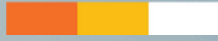


LABOR MARKET REPORT

**WIN**

WORKFORCE  
INTELLIGENCE  
NETWORK



JAN - DEC  
2024

WININTELLIGENCE.ORG

A photograph of the Michigan State Capitol building, a large, ornate, light-colored stone structure with a prominent dome and many windows. The building is set against a clear blue sky. In the foreground, there is a green lawn and a group of people standing near the entrance. The text "STATE OF MICHIGAN" is overlaid in large, white, bold letters across the middle of the image.

# STATE OF MICHIGAN

# 2024

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# INTRODUCTION

## State of Michigan

## 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 in a 19-county region representing approximately 63% of the total labor force 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.

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 city of Detroit report 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 the State of Michigan, 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 the State of Michigan for all eleven occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit [www.WINintelligence.org](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org).

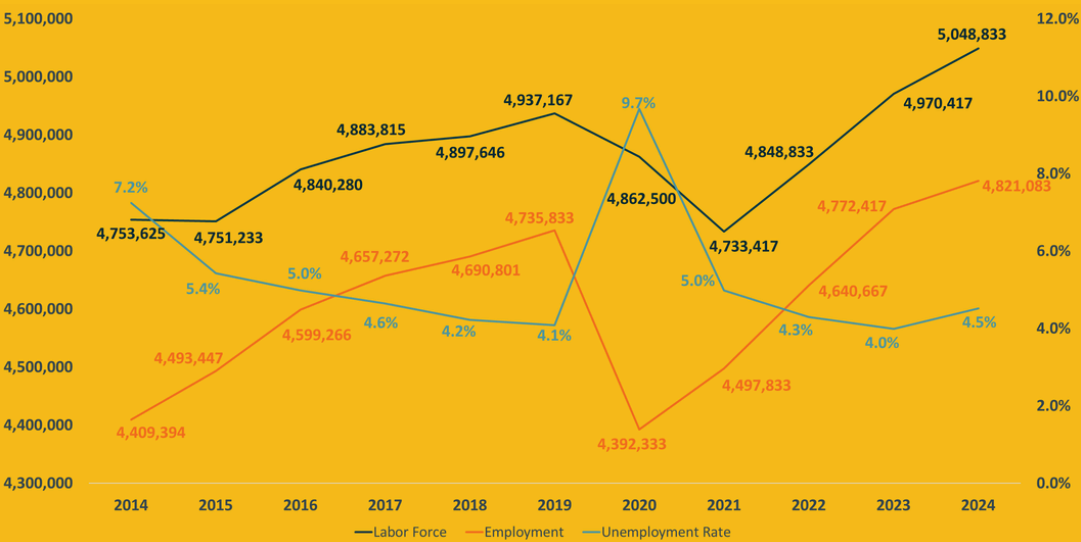


The uncertainty that the coronavirus pandemic once brought to labor markets all but dissipated in 2024. Over the course of CY2024, the labor force increased by 78,417 individuals (1.6 percent) while employment increased by 48,667 individuals (1.0 percent) from 2023. Unemployment also increased by 29,750 workers and the unemployment rate increased 0.5 percentage points from 4.0 percent in 2023 to 4.5 percent in 2024. Registered Nurses continues to top the list as the most demanded occupation in 2024, accounting for 63,011 job postings followed by Retail Salespersons with 36,918 postings. The Customer Service and Health Care occupation groups are heavily demanded in the state of Michigan.

Annual Labor Market  
Information

The labor force in the state climbed in 2024, increasing by 78,417 individuals (1.6 percent) from the prior year. Employment and unemployment also increased over the same period; employment by 48,667 workers (1.0 percent) and unemployment by 29,750 workers (15.0 percent) for a total of 227,750 unemployed workers in 2024. The unemployment rate increased in 2024 to 4.5 percent, a fall of 5.3 percentage points since the 9.7 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels in 2024.

Annual Labor Force, Employment, Unemployment Rate  
2014–2024

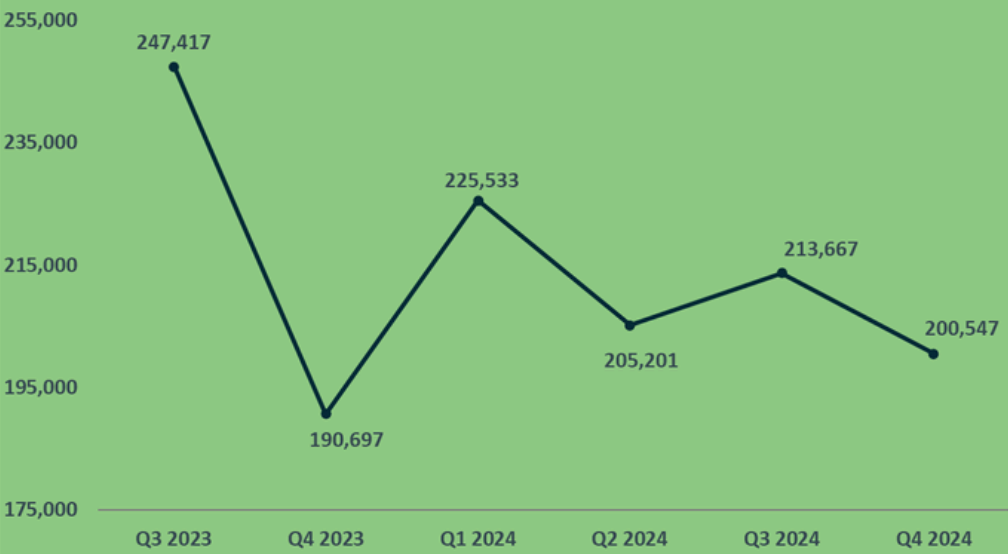


Data: Workforce Intelligence Network

Quarterly Employer  
Demand Overview

The fourth quarter of 2024 shows that employer demand has decreased since the end of Q3 2023. During the last year, there was a monthly average of 211,237 unique postings per month in the State of Michigan, a decrease of 40,311 average monthly postings from the 251,548 postings recorded in 2023. Average Quarterly Postings seemed to peak for the year during Q1 with 225,533 postings, an increase of 34,836 (18.3 percent) postings per quarter since Q4 of 2023.

Average Quarterly Posting Analysis State of Michigan  
Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

# 2024 ANNUAL WORKFORCE INDICATORS

## State of Michigan Key Findings

**11.4%** Employer demand decreased by 11.4 percent, a loss of 147,918 job postings since 2023

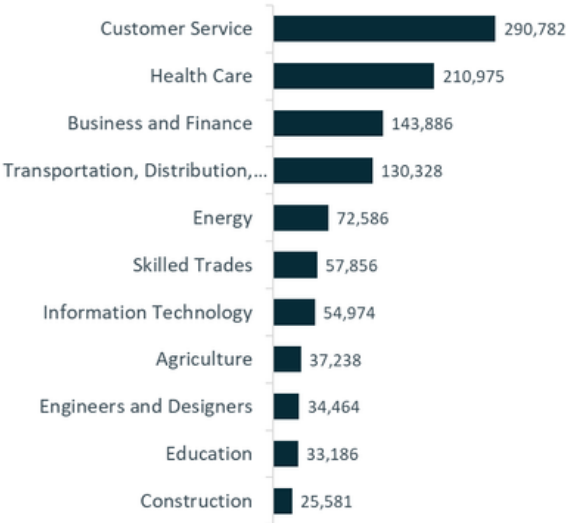
**High School Diploma**  
Most in-demand minimum education level during 2024

Employment totaled  
**4,793,333**  
a decrease of 65,333 workers since Q4 2023

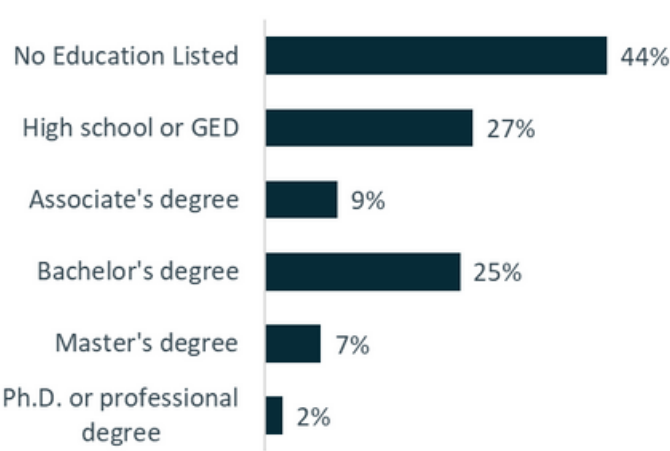
During 2024, there were 1,151,876 job postings, or 147,918 fewer than the 1,299,794 postings made during 2023 in the state. March 2024 had the highest demand for the year with 237,054 monthly postings, a 19.6 percent decrease since March 2023. The top posted job occupations in 2024 include Registered 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 1,151,876 unique postings in the state of Michigan during 2024, 311,019 (27.0 percent) required a High School diploma or equivalent, while 400,530 postings (34.8 percent) required a College degree. An additional 110,446 postings (9.6 percent) required an advanced degree. The high demand for a variety of occupations within the state drives this demand for workers with various skill sets.

Top 11 Posting Occupation Groups  
2024



In-Demand Education Levels  
2024



The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2024. Each quarter of 2024 experienced slight fluctuations in all numbers: total labor force, employment, unemployment, and the unemployment rate. As such, the labor force, employment, and unemployment numbers all peaked in Q3 with highs of 5,087,667 individuals, 4,840,333 workers, and 247,333 individuals, respectively. Unemployment ended the year with 242,000 workers in Q4. The unemployment rate at the end of 2024 was 4.5 percent. For more information about this year's unemployment rate and other labor market indicators, refer to page 4.

Quarterly Labor Market Data

	4th Quarter 2023	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	4th Quarter 2024	Change from 3rd Quarter 2024	Percent Change from 3rd Quarter 2024	Change from 4th Quarter 2023	Percent Change from 4th Quarter 2023
Labor Force	5,048,000	5,016,000	5,056,333	5,087,667	5,035,333	-52,333	-1.0%	-12,667	-0.3%
Employment	4,858,667	4,812,333	4,838,333	4,840,333	4,793,333	-47,000	-1.0%	-65,333	-1.3%
Unemployment	189,333	203,667	218,000	247,333	242,000	-5,333	-2.2%	52,667	27.8%
Unemployment Rate	3.8%	4.1%	4.3%	4.9%	4.8%	-0.1%	na	1.1%	na

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



2024  
State of  
Michigan

LABOR FORCE, EMPLOYMENT,  
AND UNEMPLOYMENT

On the tail of stronger employment numbers throughout 2024, labor force participation totaled 5,048,833 individuals, an increase of 78,417 individuals since 2023. Employment is up to 4,821,083 workers in 2024, an increase of 48,667 workers. Both unemployment and the unemployment rate increased. Unemployment increased to 227,750 workers, down more than half by 242,417 workers since the high of 470,167 workers recorded in 2020. Similarly, the unemployment rate increased by 0.5 percentage points for a 2024 unemployment rate of 4.5 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	4,753,625	4,751,233	4,840,280	4,883,815	4,897,646	4,937,167	4,862,500	4,733,417	4,848,833	4,970,417	5,048,833	78,417	1.6%
Employment	4,409,394	4,493,447	4,599,266	4,657,272	4,690,801	4,735,833	4,392,333	4,497,833	4,640,667	4,772,417	4,821,083	48,667	1.0%
Unemployment	344,232	257,787	241,015	226,543	206,845	201,333	470,167	235,583	208,167	198,000	227,750	29,750	15.0%
Unemployment Rate	7.2%	5.4%	5.0%	4.6%	4.2%	4.1%	9.7%	5.0%	4.3%	4.0%	4.5%	0.5%	na

Data: Bureau of Labor Statistics

CENSUS 2023

LABOR FORCE

DEMOGRAPHICS

During 2023, the most recent census year, there were about 5,002,850 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Michigan. Slightly less than half of the population, or about 4,712,135 individuals (46.9 percent), living in the state were actively working. The highest unemployment rates were observed in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 26.2 percent, while females under the age of 25 report an unemployment rate of 22.6 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 12.3 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	5,002,850	4,712,135	290,715	5.8%
Sex				
Male 16+	2,626,546	2,470,674	155,872	5.9%
16-19	112,446	94,381	18,065	16.1%
20-24	260,069	233,747	26,322	10.1%
25-54	1,631,261	1,546,764	84,497	5.2%
55-64	460,432	440,267	20,165	4.4%
65 Plus	162,338	155,515	6,823	4.2%
Female 16+	2,376,304	2,241,461	134,843	5.7%
16-19	122,359	106,374	15,985	13.1%
20-24	253,947	229,720	24,227	9.5%
25-54	1,453,599	1,379,753	73,846	5.1%
55-64	411,210	396,148	15,062	3.7%
65 Plus	135,189	129,466	5,723	4.2%
Race				
White	3,816,018	3,636,665	179,353	4.7%
Black / African American	623,051	546,416	76,635	12.3%
Native American	20,606	19,060	1,545	7.5%
Asian	180,467	173,429	7,038	3.9%
Native Hawaiian / Pacific Islander	1,239	1,108	131	10.6%
Some Other Race	84,256	78,190	6,066	7.2%
Two or More Races	283,101	261,869	21,233	7.5%
Ethnicity				
Hispanic	280,075	260,189	19,885	7.1%

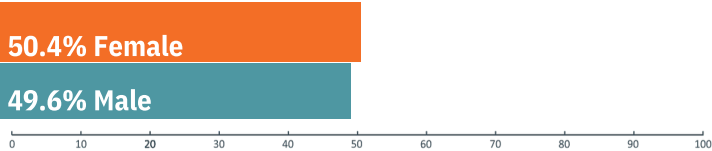
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

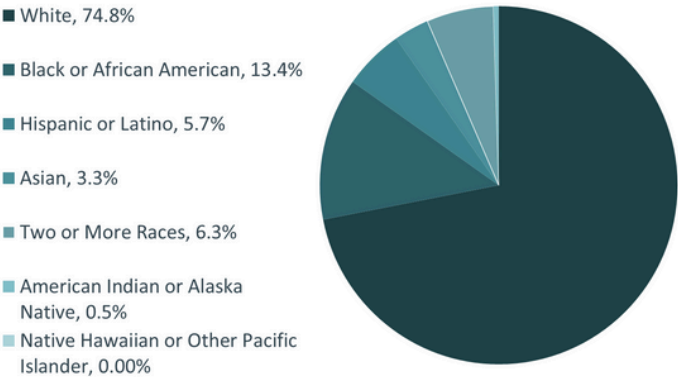
## 2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Michigan decreased by 6,325 people (0.1 percent) between 2022 and 2023. During 2023, there were 10,051,596 people living in the county. The gender of the populace was split evenly, with about 50.4 percent of the population identifying as female and the other 49.6 percent identifying as male. A majority of the population identified as White (74.8 percent) with the second largest number of individuals identifying as Black or African American (13.4 percent). The region is facing an aging populace; with 32.0 percent of the population over the age of 54, compared to 31.6 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

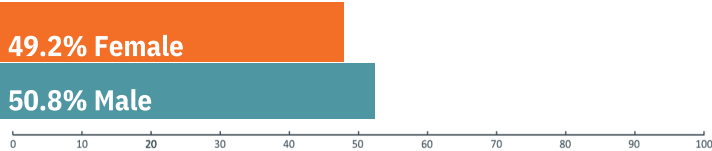


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

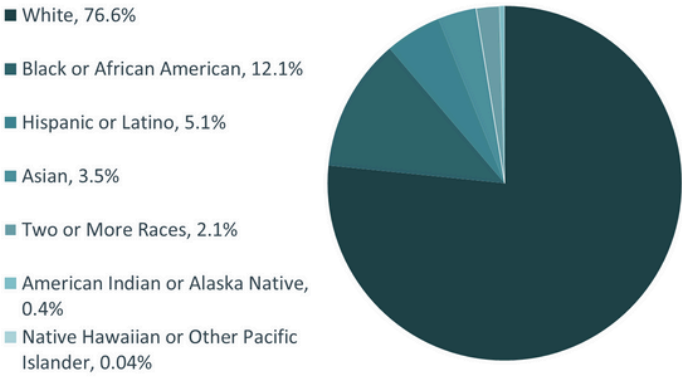
## 2024 Current Workforce

In 2024, the workforce had a total of 4,564,498 individuals working in the State of Michigan. A slight majority, 50.8 percent (2,321,648 workers) were male, while 49.1 percent (2,242,850 workers) of the workforce was female. Most workers in the county identified as White, accounting for 76.6 percent of the workforce, while Black or African American workers totaled 12.1 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.1 percent. A significant concentration of the workforce in the State of Michigan is between the age of 25 and 54 (62.3 percent), while 23.2 percent of workers are 55 and older.

### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics



### Workforce Age Demographics

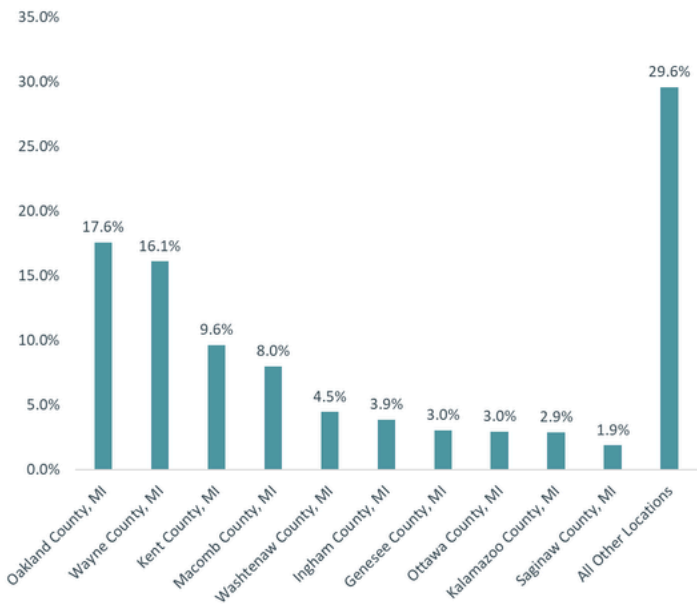


Data: Lightcast | Analysis: Workforce Intelligence Network

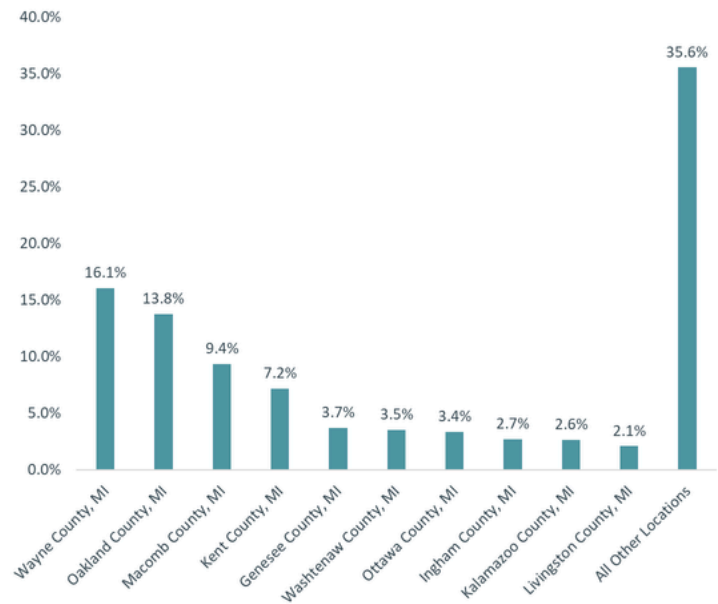
# 2024 State of Michigan REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the State's workforce consisted of 3,881,533 residents. There were 3,759,637 (96.9 percent) residents living and working within the State, while the remaining 121,896 residents (3.1 percent) traveled outside of the state for work. There were 3,826,637 workers employed in the state during 2021. Of those, 67,000 workers (1.8 percent) lived outside of the state's borders and commuted in for work. Based upon this information, it can be concluded that Michigan is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

