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The background of the lower half of the image is a photograph of the Detroit city skyline at dusk or dawn, with various skyscrapers and buildings visible. Overlaid on this image is a semi-transparent map of the City of Detroit, which is divided into a grid of smaller areas, likely representing different neighborhoods or districts. The map is light gray and covers most of the lower half of the image.

# **LABOR MARKET REPORT**

## **CITY OF DETROIT**

**Q4 2023**

**October - December**

# INTRODUCTION

City of Detroit

Q4 2023



## About This Report

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

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

WIN produces a quarterly 19-county Region report quarterly using data from all eleven occupation groups. A city of Detroit report 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 fourth quarter 2023 labor market information from the City of Detroit for the Business and Finance, Energy, Health Care, 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](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org).

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

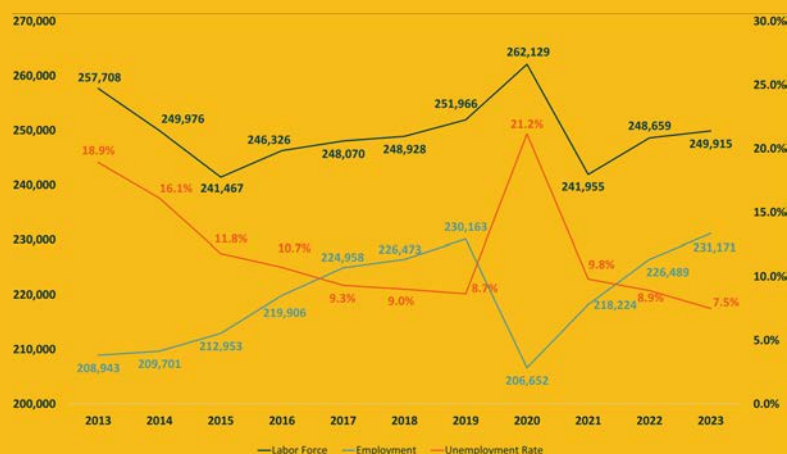
Despite a slight increase in the total labor force during 2023 compared to 2022, the unemployment rate is at its lowest point in the last 10 years, standing at 7.5 percent. While the size of the labor force rose by 0.5 percent from 2022, the number of unemployed workers showed significant improvement, decreasing 15.5 percent from 2022, and the number of employed individuals increased by 2.1 percent from 2022.

Registered Nurses top the list as the most demanded occupation, accounting for 2,054 job postings. The Health Care occupation group also continues to be heavily demanded in the City of Detroit.

## Annual Labor Market Information

The labor force in Detroit had recovered in 2023 from the pandemic but slightly increased between 2022 and 2023 by 1,256 individuals, rising from 248,659 to 249,915. Employment increased by 4,682 individuals (or 2.1 percent), while the number of unemployed individuals decreased by 3,427 (or 15.5 percent), respectively. As a result, the unemployment rate has reached its lowest point in the last 10 years at 7.5 percent, now below pre-pandemic levels.

## Annual Labor Force, Employment, Unemployment Rate 2013–2023



## Quarterly Employer Demand Overview

The fourth quarter of 2023 shows that employer demand has decreased from Q3 2023. In Q4 2023, there were an average of 16,805 job postings per month in the City of Detroit, marking a decrease of 5,457 monthly postings from the 22,262 monthly averages recorded in Q3. The second quarter in 2023 had the highest recorded job postings with an average 28,373 postings per month, while the fourth quarter in 2023 the lowest postings with an average of 16,805 monthly postings. The decrease in Q4 2023 job postings is a negative indicator of economic recovery since Q3 2022.

## Average Quarterly Posting Analysis City of Detroit Q3 2022 - Q4 2023



# ANNUAL WORKFORCE INDICATORS

## Key Findings

26%

Employer demand decreased by 26.5 percent, a loss of 10,901 job postings since Q3

### Bachelor's Degree

Most in-demand minimum education level during Q4

In Q4, employment totaled

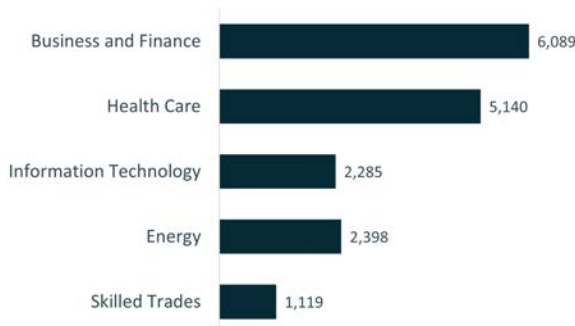
235,020

a decrease of 63 workers since Q3

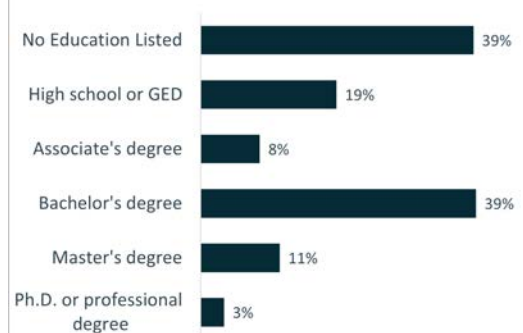
During Q4 2023, there were 30,298 job postings, or 10,901 less than the 41,199 postings made during Q3 in the City of Detroit. Healthcare, Business and Finance, Skilled Trades, and Information Technology occupation groups were the highest posting employers in Q4. The top posted job occupations include Registered Nurses, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Managers, All Other, Heavy and Tractor-Trailer Truck Drivers, and Software Developers. More information about in-demand job postings is available on page 7.

Of the 30,298 job postings in the City of Detroit during Q4 2023, 11,888 (39.2 percent) required a Bachelor's degree. An additional 4,412 postings (14.6 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 Q4 2023



### Education Levels In-Demand Q4 2023



For Q4 2023, Labor Force participation decreased by 319 individuals (0.1 percent) compared to Q3 2023, and employment went down by 63 workers during the same period. Also, unemployment figures fluctuated throughout each quarter from Q4 2022 to Q4 2023, possibly due to concerns about a post-pandemic recession. In Q4 2023, the number of unemployed individuals reached 20,977, and the unemployment rate decreased by 0.1 percentage points from the previous quarter, reaching 8.2 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on 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	244,467	243,900	243,445	256,316	255,997	-319	-0.1%	11,530	4.7%
Employment	227,679	225,948	228,634	235,084	235,020	-63	0.0%	7,342	3.2%
Unemployment	22,859	17,953	14,811	21,232	20,977	-256	-1.2%	-1,882	-8.2%
Unemployment Rate	9.2%	7.4%	6.1%	8.3%	8.2%	-0.1%	na	-1.0%	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 in 2021 but has since increased to 249,915 in 2023. Employment showed a similar trend, with growth year after year from 2012 through 2019. The coronavirus 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 3,427 workers, or 15.5 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 Annual	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	249,915	1,256	0.5%
Employment	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	4,682	2.1%
Unemployment	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	-3,427	-15.5%
Unemployment Rate	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	-1.4%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, there were 271,897 individuals in the labor force, meaning they were either working or seeking employment. Employed workers make up 85.3 percent of the city's labor force. The highest unemployment rates in 2022 were those individuals 24 years old or younger. Within this age cohort, there were 60.3 percent of unemployed individuals identifying as males compared to 48.4 percent of unemployed individuals identifying as female. Overall, males had a higher unemployment rate than females, at 16.4 percent and 13.1 percent respectively. Black or African American job seekers faced the most challenge in securing employment, with an overall unemployment rate of 16.0 percent. This group was followed closely by Two or More Races job seekers at 13.9 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	271,897	232,004	39,893	14.7%
<b>Sex</b>				
<b>Male 16+</b>	130,074	108,698	21,376	16.4%
<b>16-19</b>	5,561	3,440	2,121	38.1%
<b>20-24</b>	15,579	12,127	3,452	22.2%
<b>25-54</b>	86,158	73,460	12,698	14.7%
<b>55-64</b>	17,309	14,832	2,477	14.3%
<b>65 Plus</b>	5,467	4,839	628	11.5%
<b>Female 16+</b>	141,823	123,306	18,517	13.1%
<b>16-19</b>	7,198	5,457	1,741	24.2%
<b>20-24</b>	16,354	12,400	3,954	24.2%
<b>25-54</b>	92,798	81,842	10,956	11.8%
<b>55-64</b>	18,551	17,141	1,410	7.6%
<b>65 Plus</b>	6,922	6,466	456	6.6%
<b>Race</b>				
<b>White</b>	37,791	34,049	3,741	9.9%
<b>Black / African</b>	207,660	174,435	33,226	16.0%
<b>Native American</b>	866	748	118	13.6%
<b>Asian</b>	4,929	4,619	311	6.3%
<b>Native Hawaiian / Pacific Islander</b>	24	24	0	0.0%
<b>Some Other Race</b>	10,651	9,586	1,065	10.0%
<b>Two or More Races</b>	9,877	8,504	1,373	13.9%
<b>Ethnicity</b>				
<b>Hispanic</b>	20,217	17,831	2,386	11.8%

