LABOR MARKET REPORT

JAN - DEC 2024

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WORKFORCE INTELLIGENCE NETWORK
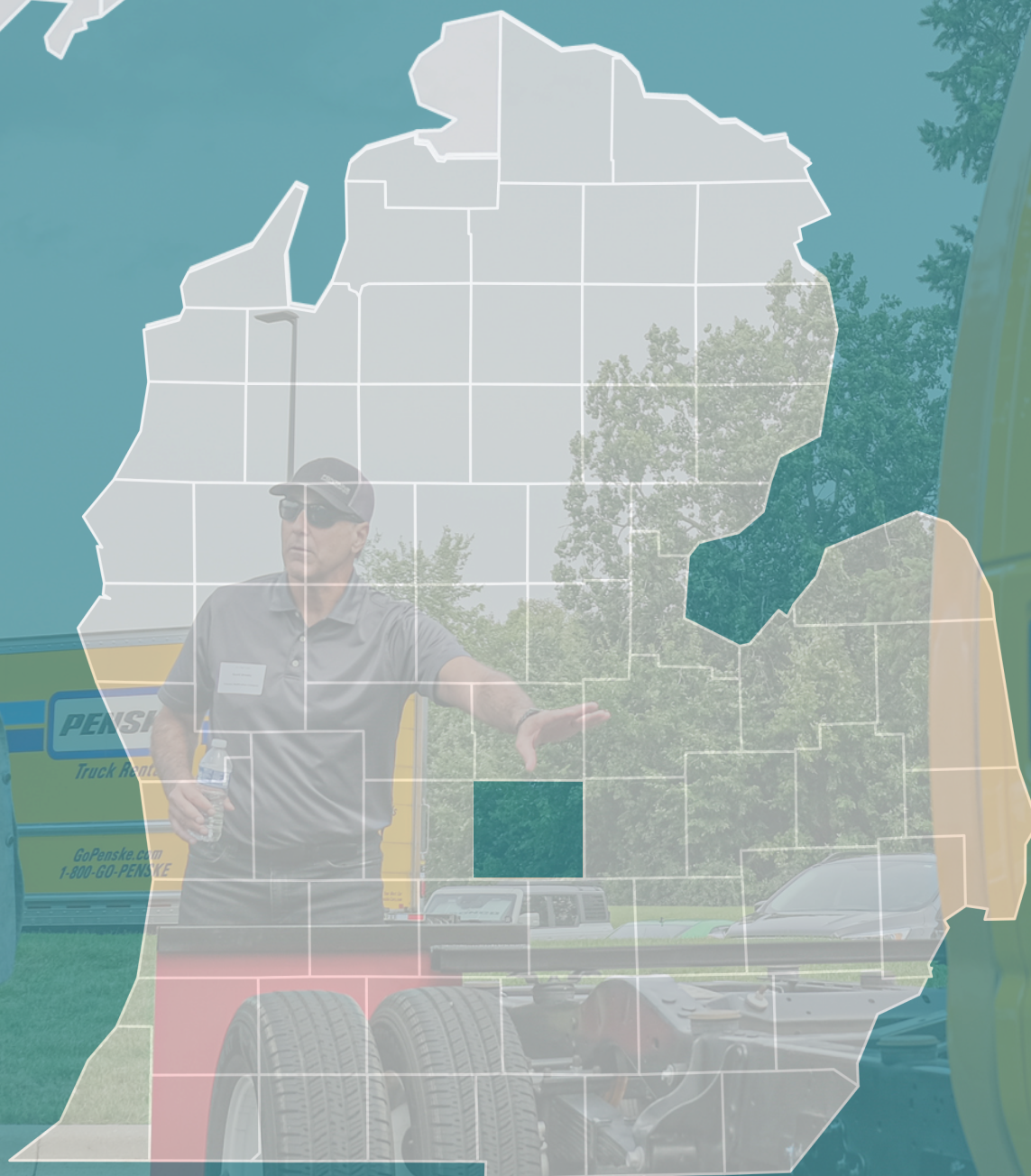
CLINTON COUNTY

2024

CONTENTS

OCCUPATION GROUPS

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WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION

Clinton County

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 across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

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

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

This report highlights labor market information and real-time job posting data for Clinton 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 2024 labor market information from Clinton County for the Business and Finance, Construction, 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. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.
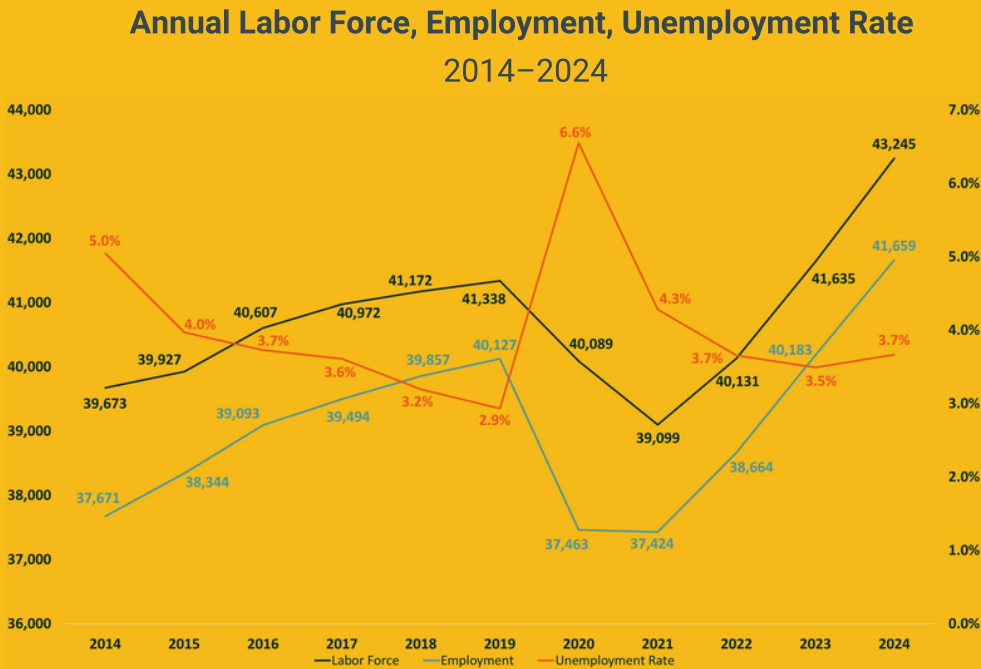
2024
CLINTON COUNTY

CLINTON COUNTY
Annual State of the Labor Market

The slowdown of the coronavirus pandemic continued to cause shifts in the labor market this year. In 2024, the labor force grew by 1,609 individuals (3.9 percent) while employment increased by 1,476 individuals (3.7 percent) from 2023. Unemployment increased by 134 workers and the unemployment rate increased by 0.2 percentage points from 3.5 percent in 2023 to 3.7 percent in 2024. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses top the list as the most demanded occupation in 2024, accounting for 474 job postings followed closely by Software Developers with 403 postings. The Business and Finance occupation group is the most demanded in Clinton County.

Annual Labor Market Information

The labor force in Clinton County grew in 2024, increasing by 1,609 individuals (3.9 percent) from the prior year. Employment increased by 1,476 workers (3.7 percent) over the same period, while unemployment increased by 134 workers (9.2 percent) for a total of 1,586 unemployed workers in 2024. The unemployment rate increased in 2024 to 3.7 percent, an increase of 0.2 percentage points from 2023. The unemployment rate has not yet steadied at pre-pandemic levels, with an unemployment rate of 3.7 percent in 2024 in Clinton County since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate
2014–2024

Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 shows that employer demand has declined since Q3 2024. In Q4 2024, there were an average of 2,114 unique postings per month in Clinton County, a decrease of 112 monthly postings from the 2,226 monthly average recorded in Q3. The third quarter had the highest recorded postings in 2024 with 2,226 average monthly postings, an increase of 470 postings (27 percent) since Q2 2024. The variety in quarterly average postings in the last 5 quarters might be a signal that post-pandemic economic recovery finally peaked and seasonal postings are making more of an impact now.

Average Quarterly Posting Analysis Clinton County
Q3 2023 - Q3 2024

Data: Workforce Intelligence Network
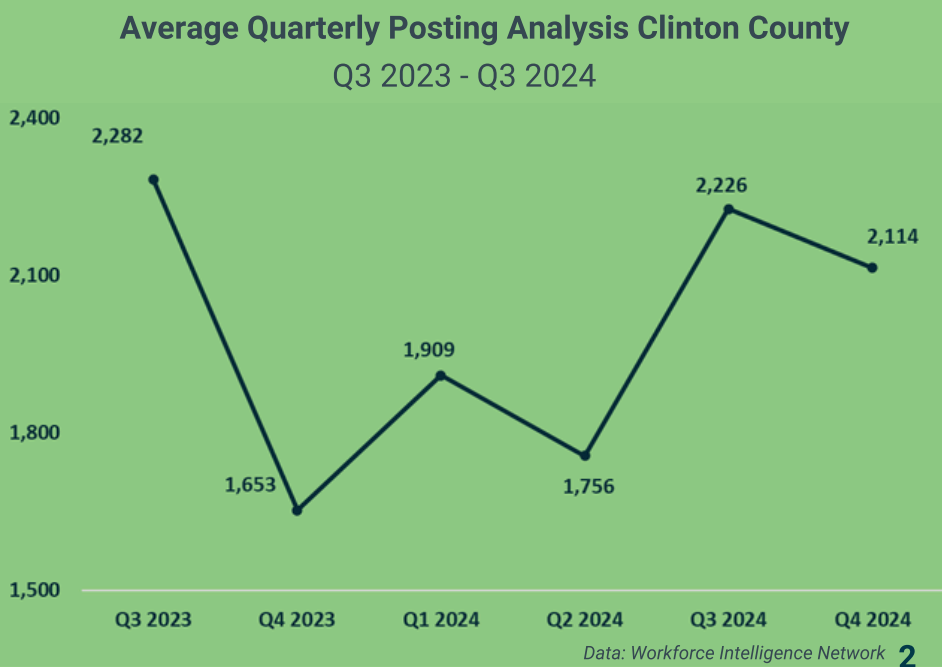
2024 ANNUAL WORKFORCE INDICATORS

CLINTON COUNTY

Key Findings

17% Employer demand decreased by 17 percent, a loss of 2,367 job postings since 2023

