WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
CLINTON COUNTY

January - December 2023

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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 across a 19-county region 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, along with the City of Detroit.

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 WIN Region report using data from all eleven occupation groups. A report focused on the city of Detroit 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 Clinton County, 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. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2023 labor market information from Clinton County for the Business and Finance, Construction, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.

REPORT CONTENTS

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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Clinton County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market this year. In 2023, the labor force grew by 1,504 individuals (3.7 percent) while employment increased by 1,720 individuals (4.4 percent) from 2022. Unemployment went down by 73 workers and the unemployment rate recovered somewhat, decreasing 0.3 percentage points from 3.7 percent in 2022 to 3.3 percent in 2023. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers tops the list as the most demanded occupation in 2023, accounting for 620 job postings followed closely by Registered Nurses with 526 postings. The Health Care occupation group continues to be heavily demanded in Clinton County.

Annual Labor Market Information

The labor force in Clinton County grew in 2023, increasing by 1,504 individuals (3.7 percent) from the prior year. Employment increased by 1,720 workers (4.4 percent) over the same period, while unemployment decreased by 73 workers (5.0 percent) for a total of 1,394 unemployed workers in 2023. The unemployment rate decreased in 2023 to 3.3 percent, a fall of 0.3 percentage points from 2022 since the 6.6 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 3.3 percent in 2023 in Clinton County since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate 2013–2023
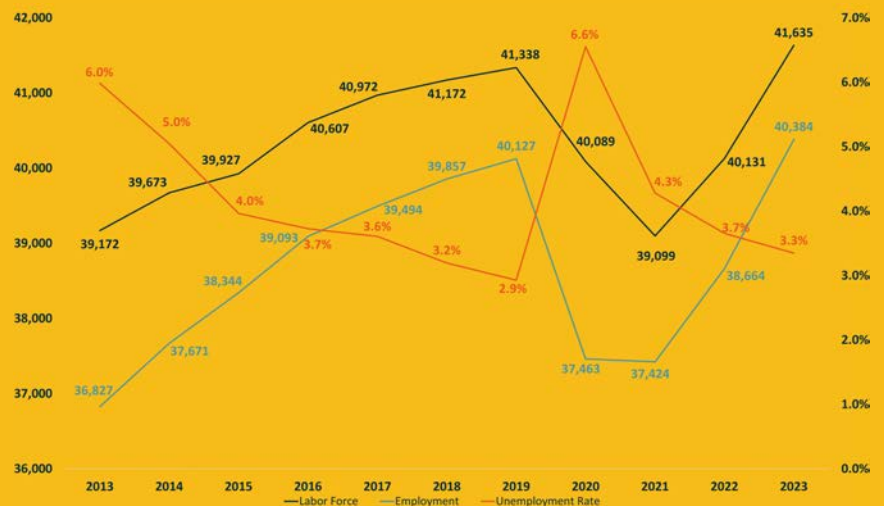
Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2023 shows that employer demand has declined since Q2 2023. In Q4 2023, there were an average of 1,759 unique postings per month in Clinton County, a decrease of 939 monthly postings from the 2,698 monthly average recorded in Q3. The second quarter had the highest recorded postings in 2023 with 3,726 average monthly postings, an increase of 844 postings (29.3 percent) since Q1 2023. The decline of 52.8 percent from Q2 to Q4 might be a signal that post-pandemic economic recovery finally peaked.

Quarterly Posting Analysis Clinton County 2023

ANNUAL WORKFORCE INDICATORS

Key Findings

9%
Employer demand decreased by 8.6 percent, a loss of 1,312 job postings since 2022

Bachelor's Degree

Most in-demand minimum education level during 2023
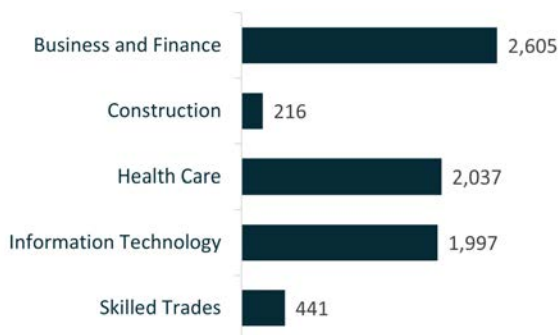
In Q4 2023, employment totaled

41,253

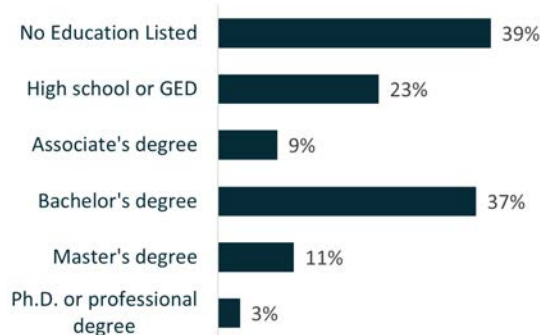an increase of 2,109 workers (5.4percent) since Q4 2022

During 2023, there were 13,937 job postings, 1,312 less than the 15,249 postings made during 2022 in Clinton County. The second quarter 2023 saw the highest demand for the year with 3,726 average monthly postings, an 9.3 percent increase since Q1 2023. The top posted job occupations in 2023 include Software Developers, Registerd Nurses, and Computer Occupations All Other. For more information about in-demand job postings, see page 7.

Of the 13,937 unique postings in Clinton County during 2023, 3,201 (23.0 percent) required a High School diploma or equivalent, while 6,330 postings (45.4 percent) required a College degree. An additional 1,956 postings (14.0 percent) required an advanced degree. The high demand for Business and Finance and Health Care jobs within the County drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2023

Occupation Group	Count
Business and Finance	2,605
Construction	216
Health Care	2,037
Information Technology	1,997
Skilled Trades	441

Education Levels In-Demand
2023

Education Level	Percent
No Education Listed	39%
High school or GED	23%
Associate's degree	9%
Bachelor's degree	37%
Master's degree	11%
Ph.D. or professional degree	3%

The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2023. The second and fourth quarter of 2023 saw an slight increase in the labor force, employment, unemployment and unemployment rate. The labor force and employment numbers peaked in Q4 with a high of 42,517 individuals and 41,253 workers respectively. Total unemployment fluctuated through each quarter of 2023, culminating in a net increase of 352 workers from Q3 2023. The unemployment rate at the end of Q4 2023 was 3.0 percent. For more information about this year'sunemployment rate and other labor market indicators, refer to page 4.

Quarterly Labor Market Data

	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022
Labor Force	40,859	40,613	41,997	41,414	42,517	1,104	2.7%	1,658	4.1%
Employment	39,144	39,800	40,270	40,502	41,253	751	1.9%	2,109	5.4%
Unemployment	1,715	814	1,726	912	1,264	352	38.6%	-451	-26.3%
Unemployment Rate	4.2%	2.0%	4.1%	2.2%	3.0%	0.8%	na	-1.2%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics Data: Lightcast | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2022, labor force participation totaled 41,635 individuals, an increase of 1,504 individuals since 2022. Employment was up to 40,384 workers in 2023, an increase of 1,720 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 1,394 workers, down by 73 workers since the high of 2,626 workers recorded in 2020. Similarly, the unemployment rate declined by 0.3 percentage points for a 2023 unemployment rate of 3.3 percent.

