

LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



JAN - DEC
2024

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MACOMB COUNTY

2024

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INTRODUCTION

Macomb 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 Macomb County for the Business and Finance, Engineers and Designers, 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.

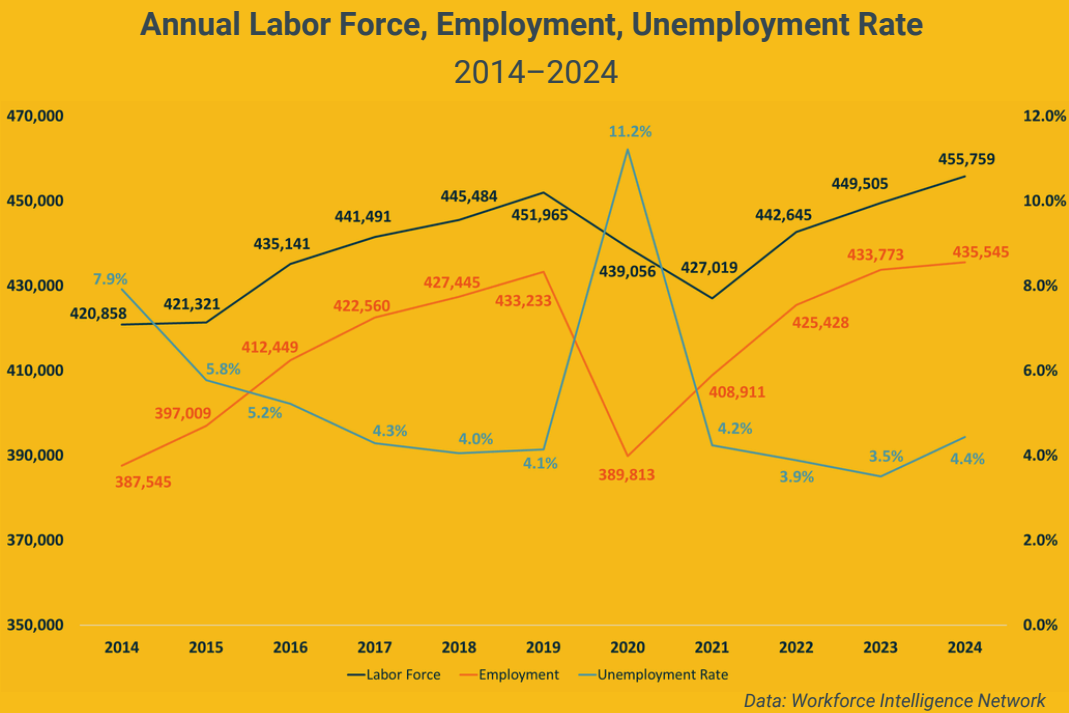
2024 MACOMB COUNTY

MACOMB COUNTY Annual State of the Labor Market

In 2024, the labor force increased by 6,254 individuals (1.4 percent) while employment increased by 1,773 individuals (0.4 percent) from 2023. Unemployment went up by 4,482 workers and the unemployment rate increased 0.9 percentage points from 3.5 percent in 2023 to 4.4 percent in 2024. Registered Nurse tops the list as the most demanded occupation in 2024, accounting for 4,571 job postings followed by Retail Salespersons with 2,845 postings. The Health Care and Skilled Trades occupation groups continue to be heavily demanded in Macomb County.

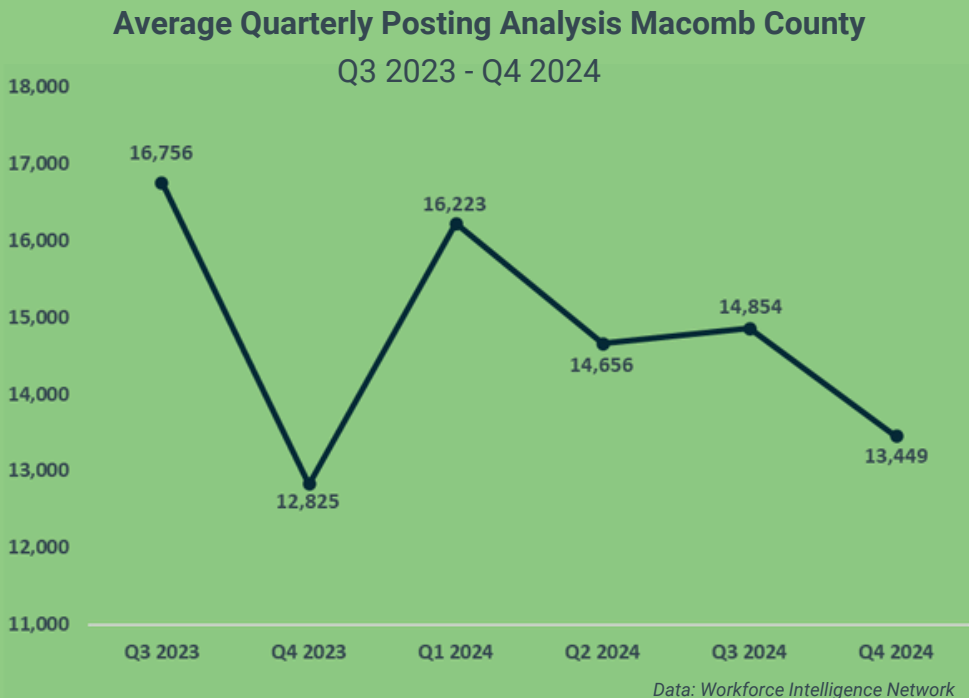
Annual Labor Market Information

The labor force in Macomb County grew in 2024, increasing by 6,254 individuals (1.4 percent) from the prior year. Employment increased by 1,773 workers (0.4 percent) over the same period, while unemployment also increased by 4,482 workers (28.5 percent) for a total of 20,214 unemployed workers in 2024. The unemployment rate increased in 2024 to 4.4 percent, a fall of 6.8 percentage points since the 11.2 percent peak in 2020. The lowest unemployment rate occurred in 2023, with an unemployment rate of 3.5 percent in Macomb County.



Quarterly Employer Demand Overview

Employer demand was fairly constant in 2024. In Q4 2024, there were 13,449 unique postings in Macomb County, a decrease of 1,405 postings from the 14,854 postings recorded in Q3. The third quarter of 2023 had the highest recorded postings between Q3 2023 and Q4 2024 with 16,756 postings. The demand is much lower in 2024 than previous years post-COVID.



2024 ANNUAL WORKFORCE INDICATORS

MACOMB
COUNTY

Key Findings

7.7%

Employer demand decreased by 7.7 percent, a loss of 6,746 job postings since 2023