Bachelor's Degree Most in-demand minimum education level during 2024
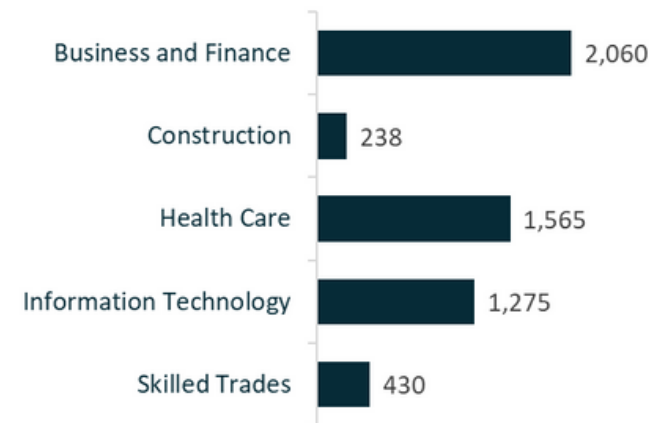
In 2024, employment totaled **42,494** an increase of 1,626 workers (4.0 percent) since Q4 2023
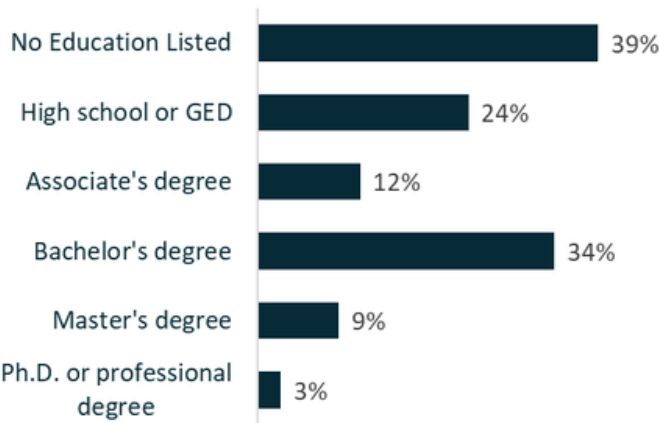
During 2024, there were 11,570 job postings, 2,367 less than the 13,937 postings made during 2023 in Clinton County. The third quarter 2024 saw the highest demand for the year with 2,226 average monthly postings, a 27 percent increase since Q2 2024. The top posted job occupations in 2024 include Registered Nurses, Software Developers, and Computer Occupations All Other. For more information about in-demand job postings, see page 7.

Of the 11,570 unique postings in Clinton County during 2024, 2,816 (24.3 percent) required a High School diploma or equivalent, while 3,962 postings (34.2 percent) required a Bachelor's degree. An additional 1,390 postings (12.0 percent) required an advanced degree. The high demand for Business and Finance and Health Care jobs within the County drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2024

Occupation Group	Postings
Business and Finance	2,060
Construction	238
Health Care	1,565
Information Technology	1,275
Skilled Trades	430

Education Levels In-Demand
2024

Education Level	Percent
No Education Listed	39%
High school or GED	24%
Associate's degree	12%
Bachelor's degree	34%
Master's degree	9%
Ph.D. or professional degree	3%

The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2024. The second and fourth quarter of 2024 saw an slight increase in the labor force and employment numbers. The labor force and employment numbers peaked in Q4 with a high of 44,145 individuals and 42,494 workers respectively. Total unemployment fluctuated through each quarter of 2024, culminating in a net increase of 9 workers from Q4 2023. The unemployment rate at the end of Q4 2024 was 3.8 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 2023	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	4th Quarter 2024	Change from 3rd Quarter 2024	Percent Change from 3rd Quarter 2024	Change from 4th Quarter 2023	Percent Change from 4th Quarter 2023
Labor Force	42,517	42,643	43,197	42,986	44,152	1,166	2.7%	1,635	3.8%
Employment	40,868	41,190	41,641	41,309	42,494	1,185	2.9%	1,626	4.0%
Unemployment	1,650	1,452	1,556	1,677	1,659	-19	-1.1%	9	0.5%
Unemployment Rate	3.9%	3.4%	3.6%	3.9%	3.8%	-0.1%	na	-0.1%	na

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 43,245 individuals, an increase of 1,609 individuals since 2023. Employment was up to 41,659 workers in 2024, an increase of 1,476 workers. Both unemployment and the unemployment rate increased slightly;unemployment increased to 1,586 workers, up by 134. Similarly, the unemployment rate increased by 0.2 percentage points for a 2024 unemployment rate of 3.7 percent.

Annual Labor Market Data
2014-2024

	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	Change from 2023 to 2024	Percent Change from 2023 to 2024
Labor Force	39,673	39,927	40,607	40,972	41,172	41,338	40,089	39,099	40,131	41,635	43,245	1,609	3.9%
Employment	37,671	38,344	39,093	39,494	39,857	40,127	37,463	37,424	38,664	40,183	41,659	1,476	3.7%
Unemployment	2,002	1,583	1,514	1,478	1,316	1,211	2,626	1,674	1,467	1,453	1,586	134	9.2%
Unemployment Rate	5.0%	4.0%	3.7%	3.6%	3.2%	2.9%	6.6%	4.3%	3.7%	3.5%	3.7%	0.2%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, there were about 41,242 individuals in the labor force, meaning they are either working or seeking employment in Clinton County. Exactly half of the population, 39,708 individuals (49.9 percent) living in the County were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 12.6 percent, compared to females under the age of 25 reporting an unemployment rate of 13.6 percent.

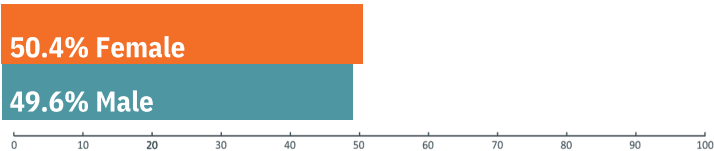| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	41,242	39,708	1,534	3.7%
Sex				
Male 16+	21,304	20,395	909	4.3%
16-19	896	841	55	6.1%
20-24	1,586	1,483	103	6.5%
25-54	13,695	13,174	521	3.8%
55-64	3,903	3,728	175	4.5%
65 Plus	1,224	1,169	55	4.5%
Female 16+	19,938	19,313	625	3.1%
16-19	921	841	80	8.7%
20-24	2,059	1,957	102	5.0%
25-54	12,594	12,236	358	2.8%
55-64	3,577	3,508	69	1.9%
65 Plus	787	771	16	2.0%
Race				
White	36,887	35,559	1,328	3.6%
Black / African American	836	830	6	0.7%
Native American	114	114	0	0.0%
Asian	639	617	22	3.4%
Native Hawaiian / Pacific Islander	3	3	0	0.0%
Some Other Race	560	526	34	6.1%
Two or More Races	2,238	2,081	157	7.0%
Ethnicity				
Hispanic	2,044	1,909	135	6.6%

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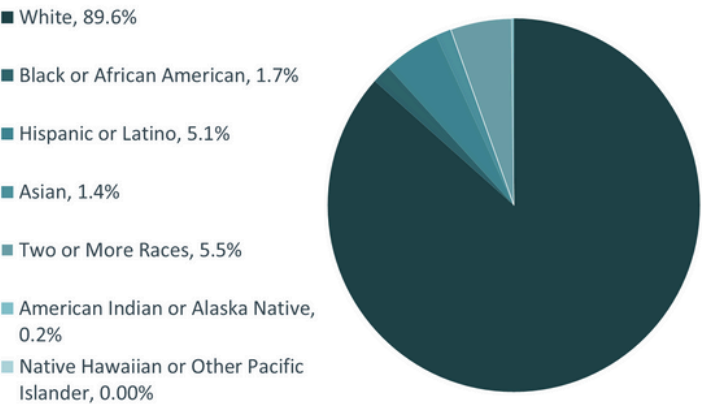
POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Clinton County increased by about 0.2 percent between 2022 and 2023. During 2023, there were 79,419 people living in the county. The gender of the populace was split almost evenly, with about 50.4 percent of the population identifying as female and the other 49.6 percent identifying as male. A majority of the population identified as White (89.6 percent) with the second largest number of individuals identifying as Hispanic or Latino (5.1 percent). The region is facing an aging populace; with 32.5 percent of the population over the age of 54, compared to 29.9 percent under the age of 25.

2024 Current Workforce

In 2024, the workforce had a total of 20,185 individuals working in Clinton County. A slight majority, 56.8 percent (11,027 workers) were male, while 43.2 percent (8,385 workers) of the workforce was female. Most workers in the county identified as White, accounting for 85.8 percent of the workforce, while Black or African American workers totaled 5.8 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.1 percent. A significant concentration of the workforce in Clinton County is between the age of 25 and 54 (59.7 percent), while 22.1 percent of workers are 55 and older.

Population Gender Demographics

50.4% Female
49.6% Male

0 10 20 30 40 50 60 70 80 90 100

Workforce Gender Demographics

43.2% Female
56.8% Male

0 10 20 30 40 50 60 70 80 90 100

Population Race Demographics

- White, 89.6%
- Black or African American, 1.7%
- Hispanic or Latino, 5.1%
- Asian, 1.4%
- Two or More Races, 5.5%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%
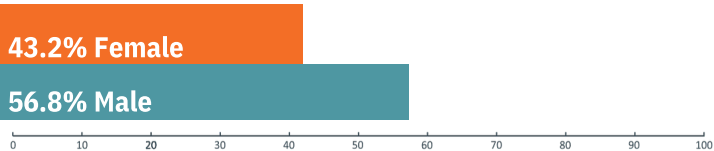
Workforce Race and Ethnicity Demographics

- White, 85.8%
- Black or African American, 5.8%
- Hispanic or Latino, 5.1%
- Asian, 1.3%
- Two or More Races, 1.7%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%

Population Age Demographics

| Age 14 and Under 17.5% | Age 15-24 12.4% | Age 25-54 37.6% | Age 55+ 32.5% |

Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network
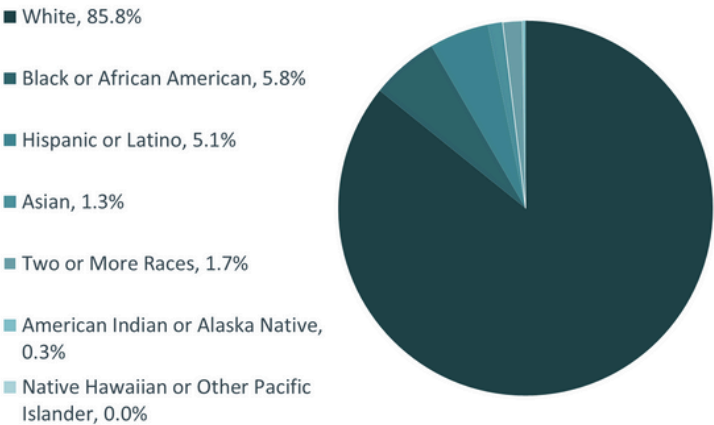
Workforce Age Demographics
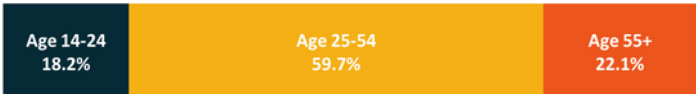
| Age 14-24 18.2% | Age 25-54 59.7% | Age 55+ 22.1% |

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Clinton County's workforce consisted of 33,116 residents. There were 6,454 (19.5 percent) residents living and working within the County, while the remaining 26,662 residents (80.5 percent) traveled outside of the County for work. There were 18,498 workers employed in the County during 2021. Of those, 12,044 workers (65.1 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Clinton County is a net exporter of jobs, with more workers commuting outside the area for employment than entering.

