

WIN

WORKFORCE
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LABOR MARKET REPORT JACKSON COUNTY

January - December 2023



INTRODUCTION

Jackson 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 Jackson 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. 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 Jackson County for the Agriculture, Energy, 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.

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State of the Labor Market in Jackson County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market this year. In 2023, the labor force increased by 2,714 individuals (3.7 percent) from 2022. Employment also increased by 2,855 individuals (4.1 percent), while unemployment decreased by 141 workers. The unemployment rate also declined in 2023, from 4.5 percent in 2022 to 4.1 percent, which trends with the shifts caused by the COVID-19. Quarterly postings data shows shifts in hiring and skills demanded as the County continues its recovery. Registered Nurses continues to top the list as the most demanded occupation in 2023, accounting for 1,034 job postings. Despite Registered Nurses topping the list of the most in-demand occupations in Jackson, it is the only Health Care occupation in the top five in-demand occupations for 2023.

Annual Labor Market Information

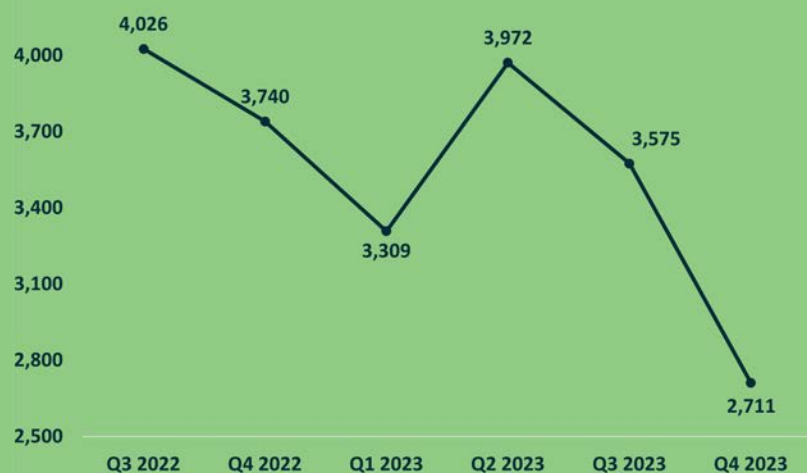
The labor force in Jackson County grew in 2023 by 2,714 individuals (3.7 percent) from the prior year. Employment increased by 2,855 workers (4.1 percent) since 2022, while unemployment decreased by 141 individuals for a total of 3,139 unemployed workers in 2023. The unemployment rate decreased in 2022 to 4.1 percent, a fall of 0.3 percentage points from 4.5 percent in 2022. Coming out of the height of pandemic shutdowns, the unemployment rate has steadily declined since having peaked with 8.4 percent in 2020 in Jackson County.

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 the end of Q3 2023. In Q4 2023, there was an average of 2,711 unique postings in Jackson County, 863 less than the Q3 average of 3,575 postings. The second quarter had the highest recorded postings in 2023 with an average of 3,972 postings, an increase of 663 postings (20.0 percent) over Q1 2023. The decline of 31.73 percent from Q2 to Q4 might be evidence that post-pandemic recovery finally peaked.

Quarterly Posting Analysis Jackson County
2023

Key Findings

11%

Employer demand decreased by 11.3 percent, a loss of 2,059 job postings since 2022.

High School Diploma

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

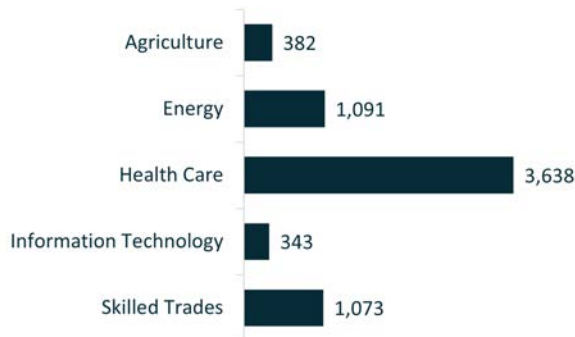
74,091

an increase of 4,397 workers (6.3 percent) since Q4 2022

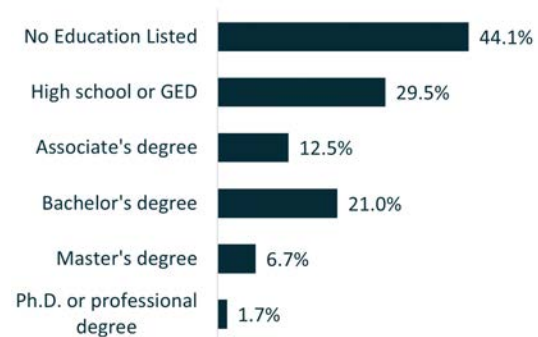
During 2023, there were 16,171 unique job postings, an decrease of 2,059 postings over the 18,230 postings during 2022 in Jackson County. The second quarter in 2023 saw the highest demand for the year with 3,972 postings, a 20.0 percent increase from Q1 2023. The top posted occupations in 2023 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Customer Service Representatives, and Fast Food and Counter Workers. More information about in-demand job postings is available page 7.

Of the 16,171 unique postings in Jackson County during 2023, 4,763 (29.5 percent) required a High School diploma or equivalent, while 5,419 postings (33.5 percent) required a College degree. An additional 1,353 postings (8.4 percent) required an advanced degree. The mixed demand of high-skilled and entry level occupations within the County 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 an slight increase in the labor force and employment, while unemployment declined by 897 individuals and the unemployment rate decreased by 0.8 percent to an annual low of 3.5 percent in Q4 2023. The labor force and employment numbers peaked in Q4 2023 with a high of 76,803 individuals and 74,091 workers, respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 3.5 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	72,606	74,425	76,131	75,556	76,803	1,246	1.6%	4,196	5.8%
Employment	69,694	70,843	73,119	72,305	74,091	1,786	2.5%	4,397	6.3%
Unemployment	3,608	3,582	3,013	3,251	2,711	-540	-16.6%	-897	-24.9%
Unemployment Rate	5.0%	4.8%	4.0%	4.3%	3.5%	-0.8%	na	-1.4%	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 75,729 individuals, an increase of 2,714 individuals since 2022. Employment is up to 72,590 workers in 2023, an increase of 2,855 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 3,139 workers, down by 141 workers from 3,280 workers in 2022. Similarly, the unemployment rate decreased by 0.3 percentage points for a 2023 unemployment rate of 4.1 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	72,095	72,888	72,913	74,356	74,315	74,281	74,716	74,185	71,672	73,014	75,729	2,714	3.7%
Employment	66,139	68,034	69,056	70,750	70,799	71,351	71,919	67,928	67,642	69,734	72,590	2,855	4.1%
Unemployment	5,956	4,854	3,857	3,606	3,515	2,930	2,798	6,258	4,030	3,280	3,139	-141	-4.3%
Unemployment Rate	8.3%	6.7%	5.3%	4.8%	4.7%	3.9%	3.7%	8.4%	5.6%	4.5%	4.1%	-0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 73,937 people in the labor force, meaning that these individuals were either working or seeking employment, in Jackson County. Just under half of the population of 69,264 individuals (43.1 percent) living in the region were actively working. The highest unemployment rates were seen in those aged 16-19 years old for both males and females. Males under the age of 20 face an unemployment rate of 13.6 percent, while females had an unemployment rate of 17.1 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 14.1 percent.

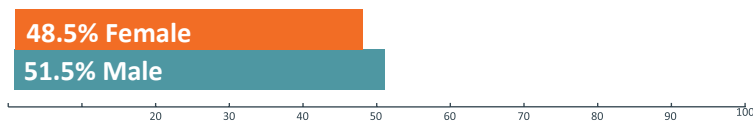
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	73,937	69,264	4,673	6.3%
Sex				
Male 16+	37,954	35,547	2,407	6.3%
16-19	1,573	1,359	214	13.6%
20-24	4,022	3,653	369	9.2%
25-54	22,817	21,302	1,515	6.6%
55-64	7,501	7,193	308	4.1%
65 Plus	2,041	2,040	1	0.0%
Female 16+	35,983	33,717	2,266	6.3%
16-19	2,071	1,716	355	17.1%
20-24	4,134	3,591	543	13.1%
25-54	21,104	19,962	1,142	5.4%
55-64	6,807	6,625	182	2.7%
65 Plus	1,867	1,823	44	2.4%
Race				
White	65,439	58,895	6,544	5.8%
Black / African American	4,029	2,650	1,379	14.1%
Native American	99	95	3	1.0%
Asian	615	615	0	0.0%
Native Hawaiian / Pacific Islander	6	6	0	0.0%
Some Other Race	415	284	131	14.9%
Two or More Races	3,572	3,142	430	7.4%
Ethnicity				
Hispanic	2,570	2,138	432	10.2%

