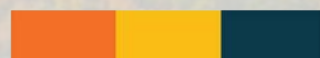


# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



Research. Engagement. Solutions

## LABOR MARKET REPORT EATON COUNTY

January - December 2023

# INTRODUCTION

## EATON COUNTY

### 2023



## About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges 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, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

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

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

This report highlights labor market information and real-time job posting data for Eaton County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2023 labor market information from Eaton County for the Business and Finance, Customer Service, Energy, Skilled Trades, and Transportation, Distribution, and Logistics (TDL) occupation groups.

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

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## State of the Labor Market in Eaton County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market through 2023. The labor force increased by 2,214 individuals (4.0 percent) while employment also increased by 2,402 individuals (4.5 percent) from 2022. Unemployment went down by 188 workers and the unemployment rate continued its recovery, decreasing 0.5 percentage points from 4.3 percent in 2022 to 3.8 percent in 2023. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers tops the list as the most demanded occupation in 2023, accounting for 1,107 job postings followed by Registered Nurses with 763 postings. The COVID-19 pandemic and subsequent recovery efforts have seen a shift with in-demand occupations, as Customer Service occupation group round out the top ten in-demand occupations through 2023.

## Annual Labor Market Information

The labor force in Eaton County saw an uptick in 2023, increasing by 2,214 individuals (4.0 percent) from the prior year. Employment increased by 2,402 workers (4.5 percent) over the same period, while unemployment decreased by 188 workers (7.9 percent) for a total of 2,186 unemployed workers in 2023. The unemployment rate decreased in 2023 to 3.8 percent, a fall of 0.5 percentage points from 2022 since the 7.7 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 3.8 percent in 2023 in Clinton County since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate 2013–2023



Data: BLS | Analysis: Workforce Intelligence Network

## Quarterly Employer Demand Overview

The fourth quarter of 2023 shows that employer demand has decreased since Q2 2022. In Q4 2023, there was an average of 3,337 unique postings in Eaton County, a decreased of 1,319 postings from the 4,656 postings recorded in Q3. The second quarter had the highest recorded postings in 2023 with an average of 6,383 postings, an increase of 1,406 postings (28.2 percent) over Q1 2023. The decrease since Q2 is a possible indication that post pandemic economic recovery finally peaked.

Quarterly Posting Analysis Eaton County 2023





## Key Findings

# 10%

Employer demand decreased by 9.9 percent, a loss of 2,448 job postings since 2022

### Bachelor's Degree

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

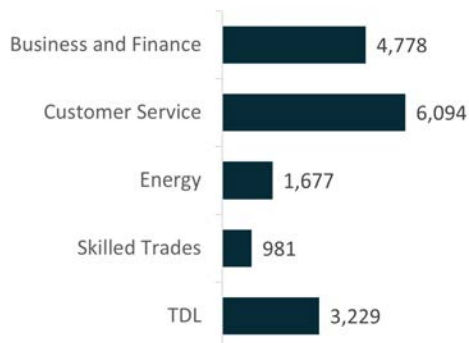
# 57,332

an increase of 2,688 workers (4.9 percent) since Q4 2022

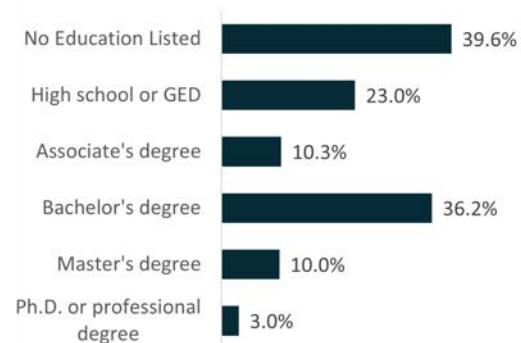
During 2023, there were 24,806 job postings, 2,448 less than the 27,254 postings made during 2022 in Eaton County. The second quarter in 2023 saw the highest demand for the year with 6,383 postings, a 28.2 percent increase over Q1 2023. The top posted occupations in 2023 include Software Developers, Registered Nurses, Computer Occupations, All Other, and Managers, All Other, and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. For more information about in-demand job postings, see page 7.

Of the 24,806 unique postings in Eaton County during 2023, 5,705 (23.0 percent) required a High School diploma or equivalent, while 11,533 postings (46.5 percent) required a College degree. An additional 3,209 postings (12.9 percent) required an advanced degree. The need for workers at high- and middle-skill levels is reflected in the varying in-demand occupations for 2023.

**Top 5 Posting Occupation Groups  
2023**



**Education Levels In-Demand  
2023**



The quarterly labor market shifts observed during the height of the coronavirus pandemic have further stabilized in 2023. The second and fourth quarters of 2023 saw a slight increase in the labor force and employment, while unemployment and the unemployment rate decreased by 0.5 percent to an annual low of 3.3 percent in Q4 2023. The labor force and employment numbers peaked in Q4 2023 with a high of 59,262 individuals and 57,332 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 3.3 percent. For more information about this year's unemployment rate and other labor market indicators, refer to page 4.

**Quarterly Labor Market Data**

	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022
Labor Force	56,605	56,719	58,282	57,367	59,262	1,896	3.3%	2,657	4.7%
Employment	54,644	54,101	56,255	55,197	57,332	2,135	3.9%	2,688	4.9%
Unemployment	1,962	2,618	2,027	2,169	1,930	-239	-11.0%	-31	-1.6%
Unemployment Rate	3.5%	4.6%	3.5%	3.8%	3.3%	-0.5%	na	-0.2%	na

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

# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2023, labor force participation totaled 57,908 individuals, an increase of 2,214 individuals over 2022. Employment also increased to 55,722 workers in 2023, an increase of 2,402 workers. On the other hand, unemployment decreased to 2,186 workers, down by 188 workers while the unemployment rate declined by 0.5 percent for a 2023 unemployment rate of 3.8 percent.

## Annual Labor Market Data 2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	55,521	55,865	56,122	57,051	57,263	57,292	57,537	56,112	54,561	55,694	57,908	2,214	4.0%
Employment	51,854	52,662	53,607	54,670	54,932	55,287	55,625	51,803	51,764	53,320	55,722	2,402	4.5%
Unemployment	3,667	3,204	2,516	2,381	2,331	2,004	1,912	4,309	2,798	2,374	2,186	-188	-7.9%
Unemployment Rate	6.6%	5.7%	4.5%	4.2%	4.1%	3.5%	3.3%	7.7%	5.1%	4.3%	3.8%	-0.5%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 56,631 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Eaton County. Slightly less than half of the population, 53,895 individuals (49.4 percent) living in the County were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 27.8 percent, compared to females under the age of 25 reporting an unemployment rate of 26.1 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	56,631	53,895	2,736	4.8%
<b>Sex</b>				
Male 16+	29,258	27,632	1,626	5.6%
16-19	1,256	1,022	234	18.6%
20-24	2,617	2,376	241	9.2%
25-54	18,613	17,724	889	4.8%
55-64	5,089	4,876	213	4.2%
65 Plus	1,683	1,634	49	2.9%
Female 16+	27,373	26,263	1,110	4.1%
16-19	1,143	958	185	16.2%
20-24	2,855	2,573	282	9.9%
25-54	16,841	16,337	504	3.0%
55-64	5,110	5,036	74	1.4%
65 Plus	1,424	1,359	65	4.6%
<b>Race</b>				
White	47,175	45,335	1,840	3.90%
Black / African American	4,196	3,663	533	12.70%
Native American	234	214	20	8.50%
Asian	1,568	1,526	42	2.70%
Native Hawaiian / Pacific Islander	20	20	0	0.0%
Some Other Race	899	794	105	11.70%
Two or More Races	2,638	2,445	193	7.30%
<b>Ethnicity</b>				
Hispanic	3,463	3,173	291	8.40%

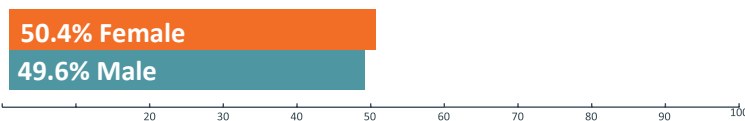
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

## POPULATION DEMOGRAPHICS

### 2021 Census Population

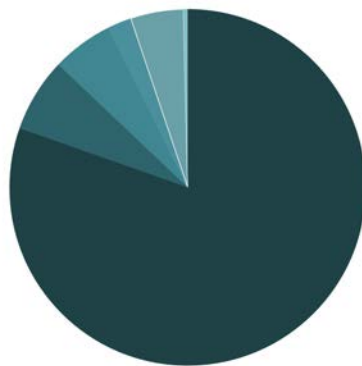
According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Eaton County increased by about 0.1 percent between 2021 and 2022. During 2022, there were 109,072 people living in the County. The gender of the populace was split almost evenly, with about 50.4 percent of the population identifying as female and the other 49.6 percent identifying as male. A majority of the population identified as White (84.0 percent) with the second largest number of individuals identifying as Black or African American (7.0 percent). The region is facing an aging populace; with 33.6 percent of the population over the age of 54, compared to 29.0 percent under the age of 25.