High School Diploma

Most in-demand minimum education level during 2024

In Q4, employment totaled

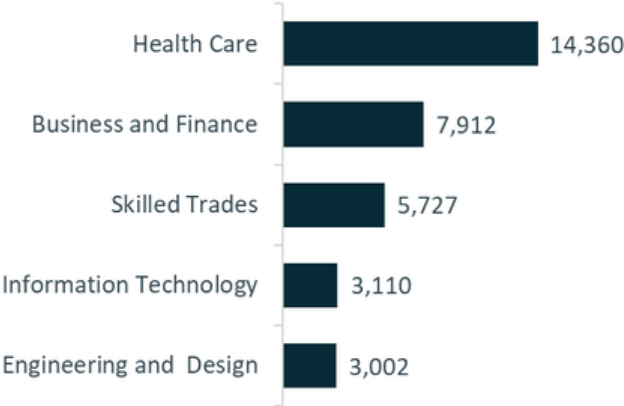
427,634

a decrease of 13,906 workers since Q4 2023

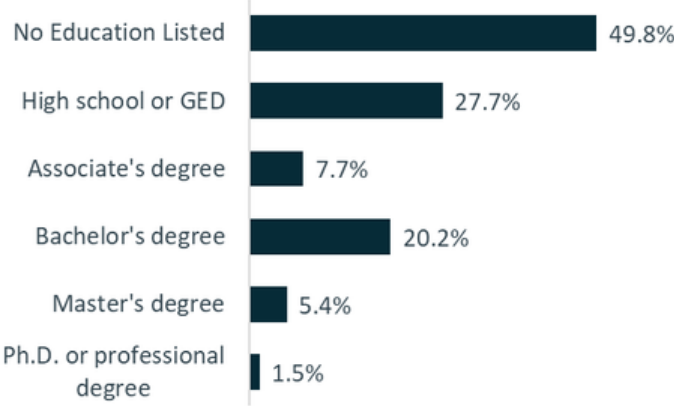
During 2024, there were 81,386 job postings, 6,746 less than the 88,132 postings made during 2023 in Macomb County. The first quarter saw the highest demand for the year with 16,223 postings, a 26.5 percent increase from Q42023. The top posted job occupations in 2023 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, First-Line Supervisors of Retail Sales Workers, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 81,386 unique postings in Macomb County during 2024, 22,554 (27.7 percent) required a High School diploma or equivalent, while 22,723 postings (27.9 percent) required a College degree. An additional 5,620 postings (6.9 percent) required an advanced degree. The high demand for Health Care and Information Technology workers 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 first and third quarters of 2024 saw a slight increase in the labor force and employment, while the unemployment rate increased by 1.3 percent throughout the year after an annual low of 3.7 percent in Q1 2024. The labor force numbers peaked in Q3 2024 at 459,981 while employment numbers peaked in Q1 2024 with a high of 439,663 individuals. Total unemployment increased through each quarter of 2024 and the unemployment rate ended the year at 5.1 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	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 455,759 individuals, an increase of 6,254 individuals since 2023. Employment is up to 435,545 workers in 2024, an increase of 1,773 workers. Both unemployment and the unemployment rate increased. Unemployment increased to 20,214 workers, down by 29,029 workers since the high of 49,243 workers recorded in 2020. Similarly, the unemployment rate increased by 0.9 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	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 about 458,458 people in the labor force, meaning that these individuals were either working or seeking employment, in Macomb County. Slightly less than half of the total population, or 431,936 individuals (49.2 percent), living in the county 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 30.5 percent, while females under the age of 25 reported an unemployment rate of 23.0 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	458,458	431,936	26,522	5.8%
Sex				
Male 16+	240,847	227,195	13,652	5.7%
16-19	10,217	7,929	2,288	22.4%
20-24	21,493	19,755	1,738	8.1%
25-54	151,207	144,163	7,044	4.7%
55-64	44,332	42,383	1,949	4.4%
65 Plus	13,598	12,965	633	4.7%
Female 16+	217,611	204,741	12,870	5.9%
16-19	10,166	8,660	1,506	14.8%
20-24	21,029	19,317	1,712	8.1%
25-54	135,804	128,475	7,329	5.4%
55-64	39,153	37,370	1,783	4.6%
65 Plus	11,459	10,919	540	4.7%
Race				
White	351,855	334,614	17,241	4.9%
Black / African	59,458	53,037	6,421	10.8%
Native American	869	864	5	0.6%
Asian	20,674	19,640	1,034	5.0%
Native Hawaiian /	114	114	0	0.0%
Some Other Race	4,533	4,166	367	8.1%
Two or More Races	22,112	20,409	1,703	7.7%
Ethnicity				
Hispanic	14,780	13,982	798	5.4%

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

POPULATION DEMOGRAPHICS

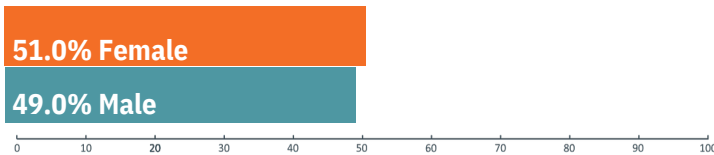
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Macomb County decreased by about 0.1 percent between 2022 and 2023. During 2023, there were 877,624 people living in the county. The gender of the populace was split almost evenly, with about 51.0 percent of the population identifying as female and the other 49.0 percent identifying as male. A majority of the population identified as White (76.2 percent) with the second largest number of individuals identifying as Black or African American (12.5 percent). The region is facing an aging populace; with 32.2 percent of the population over the age of 54, compared to 28.7 percent under the age of 25.

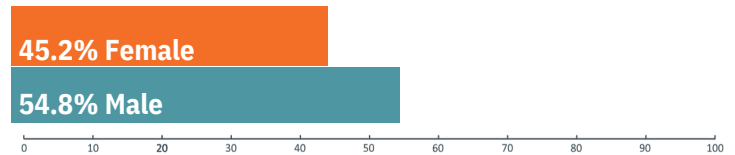
2024 Current Workforce

In 2024, the workforce had a total of 348,018 individuals working in Macomb County. A slight majority, 54.8 percent (190,756 workers) were male, while 45.2 percent (157,262 workers) of the workforce was female. Most workers in the County identified as White, accounting for 73.6 percent of the workforce, while Black or African American workers totaled 15.4 percent of the workforce. Those identifying as Asian ethnicity accounted for 4.3 percent. A significant concentration of the workforce in Macomb County is between the age of 25 and 54 (61.9 percent), while 24.3 percent of workers are 55 and older.

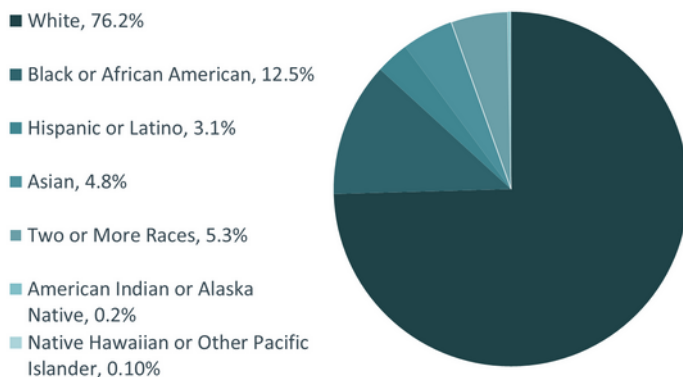
Population Gender Demographics



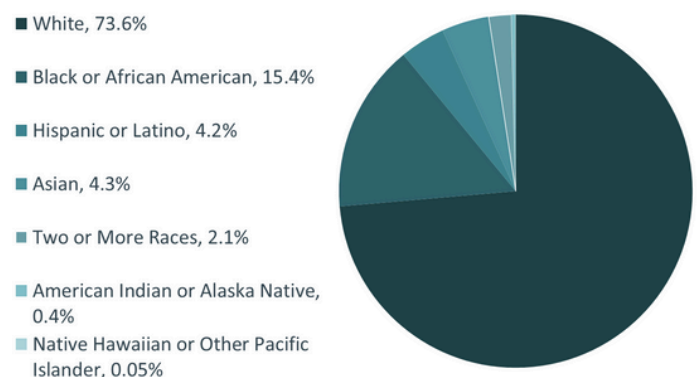
Workforce Gender Demographics



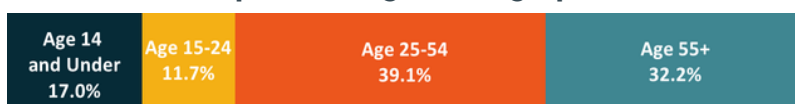
Population Race Demographics



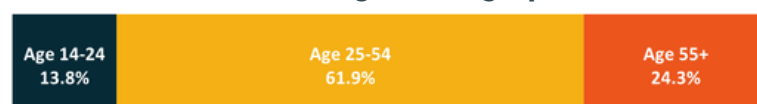
Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



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

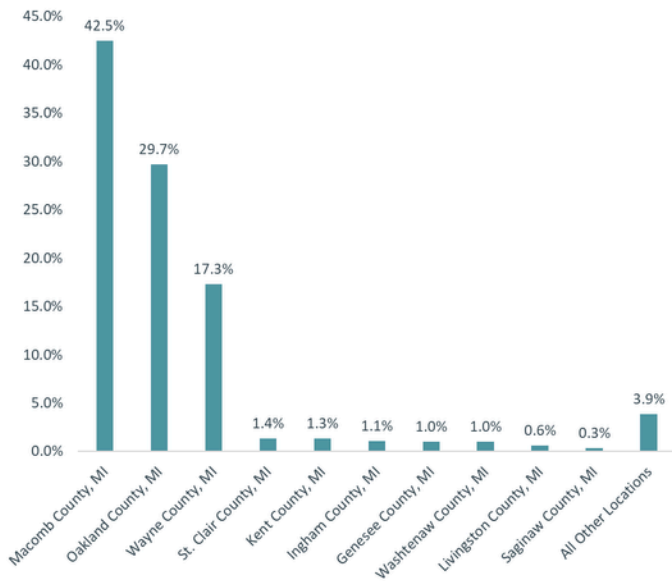
Data: Lightcast | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

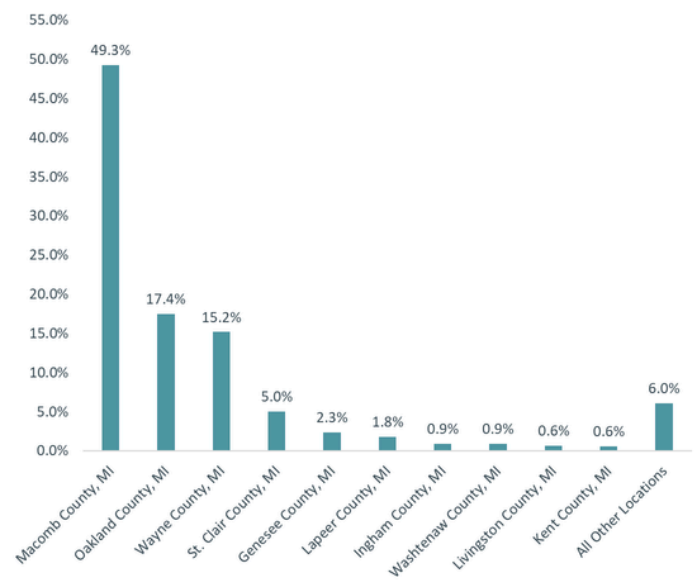
MACOMB COUNTY

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the County's workforce consisted of 362,728 residents. There were 154,073 (42.5 percent) residents living and working within Macomb County, while the remaining 208,655 residents (57.5 percent) traveled outside of the County for work. There were 312,759 workers employed in the County during 2021. Of those, 158,686 workers (50.7 percent) lived outside of the County and commuted in. Based on this information, we can see that Macomb is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting, but it also has a high rate of both inbound and outbound commuting with nearby counties.