Where Clinton County Residents Work

Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network
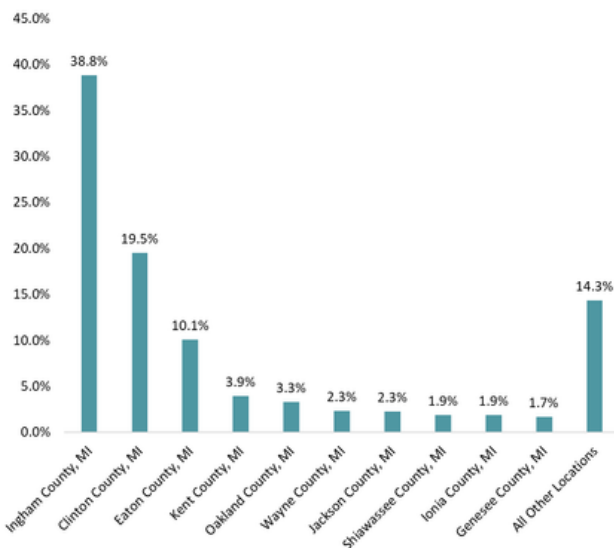
Where Clinton County Workers Live
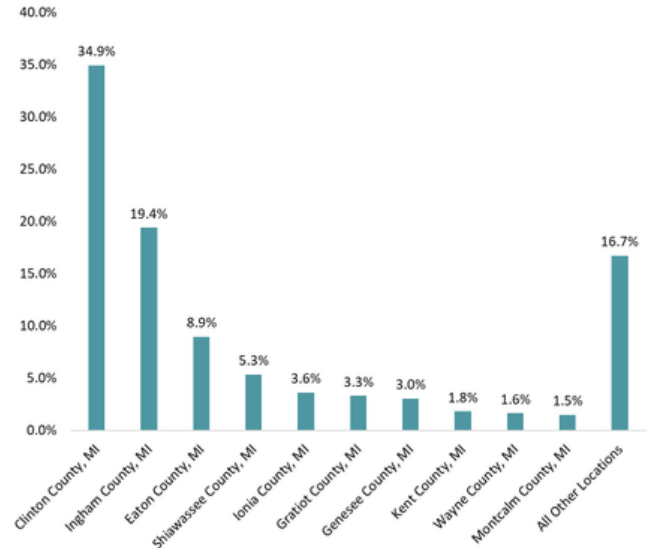
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

Job Postings by City

1. Lansing: 8,279 Postings
2. Saint Johns: 1,683 Postings
3. Dewitt: 920 Postings
4. Ovid: 232 Postings
5. Bath: 188 Postings
6. Fowler: 82 Postings
7. Eagle: 59 Postings
8. Westphalia: 52 Postings
9. Elsie: 37 Postings
10. Eureka: 14 Postings
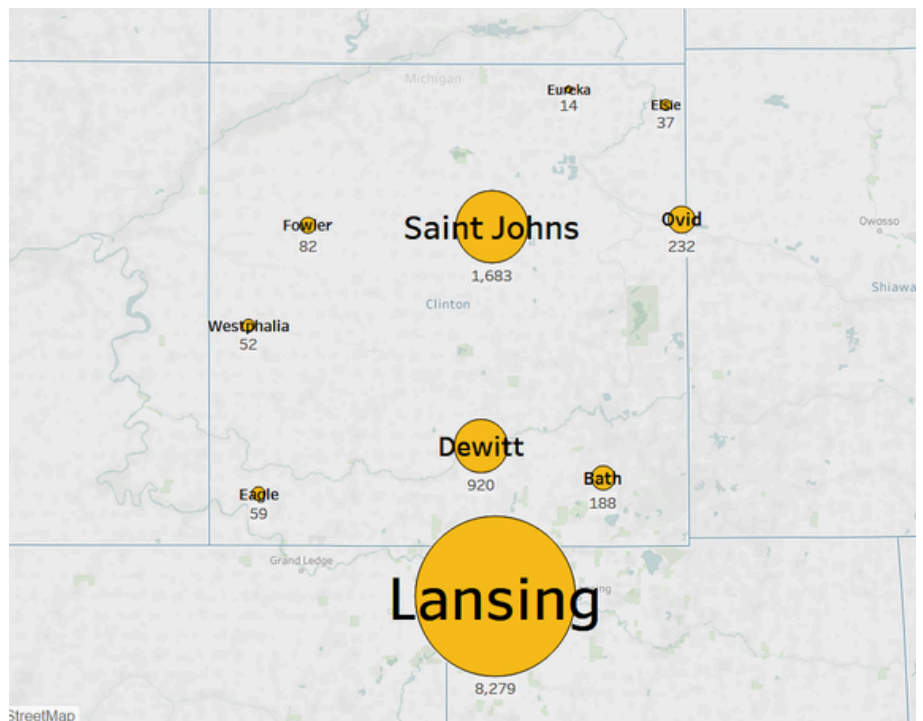
TOP POSTED JOBS

Top Posted Jobs

Registered Nurses is the top posted occupation for 2024, with 474 unique online job postings, and requires a Bachelor's degree with no formal training. Software Developers and Computer Occupations, All Other round out the top three demanded occupations, with 403 postings and 306 postings respectively, requiring a Bachelor's degree for both. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.

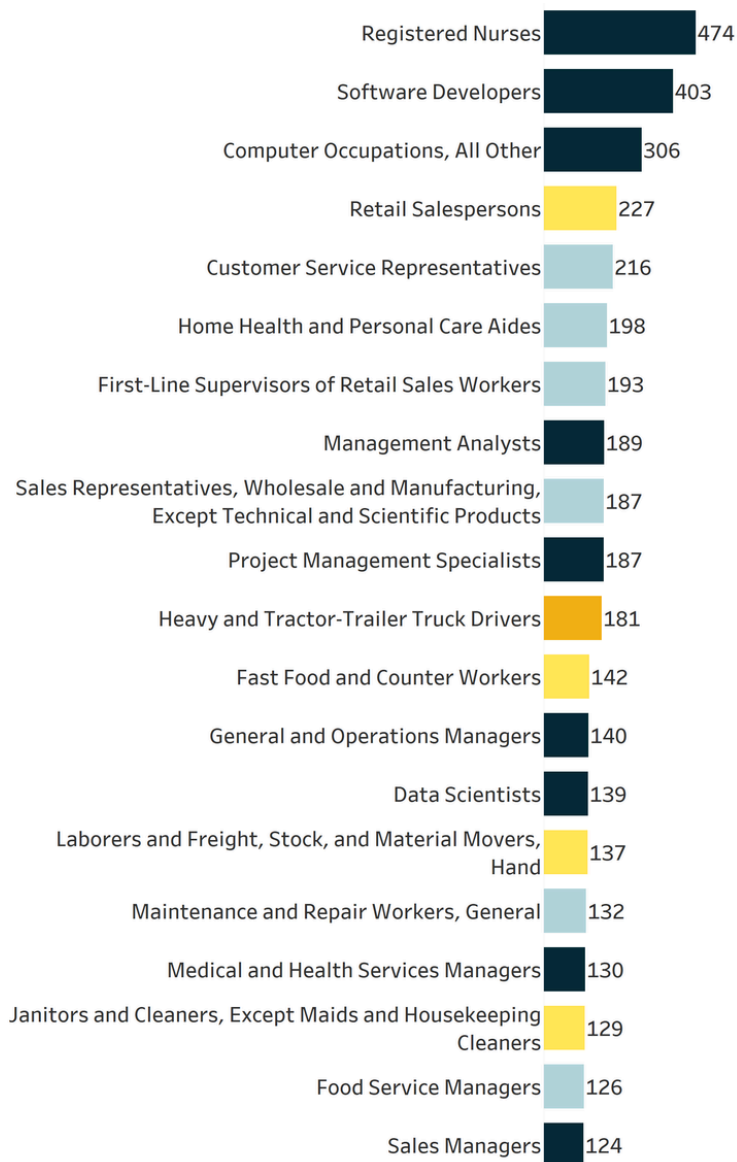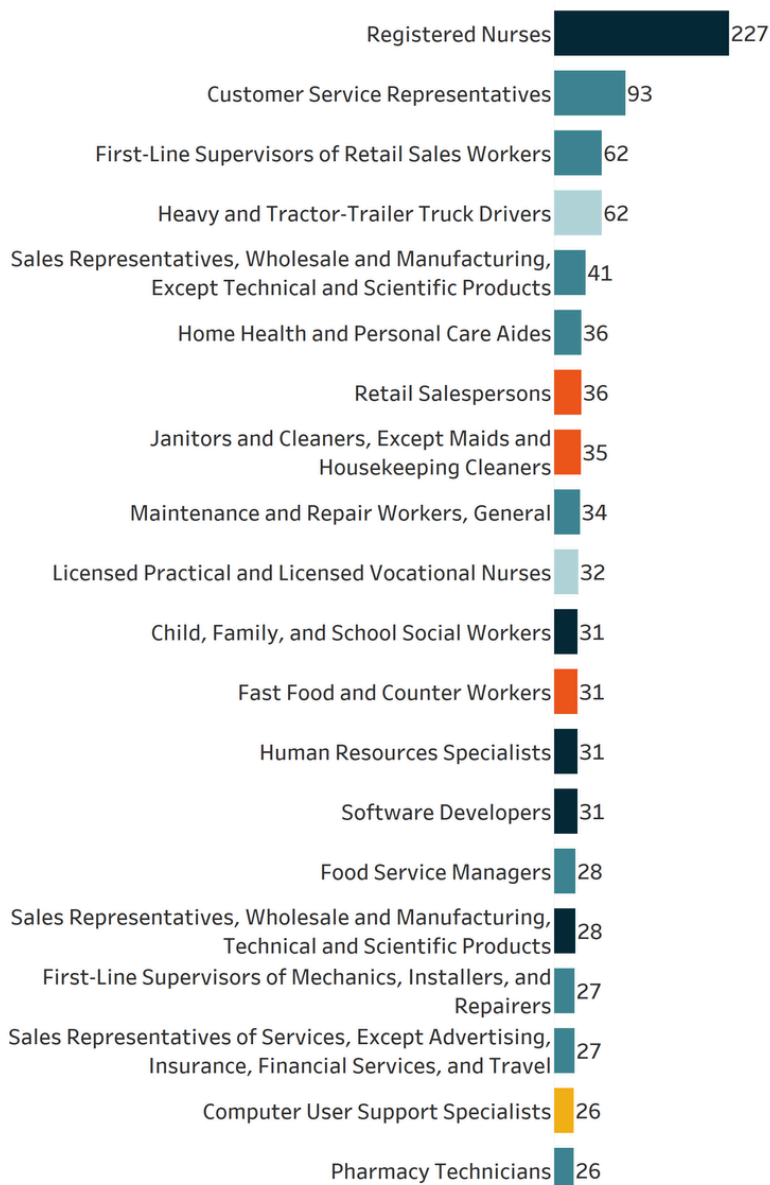| Occupation	Postings
Registered Nurses	474
Software Developers	403
Computer Occupations, All Other	306
Retail Salespersons	227
Customer Service Representatives	216
Home Health and Personal Care Aides	198
First-Line Supervisors of Retail Sales Workers	193
Management Analysts	189
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	187
Project Management Specialists	187
Heavy and Tractor-Trailer Truck Drivers	181
Fast Food and Counter Workers	142
General and Operations Managers	140
Data Scientists	139
Laborers and Freight, Stock, and Material Movers, Hand	137
Maintenance and Repair Workers, General	132
Medical and Health Services Managers	130
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	129
Food Service Managers	126
Sales Managers	124

