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A semi-transparent map of the state of Louisiana is overlaid on the background. The map is divided into parishes. The parish of Monroe is highlighted in a solid orange color, while the other parishes are in a light gray color. The background of the entire page is an aerial photograph of an industrial facility, possibly a refinery or chemical plant, with large storage tanks, pipes, and buildings, situated near a body of water.

# **LABOR MARKET REPORT MONROE COUNTY**

**January - December 2023**

# INTRODUCTION

Monroe County  
2023



## About This Report

About This Report: Static except for geography and quarter reference

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges in a 19-county region representing approximately 63% of the total labor force 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.

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 city of Detroit report 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 Monroe 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 Monroe County for the Agriculture, Customer Service, Energy, Skilled Trades and TDL 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).

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## State of the Labor Market in Monroe County

The uncertainty that the coronavirus pandemic once brought to labor markets all but dissipated in 2023. Over the course of CY2023, the labor force grew by 2,465 individuals (3.3 percent) while employment significantly increased by 2,606 individuals (3.7 percent) from 2022. Unemployment declined by 141 workers and the unemployment rate decreasing 0.3 percentage points from 4.7 percent in 2022 to 4.4 percent in 2023. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 2,119 job postings followed by Retail Salespersons with 526 postings. Health Care and Skilled Trades occupation groups continue to be heavily demanded in Monroe County.

## Annual Labor Market Information

The labor force in Monroe County increased by 2,465 individuals between 2022 and 2023. Employment increased by 2,606 workers (3.7 percent) over the same period, while unemployment decreased by 141 workers for a total of 3,366 unemployed workers. The unemployment rate fell in 2023 to 4.4 percent, a decrease of 0.3 percentage points from 2022, which had a rate of 4.7 percent. The unemployment rate has nearly recovered to pre-pandemic levels, with an unemployment rate of 4.4 percent in 2023 in Monroe county since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate  
2013-2023

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand  
Overview

The fourth quarter of 2023 shows that employer demand has decreased since the end of Q3 2023. In Q4 2023, there were 2,845 unique postings per month in Monroe County, a decrease of 610 monthly postings from the 3,455 monthly average postings recorded in Q3. The second quarter had the highest recorded average monthly postings in 2023 with 3,977 postings, an increase of 155 postings (4.1 percent) since Q1 2023. Average monthly job posting declines in four of the past five quarters might signal that Monroe County economic recovery from the coronavirus pandemic has passed.

Quarterly Posting Analysis Monroe County  
2023



## Key Findings

18%

Employer demand decreased by 17.7 percent, a loss of 3,906 job postings since 2022

### High School Diploma

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

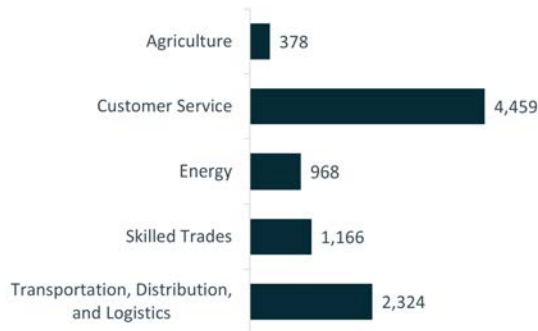
74,312

an increase of 3,962 workers (5.6 percent) since Q4 2022

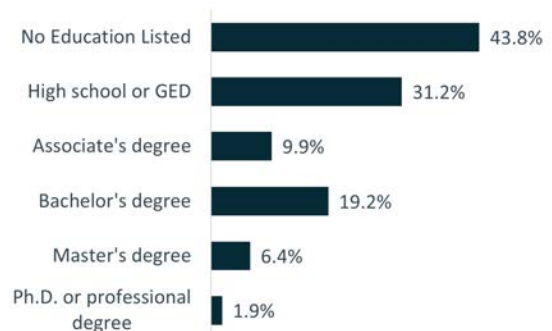
During 2023, there were 22,038 job postings, or 2,437 more than the 18,132 postings made during 2022 in Monroe County. The second quarter of 2023 saw the highest demand for the year with an average of 3,977 postings, a 4.1 percent increase since Q1 2023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Medical Assistants, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 18,132 unique postings in Monroe County during 2023, 5,650 (31.2 percent) required a High School diploma or equivalent, while 5,277 postings (29.1 percent) required a College degree. An additional 1,498 postings (8.3 percent) required an advanced degree. The high demand for Registered Nurses within the county drives this high demand for workers with select 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 second and fourth quarters of 2023 saw a slight increase in the labor force and employment, while unemployment and the unemployment rate decreased by 0.4 percent to an annual low of 4.0 percent. Labor force and employment both peaked in Q4, with a high of 77,387 individuals and 74,312 workers respectively. Total unemployment fluctuated through each quarter of 2023, culminating with a net decrease of 272 workers from Q3. The unemployment rate at the end of Q4 2023 was 4.0 percent. For more information about this year's unemployment rate and other labor market indicators, refer to page 4.

### Quarterly Labor Market Data

	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022
Labor Force	73,437	75,085	76,788	76,135	77,387	1,251	1.6%	3,950	5.4%
Employment	70,350	71,296	73,536	72,788	74,312	1,524	2.1%	3,962	5.6%
Unemployment	3,087	3,789	3,252	3,347	3,075	-272	-8.1%	-12	-0.4%
Unemployment Rate	4.2%	5.0%	4.2%	4.4%	4.0%	-0.4%	na	-0.2%	na

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

# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2023, labor force participation totaled 76,349 individuals, a increase of 2,465 individuals since 2022. Employment is up to 72,983 workers in 2023, an increase of 2,606 workers. Both net unemployment and the unemployment rate decreased over the year.. Unemployment decreased to 3,366 workers, down by 141 workers since the high of 6,908 workers recorded in 2020. Similarly, the unemployment rate declined by 0.3 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	74,365	75,927	76,092	76,357	76,448	75,765	76,192	74,232	72,202	73,884	76,349	2,465	3.3%
Employment	68,874	71,292	72,628	73,056	72,736	72,596	73,258	67,323	67,969	70,377	72,983	2,606	3.7%
Unemployment	5,491	4,635	3,464	3,301	3,713	3,169	2,935	6,908	4,233	3,506	3,366	-141	-4.0%
Unemployment Rate	7.4%	6.1%	4.6%	4.3%	4.9%	4.2%	3.9%	9.3%	5.9%	4.7%	4.4%	-0.3%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 75,313 people in the labor force, either working or seeking employment in Monroe County. Resident employment in the county totals 71,039 workers or over half, 56.3 percent, of the total population in Monroe County. The highest unemployment rates in 2022 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 24.6 percent for males and 15.2 percent for females. Overall, males in the county have a higher unemployment rate than females, with 6.6 percent and 4.6 percent respectively, for 2022. Asian job seekers have a difficult time finding employment, facing an unemployment rate of 13.7 percent. Black and African job seekers also face difficulty, with an unemployment rate of 13.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	75,313	71,039	4,274	5.7%
<b>Sex</b>				
Male 16+	40,692	38,007	2,685	6.6%
16-19	1,666	1,405	261	15.7%
20-24	3,813	3,474	339	8.9%
25-54	25,121	23,586	1,535	6.1%
55-64	7,866	7,574	292	3.7%
65 Plus	2,226	1,968	258	11.6%
Female 16+	34,621	33,032	1,589	4.6%
16-19	1,823	1,745	78	4.3%
20-24	3,554	3,165	389	10.9%
25-54	21,266	20,310	956	4.5%
55-64	6,377	6,222	155	2.4%
65 Plus	1,601	1,590	11	0.7%
<b>Race</b>				
White	69,830	66,129	3,701	5.3%
Black / African American	1,464	1,263	201	13.7%
Native American	83	77	6	7.2%
Asian	452	390	62	13.7%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	581	566	15	2.6%
Two or More Races	2,973	2,688	285	9.6%
<b>Ethnicity</b>				
Hispanic	3,207	3,054	154	4.8%

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

## POPULATION DEMOGRAPHICS

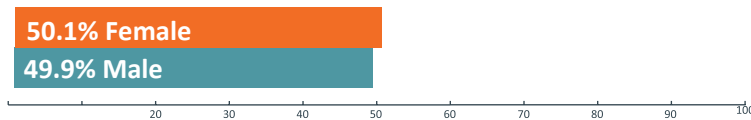
### 2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Monroe County increased by about 0.5 percent between 2021 and 2022. During 2022, there were 154,823 people living in the county. The gender of the populace was split almost evenly, with about 50.1 percent of the population identifying as female and the other 49.9 percent identifying as male. A majority of the population identified as White (91.7 percent) with the second largest number of individuals identifying as Two or more races (4.7 percent). The region is facing an aging populace; with 34.0 percent of the population over the age of 54, compared to 29.0 percent under the age of 25.

