LABOR MARKET REPORT

WIN
WORKFORCE
INTELLIGENCE
NETWORK

**OCT- DEC
Q4 2024**
WININTELLIGENCE.ORG

WIN REGION

Q4
2024

CONTENTS

OCCUPATION GROUPS

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WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION
WIN Region

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN data and research team analyzes job posting data at the occupation level within 11 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 region report using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to the Detroit labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status and demographic and commuting data. The WIN analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the fourth quarter of 2024 labor market information from the WIN Region for all 11 occupation groups.
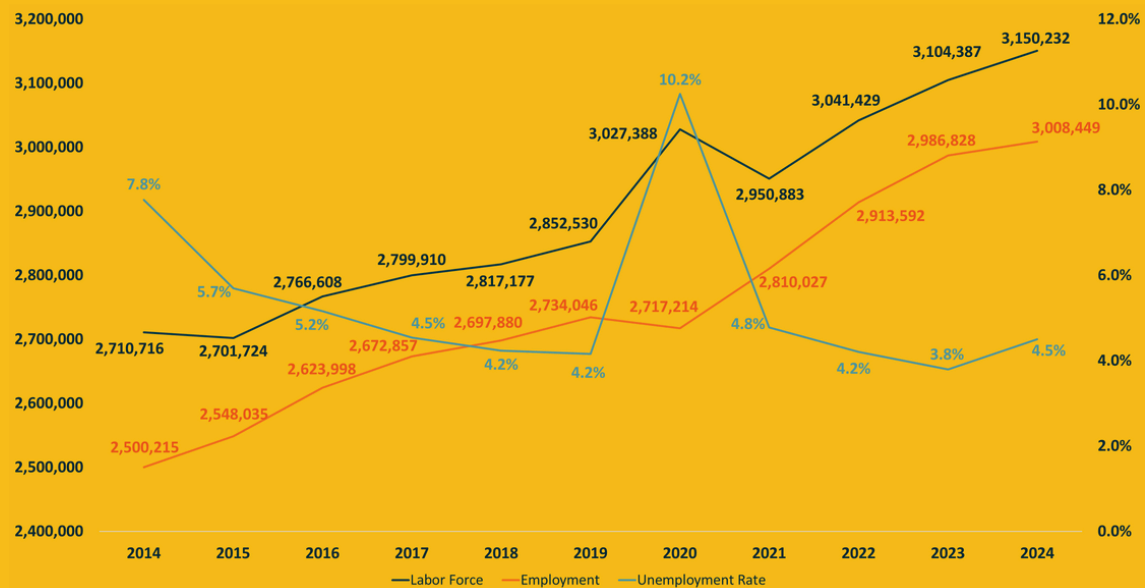
For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit WINintelligence.org or contact the data and research team directly at info@WINintelligence.org.

WIN REGION
Annual State of the Labor Market

During the fourth quarter of 2024, the labor force and employment figures declined, while unemployment improved from Q3 2024 in southeast Michigan. The number of unemployed workers decreased by 2.7 percent, the size of the labor force decreased by 1.1 percent and the number of employed individuals decreased by 1.0 percent. These changes demonstrate COVID-19 recovery tapering off and more traditional economic trends prevailing.

Annual Labor Market Information

The labor force in southeast Michigan improved between 2023 and 2024 YTD, gaining 45,846 individuals, or 1.5 percent. Employment tracked less proportionately to the labor force, reporting an increase of 0.7 percent, or 21,620 more workers in 2024. The unemployment rate increased during the same period to a rate of 4.5 percent.

Annual Labor Force, Employment, Unemployment Rate 2014–2024

Labor Force:
2,710,716 (2014), 2,701,724 (2015), 2,766,608 (2016), 2,799,910 (2017), 2,817,177 (2018), 2,852,530 (2019), 3,027,388 (2020), 2,950,883 (2021), 3,041,429 (2022), 3,104,387 (2023), 3,150,232 (2024)

Employment:
2,500,215 (2014), 2,548,035 (2015), 2,623,998 (2016), 2,672,857 (2017), 2,697,880 (2018), 2,734,046 (2019), 2,717,214 (2020), 2,810,027 (2021), 2,913,592 (2022), 2,986,828 (2023), 3,008,449 (2024)

Unemployment Rate:
7.8%, 5.7%, 5.2%, 4.5%, 4.2%, 4.2%, 10.2%, 4.8%, 4.2%, 3.8%, 4.5%

Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the fourth quarter of 2024, showed a decrease in demand levels in southeast Michigan, down 9,948 postings or 6.9 percent since Q3 2024. Over the past year, postings have increased by 8,338 compared with Q4 2024, up 6.7 percent.

