brightview

### Job Postings by City

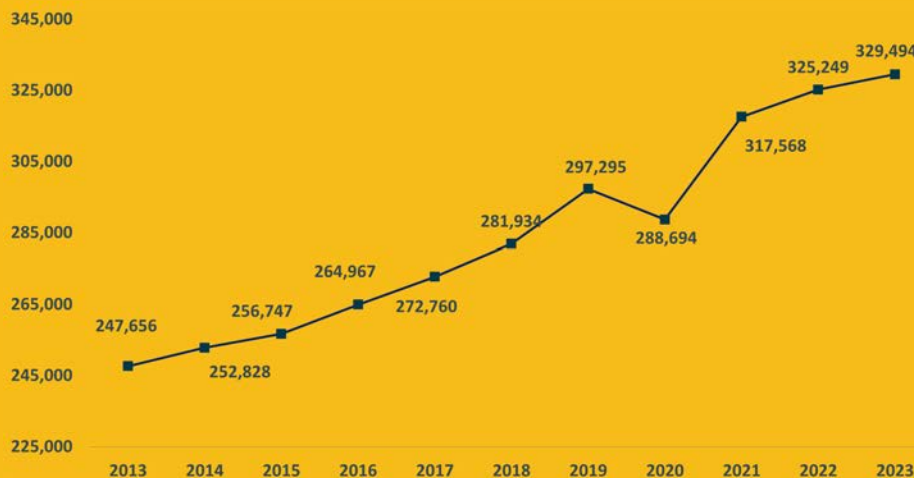
1. Detroit: 1,025 Postings
2. Lansing: 709 Postings
3. Ann Arbor: 623 Postings
4. Troy: 276 Postings
5. Warren: 242 Postings
6. Auburn Hills: 221 Postings
7. Novi: 208 Postings
8. Southfield: 188 Postings
9. Livonia: 183 Postings
10. Farmington: 143 Postings



# BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 34,800 job openings annually.

Employment Over Time  
2013-2023



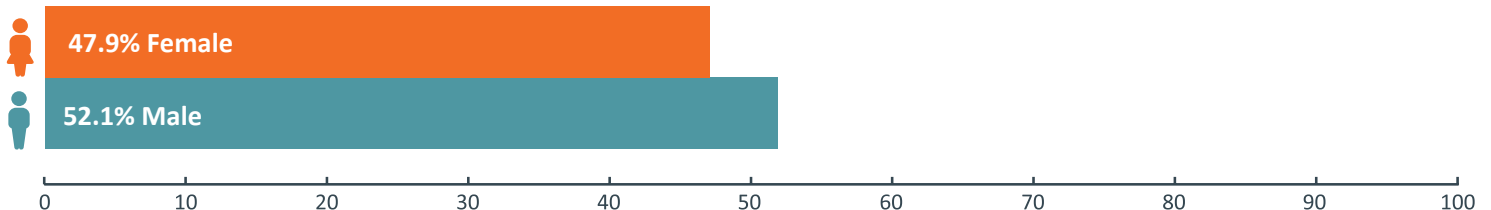
**4,245 Business and Finance Workers**  
**1.3% Increase from 2022**



## Business and Finance Worker Demographics

In Q3 2023, there were 329,494 workers in the Business and Finance occupation group. This group is primarily made up of males (52.1 percent) between the ages of 25 and 54 (70.6 percent), with 47.9 percent of workers identifying as female and just 19.6 percent identifying as a racial minority. Also of note was that 4.5 percent of the workers in the occupation group were under the age of 25, compared to the 24.9 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**80.4% White** | **10.2% Black or African-American** | **4.3% Asian**

### Worker Age Demographics

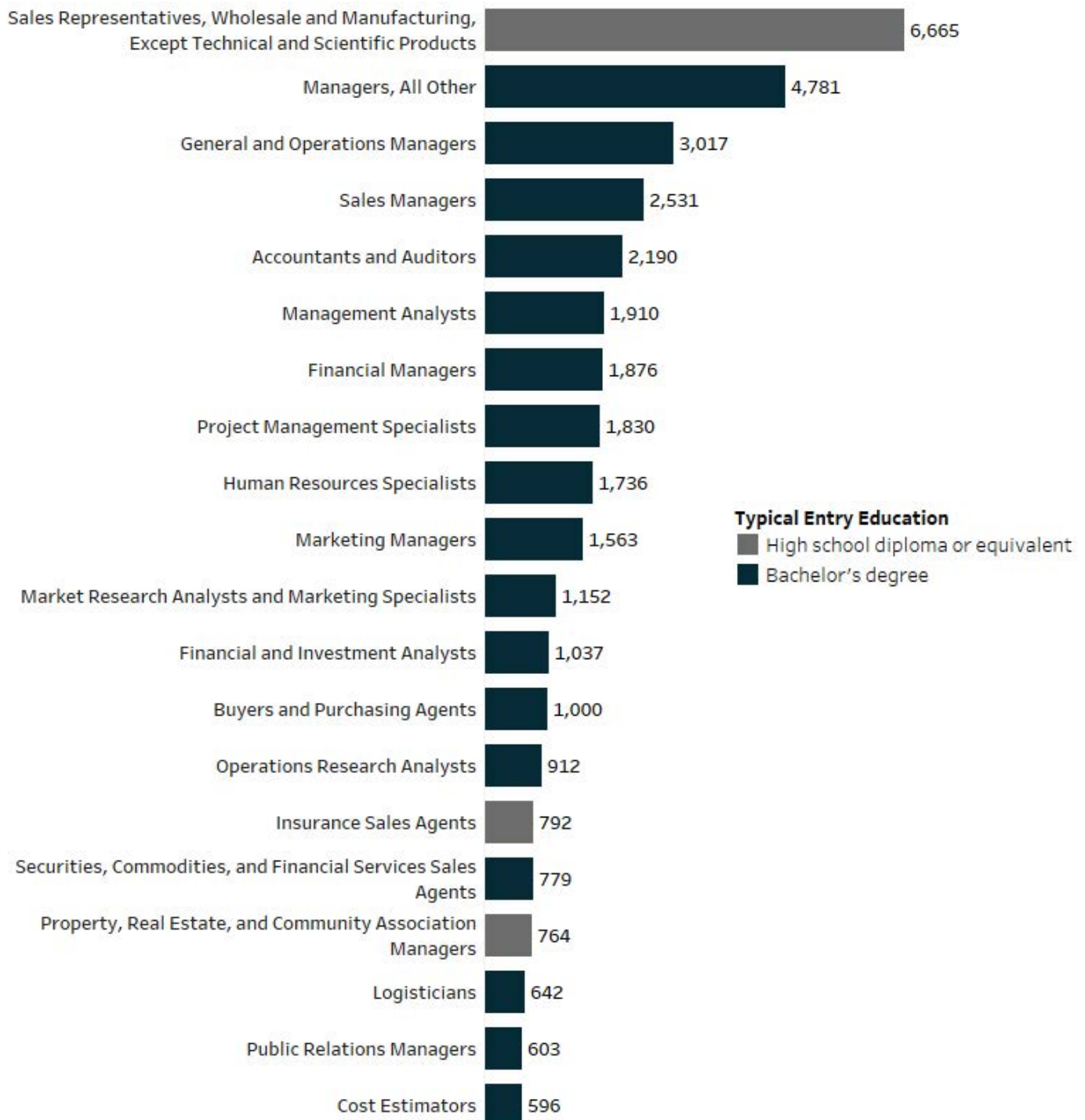




# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

In Q3 2023, there were a total of 42,629 job postings for Business and Finance workers, a decrease of 10,980 postings or 20.5 percent since Q2 2023. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q3 2023 with 6,665 postings. Managers, All Other, was in the second position with 4,781 postings. Other top posted jobs include General and Operations Managers (3,017 postings), Sales Managers (2,531 postings), and Accountants and Auditors (2,190 postings).





# BUSINESS AND FINANCE OCCUPATION GROUP

## Wage Overview

Wages in the Business and Finance field tend to scale with both education and experience. The Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a bachelor's degree. At least half of the top jobs pay over \$46.27 per hour. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, the top posted Business and Finance job, offers a median hourly wage of \$34.37 per hour or an annual salary of about \$71,490.

### Wage Overview for Top Posted Business and Finance Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.03	\$23.51	\$34.37	\$48.16	\$64.27
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
11-1021	General and Operations Managers	\$21.91	\$30.33	\$48.04	\$74.99	\$105.84
11-2022	Sales Managers	\$32.08	\$46.59	\$63.92	\$82.75	\$106.70
13-2011	Accountants and Auditors	\$24.09	\$29.17	\$36.65	\$45.87	\$57.96
13-1111	Management Analysts	\$28.45	\$34.37	\$44.08	\$53.94	\$66.33
11-3031	Financial Managers	\$38.91	\$49.11	\$62.77	\$80.38	\$105.13
13-1082	Project Management Specialists	\$27.21	\$35.43	\$46.27	\$60.28	\$66.10
13-1071	Human Resources Specialists	\$20.37	\$24.07	\$30.90	\$39.23	\$48.36
11-2021	Marketing Managers	\$33.03	\$46.40	\$61.47	\$79.01	\$100.07

### In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

### In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

### In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Security Clearance

### In-Demand Education Level\*

- High school or GED: 17.0%
- Associate degree: 7.9%
- Bachelor's degree: 57.9%
- Master's degree: 12.3%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- University Of Michigan
- State of Michigan
- Robert Half
- Deloitte
- Altitude Group
- Comerica
- GPAC
- Michigan State University
- Huntington Bancshares
- Plastipak

### Job Postings by City

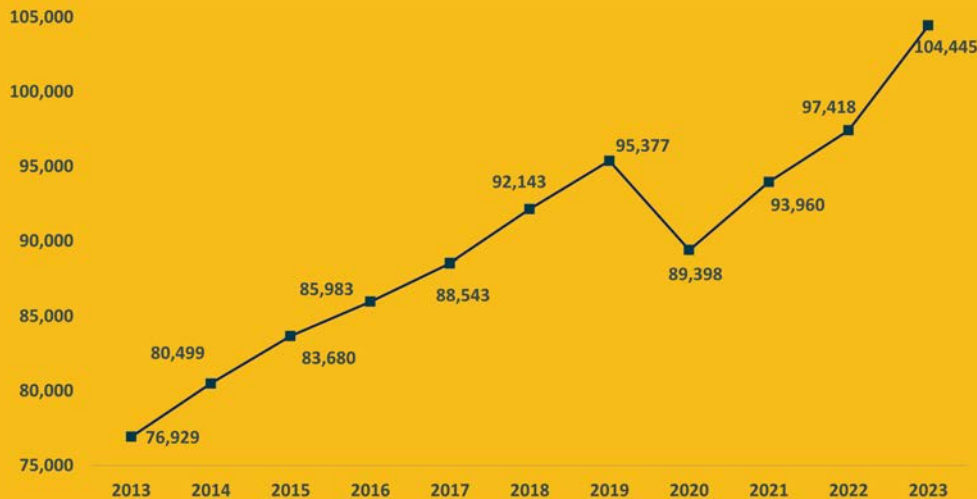
1. Detroit: 8,423 Postings
2. Lansing: 5,309 Postings
3. Ann Arbor: 3,036 Postings
4. Troy: 2,309 Postings
5. Southfield: 1,692 Postings
6. Auburn Hills: 1,209 Postings
7. Livonia: 1,195 Postings
8. Farmington: 1,135 Postings
9. Novi: 1,084 Postings
10. Dearborn: 1,036 Postings



# CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 12,200 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time  
2013-2023

