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A light gray map of Lenawee and Hillsdale counties is overlaid on the background. The map is divided into a grid of smaller areas, likely representing census tracts or townships. Two areas in the southern part of the map are highlighted in orange.

LABOR MARKET REPORT

LENAWEE & HILLSDALE COUNTY

January - December 2023

INTRODUCTION

Lenawee & Hillsdale

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 Lenawee and Hillsdale 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 Lenawee and Hillsdale counties for the Agriculture, Business and Finance, 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 Lenawee and Hillsdale Counties

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market through 2023. The labor force increased by 860 individuals (1.3 percent) while employment increased by 852 individuals (1.4 percent) from 2021. Unemployment went up by 8 workers and the unemployment rate continued its' recovery, decreasing by 0.05 percent from 4.5 percent in 2022 to 4.4 percent in 2023. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses are back on the top of in-demand occupations, accounting for 1,507 postings through 2023, while Retail Salespersons contributed 514 job postings, as the second most in-demand occupation in Lenawee and Hillsdale counties through 2023. The Health Care occupation group continues to be heavily demanded, claiming five of the top ten most in-demand occupations, while retail, fast food, customer service, and truck drivers round out the other most in-demand occupations for 2023.

Annual Labor Market Information

The labor force in Lenawee and Hillsdale counties increased in 2023, rising by 860 individuals (1.3 percent) from the prior year. Employment increased by 852 workers (1.4 percent) from 2022, while unemployment also increased by 8 workers (0.3 percent) for a total of 2,905 unemployed workers in 2023. The unemployment rate slightly decreased in 2023 to 4.4 percent, a 0.05 percent decrease from 4.5 percent in 2022. Both counties experienced an increase in the number of individuals employed, also with a decrease in the unemployment rate through 2023.

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 from the end of Q3 2023. In Q4 2023, there was an average of 1,626 unique postings in Jackson County, 700 less than the Q3 average of 2,326 postings. The second quarter had the highest recorded postings in 2023 with an average of 2,882 postings, an increase of 209 postings (8.6 percent) over Q1 2023. The decline of 38.7 percent from Q2 to Q4 might be evidence that post-pandemic recovery finally peaked.

Quarterly Posting Analysis Lenawee and Hillsdale Counties 2023



2023

ANNUAL WORKFORCE INDICATORS

Key Findings

4%

Employer demand
decreased by 3.6
percent, a loss of 437
job postings since 2022

High School Diploma

Most in-demand minimum
education level during 2023

In Q4 2023, employment totaled

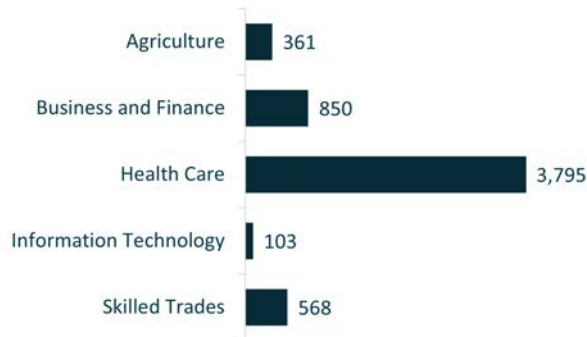
62,707

an increase of 1,340 workers
(2.2 percent) since Q4 2022

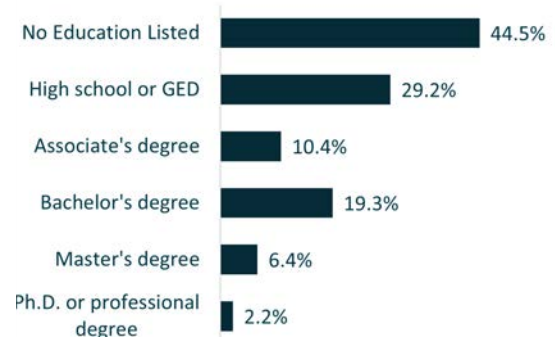
During 2023, there were 11,693 unique job postings, 437 less than the 12,130 postings made during 2022 in Lenawee and Hillsdale counties. The second quarter in 2023 saw the highest demand for the year with 2,882 postings, a 8.6 percent increase over Q1 2023. The top posted occupations in 2023 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, First-Line Supervisors of Retail Sales Workers, and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

Of the 11,693 unique postings in Lenawee and Hillsdale counties during 2023, 3,413 (29.2 percent) required a High School diploma or equivalent, while 3,475 postings (29.7 percent) required a College degree. An additional 1,002 postings (8.6 percent) required an advanced degree. The high demand for Health Care workers 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 that were observed during the height of the coronavirus pandemic have further stabilized in 2023. The first and second quarter of 2023 saw a slight increase in the labor force, and employment. The labor force and employment numbers peaked in Q2 with a high of 66,032 individuals and 63,227 workers respectively. Total unemployment fluctuated through each quarter of 2023, culminating in a net decrease of 546 workers from Q3 2023. The unemployment rate at the end of Q4 2023 was 3.8 percent, a decrease of 0.8 percent from Q3 2023. 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	63,985	64,329	66,032	65,894	65,204	-690	-1.0%	1,220	1.9%
Employment	61,366	61,053	63,227	62,851	62,707	-144	-0.2%	1,340	2.2%
Unemployment	2,873	3,276	2,805	3,043	2,498	-546	-17.9%	-376	-13.1%
Unemployment Rate	4.5%	5.1%	4.2%	4.6%	3.8%	-0.8%	na	-0.7%	na

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

2023

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2023, labor force participation totaled 65,365 individuals, an increase of 860 individuals from 2022. Employment is up to 62,459 workers in 2023, an increase of 852 workers. Additionally, Unemployment increased to 2,905 workers, up by 8 workers from 2022. On the other hand, the unemployment rate declined by 0.05 percent for a 2023 unemployment rate of 4.4 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	68,086	68,381	68,382	68,475	68,447	68,265	68,187	66,429	64,655	64,505	65,365	860	1.3%
Employment	62,538	63,874	64,906	65,231	65,129	65,415	65,509	60,258	61,236	61,608	62,459	852	1.4%
Unemployment	5,548	4,507	3,476	3,244	3,319	2,850	2,678	6,171	3,419	2,897	2,905	8	0.3%
Unemployment Rate	8.1%	6.6%	5.1%	4.7%	4.8%	4.2%	3.9%	9.3%	5.3%	4.5%	4.4%	-0.05%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were 67,744 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Lenawee and Hillsdale Counties. Slightly less than half of the population, 64,221 individuals (44.3 percent), living in the region were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 24.9 percent, compared to females 24 years of age or under, report an unemployment rate of 12.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	67,744	64,221	3,523	5.2%
Sex				
Male 16+	36,138	34,286	1,852	5.1%
16-19	1,734	1,399	335	19.3%
20-24	3,638	3,436	202	5.6%
25-54	21,890	20,880	1,010	4.6%
55-64	6,660	6,406	254	3.8%
65 Plus	2,216	2,165	51	2.3%
Female 16+	31,606	29,935	1,671	5.3%
16-19	1,648	1,527	121	7.3%
20-24	3,267	3,093	174	5.3%
25-54	18,750	17,555	1,195	6.4%
55-64	5,904	5,766	138	2.3%
65 Plus	2,037	1,994	43	2.1%
Race				
White	63,363	60,078	3,286	5.2%
Black / African American	562	529	33	5.8%
Native American	94	94	0	0.0%
Asian	280	276	4	1.4%
Native Hawaiian / Pacific Islander	34	12	22	64.7%
Some Other Race	706	674	32	4.6%
Two or More Races	2,765	2,608	157	5.7%
Ethnicity				
Hispanic	4,382	4,091	292	6.7%

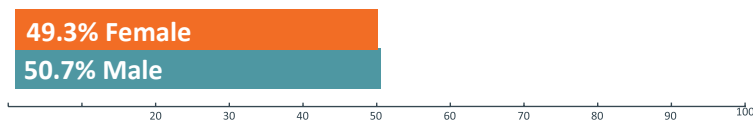
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the combined population in Lenawee and Hillsdale counties decreased by about 0.04 percent between 2021 and 2022. During 2022, there were 144,961 people living in the counties. The gender of the populace was split almost evenly, with about 49.3 percent of the population identifying as female and the other 50.7 percent identifying as male. A majority of the population identified as White (86.3 percent) with the second largest number of individuals identifying as Hispanic or Latino (6.3 percent). The region is facing an aging populace; with 34.3 percent of the population over the age of 54, compared to 30.4 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

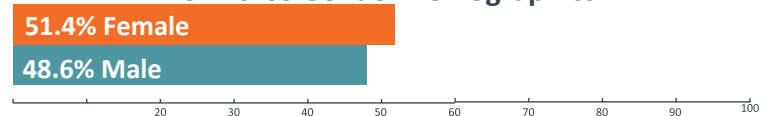


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

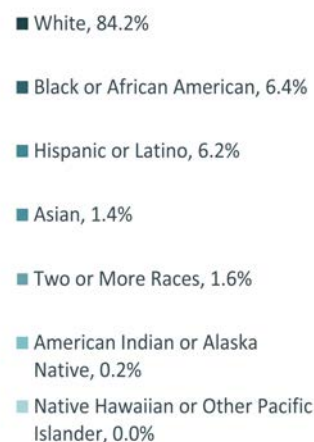
2023 Current Workforce

In 2023, the workforce had a total of 40,527 individuals working in Lenawee and Hillsdale Counties. A slight majority, 51.4 percent (20,401 workers) were female, while 48.6 percent (19,289 workers) of the workforce was male. Most workers in the County identified as White, accounting for 84.2 percent of the workforce, while Black or African American workers totaled 6.4 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 6.2 percent. A significant concentration of the workforce in Lenawee and Hillsdale Counties is between the age of 25 and 54 (59.2 percent), while 25.5 percent of workers are 55 and older.

