



Research. Engagement. Solutions

A map of the state of Michigan is overlaid on the background. The map is divided into counties, and two counties in the southeastern part of the state, Genesee and Shiawassee, are highlighted in a light orange color. The background of the entire page is a faded image of an industrial facility with large white storage tanks and metal scaffolding.

LABOR MARKET REPORT

GENESEE & SHIAWASSEE COUNTY

January - December 2023

INTRODUCTION

Genesee & Shiawassee

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 in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

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

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

This report highlights labor market information and real-time job posting data for Genesee and Shiawassee counties, 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 2023 labor market information from Genesee and Shiawassee counties for the Business and Finance, Engineers and Designers, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

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

REPORT CONTENTS

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 7 - Real-Time Demand Overview

Occupation Groups

- 8 - Business and Finance
- 11 - Engineers and Designers
- 14 - Health Care
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

VISIT

winintelligence.org

EMAIL

info@winintelligence.org

FOLLOW



@workforce
intelligence
network



@win-semich



@workforce
intelligence
network (win)

ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Genesee and Shiawassee Counties

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market this year. In 2023, the labor force grew by 6,930 individuals (3.3 percent) while employment increased by 8,699 individuals (4.4 percent) from 2022. Unemployment went down by 1,769 workers and the unemployment rate recovered somewhat, decreasing 1.0 percentage points from 5.8 percent in 2022 to 4.8 percent in 2023. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 2,227 job postings followed closely by Retail Salespersons with 1,942 postings. The Health Care occupation group continues to be heavily demanded in Genesee and Shiawassee county.

Annual Labor Market Information

The labor force in Genesee and Shiawassee counties grew in 2023, increasing by 6,930 individuals (3.3 percent) from the prior year. Employment also increased by 8,699 workers (4.4 percent) over 2022, while unemployment decreased by 1,769 workers (14.7 percent) for a total of 10,301 unemployed workers in 2023. The unemployment rate also decreased 1.0 percent in 2023 to 4.8 percent, following the large spike in 2020 at 11.0%. The unemployment rate has recovered to pre-pandemic levels 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 decreased from Q3 by 2,236 postings. In Q4 2023, there were a monthly average of 6,139 unique postings in Genesee and Shiawassee counties, a decrease of 2,236 postings from the monthly average 8,375 postings recorded in Q3. The second quarter had the highest recorded postings in 2023 with 9,249 average postings, an increase of 1,564 postings (20.4 percent) since Q1 2023. The decline of 33.6 percent from Q2 to Q4 might be a signal that post-pandemic economic recovery finally peaked.

Quarterly Posting Analysis Genesee and Shiawassee Counties
2023

Key Findings

7%

Employer demand
decreased by 6.5 percent,
a loss of 2,705 job
postings since 2022

High School Diploma

Most in-demand minimum
education level during 2023

In Q4 2023, employment totaled

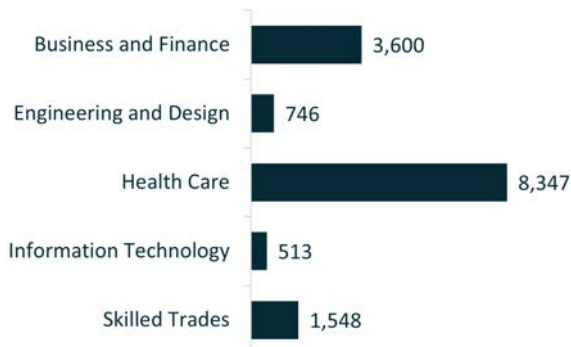
209,116

a increase of 5,902 workers
(5.7 percent) since Q4 2021

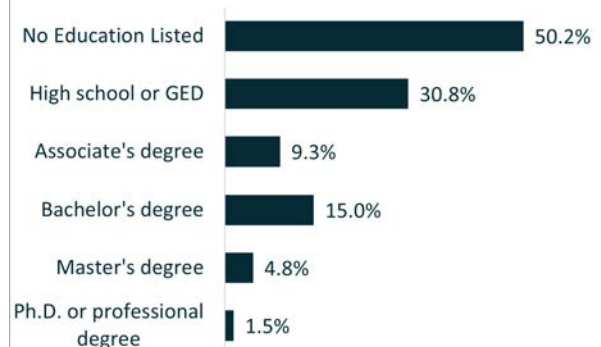
During 2023, there were 38,739 unique job postings in Genesee and Shiawassee counties, an decrease of 2,705 over 2022. The second quarter in 2023 saw the highest demand for the year with 9,249 postings, a 20.4 percent increase over Q1 2023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Fast Food and Counter Workers, and Heavy and Tractor-Trailer Truck Drivers. More information about in-demand job postings is available on page 7.

Of the 38,739 postings in Genesee and Shiawassee counties during 2023, 11,948 (30.8 percent) required a High School diploma or equivalent, while 9,400 postings (24.3 percent) required a College degree. An additional 2,428 postings (6.3 percent) required an advanced degree. The high demand for Health Care and entry-level service workers within the counties drives this need for workers with various skill sets.

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 declined by 239 workers and the unemployment rate decreased by 0.8 percent to an annual low of 4.3 percent in Q4 2023. The labor force and employment numbers peaked in Q4 2023 with a high of 218,595 individuals and 209,116 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 4.3 percent. For more information about this year's unemployment rate and other labor market indicators are 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	208,604	211,871	217,476	216,830	218,595	1,765	0.8%	9,991	4.8%
Employment	197,895	199,162	206,981	205,698	209,116	3,418	1.7%	11,220	5.7%
Unemployment	10,708	12,709	10,495	11,132	9,479	-1,652	-14.8%	-1,229	-11.5%
Unemployment Rate	5.1%	6.0%	4.8%	5.1%	4.3%	-0.8%	na	-0.8%	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 216,193 individuals, an increase of 6,930 individuals since 2022. Employment is up to 205,892 workers in 2023, an increase of 8,699 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 10,301 workers since the high of 23,997 workers recorded in 2020. Similarly, the unemployment rate declined by 1.0 percentage points for a 2023 unemployment rate of 4.8 percent. As the labor force grew in Genesee and Shiawassee throughout 2023, the unemployment rate decreased accordingly, signaling successful economic recovery throughout the counties.

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	216,838	216,899	214,447	215,865	216,634	215,991	217,611	217,827	207,267	209,263	216,193	6,930	3.3%
Employment	195,865	199,921	201,537	203,810	204,339	205,237	207,160	193,830	192,705	197,193	205,892	8,699	4.4%
Unemployment	20,973	16,978	12,910	12,055	12,296	10,755	10,451	23,997	14,562	12,070	10,301	-1,769	-14.7%
Unemployment Rate	9.7%	7.8%	6.0%	5.6%	5.7%	5.0%	4.8%	11.0%	7.0%	5.8%	4.8%	-1.0%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 222,812 people in the labor force, either working or seeking employment in Genesee and Shiawassee counties. Resident employment totals 205,376 workers or just under half, 43.4 percent, of the total population in Genesee and Shiawassee counties. The highest unemployment rates in 2022 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 34.6 percent for males and 30.1 percent for females. Overall, males in the counties have a higher unemployment rate than females, with 8.0 percent and 7.6 percent respectively, for 2022. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 16.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	222,812	205,376	17,436	7.8%
Sex				
Male 16+	114,096	104,941	9,155	8.0%
16-19	5,006	4,032	974	19.5%
20-24	11,702	9,927	1,775	15.2%
25-54	72,212	67,079	5,133	7.1%
55-64	19,423	18,401	1,022	5.3%
65 Plus	5,753	5,502	251	4.4%
Female 16+	108,716	100,435	8,281	7.6%
16-19	5,702	4,587	1,115	19.6%
20-24	11,606	10,378	1,228	10.6%
25-54	67,894	63,161	4,733	7.0%
55-64	18,175	17,227	948	5.2%
65 Plus	5,339	5,082	257	4.8%
Race				
White	173,880	163,515	10,365	6.0%
Black / African	35,220	29,400	5,820	16.5%
Native American	579	571	8	1.4%
Asian	2,123	1,969	153	7.2%
Native Hawaiian / Pacific Islander	42	13	29	69.0%
Some Other Race	1,987	1,782	205	10.3%
Two or More Races	9,204	8,376	828	9.0%
Ethnicity				
Hispanic	8,374	7,518	856	10.2%

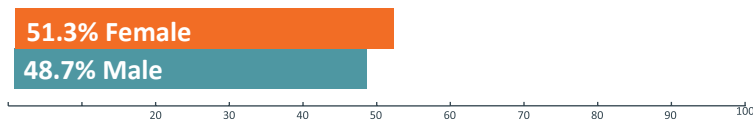
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2022 Census Population

