

WIN

WORKFORCE
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LABOR MARKET REPORT WIN REGION

Q4 2023
October - December

INTRODUCTION

WIN Region

Q4 2023



About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges in a 19-county region representing approximately 63% of the total labor force in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

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

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

This report highlights labor market information and real-time job posting data for the 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. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the fourth 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.

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WIN Region

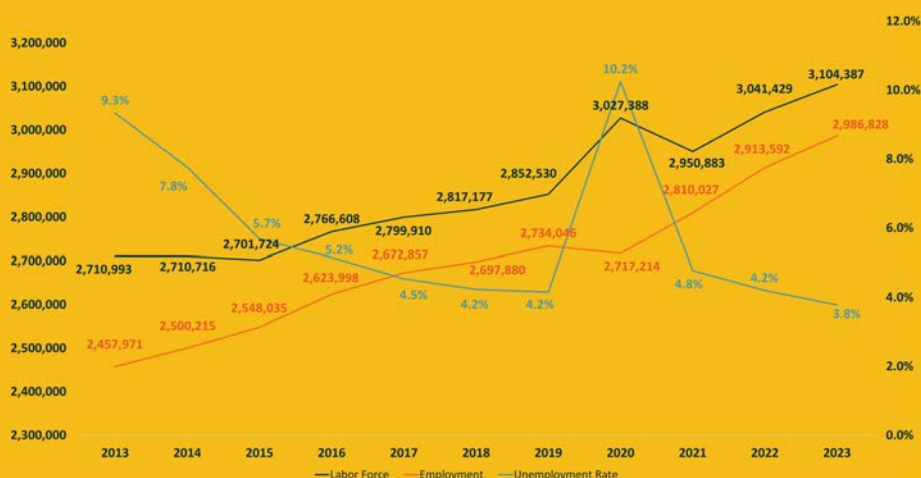
During the fourth quarter of 2023, the labor force, employment, and unemployment figures all improved from Q3 2023 in Southeast Michigan. The number of unemployed workers decreased by 6.6 percent, while the size of the labor force increased by 0.3 percent and the number of employed individuals increased by 0.6 percent. With these figures, the Labor Market of southeast Michigan is experiencing one of the strongest periods in recent history.

Overall employer demand, for the occupation groups analyzed by WIN, decreased during Q4 2023. Posting decreases in the double digits were common, although it should be noted that this coincided with historically low unemployment and labor force metrics.

Annual Labor Market Information

The labor force in southeast Michigan improved during Q4 2023, gaining 62,958 individuals from the same period in 2022, or 2.1 percent. Employment tracked proportionately to the labor force, reporting an increase of 2.5 percent, or 73,237 more workers in the fourth quarter of 2022. The unemployment rate decreased during the same period to a rate of 3.8 percent.

Annual Labor Force, Employment, Unemployment Rate
2013–2023



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Southeast Michigan data from the fourth quarter of 2023, including posting information from October, November and December, showed a decrease of 44,183 postings or 25.5 percent since Q3 2023. In comparison with Q4 2022, postings decreased by 91,652, which is a reduction of 41.5 percent.

Average Quarterly Posting Analysis WIN Region
Q3 2022 - Q4 2023



Data: Lightcast | Analysis: Workforce Intelligence Network

Key Findings

26%

Employer demand declined by 26.2 percent, a decrease of 82,881 job postings since Q3 2023

High School Diploma

Most in-demand minimum education level during Q4 2023

In Q4 2023, employment totaled

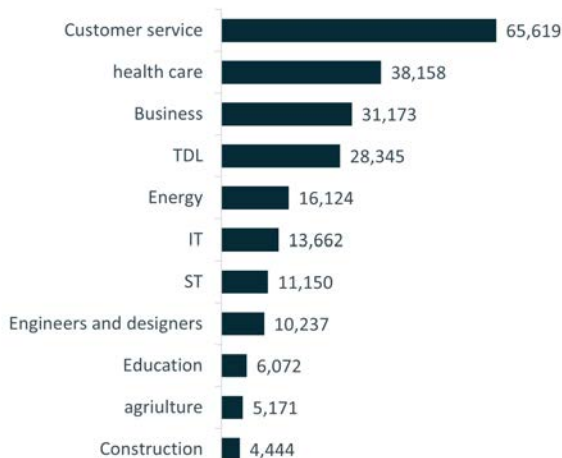
3,044,021

an increase of 17,884 workers (0.6 percent) since Q3 2023.

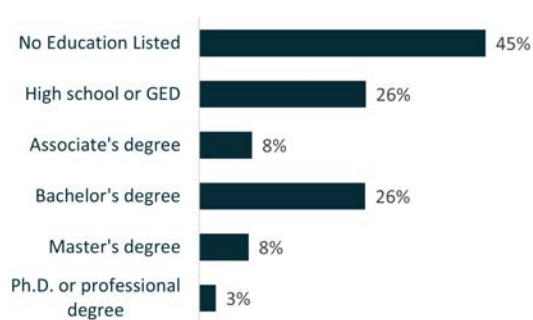
During Q4 2023, there were 233,012 unique job postings, 82,881 (26.2 percent) less than the 315,893 postings during Q3 2023 in the 19-county WIN region. Similar to Q3 where all but one occupation group experienced a decrease in job postings, Q4 continued this trend with a decrease in postings across all occupation groups. The Customer Service Occupation group had the greatest demand with 65,619 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Fast Food and Counter Workers. More information about in-demand job postings is available on page 7.

Of the 233,012 unique postings in the WIN Region during Q4 2023, nearly 60,900 (26.1 percent) required a High School diploma or equivalent, while 60,686 postings (26.0 percent) required a Bachelor's degree. An additional 24,100 postings (10.3 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q4 2023



In-Demand Education Levels
Q4 2023



The latest quarterly labor market data from southeast Michigan illustrated growth in both the labor force and employment figures. During Q4 2023, labor force figures were 0.3 percent higher (9,351 individuals) and employment is 0.6 percent higher (17,884 individuals) than in Q3 2023. The unemployment rate increased to 3.8 percent in Q4 2023, a 0.3 percentage point decrease from Q3 2023. The labor force increased by 4.3 percent from Q4 2022 while employment figures showed annual growth of 3.9 percent during the same time period. More information about this year's unemployment rate and other labor market indicators are on page 4.

Quarterly Labor Market Data

	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022
Labor Force	3,035,047	3,025,343	3,073,185	3,154,833	3,164,185	9,351	0.3%	129,137	4.3%
Employment	2,930,990	2,904,402	2,972,755	3,026,136	3,044,021	17,884	0.6%	113,031	3.9%
Unemployment	104,057	120,942	100,431	128,697	120,164	-8,533	-6.6%	16,107	15.5%
Unemployment Rate	3.4%	4.0%	3.3%	4.1%	3.8%	-0.3%	na	0.4%	na

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in southeast Michigan during the fourth quarter of 2023 experienced continued growth from Q3. This trend was a stark contrast to the Q1 labor market data which suggested that post-pandemic recovery had peaked. The labor force is up by 62,958 individuals (2.1 percent) since 2022, while employment in the 19-county area increased by 73,237 workers (2.5 percent). Unemployment continued its year-over-year decline, with a reduction of 10,279 individuals from CY2022. The YTD unemployment rate demonstrated a commensurate decrease, posting a rate of 3.8 percent through Q4 2023.

Annual Labor Market Data
2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	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	3,104,387	62,958	2.1%
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	2,986,828	73,237	2.5%
Unemployment	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	-10,279	-8.0%
Unemployment Rate	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	-0.4%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 3,156,821 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2022 were those individuals 24 years old or younger, accounting for an unemployment rate of 30.0 percent for males and 25.5 percent for females. Overall, males in the county had a higher unemployment rate than females, with 6.6 percent and 6.3 percent respectively, in 2022. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 12.8 percent. Those job seekers who identified as Some Other Race also had a more difficult time finding employment and had an unemployment rate of 8.9 percent. Asian job seekers had the lowest unemployment rate of 3.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,156,821	2,954,128	202,693	6.4%
Sex				
Male 16+	1,661,674	1,552,443	109,231	6.6%
16-19	67,860	55,388	12,472	18.4%
20-24	165,971	146,621	19,350	11.7%
25-54	1,040,559	981,102	59,457	5.7%
55-64	291,380	277,866	13,514	4.6%
65 Plus	95,904	91,466	4,438	4.6%
Female 16+	1,495,147	1,401,685	93,462	6.3%
16-19	72,643	61,946	10,697	14.7%
20-24	162,249	144,773	17,476	10.8%
25-54	919,779	868,737	51,042	5.5%
55-64	259,369	248,875	10,494	4.0%
65 Plus	81,107	77,354	3,753	4.6%
Race				
White	2,287,620	2,170,601	117,018	5.1%
Black / African American	531,001	462,901	68,100	12.8%
Native American	7,430	7,015	414	5.6%
Asian	145,223	139,725	5,499	3.8%
Native Hawaiian / Pacific Islander	631	580	51	8.1%
Some Other Race	43,319	39,470	3,849	8.9%
Two or More Races	145,290	133,239	12,050	8.3%
Ethnicity				
Hispanic	150,157	138,403	11,755	7.8%

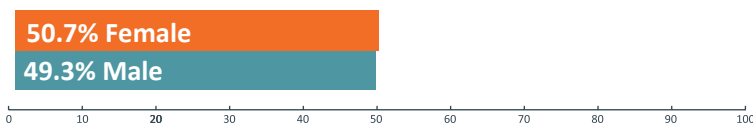
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

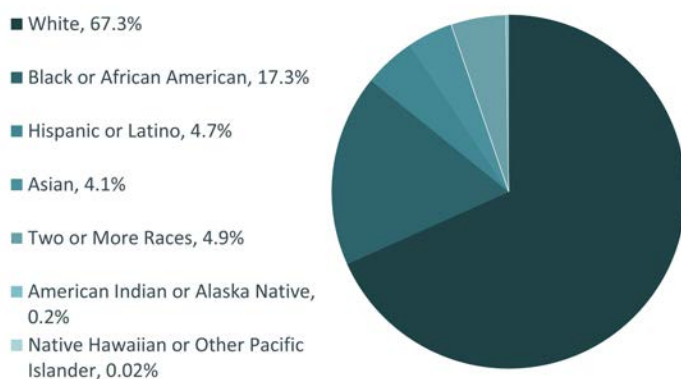
2022 Census Population

According to data from the most recent Census Bureau 2022 ACS five-year estimates during 2022, 6,275,959 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.7 percent of the population identifying as female, and the other 49.3 percent identifying as male. A majority of the population identified as White (67.3 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 30.9 percent of the population over the age of 54, compared to 30.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

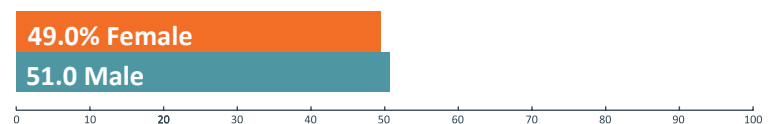


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

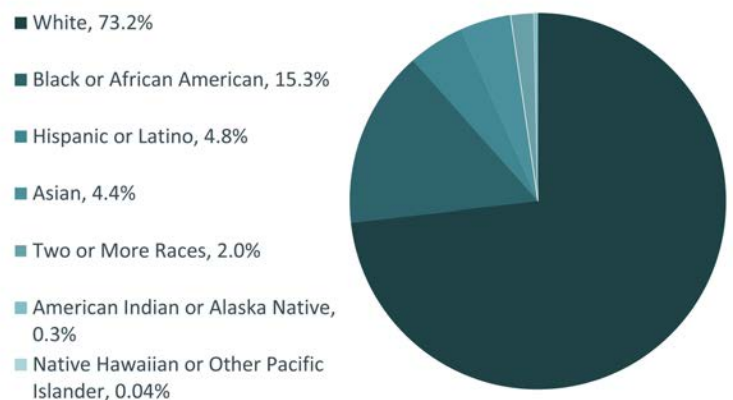
2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q4 2023, the workforce had a total of 2,739,952 individuals working in Southeast Michigan. A slight majority, 51.0 percent (1,382,625 workers) were male, while 49.0 percent (1,326,162 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.2 percent of the workforce, while Black or African American workers totaled 15.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.8 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (63 percent), while 23.3 percent of workers are 55 and older.

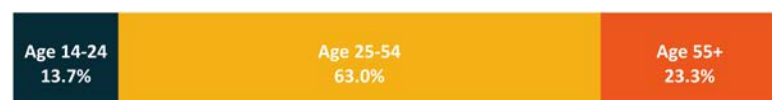
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

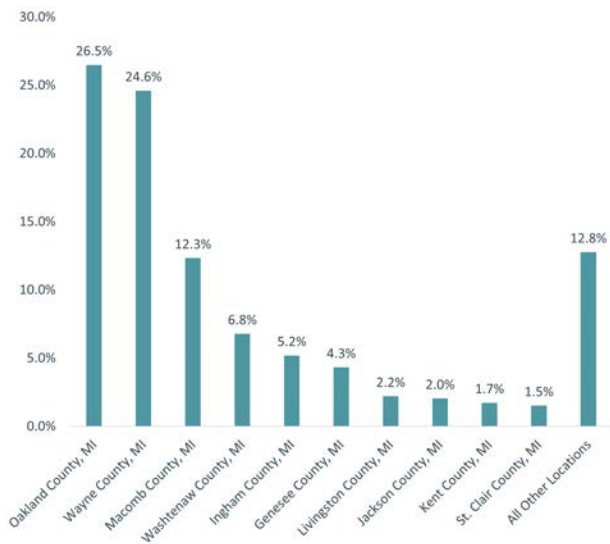


Data: Lightcast | Analysis: Workforce Intelligence Network

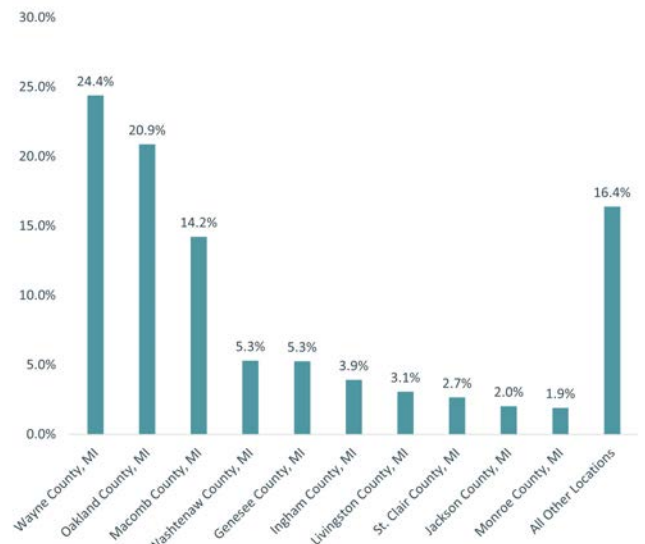
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 2,424,140 residents. There were 2,239,247 (92.4 percent) residents living and working within the 19-county region, while the remaining 184,893 residents (7.6 percent) traveled outside of the region for work. There were 2,438,135 workers employed in the region during 2021 with 198,888 workers (8.2 percent) residing outside of the border and commuting into the region. Based upon this information, it can be concluded that the southeast Michigan area is a net importer of jobs, with more workers commuting into the area for employment than commuting out for jobs.