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

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Jackson County decreased by about 0.1 percent between 2021 and 2022. During 2022, there were 160,637 people living in the County. The gender of the populace was split almost evenly, with about 48.5 percent of the population identifying as female and the other 51.5 percent identifying as male. A majority of the population identified as White (84.7 percent) with the second largest number of individuals identifying as Black or African American (7.9 percent). The region is facing an aging populace; with 32.5 percent of the population over the age of 54, compared to 30.2 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

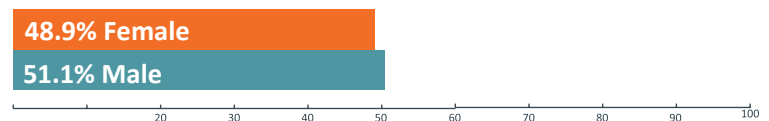


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2023 Current Workforce

In 2023, the workforce had a total of 59,740 individuals working in Jackson County. A slight majority, 51.1 percent (29,937 workers) were male, while 48.9 percent (28,654 workers) of the workforce was female. Most workers in the county identified as White, accounting for 81.6 percent of the workforce, while Black or African American workers totaled 10.1 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.1 percent. A significant concentration of the workforce in Jackson County is between the age of 25 and 54 (62.3 percent), while 23.2 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

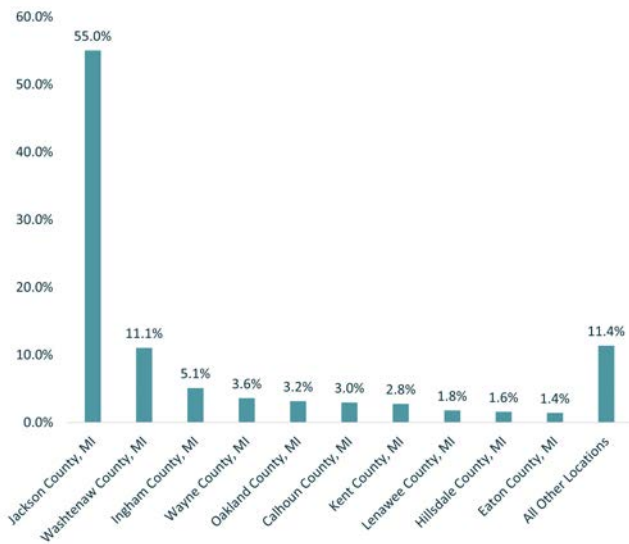


Data: Lightcast | Analysis: Workforce Intelligence Network

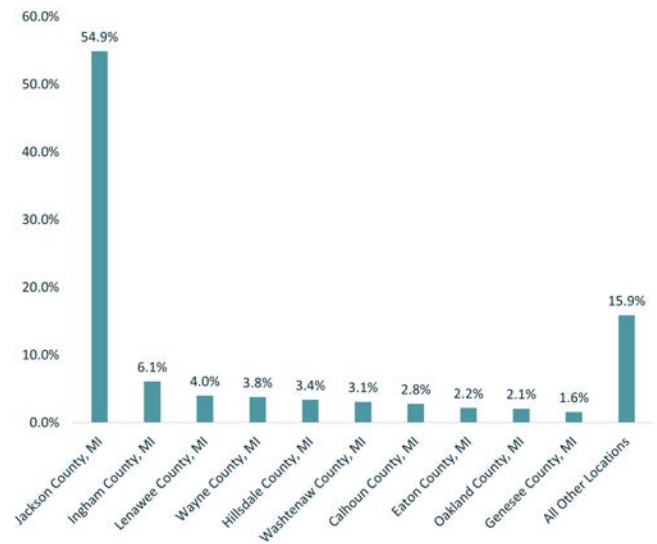
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the County's workforce consisted of 56,935 residents. There were 31,338 (55.0 percent) of the residents lived and worked within Jackson County, while the remaining 25,597 residents (45.0 percent) traveled outside of the County for work. There were 57,089 workers employed in the County during 2021. Of those, 25,751 workers (45.1 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Jackson County is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Jackson County Residents Work



Where Jackson County Workers Live

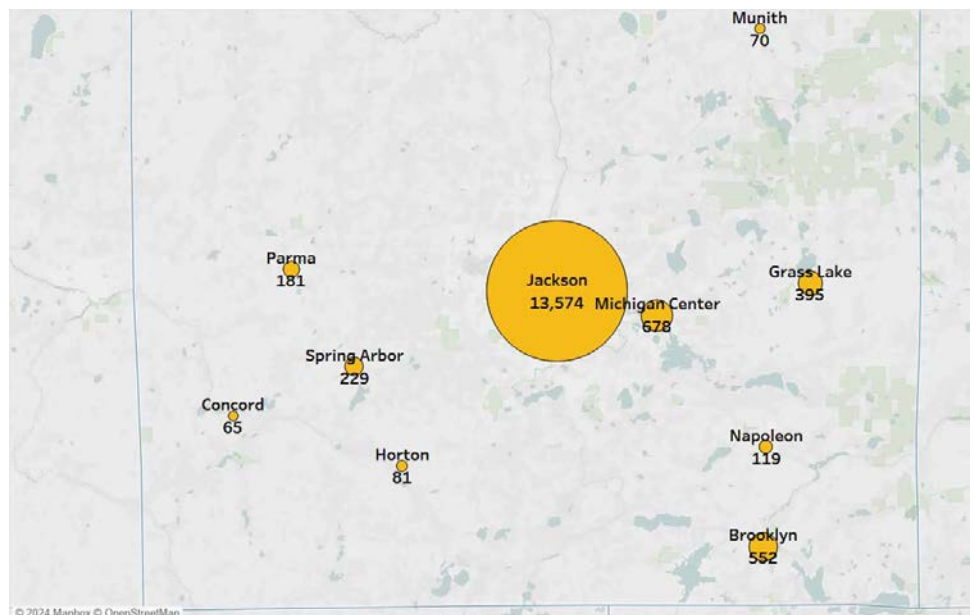


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

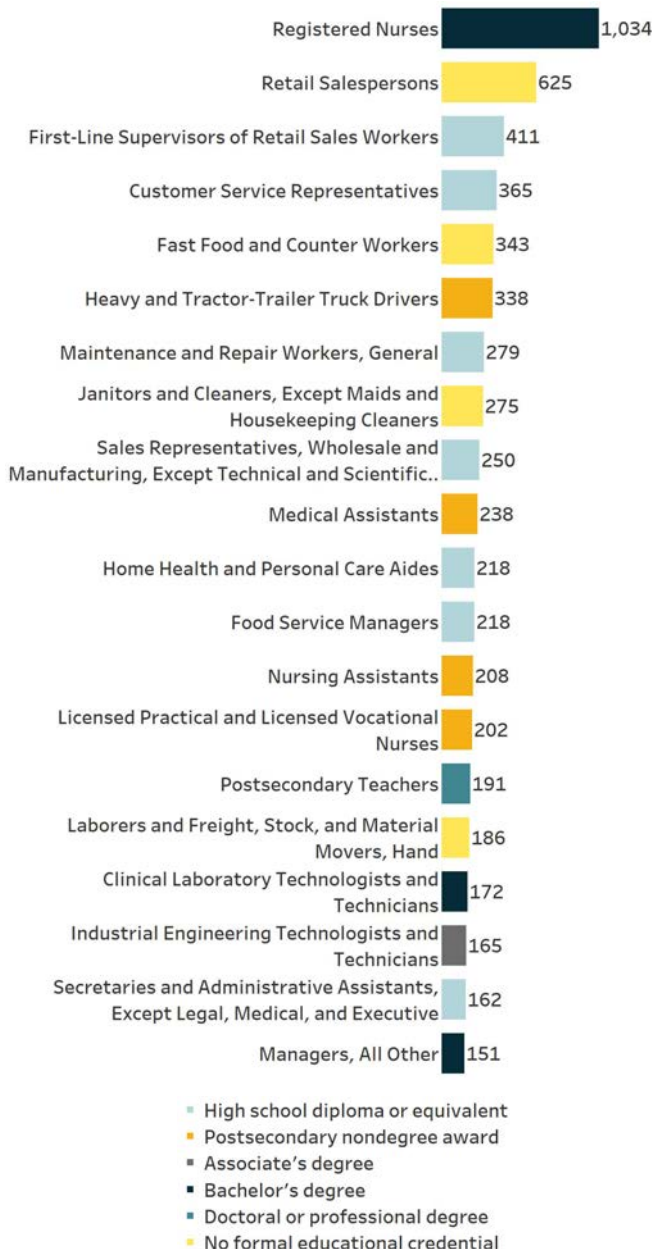
1. Jackson: 13,574 Postings
2. Michigan Center: 678 Postings
3. Brooklyn: 552 Postings
4. Grass Lake: 395 Postings
5. Spring Arbor: 229 Postings
6. Parma: 181 Postings
7. Napoleon: 119 Postings
8. Horton: 81 Postings
9. Clarklake: 70 Postings
10. Concord: 65 Postings



