

# WIN

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## LABOR MARKET REPORT LIVINGSTON COUNTY

January - December 2023

# INTRODUCTION

## Livingston 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 Clinton 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 Clinton County for the Business and Finance, Customer Service, 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](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://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 - Customer Service
- 14 - Health Care
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

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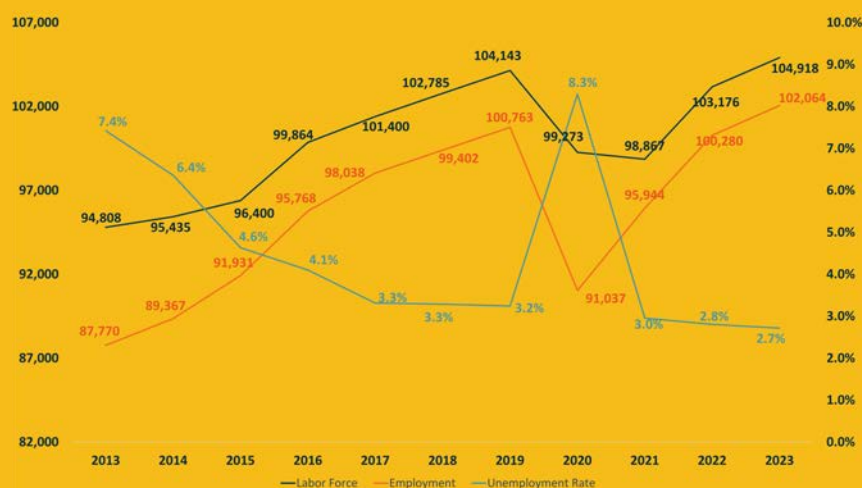
## State of the Labor Market in Livingston County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market. In 2023, the labor force increased by 1,743 individuals (1.7 percent) while employment increased by 1,785 individuals (1.8 percent) from 2022. Unemployment decreased by 42 workers, with the unemployment rate decreasing from 2.8 percent in 2022 to 2.7 percent in 2023. Quarterly postings data shows a shift in hiring and skills demanded as the region continues its recovery. The Customer Service occupation group continues to be heavily demanded in Livingston County, with the Health Care occupation group also claiming two of the top five most in-demand occupations in 2023.

## Annual Labor Market Information

The labor force in Livingston County increased slightly in 2023, rising by 1,742 individuals (1.7 percent) from the prior year. Employment improved as well, increasing by 1,784 workers (1.8 percent) since 2022, while unemployment decreased by just 42 workers (1.4 percent) for a total of 2,854 unemployed workers in 2023. The unemployment rate decreased in 2022 to 2.7 percent, a fall of 5.6 percentage points since the 8.3 percent peak in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest unemployment rate occurred in 2020, with an unemployment rate of 8.3 percent in Livingston 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 2,856 unique postings in Jackson County, 989 less than the Q3 average of 3,845 postings. The second quarter had the highest recorded postings in 2023 with an average of 4,398 postings, an increase of 772 postings (21.3 percent) over Q1 2023. The decline of 35.1 percent from Q2 to Q4 might be evidence that post-pandemic recovery finally peaked.

Quarterly Posting Analysis Livingston County 2023





## Key Findings

7%

Employer demand decreased by 7.2 percent, a loss of 1,395 job postings from 2022

### High School Diploma

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

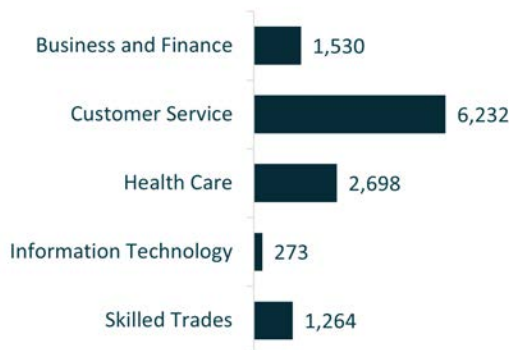
103,872

an increase of 3,161 workers (3.1 percent) from Q4 2022

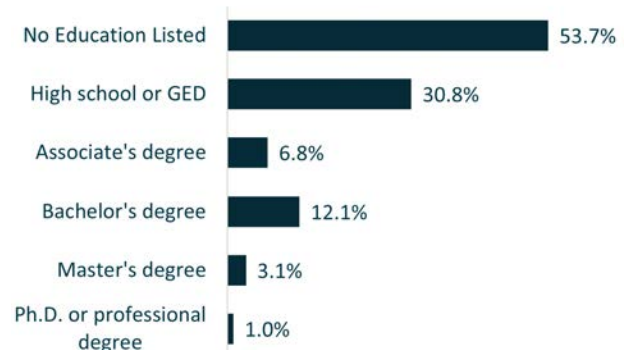
During 2023, there were 17,879 job postings, 1,395 less than the 19,275 postings made through 2022 in Livingston County. The second quarter 2023 saw the highest demand for the year with 4,398 postings, a 21.3 percent increase over Q1 2023. The top posted occupations in 2023 include Retail Salespersons, , Fast Food and Counter Workers, First-Line Supervisors of Retail Sales Workers, Registered Nurses, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 17,879 unique postings in Livingston County during 2023, 5,508 (30.8 percent) required a High School diploma or equivalent, while 3,371 postings (18.9 percent) required a College degree. An additional 744 postings (4.2 percent) required an advanced degree. The demand for Health Care and Customer Service occupations within the County drives this high 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 third quarters of 2023 saw a slight increase in the labor force and employment, unemployment while the unemployment rate increased by 0.7 percent to 2.9 percent in Q3 2023. The labor force and employment numbers peaked in Q3 2023 with a high of 107,391 individuals and 104,268 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 2.9 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	103,050	101,864	103,490	107,391	106,928	-463	-0.4%	3,878	3.8%
Employment	100,711	98,949	101,168	104,268	103,872	-396	-0.4%	3,161	3.1%
Unemployment	2,338	2,915	2,322	3,123	3,056	-67	-2.2%	718	30.7%
Unemployment Rate	2.3%	2.9%	2.2%	2.9%	2.9%	-0.1%	na	0.6%	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 2022, labor force participation totaled 104,918 individuals, an increase of 1,743 individuals from 2022. Livingston County also experienced a slight growth in employment, increasing to 102,064 workers (1.8 percent) between 2022 and 2023. Both unemployment and the unemployment rate decreased slightly, corresponding with the positive economic recovery. Unemployment decreased by just 42 to 2,854 workers, a marginal reduction from the 2,896 workers in 2022. Similarly, the unemployment rate declined slightly (0.1 percent) from 2022, ending CY2023 at 2.7 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	94,808	95,435	96,400	99,864	101,400	102,785	104,143	99,273	98,867	103,176	104,918	1,743	1.7%
Employment	87,770	89,367	91,931	95,768	98,038	99,402	100,763	91,037	95,944	100,280	102,064	1,785	1.8%
Unemployment	7,038	6,069	4,469	4,096	3,362	3,383	3,380	8,236	2,922	2,896	2,854	-42	-1.4%
Unemployment Rate	7.4%	6.4%	4.6%	4.1%	3.3%	3.3%	3.2%	8.3%	3.0%	2.8%	2.7%	-0.1%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 102,593 people in the labor force, meaning that these individuals were either working or seeking employment, in Livingston County. More than half of the population of 98,534 individuals (50.7 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 21.2 percent, while females age 24 years or younger face an unemployment rate of 17.3 percent. Native American job seekers also have a difficult time finding employment, facing an unemployment rate of 5.4 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	102,593	98,534	4,059	4.0%
<b>Sex</b>				
Male 16+	56,075	53,547	2,528	4.5%
16-19	2,736	2,371	365	13.3%
20-24	4,982	4,591	391	7.8%
25-54	33,145	32,209	936	2.8%
55-64	11,790	11,135	655	5.6%
65 Plus	3,422	3,241	181	5.3%
Female 16+	46,518	44,987	1,531	3.3%
16-19	2,445	2,191	254	10%
20-24	4,327	4,027	300	7%
25-54	27,591	26,922	669	2%
55-64	9,694	9,473	221	2%
65 Plus	2,461	2,374	87	4%
<b>Race</b>				
White	97,550	93,648	3,902	4.0%
Black / African American	513	503	10	1.9%
Native American	276	261	15	5.4%
Asian	931	909	21	2.3%
Native Hawaiian / Pacific Islander	22	22	0	0.0%
Some Other Race	609	597	12	2.0%
Two or More Races	2,752	2,626	127	4.6%
<b>Ethnicity</b>				
Hispanic	2,753	2,552	201	7.3%

