

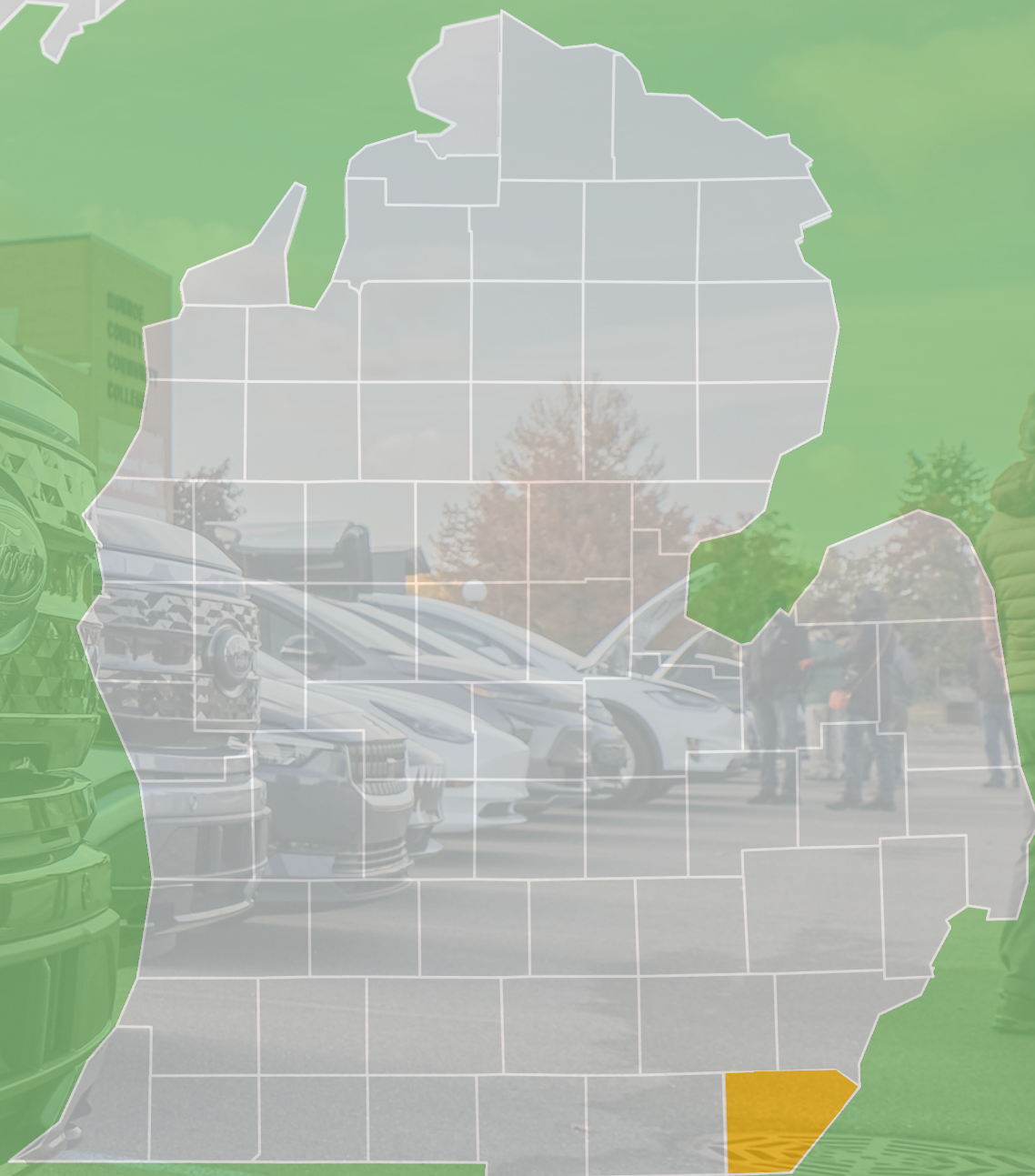
LABOR MARKET REPORT

JAN - DEC
2024

WIN

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MONROE COUNTY

2024

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CONNECT

+313.744.2946

info@winintelligence.org

25363 Eureka Rd, Taylor, MI 48180

winintelligence.org

@workforce intelligence network

@win-semich

@workforce intelligence network (WIN)



INTRODUCTION

Monroe 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 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 Monroe 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 Monroe County for the Agriculture, Customer Service, Energy, Skilled Trades and TDL 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.

2024 MONROE COUNTY

MONROE
COUNTY

Annual State of the Labor Market

Over the course of CY2024, the labor force grew by 3,025 individuals (4.0 percent) while employment significantly increased by 2,523 individuals (3.5 percent) from 2023. Unemployment increased by 502 workers and the unemployment rate increasing 0.5 percentage points from 4.4 percent in 2023 to 4.9 percent in 2024. Registered Nurses tops the list as the most demanded occupation in 2024, accounting for 625 job postings followed by Heavy and Tractor-Trailer Truck Drivers with 563 postings. Health Care and Skilled Trades occupations continue to be heavily demanded in Monroe County.

Annual Labor Market Information

The labor force in Monroe County increased by 3,025 individuals between 2023 and 2024. Employment grew by 2,523 workers (3.5 percent) over the same period, while unemployment rose by 502 workers, bringing the total number of unemployed individuals to 3,868. The unemployment rate fell in 2024 was 4.9 percent, down 0.5 percentage points from 2023's rate of 4.4 percent. Although unemployment increased slightly in absolute numbers, the rate remains relatively low and stable, reflecting continued labor market resilience.

Annual Labor Force, Employment, Unemployment Rate
2014-2024

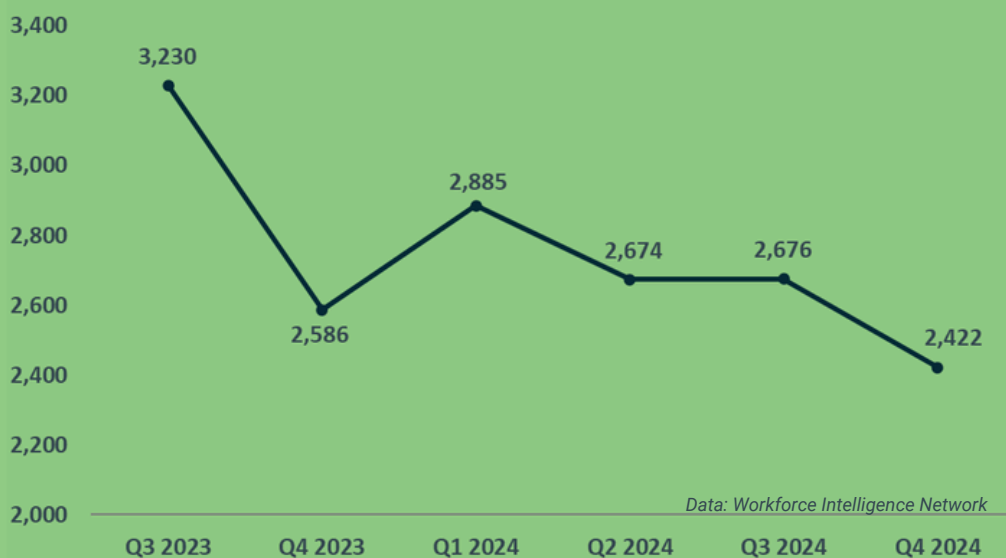


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 indicates a continued decline in employer demand since the end of Q1 2024. In Q4, Monroe County recorded an average of 2,422 monthly job postings, a decrease of 254 from the Q3 average of 2,676 postings. The highest level of employer demand in 2024 occurred in Q1, with an average of 2,885 monthly postings, representing an increase of 299 postings (11.6 percent) from Q4 2023. The decline in average monthly postings in three of the past four quarters may reflect a cooling labor market or shifting employer hiring patterns in the region.

Average Quarterly Posting Analysis Monroe County
Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024
MONROE
COUNTY

ANNUAL WORKFORCE INDICATORS

Key Findings

20.9%

Employer demand decreased by 20.9 percent, a loss of 3,781 job postings since 2023

High School Diploma

Most in-demand minimum education level during Q4

In Q4, employment totaled

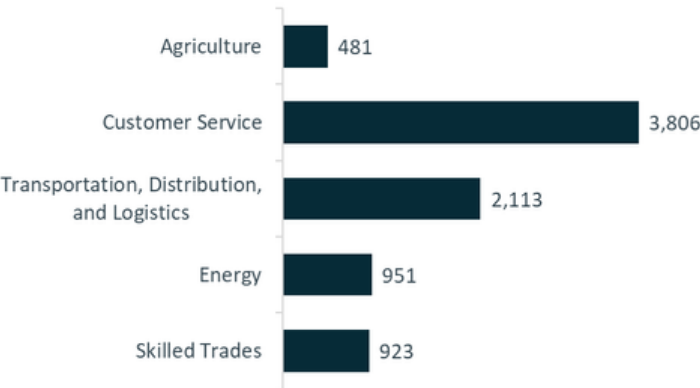
75,989

an increase of 1,677 workers since Q4 2023

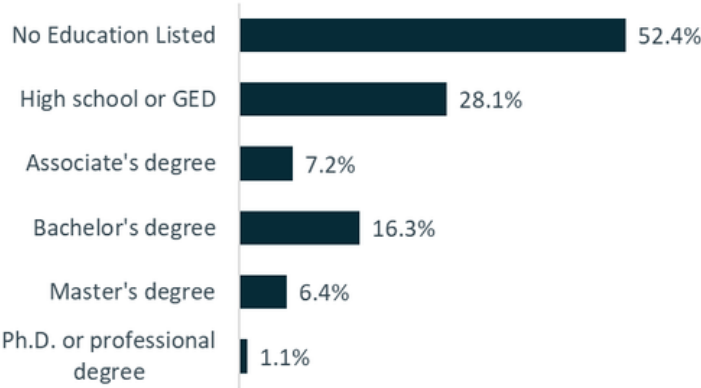
During 2024, there were 14,351 job postings, or 3,781 less than the 18,132 postings made during 2023 in Monroe County. The first quarter of 2024 saw the highest demand for the year with an average of 2,885 postings, a 11.6 percent increase since Q4 2023. The top posted job occupations in 2024 include Registered Nurses, Heavy and Tractor-Trailer Truck Drivers, Medical Assistants, Retail Salespersons, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 14,351 unique postings in Monroe County during 2024, 4,033 (28.1 percent) required a High School diploma or equivalent, while 3,375 postings (23.5 percent) required a College degree. An additional 1,073 postings (7.5 percent) required an advanced degree. The high demand for Registered Nurses within the county drives this high demand for workers with select skill sets.

