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A light gray map of Michigan is centered on the page. The map is divided into county-level grid cells. Macomb County, located in the southeastern part of the state, is highlighted with a solid orange color. The background of the entire page is a blurred image of a computer monitor displaying a line graph with green and blue lines, and some data tables.

LABOR MARKET REPORT MACOMB COUNTY

January - December 2023

INTRODUCTION

Macomb County

2023



About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and 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 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 Macomb 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 Macomb County for the Business and Finance, Engineers and Designers, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

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

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State of the Labor Market in Macomb County

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market. In 2023, the labor force increased by 6,860 individuals (1.5 percent) while employment increased by 8,345 individuals (2.0 percent) from 2022. Unemployment went down by 1,485 workers and the unemployment rate continued to recover to pre-pandemic levels, decreasing 0.4 percentage points from 3.9 percent in 2022 to 3.5 percent in 2023. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurse tops the list as the most demanded occupation in 2023, accounting for 4,443 job postings followed closely by Retail Salespersons with 3,323 postings. The Health Care and Skilled Trades occupation groups continue to be heavily demanded in Macomb County.

Annual Labor Market Information

The labor force in Macomb County grew in 2023, increasing by 6,860 individuals (1.5 percent) from the prior year. Employment increased by 8,345 workers (2.0 percent) over the same period, while unemployment decreased by 1,485 workers (8.6 percent) for a total of 15,732 unemployed workers in 2023. The unemployment rate decreased in 2023 to 3.5 percent, a fall of 7.7 percentage points since the 11.2 percent peak in 2020. The highest unemployment rate occurred in 2023, with an unemployment rate of 3.5 percent in Macomb 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 has decreased since the end of Q3 2022. In Q4 2023, there were an average of 13,166 unique postings in Macomb County, 4,773 less than the Q3 average of 17,939 postings. The third quarter of 2022 had the highest recorded postings between Q3 2022 and Q4 2023 with an average of 25,305 postings. The sharp decline of 48.0 percent from Q3 2022 to Q4 2023 might be evidence that post-pandemic recovery finally peaked.

Quarterly Posting Analysis Macomb County
2023

Key Findings

28% Employer demand decreased by 27.6 percent, a loss of 33,595 job postings since 2022

High School Diploma

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

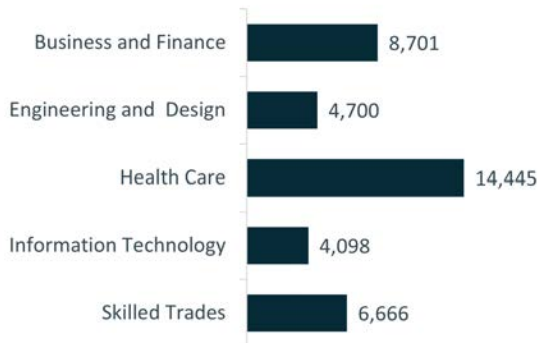
441,539

an increase of 13,842 workers (3.2 percent) since Q4 2022

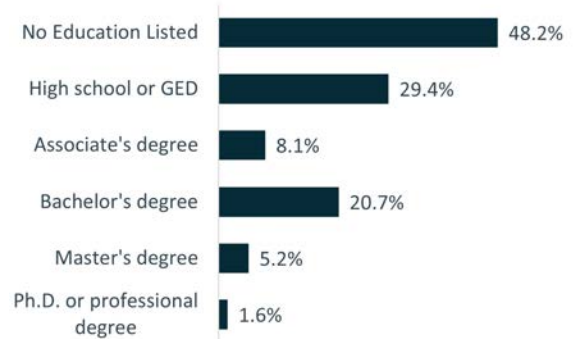
During 2023, there were 88,132 job postings, 33,595 more than the 121,727 postings made during 2022 in Macomb County. The second quarter saw the highest demand for the year with 20,290 postings, a 10.8 percent increase in 2023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Fast Food and Counter Workers, and Laborers and Freight, Stock, and Material Movers, Hand. For more information about in-demand job postings, see page 7.

Of the 88,132 unique postings in Macomb County during 2023, 25,886 (29.4 percent) required a High School diploma or equivalent, while 25,381 postings (28.8 percent) required a College degree. An additional 5,972 postings (6.8 percent) required an advanced degree. The high demand for Health Care and Information Technology workers 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, while the unemployment rate decreased by 1.0 percent to an annual low of 2.8 percent in Q2 2023. The labor force and employment numbers peaked in Q3 2023 with a high of 460,282 individuals and 442,816 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 3.8 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	441,402	436,695	442,221	460,282	458,822	-1,461	-0.3%	17,420	3.9%
Employment	427,697	421,055	429,681	442,816	441,539	-1,277	-0.3%	13,842	3.2%
Unemployment	13,704	15,640	12,541	17,466	17,282	-184	-1.1%	3,578	26.1%
Unemployment Rate	3.1%	3.6%	2.8%	3.8%	3.8%	0.0%	na	0.7%	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 449,505 individuals, a increase of 6,860 individuals since 2022. Employment is up to 433,773 workers in 2023, an increase of 8,345 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 15,732 workers, down by 33,551 workers since the high of 49,243 workers recorded in 2020. Similarly, the unemployment rate declined by 0.4 percentage points for a 2023 unemployment rate of 3.5 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	420,290	420,858	421,321	435,141	441,491	445,484	451,965	439,056	427,019	442,645	449,505	6,860	1.5%
Employment	380,495	387,545	397,009	412,449	422,560	427,445	433,233	389,813	408,911	425,428	433,773	8,345	2.0%
Unemployment	39,795	33,313	24,313	22,692	18,931	18,038	18,731	49,243	18,109	17,217	15,732	-1,485	-8.6%
Unemployment Rate	9.5%	7.9%	5.8%	5.2%	4.3%	4.0%	4.1%	11.2%	4.2%	3.9%	3.5%	-0.4%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 459,702 people in the labor force, meaning that these individuals were either working or seeking employment, in Macomb County. Slightly less than half of the total population, or 433,289 individuals (49.3 percent), living in the County 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 29.2 percent, while females under the age of 25 reported an unemployment rate of 22.9 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	459,702	433,289	26,413	5.7%
Sex				
Male 16+	243,971	230,287	13,684	5.6%
16-19	10,534	8,429	2,105	20.0%
20-24	22,959	20,840	2,119	9.2%
25-54	152,685	145,671	7,014	4.6%
55-64	44,414	42,615	1,799	4.1%
65 Plus	13,379	12,732	647	4.8%
Female 16+	215,731	203,002	12,729	5.9%
16-19	9,934	8,371	1,563	15.7%
20-24	21,569	20,014	1,555	7.2%
25-54	134,532	127,321	7,211	5.4%
55-64	38,928	37,051	1,877	4.8%
65 Plus	10,768	10,245	523	4.9%
Race				
White	358,711	341,493	17,218	4.8%
Black / African American	58,279	52,101	6,178	10.6%
Native American	882	873	9	1.0%
Asian	19,922	18,766	1,155	5.8%
Native Hawaiian / Pacific Islander	55	55	0	0.0%
Some Other Race	3,983	3,704	279	7.0%
Two or More Races	18,747	17,191	1,556	8.3%
Ethnicity				
Hispanic	13,816	12,987	829	6.0%

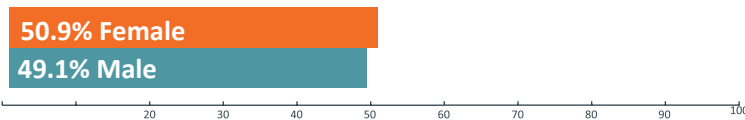
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Macomb County decreased by about 0.1 percent between 2021 and 2022. During 2022, there were 878,453 people living in the County. The gender of the populace was split almost evenly, with about 50.9 percent of the population identifying as female and the other 49.1 percent identifying as male. A majority of the population identified as White (77.5 percent) with the second largest number of individuals identifying as Black or African American (12.3 percent). The region is facing an aging populace; with 31.9 percent of the population over the age of 54, compared to 29.0 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

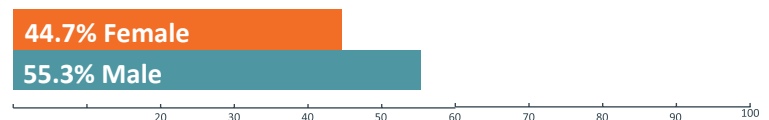


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2023 Current Workforce

In 2023, the workforce had a total of 345,479 individuals working in Macomb County. A slight majority, 55.3 percent (187,856 workers) were male, while 44.7 percent (151,995 workers) of the workforce was female. Most workers in the County identified as White, accounting for 74.1 percent of the workforce, while Black or African American workers totaled 15.1 percent of the workforce. Those identifying as Asian ethnicity accounted for 4.4 percent. A significant concentration of the workforce in Macomb County is between the age of 25 and 54 (61.9 percent), while 24.3 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

