WIN
WORKFORCE INTELLIGENCE NETWORK

Research. Engagement. Solutions.

LABOR MARKET REPORT
WIN REGION

Q1 2023
January - March

WIN WORKFORCE INTELLIGENCE NETWORK

About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to the Detroit labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the first quarter 2023 labor market information from the WIN Region 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. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.

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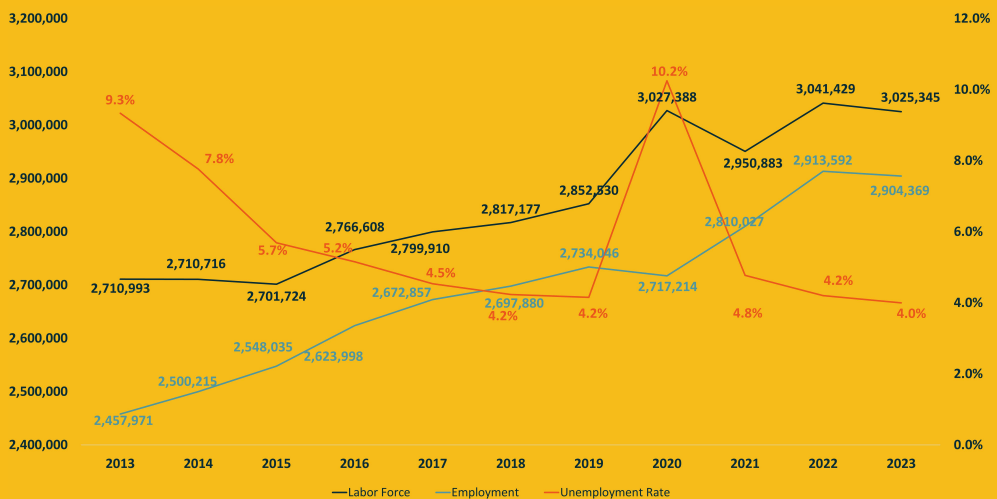
ANNUAL STATE OF THE LABOR MARKET

WIN Region

During the first quarter of 2023, the labor force and employment figures both declined slightly, while unemployment increased moderately from Q4 2022 in Southeast Michigan. The number of unemployed workers increased by 16.3 percent, with the size of the labor force also decreasing by 0.3 percent and the number of employed individuals decreasing by 0.9 percent. These trends demonstrate decreased hiring rates and suggest possible layoffs as COVID-19 recovery tapers off and more systemic economic uncertainty increases.

Overall employer demand for the occupation groups analyzed by WIN has decreased during Q1 2023. Posting decreases in the double digits were common, with only Healthcare, Agriculture, and Engineering and Design experiencing more modest decreases.

Annual Labor Market Information

The labor force in southeast Michigan declined in Q1 2023, losing 16,084 individuals from 2022, or 0.5 percent. Employment tracked proportionately to the labor force, reporting a decrease of 0.3 percent, or 9,223 fewer workers in the first quarter of 2023. The unemployment rate declined slightly during the same period for a rate of 4.0 percent.

Annual Labor Force, Employment, Unemployment Rate
2013–2023

Labor Force values: 2,710,993 (2013), 2,710,716 (2014), 2,701,724 (2015), 2,766,608 (2016), 2,799,910 (2017), 2,817,177 (2018), 2,852,530 (2019), 3,027,388 (2020), 2,950,883 (2021), 3,041,429 (2022), 3,025,345 (2023)

Employment values: 2,457,971 (2013), 2,500,215 (2014), 2,548,035 (2015), 2,623,998 (2016), 2,672,857 (2017), 2,697,880 (2018), 2,734,046 (2019), 2,717,214 (2020), 2,810,027 (2021), 2,913,592 (2022), 2,904,369 (2023)

Unemployment Rate values: 9.3%, 7.8%, 5.7%, 5.2%, 4.5%, 4.2%, 4.2%, 10.2%, 4.8%, 4.2%, 4.0%

Legend: Labor Force — Employment — Unemployment Rate

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2023, including posting information from January, February and March, showed a decrease in demand levels in Southeast Michigan, down by 25,942 postings or 11.6 percent since Q4 2022. Over the past year, postings have decreased by 53,627 compared with Q1 2022, down 21.4 percent.

Average Quarterly Posting Analysis WIN Region
Q4 2021 - Q1 2023

Quarter	Postings
Q4 2021	252,727
Q1 2021	250,505
Q2 2022	261,583
Q3 2022	243,664
Q4 2022	222,820
Q1 2023	196,878

Data: Lightcast | Analysis: Workforce Intelligence Network
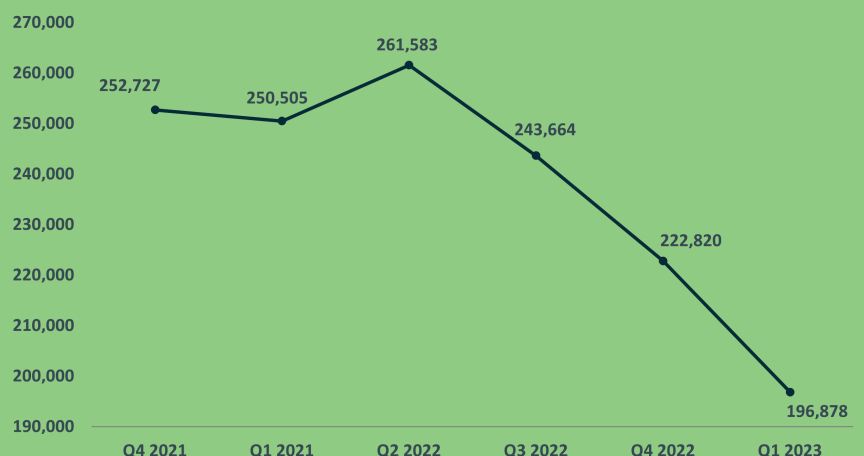
QUARTERLY WORKFORCE INDICATORS
Key Findings

11.6%

Decrease in employer demand, a loss of 25,942 job postings from Q4 2022

Bachelor's Degree

Most in-demand minimum education level during Q1 2023.

In Q1 2023, employment totaled

2,904,369

a decrease of 26,621 workers since Q4 2022

During Q1 2023, there were 328,796 unique job postings, 44,926 (12.0 percent) less than the 373,722 postings made during Q4 2022 in the 19-county WIN region. All occupation groups this quarter saw a decrease in postings, indicative of slowing demand in the region. The Customer Service Occupation group had the greatest demand with 83,943 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Software Developers, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 328,796 unique postings in the WIN Region during Q1 2023, nearly 83,700 (25.5 percent) required a high school diploma or equivalent, while 96,342 postings (29.3 percent) required a Bachelor's degree. An additional 38,324 postings (11.7 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q1 2023

Occupation Group	Postings
Customer Service	83,943
Health Care	60,034
Business and Finance	47,355
Transportation, Distribution,…	37,648
Information Technology	24,005
Energy	23,915
Skilled Trades	15,515
Engineers and Designers	15,481
Education	7,365
Agriculture	7,990
Construction	4,627

In-Demand Education Levels
Q1 2023

Education Level	Percent
No Education Listed	42%
High school or GED	25%
Associate's degree	9%
Bachelor's degree	29%
Master's degree	9%
Ph.D. or professional degree	3%

The latest quarterly labor market data from southeast Michigan highlighted a mild contraction in both the labor force and employment. During Q1 2023, labor force figures were 0.3 percent lower (9,702 individuals) and employment is 0.9 percent lower (26,621 individuals) than in Q4 2022. The unemployment rate increased to 4.0 percent in Q1 2023, a 0.6 percentage point increase from Q4 2022. Concurrently, the labor force decreased by 0.8 percent from Q1 2022 while employment figures showed annual growth of 0.2 percent during the same time period. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022	Change from 1st Quarter 2022	Percent Change from 1st Quarter 2022
Labor Force	3,050,856	3,031,567	3,048,245	3,035,047	3,025,345	-9,702	-0.3%	-25,511	-0.8%
Employment	2,898,752	2,892,325	2,932,299	2,930,990	2,904,369	-26,621	-0.9%	5,617	0.2%
Unemployment	152,105	139,241	115,946	104,057	120,976	16,919	16.3%	-31,128	-20.5%
Unemployment Rate	5.0%	4.6%	3.8%	3.4%	4.0%	0.6%	na	-1.0%	na

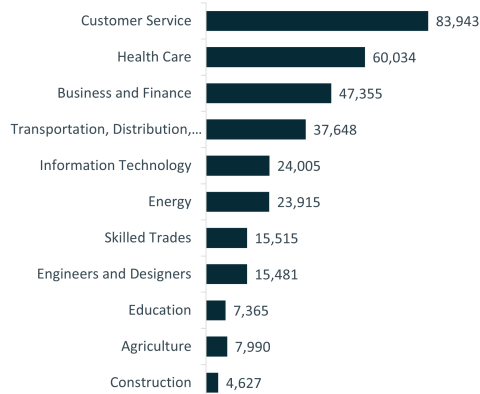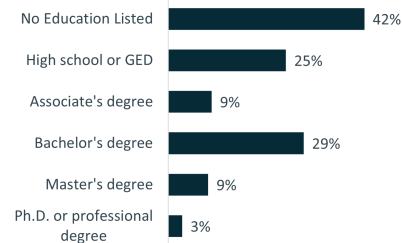*Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics Data: Lightcast | Analysis: Workforce Intelligence Network*

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the first quarter of 2023, the labor force in Southeast Michigan experienced decline. This may signal that COVID-19 economic recovery has peaked. The labor force is down by 16,084 individuals (0.5 percent) since 2022, while employment in the 19-county area decreased by 9,223 workers (0.3 percent). Despite these losses, unemployment demonstrated a net decrease of 6,861 individuals. The unemployment rate also decreased year-over-year, for a Q1 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 Annual	2021 Annual	2022 Annual	2023 YTD	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	2,710,993	2,710,716	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,025,345	-16,084	-0.5%
Employment	2,457,971	2,500,215	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,904,369	-9,223	-0.3%
Unemployment	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	120,976	-6,861	-5.4%
Unemployment Rate	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	4.0%	-0.2%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 3,154,713 people in the labor force, either working or looking for work in the 19-county WIN Region. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 31.9 percent for males and 26.3 percent for females. Overall, males in the county have a higher unemployment rate than females, with 6.8 percent and 6.3 percent respectively, for 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 13.2 percent. Native Hawaiian/Pacific Islander job seekers also have a more difficult time finding employment and have an unemployment rate of 8.7 percent. Asian job seekers have the lowest unemployment rate of 4.1 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,154,713	2,947,521	207,192	6.6%
Sex				
Male 16+	1,652,218	1,539,868	112,350	6.8%
16-19	67,816	54,478	13,338	19.7%
20-24	161,371	141,636	19,735	12.2%
25-54	1,038,291	977,277	61,014	5.9%
55-64	291,821	277,959	13,862	4.8%
65 Plus	92,919	88,518	4,401	4.7%
Female 16+	1,502,495	1,407,653	94,842	6.3%
16-19	72,131	60,912	11,219	15.6%
20-24	159,803	142,604	17,199	10.8%
25-54	930,175	878,280	51,895	5.6%
55-64	261,873	250,962	10,911	4.2%
65 Plus	78,513	74,895	3,618	4.6%
Race				
White	2,320,089	2,200,237	119,852	5.2%
Black / African American	530,206	460,196	70,010	13.2%
Native American	7,881	7,297	585	7.4%
Asian	142,133	136,339	5,793	4.1%
Native Hawaiian / Pacific Islander	761	695	66	8.7%
Some Other Race	37,336	33,778	3,557	9.5%
Two or More Races	118,824	107,948	10,876	9.2%
Ethnicity				
Hispanic	144,934	133,015	11,919	9.0%

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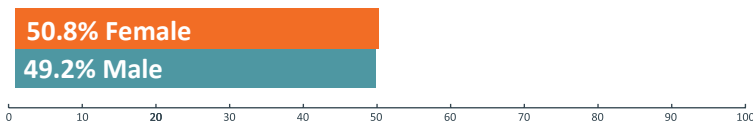
POPULATION DEMOGRAPHICS

2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, there were 6,288,901 people were living in the 19-county WIN Region. The sex of the populace was split almost evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as white (68.3 percent) with the second largest number of individuals identifying as Black or African American (17.3 percent). The region is facing an aging populace; with 26.3 percent of the population over the age of 54, compared to 34.6 percent under the age of 25.
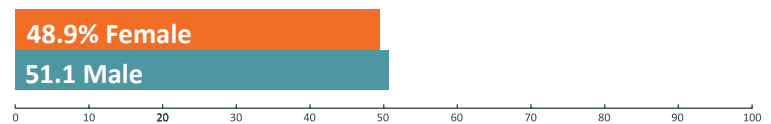
2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2023, there were a total of 2,708,353 individuals working in Southeast Michigan. A slight majority were male (51.1 percent or 1,368,871 workers), while 48.9 percent (1,311,469 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.3 percent of the workforce, while African American or black workers accounted for 15.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.8 percent. Only 13.6 percent of workers were under the age of 25 compared to 23.3 percent over the age of 55, indicating an aging workforce in Southeast Michigan.

Population Gender Demographics

50.8% Female
49.2% Male

0 10 20 30 40 50 60 70 80 90 100

Workforce Gender Demographics

48.9% Female
51.1 Male

0 10 20 30 40 50 60 70 80 90 100

Population Race Demographics

- White, 68.3%
- Black or African American, 17.3%
- Hispanic or Latino, 4.6%
- Asian, 4.0%
- Two or More Races, 4.2%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.03%
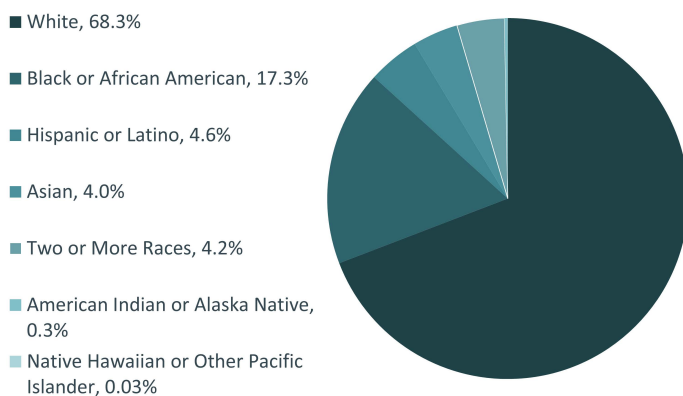
Workforce Race and Ethnicity Demographics

- White, 73.3%
- Black or African American, 15.2%
- Hispanic or Latino, 4.8%
- Asian, 4.4%
- Two or More Races, 2.0%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.04%
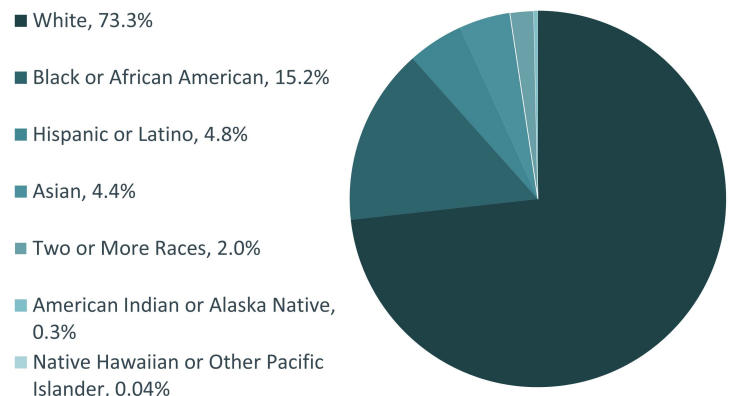
Population Age Demographics