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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 21.6percent of postings in Clinton County. Seven of the top ten entry-level occupations require no formal education or 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 35.1 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 227 postings followed by Customer Service Representatives with 93 postings.

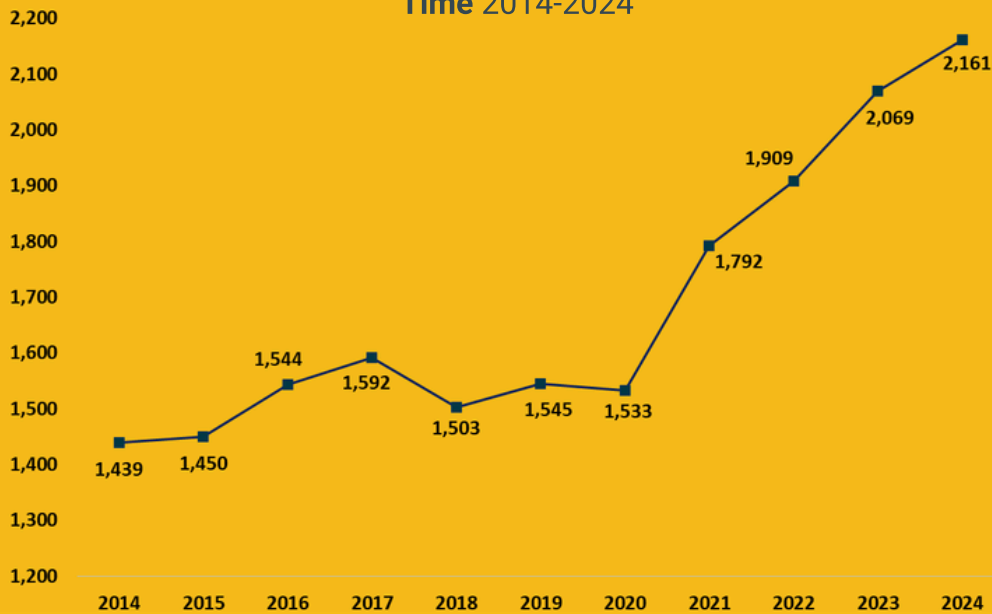| Occupation	Postings
Registered Nurses	227
Customer Service Representatives	93
First-Line Supervisors of Retail Sales Workers	62
Heavy and Tractor-Trailer Truck Drivers	62
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41
Home Health and Personal Care Aides	36
Retail Salespersons	36
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	35
Maintenance and Repair Workers, General	34
Licensed Practical and Licensed Vocational Nurses	32
Child, Family, and School Social Workers	31
Fast Food and Counter Workers	31
Human Resources Specialists	31
Software Developers	31
Food Service Managers	28
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	28
First-Line Supervisors of Mechanics, Installers, and Repairers	27
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	27
Computer User Support Specialists	26
Pharmacy Technicians	26

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

7

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time 2014-2024

Line chart showing employment values:
- 2014: 1,439
- 2015: 1,450
- 2016: 1,544
- 2017: 1,592
- 2018: 1,503
- 2019: 1,545
- 2020: 1,533
- 2021: 1,792
- 2022: 1,909
- 2023: 2,069
- 2024: 2,161

92 Business and Finance Workers

4.4 % increase from 2023

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 2,161 workers. More than half the working population identify as male (57.5 percent), however, 92.0 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.9 percent of the working population in business and finance is under the age of 25, compared to 26.4 percent who are age 55 and older. In some ways, this indicates an aging Business and Finance workforce, though it also reflects the consistent need for a Bachelor's degree in these occupations.

Worker Gender Demographics

- 42.5% Female
- 57.5% Male
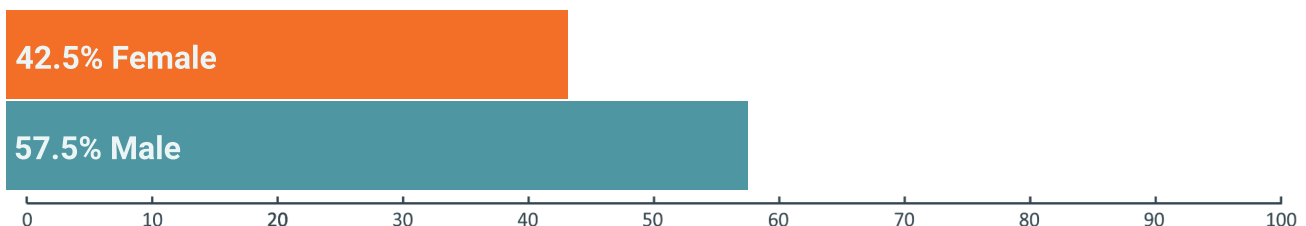
Race and Ethnicity Demographics

92.0% White | 2.4% Hispanic or Latino | 3.0% Black or African-American

Worker Age Demographics

- Age 14-24: 4.9%
- Age 25-54: 70.6%
- Age 55+: 26.4%

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 2,060 Business and Finance postings during 2024. Management Analysts is the top in-demand occupation with 189 postings. Project Management Specialists (187 postings) is the second-highest demanded, while Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (187 postings), General and Operations Managers (140 postings), and Sales Managers (124 postings) round out the top demanded occupations.

Occupation	Postings
Management Analysts	189
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	187
Project Management Specialists	187
General and Operations Managers	140
Sales Managers	124
Human Resources Specialists	102
Marketing Managers	100
Financial Managers	83
Accountants and Auditors	83
Financial and Investment Analysts	67
Market Research Analysts and Marketing Specialists	63
Managers, All Other	59
Compensation, Benefits, and Job Analysis Specialists	59
Buyers and Purchasing Agents	59
Claims Adjusters, Examiners, and Investigators	46
Training and Development Specialists	44
Public Relations Managers	37
Facilities Managers	34
Insurance Sales Agents	33
Public Relations Specialists	31

▪ High school diploma or equivalent
▪ Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most Business and Finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, Management Analysts offers a median hourly wage of $37.42, translating to annual earnings of approximately $77,834. All the top business occupations offer median wages over $28.00 per hour, and most prefer a Bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1111	Management Analysts	$23.57	$28.24	$37.42	$47.73	$58.51
13-1082	Project Management Specialists	$26.28	$33.76	$41.55	$52.03	$61.45
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$16.79	$22.21	$28.96	$42.27	$58.96
11-1021	General and Operations Managers	$23.33	$35.82	$53.53	$67.68	$86.67
11-2022	Sales Managers	$28.77	$41.52	$59.15	$78.33	$101.40
13-1071	Human Resources Specialists	$21.75	$26.27	$32.19	$39.65	$47.48
11-2021	Marketing Managers	$24.90	$37.72	$55.71	$76.47	$97.70
11-3031	Financial Managers	$34.78	$44.62	$56.83	$72.87	$97.80
13-2011	Accountants and Auditors	$22.34	$26.86	$33.48	$40.62	$48.36
13-2051	Financial and Investment Analysts	$25.25	$29.51	$35.16	$40.35	$56.47

In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

Job Postings by City

1. Lansing: 1,832 Postings
2. Saint Johns: 105Postings
3. Dewitt: 69 Postings
4. Bath: 23 Postings
5. Ovid: 20 Postings
6. Eureka: 3 Postings
7. Eagle: 2 Postings
8. Westphalia: 2 Postings
9. Fowler: 1 Posting

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Sales
- Operations

Top Posting Employers

- State of Michigan
- Lumen Technologies
- Prime Therapeutics
- Ernst & Young
- CBRE
- Marriott International
- Wolters Kluwer
- Humana
- Lincoln Financial Group
- Sedgwick

In-Demand Certifications

- Master Of Business Administration (MBA)
- Project Management Professional Certification
- Certified Public Accountant
- Certified Internal Auditor
- Certified Information System Auditor (CISA)

In-Demand Education Level*

- High School Diploma: 16.5%
- Associate Degree: 11.4%
- Bachelor's Degree: 66.2%
- Master's Degree: 13.7%

*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.
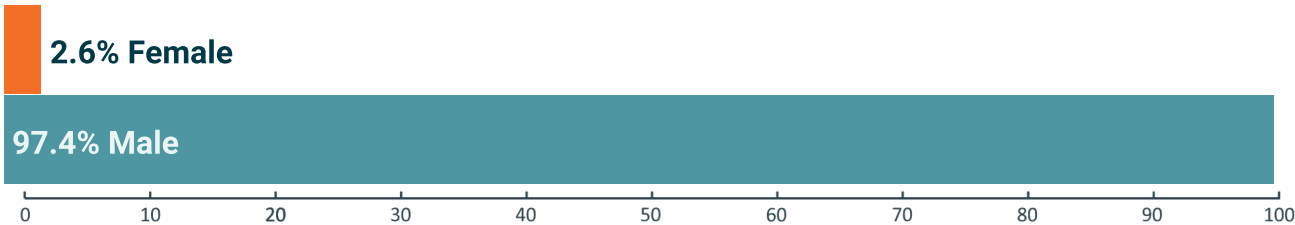
CONSTRUCTION OCCUPATION GROUP

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, therefore, online job ads may not provide a complete representation of the demand for these workers. The Construction group is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings with posting data which provides a snapshot of the employer skills need requirements.