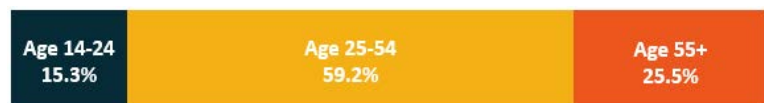
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

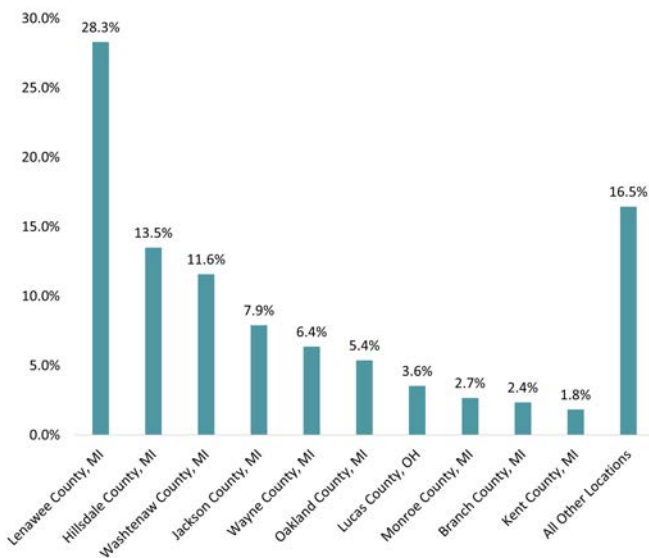


Data: Lightcast | Analysis: Workforce Intelligence Network

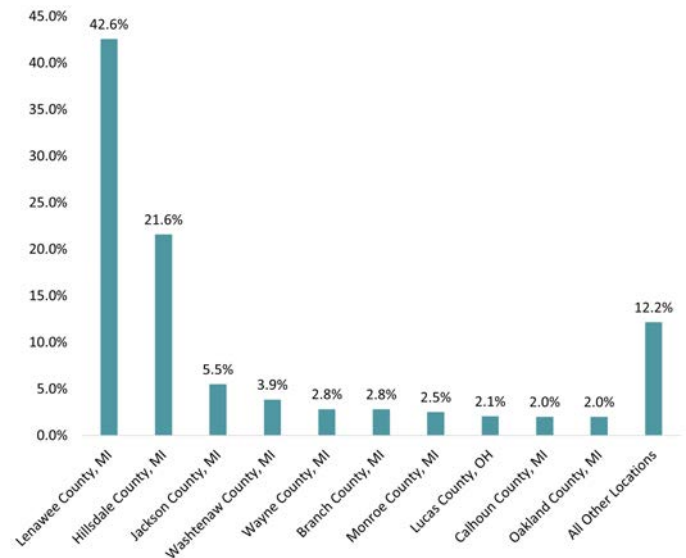
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 53,586 residents. There were 22,404 (41.8 percent) residents living and working in Lenawee and Hillsdale Counties, while the remaining 31,182 residents (58.2 percent) traveled outside of the region for work. There were 34,922 workers employed in the region during 2021. Of those, 12,518 workers (35.8 percent) lived outside of the region's borders and commuted in. Based on this information, it can be concluded that Lenawee and Hillsdale Counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Lenawee and Hillsdale Residents Work



Where Lenawee and Hillsdale Workers Live

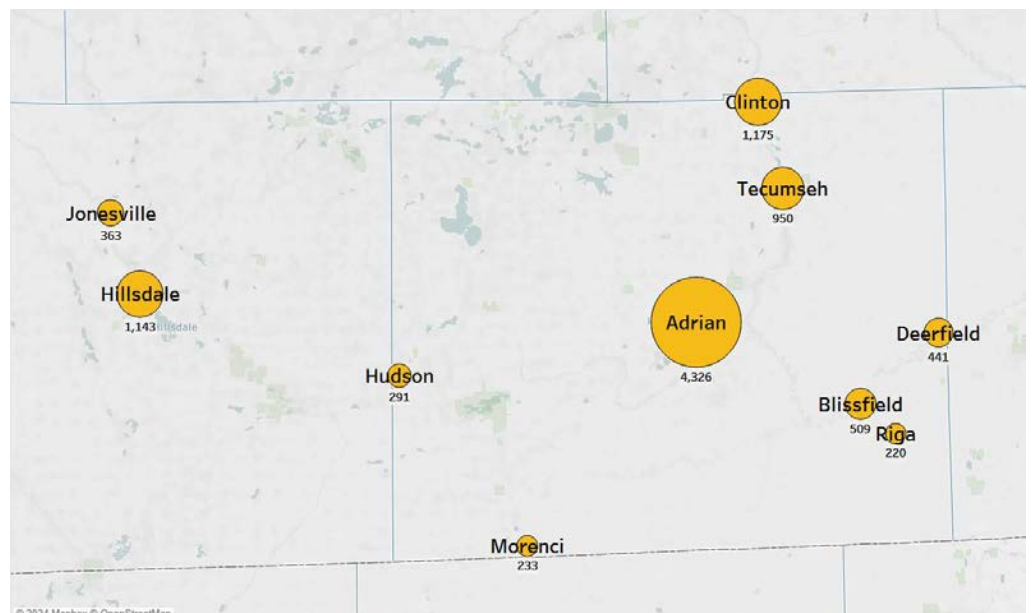


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

Job Postings by City

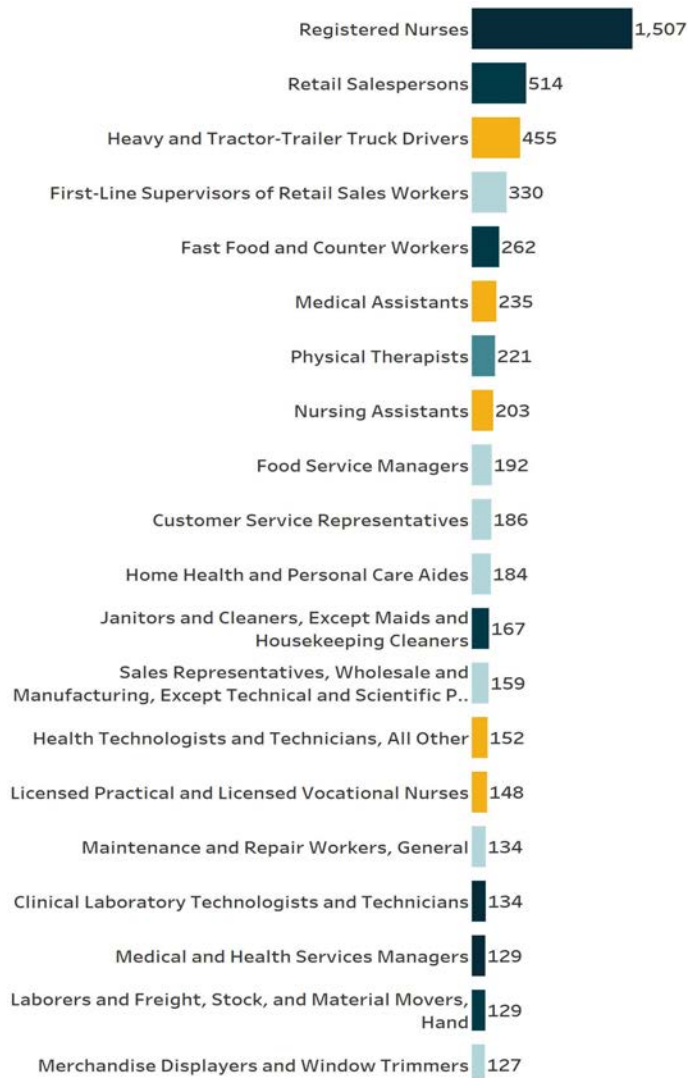
1. Adrian: 4,326 Postings
2. Clinton: 1,175 Postings
3. Hillsdale: 1,143 Postings
4. Tecumseh: 950 Postings
5. Blissfield: 505 Postings
6. Deerfield: 441 Postings
7. Jonesville: 363 Postings
8. Hudson: 291 Postings
9. Morenci: 233 Postings
10. Liga: 220 Postings



