

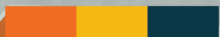
LABOR MARKET REPORT

JAN - DEC
2024

WIN

WORKFORCE
INTELLIGENCE
NETWORK

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OAKLAND COUNTY

2024

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INTRODUCTION

Oakland 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 Oakland 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 Oakland County for the Business and Finance, Health Care, Information Technology, 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 OAKLAND COUNTY

OAKLAND COUNTY Annual State of the Labor Market

The uncertainty that the coronavirus pandemic once brought to labor markets all but dissipated in 2023. Over the course of CY2024, the labor force grew by 7,266 individuals (1.1 percent) while employment increased by 2,628 individuals (0.4 percent) from 2023. Unemployment increased by 4,638 workers and the unemployment rate increased by 0.6 percentage points from 2.9 percent in 2023 to 3.5 percent in 2024. Registered Nurses tops the list as the most demanded occupation in 2024, accounting for 8,657 job postings followed by Retail Salespersons with 7,077 postings. The Health Care and Business and Finance occupation groups continue to be heavily demanded in Oakland County.

Annual Labor Market Information

The labor force in Oakland County grew in 2024, increasing by 7,266 individuals (1.1 percent) from the prior year. Employment increased by 2,628 workers (0.4 percent) over the same period, while unemployment increased by 4,638 workers (23.5 percent) for a total of 24,341 unemployed workers in 2024. The unemployment rate increased in 2024 to 3.5 percent, an increase of 0.2 percentage points since the 5.4 percent drop in 2021, following the large spike in 2020 at 8.7 percent.

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 Q3 2024. In Q4 2024, there were 34,146 unique average postings per month in Oakland County. This marked a decrease of 2,619 postings from the 36,764 monthly average postings recorded in Q3. The first quarter had the highest recorded average monthly postings in 2024 with 39,297, an increase of 7,487 postings (23.5 percent) since Q4 2023.

Average Quarterly Posting Analysis Oakland County Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

OAKLAND
COUNTY

Key Findings

9.4%

Employer demand decreased by 9.4 percent, a loss of 20,627 job postings since 2023.

High School Diploma

Most in-demand minimum education level during 2024

In 2024, employment totaled

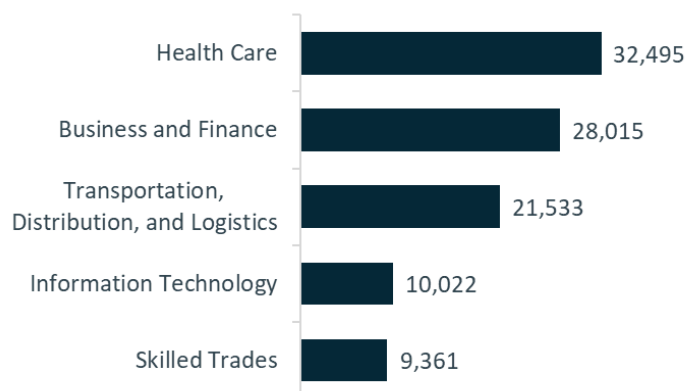
649,915

a decrease of 21,226 workers since Q4 2023

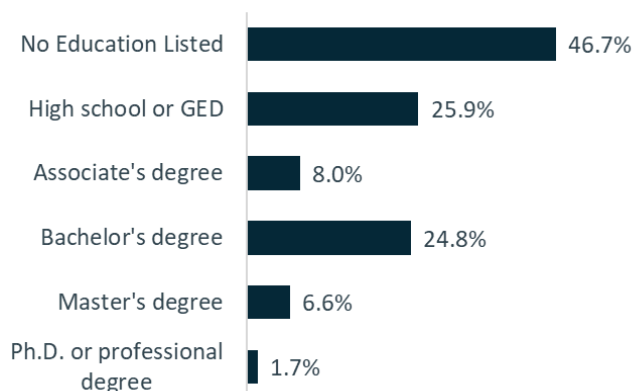
During 2024, there were 198,649 job postings, 20,627 fewer than the 219,276 postings made during 2023 in Oakland County. The first quarter of 2024 saw the highest demand for the year with 39,297 postings, a 23.5 percent increase since Q4 2023. The top posted job occupations in 2024 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Customer Service Representatives, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 198,649 unique postings in Oakland County during 2024, 51,507 (25.9 percent) required a High School diploma or equivalent, while 65,714 postings (32.8 percent) required an Associate or Bachelor's degree. An additional 16,524 postings (8.3 percent) required an advanced degree. The high demand for Health Care and Business and Finance jobs, within the county, drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups 2024



Education Levels In-Demand 2024



The quarterly labor market shifts that were observed during the height of the coronavirus pandemic have further stabilized in 2024. Labor Force and Employment numbers rose past pre-pandemic numbers for the first time since 2019 while the unemployment rate also saw its highest rate since the pandemic. The labor force numbers peaked in Q3 with a high of 691,758 individuals and employment numbers peaked in Q1 2024 with 668,010 workers. Total unemployment and the unemployment rate are starting to see an increase again post pandemic, increasing to 24,341 workers and a corresponding rate of 3.5 percent in 2024. The market experienced mild volatility in unemployment and the unemployment rate through Q4 2024. The unemployment rate at the end of Q4 2023 was 3.8 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	692,526	688,834	688,829	691,758	675,617	-16,141	-2.3%	-16,909	-2.4%
Employment	671,141	668,010	664,402	665,347	649,915	-15,432	-2.3%	-21,226	-3.2%
Unemployment	21,386	20,824	24,427	26,411	25,702	-709	-2.7%	4,317	20.2%
Unemployment Rate	3.1%	3.0%	3.5%	3.8%	3.8%	0.0%	na	0.7%	na

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 686,260 individuals, a increase of 7,266 individuals since 2023. Employment is up to 661,919 workers in 2024, an increase of 2,628 workers. Both unemployment and the unemployment rate increased. Unemployment increased to 24,341 workers, up by 4,638 workers since 2023, and a significant improvement from the high of 56,237 workers recorded in 2020. Similarly, the unemployment rate increased by 0.6 percentage points for a 2024 unemployment rate of 3.5 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	630,196	632,577	651,936	662,752	670,738	679,762	649,405	643,385	667,120	678,994	686,260	7,266	1.1%
Employment	589,208	602,606	624,840	639,968	648,277	657,019	593,168	621,944	646,878	659,290	661,919	2,628	0.4%
Unemployment	40,988	29,971	27,097	22,784	22,462	22,743	56,237	21,441	20,242	19,703	24,341	4,638	23.5%
Unemployment Rate	6.5%	4.7%	4.2%	3.4%	3.3%	3.3%	8.7%	3.3%	3.0%	2.9%	3.5%	0.6%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 693,475 individuals in the labor force, meaning that these individuals were either working or seeking employment, in Oakland County. Slightly more than half of the population, 660,483 individuals (51.9 percent) living in the county were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 21.3 percent, compared to females under the age of 25 reporting an unemployment rate of 21.0 percent.

Civilian Labor Force by Demographic Group

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	693,475	660,483	32,992	4.8%
Sex				
Male 16+	371,847	354,108	17,739	4.8%
16-19	13,129	11,676	1,453	11.1%
20-24	30,005	26,920	3,085	10.3%
25-54	233,611	224,086	9,525	4.1%
55-64	67,503	64,918	2,585	3.8%
65 Plus	27,599	26,508	1,091	4.0%
Female 16+	321,628	306,375	15,253	4.7%
16-19	13,528	12,117	1,411	10.4%
20-24	28,749	25,703	3,046	10.6%
25-54	199,869	192,272	7,597	3.8%
55-64	59,001	56,854	2,147	3.6%
65 Plus	20,481	19,429	1,052	5.1%
Race				
White	494,692	474,410	20,282	4.1%
Black / African American	88,090	80,603	7,488	8.5%
Native American	975	896	79	8.1%
Asian	59,411	57,747	1,663	2.8%
Native Hawaiian / Pacific	195	195	0	0.0%
Some Other Race	9,325	8,253	1,072	11.5%
Two or More Races	41,422	38,854	2,568	6.2%
Ethnicity				
Hispanic	32,457	30,185	2,272	7.0%

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

POPULATION DEMOGRAPHICS

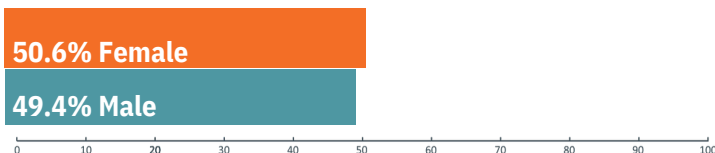
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Oakland County decreased by just 30 individuals between 2022 and 2023. During 2023, there were 1,272,294 people were living in the county. The gender of the populace was split almost evenly, with about 50.6 percent of the population identifying as female and the other 49.4 percent identifying as male. A majority of the population identified as White (70.6 percent) with the second largest number of individuals identifying as Black or African American (13.0 percent). The region is facing an aging populace; with 32.1 percent of the population over the age of 54, compared to 28.4 percent under the age of 25.