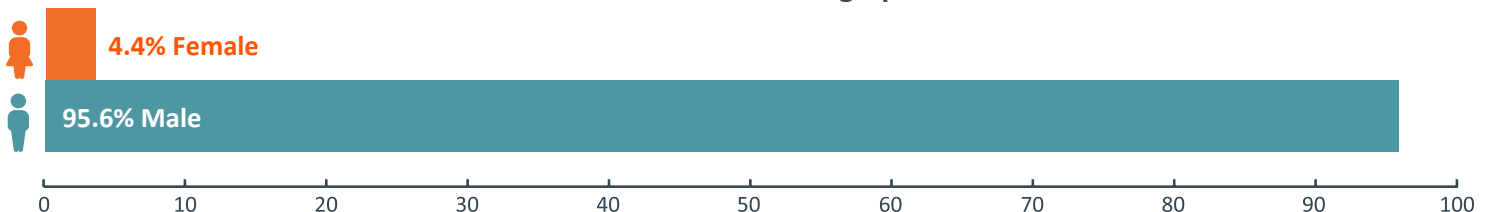


**7,027**  
Construction  
Workers  
**7.2% Increase**  
from 2022

## Construction Worker Demographics

According to Q3 2023 Lightcast data, the 104,445 workers in the Construction group are not particularly diverse. Just 11.2 percent of the related workforce is under 25. Female workers account for 4.4 percent of the current workforce and only 17.0 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

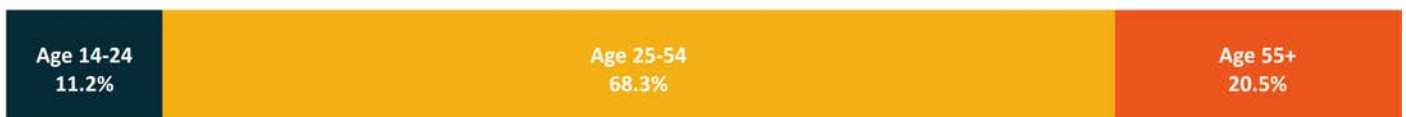
### Worker Gender Demographics



### Race and Ethnicity Demographics

**83.0% White** | **7.6% Hispanic or Latino** | **6.8% Black or African-American**

### Worker Age Demographics

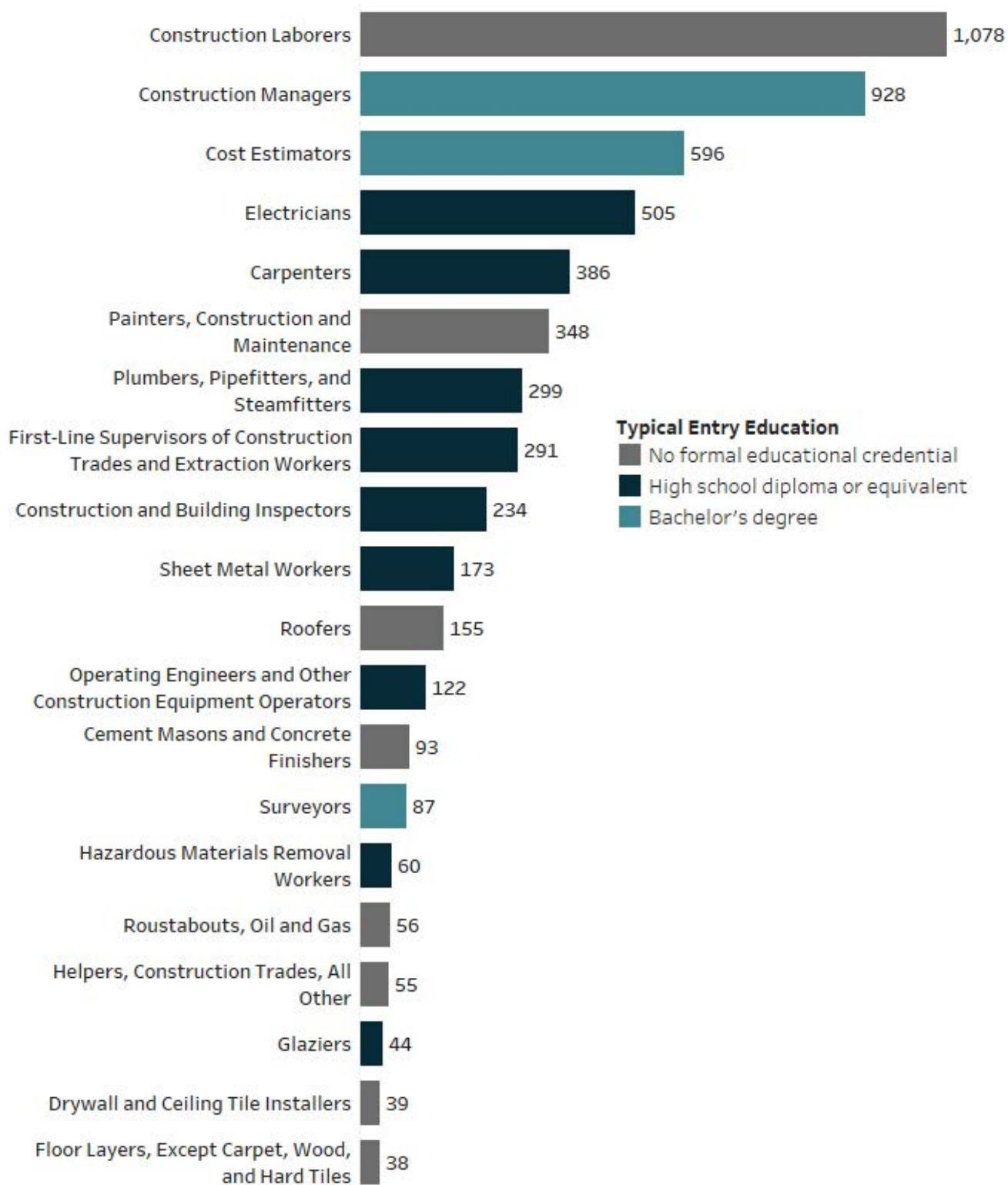




# CONSTRUCTION OCCUPATION GROUP

## Top Posted Jobs

There were a total of 5,994 job postings for Construction workers, with Construction Laborers as the most sought-after occupation by Construction industry employers during Q3 2023, with 1,078 postings. Construction Managers was in the second position with 928 postings. Other top posted jobs include Cost Estimators (596 postings), Electricians (505 postings), and Carpenters (386 postings).





# CONSTRUCTION OCCUPATION GROUP

## Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$31.62 per hour. Construction Laborers, the top posted Construction job, offers a median hourly wage of \$22.36 per hour or an annual salary of about \$46,509. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$35.29 per hour or \$73,403 annually.

## Wage Overview for Top Posted Construction Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
47-2061	Construction Laborers	\$16.33	\$18.07	\$22.36	\$26.92	\$29.94
11-9021	Construction Managers	\$34.09	\$40.18	\$49.61	\$62.87	\$79.78
13-1051	Cost Estimators	\$19.50	\$26.57	\$34.86	\$44.87	\$56.09
47-2111	Electricians	\$18.13	\$23.36	\$31.62	\$38.52	\$44.71
47-2031	Carpenters	\$18.63	\$22.46	\$27.62	\$31.43	\$36.24
47-2141	Painters, Construction and Maintenance	\$17.05	\$18.80	\$22.96	\$29.09	\$33.07
47-2152	Plumbers, Pipefitters, and Steamfitters	\$18.10	\$22.59	\$35.29	\$40.08	\$45.19
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$23.01	\$28.35	\$34.75	\$42.23	\$52.36
47-4011	Construction and Building Inspectors	\$15.76	\$19.27	\$28.74	\$32.89	\$38.55
47-2211	Sheet Metal Workers	\$18.41	\$22.66	\$31.78	\$38.97	\$41.35

### In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Painting

### In-Demand Foundational Skills

- Communications
- Customer Service
- Management
- Operations
- Detail Oriented

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- Project Management Professional Certification
- 10-Hour OSHA General Industry Card

### In-Demand Education Level\*

- High school or GED: 20.7%
- Associate degree: 5.0%
- Bachelor's degree: 16.4%
- Master's degree: 2.0%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- GPAC
- Tradesmen International
- Aerotek
- CDM Smith
- Plastipak
- State of Michigan
- Walbridge
- Actalent
- United States Department of Homeland Security
- Michael Page

### Job Postings by City

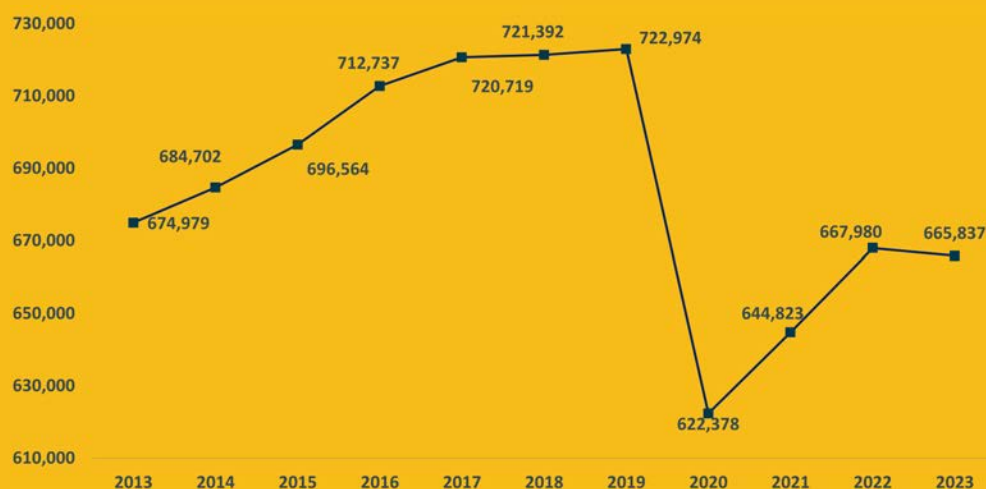
- Detroit: 920 Postings
- Lansing: 503 Postings
- Ann Arbor: 337 Postings
- Livonia: 199 Postings
- Warren: 195 Postings
- Novi: 166 Postings
- Troy: 166 Postings
- Farmington: 134 Postings
- Flint: 132 Postings
- Sterling Heights: 129 Postings



# CUSTOMER SERVICE OCCUPATION GROUP

The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all Customer Service occupations, with skills transferable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time  
2013-2023



**2,143 Customer  
Service Workers**

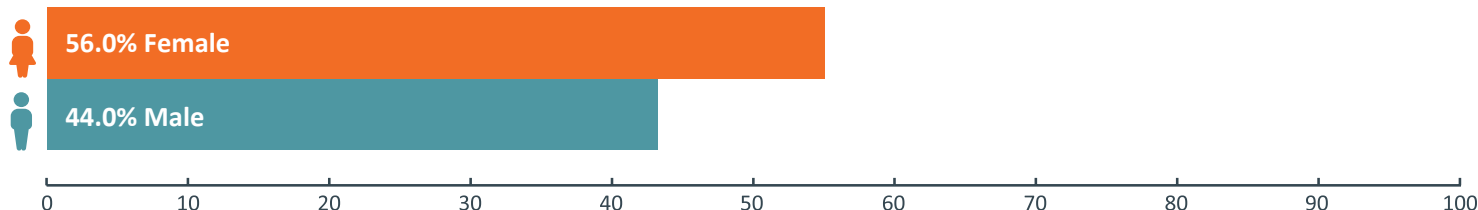
**0.3% Decrease  
from 2022**



## Customer Service Worker Demographics

In Q3 2023, there were 665,837 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) between the ages of 25 and 54 (53.1 percent), with 44.0 percent of workers identifying as male and just 27.1 percent identifying as a racial minority. Roughly 26.3 percent of the workers were under the age of 25, compared to the 20.6 percent who were 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**72.9% White** | **15.6% Black or African-American** | **5.4% Hispanic or Latino**

