

LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



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2024

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LENAWEE & HILLSDALE COUNTIES

2024

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INTRODUCTION

Lenawee & Hillsdale Counties

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 Lenawee and Hillsdale counties, 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 Lenawee and Hillsdale counties for the Agriculture, Business and Finance, 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 LENAWE & HILLSDALE COUNTIES

LENAWE
HILLSDALE

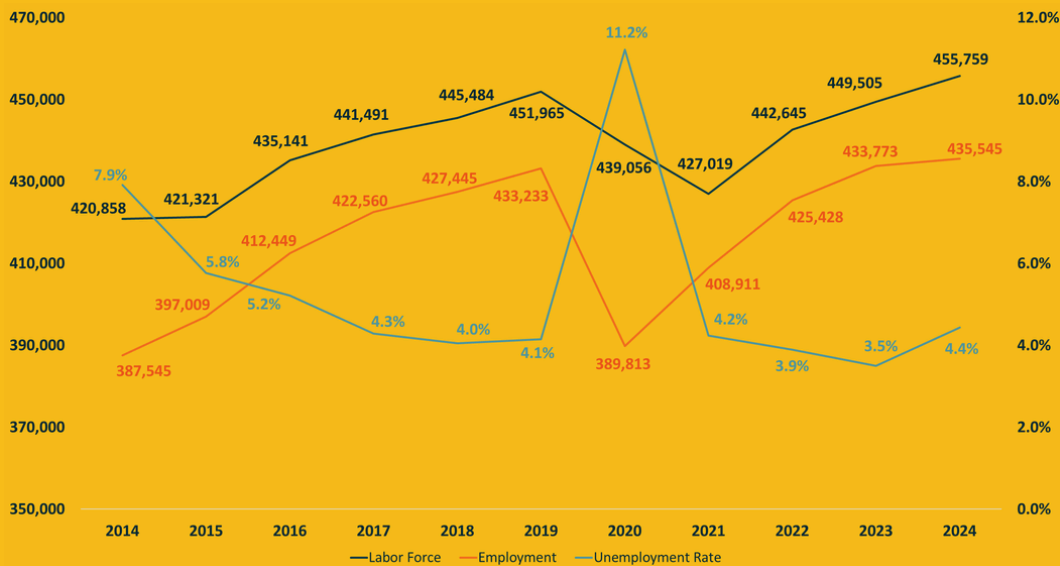
Annual State of the Labor Market

The labor force increased by 1,492 individuals (2.3 percent) while employment increased by 1,194 individuals (1.9 percent) from 2023. Unemployment went up by 298 workers and the unemployment rate increased by 0.3 percent from 4.4 percent in 2023 to 4.8 percent in 2024. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses are back on the top of in-demand occupations, accounting for 412 postings through 2024, while Retail Salespersons contributed 369 job postings, as the second most in-demand occupation in Lenawee and Hillsdale counties through 2024. The Health Care occupation group continues to be heavily demanded, 1,662 of the job postings in 2024, while retail, fast food, customer service, and truck drivers round out the other most in-demand occupations for 2024.

Annual Labor Market Information

The labor force in Lenawee and Hillsdale Counties increased in 2024, raising by 1,492 individuals (2.3 percent) from the prior year. Employment increased by 1,194 workers (1.9 percent) from 2023, while unemployment also increased by 298 workers (10.3 percent) for a total of 3,203 unemployed workers in 2024. The unemployment rate slightly increased in 2024 to 4.8 percent, a 0.35 percent increase from 4.4 percent in 2023. Both counties experienced an increase in the number of individuals employed and in the unemployment rate through 2024.

Annual Labor Force, Employment, Unemployment Rate
2014–2024

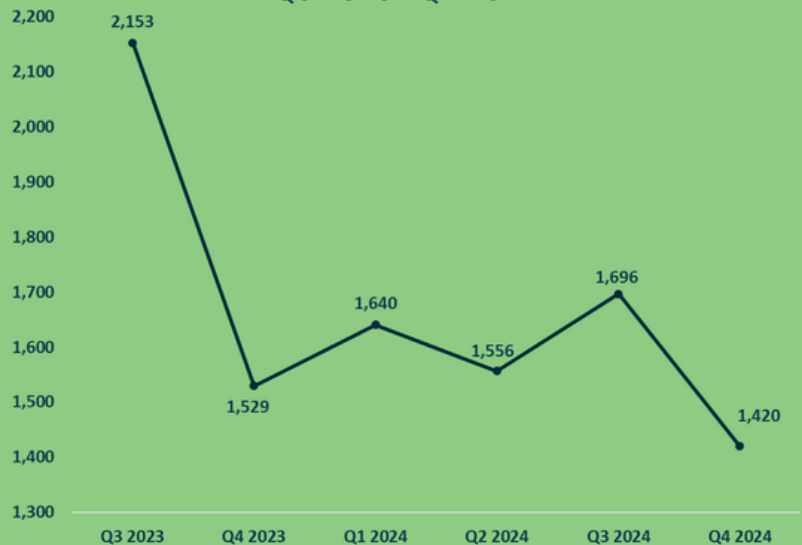


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 shows that employer demand has hit a 2024 low. In Q4 2024, there was an average of 1,420 unique postings in Lenawee and Hillsdale Counties, 276 less than the Q3 average of 1,696 postings. The third quarter had the highest recorded postings in 2024 with an average of 1,696 postings, an increase of 140 postings (9.0 percent) over Q2 2024.

Average Quarterly Posting Analysis Lenawee & Hillsdale Counties
Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

LENAWEE
HILLSDALE

Key Findings

26.5% Employer demand decreased by 26.5 percent, a loss of 3,097 job postings since 2023

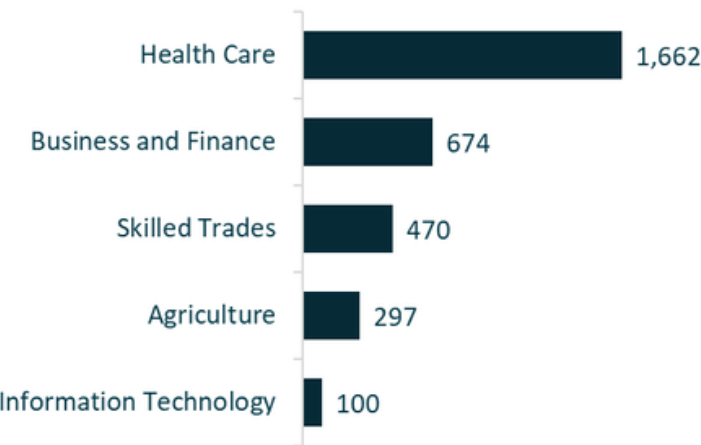
High School Diploma
Most in-demand minimum education level during Q4

In Q4, employment totaled
63,275
an increase of 569 workers from Q4 2023

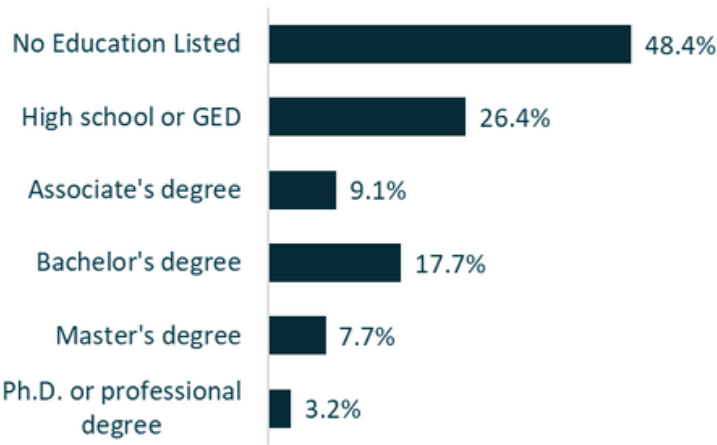
During 2024, there were 8,596 unique job postings, 3,097 less than the 11,693 postings made during 2023 in Lenawee and Hillsdale Counties. The third quarter in 2024 saw the highest demand for the year with 1,696 postings, a 9.0 percent increase over Q2 2024. The top posted occupations in 2024 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Heavy and Tractor-Trailer Truck Drivers, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 8,596 unique postings in Lenawee and Hillsdale Counties during 2024, 2,273 (26.4 percent) required a High School diploma or equivalent, while 2,309 postings (26.9 percent) required a College degree. An additional 934 postings (10.9 percent) required an advanced degree. The high demand for Health Care workers within the County drives this need for workers with various skill sets.

