WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
CITY OF DETROIT

Q1 2023
January - March

WIN WORKFORCE INTELLIGENCE NETWORK

About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and 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, Saint 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, their entry requirements, and their earning potential.

WIN produces a Quarterly 19-county region report quarterly 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 Detroit's 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 City of Detroit, 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 first quarter 2023 labor market information from the City of Detroit for the Business and Finance, Energy, Healthcare, Information Technology (IT), and Skilled Trades occupation groups.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other 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.

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ANNUAL STATE OF THE LABOR MARKET

## State of the Labor Market in the City of Detroit

Despite a slight decrease in the total labor force during the first quarter of 2023, the unemployment rate is the lowest it has been at 7.4 percent in the last 10 years. The number of unemployed workers saw the greatest improvement, decreasing 19.0 percent from 2022, while the size of the labor force decreased by 1.9 percent from 2022 and the number of employed individuals decreased by 0.2 percent from 2022.

Registered Nurses top the list as the most in-demand occupation, accounting for 3,273 job postings. The healthcare occupation group continues to be heavily demanded in the city of Detroit.

Annual Labor Market Information

The labor force in Detroit had partially recovered in 2022 from the pandemic but declined between 2022 and 2023 YTD by 4,742 individuals, from 248,659 to 243,917 individuals. Also, employment decreased by 529 individuals (or 0.2 percent) and unemployment decreased by 4,212 individuals (or 19.0 percent), respectively. The unemployment rate is the lowest it has been in the last 10 years at 7.4 percent and is below pre-pandemic levels.

Annual Labor Force, Employment, Unemployment Rate 2013–2023
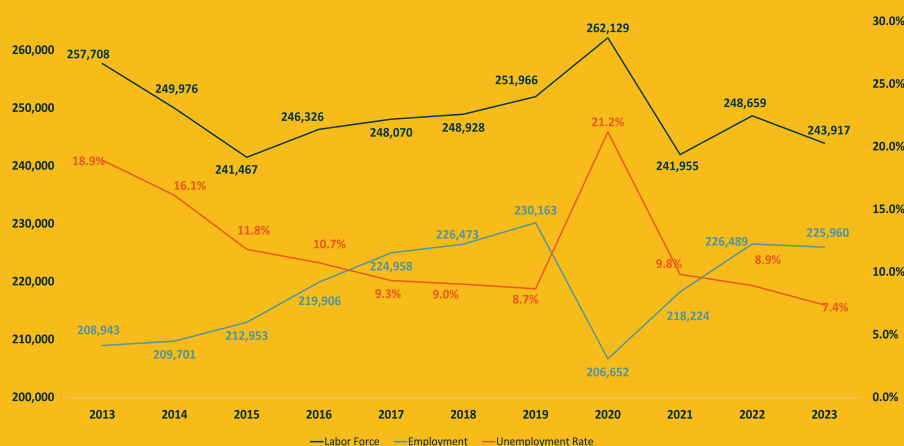
Quarterly Employer Demand Overview

Between Q4 2022 and Q1 2023, employer demand has decreased by 22.9 percent, with 7,456 fewer unique postings for the City of Detroit. The first quarter marked the third consecutive quarterly decline from Q2 2022, with an average of 25,145 postings per month. This was also the lowest quarterly average since Q4, 2021. This sharp decline of 22.9 percent from Q4 2022 is further evidence that post COVID-19 economic recovery has finally peaked.

Average Quarterly Posting Analysis City of Detroit Q4 2022 - Q1 2023
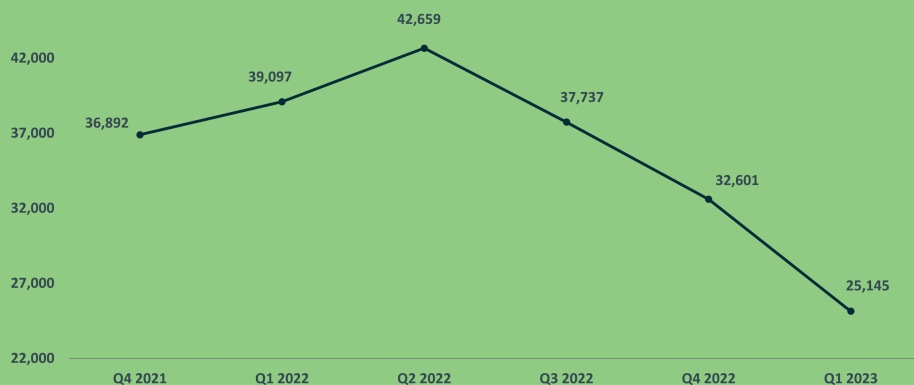
ANNUAL WORKFORCE INDICATORS
Key Findings

15%

Employer demand decreased by 15.5 percent, a loss of 8,258 job postings since Q4 2022

Bachelor's Degree

Most in-demand minimum education level during Q1
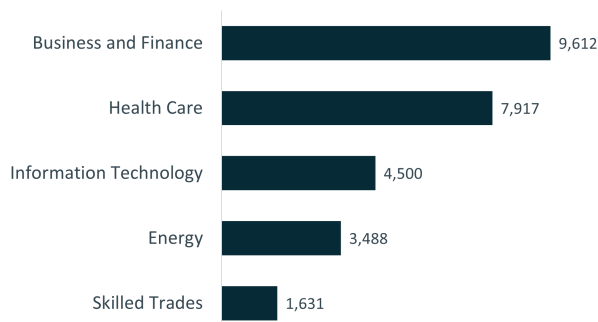
In Q1, employment totaled

225,960

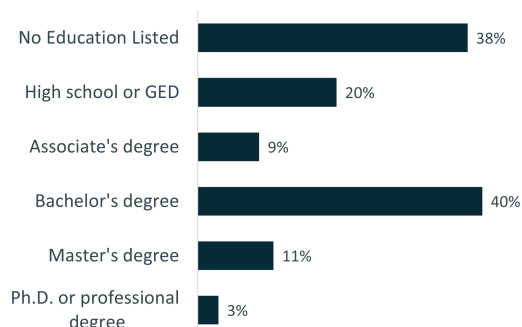a decrease of 1,719 workers since Q4

During Q1 2023, there were 45,030 job postings, or 8,258 fewer than the 53,288 postings made during Q4 2022 in the city of Detroit. Healthcare, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q1. The top posted job occupations include Registered Nurses, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Software Developers, and Computer Occupation, All Other. More information about in-demand job postings can be found on page 7.

Of the 45,030 unique postings in the city of Detroit during Q1 2023, 18,064 (40.1 percent) required a Bachelor's degree. An additional 6,118 postings (13.6 percent) required an advanced degree. The high demand for business and finance and information technology roles within the city, drives this high demand for college education.

Top 5 Posting Occupation Groups
Q1 2023

Occupation Group	Postings
Business and Finance	9,612
Health Care	7,917
Information Technology	4,500
Energy	3,488
Skilled Trades	1,631

Education Levels In-Demand
Q1 2023

Education Level	Percent
No Education Listed	38%
High school or GED	20%
Associate's degree	9%
Bachelor's degree	40%
Master's degree	11%
Ph.D. or professional degree	3%

The city of Detroit has seen consistent labor force patterns since Q1 2022. For Q1 2023, Labor Force participation declined by 550 individuals (0.2 percent) and employment declined by 1,719 workers (0.8 percent) from Q4 2022. On the other hand, unemployment figures showed steady improvement over each quarter from Q1 2023 to Q4 2022 but increased by 1,169 individuals in Q1 2023. Also, the unemployment rate increased by 0.5 percentage points from the previous quarter for an overall Q1 2023 unemployment rate of 7.4 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022	Change from 1st Quarter 2022	Percent Change from 1st Quarter 2022
Labor Force	255,737	248,165	246,268	244,467	243,917	-550	-0.2%	-11,819	-4.6%
Employment	227,546	223,315	227,417	227,679	225,960	-1,719	-0.8%	-1,587	-0.7%
Unemployment	28,190	24,850	18,851	16,789	17,958	1,169	7.0%	-10,233	-36.3%
Unemployment Rate	11.0%	10.0%	7.7%	6.9%	7.4%	0.5%	na	-3.7%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in the City of Detroit experienced growth year over year from 2015 through 2020 and peaked in 2020 with 262,129 workers. During the pandemic, the labor force marked a 7.7 percent decline to 241,955 but has since increased to 248,659 in 2022 and the decreased again to 243,917 in 2023. Employment showed a similar trend, with growth year after year from 2012 through 2019. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. Employment figures seem to have stabilized in 2023 following the post-pandemic recovery. Meanwhile, the number of unemployed individuals in the City of Detroit declined by 4,212 workers, or 19.0 percent, between 2022 and 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	257,708	249,976	241,467	246,326	248,070	248,928	251,966	262,129	241,955	248,659	243,917	-4,742	-1.9%
Employment	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	225,960	-529	-0.2%
Unemployment	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	17,958	-4,212	-19.0%
Unemployment Rate	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.4%	-1.6%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, there were 272,988 individuals in the labor force, meaning they were either working or looking for work. Employed workers make up 84.7 percent of the city's labor force. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, with this age cohort, there were 64.5 percent of unemployed individuals identifying as males compared to 54.9 percent of unemployed individuals identifying as female. Overall, males have higher unemployment rate than females, at 17.2 percent and 13.5 percent respectively. Native American job seekers faced the most challenge in securing employment, with an overall unemployment rate of 19.1 percent. This group was followed closely by Black or African American job seekers at 16.7 percent.

