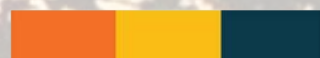


WIN

WORKFORCE
INTELLIGENCE
NETWORK



Research. Engagement. Solutions



LABOR MARKET REPORT ST. CLAIR COUNTY

January - December 2023

INTRODUCTION

St. Clair 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 St. Clair 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 St. Clair County for the Customer Service, Energy, Health Care, Information Technology, 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.

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State of the Labor Market in St. Clair 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 increased by 1,133 individuals (1.5 percent) while employment increased by 1,261 individuals (1.8 percent) from 2022. Unemployment went down by 128 workers and the unemployment rate continued to recover, decreasing 0.2 percentage points from 4.0 percent in 2022 to 3.8 percent in 2023. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 580 job postings followed closely by Retail Salesperson with 552 postings. The Health Care and Customer Service occupation groups continue to be heavily demanded in St. Clair County.

Annual Labor Market Information

The labor force in St. Clair County grew in 2023, increasing by 1,133 individuals (1.5 percent) from the prior year. Employment increased by 1,261 workers (1.8 percent) over the same period, while unemployment decreased by 128 workers (0.2 percent) for a total of 2,871 unemployed workers in 2023. The unemployment rate has recovered and improved over pre-pandemic levels, at 3.8 percent in 2023, a fall of 0.2 percentage points since 2022 and 7.5 percent since the large unemployment rate spike in 2020 at 11.3 percent in St. Clair County. The highest monthly unemployment rate occurred in Q1 at 4.2 percent and fluctuated throughout the year.

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 Q4 2022. In Q4 2023, there was a monthly average of 1,520 unique postings per month in St. Clair County, a decrease of 662 monthly postings from the 2,183 monthly average recorded in Q3. The second quarter had the highest recorded average monthly postings in 2023 with 2,526 postings, an increase of 269 postings (11.9 percent) since Q1.

Quarterly Posting Analysis St. Clair County
2023



Key Findings

13%

Employer demand decreased by 13.2 percent, a loss of 1,578 job postings since 2022.

High School Diploma

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

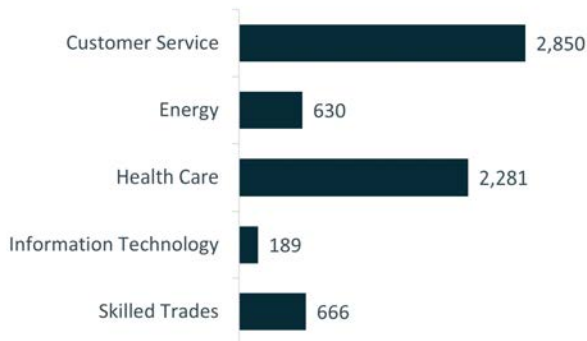
74,313

an increase of 2,235 workers (3.1 percent) since Q4 2022

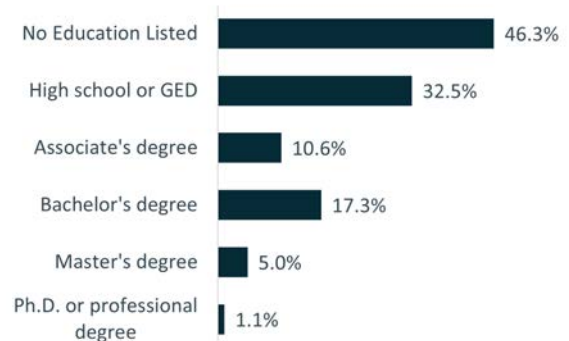
During 2023, there were 10,355 job postings, 1,578 fewer than the 11,933 postings made during 2022 in St. Clair County. The second quarter of 2023 saw the highest demand for the year with 2,526 postings, an 11.9 percent increase since Q1 2023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

Of the 10,355 unique postings in St. Clair County during 2023, 3,369(32.5 percent) required a High School diploma or equivalent, while 2,892 postings (27.9 percent) required a College degree. An additional 630 postings (6.1 percent) required an advanced degree. The high demand for Customer Service roles and Skilled Trades 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 that were observed during the height of the coronavirus pandemic have further stabilized in 2023. The first quarter of 2023 saw a decrease in the labor force and employment, with corresponding increases in unemployment and the unemployment rate. The unemployment rate, specifically, grew 0.9 percentage points to an annual high of 4.2 percent. The labor force and employment numbers increased in Q4 to 77,442 and 74,313 workers respectively, while unemployment also increased to 3,129 workers compared to Q4 2022. The market continued to improve over pre-pandemic levels in 2023, despite an increase in total unemployment and the unemployment rate through Q4 2023. 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	74,501	73,926	74,623	77,595	77,442	-154	-0.2%	2,941	3.9%
Employment	72,078	70,789	72,384	74,615	74,313	-302	-0.4%	2,235	3.1%
Unemployment	2,423	3,137	2,239	2,980	3,129	148	5.0%	706	29.1%
Unemployment Rate	3.3%	4.2%	3.0%	3.8%	4.0%	0.2%	na	0.8%	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 75,897 individuals, an increase of 1,133 individuals since 2022. Employment is up to 73,025 workers in 2023, an increase of 1,261 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 2,871 workers, down by 5,463 workers since the high of 8,334 workers recorded in 2020. Similarly, the unemployment rate declined by 0.2 percentage points for a 2023 unemployment rate of 3.8 percent.

Annual Labor Market Data 2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	2021 Annual	2022 Annual	2023 Annual	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	74,581	73,701	72,795	74,567	75,421	75,778	76,833	73,880	71,748	74,764	75,897	1,133	1.5%
Employment	65,988	66,621	67,818	70,017	71,672	72,183	73,174	65,546	68,709	71,765	73,025	1,261	1.8%
Unemployment	8,593	7,080	4,977	4,551	3,748	3,595	3,659	8,334	3,039	2,999	2,871	-128	-4.3%
Unemployment Rate	11.5%	9.6%	6.8%	6.1%	5.0%	4.7%	4.8%	11.3%	4.2%	4.0%	3.8%	-0.2%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 79,287 people in the labor force, either working or seeking employment in St. Clair County. Less than half of the total population, or 73,964 individuals (46.2 percent), living in the county were actively working. The highest unemployment rates were observed in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 32.4 percent, while females under the age of 25 face an unemployment rate of 24.5 percent. Black or African Job seekers have a difficult time finding employment, with an unemployment rate of 17.1 percent. Those who identified as two or more races also have difficulty, facing an unemployment rate of 8.3 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	79,287	73,964	5,323	6.7%
Sex				
Male 16+	43,198	40,002	3,196	7.4%
16-19	1,947	1,571	376	19.3%
20-24	4,015	3,490	525	13.1%
25-54	26,137	24,402	1,735	6.6%
55-64	8,747	8,378	369	4.2%
65 Plus	2,352	2,161	191	8.1%
Female 16+	36,089	33,962	2,127	5.9%
16-19	1,973	1,687	286	14.5%
20-24	3,563	3,208	355	10.0%
25-54	21,487	20,490	997	4.6%
55-64	6,971	6,574	397	5.7%
65 Plus	2,095	2,003	92	4.4%
Race				
White	73,461	68,760	4,702	6.4%
Black / African American	1,771	1,468	303	17.1%
Native American	168	155	13	7.7%
Asian	480	462	18	3.8%
Native Hawaiian / Pacific Islander	0	0	0	-
Some Other Race	710	665	45	6.3%
Two or More Races	2,789	2,557	231	8.3%
Ethnicity				
Hispanic	2,794	2,515	279	10.0%

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

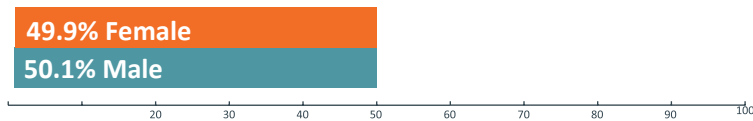
2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in St. Clair County increased by about 0.1 percent between 2021 and 2022. During 2022, there were 160,257 people living in the county. The gender of the populace was split evenly, with about 49.9 percent of the population identifying as female and the other 50.1 percent identifying as male. A majority of the population identified as White (92.1 percent) with the second largest number of individuals identifying as Two or more races (4.1 percent). The region is facing an aging populace; with 35.3 percent of the population over the age of 54, compared to 28.5 percent under the age of 25.