Age 14 and Under 20.9%	Age 15-24 13.7%	Age 25-54 39.1%	Age 55+ 26.3%

Workforce Age Demographics
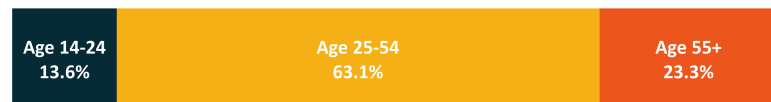
Age 14-24 13.6%	Age 25-54 63.1%	Age 55+ 23.3%

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

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 2,373,409 residents. There were 2,195,582 (92.5 percent) residents living and working within the 19-county region, while the remaining 178,827 residents (7.5 percent) traveled outside of the region for work. There were 2,386,183 workers employed in the region during 2020. Of those, 190,601 workers (8.0 percent) lived outside of the region's borders and commuted in. From this information, we can see that the Southeast Michigan area is a net importer of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Michigan Residents Work

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network
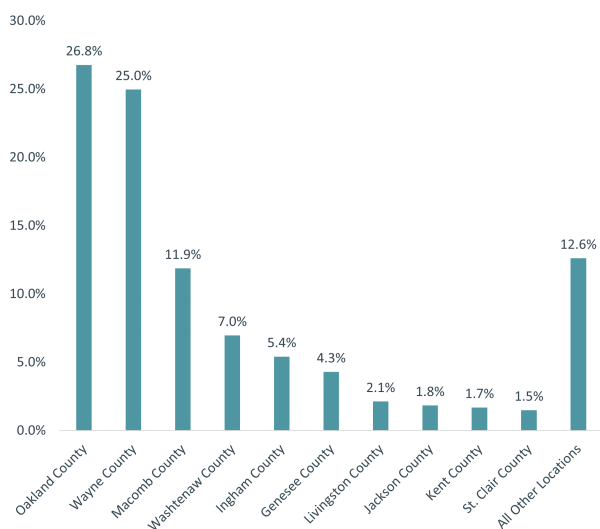
Where Michigan Workers Live
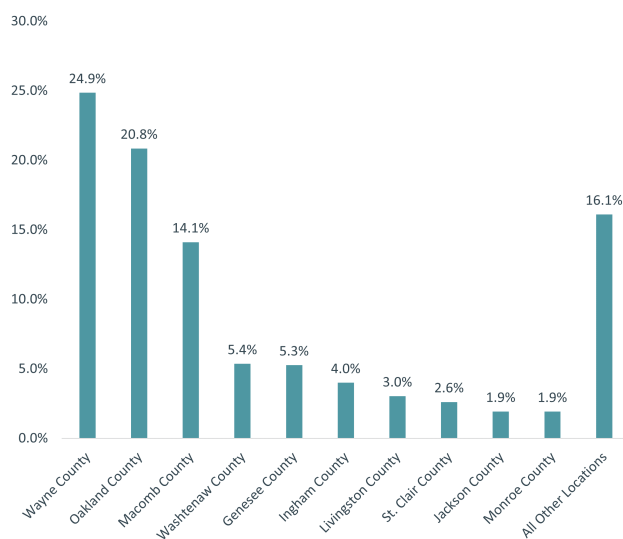
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Detroit: 45,030 Postings
2. Lansing: 28,192 Postings
3. Ann Arbor: 21,851 Postings
4. Troy: 13,668 Postings
5. Southfield: 9,325 Postings
6. Warren: 8,786 Postings
7. Auburn Hills: 8,758 Postings
8. Dearborn: 8,730 Postings
9. Livonia: 8,217 Postings
10. Farmington: 7,763 Postings
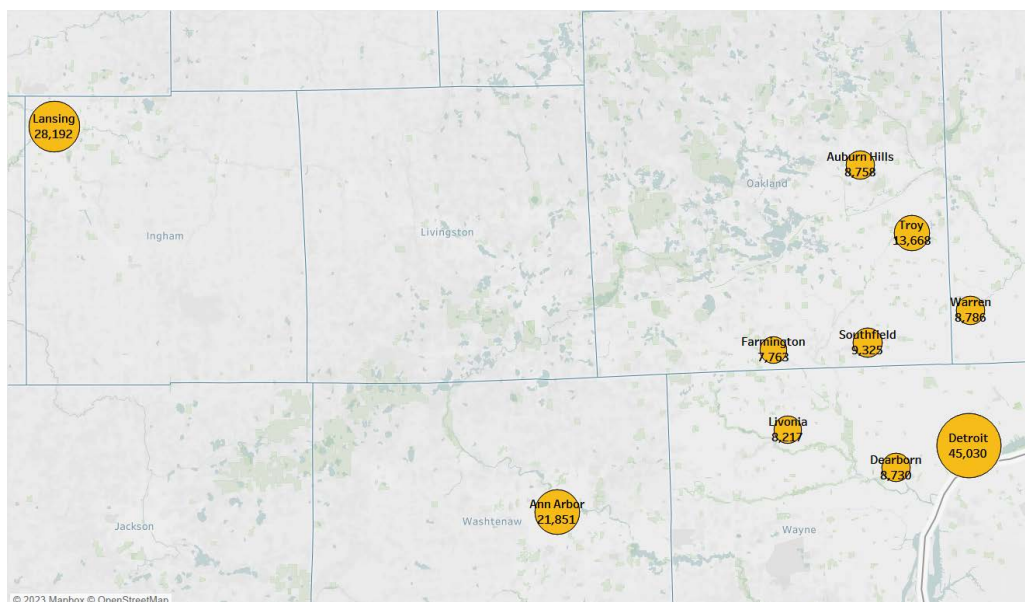
TOP POSTED JOBS

Top Posted Jobs: Q1 2023

Registered Nurses was the highest in-demand occupation in the first quarter of 2023, with 21,023 online job postings and requires a Bachelor's degree for entry. Of the top ten overall in-demand occupations, only four require a bachelor's degree for entry. Retail Salesperson (8,804 postings) and Software Developers (8,052 postings) are also highly demanded in Q1. Rounding out the remaining top five posted jobs are Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,033 postings) and First-Line Supervisors of Retail Sales Workers (6,318 postings).

Top Posted Entry-Level Jobs: Q1 2023

There were 89,095 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs such as Registered Nurses (10,943 postings) and First-Line Supervisors of Retail Sales Workers (2,373 postings) represent the top posted occupations for this experience level, and many reflect the overal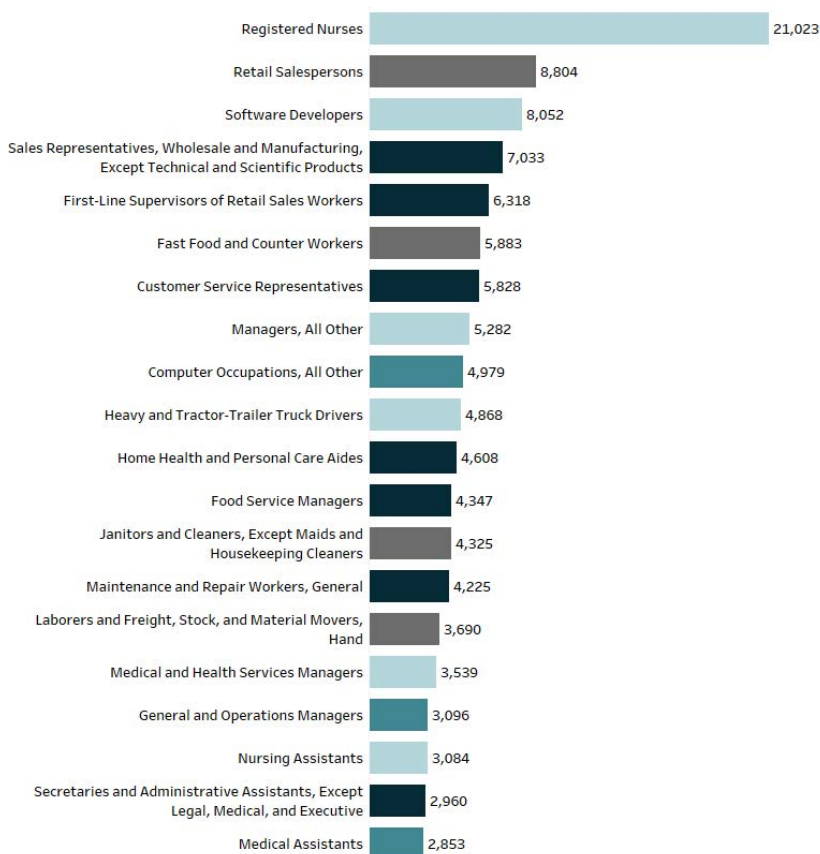l top jobs. Half of the top 10 occupations require candidates to have a high school diploma or equivalent and only two required moderate-term on-the-job training. Many applicants for these entry level occupations, regardless of the education requirement, could benefit from taking some coursework to develop the skills requested in job postings.

Top Posted Jobs	
Registered Nurses	21,023
Retail Salespersons	8,804
Software Developers	8,052
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,033
First-Line Supervisors of Retail Sales Workers	6,318
Fast Food and Counter Workers	5,883
Customer Service Representatives	5,828
Managers, All Other	5,282
Computer Occupations, All Other	4,979
Heavy and Tractor-Trailer Truck Drivers	4,868
Home Health and Personal Care Aides	4,608
Food Service Managers	4,347
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,325
Maintenance and Repair Workers, General	4,225
Laborers and Freight, Stock, and Material Movers, Hand	3,690
Medical and Health Services Managers	3,539
General and Operations Managers	3,096
Nursing Assistants	3,084
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,960
Medical Assistants	2,853

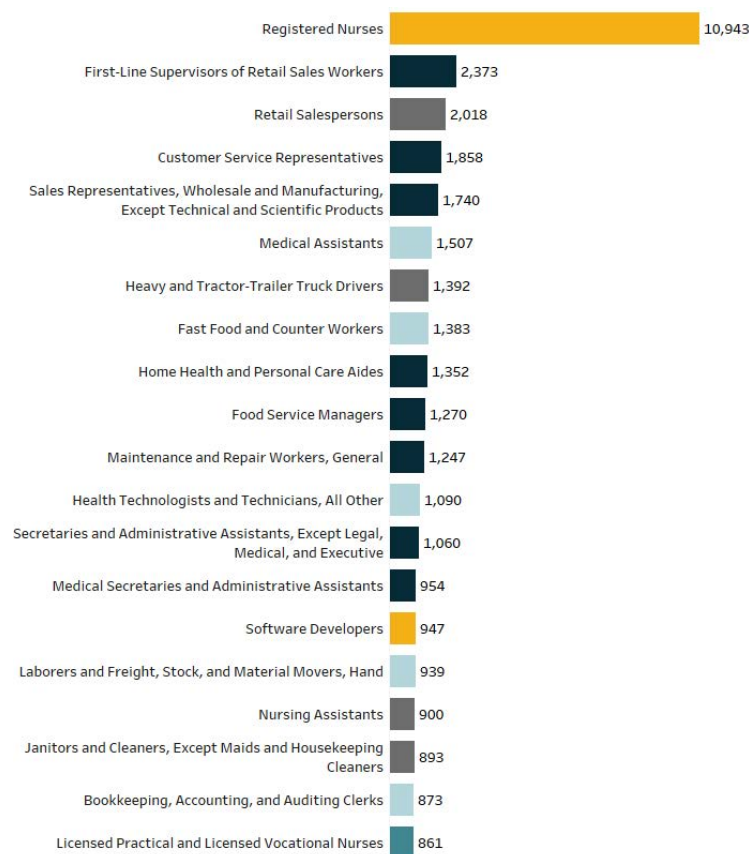| Top Posted Entry-Level Jobs	
Registered Nurses	10,943
First-Line Supervisors of Retail Sales Workers	2,373
Retail Salespersons	2,018
Customer Service Representatives	1,858
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,740
Medical Assistants	1,507
Heavy and Tractor-Trailer Truck Drivers	1,392
Fast Food and Counter Workers	1,383
Home Health and Personal Care Aides	1,352
Food Service Managers	1,270
Maintenance and Repair Workers, General	1,247
Health Technologists and Technicians, All Other	1,090
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,060
Medical Secretaries and Administrative Assistants	954
Software Developers	947
Laborers and Freight, Stock, and Material Movers, Hand	939
Nursing Assistants	900
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	893
Bookkeeping, Accounting, and Auditing Clerks	873
Licensed Practical and Licensed Vocational Nurses	861

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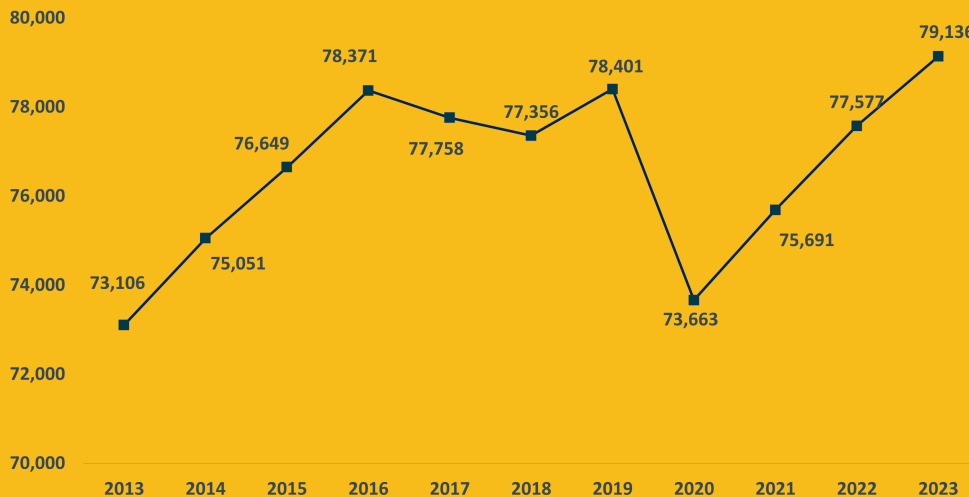- Postsecondary nondegree award
- Bachelor's degree

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- 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

Year	Employment
2013	73,106
2014	75,051
2015	76,649
2016	78,371
2017	77,758
2018	77,356
2019	78,401
2020	73,663
2021	75,691
2022	77,577
2023	79,136

1,559 Agriculture Workers
2.0% Increase from 2022

Agriculture Worker Demographics

According to Q1 2023 Lightcast data, the 79,136 workers in agriculture occupations are not very diverse. A majority of workers are male (63.5 percent) between the ages of 25 and 54 (63.0 percent). Only 36.5 percent of agriculture workers identify as female, while 14.2 percent of workers were under the age of 25, compared to 22.8 percent of workers are age 55 or older.

Worker Gender Demographics

36.5% Female
63.5% Male
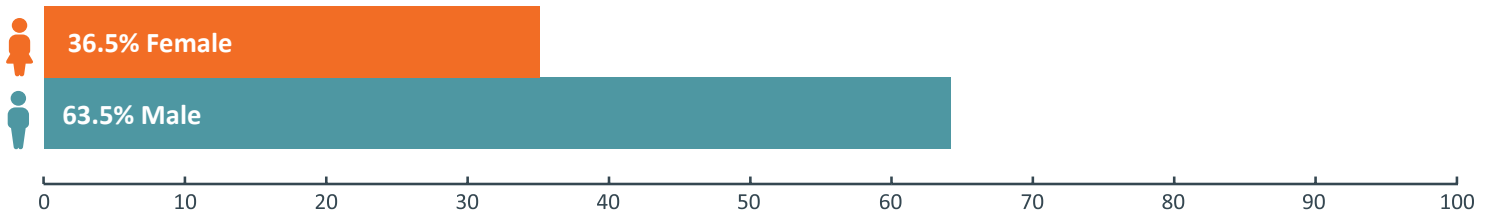
Race and Ethnicity Demographics

76.4 % White | 7.5% Hispanic or Latino | 10.9% Black or African-American

Worker Age Demographics

Age 14-24 14.2% | Age 25-54 63.0% | Age 55+ 22.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 7,990 ads during Q1 2023, a decrease of 784 postings or 8.9 percent since Q4 2022. With 1,188 online job postings, Buyers and Purchasing Agents are the top demanded occupation this quarter. Landscaping and Groundskeeping Workers (1,003 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (699 postings) were also in high demand during Q1. Other top posted occupations include Life, Physical, and Social Science Technicians, All Other (461 postings) and Natural Sciences Managers (459 postings).