Civilian Labor Force by Demographic Group			
Demographic Group	**Civilian Labor Force**	**Total Employment**	**Total Unemployment**	**Unemployment Rate**
Total Population 16 +	272,988	231,259	41,729	15.3%
Sex				
Male 16+	130,386	107,923	22,463	17.2%
16-19	5,809	3,571	2,238	38.5%
20-24	15,034	11,123	3,911	26.0%
25-54	87,060	73,786	13,274	15.2%
55-64	17,347	14,805	2,542	14.7%
65 Plus	5,136	4,638	498	9.7%
Female 16+	142,602	123,336	19,266	13.5%
16-19	7,474	5,165	2,309	30.9%
20-24	16,214	12,323	3,891	24.0%
25-54	93,752	82,515	11,237	12.0%
55-64	18,614	17,255	1,359	7.3%
65 Plus	6,548	6,078	470	7.2%
Race				
White	38,518	34,820	3,698	9.6%
Black / African	210,770	175,572	35,199	16.7%
Native American	925	748	177	19.1%
Asian	4,847	4,468	378	7.8%
Native Hawaiian / Pacific Islander	43	43	0	0.0%
Some Other Race	9,744	8,575	1,169	12.0%
Two or More Races	8,420	7,342	1,078	12.8%
Ethnicity				
Hispanic	20,473	17,975	2,498	12.2%

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

POPULATION DEMOGRAPHICS

2021 Census Population

According to the Census Bureau 2021 ACS Five Year estimates, the City of Detroit had a population of 645,658 people. The sex of the populace was split almost evenly, with about 52.5 percent of the population identifying as female, and the other 47.5 percent identifying as male. The majority of the population identified as Black or African American (77.9 percent) with the second largest number of individuals identifying as White (12.9 percent). The city's age demographics skew younger than the surrounding region; 26.3 percent of the population was over the age of 54, compared to 34.6 percent under the age of 25, while 39.1 percent of the population fell between the ages of 25-54.

Population Gender Demographics

52.5% Female

47.5% Male

| 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
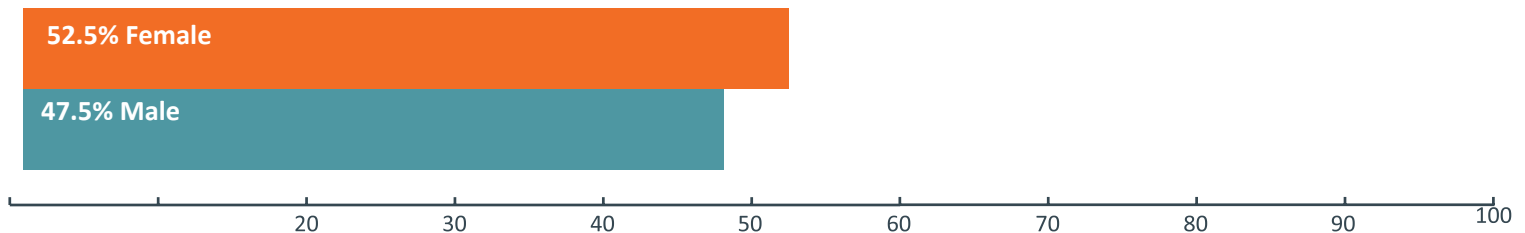
Population Race Demographics

■ White, 12.9%

■ Black or African American, 77.9%

■ Hispanic or Latino, 7.8%

■ Asian, 1.6%

■ Two or More Races, 3.3%

■ American Indian or Alaska Native, 0.4%

■ Native Hawaiian or Other Pacific Islander, 0.00%
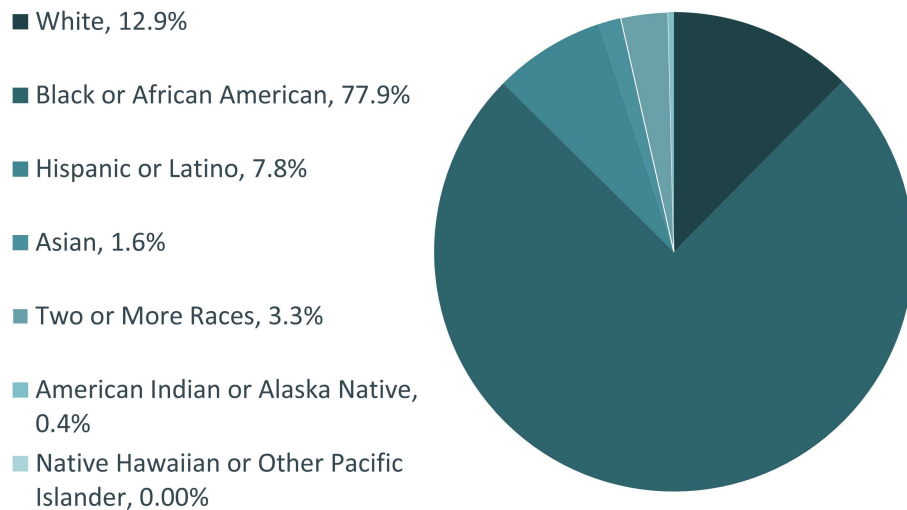
Population Age Demographics

| Age 14 and Under 20.9% | Age 14-24 13.7% | Age 25-54 39.1% | Age 55+ 26.3% |

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

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set from the Census Bureau, Detroit's 2020 workforce consisted of 174,234 residents. There were 54,339 (31.2 percent) residents also worked in the city, while the remaining 119,896 residents (68.8 percent) traveled outside for work. With 217,513 workers employed in the city during 2020, there were 163,174 (75.0 percent) workers living outside of the city and commuting in. While there is a higher percentage of both inbound and outbound commuters in Detroit than other areas of the WIN regions, Detroit is ultimately a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where City of Detroit Residents Work

Wayne County, MI	51.0%
Oakland County, MI	24.6%
Macomb County, MI	11.8%
Ingham County, MI	2.8%
Washtenaw County, MI	1.9%
Kent County, MI	1.4%
Genesee County, MI	0.9%
Livingston County, MI	0.8%
Monroe County, MI	0.4%
Saginaw County, MI	0.4%
All Other Locations	4.0%
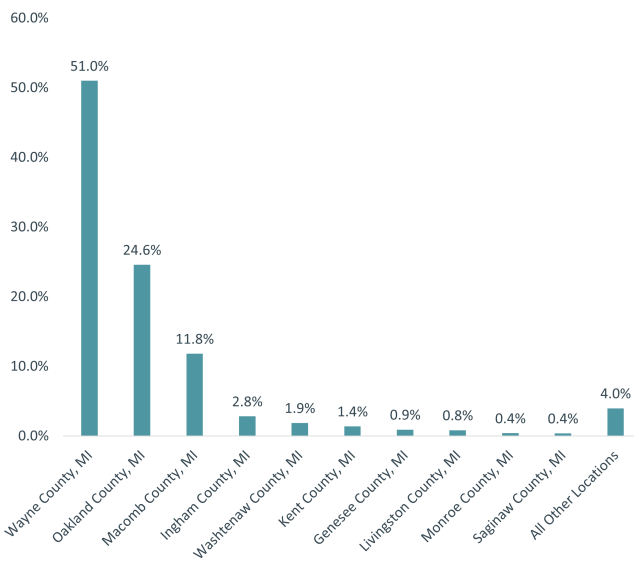
Where City of Detroit Workers Live

Wayne County, MI	49.8%
Oakland County, MI	21.4%
Macomb County, MI	16.3%
Washtenaw County, MI	1.8%
St. Clair County, MI	1.5%
Monroe County, MI	1.0%
Genesee County, MI	0.9%
Ingham County, MI	0.8%
Kent County, MI	0.8%
Livingston County, MI	0.7%
All Other Locations	5.0%
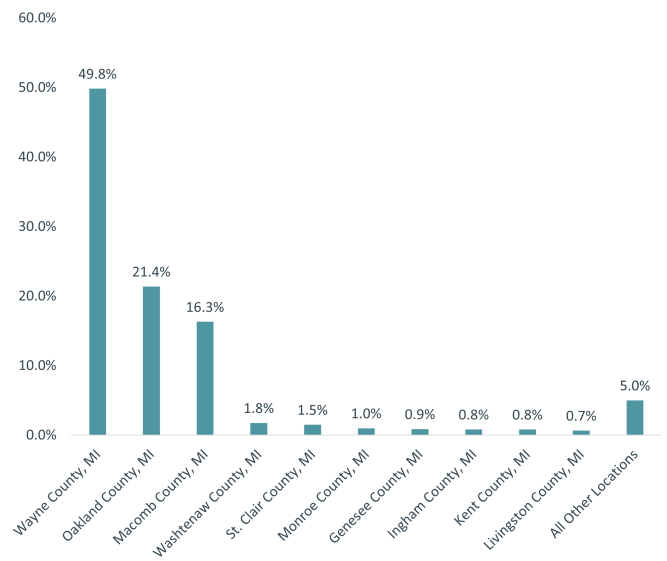
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

173,711 LIVE OUTSIDE OF THE CITY OF DETROIT AND COMMUTE IN

61,943 LIVE AND WORK IN THE CITY OF DETROIT

133,290 LIVE IN THE CITY OF DETROIT AND COMMUTE OUT

TOP POSTED JOBS

Top Posted Jobs

Registered Nurses are the highest in-demand occupation during Q1, with 3,273 unique online job postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products are the second largest occupation with 1,395 postings. Software Developers (1,344 postings) round out the top three occupations in Q1. Many of these positions require a bachelor's degree, which is common in over half of the top 20 posted jobs in the city.

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 24.4 percent of postings in Detroit. Four of the top ten entry level occupations require a bachelor's degree, while the remaining six require a high school diploma, postsecondary non-degree award, or some college with no degree. Those who enter the workforce with a college degree can expect entry wages nearly double from those without. Registered Nurses were the top posted entry-level job with 1,189 postings requiring zero to two years of experience and a bachelor's degree.

