LABOR MARKET REPORT

JAN - DEC 2024

WIN
WORKFORCE INTELLIGENCE NETWORK

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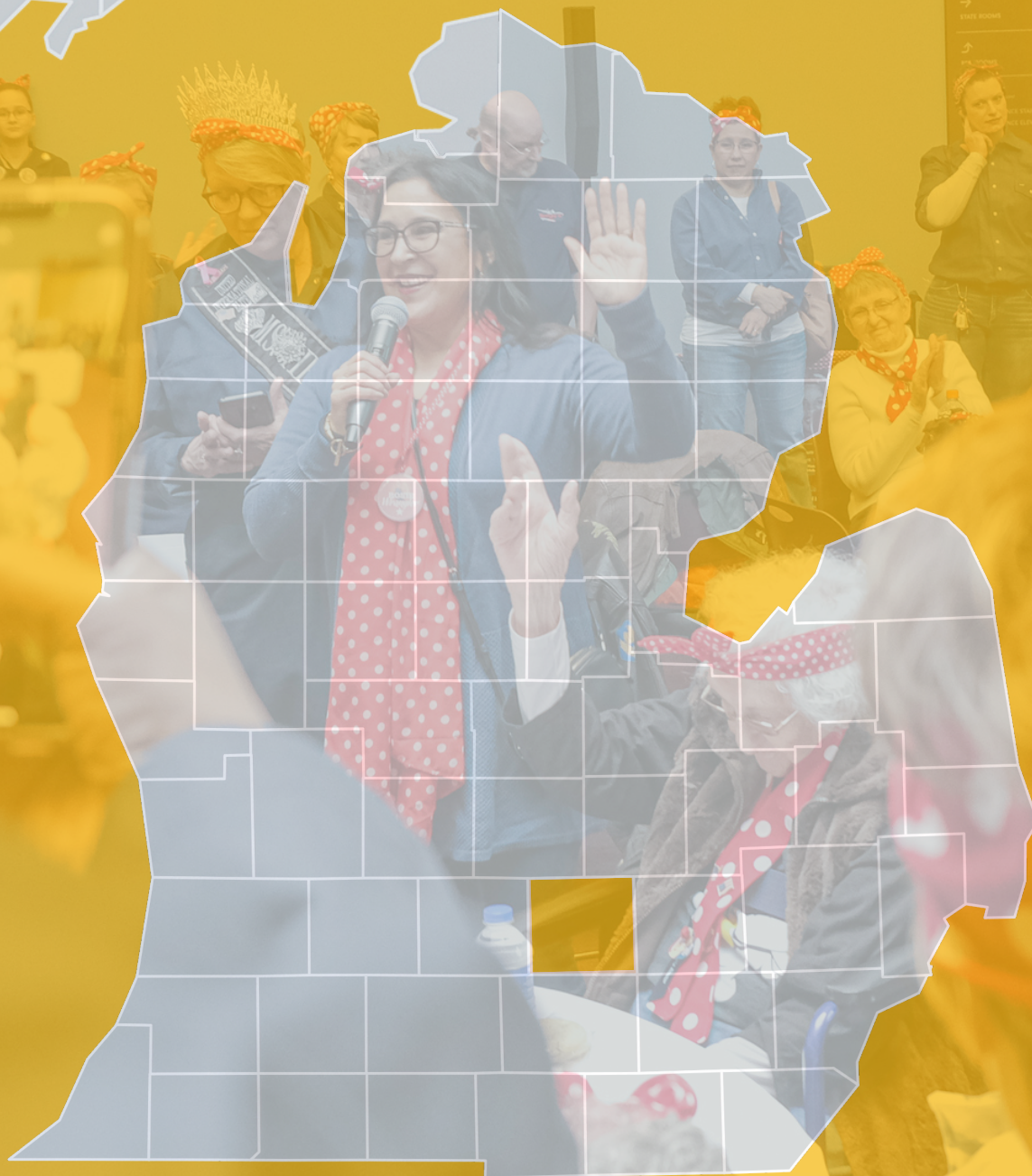
INGHAM COUNTY

2024

CONTENTS

OCCUPATION GROUPS

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WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION
Ingham 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 Ingham 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 Ingham County for the Business and Finance, Education, 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.
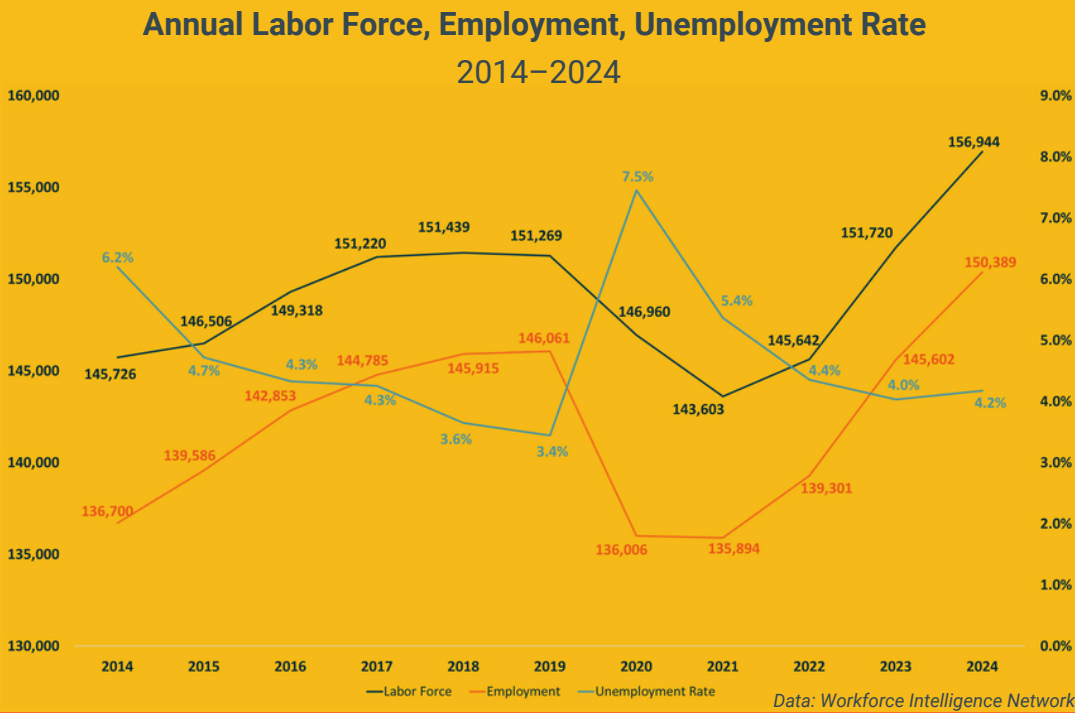
2024

INGHAM COUNTY

INGHAM COUNTY

Annual State of the Labor Market

In 2024, the labor force increased by 5,225 individuals (3.4 percent) while employment also increased by 4,787 individuals (3.3 percent) from 2023. Unemployment saw a slight increase, ending 2024 with 437 more individuals, a 7.1 percent swing from 2023, with the unemployment rate increasing 0.2 percentage points from 4.0 percent in 2023 to 4.2 percent in 2024. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers tops the list as the most demanded occupation in 2024, accounting for 2,333 job postings followed closely by Registered Nurses with 1,904 postings.

Annual Labor Market Information

The labor force in Ingham County increased in 2024 by 5,225 individuals (3.4 percent) from the prior year. Employment increased by 4,787 workers (3.3 percent) over the same period, while unemployment increased by 437 workers (7.1 percent) for a total of 6,555 unemployed workers in 2024. The unemployment rate increased to 4.2 percent, a rise of 0.2 percentage points, following the large spike in 2020 at 7.7%.

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 increased since the end of Q4 2023. In Q4 2023, there was an monthly average of 9,253 unique postings in Ingham County, a decrease of 3,277 postings from Q3 2023. The third quarter had the highest recorded postings in 2024 with 11,455 average postings, an increase of 1,042 postings (10.0 percent) since Q1 2024.

Average Quarterly Posting Analysis Ingham County
Q3 2023 - Q4 2024

Data: Workforce Intelligence Network
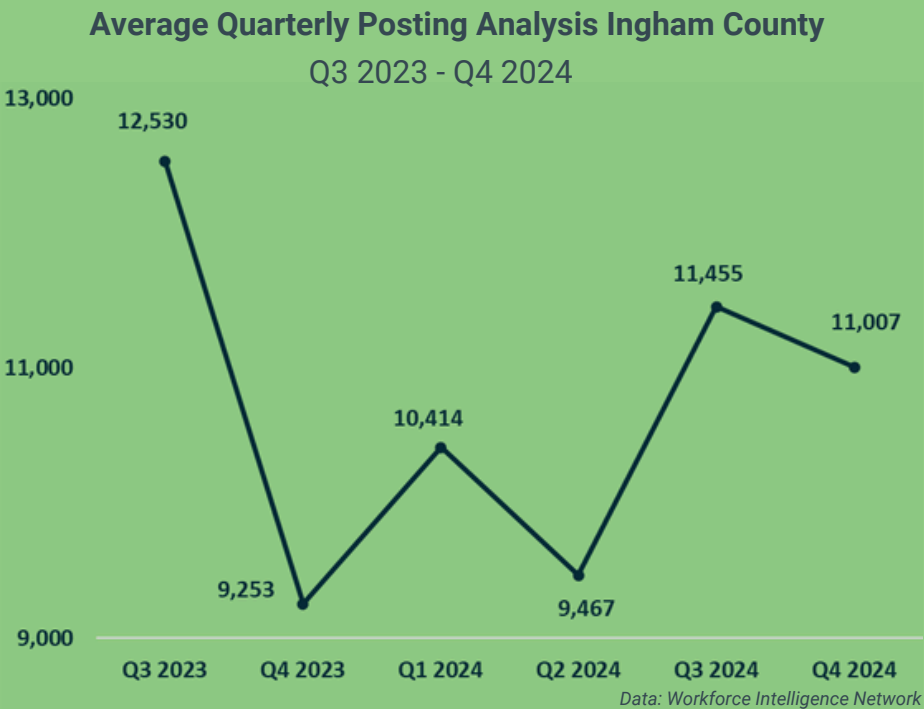
2024 ANNUAL WORKFORCE INDICATORS