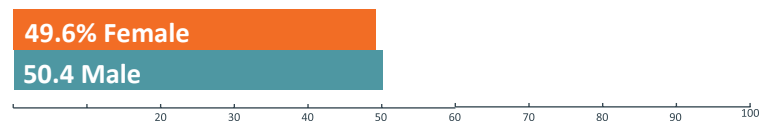
2023 Current Workforce

In 2023, the workforce had a total of 43,981 individuals working in St. Clair County. A slight majority, or 50.4 percent (21,952 workers) were male, while 49.6 percent (21,638 workers) of the workforce was female. Most workers in the county identified as White, accounting for 85.8 percent of the workforce, while Black or African American workers totaled 6.8 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 3.9 percent. A significant concentration of the workforce in St. Clair County is between the age of 25 and 54 (60.0 percent), while 24.3 percent of workers are 55 and older.

Population Gender Demographics

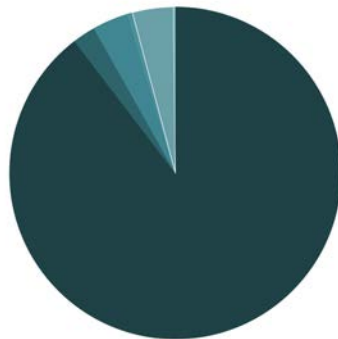


Workforce Gender Demographics



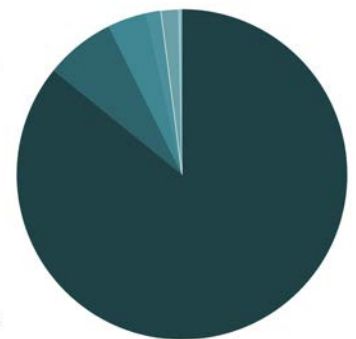
Population Race Demographics

- White, 92.1%
- Black or African American, 2.3%
- Hispanic or Latino, 3.6%
- Asian, 0.5%
- Two or More Races, 4.1%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%



Workforce Race and Ethnicity Demographics

- White, 85.8%
- Black or African American, 6.8%
- Hispanic or Latino, 3.9%
- Asian, 1.4%
- Two or More Races, 1.8%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, N/A



Population Age Demographics



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

Workforce Age Demographics

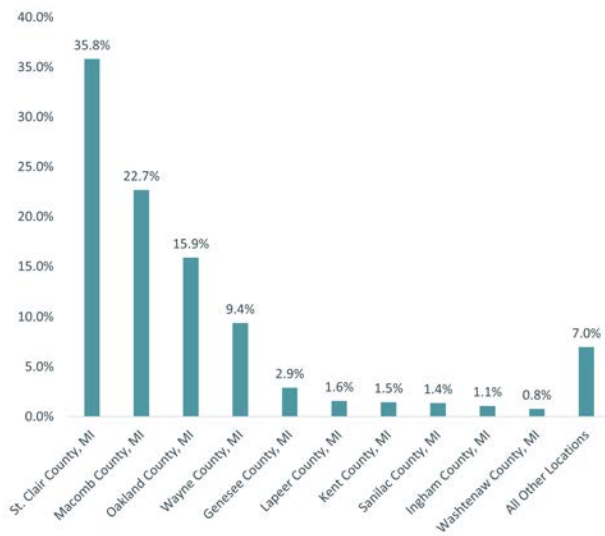


Data: Lightcast | Analysis: Workforce Intelligence Network

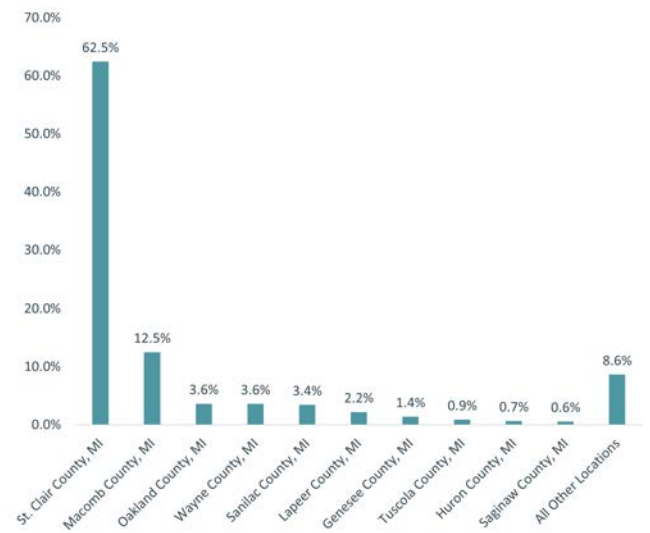
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, St. Clair County's workforce consisted of 68,878 residents. There were 24,671 (35.8 percent) residents living and working within St. Clair County, while the remaining 44,207 residents (64.2 percent) traveled outside of the County for work. There were 39,500 workers employed in the County during 2021. Of those, 14,829 workers (37.5 percent) lived outside of the County and commuted in. Based upon this information, it can be concluded that St. Clair County is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

Where St. Clair County Residents Work



Where St. Clair County Workers Live

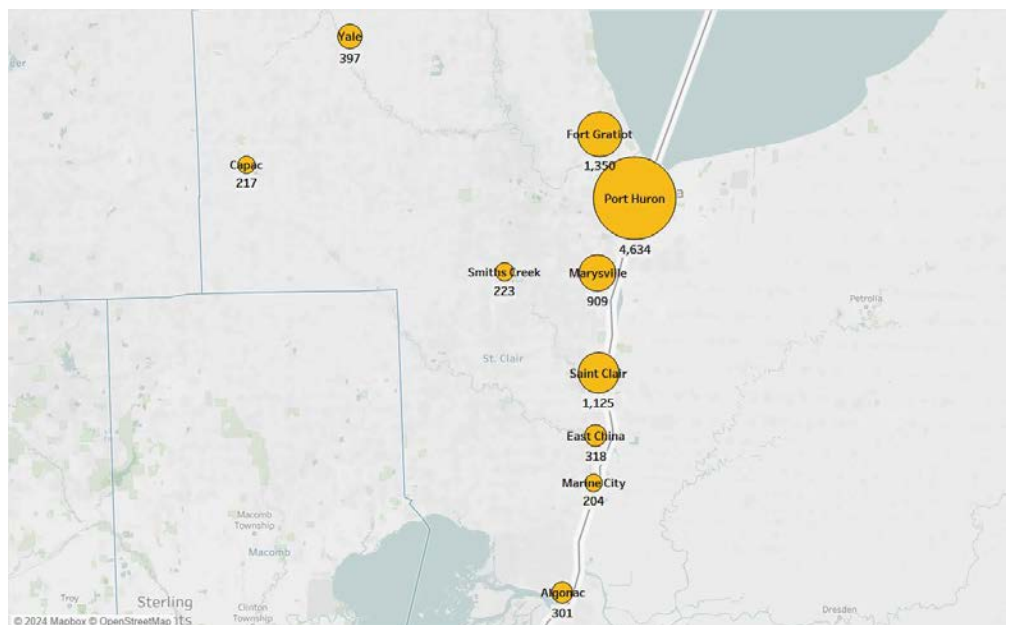


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

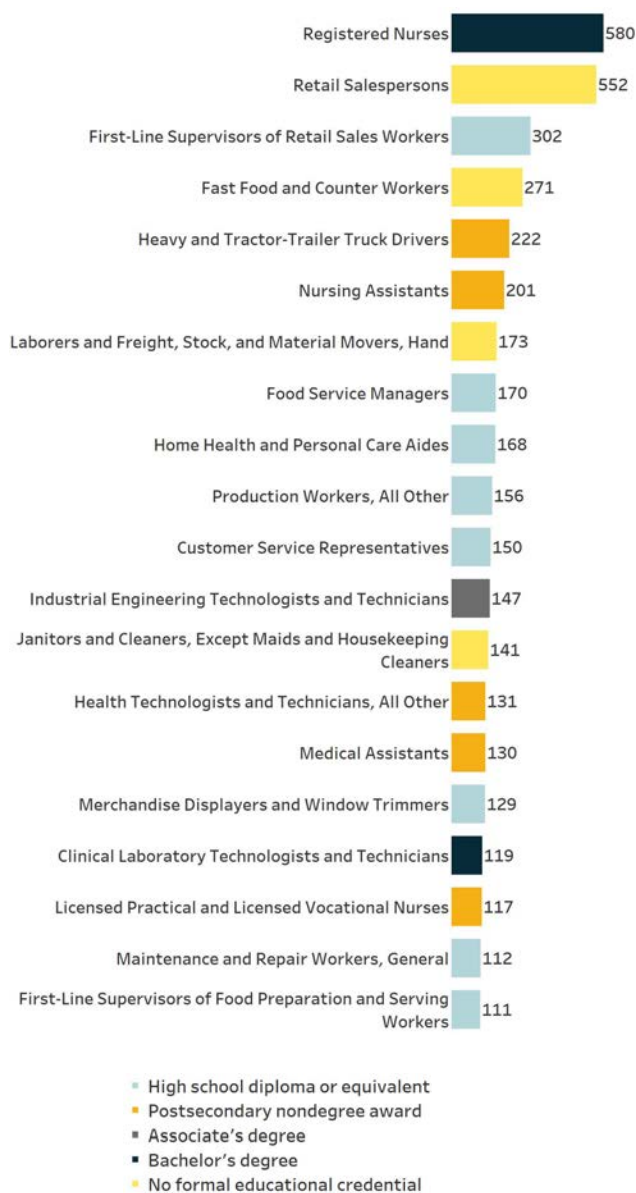
1. Port Huron: 4,634 Postings
2. Fort Gratiot: 1,350 Postings
3. Saint Clair: 1,125 Postings
4. Marysville: 909 Postings
5. Yale: 397 Postings
6. East China: 318 Postings
7. Algonac: 301 Postings
8. Smiths Creek: 223 Postings
9. Capac: 217 Postings
10. Marine City: 204 Postings