Top 5 Posting Occupation Groups
Q4 2024



Education Levels In-Demand
Q4 2024



The third quarter of 2024 saw a slight increase in the labor force, and the second quarter saw an increase in employment. The labor force peaked in the third quarter with 67,471 individuals. Employment numbers peaked in the second quarter with 64,131 individuals. Total unemployment also fluctuated through each quarter of 2024, culminating in a net increase of 839 workers from Q4 2023. The unemployment rate at the end of Q4 2024 was 5.0 percent, a decrease of 0.4 percent from Q3 2024. 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	458,822	456,602	456,063	459,981	450,391	-9,590	-2.1%	-8,430	-1.8%
Employment	441,539	439,663	437,191	437,694	427,634	-10,060	-2.3%	-13,906	-3.1%
Unemployment	17,282	16,939	18,872	22,287	22,758	470	2.1%	5,475	31.7%
Unemployment Rate	3.8%	3.7%	4.1%	4.8%	5.1%	0.2%	na	1.3%	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 66,857 individuals, an increase of 1,492 individuals from 2023. Employment is up to 63,653 workers in 2024, an increase of 1,194 workers. Additionally, Unemployment increased to 3,203 workers, up by 298 workers from 2023. The unemployment rate increased by 0.35 percent for a 2024 unemployment rate of 4.8 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	420,858	421,321	435,141	441,491	445,484	451,965	439,056	427,019	442,645	449,505	455,759	6,254	1.4%
Employment	387,545	397,009	412,449	422,560	427,445	433,233	389,813	408,911	425,428	433,773	435,545	1,773	0.4%
Unemployment	33,313	24,313	22,692	18,931	18,038	18,731	49,243	18,109	17,217	15,732	20,214	4,482	28.5%
Unemployment Rate	7.9%	5.8%	5.2%	4.3%	4.0%	4.1%	11.2%	4.2%	3.9%	3.5%	4.4%	0.9%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were 67,685 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Lenawee and Hillsdale Counties. Slightly less than half of the population, 64,227 individuals (44.5 percent), living in the region were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 24.6 percent, compared to females 24 years of age or under, report an unemployment rate of 11.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	67,685	64,227	3,458	5.1%
Sex				
Male 16+	36,031	34,166	1,865	5.2%
16-19	1,938	1,581	357	18.4%
20-24	3,511	3,293	218	6.2%
25-54	21,747	20,769	978	4.5%
55-64	6,547	6,277	270	4.1%
65 Plus	2,288	2,246	42	1.8%
Female 16+	31,654	30,061	1,593	5.0%
16-19	1,904	1,790	114	6.0%
20-24	3,216	3,038	178	5.5%
25-54	18,590	17,450	1,140	6.1%
55-64	5,930	5,788	142	2.4%
65 Plus	2,014	1,995	19	0.9%
Race				
White	62,336	59,150	3,185	5.1%
Black / African American	682	619	63	9.3%
Native American	96	96	0	0.0%
Asian	271	269	2	0.7%
Native Hawaiian / Pacific Islander	35	12	23	65.7%
Some Other Race	854	849	5	0.6%
Two or More Races	3,482	3,299	183	5.2%
Ethnicity				
Hispanic	4,570	4,291	279	6.1%

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

POPULATION DEMOGRAPHICS

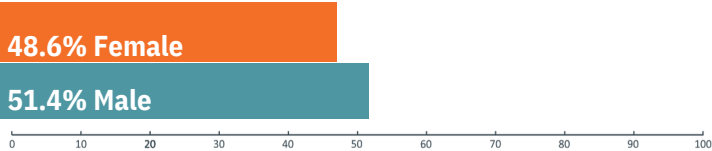
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the combined population in Lenawee and Hillsdale Counties decreased by about 0.3 percent between 2022 and 2023. During 2023, there were 144,481 people living in the Counties. 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 (84.9 percent) with the second largest number of individuals identifying as Hispanic or Latino (6.4 percent). The region is facing an aging populace; with 34.6 percent of the population over the age of 54, compared to 30.0 percent under the age of 25.

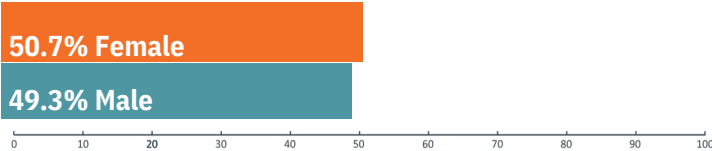
2024 Current Workforce

In 2024, the workforce had a total of 40,495 individuals working in Lenawee and Hillsdale Counties. A slight majority, 50.7 percent (20,546 workers) were female, while 49.3 percent (19,950 workers) of the workforce was male. Most workers in the County identified as White, accounting for 85.3 percent of the workforce, while Black or African American workers totaled 5.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.5 percent. A significant concentration of the workforce in Lenawee and Hillsdale Counties is between the age of 25 and 54 (59.7 percent), while 25.1 percent of workers are 55 and older.

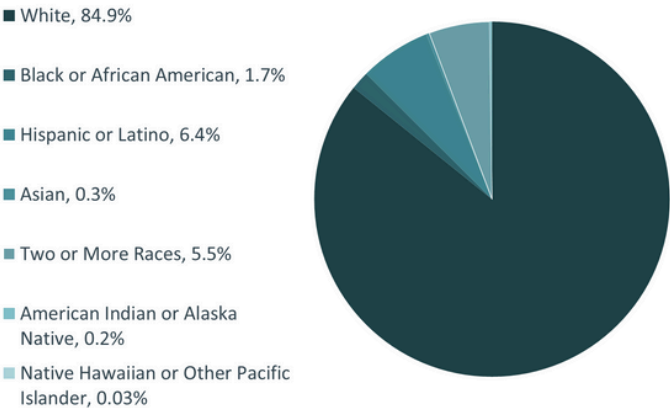
Population Gender Demographics



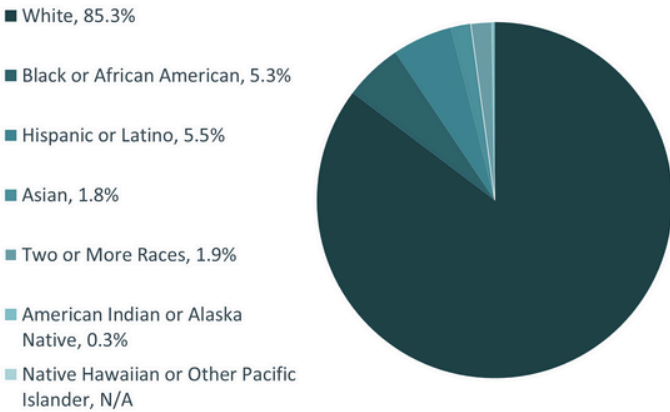
Workforce Gender Demographics



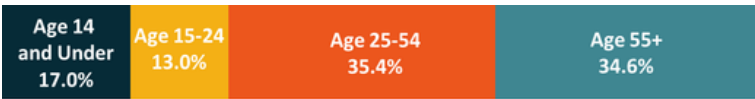
Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



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

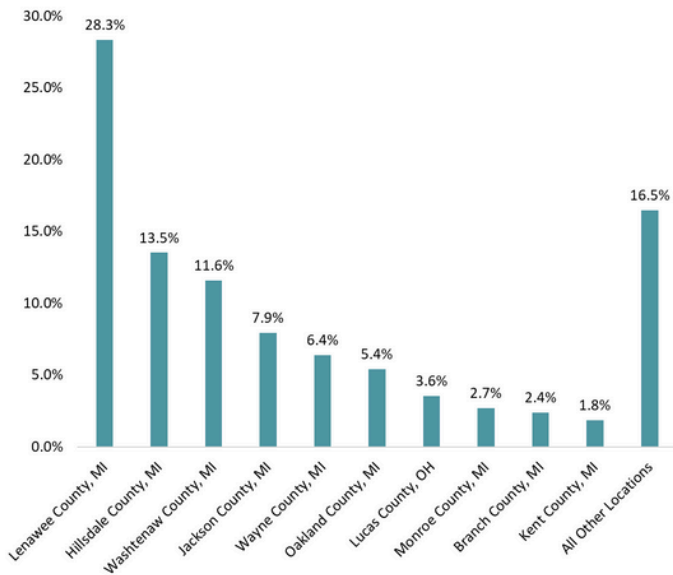
Data: Lightcast | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

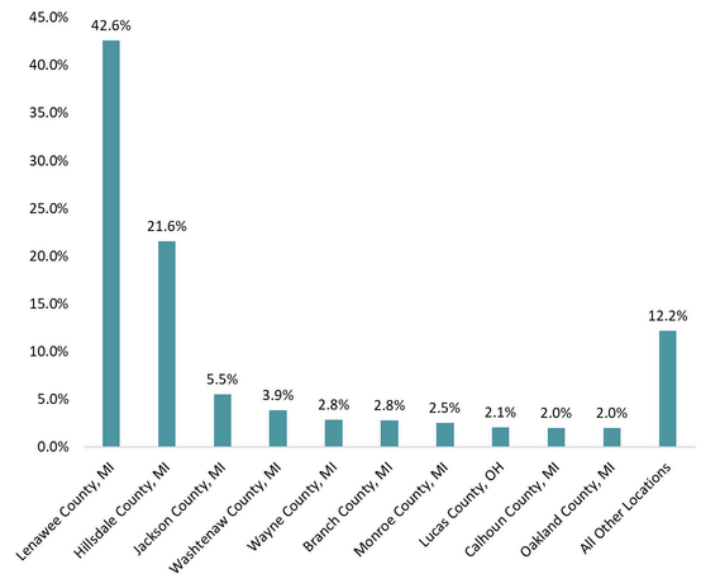
LENAWEE
HILLSDALE

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 53,586 residents. There were 22,404 (41.8 percent) residents living and working in Lenawee and Hillsdale Counties, while the remaining 31,182 residents (58.2 percent) traveled outside of the region for work. There were 34,922 workers employed in the region during 2021. Of those, 12,518 workers (35.8 percent) lived outside of the region's borders and commuted in. Based on this information, it can be concluded that Lenawee and Hillsdale Counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Lenawee and Hillsdale Residents Work