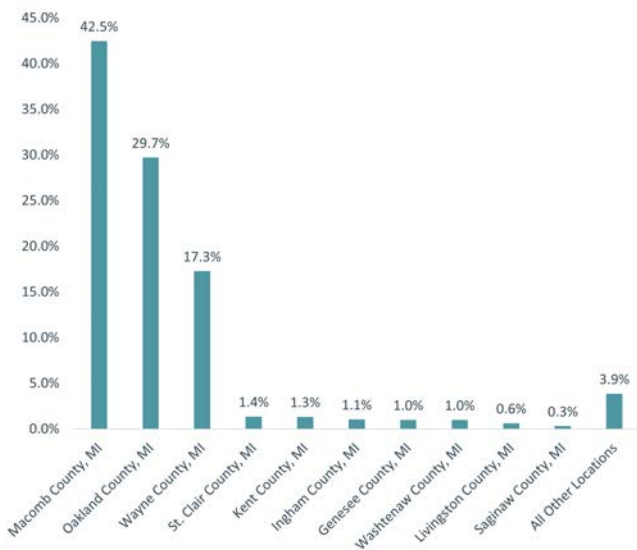


Data: Lightcast | Analysis: Workforce Intelligence Network

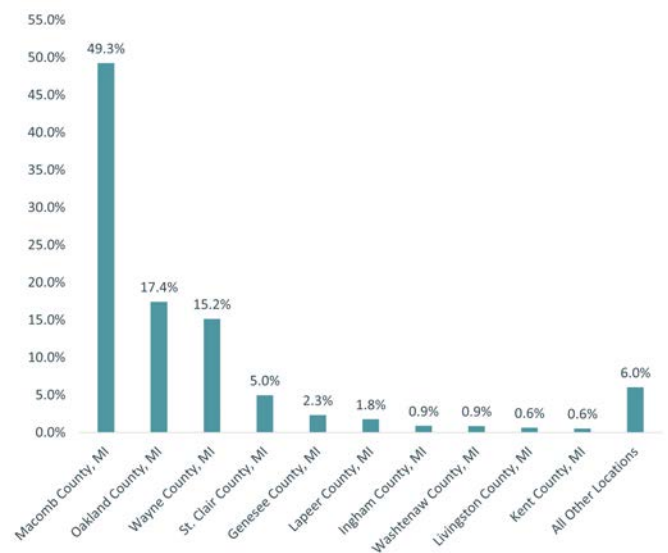
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the County's workforce consisted of 362,728 residents. There were 154,073 (42.5 percent) residents living and working within Macomb County, while the remaining 208,655 residents (57.5 percent) traveled outside of the County for work. There were 312,759 workers employed in the County during 2021. Of those, 158,686 workers (50.7 percent) lived outside of the County and commuted in. Based on this information, we can see that Macomb is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting, but it also has a high rate of both inbound and outbound commuting with nearby counties.

Where Macomb County Residents Work



Where Macomb County Workers Live

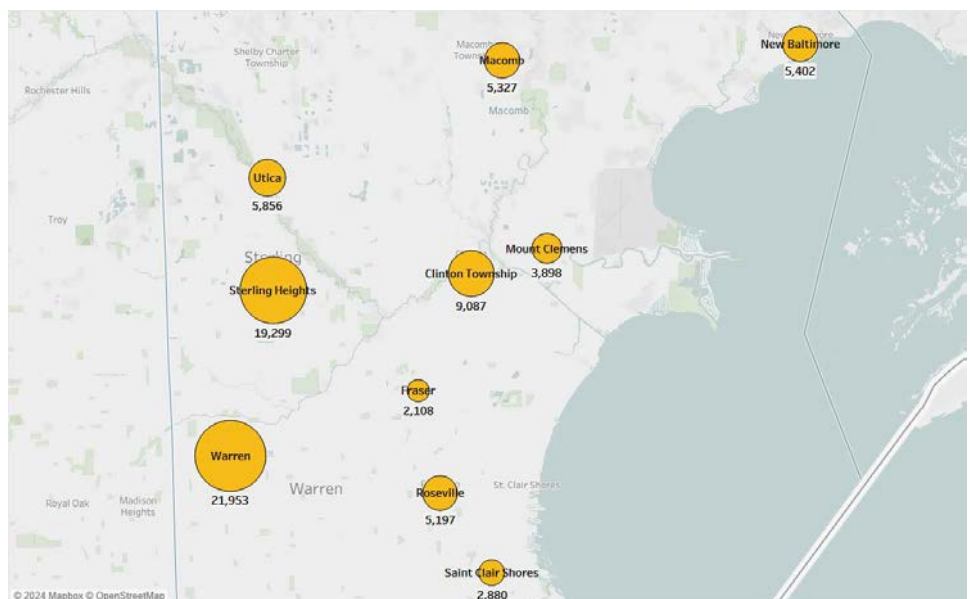


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

Job Postings by City

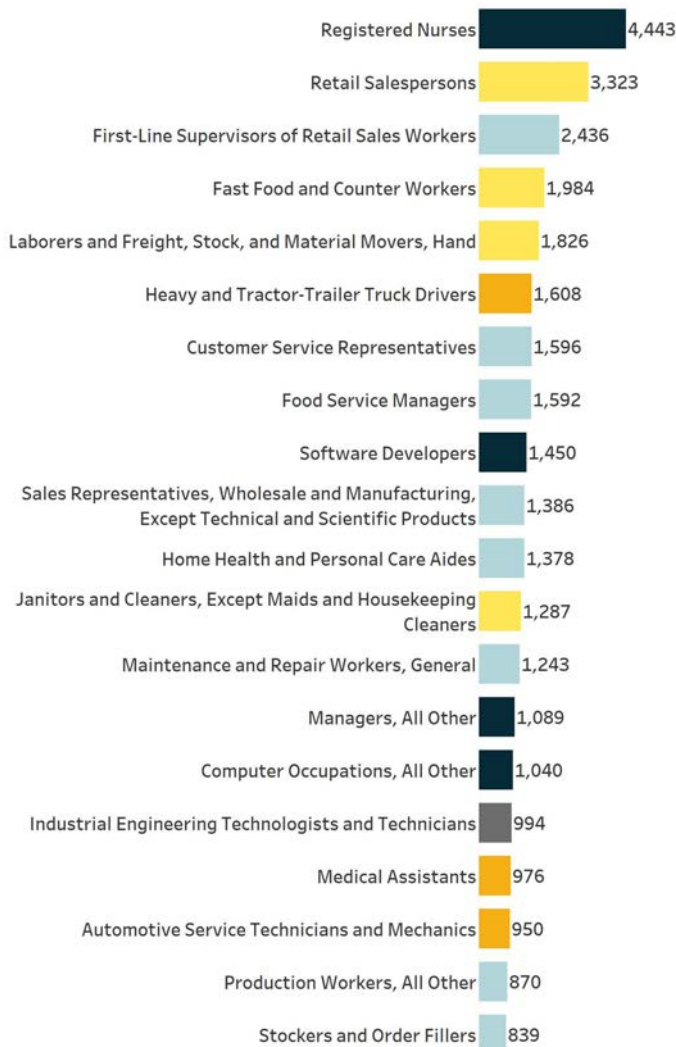
1. Warren: 21,953 Postings
2. Sterling Heights: 19,299 Postings
3. Clinton Township: 9,087 Postings
4. Utica: 5,856 Postings
5. New Baltimore: 5,402 Postings
6. Macomb: 5,327 Postings
7. Roseville: 5,197 Postings
8. Mount Clemens: 3,898 Postings
9. Saint Clair Shores: 2,880 Postings
10. Fraser: 2,108 Postings