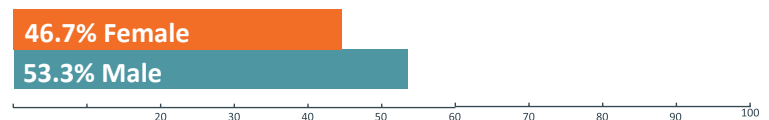
### 2023 Current Workforce

In 2023, the workforce had a total of 40,865 individuals working in Monroe County. A slight majority, 53.3 percent (21,318 workers) were male, while 46.7 percent (18,703 workers) of the workforce was female. Most workers in the county identified as White, accounting for 83.5 percent of the workforce, while Black or African American workers totaled 8.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.4 percent. A significant concentration of the workforce in Monroe County is between the age of 25 and 54 (60.9 percent), while 23.1 percent of workers are 55 and older.

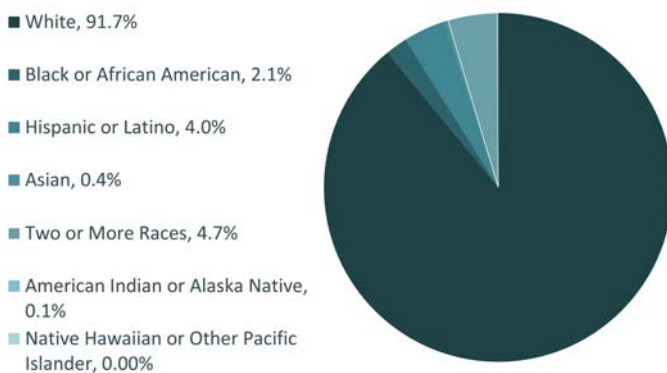
#### Population Gender Demographics



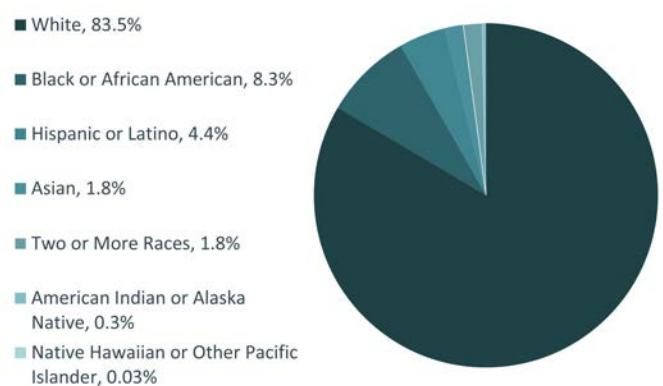
#### Workforce Gender Demographics



#### Population Race Demographics



#### Workforce Race and Ethnicity Demographics



#### Population Age Demographics



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

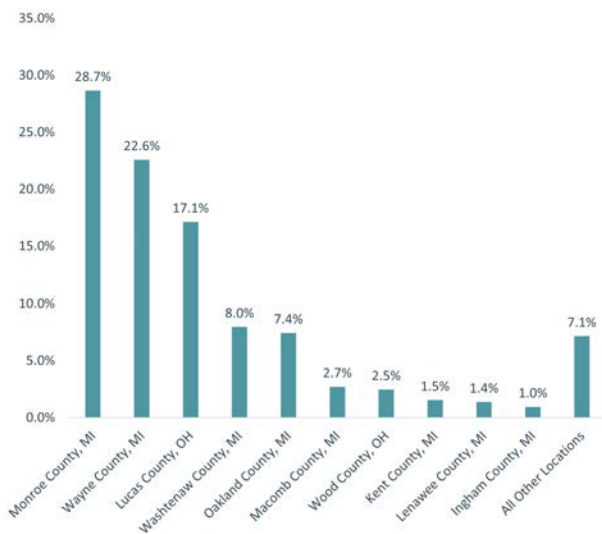
#### Workforce Age Demographics



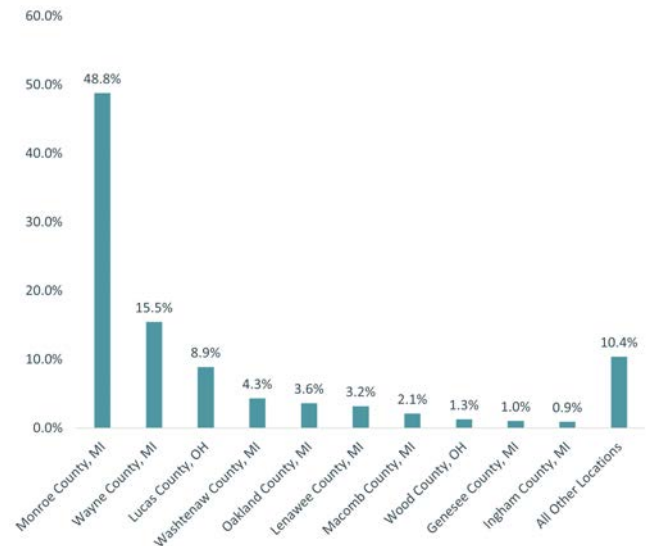
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Monroe County's workforce consisted of 62,601 residents. There were 17,947 (28.7 percent) of the residents who lived and worked within Monroe County, while the remaining 44,654 residents (71.3 percent) who traveled outside of the County for work. There were 36,794 workers employed in the County during 2021. Of those, 18,847 workers (51.2 percent) lived outside of the County's borders and commuted in. Based upon this information, it can be concluded that Monroe County is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

## Where Monroe County Residents Work



## Where Monroe County Workers Live

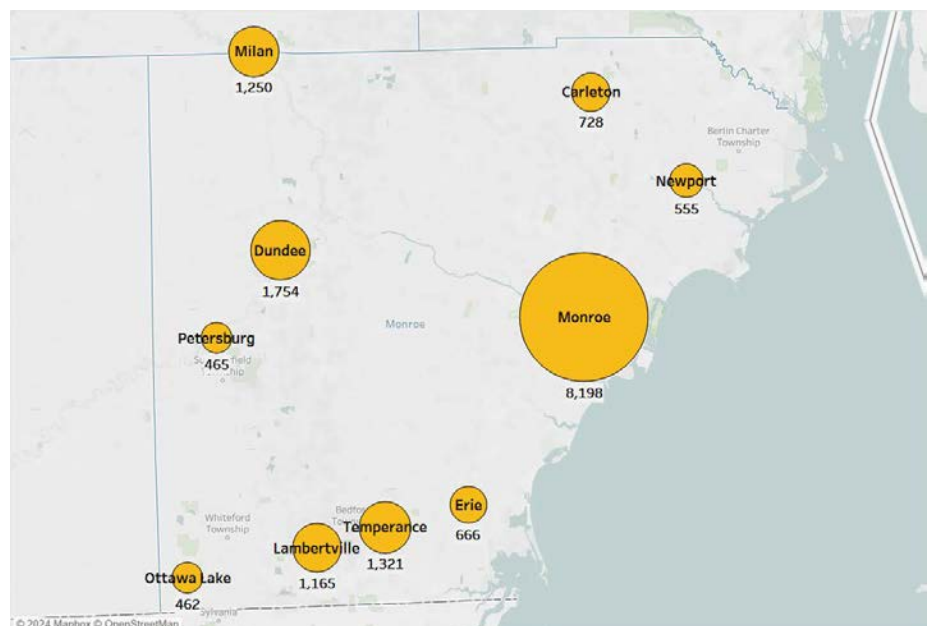


Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

1. Monroe: 8,198 Postings
2. Dundee: 1,754 Postings
3. Temperance: 1,321 Postings
4. Milan: 1,250 Postings
5. Lambertville: 1,165 Postings
6. Carleton: 728 Postings
7. Erie: 666 Postings
8. Newport: 555 Postings
9. Petersburg: 465 Postings
10. Ottawa Lake: 462 Postings