Where Lenawee and Hillsdale Workers Live

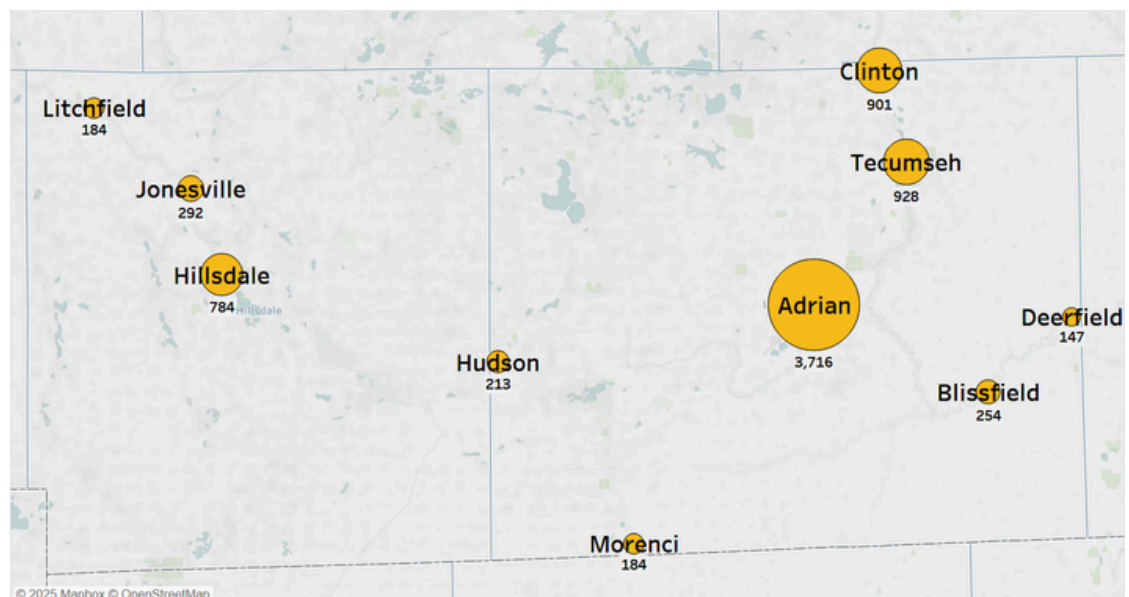


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

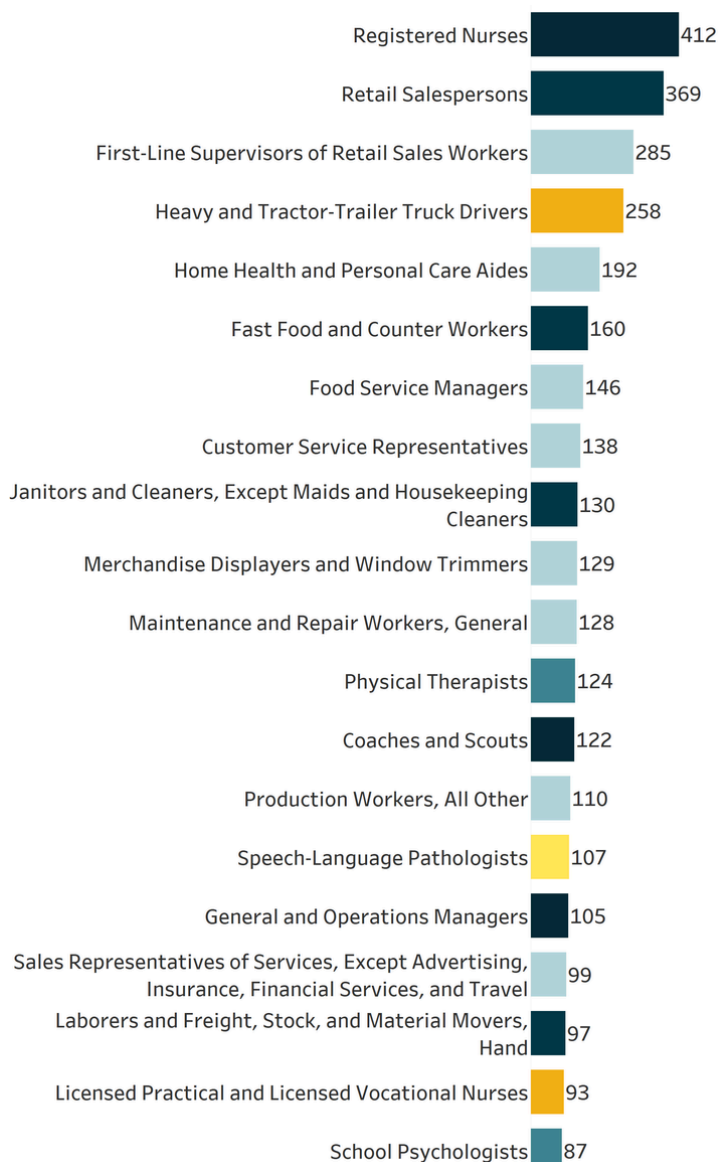
1. Adrian: 3,716 Postings
2. Tecumseh: 928 Postings
3. Clinton: 901 Postings
4. Hillsdale: 784 Postings
5. Jonesville: 292 Postings
6. Blissfield: 254 Postings
7. Hudson: 213 Postings
8. Litchfield: 184 Postings
9. Morenci: 184 Postings
10. Deerfield: 147 Postings



TOP POSTED JOBS

Top Posted Jobs

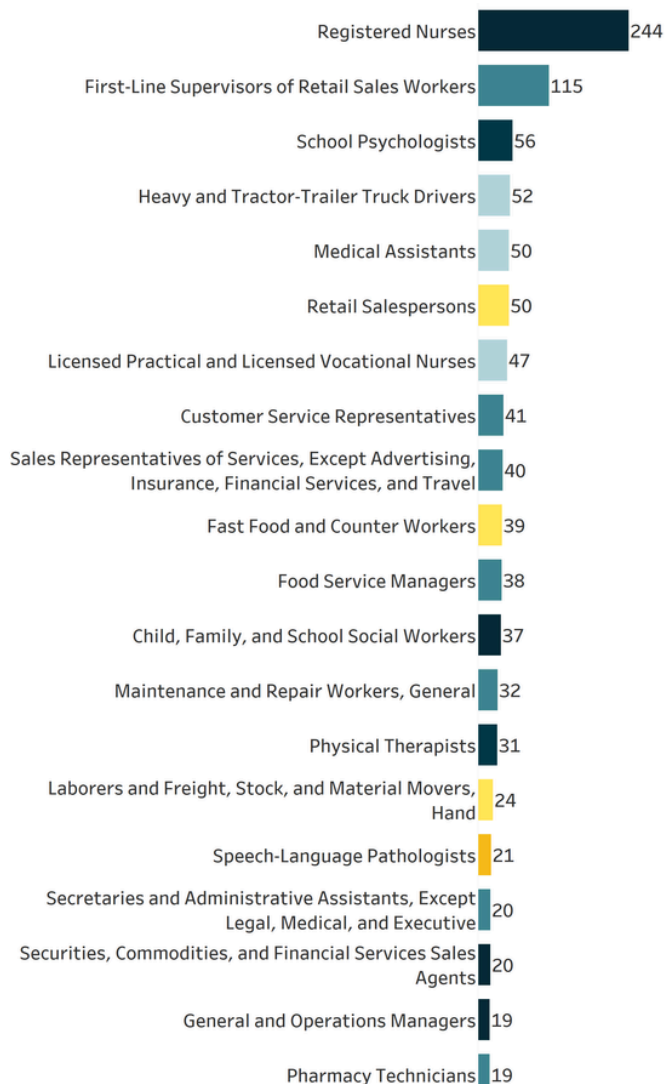
Registered Nurses is the top posted occupation for 2024, with 412 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (369 postings) and First-Line Supervisors of Retail Sales Workers (285 postings) round out the top three demanded occupations, requiring a no formal educational credential and High School diploma or equivalent, respectively. Most of the other in-demand jobs require no formal education or a High School diploma or equivalent, coupled with short-term on-the-job training.



- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- Doctoral or professional degree
- Master'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 24.3 percent of postings in Lenawee and Hillsdale Counties. 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 32.2 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 244 postings, followed by First-Line Supervisors of Retail Sales Workers with 115 postings.



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

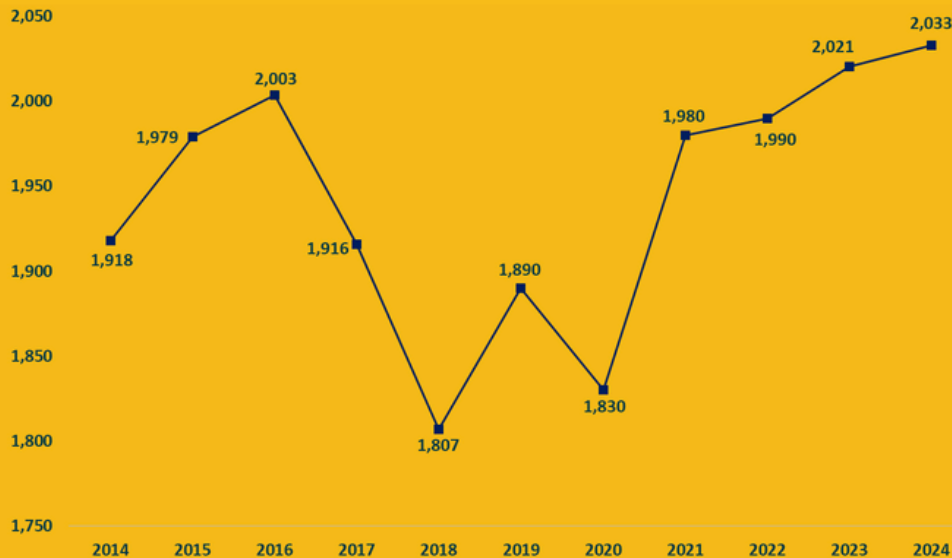
2024

LENAWEE
HILLSDALE

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



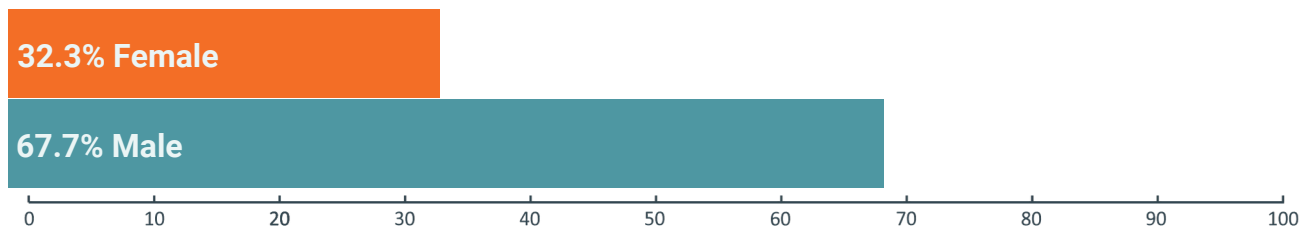
12 Agriculture Workers

0.6% increase from 2023

Agriculture Worker Demographics

According to 2024 Lightcast data, the 2,033 workers in the Agriculture group are not particularly diverse. Just 16.2 percent of the related workforce is under 25. Female workers account for 32.3 percent of the current workforce and only 16.9 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.