TOP POSTED JOBS

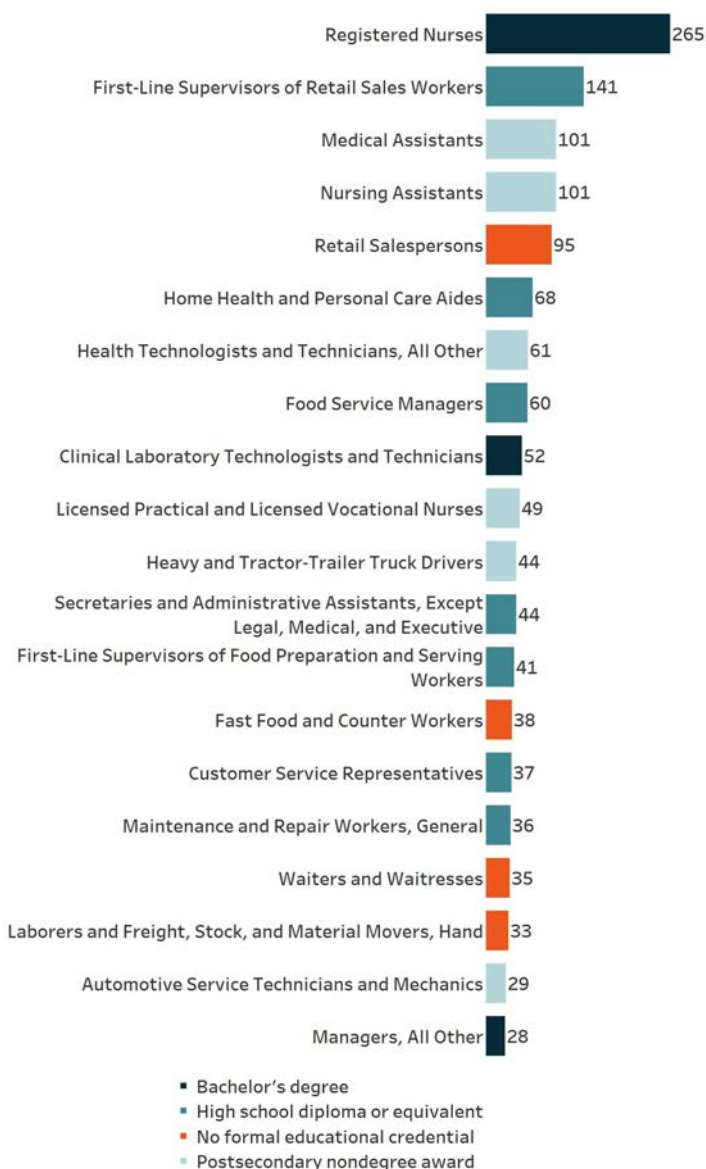
Top Posted Jobs: 2023

Registered Nurses is the top posted occupation for 2023 with 580 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (552 postings) and First-Line Supervisors of Retail Sales Workers (302 postings) round out the top three demanded occupations, requiring no formal educational credential and a High School diploma or equivalent, respectively. Among the top 10 in-demand jobs, less than half require a High School diploma or equivalent, while half require some level of on-the-job training.



Top Posted Entry-Level Jobs: 2023

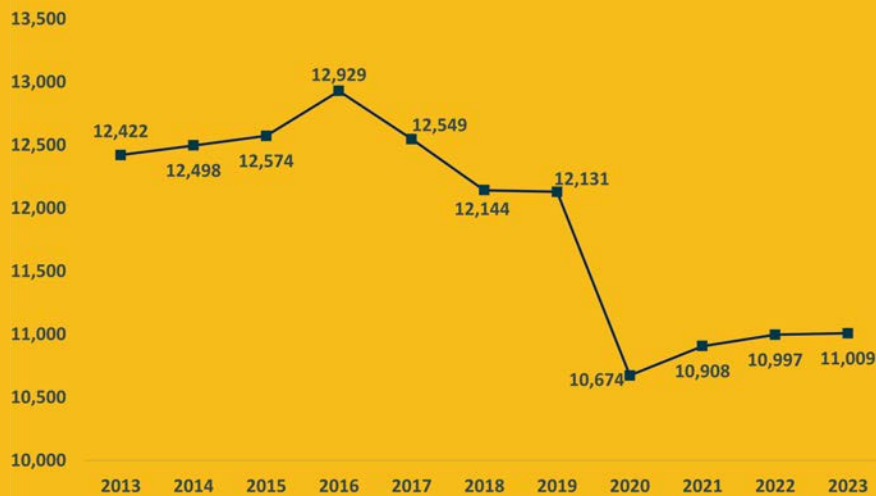
Entry-level jobs, which usually require zero to two years of previous experience, account for 26.7 percent of postings in St. Clair County. Less than half of the top ten entry-level occupations require a Postsecondary nondegree award. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 38.9 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 265 postings, followed by First-Line Supervisors of Retail Sales Workers with 141 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 particularly 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

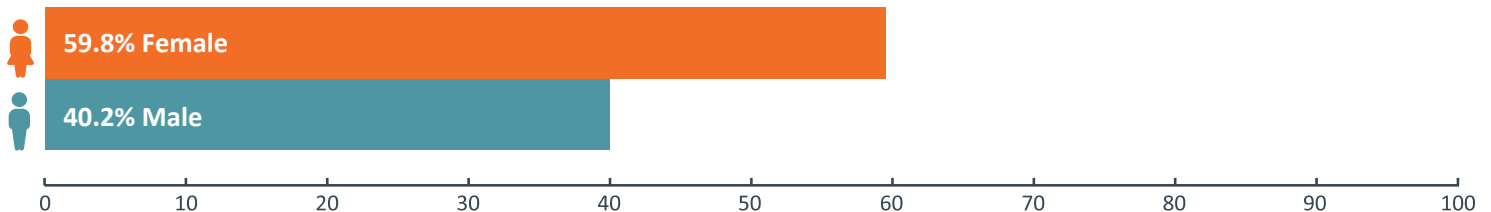


**11,009 Customer
Service Workers**
Slight Increase
from 2022

Customer Service Worker Demographics

In 2023, there were 11,009 workers in the Customer Service occupation group. This group is primarily made up of females (59.8 percent) between the ages of 25 and 54 (47.1 percent), with 40.2 percent of workers identifying as male and just 15.2 percent identifying as a racial minority. Also of note was that 31.9 percent of the workers in the occupation group were under the age of 25, compared to the 21.0 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