Where State of Michigan Residents Work



Where State of Michigan 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

Detroit: 97,124 Postings

Grand Rapids: 87,437 Postings

Lansing: 64,361 Postings

Ann Arbor: 47,622 Postings

Troy: 30,384 Postings

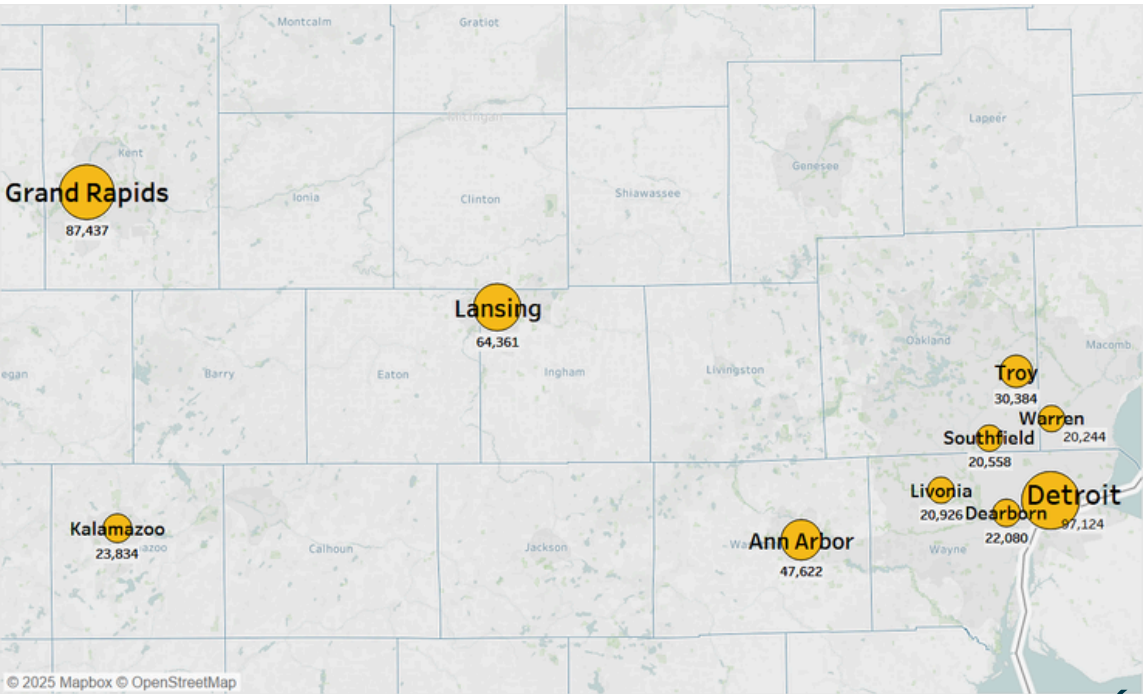
Kalamazoo: 23,834 Postings

Dearborn: 22,080 Postings

Livonia: 20,926 Postings

Southfield: 20,558 Postings

Warren: 20,244 Postings

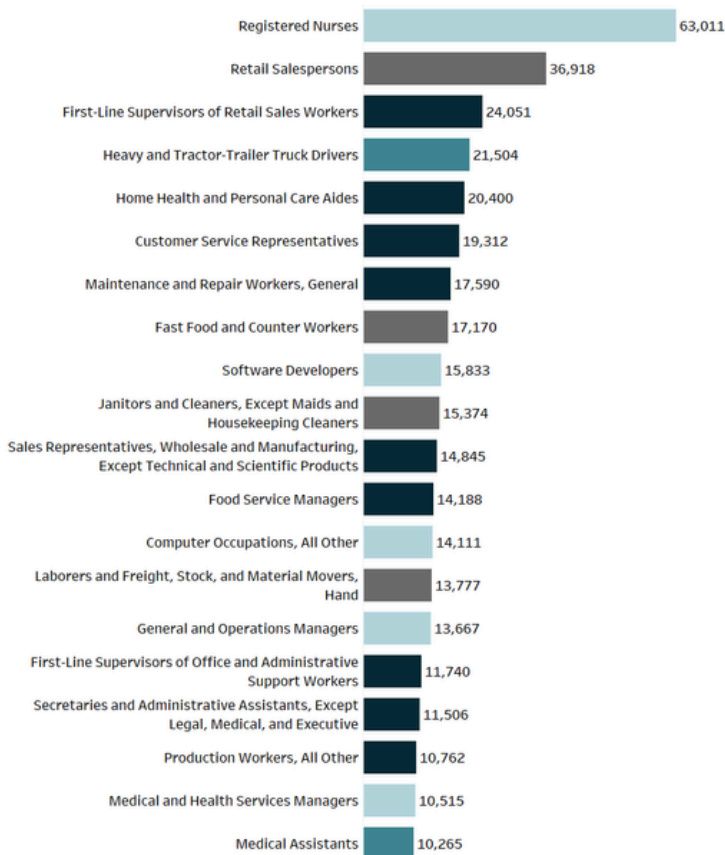




# TOP POSTED JOBS

## Top Posted Jobs: 2024

Registered Nurses is the top posted occupation for 2024 with 63,011 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (36,918 postings) and First-Line Supervisors of Retail Sales Workers (24,051 postings) round out the top three demanded occupations, requiring a No formal educational credential and High School diploma or equivalent, respectively. Among the top 10 in-demand jobs, three require education past a High School Diploma or equivalent, while seven require some level of on-the-job training.

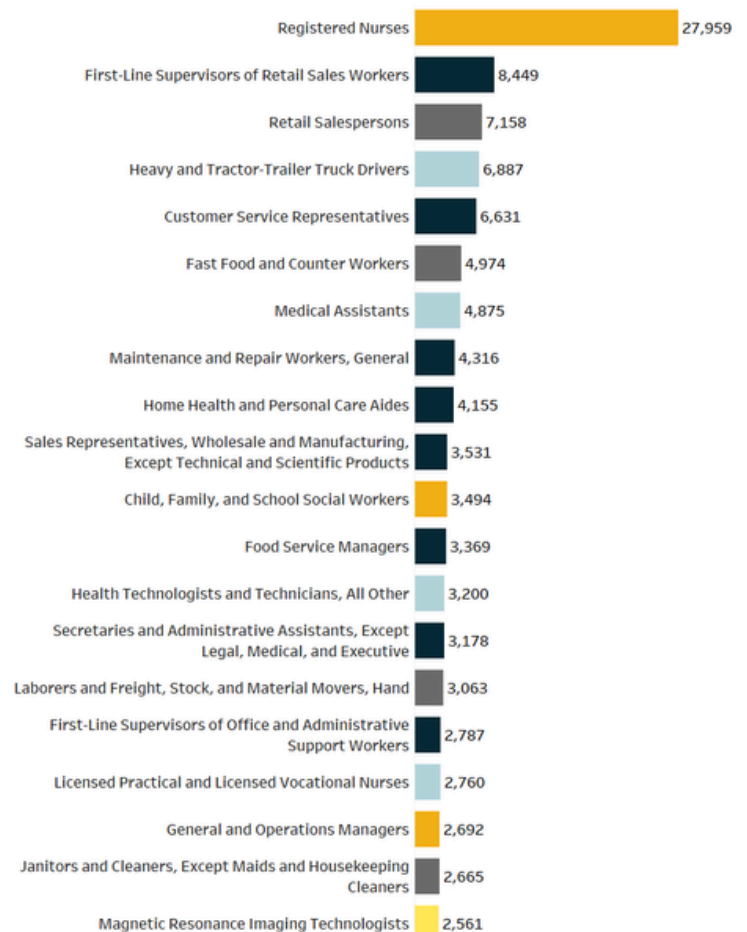


### Typical Entry Education

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

## Top Posted Entry-Level Jobs: 2024

Entry-level jobs, which usually require zero to two years of previous experience, account for 24.9 percent of postings in the State of Michigan. Half of the top ten entry-level occupations require a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 36.3 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 27,959 postings, followed by First-Line Supervisors of Retail Sales Workers with 8,449 postings.

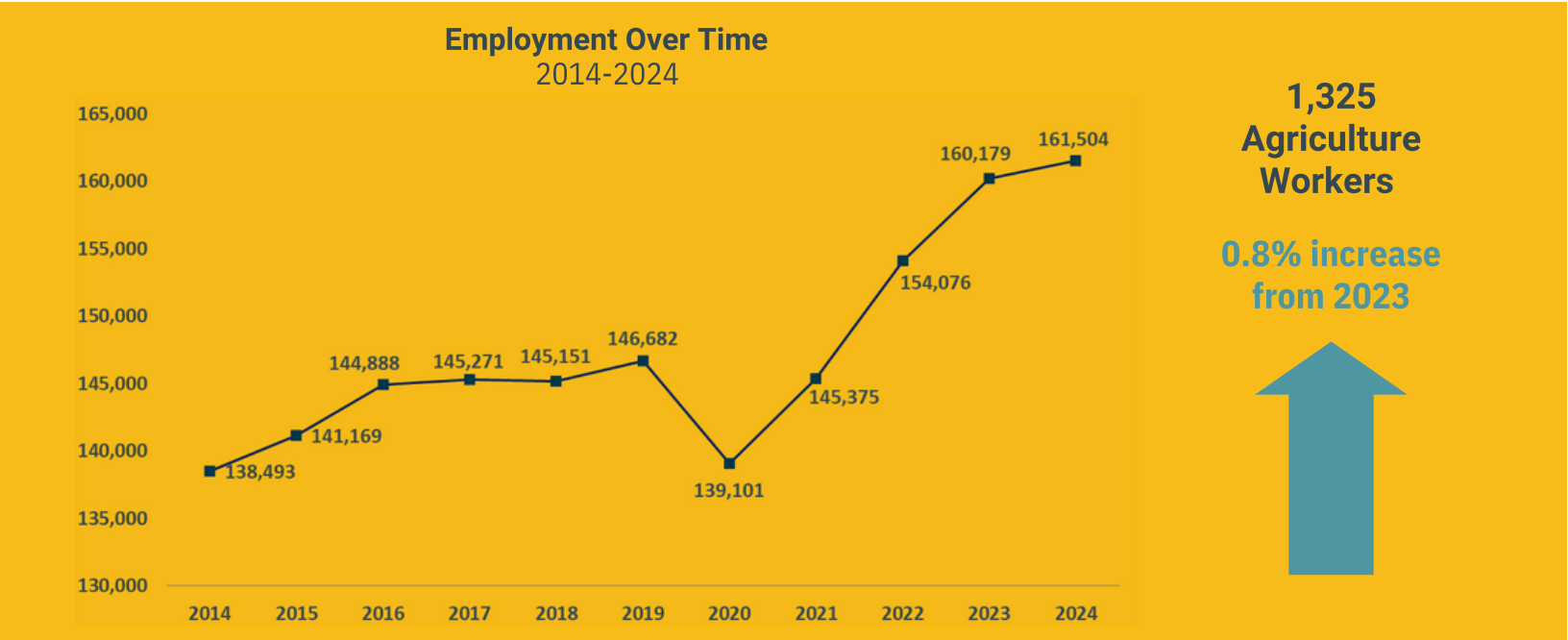


### Typical Entry Education

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

# AGRICULTURE OCCUPATION GROUP

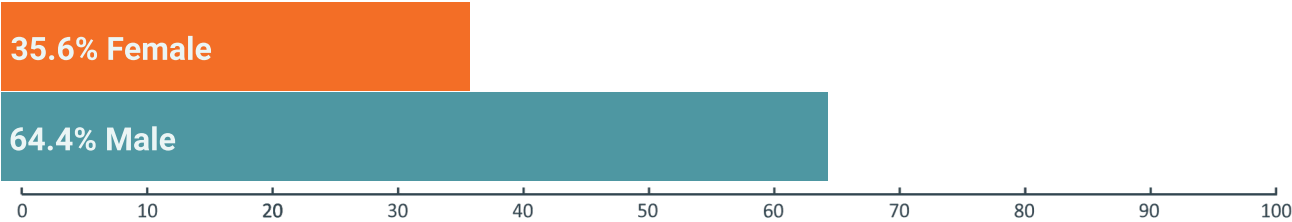
WIN’s Agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions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



## Agriculture Worker Demographics

According to 2024 Lightcast data, the 161,504 workers in the Agriculture group are not particularly diverse. Just 15.0 percent of the related workforce is under 25. Female workers account for 35.6 percent of the current workforce and only 22.6 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.

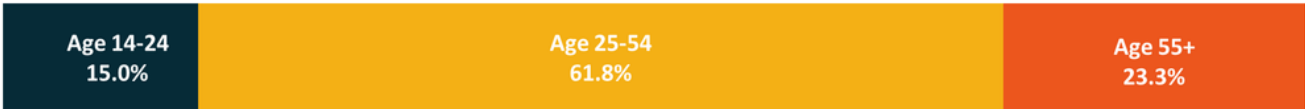
### Worker Gender Demographics



### Race and Ethnicity Demographics

77.4% White | 9.7% Hispanic or Latino | 8.2% Black or African-American

### Worker Age Demographics

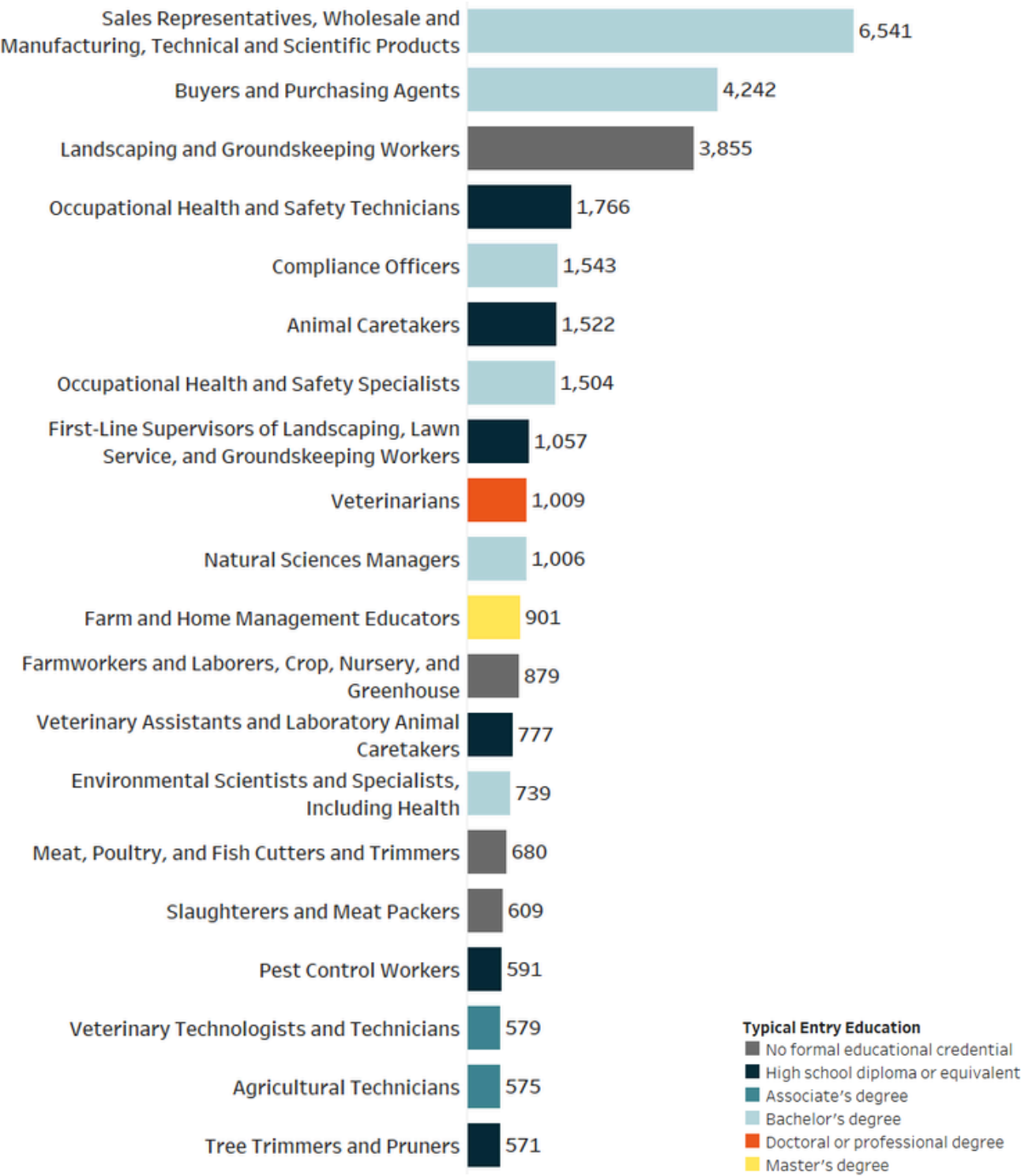


Data: Lightcast | Analysis: Workforce Intelligence Network

# AGRICULTURE OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 37,238 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers with 6,541 postings. Buyers and Purchasing Agents was in the second position with 4,242 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (3,855 postings), Occupational Health and Safety Technicians (1,766 postings), and Compliance Officers (1,543 postings).





# AGRICULTURE OCCUPATION GROUP

## Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$34.00 per hour. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, the top posted Agriculture job, offers a median hourly wage of \$56.22 per hour or an annual salary of about \$116,938.

### 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	\$27.85	\$37.87	\$56.22	\$76.70	\$106.25
13-1028	Buyers and Purchasing Agents	\$21.29	\$26.70	\$34.90	\$44.35	\$52.76
37-3011	Landscaping and Groundskeeping Workers	\$13.93	\$15.91	\$17.61	\$21.33	\$23.15
19-5012	Occupational Health and Safety Technicians	\$22.95	\$26.66	\$29.88	\$40.21	\$53.82
13-1041	Compliance Officers	\$20.32	\$25.57	\$33.37	\$45.34	\$54.11
39-2021	Animal Caretakers	\$11.66	\$13.22	\$13.88	\$16.45	\$20.62
19-5011	Occupational Health and Safety Specialists	\$24.56	\$29.97	\$38.75	\$46.87	\$54.51
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$19.34	\$22.50	\$28.60	\$34.77	\$35.62
29-1131	Veterinarians	\$37.81	\$45.37	\$49.84	\$62.66	\$74.89
11-9121	Natural Sciences Managers	\$38.60	\$49.06	\$66.18	\$91.69	\$114.10

### In-Demand Technical Skills

- Purchasing
- Landscaping
- Auditing
- Selling Techniques
- Project Management

### In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Detail Oriented

### In-Demand Certifications

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

### In-Demand Education Level\*

- High school or GED: 23.5%
- Associate degree: 7.3%
- Bachelor's degree: 31.3%
- Master's degree: 6.0%

### Top Posting Employers

- State of Michigan
- University of Michigan-Flint
- GPAC
- Michigan State University
- SpartanNash
- Kroger
- The Davey Tree Expert Company
- Banfield Pet Hospital
- Alleviation Enterprise LLC
- TruGreen

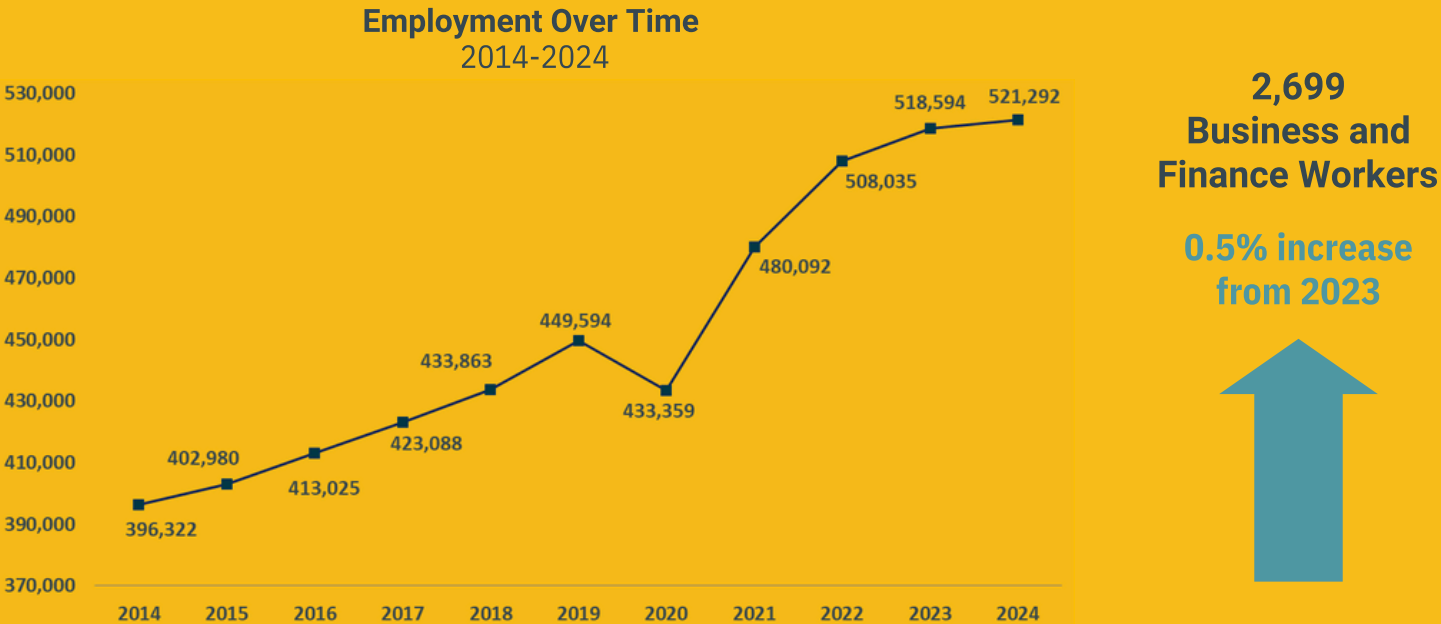
### Job Postings by City

1. Detroit: 3,016 Postings
2. Grand Rapids: 2,660 Postings
3. Lansing: 2,303 Postings
4. Ann Arbor: 1,947 Postings
5. Kalamazoo: 958 Postings
6. Troy: 864 Postings
7. Warren: 711 Postings
8. Livonia: 594 Postings
9. Novi: 566 Postings
10. Dearborn: 498 Postings

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

# BUSINESS AND FINANCE OCCUPATION GROUP

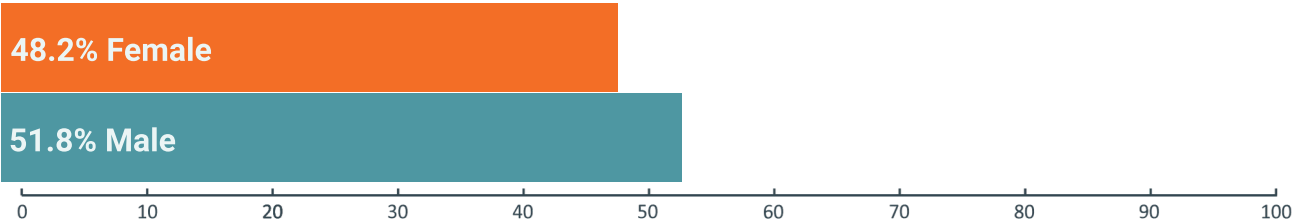
Jobs in the Business and Finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.