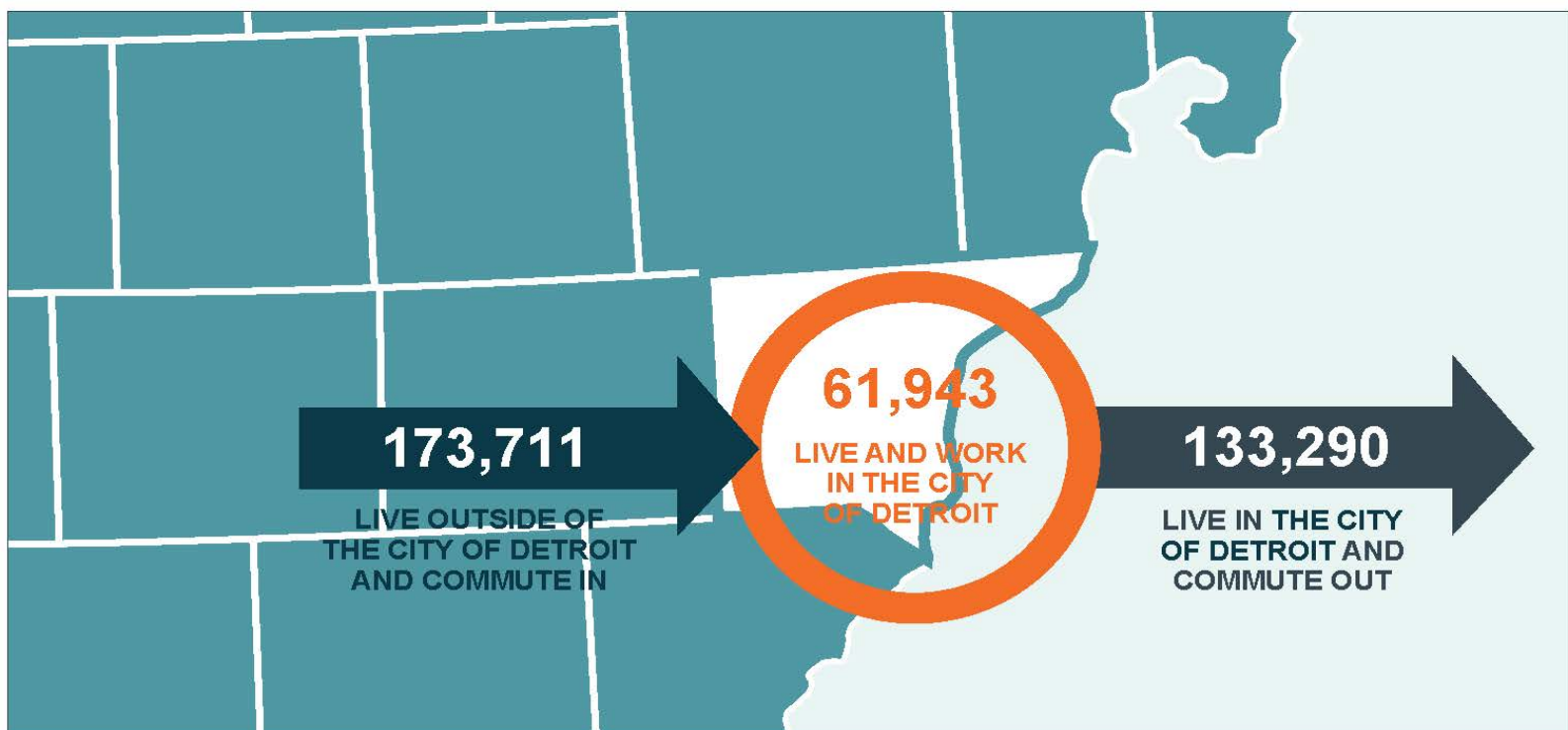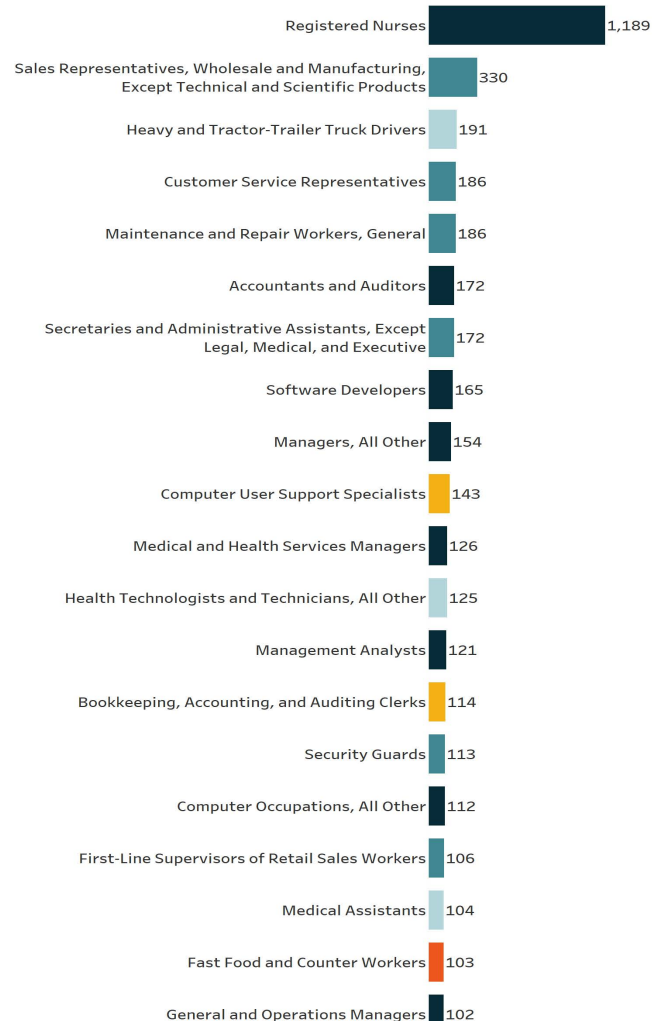| Top Posted Jobs	Postings
Registered Nurses	3,273
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,395
Software Developers	1,344
Computer Occupations, All Other	1,153
Managers, All Other	1,089
Sales Managers	803
Medical and Health Services Managers	716
Accountants and Auditors	695
Heavy and Tractor-Trailer Truck Drivers	644
General and Operations Managers	617
Maintenance and Repair Workers, General	607
Customer Service Representatives	564
Financial Managers	479
Management Analysts	468
Marketing Managers	428
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	425
Computer Systems Analysts	416
Computer User Support Specialists	400
Security Guards	397
Project Management Specialists	376

Legend:
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree

Top Posted Entry-Level Jobs	Postings
Registered Nurses	1,189
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	330
Heavy and Tractor-Trailer Truck Drivers	191
Customer Service Representatives	186
Maintenance and Repair Workers, General	186
Accountants and Auditors	172
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	172
Software Developers	165
Managers, All Other	154
Computer User Support Specialists	143
Medical and Health Services Managers	126
Health Technologists and Technicians, All Other	125
Management Analysts	121
Bookkeeping, Accounting, and Auditing Clerks	114
Security Guards	113
Computer Occupations, All Other	112
First-Line Supervisors of Retail Sales Workers	106
Medical Assistants	104
Fast Food and Counter Workers	103
General and Operations Managers	102

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

REAL-TIME DEMAND OVERVIEW
Employer Demand Highlights

Top Posting Employers*

- Henry Ford Health System
- Tenet Healthcare
- Deloitte
- Wayne State University
- PricewaterhouseCoopers
- KPMG
- City Of Detroit
- Ascension
- Accenture
- American Axle & Manufacturing

- Dmc Sinai Grace Hospital
- United States Department of Veterans Affairs
- Actalent
- MGM Resorts International
- Blue Cross Blue Shield
- R1 RCM
- Delaware North
- GPAC
- Comerica
- CBRE

Employer names are listed as they appear in online job postings.

In-Demand Technical Skills

- Marketing
- Nursing
- Auditing
- Accounting
- Finance
- Computer Science
- Workflow Management
- Data Analysis
- Project Management
- Agile Methodology

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Customer Service
- Operations
- Sales
- Problem Solving
- Planning
- Writing
- Detail Oriented

Top In-Demand Qualifications

- Registered Nurse (RN)
- Valid Driver's License
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Master Of Business Administration (MBA)
- Cardiopulmonary Resuscitation (CPR) Certification
- Licensed Practical Nurse (LPN)
- Board Certified/Board Eligible
- Teaching Certificate

- Project Management Professional Certification
- Certified Public Accountant
- Security Clearance
- Nurse Practitioner (APRN-CNP)
- Commercial Driver's License (CDL)
- American Red Cross (ARC) Certification
- CDL Class A License
- Certified Nursing Assistant (CNA)
- Basic Cardiac Life Support
- American Registry Of Radiologic Technologists (ARRT) Certified
- Licensed Master Social Worker

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment throughout the city. These workers require strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in Detroit.