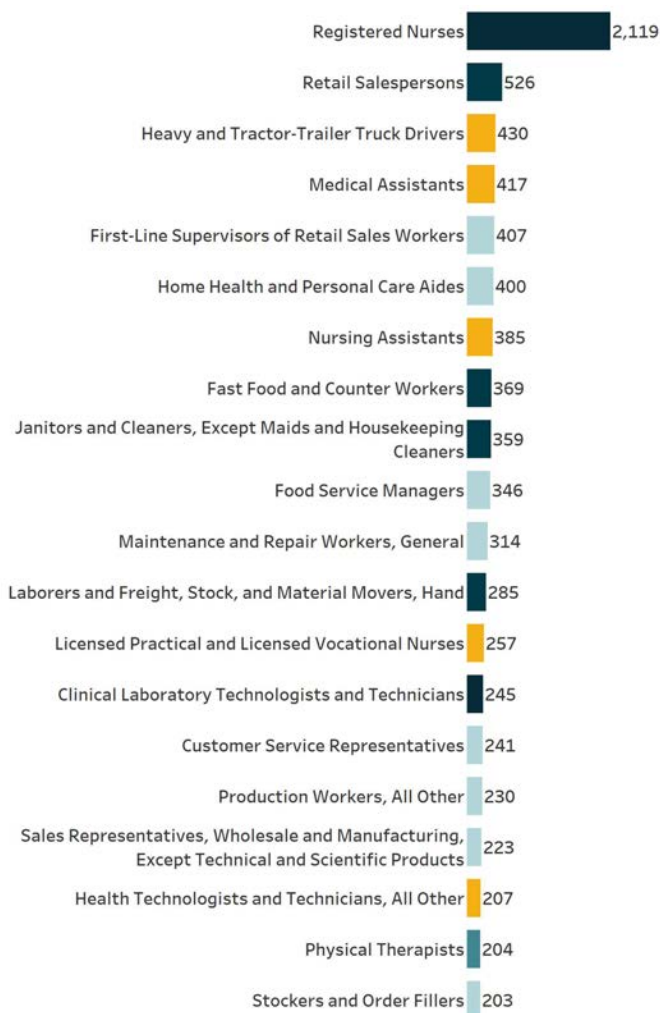




# TOP POSTED JOBS

## Top Posted Jobs: 2023

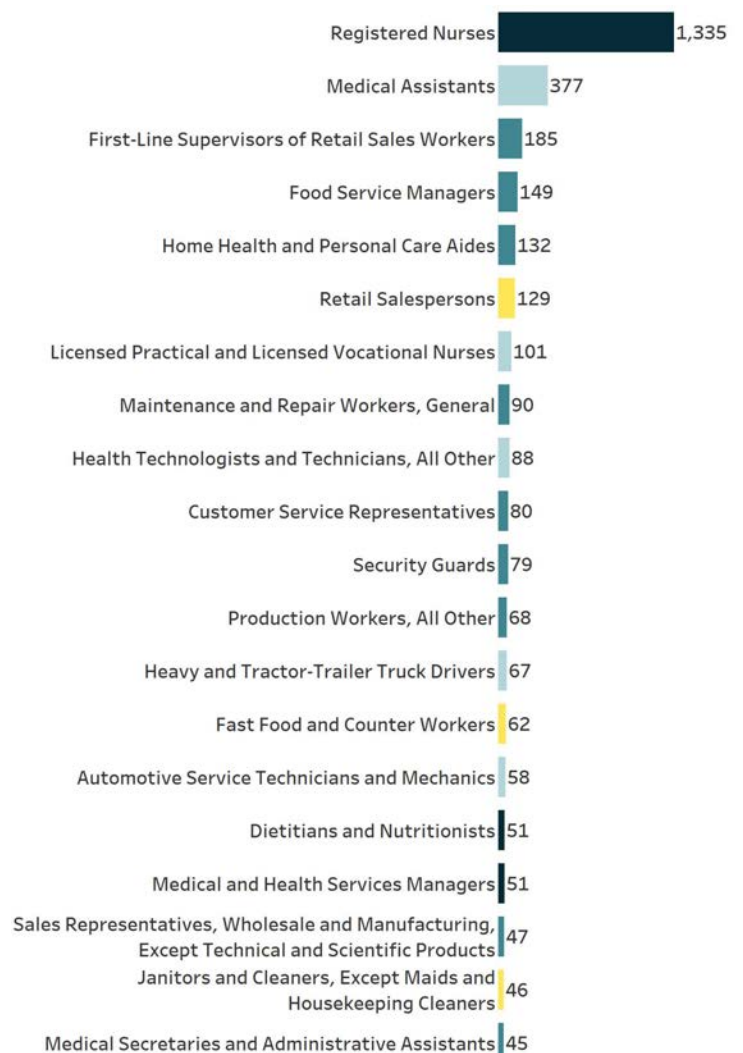
Registered Nurses is the top posted occupation for 2023 with 2,119 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (526 postings) and Heavy and Tractor-Trailer Truck Drivers (430 postings) round out the top three demanded occupations, requiring no formal educational credential and Postsecondary nondegree award, respectively. Fewer than half of the top 10 in-demand jobs require a formal educational credential.



- 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 30.7 percent of the 2023 postings in Monroe County. Half of the top ten entry-level occupations require 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 35.8 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 1,335 postings, requiring a Bachelor's degree, followed by Medical Assistants with 377 postings.



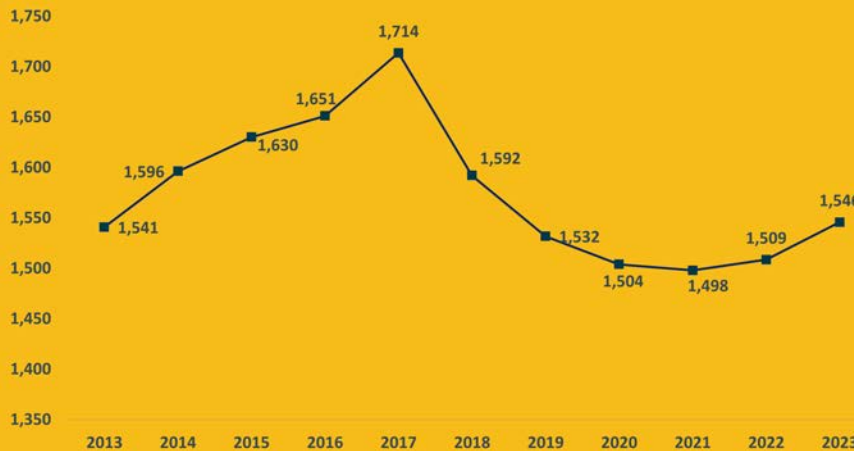
- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award



# AGRICULTURE OCCUPATION GROUP

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

Employment Over Time  
2013-2023

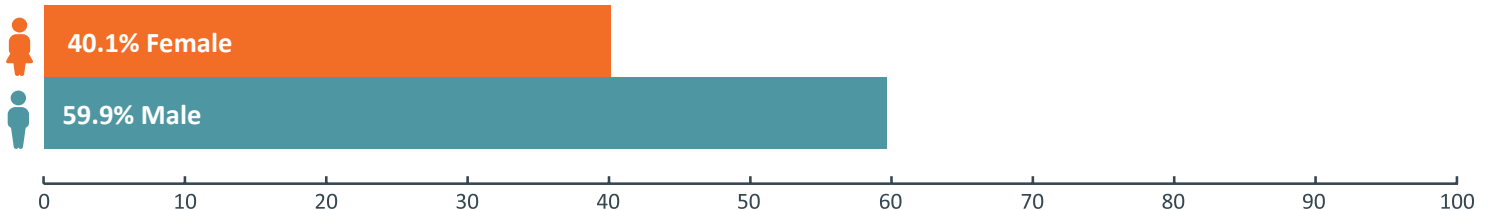


**1,546**  
**Agriculture**  
**Workers**  
**2.4%**  
**Increase**  
**from 2022**

## Agriculture Worker Demographics

According to 2023 Lightcast data, the 1,546 workers in the Agriculture group are not particularly diverse. Just 15.7 percent of the related workforce is under 25. Female workers account for 40.1 percent of the current workforce and only 17.2 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.

