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A light gray map of the state of Michigan is centered in the background. The map shows the outlines of all 83 counties. In the background of the entire page is a faded image of the Michigan State Capitol building and surrounding trees.

LABOR MARKET REPORT STATE OF MICHIGAN

January - December 2023

INTRODUCTION

State of Michigan
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 the State of Michigan, 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 the State of Michigan for all eleven 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 Michigan

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 121,583 individuals (2.5 percent) while employment increased by 131,750 individuals (2.8 percent) from 2022. Unemployment went down by 10,167 workers and the unemployment rate recovered even further from 2022, decreasing 0.3 percentage points from 4.3 percent in 2022 to 4.0 percent in 2023. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 72,503 job postings followed by Retail Salespersons with 44,175 postings. The Health Care and Information Technology occupation groups continue to be heavily demanded in the state of Michigan.

Annual Labor Market Information

The labor force in the state climbed in 2023, increasing by 121,583 individuals (2.5 percent) from the prior year. Employment increased by 131,750 workers (2.8 percent) over the same period, while unemployment decreased by 10,167 workers (4.9 percent) for a total of 198,000 unemployed workers in 2023. The unemployment rate decreased in 2023 to 4.0 percent, a fall of 5.7 percentage points since the 9.7 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels in 2023, achieving the lowest rate on record in the past 10 years in Michigan.

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. During the fourth quarter, there was a monthly average of 195,689 unique postings per month in the State of Michigan, a decrease of 70,539 average monthly postings from the 266,227 postings recorded in Q3. Average Monthly Postings seemed to peak for the year during Q2 with 316,358 postings, an increase of 43,990 (16.2 percent) postings per month since Q1 of 2023. The early peak in Q2 and subsequent decline may suggest that hiring demands peaked with the summer season.

Quarterly Posting Analysis State of Michigan
2023

Key Findings

20%

Employer demand decreased by 20.2 percent, a loss of 329,894 job postings since 2022

High School Diploma

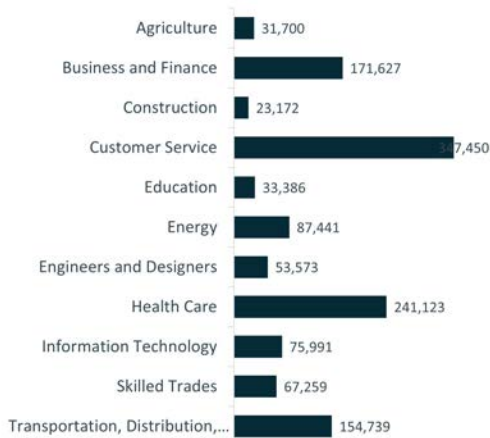
Most in-demand minimum education level during 2022

In Q4 2023, employment totaled
4,858,667
an increase of 194,667 workers (4.2 percent) since Q4 2022.

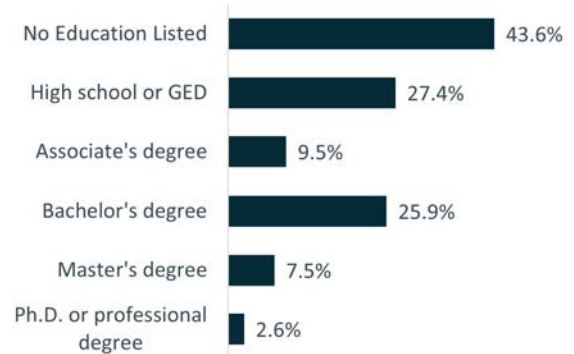
During 2023, there were 1,299,794 job postings, or 329,894 fewer than the 1,629,688 postings made during 2022 in the state. June, 2023 had the highest demand for the year with 328,682 monthly postings, a 6.3 percent decrease since June 2022. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

Of the 1,299,794 unique postings in the state of Michigan during 2023, 356,033 (27.4 percent) required a High School diploma or equivalent, while 460,099 postings (35.4 percent) required a College degree. An additional 131,772 postings (10.1 percent) required an advanced degree. The high demand for transportation jobs within the state 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. Each quarter of 2023 experienced fluctuations in unemployment and the unemployment rate, while total labor force and employment both improved across all four quarters. As such, the labor force and employment numbers peaked in Q4 with highs of 5,048,000 individuals and 4,858,667 workers, respectively. Unemployment ended the year with 189,333 workers in Q4. The unemployment rate at the end of 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	4,841,667	4,840,000	4,951,000	5,042,667	5,048,000	5,333	0.1%	206,333	4.3%
Employment	4,664,000	4,624,333	4,773,333	4,833,333	4,858,667	25,333	0.5%	194,667	4.2%
Unemployment	177,667	215,667	177,667	209,333	189,333	-20,000	-9.6%	11,667	6.6%
Unemployment Rate	3.7%	4.5%	3.6%	4.2%	3.8%	-0.4%	na	0.1%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

On the tail of stronger employment numbers throughout 2023, labor force participation totaled 4,970,417 individuals, an increase of 121,583 individuals since 2022. Employment is up to 4,772,417 workers in 2023, an increase of 131,750 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 198,000 workers, down more than half by 272,167 workers since the high of 470,167 workers recorded in 2020. Similarly, the unemployment rate declined by 0.2 percentage points for a 2023 unemployment rate of 4.0 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	4,723,944	4,753,625	4,751,233	4,840,280	4,883,815	4,897,646	4,937,167	4,862,500	4,733,417	4,848,833	4,970,417	121,583	2.5%
Employment	4,308,030	4,409,394	4,493,447	4,599,266	4,657,272	4,690,801	4,735,833	4,392,333	4,497,833	4,640,667	4,772,417	131,750	2.8%
Unemployment	415,915	344,232	257,787	241,015	226,543	206,845	201,333	470,167	235,583	208,167	198,000	-10,167	-4.9%
Unemployment Rate	8.8%	7.2%	5.4%	5.0%	4.6%	4.2%	4.1%	9.7%	5.0%	4.3%	4.0%	-0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 5,013,611 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Michigan. Slightly less than half of the population, or about 4,711,444 individuals (46.8 percent), living in the state 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 29.4 percent, while females under the age of 25 report an unemployment rate of 24.4 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 12.7 percent.

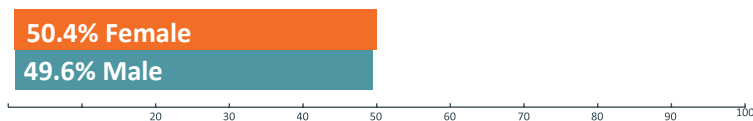
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	5,013,611	4,711,444	302,167	6.0%
Sex				
Male 16+	2,627,519	2,457,622	169,897	6.5%
16-19	113,034	92,480	20,554	18.2%
20-24	264,605	235,054	29,551	11.2%
25-54	1,633,014	1,541,135	91,879	5.6%
55-64	465,293	444,117	21,176	4.6%
65 Plus	151,573	144,836	6,737	4.4%
Female 16+	2,375,441	2,234,787	140,654	5.9%
16-19	121,033	103,134	17,899	14.8%
20-24	260,481	235,504	24,977	9.6%
25-54	1,451,760	1,375,335	76,425	5.3%
55-64	418,242	402,415	15,827	3.8%
65 Plus	123,925	118,399	5,526	4.5%
Race				
White	3,870,979	3,681,301	189,678	4.9%
Black / African American	630,434	550,369	80,065	12.7%
Native American	20,680	19,150	1,530	7.4%
Asian	178,173	171,047	7,127	4.0%
Native Hawaiian / Pacific Islander	1,466	1,358	108	7.4%
Some Other Race	75,721	70,042	5,679	7.5%
Two or More Races	240,500	221,260	19,240	8.0%
Ethnicity				
Hispanic	266,055	246,899	19,156	7.2%

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

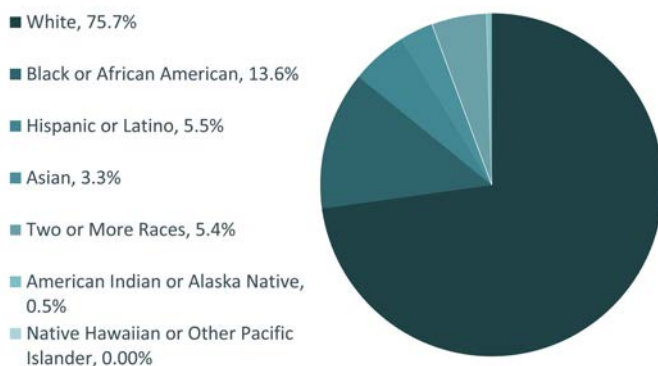
2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Michigan decreased by 4,591 people (0.0 percent) between 2021 and 2022. During 2022, there were 10,057,921 people living in the county. The gender of the populace was split evenly, with about 50.4 percent of the population identifying as female and the other 49.6 percent identifying as male. A majority of the population identified as White (75.7 percent) with the second largest number of individuals identifying as Black or African American (13.6 percent). The region is facing an aging populace; with 31.6 percent of the population over the age of 54, compared to 31.0 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

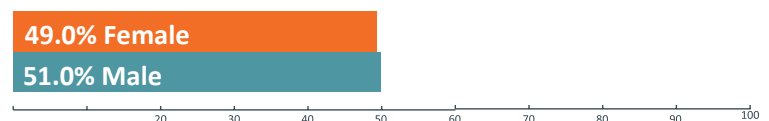


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

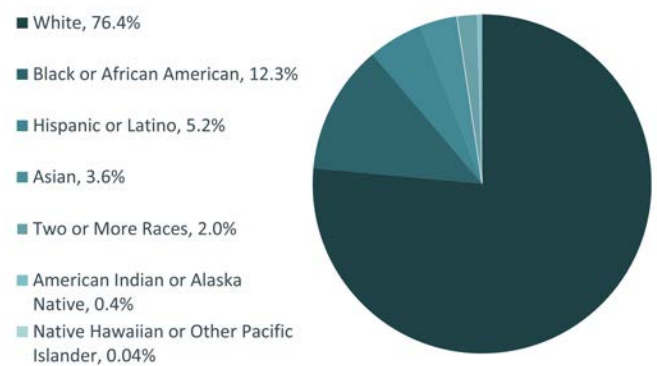
2023 Current Workforce

In 2023, the workforce had a total of 4,522,416 individuals working in the State of Michigan. A slight majority, 51.0 percent (2,267,379 workers) were male, while 49.0 percent (2,180,730 workers) of the workforce was female. Most workers in the county identified as White, accounting for 76.4 percent of the workforce, while Black or African American workers totaled 12.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.2 percent. A significant concentration of the workforce in the State of Michigan is between the age of 25 and 54 (62.5 percent), while 23.3 percent of workers are 55 and older.

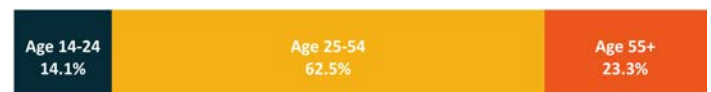
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

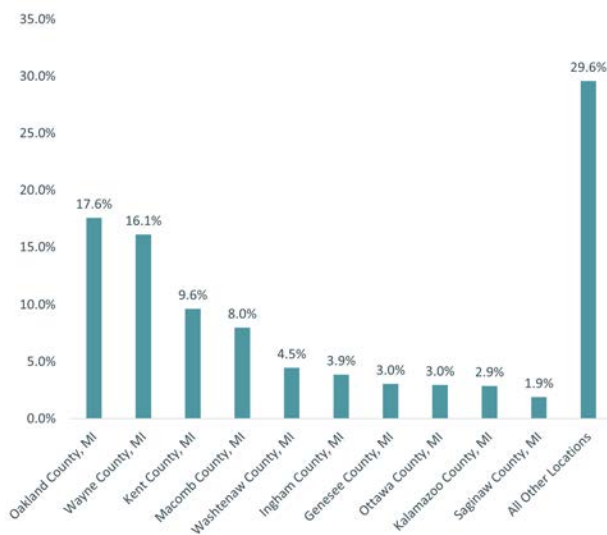


Data: Lightcast | Analysis: Workforce Intelligence Network

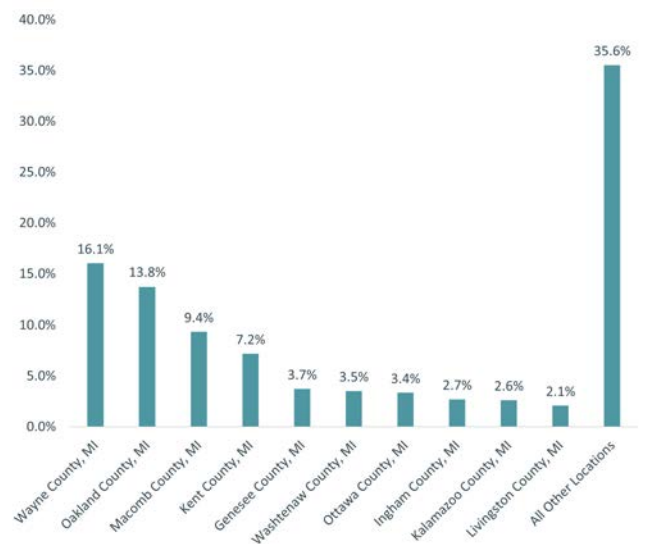
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the State's workforce consisted of 3,881,533 residents. There were 3,759,637 (96.9 percent) residents living and working within the State, while the remaining 121,896 residents (3.1 percent) traveled outside of the state for work. There were 3,826,637 workers employed in the state during 2021. Of those, 67,000 workers (1.8 percent) lived outside of the state's borders and commuted in for work. Based upon this information, it can be concluded that Michigan is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

Where Michigan Residents Work



Where Michigan Workers Live

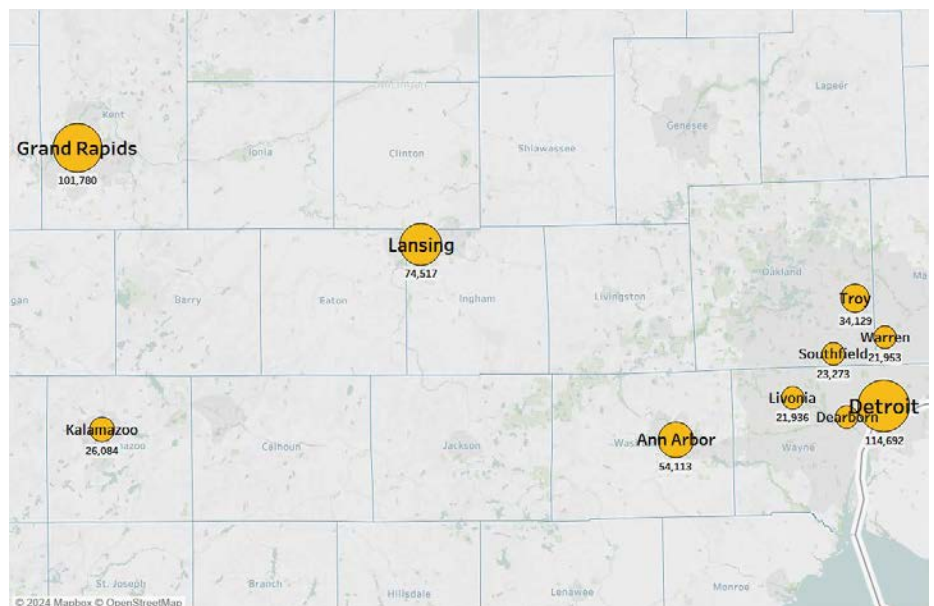


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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Analysis: Workforce Intelligence Network