INGHAM COUNTY

Key Findings

12% — Employer demand decreased by 12.3 percent, a loss of 8,516 job postings since 2023

Bachelor's Degree — Most in-demand minimum education level during 2024
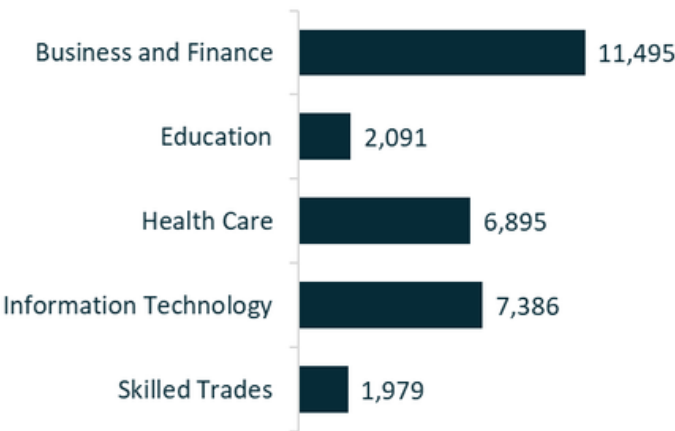
In 2024, employment totaled **153,615** an increase of 3,801 workers from Q4 2023
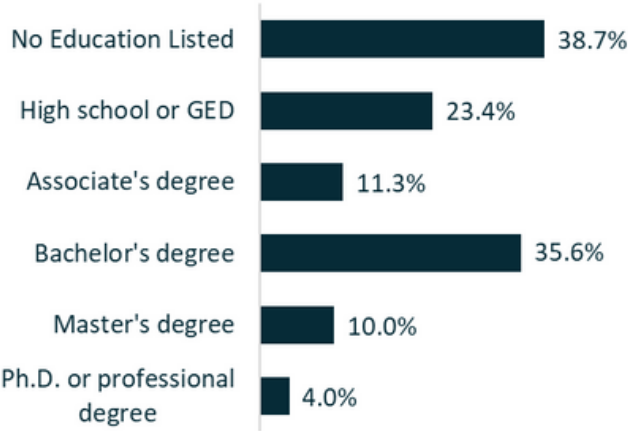
During 2024, there were 60,492 job postings, 8,516 less than the 69,008 postings made during 2023 in Ingham County. The third quarter had the highest recorded postings in 2024 with 11,455 average postings, a 10.0 percent increase since Q1 2024. The top posted job titles in 2024 include Software Developers, Registered Nurses, Computer Occupations, All Other, Retail Salespersons, and Customer Service Representatives. More information about in-demand job postings is available page 7.

Of the 60,492 unique postings in Ingham County during 2024, 14,173 (23.4 percent) required a High School diploma or equivalent, while 28,342 postings (46.9 percent) required a College degree. An additional 8,461 postings (14.0 percent) required an advanced degree. The high demand for Business and Finance and Information Technology 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	11,495
Education	2,091
Health Care	6,895
Information Technology	7,386
Skilled Trades	1,979

Education Levels In-Demand
2024

Education Level	Percent
No Education Listed	38.7%
High school or GED	23.4%
Associate's degree	11.3%
Bachelor's degree	35.6%
Master's degree	10.0%
Ph.D. or professional degree	4.0%

The second and fourth quarters of 2024 saw a slight increase in the labor force and employment, while unemployment rose by 1,366 individuals and the unemployment rate increased by 0.7 percent from Q4 2023 to Q4 2024. The labor force and employment numbers peaked in Q4 2024 with a high of 160,320 individuals and 153,615 workers respectively. Total unemployment fluctuated through each quarter of 2023 and the unemployment rate ended the year at 4.2 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	155,153	154,931	156,876	155,650	160,320	4,670	3.0%	5,167	3.3%
Employment	149,814	149,146	150,258	148,538	153,615	5,077	3.4%	3,801	2.5%
Jnemployment	5,339	5,785	6,618	7,112	6,705	-407	-5.7%	1,366	25.6%
employment Rate	3.4%	3.7%	4.2%	4.6%	4.2%	-0.4%	na	0.7%	na

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

2024
INGHAM COUNTY

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 156,944 individuals, an increase of 5,225 individuals since 2023. Employment also increased to 150,389 (3.3 percent) from 145,602 in 2023. There was also an increase in the number of unemployed workers and the unemployment rate through 2023, with unemployment ending at 6,555 (7.1 percent increase over 2023), and the unemployment rate at 4.2 percent, a 0.2 percent increase from 2023.

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	145,726	146,506	149,318	151,220	151,439	151,269	146,960	143,603	145,642	151,720	156,944	5,225	3.4%
Employment	136,700	139,586	142,853	144,785	145,915	146,061	136,006	135,894	139,301	145,602	150,389	4,787	3.3%
Unemployment	9,027	6,920	6,464	6,435	5,524	5,208	10,954	7,709	6,341	6,118	6,555	437	7.1%
Unemployment Rate	6.2%	4.7%	4.3%	4.3%	3.6%	3.4%	7.5%	5.4%	4.4%	4.0%	4.2%	0.2%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 149,977 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Ingham County. Approximately half of the population, 140,454 individuals (49.8 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 31.1 percent, compared to females under the age of 25 reporting an unemployment rate of 25.8 percent.

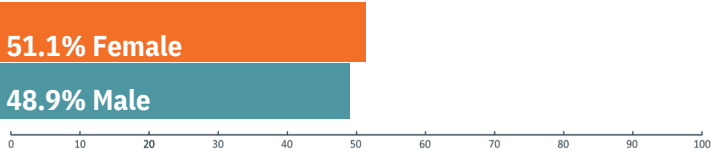| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	149,977	140,454	9,523	6.3%
Sex				
Male 16+	74,935	70,318	4,617	6.2%
16-19	3,797	2,940	857	22.6%
20-24	12,586	11,508	1,078	8.6%
25-54	44,470	42,395	2,075	4.7%
55-64	9,980	9,551	429	4.3%
65 Plus	4,102	3,924	178	4.3%
Female 16+	75,042	70,136	4,906	6.5%
16-19	5,351	4,469	882	16.5%
20-24	12,857	11,662	1,195	9.3%
25-54	42,442	40,390	2,052	4.8%
55-64	10,285	9,816	469	4.6%
65 Plus	4,107	3,799	308	7.5%
Race				
White	107,642	102,153	5,490	5.1%
Black / African American	17,226	14,987	2,239	13.0%
Native American	613	574	39	6.4%
Asian	9,298	8,935	363	3.9%
Native Hawaiian / Pacific Islander	50	50	0	0.0%
Some Other Race	3,095	2,887	207	6.7%
Two or More Races	12,156	10,953	1,203	9.9%
Ethnicity				
Hispanic	13,335	12,281	1,053	7.9%

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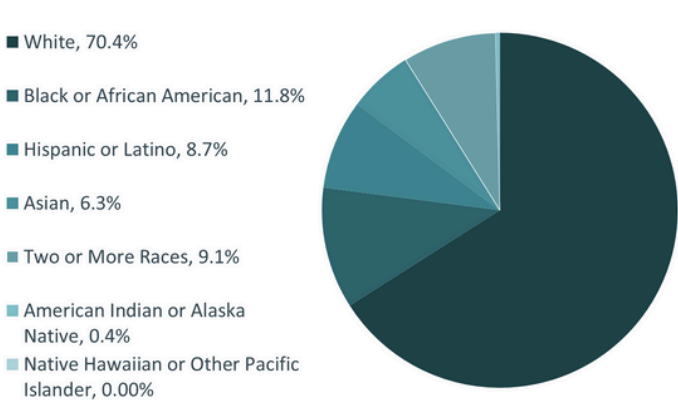
POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Ingham County decreased by about 0.2 percent between 2022 and 2023. During 2023, there were 282,015 people living in the county. The gender of the populace was split almost evenly, with about 51.1 percent of the population identifying as female and the other 48.9 percent identifying as male. A majority of the population identified as White (70.4 percent) with the second largest number of individuals identifying as Black or African American (11.8 percent). The region is facing an aging populace; with 25.5 percent of the population over the age of 54, compared to 37.9 percent under the age of 25.

2024 Current Workforce

In 2024, the workforce had a total of 162,862 individuals working in Ingham County. A slight majority, 52.8 percent (85,944 workers) were female, while 47.2 percent (76,918 workers) of the workforce was male. Most workers in the County identified as White, accounting for 76.7 percent of the workforce, while Black or African American workers totaled 10.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.7 percent. A significant concentration of the workforce in Ingham County is between the age of 25 and 54 (61.8 percent), while 22.5 percent of workers are 55 and older.