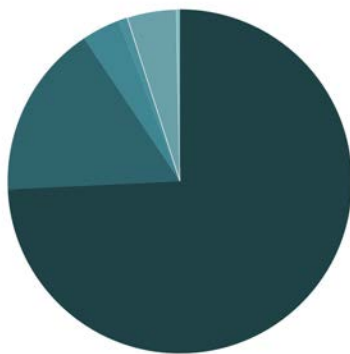
According to the data from the Census Bureaus' most recent 2022 ACS Five Year estimates, during 2022, 473,404 people were living in Genesee and Shiawassee counties. The gender of the populace was split almost evenly, with 51.3 percent of the population identifying as female, and the other 48.7 percent identifying as male. A majority of the population identified as White (73.6 percent) with the second largest number of individuals identifying as Black or African American (16.2 percent). Both counties are facing an aging population; 32.5 percent of the population was over the age of 54, compared to 30.6 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 73.6%
- Black or African American, 16.2%
- Hispanic or Latino, 3.6%
- Asian, 0.9%
- Two or More Races, 4.6%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.02%



Population Age Demographics

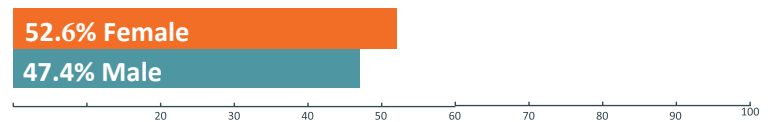


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2023 Current Workforce

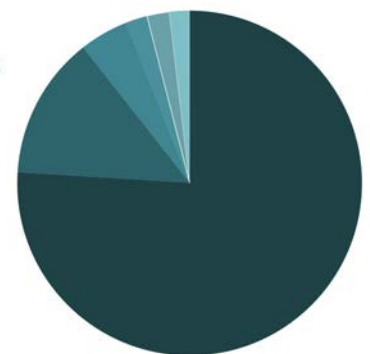
In 2023, the workforce had a total of 152,972 individuals working in Genesee and Shiawassee counties. A slight majority, 52.6 percent (79,226 workers) were female, while 47.4 percent (71,345 workers) of the workforce was male. Most workers in the county identified as White, accounting for 77.3 percent of the workforce, while Black or African American workers totaled 13.7 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.6 percent. A significant concentration of the workforce in Genesee and Shiawassee Counties is between the age of 25 and 54 (60.9 percent), while 23.7 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 77.3%
- Black or African American, 13.7%
- Hispanic or Latino, 4.6%
- Asian, 2.1%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 1.9%
- Native Hawaiian or Other Pacific Islander, 0.02%



Workforce Age Demographics

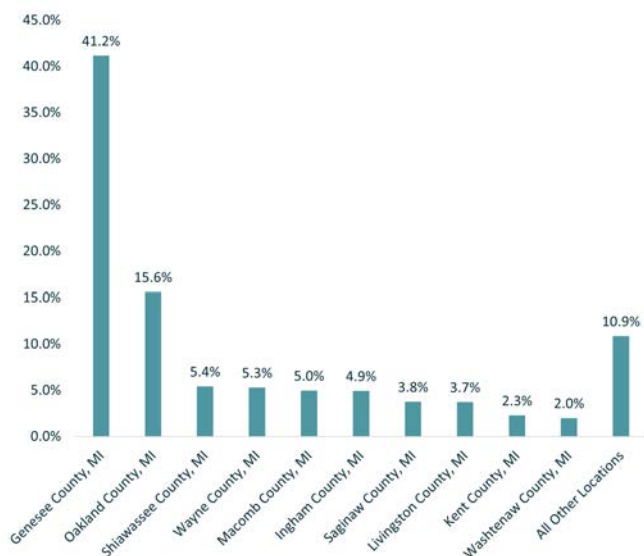


Data: Lightcast | Analysis: Workforce Intelligence Network

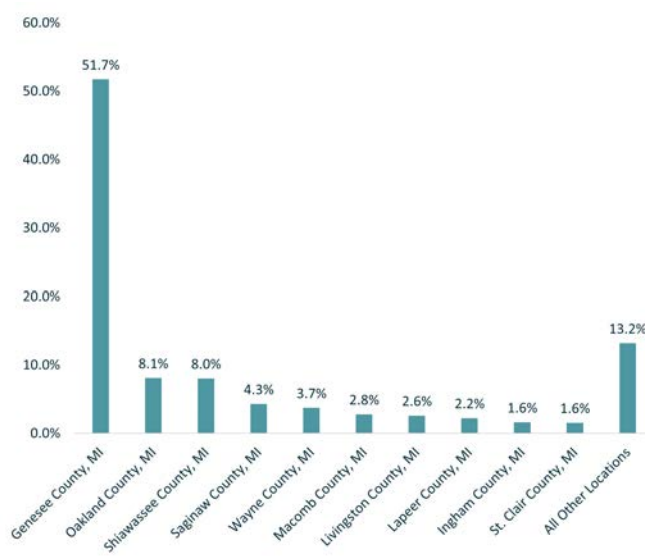
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 171,121 residents. There were 79,716 (46.6 percent) residents living and working within the two-county region, while the remaining 91,405 residents (53.4 percent) traveled outside of the region for work. There were 133,336 workers employed in the region during 2021. Of those, 53,620 workers (40.2 percent) lived outside of the region's border and commuted in for work. Based up this information, it can be concluded that Genesee and Shiawassee counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Genesee and Shiawassee Residents Work