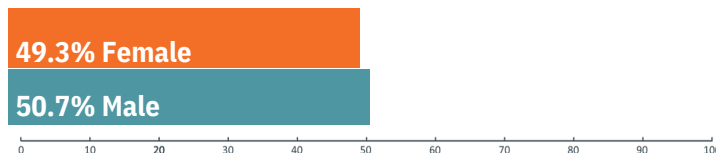
2024 Current Workforce

In 2024, the workforce had a total of 747,604 individuals working in Oakland County. A slight majority, 50.7 percent (378,786 workers) were male, while 49.3 percent (368,818 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.0 percent of the workforce, while Black or African American workers totaled 14.9 percent of the workforce. Those identifying as Asian ethnicity accounted for 5.3 percent. A significant concentration of the workforce in Oakland County are between the age of 25 and 54 (63.3 percent), while 23.4 percent of workers are 55 and older.

Population Gender Demographics

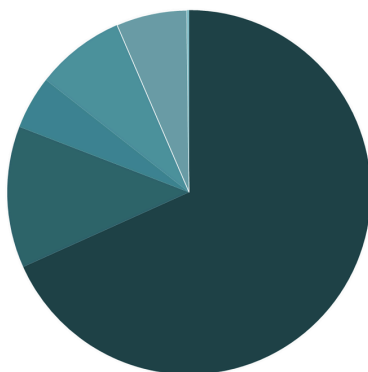


Workforce Gender Demographics



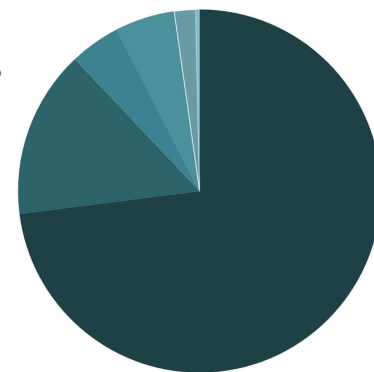
Population Race Demographics

- White, 70.6%
- Black or African American, 13.0%
- Hispanic or Latino, 4.9%
- Asian, 8.2%
- Two or More Races, 6.5%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%



Workforce Race and Ethnicity Demographics

- White, 73.0%
- Black or African American, 14.9%
- Hispanic or Latino, 4.5%
- Asian, 5.3%
- Two or More Races, 1.9%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.05%

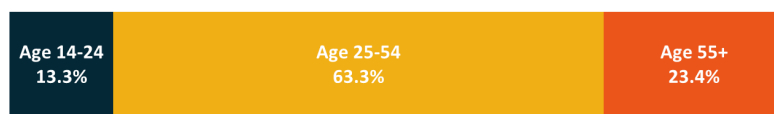


Population Age Demographics



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

Workforce Age Demographics



Data: Lightcast | Analysis: Workforce Intelligence Network

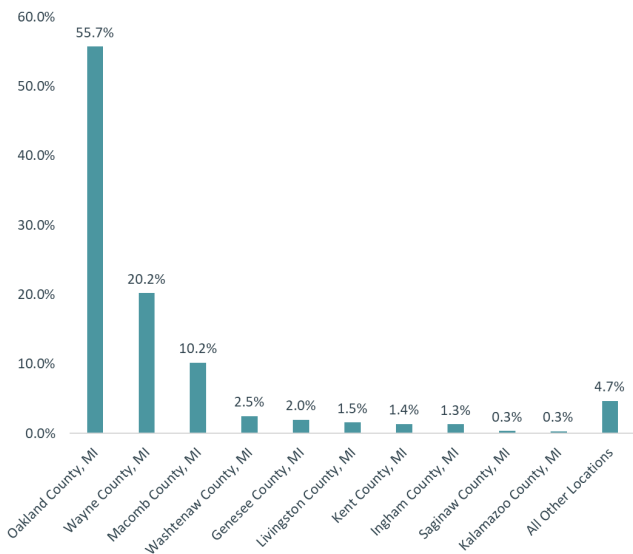
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

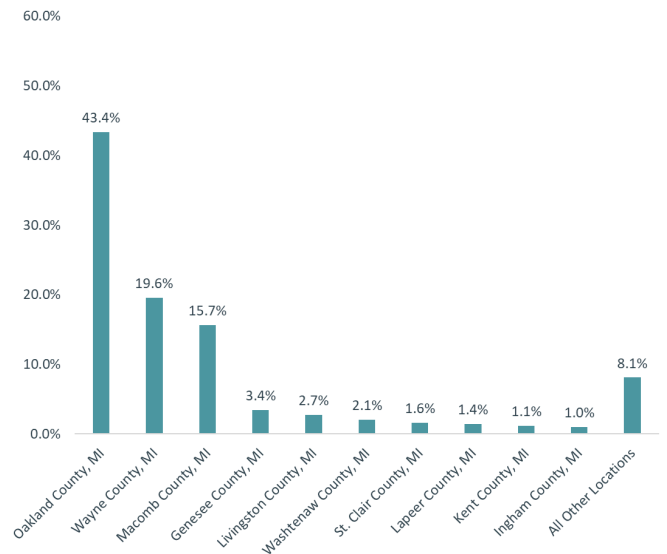
OAKLAND COUNTY

According to the most recent OnTheMap data set available from the Census Bureau, during 2022, Oakland County's workforce consisted of 535,902 residents. There were 298,465 (55.7 percent) residents living and working within the County, while the remaining 237,437 residents (44.3 percent) traveled outside of the County for work. There were 688,012 workers employed in the County during 2022. Of those, 389,547 workers (56.6 percent) lived outside of the County's borders and commuted in for work. Based upon this information, it can be concluded that Oakland is a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where Oakland County Residents Work