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 Annual	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	39,172	39,673	39,927	40,607	40,972	41,172	41,338	40,089	39,099	40,131	41,635	1,504	3.7%
Employment	36,827	37,671	38,344	39,093	39,494	39,857	40,127	37,463	37,424	38,664	40,384	1,720	4.4%
Unemployment	2,344	2,002	1,583	1,514	1,478	1,316	1,211	2,626	1,674	1,467	1,394	-73	-5.0%
Unemployment Rate	6.0%	5.0%	4.0%	3.7%	3.6%	3.2%	2.9%	6.6%	4.3%	3.7%	3.3%	-0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 40,804 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Clinton County. Slightly less than half of the population, 39,293 individuals (49.6 percent) living in the County were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 13.3 percent, compared to females under the age of 25 reporting an unemployment rate of 14.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	40,804	39,293	1,511	3.7%
Sex				
Male 16+	21,268	20,386	882	4.1%
16-19	906	848	58	6.4%
20-24	1,788	1,665	123	6.9%
25-54	13,634	13,128	506	3.7%
55-64	3,856	3,712	144	3.7%
65 Plus	1,084	1,033	51	4.7%
Female 16+	19,536	18,907	629	3.2%
16-19	946	842	104	11.0%
20-24	2,213	2,128	85	3.8%
25-54	12,259	11,899	360	2.9%
55-64	3,399	3,342	57	1.7%
65 Plus	719	696	23	3.2%
Race				
White	37,076	35,741	1,335	3.60%
Black / African American	725	721	4	0.60%
Native American	176	176	0	0.00%
Asian	572	561	11	1.90%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	296	249	47	15.90%
Two or More Races	1,980	1,850	131	6.60%
Ethnicity				
Hispanic	1,840	1,625	215	11.70%

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

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Clinton County's workforce consisted of 33,116 residents. There were 6,454 (19.5 percent) residents living and working within the County, while the remaining 26,662 residents (80.5 percent) traveled outside of the County for work. There were 18,498 workers employed in the County during 2021. Of those, 12,044 workers (65.1 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Clinton County is a net exporter of jobs, with more workers commuting outside the area for employment than entering.

Where Clinton County Residents Work

Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network
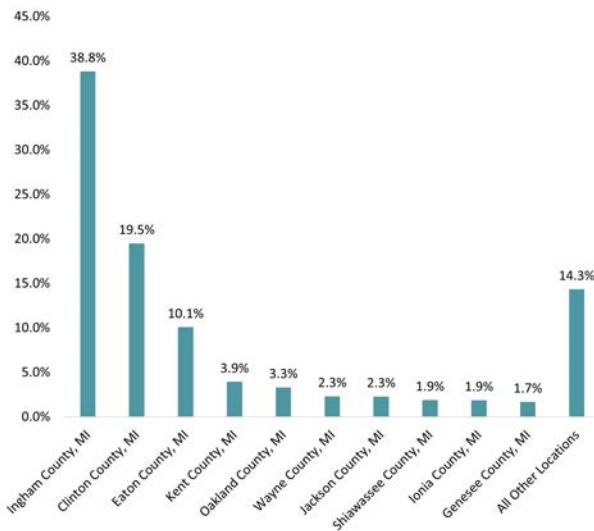
Where Clinton County Workers Live
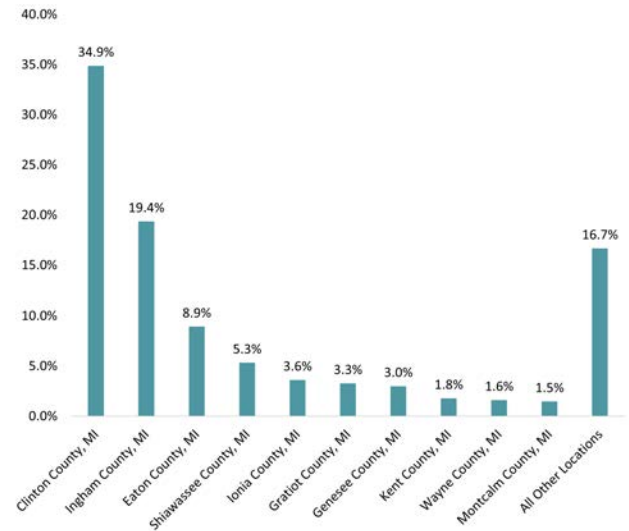
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

Job Postings by City

1. Lansing: 10,416 Postings
2. Saint Johns: 1,689 Postings
3. Dewitt: 971 Postings
4. Bath: 265 Postings
5. Ovid: 208 Postings
6. Fowler: 155 Postings
7. Eagle: 90 Postings
8. Westphalia: 59 Postings
9. Elsie: 71 Postings
10. Eureka: 13 Postings

Top Posted Jobs: 2023

Software Developers is the top posted occupation for 2023, with 620 unique online job postings, and requires a Bachelor's degree with no formal training. Registered Nurses and Computer Occupations, All Other round out the top three demanded occupations, with 526 postings and 406 postings respectively, requiring a Bachelor's degree for both. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.
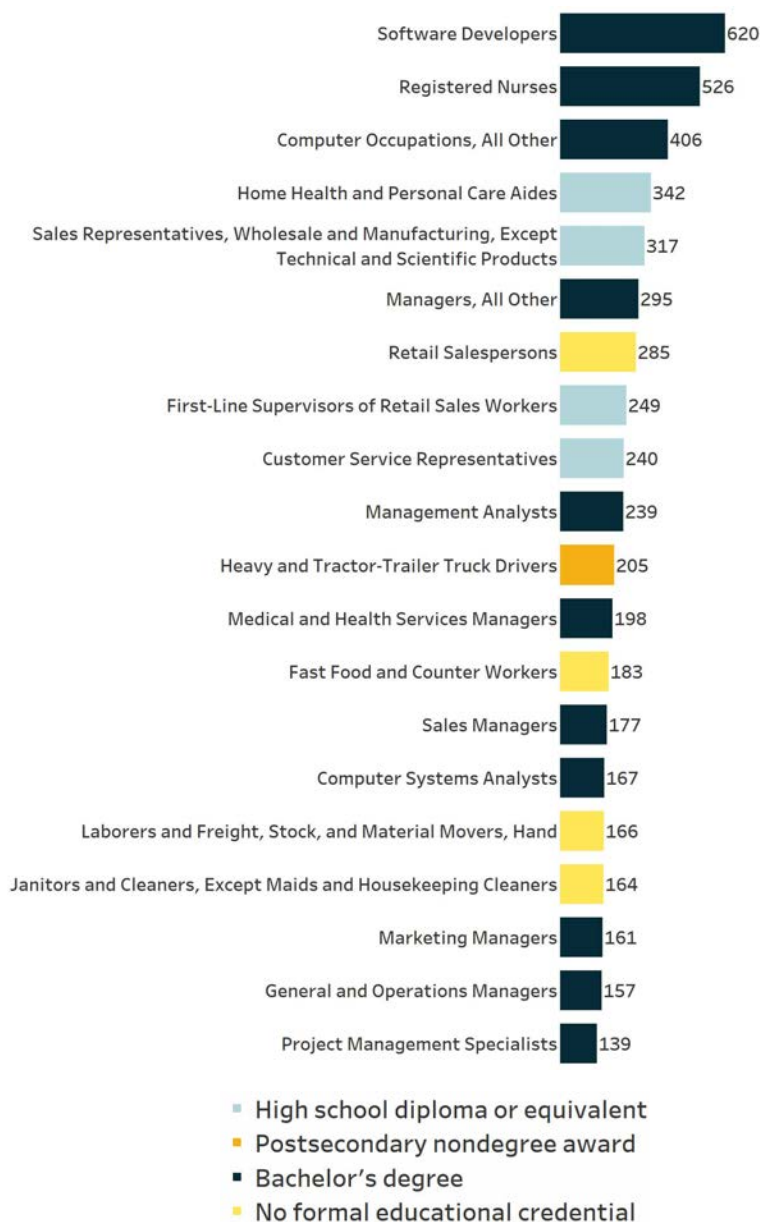
Top Posted Entry-Level Jobs: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.7 percent of postings in Clinton County. Six of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.1 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 245 postings followed by First-Line Supervisors of Retail Sales Workers with 105 postings.

