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A light gray map of the state of Michigan is overlaid on the background. The map is divided into county boundaries. Ingham County, located in the central-eastern part of the state, is highlighted in a light orange color. The background of the entire page is a faded aerial photograph of a city, with the Michigan State Capitol building visible on the right side.

LABOR MARKET REPORT INGHAM COUNTY

January - December 2023

INTRODUCTION

Ingham 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 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 Ingham 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 Ingham County for the Business and Finance, Education, 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 - Education
- 14 - Health Care
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

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State of the Labor Market in Ingham County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market this year. In 2023, the labor force increased by 6,078 individuals (4.2 percent) while employment also increased by 6,301 individuals (4.5 percent) from 2022. Unemployment continues to decrease, ending 2023 with 223 less individuals, a 3.5 percent swing from 2022, and the unemployment rate also continues its recovery, decreasing 0.3 percentage points from 4.4 percent in 2022 to 4.0 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 3,141 job postings followed closely by Registered Nurses with 1,763 postings.

Annual Labor Market Information

The labor force in Ingham County increased in 2023 by 6,078 individuals (4.2 percent) from the prior year. Employment increased by 6,301 workers (4.5 percent) over the same period, while unemployment decreased by 223 workers (3.5 percent) for a total of 6,118 unemployed workers in 2023. The unemployment rate decreased to 4.0 percent, a fall of 0.3 percentage points, following the large spike in 2020 at 7.7%. 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 has decreased since the end of Q2 2023. In Q4 2022, there was a monthly average of 9,368 unique postings in Ingham County, a decrease of 4,163 postings from Q3 2023. The second quarter had the highest recorded postings in 2023 with 17,798 average postings, an increase of 3,598 postings (25.3 percent) since Q1 2023. The decline of 47.4 percent from Q2 to Q4 might be evidence that post-pandemic economic recovery finally peaked.

Quarterly Posting Analysis Ingham County
2023

Key Findings

10%

Employer demand increased by 9.6 percent, a loss of 7,342 job postings since 2022.

Bachelor's Degree

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

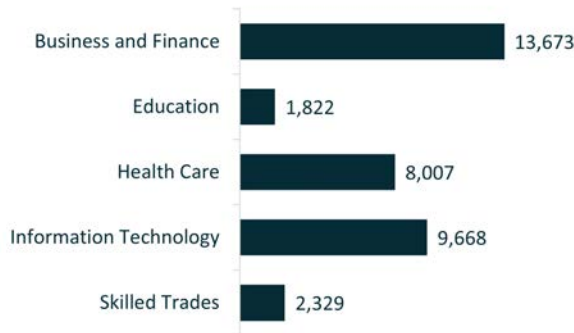
149,814

an increase of 7,004 workers (4.9 percent) since Q4 2022

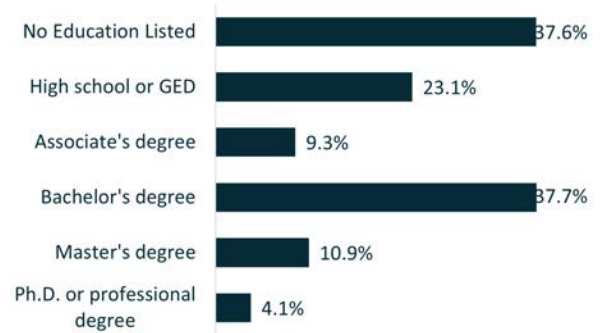
During 2023, there were 69,008 job postings, 7,342 less than the 76,350 postings made during 2022 in Ingham County. The second quarter in 2023 saw the highest demand for the year with 17,798 postings, a 25.3 percent increase since Q1 2023. The top posted job titles in 2023 include Software Developers, Registered Nurses, Computer Occupations, All Other, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Retail Salespersons. More information about in-demand job postings is available page 7.

Of the 69,008 unique postings in Ingham County during 2023, 15,915 (23.1 percent) required a High School diploma or equivalent, while 32,449 postings (47.0 percent) required a College degree. An additional 10,392 postings (15.1 percent) required an advanced degree. The high demand for Information Technology and entry-level service jobs within the county drives this demand 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 223 individual and the unemployment rate decreased by 0.9 percent to an annual low of 3.4 percent in Q4 2023. The labor force and employment numbers peaked in Q4 2023 with a high of 155,153 individuals and 149,814 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 3.4 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	148,227	148,152	152,858	150,715	155,153	4,438	2.9%	6,926	4.7%
Employment	142,810	141,386	146,974	144,233	149,814	5,581	3.9%	7,004	4.9%
Unemployment	5,417	6,765	5,884	6,482	5,339	-1,143	-17.6%	-78	-1.4%
Unemployment Rate	3.7%	4.6%	3.8%	4.3%	3.4%	-0.9%	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 151,720 individuals, an increase of 6,078 individuals since 2022. Employment also increased to 145,602 (4.5 percent) from 139,301 in 2022. There was also a decrease in the number of unemployed workers and the unemployment rate through 2022, with unemployment ending at 6,118 (3.5 percent decrease over 2022), and the unemployment rate at a low of 4.0 percent, a 0.3 percent decrease from 2022.

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	144,696	145,726	146,506	149,318	151,220	151,439	151,269	146,960	143,603	145,642	151,720	6,078	4.2%
Employment	133,742	136,700	139,586	142,853	144,785	145,915	146,061	136,006	135,894	139,301	145,602	6,301	4.5%
Unemployment	10,954	9,027	6,920	6,464	6,435	5,524	5,208	10,954	7,709	6,341	6,118	-223	-3.5%
Unemployment Rate	7.6%	6.2%	4.7%	4.3%	4.3%	3.6%	3.4%	7.5%	5.4%	4.4%	4.0%	-0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 150,814 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Ingham County. Approximately half of the population, 141,130 individuals (50.0 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 31.7 percent, compared to females under the age of 25 reporting an unemployment rate of 26.3 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	150,814	141,130	9,684	6.4%
Sex				
Male 16+	75,680	70,976	4,704	6.2%
16-19	3,705	2,834	871	23.5%
20-24	13,030	11,962	1,068	8.2%
25-54	44,870	42,645	2,225	5.0%
55-64	10,109	9,724	385	3.8%
65 Plus	3,966	3,811	155	3.9%
Female 16+	75,134	70,154	4,980	6.6%
16-19	5,548	4,650	898	16.2%
20-24	13,723	12,332	1,391	10.1%
25-54	41,697	39,691	2,006	4.8%
55-64	10,257	9,845	412	4.0%
65 Plus	3,909	3,636	273	7.0%
Race				
White	110,051	104,329	5,723	5.2%
Black / African American	17,802	15,505	2,296	12.9%
Native American	557	535	22	3.9%
Asian	9,298	8,833	465	5.0%
Native Hawaiian / Pacific Islander	15	15	0	0.0%
Some Other Race	2,904	2,770	134	4.6%
Two or More Races	10,415	9,352	1,062	10.2%
Ethnicity				
Hispanic	12,428	11,372	1,056	8.5%

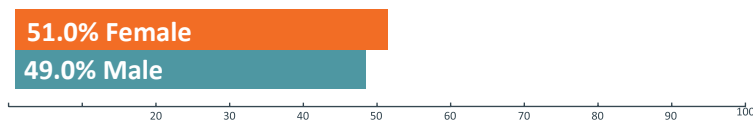
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Ingham County decreased by about 1.1 percent between 2021 and 2022. During 2022, there were 282,540 people living in the county. The gender of the populace was split almost evenly, with about 51.0 percent of the population identifying as female and the other 49.0 percent identifying as male. A majority of the population identified as White (71.5 percent) with the second largest number of individuals identifying as Black or African American (11.9 percent). The region is facing an aging populace; with 25.4 percent of the population over the age of 54, compared to 38.4 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

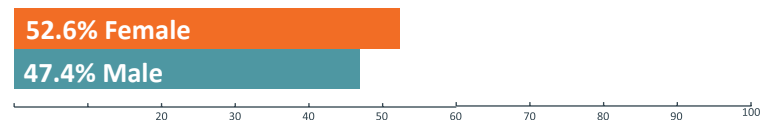


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

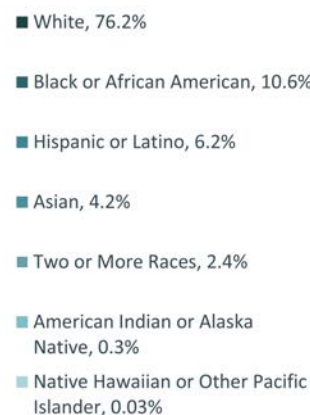
2023 Current Workforce

In 2023, the workforce had a total of 157,958 individuals working in Ingham County. A slight majority, 52.6 percent (82,437 workers) were female, while 47.4 percent (74,152 workers) of the workforce was male. Most workers in the County identified as White, accounting for 76.2 percent of the workforce, while Black or African American workers totaled 10.6 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 6.2 percent. A significant concentration of the workforce in Ingham County is between the age of 25 and 54 (63.1 percent), while 22.3 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