## Business and Finance Worker Demographics

In 2024, there were 521,292 workers in the Business and Finance occupation group. This group is primarily made up of males (51.8 percent) between the ages of 25 and 54 (70.1 percent), with 48.2 percent of workers identifying as female and just 16.6 percent identifying as a racial minority. Only 4.7 percent of the workers in the occupation group were under the age of 25, compared to the 25.2 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

83.4% White | 3.5% Asian | 7.9% Black or African-American

### Worker Age Demographics

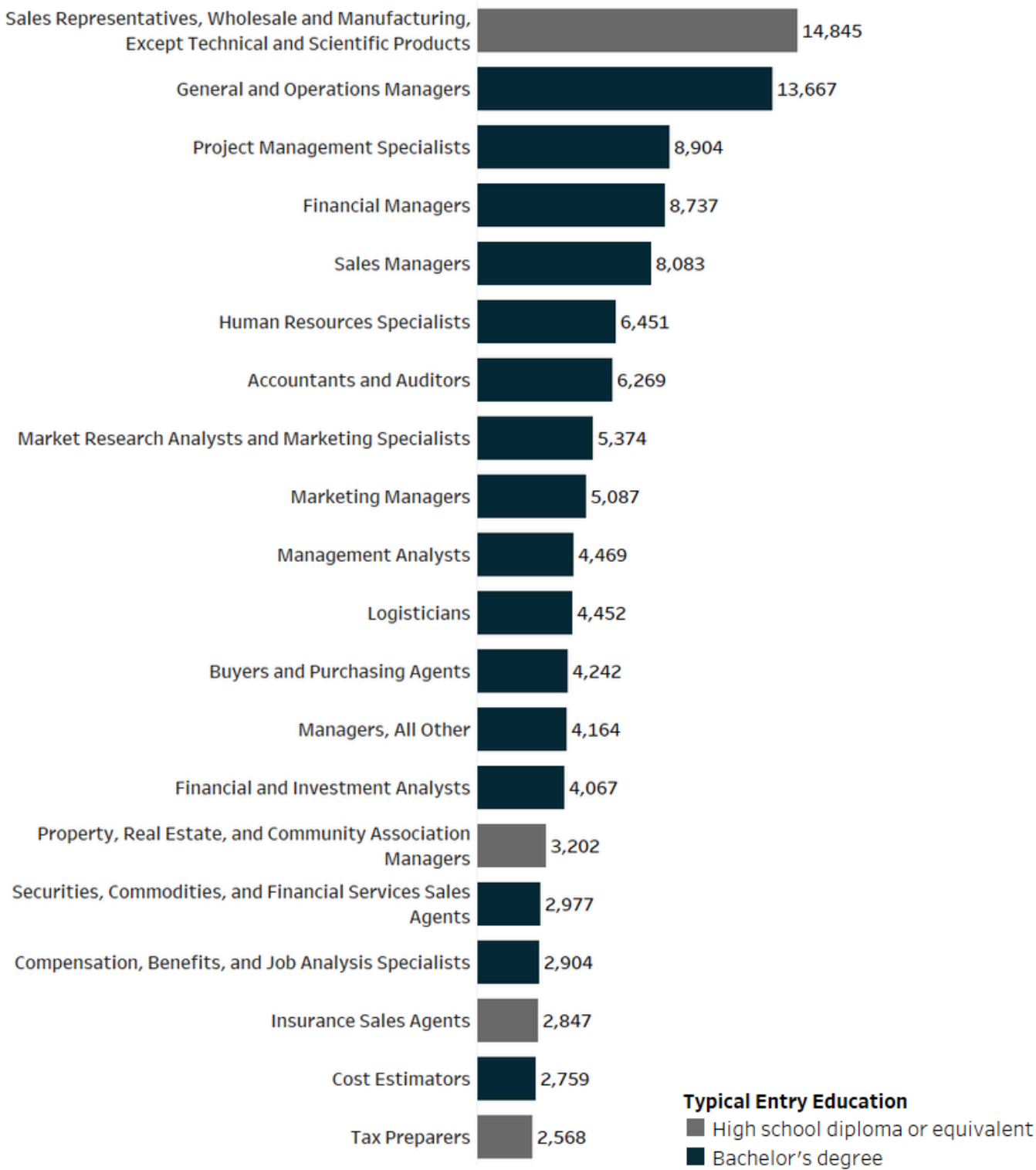


Data: Lightcast | Analysis: Workforce Intelligence Network

# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 143,886 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers with 14,845 postings. General and Operations Managers was in the second position with 13,667 postings. Other top posted jobs include Project Management Specialists (8,904 postings), Financial Managers (8,737 postings), and Sales Managers (8,083 postings).





# 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 Business and Finance occupation group also offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$45.00 per hour. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, the top posted Business and Finance job, offers a median hourly wage of \$35.09 per hour or an annual salary of about \$72,987.

### Wage Overview for Top Posted Business and Finance Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.42	\$23.96	\$35.09	\$47.91	\$63.97
11-1021	General and Operations Managers	\$22.05	\$30.00	\$46.70	\$69.73	\$103.34
13-1082	Project Management Specialists	\$27.96	\$35.89	\$46.25	\$60.51	\$66.64
11-3031	Financial Managers	\$36.50	\$48.48	\$63.35	\$81.66	\$107.99
11-2022	Sales Managers	\$32.10	\$47.62	\$68.09	\$87.67	\$107.39
13-1071	Human Resources Specialists	\$21.02	\$24.29	\$30.75	\$39.81	\$49.72
13-2011	Accountants and Auditors	\$23.43	\$29.26	\$36.63	\$46.60	\$60.15
13-1161	Market Research Analysts and Marketing Specialists	\$18.27	\$23.38	\$31.22	\$42.82	\$58.00
11-2021	Marketing Managers	\$33.94	\$48.94	\$64.52	\$82.07	\$103.81
13-1111	Management Analysts	\$24.85	\$31.88	\$40.79	\$52.65	\$73.53

### In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

### In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Leadership

### In-Demand Certifications

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

### In-Demand Education Level\*

- High school or GED: 18.6%
- Associate degree: 8.5%
- Bachelor's degree: 56.1%
- Master's degree: 11.2%

### Top Posting Employers

- GPAC
- Deloitte
- University of Michigan-Flint
- Robert Half
- Huntington Bancshares
- State of Michigan
- AutoZone
- Comerica
- Ford
- H&R Block

### Job Postings by City

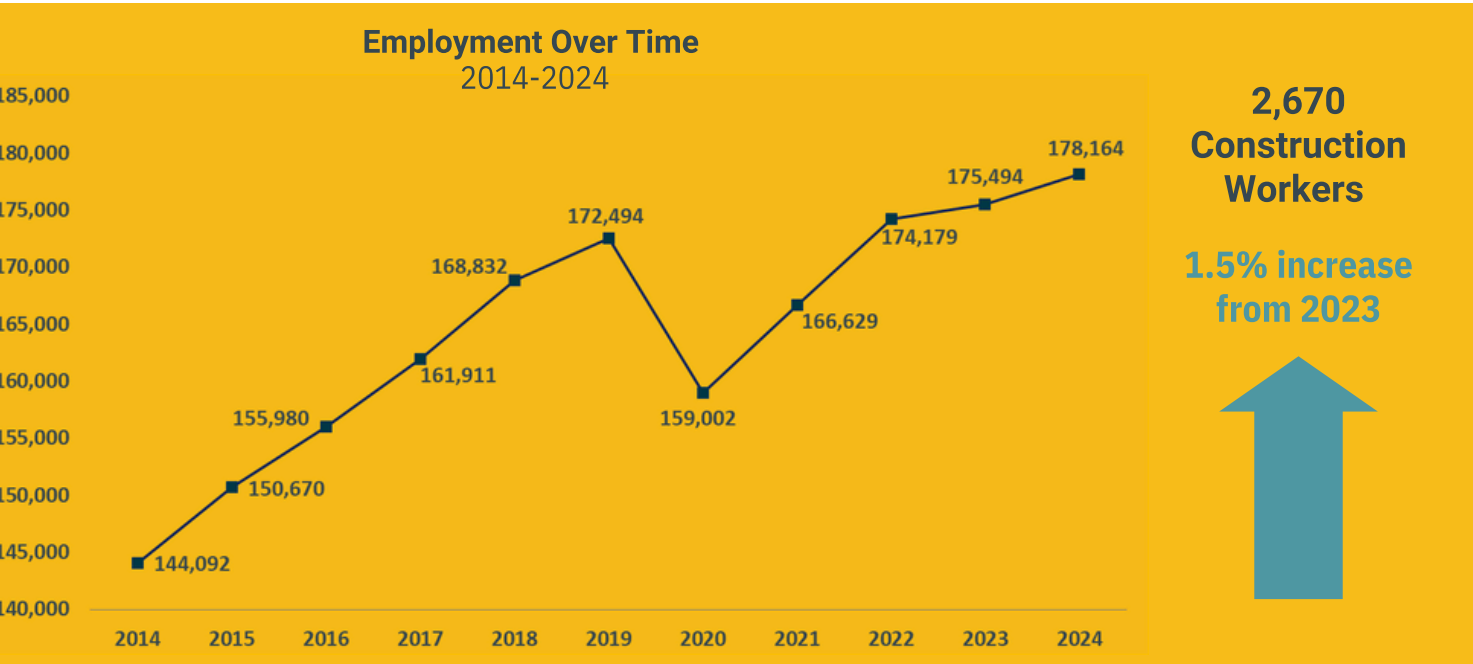
1. Detroit: 18,198 Postings
2. Lansing: 14,294 Postings
3. Grand Rapids: 12,588 Postings
4. Ann Arbor: 6,890 Postings
5. Troy: 5,426 Postings
6. Southfield: 3,942 Postings
7. Livonia: 3,056 Postings
8. Dearborn: 2,794 Postings
9. Novi: 2,745 Postings
10. Kalamazoo: 2,621 Postings

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

2024  
State of  
Michigan

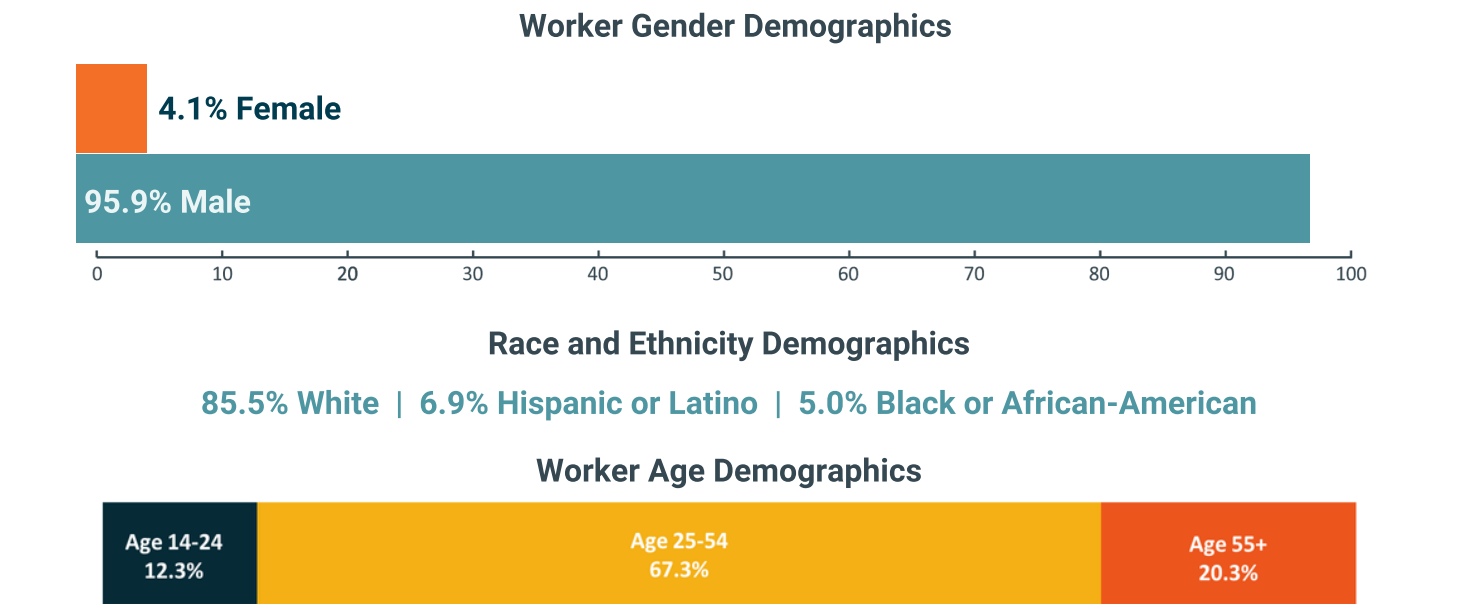
CONSTRUCTION OCCUPATION  
GROUP

Jobs in the WIN Construction occupation group are associated with Skilled Trades, Engineering, Management, and Planning. Many construction employers are slow to adopt online job search methods, therefore online job ads may not provide a complete representation of the demand for these workers. The Construction group is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings with posting data which provides snapshot of the employer skills need requirements.



### Construction Worker Demographics

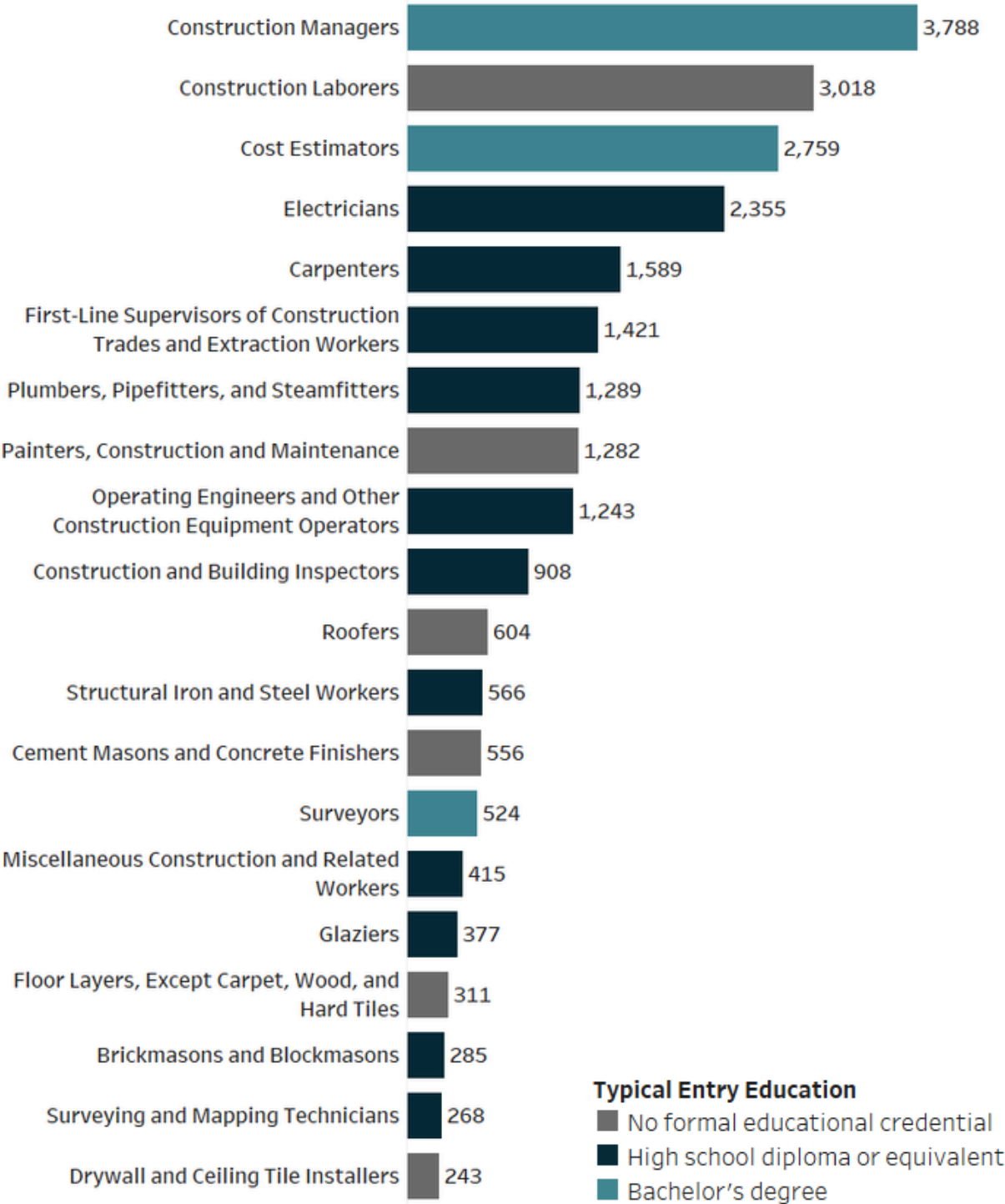
In 2024, there were 178,164 workers in the Construction occupation group. This group is primarily made up of males (95.9 percent) between the age of 25 and 54 (67.3 percent), with 4.1 percent of workers identifying as female and just 14.5 percent identifying as a racial minority. Also, of note, was that 12.3 percent of the workers in the occupation group were under the age of 25, compared to the 20.3 percent 55 years of age or older.



# CONSTRUCTION OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 25,581 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers with 3,788 postings. Construction Laborers was in the second position with 3,018 postings. Other top posted jobs include Cost Estimators (2,759 postings), Electricians (2,355 postings), and Carpenters (1,589 postings).





