

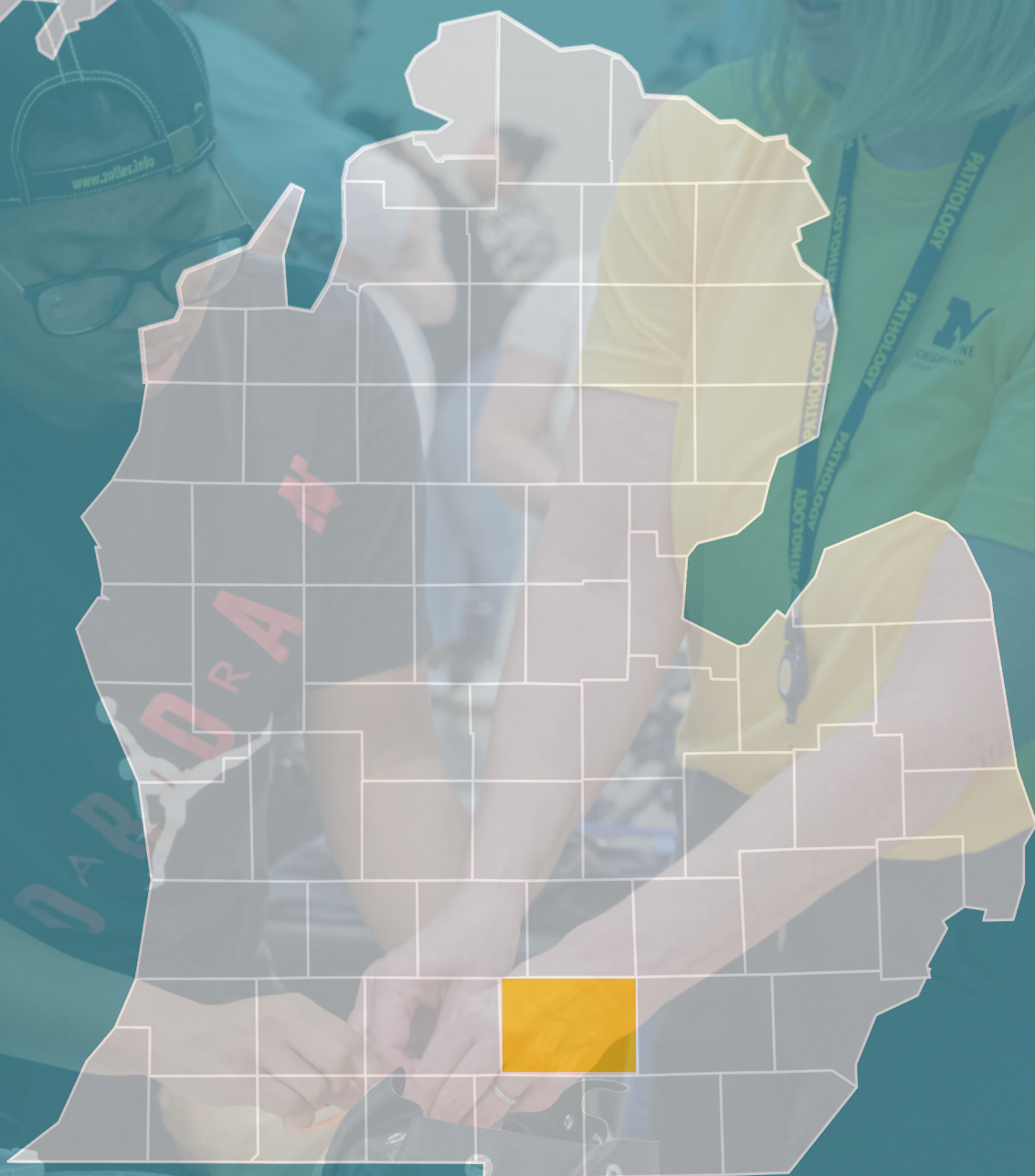
LABOR MARKET REPORT

JAN - DEC
2024

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WIN

WORKFORCE
INTELLIGENCE
NETWORK



JACKSON COUNTY

2024

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INTRODUCTION

Jackson 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 Jackson 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. This 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 Jackson County for the Agriculture, Energy, 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 JACKSON COUNTY

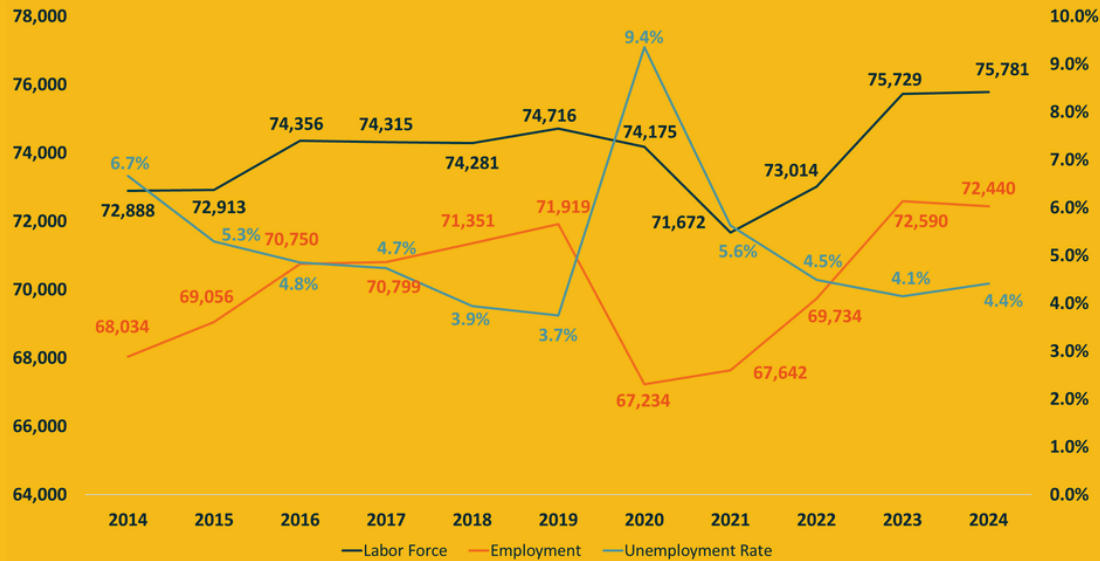
JACKSON COUNTY Annual State of the Labor Market

In 2024, the labor force increased by 52 individuals (0.1 percent) from 2023. Employment decreased by 150 individuals (0.2 percent), while unemployment increased by 202 workers. The unemployment rate also increased in 2024, from 4.1 percent in 2023 to 4.4 percent. Quarterly postings data shows shifts in hiring and skills demanded as the County continues its recovery. Registered Nurses continues to top the list as the most demanded occupation in 2024, accounting for 1,167 job postings. Despite Registered Nurses topping the list of the most in-demand occupations in Jackson, it is the only Health Care occupation in the top five in-demand occupations for 2024.

Annual Labor Market Information

The labor force in Jackson County grew in 2024 by 52 individuals (0.1 percent) from the prior year. Employment decreased by 150 workers (0.2 percent) since 2023, while unemployment increased by 202 individuals for a total of 3,341 unemployed workers in 2024. The unemployment rate increased in 2024 to 4.4 percent, rising 0.3 percentage points from 4.1 percent in 2023.

Annual Labor Force, Employment, Unemployment Rate
2014–2024

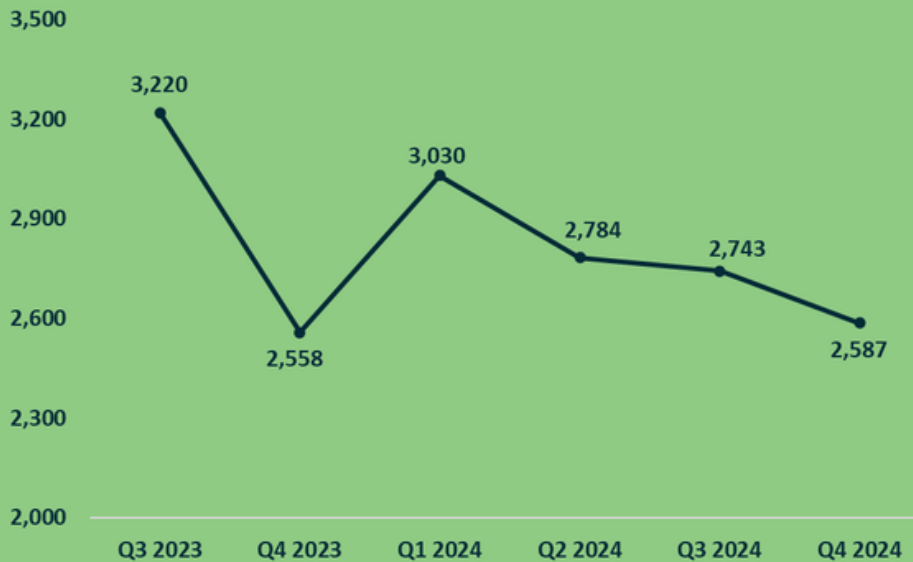


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 shows that employer demand decreased from the end of Q3 2024. In Q4 2024, there was an average of 2,587 unique postings in Jackson County, 157 less than the Q3 average of 2,587 postings. The first quarter had the highest recorded postings in 2024 with an average of 3,030 postings, an increase of 472 postings (18.5 percent) over Q4 2023.