Top 5 Posting Occupation Groups
2024



Education Levels In-Demand
2024



Labor market conditions in Monroe County continued to evolve in 2024, showing signs of steady growth and modest stabilization. The labor force increased each quarter, peaking in Q4 2024 at 80,274 individuals, up 2,887 from Q4 2023. Employment followed a similar trajectory, rising to 75,989 workers in Q4, an increase of 1,677 over the year. Unemployment fluctuated during the year, reaching a high of 4,450 individuals in Q3 before declining by 165 in Q4, ending the year at 4,285 unemployed workers. The unemployment rate rose to 5.6 percent in Q3 2024 but dropped slightly to 5.3 percent in Q4, suggesting potential easing in labor market pressure. 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	77,387	78,495	79,251	79,475	80,274	799	1.0%	2,887	3.7%
Employment	74,312	75,246	75,765	75,025	75,989	964	1.3%	1,677	2.3%
Unemployment	3,075	3,249	3,486	4,450	4,285	-165	-3.7%	1,211	39.4%
Unemployment Rate	4.0%	4.1%	4.4%	5.6%	5.3%	-0.3%	na	1.4%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following consistent growth throughout 2024, the labor force in Monroe County reached 79,374 individuals, an increase of 3,025 individuals since 2023. Employment also rose to 75,506 workers, making a gain of 2,523 over the year. However, both unemployment and the unemployment rate increased during this period. The number of unemployed individuals grew to 3,868, up 502 from the previous year, though still significantly lower than the peak of 6,908 recorded in 2020. The unemployment rate rose by 0.5 percentage points, reaching 4.9 percent in 2024.

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	75,927	76,092	76,357	76,448	75,765	76,192	74,232	72,202	73,884	76,349	79,374	3,025	4.0%
Employment	71,292	72,628	73,056	72,736	72,596	73,258	67,323	67,969	70,377	72,983	75,506	2,523	3.5%
Unemployment	4,635	3,464	3,301	3,713	3,169	2,935	6,908	4,233	3,506	3,366	3,868	502	14.9%
Unemployment Rate	6.1%	4.6%	4.3%	4.9%	4.2%	3.9%	9.3%	5.9%	4.7%	4.4%	4.9%	0.5%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 75,331 people in the labor force, either working or seeking employment in Monroe County. Resident employment in the County totals 71,545 workers, 46.2 percent, of the total population in Monroe County. The highest unemployment rates in 2023 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 18.9 percent for males and 16.0 percent for females. Overall, males in the county have a higher unemployment rate than females, with 5.6 percent and 4.4 percent respectively, for 2023. Asian job seekers have a difficult time finding employment, facing an unemployment rate of 14.0 percent. Black and African job seekers also face difficulty, with an unemployment rate of 9.6 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	75,331	71,545	3,786	5.0%
Sex				
Male 16+	40,143	37,907	2,236	5.6%
16-19	1,444	1,292	152	10.5%
20-24	3,722	3,409	313	8.4%
25-54	24,809	23,553	1,256	5.1%
55-64	7,756	7,503	253	3.3%
65 Plus	2,412	2,150	262	10.9%
Female 16+	35,188	33,638	1,550	4.4%
16-19	1,879	1,789	90	4.8%
20-24	3,532	3,137	395	11.2%
25-54	21,548	20,656	892	4.1%
55-64	6,418	6,258	160	2.5%
65 Plus	1,811	1,798	13	0.7%
Race				
White	69,090	65,843	3,247	4.7%
Black / African	1,632	1,476	157	9.6%
Native American	93	87	6	6.5%
Asian	428	368	60	14.0%
Native Hawaiian /	0	0	0	-
Some Other Race	632	615	17	2.7%
Two or More Races	3,572	3,265	307	8.6%
Ethnicity				
Hispanic	3,422	3,224	198	5.8%

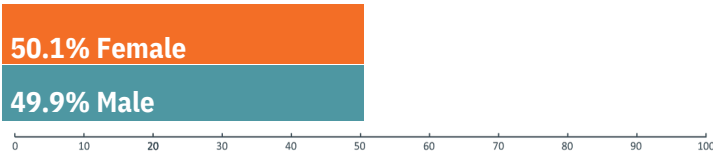
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2023 Census Population

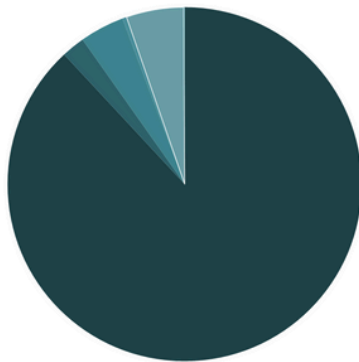
According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Monroe County decreased by about 0.1 percent between 2022 and 2023. During 2023, there were 155,001 people living in the county. The gender of the populace was split almost evenly, with about 50.1 percent of the population identifying as female and the other 49.9 percent identifying as male. A majority of the population identified as White (90.9 percent) with the second largest number of individuals identifying as Two or more races (5.4 percent). The region is facing an aging populace; with 34.4 percent of the population over the age of 54, compared to 28.7 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 90.9%
- Black or African American, 2.2%
- Hispanic or Latino, 4.2%
- Asian, 0.4%
- Two or More Races, 5.4%
- American Indian or Alaska Native, 0.1%
- Native Hawaiian or Other Pacific Islander, 0.00%



Population Age Demographics

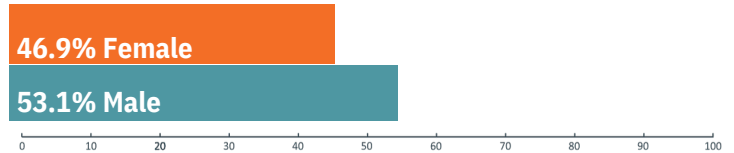


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2024 Current Workforce

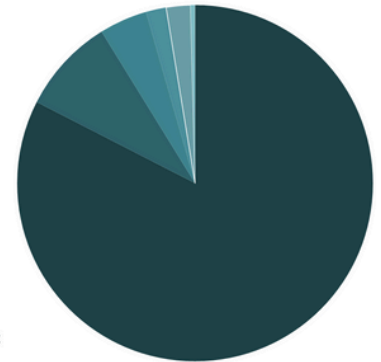
In 2024, the workforce had a total of 42,851 individuals working in Monroe County. A slight majority, 53.1 percent (22,774 workers) were male, while 46.9 percent (20,076 workers) of the workforce was female. Most workers in the county identified as White, accounting for 82.5 percent of the workforce, while Black or African American workers totaled 8.7 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.4 percent. A significant concentration of the workforce in Monroe County is between the age of 25 and 54 (60.7 percent), while 22.7 percent of workers are 55 and older.

Workforce Gender Demographics

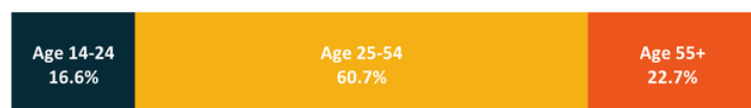


Workforce Race and Ethnicity Demographics

- White, 82.5%
- Black or African American, 8.7%
- Hispanic or Latino, 4.4%
- Asian, 1.8%
- Two or More Races, 2.2%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.02%



Workforce Age Demographics

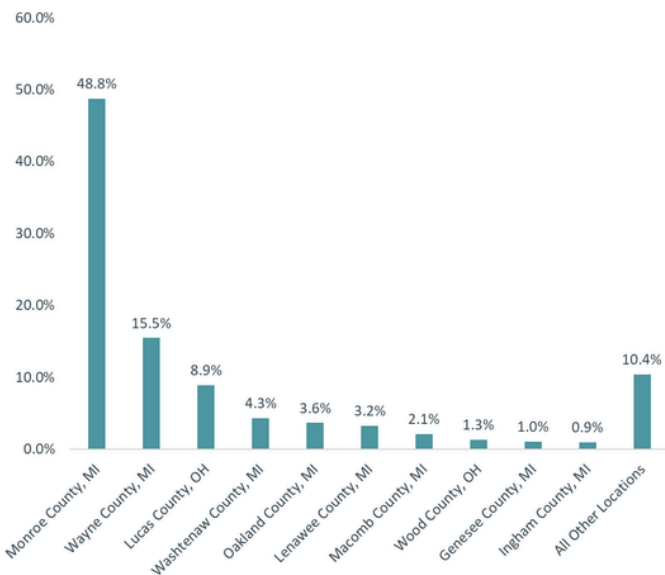


Data: Lightcast | Analysis: Workforce Intelligence Network

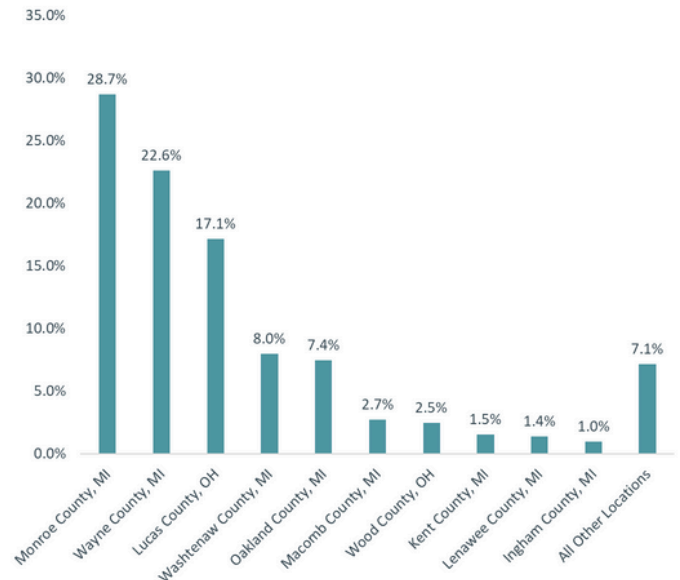
2024 MONROE COUNTY REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Monroe County's workforce consisted of 62,601 residents. There were 17,947 (28.7 percent) of the residents who lived and worked within Monroe County, while the remaining 44,654 residents (71.3 percent) who traveled outside of the County for work. There were 36,794 workers employed in the County during 2021. Of those, 18,847 workers (51.2 percent) lived outside of the County's borders and commuted in. Based upon this information, it can be concluded that Monroe County is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