# CONSTRUCTION OCCUPATION GROUP

## Wage Overview

At least half of the top Construction jobs pay over \$30.00 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$50.29 per hour or an annual salary of about \$104,603. Those working in apprentice-able occupations can also anticipate high wage potential, such as Electricians (2,355 postings), which report a median wage of \$30.28 per hour or \$62,982 annually.

### Wage Overview for Top Posted Construction Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$32.32	\$39.82	\$50.29	\$63.36	\$82.30
47-2061	Construction Laborers	\$16.92	\$18.75	\$22.72	\$27.67	\$30.73
13-1051	Cost Estimators	\$21.09	\$26.89	\$35.30	\$45.02	\$55.27
47-2111	Electricians	\$18.35	\$23.21	\$30.28	\$38.68	\$45.31
47-2031	Carpenters	\$18.46	\$22.55	\$28.01	\$31.52	\$37.67
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$24.76	\$29.54	\$36.59	\$45.26	\$54.00
47-2152	Plumbers, Pipefitters, and Steamfitters	\$18.66	\$23.28	\$34.95	\$40.52	\$47.54
47-2141	Painters, Construction and Maintenance	\$16.71	\$18.45	\$22.53	\$27.86	\$30.95
47-2073	Operating Engineers and Other Construction Equipment Operators	\$21.00	\$24.18	\$28.61	\$35.41	\$39.39
47-4011	Construction and Building Inspectors	\$21.63	\$27.84	\$32.76	\$37.66	\$43.18

### In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Construction Management

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Detail Oriented
- Operations

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- CDL Class A License

### In-Demand Education Level\*

- High school or GED: 22.9%
- Associate degree: 4.7%
- Bachelor's degree: 15.4%
- Master's degree: 1.8%

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

### Top Posting Employers

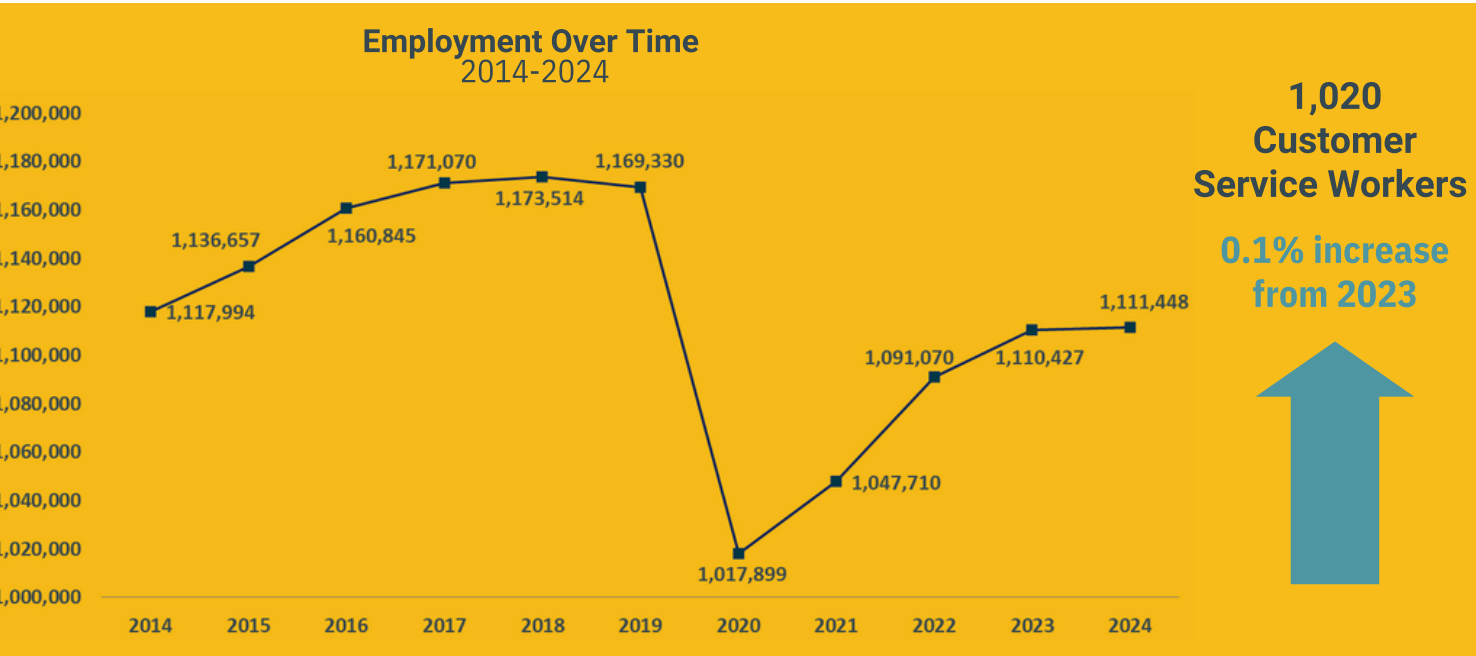
- GPAC
- Aerotek
- Tradesmen International
- Actalent
- PageGroup
- CBRE
- State of Michigan
- ManpowerGroup
- Express Employment Professionals
- Christman & Company

### Job Postings by City

1. Detroit: 2,614 Postings
2. Grand Rapids: 2,255 Postings
3. Lansing: 1,260 Postings
4. Ann Arbor: 935 Postings
5. Kalamazoo: 666 Postings
6. Livonia: 633 Postings
7. Warren: 511 Postings
8. Troy: 438 Postings
9. Novi: 411 Postings
10. Flint: 399 Postings

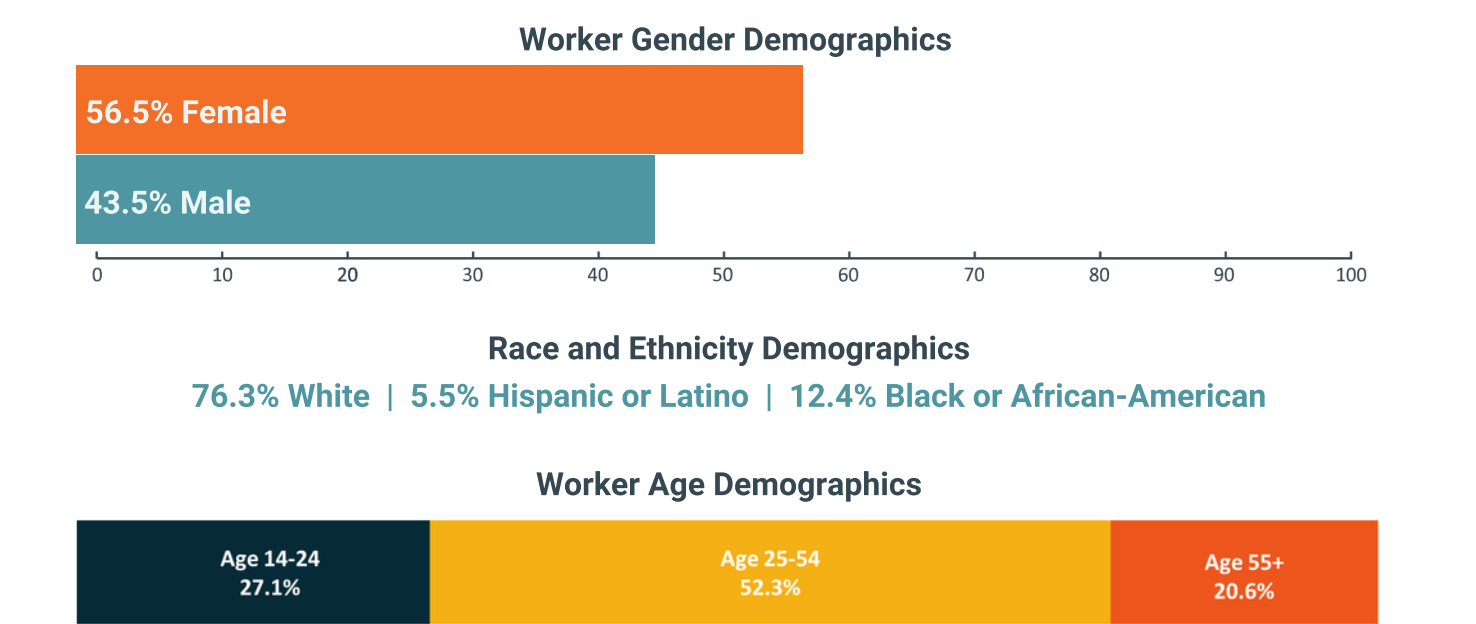
# CUSTOMER SERVICE OCCUPATION GROUP

The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is particularly 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 transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.



## Customer Service Worker Demographics

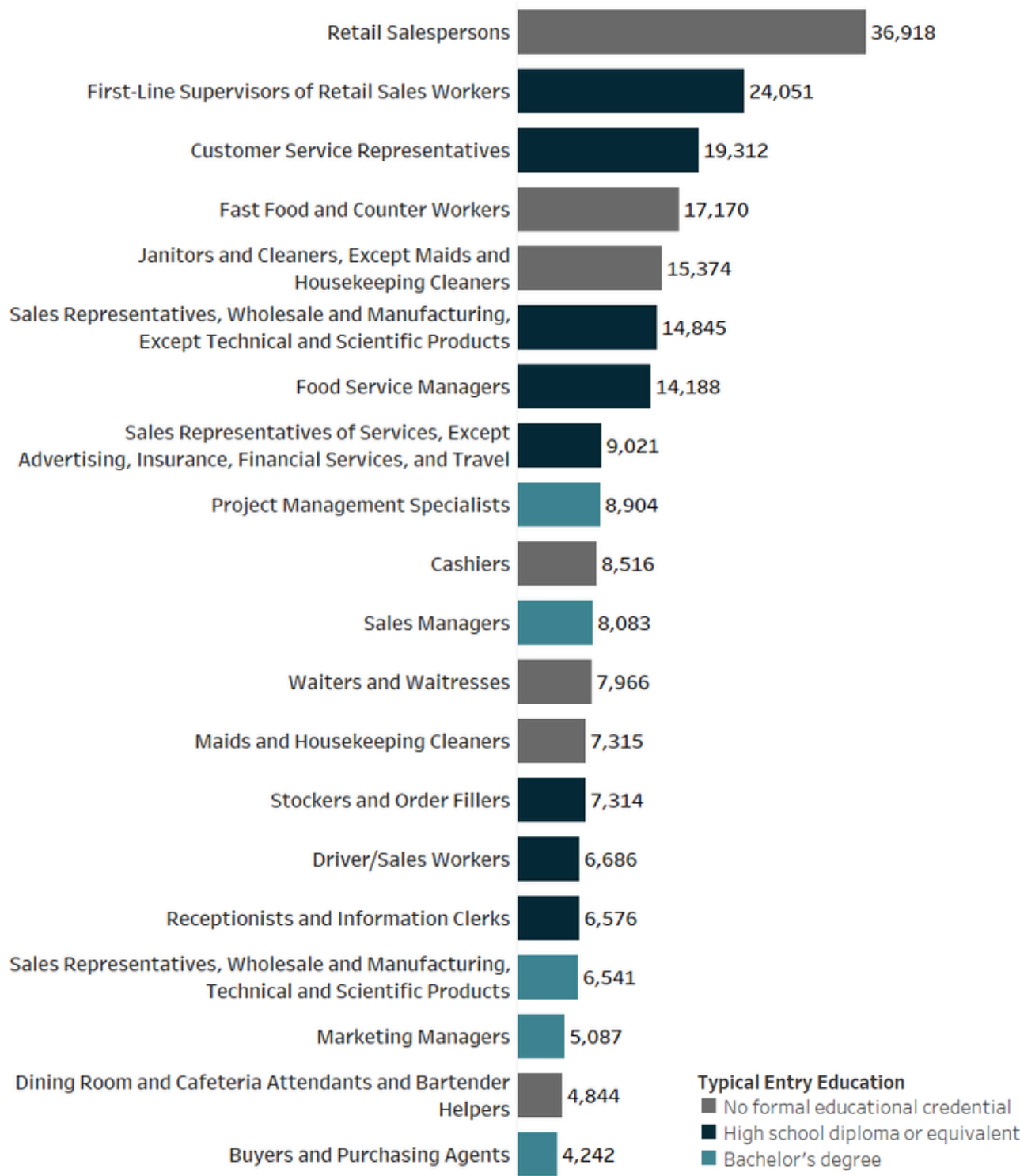
In 2024, there were 1,111,448 workers in the Customer Service occupation group. This group is primarily made up of females (56.5 percent) between the age of 25 and 54 (52.3 percent), with 43.5 percent of workers identifying as male and just 23.7 percent identifying as a racial minority. Also, of note was that 27.1 percent of the workers in the occupation group were under the age of 25, compared to the 20.6 percent 55 years of age or older.



# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 290,782 job postings for Customer Service workers, with Retail Salespersons as the most sought-after occupation by Customer Service industry employers with 36,918 postings. First-Line Supervisors of Retail Sales Workers was in second position with 24,051 postings. Other top posted jobs include Customer Service Representatives (19,312 postings), Fast Food and Counter Workers (17,170 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (15,374 postings).



# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. Additionally, wages in the Customer Service group do not necessarily scale with education or experience as seen in some other occupations. The Customer Service occupation group offers a broad array of entry requirements, and many jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$18.00 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$15.14 per hour or an annual salary of about \$31,491.

### Wage Overview for Top Posted Customer Service 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	\$11.56	\$13.32	\$15.14	\$17.71	\$23.08
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.45	\$17.57	\$22.04	\$27.64	\$34.77
43-4051	Customer Service Representatives	\$14.21	\$16.44	\$18.81	\$23.31	\$29.89
35-3023	Fast Food and Counter Workers	\$11.06	\$12.76	\$13.78	\$14.49	\$16.90
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.17	\$14.28	\$16.38	\$18.05	\$21.34
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.42	\$23.96	\$35.09	\$47.91	\$63.97
11-9051	Food Service Managers	\$20.88	\$23.77	\$28.88	\$35.06	\$41.06
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$17.98	\$23.45	\$33.73	\$47.76	\$66.41
13-1082	Project Management Specialists	\$27.96	\$35.89	\$46.25	\$60.51	\$66.64
41-2011	Cashiers	\$11.21	\$12.94	\$13.75	\$15.15	\$17.20

### In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Marketing
- Product Knowledge

### In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Leadership

### In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Project Management Professional Certification
- Barber License
- Food Handler's Card

### In-Demand Education Level\*

- High school or GED: 30.9%
- Associate degree: 4.0%
- Bachelor's degree: 17.6%
- Master's degree: 2.9%

### Top Posting Employers

- Meijer
- Kroger
- Walmart
- Taco Bell
- SpartanNash
- Great Clips
- Arby's
- GPM Investments
- Domino's Pizza
- Border Foods

### Job Postings by City

1. Grand Rapids: 20,045 Postings
2. Detroit: 18,523 Postings
3. Lansing: 13,635 Postings
4. Ann Arbor: 11,533 Postings
5. Troy: 8,360 Postings
6. Novi: 6,245 Postings
7. Livonia: 5,430 Postings
8. Kalamazoo: 4,807 Postings
9. Southfield: 4,343 Postings
10. Dearborn: 4,115 Postings

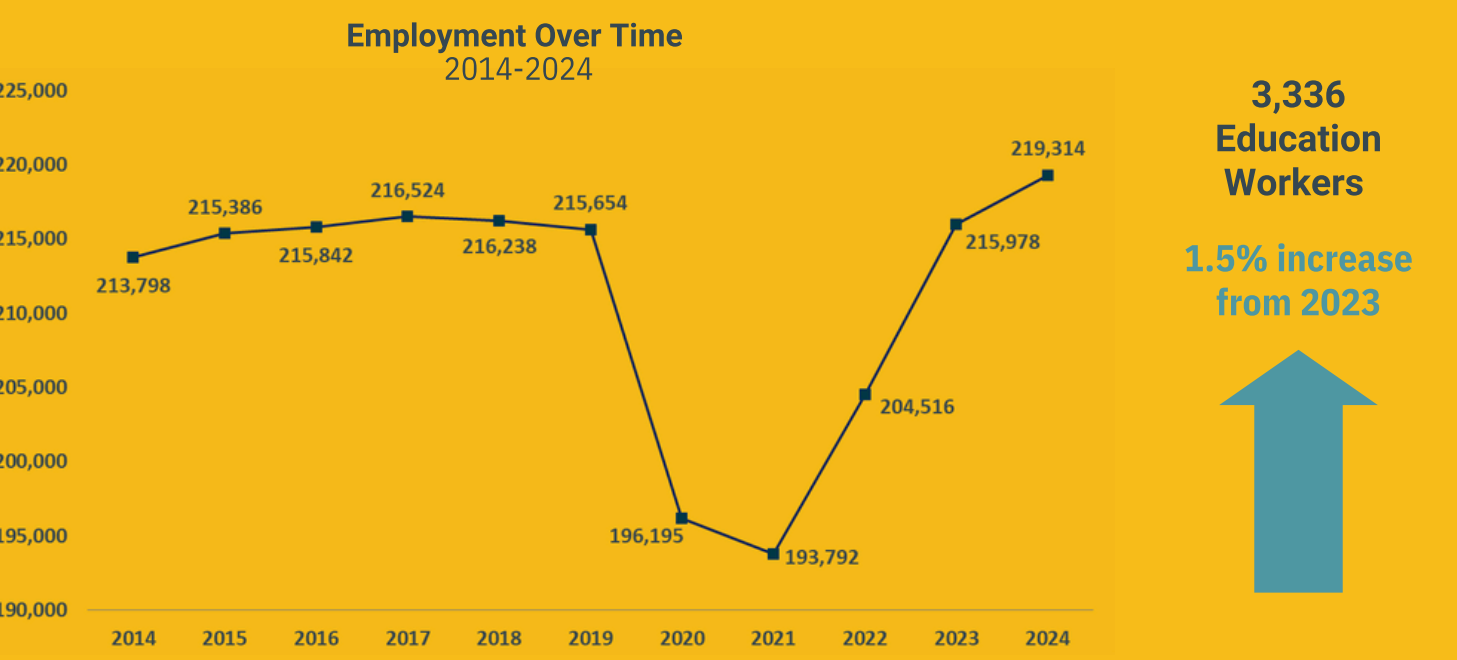
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