Average Quarterly Posting Analysis Jackson County
Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

JACKSON
COUNTY

Key Findings

3.7%

Employer demand decreased by 3.7 percent, a loss of 1,128 job postings since 2023

High School Diploma

Most in-demand minimum education level during 2024

In 2024, employment totaled

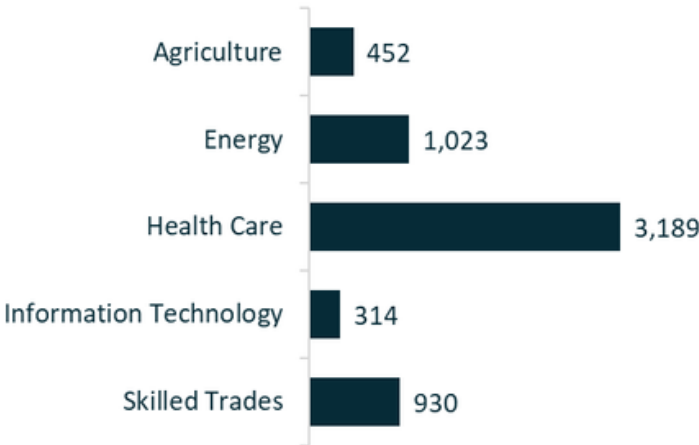
75,781

an increase of 52 workers since 2023

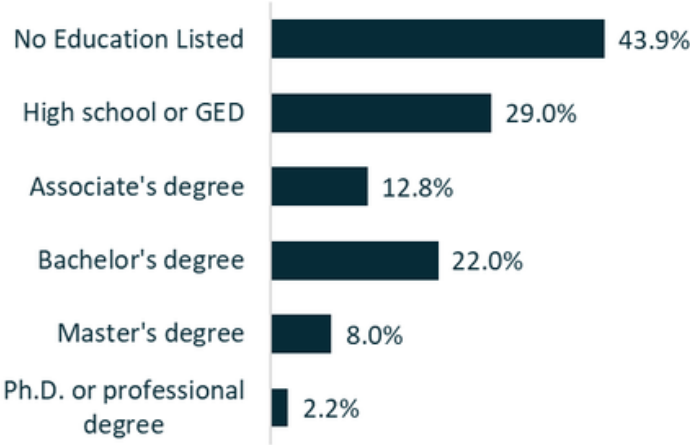
During 2024, there were 15,043 unique job postings, an decrease of 1,128 postings over the 16,171 postings during 2023 in Jackson County. The first quarter in 2024 saw the highest demand for the year with 3,030 postings, a 18.5 percent increase from Q4 2023. The top posted occupations in 2024 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Heavy and Tractor-Trailer Truck Drivers, and Food Service Managers. More information about in-demand job postings is available page 7.

Of the 15,043 unique postings in Jackson County during 2024, 4,357 (29.0 percent) required a High School diploma or equivalent, while 5,233 postings (34.8 percent) required a College degree. An additional 1,529 postings (10.2 percent) required an advanced degree. The mixed demand of high-skilled and entry level occupations within the County drives this need for workers with various skill sets.

Top 5 Posting Occupation Groups
2024



Education Levels In-Demand
2024



The second and fourth quarters of 2024 saw a slight increase in the labor force and employment, while unemployment increased by 841 individuals and the unemployment rate increased by 1.1 percent to 4.7 percent in Q4 2024. The labor force numbers peaked in Q4 2024 with a high of 76,128 and employment numbers peaked in Q2 2024 with a high of 72,856 individuals. Total unemployment fluctuated through each quarter of 2024 and the unemployment rate ended the year at 4.7 percent. For more information about this year's unemployment rate and other labor market indicators are on 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	76,803	75,368	75,993	75,632	76,128	496	0.7%	-674	-0.9%
Employment	74,091	72,336	72,856	71,991	72,576	585	0.8%	-1,515	-2.0%
Unemployment	2,711	3,032	3,137	3,642	3,552	-89	-2.5%	841	31.0%
Unemployment Rate	3.5%	4.0%	4.1%	4.8%	4.7%	-0.1%	na	1.1%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 75,781 individuals, an increase of 52 individuals since 2023. Employment is down to 72,440 workers in 2024, an decrease of 150 workers. Both unemployment and the unemployment rate increased. Unemployment increased to 3,341 workers, up by 202 workers from 3,139 workers in 2023. Similarly, the unemployment rate increased by 0.3 percentage points for a 2024 unemployment rate of 4.4 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	72,888	72,913	74,356	74,315	74,281	74,716	74,175	71,672	73,014	75,729	75,781	52	0.1%
Employment	68,034	69,056	70,750	70,799	71,351	71,919	67,234	67,642	69,734	72,590	72,440	-150	-0.2%
Unemployment	4,854	3,857	3,606	3,515	2,930	2,798	6,941	4,030	3,280	3,139	3,341	202	6.4%
Unemployment Rate	6.7%	5.3%	4.8%	4.7%	3.9%	3.7%	9.4%	5.6%	4.5%	4.1%	4.4%	0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 73,712 people in the labor force, meaning that these individuals were either working or seeking employment, in Jackson County. Just under half of the population of 69,430 individuals (43.3 percent) living in the region were actively working. The highest unemployment rates were seen in those aged 20-24 years old for males. Males under the age of 20 face an unemployment rate of 9.6 percent, while females had the highest unemployment rate of 18.9 percent in those aged 16-19. Some Other Race job seekers also have a difficult time finding employment, facing an unemployment rate of 19.6 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	73,712	69,430	4,282	5.8%
Sex				
Male 16+	37,435	35,287	2,148	5.7%
16-19	1,544	1,408	136	8.8%
20-24	3,596	3,249	347	9.6%
25-54	22,951	21,557	1,394	6.1%
55-64	7,274	7,004	270	3.7%
65 Plus	2,070	2,069	1	0.0%
Female 16+	36,277	34,143	2,134	5.9%
16-19	2,005	1,626	379	18.9%
20-24	3,788	3,274	514	13.6%
25-54	21,585	20,554	1,031	4.8%
55-64	7,058	6,879	179	2.5%
65 Plus	1,841	1,810	31	1.7%
Race				
White	64,682	59,004	5,678	5.1%
Black / African American	4,280	2,945	1,336	13.7%
Native American	105	99	6	1.9%
Asian	579	579	0	0.0%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	455	267	188	19.6%
Two or More Races	3,785	3,277	509	7.7%
Ethnicity				
Hispanic	2,579	2,040	539	12.2%

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

POPULATION DEMOGRAPHICS

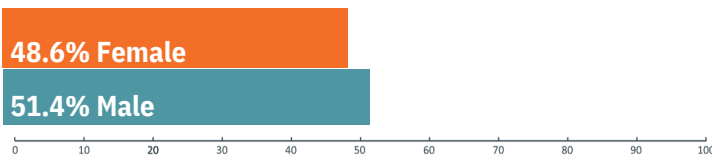
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Jackson County decreased by about 0.3 percent between 2022 and 2023. During 2023, there were 160,187 people living in the County. The gender of the populace was split almost evenly, with about 48.6 percent of the population identifying as female and the other 51.4 percent identifying as male. A majority of the population identified as White (83.9 percent) with the second largest number of individuals identifying as Black or African American (7.7 percent). The region is facing an aging populace; with 32.8 percent of the population over the age of 54, compared to 29.8 percent under the age of 25.

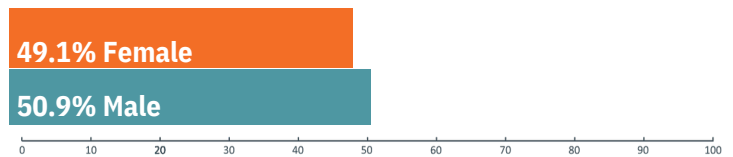
2024 Current Workforce

In 2024, the workforce had a total of 58,329 individuals working in Jackson County. A slight majority, 50.9 percent (29,711 workers) were male, while 49.1 percent (28,618 workers) of the workforce was female. Most workers in the county identified as White, accounting for 82.2 percent of the workforce, while Black or African American workers totaled 9.4 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.0 percent. A significant concentration of the workforce in Jackson County is between the age of 25 and 54 (61.9 percent), while 23.6 percent of workers are 55 and older.