Where Macomb County Residents Work



Where Macomb County Workers Live

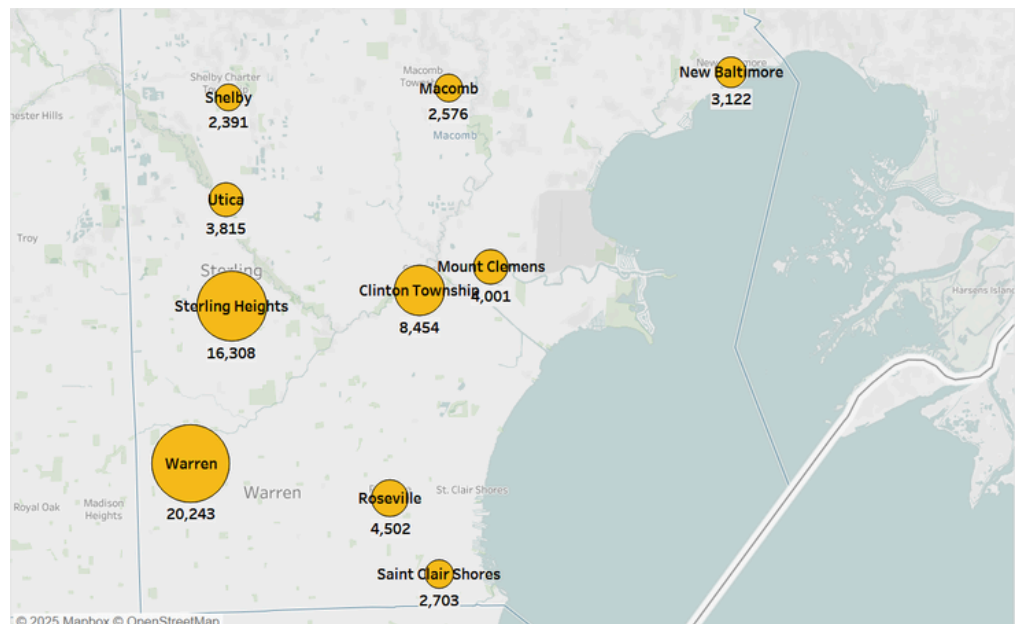


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

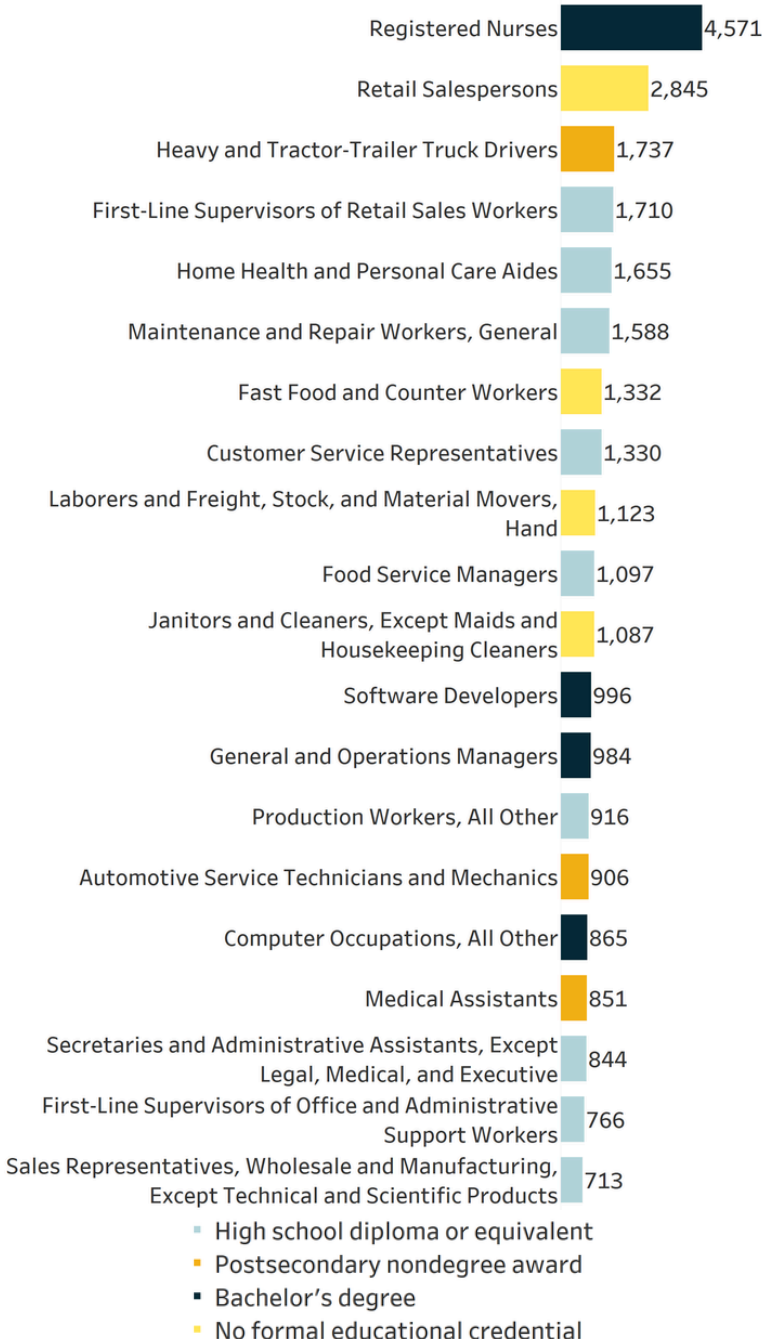
1. Warren: 20,243 Postings
2. Sterling Heights: 16,308 Postings
3. Clinton Township: 8,454 Postings
4. Roseville: 4,502 Postings
5. Mount Clemens: 4,001 Postings
6. Utica: 3,815 Postings
7. New Baltimore: 3,122 Postings
8. Saint Clair Shores: 2,703 Postings
9. Macomb: 2,576 Postings
10. Shelby Charter: 2,391 Postings



TOP POSTED JOBS

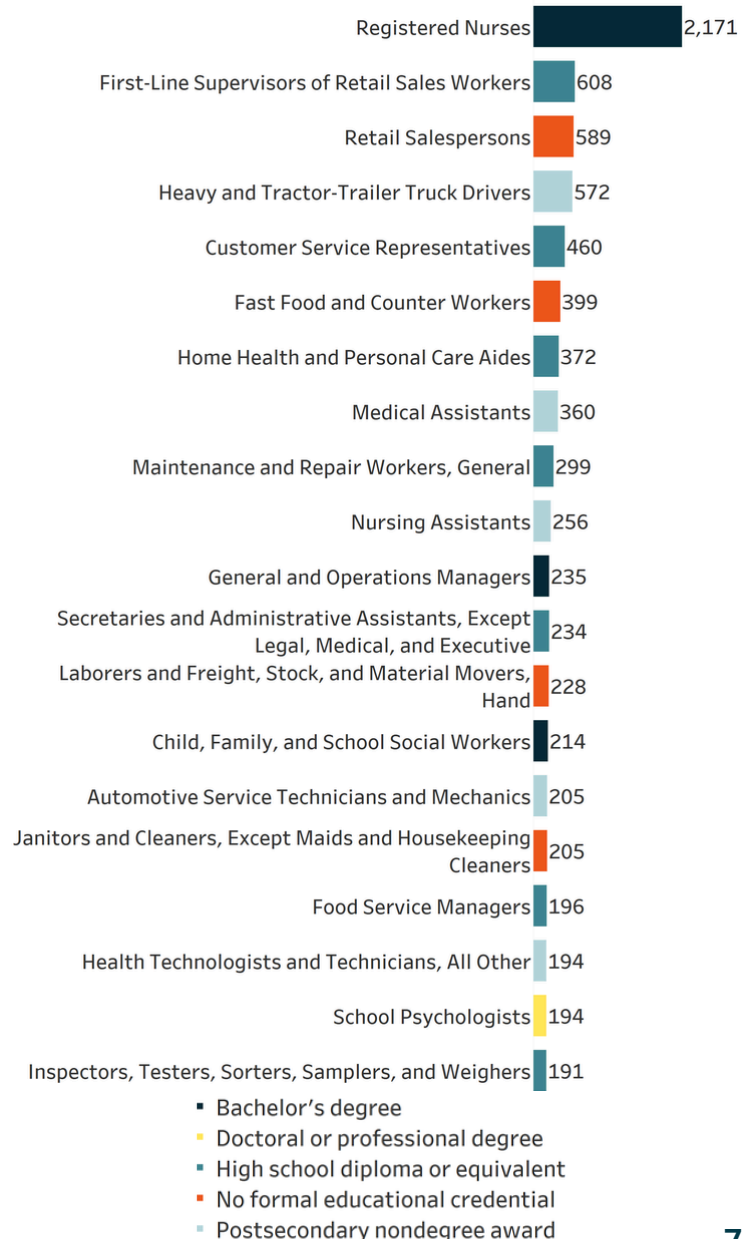
Top Posted Jobs

Registered Nurses is the top posted occupation for 2024 with 4,571 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (2,845 postings) and Heavy and Tractor-Trailer Truck Drivers (1,737 postings) round out the top three demanded occupations, requiring no formal educational credential and Postsecondary nondegree award, 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.