TOP POSTED JOBS

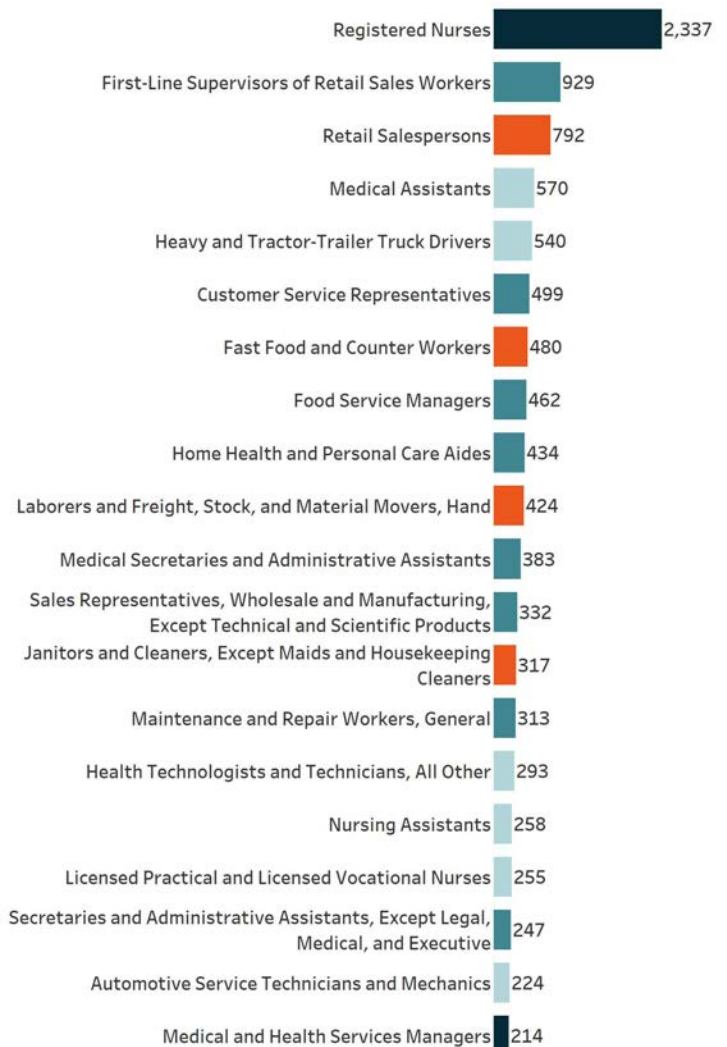
Top Posted Jobs: 2023

Registered Nurses is the top posted occupation for 2023 with 4,443 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (3,323 postings) and First-Line Supervisors of Retail Sales Workers (2,436 postings) round out the top three demanded occupations, requiring no formal educational credential and a High School diploma or equivalent, 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.



Top Posted Entry-Level Jobs: 2023

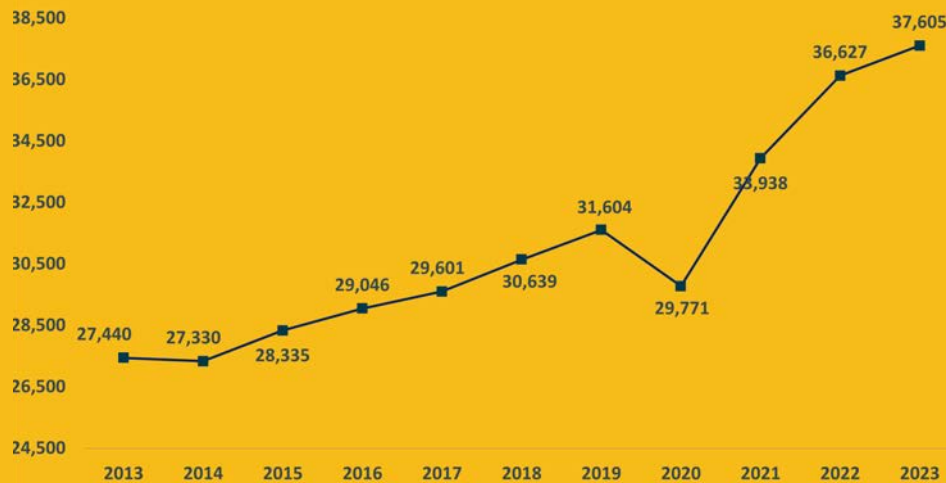
Entry-level jobs, which usually require zero to two years of previous experience, account for 27.7 percent of postings in Macomb County for 2023. Most of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 37.5 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 2,337 postings and requires a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a High School diploma or equivalent, with 929 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



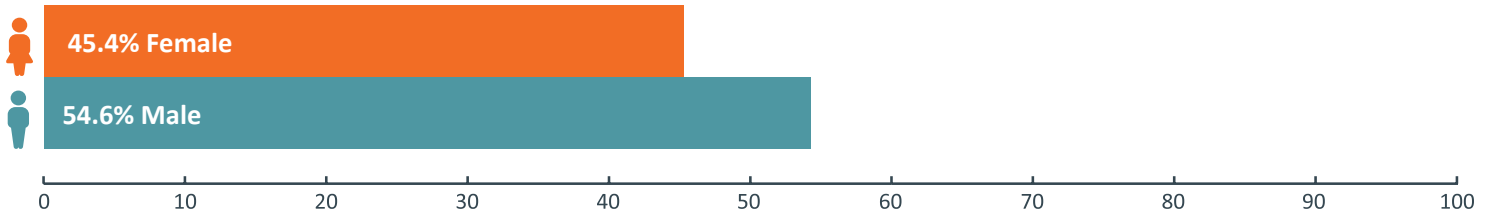
37,605
Business and
Finance
Workers
2.7%
increase from
2022



Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 37,605 workers. More than half the working population identify as male (54.6 percent), however, 81.0 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.1 percent of the working population in Business and Finance is under the age of 25, compared to 27.7 percent who are age 55 and older. In some ways, this indicates an aging Business and Finance workforce, though it also reflects the consistent need for a Bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

81.0% White | **9.9% Black or African-American** | **4.2% Asian**

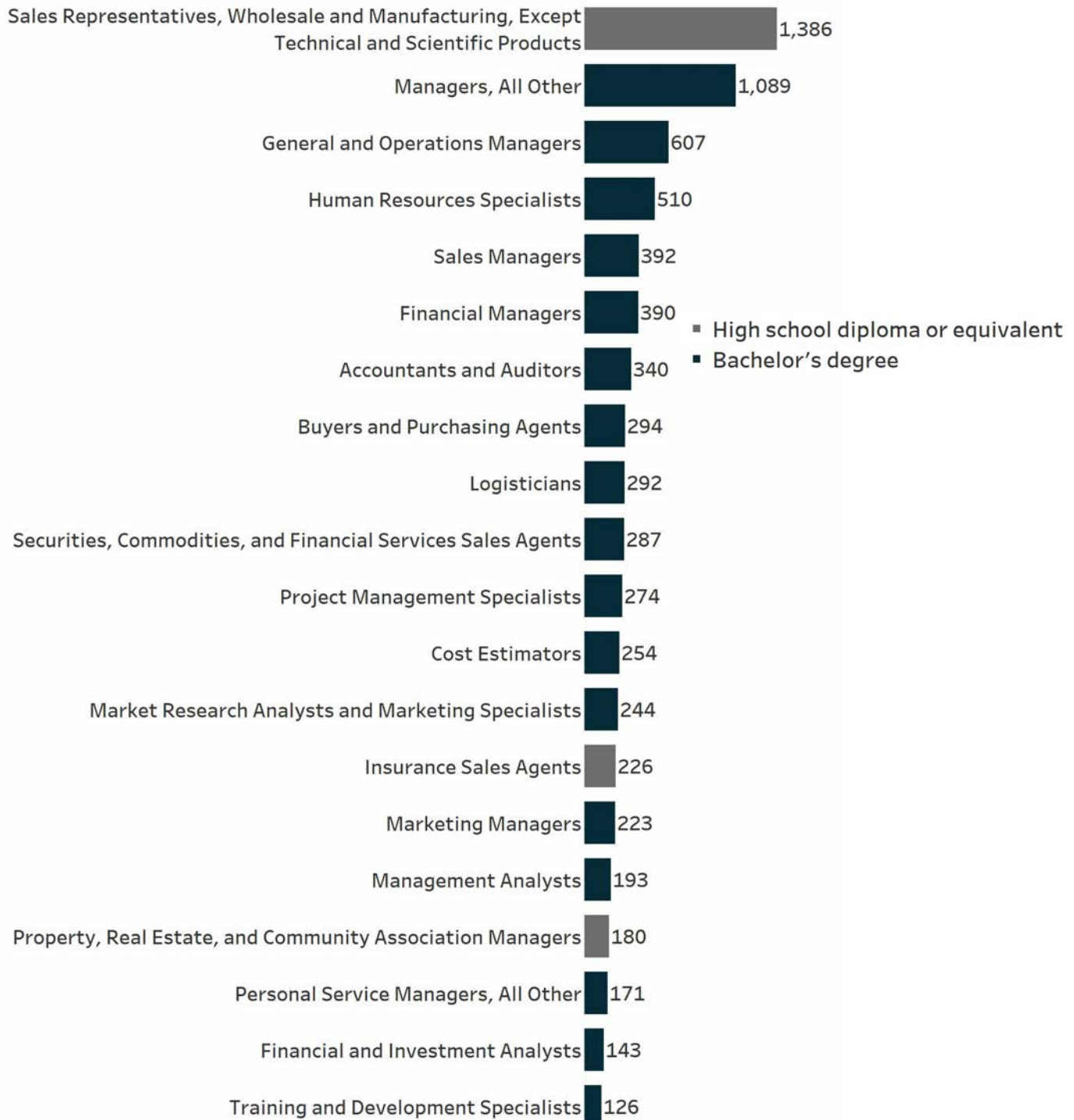
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were a total of 8,701 job postings for Business and Finance workers during 2023. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in demand occupation in 2023, with 1,386 postings. Managers, All Other was in the second position with 1,089 postings. Other top posted jobs include General and Operations Managers (607 postings), Human Resources Specialists (510 postings), and Sales Managers (392 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 \$32.35, translating to annual earnings of approximately \$67,294. All the top business occupations offer median wages over \$26.00 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	\$16.47	\$21.87	\$32.35	\$44.52	\$59.39
11-9199	Managers, All Other	\$29.67	\$43.83	\$57.74	\$72.05	\$81.82
11-1021	General and Operations Managers	\$21.20	\$29.00	\$46.71	\$73.79	\$103.17
13-1071	Human Resources Specialists	\$19.13	\$22.57	\$29.35	\$37.32	\$46.49
11-2022	Sales Managers	\$30.70	\$45.41	\$61.19	\$78.39	\$101.87
11-3031	Financial Managers	\$36.51	\$46.46	\$58.99	\$75.10	\$98.07
13-2011	Accountants and Auditors	\$23.09	\$28.30	\$35.60	\$44.11	\$57.00
13-1028	Buyers and Purchasing Agents	\$21.75	\$27.53	\$35.95	\$43.86	\$50.08
13-1081	Logisticians	\$27.46	\$31.58	\$39.08	\$50.73	\$60.85
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$17.68	\$21.21	\$26.54	\$43.53	\$57.38