Average Quarterly Posting Analysis WIN Region Q3 2023 - Q4 2024

161,809 (Q3 2023), 125,344 (Q4 2023), 150,857 (Q1 2024), 138,960 (Q2 2024), 143,630 (Q3 2024), 133,682 (Q4 2024)

Data: Workforce Intelligence Network
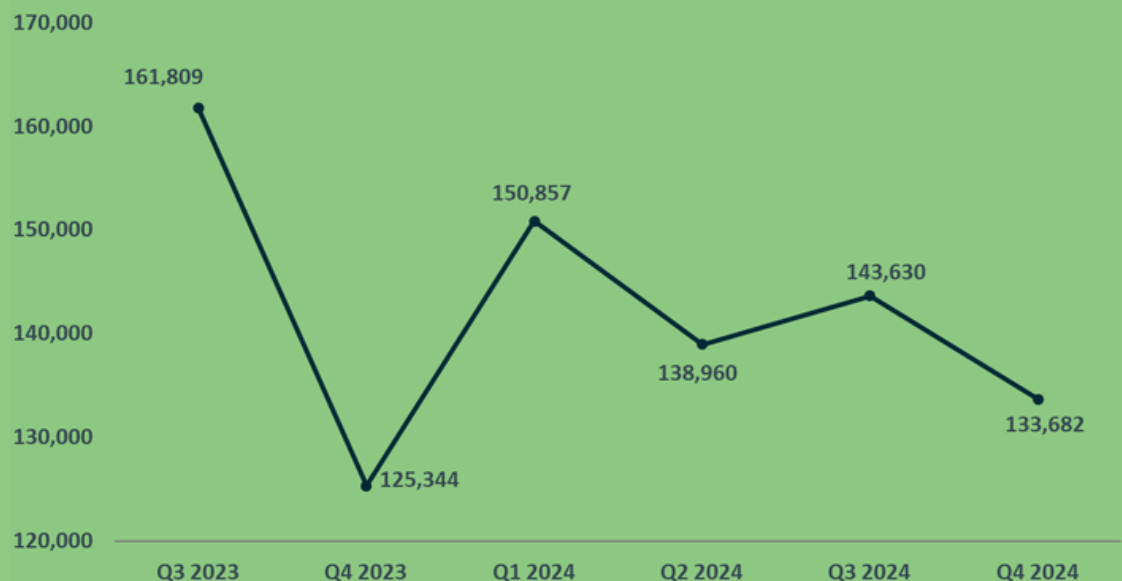
Q4 2024
WIN REGION

ANNUAL WORKFORCE INDICATORS
Key Findings

6.9% Employer demand decreased by 6.9 percent, a decrease of 9,948 average job postings since Q3 2024

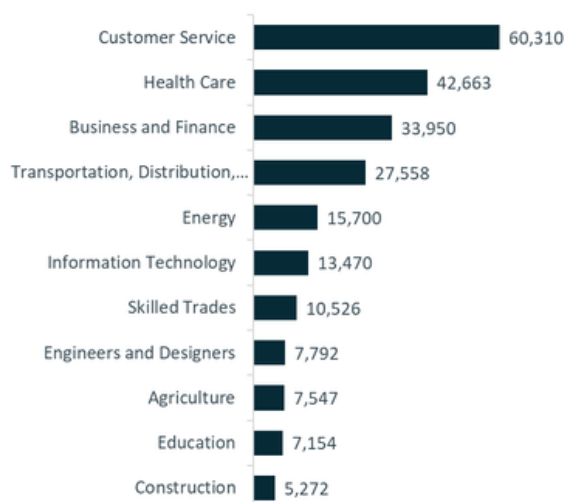**Bachelor's Degree** Most in-demand minimum education level during Q4

In Q4, employment totaled **2,981,394** a decrease of 30,646 workers since Q3
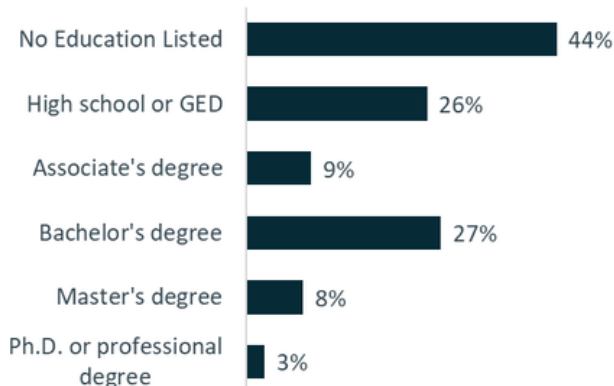
During Q4 2024, there were 242,924 unique job postings, 20,330 (7.7 percent) less than the 263,254 postings made during Q3 2024 in the 19-county WIN region. All occupation groups saw a decrease in postings this quarter. The Customer Service occupation group had the greatest demand with 60,310 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, First-Line Supervisors of Retail Sales Workers, and Software Developers. For more information about in-demand job postings, see page 7.

Of the 242,924 unique postings in the WIN Region during Q4 2024, 66,678 (27.4 percent) required a Bachelor's degree, while 62,012 postings (25.5 percent) required a High School diploma or equivalent. An additional 25,571 postings (10.5 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q4 2024

Occupation Group	Postings
Customer Service	60,310
Health Care	42,663
Business and Finance	33,950
Transportation, Distribution,…	27,558
Energy	15,700
Information Technology	13,470
Skilled Trades	10,526
Engineers and Designers	7,792
Agriculture	7,547
Education	7,154
Construction	5,272

In-Demand Education Levels
Q4 2024

Education Level	Percent
No Education Listed	44%
High school or GED	26%
Associate's degree	9%
Bachelor's degree	27%
Master's degree	8%
Ph.D. or professional degree	3%

