

# WIN

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## LABOR MARKET REPORT OAKLAND COUNTY

January - December 2023

# INTRODUCTION

Oakland 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 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 Oakland 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 Oakland County for the Business and Finance, Health Care, Information Technology, 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 Oakland 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 11,873 individuals (1.8 percent) while employment increased by 12,412 individuals (1.9 percent) from 2022. Unemployment went down by 539 workers and the unemployment rate tapered off, decreasing 0.1 percentage points from 3.0 percent in 2022 to 2.9 percent in 2023. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 11,117 job postings followed by Retail Salespersons with 7,485 postings. The Customer Service and Information Technology occupation groups continue to be heavily demanded in Oakland County.

### Annual Labor Market Information

The labor force in Oakland County grew in 2023, increasing by 11,873 individuals (1.8 percent) from the prior year. Employment increased by 12,412 workers (1.9 percent) over the same period, while unemployment decreased by 539 workers (0.1 percent) for a total of 19,703 unemployed workers in 2023. The unemployment rate decreased in 2023 to 2.9 percent, a fall of 0.1 percentage points since the 5.4 percent drop in 2021, following the large spike in 2020 at 8.7 percent.

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 Q3 2023. In Q4 2023, there were 32,464 unique average postings per month in Oakland County. This marked a notable decrease of 11,011 postings from the 43,475 monthly average postings recorded in Q3. The second quarter had the highest recorded average monthly postings in 2023 with 52,569, an increase of 6,104 postings (13.1 percent) since Q1 2023.

Quarterly Posting Analysis Oakland County  
2023





## Key Findings

**24%** Employer demand decreased by 23.5 percent, a loss of 67,508 job postings since 2022.

### Bachelor's Degree

Most in-demand minimum education level during 2023.

In Q4 2023, employment totaled

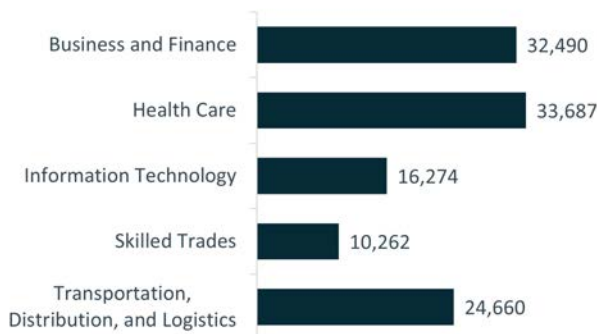
**671,141**

an increase of 21,302 workers (3.3 percent) since Q4 2022.

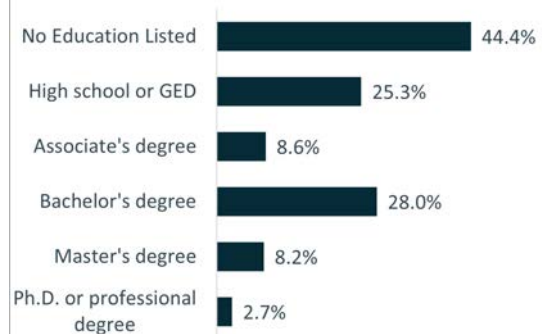
During 2023, there were 219,276 job postings, 67,508 fewer than the 286,784 postings made during 2022 in Oakland County. The second quarter of 2023 saw the highest demand for the year with 52,569 postings, a 13.1 percent increase since Q1 2023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, Software Developers, Sales Representatives Wholesale and Manufacturing, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 219,276 unique postings in Oakland County during 2023, 55,414 (25.3 percent) required a High School diploma or equivalent, while 80,165 postings (36.6 percent) required a College degree. An additional 23,997 postings (10.9 percent) required an advanced degree. The high demand for Health Care, Customer Service and Information Technology jobs, within the county, drives this demand for workers with various skill sets.

### Top 5 Posting Occupation Groups 2023



### Education Levels In-Demand 2023



The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2023. The third quarter of 2023 provided a meaningful increase in total labor force and employment, although the unemployment rate was at its peak with 3.3 percentage points. The labor force and employment numbers peaked in Q3 with a high of 695,604 individuals and 672,993 workers respectively. Total unemployment and the unemployment rate reached their nadir in Q2, decreasing to 16,095 workers and a corresponding rate of 2.4 percent. The market experienced mild volatility in unemployment and the unemployment rate through Q4 2023. The unemployment rate at the end of Q4 2023 was 3.1 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	666,134	658,402	669,442	695,604	692,526	-3,078	-0.4%	26,392	4.0%
Employment	649,839	639,681	653,347	672,993	671,141	-1,853	-0.3%	21,302	3.3%
Unemployment	16,295	18,721	16,095	22,611	21,386	-1,225	-5.4%	5,090	31.2%
Unemployment Rate	2.4%	2.8%	2.4%	3.3%	3.1%	-0.2%	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 2023, labor force participation totaled 678,994 individuals, a increase of 11,873 individuals since 2022. Employment is up to 659,290 workers in 2023, an increase of 12,412 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 19,703 workers, down by 539 workers since 2022, and a significant improvement from the high of 56,237 workers recorded in 2020. Similarly, the unemployment rate declined by 0.1 percentage points for a 2023 unemployment rate of 2.9 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	628,635	630,196	632,577	651,936	662,752	670,738	679,762	649,405	643,385	667,120	678,994	11,873	1.8%
Employment	579,614	589,208	602,606	624,840	639,968	648,277	657,019	593,168	621,944	646,878	659,290	12,412	1.9%
Unemployment	49,021	40,988	29,971	27,097	22,784	22,462	22,743	56,237	21,441	20,242	19,703	-539	-2.7%
Unemployment Rate	7.8%	6.5%	4.7%	4.2%	3.4%	3.3%	3.3%	8.7%	3.3%	3.0%	2.9%	-0.1%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 692,673 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Oakland County. Slightly more than half of the population, 659,664 individuals (51.8 percent) living in the county were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 22.4 percent, compared to females under the age of 25 reporting an unemployment rate of 21.4 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	692,673	659,664	33,009	4.8%
<b>Sex</b>				
Male 16+	373,274	355,601	17,673	4.7%
16-19	13,436	11,823	1,613	12.0%
20-24	31,944	28,633	3,311	10.4%
25-54	234,084	224,869	9,215	3.9%
55-64	67,699	65,259	2,440	3.6%
65 Plus	26,111	25,017	1,094	4.2%
Female 16+	319,399	304,063	15,336	4.8%
16-19	13,285	11,801	1,484	11.2%
20-24	29,467	26,448	3,019	10.2%
25-54	197,833	190,262	7,571	3.8%
55-64	59,291	57,096	2,195	3.7%
65 Plus	19,523	18,456	1,067	5.5%
<b>Race</b>				
White	503,567	482,417	21,150	4.2%
Black / African American	88,413	81,163	7,250	8.2%
Native American	1,181	1,075	106	9.0%
Asian	58,359	56,666	1,692	2.9%
Native Hawaiian / Pacific Islander	198	198	0	0.0%
Some Other Race	7,142	6,228	914	12.8%
Two or More Races	34,592	32,413	2,179	6.3%
<b>Ethnicity</b>				
Hispanic	29,621	27,666	1,955	6.6%

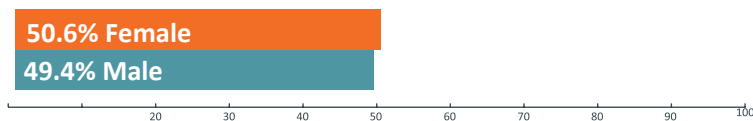
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

## POPULATION DEMOGRAPHICS

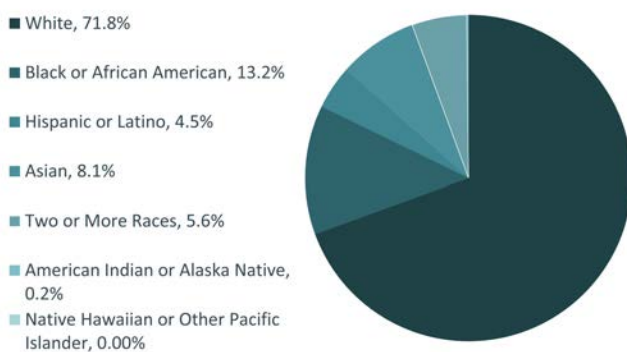
### 2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Oakland County increased by just 281 individuals (< 0.1%) between 2021 and 2022. During 2022, there were 1,272,264 people were living in the county. The gender of the populace was split almost evenly, with about 50.6 percent of the population identifying as female and the other 49.4 percent identifying as male. A majority of the population identified as White (71.8 percent) with the second largest number of individuals identifying as Black or African American (13.2 percent). The region is facing an aging populace; with 31.7 percent of the population over the age of 54, compared to 28.7 percent under the age of 25.