TOP POSTED JOBS

Top Posted Jobs: 2023

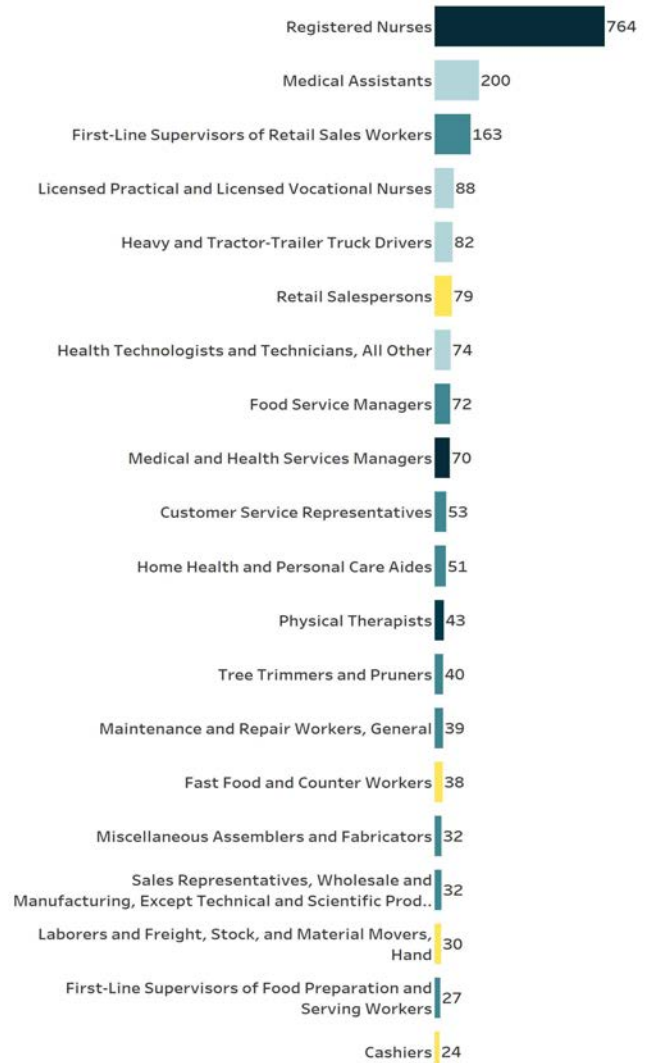
Registered Nurses is the top posted occupation for 2023, with 1,507 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (514 postings) and Heavy and Tractor-Trailer Truck Drivers (455 postings) round out the top three demanded occupations, requiring a no formal educational credential and postsecondary nondegree award, respectively. Most of the other in-demand jobs require no formal education or a High School diploma or equivalent, coupled with short-term on-the-job training.



- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- Doctoral or professional 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 29.6 percent of postings in Lenawee and Hillsdale Counties. Well 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 33.8 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 764 postings, followed by Medical Assistants with 200 postings.



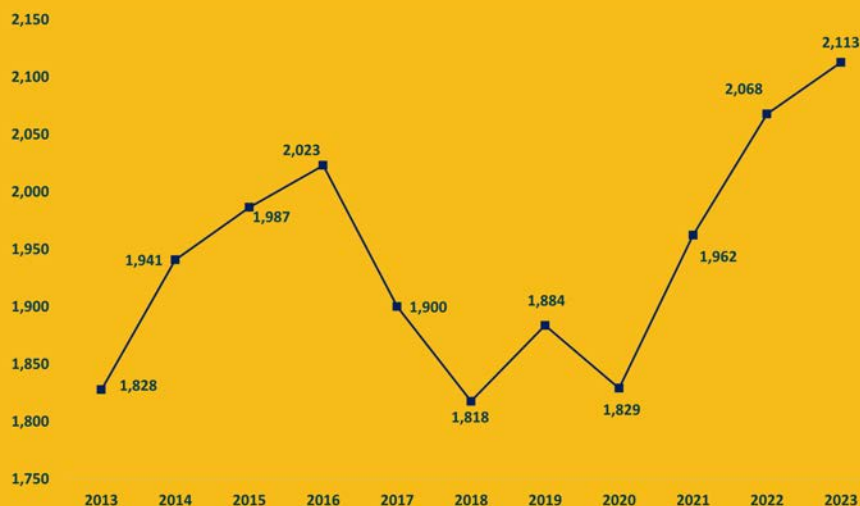
- Bachelor's degree
- Doctoral or professional degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

2023

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



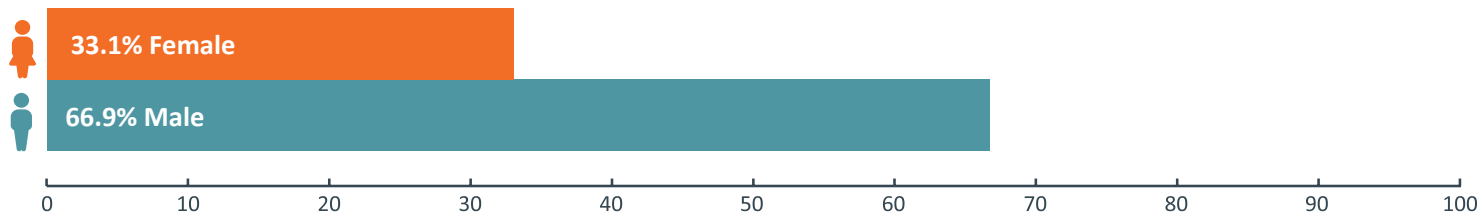
**2,113 Agriculture
Workers**
2.2% Increase
from 2022



Agriculture Worker Demographics

According to 2023 Lightcast data, the 2,113 workers in the Agriculture group are not particularly diverse. Just 15.4 percent of the related workforce is under 25. Female workers account for 33.1 percent of the current workforce and only 17.5 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.