#### Population Gender Demographics



#### Population Race Demographics

- White, 84.0%
- Black or African American, 7.0%
- Hispanic or Latino, 5.8%
- Asian, 2.3%
- Two or More Races, 5.0%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%



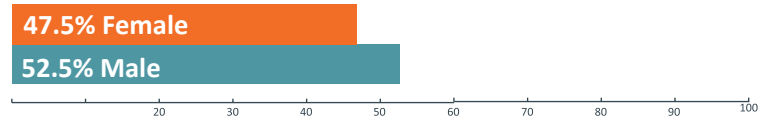
#### Population Age Demographics



### 2022 Current Workforce

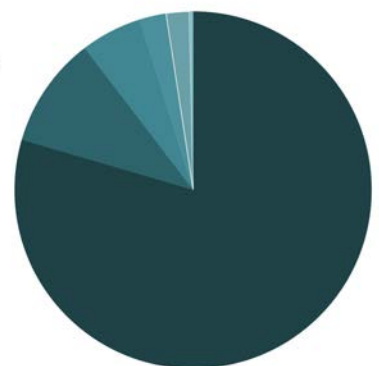
In 2023, the workforce had a total of 46,074 individuals working in Eaton County. A slight majority, 52.5 percent (23,411 workers) were male, while 47.5 percent (21,150 workers) of the workforce was female. Most workers in the county identified as White, accounting for 79.5 percent of the workforce, while Black or African American workers totaled 10.1 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.5 percent. A significant concentration of the workforce in Eaton County is between the ages of 25 and 54 (62.1 percent), while 23.2 percent of workers are 55 and older.

#### Workforce Gender Demographics

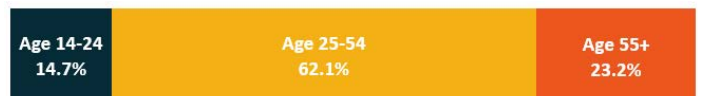


#### Workforce Race and Ethnicity Demographics

- White, 79.5%
- Black or African American, 10.1%
- Hispanic or Latino, 5.5%
- Asian, 2.4%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%



#### Workforce Age Demographics

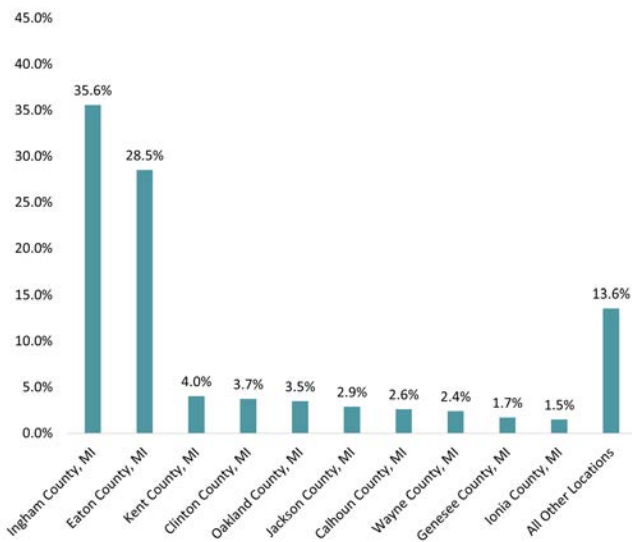


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

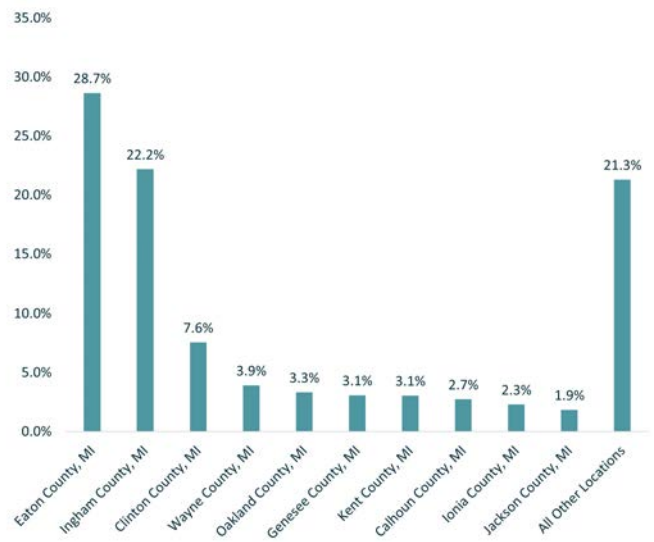
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Eaton County's workforce consisted of 43,305 residents. There were 12,635 (28.5 percent) residents living and working within the County, while the remaining 31,670 residents (71.5 percent) traveled outside of the County for work. There were 31,670 workers employed in the county during 2021. Of those, 31,460 workers (71.3 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Eaton County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

### Where Eaton County Residents Work



### Where Eaton County Workers Live

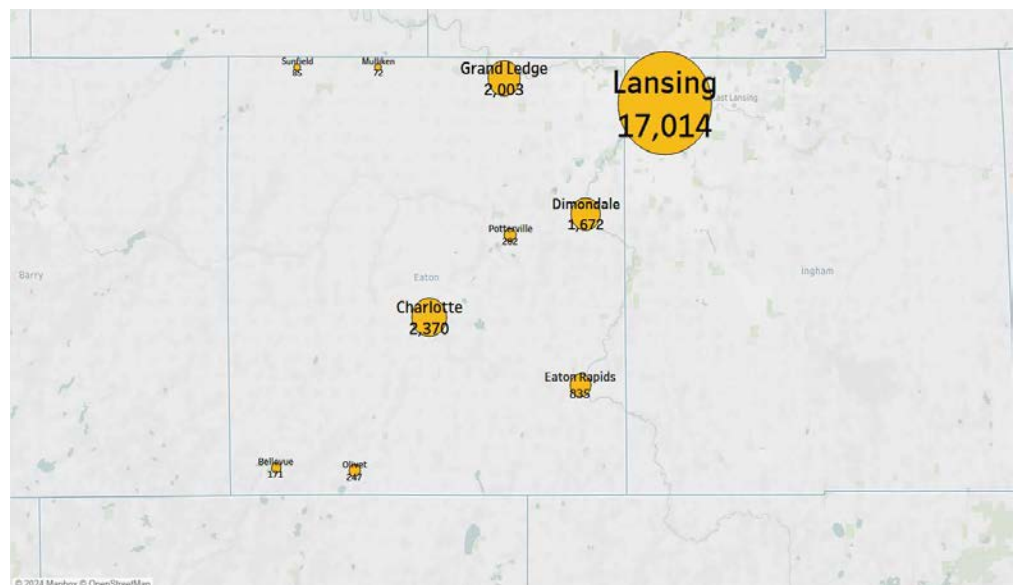


Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

1. Lansing: 17,014 Postings
2. Charlotte: 2,370 Postings
3. Grand Ledge: 2,003 Postings
4. Dimondale: 1,672 Postings
5. Eaton Rapids: 835 Postings
6. Pottersville: 282 Postings
7. Olivet: 247 Postings
8. Bellevue: 171 Postings
9. Sunfield: 85 Postings
10. Mulliken: 72 Postings