Where Oakland County Workers Live

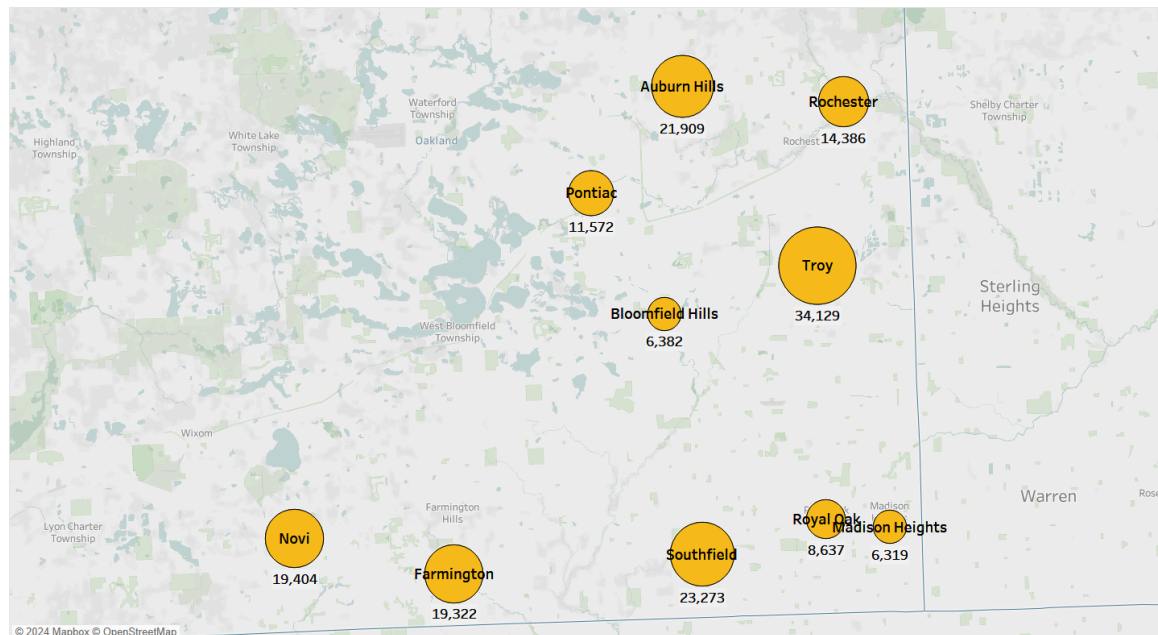


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

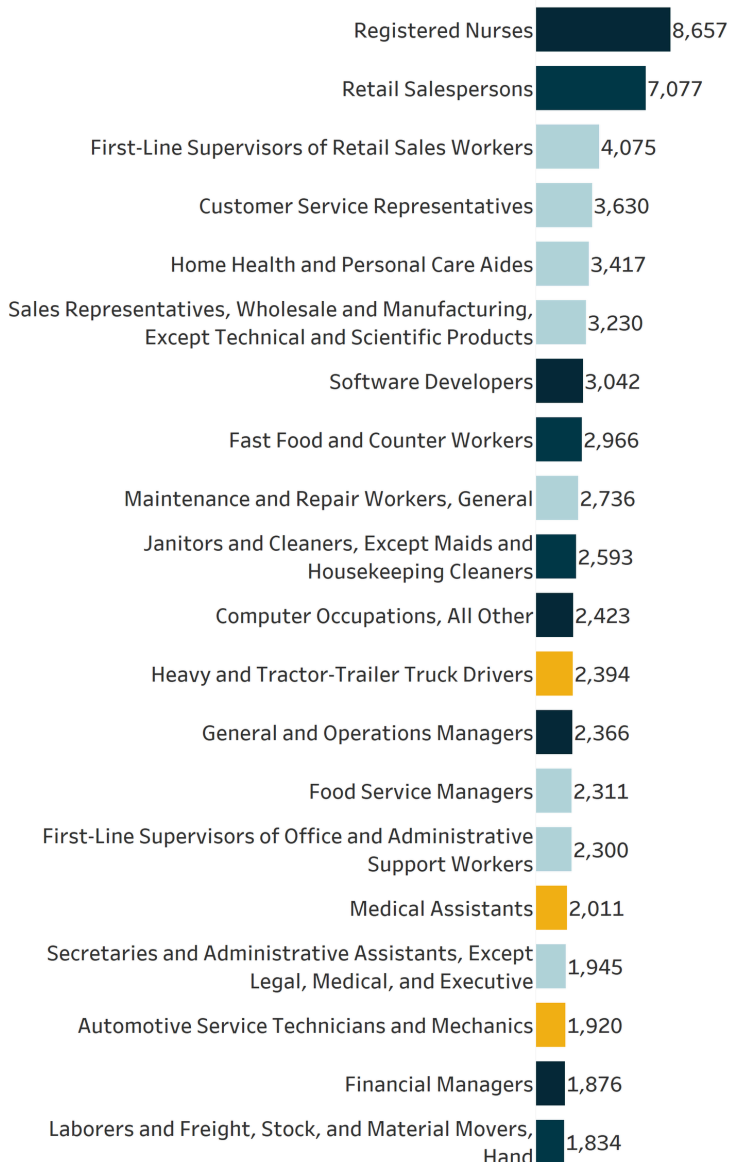
1. Troy: 30,384 Postings
2. Southfield: 20,555 Postings
3. Novi: 18,153 Postings
4. Auburn Hills: 14,658 Postings
5. Farmington: 10,281 Postings
6. Rochester: 10,030 Postings
7. Pontiac: 9,984 Postings
8. Royal Oak: 7,904 Postings
9. Farmington Hills: 6,604 Postings
10. Madison Heights: 5,686 Postings



TOP POSTED JOBS

Top Posted Jobs

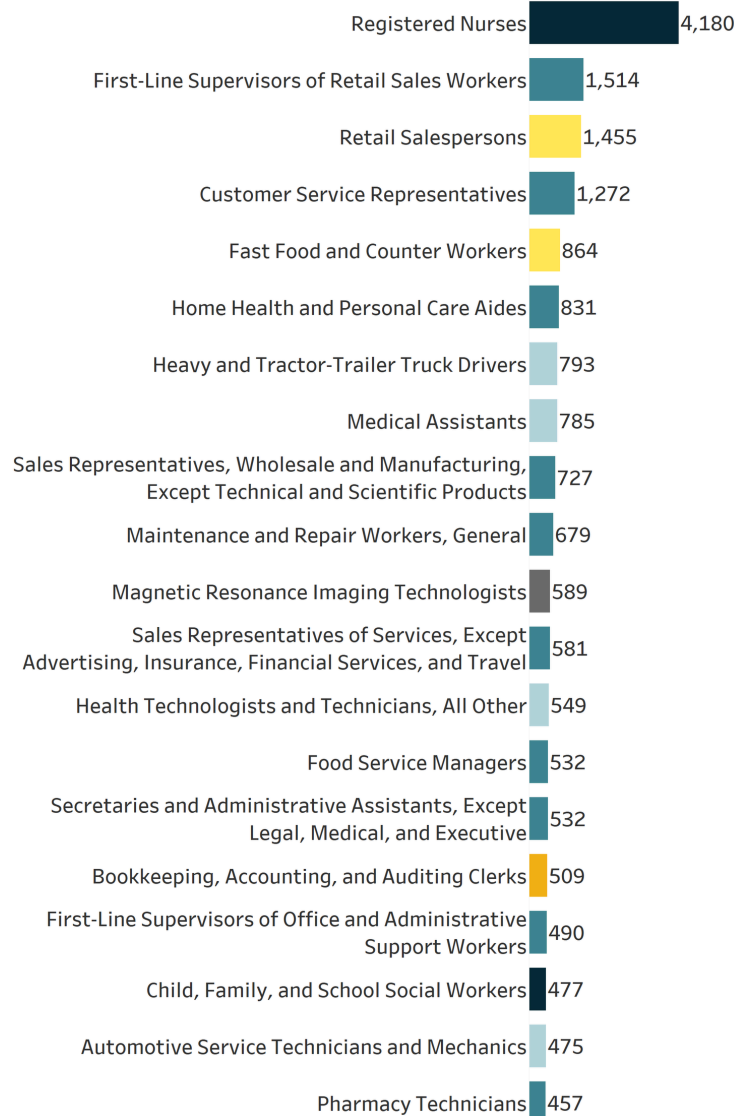
Registered Nurses is the top posted occupation for 2024 with 8,657 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,077 postings) and First-Line Supervisors of Retail Sales Workers (4,075 postings) round out the top three demanded occupations, with the former requiring no formal educational credential and First-Line Supervisors of Retail Sales Workers requiring a High School Diploma, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree.



- 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 25.1 percent of postings in Oakland 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 35.1 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 4,180 postings, followed by First-Line Supervisors of Retail Sales Workers with 1,514 postings.

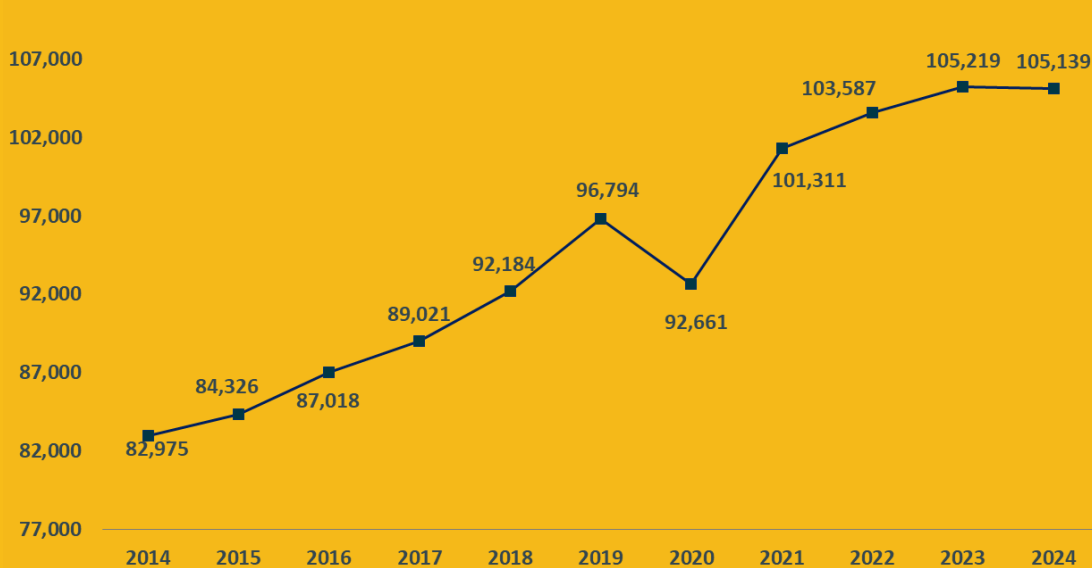


- Associate's degree
- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over
Time 2014-2024



80
Business and
Finance Workers

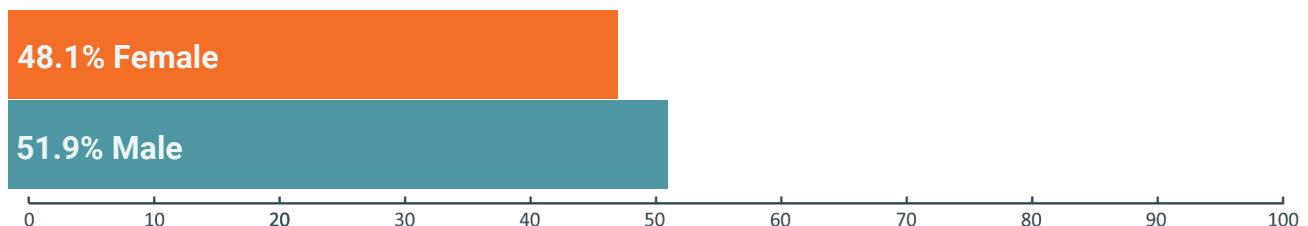
0.1% decrease
from 2023



Business and Finance Worker Demographics

The Business and Finance occupation group is somewhat diverse in respect to its 105,139 workers. This group is primarily made up of males (51.9 percent) and between the ages of 25 and 54 (70.7 percent), with 48.1 percent of workers identifying as female and just 19.3 percent identifying as a racial minority. Also of note was that 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.7% White | 5.0% Asian | 9.6% Black or African-American