Population Gender Demographics

51.1% Female
48.9% Male

Workforce Gender Demographics

52.8% Female
47.2% Male

Population Race Demographics

- White, 70.4%
- Black or African American, 11.8%
- Hispanic or Latino, 8.7%
- Asian, 6.3%
- Two or More Races, 9.1%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%
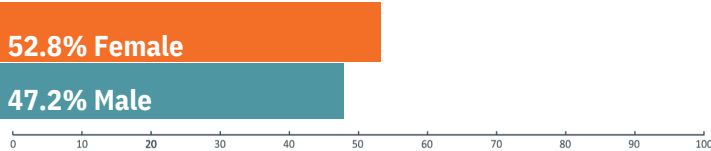
Workforce Race and Ethnicity Demographics

- White, 76.7%
- Black or African American, 10.2%
- Hispanic or Latino, 5.7%
- Asian, 3.9%
- Two or More Races, 2.9%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.03%

Population Age Demographics

Age 14 and Under 16.3%	Age 15-24 21.6%	Age 25-54 36.5%	Age 55+ 25.5%

Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network
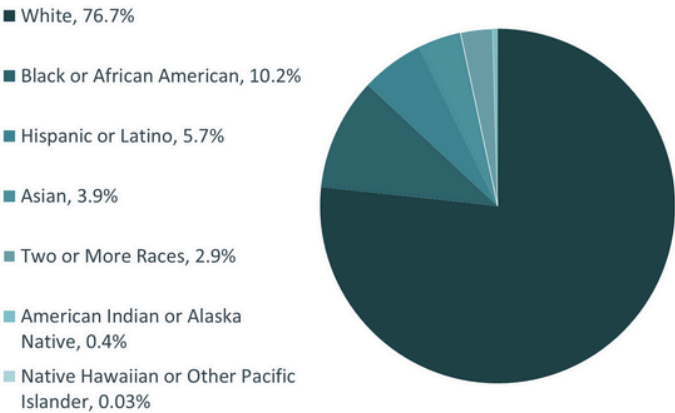
Workforce Age Demographics
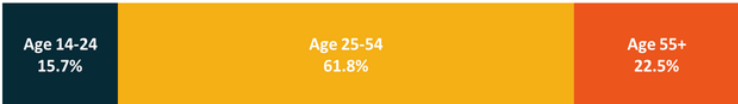
Age 14-24 15.7%	Age 25-54 61.8%	Age 55+ 22.5%

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Ingham County's workforce consisted of 105,860 residents. There were 55,992 (52.9 percent) residents living and working within the County, while the remaining 49,868 residents (47.1 percent) traveled outside of the County for work. There were 152,363 workers employed in the County during 2021. Of those, 96,371 workers (63.3 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Ingham County is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

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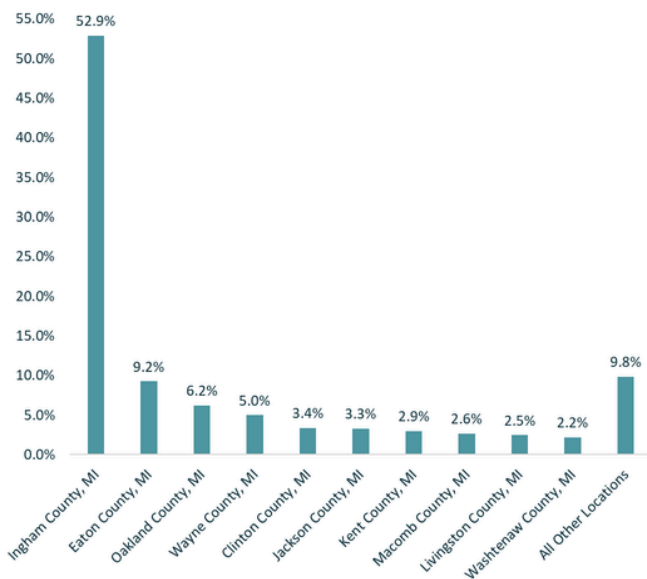
Where Ingham County Workers Live
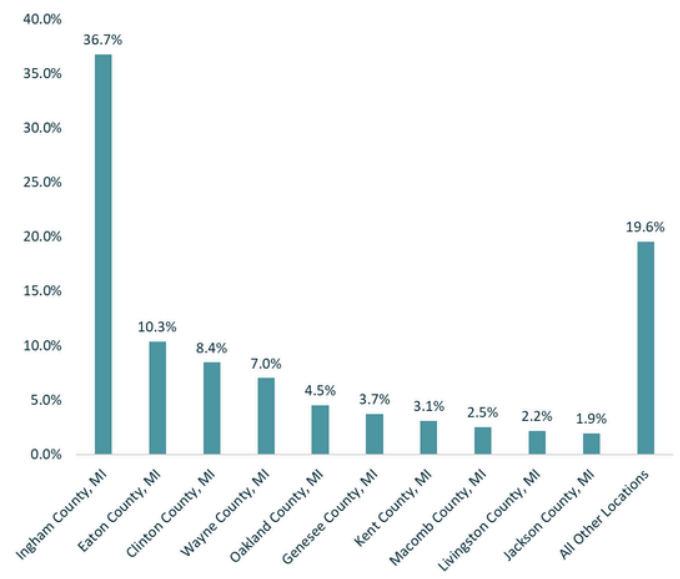
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

1. Lansing: 41,379 Postings
2. East Lansing: 9,449 Postings
3. Meridian Charter Township: 2,475 Postings
4. Okemos: 2,210 Postings
5. Mason: 1,909 Postings
6. Williamston: 812 Postings
7. Delhi Charter Township: 608 Postings
8. Holt: 572 Postings
9. Webberville: 335 Postings
10. Haslett: 249 Postings

6
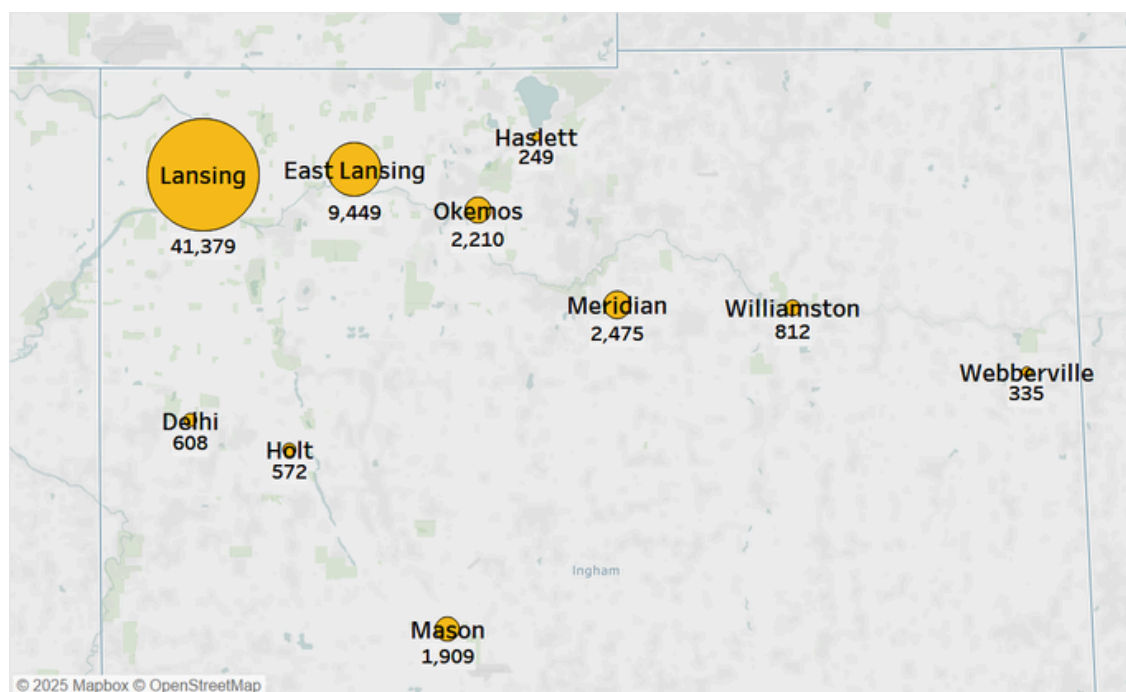
TOP POSTED JOBS

Top Posted Jobs

Software Developers is the top posted occupation for 2024 with 2,333 unique online job postings, and requires a Bachelor's degree for entry. Registered Nurses (1,904 postings) and Computer Occupations, All Other (1,710 postings) round out the top three demanded occupations, and both requiring a Bachelor's degree for entry. About half of the in-demand jobs require no formal education or a High School diploma or equivalent, coupled with short-term on-the-job training.

Occupation	Postings
Software Developers	2,333
Registered Nurses	1,904
Computer Occupations, All Other	1,710
Retail Salespersons	1,314
Customer Service Representatives	1,014
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	988
Heavy and Tractor-Trailer Truck Drivers	981
Management Analysts	945
Project Management Specialists	938
First-Line Supervisors of Retail Sales Workers	927
General and Operations Managers	743
Maintenance and Repair Workers, General	741
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	714
First-Line Supervisors of Office and Administrative Support Workers	695
Home Health and Personal Care Aides	692
Data Scientists	673
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	663
Sales Managers	661
Fast Food and Counter Workers	633
Medical and Health Services Managers	632