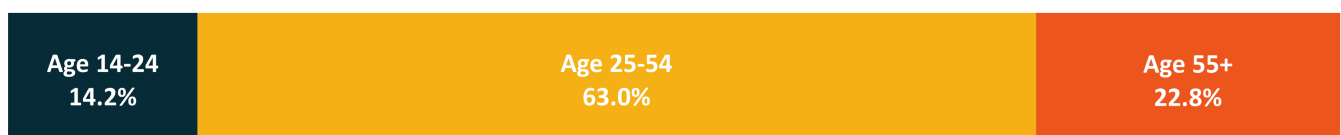| Occupation	Postings
Buyers and Purchasing Agents	1,188
Landscaping and Groundskeeping Workers	1,003
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	699
Life, Physical, and Social Science Technicians, All Other	461
Natural Sciences Managers	459
Compliance Officers	429
Occupational Health and Safety Specialists	326
Animal Caretakers	311
Veterinarians	279
Food Batchmakers	277
Environmental Engineers	222
Butchers and Meat Cutters	208
Pest Control Workers	170
Veterinary Assistants and Laboratory Animal Caretakers	161
Environmental Science and Protection Technicians, Including Health	150
Pesticide Handlers, Sprayers, and Applicators, Vegetation	141
Tree Trimmers and Pruners	140
Environmental Scientists and Specialists, Including Health	136
Veterinary Technologists and Technicians	130
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	127

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree

AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, six of the top ten occupations in Q1 offer median wages of more than $30 per hour. The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of $32.56, which translates to annual earnings of approximately $67,724. With such a broad array of skill sets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	$22.36	$24.34	$32.56	$45.08	$51.51
37-3011	Landscaping and Groundskeeping Workers	$11.82	$14.13	$14.92	$18.36	$22.59
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	$23.86	$35.33	$48.43	$66.43	$80.38
19-4099	Life, Physical, and Social Science Technicians, All Other	$13.62	$15.37	$20.65	$27.18	$33.73
11-9121	Natural Sciences Managers	$41.33	$48.21	$57.90	$77.30	$103.61
13-1041	Compliance Officers	$19.75	$25.15	$33.98	$46.93	$49.41
19-5011	Occupational Health and Safety Specialists	$24.05	$30.22	$37.99	$47.09	$50.94
39-2021	Animal Caretakers	$11.07	$11.51	$12.88	$14.86	$18.23
29-1131	Veterinarians	$29.36	$38.33	$48.34	$60.07	$77.34
51-3092	Food Batchmakers	$13.08	$14.16	$15.49	$18.82	$22.79

In-Demand Technical Skills

- Purchasing
- Auditing
- Landscaping
- Procurement
- Mowing

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Sales
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 22.8%
- Associate degree: 6.5%
- Bachelor's degree: 36.7%
- Master's degree: 7.8%

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

Top Posting Employers

- University Of Michigan
- Carrols Restaurant Group
- State Of Michigan
- Icon Medical Imaging
- The Davey Tree Expert Company
- Banfield Pet Hospital
- TruGreen
- Aston Carter
- Michigan Department Of Labor And Economic Opportunity (leo)
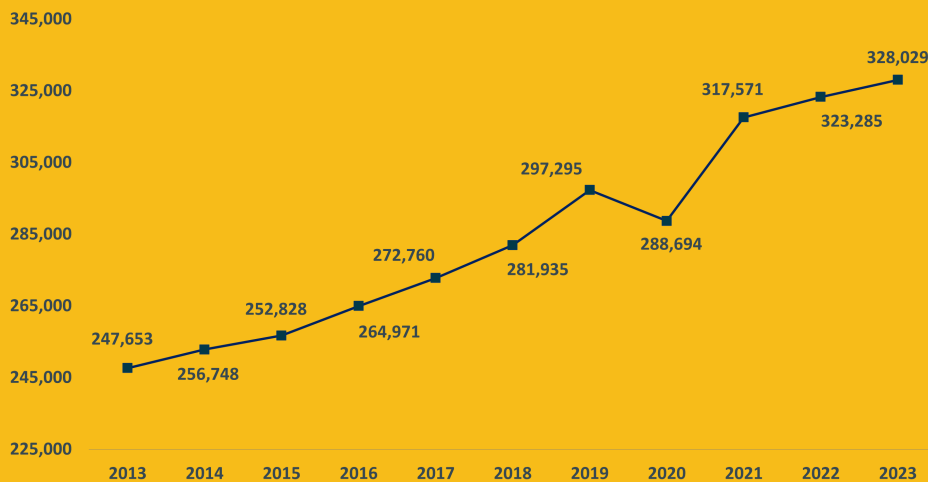- Michigan State University

Job Postings by City

1. Detroit: 987 Postings
2. Lansing: 859 Postings
3. Ann Arbor: 721 Postings
4. Troy: 292 Postings
5. Auburn Hills: 266 Postings
6. Farmington: 214 Postings
7. Novi: 202 Postings
8. Southfield: 185 Postings
9. Livonia: 181 Postings
10. Warren: 179 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 34,800 job openings annually.

Employment Over Time
2013-2023

Year	Employment
2013	247,653
2014	256,748
2015	252,828
2016	264,971
2017	272,760
2018	281,935
2019	297,295
2020	288,694
2021	317,571
2022	323,285
2023	328,029

4,744 Business and Finance Workers

1.5% Increase from 2022

Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 328,029 workers. Almost half the working population identify as female (47.9 percent), however 80.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 24.8 percent age 55 and older. In some ways, this indicates an aging business and finance workforce.

Worker Gender Demographics

47.9% Female
52.1% Male
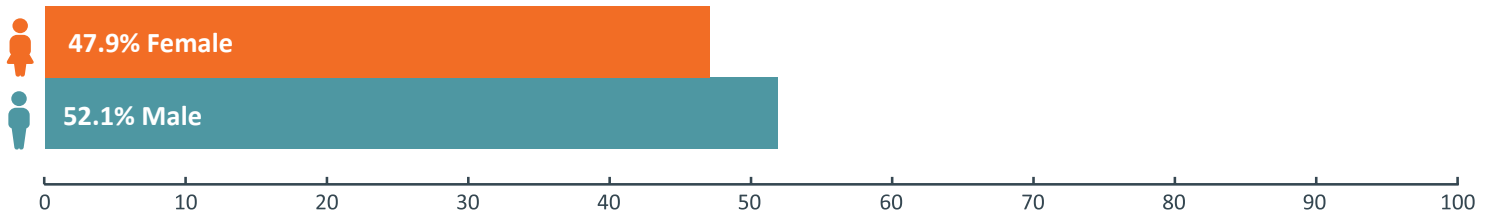
Race and Ethnicity Demographics

80.3% White | 10.3% Black or African-American | 4.3% Asian

Worker Age Demographics

Age 14-24
4.6%

Age 25-54
70.6%

Age 55+
24.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 49,355 business and finance postings during Q1 2023, a decrease of 7,766 postings or 13.6 percent since Q4 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation, with 7,033 postings. Managers, All Other (5,282 postings) is the second highest demanded occupation, while General and Operations Managers (3,096 postings), Sales Managers (2,639 postings), and Accountants and Auditors (2,489) round out the top demanded occupations.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,033
Managers, All Other	5,282
General and Operations Managers	3,096
Sales Managers	2,639
Accountants and Auditors	2,489
Project Management Specialists	2,169
Financial Managers	2,155
Management Analysts	2,074
Marketing Managers	1,939
Human Resources Specialists	1,938
Market Research Analysts and Marketing Specialists	1,424
Financial and Investment Analysts	1,191
Buyers and Purchasing Agents	1,188
Insurance Sales Agents	1,124
Operations Research Analysts	1,088
Securities, Commodities, and Financial Services Sales Agents	979
Property, Real Estate, and Community Association Managers	822
Logisticians	695
Public Relations Managers	598
Cost Estimators	596

Typical Entry Education
High school diploma or equivalent
Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of $30.89, translating to annual earnings of approximately $64,251. Six of the top ten business occupations offer median wages over $44 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in Q1 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	$15.50	$22.49	$30.89	$45.52	$61.63
11-9199	Managers, All Other	$25.46	$37.27	$52.37	$64.39	$80.11
11-1021	General and Operations Managers	$22.48	$30.30	$48.14	$74.43	$103.22
11-2022	Sales Managers	$31.14	$45.76	$61.30	$80.61	$112.24
13-2011	Accountants and Auditors	$23.17	$28.73	$36.16	$46.36	$57.99
13-1082	Project Management Specialists	$25.09	$31.06	$44.41	$58.72	$63.83
11-3031	Financial Managers	$37.33	$47.10	$60.14	$78.07	$110.78
13-1111	Management Analysts	$24.61	$30.77	$39.26	$50.23	$63.94
11-2021	Marketing Managers	$31.52	$46.13	$60.86	$78.62	$106.03
13-1071	Human Resources Specialists	$19.03	$23.44	$29.76	$37.96	$46.81

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Sales Prospecting

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 17.1%
- Associate degree: 7.9%
- Bachelor's degree: 59.8%
- Master's degree: 12.9%

*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

- University Of Michigan
- Deloitte
- Robert Half
- State Farm
- State Of Michigan
- Comerica
- CBRE
- PricewaterhouseCoopers
- Altitude Development Group
- KPMG
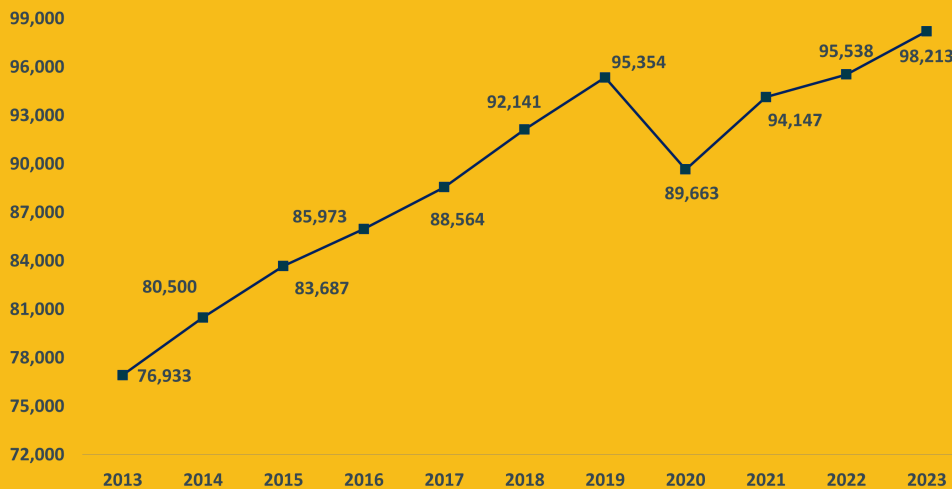
Job Postings by City

1. Detroit: 9,612 Postings
2. Lansing: 6,286 Postings
3. Ann Arbor: 3,602 Postings
4. Troy: 2,706 Postings
5. Southfield: 1,914 Postings
6. Auburn Hills: 1,488 Postings
7. Farmington: 1,299 Postings
8. Novi: 1,178 Postings
9. Livonia: 1,134 Postings
10. Dearborn: 1,121 Postings

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 12,200 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time
2013-2023

Year	Employment
2013	76,933
2014	80,500
2015	83,687
2016	85,973
2017	88,564
2018	92,141
2019	95,354
2020	89,663
2021	94,147
2022	95,538
2023	98,213

2,675 Construction Workers

2.8% Increase from 2022

Construction Worker Demographics

According to Q1 2023 Lightcast data, the construction occupation group is not very diverse, despite having over 98,000 workers. A large majority of workers are male (95.7 percent) between the ages of 25 and 54 (68.3 percent). Only 4.3 percent of construction workers identify as women, while 11.3 percent of workers were under the age of 25, compared to 20.4 percent of workers who are age 55 or older.

Worker Gender Demographics

4.3% Female

95.7% Male
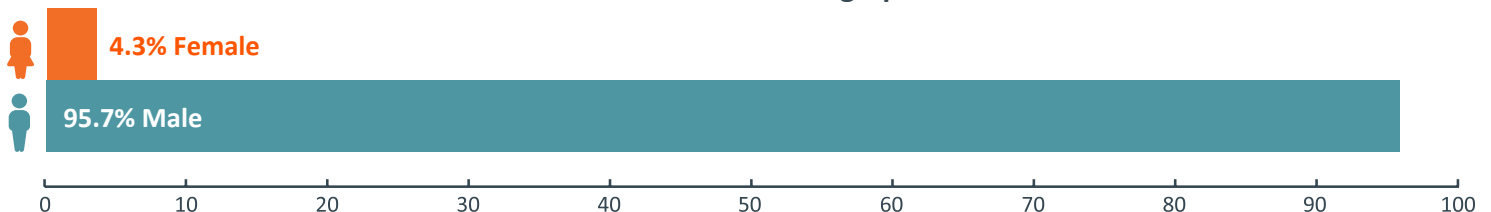
Race and Ethnicity Demographics

83.2% White | 7.6% Hispanic or Latino | 6.6% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
11.3%	68.3%	20.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The construction occupation group had 4,627 postings in Q1 2023, a decrease of 1,136 postings or 19.7 percent since Q4 2022. Construction Managers is the top-posted occupation during the quarter, with 896 postings. Other top posted jobs include Construction Laborers (622 postings), Cost Estimators (596 postings), Electricians (417 postings), and Construction and Building Inspectors (315 postings).

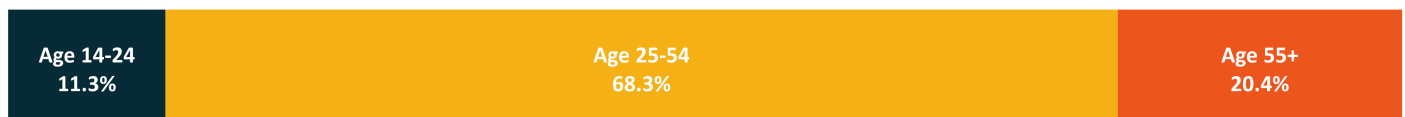| Occupation	Postings
Construction Managers	896
Construction Laborers	622
Cost Estimators	596
Electricians	417
Construction and Building Inspectors	315
First-Line Supervisors of Construction Trades and Extraction Workers	232
Plumbers, Pipefitters, and Steamfitters	213
Painters, Construction and Maintenance	200
Carpenters	168
Surveyors	141
Sheet Metal Workers	105
Operating Engineers and Other Construction Equipment Operators	102
Roofers	74
Cement Masons and Concrete Finishers	60
Roustabouts, Oil and Gas	55
Surveying and Mapping Technicians	48
Hazardous Materials Removal Workers	43
Glaziers	40
Solar Photovoltaic Installers	22
Paving, Surfacing, and Tamping Equipment Operators	20

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Bachelor's degree

CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Managers, offers a median wage of $48.71 per hour or $101,316 per year. Six of the top ten occupations offer median wages of more than $30.00 per hour. Those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of $35.46 per hour or $73,757 annually.