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Leadership
- Operations

In-Demand Certifications

- Master Of Business Administration (MBA)
- Security Clearance
- Secret Clearance
- Certified Public Accountant
- Project Management Professional Certification

In-Demand Education Level*

- High School or GED: 23.7%
- Associate degree: 9.2%
- Bachelor's Degree: 47.9%
- Master's Degree: 7.3%

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

Top Posting Employers

- General Motors
- Altitude Group
- CBRE
- General Dynamics
- GPAC
- CDM Smith
- Walmart
- McLaren Health Care
- Robert Half
- Great Clips

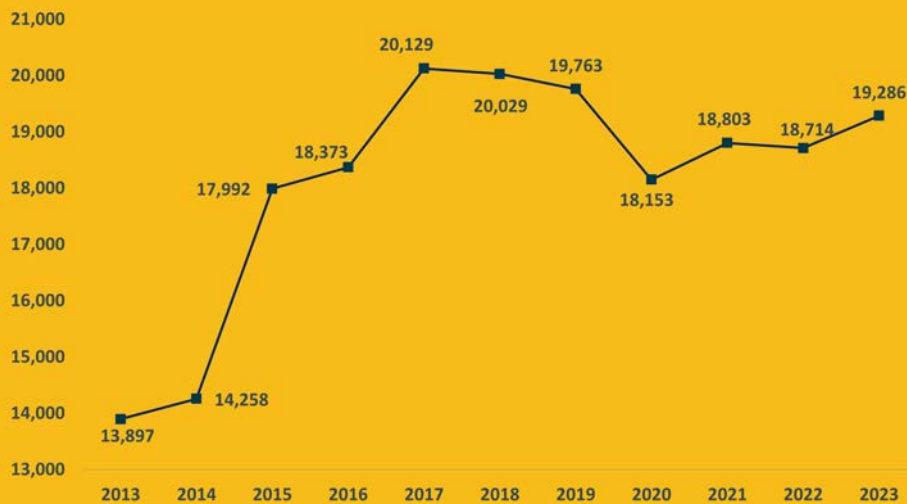
Job Postings by City

- Warren: 2,656 Postings
- Sterling Heights: 2,215 Postings
- Clinton Township: 788 Postings
- Utica: 546 Postings
- Macomb: 426 Postings
- New Baltimore: 396 Postings
- Roseville: 332 Postings
- Saint Clair Shores: 277 Postings
- Mount Clemens: 219 Postings
- Fraser: 178 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

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

Employment Over Time
2013-2023



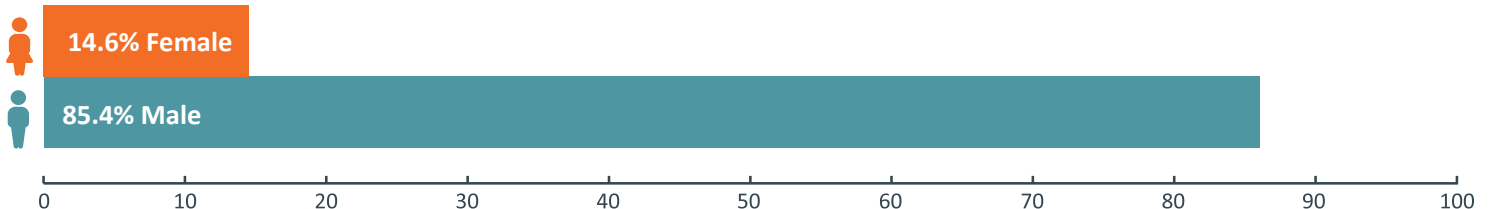
19,286
Engineers and
Designers
Workers
3.0%
Increase from
2022



Engineers and Designers Worker Demographics

According to 2023 Lightcast data, the 19,286 workers in the Engineering and Design group are not particularly diverse. Just 5.0 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.6 percent of the current workforce and only 24.5 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

75.5% White | **11.0% Asian** | **8.3% Black or African-American**

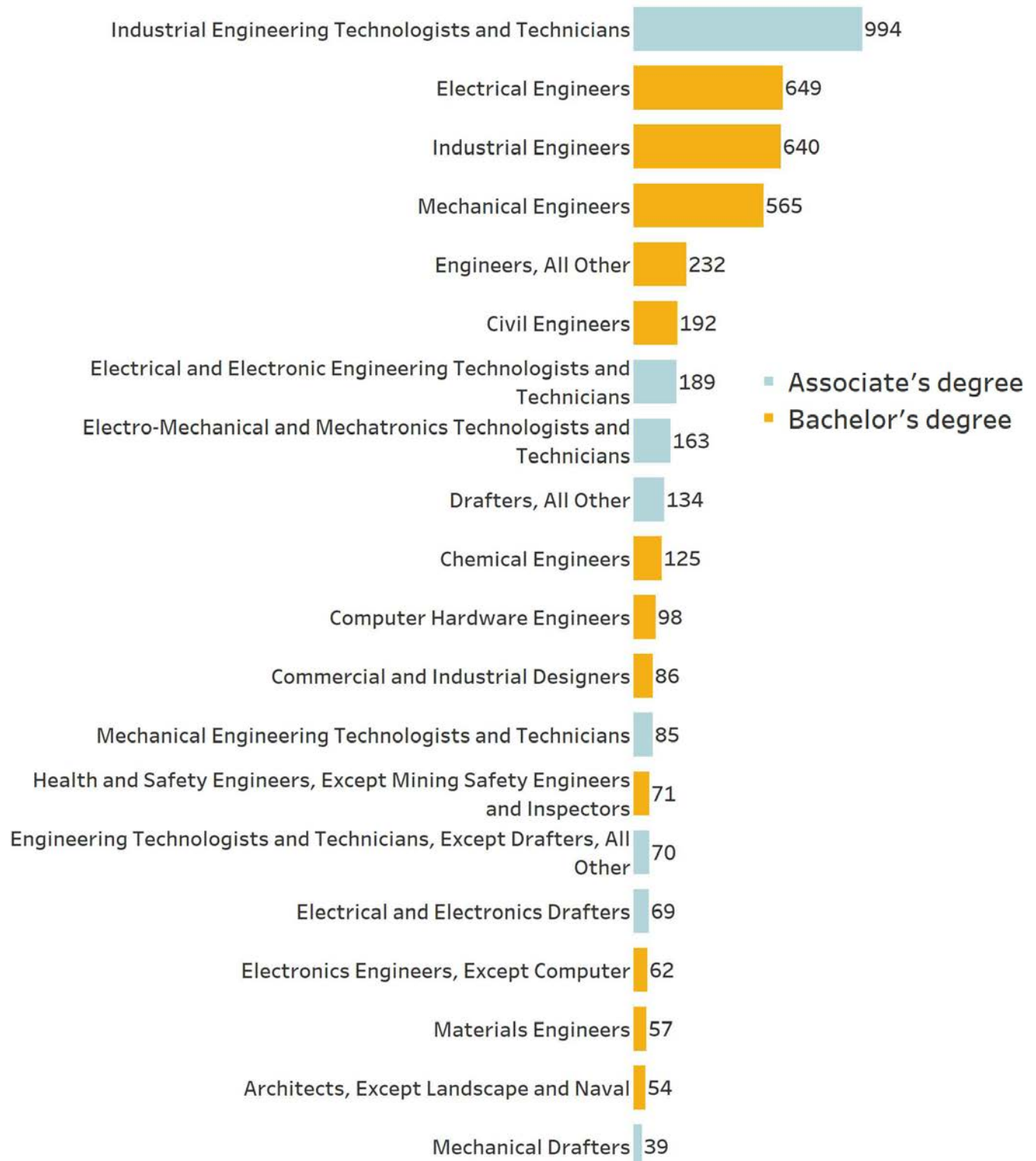
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Industrial Engineering Technologists and Technicians was the highest in-demand engineering and design occupation during 2023, with 994 postings. Electrical Engineers were also in high demand with 649 postings, putting it second highest demanded within the occupation group. Over half of the top ten in-demand occupations typically require a Bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most Engineering and Design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The top posted Engineering and Design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$30.02. This reflects an annual salary of approximately \$62,434.