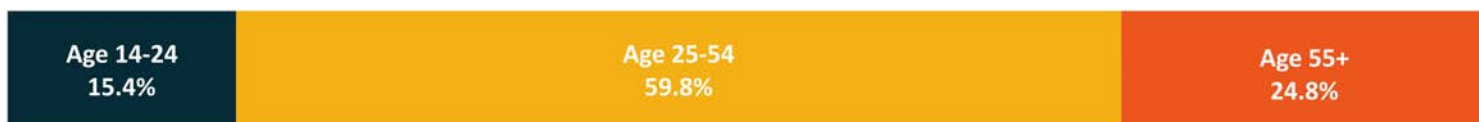
Worker Gender Demographics



Race and Ethnicity Demographics

82.5% White | **11.2% Hispanic or Latino** | **3.6% Black or African-American**

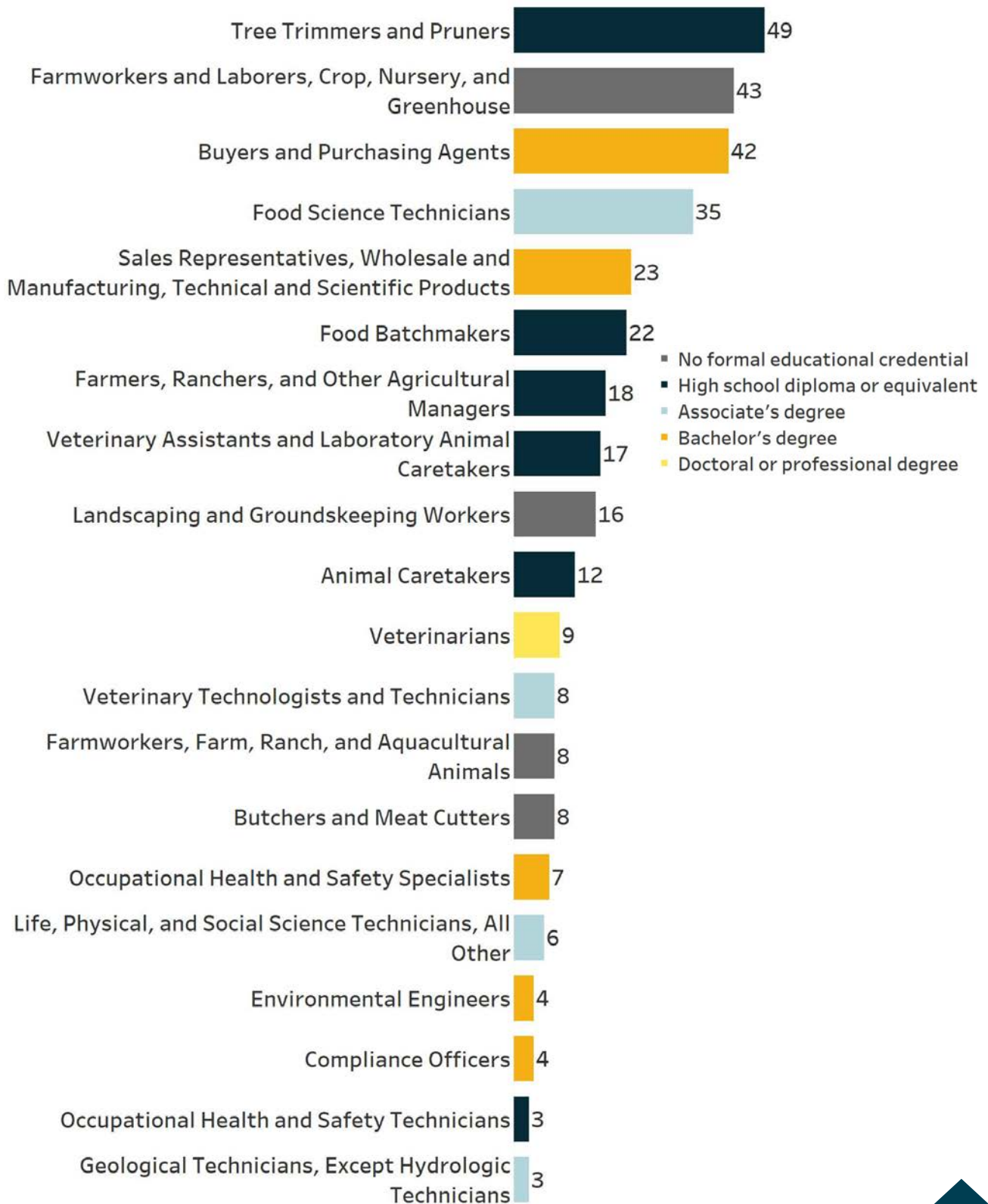
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 361 ads during 2023. With 49 online job postings, Tree Trimmers and Pruners is the top demanded occupation in 2023. Farmworkers and Laborers, Crop, Nursery, and Greenhouse (43 postings) and Buyers and Purchasing Agents (42 postings) were also in high demand during the year. Other top posted occupations include Food Science Technicians (35 postings), and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (23 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, half of the top ten occupations offer median wages of more than \$16.00 per hour. The top posted job, Tree Trimmers and Pruners, offers median hourly earnings of \$23.78, which translates to annual earnings of approximately \$49,456. With such a broad array of skill sets 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
37-3013	Tree Trimmers and Pruners	\$18.95	\$23.31	\$23.78	\$30.61	\$34.08
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$10.33	\$13.06	\$15.49	\$18.97
13-1028	Buyers and Purchasing Agents	\$19.57	\$24.56	\$30.65	\$38.69	\$47.11
19-4013	Food Science Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$15.35	\$24.95	\$38.20	\$58.19	\$75.90
51-3092	Food Batchmakers	\$12.88	\$15.52	\$21.39	\$24.19	\$27.68
11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$9.65	\$10.66	\$17.69	\$29.88	\$51.70
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$12.16	\$12.81	\$15.05	\$16.14	\$18.70
37-3011	Landscaping and Groundskeeping Workers	\$10.05	\$12.49	\$14.01	\$16.39	\$20.15
39-2021	Animal Caretakers	\$9.69	\$11.28	\$12.47	\$15.25	\$18.90

In-Demand Technical Skills

- Pruning
- Agriculture
- Fertilizers
- Purchasing
- Irrigation (Landscaping And Agriculture)

In-Demand Foundational Skills

- Communication
- Management
- Lifting Ability
- Fine Motor Skills
- Packaging And Labeling
- Customer Service

In-Demand Certifications

- Commercial Driver's License (CDL)
- Pallet Jack Certification
- Pesticide Applicator License
- Cardiopulmonary Resuscitation (CPR) Certification
- CDL Class A License

In-Demand Education Level*

- High School or GED: 36.6%
- Associate Degree: 6.9%
- Bachelor's Degree: 23.0%
- Master's Degree: 4.4%

**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

- Asplundh Tree Experts
- Nutrien
- Wilbur-Ellis
- State of Michigan
- Eden Foods
- Honey Tree
- Agribile
- Tecumseh Veterinary Hospital
- Walmart
- Carrols Restaurant Group

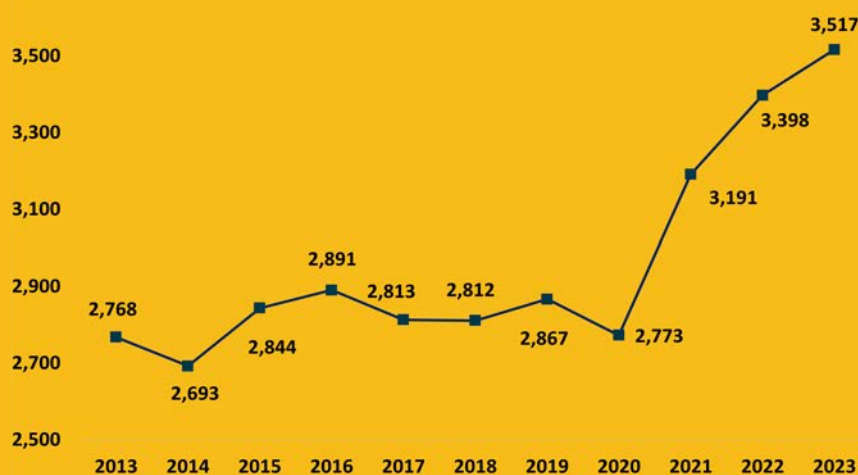
Job Postings by City

1. Adrian: 86 Postings
2. Hillsdale: 39 Postings
3. Tecumseh: 32 Postings
4. Clinton : 30 Postings
5. Blissfield: 29 Postings
6. Deerfield: 27 Postings
7. Morenci: 23 Postings
8. Reading: 18 Postings
9. Jonesville: 13 Postings
10. Onsted: 13 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



**3,517 Business and
Finance Workers**

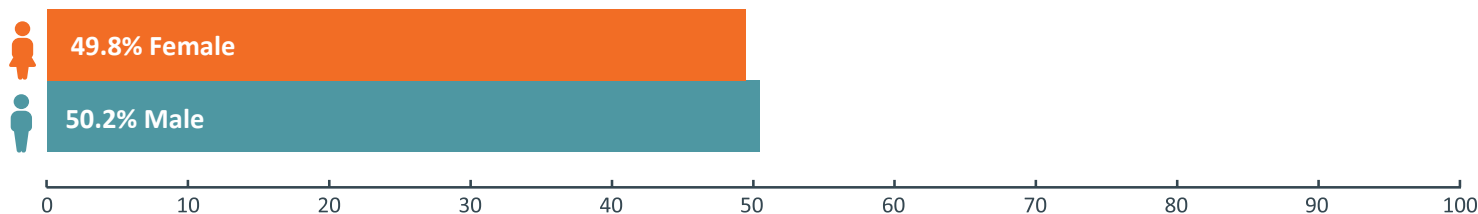
**3.5% Increase
from 2022**



Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 3,517 workers. Almost half the working population identifies as female (49.8 percent), however, 91.1 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.0 percent of the working population in Business and Finance is under the age of 25, compared to 28.9 percent identifying as age 55 and older.