Top Posted Jobs: 2023	
Software Developers	620
Registered Nurses	526
Computer Occupations, All Other	406
Home Health and Personal Care Aides	342
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	317
Managers, All Other	295
Retail Salespersons	285
First-Line Supervisors of Retail Sales Workers	249
Customer Service Representatives	240
Management Analysts	239
Heavy and Tractor-Trailer Truck Drivers	205
Medical and Health Services Managers	198
Fast Food and Counter Workers	183
Sales Managers	177
Computer Systems Analysts	167
Laborers and Freight, Stock, and Material Movers, Hand	166
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	164
Marketing Managers	161
General and Operations Managers	157
Project Management Specialists	139

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

Top Posted Entry-Level Jobs: 2022	
Registered Nurses	245
First-Line Supervisors of Retail Sales Workers	105
Customer Service Representatives	93
Home Health and Personal Care Aides	75
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	73
Heavy and Tractor-Trailer Truck Drivers	69
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	50
Retail Salespersons	46
Bookkeeping, Accounting, and Auditing Clerks	45
Software Developers	45
Laborers and Freight, Stock, and Material Movers, Hand	44
Food Service Managers	43
Medical Assistants	43
Maintenance and Repair Workers, General	39
Physical Therapists	37
Computer Occupations, All Other	36
Computer User Support Specialists	35
Fast Food and Counter Workers	35
Managers, All Other	35
Postal Service Clerks	35

Legend: Bachelor's degree; Doctoral or professional degree; High school diploma or equivalent; No formal educational credential; Postsecondary nondegree award; Some college, no degree

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 21,000 job openings annually.

Employment Over Time 2013-2023
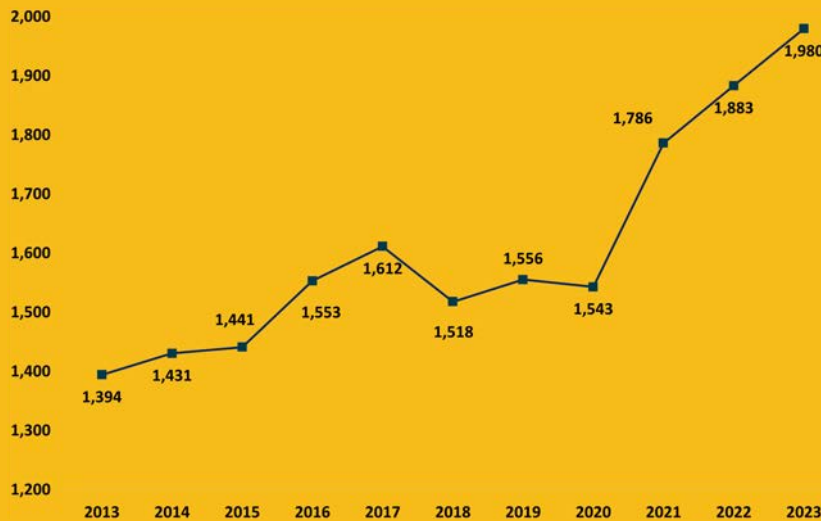
1,980 Business and Finance Workers

5.2% Increase from 2022

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 1,980 workers. More than half the working population identify as male (56.2 percent), however, 90.9 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.7 percent of the working population in business and finance is under the age of 25, compared to 25.3 percent who are age 55 and older. In some ways, this indicates an aging Business and Finance workforce, though it also reflects the consistent need for a Bachelor's degree in these occupations.

Worker Gender Demographics

43.8% Female

56.2% Male
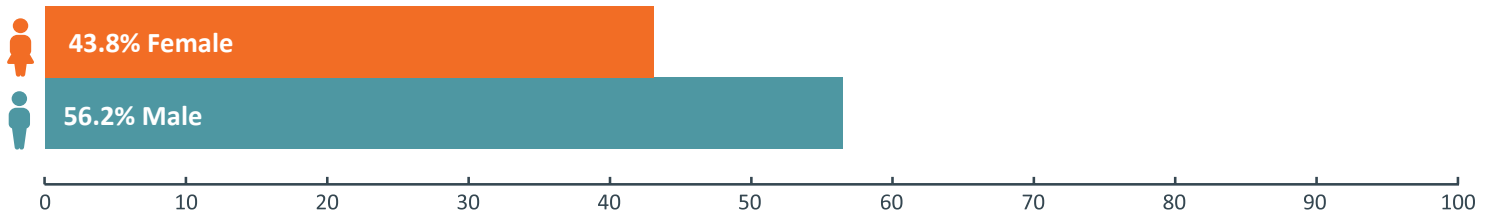
Race and Ethnicity Demographics

90.9% White | 3.8% Black or African-American | 2.4% Hispanic or Latino

Worker Age Demographics

Age 14-24 4.7%

Age 25-54 69.8%

Age 55+ 25.3%

Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 2,605 Business and Finance postings during 2023. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 317 postings. Managers, All Others (295 postings) is the second-highest demanded, while Management Analysts (239 postings), Sales Managers (177 postings), and Marketing Managers (161 postings) round out the top demanded occupations.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	317
Managers, All Other	295
Management Analysts	239
Sales Managers	177
Marketing Managers	161
General and Operations Managers	157
Project Management Specialists	139
Human Resources Specialists	110
Accountants and Auditors	107
Financial Managers	103
Financial and Investment Analysts	68
Market Research Analysts and Marketing Specialists	60
Operations Research Analysts	54
Property, Real Estate, and Community Association Managers	47
Claims Adjusters, Examiners, and Investigators	47
Public Relations Managers	46
Training and Development Specialists	41
Public Relations Specialists	41
Administrative Services Managers	37
Buyers and Purchasing Agents	35

- High school diploma or equivalent
- Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most Business and Finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products offers a median hourly wage of $28.30, translating to annual earnings of approximately $58,864. All the top business occupations offer median wages over $28.00 per hour, and most prefer a Bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 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	$16.45	$21.40	$28.30	$39.67	$56.07
11-9199	Managers, All Other	$27.15	$36.98	$48.02	$69.50	$79.53
13-1111	Management Analysts	$23.00	$28.87	$36.85	$46.58	$60.13
11-2022	Sales Managers	$28.66	$36.37	$54.87	$74.41	$94.09
11-2021	Marketing Managers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-1021	General and Operations Managers	$21.76	$33.63	$48.29	$65.77	$89.38
13-1082	Project Management Specialists	$23.53	$30.54	$37.90	$47.85	$59.62
13-1071	Human Resources Specialists	$20.65	$24.00	$30.06	$37.05	$42.00
13-2011	Accountants and Auditors	$21.78	$26.45	$31.33	$37.25	$43.83
11-3031	Financial Managers	$34.42	$42.51	$52.84	$66.93	$89.86

In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Customer Service
- Operations

In-Demand Certifications

- Project Management Professional Certification
- Certified Public Accountant
- Security Clearance
- Certified Information System Auditor (CISA)
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 16.0%
- Associate Degree: 9.3%
- Bachelor's Degree: 69.6%
- Master's Degree: 18.2%

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

- State of Michigan
- Oracle
- ICF International
- Elevance Health
- Intel
- Guidehouse
- Johnson & Johnson
- CBRE
- Sanofi
- Deloitte

Job Postings by City

1. Lansing: 2,361 Postings
2. Saint Johns: 119 Postings
3. Dewitt: 79 Postings
4. Bath: 21 Postings
5. Ovid: 12 Postings
6. Fowler: 7 Postings
7. Eagle: 5 Postings
8. Elsie: 1 Postings

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN Construction occupation group are associated with Skilled Trades, Engineering, Management, and Planning. Many cConstruction employers are slowly adopting online job search methods, therefore, online job ads may not provide a complete representation of the demand for these workers. The Construction group is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings with posting data which provides a snapshot of the employer skills need requirements.

