

LABOR MARKET REPORT

JAN - DEC
2024

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WORKFORCE
INTELLIGENCE
NETWORK



LIVINGSTON COUNTY

2024

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INTRODUCTION

Livingston County

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

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

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

This report highlights labor market information and real-time job posting data for Clinton County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2024 labor market information from Livingston County for the Business and Finance, Customer Service, 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 LIVINGSTON COUNTY

LIVINGSTON
COUNTY

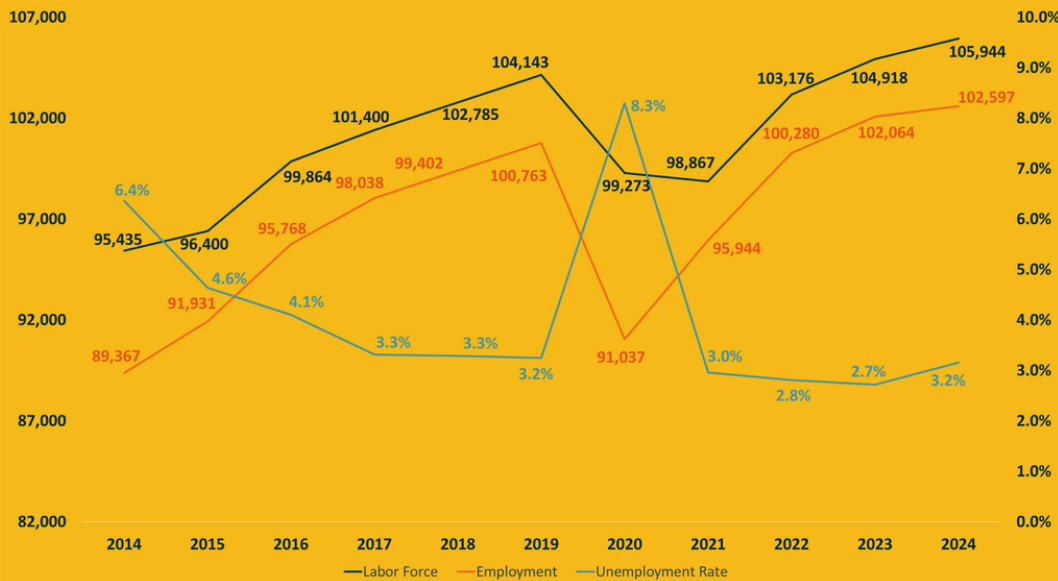
Annual State of the Labor Market

In 2024, the labor force increased by 1,025 individuals (1.0 percent) while employment increased by 533 individuals (0.5 percent) from 2023. Unemployment increased by 493 workers, with the unemployment rate increasing from 2.7 percent in 2022 to 3.2 percent in 2024. Quarterly postings data shows a shift in hiring and skills demanded as the region continues its recovery from COVID. Retail Salespersons top the list as the most demanded occupation in 2024, accounting for 1,066 job postings followed by Registered Nurses with 566 postings, and Home Health and Personal Care Aides rounding out the top three most in-demand occupations in 2024, with 543 postings. The Customer Service occupation group continues to be heavily demanded in Livingston County, with the Health Care occupation group also claiming two of the top five most in-demand occupations in 2024.

Annual Labor Market Information

The labor force in Livingston County increased slightly in 2024, rising by 1,025 individuals (1.0 percent) from the prior year. Employment improved as well, increasing by 533 workers (0.5 percent) since 2023, while unemployment increased by just 493 workers (17.3 percent) for a total of 3,347 unemployed workers in 2024. The unemployment rate increased in 2024 to 3.2 percent.

Annual Labor Force, Employment, Unemployment Rate
2014–2024



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 3,184 unique postings in Livingston County, 318 less than the Q3 average of 3,502 postings. The third quarter had the highest recorded postings in 2024 with an average of 3,502 postings, an increase of 266 postings (8.2 percent) over Q2 2024.

Average Quarterly Posting Analysis Livingston County
Q3 2023 - Q4 2024



2024 ANNUAL WORKFORCE INDICATORS

LIVINGSTON
COUNTY

Key Findings

2.2%

Employer demand decreased by 2.2 percent, a loss of 385 job postings from 2023

High School Diploma

Most in-demand minimum education level during Q4

In Q4, employment totaled

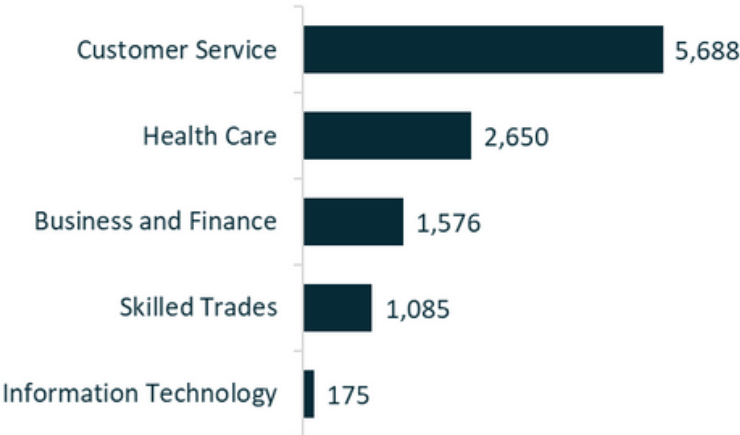
104,111

a decrease of 2,817 workers from Q4 2023

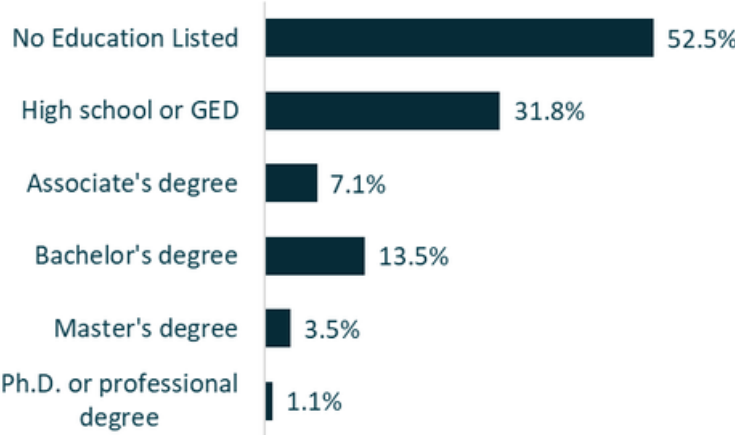
During 2024, there were 17,494 job postings, 385 less than the 17,879 postings made through 2023 in Livingston County. The third quarter 2024 saw the highest demand for the year with 3,502 average postings, an 8.2 percent increase over Q2 2024. The top posted occupations in 2024 include Retail Salespersons, Registered Nurses, Home Health and Personal Care Aides, First-Line Supervisors of Retail Sales Workers and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

Of the 17,494 unique postings in Livingston County during 2024, 5,561 (31.8 percent) required a High School diploma or equivalent, while 3,595 postings (20.5 percent) required a College degree. An additional 811 postings (4.6 percent) required an advanced degree. The demand for Health Care and Customer Service occupations within the County drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2024



Education Levels In-Demand
2024



The third quarter of 2024 saw a slight increase in the labor force with a high of 106,746. Employment peaked in the first quarter with 103,453 individuals and unemployment reached its highest in the third quarter of 2024 with 3,514 individuals. The unemployment rate did not change from the third quarter to the fourth quarter but increased 0.4 percent from the fourth quarter of 2023 to the fourth quarter of 2024. 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 | 106,928 | 106,530 | 106,387 | 106,746 | 104,111 | -2,634 | -2.5% | -2,817 | -2.6% |
| Employment | 103,872 | 103,453 | 102,988 | 103,231 | 100,716 | -2,515 | -2.4% | -3,156 | -3.0% |
| Unemployment | 3,056 | 3,078 | 3,399 | 3,514 | 3,395 | -119 | -3.4% | 339 | 11.1% |
| Unemployment Rate | 2.9% | 2.9% | 3.2% | 3.3% | 3.3% | 0.0% | na | 0.4% | na |

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

2024
LIVINGSTON
COUNTY

LABOR FORCE, EMPLOYMENT,
AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 105,944 individuals, an increase of 1,025 individuals from 2023. Livingston County also experienced a slight growth in employment, increasing to 102,597 workers (0.5 percent) between 2023 and 2024. Both unemployment and the unemployment rate increased slightly. Unemployment increased by just 493 to 3,347 workers, a marginal increase from the 2,854 workers in 2023. Similarly, the unemployment rate increased slightly (0.4 percent) from 2023, ending CY2024 at 3.2 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 | 95,435 | 96,400 | 99,864 | 101,400 | 102,785 | 104,143 | 99,273 | 98,867 | 103,176 | 104,918 | 105,944 | 1,025 | 1.0% |
| Employment | 89,367 | 91,931 | 95,768 | 98,038 | 99,402 | 100,763 | 91,037 | 95,944 | 100,280 | 102,064 | 102,597 | 533 | 0.5% |
| Unemployment | 6,069 | 4,469 | 4,096 | 3,362 | 3,383 | 3,380 | 8,236 | 2,922 | 2,896 | 2,854 | 3,347 | 493 | 17.3% |
| Unemployment Rate | 6.4% | 4.6% | 4.1% | 3.3% | 3.3% | 3.2% | 8.3% | 3.0% | 2.8% | 2.7% | 3.2% | 0.4% | na |

Data: Bureau of Labor Statistics

CENSUS 2023
LABOR FORCE
DEMOGRAPHICS

During 2023, the most recent census year, there were about 102,366 people in the labor force, meaning that these individuals were either working or seeking employment, in Livingston County. More than half of the population of 98,612 individuals (50.5 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 21.3 percent, while females age 24 years or younger face an unemployment rate of 15.4 percent. Hispanic job seekers also have a difficult time finding employment, facing an unemployment rate of 6.7 percent.