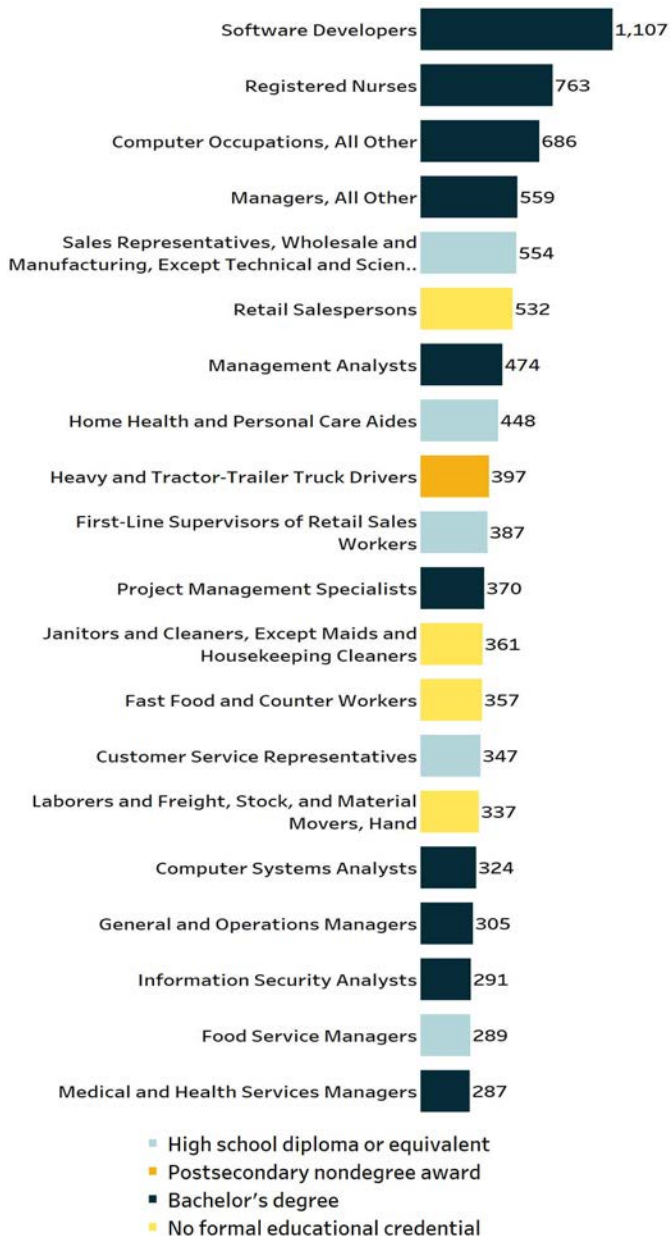




## TOP POSTED JOBS

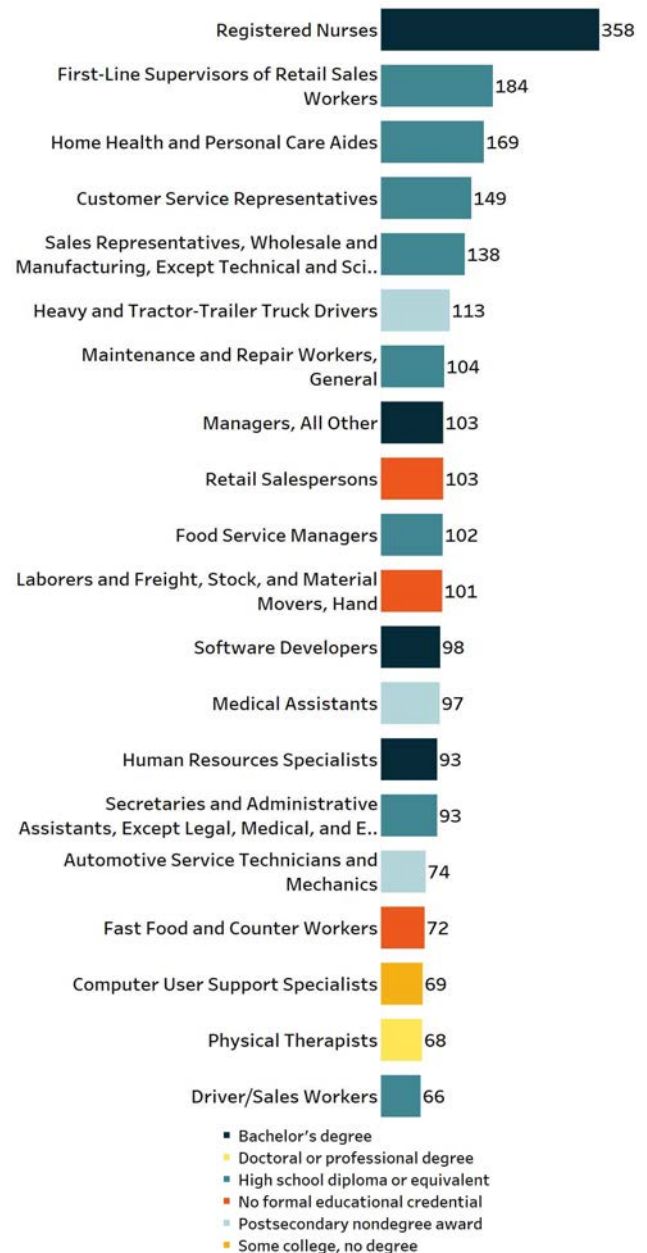
### Top Posted Jobs: 2023

Software Developers is the top posted occupation for 2023, with 1,107 unique online job postings, and requires a Bachelor's degree with no formal training. Registered Nurses (763 postings) and Computer Occupations, All Other (686 postings) round out the top three demanded occupations, requiring a Bachelor's degree for both. Ten of the remaining in-demand jobs require no formal education or a High School diploma or equivalent, coupled with short-term on-the-job training.



### Top Posted Entry-Level Jobs: 2023

Entry-level jobs, which usually require zero to two years of previous experience, account for 21.8 percent of postings in Eaton County. Seven of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.7 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 358 postings followed by First-Line Supervisors of Retail Sales Workers with 184 postings.

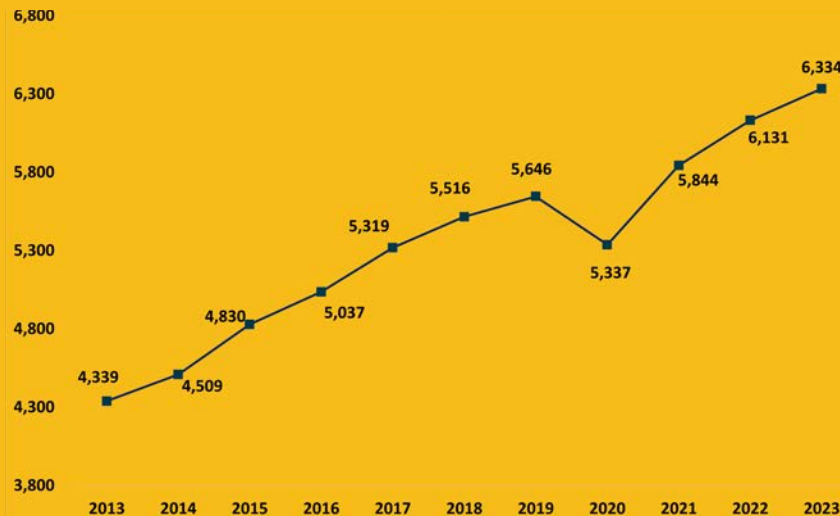




## BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

Employment Over  
Time 2013-2023



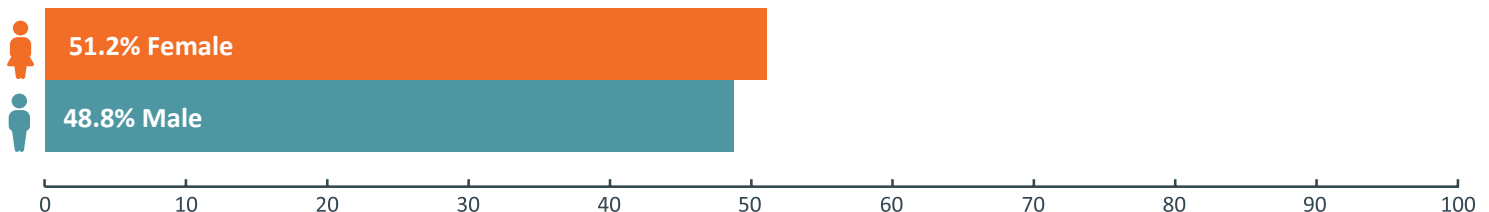
**6,334 Business  
and Finance  
Workers**  
**3.3% Increase  
from 2022**



### Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 6,334 workers. More than half the working population identify as female (51.2 percent), however, 87.4 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in Business and Finance is under the age of 25, compared to 23.9 percent who are age 55 and older. In some ways, this indicates an aging Business and Finance workforce, though it also reflects the consistent need for a Bachelor's degree in these occupations.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**87.4% White** | **5.7% Black or African-American** | **3.0% Hispanic or Latino**