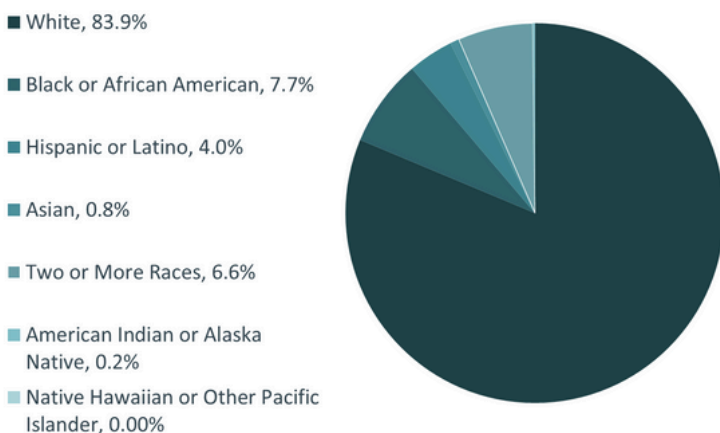
Population Gender Demographics



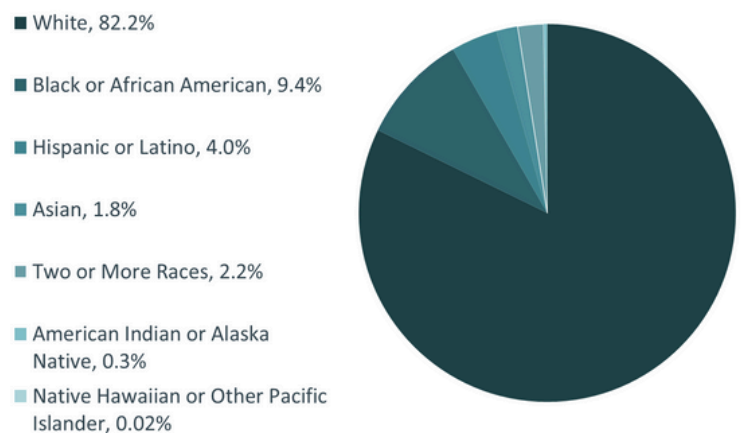
Workforce Gender Demographics



Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



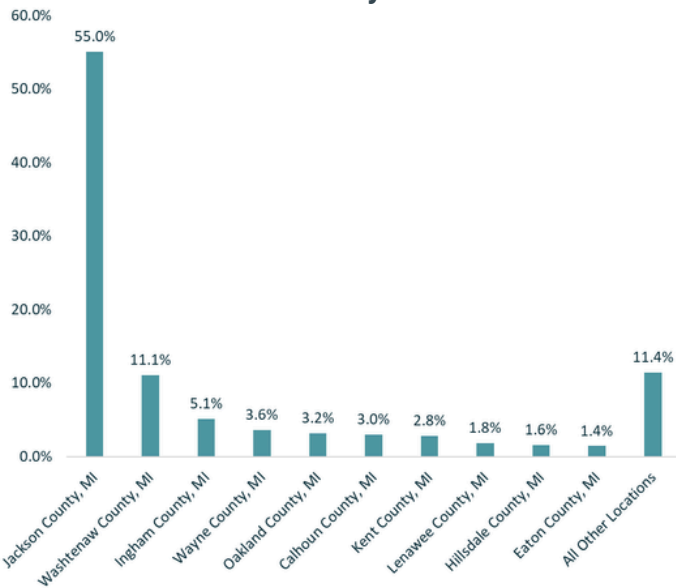
Workforce Age Demographics



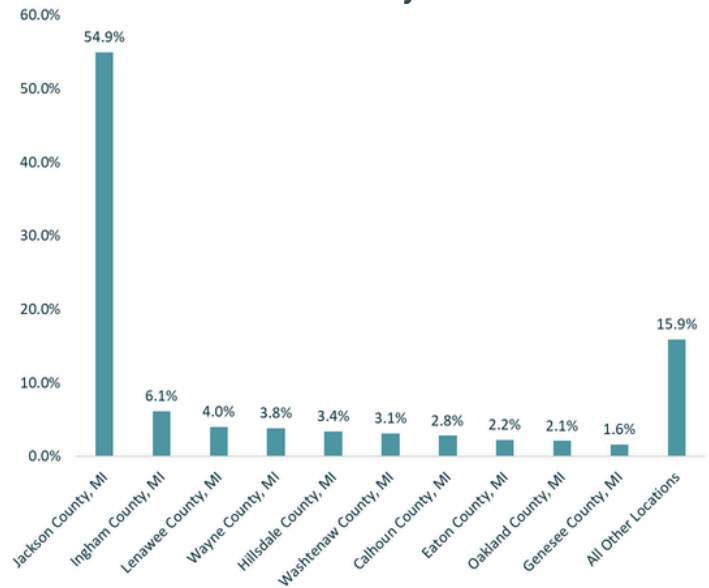
2024 JACKSON COUNTY REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the County's workforce consisted of 56,935 residents. There were 31,338 (55.0 percent) of the residents lived and worked within Jackson County, while the remaining 25,597 residents (45.0 percent) traveled outside of the County for work. There were 57,089 workers employed in the County during 2021. Of those, 25,751 workers (45.1 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Jackson County is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Jackson County Residents Work



Where Jackson County Workers Live

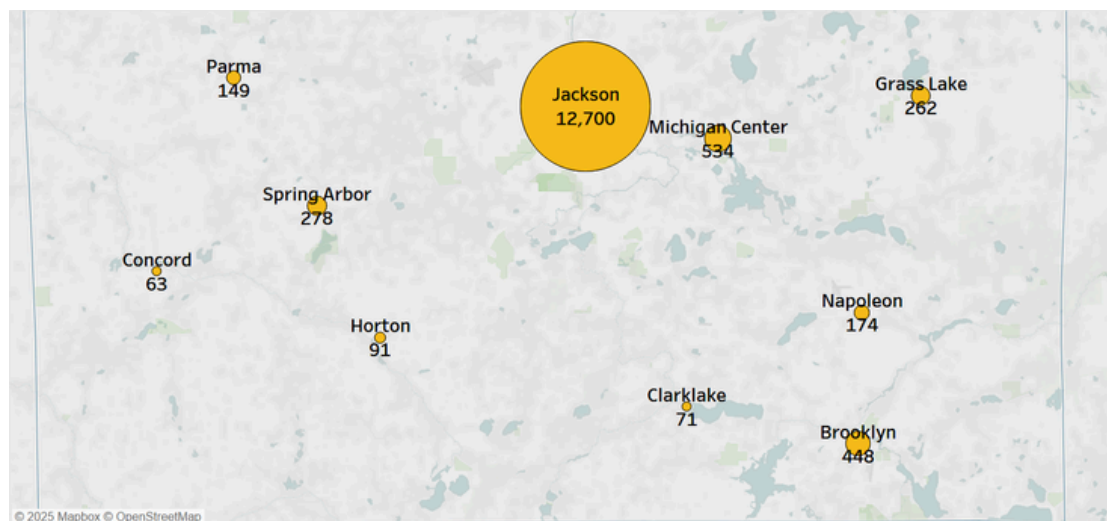


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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Analysis: Workforce Intelligence Network

Job Postings by City

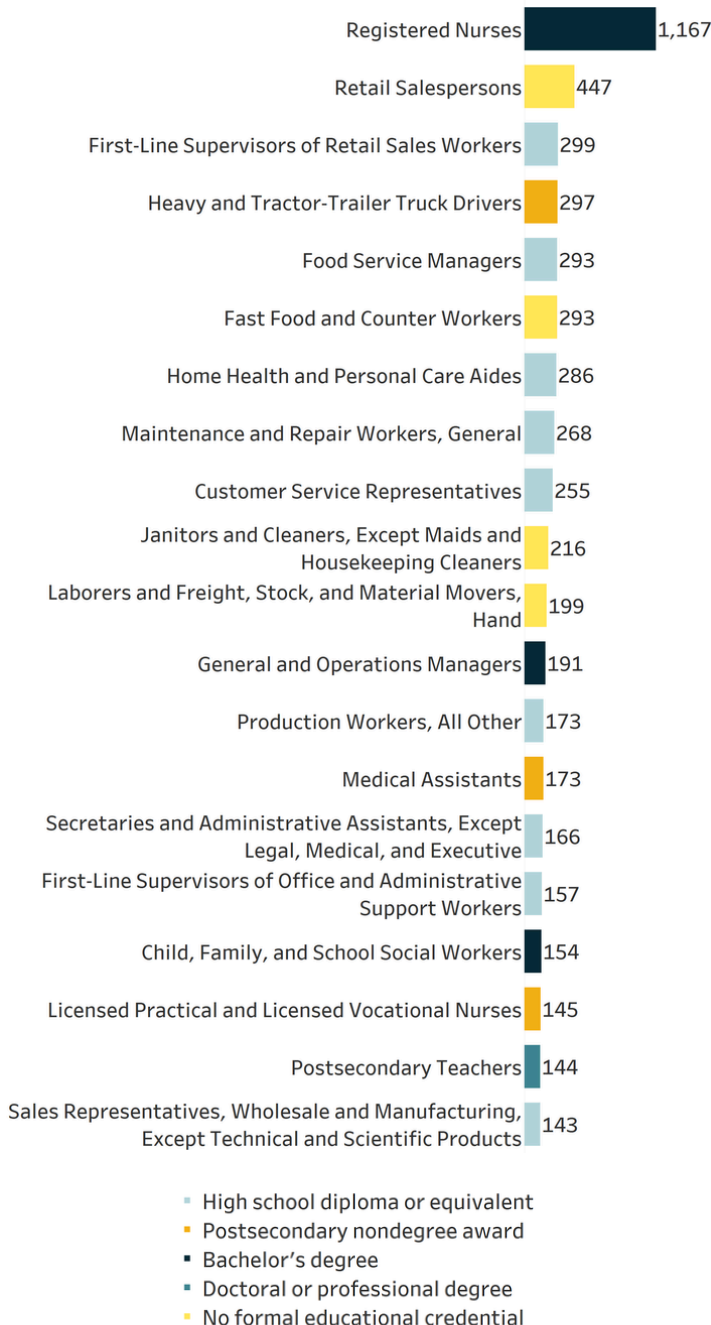
1. Jackson: 12,700 Postings
2. Michigan Center: 534 Postings
3. Brooklyn: 448 Postings
4. Spring Arbor: 278 Postings
5. Grass Lake: 262 Postings
6. Napoleon: 174 Postings
7. Parma: 149 Postings
8. Horton: 91 Postings
9. Clarklake: 71 Postings
10. Concord: 63 Postings



TOP POSTED JOBS

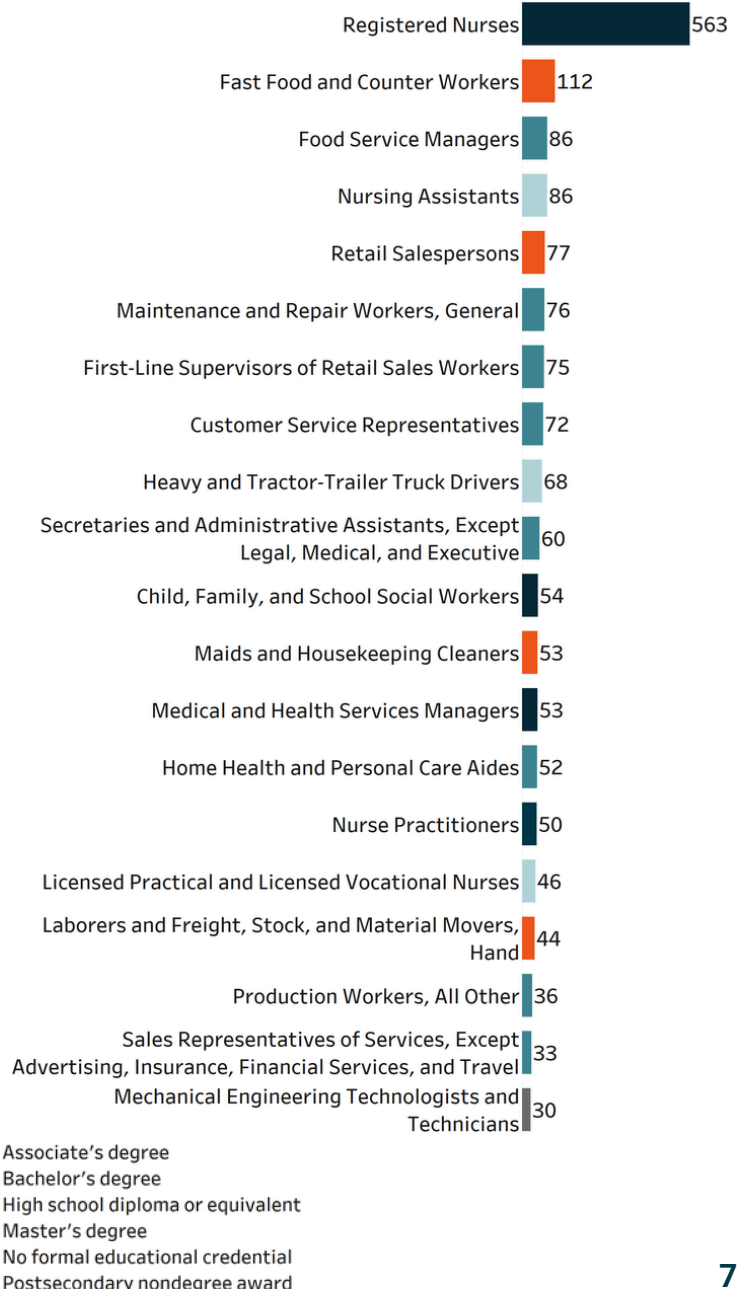
Top Posted Jobs

Registered Nurses is the top posted occupation for 2024 with 1,167 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (447 postings) and First-Line Supervisors of Retail Sales Workers (299 postings) round out the top three demanded occupations, requiring no formal educational credential and High School diploma or equivalent, respectively. All the other top ten in-demand jobs require a postsecondary nondegree award, coupled with short to moderate-term on-the-job training or a High School diploma or equivalent.