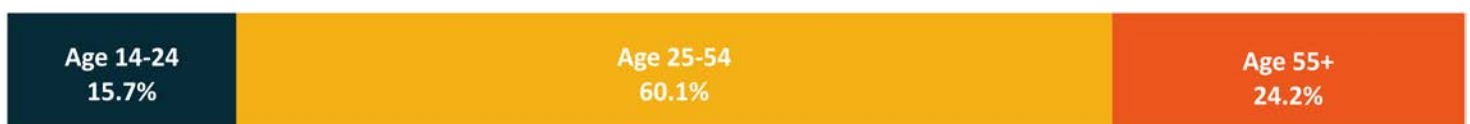
### Worker Gender Demographics



### Race and Ethnicity Demographics

**82.8% White** | **8.2% Hispanic or Latino** | **6.2% Black or African-American**

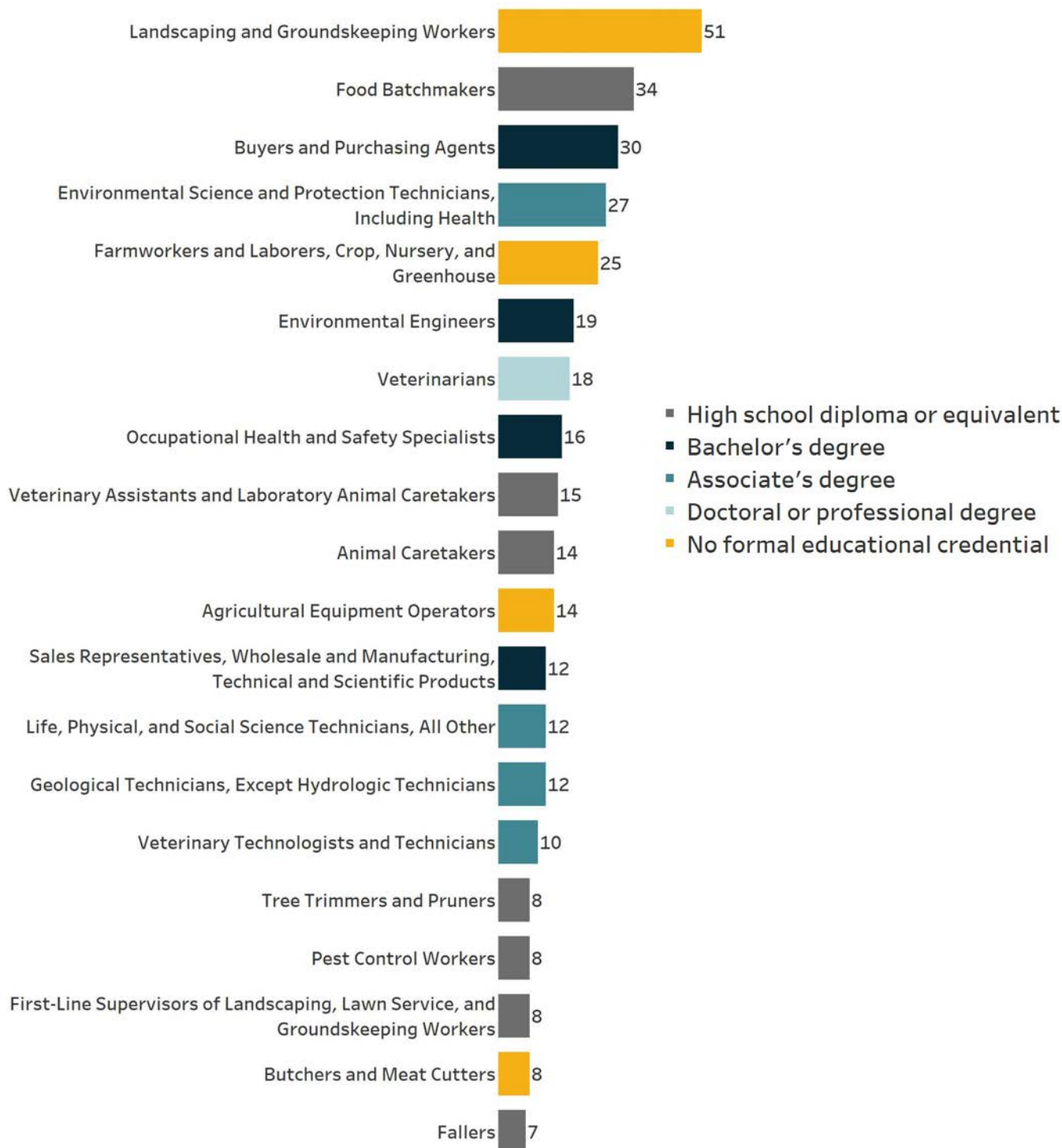
### Worker Age Demographics



# AGRICULTURE OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 378 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during 2023, with 51 postings. Food Batchmakers was in the second position with 34 postings. Other top posted jobs include Buyers and Purchasing Agents (30 postings), Environmental Science and Protection Technicians, Including Health (27 postings), and Farmworkers and Laborers, Crop, Nursery, and Greenhouse (25 postings).



# AGRICULTURE OCCUPATION GROUP

## Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with High school diploma or equivalent. At least half of the top jobs pay over \$19.36 per hour. Landscaping and Groundskeeping Workers, the top posted Agriculture job, offers a median hourly wage of \$15.61 per hour or an annual salary of about \$32,469.

### Wage Overview for Top Posted Agriculture Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$11.09	\$13.61	\$15.61	\$18.00	\$21.80
51-3092	Food Batchmakers	\$14.27	\$17.50	\$19.36	\$22.65	\$27.46
13-1028	Buyers and Purchasing Agents	\$19.54	\$26.00	\$36.33	\$46.94	\$51.96
19-4042	Environmental Science and Protection Technicians, Including Health	\$15.35	\$18.88	\$24.03	\$27.60	\$29.59
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$10.26	\$12.96	\$18.31	\$25.27
17-2081	Environmental Engineers	\$16.55	\$31.67	\$40.31	\$50.62	\$58.84
29-1131	Veterinarians	\$42.19	\$46.87	\$51.15	\$57.79	\$62.17
19-5011	Occupational Health and Safety Specialists	\$24.13	\$26.08	\$34.76	\$44.72	\$51.44
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$13.75	\$14.31	\$15.28	\$16.67	\$16.95
39-2021	Animal Caretakers	\$11.26	\$12.53	\$13.87	\$15.81	\$18.40

### In-Demand Technical Skills

- Pruning
- Landscaping
- Restaurant Operation
- Weed Control
- Cash Register

### In-Demand Foundational Skills

- Communication
- Lifting Ability
- Management
- Operations
- Customer Service

### In-Demand Certifications

- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Certified Arborist
- Board Certified/Board Eligible

### In-Demand Education Level\*

- High school or GED: 26.2%
- Associate degree: 4.5%
- Bachelor's degree: 19.3%
- Master's degree: 2.4%

*\*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

- The Davey Tree Expert Company
- Tenneco
- State of Michigan
- Burger King
- HEPACO
- Clean Harbors
- Wendy's
- DTE Energy
- Carrols Restaurant Group
- Wilbur-Ellis

### Job Postings by City

1. Monroe: 165 Postings
2. Dundee: 51 Postings
3. Milan: 36 Postings
4. Ottawa Lake: 25 Postings
5. Lambertville: 18 Postings
6. Carleton: 17 Postings
7. Temperance: 17 Postings
8. Newport: 12 Postings
9. Ida: 8 Postings
10. Petersburg: 8 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. WIN defines this group as all Customer Service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time  
2013-2023

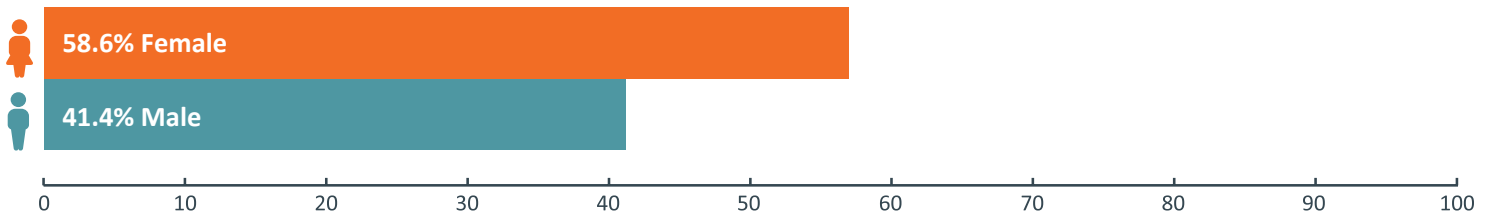


**9,318 Customer  
Service Workers**  
**0.7% Decrease  
from 2022**

## Customer Service Worker Demographics

In 2023, there were 9,718 workers in the Customer Service occupation group. This group is primarily made up of females (58.6 percent) between the ages of 25 and 54 (48.4 percent), with 41.4 percent of workers identifying as male and just 16.4 percent identifying as a racial minority. Also of note was that 32.0 percent of the workers in the occupation group were under the age of 25, compared to the 19.5 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**83.6% White** | **7.5% Black or African-American** | **4.4% Hispanic or Latino**