Where Monroe County Residents Work



Where Monroe County Workers Live

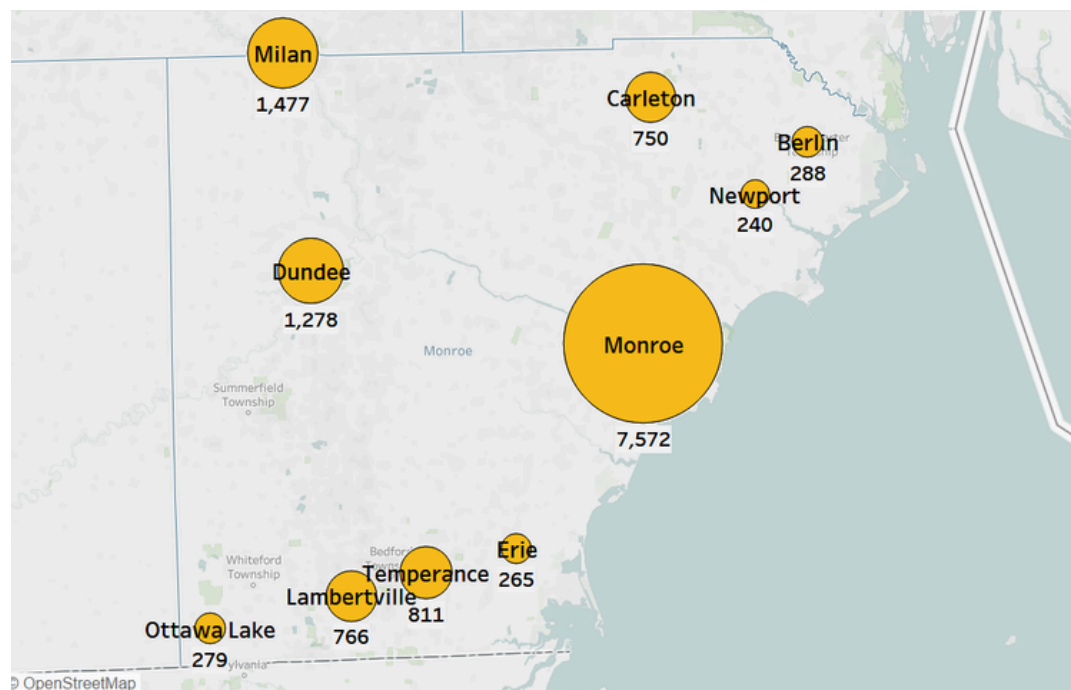


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

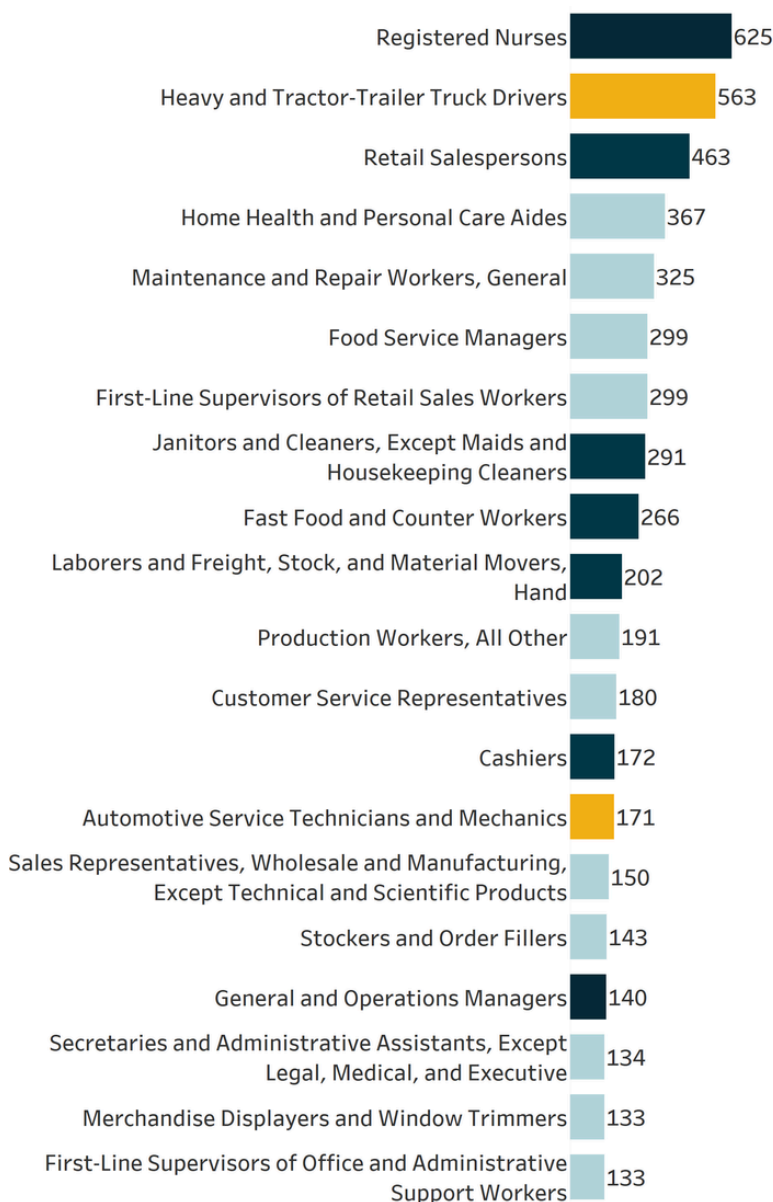
1. Monroe: 7,572 Postings
2. Milan: 1,477 Postings
3. Dundee: 1,278 Postings
4. Temperance: 811 Postings
5. Lambertville: 766 Postings
6. Carleton: 750 Postings
7. Verlin Township: 288 Postings
8. Ottawa Lake: 279 Postings
9. Erie: 265 Postings
10. Newport: 240 Postings



TOP POSTED JOBS

Top Posted Jobs

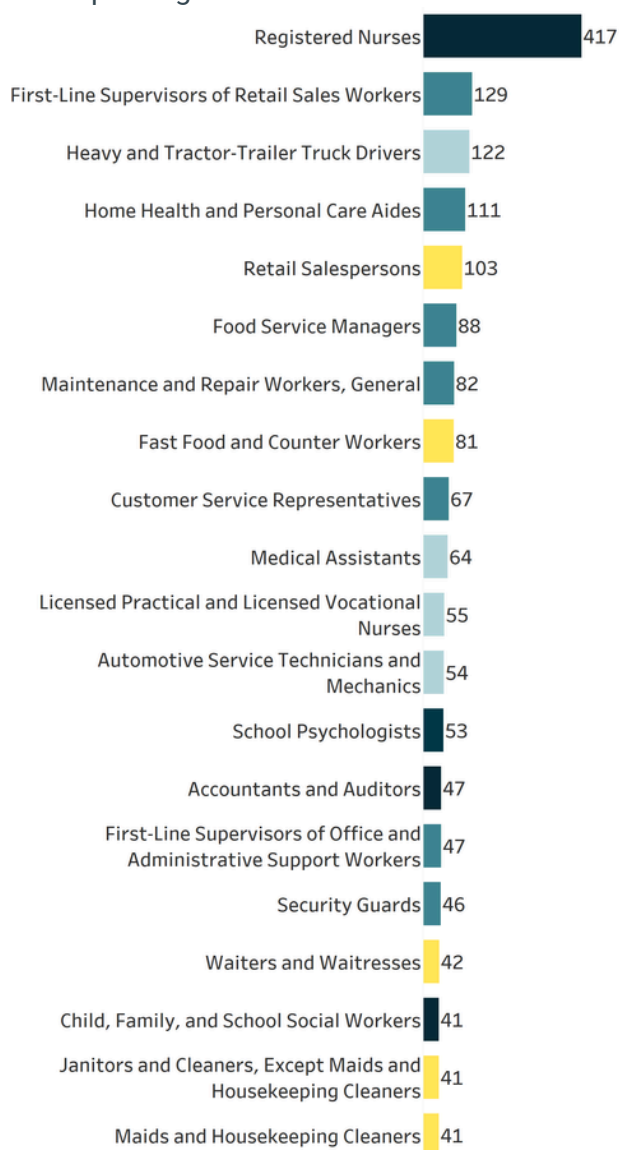
Registered Nurses is the top posted occupation for 2024 with 625 unique online job postings, and requires a Bachelor's degree for entry. Heavy and Tractor-Trailer Truck Drivers (563 postings) and Retail Salespersons (463 postings) round out the top three demanded occupations, requiring Postsecondary nondegree award and no formal educational credential, respectively. Fewer than half of the top 10 in-demand jobs require a formal educational credential.



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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 26.1 percent of the 2024 postings in Monroe County. 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 33.6 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 417 postings, requiring a Bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers with 129 postings.