TOP POSTED JOBS

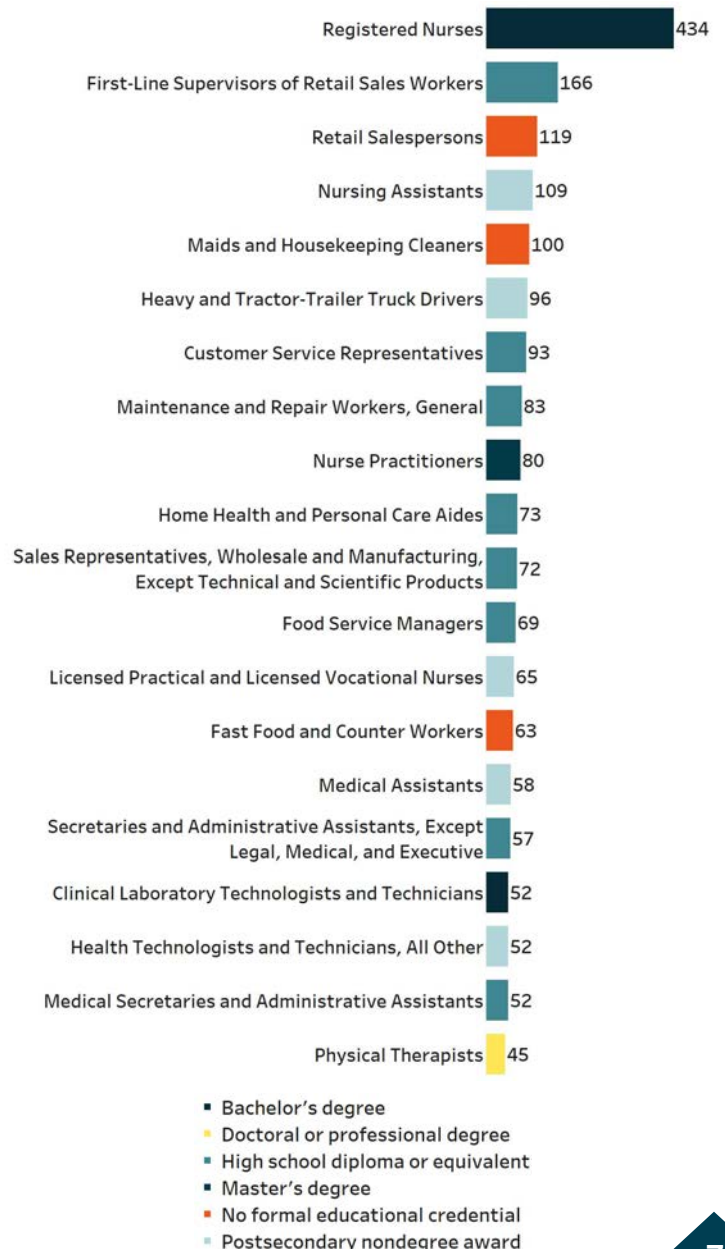
Top Posted Jobs: 2023

Registered Nurses is the top posted occupation for 2023 with 1,034 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (625 postings) and First-Line Supervisors of Retail Sales Workers (411 postings) round out the top three demanded occupations, requiring no formal educational credential and High School diploma or equivalent, respectively. All the other in-demand jobs require a postsecondary nondegree award, coupled with short to moderate-term on-the-job training or a High School diploma or equivalent.



Top Posted Entry-Level Jobs: 2023

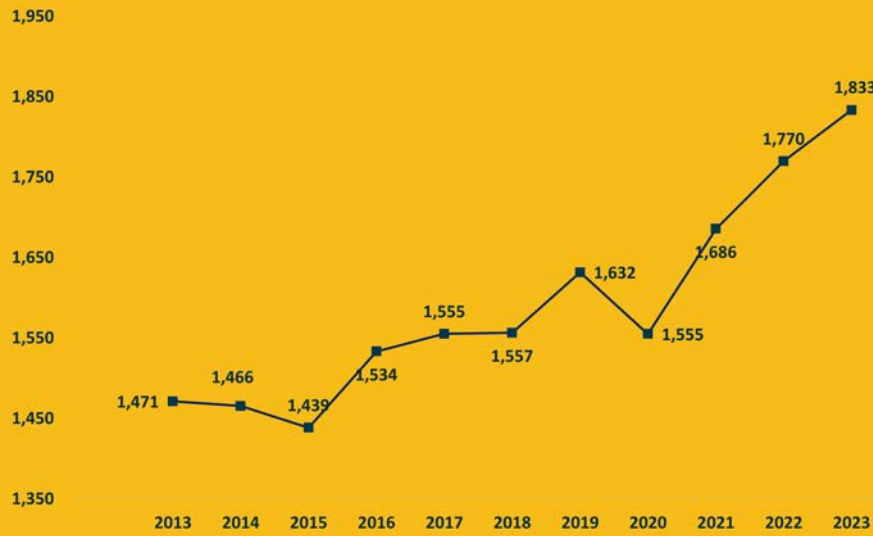
Entry-level jobs, which usually require zero to two years of previous experience, account for 27.0 percent of postings in Jackson County. Half of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 37.4 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 434 postings, followed by First-Line Supervisors of Retail Sales Workers, requiring a High School diploma or equivalent, with 166 postings.



AGRICULTURE OCCUPATION GROUP

WIN's Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

Employment Over
Time 2013-2023

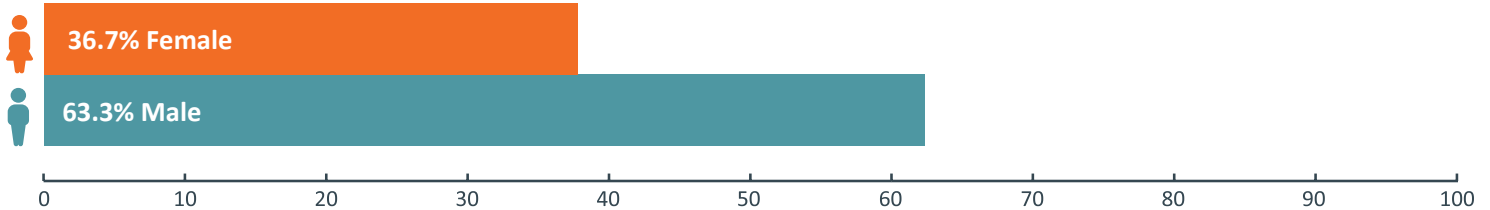


1,833
Agriculture
Workers
3.6%
increase from
2022

Agriculture Worker Demographics

According to 2023 Lightcast data, the 1,833 workers in the Agriculture group are not particularly diverse. Just 11.9 percent of the related workforce is under 25. Female workers account for 36.7 percent of the current workforce and only 15.4 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