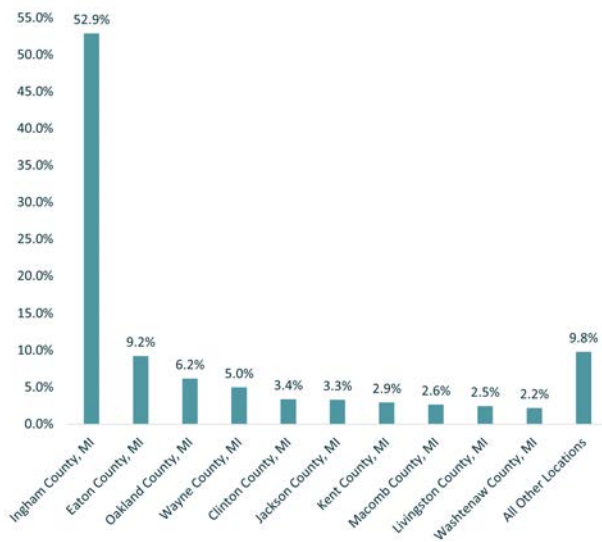
Workforce Age Demographics



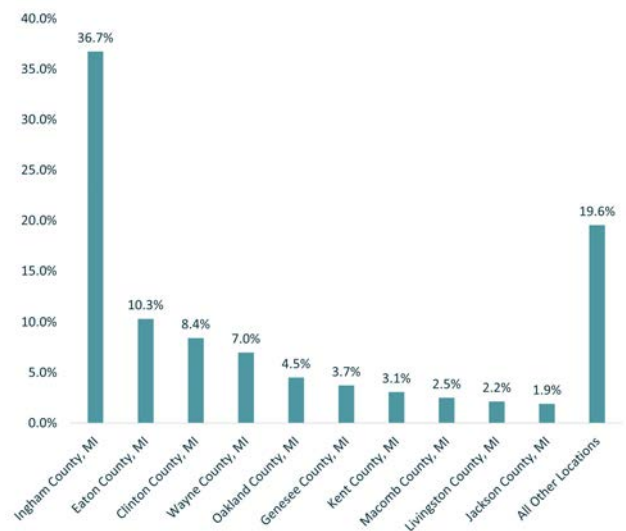
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Ingham County's workforce consisted of 105,860 residents. There were 55,992 (52.9 percent) residents living and working within the County, while the remaining 49,868 residents (47.1 percent) traveled outside of the County for work. There were 152,363 workers employed in the County during 2021. Of those, 96,371 workers (63.3 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Ingham County is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Ingham County Residents Work



Where Ingham County Workers Live

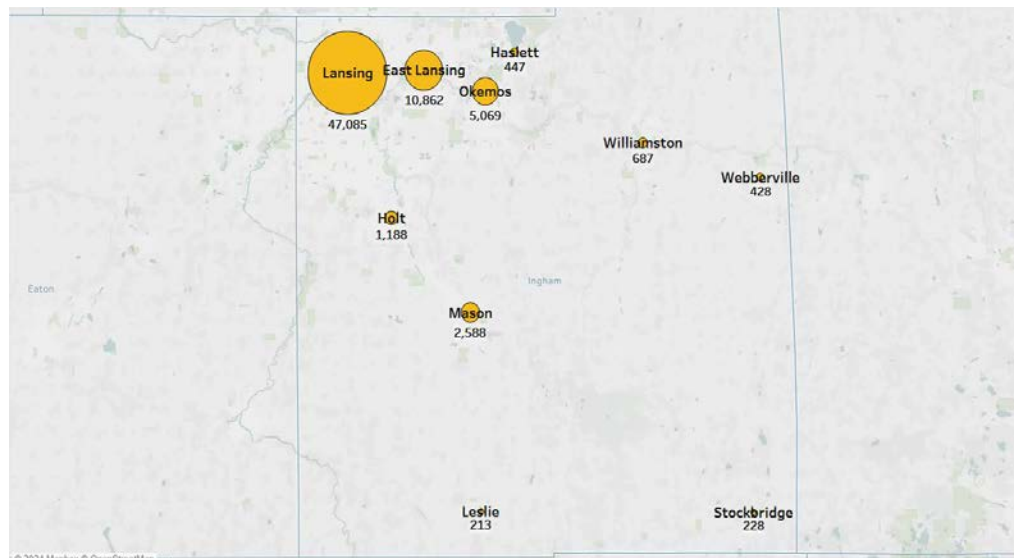


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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Analysis: Workforce Intelligence Network

Job Postings by City

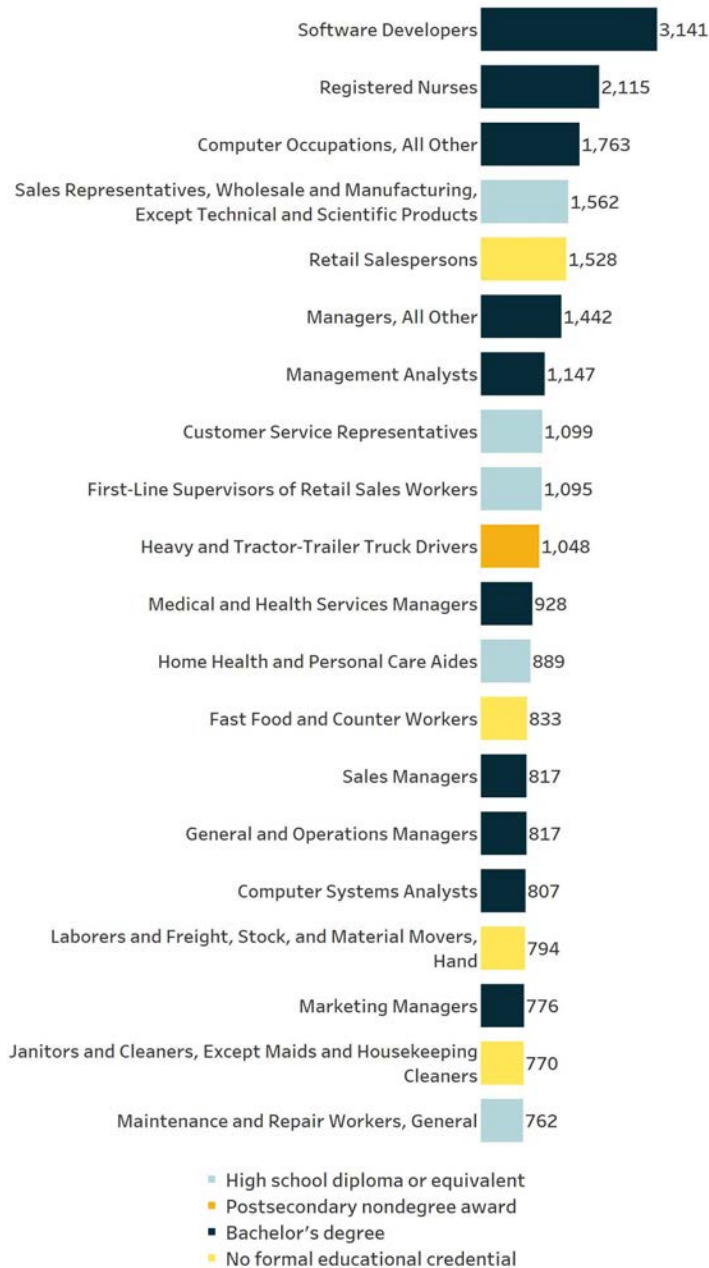
1. Lansing: 47,085 Postings
2. East Lansing: 10,862 Postings
3. Okemos: 5,069 Postings
4. Mason: 2,588 Postings
5. Holt: 1,188 Postings
6. Williamston: 687 Postings
7. Haslett: 447 Postings
8. Webberville: 428 Postings
9. Stockbridge: 228 Postings
10. Leslie: 213 Postings