### Worker Age Demographics

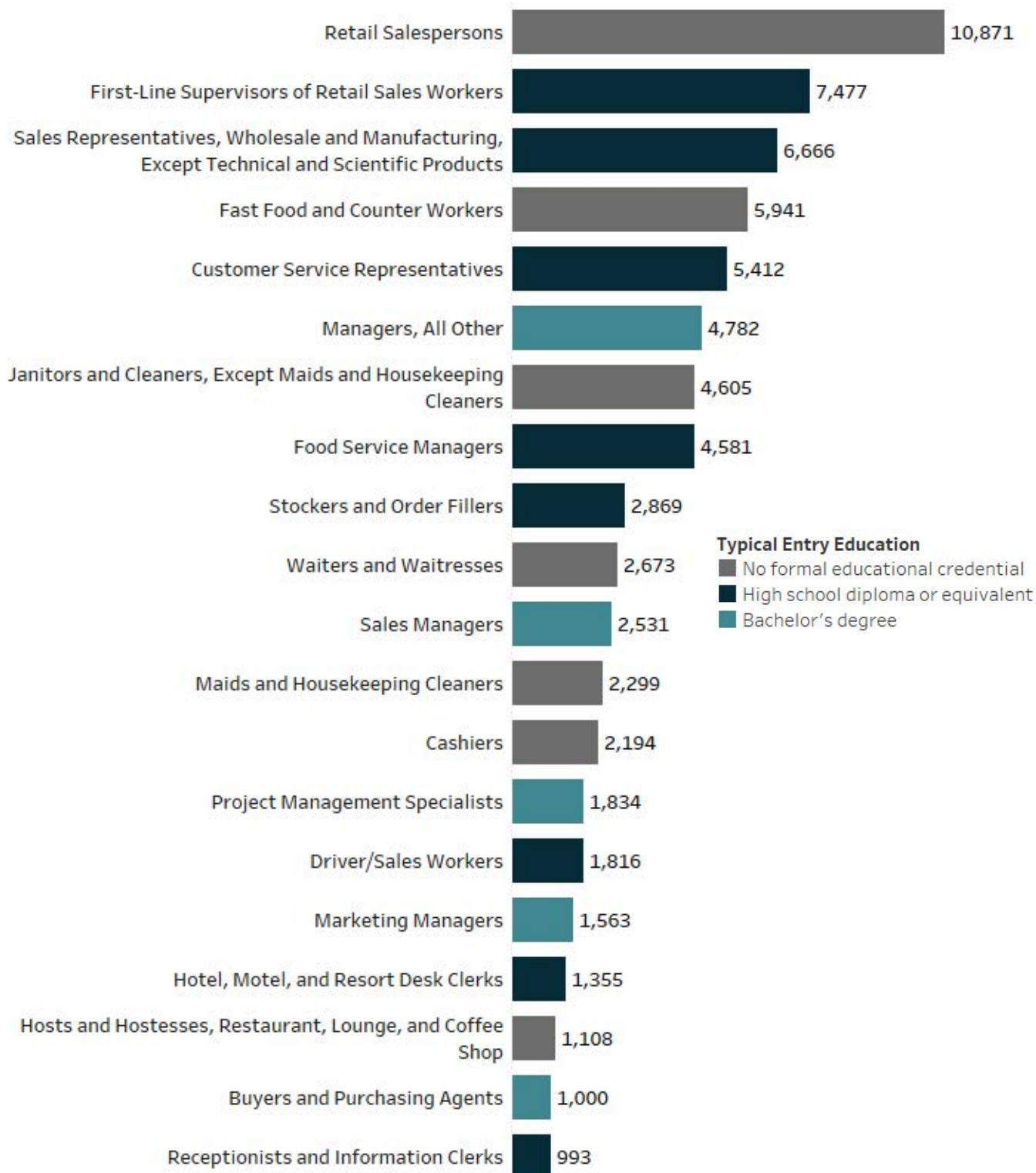




# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

In Q3 2023, there were a total of 86,354 job postings for Customer Service workers, a decrease of 10,453 or 10.8 percent since Q2 2023. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q3 2023, with 10,871 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 7,477 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (6,666 postings), Customer Service Representatives (5,941 postings), and Customer Service Representatives (5,412 postings).





# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, the Customer Service occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$16.03 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.78 per hour or an annual salary of about \$30,742. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$21.40 per hour or \$44,512 annually.

## Wage Overview for Top Posted Customer Service Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$11.25	\$12.79	\$14.78	\$17.45	\$22.94
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.77	\$16.79	\$21.40	\$27.72	\$36.24
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.03	\$23.51	\$34.37	\$48.16	\$64.27
35-3023	Fast Food and Counter Workers	\$11.17	\$12.07	\$13.09	\$13.83	\$15.39
43-4051	Customer Service Representatives	\$13.70	\$15.14	\$18.30	\$22.64	\$29.08
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$12.20	\$13.55	\$15.02	\$17.80	\$19.87
11-9051	Food Service Managers	\$22.56	\$27.29	\$30.84	\$36.07	\$41.47
53-7065	Stockers and Order Fillers	\$12.65	\$14.04	\$16.03	\$18.97	\$23.65
35-3031	Waiters and Waitresses	\$10.63	\$12.74	\$15.74	\$22.84	\$28.03

### In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Marketing
- Cash Register

### In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

### In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Master Of Business Administration (MBA)
- Project Management Professional Certification
- Barber License

### In-Demand Education Level\*

- High school or GED: 29.2%
- Associate degree: 3.8%
- Bachelor's degree: 18.5%
- Master's degree: 3.2%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Meijer
- Taco Bell
- AutoZone
- Dollar General
- TJX
- Domino's Pizza
- Marriott International
- Panera Bread
- Great Clips
- Clean Team

### Top Posting Employers

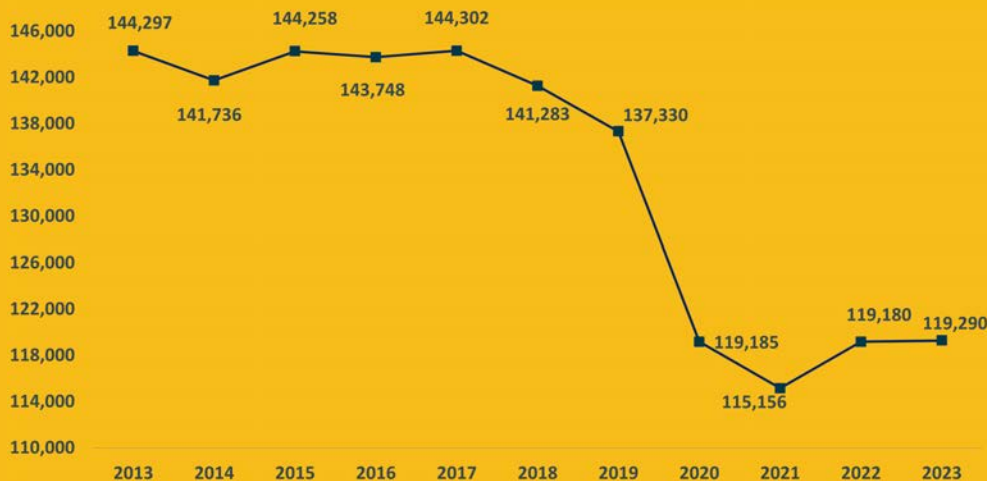
- Detroit: 9,027 Postings
- Lansing: 5,828 Postings
- Ann Arbor: 4,897 Postings
- Troy: 3,796 Postings
- Novi: 2,593 Postings
- Livonia: 2,418 Postings
- Southfield: 2,034 Postings
- Flint: 1,931 Postings
- Auburn Hills: 1,924 Postings
- Rochester: 1,914 Postings



# EDUCATION OCCUPATION GROUP

There are Education group jobs which can be found both in the private and public sectors. Teachers and other education-related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the Education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time  
2013-2023



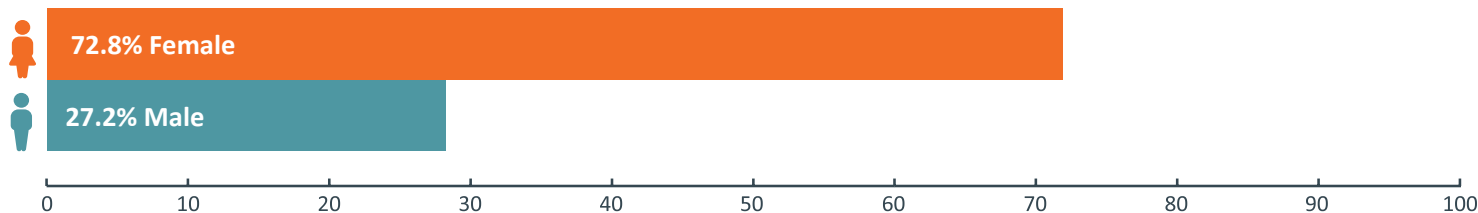
**110 Education Workers**  
0.1% Increase from 2022



## Education Worker Demographics

According to Q3 2023 Lightcast data, the 119,290 workers in the Education group are not particularly diverse. Just 8.4 percent of the related workforce is under 25. Male workers account for 27.2 percent of the current workforce and only 19.0 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

### Worker Gender Demographics



### Race and Ethnicity Demographics

81.0% White | 8.8% Black or African-American | 4.2% Asian

### Worker Age Demographics

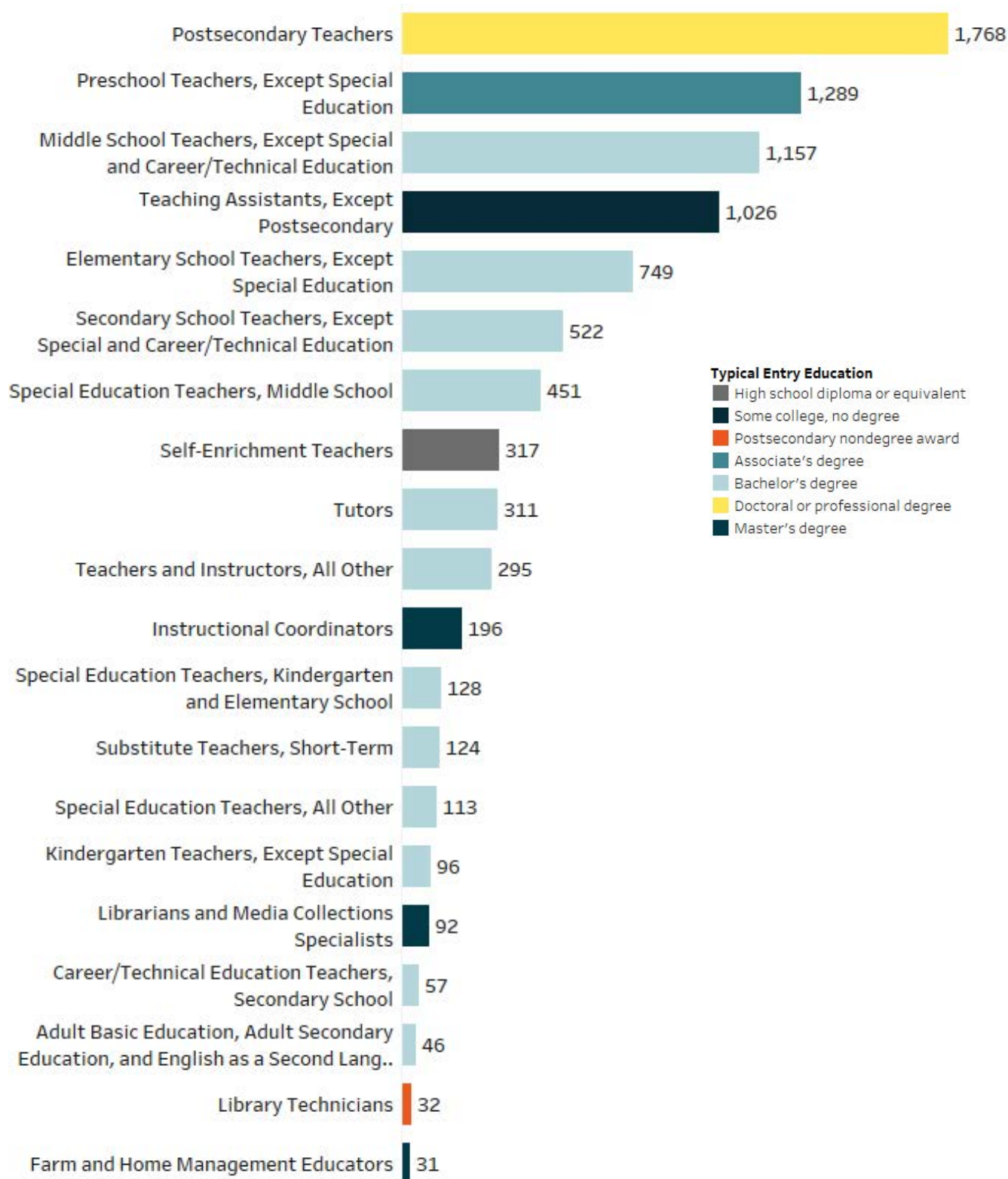




# EDUCATION OCCUPATION GROUP

## Top Posted Jobs

Online job ads increased by 215 or 2.5 percent since Q2 2023, bringing Q3 2023 demand to 8,896 job postings for Education workers. Postsecondary Teachers were the most sought-after occupation with 1,768 postings. Preschool Teachers, Except Special Education was in the second position with 1,289 postings. Other top posted jobs include Middle School Teachers, Except Special and Career/Technical Education (1,157 postings), Teaching Assistants, Except Postsecondary (1,026 postings), and Elementary School Teachers, Except Special Education (749 postings).