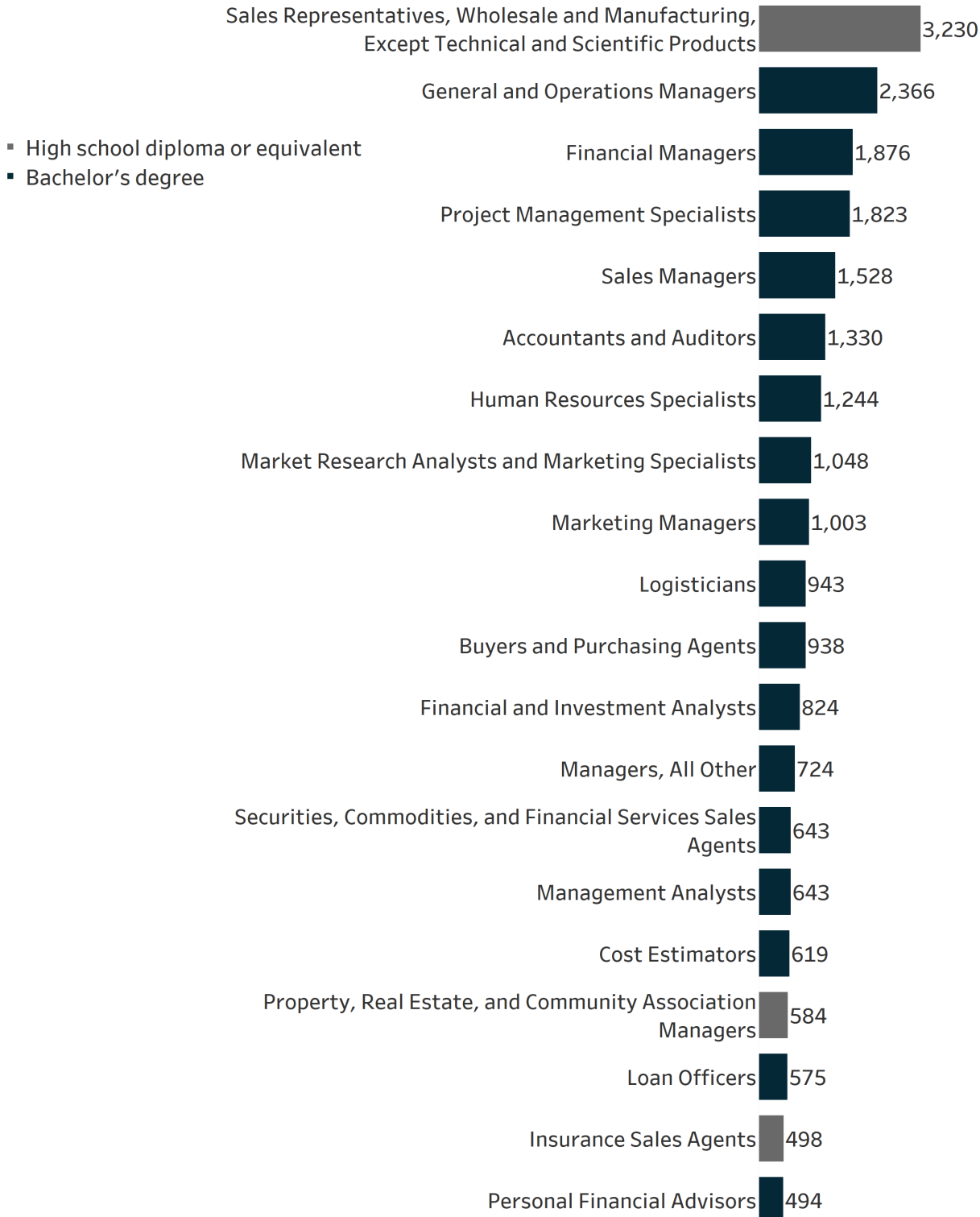
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 28,015 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 during 2024, with 3,230 postings. General and Operations Managers was in the second position with 2,366 postings. Other top posted jobs include Financial Managers (1,876 postings), Project Management Specialists (1,823 postings), and Sales Managers (1,528 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 offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Half of the top jobs pay over \$49.00 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 \$39.40 per hour or an annual salary of about \$81,952.

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	\$20.54	\$27.45	\$39.40	\$52.75	\$70.18
11-1021	General and Operations Managers	\$24.09	\$33.17	\$50.45	\$80.06	\$113.72
11-3031	Financial Managers	\$36.87	\$50.67	\$64.92	\$82.76	\$108.73
13-1082	Project Management Specialists	\$30.35	\$38.96	\$49.76	\$64.24	\$69.57
11-2022	Sales Managers	\$38.76	\$53.97	\$78.95	\$97.47	\$114.94
13-2011	Accountants and Auditors	\$24.58	\$29.59	\$37.16	\$47.38	\$61.83
13-1071	Human Resources Specialists	\$22.70	\$26.46	\$33.44	\$43.76	\$52.56
13-1161	Market Research Analysts and Marketing Specialists	\$19.39	\$25.23	\$35.53	\$49.62	\$64.54
11-2021	Marketing Managers	\$38.45	\$50.72	\$65.67	\$82.47	\$105.57
13-1081	Logisticians	\$24.92	\$31.25	\$39.79	\$52.10	\$64.41

In-Demand Technical Skills

- Marketing
- Accounting
- Project Management
- 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
- FINRA Series 7 (General Securities Representative)

Job Postings by City

1. Troy: 5,427 Postings
2. Southfield: 3,942 Postings
3. Novi: 2,745 Postings
4. Auburn Hills: 2,585 Postings
5. Farmington: 1,809 Postings
6. Farmington Hills: 1,426 Postings
7. Pontiac: 1,016 Postings
8. Rochester: 997 Postings
9. Bloomfield Hills: 822 Postings
10. Birmingham: 800 Postings

Top Posting Employers

- Comerica
- GPAC
- Robert Half
- Kelly Services
- United Wholesale Mortgage
- JPMorgan Chase
- Magna International
- Western Alliance Bank
- Plante Moran
- Stellantis

In-Demand Education Level*

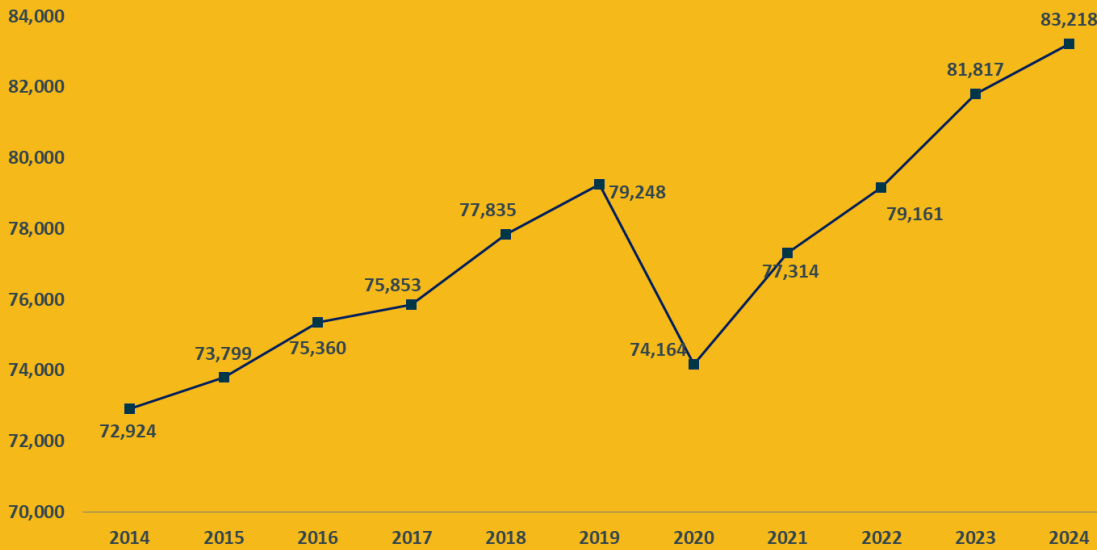
- High school or GED: 17.8%
- Associate degree: 6.7%
- Bachelor's degree: 54.7%
- Master's degree: 9.9%

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

HEALTH CARE OCCUPATION GROUP

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

Employment Over
Time 2014-2024

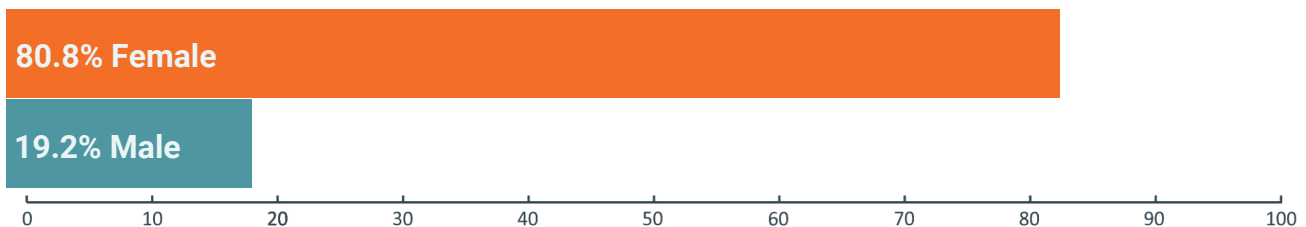


1,401
Health Care
Workers
1.7% increase
from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the 83,218 workers in the Health Care group are not particularly diverse. Just 9.9 percent of the related workforce is under 25. Male workers account for 19.2 percent of the current workforce and only 33.6 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