| Civilian Labor Force by Demographic Group | | | | |
|---|----------------------|------------------|--------------------|-------------------|
| Demographic Group | Civilian Labor Force | Total Employment | Total Unemployment | Unemployment Rate |
| Total Population 16 + | 102,366 | 98,612 | 3,754 | 3.7% |
| Sex | | | | |
| Male 16+ | 55,792 | 53,418 | 2,374 | 4.3% |
| 16-19 | 2,449 | 2,159 | 290 | 11.8% |
| 20-24 | 4,884 | 4,471 | 413 | 8.5% |
| 25-54 | 33,181 | 32,356 | 825 | 2.5% |
| 55-64 | 11,772 | 11,107 | 665 | 5.6% |
| 65 Plus | 3,506 | 3,325 | 181 | 5.2% |
| Female 16+ | 46,574 | 45,194 | 1,380 | 3.0% |
| 16-19 | 2,295 | 2,084 | 211 | 9% |
| 20-24 | 4,238 | 3,975 | 263 | 6% |
| 25-54 | 27,769 | 27,153 | 616 | 2% |
| 55-64 | 9,856 | 9,656 | 200 | 2% |
| 65 Plus | 2,416 | 2,326 | 90 | 4% |
| Race | | | | |
| White | 96,638 | 93,062 | 3,576 | 3.7% |
| Black / African American | 487 | 476 | 11 | 2.3% |
| Native American | 266 | 252 | 14 | 5.3% |
| Asian | 974 | 949 | 25 | 2.6% |
| Native Hawaiian / Pacific Islander | 0 | 0 | 0 | - |
| Some Other Race | 778 | 764 | 14 | 1.8% |
| Two or More Races | 3,311 | 3,169 | 142 | 4.3% |
| Ethnicity | | | | |
| Hispanic | 2,994 | 2,793 | 201 | 6.7% |

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

POPULATION DEMOGRAPHICS

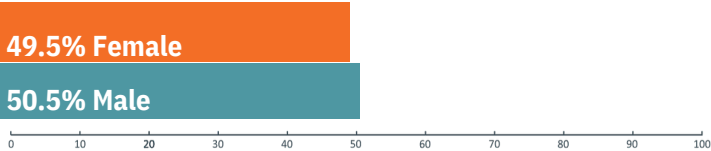
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Livingston County increased by about 0.4 percent between 2022 and 2023. During 2023, there were 195,143 people living in the county. The gender of the populace was split almost evenly, with about 49.5 percent of the population identifying as female and the other 50.5 percent identifying as male. A majority of the population identified as White (94.1 percent) with the second largest number of individuals identifying as Two or more races (3.6 percent). The region is facing an aging populace; with 34.4 percent of the population over the age of 54, compared to 28.8 percent under the age of 25.

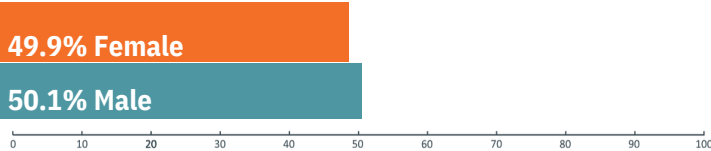
2024 Current Workforce

In 2024, the workforce had a total of 67,422 individuals working in Livingston County. A slight majority, 50.1 percent (33,781 workers) were male, while 49.9 percent (33,641 workers) of the workforce was female. Most workers in the County identified as White, accounting for 81.0 percent of the workforce, while Black or African American workers totaled 10.4 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.2 percent. A significant concentration of the workforce in Livingston County is between the age of 25 and 54 (60.0 percent), while 21.9 percent of workers are 55 and older.

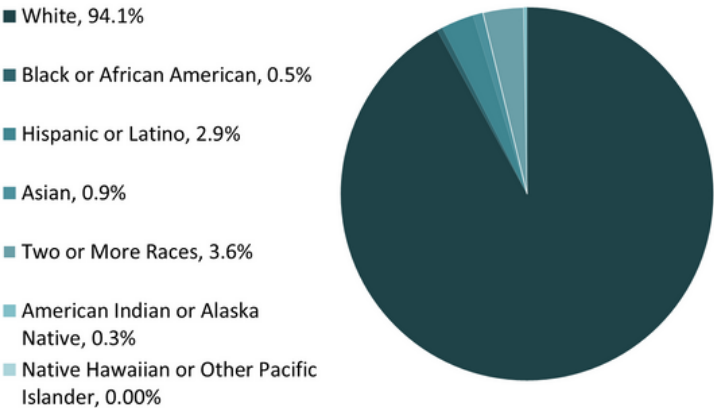
Population Gender Demographics



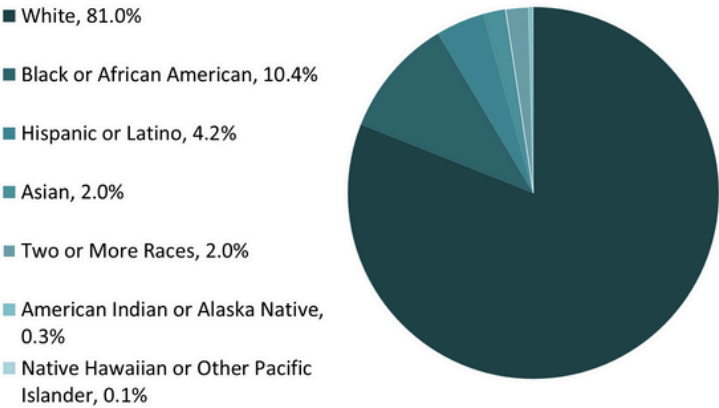
Workforce Gender Demographics



Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



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

Workforce Age Demographics



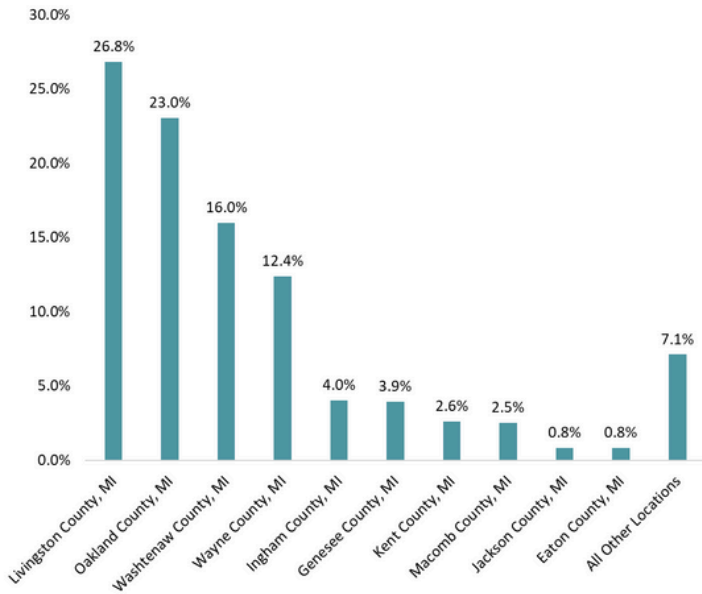
Data: Lightcast | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

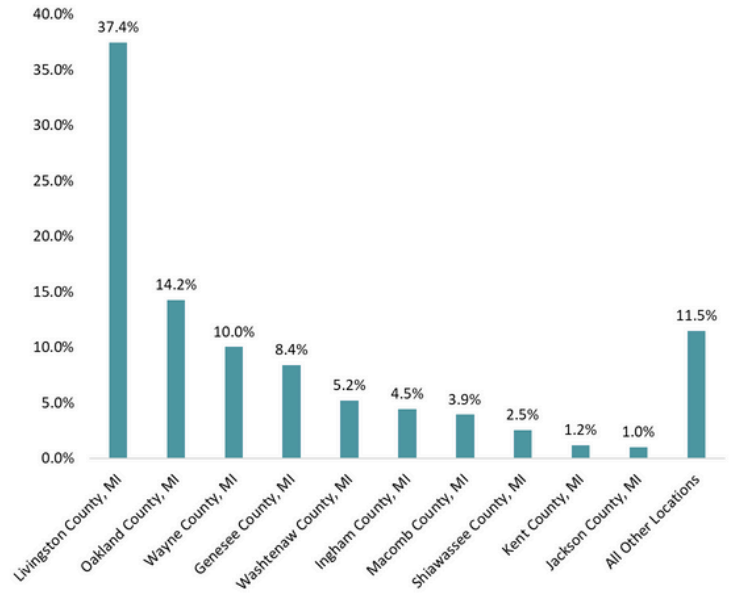
LIVINGSTON COUNTY

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the county's workforce consisted of 81,314 residents. Only 21,788 (26.8 percent) of the residents lived and worked within Livingston County, while the remaining 59,526 residents (73.2 percent) traveled outside of the County for work. There were 58,204 workers employed in the County during 2021. Of those, 36,416 workers (62.6 percent) lived outside of the County border and commuted in for work. Based up this information, it can be concluded that Livingston County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Livingston County Residents Work



