

LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



JAN - DEC
2024

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ST. CLAIR COUNTY

2024

CONTENTS

2 - State of the Labor Market
3 - Key Findings
4 - Workforce Overview
8 - Real-Time Demand Overview

OCCUPATION GROUPS

9 - Business and Finance
12 - Energy
15 - Healthcare
18 - Information Technology
21-Skilled Trades and Technicians

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INTRODUCTION

St.Clair 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 St. Clair 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 St. Clair County for the Customer Service, Energy, Health Care, Information Technology, and Skilled Trades occupation groups.

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

2024 ST. CLAIR COUNTY

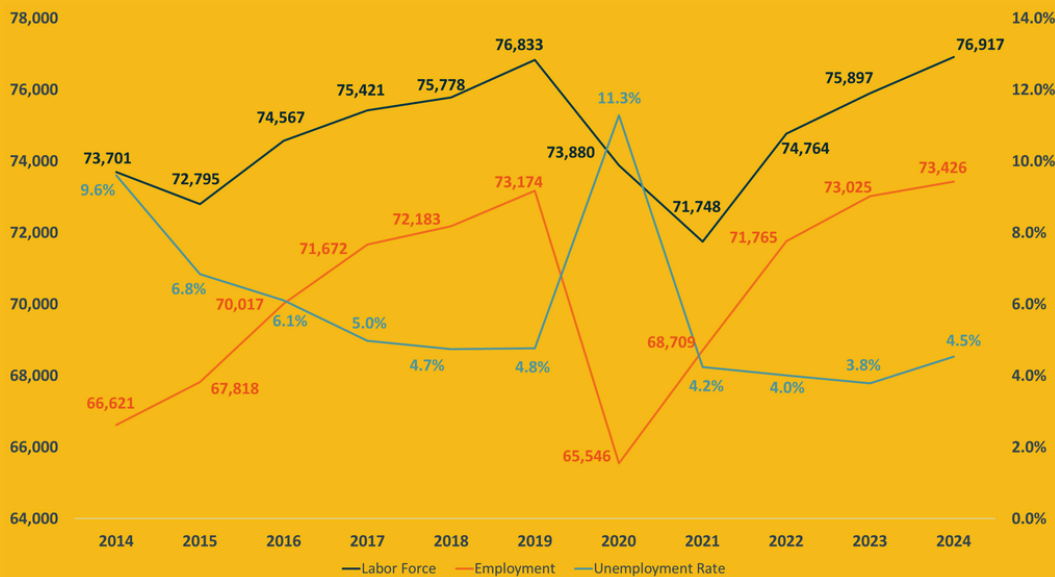
ST. CLAIR COUNTY Annual State of the Labor Market

Over the course of CY2024, the labor force increased by 1,021 individuals (1.3 percent) while employment increased by 401 individuals (0.5 percent) from 2023. Unemployment increased by 619 workers and the unemployment rate increased by 0.8 percentage points from 3.8 percent in 2023 to 4.5 percent in 2024. Registered Nurses tops the list as the most demanded occupation in 2024, accounting for 609 job postings followed closely by Retail Salesperson with 346 postings. The Health Care and Customer Service occupation groups continue to be heavily demanded in St. Clair County.

Annual Labor Market Information

The labor force in St. Clair County grew in 2024, increasing by 1,021 individuals (1.3 percent) from the prior year. Employment increased by 401 workers (0.5 percent) over the same period, while unemployment increased by 619 workers (21.6 percent) for a total of 3,491 unemployed workers in 2024. The unemployment rate finished the year at 4.5 percent in 2024, an increase of 0.8 percentage points since 2023. The highest monthly unemployment rate occurred in Q4 at 4.9 percent and steadily increased throughout the year.

Annual Labor Force, Employment, Unemployment Rate 2014–2024

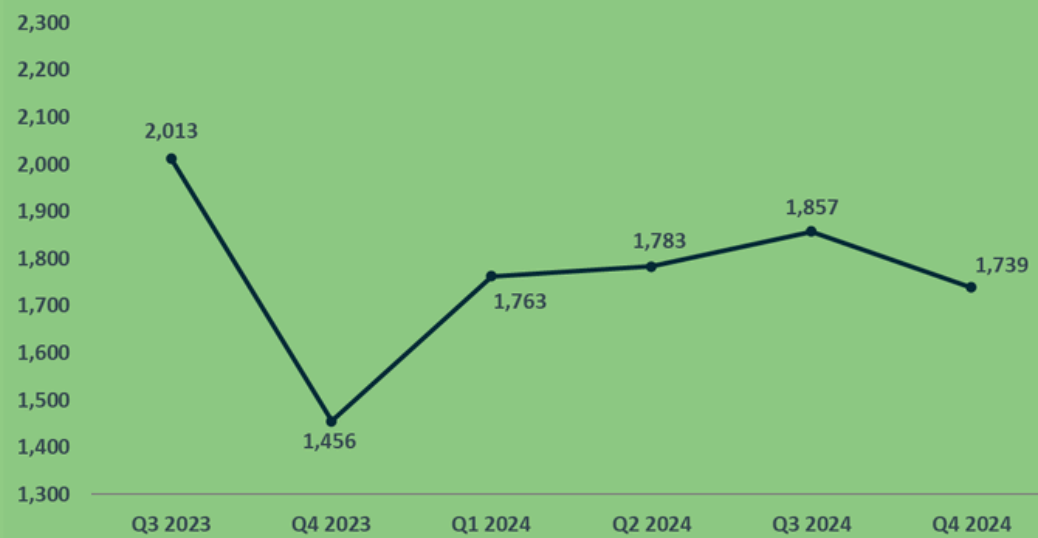


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 shows that employer demand has increased since the end of Q4 2023. In Q4 2024, there was a monthly average of 1,739 unique postings per month in St. Clair County, a decrease of 118 monthly postings from the 1,857 monthly average recorded in Q3. The third quarter also had the highest recorded average monthly postings in 2024 with 1,857 postings, an increase of 94 postings (5.3 percent) since Q1.

Average Quarterly Posting Analysis City of Detroit Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

ST. CLAIR
COUNTY

Key Findings

6.5% Employer demand decreased by 6.5 percent, a loss of 674 job postings since 2023

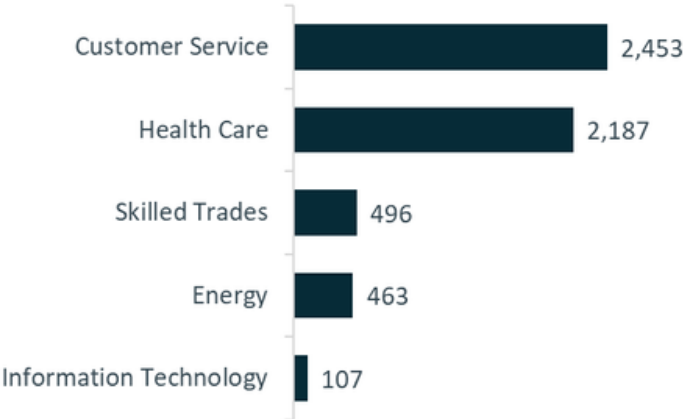
High School Diploma
Most in-demand minimum education level during Q4

In Q4, employment totaled
72,077
a decrease of 2,236 workers since Q4 2023

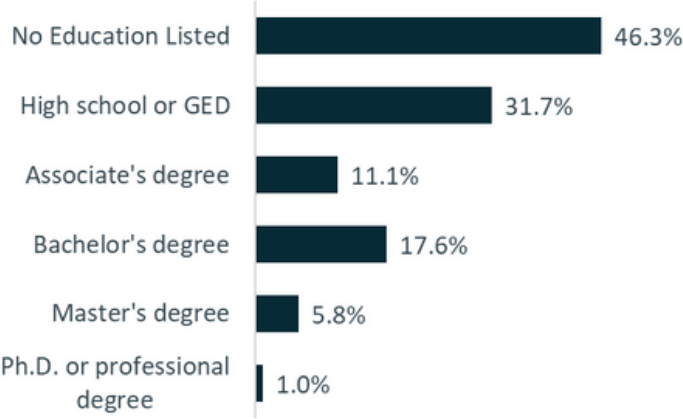
During 2024, there were 9,681 job postings, or 674 fewer than the 10,355 postings made during 2023 in St. Clair County. The third quarter of 2024 saw the highest demand for the year with 1,857 postings, an 5.3 percent increase since Q1 2024. The top posted job occupations in 2024 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, and Nursing Assistants. For more information about in-demand job postings, see page 7.

Of the 9,681 unique postings in St. Clair County during 2024, 3,072(31.7 percent) required a High School diploma or equivalent, while 2,775 postings (28.7 percent) required a College degree. An additional 661 postings (6.8 percent) required an advanced degree. The high demand for Customer Service roles and Skilled Trades within the county drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2024



Education Levels In-Demand
2024



The first quarter of 2024 saw a marginal decrease in the labor force and a decrease in employment, with corresponding increases in unemployment and the unemployment rate. The unemployment rate, specifically, grew 0.3 percentage points to an annual high of 4.9 percent during Q4. The labor force and employment numbers decreased in Q4 to 75,820 and 72,077 workers respectively, while unemployment also increased to 3,743 workers compared to Q4 2023. The unemployment rate at the end of Q4 2024 was 4.9 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 | 77,442 | 77,314 | 77,075 | 77,459 | 75,820 | -1,639 | -2.1% | -1,622 | -2.1% |
| Employment | 74,313 | 74,028 | 73,707 | 73,894 | 72,077 | -1,817 | -2.5% | -2,236 | -3.0% |
| Unemployment | 3,129 | 3,287 | 3,368 | 3,565 | 3,743 | 179 | 5.0% | 615 | 19.6% |
| nemployment Rate | 4.0% | 4.3% | 4.4% | 4.6% | 4.9% | 0.3% | na | 0.9% | na |