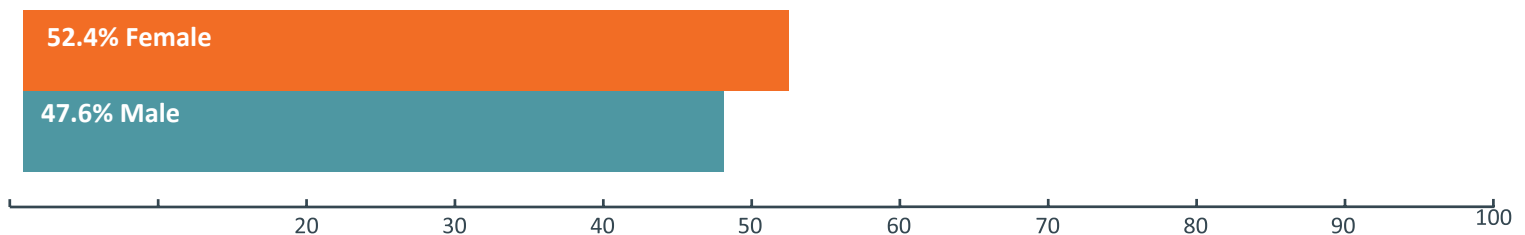
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

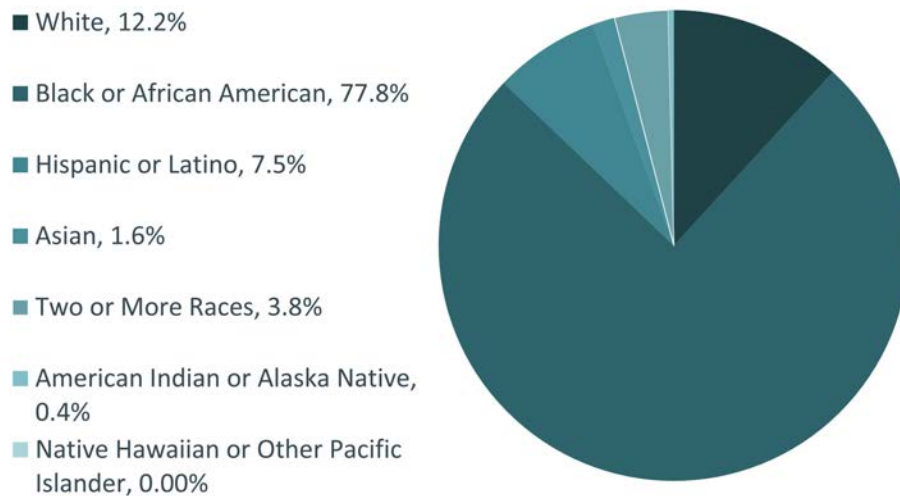
## 2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the City of Detroit population decreased by about 1.4 percent between 2021 and 2022. During 2022, there were 636,787 people living in the city. The gender of the populace was split almost evenly, with about 52.4 percent of the population identifying as female and the other 47.6 percent identifying as male. A majority of the population identified as Black or African American (77.8 percent) with the second largest number of individuals identifying as White (12.2 percent). The region is facing an aging populace; with 26.4 percent of the population over the age of 54, compared to 34.5 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

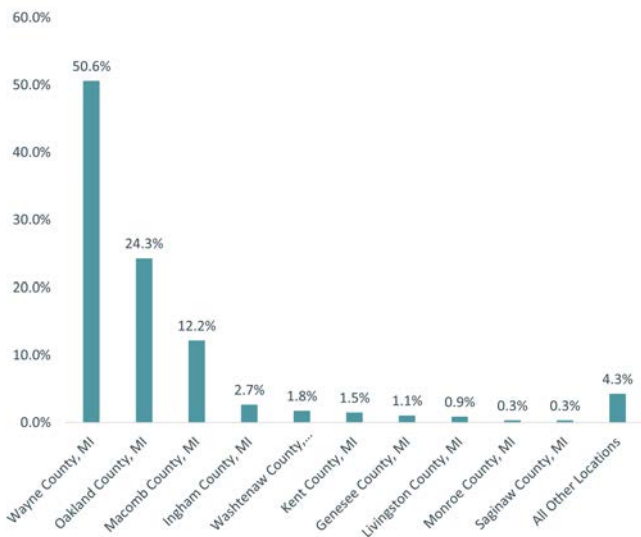


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

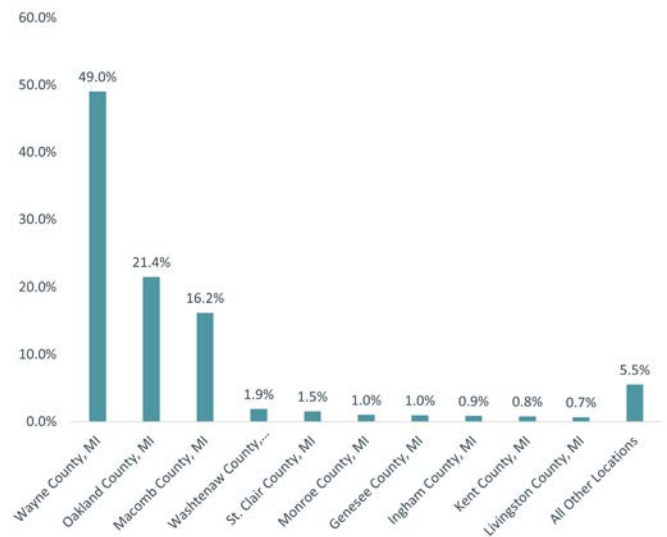
# REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set from the Census Bureau, Detroit's 2021 workforce consisted of 170,053 individuals. There were 51,963 (30.6 percent) residents also worked in the city, while the remaining 118,090 residents (69.4 percent) traveled outside for work. With 217,738 workers employed in the city during 2021, there were 165,775 (76.1 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

