LABOR MARKET REPORT

JAN - DEC 2024

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WORKFORCE INTELLIGENCE NETWORK
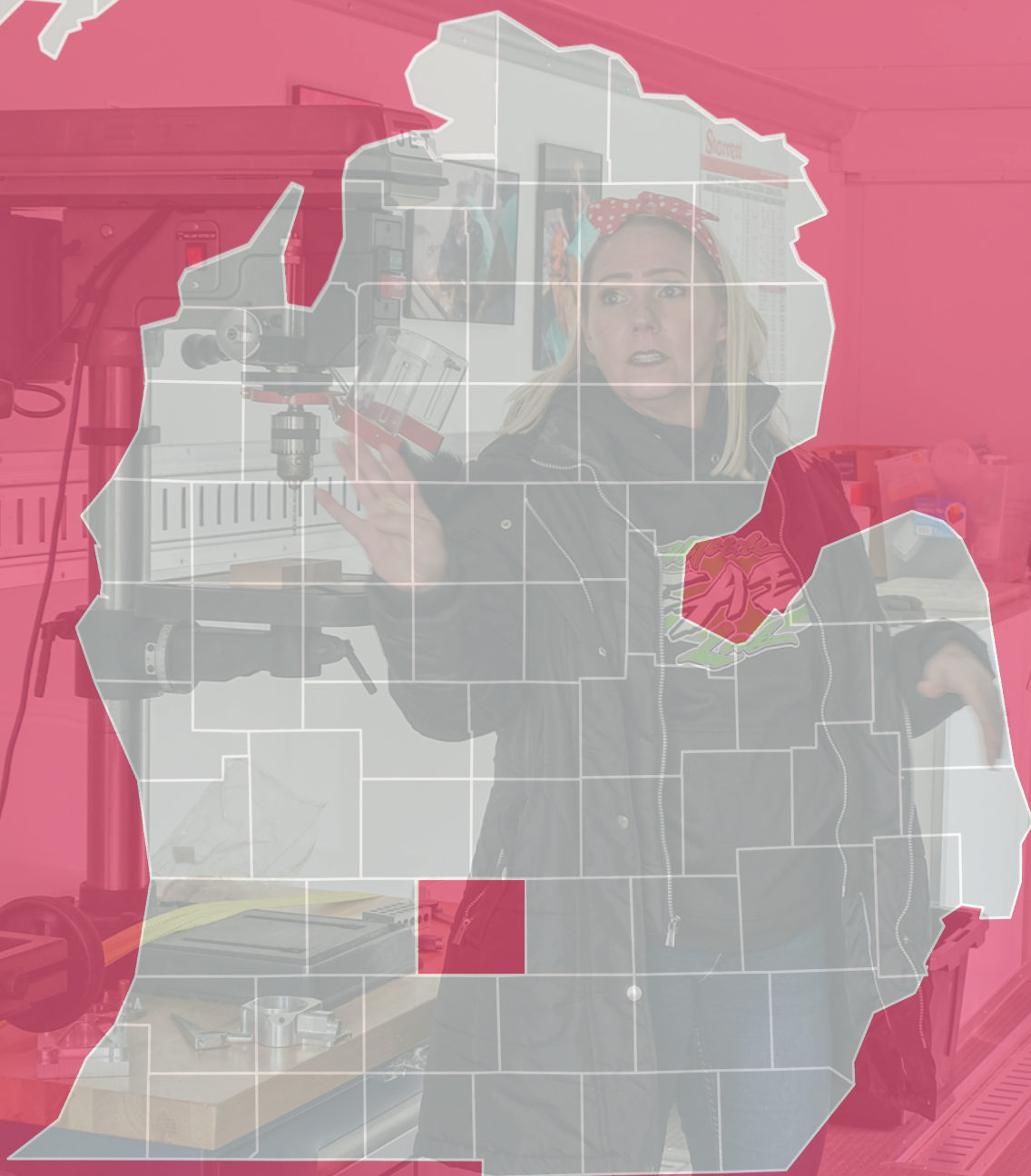
EATON COUNTY

2024

CONTENTS

OCCUPATION GROUPS

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WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION
Eaton 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 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 the 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 Eaton 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 Eaton County for the Business and Finance, Customer Service, Energy, Skilled Trades, and Transportation, Distribution, and Logistics (TDL) 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.
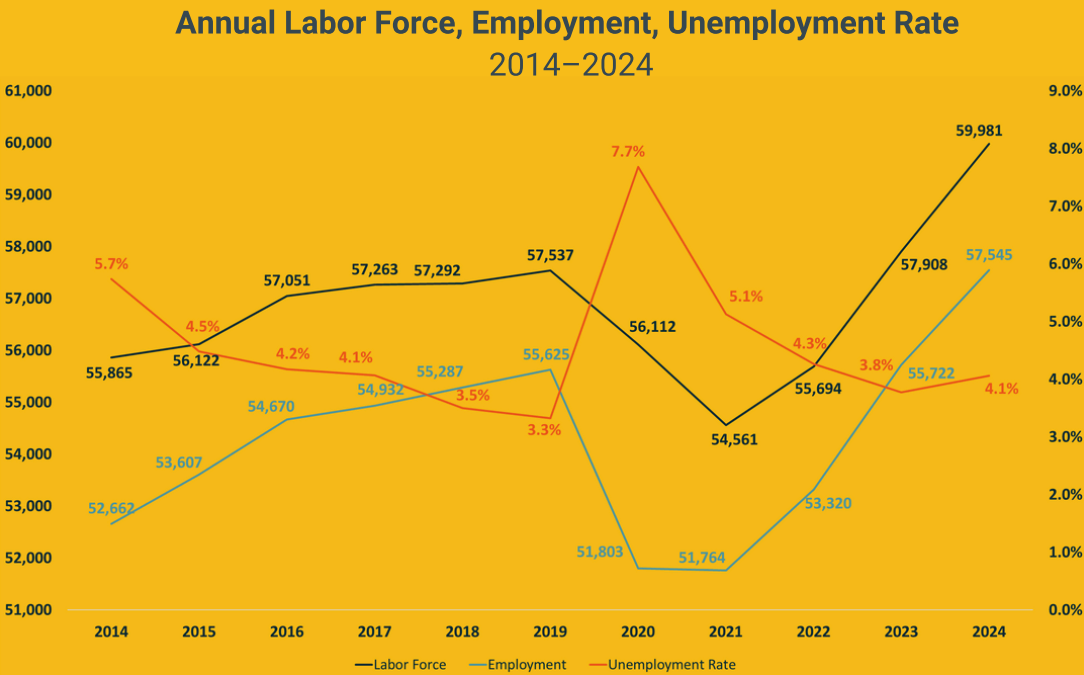
2024

EATON COUNTY
Annual State of the Labor Market

The labor force Increased by 2,074 individuals (3.6 percent) while employment also increased by 1,823 individuals (3.3 percent) from 2023. Unemployment increased by 251 workers and the unemployment rate increased marginally by 0.3 percentage points from 3.8 percent in 2023 to 4.1 percent in 2024. Quarterly postings data shows shifts in hiring and skills demanded. Software Developers tops the list as the most in-demand occupation in 2024, accounting for 882 job postings followed by Computer Occupations, All Other with 719 postings.

Annual Labor Market Information

The labor force in Eaton County saw an uptick in 2024, increasing by 2,074 individuals (3.6 percent) from the prior year. Employment increased by 1,823 workers (3.3 percent) and unemployment also increased by 251 workers (11.5 percent) over the same period. The unemployment rate increased in 2024 to 4.1 percent, an increase of 0.3 percentage points from 2023.. The unemployment rate has recovered since the pandemic when it reached its high of 7.7 percent in Eaton County.

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 decreased overall since Q4 2023. In Q4 2024, there was an average of 3,880 unique postings in Eaton County, a decrease of 306 postings from the 4,185 postings recorded in Q3. The third quarter had the highest recorded postings in 2024 with an average of 4,185 postings, an increase of 871 postings (26.3 percent) over Q2 2024.

Average Quarterly Posting Analysis Eaton County Q3 2023 - Q4 2024

Data: Workforce Intelligence Network

ANNUAL WORKFORCE INDICATORS
Key Findings

10.7% — Employer demand decreased by 10.7 percent, a loss of 2,655 job postings from 2023
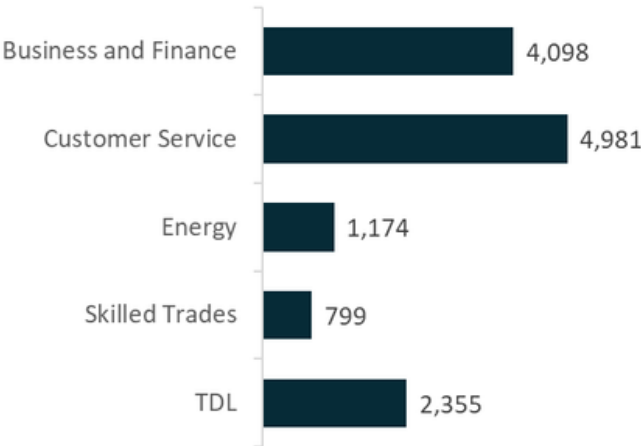
Bachelor's Degree — Most in-demand minimum education level during 2024

In Q4 2024, employment totaled **57,545** an increase of 1,823 workers since 2023
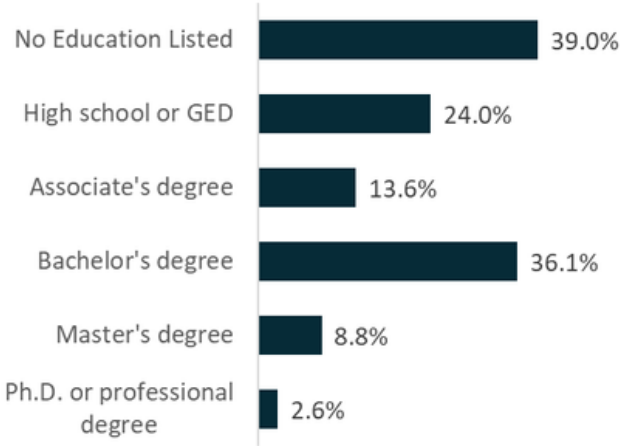
During 2024, there were 22,151 job postings, or 2,655 less than the 24,806 postings made during 2023 in Eaton County. The third quarter in 2024 saw the highest demand for the year with 4,185 postings, a 26.3 percent increase over Q2 2024. The top posted occupations in 2024 include Software Developers, Computer Occupations, All Other, Registered Nurses, First-Line Supervisors of Retail Sales Workers, and Retail Salespersons. For more information about in-demand job postings, see page 7.