Legend:
- 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 21.6 percent of postings in Ingham County. Less than half of the top ten entry-level occupations require a Bachelor's degree. Those who enter the workforce with a High School diploma or equiva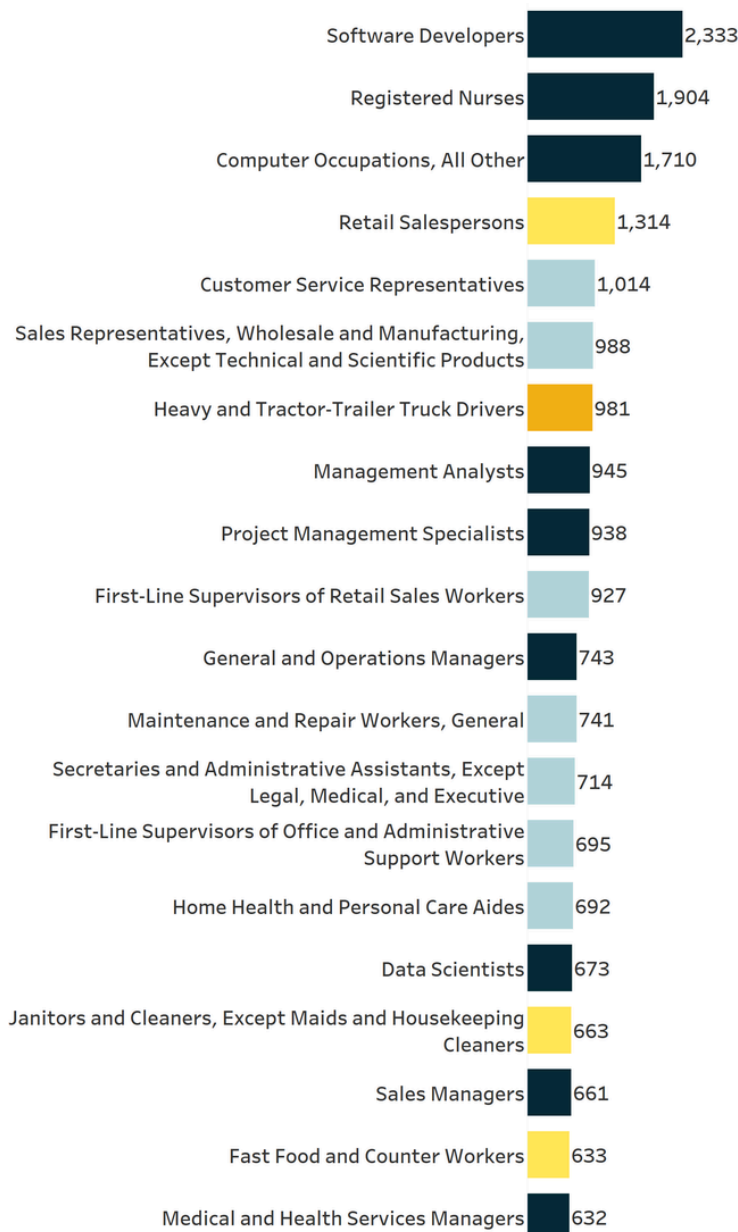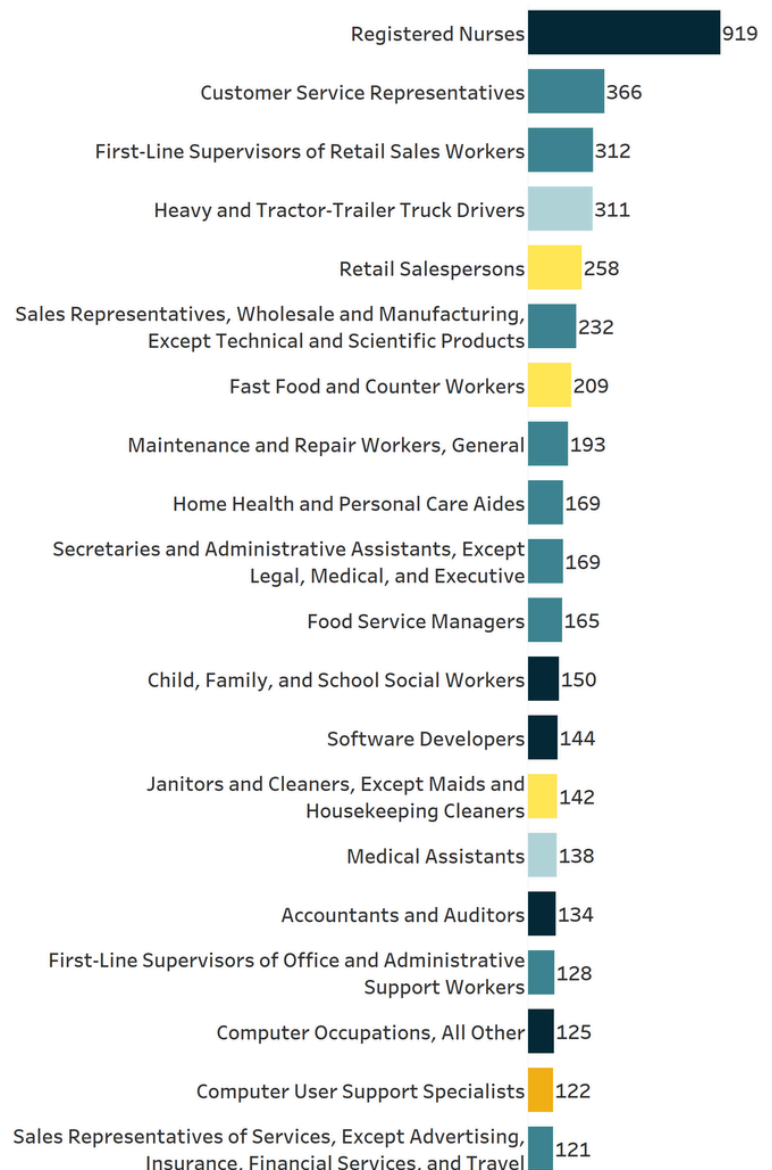lent are heavily demanded among entry-level occupations, accounting for 35.3 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 919 postings, followed by Customer Service Representatives with 366 postings.

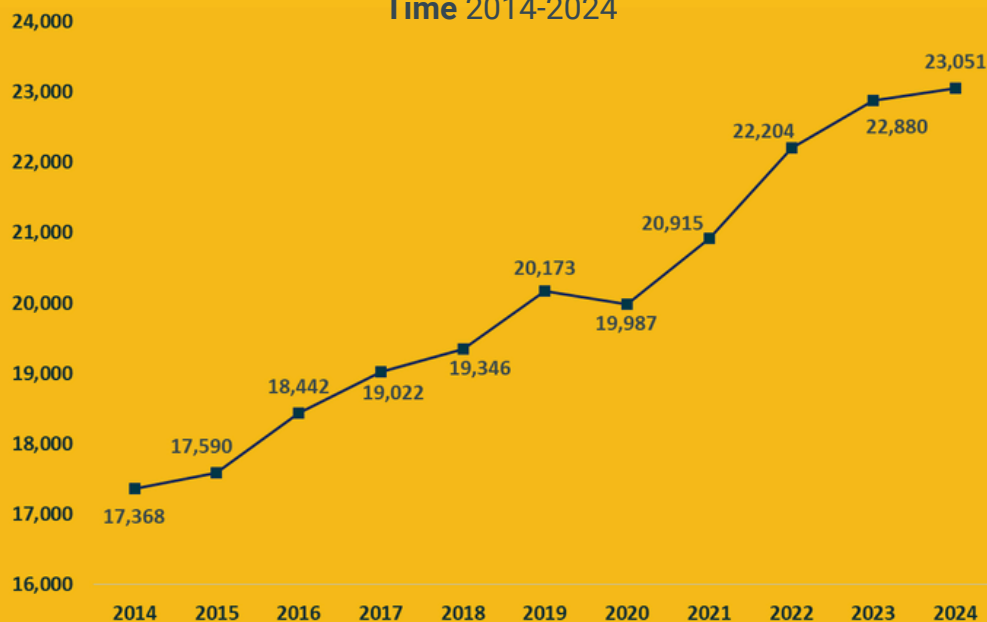| Occupation	Postings
Registered Nurses	919
Customer Service Representatives	366
First-Line Supervisors of Retail Sales Workers	312
Heavy and Tractor-Trailer Truck Drivers	311
Retail Salespersons	258
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	232
Fast Food and Counter Workers	209
Maintenance and Repair Workers, General	193
Home Health and Personal Care Aides	169
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	169
Food Service Managers	165
Child, Family, and School Social Workers	150
Software Developers	144
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	142
Medical Assistants	138
Accountants and Auditors	134
First-Line Supervisors of Office and Administrative Support Workers	128
Computer Occupations, All Other	125
Computer User Support Specialists	122
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	121

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	17,368
2015	17,590
2016	18,442
2017	19,022
2018	19,346
2019	20,173
2020	19,987
2021	20,915
2022	22,204
2023	22,880
2024	23,051

171 Business and Finance Workers

0.7 % increase from 2023

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 23,051 workers. More than half the working population identify as female (54.1 percent), however, 82.2 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 6.2 percent of the working population in Business and Finance is under the age of 25, compared to 24.2 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

54.1% Female

45.9% Male
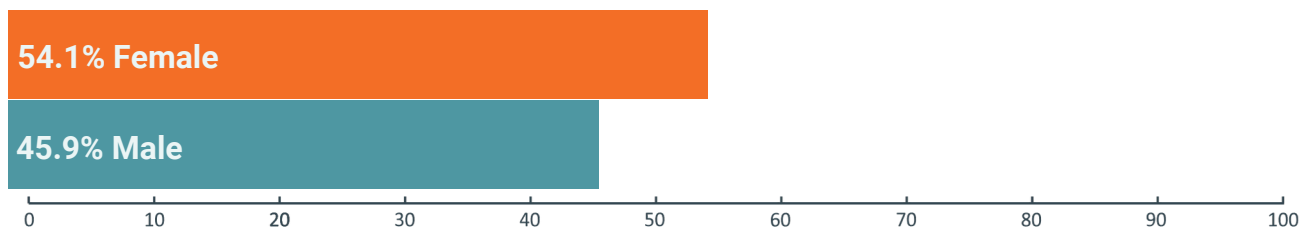
Race and Ethnicity Demographics

82.2% White | 3.8% Hispanic or Latino | 7.9% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
6.2%	69.6%	24.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

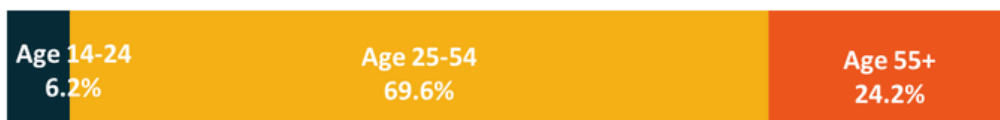This year, there were a total of 11,495 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers during 2024, with 988 postings. Management Analysts was in the second position with 945 postings. Other top posted jobs include Project Management Specialists (938 postings), General and Operations Managers (743 postings), and Sales Managers (661 postings).