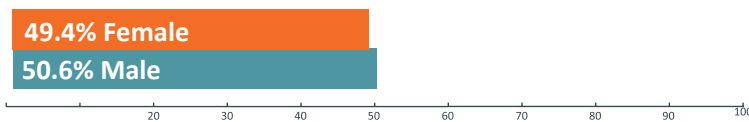
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

## 2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Livingston County increased by about 0.6 percent between 2021 and 2022. During 2022, there were 194,302 people living in the county. The gender of the populace was split almost evenly, with about 49.4 percent of the population identifying as female and the other 50.6 percent identifying as male. A majority of the population identified as White (94.7 percent) with the second largest number of individuals identifying as Hispanic or Latino (2.7 percent). The region is facing an aging populace; with 34.4 percent of the population over the age of 54, compared to 28.8 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



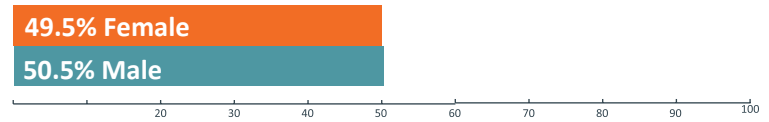
### Population Age Demographics



## 2023 Current Workforce

In 2023, the workforce had a total of 66,658 individuals working in Livingston County. A slight majority, 50.5 percent (32,788 workers) were male, while 49.5 percent (32,076 workers) of the workforce was female. Most workers in the County identified as White, accounting for 81.5 percent of the workforce, while Black or African American workers totaled 10.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.1 percent. A significant concentration of the workforce in Livingston County is between the age of 25 and 54 (60.4 percent), while 21.9 percent of workers are 55 and older.

### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics

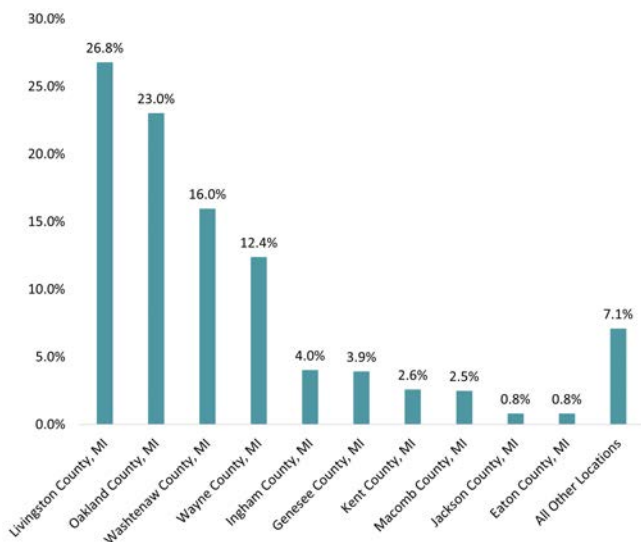


### Workforce Age Demographics

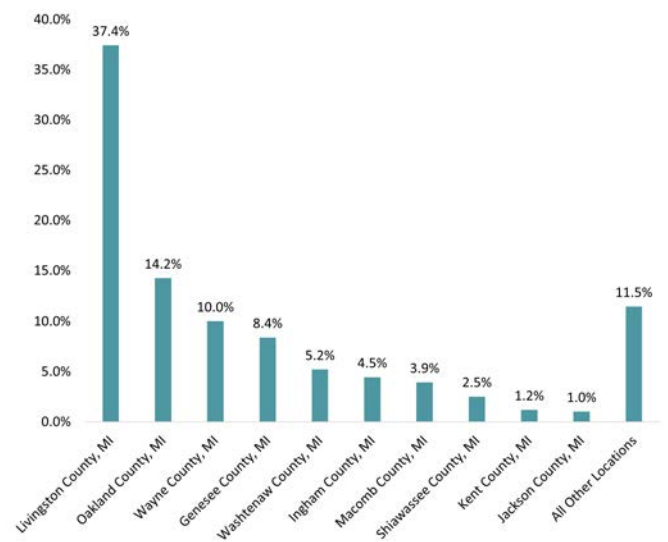


According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the county's workforce consisted of 81,314 residents. Only 21,788 (26.8 percent) of the residents lived and worked within Livingston County, while the remaining 59,526 residents (73.2 percent) traveled outside of the County for work. There were 58,204 workers employed in the County during 2021. Of those, 36,416 workers (62.6 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Livingston County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

**Where Livingston County Residents Work**



**Where Livingston County Workers Live**

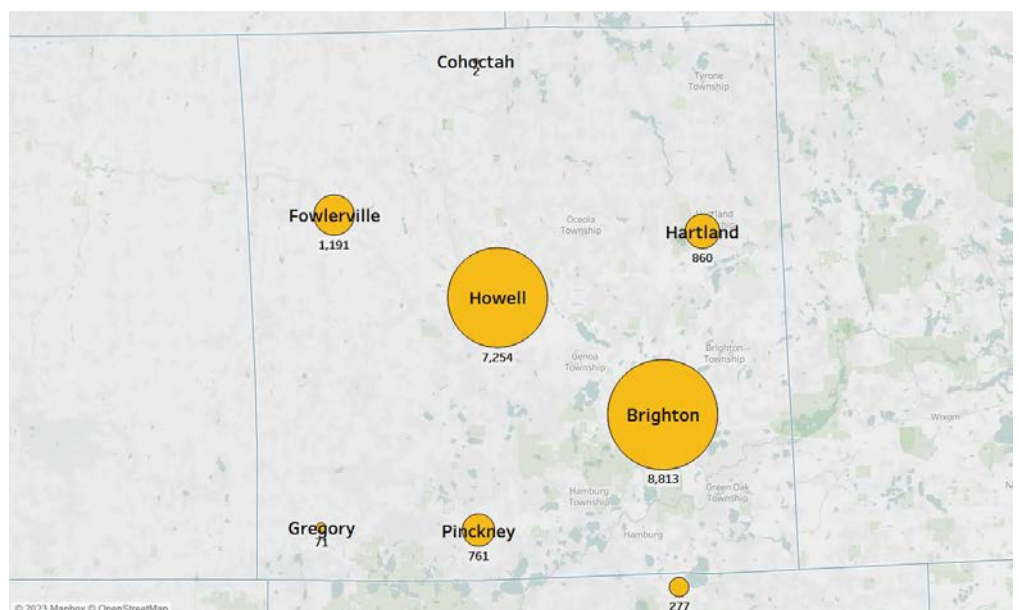


Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

1. Brighton: 8,342 Postings
2. Howell: 6,763 Postings
3. Hartland : 906 Postings
4. Fowlerville: 858 Postings
5. Pinckney: 726 Postings
6. Hamburg: 192 Postings
7. Gregory: 61 Postings
8. Lakeland: 24 Postings
9. Cohoctah: 7 Postings