### Worker Age Demographics

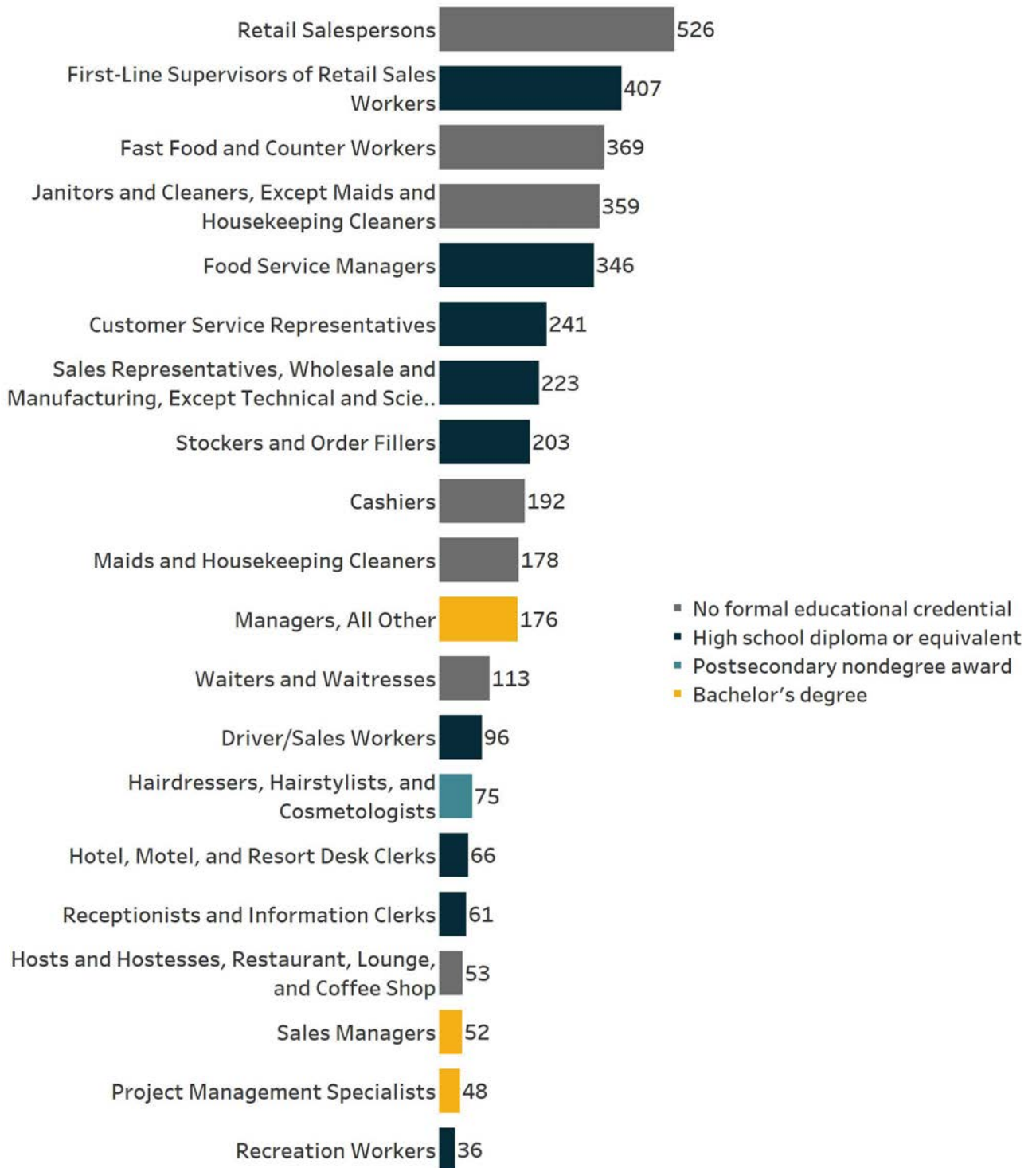




# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

There were a total of 4,459 job postings for Customer Service workers in 2023, a decrease of 26.0 percent since 2022. Retail Salespersons was the most sought-after occupation by Customer Service industry employers with 526 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 407 postings. Other top posted jobs include Fast Food and Counter Workers (369 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (359 postings), and Food Service Managers (346 postings).



# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, the Customer Service occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with High school diploma or equivalent. At least half of the top jobs pay over \$14.52 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.37 per hour or an annual salary of about \$29,890. With interest in gaining additional experience and training, workers can transition to managerial positions, such as First Line Supervisors of Retail Sales Workers, which offers a median wage of \$20.58 per hour or \$42,806 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	\$11.11	\$12.42	\$14.37	\$17.61	\$23.66
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.39	\$15.09	\$20.58	\$27.51	\$34.34
35-3023	Fast Food and Counter Workers	\$11.03	\$11.35	\$12.90	\$13.58	\$14.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.79	\$13.85	\$15.36	\$17.34	\$20.28
11-9051	Food Service Managers	\$16.64	\$22.73	\$28.53	\$34.25	\$46.25
43-4051	Customer Service Representatives	\$13.37	\$15.18	\$18.30	\$22.91	\$27.17
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.67	\$23.79	\$35.18	\$47.29	\$63.19
53-7065	Stockers and Order Fillers	\$12.23	\$13.93	\$14.52	\$17.96	\$20.74
41-2011	Cashiers	\$10.76	\$11.19	\$12.80	\$14.00	\$14.43
37-2012	Maids and Housekeeping Cleaners	\$11.38	\$12.60	\$14.35	\$15.19	\$17.37

### In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Cash Register
- Selling Techniques
- Cash Handling

### In-Demand Foundational Skills

- Customer Service
- Communication
- Management
- Leadership
- Detail Oriented

### In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Barber License
- Automotive Service Excellence (ASE) Certification
- Pallet Jack Certification

### In-Demand Education Level\*

- High school or GED: 35.9%
- Associate degree: 3.5%
- Bachelor's degree: 10.5%
- Master's degree: 3.0%

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

### Top Posting Employers

- ProMedica
- Dollar General
- Pilot Company
- Love's
- Kroger
- Meijer
- Taco Bell
- Bob Evans Restaurants
- TravelCenters of America
- Bass Pro Shops

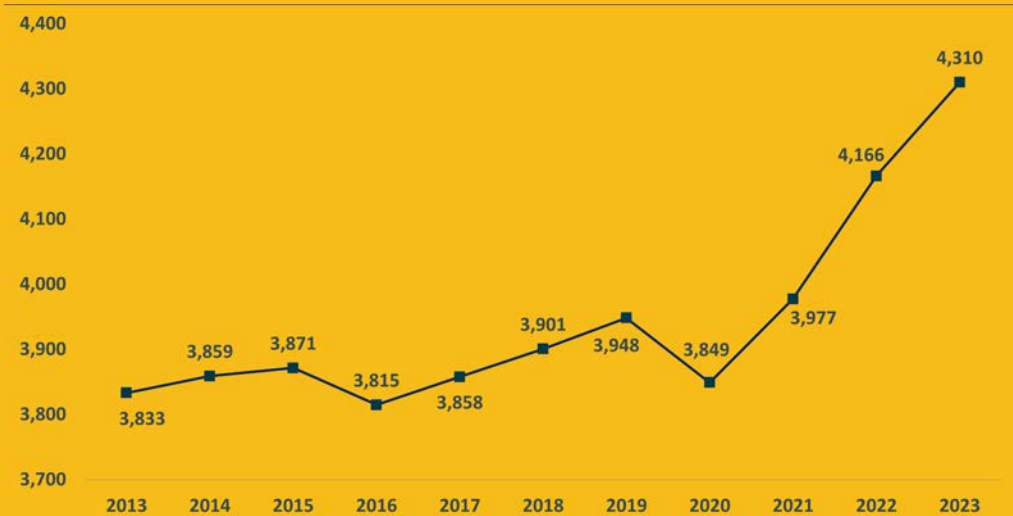
### Job Postings by City

- Monroe: 2,403 Postings
- Dundee: 531 Postings
- Lambertville: 388 Postings
- Milan: 334 Postings
- Temperance: 247 Postings
- Carleton: 157 Postings
- Ottawa Lake: 85 Postings
- Erie: 72 Postings
- Newport: 71 Postings
- Ida: 45 Postings

# ENERGY OCCUPATION GROUP

Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertains only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

Employment Over Time  
2013-2023

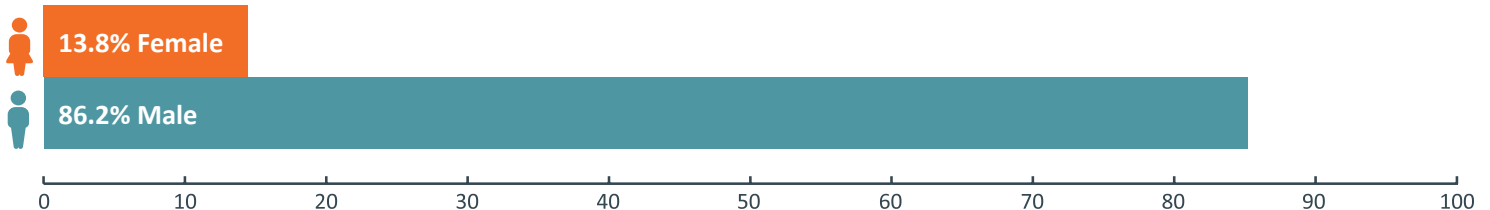


**4,310**  
**Energy Workers**  
**3.4% Increase**  
**from 2022**

## Energy Worker Demographics

In 2023, there were 4,310 workers in the Energy occupation group. This group is primarily made up of males (86.2 percent) between the ages of 25 and 54 (69.9 percent), with 13.8 percent of workers identifying as female and just 12.3 percent identifying as a racial minority. Also of note was that 5.7 percent of the workers in the occupation group were under the age of 25, compared to the 24.2 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**87.7% White** | **6.0% Black or African-American** | **3.0% Hispanic or Latino**

