WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
WIN REGION

Q2 2023
April - June

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 second 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 second quarter of 2023, the labor force and employment figures both improved, while unemployment also improved from Q1 2023 in Southeast Michigan. The number of unemployed workers decreased by 17.0 percent, while the size of the labor force increased by 1.6 percent and the number of employed individuals increased by 2.3 percent. These changes demonstrate increased hiring rates and suggest fewer layoffs as COVID-19 recovery tapers off and more traditional economic trends prevail.

Overall employer demand for the occupation groups analyzed by WIN has increased during Q2 2023. Posting increases in the double digits were common, with Education and TDL demonstrating particularly robust increases of 17.9 and 20.9 percent, respectively.

Annual Labor Market Information

The labor force in Southeast Michigan improved during Q2 2023, gaining 7,631 individuals from 2022, or 0.3 percent. Employment tracked proportionately to the labor force, reporting an increase of 0.8 percent, or 24,748 more workers in the second quarter of 2023. The unemployment rate declined considerably during the same period for a rate of 3.6 percent.

Annual Labor Force, Employment, Unemployment Rate 2013–2023

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the second quarter of 2023, including posting information from April, May and June, showed an increase in employer demand levels in Southeast Michigan, up by 34,289 postings or 18.7 percent since Q1 2023. Over the past year, however, postings have decreased by 47,518 compared with Q2 2022, down 21.4 percent.

Average Quarterly Posting Analysis WIN Region Q1 2022 - Q2 2023

Data: Lightcast | Analysis: Workforce Intelligence Network

QUARTERLY WORKFORCE INDICATORS
Key Findings

13.5% Increase in employer demand, a gain of 44,305 job postings from Q1 2023

Bachelor's Degree

Most in-demand minimum education level during Q2 2023.
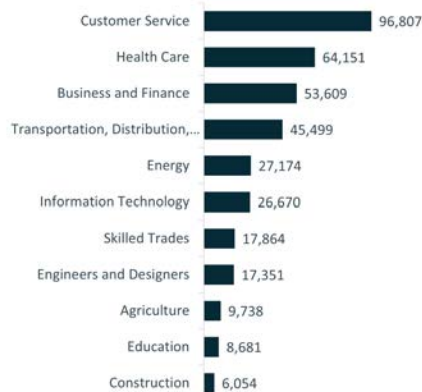
In Q2 2023, employment totaled

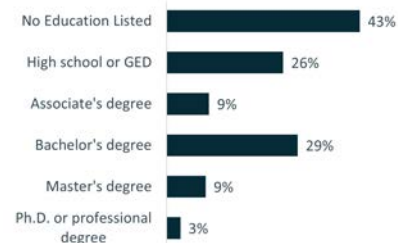**2,938,340** an increase of 24,748 workers since Q1 2023

During Q2 2023, there were 373,101 unique job postings, 44,305 (13.5 percent) more than the 328,796 postings made during Q1 2023 in the 19-county WIN region. All occupation groups this quarter saw an increase in postings, indicative of growing demand in the region. The Customer Service Occupation group had the greatest demand with 96,807 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 373,101 unique postings in the WIN Region during Q2 2023, nearly 96,000 (25.7 percent) required a high school diploma or equivalent, while 108,037 postings (29.0 percent) required a Bachelor's degree. An additional 43,409 postings (11.6 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q2 2023

Occupation Group	Postings
Customer Service	96,807
Health Care	64,151
Business and Finance	53,609
Transportation, Distribution,...	45,499
Energy	27,174
Information Technology	26,670
Skilled Trades	17,864
Engineers and Designers	17,351
Agriculture	9,738
Education	8,681
Construction	6,054

In-Demand Education Levels
Q2 2023

Education Level	Percent
No Education Listed	43%
High school or GED	26%
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 notable growth in both the labor force and employment. During Q2 2023, labor force figures were 1.6 percent higher (47,429 individuals) and employment is 2.3 percent higher (67,942 individuals) than in Q1 2023. The unemployment rate decreased to 3.3 percent in Q2 2023, a 0.7 percentage point decrease from Q1 2023. The labor force increased by 1.4 percent from Q2 2022 while employment figures showed annual growth of 2.8 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

	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	Change from 1st Quarter 2023	Percent Change from 1st Quarter 2023	Change from 2nd Quarter 2022	Percent Change from 2nd Quarter 2022
Labor Force	3,031,567	3,048,245	3,035,047	3,025,345	3,072,774	47,429	1.6%	41,207	1.4%
Employment	2,892,325	2,932,299	2,930,990	2,904,369	2,972,311	67,942	2.3%	79,986	2.8%
Unemployment	139,241	115,946	104,057	120,976	100,463	-20,513	-17.0%	-38,778	-27.8%
Unemployment Rate	4.6%	3.8%	3.4%	4.0%	3.3%	-0.7%	na	-1.3%	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 second quarter of 2023, the labor force in Southeast Michigan experienced considerable growth. This change was a stark contrast to the Q1 labor market data which suggested that post-pandemic recovery had peaked. The labor force is up by 7,631 individuals (0.3 percent) since 2022, while employment in the 19-county area increased by 24,748 workers (0.8 percent). Unemployment continued its year-over-year free fall, with a decrease of 17,118 individuals from CY2022. The unemployment rate demonstrated a commensurate decrease, for a Q2 2023 unemployment rate of 3.6 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	3,049,060	7,631	0.3%
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	2,938,340	24,748	0.8%
Unemployment	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	110,720	-17,118	-13.4%
Unemployment Rate	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.6%	-0.6%	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
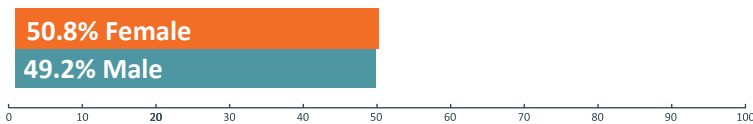
POPULATION DEMOGRAPHICS

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.
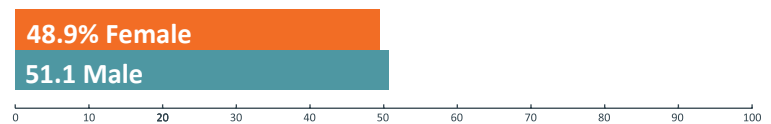
2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q2 2023, the workforce had a total of 2,732,962 individuals working in Southeast Michigan. A slight majority, 51.1 percent (1,380,456 workers) were male, while 48.9 percent (1,322,143 workers) of the workforce was female. Most workers in the county identified as Current Year White, accounting for 73.3 percent of the workforce, while Current Year Black or African American workers totaled 15.2 percent of the workforce. Those identifying as Current Year Hispanic or Latino ethnicity accounted for 4.8 percent. Much of the workforce in WIN region are between the ages of 25 through 54 (63.0 percent), while 23.3 percent of workers are 55 and older.

Population Gender Demographics

50.8% Female
49.2% Male

Workforce Gender Demographics

48.9% Female
51.1 Male

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%
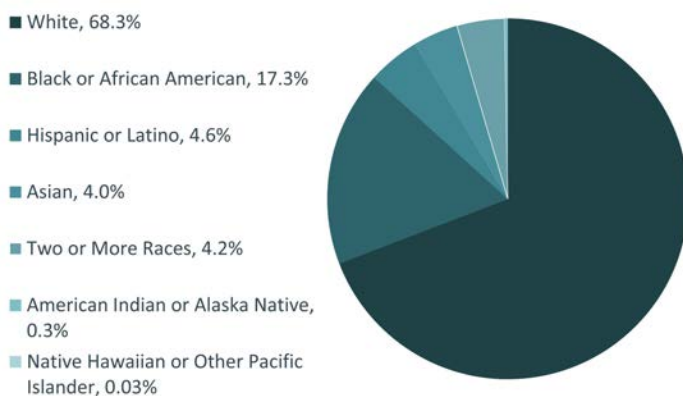
Workforce Race and Ethnicity Demographics

- 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%
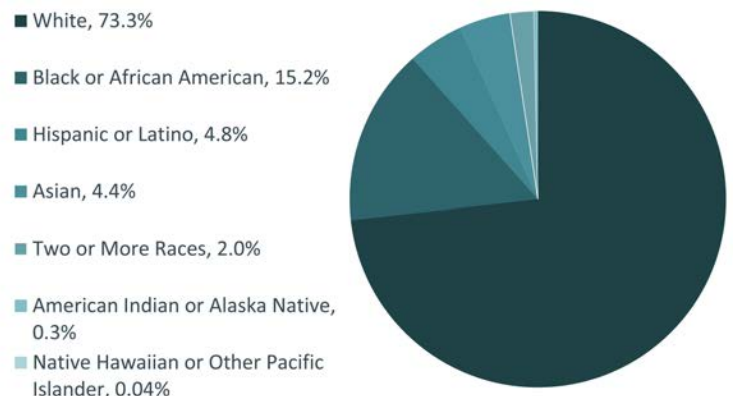
Population Age Demographics

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

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

Workforce Age Demographics
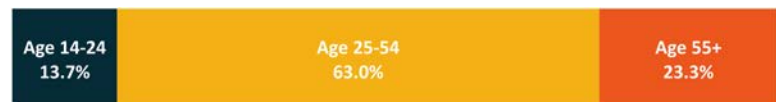
| Age 14-24 13.7% | Age 25-54 63.0% | Age 55+ 23.3% |

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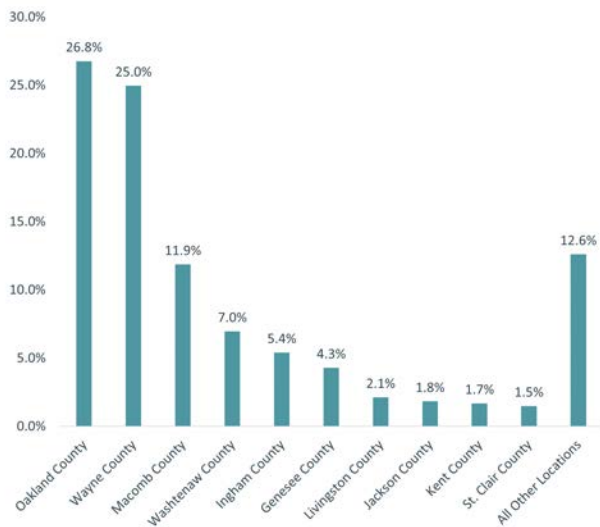
Where Michigan Workers Live
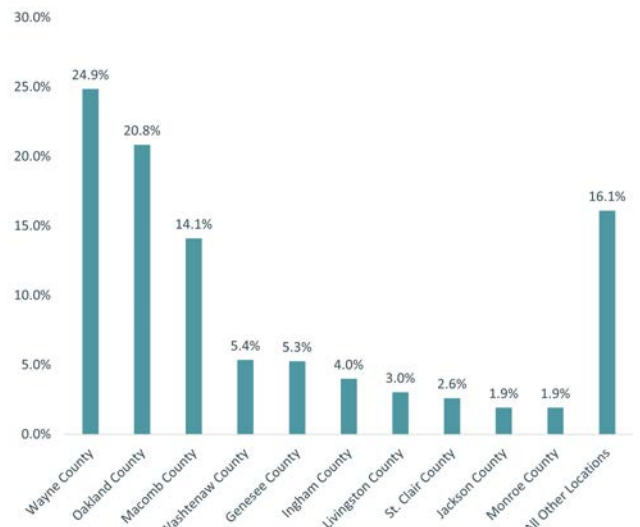
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Detroit: 49,326 Postings
2. Lansing: 34,228 Postings
3. Ann Arbor: 24,374 Postings
4. Troy: 15,032 Postings
5. Southfield: 10,064 Postings
6. Auburn Hills: 9,931 Postings
7. Dearborn: 9,834 Postings
8. Livonia: 9,655 Postings
9. Warren: 9,435 Postings
10. Farmington: 8,584 Postings
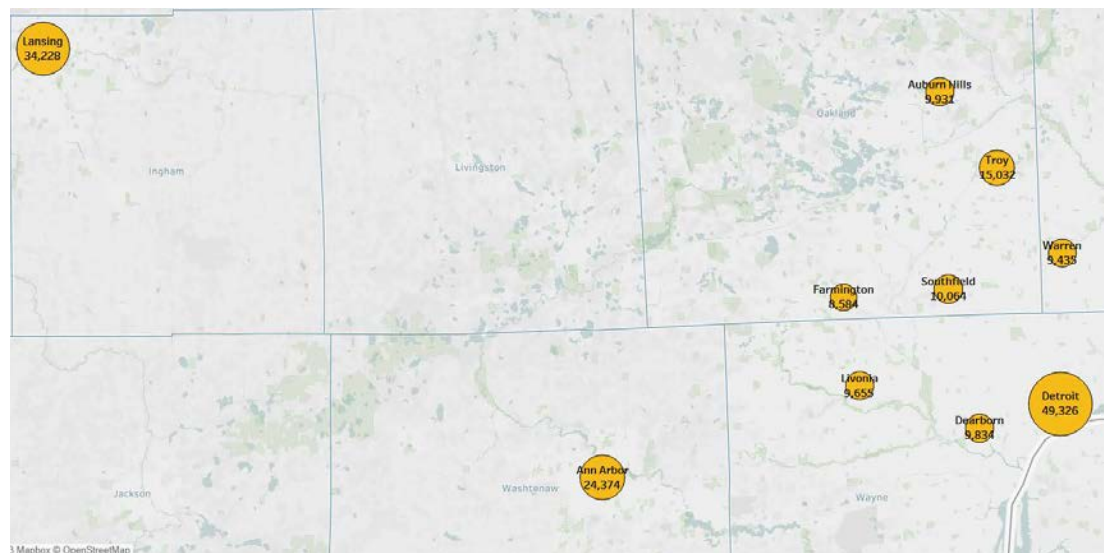
TOP POSTED JOBS

Top Posted Jobs: Q2 2023

Registered Nurses is the top posted occupation for Q2 2023 with 21,935 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (10,468 postings) and Software Developers (8,918 postings) round out the top three demanded occupations, requiring no formal educational credential and Bachelor's degree, respectively. Among the top 10 in-demand jobs, only four require a Bachelor's degree, while five occupations required short- to moderate-term on-the-job training.