84.8% White | **7.3% Black or African-American** | **4.2% Hispanic or Latino**

Worker Age Demographics

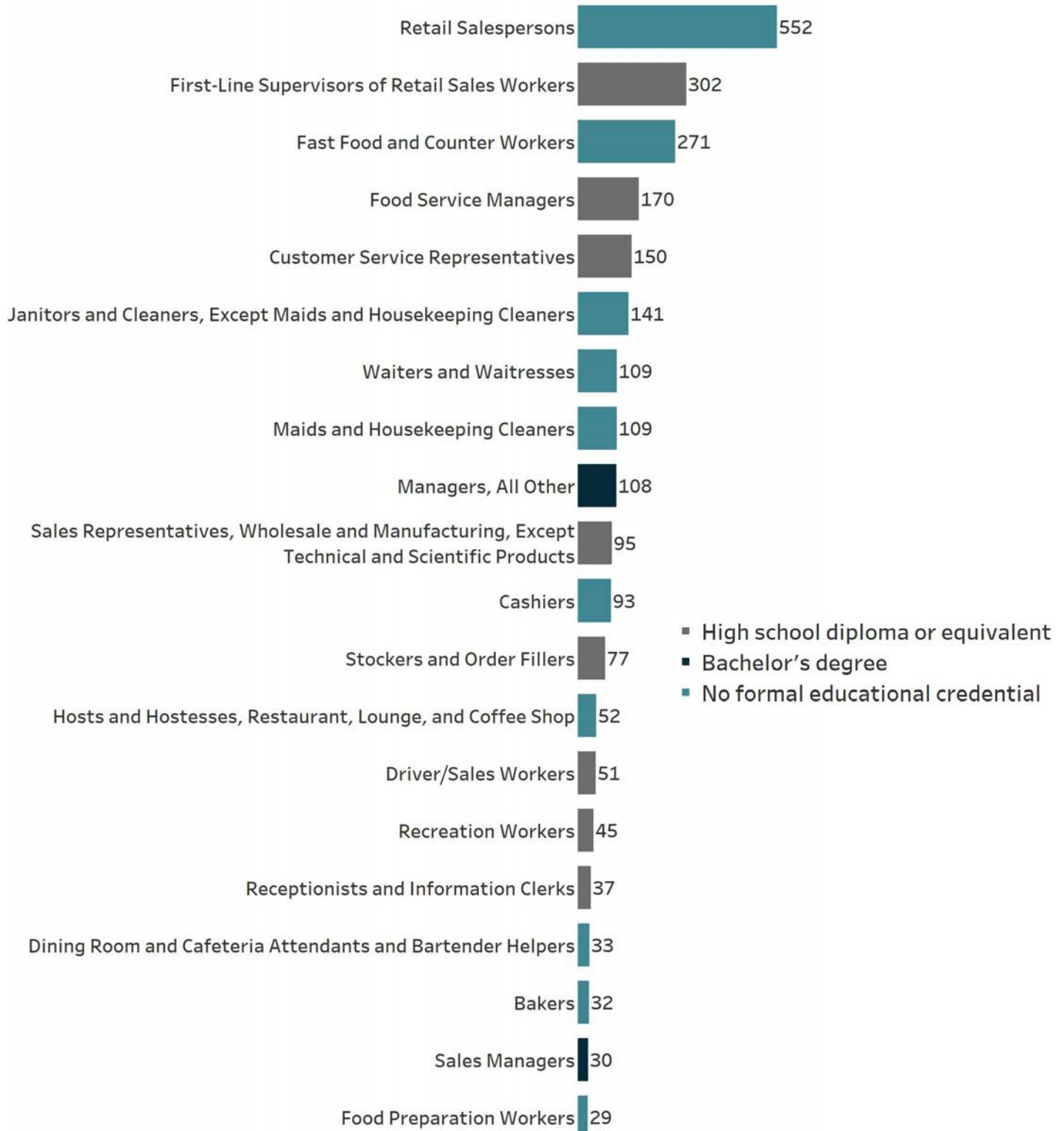


Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for Customer Service occupations reached 2,850 postings in 2023, a decrease of 270 postings or 8.6 percent since 2022. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during 2023, with 552 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 302 postings. Other top posted jobs include Fast Food and Counter Workers (271 postings), Food Service Managers (170 postings), and Customer Service Representatives (150 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. The Customer Service occupation group offers a relatively broad array of entry requirements, and many jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$14.30 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$13.39 per hour or an annual salary of about \$27,851.

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	\$10.16	\$11.64	\$13.39	\$15.73	\$20.96
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.47	\$15.43	\$19.53	\$25.30	\$33.94
35-3023	Fast Food and Counter Workers	\$10.14	\$11.02	\$11.90	\$12.36	\$14.35
11-9051	Food Service Managers	\$21.63	\$25.97	\$27.72	\$33.17	\$36.63
43-4051	Customer Service Representatives	\$12.49	\$13.67	\$16.69	\$20.60	\$27.47
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.04	\$12.34	\$13.37	\$15.64	\$17.43
35-3031	Waiters and Waitresses	\$9.87	\$12.10	\$14.30	\$21.19	\$25.28
37-2012	Maids and Housekeeping Cleaners	\$11.04	\$11.67	\$12.80	\$14.45	\$15.88
11-9199	Managers, All Other	\$27.98	\$41.30	\$54.42	\$67.91	\$76.97
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$16.33	\$21.68	\$32.07	\$44.13	\$58.86

In-Demand Technical Skills

- Merchandising
- Cash Register
- Cash Handling
- Restaurant Operation
- Stocking Merchandise

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Food Handler's Card
- Barber License
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification

In-Demand Education Level*

- High school or GED: 39.0%
- Associate degree: 3.3%
- Bachelor's degree: 8.4%
- Master's degree: 1.2%

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

Top Posting Employers

- Dollar General
- Meijer
- Love's
- AutoZone
- McDonald's
- Pizza Hut
- Chili's Grill & Bar
- Walmart
- CVS Health
- McLaren Health Care

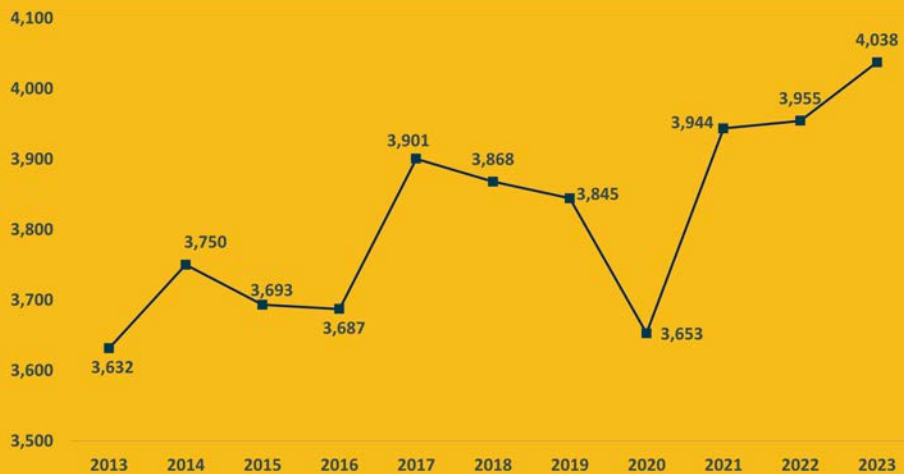
Job Postings by City

- Port Huron: 891 Postings
- Fort Gratiot: 754 Postings
- Marysville: 279 Postings
- Saint Clair: 245 Postings
- Smiths Creek: 111 Postings
- Algonac: 105 Postings
- East China: 96 Postings
- Marine City: 76 Postings
- Yale: 74 Postings
- Capac: 68 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 to these workers in every industry.

Employment Over Time
2013-2023

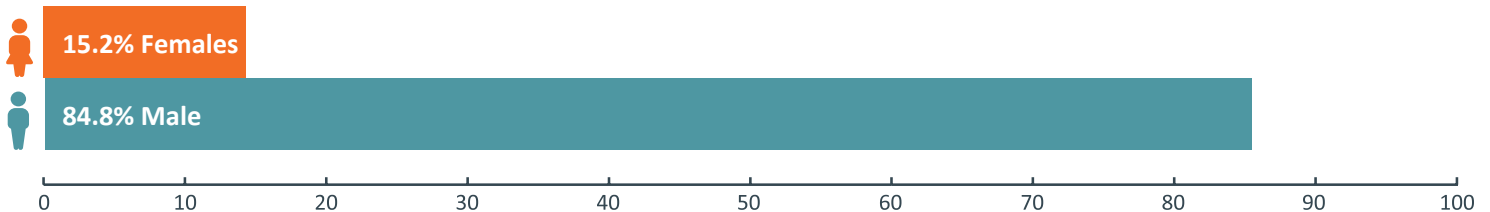


4,038 Energy Workers
2.0% Increase from 2022

Energy Worker Demographics

In 2023, there were 4,038 workers in the Energy occupation group. This group is primarily made up of males (84.8 percent) between the ages of 25 and 54 (68.2 percent), with 15.2 percent of workers identifying as female and just 10.1 percent identifying as a racial minority. Also of note was that 5.6 percent of the workers in the occupation group were under the age of 25, compared to the 26.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