Of the 22,151 unique postings in Eaton County during 2024, 5,320 (24.0 percent) required a High School diploma or equivalent, while 11,023 postings (49.8 percent) required a College degree. An additional 2,540 postings (11.5 percent) required an advanced degree. The need for workers at high- and middle-skill levels is reflected in the varying in-demand occupations for 2024.

Top 5 Posting Occupation Groups
2024

Occupation Group	Postings
Business and Finance	4,098
Customer Service	4,981
Energy	1,174
Skilled Trades	799
TDL	2,355

Education Levels In-Demand
2024

Education Level	Percent
No Education Listed	39.0%
High school or GED	24.0%
Associate's degree	13.6%
Bachelor's degree	36.1%
Master's degree	8.8%
Ph.D. or professional degree	2.6%

The second and fourth quarters of 2024 saw a slight increase in the labor force and employment, while unemployment and the unemployment rate were lowest in quarter one. Unemployment and the unemployment rate increased by 0.3 percent to a rate of 4.1 percent in 2024. The labor force and employment volume peaked in Q4 2024 with a high of 61,280 individuals and 58,776 workers respectively. Total unemployment fluctuated slightly through each quarter of 2024 and the unemployment rate ended the year at 4.1 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	59,262	59,279	60,016	59,349	61,280	1,931	3.3%	2,018	3.4%
Employment	57,332	57,066	57,495	56,842	58,776	1,935	3.4%	1,444	2.5%
Unemployment	1,930	2,213	2,521	2,508	2,504	-4	-0.1%	574	29.7%
Unemployment Rate	3.3%	3.7%	4.2%	4.2%	4.1%	-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 oscillations throughout 2024, the labor force participation totaled 59,981 individuals, an increase of 2,074 individuals over 2024. Employment also increased to 57,545 workers in 2024, an increase of 1,823 workers. Unemployment also increased to 2,437 workers, up by 251 workers while the unemployment rate increased by 0.3 percent for a 2024 unemployment rate of 4.1 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	55,865	56,122	57,051	57,263	57,292	57,537	56,112	54,561	55,694	57,908	59,981	2,074	3.6%
Employment	52,662	53,607	54,670	54,932	55,287	55,625	51,803	51,764	53,320	55,722	57,545	1,823	3.3%
Unemployment	3,204	2,516	2,381	2,331	2,004	1,912	4,309	2,798	2,374	2,186	2,437	251	11.5%
Unemployment Rate	5.7%	4.5%	4.2%	4.1%	3.5%	3.3%	7.7%	5.1%	4.3%	3.8%	4.1%	0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 56,474 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Eaton County. Slightly less than half of the population, 53,961 individuals (49.5 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 27.1 percent, compared to females under the age of 25 reporting an unemployment rate of 23.5 percent.

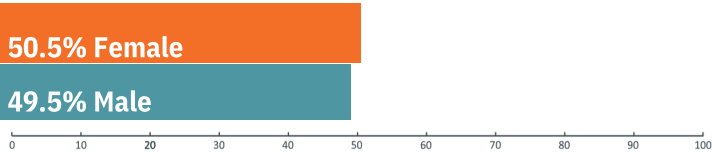| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	56,474	53,961	2,513	4.4%
Sex				
Male 16+	29,349	27,784	1,565	5.3%
16-19	1,227	1,023	204	16.6%
20-24	2,456	2,198	258	10.5%
25-54	18,747	17,911	836	4.5%
55-64	5,028	4,814	214	4.3%
65 Plus	1,891	1,838	53	2.8%
Female 16+	27,125	26,177	948	3.5%
16-19	1,147	992	155	13.5%
20-24	2,743	2,468	275	10.0%
25-54	16,605	16,216	389	2.3%
55-64	5,118	5,074	44	0.9%
65 Plus	1,512	1,427	85	5.6%
Race				
White	46,532	44,903	2,488	3.5%
Black / African American	4,052	3,509	0	13.4%
Native American	185	170	1,629	8.1%
Asian	1,500	1,466	543	2.3%
Native Hawaiian / Pacific Islander	15	15	15	0.0%
Some Other Race	870	815	35	6.3%
Two or More Races	3,400	3,145	0	7.5%
Ethnicity				
Hispanic	3,615	3,373	55	6.7%

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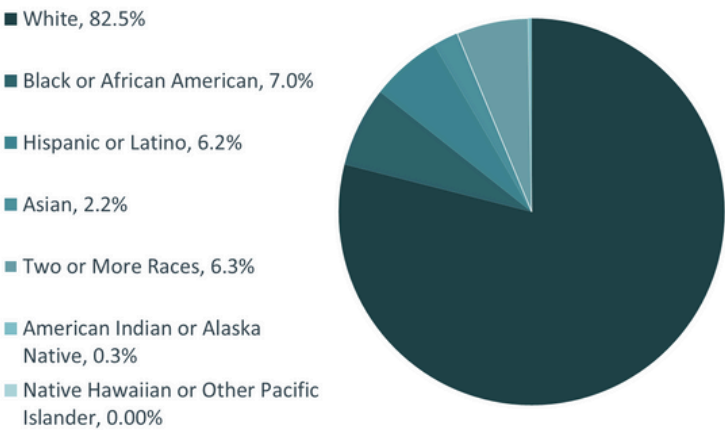
POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Eaton County increased by about 0.07 percent between 2022 and 2023. During 2023, there were 109,000 people living in the County. The gender of the populace was split almost evenly, with about 50.5 percent of the population identifying as female and the other 49.5 percent identifying as male. A majority of the population identified as White (82.5 percent) with the second largest number of individuals identifying as Black or African American (7.0 percent). The region is facing an aging populace; with 33.8 percent of the population over the age of 54, compared to 28.7 percent under the age of 25.

2024 Current Workforce

In 2024, the workforce had a total of 45,613 individuals working in Eaton County. A slight majority, 52.8 percent (24,086 workers) were male, while 47.2 percent (21,526 workers) of the workforce was female. Most workers in the county identified as White, accounting for 80.1 percent of the workforce, while Black or African American workers totaled 9.1 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.5 percent. A significant concentration of the workforce in Eaton County is between the ages of 25 and 54 (62.9 percent), while 22.9 percent of workers are 55 and older.

Population Gender Demographics

50.5% Female
49.5% Male

Workforce Gender Demographics

47.2% Female
52.8% Male

Population Race Demographics

- White, 82.5%
- Black or African American, 7.0%
- Hispanic or Latino, 6.2%
- Asian, 2.2%
- Two or More Races, 6.3%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%
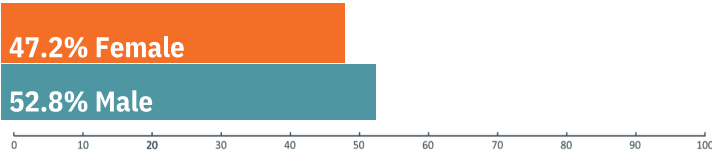
Workforce Race and Ethnicity Demographics

- White, 80.1%
- Black or African American, 9.1%
- Hispanic or Latino, 5.5%
- Asian, 2.4%
- Two or More Races, 2.5%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%

Population Age Demographics

| Age 14 and Under 16.9% | Age 15-24 11.8% | Age 25-54 37.5% | Age 55+ 33.8% |
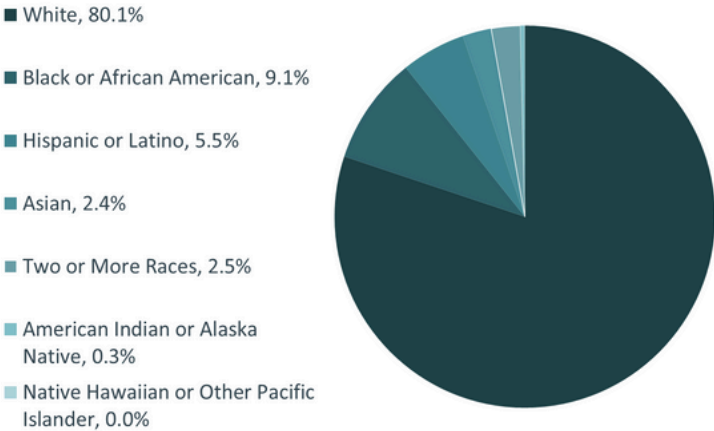
Workforce Age Demographics

| Age 14-24 15.3% | Age 25-54 61.9% | Age 55+ 22.9% |

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

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Eaton County's workforce consisted of 43,305 residents. There were 12,635 (28.5 percent) residents living and working within the County, while the remaining 31,670 residents (71.5 percent) traveled outside of the County for work. There were 31,670 workers employed in the county during 2021. Of those, 31,460 workers (71.3 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Eaton County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Eaton County Residents Work

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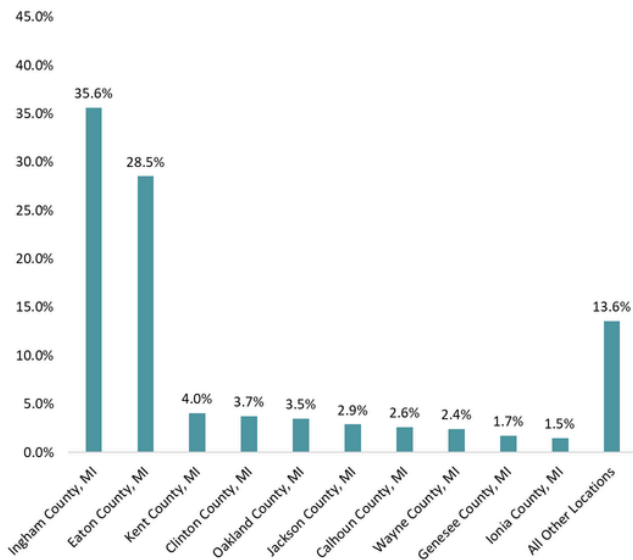
Where Eaton County Workers Live
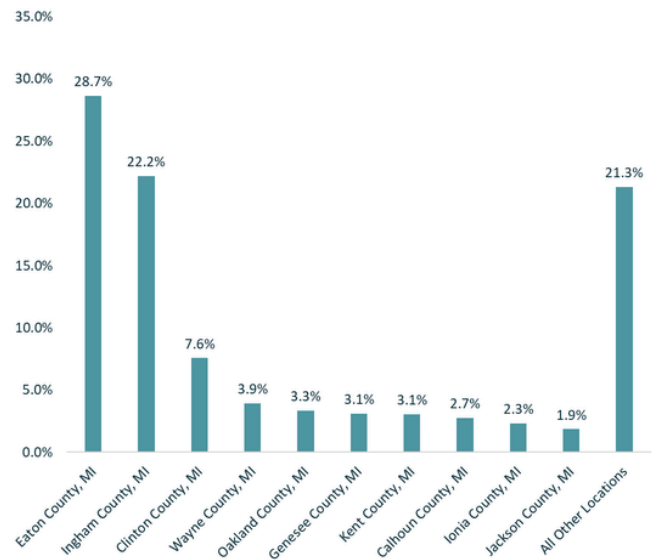
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