Top Posted Entry-Level Jobs: Q2 2023

There were 98,853 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs, which usually require zero to two years of previous experience, accounted for 26.5 percent of postings in WIN region. More than half of the top ten entry-level occupatio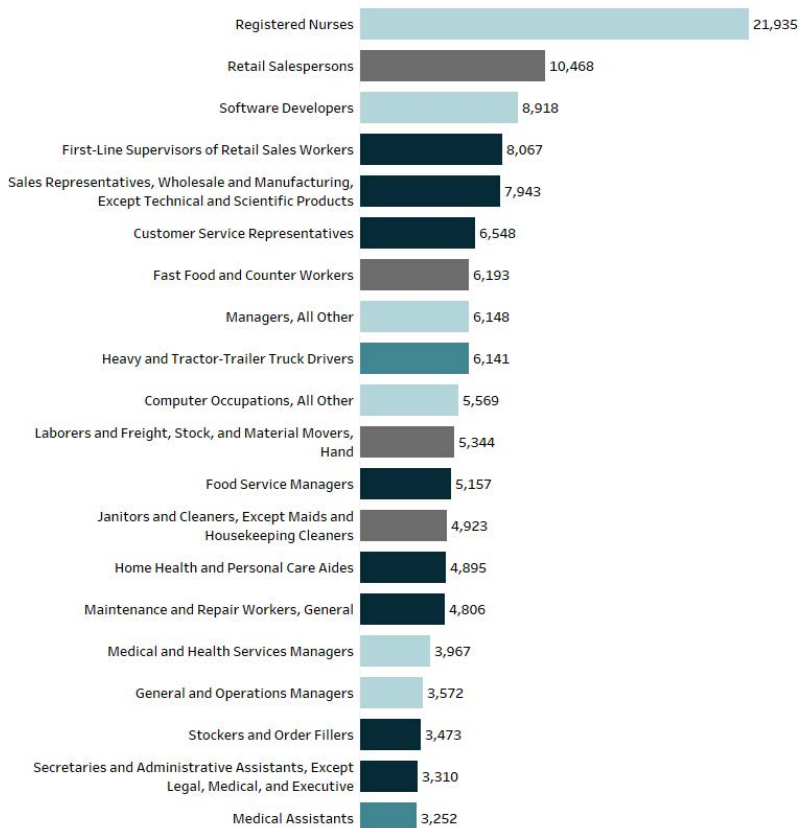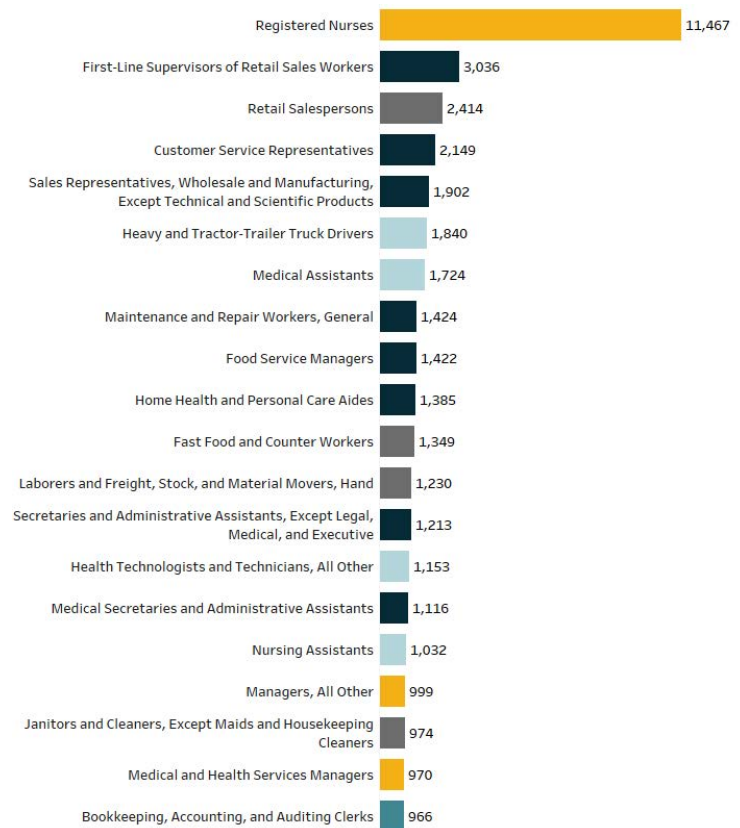ns require a High school diploma or equivalent, or no formal educational credential. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.8 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 11,467 postings, followed by First-Line Supervisors of Retail Sales Workers with 3,036 postings.

Top Posted Jobs: Q2 2023	
Registered Nurses	21,935
Retail Salespersons	10,468
Software Developers	8,918
First-Line Supervisors of Retail Sales Workers	8,067
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,943
Customer Service Representatives	6,548
Fast Food and Counter Workers	6,193
Managers, All Other	6,148
Heavy and Tractor-Trailer Truck Drivers	6,141
Computer Occupations, All Other	5,569
Laborers and Freight, Stock, and Material Movers, Hand	5,344
Food Service Managers	5,157
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,923
Home Health and Personal Care Aides	4,895
Maintenance and Repair Workers, General	4,806
Medical and Health Services Managers	3,967
General and Operations Managers	3,572
Stockers and Order Fillers	3,473
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,310
Medical Assistants	3,252

Top Posted Entry-Level Jobs: Q2 2023	
Registered Nurses	11,467
First-Line Supervisors of Retail Sales Workers	3,036
Retail Salespersons	2,414
Customer Service Representatives	2,149
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,902
Heavy and Tractor-Trailer Truck Drivers	1,840
Medical Assistants	1,724
Maintenance and Repair Workers, General	1,424
Food Service Managers	1,422
Home Health and Personal Care Aides	1,385
Fast Food and Counter Workers	1,349
Laborers and Freight, Stock, and Material Movers, Hand	1,230
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,213
Health Technologists and Technicians, All Other	1,153
Medical Secretaries and Administrative Assistants	1,116
Nursing Assistants	1,032
Managers, All Other	999
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	974
Medical and Health Services Managers	970
Bookkeeping, Accounting, and Auditing Clerks	966

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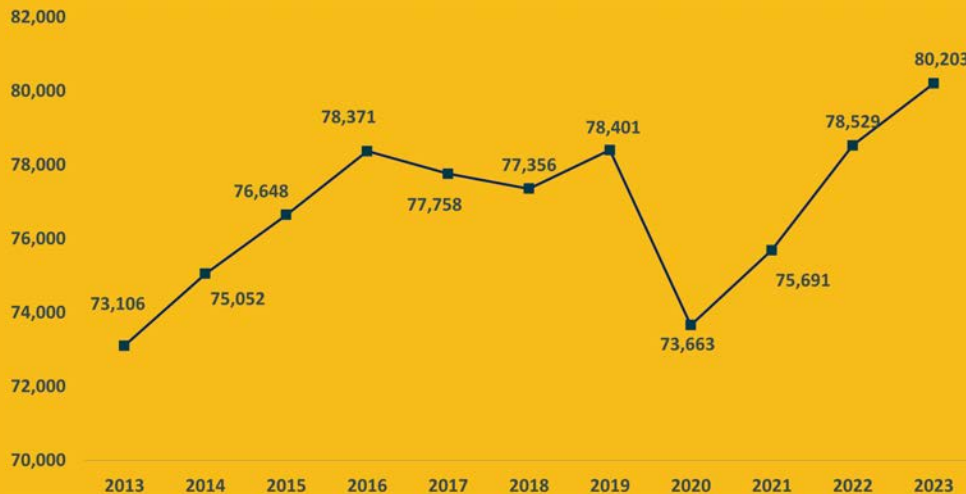- Postsecondary nondegree award
- Bachelor's degree

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 11,800 openings for these positions each year in Southeast Michigan.

Employment Over Time
2013-2023

Year	Employment
2013	73,106
2014	75,052
2015	76,648
2016	78,371
2017	77,758
2018	77,356
2019	78,401
2020	73,663
2021	75,691
2022	78,529
2023	80,203

1,674 Agriculture Workers

2.1% Increase from 2022

Agriculture Worker Demographics

According to Q2 2023 Lightcast data, the 80,203 workers in the Agriculture group are not particularly diverse. Just 14.2 percent of the related workforce is under 25. Female workers account for 36.4 percent of the current workforce and only 23.7 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

36.4% Female

63.6% Male
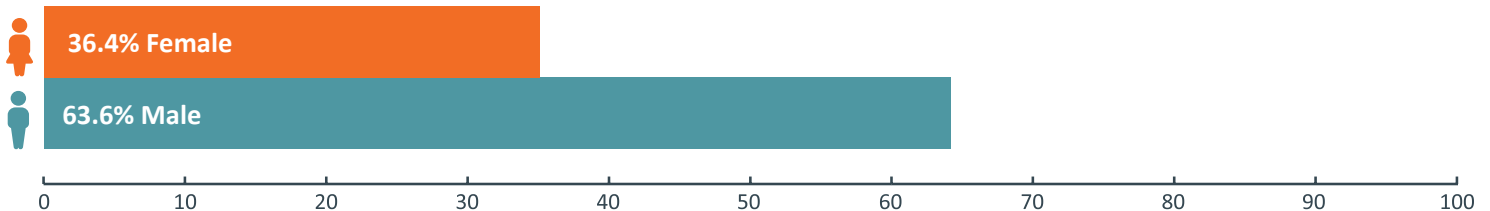
Race and Ethnicity Demographics

76.3 % White | 7.9% Hispanic or Latino | 10.9% Black or African-American

Worker Age Demographics

Age 14-24 14.2% | Age 25-54 62.9% | Age 55+ 22.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q2 2023, there were a total of 9,738 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during Q2 2023, with 1,392 postings. Buyers and Purchasing Agents was in the second position with 1,244 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (792 postings),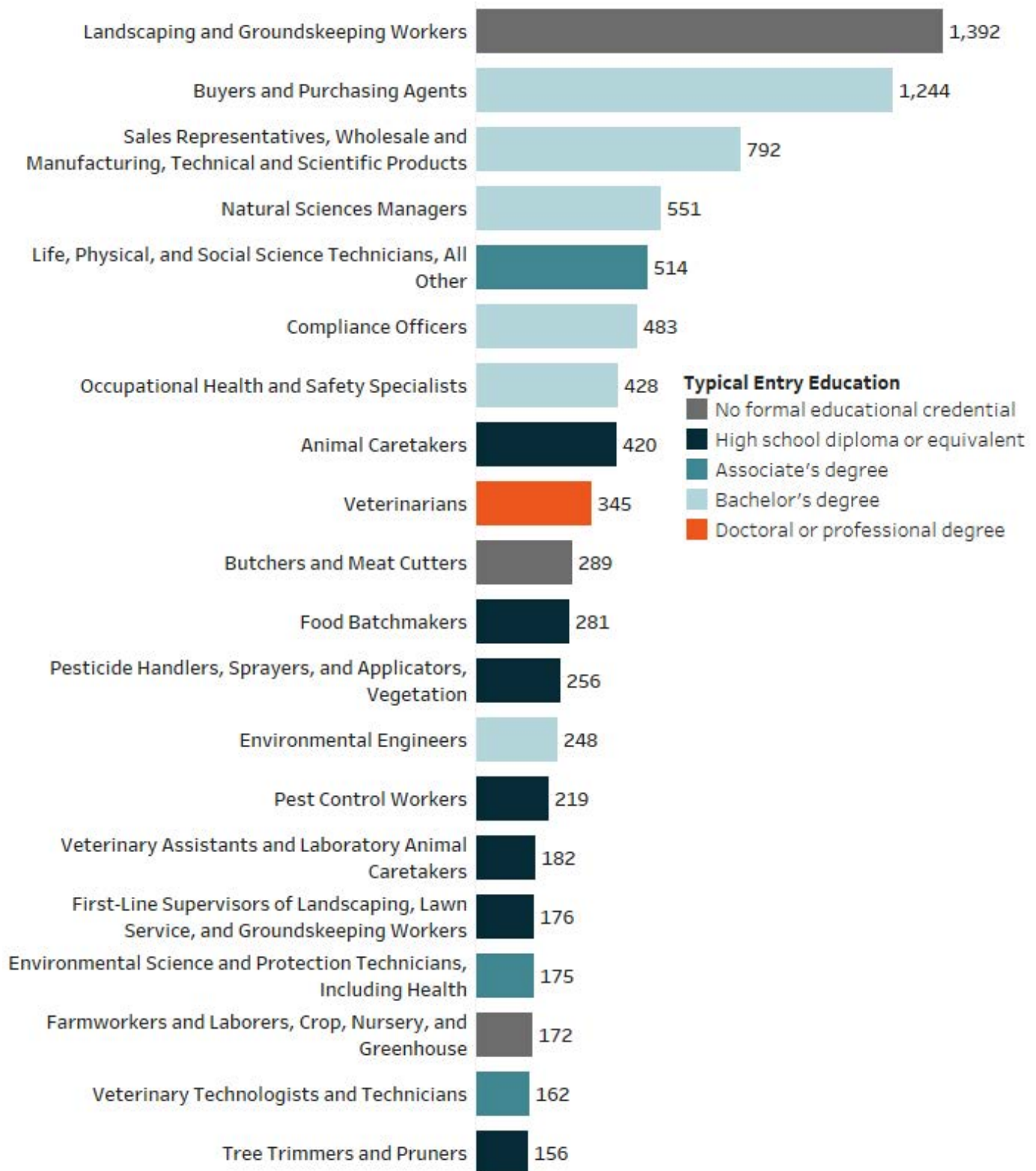 Natural Sciences Managers (551 postings), and Life, Physical, and Social Science Technicians, All Other (514 postings).

Occupation	Postings
Landscaping and Groundskeeping Workers	1,392
Buyers and Purchasing Agents	1,244
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	792
Natural Sciences Managers	551
Life, Physical, and Social Science Technicians, All Other	514
Compliance Officers	483
Occupational Health and Safety Specialists	428
Animal Caretakers	420
Veterinarians	345
Butchers and Meat Cutters	289
Food Batchmakers	281
Pesticide Handlers, Sprayers, and Applicators, Vegetation	256
Environmental Engineers	248
Pest Control Workers	219
Veterinary Assistants and Laboratory Animal Caretakers	182
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	176
Environmental Science and Protection Technicians, Including Health	175
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	172
Veterinary Technologists and Technicians	162
Tree Trimmers and Pruners	156

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

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 a High school diploma or equivalent. At least half of the top jobs pay over $32.56 per hour. Landscaping and Groundskeeping Workers, the top posted Agriculture job, offers a median hourly wage of $14.92 per hour or an annual salary of about $31,034.