The latest quarterly labor market data from southeast Michigan highlighted a decline in the labor force and employment. During Q4 2024, labor force figures were 1.1 percent lower (34,932 individuals) and employment was 1.0 percent lower (30,646 individuals) than in Q3 2024. The unemployment rate decreased to 4.8 percent in Q4 2024, a 0.1 percentage point decrease from Q3 2024. The labor force decreased by 1.0 percent from Q4 2023 while employment figures showed annual decline of 2.1 percent during the same period. For more information about this year's unemployment rate and other labor market indicators, see 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	3,164,185	3,146,389	3,153,019	3,168,227	3,133,295	-34,932	-1.1%	-30,890	-1.0%
Employment	3,044,021	3,023,585	3,016,775	3,012,040	2,981,394	-30,646	-1.0%	-62,626	-2.1%
Unemployment	120,164	122,804	136,244	156,187	151,900	-4,286	-2.7%	31,736	26.4%
Unemployment Rate	3.8%	3.9%	4.3%	4.9%	4.8%	-0.1%	na	1.1%	na

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

Q4
2024
WIN REGION

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the fourth quarter of 2024, the labor force in southeast Michigan experienced growth. The labor force is up by 45,846 individuals (1.5 percent) since 2023, while employment in the 19-county area increased by 21,620 workers (0.7 percent). Unemployment increased by 24,225 individuals from 2023. The unemployment rate demonstrated a commensurate increase, 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	2,710,716	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,104,387	3,150,232	45,846	1.5%
Employment	2,500,215	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,986,828	3,008,449	21,620	0.7%
Unemployment	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	24,225	20.6%
Unemployment Rate	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	0.7%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During the most recent census year (2023) there were about 3,156,821 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2023 were those individuals 24 years old or younger, accounting for an unemployment rate of 29.1 percent for males and 25.1 percent for females. Overall, males in the region had a higher unemployment rate than females, with 6.3 percent and 6.2 percent respectively, in 2023. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 28.3 percent. Those job seekers who identified as Native Hawaiian or Pacific Islander also had a difficult time finding employment and had an unemployment rate of 14.7 percent. Asian job seekers had the lowest unemployment rate of 4.0 percent.

Civilian Labor Force by Demographic Group

Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,156,821	2,954,128	202,693	6.4%
Sex				
Male 16+	1,646,664	1,542,602	104,062	6.3%
16-19	66,385	54,480	11,905	17.9%
20-24	156,252	138,769	17,483	11.2%
25-54	1,033,669	977,093	56,576	5.5%
55-64	289,560	276,054	13,506	4.7%
65 Plus	100,798	96,206	4,592	4.6%
Female 16+	1,500,685	1,408,031	92,654	6.2%
16-19	71,398	61,363	10,035	14.1%
20-24	155,472	138,335	17,137	11.0%
25-54	927,865	876,558	51,307	5.5%
55-64	260,479	250,193	10,286	3.9%
65 Plus	85,471	81,582	3,889	4.6%
Race				
White	2,248,953	2,085,339	112,224	5.0%
Black / African American	524,944	457,858	65,140	12.4%
Native American	7,429	6,873	2,100	28.3%
Asian	146,785	140,912	5,839	4.0%
Native Hawaiian / Pacific Islander	633	555	93	14.7%
Some Other Race	49,169	44,337	4,172	8.5%
Two or More Races	172,612	156,656	13,513	7.8%
Ethnicity				
Hispanic	160,463	146,417	12,045	7.5%

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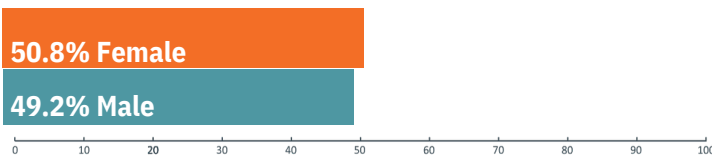
POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau (2023, ACS five-year estimates), 6,263,168 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as White (66.2 percent) with the second largest number of individuals identifying as Black or African American (17.1 percent). The region is facing an aging populace; with 31.2 percent of the population over the age of 54, compared to 30.6 percent under the age of 25.
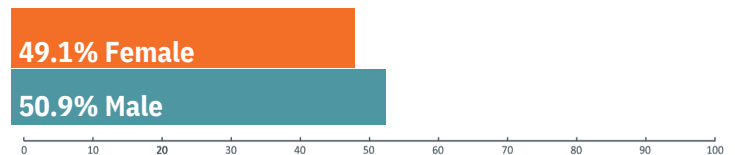
2024 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q4 2024, the workforce had a total of 2,766,602 individuals working in Southeast Michigan. A slight majority, 50.9 percent (1,408,913 workers) were male, while 49.1 percent (1,357,689 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.4 percent of the workforce, while Black or African American workers totaled 15.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.7 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (62.6 percent), while 23.3 percent of workers are 55 and older.