2024  
State of  
Michigan

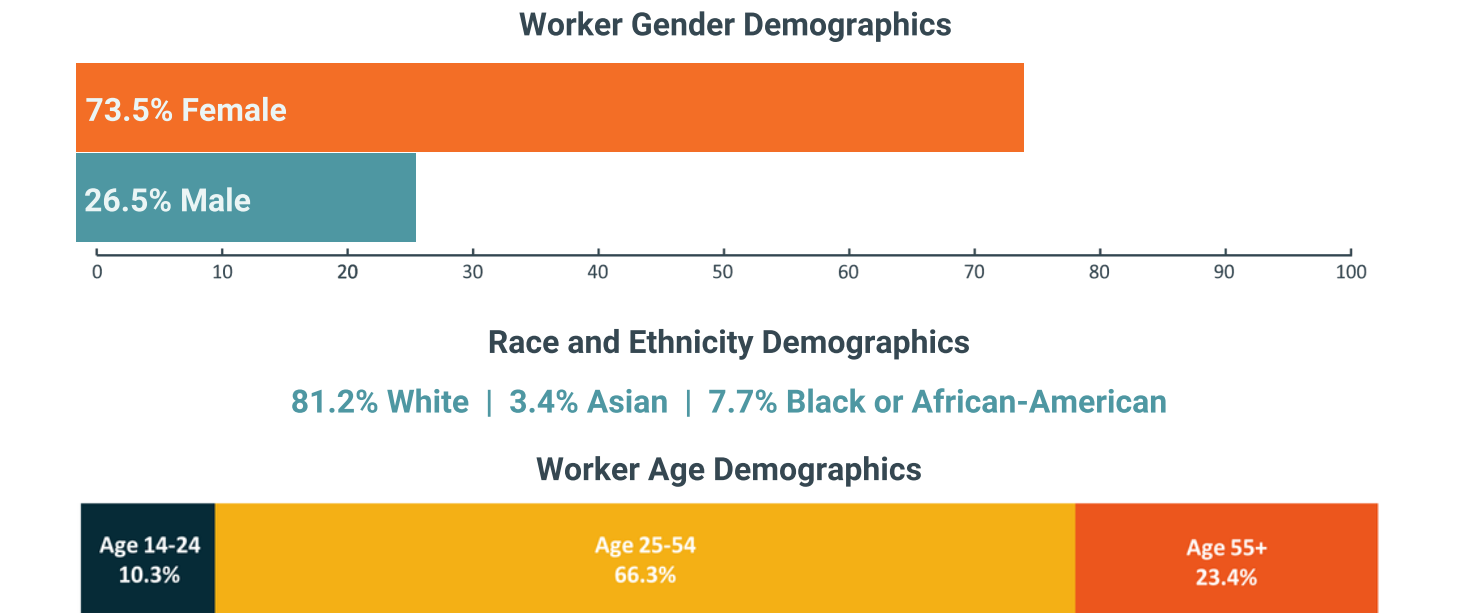
EDUCATION OCCUPATION  
GROUP

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



### Education Worker Demographics

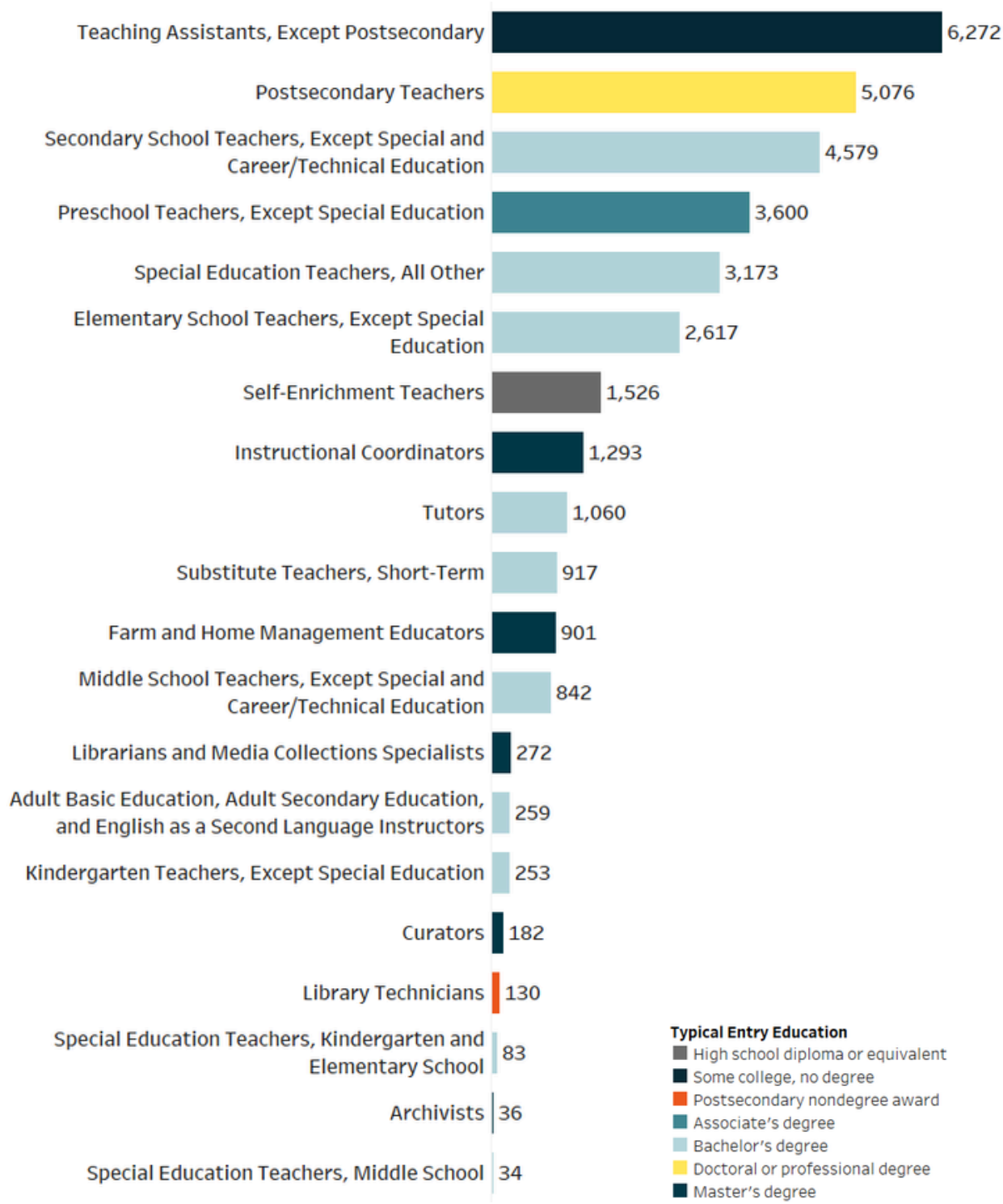
Employment in the Education occupation group has recovered from the COVID-era declines observed between 2020-2022. According to 2024 Lightcast data, the 219,314 workers in the Education represent an increase of 3,336 workers (1.5 percent). Just 10.3 percent of the related workforce is under 25. Male workers account for 26.5 percent of the current workforce and only 18.8 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.



# EDUCATION OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 33,166 job postings for Education workers, with Teaching Assistants, Except Postsecondary as the most sought-after occupation by Education industry employers with 6,272 postings. Postsecondary Teachers was in the second position with 5,076 postings. Other top posted jobs include Secondary School Teachers, Except Special and Career/Technical Education (4,579 postings), Preschool Teachers, Except Special Education (3,600 postings), and Special Education Teachers, All Other (3,173 postings).



# EDUCATION OCCUPATION GROUP

## Wage Overview

Wages in the Education field tend to scale with both education and experience. The Education occupation group offers a broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$30.00 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of \$14.75 per hour or an annual salary of about \$30,680.

### Wage Overview for Top Posted Education Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	\$11.87	\$13.90	\$14.75	\$17.49	\$19.18
25-1099	Postsecondary Teachers	\$22.88	\$30.17	\$41.66	\$58.59	\$81.40
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$22.59	\$24.55	\$31.00	\$38.46	\$46.26
25-2011	Preschool Teachers, Except Special Education	\$14.14	\$14.87	\$17.65	\$21.65	\$24.40
25-2059	Special Education Teachers, All Other	\$24.57	\$30.09	\$37.94	\$43.87	\$49.47
25-2021	Elementary School Teachers, Except Special Education	\$22.17	\$23.78	\$30.43	\$38.19	\$43.14
25-3021	Self-Enrichment Teachers	\$11.97	\$14.56	\$20.05	\$27.91	\$36.25
25-9031	Instructional Coordinators	\$22.50	\$28.26	\$36.30	\$45.41	\$50.39
25-3041	Tutors	\$13.82	\$14.74	\$17.27	\$21.98	\$28.79
25-3031	Substitute Teachers, Short-Term	\$12.16	\$14.33	\$16.72	\$22.20	\$28.71

### In-Demand Technical Skills

- Special Education
- Lesson Planning
- Child Development
- Individualized Education Programs (IEP)
- Preschool Education

### In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Writing
- Mathematics

### In-Demand Certifications

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

### In-Demand Education Level\*

- High school or GED: 20.3%
- Associate degree: 13.6%
- Bachelor's degree: 34.1%
- Master's degree: 19.5%

### Top Posting Employers

- Michigan Association Of School Boards
- KinderCare Education
- National Heritage Academies
- University of Michigan-Flint
- ATX Learning
- Michigan State University
- Learning Care Group
- Grand Rapids Community College
- Chippewa Valley Schools
- Stride K12

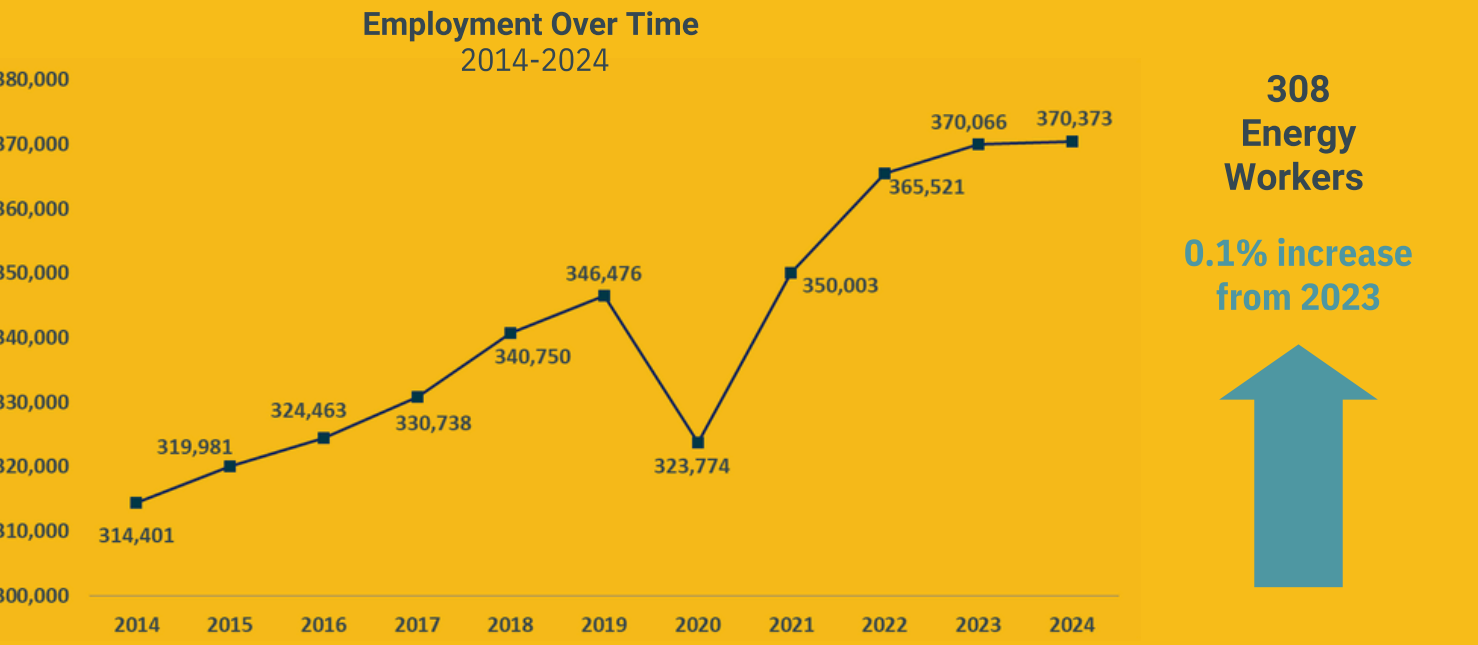
### Job Postings by City

1. Grand Rapids: 2,935 Postings
2. Detroit: 2,675 Postings
3. Ann Arbor: 1,763 Postings
4. Lansing: 1,417 Postings
5. Flint: 894 Postings
6. East Lansing: 753 Postings
7. Dearborn: 570 Postings
8. Kalamazoo: 543 Postings
9. Troy: 529 Postings
10. Jackson: 510 Postings

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

# ENERGY OCCUPATION GROUP

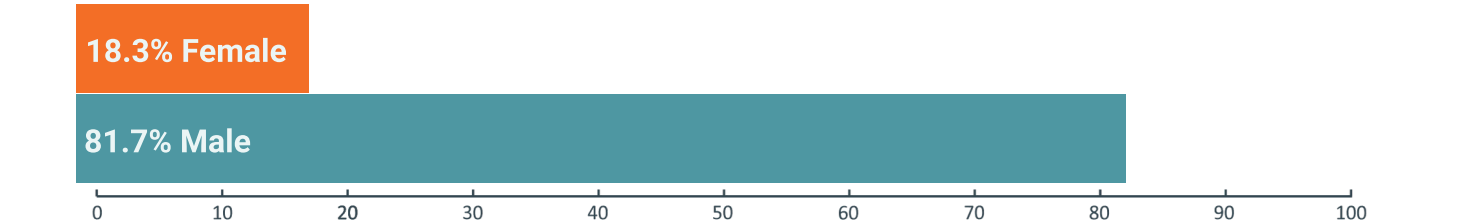
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation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



## Energy Worker Demographics

In 2024, there were 370,373 workers in the Energy occupation group. This group is primarily made up of males (81.7 percent) between the age of 25 and 54 (69.7 percent), with 18.3 percent of workers identifying as female and just 17.7 percent identifying as a racial minority. Also of note was that 5.7 percent of the workers in the occupation group were under the age of 25, compared to the 24.5 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

82.3% White | 4.3% Asian | 7.7% Black or African-American

### Worker Age Demographics

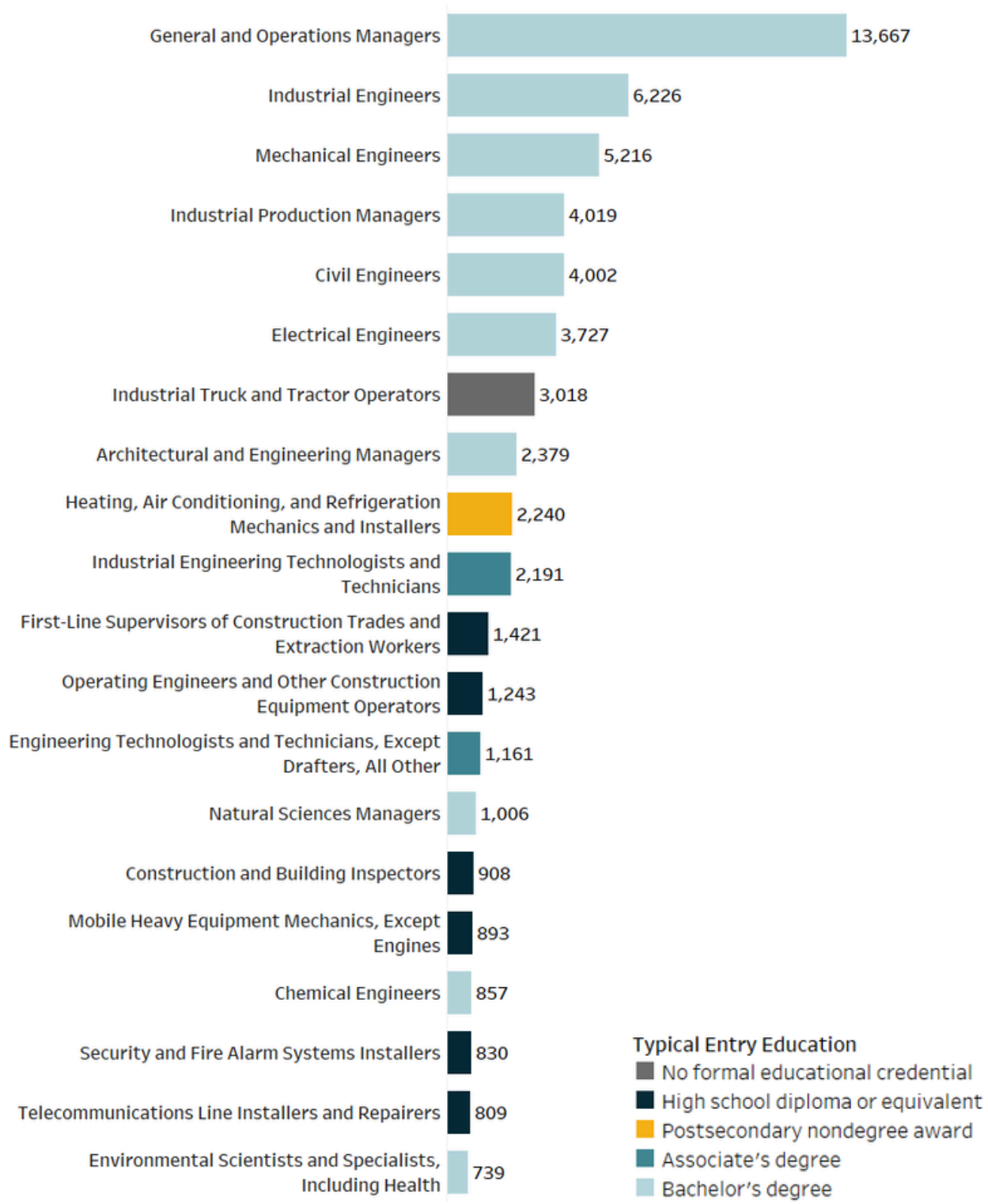




# ENERGY OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 72,586 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers with 13,667 postings. Industrial Engineers was in second position with 6,226 postings. Other top posted jobs include Mechanical Engineers (5,216 postings), Industrial Production Managers (4,019 postings), and Civil Engineers (4,002 postings).



2024  
State of  
Michigan

ENERGY OCCUPATION GROUP  
Wage Overview

The demand for engineers and highly specialized trades in the Energy occupation group create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. However, the Energy occupation group still offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$47.00 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$46.70 per hour or an annual salary of about \$97,136.

Wage Overview for Top Posted Energy Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$22.05	\$30.00	\$46.70	\$69.73	\$103.34
17-2112	Industrial Engineers	\$31.36	\$38.28	\$47.28	\$52.93	\$63.29
17-2141	Mechanical Engineers	\$31.30	\$37.74	\$47.48	\$57.69	\$63.75
11-3051	Industrial Production Managers	\$36.41	\$45.37	\$52.31	\$64.75	\$82.38
17-2051	Civil Engineers	\$28.78	\$31.82	\$39.84	\$50.25	\$62.37
17-2071	Electrical Engineers	\$31.87	\$38.18	\$47.98	\$60.06	\$66.23
53-7051	Industrial Truck and Tractor Operators	\$17.16	\$18.09	\$20.59	\$24.74	\$29.76
11-9041	Architectural and Engineering Managers	\$51.91	\$62.83	\$76.40	\$82.55	\$103.26
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.89	\$22.36	\$24.55	\$32.02	\$39.29
17-3026	Industrial Engineering Technologists and Technicians	\$22.13	\$23.50	\$28.36	\$36.75	\$39.80

In-Demand Technical Skills

- Project Management
- Continuous Improvement Process
- Mechanical Engineering
- AutoCAD
- Electrical Engineering

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver’s License
- Professional Engineer (PE) License
- Commercial Driver’s License (CDL)
- Master Of Business Administration (MBA)
- Security Clearance

In-Demand Education Level\*

- High school or GED: 22.0%
- Associate degree: 8.1%
- Bachelor’s degree: 44.3%
- Master’s degree: 10.9%

Top Posting Employers

- Actalent
- GPAC
- General Motors
- Ford
- AutoZone
- Aerotek
- Jobot
- State of Michigan
- CVS Health
- Insight Global