#### Population Gender Demographics



#### Population Race Demographics



#### Population Age Demographics

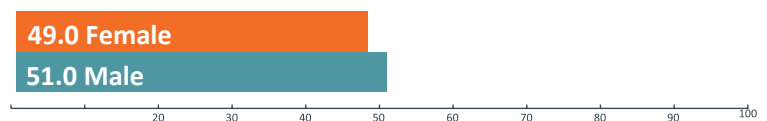


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

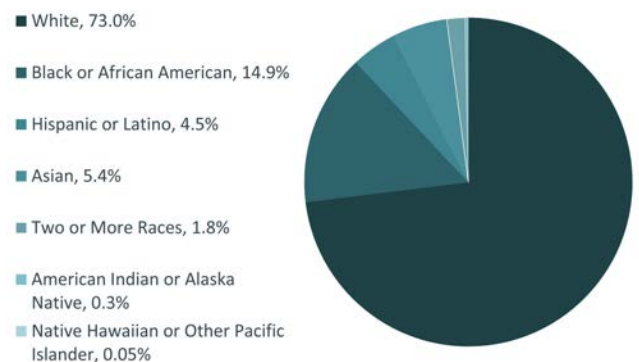
### 2023 Current Workforce

In 2023, the workforce had a total of 743,191 individuals working in Oakland County. A slight majority, 51.0 percent (375,725 workers) were male, while 49.0 percent (360,988 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.0 percent of the workforce, while Black or African American workers totaled 14.9 percent of the workforce. Those identifying as Asian ethnicity accounted for 5.4 percent. A significant concentration of the workforce in Oakland County are between the age of 25 and 54 (63.6 percent), while 23.3 percent of workers are 55 and older.

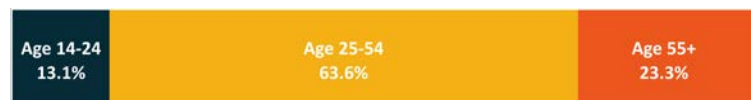
#### Workforce Gender Demographics



#### Workforce Race and Ethnicity Demographics



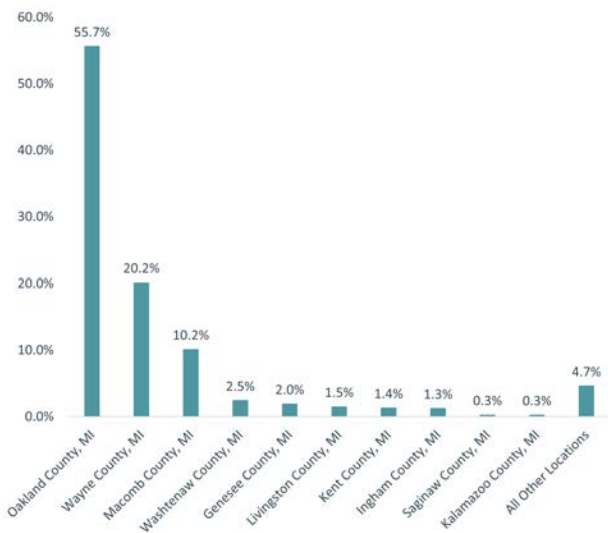
#### Workforce Age Demographics



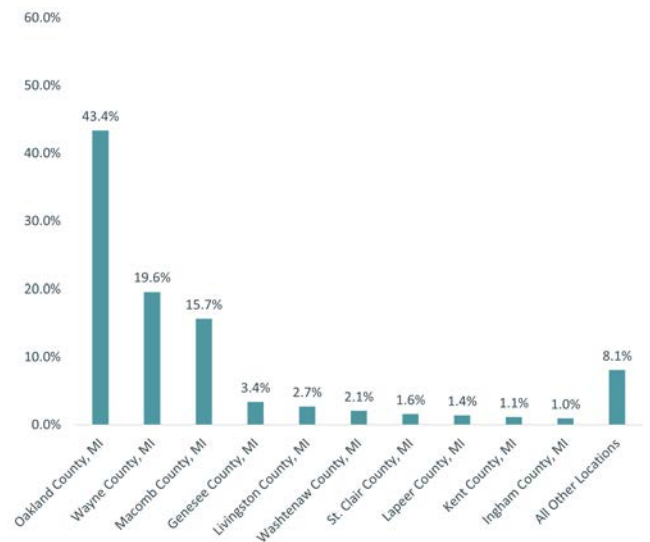
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2022, Oakland County's workforce consisted of 535,902 residents. There were 298,465 (55.7 percent) residents living and working within the County, while the remaining 237,437 residents (44.3 percent) traveled outside of the County for work. There were 688,012 workers employed in the County during 2022. Of those, 389,547 workers (56.6 percent) lived outside of the County's borders and commuted in for work. Based upon this information, it can be concluded that Oakland is a net importer of jobs, with more workers commuting into the area for employment than leaving.

### Where Oakland County Residents Work



### Where Oakland County Workers Live

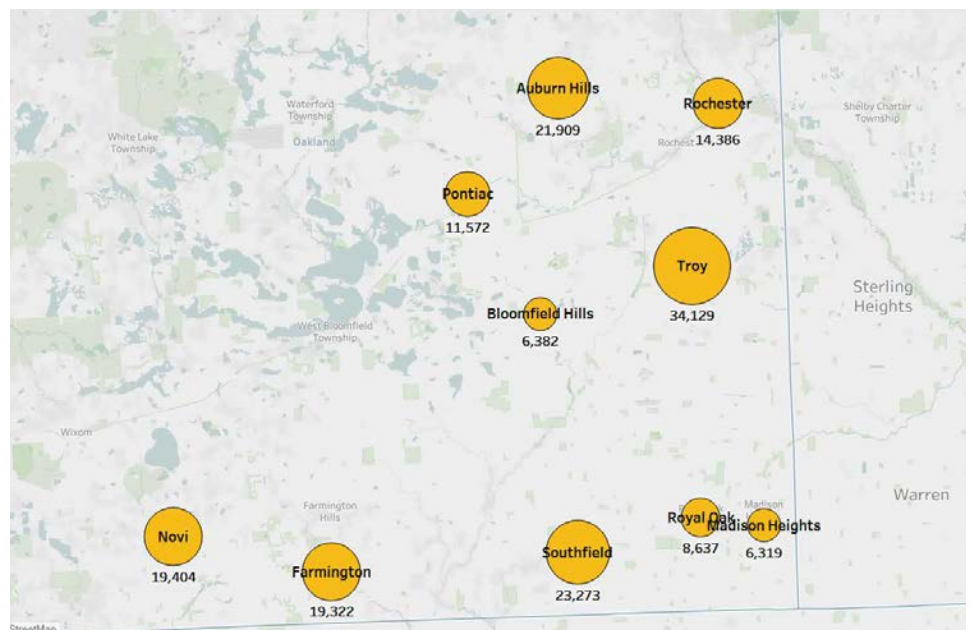


Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

1. Troy: 34,129 Postings
2. Southfield: 23,273 Postings
3. Auburn Hills: 21,909 Postings
4. Novi: 19,404 Postings
5. Farmington: 19,322 Postings
6. Rochester: 14,386 Postings
7. Pontiac: 11,572 Postings
8. Royal Oak: 8,637 Postings
9. Bloomfield Hills: 6,382 Postings
10. Madison Heights: 6,319 Postings