Population Gender Demographics

- 50.8% Female
- 49.2% Male

Workforce Gender Demographics

- 49.1% Female
- 50.9% Male

Population Race Demographics

- White, 66.2%
- Black or African American, 17.1%
- Hispanic or Latino, 4.9%
- Asian, 4.1%
- Two or More Races, 5.8%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.03%
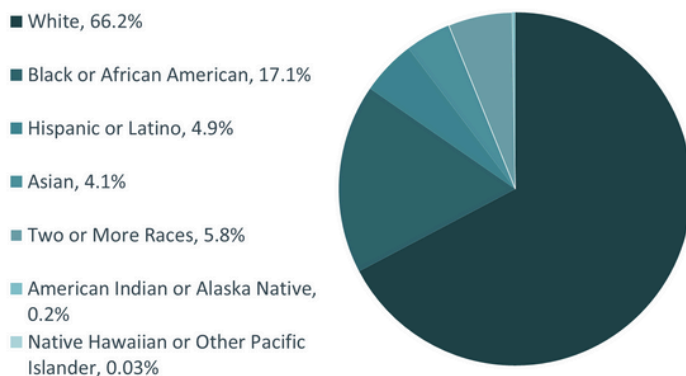
Workforce Race and Ethnicity Demographics

- White, 73.4%
- Black or African American, 15.2%
- Hispanic or Latino, 4.7%
- Asian, 4.2%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.04%
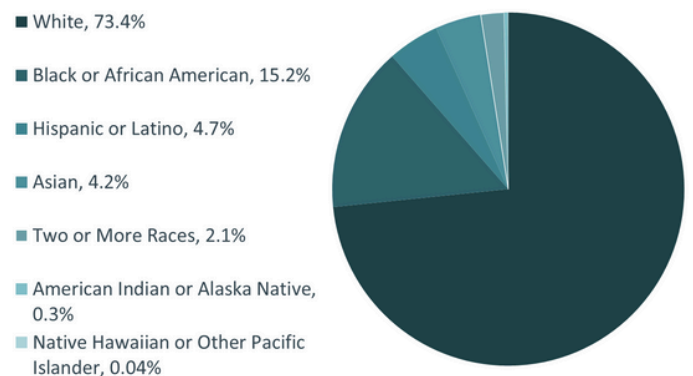
Population Age Demographics
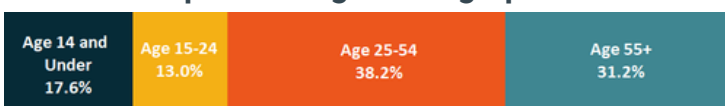
| Age 14 and Under 17.6% | Age 15-24 13.0% | Age 25-54 38.2% | Age 55+ 31.2% |

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

Workforce Age Demographics

| Age 14-24 14.1% | Age 25-54 62.6% | Age 55+ 23.3% |
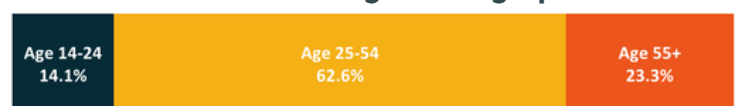
Data: Lightcast | Analysis: Workforce Intelligence Network

Q4 REGIONAL COMMUTING PATTERNS
2024
WIN REGION

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the region's workforce consisted of 2,424,140 residents. There were 2,239,247 (92.4 percent) residents living and working within the 19-county region, while the remaining 184,893 residents (7.6 percent) traveled outside of the region for work. There were 2,438,135 workers employed in the region during 2021 with 198,888 workers (8.2 percent) residing outside of the border and commuting into the region. Based upon this information, it can be concluded that the southeast Michigan area is a net importer of jobs, with more workers commuting into the area for employment than commuting out for jobs.
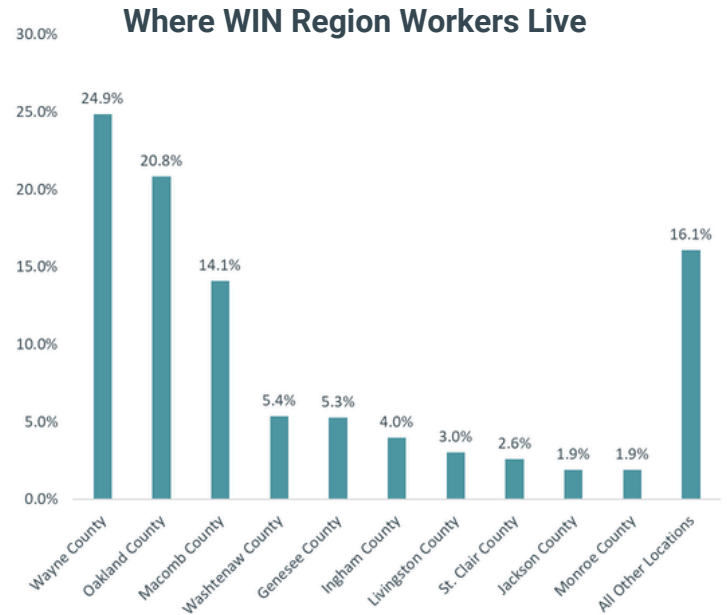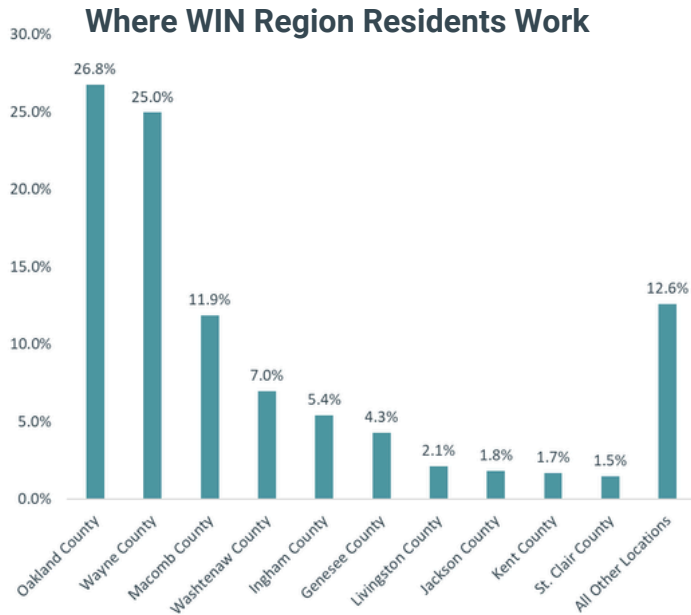
Where WIN Region Residents Work