Wage Overview for Top Posted Engineers and Designers Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$21.15	\$24.20	\$30.02	\$37.06	\$45.82
17-2071	Electrical Engineers	\$38.75	\$41.96	\$51.49	\$64.36	\$68.22
17-2112	Industrial Engineers	\$30.37	\$37.72	\$46.33	\$49.57	\$61.29
17-2141	Mechanical Engineers	\$31.44	\$39.48	\$49.15	\$53.20	\$64.40
17-2199	Engineers, All Other	\$29.74	\$40.47	\$50.79	\$60.24	\$66.24
17-2051	Civil Engineers	\$31.50	\$33.92	\$42.51	\$52.51	\$68.30
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.64	\$26.03	\$32.15	\$39.70	\$47.43
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.89	\$23.75	\$24.48	\$34.32	\$38.98
17-3019	Drafters, All Other	\$19.34	\$19.84	\$24.97	\$30.84	\$36.62
17-2041	Chemical Engineers	\$40.63	\$49.10	\$61.90	\$71.12	\$82.21

In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- Computer-Aided Design
- Automation
- Tooling

In-Demand Foundational Skills

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

In-Demand Certifications

- Security Clearance
- Secret Clearance
- Professional Engineer (PE) License
- Six Sigma Black Belt
- Engineer in Training

In-Demand Education Level*

- High School or GED: 17.6%
- Associate Degree: 8.7%
- Bachelor's Degree: 52.6%
- Master's Degree: 11.9%

**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

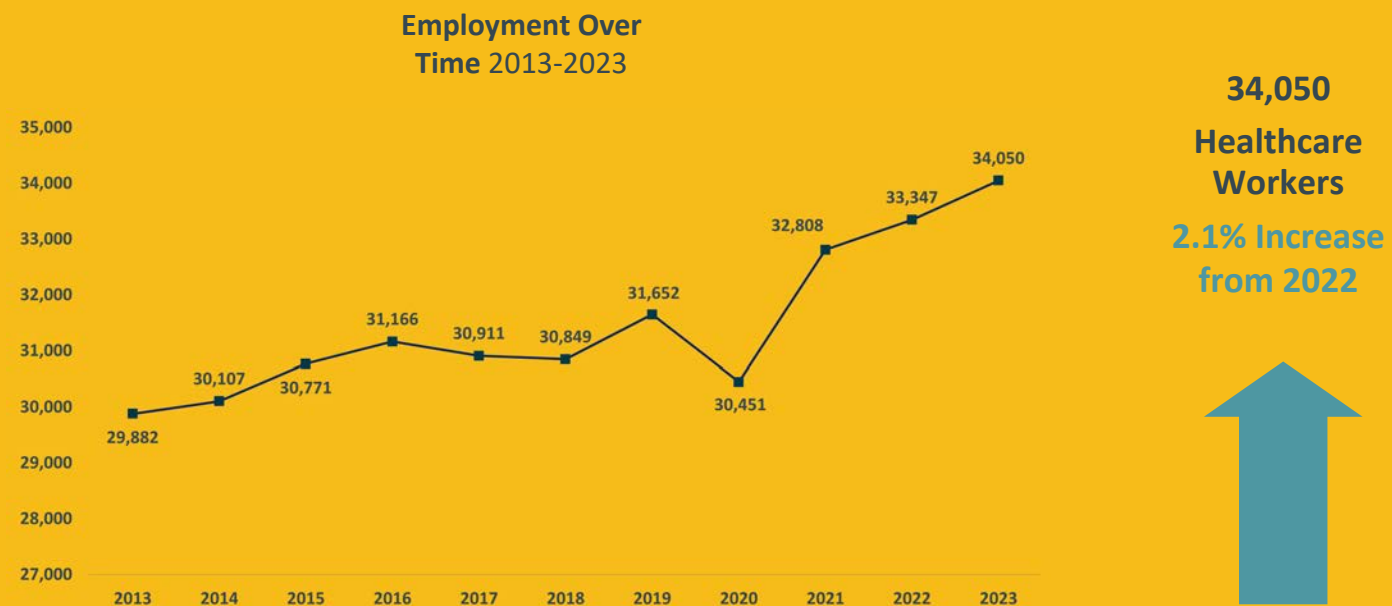
- General Motors
- Moseley Technical Services
- General Dynamics
- CDM Smith
- Actalent
- Aerotek
- DCS Corporation
- Softworld
- Waltonen Engineering
- Contract Professionals

Job Postings by City

1. Sterling Heights: 1,772 Postings
2. Warren: 1,616 Postings
3. Utica: 224 Postings
4. New Baltimore: 163 Postings
5. Clinton Township: 162 Postings
6. Macomb: 153 Postings
7. Fraser: 152 Postings
8. Roseville: 131 Postings
9. Washington: 91 Postings
10. Saint Clair Shores: 62 Postings

HEALTH CARE OCCUPATION GROUP

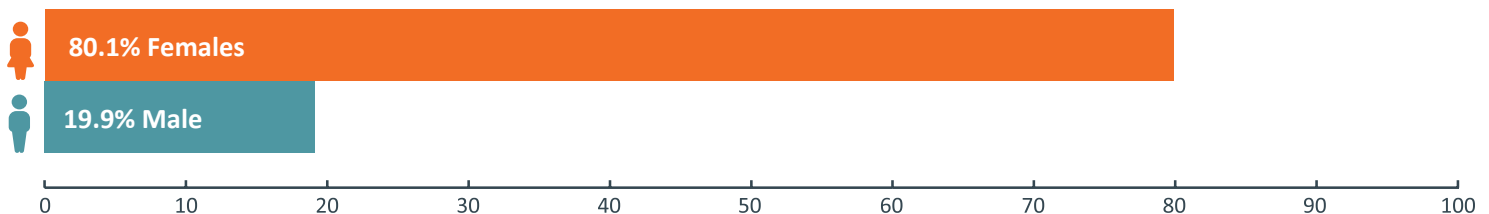
WIN's Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, with more Health Care workers needed to care for Michigan's aging population. Registered Nurses are routinely the most in-demand job in this group.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



Health Care Worker Demographics

According to 2023 Lightcast data, the Health Care occupation group employed 34,050 workers in Macomb County, who are overwhelmingly female (80.1 percent) and between the ages of 25 and 54 (67.2 percent), although 22.8 percent of workers are over 54. The Health Care occupation group is primarily White in Macomb County, with 71.0 percent of workers identifying as White, 17.6 percent identifying as Black or African American, and 11.4 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