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 76,917 individuals, an increase of 1,021 individuals since 2023. Employment is up to 73,426 workers in 2024, an increase of 401 workers. Both unemployment and the unemployment rate increased.. Unemployment increased to 3,491 workers.. Similarly, the unemployment rate increased by 0.8 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 | 73,701 | 72,795 | 74,567 | 75,421 | 75,778 | 76,833 | 73,880 | 71,748 | 74,764 | 75,897 | 76,917 | 1,021 | 1.3% |
| Employment | 66,621 | 67,818 | 70,017 | 71,672 | 72,183 | 73,174 | 65,546 | 68,709 | 71,765 | 73,025 | 73,426 | 401 | 0.5% |
| Unemployment | 7,080 | 4,977 | 4,551 | 3,748 | 3,595 | 3,659 | 8,334 | 3,039 | 2,999 | 2,871 | 3,491 | 619 | 21.6% |
| Unemployment Rate | 9.6% | 6.8% | 6.1% | 5.0% | 4.7% | 4.8% | 11.3% | 4.2% | 4.0% | 3.8% | 4.5% | 0.8% | na |

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 79,531 people in the labor force, either working or seeking employment in St. Clair County. Less than half of the total population, or 74,425 individuals (46.5 percent), living in the county 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 29.8 percent, while females under the age of 25 face an unemployment rate of 26.3 percent. Black or African Job seekers have a difficult time finding employment, with an unemployment rate of 19.6 percent. Those who identified as Hispanic also have difficulty, facing an unemployment rate of 8.7 percent.

| Civilian Labor Force by Demographic Group | | | | |
|---|----------------------|------------------|--------------------|-------------------|
| Demographic Group | Civilian Labor Force | Total Employment | Total Unemployment | Unemployment Rate |
| Total Population 16 + | 79,513 | 74,425 | 5,088 | 6.4% |
| Sex | | | | |
| Male 16+ | 42,708 | 39,843 | 2,865 | 6.7% |
| 16-19 | 1,739 | 1,407 | 332 | 19.1% |
| 20-24 | 3,858 | 3,443 | 415 | 10.8% |
| 25-54 | 26,075 | 24,534 | 1,541 | 5.9% |
| 55-64 | 8,752 | 8,380 | 372 | 4.3% |
| 65 Plus | 2,284 | 2,079 | 205 | 9.0% |
| Female 16+ | 36,805 | 34,582 | 2,223 | 6.0% |
| 16-19 | 2,039 | 1,788 | 251 | 12.3% |
| 20-24 | 3,405 | 2,927 | 478 | 14.0% |
| 25-54 | 21,854 | 20,846 | 1,008 | 4.6% |
| 55-64 | 7,198 | 6,800 | 398 | 5.5% |
| 65 Plus | 2,309 | 2,221 | 88 | 3.8% |
| Race | | | | |
| White | 73,093 | 16,385 | 4,459 | 6.1% |
| Black / African American | 1,825 | 64 | 358 | 19.6% |
| Native American | 108 | 39 | 0 | 0.0% |
| Asian | 587 | 28 | 16 | 2.7% |
| Native Hawaiian / Pacific Islander | 0 | 0 | 0 | 0.0% |
| Some Other Race | 929 | 241 | 48 | 5.2% |
| Two or More Races | 3,058 | 635 | 235 | 7.7% |
| Ethnicity | | | | |
| Hispanic | 2,810 | 752 | 245 | 8.7% |

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

POPULATION DEMOGRAPHICS

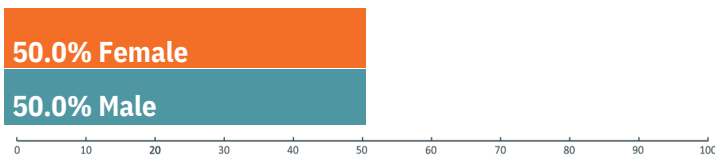
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in St. Clair County decreased by about 0.1 percent between 2022 and 2023. During 2023, there were 160,089 people living in the county. The gender of the populace was split evenly, with about 50.0 percent of the population identifying as female and the other 50.0 percent identifying as male. A majority of the population identified as White (91.6 percent) with the second largest number of individuals identifying as Two or more races (4.3 percent). The region is facing an aging populace; with 35.8 percent of the population over the age of 54, compared to 28.1 percent under the age of 25.

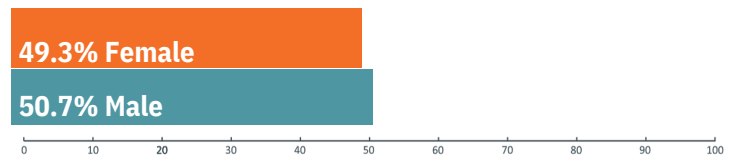
2024 Current Workforce

In 2024, the workforce had a total of 43,660 individuals working in St. Clair County. A slight majority, or 50.7 percent (22,143 workers) were male, while 49.3 percent (21,517 workers) of the workforce was female. Most workers in the county identified as White, accounting for 85.6 percent of the workforce, while Black or African American workers totaled 6.7 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 3.8 percent. A significant concentration of the workforce in St. Clair County is between the age of 25 and 54 (59.7 percent), while 24.2 percent of workers are 55 and older.

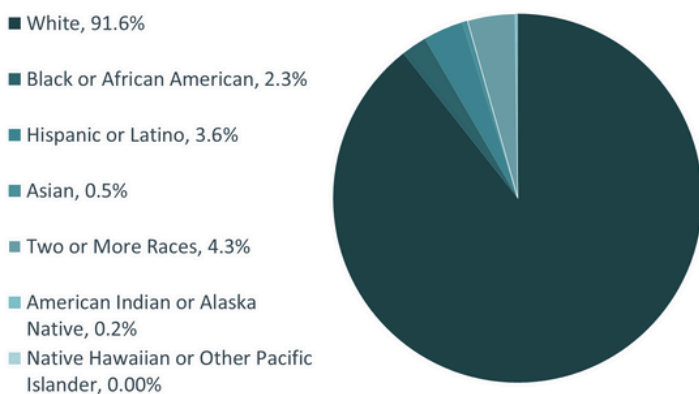
Population Gender Demographics



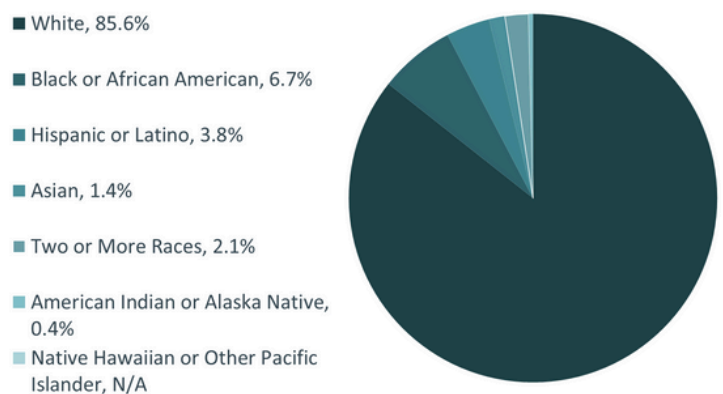
Workforce Gender Demographics



Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



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

Workforce Age Demographics



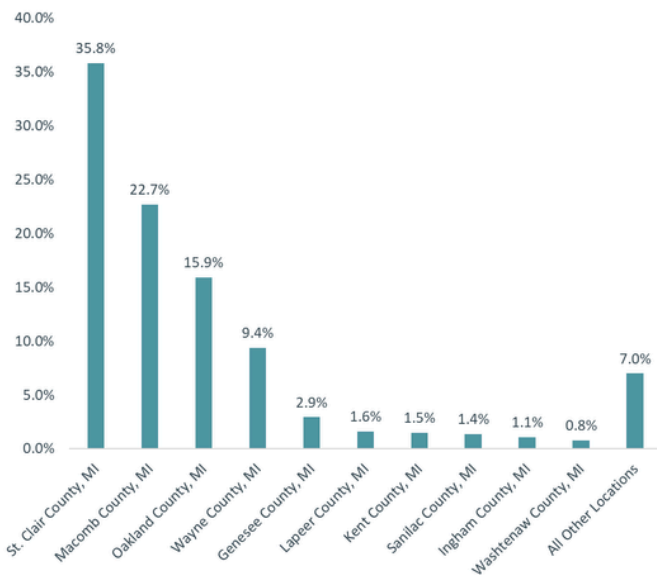
Data: Lightcast | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

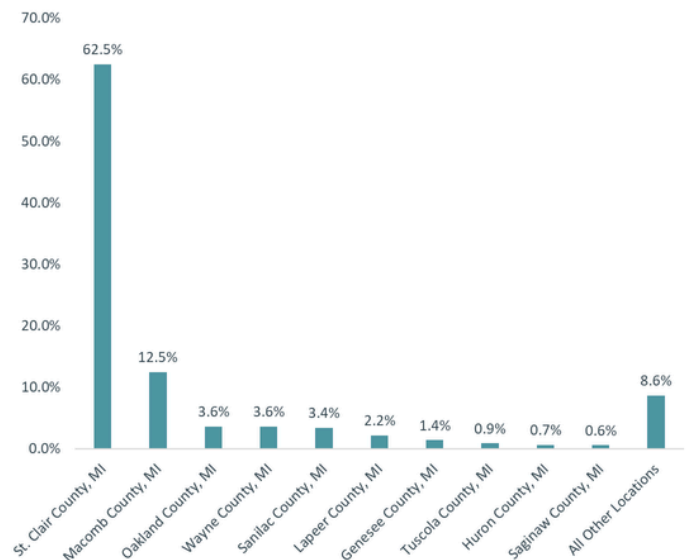
ST. CLAIR COUNTY

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, St. Clair County's workforce consisted of 68,878 residents. There were 24,671 (35.8 percent) residents living and working within St. Clair County, while the remaining 44,207 residents (64.2 percent) traveled outside of the County for work. There were 39,500 workers employed in the County during 2021. Of those, 14,829 workers (37.5 percent) lived outside of the County and commuted in. Based upon this information, it can be concluded that St. Clair County is a net exporter of jobs, with more workers leaving the area for employment than commuting in.