Where Livingston County Workers Live

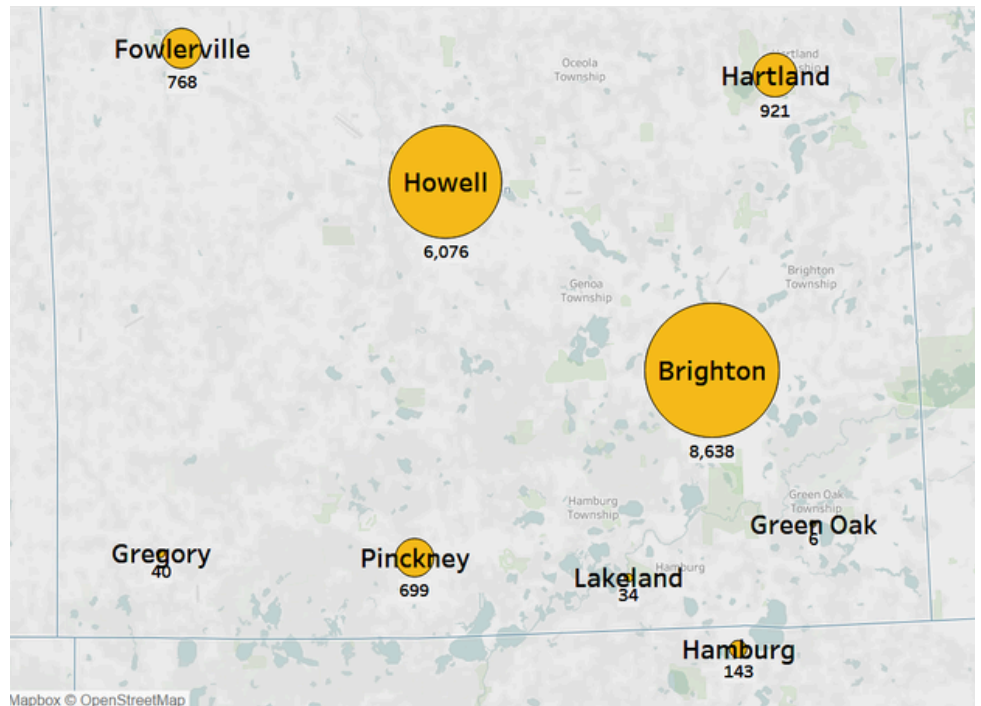


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

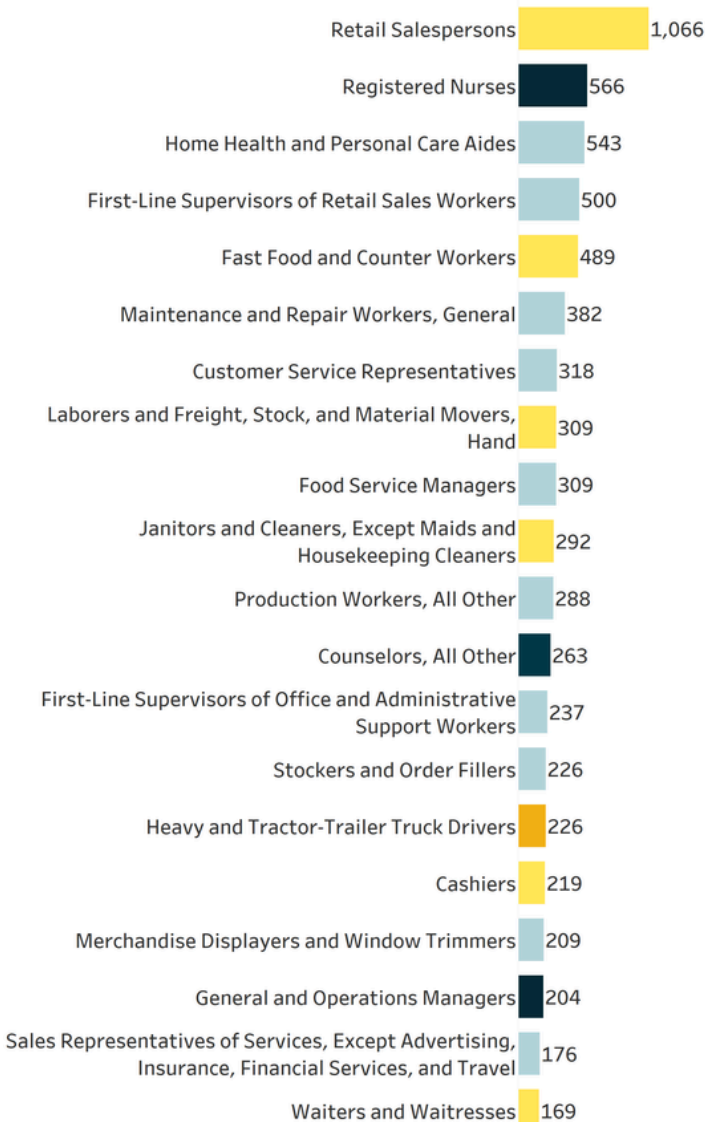
1. Brighton: 8,638 Postings
2. Howell: 6,076 Postings
3. Hartland : 921 Postings
4. Fowlerville: 768 Postings
5. Pinckney: 699 Postings
6. Hamburg: 143 Postings
7. Gregory: 40 Postings
8. Lakeland: 34 Postings
9. Green Oak: 6 Postings
10. Cohoctah: 3 Postings



TOP POSTED JOBS

Top Posted Jobs

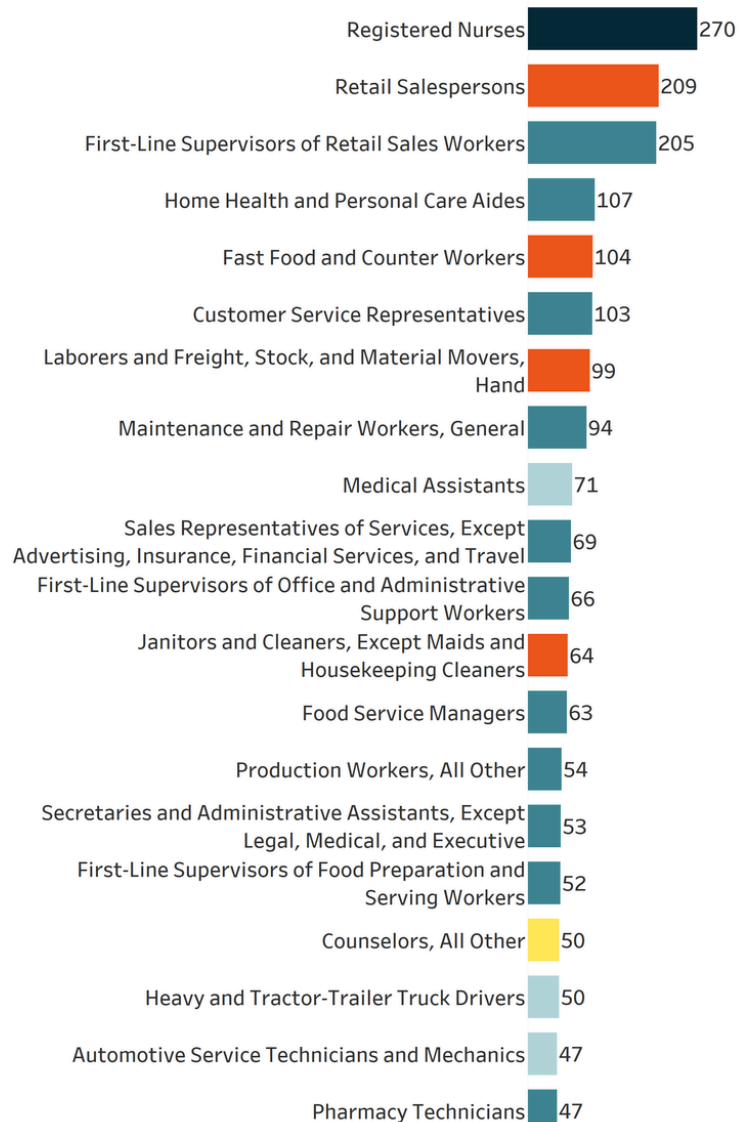
Retail Salespersons is the top posted occupation for 2024 with 1,066 unique online job postings, which requires no formal educational credential for entry, coupled with short-term on the job training. Registered Nurses (566 postings) and Home Health and Personal Care Aides (543 postings) round out the top three demanded occupations, requiring a Bachelor's Degree and High School diploma or equivalent, respectively, coupled with short term on the job training for entry. Many 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
- 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 24.9 percent of the 2024 postings in Livingston County. Well over 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 43.7 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 270 postings, requiring a Bachelor's Degree, followed by Retail Salesperson with 209 postings.

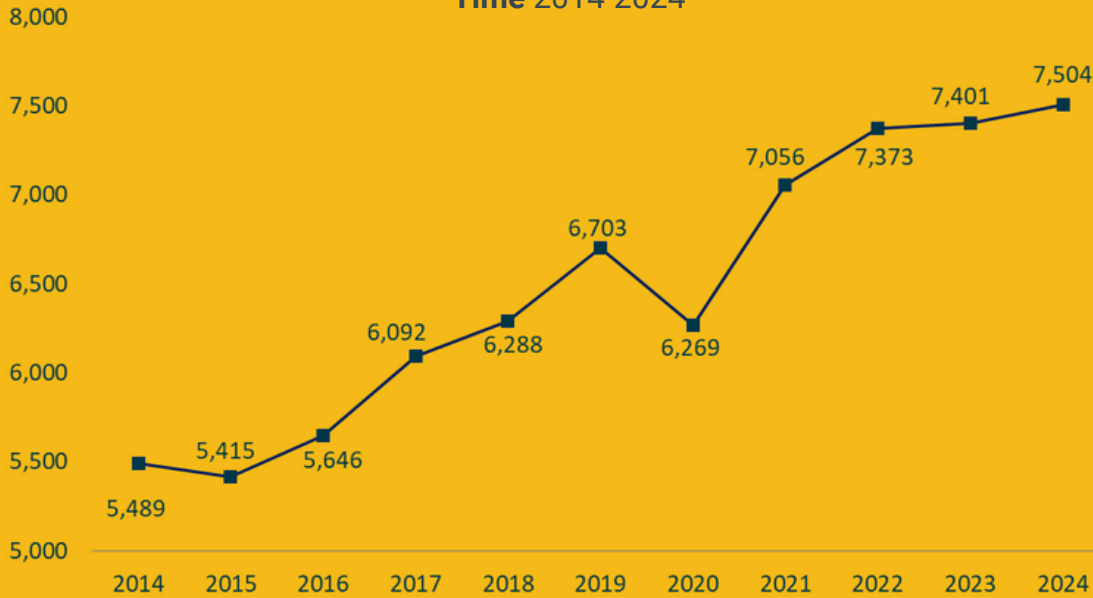


- Bachelor's degree
- High school diploma or equivalent
- Master's degree
- No formal educational credential
- Postsecondary nondegree award