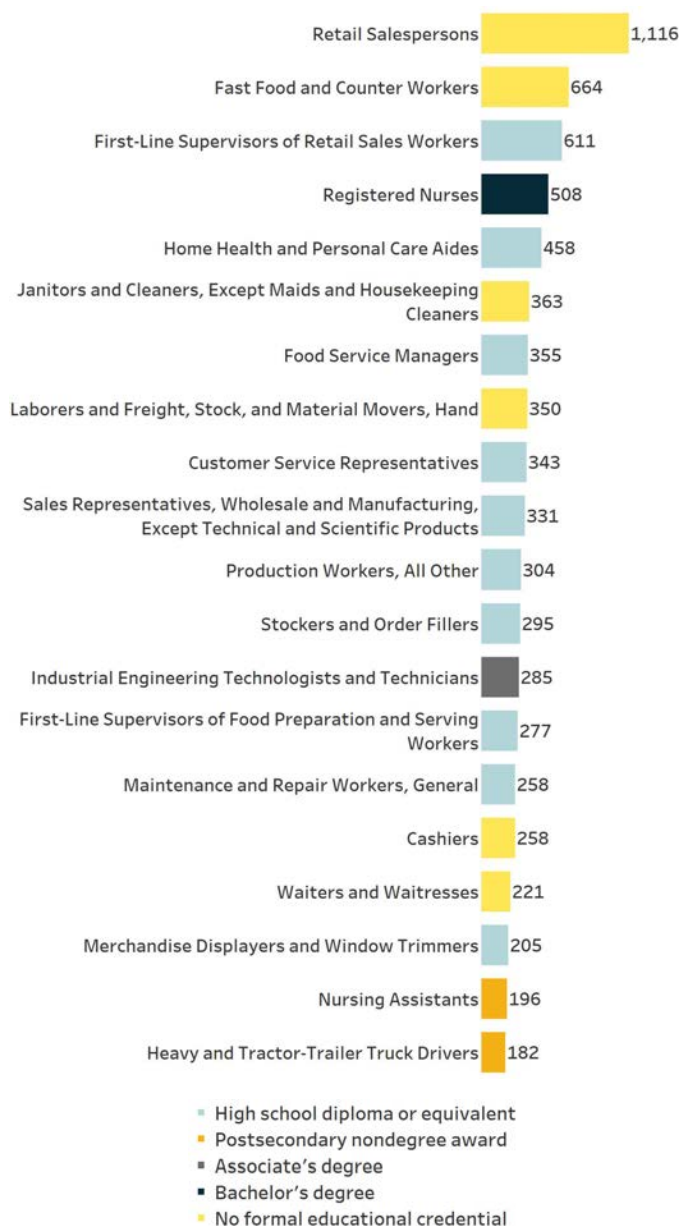




# TOP POSTED JOBS

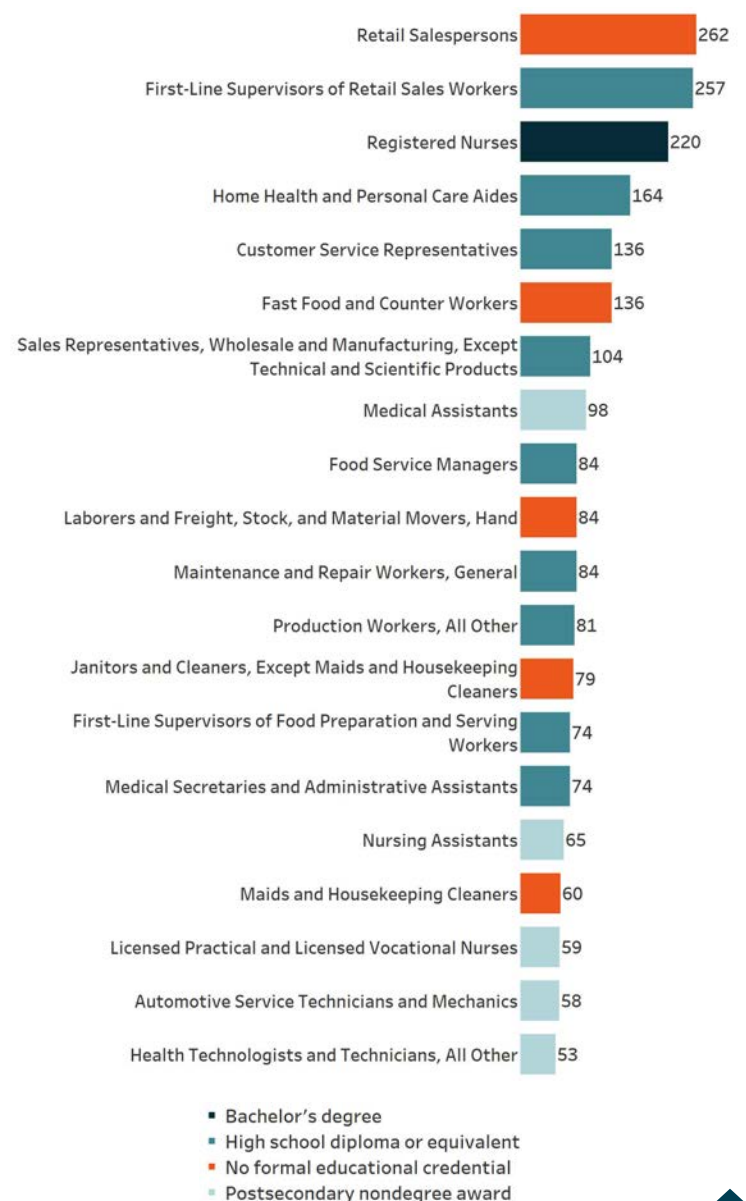
## Top Posted Jobs: 2023

Retail Salespersons is the top posted occupation for 2023 with 1,116 unique online job postings, which requires no formal educational credential for entry, coupled with short-term on the job training. Fast Food and Counter Workers (664 postings) and First-Line Supervisors of Retail Sales Workers (611 postings) round out the top three demanded occupations, requiring a High School diploma or equivalent and no formal educational credential, respectively, coupled with short term on the job training for entry. 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.



## Top Posted Entry-Level Jobs: 2023

Entry-level jobs, which usually require zero to two years of previous experience, account for 28. percent of the 2023 postings in Livingston County. 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 43.2 percent of entry-level postings. Retail Salespersons was the top posted entry-level occupation with 262 postings, requiring no formal education, followed by First-Line Supervisors of Retail Sales Workers with 257 postings.

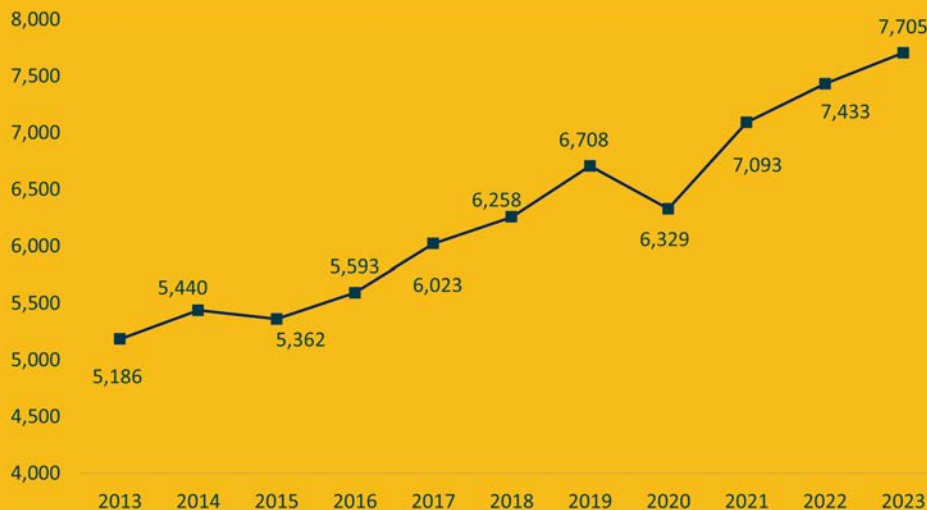




# BUSINESS AND FINANCE OCCUPATION GROUP

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



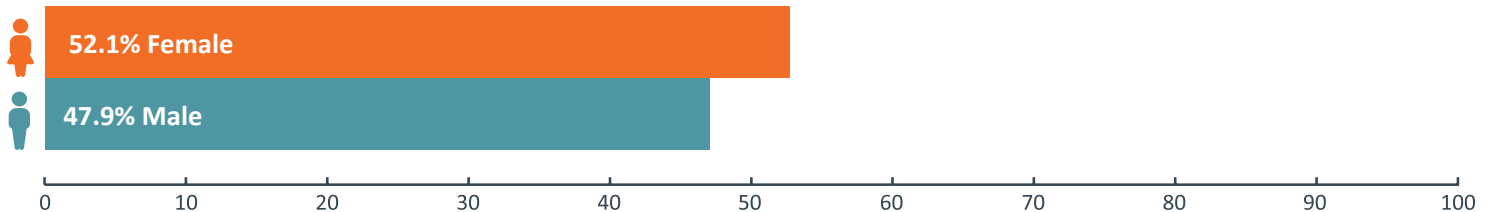
**7,705 Business  
and Finance  
Workers**  
**3.7% Increase  
from 2022**



## Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 7,705 workers. More than half the working population identify as female (52.1 percent), however, 88.8 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.7 percent of the working population in Business and Finance is under the age of 25, compared to 25.3 percent who identify as 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