Where St. Clair Residents Work



Where St. Clair Workers Live

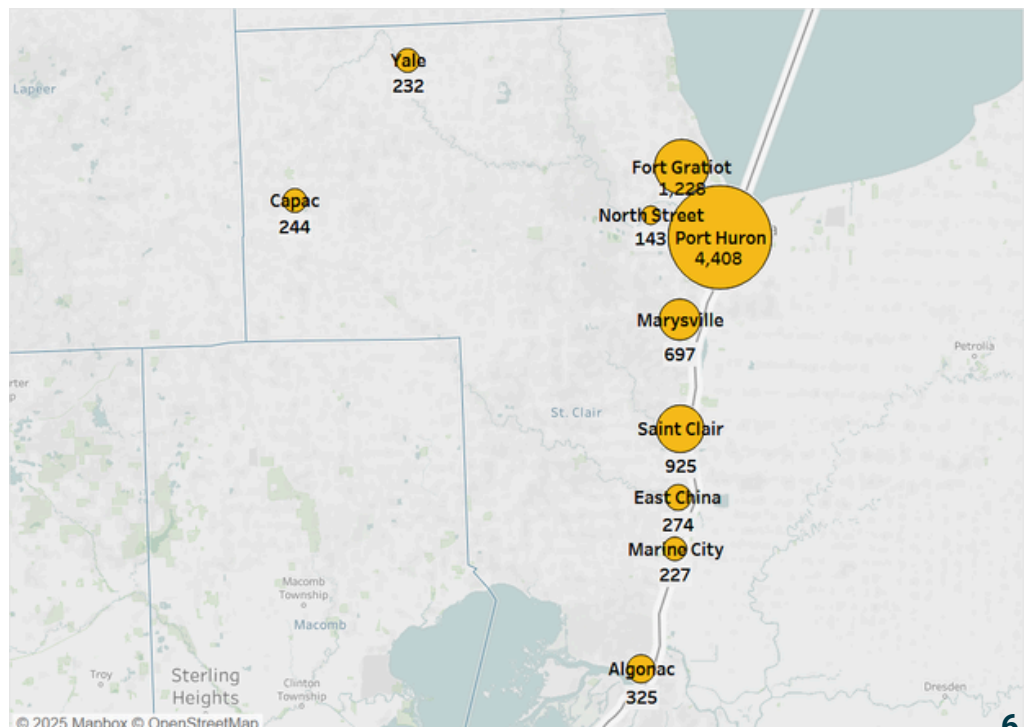


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

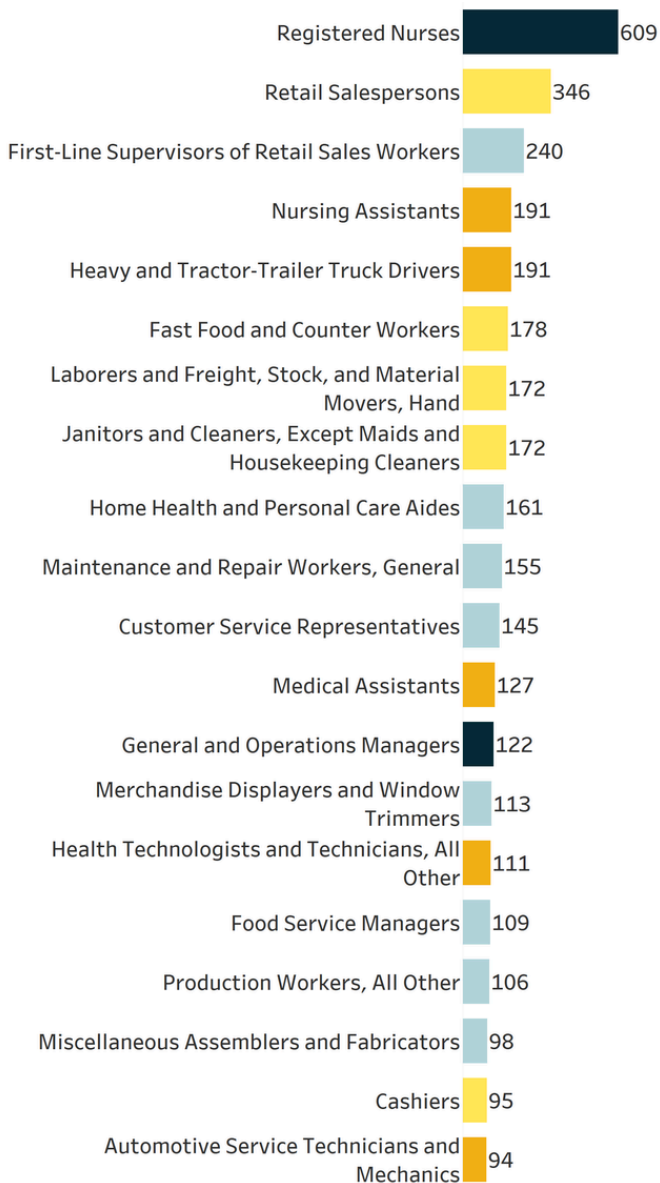
1. Port Huron: 4,408 Postings
2. Fort Gratiot Township: 1,228 Postings
3. Saint Clair: 925 Postings
4. Marysville: 697 Postings
5. Algonac: 325 Postings
6. East China: 274 Postings
7. Capac: 244 Postings
8. Yale: 232 Postings
9. Marine City: 227 Postings
10. North Street: 143 Postings



TOP POSTED JOBS

Top Posted Jobs

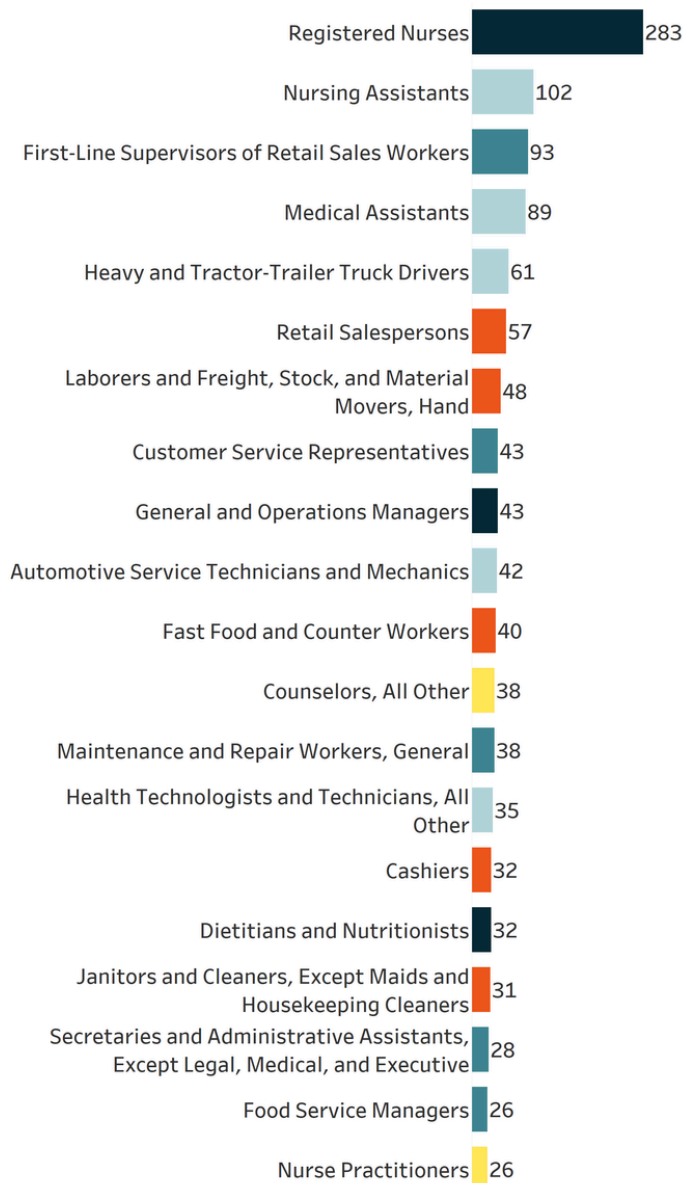
Registered Nurses is the top posted occupation for 2024 with 609 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (346 postings) and First-Line Supervisors of Retail Sales Workers (240 postings) round out the top three demanded occupations, requiring No formal educational credential and High school diploma or equivalent, respectively. Among the top 10 in-demand jobs, less than half require a formal educational credential, while more than half require some level of on-the-job training.



- 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 26.7 percent of postings in St. Clair County. Less than half of the top ten entry-level occupations require a Postsecondary nondegree award. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 38.4 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 283 postings, followed by Nursing Assistants with 102 postings.

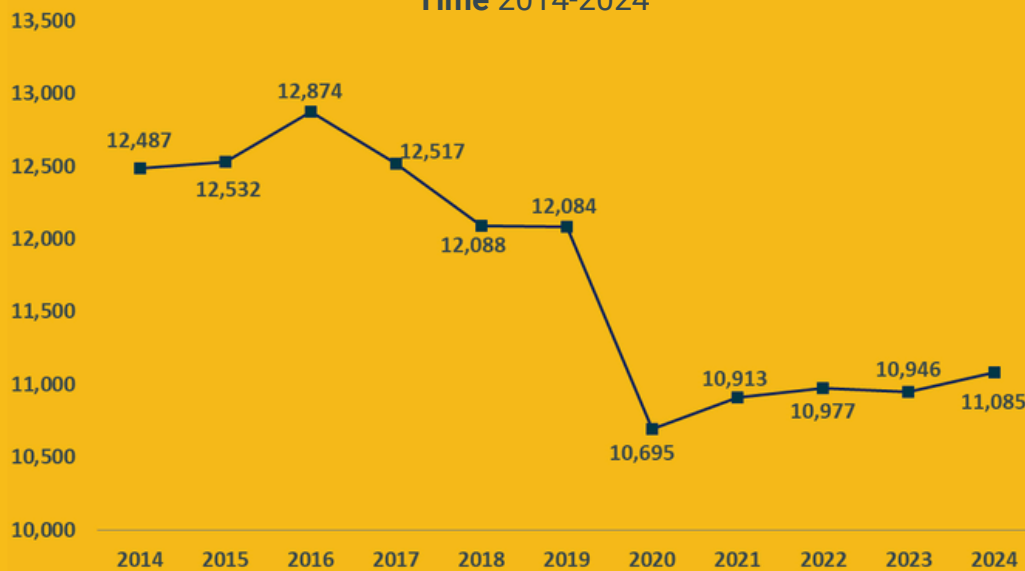


- Bachelor's degree
- High school diploma or equivalent
- Master's degree
- No formal educational credential
- Postsecondary nondegree award