66.4% White | 6.4% Asian | 21.9% Black or African-American

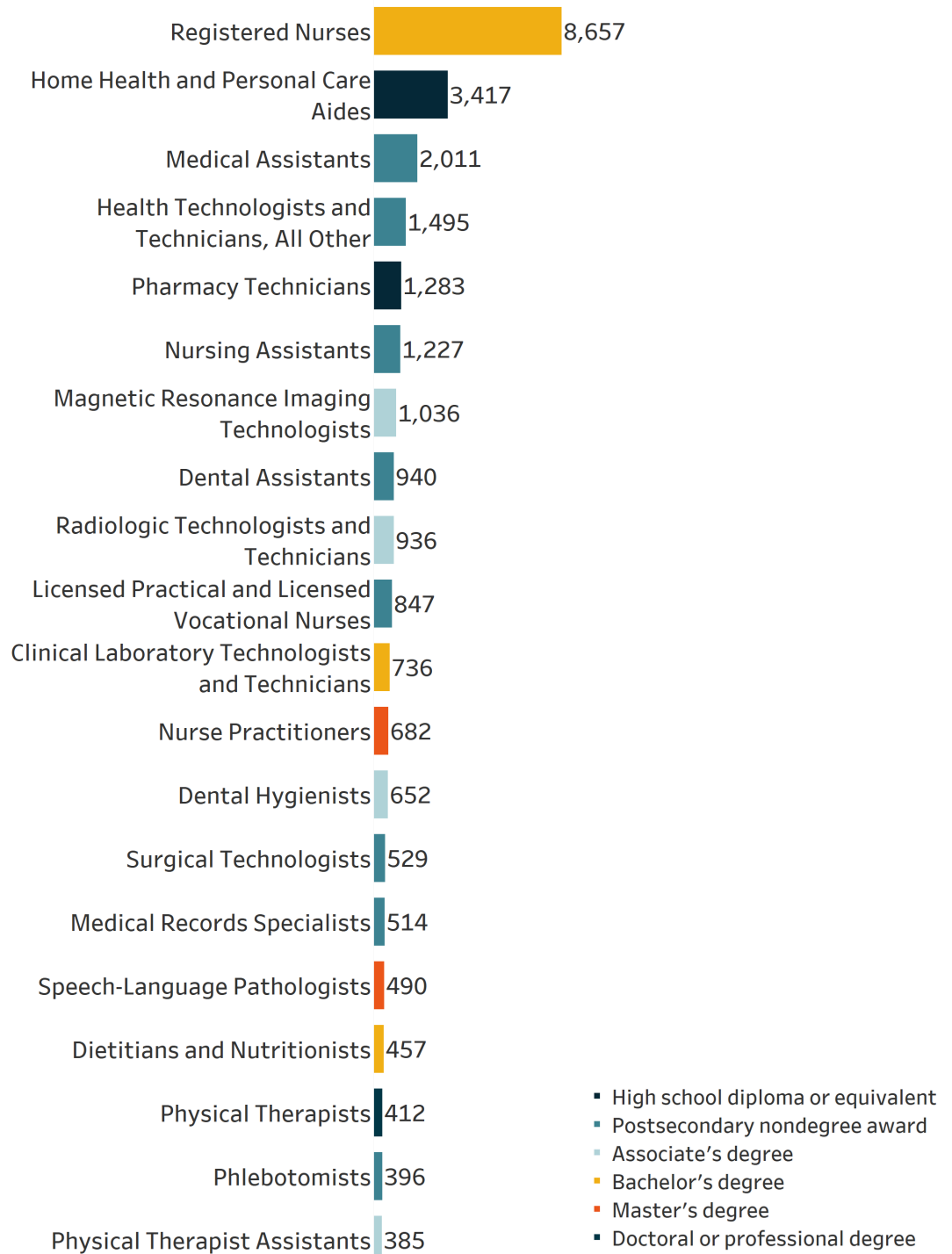
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 32,495 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers during 2024, with 8,657 postings. Home Health and Personal Care Aides was in the second position with 3,417 postings. Other top posted jobs include Medical Assistants (2,011 postings), Health Technologists and Technicians, All Other (1,495 postings), and Pharmacy Technicians (1,283 postings). Top occupations in Health Care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides, and Pharmacy Technicians, only require a High School diploma or equivalent, coupled with short to moderate-term on-the-job training.



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 an Associate or Bachelor's degree. At least half of the top jobs pay over \$20.00 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$41.02 per hour or an annual salary of about \$85,322.

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
1141	Registered Nurses	\$33.61	\$38.23	\$41.02	\$47.94	\$50.25
1128	Home Health and Personal Care Aides	\$11.60	\$13.74	\$15.21	\$17.37	\$19.07
9092	Medical Assistants	\$15.21	\$17.68	\$18.31	\$21.42	\$22.24
2099	Health Technologists and Technicians, All Other	\$17.30	\$18.04	\$20.39	\$26.78	\$36.14
2052	Pharmacy Technicians	\$16.29	\$17.72	\$19.43	\$23.61	\$24.93
1131	Nursing Assistants	\$17.23	\$18.14	\$18.83	\$20.31	\$22.01
2035	Magnetic Resonance Imaging Technologists	\$20.71	\$33.50	\$38.58	\$40.01	\$41.99
9091	Dental Assistants	\$15.75	\$18.68	\$22.67	\$23.61	\$28.53
2034	Radiologic Technologists and Technicians	\$25.76	\$30.67	\$32.51	\$38.75	\$40.89
2061	Licensed Practical and Licensed Vocational Nurses	\$26.36	\$30.26	\$31.34	\$32.96	\$36.82

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Leadership
- Management
- Operations

In-Demand Certifications

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

Job Postings by City

1. Southfield: 4,109 Postings
2. Troy: 3,860 Postings
3. Novi: 2,755 Postings
4. Royal Oak: 2,753 Postings
5. Pontiac: 2,725 Postings
6. Rochester: 2,233 Postings
7. West Bloomfield: 1,699 Postings
8. Farmington: 1,367 Postings
9. Commerce Township: 1,130 Postings
10. Farmington Hills: 936 Postings

Top Posting Employers

- Corewell Health
- Henry Ford Health
- Ascension
- Trinity Health
- McLaren Health Care
- Dmc Huron Valley-Sinai Hospital
- CVS Health
- Great Expressions Dental Centers
- Walgreens Boots Alliance
- McLaren Oakland

In-Demand Education Level*

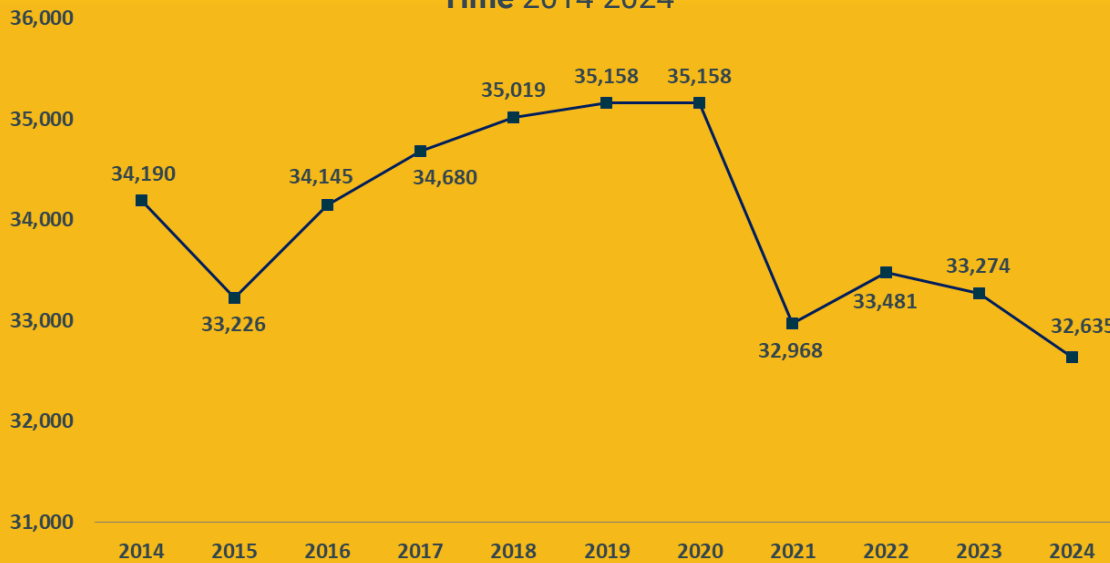
- High school or GED: 27.3%
- Associate degree: 16.4%
- Bachelor's degree: 16.3%
- Master's degree: 5.3%

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the Information Technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported in the region annually.