# EDUCATION OCCUPATION GROUP

## Wage Overview

Wages in the Education field tend to scale with both education and experience. Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$30.26 per hour. Postsecondary Teachers, the top posted Education job, offers a median hourly wage of \$44.43 per hour or an annual salary of about \$92,414.

### Wage Overview for Top Posted Education Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$25.97	\$33.53	\$44.43	\$59.07	\$81.38
25-2011	Preschool Teachers, Except Special Education	\$13.66	\$14.46	\$17.12	\$20.00	\$25.60
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$20.40	\$23.58	\$30.26	\$37.84	\$45.72
25-9045	Teaching Assistants, Except Postsecondary	\$11.22	\$13.13	\$14.36	\$16.51	\$18.57
25-2021	Elementary School Teachers, Except Special Education	\$21.70	\$24.06	\$30.81	\$38.26	\$45.75
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$21.08	\$23.92	\$30.67	\$38.55	\$45.27
25-2057	Special Education Teachers, Middle School	\$23.22	\$25.28	\$31.14	\$38.26	\$44.80
25-3021	Self-Enrichment Teachers	\$12.83	\$16.24	\$22.34	\$29.44	\$37.07
25-3041	Tutors	\$11.76	\$12.21	\$14.92	\$18.46	\$26.93
25-3099	Teachers and Instructors, All Other	\$17.68	\$20.95	\$31.79	\$39.56	\$43.25

### In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Curriculum Development

### In-Demand Foundational Skills

- Teaching
- Communications
- Leadership
- Planning
- Writing

### In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Valid Driver's License
- Registered Nurse (RN)

### In-Demand Education Level\*

- High school or GED: 17.0%
- Associate degree: 10.8%
- Bachelor's degree: 35.2%
- Master's degree: 15.8%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- University Of Michigan
- Michigan Association Of School Boards
- KinderCare Education
- National Heritage Academies
- Michigan State University
- Archdiocese Of Detroit
- Leona
- Stride K12
- Chippewa Valley Schools
- Wayne State University

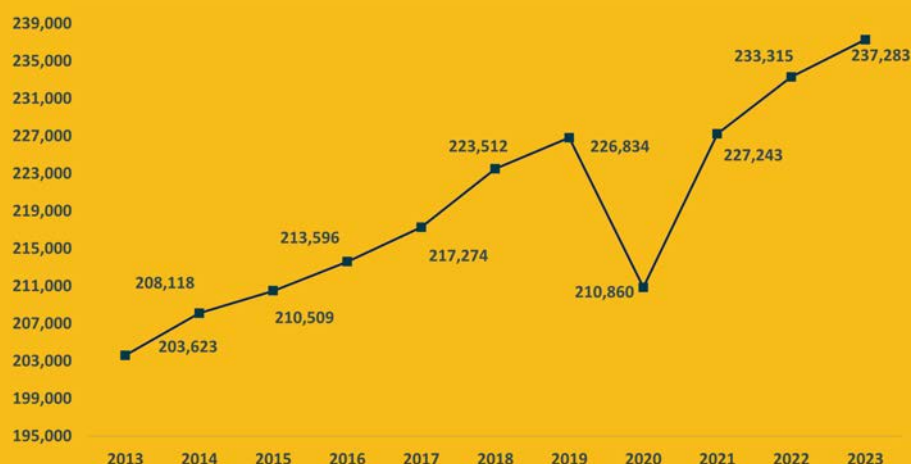
### Job Postings by City

1. Detroit: 1,301 Postings
2. Ann Arbor: 766 Postings
3. Flint: 371 Postings
4. Lansing: 361 Postings
5. East Lansing: 353 Postings
6. Dearborn: 273 Postings
7. Macomb: 250 Postings
8. Southfield: 237 Postings
9. Sterling Heights: 194 Postings
10. Rochester: 191 Postings



Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertains only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

## Employment Over Time 2013-2023



**3,968 Energy Workers**

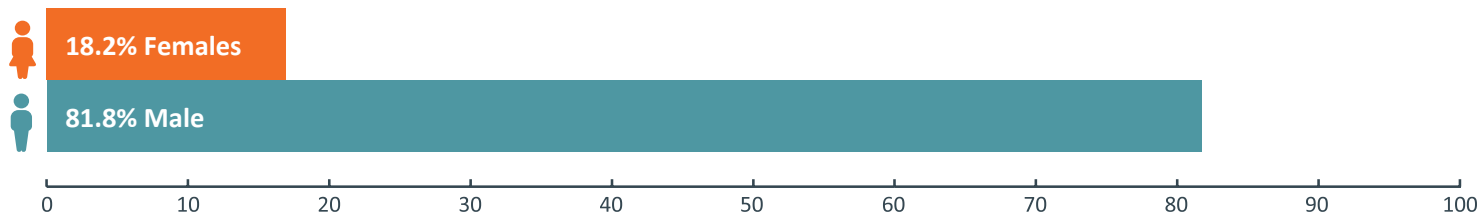
**1.7% Increase from 2022**



## Energy Worker Demographics

In Q3 2023, there were 237,283 workers in the Energy occupation group. This group is primarily made up of males (81.8 percent) between the ages of 25 and 54 (70.1 percent), with 18.2 percent of workers identifying as female and just 21.4 percent identifying as a racial minority. Also of note was that 5.2 percent of the workers in the occupation group were under the age of 25, compared to the 24.7 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**78.6% White | 9.9% Black or African-American | 6.0% Asian**

### Worker Age Demographics

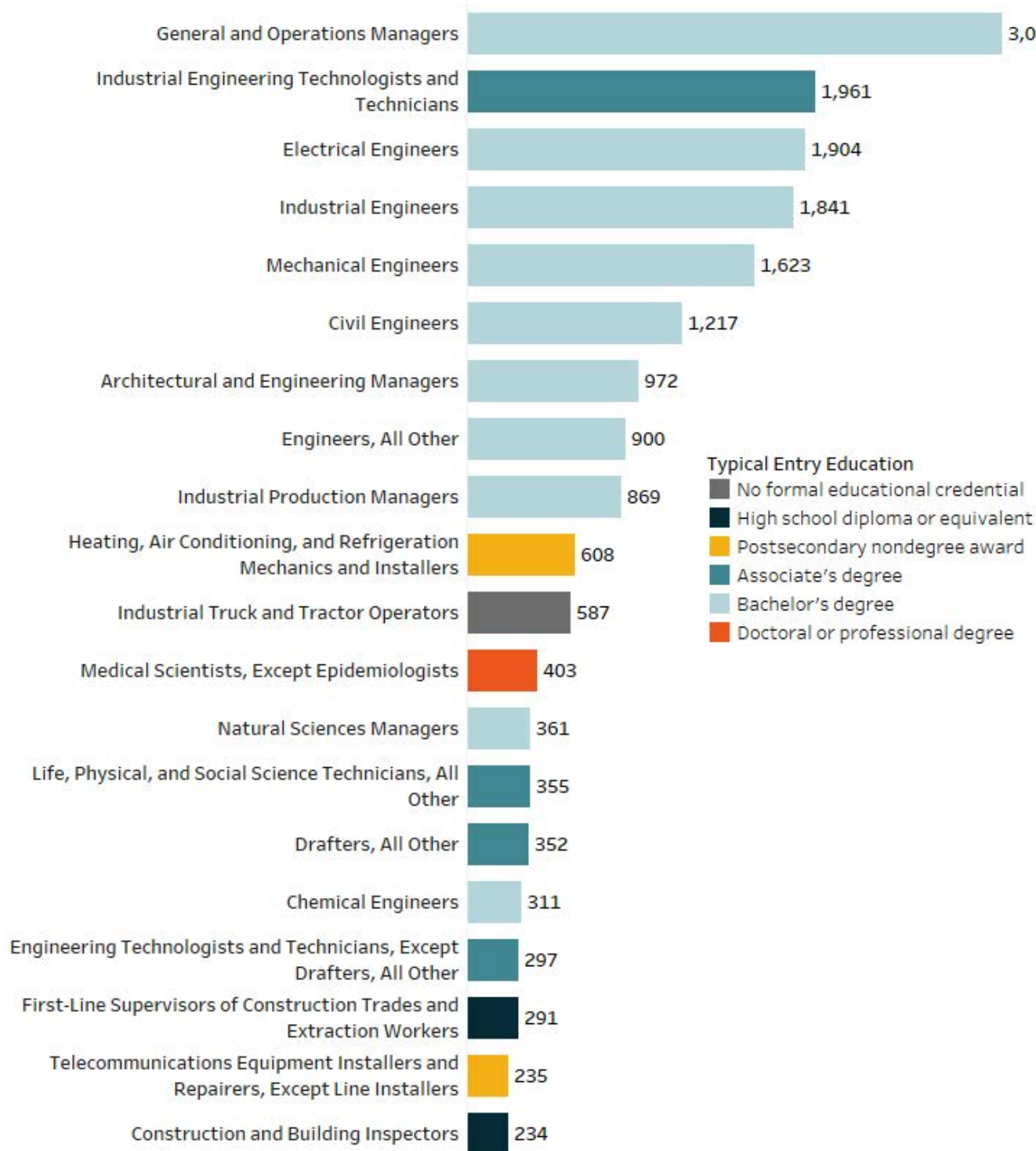




# ENERGY OCCUPATION GROUP

## Top Posted Jobs

This quarter saw a total of 22,160 job postings for Energy workers, a decrease of 5,014 postings or 18.5 percent from Q2 2023. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q3 2023, with 3,017 postings. Industrial Engineering Technologists and Technicians was in the second position with 1,961 postings. Other top posted jobs include Electrical Engineers (1,904 postings), Industrial Engineers (1,841 postings), and Mechanical Engineers (1,623 postings).





## Wage Overview

The demand for Engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. The Energy occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$47.52 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$48.04 per hour or an annual salary of about \$99,923.

### Wage Overview for Top Posted Energy Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$21.91	\$30.33	\$48.04	\$74.99	\$105.84
17-3026	Industrial Engineering Technologists and Technicians	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
17-2071	Electrical Engineers	\$36.30	\$40.04	\$48.41	\$60.14	\$65.03
17-2112	Industrial Engineers	\$30.68	\$37.79	\$46.39	\$50.59	\$61.71
17-2141	Mechanical Engineers	\$30.44	\$37.94	\$47.52	\$52.43	\$62.95
17-2051	Civil Engineers	\$27.82	\$30.89	\$38.09	\$47.43	\$59.83
11-9041	Architectural and Engineering Managers	\$49.86	\$61.33	\$67.20	\$81.23	\$99.05
17-2199	Engineers, All Other	\$29.01	\$38.97	\$49.27	\$58.91	\$65.02
11-3051	Industrial Production Managers	\$36.29	\$44.88	\$52.41	\$65.22	\$81.97
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.01	\$22.23	\$25.12	\$31.63	\$39.50

### In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- AutoCAD
- New Product Development

### In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

### In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Security Clearance
- Engineer in Training

### In-Demand Education Level\*

- High school or GED: 18.9%
- Associate degree: 7.9%
- Bachelor's degree: 51.0%
- Master's degree: 13.1%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Actalent
- General Motors
- GPAC
- Ford
- University Of Michigan
- State of Michigan
- Magna
- Black & Veatch
- Aerotek
- Dollar Tree