Wage Overview for Top Posted Agriculture Jobs in Q2 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	$11.82	$14.13	$14.92	$18.36	$22.59
13-1028	Buyers and Purchasing Agents	$22.36	$24.34	$32.56	$45.08	$51.51
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	$23.86	$35.33	$48.43	$66.43	$80.38
11-9121	Natural Sciences Managers	$41.33	$48.21	$57.90	$77.30	$103.61
19-4099	Life, Physical, and Social Science Technicians, All Other	$13.62	$15.37	$20.65	$27.18	$33.73
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
51-3021	Butchers and Meat Cutters	$11.15	$12.92	$15.08	$18.36	$22.76

In-Demand Technical Skills

- Purchasing
- Landscaping
- Auditing
- Project Management
- Mowing

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Sales
- Operations

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: 23.2%
- Associate degree: 6.2%
- Bachelor's degree: 33.8%
- Master's degree: 8.1%

*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

- University Of Michigan
- State of Michigan
- Carrols Restaurant Group
- Aston Carter
- Kroger
- The Davey Tree Expert Company
- Icon
- TruGreen
- Banfield Pet Hospital
- Carrols Corporation

Job Postings by City

1. Detroit: 1,131 Postings
2. Lansing: 1,069 Postings
3. Ann Arbor: 818 Postings
4. Auburn Hills: 311 Postings
5. Troy: 294 Postings
6. Novi: 249 Postings
7. Livonia: 244 Postings
8. Southfield: 232 Postings
9. Farmington: 213 Postings
10. Warren: 210 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
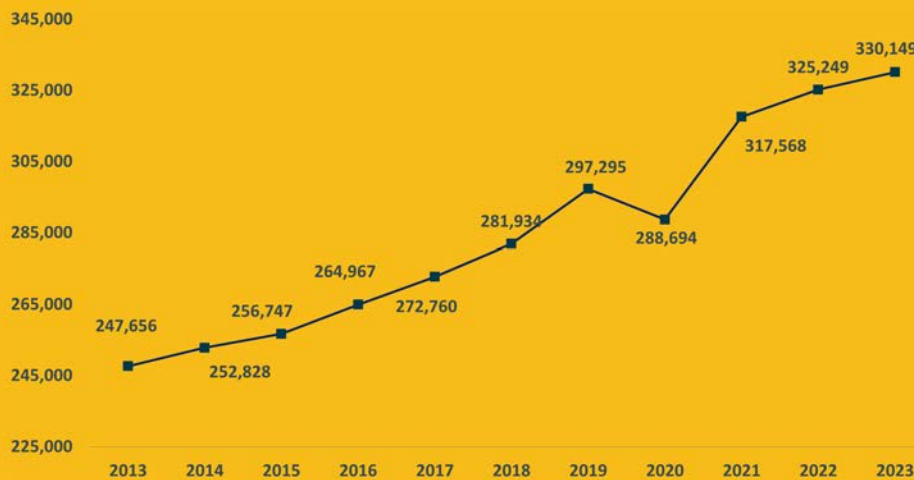
4,899 Business and Finance Workers

1.5% Increase from 2022

Business and Finance Worker Demographics

In Q2 2023, there were 330,149 workers in the Business and Finance occupation group. This group is primarily made up of males (52.1 percent) between the ages of 25 and 54 (70.6 percent), with 47.9 percent of workers identifying as female and just 19.7 percent identifying as a racial minority. Also of note was that 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics

47.9% Female

52.1% Male

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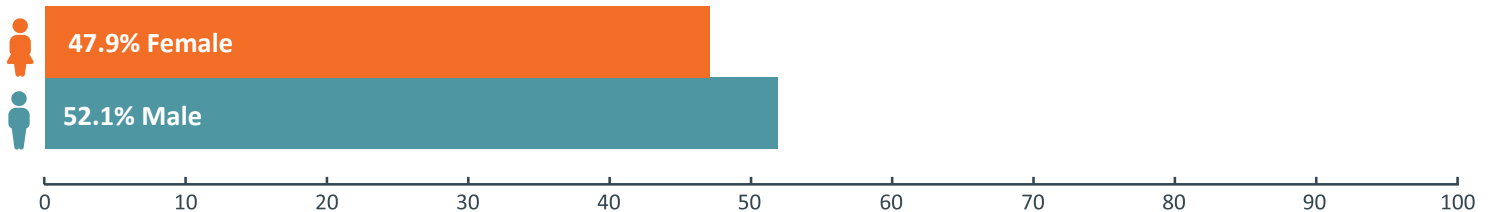
Race and Ethnicity Demographics

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

In Q2 2023, there were a total of 53,609 job postings for Business and Finance workers, an increase of 4,254 postings or 8.6 percent since Q1 2023. Sal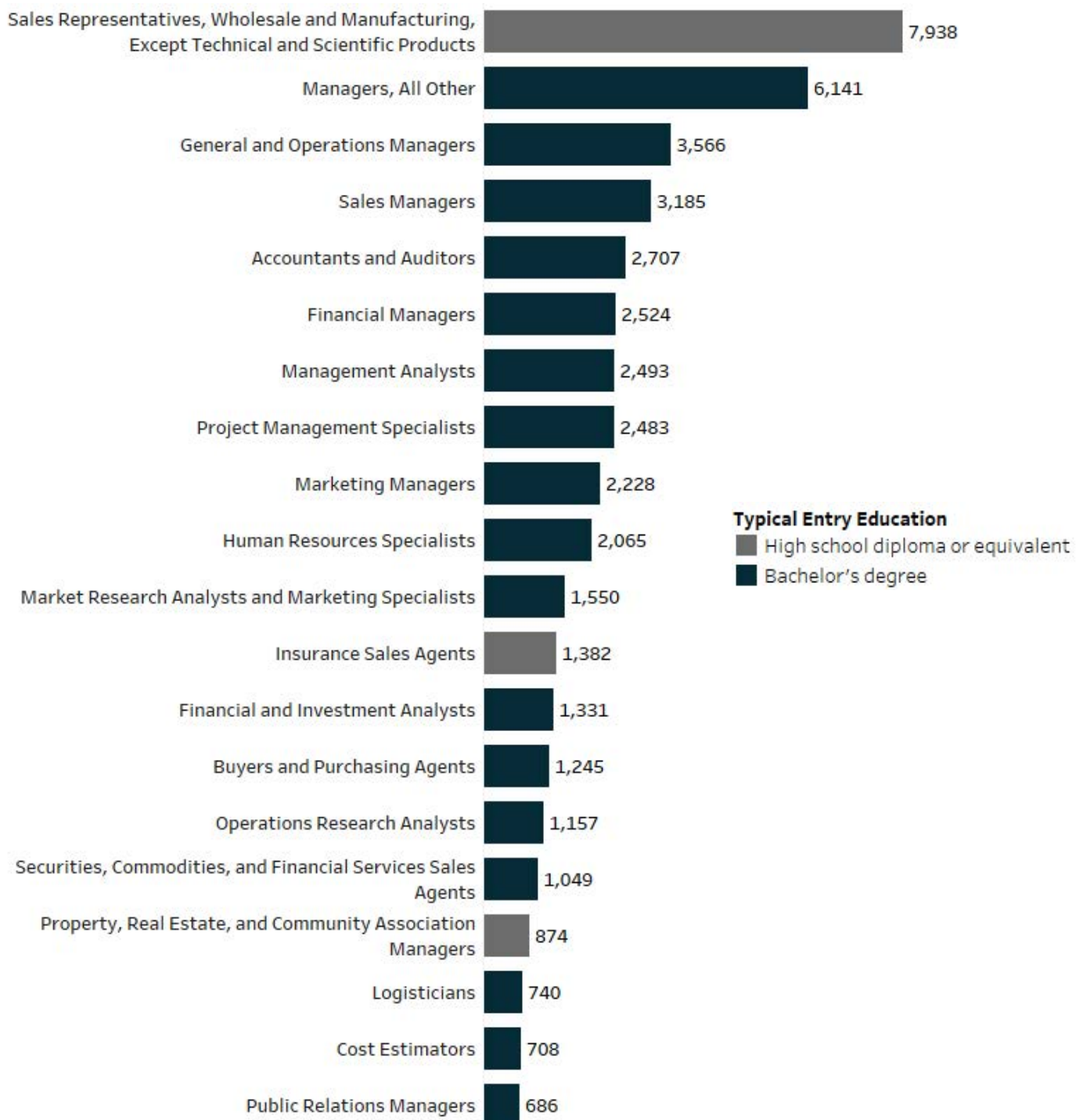es Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q2 2023 with 7,938 postings. Managers, All Other was in the second position with 6,141 postings. Other top posted jobs include General and Operations Managers (3,566 postings), Sales Managers (3,185 postings), and Accountants and Auditors (2,707 postings).

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,938
Managers, All Other	6,141
General and Operations Managers	3,566
Sales Managers	3,185
Accountants and Auditors	2,707
Financial Managers	2,524
Management Analysts	2,493
Project Management Specialists	2,483
Marketing Managers	2,228
Human Resources Specialists	2,065
Market Research Analysts and Marketing Specialists	1,550
Insurance Sales Agents	1,382
Financial and Investment Analysts	1,331
Buyers and Purchasing Agents	1,245
Operations Research Analysts	1,157
Securities, Commodities, and Financial Services Sales Agents	1,049
Property, Real Estate, and Community Association Managers	874
Logisticians	740
Cost Estimators	708
Public Relations Managers	686

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

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Wages in the Business and Finance field tend to scale with both education and experience. The Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over $44.41 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 $30.89 per hour or an annual salary of about $64,251.

Wage Overview for Top Posted Business and Finance Jobs in Q2 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
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
13-1082	Project Management Specialists	$25.09	$31.06	$44.41	$58.72	$63.83
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
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

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: 17.0%
- Associate degree: 7.5%
- Bachelor's degree: 59.6%
- Master's degree: 13.4%

*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

- University Of Michigan
- State Farm
- Deloitte
- Robert Half
- State of Michigan
- Comerica
- Altitude Development Group
- Aston Carter
- GPAC
- CBRE

Job Postings by City

1. Detroit: 10,571 Postings
2. Lansing: 7,814 Postings
3. Ann Arbor: 3,981 Postings
4. Troy: 2,932 Postings
5. Southfield: 2,176 Postings
6. Auburn Hills: 1,615 Postings
7. Farmington: 1,424 Postings
8. Novi: 1,348 Postings
9. Livonia: 1,323 Postings
10. Dearborn: 1,209 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
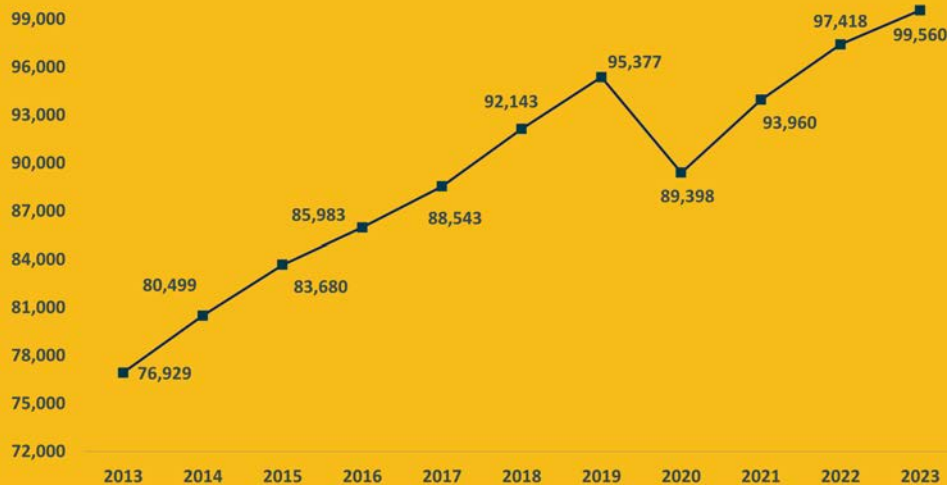
2,142 Construction Workers

2.2% Increase from 2022

Construction Worker Demographics

According to Q2 2023 Lightcast data, the 99,560 workers in the Construction group are not particularly diverse. Just 11.3 percent of the related workforce is under 25. Female workers account for 4.3 percent of the current workforce and only 16.8 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

4.3% Female

95.7% Male

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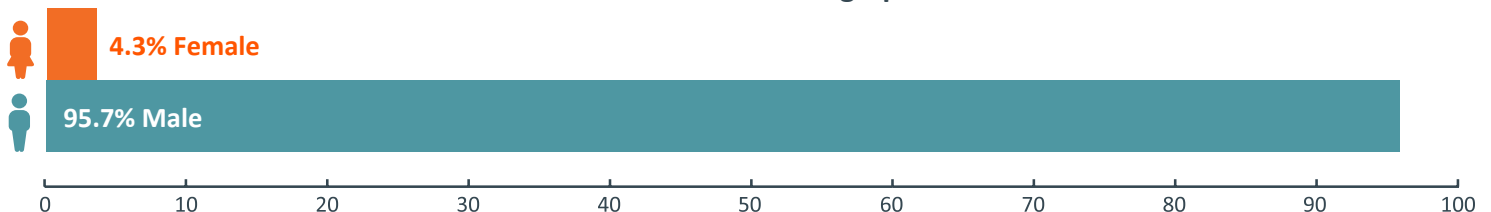
Race and Ethnicity Demographics

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

Worker Age Demographics

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

Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 6,054 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q2 2023, with 1,085 postings. Construction Laborers was in the second posi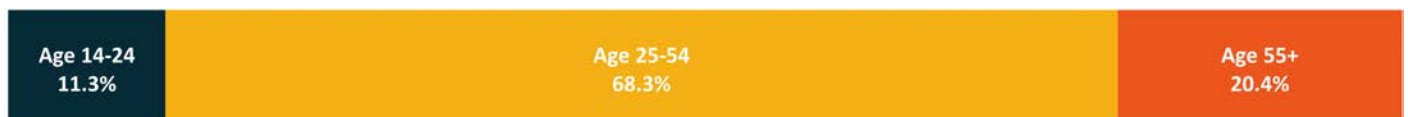tion with 1,012 postings. Other top posted jobs include Cost Estimators (708 postings), Electricians (535 postings), and Construction and Building Inspectors (365 postings).

Occupation	Postings
Construction Managers	1,085
Construction Laborers	1,012
Cost Estimators	708
Electricians	535
Construction and Building Inspectors	365
Painters, Construction and Maintenance	301
First-Line Supervisors of Construction Trades and Extraction Workers	296
Plumbers, Pipefitters, and Steamfitters	253
Carpenters	220
Sheet Metal Workers	178
Operating Engineers and Other Construction Equipment Operators	140
Surveyors	136
Cement Masons and Concrete Finishers	97
Roofers	74
Roustabouts, Oil and Gas	67
Hazardous Materials Removal Workers	59
Surveying and Mapping Technicians	57
Glaziers	50
Helpers--Extraction Workers	48
Helpers, Construction Trades, All Other	39

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

CONSTRUCTION OCCUPATION GROUP

Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High school diploma or equivalent. At least half of the top jobs pay over $28.62 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of $48.71 per hour or an annual salary of about $101,317. Those working in apprentice-eligible 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 Q2 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
47-2141	Painters, Construction and Maintenance	$14.55	$17.45	$22.22	$24.21	$28.82
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
47-2031	Carpenters	$17.50	$19.21	$23.92	$29.78	$36.11
47-2211	Sheet Metal Workers	$15.79	$19.11	$25.09	$36.40	$39.26

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

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: 25.4%
- Associate degree: 6.8%
- Bachelor's degree: 20.0%
- 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
- CDM Smith
- Actalent
- Plastipak
- State of Michigan
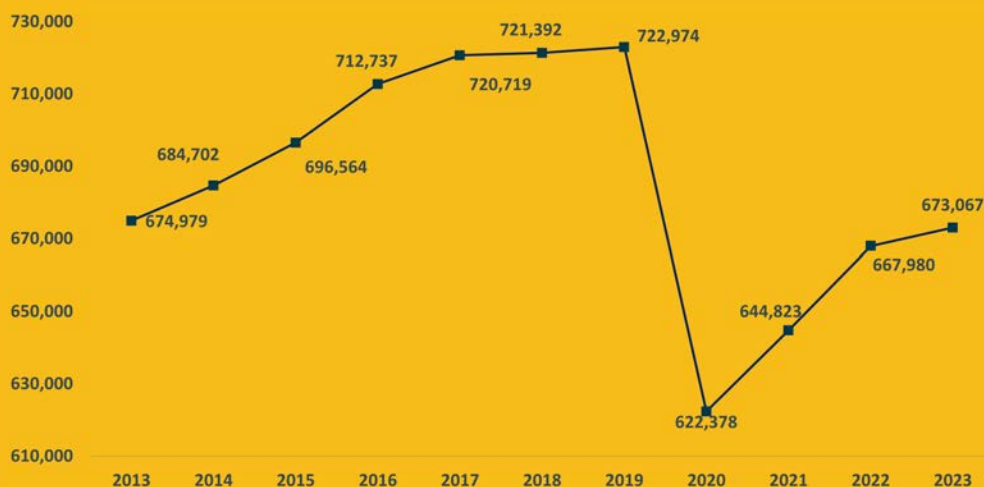- ICF International
- CyberCoders
- Walbridge

Job Postings by City

1. Detroit: 1,056 Postings
2. Lansing: 582 Postings
3. Ann Arbor: 296 Postings
4. Livonia: 253 Postings
5. Warren: 204 Postings
6. Novi: 186 Postings
7. Troy: 150 Postings
8. Sterling Heights: 144 Postings
9. Auburn Hills: 124 Postings
10. Farmington: 123 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

674,979	2013
684,702	2014
696,564	2015
712,737	2016
721,392	2017
720,719	2018
722,974	2019
622,378	2020
644,823	2021
667,980	2022
673,067	2023

5,087 Customer Service Workers

0.8% Increase from 2022

Customer Service Worker Demographics

In Q2 2023, there were 673,067 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) between the ages of 25 and 54 (53.3 percent), with 44.0 percent of workers identifying as male and just 27.1 percent identifying as a racial minority. Roughly 26.0 percent of the workers were under the age of 25, compared to the 20.7 percent 55 years of age or older.