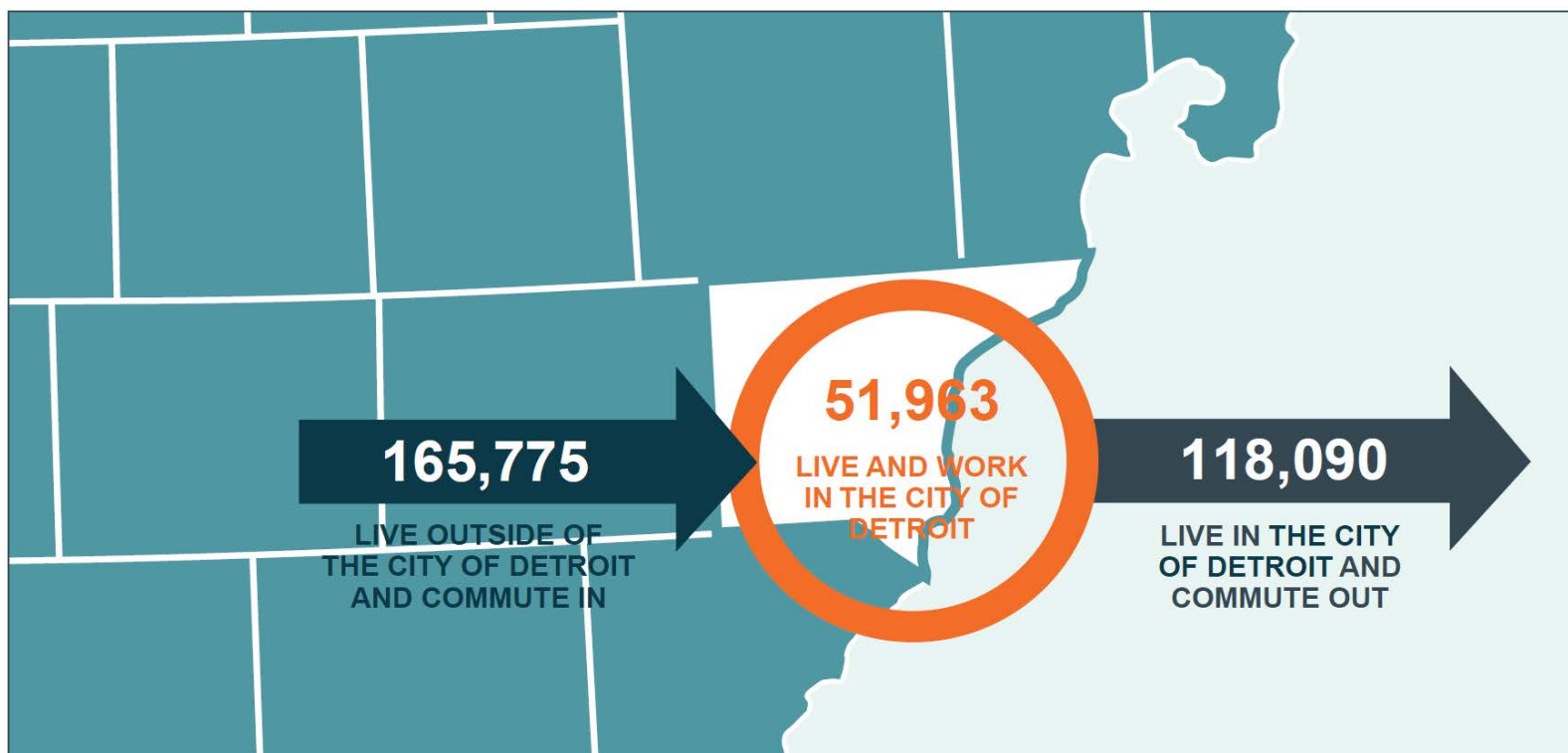


Where City of Detroit Workers Live



Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network

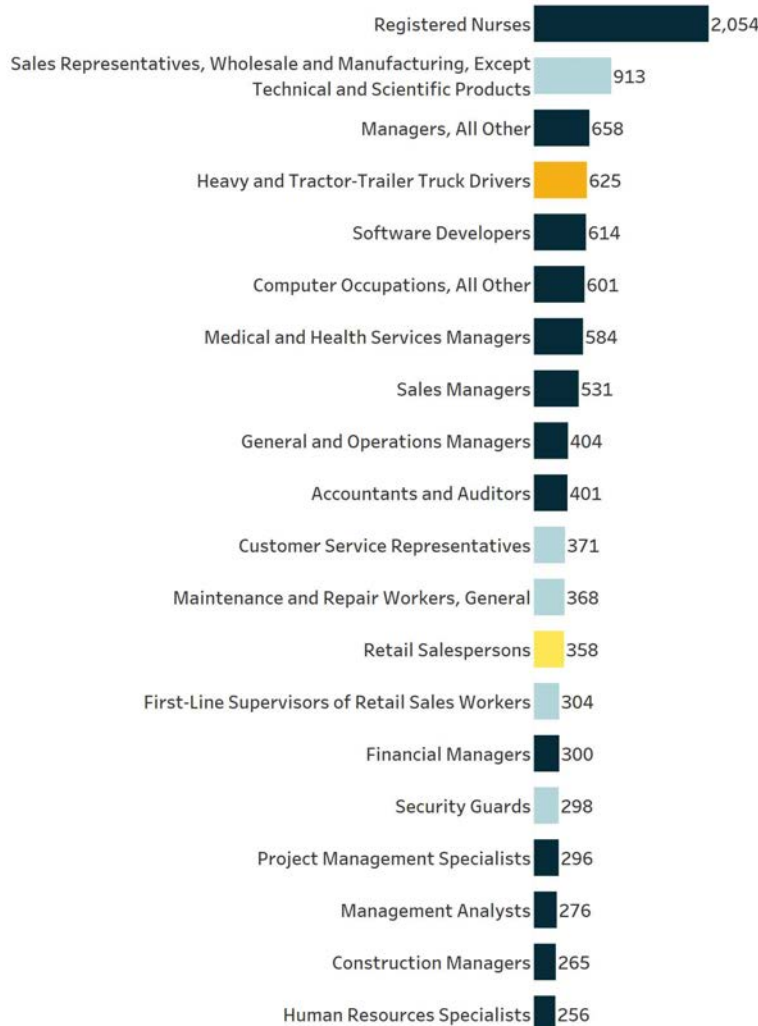
Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network



## TOP POSTED JOBS

### Top Posted Jobs

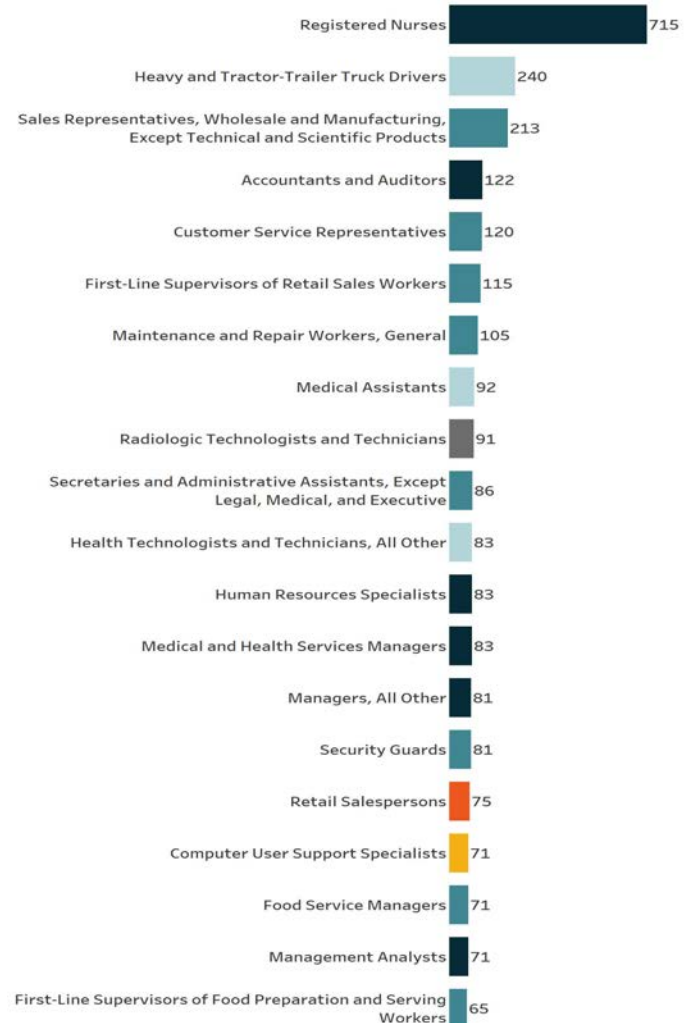
Registered Nurses are the highest in-demand occupation during Q4, with 2,054 online job postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products are the second largest occupation with 913 postings. Managers, All Other (658 postings) round out the top three occupations in Q4. Many of these positions require a Bachelor's degree, which is common in over half of the top 20 posted jobs in the city..



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

### Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 23.5 percent of postings in Detroit. Two of the top ten entry level occupations require a Bachelor's degree, while the remaining seven 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 715 postings requiring zero to two years of experience and a Bachelor's degree.



- Associate's degree
- 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 Corp
- Tenet Healthcare
- Wayne State University
- Henry Ford Health System
- Deloitte
- City Of Detroit
- PricewaterhouseCoopers
- GPAC
- Accenture
- Blue Cross Blue Shield
- DTE Energy
- Detroit Medical Center
- Dmc Sinai Grace Hospital
- Little Caesars
- Dmc Children's Hospital Of Michigan
- Advantasure
- KPMG
- Actalent
- Rocket Companies
- Ascension

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

### In-Demand Technical Skills

- Project Management
- Nursing
- Marketing
- Auditing
- Accounting
- Finance
- Data Analysis
- Workflow Management
- Selling Techniques
- Process Improvement

### In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Customer Service
- Operations
- Problem Solving
- Planning
- Writing
- Microsoft Office
- Detail Oriented

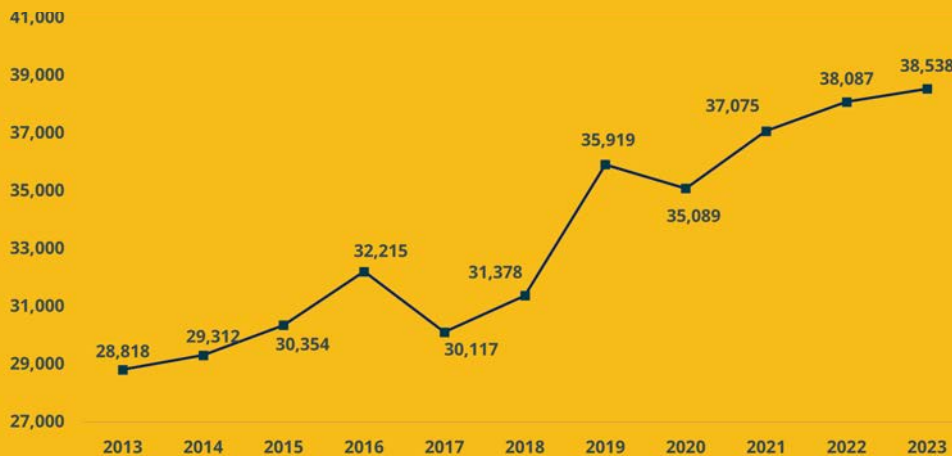
### Top In-Demand Qualifications

- Valid Driver's License
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Master Of Business Administration (MBA)
- Teaching Certificate
- Board Certified/Board Eligible
- Project Management Professional Certification
- Commercial Driver's License (CDL)
- Licensed Practical Nurse (LPN)
- Security Clearance
- Certified Public Accountant
- CDL Class A License
- Certified Nursing Assistant (CNA)
- American Red Cross (ARC) Certification
- American Registry Of Radiologic Technologists (ARRT) Certified
- Licensed Master Social Worker
- First Aid Certification
- Nurse Practitioner (APRN-CNP)