**88.8% White** | **5.6% Black or African-American** | **2.2% Hispanic or Latino**

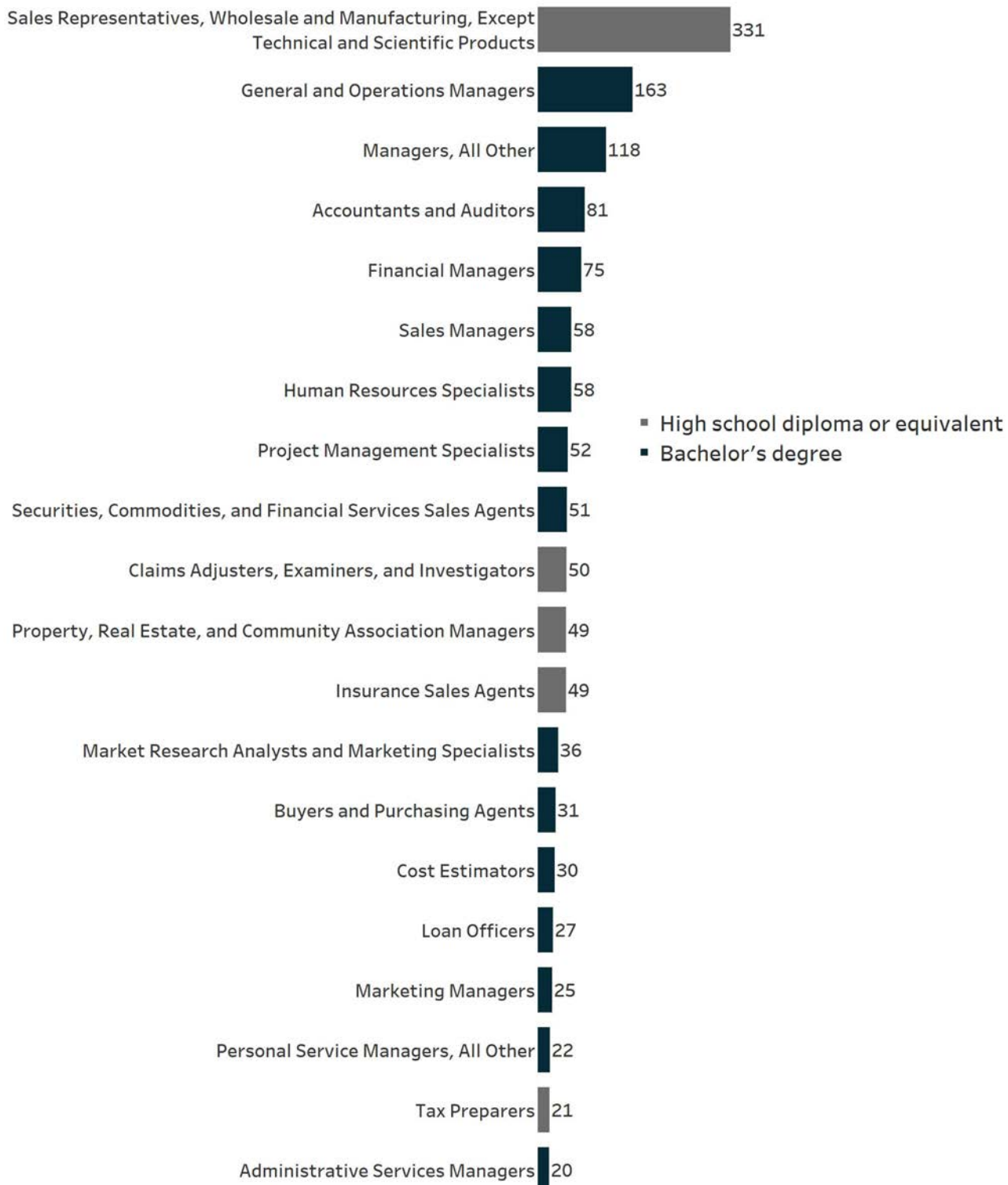
### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

There were a total of 1,530 job postings for Business and Finance workers during 2023. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers, with 331 postings. General and Operations Managers was in the second position with 163 postings. Other top posted jobs include Managers, All Other (118 postings), Accountants and Auditors (81 postings), and Financial Managers (75 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, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$33.94, translating to annual earnings of approximately \$70,596. All the top business occupations offer median wages over \$20.00 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	\$17.28	\$22.95	\$33.94	\$46.71	\$62.30
11-1021	General and Operations Managers	\$20.11	\$27.51	\$44.30	\$69.99	\$97.85
11-9199	Managers, All Other	\$27.80	\$41.14	\$54.15	\$67.57	\$76.66
13-2011	Accountants and Auditors	\$22.17	\$27.16	\$34.18	\$42.42	\$54.71
11-3031	Financial Managers	\$35.67	\$45.38	\$57.68	\$73.57	\$95.95
11-2022	Sales Managers	\$29.37	\$43.43	\$58.53	\$75.01	\$97.45
13-1071	Human Resources Specialists	\$18.33	\$21.61	\$28.09	\$35.69	\$44.47
13-1082	Project Management Specialists	\$25.07	\$33.49	\$43.44	\$55.39	\$59.45
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$17.70	\$21.23	\$26.58	\$43.57	\$57.46
13-1031	Claims Adjusters, Examiners, and Investigators	\$22.15	\$27.52	\$28.94	\$35.92	\$43.21

### In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Project Management

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Operations

### In-Demand Certifications

- Certified Public Accountant
- Adjuster License
- Nationwide Mortgage Licensing System (NMLS)
- Cardiopulmonary Resuscitation (CPR) Certification
- Project Management Professional Certification

### In-Demand Education Level\*

- High School or GED: 23.7%
- Associate Degree: 9.3%
- Bachelor's Degree: 43.5%
- Master's Degree: 5.2%

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

### Top Posting Employers

- Hanover Insurance Group
- Altitude Group
- Lake Trust Credit Union
- Total Security Solutions Pte Ltd
- Robert Half
- AT&T
- Walmart
- Randstad
- Cleary University
- Crossfire

### Job Postings by City

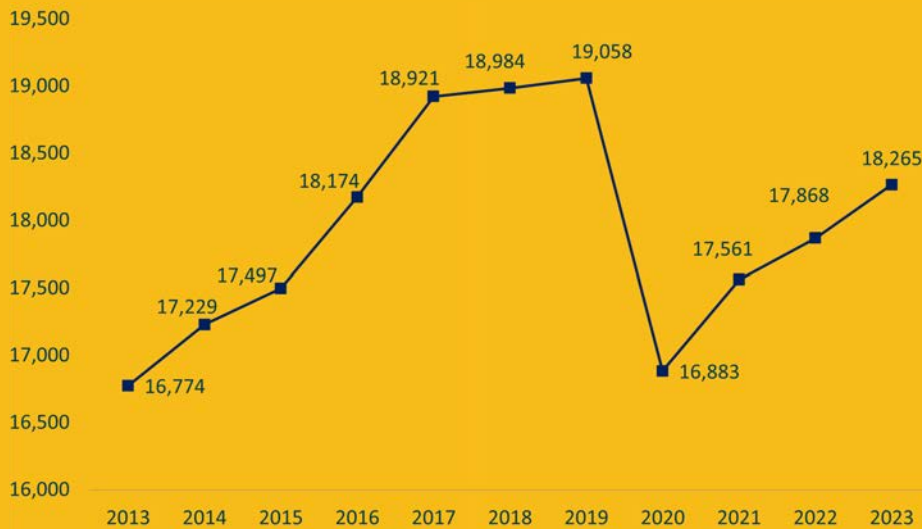
- Brighton: 745 Postings
- Howell: 575 Postings
- Fowlerville: 95 Postings
- Hartland: 51 Postings
- Pinckney: 38 Postings
- Hamburg: 18 Postings
- Lakeland: 6 Postings
- Gregory: 2 Postings



# CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over  
Time 2013-2023



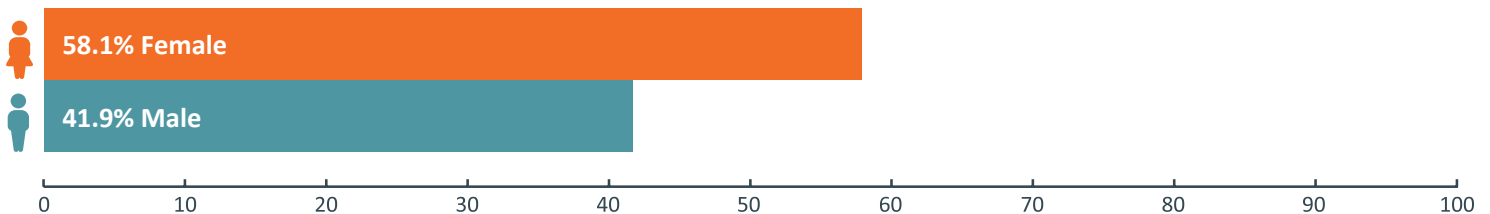
**18,265 Customer  
Service Workers**  
2.2% Increase  
from 2022



## Customer Service Worker Demographics

In 2023, there were 18,265 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. During the year, 58.1 percent of workers identified as female, while 17.3 percent of workers in customer service identified as a racial minority. About 34.0 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 18.5 percent.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**82.7% White** | **8.6% Black or African-American** | **4.3% Hispanic or Latino**