Worker Gender Demographics

56.0% Female

44.0% Male

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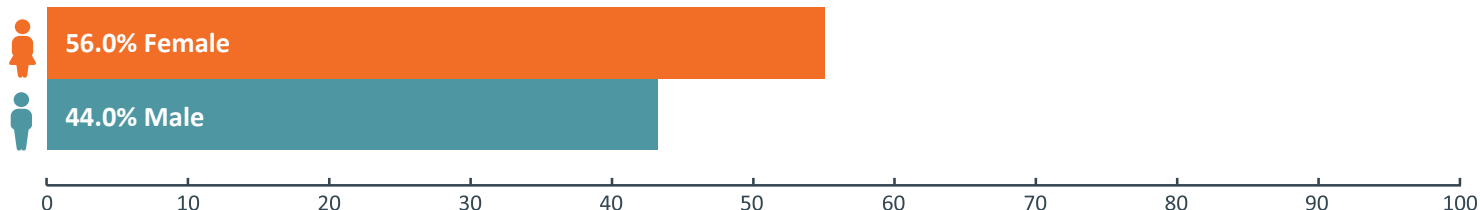
Race and Ethnicity Demographics

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

Worker Age Demographics

Age 14-24 26.0%	Age 25-54 53.3%	Age 55+ 20.7%

Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q2 2023, there were a total of 96,807 job postings for Customer Service workers, an increase of 12,864 or 15.3 percent since Q1 2023. Retail Salespersons was the most sought-after occupat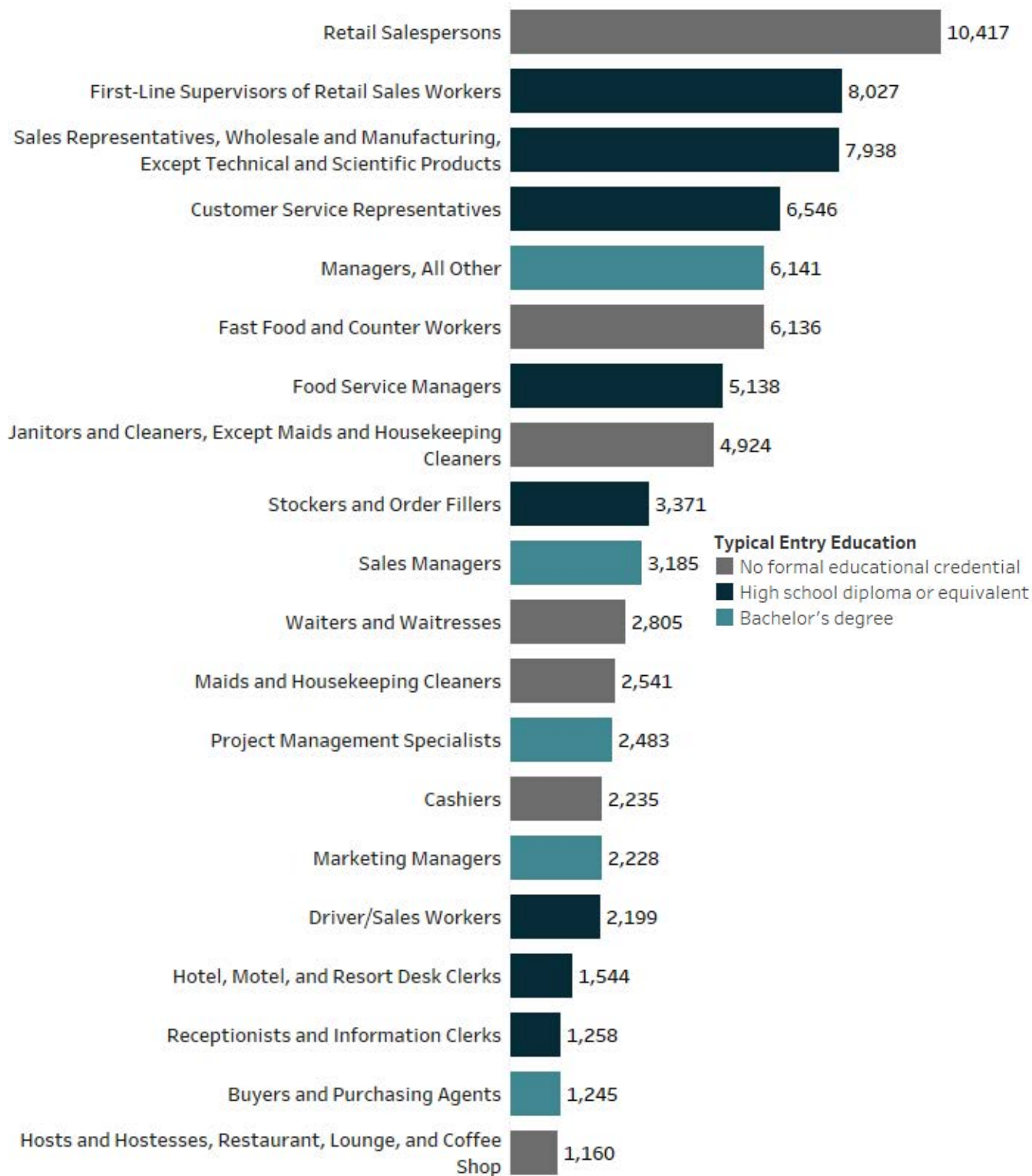ion by Customer Service industry employers during Q2 2023, with 10,417 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 8,027 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,938 postings), Customer Service Representatives (6,546 postings), and Managers, All Other (6,141 postings).

Occupation	Postings
Retail Salespersons	10,417
First-Line Supervisors of Retail Sales Workers	8,027
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,938
Customer Service Representatives	6,546
Managers, All Other	6,141
Fast Food and Counter Workers	6,136
Food Service Managers	5,138
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,924
Stockers and Order Fillers	3,371
Sales Managers	3,185
Waiters and Waitresses	2,805
Maids and Housekeeping Cleaners	2,541
Project Management Specialists	2,483
Cashiers	2,235
Marketing Managers	2,228
Driver/Sales Workers	2,199
Hotel, Motel, and Resort Desk Clerks	1,544
Receptionists and Information Clerks	1,258
Buyers and Purchasing Agents	1,245
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,160

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, the Customer Service occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High school diploma or equivalent. At least half of the top jobs pay over $17.82 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of $13.88 per hour or an annual salary of about $28,870. 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 Q2 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
41-1011	First-Line Supervisors of Retail Sales Workers	$14.08	$15.21	$18.86	$25.22	$36.35
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$15.50	$22.49	$30.89	$45.52	$61.63
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
35-3023	Fast Food and Counter Workers	$10.96	$11.31	$11.65	$12.78	$14.20
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
53-7065	Stockers and Order Fillers	$11.27	$13.08	$14.92	$17.80	$23.01
11-2022	Sales Managers	$31.14	$45.76	$61.30	$80.61	$112.24

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Marketing
- Project Management

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- ServSafe Certification
- Food Handler's Card
- Barber License

In-Demand Education Level*

- High school or GED: 29.9%
- Associate degree: 4.3%
- Bachelor's degree: 20.9%
- Master's degree: 3.9%

*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

- Meijer
- Dollar General
- Kroger
- Taco Bell
- Domino's Pizza
- Walmart
- Marriott International
- Walgreens Boots Alliance
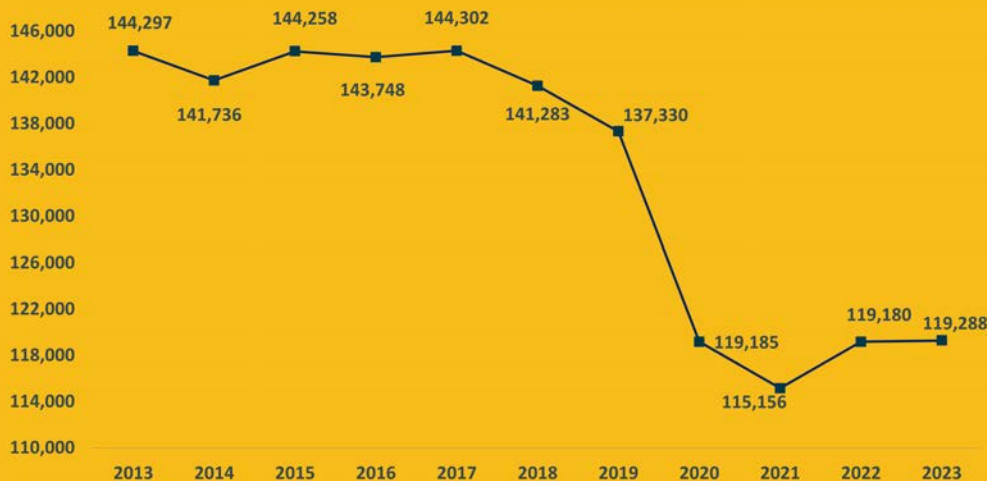- Aston Carter
- AutoZone

Job Postings by City

1. Detroit: 10,409 Postings
2. Lansing: 7,657 Postings
3. Ann Arbor: 5,724 Postings
4. Troy: 4,126 Postings
5. Novi: 2,926 Postings
6. Livonia: 2,788 Postings
7. Southfield: 2,421 Postings
8. Auburn Hills: 2,162 Postings
9. Warren: 2,134 Postings
10. Flint: 2,118 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	Value
2013	144,297
2014	141,736
2015	144,258
2016	143,748
2017	144,302
2018	141,283
2019	137,330
2020	119,185
2021	115,156
2022	119,180
2023	119,288

108 Education Workers

0.1% Increase from 2022

Education Worker Demographics

According to Q2 2023 Lightcast data, the 119,288 workers in the Education group are not particularly diverse. Just 8.5 percent of the related workforce is under 25. Male workers account for 27.1 percent of the current workforce and only 18.9 percent identify as a race other than white. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics

72.9% Female

27.1% Male
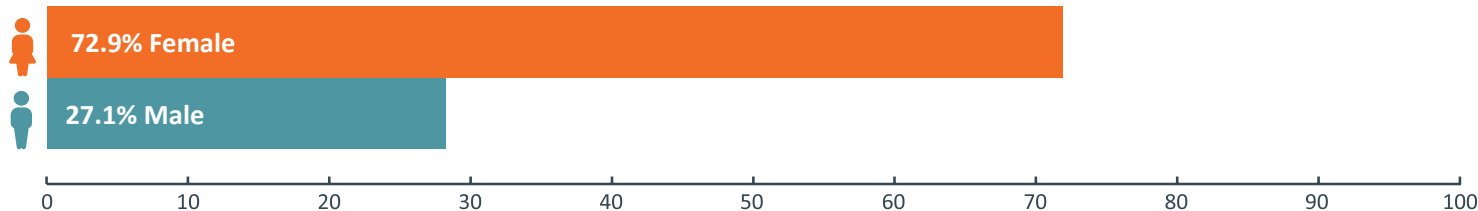
Race and Ethnicity Demographics

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

Worker Age Demographics

Age 14-24 8.5%	Age 25-54 68.4%	Age 55+ 23.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

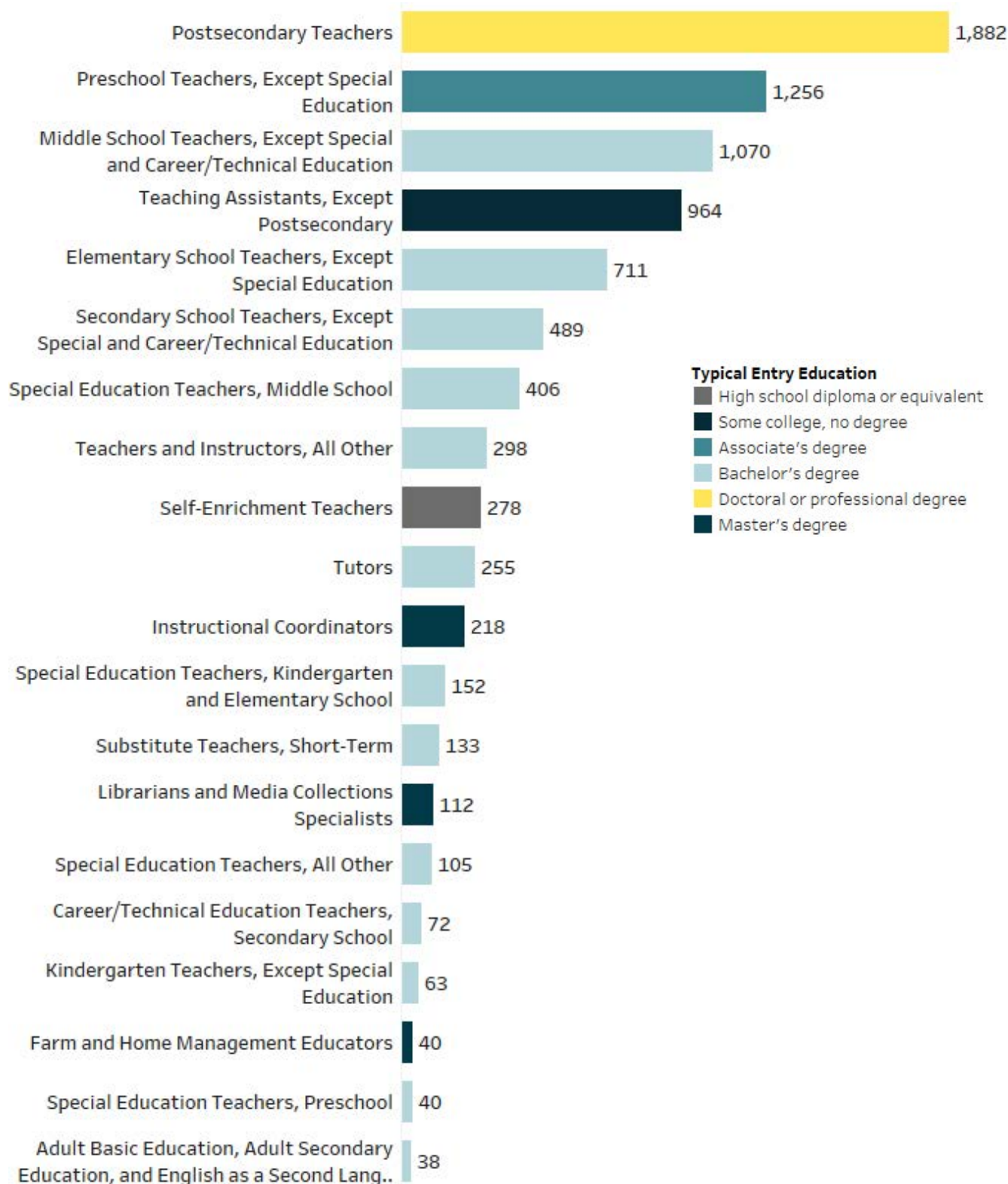Online job ads increased by 1,316 or 17.9 percent since Q1 2023, bringing Q2 2023 demand to 8,681 job postings for Education workers. Postsecondary Teachers were the most sought-after occupation with 1,882 postings. Preschool Teachers, Except Special Education was in the second position with 1,256 postings. Other top posted jobs include Middle School Teachers, Except Special and Career/Technical Education (1,070 postings), Teaching Assistants, Except Postsecondary (964 postings), and Elementary School Teachers, Except Special Education (711 postings).