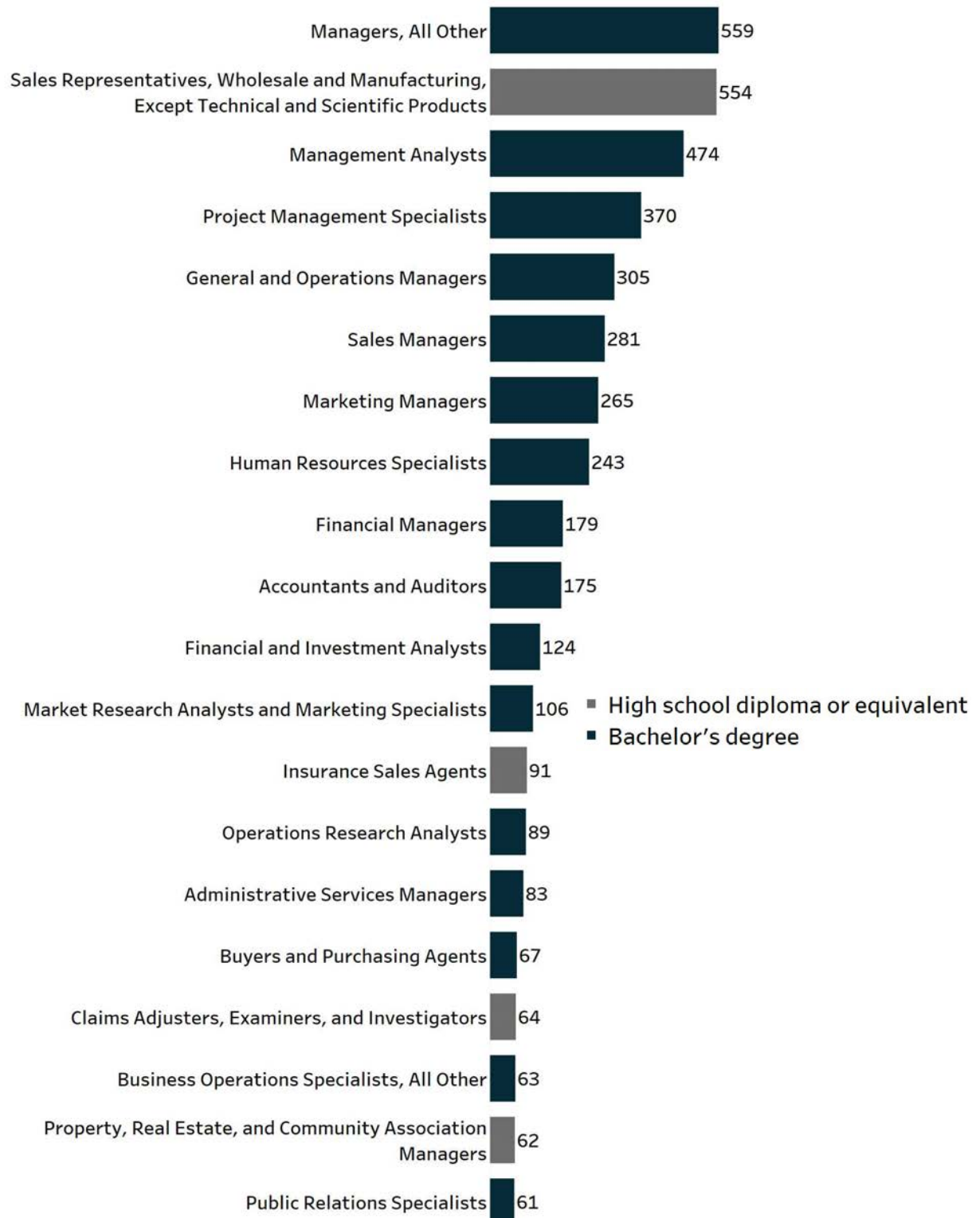
#### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

There were 4,778 Business and Finance postings during 2023. Managers, All Other is the top in-demand occupation with 559 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (554 postings) is the second-highest demanded, while Management Analysts (474 postings), Project Management Specialists (370 postings), and General and Operations Managers (305 postings) round out the top demanded occupations.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Wage Overview

Most Business and Finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, Managers, All Other offers a median hourly wage of \$47.72, translating to annual earnings of approximately \$99,257. Most of the top business occupations offer median wages over \$30.00 per hour, with entry typically requiring a Bachelor's degree.

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$27.04	\$36.99	\$47.72	\$69.56	\$79.52
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.02	\$22.13	\$29.27	\$41.03	\$58.00
13-1111	Management Analysts	\$22.93	\$28.79	\$36.74	\$46.42	\$59.96
13-1082	Project Management Specialists	\$23.23	\$30.15	\$37.41	\$47.23	\$58.85
11-1021	General and Operations Managers	\$21.78	\$33.69	\$48.35	\$65.82	\$89.51
11-2022	Sales Managers	\$28.74	\$36.47	\$55.03	\$74.62	\$94.36
11-2021	Marketing Managers	\$27.75	\$38.26	\$49.17	\$64.33	\$91.05
13-1071	Human Resources Specialists	\$19.74	\$22.95	\$28.75	\$35.43	\$40.17
11-3031	Financial Managers	\$36.10	\$44.59	\$55.33	\$69.92	\$94.09
13-2011	Accountants and Auditors	\$23.14	\$28.14	\$33.24	\$39.37	\$46.29

### In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

### In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Operations
- Customer Service

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 16.1%
- Associate Degree: 10.2%
- Bachelor's Degree: 65.8%
- Master's Degree: 14.8%

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

### Top Posting Employers

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

### Job Postings by City

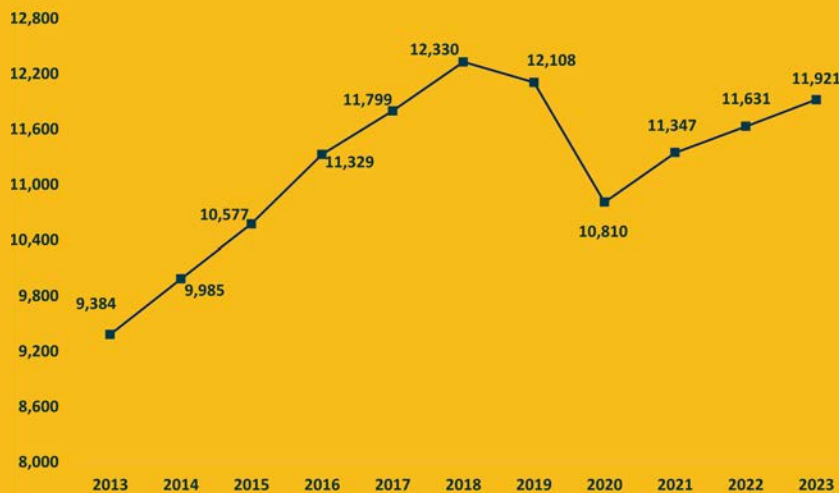
1. Lansing: 3,878 Postings
2. Dimondale: 447 Postings
3. Charlotte: 181 Postings
4. Grand Ledge: 137 Postings
5. Eaton Rapids: 59 Postings
6. Potterville: 30 Postings
7. Olivet: 24 Postings
8. Bellevue: 19 Postings
9. Sunfield: 2 Postings
10. Mulliken: 1 Postings



## CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over  
Time 2013-2023



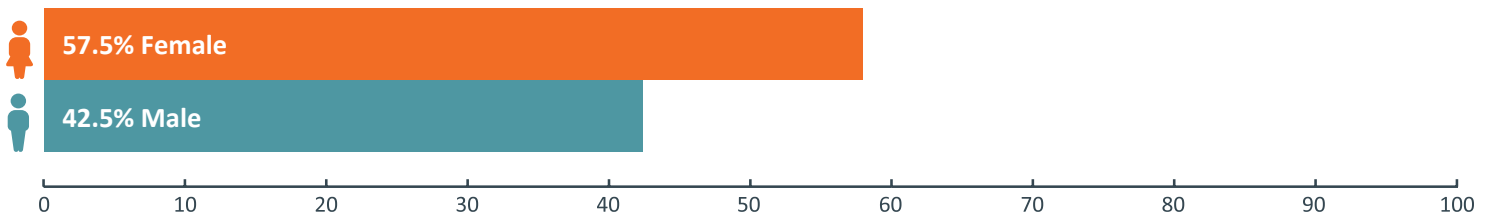
**11,921 Customer  
Service Workers**  
2.5% Increase  
from 2022



### Customer Service Worker Demographics

In 2023, there were 11,921 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. During the year, 57.5 percent of workers identified as female, while 20.7 percent of workers in Customer Service identified as a racial minority. About 28.2 percent of Customer Service workers were under the age of 25, as compared to the 55 and older age group which was 20.4 percent.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**78.9% White** | **9.7% Black or African-American** | **6.0% Hispanic or Latino**