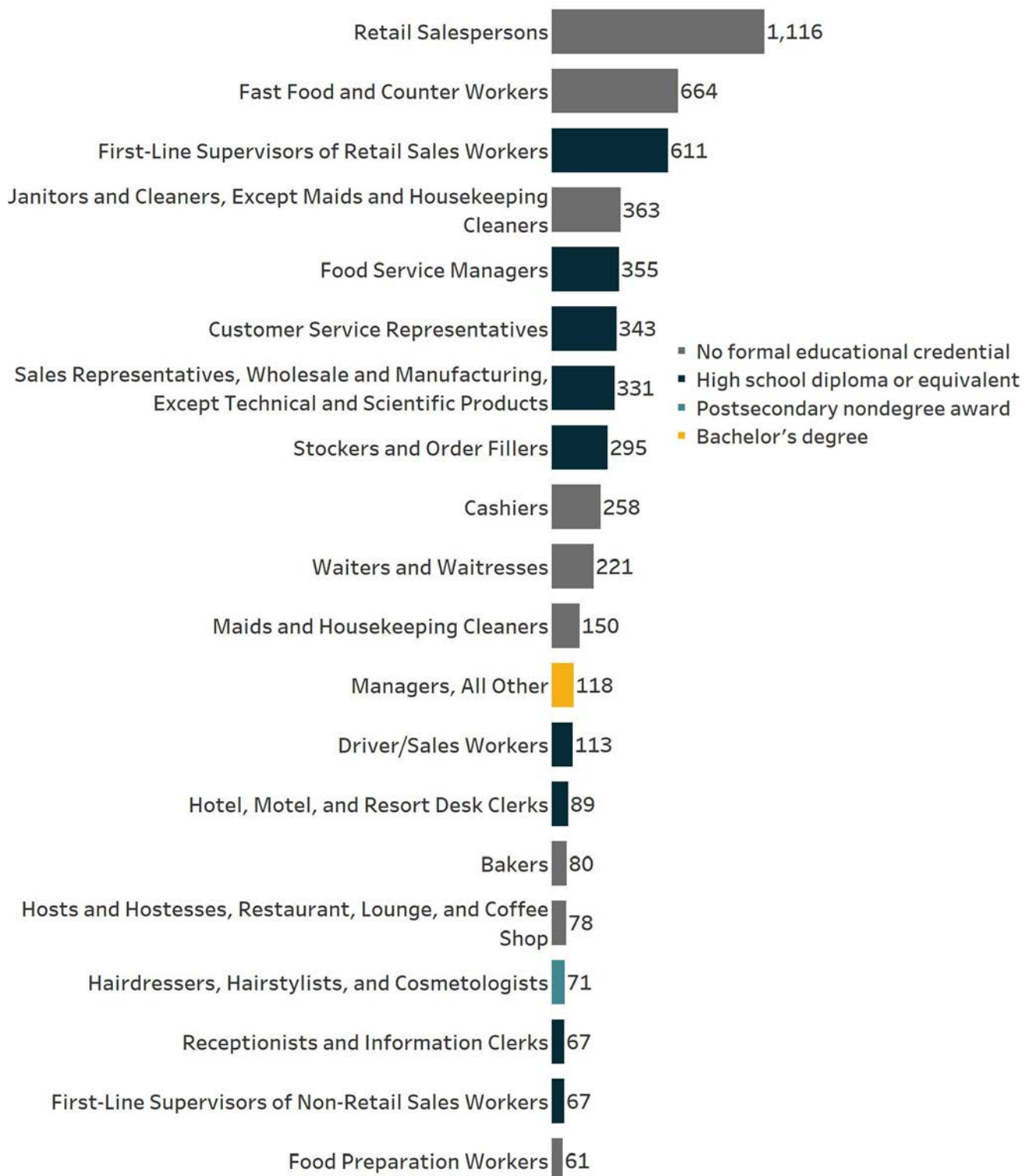
### Worker Age Demographics



# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

Demand for Customer Service occupations reached 6,232 postings in 2023, a decrease of 858 postings or 12.1 percent since 2022. Retail Salespersons is the highest in-demand Customer Service occupation during 2023, with 1,116 postings. Other top posted jobs include Fast Food and Counter Workers (664 postings), First-Line Supervisors of Retail Sales Workers (611 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (363 postings), and Food Service Managers (355 postings).



# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, three of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Retail Salespersons, earns a median hourly wage of \$14.54. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$21.92 per hour or \$45,601 annually.

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

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$11.04	\$12.64	\$14.54	\$17.09	\$22.76
35-3023	Fast Food and Counter Workers	\$11.40	\$12.38	\$13.38	\$13.90	\$16.13
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.99	\$17.32	\$21.92	\$28.40	\$38.10
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.14	\$12.44	\$13.54	\$15.85	\$17.70
11-9051	Food Service Managers	\$22.64	\$27.18	\$29.02	\$34.71	\$38.35
43-4051	Customer Service Representatives	\$12.93	\$14.17	\$17.30	\$21.37	\$28.46
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.28	\$22.95	\$33.94	\$46.71	\$62.30
53-7065	Stockers and Order Fillers	\$13.39	\$14.89	\$17.27	\$20.16	\$27.50
41-2011	Cashiers	\$11.63	\$12.37	\$13.93	\$15.30	\$17.50
35-3031	Waiters and Waitresses	\$9.87	\$12.10	\$14.30	\$21.19	\$25.28

### In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Cash Register
- Product Knowledge

### In-Demand Foundational Skills

- Customer Service
- Communication
- Management
- Leadership
- Operations

### In-Demand Certifications

- ServSafe Certification
- Automotive Service Excellence (ASE) Certification
- Food Handler's Card
- Barber License
- Cosmetology License

### In-Demand Education Level\*

- High School or GED: 29.5%
- Associate Degree: 3.0%
- Bachelor's Degree: 6.9%
- Master's Degree: 0.6%

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

### Top Posting Employers

- Meijer
- Kroger
- TJX
- Busch's
- Walmart
- Arby's
- Randstad
- Panera Bread
- AutoZone
- Chili's Grill & Bar

### Job Postings by City

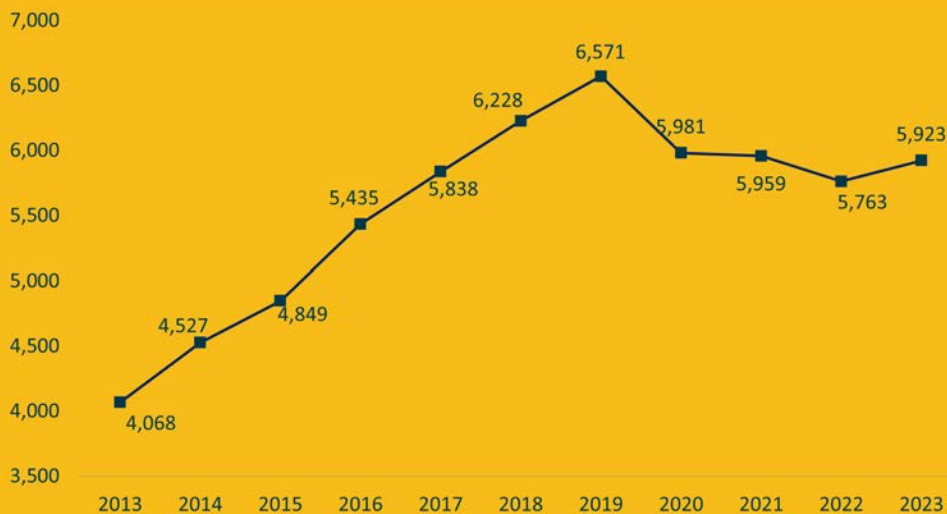
1. Brighton: 2,912 Postings
2. Howell: 2,316 Postings
3. Hartland: 453 Postings
4. Pinckney: 294 Postings
5. Fowlerville: 215 Postings
6. Hamburg: 31 Postings
7. Lakeland: 6 Postings
8. Gregory: 5 Postings



# 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



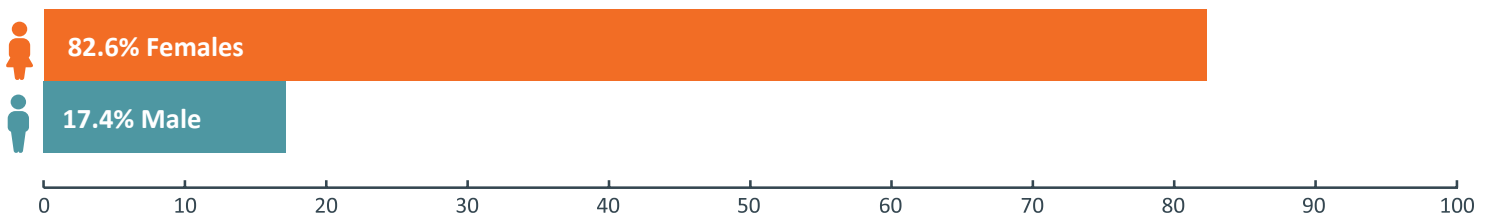
**5,923**  
**Healthcare**  
**Workers**  
**2.8%**  
**Decrease**  
**from 2022**



## Health Care Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 5,923 workers in Livingston County, who are overwhelmingly female (82.6 percent) and between the age of 25 and 54 (65.3 percent), although 22.7 percent of workers are over 54. The Health Care occupation group is primarily White in Livingston County, with 79.3 percent of workers identifying as White, 12.2 percent identifying as Black or African American, and 8.5 percent identifying otherwise.