Where Michigan Residents Work



Where Michigan Workers Live

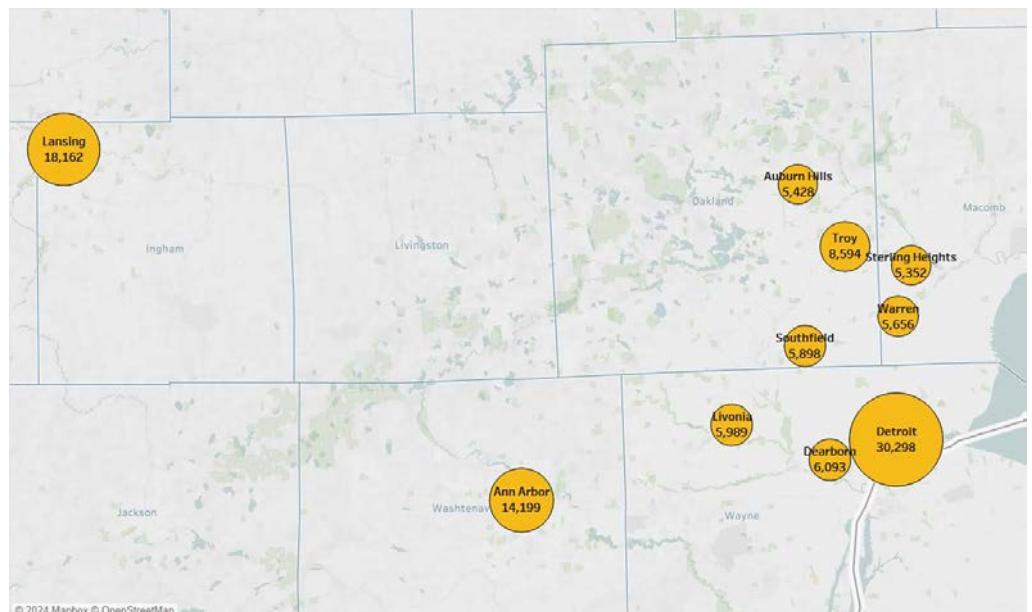


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

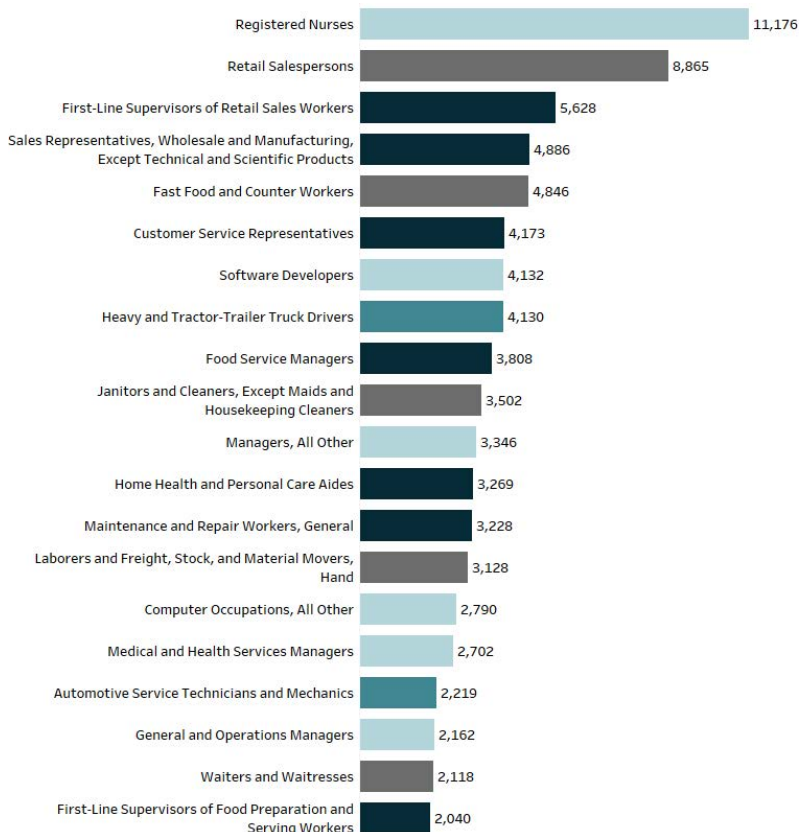
1. Detroit: 30,298 Postings
2. Lansing: 18,162 Postings
3. Ann Arbor: 14,199 Postings
4. Troy: 8,594 Postings
5. Dearborn: 6,093 Postings
6. Livonia: 5,989 Postings
7. Southfield: 5,898 Postings
8. Warren: 5,656 Postings
9. Auburn Hills: 5,428 Postings
10. Sterling Heights: 5,352 Postings



TOP POSTED JOBS

Top Posted Jobs: Q4 2023

Registered Nurses is the top posted occupation for Q4 2023 with 11,176 unique online job postings and requires a bachelor's degree for entry. Retail Salespersons (8,865 postings) and First-Line Supervisors of Retail Sales Workers (5,628 postings) round out the top three demanded occupations, requiring no formal educational credential and High School diploma or equivalent, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree, while five occupations require short- to moderate-term on-the-job training.

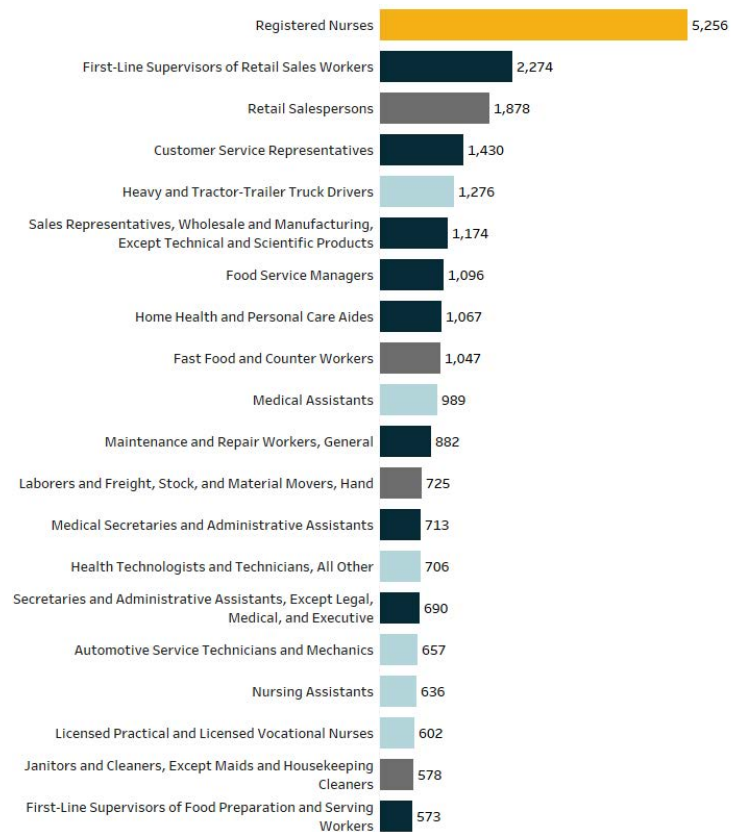


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q4 2023

There were 61,110 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 26.2 percent of postings in WIN region. More than half of the top ten entry-level occupations 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 35.5 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,256 postings, followed by First-Line Supervisors of Retail Sales Workers with 2,274 postings.



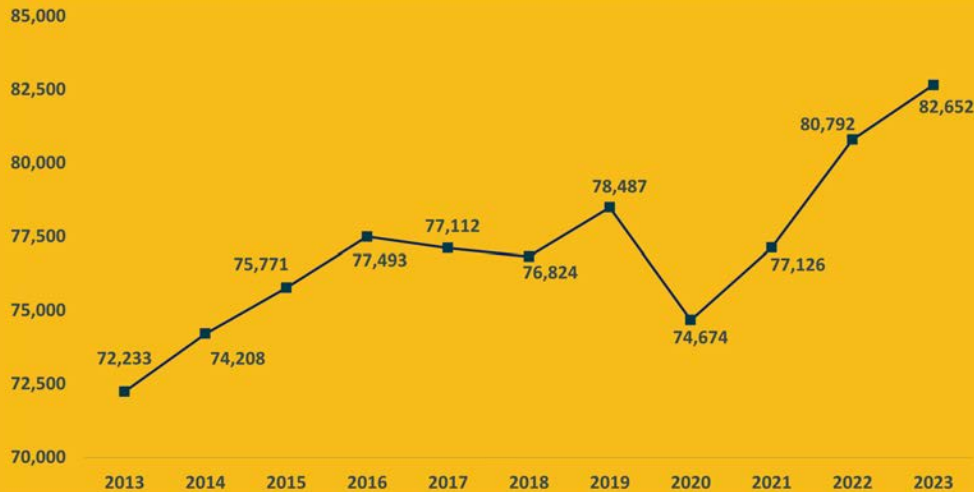
Typical Entry Education

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

AGRICULTURE OCCUPATION GROUP

WIN's Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 11,800 openings for these positions each year in southeast Michigan.

Employment Over Time
2013-2023

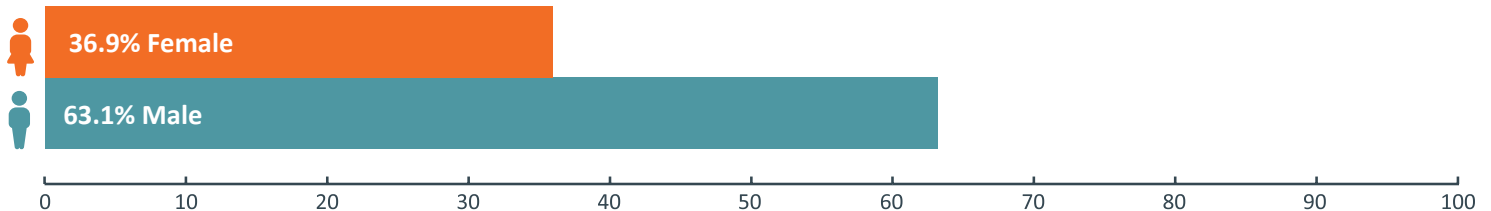


82,652
Agriculture
Workers
2.3% Increase
from 2022

Agriculture Worker Demographics

According to Q4 2023 Lightcast data, the 82,652 workers in the Agriculture group are only somewhat diverse. Just 14.2 percent of the related workforce is under 25. Female workers account for 36.9 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.

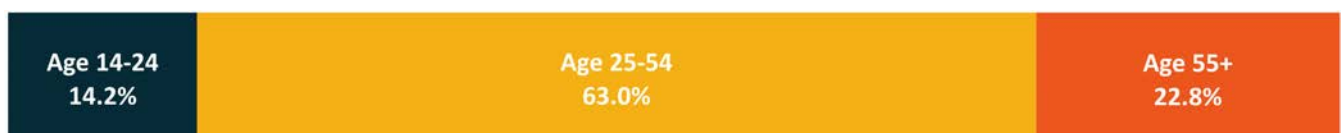
Worker Gender Demographics



Race and Ethnicity Demographics

76.4 % White | **7.7% Hispanic or Latino** | **10.9% Black or African-American**

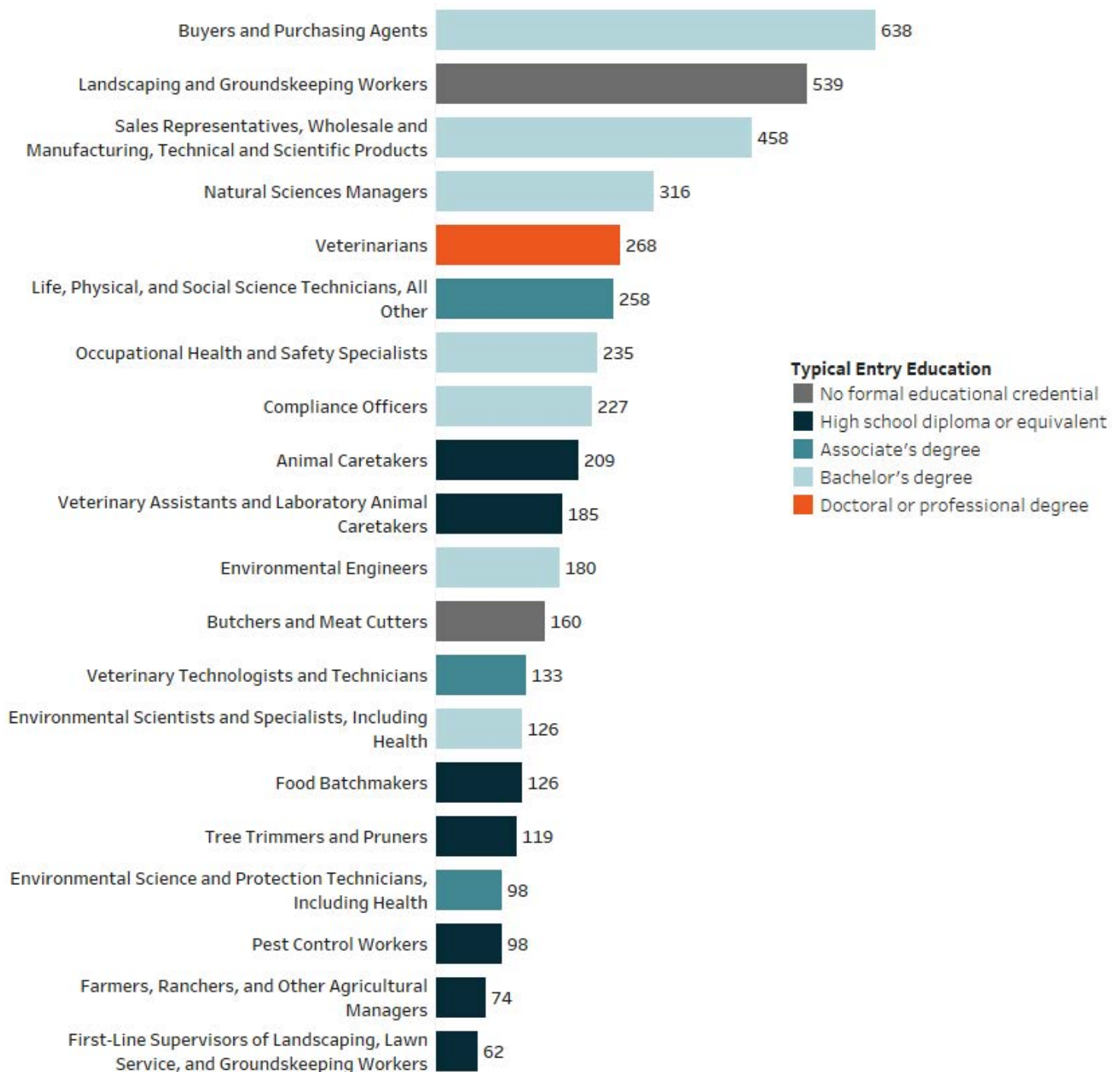
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q4 2023, there were a total of 5,171 job postings for Agriculture workers, with Buyers and Purchasing Agents as the most sought-after occupation by Agriculture industry employers with 638 postings. Landscaping and Groundskeeping Workers was in the second position with 539 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (458 postings), Natural Sciences Managers (316 postings), and Veterinarians (268 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$34.07 per hour. Buyers and Purchasing Agents, the top posted Agriculture job, offers a median hourly wage of \$35.98 per hour or an annual salary of about \$74,838.