Worker Gender Demographics



Race and Ethnicity Demographics

91.1% White | **3.3% Black or African-American** | **3.0% Hispanic or Latino**

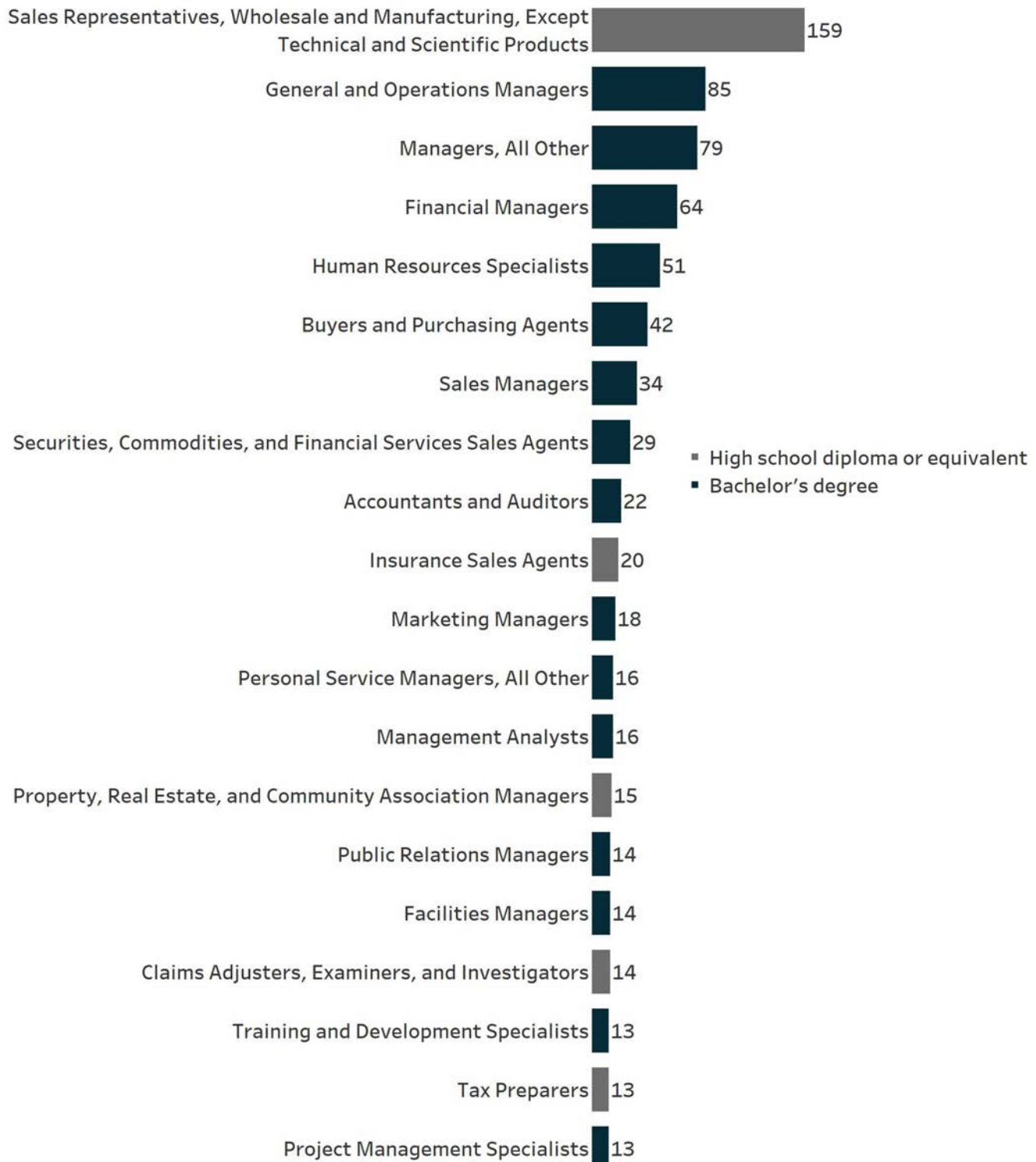
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 800 Business and Finance job postings during 2023. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 159 postings. General and Operations Managers (85 postings) was in the second position, while Managers, All Other (79 postings), Financial Managers (64 postings), and Human Resources Specialists (51 postings) round out the top demanded occupations.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most Business and Finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$34.13, translating to an annual earning of \$70,996. 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	\$18.90	\$24.86	\$34.13	\$48.92	\$68.22
11-1021	General and Operations Managers	\$18.60	\$24.55	\$37.73	\$58.00	\$84.44
11-9199	Managers, All Other	\$23.95	\$31.00	\$46.53	\$61.38	\$78.81
11-3031	Financial Managers	\$35.88	\$41.64	\$53.53	\$71.10	\$104.04
13-1071	Human Resources Specialists	\$20.09	\$24.06	\$30.39	\$38.88	\$46.54
13-1028	Buyers and Purchasing Agents	\$19.57	\$24.56	\$30.65	\$38.69	\$47.11
11-2022	Sales Managers	\$31.29	\$43.99	\$58.39	\$81.91	\$105.17
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$21.43	\$22.54	\$40.53	\$60.78	\$64.32
13-2011	Accountants and Auditors	\$20.70	\$24.20	\$30.42	\$38.47	\$48.85
41-3021	Insurance Sales Agents	\$18.57	\$24.32	\$30.36	\$42.22	\$63.12

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Purchasing

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Operations
- Leadership

In-Demand Certifications

- Certified Public Accountant
- Operator Of Uninspected Passenger Vessels (OUPV) License
- Licensed Insurance Producer
- Certified Pharmacy Technician
- Enrolled Agent (EA)

In-Demand Education Level*

- High School or GED: 22.8%
- Associate Degree: 16.9%
- Bachelor's Degree: 40.5%
- Master's Degree: 7.4%

**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

- Hillsdale College
- ProMedica
- Verizon Communications
- Altitude Group
- Eden Foods
- Walmart
- Old National Bank
- Robert Half
- T-Mobile US
- Hi-Lex Controls

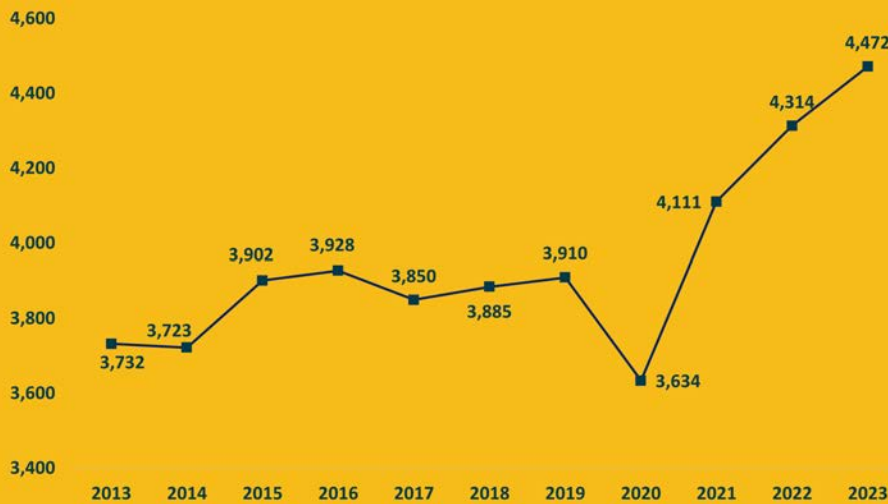
Job Postings by City

- Adrian: 342 Postings
- Clinton: 145 Postings
- Hillsdale: 78 Postings
- Tecumseh: 73 Postings
- Jonesville: 49 Postings
- Blissfield: 38 Postings
- Hudson: 22 Postings
- Litchfield: 21 Postings
- Morenci: 15 Postings
- Deerfield: 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



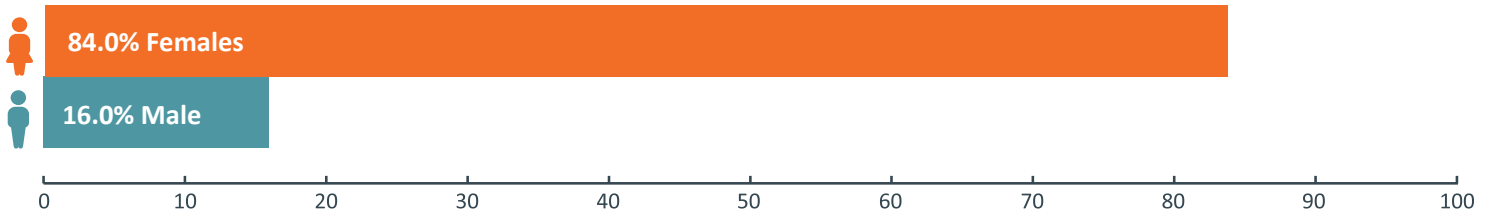
4,472
Healthcare
Workers
3.7%
Increase from
2022