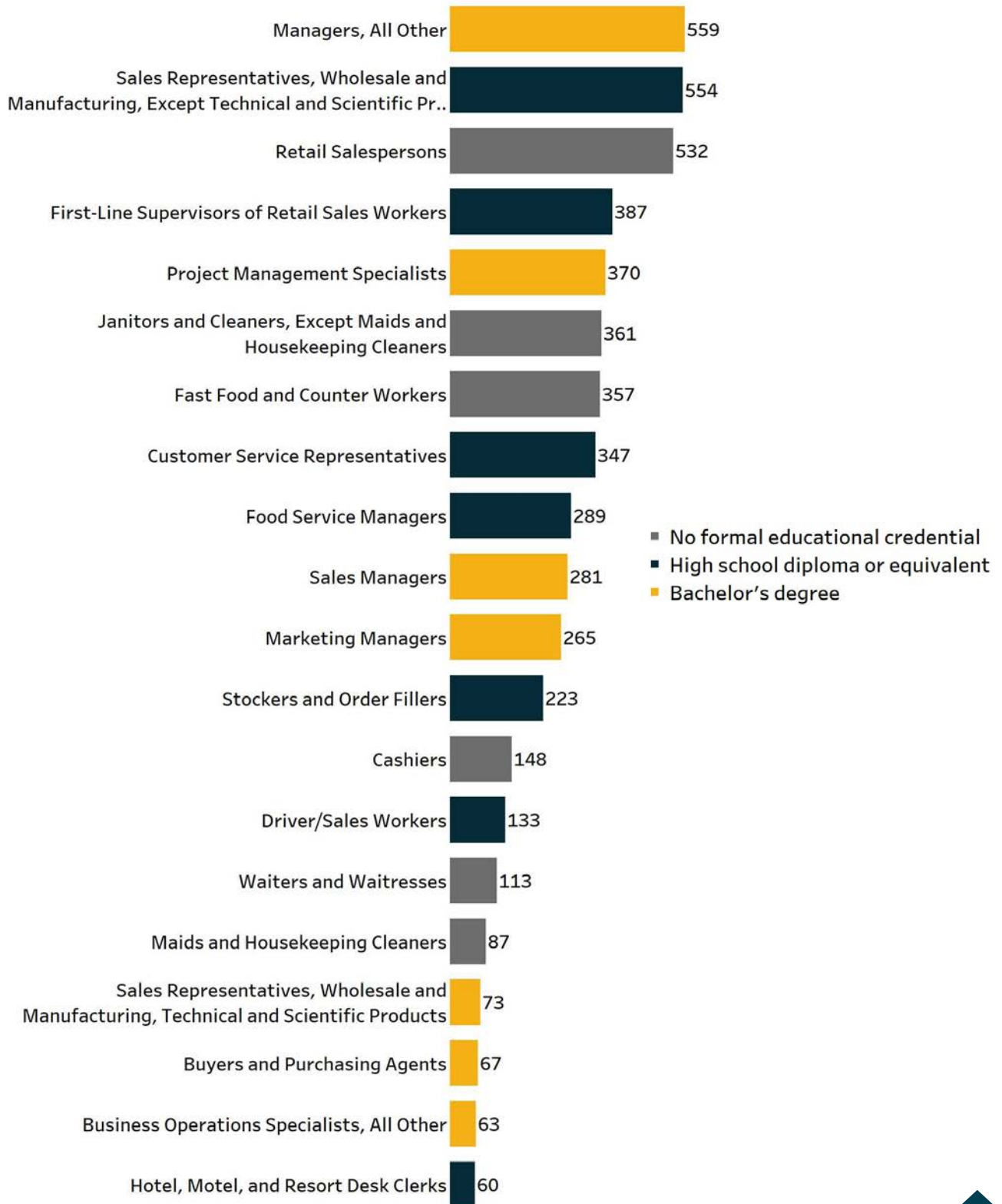
#### Worker Age Demographics



# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

Demand for Customer Service occupations reached 6,094 postings in 2023. Managers, All Other is the highest in-demand Customer Service occupation during 2023, with 559 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (554 Postings), Retail Salespersons (532 postings), First-Line Supervisors of Retail Sales Workers (387 postings), and Project Management Specialists (370 postings).



# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, six of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Managers, All Other, earns a median hourly wage of \$47.72 or \$99,257 annually.

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$27.04	\$36.99	\$47.72	\$69.56	\$79.52
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.02	\$22.13	\$29.27	\$41.03	\$58.00
41-2031	Retail Salespersons	\$10.29	\$11.54	\$13.25	\$15.99	\$21.22
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.62	\$15.11	\$19.81	\$25.11	\$30.70
13-1082	Project Management Specialists	\$23.23	\$30.15	\$37.41	\$47.23	\$58.85
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.44	\$11.93	\$14.09	\$17.71	\$20.53
35-3023	Fast Food and Counter Workers	\$10.44	\$10.86	\$12.24	\$12.71	\$14.98
43-4051	Customer Service Representatives	\$13.16	\$14.35	\$17.03	\$21.01	\$26.26
11-9051	Food Service Managers	\$19.04	\$22.99	\$28.49	\$33.78	\$45.53
11-2022	Sales Managers	\$28.74	\$36.47	\$55.03	\$74.62	\$94.36

### In-Demand Technical Skills

- Marketing
- Merchandising
- Project Management
- Selling Techniques
- Restaurant Operation

### In-Demand Foundational Skills

- Customer Service
- Communication
- Management
- Leadership
- Operations

### In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- ServSafe Certification
- ITIL Certifications
- Barber License

### In-Demand Education Level\*

- High School Diploma: 28.0%
- Associate Degree: 4.6%
- Bachelor's Degree: 28.7%
- Master's Degree: 5.6%

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

### Top Posting Employers

- Meijer
- Clean Team
- Oracle
- Dollar General
- Domino's Pizza
- Marriott International
- State of Michigan
- Wolters Kluwer
- Burger King
- Quality Dairy

### Job Postings by City

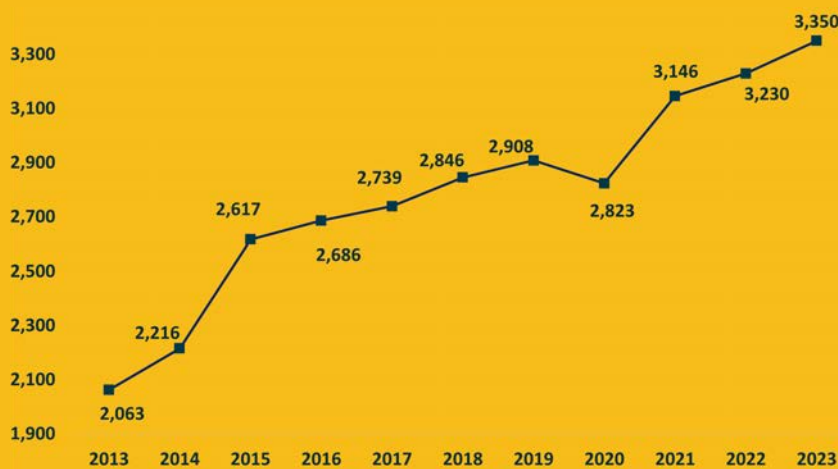
1. Lansing: 3,801 Postings
2. Charlotte: 794 Postings
3. Grand Ledge: 614 Postings
4. Dimondale: 361 Postings
5. Eaton Rapids: 260 Postings
6. Potterville: 100 Postings
7. Olivet: 71 Postings
8. Bellevue: 45 Postings
9. Mulliken: 20 Postings
10. Sunfield: 18 Postings



## ENERGY OCCUPATION GROUP

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

Employment Over  
Time 2013-2023



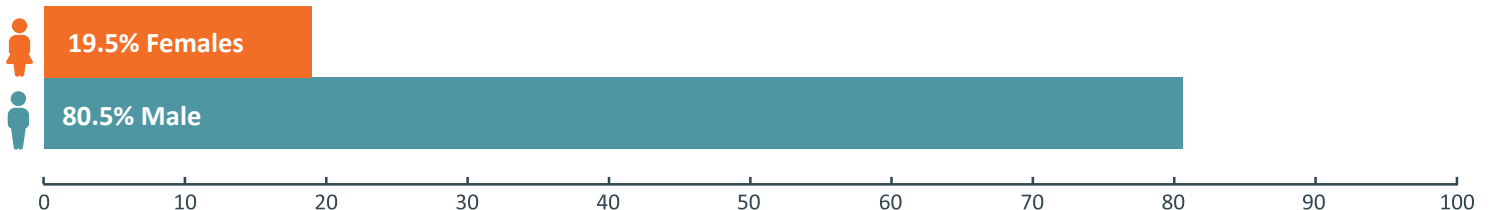
**3,350**  
**Energy**  
**Workers**  
**3.6% Increase**  
**from 2022**