Wage Overview for Top Posted Construction Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	$29.94	$37.82	$48.71	$61.43	$77.59
47-2061	Construction Laborers	$14.47	$17.44	$21.68	$23.81	$28.58
13-1051	Cost Estimators	$18.59	$23.87	$32.88	$44.57	$58.03
47-2111	Electricians	$18.09	$23.56	$35.32	$38.92	$44.23
47-4011	Construction and Building Inspectors	$15.44	$20.06	$28.62	$31.49	$38.11
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$23.46	$28.96	$35.98	$45.08	$49.36
47-2152	Plumbers, Pipefitters, and Steamfitters	$17.71	$23.27	$35.46	$38.96	$45.59
47-2141	Painters, Construction and Maintenance	$14.55	$17.45	$22.22	$24.21	$28.82
47-2031	Carpenters	$17.50	$19.21	$23.92	$29.78	$36.11
17-1022	Surveyors	$22.70	$28.07	$30.54	$38.11	$46.97

In-Demand Technical Skills

- Construction
- Subcontracting
- Construction Management
- Painting
- Hand Tools

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 26.7%
- Associate degree: 7.2%
- Bachelor's degree: 22.6%
- Master's degree: 2.4%

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

Top Posting Employers

- GPAC
- Tradesmen International
- Aerotek
- Actalent
- Black & Veatch
- CDM Smith
- State Of Michigan
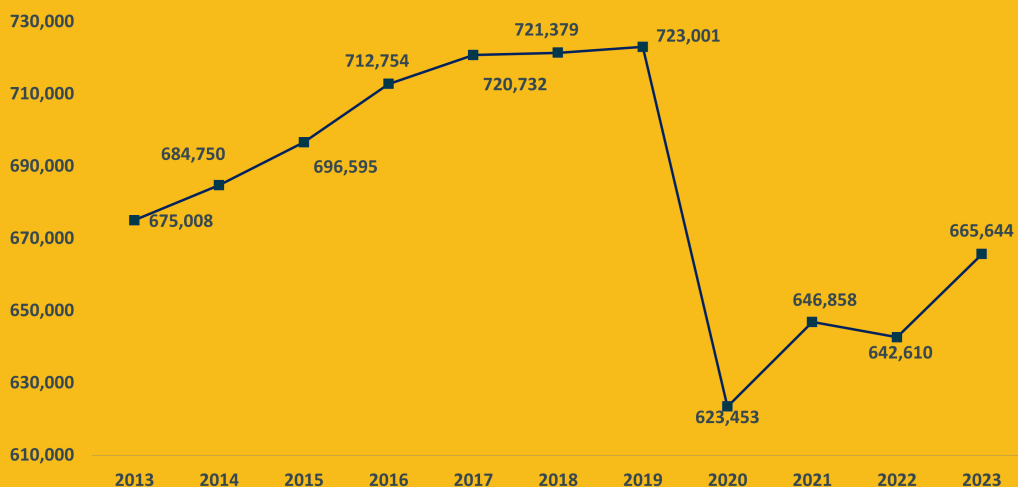- ICF International
- CyberCoders
- Walbridge

Job Postings by City

1. Detroit: 908 Postings
2. Lansing: 390 Postings
3. Ann Arbor: 220 Postings
4. Livonia: 195 Postings
5. Warren: 162 Postings
6. Novi: 142 Postings
7. Sterling Heights: 138 Postings
8. Troy: 123 Postings
9. Pontiac: 110 Postings
10. Farmington: 109 Postings

CUSTOMER SERVICE OCCUPATION GROUP

The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. 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

Year	Employment
2013	675,008
2014	684,750
2015	696,595
2016	712,754
2017	720,732
2018	721,379
2019	723,001
2020	623,453
2021	646,858
2022	642,610
2023	665,644

23,034 Customer Service Workers
3.6% Increase from 2022

Customer Service Worker Demographics

In Q1 2023, there were 665,644 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the quarter, 56.0 percent of workers identified as female, while 27.1 percent of workers in customer service identified as a racial minority. Almost a quarter of the customer service workers (25.9 percent) were under the age of 25, as compared to the 55 and older age group which was 20.7 percent.

Worker Gender Demographics

- 56.0% Female
- 44.0% Male
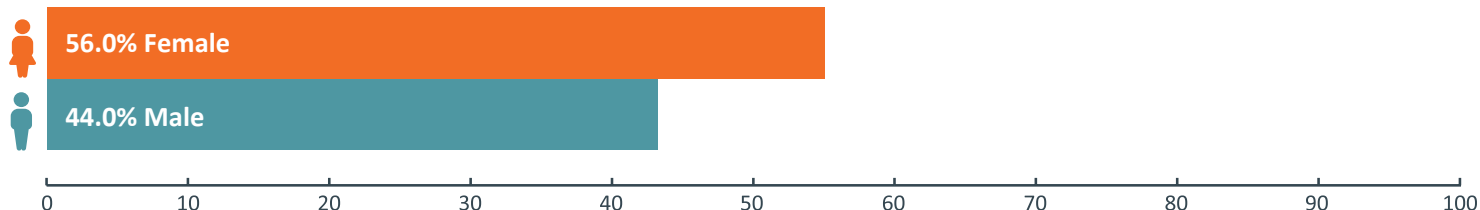
Race and Ethnicity Demographics

72.9% White | 15.6% Black or African-American | 5.3% Hispanic or Latino

Worker Age Demographics

Age 14-24 25.9%	Age 25-54 53.4%	Age 55+ 20.7%

Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 83,943 postings in Q1 2023, a decrease of 18,649 postings or 18.2 percent since Q4 2022. Retail Salespersons retained the highest in-demand customer service occupation during the quarter, with 8,804 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,033 postings), First-Line Supervisors of Retail Sales Workers (6,318 postings), Fast Food and Counter Workers (5,883 postings), and Customer Service Representatives (6,828 postings).

Occupation	Postings
Retail Salespersons	8,804
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,033
First-Line Supervisors of Retail Sales Workers	6,318
Fast Food and Counter Workers	5,883
Customer Service Representatives	5,828
Managers, All Other	5,282
Food Service Managers	4,347
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,325
Sales Managers	2,639
Stockers and Order Fillers	2,538
Waiters and Waitresses	2,510
Maids and Housekeeping Cleaners	2,249
Project Management Specialists	2,169
Cashiers	1,944
Marketing Managers	1,939
Driver/Sales Workers	1,814
Hotel, Motel, and Resort Desk Clerks	1,354
Receptionists and Information Clerks	1,333
Buyers and Purchasing Agents	1,188
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,050

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Bachelor's degree

CUSTOMER SEVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four of the top ten posted occupations report median wages over the state's median wage of $21.88 per hour, many of which are management roles requiring both education and experience. The top posted occupation this quarter, Retail Salespersons earn a median hourly wage of $13.88. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of $18.86 per hour or $39,228 annually.

Wage Overview for Top Posted Customer Service Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	$11.04	$11.69	$13.88	$17.31	$22.75
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$15.50	$22.49	$30.89	$45.52	$61.63
41-1011	First-Line Supervisors of Retail Sales Workers	$14.08	$15.21	$18.86	$25.22	$36.35
35-3023	Fast Food and Counter Workers	$10.96	$11.31	$11.65	$12.78	$14.20
43-4051	Customer Service Representatives	$11.79	$14.23	$17.82	$22.63	$28.19
11-9199	Managers, All Other	$25.46	$37.27	$52.37	$64.39	$80.11
11-9051	Food Service Managers	$21.86	$24.18	$29.17	$36.19	$45.59
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$11.32	$12.03	$14.45	$17.65	$18.77
11-2022	Sales Managers	$31.14	$45.76	$61.30	$80.61	$112.24
53-7065	Stockers and Order Fillers	$11.27	$13.08	$14.92	$17.80	$23.01

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Certifications

- Project Management Professional Certification
- ServSafe Certification
- Barber License
- Food Handlers Card
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 29.0%
- Associate degree: 4.5%
- Bachelor's degree: 21.1%
- Master's degree: 3.8%

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

Top Posting Employers

- Meijer
- Walmart
- Dollar General
- Domino's Pizza
- Marriott International
- Taco Bell
- Walgreens Boots Alliance
- Aston Carter
- University Of Michigan
- Panera Bread

Job Postings by City

1. Detroit: 9,385 Postings
2. Lansing: 6,118 Postings
3. Ann Arbor: 5,041 Postings
4. Troy: 3,649 Postings
5. Novi: 2,503 Postings
6. Livonia: 2,358 Postings
7. Southfield: 2,076 Postings
8. Warren: 2,060 Postings
9. Auburn Hills: 1,935 Postings
10. Dearborn: 1,851 Postings

EDUCATION OCCUPATION GROUP

Education-related jobs 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 15,400 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.

Employment Over Time
2013-2023

Year	Employment
2013	144,290
2014	141,731
2015	144,255
2016	143,745
2017	144,301
2018	141,277
2019	137,337
2020	119,243
2021	116,196
2022	115,518
2023	117,822

2,304 Education Workers

2.0% Increase from 2022

Education Worker Demographics

According to Q1 2023 Lightcast data, employment increased by 2,304 or 1.9 percent since Q4 2022, for a total of 117,822 workers in Q1 2023. This occupation group is composed primarily of females (72.8 percent) between the ages of 25 and 54 (68.4 percent). Only 27.2 percent of workers are males, and only 18.9 percent of workers identify as a racial minority.

Worker Gender Demographics

72.8% Female

27.2% Male
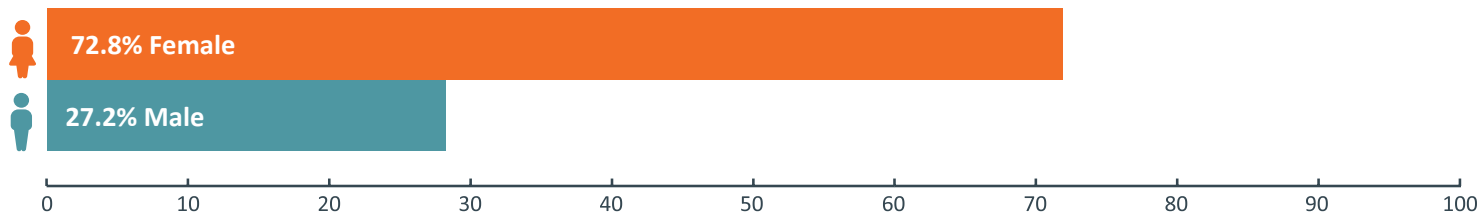
Race and Ethnicity Demographics

81.1% White | 8.7% Black or African-American | 4.3% Asian

Worker Age Demographics

Age 14-24 8.4%	Age 25-54 68.4%	Age 55+ 23.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 1,945 postings or 20.9 percent since Q4 2022, bringing Q1 2023 demand to 7,365 postings. Postsecondary Teachers remained the highest in-demand education occupation throughout the quarter, with 1,554 postings. Preschool Teachers, Except Special Education (1,164 postings), Teaching Assistants, Except Postsecondary (1,018 postings), Middle School Teachers, Except Special and Career/Technical Education (697 postings) a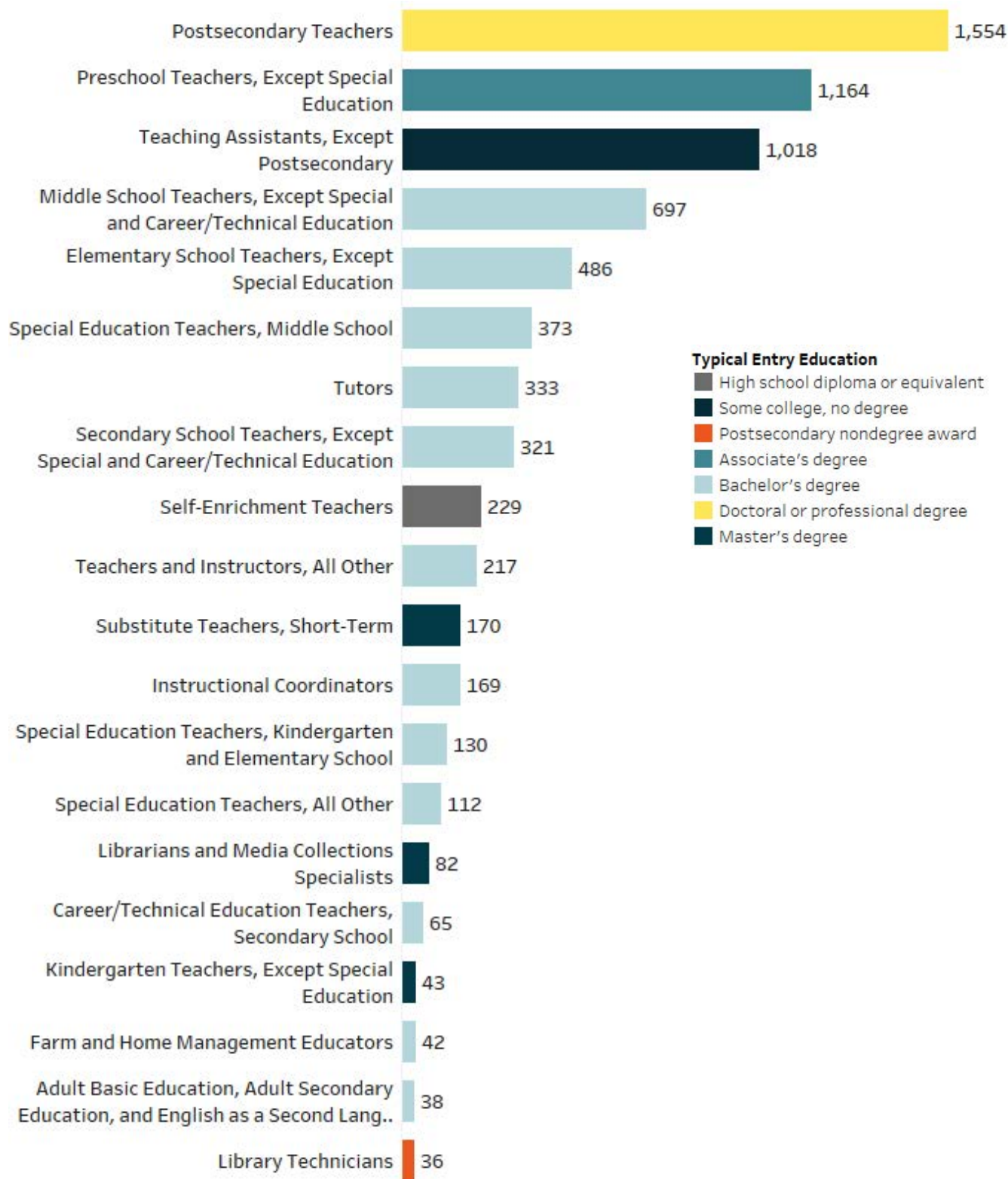nd Elementary School Teachers, Except Special Education (486 postings) were also among the top five occupations this quarter.

Occupation	Postings
Postsecondary Teachers	1,554
Preschool Teachers, Except Special Education	1,164
Teaching Assistants, Except Postsecondary	1,018
Middle School Teachers, Except Special and Career/Technical Education	697
Elementary School Teachers, Except Special Education	486
Special Education Teachers, Middle School	373
Tutors	333
Secondary School Teachers, Except Special and Career/Technical Education	321
Self-Enrichment Teachers	229
Teachers and Instructors, All Other	217
Substitute Teachers, Short-Term	170
Instructional Coordinators	169
Special Education Teachers, Kindergarten and Elementary School	130
Special Education Teachers, All Other	112
Librarians and Media Collections Specialists	82
Career/Technical Education Teachers, Secondary School	65
Kindergarten Teachers, Except Special Education	43
Farm and Home Management Educators	42
Adult Basic Education, Adult Secondary Education, and English as a Second Lang..	38
Library Technicians	36

Typical Entry Education
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree
- Master's degree

EDUCATION OCCUPATION GROUP

Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. Six of the top ten posted education jobs offer median wages of over $29 per hour. The top posted job, Postsecondary Teachers, offers a median wage of $42.19 hourly, translating to annual earnings of about $87,755.