- High school diploma or equivalent
- Bachelor's degree

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	988
Management Analysts	945
Project Management Specialists	938
General and Operations Managers	743
Sales Managers	661
Financial Managers	560
Marketing Managers	520
Accountants and Auditors	503
Human Resources Specialists	435
Financial and Investment Analysts	405
Market Research Analysts and Marketing Specialists	372
Managers, All Other	371
Compensation, Benefits, and Job Analysis Specialists	352
Buyers and Purchasing Agents	305
Public Relations Managers	268
Property, Real Estate, and Community Association Managers	248
Claims Adjusters, Examiners, and Investigators	243
Insurance Sales Agents	215
Training and Development Specialists	197
Public Relations Specialists	183

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, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of $31.84, translating to annual earnings of approximately $66,227. All the top business occupations offer median wages over $30.00 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
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$18.47	$24.42	$31.84	$46.48	$64.83
13-1111	Management Analysts	$23.98	$28.72	$38.07	$48.55	$59.52
13-1082	Project Management Specialists	$28.16	$36.19	$44.51	$55.74	$65.82
11-1021	General and Operations Managers	$24.41	$37.50	$56.05	$70.73	$90.68
11-2022	Sales Managers	$30.04	$43.35	$61.76	$81.79	$105.87
11-3031	Financial Managers	$38.43	$49.37	$62.77	$80.30	$108.12
11-2021	Marketing Managers	$25.90	$39.34	$58.05	$79.52	$101.72
13-2011	Accountants and Auditors	$24.92	$29.93	$37.27	$45.10	$53.66
13-1071	Human Resources Specialists	$21.90	$26.45	$32.41	$39.92	$47.82
13-2051	Financial and Investment Analysts	$27.76	$32.44	$38.65	$44.36	$62.09

In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Sales
- Customer Service

In-Demand Certifications

- Master Of Business Administration (MBA)
- Project Management Professional Certification
- Certified Public Accountant
- Certified Internal Auditor
- Security Clearance

In-Demand Education Level*

- High School or GED: 16.3%
- Associate degree: 11.2%
- Bachelor's degree: 65.3%
- Master's degree: 14.4%

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

Top Posting Employers

- Michigan State University
- State of Michigan
- Lumen Technologies
- Prime Therapeutics
- CBRE
- Humana
- Marriott International
- Ernst & Young
- Auto-Owners Insurance
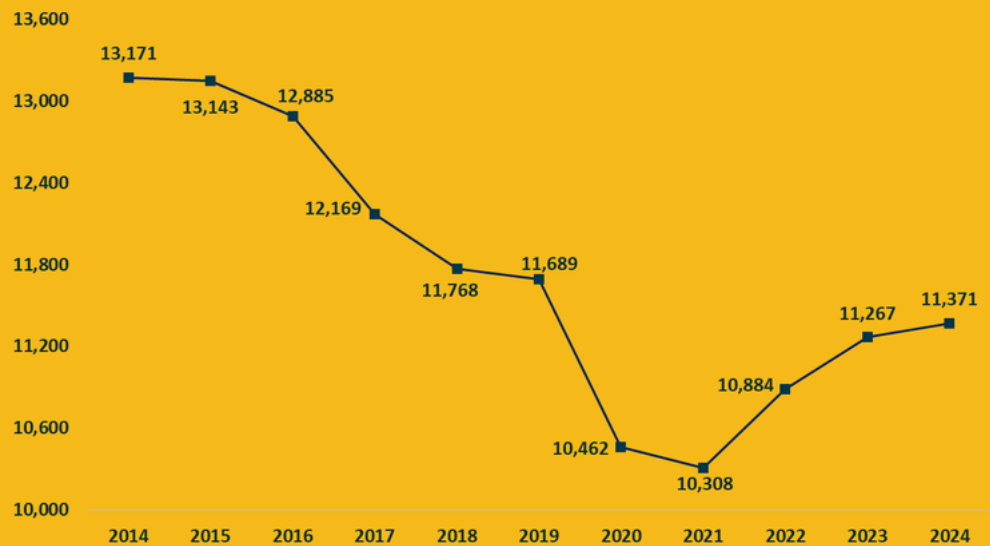- Cardinal Health

Job Postings by City

1. Lansing: 9,121 Postings
2. East Lansing: 1,300 Postings
3. Meridian Charter Township: 332 Postings
4. Okemos: 256 Postings
5. Mason: 204 Postings
6. Williamston: 78 Postings
7. Delhi Charter Township: 67 Postings
8. Holt: 53 Postings
9. Haslett: 31 Postings
10. Webberville: 28 Postings

2024
INGHAM COUNTY

EDUCATION OCCUPATION GROUP

There are Education group jobs which can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the Education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time 2014-2024

Year	Employment
2014	13,171
2015	13,143
2016	12,885
2017	12,169
2018	11,768
2019	11,689
2020	10,462
2021	10,308
2022	10,884
2023	11,267
2024	11,371

103 Education Workers

0.9% increase from 2023

Education Worker Demographics

There were 11,371 workers in the Education occupation group for 2024. This group is primarily made up of females (64.4 percent) and between the ages of 25 and 54 (61.3 percent), with 35.6 percent of workers identifying as male and just 22.3 percent identifying as a racial minority. Plus, 14 percent of the workers in the occupation group were under the age of 25, compared to the 24.7 percent 55 years of age or older.

Worker Gender Demographics

- 64.4% Female
- 35.6% Male
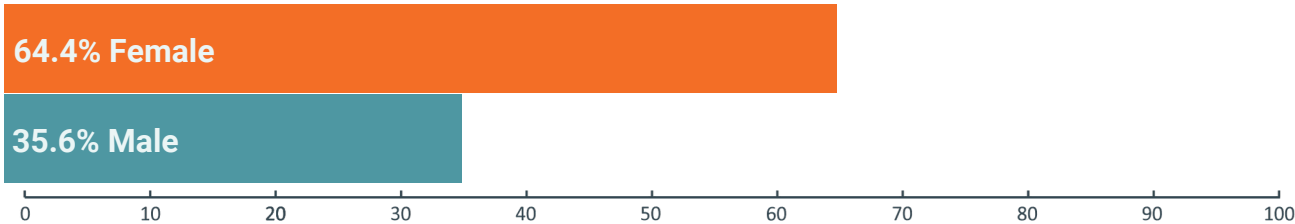
Race and Ethnicity Demographics

77.7% White | 6.3% Asian | 7.7% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
14.0%	61.3%	24.7%

Data: Lightcast | Analysis: Workforce Intelligence Network

2024

INGHAM COUNTY
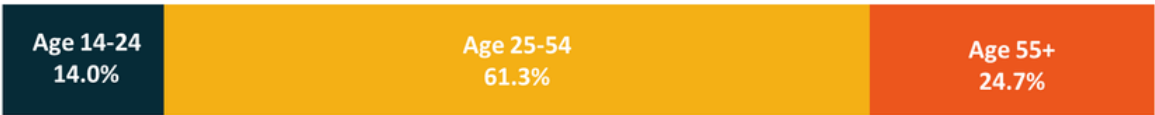
EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads totaled 2,091 postings in 2024. Postsecondary Teachers remained the highest in-demand Education occupation with 561 postings. Teaching Assistants, Except Postsecondary (414 postings), Secondary School Teachers, Except Special and Career/Technical Education (223 postings), Special Education Teachers, All Other (147 postings), and Preschool Teachers, Except Special Education (145 postings) were also among the top five occupations. The top job titles requested are Assistant/Associate/Full Professors, Student Assistants, and Special Education Teachers.

Occupation	Postings
Postsecondary Teachers	561
Teaching Assistants, Except Postsecondary	414
Secondary School Teachers, Except Special and Career/Technical Education	223
Special Education Teachers, All Other	147
Preschool Teachers, Except Special Education	145
Instructional Coordinators	125
Elementary School Teachers, Except Special Education	113
Tutors	64
Self-Enrichment Teachers	64
Substitute Teachers, Short-Term	60
Middle School Teachers, Except Special and Career/Technical Education	49
Librarians and Media Collections Specialists	34
Farm and Home Management Educators	27
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	15
Kindergarten Teachers, Except Special Education	14
Curators	13
Special Education Teachers, Secondary School	7
Special Education Teachers, Middle School	6
Library Technicians	5
Special Education Teachers, Kindergarten and Elementary School	4

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree
- Some college, no degree

EDUCATION OCCUPATION GROUP

Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. Five of the top ten posted Education jobs offer median wages of over $30 per hour. The top posted job, Postsecondary Teachers, offers a median wage of $43.30 hourly, translating to annual earnings of about $90,064.

Wage Overview for Top Posted Education Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	$25.59	$32.76	$43.30	$59.39	$78.00
25-9045	Teaching Assistants, Except Postsecondary	$11.73	$14.28	$15.66	$18.10	$19.27
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	$23.45	$24.99	$31.80	$38.53	$46.52
25-2059	Special Education Teachers, All Other	$24.15	$30.41	$38.55	$44.38	$47.78
25-2011	Preschool Teachers, Except Special Education	$14.29	$15.60	$18.14	$21.25	$23.89
25-9031	Instructional Coordinators	$25.03	$30.70	$38.01	$47.20	$50.42
25-2021	Elementary School Teachers, Except Special Education	$22.89	$24.91	$30.47	$39.12	$40.25
25-3021	Self-Enrichment Teachers	$13.48	$15.07	$20.01	$25.07	$34.92
25-3041	Tutors	$13.46	$14.30	$17.06	$22.93	$36.97
25-3031	Substitute Teachers, Short-Term	$12.02	$14.51	$17.76	$23.32	$30.40

In-Demand Technical Skills

- Special Education
- Lesson Planning
- Individualized Education Programs (IEP)
- Curriculum Development
- Differentiated Instruction

In-Demand Education Level*

- High School or GED: 19.5%
- Associate degree: 10.3%
- Bachelor's degree: 33.7%
- Master's degree: 20.3%

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

In-Demand Foundational Skills

- Teaching
- Communication
- Research
- Leadership
- Writing

Top Posting Employers

- Michigan State University
- Lansing School District
- Ingham Intermediate School District
- Stride K12
- Lansing Community College
- KinderCare Education
- Learning Care Group
- Catholic Diocese Of Lansing
- National Heritage Academies
- State of Michigan

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Board Certified/Board Eligible
- Registered Nurse (RN)

Job Postings by City

1. Lansing: 911 Postings
2. East Lansing: 753 Postings
3. Mason: 139 Postings
4. Meridian Charter Township: 106 Postings
5. Okemos: 58 Postings
6. Delhi Charter Township: 34 Postings
7. Williamston: 30 Postings
8. Holt: 16 Postings
9. Haslett: 15 Postings
10. Leslie: 10 Postings