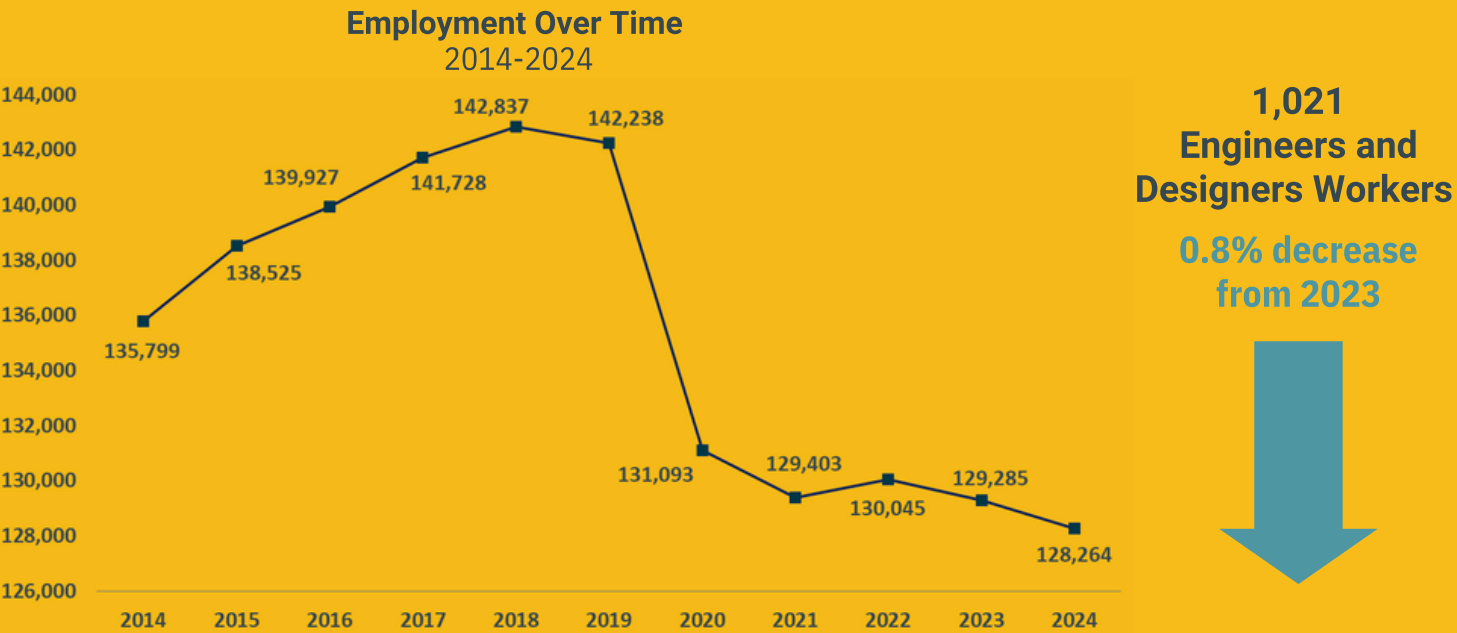
Job Postings by City

1. Detroit: 6,747 Postings
2. Grand Rapids: 5,318 Postings
3. Lansing: 3,785 Postings
4. Ann Arbor: 3,505 Postings
5. Warren: 2,010 Postings
6. Troy: 1,968 Postings
7. Dearborn: 1,889 Postings
8. Auburn Hills: 1,719 Postings
9. Sterling Heights: 1,642 Postings
10. Kalamazoo: 1,560 Postings

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

# ENGINEERS AND DESIGNERS OCCUPATION GROUP

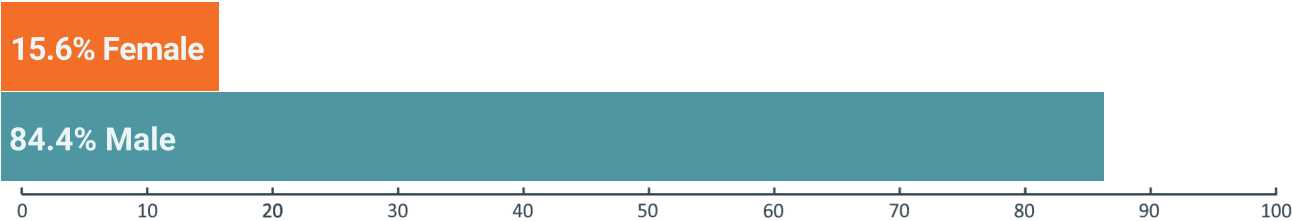
Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There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



## Engineers and Designers Worker Demographics

According to 2024 Lightcast data, the 128,264 workers in the Engineering and Design group are not particularly diverse. Just 6.0 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.6 percent of the current workforce and only 20.4 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

79.6% White | 8.7% Asian | 6.5% Black or African-American

### Worker Age Demographics

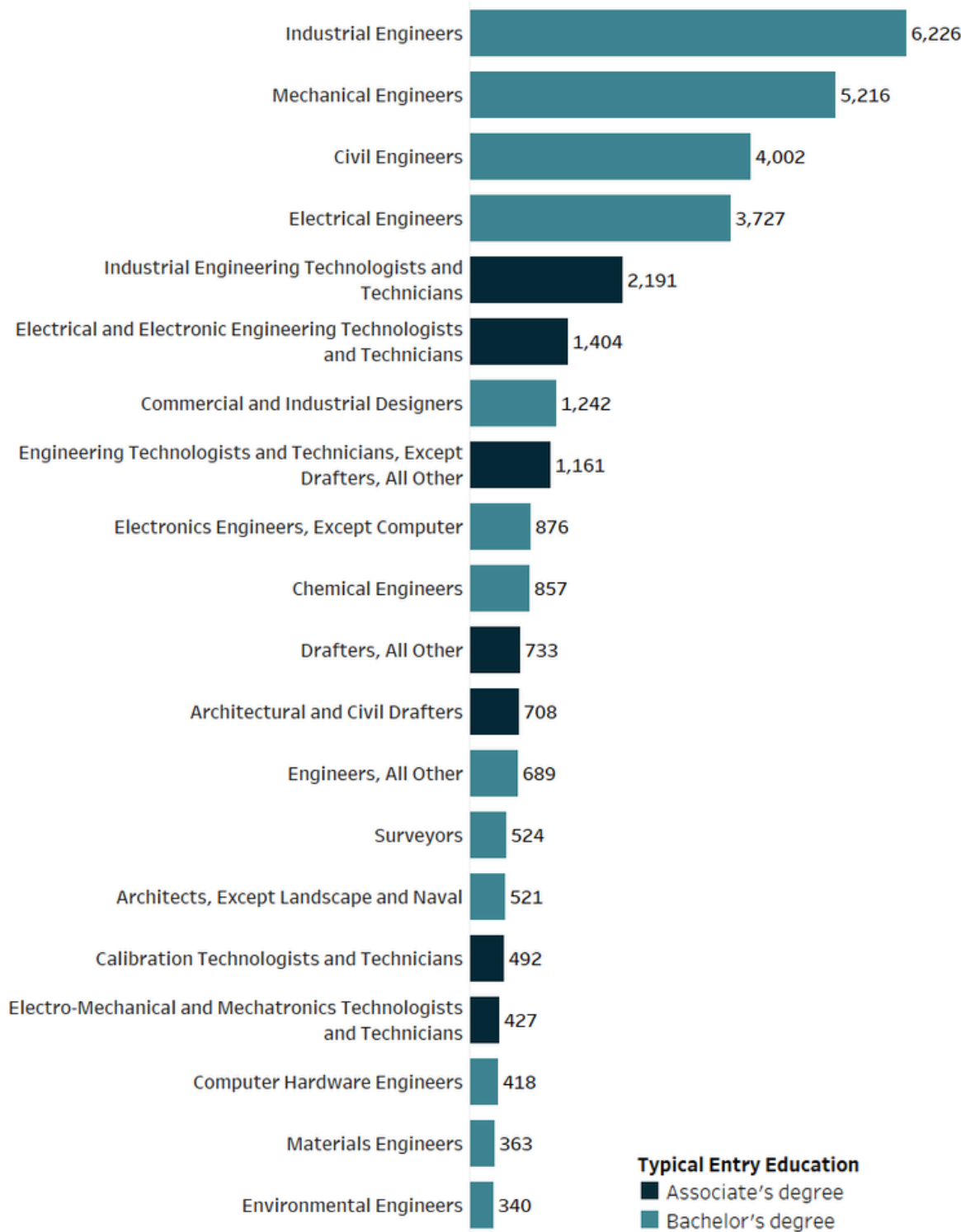


Data: Lightcast | Analysis: Workforce Intelligence Network

# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 34,464 job postings for Engineering and Design workers, with Industrial Engineers as the most sought-after occupation by Engineering and Design industry employers with 6,226 postings. Mechanical Engineers was in the second position with 5,216 postings. Other top posted jobs include Civil Engineers (4,002 postings), Electrical Engineers (3,727 postings), and Industrial Engineering Technologists and Technicians (2,191 postings).





# ENGINEERS AND DESIGNERS

## OCCUPATION GROUP

### Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$39.00 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$47.28 per hour or an annual salary of about \$98,342.

### Wage Overview for Top Posted Engineers and Designers 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	\$31.36	\$38.28	\$47.28	\$52.93	\$63.29
17-2141	Mechanical Engineers	\$31.30	\$37.74	\$47.48	\$57.69	\$63.75
17-2051	Civil Engineers	\$28.78	\$31.82	\$39.84	\$50.25	\$62.37
17-2071	Electrical Engineers	\$31.87	\$38.18	\$47.98	\$60.06	\$66.23
17-3026	Industrial Engineering Technologists and Technicians	\$22.13	\$23.50	\$28.36	\$36.75	\$39.80
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.98	\$23.21	\$30.19	\$38.06	\$46.21
27-1021	Commercial and Industrial Designers	\$19.77	\$25.62	\$35.39	\$46.67	\$54.66
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.13	\$21.06	\$29.80	\$36.35	\$47.59
17-2072	Electronics Engineers, Except Computer	\$38.09	\$41.00	\$49.53	\$61.69	\$65.04
17-2041	Chemical Engineers	\$29.15	\$41.16	\$50.50	\$64.85	\$77.12

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Operations
- Leadership

### In-Demand Certifications

- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- LEED Accredited Professional (AP)
- Six Sigma Green Belt

### In-Demand Education Level\*

- High school or GED: 12.0%
- Associate degree: 10.5%
- Bachelor's degree: 59.5%
- Master's degree: 14.5%

### Top Posting Employers

- Actalent
- Ford
- GPAC
- General Motors
- Jobot
- Insight Global
- Aerotek
- Magna International
- Black & Veatch
- Barr Engineering Co.

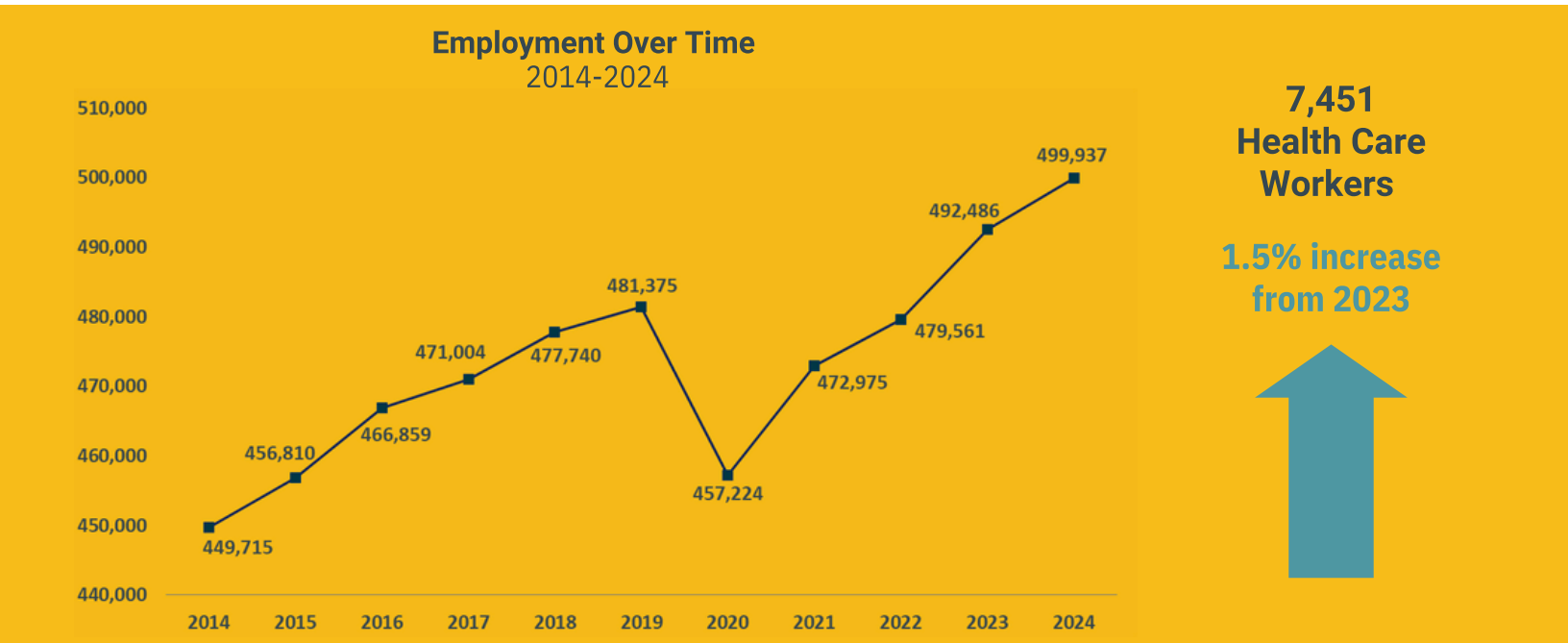
### Job Postings by City

1. Detroit: 3,133 Postings
2. Grand Rapids: 2,334 Postings
3. Ann Arbor: 2,115 Postings
4. Dearborn: 1,657 Postings
5. Auburn Hills: 1,439 Postings
6. Lansing: 1,368 Postings
7. Troy: 1,304 Postings
8. Warren: 1,252 Postings
9. Sterling Heights: 1,123 Postings
10. Southfield: 844 Postings

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

# HEALTH CARE OCCUPATION GROUP

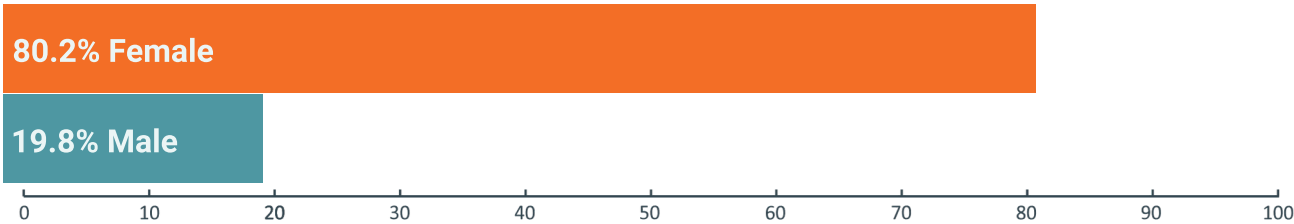
WIN’s health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more Health care workers needed to care for Michigan’s aging population. Registered Nurses are routinely the most in-demand job in this group.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



## Health Care Worker Demographics

According to 2024 Lightcast data, Health Care occupation group employed 499,937 workers in the State of Michigan. Just 9.9 percent of the related workforce is under 25. Male workers account for 19.8 percent of the current workforce and only 26.8 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.

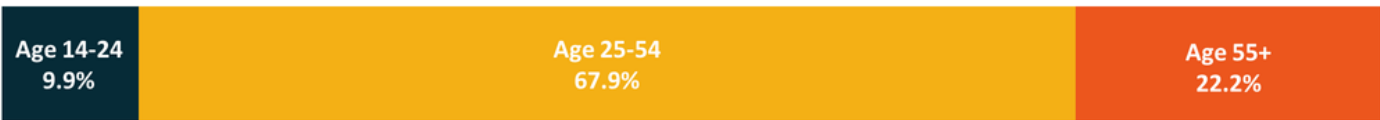
### Worker Gender Demographics



### Race and Ethnicity Demographics

73.2% White | 4.8% Asian | 16.1% Black or African-American

### Worker Age Demographics

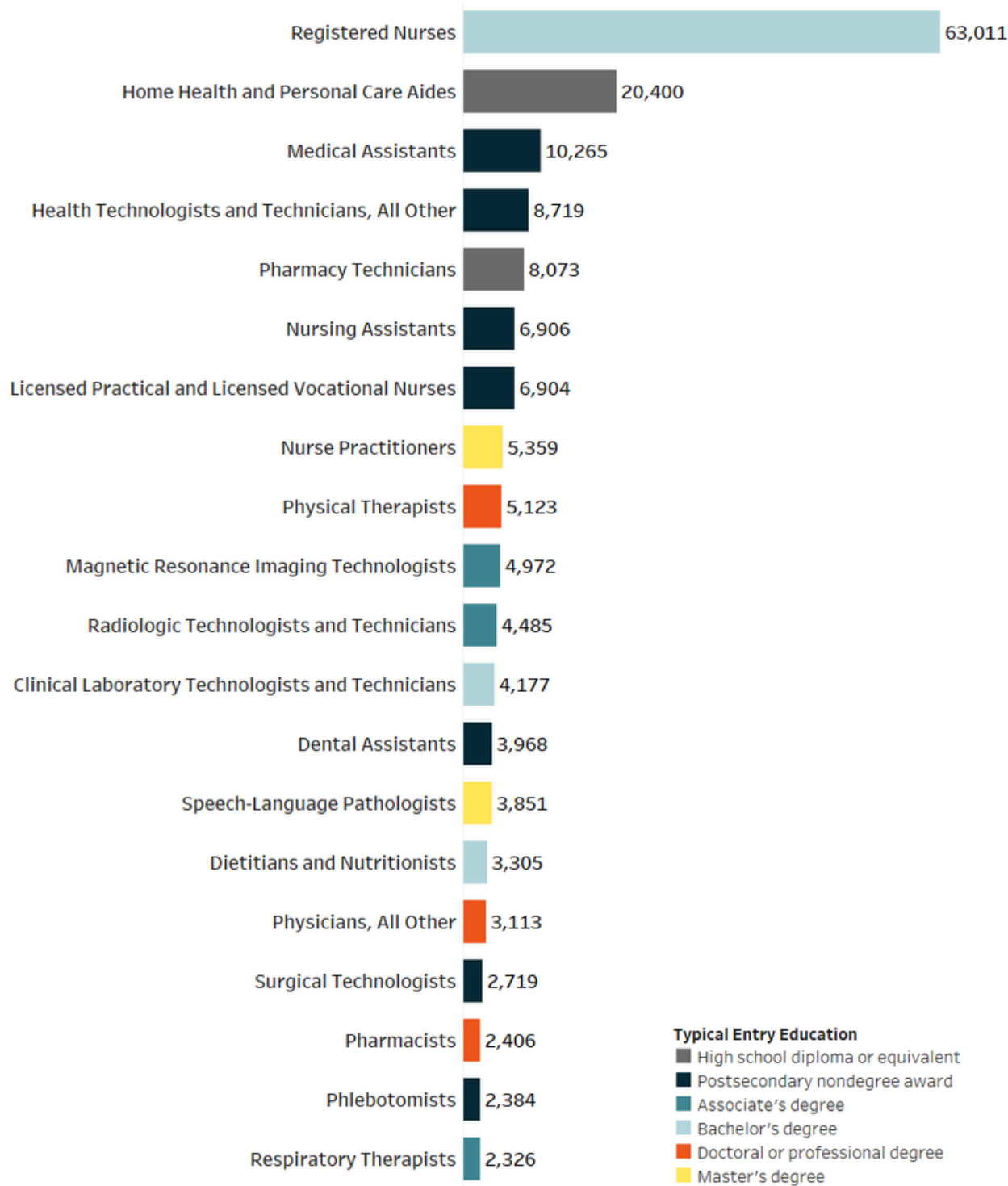


Data: Lightcast | Analysis: Workforce Intelligence Network

# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

There were a total of 210,975 job postings for Health Care workers in 2024, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 63,011 postings. Home Health and Personal Care Aides was in the second position with 20,400 postings. Other top posted jobs include Medical Assistants (10,265 postings), Health Technologists and Technicians, All Other (8,719 postings), and Pharmacy Technicians (8,073 postings).



# HEALTH CARE OCCUPATION GROUP

## Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a Postsecondary nondegree award. At least half of the top jobs pay over \$21.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$39.28 per hour or an annual salary of about \$81,702.

