



Research. Engagement. Solutions

A semi-transparent map of Wayne County, Michigan, is overlaid on the background. The map shows the county's outline and is divided into a grid of smaller rectangular areas, likely representing census tracts or similar administrative divisions. One area in the bottom right corner of the map is highlighted in a light orange color.

LABOR MARKET REPORT WAYNE COUNTY

January - December 2023

INTRODUCTION

Wayne County
2023



About This Report

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

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

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

This report highlights labor market information and real-time job posting data for Wayne County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2023 labor market information from Wayne County for the Energy, Engineering and Design, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org.

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State of the Labor Market in Wayne County

The uncertainty that the coronavirus pandemic once brought to labor markets all but dissipated in 2023. Over the course of CY2023, the labor force increased by 9,266 individuals (1.2 percent) while employment increased by 15,631 individuals (2.1 percent) from 2022. Unemployment declined by 6,365 workers and the unemployment rate recovered, decreasing 0.8 percentage points from 5.2 percent in 2022 to 4.3 percent in 2023. Registered Nurses tops the list as the most demanded occupation in 2023, accounting for 14,185 job postings, followed closely by Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products with 6,143 postings. The Health Care and Information Technology occupation groups remain in heavy demand in Wayne County.

Annual Labor Market Information

The labor force in Wayne County increased in 2023, adding 9,266 individuals (1.2 percent) from the prior year. Employment increased by 15,631 workers (2.1 percent) over the same period, while unemployment decreased by 6,365 workers (15.5 percent) for a total of 34,818 unemployed workers in 2023. The unemployment rate decreased in 2023 to 4.3 percent, a fall of 8.7 percentage points since the 13.0 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 4.3 percent in 2023 for Wayne County.

Annual Labor Force, Employment, Unemployment Rate
2013-2023



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2023 continued a trend of declining job postings, illustrating that employer demand has decreased in each of the past six quarters. In Q4 2023, there was a monthly average of 39,288 unique postings per month in Wayne County, a decrease of 13,988 monthly postings from the 53,287 monthly average recorded in Q3. The first quarter had the highest recorded postings in 2023 with 59,257 average monthly postings, a decrease of 14,063 postings (19.2 percent) since Q4 2022. This could suggest that post-pandemic recovery has finally peaked.

Quarterly Posting Analysis Wayne County
2023



Key Findings

30%

Employer demand decreased by 30.1 percent, a loss of 109,925 job postings since 2022

Bachelor's Degree

Most in-demand minimum education level during 2023

In Q4 2023, employment totaled

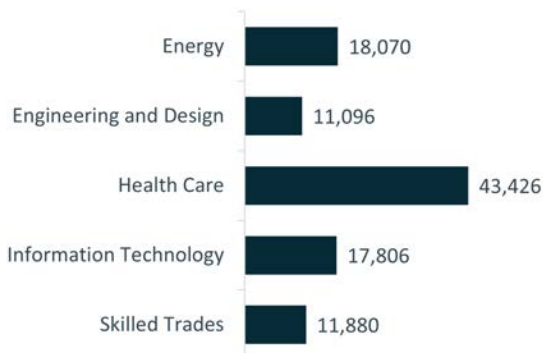
784,567

a decrease of 24,508 workers (3.2 percent) since Q4 2022.

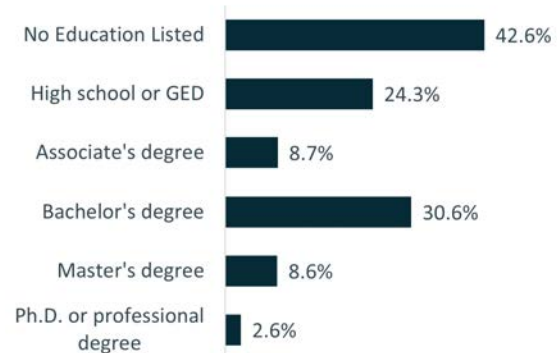
During 2023, there were 254,754 job postings, 109,925 less than the 364,679 postings made during 2022 in Wayne County. The first quarter saw the highest demand for the year with 59,257 average monthly postings, a 19.2 percent decrease since Q4 2022. The top posted job occupations in 2023 include Registered Nurses, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Software Developers, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 254,754 unique postings in Wayne County during 2023, 61,843 (24.3 percent) required a High School diploma or equivalent, while 100,025 postings (39.3 percent) required a College degree. An additional 28,348 postings (11.1 percent) required an advanced degree. The high demand for Transportation and Healthcare jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups 2023



Education Levels In-Demand 2023



The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2023. After just a marginal increase from Q1 to Q2, the labor force experienced a significant increase and stabilized between 823,000 and 825,000 individuals the rest of the year. Employment figures demonstrated a similar trend, although unemployment, and the unemployment rate were inconsistent. The labor force and unemployment both peaked in Q3, with highs of 824,222 individuals and 39,442 workers, respectively. Unemployment decreased to a low of 27,514 workers in the second quarter as well. The market improved upon pre-pandemic levels, with sub-5.0 percent unemployment rates in each quarter of 2023. The unemployment rate at the end of Q4 2023 was 4.7 percent. For more information about this year's unemployment rate and other labor market indicators, refer to page 4.

Quarterly Labor Market Data

	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022
Labor Force	791,246	787,630	790,762	824,222	823,534	-688	-0.1%	32,288	4.1%
Employment	760,059	754,280	763,248	784,780	784,567	-213	0.0%	24,508	3.2%
Unemployment	31,187	33,350	27,514	39,442	38,967	-475	-1.2%	7,780	24.9%
Unemployment Rate	3.9%	4.2%	3.5%	4.8%	4.7%	-0.1%	na	0.8%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2023, labor force participation totaled 806,537 individuals, an increase of 9,266 individuals since 2022. Employment is up to 771,719 workers in 2023, an increase of 15,631 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 34,818 workers, down by 67,897 workers since the high of 102,715 workers recorded in 2020. Similarly, the unemployment rate declined by 0.8 percentage points for a 2023 unemployment rate of 4.3 percent.

Annual Labor Market Data 2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	2021 Annual	2022 Annual	2023 Annual	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	776,560	768,439	758,684	778,434	789,089	794,466	805,527	790,306	771,050	797,271	806,537	9,266	1.2%
Employment	687,300	694,244	706,075	729,654	746,415	752,926	765,190	687,591	727,056	756,088	771,719	15,631	2.1%
Unemployment	89,260	74,195	52,609	48,780	42,673	41,540	40,337	102,715	43,995	41,184	34,818	-6,365	-15.5%
Unemployment Rate	11.5%	9.7%	6.9%	6.3%	5.4%	5.2%	5.0%	13.0%	5.7%	5.2%	4.3%	-0.8%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, the most recent census year, there were about 835,963 people in the labor force, meaning that these individuals were either working or seeking employment in Wayne County. Resident employment in the city totals 760,955 workers or just under half, 42.7 percent, of the total population in Wayne County. The highest unemployment rates in 2022 were those individuals age 24 years old or younger, accounting for an unemployment rate of 41.1 percent for males and 33.7 percent for females. Overall, males in the county have a higher unemployment rate than females, with 9.4 percent and 8.5 percent respectively, for 2022. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 14.1 percent. Those job seekers who identify as two or more races also face difficulty, with an unemployment rate of 10.3 percent.