Where Genesee and Shiawassee Workers Live

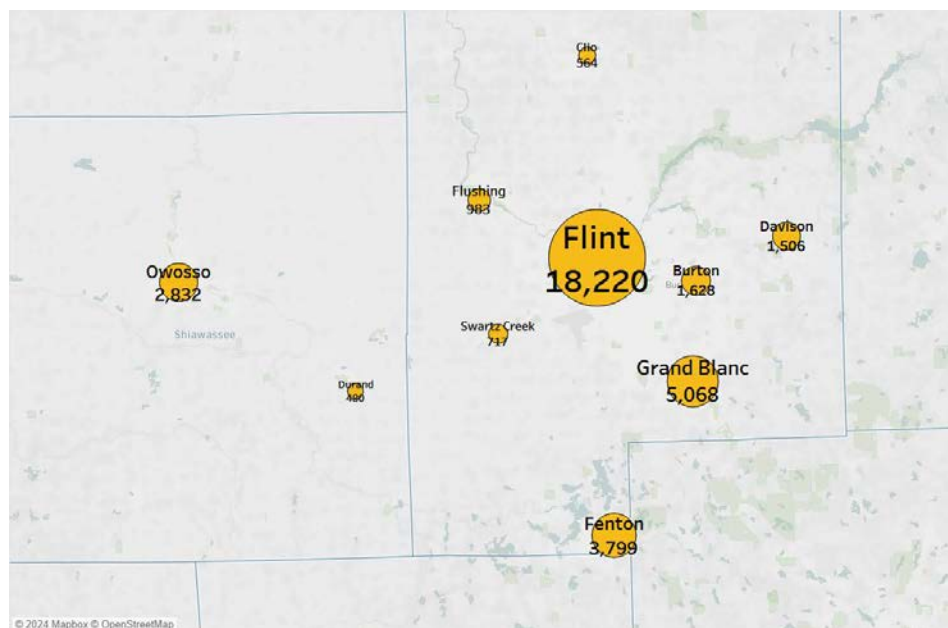


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

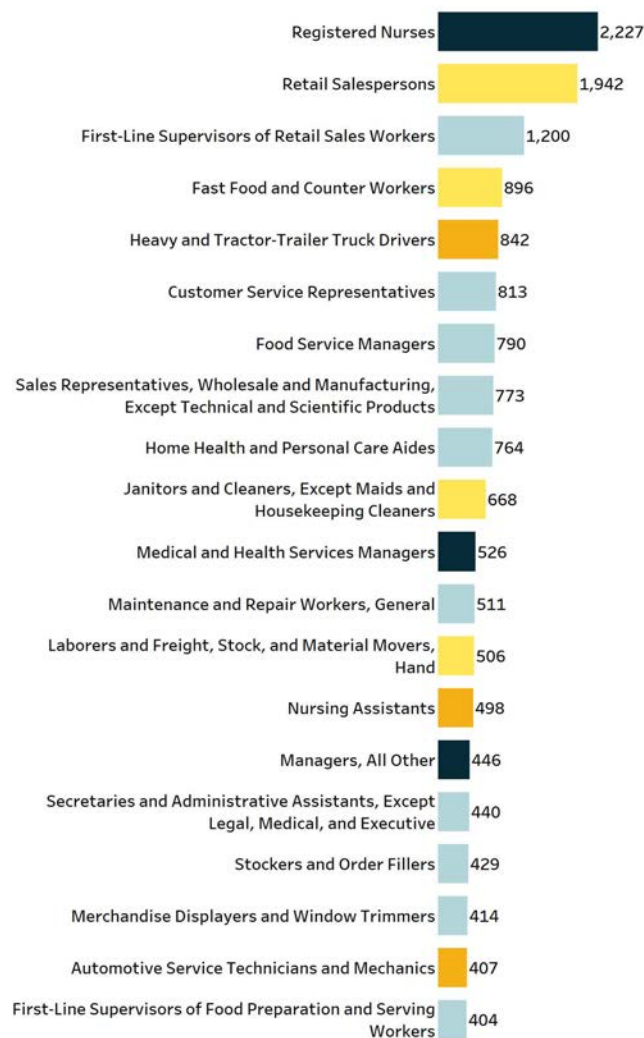
1. Flint: 18,220 Postings
2. Grand Blanc: 5,068 Postings
3. Fenton: 3,799 Postings
4. Owosso: 2,832 Postings
5. Burton: 1,628 Postings
6. Davison: 1,506 Postings
7. Flushing: 983 Postings
8. Swartz Creek: 717 Postings
9. Clio: 564 Postings
10. Durand: 480 Postings



TOP POSTED JOBS

Top Posted Jobs: 2023

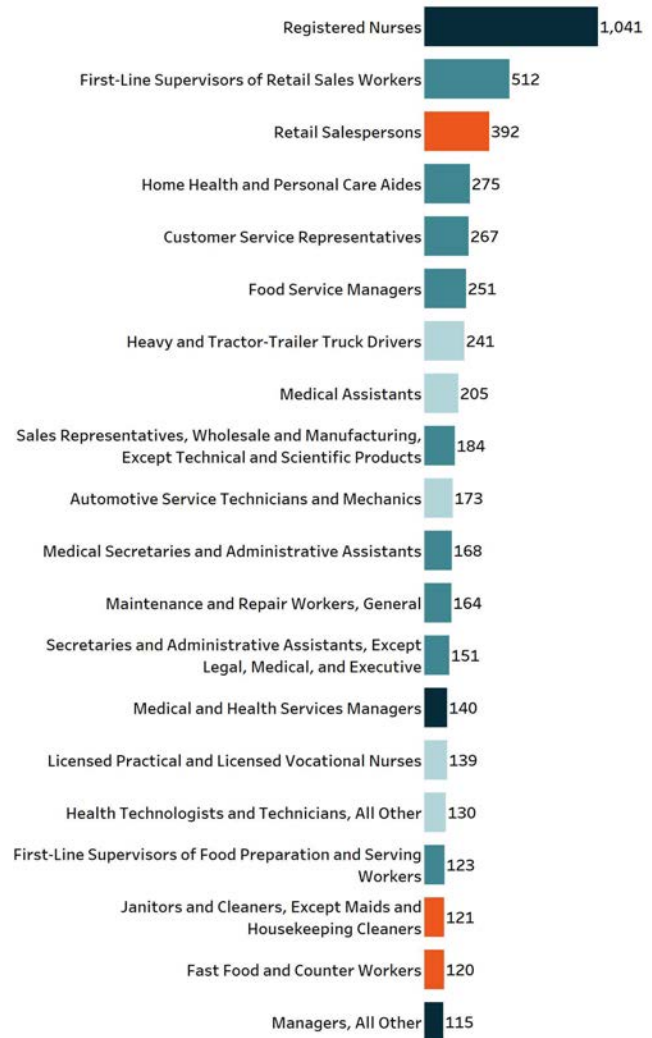
Registered Nurses is the top posted occupation for 2023, with 2,227 unique online job postings and requires a Bachelor's degree for entry. Retail Salespersons and First-Line Supervisors of Retail Sales Workers round out the top three demanded occupations, with 1,942 postings and 1,200 postings respectively, requiring a High School diploma or equivalent and no formal educational credential respectively, for entry. Other in-demand jobs that also require no formal education or a High School diploma or equivalent coupled with short-term on-the-job training include Home Health and Personal Care Aides and Fast Food and Counter Workers.



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

Top Posted Entry-Level Jobs: 2023

Entry-level jobs, which usually require zero to two years of previous experience, account for 28.7 percent of the 2023 postings in Genesee and Shiawassee counties. Over half 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 39.0 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 1,041 postings requiring a Bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a High School diploma or equivalent, with 512 postings.

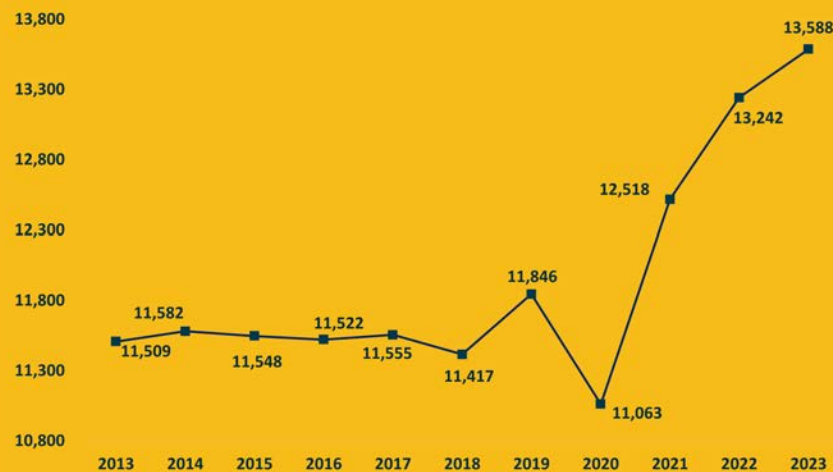


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

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



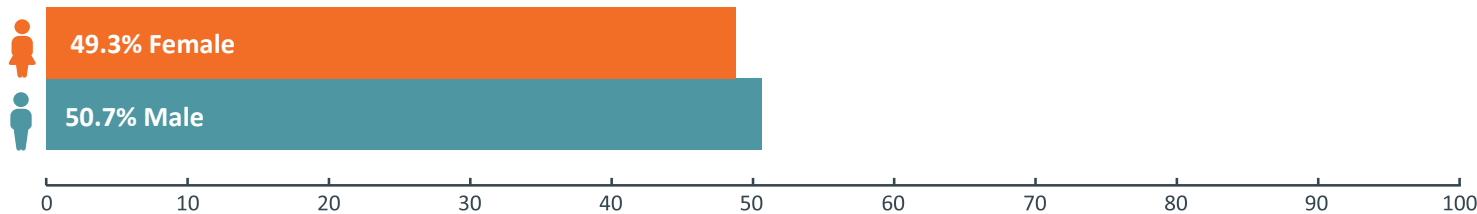
13,588 Business
and Finance
Workers
2.6% Increase
from 2022



Business and Finance Worker Demographics

According to 2023 Lightcast data, the Business and Finance occupation group has increased by 345 workers or 2.6 percent since 2022, totaling 13,588 workers in 2023. Over half (50.7 percent) of the working population identify as male, while 85.6 percent of workers identified as White, indicating very little diversity regarding race. Only 4.5 percent of the Business and Finance working population is under the age of 25, compared to the 25-54 age group, which accounts for 68.9 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