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time 2014-2024

375 Health Care Workers

2.4% increase from 2023
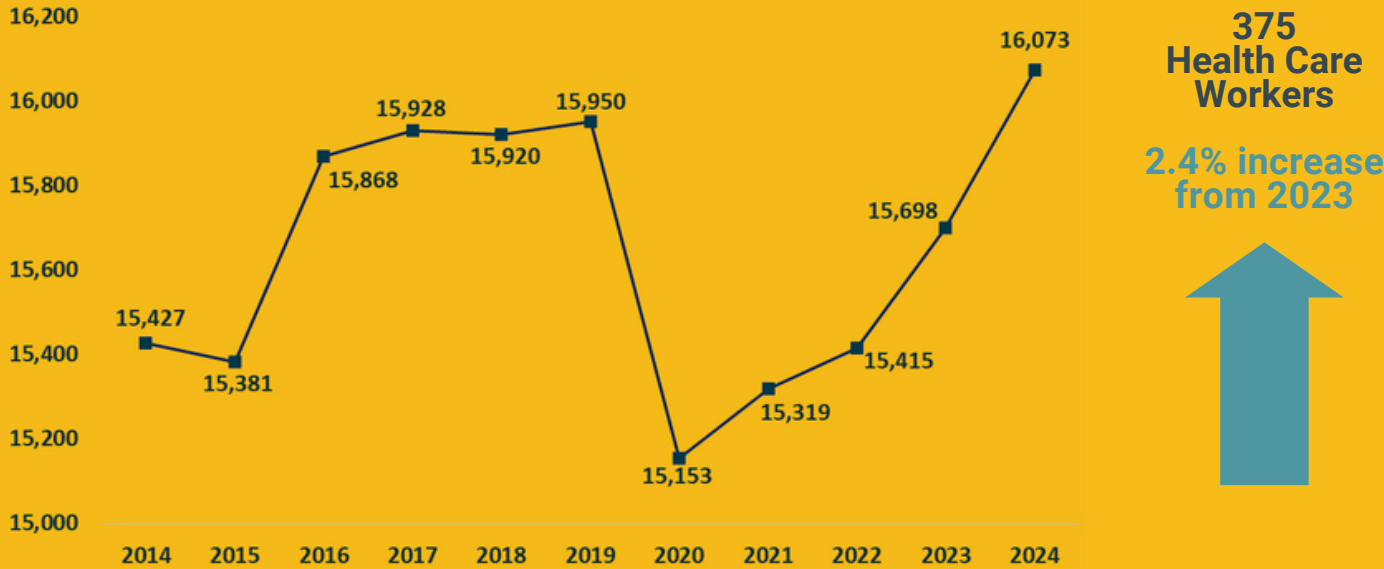
Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 16,073 workers in Ingham County, who are overwhelmingly female (80.2 percent) and between the ages of 25 and 54 (67.9 percent), although 21.1 percent of workers are over 54. The Health Care occupation group is primarily White in Ingham County, with 75.3 percent of workers identifying as White, 11.9 percent identifying as Black or African American, and 12.8 percent identifying otherwise.

Worker Gender Demographics

80.2% Female

19.8% Male
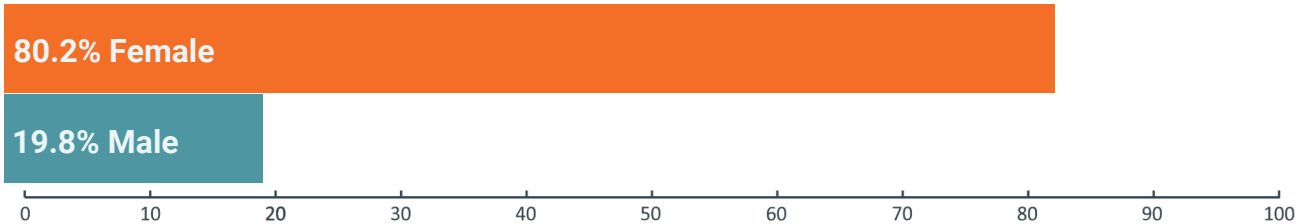
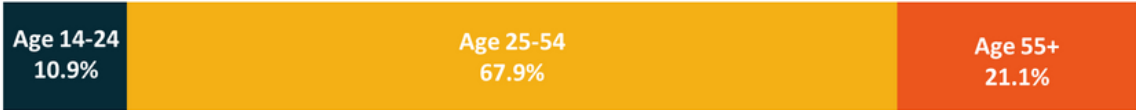### Race and Ethnicity Demographics

75.3% White | 5.6% Hispanic or Latino | 11.9% Black or African-American

Worker Age Demographics

Age 14-24 10.9%	Age 25-54 67.9%	Age 55+ 21.1%

Data: Lightcast | Analysis: Workforce Intelligence Network
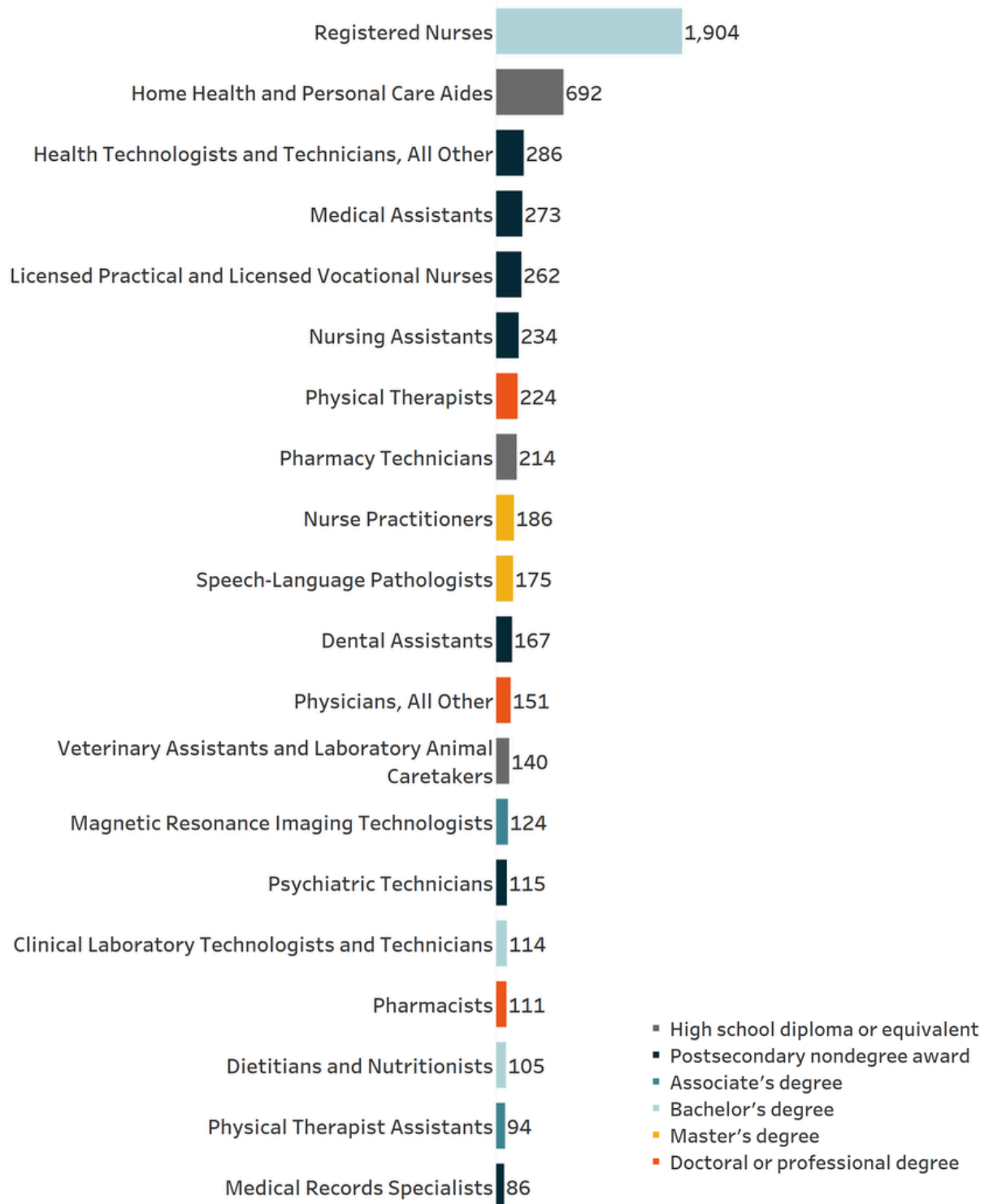
HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Health Care occupation throughout 2024, with 1,904 postings. Other top posted jobs include Home Health and Personal Care Aides (692 postings), Health Technologists and Technicians, All Other (286 postings), Medical Assistants (273 postings), and Licensed Practical and Licensed Vocational Nurses (262 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 (214 postings), only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	1,904
Home Health and Personal Care Aides	692
Health Technologists and Technicians, All Other	286
Medical Assistants	273
Licensed Practical and Licensed Vocational Nurses	262
Nursing Assistants	234
Physical Therapists	224
Pharmacy Technicians	214
Nurse Practitioners	186
Speech-Language Pathologists	175
Dental Assistants	167
Physicians, All Other	151
Veterinary Assistants and Laboratory Animal Caretakers	140
Magnetic Resonance Imaging Technologists	124
Psychiatric Technicians	115
Clinical Laboratory Technologists and Technicians	114
Pharmacists	111
Dietitians and Nutritionists	105
Physical Therapist Assistants	94
Medical Records Specialists	86

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 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 Doctoral or professional degree. Half of the top jobs pay over $28.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of $39.77 per hour or an annual salary of about $82,722.