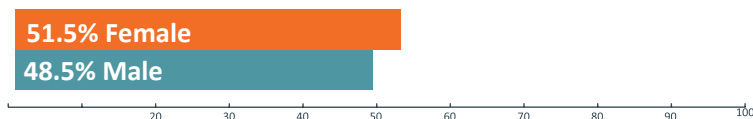
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	835,963	760,955	75,008	9.0%
Sex				
Male 16+	430,413	389,959	40,454	9.4%
16-19	15,997	12,163	3,834	24.0%
20-24	41,706	34,580	7,126	17.1%
25-54	279,651	256,028	23,623	8.4%
55-64	71,177	66,622	4,555	6.4%
65 Plus	21,882	20,566	1,316	6.0%
Female 16+	405,550	370,996	34,554	8.5%
16-19	17,856	14,656	3,200	17.9%
20-24	41,716	35,143	6,573	15.8%
25-54	258,905	238,386	20,519	7.9%
55-64	65,553	62,304	3,249	5.0%
65 Plus	21,520	20,507	1,013	4.7%
Race				
White	450,020	423,469	26,551	5.9%
Black / African American	294,706	253,152	41,553	14.1%
Native American	2,494	2,299	195	7.8%
Asian	32,217	30,928	1,289	4.0%
Native Hawaiian / Pacific Islander	137	137	0	0.0%
Some Other Race	18,879	17,236	1,642	8.7%
Two or More Races	38,214	34,278	3,936	10.3%
Ethnicity				
Hispanic	50,612	46,310	4,302	8.5%

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

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the population in Wayne County increased by about 0.4 percent between 2021 and 2022. During 2022, there were 1,781,641 people living in the county. The gender of the populace was split evenly, with about 51.5 percent of the population identifying as female and the other 48.5 percent identifying as male. A slight majority of the population identified as White (50.8 percent) with the second largest number of individuals identifying as Black or African American (37.6 percent). The region is facing an aging populace; with 28.9 percent of the population over the age of 54, compared to 32.4 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics



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

2023 Current Workforce

In 2023, the workforce had a total of 738,084 individuals working in Wayne County. A slight majority, 52.2 percent (385,011 workers) were male, while 47.8 percent (353,073 workers) of the workforce was female. Most workers in the county identified as White, accounting for 66.4 percent of the workforce, while Black or African American workers totaled 21.6 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.1 percent. A significant concentration of the workforce in Wayne County is between the age of 25 and 54 (64.0 percent), while 23.6 percent of workers are 55 and older.

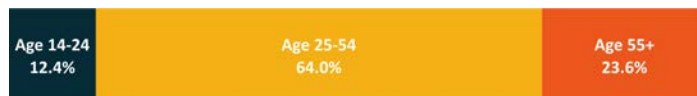
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



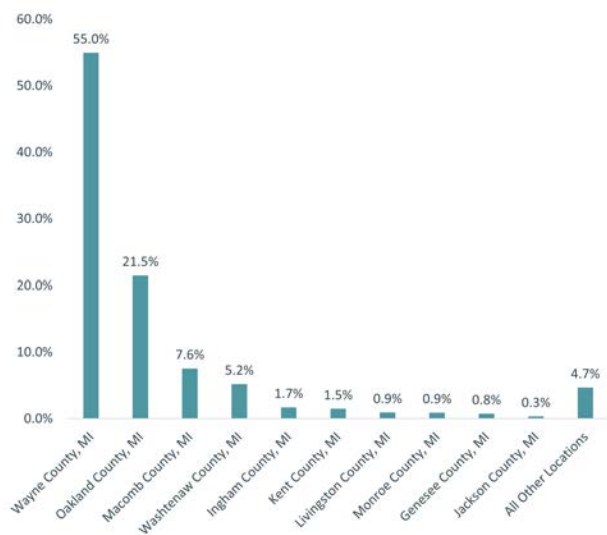
Workforce Age Demographics



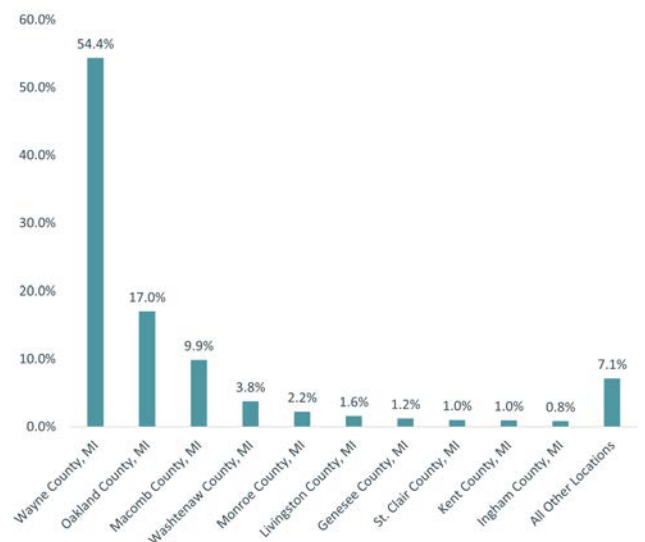
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the county's workforce consisted of 627,723 residents. There were 345,056 (55.0 percent) residents living and working within the County, while the remaining 282,667 residents (45.0 percent) traveled outside of the County for work. There were 634,757 workers employed in the county during 2021. Of those, 289,701 workers (45.6 percent) lived outside of the County borders and commuted in for work. Based upon this information, it can be concluded that Wayne County is a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where Wayne County Residents Work



Where Wayne County Workers Live

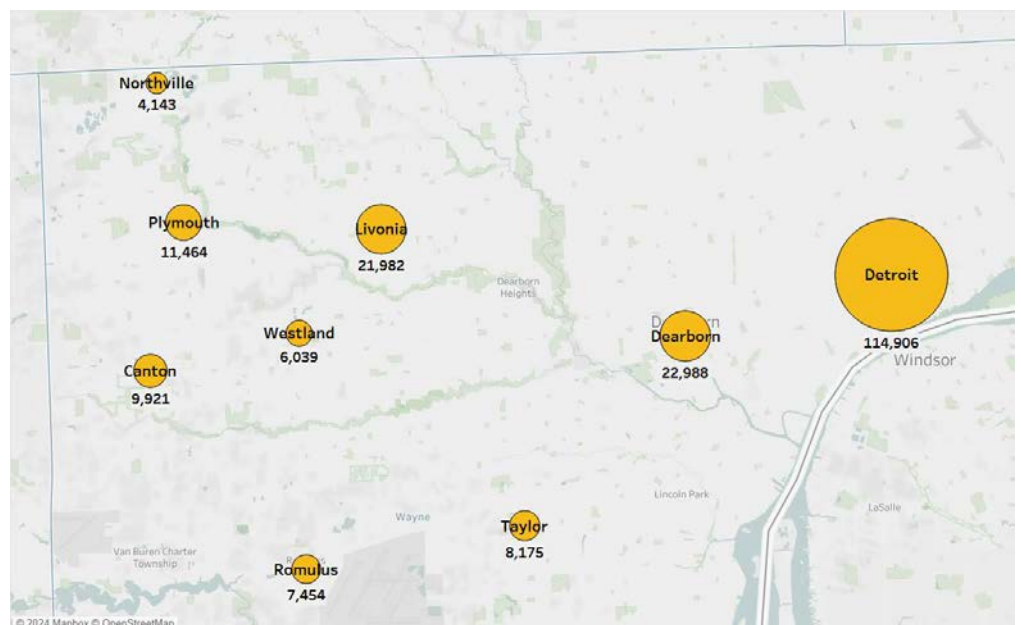


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

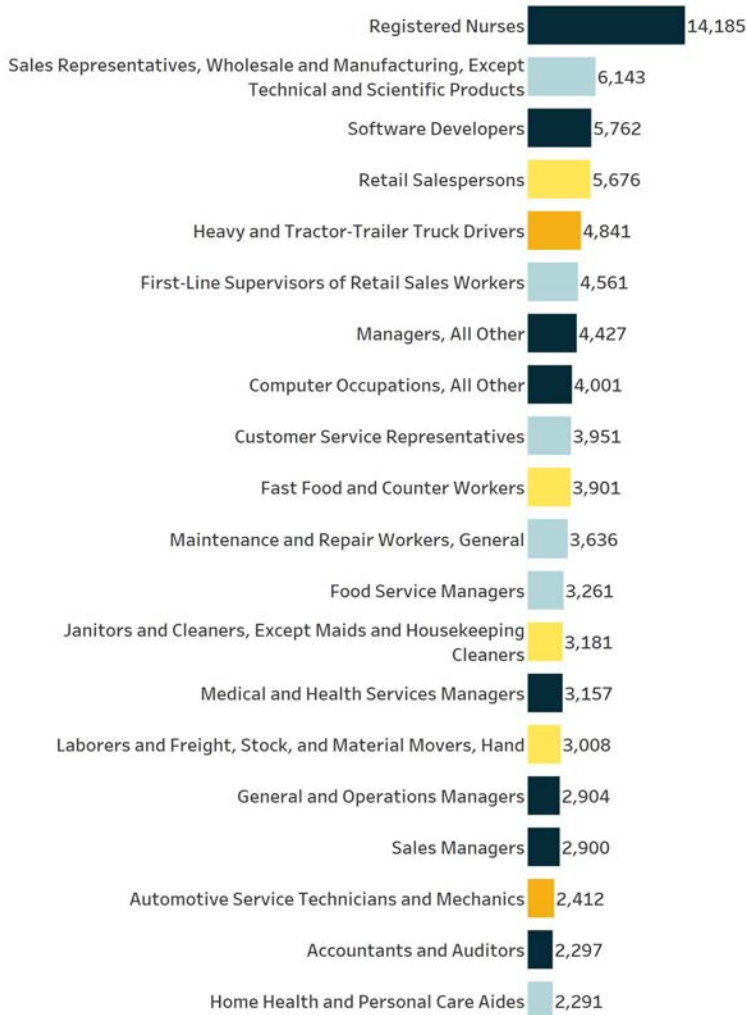
1. Detroit: 115,009 Postings
2. Dearborn: 23,017 Postings
3. Livonia: 21,982 Postings
4. Plymouth: 11,497 Postings
5. Canton: 9,936 Postings
6. Taylor: 8,166 Postings
7. Romulus: 7,449 Postings
8. Westland: 6,025 Postings
9. Northville: 4,113 Postings
10. Trenton: 4,012 Postings