Employment Over Time 2013-2023
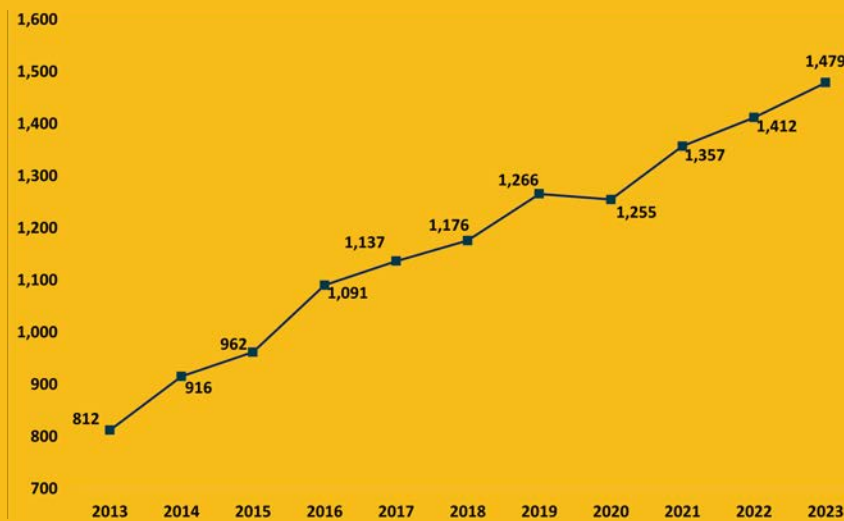
1,479 Construction Workers

4.7% Increase from 2022

Construction Worker Demographics

The Construction occupation group is not very diverse and has 1,479 workers. A large majority of workers are male (97.4 percent) and between the ages of 25 and 54 (65.9 percent). In this occupation group, only 2.6 percent of workers identified as female, while 9.8 percent identified as a race other than White. Younger workers, under the age of 25, account for 17.0 percent of workers, while those age 55 and older account for 17.1 percent.

Worker Gender Demographics

2.6% Female

97.4% Male

0   10   20   30   40   50   60   70   80   90   100
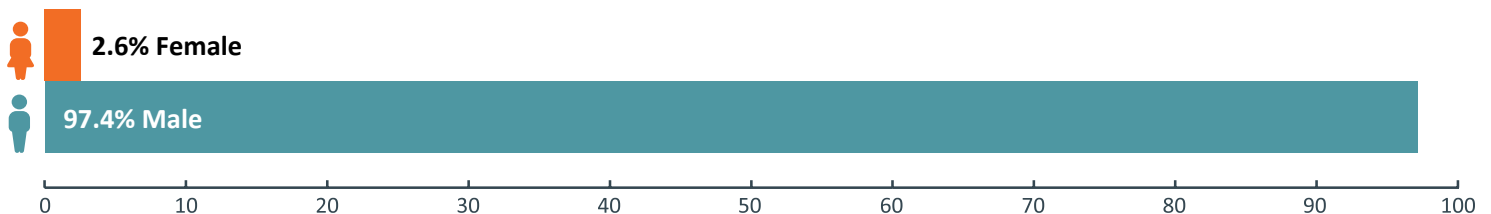
Race and Ethnicity Demographics

90.2% White | **5.7% Hispanic or Latino** | **2.1% Black or African-American**

Worker Age Demographics

Age 14-24
17.0%

Age 25-54
65.9%

Age 55+
17.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The Construction occupation group had 216 postings in 2022. Construction Managers is the top-posted occupation with 37 postings. Other top posted jobs include Construction Laborers (33 postings), Construction and Building Inspectors (26 postings), Cost Estimators (16 postings), and Painters, Construction and Maintenance(16 postings).

Occupation	Postings
Construction Managers	37
Construction Laborers	33
Construction and Building Inspectors	26
Painters, Construction and Maintenance	16
Cost Estimators	16
Electricians	14
Carpenters	12
Roofers	10
Surveyors	8
First-Line Supervisors of Construction Trades and Extraction Workers	8
Cement Masons and Concrete Finishers	8
Plumbers, Pipefitters, and Steamfitters	5
Sheet Metal Workers	3
Highway Maintenance Workers	3
Solar Photovoltaic Installers	2
Roustabouts, Oil and Gas	2
Operating Engineers and Other Construction Equipment Operators	2
Hazardous Materials Removal Workers	2
Drywall and Ceiling Tile Installers	2
Surveying and Mapping Technicians	1

Legend:
- No formal educational credential
- High school diploma or equivalent
- Bachelor's degree

CONSTRUCTION OCCUPATION GROUP

Wage Overview

Construction Manage is the top posted Construction job that offers a median wage of $44.24 per hour or $92,019 per year. Those working in apprentice-able occupations can also anticipate high wage potential, such as Painters, Construction and Maintenance, which report a median wage of $22.05 per hour or $45,864 annually.

Wage Overview for Top Posted Construction Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	$29.14	$35.97	$44.24	$56.29	$71.63
47-2061	Construction Laborers	$13.88	$16.48	$20.53	$24.51	$26.52
47-4011	Construction and Building Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
13-1051	Cost Estimators	$18.33	$22.56	$31.83	$40.54	$51.53
47-2141	Painters, Construction and Maintenance	$15.30	$17.66	$22.05	$27.98	$30.85
47-2111	Electricians	$19.59	$24.95	$33.23	$40.95	$43.78
47-2031	Carpenters	$16.40	$20.29	$25.52	$27.00	$32.20
47-2181	Roofers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-1022	Surveyors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$21.70	$27.15	$32.50	$38.38	$46.07

In-Demand Technical Skills

- Construction
- Project Management
- Construction Management
- Subcontracting
- Roofing

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Customer Service
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 23.6%
- Associate Degree: 8.3%
- 'Bachelor's Degree: 28.2%
- 'Master's Degree: 7.4%

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

- ICF International
- GPAC
- Tradesmen International
- Aerotek
- Able Concrete
- General Motors
- CDM Smith
- Tremco
- Weather Shield Roofing Systems
- Granger Construction

Job Postings by City

1. Lansing: 182 Postings
2. Dewitt: 13 Postings
3. Bath: 7 Postings
4. Saint Johns: 7 Postings
5. Westphalia: 3 Postings
6. Eagle: 2 Postings
7. Fowler: 1 Postings
8. Ovid: 1 Postings

HEALTH CARE OCCUPATION GROUP

WIN's Health Care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more Health Care workers needed to care for Michigan's aging population. Registered Nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