# 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

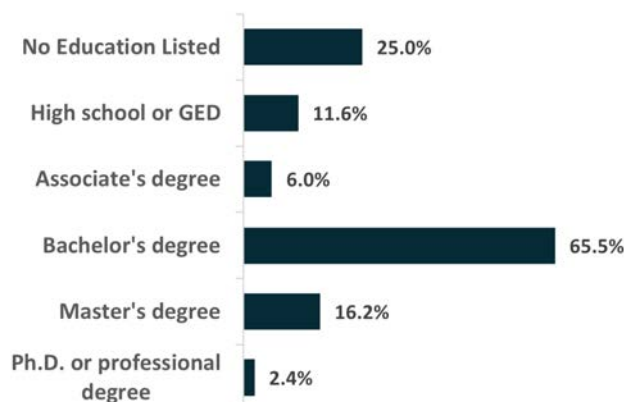


**38,538**  
**Business and  
Finance Workers**  
1.2 % increase  
from 2022



## Business and Finance Education and Experience

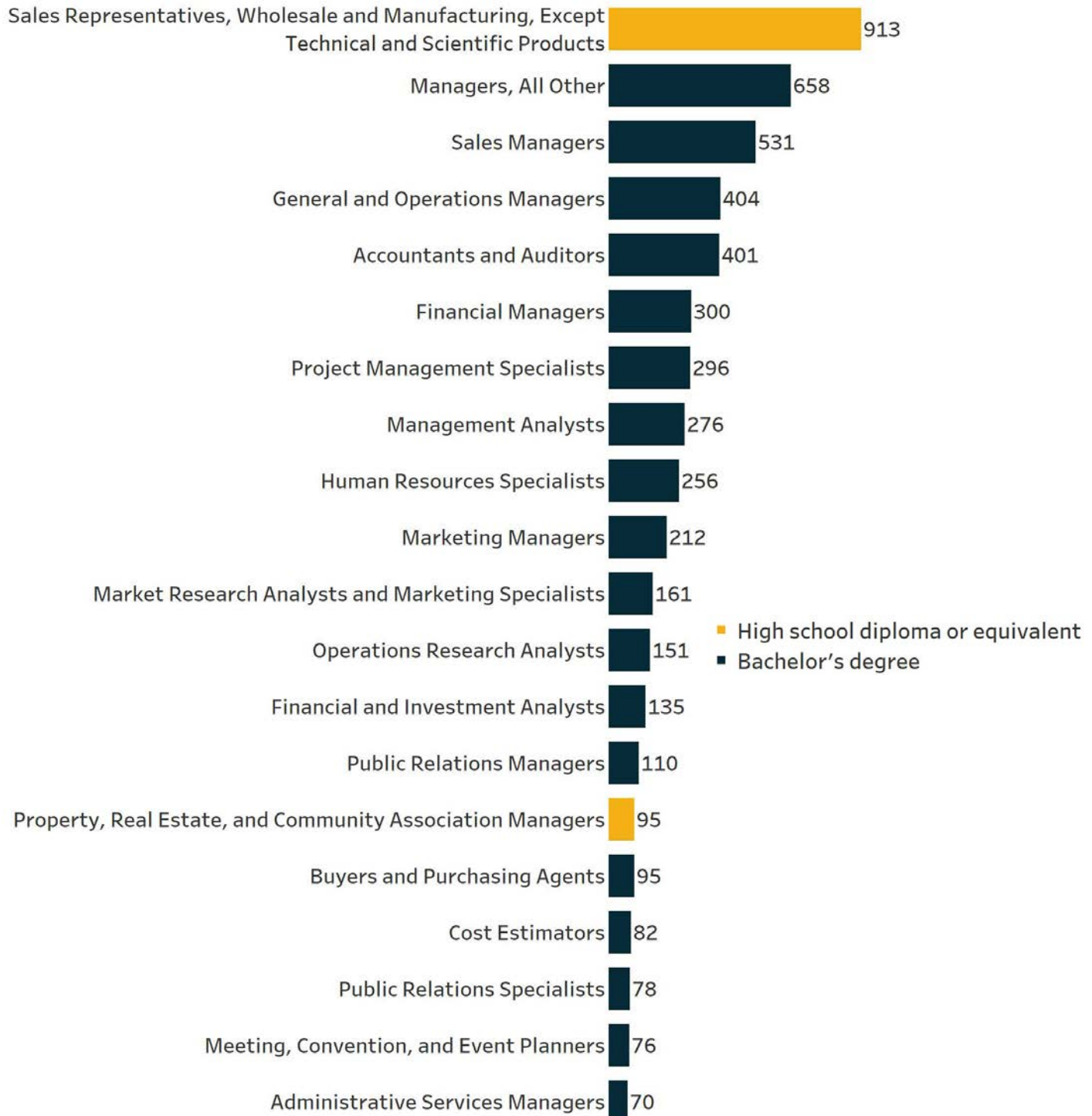
The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q4, as noted in 3,989 postings. A Master's degree is the second most in-demand education level with 985 postings, while 1,525 postings do not specify 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 six years of experience.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

The Business and Finance occupation group with the highest number of Q4 postings (913 postings) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (658 postings); Sales Managers (531 postings); and General and Operations Managers, with 404 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.



# 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 \$34.68 (\$72,134 annually), while Sales Managers have a median hourly wage of \$61.18 (\$127,260 annually). Additional experience may lead to a role as a Marketing Manager, with median hourly wages at \$64.80 (\$134,787 annually). 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 \$34.68, which is still significantly above the state median of \$21.88.

### Wage Overview for Top Posted Business and Finance Jobs in Q4 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	\$17.66	\$23.45	\$34.68	\$47.72	\$63.66
11-9199	Managers, All Other	\$31.41	\$46.47	\$61.18	\$76.35	\$86.57
11-2022	Sales Managers	\$32.88	\$48.64	\$65.54	\$83.97	\$109.12
11-1021	General and Operations Managers	\$22.61	\$30.93	\$49.81	\$78.68	\$110.01
13-2011	Accountants and Auditors	\$26.29	\$32.21	\$40.53	\$50.22	\$64.87
11-3031	Financial Managers	\$40.93	\$52.09	\$66.13	\$84.16	\$109.93
13-1082	Project Management Specialists	\$28.10	\$37.56	\$48.70	\$62.11	\$66.61
13-1111	Management Analysts	\$29.78	\$36.09	\$46.73	\$56.00	\$69.09
13-1071	Human Resources Specialists	\$20.33	\$23.96	\$31.16	\$39.56	\$49.31
11-2021	Marketing Managers	\$34.13	\$49.58	\$64.80	\$82.57	\$104.66

### In-Demand Technical Skills

- Project Management
- Marketing
- Accounting
- Finance
- Auditing

### In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Customer Service
- Operations

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 11.6%
- Associate Degree: 6.0%
- Bachelor's Degree: 65.5%
- Master's Degree: 16.2%
- Ph.D. or professional Degree: 2.4%

### Top Posting Employers

- PricewaterhouseCoopers
- Deloitte
- Wayne State University
- City Of Detroit
- GPAC
- KPMG
- Accenture
- DTE Energy
- Mackenzie Stuart
- Henry Ford Health Corp

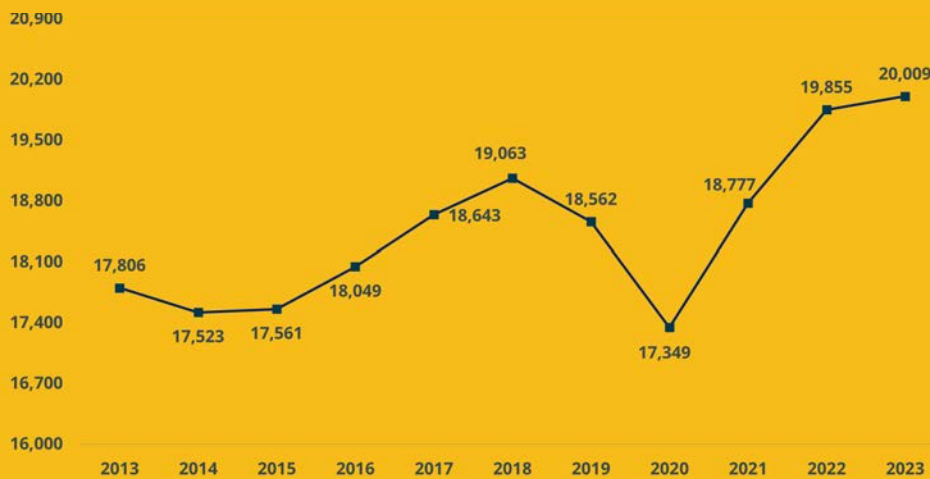
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



# 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.

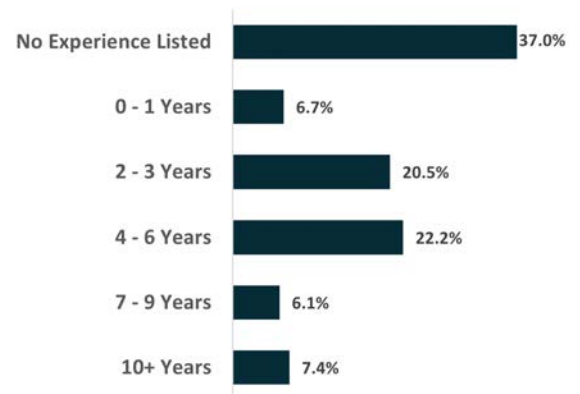
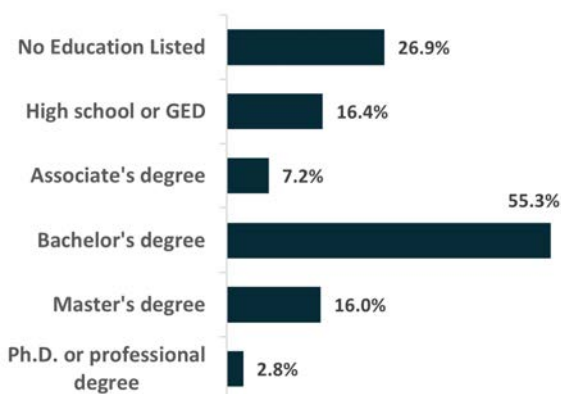
Employment Over  
Time 2013-2023



**20,009**  
**Energy**  
**Workers**  
**0.8% 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 Q4 with 55.3 percent of 1,327 postings. A Master's degree is the second most in-demand education level with 16.0 percent, while 2.8 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.