TOP POSTED JOBS

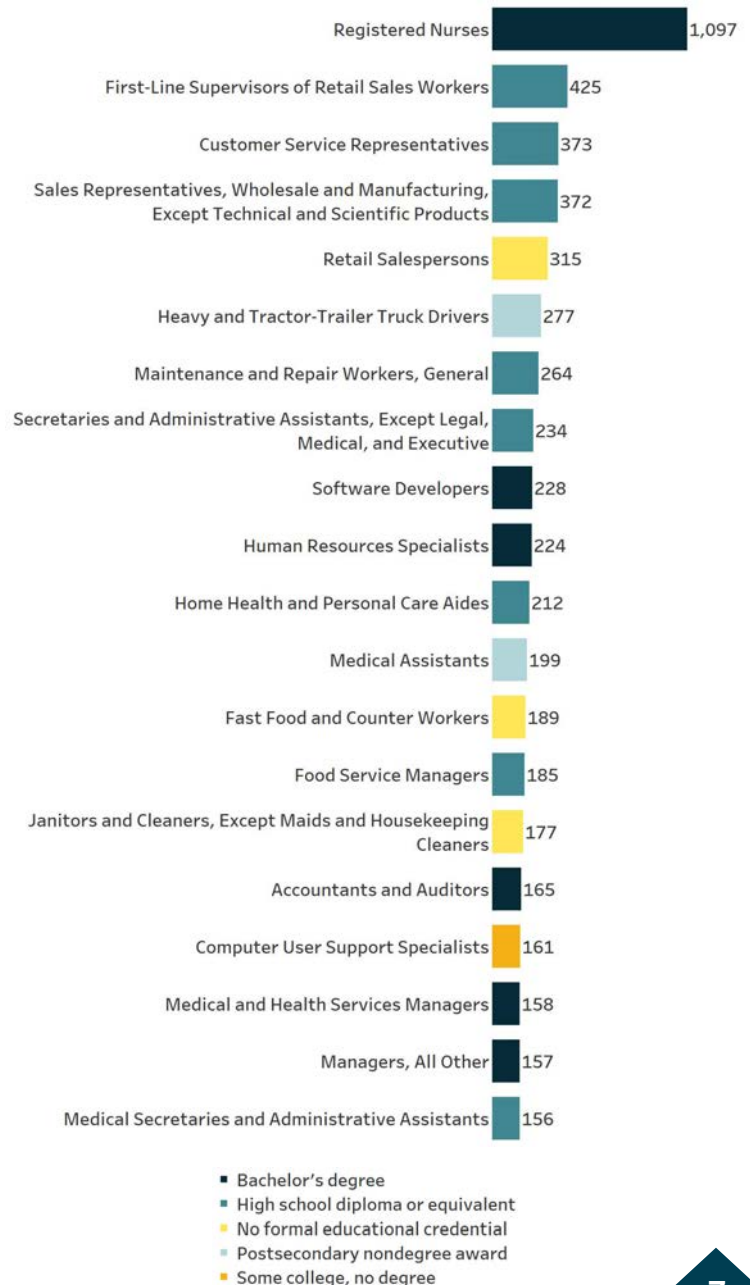
Top Posted Jobs: 2023

Software Developers is the top posted occupation for 2023 with 3,141 unique online job postings, and requires a Bachelor's degree for entry. Registered Nurses (2,115 postings) and Computer Occupations, All Other (1,763 postings) round out the top three demanded occupations, and both requiring a Bachelor's degree for entry. About half of the 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

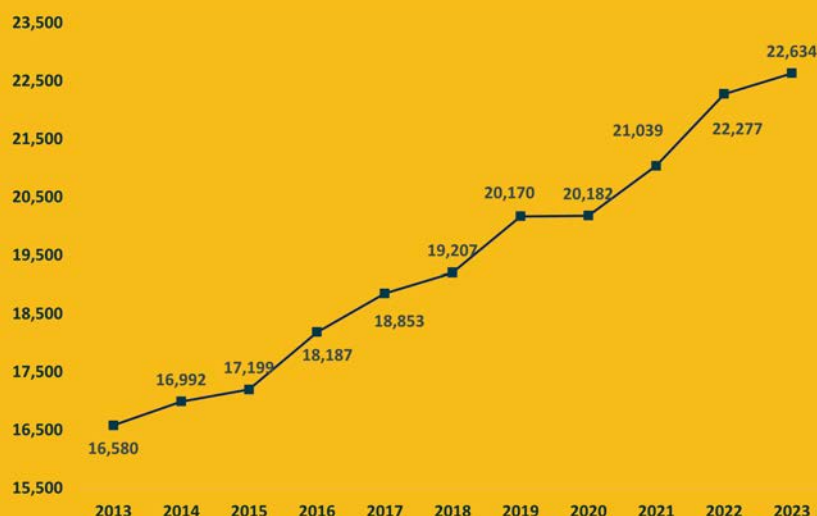
Entry-level jobs, which usually require zero to two years of previous experience, account for 22.5 percent of postings in Ingham County. Less than half of the top ten entry-level occupations require a Bachelor's degree. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 35.2 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 1,097 postings, followed by First-Line Supervisors of Retail Sales Workers with 425 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



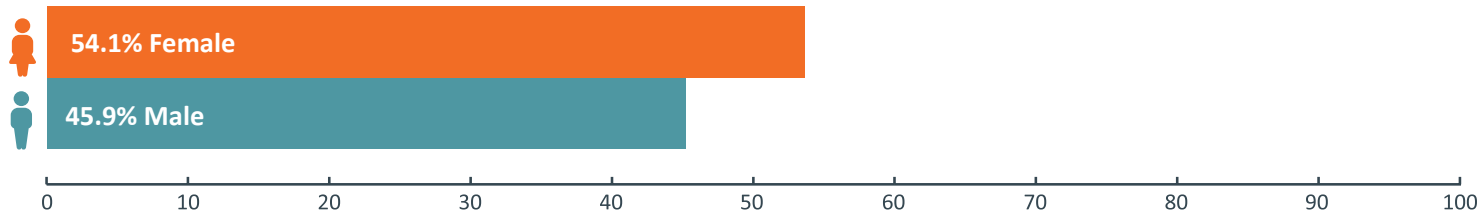
**22,634 Business
and Finance
Workers**
1.6% Increase
from 2022



Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 22,634 workers. More than half the working population identify as female (54.1 percent), however, 81.6 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 5.5 percent of the working population in Business and Finance is under the age of 25, compared to 24.1 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

81.6% White | **8.5% Black or African-American** | **4.1% Hispanic or Latino**

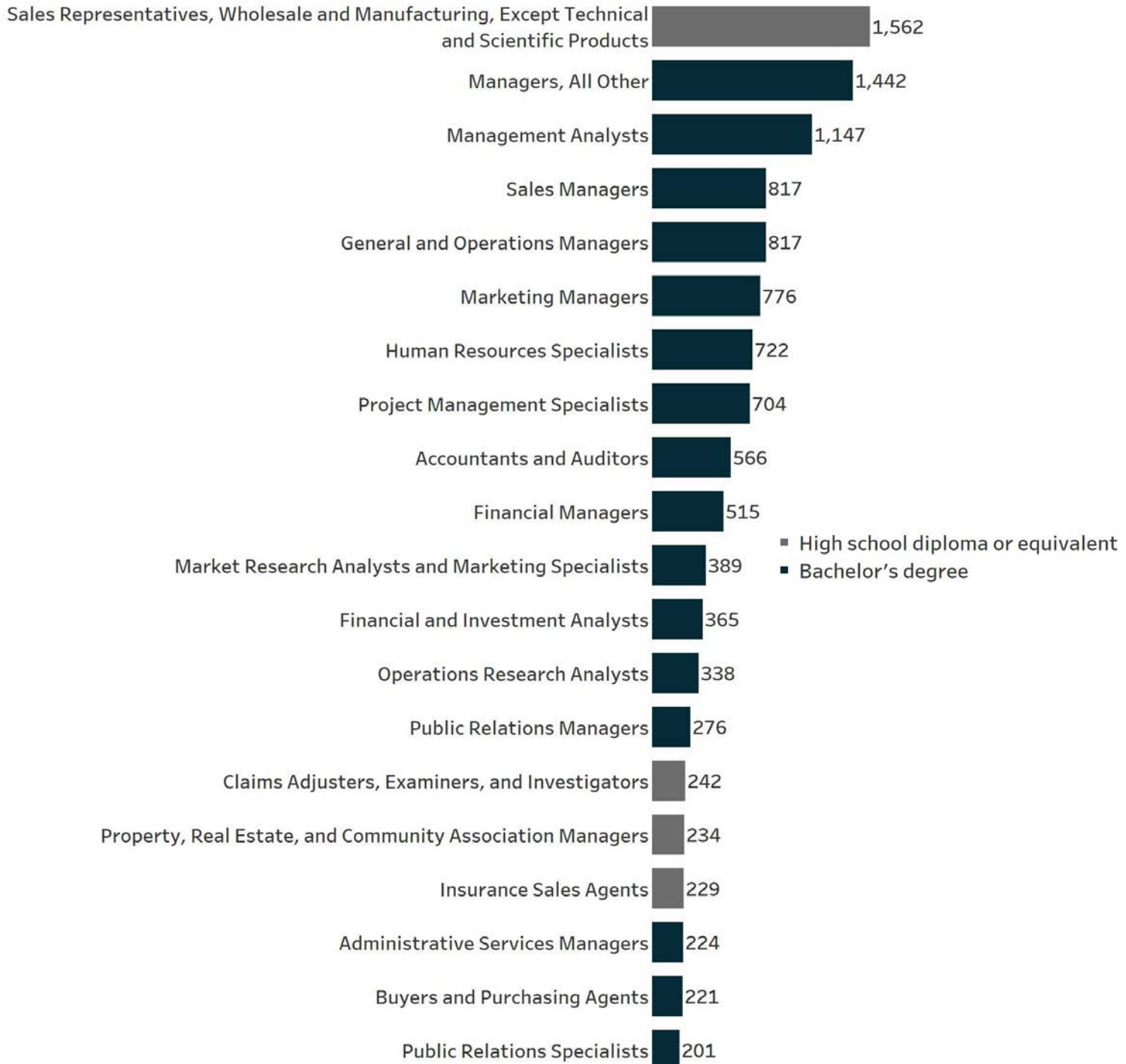
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 13,673 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers during 2023, with 1,562 postings. Managers, All Other was in the second position with 1,442 postings. Other top posted jobs include Management Analysts (1,147 postings), General and Operations Managers (817 postings), and Sales Managers (817 postings).