89.9% White | 4.5% Black or African-American | 2.5% Hispanic or Latino

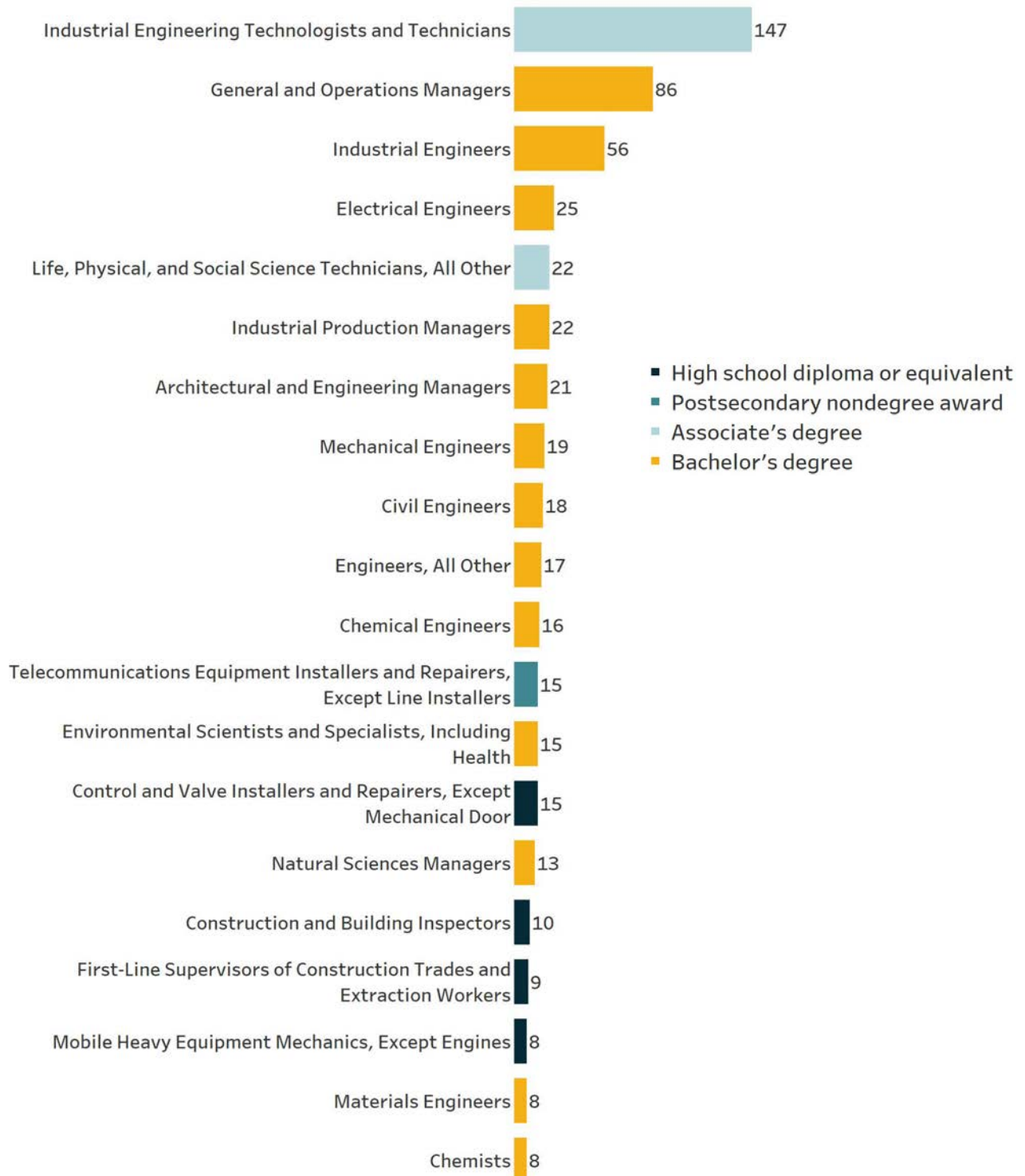
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 630 job postings for Energy workers, with Industrial Engineering Technologists and Technicians as the most sought-after occupation by Energy industry employers with 147 postings. General and Operations Managers was in the second position with 86 postings. Other top posted jobs include Industrial Engineers (56 postings), Electrical Engineers (25 postings), and Industrial Production Managers (22 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. The Energy occupation group offers a broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$43.68 per hour. Industrial Engineering Technologists and Technicians, the top posted Energy job, offers a median hourly wage of \$27.55 per hour or an annual salary of about \$57,304.

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	\$19.41	\$22.21	\$27.55	\$34.01	\$42.05
11-1021	General and Operations Managers	\$20.07	\$27.45	\$44.21	\$69.84	\$97.65
17-2112	Industrial Engineers	\$27.50	\$34.16	\$41.95	\$44.89	\$55.50
17-2071	Electrical Engineers	\$33.55	\$36.33	\$44.59	\$55.73	\$59.07
11-3051	Industrial Production Managers	\$32.90	\$41.57	\$47.50	\$59.31	\$75.05
19-4099	Life, Physical, and Social Science Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-9041	Architectural and Engineering Managers	\$45.21	\$56.08	\$60.03	\$72.85	\$89.98
17-2141	Mechanical Engineers	\$27.60	\$34.66	\$43.14	\$46.70	\$56.53
17-2051	Civil Engineers	\$25.75	\$27.92	\$35.02	\$43.50	\$56.31
17-2199	Engineers, All Other	\$26.98	\$36.70	\$46.07	\$54.65	\$60.13

In-Demand Technical Skills

- Project Management
- Machinery
- Programmable Logic Controllers
- Continuous Improvement Process
- Preventive Maintenance

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification

In-Demand Education Level*

- High school or GED: 29.5%
- Associate degree: 10.0%
- Bachelor's degree: 32.5%
- Master's degree: 9.4%

**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

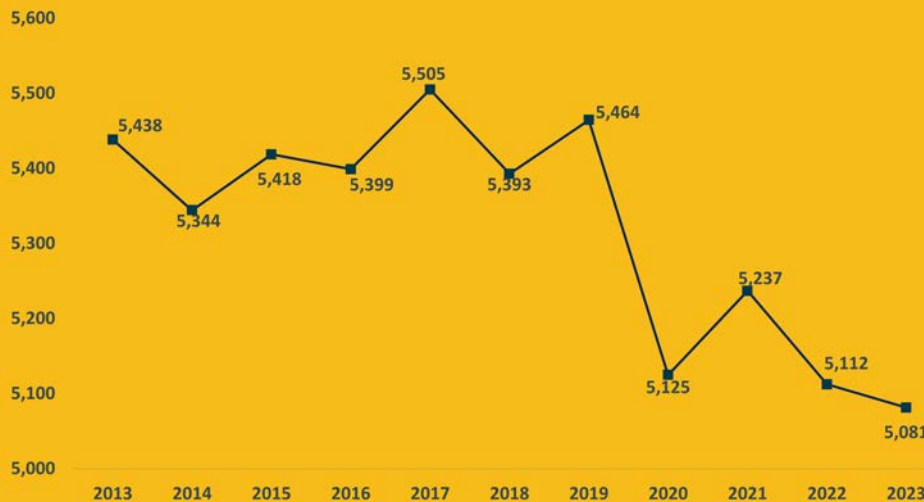
- Magna
- Altagas Ltd.
- Aerotek
- ZF
- Cosma International Corporation
- Dish
- DTE Energy
- Axiom
- Qualified Staffing
- Yale University

Job Postings by City

- Port Huron: 240 Postings
- Saint Clair: 141 Postings
- Marysville: 91 Postings
- Fort Gratiot: 36 Postings
- Algonac: 22 Postings
- Yale: 16 Postings
- East China: 15 Postings
- Fair Haven: 15 Postings
- Smiths Creek: 12 Postings
- Capac: 11 Postings

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

Employment Over Time
2013-2023

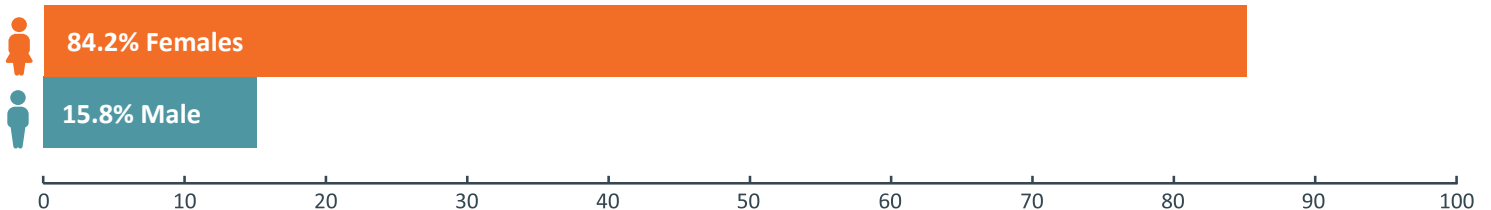


**5,081 Health
Care Workers**
0.6% Decrease
from 2022

Health Care Worker Demographics

According to 2023 Lightcast data, the 5,081 workers in the Health Care group are not particularly diverse. Just 9.2 percent of the related workforce is under 25. Male workers account for 15.8 percent of the current workforce and only 12.2 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