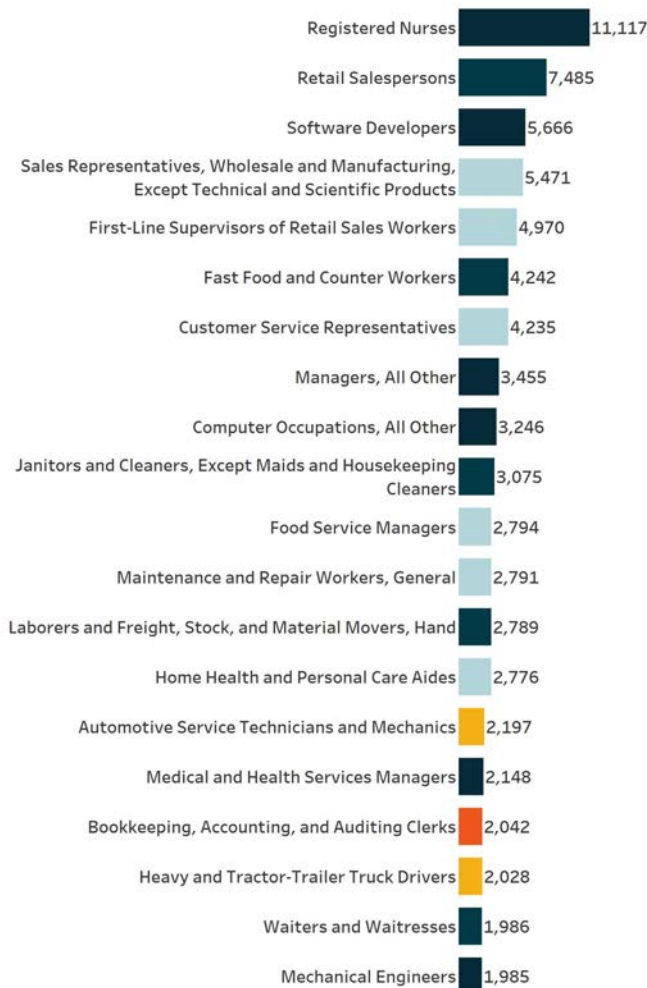




# TOP POSTED JOBS

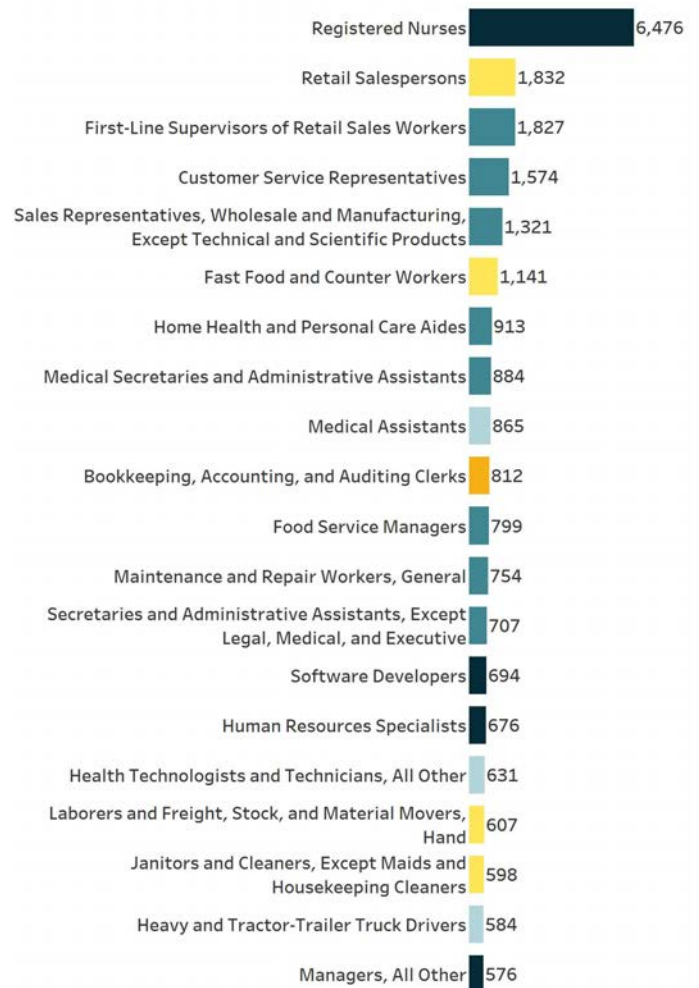
## Top Posted Jobs: 2023

Registered Nurses is the top posted occupation for 2023 with 11,117 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,485 postings) and Software Developers (5,666 postings) round out the top three demanded occupations, with the former requiring no formal educational credential and Software Developers requiring a Bachelor's degree, respectively. Among the top 10 in-demand jobs, fewer than half require a Bachelor's degree.



## Top Posted Entry-Level Jobs: 2023

Entry-level jobs, which usually require zero to two years of previous experience, account for 27.3 percent of postings in Oakland 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 34.2 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 6,476 postings, followed by Retail Salespersons with 1,832 postings.



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

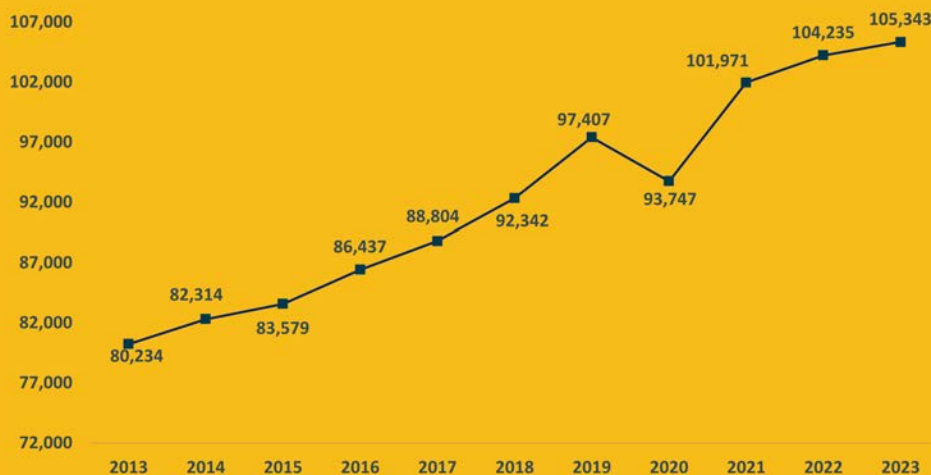
- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree



# 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

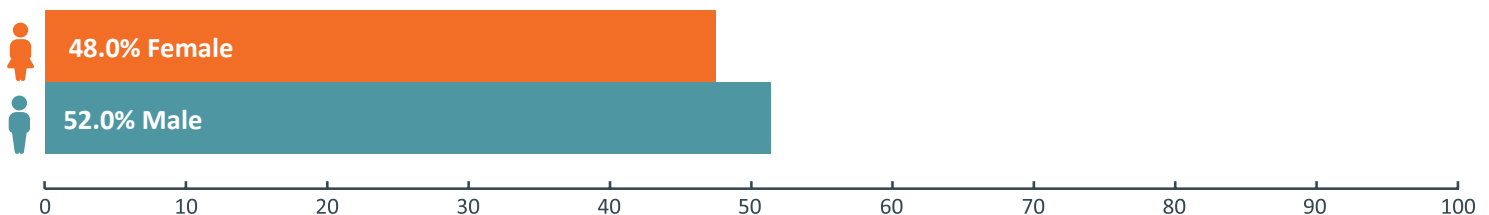


**105,343**  
Business and  
Finance  
Workers  
**1.0% Increase**  
from 2022

## Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 105,343 workers. This group is primarily made up of males (52.0 percent) between the ages of 25 and 54 (70.8 percent), with 48.0 percent of workers identifying as female and just 19.5 percent identifying as a racial minority. Also of note was that 4.5 percent of the workers in the occupation group were under the age of 25, compared to the 24.7 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**80.5% White** | **9.8% Black or African-American** | **5.1% Asian**

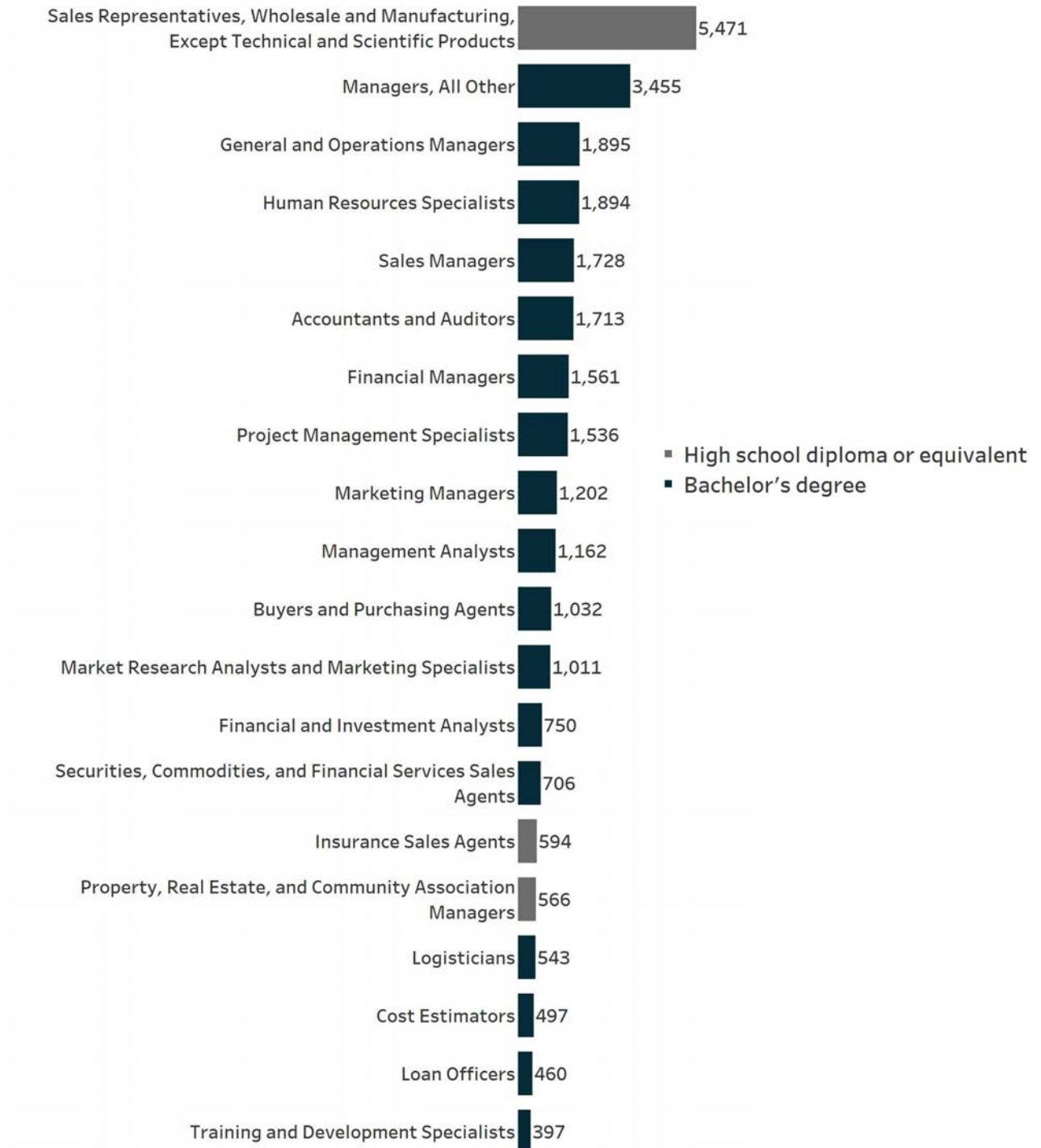
### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 32,490 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers during 2023, with 5,471 postings. Managers, All Other was in the second position with 3,455 postings. Other top posted jobs include General and Operations Managers (1,895 postings), Human Resources Specialists (1,894 postings), and Sales Managers (1,728 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 Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$48.89 per hour. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, the top posted Business and Finance job, offers a median hourly wage of \$38.01 per hour or an annual salary of about \$79,061.