84.6% White | **6.8% Black or African-American** | **5.1% Hispanic or Latino**

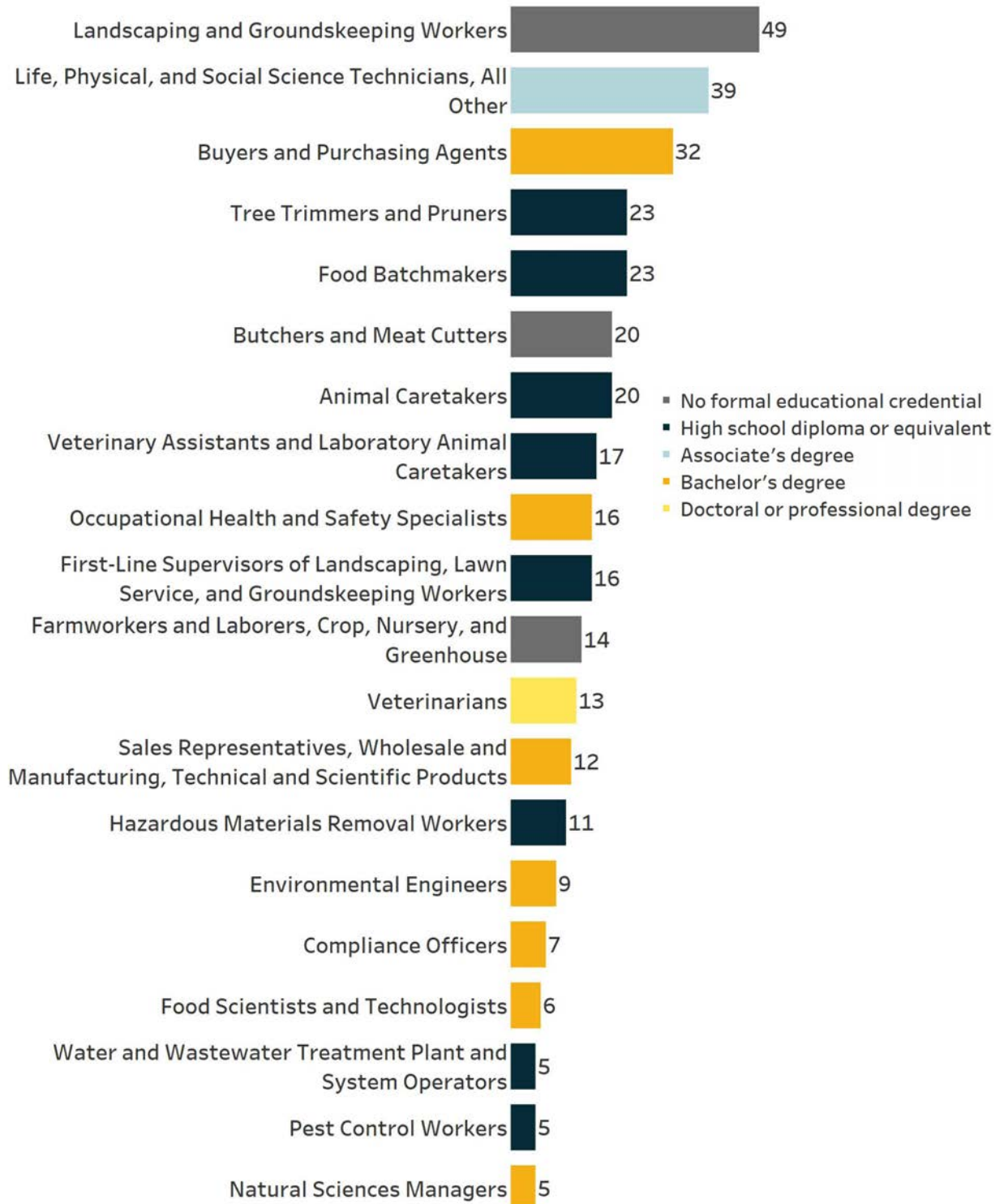
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 382 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during 2023, with 49 postings. Life, Physical, and Social Science Technicians, All Other was in the second position with 39 postings. Other top posted jobs include Buyers and Purchasing Agents (32 postings), Tree Trimmers and Pruners (23 postings), and Food Batchmakers (25 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in 2023 offer median wages of more than \$17.00 per hour. The top posted job, Landscaping and Grounds Keeping Workers, offers median hourly earnings of \$17.13, which translates to annual earnings of approximately \$35,630. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$13.23	\$14.51	\$17.13	\$18.13	\$21.86
19-4099	Life, Physical, and Social Science Technicians, All Other	\$21.80	\$22.96	\$25.68	\$28.29	\$38.91
13-1028	Buyers and Purchasing Agents	\$19.50	\$24.18	\$32.89	\$38.29	\$45.75
37-3013	Tree Trimmers and Pruners	\$12.51	\$17.54	\$20.25	\$21.56	\$23.73
51-3092	Food Batchmakers	\$14.09	\$17.50	\$20.41	\$22.13	\$29.62
39-2021	Animal Caretakers	\$11.14	\$11.41	\$13.54	\$14.57	\$16.29
51-3021	Butchers and Meat Cutters	\$13.54	\$14.75	\$17.97	\$20.50	\$22.71
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$12.56	\$13.75	\$14.25	\$16.27	\$17.00
19-5011	Occupational Health and Safety Specialists	\$20.42	\$27.43	\$34.48	\$38.35	\$38.44
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$18.14	\$21.80	\$23.14	\$28.69	\$38.81

In-Demand Technical Skills

- Landscaping
- Purchasing
- Auditing
- Irrigation (Landscaping And Agriculture)
- Cash Register

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Problem Solving
- Lifting Ability

In-Demand Certifications

- Commercial Driver's License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- Drug Enforcement Agency (DEA) License
- Automated External Defibrillator (AED) Certification
- Hazmat Endorsement

In-Demand Education Level*

- High School or GED: 23.3%
- Associate degree: 10.7%
- Bachelor's degree: 23.3%
- Master's degree: 1.6%

**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

- Brothers Outdoor World
- Carrols Restaurant Group
- Dawn Foods
- Asplundh Tree Experts
- Dawn Food Products
- Meijer
- Walmart
- VCA Animal Hospitals
- Amtrak
- Jackson County

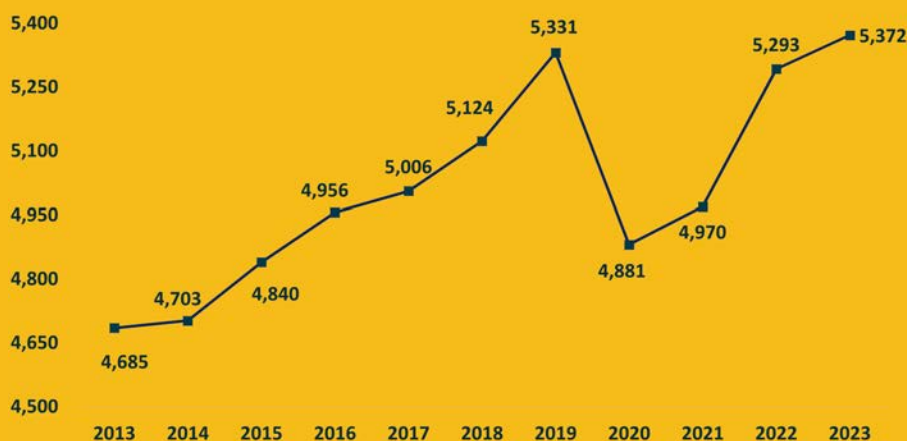
Job Postings by City

1. Jackson: 305 Postings
2. Grass Lake: 21 Postings
3. Michigan Center: 19 Postings
4. Brooklyn: 16 Postings
5. Parma: 10 Postings
6. Hanover: 4 Postings
7. Napoleon: 2 Postings
8. Spring Arbor: 2 Postings
9. Clarklake: 1 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 pertain 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



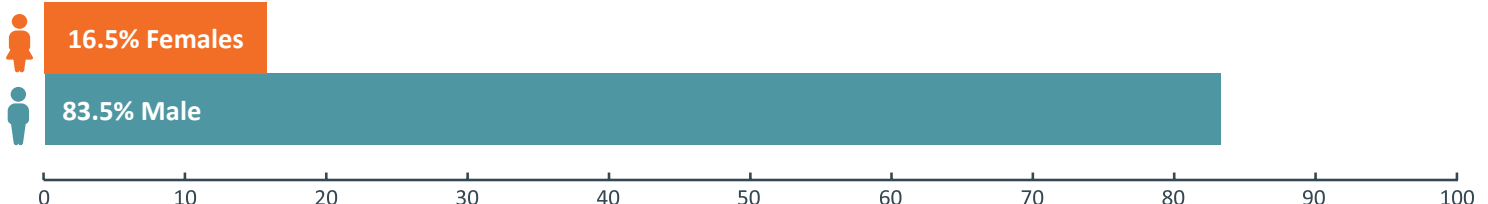
5,372 Energy Workers
1.5% Increase from 2022



Energy Worker Demographics

In 2023, there were 5,372 workers in the Energy occupation group. This group is primarily made up of males (83.5 percent) and between the ages of 25 and 54 (71.0 percent), with 16.5 percent of workers identifying as female and just 11.6 percent identifying as a racial minority. Also of note was that 5.0 percent of the workers in the occupation group were under the age of 25, compared to the 24.0 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