TOP POSTED JOBS

Top Posted Jobs: 2023

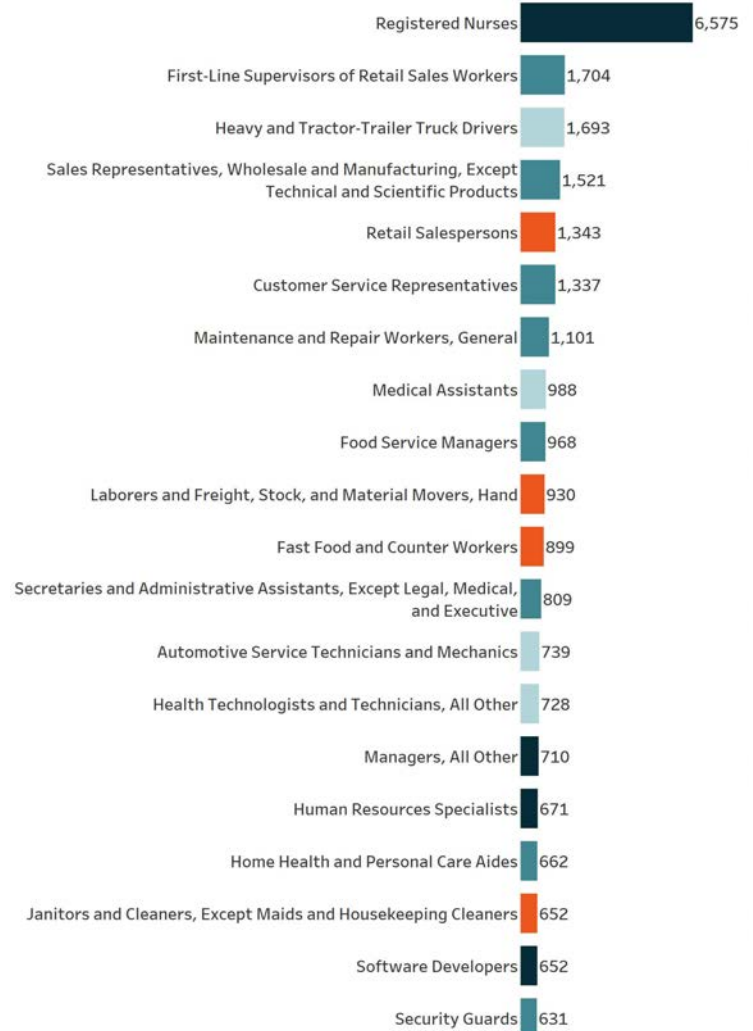
Registered Nurses is the top posted occupation for 2023 with 14,185 unique online job postings, and requires a Bachelor's degree for entry. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (6,143 postings) and Software Developers (5,762 postings) round out the top three demanded occupations, requiring a High School diploma or equivalent and Bachelor's degree, respectively. Among the top 10 in-demand jobs, less than half require a Bachelor's degree.



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

Top Posted Entry-Level Jobs: 2023

Entry-level jobs, which usually require zero to two years of previous experience, account for 26.3 percent of postings in Wayne County. Half of the top ten entry-level occupations require a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 33.6 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 6,575 postings, followed by First-Line Supervisors of Retail Sales Workers with 1,704 postings.

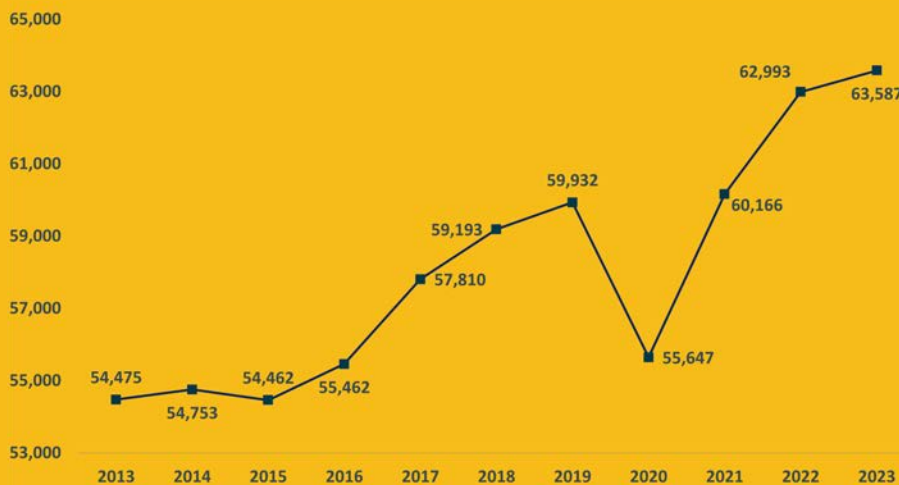


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

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 pertain 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

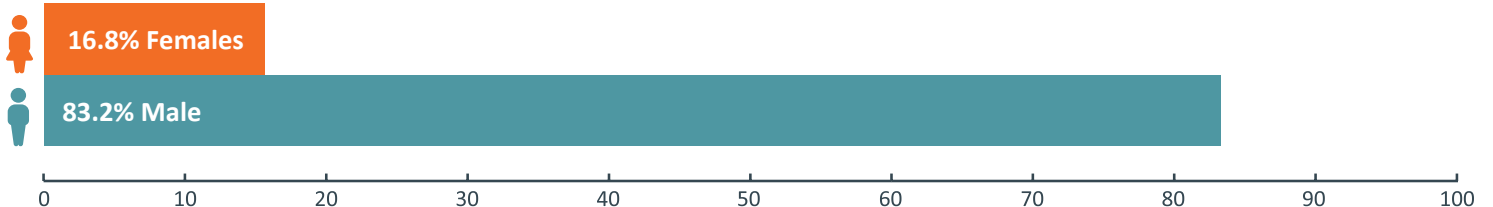


63,587
Energy Workers
0.9% Increase
from 2022

Energy Worker Demographics

In 2023, there were 63,587 workers in the Energy occupation group. This group is primarily made up of males (83.2 percent) between the age of 25 and 54 (69.9 percent), with 16.8 percent of workers identifying as female and just 26.6 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