2024 ST. CLAIR COUNTY 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. 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



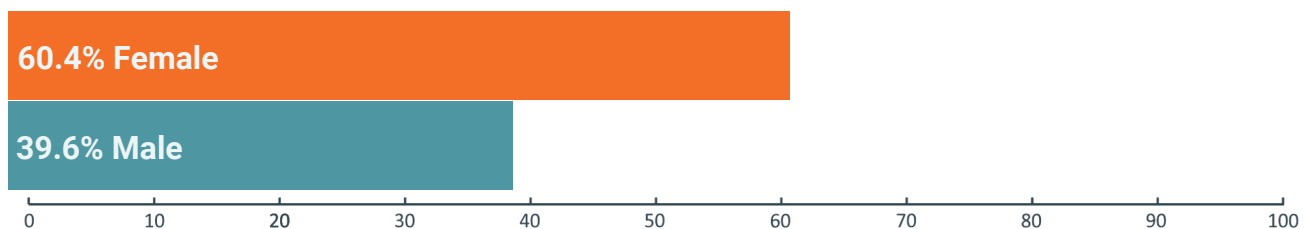
139 Customer Service Workers

1.3% increase from 2023

Customer Service Worker Demographics

In 2024, there were 11,085 workers in the Customer Service occupation group. This group is primarily made up of females (60.4 percent) and between the age of 25 and 54 (46.6 percent), with 39.6 percent of workers identifying as male and just 14.9 percent identifying as a racial minority. Also of note was that 32.4 percent of the workers in the occupation group were under the age of 25, compared to the 21 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

85.1% White | 4.1% Hispanic or Latino | 6.9% Black or African-American

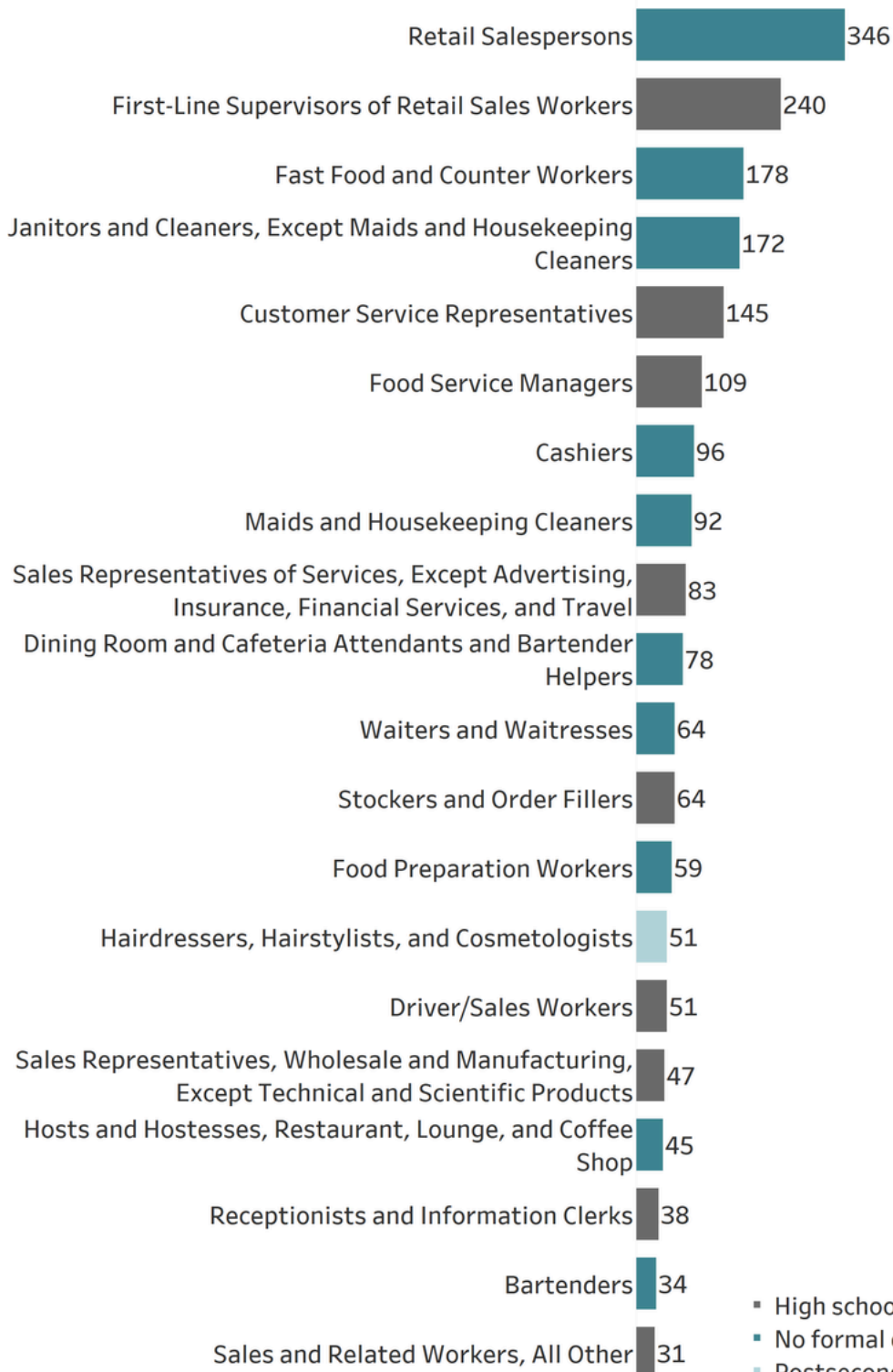
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 2,453 job postings for Customer Service workers, with Retail Salespersons as the most sought-after occupation by Customer Service industry employers with 346 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 240 postings. Other top posted jobs include Fast Food and Counter Workers (178 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (172 postings), and Customer Service Representatives (145 postings).



- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Wages in the Customer Service field do not necessarily scale with education or experience as seen in other occupations. 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. At least half of the top jobs pay over \$14.43 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$14.43 per hour or an annual salary of about \$30,014.

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 | \$10.92 | \$12.24 | \$14.43 | \$16.12 | \$21.07 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | \$13.15 | \$16.11 | \$20.15 | \$25.46 | \$33.17 |
| 35-3023 | Fast Food and Counter Workers | \$10.10 | \$11.72 | \$12.65 | \$13.19 | \$15.53 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$12.18 | \$13.09 | \$14.98 | \$16.31 | \$18.81 |
| 43-4051 | Customer Service Representatives | \$13.05 | \$15.19 | \$18.37 | \$23.43 | \$29.19 |
| 11-9051 | Food Service Managers | \$20.68 | \$23.22 | \$27.71 | \$33.33 | \$38.39 |
| 41-2011 | Cashiers | \$10.31 | \$11.94 | \$12.69 | \$14.39 | \$15.99 |
| 37-2012 | Maids and Housekeeping Cleaners | \$11.99 | \$12.67 | \$14.21 | \$15.74 | \$16.73 |
| 41-3091 | Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | \$16.84 | \$22.57 | \$32.82 | \$44.86 | \$64.79 |
| 35-9011 | Dining Room and Cafeteria Attendants and Bartender Helpers | \$10.10 | \$10.67 | \$12.54 | \$13.88 | \$16.13 |

In-Demand Technical Skills

- Merchandising
- Cash Register
- Restaurant Operation
- Food Safety And Sanitation
- Cash Handling

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Food Handler's Card
- ServSafe Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification

In-Demand Education Level*

- High school or GED: 34.5%
- Associate's degree: 3.5%
- Bachelor's degree: 9.3%
- Master's degree: 0.8%

Top Posting Employers

- Dollar General
- Kroger
- Love's
- Meijer
- Walmart
- Pilot Company
- Lake Huron Medical Center
- Taco Bell
- Compass Group
- GPM Investments

Job Postings by City

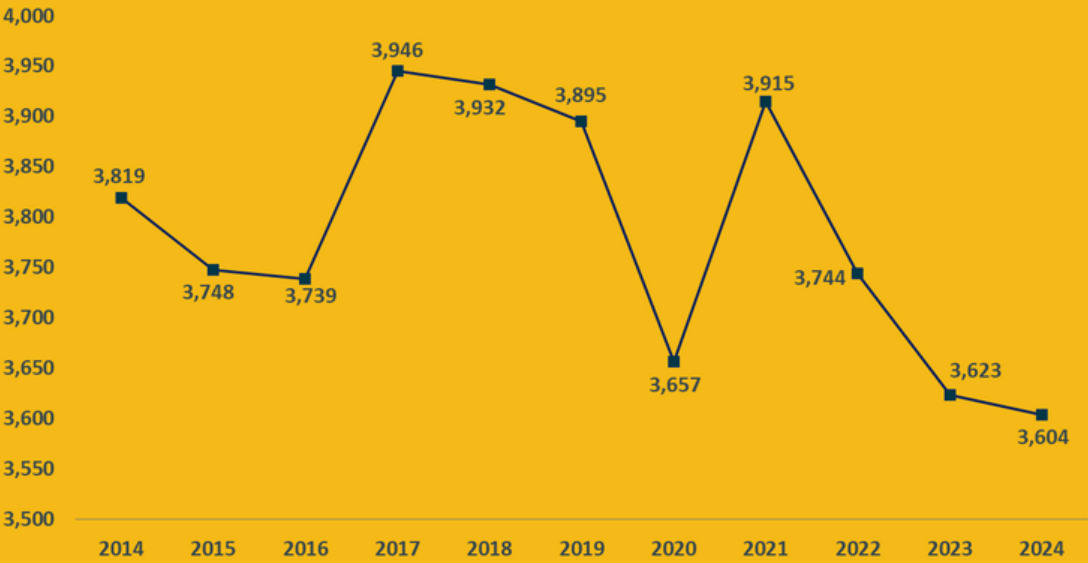
1. Port Huron: 831 Postings
2. Fort Gratiot Township: 537 Postings
3. Saint Clair: 233 Postings
4. Marysville: 212 Postings
5. Algonac: 101 Postings
6. East China: 81 Postings
7. Capac: 72 Postings
8. Marine City: 64 Postings
9. Smiths Creek: 62 Postings
10. Kimball: 44 Postings