Top Posted Entry-Level Jobs

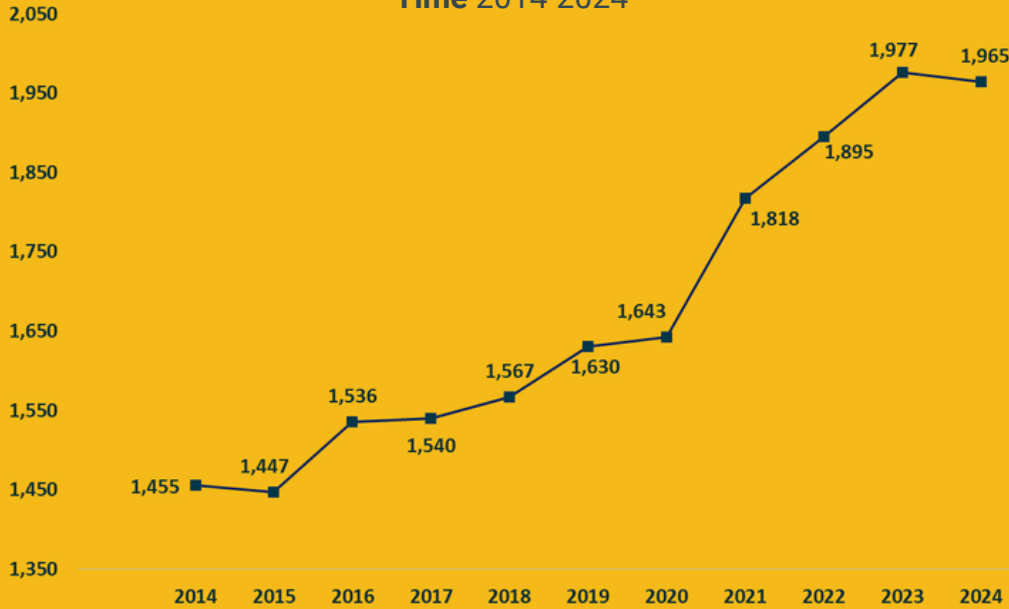
Entry-level jobs, which usually require zero to two years of previous experience, account for 25.5 percent of postings in Jackson County. Half of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 36.4 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 563 postings, followed by Fast Food and Counter Workers, not requiring any formal educational credential, with 112 postings.



AGRICULTURE OCCUPATION GROUP

WIN's Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

Employment Over
Time 2014-2024

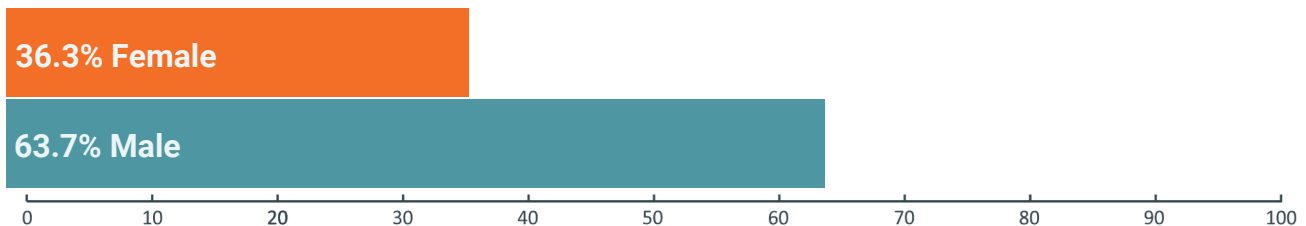


12
Agriculture
Workers
0.6% decrease
from 2023

Agriculture Worker Demographics

According to 2024 Lightcast data, the 1,965 workers in the Agriculture group are not particularly diverse. Just 12.3 percent of the related workforce is under 25. Female workers account for 36.9 percent of the current workforce and only 14.9 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

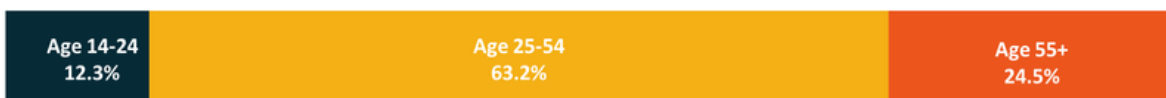
Worker Gender Demographics



Race and Ethnicity Demographics

85.1% White | 5.3% Hispanic or Latino | 6.0% Black or African-American

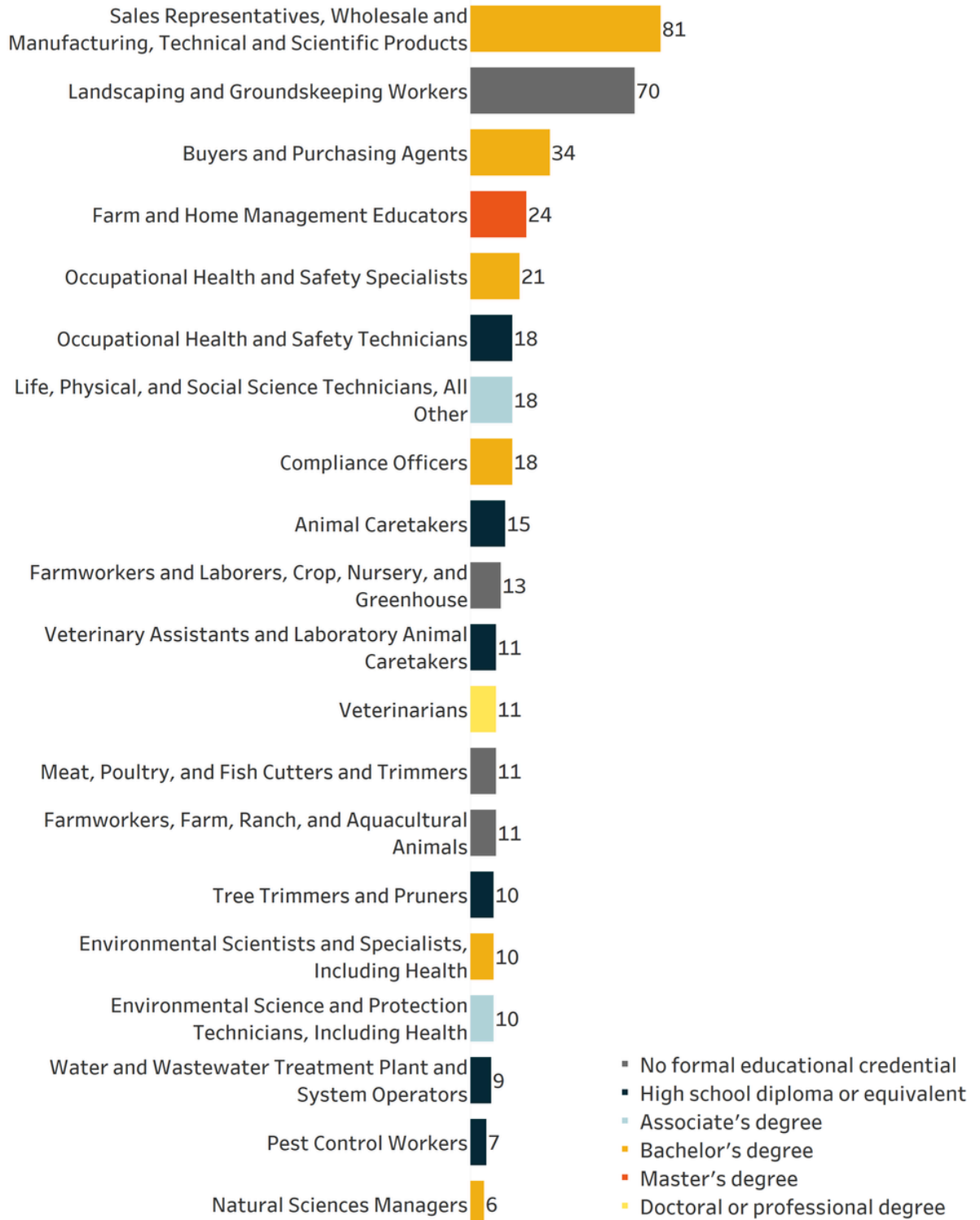
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 452 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers during 2024, with 81 postings. Landscaping and Groundskeeping Workers was in the second position with 70 postings. Other top posted jobs include Buyers and Purchasing Agents (34 postings), Farm and Home Management Educators (24 postings), and Occupational Health and Safety Specialists (21 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in 2024 offer median wages of more than \$17.00 per hour. The top posted job, Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, offers median hourly earnings of \$51.72, which translates to annual earnings of approximately \$107,578. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$29.92	\$37.77	\$51.72	\$62.46	\$77.77
37-3011	Landscaping and Groundskeeping Workers	\$13.42	\$14.19	\$17.37	\$18.97	\$22.00
13-1028	Buyers and Purchasing Agents	\$19.31	\$25.15	\$32.31	\$39.91	\$59.69
25-9021	Farm and Home Management Educators	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
19-5011	Occupational Health and Safety Specialists	\$21.88	\$27.21	\$35.01	\$40.80	\$46.26
13-1041	Compliance Officers	\$22.48	\$28.68	\$36.25	\$50.65	\$50.65
19-4099	Life, Physical, and Social Science Technicians, All Other	\$24.06	\$25.72	\$29.80	\$32.71	\$43.13
19-5012	Occupational Health and Safety Technicians	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
39-2021	Animal Caretakers	\$11.49	\$13.25	\$13.59	\$16.13	\$17.48
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.10	\$11.52	\$15.24	\$17.79	\$22.95