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

AGRICULTURE OCCUPATION GROUP

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

Employment Over
Time 2014-2024

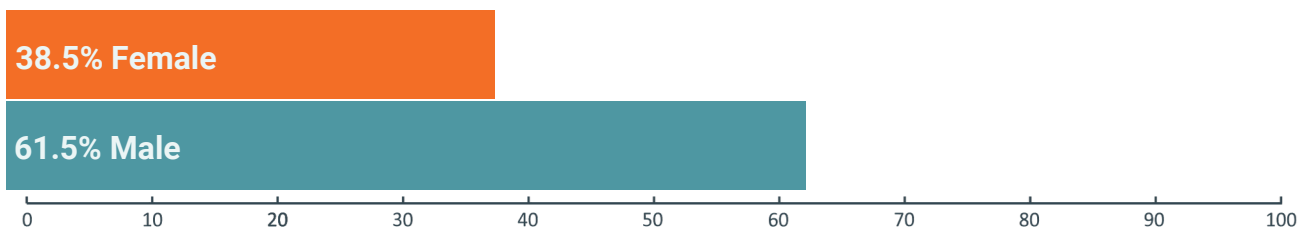


40
Agriculture
Workers
2.5% increase
from 2023

Agriculture Worker Demographics

According to 2024 Lightcast data, the 1,660 workers in the Agriculture group are not particularly diverse. Just 16.9 percent of the related workforce is under 25. Female workers account for 38.5 percent of the current workforce and only 16.1 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

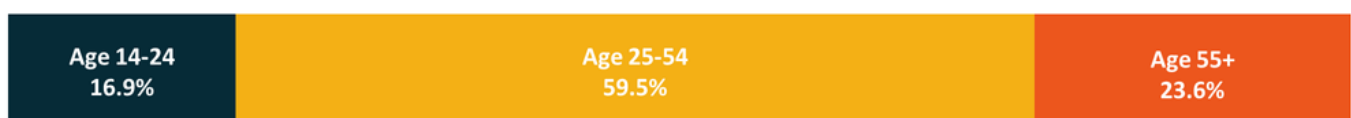
Worker Gender Demographics



Race and Ethnicity Demographics

83.9% White | 7.6% Hispanic or Latino | 5.2% Black or African-American

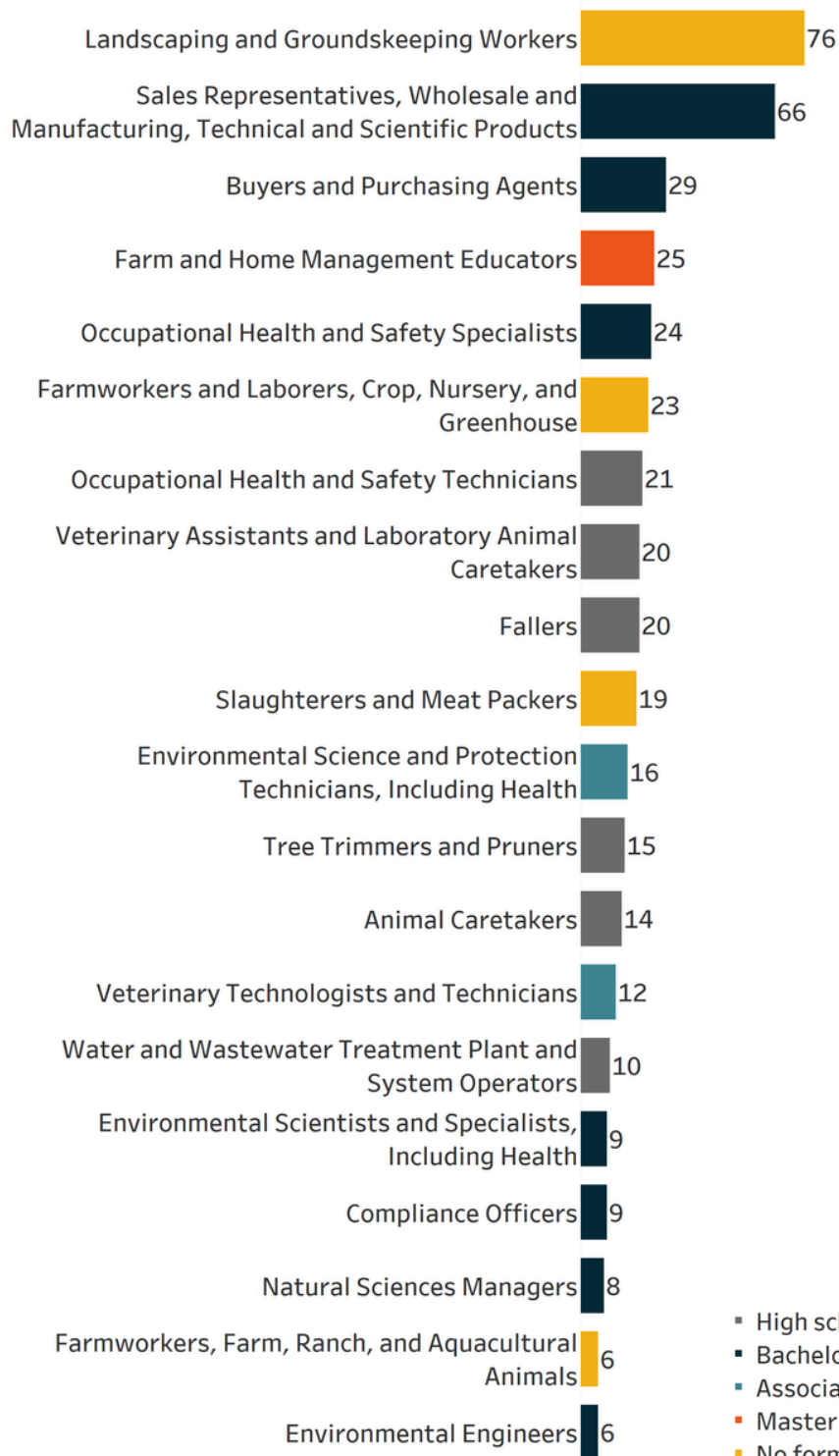
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 481 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during 2024, with 76 postings. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products was in the second position with 66 postings. Other top posted jobs include Buyers and Purchasing Agents (29 postings), Farm and Home Management Educators (25 postings), and Occupational Health and Safety Specialists (24 postings).



- High school diploma or equivalent
- Bachelor's degree
- Associate's degree
- Master's degree
- No formal educational credential

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 \$17.20 per hour. Landscaping and Groundskeeping Workers, the top posted Agriculture job, offers a median hourly wage of \$17.20 per hour or an annual salary of about \$35,776.

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
37-3011	Landscaping and Groundskeeping Workers	\$12.87	\$14.02	\$17.20	\$20.97	\$22.28
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$24.34	\$38.20	\$55.45	\$73.40	\$89.38
13-1028	Buyers and Purchasing Agents	\$18.04	\$25.47	\$32.70	\$44.92	\$56.57
25-9021	Farm and Home Management Educators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-5011	Occupational Health and Safety Specialists	\$21.61	\$31.11	\$36.53	\$44.65	\$57.22
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$10.10	\$11.45	\$15.36	\$19.40	\$26.11
19-5012	Occupational Health and Safety Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$14.12	\$15.42	\$17.37	\$18.11	\$21.60
45-4021	Fallers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-3023	Slaughterers and Meat Packers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Landscaping
- Pruning
- Mowing
- Lawn Care
- Chainsaws

In-Demand Foundational Skills

- Communication
- Sales
- Customer Service
- Management
- Operations

In-Demand Certifications

- Valid Driver's License
- First Aid Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Certified Arborist
- 30-Hour OSHA General Industry Card

In-Demand Education Level*

- High school or GED: 22.0%
- Associate degree: 7.1%
- Bachelor's degree: 20.0%
- Master's degree: 5.0%

Top Posting Employers

- The Davey Tree Expert Company
- Kroger
- Amazon
- Westinghouse Electric Company
- State of Michigan
- Asplundh Tree Experts
- Ark Animal Clinic
- Clean Harbors
- Four Star Greenhouse
- HPC Industrial

Job Postings by City

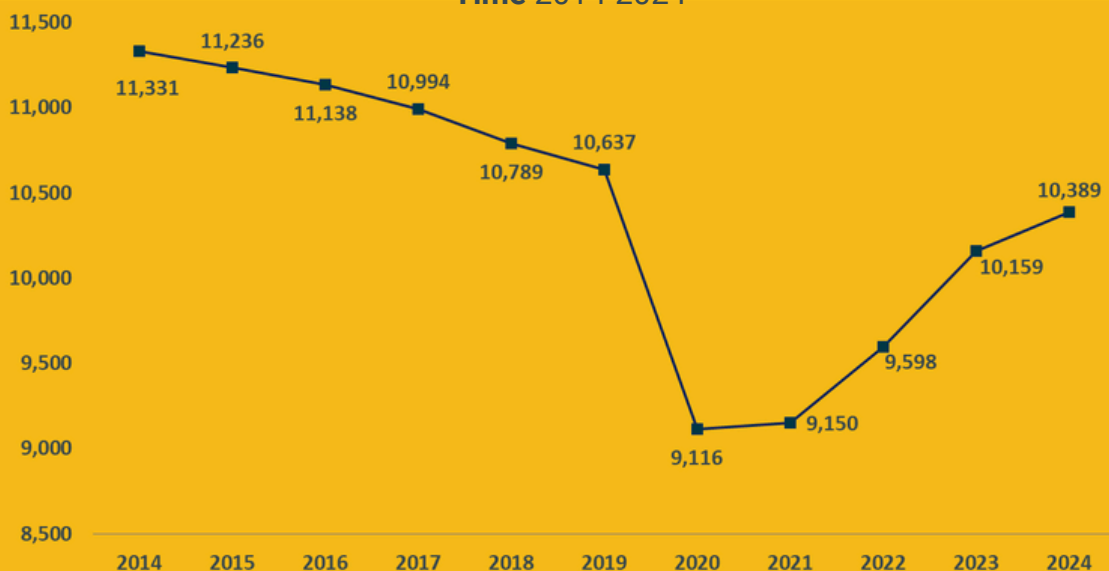
1. Monroe: 214 Postings
2. Milan: 64 Postings
3. Dundee: 44 Postings
4. Carleton: 35 Postings
5. Newport: 24 Postings
6. Lambertville: 22 Postings
7. Berlin Township: 21 Postings
8. Temperance: 16 Postings
9. Ottawa Lake: 9 Postings
10. Erie: 6 Postings