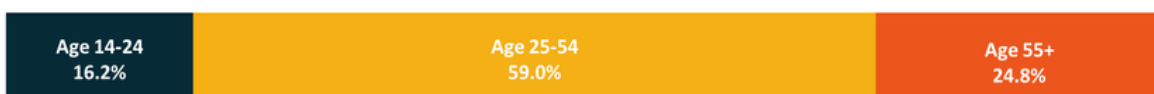
Worker Gender Demographics



Race and Ethnicity Demographics

83.1% White | 11.1% Hispanic or Latino | 3.3% Black or African-American

Worker Age Demographics



Data: Lightcast | Analysis: Workforce Intelligence Network

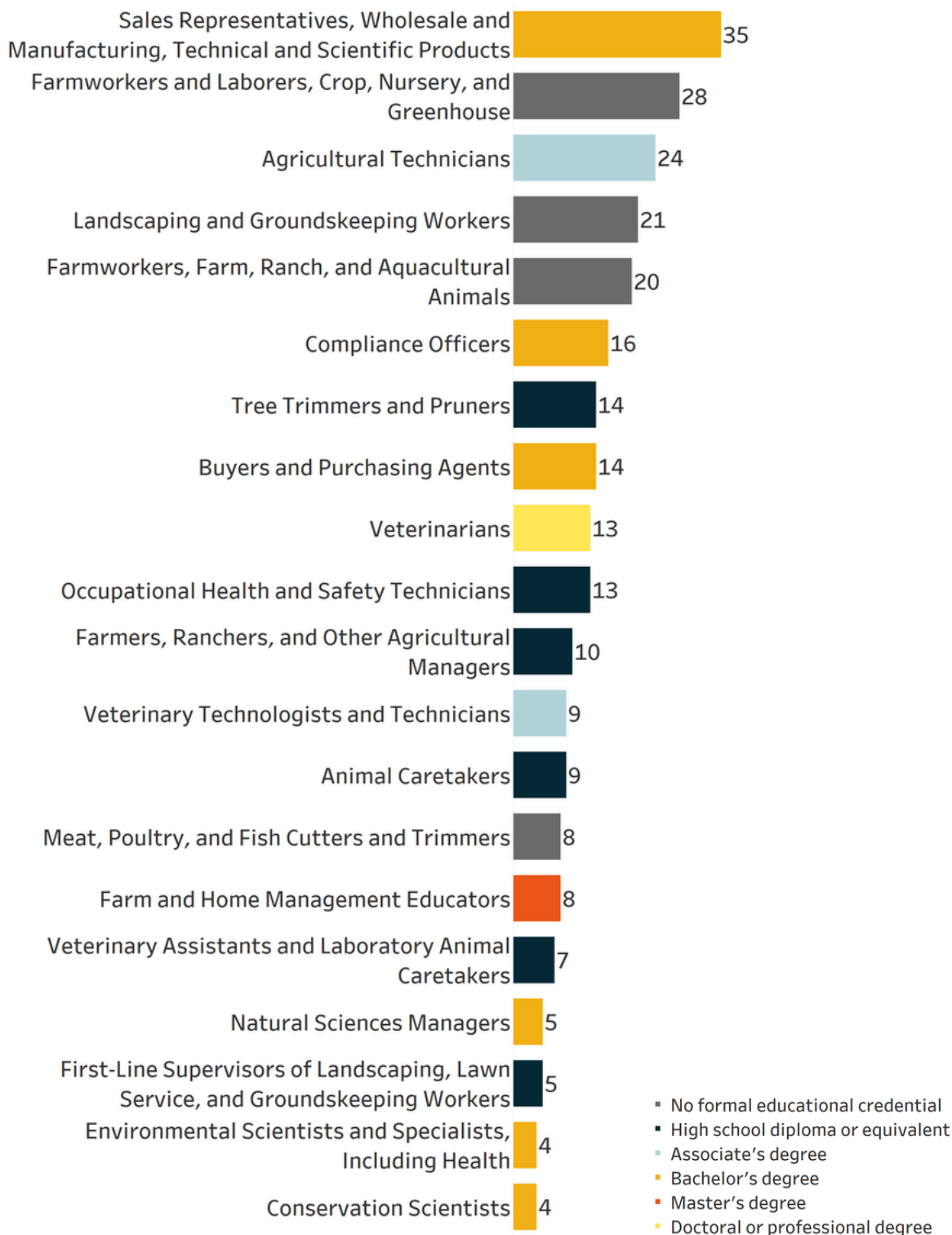
2024

LENAWEE
HILLSDALE

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 297 ads during 2024. With 35 online job postings, Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products is the top demanded occupation in 2024. Farmworkers and Laborers, Crop, Nursery, and Greenhouse (28 postings) and Agricultural Technicians (24 postings) were also in high demand during the year. Other top posted occupations include Landscaping and Groundskeeping Workers (21 postings), and Farmworkers, Farm, Ranch, and Aquacultural Animals (20 postings).



2024

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AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, half of the top ten occupations offer median wages of more than \$20.00 per hour. The top posted job, Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, offers median hourly earnings of \$50.59, which translates to annual earnings of approximately \$105,227. With such a broad array of skill sets 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	\$24.64	\$35.51	\$50.59	\$68.06	\$83.33
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.10	\$10.87	\$14.56	\$18.07	\$22.71
19-4012	Agricultural Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
37-3011	Landscaping and Groundskeeping Workers	\$11.89	\$13.40	\$15.59	\$17.78	\$20.75
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	\$10.10	\$10.91	\$14.79	\$20.76	\$24.25
13-1041	Compliance Officers	\$21.75	\$24.73	\$31.16	\$37.73	\$49.00
13-1028	Buyers and Purchasing Agents	\$21.16	\$25.53	\$32.26	\$39.70	\$48.24
37-3013	Tree Trimmers and Pruners	\$14.89	\$18.19	\$20.59	\$27.14	\$27.14
19-5012	Occupational Health and Safety Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1131	Veterinarians	\$36.08	\$41.10	\$49.43	\$59.69	\$73.00

In-Demand Technical Skills

- Agriculture
- Irrigation (Landscaping And Agriculture)
- Pruning
- Food Safety And Sanitation
- Purchasing

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Lifting Ability
- Operations

In-Demand Certifications

- Valid Driver's License
- Release of Information (ROI)
- Registered Health Information Administrator (RHIA)
- Registered Health Information Technician (RHIT)
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School or GED: 27.9%
- Associate Degree: 11.4%
- Bachelor's Degree: 23.2%
- Master's Degree: 4.0%

Top Posting Employers

- State of Michigan
- Asplundh Tree Experts
- Eden Foods
- Redline Equipment
- Wilbur-Ellis
- Tecumseh Veterinary Hospital
- Nutrien
- Busch's
- GPAC
- Veterinary United

Job Postings by City

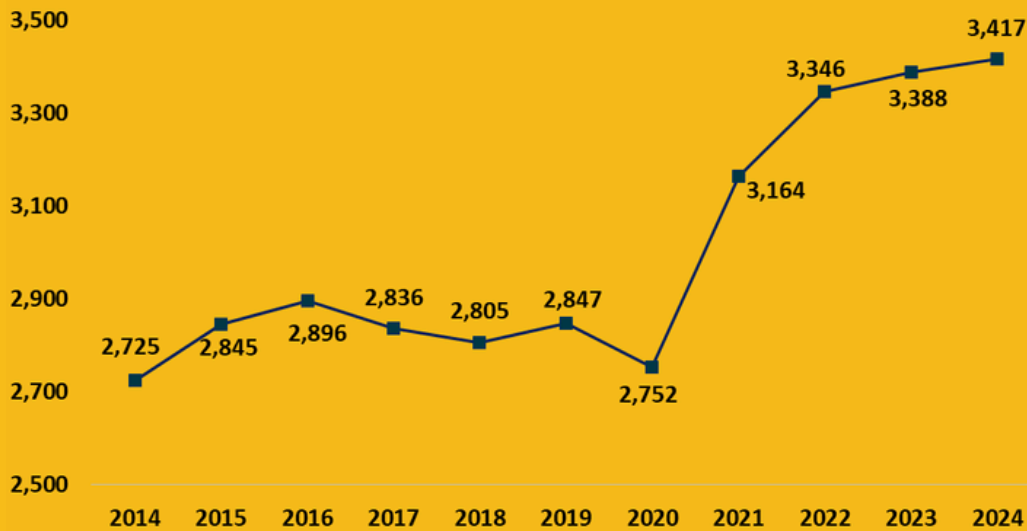
1. Adrian: 121 Postings
2. Clinton : 31 Postings
3. Tecumseh: 31 Postings
4. Hillsdale: 21 Postings
5. Morenci: 12 Postings
6. Blissfield: 9 Postings
7. Deerfield: 9 Postings
8. Jonesville: 9 Postings
9. Litchfield: 8 Postings
10. Camden: 6 Postings