Employment Over Time 2013-2023

28,391
29,161
29,510
30,909
32,486
33,520
35,005
35,363
37,089
37,778
38,213
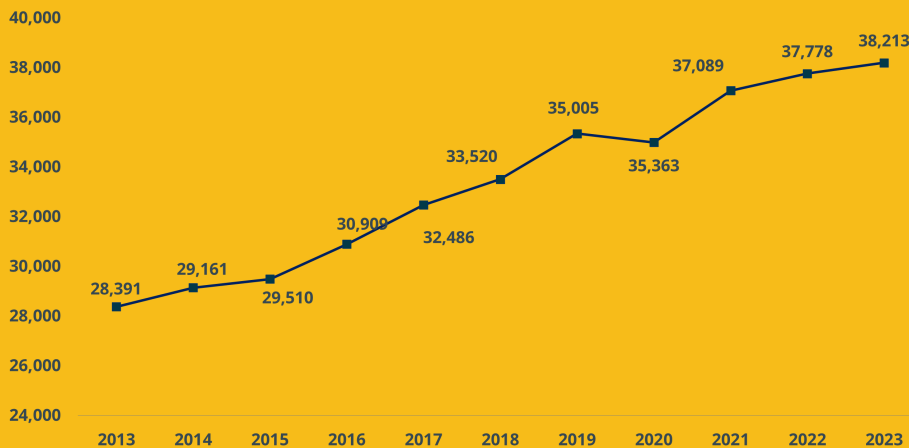
435
Business and Finance Workers
1.2 % increase from 2022

Business and Finance Education and Experience

The Business and Finance occupation group offers high paying job opportunities for workers. A bachelor's degree is the most in-demand education level in Q1, as noted in 6,297 postings. A master's degree is the second most in-demand education level with 1,491 postings, while 2,365 postings do not specify any education level. Many business and finance occupation postings do not specify a required length of experience. Almost half of the postings list a requirement of two or more years of experience.

Education	%
No Education Listed	24.6%
High school or GED	12.7%
Associate's degree	5.5%
Bachelor's degree	65.5%
Master's degree	15.5%
Ph.D. or professional degree	2.7%

Experience	%
No Experience Listed	32.8%
0 - 1 Years	8.0%
2 - 3 Years	23.6%
4 - 6 Years	23.3%
7 - 9 Years	7.1%
10+ Years	5.2%

Data: Lightcast | Analysis: Workforce Intelligence Network
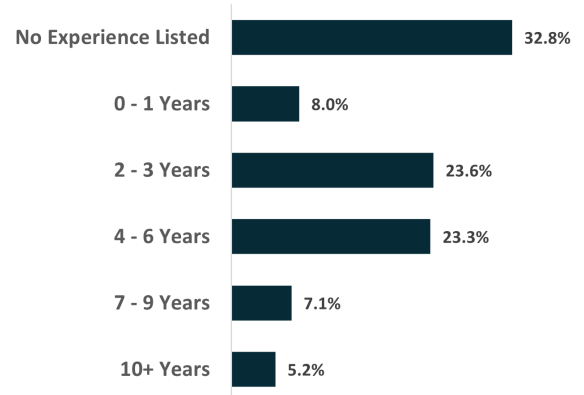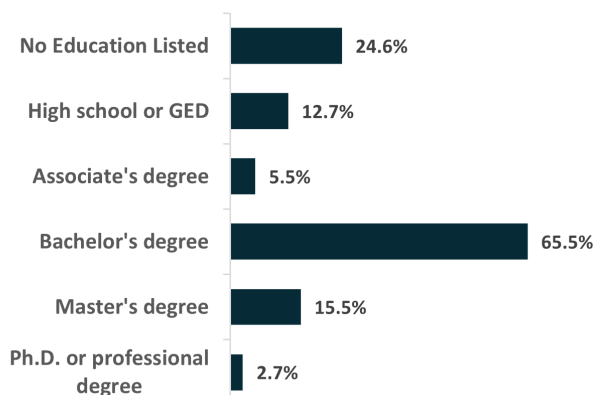
BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

The Business and Finance occupation group with the highest number of Q1 postings (1,395) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (1,089); Sales Managers (803); and Accountants and Auditors, with 695 postings. While most of the top jobs typically require a bachelor's degree, the highest-posting occupation group, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, only requires a high school diploma and offer moderate on-the-job training for those without prior experience.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,395
Managers, All Other	1,089
Sales Managers	803
Accountants and Auditors	695
General and Operations Managers	617
Financial Managers	479
Management Analysts	468
Marketing Managers	428
Project Management Specialists	376
Market Research Analysts and Marketing Specialists	295
Human Resources Specialists	290
Financial and Investment Analysts	280
Operations Research Analysts	242
Public Relations Managers	157
Buyers and Purchasing Agents	144
Property, Real Estate, and Community Association Managers	140
Public Relations Specialists	134
Insurance Sales Agents	130
Claims Adjusters, Examiners, and Investigators	124
Administrative Services Managers	119

Legend:
■ High school diploma or equivalent
■ Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

For job seekers able to obtain the required education, Business and Finance occupations offer lucrative opportunities. The top posted occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of $30.49 ($63,419 annually), while Sales Managers have a median hourly wage of $62.29 ($129,563 annually). Additional experience may lead to a role as a Marketing Manager, with median hourly wages at $63.32 ($131,705annually). Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products provided the lowest median hourly wage for the top posted jobs in this occupation group at $30.49, which is still significantly above the state median of $21.88.

Wage Overview for Top Posted Business and Finance Jobs in Q1 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	$15.12	$22.87	$30.49	$46.57	$61.07
11-9199	Managers, All Other	$25.58	$38.36	$54.18	$65.49	$82.07
11-2022	Sales Managers	$31.90	$47.64	$62.29	$81.60	$116.87
13-2011	Accountants and Auditors	$25.14	$31.38	$39.75	$50.65	$64.62
11-1021	General and Operations Managers	$23.13	$30.94	$49.52	$78.83	$106.29
11-3031	Financial Managers	$39.08	$49.92	$63.28	$80.89	$119.34
13-1111	Management Analysts	$24.72	$31.64	$40.40	$51.52	$65.32
11-2021	Marketing Managers	$31.75	$48.64	$63.32	$81.01	$112.09
13-1082	Project Management Specialists	$25.54	$31.44	$47.33	$60.15	$64.04
13-1161	Market Research Analysts and Marketing Specialists	$19.12	$24.23	$32.25	$48.22	$61.60

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

In-Demand Certifications

- Certified Public Accountant
- Project Management Professional Certification
- Enrolled Agent (EA)
- Security Clearance
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 12.7%
- Associate Degree: 5.5%
- Bachelor's Degree: 65.5%
- Master's Degree: 15.5%
- Ph.D. or professional Degree: 2.7%

Top Posting Employers

- Deloitte
- PricewaterhouseCoopers
- KPMG
- Wayne State University
- City Of Detroit
- Comerica
- Henry Ford Health System
- Accenture
- Aston Carter
- Blue Cross Blue Shield

Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

ENERGY OCCUPATION GROUP

Energy-related occupations include jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills 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.
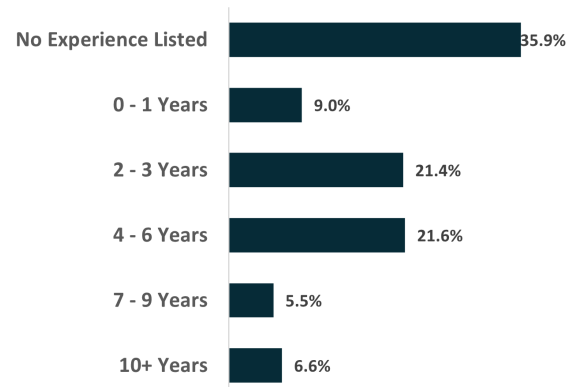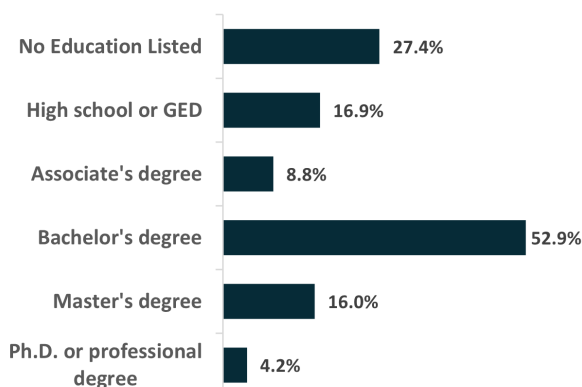
Employment Over Time 2013-2023

Year	Employment
2013	17,118
2014	17,104
2015	16,879
2016	17,254
2017	18,126
2018	18,312
2019	18,340
2020	17,297
2021	18,528
2022	18,988
2023	19,076

88 Energy Workers 0.5% increase from 2022

Energy Education and Experience

The Energy occupation group requires a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q1 with 52.9 percent of 1,846 postings. A master's degree is the second most in-demand education level with 16.0 percent, while 4.2 percent require a Ph.D. The amount of experience required varies widely from none to over ten years, although a majority require at least two years. Even many energy occupation postings do not request any specific experience.

Education	Percent
No Education Listed	27.4%
High school or GED	16.9%
Associate's degree	8.8%
Bachelor's degree	52.9%
Master's degree	16.0%
Ph.D. or professional degree	4.2%