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

CUSTOMER SERVICE OCCUPATION GROUP

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

**Employment Over
Time 2014-2024**



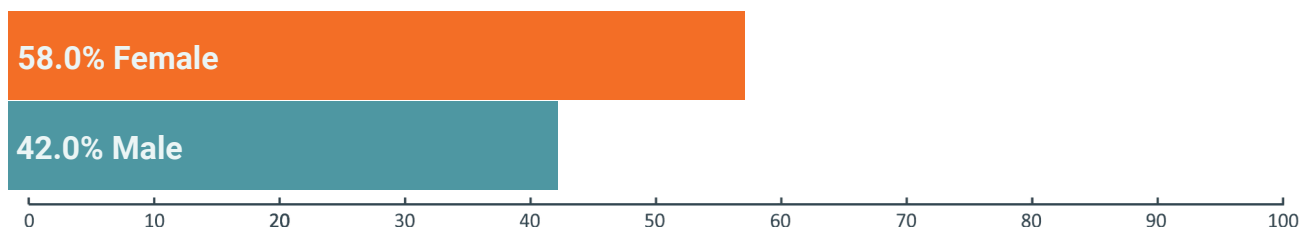
**231
Customer Service
Workers**

**2.3% increase
from 2023**

Customer Service Worker Demographics

In 2024, there were 10,389 workers in the Customer Service occupation group. This group is primarily made up of females (58.0 percent) and between the ages of 25 and 54 (48.0 percent), with 40.0 percent of workers identifying as male and just 16.3 percent identifying as a racial minority. Also of note was that 32.8 percent of the workers in the occupation group were under the age of 25, compared to the 19.3 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

83.7% White | 4.5% Hispanic or Latino | 7.2% Black or African-American

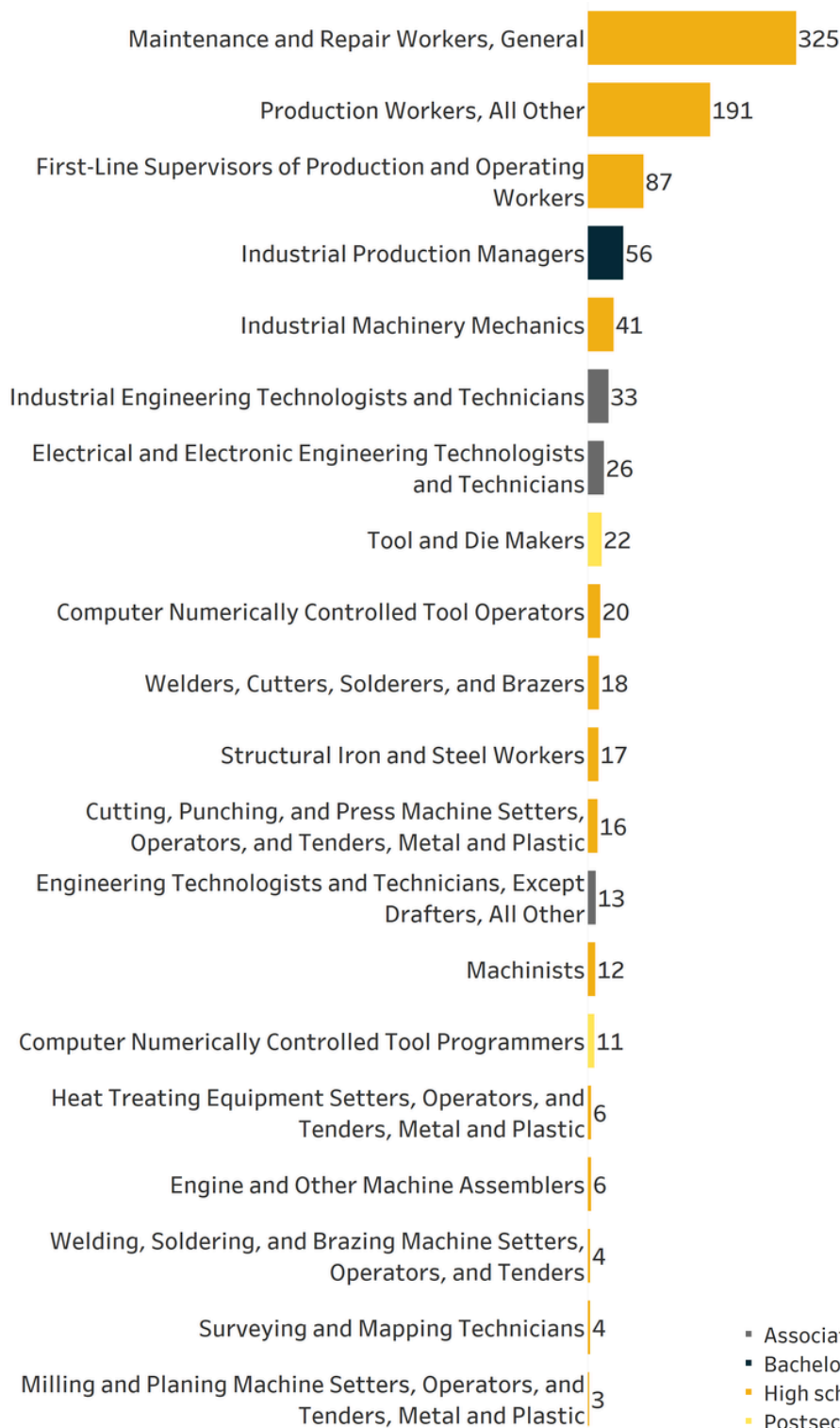
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

There were a total of 3,806 job postings for Customer Service workers in 2024, a decrease of 14.6 percent since 2023. Retail Salespersons was the most sought-after occupation by Customer Service industry employers with 463 postings. Food Service Managers was in the second position with 299 postings. Other top posted jobs include First-Line Supervisors of Retail Sales Workers (299 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (291 postings), and Fast Food and Counter Workers (266 postings).



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

CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most Customer Service-related occupations offer relatively low wages. However, the Customer Service 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. Half of the top jobs pay over \$16.55 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.99 per hour or an annual salary of about \$31,179. With interest in gaining additional experience and training, workers can transition to managerial positions, such as First Line Supervisors of Retail Sales Workers, which offers a median wage of \$21.33 per hour or \$44,366 annually.

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	\$11.61	\$13.01	\$14.99	\$17.78	\$24.95
11-9051	Food Service Managers	\$20.56	\$23.22	\$25.29	\$29.77	\$37.09
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.05	\$17.12	\$21.33	\$26.75	\$33.34
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$12.33	\$14.34	\$16.26	\$18.78	\$21.11
35-3023	Fast Food and Counter Workers	\$11.16	\$12.52	\$13.29	\$14.18	\$16.30
43-4051	Customer Service Representatives	\$14.23	\$16.50	\$19.01	\$23.30	\$28.83
41-2011	Cashiers	\$11.07	\$11.91	\$13.42	\$14.66	\$17.28
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.83	\$23.88	\$34.88	\$47.17	\$63.71
53-7065	Stockers and Order Fillers	\$12.97	\$14.77	\$16.55	\$18.46	\$20.27
37-2012	Maids and Housekeeping Cleaners	\$12.53	\$13.45	\$14.97	\$16.31	\$18.48

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Cash Register
- Food Safety And Sanitation

In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Lifting Ability

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 31.8%
- Associate degree: 2.8%
- Bachelor's degree: 10.5%
- Master's degree: 2.5%

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

Top Posting Employers

- Kroger
- Amazon
- Love's
- Meijer
- Pilot Company
- Goodwill
- Arby's
- Bob Evans Restaurants
- Bass Pro Shops
- Taco Bell

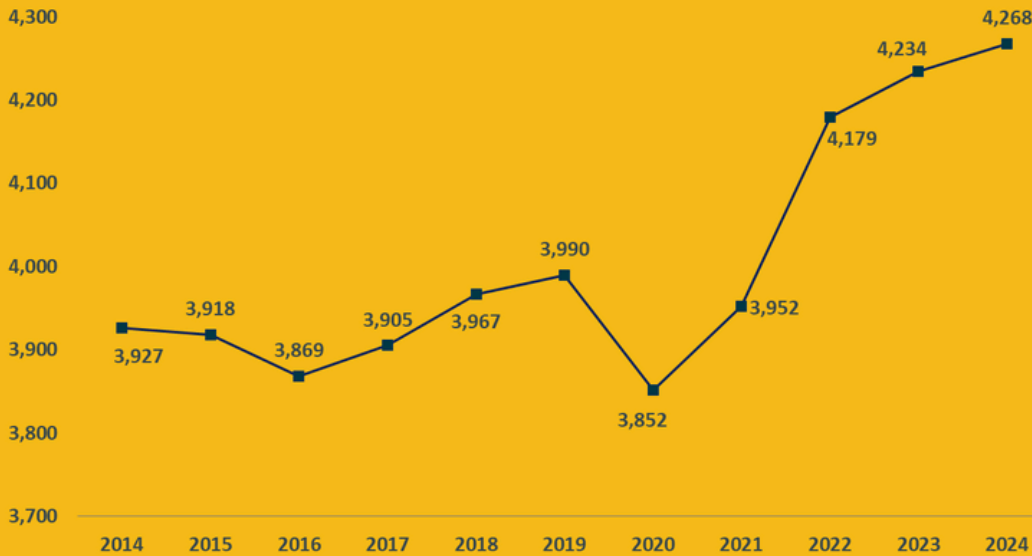
Job Postings by City

1. Monroe: 2,159 Postings
2. Dundee: 459 Postings
3. Milan: 339 Postings
4. Lambertville: 322 Postings
5. Temperance: 160 Postings
6. Carleton: 102 Postings
7. Ottawa Lake: 88 Postings
8. Erie: 36 Postings
9. Berlin Township: 30 Postings
10. Raisinvtl Township: 23 Postings

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.