Wage Overview for Top Posted Education Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	$23.66	$31.38	$42.19	$55.87	$73.29
25-2011	Preschool Teachers, Except Special Education	$11.94	$13.85	$14.86	$18.76	$25.81
25-9045	Teaching Assistants, Except Postsecondary	$10.89	$11.68	$13.95	$17.16	$18.52
25-2022	Middle School Teachers, Except Special and Career/Technical Education	$18.56	$23.25	$29.29	$37.03	$43.56
25-2021	Elementary School Teachers, Except Special Education	$18.89	$23.82	$30.73	$37.74	$46.51
25-2057	Special Education Teachers, Middle School	$23.00	$24.40	$30.38	$37.52	$40.87
25-3041	Tutors	$11.44	$11.70	$14.49	$17.60	$28.01
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	$19.11	$23.10	$29.44	$36.99	$43.44
25-3021	Self-Enrichment Teachers	$11.01	$13.62	$18.12	$23.85	$30.44
25-3099	Teachers and Instructors, All Other	$17.16	$22.76	$30.69	$36.65	$42.16

In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Classroom Management

In-Demand Foundational Skills

- Teaching
- Communications
- Leadership
- Writing
- Research

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Registered Nurse (RN)
- Board Certified/Board Eligible

In-Demand Education Level*

- High school or GED: 21.3%
- Associate degree: 11.1%
- Bachelor's degree: 32.6%
- Master's degree: 14.0%

*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

- University Of Michigan
- KinderCare
- Stanford University
- Michigan State University
- Wayne State University
- Chippewa Valley Schools
- Learning Care Group
- Lansing School District
- Catholic Diocese Of Lansing
- University Prep Schools

Job Postings by City

1. Detroit: 1,174 Postings
2. Ann Arbor: 718 Postings
3. Lansing: 351 Postings
4. Flint: 304 Postings
5. East Lansing: 249 Postings
6. Troy: 223 Postings
7. Macomb: 184 Postings
8. Southfield: 168 Postings
9. Canton: 154 Postings
10. Sterling Heights: 153 Postings

ENERGY OCCUPATION GROUP

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

Employment Over Time
2013-2023

| Year	Employment
2013	203,630
2014	208,119
2015	210,507
2016	213,599
2017	217,269
2018	223,472
2019	226,775
2020	211,083
2021	227,751
2022	230,374
2023	235,071

4,697 Energy Workers

2.0% Increase from 2022

Energy Worker Demographics

For Q1 2023, there were 235,071 workers in the energy occupation group. This group is primarily made up of males (82.2 percent) between the ages of 25 and 54 (70.1 percent), with 17.8 percent of workers identifying as female and 21.8 percent identifying as a racial minority. In the first quarter, 5.3 percent of the workers in the occupation group are under the age of 25 compared to the 24.6 percent 55 years of age or older.

Worker Gender Demographics

17.8% Females

82.2% Male

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
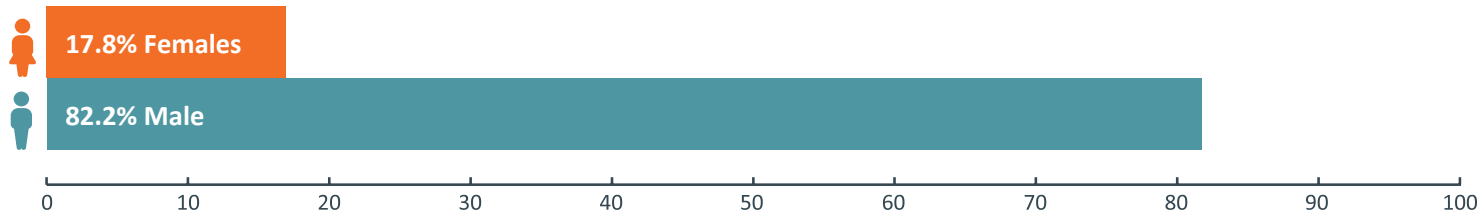
Race and Ethnicity Demographics

78.2% White | 10.2% Black or African-American | 6.1% Asian

Worker Age Demographics

| Age 14-24 5.3% | Age 25-54 70.1% | Age 55+ 24.6% |

Data: Lightcast | Analysis: Workforce Intelligence Network
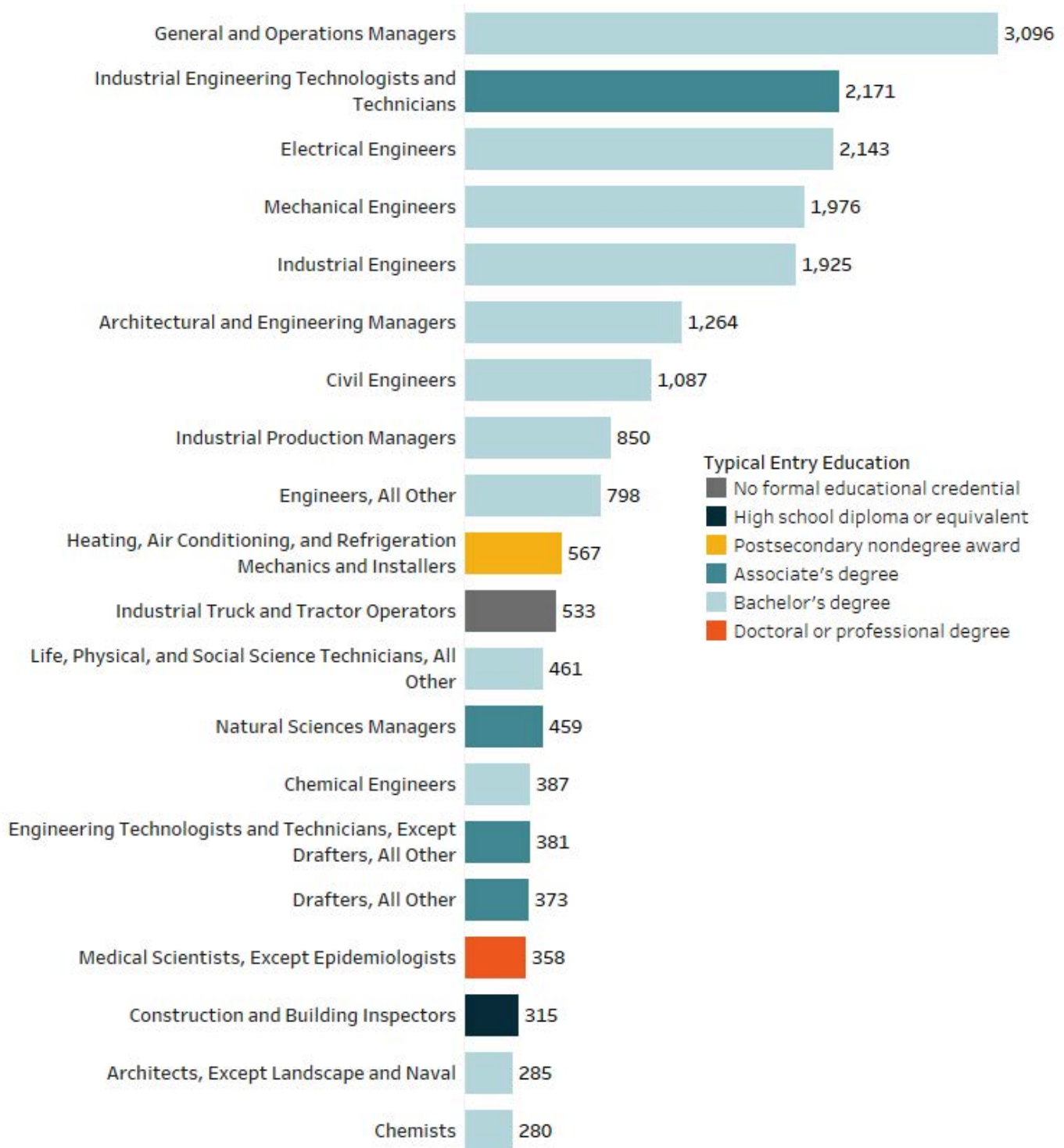
ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw 23,915 unique postings for energy workers, a decrease of 3,326 postings or 12.2 percent from Q4 2022. General and Operations Managers is the most sought-after occupation with 3,096 postings by energy industry employers. Industrial Engineering Technologists and Technicians is in the second position with 2,171 postings. Other top posted jobs include Electrical Engineers (2,143 postings), Mechanical Engineers (1,976 postings), and Industrial Engineers (1,925 postings).

Occupation	Postings
General and Operations Managers	3,096
Industrial Engineering Technologists and Technicians	2,171
Electrical Engineers	2,143
Mechanical Engineers	1,976
Industrial Engineers	1,925
Architectural and Engineering Managers	1,264
Civil Engineers	1,087
Industrial Production Managers	850
Engineers, All Other	798
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	567
Industrial Truck and Tractor Operators	533
Life, Physical, and Social Science Technicians, All Other	461
Natural Sciences Managers	459
Chemical Engineers	387
Engineering Technologists and Technicians, Except Drafters, All Other	381
Drafters, All Other	373
Medical Scientists, Except Epidemiologists	358
Construction and Building Inspectors	315
Architects, Except Landscape and Naval	285
Chemists	280

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree

ENERGY OCCUPATION GROUP

Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Six of the top ten jobs pay over $47 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of $48.14, or annual earnings of approximately $100,131. Technician and construction-focused positions related to energy generally have shorter term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q1 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	$22.48	$30.30	$48.14	$74.43	$103.22
17-3026	Industrial Engineering Technologists and Technicians	$18.31	$23.52	$28.79	$31.66	$37.08
17-2071	Electrical Engineers	$30.44	$37.96	$47.59	$58.42	$63.43
17-2141	Mechanical Engineers	$29.46	$37.08	$46.67	$50.21	$61.37
17-2112	Industrial Engineers	$29.67	$36.98	$41.13	$48.73	$61.32
11-9041	Architectural and Engineering Managers	$47.52	$59.11	$63.46	$77.57	$97.79
17-2051	Civil Engineers	$27.74	$29.83	$36.43	$47.51	$58.21
11-3051	Industrial Production Managers	$31.37	$42.64	$51.88	$63.24	$79.96
17-2199	Engineers, All Other	$29.21	$37.00	$47.47	$60.73	$63.58
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$18.03	$22.14	$24.56	$30.75	$37.71

In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- Auditing
- New Product Development
- AutoCAD

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 18.2%
- Associate degree: 9.5%
- Bachelor's degree: 50.5%
- Master's degree: 14.3%

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

- Actalent
- Black & Veatch
- University Of Michigan
- Ford
- Aerotek
- General Motors
- GPAC
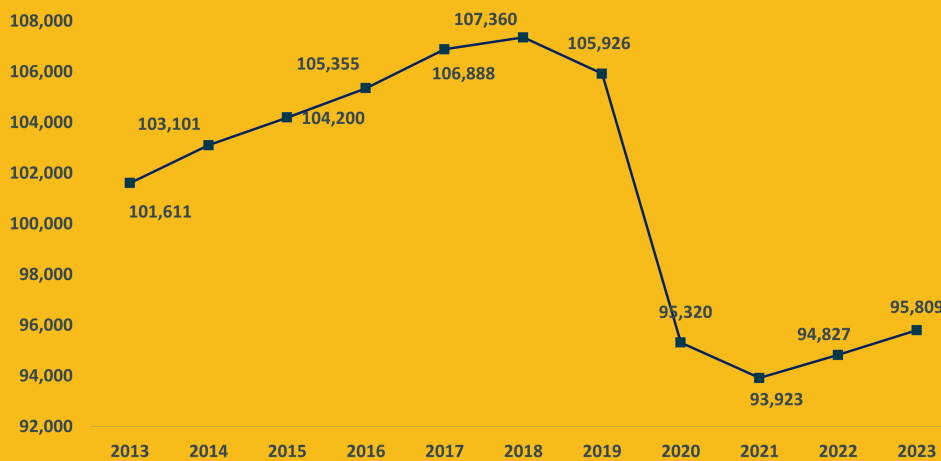- State Of Michigan
- Magna
- Advantage Resourcing

Job Postings by City

1. Detroit: 3,488 Postings
2. Lansing: 2,332 Postings
3. Ann Arbor: 1,920 Postings
4. Auburn Hills: 1,531 Postings
5. Troy: 1,097 Postings
6. Warren: 840 Postings
7. Sterling Heights: 756 Postings
8. Novi: 679 Postings
9. Southfield: 651 Postings
10. Dearborn: 606 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 10,100 openings annually for engineers in southeast Michigan.

Employment Over Time
2013-2023

| Year	Value
2013	101,611
2014	103,101
2015	104,200
2016	105,355
2017	106,888
2018	107,360
2019	105,926
2020	95,320
2021	93,923
2022	94,827
2023	95,809

982 Engineers and Designers Workers

1.0% Increase from 2022

Engineers and Designers Worker Demographics

According to Q1 2023 Lightcast data, the 95,809 workers in the engineering and design group are not particularly diverse. Just 5.3 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.0 percent of the current workforce and only 23.6 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

15.0% Female

85.0% Male
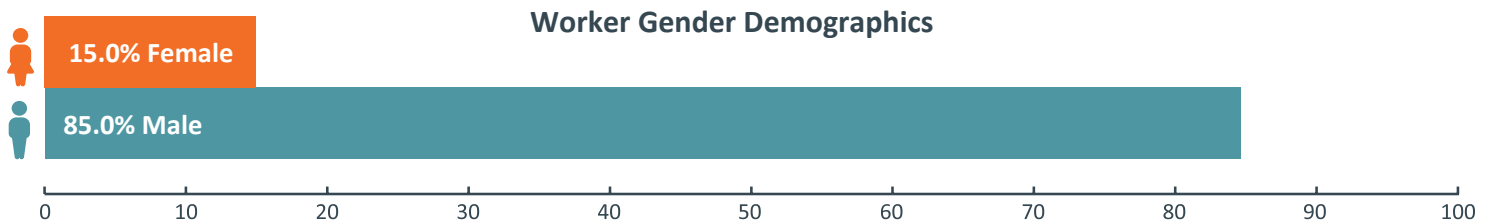
Race and Ethnicity Demographics

76.4% White | 10.6% Asian | 8.0% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
5.3%	68.7%	26.0%

Data: Lightcast | Analysis: Workforce Intelligence Network
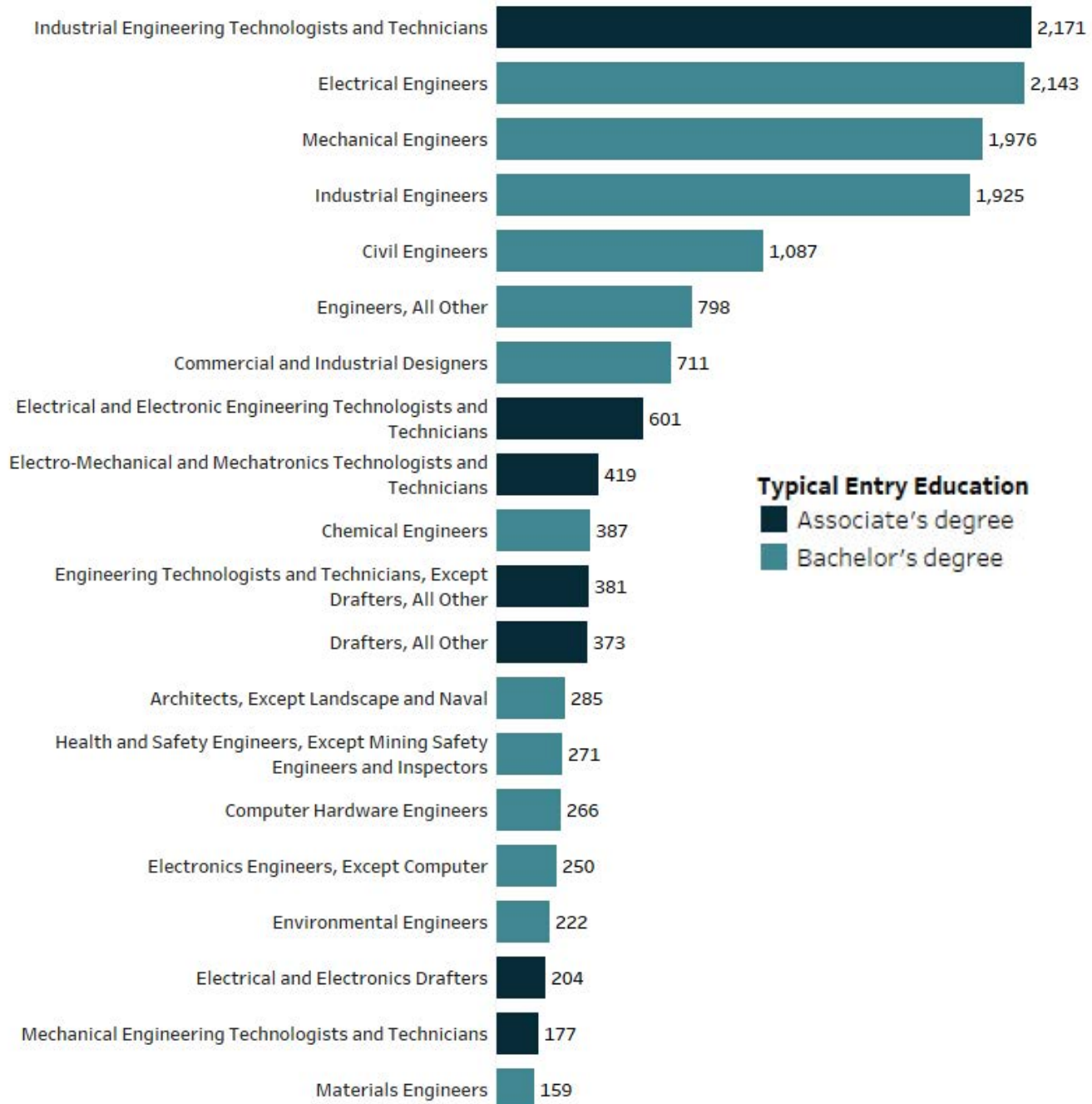
ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for engineers and designers equaled 15,481 postings in Q1 2023, a decrease of 9.8 percent (1,695 postings). Industrial Engineering Technologists and Technicians are the highest in-demand engineering and design occupation this quarter, having 2,171 postings. Electrical Engineers garnered 2,143 postings, ranking second place within the occupation group. A majority of the top ten in-demand occupations typically require a bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.