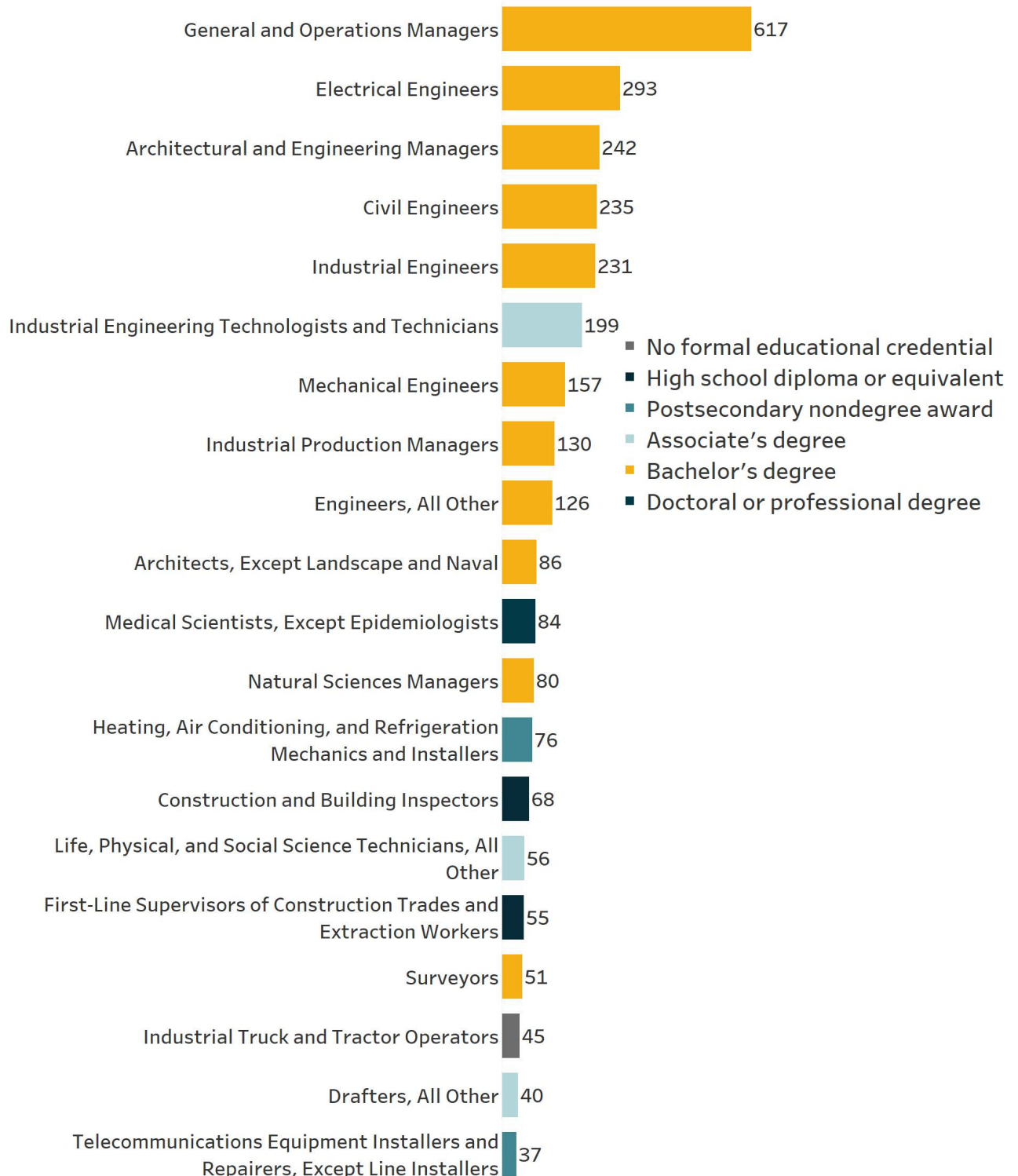| Experience	Percent
No Experience Listed	35.9%
0 - 1 Years	9.0%
2 - 3 Years	21.4%
4 - 6 Years	21.6%
7 - 9 Years	5.5%
10+ Years	6.6%

Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

Most high-demand Energy occupations are engineering positions requiring a bachelor's degree. General and Operations Managers has emerged as the highest in-demand Energy occupation in Q1 with 617 postings. Other top posted jobs requiring a bachelor's degree include Electrical Engineers (293 postings), Architectural and Engineering Managers (242 postings) and Civil Engineers (235 postings). Industrial Engineering Technologies and Technicians (199 postings) are only required to hold an associate's degree without any experience and on the job training.

Occupation	Postings
General and Operations Managers	617
Electrical Engineers	293
Architectural and Engineering Managers	242
Civil Engineers	235
Industrial Engineers	231
Industrial Engineering Technologists and Technicians	199
Mechanical Engineers	157
Industrial Production Managers	130
Engineers, All Other	126
Architects, Except Landscape and Naval	86
Medical Scientists, Except Epidemiologists	84
Natural Sciences Managers	80
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	76
Construction and Building Inspectors	68
Life, Physical, and Social Science Technicians, All Other	56
First-Line Supervisors of Construction Trades and Extraction Workers	55
Surveyors	51
Industrial Truck and Tractor Operators	45
Drafters, All Other	40
Telecommunications Equipment Installers and Repairers, Except Line Installers	37

Legend:
- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree

ENERGY OCCUPATION GROUP

Wage Overview

High demand for engineers and managers in the energy field provides lucrative opportunities for job seekers able to obtain the required educational level. The top posted energy job, General and Operations Managers, offers a median hourly wage of $49.52 ($103,001 annually). Construction- and technician-focused positions generally have shorter educational requirements and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q1 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	$23.13	$30.94	$49.52	$78.83	$106.29
17-2071	Electrical Engineers	$29.46	$37.33	$46.71	$57.66	$61.84
11-9041	Architectural and Engineering Managers	$47.26	$59.56	$61.43	$77.27	$97.18
17-2051	Civil Engineers	$27.64	$28.43	$35.26	$45.42	$57.33
17-2112	Industrial Engineers	$28.84	$36.47	$40.06	$47.60	$60.19
17-3026	Industrial Engineering Technologists and Technicians	$17.85	$23.13	$28.30	$30.54	$36.43
17-2141	Mechanical Engineers	$28.66	$36.44	$46.05	$47.68	$59.89
11-3051	Industrial Production Managers	$30.75	$42.90	$51.42	$62.00	$79.18
17-2199	Engineers, All Other	$28.88	$36.87	$47.11	$60.22	$62.12
17-1011	Architects, Except Landscape and Naval	$28.75	$29.44	$37.11	$47.51	$57.61

In-Demand Technical Skills

- Construction
- Auditing
- Electrical Engineering
- AutoCAD
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Operations
- Problem Solving

In-Demand Certifications

- Professional Engineer (PE) License
- LEED Accredited Professional (AP)
- Engineer in Training
- Commercial Driver's License (CDL)
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 16.9%
- Associate Degree: 8.8%
- Bachelor's Degree: 52.9%
- Master's Degree: 16.0%
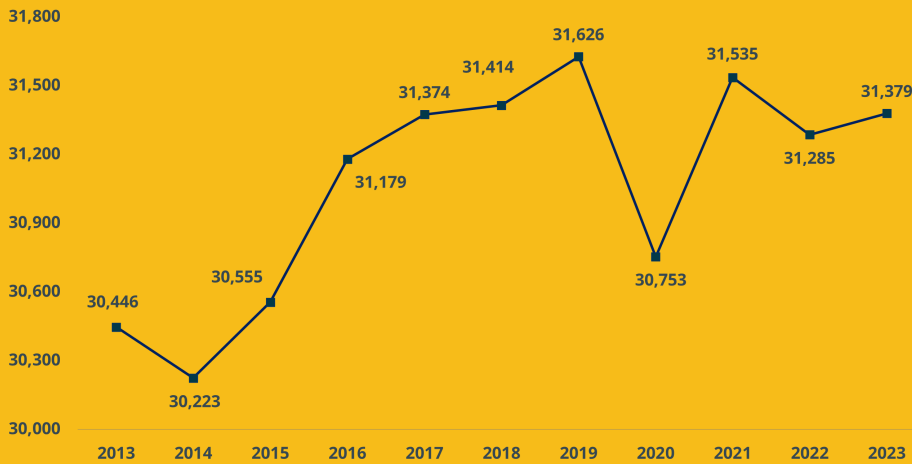- Ph.D. or Professional Degree: 4.2%

Top Posting Employers

- Actalent
- American Axle & Manufacturing
- Henry Ford Health System
- GPAC
- DTE Energy
- City Of Detroit
- Wayne State University
- Mercedes-Benz Group
- Deloitte
- CNH Industrial

Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

HEALTHCARE OCCUPATION GROUP

The Healthcare occupation group includes jobs related to healthcare support and practitioners. Employment in this group has seen marginal decline since 2018, although healthcare workers remain in high demand to care for Michigan's aging population. Annually, there are about 3,200 job openings for these positions in Detroit, and this is projected to continue increasing.
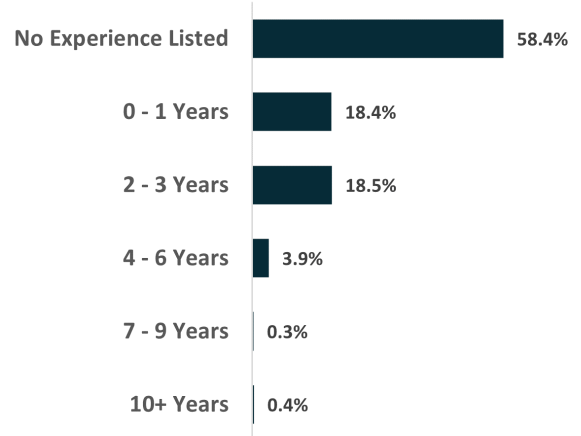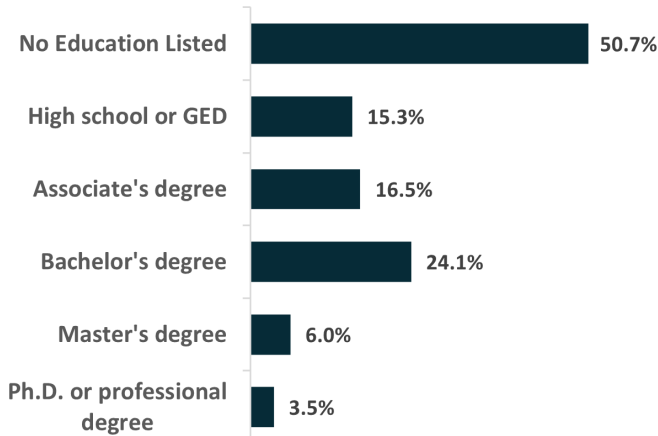
Employment Over Time 2013-2023

Year	Employment
2013	30,446
2014	30,223
2015	30,555
2016	31,179
2017	31,374
2018	31,414
2019	31,626
2020	30,753
2021	31,535
2022	31,285
2023	31,379