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

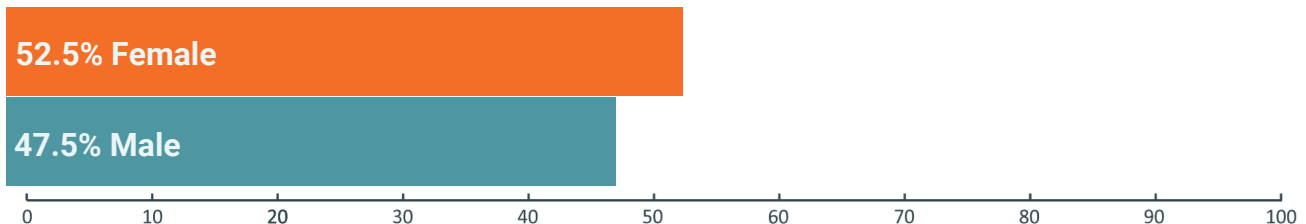


104
Business and
Finance Workers
1.4% increase
from 2023

Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 7,504 workers. More than half the working population identify as female (52.5 percent), however, 88.4 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.8 percent of the working population in Business and Finance is under the age of 25, compared to 25.5 percent who identify 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

88.4% White | **2.2% Hispanic or Latino** | **6.0% Black or African-American**

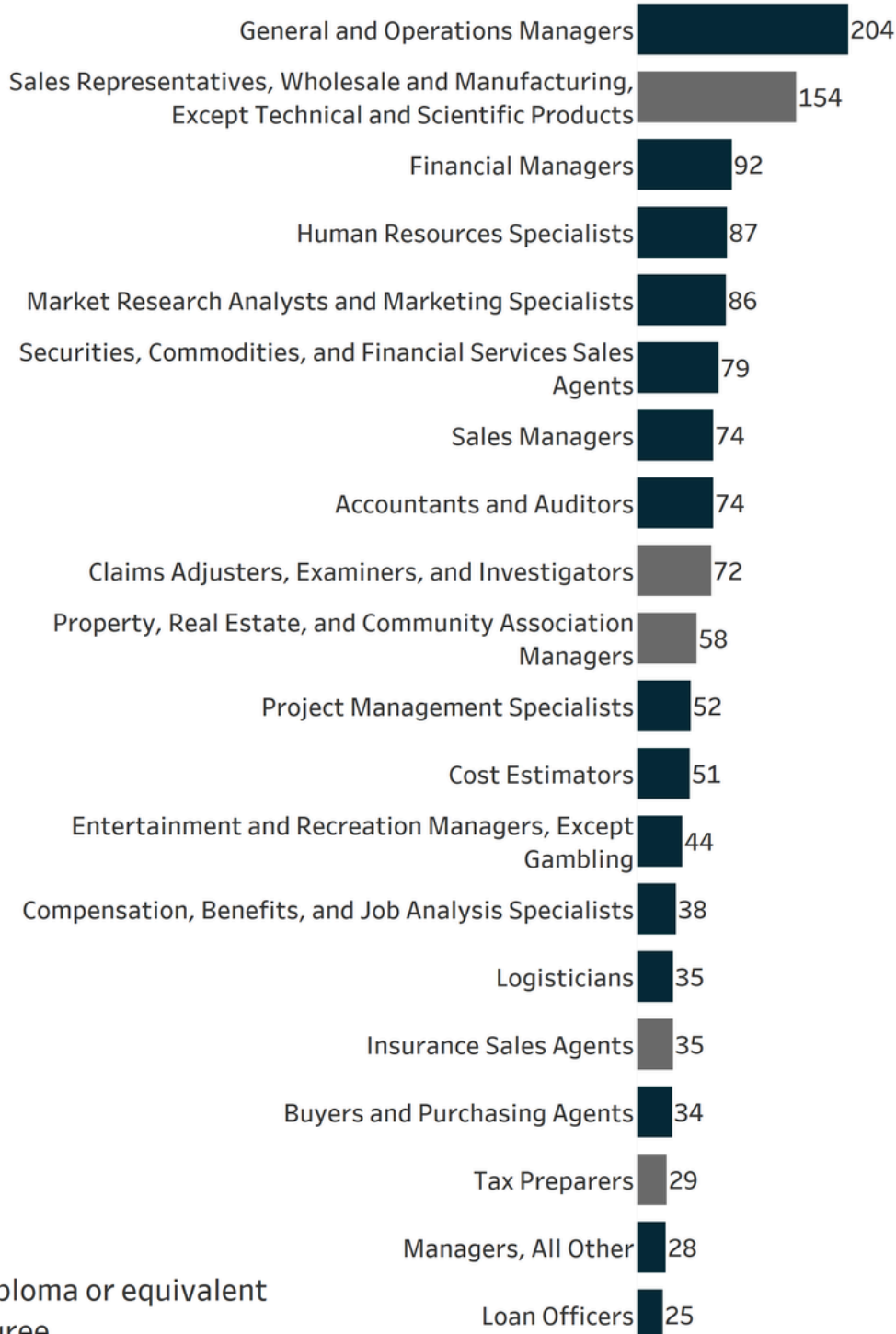
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were a total of 1,576 job postings for Business and Finance workers during 2024. General and Operations Managers was the most sought-after occupation by Business and Finance industry employers, with 204 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was in the second position with 154 postings. Other top posted jobs include Financial Managers (92 postings), Human Resources Specialists (87 postings), and Market Research Analysts and Marketing Specialists (86 postings).



- High school diploma or equivalent
- Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most Business and Finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted Business and Finance job, General and Operations Managers, offers a median hourly wage of \$44.46, translating to annual earnings of approximately \$92,477. All the top business occupations offer median wages over \$26.00 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 | \$21.23 | \$29.23 | \$44.46 | \$70.56 | \$100.21 |
| 41-4012 | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$18.01 | \$24.08 | \$34.56 | \$46.27 | \$61.56 |
| 11-3031 | Financial Managers | \$33.56 | \$46.04 | \$59.10 | \$75.55 | \$99.03 |
| 13-1071 | Human Resources Specialists | \$19.78 | \$23.07 | \$29.18 | \$38.17 | \$45.88 |
| 13-1161 | Market Research Analysts and Marketing Specialists | \$17.21 | \$22.40 | \$31.55 | \$44.10 | \$57.34 |
| 41-3031 | Securities, Commodities, and Financial Services Sales Agents | \$20.77 | \$22.51 | \$32.74 | \$54.08 | \$82.85 |
| 11-2022 | Sales Managers | \$34.06 | \$47.42 | \$69.36 | \$85.66 | \$101.02 |
| 13-2011 | Accountants and Auditors | \$22.83 | \$27.49 | \$34.55 | \$44.12 | \$57.49 |
| 13-1031 | Claims Adjusters, Examiners, and Investigators | \$22.49 | \$26.91 | \$31.46 | \$37.77 | \$45.20 |
| 11-9141 | Property, Real Estate, and Community Association Managers | \$19.21 | \$21.55 | \$26.88 | \$36.67 | \$46.70 |

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Project Management
- Auditing

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Sales
- Leadership

In-Demand Certifications

- Valid Driver's License
- Certified Public Accountant
- Master Of Business Administration (MBA)
- Adjuster License
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School or GED: 27.7%
- Associate Degree: 9.8%
- Bachelor's Degree: 44.3%
- Master's Degree: 6.0%

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

Top Posting Employers

- Hanover Insurance Group
- Lake Trust Credit Union
- Hub International
- Randstad
- AutoZone
- Specialized Recruiting Group
- GPAC
- Total Security Solutions Pte Ltd
- Alleviation Enterprise LLC
- JPMorgan Chase

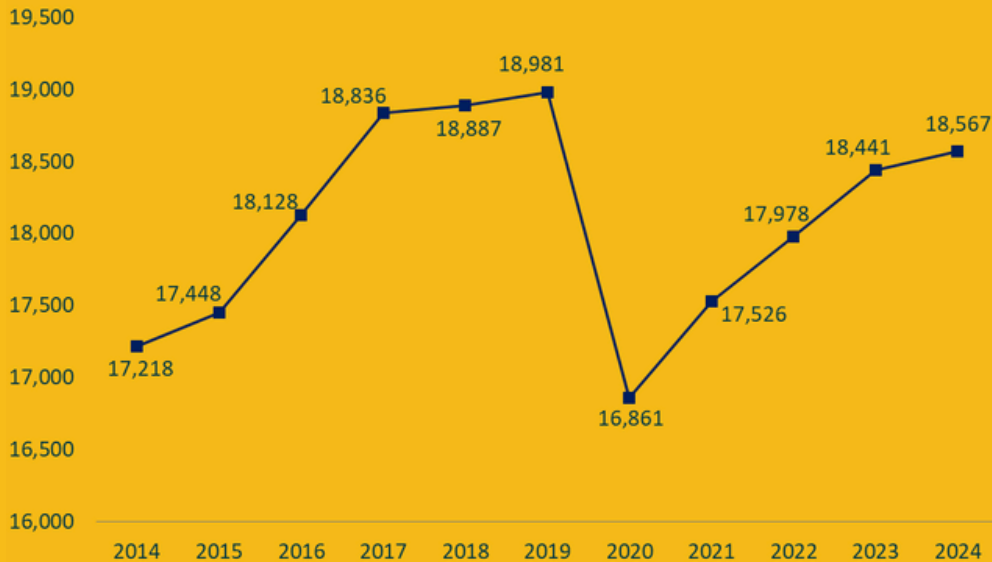
Job Postings by City

1. Brighton: 858 Postings
2. Howell: 534 Postings
3. Fowlerville: 64 Postings
4. Hartland: 57 Postings
5. Pinckney: 33 Postings
6. Hamburg: 8 Postings
7. Gregory: 3 Postings
8. Cohoctah: 1 Posting
9. Green Oak: 1 Posting