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

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



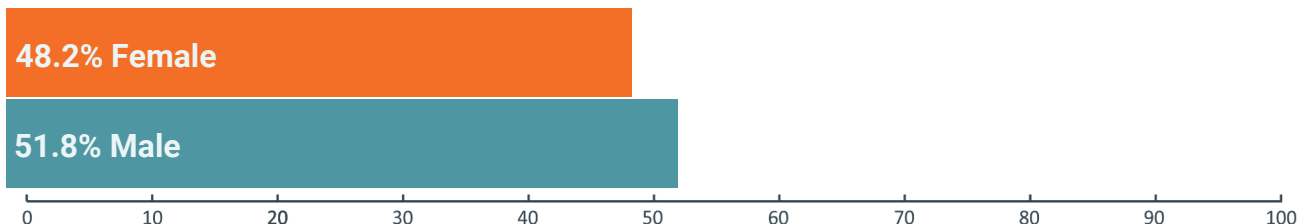
28
Business and
Finance Workers

0.8% increase
from 2023

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 3,417 workers. Almost half the working population identifies as female (48.2 percent), however, 91.1 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.0 percent of the working population in Business and Finance is under the age of 25, compared to 28.7 percent identifying as 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



Race and Ethnicity Demographics

91.1% White | 2.8% Hispanic or Latino | 3.0% Black or African-American

Worker Age Demographics



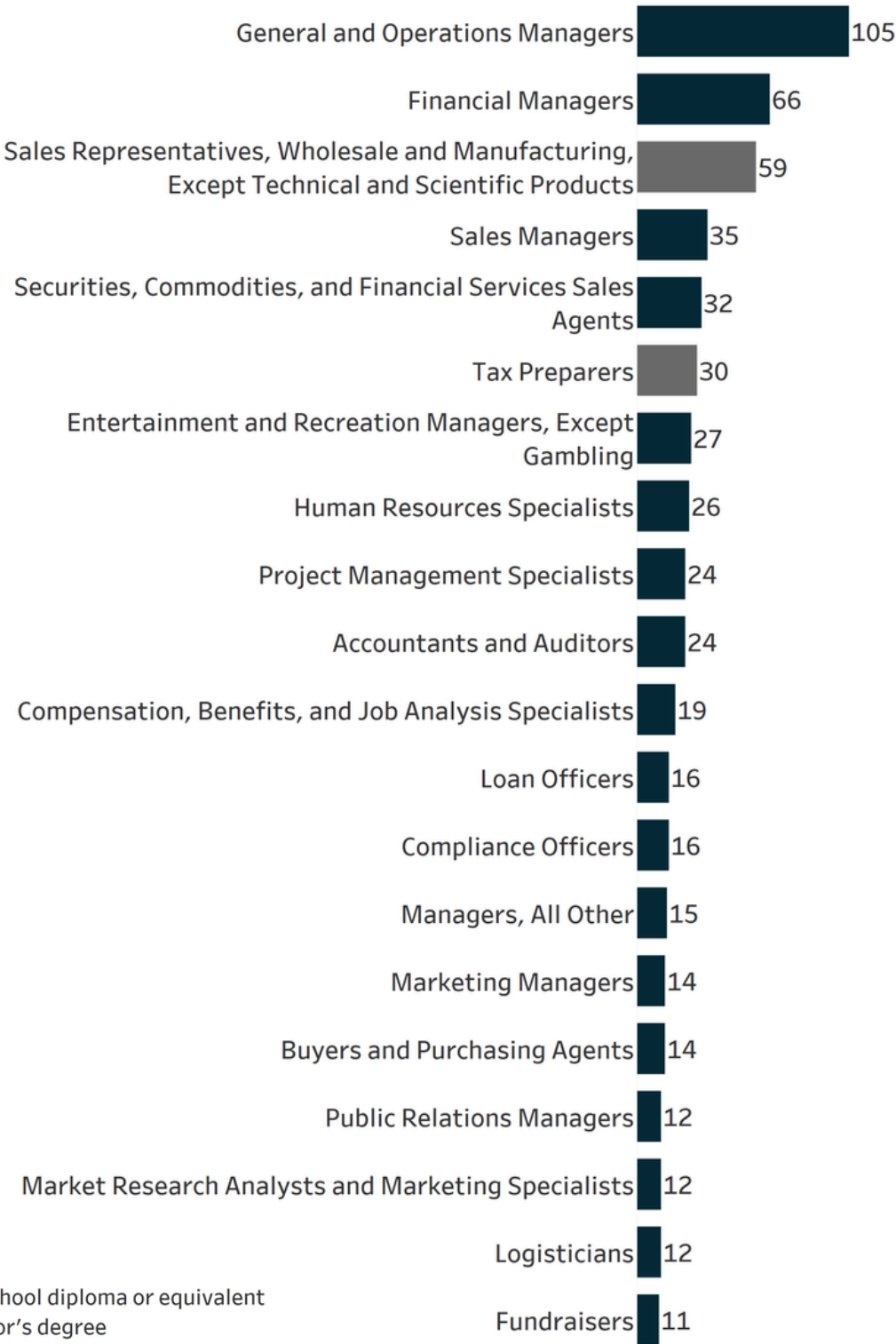
2024

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BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 674 Business and Finance job postings during 2024. General and Operations Managers is the top in-demand occupation with 105 postings. Financial Managers (66 postings) was in the second position, while Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (59 postings), Sales Managers (35 postings), and Securities, Commodities, and Financial Services Sales Agents (32 postings) round out the top demanded occupations.



2024

LENAWEE
HILLSDALE

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, General and Operations Managers, offers a median hourly wage of \$37.98, translating to an annual earning of \$78,998. All the top business occupations offer median wages over \$19.00 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
11-1021	General and Operations Managers	\$21.00	\$25.91	\$37.98	\$59.00	\$83.48
11-3031	Financial Managers	\$32.60	\$41.44	\$56.58	\$77.49	\$106.21
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.04	\$25.54	\$36.29	\$51.22	\$68.36
11-2022	Sales Managers	\$30.23	\$42.17	\$65.79	\$87.83	\$110.87
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$22.84	\$25.15	\$43.72	\$84.91	\$124.12
13-2082	Tax Preparers	\$14.60	\$15.27	\$19.81	\$26.34	\$35.58
11-9072	Entertainment and Recreation Managers, Except Gambling	\$13.70	\$19.65	\$24.99	\$33.77	\$39.38
13-1071	Human Resources Specialists	\$21.78	\$25.15	\$30.97	\$39.50	\$48.79
13-1082	Project Management Specialists	\$25.44	\$31.82	\$41.86	\$52.64	\$63.36
13-2011	Accountants and Auditors	\$21.51	\$26.43	\$32.70	\$39.93	\$49.91

In-Demand Technical Skills

- Accounting
- Marketing
- Finance
- Auditing
- Project Management

In-Demand Foundational Skills

- Communication
- Sales
- Management
- Customer Service
- Leadership

In-Demand Certifications

- Valid Driver's License
- Certified Public Accountant
- Enrolled Agent (EA)
- Release of Information (ROI)
- Registered Health Information Administrator (RHIA)

In-Demand Education Level*

- High School or GED: 26.7%
- Associate Degree: 12.0%
- Bachelor's Degree: 42.1%
- Master's Degree: 5.9%

Top Posting Employers

- Hillsdale College
- Eden Foods
- Consumers Energy
- H&R Block
- Siena Heights University
- AutoZone
- Buckle
- T-Mobile US
- Premier Bank
- Hantz Group

Job Postings by City

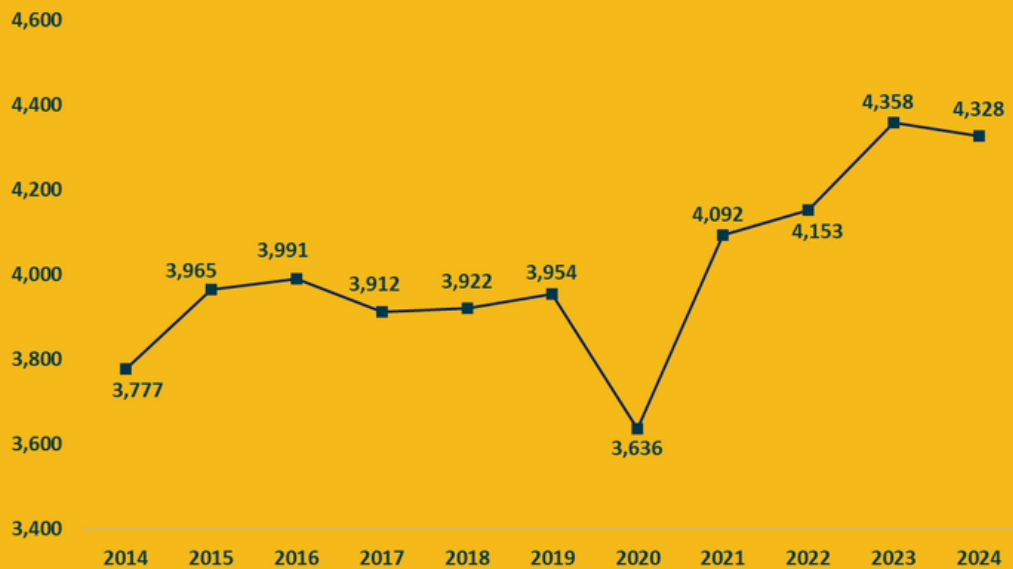
- Adrian: 298 Postings
- Clinton: 104 Postings
- Hillsdale: 70 Postings
- Tecumseh: 68 Postings
- Blissfield: 24 Postings
- Jonesville: 23 Postings
- Onsted: 18 Postings
- Hudson: 15 Postings
- Deerfield: 12 Postings
- Litchfield: 10 Postings