Occupation	Postings
Postsecondary Teachers	1,882
Preschool Teachers, Except Special Education	1,256
Middle School Teachers, Except Special and Career/Technical Education	1,070
Teaching Assistants, Except Postsecondary	964
Elementary School Teachers, Except Special Education	711
Secondary School Teachers, Except Special and Career/Technical Education	489
Special Education Teachers, Middle School	406
Teachers and Instructors, All Other	298
Self-Enrichment Teachers	278
Tutors	255
Instructional Coordinators	218
Special Education Teachers, Kindergarten and Elementary School	152
Substitute Teachers, Short-Term	133
Librarians and Media Collections Specialists	112
Special Education Teachers, All Other	105
Career/Technical Education Teachers, Secondary School	72
Kindergarten Teachers, Except Special Education	63
Farm and Home Management Educators	40
Special Education Teachers, Preschool	40
Adult Basic Education, Adult Secondary Education, and English as a Second Lang..	38

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

EDUCATION OCCUPATION GROUP

Wage Overview

Wages in the Education field tend to scale with both education and experience. Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education 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 $29.29 per hour. Postsecondary Teachers, the top posted Education job, offers a median hourly wage of $42.19 per hour or an annual salary of about $87,755.

Wage Overview for Top Posted Education Jobs in Q2 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
25-2022	Middle School Teachers, Except Special and Career/Technical Education	$18.56	$23.25	$29.29	$37.03	$43.56
25-9045	Teaching Assistants, Except Postsecondary	$10.89	$11.68	$13.95	$17.16	$18.52
25-2021	Elementary School Teachers, Except Special Education	$18.89	$23.82	$30.73	$37.74	$46.51
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	$19.11	$23.10	$29.44	$36.99	$43.44
25-2057	Special Education Teachers, Middle School	$23.00	$24.40	$30.38	$37.52	$40.87
25-3099	Teachers and Instructors, All Other	$17.16	$22.76	$30.69	$36.65	$42.16
25-3021	Self-Enrichment Teachers	$11.01	$13.62	$18.12	$23.85	$30.44
25-3041	Tutors	$11.44	$11.70	$14.49	$17.60	$28.01

In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Curriculum Development
- Preschool Education

In-Demand Foundational Skills

- Teaching
- Communications
- Leadership
- Writing
- Planning

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: 18.3%
- Associate degree: 10.1%
- Bachelor's degree: 35.1%
- Master's degree: 16.6%

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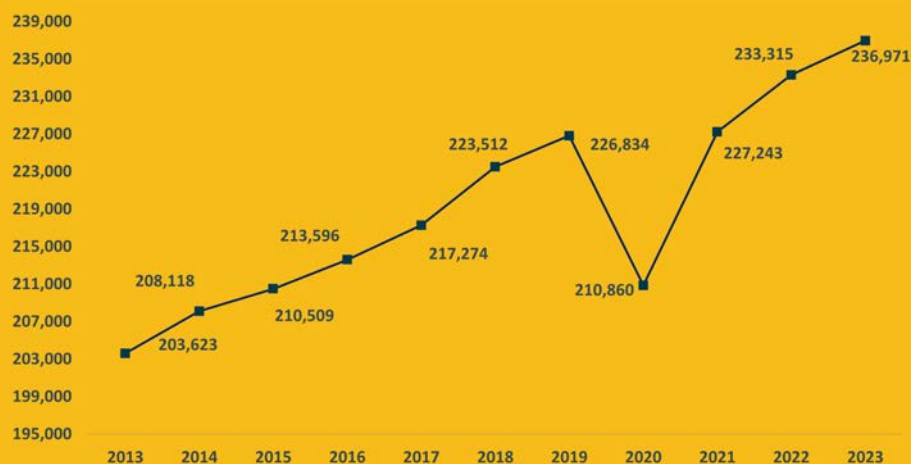
Top Posting Employers

- University Of Michigan
- KinderCare
- Michigan Association Of School Boards
- Michigan State University
- National Heritage Academies
- Archdiocese Of Detroit
- Lansing School District
- Chippewa Valley Schools
- Wayne State University
- Catholic Diocese Of Lansing

Job Postings by City

1. Detroit: 1,272 Postings
2. Ann Arbor: 792 Postings
3. Lansing: 479 Postings
4. Flint: 376 Postings
5. East Lansing: 346 Postings
6. Dearborn: 255 Postings
7. Macomb: 237 Postings
8. Rochester: 209 Postings
9. Troy: 203 Postings
10. Jackson: 187 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

- 2013: 203,623
- 2014: 208,118
- 2015: 210,509
- 2016: 213,596
- 2017: 217,274
- 2018: 223,512
- 2019: 226,834
- 2020: 210,860
- 2021: 227,243
- 2022: 233,315
- 2023: 236,971

3,656 Energy Workers

1.6% Increase from 2022

Energy Worker Demographics

In Q2 2023, there were 236,971 workers in the Energy occupation group. This group is primarily made up of males (82.1 percent) between the ages of 25 and 54 (70.1 percent), with 17.9 percent of workers identifying as female and just 21.8 percent identifying as a racial minority. Also of note was that 5.3 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

17.9% Females

82.1% Male

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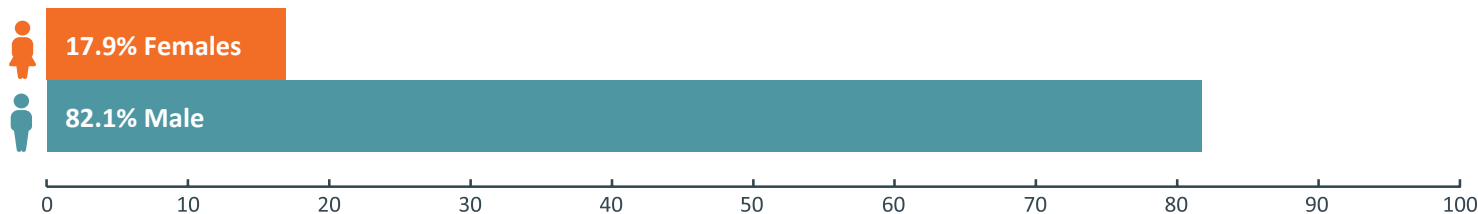
Race and Ethnicity Demographics

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
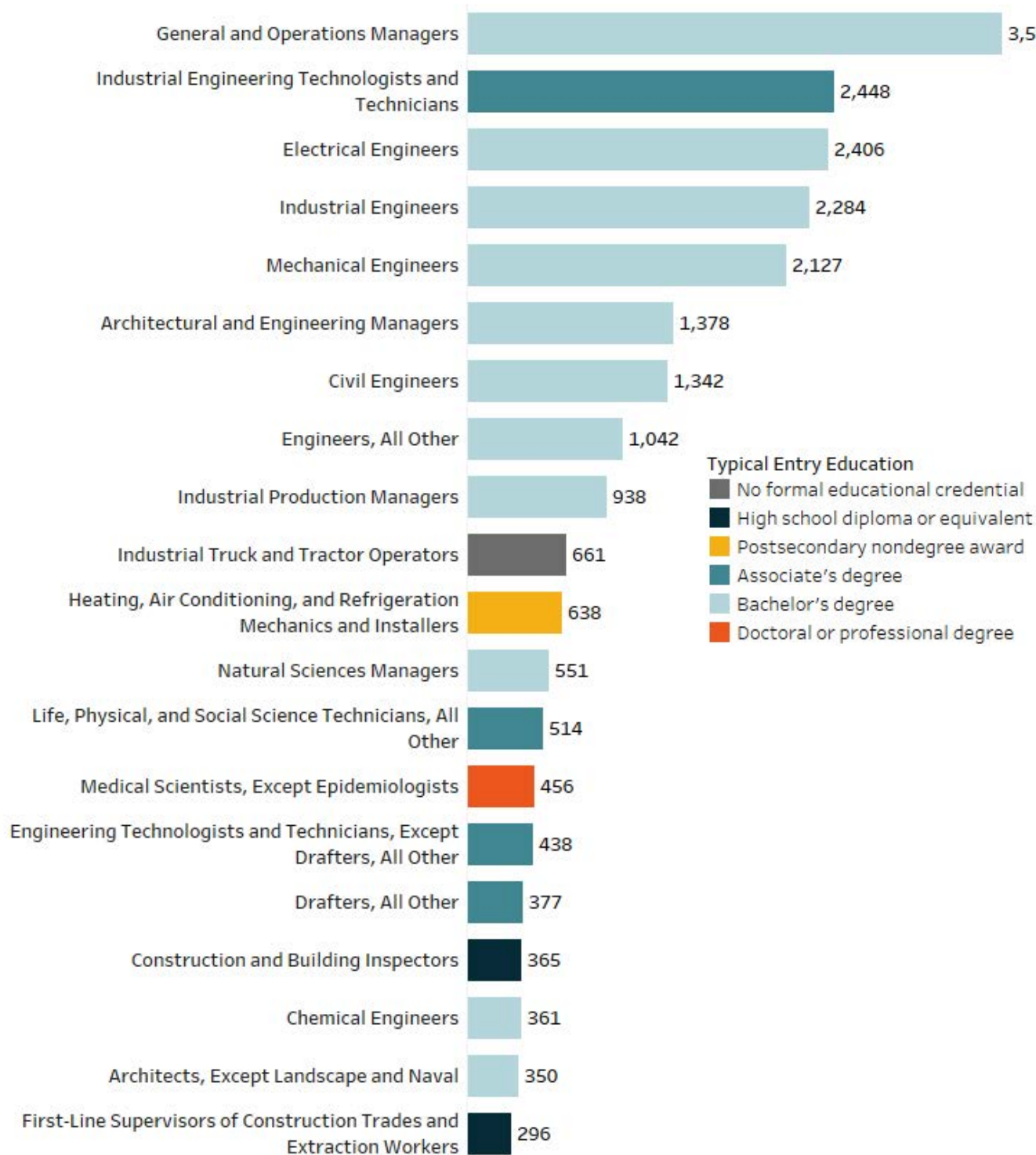
ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 27,174 job postings for Energy workers, an increase of 3,259 postings or 13.6 percent from Q1 2023. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q2 2023, with 3,566 postings. Industrial Engineering Technologists and Technicians was in the second position with 2,448 postings. Other top posted jobs include Electrical Engineers (2,406 postings), Industrial Engineers (2,284 postings), and Mechanical Engineers (2,127 postings).

Occupation	Postings
General and Operations Managers	3,566
Industrial Engineering Technologists and Technicians	2,448
Electrical Engineers	2,406
Industrial Engineers	2,284
Mechanical Engineers	2,127
Architectural and Engineering Managers	1,378
Civil Engineers	1,342
Engineers, All Other	1,042
Industrial Production Managers	938
Industrial Truck and Tractor Operators	661
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	638
Natural Sciences Managers	551
Life, Physical, and Social Science Technicians, All Other	514
Medical Scientists, Except Epidemiologists	456
Engineering Technologists and Technicians, Except Drafters, All Other	438
Drafters, All Other	377
Construction and Building Inspectors	365
Chemical Engineers	361
Architects, Except Landscape and Naval	350
First-Line Supervisors of Construction Trades and Extraction Workers	296

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. The Energy 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 $46.67 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of $48.14 per hour or an annual salary of about $100,131.

Wage Overview for Top Posted Energy Jobs in Q2 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
17-2112	Industrial Engineers	$29.67	$36.98	$41.13	$48.73	$61.32
17-2141	Mechanical Engineers	$29.46	$37.08	$46.67	$50.21	$61.37
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
17-2199	Engineers, All Other	$29.21	$37.00	$47.47	$60.73	$63.58
11-3051	Industrial Production Managers	$31.37	$42.64	$51.88	$63.24	$79.96
53-7051	Industrial Truck and Tractor Operators	$14.66	$16.87	$20.23	$25.45	$30.88

In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- AutoCAD
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Security Clearance
- Engineer in Training

In-Demand Education Level*

- High school or GED: 18.5%
- Associate degree: 8.4%
- Bachelor's degree: 51.0%
- Master's degree: 13.8%

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

- Actalent
- University Of Michigan
- Aerotek
- General Motors
- Ford
- GPAC
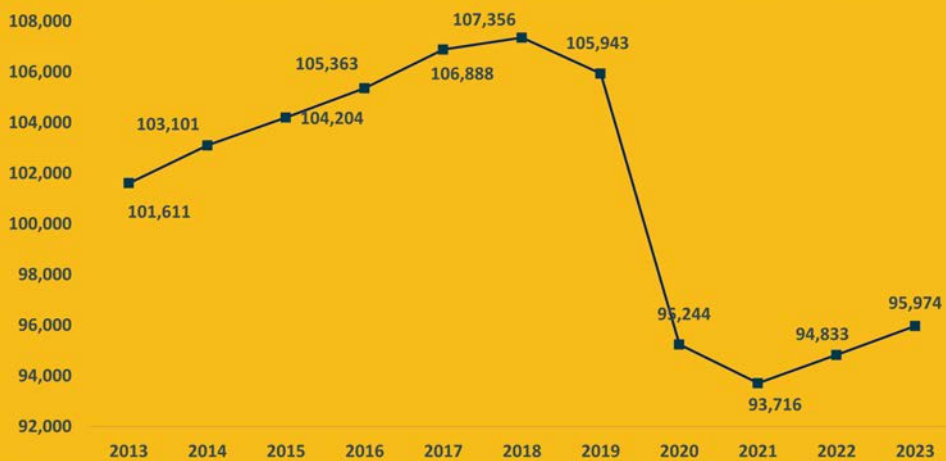- Black & Veatch
- State of Michigan
- Kelly Services
- CDM Smith

Job Postings by City

1. Detroit: 3,973 Postings
2. Lansing: 2,749 Postings
3. Ann Arbor: 2,137 Postings
4. Auburn Hills: 1,566 Postings
5. Troy: 1,183 Postings
6. Warren: 999 Postings
7. Sterling Heights: 889 Postings
8. Novi: 807 Postings
9. Livonia: 713 Postings
10. Southfield: 709 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	Employment
2013	101,611
2014	103,101
2015	105,363
2016	104,204
2017	106,888
2018	107,356
2019	105,943
2020	95,244
2021	93,716
2022	94,833
2023	95,974

1,141 Engineers and Designers Workers

1.2% Increase from 2022

Engineers and Designers Worker Demographics

According to Q2 2023 Lightcast data, the 95,974 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 15.1 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