### Energy Worker Demographics

In 2023, there were 3,350 workers in the Energy occupation group. This group is primarily made up of males (80.5 percent) and between the ages of 25 and 54 (71.3 percent), with 19.5 percent of workers identifying as female and just 14.7 percent identifying as a racial minority. In 2023, 5.8 percent of the workers in the occupation group are under the age of 25 compared to the 22.7 percent 55 years of age or older.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**85.3% White** | **6.1% Black or African-American** | **4.0% Hispanic or Latino**

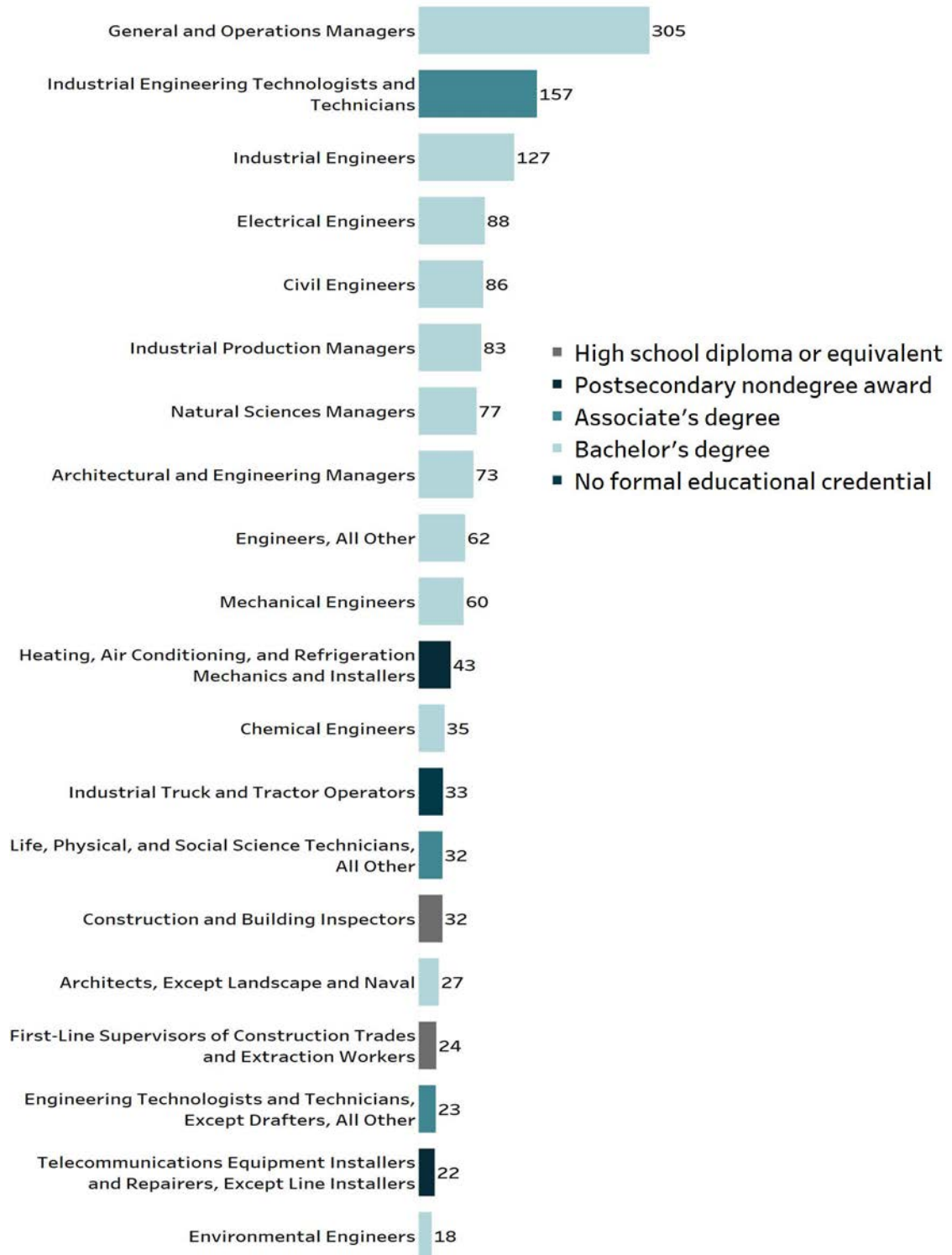
#### Worker Age Demographics



# ENERGY OCCUPATION GROUP

## Top Posted Jobs

This year there were 1,677 postings for energy workers, with General and Operations Managers as the most sought-after occupation by energy industry employers during 2023, with 305 postings. Industrial Engineering Technologists and Technicians were the second position with 157 postings. Other top posted jobs include Industrial Engineers (127 posting), Electrical Engineers (88 posting), and Civil Engineers (86 postings).



## Wage Overview

The demand for Engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top Energy occupations has a median wage over \$23.00 per hour. A top posted Energy job, such as General and Operations Managers, offers a median hourly wage of \$48.35, or annual earnings of approximately \$100,568. Technician and construction-focused positions related to energy generally have shorter-term educational requirements than engineers and pay somewhat higher than similar occupations in other industries

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$21.78	\$33.69	\$48.35	\$65.82	\$89.51
17-3026	Industrial Engineering Technologists and Technicians	\$21.78	\$22.40	\$23.52	\$29.18	\$31.11
17-2112	Industrial Engineers	\$30.39	\$37.49	\$46.03	\$52.57	\$62.84
17-2071	Electrical Engineers	\$30.75	\$36.76	\$44.39	\$49.75	\$62.77
17-2051	Civil Engineers	\$25.54	\$28.67	\$36.12	\$41.62	\$47.61
11-3051	Industrial Production Managers	\$32.95	\$41.30	\$48.74	\$60.48	\$79.35
11-9121	Natural Sciences Managers	\$36.60	\$42.91	\$42.93	\$47.16	\$58.25
11-9041	Architectural and Engineering Managers	\$46.55	\$47.82	\$57.33	\$65.71	\$78.05
17-2199	Engineers, All Other	\$28.44	\$33.73	\$39.48	\$46.36	\$55.73
17-2141	Mechanical Engineers	\$29.16	\$30.63	\$38.91	\$47.85	\$61.78

### In-Demand Technical Skills

- Project Management
- Construction
- Auditing
- Automation
- Electrical Engineering

### In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Operations
- Problem Solving

### In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Six Sigma Green Belt Certification
- Project Management Professional Certification
- Commercial Driver's License (CDL)

### In-Demand Education Level\*

- High School Diploma: 17.7%
- Associate Degree: 10.9%
- Bachelor's Degree: 59.1%
- Master's Degree: 19.0%

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

### Top Posting Employers

- State of Michigan
- Intel
- The Shyft Group
- Jacobs Engineering Group
- Icon
- ICF International
- Aerotek
- Oracle
- Actalent
- Johnson & Johnson

### Job Postings by City

- Lansing: 1,349 Postings
- Charlotte: 128 Postings
- Grand Ledge: 77 Postings
- Dimondale: 40 Postings
- Eaton Rapids: 32 Postings
- Pottsville: 14 Postings
- Bellevue: 12 Postings
- Olivet: 8 Postings
- Sunfield: 8 Postings
- Mulliken: 5 Postings

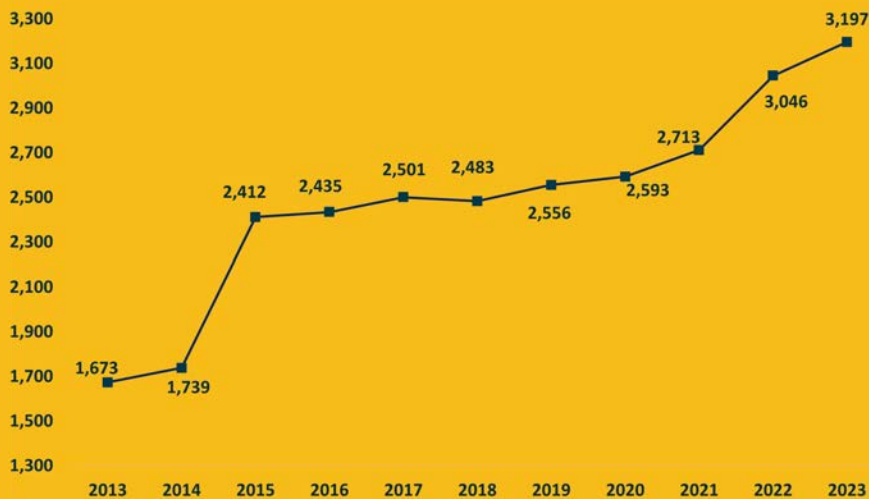


## SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's Skilled Trades and Technicians includes jobs related to Advanced Manufacturing. Southeast Michigan has more demand for Skilled- Trades labor, such as CNC Machinists and Welders, than almost anywhere else in the country. There are about 21,000 openings for these workers on an annual basis.