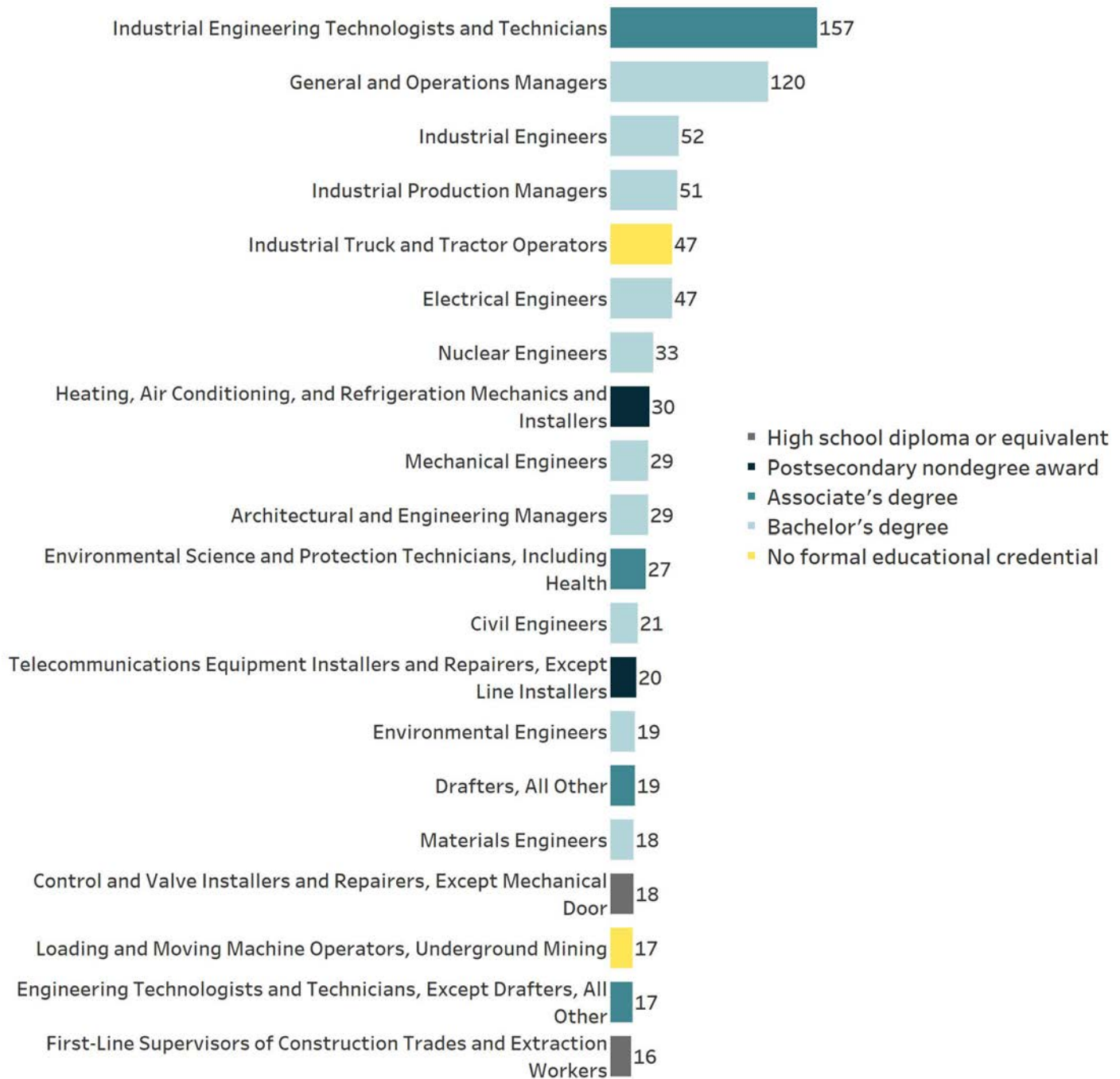
### Worker Age Demographics



# ENERGY OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 968 job postings for Energy workers, with Industrial Engineering Technologists and Technicians as the most sought-after occupation by Energy industry employers during 2023 with 157 postings. General and Operations Managers was in the second position with 120 postings. Other top posted jobs include Industrial Engineers (52 postings), Industrial Production Managers (51 postings), and Electrical Engineers (47 postings).





# ENERGY OCCUPATION GROUP

## Wage Overview

The demand for engineers and highly specialized trades in the Energy occupation group create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. A high volume of jobs are open to candidates with High school diploma or equivalent in the Energy occupation group, though seven of the top ten jobs require a Bachelors degree. At least half of the top jobs pay over \$45.37 per hour. Industrial Engineering Technologists and Technicians, the top posted Energy job, offers a median hourly wage of \$39.30 per hour or an annual salary of about \$81,744.

### Wage Overview for Top Posted Energy Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$23.46	\$31.01	\$39.30	\$42.29	\$42.62
11-1021	General and Operations Managers	\$20.66	\$27.30	\$39.87	\$63.11	\$96.64
17-2112	Industrial Engineers	\$30.61	\$36.75	\$46.46	\$50.23	\$60.70
11-3051	Industrial Production Managers	\$35.48	\$43.69	\$56.69	\$65.64	\$80.69
17-2071	Electrical Engineers	\$37.08	\$45.28	\$49.80	\$50.83	\$63.01
53-7051	Industrial Truck and Tractor Operators	\$14.43	\$16.97	\$18.51	\$22.78	\$26.25
17-2161	Nuclear Engineers	\$25.19	\$40.36	\$45.37	\$58.77	\$69.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.27	\$21.01	\$23.86	\$35.30	\$36.85
11-9041	Architectural and Engineering Managers	\$48.43	\$58.51	\$63.97	\$78.93	\$101.29
17-2141	Mechanical Engineers	\$29.97	\$36.81	\$46.88	\$57.51	\$59.45

### In-Demand Technical Skills

- Emergency Response
- Project Management
- Machinery
- Auditing
- Forklift Truck

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Six Sigma Green Belt
- Certified Quality Engineer

### In-Demand Education Level\*

- High school or GED: 30.9%
- Associate degree: 10.0%
- Bachelor's degree: 33.6%
- Master's degree: 8.5%

*\*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

- DTE Energy
- Tenneco
- Plastipak
- Midway Products Group
- HEPACO
- United Engineers & Constructors
- Wendy's
- Twb Company
- Dish
- Clean Harbors

### Job Postings by City

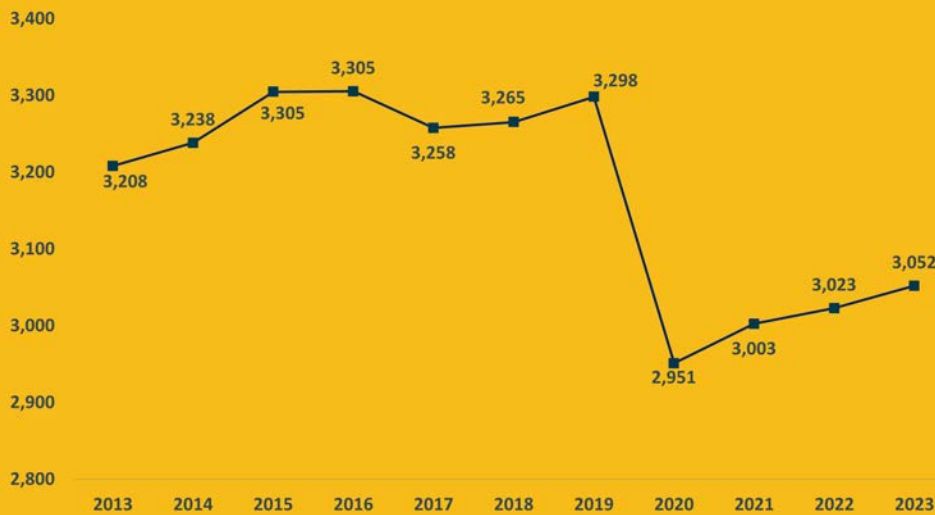
- Monroe: 446 Postings
- Dundee: 130 Postings
- Newport: 111 Postings
- Milan: 64 Postings
- Temperance: 61 Postings
- Carleton: 41 Postings
- Erie: 37 Postings
- Lambertville: 18 Postings
- Ottawa Lake: 16 Postings
- La Salle: 14 Postings

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's technicians/skilled trades category 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 annually.

*NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.*

Employment Over Time  
2013-2023

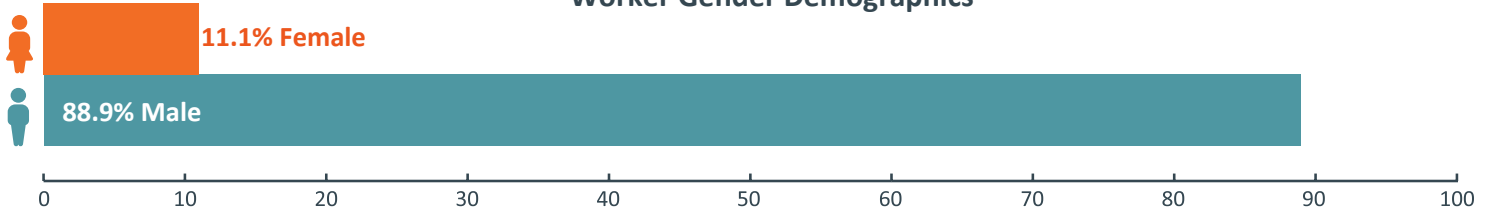


**3,052 Skilled  
Trades Workers**  
0.9% Increase  
from 2022

## Skilled Trades Worker Demographics

According to 2023 Lightcast data, the 3,052 workers in the Skilled Trades group are not particularly diverse. Just 6.1 percent of the related workforce is under 25. Female workers account for 11.1 percent of the current workforce and only 14.0 percent identify as a race other than white. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

### Worker Gender Demographics



### Race and Ethnicity Demographics

86.0% White | 7.6% Black or African-American | 3.7% Hispanic or Latino

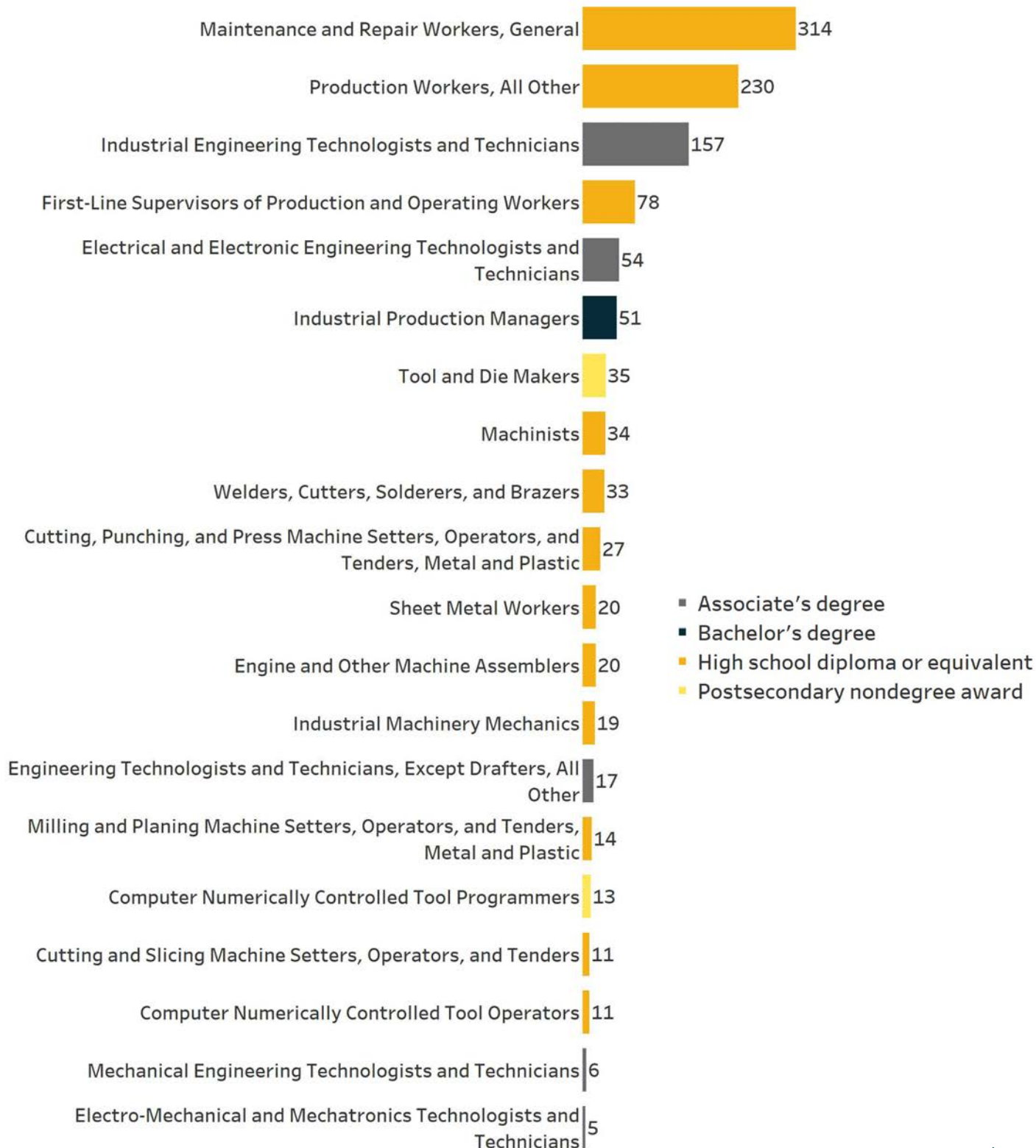
### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 1,166 job postings for Skilled Trades workers. Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 314 postings. Production Workers, All Other was in the second position with 230 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (157 postings), First-Line Supervisors of Production and Operating Workers (78 postings), and Electrical and Electronic Engineering Technologists and Technicians (54 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

All of the top ten in-demand skilled trades occupations have median wages above \$16.65 per hour. 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 \$24.84 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$19.45 per hour or an annual salary of about \$40,456.

## 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	\$12.98	\$15.46	\$19.45	\$24.06	\$29.11
51-9199	Production Workers, All Other	\$14.31	\$15.17	\$16.65	\$17.02	\$18.45
17-3026	Industrial Engineering Technologists and Technicians	\$23.46	\$31.01	\$39.30	\$42.29	\$42.62
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.69	\$25.48	\$33.11	\$45.51	\$61.60
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$23.45	\$32.68	\$38.43	\$43.94	\$50.53
11-3051	Industrial Production Managers	\$35.48	\$43.69	\$56.69	\$65.64	\$80.69
51-4111	Tool and Die Makers	\$17.83	\$23.00	\$28.68	\$30.34	\$35.29
51-4041	Machinists	\$17.27	\$19.20	\$24.84	\$31.96	\$32.03
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.44	\$16.06	\$18.15	\$23.59	\$28.98
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.85	\$15.95	\$17.46	\$21.52	\$25.24

### In-Demand Technical Skills

- Machinery
- Machine Operation
- Hand Tools
- Plumbing
- Preventive Maintenance

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- Forklift Certification
- Six Sigma Green Belt

### In-Demand Education Level\*

- High school or GED: 46.2%
- Associate degree: 6.3%
- Bachelor's degree: 7.7%
- Master's degree: 1.6%

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

### Top Posting Employers

- Plastipak
- ProMedica
- Express Employment Professionals
- Gerdau Ameristeel Corporation
- Automatic Handling International
- Twb Company
- Aerotek
- Bay Corrugated Container
- Georgia-Pacific
- Tenneco

### Job Postings by City

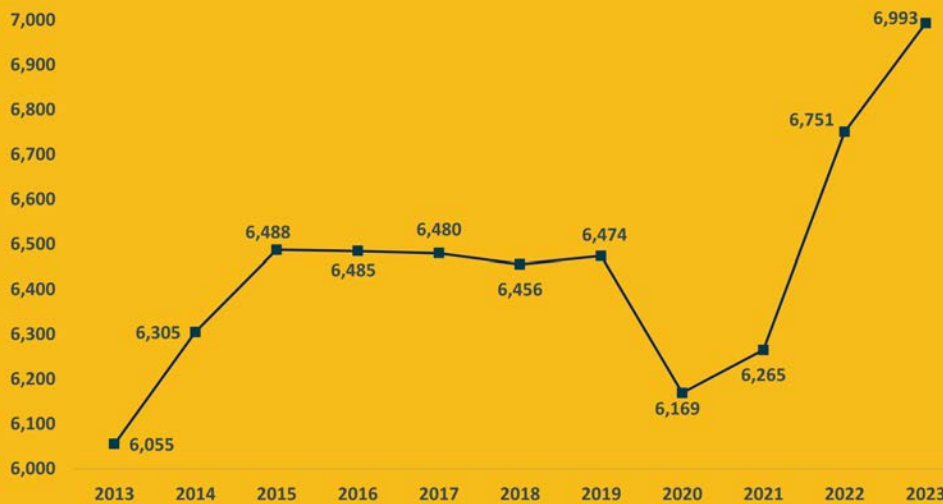
1. Monroe: 472 Postings
2. Dundee: 193 Postings
3. Milan: 135 Postings
4. Temperance: 127 Postings
5. Erie: 62 Postings
6. Carleton: 44 Postings
7. Ottawa Lake: 38 Postings
8. Lambertville: 19 Postings
9. Newport: 17 Postings
10. La Salle: 16 Postings