15.1% Female

84.9% Male
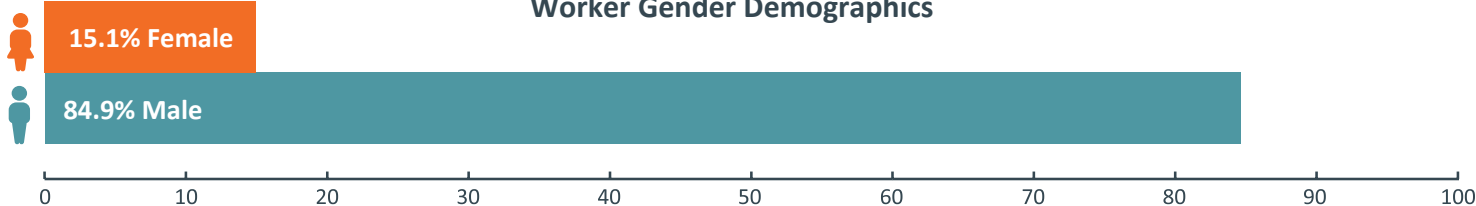
Race and Ethnicity Demographics

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

Worker Age Demographics

Age 14-24
5.3%

Age 25-54
68.7%

Age 55+
26.0%

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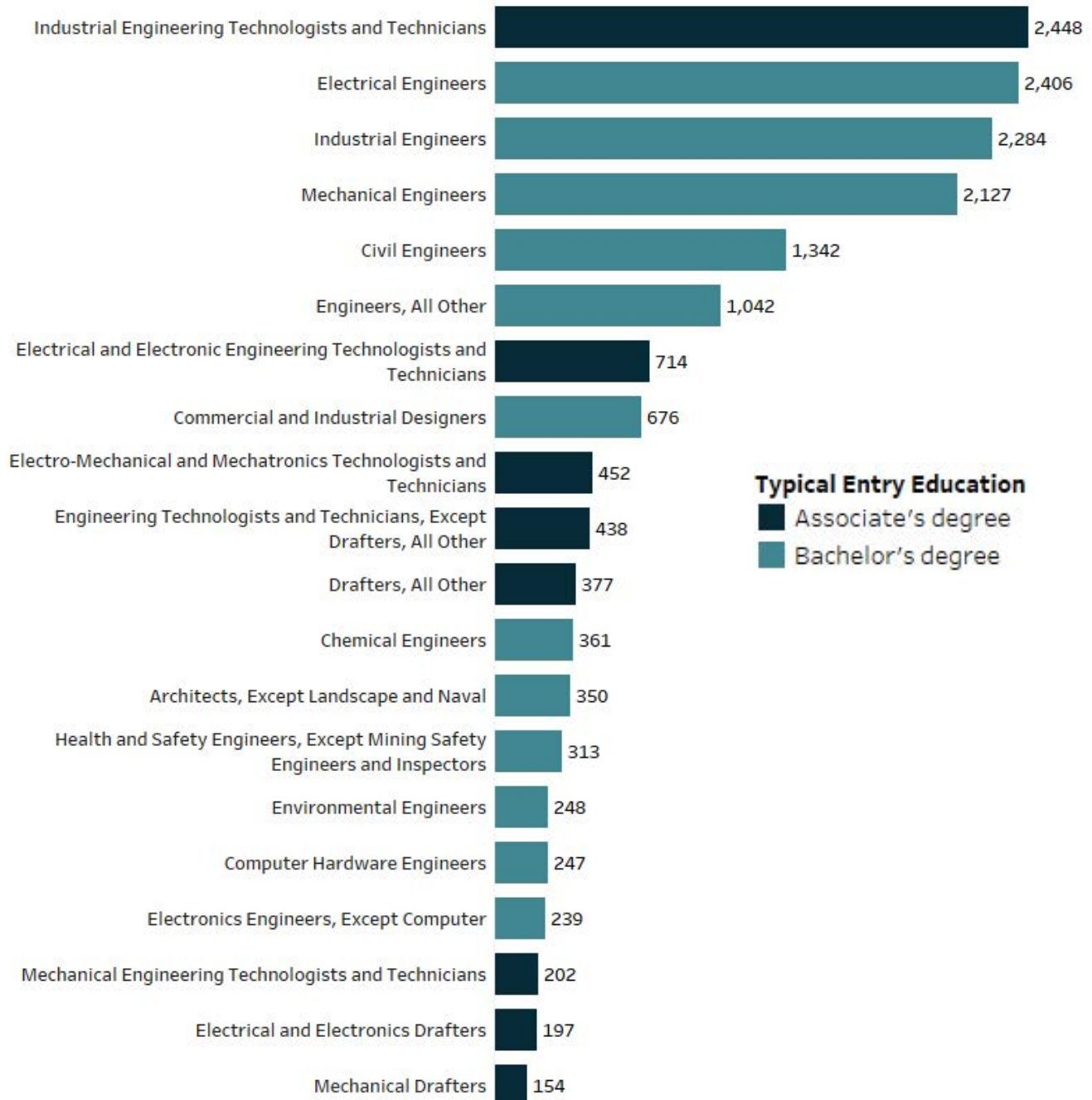
ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for engineers and designers totaled 17,351 postings in Q2 2023, an increase of 1,870 postings (12.1 percent) from Q1. Industrial Engineering Technologists and Technicians was the most sought-after occupation by Engineering and Design industry employers during Q2 2023, with 2,448 postings. Electrical Engineers was in the second position with 2,406 postings. Other top posted jobs include Industrial Engineers (2,284 postings), Mechanical Engineers (2,127 postings), and Civil Engineers (1,342 postings).

Occupation	Postings
Industrial Engineering Technologists and Technicians	2,448
Electrical Engineers	2,406
Industrial Engineers	2,284
Mechanical Engineers	2,127
Civil Engineers	1,342
Engineers, All Other	1,042
Electrical and Electronic Engineering Technologists and Technicians	714
Commercial and Industrial Designers	676
Electro-Mechanical and Mechatronics Technologists and Technicians	452
Engineering Technologists and Technicians, Except Drafters, All Other	438
Drafters, All Other	377
Chemical Engineers	361
Architects, Except Landscape and Naval	350
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	313
Environmental Engineers	248
Computer Hardware Engineers	247
Electronics Engineers, Except Computer	239
Mechanical Engineering Technologists and Technicians	202
Electrical and Electronics Drafters	197
Mechanical Drafters	154

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

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 $36.43 per hour. Industrial Engineering Technologists and Technicians, the top posted Engineering and Design job, offers a median hourly wage of $28.79 per hour or an annual salary of about $59,883.

Wage Overview for Top Posted Engineers and Designers Jobs in Q2 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
17-2112	Industrial Engineers	$29.67	$36.98	$41.13	$48.73	$61.32
17-2141	Mechanical Engineers	$29.46	$37.08	$46.67	$50.21	$61.37
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
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.67	$24.05	$30.53	$38.97	$47.57
27-1021	Commercial and Industrial Designers	$24.26	$30.18	$46.45	$47.88	$49.74
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

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Security Clearance
- Engineer in Training
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High school or GED: 13.1%
- Associate degree: 9.3%
- Bachelor's degree: 56.3%
- 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

- Actalent
- Aerotek
- Ford
- General Motors
- Black & Veatch
- Taldeco
- Stellantis
- American Axle & Manufacturing
- CDM Smith
- Kelly Services

Job Postings by City

1. Detroit: 2,111 Postings
2. Auburn Hills: 1,447 Postings
3. Ann Arbor: 1,307 Postings
4. Lansing: 1,249 Postings
5. Troy: 964 Postings
6. Warren: 783 Postings
7. Sterling Heights: 737 Postings
8. Novi: 666 Postings
9. Dearborn: 642 Postings
10. Farmington: 562 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
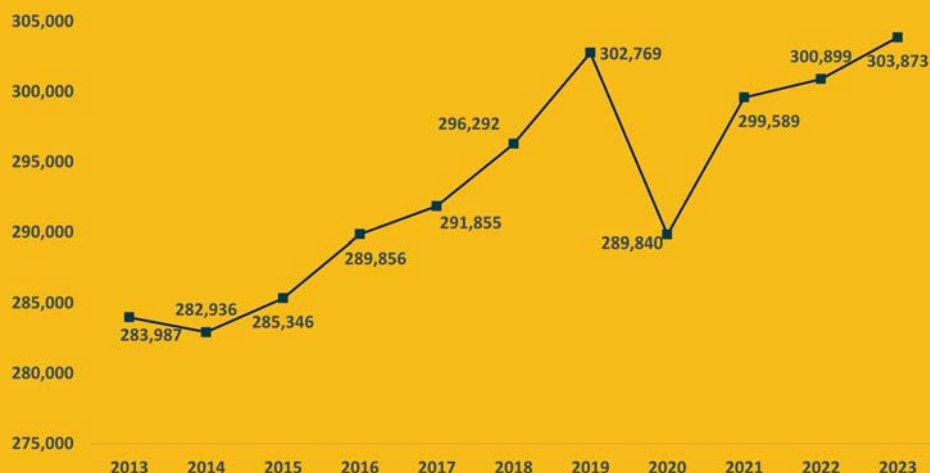
2,974
Healthcare Workers
1.0% Increase from 2022

Healthcare Worker Demographics

The healthcare occupation group employs 303,873 workers, an overwhelming number of whom are females (80.3 percent) between the ages of 25 and 54 (67.6 percent). Just 19.7 percent of workers identify as male, although 32.2 percent identifying as a racial minority. Also of note was that 9.5 percent of the workers in the occupation group were under the age of 25, compared to the 22.9 percent 55 years of age or older.

Worker Gender Demographics

80.3% Females

19.7% Male

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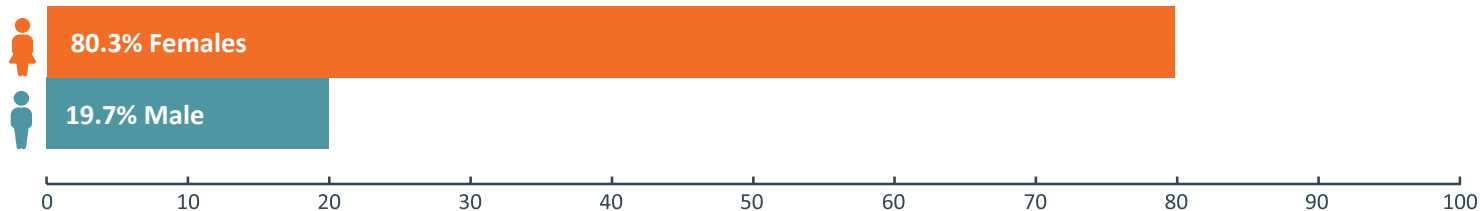
Race and Ethnicity Demographics

67.8% White | 20.2% Black or African-American | 6.0% Asian

Worker Age Demographics

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

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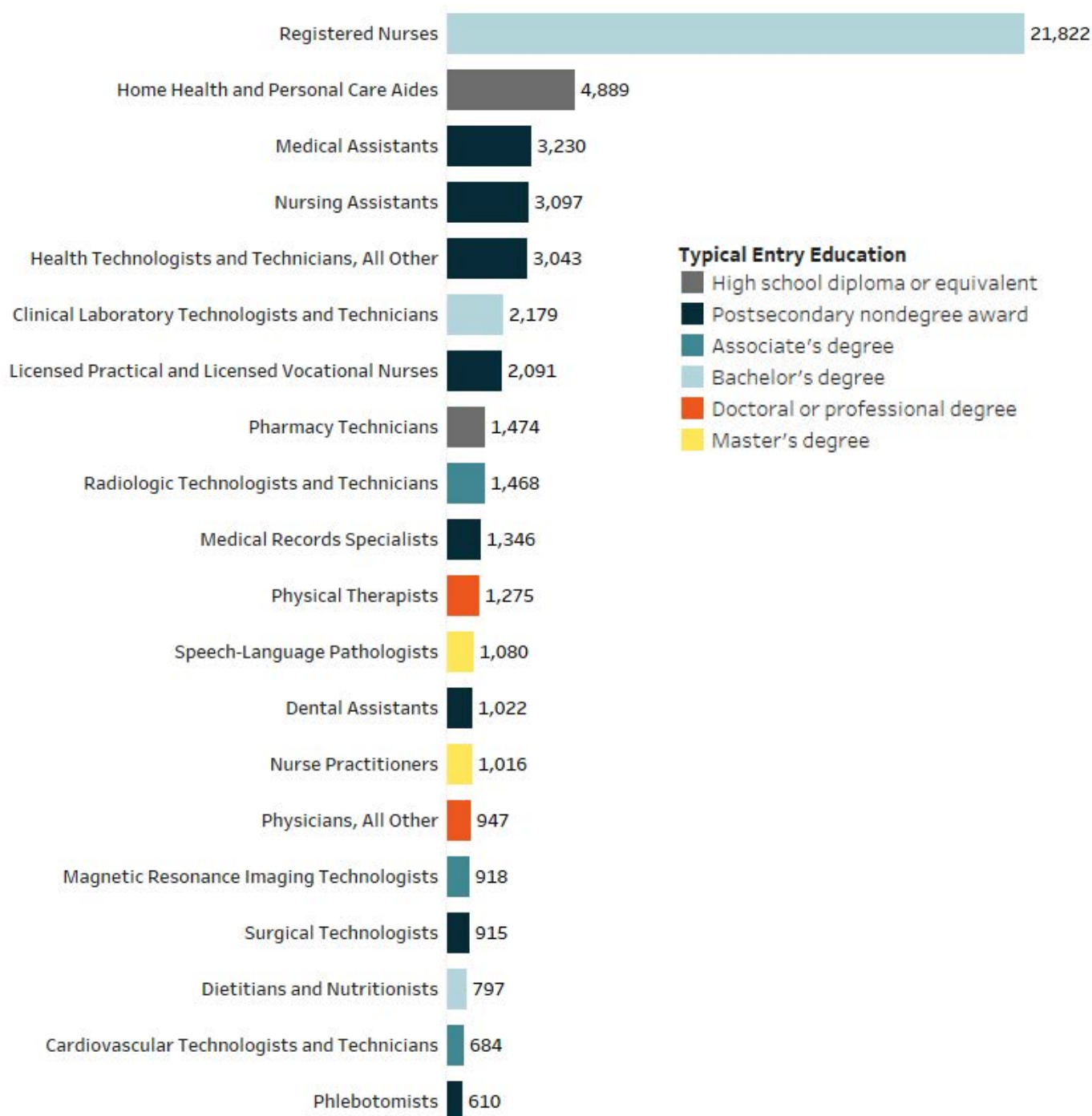
HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

In Q2 2023, there were a total of 64,151 job postings for Healthcare workers, an increase of 4,117 from Q1 2023. Registered Nurses was the most sought-after occupation by Healthcare industry employers with 21,822 postings. Home Health and Personal Care Aides was in the second position with 4,889 postings. Other top posted jobs include Medical Assistants (3,230 postings), Nursing Assistants (3,097 postings), and Health Technologists and Technicians, All Other (3,043 postings).

Occupation	Postings
Registered Nurses	21,822
Home Health and Personal Care Aides	4,889
Medical Assistants	3,230
Nursing Assistants	3,097
Health Technologists and Technicians, All Other	3,043
Clinical Laboratory Technologists and Technicians	2,179
Licensed Practical and Licensed Vocational Nurses	2,091
Pharmacy Technicians	1,474
Radiologic Technologists and Technicians	1,468
Medical Records Specialists	1,346
Physical Therapists	1,275
Speech-Language Pathologists	1,080
Dental Assistants	1,022
Nurse Practitioners	1,016
Physicians, All Other	947
Magnetic Resonance Imaging Technologists	918
Surgical Technologists	915
Dietitians and Nutritionists	797
Cardiovascular Technologists and Technicians	684
Phlebotomists	610

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 Healthcare field tend to scale with both education and experience. The Healthcare occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top posted jobs that require less than a bachelor's degree pay under the state's median wage of $21.88 per hour. At least half of the top jobs pay over $20.12 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of $37.70 per hour or an annual salary of about $78,416.