85.6% White | 8.0% Black or African-American | 2.7% Hispanic or Latino

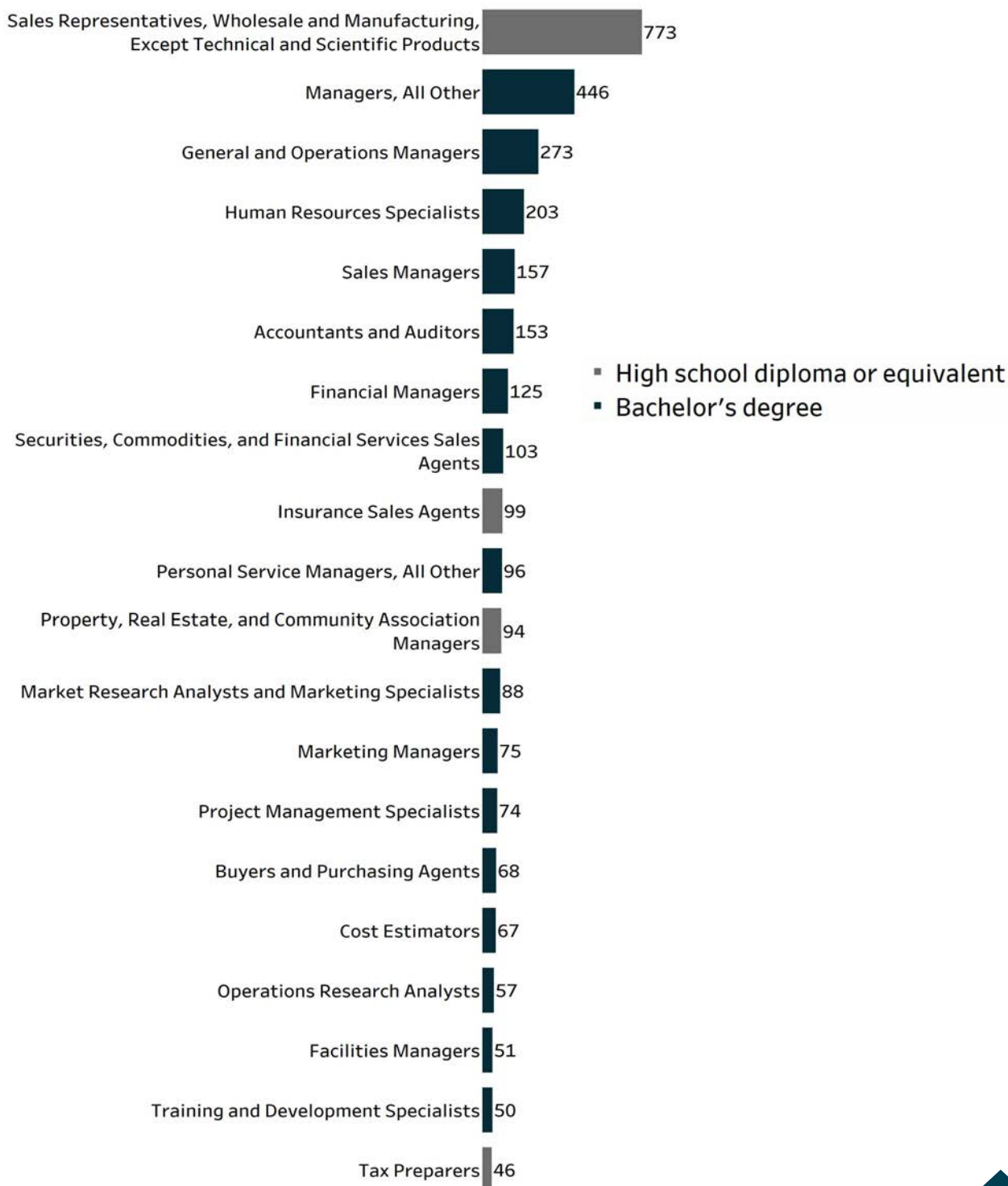
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the highest in-demand Business and Finance occupation during 2023, with 773 postings. Other top jobs include Managers, All Other (446 Postings), General and Operations Managers (273 Postings), Human Resources Specialists (203 Postings), and Sales Managers (157 Postings). While most of the top jobs typically require a Bachelor's degree, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Insurance Sales Agents, and Property, Real Estate, and Community Association Managers, only require a High School diploma and no work experience, coupled with moderate-term on-the-job training.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most Business and Finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$27.98, translating to annual earnings of approximately \$58,202. Additional experience may lead to a role as a Sales Manager, opening the door to median wages around \$52.27 hourly, or about \$108,726 annually.

Wage Overview for Top Posted Business and Finance Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and	\$17.23	\$19.84	\$27.98	\$39.28	\$54.37
11-9199	Managers, All Other	\$27.72	\$36.75	\$47.06	\$60.58	\$76.07
11-1021	General and Operations Managers	\$18.76	\$26.91	\$38.70	\$60.68	\$93.81
13-1071	Human Resources Specialists	\$18.84	\$22.53	\$28.28	\$35.98	\$44.88
11-2022	Sales Managers	\$26.82	\$38.42	\$52.27	\$76.12	\$96.76
13-2011	Accountants and Auditors	\$20.66	\$25.01	\$29.86	\$37.56	\$47.34
11-3031	Financial Managers	\$34.55	\$43.70	\$57.05	\$75.07	\$98.56
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$19.02	\$22.08	\$27.49	\$50.60	\$61.94
41-3021	Insurance Sales Agents	\$15.44	\$21.13	\$28.90	\$36.08	\$60.49
11-9179	Personal Service Managers, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Project Management
- Auditing

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Operations

In-Demand Certifications

- Certified Public Accountant
- Cardiopulmonary Resuscitation (CPR) Certification
- Enrolled Agent (EA)
- Property And Casualty Insurance License
- Nationwide Mortgage Licensing System (NMLS)

In-Demand Education Level*

- High School Diploma: 23.5%
- Associate Degree: 10.4%
- Bachelor's Degree: 43.8%
- Master's Degree: 8.2%

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

Top Posting Employers

- University Of Michigan
- McLaren Health Care
- Walmart
- Genesee Intermediate School District
- JPMorgan Chase
- Altitude Group
- H&R Block
- Genesee County
- Toshiba
- Wade Trim

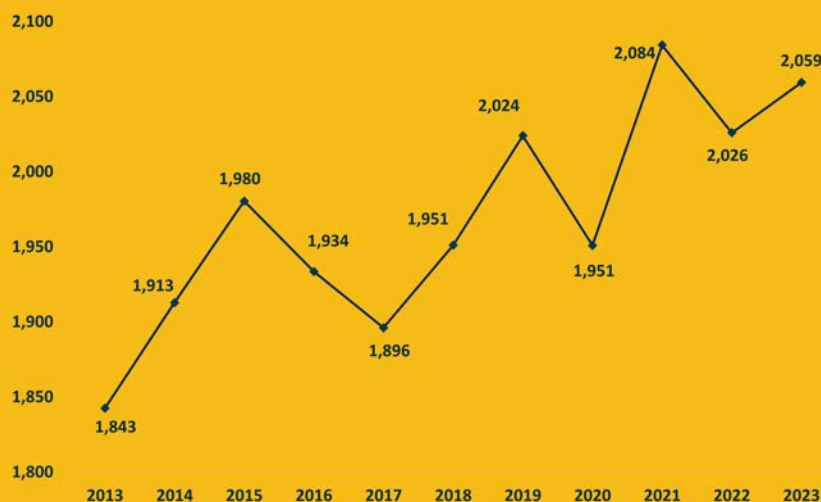
Job Postings by City

1. Flint: 1,893 Postings
2. Grand Blanc: 395 Postings
3. Fenton: 361 Postings
4. Owosso: 206 Postings
5. Davison: 147 Postings
6. Burton: 145 Postings
7. Flushing: 111 Postings
8. Swartz Creek: 57 Postings
9. Durand: 56 Postings
10. Clio: 49 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.

Employment Over
Time 2013-2023



**2,059 Engineers
and Designers
Workers**

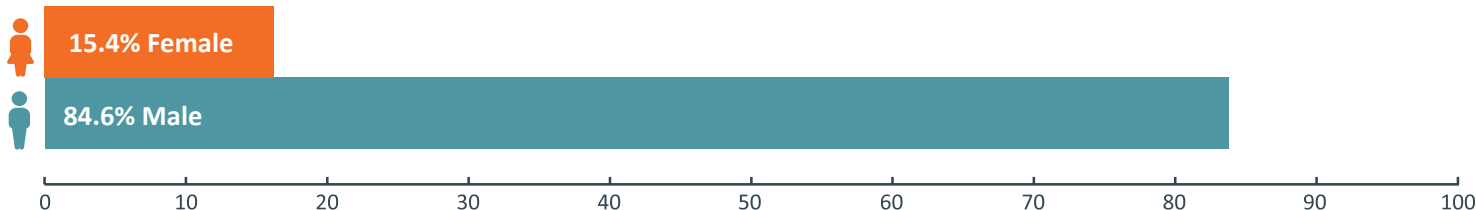
**1.6% Increase
from 2022**



Engineers and Designers Worker Demographics

According to 2023 Lightcast data, the 2,059 workers in the Engineering and Design group are not particularly diverse. Just 6.1 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 16.4 percent of the current workforce and only 18.3 percent identify as a race other than White; as the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