Job Postings by City

1. Lansing: 14,701 Postings
2. Charlotte: 1,900 Postings
3. Grand Ledge: 1,625 Postings
4. Windsor Charter Township: 1,286 Postings
5. Dimondale: 1,044 Postings
6. Eaton Rapids: 797 Postings
7. Olivet: 243 Postings
8. Potterville: 231 Postings
9. Bellevue: 137 Postings
10. Sunfield: 47 Postings
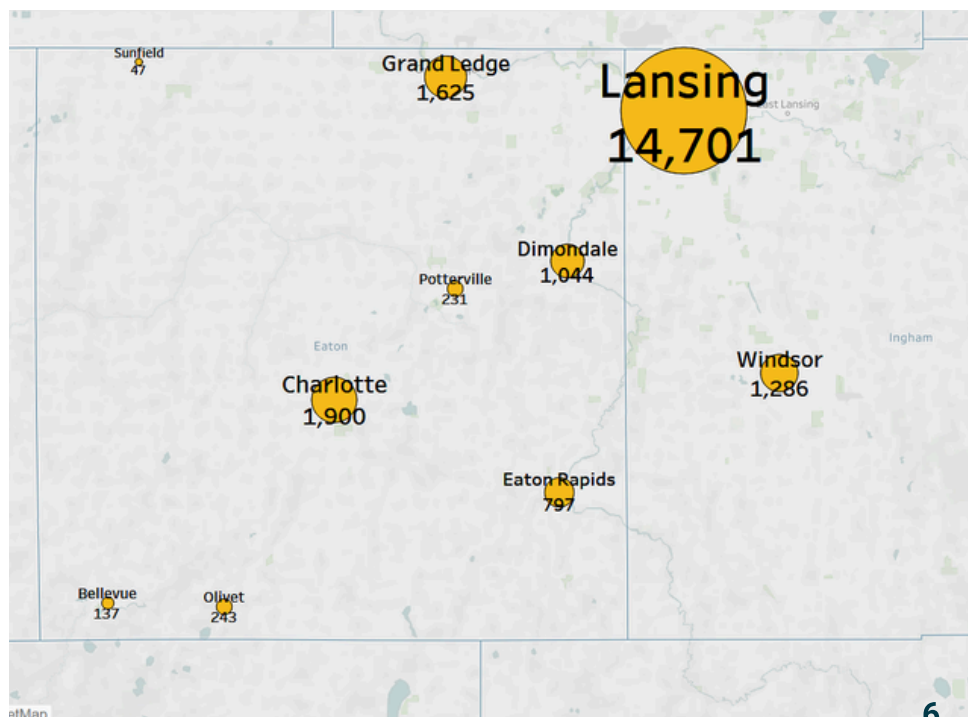
TOP POSTED JOBS

Top Posted Jobs

Software Developers is the top posted occupation for 2024, with 882 unique online job postings, and requires a Bachelor's degree with no formal training. Computer Occupations, All Other (719 postings) and Registered Nurses (685 postings) round out the top three demanded occupations, requiring a Bachelor's degree for both. 11 of the remaining in-demand jobs require no formal education or a High School diploma or equivalent, coupled with short-term on-the-job training.

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.1 percent of postings in Eaton County. 11 of the top 20 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 38.6 percent of entry-level postings. Registered Nurses was the t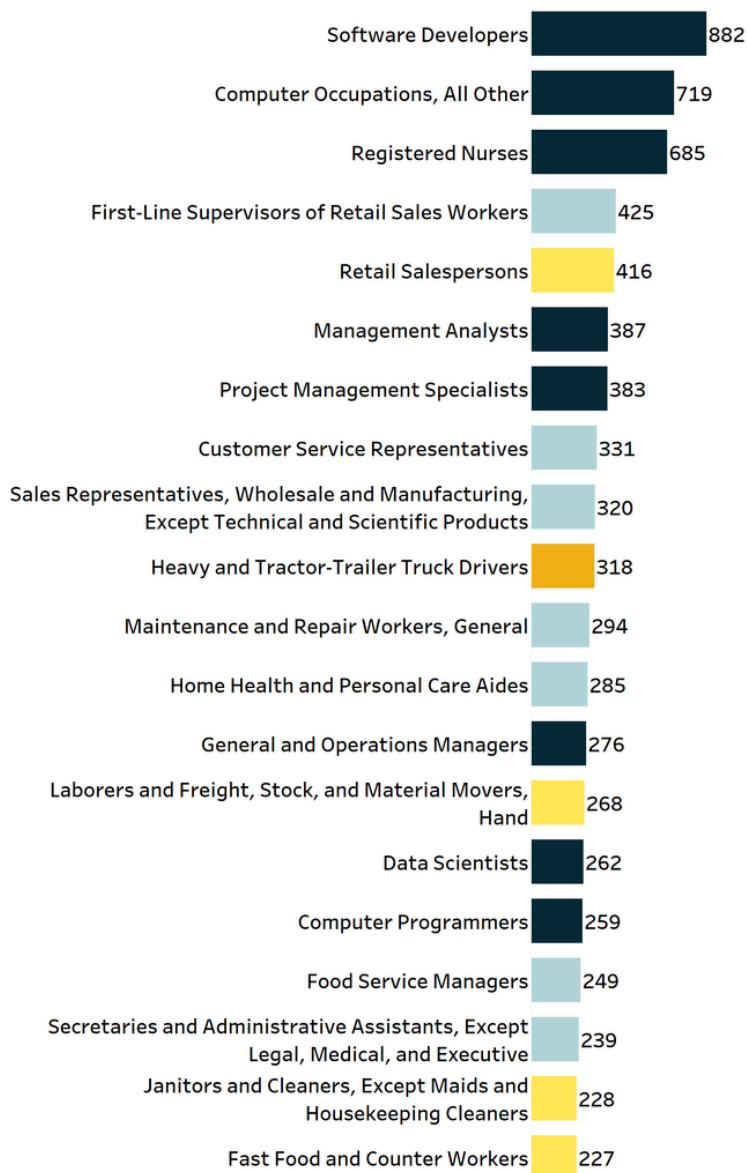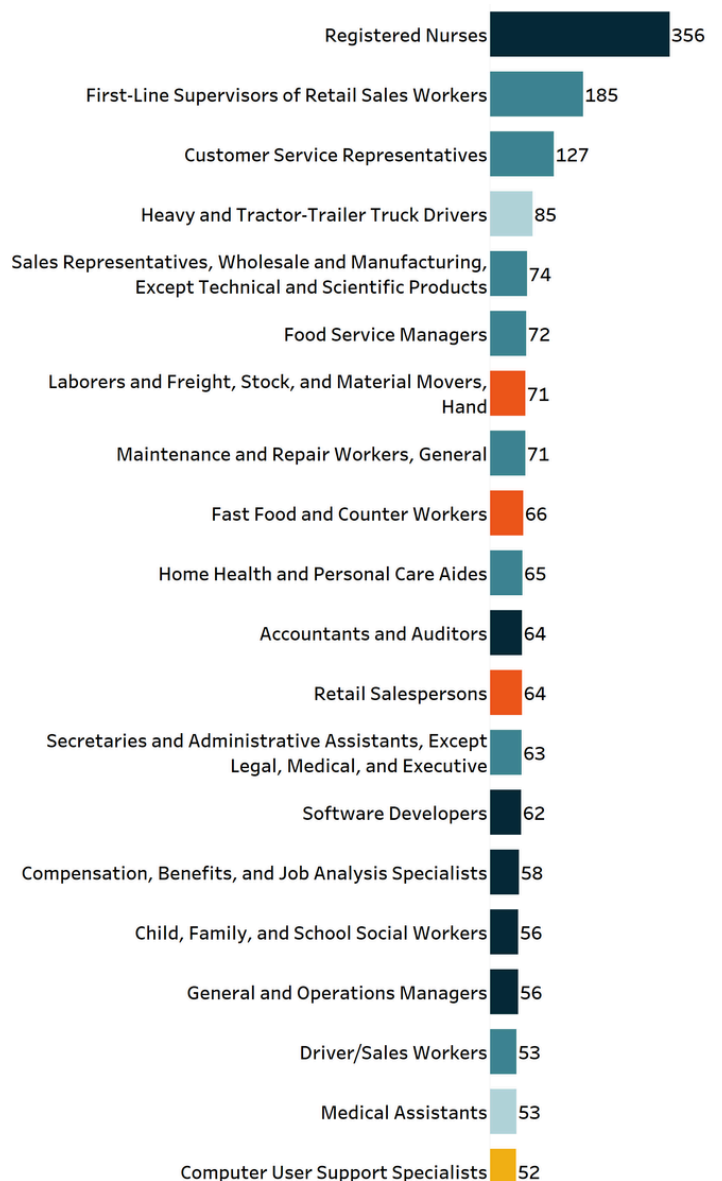op posted entry-level occupation with 356 postings followed by First-Line Supervisors of Retail Sales Workers with 185 postings.

Top Posted Jobs (chart)

Occupation	Postings
Software Developers	882
Computer Occupations, All Other	719
Registered Nurses	685
First-Line Supervisors of Retail Sales Workers	425
Retail Salespersons	416
Management Analysts	387
Project Management Specialists	383
Customer Service Representatives	331
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	320
Heavy and Tractor-Trailer Truck Drivers	318
Maintenance and Repair Workers, General	294
Home Health and Personal Care Aides	285
General and Operations Managers	276
Laborers and Freight, Stock, and Material Movers, Hand	268
Data Scientists	262
Computer Programmers	259
Food Service Managers	249
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	239
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	228
Fast Food and Counter Workers	227

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

Top Posted Entry-Level Jobs (chart)