Employment Over Time 2014-2024

73 Construction Workers

4.8% increase from 2023
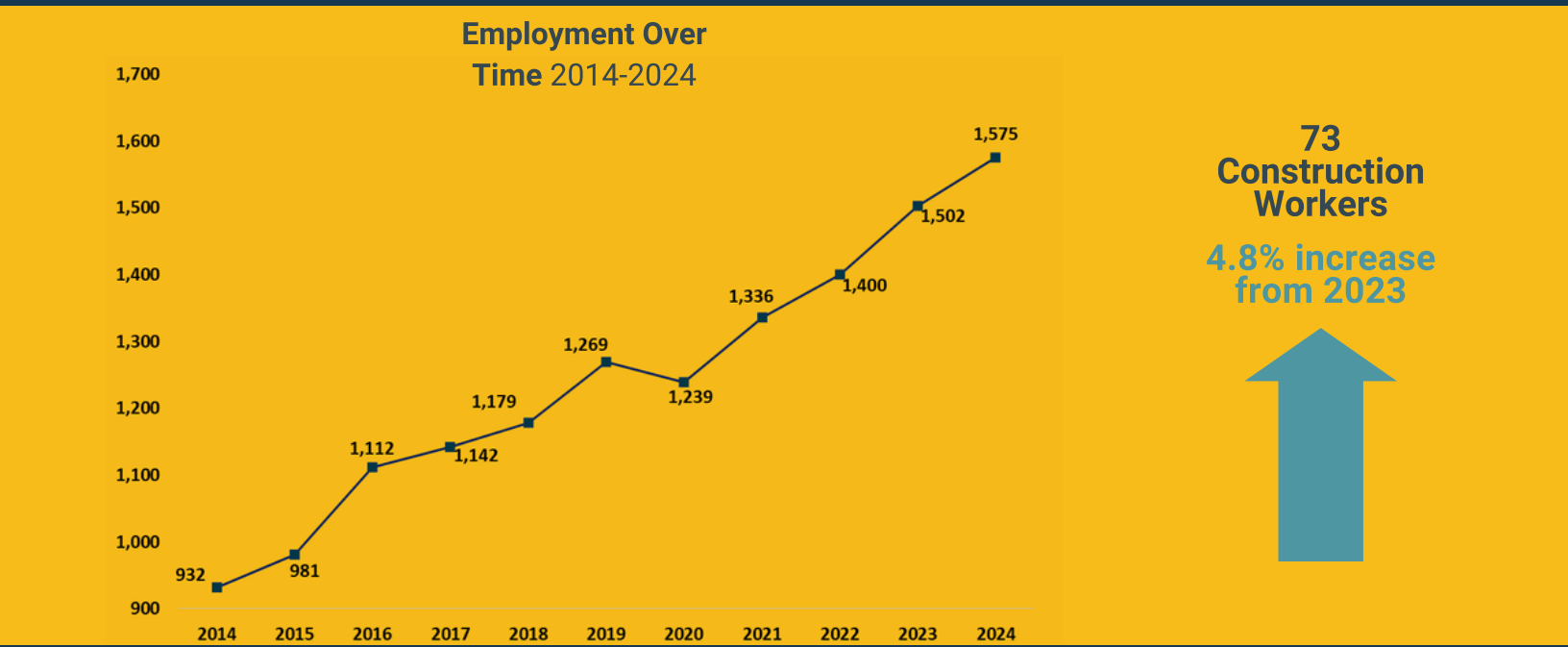
Construction Worker Demographics

The Construction occupation group is not very diverse and has 1,575 workers. A large majority of workers are male (97.4 percent) and between the ages of 25 and 54 (65.6 percent). In this occupation group, only 2.6 percent of workers identified as female, while 9.1 percent identified as a race other than White. Younger workers, under the age of 25, account for 17.5 percent of workers, while those age 55 and older account for 16.9 percent.

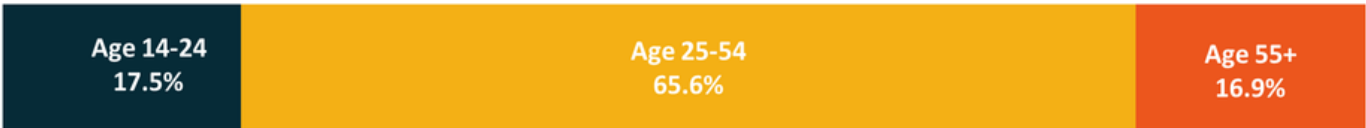**Worker Gender Demographics**

2.6% Female

97.4% Male

Race and Ethnicity Demographics

90.9% White | 5.6% Hispanic or Latino | 1.7% Black or African-American

Worker Age Demographics

Age 14-24 17.5% | Age 25-54 65.6% | Age 55+ 16.9%

CONSTRUCTION OCCUPATION GROUP
Top Posted Jobs

The Construction occupation group had 238 postings in 2024. Construction Managers is the top-posted occupation with 40 postings. Other top posted jobs include Construction Laborers (37 postings), Construction and Building Inspectors (25 postings), Cost Estimators (19 postings), and Electricians (16 postings).

Occupation	Postings
Construction Managers	40
Construction Laborers	37
Construction and Building Inspectors	25
Cost Estimators	19
Electricians	16
Painters, Construction and Maintenance	14
Surveyors	13
Operating Engineers and Other Construction Equipment Operators	9
Highway Maintenance Workers	9
First-Line Supervisors of Construction Trades and Extraction Workers	9
Cement Masons and Concrete Finishers	9
Roofers	7
Plumbers, Pipefitters, and Steamfitters	7
Solar Photovoltaic Installers	4
Drywall and Ceiling Tile Installers	4
Carpenters	4
Surveying and Mapping Technicians	2
Structural Iron and Steel Workers	2
Reinforcing Iron and Rebar Workers	2
Floor Layers, Except Carpet, Wood, and Hard Tiles	2

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

CONSTRUCTION OCCUPATION GROUP

Wage Overview

Construction Managers is the top posted Construction job and offers a median wage of $45.56 per hour or $94,765 per year. Those working in apprentice-able occupations can also anticipate high wage potential, such as Electricians, which report a median wage of $32.31 per hour or $67,205 annually.

Wage Overview for Top Posted Construction Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	$32.87	$36.40	$45.56	$56.41	$76.28
47-2061	Construction Laborers	$15.37	$17.14	$20.81	$25.42	$27.51
47-4011	Construction and Building Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
13-1051	Cost Estimators	$20.56	$26.51	$35.58	$46.11	$58.20
47-2111	Electricians	$18.92	$23.41	$32.31	$38.47	$40.90
47-2141	Painters, Construction and Maintenance	$19.14	$19.76	$24.47	$31.06	$32.90
17-1022	Surveyors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$22.88	$27.56	$34.48	$43.47	$49.32
47-2051	Cement Masons and Concrete Finishers	$16.18	$18.85	$23.16	$29.85	$33.22
47-2073	Operating Engineers and Other Construction Equipment Operators	$19.48	$22.78	$26.06	$32.71	$35.06

In-Demand Technical Skills

- Construction
- Project Management
- Construction Management
- Subcontracting
- Power Tool Operation

Job Postings by City

1. Lansing: 155 Postings
2. Saint Johns: 43 Postings
3. Dewitt: 15 Postings
4. Ovid: 11 Postings
5. Bath: 5 Postings
6. Eagle: 4 Postings
7. Westphalia: 4 Postings
8. Fowler: 1 Posting

In-Demand Foundational Skills

- Communication
- Customer Service
- Detail Oriented
- Management
- Planning

Top Posting Employers

- GPAC
- Smith Lawnscapes
- State of Michigan
- Spicer Group
- Ami Contracting
- Cadmus International Limited
- Christman & Company
- City of Lansing
- Aerotek
- Granger Construction

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 18.1%
- Associate Degree: 9.7%
- Bachelor's Degree: 23.1%
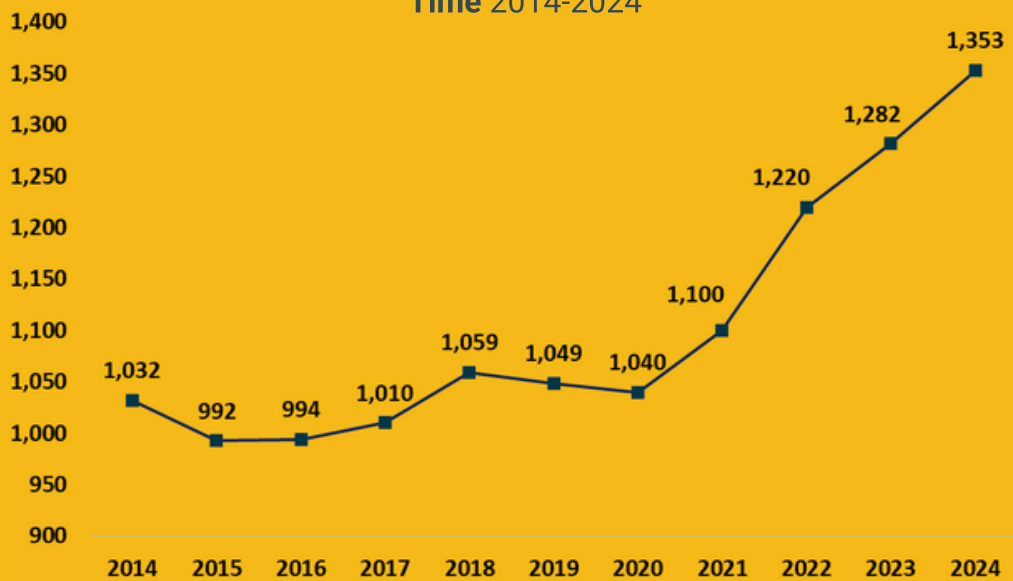- Master's Degree: 5.5%

Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

2024 CLINTON COUNTY

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 2014-2024

Year	Employment
2014	1,032
2015	992
2016	994
2017	1,010
2018	1,059
2019	1,049
2020	1,040
2021	1,100
2022	1,220
2023	1,282
2024	1,353

71 Health Care Workers

5.6% increase from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 1,353 workers in Clinton County, who are overwhelmingly female (84.3 percent) and between the age of 25 and 54 (67.7 percent), although 20.1 percent of workers are over 54. The Health Care occupation group is primarily White (85.3 percent) in Clinton County, 6.3 percent identifying as Black or African American, and 8.4 percent identifying as another race.