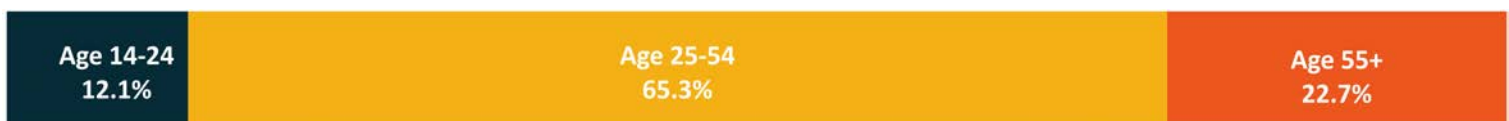
### Worker Gender Demographics



### Race and Ethnicity Demographics

**79.3% White** | **12.2% Black or African-American** | **3.1% Asian**

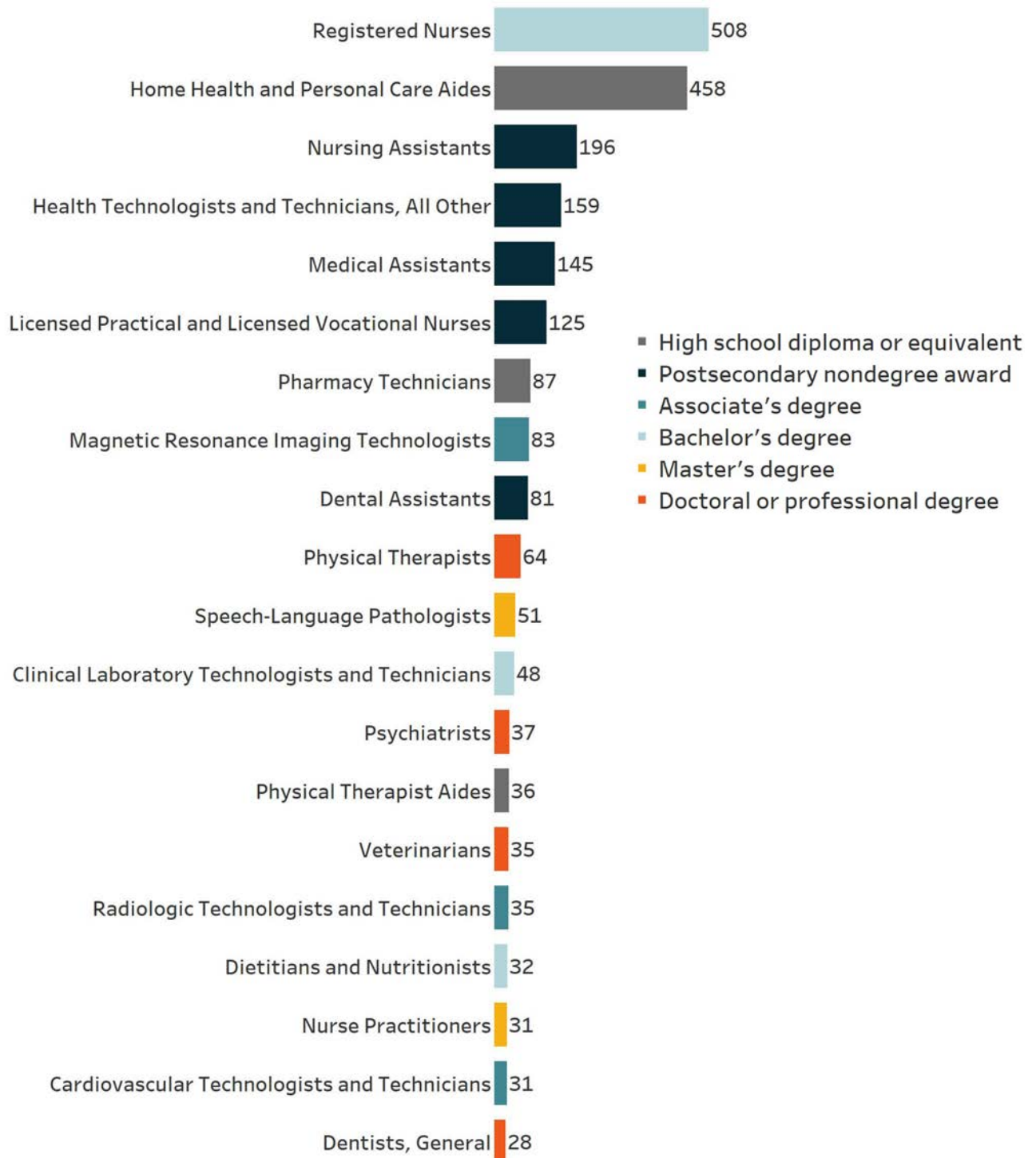
### Worker Age Demographics



# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout 2023, with 508 postings. Other top posted jobs include Home Health and Personal Care Aides (458 postings), Nursing Assistants (196 postings), Health Technologists and Technicians, All Other (159 postings), and Medical Assistants (145 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 (87 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 \$22.47 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$35.16 per hour or an annual salary of about \$73,136.

### 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	\$28.32	\$29.89	\$35.16	\$39.30	\$44.03
31-1128	Home Health and Personal Care Aides	\$10.93	\$12.30	\$13.81	\$15.30	\$17.00
31-1131	Nursing Assistants	\$14.09	\$15.50	\$16.45	\$17.34	\$18.27
29-2099	Health Technologists and Technicians, All Other	\$14.70	\$15.58	\$16.92	\$22.47	\$28.90
31-9092	Medical Assistants	\$12.62	\$14.83	\$15.93	\$17.33	\$19.51
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.20	\$26.49	\$28.03	\$28.81	\$30.52
29-2052	Pharmacy Technicians	\$13.97	\$16.38	\$17.66	\$21.29	\$22.77
29-2035	Magnetic Resonance Imaging Technologists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9091	Dental Assistants	\$14.68	\$17.12	\$19.40	\$23.01	\$25.40
29-1123	Physical Therapists	\$32.39	\$43.33	\$50.70	\$54.56	\$56.99

### In-Demand Technical Skills

- Nursing
- Caregiving
- Home Health Care
- Housekeeping
- Medical Records

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Interpersonal Communications
- Detail Oriented

### In-Demand Certifications

- Registered Nurse (RN)
- Cardiopulmonary Resuscitation (CPR) Certification
- Certified Nursing Assistant (CAN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)

### In-Demand Education Level\*

- High School or GED: 34.5%
- Associate Degree: 15.6%
- Bachelor's Degree: 8.7%
- 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

- Trinity Health
- Elara Caring
- Ascension
- Prestige Healthcare
- Trilogy Health Services
- BrightStar Care
- University Of Michigan
- Centria Healthcare
- Saint Joseph Mercy Health System
- The Willows At Howell

### Job Postings by City

1. Brighton: 1,211 Postings
2. Howell: 1,171 Postings
3. Pinckney: 105 Postings
4. Hartland: 95 Postings
5. Fowlerville: 57 Postings
6. Hamburg: 36 Postings
7. Gregory: 15 Postings
8. Cohoctah: 6 Postings
9. Lakeland: 2 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



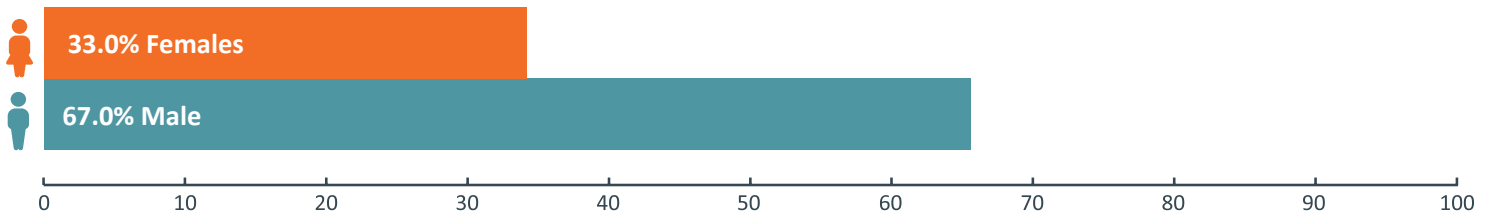
**1,466 Information  
Technology  
Workers**  
**3.9% Increase  
from 2022**



## Information Technology Worker Demographics

According to 2023 Lightcast data, Livingston County has 1,466 IT workers. The workforce is not too diverse, with most workers identifying as male (67.0 percent) between the ages of 25 and 54 (76.5 percent). Workers age 55 years and older account for 17.1 percent, while only 5.9 percent are 24 years old or younger. Around 83.2 percent of the workforce identify as White, with workers who identify as Black or African American, make up 6.6 percent of the workforce.