Wage Overview for Top Posted Agriculture Jobs in Q4 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	\$21.82	\$27.42	\$35.98	\$44.25	\$50.99
37-3011	Landscaping and Groundskeeping Workers	\$13.48	\$14.86	\$17.10	\$18.74	\$22.25
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.68	\$38.73	\$60.11	\$87.03	\$136.57
11-9121	Natural Sciences Managers	\$37.50	\$46.35	\$55.41	\$73.84	\$92.73
29-1131	Veterinarians	\$36.52	\$45.73	\$55.14	\$64.89	\$77.67
19-4099	Life, Physical, and Social Science Technicians, All Other	\$14.22	\$18.79	\$19.78	\$27.73	\$38.88
19-5011	Occupational Health and Safety Specialists	\$23.58	\$28.45	\$36.91	\$45.29	\$52.29
13-1041	Compliance Officers	\$21.75	\$26.57	\$34.07	\$46.24	\$51.65
39-2021	Animal Caretakers	\$11.37	\$12.64	\$14.21	\$16.80	\$22.01
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$13.53	\$14.38	\$15.91	\$17.66	\$19.31

In-Demand Technical Skills

- Purchasing
- Auditing
- Project Management
- Procurement
- Landscaping

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 19.6%
- Associate degree: 6.7%
- Bachelor's degree: 35.2%
- Master's degree: 7.1%

**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

- Banfield Pet Hospital
- University Of Michigan
- State of Michigan
- Walmart
- The Davey Tree Expert Company
- Michigan State University
- Kroger
- Henry Ford Health Corp
- Burger King
- PetCo

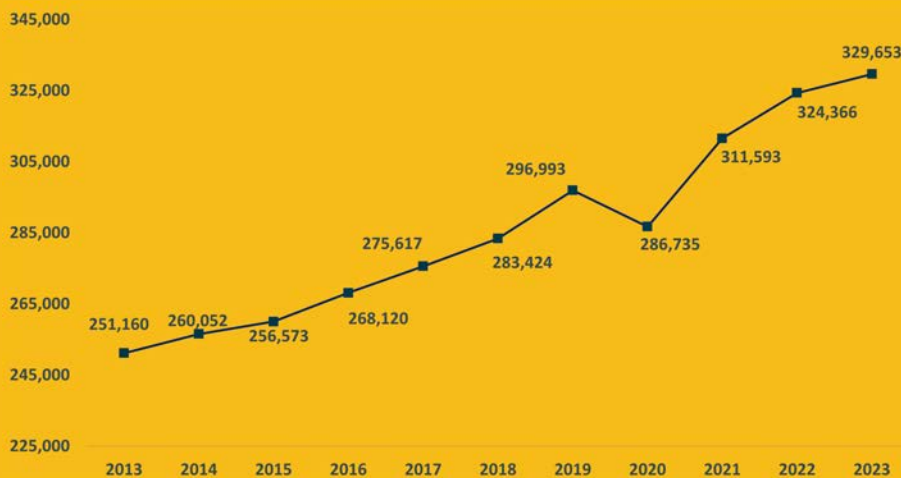
Job Postings by City

1. Detroit: 684 Postings
2. Lansing: 458 Postings
3. Ann Arbor: 422 Postings
4. Troy: 187 Postings
5. Warren: 157 Postings
6. Auburn Hills: 118 Postings
7. Livonia: 115 Postings
8. Southfield: 114 Postings
9. Novi: 111 Postings
10. Farmington: 109 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

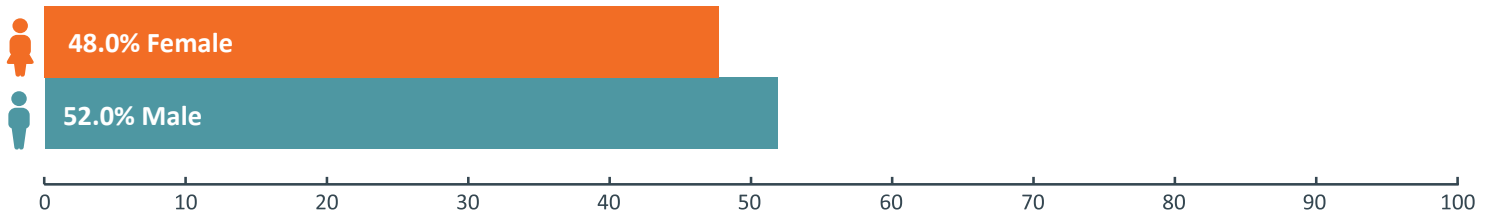


329,653 Business and Finance Workers
1.6% Increase from 2022

Business and Finance Worker Demographics

According to 2023 Lightcast data, the 329,653 workers in the Business and Finance occupation group are not particularly diverse. This group is primarily made up of males (52.0 percent) between the age of 25 and 54 (70.6 percent), with 48.0 percent of workers identifying as female and just 19.6 percent identifying as a racial minority. Also of note was that 4.5 percent of the workers in the occupation group were under the age of 25, compared to the 24.9 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.4% White | 10.2% Black or African-American | 4.3% Asian

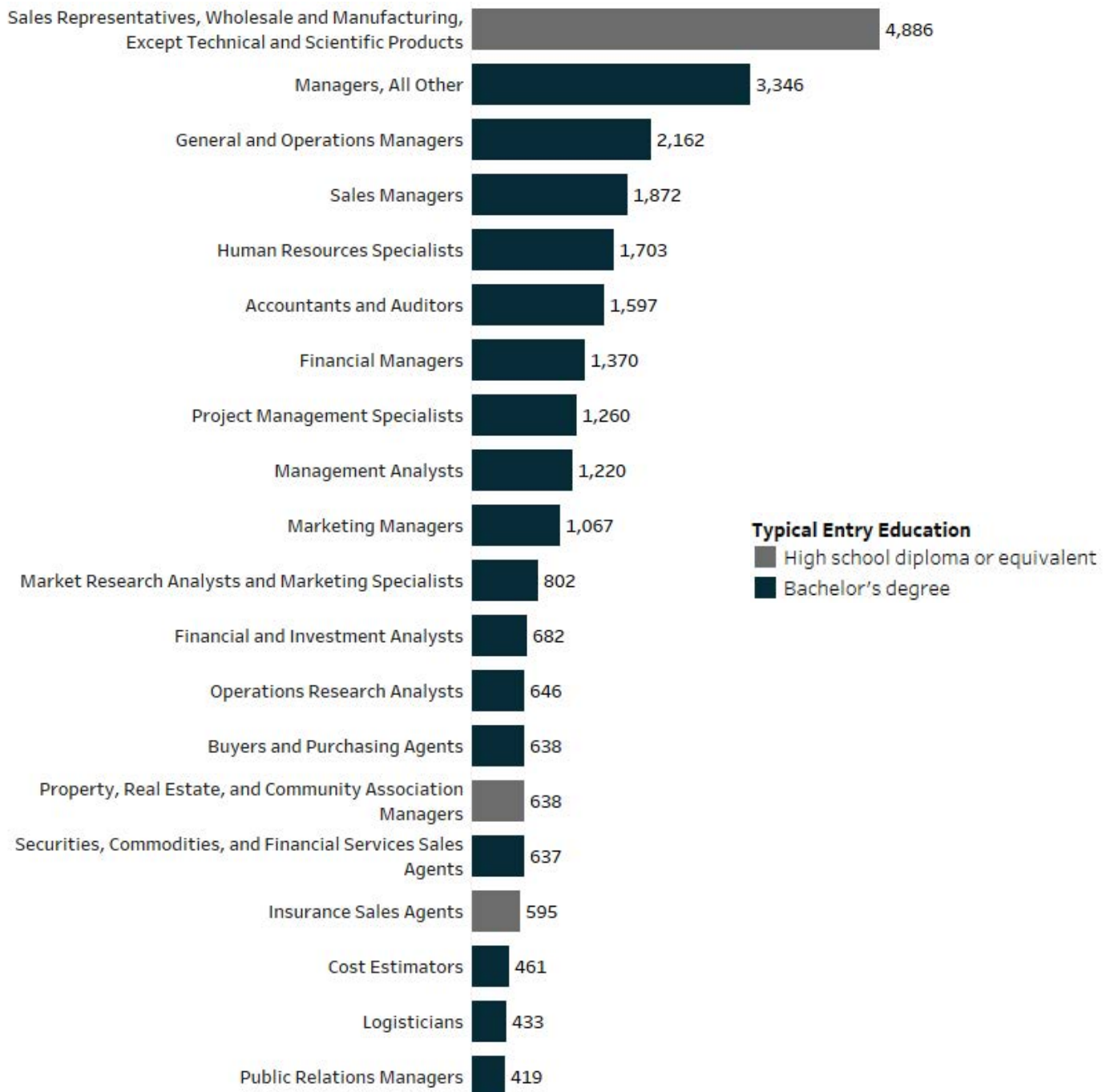
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q4 2023, there were a total of 31,173 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers with 4,886 postings. Managers, All Other was in the second position with 3,346 postings. Other top posted jobs include General and Operations Managers (2,162 postings), Sales Managers (1,872 postings), and Human Resources Specialists (1,703 postings).



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 \$46.26 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 \$34.37 per hour or an annual salary of about \$71,490.

Wage Overview for Top Posted Business and Finance Jobs in Q4 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	\$18.03	\$23.51	\$34.37	\$48.16	\$64.27
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
11-1021	General and Operations Managers	\$21.91	\$30.32	\$48.04	\$74.99	\$105.84
11-2022	Sales Managers	\$32.08	\$46.59	\$63.92	\$82.76	\$106.69
13-1071	Human Resources Specialists	\$20.37	\$24.07	\$30.90	\$39.23	\$48.36
13-2011	Accountants and Auditors	\$24.09	\$29.17	\$36.64	\$45.87	\$57.95
11-3031	Financial Managers	\$38.91	\$49.11	\$62.78	\$80.38	\$105.13
13-1082	Project Management Specialists	\$27.20	\$35.43	\$46.26	\$60.28	\$66.10
13-1111	Management Analysts	\$28.45	\$34.37	\$44.08	\$53.94	\$66.33
11-2021	Marketing Managers	\$33.03	\$46.41	\$61.48	\$79.01	\$100.07

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Leadership
- Operations

In-Demand Certifications

- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Enrolled Agent (EA)
- Security Clearance

In-Demand Education Level*

- High school or GED: 16.9%
- Associate degree: 7.8%
- Bachelor's degree: 56.2%
- Master's degree: 12.5%

**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

- University Of Michigan
- State of Michigan
- GPAC
- Comerica
- Deloitte
- Ford
- Robert Half
- Oracle
- PricewaterhouseCoopers
- Michigan State University

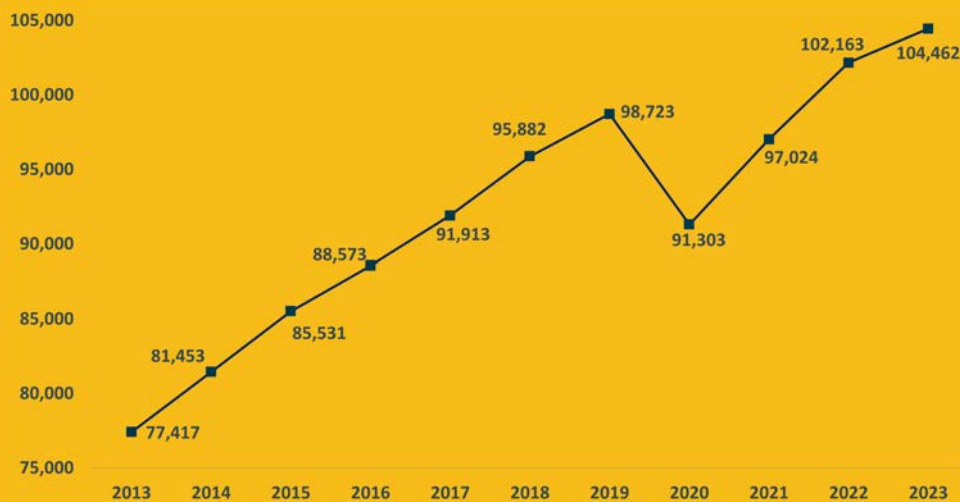
Job Postings by City

1. Detroit: 6,089 Postings
2. Lansing: 3,821 Postings
3. Ann Arbor: 2,191 Postings
4. Troy: 1,547 Postings
5. Southfield: 1,172 Postings
6. Livonia: 897 Postings
7. Auburn Hills: 876 Postings
8. Farmington: 793 Postings
9. Dearborn: 786 Postings
10. Novi: 758 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

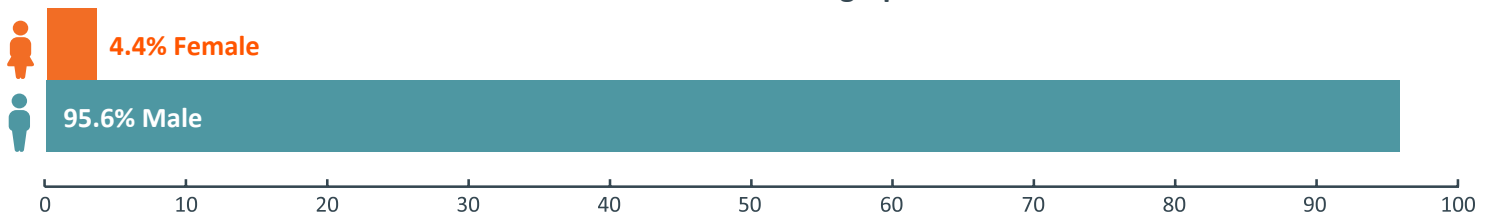


104,462
Construction Workers
2.2% Increase
from 2022

Construction Worker Demographics

According to 2023 Lightcast data, the 104,462 workers in the Construction group are not particularly diverse. Just 11.2 percent of the related workforce is under 25. Female workers account for 4.4 percent of the current workforce and only 16.9 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