Top Posted Entry-Level Jobs

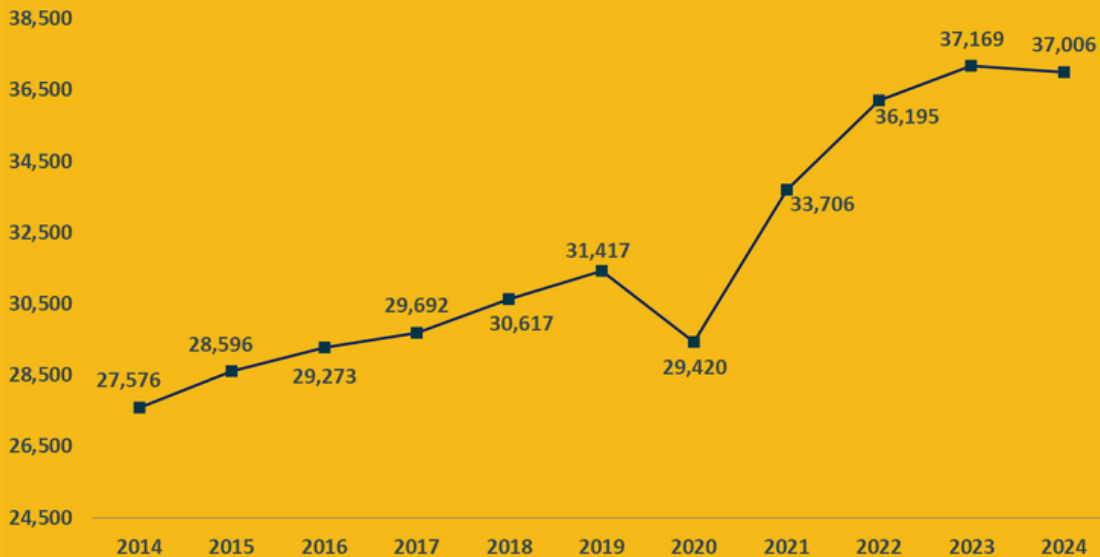
Entry-level jobs, which usually require zero to two years of previous experience, account for 24.7 percent of postings in Macomb County for 2024. Most of the top ten entry-level occupations require no formal education or a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.9 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 2,171 postings and requires a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a High School diploma or equivalent, with 608 postings.



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**

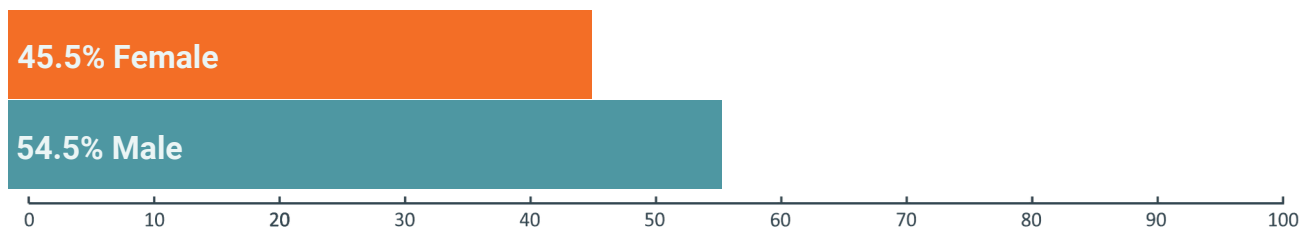


**163
Business and
Finance Workers**
**0.4% decrease
from 2023**

Business and Finance Demographics Worker

The Business and Finance occupation group is somewhat diverse in respect to its 37,006 workers. More than half the working population identify as male (54.5 percent), however, 81.4 percent of workers identified as White, indicating much less diversity with respect to race than gender. Only 4.2 percent of the working population in Business and Finance is under the age of 25, compared to 27.6 percent who are age 55 and older. In some ways, this indicates an aging Business and Finance workforce, though it also reflects the consistent need for a Bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

81.4% White | 4.1% Asian | 9.5% Black or African-American

Worker Age Demographics



2024

MACOMB
COUNTY

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were a total of 7,912 job postings for Business and Finance workers during 2024. General and Operations Managers is the top in demand occupation in 2024, with 984 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was in the second position with 713 postings. Other top posted jobs include Logisticians (472 postings), Project Management Specialists (466 postings), and Human Resources Specialists (405 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 \$47.27, translating to annual earnings of approximately \$98,322. All the top business occupations offer median wages over \$31.00 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	\$22.57	\$31.08	\$47.27	\$75.02	\$106.56
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$17.48	\$23.36	\$33.53	\$44.89	\$59.73
13-1081	Logisticians	\$24.88	\$31.20	\$39.73	\$52.02	\$64.31
13-1082	Project Management Specialists	\$30.32	\$38.92	\$49.71	\$64.18	\$69.50
13-1071	Human Resources Specialists	\$21.02	\$24.52	\$31.01	\$40.58	\$48.76
11-3031	Financial Managers	\$34.70	\$47.67	\$61.09	\$77.90	\$102.31
11-2022	Sales Managers	\$36.06	\$50.21	\$73.45	\$90.68	\$106.94
13-1028	Buyers and Purchasing Agents	\$22.17	\$28.77	\$36.84	\$47.43	\$58.13
13-1051	Cost Estimators	\$21.80	\$28.45	\$36.32	\$46.47	\$58.63
13-1161	Market Research Analysts and Marketing Specialists	\$17.95	\$23.36	\$32.89	\$45.93	\$59.75

In-Demand Technical Skills

- Project Management
- Marketing
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Sales
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High School or GED: 22.8%
- Associate degree: 7.2%
- Bachelor's Degree: 46.7%
- Master's Degree: 7.0%

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

Top Posting Employers

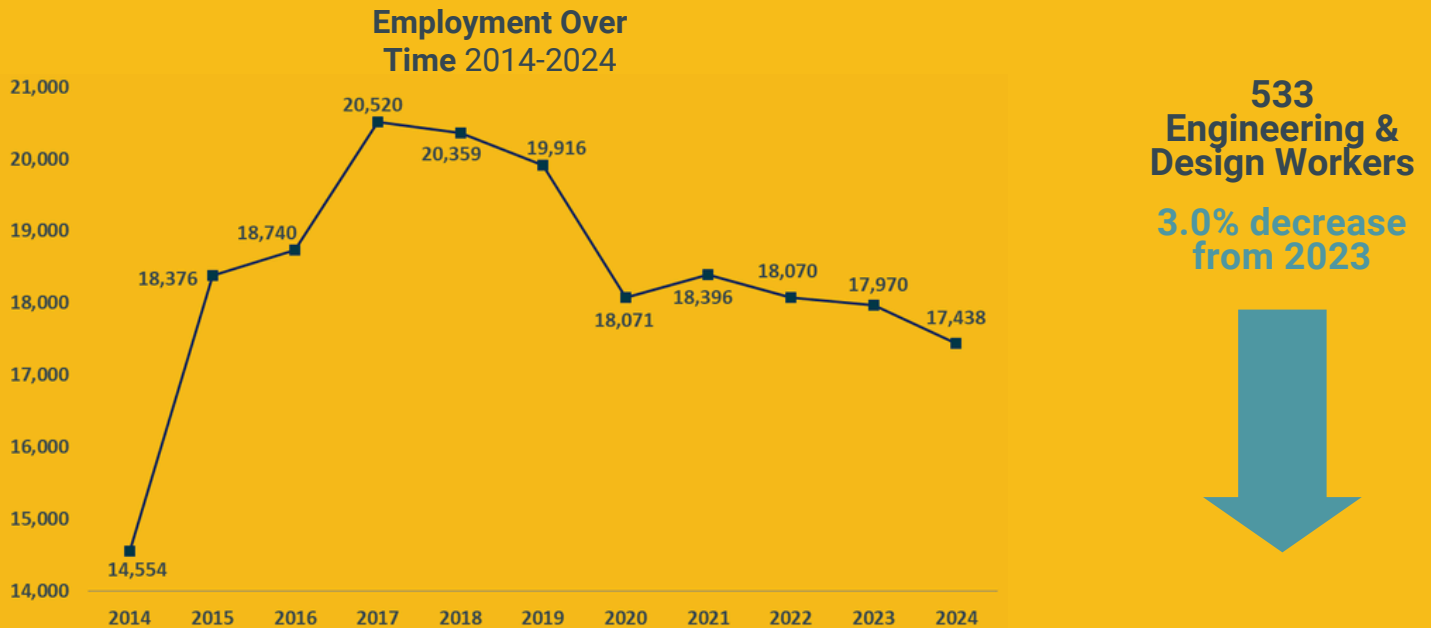
- General Motors
- GPAC
- General Dynamics
- Intuit
- AutoZone
- Huntington Bancshares
- JPMorgan Chase
- H&R Block
- CVS Health
- Actalent

Job Postings by City

1. Warren: 2,499 Postings
2. Sterling Heights: 1,940 Postings
3. Clinton Township: 666 Postings
4. Roseville: 325 Postings
5. Utica: 312 Postings
6. New Baltimore: 236 Postings
7. Saint Clair Shores: 203 Postings
8. Macomb: 186 Postings
9. Shelby Charter: 183 Postings
10. Mount Clemens: 175 Postings

ENGINEERING AND DESIGN OCCUPATION GROUP

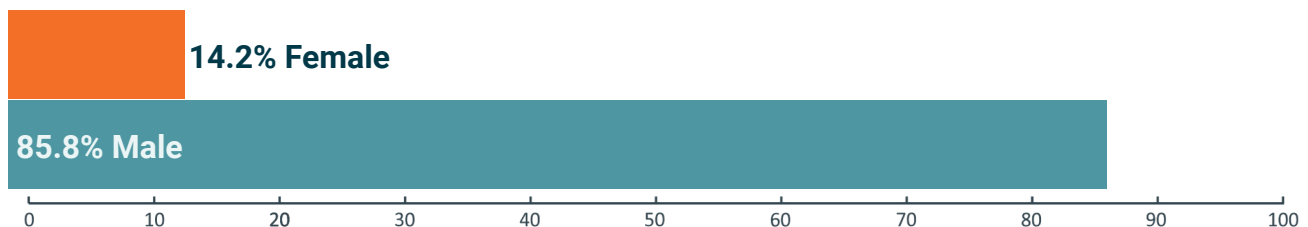
Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.