Health Care Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 4,472 workers in Lenawee and Hillsdale Counties, who are overwhelmingly female (84.0 percent) and between the ages of 25 and 54 (62.5 percent), although 27.4 percent of workers are over 54. The Health Care occupation group is primarily White in Lenawee and Hillsdale Counties, with 79.3 percent of workers identifying as White, 10.2 percent identifying as Black or African American, and 10.5 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

79.3% White | **10.2% Black or African-American** | **7.5% Hispanic or Latino**

Worker Age Demographics

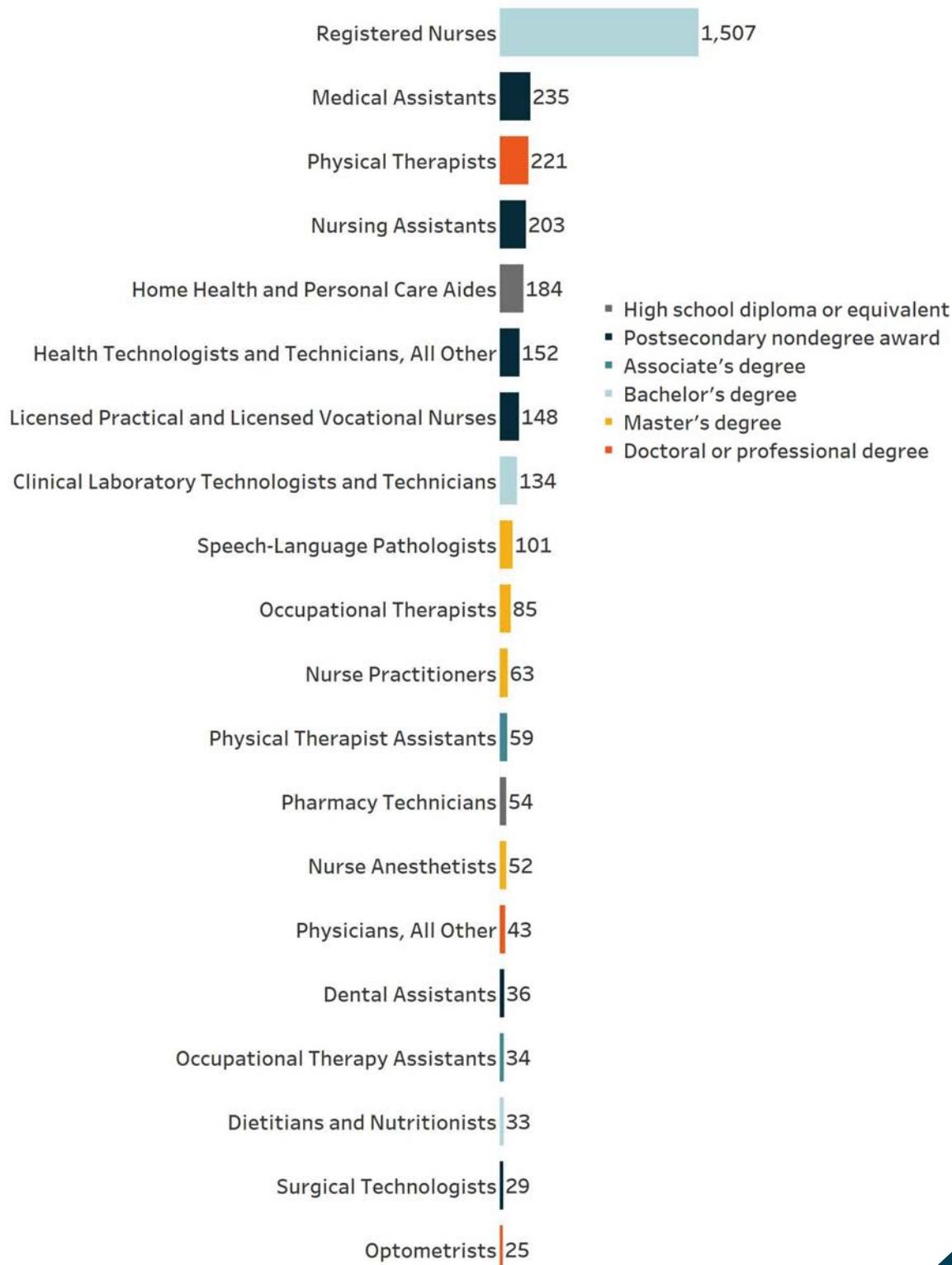


2023

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout the year, with 1,507 postings. Other top posted jobs include Medical Assistants (235 postings), Physical Therapists (221 postings), Nursing Assistants (203 postings), and Home Health and Personal Care Aides (184 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, 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 \$26.74 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$35.20 per hour or an annual salary of about \$73,220.

Wage Overview for Top Posted Healthcare 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	\$28.57	\$30.30	\$35.20	\$38.18	\$39.29
31-9092	Medical Assistants	\$14.47	\$16.03	\$17.89	\$20.11	\$21.47
29-1123	Physical Therapists	\$34.86	\$40.87	\$43.80	\$51.08	\$56.89
31-1131	Nursing Assistants	\$14.99	\$15.92	\$17.90	\$18.80	\$19.69
31-1128	Home Health and Personal Care Aides	\$11.65	\$12.12	\$14.50	\$16.57	\$20.49
29-2099	Health Technologists and Technicians, All Other	\$13.81	\$15.88	\$17.28	\$27.22	\$29.74
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.73	\$26.14	\$29.73	\$30.60	\$31.87
29-2018	Clinical Laboratory Technologists and Technicians	\$14.11	\$16.52	\$26.74	\$30.32	\$34.18
29-1127	Speech-Language Pathologists	\$24.68	\$32.38	\$39.39	\$42.73	\$48.83
29-1122	Occupational Therapists	\$25.77	\$31.96	\$39.40	\$44.47	\$52.03

In-Demand Technical Skills

- Nursing
- Nursing Care
- Acute Care
- Cardiopulmonary Resuscitation (CPR)
- Home Health Care

In-Demand Foundational Skills

- Communication
- Customer Service
- Professionalism
- Leadership
- Lifting Ability

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 19.7%
- Associate degree: 17.9%
- Bachelor's Degree: 25.5%
- Master's Degree: 9.9%

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

Top Posting Employers

- ProMedica
- Elara Caring
- HealthPRO Heritage
- Heritage Healthcare
- Renewal Rehab
- Aya Healthcare
- Concept Rehab
- Hospice Of Lenawee
- Adrian Dominican Sisters
- Athletico

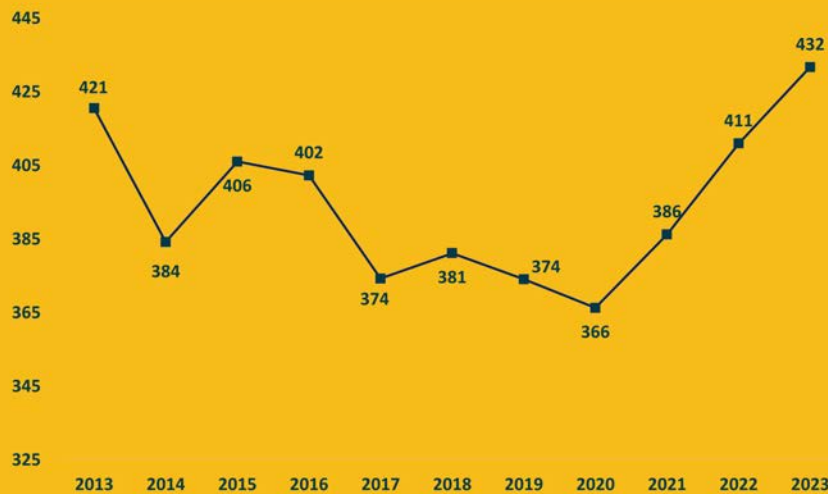
Job Postings by City

1. Adrian: 1,195 Postings
2. Hillsdale: 348 Postings
3. Deerfield: 319 Postings
4. Clinton: 235 Postings
5. Blissfield: 230 Postings
6. Tecumseh: 201 Postings
7. Riga: 185 Postings
8. Jasper: 167 Postings
9. Palmyra: 158 Postings
10. Britton: 101 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 (IT) 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



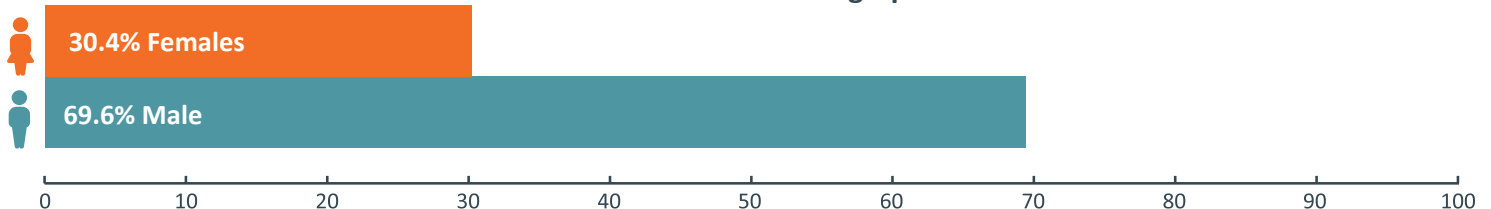
**432 Information
Technology Workers**
5.1% Increase from
2022



Information Technology Worker Demographics

According to 2023 Lightcast data, Lenawee and Hillsdale Counties have 432 IT workers. The workforce is not very diverse, with most workers identifying as male (69.6 percent) between the ages of 25 and 54 (73.4 percent). Workers aged 55 years and older account for 19.5 percent, while only 6.9 percent are 24 years old or younger. Around 86.4 percent of the workforce identify as White, with workers who identify as Black or African American, accounting for 4.6 percent of the workforce.