73.4% White | **14.6% Black or African-American** | **5.7% Asian**

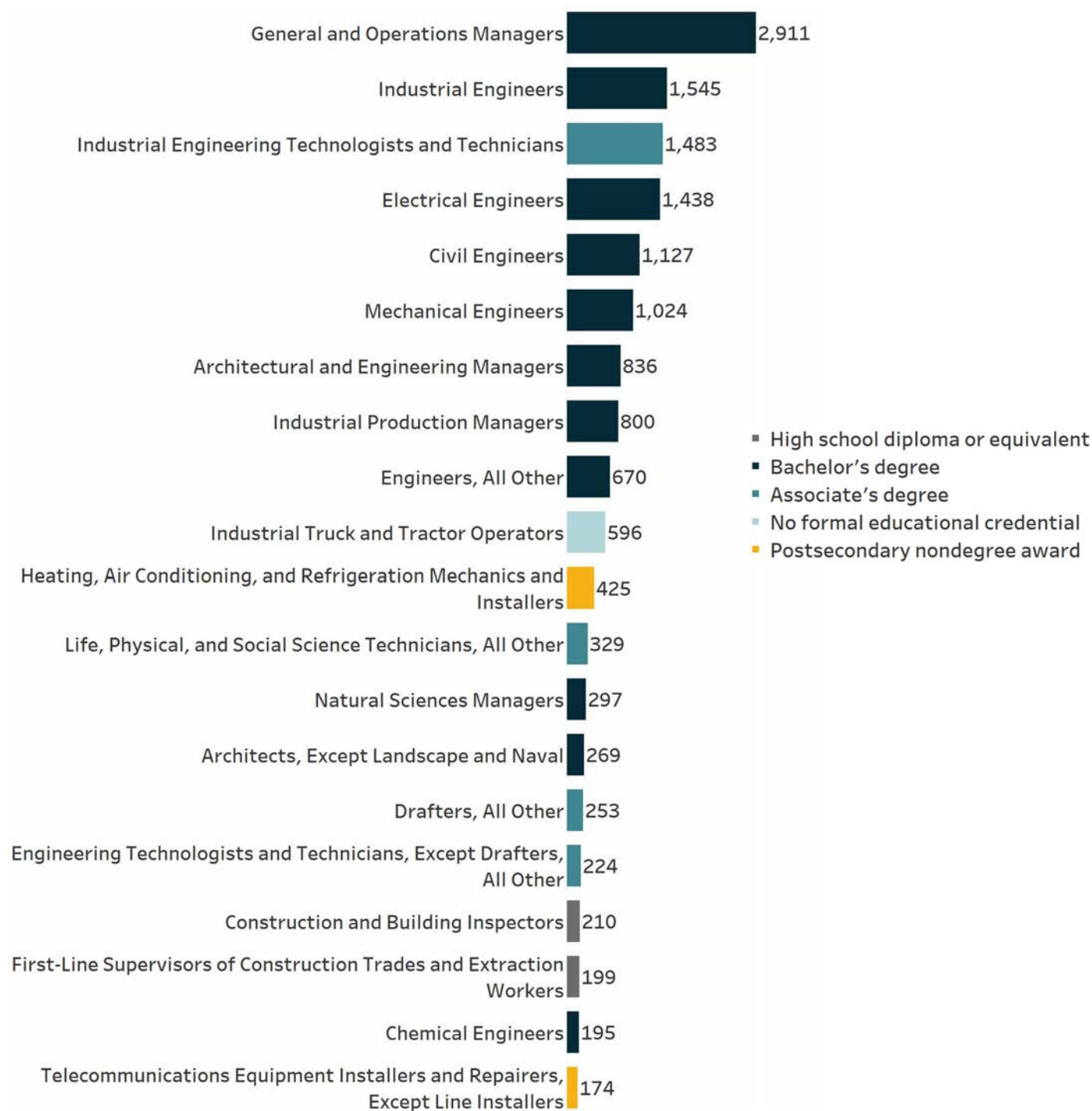
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 18,070 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers with 2,911 postings. Industrial Engineers was in the second position with 1,545 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (1,483 postings), Electrical Engineers (1,438 postings), and Civil Engineers (1,127 postings).



ENERGY OCCUPATION GROUP

Wage Overview

Wages in the Energy field do not necessarily scale with education or experience as seen in other occupations. The Energy occupation group offers a 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 \$47.16 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$49.81 per hour or an annual salary of about \$103,605. Technician and construction-focused positions related to energy generally have shorter term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 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	\$22.60	\$30.91	\$49.79	\$78.65	\$109.97
17-2112	Industrial Engineers	\$30.27	\$37.61	\$46.19	\$49.42	\$61.10
17-3026	Industrial Engineering Technologists and Technicians	\$21.34	\$24.42	\$30.29	\$37.39	\$46.23
17-2071	Electrical Engineers	\$36.47	\$39.50	\$48.47	\$60.59	\$64.22
17-2051	Civil Engineers	\$27.51	\$29.62	\$37.12	\$45.86	\$59.65
17-2141	Mechanical Engineers	\$30.19	\$37.91	\$47.20	\$51.09	\$61.84
11-9041	Architectural and Engineering Managers	\$49.78	\$61.76	\$66.09	\$80.20	\$99.06
11-3051	Industrial Production Managers	\$36.24	\$45.78	\$52.31	\$65.32	\$82.65
17-2199	Engineers, All Other	\$28.92	\$39.36	\$49.40	\$58.59	\$64.41
53-7051	Industrial Truck and Tractor Operators	\$15.43	\$16.82	\$20.54	\$22.80	\$31.78

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Master Of Business Administration (MBA)
- LEED Accredited Professional (AP)
- Project Management Professional Certification

In-Demand Education Level*

- High school or GED: 20.5%
- Associate degree: 7.7%
- Bachelor's degree: 48.6%
- Master's degree: 12.8%

**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

- Ford
- Actalent
- GPAC
- DTE Energy
- American Axle & Manufacturing
- General Motors
- City Of Detroit
- Wayne State University
- CNH Industrial
- Aerotek

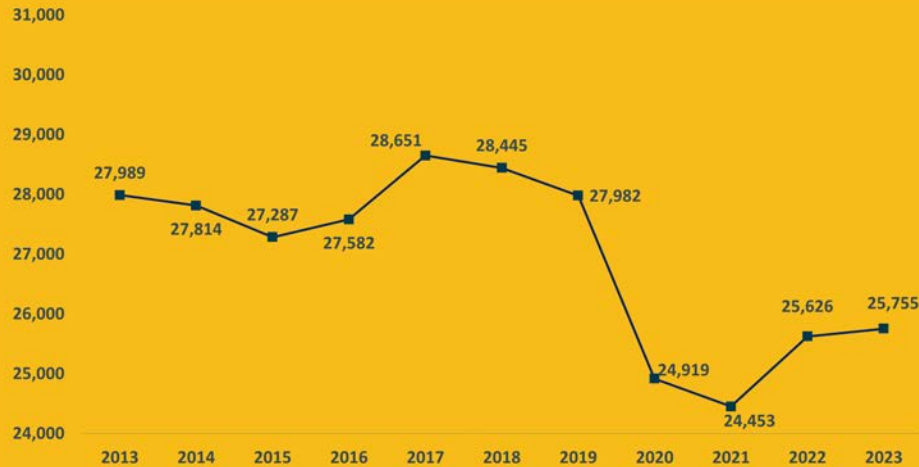
Job Postings by City

- Detroit: 8,797 Postings
- Dearborn: 1,670 Postings
- Plymouth: 1,525 Postings
- Livonia: 1,523 Postings
- Romulus: 588 Postings
- Canton: 504 Postings
- Taylor: 407 Postings
- Belleville: 304 Postings
- Northville: 279 Postings
- Westland: 247 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

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

Employment Over Time
2013-2023

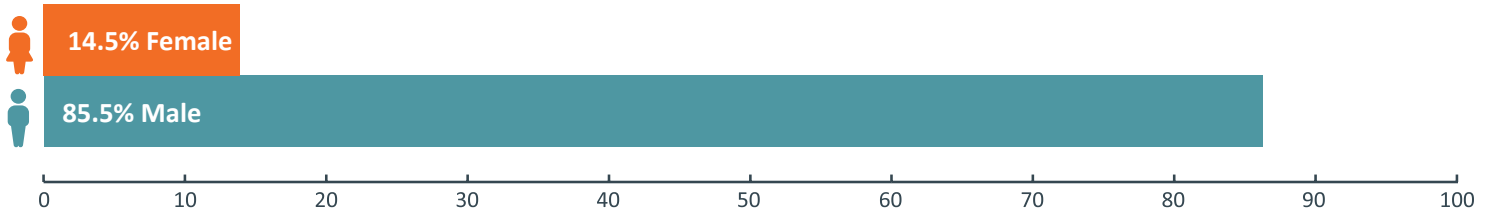


**25,755 Engineers and
Designers Workers**
0.5% Increase from
2022

Engineers and Designers Worker Demographics

According to 2023 Lightcast data, the 25,755 workers in the Engineering and Design group are somewhat diverse. A total of 4.9 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.5 percent of the current workforce and only 25.7 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