Worker Gender Demographics

- 84.3% Female
- 15.7% Male
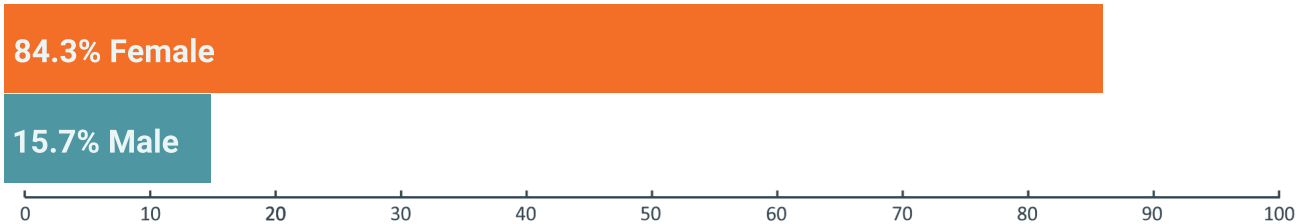
Race and Ethnicity Demographics

85.3% White | 3.8% Hispanic or Latino | 6.3% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
12.3%	67.7%	20.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Health Care occupation throughout 2024, with 474 postings. Other top posted jobs include Home Health and Personal Care Aides (198 posti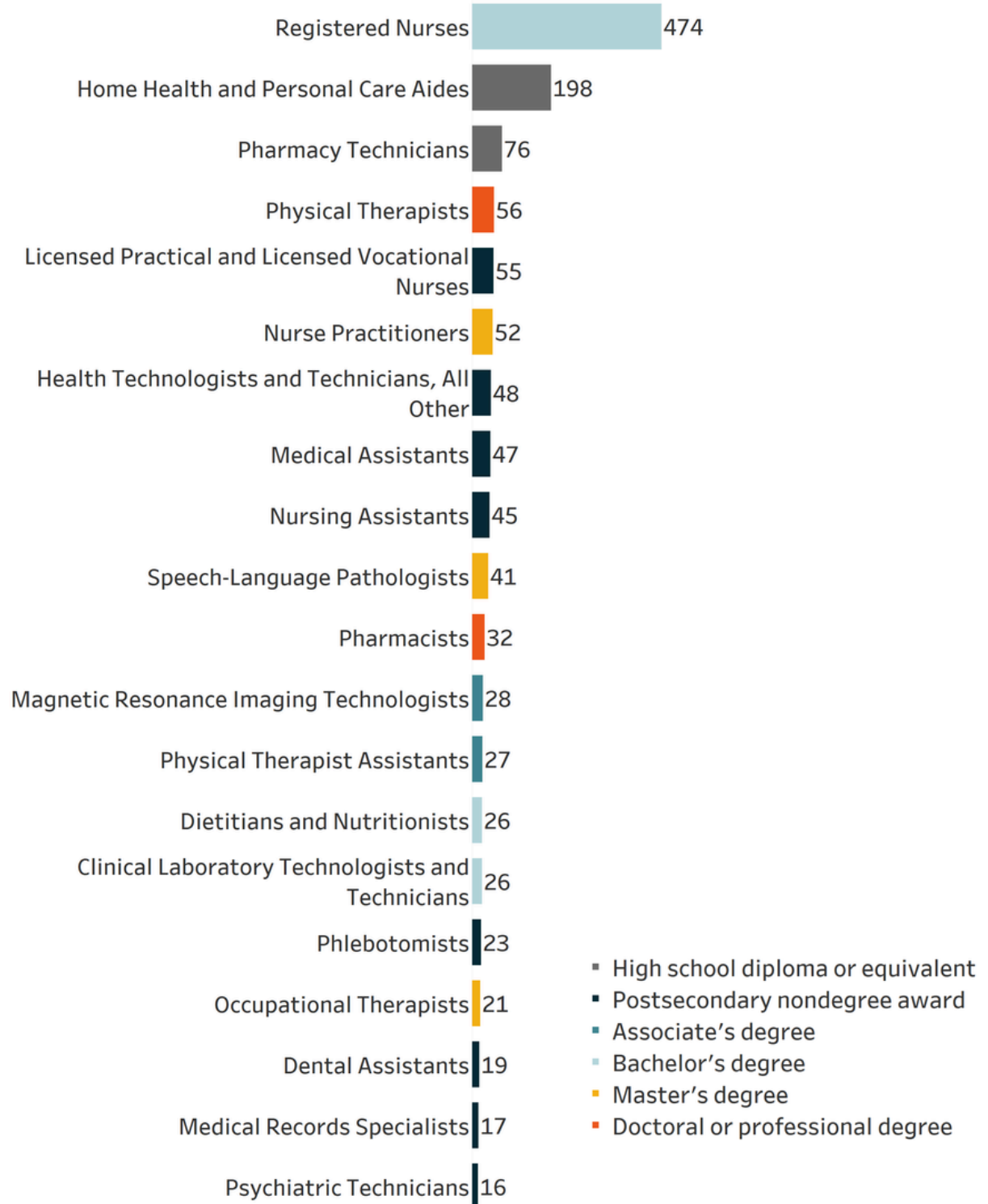ngs), Pharmacy Technicians (76 postings), Physical Therapists (56 postings), and Licensed Practical and Licensed Vocational Nurses (55 postings). Top occupations in Health Care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians, only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	474
Home Health and Personal Care Aides	198
Pharmacy Technicians	76
Physical Therapists	56
Licensed Practical and Licensed Vocational Nurses	55
Nurse Practitioners	52
Health Technologists and Technicians, All Other	48
Medical Assistants	47
Nursing Assistants	45
Speech-Language Pathologists	41
Pharmacists	32
Magnetic Resonance Imaging Technologists	28
Physical Therapist Assistants	27
Dietitians and Nutritionists	26
Clinical Laboratory Technologists and Technicians	26
Phlebotomists	23
Occupational Therapists	21
Dental Assistants	19
Medical Records Specialists	17
Psychiatric Technicians	16

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree

HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a Bachelor's degree. Most of the top-posted jobs pay over $16.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of $37.04 per hour or an annual salary of about $77,043.

Wage Overview for Top Posted Health Care Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$30.93	$34.60	$37.04	$46.36	$46.36
31-1128	Home Health and Personal Care Aides	$11.03	$13.36	$14.35	$16.39	$17.50
29-2052	Pharmacy Technicians	$13.99	$16.11	$17.28	$21.38	$22.38
29-1123	Physical Therapists	$34.04	$38.65	$45.41	$49.79	$54.82
29-2061	Licensed Practical and Licensed Vocational Nurses	$23.66	$28.08	$29.46	$32.28	$36.47
29-1171	Nurse Practitioners	$44.30	$46.67	$55.20	$57.60	$63.07
29-2099	Health Technologists and Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9092	Medical Assistants	$14.14	$15.58	$17.11	$18.85	$19.84
31-1131	Nursing Assistants	$15.48	$17.34	$18.14	$19.02	$21.78
29-1127	Speech-Language Pathologists	$26.01	$31.51	$38.80	$44.82	$49.21

In-Demand Technical Skills

- Nursing
- Home Health Care
- Caregiving
- Medical Records
- Nursing Care

Job Postings by City

1. Lansing: 826 Postings
2. Saint Johns: 434 Postings
3. Dewitt: 150 Postings
4. Ovid: 83 Postings
5. Bath: 28 Postings
6. Eagle: 10 Postings
7. Eureka: 7 Postings
8. Elsie: 6 Postings
9. Fowler: 6 Postings
10. Westphalia: 6 Postings

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Interpersonal Communications

Top Posting Employers

- Sparrow Health System
- McLaren Health Care
- Elara Caring
- Mclaren Greater Lansing
- Universal Health Services
- Ovid Healthcare Center
- Cedar Creek Hospital
- HealthPRO Heritage
- Aya Healthcare
- Walgreens Boots Alliance

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Valid Driver's License
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High School Diploma: 23.6%
- Associate Degree: 20.7%
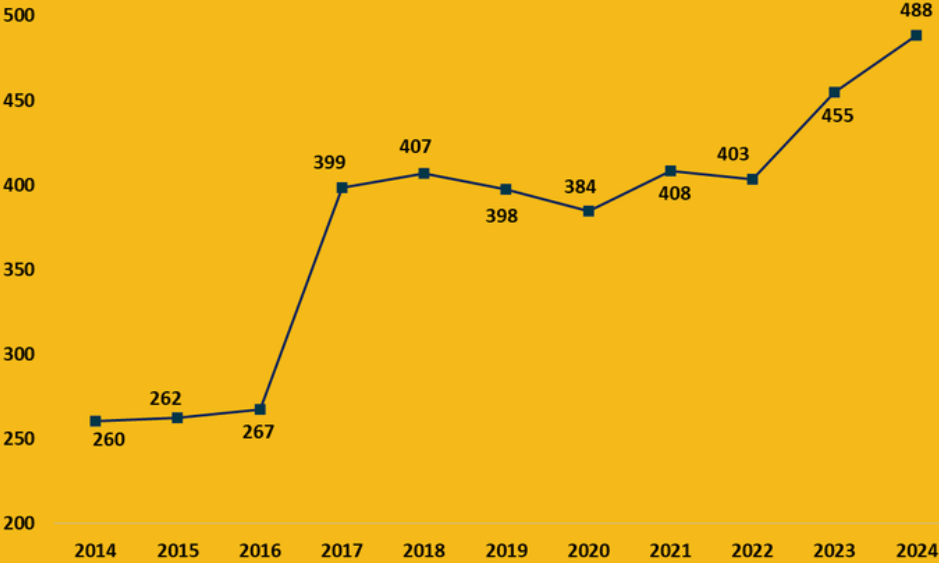- Bachelor's Degree: 14.5%
- Master's Degree: 7.0%

*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time 2014-2024

Year	Employment
2014	260
2015	262
2016	267
2017	399
2018	407
2019	398
2020	384
2021	408
2022	403
2023	455
2024	488

34 Information Technology Workers

7.4% increase from 2023

Information Technology Worker Demographics

According to 2024 Lightcast data, Clinton County has 488 IT workers. The workforce is not too diverse, with most workers identifying as male (75.1 percent) and between the ages of 25 and 54 (76.3 percent). Workers age 55 years and older account for 16.1 percent, while only 5.8 percent are 24 years old or younger. About 88.8 percent of the workforce identify as White while workers who identify as Asian make up 4.2 percent of the workforce.