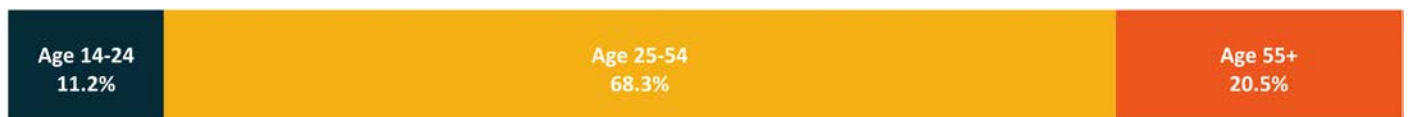
Worker Gender Demographics



Race and Ethnicity Demographics

83.1% White | **7.6% Hispanic or Latino** | **6.7% Black or African-American**

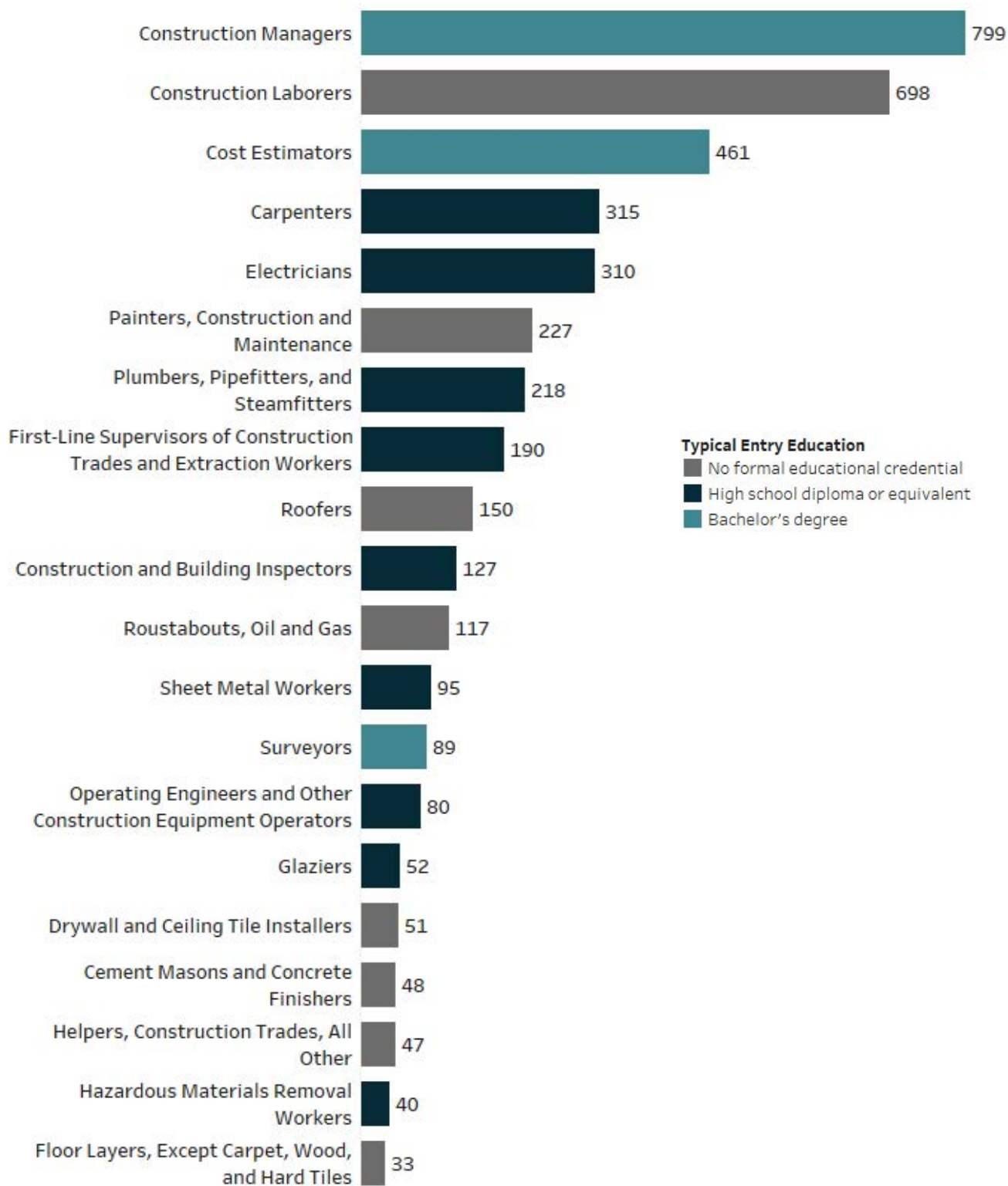
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 4,444 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers with 799 postings. Construction Laborers was in the second position with 698 postings. Other top posted jobs include Cost Estimators (461 postings), Carpenters (315 postings), and Electricians (310 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The Construction occupation group offers a broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$28.74 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$49.61 per hour or an annual salary of about \$103,189. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$35.29 per hour or \$73,403 annually.

Wage Overview for Top Posted Construction Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$34.10	\$40.18	\$49.61	\$62.87	\$79.78
47-2061	Construction Laborers	\$16.33	\$18.07	\$22.36	\$26.92	\$29.94
13-1051	Cost Estimators	\$19.50	\$26.57	\$34.86	\$44.86	\$56.09
47-2031	Carpenters	\$18.63	\$22.46	\$27.62	\$31.43	\$36.23
47-2111	Electricians	\$18.13	\$23.36	\$31.64	\$38.51	\$44.71
47-2141	Painters, Construction and Maintenance	\$17.05	\$18.80	\$22.96	\$29.08	\$33.07
47-2152	Plumbers, Pipefitters, and Steamfitters	\$18.10	\$22.58	\$35.29	\$40.08	\$45.19
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$23.01	\$28.35	\$34.74	\$42.23	\$52.36
47-2181	Roofers	\$17.71	\$20.13	\$25.15	\$31.39	\$36.93
47-4011	Construction and Building Inspectors	\$15.76	\$19.27	\$28.74	\$32.89	\$38.55

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

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: 18.7%
- Associate degree: 4.1%
- Bachelor's degree: 16.8%
- 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
- Michael Page
- Aerotek
- Dish
- CDM Smith
- Tradesmen International
- Actalent
- Work With Your Handz
- Walbridge
- State of Michigan

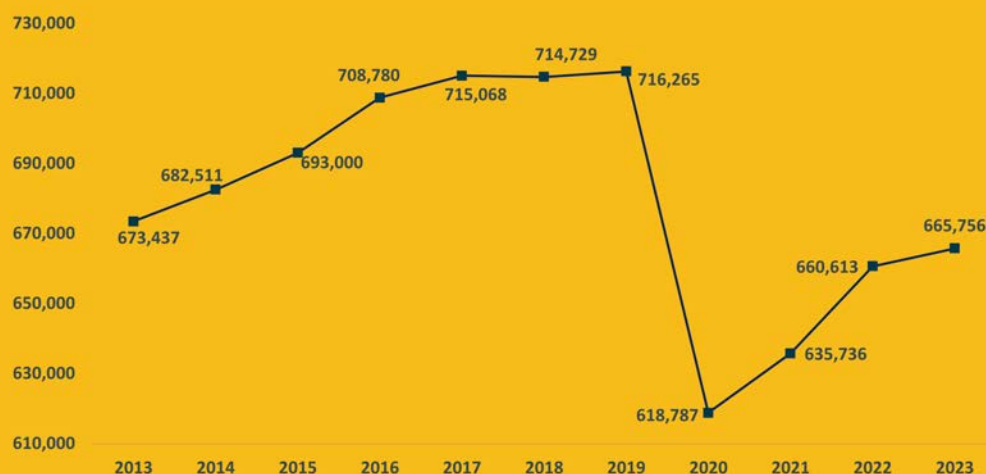
Job Postings by City

- Detroit: 766 Postings
- Lansing: 328 Postings
- Ann Arbor: 252 Postings
- Warren: 138 Postings
- Livonia: 130 Postings
- Sterling Heights: 115 Postings
- Troy: 109 Postings
- Novi: 108 Postings
- Flint: 106 Postings
- Farmington: 100 Postings

CUSTOMER SERVICE OCCUPATION GROUP

The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is particularly important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time
2013-2023

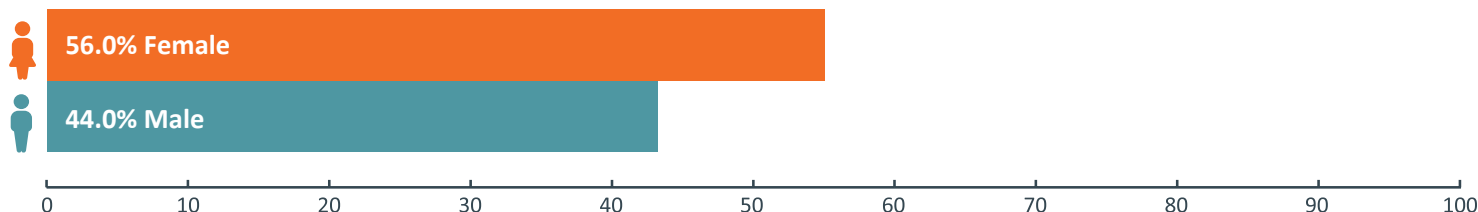


665,756
Customer
Service Workers
0.7% Increase
from 2022

Customer Service Worker Demographics

In Q4 2023, there were 665,756 workers in the Customer Service occupation group. This group is primarily made up of females (56.0 percent) between the age of 25 and 54 (53.1 percent), with 44.0 percent of workers identifying as male and just 27.1 percent identifying as a racial minority. Also of note was that 26.3 percent of the workers in the occupation group were under the age of 25, compared to the 20.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

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

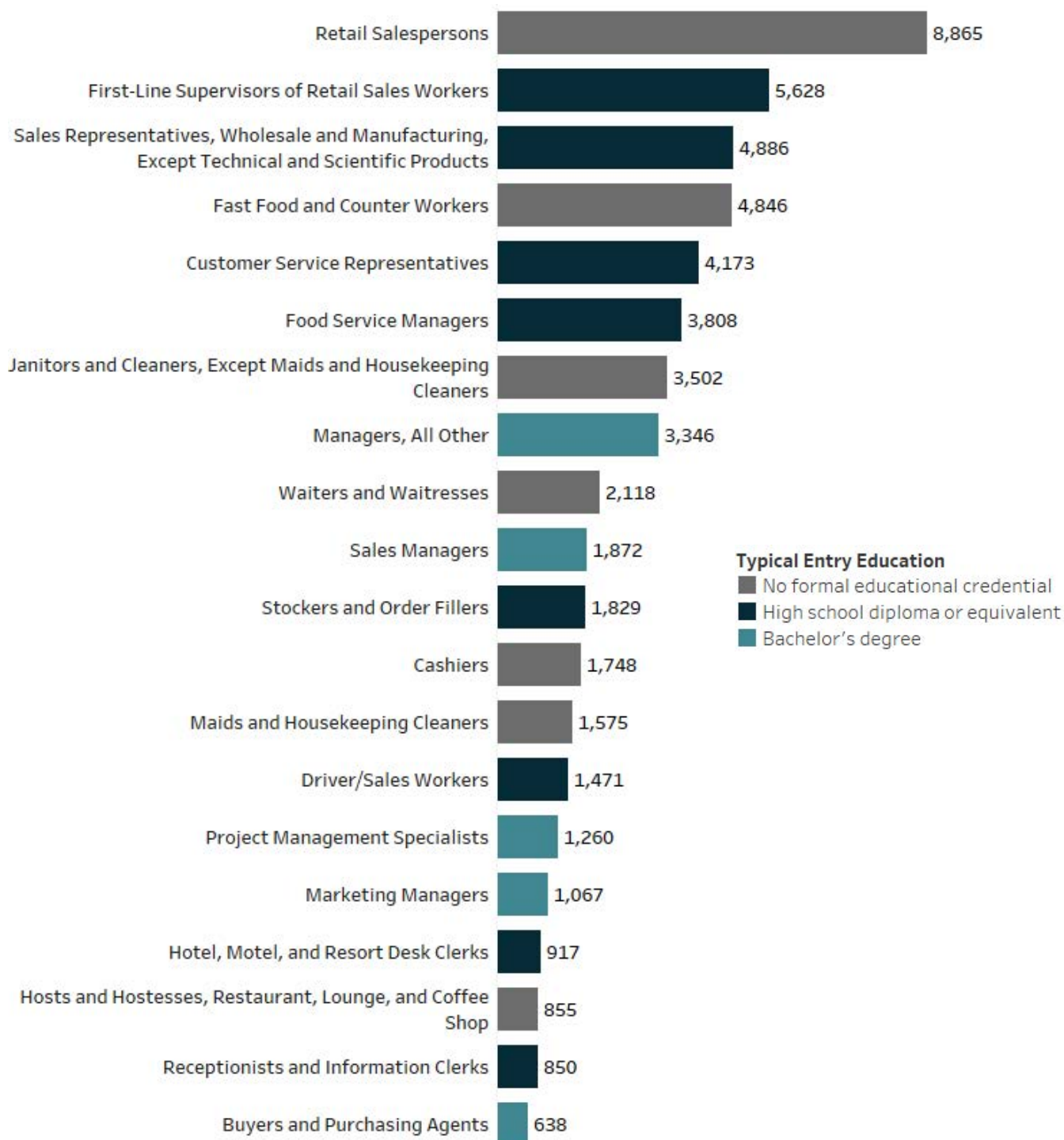
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q4 2023, there were a total of 65,619 job postings for Customer Service workers, a decrease of 20,735 or 24.0 percent since Q3 2023. Retail Salespersons was the most sought-after occupation by Customer Service industry employers with 8,865 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 5,628 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (4,886 postings), Fast Food and Counter Workers (4,846 postings), and Customer Service Representatives (4,173 postings).



CUSTOMER SERVICE 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 \$18.30 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.78 per hour or an annual salary of about \$30,742. 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 \$21.40 per hour or \$44,512 annually

Wage Overview for Top Posted Customer Service Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$11.25	\$12.79	\$14.78	\$17.45	\$22.93
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.77	\$16.79	\$21.40	\$27.72	\$36.24
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.03	\$23.51	\$34.37	\$48.16	\$64.27
35-3023	Fast Food and Counter Workers	\$11.17	\$12.07	\$13.09	\$13.83	\$15.39
43-4051	Customer Service Representatives	\$13.70	\$15.14	\$18.30	\$22.64	\$29.08
11-9051	Food Service Managers	\$22.57	\$27.29	\$30.84	\$36.07	\$41.47
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$12.20	\$13.55	\$15.02	\$17.80	\$19.87
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
35-3031	Waiters and Waitresses	\$10.63	\$12.74	\$15.74	\$22.84	\$28.03
11-2022	Sales Managers	\$32.08	\$46.59	\$63.92	\$82.76	\$106.69

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Communication
- Management
- Leadership
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 30.5%
- Associate degree: 3.7%
- Bachelor's degree: 17.8%
- Master's degree: 3.2%

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

Top Posting Employers

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

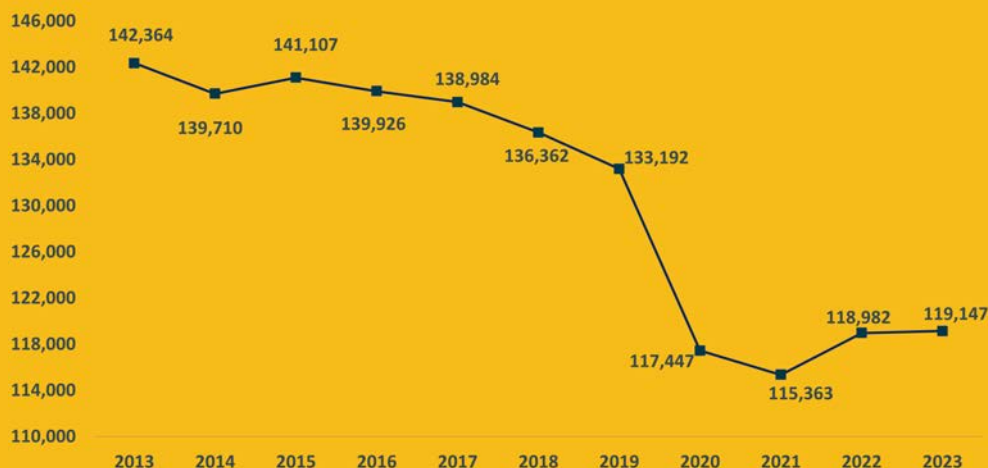
Top Posting Employers

- Detroit: 6,620 Postings
- Lansing: 4,151 Postings
- Ann Arbor: 3,763 Postings
- Troy: 2,789 Postings
- Novi: 2,078 Postings
- Livonia: 1,800 Postings
- Auburn Hills: 1,488 Postings
- Southfield: 1,473 Postings
- Flint: 1,444 Postings
- Dearborn: 1,430 Postings

EDUCATION OCCUPATION GROUP

There are Education group jobs which can be found both in the private and public sectors. Teachers and other education-related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 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. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time
2013-2023