**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.

Employment Over
Time 2014-2024



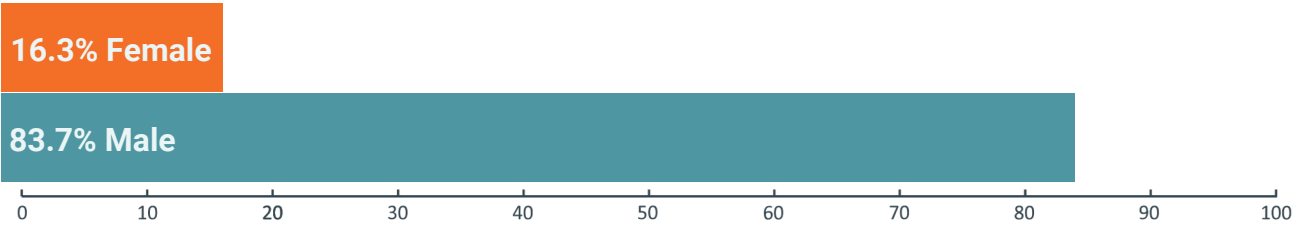
20 Energy
Workers
0.5% decrease
from 2023



Energy Worker Demographics

In 2024, there were 3,604 workers in the Energy occupation group. This group is primarily made up of males (83.7 percent) and between the age of 25 and 54 (68.5 percent), with 16.3 percent of workers identifying as female and just 9.5 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 25.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

90.5% White | 2.4% Hispanic or Latino | 4.1% Black or African-American

Worker Age Demographics

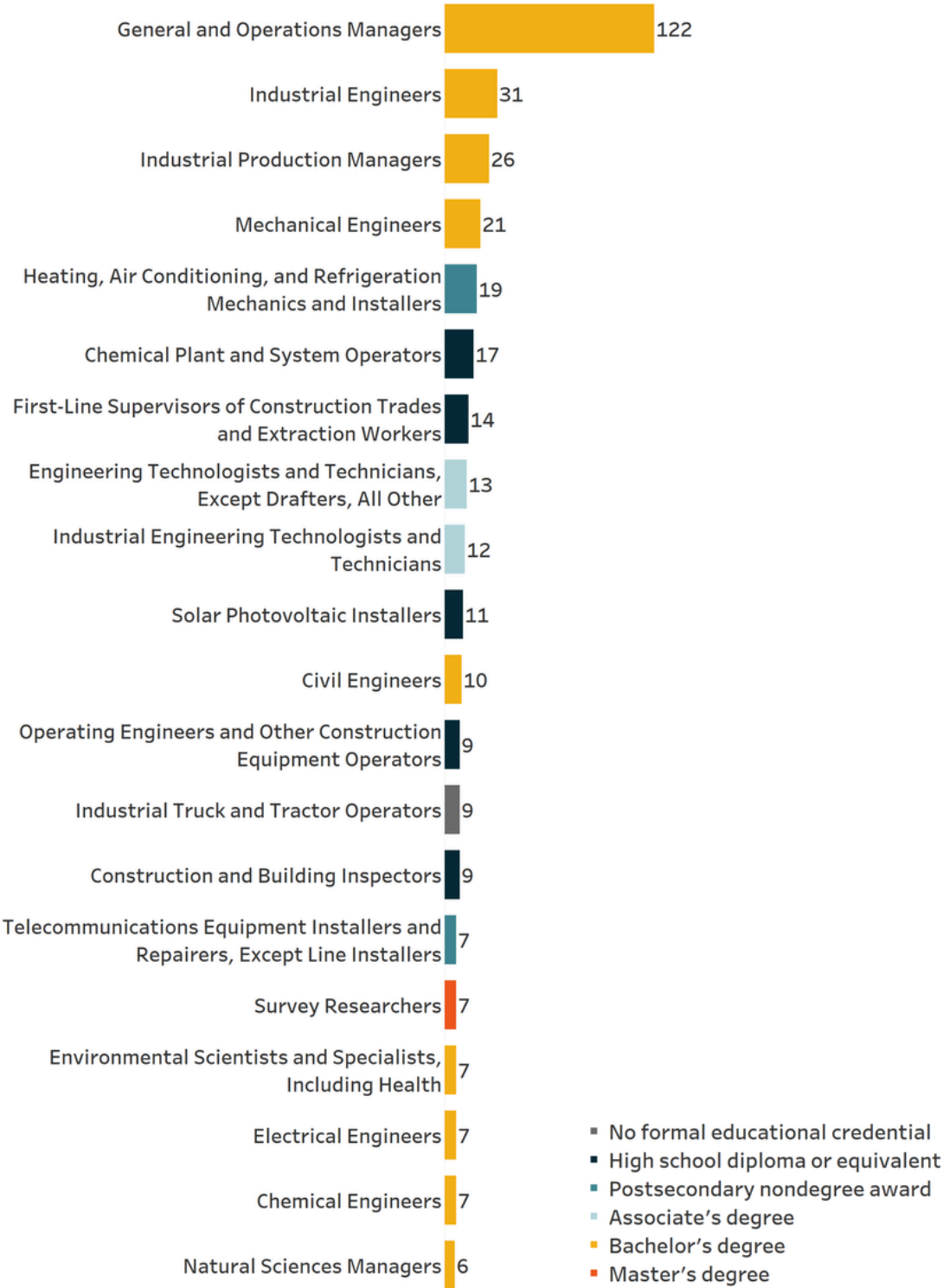


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 463 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers with 122 postings. Industrial Engineers was in the second position with 31 postings. Other top posted jobs include Industrial Production Managers (26 postings), Mechanical Engineers (21 postings), and Heating, Air Conditioning, and Refrigeration Mechanics and Installers (19 postings).



Wage Overview

Wages in the Energy field do not necessarily scale with education or experience as seen in other occupations. The Energy 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. Most of the top jobs pay over \$27.59 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$44.32 per hour or an annual salary of about \$92,186.

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 | \$21.16 | \$29.13 | \$44.32 | \$70.33 | \$99.89 |
| 17-2112 | Industrial Engineers | \$29.42 | \$34.99 | \$43.79 | \$53.11 | \$57.67 |
| 11-3051 | Industrial Production Managers | \$34.38 | \$43.21 | \$51.85 | \$60.44 | \$76.46 |
| 17-2141 | Mechanical Engineers | \$29.24 | \$34.50 | \$43.80 | \$54.52 | \$57.95 |
| 49-9021 | Heating, Air Conditioning, and Refrigeration Mechanics and Installers | \$16.27 | \$20.33 | \$24.41 | \$30.46 | \$35.36 |
| 51-8091 | Chemical Plant and System Operators | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | \$23.12 | \$27.64 | \$34.00 | \$41.80 | \$51.83 |
| 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | \$14.70 | \$20.15 | \$28.21 | \$34.18 | \$45.91 |
| 17-3026 | Industrial Engineering Technologists and Technicians | \$20.04 | \$22.32 | \$26.42 | \$34.26 | \$40.01 |
| 47-2231 | Solar Photovoltaic Installers | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |

In-Demand Technical Skills

- Continuous Improvement Process
- Project Management
- Inventory Management
- Housekeeping
- Merchandising

In-Demand Education Level*

- High school or GED: 31.3%
- Associate's degree: 7.6%
- Bachelor's degree: 28.5%
- Master's degree: 5.6%

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

In-Demand Foundational Skills

- Management
- Communication
- Operations
- Customer Service
- Leadership

Top Posting Employers

- GPAC
- AutoZone
- Buckle
- Magna International
- Intertape Polymer Group
- Chassis
- ZF
- Lake Huron Medical Center
- Menards
- St Clair County Community College

In-Demand Certifications

- Valid Driver's License
- Certification Board For Sterile Processing And Distribution (CBSPD) Certification
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- HVAC Certification

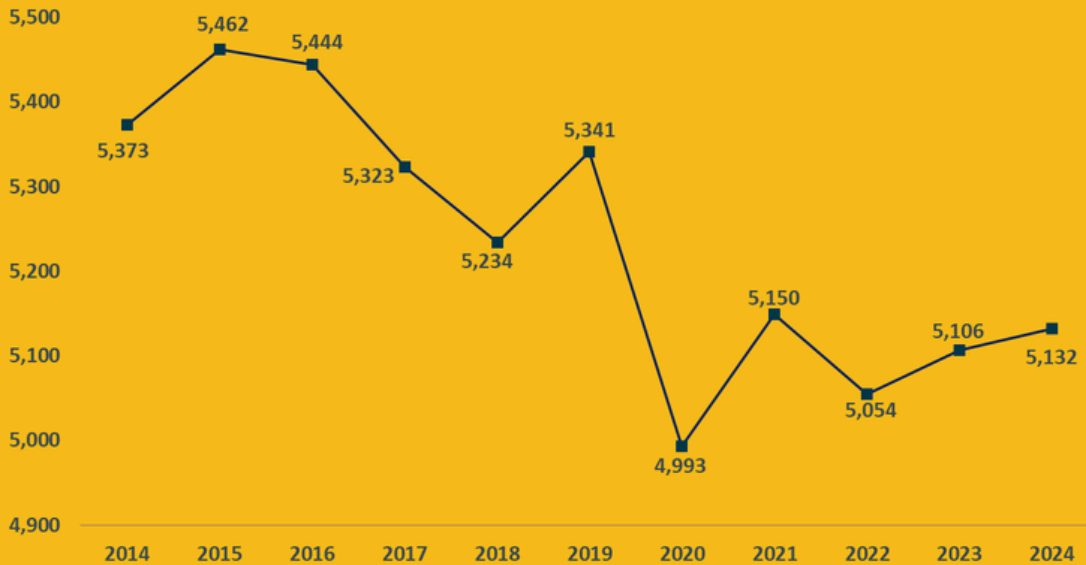
Job Postings by City

1. Port Huron: 180 Postings
2. Marysville: 56 Postings
3. Fort Gratiot Township: 55 Postings
4. Saint Clair: 49 Postings
5. Algonac: 22 Postings
6. East China: 14 Postings
7. Marine City: 13 Postings
8. Fair Haven: 12 Postings
9. North Street: 8 Postings
10. Kimball: 7 Postings