Worker Gender Demographics

24.9% Female

75.1% Male
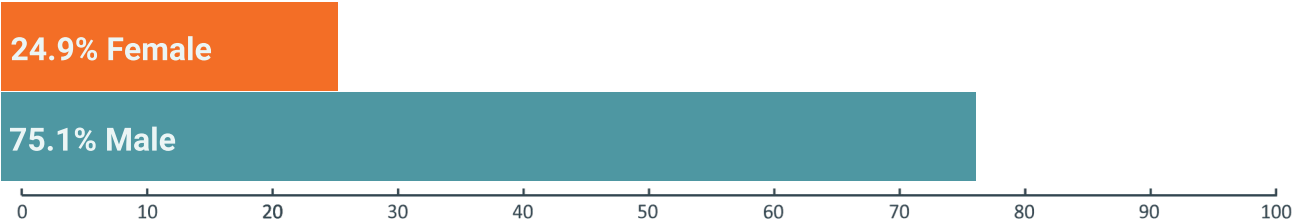
Race and Ethnicity Demographics

88.8% White | 4.2% Asian | 3.1% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
5.8%	76.3%	16.1%

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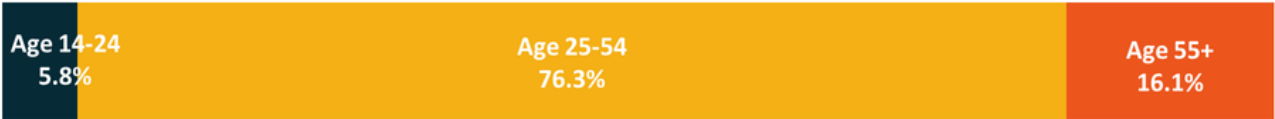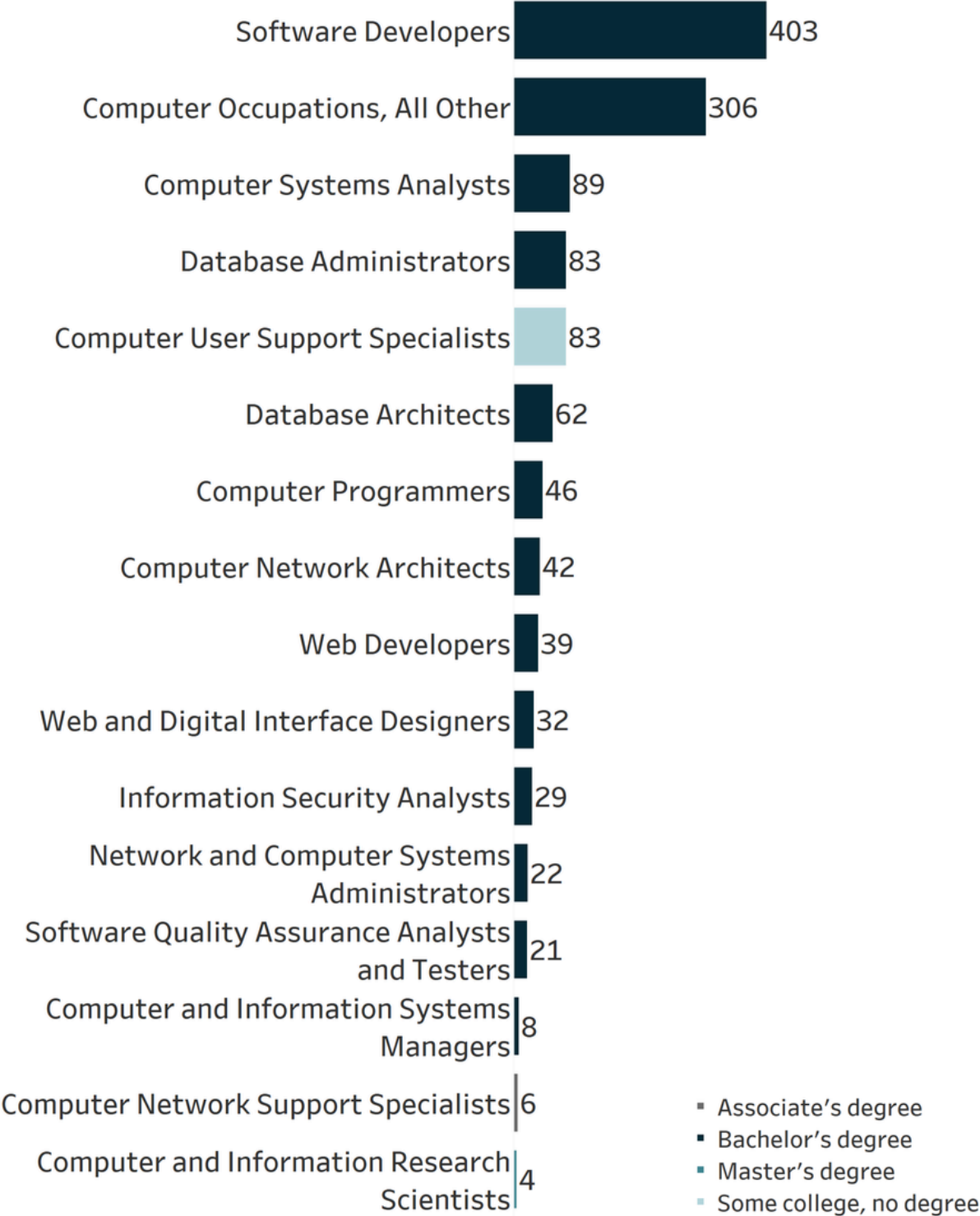
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were 1,275 postings for IT workers in Clinton County. Software Developers was the most in-demand occupation with 403 postings, followed by Computer Occupations, All Other (306 postings) and Computer Systems Analysts, with 89 postings. Computer User Support Specialists (83 postings), Database Administrators (83 postings), and Database Architects (62 postings) were also high in-demand occupations. Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists, typically require some college, no degree.

Occupation	Postings
Software Developers	403
Computer Occupations, All Other	306
Computer Systems Analysts	89
Database Administrators	83
Computer User Support Specialists	83
Database Architects	62
Computer Programmers	46
Computer Network Architects	42
Web Developers	39
Web and Digital Interface Designers	32
Information Security Analysts	29
Network and Computer Systems Administrators	22
Software Quality Assurance Analysts and Testers	21
Computer and Information Systems Managers	8
Computer Network Support Specialists	6
Computer and Information Research Scientists	4

Legend:
- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, no degree

INFORMATION TECHNOLOGY OCCUPATION GROUP
Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of $48.14 per hour or $100,131 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, earn over $24.11 an hour.

Wage Overview for Top Posted Information Technology Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$31.62	$38.86	$48.14	$53.08	$66.30
15-1299	Computer Occupations, All Other	$25.23	$31.21	$41.07	$56.28	$68.04
15-1211	Computer Systems Analysts	$29.56	$33.66	$42.59	$50.28	$62.05
15-1232	Computer User Support Specialists	$18.55	$18.56	$24.11	$31.23	$38.01
15-1242	Database Administrators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1243	Database Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1251	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1255	Web and Digital Interface Designers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Troubleshooting
- Leadership
- Operations

In-Demand Certifications

- Certified Information Systems Security Professional
- Salesforce Certification
- Project Management Professional Certification
- Certified Information Security Manager
- CompTIA A+

Job Postings by City

1. Lansing: 1,247 Postings
2. Saint Johns: 14 Postings
3. Dewitt: 7 Postings
4. Bath: 4 Postings
5. Westphalia: 2 Postings
6. Fowler: 1 Posting

Top Posting Employers

- State of Michigan
- GovCIO
- Marriott International
- Ford
- TEKsystems
- Prime Therapeutics
- Humana
- Gsk Solutions
- Meta
- Intel

In-Demand Education Level*

- High School Diploma: 6.6%
- Associate Degree: 9.4%
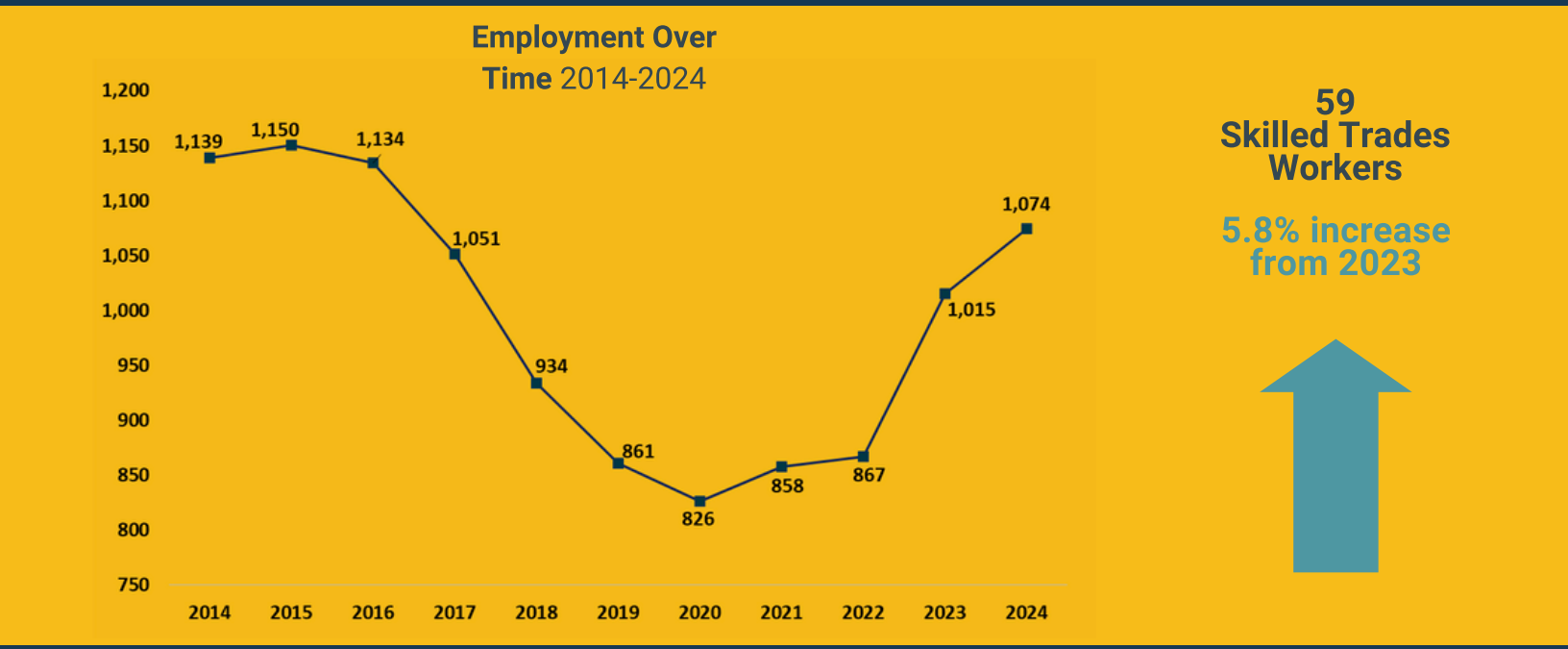- Bachelor's Degree: 51.4%
- Master's Degree: 10.8%