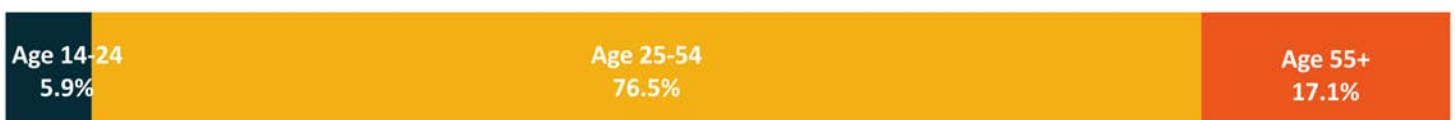
### Worker Gender Demographics



### Race and Ethnicity Demographics

**83.2% White** | **6.6% Black or African-American** | **5.9% Asian**

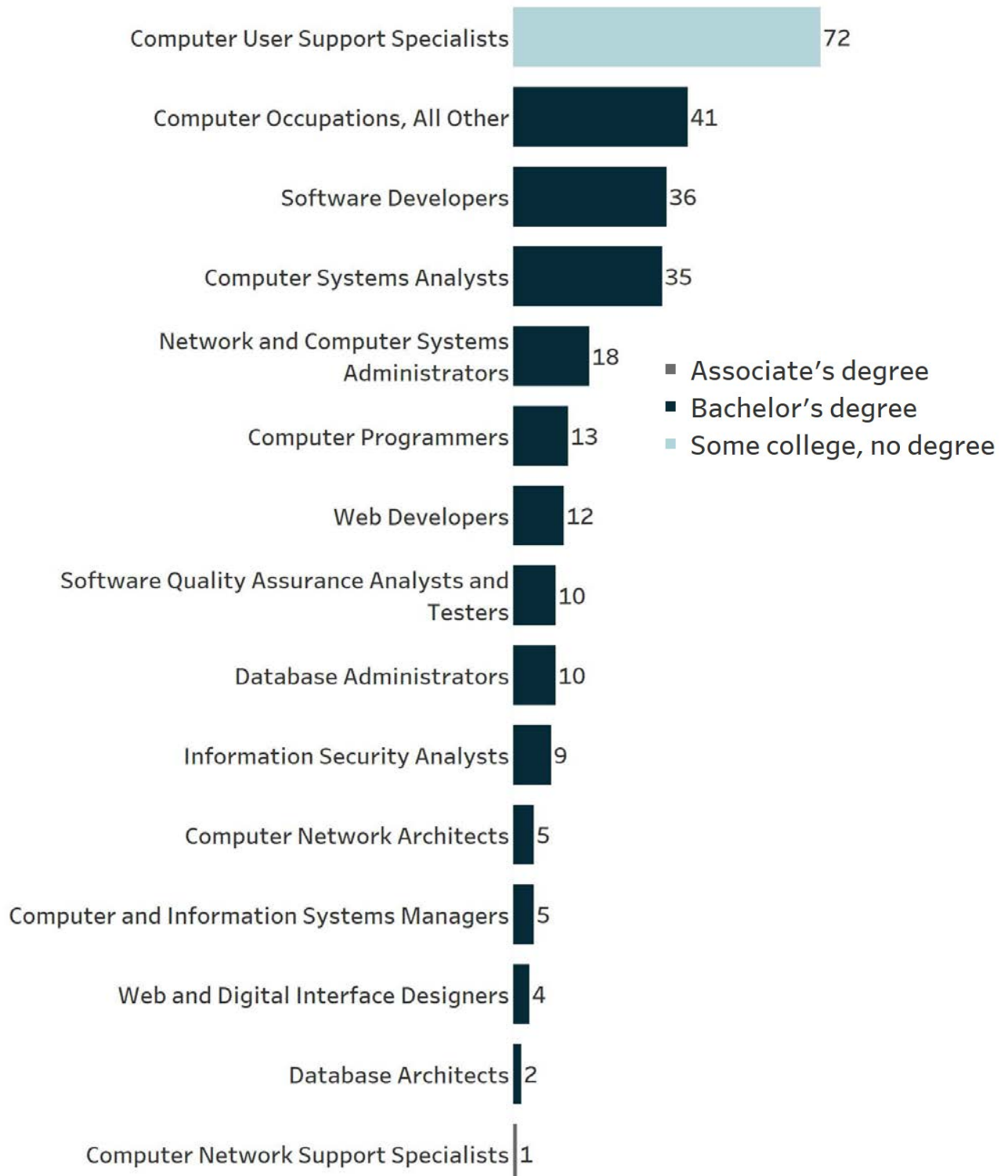
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were 273 postings for IT workers in Livingston County. Computer User Support Specialists were the most in-demand occupation with 72 postings, closely followed by Computer Occupations, All Other, with 41 postings. Software Developers (36 postings), Computer Systems Analysts (35 postings), and Network and Computer Systems Administrators (18 postings) were also high in-demand occupations. 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 User Support Specialists, the most in-demand occupation, offers a median hourly wage of \$23.33 per hour or almost \$48,526 per year. Computer Occupations, All Other earn the highest median wage at \$42.09 per hour or nearly \$87,547 per year.

### Wage Overview for Top Posted Information Technology Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	\$15.75	\$18.33	\$23.33	\$29.63	\$36.53
15-1299	Computer Occupations, All Other	\$22.82	\$29.67	\$42.09	\$53.70	\$61.19
15-1252	Software Developers	\$30.37	\$36.61	\$45.13	\$56.11	\$61.53
15-1211	Computer Systems Analysts	\$33.12	\$37.64	\$46.41	\$55.75	\$60.47
15-1244	Network and Computer Systems Administrators	\$27.21	\$32.88	\$38.31	\$47.97	\$58.51
15-1251	Computer Programmers	\$22.82	\$31.39	\$36.79	\$50.84	\$63.27
15-1254	Web Developers	\$19.28	\$28.93	\$37.57	\$46.94	\$56.07
15-1242	Database Administrators	\$25.03	\$29.77	\$41.47	\$47.60	\$56.93
15-1253	Software Quality Assurance Analysts and Testers	\$24.63	\$32.38	\$36.89	\$43.58	\$51.91
15-1212	Information Security Analysts	\$25.82	\$33.89	\$44.23	\$56.40	\$66.55

### In-Demand Technical Skills

- Computer Science
- Help Desk Support
- SQL (Programming Language)
- Technical Support
- Automation

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Microsoft Certified Professional
- CompTIA Network+
- CompTIA A+
- Project Management Professional Certification
- LR-Jet (Pilot Certificate Aircraft Type Designation)

### In-Demand Education Level\*

- High School or GED: 15.4%
- Associate Degree: 15.0%
- Bachelor's Degree: 46.2%
- Master's Degree: 8.4%

*\*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

- Bwi Chassis Dynamics (na)
- Lake Trust Credit Union
- Randstad
- Lowry Solutions
- Huron-Clinton Metroparks
- Nikon Metrology
- Hanover Insurance Group
- Cleary University
- Thai Summit America
- Trescal

### Job Postings by City

- Brighton: 181 Postings
- Howell: 73 Postings
- Fowlerville: 11 Postings
- Hamburg: 4 Postings
- Hartland: 3 Postings
- Lakeland: 1 Postings