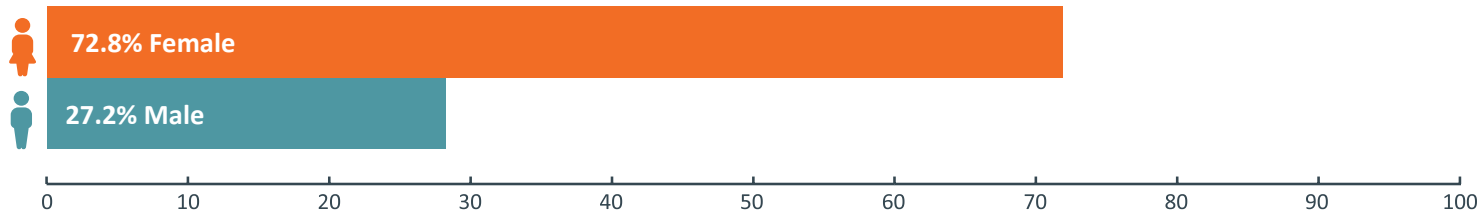
119,147
Education
Workers

0.1% Increase
from 2022

Education Worker Demographics

According to Q4 2023 Lightcast data, the 119,147 workers in the Education group are not particularly diverse. Just 8.4 percent of the related workforce is under 25. Male workers account for 27.2 percent of the current workforce and only 19.0 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

81.0% White | **8.8% Black or African-American** | **4.2% Asian**

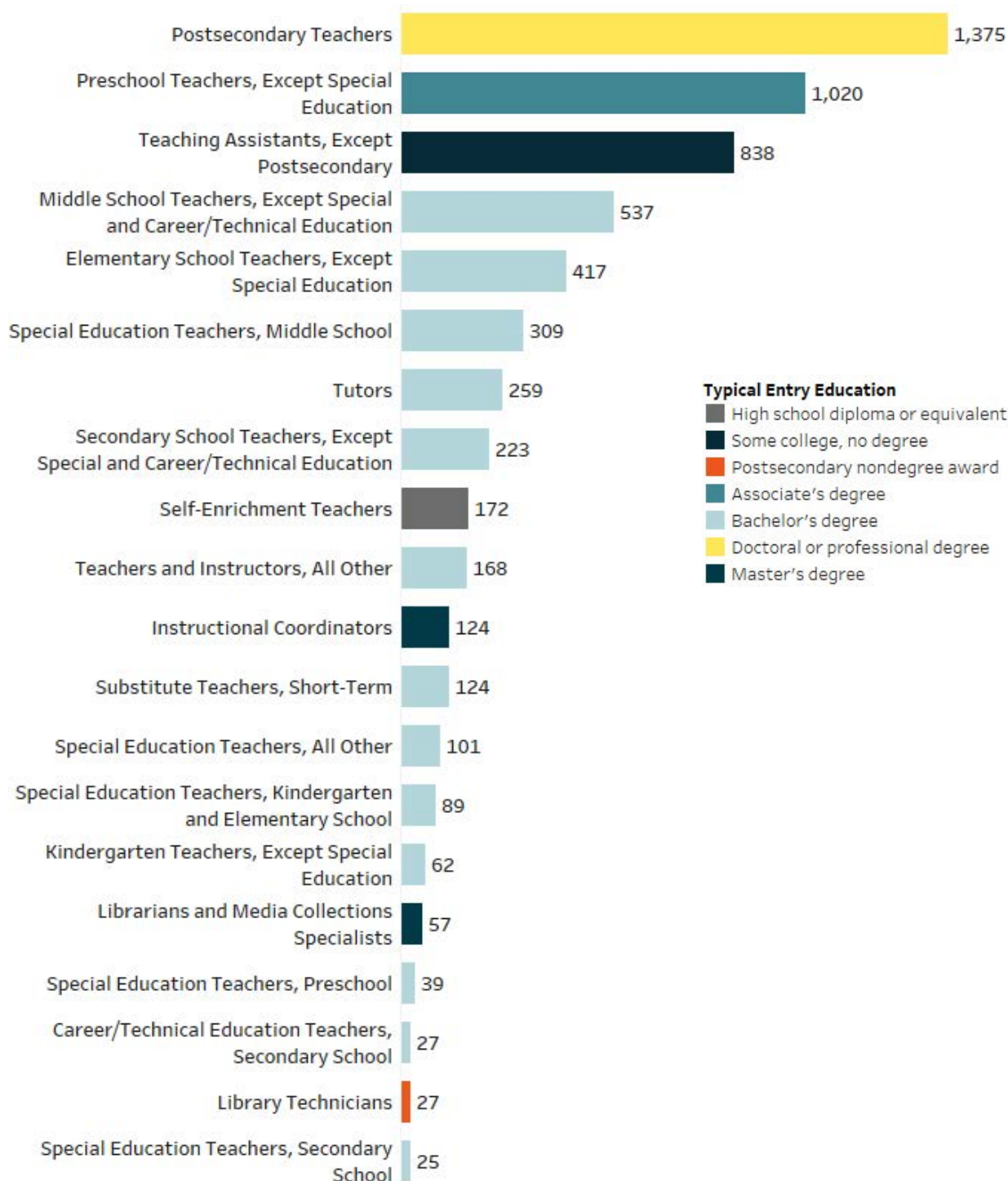
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 2,824 or 31.7 percent since Q3 2023, bringing Q4 2023 demand to 6,072 job postings for Education workers. Postsecondary Teachers was the most sought-after occupation by Education industry employers with 1,375 postings. Preschool Teachers, Except Special Education was in the second position with 1,020 postings. Other top posted jobs include Teaching Assistants, Except Postsecondary (838 postings), Middle School Teachers, Except Special and Career/Technical Education (537 postings), and Elementary School Teachers, Except Special Education (417 postings).



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 \$30.26 per hour. Postsecondary Teachers, the top posted Education job, offers a median hourly wage of \$44.43 per hour or an annual salary of about \$92,414.

Wage Overview for Top Posted Education Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$25.97	\$33.53	\$44.43	\$59.07	\$81.38
25-2011	Preschool Teachers, Except Special Education	\$13.66	\$14.46	\$17.12	\$20.00	\$25.59
25-9045	Teaching Assistants, Except Postsecondary	\$11.22	\$13.13	\$14.36	\$16.52	\$18.57
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$20.40	\$23.59	\$30.26	\$37.84	\$45.72
25-2021	Elementary School Teachers, Except Special Education	\$21.71	\$24.06	\$30.81	\$38.26	\$45.76
25-2057	Special Education Teachers, Middle School	\$23.22	\$25.28	\$31.14	\$38.26	\$44.80
25-3041	Tutors	\$11.76	\$12.21	\$14.92	\$18.45	\$26.93
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$21.08	\$23.92	\$30.68	\$38.55	\$45.27
25-3021	Self-Enrichment Teachers	\$12.83	\$16.24	\$22.34	\$29.43	\$37.05
25-3099	Teachers and Instructors, All Other	\$17.68	\$20.95	\$31.78	\$39.56	\$43.25

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Research
- Writing

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Valid Driver's License
- Board Certified/Board Eligible

In-Demand Education Level*

- High school or GED: 19.4%
- Associate degree: 11.4%
- Bachelor's degree: 30.9%
- Master's degree: 16.8%

**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

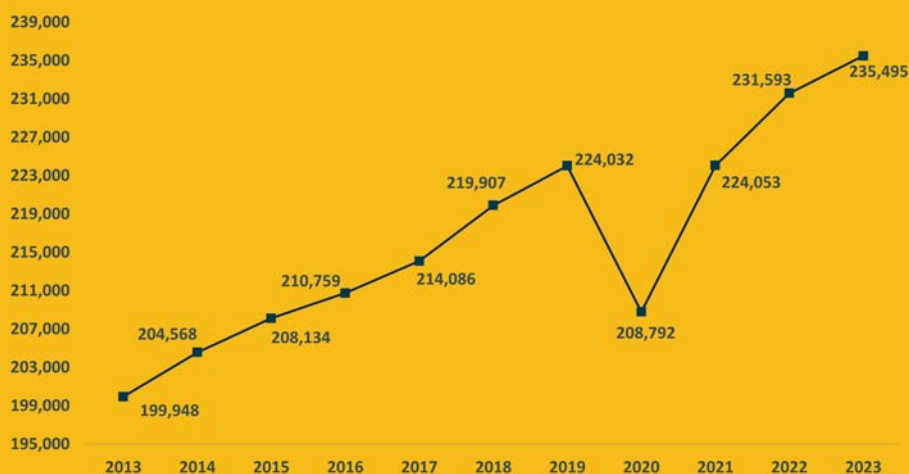
- University Of Michigan
- KinderCare Education
- Michigan State University
- National Heritage Academies
- Michigan Association Of School Boards
- Wayne State University
- Learning Care Group
- Archdiocese Of Detroit
- Chippewa Valley Schools
- Bright Horizons

Job Postings by City

- Detroit: 917 Postings
- Ann Arbor: 555 Postings
- Flint: 290 Postings
- East Lansing: 288 Postings
- Lansing: 261 Postings
- Rochester: 162 Postings
- Sterling Heights: 160 Postings
- Southfield: 149 Postings
- Macomb: 146 Postings
- Dearborn: 141 Postings

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

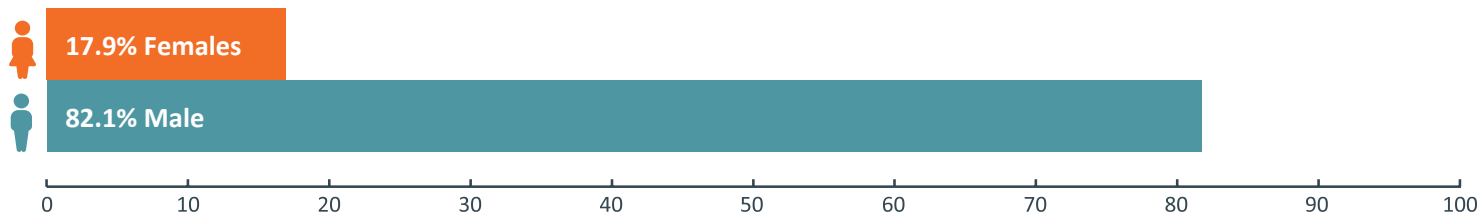


235,495
Energy Workers
1.6% Increase
from 2022

Energy Worker Demographics

In Q4 2023, there were 235,495 workers in the Energy occupation group. This group is primarily made up of males (82.1 percent) between the age of 25 and 54 (70.0 percent), with 17.9 percent of workers identifying as female and just 21.2 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 24.7 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

78.8% White | **10.0% Black or African-American** | **5.8% Asian**

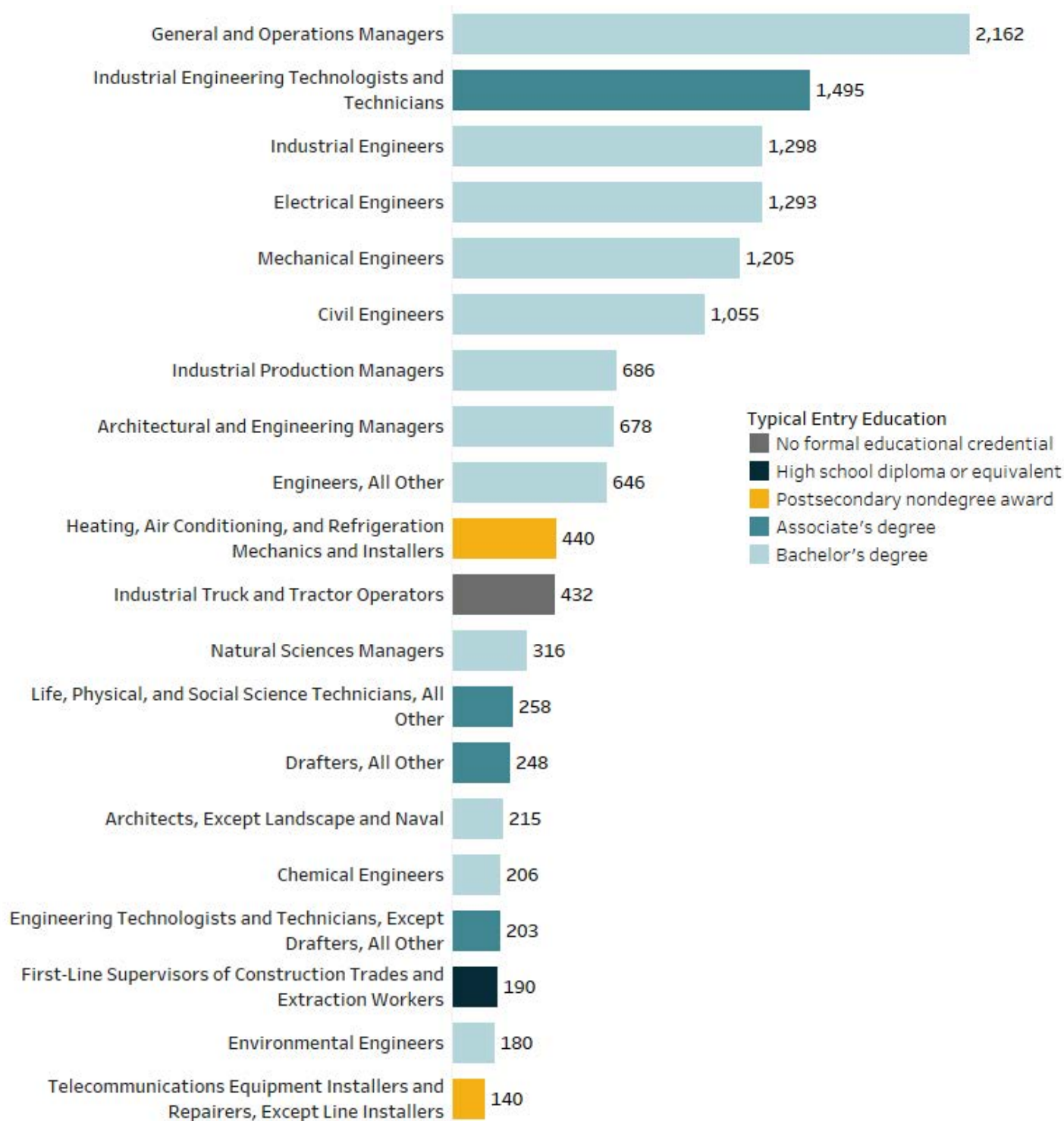
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 16,124 job postings for Energy workers, a decrease of 6,036 postings or 27.2 percent from Q3 2023. General and Operations Managers was the most sought-after occupation by Energy industry employers with 2,162 postings. Industrial Engineering Technologists and Technicians was in the second position with 1,495 postings. Other top posted jobs include Industrial Engineers (1,298 postings), Electrical Engineers (1,293 postings), and Mechanical Engineers (1,205 postings).



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 \$47.52 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$48.04 per hour or an annual salary of about \$99,923.