### 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	\$32.43	\$37.02	\$39.28	\$46.96	\$48.85
31-1128	Home Health and Personal Care Aides	\$11.43	\$13.50	\$14.84	\$16.87	\$18.12
31-9092	Medical Assistants	\$15.17	\$17.54	\$18.41	\$21.23	\$22.16
29-2099	Health Technologists and Technicians, All Other	\$17.35	\$18.09	\$21.70	\$28.72	\$36.32
29-2052	Pharmacy Technicians	\$14.78	\$16.99	\$18.85	\$22.59	\$24.07
31-1131	Nursing Assistants	\$16.33	\$17.54	\$18.24	\$19.70	\$21.46
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.00	\$27.36	\$29.73	\$31.66	\$35.77
29-1171	Nurse Practitioners	\$47.25	\$51.25	\$58.67	\$62.75	\$67.50
29-1123	Physical Therapists	\$35.84	\$39.60	\$47.70	\$50.67	\$56.61
29-2035	Magnetic Resonance Imaging Technologists	\$21.38	\$33.06	\$38.25	\$40.02	\$41.80

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communication
- Customer Service
- Leadership
- Management
- Teaching

### In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Licensed Practical Nurse (LPN)
- Advanced Cardiovascular Life Support (ACLS) Certification

### In-Demand Education Level\*

- High school or GED: 23.7%
- Associate degree: 18.4%
- Bachelor’s degree: 18.6%
- Master’s degree: 6.3%

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

### Top Posting Employers

- Corewell Health
- Henry Ford Health
- Trinity Health
- McLaren Health Care
- Ascension
- University of Michigan-Flint
- Munson Healthcare
- Walgreens Boots Alliance
- ProMedica
- Detroit Medical Center

### Job Postings by City

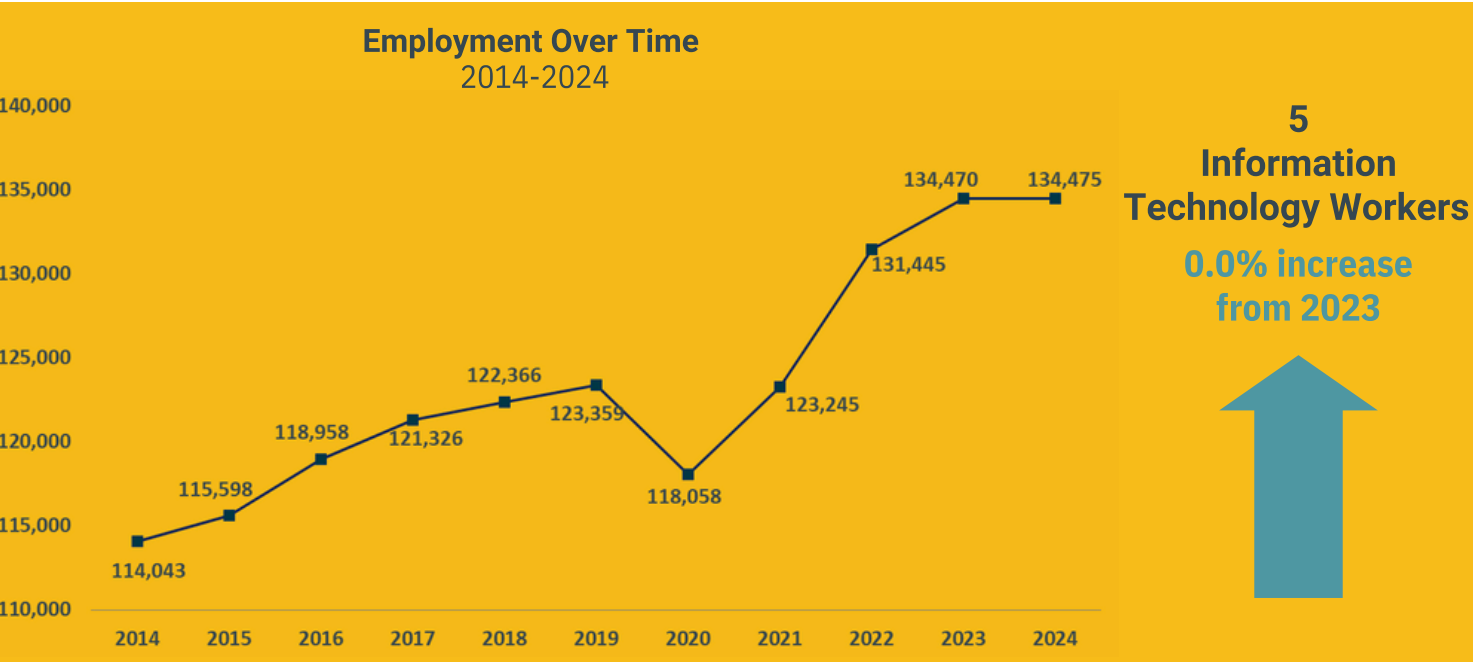
1. Detroit: 17,986 Postings
2. Grand Rapids: 16,340 Postings
3. Ann Arbor: 7,796 Postings
4. Lansing: 6,216 Postings
5. Kalamazoo: 6,139 Postings
6. Southfield: 4,111 Postings
7. Troy: 3,860 Postings
8. Warren: 3,764 Postings
9. Flint: 3,669 Postings
10. Livonia: 3,435 Postings



2024  
State of  
Michigan

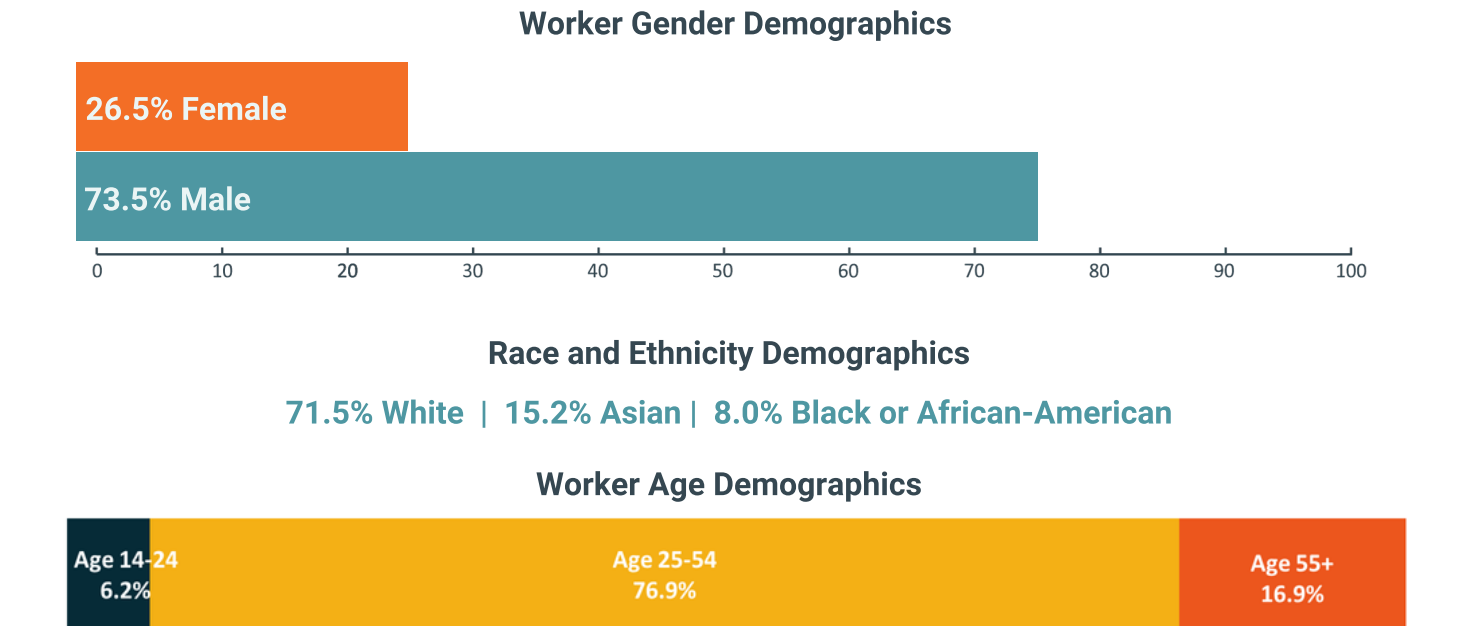
INFORMATION TECHNOLOGY  
OCCUPATION GROUP

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.



Information Technology Worker Demographics

According to 2024 Lightcast data, the State of Michigan has 134,475 IT workers. The workforce is not particularly diverse. Just 6.2 percent of the related workforce is under 25. Female workers account for 26.5 percent of the current workforce and only 28.5 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.

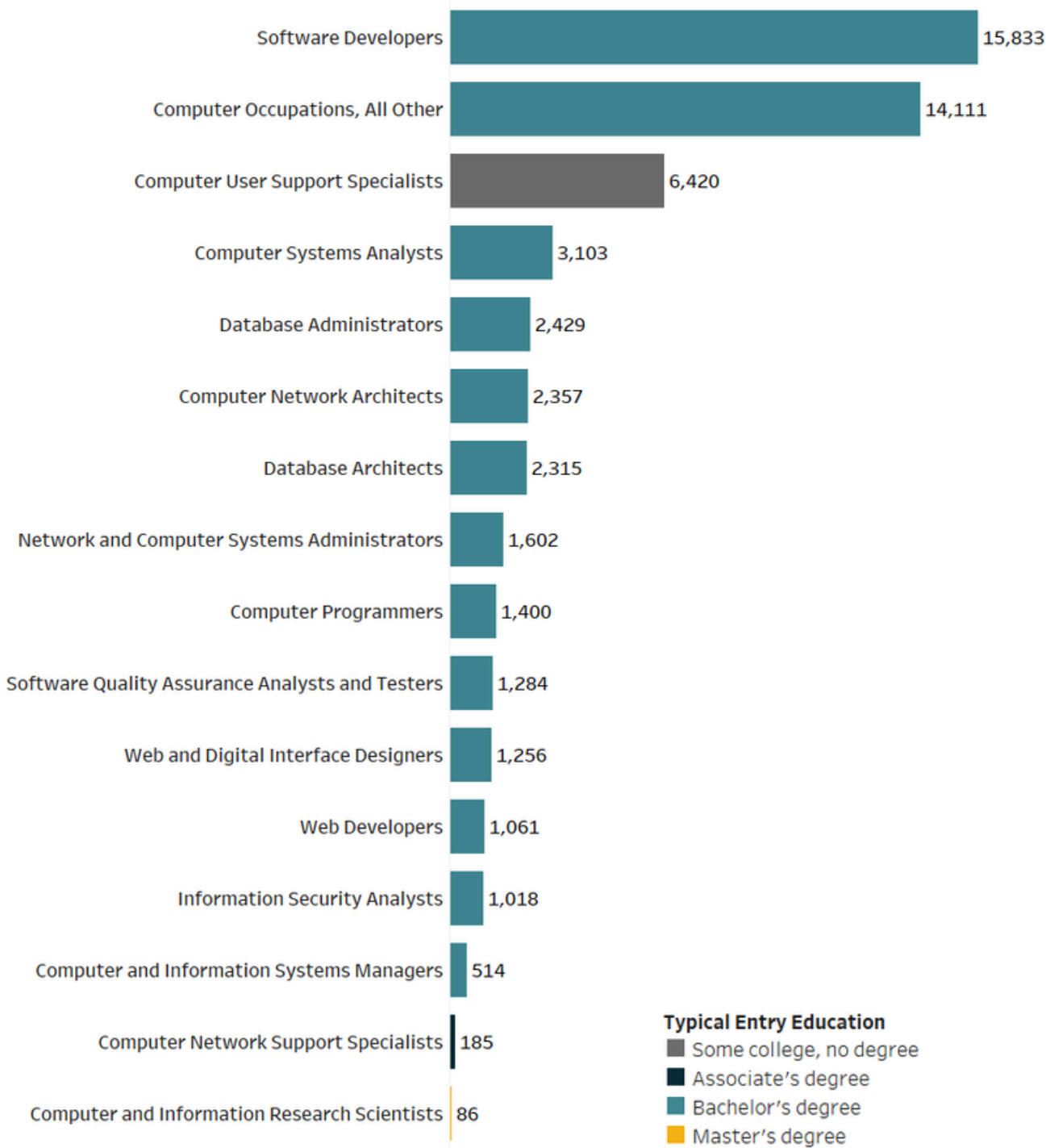


Data: Lightcast | Analysis: Workforce Intelligence Network

# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 54,974 job postings for Information Technology workers, with Software Developers as the most sought-after occupation by Information Technology industry employers with 15,833 postings. Computer Occupations, All Other was in the second position with 14,111 postings. Other top posted jobs include Computer User Support Specialists (6,420 postings), Computer Systems Analysts (3,103 postings), and Database Administrators (2,429 postings).



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

Wages in the Information Technology field tend to scale with both education and experience. The Information Technology occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$46.00 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of \$49.92 per hour or an annual salary of about \$103,834.

### 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	\$29.90	\$39.11	\$49.92	\$63.32	\$75.65
15-1299	Computer Occupations, All Other	\$24.76	\$32.52	\$46.45	\$60.33	\$68.78
15-1232	Computer User Support Specialists	\$17.36	\$21.66	\$27.29	\$32.06	\$38.81
15-1211	Computer Systems Analysts	\$30.46	\$38.01	\$48.12	\$57.72	\$67.33
15-1242	Database Administrators	\$23.09	\$30.72	\$47.00	\$57.76	\$64.41
15-1241	Computer Network Architects	\$34.59	\$40.35	\$50.71	\$66.26	\$80.74
15-1243	Database Architects	\$24.32	\$41.81	\$58.99	\$65.05	\$79.51
15-1244	Network and Computer Systems Administrators	\$29.44	\$36.31	\$42.80	\$52.05	\$65.74
15-1251	Computer Programmers	\$24.36	\$30.62	\$39.63	\$50.92	\$65.60
15-1253	Software Quality Assurance Analysts and Testers	\$23.11	\$29.31	\$39.88	\$48.89	\$58.98

### In-Demand Technical Skills

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

### In-Demand Education Level\*

- High school or GED: 7.6%
- Associate degree: 8.3%
- Bachelor's degree: 56.9%
- Master's degree: 14.2%

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

### In-Demand Foundational Skills

- Communication
- Management
- Problem Solving
- Troubleshooting
- Leadership

### Top Posting Employers

- Ford
- Deloitte
- Allegis Group
- TEKsystems
- Accenture
- General Motors
- Insight Global
- University of Michigan-Flint
- Actalent
- Randstad

### In-Demand Certifications

- Certified Information Systems Security Professional
- CompTIA A+
- Security Clearance
- Project Management Professional Certification
- Certified Information Security Manager

### Job Postings by City

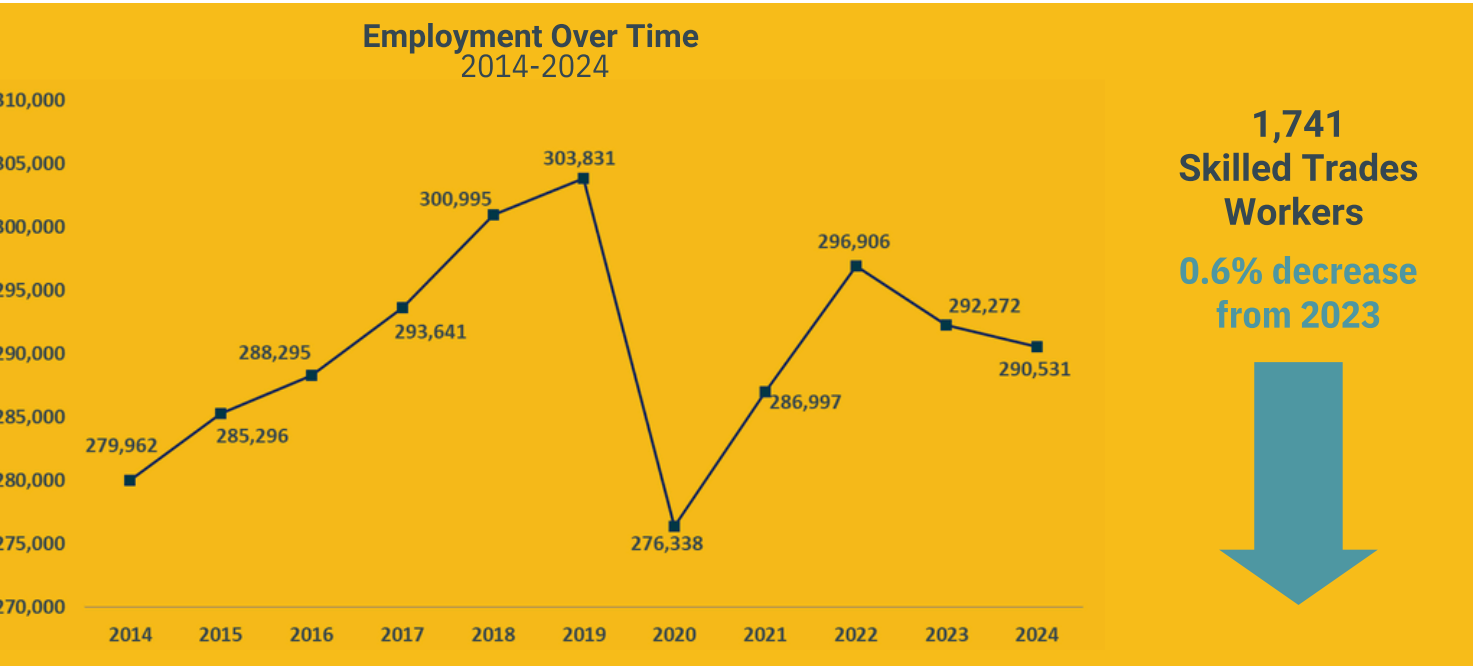
1. Lansing: 9,823 Postings
2. Detroit: 7,403 Postings
3. Grand Rapids: 3,919 Postings
4. Dearborn: 3,595 Postings
5. Ann Arbor: 2,857 Postings
6. Troy: 2,392 Postings
7. Auburn Hills: 1,629 Postings
8. Sterling Heights: 1,362 Postings
9. Warren: 1,211 Postings
10. Southfield: 1,197 Postings

2024  
State of  
Michigan

SKILLED TRADES AND  
TECHNICIANS OCCUPATION GROUP

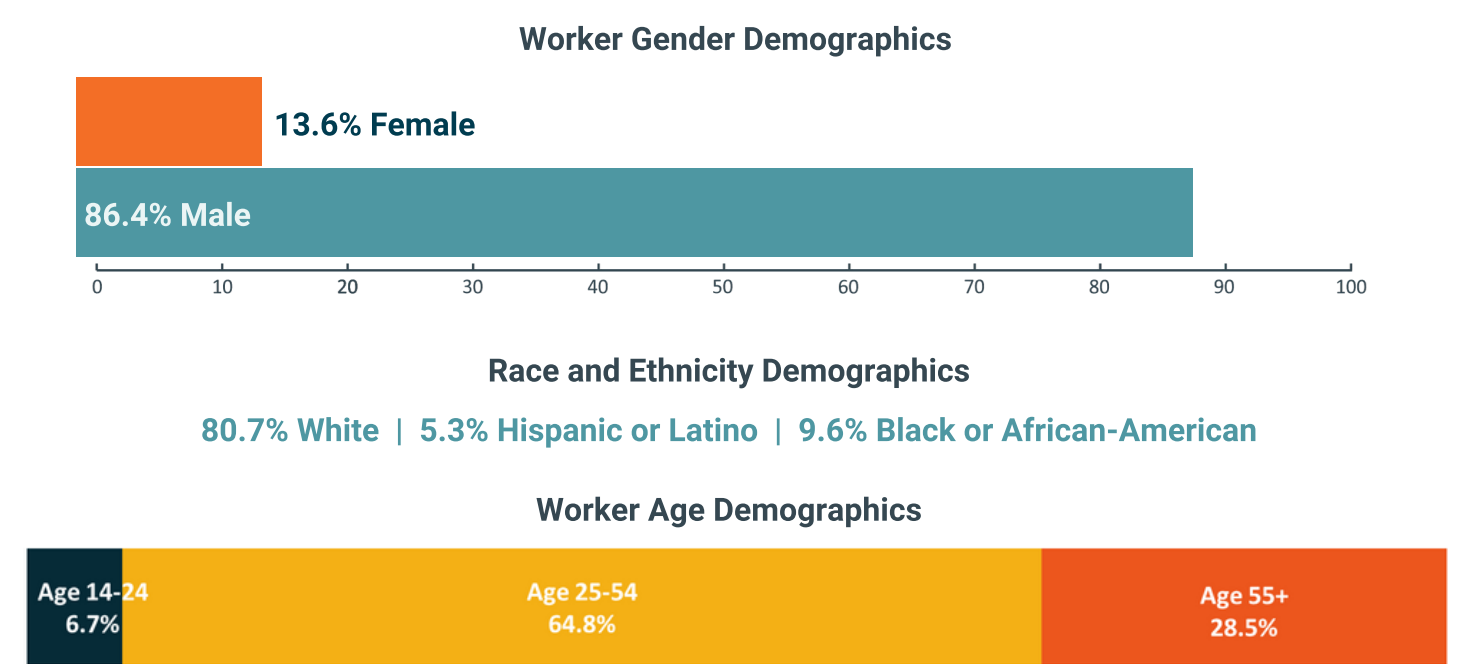
WIN’s Skilled Trades and Technicians group includes jobs related to Advanced Manufacturing. Southeast Michigan has more demand for Skilled Trades labor, such as CNC Machinists and Welders, than almost anywhere else in the country. There are about 21,000 openings for these workers on an annual basis.