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



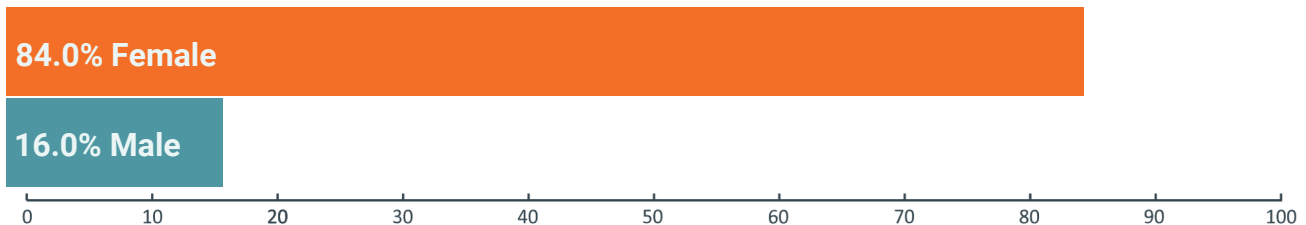
26
Health Care
Workers
0.5% increase
from 2023



Health Care Worker Demographics

According to 2024 Lightcast data, the 5,132 workers in the Health Care group are not particularly diverse. Just 9.1 percent of the related workforce is under 25. Male workers account for 16.0 percent of the current workforce and only 12.4 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

87.6% White | 3.2% Hispanic or Latino | 5.1% Black or African-American

Worker Age Demographics

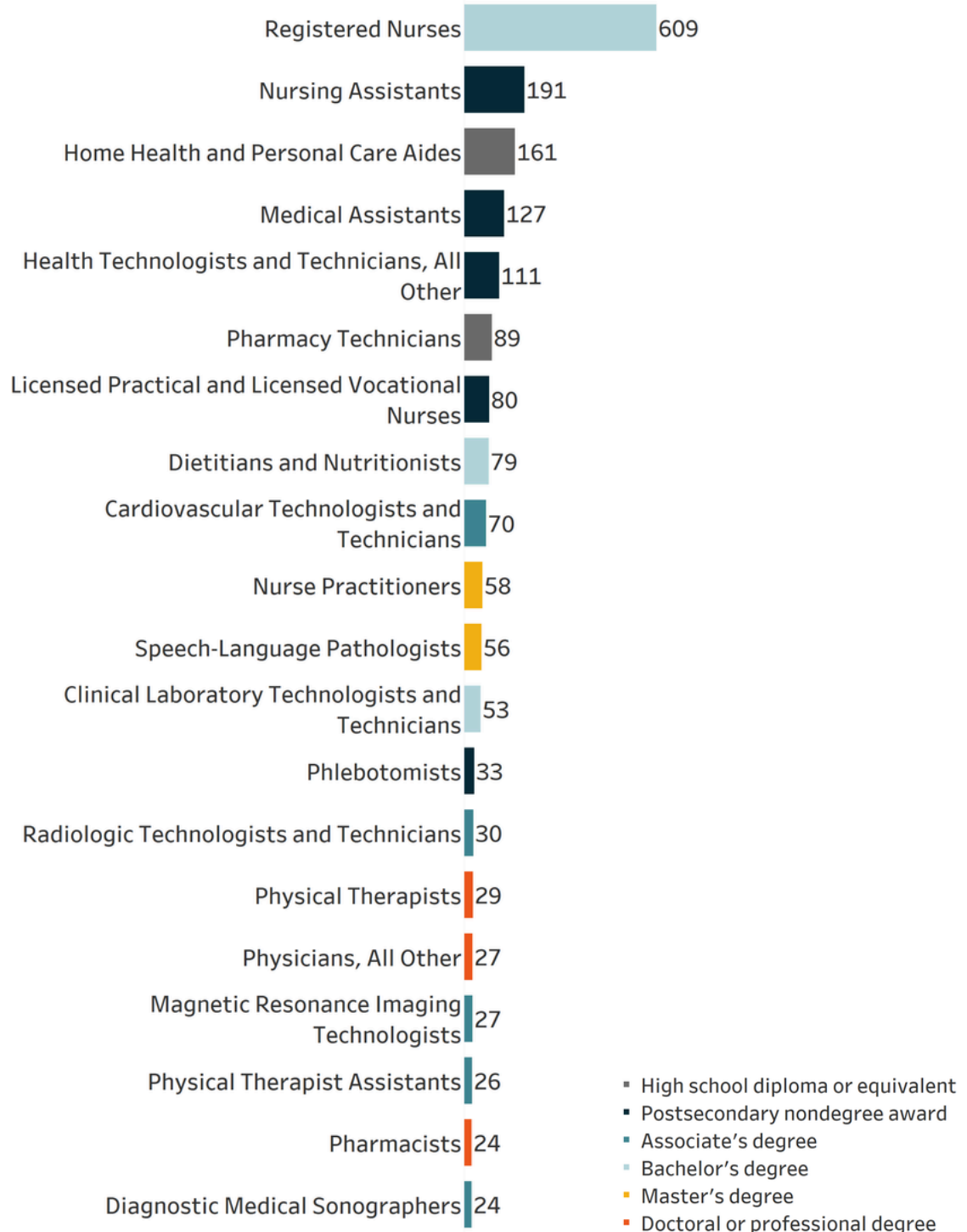


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 2,187 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 609 postings. Nursing Assistants was in the second position with 191 postings. Other top posted jobs include Home Health and Personal Care Aides (161 postings), Medical Assistants (127 postings), and Health Technologists and Technicians, All Other (111 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 less than a bachelor's degree. At least half of the top jobs pay over \$18.42 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$36.31 per hour or an annual salary of about \$75,525.

Wage Overview for Top Posted Health Care Jobs in 2024

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 29-1141 | Registered Nurses | \$29.75 | \$33.84 | \$36.31 | \$42.44 | \$44.48 |
| 31-1131 | Nursing Assistants | \$15.17 | \$15.98 | \$16.57 | \$17.87 | \$19.37 |
| 31-1128 | Home Health and Personal Care Aides | \$10.63 | \$12.60 | \$13.95 | \$15.93 | \$17.49 |
| 31-9092 | Medical Assistants | \$13.64 | \$15.86 | \$16.43 | \$19.20 | \$19.95 |
| 29-2099 | Health Technologists and Technicians, All Other | \$15.62 | \$16.30 | \$18.42 | \$24.20 | \$32.65 |
| 29-2052 | Pharmacy Technicians | \$14.07 | \$15.31 | \$16.79 | \$20.40 | \$21.53 |
| 29-2061 | Licensed Practical and Licensed Vocational Nurses | \$23.27 | \$26.72 | \$27.68 | \$29.10 | \$32.53 |
| 29-1031 | Dietitians and Nutritionists | \$23.84 | \$27.01 | \$31.94 | \$45.00 | \$45.02 |
| 29-2031 | Cardiovascular Technologists and Technicians | \$16.66 | \$21.04 | \$28.79 | \$35.28 | \$36.84 |
| 29-1171 | Nurse Practitioners | \$43.64 | \$46.59 | \$53.13 | \$56.50 | \$60.20 |

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Nursing Process
- Vital Signs

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Compassion
- Planning

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant (CNA)
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 33.6%
- Associate's degree: 22.0%
- Bachelor's degree: 18.3%
- 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

- McLaren Health Care
- Lake Huron Medical Center
- Prime Healthcare Services
- McLaren Port Huron
- Regency-on-the-lake
- Elara Caring
- Marwood Nursing & Rehab
- ATX Learning
- Ascension
- Geisinger Health System

Job Postings by City

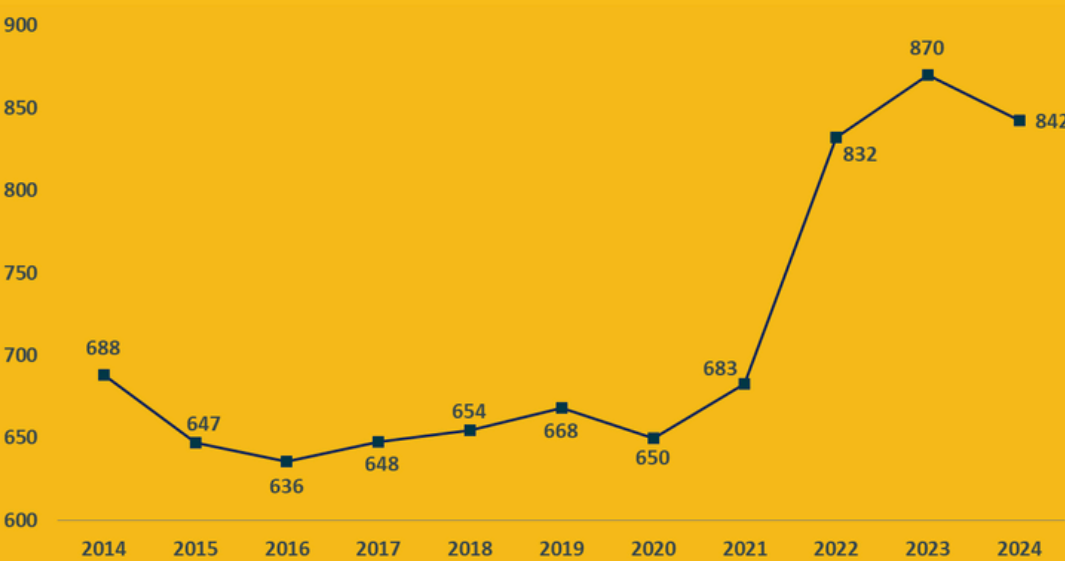
1. Port Huron: 1,471 Postings
2. Fort Gratiot Township: 198 Postings
3. Saint Clair: 91 Postings
4. East China: 89 Postings
5. Marysville: 67 Postings
6. Algonac: 48 Postings
7. Yale: 48 Postings
8. Marine City: 26 Postings
9. Emmett: 22 Postings
10. North Street: 22 Postings