## 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	\$19.35	\$25.70	\$38.01	\$52.31	\$69.78
11-9199	Managers, All Other	\$31.18	\$46.17	\$60.75	\$75.81	\$85.95
11-1021	General and Operations Managers	\$22.92	\$31.35	\$50.48	\$79.76	\$111.51
13-1071	Human Resources Specialists	\$21.12	\$24.89	\$32.37	\$41.11	\$51.23
11-2022	Sales Managers	\$33.53	\$49.60	\$66.84	\$85.63	\$111.28
13-2011	Accountants and Auditors	\$23.98	\$29.39	\$36.97	\$45.82	\$59.19
11-3031	Financial Managers	\$39.59	\$50.39	\$63.97	\$81.42	\$106.36
13-1082	Project Management Specialists	\$28.21	\$37.71	\$48.89	\$62.37	\$66.89
11-2021	Marketing Managers	\$33.13	\$48.15	\$62.92	\$80.17	\$101.63
13-1111	Management Analysts	\$29.55	\$35.81	\$46.37	\$55.56	\$68.55

### In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

### In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Leadership
- Operations

### In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- FINRA Series 7 (General Securities Representative)

### In-Demand Education Level\*

- High school or GED: 16.1%
- Associate degree: 6.9%
- Bachelor's degree: 56.6%
- Master's degree: 11.3%

*\*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

- Robert Half
- Comerica
- Kelly Services
- Aston Carter
- Plante Moran
- Humana
- Altitude Group
- Flagstar Bank
- United Wholesale Mortgage
- GPAC

### Job Postings by City

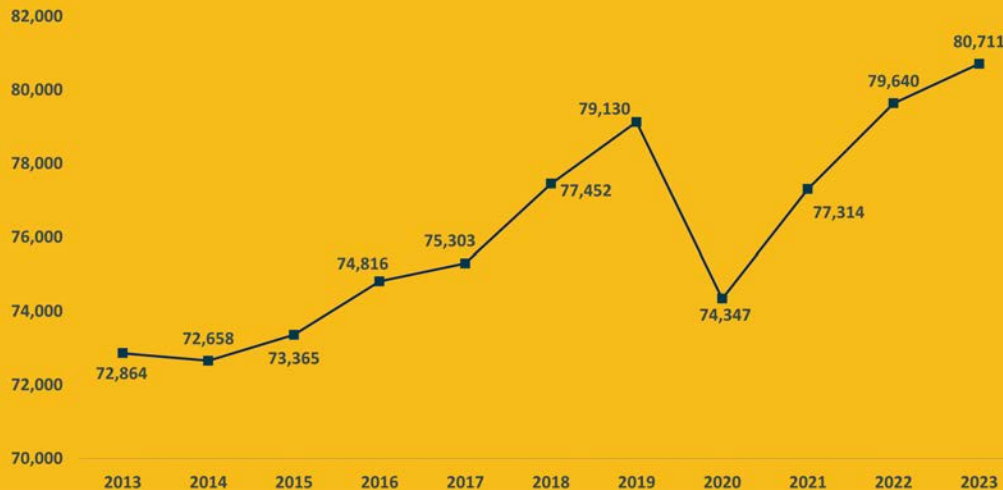
1. Troy: 6,576 Postings
2. Southfield: 4,875 Postings
3. Auburn Hills: 3,626 Postings
4. Farmington: 3,178 Postings
5. Novi: 2,963 Postings
6. Rochester: 1,616 Postings
7. Pontiac: 1,161 Postings
8. Wixom: 1,013 Postings
9. Bloomfield Hills: 972 Postings
10. Birmingham: 803 Postings



# 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

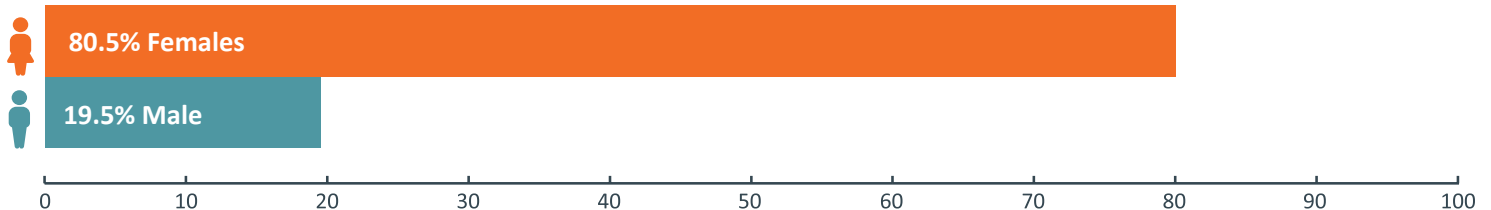


**80,711**  
Health Care  
Workers  
1.3% Increase  
from 2022

## Healthcare Worker Demographics

According to 2023 Lightcast data, the 80,711 workers in the Health Care group are not particularly diverse. Just 9.9 percent of the related workforce is under 25. Male workers account for 19.5 percent of the current workforce and only 33.2 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