### Job Postings by City

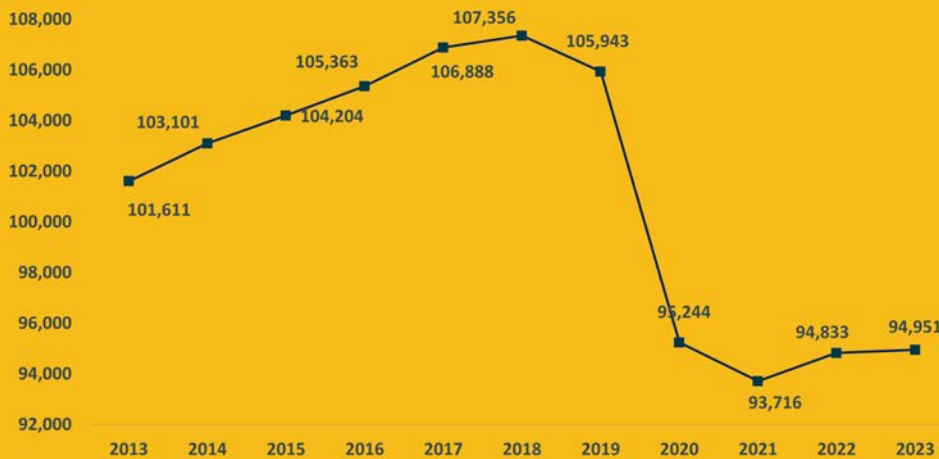
- Detroit: 3,352 Postings
- Lansing: 1,917 Postings
- Ann Arbor: 1,695 Postings
- Auburn Hills: 1,122 Postings
- Troy: 897 Postings
- Warren: 873 Postings
- Sterling Heights: 752 Postings
- Novi: 689 Postings
- Livonia: 620 Postings
- Farmington: 603 Postings



# ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 10,100 openings annually for engineers in southeast Michigan.

Employment Over Time  
2013-2023



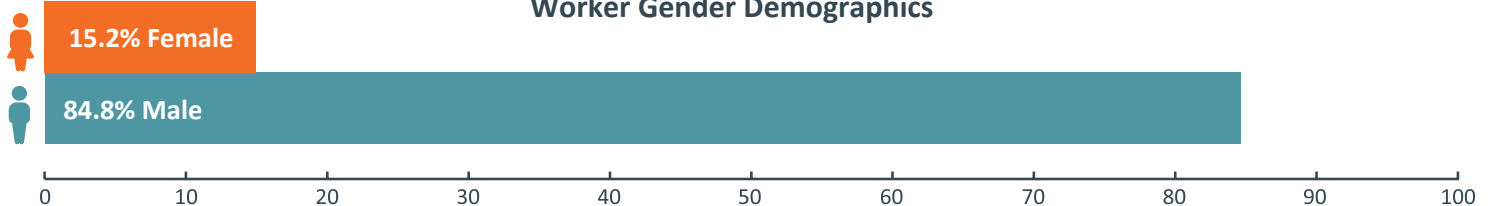
**118 Engineers  
and Designers  
Workers**  
**0.1%**  
**Increase from  
2022**



## Engineers and Designers Worker Demographics

According to Q3 2023 Lightcast data, the 94,951 workers in the Engineering and Design group are not particularly diverse. Just 5.3 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.2 percent of the current workforce and only 23.7 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.3% White | 10.6% Asian | 8.1% Black or African-American**

### Worker Age Demographics

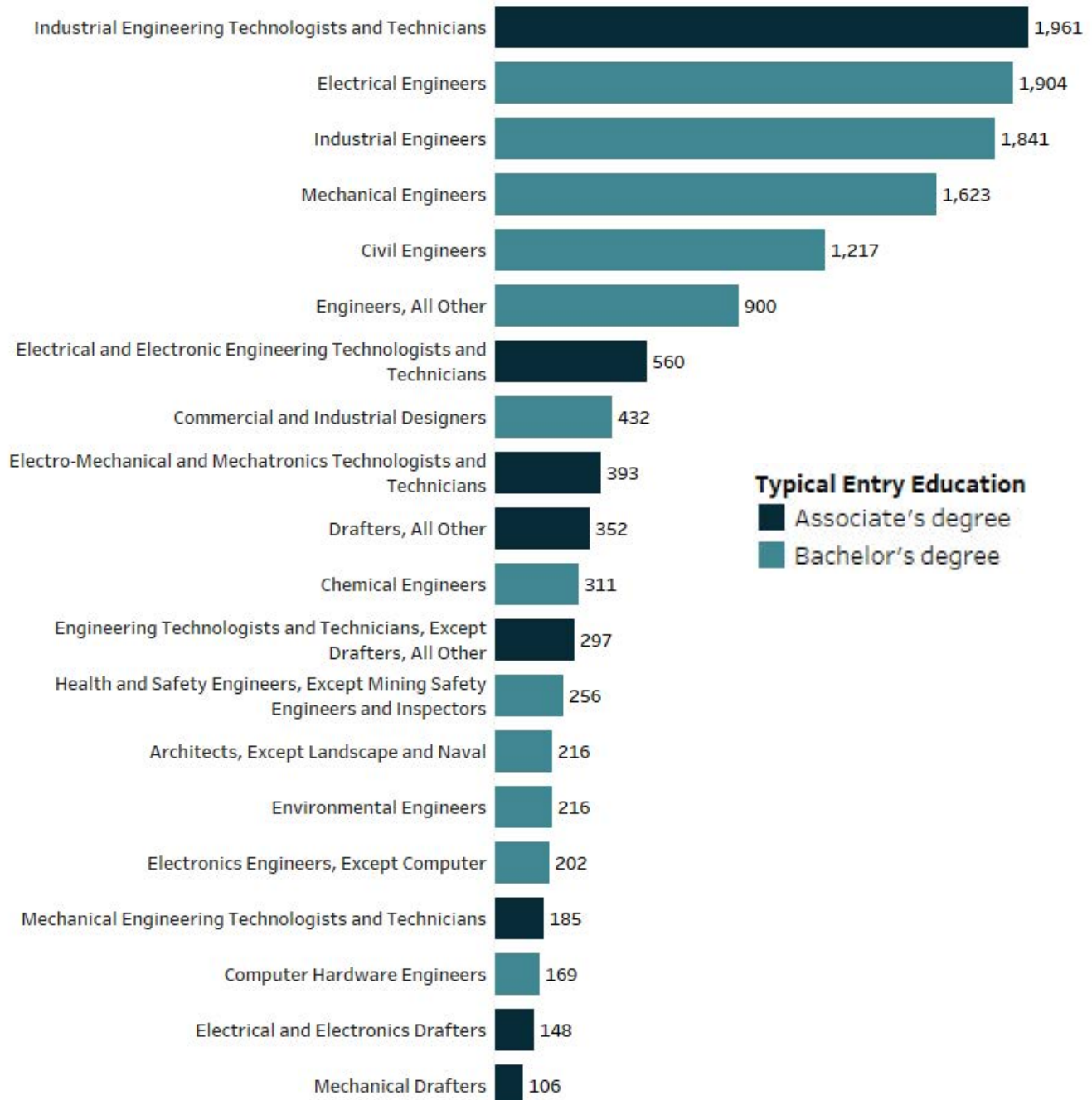




# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Top Posted Jobs

Online job ads for Engineers and Designers totaled 13,826 postings in Q3 2023, a decrease of 3,525 postings (20.3 percent) from Q2. Industrial Engineering Technologists and Technicians was the most sought-after occupation by Engineering and Design industry employers during Q3 2023, with 1,961 postings. Electrical Engineers was in the second position with 1,904 postings. Other top posted jobs include Industrial Engineers (1,841 postings), Mechanical Engineers (1,623 postings), and Civil Engineers (1,217 postings).





# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$38.09 per hour. Industrial Engineering Technologists and Technicians, the top posted Engineering and Design job, offers a median hourly wage of \$30.24 per hour or an annual salary of about \$62,899.

### Wage Overview for Top Posted Engineers and Designers Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
17-2071	Electrical Engineers	\$36.30	\$40.04	\$48.41	\$60.14	\$65.03
17-2112	Industrial Engineers	\$30.68	\$37.79	\$46.39	\$50.59	\$61.71
17-2141	Mechanical Engineers	\$30.44	\$37.94	\$47.52	\$52.43	\$62.95
17-2051	Civil Engineers	\$27.82	\$30.89	\$38.09	\$47.43	\$59.83
17-2199	Engineers, All Other	\$29.01	\$38.97	\$49.27	\$58.91	\$65.02
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.01	\$24.88	\$31.19	\$38.92	\$45.93
27-1021	Commercial and Industrial Designers	\$25.79	\$33.08	\$42.20	\$49.15	\$53.58
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.54	\$23.00	\$24.22	\$33.47	\$38.04
17-3019	Drafters, All Other	\$18.83	\$19.49	\$23.81	\$29.85	\$35.57

### In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- Project Management
- AutoCAD
- New Product Development

### In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Problem Solving
- Management
- Operations

### In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Security Clearance
- Engineer in Training
- Secret Clearance

### In-Demand Education Level\*

- High school or GED: 13.4%
- Associate degree: 9.0%
- Bachelor's degree: 57.2%
- Master's degree: 14.8%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Actalent
- General Motors
- Ford
- Magna
- Black & Veatch
- Aerotek
- GPAC
- KLA
- CDM Smith
- Stellantis

### Job Postings by City

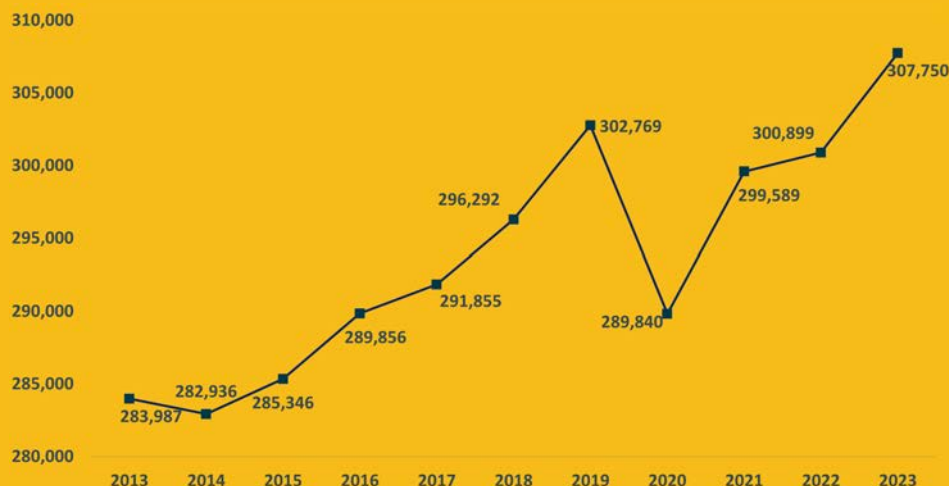
1. Detroit: 1,797 Postings
2. Auburn Hills: 1,022 Postings
3. Ann Arbor: 997 Postings
4. Lansing: 926 Postings
5. Troy: 736 Postings
6. Warren: 669 Postings
7. Sterling Heights: 647 Postings
8. Dearborn: 547 Postings
9. Novi: 508 Postings
10. Plymouth: 489 Postings



# HEALTHCARE OCCUPATION GROUP

WIN's healthcare occupation group includes jobs related to healthcare support and practitioners. Employment in this group has been consistently growing, more healthcare workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 31,700 job openings for these positions, and this is projected to continue increasing.