74.3% White | 10.3% Asian | 9.9% Black or African-American

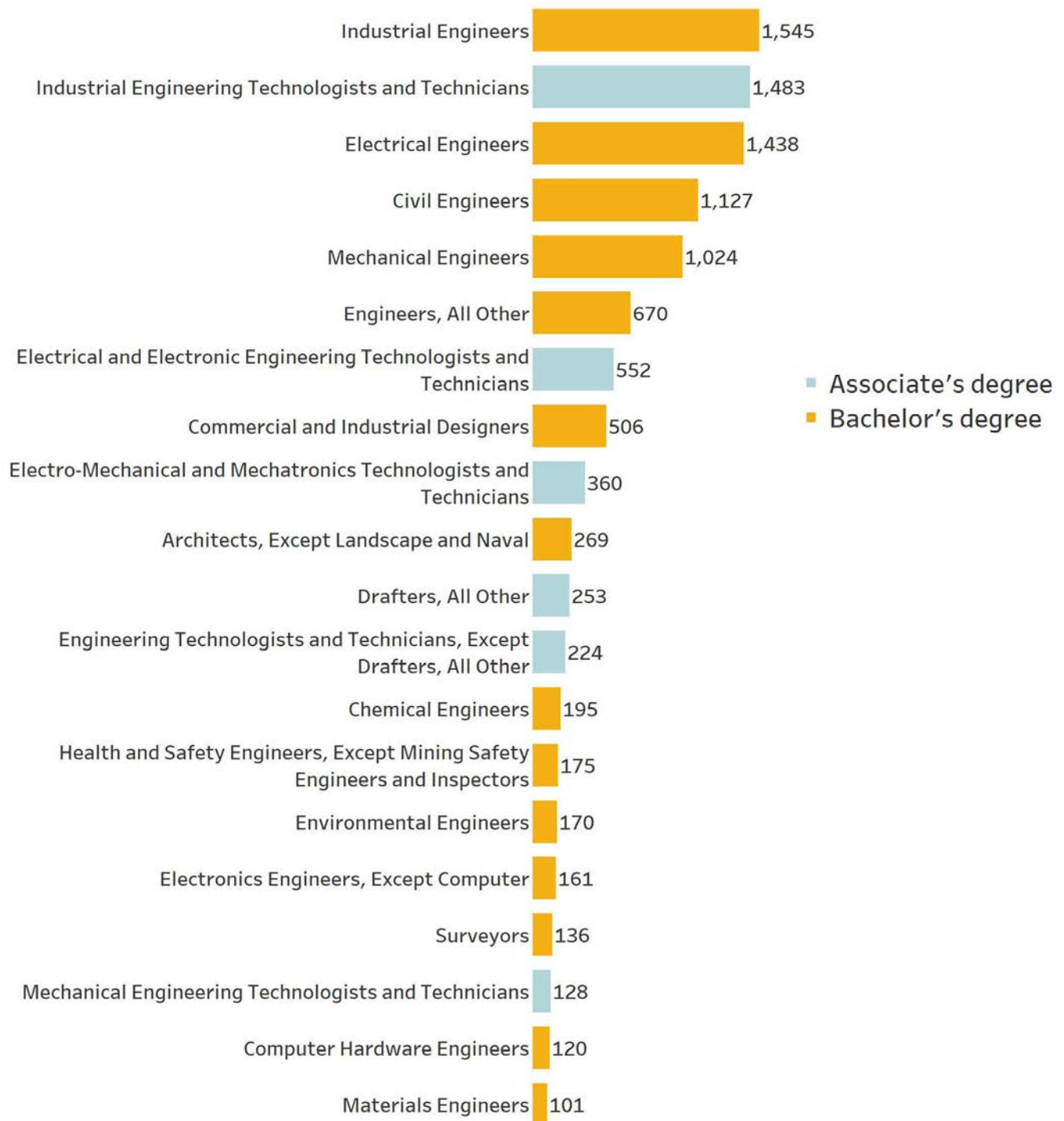
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 11,096 job postings for Engineering and Design workers, with Industrial Engineers as the most sought-after occupation by Engineering and Design industry employers with 1,545 postings. Industrial Engineering Technologists and Technicians was in the second position with 1,483 postings. Other top posted jobs include Electrical Engineers (1,438 postings), Civil Engineers (1,127 postings), and Mechanical Engineers (1,024 postings).



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The Engineering and Design occupation group offers a broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$37.13 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$46.19 per hour or an annual salary of about \$96,075.

Wage Overview for Top Posted Engineers and Designers Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$30.27	\$37.61	\$46.19	\$49.42	\$61.10
17-3026	Industrial Engineering Technologists and Technicians	\$21.34	\$24.42	\$30.29	\$37.39	\$46.23
17-2071	Electrical Engineers	\$36.47	\$39.50	\$48.47	\$60.59	\$64.22
17-2051	Civil Engineers	\$27.51	\$29.62	\$37.12	\$45.86	\$59.65
17-2141	Mechanical Engineers	\$30.19	\$37.91	\$47.20	\$51.09	\$61.84
17-2199	Engineers, All Other	\$28.92	\$39.36	\$49.40	\$58.59	\$64.41
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.54	\$24.49	\$30.24	\$37.33	\$44.61
27-1021	Commercial and Industrial Designers	\$26.30	\$34.15	\$42.87	\$49.26	\$53.25
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.15	\$22.82	\$23.52	\$32.98	\$37.45
17-1011	Architects, Except Landscape and Naval	\$23.11	\$28.84	\$37.03	\$49.64	\$62.38

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Automotive Service Excellence (ASE) Certification
- Engineer in Training
- LEED Accredited Professional (AP)
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High school or GED: 15.3%
- Associate degree: 8.1%
- Bachelor's degree: 54.8%
- Master's degree: 15.6%

**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

- Ford
- Actalent
- American Axle & Manufacturing
- DTE Energy
- GPAC
- CNH Industrial
- Roush Enterprises
- General Motors
- G-TECH Services
- Taldec

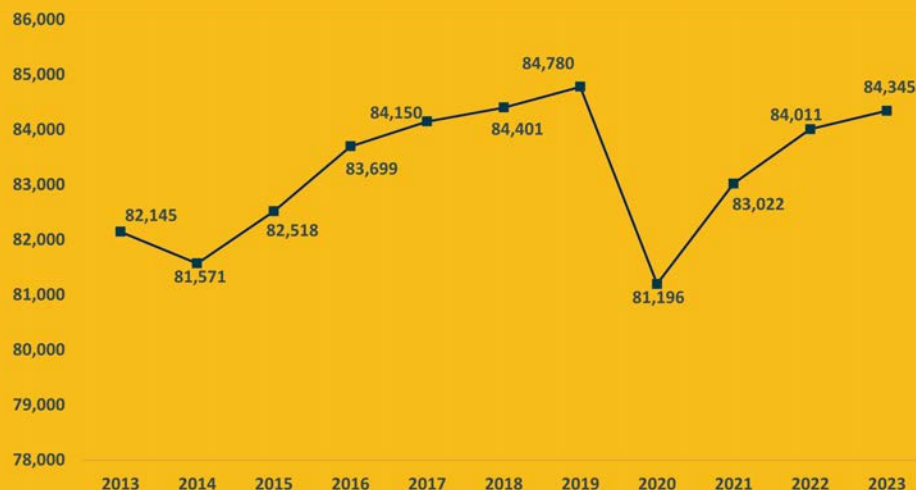
Job Postings by City

- Detroit: 4,817 Postings
- Dearborn: 1,583 Postings
- Plymouth: 1,262 Postings
- Livonia: 966 Postings
- Allen Park: 329 Postings
- Canton: 303 Postings
- Romulus: 220 Postings
- Taylor: 186 Postings
- Northville: 171 Postings
- Belleville: 140 Postings

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time
2013-2023

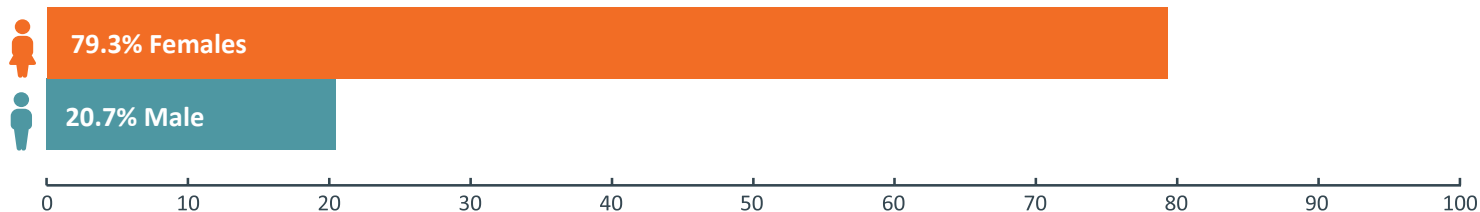


84,345
Health Care
Workers
0.3% Increase
from 2022

Health Care Worker Demographics

According to 2023 Lightcast data, the 84,345 workers in the Health Care group are somewhat diverse. A total of 7.9 percent of the related workforce is under 25. Male workers account for 20.7 percent of the current workforce and only 40.8 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