**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

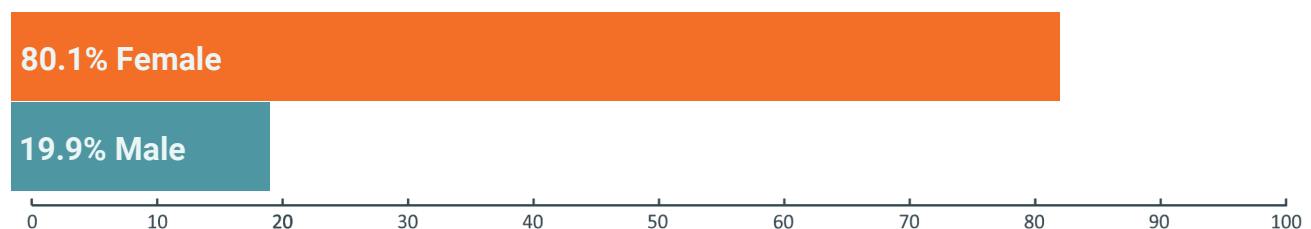


30
Health Care
Workers
0.7% decrease
from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 4,328 workers in Lenawee and Hillsdale Counties, who are overwhelmingly female (80.1 percent) and between the ages of 25 and 54 (66.9 percent), although 21.5 percent of workers are over 54. The Health Care occupation group is primarily White in Lenawee and Hillsdale Counties, with 84.4 percent of workers identifying as White, 4.5 percent identifying as Black or African American, and 11.1 percent identifying otherwise.

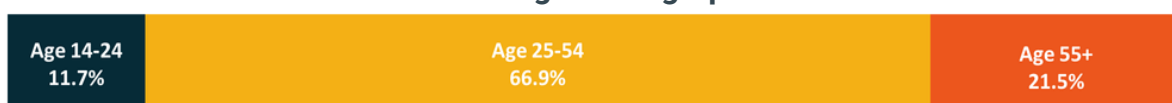
Worker Gender Demographics



Race and Ethnicity Demographics

84.4% White | 4.6% Hispanic or Latino | 4.5% Black or African-American

Worker Age Demographics

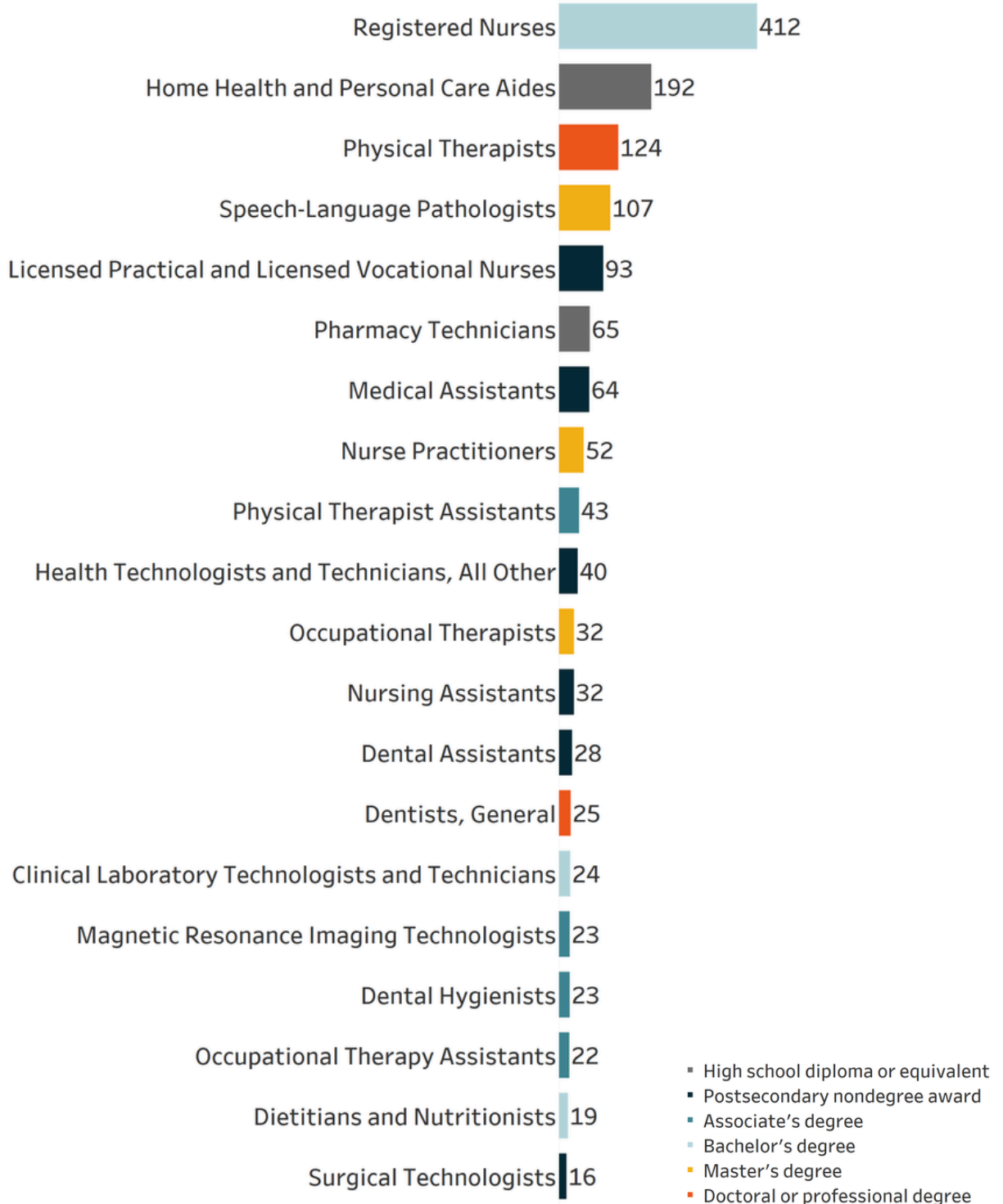


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout the year, with 412 postings. Other top posted jobs include Home Health and Personal Care Aides (192 postings), Physical Therapists (124 postings), Speech-Language Pathologists (107 postings), and Licensed Practical and Licensed Vocational Nurses (93 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, only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



2024

LENAWEE
HILLSDALE

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. At least half of the top jobs pay over \$31.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$37.69 per hour or an annual salary of about \$78,395.

Wage Overview for Top Posted Health Care Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$30.12	\$34.45	\$37.69	\$39.41	\$45.45
31-1128	Home Health and Personal Care Aides	\$11.99	\$15.02	\$16.24	\$18.47	\$21.79
29-1123	Physical Therapists	\$40.07	\$42.41	\$45.33	\$53.12	\$57.25
29-1127	Speech-Language Pathologists	\$27.93	\$32.13	\$39.69	\$45.72	\$50.86
29-2061	Licensed Practical and Licensed Vocational Nurses	\$25.43	\$28.82	\$31.87	\$33.24	\$38.50
29-2052	Pharmacy Technicians	\$12.95	\$15.28	\$15.96	\$19.02	\$21.25
31-9092	Medical Assistants	\$15.46	\$17.07	\$19.32	\$21.36	\$22.98
29-1171	Nurse Practitioners	\$46.93	\$54.56	\$55.98	\$63.31	\$68.64
31-2021	Physical Therapist Assistants	\$26.21	\$29.53	\$31.88	\$33.12	\$35.85
29-2099	Health Technologists and Technicians, All Other	\$16.69	\$17.36	\$18.11	\$26.96	\$34.37

In-Demand Technical Skills

- Nursing
- Home Health Care
- Caregiving
- Nursing Care
- Rehabilitation

In-Demand Foundational Skills

- Communication
- Leadership
- Customer Service
- Interpersonal Communications
- Lifting Ability

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 16.5%
- Associate degree: 14.3%
- Bachelor's Degree: 16.8%
- Master's Degree: 12.0%

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

Top Posting Employers

- ProMedica
- Elara Caring
- HealthPRO Heritage
- Great Lakes Home Health Services
- Aya Healthcare
- Aspen Dental
- ATX Learning
- Hospice Of Lenawee
- Walgreens Boots Alliance
- Athletico Physical Therapy

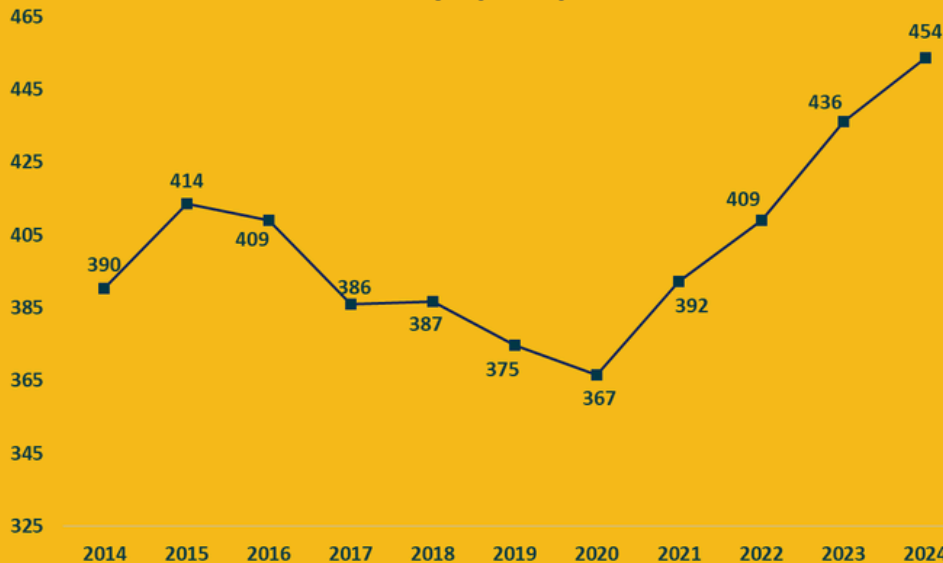
Job Postings by City

1. Adrian: 837 Postings
2. Hillsdale: 214 Postings
3. Clinton: 148 Postings
4. Tecumseh: 122 Postings
5. Deerfield: 43 Postings
6. Jonesville: 40 Postings
7. Britton: 35 Postings
8. Sand Creek: 34 Postings
9. Hudson: 31 Postings
10. Blissfield: 25 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 (IT) 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