In-Demand Technical Skills

- Mowing
- Lawn Care
- Sales Prospecting
- Landscaping
- Selling Techniques

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Leadership

In-Demand Certifications

- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Pesticide Applicator License
- First Aid Certification
- Teaching Certificate

In-Demand Education Level*

- High School or GED: 27.0%
- Associate degree: 16.2%
- Bachelor's degree: 31.6%
- Master's degree: 5.1%

Top Posting Employers

- Jackson College
- State of Michigan
- Henry Ford Health
- AAA
- Jackson County
- VCA Animal Hospitals
- UniFirst
- Actalent
- Tenneco
- Dawn Food Products

Job Postings by City

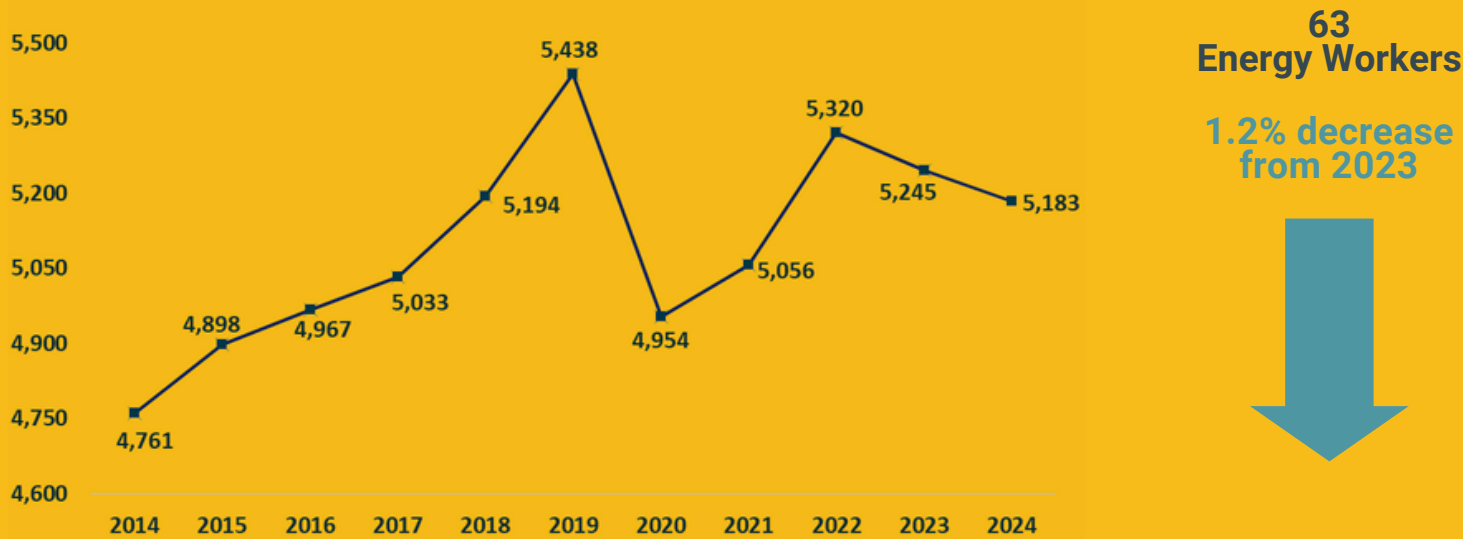
1. Jackson: 366 Postings
2. Brooklyn: 21 Postings
3. Grass Lake: 19 Postings
4. Michigan Center: 14 Postings
5. Parma: 9 Postings
6. Clarklake: 7 Postings
7. Napoleon: 5 Postings
8. Concord: 2 Postings
9. Spring Arbor: 2 Postings
10. Blackman: 1 Posting

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

ENERGY OCCUPATION GROUP

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

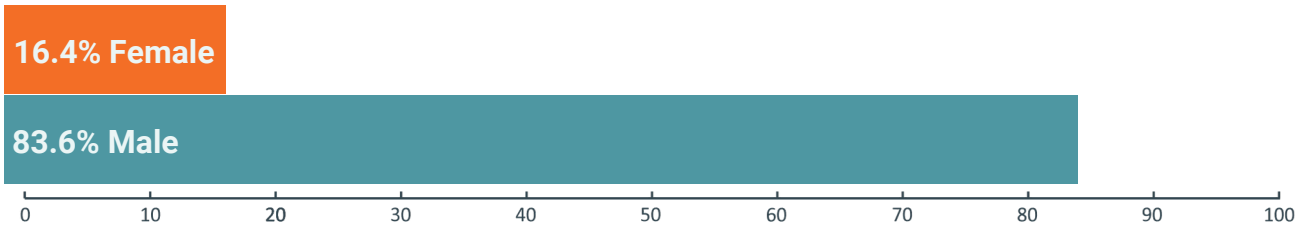
Employment Over
Time 2014-2024



Energy Worker Demographics

In 2024, there were 5,183 workers in the Energy occupation group. This group is primarily made up of males (83.6 percent) and between the ages of 25 and 54 (70.7 percent), with 16.4 percent of workers identifying as female and just 11.4 percent identifying as a racial minority. Also of note was that 5.0 percent of the workers in the occupation group were under the age of 25, compared to the 24.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

88.6% White | 2.6% Hispanic or Latino | 5.6% Black or African-American

Worker Age Demographics



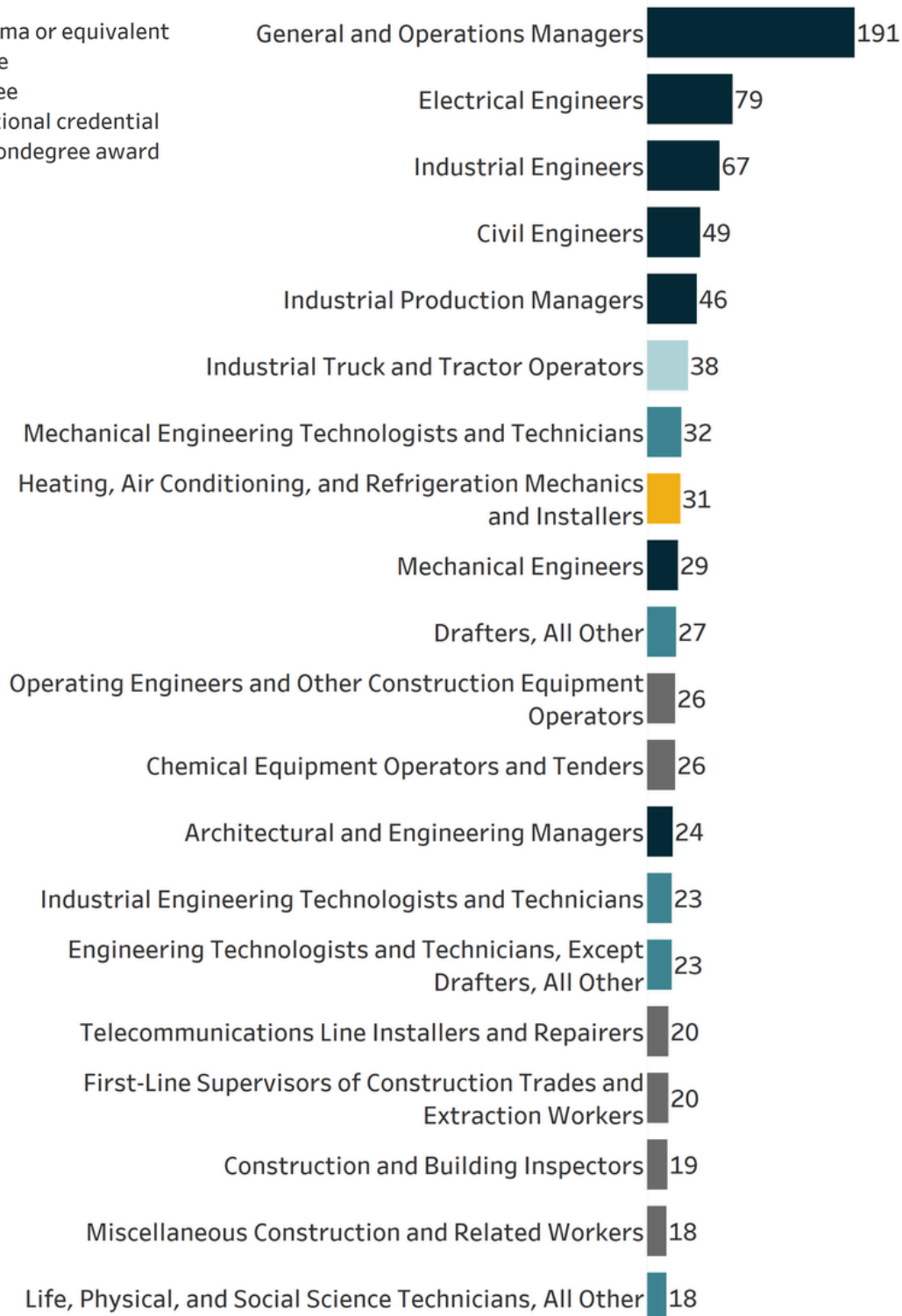
Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This year totaled 1,023 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers during 2024, with 191 postings. Electrical Engineers was in the second position with 79 postings. Other top posted jobs include Industrial Engineers (67 postings), Civil Engineers (49 postings), and Industrial Production Managers (46 postings).