81.7% White | **6.9% Asian** | **6.6% Black or African-American**

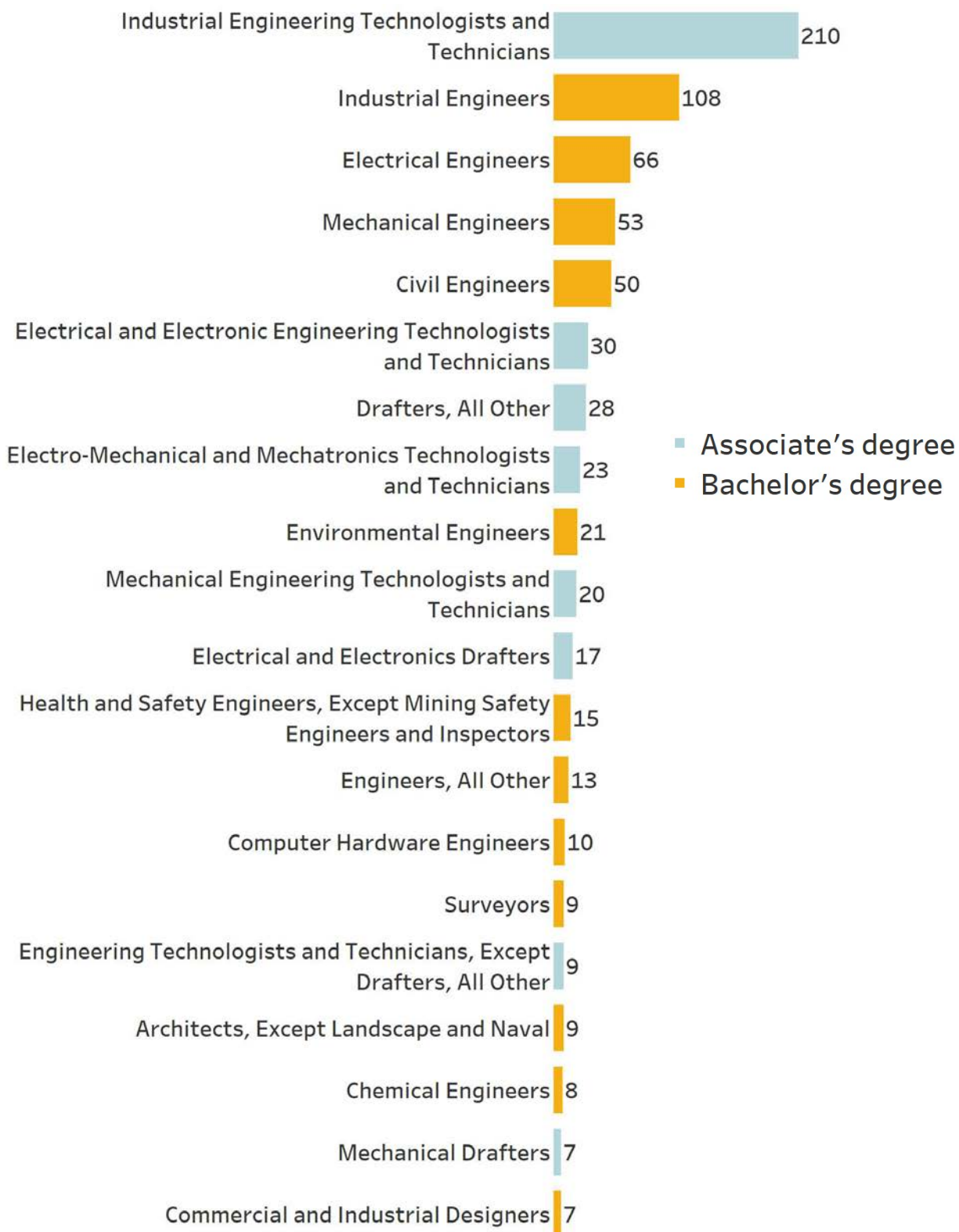
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Industrial Engineering Technologists and Technicians was the highest in-demand Engineering and Design occupation during 2023, with 210 postings. Industrial Engineers were also in high demand with 108 postings, putting its demand second highest within the occupation group. Five of the top ten in-demand occupations typically require a Bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most Engineering and Design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The top posted Engineering and Design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$28.95. This reflects an annual salary of approximately \$60,210.

Wage Overview for Top Posted Engineers and Designers Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$18.79	\$22.21	\$28.95	\$40.61	\$40.68
17-2112	Industrial Engineers	\$31.56	\$36.59	\$45.66	\$58.49	\$66.00
17-2071	Electrical Engineers	\$29.53	\$38.99	\$49.20	\$53.40	\$63.97
17-2141	Mechanical Engineers	\$26.88	\$35.21	\$39.60	\$46.50	\$58.05
17-2051	Civil Engineers	\$25.09	\$28.88	\$35.75	\$41.02	\$49.31
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$23.69	\$26.74	\$29.90	\$37.97	\$49.14
17-3019	Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-2081	Environmental Engineers	\$22.34	\$32.79	\$37.20	\$46.91	\$56.23
17-3027	Mechanical Engineering Technologists and Technicians	\$23.53	\$32.53	\$32.71	\$32.71	\$32.72

In-Demand Technical Skills

- Project Management
- Machinery
- Manufacturing Processes
- AutoCAD
- Mechanical Engineering

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Aerial Lift Certification
- Forklift Certification
- Certified Safety Professional
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

In-Demand Education Level*

- High School Diploma: 20.2%
- Associate Degree: 13.4%
- Bachelor's Degree: 41.3%
- Master's Degree: 4.3%

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

Top Posting Employers

- General Motors
- Actalent
- Molex
- Wade Trim
- Branex
- Miller Industries
- Branex Group
- Aerotek
- Fessler & Bowman
- Terex

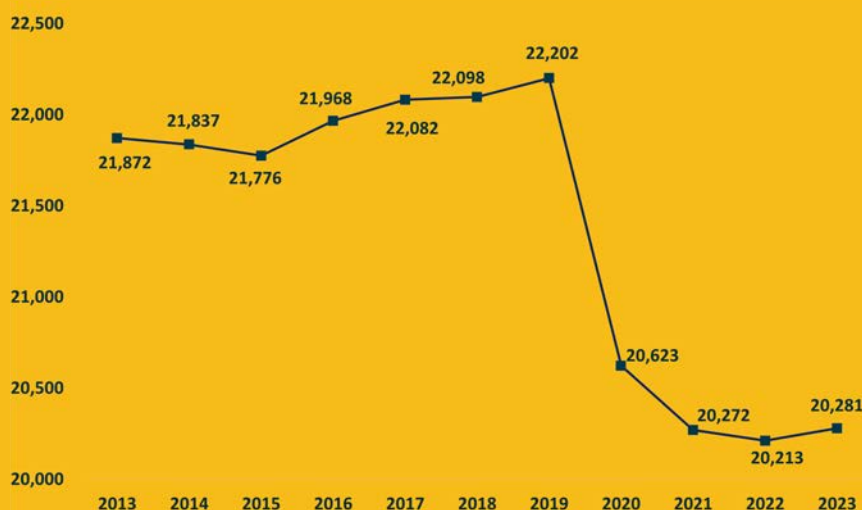
Job Postings by City

- Flint: 385 Postings
- Grand Blanc: 119 Postings
- Fenton: 93 Postings
- Owosso: 52 Postings
- Burton: 24 Postings
- Davison: 18 Postings
- Clio: 16 Postings
- Swartz Creek: 16 Postings
- Flushing: 2 Postings
- Durand: 11 Postings

HEALTH CARE OCCUPATION GROUP

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

Employment Over
Time 2013-2023



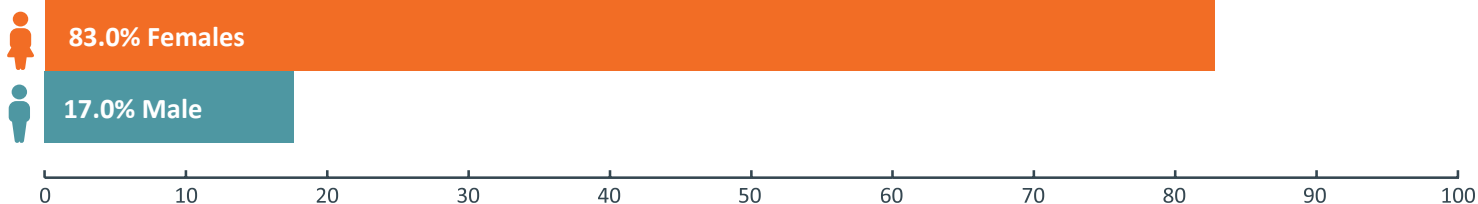
20,281
Healthcare
Workers
Slight Increase
from 2022