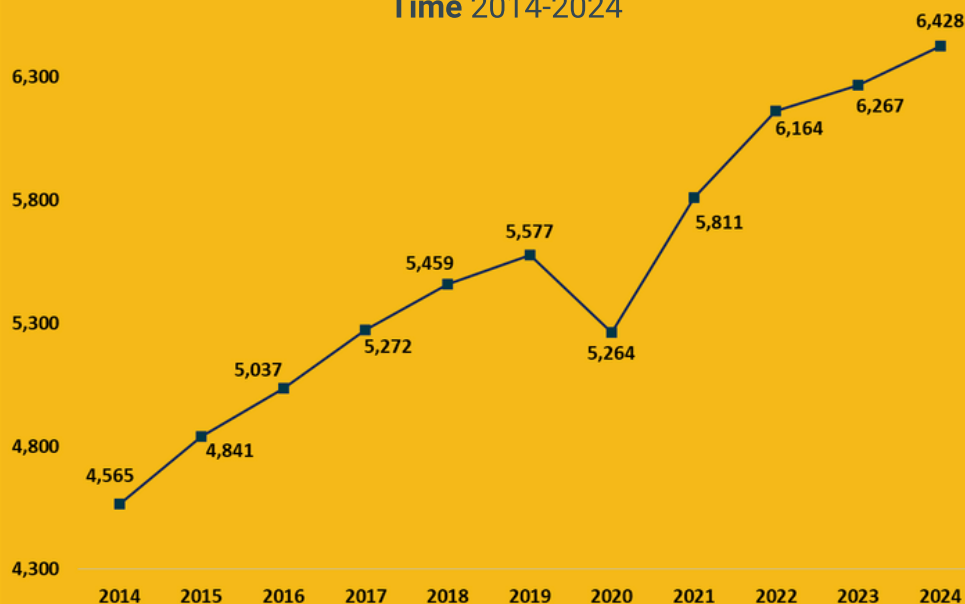| Occupation	Postings
Registered Nurses	356
First-Line Supervisors of Retail Sales Workers	185
Customer Service Representatives	127
Heavy and Tractor-Trailer Truck Drivers	85
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	74
Food Service Managers	72
Laborers and Freight, Stock, and Material Movers, Hand	71
Maintenance and Repair Workers, General	71
Fast Food and Counter Workers	66
Home Health and Personal Care Aides	65
Accountants and Auditors	64
Retail Salespersons	64
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	63
Software Developers	62
Compensation, Benefits, and Job Analysis Specialists	58
Child, Family, and School Social Workers	56
General and Operations Managers	56
Driver/Sales Workers	53
Medical Assistants	53
Computer User Support Specialists	52

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

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

Year	Employment
2014	4,565
2015	4,841
2016	5,037
2017	5,272
2018	5,459
2019	5,577
2020	5,264
2021	5,811
2022	6,164
2023	6,267
2024	6,428

161 Business and Finance Workers

2.6% increase from 2023

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 6,428 workers. More than half the working population identify as female (51.4 percent), however, 87.4 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in Business and Finance is under the age of 25, compared to 23.7 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

- 51.4% Female
- 48.6% Male
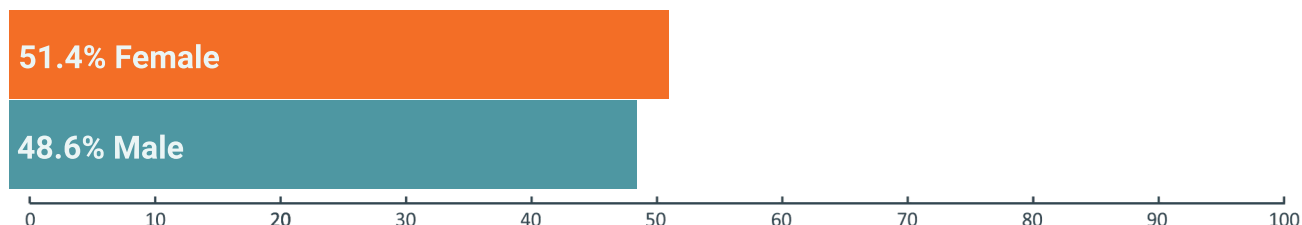
Race and Ethnicity Demographics

87.4% White | 2.9% Hispanic or Latino | 5.8% Black or African-American

Worker Age Demographics

- Age 14-24: 4.6%
- Age 25-54: 71.6%
- Age 55+: 23.7%

BUSINESS AND FINANCE OCCUPATION GROUP
Top Posted Jobs

There were 4,098 Business and Finance postings during 2024. Management Analysts is the top in-demand occupation with 387 postings. Project Management Specialists (383 postings) is the second-highest demanded, while Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (320 postings), General and Operations Managers (276 postings), and Sales Managers (219 postings) round out the top demanded occupations.

- High school diploma or equivalent
- Bachelor's degree

Occupation	Postings
Management Analysts	387
Project Management Specialists	383
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	320
General and Operations Managers	276
Sales Managers	219
Marketing Managers	188
Financial Managers	187
Human Resources Specialists	181
Accountants and Auditors	178
Financial and Investment Analysts	161
Compensation, Benefits, and Job Analysis Specialists	158
Managers, All Other	127
Market Research Analysts and Marketing Specialists	125
Buyers and Purchasing Agents	107
Claims Adjusters, Examiners, and Investigators	78
Public Relations Specialists	73
Logisticians	73
Facilities Managers	73
Public Relations Managers	72
Property, Real Estate, and Community Association Managers	64

2024
EATON COUNTY

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 $35.52, translating to annual earnings of approximately $73,882. Most of the top business occupations offer median wages over $35.00 per hour, with entry typically requiring a Bachelor's degree.

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	$22.37	$26.81	$35.52	$45.32	$55.55
13-1082	Project Management Specialists	$26.65	$34.24	$42.13	$52.75	$62.30
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$17.21	$22.76	$29.68	$43.32	$60.42
11-1021	General and Operations Managers	$23.22	$35.67	$53.31	$67.34	$86.26
11-2022	Sales Managers	$28.59	$41.26	$58.77	$77.84	$100.76
11-2021	Marketing Managers	$25.19	$38.25	$56.44	$77.34	$98.92
11-3031	Financial Managers	$36.17	$46.43	$59.07	$75.59	$101.70
13-1071	Human Resources Specialists	$21.07	$25.45	$31.18	$38.41	$46.00
13-2011	Accountants and Auditors	$23.87	$28.66	$35.70	$43.23	$51.42
13-2051	Financial and Investment Analysts	$26.07	$30.46	$36.30	$41.67	$58.30

In-Demand Technical Skills
- Project Management
- Marketing
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills
- Communication
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications
- Valid Driver's License
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Certified Management Accountant

In-Demand Education Level*
- High School Diploma: 16.2%
- Associate Degree: 14.9%
- Bachelor's Degree: 64.7%
- Master's Degree: 12.7%

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

Top Posting Employers
- State of Michigan
- Lumen Technologies
- Prime Therapeutics
- CBRE
- Humana
- Marriott International
- Ford
- Sedgwick
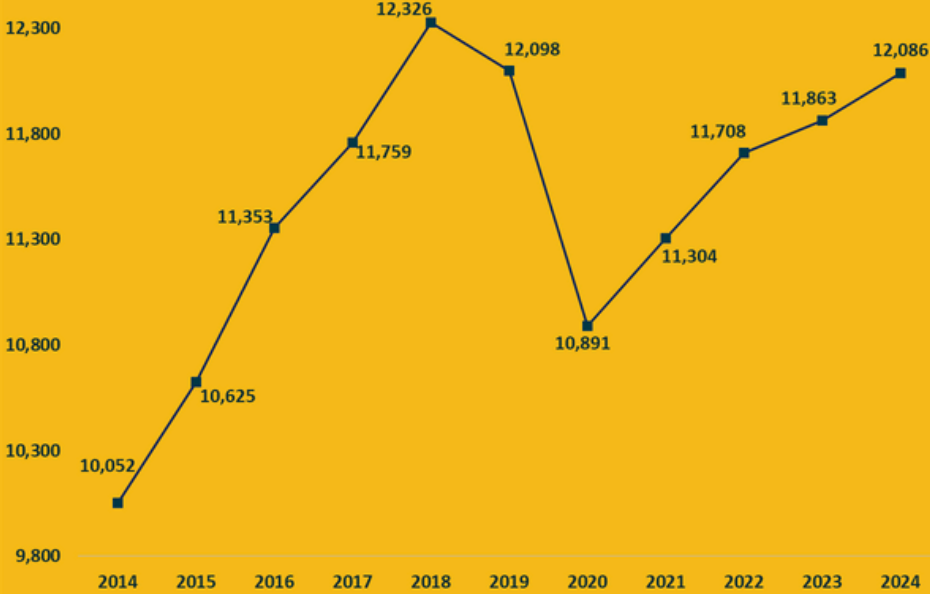- Ally
- Johnson & Johnson

Job Postings by City
1. Lansing: 3,340 Postings
2. Windsor Charter Township: 223 Postings
3. Dimondale: 164 Postings
4. Charlotte: 130 Postings
5. Grand Ledge: 126 Postings
6. Eaton Rapids: 50 Postings
7. Olivet: 22 Postings
8. Potterville: 17 Postings
9. Bellevue: 12 Postings
10. Mulliken: 5 Postings

CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over Time 2014-2024

Employment values by year:
- 2014: 10,052
- 2015: 10,625
- 2016: 11,353
- 2017: 11,759
- 2018: 12,326
- 2019: 12,098
- 2020: 10,891
- 2021: 11,304
- 2022: 11,708
- 2023: 11,863
- 2024: 12,086

223 Customer Service Workers

1.9% increase from 2023

Customer Service Worker Demographics

In 2024, there were 12,086 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. During the year, 57.8 percent of workers identified as female, while 21.3 percent of workers in Customer Service identified as a racial minority. About 29.1 percent of Customer Service workers were under the age of 25, as compared to the 55 and older age group which was 20.2 percent.

Worker Gender Demographics

- 57.8% Female
- 42.2% Male
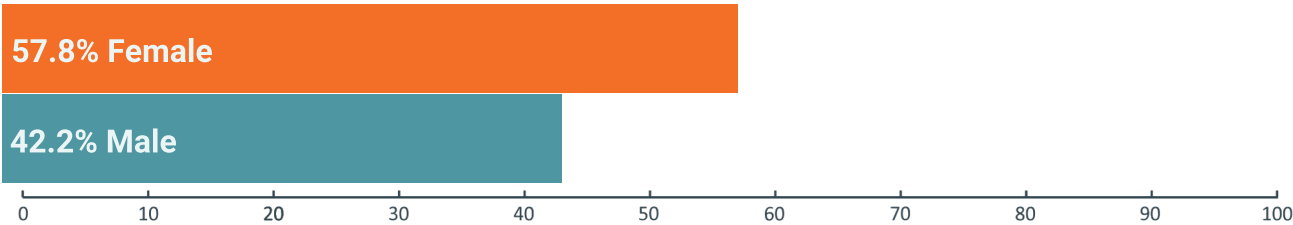
Race and Ethnicity Demographics

78.7% White | 6.1% Hispanic or Latino | 9.7% Black or African-American

Worker Age Demographics

Age 14-24 29.1%	Age 25-54 50.7%	Age 55+ 20.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP
Top Posted Jobs