Occupation	Postings
Industrial Engineering Technologists and Technicians	2,171
Electrical Engineers	2,143
Mechanical Engineers	1,976
Industrial Engineers	1,925
Civil Engineers	1,087
Engineers, All Other	798
Commercial and Industrial Designers	711
Electrical and Electronic Engineering Technologists and Technicians	601
Electro-Mechanical and Mechatronics Technologists and Technicians	419
Chemical Engineers	387
Engineering Technologists and Technicians, Except Drafters, All Other	381
Drafters, All Other	373
Architects, Except Landscape and Naval	285
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	271
Computer Hardware Engineers	266
Electronics Engineers, Except Computer	250
Environmental Engineers	222
Electrical and Electronics Drafters	204
Mechanical Engineering Technologists and Technicians	177
Materials Engineers	159

Typical Entry Education
■ Associate's degree
■ Bachelor's degree

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements required for these jobs. Seven of the top ten in-demand occupations have median wages above $36 per hour, and the top posted engineering and design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of $28.79, equating to an annual salary of approximately $59,883.

Wage Overview for Top Posted Engineers and Designers Jobs in Q1 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	$18.31	$23.52	$28.79	$31.66	$37.08
17-2071	Electrical Engineers	$30.44	$37.96	$47.59	$58.42	$63.43
17-2141	Mechanical Engineers	$29.46	$37.08	$46.67	$50.21	$61.37
17-2112	Industrial Engineers	$29.67	$36.98	$41.13	$48.73	$61.32
17-2051	Civil Engineers	$27.74	$29.83	$36.43	$47.51	$58.21
17-2199	Engineers, All Other	$29.21	$37.00	$47.47	$60.73	$63.58
27-1021	Commercial and Industrial Designers	$24.26	$30.18	$46.45	$47.88	$49.74
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.67	$24.05	$30.53	$38.97	$47.57
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$18.69	$22.83	$24.32	$36.41	$38.73
17-2041	Chemical Engineers	$27.80	$38.51	$49.35	$63.06	$77.83

In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- New Product Development
- AutoCAD
- Computer-Aided Design

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- Secret Clearance
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High school or GED: 13.4%
- Associate degree: 10.3%
- Bachelor's degree: 56.4%
- Master's degree: 15.4%

*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

- Actalent
- Ford
- Black & Veatch
- Aerotek
- General Motors
- Advantage Resourcing
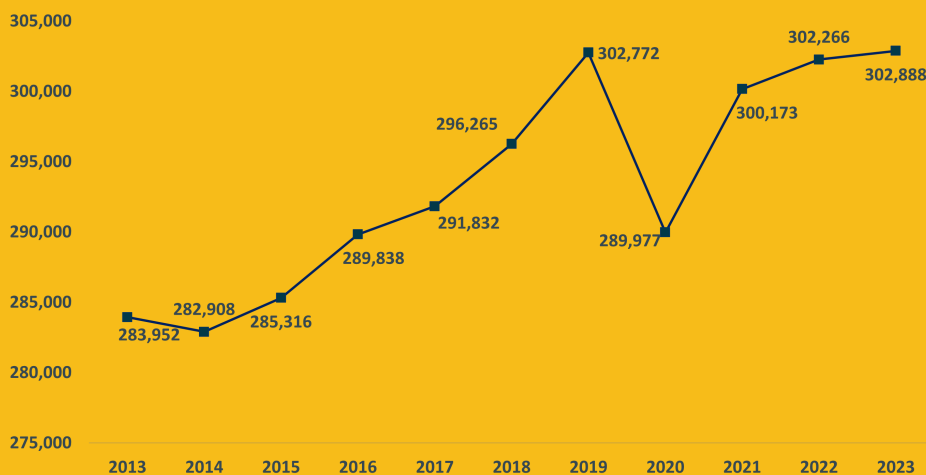- Magna
- American Axle & Manufacturing
- Branex
- GPAC

Job Postings by City

1. Detroit: 1,863 Postings
2. Auburn Hills: 1,457 Postings
3. Ann Arbor: 1,128 Postings
4. Lansing: 1,105 Postings
5. Troy: 866 Postings
6. Warren: 600 Postings
7. Sterling Heights: 598 Postings
8. Dearborn: 582 Postings
9. Novi: 578 Postings
10. Farmington: 515 Postings

HEALTHCARE OCCUPATION GROUP

WIN's healthcare occupation group includes jobs related to healthcare support and practitioners. Employment in this group has been consistently growing, more healthcare workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 31,700 job openings for these positions, and this is projected to continue increasing.

Employment Over Time
2013-2023

- 283,952 (2013)
- 282,908 (2014)
- 285,316 (2015)
- 289,838 (2016)
- 291,832 (2017)
- 296,265 (2018)
- 302,772 (2019)
- 289,977 (2020)
- 300,173 (2021)
- 302,266 (2022)
- 302,888 (2023)

622 Healthcare Workers
0.2% Increase from 2022

Healthcare Worker Demographics

The healthcare occupation group employs around 302,888 workers, who are overwhelmingly female (80.3 percent) and between the ages of 25 and 54 (67.6 percent), although 22.9 percent of workers are 55 years of age or older. The racial composition of this group is somewhat more diverse than others, with 67.8 percent of workers identifying as white, 20.1 percent identifying as Black or African American, and 12.1 percent identifying otherwise.

Worker Gender Demographics

- 80.3% Females
- 19.7% Male
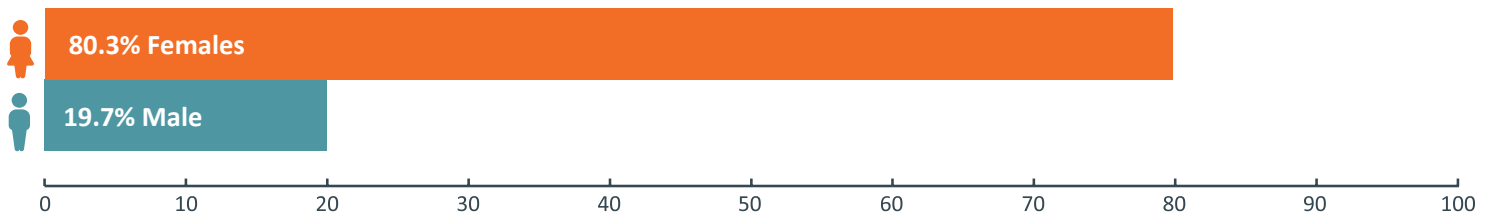
Race and Ethnicity Demographics

67.8% White | 20.1% Black or African-American | 6.0% Hispanic or Latino

Worker Age Demographics

| Age 14-24 9.5% | Age 25-54 67.6% | Age 55+ 22.9% |

Data: Lightcast | Analysis: Workforce Intelligence Network
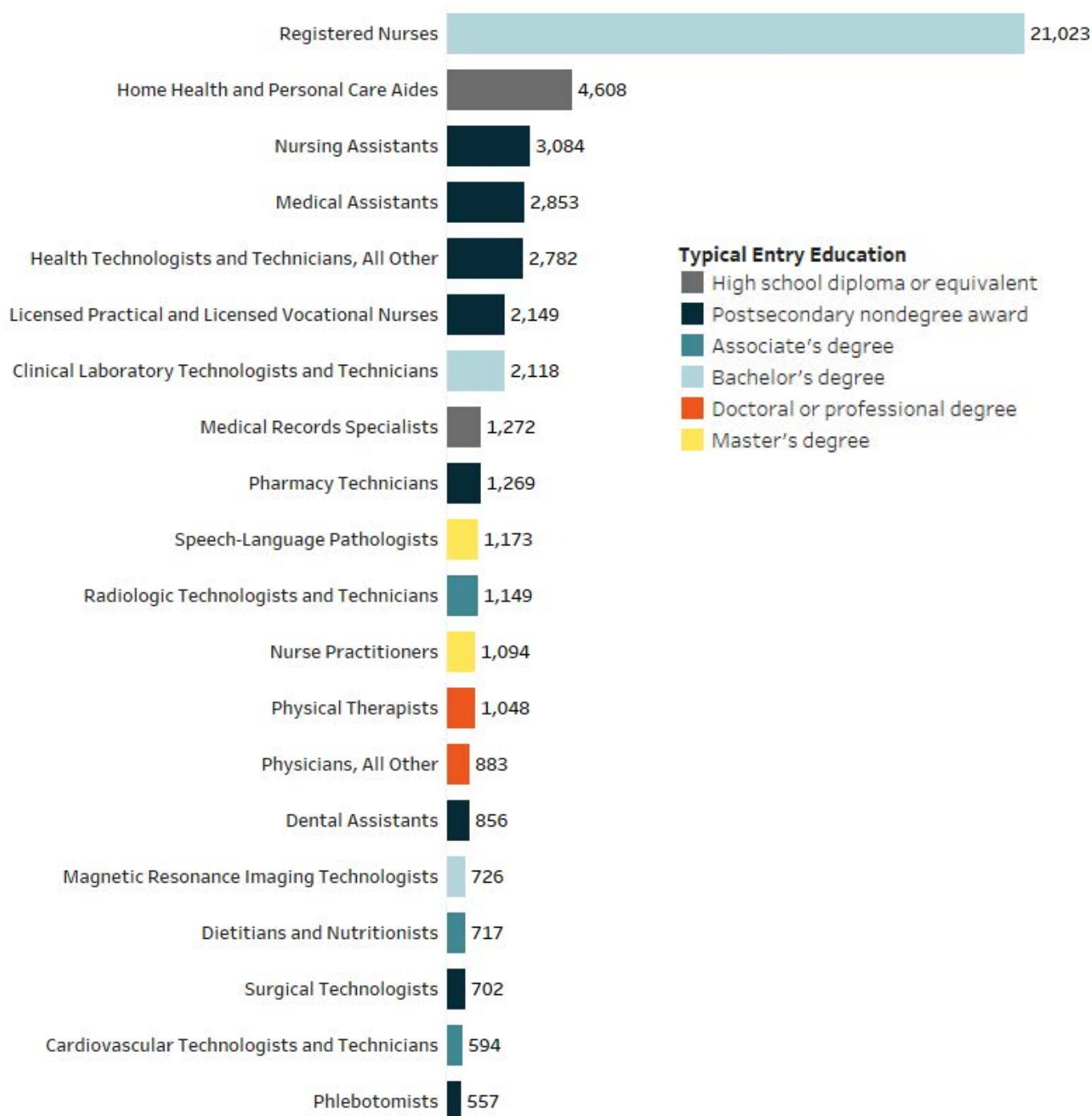
HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Healthcare postings totaled 60,034 ads, decrease of 4,256 postings or 6.6 percent from Q4 2022. Registered Nurses, the perennial top in-demand health care occupation, had 21,023 postings this quarter. Home Health and Personal Care Aides, the second most demanded occupation, had 4,608 postings. Nursing Assistants (3,084 postings), Medical Assistants (2,853 postings), and Health Technologists and Technicians, All Other (2,782 postings) round out the top five demanded occupations this quarter.

Occupation	Postings
Registered Nurses	21,023
Home Health and Personal Care Aides	4,608
Nursing Assistants	3,084
Medical Assistants	2,853
Health Technologists and Technicians, All Other	2,782
Licensed Practical and Licensed Vocational Nurses	2,149
Clinical Laboratory Technologists and Technicians	2,118
Medical Records Specialists	1,272
Pharmacy Technicians	1,269
Speech-Language Pathologists	1,173
Radiologic Technologists and Technicians	1,149
Nurse Practitioners	1,094
Physical Therapists	1,048
Physicians, All Other	883
Dental Assistants	856
Magnetic Resonance Imaging Technologists	726
Dietitians and Nutritionists	717
Surgical Technologists	702
Cardiovascular Technologists and Technicians	594
Phlebotomists	557

Typical Entry Education
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree
- Master's degree

HEALTHCARE
OCCUPATION GROUP

Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry-level requirements and includes a high volume of jobs open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of 21.88 per hour. Licensed Practical and Licensed Vocational Nurses, which require a Postsecondary nondegree award for entry, earn a median hourly wage of $27.92 per hour or annual salary of about $58,074.