**Employment Over
Time 2014-2024**



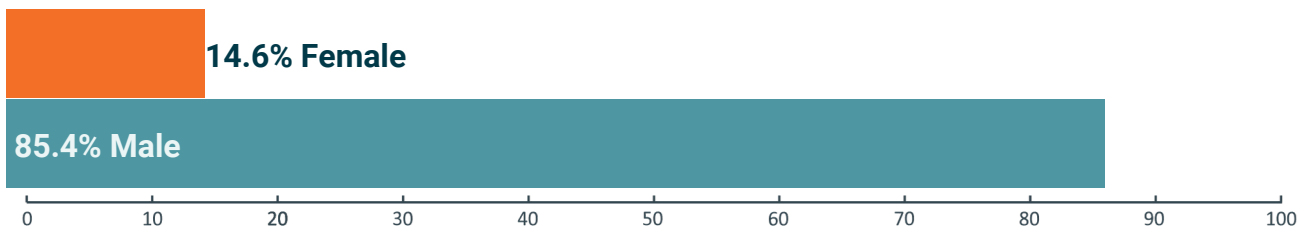
**34 Energy
Workers**

**0.8% increase
from 2023**

Energy Worker Demographics

In 2024, there were 4,268 workers in the Energy occupation group. This group is primarily made up of males (85.4 percent) and between the ages of 25 and 54 (69.6 percent), with 14.6 percent of workers identifying as female and just 12.9 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 24.4 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

87.1% White | 2.9% Hispanic or Latino | 6.5% Black or African-American

Worker Age Demographics

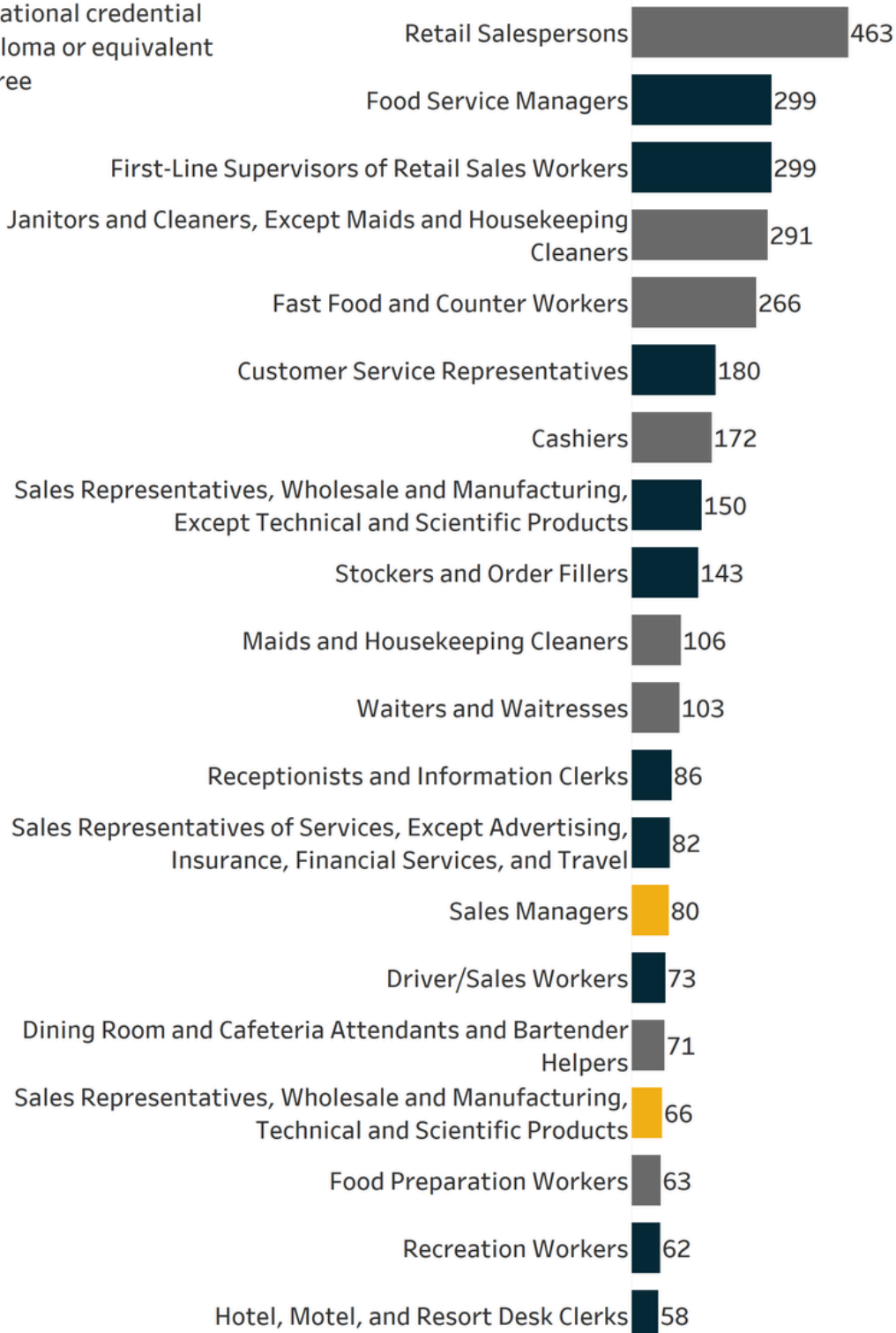


Data: Lightcast | Analysis: Workforce Intelligence Network

Top Posted Jobs

In 2024, there were a total of 951 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers during 2024 with 140 postings. Industrial Engineers was in the second position with 64 postings. Other top posted jobs include Industrial Truck and Tractor Operators (58 postings), Industrial Production Managers (56 postings), and Control and Valve Installers and Repairers, Except Mechanical Door (48 postings).

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



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. A high volume of jobs are open to candidates with High school diploma or equivalent in the Energy occupation group, though seven of the top ten jobs require a Bachelors degree. At least half of the top jobs pay over \$47.60 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$42.55 per hour or an annual salary of about \$88,504.

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	\$22.12	\$28.75	\$42.55	\$63.16	\$92.70
17-2112	Industrial Engineers	\$32.22	\$37.99	\$47.66	\$56.79	\$60.60
53-7051	Industrial Truck and Tractor Operators	\$16.00	\$17.99	\$18.90	\$22.89	\$27.79
11-3051	Industrial Production Managers	\$36.70	\$45.67	\$56.72	\$65.10	\$79.16
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	\$22.96	\$37.37	\$44.06	\$48.52	\$48.52
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.45	\$22.72	\$27.20	\$37.93	\$38.77
17-2071	Electrical Engineers	\$36.14	\$39.62	\$49.47	\$53.03	\$60.65
11-9041	Architectural and Engineering Managers	\$52.61	\$58.90	\$65.54	\$79.96	\$100.62
17-2161	Nuclear Engineers	\$48.90	\$50.31	\$59.54	\$60.16	\$78.38
17-2141	Mechanical Engineers	\$30.78	\$37.68	\$47.60	\$59.86	\$73.44

In-Demand Technical Skills

- Continuous Improvement Process
- Forklift Truck
- Project Management
- Programmable Logic Controllers
- Auditing

In-Demand Education Level*

- High school or GED: 26.4%
- Associate degree: 10.1%
- Bachelor's degree: 34.1%
- Master's degree: 8.4%

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

In-Demand Foundational Skills

- Communication
- Operations
- Management
- Troubleshooting
- Problem Solving

Top Posting Employers

- Plastipak
- DTE Energy
- Twb Company
- AutoZone
- Midway Products Group
- Amazon
- Coolsys
- Gerdau Ameristeel Corporation
- Tenneco
- United Engineers & Constructors

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- EPA 608 Technician Certification
- OSHA Certification
- Automotive Service Excellence (ASE) Certification

Job Postings by City

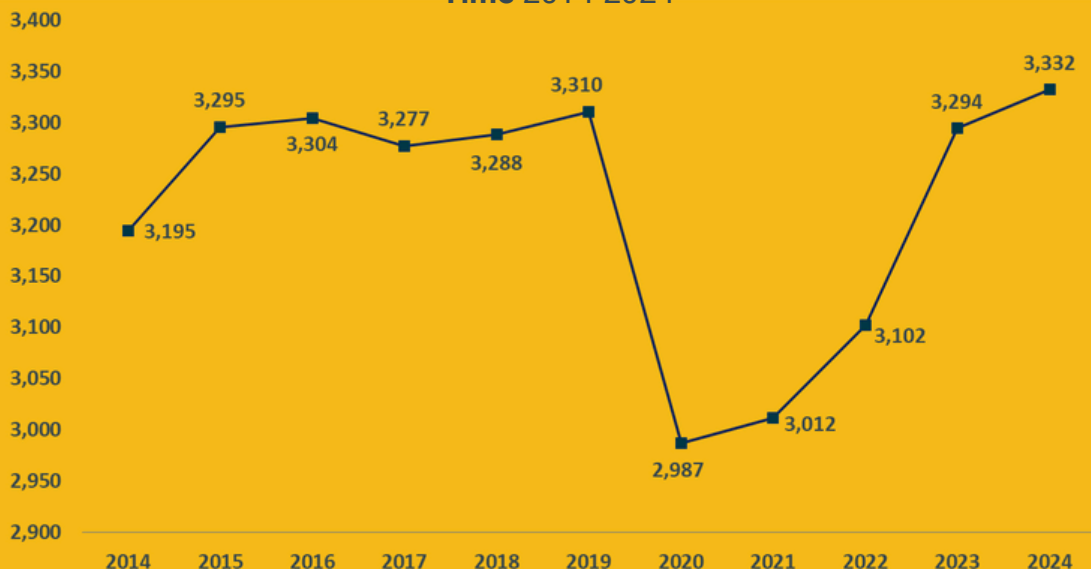
1. Monroe: 426 Postings
2. Dundee: 124 Postings
3. Milan: 87 Postings
4. Berlin Township: 72 Postings
5. Carleton: 56 Postings
6. Newport: 48 Postings
7. Lambertville: 25 Postings
8. Temperance: 25 Postings
9. Luna Pier: 20 Postings
10. Eric: 17 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