71.0% White | **17.6% Black or African-American** | **6.6% Asian**

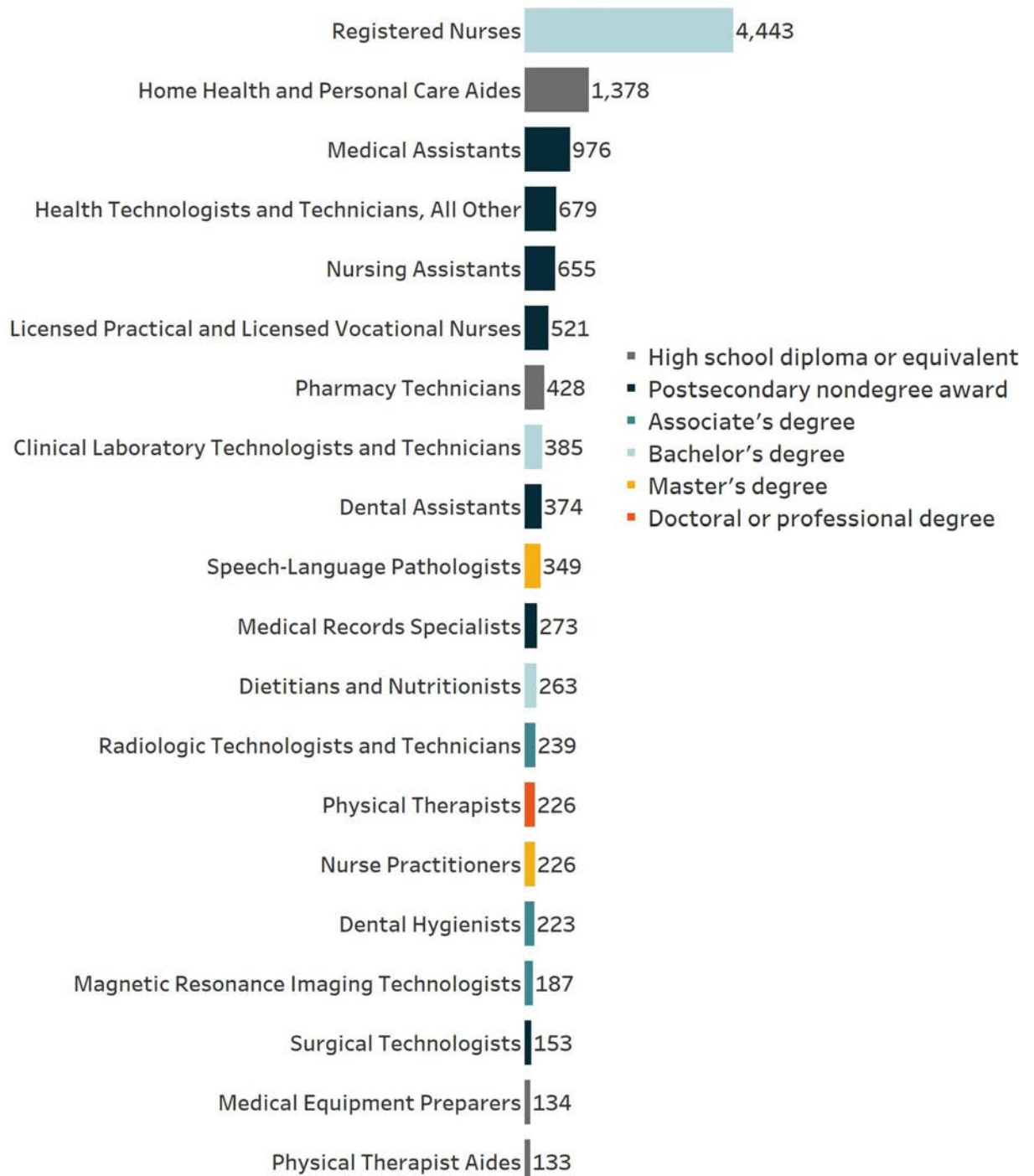
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout 2023, with 4,443 postings. Other top posted jobs include Home Health and Personal Care Aides (1,378 postings), Medical Assistants (976 postings), Health Technologists and Technicians, All Other (679 postings), and Nursing Assistants (655 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 (428 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 \$17.88 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.84 per hour or an annual salary of about \$74,547.

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	\$28.91	\$30.48	\$35.84	\$40.01	\$44.78
31-1128	Home Health and Personal Care Aides	\$9.81	\$11.06	\$12.38	\$13.69	\$15.22
31-9092	Medical Assistants	\$13.20	\$15.51	\$16.67	\$18.12	\$20.42
29-2099	Health Technologists and Technicians, All Other	\$15.57	\$16.50	\$17.88	\$23.74	\$30.52
31-1131	Nursing Assistants	\$14.24	\$15.67	\$16.62	\$17.52	\$18.46
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.77	\$26.02	\$27.52	\$28.25	\$29.97
29-2052	Pharmacy Technicians	\$13.15	\$15.42	\$16.63	\$20.05	\$21.44
29-2018	Clinical Laboratory Technologists and Technicians	\$16.40	\$17.37	\$25.30	\$31.03	\$37.68
31-9091	Dental Assistants	\$14.74	\$17.19	\$19.48	\$23.10	\$25.50
29-1127	Speech-Language Pathologists	\$26.56	\$33.79	\$37.79	\$44.32	\$47.33

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Vital Signs
- Medical Assistance

In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Management
- Teaching

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Valid Driver's License
- Advanced Cardiovascular Life Support (ACLS) Certification

In-Demand Education Level*

- High School or GED: 28.8%
- Associate Degree: 18.8%
- Bachelor's Degree: 14.9%
- Master's Degree: 7.5%

**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

- McLaren Health Care
- Ascension
- Henry Ford Health System
- Beaumont Health
- Henry Ford Health Corp
- Healthcare Employment Network
- McLaren-Macomb
- Expertcare
- Great Expressions Dental Centers
- Prestige Healthcare

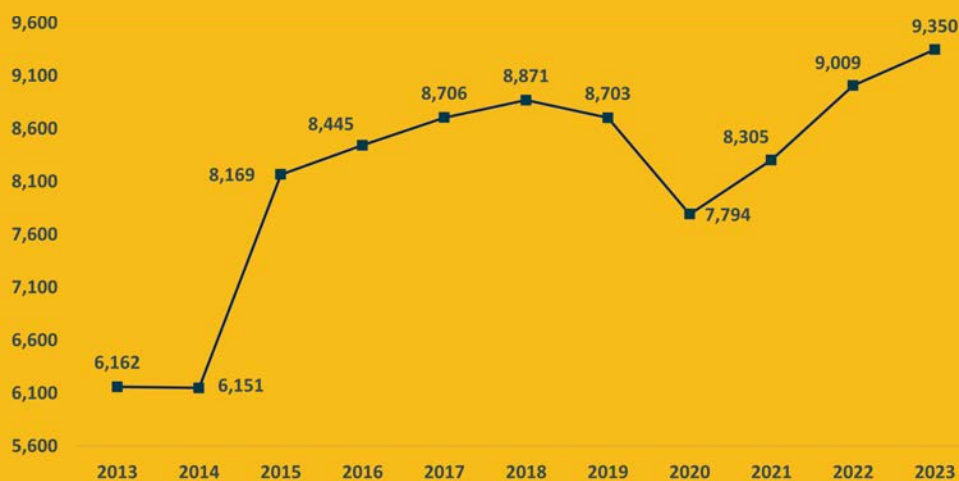
Job Postings by City

1. Warren: 3,269 Postings
2. Clinton Township: 2,103 Postings
3. Sterling Heights: 2,076 Postings
4. Mount Clemens: 1,717 Postings
5. New Baltimore: 1,049 Postings
6. Macomb: 798 Postings
7. Saint Clair Shores: 655 Postings
8. Roseville: 654 Postings
9. Utica: 619 Postings
10. Eastpointe: 335 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