66.8% White | 21.6% Black or African-American | 6.4% Asian

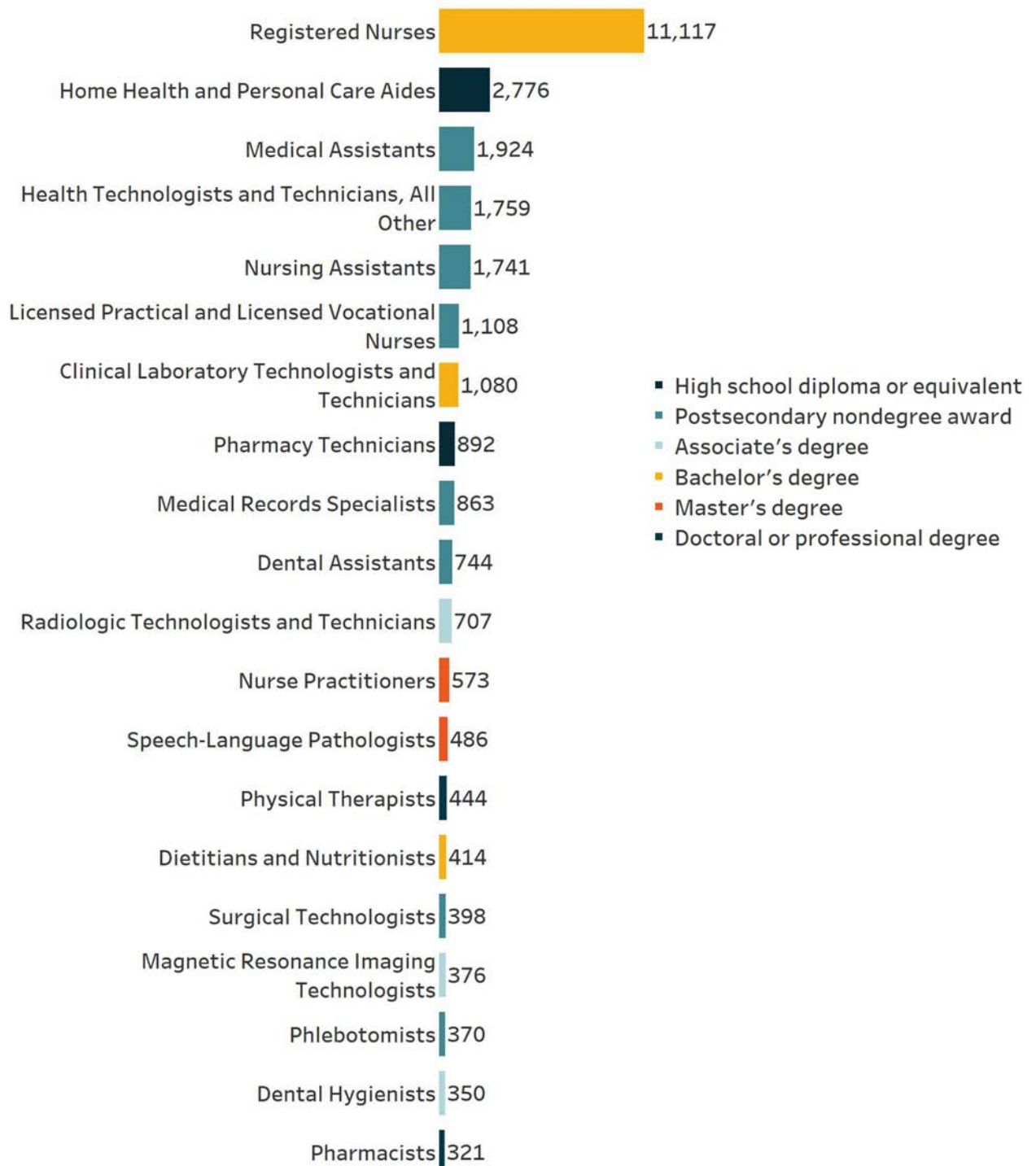
### Worker Age Demographics



# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 33,687 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers during 2023, with 11,117 postings. Home Health and Personal Care Aides was in the second position with 2,776 postings. Other top posted jobs include Medical Assistants (1,924 postings), Health Technologists and Technicians, All Other (1,759 postings), and Nursing Assistants (1,741 postings). Top occupations in Healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides, and Pharmacy Technicians (892 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 a Bachelor's degree. At least half of the top jobs pay over \$18.60 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$39.15 per hour or an annual salary of about \$81,432.

### 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	\$31.59	\$33.30	\$39.15	\$43.71	\$48.92
31-1128	Home Health and Personal Care Aides	\$11.10	\$12.51	\$14.02	\$15.52	\$17.23
31-9092	Medical Assistants	\$13.99	\$16.45	\$17.67	\$19.20	\$21.62
29-2099	Health Technologists and Technicians, All Other	\$16.20	\$17.16	\$18.60	\$24.69	\$31.75
31-1131	Nursing Assistants	\$15.16	\$16.68	\$17.70	\$18.67	\$19.70
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.68	\$28.16	\$29.77	\$30.62	\$32.53
29-2018	Clinical Laboratory Technologists and Technicians	\$17.68	\$18.69	\$27.23	\$33.38	\$40.55
29-2052	Pharmacy Technicians	\$14.47	\$16.97	\$18.30	\$22.06	\$23.59
29-2072	Medical Records Specialists	\$16.57	\$17.65	\$20.53	\$23.82	\$29.58
31-9091	Dental Assistants	\$15.18	\$17.71	\$20.07	\$23.79	\$26.27

### In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Patient Assistance
- Nursing Process

### In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Planning
- Teaching

### In-Demand Certifications

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

### In-Demand Education Level\*

- High school or GED: 27.2%
- Associate degree: 20.4%
- Bachelor's degree: 23.2%
- Master's degree: 13.6%

*\*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

- Beaumont Health
- Ascension
- Trinity Health
- Corewell Health
- Henry Ford Health System
- Henry Ford Health Corp
- McLaren Health Care
- Tenet Healthcare
- Healthcare Employment Network
- Dmc Huron Valley-Sinai Hospital

### Job Postings by City

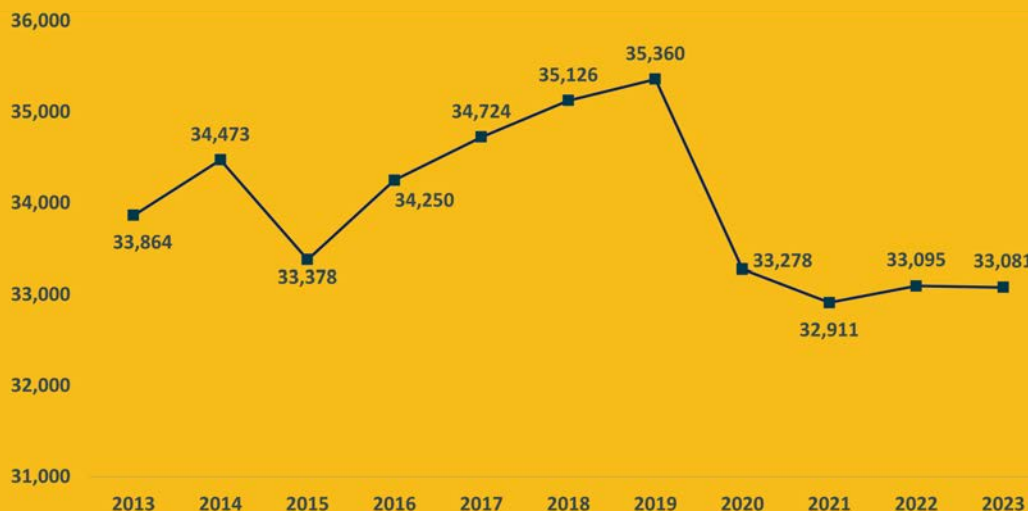
1. Southfield: 3,947 Postings
2. Troy: 3,748 Postings
3. Pontiac: 3,634 Postings
4. Farmington: 3,132 Postings
5. Royal Oak: 3,005 Postings
6. Rochester: 2,203 Postings
7. Novi: 2,165 Postings
8. West Bloomfield: 1,862 Postings
9. Auburn Hills: 1,287 Postings
10. Clarkston: 982 Postings



# INFORMATION TECHNOLOGY OCCUPATION GROUP

Information technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported annually.

Employment Over Time  
2013-2023

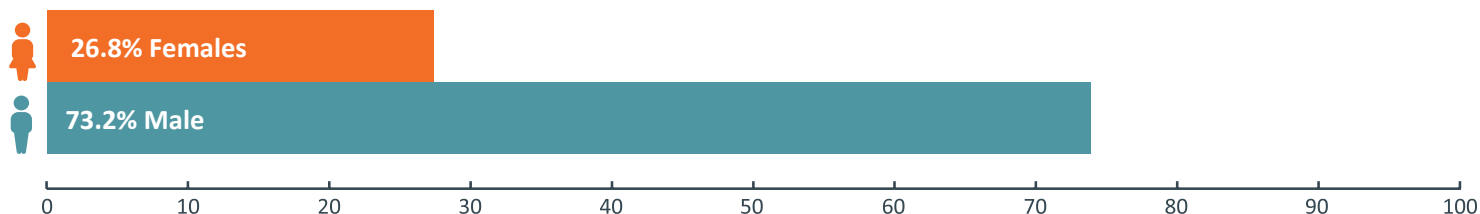


**33,081 Information  
Technology  
Workers**  
Slight Decrease  
from 2022

## Information Technology Worker Demographics

According to 2023 Lightcast data, Oakland County has 33,081 workers. Just 4.9 percent of the related workforce is under 25. Female workers account for 26.8 percent of the current workforce and only 35.9 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.