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

Employment Over  
Time 2013-2023



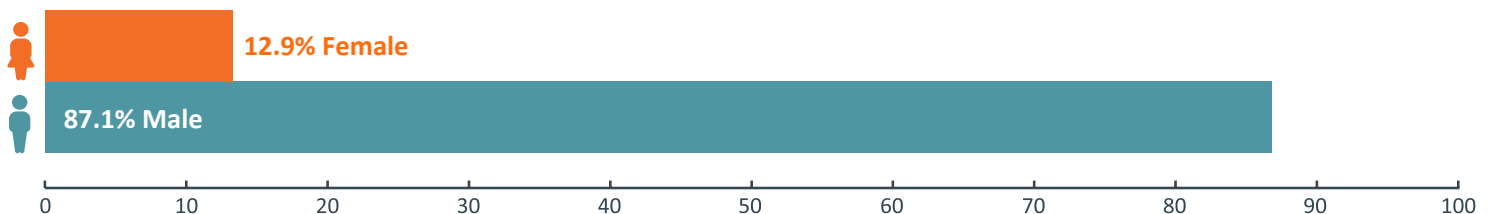
**3,197 Skilled  
Trades Workers**  
**3.1% Increase  
from 2021**



### Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 3,197 workers in Eaton County. The majority of Skilled Trades workers are male (87.1 percent) and between the ages of 25 and 54 (67.3 percent). Due to the aging workforce, additional outreach will be necessary as 25.8 percent are 55 years of age or older.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**78.8% White** | **10.6% Black or African-American** | **6.5% Hispanic or Latino**

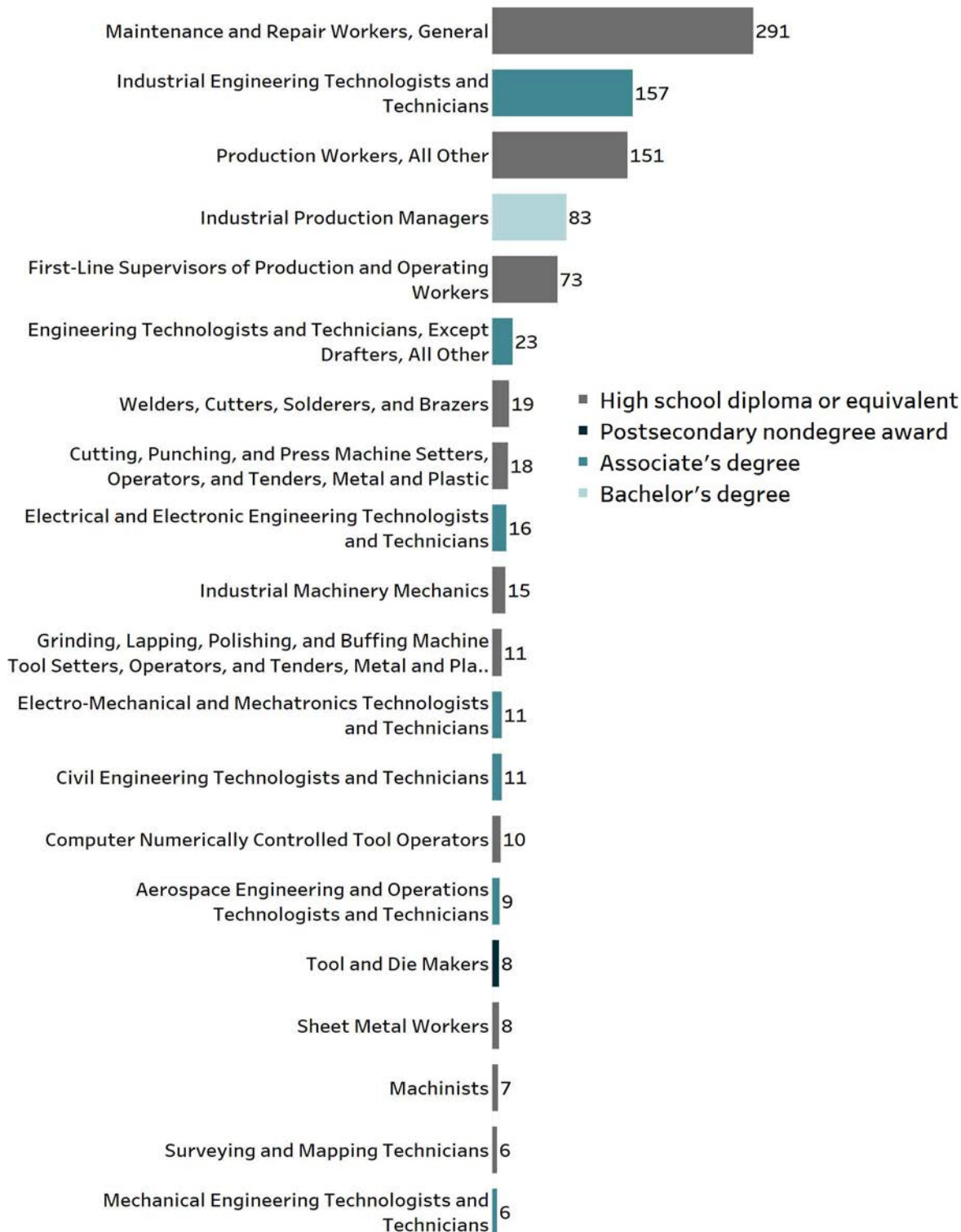
#### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2023, with 291 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (157 postings), Production Workers, All Other (151 postings), Industrial Production Managers (83 postings), First-Line Supervisors of Production and Operating Workers (73 postings), and Engineering Technologists and Technicians, Except Drafters, All Other (23 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Most of the top ten in-demand Skilled Trades occupations have a median wage above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2023, offers a median hourly wage of \$15.30, which translates to an annual salary of about \$31,824. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$48.74 or \$101,379 annually.

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.00	\$14.47	\$15.30	\$21.01	\$26.66
17-3026	Industrial Engineering Technologists and Technicians	\$21.78	\$22.40	\$23.52	\$29.18	\$31.11
51-9199	Production Workers, All Other	\$11.62	\$14.00	\$15.38	\$16.58	\$20.85
11-3051	Industrial Production Managers	\$32.95	\$41.30	\$48.74	\$60.48	\$79.35
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.05	\$22.96	\$29.97	\$39.07	\$50.97
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.33	\$18.76	\$22.44	\$26.64	\$31.75
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.44	\$17.04	\$18.79	\$29.99	\$29.99
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$12.00	\$21.76	\$28.70	\$36.21	\$37.91
49-9041	Industrial Machinery Mechanics	\$19.14	\$23.21	\$28.74	\$31.53	\$36.15

### In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machine Operation
- HVAC

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Project Management Professional Certification
- American Society For Quality (ASQ) Certified
- CDL Class A License

### In-Demand Education Level\*

- High School Diploma: 40.8%
- Associate Degree: 10.8%
- Bachelor's Degree: 18.5%
- Master's Degree: 4.9%

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

### Top Posting Employers

- Aerotek
- State of Michigan
- The Shyft Group
- Linn Products Ltd
- WestRock
- ResourceMFG
- Personnel World
- Elwood Staffing
- Neogen Corporation
- Alro Steel Corporation

### Job Postings by City

1. Lansing: 569 Postings
2. Charlotte: 147 Postings
3. Grand Ledge: 127 Postings
4. Eaton Rapids: 52 Postings
5. Potterville: 28 Postings
6. Dimondale: 24 Postings
7. Bellevue: 11 Postings
8. Olivet: 9 Postings
9. Mulliken: 8 Postings
10. Sunfield: 6 Postings



## TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

Employment Over Time 2013-2023



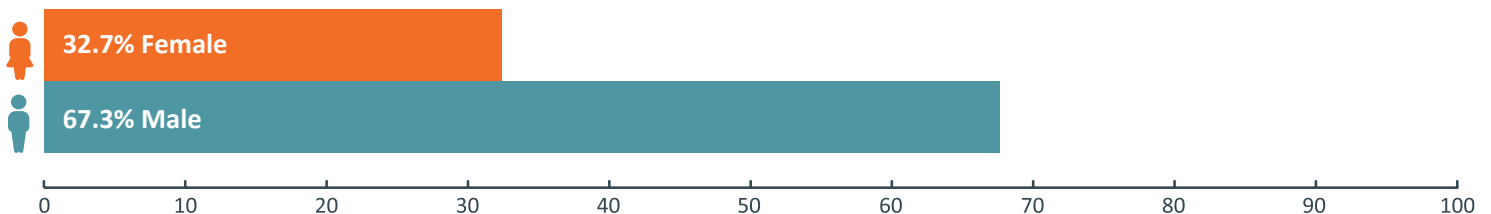
**8,516 TDL Workers**  
4.1% Increase from 2022



### TDL Worker Demographics

The TDL occupation group has a large workforce, employing 8,516 individuals in 2023. These workers are 67.3 percent male and 78.9 percent White. The majority, or 59.8 percent of the workforce, are between the ages of 25 through 54 years of age.