87.8% White | **5.0% Black or African-American** | **3.2% Hispanic or Latino**

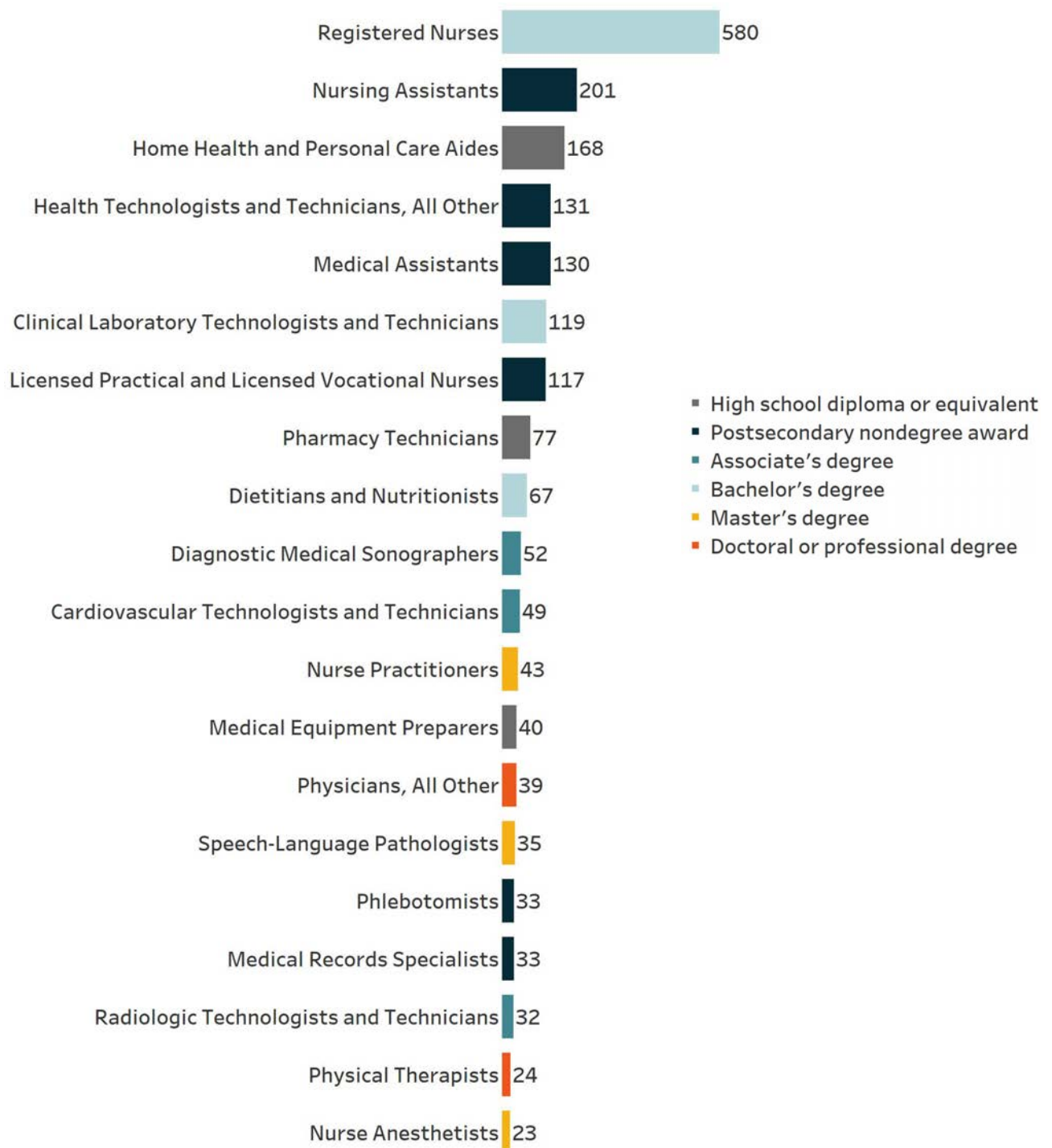
Worker Age Demographics



Health Care OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 2,281 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 580 postings. Nursing Assistants was in the second position with 201 postings. Other top posted jobs include Home Health and Personal Care Aides (168 postings), Health Technologists and Technicians, All Other (131 postings), and Medical Assistants (130 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, 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 less than a Bachelor's degree. At least half of the top jobs pay over \$16.89 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$35.07 per hour or an annual salary of about \$72,946.

Wage Overview for Top Posted Health Care Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$28.30	\$29.83	\$35.07	\$39.15	\$43.82
31-1131	Nursing Assistants	\$13.52	\$14.89	\$15.79	\$16.63	\$17.53
31-1128	Home Health and Personal Care Aides	\$10.08	\$11.36	\$12.72	\$14.07	\$15.64
29-2099	Health Technologists and Technicians, All Other	\$14.70	\$15.57	\$16.89	\$22.41	\$28.82
31-9092	Medical Assistants	\$12.62	\$14.82	\$15.93	\$17.32	\$19.50
29-2018	Clinical Laboratory Technologists and Technicians	\$15.79	\$16.73	\$24.35	\$29.86	\$36.26
29-2061	Licensed Practical and Licensed Vocational Nurses	\$21.72	\$24.82	\$26.25	\$26.96	\$28.59
29-2052	Pharmacy Technicians	\$12.53	\$14.69	\$15.84	\$19.10	\$20.42
29-1031	Dietitians and Nutritionists	\$21.13	\$24.53	\$27.03	\$30.36	\$33.95
29-2032	Diagnostic Medical Sonographers	\$26.82	\$27.72	\$33.03	\$34.70	\$35.82

In-Demand Technical Skills

- Nursing
- Nursing Care
- Infection Control
- Medical Records
- Nursing Process

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Planning
- Computer Literacy

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant (CNA)
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High school or GED: 34.7%
- Associate degree: 21.5%
- Bachelor's degree: 18.1%
- Master's degree: 3.4%

**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

- McLaren Health Care
- Lake Huron Medical Center
- Prime Healthcare Services
- Prestige Healthcare
- McLaren Port Huron
- Saint Francis Health System
- Impact Staffing
- Ascension
- Elara Caring
- Concept Rehab

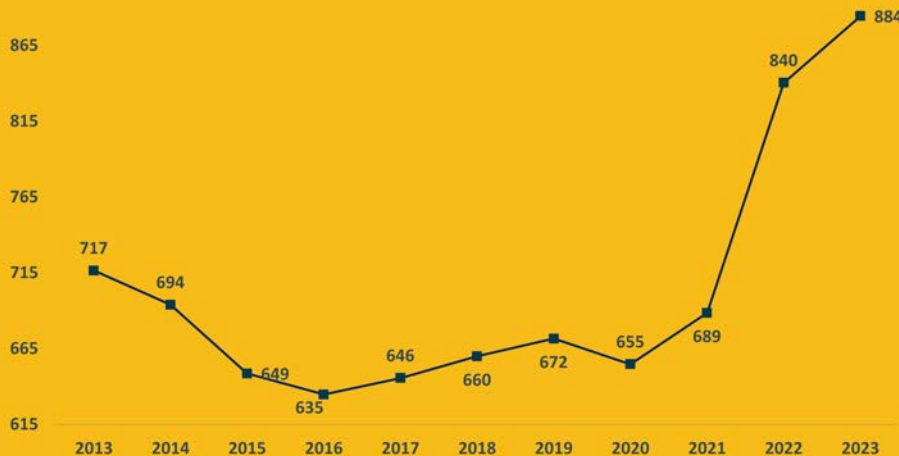
Job Postings by City

1. Port Huron: 1,589 Postings
2. Fort Gratiot: 191 Postings
3. East China: 114 Postings
4. Yale: 95 Postings
5. Saint Clair: 69 Postings
6. Algonac: 50 Postings
7. Marysville: 49 Postings
8. Emmett: 20 Postings
9. Marine City: 20 Postings
10. Capac: 19 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