Wage Overview for Top Posted Energy Jobs in Q4 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	\$21.91	\$30.33	\$48.04	\$74.99	\$105.84
17-3026	Industrial Engineering Technologists and Technicians	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
17-2071	Electrical Engineers	\$36.30	\$40.04	\$48.41	\$60.14	\$65.03
17-2112	Industrial Engineers	\$30.68	\$37.79	\$46.39	\$50.59	\$61.71
17-2141	Mechanical Engineers	\$30.44	\$37.94	\$47.52	\$52.43	\$62.95
17-2051	Civil Engineers	\$27.82	\$30.89	\$38.09	\$47.43	\$59.83
11-9041	Architectural and Engineering Managers	\$49.86	\$61.33	\$67.20	\$81.23	\$99.05
17-2199	Engineers, All Other	\$29.01	\$38.97	\$49.27	\$58.91	\$65.02
11-3051	Industrial Production Managers	\$36.29	\$44.88	\$52.41	\$65.22	\$81.97
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.01	\$22.23	\$25.12	\$31.63	\$39.50

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 18.4%
- Associate degree: 7.8%
- Bachelor's degree: 50.1%
- Master's degree: 13.9%

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

Top Posting Employers

- Actalent
- GPAC
- Ford
- General Motors
- Dish
- University Of Michigan
- Aerotek
- CDM Smith
- DTE Energy
- Intel

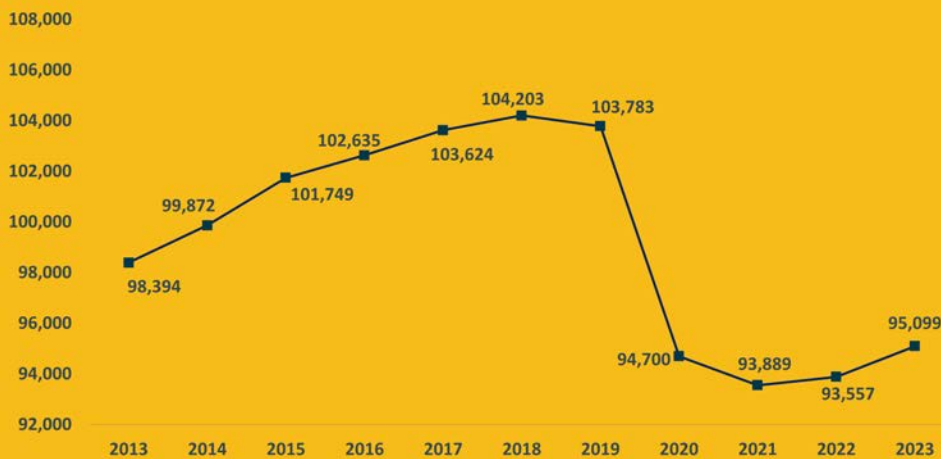
Job Postings by City

- Detroit: 2,398 Postings
- Lansing: 1,456 Postings
- Ann Arbor: 1,169 Postings
- Auburn Hills: 776 Postings
- Sterling Heights: 639 Postings
- Troy: 624 Postings
- Warren: 591 Postings
- Dearborn: 518 Postings
- Farmington: 457 Postings
- Novi: 418 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 10,149 openings annually for engineers in southeast Michigan.

Employment Over Time
2013-2023

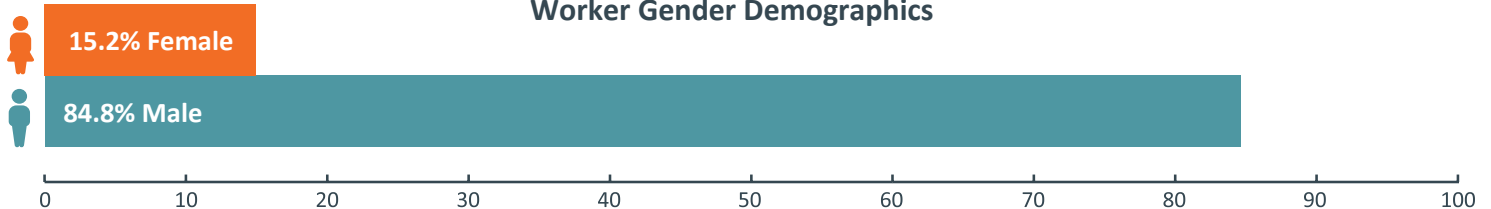


95,099 Engineers and Designers Workers
1.6% Increase from 2022

Engineers and Designers Worker Demographics

According to 2023 Lightcast data, the 95,099 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 15.2 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



Race and Ethnicity Demographics

76.3% White | 10.5% Asian | 8.1% Black or African-American

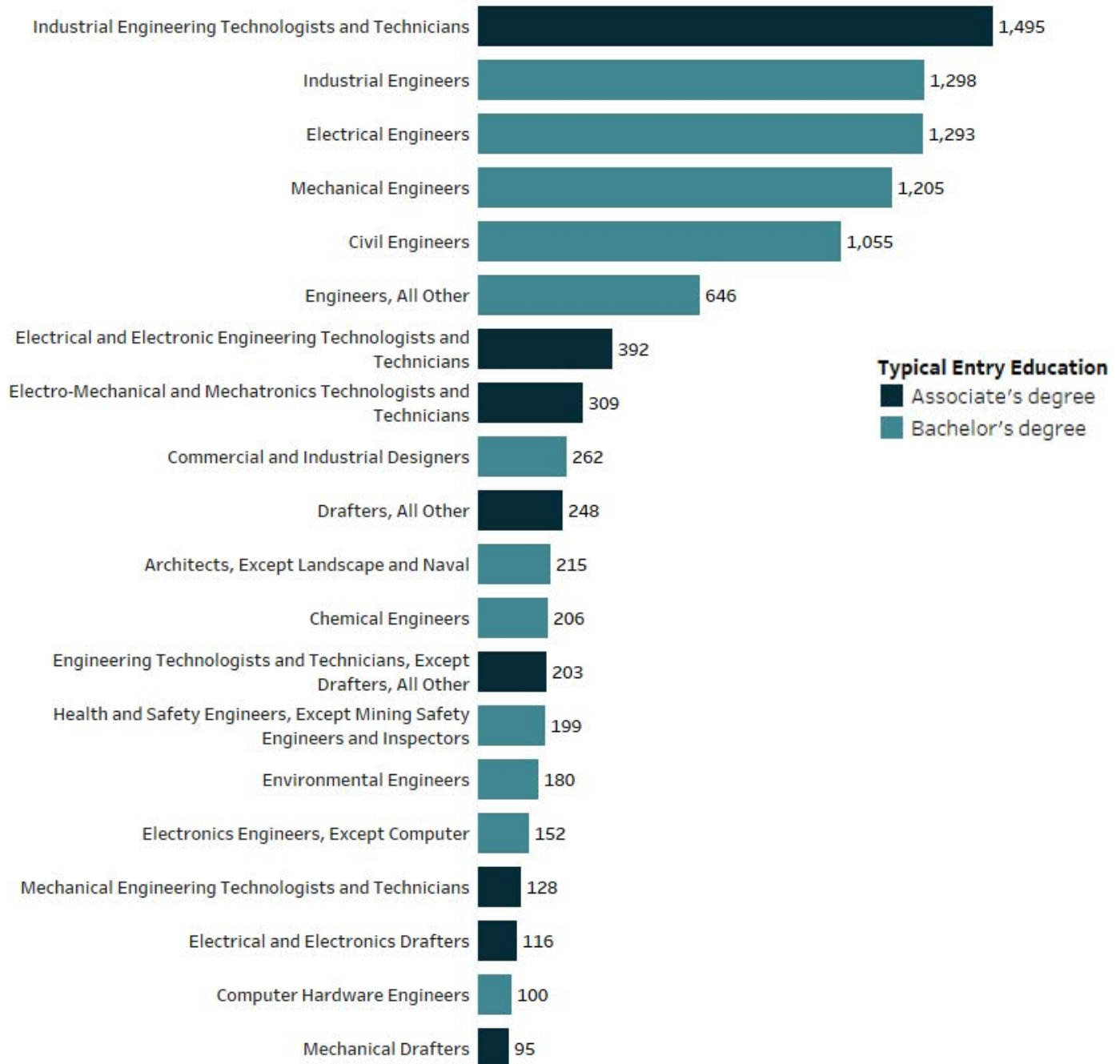
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 10,237 postings in Q4 2023, a decrease of 3,589 postings (25.9 percent) from Q3. Industrial Engineering Technologists and Technicians was the most sought-after occupation by Engineering and Design industry employers with 1,495 postings. Industrial Engineers was in the second position with 1,298 postings. Other top posted jobs include Electrical Engineers (1,293 postings), Mechanical Engineers (1,205 postings), and Civil Engineers (1,055 postings).



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$38.09 per hour. Industrial Engineering Technologists and Technicians, the top posted Engineering and Design job, offers a median hourly wage of \$30.24 per hour or an annual salary of about \$62,899.

Wage Overview for Top Posted Engineers and Designers Jobs in Q4 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	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
17-2112	Industrial Engineers	\$30.68	\$37.79	\$46.39	\$50.58	\$61.72
17-2071	Electrical Engineers	\$36.30	\$40.04	\$48.41	\$60.15	\$65.03
17-2141	Mechanical Engineers	\$30.44	\$37.94	\$47.52	\$52.42	\$62.95
17-2051	Civil Engineers	\$27.82	\$30.89	\$38.09	\$47.43	\$59.83
17-2199	Engineers, All Other	\$29.01	\$38.97	\$49.27	\$58.91	\$65.02
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.01	\$24.88	\$31.19	\$38.92	\$45.93
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.54	\$22.96	\$24.22	\$33.47	\$38.02
27-1021	Commercial and Industrial Designers	\$25.79	\$33.08	\$42.20	\$49.15	\$53.57
17-3019	Drafters, All Other	\$18.82	\$19.49	\$23.80	\$29.84	\$35.56

In-Demand Technical Skills

- Mechanical Engineering
- Project Management
- Electrical Engineering
- AutoCAD
- Computer-Aided Design

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Security Clearance
- Engineer in Training
- LEED Accredited Professional (AP)
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High school or GED: 14.3%
- Associate degree: 8.6%
- Bachelor's degree: 56.8%
- Master's degree: 15.9%

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

Top Posting Employers

- Actalent
- Ford
- General Motors
- GPAC
- Aerotek
- Intel
- Hubbell, Roth & Clark
- Plastipak
- CDM Smith
- Moseley Technical Services

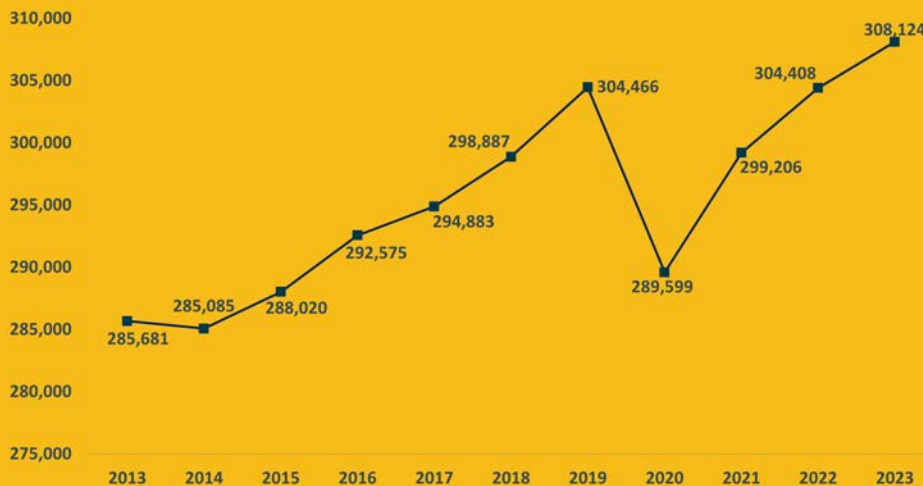
Job Postings by City

1. Detroit: 1,334 Postings
2. Lansing: 780 Postings
3. Auburn Hills: 712 Postings
4. Ann Arbor: 694 Postings
5. Sterling Heights: 560 Postings
6. Dearborn: 490 Postings
7. Troy: 478 Postings
8. Warren: 437 Postings
9. Plymouth: 329 Postings
10. Farmington: 324 Postings

HEALTH CARE OCCUPATION GROUP

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care 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

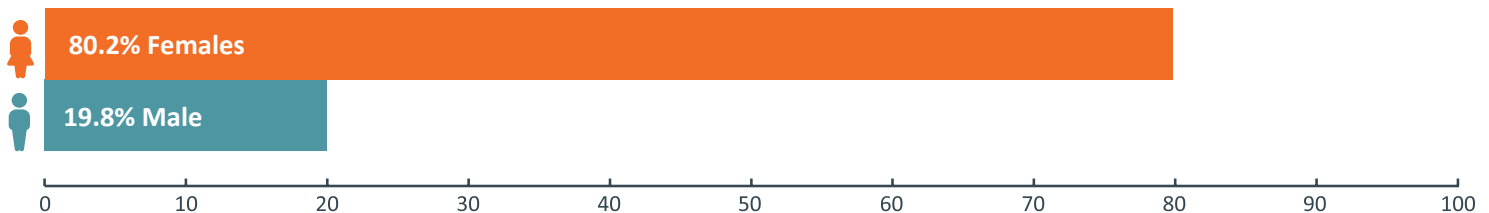


308,124
Health Care
Workers
1.2% Increase
from 2022

Health Care Worker Demographics

In 2023, there were 308,124 workers in the Health Care occupation group. This group is primarily made up of females (80.2 percent) between the age of 25 and 54 (67.6 percent), with 19.8 percent of workers identifying as male and 32.2 percent identifying as a racial minority. Also of note was that 9.6 percent of the workers in the occupation group were under the age of 25, compared to the 22.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

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

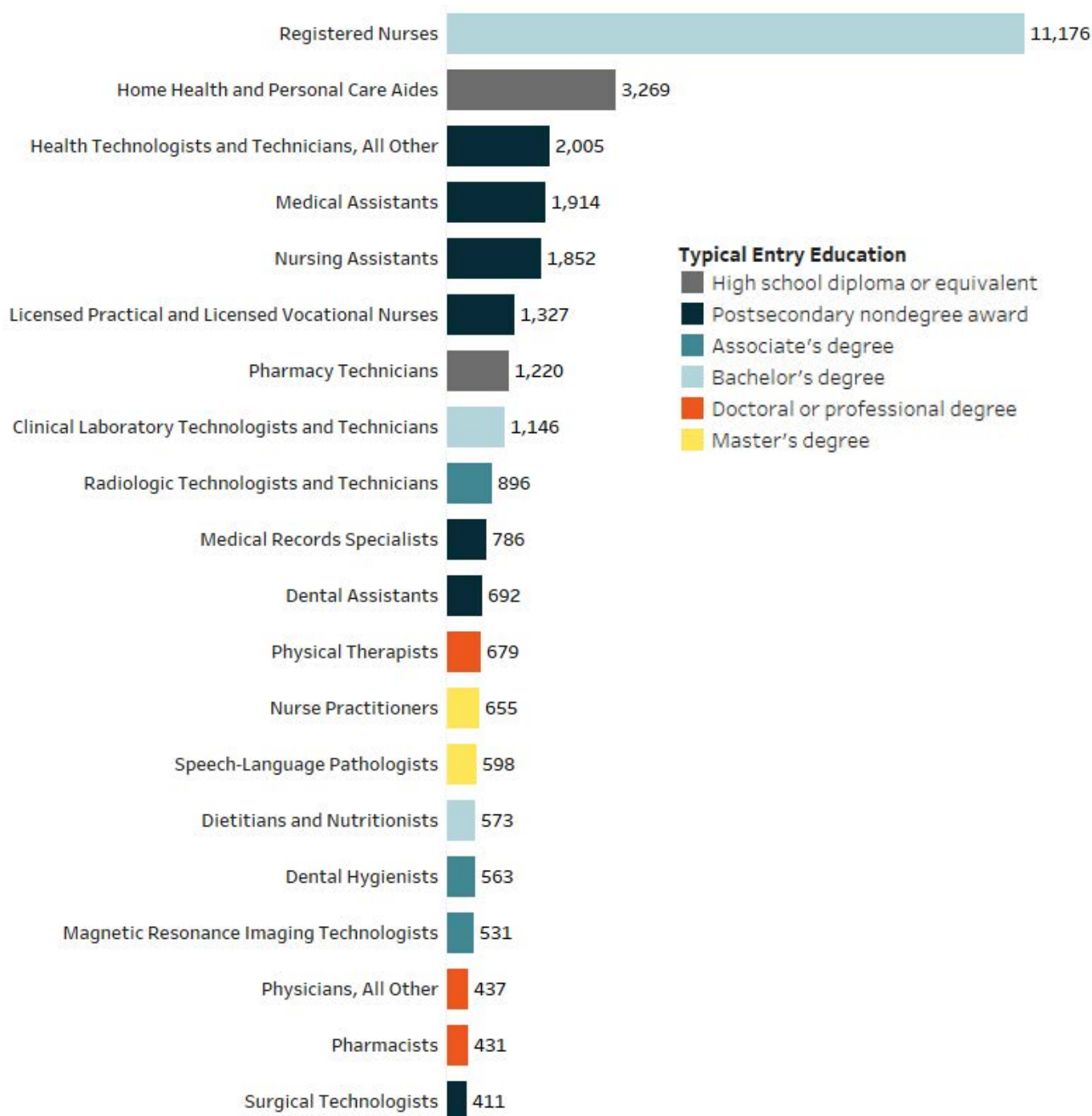
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q4 2023, there were a total of 38,158 job postings for Health Care workers, a decrease of 12,533 from Q3 2023. Registered Nurses was the most sought-after occupation by Health Care industry employers with 11,176 postings. Home Health and Personal Care Aides was in the second position with 3,269 postings. Other top posted jobs include Health Technologists and Technicians, All Other (2,005 postings), Medical Assistants (1,914 postings), and Nursing Assistants (1,852 postings).