Wage Overview for Top Posted Healthcare Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$29.67	$31.06	$37.70	$39.99	$48.80
31-1128	Home Health and Personal Care Aides	$11.00	$11.68	$13.37	$14.49	$15.33
31-1131	Nursing Assistants	$14.24	$14.69	$17.35	$18.34	$18.66
31-9092	Medical Assistants	$14.15	$14.84	$17.82	$18.71	$21.06
29-2099	Health Technologists and Technicians, All Other	$14.39	$17.97	$22.46	$28.38	$33.56
29-2061	Licensed Practical and Licensed Vocational Nurses	$22.64	$23.91	$27.92	$29.53	$30.08
29-2018	Clinical Laboratory Technologists and Technicians	$14.52	$18.24	$28.07	$35.78	$38.19
29-2072	Medical Records Specialists	$15.00	$17.64	$20.12	$25.38	$30.58
29-2052	Pharmacy Technicians	$13.58	$14.50	$17.19	$21.88	$23.19
29-1127	Speech-Language Pathologists	$25.05	$30.76	$37.68	$46.77	$49.28

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Leadership
- Customer Service
- Teaching
- Management

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 Diploma: 24.2%
- Associate Degree: 19.5%
- Bachelor's Degree: 21.6%
- Master's Degree: 10.9%

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

- Beaumont Health
- ProMedica
- Henry Ford Health System
- Trinity Health
- Ascension
- McLaren Health Care
- University Of Michigan
- Tenet Healthcare
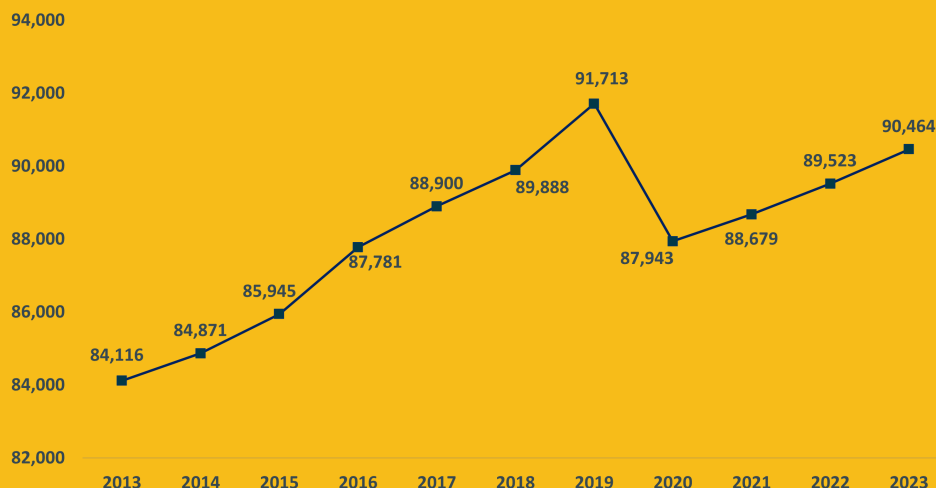- TotalMed
- Toledo Hospital

Job Postings by City

1. Detroit: 7,917 Postings
2. Ann Arbor: 4,144 Postings
3. Lansing: 2,842 Postings
4. Dearborn: 1,728 Postings
5. Southfield: 1,691 Postings
6. Troy: 1,645 Postings
7. Pontiac: 1,638 Postings
8. Flint: 1,536 Postings
9. Royal Oak: 1,462 Postings
10. Farmington: 1,455 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 8,800 job openings are reported in the region annually.

Employment Over Time
2013-2023

| Year	Value
2013	84,116
2014	84,871
2015	85,945
2016	87,781
2017	88,900
2018	89,888
2019	91,713
2020	87,943
2021	88,679
2022	89,523
2023	90,464

941 Information Technology Workers

1.0% Increase from 2022

Information Technology Worker Demographics

In Q1 2023, the IT occupation group had 90,464 workers who are primarily male (73.5 percent). Roughly 77.5 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.8 percent, while only 5.6 percent are 24 years old or younger. Around 68.4 percent of the workforce identify as white, with workers who identify as Black or African American making up 9.5 percent of the workforce.

Worker Gender Demographics

26.5% Females

73.5% Male

0   10   20   30   40   50   60   70   80   90   100
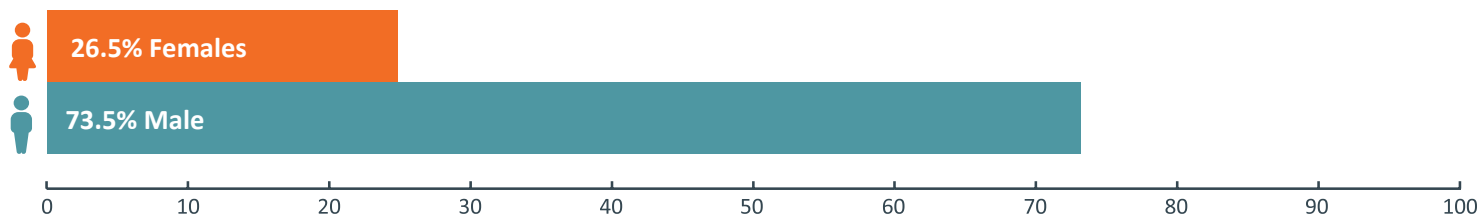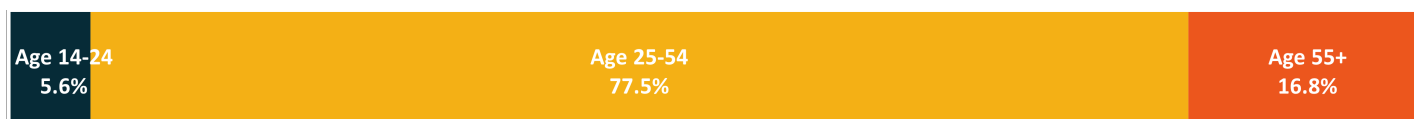
Race and Ethnicity Demographics

68.4% White | 17.3% Asian | 9.5% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
5.6%	77.5%	16.8%

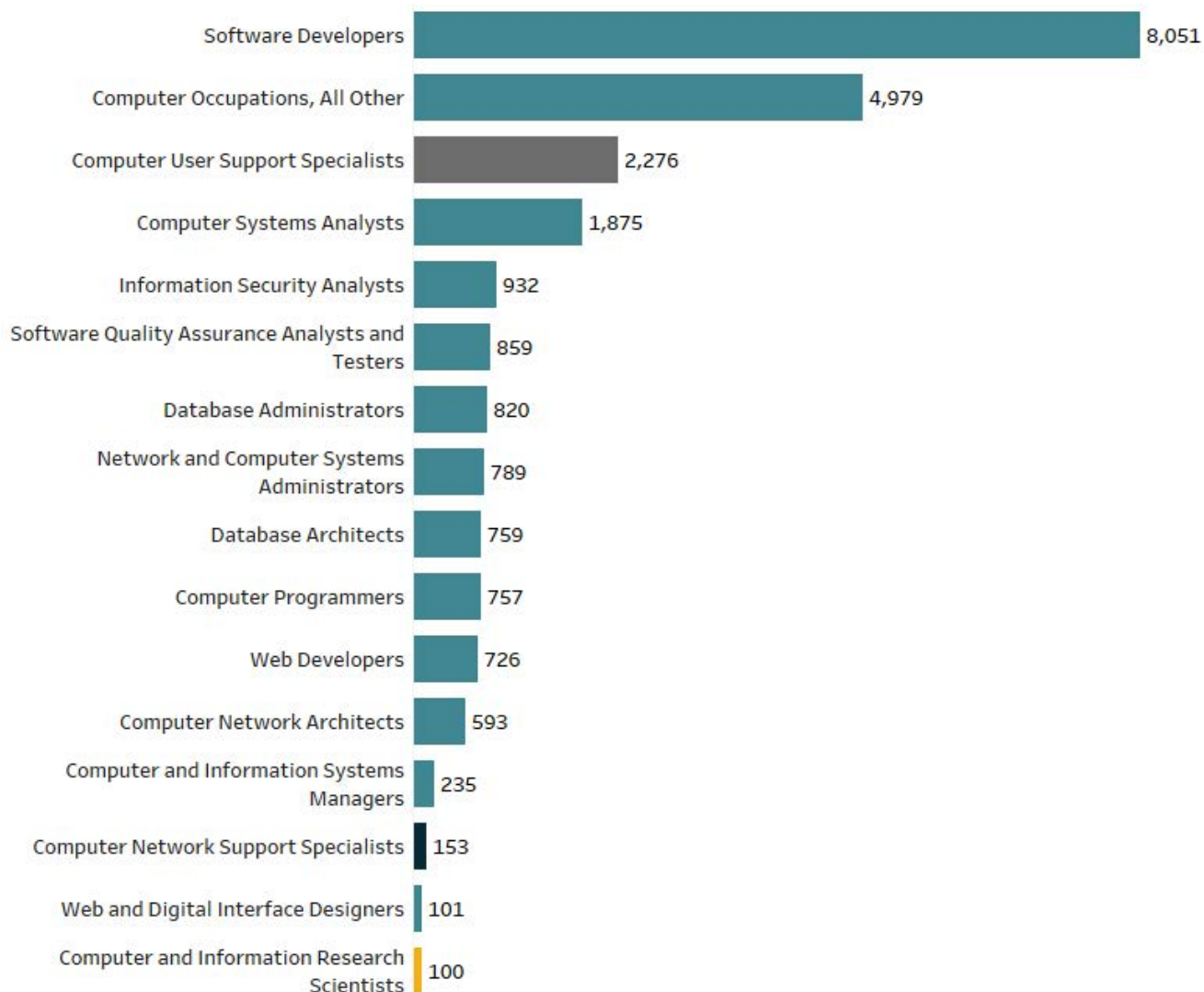*Data: Lightcast | Analysis: Workforce Intelligence Network*

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

There were 24,005 postings for IT workers in Q1 2023, a decrease of 5,978 postings or 19.9 percent since Q4 2022. Software Developers is the top demanded occupation this quarter, with 8,051 postings. Other top posted jobs include Computer Occupations, All Other (4,979 postings), Computer User Support Specialists (2,276 postings), Computer Systems Analysts (1,875 postings), and Information Security Analysts (932 postings).

Occupation	Postings
Software Developers	8,051
Computer Occupations, All Other	4,979
Computer User Support Specialists	2,276
Computer Systems Analysts	1,875
Information Security Analysts	932
Software Quality Assurance Analysts and Testers	859
Database Administrators	820
Network and Computer Systems Administrators	789
Database Architects	759
Computer Programmers	757
Web Developers	726
Computer Network Architects	593
Computer and Information Systems Managers	235
Computer Network Support Specialists	153
Web and Digital Interface Designers	101
Computer and Information Research Scientists	100

Typical Entry Education
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation of the group, earn a median wage of $47.13 per hour or nearly $98,030 per year. Computer Occupations, All Other, the second highest in-demand occupation, offers a median hourly wage of 41.52 per hour or $86,362 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over $23.26 per hour.

Wage Overview for Top Posted Information Technology Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$30.05	$36.91	$47.13	$60.68	$64.17
15-1299	Computer Occupations, All Other	$22.21	$28.86	$41.52	$49.40	$61.40
15-1232	Computer User Support Specialists	$14.90	$18.23	$23.26	$29.59	$37.00
15-1211	Computer Systems Analysts	$31.17	$37.78	$46.78	$59.49	$75.34
15-1212	Information Security Analysts	$22.70	$30.13	$44.58	$58.70	$64.38
15-1253	Software Quality Assurance Analysts and Testers	$20.98	$29.76	$38.33	$48.13	$50.62
15-1242	Database Administrators	$23.73	$30.01	$39.71	$50.61	$61.56
15-1244	Network and Computer Systems Administrators	$28.77	$30.65	$38.08	$47.77	$57.15
15-1243	Database Architects	$38.07	$47.89	$60.06	$64.90	$76.71
15-1251	Computer Programmers	$22.38	$29.42	$38.12	$48.99	$62.35

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Software Engineering
- Automation

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 7.3%
- Associate Degree: 5.8%
- Bachelor's Degree: 59.2%
- Master's Degree: 14.8%

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

Top Posting Employers

- Deloitte
- TEKsystems
- Ford
- University Of Michigan
- Actalent
- State Of Michigan
- V2Soft
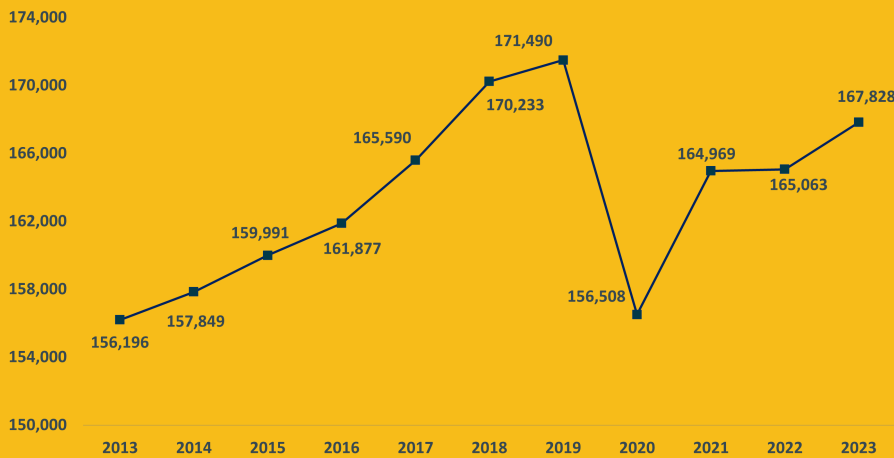- General Motors
- Guidehouse
- HTC

Job Postings by City

1. Lansing: 5,064 Postings
2. Detroit: 4,500 Postings
3. Ann Arbor: 1,629 Postings
4. Auburn Hills: 1,549 Postings
5. Troy: 1,496 Postings
6. Dearborn: 1,218 Postings
7. Farmington: 913 Postings
8. Southfield: 840 Postings
9. Warren: 741 Postings
10. Sterling Heights: 716 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 22,000 openings for these workers annually.

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

Employment Over Time
2013-2023

| Year	Employment
2013	156,196
2014	157,849
2015	159,991
2016	161,877
2017	165,590
2018	170,233
2019	171,490
2020	156,508
2021	164,969
2022	165,063
2023	167,828

2,765 Skilled Trades Workers
1.7% Increase from 2022

Skilled Trades Worker Demographics

The skilled trades occupation group employed 167,828 workers in Southeast Michigan in Q1 2023. A majority of skilled trades workers are males (86.5 percent) between the ages of 25 and 54 (65.1 percent). The 55 and older age group, which accounts for 28.9 percent of the workforce, shows a slightly higher than normal retiring population for this industry.

Worker Gender Demographics

13.5% Female
86.5% Male
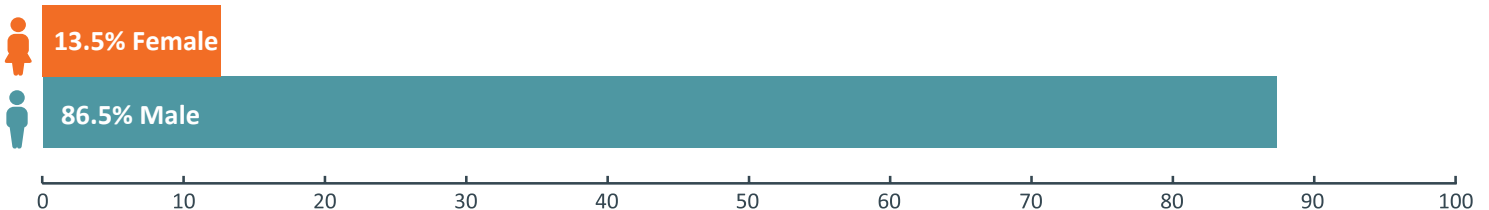
Race and Ethnicity Demographics