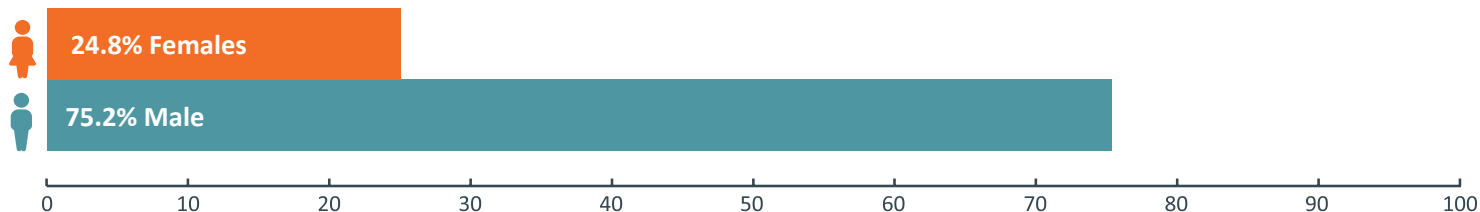


9,350
Information
Technology
Workers
3.8%
Increase from
2022

Information Technology Worker Demographics

According to 2023 Lightcast data, Macomb County has 9,350 IT workers. The workforce is not too diverse, with most workers identifying as male (75.2 percent) and between the ages of 25 and 54 (74.6 percent). Workers age 55 years and older account for 20.2 percent, while only 5.2 percent are 24 years old or younger. Around 70.9 percent of the workforce identify as White, and workers who identify as Asian, make up 14.3 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

70.9% White | **14.3% Asian** | **9.9% Black or African-American**

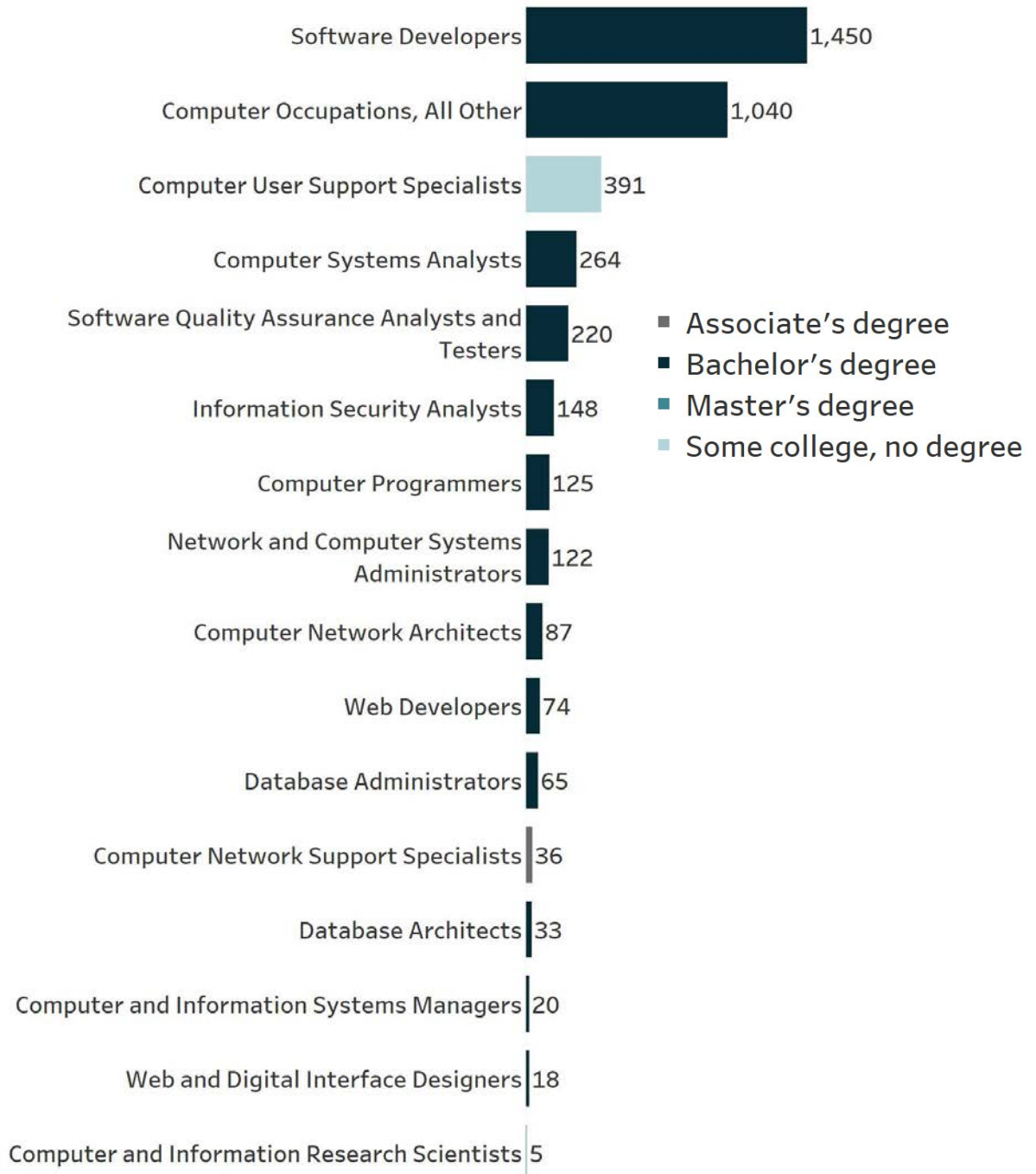
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 4,098 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2023, with 1,450 postings. Computer Occupations, All Other was in the second position with 1,040 postings. Other top posted jobs include Computer User Support Specialists (391 postings), Computer Systems Analysts (264 postings), and Software Quality Assurance Analysts and Testers (220 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 \$48.72 per hour or almost \$101,327 per year. Computer Network Architects earn the highest median wage at \$61.33 per hour or nearly \$127,570 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, earn over \$24.00 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	\$32.79	\$39.52	\$48.72	\$60.59	\$66.39
15-1299	Computer Occupations, All Other	\$24.63	\$31.99	\$45.40	\$57.93	\$65.84
15-1232	Computer User Support Specialists	\$16.64	\$19.31	\$24.57	\$31.15	\$38.46
15-1211	Computer Systems Analysts	\$35.54	\$40.34	\$49.74	\$59.78	\$64.74
15-1253	Software Quality Assurance Analysts and Testers	\$26.34	\$34.67	\$39.47	\$46.61	\$55.53
15-1212	Information Security Analysts	\$27.65	\$36.26	\$47.36	\$60.41	\$71.29
15-1251	Computer Programmers	\$24.68	\$34.01	\$39.78	\$54.98	\$68.42
15-1244	Network and Computer Systems Administrators	\$29.09	\$35.22	\$40.84	\$51.05	\$62.27
15-1241	Computer Network Architects	\$35.33	\$45.30	\$61.33	\$70.11	\$82.71
15-1254	Web Developers	\$19.85	\$29.94	\$38.78	\$48.32	\$57.66

In-Demand Technical Skills

- Computer Science
- Software Engineering
- Electrical Engineering
- Systems Engineering
- Software Development

In-Demand Foundational Skills

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

In-Demand Certifications

- Secret Clearance
- Security Clearance
- Valid Driver's License
- CompTIA A+
- Project Management Professional Certification

In-Demand Education Level*

- High School or GED: 9.5%
- Associate Degree: 5.7%
- Bachelor's Degree: 65.7%
- Master's Degree: 15.1%

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

Top Posting Employers

- General Motors
- General Dynamics
- Actalent
- CTG
- DCS Corporation
- Moseley Technical Services
- SAIC
- Contract Professionals
- BAE Systems
- Kelly Services

Job Postings by City

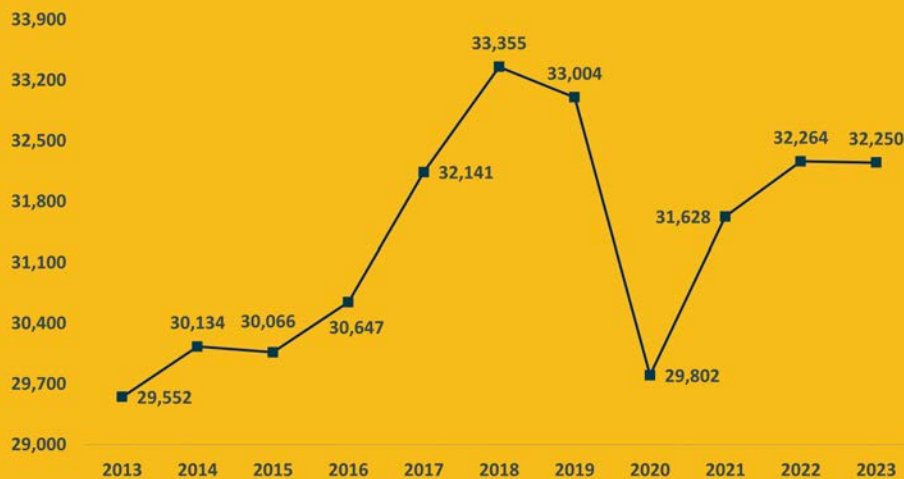
- Sterling Heights: 1,943 Postings
- Warren: 1,606 Postings
- Utica: 95 Postings
- Clinton Township: 88 Postings
- Mount Clemens: 60 Postings
- Macomb: 46 Postings
- New Baltimore: 44 Postings
- Roseville: 44 Postings
- Saint Clair Shores: 29 Postings
- Washington: 26 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's Skilled Trades and Technicians 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