Demand for Customer Service occupations reached 4,981 postings in 2024. First-Line Supervisors of Retail Sales Workers is the most in-demand Customer Service occupation during 2024, with 425 postings. Other top posted jobs include Retail Salespersons (416 Postings), Project Management Specialists (383 postings), Customer Service Representatives (331 postings), and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (320 postings).
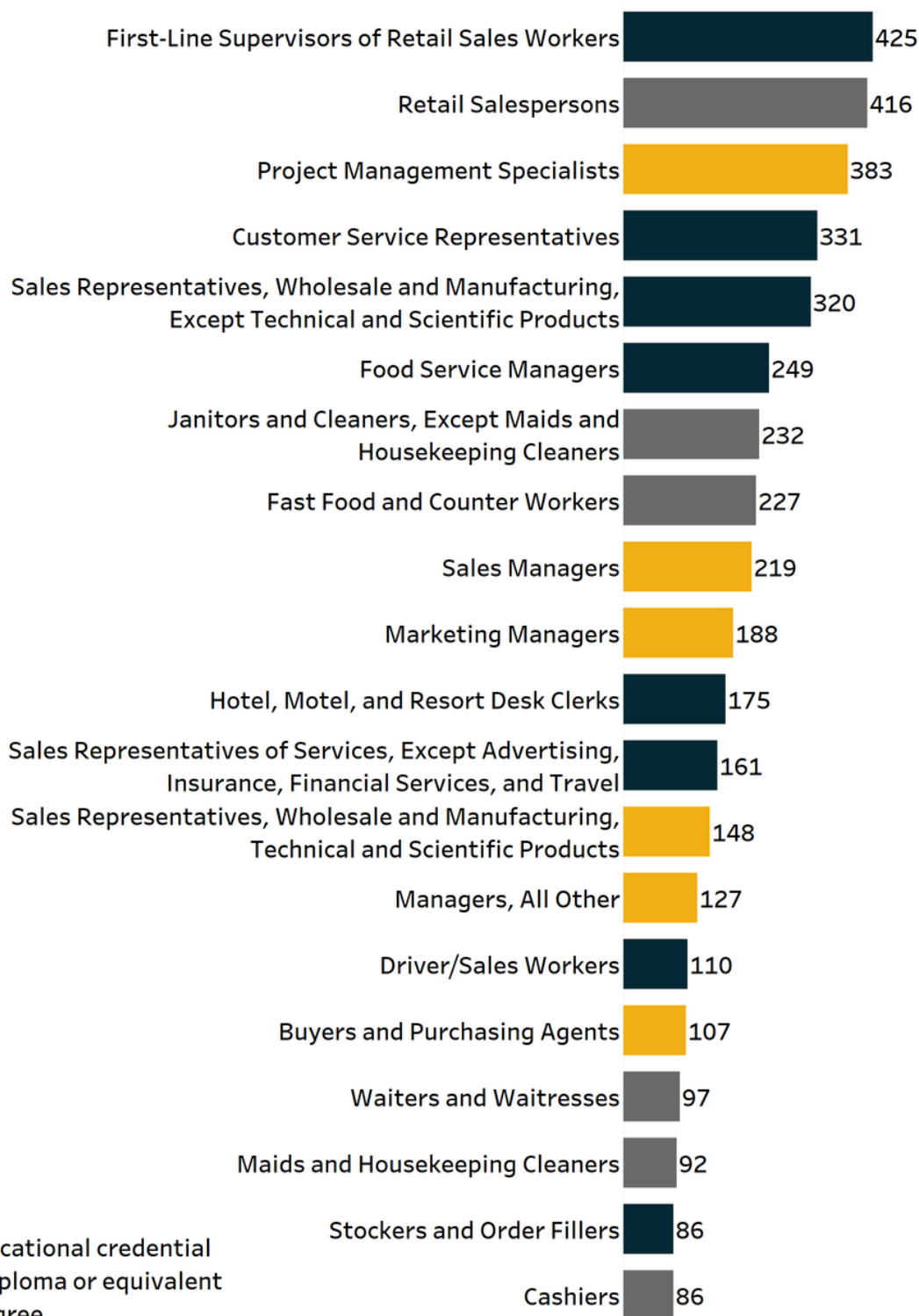
Occupation	Postings
First-Line Supervisors of Retail Sales Workers	425
Retail Salespersons	416
Project Management Specialists	383
Customer Service Representatives	331
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	320
Food Service Managers	249
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	232
Fast Food and Counter Workers	227
Sales Managers	219
Marketing Managers	188
Hotel, Motel, and Resort Desk Clerks	175
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	161
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	148
Managers, All Other	127
Driver/Sales Workers	110
Buyers and Purchasing Agents	107
Waiters and Waitresses	97
Maids and Housekeeping Cleaners	92
Stockers and Order Fillers	86
Cashiers	86

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

CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, six of the top ten posted occupations report median wages over $20.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, First-Line Supervisors of Retail Sales Workers earns a median hourly wage of $20.62 or $42,890 annually.

Wage Overview for Top Posted Customer Service Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-1011	First-Line Supervisors of Retail Sales Workers	$13.59	$16.48	$20.62	$25.94	$32.48
41-2031	Retail Salespersons	$10.94	$12.40	$13.85	$16.50	$21.58
13-1082	Project Management Specialists	$26.65	$34.24	$42.13	$52.75	$62.30
43-4051	Customer Service Representatives	$13.82	$15.83	$17.79	$21.98	$27.42
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$17.21	$22.76	$29.68	$43.32	$60.42
11-9051	Food Service Managers	$19.87	$22.60	$28.17	$33.98	$42.43
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$12.53	$13.65	$15.43	$18.34	$21.30
35-3023	Fast Food and Counter Workers	$10.42	$11.98	$12.70	$13.35	$16.07
11-2022	Sales Managers	$28.59	$41.26	$58.77	$77.84	$100.76
11-2021	Marketing Managers	$25.19	$38.25	$56.44	$77.34	$98.92

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- ServSafe Certification
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High School Diploma: 25.9%
- Associate Degree: 6.2%
- Bachelor's Degree: 26.6%
- Master's Degree: 5.5%

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

Top Posting Employers

- Meijer
- State of Michigan
- Lumen Technologies
- Marriott International
- Clean Team
- Walmart
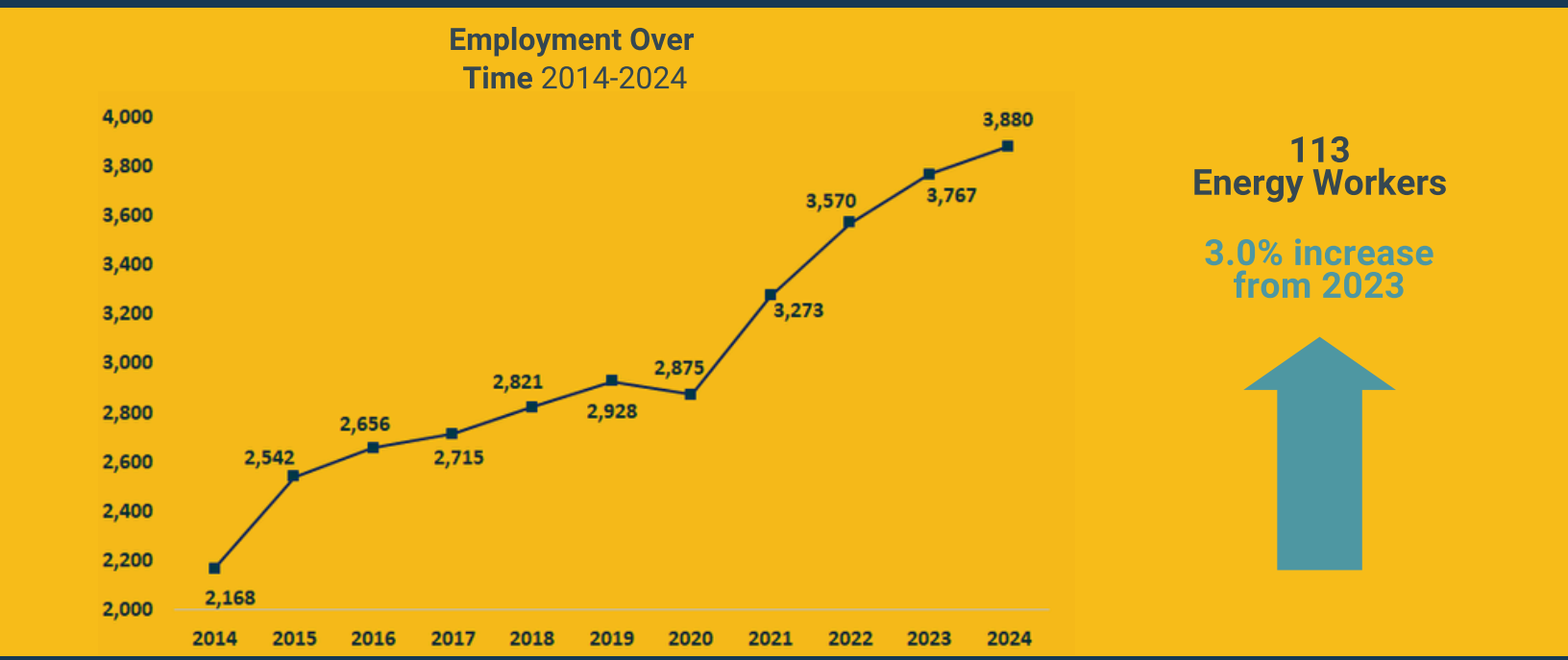- Domino's Pizza
- Burger King
- Ford
- Quality Dairy

Job Postings by City

1. Lansing: 3,159 Postings
2. Charlotte: 584 Postings
3. Grand Ledge: 450 Postings
4. Windsor Charter Township: 211 Postings
5. Eaton Rapids: 210 Postings
6. Dimondale: 207 Postings
7. Potterville: 48 Postings
8. Olivet: 47 Postings
9. Bellevue: 23 Postings
10. Vermontville: 14 Postings
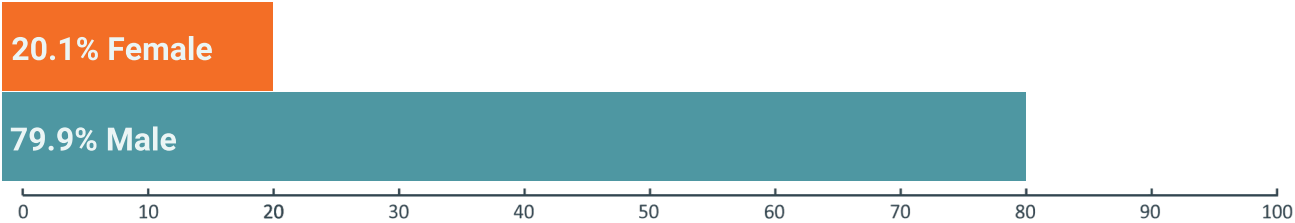
ENERGY OCCUPATION GROUP

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

Employment Over Time 2014-2024

Employment values by year: 2014: 2,168; 2015: 2,542; 2016: 2,656; 2017: 2,715; 2018: 2,821; 2019: 2,928; 2020: 2,875; 2021: 3,273; 2022: 3,570; 2023: 3,767; 2024: 3,880

113 Energy Workers

3.0% increase from 2023

Energy Worker Demographics

In 2024, there were 3,880 workers in the Energy occupation group. This group is primarily made up of males (79.9 percent) and between the ages of 25 and 54 (71.0 percent), with 20.1 percent of workers identifying as female and just 14.6 percent identifying as a racial minority. In 2024, 5.7 percent of the workers in the occupation group are under the age of 25 compared to the 23.0 percent 55 years of age or older.