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

Where WIN Region Workers Live

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

Job Postings by City

Detroit: 30,738 Postings

Lansing: 22,026 Postings

Ann Arbor: 15,459 Postings

Troy: 9,994 Postings

Livonia: 6,405 Postings

Southfield: 6,382 Postings

Dearborn: 6,219 Postings

Novi: 6,044 Postings

Warren: 6,031 Postings

Flint: 5,555 Postings
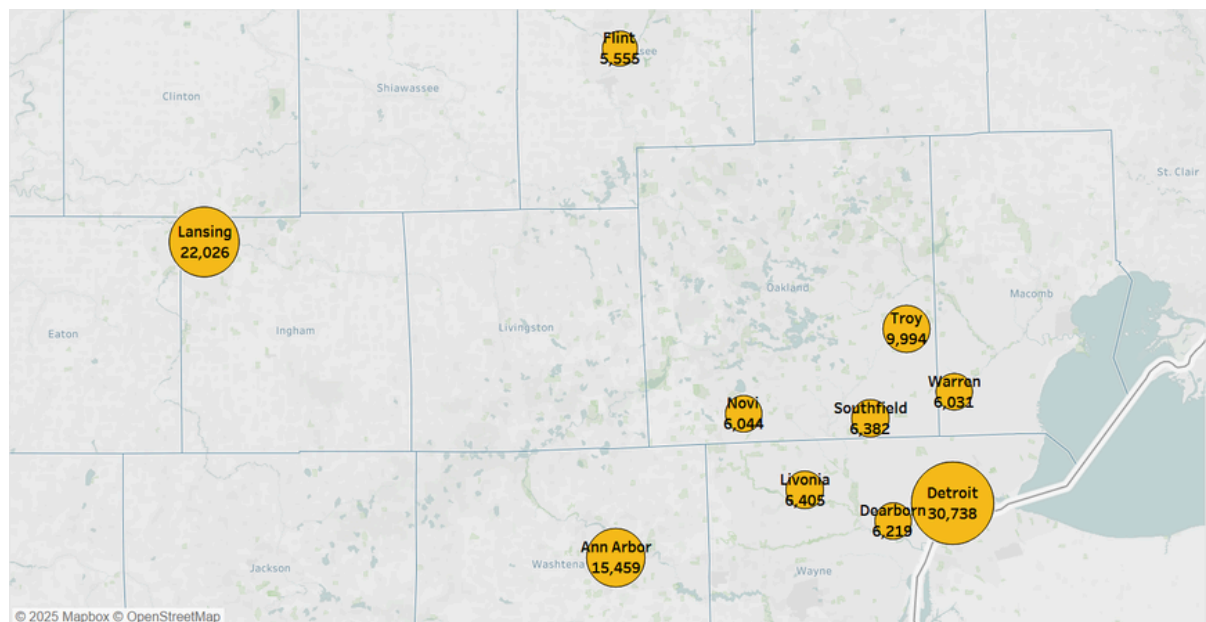
TOP POSTED JOBS

Top Posted Jobs: Q4 2024

Registered Nurses is the top posted occupation for Q4 2024 with 12,232 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,839 postings) and Heavy and Tractor-Trailer Truck Drivers (4,531 postings) round out the top three demanded occupations, requiring no formal educational credential and a postsecondary nondegree award, respectively. Among the top 10 in-demand jobs, only three require a Bachelor's degree, while six occupations required short- to moderate-term on-the-job training.