88.4% White | **5.8% Black or African-American** | **2.7% Hispanic or Latino**

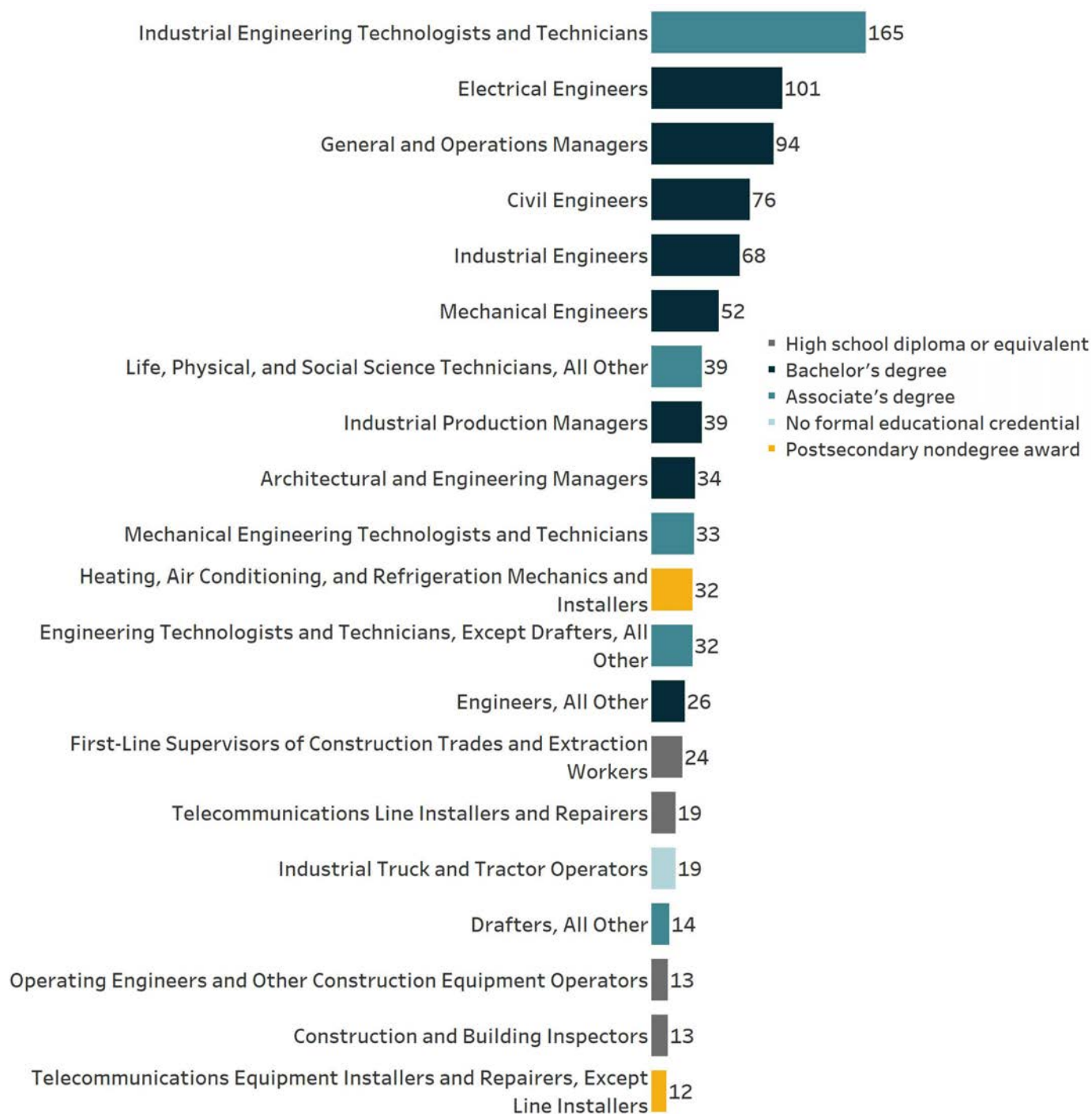
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year totaled 1,091 job postings for Energy workers, with Industrial Engineering Technologists and Technicians as the most sought-after occupation by Energy industry employers during 2023, with 165 postings. Electrical Engineers was in the second position with 101 postings. Other top posted jobs include General and Operations Managers (94 postings), Civil Engineers (76 postings), and Industrial Engineers (68 postings).



ENERGY OCCUPATION GROUP

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 ten Energy occupations has a median wage over \$25.00 per hour. The top posted Energy job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$25.26, or annual earnings of approximately \$52,531. 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
17-3026	Industrial Engineering Technologists and Technicians	\$16.94	\$20.45	\$25.26	\$31.18	\$35.56
17-2071	Electrical Engineers	\$37.00	\$47.85	\$47.85	\$50.23	\$63.26
11-1021	General and Operations Managers	\$18.40	\$27.17	\$42.71	\$64.73	\$97.31
17-2051	Civil Engineers	\$27.14	\$34.34	\$44.95	\$56.35	\$73.34
17-2112	Industrial Engineers	\$30.20	\$35.12	\$39.12	\$46.97	\$49.85
17-2141	Mechanical Engineers	\$28.26	\$31.05	\$37.18	\$45.66	\$58.85
11-3051	Industrial Production Managers	\$31.94	\$38.07	\$48.30	\$61.72	\$77.06
19-4071	Life, Physical, and Social Science Technicians, All Other	\$21.80	\$22.96	\$25.68	\$28.29	\$38.91
11-9041	Architectural and Engineering Managers	\$45.96	\$52.53	\$63.04	\$77.50	\$97.86
17-3027	Mechanical Engineering Technologists and Technicians	\$20.29	\$24.37	\$29.33	\$34.18	\$39.15

In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Auditing
- Construction
- Electrical Engineering

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Forklift Certification
- Engineer in Training
- Certified Quality Engineer

In-Demand Education Level*

- High School or GED: 18.3%
- Associate degree: 12.6%
- Bachelor's degree: 41.8%
- Master's degree: 6.0%

Top Posting Employers

- Stanley Consultants
- Randstad
- Eaton Corporation
- Actalent
- Tenneco
- Gai Consultants
- Gerdau Ameristeel Corporation
- State of Michigan
- Aerotek
- Consumers Energy

Job Postings by City

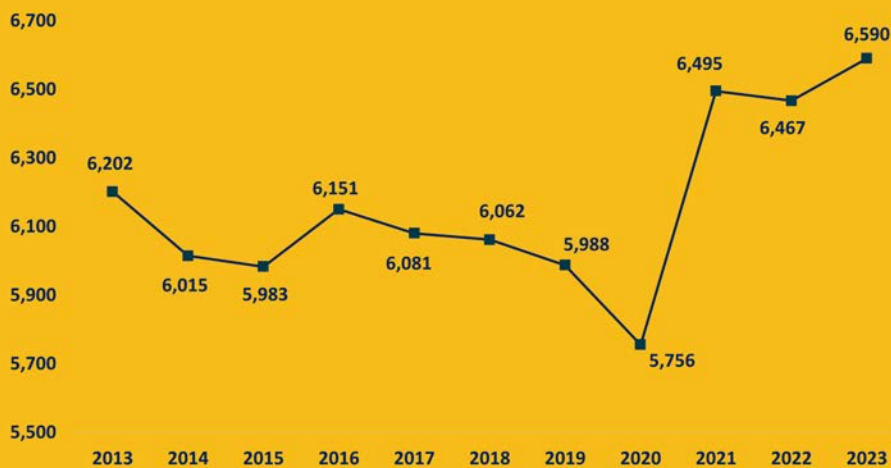
- Jackson: 895 Postings
- Michigan Center: 60 Postings
- Grass Lake : 42 Postings
- Brooklyn: 39 Postings
- Parma: 20 Postings
- Munith: 7 Postings
- Clarklake: 6 Postings
- Napoleon: 6 Postings
- Springport: 6 Postings
- Pleasant Lake: 5 Postings

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

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



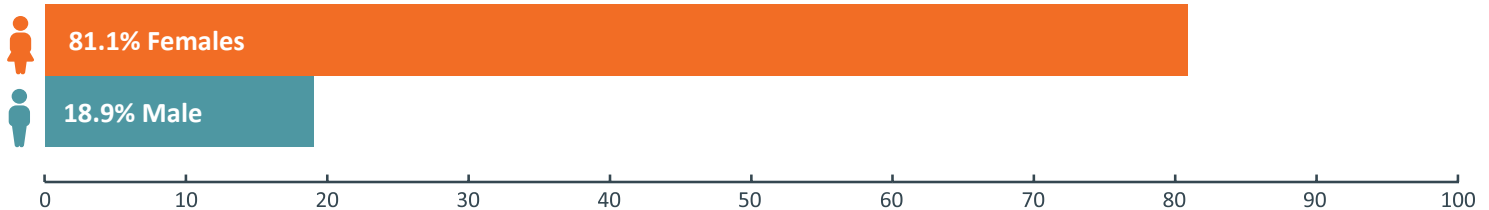
6,590
Healthcare
Workers
1.9%
Increase from
2022



Healthcare Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 6,590 workers in Jackson County, who are overwhelmingly female (81.1 percent) and between the ages of 25 and 54 (68.3 percent), although 21.5 percent of workers are over 54. The Health Care occupation group is primarily white in Jackson County, with 81.6 percent of workers identifying as White, 10.3 percent identifying as Black or African American, and 8.1 percent identifying otherwise.