Employment Over Time 2013-2023
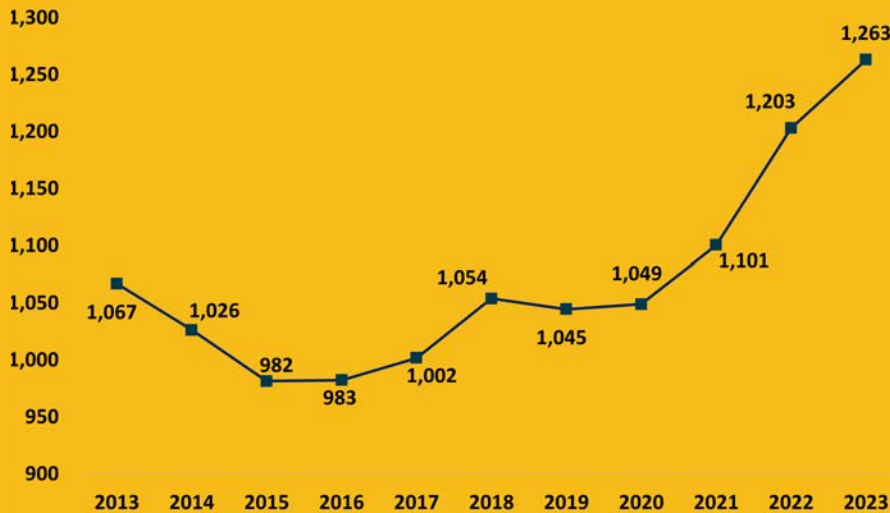
1,263 Health Care Workers
5.0% Increase from 2022

Health Care Worker Demographics

According to 2023 LightcastLightcast data, the Health Care occupation group employed 1,263 workers in Clinton County, who are overwhelmingly female (84.4 percent) and between the age of 25 and 54 (67.4 percent), although 20.1 percent of workers are over 54. The Health Care occupation group is primarily White in Clinton County, with 84.5 percent of workers identifying as White, 7.3 percent identifying as Black or African American, and 8.2 percent identifying otherwise.

Worker Gender Demographics

84.4% Females
15.6% Male

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
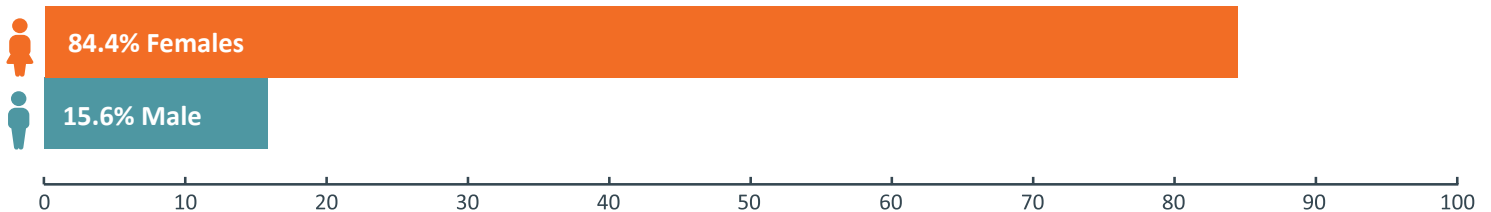
Race and Ethnicity Demographics

84.5% White | 7.3% Black or African-American | 3.7% Hispanic or Latino

Worker Age Demographics

Age 14-24 12.5%   Age 25-54 67.4%   Age 55+ 20.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE
OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Health Care occupation throughout 2023, with 526 postings. Other top posted jobs include Home Health and Personal Care Aides (342 postings), Health Technologists and Technicians, All Other (98 postings), Physical Therapists (81 postings), and Medical Records Specialists (7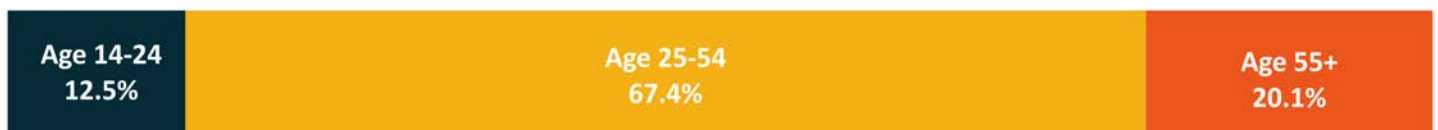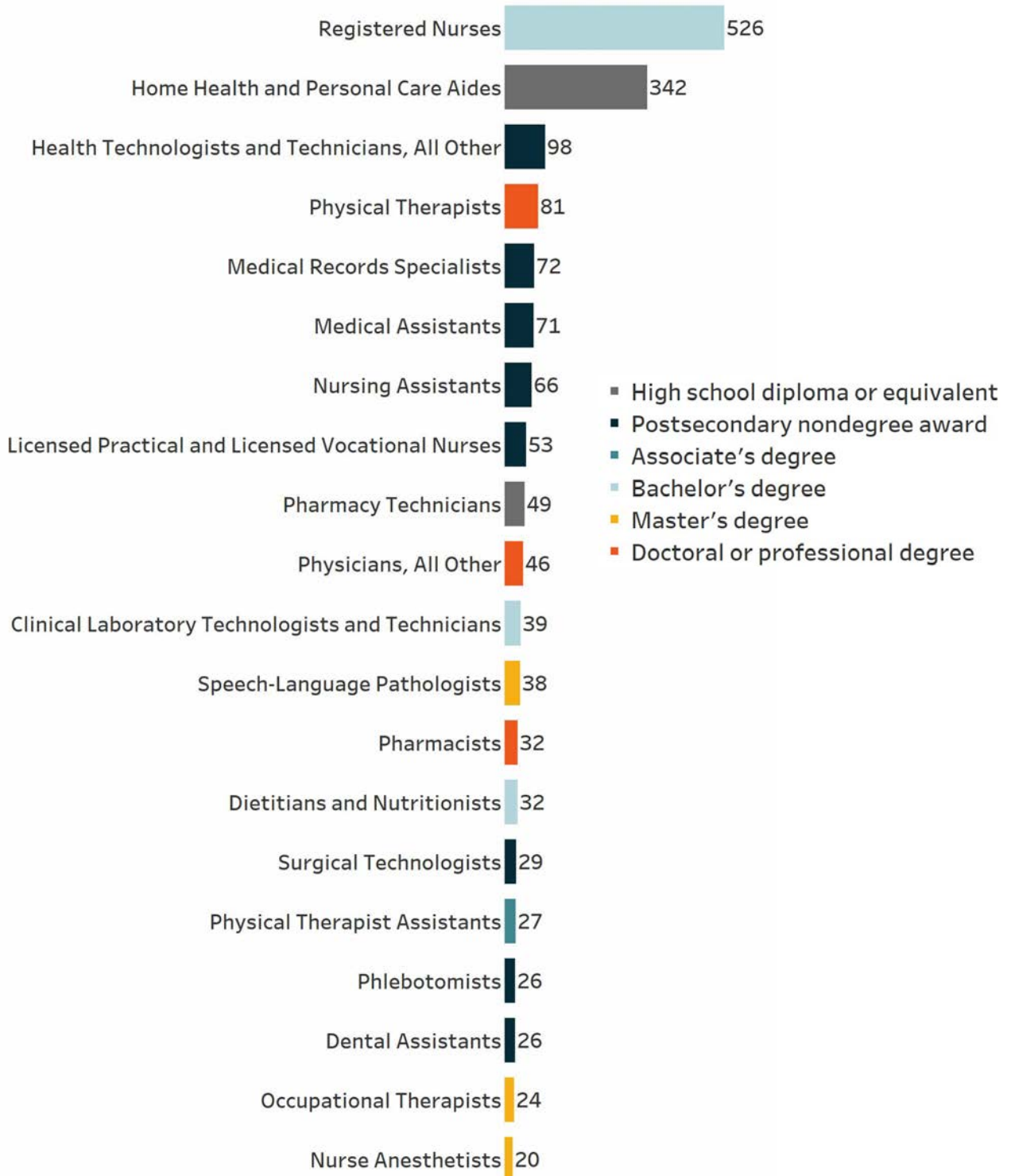2 postings). Top occupations in Health Care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians, only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	526
Home Health and Personal Care Aides	342
Health Technologists and Technicians, All Other	98
Physical Therapists	81
Medical Records Specialists	72
Medical Assistants	71
Nursing Assistants	66
Licensed Practical and Licensed Vocational Nurses	53
Pharmacy Technicians	49
Physicians, All Other	46
Clinical Laboratory Technologists and Technicians	39
Speech-Language Pathologists	38
Pharmacists	32
Dietitians and Nutritionists	32
Surgical Technologists	29
Physical Therapist Assistants	27
Phlebotomists	26
Dental Assistants	26
Occupational Therapists	24
Nurse Anesthetists	20

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree

HEALTH CARE
OCCUPATION GROUP

Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The Health Care 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. Most of the top-posted jobs pay over $16.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of $39.70 per hour or an annual salary of about $82,576.