**Employment Over
Time 2014-2024**

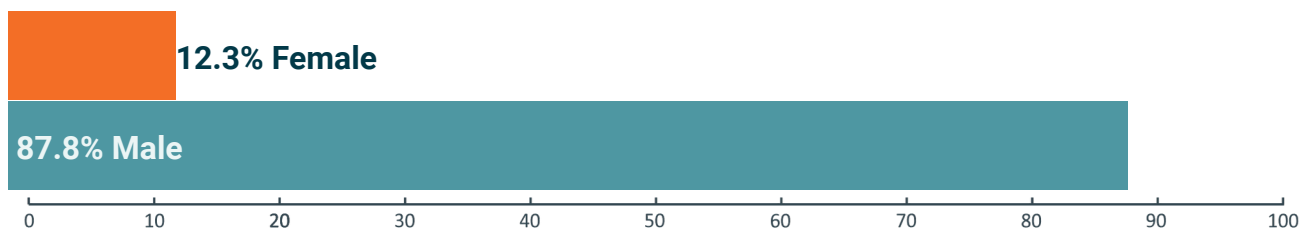


38
Skilled Trades
Workers
1.1% increase
from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 3,332 workers in the Skilled Trades group are not particularly diverse. Just 7.2 percent of the related workforce is under 25. Female workers account for 12.2 percent of the current workforce and only 15.5 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.

Worker Gender Demographics



Race and Ethnicity Demographics

84.5% White | 3.8% Hispanic or Latino | 8.7% Black or African-American

Worker Age Demographics

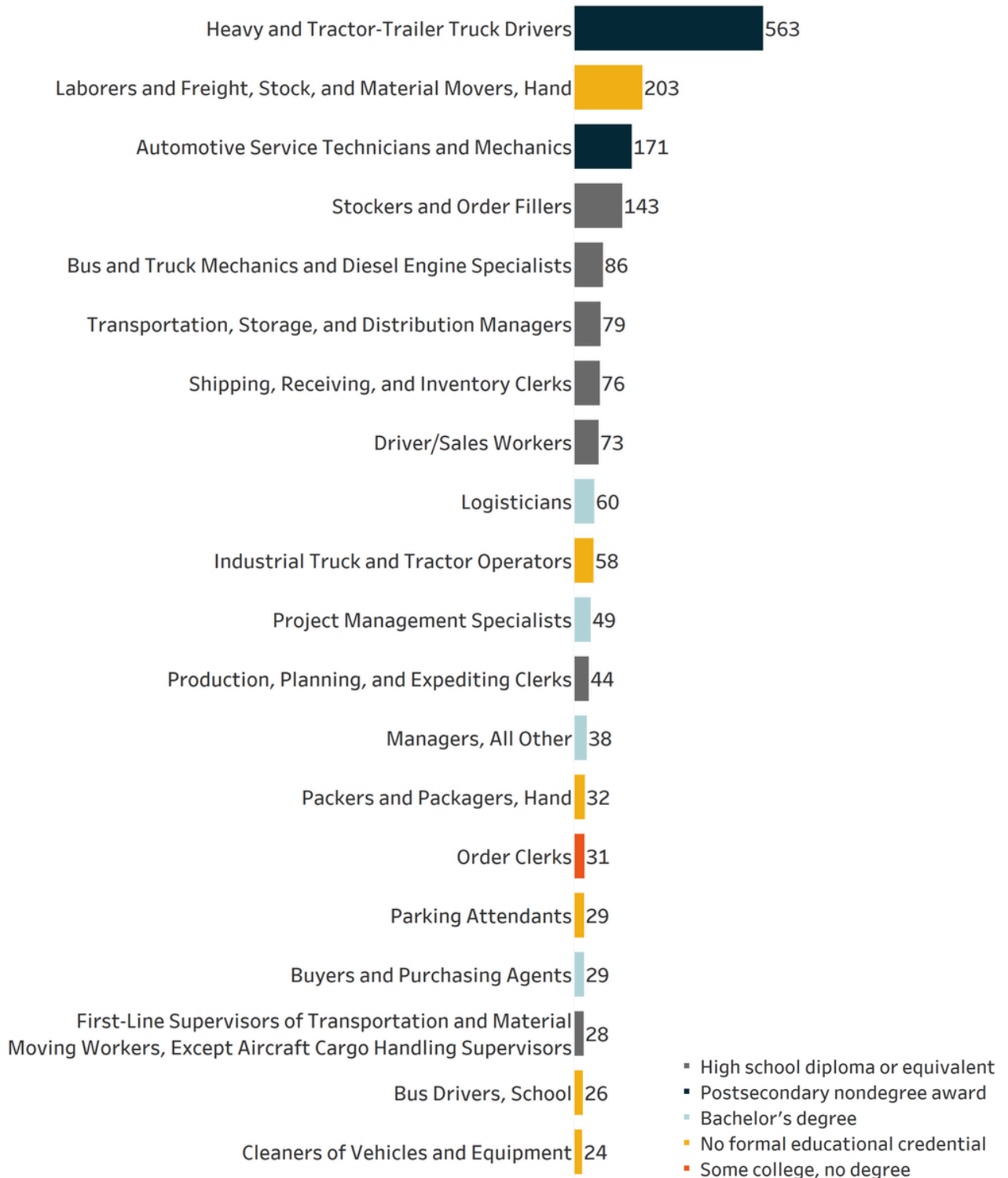


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 923 job postings for Skilled Trades workers. Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 325 postings. Production Workers, All Other was in the second position with 191 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (87 postings), Industrial Production Managers (56 postings), and Industrial Machinery Mechanics (41 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All of the top ten in-demand skilled trades occupations have median wages above \$15.10 per hour. The Skilled Trades occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High school diploma or equivalent. Half of the top jobs pay over \$28.89 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$19.61 per hour or an annual salary of about \$40,788.

Wage Overview for Top Posted Skilled Trades Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$13.57	\$16.38	\$19.61	\$25.57	\$31.09
51-9199	Production Workers, All Other	\$11.84	\$11.84	\$15.10	\$17.72	\$21.45
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.26	\$24.57	\$31.77	\$41.02	\$61.36
11-3051	Industrial Production Managers	\$36.70	\$45.67	\$56.72	\$65.10	\$79.16
49-9041	Industrial Machinery Mechanics	\$21.16	\$23.85	\$28.89	\$32.81	\$37.51
17-3026	Industrial Engineering Technologists and Technicians	\$25.91	\$32.22	\$40.20	\$43.35	\$44.56
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$24.10	\$35.63	\$41.92	\$45.77	\$52.26
51-4111	Tool and Die Makers	\$17.65	\$21.65	\$25.04	\$30.50	\$35.94
51-9161	Computer Numerically Controlled Tool Operators	\$15.66	\$17.72	\$22.88	\$32.97	\$32.97
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.84	\$16.94	\$20.77	\$23.42	\$28.21

In-Demand Technical Skills

- Machinery
- Machine Operation
- Forklift Truck
- Continuous Improvement Process
- Welding

In-Demand Foundational Skills

- Troubleshooting (Problem Solving)
- Operations
- Communication
- Detail Oriented
- Management

In-Demand Certifications

- Valid Driver's License
- HVAC Certification
- Forklift Certification
- Mechatronics Certification
- Food Safety Certification

In-Demand Education Level*

- High school or GED: 42.3%
- Associate degree: 6.8%
- Bachelor's degree: 9.1%
- Master's degree: 1.5%

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

Top Posting Employers

- Plastipak
- Express Employment Professionals
- Aerotek
- Meijer
- Clean Tech Recycling Careers
- Mrd Apartments
- Cardinal Staffing Services
- Phoenix Services
- Tyson Foods
- Bay Corrugated Container

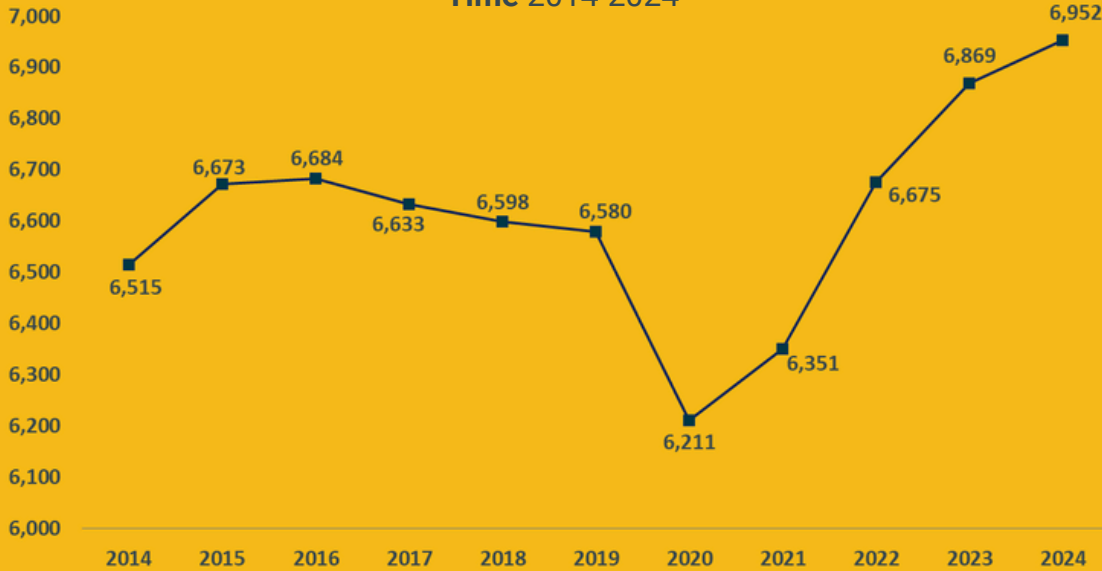
Job Postings by City

1. Monroe: 350 Postings
2. Dundee: 185 Postings
3. Milan: 127 Postings
4. Temperance: 74 Postings
5. Carleton: 49 Postings
6. Erie: 40 Postings
7. Berlin Township: 24 Postings
8. Newport: 23 Postings
9. Ottawa Lake: 22 Postings
10. La Salle: 6 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers 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.