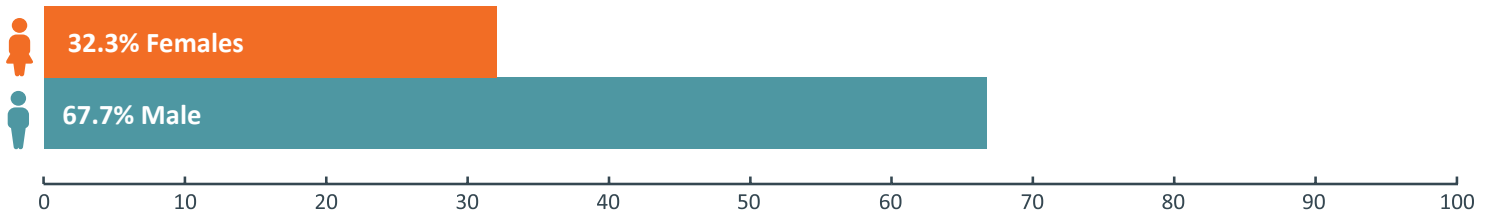


884
Information
Technology Workers
5.2% Increase from
2022

Information Technology Worker Demographics

According to 2023 Lightcast data, the 884 workers in the IT group are not particularly diverse. Just 5.7 percent of the related workforce is under 25. Female workers account for 32.3 percent of the current workforce and only 12.3 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

87.7% White | 3.7% Asian | 4.9% Black or African-American

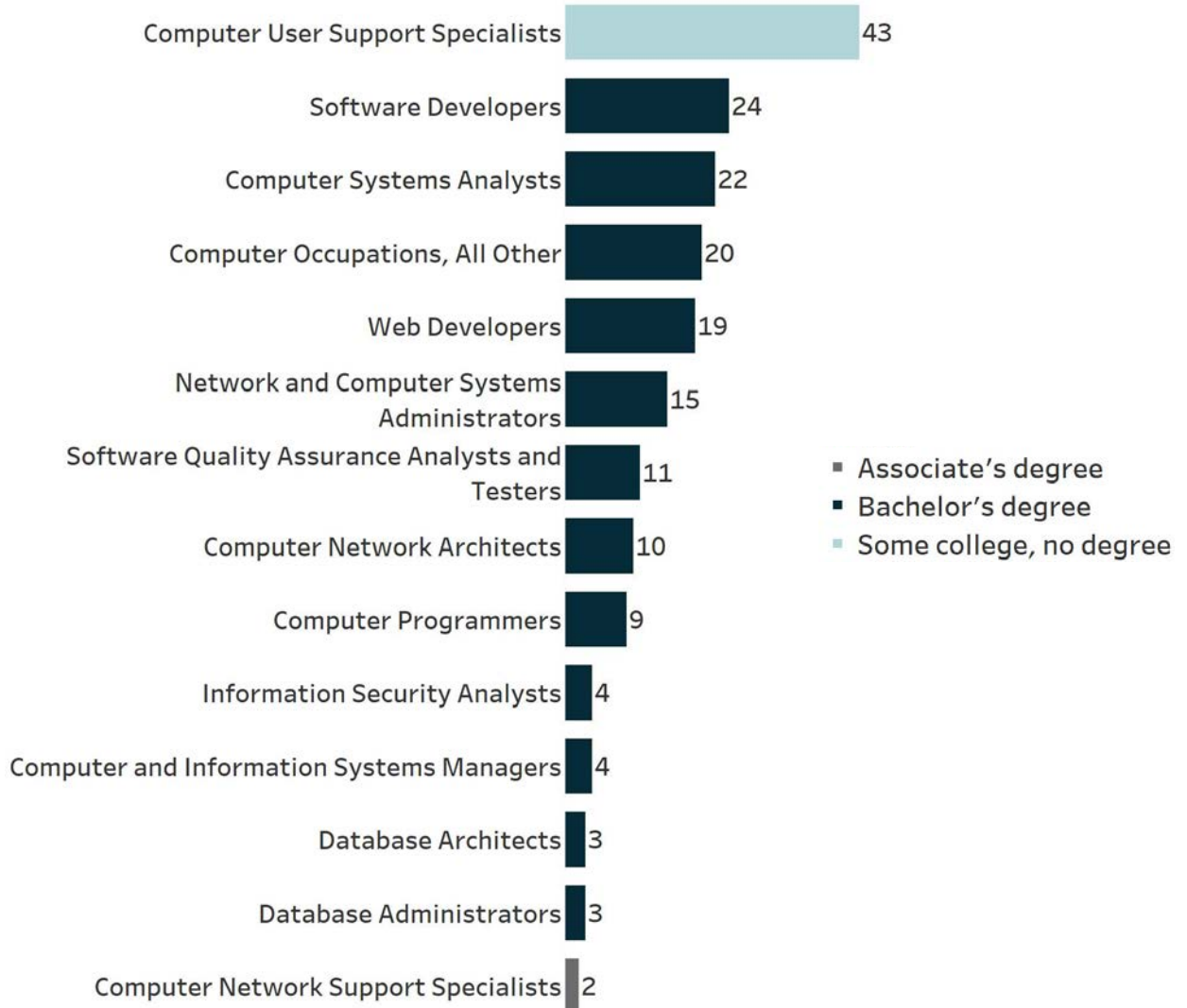
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 189 job postings for IT workers, with Computer User Support Specialists as the most sought-after occupation by IT industry employers with 43 postings. Software Developers was in the second position with 24 postings. Other top posted jobs include Computer Systems Analysts (22 postings), Computer Occupations, All Other (20 postings), and Web Developers (19 postings). Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists typically require only some college, no degree.



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 \$40.08 per hour. Computer User Support Specialists, the top posted IT job, offers a median hourly wage of \$23.20 per hour or an annual salary of about \$48,256.

Wage Overview for Top Posted Information Technology Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	\$15.71	\$18.23	\$23.20	\$29.43	\$36.32
15-1252	Software Developers	\$30.34	\$36.57	\$45.09	\$56.07	\$61.45
15-1211	Computer Systems Analysts	\$33.11	\$37.59	\$46.36	\$55.70	\$60.35
15-1299	Computer Occupations, All Other	\$22.87	\$29.72	\$42.15	\$53.79	\$61.33
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1244	Network and Computer Systems Administrators	\$27.06	\$32.75	\$38.00	\$47.48	\$57.91
15-1253	Software Quality Assurance Analysts and Testers	\$24.61	\$32.36	\$36.87	\$43.55	\$51.89
15-1241	Computer Network Architects	\$33.05	\$42.38	\$57.33	\$65.65	\$77.43
15-1251	Computer Programmers	\$22.79	\$31.37	\$36.72	\$50.74	\$63.17
11-3021	Computer and Information Systems Managers	\$43.53	\$55.69	\$59.87	\$73.65	\$93.51

In-Demand Technical Skills

- Computer Science
- Project Management
- Technical Support
- Help Desk Support
- Operating Systems

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- CompTIA Security+
- ITIL Foundation Certification
- Cisco Certified Network Associate
- Certified Information Systems Security Professional

In-Demand Education Level*

- High school or GED: 21.2%
- Associate degree: 18.5%
- Bachelor's degree: 45.0%
- 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

- Yale University
- Magna
- Altagas Ltd.
- St. Clair County Community College
- Semco Energy
- WSP Global
- Advia Credit Union
- Cosma International Corporation
- Ipg Photonics
- Weed Man

Job Postings by City

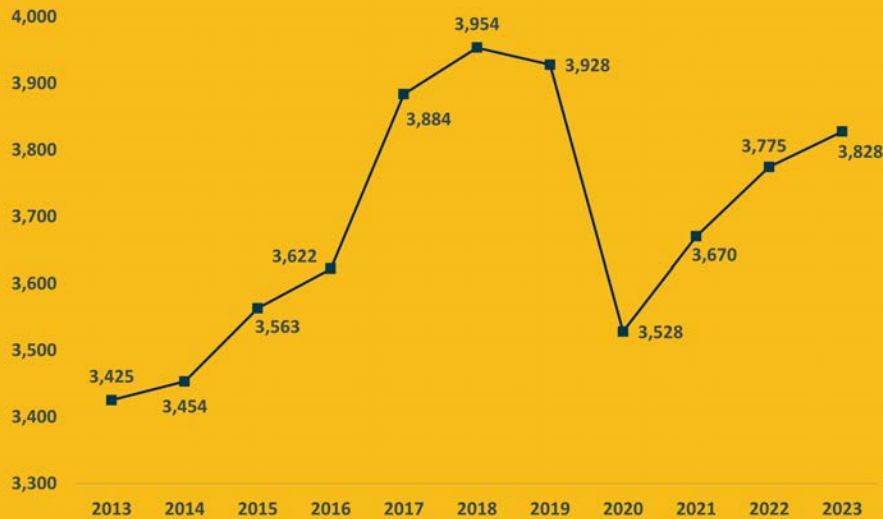
- Port Huron: 63 Postings
- Saint Clair: 38 Postings
- Marysville: 31 Postings
- Yale: 16 Postings
- Allenton: 7 Postings
- Avoca: 6 Postings
- Fort Gratiot: 6 Postings
- Algonac: 5 Postings
- Memphis: 5 Postings
- Capac: 2 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's Skilled Trades and Technicians group includes jobs related to Advanced Manufacturing. Southeast Michigan has more demand for Skilled- Trades labor, such as CNC Machinists and Welders, than almost anywhere else in the country. There are about 21,000 openings for these workers on an annual basis.