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



Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 290,531 workers in the Skilled Trades group are not particularly diverse. Female workers account for 13.6 percent of the current workforce and only 19.3 percent identify as a race other than White. Just 6.7 percent of the related workforce is under 25. Because of the aging workforce, Skilled Trades employers may require additional recruiting and outreach efforts.

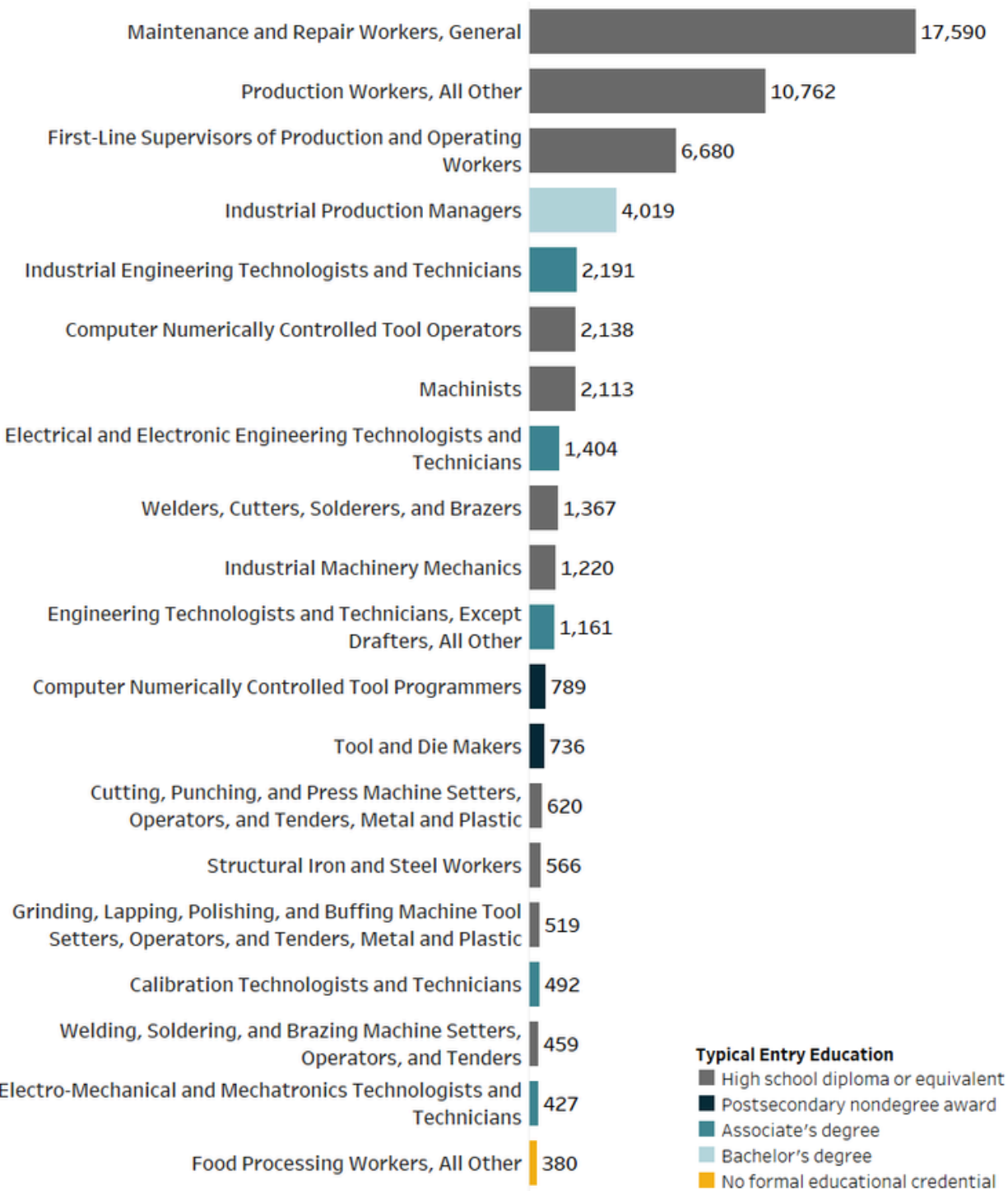


Data: Lightcast | Analysis: Workforce Intelligence Network

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 57,856 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 17,590 postings. Production Workers, All Other was in the second position with 10,762 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (6,680 postings), Industrial Production Managers (4,019 postings), and Industrial Engineering Technologists and Technicians (2,191 postings).





# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

The Skilled Trades occupation group offers a variety of entry requirements, though many jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$23.00 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$21.71 per hour or an annual salary of about \$45,157.

### 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	\$14.44	\$17.57	\$21.71	\$26.39	\$30.91
51-9199	Production Workers, All Other	\$14.74	\$15.98	\$16.92	\$19.97	\$24.62
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.46	\$24.48	\$30.82	\$38.16	\$47.45
11-3051	Industrial Production Managers	\$36.41	\$45.37	\$52.31	\$64.75	\$82.38
17-3026	Industrial Engineering Technologists and Technicians	\$22.13	\$23.50	\$28.36	\$36.75	\$39.80
51-9161	Computer Numerically Controlled Tool Operators	\$16.90	\$17.98	\$21.78	\$26.28	\$29.84
51-4041	Machinists	\$17.30	\$18.74	\$22.95	\$28.78	\$33.56
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.98	\$23.21	\$30.19	\$38.06	\$46.21
51-4121	Welders, Cutters, Solderers, and Brazers	\$16.99	\$18.40	\$22.31	\$25.33	\$30.67
49-9041	Industrial Machinery Mechanics	\$19.64	\$23.67	\$29.42	\$34.38	\$38.47

### In-Demand Technical Skills

- Machinery
- Hand Tools
- Continuous Improvement Process
- Plumbing
- Machine Operation

### In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Detail Oriented
- Management

### In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- HVAC Certification
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification

### In-Demand Education Level\*

- High school or GED: 41.1%
- Associate degree: 8.3%
- Bachelor's degree: 12.3%
- Master's degree: 2.3%

### Top Posting Employers

- Aerotek
- ManpowerGroup
- Express Employment Professionals
- Taldeco
- Branex Group
- Kelly Services
- GPAC
- General Motors
- Elwood Staffing
- Actalent

### Job Postings by City

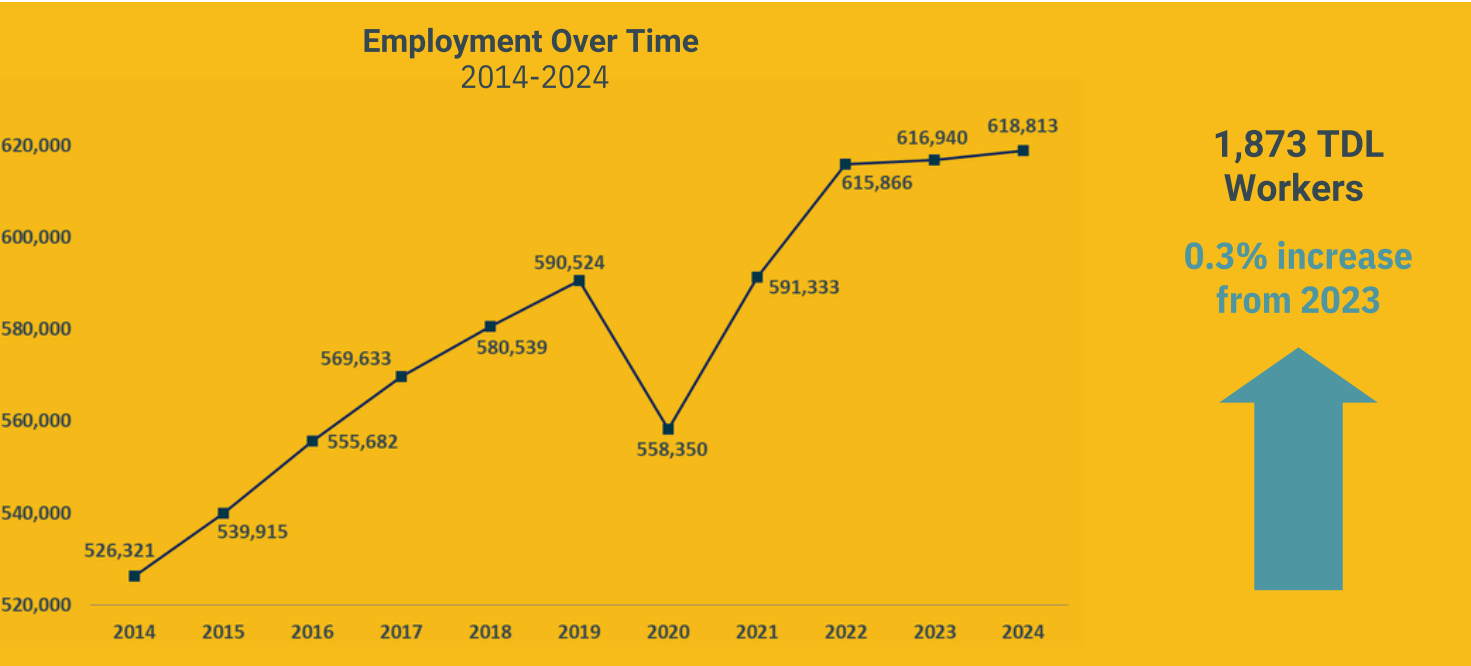
1. Grand Rapids: 4,616 Postings
2. Detroit: 3,498 Postings
3. Lansing: 2,173 Postings
4. Warren: 1,464 Postings
5. Holland: 1,411 Postings
6. Sterling Heights: 1,331 Postings
7. Auburn Hills: 1,313 Postings
8. Kalamazoo: 1,286 Postings
9. Livonia: 1,186 Postings
10. Ann Arbor: 1,175 Postings

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

2024  
State of  
Michigan

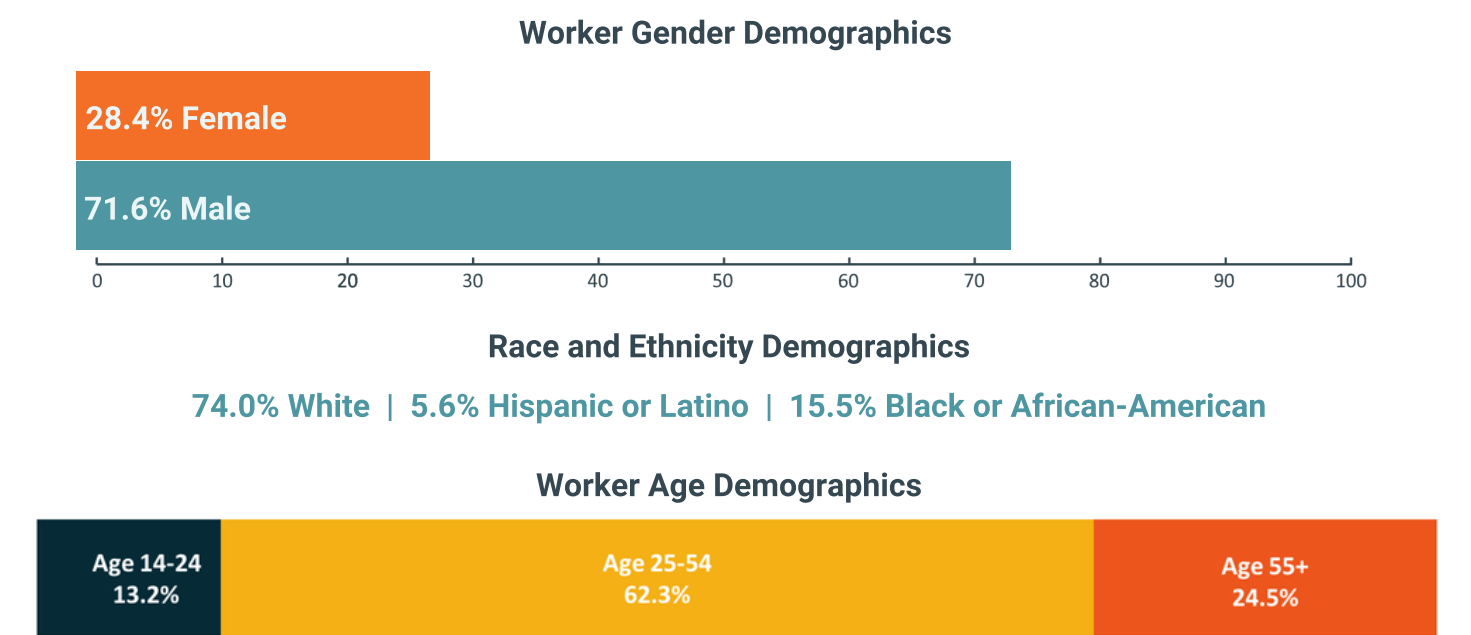
TRANSPORTATION, DISTRIBUTION,  
AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers help efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in southeast Michigan.



### TDL Worker Demographics

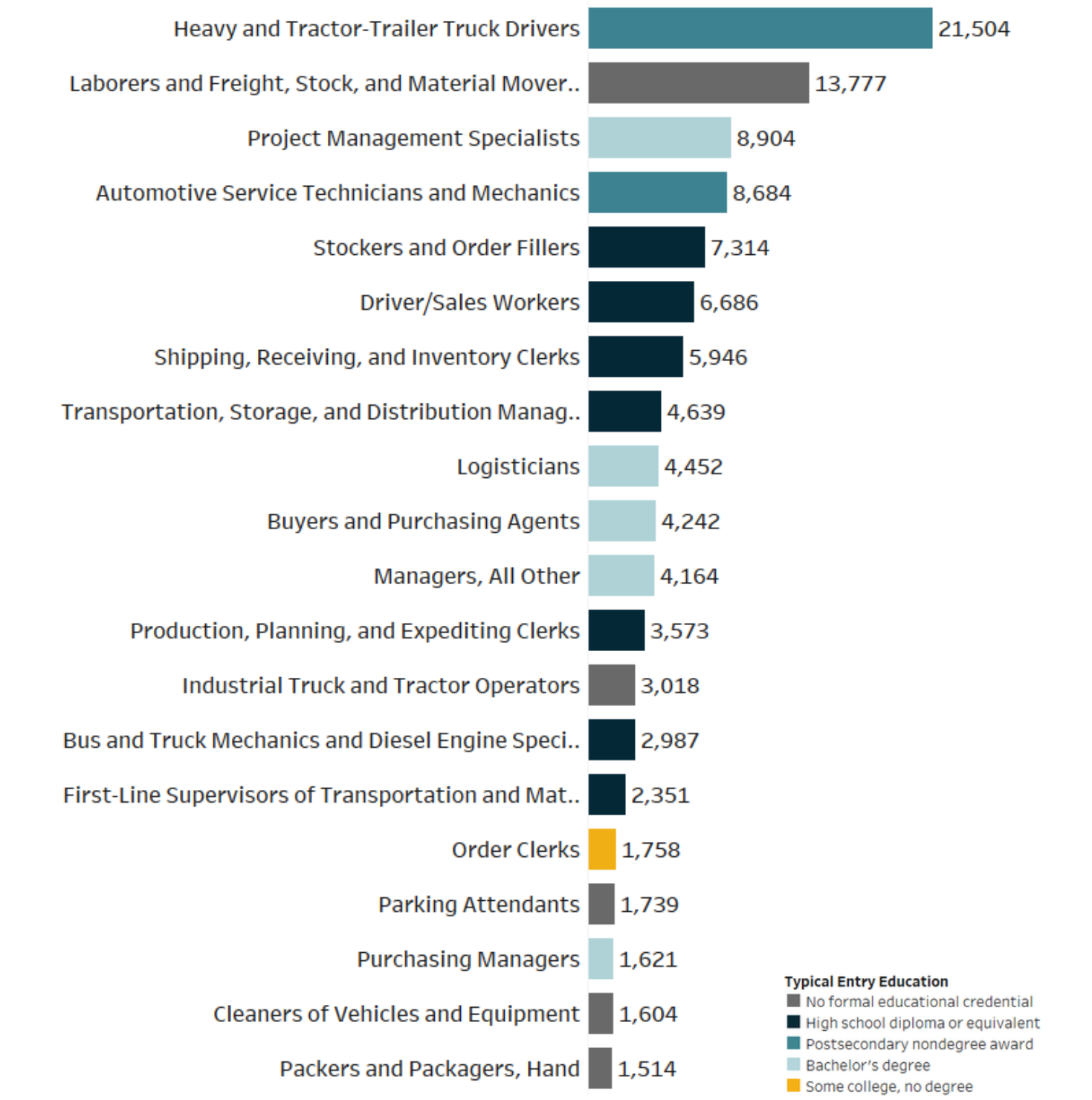
The TDL occupation group has a large workforce, employing 618,813 individuals in 2024. This group is primarily made up of males (71.6 percent) between the age of 25 and 54 (62.3 percent), with 28.4 percent of workers identifying as female and just 26.0 percent identifying as a racial minority. Also of note was that 13.2 percent of the workers in the occupation group were under the age of 25, compared to the 24.5 percent 55 years of age or older.



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

In 2024, there were a total of 130,328 job postings for TDL workers, with Heavy and Tractor-Trailer Truck Drivers as the most sought-after occupation by TDL industry employers with 21,504 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 13,777 postings. Other top posted jobs include Project Management Specialists (8,904 postings), Automotive Service Technicians and Mechanics (8,684 postings), and Stockers and Order Fillers (7,314 postings).



# 2024 State of Michigan TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP Wage Overview

Wages in the TDL field do not necessarily scale with education or experience as seen in other occupations. The TDL occupation group offers a broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$24.00 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$24.37 per hour or an annual salary of about \$50,690.

## Wage Overview for Top Posted TDL Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.58	\$21.94	\$24.37	\$28.91	\$33.37
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$14.53	\$16.75	\$18.14	\$21.73	\$24.67
13-1082	Project Management Specialists	\$27.96	\$35.89	\$46.25	\$60.51	\$66.64
49-3023	Automotive Service Technicians and Mechanics	\$14.86	\$17.74	\$23.02	\$29.44	\$36.94
53-7065	Stockers and Order Fillers	\$13.83	\$14.83	\$16.95	\$18.90	\$23.20
53-3031	Driver/Sales Workers	\$11.21	\$12.94	\$17.84	\$23.51	\$29.06
43-5071	Shipping, Receiving, and Inventory Clerks	\$15.70	\$17.44	\$19.69	\$23.08	\$29.24
11-3071	Transportation, Storage, and Distribution Managers	\$28.97	\$35.80	\$46.07	\$60.91	\$79.56
13-1081	Logisticians	\$23.15	\$28.83	\$37.41	\$48.26	\$61.01
13-1028	Buyers and Purchasing Agents	\$21.29	\$26.70	\$34.90	\$44.35	\$52.76

### In-Demand Technical Skills

- Warehousing
- Project Management
- Forklift Truck
- Merchandising
- Purchasing

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Operations
- Detail Oriented

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- CDL Class A License
- Automotive Service Excellence (ASE) Certification
- Project Management Professional Certification

### In-Demand Education Level\*

- High school or GED: 28.0%
- Associate degree: 4.9%
- Bachelor's degree: 18.4%
- Master's degree: 3.6%

### Top Posting Employers

- Walmart
- Meijer
- Kroger
- Roehl Transport
- GPAC
- Aerotek
- Belle Tire
- ManpowerGroup
- Domino's Pizza
- Chevrolet

### Job Postings by City

1. Detroit: 9,637 Postings
2. Grand Rapids: 9,619 Postings
3. Lansing: 6,768 Postings
4. Ann Arbor: 4,163 Postings
5. Troy: 3,291 Postings
6. Livonia: 3,152 Postings
7. Warren: 3,026 Postings
8. Kalamazoo: 2,865 Postings
9. Sterling Heights: 2,348 Postings
10. Dearborn: 2,299 Postings

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



# WIN

## WORKFORCE INTELLIGENCE NETWORK



**SEMCA Workforce Intelligence Network  
for Southeast Michigan (WIN)**

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