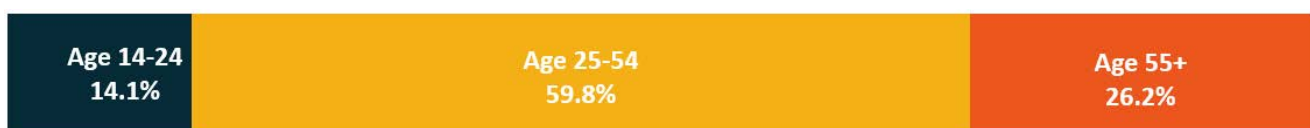
#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**78.9% White** | **10.6% Black or African-American** | **6.4% Hispanic or Latino**

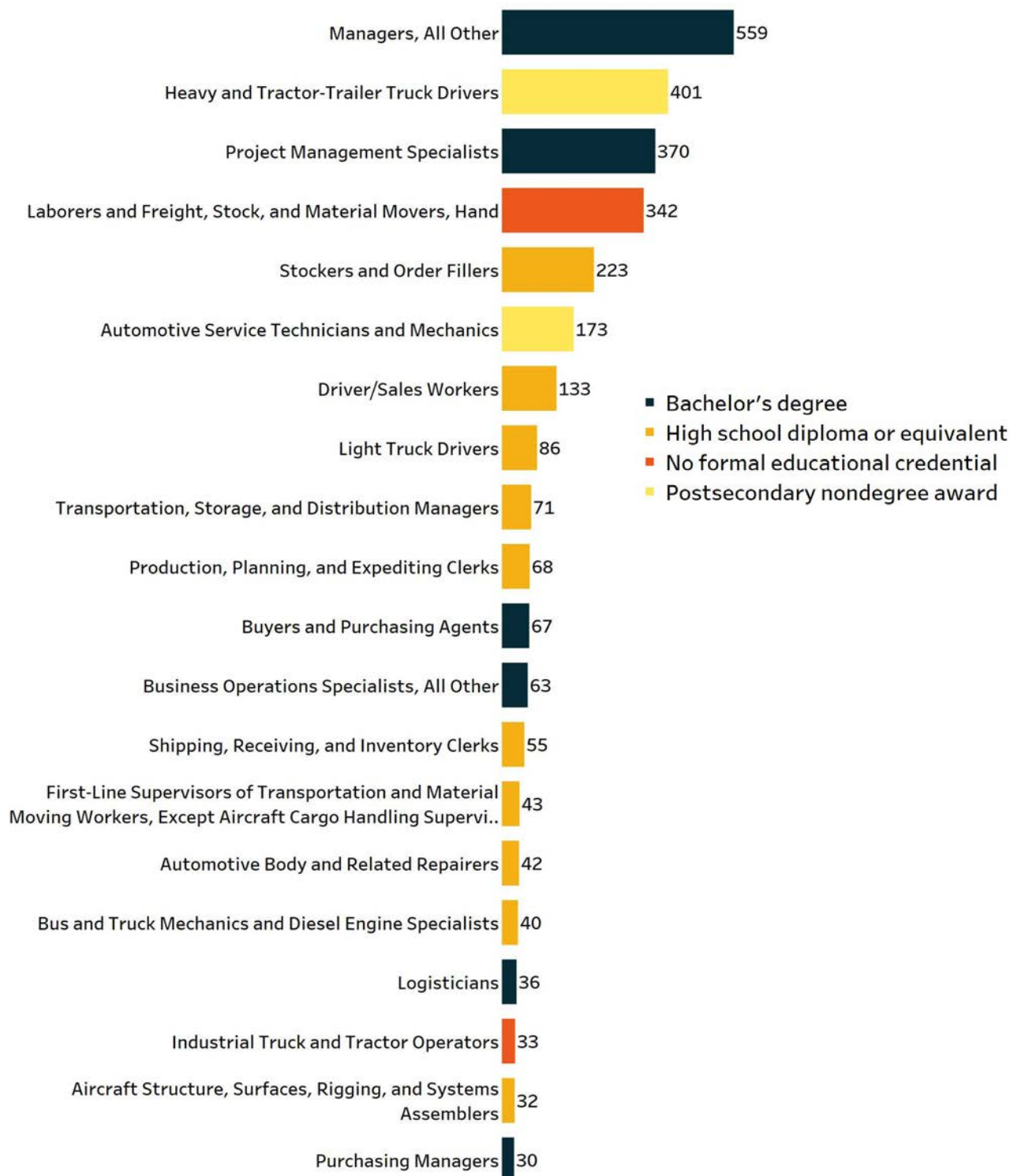
#### Worker Age Demographics



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

Demand for TDL occupations totaled 3,229 postings in 2023. Managers, All Other was the highest in-demand TDL occupation, with 559 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (401 postings), Project Management Specialists (370 postings), Laborers and Freight, Stock, and Material Movers, Hand (342 postings), and Stockers and Order Fillers (223 postings).



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Wage Overview

Nine of the top ten in-demand TDL occupations offer median wages above \$16.00 per hour. Managers, All Other, the top posted TDL job, pays a median hourly wage of \$47.72, or an annual salary of nearly \$99,257. Roles that require more education and experience, such as Project Management Specialists and Business Operations Specialists, All Other, typically offer wages over \$35.00 per hour.

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$27.04	\$36.99	\$47.72	\$69.56	\$79.52
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.84	\$21.78	\$24.46	\$28.64	\$36.91
13-1082	Project Management Specialists	\$23.23	\$30.15	\$37.41	\$47.23	\$58.85
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.98	\$14.26	\$16.18	\$19.76	\$23.57
53-7065	Stockers and Order Fillers	\$11.73	\$13.32	\$14.07	\$16.59	\$20.11
49-3023	Automotive Service Technicians and Mechanics	\$13.75	\$17.00	\$22.69	\$28.35	\$33.77
53-3031	Driver/Sales Workers	\$10.30	\$11.89	\$18.07	\$23.82	\$30.81
53-3033	Light Truck Drivers	\$13.77	\$16.82	\$18.92	\$24.92	\$39.37
11-3071	Transportation, Storage, and Distribution Managers	\$27.82	\$32.20	\$40.50	\$48.49	\$61.62
43-5061	Production, Planning, and Expediting Clerks	\$16.89	\$19.34	\$22.13	\$28.60	\$35.20

### In-Demand Technical Skills

- Project Management
- Warehousing
- Project Schedules
- Change Management
- Forklift Truck

### In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Leadership
- Operations

### In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- Commercial Driver's License (CDL)
- CDL Class A License
- ITIL Certifications

### In-Demand Education Level\*

- High School Diploma: 25.3%
- Associate Degree: 5.3%
- Bachelor's Degree: 27.4%
- Master's Degree: 6.6%

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

### Top Posting Employers

- Meijer
- State of Michigan
- Oracle
- Chevrolet
- United States Postal Service
- The Shyft Group
- Ryder
- Clean Team
- Aerotek
- Icon

### Job Postings by City

- Lansing: 1,923 Postings
- Charlotte: 409 Postings
- Grand Ledge: 376 Postings
- Dimondale: 286 Postings
- Eaton Rapids: 109 Postings
- Olivet: 36 Postings
- Pottsville: 31 Postings
- Bellevue: 27 Postings
- Sunfield: 19 Postings
- Mulliken: 10 Postings



**EV Jobs  
Academy**



# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



**SEMCA Workforce Intelligence Network  
for Southeast Michigan (WIN)**

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