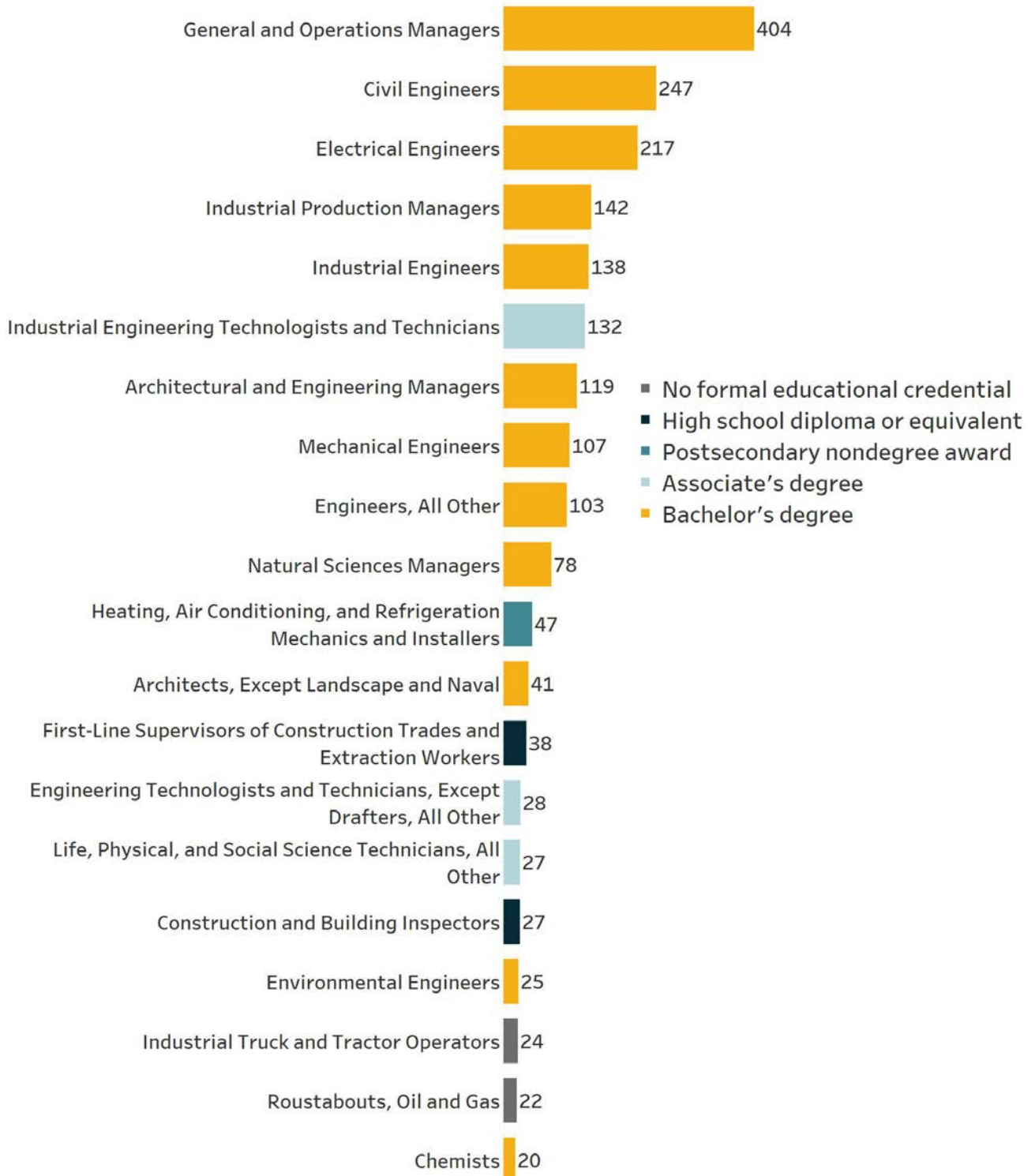


Data: Lightcast | Analysis: Workforce Intelligence Network

# 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 Q4 with 404 postings. Other top posted jobs requiring a Bachelor's degree include Civil Engineers (247 postings), Electrical Engineers (217 postings), Industrial Production Managers (142 postings) and Industrial Engineers (138 postings). Industrial Engineering Technologists and Technicians (132 postings) are only required to hold an Associate degree without any experience and on the job training.



## 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 \$49.81 (\$103,594 annually). Construction- and technician-focused positions generally have lower educational requirements and pay higher median wages than similar occupations in other industries.

## Wage Overview for Top Posted Energy Jobs in Q4 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	\$22.61	\$30.93	\$49.81	\$78.68	\$110.01
17-2051	Civil Engineers	\$27.51	\$29.63	\$37.13	\$45.87	\$59.67
17-2071	Electrical Engineers	\$36.39	\$39.41	\$48.35	\$60.44	\$64.06
11-3051	Industrial Production Managers	\$36.22	\$45.76	\$52.28	\$65.28	\$82.61
17-2112	Industrial Engineers	\$30.22	\$37.54	\$46.11	\$49.33	\$60.99
17-3026	Industrial Engineering Technologists and Technicians	\$21.35	\$24.43	\$30.30	\$37.41	\$46.26
11-9041	Architectural and Engineering Managers	\$49.74	\$61.71	\$66.04	\$80.14	\$98.98
17-2141	Mechanical Engineers	\$30.17	\$37.88	\$47.16	\$51.04	\$61.79
17-2199	Engineers, All Other	\$28.92	\$39.36	\$49.39	\$58.58	\$64.41
11-9121	Natural Sciences Managers	\$36.34	\$47.29	\$60.39	\$80.95	\$103.83

## In-Demand Technical Skills

- Project Management
- Construction
- Electrical Engineering
- AutoCAD
- Auditing

## In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

## In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Master Of Business Administration (MBA)
- Commercial Driver's License (CDL)
- Security Clearance

## In-Demand Education Level\*

- High School Diploma: 16.4%
- Associate Degree: 7.2%
- Bachelor's Degree: 55.3%
- Master's Degree: 16.0%
- Ph.D. or Professional Degree: 2.8%

## Top Posting Employers

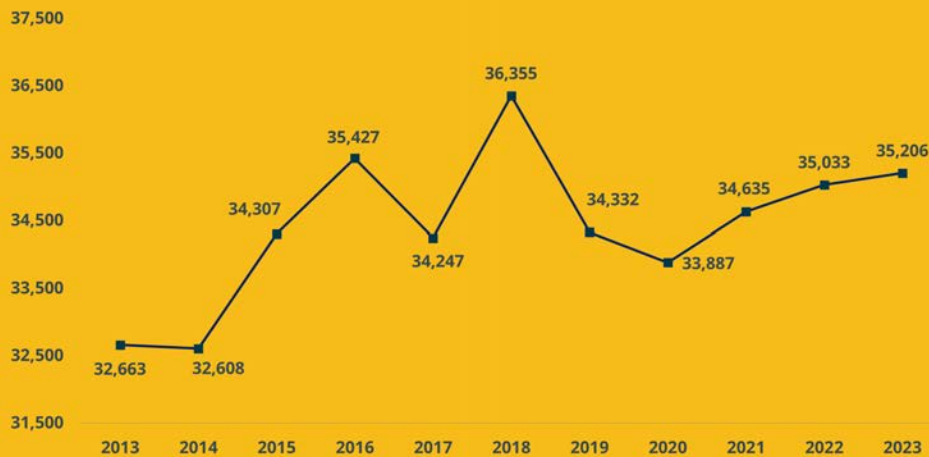
- Actalent
- DTE Energy
- GPAC
- Wayne State University
- American Axle & Manufacturing
- The Judge Group
- City Of Detroit
- Henry Ford Health Corp
- CDM Smith
- Hubbell, Roth & Clark

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

# HEALTH CARE OCCUPATION GROUP

The Health Care occupation group includes jobs related to health care support and practitioners. Employment in this group has seen marginal decline since 2018, although Health Care 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.