Top Posted Entry-Level Jobs: Q4 2024

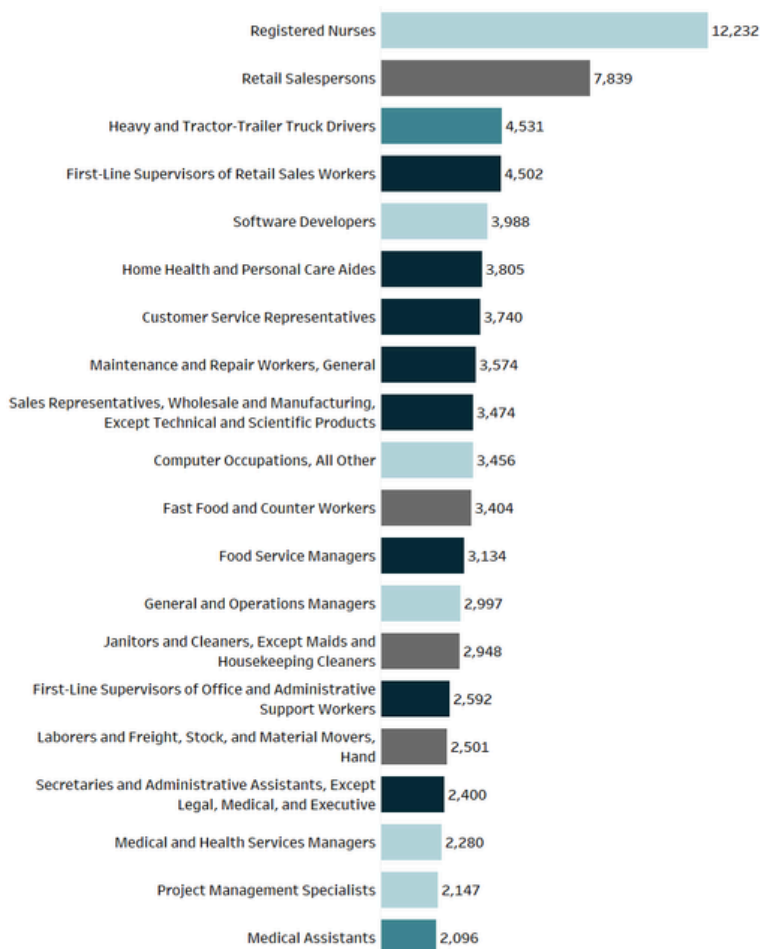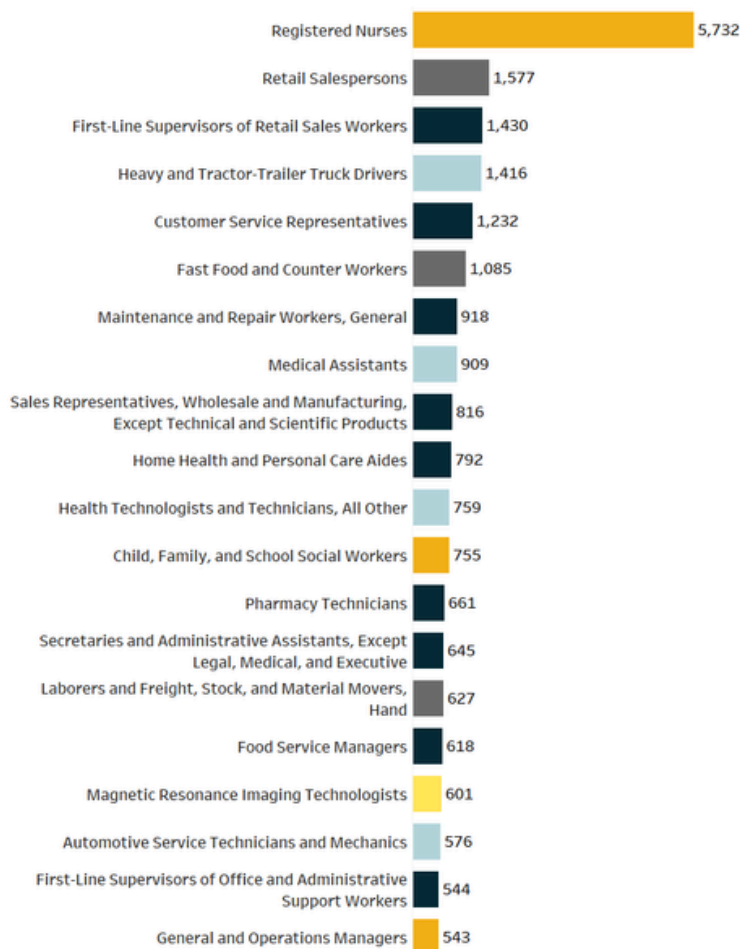Entry-level jobs, which usually require zero to two years of previous experience, accounted for 24.3 percent (59,100 online job ads) of postings in WIN region. More than half of the top ten entry-level occupations require a High School diploma or equivalent, or no formal educational credential. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.6 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,732 postings, followed by Retail Salespersons with 1,577 postings.

Top Posted Jobs	Postings
Registered Nurses	12,232
Retail Salespersons	7,839
Heavy and Tractor-Trailer Truck Drivers	4,531
First-Line Supervisors of Retail Sales Workers	4,502
Software Developers	3,988
Home Health and Personal Care Aides	3,805
Customer Service Representatives	3,740
Maintenance and Repair Workers, General	3,574
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,474
Computer Occupations, All Other	3,456
Fast Food and Counter Workers	3,404
Food Service Managers	3,134
General and Operations Managers	2,997
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,948
First-Line Supervisors of Office and Administrative Support Workers	2,592
Laborers and Freight, Stock, and Material Movers, Hand	2,501
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,400
Medical and Health Services Managers	2,280
Project Management Specialists	2,147
Medical Assistants	2,096

Top Posted Entry-Level Jobs	Postings
Registered Nurses	5,732
Retail Salespersons	1,577
First-Line Supervisors of Retail Sales Workers	1,430
Heavy and Tractor-Trailer Truck Drivers	1,416
Customer Service Representatives	1,232
Fast Food and Counter Workers	1,085
Maintenance and Repair Workers, General	918
Medical Assistants	909
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	816
Home Health and Personal Care Aides	792
Health Technologists and Technicians, All Other	759
Child, Family, and School Social Workers	755
Pharmacy Technicians	661
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	645
Laborers and Freight, Stock, and Material Movers, Hand	627
Food Service Managers	618
Magnetic Resonance Imaging Technologists	601
Automotive Service Technicians and Mechanics	576
First-Line Supervisors of Office and Administrative Support Workers	544
General and Operations Managers	543