CUSTOMER SERVICE OCCUPATION GROUP

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

**Employment Over
Time 2014-2024**



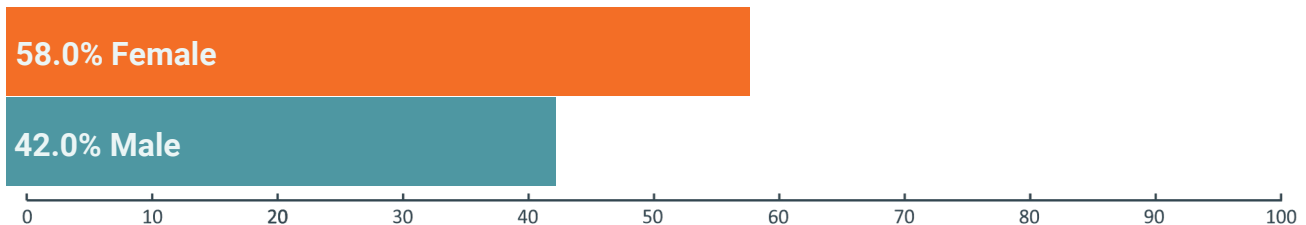
**126 Customer
Service Workers**

**0.7% increase
from 2023**

Customer Service Worker Demographics

In 2024, there were 18,567 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. During the year, 58.0 percent of workers identified as female, while 17.1 percent of workers in customer service identified as a racial minority. About 34.2 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 18.4 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

82.9% White | 4.3% Hispanic or Latino | 8.4% Black or African-American

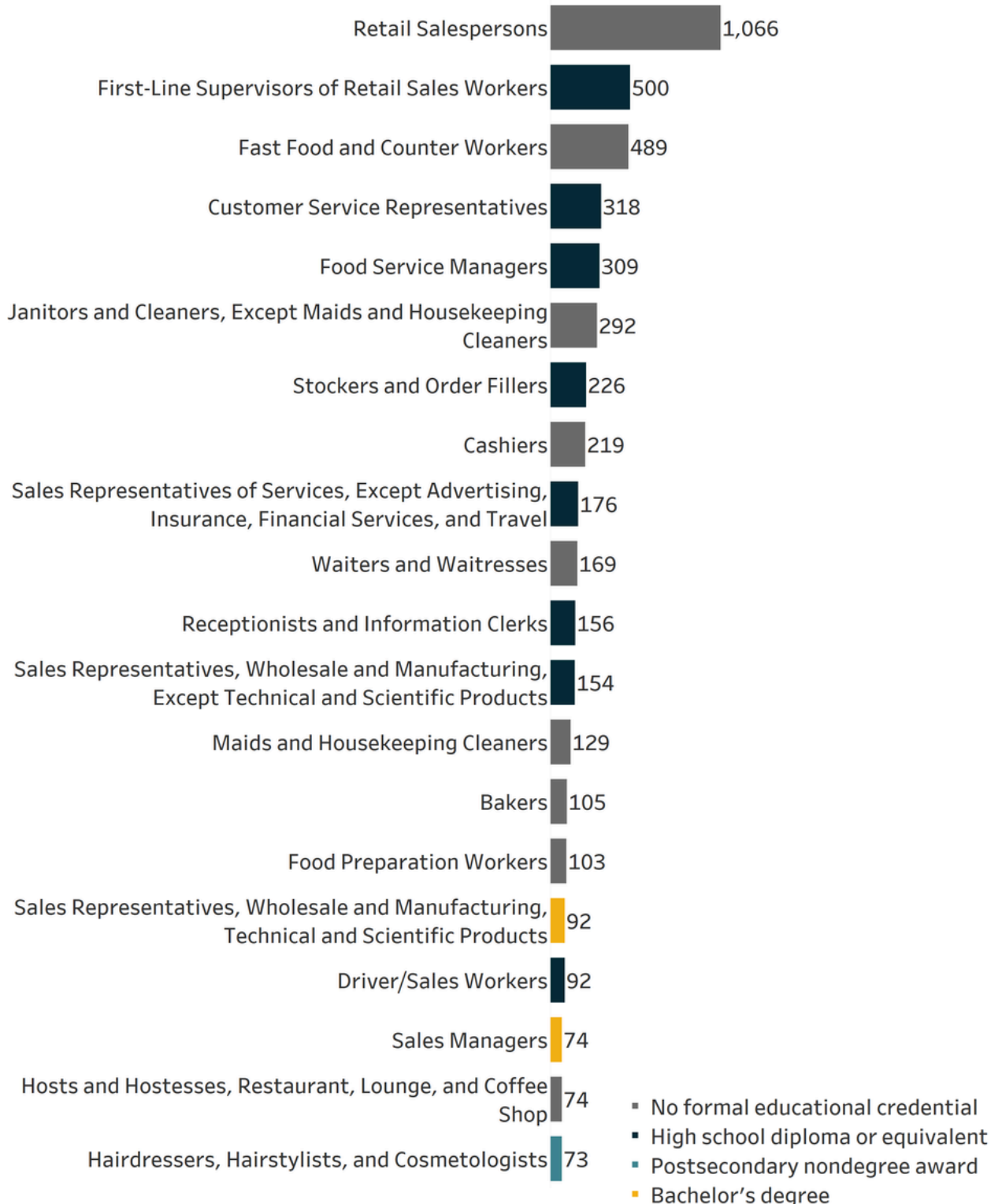
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for Customer Service occupations reached 5,688 postings in 2024, a decrease of 544 postings or 8.7 percent since 2024. Retail Salespersons was the highest in-demand Customer Service occupation during 2024, with 1,066 postings. Other top posted jobs include First-Line Supervisors of Retail Sales Workers (500 postings), Fast Food and Counter Workers (489 postings), Customer Service Representatives (318 postings), and Food Service Managers (309 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, three of the top ten posted occupations report median wages over \$22.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Retail Salespersons, earns a median hourly wage of \$15.84. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$22.78 per hour or \$47,382 annually.

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 |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 41-2031 | Retail Salespersons | \$11.99 | \$13.44 | \$15.84 | \$17.70 | \$23.14 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | \$14.86 | \$18.21 | \$22.78 | \$28.78 | \$37.49 |
| 35-3023 | Fast Food and Counter Workers | \$11.24 | \$13.19 | \$14.23 | \$14.85 | \$17.47 |
| 43-4051 | Customer Service Representatives | \$13.39 | \$15.59 | \$18.86 | \$24.06 | \$29.97 |
| 11-9051 | Food Service Managers | \$21.56 | \$24.21 | \$28.90 | \$34.76 | \$40.03 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$12.24 | \$13.24 | \$15.17 | \$16.70 | \$19.27 |
| 53-7065 | Stockers and Order Fillers | \$14.64 | \$16.12 | \$17.99 | \$20.65 | \$25.20 |
| 41-2011 | Cashiers | \$11.84 | \$13.71 | \$14.57 | \$16.53 | \$18.36 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | \$17.91 | \$23.99 | \$34.88 | \$47.73 | \$68.86 |
| 35-3031 | Waiters and Waitresses | \$10.10 | \$12.48 | \$15.55 | \$20.56 | \$27.57 |

In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Product Knowledge
- Cash Register

In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Operations

In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Food Handler's Card
- Cosmetology License
- Barber License

In-Demand Education Level*

- High School or GED: 32.2%
- Associate Degree: 2.7%
- Bachelor's Degree: 7.8%
- Master's Degree: 0.9%

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

Top Posting Employers

- Kroger
- Meijer
- Walmart
- Chico's FAS
- Mugg & Bopps
- Arby's
- Carrols Corporation
- Busch's
- TJX
- Great Clips

Job Postings by City

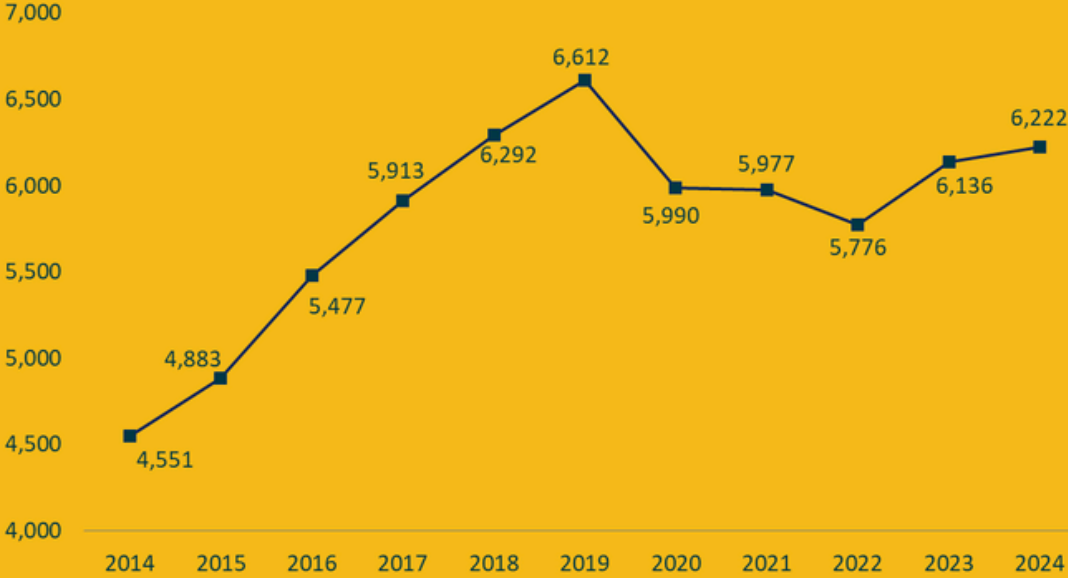
1. Brighton: 2,744 Postings
2. Howell: 2,027 Postings
3. Hartland: 375 Postings
4. Pinckney: 282 Postings
5. Fowlerville: 161 Postings
6. Hamburg: 32 Postings
7. Gregory: 10 Postings
8. Lakeland: 3 Postings
9. Green Oak: 1 Posting