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or Postsecondary nondegree award. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.59 per hour or an annual salary of about \$80,267. However, most of the top posted jobs that require less than a Bachelor's degree pay under the State median wage of \$21.88 per hour. At least half of the top jobs pay over \$19.18 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.59 per hour or an annual salary of about \$80,267.

Wage Overview for Top Posted Health Care Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$31.37	\$33.86	\$38.59	\$44.65	\$48.74
31-1128	Home Health and Personal Care Aides	\$10.96	\$12.28	\$13.78	\$15.39	\$17.15
29-2099	Health Technologists and Technicians, All Other	\$16.42	\$17.41	\$19.18	\$26.16	\$33.50
31-9092	Medical Assistants	\$14.41	\$16.38	\$17.89	\$19.55	\$21.77
31-1131	Nursing Assistants	\$15.04	\$16.43	\$17.59	\$18.66	\$19.76
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.68	\$26.78	\$28.69	\$30.20	\$31.38
29-2052	Pharmacy Technicians	\$13.70	\$15.95	\$17.79	\$21.04	\$22.92
29-2018	Clinical Laboratory Technologists and Technicians	\$17.24	\$18.59	\$27.25	\$34.53	\$39.61
29-2034	Radiologic Technologists and Technicians	\$24.57	\$28.83	\$31.52	\$37.18	\$39.49
29-2072	Medical Records Specialists	\$16.65	\$18.25	\$21.46	\$25.62	\$31.16

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Vital Signs
- Radiology

In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Management
- Teaching

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 27.8%
- Associate degree: 17.3%
- Bachelor's degree: 19.7%
- Master's degree: 6.9%

**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

- Corewell Health
- ProMedica
- Henry Ford Health Corp
- Trinity Health
- McLaren Health Care
- Henry Ford Health System
- Ascension
- University Of Michigan
- Tenet Healthcare
- Great Expressions Dental Centers

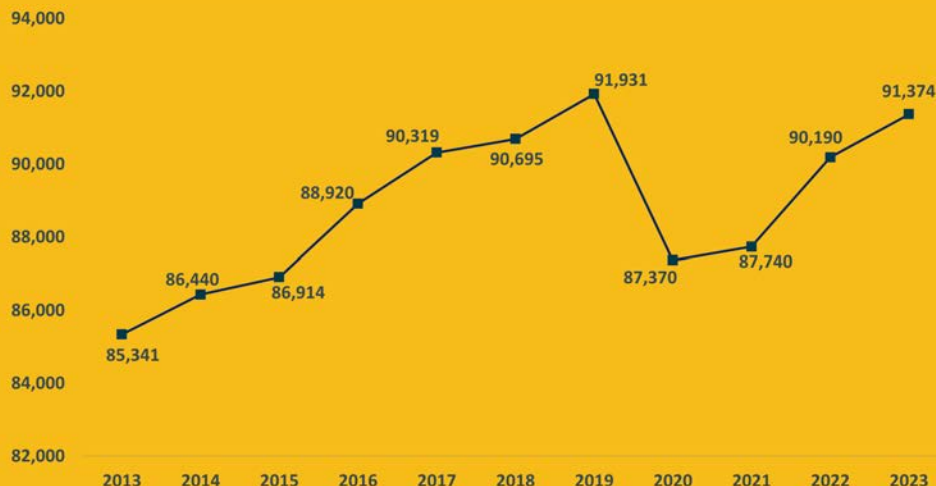
Job Postings by City

1. Detroit: 5,140 Postings
2. Ann Arbor: 2,198 Postings
3. Lansing: 1,871 Postings
4. Jackson: 1,075 Postings
5. Dearborn: 1,019 Postings
6. Flint: 1,008 Postings
7. Southfield: 951 Postings
8. Warren: 881 Postings
9. Livonia: 869 Postings
10. Pontiac: 869 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 (IT) 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

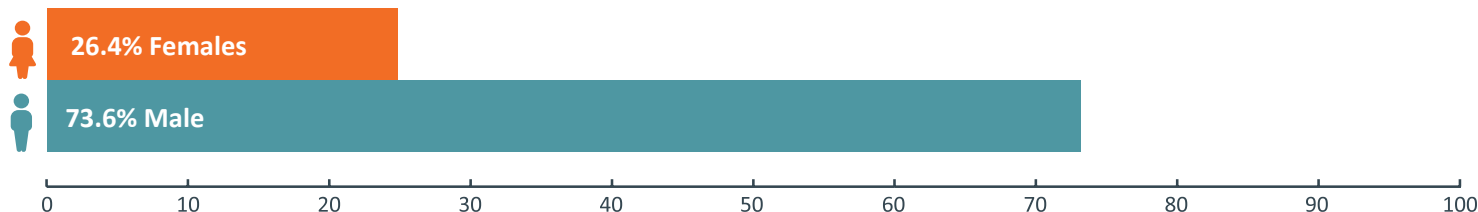


**91,374 Information
Technology
Workers**
**1.3% Increase
from 2022**

Information Technology Worker Demographics

In Q4 2023, there were 91,374 workers in the Information Technology occupation group. This group is primarily made up of males (73.6 percent) between the age of 25 and 54 (77.4 percent), with 26.4 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 17.0 percent 55 years of age or older.

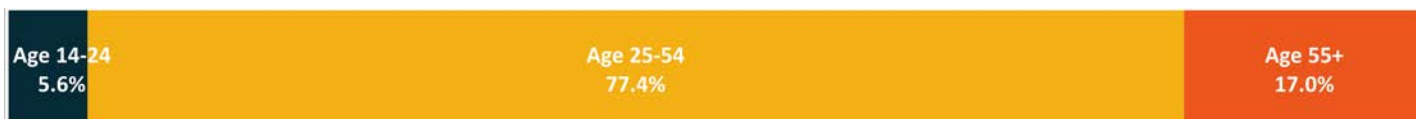
Worker Gender Demographics



Race and Ethnicity Demographics

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

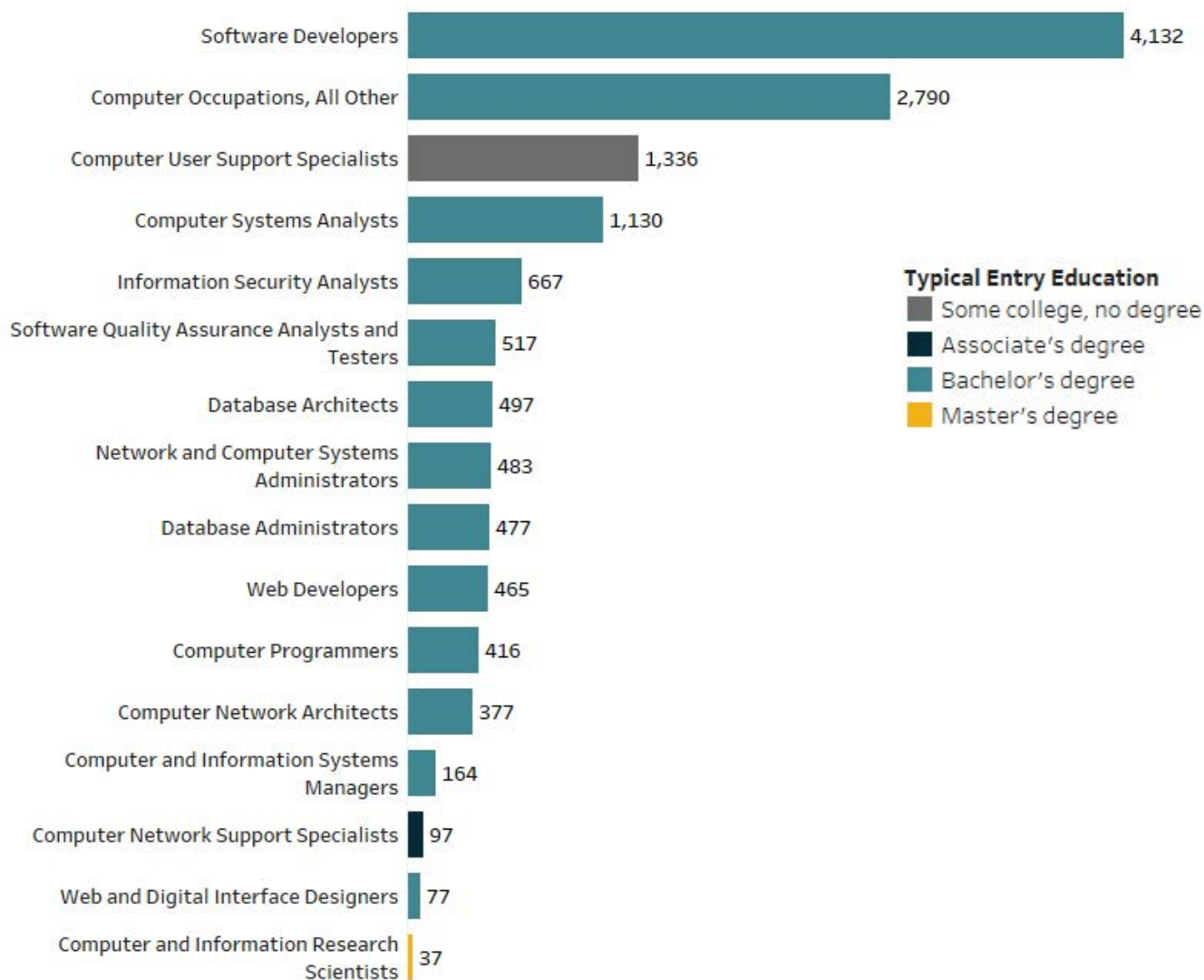
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q4 2023, there were a total of 13,662 job postings for IT workers, a decrease of 6,375 postings or 31.8 percent from Q3 2023. Software Developers was the most sought-after occupation by Information Technology industry employers with 4,132 postings. Computer Occupations, All Other was in the second position with 2,790 postings. Other top posted jobs include Computer User Support Specialists (1,336 postings), Computer Systems Analysts (1,130 postings), and Information Security Analysts (667 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. Wages in the Information Technology field tend to scale with both education and experience. The Information Technology occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$43.95 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of \$49.07 per hour or an annual salary of about \$102,066.

Wage Overview for Top Posted Information Technology Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$33.11	\$39.67	\$49.07	\$61.49	\$68.92
15-1299	Computer Occupations, All Other	\$24.46	\$31.75	\$44.73	\$58.49	\$66.88
15-1232	Computer User Support Specialists	\$16.96	\$20.04	\$25.55	\$32.48	\$40.40
15-1211	Computer Systems Analysts	\$36.08	\$40.83	\$49.80	\$60.65	\$67.04
15-1212	Information Security Analysts	\$27.71	\$36.28	\$47.92	\$61.94	\$74.02
15-1253	Software Quality Assurance Analysts and Testers	\$27.96	\$35.19	\$40.68	\$47.98	\$56.18
15-1243	Database Architects	\$35.94	\$39.00	\$47.52	\$60.77	\$68.59
15-1244	Network and Computer Systems Administrators	\$29.52	\$35.18	\$41.63	\$51.16	\$61.25
15-1242	Database Administrators	\$27.33	\$31.93	\$43.95	\$51.68	\$60.75
15-1254	Web Developers	\$22.32	\$32.70	\$41.47	\$51.85	\$61.69

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 7.5%
- Associate degree: 6.6%
- Bachelor's degree: 57.0%
- Master's degree: 15.1%

**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

- Ford
- Oracle
- Deloitte
- University Of Michigan
- Allegis Group
- V2Soft
- General Motors
- Intel
- Insight Global
- TEKsystems

Job Postings by City

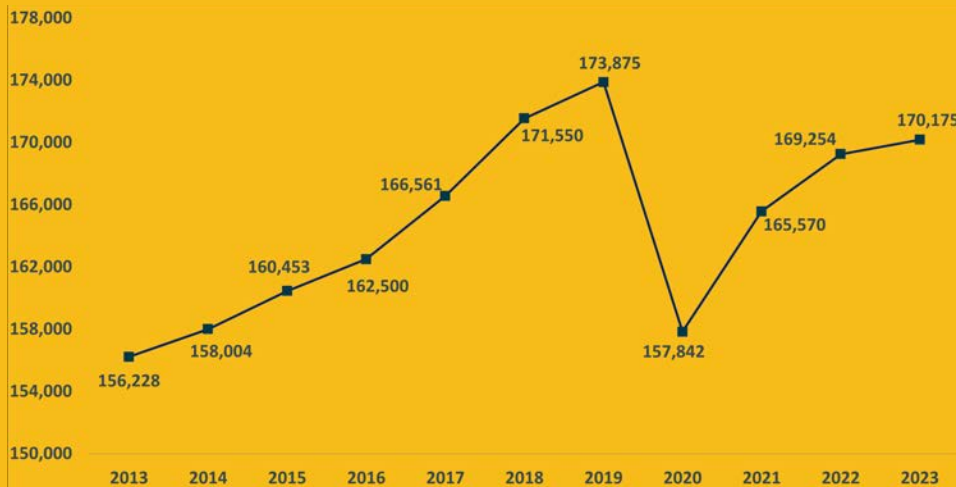
- Lansing: 2,925 Postings
- Detroit: 2,286 Postings
- Ann Arbor: 962 Postings
- Auburn Hills: 816 Postings
- Dearborn: 809 Postings
- Troy: 732 Postings
- Sterling Heights: 612 Postings
- Farmington: 504 Postings
- Southfield: 439 Postings
- Warren: 329 Postings

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

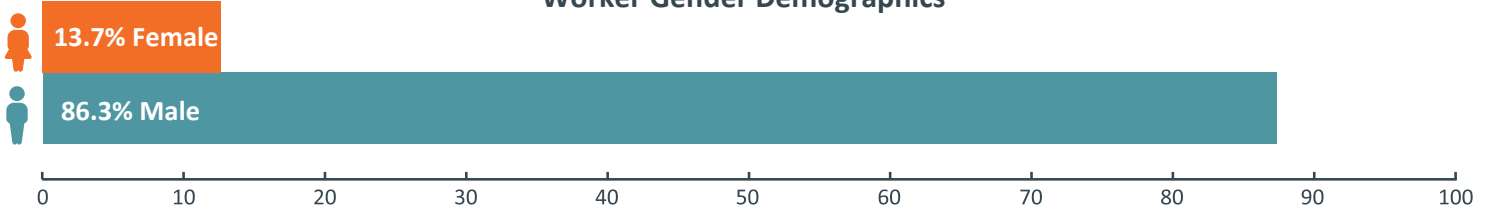


**170,175 Skilled
Trades Workers**
**0.5% Increase
from 2022**

Skilled Trades Worker Demographics

The skilled trades occupation group employed a total of 170,175 workers during Q4 2023 in southeast Michigan. This group is primarily made up of males (86.3 percent) between the age of 25 and 54 (65.0 percent), with 13.7 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.