59.2 White | **28.6% Black or African-American** | **6.6% Asian**

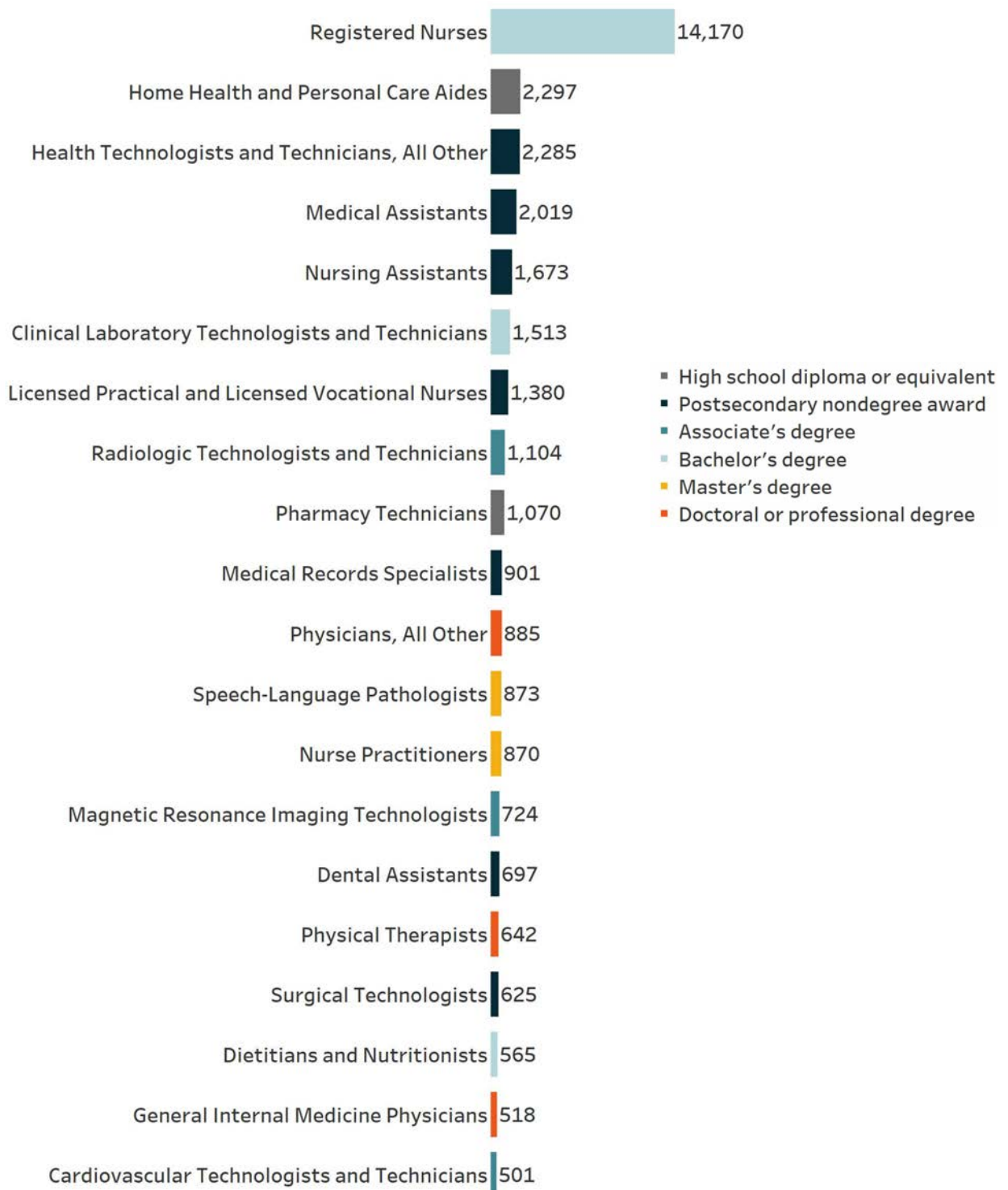
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 43,426 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 14,170 postings. Home Health and Personal Care Aides was in the second position with 2,297 postings. Other top posted jobs include Health Technologists and Technicians, All Other (2,285 postings), Medical Assistants (2,019 postings), and Nursing Assistants (1,673 postings). Top occupations in Health Care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (1,070 postings), only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or Postsecondary Nondegree award. At least half of the top jobs pay over \$19.46 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$40.07 per hour or an annual salary of about \$83,345.

Wage Overview for Top Posted Health Care Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$32.33	\$34.08	\$40.07	\$44.73	\$50.07
31-1128	Home Health and Personal Care Aides	\$11.41	\$12.82	\$14.44	\$15.99	\$17.81
29-2099	Health Technologists and Technicians, All Other	\$16.88	\$17.88	\$19.38	\$25.73	\$33.09
31-9092	Medical Assistants	\$14.82	\$17.41	\$18.71	\$20.33	\$22.90
31-1131	Nursing Assistants	\$15.32	\$16.87	\$17.89	\$18.86	\$19.87
29-2018	Clinical Laboratory Technologists and Technicians	\$17.91	\$18.94	\$27.60	\$33.82	\$41.08
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.49	\$27.97	\$29.59	\$30.41	\$32.22
29-2034	Radiologic Technologists and Technicians	\$25.25	\$30.22	\$32.05	\$38.04	\$40.22
29-2052	Pharmacy Technicians	\$13.89	\$16.28	\$17.56	\$21.17	\$22.64
29-2072	Medical Records Specialists	\$17.93	\$19.09	\$22.21	\$25.77	\$32.00

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Radiology
- Patient Preparation

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Teaching

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 22.8%
- Associate degree: 18.4%
- Bachelor's degree: 23.3%
- Master's degree: 9.3%

**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
- Henry Ford Health System
- Henry Ford Health Corp
- Tenet Healthcare
- ProMedica
- Corewell Health
- Trinity Health
- Garden City Hospital
- Healthcare Employment Network
- Ascension

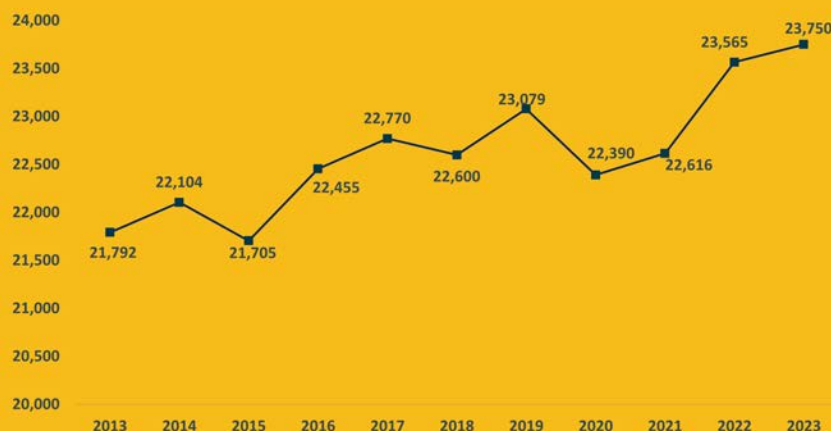
Job Postings by City

1. Detroit: 19,361 Postings
2. Dearborn: 4,094 Postings
3. Livonia: 3,226 Postings
4. Taylor: 1,601 Postings
5. Grosse Pointe: 1,487 Postings
6. Garden City: 1,461 Postings
7. Wyandotte: 1,288 Postings
8. Canton: 1,236 Postings
9. Westland: 1,035 Postings
10. Trenton: 1,030 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2013-2023

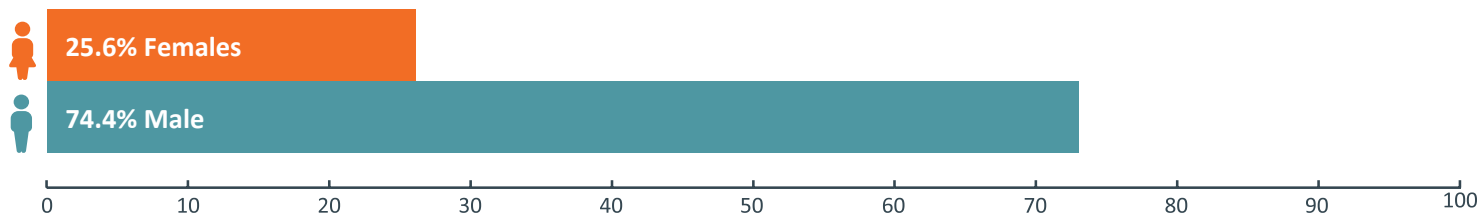


23,750
Information
Technology Workers
0.7% Increase from
2022

Information Technology Worker Demographics

According to 2023 Lightcast data, the 23,750 workers in the Information Technology group are somewhat diverse. A total of 5.2 percent of the related workforce is under 25. Female workers account for 25.6 percent of the current workforce and 33.7 percent identify as a race other than White.