Employment Over
Time 2014-2024

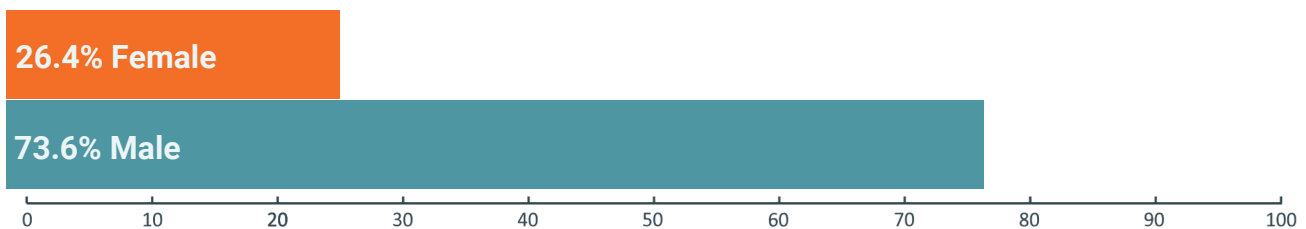


639
Information
Technology Workers
**1.9% decrease
from 2023**

Information Technology Worker Demographics

According to 2024 Lightcast data, Oakland County has 32,635 workers. Just 5.1 percent of the related workforce is under 25. Female workers account for 26.4 percent of the current workforce and only 35.3 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.

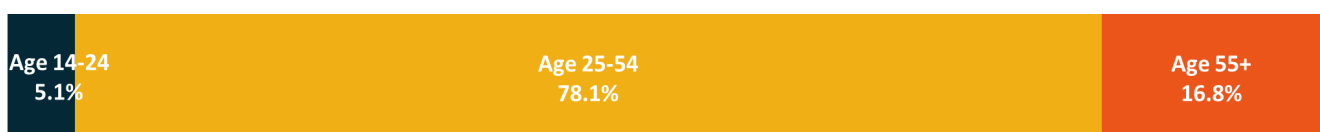
Worker Gender Demographics



Race and Ethnicity Demographics

64.7% White | 21.8% Asian | 9.1% Black or African-American

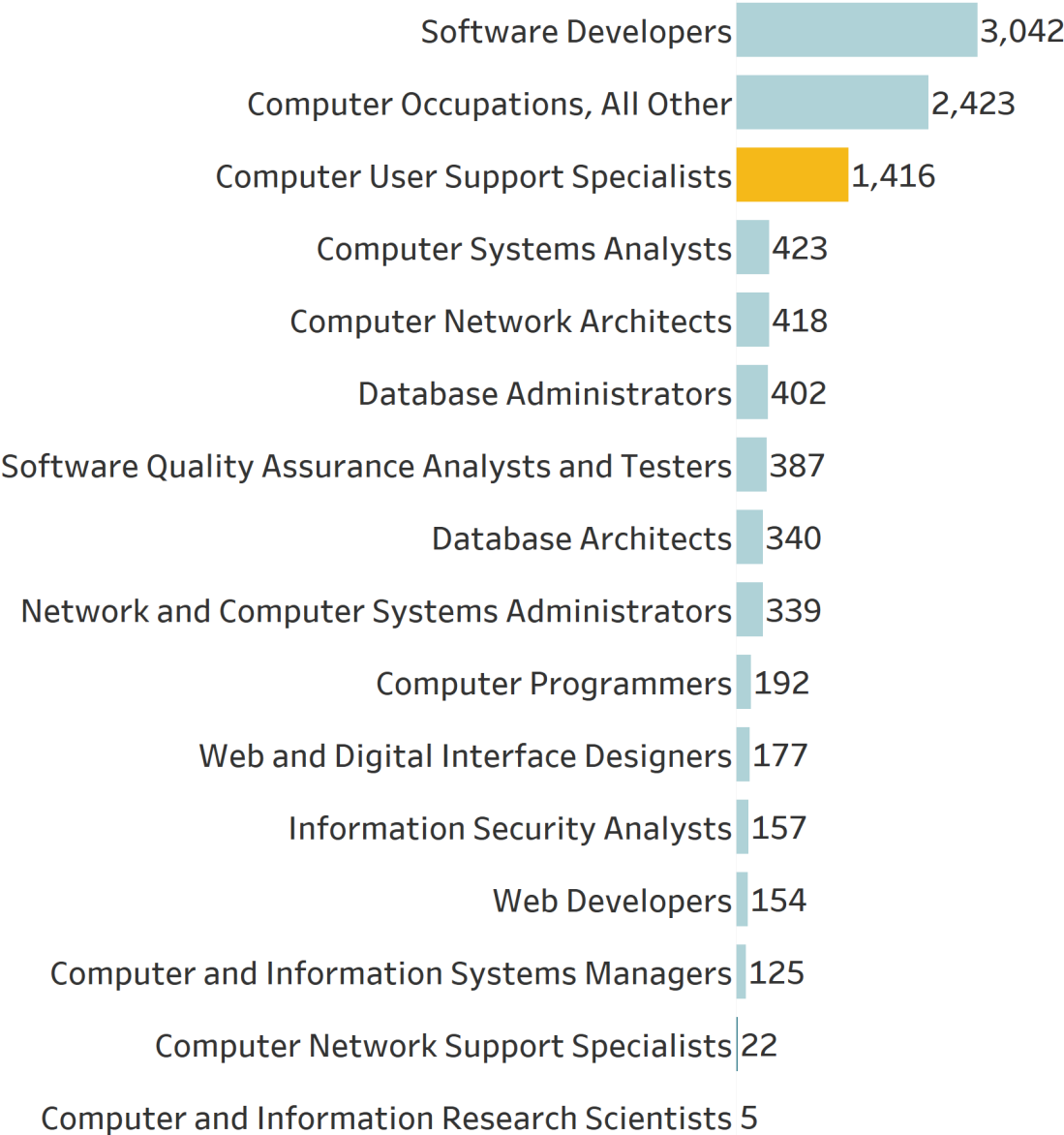
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 10,022 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2024, with 3,042 postings. Computer Occupations, All Other was in the second position with 2,423 postings. Other top posted jobs include Computer User Support Specialists (1,416 postings), Computer Systems Analysts (423 postings), and Computer Network Architects (418 postings).



- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, no degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Wages in the IT field tend to scale with both education and experience. The IT 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 \$48.00 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$51.04 per hour or an annual salary of about \$106,163.

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	\$36.44	\$42.76	\$51.04	\$63.22	\$77.36
15-1299	Computer Occupations, All Other	\$26.88	\$36.65	\$48.31	\$62.32	\$70.05
15-1232	Computer User Support Specialists	\$17.35	\$22.01	\$28.27	\$34.41	\$40.57
15-1211	Computer Systems Analysts	\$31.56	\$39.55	\$49.38	\$61.49	\$67.24
15-1241	Computer Network Architects	\$34.96	\$45.72	\$54.68	\$67.78	\$82.36
15-1242	Database Administrators	\$26.03	\$32.50	\$49.76	\$60.26	\$66.33
15-1253	Software Quality Assurance Analysts and Testers	\$23.73	\$30.63	\$44.30	\$50.43	\$59.75
15-1243	Database Architects	\$23.91	\$41.95	\$59.16	\$64.01	\$80.23
15-1244	Network and Computer Systems Administrators	\$29.90	\$37.69	\$45.44	\$57.49	\$69.32
15-1251	Computer Programmers	\$26.35	\$30.25	\$39.68	\$53.85	\$69.61

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Troubleshooting
- Leadership

In-Demand Certifications

- Valid Driver's License
- Certified Information Systems Security Professional
- CompTIA A+
- Project Management Professional Certification
- Certified Information Security Manager

Job Postings by City

1. Troy: 2,392 Postings
2. Auburn Hills: 1,629 Postings
3. Southfield: 1,197 Postings
4. Novi: 886 Postings
5. Farmington: 709 Postings
6. Pontiac: 510 Postings
7. Farmington Hills: 470 Postings
8. Rochester: 288 Postings
9. Wixom: 220 Postings
10. Birmingham: 186 Postings

Top Posting Employers

- Comerica
- United Wholesale Mortgage
- General Motors
- Magna International
- Allegis Group
- TEKsystems
- Onestream Software
- V2Soft
- Aptiv
- Tyler Technologies

In-Demand Education Level*

- High school or GED: 7.2%
- Associate degree: 5.8%
- Bachelor's degree: 55.5%
- Master's degree: 16.6%

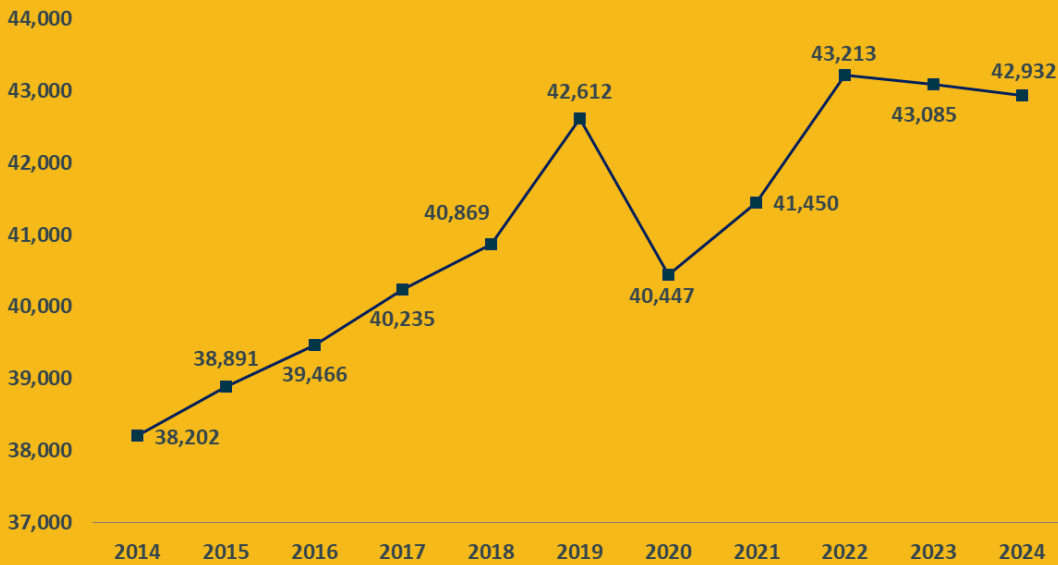
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

NOTE: Skilled Trades related to Construction and Assembly are not included in this cluster, as the focus is exclusively on Advanced Manufacturing.