Job Postings by City

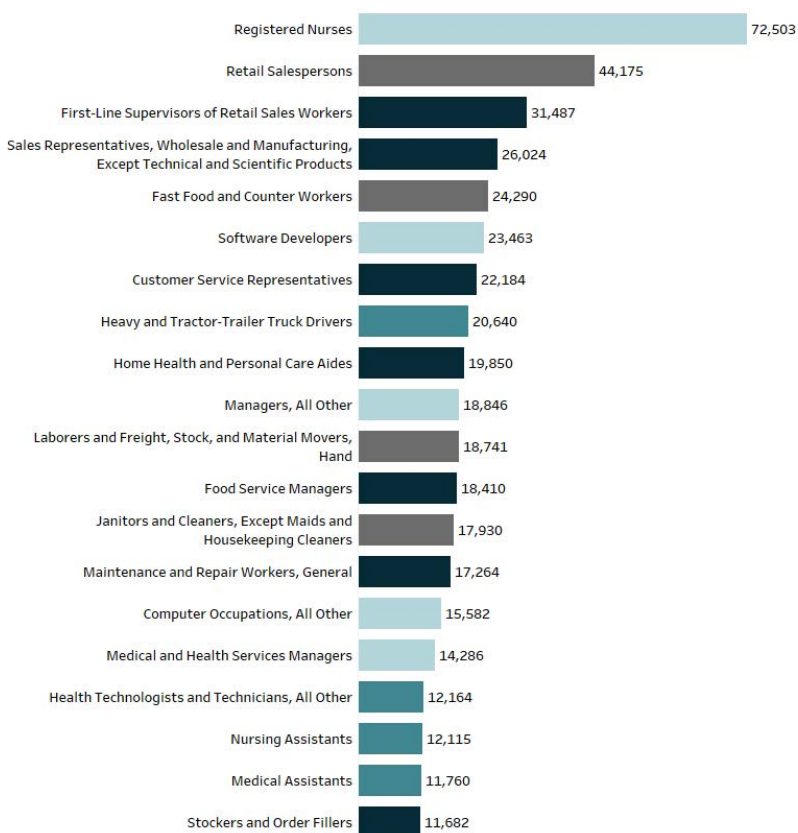
1. Detroit: 114,692 Postings
2. Grand Rapids: 101,780 Postings
3. Lansing: 74,517 Postings
4. Ann Arbor: 54,113 Postings
5. Troy: 34,129 Postings
6. Kalamazoo: 26,084 Postings
7. Southfield: 23,273 Postings
8. Dearborn: 22,952 Postings
9. Warren: 21,953 Postings
10. Livonia: 21,936 Postings



TOP POSTED JOBS

Top Posted Jobs: 2023

Registered Nurses is the top posted occupation for 2023 with 72,503 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (44,175 postings) and First-Line Supervisors of Retail Sales Workers (31,487 postings) round out the top three demanded occupations, requiring a No formal educational credential and 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.

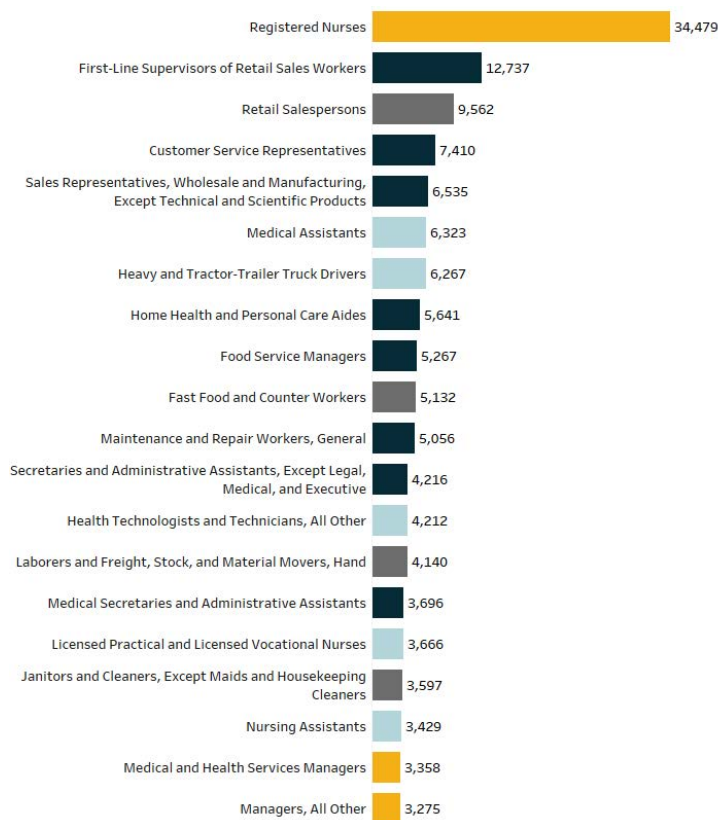


Typical Entry Education

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

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 the State of Michigan. 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 36.8 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 34,479 postings, followed by First-Line Supervisors of Retail Sales Workers with 12,737 postings.



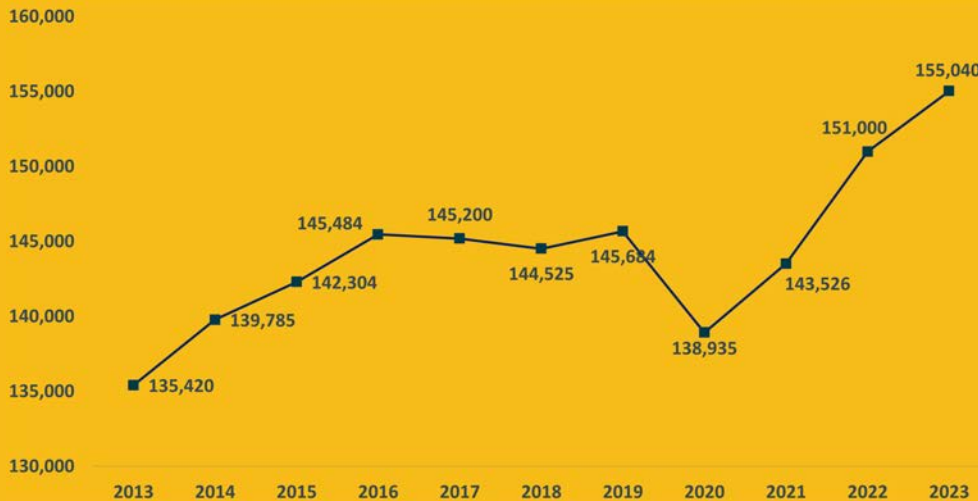
Typical Entry Education

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

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

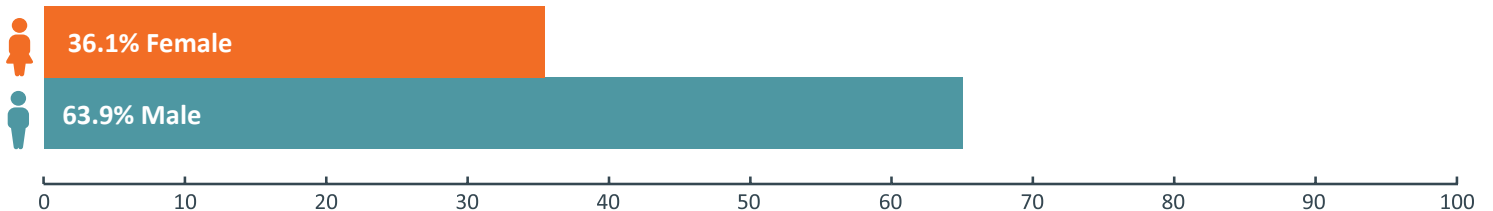


155,040
Agriculture Workers
2.6% Increase
from 2022

Agriculture Worker Demographics

According to 2023 Lightcast data, the 155,040 workers in the Agriculture group are not particularly diverse. Just 14.7 percent of the related workforce is under 25. Female workers account for 36.1 percent of the current workforce and only 22.6 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.

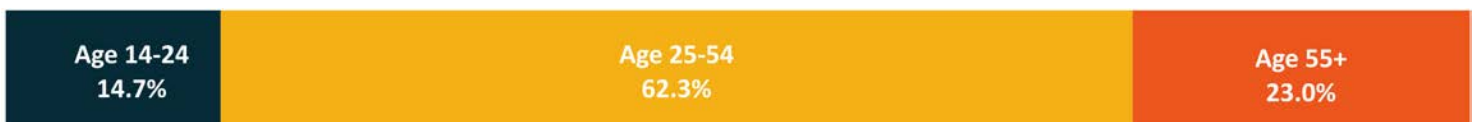
Worker Gender Demographics



Race and Ethnicity Demographics

77.4% White | **9.5% Hispanic or Latino** | **8.4% Black or African-American**

Worker Age Demographics

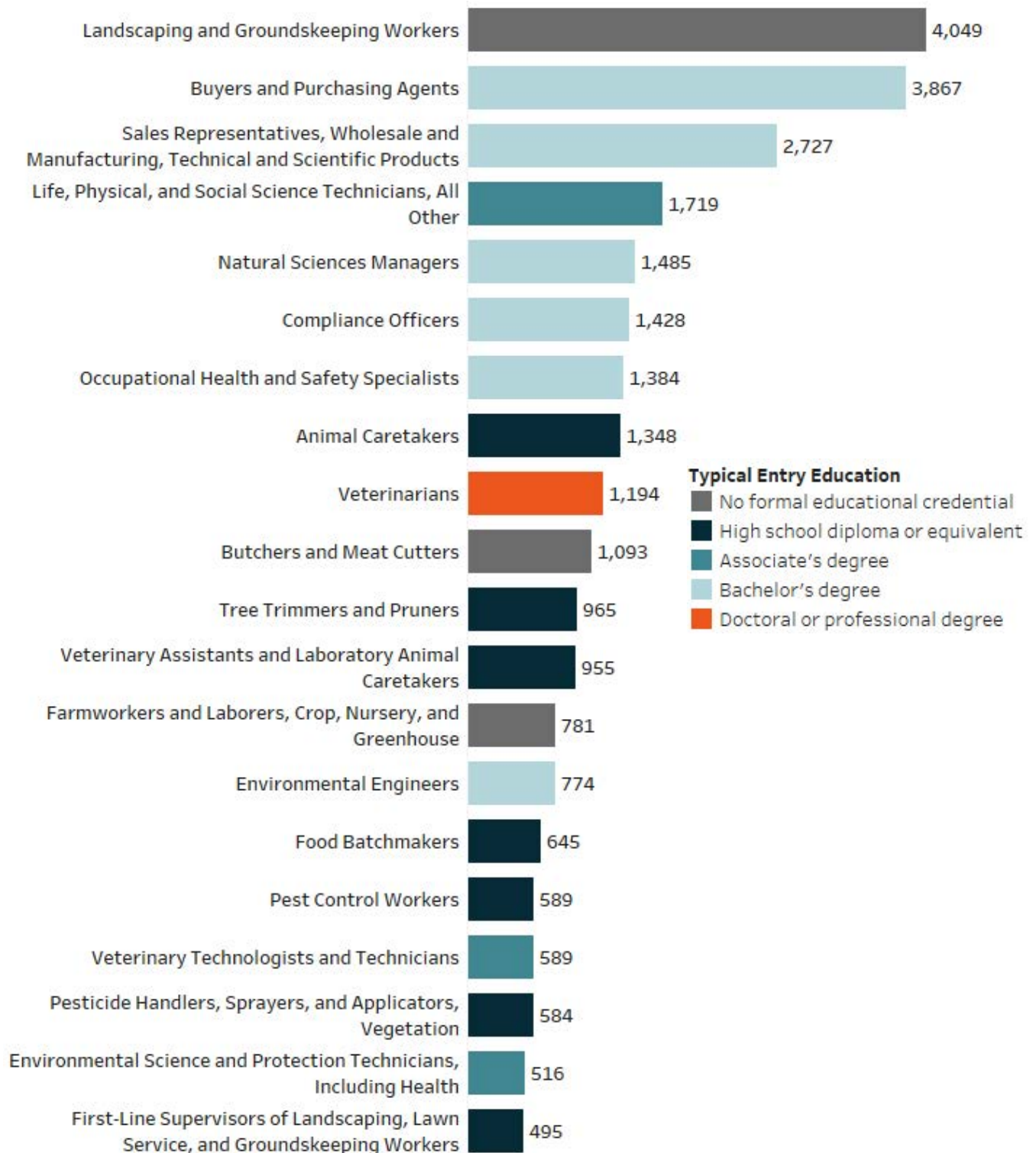


Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 31,700 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers with 4,049 postings. Buyers and Purchasing Agents was in the second position with 3,867 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (2,727 postings), Life, Physical, and Social Science Technicians, All Other (1,719 postings), and Natural Sciences Managers (1,485 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 \$31.68 per hour. Landscaping and Groundskeeping Workers, the top posted Agriculture job, offers a median hourly wage of \$17.03 per hour or an annual salary of about \$35,422.

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	\$13.01	\$14.58	\$17.03	\$18.47	\$22.06
13-1028	Buyers and Purchasing Agents	\$20.25	\$25.23	\$32.34	\$40.20	\$49.74
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$24.39	\$37.33	\$57.22	\$79.50	\$122.75
19-4099	Life, Physical, and Social Science Technicians, All Other	\$14.17	\$19.00	\$19.00	\$30.14	\$41.88
11-9121	Natural Sciences Managers	\$37.04	\$46.26	\$57.19	\$78.95	\$102.69
13-1041	Compliance Officers	\$20.09	\$24.55	\$31.68	\$42.51	\$50.38
19-5011	Occupational Health and Safety Specialists	\$22.77	\$28.10	\$36.06	\$43.38	\$50.38
39-2021	Animal Caretakers	\$11.14	\$12.51	\$13.76	\$16.38	\$20.71
29-1131	Veterinarians	\$37.11	\$44.07	\$51.11	\$63.61	\$77.05
51-3021	Butchers and Meat Cutters	\$12.32	\$14.03	\$17.61	\$21.50	\$23.02

In-Demand Technical Skills

- Purchasing
- Auditing
- Landscaping
- Project Management
- Procurement

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Operations
- Detail Oriented

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 23.6%
- Associate degree: 7.4%
- Bachelor's degree: 32.0%
- Master's degree: 6.5%

**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

- State of Michigan
- University Of Michigan
- Asplundh Tree Experts
- Walmart
- Banfield Pet Hospital
- Meijer
- Aston Carter
- TruGreen
- Icon
- VCA Animal Hospitals

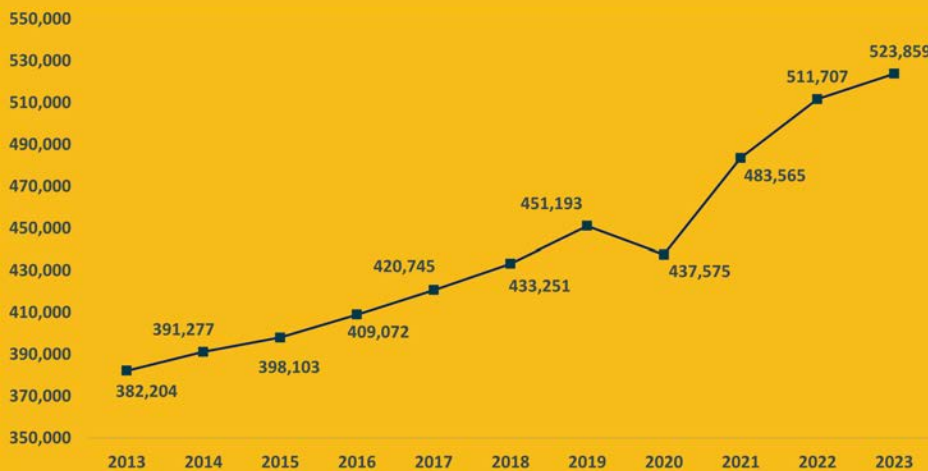
Job Postings by City

1. Detroit: 2,620 Postings
2. Grand Rapids: 2,250 Postings
3. Lansing: 2,197 Postings
4. Ann Arbor: 1,734 Postings
5. Kalamazoo: 790 Postings
6. Troy: 722 Postings
7. Auburn Hills: 626 Postings
8. Warren: 537 Postings
9. Novi: 498 Postings
10. Southfield: 490 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