Wage Overview for Top Posted Healthcare Jobs in Q2 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
31-9092	Medical Assistants	$14.15	$14.84	$17.82	$18.71	$21.06
31-1131	Nursing Assistants	$14.24	$14.69	$17.35	$18.34	$18.66
29-2099	Health Technologists and Technicians, All Other	$14.39	$17.97	$22.46	$28.38	$33.56
29-2018	Clinical Laboratory Technologists and Technicians	$14.52	$18.24	$28.07	$35.78	$38.19
29-2061	Licensed Practical and Licensed Vocational Nurses	$22.64	$23.91	$27.92	$29.53	$30.08
29-2052	Pharmacy Technicians	$13.58	$14.50	$17.19	$21.88	$23.19
29-2034	Radiologic Technologists and Technicians	$22.93	$23.90	$29.23	$35.18	$37.92
29-2072	Medical Records Specialists	$15.00	$17.64	$20.12	$25.38	$30.58

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
- Valid Driver's License

In-Demand Education Level*

- High school or GED: 24.6%
- Associate degree: 20.7%
- Bachelor's degree: 21.8%
- Master's degree: 11.3%

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

Top Posting Employers

- Beaumont Health
- ProMedica
- Trinity Health
- Henry Ford Health System
- Ascension
- McLaren Health Care
- Henry Ford Health Corp
- University Of Michigan
- Healthcare Employment Network
- Tenet Healthcare

Job Postings by City

1. Detroit: 8,295 Postings
2. Ann Arbor: 4,566 Postings
3. Lansing: 3,291 Postings
4. Dearborn: 1,961 Postings
5. Troy: 1,823 Postings
6. Flint: 1,711 Postings
7. Southfield: 1,685 Postings
8. Pontiac: 1,629 Postings
9. Farmington: 1,619 Postings
10. Royal Oak: 1,603 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
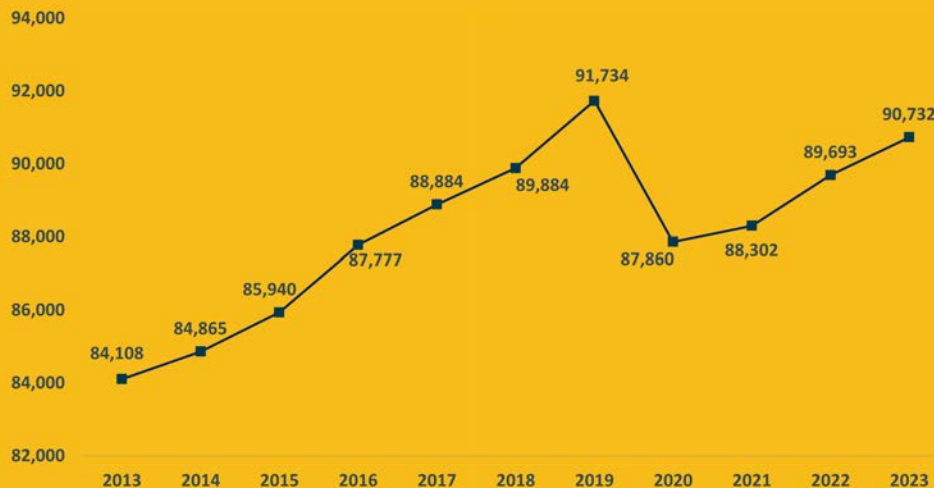
1,039 Information Technology Workers

1.2% Increase from 2022

Information Technology Worker Demographics

In Q2 2023, there were 90,732 workers in the IT occupation group. This group is primarily made up of males (73.5 percent) between the ages of 25 and 54 (77.5 percent), with 26.5 percent of workers identifying as female and 31.5 percent identifying as a racial minority. Also of note was that 5.6 percent of the workers in the occupation group were under the age of 25, compared to the 16.9 percent 55 years of age or older.

Worker Gender Demographics

26.5% Females

73.5% Male
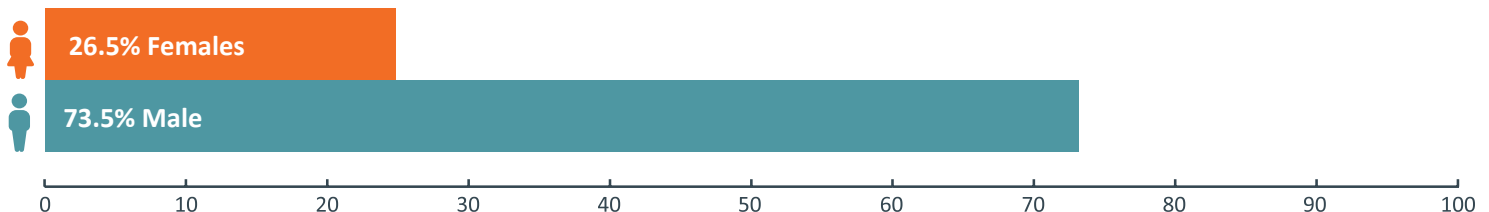
Race and Ethnicity Demographics

68.5% White | 17.3% Asian | 9.4% Black or African-American

Worker Age Demographics

Age 14-24
5.6%

Age 25-54
77.5%

Age 55+
16.9%

Data: Lightcast | Analysis: Workforce Intelligence Network
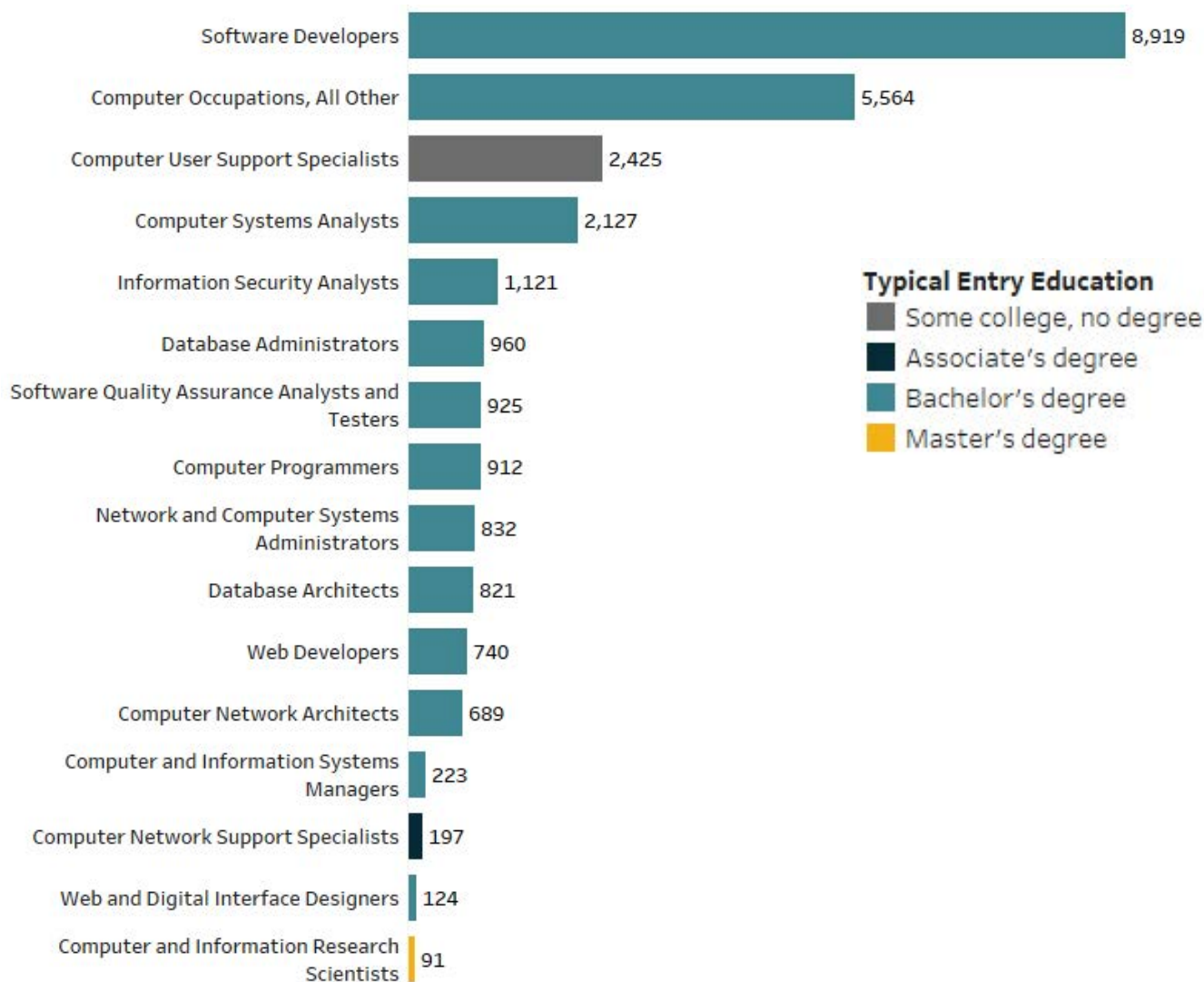
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q2 2023, there were a total of 26,670 job postings for IT workers, an increase of 2,665 postings or 11.1 percent from Q1 2023. Software Developers was the most sought-after occupation by IT industry employers during Q2 2023, with 8,919 postings. Computer Occupations, All Other was in the second position with 5,564 postings. Other top posted jobs include Computer User Support Specialists (2,425 postings), Computer Systems Analysts (2,127 postings), and Information Security Analysts (1,121 postings).

Occupation	Postings
Software Developers	8,919
Computer Occupations, All Other	5,564
Computer User Support Specialists	2,425
Computer Systems Analysts	2,127
Information Security Analysts	1,121
Database Administrators	960
Software Quality Assurance Analysts and Testers	925
Computer Programmers	912
Network and Computer Systems Administrators	832
Database Architects	821
Web Developers	740
Computer Network Architects	689
Computer and Information Systems Managers	223
Computer Network Support Specialists	197
Web and Digital Interface Designers	124
Computer and Information Research Scientists	91

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 few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. At least half of the top jobs pay over $39.71 per hour. Software Developers, the top posted IT job, offers a median hourly wage of $47.13 per hour or an annual salary of about $98,030.

Wage Overview for Top Posted Information Technology Jobs in Q2 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
15-1242	Database Administrators	$23.73	$30.01	$39.71	$50.61	$61.56
15-1253	Software Quality Assurance Analysts and Testers	$20.98	$29.76	$38.33	$48.13	$50.62
15-1251	Computer Programmers	$22.38	$29.42	$38.12	$48.99	$62.35
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

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Certified Information Systems Security Professional
- Security Clearance
- Project Management Professional Certification
- Secret Clearance

In-Demand Education Level*

- High school or GED: 6.7%
- Associate degree: 6.0%
- Bachelor's degree: 57.8%
- Master's degree: 14.5%

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

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

Job Postings by City

1. Lansing: 5,871 Postings
2. Detroit: 4,765 Postings
3. Auburn Hills: 1,801 Postings
4. Troy: 1,751 Postings
5. Ann Arbor: 1,718 Postings
6. Dearborn: 1,494 Postings
7. Farmington: 1,053 Postings
8. Southfield: 835 Postings
9. Sterling Heights: 816 Postings
10. Warren: 736 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
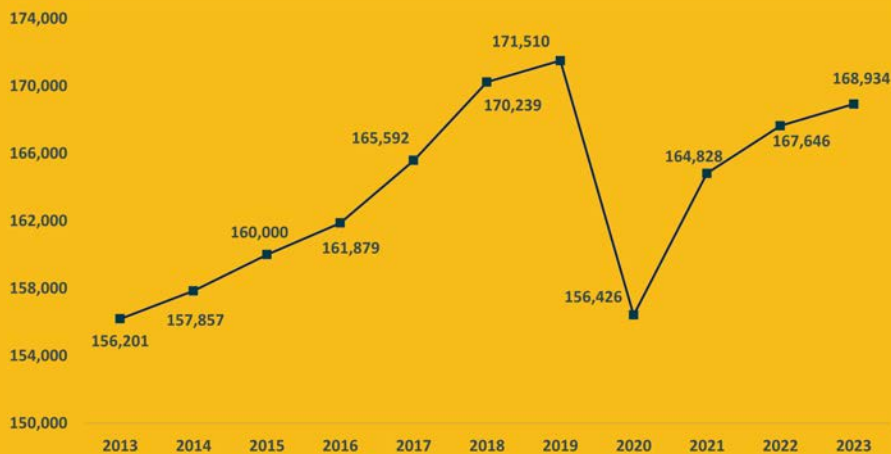
1,288 Skilled Trades Workers
0.8% Increase from 2022

Skilled Trades Worker Demographics

The skilled trades occupation group employed a total of 168,934 workers during Q2 2023 in Southeast Michigan. This group is primarily made up of males (86.5 percent) between the ages of 25 and 54 (65.1 percent), with 13.5 percent of workers identifying as female and just 22.7 percent identifying as a racial minority. Also of note was that 6.1 percent of the workers in the occupation group were under the age of 25, compared to the 28.8 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

Worker Gender Demographics

13.5% Female

86.5% Male
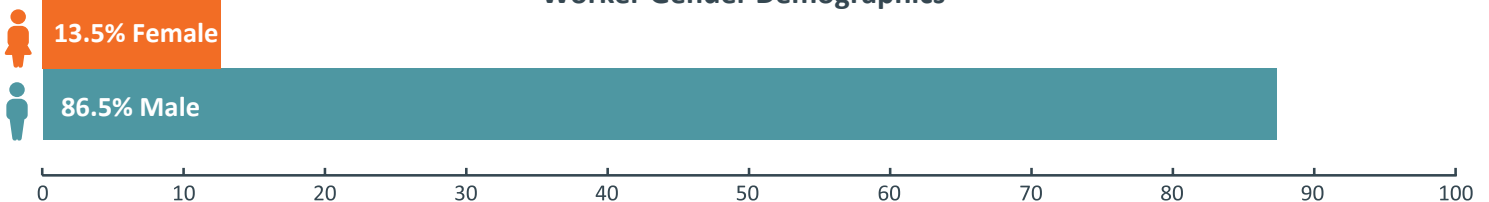
Race and Ethnicity Demographics