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 \$30.33, translating to annual earnings of approximately \$63,082. All the top business occupations offer median wages over \$30.00 per hour, and most prefer a Bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.63	\$22.93	\$30.33	\$42.51	\$60.09
11-9199	Managers, All Other	\$29.01	\$39.70	\$51.20	\$74.66	\$85.29
13-1111	Management Analysts	\$24.54	\$30.83	\$39.34	\$49.68	\$64.20
11-1021	General and Operations Managers	\$23.01	\$35.60	\$51.08	\$69.49	\$94.56
11-2022	Sales Managers	\$30.41	\$38.58	\$58.21	\$78.93	\$99.81
11-2021	Marketing Managers	\$29.07	\$40.11	\$51.52	\$67.36	\$95.49
13-1071	Human Resources Specialists	\$21.19	\$24.63	\$30.86	\$38.03	\$43.11
13-1082	Project Management Specialists	\$25.06	\$32.56	\$40.37	\$50.95	\$63.52
13-2011	Accountants and Auditors	\$24.24	\$29.49	\$34.81	\$41.21	\$48.47
11-3031	Financial Managers	\$38.74	\$47.87	\$59.39	\$75.01	\$101.02

In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Operations
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 17.7%
- Associate degree: 8.7%
- Bachelor's degree: 67.8%
- Master's degree: 16.5%

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

Top Posting Employers

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

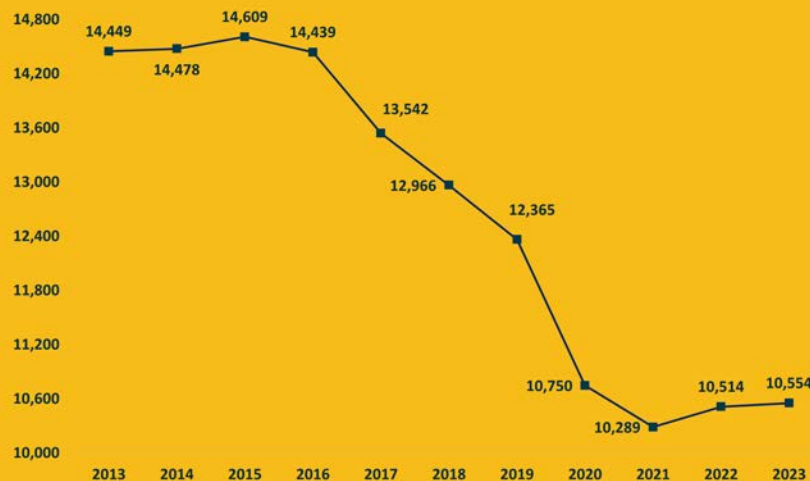
Job Postings by City

- Lansing: 10,823 Postings
- East Lansing: 1,605 Postings
- Okemos: 633 Postings
- Mason: 311 Postings
- Williamston: 97 Postings
- Holt: 90 Postings
- Webberville: 531 Postings
- Haslett: 32 Postings
- Leslie: 13 Postings
- Stockbridge: 9 Postings

EDUCATION OCCUPATION GROUP

There are Education group jobs which can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the Education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over
Time 2013-2023

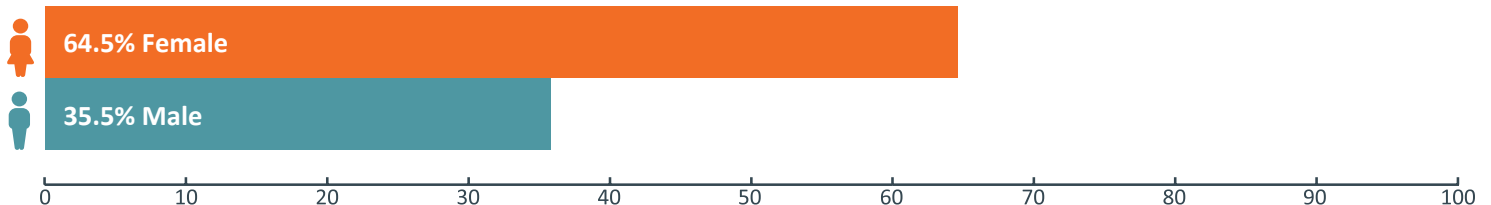


**10,554 Education
Workers**
0.4% Decrease
from 2022

Education Worker Demographics

Due to the shift in distance learning and providing online classes, employment continues to decrease in education for a total of 10,554 workers in the Education occupation group for 2023. This group is primarily made up of females (64.5 percent) and between the ages of 25 and 54 (64.6 percent), with 35.5 percent of workers identifying as male and just 24.1 percent identifying as a racial minority.