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, distribution, and logistics (TDL) workers efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

Employment Over Time  
2013-2023

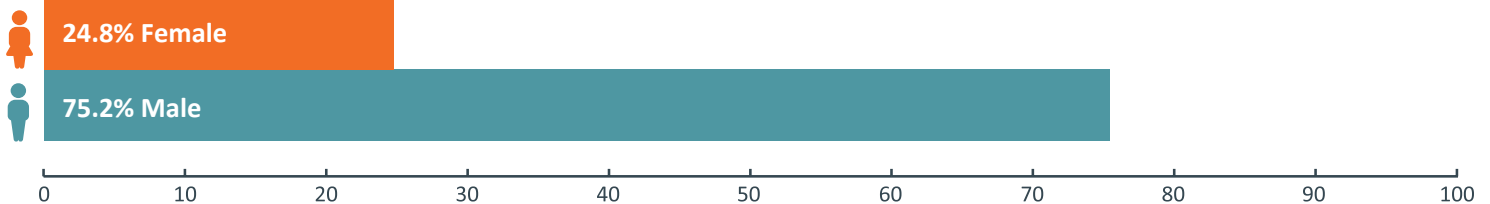


**6,993 TDL Workers**  
3.6% Increase from 2022

## TDL Worker Demographics

In 2023, there were 6,993 workers in the TDL occupation group. This group is primarily made up of males (75.2 percent) between the ages of 25 and 54 (61.0 percent), with 24.8 percent of workers identifying as female and just 20.4 percent identifying as a racial minority. Also of note was that 14.0 percent of the workers in the occupation group were under the age of 25, compared to the 25.0 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

79.6% White | 12.1% Black or African-American | 4.7% Hispanic or Latino

### Worker Age Demographics

Age 14-24  
14.0%

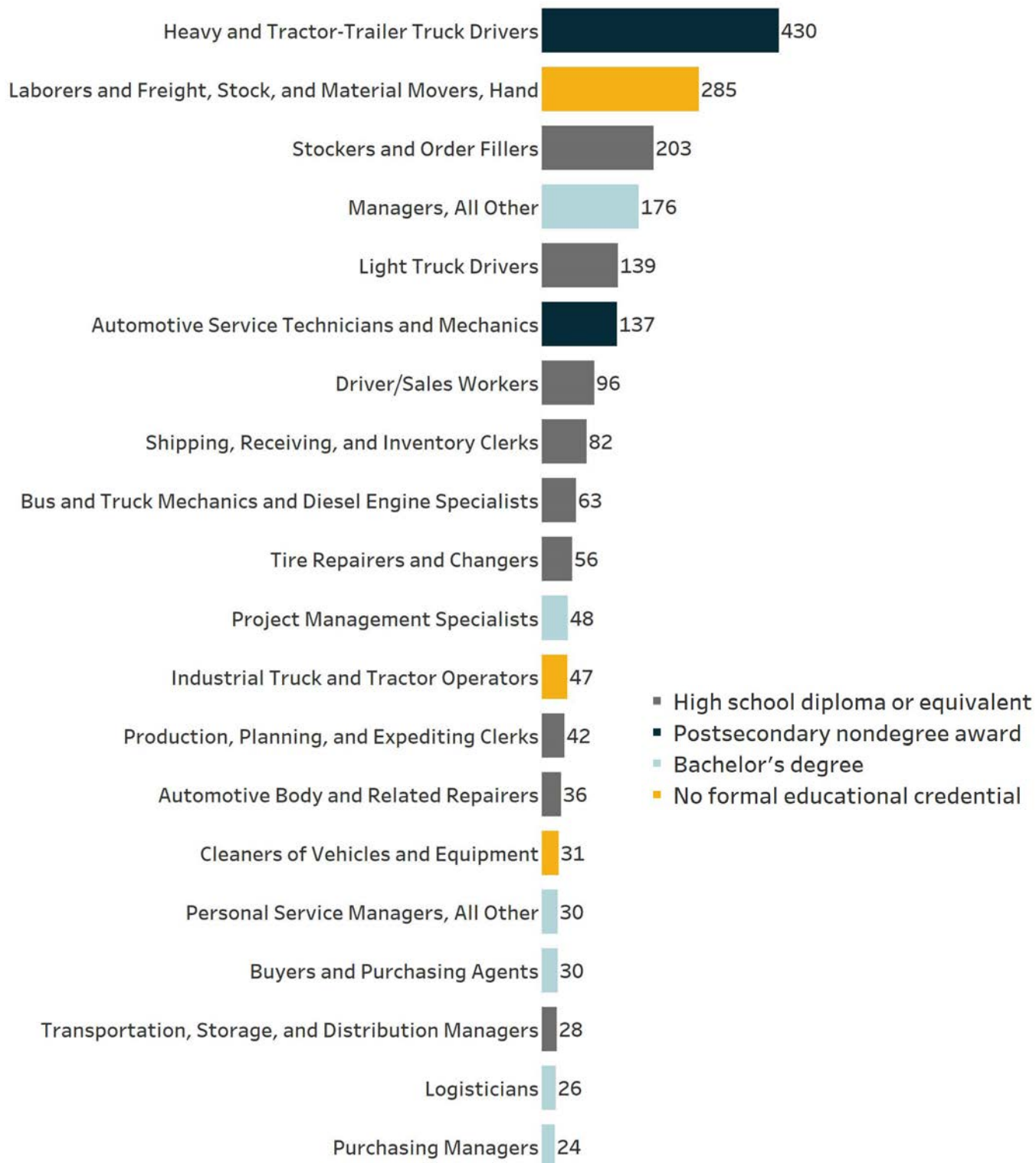
Age 25-54  
61.0%

Age 55+  
25.0%

# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 2,324 job postings for TDL workers, with Heavy and Tractor-Trailer Truck Drivers as the most sought-after occupation by TDL industry employers during 2023, with 430 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 285 postings. Other top posted jobs include Stockers and Order Fillers (203 postings), Managers, All Other (176 postings), and Light Truck Drivers (139 postings).



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Wage Overview

Wages in the TDL field do not necessarily scale with education or experience as seen in other occupations. The TDL 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 \$18.49 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$23.17 per hour or an annual salary of about \$48,194.

### Wage Overview for Top Posted TDL Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$16.57	\$20.03	\$23.17	\$28.17	\$29.46
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.71	\$14.83	\$16.94	\$18.71	\$22.51
53-7065	Stockers and Order Fillers	\$12.23	\$13.93	\$14.52	\$17.96	\$20.74
11-9199	Managers, All Other	\$23.41	\$38.92	\$61.72	\$79.53	\$82.00
53-3033	Light Truck Drivers	\$12.40	\$16.19	\$17.05	\$21.77	\$31.56
49-3023	Automotive Service Technicians and Mechanics	\$14.09	\$17.85	\$23.17	\$28.67	\$34.64
53-3031	Driver/Sales Workers	\$10.86	\$11.87	\$16.83	\$26.32	\$29.75
43-5071	Shipping, Receiving, and Inventory Clerks	\$14.43	\$16.36	\$18.49	\$22.89	\$23.75
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$18.92	\$22.31	\$26.76	\$30.41	\$41.30
49-3093	Tire Repairers and Changers	\$15.13	\$17.30	\$20.35	\$26.89	\$29.64

### In-Demand Technical Skills

- Warehousing
- Forklift Truck
- Truck Driving
- General Mathematics
- Merchandising

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Lifting Ability
- Operations

### In-Demand Certifications

- Valid Driver's License
- CDL Class A License
- Commercial Driver's License (CDL)
- CDL Class B License
- Pallet Jack Certification

### In-Demand Education Level\*

- High school or GED: 32.5%
- Associate degree: 3.4%
- Bachelor's degree: 10.2%
- Master's degree: 2.8%

*\*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

- Roehl Transport
- Meijer
- Kroger
- Discount Tire
- Sysco
- Amazon
- Tenneco
- Cox Communications
- Love's
- Goodwill

### Job Postings by City

1. Monroe: 1,004 Postings
2. Dundee: 236 Postings
3. Milan: 235 Postings
4. Carleton: 187 Postings
5. Temperance: 155 Postings
6. Lambertville: 111 Postings
7. Ottawa Lake: 84 Postings
8. Erie: 82 Postings
9. Newport: 69 Postings
10. Petersburg: 52 Postings



**EV Jobs  
Academy**



# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



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for Southeast Michigan (WIN)**

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