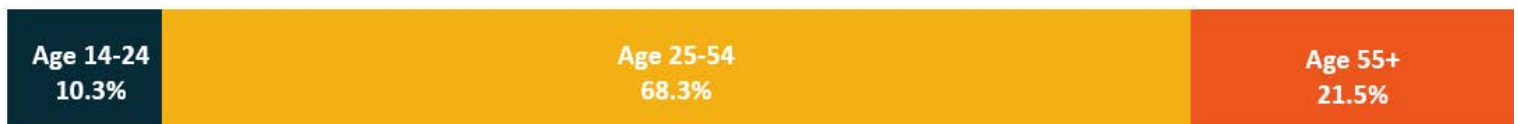
Worker Gender Demographics



Race and Ethnicity Demographics

81.6% White | **10.3% Black or African-American** | **3.1% Hispanic or Latino**

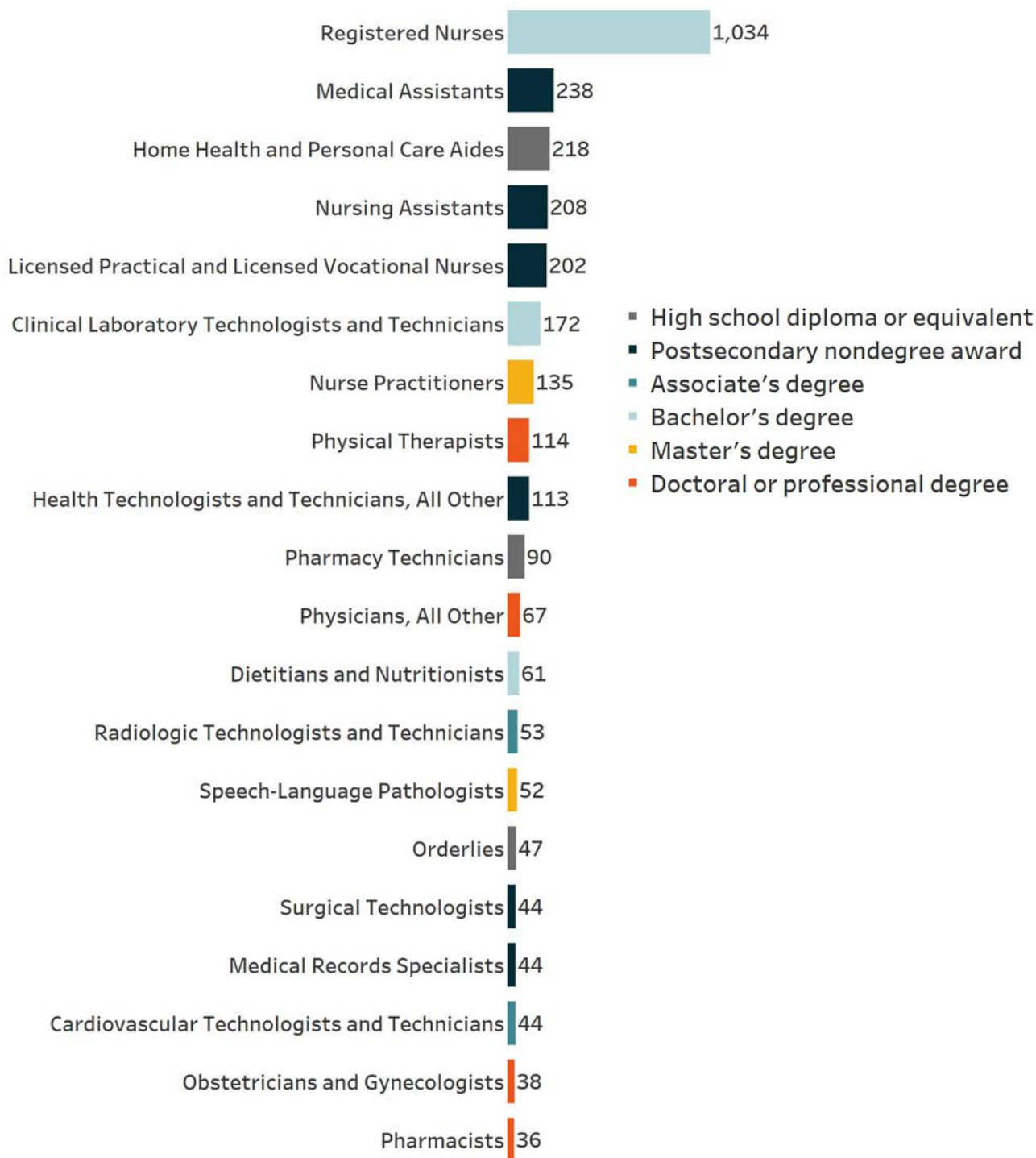
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand Health Care occupation throughout 2023, with 1,034 postings. Other top posted jobs include Medical Assistants (238 postings), Home Health and Personal Care Aides (218), Nursing Assistants (208 postings), and Licensed Practical and Licensed Vocational Nurses (202 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 (90 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 \$20.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$31.88 per hour or an annual salary of about \$66,310.

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	\$25.82	\$27.33	\$31.88	\$36.29	\$40.45
31-9092	Medical Assistants	\$16.84	\$17.40	\$18.66	\$18.66	\$22.68
31-1128	Home Health and Personal Care Aides	\$11.60	\$13.06	\$13.79	\$15.30	\$16.79
31-1131	Nursing Assistants	\$14.94	\$17.01	\$17.55	\$18.89	\$18.89
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.98	\$27.33	\$27.89	\$30.20	\$30.39
29-2018	Clinical Laboratory Technologists and Technicians	\$16.03	\$16.03	\$21.85	\$30.52	\$39.36
29-1171	Nurse Practitioners	\$45.57	\$48.93	\$51.68	\$61.25	\$61.25
29-1123	Physical Therapists	\$35.51	\$35.51	\$46.10	\$51.29	\$51.29
29-2099	Health Technologists and Technicians, All Other	\$25.22	\$29.88	\$35.17	\$37.86	\$38.46
29-2052	Pharmacy Technicians	\$13.92	\$15.34	\$17.48	\$20.88	\$23.70

In-Demand Technical Skills

- Nursing
- Nursing Care
- Radiology
- Home Health Care
- Medical Assistance

In-Demand Foundational Skills

- Leadership
- Communication
- Planning
- Customer Service
- Problem Solving

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Cardiopulmonary Resuscitation (CPR) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification

In-Demand Education Level*

- High School or GED: 30.4%
- Associate degree: 23.8%
- Bachelor's degree: 23.0%
- Master's degree: 8.3%

**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

- Henry Ford Health System
- Henry Ford Health Corp
- Elara Caring
- ProMedica
- University Of Michigan
- Allegra Nursing And Rehab
- Wellpath
- State of Michigan
- Center For Family Health
- Careline Health Group

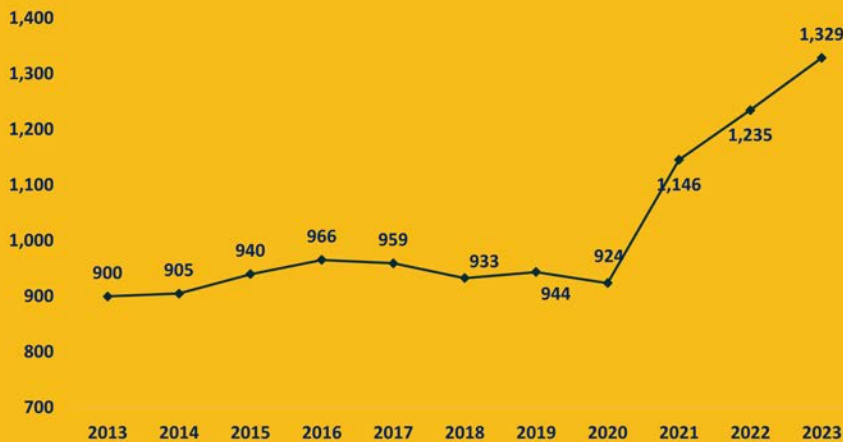
Job Postings by City

1. Jackson: 3,287 Postings
2. Michigan Center: 111 Postings
3. Brooklyn: 90 Postings
4. Spring Arbor: 37 Postings
5. Grass Lake: 28 Postings
6. Clarklake: 17 Postings
7. Rives Junction: 12 Postings
8. Springport: 10 Postings
9. Hanover: 9 Postings
10. Napoleon: 9 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