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



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. More than half of the top ten Energy occupations has a median wage over \$30.00 per hour. The top posted Energy job, General and Operations Managers, offers a median hourly wage of \$44.55, or annual earnings of approximately \$92,664. 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	\$20.18	\$28.34	\$44.55	\$64.91	\$96.40
17-2071	Electrical Engineers	\$37.40	\$46.82	\$48.78	\$59.15	\$72.66
17-2112	Industrial Engineers	\$30.48	\$37.15	\$41.78	\$49.01	\$58.80
17-2051	Civil Engineers	\$30.75	\$37.66	\$47.71	\$62.37	\$63.34
11-3051	Industrial Production Managers	\$33.62	\$40.26	\$49.84	\$62.42	\$76.67
53-7051	Industrial Truck and Tractor Operators	\$16.71	\$18.67	\$19.25	\$22.25	\$24.07
17-3027	Mechanical Engineering Technologists and Technicians	\$22.45	\$25.81	\$30.30	\$35.33	\$39.98
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.06	\$22.44	\$26.95	\$37.53	\$43.29
17-2141	Mechanical Engineers	\$28.79	\$32.55	\$38.62	\$46.44	\$57.99
17-3019	Drafters, All Other	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Operations
- Management
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Forklift Certification
- Six Sigma Green Belt

In-Demand Education Level*

- High School or GED: 19.7%
- Associate degree: 13.4%
- Bachelor's degree: 39.8%
- Master's degree: 7.0%

Top Posting Employers

- Randstad
- Consumers Energy
- Gai Consultants
- Stanley Consultants
- Actalent
- Kanaan Communications
- Tenneco
- Eaton Corporation
- Technique
- Henry Ford Health

Job Postings by City

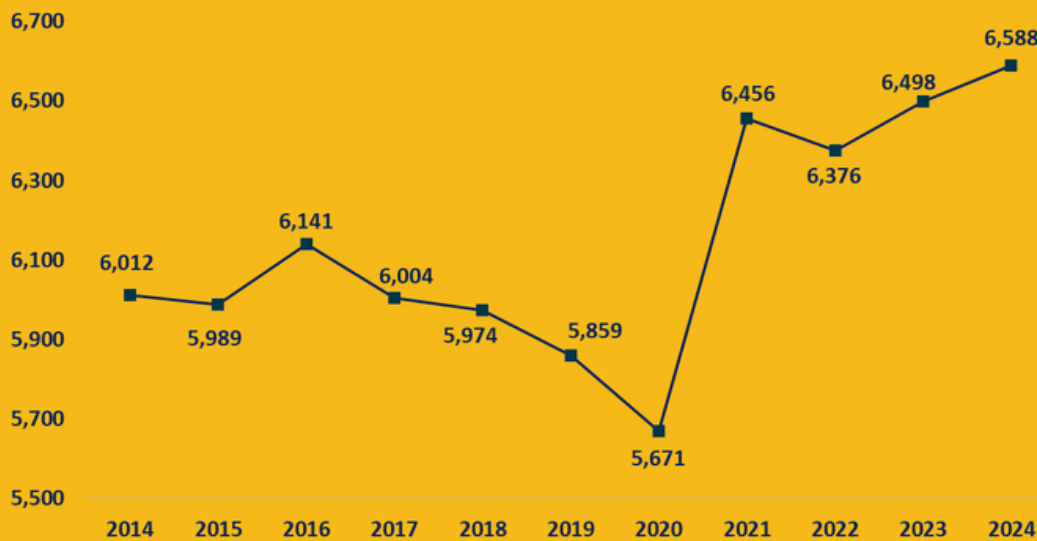
1. Jackson: 871 Postings
2. Grass Lake: 53 Postings
3. Michigan Center: 25 Postings
4. Brooklyn: 22 Postings
5. Napoleon: 16 Postings
6. Horton: 9 Postings
7. Parma: 8 Postings
8. Blackman: 5 Postings
9. Spring Arbor: 5 Postings
10. Concord: 3 Postings

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

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



90 Health Care Workers

1.4% increase from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 6,590 workers in Jackson County, who are overwhelmingly female (80.9 percent) and between the ages of 25 and 54 (67.5 percent), although 21.9 percent of workers are over 54. The Health Care occupation group is primarily white in Jackson County, with 82.0 percent of workers identifying as White, 9.7 percent identifying as Black or African American, and 8.3 percent identifying otherwise.

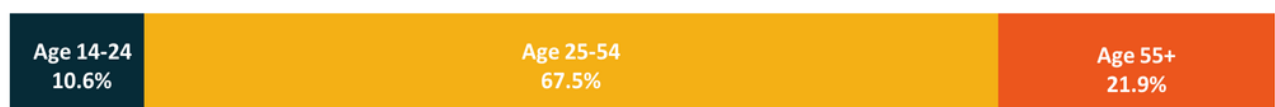
Worker Gender Demographics



Race and Ethnicity Demographics

82.0% White | 3.2% Hispanic or Latino | 9.7% Black or African-American

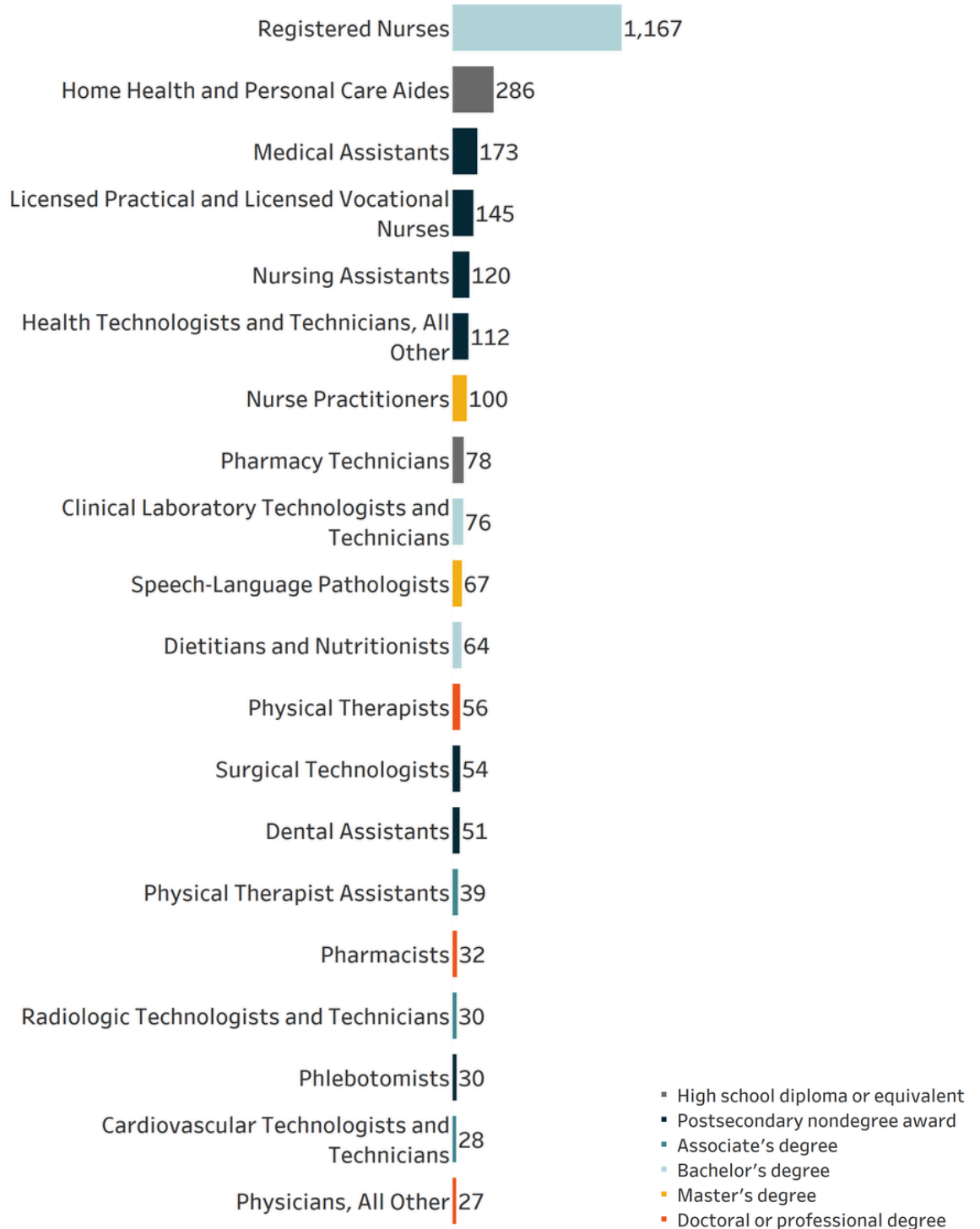
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand Health Care occupation throughout 2024, with 1,167 postings. Other top posted jobs include Home Health and Personal Care Aides (286 postings), Medical Assistants (173 postings), Licensed Practical and Licensed Vocational Nurses (145 postings), and Nursing Assistants (120 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 (78 postings), only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with a college. At least half of the top jobs pay over \$20.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$34.75 per hour or an annual salary of about \$72,280.

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	\$27.63	\$32.03	\$34.75	\$38.65	\$42.66
31-1128	Home Health and Personal Care Aides	\$12.68	\$13.49	\$14.24	\$16.50	\$17.56
31-9092	Medical Assistants	\$16.58	\$17.10	\$20.32	\$20.32	\$23.90
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.47	\$29.03	\$29.78	\$32.21	\$32.21
31-1131	Nursing Assistants	\$17.04	\$17.34	\$18.77	\$20.56	\$20.56
29-2099	Health Technologists and Technicians, All Other	\$19.21	\$20.03	\$24.00	\$31.76	\$40.17
29-1171	Nurse Practitioners	\$49.17	\$50.81	\$54.77	\$64.91	\$64.91
29-2052	Pharmacy Technicians	\$14.71	\$17.03	\$18.01	\$21.61	\$25.12
29-2018	Clinical Laboratory Technologists and Technicians	\$15.07	\$16.08	\$20.83	\$28.64	\$39.28
29-1127	Speech-Language Pathologists	\$28.53	\$35.64	\$39.85	\$44.12	\$49.44

In-Demand Technical Skills

- Nursing
- Nursing Care
- Home Health Care
- Nursing Process
- Medical Assistance

In-Demand Foundational Skills

- Leadership
- Communication
- Planning
- Compassion
- Teaching

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 24.7%
- Associate degree: 21.9%
- Bachelor's degree: 25.3%
- Master's degree: 7.9%

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

Top Posting Employers

- Henry Ford Health
- Elara Caring
- Right At Home
- CompHealth
- Jackson County Medical Care Facility
- OneStaff Medical
- P.I.E Management
- Holland
- Aya Healthcare
- Allegra Nursing And Rehab