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	$33.23	$37.21	$39.77	$49.89	$49.93
31-1128	Home Health and Personal Care Aides	$10.67	$13.00	$13.91	$15.95	$16.96
29-2099	Health Technologists and Technicians, All Other	$17.53	$18.63	$23.26	$28.82	$40.04
31-9092	Medical Assistants	$15.94	$17.56	$19.29	$21.25	$22.36
29-2061	Licensed Practical and Licensed Vocational Nurses	$23.93	$28.50	$29.87	$32.59	$36.93
31-1131	Nursing Assistants	$15.55	$17.44	$18.23	$19.03	$21.85
29-1123	Physical Therapists	$36.96	$41.96	$49.30	$54.06	$59.52
29-2052	Pharmacy Technicians	$14.80	$17.05	$18.28	$22.62	$23.67
29-1171	Nurse Practitioners	$49.94	$52.61	$62.22	$64.93	$71.10
29-1127	Speech-Language Pathologists	$28.05	$33.98	$41.84	$48.33	$53.07

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Teaching

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 or GED: 24.2%
- Associate degree: 19.0%
- Bachelor's degree: 15.0%
- Master's degree: 5.9%

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

Top Posting Employers

- Michigan State University
- McLaren Health Care
- Sparrow Health System
- Mclaren Greater Lansing
- Hope Network
- Elara Caring
- Aya Healthcare
- CVS Health
- Trilogy Health Services
- Advisacare

Job Postings by City

1. Lansing: 3,961 Postings
2. East Lansing: 1,527 Postings
3. Meridian Charter Township: 371 Postings
4. Okemos: 361 Postings
5. Mason: 207 Postings
6. Williamston: 117 Postings
7. Delhi Charter Township: 110 Postings
8. Holt: 87 Postings
9. Leslie: 54 Postings
10. Haslett: 43 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time 2014-2024
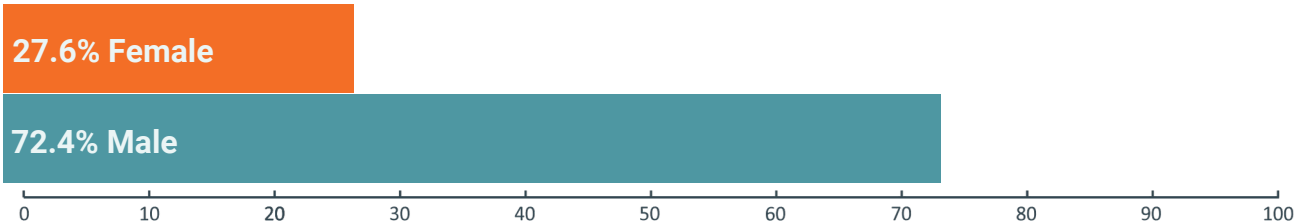

36 Information Technology Workers

0.5% increase from 2023

Information Technology Worker Demographics

According to 2024 Lightcast data, Ingham County has 7,035 IT workers. The workforce is not diverse, with most workers identifying as male (72.4 percent) between the ages of 25 and 54 (75.1 percent). Workers aged 55 years and older account for 15.6 percent, while only 9.3 percent are 24 years old or younger. About 74.5 percent of the workforce identify as White, while workers who identify as Asian make up 12.3 percent of the workforce.

Worker Gender Demographics

27.6% Female

72.4% Male

Race and Ethnicity Demographics

74.5% White | 12.3% Asian | 6.7% Black or African-American

Worker Age Demographics

Age 14-24 9.3% | **Age 25-54 75.1%** | **Age 55+ 15.6%**

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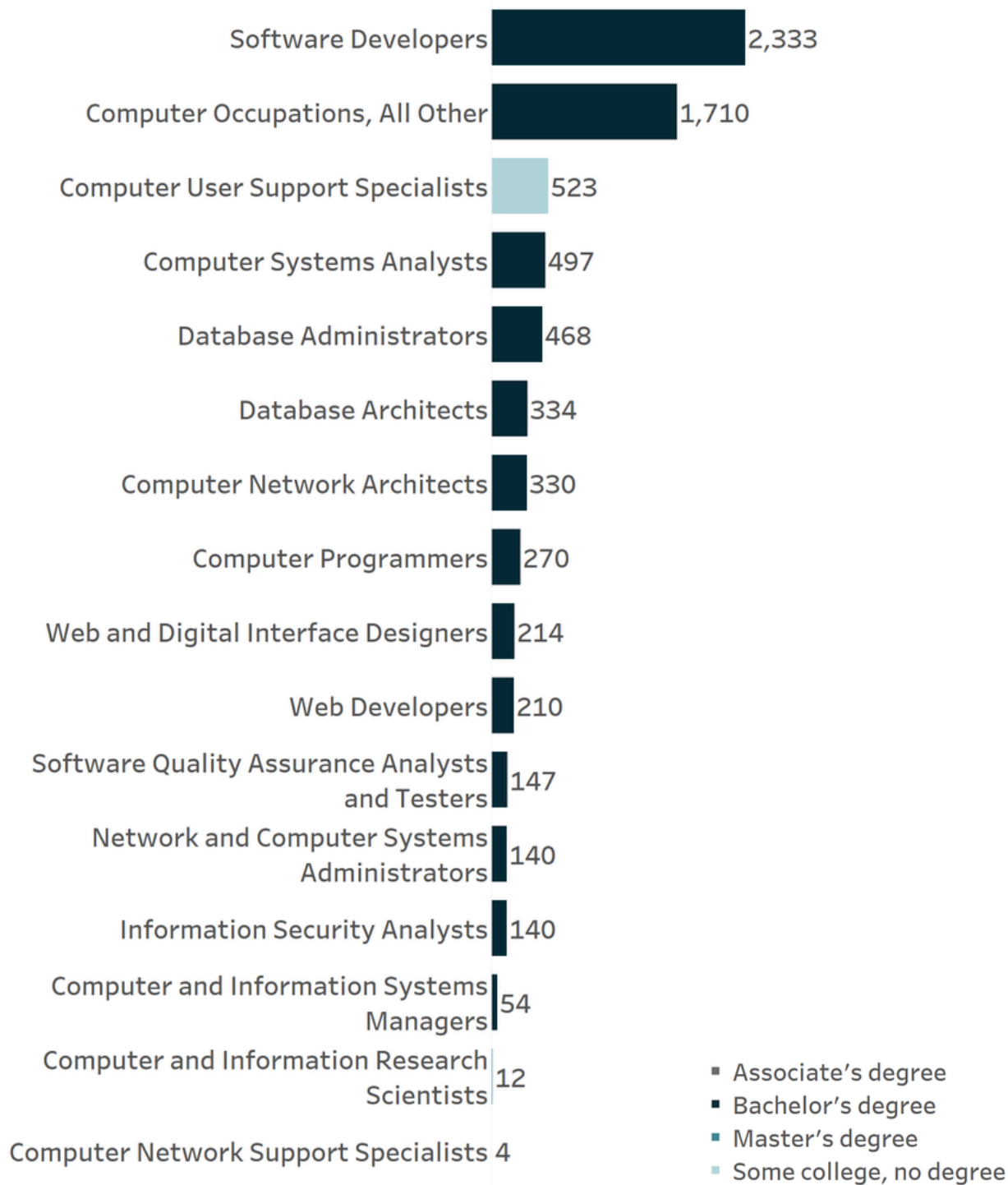
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 7,386 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2024, with 2,333 postings. Computer Occupations, All Other was in the second position with 1,710 postings. Other top posted jobs include Computer User Support Specialists (523 postings), Computer Systems Analysts (497 postings), and Database Administrators (468 postings). 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	2,333
Computer Occupations, All Other	1,710
Computer User Support Specialists	523
Computer Systems Analysts	497
Database Administrators	468
Database Architects	334
Computer Network Architects	330
Computer Programmers	270
Web and Digital Interface Designers	214
Web Developers	210
Software Quality Assurance Analysts and Testers	147
Network and Computer Systems Administrators	140
Information Security Analysts	140
Computer and Information Systems Managers	54
Computer and Information Research Scientists	12
Computer Network Support Specialists	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 $47.01 per hour or almost $97,789 per year. Computer Network Architects earn the highest median wage at $56.13 per hour or nearly $116,747 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web and Digital Interface Designers, earn over $24.00 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	$30.88	$37.96	$47.01	$51.85	$64.75
15-1299	Computer Occupations, All Other	$25.51	$31.60	$41.53	$56.95	$68.82
15-1232	Computer User Support Specialists	$18.65	$18.66	$24.19	$31.31	$38.11
15-1211	Computer Systems Analysts	$29.66	$33.77	$42.73	$50.45	$62.27
15-1242	Database Administrators	$17.90	$26.01	$35.81	$55.55	$63.84
15-1243	Database Architects	$24.72	$38.63	$47.63	$64.77	$78.21
15-1241	Computer Network Architects	$36.06	$41.91	$56.13	$65.55	$80.04
15-1251	Computer Programmers	$23.97	$33.55	$37.44	$54.86	$69.03
15-1255	Web and Digital Interface Designers	$23.67	$27.90	$36.22	$49.23	$50.84
15-1254	Web Developers	$23.87	$28.44	$37.84	$51.89	$55.87

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Troubleshooting
- Problem Solving
- Leadership

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- Valid Driver's License
- Certified Information Security Manager

In-Demand Education Level*

- High School or GED: 6.6%
- Associate degree: 7.7%
- Bachelor's degree: 49.3%
- Master's degree: 10.6%

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

Top Posting Employers

- Marriott International
- Michigan State University
- State of Michigan
- GovCIO
- TEKsystems
- Ford
- Allegis Group
- Meta
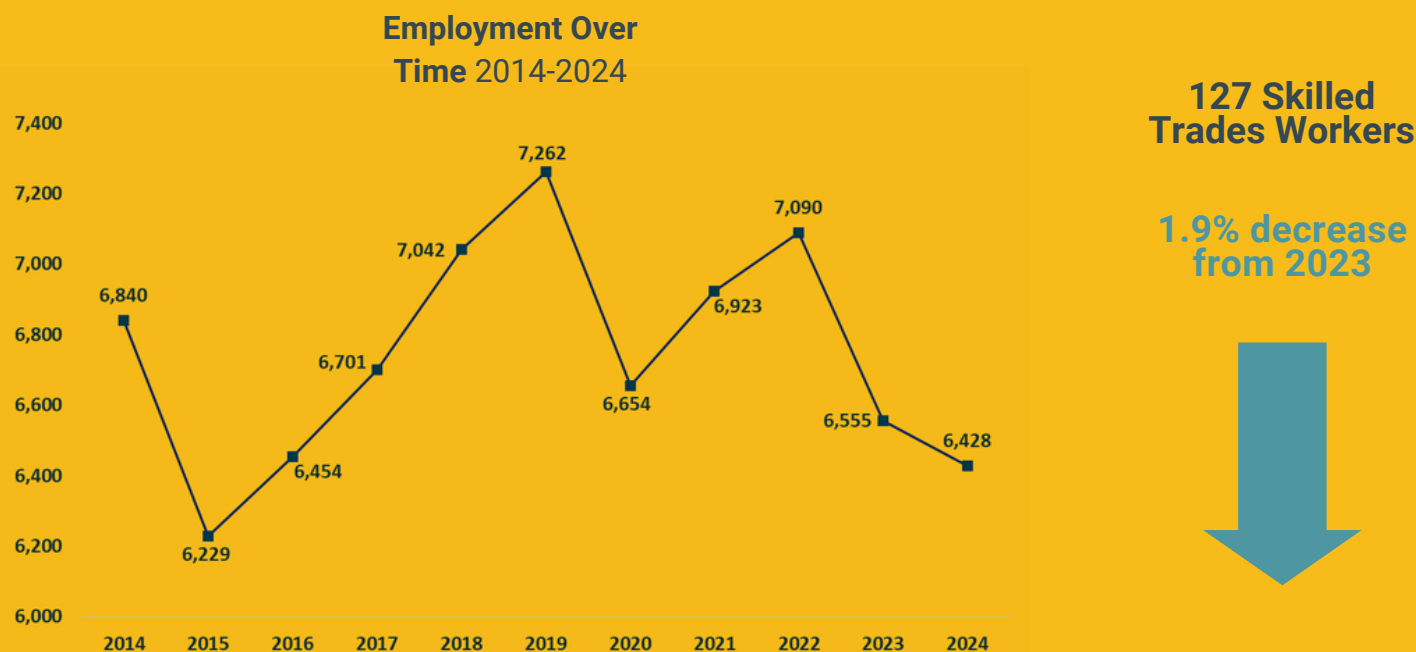- Humana
- Gsk Solutions

Job Postings by City

1. Lansing: 6,393 Postings
2. East Lansing: 517 Postings
3. Okemos: 203 Postings
4. Meridian Charter Township: 177 Postings
5. Mason: 49 Postings
6. Webberville: 13 Postings
7. Williamston : 13 Postings
8. Holt: 8 Postings
9. Delhi Charter Township: 6 Postings
10. Leslie: 3 Postings

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 exclusively on Advanced Manufacturing.