Wage Overview for Top Posted Health Care Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$32.25	$36.96	$39.70	$48.22	$48.28
31-1128	Home Health and Personal Care Aides	$10.50	$12.01	$13.79	$15.10	$16.41
29-2099	Health Technologists and Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1123	Physical Therapists	$27.63	$38.32	$44.20	$47.78	$52.61
29-2072	Medical Records Specialists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9092	Medical Assistants	$13.30	$15.23	$16.00	$17.43	$18.86
31-1131	Nursing Assistants	$15.33	$17.05	$17.73	$19.04	$20.70
29-2061	Licensed Practical and Licensed Vocational Nurses	$20.32	$24.20	$27.63	$28.97	$30.12
29-2052	Pharmacy Technicians	$13.17	$14.26	$16.70	$19.78	$21.48
29-1229	Physicians, All Other	$24.34	$25.88	$82.50	$107.27	$146.56

In-Demand Technical Skills

- Nursing
- Caregiving
- Home Health Care
- Treatment Planning
- Meal Planning And Preparation

In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Management
- Interpersonal Communications

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High School Diploma: 24.5%
- Associate Degree: 15.2%
- Bachelor's Degree: 12.6%
- Master's Degree: 6.9%

*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

- Sparrow Health System
- CareInHomes
- McLaren Health Care
- Universal Health Services
- Cedar Creek Hospital
- Elara Caring
- Aya Healthcare
- Mclaren Greater Lansing
- Advisacare
- HealthPRO Heritage

Job Postings by City

1. Lansing: 1,028 Postings
2. Saint Johns: 557 Postings
3. Dewitt: 189 Postings
4. Ovid: 74 Postings
5. Bath: 53 Postings
6. Fowler: 51 Postings
7. Eagle: 37 Postings
8. Westphalia: 25 Postings
9. Elsie: 16 Postings
10. Eureka: 5 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 group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported in the region annually.

Employment Over Time 2013-2023
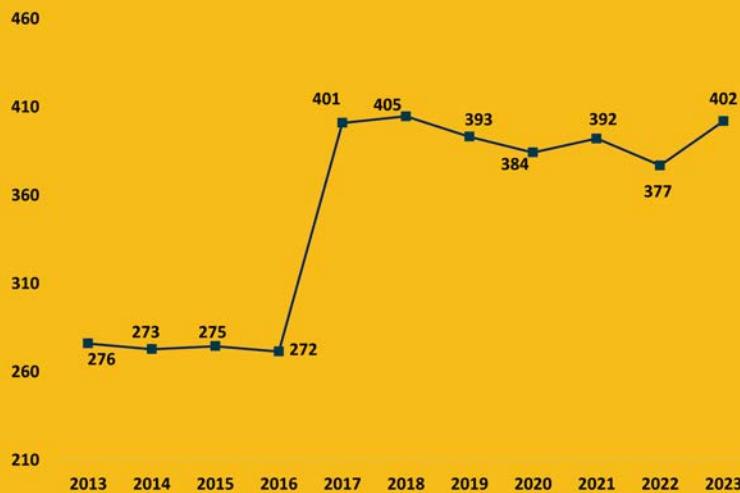
402 Information Technology Workers
6.6% Increase from 2022

Information Technology Worker Demographics

According to 2023 Lightcast data, Clinton County has 402 IT workers. The workforce is not too diverse, with most workers identifying as male (75.1 percent) and between the ages of 25 and 54 (76.8 percent). Workers age 55 years and older account for 13.7 percent, while only 5.8 percent are 24 years old or younger. About 88.3 percent of the workforce identify as White, with workers who identify as Asian, make up 4.0 percent of the workforce.

Worker Gender Demographics

24.9% Females
75.1% Male
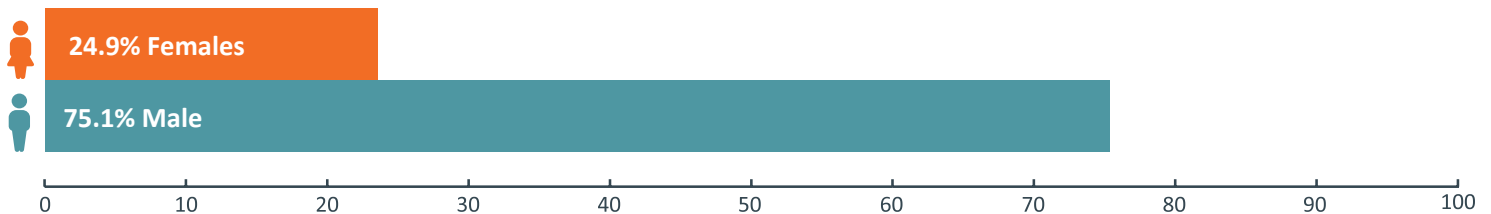
Race and Ethnicity Demographics