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+ 28.8%

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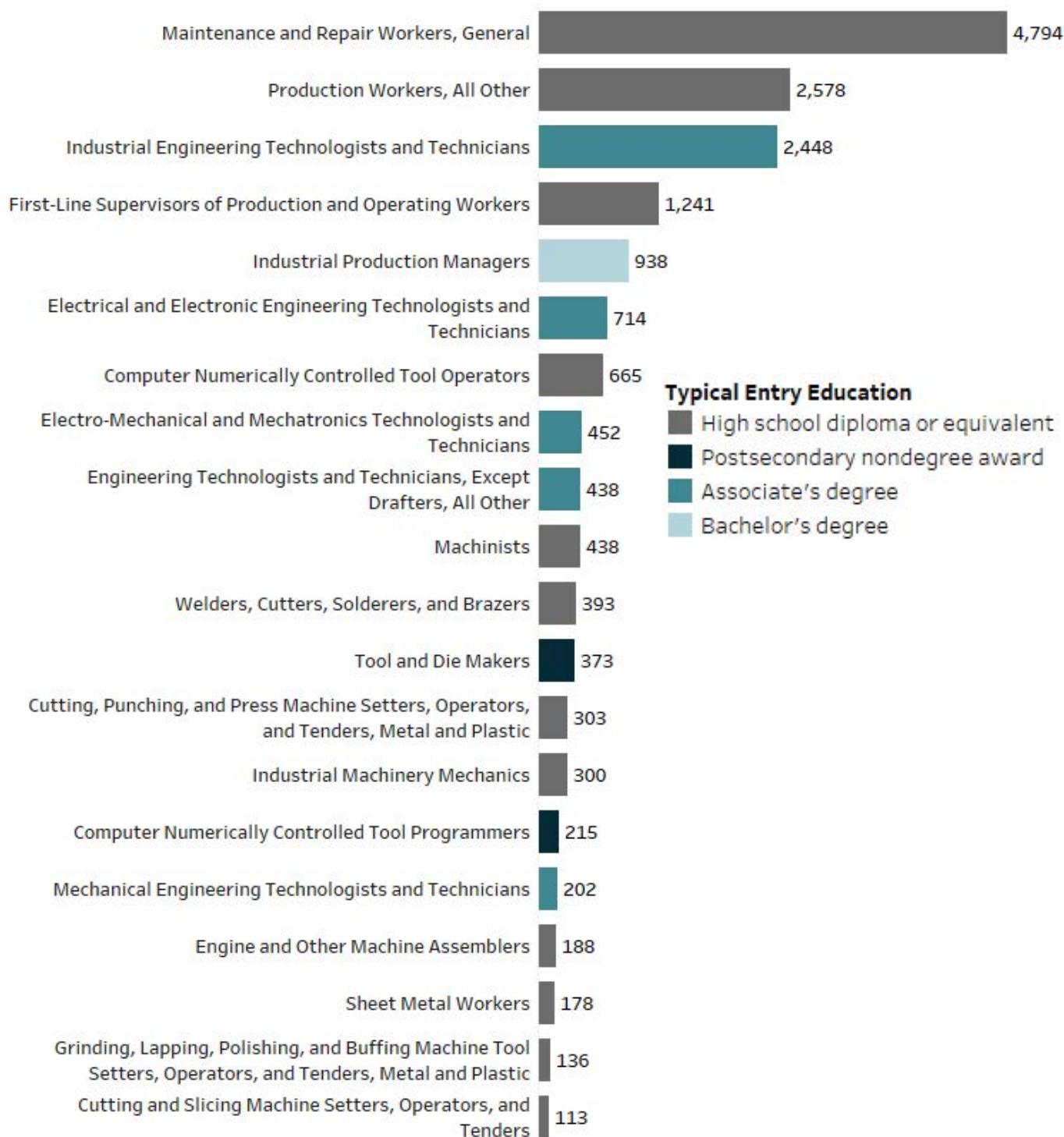
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 17,864 job postings for Skilled Trades workers in Q2 2023, a 15.1 percent increase (2,349 postings) from Q1. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q2 2023, with 4,794 postings. Production Workers, All Other was in the second position with 2,578 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (2,448 postings), First-Line Supervisors of Production and Operating Workers (1,241 postings), and Industrial Production Managers (938 postings).

Occupation	Postings
Maintenance and Repair Workers, General	4,794
Production Workers, All Other	2,578
Industrial Engineering Technologists and Technicians	2,448
First-Line Supervisors of Production and Operating Workers	1,241
Industrial Production Managers	938
Electrical and Electronic Engineering Technologists and Technicians	714
Computer Numerically Controlled Tool Operators	665
Electro-Mechanical and Mechatronics Technologists and Technicians	452
Engineering Technologists and Technicians, Except Drafters, All Other	438
Machinists	438
Welders, Cutters, Solderers, and Brazers	393
Tool and Die Makers	373
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	303
Industrial Machinery Mechanics	300
Computer Numerically Controlled Tool Programmers	215
Mechanical Engineering Technologists and Technicians	202
Engine and Other Machine Assemblers	188
Sheet Metal Workers	178
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	136
Cutting and Slicing Machine Setters, Operators, and Tenders	113

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

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs are open to candidates with a High school diploma or equivalent. At least half of the top jobs pay over $24.32 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of $18.19 per hour or an annual salary of about $37,835.

Wage Overview for Top Posted Skilled Trades Jobs in Q2 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
51-4041	Machinists	$14.97	$18.28	$22.83	$28.71	$31.54

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 39.9%
- Associate degree: 9.3%
- Bachelor's degree: 11.5%
- Master's degree: 1.8%

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

- Aerotek
- Taldeco
- Kelly Services
- Plastipak
- ManpowerGroup
- Centene
- Sentech Services
- Qualified Staffing
- Actalent
- Randstad

Job Postings by City

1. Detroit: 1,804 Postings
2. Lansing: 1,049 Postings
3. Warren: 769 Postings
4. Auburn Hills: 702 Postings
5. Sterling Heights: 693 Postings
6. Ann Arbor: 665 Postings
7. Troy: 607 Postings
8. Livonia: 551 Postings
9. Plymouth: 456 Postings
10. Novi: 371 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
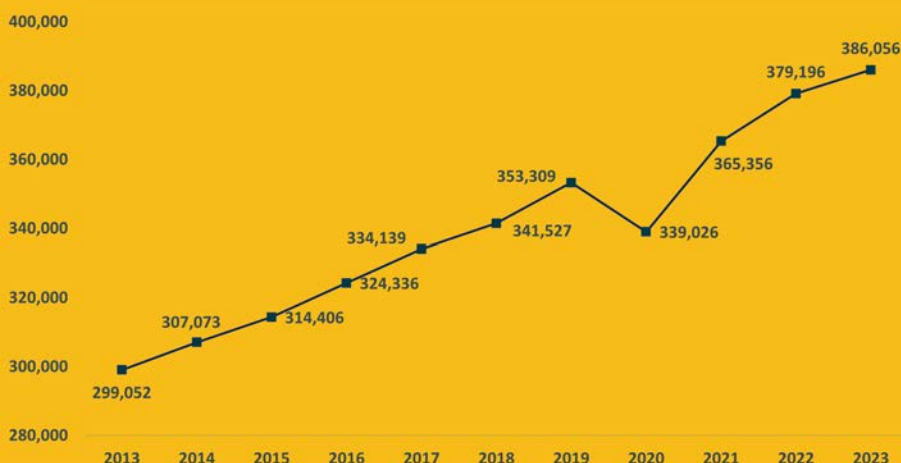
6,860 TDL Workers

1.8% Increase from 2022

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 386,056 workers during Q2 2023. This group is primarily made up of males (70.8 percent) between the ages of 25 and 54 (63.1 percent), with 29.2 percent of workers identifying as female and 30.3 percent identifying as a racial minority. Also of note was that 12.5 percent of the workers in the occupation group were under the age of 25, compared to the 24.4 percent 55 years of age or older.
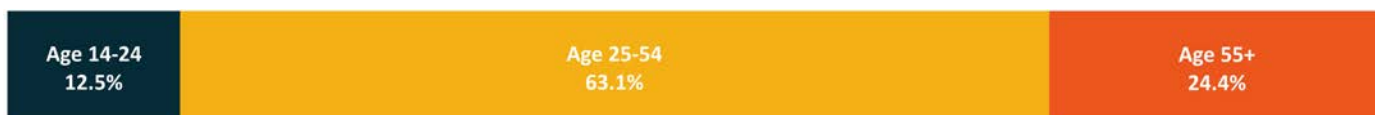
Worker Gender Demographics

29.2% Female

70.8% Male
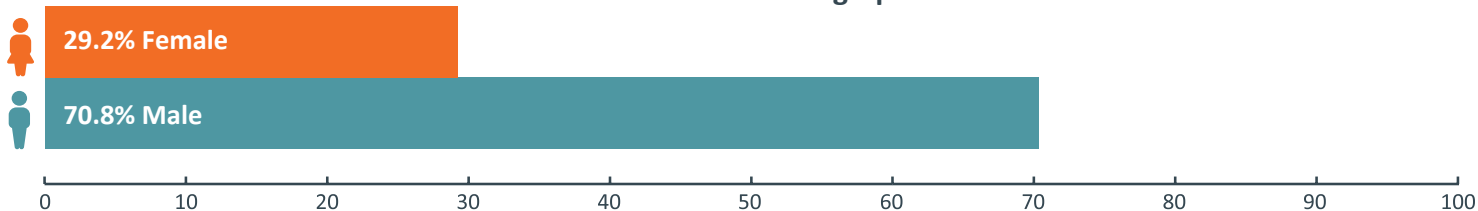
Race and Ethnicity Demographics

69.7% White | 19.7% Black or African-American | 5.2% Hispanic or Latino

Worker Age Demographics

Age 14-24 12.5%

Age 25-54 63.1%

Age 55+ 24.4%

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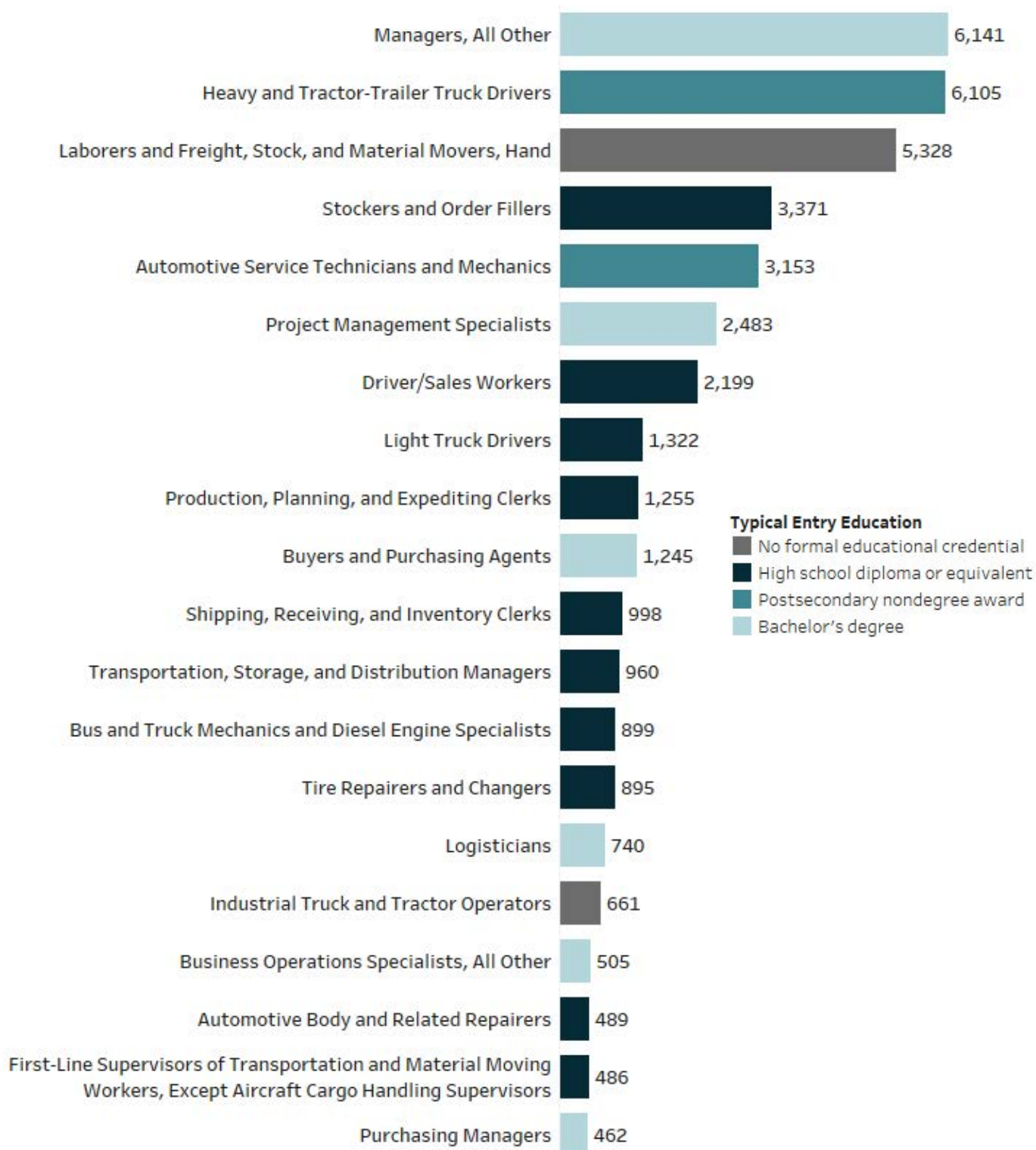
TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 45,499 job postings in Q2 2023, up 20.9 percent (7,851 postings) from Q1. Managers, All Other was the most sought-after occupation by TDL industry employers during Q2 2023, with 6,141 postings. Heavy and Tractor-Trailer Truck Drivers was in the second position with 6,105 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (5,328 postings), Stockers and Order Fillers (3,371 postings), and Automotive Service Technicians and Mechanics (3,153 postings).

Occupation	Postings
Managers, All Other	6,141
Heavy and Tractor-Trailer Truck Drivers	6,105
Laborers and Freight, Stock, and Material Movers, Hand	5,328
Stockers and Order Fillers	3,371
Automotive Service Technicians and Mechanics	3,153
Project Management Specialists	2,483
Driver/Sales Workers	2,199
Light Truck Drivers	1,322
Production, Planning, and Expediting Clerks	1,255
Buyers and Purchasing Agents	1,245
Shipping, Receiving, and Inventory Clerks	998
Transportation, Storage, and Distribution Managers	960
Bus and Truck Mechanics and Diesel Engine Specialists	899
Tire Repairers and Changers	895
Logisticians	740
Industrial Truck and Tractor Operators	661
Business Operations Specialists, All Other	505
Automotive Body and Related Repairers	489
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	486
Purchasing Managers	462

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

The TDL 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 $22.50 per hour. Managers, All Other, the top posted TDL job, offers a median hourly wage of $52.37 per hour or an annual salary of about $108,930.

Wage Overview for Top Posted TDL Jobs in Q2 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
53-7065	Stockers and Order Fillers	$11.27	$13.08	$14.92	$17.80	$23.01
49-3023	Automotive Service Technicians and Mechanics	$13.93	$14.84	$22.50	$29.03	$35.75
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
53-3033	Light Truck Drivers	$12.06	$14.48	$18.90	$23.80	$36.45
43-5061	Production, Planning, and Expediting Clerks	$17.54	$19.18	$26.34	$30.66	$36.70
13-1028	Buyers and Purchasing Agents	$22.36	$24.34	$32.56	$45.08	$51.51

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 27.8%
- Associate degree: 4.7%
- Bachelor's degree: 21.4%
- Master's degree: 5.2%

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

Top Posting Employers

- Discount Tire
- Kroger
- Meijer
- Walmart
- Aerotek
- Roehl Transport
- Day & Ross USA
- University Of Michigan
- Domino's Pizza
- Amazon

Job Postings by City

1. Detroit: 5,301 Postings
2. Lansing: 3,980 Postings
3. Ann Arbor: 2,225 Postings
4. Livonia: 1,525 Postings
5. Troy: 1,497 Postings
6. Warren: 1,423 Postings
7. Sterling Heights: 1,262 Postings
8. Auburn Hills: 1,236 Postings
9. Dearborn: 1,095 Postings
10. Southfield: 1,036 Postings

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