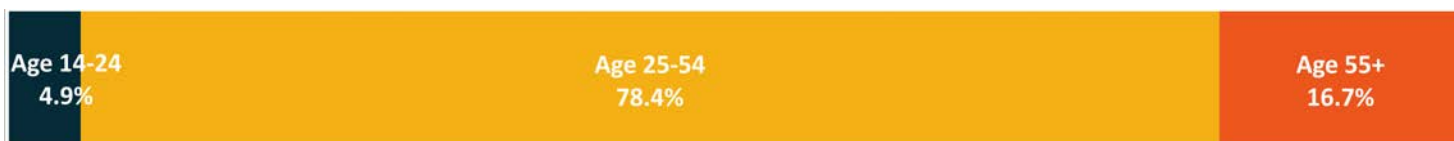
### Worker Gender Demographics



### Race and Ethnicity Demographics

**64.1% White | 22.6% Asian | 9.1% Black or African-American**

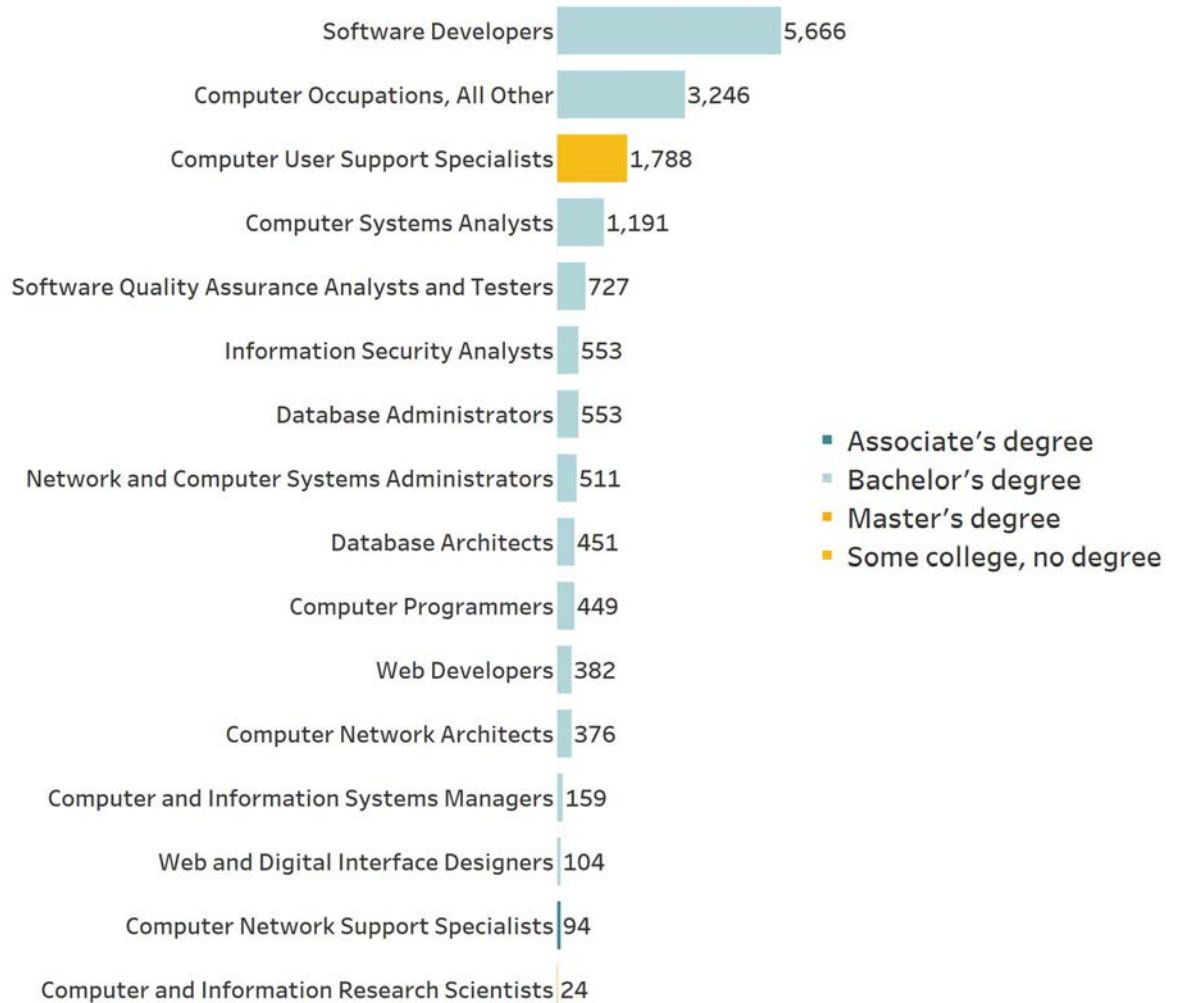
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 16,274 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2023, with 5,666 postings. Computer Occupations, All Other was in the second position with 3,246 postings. Other top posted jobs include Computer User Support Specialists (1,788 postings), Computer Systems Analysts (1,191 postings), and Software Quality Assurance Analysts and Testers (727 postings).



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

Wages in the IT field tend to scale with both education and experience. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$45.92 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$49.42 per hour or an annual salary of about \$102,794.

### 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	\$33.27	\$40.10	\$49.42	\$61.47	\$67.35
15-1299	Computer Occupations, All Other	\$25.02	\$32.50	\$46.14	\$58.86	\$66.86
15-1232	Computer User Support Specialists	\$17.43	\$20.23	\$25.74	\$32.64	\$40.29
15-1211	Computer Systems Analysts	\$36.36	\$41.26	\$50.88	\$61.16	\$66.20
15-1253	Software Quality Assurance Analysts and Testers	\$27.02	\$35.57	\$40.50	\$47.81	\$56.98
15-1212	Information Security Analysts	\$28.55	\$37.46	\$48.89	\$62.35	\$73.57
15-1242	Database Administrators	\$27.69	\$32.71	\$45.92	\$52.12	\$62.38
15-1244	Network and Computer Systems Administrators	\$29.81	\$36.12	\$41.83	\$52.30	\$63.79
15-1243	Database Architects	\$35.58	\$37.92	\$46.06	\$59.28	\$65.93
15-1251	Computer Programmers	\$24.80	\$34.19	\$39.98	\$55.28	\$68.76

### In-Demand Technical Skills

- Computer Science
- Agile Methodology
- Project Management
- SQL (Programming Language)
- Software Development

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- Certified Information Systems Security Professional
- CompTIA A+
- Master Of Business Administration (MBA)

### In-Demand Education Level\*

- High school or GED: 6.7%
- Associate degree: 5.3%
- Bachelor's degree: 54.5%
- Master's degree: 16.3%

*\*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

- Humana
- V2Soft
- Comerica
- United Wholesale Mortgage
- Actalent
- TEKsystems
- Aptiv
- Harman International
- Dana Incorporated
- Financial Conduct Authority

### Job Postings by City

1. Auburn Hills: 3,732 Postings
2. Troy: 3,626 Postings
3. Farmington: 2,268 Postings
4. Southfield: 1,936 Postings
5. Novi: 1,416 Postings
6. Pontiac: 631 Postings
7. Rochester: 588 Postings
8. Wixom: 402 Postings
9. Bloomfield Hills: 288 Postings
10. Royal Oak: 173 Postings

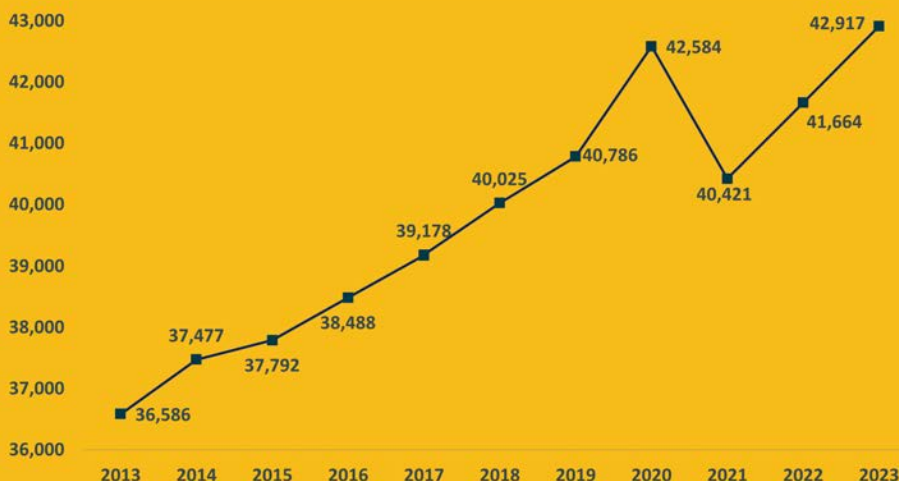


# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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 on advanced manufacturing only.*