94 Healthcare Workers

0.3% Increase from 2023

Healthcare Education and Experience

The Healthcare occupation group offers many job opportunities for active job seekers at all experience levels. A bachelor's degree is the most in-demand education level in Q1, with 1,909 postings. An associate degree is the second most in-demand education level (1,305 postings). Many postings from this occupation group do not request any specific experience and education level.
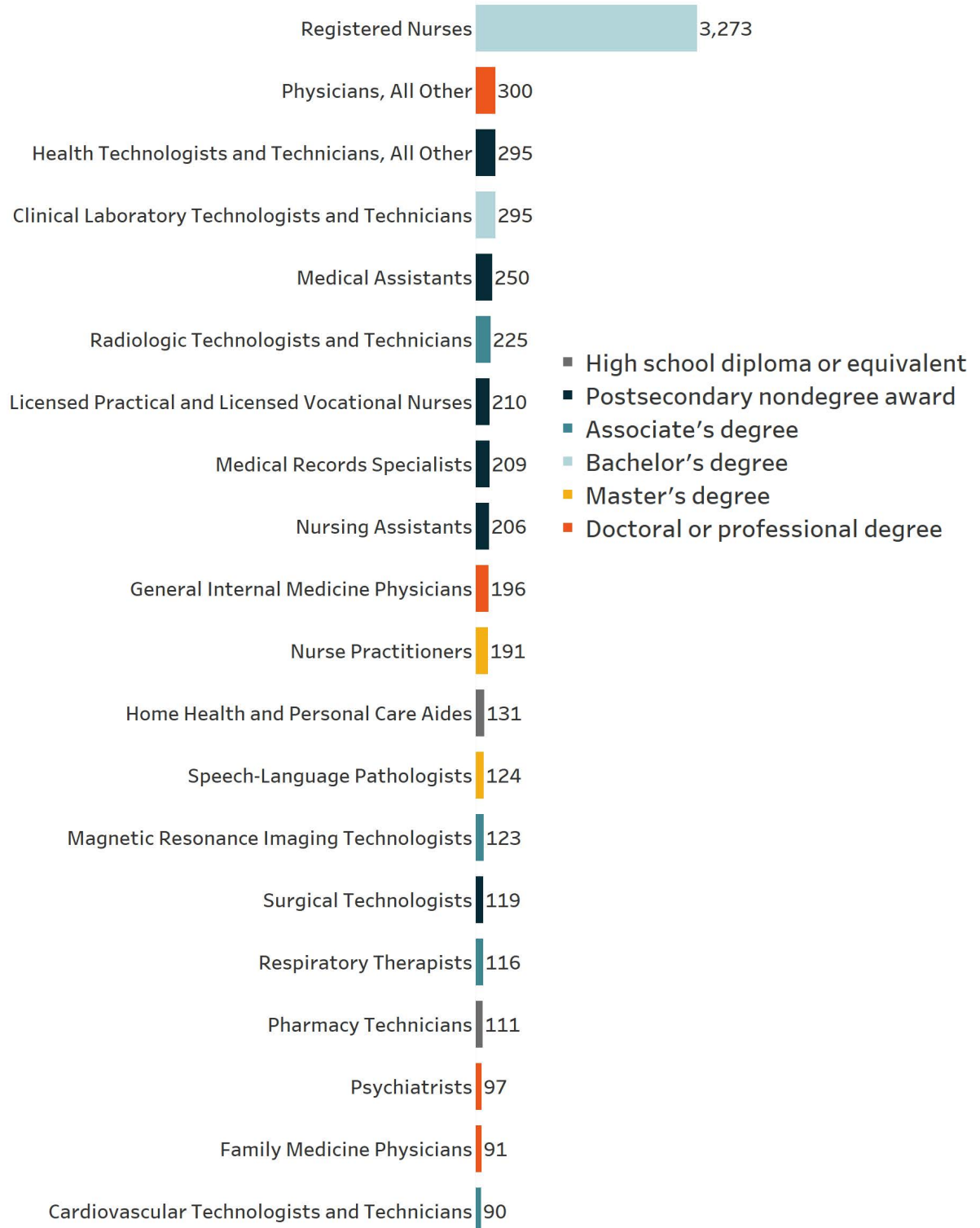
Education	%
No Education Listed	50.7%
High school or GED	15.3%
Associate's degree	16.5%
Bachelor's degree	24.1%
Master's degree	6.0%
Ph.D. or professional degree	3.5%

Experience	%
No Experience Listed	58.4%
0 - 1 Years	18.4%
2 - 3 Years	18.5%
4 - 6 Years	3.9%
7 - 9 Years	0.3%
10+ Years	0.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTHCARE
OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Healthcare occupation with 3,273 total postings, a number significantly higher than all the other occupations. A bachelor's degree is the most in-demand education level amongst healthcare occupations, indicated in 24.5 percent of postings. A high school diploma or equivalent accounts for 15.2 percent of posting requirements. Other top posted jobs include Physicians, All Other (300 postings), Clinical Laboratory Technologists and Technicians, All Other (295 postings), Health Technologists and Technicians, All Other (295 postings), Clinical Laboratory Technologists and Technicians, All Other (295 postings), and Medical Assistants (250 postings).

Occupation	Postings
Registered Nurses	3,273
Physicians, All Other	300
Health Technologists and Technicians, All Other	295
Clinical Laboratory Technologists and Technicians	295
Medical Assistants	250
Radiologic Technologists and Technicians	225
Licensed Practical and Licensed Vocational Nurses	210
Medical Records Specialists	209
Nursing Assistants	206
General Internal Medicine Physicians	196
Nurse Practitioners	191
Home Health and Personal Care Aides	131
Speech-Language Pathologists	124
Magnetic Resonance Imaging Technologists	123
Surgical Technologists	119
Respiratory Therapists	116
Pharmacy Technicians	111
Psychiatrists	97
Family Medicine Physicians	91
Cardiovascular Technologists and Technicians	90

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

HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in Healthcare are generally higher than the state median hourly wage of $21.88, with pay increasing in line with required education, training, and experience for Healthcare's top jobs. Registered Nurses, the top posted healthcare job in Q1, offers a median hourly wage of $39.20 ($81,536 annually). Although many positions require an associate degree or higher, there are several jobs above the state minimum wage open to those with a high school diploma or equivalent.

Wage Overview for Top Posted Healthcare Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$30.79	$31.06	$39.20	$40.20	$50.20
29-1229	Physicians, All Other	$29.78	$29.84	$30.91	$107.46	$125.63
29-2018	Clinical Laboratory Technologists and Technicians	$15.08	$18.97	$29.46	$37.49	$39.49
29-2099	Health Technologists and Technicians, All Other	$15.13	$18.88	$23.39	$29.80	$34.44
31-9092	Medical Assistants	$14.66	$15.00	$18.54	$19.00	$22.95
29-2034	Radiologic Technologists and Technicians	$23.72	$24.49	$30.73	$36.06	$39.34
29-2061	Licensed Practical and Licensed Vocational Nurses	$23.28	$24.45	$29.17	$29.84	$30.20
29-2072	Medical Records Specialists	$15.08	$18.73	$19.85	$24.50	$31.12
31-1131	Nursing Assistants	$14.66	$14.76	$18.02	$18.55	$18.69
29-1216	General Internal Medicine Physicians	$51.02	$66.02	$103.90	$118.00	$164.53

In-Demand Technical Skills

- Nursing
- Nursing Care
- Patient Preparation
- Medical Records
- Radiology

In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Teaching
- Decision Making

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse (LPN)
- Board Certified/Board Eligible

In-Demand Education Level*

- High School Diploma: 15.3%
- Associate Degree: 16.5%
- Bachelor's Degree: 24.1%
- Master's Degree: 6.0%
- Ph.D. Or professional Degree: 3.5%

Top Posting Employers

- Tenet Healthcare
- Henry Ford Health System
- Ascension
- Dmc Sinai Grace Hospital
- United States Department of Veterans Affairs
- Dmc Children's Hospital Of Michigan
- Focus Staff
- Detroit Medical Center
- All Medical Personnel
- Healthcare Employment Network

Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.

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.

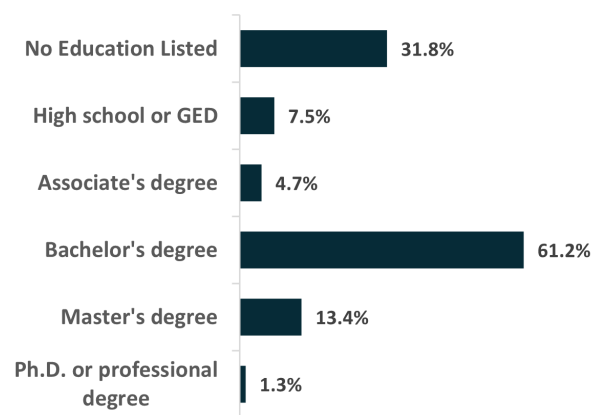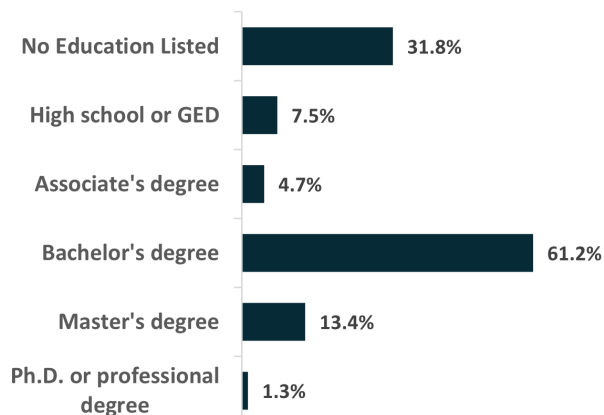**Employment Over Time** 2013-2023
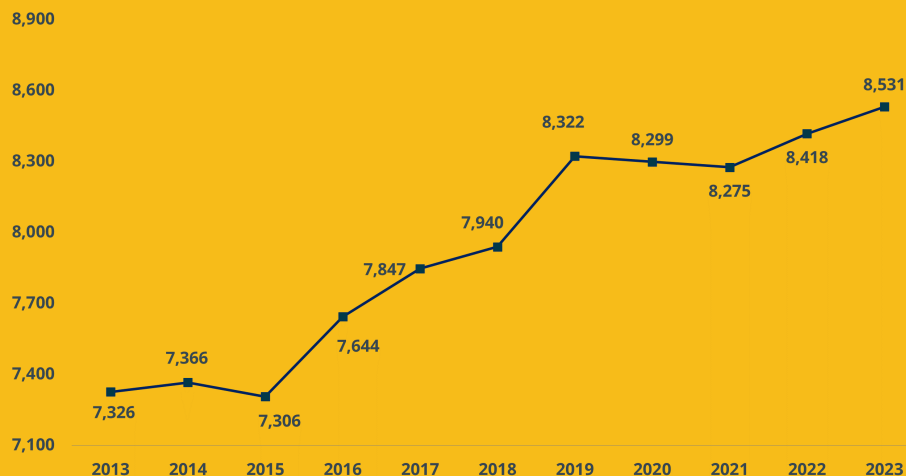
113 Information Technology Workers