Engineering and Design Worker Demographics

According to 2024 Lightcast data, the 17,438 workers in the Engineering and Design group are not particularly diverse. Just 5.1 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.2 percent of the current workforce and only 24.6 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

75.4% White | 10.9% Asian | 8.6% Black or African-American

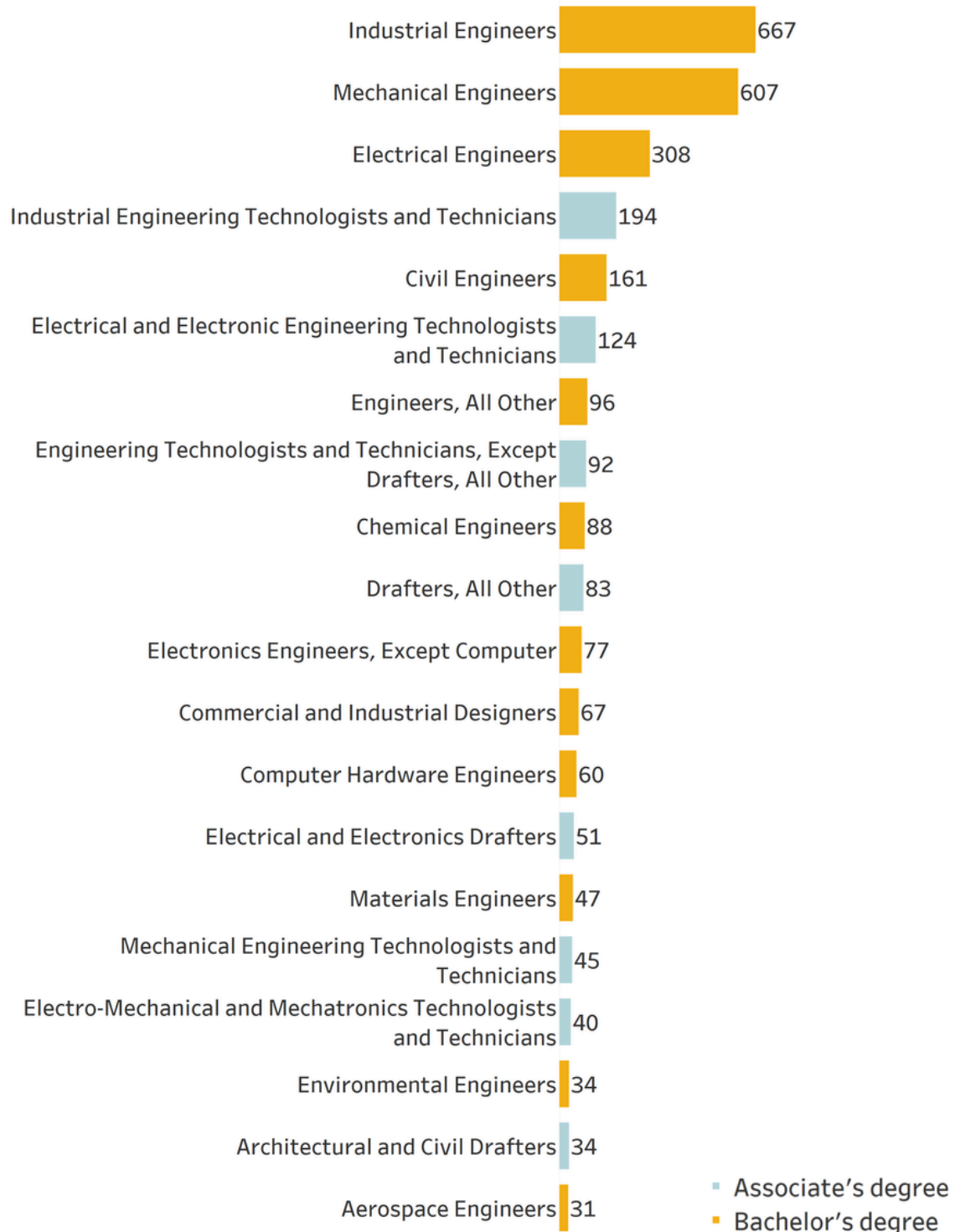
Worker Age Demographics



ENGINEERING AND DESIGN OCCUPATION GROUP

Top Posted Jobs

Industrial Engineers was the highest in-demand Engineering and Design occupation during 2024, with 667 postings. Mechanical Engineers were also in high demand with 607 postings, putting it second highest demanded within the occupation group. Over half of the top ten in-demand occupations typically require a Bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERING AND DESIGN OCCUPATION GROUP

Wage Overview

Most Engineering and Design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The top posted Engineering and Design job, Industrial Engineers, offers a median hourly wage of \$49.62. This reflects an annual salary of approximately \$103,210.

Wage Overview for Top Posted Engineering & Design Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$33.33	\$39.64	\$49.62	\$60.17	\$65.34
17-2141	Mechanical Engineers	\$34.07	\$40.19	\$51.04	\$63.52	\$67.52
17-2071	Electrical Engineers	\$38.80	\$41.65	\$52.56	\$67.02	\$72.20
17-3026	Industrial Engineering Technologists and Technicians	\$22.52	\$25.08	\$29.69	\$38.49	\$44.96
17-2051	Civil Engineers	\$32.51	\$35.74	\$44.29	\$55.87	\$68.77
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$20.72	\$24.53	\$32.18	\$39.81	\$43.92
17-2199	Engineers, All Other	\$26.88	\$40.18	\$50.27	\$64.55	\$80.94
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.45	\$22.56	\$31.61	\$38.15	\$51.33
17-2041	Chemical Engineers	\$34.00	\$44.87	\$55.46	\$73.37	\$87.71
17-3019	Drafters, All Other	\$20.13	\$23.39	\$30.07	\$35.26	\$39.52

In-Demand Technical Skills

- Electrical Engineering
- Mechanical Engineering
- Computer-Aided Design
- Project Management
- Manufacturing Processes

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Problem Solving
- Management
- Microsoft Office

In-Demand Certifications

- Security Clearance
- Secret Clearance
- Valid Driver's License
- Professional Engineer (PE) License
- Engineer in Training

In-Demand Education Level*

- High School or GED: 12.0%
- Associate Degree: 9.8%
- Bachelor's Degree: 59.4%
- Master's Degree: 17.0%

Top Posting Employers

- General Motors
- General Dynamics
- Actalent
- Moseley Technical Services
- Insight Global
- Aerotek
- Lincoln Electric
- DCS Corporation
- GPAC
- ManpowerGroup

Job Postings by City

1. Warren: 1,251 Postings
2. Sterling Heights: 1,123 Postings
3. Utica: 131 Postings
4. Shelby Charter: 65 Postings
5. Clinton Township: 63 Postings
6. New Baltimore: 52 Postings
7. Roseville: 49 Postings
8. Fraser: 39 Postings
9. Macomb: 36 Postings
10. Romeo: 35 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



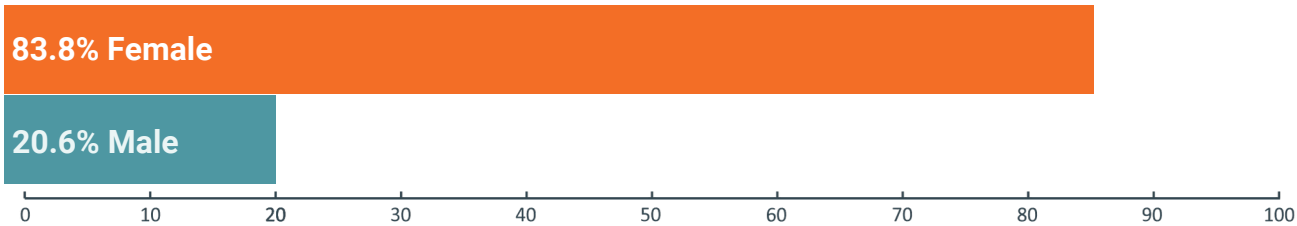
385
Health Care
Workers

1.1% increase
from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the Health Care occupation group employed 34,699 workers in Macomb County, who are overwhelmingly female (83.8 percent) and between the ages of 25 and 54 (67.1 percent), although 23.0 percent of workers are over 54. The Health Care occupation group is primarily White in Macomb County, with 70.3 percent of workers identifying as White, 18.2 percent identifying as Black or African American, and 11.5 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