*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time 2014-2024

Year	Employment
2014	1,139
2015	1,150
2016	1,134
2017	1,051
2018	934
2019	861
2020	826
2021	858
2022	867
2023	1,015
2024	1,074

59 Skilled Trades Workers

5.8% increase from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the Skilled Trades occupation group employed 1,074 workers in Clinton County. The majority of Skilled Trades workers are male (89.7 percent) and between the ages of 25 and 54 (64.8 percent). Due to the aging workforce, additional outreach will be necessary as 27.7 percent are 55 years of age or older.

Worker Gender Demographics

10.3% Female

89.7% Male
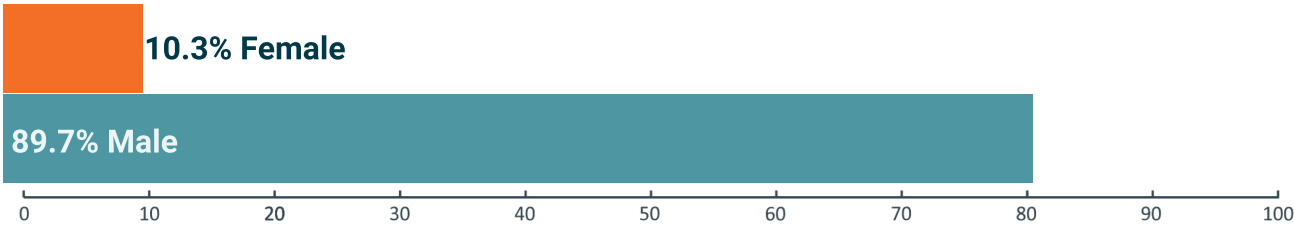
Race and Ethnicity Demographics

84.3% White | 5.2% Hispanic or Latino | 7.9% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
6.8%	64.8%	27.7%

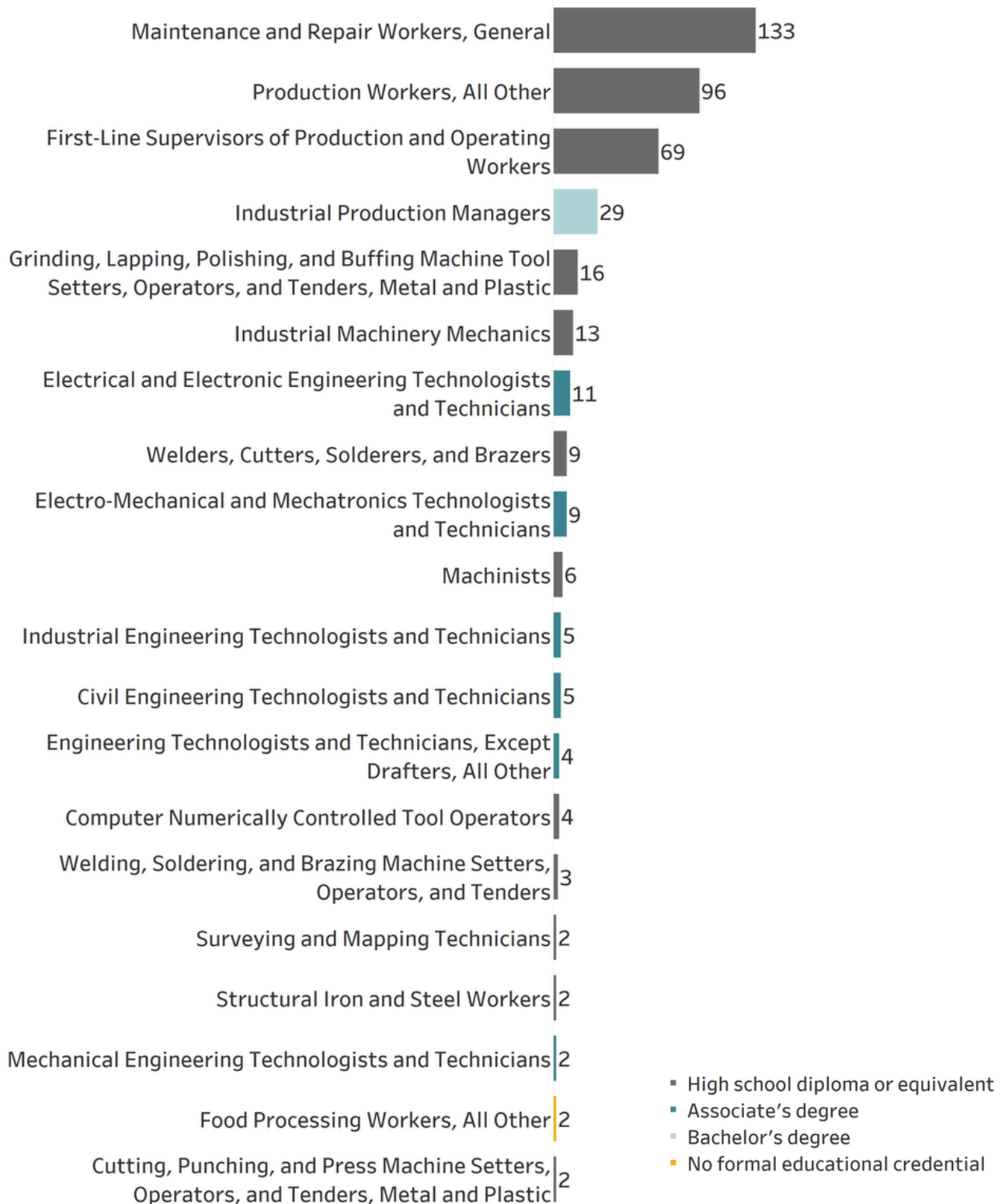# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP
Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2024, with 133 postings. Other top posted jobs include Production Workers, All Other (96 postings), First-Line Supervisors of Production and Operating Workers (69 postings), Industrial Production Managers (29 postings) and Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic (16 postings).

Occupation	Postings
Maintenance and Repair Workers, General	133
Production Workers, All Other	96
First-Line Supervisors of Production and Operating Workers	69
Industrial Production Managers	29
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	16
Industrial Machinery Mechanics	13
Electrical and Electronic Engineering Technologists and Technicians	11
Welders, Cutters, Solderers, and Brazers	9
Electro-Mechanical and Mechatronics Technologists and Technicians	9
Machinists	6
Industrial Engineering Technologists and Technicians	5
Civil Engineering Technologists and Technicians	5
Engineering Technologists and Technicians, Except Drafters, All Other	4
Computer Numerically Controlled Tool Operators	4
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	3
Surveying and Mapping Technicians	2
Structural Iron and Steel Workers	2
Mechanical Engineering Technologists and Technicians	2
Food Processing Workers, All Other	2
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	2

Legend:
- High school diploma or equivalent
- Associate's degree
- Bachelor's degree
- No formal educational credential

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All of the top ten in-demand Skilled Trades occupations have a median wage above $17.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2024, offers a median hourly wage of $20.39, which translates to an annual salary of about $42,411. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of $49.84 or $103,667 annually.

Wage Overview for Top Posted Skilled Trades Jobs 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	$13.65	$16.41	$20.39	$23.69	$28.41
51-9199	Production Workers, All Other	$13.96	$16.96	$17.46	$18.54	$25.80
51-1011	First-Line Supervisors of Production and Operating Workers	$19.33	$22.81	$30.40	$37.77	$47.91
11-3051	Industrial Production Managers	$36.68	$42.53	$49.84	$60.69	$79.18
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	$15.04	$17.04	$17.84	$22.88	$29.14
49-9041	Industrial Machinery Mechanics	$17.85	$21.64	$27.65	$30.14	$34.78
17-3023	Electrical and Electronic Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$0.00	$0.00	$0.00	$0.00	$0.00
51-4121	Welders, Cutters, Solderers, and Brazers	$16.82	$17.61	$21.86	$25.76	$31.34
51-4041	Machinists	$16.70	$18.63	$22.89	$27.78	$30.55

In-Demand Technical Skills

- Machinery
- Process Improvement
- Standard Operating Procedure
- Business Valuation
- Product Knowledge

In-Demand Foundational Skills

- Communication
- Leadership
- Operations
- Customer Service
- Lifting Ability

In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- Scissor Lift Certification
- Certified International Property Specialist
- EPA 608 Technician Certification

Job Postings by City

1. Lansing: 286 Postings
2. Saint Johns: 112 Postings
3. Ovid: 14 Postings
4. Dewitt: 12 Postings
5. Fowler: 3 Postings
6. Eagle: 2 Postings
7. Maple Rapids: 1 Posting

Top Posting Employers

- Glanbia Nutritionals
- Glanbia
- Aerotek
- State of Michigan
- Michigan Milk Producers Association
- WestRock
- Loc Performance Products
- Cardinal Staffing Services
- Volt
- Michigan Milk Producers Assoc

In-Demand Education Level*

- High School Diploma: 43.7%
- Associate Degree: 8.8%
- Bachelor's Degree: 13.7%
- Master's Degree: 3.3%

*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

MAGMA
Michigan Alliance for Greater Mobility Advancement

INDUSTRYINFINITY

MI APPRENTICESHIP

HCA
HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

WIN
WORKFORCE
INTELLIGENCE
NETWORK

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