2024
LIVINGSTON
COUNTY

HEALTH CARE OCCUPATION
GROUP

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

Employment Over
Time 2014-2024

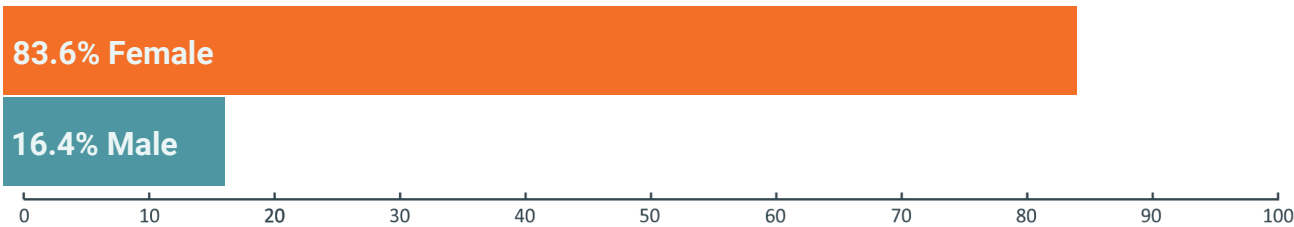


86
Health Care
Workers
1.4% increase
from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 6,222 workers in Livingston County, who are overwhelmingly female (83.6 percent) and between the age of 25 and 54 (65.0 percent), although 22.5 percent of workers are over 54. The Health Care occupation group is primarily White in Livingston County, with 75.3 percent of workers identifying as White, 15.1 percent identifying as Black or African American, and 9.6 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

75.3% White | 3.4% Asian | 15.1% Black or African-American

Worker Age Demographics

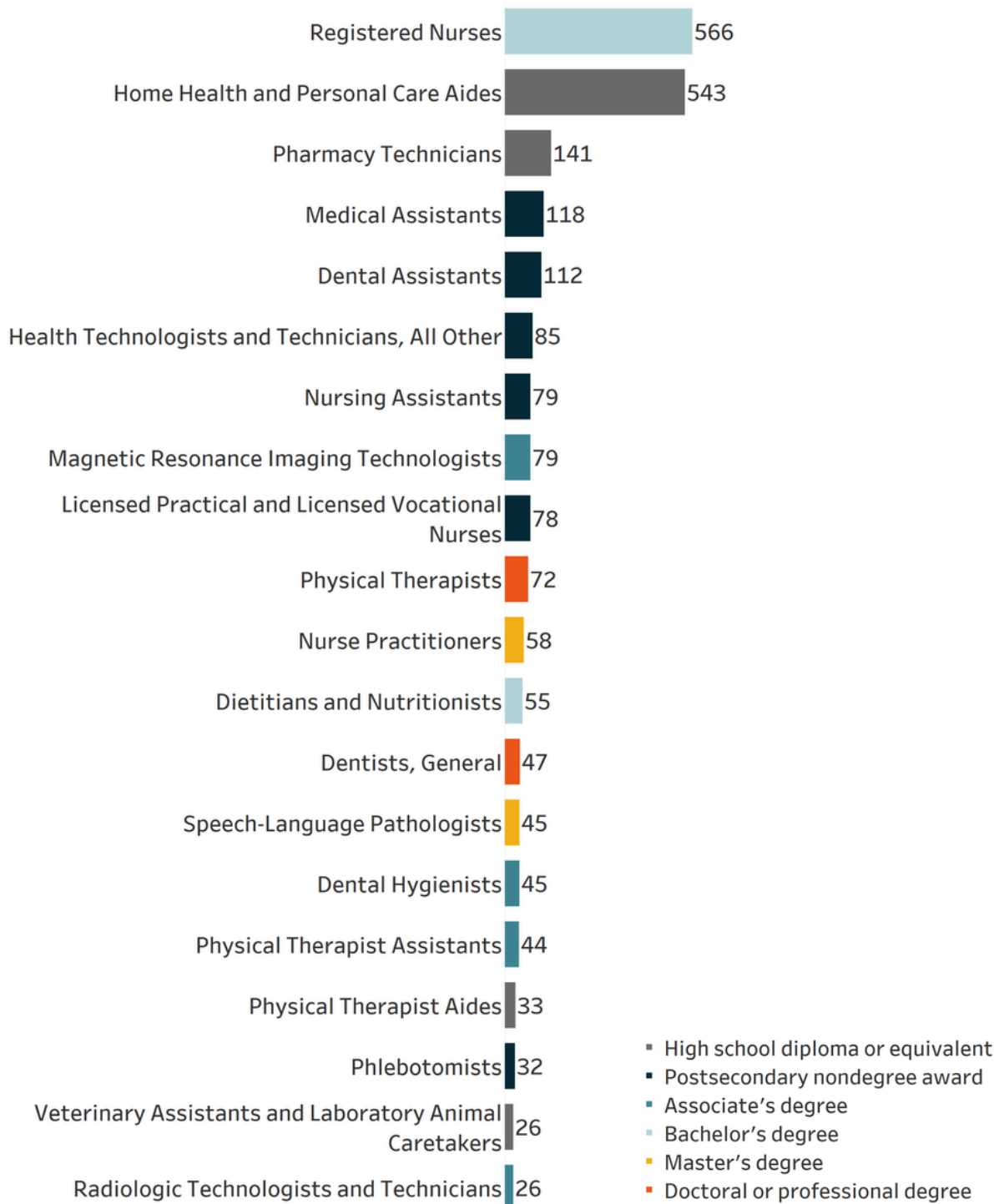


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout 2024, with 566 postings. Other top posted jobs include Home Health and Personal Care Aides (543 postings), Pharmacy Technicians (141 postings), Medical Assistants (118 postings), and Dental Assistants (112 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 (543 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 less than a Bachelor's degree. Three of the top jobs pay over \$30.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$38.49 per hour or an annual salary of about \$80,059.

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 | \$31.51 | \$35.82 | \$38.49 | \$44.92 | \$47.20 |
| 31-1128 | Home Health and Personal Care Aides | \$11.45 | \$13.56 | \$15.05 | \$17.19 | \$18.91 |
| 29-2052 | Pharmacy Technicians | \$15.74 | \$17.13 | \$18.78 | \$22.82 | \$24.09 |
| 31-9092 | Medical Assistants | \$13.66 | \$15.87 | \$16.43 | \$19.24 | \$19.98 |
| 31-9091 | Dental Assistants | \$14.82 | \$17.58 | \$21.32 | \$22.22 | \$26.85 |
| 29-2099 | Health Technologists and Technicians, All Other | \$15.62 | \$16.30 | \$18.46 | \$24.24 | \$32.69 |
| 29-2035 | Magnetic Resonance Imaging Technologists | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 31-1131 | Nursing Assistants | \$16.52 | \$17.42 | \$18.10 | \$19.51 | \$21.14 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | \$25.40 | \$29.15 | \$30.21 | \$31.75 | \$35.49 |
| 29-1123 | Physical Therapists | \$40.63 | \$44.22 | \$53.18 | \$57.33 | \$63.24 |

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Registered Nurse (RN)
- Cardiopulmonary Resuscitation (CPR) Certification
- Valid Driver's License
- Basic Life Support (BLS) Certification
- Certified Nursing Assistant (CNA)

In-Demand Education Level*

- High School or GED: 30.9%
- Associate Degree: 18.8%
- Bachelor's Degree: 13.3%
- Master's Degree: 5.0%

Top Posting Employers

- Trinity Health
- Elara Caring
- Mass General Brigham
- BrightStar Care
- University of Michigan-Flint
- Right At Home
- Ascension
- Aspen Dental
- The Willows At Howell
- Heartland Dental

Job Postings by City

1. Brighton: 1,297 Postings
2. Howell: 961 Postings
3. Pinckney: 147 Postings
4. Hartland: 125 Postings
5. Fowlerville: 57 Postings
6. Hamburg: 33 Postings
7. Gregory: 9 Postings
8. Lakeland: 5 Postings
9. Green Oak: 1 Posting

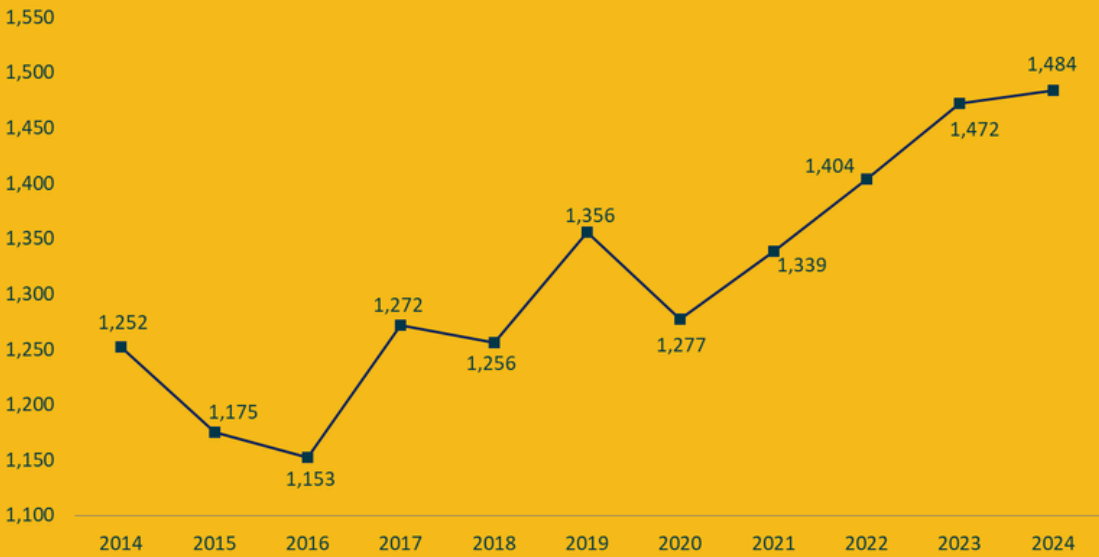
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