1.3% Increase from 2022

Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 4,500 postings in Q1. A bachelor's degree is the most in-demand education level, with a master's degree the second most required education level. Many IT occupation postings were open to workers with two to three years of experience, with 979 postings. Workers with four to six years of experience are also heavily in-demand with 1,214. Although 1,361 postings do not request any specific experience level, 289 postings requested workers with zero to one year of experience.

No Education Listed	31.8%
High school or GED	7.5%
Associate's degree	4.7%
Bachelor's degree	61.2%
Master's degree	13.4%
Ph.D. or professional degree	1.3%

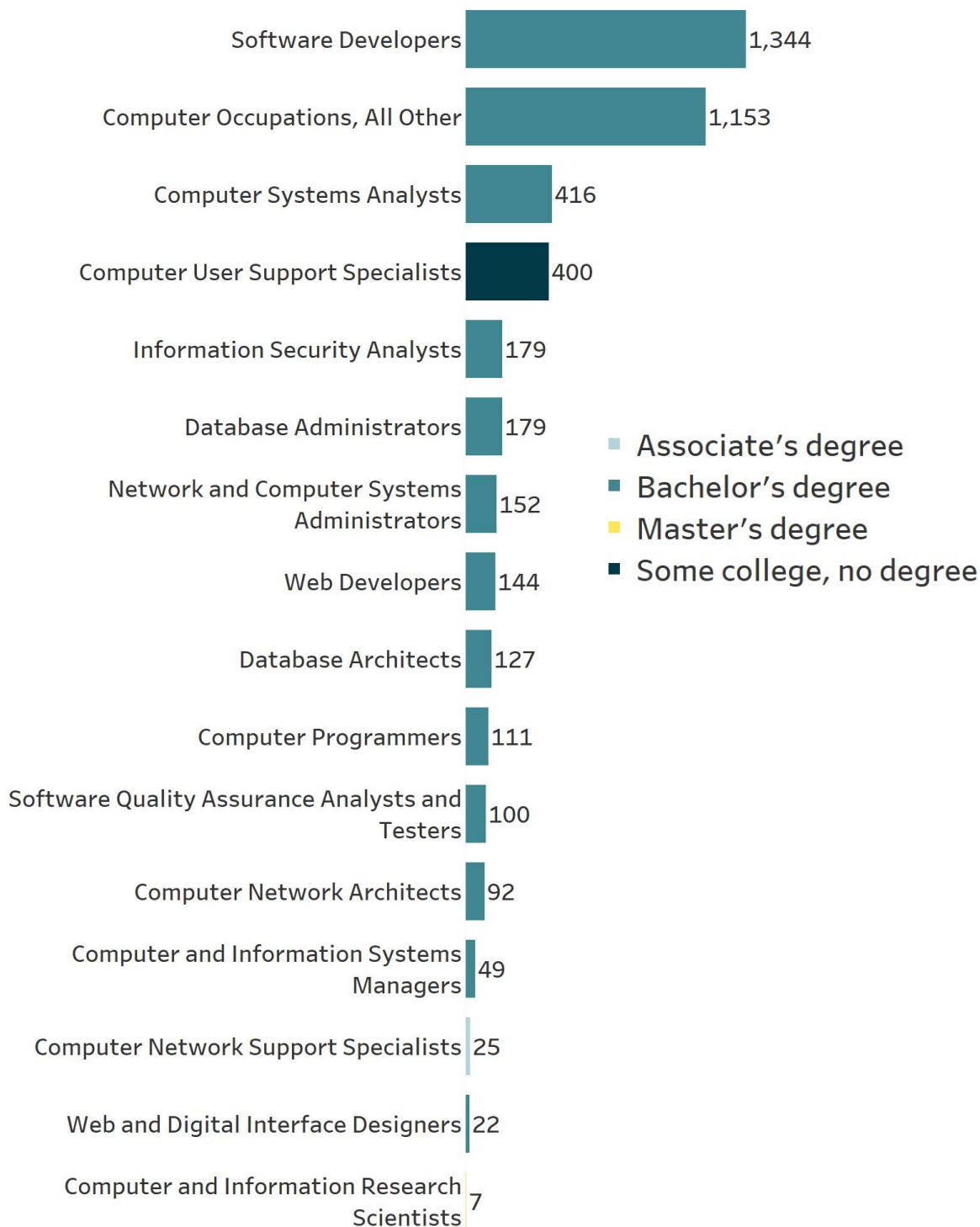|	
No Education Listed	31.8%
High school or GED	7.5%
Associate's degree	4.7%
Bachelor's degree	61.2%
Master's degree	13.4%
Ph.D. or professional degree	1.3%

Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q1, with 1,344 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrators, and Search Marketing Strategists was next most in-demand with 1,153 unique postings. While most of the top jobs require a bachelor's degree, Computer User Support Specialists (400 postings) only prefer some college education, but do not require a degree.

Occupation	Postings
Software Developers	1,344
Computer Occupations, All Other	1,153
Computer Systems Analysts	416
Computer User Support Specialists	400
Information Security Analysts	179
Database Administrators	179
Network and Computer Systems Administrators	152
Web Developers	144
Database Architects	127
Computer Programmers	111
Software Quality Assurance Analysts and Testers	100
Computer Network Architects	92
Computer and Information Systems Managers	49
Computer Network Support Specialists	25
Web and Digital Interface Designers	22
Computer and Information Research Scientists	7

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Most IT jobs offer high wages, making for a lucrative opportunity for job seekers able to obtain the additional education related to these jobs. Software Developers, the top posted IT job in Q1, offers a median hourly wage of $50.38 ($104,790 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of $23.84 ($49,582 annually).

Wage Overview for Top Posted Information Technology Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$31.49	$39.62	$50.38	$63.87	$65.87
15-1299	Computer Occupations, All Other	$23.58	$30.44	$43.67	$50.85	$63.89
15-1211	Computer Systems Analysts	$32.47	$39.85	$50.06	$63.40	$80.90
15-1232	Computer User Support Specialists	$15.44	$18.67	$23.84	$30.28	$37.95
15-1212	Information Security Analysts	$23.57	$30.55	$48.70	$61.49	$65.62
15-1242	Database Administrators	$23.71	$31.11	$41.04	$50.76	$64.60
15-1244	Network and Computer Systems Administrators	$29.42	$31.44	$39.49	$50.10	$62.34
15-1254	Web Developers	$19.00	$30.69	$39.44	$49.67	$61.38
15-1243	Database Architects	$39.16	$49.44	$63.87	$66.43	$78.39
15-1251	Computer Programmers	$24.34	$31.62	$40.13	$51.29	$65.26

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Automation
- Software Development

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Security Clearance
- Certified Information System Auditor (CISA)
- Certified Scrum Master

In-Demand Education Level*

- High School Diploma: 7.5%
- Associate Degree: 4.7%
- Bachelor's Degree: 61.2%
- Master's Degree: 13.8%
- Ph.D. Or professional Degree: 1.3%

Top Posting Employers

- Deloitte
- PricewaterhouseCoopers
- Accenture
- KPMG
- Ensono
- Salesforce
- American Axle & Manufacturing
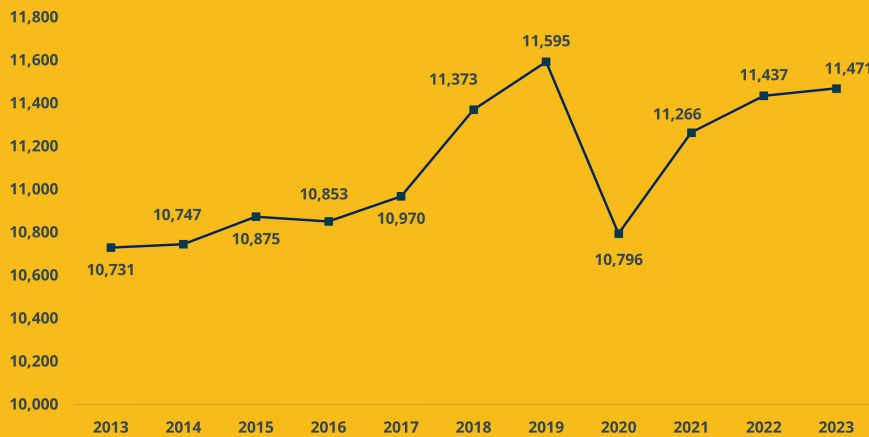- R1 RCM
- HTC
- The Boston Consulting Group (BCG)

Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The Skilled Trades and Technicians occupation group includes jobs related to advanced manufacturing. Southeast Michigan has one of the highest demands for skilled trades labor, such as CNC machinists and welders, in the country.