Worker Gender Demographics

20.1% Female

79.9% Male

Race and Ethnicity Demographics

85.4% White | 3.9% Hispanic or Latino | 5.9% Black or African-American

Worker Age Demographics

Age 14-24 5.7%

Age 25-54 71.0%

Age 55+ 23.0%

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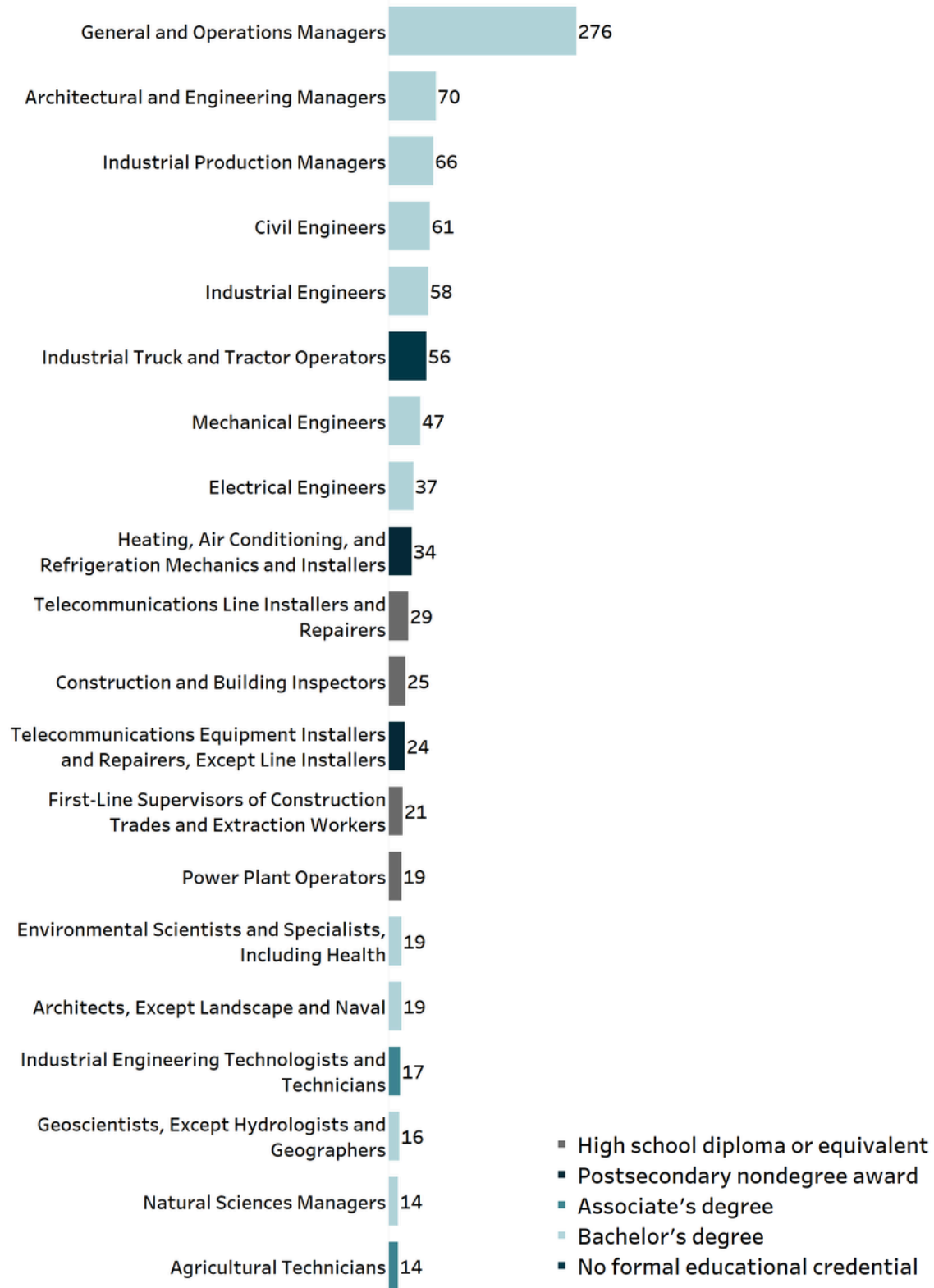
ENERGY OCCUPATION GROUP

Top Posted Jobs

This year there were 1,174 postings for energy workers, with General and Operations Managers as the most sought-after occupation by energy industry employers during 2024, with 276 postings. Architectural and Engineering Managers were the second position with 70 postings. Other top posted jobs include Industrial Production Managers (66 posting), Civil Engineers (61 posting), and Industrial Engineers (58 postings).

Occupation	Postings
General and Operations Managers	276
Architectural and Engineering Managers	70
Industrial Production Managers	66
Civil Engineers	61
Industrial Engineers	58
Industrial Truck and Tractor Operators	56
Mechanical Engineers	47
Electrical Engineers	37
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	34
Telecommunications Line Installers and Repairers	29
Construction and Building Inspectors	25
Telecommunications Equipment Installers and Repairers, Except Line Installers	24
First-Line Supervisors of Construction Trades and Extraction Workers	21
Power Plant Operators	19
Environmental Scientists and Specialists, Including Health	19
Architects, Except Landscape and Naval	19
Industrial Engineering Technologists and Technicians	17
Geoscientists, Except Hydrologists and Geographers	16
Natural Sciences Managers	14
Agricultural Technicians	14

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

ENERGY OCCUPATION GROUP
Wage Overview

The demand for Engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Seven of the top Energy occupations has a median wage over $35.00 per hour. A top posted Energy job, such as General and Operations Managers, offers a median hourly wage of $53.31, or annual earnings of approximately $110,885. 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 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	$23.22	$35.67	$53.31	$67.34	$86.26
11-9041	Architectural and Engineering Managers	$49.46	$53.56	$60.68	$73.67	$93.97
11-3051	Industrial Production Managers	$36.82	$42.70	$50.03	$60.91	$79.49
17-2051	Civil Engineers	$27.56	$30.33	$38.79	$47.87	$57.11
17-2112	Industrial Engineers	$34.89	$38.67	$47.31	$59.28	$62.38
53-7051	Industrial Truck and Tractor Operators	$17.34	$18.21	$20.47	$24.76	$31.01
17-2141	Mechanical Engineers	$29.53	$37.69	$45.99	$48.29	$61.45
17-2071	Electrical Engineers	$29.11	$29.11	$37.27	$48.26	$59.47
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$16.20	$19.80	$21.74	$27.61	$34.73
49-9052	Telecommunications Line Installers and Repairers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Project Management
- Continuous Improvement Process
- Auditing
- Construction
- Forklift Truck

In-Demand Foundational Skills

- Communication
- Operations
- Management
- Leadership
- Customer Service

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Master Of Business Administration (MBA)
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 23.2%
- Associate Degree: 11.2%
- Bachelor's Degree: 49.7%
- Master's Degree: 12.9%

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

Top Posting Employers

- State of Michigan
- GPAC
- Jacobs Solutions
- Aiken Regional Medical Centers
- Ryder
- Autokiniton
- Actalent
- Ford
- General Motors
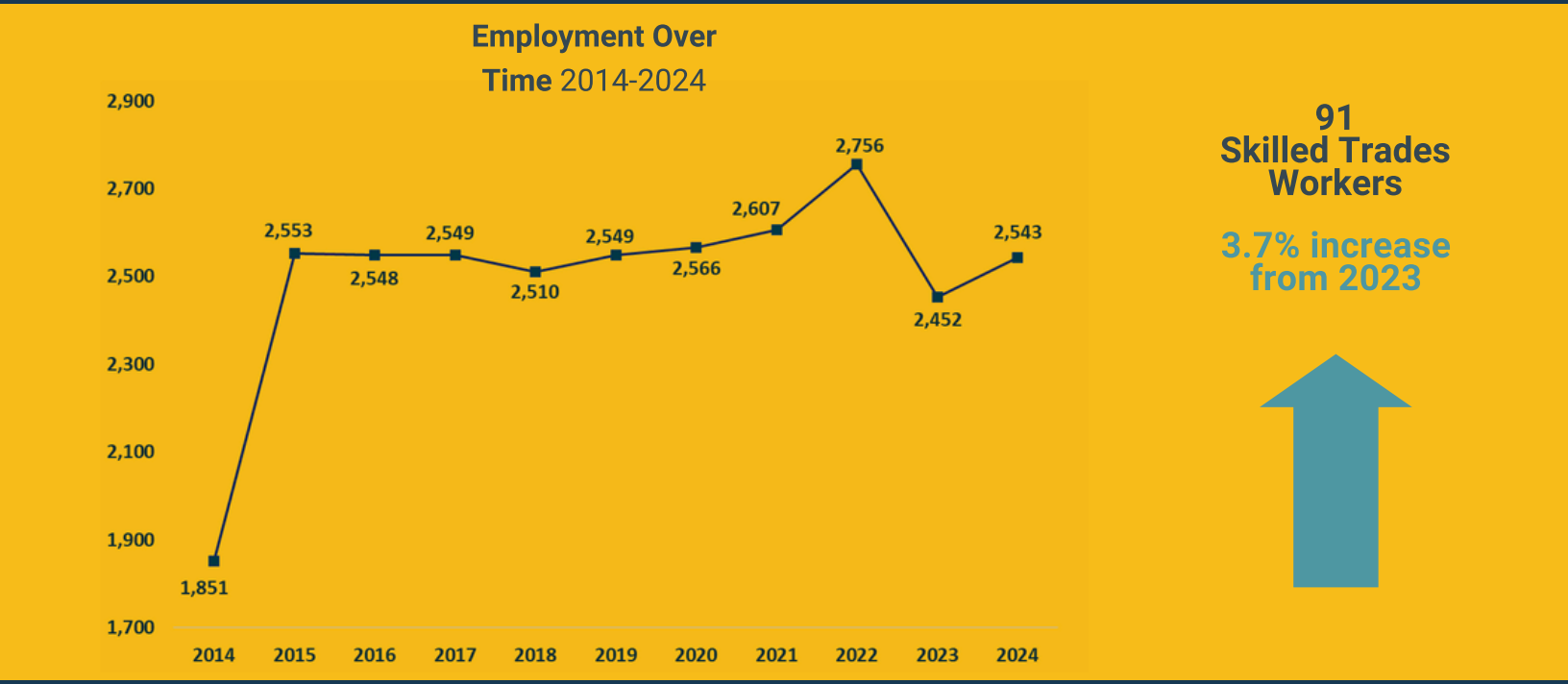- Underground Contractors

Job Postings by City

1. Lansing: 847 Postings
2. Grand Ledge: 93 Postings
3. Charlotte: 92 Postings
4. Windsor Charter Township: 43 Postings
5. Eaton Rapids: 35 Postings
6. Dimondale: 24 Postings
7. Potterville: 16 Postings
8. Bellevue: 12 Postings
9. Olivet: 4 Postings
10. Vermontville: 4 Postings

2024

EATON COUNTY

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's Skilled Trades and Technicians 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

Values by year:
- 2014: 1,851
- 2015: 2,553
- 2016: 2,548
- 2017: 2,549
- 2018: 2,510
- 2019: 2,549
- 2020: 2,566
- 2021: 2,607
- 2022: 2,756
- 2023: 2,452
- 2024: 2,543

91 Skilled Trades Workers

3.7% increase from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the Skilled Trades occupation group employed about 2,543 workers in Eaton County. The majority of Skilled Trades workers are male (88.1 percent) and between the ages of 25 and 54 (66.5 percent). Due to the aging workforce, additional outreach will be necessary as 26.2 percent are 55 years of age or older.