Employment Over Time  
2013-2023



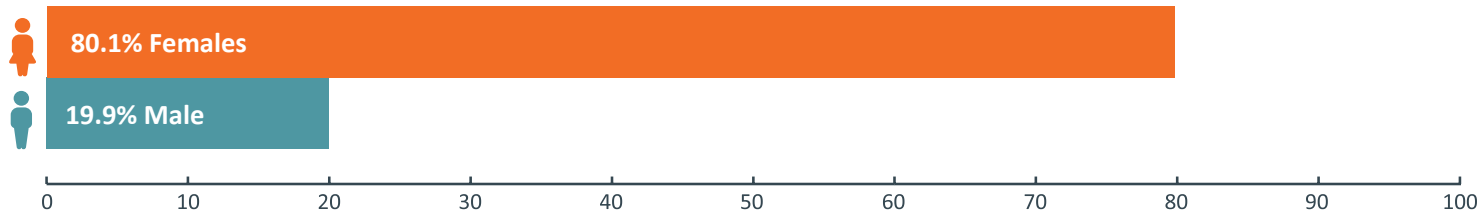
**6,851**  
**Healthcare**  
**Workers**  
**2.3% Increase**  
**from 2022**



## Healthcare Worker Demographics

The Healthcare occupation group employs 307,750 workers, with an overwhelming 80.1 percent as female between the age of 25 and 54 (67.6 percent). Just 19.9 percent of workers identify as male, although 32.2 percent identifying as a racial minority. Plus, 9.6 percent of the workers in the occupation group were under the age of 25, compared to the 22.8 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**67.8% White** | **20.2% Black or African-American** | **6.1% Asian**

### Worker Age Demographics

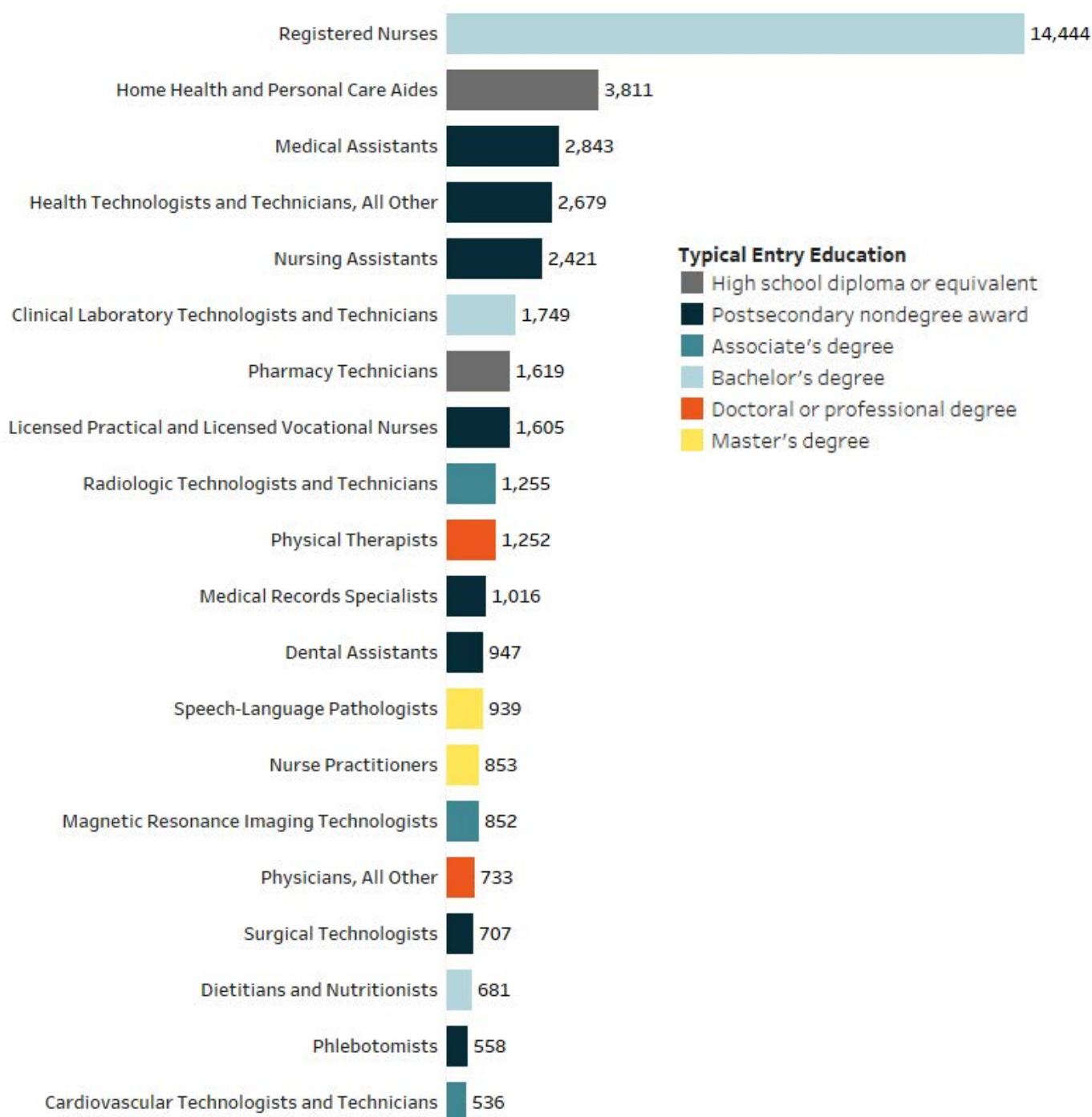




# HEALTHCARE OCCUPATION GROUP

## Top Posted Jobs

In Q3 2023, there were a total of 50,691 job postings for Healthcare workers, a decrease of 13,460 from Q2 2023. Registered Nurses was the most sought-after occupation by Healthcare industry employers with 14,444 postings. Home Health and Personal Care Aides was in the second position with 3,811 postings. Other top posted jobs include Medical Assistants (2,843 postings), Health Technologists and Technicians, All Other (2,679 postings), and Nursing Assistants (2,421 postings).





# HEALTHCARE OCCUPATION GROUP

## Wage Overview

Wages in the Healthcare field tend to scale with both education and experience. The Healthcare occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top posted jobs that require less than a bachelor's degree pay under the State median wage of \$21.88 per hour. At least half of the top jobs pay over \$19.18 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$38.59 per hour or an annual salary of about \$80,267.

### Wage Overview for Top Posted Healthcare Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$31.37	\$33.86	\$38.59	\$44.65	\$48.74
31-1128	Home Health and Personal Care Aides	\$10.96	\$12.28	\$13.78	\$15.40	\$17.15
31-9092	Medical Assistants	\$14.41	\$16.38	\$17.89	\$19.55	\$21.77
29-2099	Health Technologists and Technicians, All Other	\$16.42	\$17.41	\$19.18	\$26.16	\$33.50
31-1131	Nursing Assistants	\$15.04	\$16.43	\$17.59	\$18.66	\$19.76
29-2018	Clinical Laboratory Technologists and Technicians	\$17.24	\$18.59	\$27.25	\$34.52	\$39.61
29-2052	Pharmacy Technicians	\$13.70	\$15.96	\$17.79	\$21.04	\$22.92
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.68	\$26.78	\$28.69	\$30.21	\$31.39
29-2034	Radiologic Technologists and Technicians	\$24.58	\$28.83	\$31.52	\$37.18	\$39.49
29-1123	Physical Therapists	\$30.70	\$39.18	\$45.32	\$49.32	\$52.39

### In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Radiology
- Nursing Process

### In-Demand Foundational Skills

- Communications
- Leadership
- Customer Service
- Management
- Teaching

### In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Valid Driver's License
- Advanced Cardiovascular Life Support (ACLS) Certification

### In-Demand Education Level\*

- High school or GED: 26.5%
- Associate degree: 19.7%
- Bachelor's degree: 18.5%
- Master's degree: 9.1%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Beaumont Health
- Trinity Health
- ProMedica
- Corewell Health
- Henry Ford Health Corp
- Henry Ford Health System
- McLaren Health Care
- Ascension
- Healthcare Employment Network
- University Of Michigan

### Job Postings by City

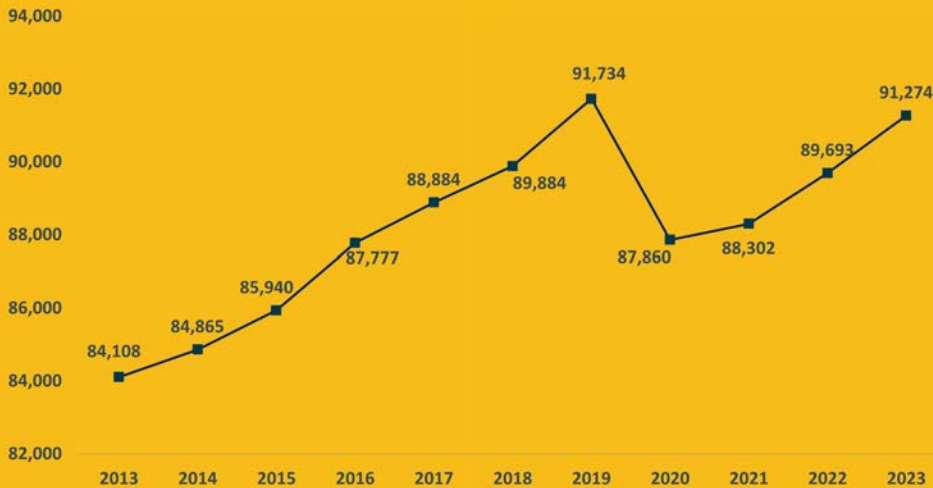
1. Detroit: 6,668 Postings
2. Ann Arbor: 3,325 Postings
3. Lansing: 2,623 Postings
4. Dearborn: 1,558 Postings
5. Flint: 1,459 Postings
6. Troy: 1,385 Postings
7. Southfield: 1,288 Postings
8. Jackson: 1,236 Postings
9. Pontiac: 1,218 Postings
10. Livonia: 1,211 Postings



# INFORMATION TECHNOLOGY OCCUPATION GROUP

Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the Information Technology (IT) group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 8,800 job openings are reported in the region annually.

Employment Over Time  
2013-2023

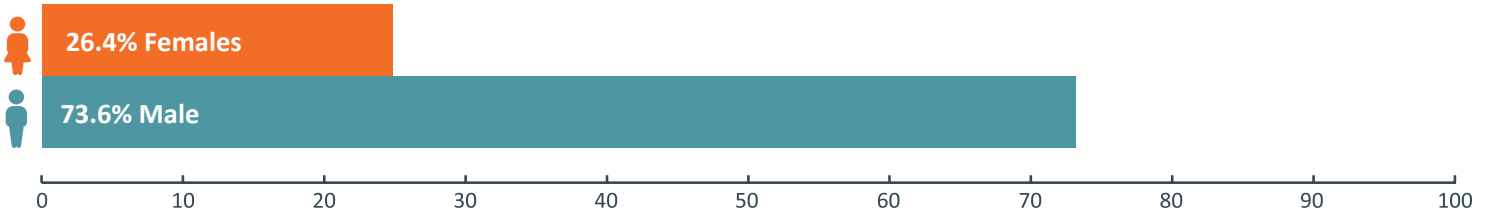


**1,581**  
Information  
Technology  
Workers  
**1.8% Increase**  
from 2022

## Information Technology Worker Demographics

In Q3 2023, there were 91,274 workers in the IT occupation group. This group is primarily made up of males (73.6 percent) between the ages of 25 and 54 (77.4 percent), with 26.4 percent of workers identifying as female and 31.6 percent identifying as a racial minority. Plus, 5.6 percent of the workers in the occupation group were under the age of 25, compared to the 17.0 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**68.4% White** | **17.3% Asian** | **9.4% Black or African-American**