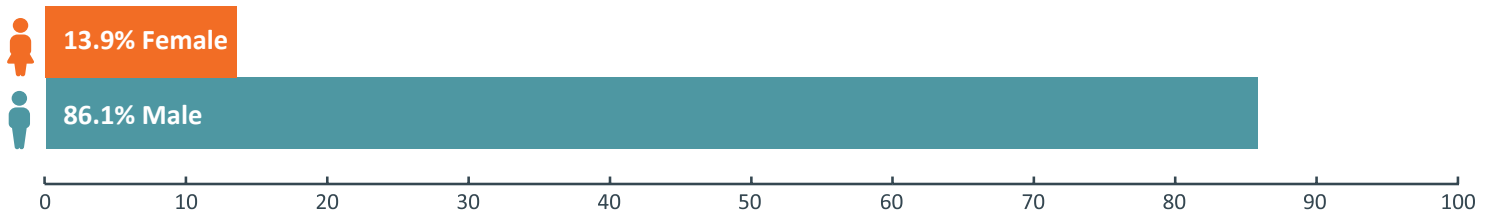


**32,250 Skilled
Trades Workers**
0.04%
**Decrease from
2022**

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 32,250 workers in Macomb County. The majority of Skilled Trades workers are male (86.1 percent) and between the ages of 25 and 54 (63.3 percent). Due to the aging workforce, additional outreach will be necessary as 30.8 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

76.5% White | **14.1% Black or African-American** | **3.6% Hispanic or Latino**

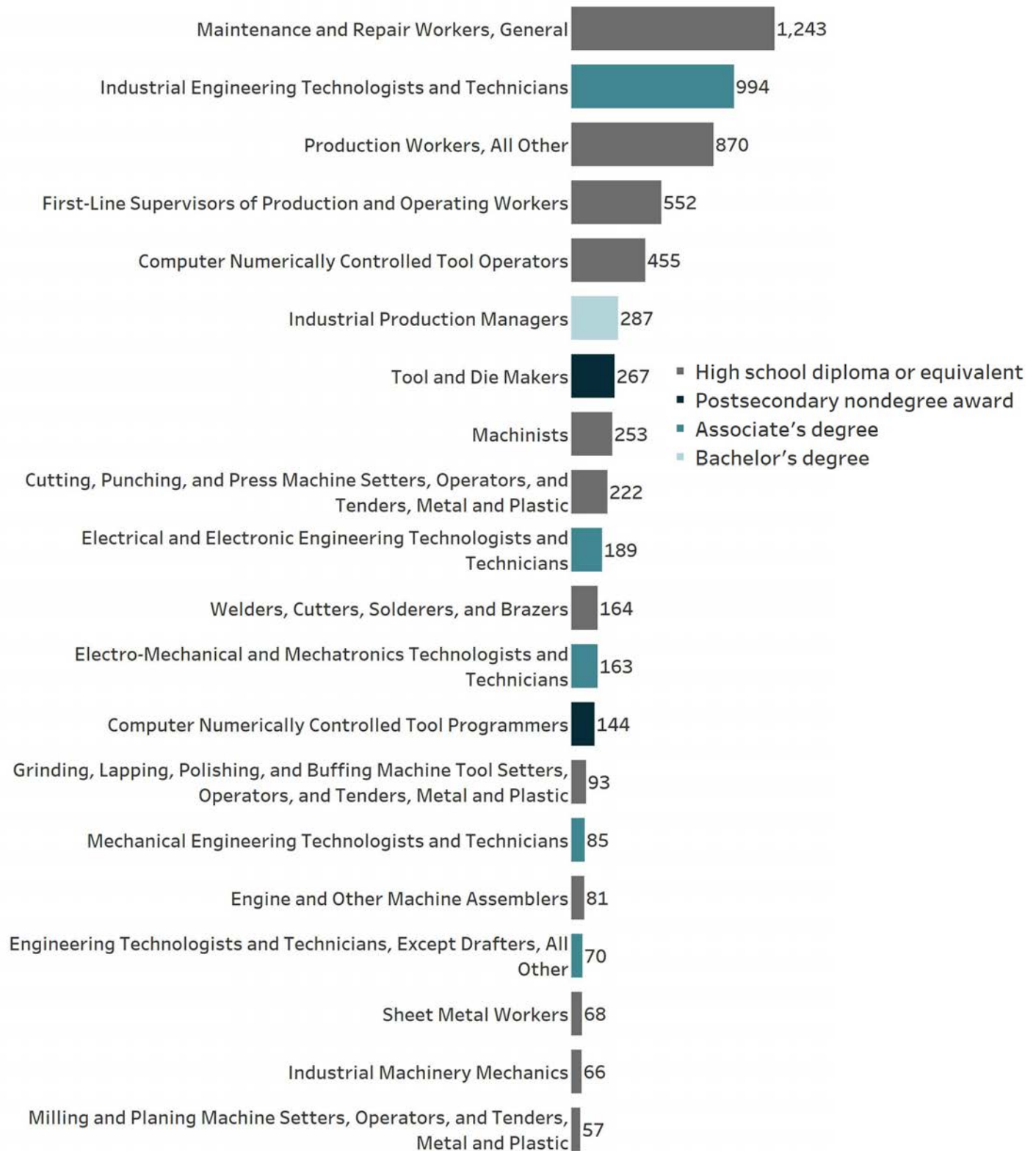
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2023, with 1,243 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (994 postings), Production Workers, All Other (870 postings), First-Line Supervisors of Production and Operating Workers (552 postings), and Computer Numerically Controlled Tool Operators (455 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand Skilled Trades occupations have median wages above \$20.00 per hour, while the remaining top occupation has a median wage above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2023, offers a median hourly wage of \$20.34, which translates to an annual salary of about \$42,310.

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	\$13.37	\$16.61	\$20.34	\$23.45	\$28.73
17-3026	Industrial Engineering Technologists and Technicians	\$21.15	\$24.20	\$30.02	\$37.06	\$45.82
51-9199	Production Workers, All Other	\$13.06	\$14.02	\$15.52	\$18.04	\$21.36
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.68	\$24.04	\$31.04	\$38.41	\$50.87
51-9161	Computer Numerically Controlled Tool Operators	\$16.32	\$17.38	\$21.80	\$26.29	\$30.12
11-3051	Industrial Production Managers	\$35.71	\$45.12	\$51.55	\$64.37	\$81.46
51-4111	Tool and Die Makers	\$21.34	\$26.73	\$30.85	\$36.10	\$37.37
51-4041	Machinists	\$16.22	\$17.28	\$22.26	\$29.40	\$31.30
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$16.13	\$17.58	\$22.32	\$30.43	\$31.45
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.64	\$26.03	\$32.15	\$39.70	\$47.43

In-Demand Technical Skills

- Machinery
- Tooling
- Machining
- Hand Tools
- Calipers

In-Demand Foundational Skills

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

In-Demand Certifications

- Security Clearance
- Commercial Driver's License (CDL)
- Secret Clearance
- Forklift Certification
- Chauffeur License

In-Demand Education Level*

- High School or GED: 37.9%
- Associate Degree: 6.1%
- Bachelor's Degree: 8.7%
- Master's Degree: 1.1%

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

Top Posting Employers

- Aerotek
- Taldeco
- Sentech Services
- ManpowerGroup
- Nesco Resource
- Dana Incorporated
- Career Connections
- General Motors
- Paslin
- American Axle & Manufacturing

Job Postings by City

1. Warren: 1,729 Postings
2. Sterling Heights: 1,576 Postings
3. Clinton Township: 556 Postings
4. New Baltimore: 540 Postings
5. Utica: 444 Postings
6. Macomb: 426 Postings
7. Roseville: 406 Postings
8. Fraser: 311 Postings
9. Mount Clemens: 183 Postings
10. Saint Clair Shores: 123 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



**SEMCA Workforce Intelligence Network
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