88.3% White | **3.3% Black or African-American** | **4.6% Asian**

Worker Age Demographics

Age 14-24 5.8% | Age 25-54 76.8% | Age 55+ 13.7%

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were 1,997 postings for IT workers in Clinton County. Software Developers was the most in-demand occupation with 620 postings, followed by Computer Occupations, All Other (406 postings) and Computer Systems Analysts, with 167 p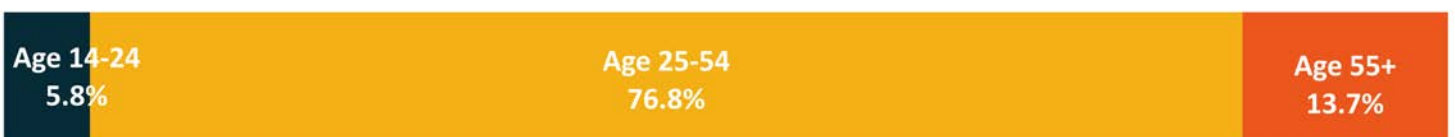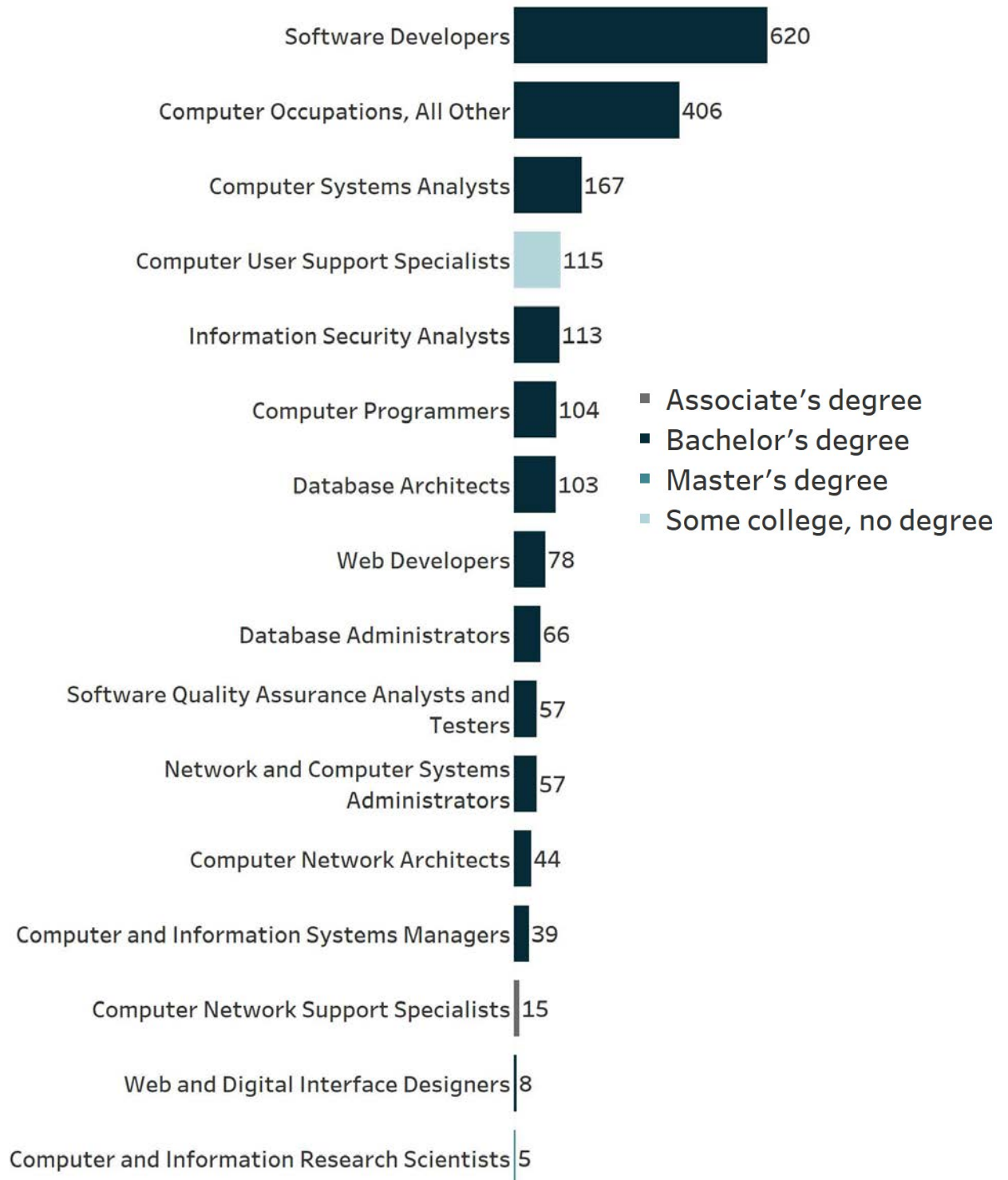ostings. Computer User Support Specialists (115 postings), Information Security Analysts (113 postings), and Computer Programmers (104 postings) were also high in-demand occupations. Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists, typically require some college, no degree.

Occupation	Postings
Software Developers	620
Computer Occupations, All Other	406
Computer Systems Analysts	167
Computer User Support Specialists	115
Information Security Analysts	113
Computer Programmers	104
Database Architects	103
Web Developers	78
Database Administrators	66
Software Quality Assurance Analysts and Testers	57
Network and Computer Systems Administrators	57
Computer Network Architects	44
Computer and Information Systems Managers	39
Computer Network Support Specialists	15
Web and Digital Interface Designers	8
Computer and Information Research Scientists	5

Legend:
- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, no degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of $41.25 per hour or almost $85,800 per year. Software Developers earn the highest median wage at $41.25 per hour. Other occupations that have fewer qualifications, such as Computer User Support Specialists, earn over $25.25 an hour.

Wage Overview for Top Posted Information Technology Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$30.27	$36.28	$41.25	$49.69	$61.93
15-1299	Computer Occupations, All Other	$23.25	$29.91	$38.63	$51.21	$64.07
15-1211	Computer Systems Analysts	$28.77	$35.07	$40.17	$47.28	$52.91
15-1232	Computer User Support Specialists	$15.01	$19.42	$25.25	$31.93	$40.97
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1251	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1243	Database Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1242	Database Administrators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1244	Network and Computer Systems Administrators	$27.39	$31.31	$38.81	$46.55	$51.31

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- CompTIA Security+
- Security Clearance
- Certified Information System Auditor (CISA)

In-Demand Education Level*

- High School Diploma: 5.6%
- Associate Degree: 4.2%
- Bachelor's Degree: 57.6%
- Master's Degree: 13.5%

*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

- Oracle
- Guidehouse
- Intel
- State of Michigan
- ICF International
- Marriott International
- Meta
- Travelers
- Deloitte
- TEKsystems

Job Postings by City

1. Lansing: 1,956 Postings
2. Saint Johns: 29 Postings
3. Bath: 5 Postings
4. Eagle: 3 Postings
5. Westphalia: 2 Postings
6. Dewitt: 1 Postings
7. Ovid: 1 Posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's Skilled Trades and Technicians group 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 21,000 openings for these workers on an annual basis.

NOTE: Skilled \Trades related to Construction and Assembly are not included in this cluster, as the focus is exclusively on Advanced Manufacturing.

Employment Over Time 2013-2023
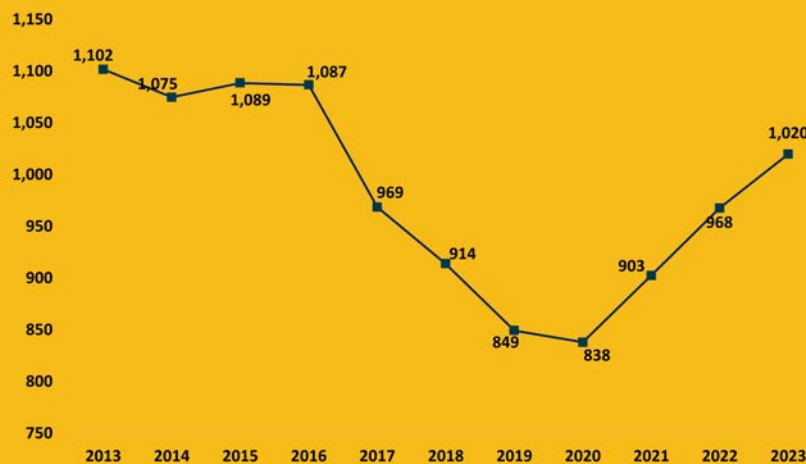
1,020 Skilled Trades Workers

5.4% Increase from 2022

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 1,020 workers in Clinton County. The majority of Skilled Trades workers are male (90.3 percent) and between the ages of 25 and 54 (64.6 percent). Due to the aging workforce, additional outreach will be necessary as 28.2 percent are 55 years of age or older.