Employment Over Time
2013-2023

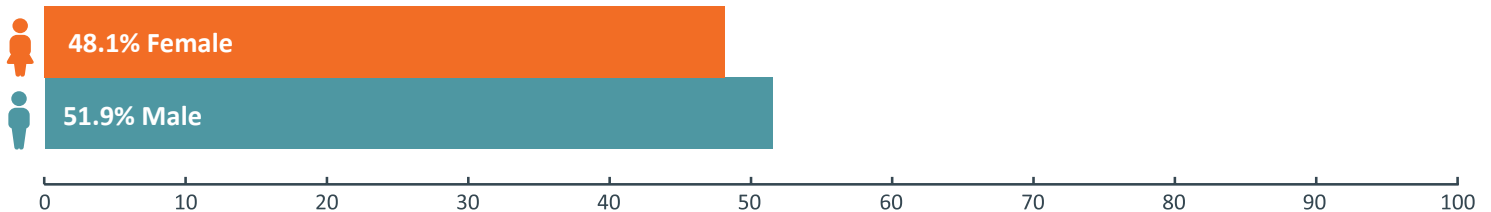


**523,859 Business
and Finance
Workers**
2.3% Increase
from 2022

Business and Finance Worker Demographics

In 2023, there were 523,859 workers in the Business and Finance occupation group. This group is primarily made up of males (51.9 percent) between the ages of 25 and 54 (70.2 percent), with 48.1 percent of workers identifying as female and just 16.9 percent identifying as a racial minority. Only 4.5 percent of the workers in the occupation group were under the age of 25, compared to the 25.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

83.1% White | **8.3% Black or African-American** | **3.6% Asian**

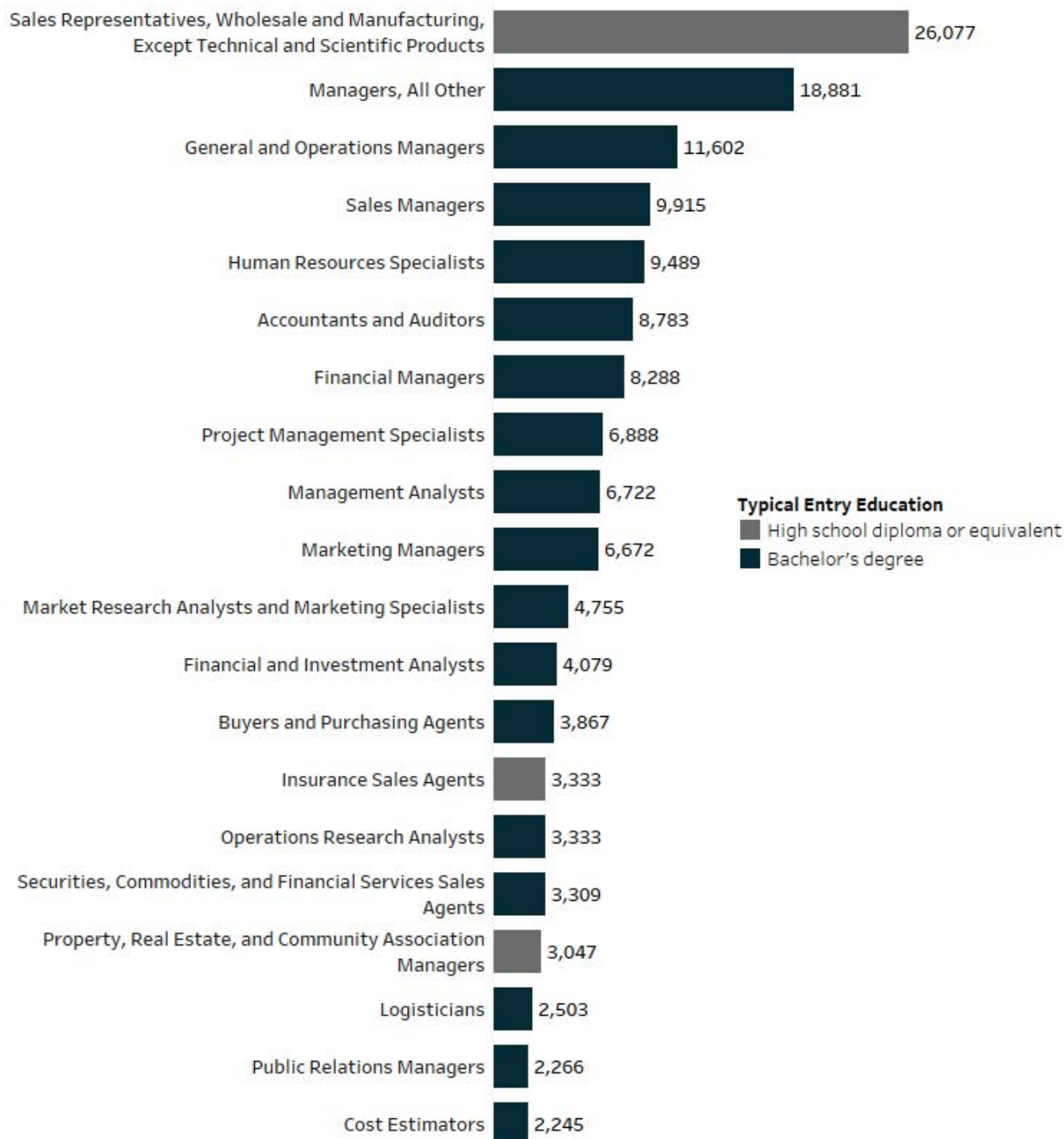
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 171,627 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 with 26,077 postings. Managers, All Other was in the second position with 18,881 postings. Other top posted jobs include General and Operations Managers (11,602 postings), Sales Managers (9,915 postings), and Human Resources Specialists (9,489 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 also 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 \$43.91 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 \$31.86 per hour or an annual salary of about \$66,269.

Wage Overview for Top Posted Business and Finance Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.49	\$22.85	\$31.86	\$46.64	\$63.03
11-9199	Managers, All Other	\$27.03	\$38.65	\$53.75	\$67.08	\$83.77
11-1021	General and Operations Managers	\$20.51	\$28.88	\$45.86	\$68.06	\$102.70
11-2022	Sales Managers	\$30.18	\$44.83	\$62.72	\$81.43	\$104.59
13-1071	Human Resources Specialists	\$19.07	\$23.30	\$29.86	\$38.17	\$48.12
13-2011	Accountants and Auditors	\$23.21	\$28.63	\$35.17	\$43.38	\$55.00
11-3031	Financial Managers	\$37.42	\$48.07	\$61.55	\$79.71	\$104.33
13-1082	Project Management Specialists	\$25.25	\$32.84	\$43.91	\$56.78	\$64.86
13-1111	Management Analysts	\$23.89	\$31.33	\$40.38	\$51.44	\$72.46
11-2021	Marketing Managers	\$30.81	\$43.94	\$60.17	\$78.92	\$98.84

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Customer Service
- Operations

In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Security Clearance

In-Demand Education Level*

- High school or GED: 17.8%
- Associate degree: 8.3%
- Bachelor's degree: 57.7%
- Master's degree: 12.6%

**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

- Deloitte
- University Of Michigan
- Robert Half
- PricewaterhouseCoopers
- GPAC
- State of Michigan
- Comerica
- Walmart
- Oracle
- Aston Carter

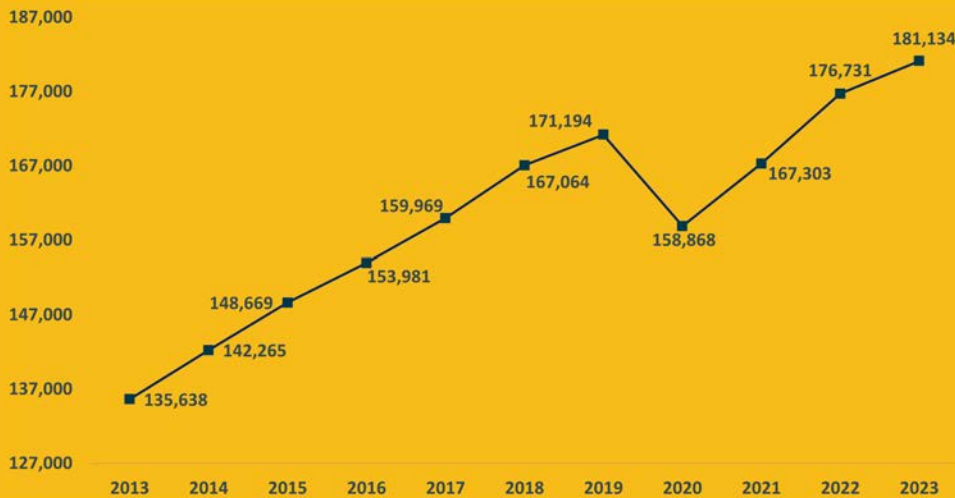
Job Postings by City

1. Detroit: 24,427 Postings
2. Lansing: 17,146 Postings
3. Grand Rapids: 15,502 Postings
4. Ann Arbor: 8,744 Postings
5. Troy: 6,586 Postings
6. Southfield: 4,890 Postings
7. Auburn Hills: 3,633 Postings
8. Livonia: 3,188 Postings
9. Farmington: 3,184 Postings
10. Dearborn: 3,012 Postings

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN Construction occupation group are associated with Skilled Trades, Engineering, Management, and Planning. Many construction employers are slow to adopt online job search methods, therefore online job ads may not provide a complete representation of the demand for these workers. The Construction group is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings with posting data which provides snapshot of the employer skills need requirements.

Employment Over Time
2013-2023

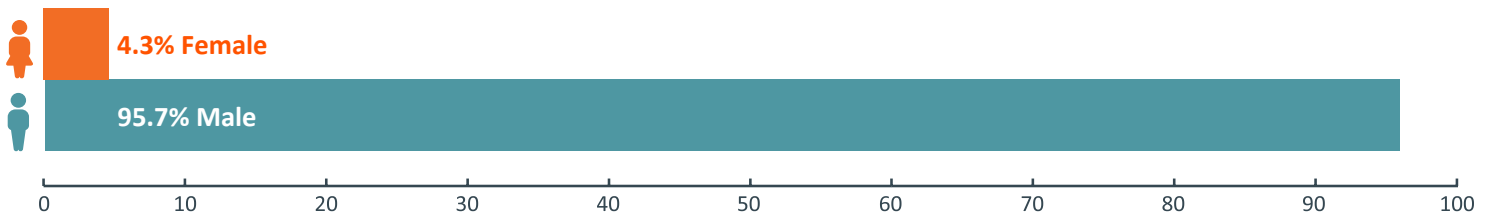


181,134
Construction
Workers
2.4%
Increase
from 2022

Construction Worker Demographics

In 2023, there were 181,134 workers in the Construction occupation group. This group is primarily made up of males (95.7 percent) between the age of 25 and 54 (67.8 percent), with 4.3 percent of workers identifying as female and just 14.7 percent identifying as a racial minority. Also of note was that 12.0 percent of the workers in the occupation group were under the age of 25, compared to the 20.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

85.8% White | **6.9% Hispanic or Latino** | **5.2% Black or African-American**

Worker Age Demographics

Age 14-24
12.0%

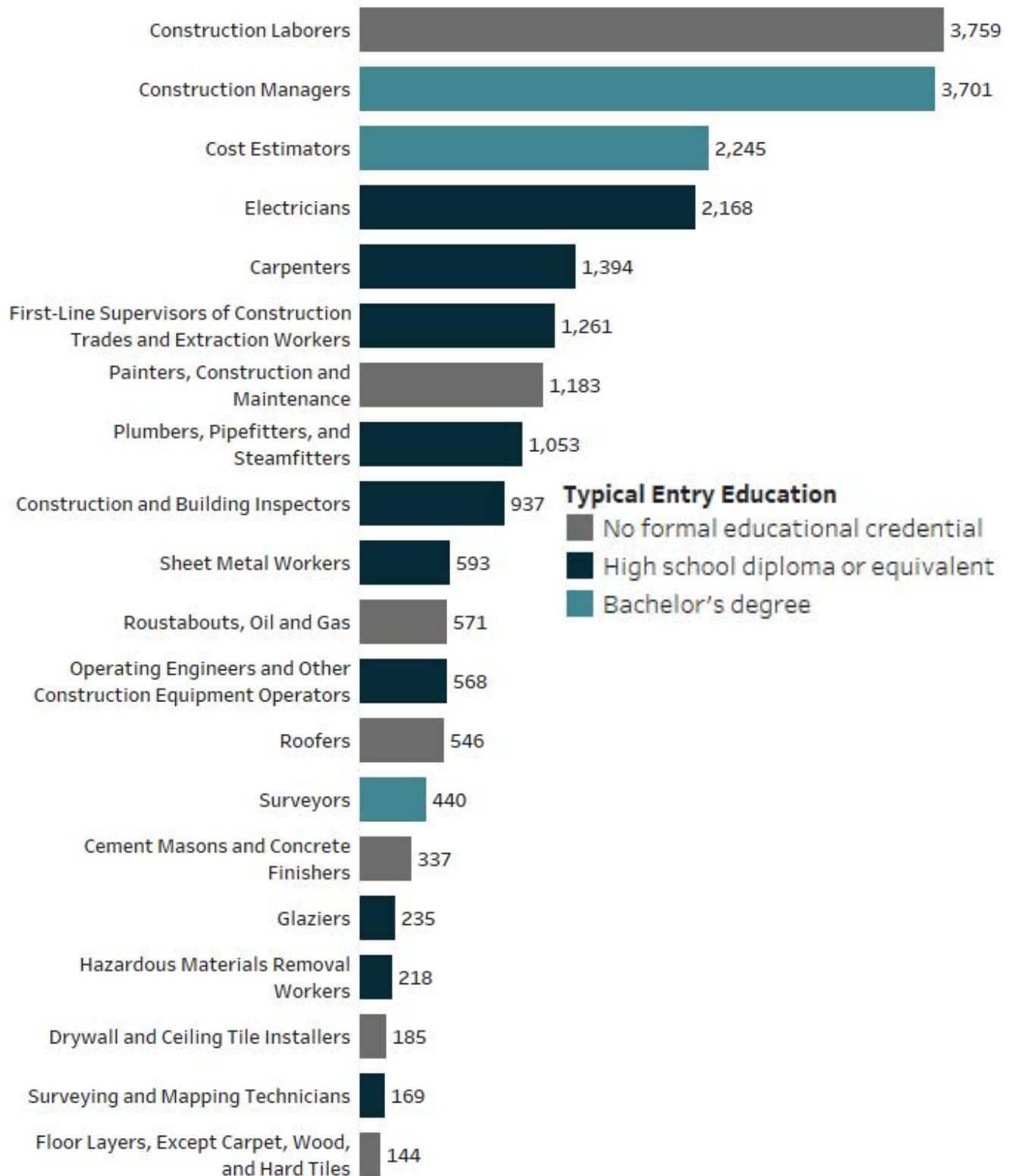
Age 25-54
67.8%

Age 55+
20.2%

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 23,172 job postings for Construction workers, with Construction Laborers as the most sought-after occupation by Construction industry employers with 3,759 postings. Construction Managers was in the second position with 3,701 postings. Other top posted jobs include Cost Estimators (2,245 postings), Electricians (2,168 postings), and Carpenters (1,394 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

At least half of the top Construction jobs pay over \$30.03 per hour. Construction Laborers, the top posted Construction job, offers a median hourly wage of \$21.79 per hour or an annual salary of about \$45,323. Those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters (1,053 postings), which report a median wage of \$30.66 per hour or \$63,773 annually.