Worker Gender Demographics

- 11.9% Female
- 88.1% Male
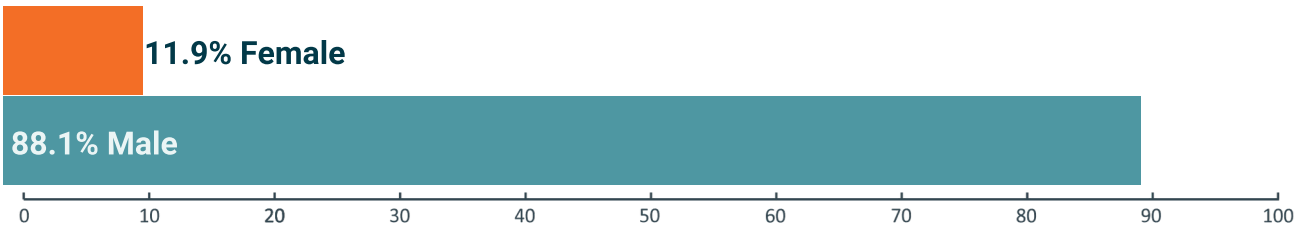
Race and Ethnicity Demographics

81.5% White | 5.8% Hispanic or Latino | 8.0% Black or African-American

Worker Age Demographics

- Age 14-24: 7.3%
- Age 25-54: 66.5%
- Age 55+: 26.2%
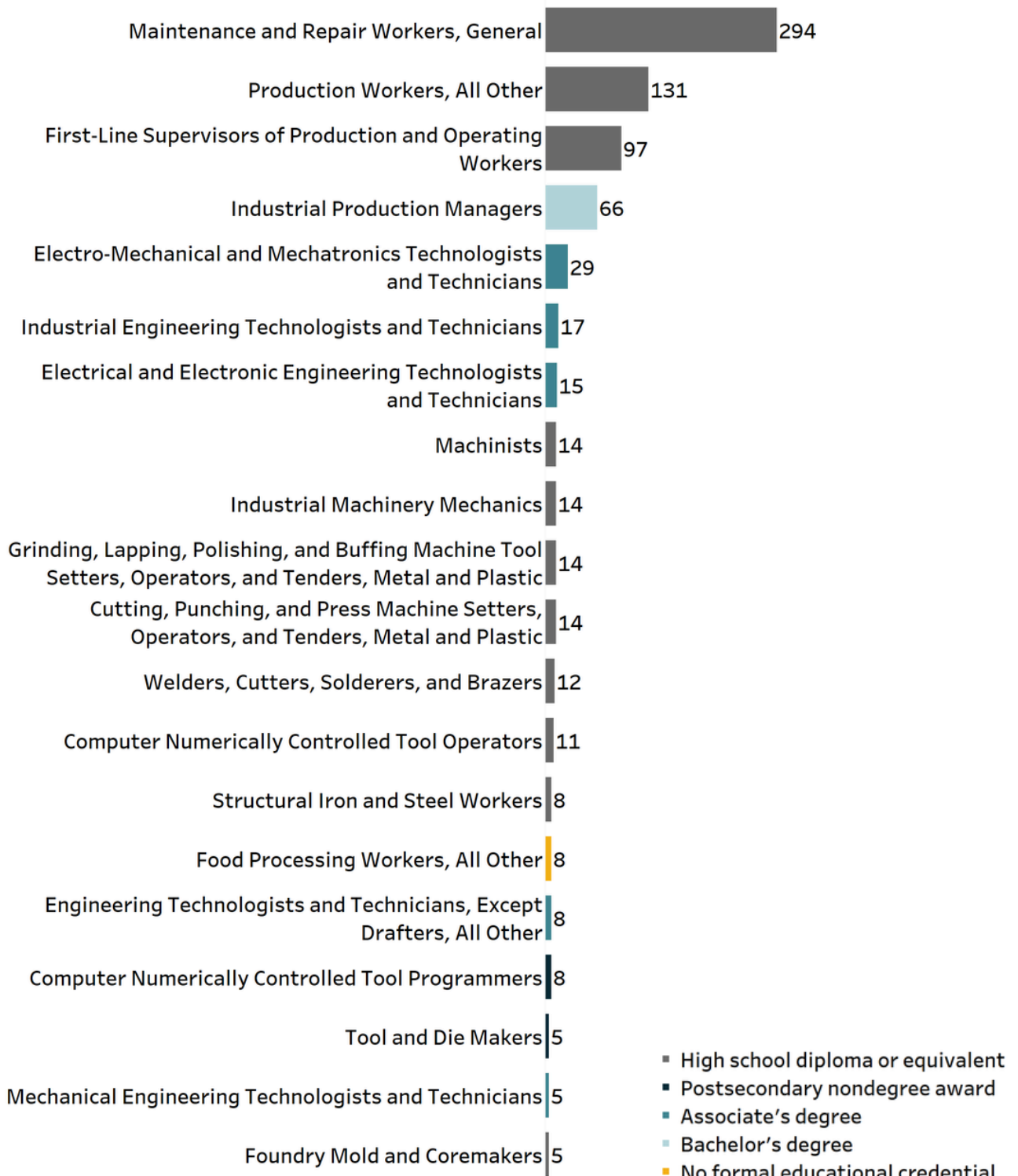
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2024, with 294 postings. Other top posted jobs include Production Workers, All Other (131 postings), First-Line Supervisors of Production and Operating Workers (97 postings), Industrial Production Managers (66 postings), and Electro-Mechanical and Mechatronics Technologists and Technicians (29 postings.

Occupation	Postings
Maintenance and Repair Workers, General	294
Production Workers, All Other	131
First-Line Supervisors of Production and Operating Workers	97
Industrial Production Managers	66
Electro-Mechanical and Mechatronics Technologists and Technicians	29
Industrial Engineering Technologists and Technicians	17
Electrical and Electronic Engineering Technologists and Technicians	15
Machinists	14
Industrial Machinery Mechanics	14
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	14
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	14
Welders, Cutters, Solderers, and Brazers	12
Computer Numerically Controlled Tool Operators	11
Structural Iron and Steel Workers	8
Food Processing Workers, All Other	8
Engineering Technologists and Technicians, Except Drafters, All Other	8
Computer Numerically Controlled Tool Programmers	8
Tool and Die Makers	5
Mechanical Engineering Technologists and Technicians	5
Foundry Mold and Coremakers	5

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand Skilled Trades occupations have a median wage above $20.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2024, offers a median hourly wage of $20.73, which translates to an annual salary of about $43,118. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of $50.03 or $104,062 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 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	$13.89	$16.68	$20.73	$24.03	$28.87
51-9199	Production Workers, All Other	$14.20	$17.27	$17.80	$18.77	$26.28
51-1011	First-Line Supervisors of Production and Operating Workers	$19.38	$22.86	$30.47	$37.84	$48.01
11-3051	Industrial Production Managers	$36.82	$42.70	$50.03	$60.91	$79.49
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3026	Industrial Engineering Technologists and Technicians	$22.77	$22.77	$23.76	$31.43	$34.51
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$18.44	$21.54	$29.86	$37.36	$38.73
49-9041	Industrial Machinery Mechanics	$18.65	$22.62	$28.89	$31.49	$36.34
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	$16.28	$17.72	$19.93	$23.28	$31.47
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	$15.23	$17.27	$18.06	$23.18	$29.51

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- Electrical Systems
- Continuous Improvement Process

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Problem Solving
- Detail Oriented

In-Demand Certifications

- Valid Driver's License
- HVAC Certification
- Commercial Driver's License (CDL)
- EPA 608 Technician Certification
- Six Sigma Green Belt

In-Demand Education Level*

- High School Diploma: 40.9%
- Associate Degree: 10.9%
- Bachelor's Degree: 15.1%
- Master's Degree: 3.0%

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

Top Posting Employers

- Aerotek
- The Shyft Group
- REV Group
- Aiken Regional Medical Centers
- State of Michigan
- Adecco
- Cardinal Staffing Services
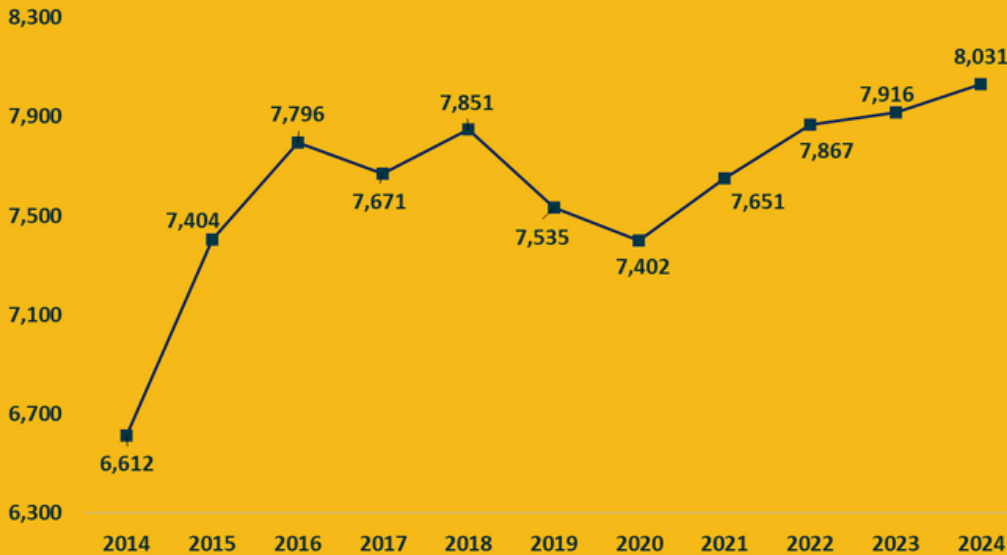- Autokiniton
- WestRock
- Elwood Staffing

Job Postings by City

1. Lansing: 482 Postings
2. Grand Ledge: 124 Postings
3. Charlotte: 85 Postings
4. Eaton Rapids: 50 Postings
5. Potterville: 19 Postings
6. Windsor Charter Township: 10 Postings
7. Bellevue: 8 Postings
8. Dimondale: 8 Postings
9. Mulliken: 8 Postings
10. Delta Charter Township: 2 Postings

2024

EATON COUNTY

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

Employment Over Time 2014-2024

| Year	Employment
2014	6,612
2015	7,404
2016	7,796
2017	7,671
2018	7,851
2019	7,535
2020	7,402
2021	7,651
2022	7,867
2023	7,916
2024	8,031

115 TDL Workers

1.5% increase from 2023

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 8,031 individuals in 2024. These workers are 68.1 percent male and 76.0 percent White. The majority, or 60.3 percent of the workforce, are between the ages of 25 through 54 years of age.