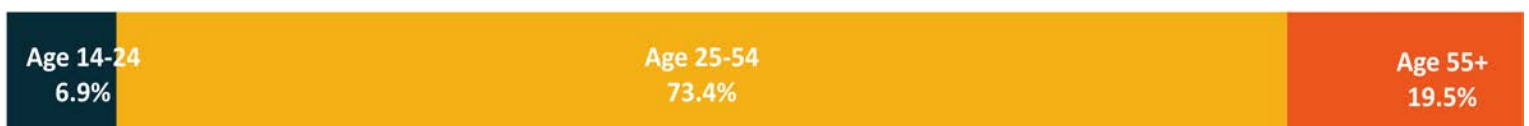
Worker Gender Demographics



Race and Ethnicity Demographics

86.4% White | **4.6% Black or African-American** | **3.9% Asian**

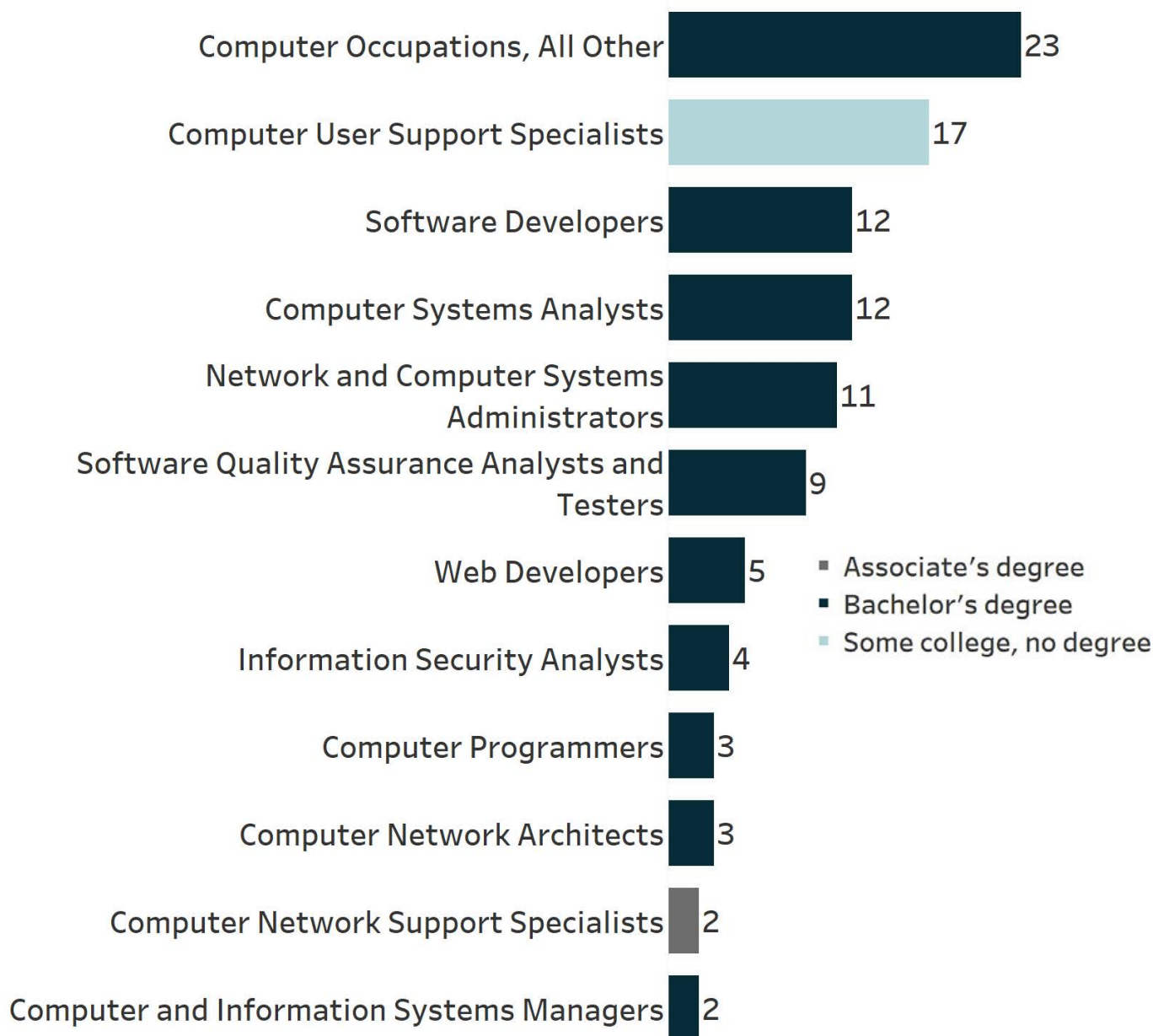
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 103 job postings for IT workers, with Computer Occupations, All Other as the most sought-after occupation by IT industry employers during 2023, with 23 postings. Computer User Support Specialists was in the second position with 17 postings. Other top posted jobs include Computer Systems Analysts (12 postings), Software Developers (12 postings), and Network and Computer Systems Administrators (11 postings). Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists, typically requires 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. Computer Occupations, All Other, the most in-demand occupation, offers a median hourly wage of \$32.33 per hour or almost \$67,255 per year. Computer and Information Systems Managers earn the highest median wage at \$52.90 per hour or nearly \$110,031 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$24.00 per 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
15-1299	Computer Occupations, All Other	\$20.35	\$26.74	\$32.33	\$43.17	\$59.75
15-1232	Computer User Support Specialists	\$17.81	\$21.81	\$26.42	\$32.03	\$40.02
15-1211	Computer Systems Analysts	\$27.31	\$33.21	\$42.22	\$52.76	\$62.45
15-1252	Software Developers	\$32.93	\$43.17	\$52.90	\$65.19	\$75.20
15-1244	Network and Computer Systems Administrators	\$26.90	\$31.36	\$37.52	\$44.28	\$52.88
15-1253	Software Quality Assurance Analysts and Testers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1251	Computer Programmers	\$20.02	\$24.45	\$34.00	\$44.14	\$50.68

In-Demand Technical Skills

- Project Management
- Auditing
- Computer Science
- SQL (Programming Language)
- Workflow Management

In-Demand Foundational Skills

- Project Management
- Auditing
- Computer Science
- SQL (Programming Language)
- Workflow Management

In-Demand Certifications

- CompTIA A+
- CompTIA Network+
- Certified Information Systems Security Professional
- CISCO Certified Network Professional – Security
- Certified Information Security Manager

In-Demand Education Level*

- High School or GED: 14.6%
- Associate Degree: 11.7%
- Bachelor's Degree: 45.6%
- Master's Degree: 5.8%

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

Top Posting Employers

- Hillsdale College
- Liberty Utilities
- United States Department of the Treasury
- Robert Half
- Eden Foods
- GPAC
- Ciee
- Veterinary United
- Genus
- Dell Technologies