2024
ST. CLAIR
COUNTY

INFORMATION TECHNOLOGY
OCCUPATION GROUP

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

Employment Over
Time 2014-2024



28
Information
Technology Workers

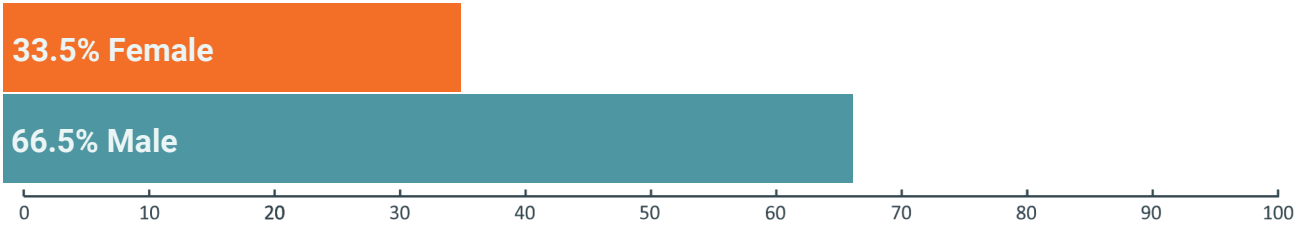
3.2% decrease
from 2023



Information Technology Worker Demographics

According to 2024 Lightcast data, the 842 workers in the IT group are not particularly diverse. Just 6.0 percent of the related workforce is under 25. Female workers account for 33.5 percent of the current workforce and only 12.7 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.

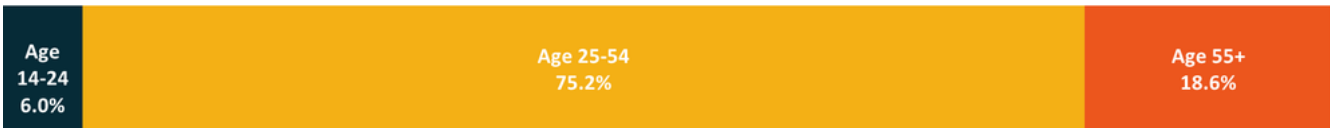
Worker Gender Demographics



Race and Ethnicity Demographics

87.3% White | 3.8% Asian | 4.4% Black or African-American

Worker Age Demographics

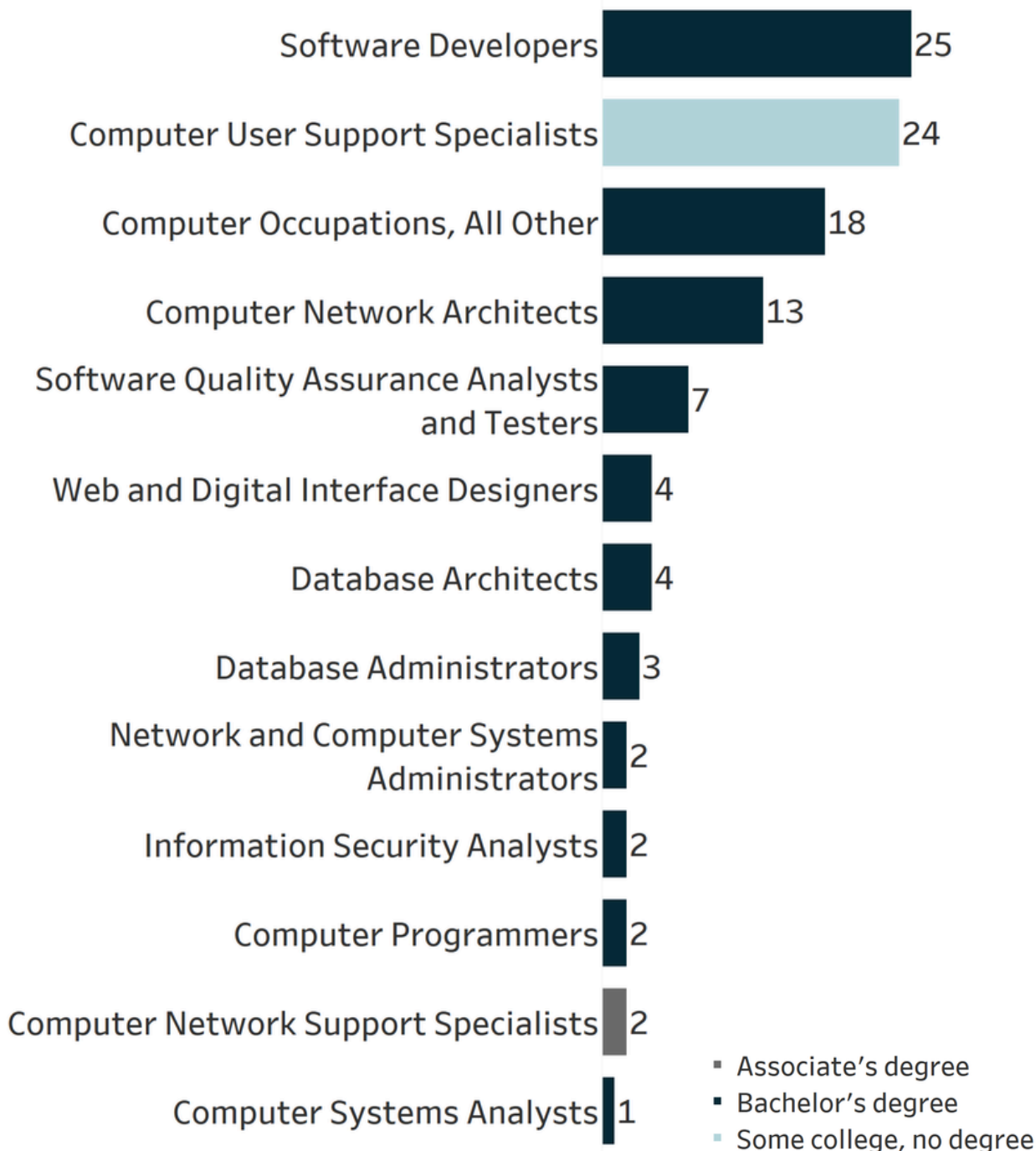


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 107 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers with 25 postings. Computer User Support Specialists was in the second position with 24 postings. Other top posted jobs include Computer Occupations, All Other (18 postings), Computer Network Architects (13 postings), and Software Quality Assurance Analysts and Testers (7 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Wages in the IT industry 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. Most of the top jobs pay over \$32.57 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$46.57 per hour or an annual salary of about \$96,866.

Wage Overview for Top Posted Information Technology Jobs in 2024

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 15-1252 | Software Developers | \$33.25 | \$39.01 | \$46.57 | \$57.69 | \$70.59 |
| 15-1232 | Computer User Support Specialists | \$15.68 | \$19.88 | \$25.53 | \$31.10 | \$36.66 |
| 15-1299 | Computer Occupations, All Other | \$24.63 | \$33.50 | \$44.31 | \$56.95 | \$64.31 |
| 15-1241 | Computer Network Architects | \$31.81 | \$41.54 | \$49.79 | \$61.77 | \$75.00 |
| 15-1253 | Software Quality Assurance Analysts and Testers | \$21.43 | \$27.66 | \$40.00 | \$45.56 | \$53.95 |
| 15-1243 | Database Architects | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 15-1255 | Web and Digital Interface Designers | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 15-1242 | Database Administrators | \$23.32 | \$29.12 | \$44.59 | \$53.99 | \$59.43 |
| 15-1212 | Information Security Analysts | \$28.61 | \$36.61 | \$46.59 | \$58.53 | \$73.82 |
| 15-1231 | Computer Network Support Specialists | \$20.19 | \$23.69 | \$29.14 | \$34.70 | \$42.14 |

In-Demand Technical Skills

- Computer Science
- Project Management
- Help Desk Support
- Microsoft Azure
- Continuous Improvement Process

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- CompTIA A+
- CompTIA Security+
- Certified Protection Professional
- Certified Ethical Hacker

In-Demand Education Level*

- High school or GED: 15.0%
- Associate's degree: 13.1%
- Bachelor's degree: 35.5%
- Master's degree: 10.3%

Top Posting Employers

- Acadia Technologies
- Magna International
- Yale University
- Impact Staffing
- WSP Global
- Buckland Customs Brokers
- Buckland
- St Clair County Community College
- ZF
- Ovation Workplace Services

Job Postings by City

1. Port Huron: 45 Postings
2. Marysville: 14 Postings
3. Saint Clair: 12 Postings
4. Memphis: 5 Postings
5. Yale: 5 Postings
6. East China: 4 Postings
7. North Street: 4 Postings
8. Fort Gratiot Township: 3 Postings
9. Marine City: 3 Postings
10. Algonac: 2 Postings