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

Employment Over Time
2013-2023

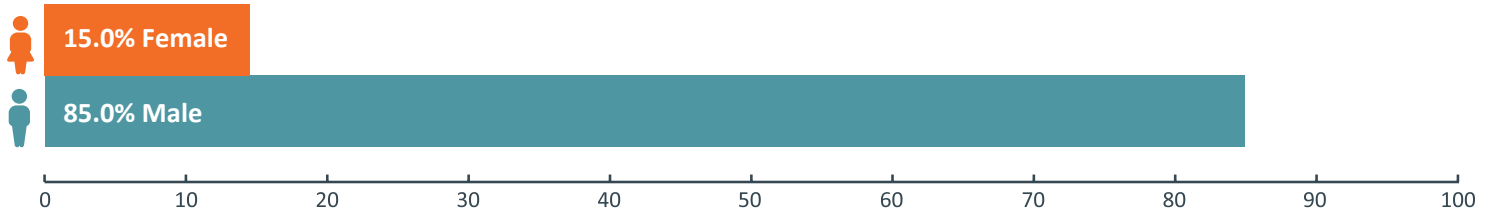


**3,828 Skilled
Trades Workers**
1.4% Increase
from 2022

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the Skilled Trades occupation group employed about 3,828 workers in St. Clair County. Female workers account for just 15.0 percent of the current workforce and only 12.3 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

87.7% White | 6.3% Black or African-American | 3.5% Hispanic or Latino

Worker Age Demographics

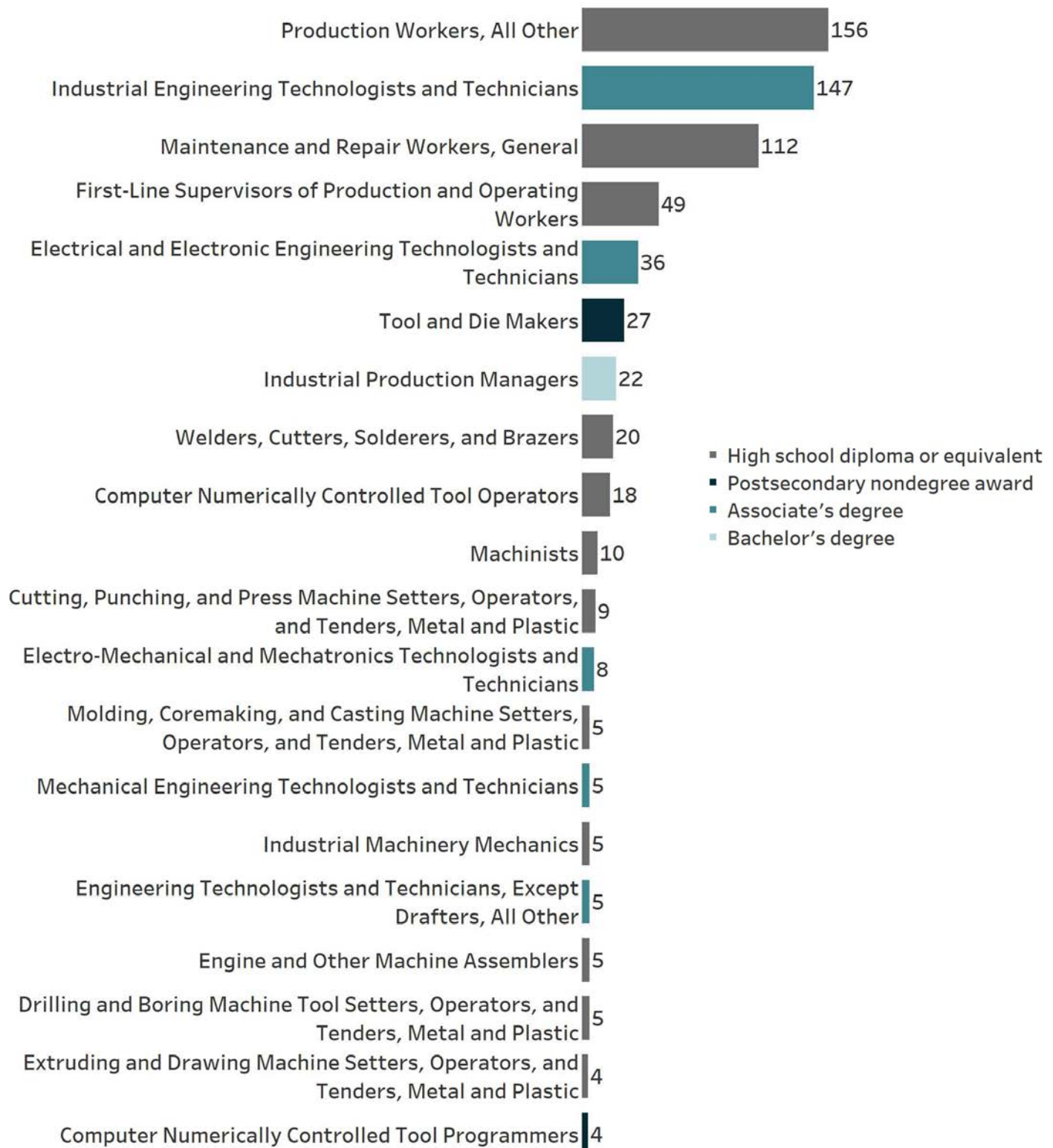


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 666 job postings for Skilled Trades workers, with Production Workers, All Other as the most sought-after occupation by Skilled Trades industry employers with 156 postings. Industrial Engineering Technologists and Technicians was in the second position with 147 postings. Other top posted jobs include Maintenance and Repair Workers, General (112 postings), First-Line Supervisors of Production and Operating Workers (49 postings), and Electrical and Electronic Engineering Technologists and Technicians (36 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience. The Skilled Trades occupation group offers a 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 \$20.54 per hour. Production Workers, All Other, the top posted Skilled Trades job, offers a median hourly wage of \$14.83 per hour or an annual salary of about \$30,846.

Wage Overview for Top Posted Skilled Trades Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$12.48	\$13.40	\$14.83	\$17.24	\$20.41
17-3026	Industrial Engineering Technologists and Technicians	\$19.41	\$22.21	\$27.55	\$34.01	\$42.05
49-9071	Maintenance and Repair Workers, General	\$12.69	\$15.77	\$19.31	\$22.24	\$27.28
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.99	\$22.08	\$28.51	\$35.28	\$46.72
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$16.06	\$22.39	\$27.70	\$34.22	\$40.92
51-4111	Tool and Die Makers	\$19.67	\$24.63	\$28.43	\$33.26	\$34.43
11-3051	Industrial Production Managers	\$32.90	\$41.57	\$47.50	\$59.31	\$75.05
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.95	\$16.16	\$19.44	\$23.12	\$28.73
51-9161	Computer Numerically Controlled Tool Operators	\$15.07	\$16.05	\$20.13	\$24.27	\$27.81
51-4041	Machinists	\$14.97	\$15.95	\$20.54	\$27.14	\$28.89

In-Demand Technical Skills

- Housekeeping
- Machinery
- International Automotive Task Force
- Preventive Maintenance
- Machine Operation

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Scissor Lift Certification

In-Demand Education Level*

- High school or GED: 35.6%
- Associate degree: 7.1%
- Bachelor's degree: 5.6%
- Master's degree: 0.6%

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

Top Posting Employers

- Aerotek
- Axiom
- Nesco Resource
- Qualified Staffing
- Magna
- Chassix
- Dana Incorporated
- ZF
- McDonald's
- Cosma International Corporation

Job Postings by City

- Port Huron: 268 Postings
- Saint Clair: 150 Postings
- Marysville: 89 Postings
- Capac: 44 Postings
- Fair Haven: 18 Postings
- Smiths Creek: 18 Postings
- Marine City: 16 Postings
- Algonac: 10 Postings
- East China: 9 Postings
- Yale: 9 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

25363 Eureka Rd.
Taylor, MI 48180
WINintelligence.org
info@WINintelligence.org