Worker Gender Demographics



Race and Ethnicity Demographics

77.3% White | 13.0% Black or African-American | 4.8% Hispanic or Latino

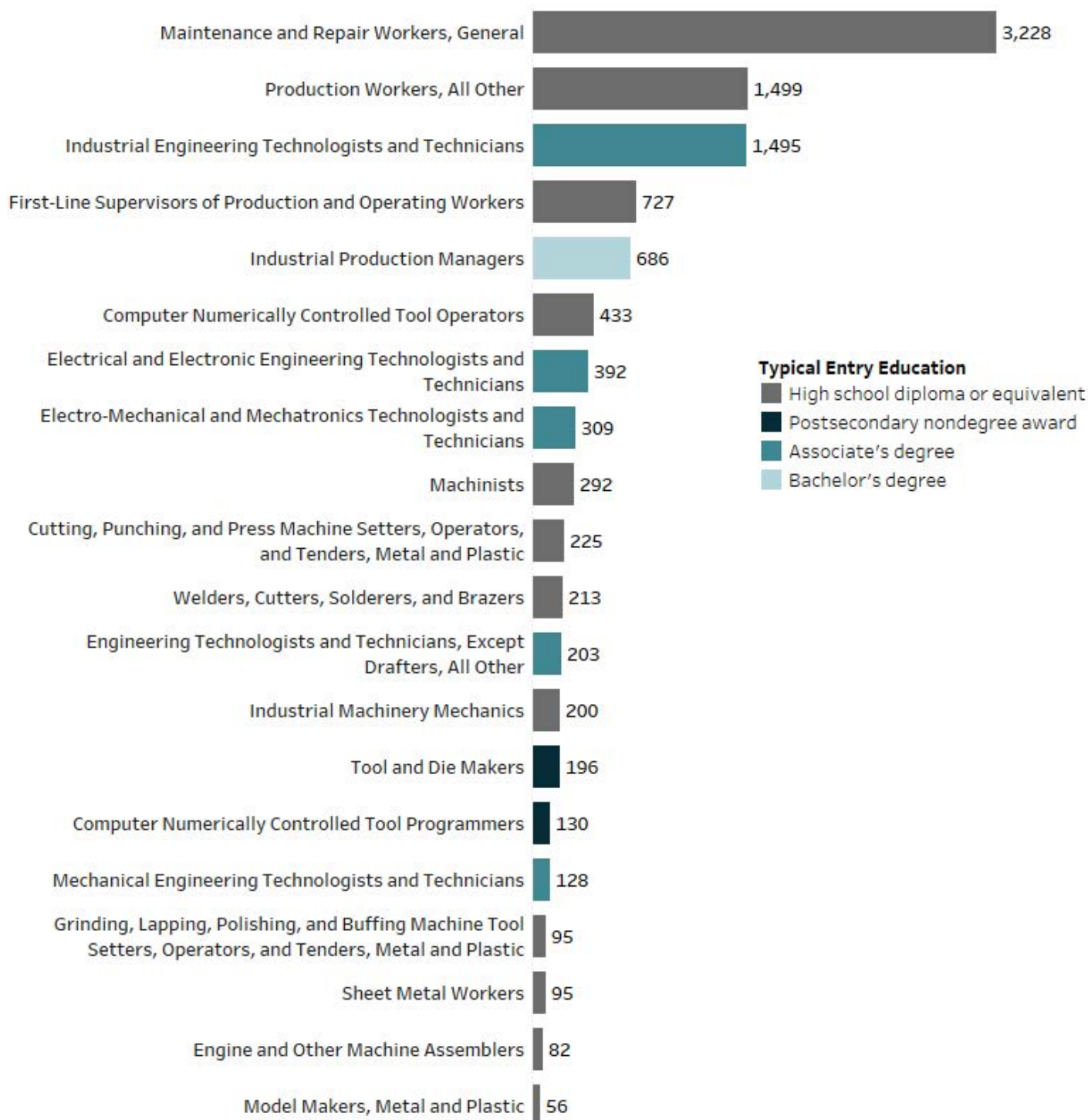
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 11,150 job postings for Skilled Trades workers in Q4 2023, a 27.7 percent decrease (4,282 postings) from Q3. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers with 3,228 postings. Production Workers, All Other was in the second position with 1,499 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (1,495 postings), First-Line Supervisors of Production and Operating Workers (727 postings), and Industrial Production Managers (686 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience as seen in other occupations. The Skilled Trades occupation group offers a 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 \$22.50 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$20.73 per hour or an annual salary of about \$43,118.

Wage Overview for Top Posted Skilled Trades Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.17	\$16.34	\$20.73	\$24.79	\$29.96
51-9199	Production Workers, All Other	\$13.45	\$14.59	\$16.27	\$18.74	\$22.19
17-3026	Industrial Engineering Technologists and Technicians	\$21.45	\$24.32	\$30.24	\$37.65	\$46.10
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.85	\$24.41	\$31.29	\$39.01	\$50.64
11-3051	Industrial Production Managers	\$36.28	\$44.88	\$52.41	\$65.22	\$81.97
51-9161	Computer Numerically Controlled Tool Operators	\$16.15	\$17.68	\$21.55	\$26.19	\$30.34
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.01	\$24.88	\$31.19	\$38.92	\$45.93
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.54	\$22.96	\$24.22	\$33.47	\$38.02
51-4041	Machinists	\$16.28	\$17.84	\$22.50	\$29.72	\$32.54
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$16.22	\$17.86	\$22.17	\$30.48	\$33.28

In-Demand Technical Skills

- Machinery
- Plumbing
- HVAC
- Hand Tools
- Preventive Maintenance

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 39.0%
- Associate degree: 8.4%
- Bachelor's degree: 10.6%
- Master's degree: 2.0%

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

Top Posting Employers

- Aerotek
- GPAC
- Taldeco
- Kelly Services
- Elwood Staffing
- McDonald's
- Labor Rocket
- Randstad
- ManpowerGroup
- Express Employment Professionals

Job Postings by City

1. Detroit: 1,119 Postings
2. Lansing: 599 Postings
3. Warren: 457 Postings
4. Sterling Heights: 398 Postings
5. Ann Arbor: 387 Postings
6. Auburn Hills: 386 Postings
7. Livonia: 325 Postings
8. Troy: 314 Postings
9. Plymouth: 298 Postings
10. Jackson: 255 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

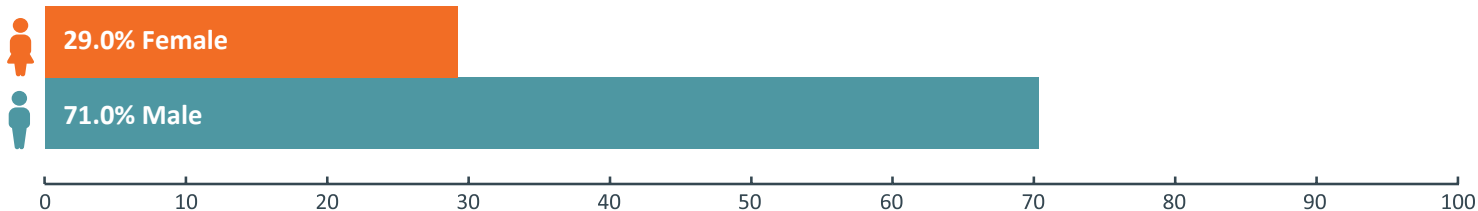


386,135 TDL Workers
1.9% Increase from 2022

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 386,135 workers during Q4 2023. This group is primarily made up of males (71.0 percent) between the age of 25 and 54 (62.8 percent), with 29.0 percent of workers identifying as female and 30.2 percent identifying as a racial minority. Also of note was that 12.8 percent of the workers in the occupation group were under the age of 25, compared to the 24.5 percent 55 years of age or older.

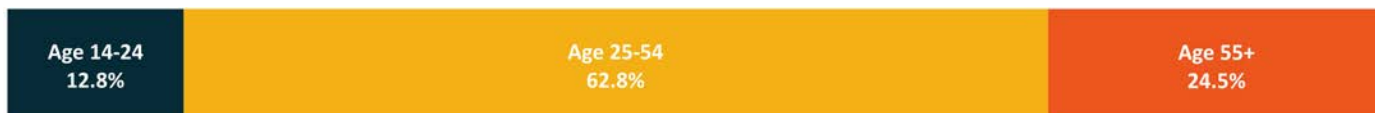
Worker Gender Demographics



Race and Ethnicity Demographics

69.8% White | 19.5% Black or African-American | 5.2% Hispanic or Latino

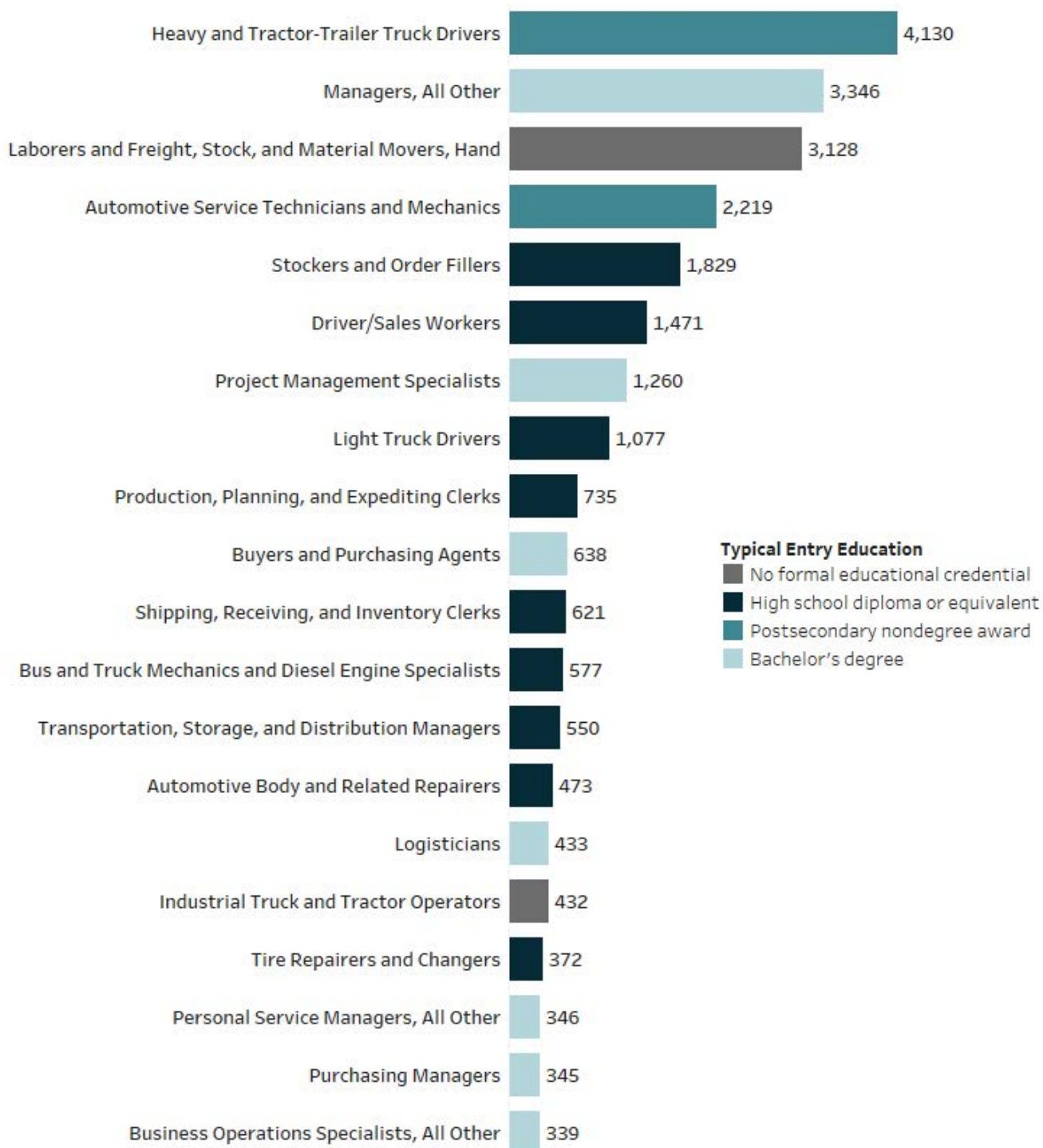
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 28,345 job postings in Q4 2023, down 29.7 percent (11,992 postings) from Q3. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers with 4,130 postings. Managers, All Other was in the second position with 3,346 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (3,128 postings), Automotive Service Technicians and Mechanics (2,219 postings), and Stockers and Order Fillers (1,829 postings).



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 a High School diploma or equivalent. At least half of the top jobs pay over \$23.54 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$25.26 per hour or an annual salary of about \$52,541.

Wage Overview for Top Posted TDL Jobs in Q4 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.84	\$21.52	\$25.26	\$29.11	\$33.16
11-9199	Managers, All Other	\$30.31	\$44.19	\$58.80	\$74.10	\$84.67
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$13.97	\$15.41	\$17.75	\$23.09	\$25.42
49-3023	Automotive Service Technicians and Mechanics	\$14.83	\$17.48	\$23.54	\$30.32	\$36.07
53-7065	Stockers and Order Fillers	\$12.65	\$14.04	\$16.03	\$18.97	\$23.64
53-3031	Driver/Sales Workers	\$11.05	\$12.04	\$15.88	\$21.97	\$28.71
13-1082	Project Management Specialists	\$27.20	\$35.43	\$46.26	\$60.28	\$66.10
53-3033	Light Truck Drivers	\$13.78	\$16.52	\$18.55	\$25.11	\$38.05
43-5061	Production, Planning, and Expediting Clerks	\$17.52	\$19.52	\$24.75	\$32.57	\$38.42
13-1028	Buyers and Purchasing Agents	\$21.82	\$27.42	\$35.98	\$44.25	\$50.99

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- 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 or GED: 25.3%
- Associate degree: 4.2%
- Bachelor's degree: 18.9%
- Master's degree: 4.5%

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

Top Posting Employers

- Meijer
- Amazon
- Roehl Transport
- Walmart
- Transway
- Discount Tire
- Belle Tire
- The Home Depot
- Domino's Pizza
- GPAC

Job Postings by City

1. Detroit: 3,282 Postings
2. Lansing: 2,006 Postings
3. Ann Arbor: 1,229 Postings
4. Troy: 981 Postings
5. Warren: 902 Postings
6. Livonia: 877 Postings
7. Sterling Heights: 746 Postings
8. Dearborn: 697 Postings
9. Auburn Hills: 681 Postings
10. Flint: 642 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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

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