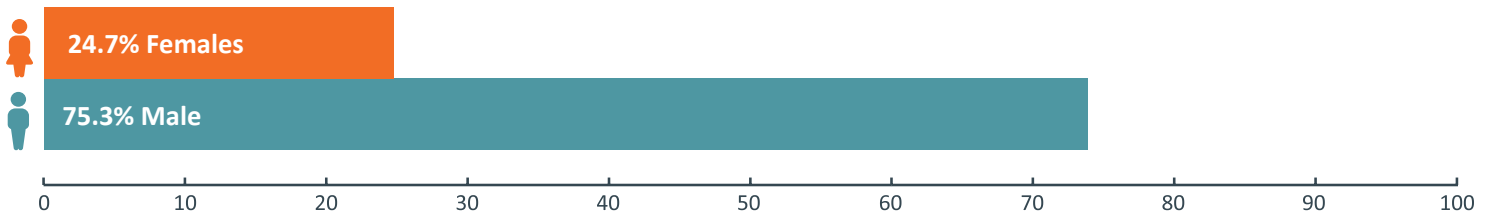
1,329
Information
Technology
Workers
7.6% Increase
from 2022



Information Technology Worker Demographics

According to 2023 Lightcast data, Jackson County has 1,329 IT workers. The workforce lacks diversity, with most workers identifying as male (75.3 percent). Roughly 77.6 percent of the workforce is between the ages of 25 and 54. Workers age 55 years and older account for 17.3 percent, while only 5.0 percent are 24 years old or younger. Around 73.0 percent of the workforce identifies as White, with workers who identify as Black or African American making up 9.5 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | **9.5% Black or African-American** | **12.6% Asian**

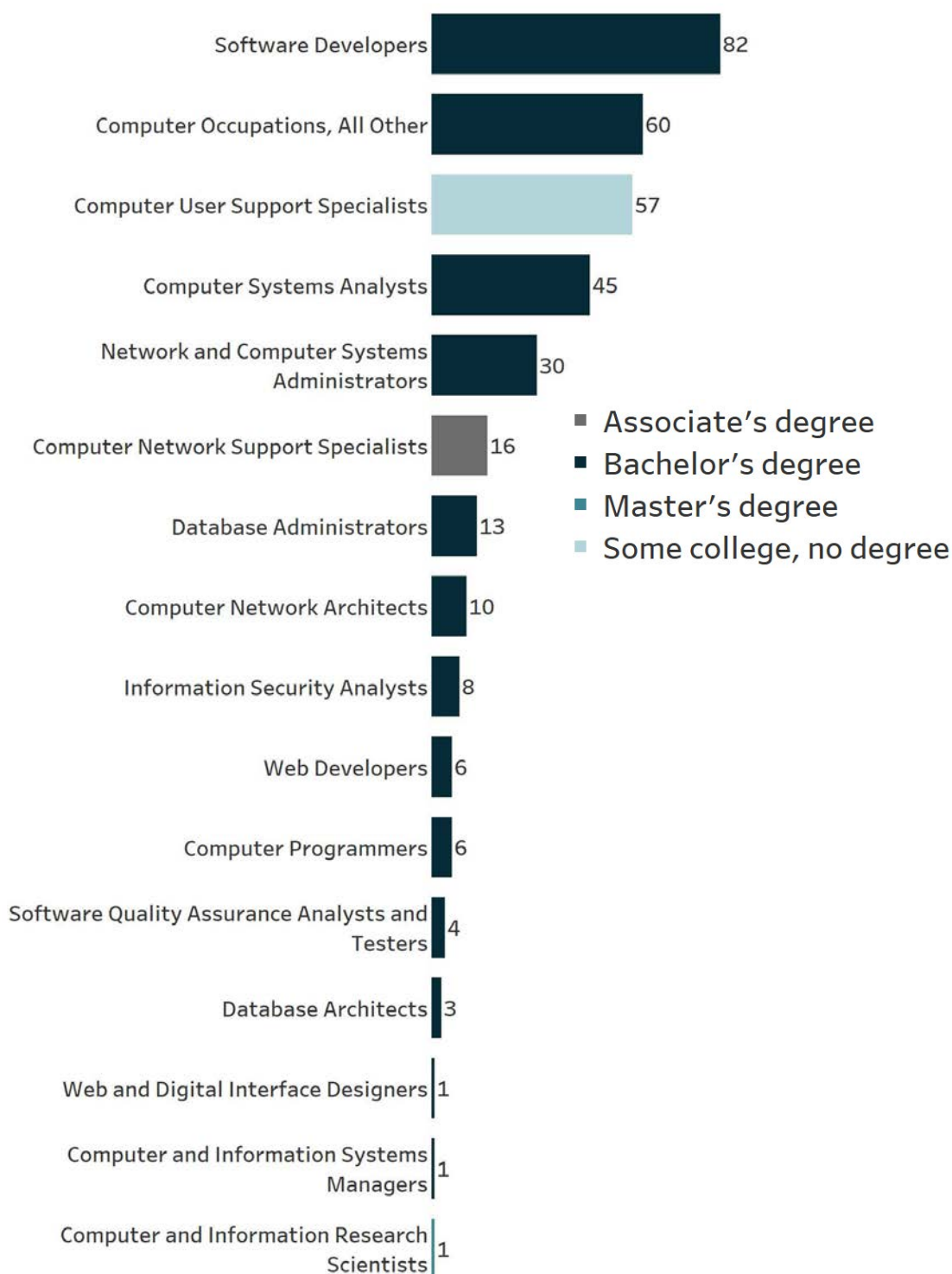
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 343 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2023, with 82 postings. Computer Occupations, All Other was in the second position with 60 postings. Other top posted jobs include Computer User Support Specialists (57 postings), Computer Systems Analysts (45 postings), and Network and Computer Systems Administrators (30 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 \$48.06 per hour or almost \$99,964 per year. Computer Systems Analysts earn the highest median wage at \$52.07 per hour or nearly \$108,305 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, earn over \$22.00 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	\$28.53	\$38.11	\$48.06	\$50.93	\$63.53
15-1299	Computer Occupations, All Other	\$21.89	\$27.03	\$39.08	\$57.04	\$64.55
15-1232	Computer User Support Specialists	\$17.23	\$18.62	\$23.12	\$30.82	\$38.36
15-1211	Computer Systems Analysts	\$36.50	\$39.17	\$52.07	\$58.22	\$63.89
15-1244	Network and Computer Systems Administrators	\$30.89	\$37.98	\$41.96	\$50.24	\$55.93
15-1231	Computer Network Support Specialists	\$18.20	\$20.69	\$25.93	\$34.31	\$37.97
15-1242	Database Administrators	\$23.79	\$27.61	\$36.43	\$45.91	\$53.09
15-1241	Computer Network Architects	\$28.63	\$38.37	\$51.06	\$63.79	\$77.88
15-1212	Information Security Analysts	\$23.81	\$33.63	\$42.67	\$55.82	\$67.47
15-1251	Computer Programmers	\$22.91	\$29.41	\$33.26	\$40.60	\$48.96

In-Demand Technical Skills

- SAP Applications
- Computer Science
- Technical Support
- Project Management
- Automation

In-Demand Foundational Skills

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

In-Demand Certifications

- CompTIA A+
- Cisco Certified Network Associate
- Cisco Certified Entry Networking Technician
- CompTIA Network+
- Microsoft Certified Professional

In-Demand Education Level*

- High School or GED: 16.6%
- Associate degree: 13.7%
- Bachelor's degree: 36.7%
- Master's degree: 7.0%

**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

- HCL Technologies
- Fast Switch
- Spring Arbor University
- Dawn Food Products
- Jackson College
- Consumers Energy
- ICONMA
- Tenneco
- TEKsystems
- CMS Energy

Job Postings by City

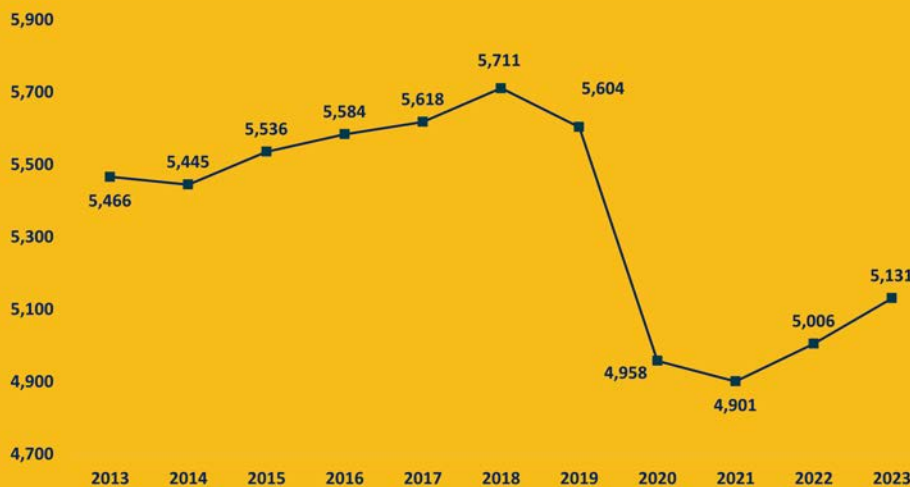
1. Jackson: 243 Postings
2. Michigan Center: 65 Postings
3. Spring Arbor: 10 Postings
4. Brooklyn: 9 Postings
5. Grass Lake: 8 Postings
6. Concord: 3 Postings
7. Springport: 2 Postings
8. Hanover: 1 Postings
9. Horton: 1 Postings
10. Napoleon: 1 Postings