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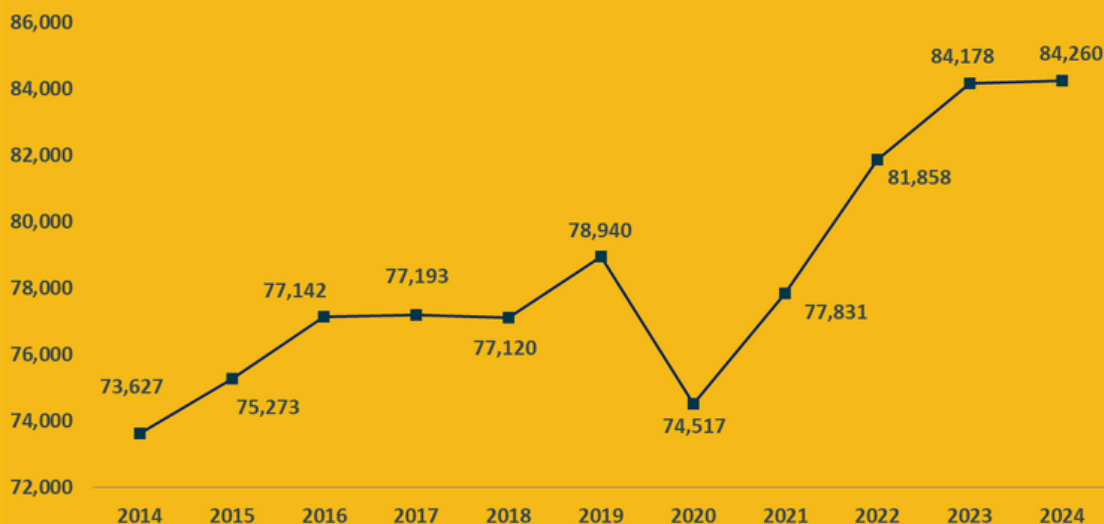- Bachelor's degree

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

AGRICULTURE OCCUPATION GROUP

WIN's agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 11,800 openings for these positions each year in southeast Michigan.

Employment Over Time
2014-2024

Year	Employment
2014	73,627
2015	75,273
2016	77,142
2017	77,193
2018	77,120
2019	78,940
2020	74,517
2021	77,831
2022	81,858
2023	84,178
2024	84,260

82 Agriculture Workers

0.1% increase from 2023

Agriculture Worker Demographics

According to Q4 2024 Lightcast data, the 84,260 workers in the Agriculture group are not particularly diverse. Just 14.3 percent of the related workforce is under 25. Female workers account for 36.2 percent of the current workforce and only 23.2 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

36.2% Female

63.8% Male
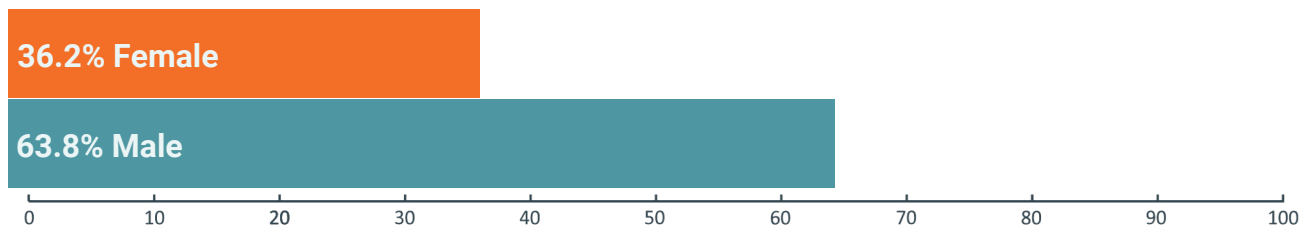
Race and Ethnicity Demographics

76.8% White | 7.6% Hispanic or Latino | 10.6% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
14.3%	62.5%	23.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP
Top Posted Jobs