Employment Over Time 2014-2024

Year	Employment
2014	6,840
2015	6,229
2016	6,454
2017	6,701
2018	7,042
2019	7,262
2020	6,654
2021	6,923
2022	7,090
2023	6,555
2024	6,428

127 Skilled Trades Workers

1.9% decrease from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the Skilled Trades occupation group employed about 6,428 workers in Ingham County. The majority of Skilled Trades workers are male (86.9 percent) and between the ages of 25 and 54 (64.3 percent). Due to the aging workforce, additional outreach will be necessary as 27.8 percent are 55 years of age or older.

Worker Gender Demographics

13.1% Female

86.9% Male
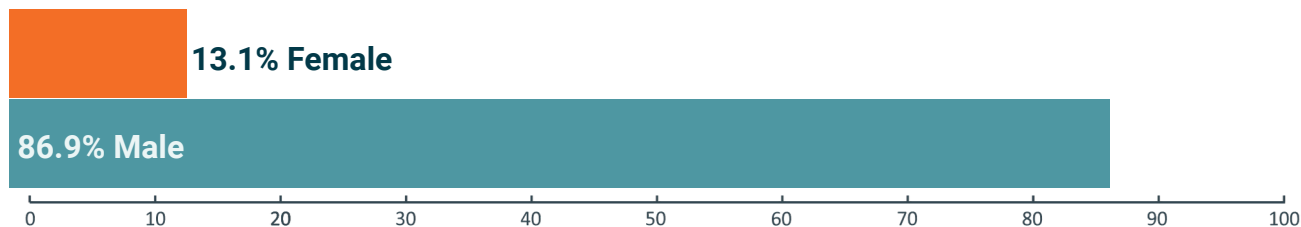
Race and Ethnicity Demographics

80.1% White | 5.9% Hispanic or Latino | 8.3% Black or African-American

Worker Age Demographics

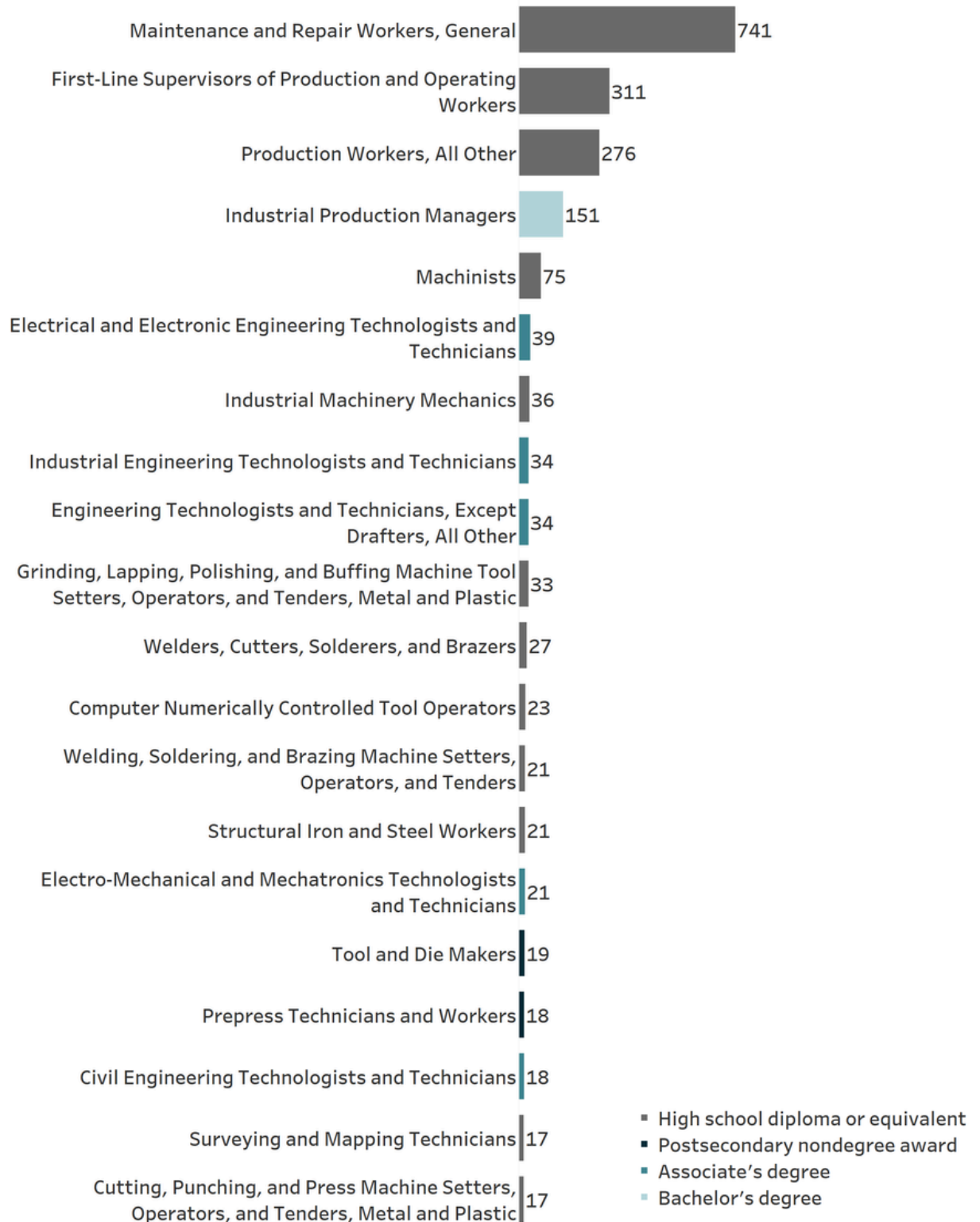| Age 14-24 7.9%	Age 25-54 64.3%	Age 55+ 27.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 1,979 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2024, with 741 postings. First-Line Supervisors of Production and Operating Workers was in the second position with 311 postings. Other top posted jobs include Production Workers, All Other (276 postings), Industrial Production Managers (151 postings), and Machinists (75 postings).

Occupation	Postings
Maintenance and Repair Workers, General	741
First-Line Supervisors of Production and Operating Workers	311
Production Workers, All Other	276
Industrial Production Managers	151
Machinists	75
Electrical and Electronic Engineering Technologists and Technicians	39
Industrial Machinery Mechanics	36
Industrial Engineering Technologists and Technicians	34
Engineering Technologists and Technicians, Except Drafters, All Other	34
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	33
Welders, Cutters, Solderers, and Brazers	27
Computer Numerically Controlled Tool Operators	23
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	21
Structural Iron and Steel Workers	21
Electro-Mechanical and Mechatronics Technologists and Technicians	21
Tool and Die Makers	19
Prepress Technicians and Workers	18
Civil Engineering Technologists and Technicians	18
Surveying and Mapping Technicians	17
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	17

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

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 $22.30, which translates to an annual salary of about $46,384. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of $51.17 or $106,434 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	$14.93	$17.93	$22.30	$25.73	$31.02
51-1011	First-Line Supervisors of Production and Operating Workers	$19.74	$23.28	$31.04	$38.54	$48.90
51-9199	Production Workers, All Other	$13.85	$16.86	$17.36	$18.30	$25.65
11-3051	Industrial Production Managers	$37.66	$43.67	$51.17	$62.30	$81.30
51-4041	Machinists	$17.58	$19.62	$24.09	$29.25	$32.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.03	$22.22	$30.80	$38.53	$39.97
49-9041	Industrial Machinery Mechanics	$19.00	$23.04	$29.43	$32.09	$37.03
17-3026	Industrial Engineering Technologists and Technicians	$23.06	$23.06	$24.07	$31.84	$34.95
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$21.48	$22.73	$26.11	$35.41	$61.67
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	$15.56	$17.64	$18.45	$23.67	$30.14

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- HVAC
- Continuous Improvement Process

In-Demand Foundational Skills

- Communication
- Operations
- Troubleshooting
- Management
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- EPA 608 Technician Certification
- HVAC Certification
- Commercial Driver's License (CDL)
- Airframe & Powerplant (A&P) Certificate

In-Demand Education Level*

- High School or GED: 40.9%
- Associate degree: 10.0%
- Bachelor's degree: 19.2%
- Master's degree: 4.5%

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

Top Posting Employers

- Aerotek
- Michigan State University
- ResourceMFG
- Adecco
- WestRock
- State of Michigan
- Neogen Corporation
- General Motors
- Dart Container
- Loc Performance Products

Job Postings by City

1. Lansing: 1,405 Postings
2. East Lansing: 187 Postings
3. Mason: 119 Postings
4. Williamston: 75 Postings
5. Okemos: 41 Postings
6. Holt: 38 Postings
7. Delhi Charter Township: 34 Postings
8. Meridian Charter Township: 31 Postings
9. Webberville: 28 Postings
10. Stockbridge: 7 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