Worker Gender Demographics



Race and Ethnicity Demographics

66.3% White | 15.9% Asian | 12.9% Black or African-American

Worker Age Demographics

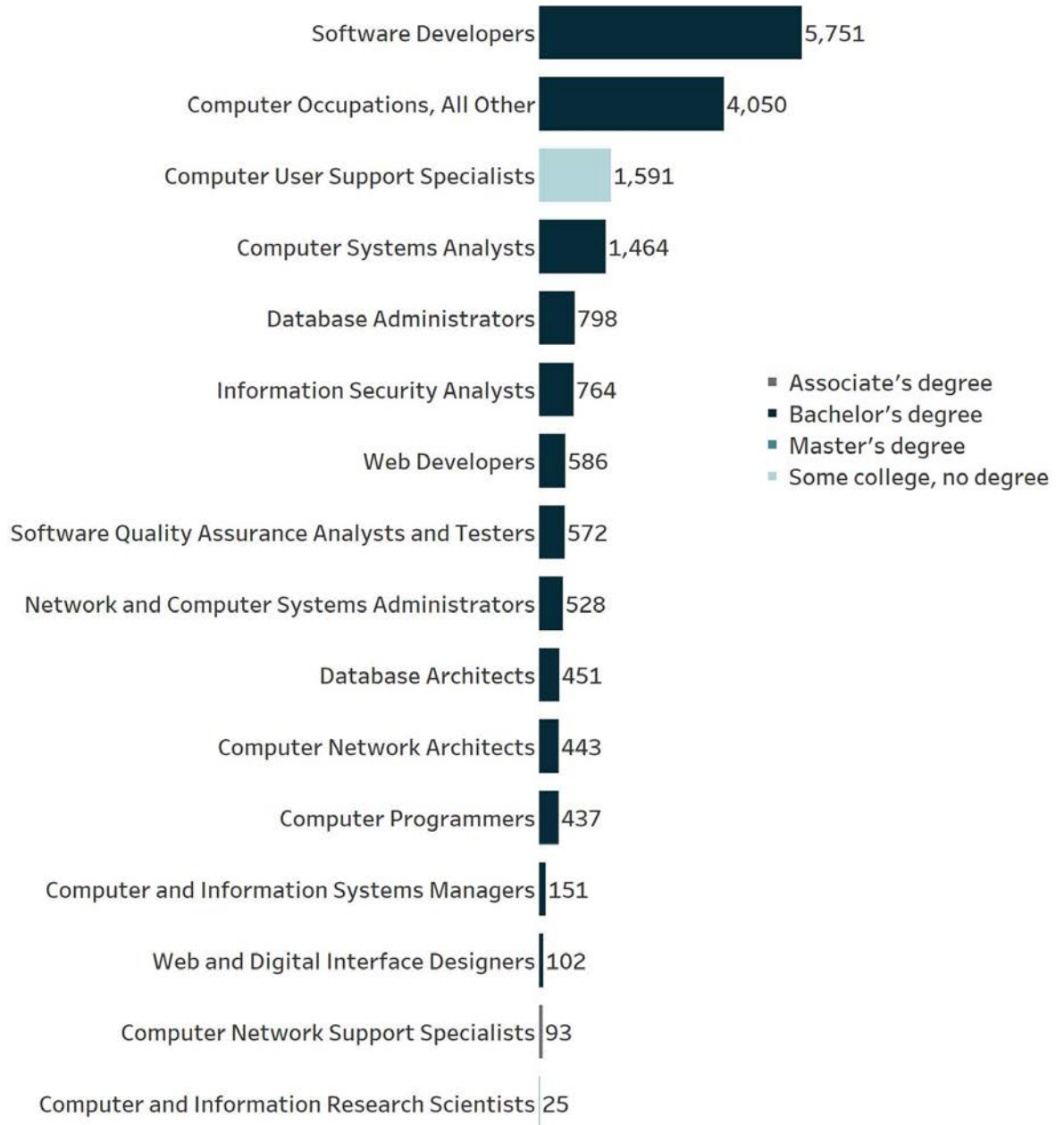


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 43,426 job postings for Information Technology workers, with Software Developers as the most sought-after occupation by Information Technology industry employers with 5,751 postings. Computer Occupations, All Other was in the second position with 4,050 postings. Other top posted jobs include Computer User Support Specialists (1,591 postings), Computer Systems Analysts (1,464 postings), and Database Administrators (798 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Wages in the Information Technology field tend to scale with both education and experience. The Information Technology occupation group offers a broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$47.14 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of \$52.83 per hour or an annual salary of about \$109,886. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$26.66 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$35.56	\$42.86	\$52.83	\$65.70	\$71.99
15-1299	Computer Occupations, All Other	\$25.72	\$33.41	\$47.43	\$60.50	\$68.71
15-1232	Computer User Support Specialists	\$18.06	\$20.95	\$26.66	\$33.81	\$41.73
15-1211	Computer Systems Analysts	\$38.42	\$43.60	\$53.76	\$64.61	\$69.94
15-1242	Database Administrators	\$28.46	\$33.63	\$47.15	\$53.57	\$64.10
15-1212	Information Security Analysts	\$29.82	\$39.12	\$51.06	\$65.12	\$76.83
15-1254	Web Developers	\$21.97	\$33.09	\$42.90	\$53.46	\$63.77
15-1253	Software Quality Assurance Analysts and Testers	\$28.67	\$37.72	\$42.96	\$50.72	\$60.44
15-1244	Network and Computer Systems Administrators	\$30.93	\$37.44	\$43.39	\$54.25	\$66.15
15-1243	Database Architects	\$37.71	\$40.20	\$48.83	\$62.84	\$69.89

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- CompTIA A+
- Security Clearance

In-Demand Education Level*

- High school or GED: 7.6%
- Associate degree: 5.3%
- Bachelor's degree: 60.4%
- 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
- Ford
- Stefanini
- Accenture
- TEKsystems
- Bosch
- PricewaterhouseCoopers
- Htc Global Services
- ICONMA
- V2Soft

Job Postings by City

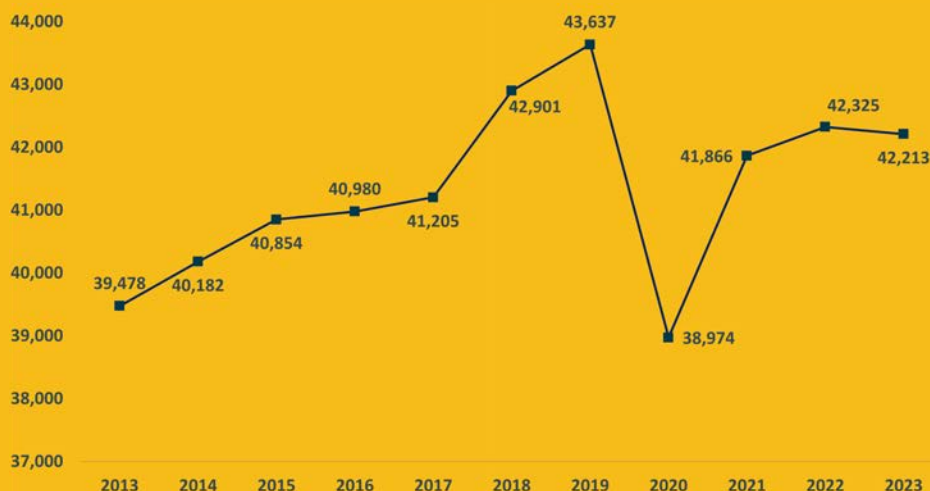
- Detroit: 10,609 Postings
- Dearborn: 3,496 Postings
- Livonia: 1,061 Postings
- Plymouth: 856 Postings
- Allen Park: 346 Postings
- Northville: 276 Postings
- Canton: 202 Postings
- Romulus: 168 Postings
- Taylor: 112 Postings
- Wayne: 75 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2013-2023