Wage Overview for Top Posted Construction Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
47-2061	Construction Laborers	\$15.16	\$17.79	\$21.79	\$24.92	\$28.83
11-9021	Construction Managers	\$29.70	\$38.18	\$48.54	\$60.70	\$79.40
13-1051	Cost Estimators	\$18.53	\$25.00	\$32.78	\$42.39	\$52.90
47-2111	Electricians	\$17.58	\$22.35	\$30.03	\$37.84	\$42.16
47-2031	Carpenters	\$17.96	\$21.76	\$24.60	\$29.73	\$36.10
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$22.51	\$27.67	\$32.50	\$39.77	\$50.25
47-2141	Painters, Construction and Maintenance	\$15.52	\$18.24	\$21.90	\$26.95	\$31.46
47-2152	Plumbers, Pipefitters, and Steamfitters	\$17.49	\$22.36	\$30.66	\$38.55	\$43.60
47-4011	Construction and Building Inspectors	\$15.49	\$18.46	\$28.40	\$33.95	\$37.87
47-2211	Sheet Metal Workers	\$18.04	\$22.17	\$30.71	\$38.40	\$39.80

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Construction Management

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Operations
- Detail Oriented

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- Project Management Professional Certification
- 10-Hour OSHA General Industry Card

In-Demand Education Level*

- High school or GED: 25.6%
- Associate degree: 5.5%
- Bachelor's degree: 16.7%
- Master's degree: 2.0%

**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

- GPAC
- Aerotek
- Tradesmen International
- CDM Smith
- Actalent
- Dish
- Asplundh Tree Experts
- Rieth-Riley Construction Co.
- Michael Page
- State of Michigan

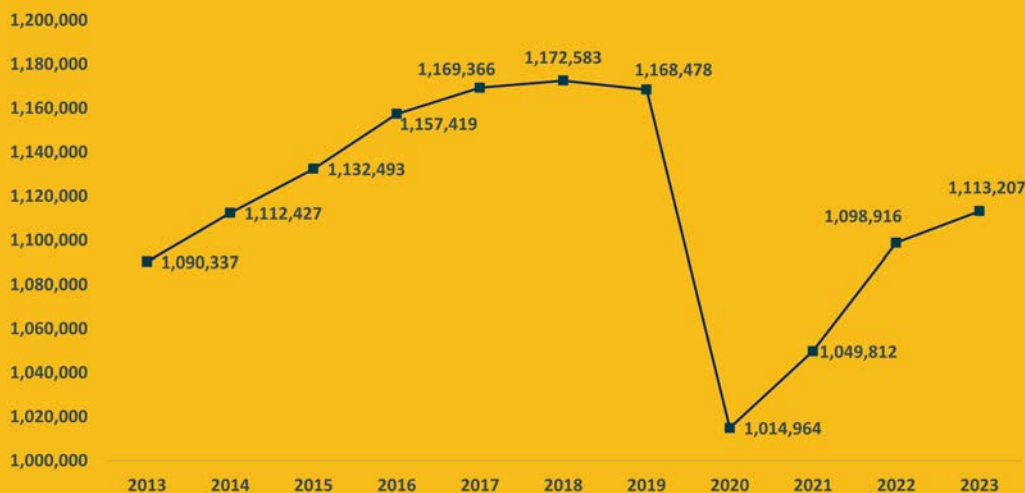
Job Postings by City

- Detroit: 2,544 Postings
- Grand Rapids: 2,244 Postings
- Lansing: 1,225 Postings
- Ann Arbor: 791 Postings
- Kalamazoo: 672 Postings
- Livonia: 541 Postings
- Warren: 490 Postings
- Novi: 420 Postings
- Sterling Heights: 401 Postings
- Troy: 398 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. As defined by WIN, this group encompasses 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

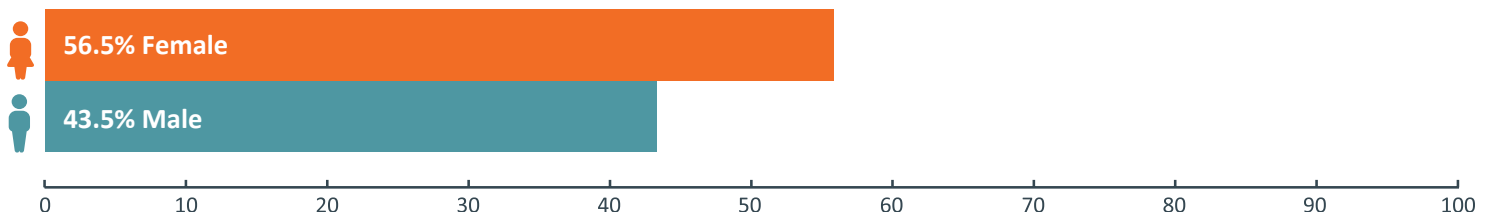


1,113,207
Customer
Service Workers
1.3% Increase
from 2022

Customer Service Worker Demographics

In 2023, there were 1,113,207 workers in the Customer Service occupation group. This group is primarily made up of females (56.5 percent) between the age of 25 and 54 (52.6 percent), with 43.5 percent of workers identifying as male and just 23.7 percent identifying as a racial minority. Also of note was that 26.7 percent of the workers in the occupation group were under the age of 25, compared to the 20.7 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

76.3% White | **12.4% Black or African-American** | **5.5% Hispanic or Latino**

Worker Age Demographics

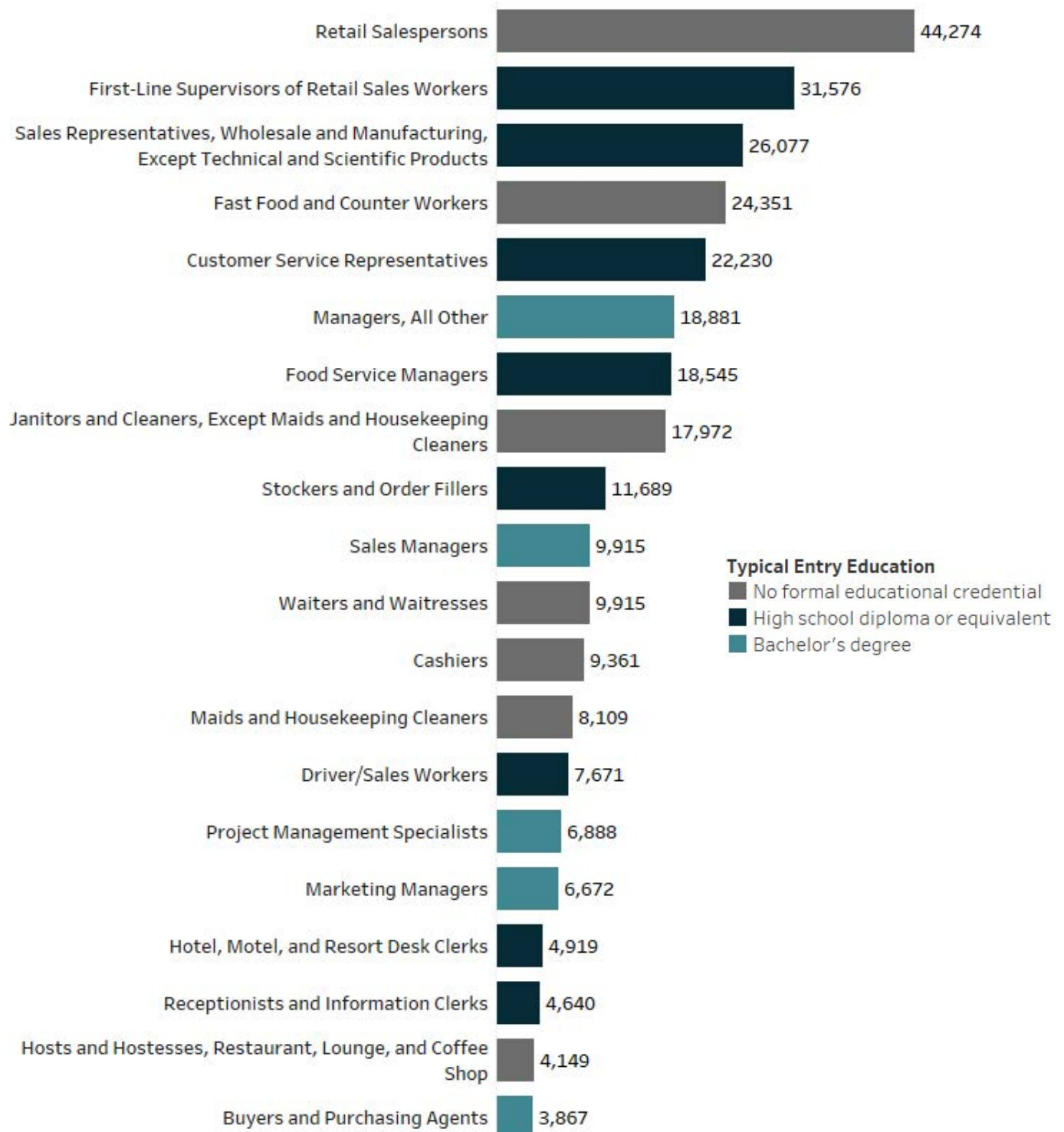


Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 347,450 job postings for Customer Service workers, with Retail Salespersons as the most sought-after occupation by Customer Service industry employers with 44,274 postings. First-Line Supervisors of Retail Sales Workers was in second position with 31,576 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (26,077 postings), Fast Food and Counter Workers (24,351 postings), and Customer Service Representatives (22,230 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. Additionally, wages in the Customer Service group do not necessarily scale with education or experience as seen in some other occupations. The Customer Service occupation group offers a 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 \$18.00 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.39 per hour or an annual salary of about \$29,931.

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	\$11.08	\$12.64	\$14.39	\$17.19	\$22.83
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.83	\$16.76	\$21.23	\$27.31	\$34.78
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.49	\$22.85	\$31.86	\$46.64	\$63.03
35-3023	Fast Food and Counter Workers	\$11.07	\$11.62	\$13.00	\$13.55	\$15.65
43-4051	Customer Service Representatives	\$13.30	\$14.78	\$18.00	\$22.18	\$28.57
11-9199	Managers, All Other	\$27.03	\$38.65	\$53.75	\$67.08	\$83.77
11-9051	Food Service Managers	\$19.47	\$24.11	\$29.68	\$34.94	\$40.70
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.85	\$13.51	\$14.81	\$17.29	\$19.86
53-7065	Stockers and Order Fillers	\$12.30	\$13.90	\$15.45	\$18.30	\$22.49
11-2022	Sales Managers	\$30.18	\$44.83	\$62.72	\$81.43	\$104.59

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Communication
- Management
- Leadership
- Operations

In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- Barber License

In-Demand Education Level*

- High school or GED: 32.0%
- Associate degree: 4.2%
- Bachelor's degree: 18.2%
- Master's degree: 3.3%

**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

- Dollar General
- Meijer
- Walmart
- Taco Bell
- Marriott International
- Domino's Pizza
- AutoZone
- SpartanNash
- Walgreens Boots Alliance
- Lowe's

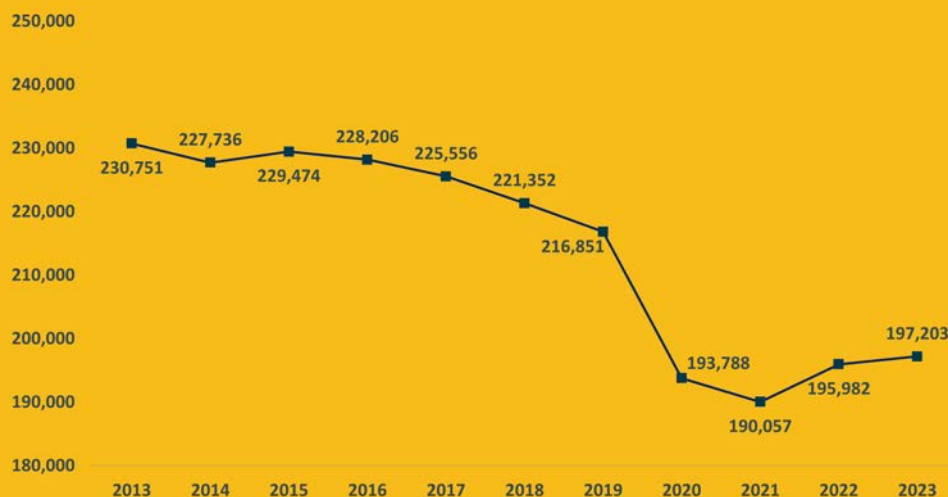
Job Postings by City

- Grand Rapids: 24,949 Postings
- Detroit: 24,563 Postings
- Lansing: 16,893 Postings
- Ann Arbor: 13,233 Postings
- Troy: 9,872 Postings
- Novi: 6,915 Postings
- Livonia: 6,422 Postings
- Kalamazoo: 5,733 Postings
- Southfield: 5,549 Postings
- Auburn Hills: 5,236 Postings

EDUCATION OCCUPATION GROUP

There are Education group jobs which can be found both in the private and public sectors. Teachers and other Education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the Education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time
2013-2023

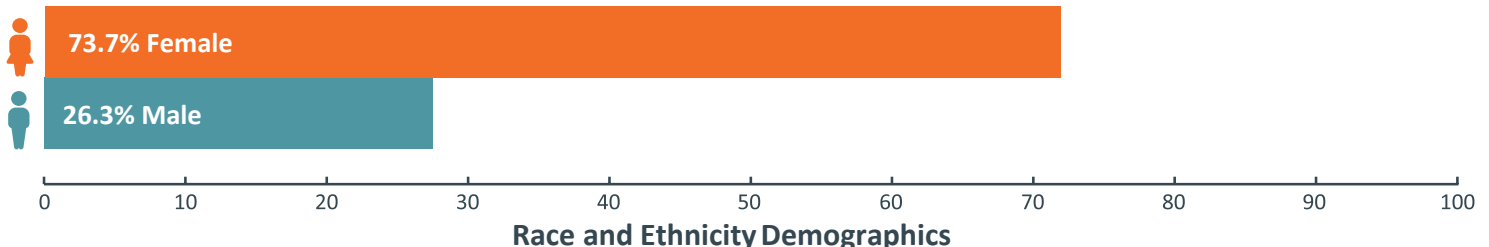


197,203
Education
Workers
0.6% Increase
from 2022

Education Worker Demographics

Employment in the Education occupation group has partially recovered from the COVID-era declines observed between 2020-2022. According to 2023 Lightcast data, the 197,203 workers in the Education represent an increase of 4,725 workers (2.5 percent). Just 8.2 percent of the related workforce is under 25. Male workers account for 26.3 percent of the current workforce and only 17.7 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