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

- 2013: 10,731
- 2014: 10,747
- 2015: 10,875
- 2016: 10,853
- 2017: 10,970
- 2018: 11,373
- 2019: 11,595
- 2020: 10,796
- 2021: 11,266
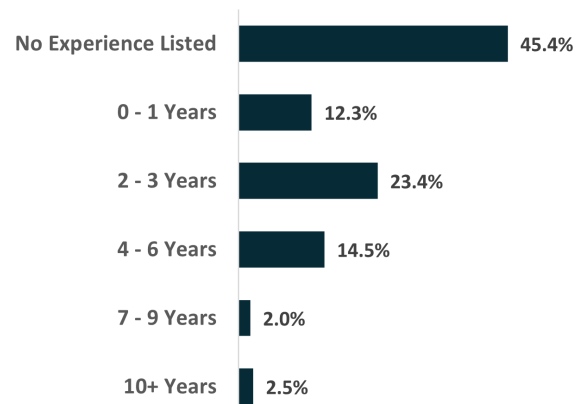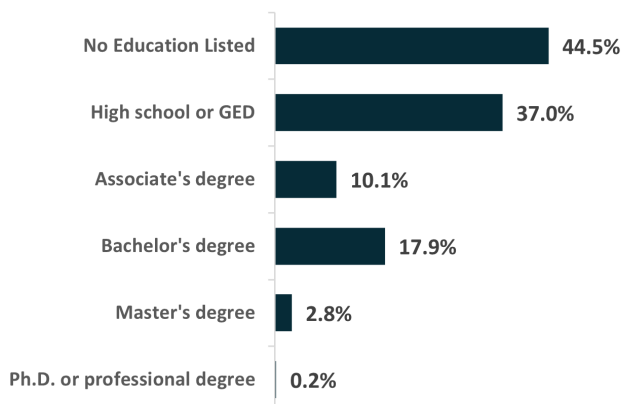- 2022: 11,437
- 2023: 11,471

34
Skilled Trades Workers
0.3% Increase from 2022

Skilled Trades Education and Experience

The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A high school diploma or equivalent was the most in-demand education level (604 postings), while a bachelor's degree was the second most in-demand education level (392 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

Education	Percent
No Education Listed	44.5%
High school or GED	37.0%
Associate's degree	10.1%
Bachelor's degree	17.9%
Master's degree	2.8%
Ph.D. or professional degree	0.2%

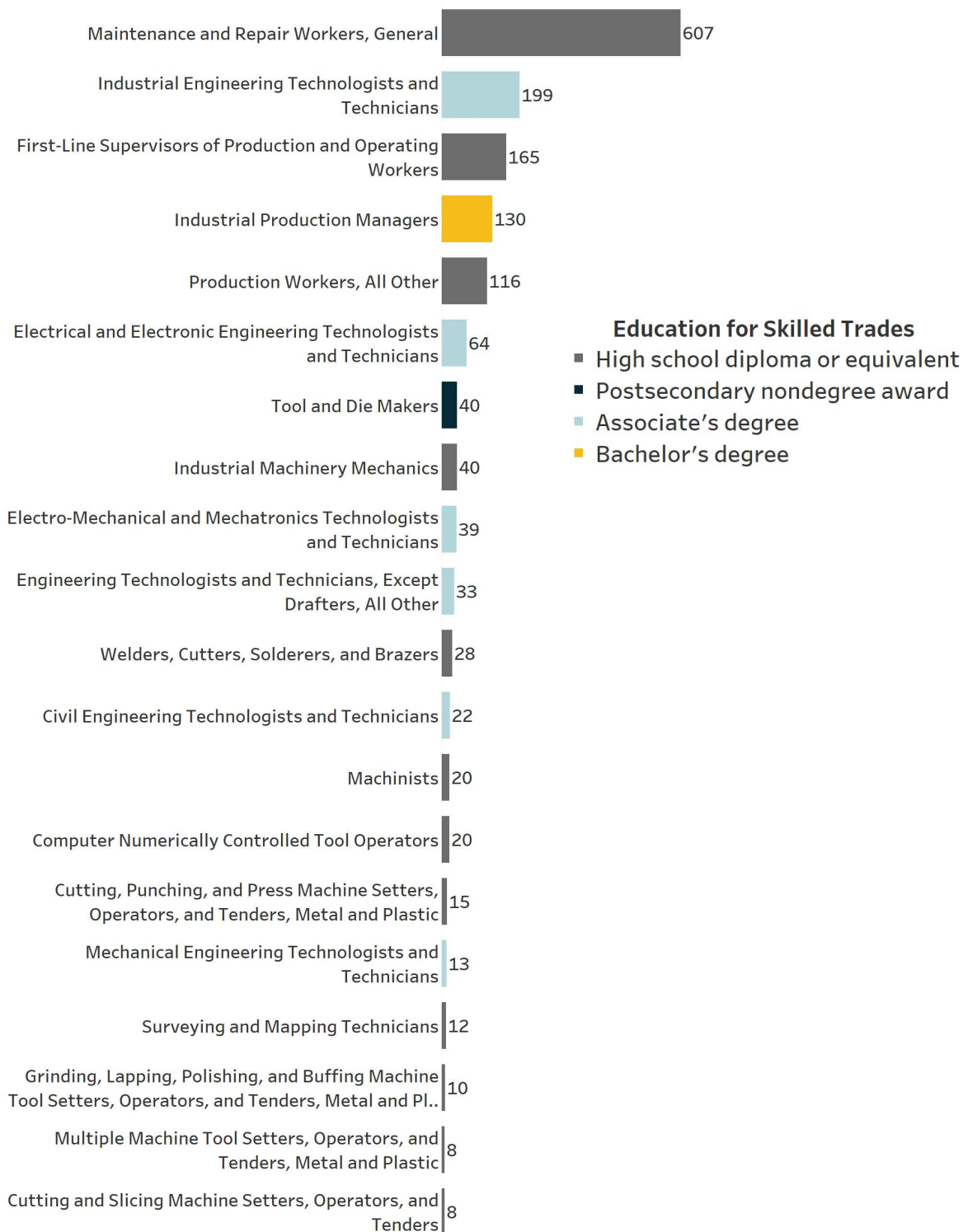| Experience	Percent
No Experience Listed	45.4%
0 - 1 Years	12.3%
2 - 3 Years	23.4%
4 - 6 Years	14.5%
7 - 9 Years	2.0%
10+ Years	2.5%

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 Q1 (607 postings). Other top posted jobs include Industrial Engineering Technologists and Technicians (199 postings), First-Line Supervisors of Production and Operating Workers (165 postings), Industrial Production Managers (130 postings), and Production Workers, All Other (116 postings). The majority of this occupation group's top posted jobs required either a high school diploma or equivalent, or an Associate's degree, and offered moderate to long-term on-the-job training in lieu of experience.

Occupation	Postings
Maintenance and Repair Workers, General	607
Industrial Engineering Technologists and Technicians	199
First-Line Supervisors of Production and Operating Workers	165
Industrial Production Managers	130
Production Workers, All Other	116
Electrical and Electronic Engineering Technologists and Technicians	64
Tool and Die Makers	40
Industrial Machinery Mechanics	40
Electro-Mechanical and Mechatronics Technologists and Technicians	39
Engineering Technologists and Technicians, Except Drafters, All Other	33
Welders, Cutters, Solderers, and Brazers	28
Civil Engineering Technologists and Technicians	22
Machinists	20
Computer Numerically Controlled Tool Operators	20
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	15
Mechanical Engineering Technologists and Technicians	13
Surveying and Mapping Technicians	12
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Pl..	10
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8
Cutting and Slicing Machine Setters, Operators, and Tenders	8

Education for Skilled Trades
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Eight of the top ten in-demand Skilled Trades occupation offer median hourly wages above $23.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q1, offered a median hourly wage of $18.83, ($39,166 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers requires an additional five years or more of work experience and offers a median hourly wage of $51.42 ($106,953 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q1 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	$13.96	$15.08	$18.83	$23.52	$29.52
17-3026	Industrial Engineering Technologists and Technicians	$17.85	$23.13	$28.30	$30.54	$36.43
51-1011	First-Line Supervisors of Production and Operating Workers	$18.17	$23.02	$29.71	$37.40	$48.20
11-3051	Industrial Production Managers	$30.75	$42.90	$51.42	$62.00	$79.18
51-9199	Production Workers, All Other	$10.26	$12.97	$13.35	$16.71	$20.71
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$18.68	$23.31	$30.65	$37.91	$47.41
49-9041	Industrial Machinery Mechanics	$17.71	$22.46	$28.33	$30.38	$36.88
51-4111	Tool and Die Makers	$17.76	$22.53	$28.69	$35.14	$35.76
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$17.81	$22.64	$23.09	$35.53	$37.02
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$17.86	$22.78	$36.16	$46.55	$54.24

In-Demand Technical Skills

- Field Service Management
- Preventive Maintenance
- Plumbing
- Hand Tools
- HVAC

In-Demand Foundational Skills

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

In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- Commercial Driver's License (CDL)
- HVAC Certification
- CompTIA A+
- Chauffeur License

In-Demand Education Level*

- High School Diploma: 37.0%
- Associate Degree: 10.1%
- Bachelor's Degree: 17.9%
- Master's Degree: 2.8%

Top Posting Employers

- Aerotek
- Taldeco
- Tradesmen International
- City Of Detroit
- Actalent
- American Axle & Manufacturing
- Randstad
- Ajm Packaging Corporation
- Mercedes-Benz Group
- Wayne State University

Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

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