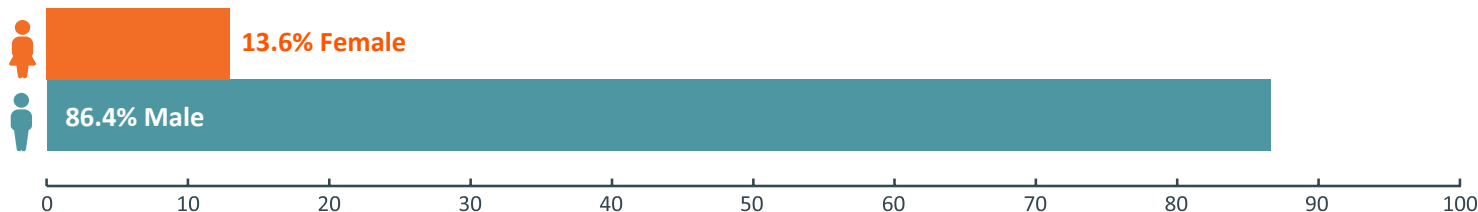


**42,213 Skilled
Trades Workers**
0.2% Decrease
from 2022

Skilled Trades Worker Demographics

According to 2023 Lightcast data, the 42,213 workers in the Skilled Trades group are somewhat diverse. A total of 5.5 percent of the related workforce is under 25. Female workers account for 13.6 percent of the current workforce and only 29.2 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

70.8% White | **18.5% Black or African-American** | **5.7% Hispanic or Latino**

Worker Age Demographics

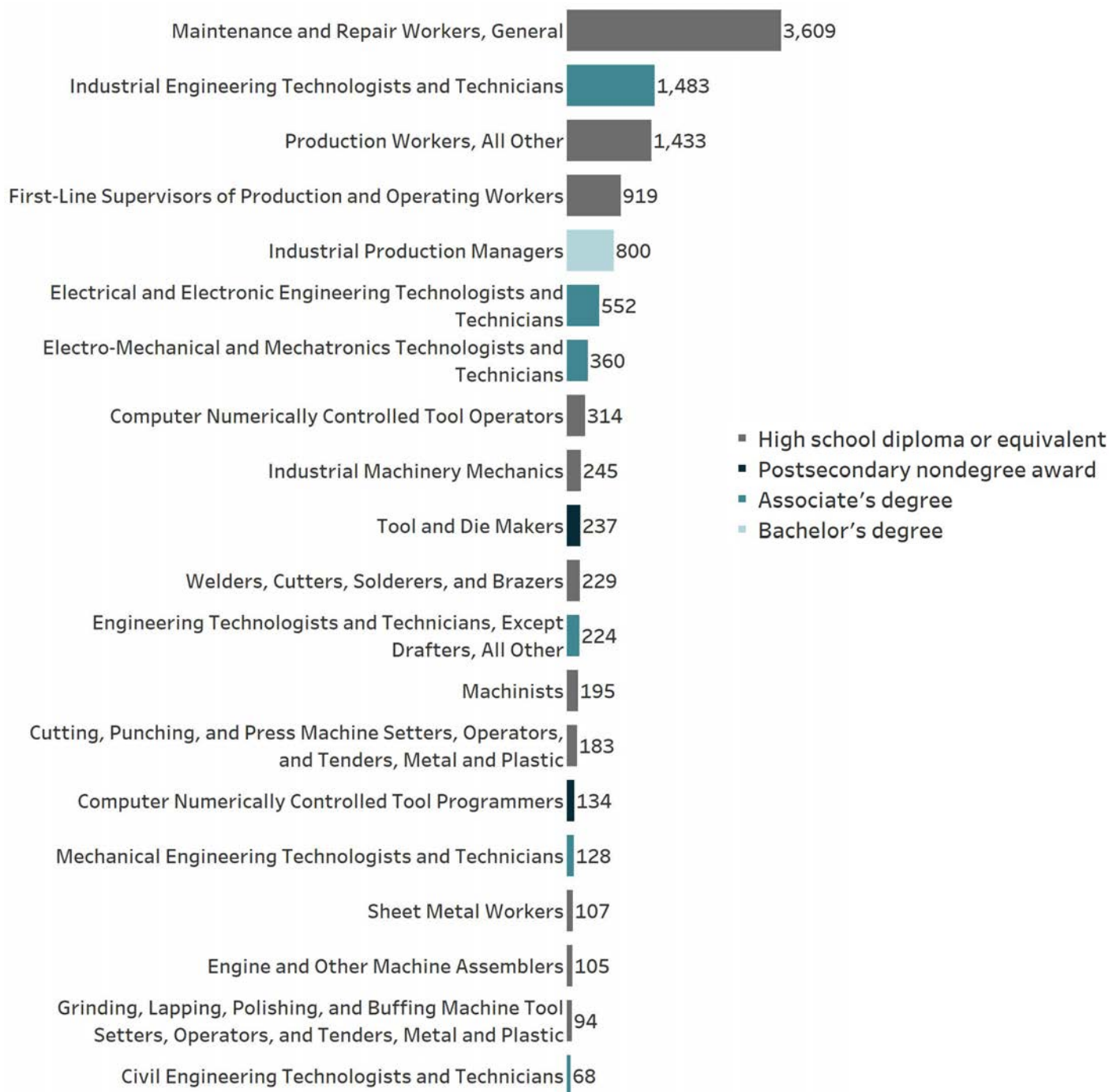


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2023, there were a total of 11,880 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 3,609 postings. Industrial Engineering Technologists and Technicians was in the second position with 1,483 postings. Other top posted jobs include Production Workers, All Other (1,433 postings), First-Line Supervisors of Production and Operating Workers (919 postings), and Industrial Production Managers (800 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 \$29.24 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$21.51 per hour or an annual salary of about \$44,740.

Wage Overview for Top Posted Skilled Trades Jobs in 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.14	\$17.56	\$21.51	\$24.77	\$30.38
17-3026	Industrial Engineering Technologists and Technicians	\$21.34	\$24.42	\$30.29	\$37.39	\$46.23
51-9199	Production Workers, All Other	\$12.75	\$13.68	\$15.14	\$17.60	\$20.84
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.75	\$24.12	\$31.14	\$38.54	\$51.04
11-3051	Industrial Production Managers	\$36.24	\$45.78	\$52.31	\$65.32	\$82.65
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.54	\$24.49	\$30.24	\$37.33	\$44.61
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.15	\$22.82	\$23.52	\$32.98	\$37.45
51-9161	Computer Numerically Controlled Tool Operators	\$16.35	\$17.41	\$21.84	\$26.33	\$30.17
49-9041	Industrial Machinery Mechanics	\$18.91	\$23.37	\$29.29	\$33.88	\$37.67
51-4111	Tool and Die Makers	\$21.21	\$26.57	\$30.67	\$35.88	\$37.15

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- Commercial Driver's License (CDL)
- HVAC Certification
- Forklift Certification
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 39.2%
- Associate degree: 8.9%
- Bachelor's degree: 12.7%
- Master's degree: 2.0%

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

Top Posting Employers

- Aerotek
- Taldeco
- Kelly Services
- GPAC
- Plastipak
- ManpowerGroup
- Ford
- Actalent
- Roush Enterprises
- Roush

Job Postings by City

1. Detroit: 4,141 Postings
2. Livonia: 1,271 Postings
3. Plymouth: 1,087 Postings
4. Dearborn: 651 Postings
5. Romulus: 588 Postings
6. Canton: 570 Postings
7. Taylor: 436 Postings
8. Westland: 387 Postings
9. Belleville: 377 Postings
10. Wayne: 283 Postings



**EV Jobs
Academy**



WIN

WORKFORCE
INTELLIGENCE
NETWORK



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