70.3% White | 6.6% Asian | 18.2% Black or African-American

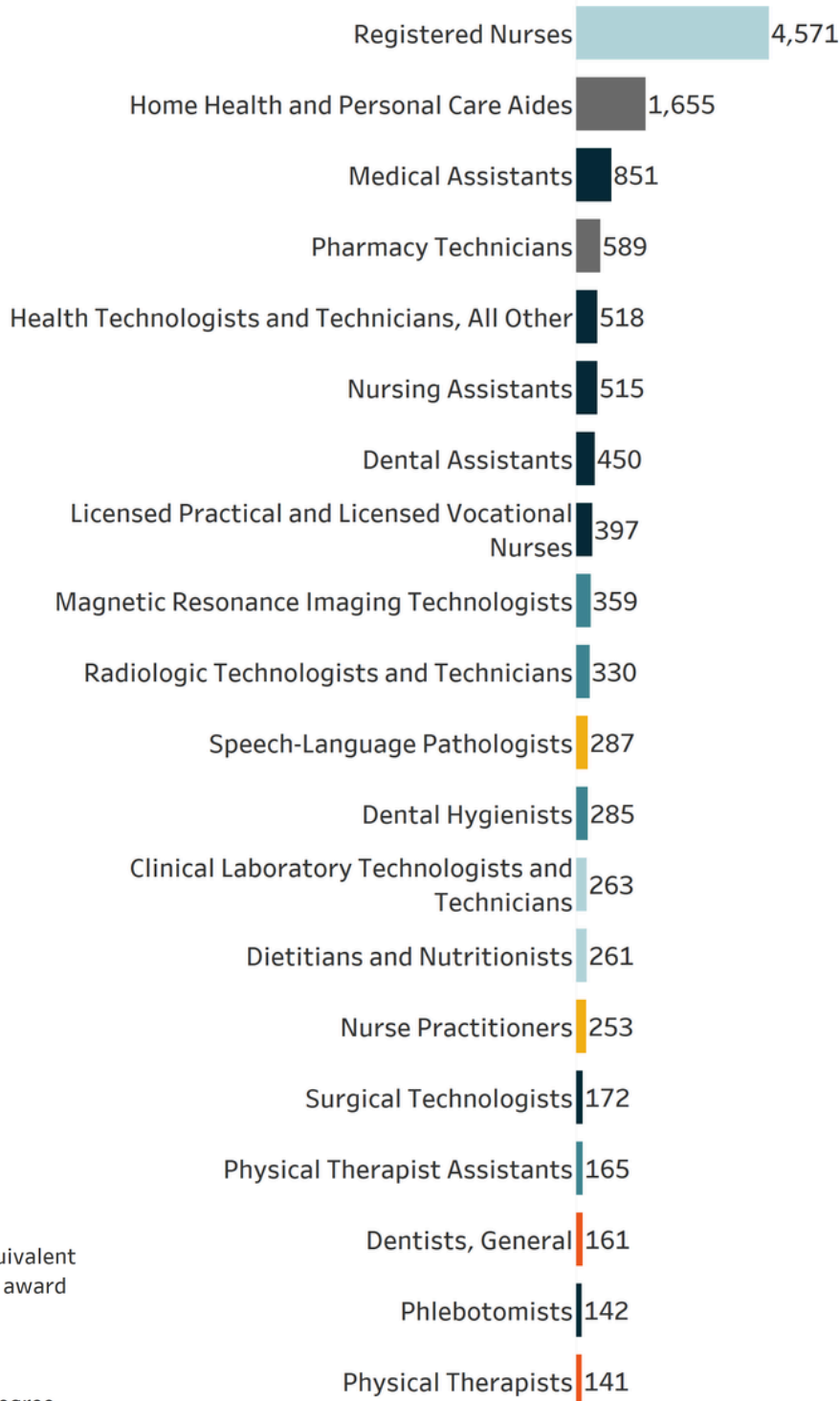
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation throughout 2024, with 4,571 postings. Other top posted jobs include Home Health and Personal Care Aides (1,655 postings), Medical Assistants (851 postings), Pharmacy Technicians (589 postings), and Health Technologists and Technicians, All Other (518 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, only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



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

2024

MACOMB
COUNTY

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 \$18.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$36.41 per hour or an annual salary of about \$75,733.

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	\$29.82	\$33.91	\$36.41	\$42.53	\$44.62
31-1128	Home Health and Personal Care Aides	\$10.22	\$12.11	\$13.39	\$15.30	\$16.80
31-9092	Medical Assistants	\$14.39	\$16.73	\$17.33	\$20.26	\$21.06
29-2052	Pharmacy Technicians	\$14.71	\$16.01	\$17.55	\$21.32	\$22.51
29-2099	Health Technologists and Technicians, All Other	\$16.42	\$17.13	\$19.37	\$25.43	\$34.31
31-1131	Nursing Assistants	\$15.99	\$16.83	\$17.46	\$18.82	\$20.40
31-9091	Dental Assistants	\$15.52	\$18.41	\$22.34	\$23.28	\$28.12
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.27	\$27.86	\$28.86	\$30.35	\$33.90
29-2035	Magnetic Resonance Imaging Technologists	\$18.45	\$29.81	\$34.29	\$35.58	\$37.43
29-2034	Radiologic Technologists and Technicians	\$23.13	\$27.51	\$29.18	\$34.76	\$36.70

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Compassion

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- American Red Cross (ARC) Certification
- Valid Driver's License

In-Demand Education Level*

- High School or GED: 25.0%
- Associate Degree: 16.1%
- Bachelor's Degree: 12.4%
- Master's Degree: 4.8%

Top Posting Employers

- Henry Ford Health
- McLaren Health Care
- Ascension
- Corewell Health
- McLaren-Macomb
- Expertcare
- Walgreens Boots Alliance
- Great Expressions Dental Centers
- CVS Health
- Vetted Health

Job Postings by City

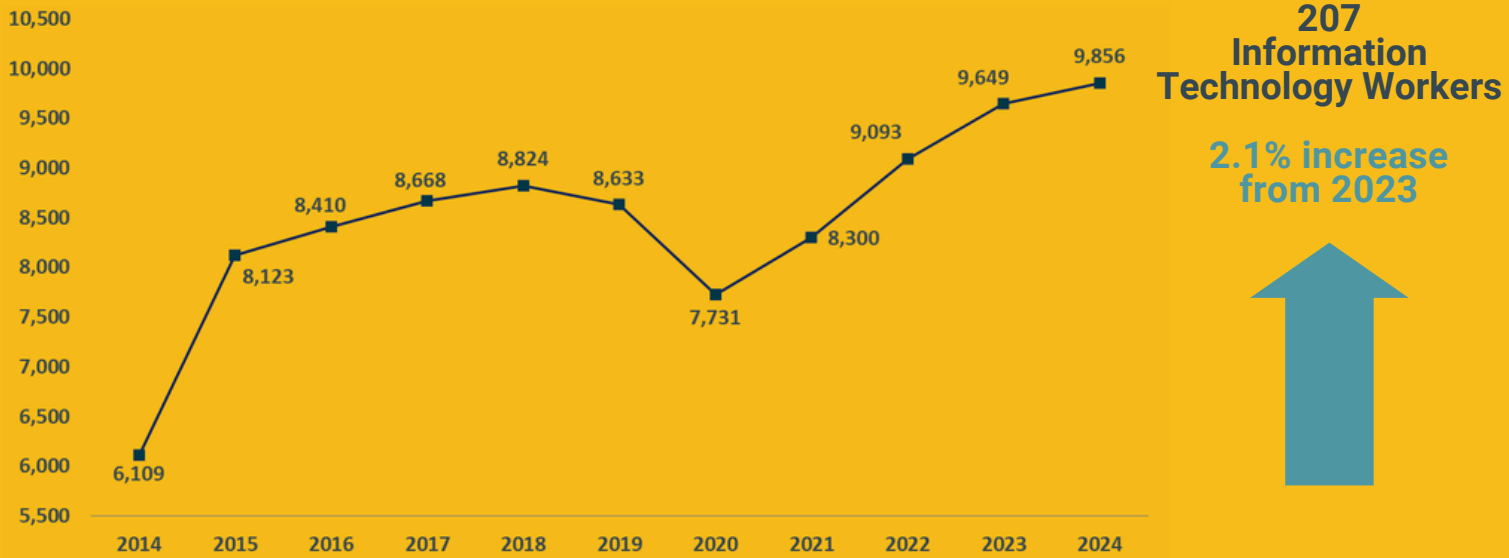
1. Warren: 3,763 Postings
2. Mount Clemens: 2,128 Postings
3. Clinton Township: 1,927 Postings
4. Sterling Heights: 1,862 Postings
5. Saint Clair Shores: 672 Postings
6. Utica: 453 Postings
7. Roseville: 422 Postings
8. Macomb: 375 Postings
9. New Baltimore: 372 Postings
10. Shelby Charter: 333 Postings

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

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.