82.3% White | 8.1% Black or African-American | 3.8% Asian

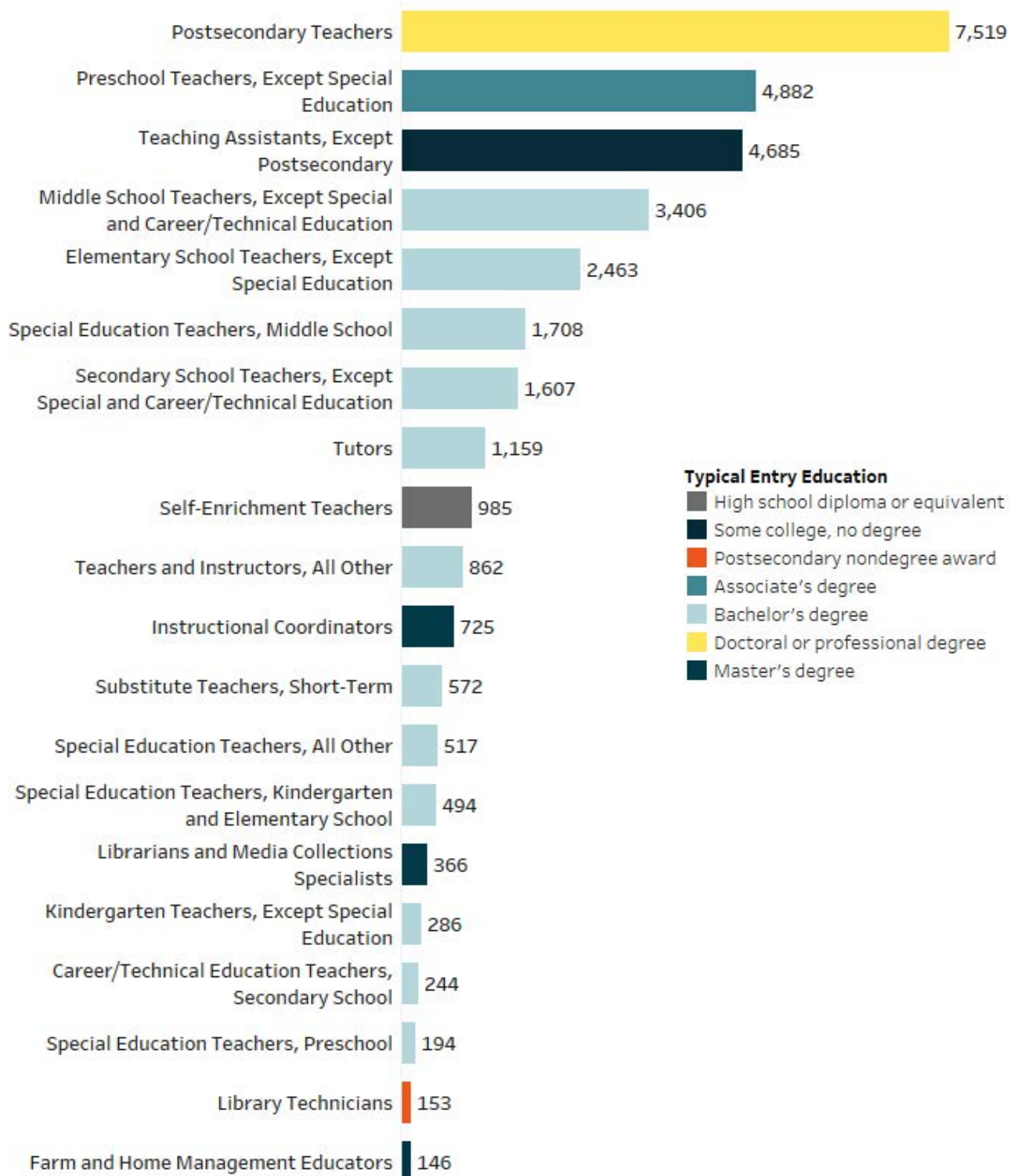
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 33,386 job postings for Education workers, with Postsecondary Teachers as the most sought-after occupation by Education industry employers with 7,519 postings. Preschool Teachers, Except Special Education was in the second position with 4,882 postings. Other top posted jobs include Teaching Assistants, Except Postsecondary (4,685 postings), Middle School Teachers, Except Special and Career/Technical Education (3,406 postings), and Elementary School Teachers, Except Special Education (2,463 postings).



EDUCATION OCCUPATION GROUP

Wage Overview

Wages in the Education field tend to scale with both education and experience. The Education occupation group offers a broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$22.65 per hour. Postsecondary Teachers, the top posted Education job, offers a median hourly wage of \$40.93 per hour or an annual salary of about \$85,134.

Wage Overview for Top Posted Education Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$21.82	\$30.28	\$40.93	\$54.45	\$73.05
25-2011	Preschool Teachers, Except Special Education	\$13.11	\$13.96	\$16.14	\$18.76	\$24.01
25-9045	Teaching Assistants, Except Postsecondary	\$11.13	\$13.07	\$14.10	\$16.51	\$18.25
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$18.80	\$23.17	\$30.00	\$37.39	\$46.21
25-2021	Elementary School Teachers, Except Special Education	\$21.54	\$23.57	\$30.02	\$37.50	\$41.13
25-2057	Special Education Teachers, Middle School	\$21.30	\$24.43	\$30.33	\$37.13	\$42.63
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$19.70	\$23.57	\$30.28	\$38.10	\$45.12
25-3041	Tutors	\$11.70	\$13.11	\$14.92	\$21.37	\$30.70
25-3021	Self-Enrichment Teachers	\$12.38	\$15.18	\$21.99	\$28.98	\$36.31
25-3099	Teachers and Instructors, All Other	\$14.22	\$18.57	\$22.65	\$28.91	\$37.53

In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Individualized Education Programs (IEP)

In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Writing
- Research

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Valid Driver's License
- Registered Nurse (RN)

In-Demand Education Level*

- High school or GED: 18.8%
- Associate degree: 13.1%
- Bachelor's degree: 33.1%
- Master's degree: 18.3%

**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

- University Of Michigan
- KinderCare Education
- Michigan Association Of School Boards
- National Heritage Academies
- Michigan State University
- Archdiocese Of Detroit
- Learning Care Group
- ATX Learning
- Kent Isd
- Chippewa Valley Schools

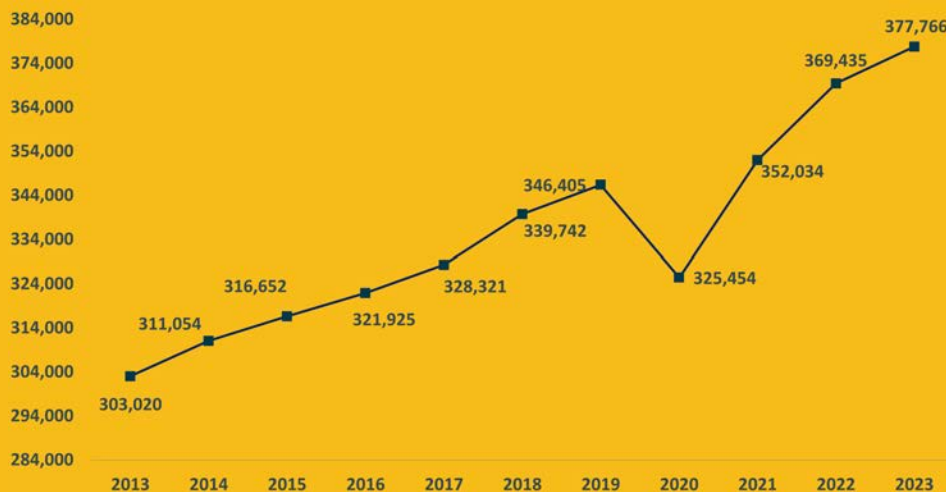
Job Postings by City

1. Detroit: 3,359 Postings
2. Grand Rapids: 3,037 Postings
3. Ann Arbor: 1,932 Postings
4. Lansing: 1,031 Postings
5. Flint: 904 Postings
6. East Lansing: 836 Postings
7. Macomb: 590 Postings
8. Kalamazoo: 576 Postings
9. Dearborn: 541 Postings
10. Troy: 537 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

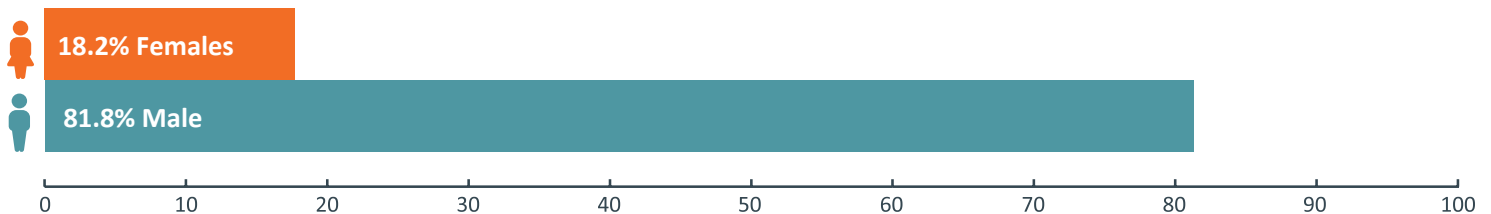


377,766
Education
Workers
2.2% Increase
from 2022

Energy Worker Demographics

In 2023, there were 377,766 workers in the Energy occupation group. This group is primarily made up of males (81.8 percent) between the age of 25 and 54 (69.9 percent), with 18.2 percent of workers identifying as female and just 18.1 percent identifying as a racial minority. Also of note was that 5.5 percent of the workers in the occupation group were under the age of 25, compared to the 24.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

81.9% White | 8.0% Black or African-American | 4.6% Asian

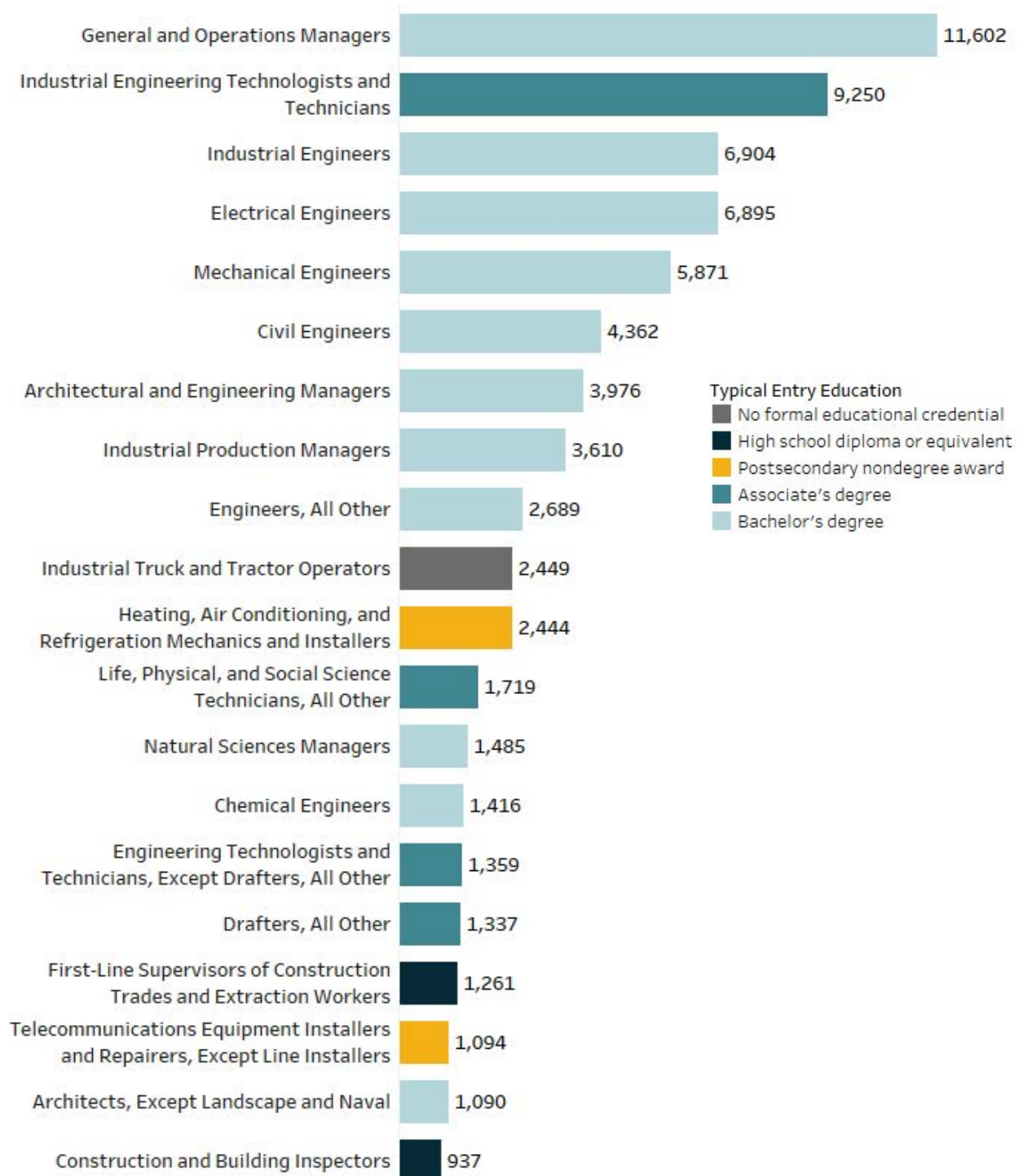
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 87,441 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers with 11,602 postings. Industrial Engineering Technologists and Technicians was in the second position with 9,250 postings. Other top posted jobs include Industrial Engineers (6,904 postings), Electrical Engineers (6,895 postings), and Mechanical Engineers (5,871 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. However, the Energy occupation group still 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 \$45.86 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$45.86 per hour or an annual salary of about \$95,389.

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
11-1021	General and Operations Managers	\$20.51	\$28.88	\$45.86	\$68.06	\$102.70
17-3026	Industrial Engineering Technologists and Technicians	\$19.54	\$23.08	\$29.13	\$37.19	\$40.43
17-2112	Industrial Engineers	\$30.24	\$37.10	\$43.37	\$49.52	\$61.02
17-2071	Electrical Engineers	\$32.25	\$38.71	\$47.85	\$57.11	\$63.92
17-2141	Mechanical Engineers	\$30.01	\$37.62	\$45.90	\$50.52	\$61.81
17-2051	Civil Engineers	\$27.84	\$30.63	\$37.85	\$46.75	\$59.03
11-9041	Architectural and Engineering Managers	\$48.61	\$60.19	\$65.86	\$80.26	\$99.22
11-3051	Industrial Production Managers	\$34.89	\$41.40	\$50.24	\$63.44	\$80.93
17-2199	Engineers, All Other	\$28.60	\$38.08	\$47.52	\$52.93	\$64.68
53-7051	Industrial Truck and Tractor Operators	\$15.56	\$17.38	\$19.51	\$23.18	\$28.86

In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- Auditing
- AutoCAD

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Security Clearance
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 20.7%
- Associate degree: 9.0%
- Bachelor's degree: 47.2%
- Master's degree: 11.9%

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

Top Posting Employers

- Actalent
- Aerotek
- GPAC
- General Motors
- Ford
- Black & Veatch
- University Of Michigan
- Dish
- State of Michigan
- Dollar Tree

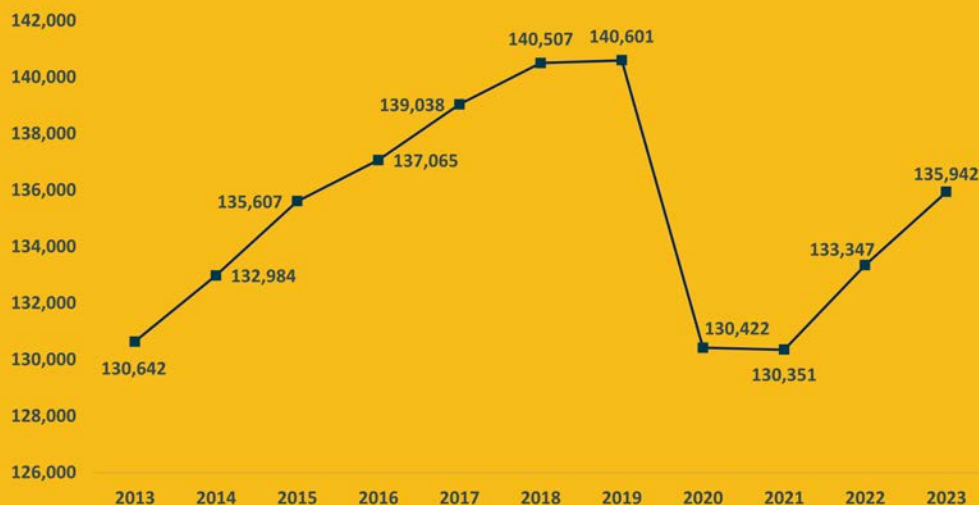
Job Postings by City

- Detroit: 8,797 Postings
- Grand Rapids: 6,413 Postings
- Lansing: 5,810 Postings
- Ann Arbor: 4,488 Postings
- Auburn Hills: 3,451 Postings
- Troy: 2,567 Postings
- Warren: 2,208 Postings
- Sterling Heights: 2,112 Postings
- Kalamazoo: 1,912 Postings
- Novi: 1,728 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