**Employment Over Time**  
2013-2023

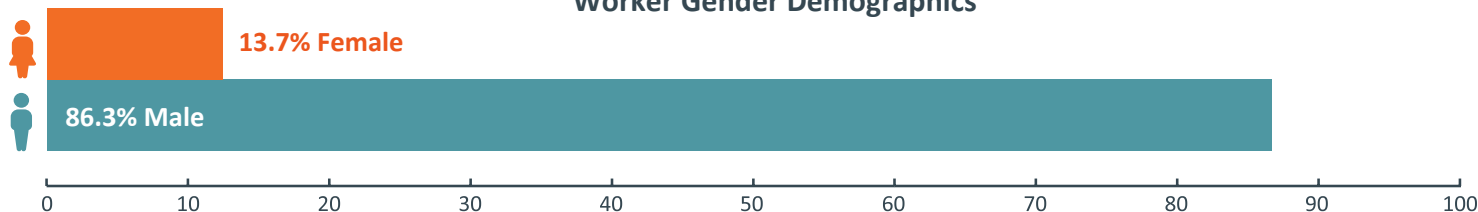


**42,917 Skilled  
Trades Workers**  
3.0% Increase  
from 2022

## Skilled Trades Worker Demographics

According to 2023 Lightcast data, the 43,017 workers in the Skilled Trades group are not particularly diverse. Just 6.0 percent of the related workforce is under 25. Female workers account for 13.7 percent of the current workforce and only 22.3 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

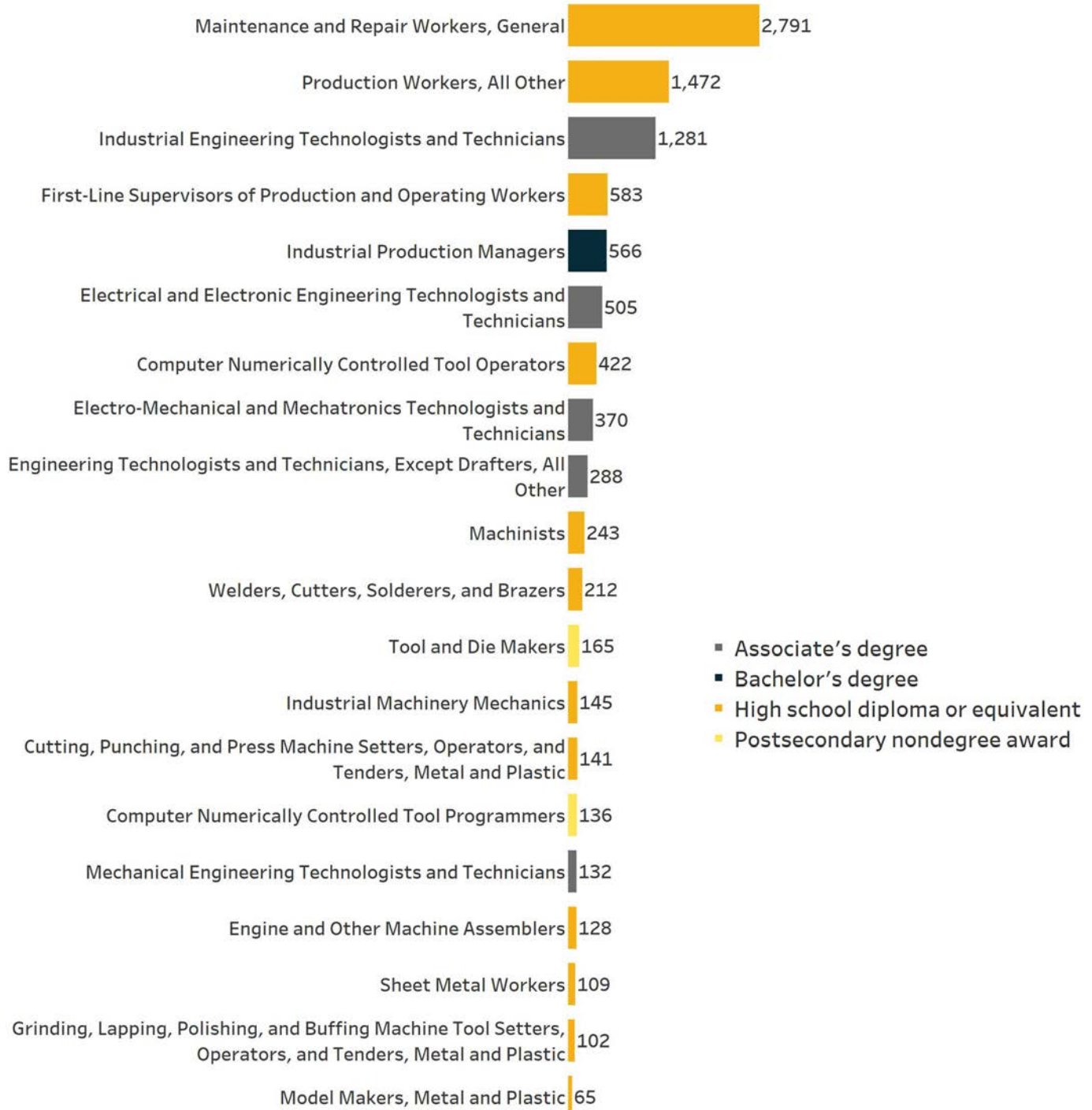
**77.7% White** | **11.9% Black or African-American** | **4.7% Hispanic or Latino**

### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

In 2023, there were a total of 10,262 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2023, with 2,791 postings. Production Workers, All Other was in the second position with 1,472 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (1,281 postings), First-Line Supervisors of Production and Operating Workers (583 postings), and Industrial Production Managers (566 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 \$24.48 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$22.41 per hour or an annual salary of about \$46,613.

### 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	\$14.73	\$18.30	\$22.41	\$25.81	\$31.65
51-9199	Production Workers, All Other	\$15.41	\$16.54	\$18.31	\$21.28	\$25.20
17-3026	Industrial Engineering Technologists and Technicians	\$22.47	\$25.71	\$31.89	\$39.38	\$48.68
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.32	\$25.95	\$33.50	\$41.45	\$54.91
11-3051	Industrial Production Managers	\$38.45	\$48.58	\$55.51	\$69.31	\$87.71
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.58	\$24.54	\$30.33	\$37.44	\$44.74
51-9161	Computer Numerically Controlled Tool Operators	\$18.05	\$19.23	\$24.12	\$29.08	\$33.32
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.72	\$23.54	\$24.26	\$34.02	\$38.63
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$21.36	\$27.00	\$34.37	\$45.87	\$52.77
51-4041	Machinists	\$17.84	\$19.01	\$24.48	\$32.34	\$34.42

### In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machining
- Tooling

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Security Clearance
- HVAC Certification
- Forklift Certification

### In-Demand Education Level\*

- High school or GED: 37.2%
- Associate degree: 10.1%
- Bachelor's degree: 9.7%
- Master's degree: 1.7%

*\*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
- Branex Group
- Kelly Services
- Sentech Services
- American Axle & Manufacturing
- Branex
- Labor Rocket
- ManpowerGroup
- GPAC

### Job Postings by City

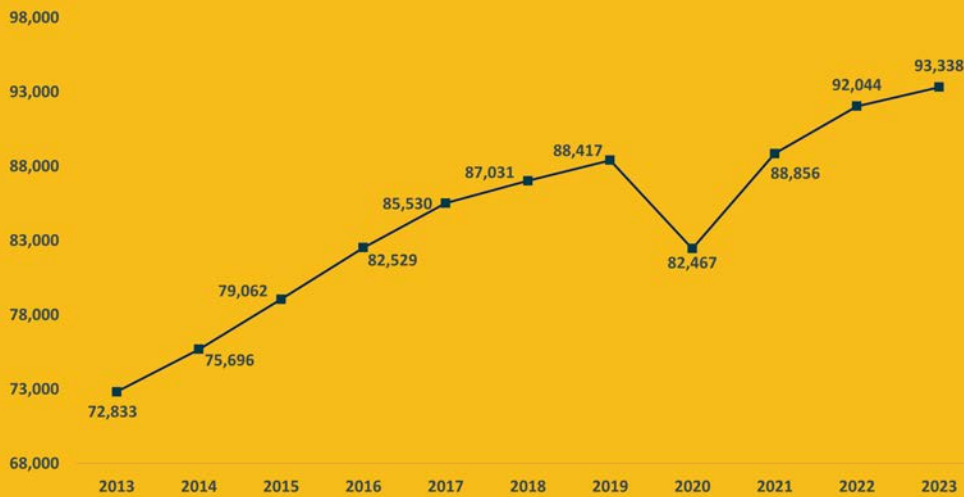
1. Auburn Hills: 1,568 Postings
2. Troy: 1,349 Postings
3. Novi: 888 Postings
4. Rochester: 797 Postings
5. Farmington: 693 Postings
6. Southfield: 688 Postings
7. Pontiac: 599 Postings
8. Wixom: 597 Postings
9. Madison Heights: 454 Postings
10. New Hudson: 292 Postings



# 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

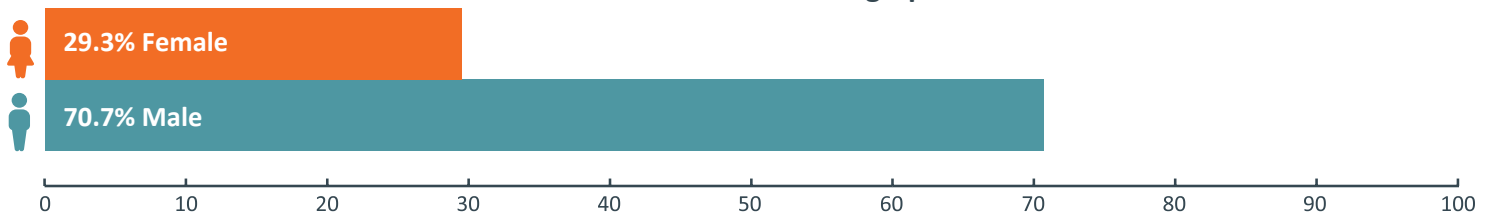


**93,338 TDL Workers**  
1.4% Increase from 2022

## TDL Worker Demographics

The TDL occupation group has a large workforce, employing 93,338 individuals in 2023. This group is primarily made up of males (70.7 percent) between the ages of 25 and 54 (63.4 percent), with 29.3 percent of workers identifying as female and just 29.8 percent identifying as a racial minority. Also of note was that 12.1 percent of the workers in the occupation group were under the age of 25, compared to the 24.5 percent 55 years of age or older.