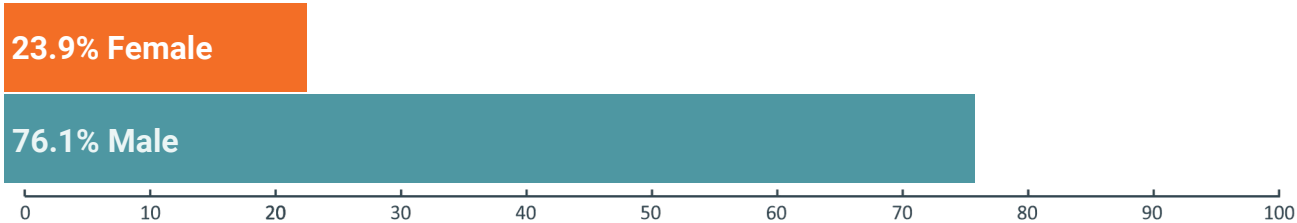
Employment Over
Time 2014-2024



Information Technology Worker Demographics

According to 2024 Lightcast data, Macomb County has 9,856 IT workers. The workforce is not too diverse, with most workers identifying as male (76.1 percent) and between the ages of 25 and 54 (74.2 percent). Workers age 55 years and older account for 20.3 percent, while only 5.5 percent are 24 years old or younger. Around 70.7 percent of the workforce identify as White, and workers who identify as Asian, make up 14.5 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

70.7% White | 14.5% Asian | 9.7% Black or African-American

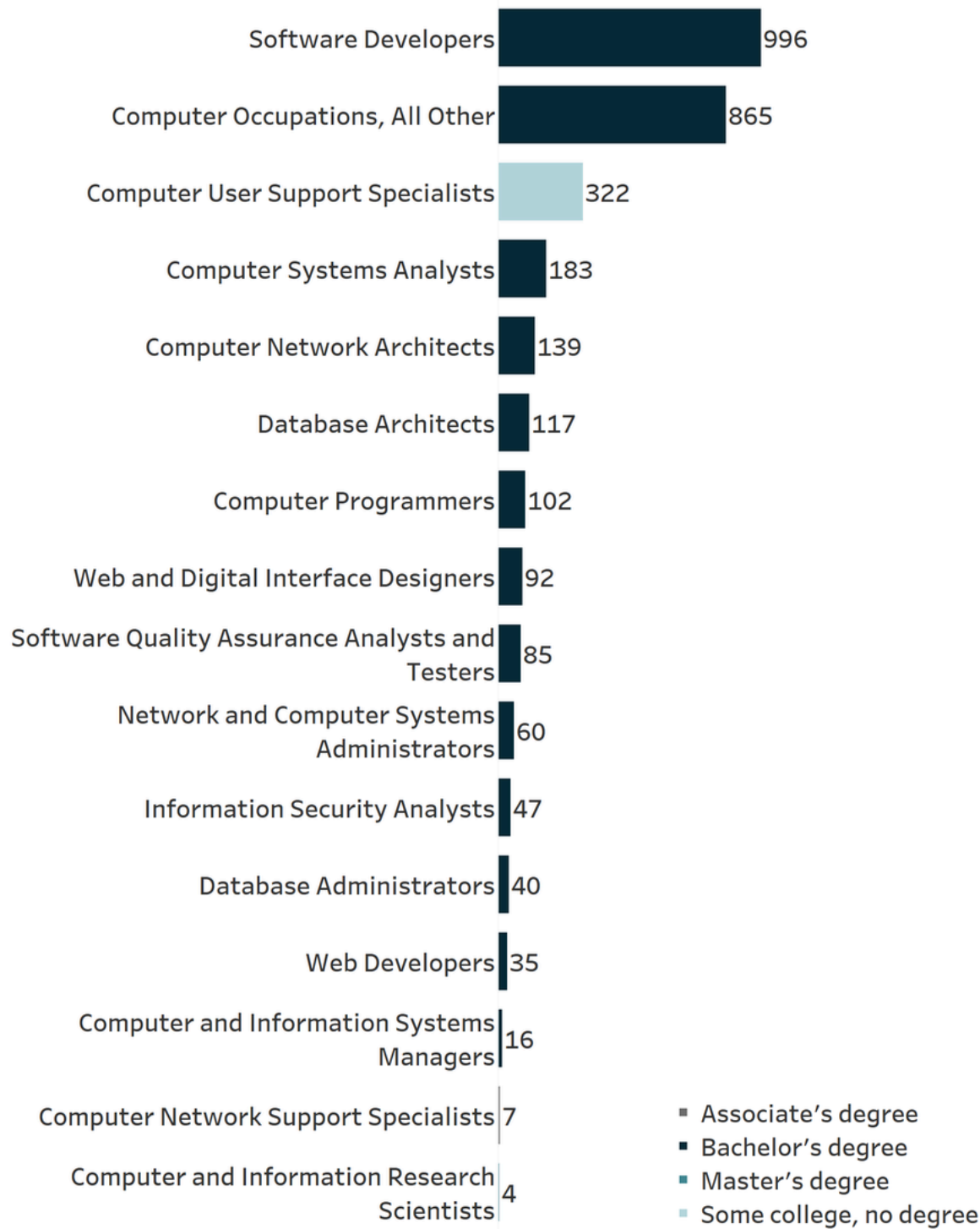
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 3,110 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2024, with 996 postings. Computer Occupations, All Other was in the second position with 865 postings. Other top posted jobs include Computer User Support Specialists (322 postings), Computer Systems Analysts (183 postings), and Computer Network Architects (139 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. Software Developers, the most in-demand occupation, offers a median hourly wage of \$51.88 per hour or almost \$107,910 per year. Database Architects earn the highest median wage at \$57.75 per hour or nearly \$120,120 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, earn over \$24.00 an hour.

Wage Overview for Top Posted Information Technology Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$37.04	\$43.47	\$51.88	\$64.27	\$78.64
15-1299	Computer Occupations, All Other	\$26.97	\$36.76	\$48.47	\$62.50	\$70.26
15-1232	Computer User Support Specialists	\$16.99	\$21.54	\$27.67	\$33.69	\$39.72
15-1211	Computer Systems Analysts	\$31.46	\$39.41	\$49.22	\$61.28	\$67.02
15-1241	Computer Network Architects	\$34.73	\$45.40	\$54.33	\$67.36	\$81.84
15-1243	Database Architects	\$23.34	\$40.95	\$57.75	\$62.49	\$78.31
15-1251	Computer Programmers	\$26.73	\$30.70	\$40.26	\$54.65	\$70.63
15-1255	Web and Digital Interface Designers	\$20.38	\$25.85	\$36.85	\$49.90	\$60.49
15-1253	Software Quality Assurance Analysts and Testers	\$23.77	\$30.67	\$44.37	\$50.51	\$59.84
15-1244	Network and Computer Systems Administrators	\$29.95	\$37.74	\$45.54	\$57.60	\$69.46

In-Demand Technical Skills

- Computer Science
- Software Engineering
- C++ (Programming Language)
- Software Development
- Electrical Engineering

In-Demand Foundational Skills

- Communication
- Management
- Troubleshooting
- Problem Solving
- Leadership

In-Demand Certifications

- Security Clearance
- Secret Clearance
- Valid Driver's License
- Certified Information Systems Security Professional
- CompTIA A+

In-Demand Education Level*

- High School or GED: 8.9%
- Associate Degree: 6.1%
- Bachelor's Degree: 65.1%
- Master's Degree: 18.1%

Top Posting Employers

- General Motors
- General Dynamics
- Actalent
- DCS Corporation
- Moseley Technical Services
- Insight Global
- Randstad
- Infomatics Incorporated
- BAE Systems
- SAIC

Job Postings by City

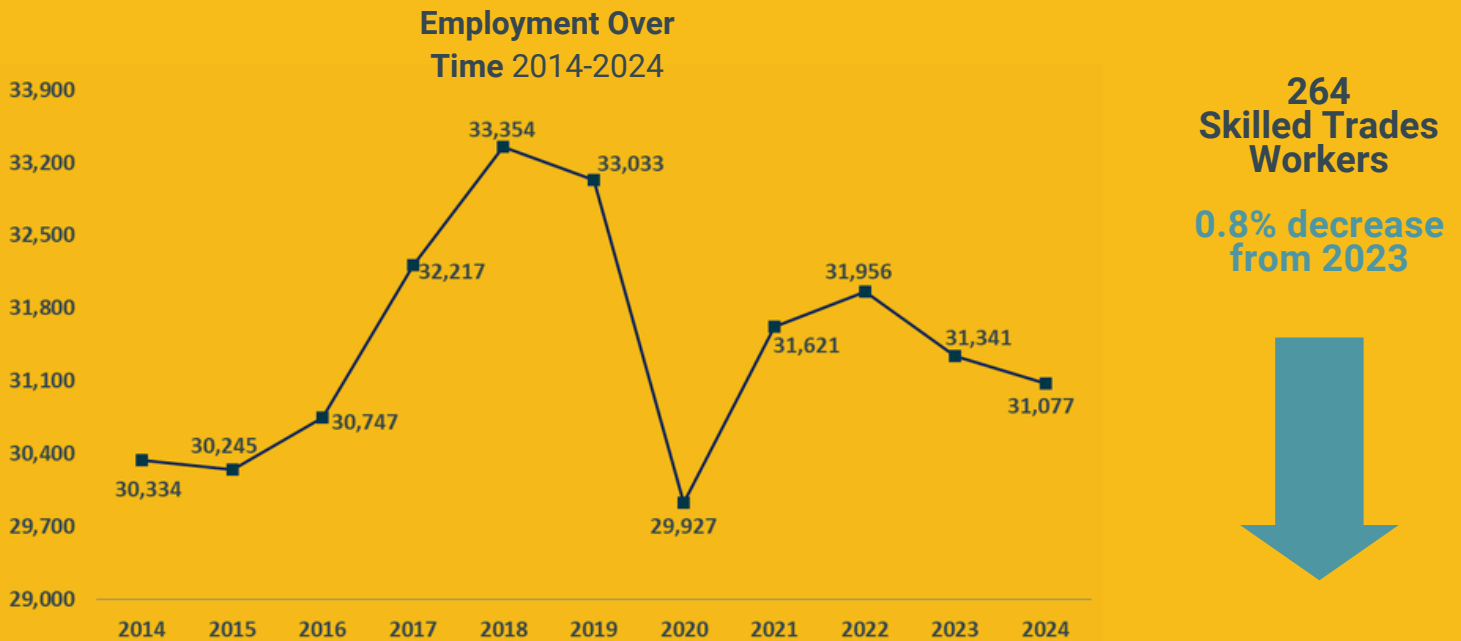
1. Sterling Heights: 1,362 Postings
2. Warren: 1,211 Postings
3. Clinton Township: 98 Postings
4. Utica: 54 Postings
5. New Baltimore: 42 Postings
6. Shelby Charter: 35 Postings
7. Roseville: 33 Postings
8. Mount Clemens: 30 Postings
9. Washington: 30 Postings
10. Saint Clair Shores: 29 Postings