Healthcare Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 20,281 workers in Genesee and Shiawassee counties, who are overwhelmingly female (83.0 percent) and between the ages of 25 and 54 (65.7 percent), although 26.0 percent of workers are over 54. The healthcare occupation group is primarily White, with 73.0 percent of workers identifying as White, 17.5 percent identifying as Black or African American, and 9.5 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | **17.5% Black or African-American** | **4.7% Hispanic or Latino**

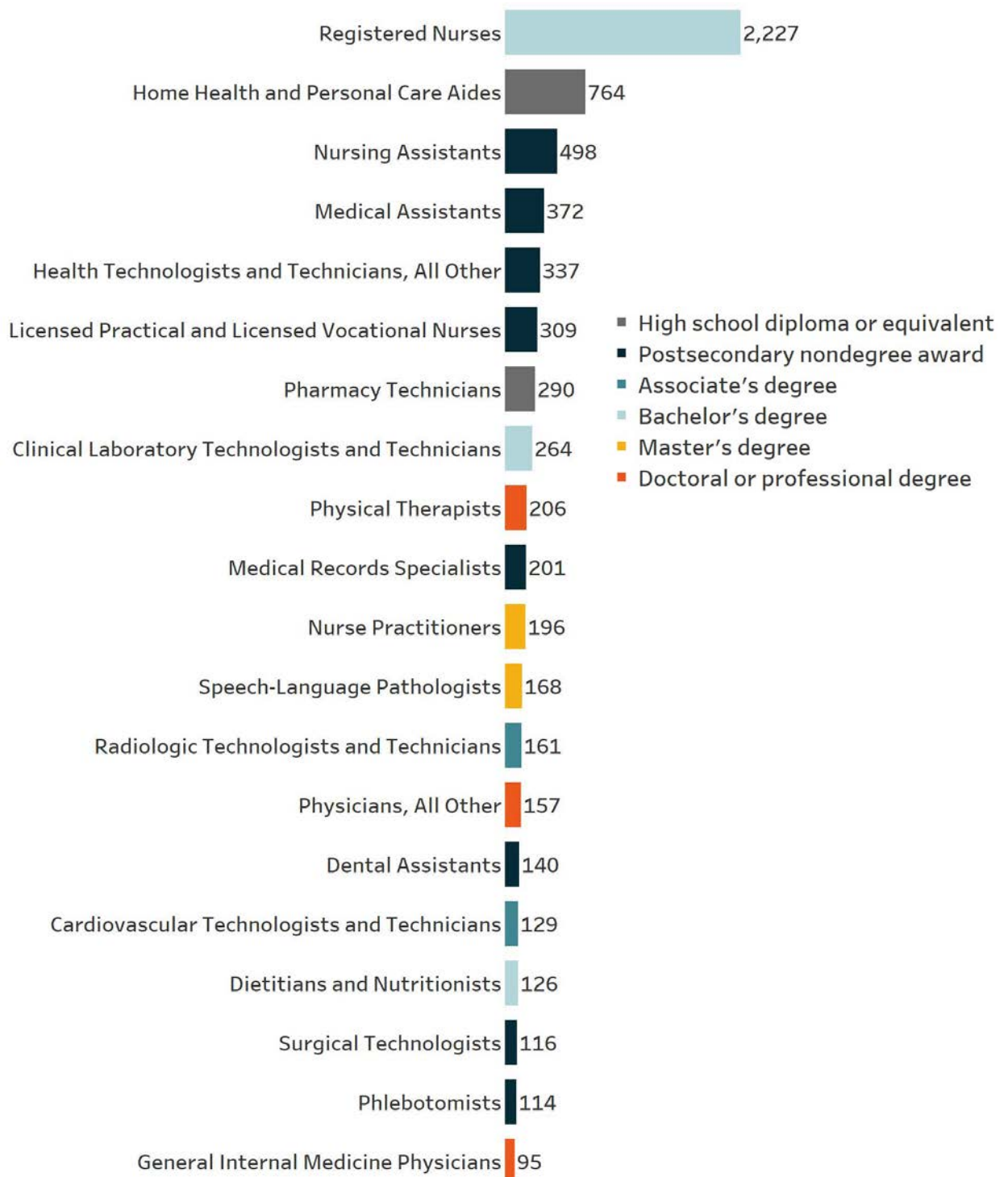
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand Health Care occupation throughout 2023, both in these counties and across the region, with 2,227 postings. Other top posted jobs include Home Health and Personal Care Aides (764 postings), Nursing Assistants (498 postings), Medical Assistants (372 postings), Health Technologists and Technicians, All Other (337 postings), and Licensed Practical and Licensed Vocational Nurses (309 postings). Top occupations in Health Care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (290 postings) only require a High School diploma or equivalent for entry, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a Bachelor's degree. Most of the top-posted jobs pay over \$17.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$41.37 per hour or an annual salary of about \$86,048.

Wage Overview for Top Posted Health Care Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$32.24	\$36.88	\$41.37	\$47.42	\$51.19
31-1128	Home Health and Personal Care Aides	\$11.44	\$12.49	\$13.61	\$14.83	\$17.31
31-1131	Nursing Assistants	\$14.27	\$15.67	\$18.02	\$19.38	\$20.37
31-9092	Medical Assistants	\$14.27	\$15.22	\$17.02	\$18.45	\$20.72
29-2099	Health Technologists and Technicians, All Other	\$14.32	\$16.56	\$19.38	\$23.35	\$31.66
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.01	\$24.54	\$27.78	\$29.17	\$30.50
29-2052	Pharmacy Technicians	\$12.07	\$14.09	\$17.18	\$19.29	\$22.26
29-2018	Clinical Laboratory Technologists and Technicians	\$16.78	\$18.77	\$30.09	\$37.73	\$38.47
29-1123	Physical Therapists	\$32.23	\$39.91	\$45.39	\$49.16	\$51.18
29-2072	Medical Records Specialists	\$15.24	\$17.54	\$22.30	\$25.15	\$30.82

In-Demand Technical Skills

- Nursing
- Medical Records
- Vital Signs
- Home Health Care
- Nursing Care

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 29.2%
- Associate Degree: 17.1%
- Bachelor's Degree: 10.0%
- Master's Degree: 4.2%

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

Top Posting Employers

- Ascension
- McLaren Health Care
- Hurley Medical Center
- PharMerica
- DaVita
- Healthcare Employment Network
- Memorial Health Care Center
- McLaren Flint
- Rite Aid
- Care New England Health System

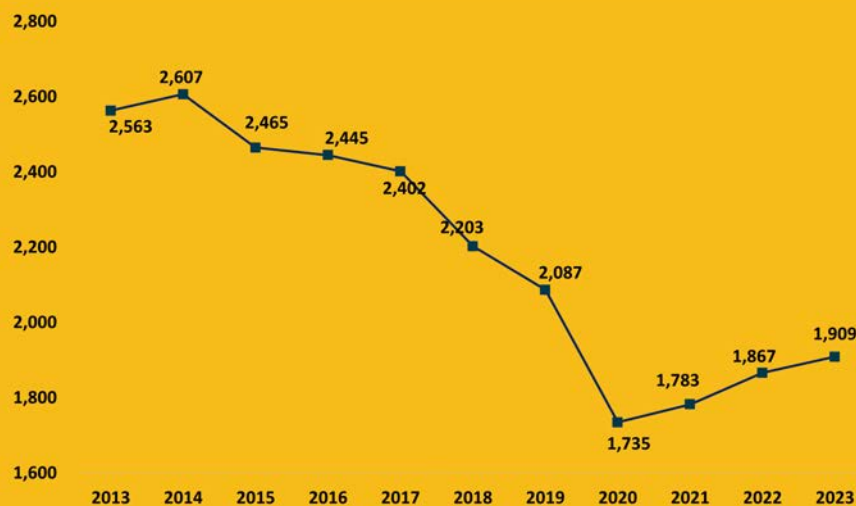
Job Postings by City

1. Flint: 3,968 Postings
2. Grand Blanc: 1,737 Postings
3. Owosso: 799 Postings
4. Fenton: 406 Postings
5. Davison: 281 Postings
6. Burton: 242 Postings
7. Flushing: 167 Postings
8. Linden: 113 Postings
9. Montrose: 90 Postings
10. Swartz Creek: 78 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the Information Technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported annually.