Employment Over
Time 2014-2024

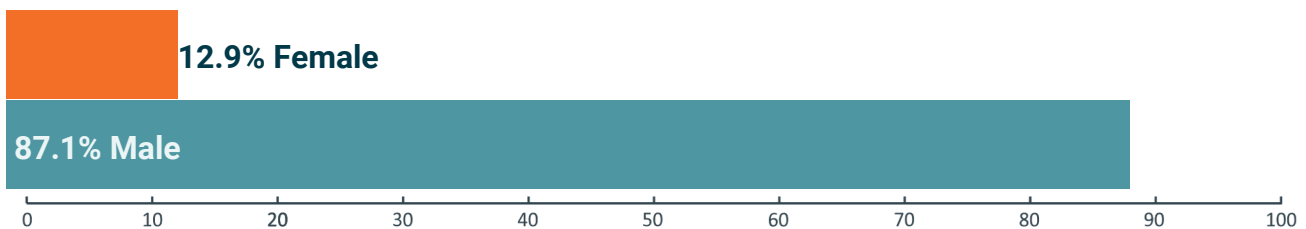


**153
Skilled Trades
Workers**
**0.4% decrease
from 2023**

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 42,932 workers in the Skilled Trades group are not particularly diverse. Just 5.9 percent of the related workforce is under 25. Female workers account for 12.9 percent of the current workforce and only 22.1 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

77.9% White | 4.7% Hispanic or Latino | 11.7% Black or African-American

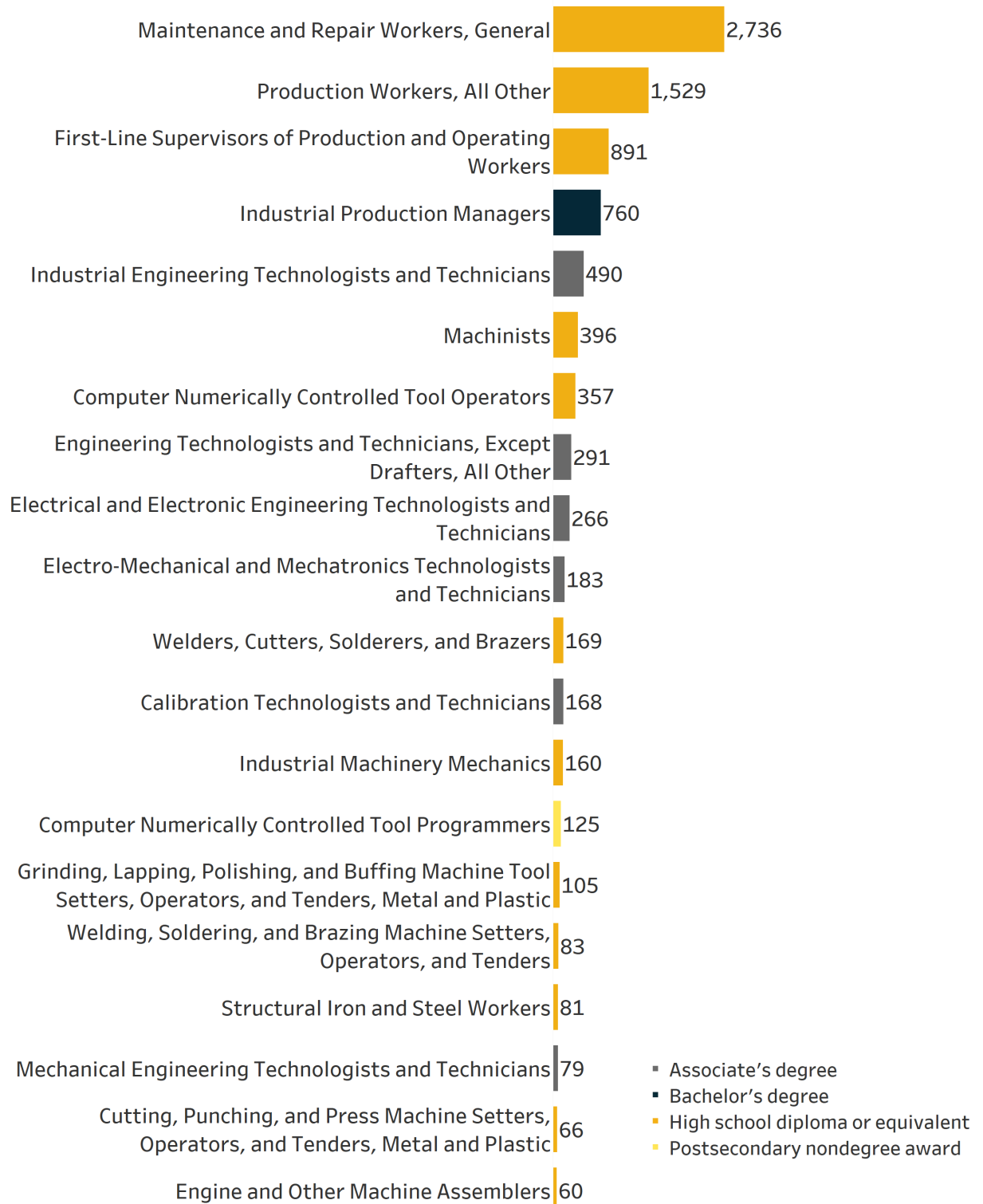
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 9,361 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2024, with 2,736 postings. Production Workers, All Other was in the second position with 1,529 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (891 postings), Industrial Production Managers (760 postings), and Industrial Engineering Technologists and Technicians (490 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience as seen in other occupations. The Skilled Trades occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$29.85 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$23.27 per hour or an annual salary of about \$48,402.

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	\$15.99	\$18.84	\$23.27	\$28.68	\$32.76
51-9199	Production Workers, All Other	\$17.24	\$18.52	\$19.94	\$24.67	\$30.69
51-1011	First-Line Supervisors of Production and Operating Workers	\$23.33	\$26.72	\$34.19	\$41.18	\$52.67
11-3051	Industrial Production Managers	\$40.10	\$50.39	\$60.47	\$70.49	\$89.16
17-3026	Industrial Engineering Technologists and Technicians	\$23.09	\$25.71	\$30.44	\$39.47	\$46.10
51-4041	Machinists	\$18.73	\$20.98	\$25.25	\$31.94	\$36.59
51-9161	Computer Numerically Controlled Tool Operators	\$18.74	\$20.00	\$24.10	\$30.68	\$34.02
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.34	\$22.41	\$31.41	\$37.87	\$51.01
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.54	\$23.14	\$30.35	\$37.55	\$41.43
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$19.49	\$24.04	\$29.85	\$32.27	\$33.12

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- Machining
- Tooling

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Problem Solving
- Detail Oriented

In-Demand Certifications

- Valid Driver's License
- HVAC Certification
- Forklift Certification
- EPA 608 Technician Certification
- Commercial Driver's License (CDL)

Job Postings by City

1. Auburn Hills: 1,313 Postings
2. Troy: 1,167 Postings
3. Novi: 675 Postings
4. Wixom: 614 Postings
5. Pontiac: 593 Postings
6. Southfield: 539 Postings
7. Rochester: 469 Postings
8. Madison Heights: 466 Postings
9. Farmington: 432 Postings
10. Farmington Hills: 291 Postings

Top Posting Employers

- Aerotek
- Branex Group
- Taldeco
- Express Employment Professionals
- Jabil
- Actalent
- Kelly Services
- Sentech Services
- American Axle & Manufacturing
- ManpowerGroup