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



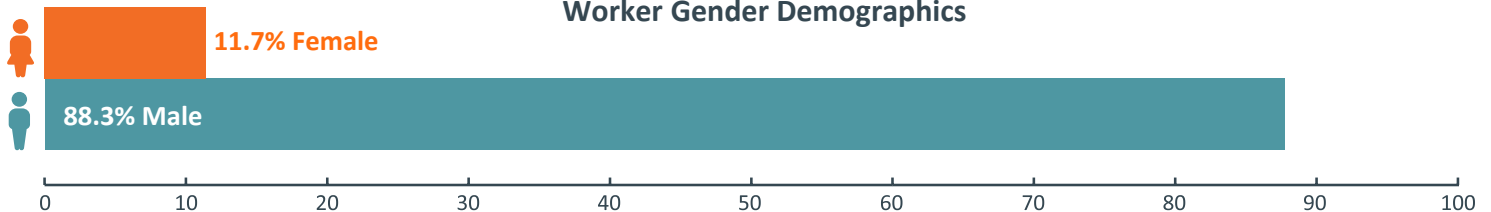
**5,131 Skilled
Trades Workers**
2.5% Increase
from 2022



Skilled Trades Worker Demographics

According to 2023 Lightcast data, the 5,131 workers in the Skilled Trades group are not particularly diverse. Just 6.8 percent of the related workforce is under 25. Female workers account for 11.7 percent of the current workforce and only 13.6 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

86.4% White | **7.0% Black or African-American** | **4.3% Hispanic or Latino**

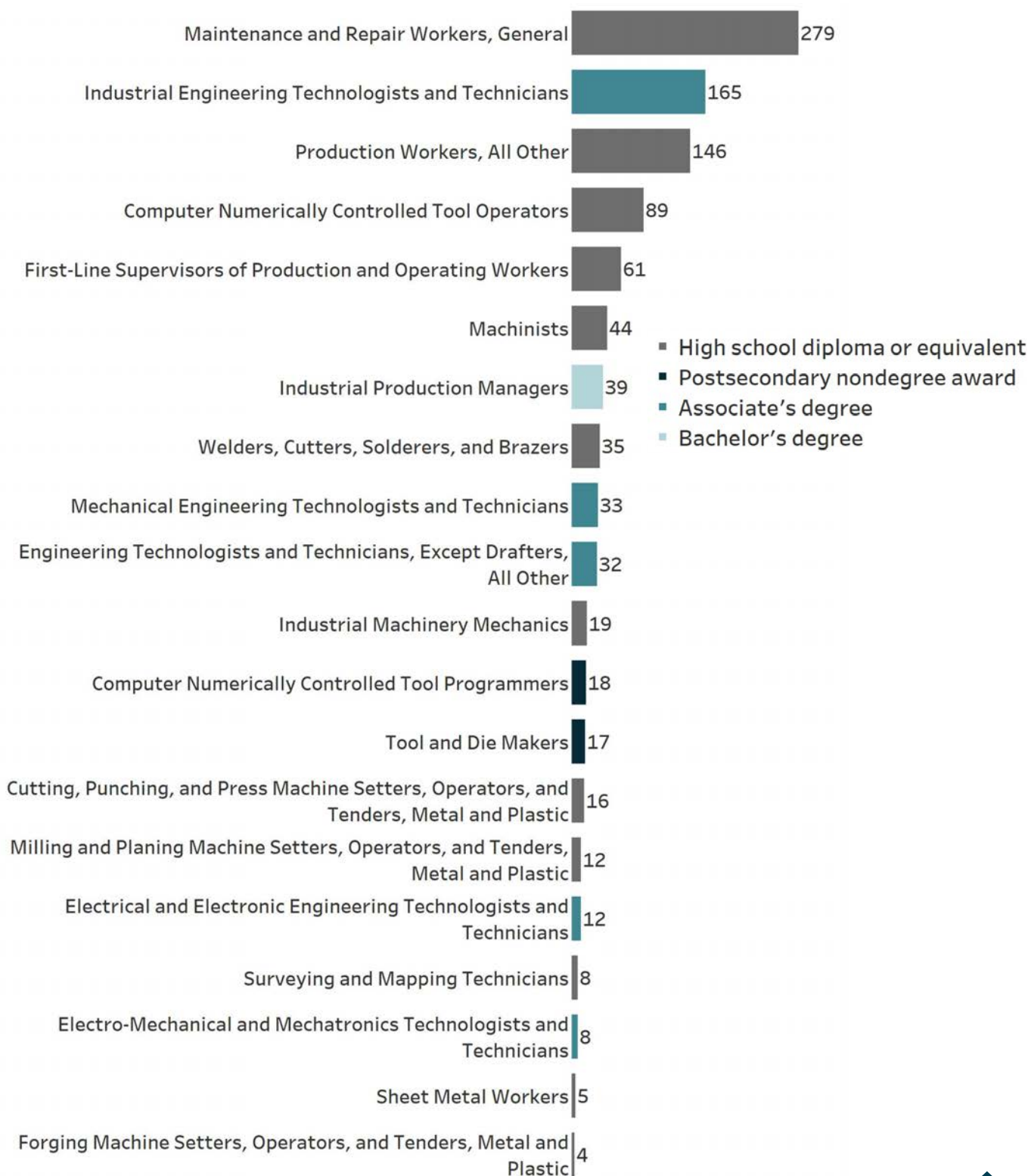
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 1,073 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 279 postings. Industrial Engineering Technologists and Technicians was in the second position with 165 postings. Other top posted jobs include Production Workers, All Other (146 postings), Computer Numerically Controlled Tool Operators (89 postings), and First-Line Supervisors of Production and Operating Workers (61 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

More than half of the top ten in-demand Skilled Trades occupations have median wages above \$22.00 per hour, while the remaining top occupations have wages above \$14.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2023, offers a median hourly wage of \$22.38, which translates to an annual salary of about \$46,550.

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	\$13.40	\$16.49	\$22.38	\$27.44	\$31.31
17-3026	Industrial Engineering Technologists and Technicians	\$16.94	\$20.45	\$25.26	\$31.18	\$35.56
51-9199	Production Workers, All Other	\$14.53	\$14.53	\$14.53	\$14.71	\$18.63
51-9161	Computer Numerically Controlled Tool Operators	\$14.21	\$17.11	\$18.58	\$22.82	\$24.42
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.08	\$23.51	\$29.72	\$37.63	\$49.50
51-4041	Machinists	\$15.05	\$18.38	\$22.29	\$24.82	\$29.86
11-3051	Industrial Production Managers	\$31.94	\$38.07	\$48.30	\$61.72	\$77.06
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.13	\$17.29	\$20.21	\$24.17	\$34.96
17-3027	Mechanical Engineering Technologists and Technicians	\$20.29	\$24.37	\$29.33	\$34.18	\$39.15
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.46	\$20.33	\$27.32	\$38.77	\$46.24

In-Demand Technical Skills

- Machinery
- Plumbing
- HVAC
- Machining
- Forklift Truck

In-Demand Foundational Skills

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

In-Demand Certifications

- Forklift Certification
- CDL Class A License
- Commercial Driver's License (CDL)
- HVAC Certification
- Certified Welding Inspector

In-Demand Education Level*

- High School or GED: 35.9%
- Associate degree: 10.2%
- Bachelor's degree: 10.7%
- Master's degree: 0.5%

**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

- Elwood Staffing
- Aerotek
- H.B. Fuller
- Randstad
- Eaton Corporation
- Elm Plating Co
- Legends Manufacturing
- Technique
- Michigan Automotive Compressor, Inc. (Maci)
- Sheridan

Job Postings by City

1. Jackson: 824 Postings
2. Michigan Center: 65 Postings
3. Grass Lake: 44 Postings
4. Brooklyn: 36 Postings
5. Parma: 27 Postings
6. Clarklake: 20 Postings
7. Munith: 14 Postings
8. Spring Arbor: 11 Postings
9. Concord: 8 Postings
10. Horton: 8 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



**SEMCA Workforce Intelligence Network
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