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

Employment Over Time
2013-2023

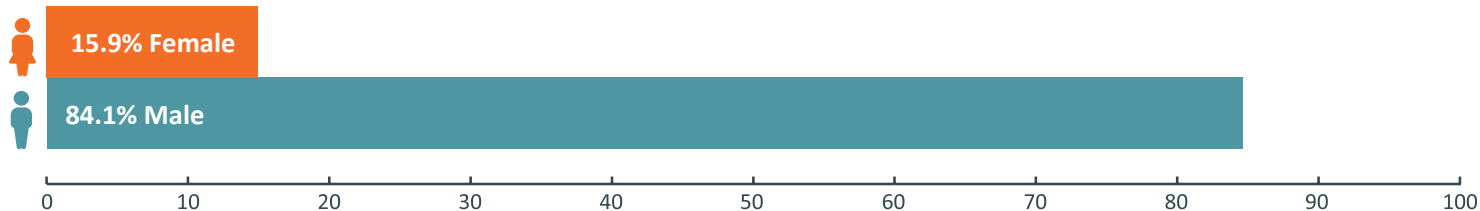


135,942
Engineers and
Designers
Workers
1.9% Increase
from 2022

Engineers and Designers Worker Demographics

According to 2023 Lightcast data, the 135,942 workers in the Engineering and Design group are not particularly diverse. Just 5.7 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.9 percent of the current workforce and only 20.8 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

79.2% White | **9.0% Asian** | **6.7% Black or African-American**

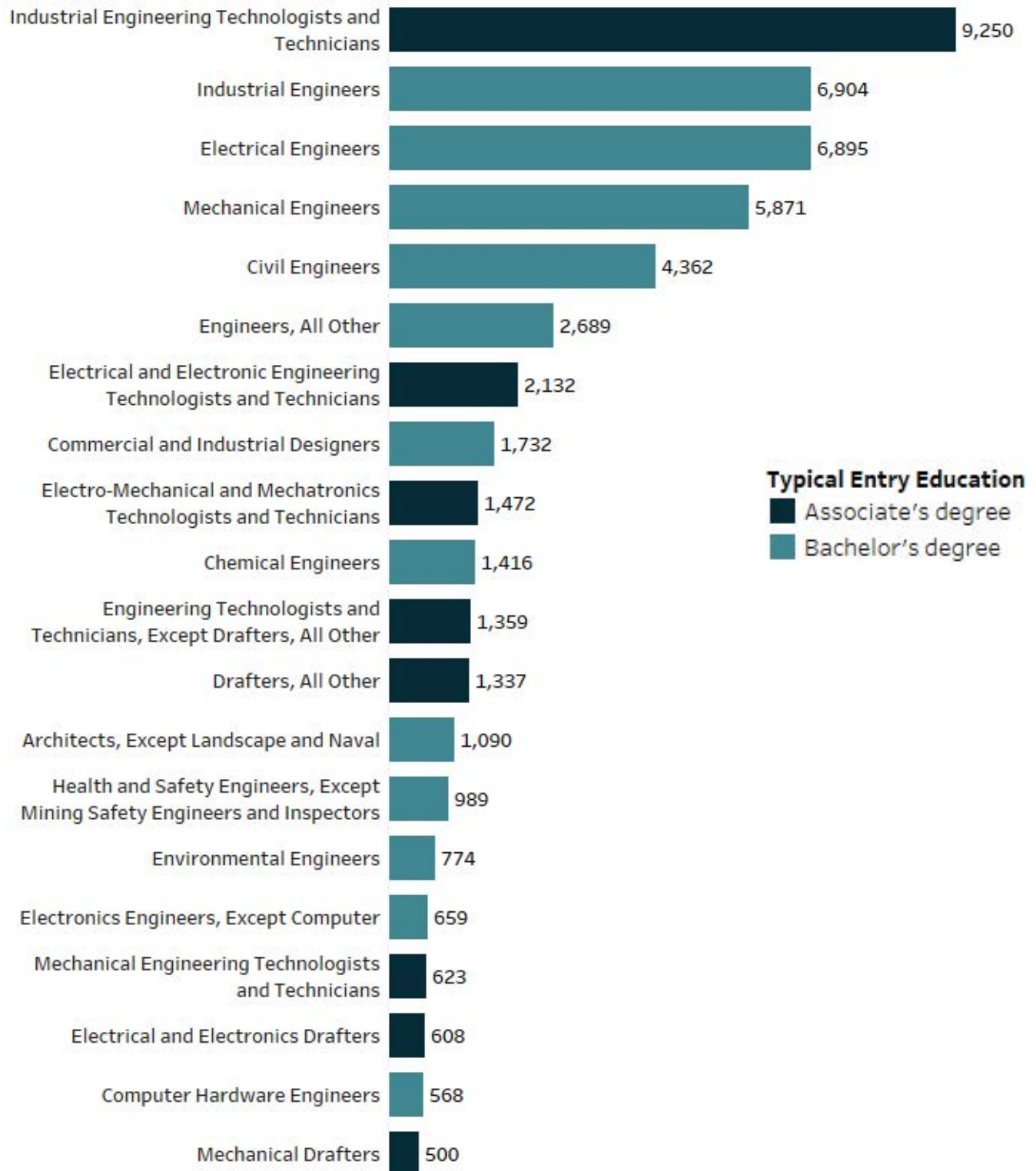
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 53,573 job postings for Engineering and Design workers, with Industrial Engineering Technologists and Technicians as the most sought-after occupation by Engineering and Design industry employers with 9,250 postings. Industrial Engineers was in the second position with 6,904 postings. Other top posted jobs include Electrical Engineers (6,895 postings), Mechanical Engineers (5,871 postings), and Civil Engineers (4,362 postings).



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design 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 \$39.03 per hour. Industrial Engineering Technologists and Technicians, the top posted Engineering and Design job, offers a median hourly wage of \$29.13 per hour or an annual salary of about \$60,590.

Wage Overview for Top Posted Engineers and Designers Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$19.54	\$23.08	\$29.13	\$37.19	\$40.43
17-2112	Industrial Engineers	\$30.24	\$37.10	\$43.37	\$49.52	\$61.02
17-2071	Electrical Engineers	\$32.25	\$38.71	\$47.85	\$57.11	\$63.92
17-2141	Mechanical Engineers	\$30.01	\$37.62	\$45.90	\$50.52	\$61.81
17-2051	Civil Engineers	\$27.84	\$30.63	\$37.85	\$46.75	\$59.03
17-2199	Engineers, All Other	\$28.60	\$38.08	\$47.52	\$52.93	\$64.68
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.05	\$24.25	\$30.72	\$37.75	\$45.85
27-1021	Commercial and Industrial Designers	\$24.00	\$31.18	\$39.03	\$49.43	\$52.73
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$19.37	\$23.25	\$26.24	\$35.54	\$38.09
17-2041	Chemical Engineers	\$32.52	\$40.82	\$49.84	\$64.32	\$78.48

In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- AutoCAD
- New Product Development

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Security Clearance
- Engineer in Training
- LEED Accredited Professional (AP)
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 15.6%
- Associate degree: 10.2%
- Bachelor's degree: 53.5%
- Master's degree: 13.1%

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

Top Posting Employers

- Actalent
- Aerotek
- Ford
- General Motors
- Black & Veatch
- GPAC
- CDM Smith
- American Axle & Manufacturing
- Magna
- Randstad

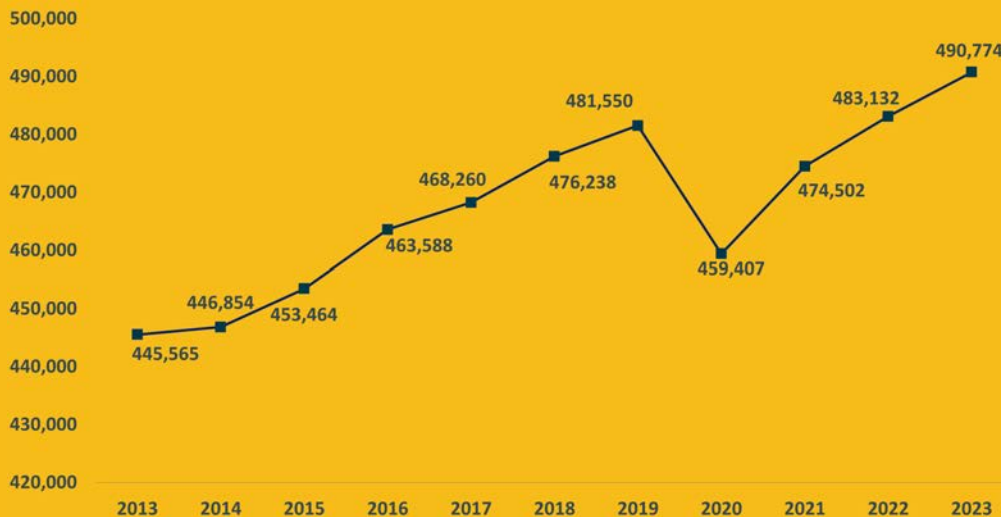
Job Postings by City

- Detroit: 4,817 Postings
- Grand Rapids: 3,471 Postings
- Auburn Hills: 3,260 Postings
- Lansing: 2,899 Postings
- Ann Arbor: 2,732 Postings
- Troy: 2,016 Postings
- Sterling Heights: 1,777 Postings
- Warren: 1,619 Postings
- Dearborn: 1,583 Postings
- Novi: 1,368 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

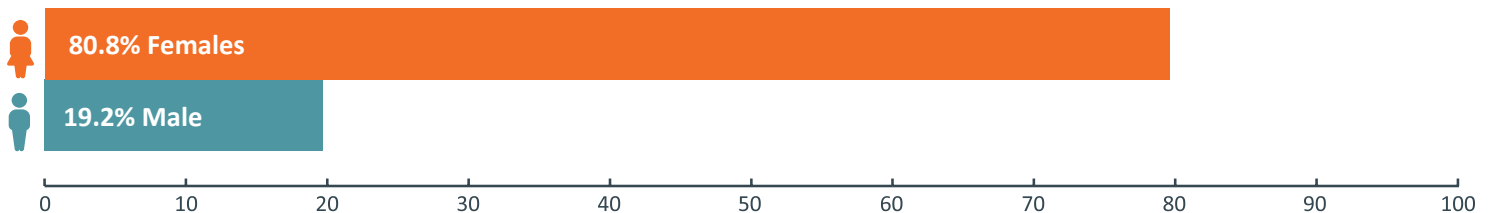


490,774
Health Care
Workers
1.5% Increase
from 2022

Health Care Worker Demographics

According to 2023 Lightcast data, Health Care occupation group employed 490,774 workers in the State of Michigan. Just 9.8 percent of the related workforce is under 25. Male workers account for 19.2 percent of the current workforce and only 27.4 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

72.6% White | 16.3% Black or African-American | 4.8% Asian

Worker Age Demographics

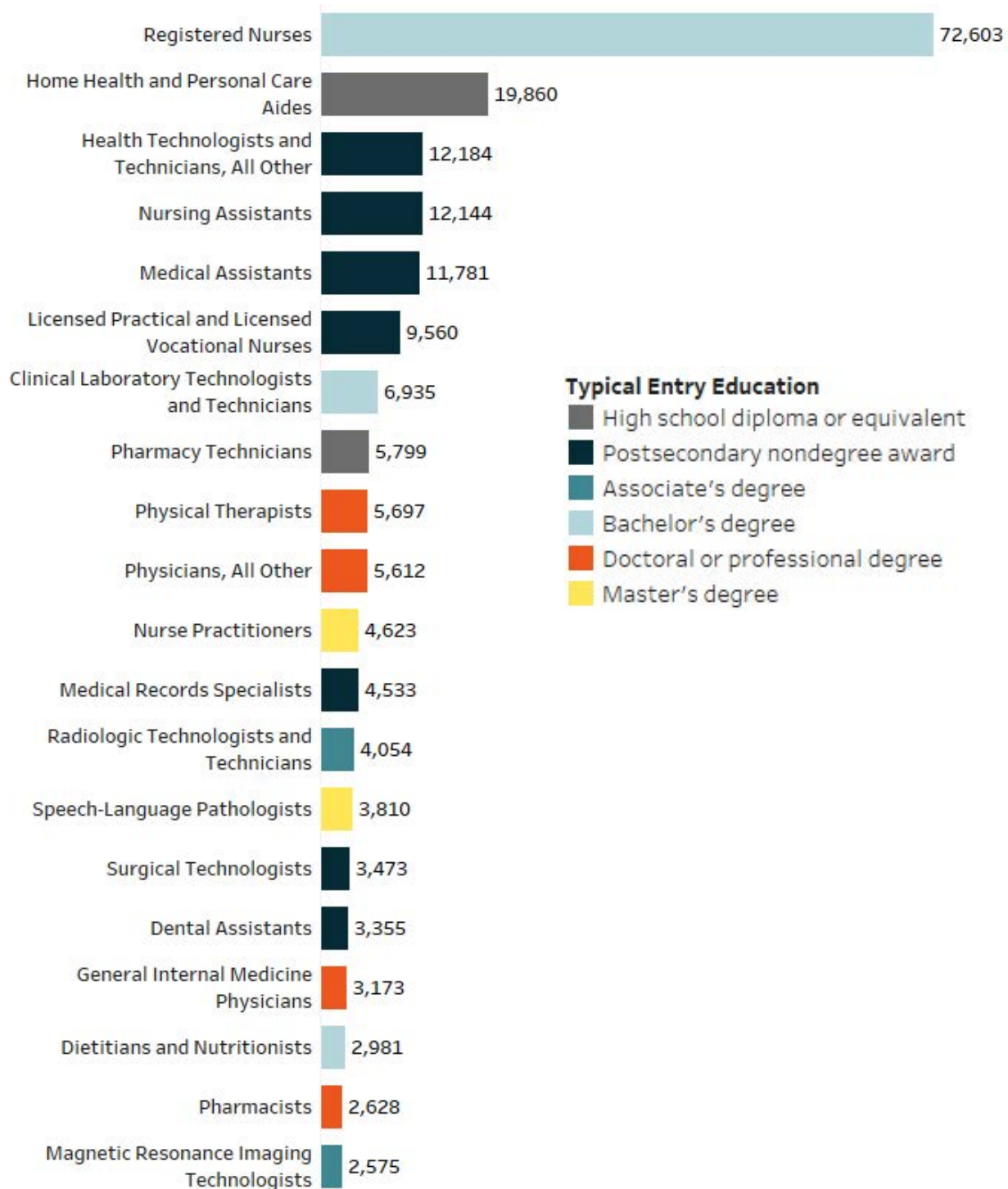


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

There were a total of 241,123 job postings for Health Care workers in 2023, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 72,603 postings. Home Health and Personal Care Aides was in the second position with 19,860 postings. Other top posted jobs include Health Technologists and Technicians, All Other (12,184 postings), Nursing Assistants (12,144 postings), and Medical Assistants (11,781 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 a Postsecondary nondegree award. At least half of the top jobs pay over \$19.37 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.07 per hour or an annual salary of about \$79,186.