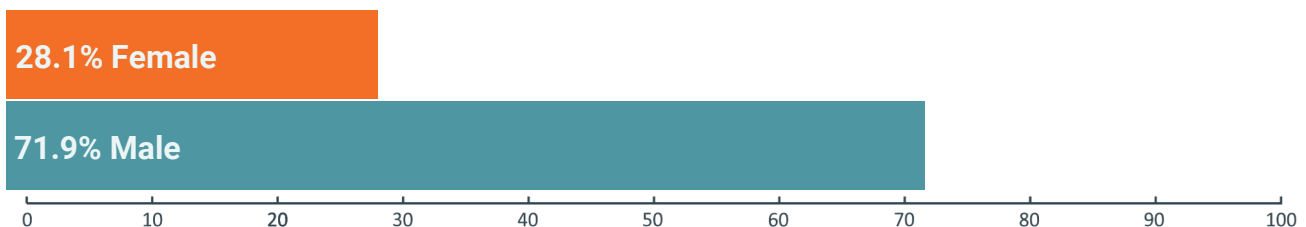
18
Information
Technology Workers
4.0% increase
from 2023



Information Technology Worker Demographics

According to 2024 Lightcast data, Lenawee and Hillsdale Counties have 454 IT workers. The workforce is not very diverse, with most workers identifying as male (71.9 percent) and between the ages of 25 and 54 (75.3 percent). Workers aged 55 years and older account for 18.3 percent, while only 3.9 percent are 24 years old or younger. Around 85.1 percent of the workforce identify as White, with workers who identify as Black or African American, accounting for 3.7 percent of the workforce.

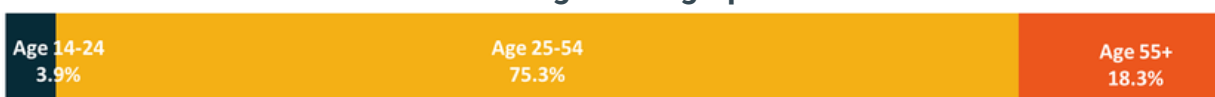
Worker Gender Demographics



Race and Ethnicity Demographics

85.1% White | 5.9% Asian | 3.7% Black or African-American

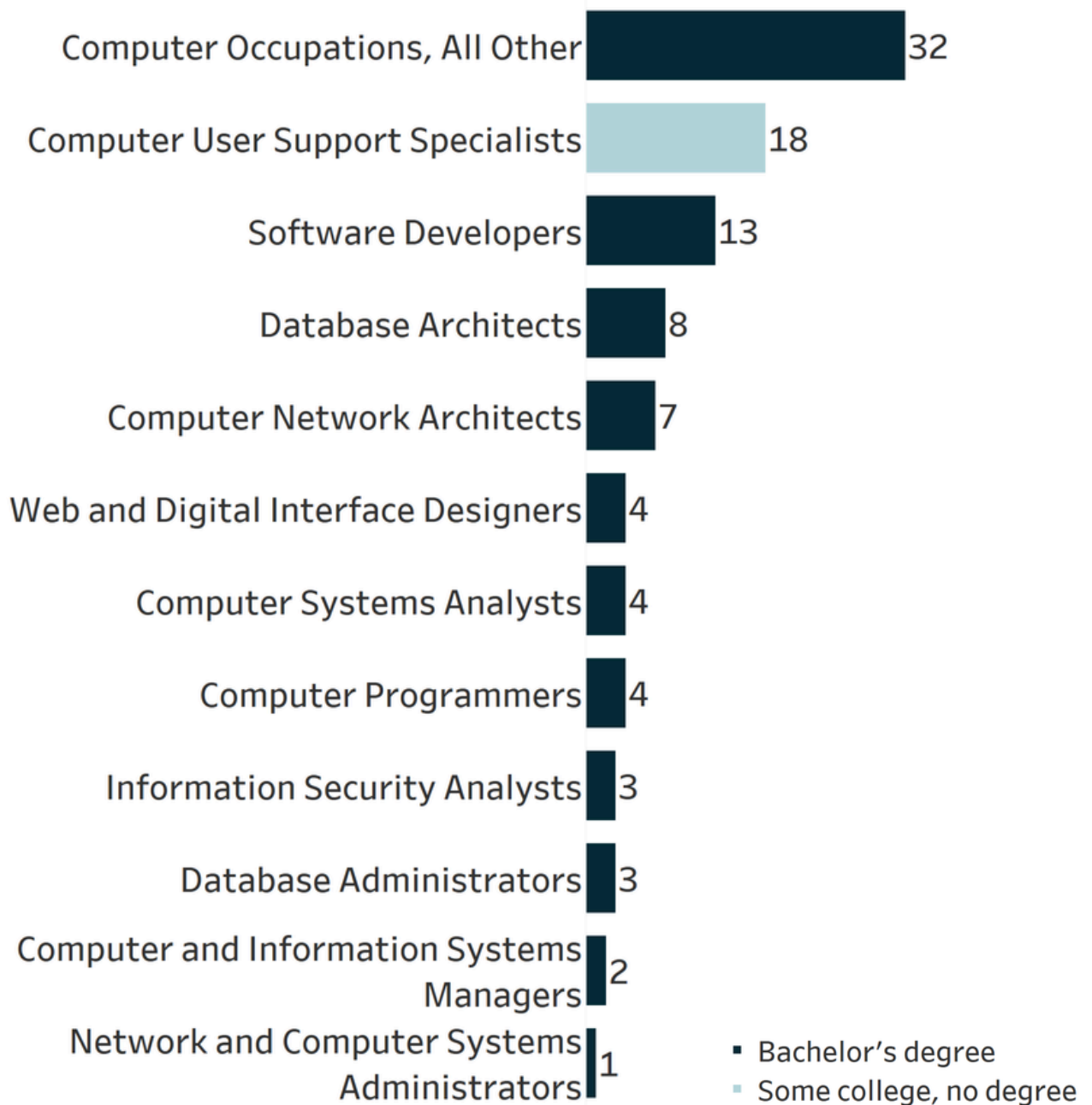
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 100 job postings for IT workers, with Computer Occupations, All Other as the most sought-after occupation by IT industry employers during 2024, with 32 postings. Computer User Support Specialists was in the second position with 18 postings. Other top posted jobs include Software Developers (13 postings), Database Architects (8 postings), and Computer Network Architects (7 postings). Although the top IT jobs generally require a Bachelor's degree, Computer User Support Specialists, typically requires 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 \$32.51 per hour or almost \$67,620 per year. Software Developers earn the highest median wage at \$53.99 per hour or nearly \$112,299 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$24.00 per 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	\$21.10	\$25.31	\$32.51	\$48.72	\$62.08
15-1232	Computer User Support Specialists	\$17.30	\$22.70	\$28.13	\$33.46	\$40.32
15-1252	Software Developers	\$34.28	\$44.64	\$53.99	\$66.23	\$76.95
15-1243	Database Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1211	Computer Systems Analysts	\$29.01	\$35.60	\$44.75	\$55.95	\$67.90
15-1251	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1255	Web and Digital Interface Designers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1212	Information Security Analysts	\$31.18	\$40.02	\$50.91	\$62.71	\$77.39
15-1242	Database Administrators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Operating Systems
- Active Directory
- Computer Science
- Cyber Security
- SQL (Programming Language)

In-Demand Foundational Skills

- Communication
- Customer Service
- Planning
- Information Technology
- Operations

In-Demand Certifications

- CompTIA A+
- Certified Information Systems Security Professional
- Valid Driver's License
- GIAC Certifications
- NIST Cybersecurity Framework (CSF)

In-Demand Education Level*

- High School or GED: 11.0%
- Associate Degree: 19.0%
- Bachelor's Degree: 45.0%
- Master's Degree: 14.0%

Top Posting Employers

- Liberty Utilities
- Hillsdale College
- Consumers Energy
- Michigan Association Of School Boards
- ProMedica
- Ascena
- State of Michigan
- Actalent
- Luxwall
- Lenawee Christian School

Job Postings by City

1. Adrian: 31 Postings
2. Clinton: 14 Postings
3. Tecumseh: 12 Postings
4. Deerfield: 10 Postings
5. Hillsdale: 10 Postings
6. Litchfield: 6 Postings
7. Addison: 3 Postings
8. Allen: 3 Postings
9. Blissfield: 3 Postings
10. Jonesville: 3 Postings