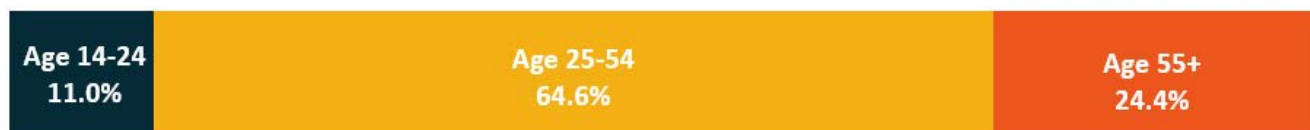
Worker Gender Demographics



Race and Ethnicity Demographics

75.9% White | 8.7% Asian | 7.7% Black or African-American

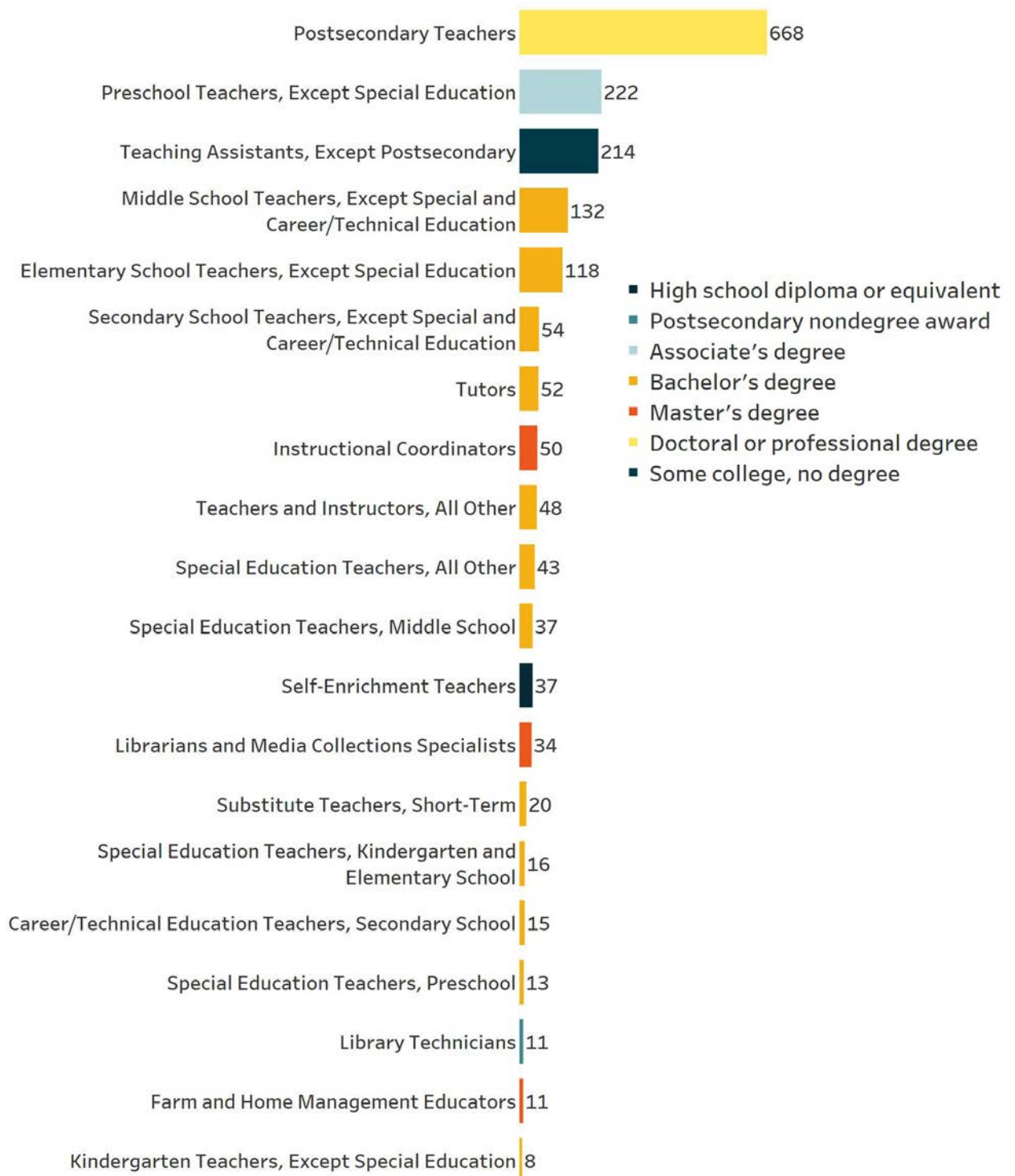
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads totaled 1,822 postings in 2023. Postsecondary Teachers remained the highest in-demand Education occupation with 668 postings. Preschool Teachers, Except Special Education (222 postings), Teaching Assistants, Except Postsecondary (214 postings), Middle School Teachers, Except Special and Career/Technical Education (132 postings), and Elementary School Teachers, Except Special Education (118 postings) were also among the top five occupations. The top job titles requested are Assistant Professors of History, Instructors/Assistant Professors, Fixed-Term Faculties, Assistant Professors, and Teachers.



EDUCATION OCCUPATION GROUP

Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. Six of the top ten posted Education jobs offer median wages of over \$30 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$44.41 hourly, translating to annual earnings of about \$92,365.

Wage Overview for Top Posted Education Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$25.04	\$33.45	\$44.41	\$58.55	\$83.04
25-2011	Preschool Teachers, Except Special Education	\$13.57	\$14.61	\$16.40	\$19.24	\$30.46
25-9045	Teaching Assistants, Except Postsecondary	\$11.80	\$14.11	\$14.87	\$18.15	\$18.88
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$19.75	\$24.72	\$31.83	\$38.88	\$47.93
25-2021	Elementary School Teachers, Except Special Education	\$20.20	\$24.38	\$31.00	\$38.06	\$40.34
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$20.61	\$24.41	\$31.84	\$39.43	\$41.90
25-3041	Tutors	\$11.38	\$13.74	\$18.28	\$29.63	\$38.00
25-9031	Instructional Coordinators	\$25.45	\$30.09	\$37.22	\$44.64	\$47.68
25-3099	Teachers and Instructors, All Other	\$14.21	\$18.86	\$24.61	\$37.21	\$37.28
25-2059	Special Education Teachers, All Other	\$25.36	\$30.30	\$36.35	\$42.57	\$44.58

In-Demand Technical Skills

- Curriculum Development
- Special Education
- Lesson Planning
- Individualized Education Programs (IEP)
- Child Development

In-Demand Foundational Skills

- Teaching
- Communication
- Research
- Leadership
- Writing

In-Demand Certifications

- Teaching Certificate
- Board Certified/Board Eligible
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- No Child Left Behind Act (NCLB) Standards

In-Demand Education Level*

- High School or GED: 17.5%
- Associate degree: 9.3%
- Bachelor's degree: 27.7%
- Master's degree: 22.3%

**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

- Michigan State University
- Lansing School District
- Lansing Community College
- KinderCare Education
- East Lansing Public Schools
- Catholic Diocese Of Lansing
- Mason Public Schools
- Ingham Intermediate School District
- Okemos Public Schools
- National Heritage Academies

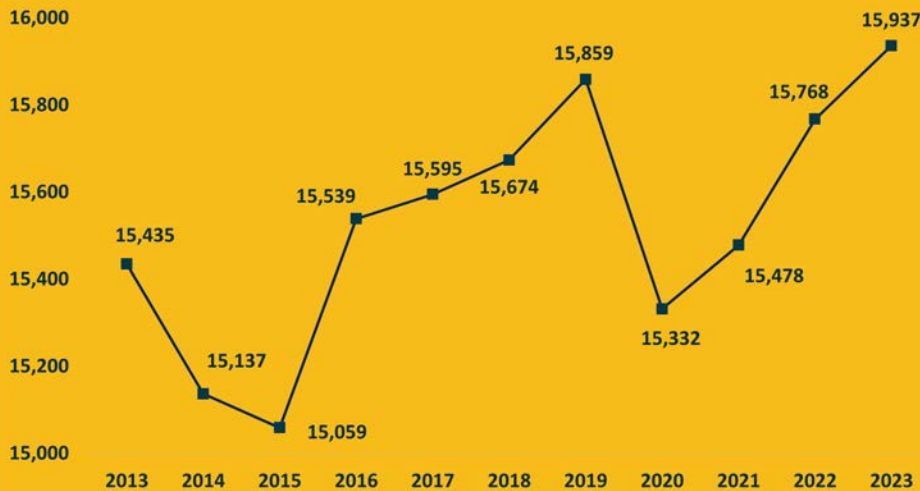
Job Postings by City

- East Lansing: 835 Postings
- Lansing: 645 Postings
- Okemos: 137 Postings
- Mason: 130 Postings
- Williamston: 24 Postings
- Haslett: 22 Postings
- Holt: 12 Postings
- Onondaga: 6 Postings
- Stockbridge: 4 Postings
- Dansville: 3 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



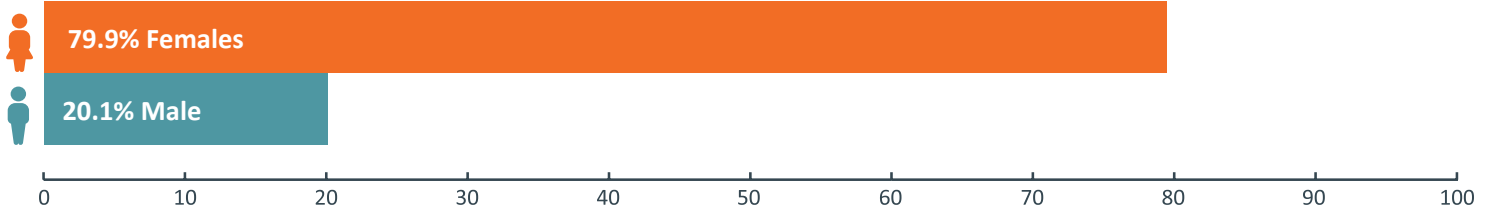
15,937
Healthcare
Workers
1.1%
Increase from
2022



Health Care Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 15,937 workers in Ingham County, who are overwhelmingly female (79.9 percent) and between the ages of 25 and 54 (68.4 percent), although 21.1 percent of workers are over 54. The healthcare occupation group is primarily White in Ingham County, with 75.2 percent of workers identifying as White, 11.8 percent identifying as Black or African American, and 13 percent identifying otherwise.