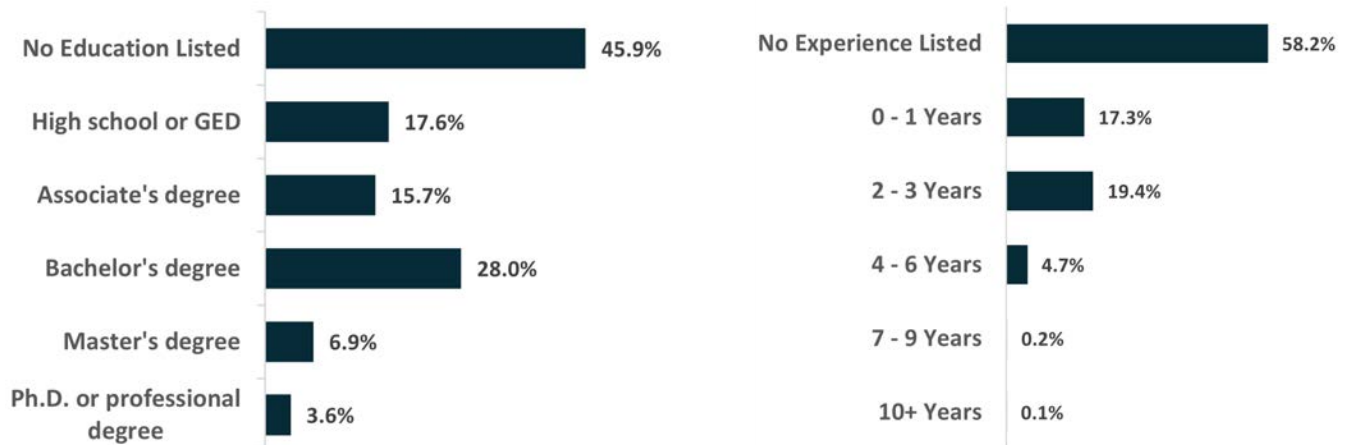
Employment Over  
Time 2013-2023



**35,206**  
**Healthcare**  
**Workers**  
**0.5%**  
**Increase from**  
**2022**

## Healthcare Education and Experience

The Health Care 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 Q4, with 1,441 postings. A High School diploma or equivalent is the second most in-demand education level (907 postings). Many postings from this occupation group do not request any specific experience and education level.

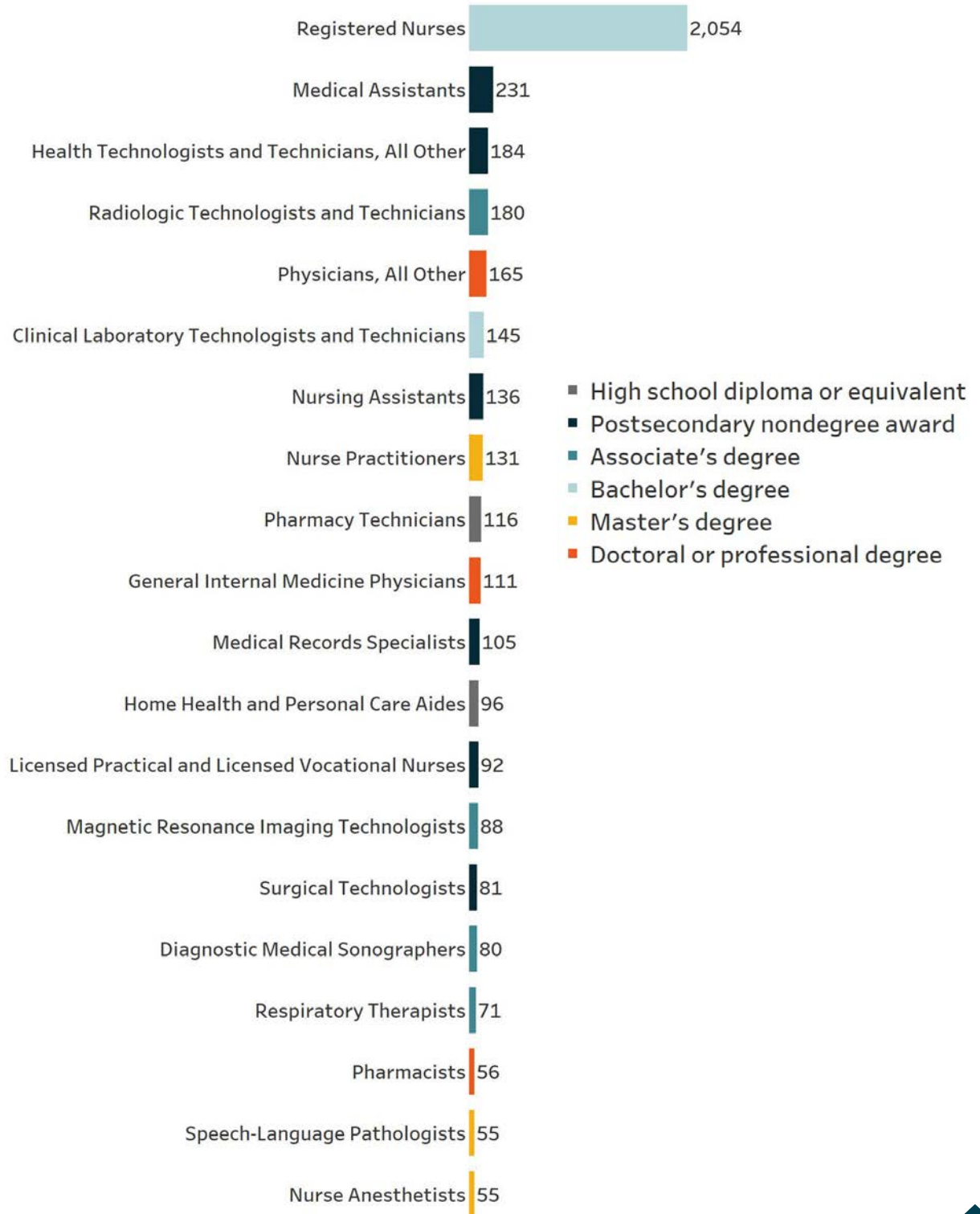




# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 2,054 total postings, a number significantly higher than all the other occupations. A Bachelor's degree is the most in-demand education level amongst Health Care occupations, indicated in 28.0 percent of postings. A High School diploma or equivalent accounts for 17.6 percent of posting requirements. Other top posted jobs include Medical Assistants (231 postings), Health Technologists and Technicians, All Other (184 postings), Radiologic Technologists and Technicians (180 postings), Physicians, All Other (165 postings), and Clinical Laboratory Technologists and Technicians (145 postings).



# HEALTHCARE OCCUPATION GROUP

## Wage Overview

Wages in Health Care are generally higher than the State median hourly wage of \$21.88, with pay increasing in line with required education, training, and experience for Health Care top jobs. Registered Nurses, the top posted Health Care job in Q4, offers a median hourly wage of \$40.21 (\$83,636 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 Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$32.44	\$34.20	\$40.21	\$44.89	\$50.24
31-9092	Medical Assistants	\$14.84	\$17.44	\$18.74	\$20.36	\$22.93
29-2099	Health Technologists and Technicians, All Other	\$16.95	\$17.96	\$19.46	\$25.84	\$33.22
29-2034	Radiologic Technologists and Technicians	\$25.32	\$30.31	\$32.15	\$38.15	\$40.34
29-1229	Physicians, All Other	\$31.51	\$33.33	\$100.09	\$120.38	\$143.65
29-2018	Clinical Laboratory Technologists and Technicians	\$17.96	\$18.99	\$27.68	\$33.91	\$41.19
31-1131	Nursing Assistants	\$15.38	\$16.93	\$17.96	\$18.92	\$19.94
29-1171	Nurse Practitioners	\$50.21	\$52.28	\$55.87	\$64.61	\$67.69
29-2052	Pharmacy Technicians	\$13.91	\$16.30	\$17.58	\$21.20	\$22.67
29-1216	General Internal Medicine Physicians	\$33.31	\$82.79	\$115.18	\$125.03	\$179.52

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Teaching
- Decision Making

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 17.6%
- Associate Degree: 15.7%
- Bachelor's Degree: 28.0%
- Master's Degree: 6.9%
- Ph.D. Or professional Degree: 3.6%

### Top Posting Employers

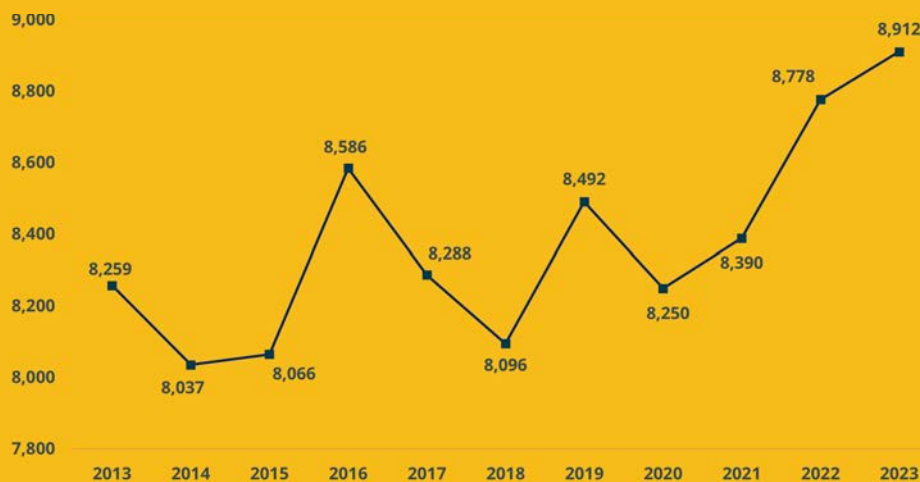
- Henry Ford Health Corp
- Tenet Healthcare
- Henry Ford Health System
- Dmc Children's Hospital Of Michigan
- Detroit Medical Center
- Dmc Sinai Grace Hospital
- Ascension
- McLaren Health Care
- United States Department of Veterans Affairs
- Healthcare Employment Network

*\*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 (IT) group does not currently employ as many individuals as the other groups here, it is quickly growing.