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	\$30.90	\$32.47	\$38.07	\$42.72	\$48.52
31-1128	Home Health and Personal Care Aides	\$10.53	\$12.27	\$13.73	\$15.01	\$16.97
29-2099	Health Technologists and Technicians, All Other	\$16.32	\$17.29	\$19.37	\$26.80	\$33.05
31-1131	Nursing Assistants	\$14.57	\$15.79	\$17.37	\$18.19	\$19.55
31-9092	Medical Assistants	\$14.22	\$16.44	\$17.69	\$19.37	\$21.66
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.33	\$24.40	\$27.89	\$29.40	\$31.11
29-2018	Clinical Laboratory Technologists and Technicians	\$16.32	\$18.12	\$25.89	\$32.57	\$39.08
29-2052	Pharmacy Technicians	\$13.84	\$15.47	\$17.76	\$21.06	\$22.76
29-1123	Physical Therapists	\$29.70	\$38.42	\$45.00	\$48.94	\$51.29
29-1229	Physicians, All Other	\$29.27	\$31.83	\$100.62	\$115.00	\$161.61

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Home Health Care
- Nursing Process

In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Management
- Teaching

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 25.0%
- Associate degree: 20.4%
- Bachelor's degree: 19.3%
- Master's degree: 8.0%

**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

- Corewell Health
- ProMedica
- Beaumont Health
- Trinity Health
- Ascension
- McLaren Health Care
- Henry Ford Health System
- Henry Ford Health Corp
- CareInHomes
- University Of Michigan

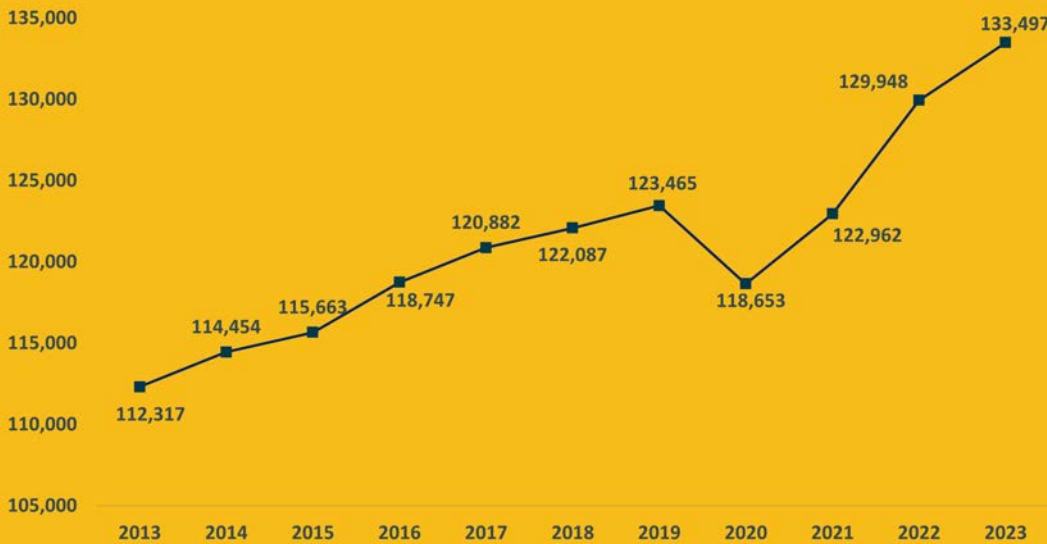
Job Postings by City

1. Detroit: 19,361 Postings
2. Grand Rapids: 18,633 Postings
3. Ann Arbor: 9,419 Postings
4. Lansing: 7,377 Postings
5. Kalamazoo: 6,122 Postings
6. Saginaw: 4,127 Postings
7. Dearborn: 4,094 Postings
8. Muskegon: 3,995 Postings
9. Flint: 3,971 Postings
10. Southfield: 3,949 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2013-2023

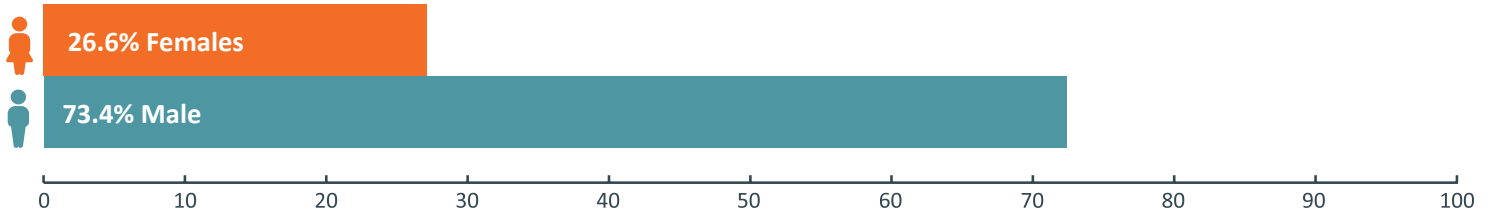


133,497
Information
Technology
Workers
2.7% Increase
from 2022

Information Technology Worker Demographics

According to 2023 Lightcast data, the State of Michigan has 133,497 workers. The workforce is not particularly diverse. Just 6.0 percent of the related workforce is under 25. Female workers account for 26.6 percent of the current workforce and only 28.6 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.

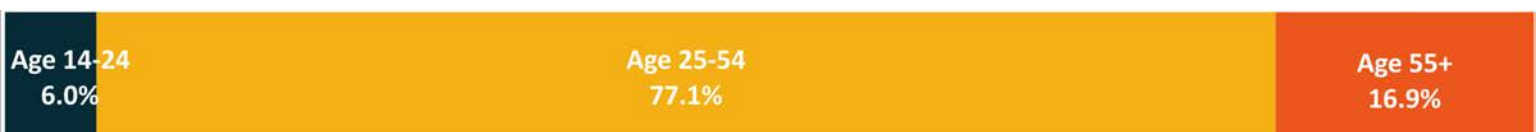
Worker Gender Demographics



Race and Ethnicity Demographics

71.4% White | **15.3% Asian** | **8.3% Black or African-American**

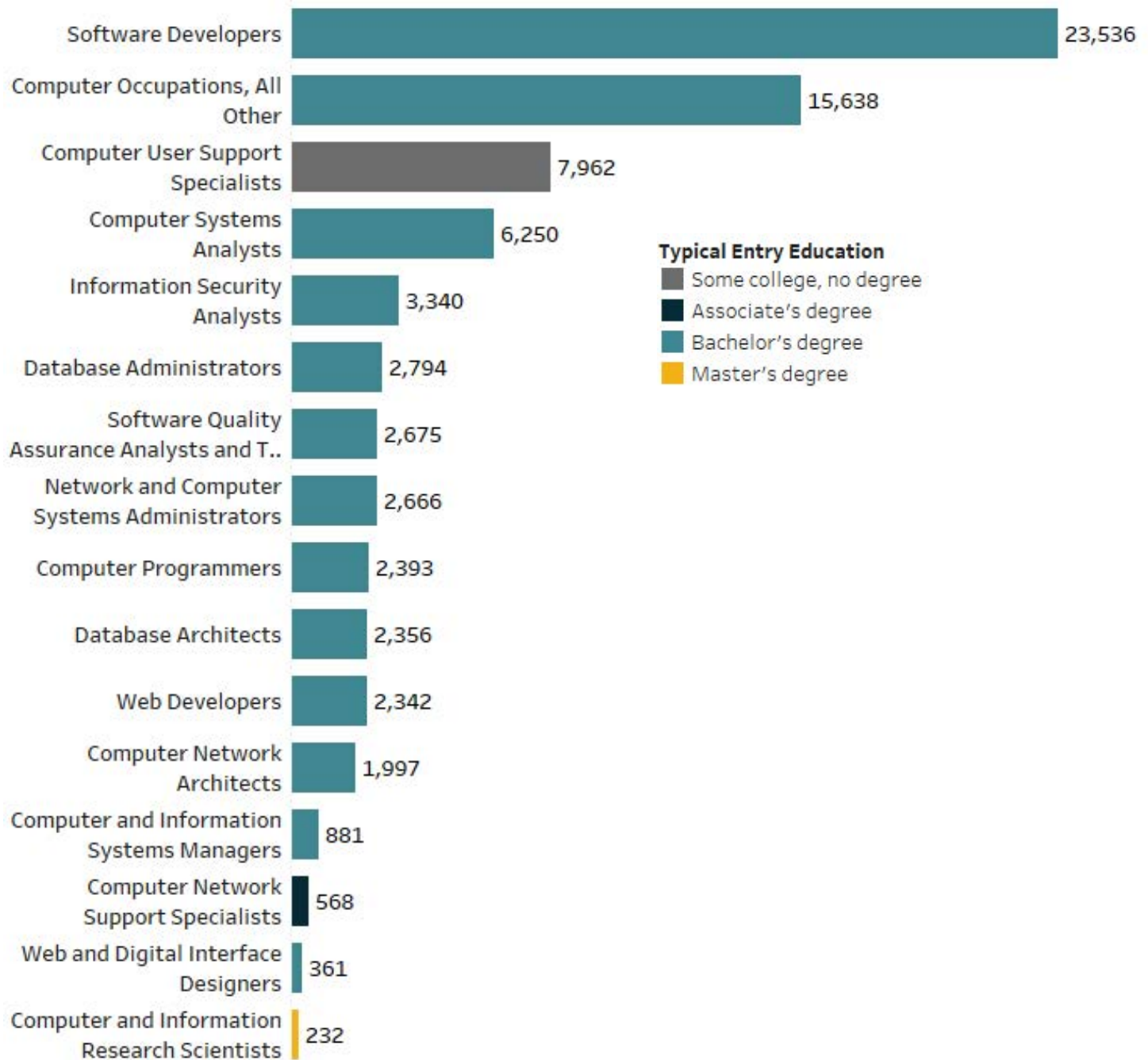
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 75,991 job postings for Information Technology workers, with Software Developers as the most sought-after occupation by Information Technology industry employers with 23,536 postings. Computer Occupations, All Other was in the second position with 15,638 postings. Other top posted jobs include Computer User Support Specialists (7,962 postings), Computer Systems Analysts (6,250 postings), and Information Security Analysts (3,340 postings). Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Wages in the Information Technology field tend to scale with both education and experience. The Information Technology 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 \$40.13 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of \$48.59 per hour or an annual salary of about \$101,067.

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	\$29.37	\$38.53	\$48.59	\$60.78	\$67.36
15-1299	Computer Occupations, All Other	\$23.08	\$30.46	\$40.91	\$54.44	\$65.24
15-1232	Computer User Support Specialists	\$16.13	\$19.61	\$24.75	\$31.71	\$39.49
15-1211	Computer Systems Analysts	\$31.68	\$39.75	\$50.03	\$60.39	\$65.24
15-1212	Information Security Analysts	\$26.46	\$37.37	\$47.41	\$62.02	\$74.97
15-1242	Database Administrators	\$26.37	\$30.60	\$40.37	\$50.88	\$58.84
15-1253	Software Quality Assurance Analysts and Testers	\$25.67	\$32.55	\$38.81	\$47.76	\$54.56
15-1244	Network and Computer Systems Administrators	\$28.91	\$32.95	\$40.13	\$49.79	\$61.41
15-1251	Computer Programmers	\$20.79	\$27.35	\$38.33	\$52.94	\$92.14
15-1243	Database Architects	\$33.49	\$33.49	\$37.46	\$50.64	\$63.29

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Security Clearance
- Project Management Professional Certification
- CompTIA A+
- Secret Clearance

In-Demand Education Level*

- High school or GED: 8.1%
- Associate degree: 6.5%
- Bachelor's degree: 58.2%
- Master's degree: 14.6%

**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

- Deloitte
- TEKsystems
- Ford
- Oracle
- Guidehouse
- University Of Michigan
- V2Soft
- Actalent
- Stefanini
- General Motors

Job Postings by City

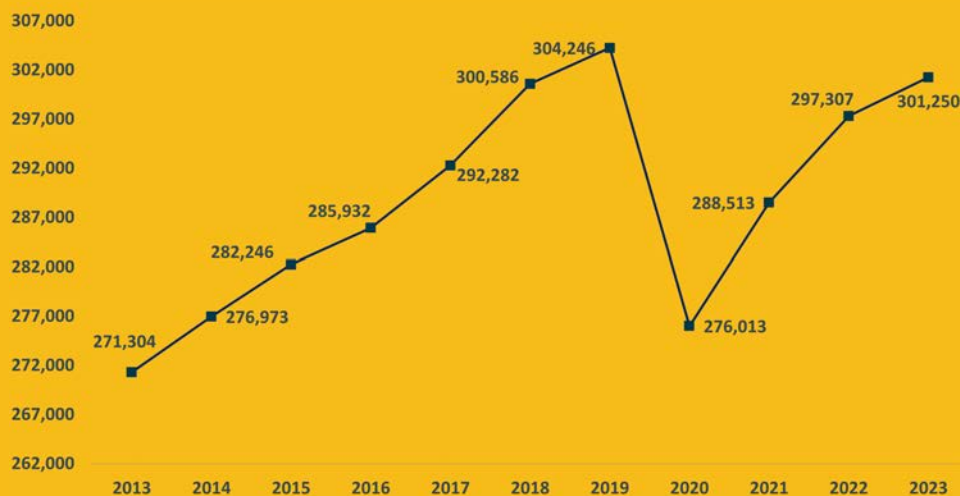
- Lansing: 13,556 Postings
- Detroit: 10,609 Postings
- Grand Rapids: 5,379 Postings
- Ann Arbor: 3,933 Postings
- Auburn Hills: 3,737 Postings
- Troy: 3,627 Postings
- Dearborn: 3,496 Postings
- Farmington: 2,280 Postings
- Sterling Heights: 1,947 Postings
- Southfield: 1,941 Postings

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.

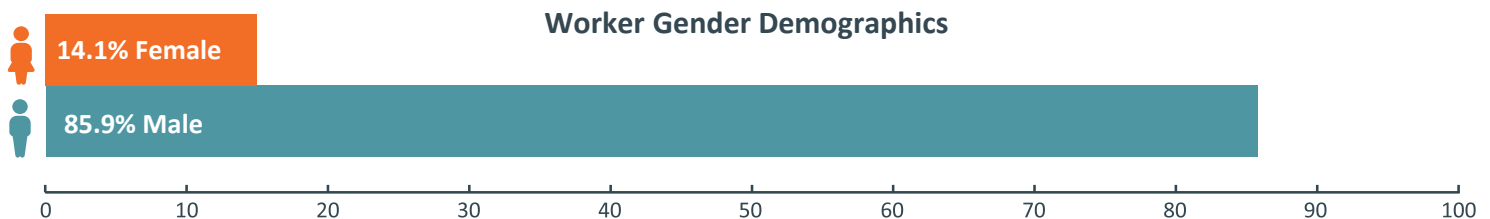
Employment Over Time
2013-2023



301,250
Skilled Trades Workers
1.3% Increase from 2022

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the 301,250 workers in the Skilled Trades group are not particularly diverse. Female workers account for 14.1 percent of the current workforce and only 19.7 percent identify as a race other than White. Just 6.7 percent of the related workforce is under 25. Because of the aging workforce, Skilled Trades employers may require additional recruiting and outreach efforts.