### Worker Age Demographics

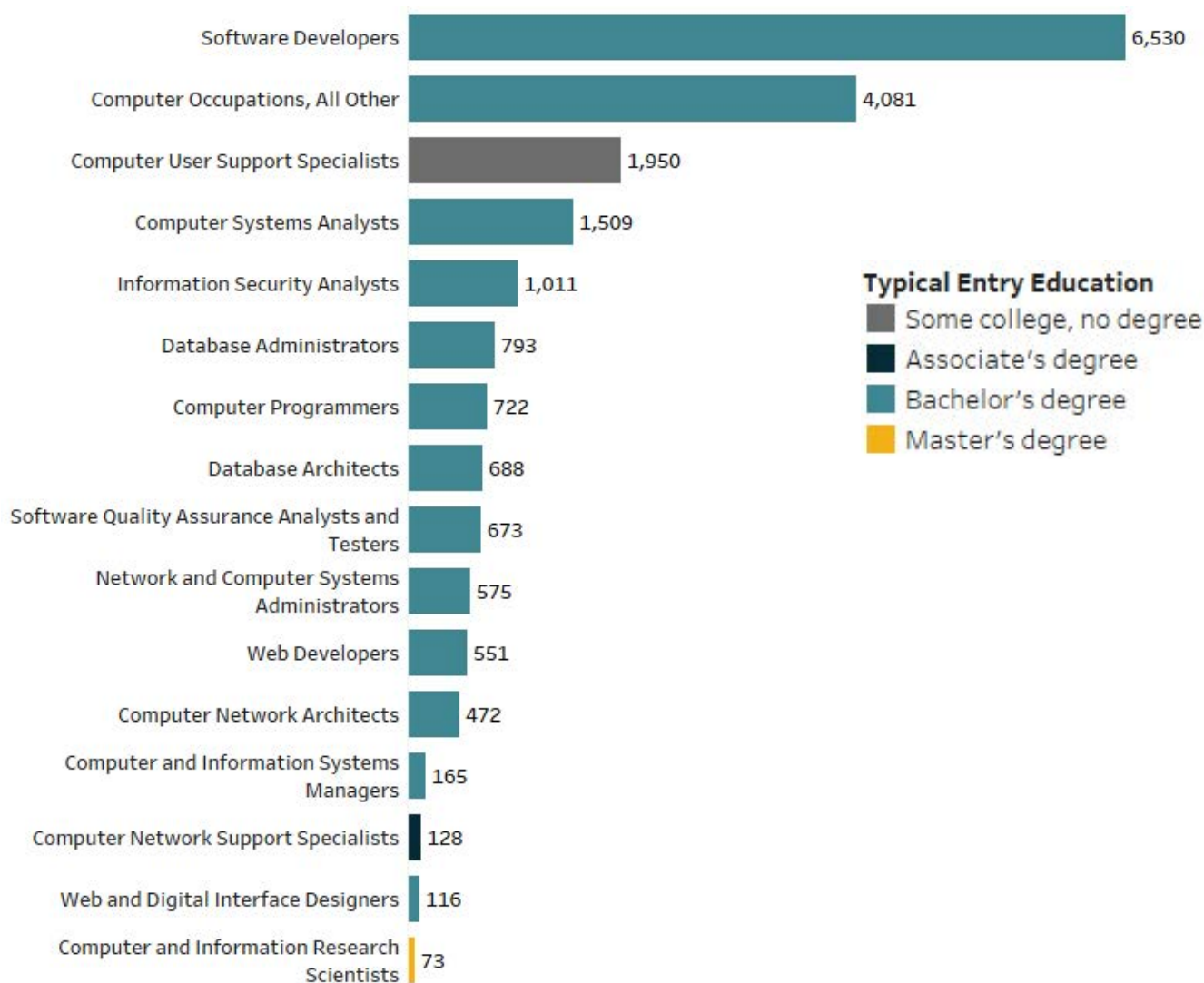




# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In Q3 2023, there were a total of 20,037 job postings for IT workers, a decrease of 6,633 postings or 24.9 percent from Q2 2023. Software Developers was the most sought-after occupation by IT industry employers during Q3 2023, with 6,530 postings. Computer Occupations, All Other was in the second position with 4,081 postings. Other top posted jobs include Computer User Support Specialists (1,950 postings), Computer Systems Analysts (1,509 postings), and Information Security Analysts (1,011 postings).





# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. At least half of the top jobs pay over \$43.95 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$49.07 per hour or an annual salary of about \$102,066.

### Wage Overview for Top Posted Information Technology Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$33.11	\$39.67	\$49.07	\$61.50	\$68.92
15-1299	Computer Occupations, All Other	\$24.46	\$31.75	\$44.73	\$58.49	\$66.88
15-1232	Computer User Support Specialists	\$16.96	\$20.04	\$25.55	\$32.48	\$40.40
15-1211	Computer Systems Analysts	\$36.08	\$40.83	\$49.80	\$60.65	\$67.04
15-1212	Information Security Analysts	\$27.70	\$36.28	\$47.92	\$61.93	\$74.01
15-1242	Database Administrators	\$27.33	\$31.93	\$43.95	\$51.68	\$60.75
15-1251	Computer Programmers	\$23.88	\$33.48	\$40.62	\$54.35	\$69.99
15-1243	Database Architects	\$35.93	\$39.00	\$47.52	\$60.77	\$68.59
15-1253	Software Quality Assurance Analysts and Testers	\$27.96	\$35.19	\$40.68	\$47.98	\$56.18
15-1244	Network and Computer Systems Administrators	\$29.52	\$35.18	\$41.62	\$51.16	\$61.25

### In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Project Management
- Automation

### In-Demand Foundational Skills

- Communications
- Management
- Troubleshooting (Problem Solving)
- Problem Solving
- Leadership

### In-Demand Certifications

- Valid Driver's License
- Certified Information Systems Security Professional
- Security Clearance
- Project Management Professional Certification
- Secret Clearance

### In-Demand Education Level\*

- High school or GED: 7.0%
- Associate degree: 6.3%
- Bachelor's degree: 56.1%
- Master's degree: 14.4%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Deloitte
- Ford
- Allegis Group
- General Motors
- V2Soft
- University Of Michigan
- State of Michigan
- Humana
- Actalent
- Htc Global Services

### Job Postings by City

- Lansing: 4,217 Postings
- Detroit: 3,415 Postings
- Ann Arbor: 1,356 Postings
- Troy: 1,328 Postings
- Auburn Hills: 1,285 Postings
- Dearborn: 1,234 Postings
- Farmington: 777 Postings
- Sterling Heights: 615 Postings
- Southfield: 610 Postings
- Warren: 545 Postings

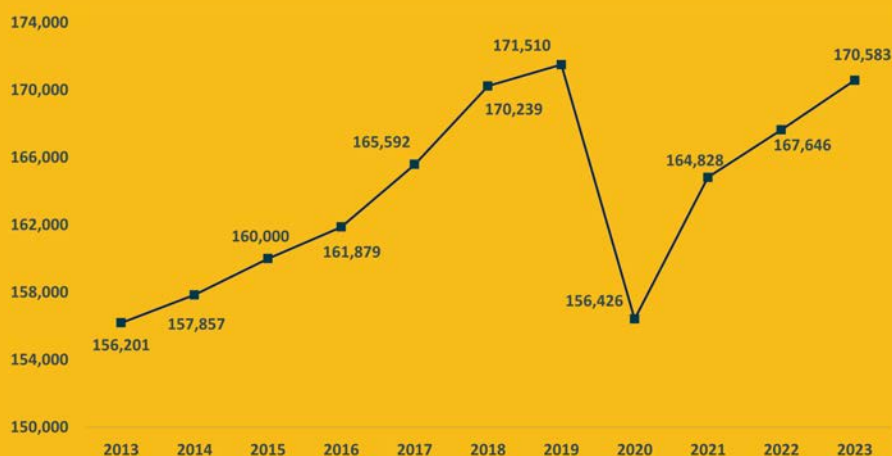


# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 22,000 openings for these workers annually.

*NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.*

Employment Over Time  
2013-2023



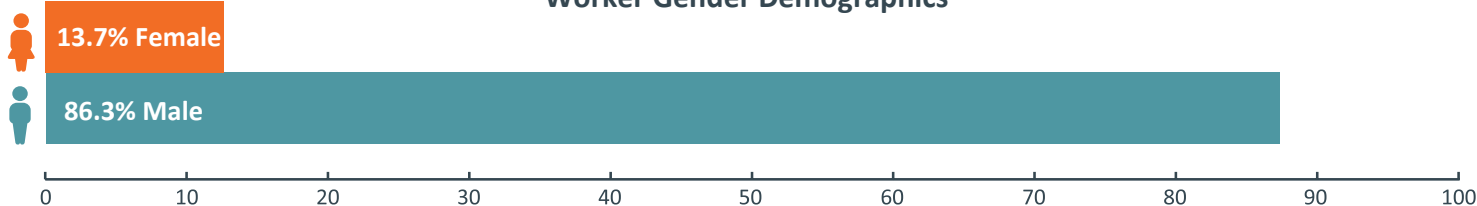
**2,937 Skilled  
Trades Workers**  
**1.8% Increase  
from 2022**



## Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 170,583 workers during Q3 2023 in southeast Michigan. This group is primarily made up of males (86.3 percent) between the ages of 25 and 54 (65.0 percent), with 13.7 percent of workers identifying as female and just 22.7 percent identifying as a racial minority. Plus, 6.1 percent of the workers in the occupation group were under the age of 25, compared to the 28.9 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**77.3% White | 13.0% Black or African-American | 4.8% Hispanic or Latino**

### Worker Age Demographics

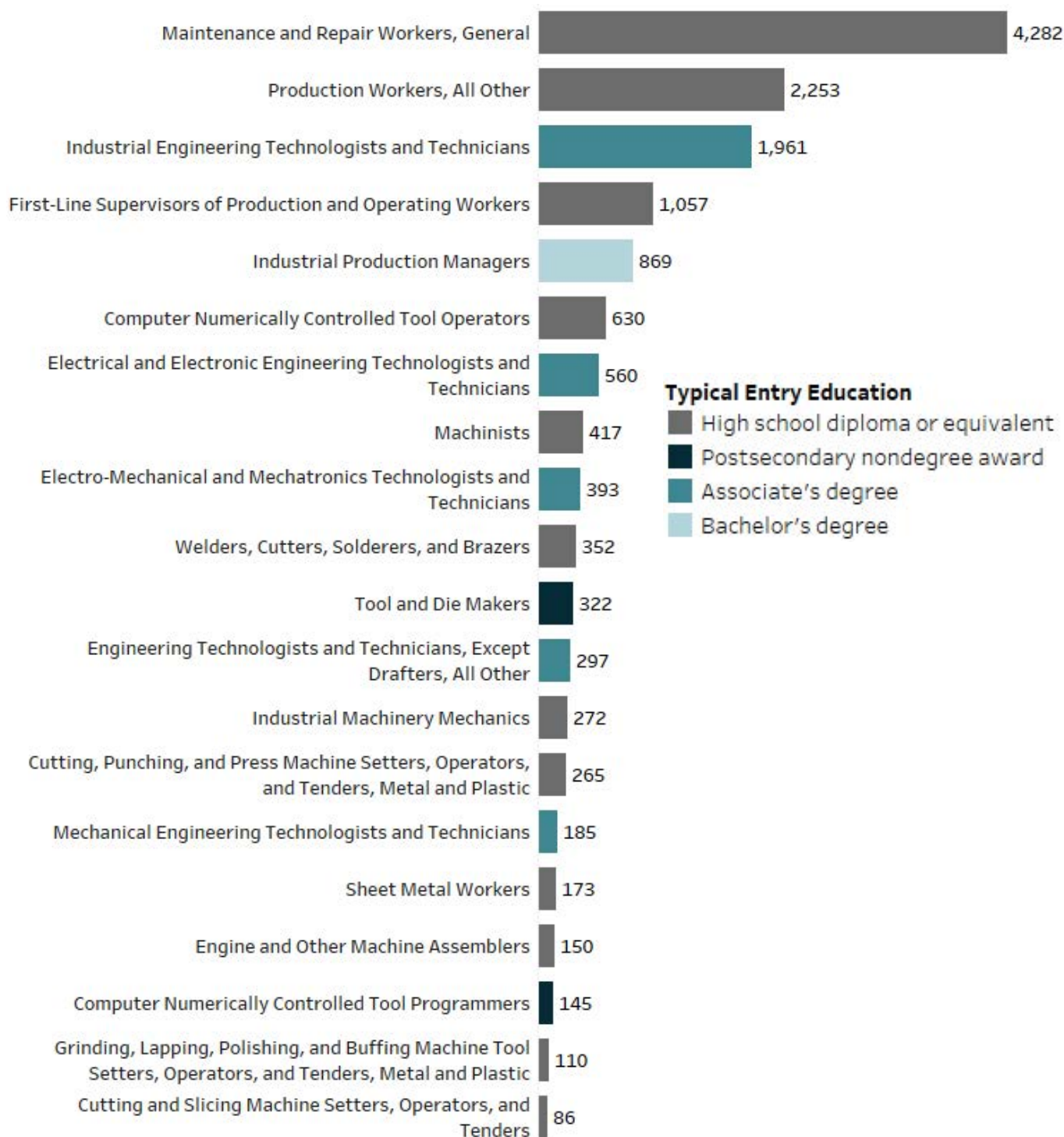




# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

There was a total of 15,432 job postings for Skilled Trades workers in Q3 2023, a 13.6 percent decrease (2,432 postings) from Q2. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q3 2023, with 4,282 postings. Production Workers, All Other was in the second position with 2,253 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (1,961 postings), First-Line Supervisors of Production and Operating Workers (1,057 postings), and Industrial Production Managers (869 postings).





# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs that are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$22.50 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$20.73 per hour or an annual salary of about \$43,118.

## Wage Overview for Top Posted Skilled Trades Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.17	\$16.34	\$20.73	\$24.79	\$29.96
51-9199	Production Workers, All Other	\$13.44	\$14.59	\$16.27	\$18.74	\$22.19
17-3026	Industrial Engineering Technologists and Technicians	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.85	\$24.41	\$31.29	\$39.01	\$50.63
11-3051	Industrial Production Managers	\$36.29	\$44.88	\$52.41	\$65.22	\$81.97
51-9161	Computer Numerically Controlled Tool Operators	\$16.14	\$17.68	\$21.55	\$26.19	\$30.34
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.01	\$24.88	\$31.19	\$38.92	\$45.93
51-4041	Machinists	\$16.28	\$17.84	\$22.50	\$29.72	\$32.54
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.54	\$23.00	\$24.22	\$33.47	\$38.04
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.46	\$17.72	\$21.27	\$25.59	\$31.46

### In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machining
- HVAC

### In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Operations
- Management
- Problem Solving

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Forklift Certification
- Automotive Service Excellence (ASE) Certification
- HVAC Certification

### In-Demand Education Level\*

- High school or GED: 40.0%
- Associate degree: 8.5%
- Bachelor's degree: 11.2%
- Master's degree: 1.8%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Aerotek
- Taldeco
- Plastipak
- ManpowerGroup
- Kelly Services
- Orchid Orthopedics
- Qualified Staffing
- Elwood Staffing
- Sentech Services
- Randstad

### Job Postings by City

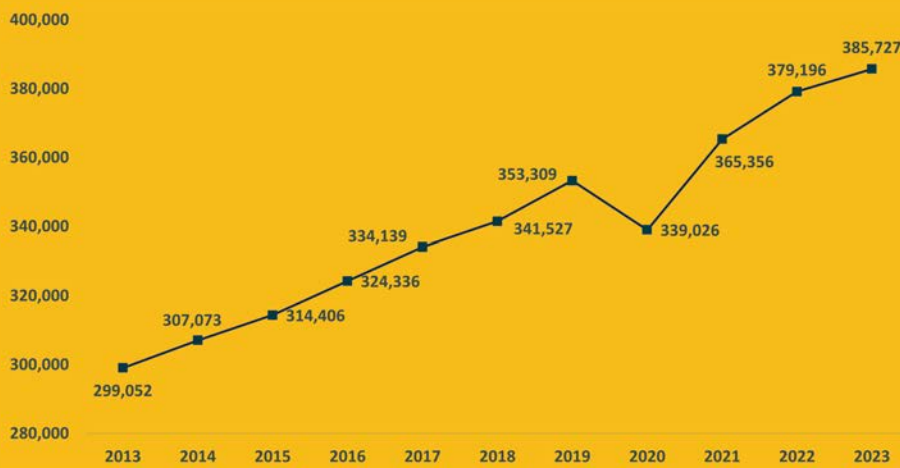
1. Detroit: 1,498 Postings
2. Lansing: 825 Postings
3. Warren: 633 Postings
4. Sterling Heights: 573 Postings
5. Ann Arbor: 539 Postings
6. Auburn Hills: 538 Postings
7. Troy: 523 Postings
8. Livonia: 451 Postings
9. Plymouth: 407 Postings
10. Jackson: 313 Postings



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 50,500 job openings in southeast Michigan.

Employment Over Time  
2013-2023



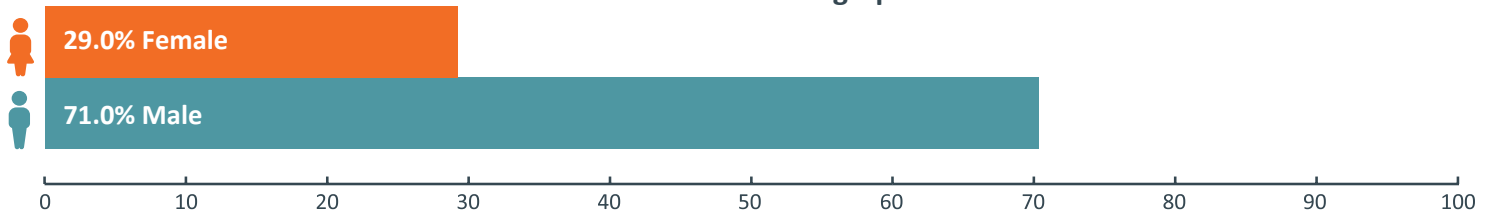
**6,531 TDL Workers**  
**1.7% Increase from 2022**



## TDL Worker Demographics

The TDL occupation group has a large workforce, employing 385,727 workers during Q3 2023. This group is primarily made up of males (71.0 percent) between the ages of 25 and 54 (62.8 percent), with 29.0 percent of workers identifying as female and 30.1 percent identifying as a racial minority. Plus, 12.8 percent of the workers in the occupation group were under the age of 25, compared to the 24.5 percent 55 years of age or older.

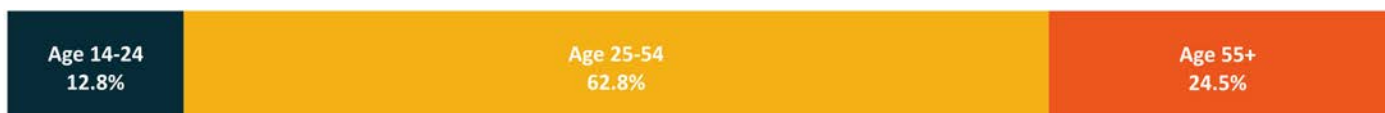
### Worker Gender Demographics



### Race and Ethnicity Demographics

**69.9% White** | **19.5% Black or African-American** | **5.2% Hispanic or Latino**

### Worker Age Demographics

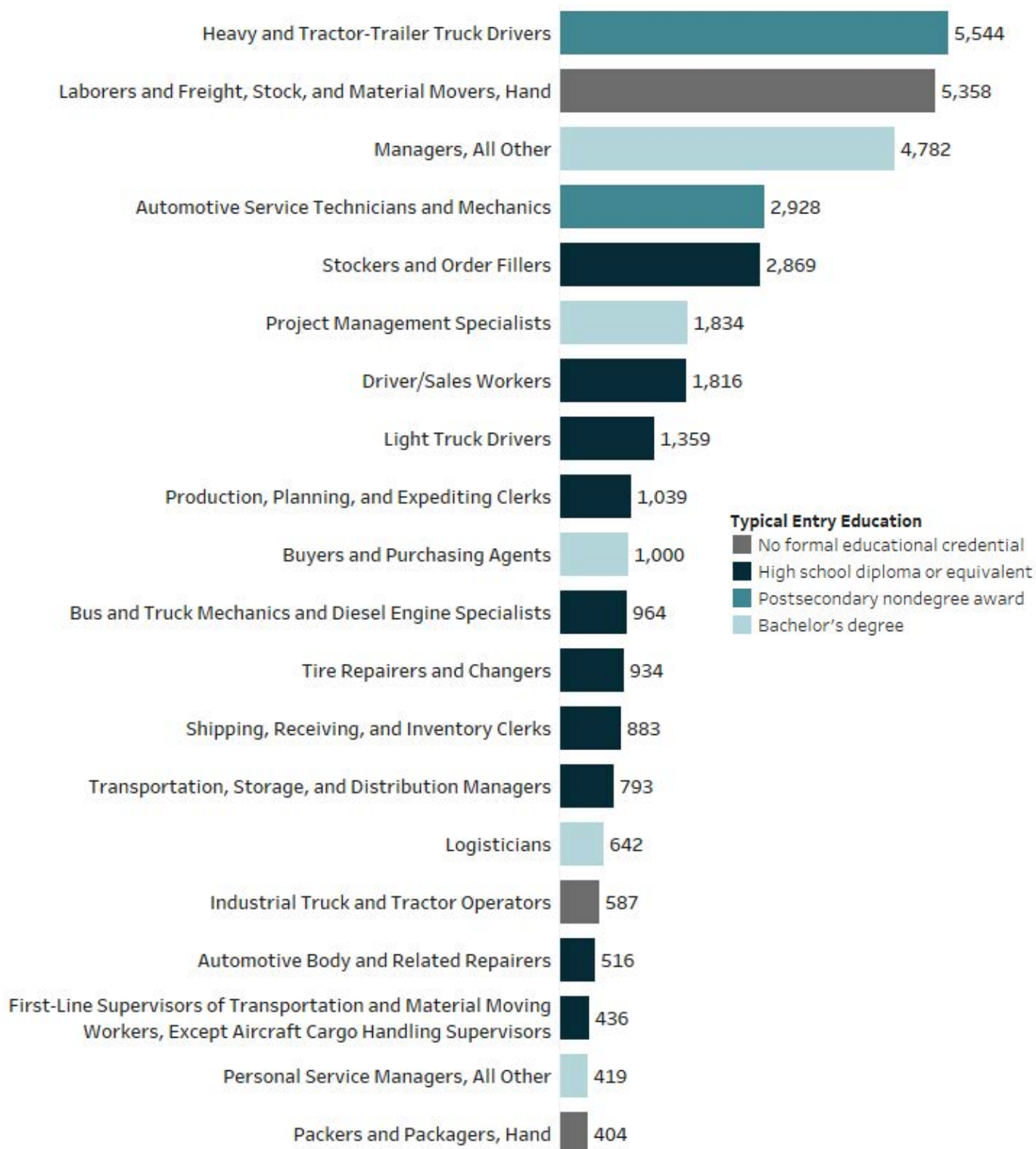




# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

Demand for TDL occupations totaled 40,337 job postings in Q3 2023, down 11.3 percent (5,162 postings) from Q2. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q3 2023, with 5,544 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 5,358 postings. Other top posted jobs include Managers, All Other (4,782 postings), Automotive Service Technicians and Mechanics (2,928 postings), and Stockers and Order Fillers (2,869 postings).





# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Wage Overview

The TDL occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$23.54 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$25.26 per hour or an annual salary of about \$52,541.

### Wage Overview for Top Posted TDL Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.84	\$21.52	\$25.26	\$29.11	\$33.16
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.97	\$15.41	\$17.75	\$23.08	\$25.42
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
49-3023	Automotive Service Technicians and Mechanics	\$14.83	\$17.48	\$23.54	\$30.32	\$36.07
53-7065	Stockers and Order Fillers	\$12.65	\$14.04	\$16.03	\$18.97	\$23.65
13-1082	Project Management Specialists	\$27.21	\$35.43	\$46.27	\$60.28	\$66.10
53-3031	Driver/Sales Workers	\$11.05	\$12.04	\$15.88	\$21.97	\$28.71
53-3033	Light Truck Drivers	\$13.78	\$16.52	\$18.55	\$25.11	\$38.05
43-5061	Production, Planning, and Expediting Clerks	\$17.52	\$19.52	\$24.75	\$32.56	\$38.42
13-1028	Buyers and Purchasing Agents	\$21.82	\$27.42	\$35.98	\$44.25	\$50.99

### In-Demand Technical Skills

- Warehousing
- Project Management
- Forklift Truck
- Merchandising
- Purchasing

### In-Demand Foundational Skills

- Communications
- Customer Service
- Management
- Lifting Ability
- Operations

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- CDL Class A License
- Automotive Service Excellence (ASE) Certification
- Project Management Professional Certification

### In-Demand Education Level\*

- High school or GED: 26.6%
- Associate degree: 4.1%
- Bachelor's degree: 18.3%
- Master's degree: 4.3%

*\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

### Top Posting Employers

- Discount Tire
- Amazon
- Meijer
- Roehl Transport
- Walmart
- University Of Michigan
- Belle Tire
- Aerotek
- FedEx
- Day & Ross USA

### Job Postings by City

1. Detroit: 4,652 Postings
2. Lansing: 3,179 Postings
3. Ann Arbor: 1,788 Postings
4. Warren: 1,359 Postings
5. Troy: 1,345 Postings
6. Livonia: 1,323 Postings
7. Sterling Heights: 1,048 Postings
8. Auburn Hills: 1,003 Postings
9. Romulus: 927 Postings
10. Dearborn: 923 Postings



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