Employment Over  
Time 2013-2023

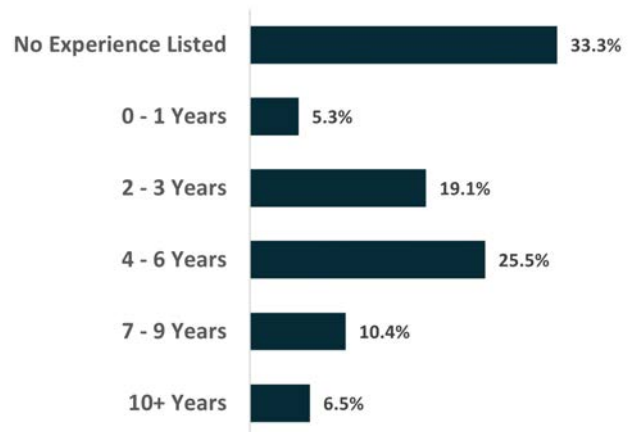
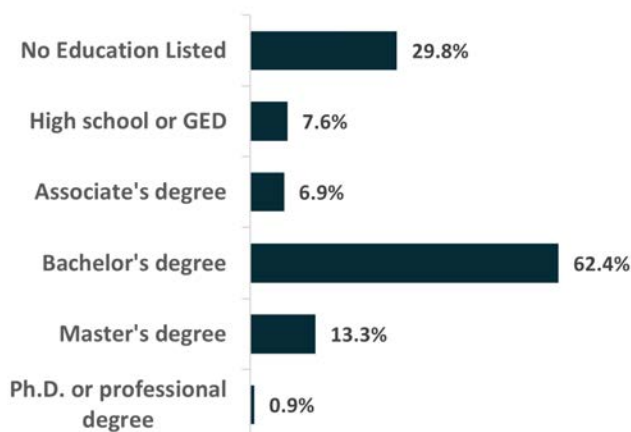


**8,912**  
Information  
Technology  
Workers  
**1.5%**  
Increase from  
2022



## Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 1,426 postings in Q4. 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 four to six years of experience, with 582 postings. Workers with two to three years of experience are also heavily in-demand with 436. Although 760 postings do not request any specific experience level, 121 postings requested workers with zero to one year of experience.

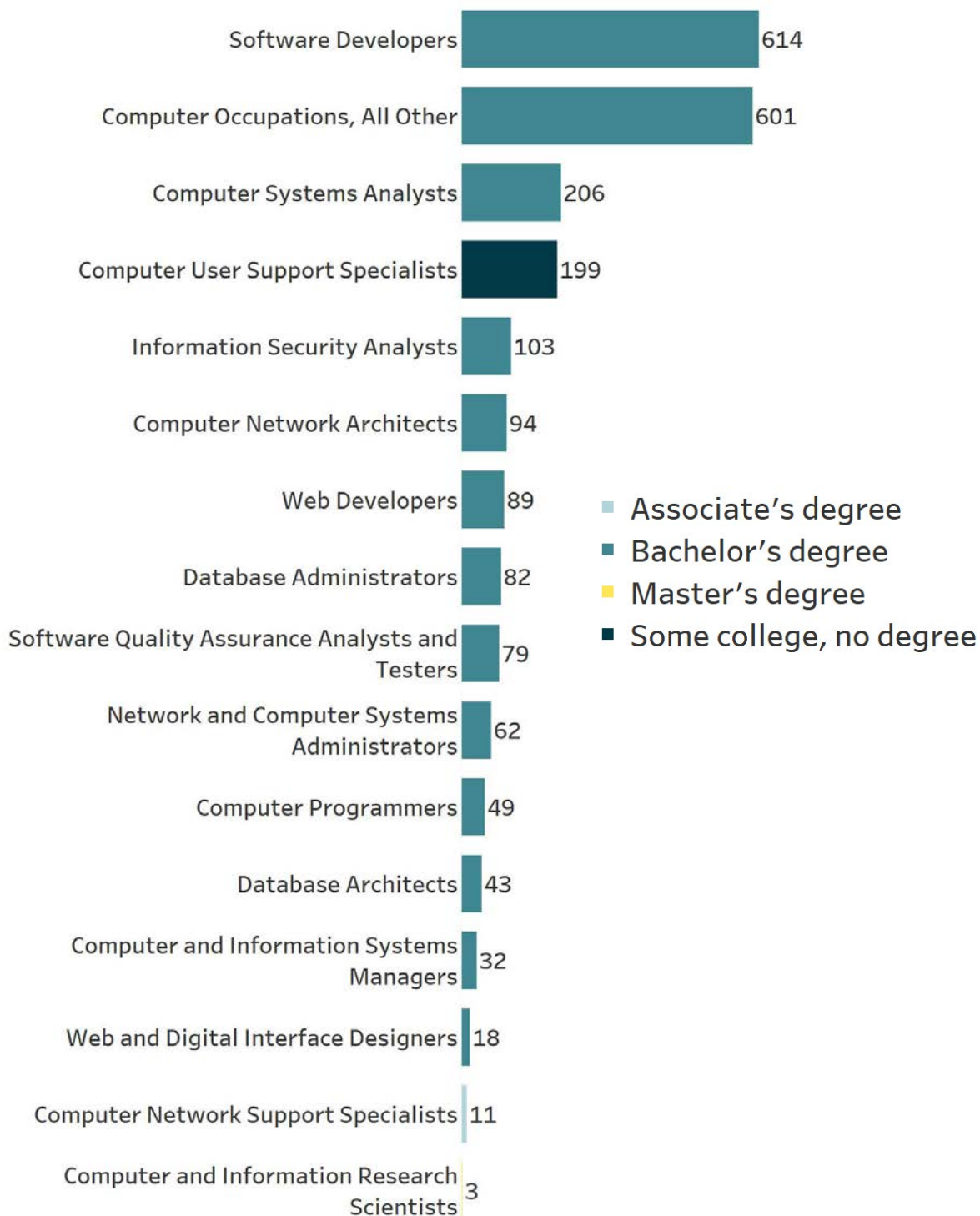


Data: Lightcast | Analysis: Workforce Intelligence Network

# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q4, with 614 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrators, and Search Marketing Strategists was next most in-demand with 601 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (199 postings) only prefer some college education, but do not require a 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 Q4, offers a median hourly wage of \$52.75 (\$109,720 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$26.65 (\$55,432 annually).

### Wage Overview for Top Posted Information Technology Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$35.51	\$42.80	\$52.75	\$65.61	\$71.89
15-1299	Computer Occupations, All Other	\$25.73	\$33.41	\$47.45	\$60.52	\$68.73
15-1211	Computer Systems Analysts	\$38.41	\$43.58	\$53.74	\$64.59	\$69.92
15-1232	Computer User Support Specialists	\$18.05	\$20.95	\$26.65	\$33.80	\$41.72
15-1212	Information Security Analysts	\$29.79	\$39.09	\$51.03	\$65.07	\$76.78
15-1241	Computer Network Architects	\$37.84	\$48.51	\$65.67	\$75.03	\$88.51
15-1254	Web Developers	\$21.94	\$33.05	\$42.85	\$53.40	\$63.70
15-1242	Database Administrators	\$28.45	\$33.60	\$47.12	\$53.53	\$64.05
15-1253	Software Quality Assurance Analysts and Testers	\$28.67	\$37.73	\$42.97	\$50.73	\$60.46
15-1244	Network and Computer Systems Administrators	\$30.93	\$37.44	\$43.39	\$54.25	\$66.15

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Certified Information Systems Security Professional
- Valid Driver's License
- Project Management Professional Certification
- Cisco Certified Network Associate
- Certified Information System Auditor (CISA)

### In-Demand Education Level\*

- High School Diploma: 7.6%
- Associate Degree: 6.9%
- Bachelor's Degree: 62.4%
- Master's Degree: 13.3%
- Ph.D. Or professional Degree: 0.9%

### Top Posting Employers

- Deloitte
- Accenture
- Blue Cross Blue Shield
- PricewaterhouseCoopers
- G-TECH Services
- Apexon
- Allegis Group
- Advantasure
- DTE Energy
- Strategic Staffing Solutions