77.3% White | 13.1% Black or African-American | 4.7% Hispanic or Latino

Worker Age Demographics

Age 14-24 6.1%	Age 25-54 65.1%	Age 55+ 28.9%

Data: Lightcast | Analysis: Workforce Intelligence Network
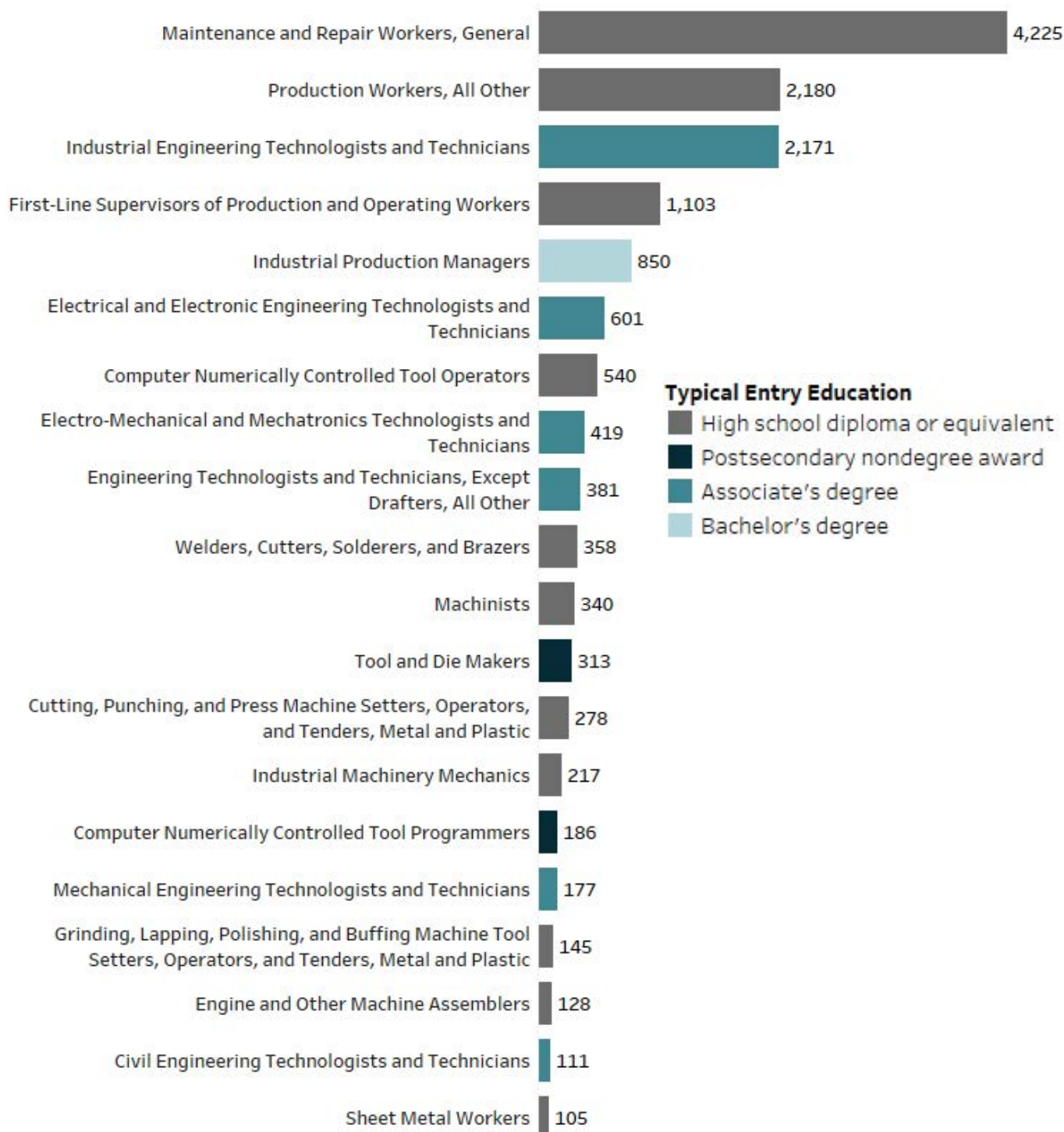
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Demand for Skilled Trades occupations totaled 15,515 postings in Q1 2023, a 12.9% decrease (2,318 postings) from Q4 2022. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the first quarter, with 4,225 postings. Other top posted jobs include Production Workers, All Other (2,180 postings), Industrial Engineering Technologists and Technicians (2,171 postings), First-Line Supervisors of Production and Operating Workers (1,103 postings), and Industrial Production Managers (850 postings).

Occupation	Postings
Maintenance and Repair Workers, General	4,225
Production Workers, All Other	2,180
Industrial Engineering Technologists and Technicians	2,171
First-Line Supervisors of Production and Operating Workers	1,103
Industrial Production Managers	850
Electrical and Electronic Engineering Technologists and Technicians	601
Computer Numerically Controlled Tool Operators	540
Electro-Mechanical and Mechatronics Technologists and Technicians	419
Engineering Technologists and Technicians, Except Drafters, All Other	381
Welders, Cutters, Solderers, and Brazers	358
Machinists	340
Tool and Die Makers	313
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	278
Industrial Machinery Mechanics	217
Computer Numerically Controlled Tool Programmers	186
Mechanical Engineering Technologists and Technicians	177
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	145
Engine and Other Machine Assemblers	128
Civil Engineering Technologists and Technicians	111
Sheet Metal Workers	105

Typical Entry Education
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand skilled trades occupations have wages above the state median of 21.88 per hour. Management and technician roles requiring additional education and training earn even more. Maintenance and Repair Workers, General, the top posted skilled trades job this quarter, offers a median hourly wage of $18.19, or an annual salary of about $37,835.

Wage Overview for Top Posted Skilled Trades Jobs in Q1 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	$13.90	$14.72	$18.19	$23.53	$29.44
51-9199	Production Workers, All Other	$10.99	$13.20	$14.52	$17.28	$21.90
17-3026	Industrial Engineering Technologists and Technicians	$18.31	$23.52	$28.79	$31.66	$37.08
51-1011	First-Line Supervisors of Production and Operating Workers	$18.55	$23.42	$30.26	$38.29	$48.82
11-3051	Industrial Production Managers	$31.37	$42.64	$51.88	$63.24	$79.96
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.67	$24.05	$30.53	$38.97	$47.57
51-9161	Computer Numerically Controlled Tool Operators	$14.30	$17.53	$20.47	$24.51	$29.50
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$18.69	$22.83	$24.32	$36.41	$38.73
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$17.95	$21.87	$32.80	$45.96	$55.01
51-4121	Welders, Cutters, Solderers, and Brazers	$14.68	$17.54	$19.57	$23.48	$29.30

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- Machining
- Preventive Maintenance

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 39.9%
- Associate Degree: 10.2%
- Bachelor's Degree: 11.1%
- Master's Degree: 1.9%

*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

- Aerotek
- Taldeco
- Kelly Services
- Sentech Services
- Branex
- Qualified Staffing
- Actalent
- Express Employment Professionals
- Dana Incorporated
- McDonald's

Job Postings by City

1. Detroit: 1,631 Postings
2. Lansing: 920 Postings
3. Warren: 680 Postings
4. Auburn Hills: 581 Postings
5. Sterling Heights: 574 Postings
6. Ann Arbor: 548 Postings
7. Troy: 529 Postings
8. Livonia: 491 Postings
9. Plymouth: 408 Postings
10. Novi: 338 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner, 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 50,500 job openings in Southeast Michigan.

Employment Over Time
2013-2023

| Year	Employment
2013	299,064
2014	307,082
2015	314,414
2016	324,359
2017	334,158
2018	341,488
2019	353,258
2020	339,288
2021	365,722
2022	369,742
2023	381,357

11,615 TDL Workers
3.1% Increase from 2022

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 381,357 individuals in the first quarter of 2023. These workers are 70.8 percent male and 69.8 percent white, with a majority (63.1 percent) of the workforce between the ages of 25 and 54.
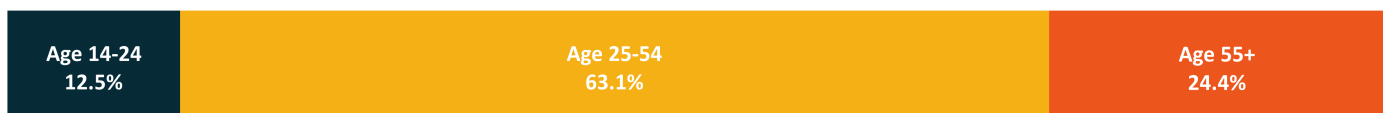
Worker Gender Demographics

- 29.2% Female
- 70.8% Male
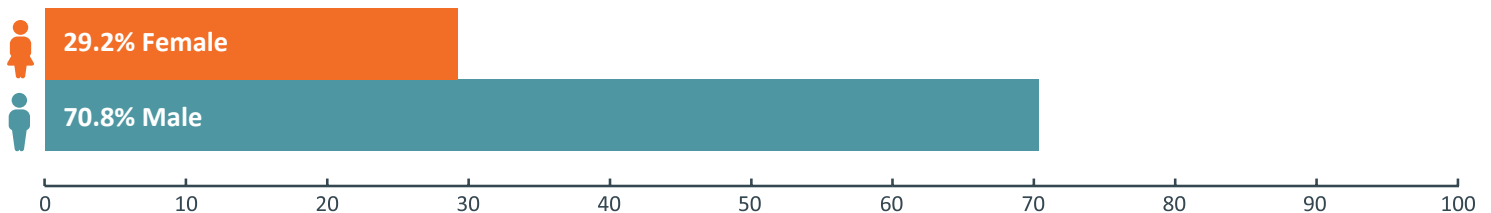
Race and Ethnicity Demographics

69.8% White | 19.6% Black or African-American | 5.2% Hispanic or Latino

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
12.5%	63.1%	24.4%

Data: Lightcast | Analysis: Workforce Intelligence Network
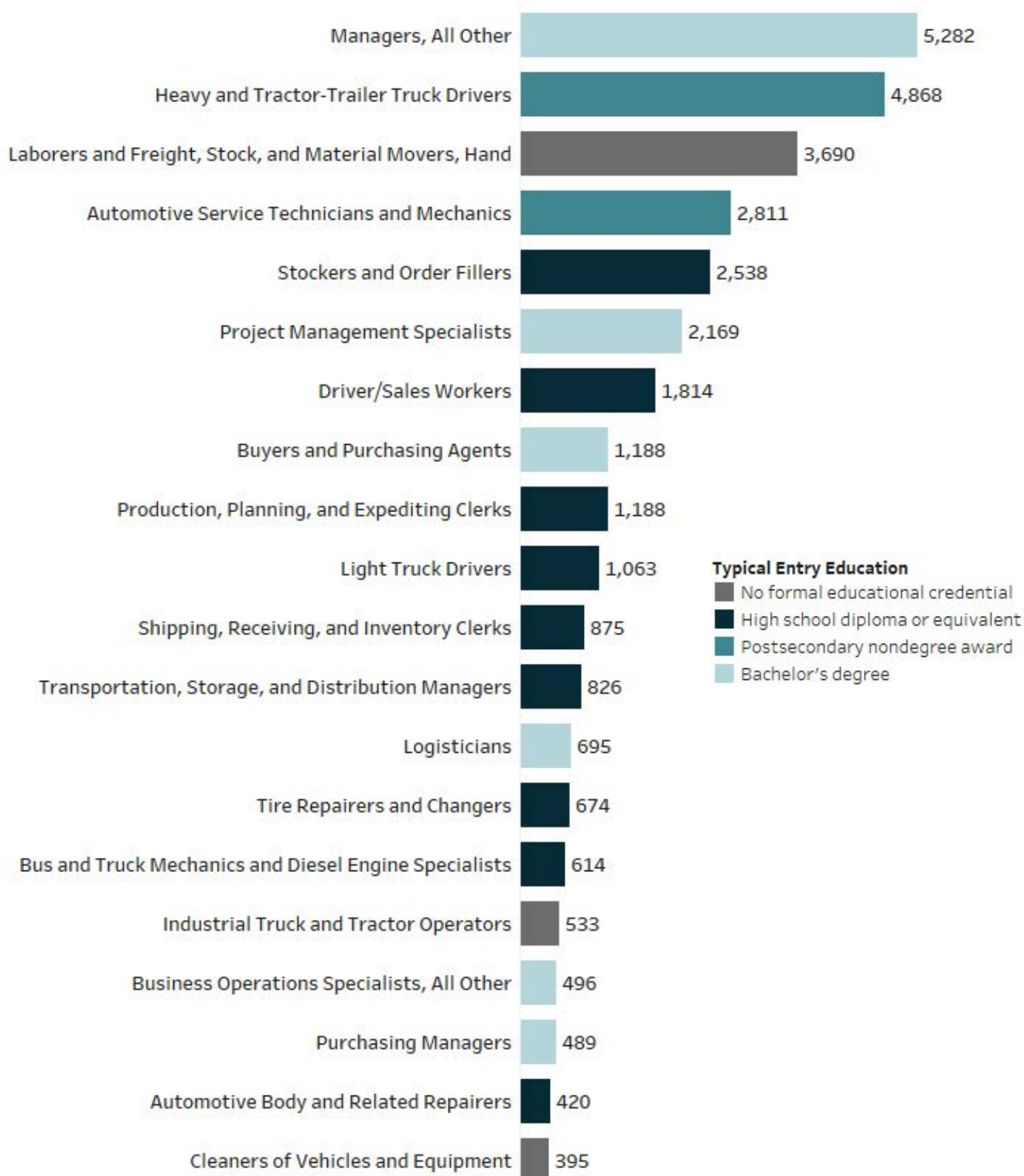
TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 37,648 postings in Q1 2022, down 17.4 percent (7,959 postings) from Q4. Managers, All Other was the highest in-demand TDL occupation during the first quarter, with 5,282 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (4,868 postings), Laborers and Freight, Stock, and Material Movers, Hand (3,960 postings), Automotive Service Technicians and Mechanics (2,811) and Stockers and Order Fillers (2,538 postings).

Occupation	Postings
Managers, All Other	5,282
Heavy and Tractor-Trailer Truck Drivers	4,868
Laborers and Freight, Stock, and Material Movers, Hand	3,690
Automotive Service Technicians and Mechanics	2,811
Stockers and Order Fillers	2,538
Project Management Specialists	2,169
Driver/Sales Workers	1,814
Buyers and Purchasing Agents	1,188
Production, Planning, and Expediting Clerks	1,188
Light Truck Drivers	1,063
Shipping, Receiving, and Inventory Clerks	875
Transportation, Storage, and Distribution Managers	826
Logisticians	695
Tire Repairers and Changers	674
Bus and Truck Mechanics and Diesel Engine Specialists	614
Industrial Truck and Tractor Operators	533
Business Operations Specialists, All Other	496
Purchasing Managers	489
Automotive Body and Related Repairers	420
Cleaners of Vehicles and Equipment	395

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

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand TDL occupations offer wages above the state median wage of 21.88 per hour. Managers, All Other, the top posted TDL job this quarter, earn a median hourly wage of $52.37, or an annual salary of nearly $108,929. Logistics roles that require additional education, such as Project Management Specialists and Business Operations Specialists, All Other, also offer higher wages.

Wage Overview for Top Posted TDL Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	$25.46	$37.27	$52.37	$64.39	$80.11
53-3032	Heavy and Tractor-Trailer Truck Drivers	$14.78	$18.86	$23.60	$29.78	$30.97
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$11.98	$13.78	$15.18	$18.13	$22.96
49-3023	Automotive Service Technicians and Mechanics	$13.93	$14.84	$22.50	$29.03	$35.75
53-7065	Stockers and Order Fillers	$11.27	$13.08	$14.92	$17.80	$23.01
13-1082	Project Management Specialists	$25.09	$31.06	$44.41	$58.72	$63.83
53-3031	Driver/Sales Workers	$10.86	$11.36	$11.94	$17.62	$23.00
13-1028	Buyers and Purchasing Agents	$22.36	$24.34	$32.56	$45.08	$51.51
43-5061	Production, Planning, and Expediting Clerks	$17.54	$19.18	$26.34	$30.66	$36.70
53-3033	Light Truck Drivers	$12.06	$14.48	$18.90	$23.80	$36.45

In-Demand Technical Skills

- Warehousing
- Merchandising
- Forklift Truck
- Purchasing
- Supply Chain

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 28.4%
- Associate Degree: 4.9%
- Bachelor's Degree: 22.8%
- Master's Degree: 5.4%

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

- Walmart
- Meijer
- Discount Tire
- Roehl Transport
- Aerotek
- University Of Michigan
- Domino's Pizza
- The Home Depot
- Penske Automotive Group
- State Of Michigan

Job Postings by City

1. Detroit: 4,578 Postings
2. Lansing: 3,096 Postings
3. Ann Arbor: 1,947 Postings
4. Troy: 1,403 Postings
5. Warren: 1,291 Postings
6. Livonia: 1,194 Postings
7. Auburn Hills: 1,045 Postings
8. Sterling Heights: 1,035 Postings
9. Dearborn: 997 Postings
10. Southfield: 835 Postings

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