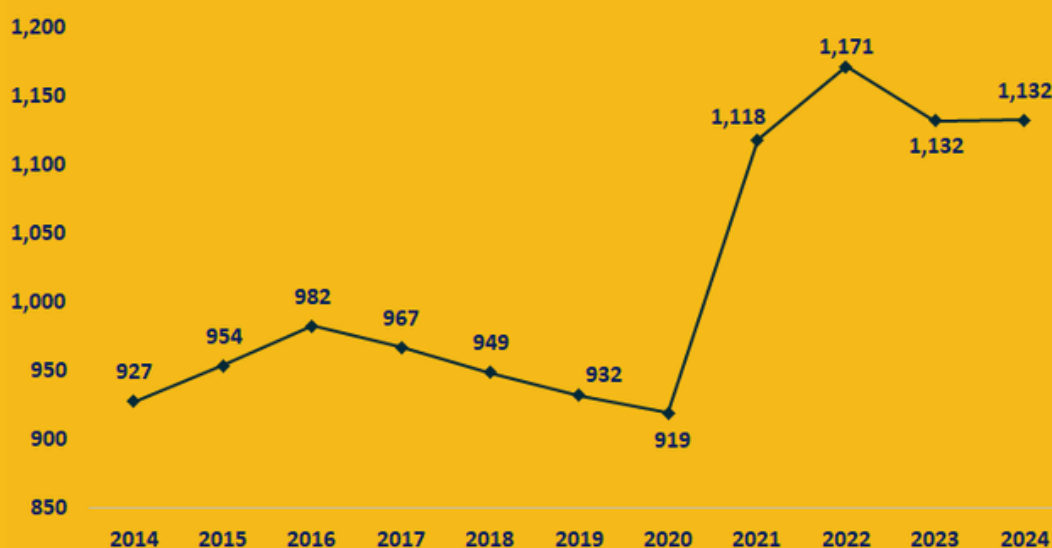
Job Postings by City

1. Jackson: 2,866 Postings
2. Michigan Center: 110 Postings
3. Brooklyn: 68 Postings
4. Spring Arbor: 46 Postings
5. Grass Lake: 29 Postings
6. Napoleon: 12 Postings
7. Springport: 12 Postings
8. Rives Junction: 10 Postings
9. Concord: 5 Postings
10. Munith: 4 Postings

2024 JACKSON COUNTY INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time 2014-2024



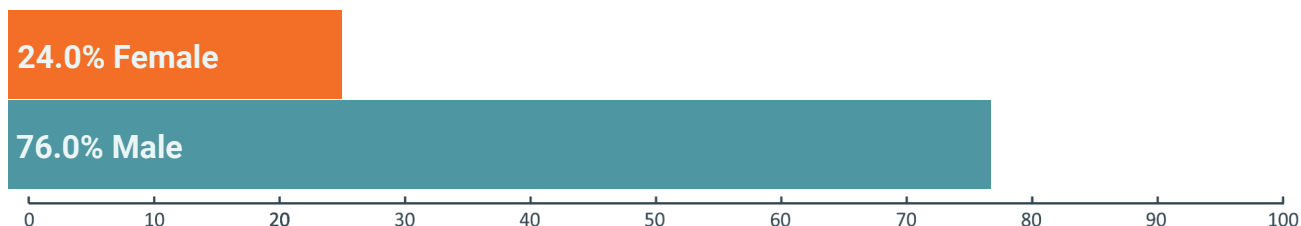
0 Information Technology Workers

0% increase from 2023

Information Technology Worker Demographics

According to 2024 Lightcast data, Jackson County has 1,132 IT workers. The workforce lacks diversity, with most workers identifying as male (76.0 percent). Roughly 76.7 percent of the workforce is between the ages of 25 and 54. Workers age 55 years and older account for 18.0 percent, while only 5.1 percent are 24 years old or younger. Around 73.0 percent of the workforce identifies as White, with workers who identify as Black or African American making up 9.0 percent of the workforce.

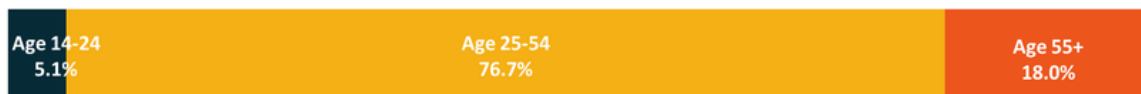
Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | 12.8% Asian | 9.0% Black or African-American

Worker Age Demographics

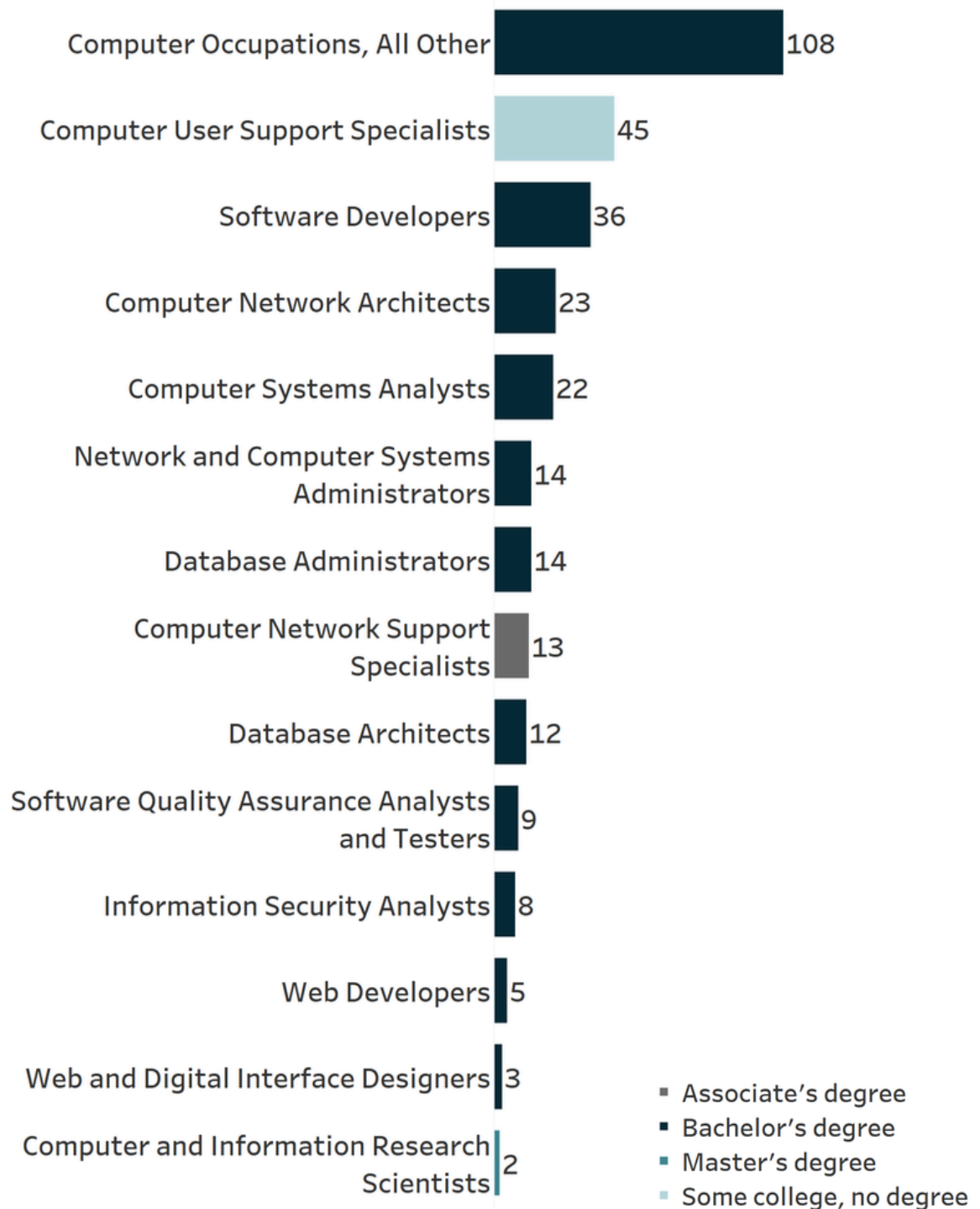


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 314 job postings for IT workers, with Computer Occupations, All Other as the most sought-after occupation by IT industry employers during 2024, with 108 postings. Computer User Support Specialists was in the second position with 45 postings. Other top posted jobs include Software Developers (36 postings), Computer Network Architects (23 postings), and Computer Systems Analysts (22 postings). Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists, typically require 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. Computer Occupations, All Other, the most in-demand occupation, offers a median hourly wage of \$41.80 per hour or almost \$86,944 per year. Software Developers earn the highest median wage at \$48.85 per hour or nearly \$101,608 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists earn over \$22.00 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
15-1299	Computer Occupations, All Other	\$24.31	\$25.72	\$41.80	\$56.62	\$67.72
15-1232	Computer User Support Specialists	\$16.40	\$20.39	\$24.12	\$30.94	\$37.22
15-1252	Software Developers	\$30.67	\$37.73	\$48.85	\$60.21	\$64.47
15-1241	Computer Network Architects	\$31.13	\$36.32	\$45.64	\$59.63	\$72.67
15-1211	Computer Systems Analysts	\$28.42	\$36.68	\$47.05	\$51.82	\$67.34
15-1242	Database Administrators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1244	Network and Computer Systems Administrators	\$29.53	\$37.79	\$43.83	\$49.81	\$59.80
15-1231	Computer Network Support Specialists	\$30.54	\$34.99	\$42.16	\$51.26	\$67.52
15-1243	Database Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1253	Software Quality Assurance Analysts and Testers	\$20.81	\$26.40	\$35.92	\$44.04	\$53.12

In-Demand Technical Skills

- Technical Support
- Automation
- Computer Science
- Operating Systems
- Project Management

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Management
- Operations
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- CompTIA A+
- Project Management Professional Certification
- Cisco Certified Network Associate
- CompTIA Network+

In-Demand Education Level*

- High School or GED: 21.7%
- Associate degree: 22.0%
- Bachelor's degree: 46.8%
- Master's degree: 8.9%

Top Posting Employers

- Consumers Energy
- TEKsystems
- HCL Technologies
- Henry Ford Health
- Ehub Global Solutions
- Jackson County Isd
- Lifeways
- Randstad
- Jackson College
- Collabera