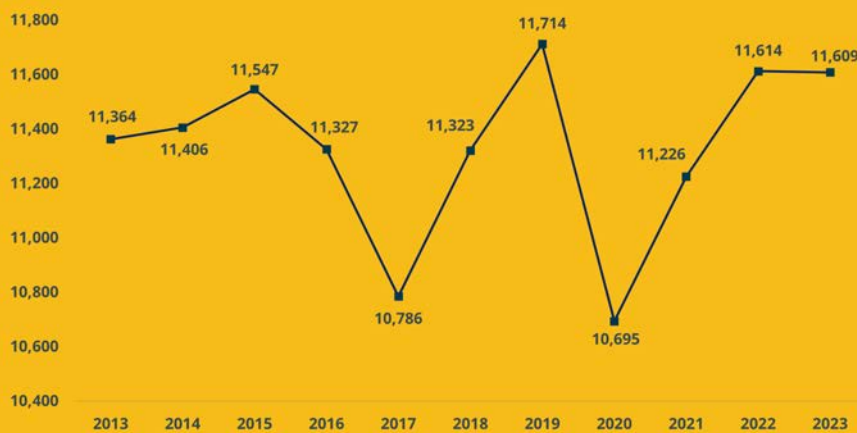
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.*

# 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

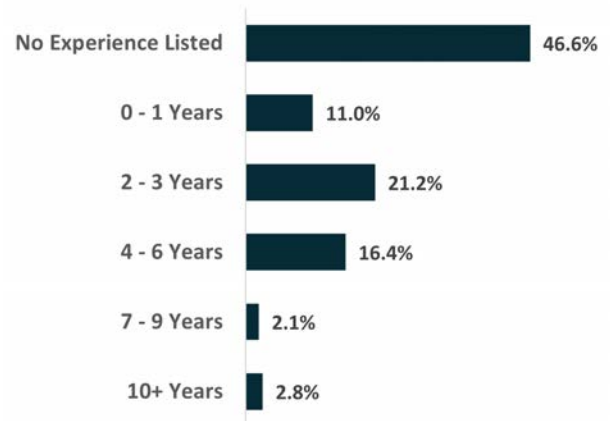
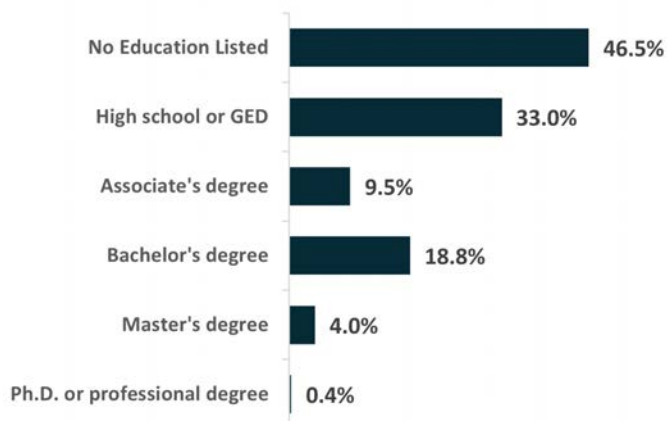


**11,609**  
**Skilled Trades**  
**Workers**  
Slight  
decrease from  
2022



## 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 (369 postings), while a Bachelor's degree was the second most in-demand education level (210 postings). Many Skilled Trades occupation postings were open to workers with two to six years of experience.

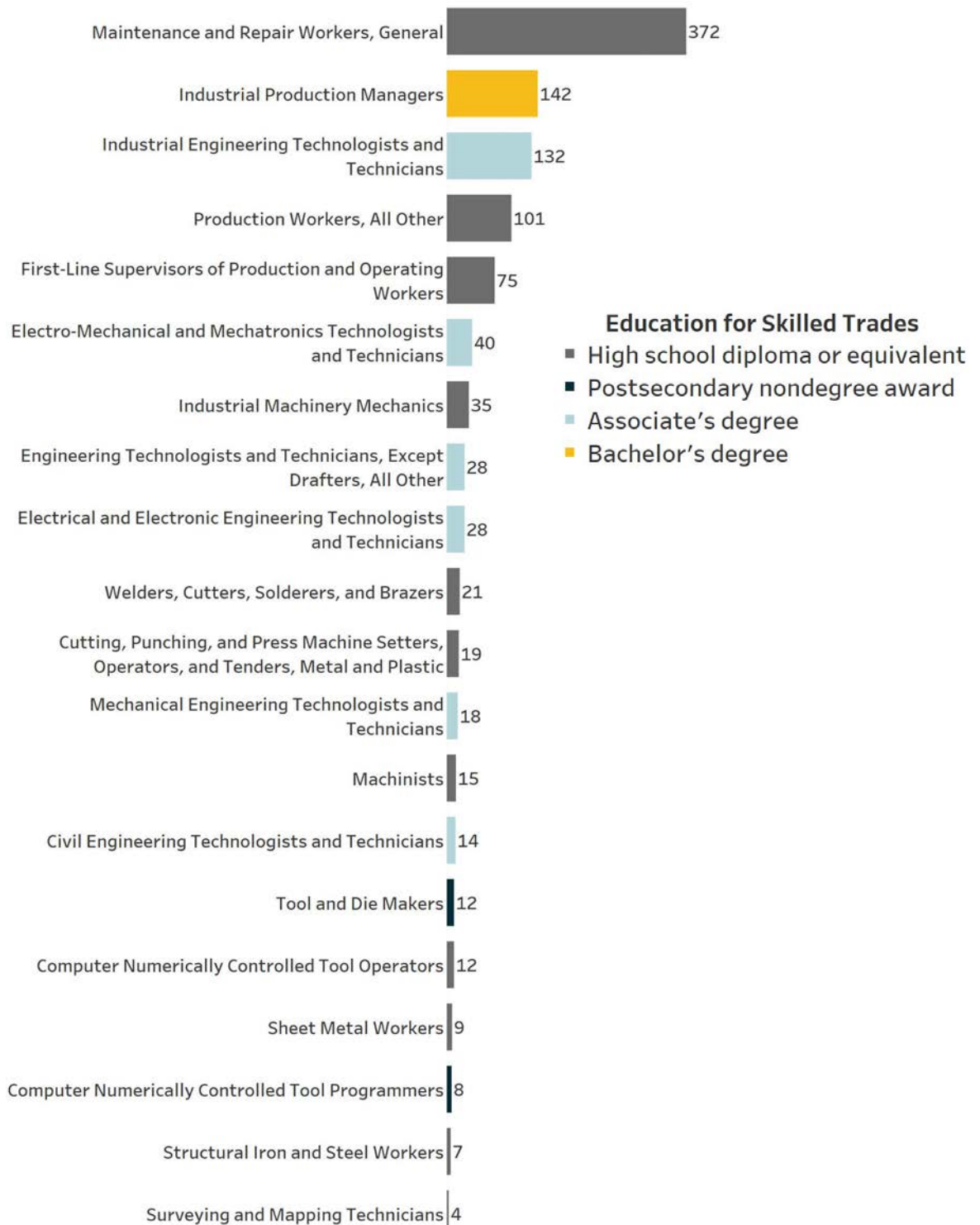


Data: Lightcast | Analysis: Workforce Intelligence Network

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q4 (372 postings). Other top posted jobs include Industrial Production Managers (142 postings), Industrial Engineering Technologists and Technicians (132 postings), Production Workers, All Other (101 postings), and First-Line Supervisors of Production and Operating Workers (75 postings). The majority of this occupation group's top posted jobs required either a High School diploma or equivalent, or an Associate degree, and offered moderate to long-term on-the-job training in lieu of experience.



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Eight of the top ten in-demand Skilled Trades occupation offer median hourly wages above \$21.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q3, offered a median hourly wage of \$21.52, (\$44,761 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 \$52.28 (\$108,738 annually).

### Wage Overview for Top Posted Skilled Trades Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.14	\$17.57	\$21.52	\$24.78	\$30.38
11-3051	Industrial Production Managers	\$36.22	\$45.76	\$52.28	\$65.28	\$82.61
17-3026	Industrial Engineering Technologists and Technicians	\$21.35	\$24.43	\$30.30	\$37.41	\$46.26
51-9199	Production Workers, All Other	\$12.76	\$13.70	\$15.16	\$17.62	\$20.87
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.77	\$24.15	\$31.18	\$38.58	\$51.10
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.14	\$22.81	\$23.51	\$32.97	\$37.44
49-9041	Industrial Machinery Mechanics	\$18.88	\$23.33	\$29.24	\$33.82	\$37.60
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.52	\$24.47	\$30.22	\$37.31	\$44.58
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$21.10	\$26.67	\$33.94	\$45.30	\$52.11
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.00	\$17.37	\$20.89	\$24.83	\$30.87

### In-Demand Technical Skills

- Plumbing
- HVAC
- Preventive Maintenance
- Field Service Management
- Machinery

### In-Demand Foundational Skills

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

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 33.0%
- Associate Degree: 9.5%
- Bachelor's Degree: 18.8%
- Master's Degree: 4.0%

### Top Posting Employers

- Aerotek
- The Judge Group
- GPAC
- City Of Detroit
- Actalent
- Stellantis
- Taldeco
- JLL
- E.W. Grobbel Sons
- Branex Group

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





**EV Jobs  
Academy**



# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



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