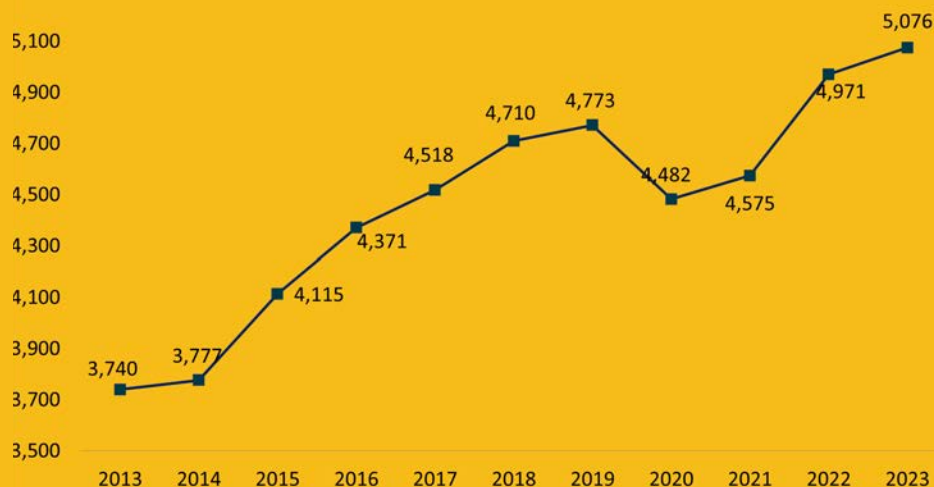


# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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



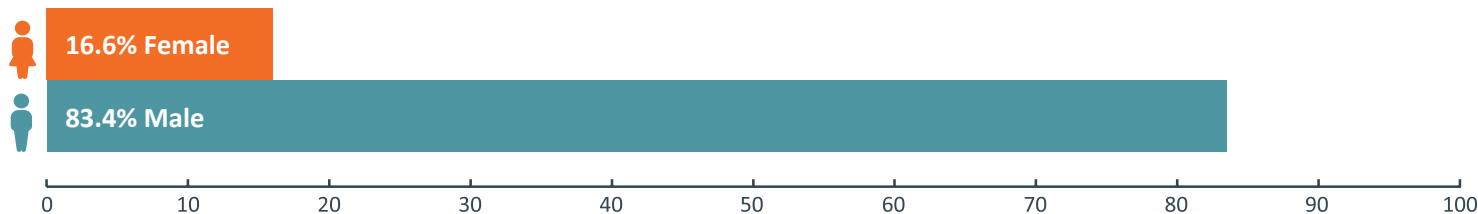
**5,076 Skilled  
Trades Workers**  
2.1% Increase  
from 2022



## Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 5,076 workers in Livingston County. The majority of Skilled Trades workers are male (83.4 percent) and between the ages of 25 and 54 (66.3 percent). Due to the aging workforce, additional outreach will be necessary as 26.4 percent are 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**77.1% White** | **15.7% Black or African-American** | **3.9% Hispanic or Latino**

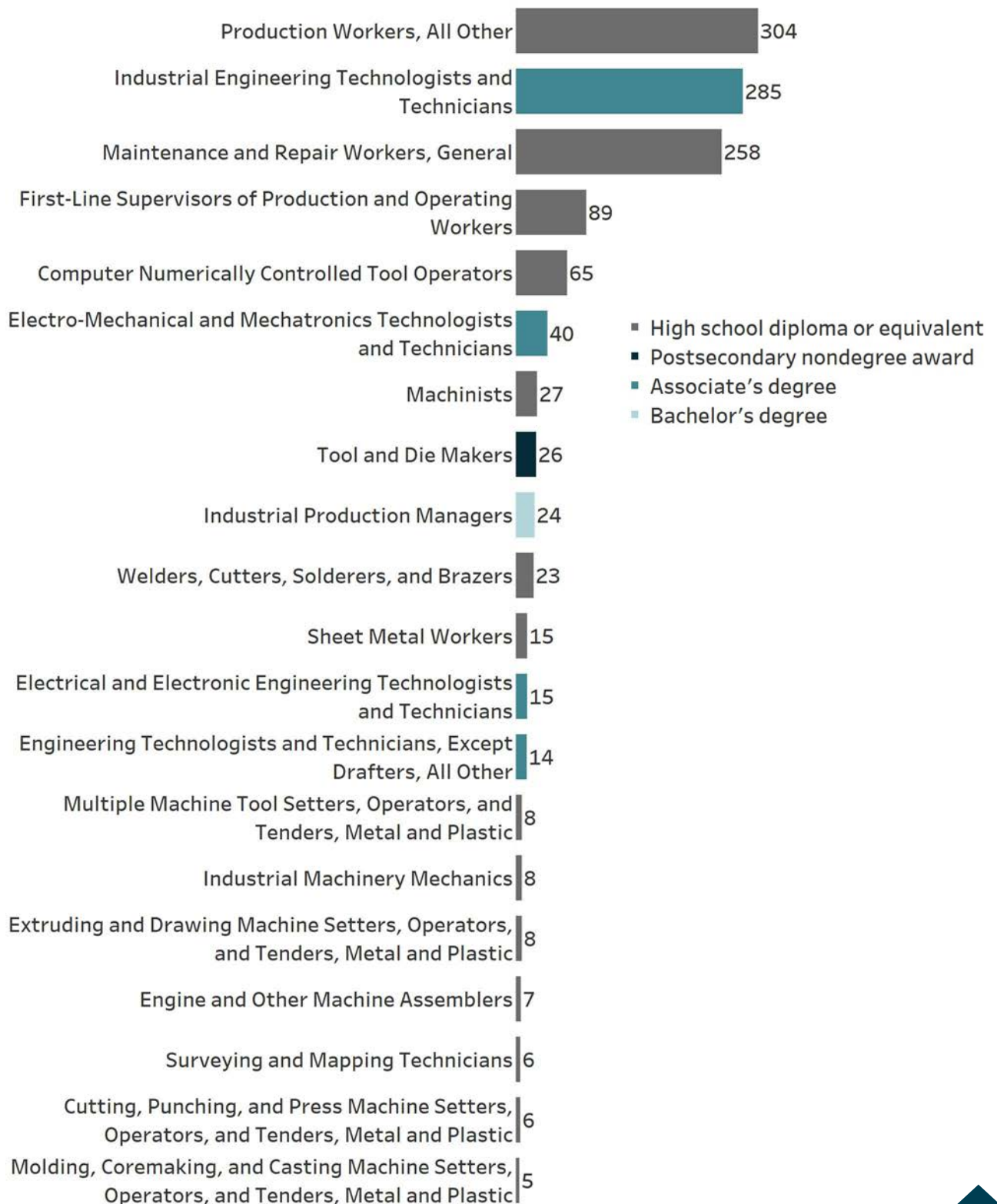
### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Production Workers, All Other was the highest in-demand Skilled Trades occupation during 2023, with 304 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (285 postings), Maintenance and Repair Workers, General (258 postings), First-Line Supervisors of Production and Operating Workers (89 postings), and Computer Numerically Controlled Tool Operators (65 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience as seen in other occupations. The Skilled Trades occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$22.31 per hour. Production Workers, All Other, the top posted Skilled Trades job, offers a median hourly wage of \$15.44 per hour or an annual salary of about \$32,122.

### 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
51-9199	Production Workers, All Other	\$13.00	\$13.95	\$15.44	\$17.95	\$21.25
17-3026	Industrial Engineering Technologists and Technicians	\$20.29	\$23.22	\$28.80	\$35.56	\$43.96
49-9071	Maintenance and Repair Workers, General	\$12.81	\$15.89	\$19.46	\$22.50	\$27.50
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.34	\$23.65	\$30.54	\$37.79	\$50.05
51-9161	Computer Numerically Controlled Tool Operators	\$15.93	\$16.96	\$21.28	\$25.66	\$29.40
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.22	\$21.64	\$22.31	\$31.28	\$35.53
51-4041	Machinists	\$15.80	\$16.84	\$21.69	\$28.65	\$30.49
51-4111	Tool and Die Makers	\$20.20	\$25.31	\$29.21	\$34.18	\$35.38
11-3051	Industrial Production Managers	\$34.72	\$43.86	\$50.11	\$62.57	\$79.19
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.47	\$16.77	\$20.16	\$23.96	\$29.80

### In-Demand Technical Skills

- Machinery
- Machine Operation
- Machining
- Housekeeping
- Hydraulics

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Emergency Nurses Association
- Commercial Driver's License (CDL)
- CDL Class B License
- Certified Pool & Spa Operator
- OSHA Certification

### In-Demand Education Level\*

- High School or GED: 43.8%
- Associate Degree: 7.1%
- Bachelor's Degree: 5.4%
- Master's Degree: 0.3%

*\*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
- Thai Summit America
- Qualified Staffing
- Express Employment Professionals
- Aspen Technologies
- Centene
- Masonite
- Kelly Services
- Micro Gauge
- Medline Industries

### Job Postings by City

1. Brighton: 526 Postings
2. Howell: 505 Postings
3. Fowlerville: 148 Postings
4. Hamburg: 32 Postings
5. Hartland: 28 Postings
6. Pinckney: 18 Postings
7. Gregory: 7 Postings



**EV Jobs  
Academy**



# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



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

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[info@WINintelligence.org](mailto:info@WINintelligence.org)