2024
LIVINGSTON
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 in the region annually.

Employment Over
Time 2014-2024



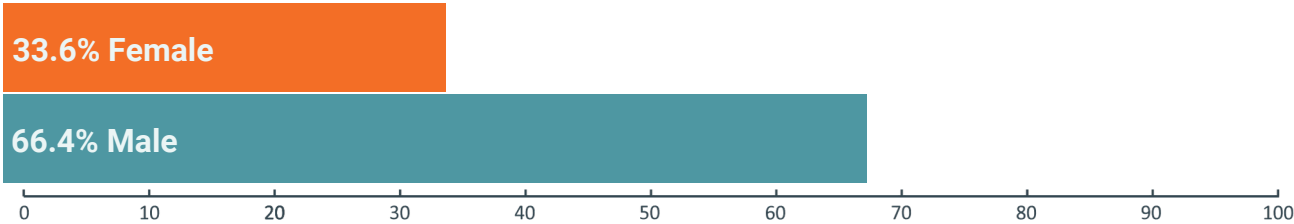
12
Information
Technology Workers
0.8% increase
from 2023



Information Technology Education and Experience

According to 2024 Lightcast data, Livingston County has 1,484 IT workers. The workforce is not too diverse, with most workers identifying as male (66.4 percent) and between the ages of 25 and 54 (75.9 percent). Workers age 55 years and older account for 17.5 percent, while only 6.0 percent are 24 years old or younger. Around 82.9 percent of the workforce identify as White, while workers who identify as Black or African American, make up 7.0 percent of the workforce.

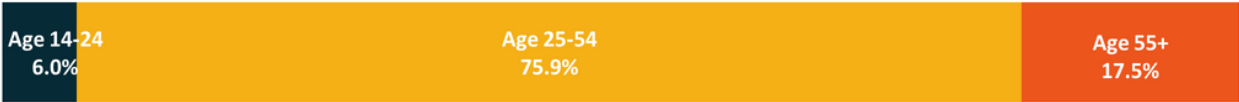
Worker Gender Demographics



Race and Ethnicity Demographics

82.9% White | 5.6% Asian | 7.0% Black or African-American

Worker Age Demographics

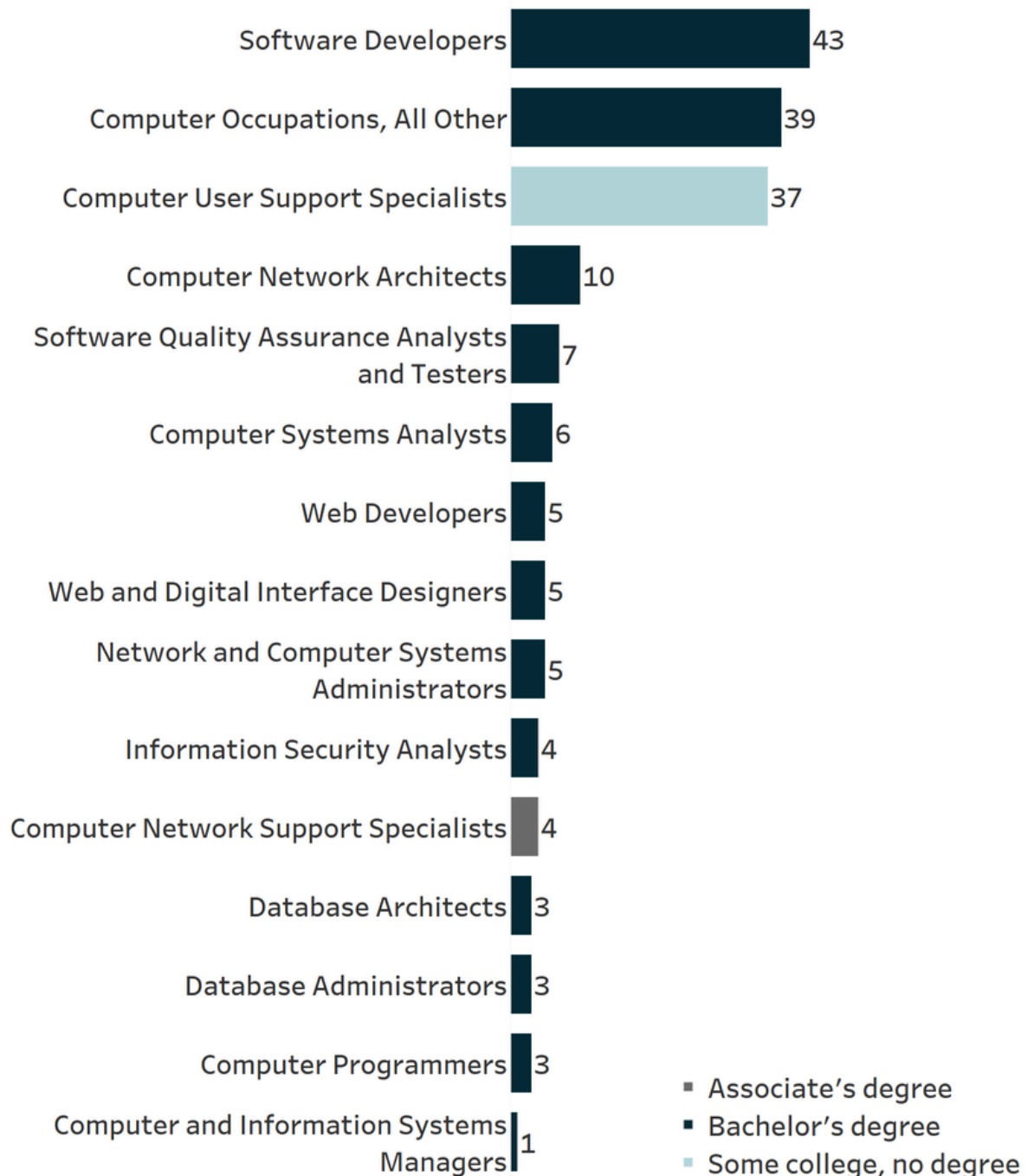


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were 175 postings for IT workers in Livingston County. Software Developers were the most in-demand occupation with 43 postings, closely followed by Computer Occupations, All Other, with 39 postings. Computer User Support Specialists (37 postings), Computer Network Architects (10 postings), and Software Quality Assurance Analysts and Testers (7 postings) were also high in-demand occupations. 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. Software Developers, the most in-demand occupation, offers a median hourly wage of \$46.68 per hour or almost \$97,094 per year. Computer Occupations, All Other earn the highest median wage at \$44.03 per hour or nearly \$91,582 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$25.00 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 |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 15-1252 | Software Developers | \$33.29 | \$39.08 | \$46.68 | \$57.86 | \$70.79 |
| 15-1299 | Computer Occupations, All Other | \$24.48 | \$33.33 | \$44.03 | \$56.67 | \$63.88 |
| 15-1232 | Computer User Support Specialists | \$15.73 | \$19.95 | \$25.63 | \$31.27 | \$36.90 |
| 15-1241 | Computer Network Architects | \$31.79 | \$41.52 | \$49.77 | \$61.74 | \$75.04 |
| 15-1253 | Software Quality Assurance Analysts and Testers | \$21.47 | \$27.72 | \$40.07 | \$45.68 | \$54.07 |
| 15-1211 | Computer Systems Analysts | \$28.78 | \$36.05 | \$45.06 | \$56.05 | \$61.43 |
| 15-1244 | Network and Computer Systems Administrators | \$27.36 | \$34.40 | \$41.69 | \$52.78 | \$63.72 |
| 15-1254 | Web Developers | \$21.32 | \$27.02 | \$39.22 | \$48.98 | \$61.64 |
| 15-1255 | Web and Digital Interface Designers | \$19.27 | \$24.44 | \$34.82 | \$47.18 | \$57.22 |
| 15-1212 | Information Security Analysts | \$28.14 | \$36.08 | \$45.77 | \$57.14 | \$72.62 |

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- Software Development
- Help Desk Support
- Project Management

In-Demand Foundational Skills

- Communication
- Problem Solving
- Customer Service
- Troubleshooting
- Management

In-Demand Certifications

- Valid Driver's License
- American Red Cross (ARC) Certification
- CompTIA A+
- CDL Class A License
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High School or GED: 16.6%
- Associate Degree: 12.0%
- Bachelor's Degree: 45.7%
- Master's Degree: 5.7%

Top Posting Employers

- Bwi Chassis Dynamics (NA)
- Randstad
- Lake Trust Credit Union
- Dakkota Integrated Systems
- Cleary University
- New Balance Athletics
- Plastipak
- Harvard University
- Hanover Insurance Group
- Thai Summit America

Job Postings by City

1. Brighton: 105 Postings
2. Howell: 53 Postings
3. Fowlerville: 6 Postings
4. Hartland: 6 Postings
5. Hamburg: 2 Postings
6. Lakeland: 2 Postings
7. Pinckney: 1 Posting