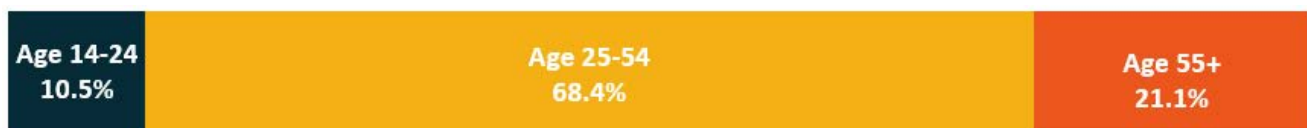
Worker Gender Demographics



Race and Ethnicity Demographics

75.2% White | **11.8% Black or African-American** | **5.7% Hispanic or Latino**

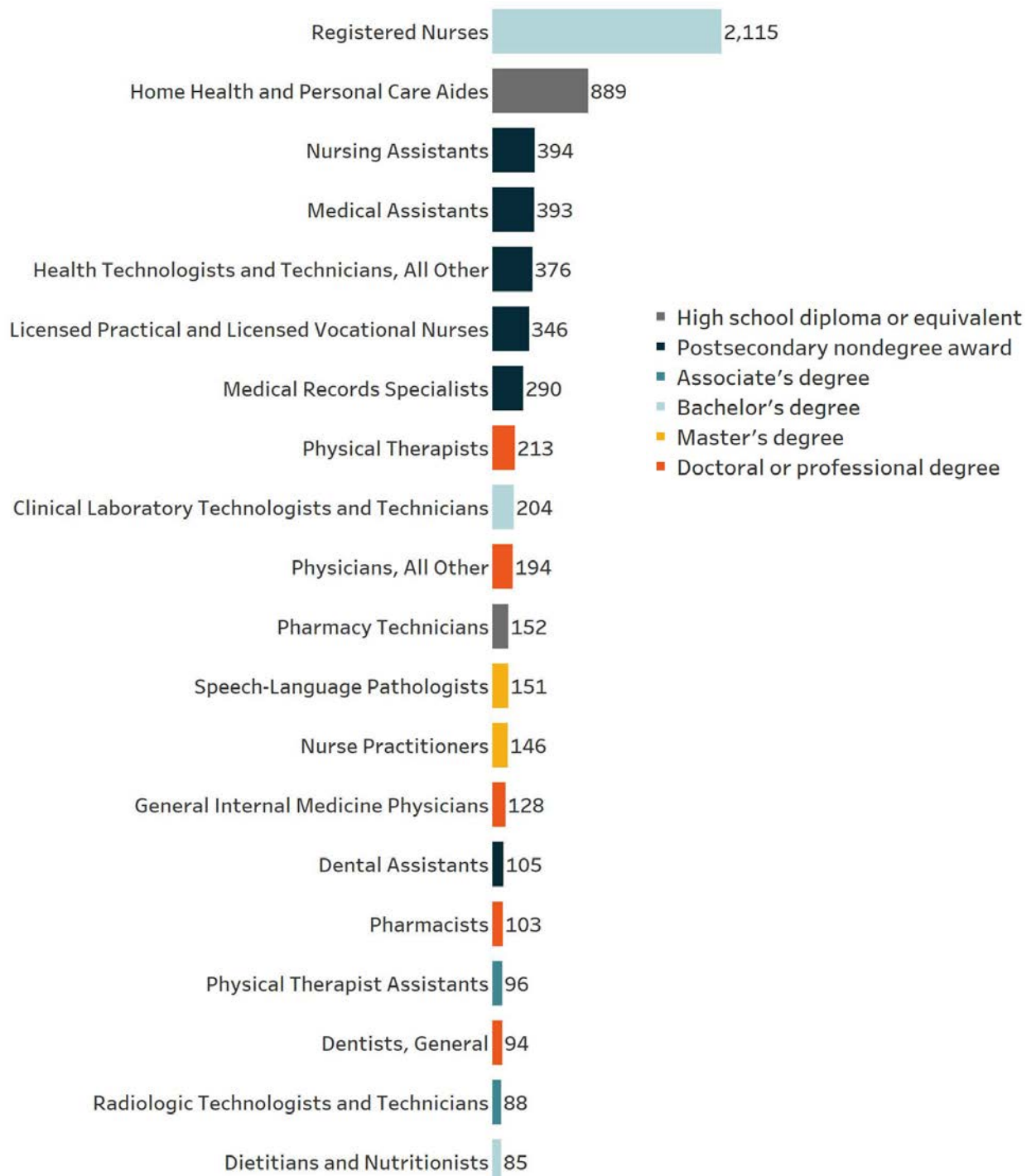
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Health Care occupation throughout 2023, with 2,115 postings. Other top posted jobs include Home Health and Personal Care Aides (889 postings), Nursing Assistants (394), Medical Assistants (393 postings), and Health Technologists and Technicians, All Other (376). 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 (152 postings), only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the 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 Doctoral or professional degree. At least half of the top jobs pay over \$28.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.47 per hour or an annual salary of about \$80,020.

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	\$31.26	\$35.83	\$38.47	\$46.79	\$46.82
31-1128	Home Health and Personal Care Aides	\$10.40	\$11.89	\$13.66	\$14.91	\$16.17
31-1131	Nursing Assistants	\$14.64	\$16.29	\$16.94	\$18.19	\$19.78
31-9092	Medical Assistants	\$15.02	\$17.20	\$18.07	\$19.69	\$21.30
29-2099	Health Technologists and Technicians, All Other	\$17.05	\$17.41	\$22.03	\$30.07	\$37.39
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.57	\$24.52	\$28.04	\$29.39	\$30.28
29-2072	Medical Records Specialists	\$17.21	\$18.88	\$23.63	\$28.23	\$35.68
29-1123	Physical Therapists	\$29.40	\$40.78	\$47.03	\$50.85	\$55.98
29-2018	Clinical Laboratory Technologists and Technicians	\$16.75	\$19.38	\$30.40	\$35.51	\$38.97
29-1229	Physicians, All Other	\$27.41	\$28.19	\$92.71	\$120.38	\$164.70

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Teaching

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 or GED: 25.0%
- Associate degree: 19.0%
- Bachelor's degree: 13.7%
- 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

- Sparrow Health System
- McLaren Health Care
- Michigan State University
- CareInHomes
- Prestige Healthcare
- McLaren Greater Lansing
- Trilogy Health Services
- Aya Healthcare
- Healthcare Employment Network
- ProMedica

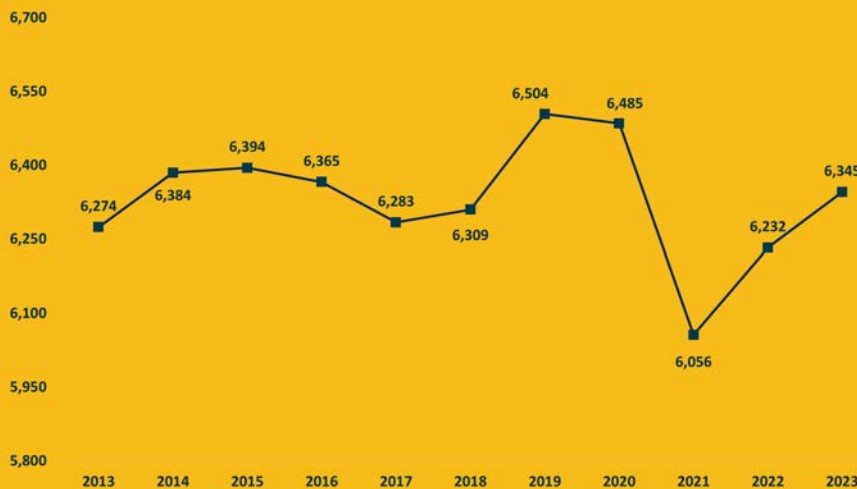
Job Postings by City

1. Lansing: 4,668 Postings
2. East Lansing: 1,623 Postings
3. Okemos: 811 Postings
4. Mason: 258 Postings
5. Holt: 219 Postings
6. Haslett: 108 Postings
7. Williamston: 80 Postings
8. Leslie: 72 Postings
9. Stockbridge: 55 Postings
10. Dansville: 42 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over
Time 2013-2023



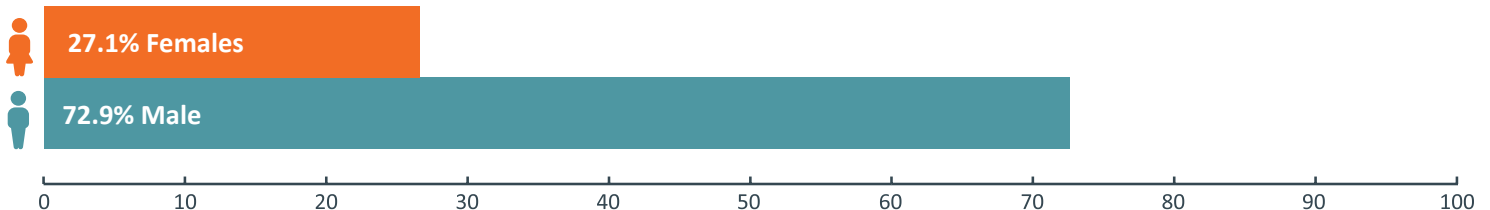
**6,345 Information
Technology
Workers**
1.8% Increase
from 2022



Information Technology Worker Demographics

According to 2023 Lightcast data, Ingham County has 6,345 IT workers. The workforce is not too diverse, with most workers identifying as male (72.9 percent) between the ages of 25 and 54 (77.2 percent). Workers aged 55 years and older account for 14.6 percent, while only 8.2 percent are 24 years old or younger. About 73.1 percent of the workforce identify as White, with workers who identify as Asian, make up 13.7 percent of the workforce.