Worker Gender Demographics

9.7% Female

90.3% Male
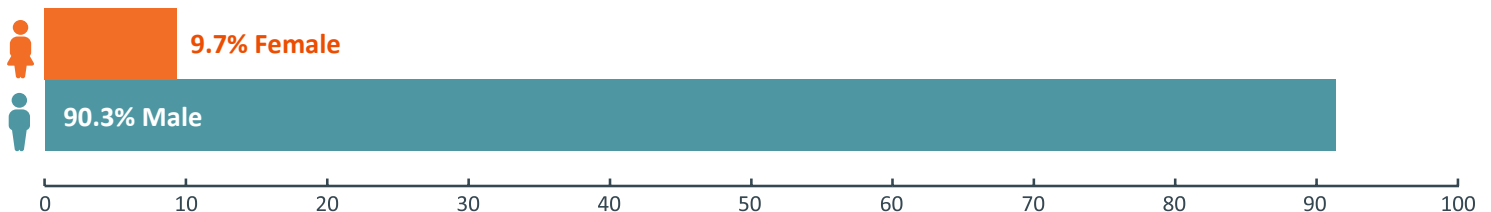
Race and Ethnicity Demographics

84.7% White | **7.4% Black or African-American** | **5.3% Hispanic or Latino**

Worker Age Demographics

Age 14-24
6.6%

Age 25-54
64.6%

Age 55+
28.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2023, with 133 postings. Other top posted jobs include Production Workers, All Other (62 postings), Industrial Engineering Technologists and Technicians (60 postings), First-Line Supervisors of Production and Operating Workers (45 postings) and Industrial Production Managers (42 postings).
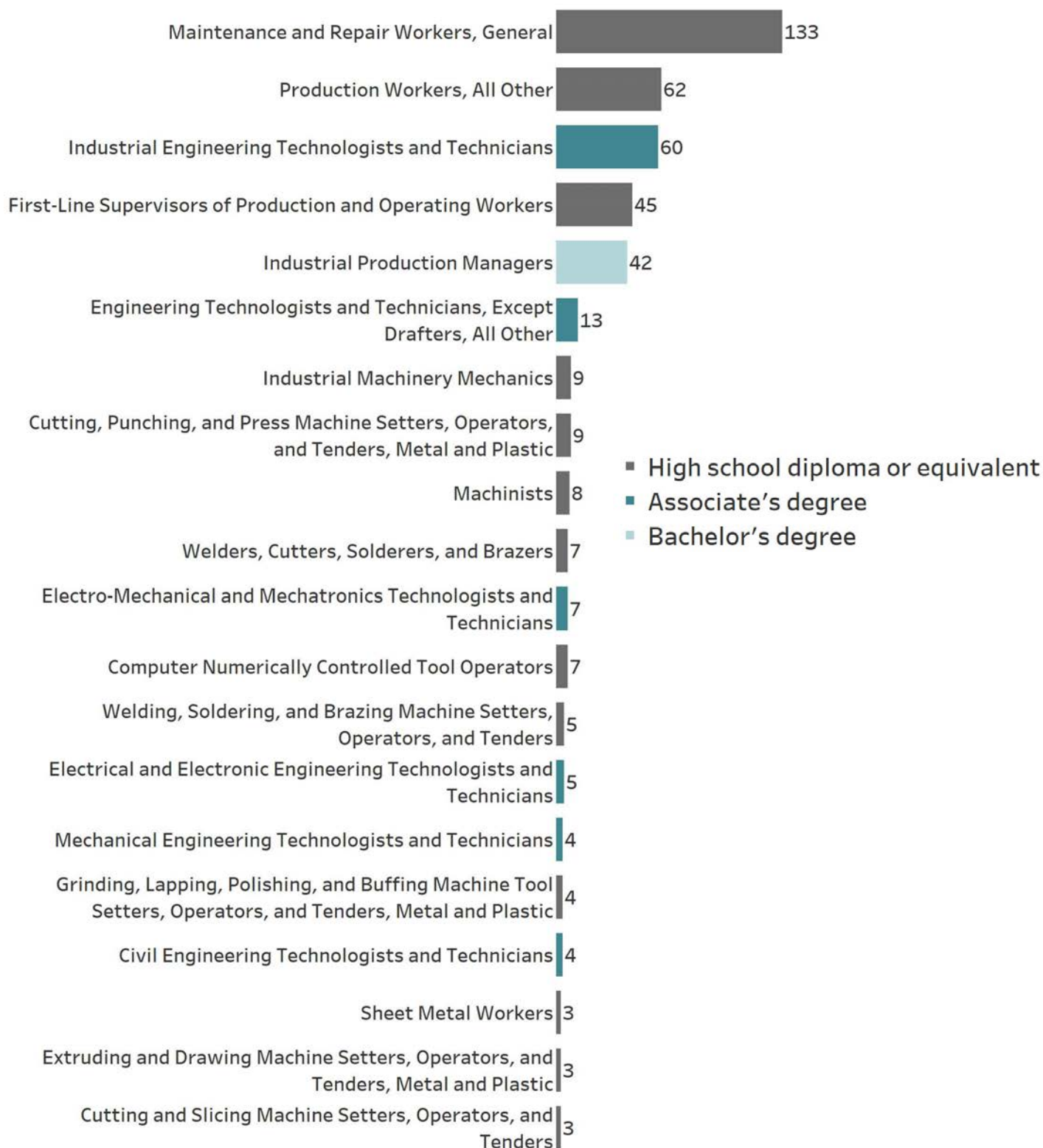
Occupation	Postings
Maintenance and Repair Workers, General	133
Production Workers, All Other	62
Industrial Engineering Technologists and Technicians	60
First-Line Supervisors of Production and Operating Workers	45
Industrial Production Managers	42
Engineering Technologists and Technicians, Except Drafters, All Other	13
Industrial Machinery Mechanics	9
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	9
Machinists	8
Welders, Cutters, Solderers, and Brazers	7
Electro-Mechanical and Mechatronics Technologists and Technicians	7
Computer Numerically Controlled Tool Operators	7
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	5
Electrical and Electronic Engineering Technologists and Technicians	5
Mechanical Engineering Technologists and Technicians	4
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	4
Civil Engineering Technologists and Technicians	4
Sheet Metal Workers	3
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	3
Cutting and Slicing Machine Setters, Operators, and Tenders	3

- High school diploma or equivalent
- Associate's degree
- Bachelor's degree

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand Skilled Trades occupations have a median wage above $15.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2023, offers a median hourly wage of $15.12, which translates to an annual salary of about $31,449. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of $51.39 or $106,891 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 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	$13.80	$14.26	$15.12	$20.80	$26.41
51-9199	Production Workers, All Other	$12.59	$15.17	$16.66	$17.98	$22.59
17-3026	Industrial Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-1011	First-Line Supervisors of Production and Operating Workers	$20.14	$24.27	$31.68	$41.30	$53.88
11-3051	Industrial Production Managers	$34.74	$43.53	$51.39	$63.76	$83.65
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
49-9041	Industrial Machinery Mechanics	$19.34	$23.45	$29.03	$31.87	$36.53
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	$17.18	$18.96	$20.90	$33.36	$33.36
51-4041	Machinists	$16.08	$18.63	$23.44	$29.59	$32.68
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$0.00	$0.00	$0.00	$0.00	$0.00

In-Demand Technical Skills

- Plumbing
- HVAC
- Machinery
- Hand Tools
- Power Tool Operation

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Customer Service

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- CDL Class B License
- NICET Certification (National Institute For Certification In Engineering Technologies)
- SQF (Safe Quality Food) Practitioner

In-Demand Education Level*

- High School Diploma: 41.7%
- Associate Degree: 8.6%
- Bachelor's Degree: 17.9%
- Master's Degree: 2.9%

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

- Glanbia Nutritionals
- Aerotek
- WestRock
- Michigan Milk Producers Assoc
- Glanbia Foods
- Michigan Milk Producers Association
- Glanbia
- Cintas
- Meijer
- Kmg Prestige

Job Postings by City

1. Lansing: 301 Postings
2. Saint Johns: 78 Postings
3. Ovid: 27 Postings
4. Dewitt: 24 Postings
5. Bath: 6 Postings
6. Eagle: 2 Postings
7. Fowler: 2 Postings
8. Westphalia: 1 Postings

MAGMA
Michigan Alliance for Greater Mobility Advancement

INDUSTRYINFINITY

MI APPRENTICESHIP

HCA
HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

EV Jobs Academy

MiREACH

MiLEAP

WIN
WORKFORCE INTELLIGENCE NETWORK

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