Job Postings by City

1. Jackson: 280 Postings
2. Michigan Center: 14 Postings
3. Spring Arbor: 9 Postings
4. Brooklyn: 7 Postings
5. Grass Lake: 2 Postings
6. Blackman: 1 Posting
7. Clarklake: 1 Posting

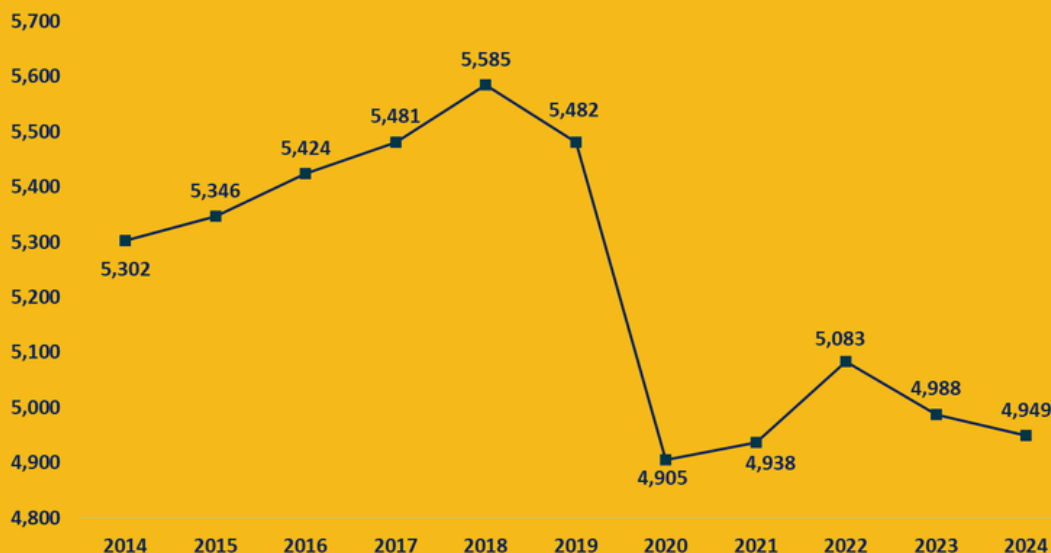
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

NOTE: Skilled Trades related to Construction and Assembly are not included in this cluster, as the focus is exclusively on Advanced Manufacturing.

**Employment Over
Time 2014-2024**



**39 Skilled Trades
Workers**

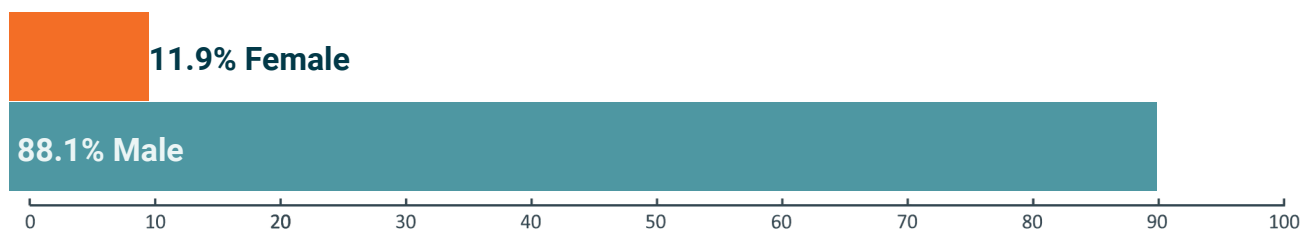
**0.8% decrease
from 2023**



Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 4,949 workers in the Skilled Trades group are not particularly diverse. Just 6.6 percent of the related workforce is under 25. Female workers account for 11.9 percent of the current workforce and only 12.7 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

87.3% White | 3.9% Hispanic or Latino | 6.6% Black or African-American

Worker Age Demographics

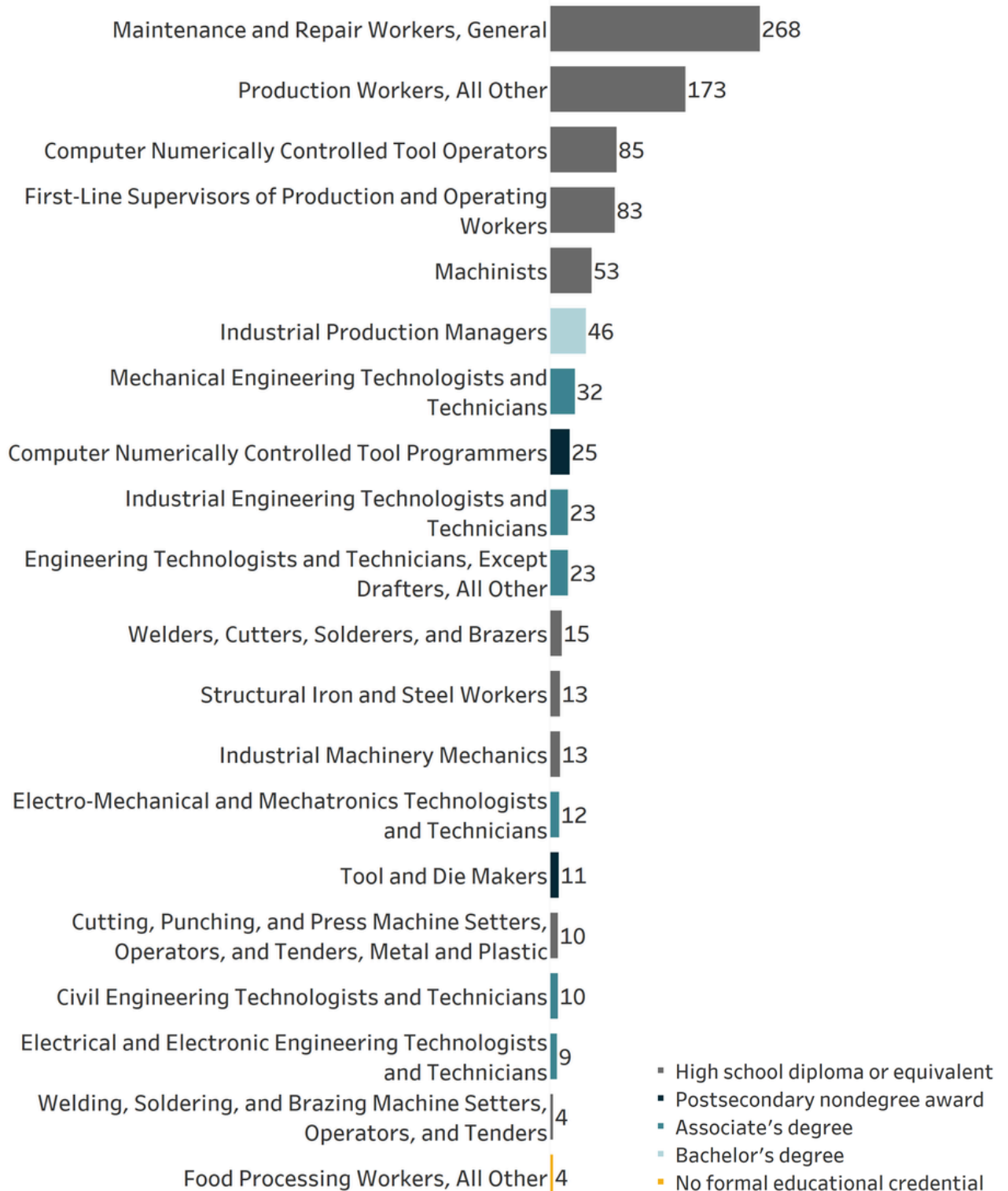


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 930 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 268 postings. Production Workers, All Other was in the second position with 173 postings. Other top posted jobs include Computer Numerically Controlled Tool Operators (85 postings), First-Line Supervisors of Production and Operating Workers (83 postings), and Machinists (53 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All but one of the top ten in-demand Skilled Trades occupations have median wages above \$22.00 per hour, while the remaining top occupation has wages above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2024, offers a median hourly wage of \$22.15, which translates to an annual salary of about \$46,072.

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	\$14.06	\$17.00	\$22.15	\$28.09	\$33.20
51-9199	Production Workers, All Other	\$14.38	\$15.32	\$15.32	\$16.44	\$20.65
51-9161	Computer Numerically Controlled Tool Operators	\$15.62	\$17.58	\$18.06	\$21.84	\$24.63
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.26	\$26.15	\$32.30	\$41.95	\$52.33
51-4041	Machinists	\$17.26	\$18.20	\$22.10	\$24.79	\$29.09
11-3051	Industrial Production Managers	\$33.62	\$40.26	\$49.84	\$62.42	\$76.67
17-3027	Mechanical Engineering Technologists and Technicians	\$22.45	\$25.81	\$30.30	\$35.33	\$39.98
51-9162	Computer Numerically Controlled Tool Programmers	\$16.74	\$22.11	\$27.70	\$32.25	\$36.86
17-3026	Industrial Engineering Technologists and Technicians	\$21.48	\$23.57	\$24.25	\$30.00	\$44.11
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$23.07	\$24.73	\$30.23	\$36.16	\$38.18

In-Demand Technical Skills

- Machinery
- Tooling
- Machining
- Lathes
- Blueprinting

In-Demand Foundational Skills

- Troubleshooting
- Communication
- Detail Oriented
- Operations
- Management

In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- HVAC Certification
- American Society For Quality (ASQ) Certified
- CompTIA A+

In-Demand Education Level*

- High School or GED: 35.9%
- Associate degree: 9.2%
- Bachelor's degree: 8.4%
- Master's degree: 2.0%

Top Posting Employers

- Aerotek
- Elwood Staffing
- Diverse Staffing
- Legends Manufacturing
- Technique
- Elm Plating Co
- Fastemps
- Xcel Staffing
- H.B. Fuller
- Randstad

Job Postings by City

1. Jackson: 761 Postings
2. Michigan Center: 34 Postings
3. Brooklyn: 22 Postings
4. Napoleon: 18 Postings
5. Clarklake: 17 Postings
6. Grass Lake: 16 Postings
7. Spring Arbor: 13 Postings
8. Rives Junction: 10 Postings
9. Horton: 9 Postings
10. Concord: 8 Postings

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



WIN

WORKFORCE INTELLIGENCE NETWORK



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