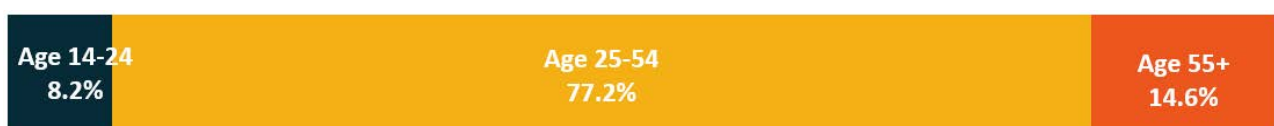
Worker Gender Demographics



Race and Ethnicity Demographics

73.4% White | 13.7% Asian | 6.8% Black or African-American

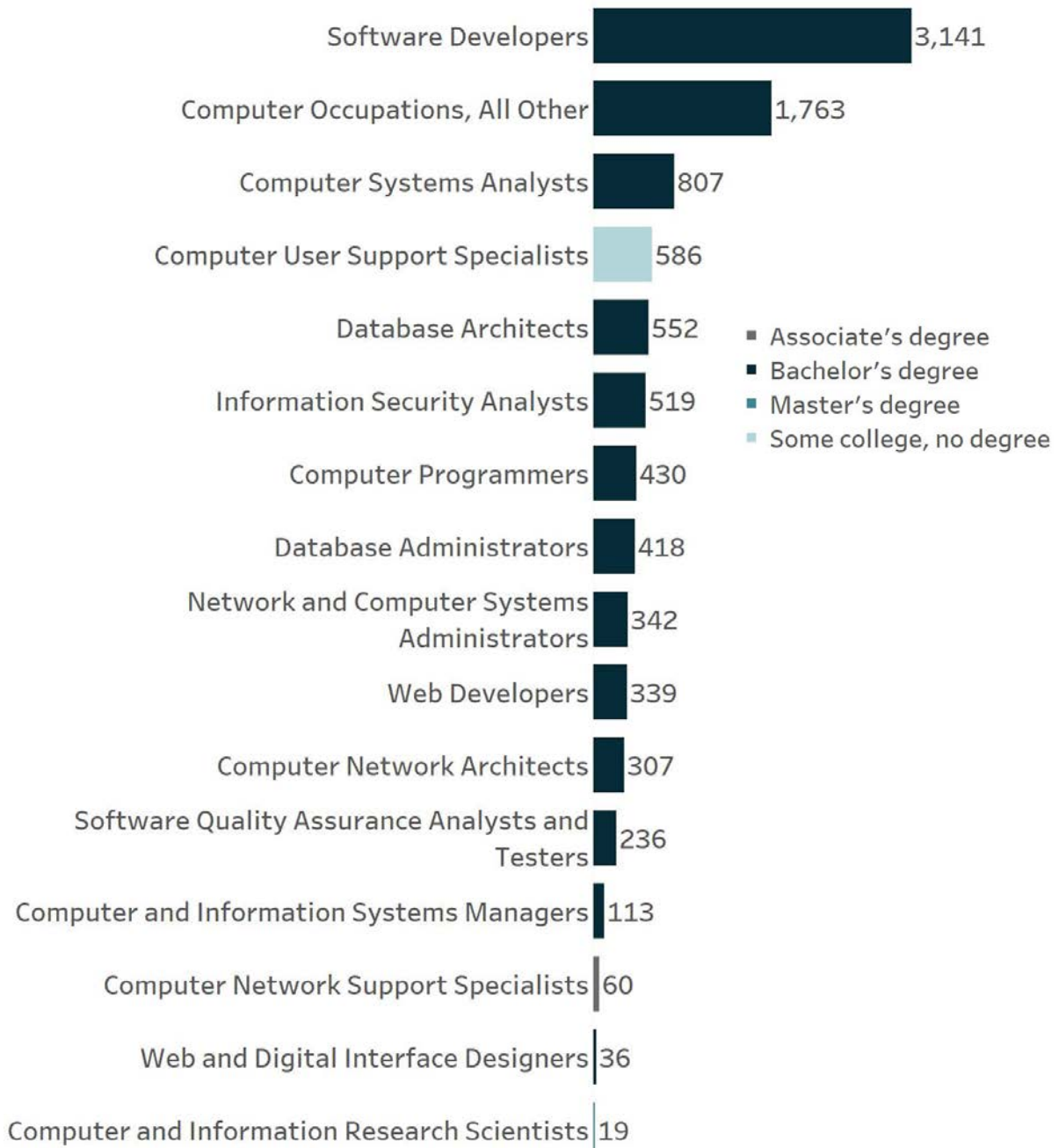
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 9,668 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2023, with 3,141 postings. Computer Occupations, All Other was in the second position with 1,763 postings. Other top posted jobs include Computer Systems Analysts (807 postings), Computer User Support Specialists (586 postings), and Database Architects (552 postings). Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists typically require some college, no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of \$41.79 per hour or almost \$86,930 per year. Database Architects earn the highest median wage at \$47.33 per hour or nearly \$98,451 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, earn over \$26.00 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
15-1252	Software Developers	\$30.67	\$36.76	\$41.79	\$50.34	\$62.75
15-1299	Computer Occupations, All Other	\$23.68	\$30.49	\$39.36	\$52.17	\$65.30
15-1211	Computer Systems Analysts	\$30.29	\$36.93	\$42.29	\$49.78	\$55.70
15-1232	Computer User Support Specialists	\$15.48	\$20.04	\$26.05	\$32.90	\$42.25
15-1243	Database Architects	\$37.79	\$40.54	\$47.33	\$68.08	\$69.96
15-1212	Information Security Analysts	\$25.98	\$33.04	\$43.11	\$53.65	\$70.21
15-1251	Computer Programmers	\$25.91	\$32.81	\$40.32	\$53.23	\$68.90
15-1242	Database Administrators	\$23.70	\$29.59	\$38.90	\$50.79	\$60.82
15-1244	Network and Computer Systems Administrators	\$28.87	\$32.97	\$40.89	\$49.05	\$53.97
15-1254	Web Developers	\$21.45	\$32.88	\$39.58	\$52.21	\$54.61

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 7.2%
- Associate degree: 7.9%
- Bachelor's degree: 61.9%
- Master's degree: 13.4%

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

Top Posting Employers

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

Job Postings by City

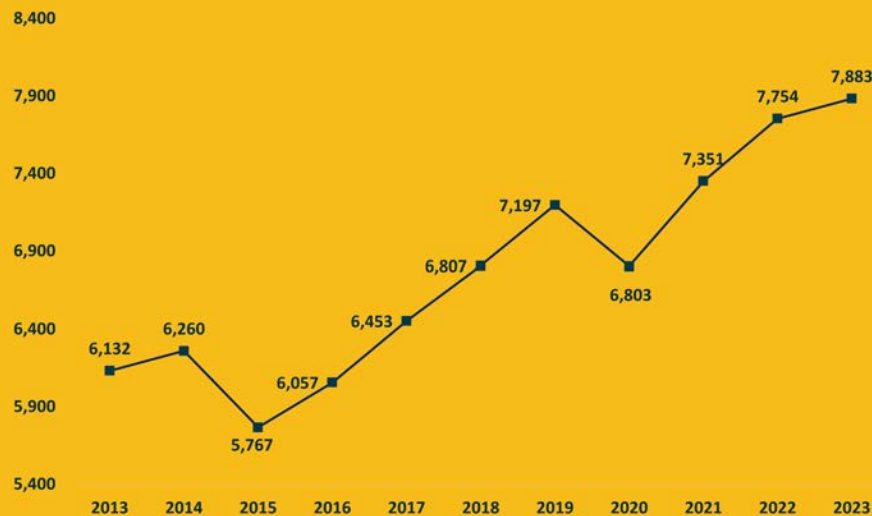
1. Lansing: 8,442 Postings
2. East Lansing: 732 Postings
3. Okemos: 329 Postings
4. Mason: 120 Postings
5. Holt: 20 Postings
6. Williamston : 19 Postings
7. Webberville: 3 Postings
8. Haslett: 1 Postings
9. Stockbridge: 1 Postings
10. Dansville: 1 Postings