In-Demand Education Level*

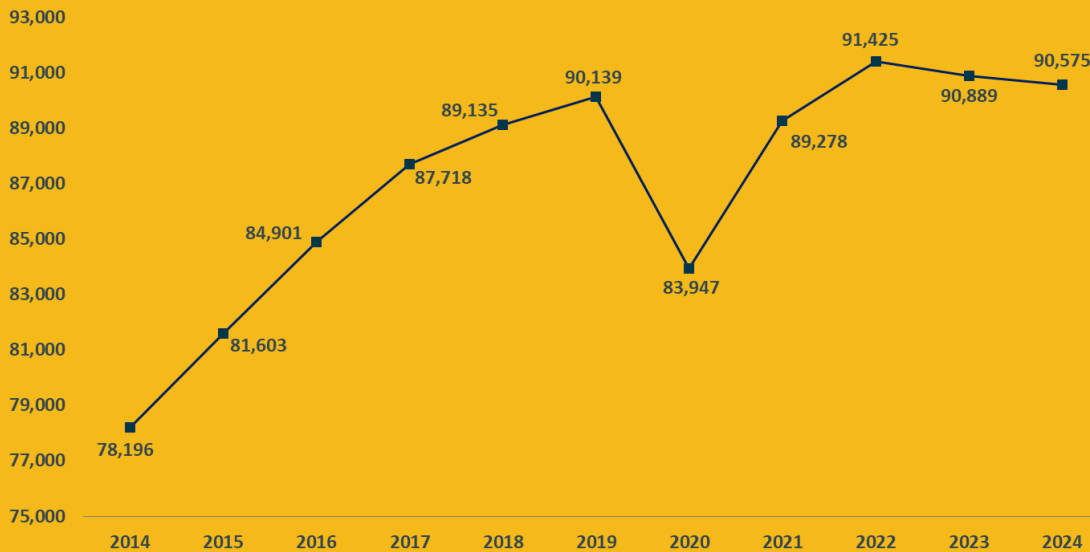
- High school or GED: 36.0%
- Associate degree: 10.0%
- Bachelor's degree: 13.0%
- Master's degree: 2.2%

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

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

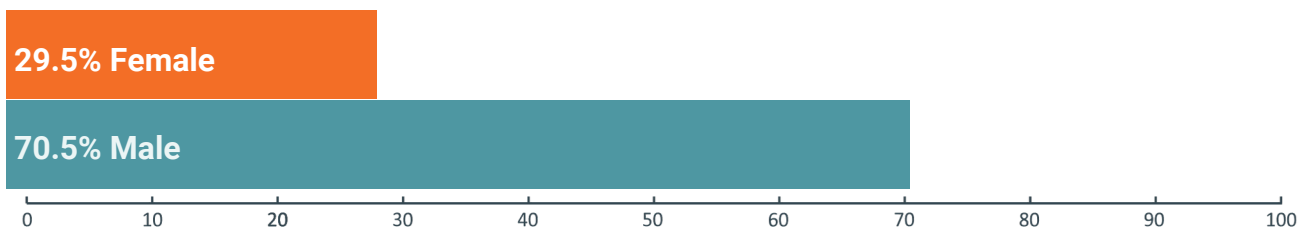


**314 TDL
Workers**
**0.3% decrease
from 2023**

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 90,575 individuals in 2024. This group is primarily made up of males (70.5 percent) and between the ages of 25 and 54 (63.6 percent), with 29.5 percent of workers identifying as female and just 29.4 percent identifying as a racial minority. Also of note was that 12.0 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.

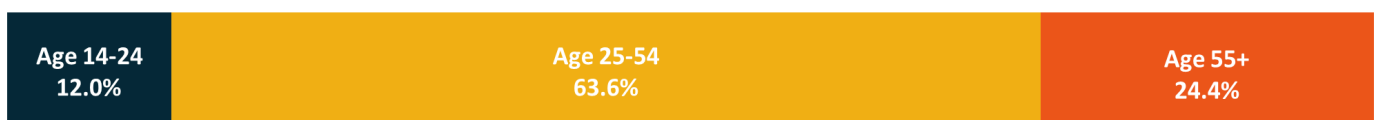
Worker Gender Demographics



Race and Ethnicity Demographics

70.6% White | 4.8% Hispanic or Latino | 18.7% Black or African-American

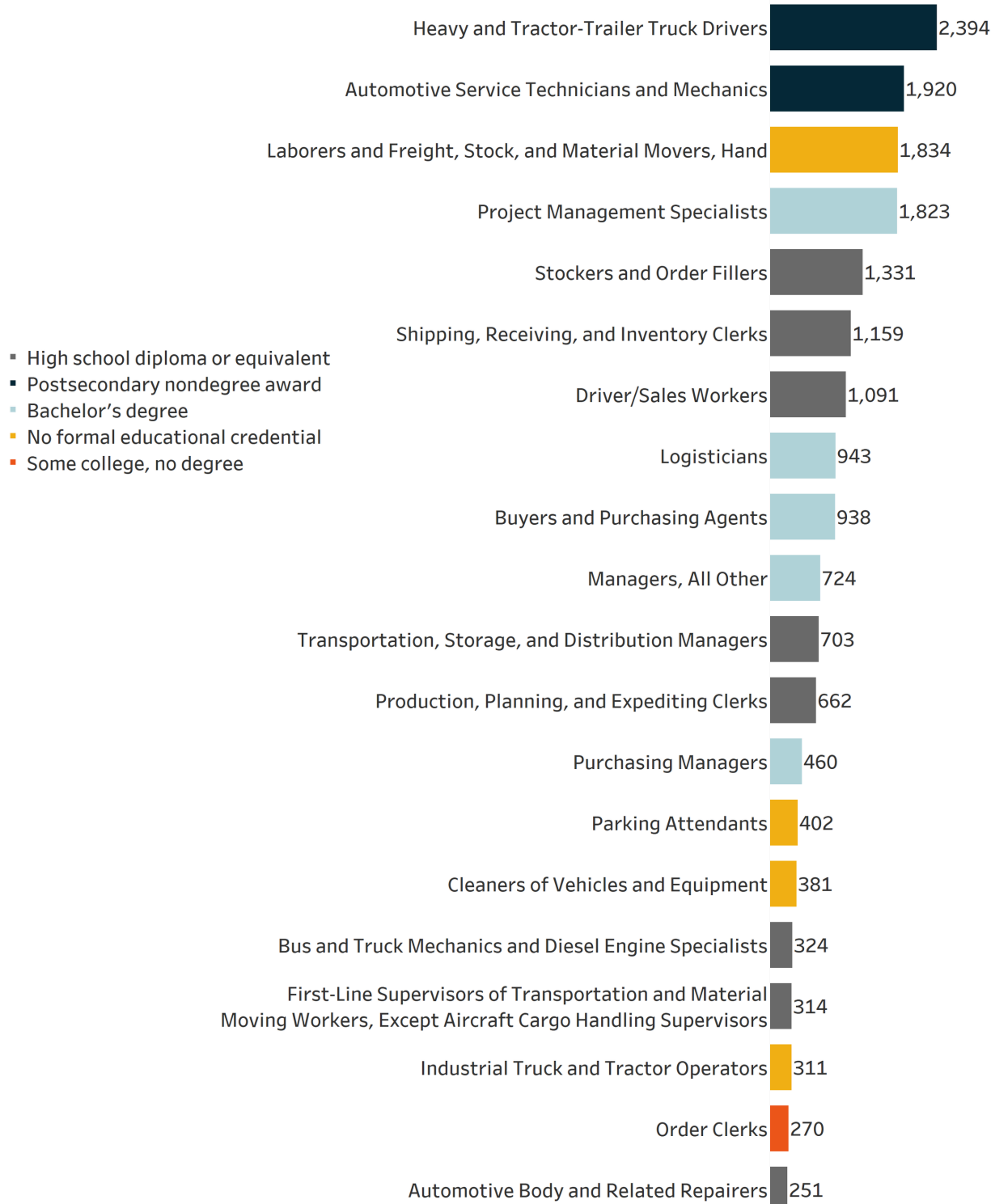
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 21,533 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 2,394 postings. Automotive Service Technicians and Mechanics was in the second position with 1,920 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (1,834 postings), Project Management Specialists (1,823 postings), and Stockers and Order Fillers (1,331 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

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 \$26.00 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$26.19 per hour or an annual salary of about \$54,475.

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	\$17.66	\$22.52	\$26.19	\$29.98	\$34.34
49-3023	Automotive Service Technicians and Mechanics	\$15.85	\$18.78	\$24.77	\$32.00	\$39.45
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$16.29	\$18.66	\$20.41	\$24.71	\$28.46
13-1082	Project Management Specialists	\$30.35	\$38.96	\$49.76	\$64.24	\$69.57
53-7065	Stockers and Order Fillers	\$14.60	\$16.08	\$17.94	\$20.59	\$25.13
43-5071	Shipping, Receiving, and Inventory Clerks	\$17.68	\$18.93	\$22.48	\$25.67	\$33.64
53-3031	Driver/Sales Workers	\$12.19	\$13.70	\$18.85	\$25.12	\$30.85
13-1081	Logisticians	\$24.92	\$31.25	\$39.79	\$52.10	\$64.41
13-1028	Buyers and Purchasing Agents	\$23.11	\$30.00	\$38.41	\$49.44	\$60.60
11-9199	Managers, All Other	\$36.68	\$49.76	\$63.22	\$80.12	\$97.11

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

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

Job Postings by City

1. Troy: 3,292 Postings
2. Southfield: 1,972 Postings
3. Auburn Hills: 1,897 Postings
4. Novi: 1,801 Postings
5. Pontiac: 1,153 Postings
6. Farmington: 1,065 Postings
7. Wixom: 930 Postings
8. Rochester: 901 Postings
9. Madison Heights: 762 Postings
10. Royal Oak: 628 Postings

Top Posting Employers

- Kroger
- Branex Group
- Crash Champions
- Meijer
- Walmart
- Belle Tire
- Aerotek
- Chevrolet
- Lithia Motors
- Amazon

In-Demand Education Level*

- High school or GED: 25.9%
- Associate degree: 4.4%
- Bachelor's degree: 20.2%
- Master's degree: 4.0%

**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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