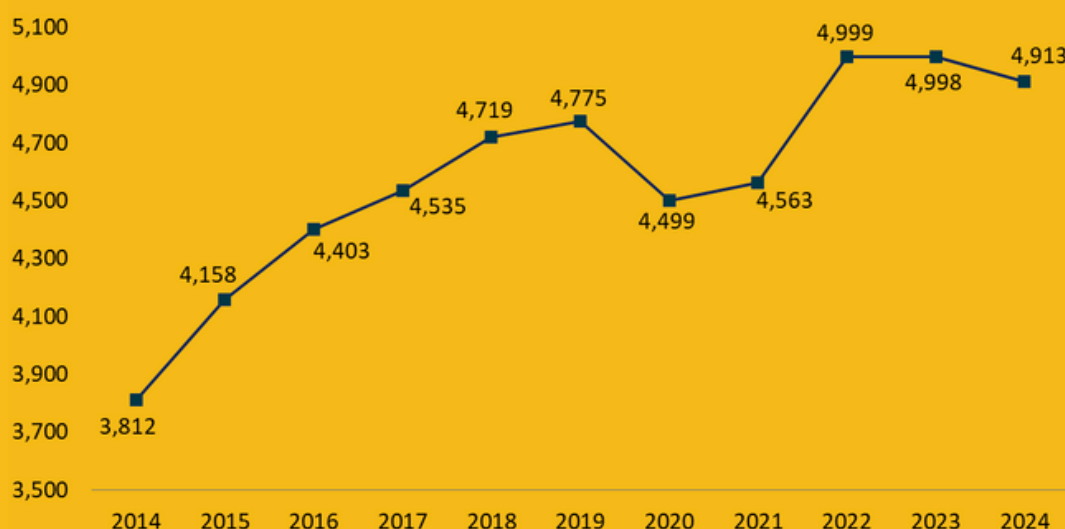
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

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 on advanced manufacturing only.

**Employment Over
Time 2014-2024**



**84
Skilled Trades
Workers**

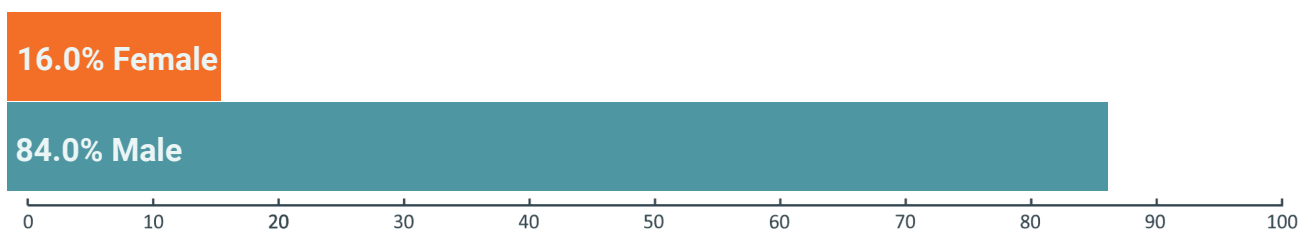
**1.7% decrease
from 2023**



Skilled Trades Education and Experience

According to 2024 Lightcast data, the Skilled Trades occupation group employed about 4,913 workers in Livingston County. The majority of Skilled Trades workers are male (84.0 percent) and between the ages of 25 and 54 (66.0 percent). Due to the aging workforce, additional outreach will be necessary as 26.8 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

77.6% White | 3.8% Hispanic or Latino | 15.2% Black or African-American

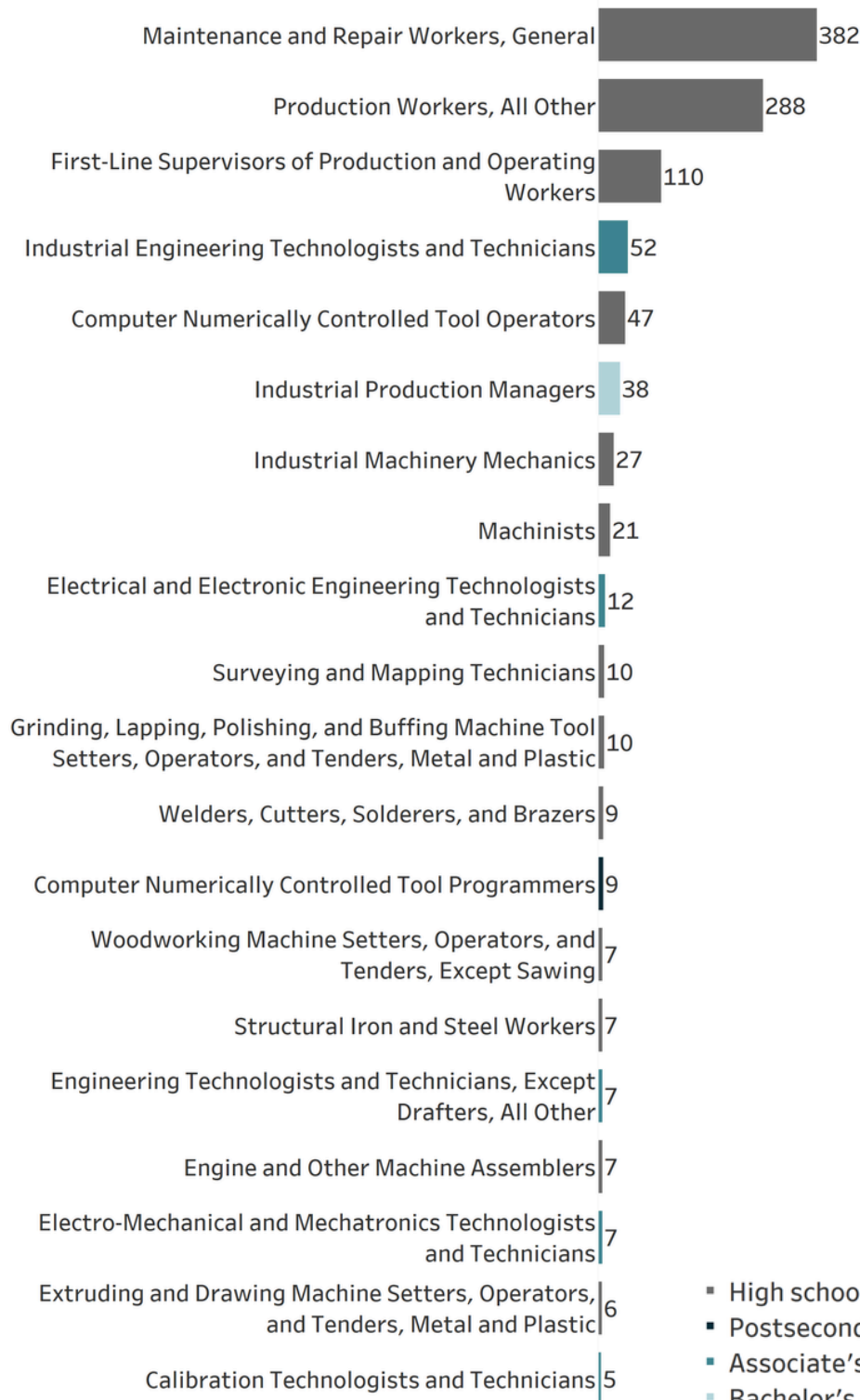
Worker Age Demographics



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 382 postings. Other top posted jobs include Production Workers, All Other (288 postings), First-Line Supervisors of Production and Operating Workers (110 postings), Industrial Engineering Technologists and Technicians (52 postings), and Computer Numerically Controlled Tool Operators (47 postings).



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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience as seen in other occupations. The Skilled Trades occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. Over half of the top jobs pay over \$22.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$20.45 per hour or an annual salary of about \$42,536.

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 | \$14.02 | \$16.53 | \$20.45 | \$25.21 | \$28.88 |
| 51-9199 | Production Workers, All Other | \$14.25 | \$15.30 | \$16.48 | \$20.38 | \$25.36 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | \$20.63 | \$23.62 | \$30.22 | \$36.39 | \$46.56 |
| 17-3026 | Industrial Engineering Technologists and Technicians | \$20.04 | \$22.32 | \$26.42 | \$34.26 | \$40.01 |
| 51-9161 | Computer Numerically Controlled Tool Operators | \$15.97 | \$17.04 | \$20.54 | \$26.15 | \$28.98 |
| 11-3051 | Industrial Production Managers | \$35.23 | \$44.28 | \$53.13 | \$61.93 | \$78.35 |
| 49-9041 | Industrial Machinery Mechanics | \$18.84 | \$22.76 | \$28.43 | \$33.34 | \$36.40 |
| 51-4041 | Machinists | \$16.56 | \$18.54 | \$22.32 | \$28.23 | \$32.33 |
| 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | \$17.61 | \$20.85 | \$27.35 | \$33.84 | \$37.32 |
| 17-3031 | Surveying and Mapping Technicians | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |

In-Demand Technical Skills

- Machinery
- Machine Operation
- Hand Tools
- Preventive Maintenance
- Machining

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Detail Oriented
- Lifting Ability

In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- Emergency Nurses Association
- HVAC Certification
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School or GED: 44.5%
- Associate Degree: 6.4%
- Bachelor's Degree: 4.9%
- Master's Degree: 0.4%

Top Posting Employers

- Express Employment Professionals
- Medline Industries
- Aerotek
- Micro Gauge
- Purem GmbH
- Thai Summit America
- Randstad
- Trillium Staffing
- Masonite
- Wyman Gordon

Job Postings by City

1. Brighton: 495 Postings
2. Howell: 443 Postings
3. Fowlerville: 106 Postings
4. Hartland: 21 Postings
5. Hamburg: 9 Postings
6. Pinckney: 8 Postings
7. Gregory: 1 Posting

**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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