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

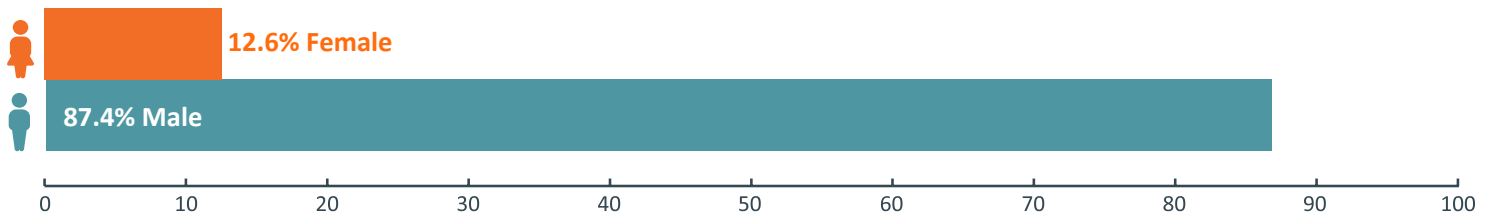


**7,883 Skilled
Trades Workers**
**1.7% Decrease
from 2022**

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 7,883 workers in Ingham County. The majority of Skilled Trades workers are male (87.4 percent) and between the ages of 25 and 54 (65.0 percent). Due to the aging workforce, additional outreach will be necessary as 27.6 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

79.6% White | **8.5% Black or African-American** | **6.7% Hispanic or Latino**

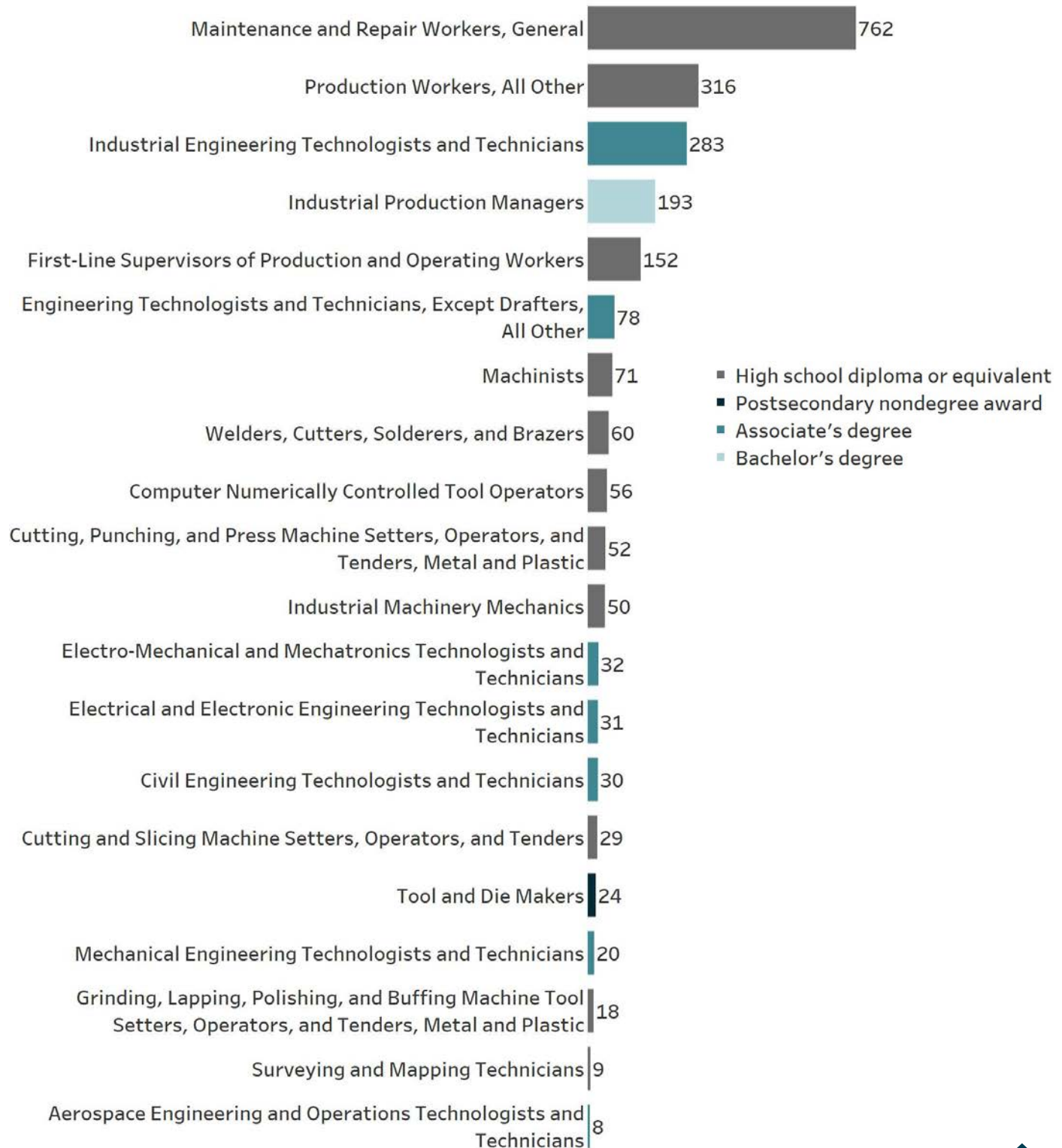
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 2,329 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2023, with 762 postings. Production Workers, All Other was in the second position with 316 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (283 postings), Industrial Production Managers (193 postings), and First-Line Supervisors of Production and Operating Workers (152 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All of the top ten in-demand Skilled Trades occupations have a median wage above \$16.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2023, offers a median hourly wage of \$16.37, which translates to an annual salary of about \$34,058. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$49.63 or \$103,238 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	\$15.24	\$15.73	\$16.37	\$22.79	\$28.85
51-9199	Production Workers, All Other	\$12.33	\$14.85	\$16.32	\$17.59	\$22.12
17-3026	Industrial Engineering Technologists and Technicians	\$22.18	\$22.81	\$23.96	\$29.72	\$31.69
11-3051	Industrial Production Managers	\$33.56	\$42.05	\$49.63	\$61.59	\$80.80
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.45	\$23.44	\$30.60	\$39.89	\$52.04
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$18.40	\$19.64	\$22.17	\$31.20	\$56.55
51-4041	Machinists	\$15.88	\$18.40	\$23.16	\$29.23	\$32.28
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.30	\$18.72	\$22.38	\$26.58	\$31.68
51-9161	Computer Numerically Controlled Tool Operators	\$15.03	\$18.09	\$23.16	\$25.21	\$27.99
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.15	\$16.72	\$18.44	\$29.42	\$29.43

In-Demand Technical Skills

- Plumbing
- Machinery
- HVAC
- Painting
- Hand Tools

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- EPA 608 Technician Certification
- Airframe & Powerplant (A&P) Certificate
- CDL Class B License

In-Demand Education Level*

- High School or GED: 47.9%
- Associate degree: 11.3%
- Bachelor's degree: 16.5%
- Master's degree: 3.3%

**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

- Aerotek
- Orchid Orthopedics
- WestRock
- Michigan State University
- Dart Container
- Orchid Orthopedic Solutions
- State of Michigan
- Parker Hannifin
- Meijer
- Cintas

Job Postings by City

1. Lansing: 1,464 Postings
2. Mason: 264 Postings
3. East Lansing: 231 Postings
4. Holt: 150 Postings
5. Okemos: 74 Postings
6. Webberville: 50 Postings
7. Williamston: 43 Postings
8. Leslie: 25 Postings
9. Haslett: 19 Postings
10. Stockbridge: 8 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

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