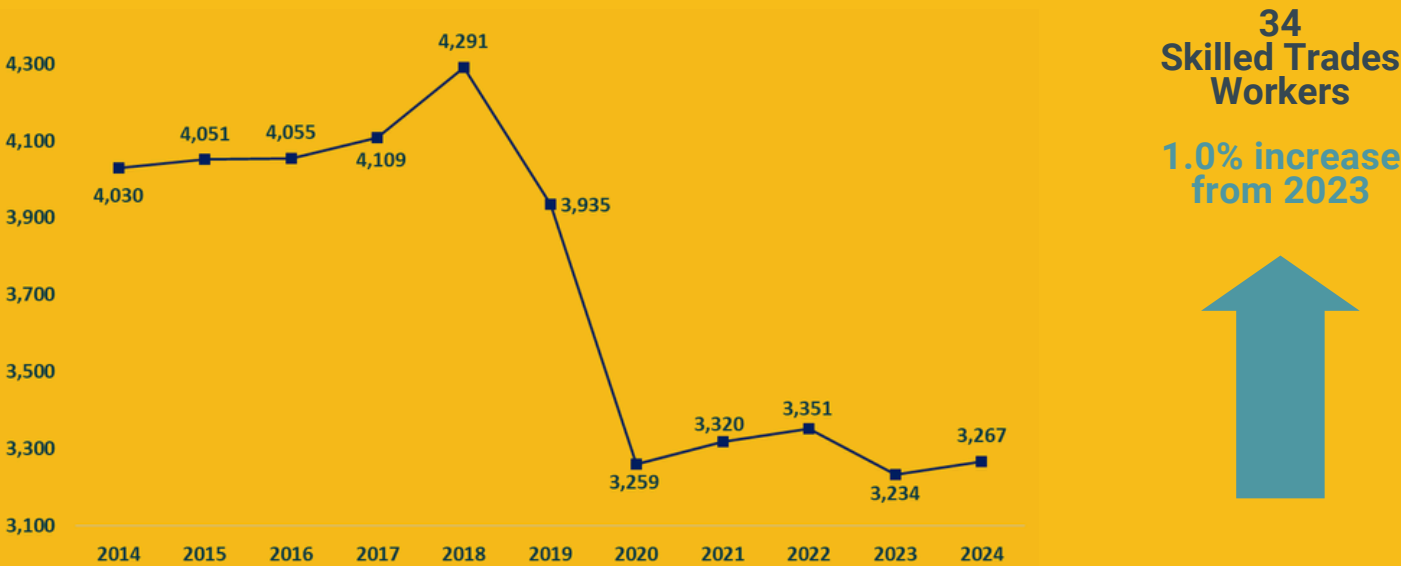
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

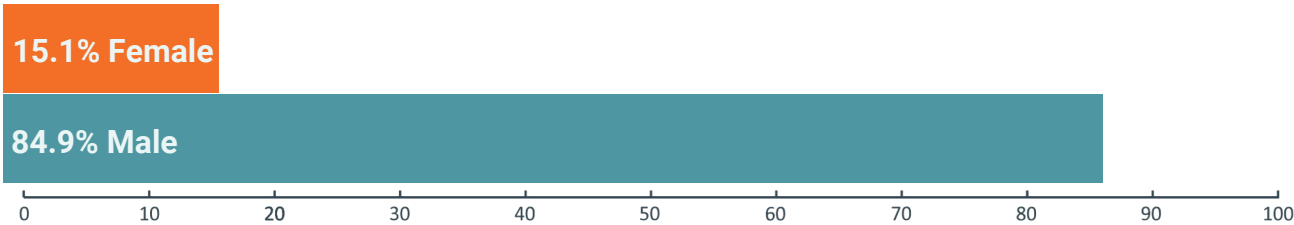
Employment Over
Time 2014-2024



Skilled Trades Worker Demographics

According to 2024 Lightcast data, the Skilled Trades occupation group employed about 3,267 workers in Lenawee and Hillsdale Counties. The majority of Skilled Trades workers are male (84.9 percent) and between the ages of 25 and 54 (63.9 percent). Due to the aging workforce, additional outreach will be necessary as 29.5 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

89.9% White | 4.6% Hispanic or Latino | 2.9% Black or African-American

Worker Age Demographics

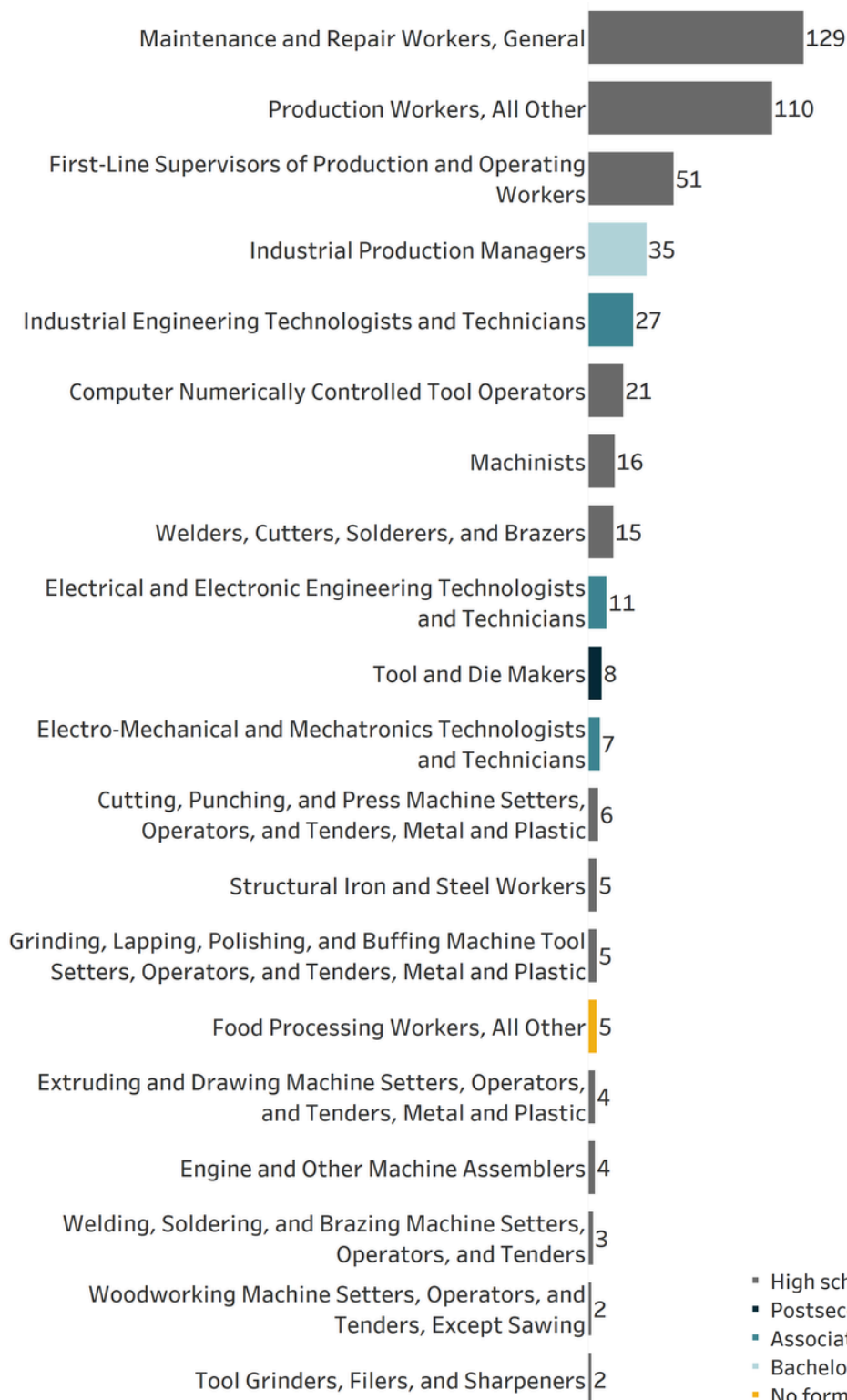


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during 2024, with 129 postings. Other top posted jobs include Production Workers, All Other (110 postings), First-Line Supervisors of Production and Operating Workers (51 postings), Industrial Production Managers (35 postings), and Industrial Engineering Technologists and Technicians (27 postings).



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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All of the top ten in-demand Skilled Trades occupations have a median wage above \$18.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job in 2024, offers a median hourly wage of \$20.72, which translates to an annual salary of about \$43,098.

Wage Overview for Top Posted Skilled Trades Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$13.85	\$16.82	\$20.72	\$26.22	\$31.01
51-9199	Production Workers, All Other	\$15.92	\$17.39	\$18.34	\$19.99	\$24.19
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.93	\$25.57	\$31.29	\$39.07	\$46.98
11-3051	Industrial Production Managers	\$35.27	\$44.44	\$52.96	\$65.42	\$81.34
17-3026	Industrial Engineering Technologists and Technicians	\$23.84	\$24.68	\$30.47	\$37.23	\$40.02
51-9161	Computer Numerically Controlled Tool Operators	\$16.82	\$17.74	\$21.40	\$24.57	\$28.62
51-4041	Machinists	\$17.33	\$19.04	\$23.08	\$25.21	\$31.66
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.57	\$19.11	\$22.94	\$26.21	\$32.11
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$22.83	\$24.47	\$32.00	\$40.88	\$49.36
51-4111	Tool and Die Makers	\$20.45	\$24.24	\$28.91	\$33.02	\$39.42

In-Demand Technical Skills

- Machinery
- Continuous Improvement Process
- Tooling
- Hand Tools
- Machining

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Problem Solving
- Management

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 33.8%
- Associate Degree: 12.8%
- Bachelor's Degree: 9.6%
- Master's Degree: 1.9%

Top Posting Employers

- Elwood Staffing
- Express Employment Professionals
- Aerotek
- Dish
- Martinrea International
- Uniloy
- Randstad
- GPAC
- Rima Manufacturing Company
- Uckele Health & Nutrition

Job Postings by City

1. Adrian: 117 Postings
2. Tecumseh: 91 Postings
3. Hillsdale: 44 Postings
4. Litchfield: 39 Postings
5. Hudson: 37 Postings
6. Jonesville: 36 Postings
7. Clinton: 19 Postings
8. Blissfield: 18 Postings
9. Britton: 15 Postings
10. Morenci: 12 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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