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

2024 MACOMB COUNTY SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

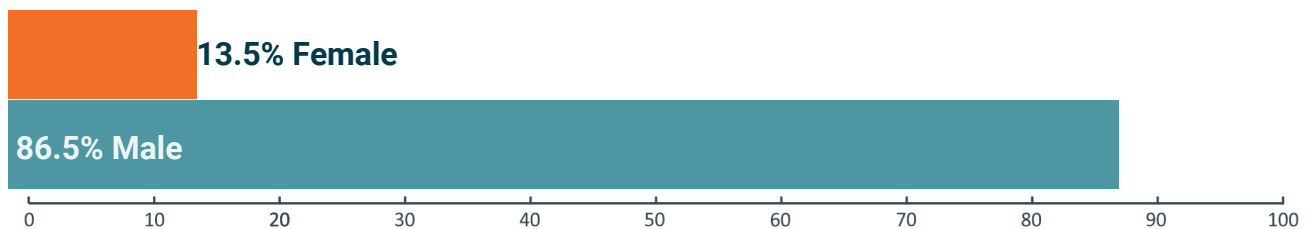
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

According to 2024 Lightcast data, the Skilled Trades occupation group employed about 31,077 workers in Macomb County. The majority of Skilled Trades workers are male (86.5 percent) and between the ages of 25 and 54 (62.7 percent). Due to the aging workforce, additional outreach will be necessary as 31.5 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

76.6% White | 3.6% Hispanic or Latino | 14.1% Black or African-American

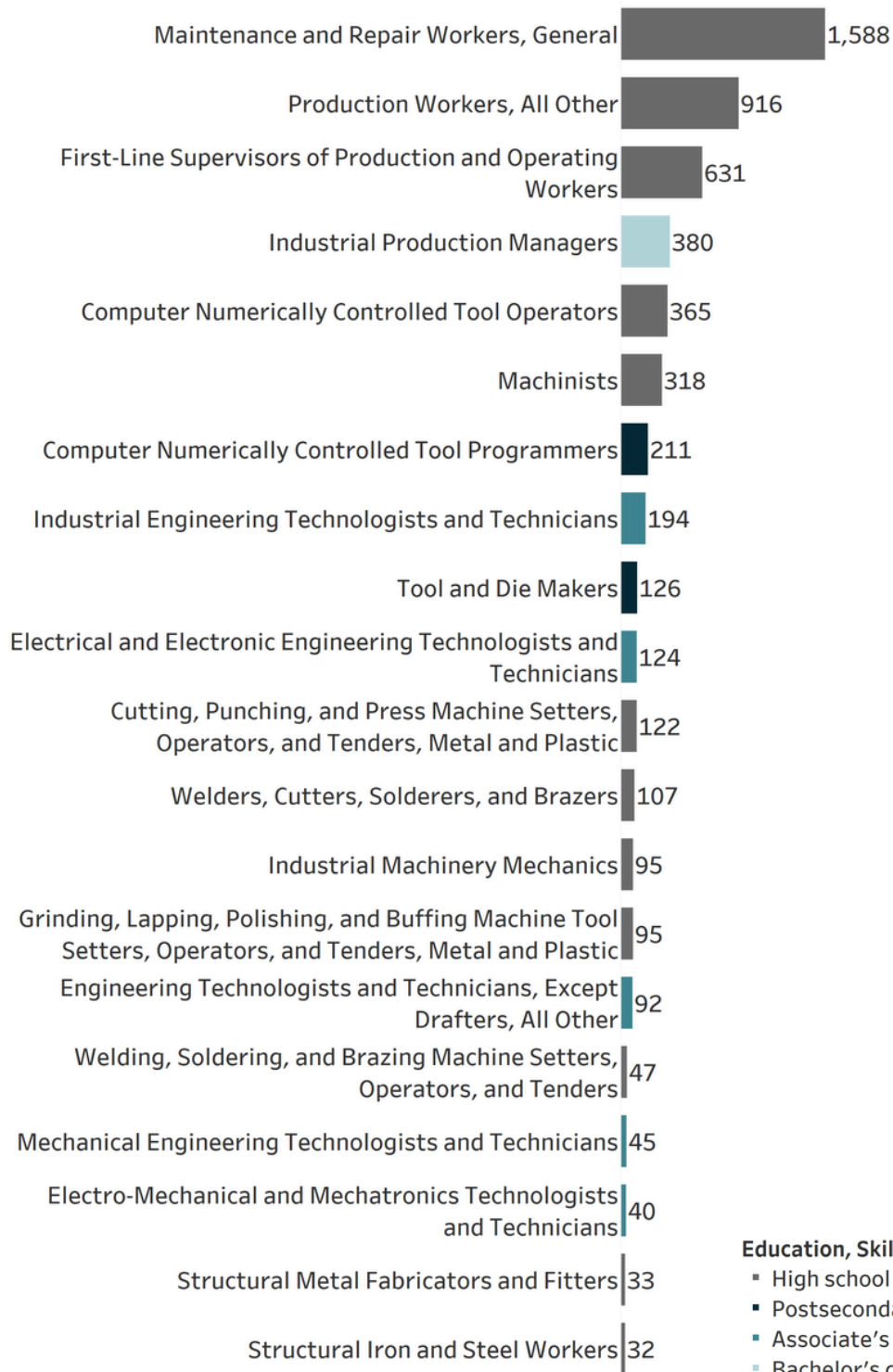
Worker Age Demographics



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 1,588 postings. Other top posted jobs include Production Workers, All Other (916 postings), First-Line Supervisors of Production and Operating Workers (631 postings), Industrial Production Managers (380 postings), and Computer Numerically Controlled Tool Operators (365 postings).



Education, Skilled Trades

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand Skilled Trades occupations have median wages above \$20.00 per hour, while the remaining top occupation has a median wage above \$17.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2024, offers a median hourly wage of \$21.47, which translates to an annual salary of about \$44,658.

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	\$14.76	\$17.38	\$21.47	\$26.47	\$30.24
51-9199	Production Workers, All Other	\$14.82	\$15.92	\$17.14	\$21.20	\$26.37
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.86	\$25.04	\$32.03	\$38.57	\$49.35
11-3051	Industrial Production Managers	\$38.05	\$47.82	\$57.38	\$66.88	\$84.61
51-9161	Computer Numerically Controlled Tool Operators	\$17.35	\$18.51	\$22.31	\$28.40	\$31.48
51-4041	Machinists	\$17.47	\$19.56	\$23.54	\$29.78	\$34.11
51-9162	Computer Numerically Controlled Tool Programmers	\$22.66	\$25.37	\$29.36	\$35.47	\$42.41
17-3026	Industrial Engineering Technologists and Technicians	\$22.52	\$25.08	\$29.69	\$38.49	\$44.96
51-4111	Tool and Die Makers	\$21.98	\$25.11	\$31.39	\$37.73	\$39.06
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$20.72	\$24.53	\$32.18	\$39.81	\$43.92

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Troubleshooting
- Communication
- Operations
- Management
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Security Clearance
- Forklift Certification
- Automotive Service Excellence (ASE) Certification
- Secret Clearance

In-Demand Education Level*

- High School or GED: 37.8%
- Associate Degree: 6.9%
- Bachelor's Degree: 10.8%
- Master's Degree: 1.7%

Top Posting Employers

- Aerotek
- ManpowerGroup
- Sentech Services
- Taldeco
- General Motors
- Lincoln Electric
- TEC Group
- General Dynamics
- Nesco Resource
- Express Employment Professionals

Job Postings by City

1. Warren: 1,464 Postings
2. Sterling Heights: 1,331 Postings
3. Clinton Township: 413 Postings
4. New Baltimore: 324 Postings
5. Fraser: 286 Postings
6. Roseville: 268 Postings
7. Utica: 259 Postings
8. Shelby Charter: 209 Postings
9. Macomb: 189 Postings
10. Mount Clemens: 162 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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