Employment Over
Time 2013-2023



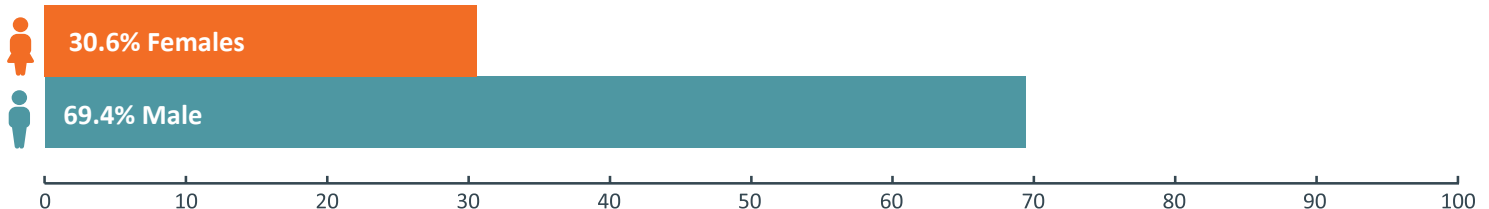
1,909
Information
Technology
Workers
1.2% Increase
from 2022



Information Technology Worker Demographics

According to 2023 Lightcast data, Genesee and Shiawassee counties have 1,909 IT workers who are primarily male (69.4 percent). Roughly 75.8 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 17.5 percent, while only 6.4 percent are 24 years old or younger. Around 79.1 percent of the workforce identify as White, with workers who identify as Black or African American making up 8.4 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

79.1% White | **8.4% Black or African-American** | **7.6% Asian**

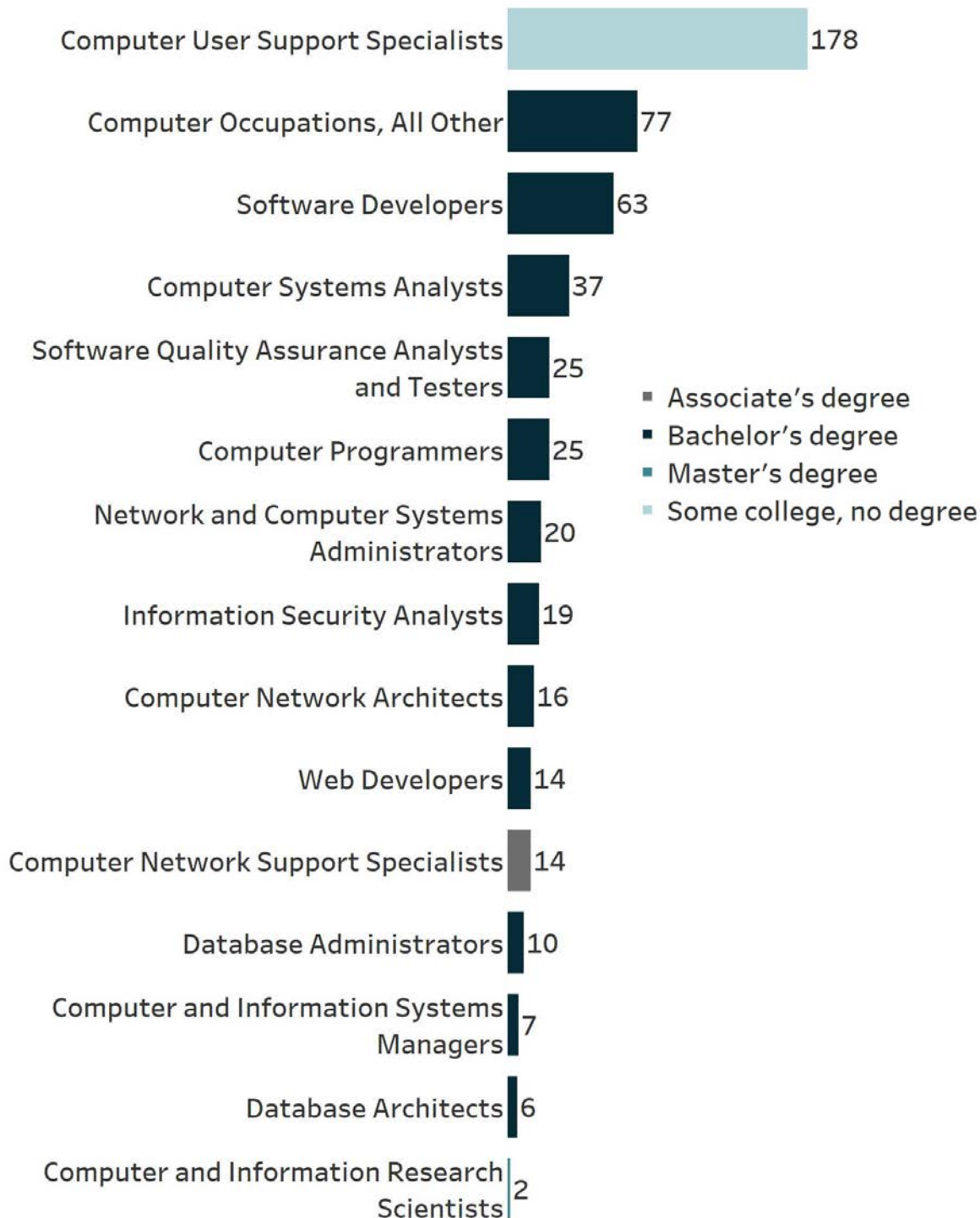
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were 513 postings for IT workers in Genesee and Shiawassee counties. Computer User Support Specialists was the most in-demand occupation with 178 postings, closely followed by Computer Occupations, All Other, with 77 postings. Software Developers was also in high demand with 63 postings. Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists typically require some college, but no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Computer User Support Specialists, the top in-demand occupation, offers a median hourly wage of \$ \$24.07 per hour or \$50,067 per year. Computer Network Architects earn the highest median wage at \$50.30 per hour or nearly \$104,630 per year. Other occupations that have fewer qualifications, such as Computer Network Support Specialists, earn over \$28.00 an hour.

Wage Overview for Top Posted Information Technology Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	\$14.53	\$19.29	\$24.07	\$30.52	\$36.70
15-1299	Computer Occupations, All Other	\$18.21	\$24.38	\$30.79	\$47.02	\$62.51
15-1252	Software Developers	\$27.89	\$36.20	\$45.33	\$60.02	\$64.42
15-1211	Computer Systems Analysts	\$28.56	\$37.89	\$41.40	\$48.78	\$59.37
15-1251	Computer Programmers	\$20.01	\$25.18	\$36.49	\$46.82	\$84.44
15-1253	Software Quality Assurance Analysts and Testers	\$23.37	\$31.62	\$32.62	\$38.67	\$45.59
15-1244	Network and Computer Systems Administrators	\$26.35	\$30.60	\$37.06	\$43.44	\$54.27
15-1212	Information Security Analysts	\$24.13	\$36.67	\$44.35	\$59.46	\$69.90
15-1241	Computer Network Architects	\$28.53	\$38.20	\$50.30	\$63.10	\$77.05
15-1231	Computer Network Support Specialists	\$17.82	\$22.72	\$28.96	\$33.12	\$39.87

In-Demand Technical Skills

- Computer Science
- Information Systems
- Project Management
- SQL (Programming Language)
- Computer Hardware

In-Demand Foundational Skills

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

In-Demand Certifications

- CompTIA A+
- CompTIA Network+
- Microsoft Certified Professional
- Registered Behavior Technician (RBT)
- Certified Information Systems Security Professional

In-Demand Education Level*

- High School Diploma: 22.6%
- Associate Degree: 20.1%
- Bachelor's Degree: 40.7%
- Master's Degree: 9.2%

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

Top Posting Employers

- McLaren Health Care
- DevCare Solutions
- University Of Michigan
- TEKsystems
- Hurley Medical Center
- General Motors
- Genesee County
- Covenant Eyes
- Genesee Intermediate School District
- T.R.A.C. The Therapy Research Autism Center

Job Postings by City

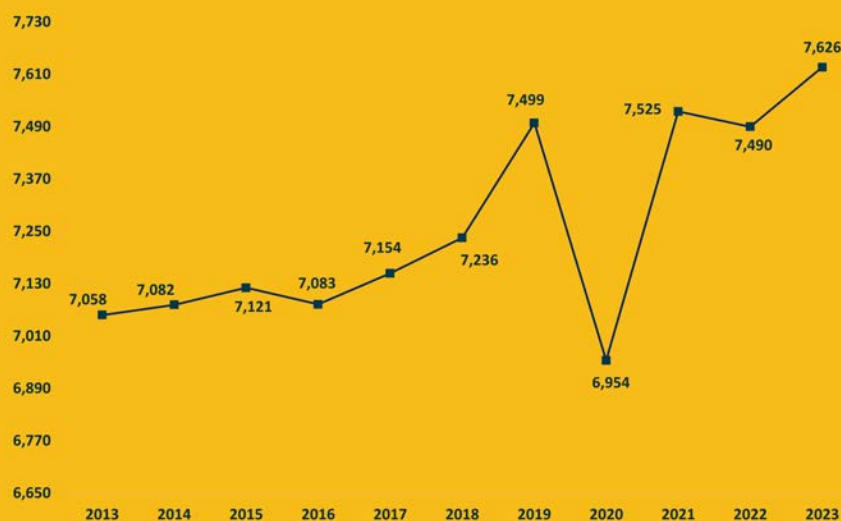
- Flint: 337 Postings
- Grand Blanc: 84 Postings
- Owosso: 35 Postings
- Fenton: 15 Postings
- Durand: 8 Postings
- Clio: 6 Postings
- Burton: 4 Postings
- Corunna: 4 Postings
- Davison: 4 Postings
- Flushing: 4 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over
Time 2013-2023