Job Postings by City

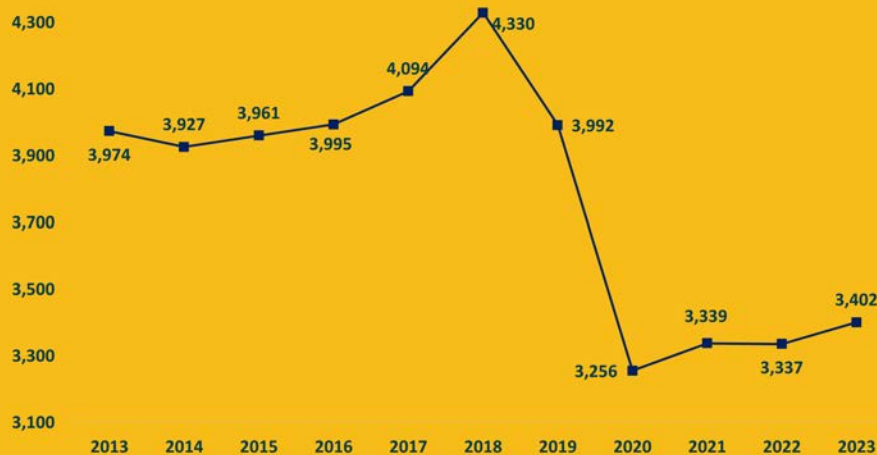
- Adrian: 34 Postings
- Clinton: 22 Postings
- Hillsdale: 11 Postings
- Deerfield: 9 Postings
- Tecumseh: 9 Postings
- Hudson: 3 Postings
- Jerome: 3 Postings
- Allen: 2 Postings
- Litchfield: 2 Postings
- Morenci: 2 Postings

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



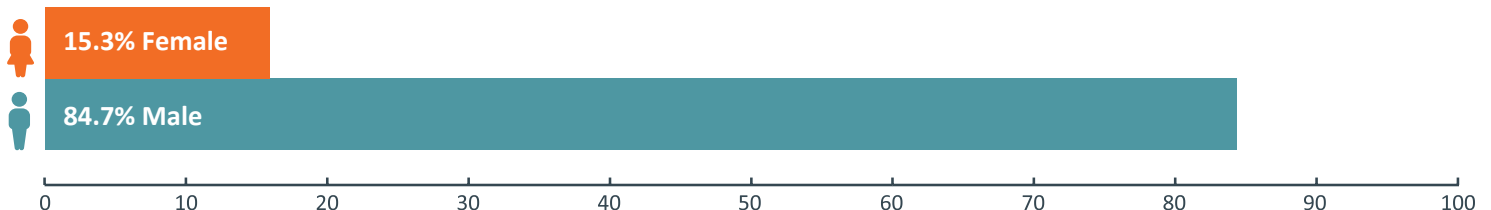
**3,402 Skilled
Trades Workers**
1.9% Increase
from 2022



Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 3,402 workers in Lenawee and Hillsdale Counties. The majority of Skilled Trades workers are male (84.7 percent) between the ages of 25 and 54 (65.1 percent). Due to the aging workforce, additional outreach will be necessary as 28.0 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

88.8% White | 5.0% Hispanic or Latino | 3.5% Black or African-American

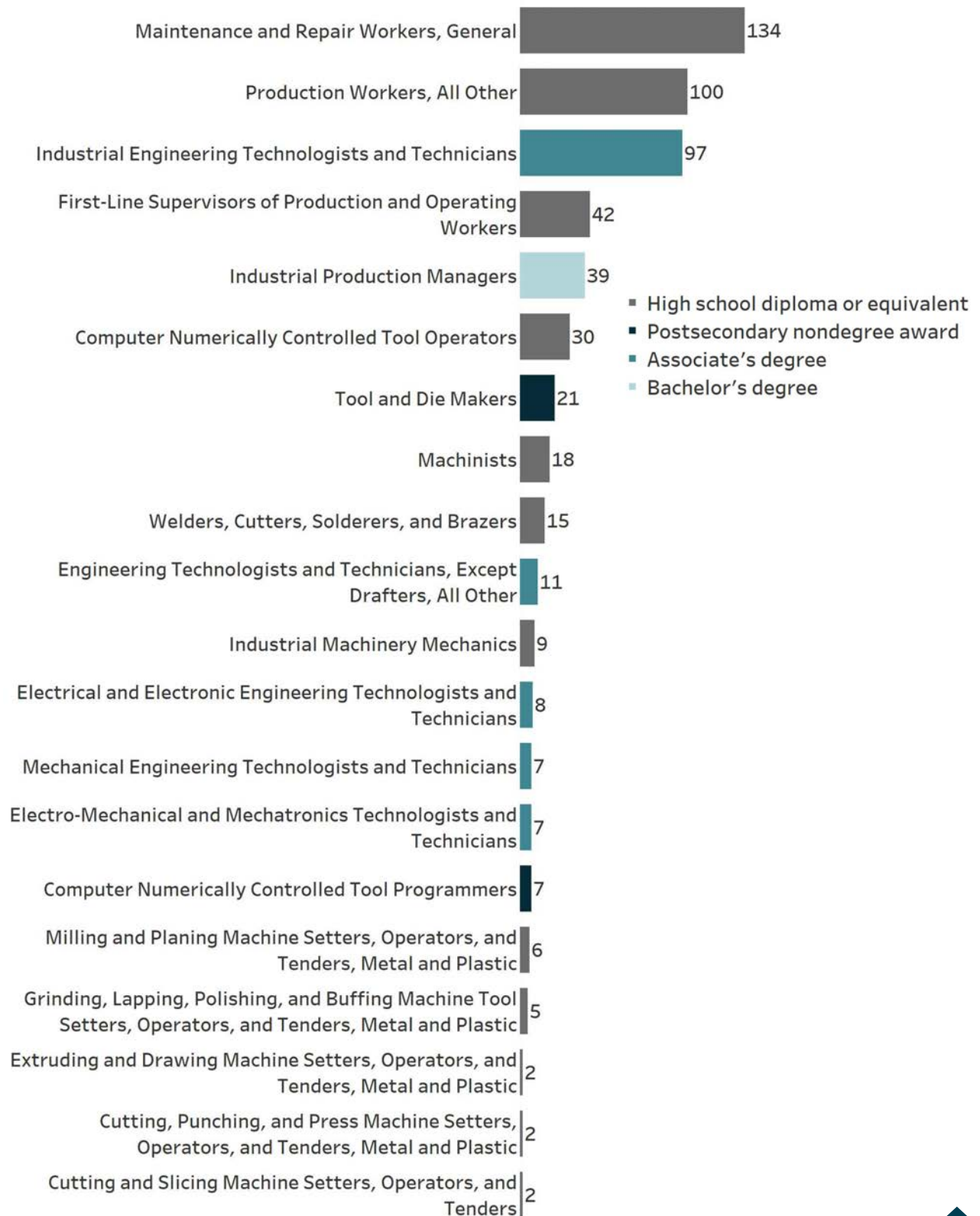
Worker Age Demographics



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 134 postings. Other top posted jobs include Production Workers, All Other (100 postings), Industrial Engineering Technologists and Technicians (97 postings), First-Line Supervisors of Production and Operating Workers (42 postings), and Industrial Production Managers (39 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Eight of the top ten in-demand Skilled Trades occupations have a median wage above \$18.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2023, offers a median hourly wage of \$19.05, which translates to an annual salary of about \$39,624.

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
15-1299	Computer Occupations, All Other	\$20.35	\$26.74	\$32.33	\$43.17	\$59.75
15-1232	Computer User Support Specialists	\$17.81	\$21.81	\$26.42	\$32.03	\$40.02
15-1211	Computer Systems Analysts	\$27.31	\$33.21	\$42.22	\$52.76	\$62.45
15-1252	Software Developers	\$32.93	\$43.17	\$52.90	\$65.19	\$75.20
15-1244	Network and Computer Systems Administrators	\$26.90	\$31.36	\$37.52	\$44.28	\$52.88
15-1253	Software Quality Assurance Analysts and Testers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1251	Computer Programmers	\$20.02	\$24.45	\$34.00	\$44.14	\$50.68

In-Demand Technical Skills

- Machinery
- Machine Operation
- Forklift Truck
- Machining
- Tooling

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Forklift Certification
- SQF (Safe Quality Food) Practitioner
- Six Sigma Green Belt
- Six Sigma Black Belt

In-Demand Education Level*

- High School or GED: 39.6%
- Associate Degree: 7.4%
- Bachelor's Degree: 9.9%
- Master's Degree: 1.4%

**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

- Elwood Staffing
- Martinrea International
- Kelly Services
- Rima Manufacturing Company
- Eden Foods
- ProMedica
- Uniloy
- Aerotek
- GPAC
- Uckele Health & Nutrition

Job Postings by City

1. Adrian: 147 Postings
2. Hillsdale: 84 Postings
3. Tecumseh: 70 Postings
4. Clinton: 62 Postings
5. Jonesville: 59 Postings
6. Hudson: 38 Postings
7. Blissfield: 20 Postings
8. Litchfield: 18 Postings
9. Morenci: 13 Postings
10. Cement City: 12 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

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