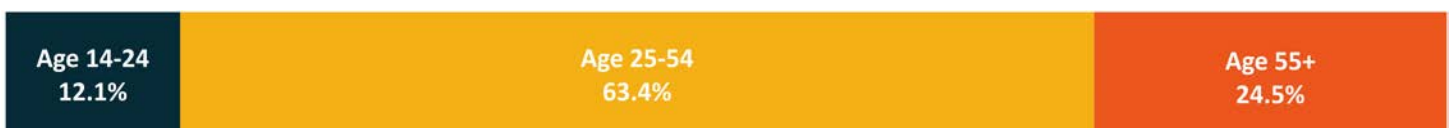
### Worker Gender Demographics



### Race and Ethnicity Demographics

70.2% White | 19.0% Black or African-American | 4.9% Hispanic or Latino

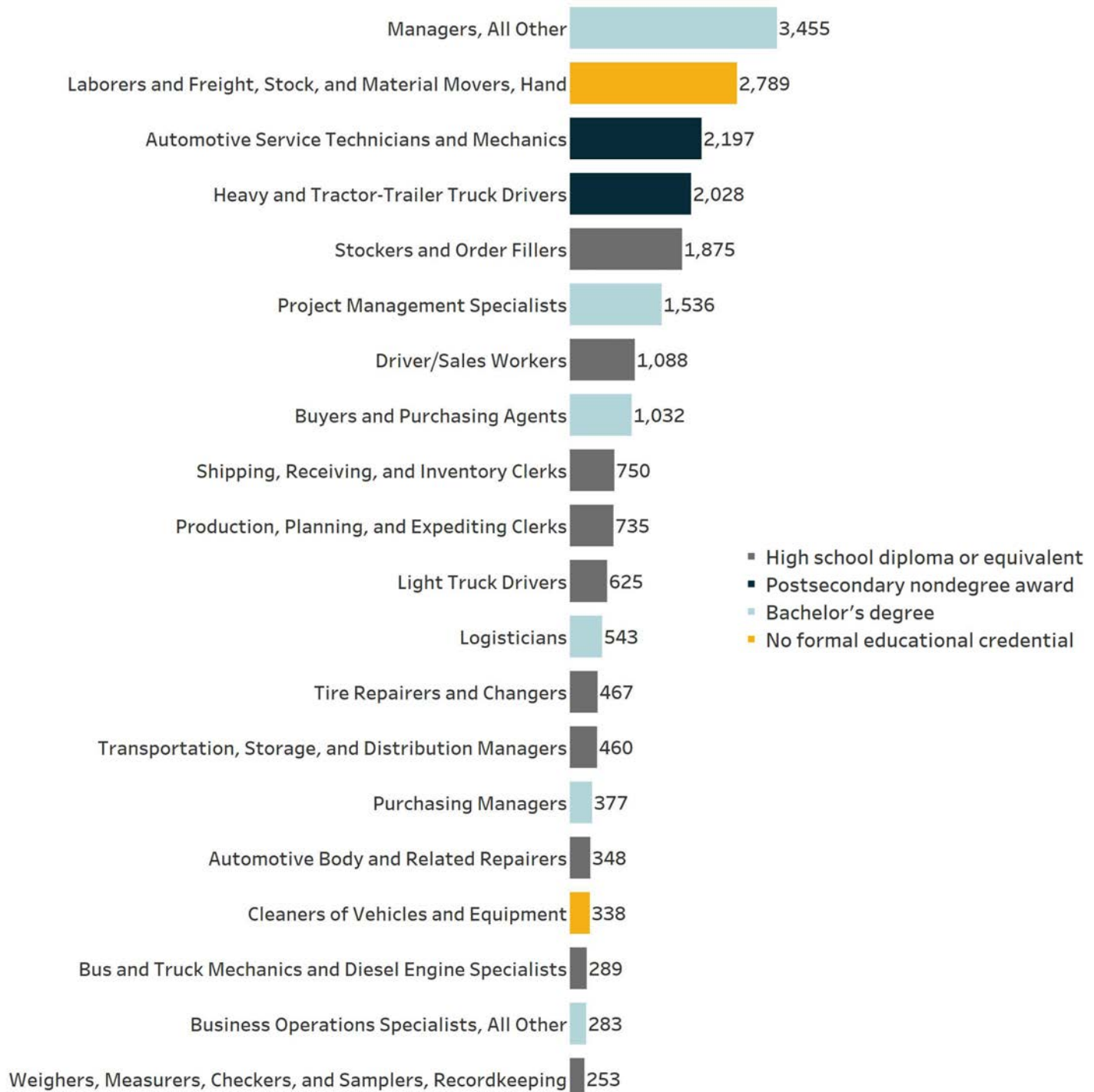
### Worker Age Demographics



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

In 2023, there were a total of 24,660 job postings for TDL workers, with Managers, All Other as the most sought-after occupation by TDL industry employers during 2023, with 3,455 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,789 postings. Other top posted jobs include Automotive Service Technicians and Mechanics (2,197 postings), Heavy and Tractor-Trailer Truck Drivers (2,028 postings), and Stockers and Order Fillers (1,875 postings).



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Wage Overview

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 \$24.94 per hour. Managers, All Other, the top posted TDL job, offers a median hourly wage of \$60.75 per hour or an annual salary of about \$126,360.

### 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
11-9199	Managers, All Other	\$31.18	\$46.17	\$60.75	\$75.81	\$85.95
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$15.55	\$16.97	\$19.79	\$26.19	\$26.82
49-3023	Automotive Service Technicians and Mechanics	\$15.61	\$18.16	\$24.94	\$32.12	\$37.80
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$18.33	\$22.39	\$26.24	\$29.96	\$33.93
53-7065	Stockers and Order Fillers	\$13.42	\$14.92	\$17.31	\$20.20	\$27.56
13-1082	Project Management Specialists	\$28.21	\$37.71	\$48.89	\$62.37	\$66.89
53-3031	Driver/Sales Workers	\$11.74	\$12.58	\$16.59	\$22.53	\$29.69
13-1028	Buyers and Purchasing Agents	\$23.03	\$29.16	\$38.08	\$46.45	\$53.03
43-5071	Shipping, Receiving, and Inventory Clerks	\$15.83	\$17.82	\$19.98	\$23.69	\$28.20
43-5061	Production, Planning, and Expediting Clerks	\$18.23	\$20.31	\$26.13	\$34.17	\$39.50

### In-Demand Technical Skills

- Warehousing
- Project Management
- Purchasing
- Merchandising
- Forklift Truck

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Operations

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- CDL Class A License
- Automotive Service Excellence (ASE) Certification
- Project Management Professional Certification

### In-Demand Education Level\*

- High school or GED: 25.4%
- Associate degree: 4.2%
- Bachelor's degree: 23.6%
- Master's degree: 5.8%

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

### Top Posting Employers

- Amazon
- Discount Tire
- Kroger
- Meijer
- Lithia Motors
- Kelly Services
- Walmart
- Branex Group
- The Home Depot
- Belle Tire

### Job Postings by City

1. Troy: 3,606 Postings
2. Auburn Hills: 2,801 Postings
3. Southfield: 2,292 Postings
4. Novi: 2,055 Postings
5. Farmington: 1,918 Postings
6. Rochester: 1,533 Postings
7. Pontiac: 1,382 Postings
8. Wixom: 1,010 Postings
9. Madison Heights: 934 Postings
10. Waterford: 693 Postings



**EV Jobs  
Academy**



# WIN

WORKFORCE  
INTELLIGENCE  
NETWORK



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

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