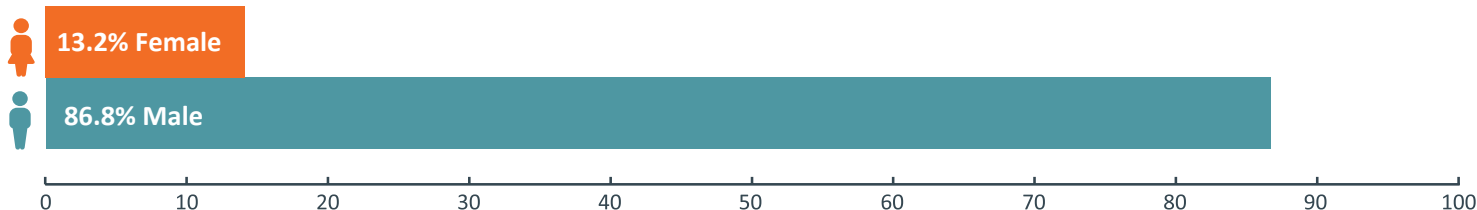


**7,626 Skilled
Trades Workers**
**1.8% Increase
from 2022**

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 7,626 workers in Genesee and Shiawassee counties. The majority of Skilled Trades workers are males (86.8 percent) between the ages of 25 and 54 (65.2 percent). Due to the aging workforce, additional outreach will be necessary as 27.9 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

81.2% White | **11.6% Black or African-American** | **4.0% Hispanic or Latino**

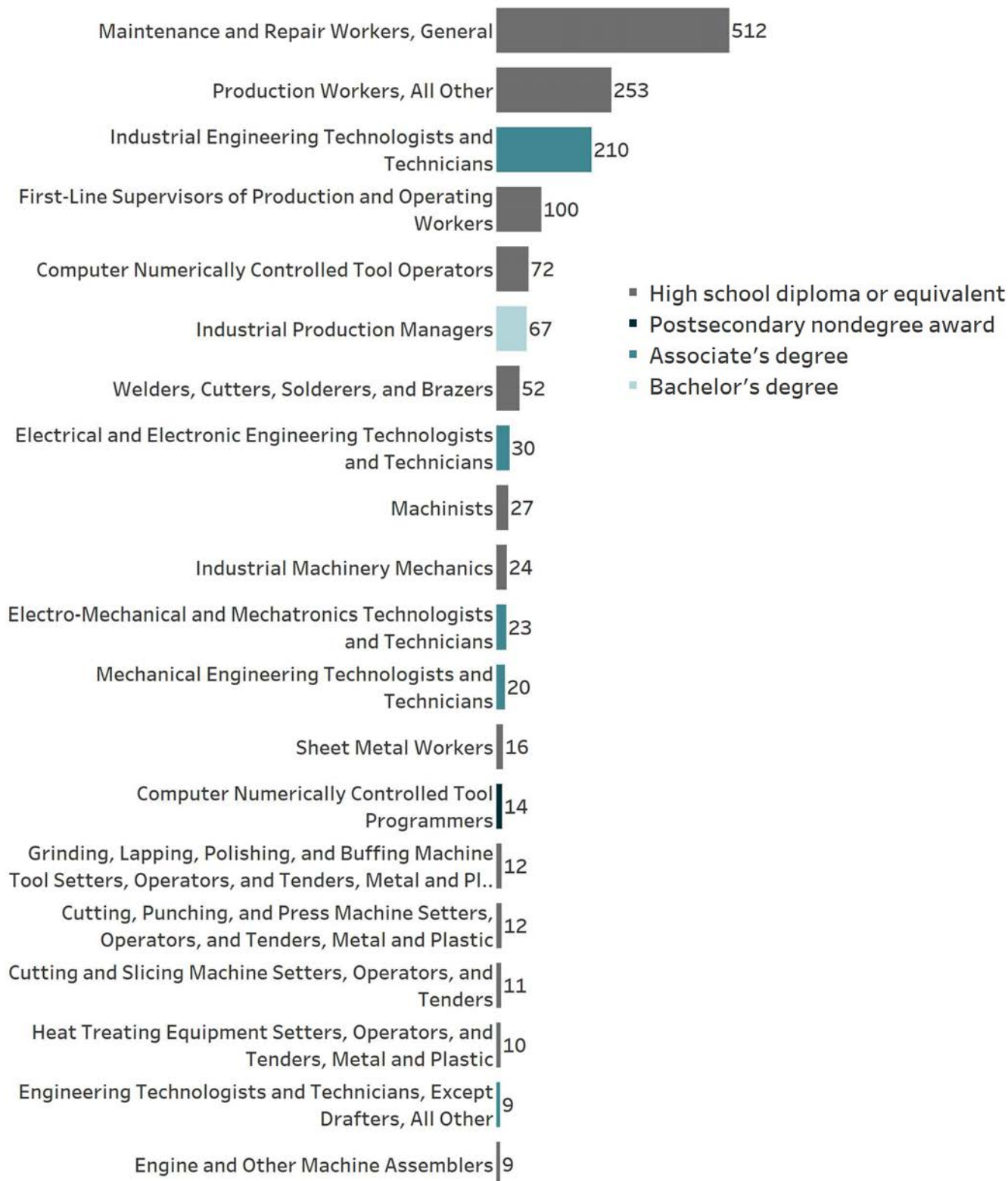
Worker Age Demographics



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 512 postings. Production Workers, All Other (253 postings), Industrial Engineering Technologists and Technicians (210 postings), First-Line Supervisors of Production and Operating Workers (100 postings), and Computer Numerically Controlled Tool Operators (72 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Half of the top ten in-demand Skilled Trades occupations have median wages above \$26.00 per hour, with four more above the median wage of \$15.00. Maintenance and Repair Workers, General, the top posted skilled trades job in 2023, offers a median hourly wage of \$18.92, which translates to an annual salary of about \$39,351.

Wage Overview for Top Posted Skilled Trades Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$13.29	\$16.21	\$18.92	\$23.29	\$27.99
51-9199	Production Workers, All Other	\$12.38	\$14.62	\$14.78	\$16.69	\$19.23
17-3026	Industrial Engineering Technologists and Technicians	\$18.79	\$22.21	\$28.95	\$40.61	\$40.68
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.79	\$23.21	\$29.18	\$35.16	\$41.03
51-9161	Computer Numerically Controlled Tool Operators	\$14.13	\$14.94	\$17.49	\$19.21	\$23.83
11-3051	Industrial Production Managers	\$38.04	\$41.15	\$47.98	\$61.67	\$72.47
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.81	\$16.98	\$18.94	\$22.38	\$27.37
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$23.69	\$26.74	\$29.90	\$37.97	\$49.14
51-4041	Machinists	\$14.69	\$17.62	\$21.96	\$34.20	\$34.32
49-9041	Industrial Machinery Mechanics	\$18.87	\$22.55	\$27.67	\$35.62	\$37.72

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- CDL Class A License
- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- Forklift Certification
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School Diploma: 39.5%
- Associate Degree: 7.9%
- Bachelor's Degree: 8.4%
- Master's Degree: 2.1%

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

Top Posting Employers

- Aerotek
- Terex
- GPAC
- General Motors
- Branex Group
- Adecco
- Creative Foam Corp
- McDonald's
- Kelly Services
- Cssi

Job Postings by City

1. Flint: 679 Postings
2. Fenton: 236 Postings
3. Grand Blanc: 148 Postings
4. Owosso: 136 Postings
5. Davison: 66 Postings
6. Durand: 62 Postings
7. Burton: 58 Postings
8. Swartz Creek: 40 Postings
9. Flushing: 21 Postings
10. Clio: 17 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

25363 Eureka Rd.
Taylor, MI 48180
WINintelligence.org
info@WINintelligence.org