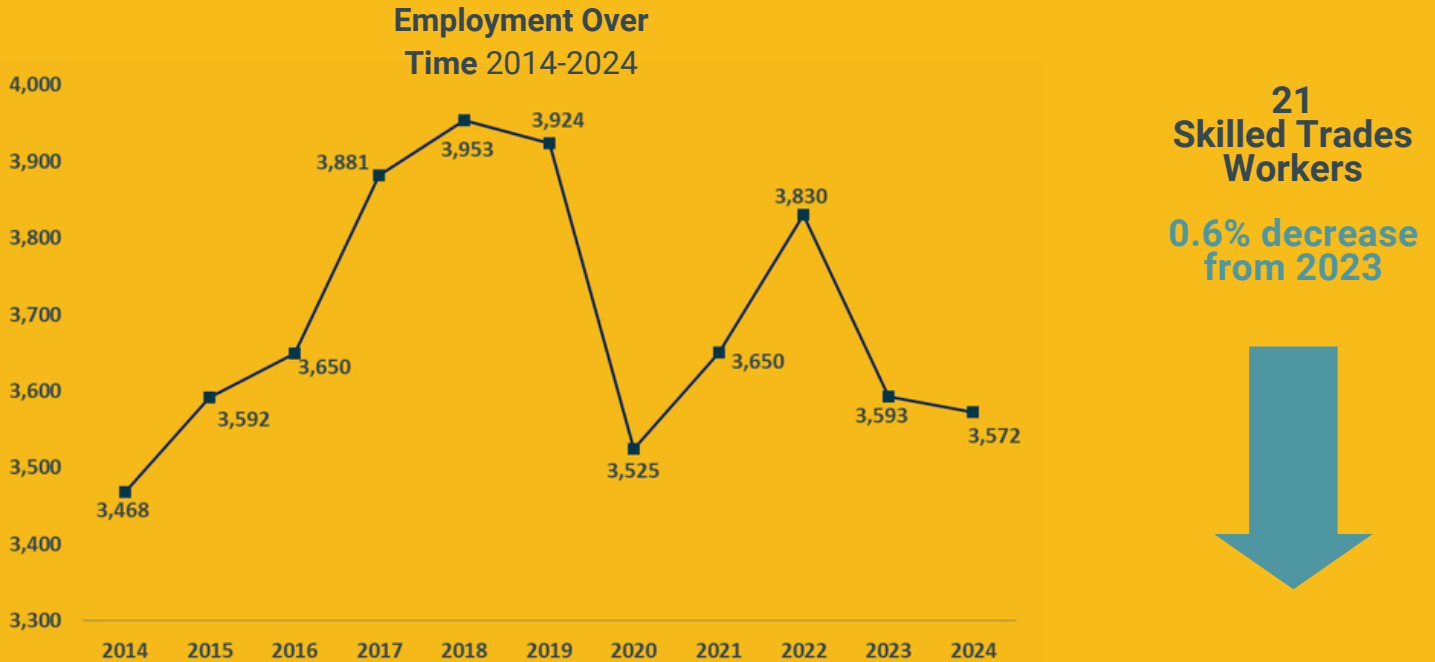
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

2024 SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

ST. CLAIR COUNTY

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.

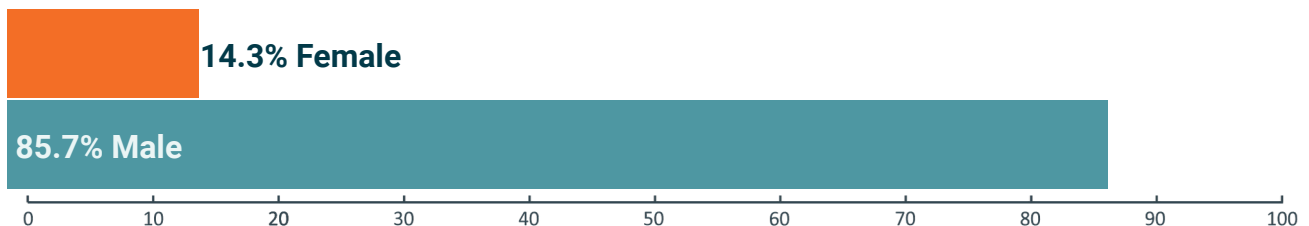
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

In 2024, there were 3,572 workers in the Skilled Trades occupation group. This group is primarily made up of males (85.7 percent) and between the age of 25 and 54 (63.8 percent), with 14.3 percent of workers identifying as female and just 11.7 percent identifying as a racial minority. Also of note was that 7 percent of the workers in the occupation group were under the age of 25, compared to the 29.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

88.3% White | 3.3% Hispanic or Latino | 5.9% Black or African-American

Worker Age Demographics

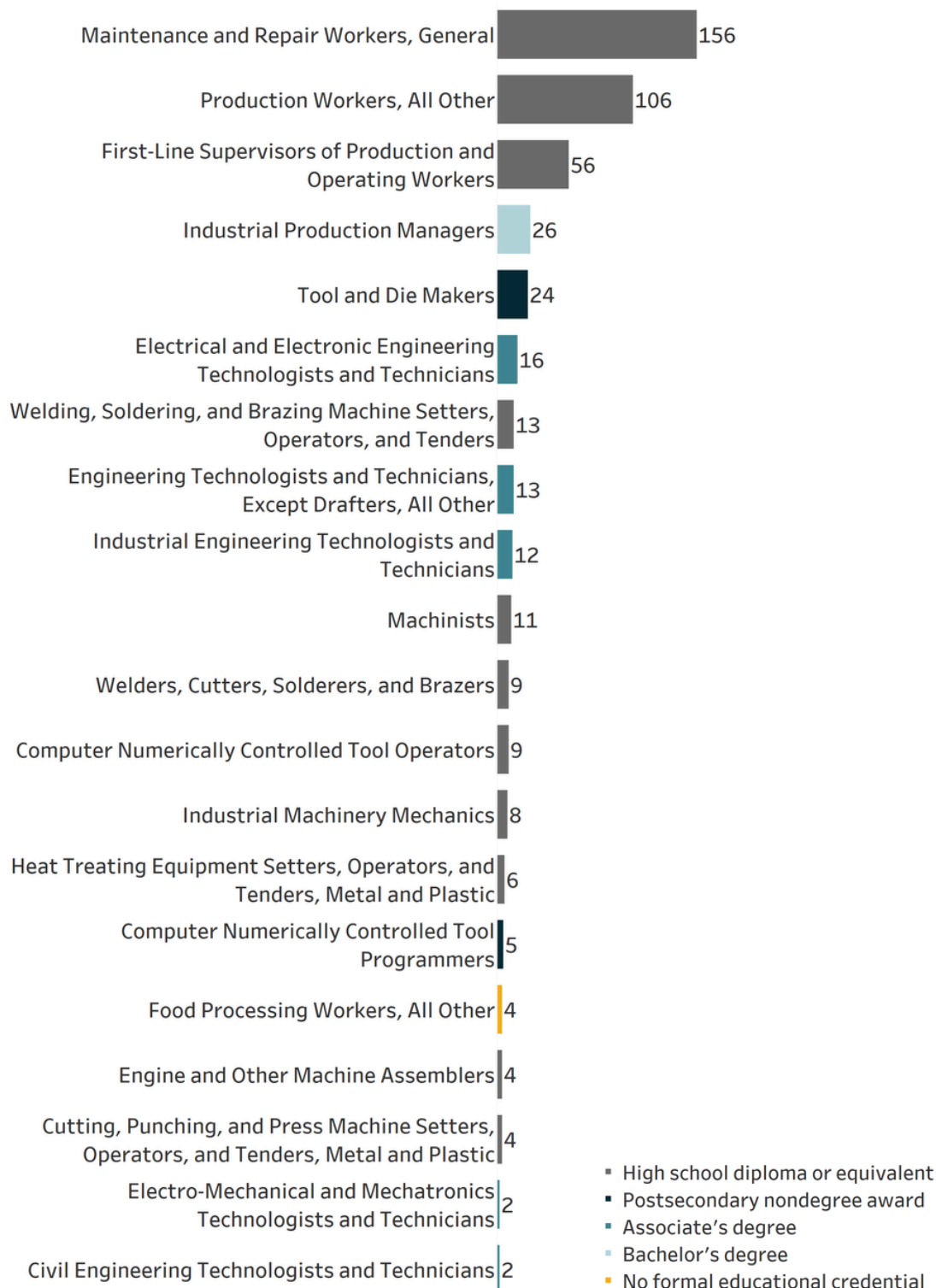


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 496 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 156 postings. Production Workers, All Other was in the second position with 106 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (56 postings), Industrial Production Managers (26 postings), and Tool and Die Makers (24 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 \$26.42 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$20.16 per hour or an annual salary of about \$41,933.

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 | \$13.85 | \$16.32 | \$20.16 | \$24.85 | \$28.37 |
| 51-9199 | Production Workers, All Other | \$13.97 | \$15.00 | \$16.16 | \$19.98 | \$24.86 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | \$19.83 | \$22.71 | \$29.05 | \$34.98 | \$44.76 |
| 11-3051 | Industrial Production Managers | \$34.38 | \$43.21 | \$51.85 | \$60.44 | \$76.46 |
| 51-4111 | Tool and Die Makers | \$19.91 | \$22.75 | \$28.44 | \$34.18 | \$35.39 |
| 17-3023 | Electrical and Electronic Engineering Technologists and Technicians | \$18.05 | \$21.41 | \$28.06 | \$34.70 | \$38.35 |
| 17-3029 | Engineering Technologists and Technicians, Except Drafters, All Other | \$14.70 | \$20.15 | \$28.21 | \$34.18 | \$45.91 |
| 51-4122 | Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders | \$15.07 | \$17.57 | \$17.71 | \$21.44 | \$27.57 |
| 17-3026 | Industrial Engineering Technologists and Technicians | \$20.04 | \$22.32 | \$26.42 | \$34.26 | \$40.01 |
| 51-4041 | Machinists | \$15.90 | \$17.81 | \$21.44 | \$27.12 | \$31.06 |

In-Demand Technical Skills

- Continuous Improvement Process
- Housekeeping
- Machinery
- Machine Operation
- Tooling

In-Demand Foundational Skills

- Troubleshooting
- Operations
- Communication
- Problem Solving
- Management

In-Demand Certifications

- Valid Driver's License
- Certified First Responder (CFR)
- Scissor Lift Certification
- Forklift Certification
- OSHA Certification

In-Demand Education Level*

- High school or GED: 39.5%
- Associate's degree: 7.5%
- Bachelor's degree: 5.4%
- Master's degree: 0.6%

Top Posting Employers

- Magna International
- Aerotek
- Axiom
- Nesco Resource
- Ptm Corporation
- Mueller Brass
- Chassix
- Pregis
- Paumac Tubing
- Dana Incorporated

Job Postings by City

1. Port Huron: 164 Postings
2. Saint Clair: 111 Postings
3. Marysville: 76 Postings
4. Capac: 34 Postings
5. Fair Haven: 22 Postings
6. Marine City: 20 Postings
7. Algonac: 13 Postings
8. Fort Gratiot Township: 13 Postings
9. North Street: 7 Postings
10. Yale: 7 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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