Employment Over
Time 2014-2024

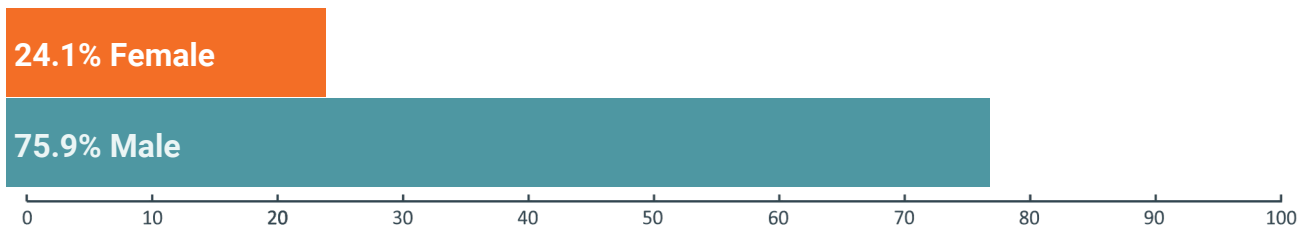


83
TDL Workers
1.2% increase
from 2023

TDL Worker Demographics

In 2024, there were 6,952 workers in the TDL occupation group. This group is primarily made up of males (75.9 percent) and between the ages of 25 and 54 (61.8 percent), with 24.1 percent of workers identifying as female and just 21.3 percent identifying as a racial minority. Also of note was that 14.2 percent of the workers in the occupation group were under the age of 25, compared to the 24.0 percent 55 years of age or older.

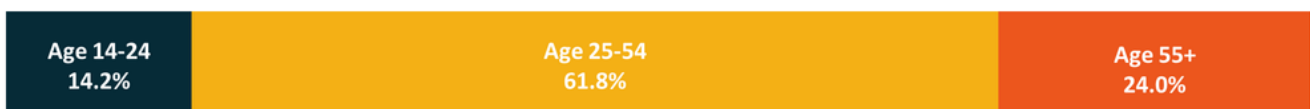
Worker Gender Demographics



Race and Ethnicity Demographics

78.7% White | **4.7% Hispanic or Latino** | **12.8% Black or African-American**

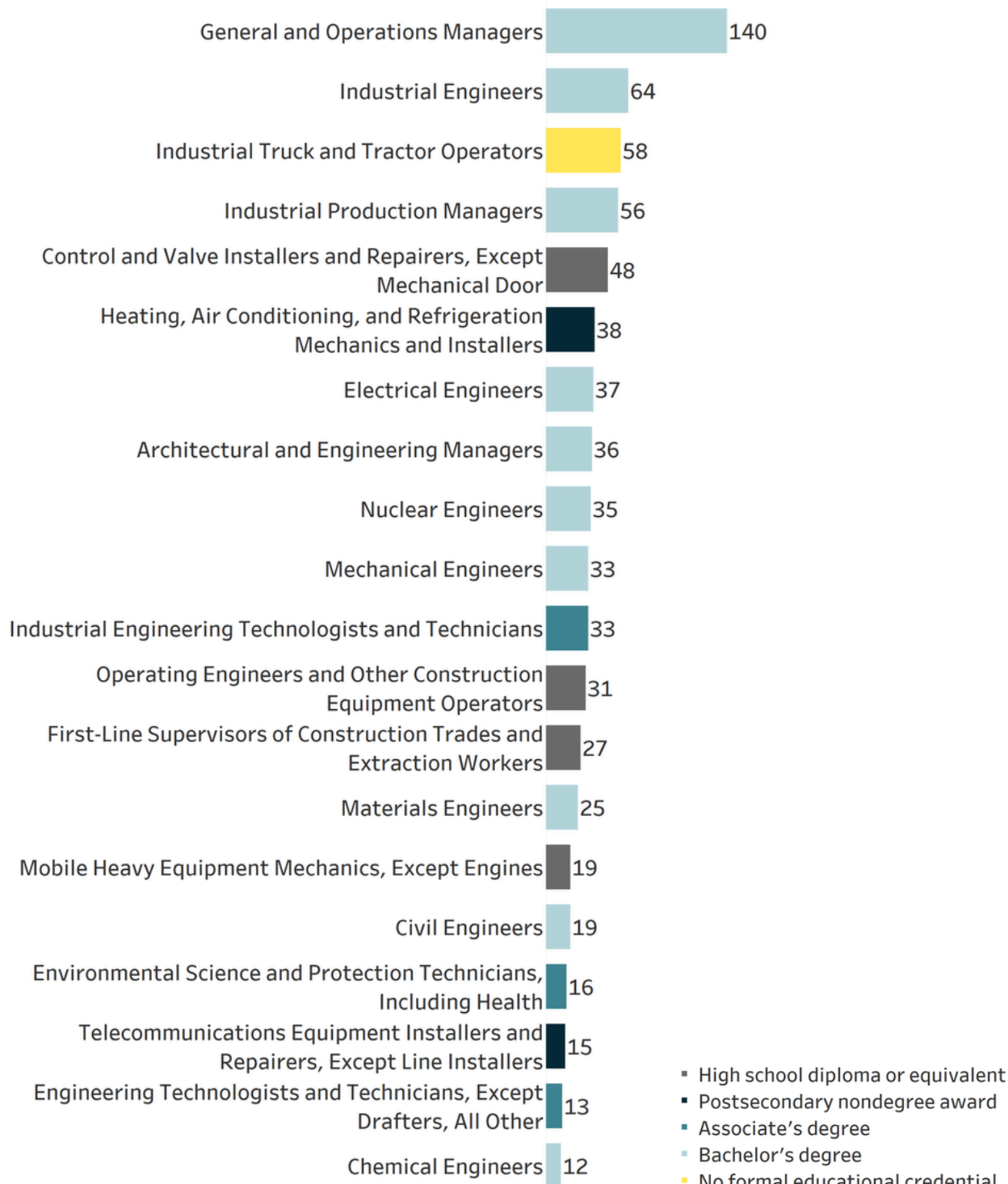
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 2,113 job postings for TDL workers, with Heavy and Tractor-Trailer Truck Drivers as the most sought-after occupation by TDL industry employers during 2024, with 563 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 203 postings. Other top posted jobs include Automotive Service Technicians and Mechanics (171 postings), Stockers and Order Fillers (143 postings), and Bus and Truck Mechanics and Diesel Engine Specialists (86 postings).



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 relatively 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 \$20.94 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$24.85 per hour or an annual salary of about \$51,688.

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	\$17.47	\$22.06	\$24.85	\$28.12	\$30.44
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$14.75	\$15.96	\$17.48	\$18.49	\$22.22
49-3023	Automotive Service Technicians and Mechanics	\$14.56	\$17.60	\$23.03	\$29.15	\$36.02
53-7065	Stockers and Order Fillers	\$12.97	\$14.77	\$16.55	\$18.46	\$20.27
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$19.19	\$22.41	\$27.12	\$29.99	\$36.56
11-3071	Transportation, Storage, and Distribution Managers	\$21.52	\$31.33	\$40.82	\$50.09	\$66.31
43-5071	Shipping, Receiving, and Inventory Clerks	\$16.72	\$17.99	\$20.94	\$23.13	\$26.81
53-3031	Driver/Sales Workers	\$10.58	\$10.78	\$14.13	\$25.01	\$29.13
13-1081	Logisticians	\$25.08	\$30.11	\$36.95	\$44.09	\$58.75
53-7051	Industrial Truck and Tractor Operators	\$16.00	\$17.99	\$18.90	\$22.89	\$27.79

In-Demand Technical Skills

- Warehousing
- Forklift Truck
- Truck Driving
- Merchandising
- General Mathematics

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Lifting Ability
- Operations

In-Demand Certifications

- Valid Driver's License
- CDL Class A License
- Commercial Driver's License (CDL)
- CDL Class B License
- Tanker Endorsement

In-Demand Education Level*

- High school or GED: 26.0%
- Associate degree: 3.5%
- Bachelor's degree: 11.4%
- Master's degree: 3.1%

Top Posting Employers

- Kroger
- Roehl Transport
- Jooble
- Meijer
- Amazon
- Love's
- Cox Automotive
- Golden Limousine International
- Plastipak
- Aerotek

Job Postings by City

1. Monroe: 931 Postings
2. Milan: 270 Postings
3. Dundee: 221 Postings
4. Carleton: 201 Postings
5. Temperance: 85 Postings
6. Lambertville: 80 Postings
7. Berlin Township: 56 Postings
8. Erie: 55 Postings
9. Ottawa Lake: 51 Postings
10. Newport: 40 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)**

25363 Eureka Rd.
Taylor, MI 48180
WINintelligence.org
info@WINintelligence.org