Worker Gender Demographics

- 31.9% Female
- 68.1% Male
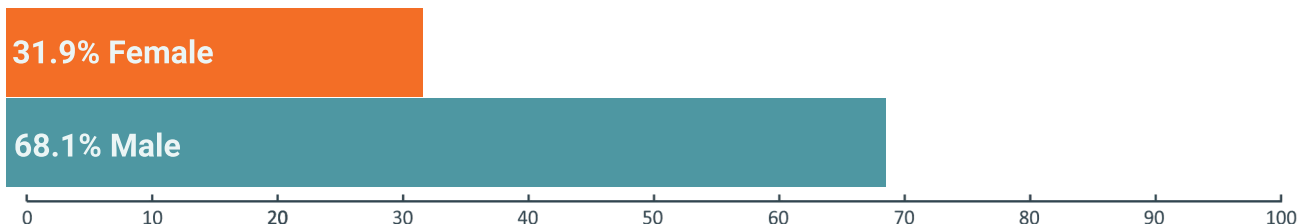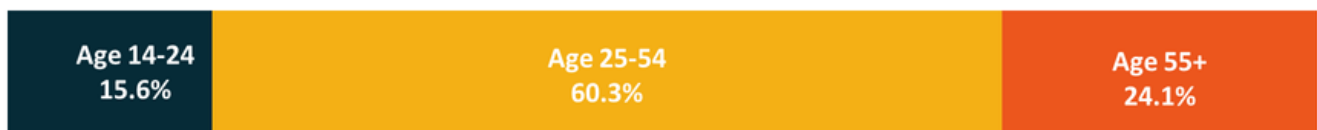
Race and Ethnicity Demographics

76.0% White | 6.2% Hispanic or Latino | 12.7% Black or African-American

Worker Age Demographics

Age 14-24 15.6%	Age 25-54 60.3%	Age 55+ 24.1%

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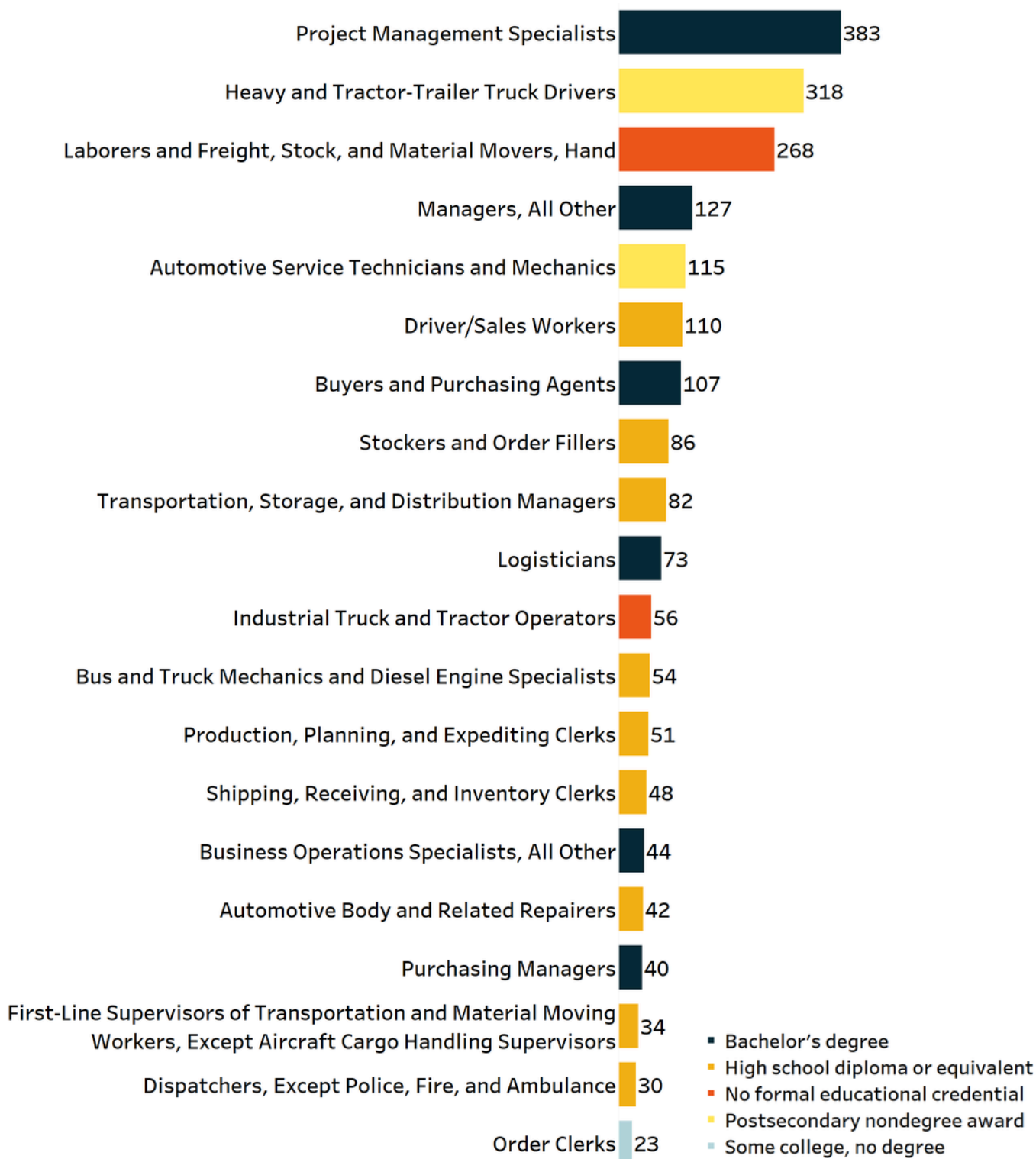
TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 2,355 posting in 2024. Project Management Specialists was the highest in-demand TDL occupation, with 383 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (318 postings), Laborers and Freight, Stock, and Material Movers, Hand (268 postings), Managers, All Other (127 postings), and Automotive Service Technicians and Mechanics (115 postings).

Occupation	Postings
Project Management Specialists	383
Heavy and Tractor-Trailer Truck Drivers	318
Laborers and Freight, Stock, and Material Movers, Hand	268
Managers, All Other	127
Automotive Service Technicians and Mechanics	115
Driver/Sales Workers	110
Buyers and Purchasing Agents	107
Stockers and Order Fillers	86
Transportation, Storage, and Distribution Managers	82
Logisticians	73
Industrial Truck and Tractor Operators	56
Bus and Truck Mechanics and Diesel Engine Specialists	54
Production, Planning, and Expediting Clerks	51
Shipping, Receiving, and Inventory Clerks	48
Business Operations Specialists, All Other	44
Automotive Body and Related Repairers	42
Purchasing Managers	40
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	34
Dispatchers, Except Police, Fire, and Ambulance	30
Order Clerks	23

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

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Seven of the top ten in-demand TDL occupations offer median wages above $22.00 per hour. Project Management Specialists, the top posted TDL job, pays a median hourly wage of $42.13, or an annual salary of nearly $87,630. Roles that require more education and experience, such as Managers, All Other and Transportation, Storage, and Distribution Managers, typically offer wages over $40.00 per hour.

Wage Overview for Top Posted TDL Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1082	Project Management Specialists	$26.65	$34.24	$42.13	$52.75	$62.30
53-3032	Heavy and Tractor-Trailer Truck Drivers	$17.59	$21.83	$24.93	$28.03	$32.76
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$14.53	$16.56	$17.59	$20.42	$22.32
11-9199	Managers, All Other	$29.62	$42.82	$57.11	$75.24	$90.63
49-3023	Automotive Service Technicians and Mechanics	$14.36	$17.12	$22.03	$28.90	$35.35
53-3031	Driver/Sales Workers	$10.38	$11.03	$15.70	$20.97	$27.15
13-1028	Buyers and Purchasing Agents	$20.59	$24.46	$30.90	$38.63	$45.72
53-7065	Stockers and Order Fillers	$13.18	$13.96	$15.21	$17.31	$21.28
11-3071	Transportation, Storage, and Distribution Managers	$25.30	$33.33	$41.98	$48.23	$69.25
13-1081	Logisticians	$21.53	$28.37	$32.84	$44.70	$54.71

In-Demand Technical Skills

- Project Management
- Warehousing
- Forklift Truck
- Procurement
- Purchasing

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Operations
- Leadership

In-Demand Certifications

- Valid Driver's License
- Project Management Professional Certification
- Commercial Driver's License (CDL)
- CDL Class A License
- Chauffeur License

In-Demand Education Level*

- High School Diploma: 23.2%
- Associate Degree: 4.8%
- Bachelor's Degree: 24.7%
- Master's Degree: 6.6%

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

Top Posting Employers

- Meijer
- Chevrolet
- Ryder
- State of Michigan
- Walmart
- Love's
- Lumen Technologies
- Roehl Transport
- CBRE
- Valvoline

Job Postings by City

1. Lansing: 1,587 Postings
2. Charlotte: 256 Postings
3. Grand Ledge: 209 Postings
4. Windsor Charter Township: 89 Postings
5. Dimondale: 61 Postings
6. Eaton Rapids: 56 Postings
7. Bellevue: 27 Postings
8. Olivet: 21 Postings
9. Potterville: 20 Postings
10. Sunfield: 14 Postings

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