Race and Ethnicity Demographics

80.3% White | **10.0% Black or African-American** | **5.4% Hispanic or Latino**

Worker Age Demographics

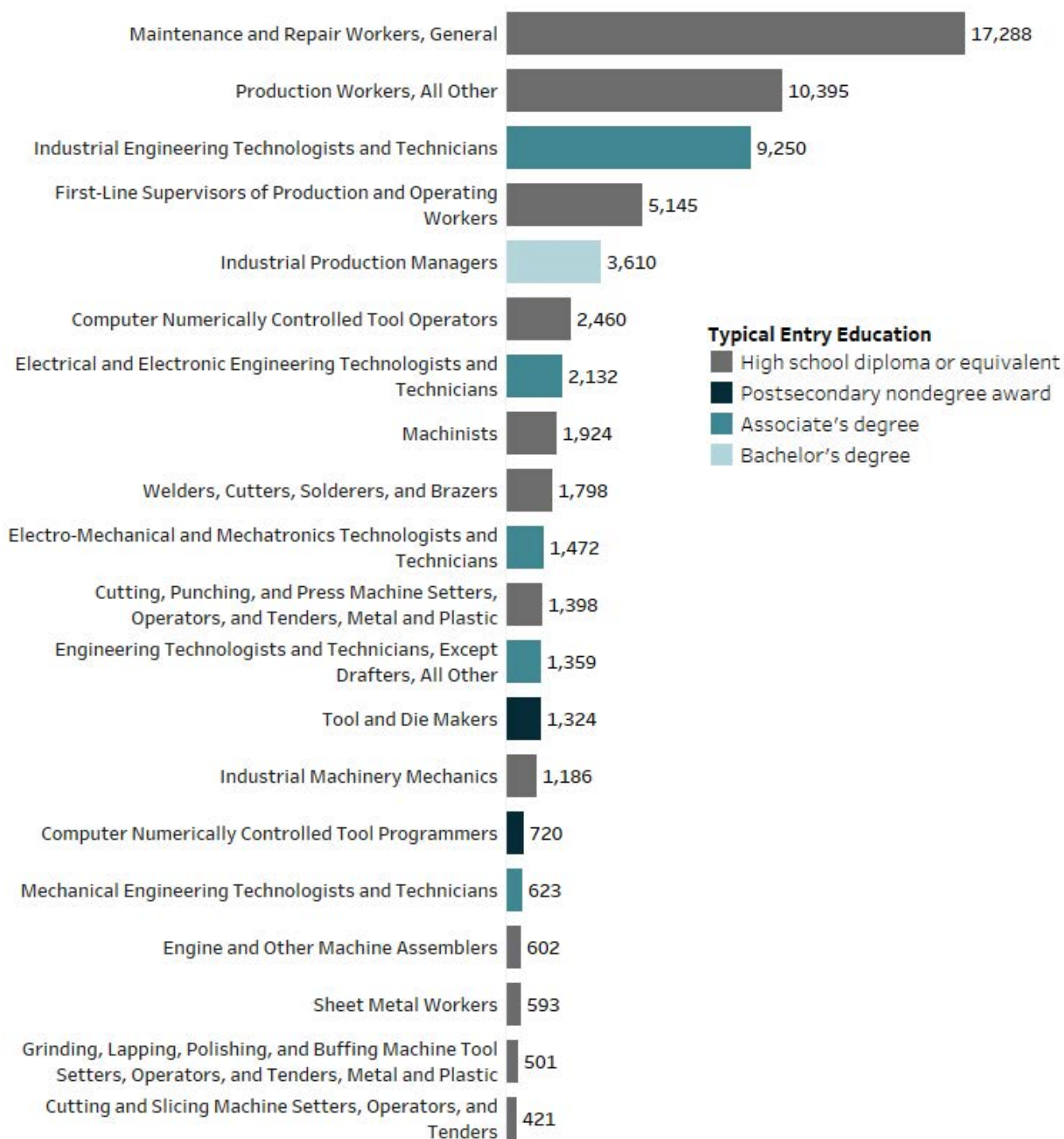


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 67,259 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 17,288 postings. Production Workers, All Other was in the second position with 10,395 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (9,250 postings), First-Line Supervisors of Production and Operating Workers (5,145 postings), and Industrial Production Managers (3,610 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

The Skilled Trades occupation group offers a variety of entry requirements, though many jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$22.15 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$19.37 per hour or an annual salary of about \$40,290.

Wage Overview for Top Posted Skilled Trades Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$13.64	\$15.82	\$19.37	\$24.14	\$29.74
51-9199	Production Workers, All Other	\$13.87	\$14.67	\$15.90	\$17.53	\$22.18
17-3026	Industrial Engineering Technologists and Technicians	\$19.54	\$23.08	\$29.13	\$37.19	\$40.43
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.12	\$23.95	\$30.23	\$37.85	\$48.66
11-3051	Industrial Production Managers	\$34.89	\$41.40	\$50.24	\$63.44	\$80.93
51-9161	Computer Numerically Controlled Tool Operators	\$15.22	\$17.19	\$21.17	\$24.59	\$28.94
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.05	\$24.25	\$30.72	\$37.75	\$45.85
51-4041	Machinists	\$15.47	\$17.55	\$22.15	\$27.85	\$31.80
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.06	\$17.69	\$20.31	\$24.07	\$30.07
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$19.37	\$23.25	\$26.24	\$35.54	\$38.09

In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machine Operation
- Machining

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Forklift Certification
- Automotive Service Excellence (ASE) Certification
- HVAC Certification
- EPA 608 Technician Certification

In-Demand Education Level*

- High school or GED: 41.6%
- Associate degree: 8.7%
- Bachelor's degree: 10.6%
- 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
- ManpowerGroup
- Kelly Services
- GPAC
- Elwood Staffing
- Randstad
- McDonald's
- Actalent
- Centene

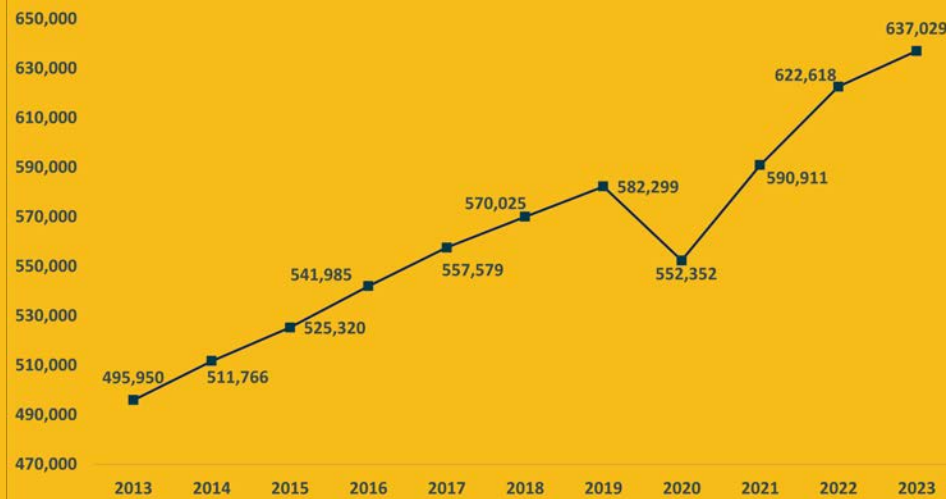
Job Postings by City

1. Grand Rapids: 5,834 Postings
2. Detroit: 4,141 Postings
3. Lansing: 2,339 Postings
4. Holland: 1,796 Postings
5. Warren: 1,729 Postings
6. Sterling Heights: 1,578 Postings
7. Auburn Hills: 1,573 Postings
8. Kalamazoo: 1,495 Postings
9. Ann Arbor: 1,427 Postings
10. Troy: 1,350 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers help 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

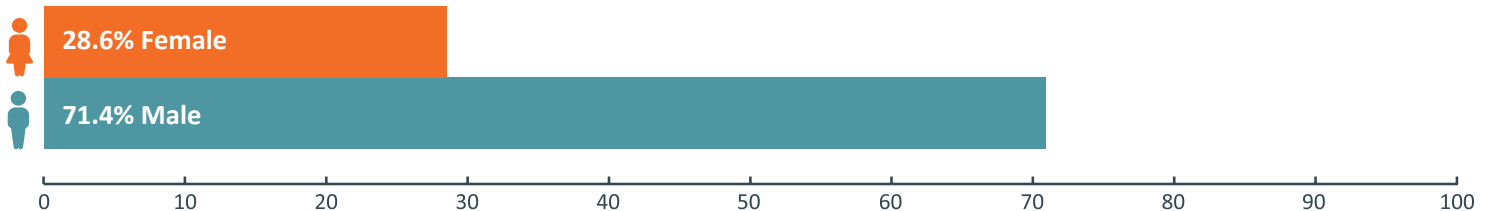


637,029 TDL Workers
2.3% Increase from 2022

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 637,029 individuals in 2023. This group is primarily made up of males (71.4 percent) between the age of 25 and 54 (62.1 percent), with 28.6 percent of workers identifying as female and just 26.6 percent identifying as a racial minority. Also of note was that 13.3 percent of the workers in the occupation group were under the age of 25, compared to the 24.6 percent 55 years of age or older.

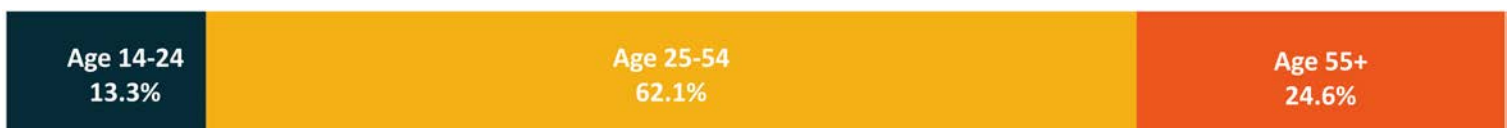
Worker Gender Demographics



Race and Ethnicity Demographics

73.4% White | 15.8% Black or African-American | 5.8% Hispanic or Latino

Worker Age Demographics

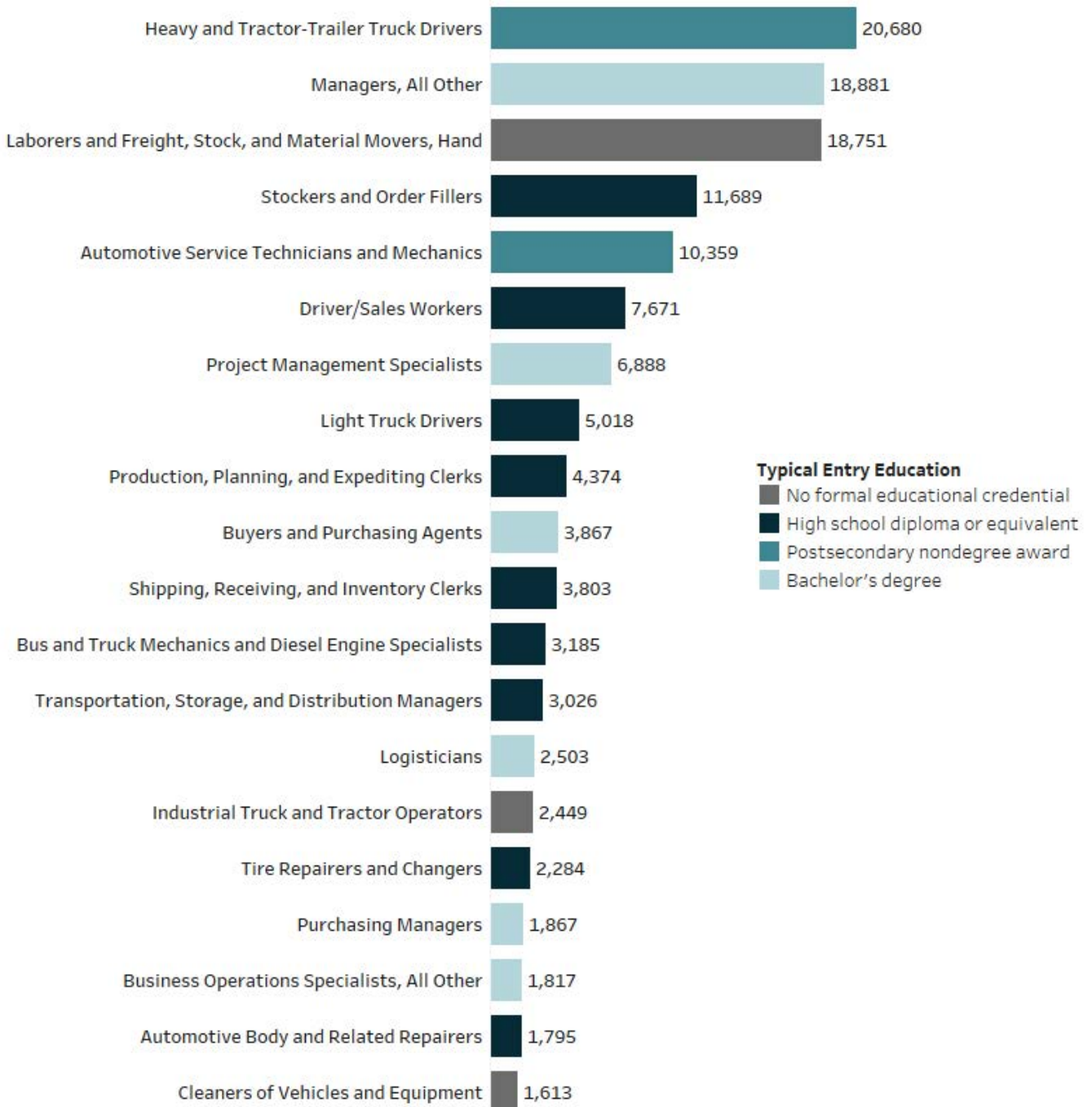


Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 154,739 job postings for TDL workers, with Heavy and Tractor-Trailer Truck Drivers as the most sought-after occupation by TDL industry employers with 20,680 postings. Managers, All Other was in the second position with 18,881 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (18,751 postings), Stockers and Order Fillers (11,689 postings), and Automotive Service Technicians and Mechanics (10,359 postings).



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 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 \$23.03 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$24.00 per hour or an annual salary of about \$49,920.

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	\$17.57	\$21.48	\$24.00	\$28.52	\$32.57
11-9199	Managers, All Other	\$27.03	\$38.65	\$53.75	\$67.08	\$83.77
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$12.74	\$14.83	\$17.05	\$21.20	\$24.70
53-7065	Stockers and Order Fillers	\$12.30	\$13.90	\$15.45	\$18.30	\$22.49
49-3023	Automotive Service Technicians and Mechanics	\$14.61	\$17.56	\$23.03	\$29.40	\$35.72
53-3031	Driver/Sales Workers	\$10.94	\$11.81	\$16.50	\$21.86	\$28.35
13-1082	Project Management Specialists	\$25.25	\$32.84	\$43.91	\$56.78	\$64.86
53-3033	Light Truck Drivers	\$12.94	\$16.00	\$18.25	\$24.11	\$38.23
43-5061	Production, Planning, and Expediting Clerks	\$17.23	\$18.83	\$23.64	\$30.63	\$37.44
13-1028	Buyers and Purchasing Agents	\$20.25	\$25.23	\$32.34	\$40.20	\$49.74

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 28.3%
- Associate degree: 4.4%
- Bachelor's degree: 19.2%
- Master's degree: 4.5%

**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

- Meijer
- Walmart
- Amazon
- Roehl Transport
- Discount Tire
- Aerotek
- United States Postal Service
- Kroger
- The Home Depot
- Belle Tire

Job Postings by City

1. Detroit: 12,270 Postings
2. Grand Rapids: 11,881 Postings
3. Lansing: 8,396 Postings
4. Ann Arbor: 4,781 Postings
5. Troy: 3,611 Postings
6. Warren: 3,470 Postings
7. Livonia: 3,342 Postings
8. Kalamazoo: 3,047 Postings
9. Sterling Heights: 2,811 Postings
10. Auburn Hills: 2,804 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

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