In Q4 2024, there were a total of 7,547 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by 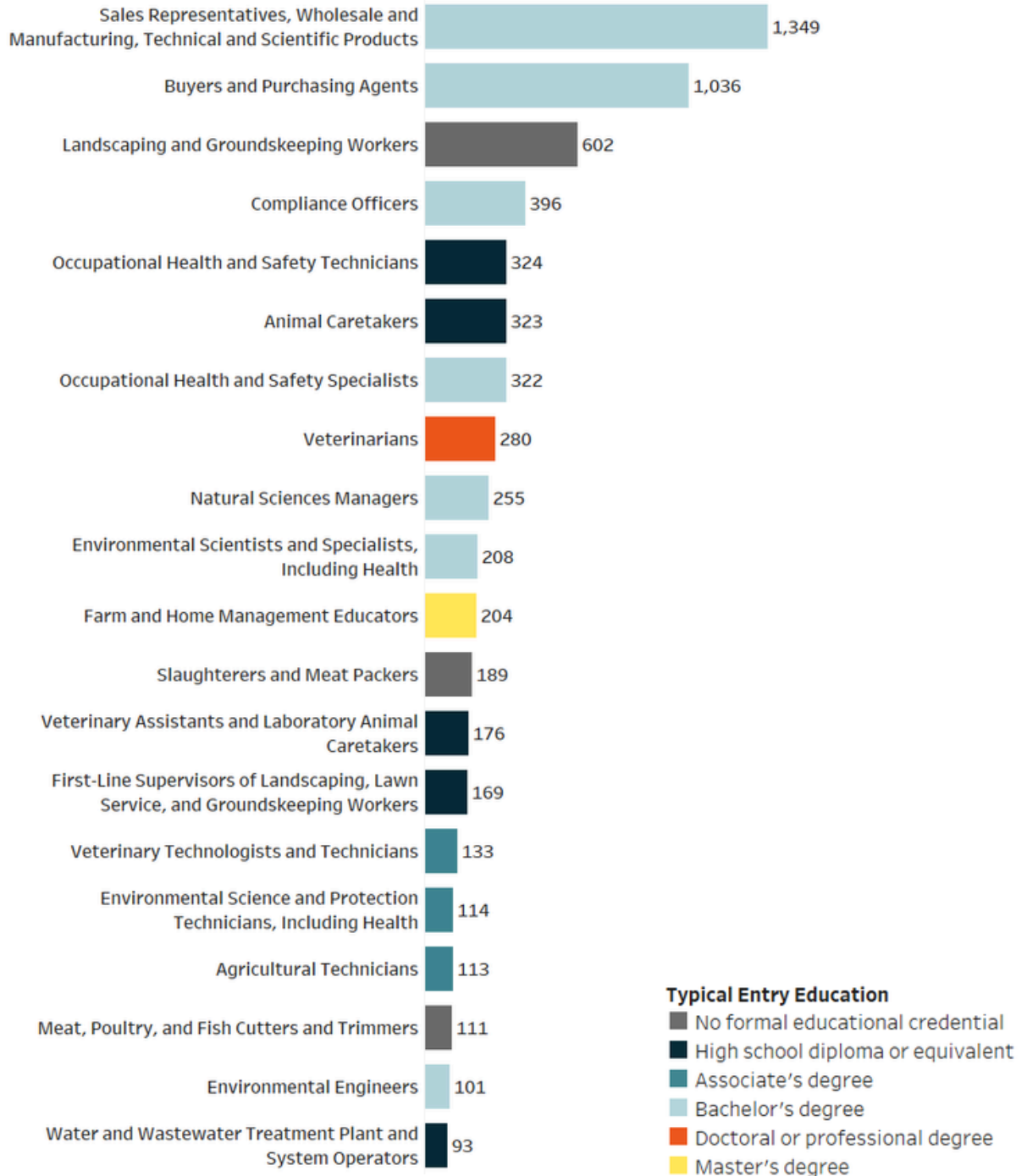Agriculture industry employers during Q4 2024, with 1,349 postings. Buyers and Purchasing Agents was in the second position with 1,036 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (602 postings), Compliance Officers (396 postings), and Occupational Health and Safety Technicians (324 postings).

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,349
Buyers and Purchasing Agents	1,036
Landscaping and Groundskeeping Workers	602
Compliance Officers	396
Occupational Health and Safety Technicians	324
Animal Caretakers	323
Occupational Health and Safety Specialists	322
Veterinarians	280
Natural Sciences Managers	255
Environmental Scientists and Specialists, Including Health	208
Farm and Home Management Educators	204
Slaughterers and Meat Packers	189
Veterinary Assistants and Laboratory Animal Caretakers	176
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	169
Veterinary Technologists and Technicians	133
Environmental Science and Protection Technicians, Including Health	114
Agricultural Technicians	113
Meat, Poultry, and Fish Cutters and Trimmers	111
Environmental Engineers	101
Water and Wastewater Treatment Plant and System Operators	93

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree
- Master's degree

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 a High School diploma or equivalent. Over half of the top jobs pay over $35 per hour. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, the top posted Agriculture job, offers a median hourly wage of $59.74 per hour or an annual salary of about $124,259.

Wage Overview for Top Posted Agriculture Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	$28.76	$38.96	$59.74	$79.91	$106.33
13-1028	Buyers and Purchasing Agents	$22.19	$28.42	$36.49	$46.64	$57.38
37-3011	Landscaping and Groundskeeping Workers	$14.14	$16.30	$17.82	$20.99	$24.88
13-1041	Compliance Officers	$22.52	$27.81	$35.64	$48.50	$53.94
19-5012	Occupational Health and Safety Technicians	$21.84	$24.93	$29.37	$35.89	$52.33
39-2021	Animal Caretakers	$12.30	$13.36	$14.30	$16.50	$21.09
19-5011	Occupational Health and Safety Specialists	$24.98	$30.23	$38.40	$47.26	$55.37
29-1131	Veterinarians	$38.22	$44.29	$50.94	$62.35	$75.41
11-9121	Natural Sciences Managers	$36.21	$46.90	$59.50	$83.61	$109.55
19-2041	Environmental Scientists and Specialists, Including Health	$22.54	$27.34	$35.27	$43.55	$51.84

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.4%
- Associate degree: 8.4%
- Bachelor's degree: 35.0%
- Master's degree: 7.7%

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

Top Posting Employers

- Kroger
- The Davey Tree Expert Company
- State of Michigan
- University of Michigan-Flint
- Banfield Pet Hospital
- Michigan State University
- PetCo
- GPAC
- Veterinary United
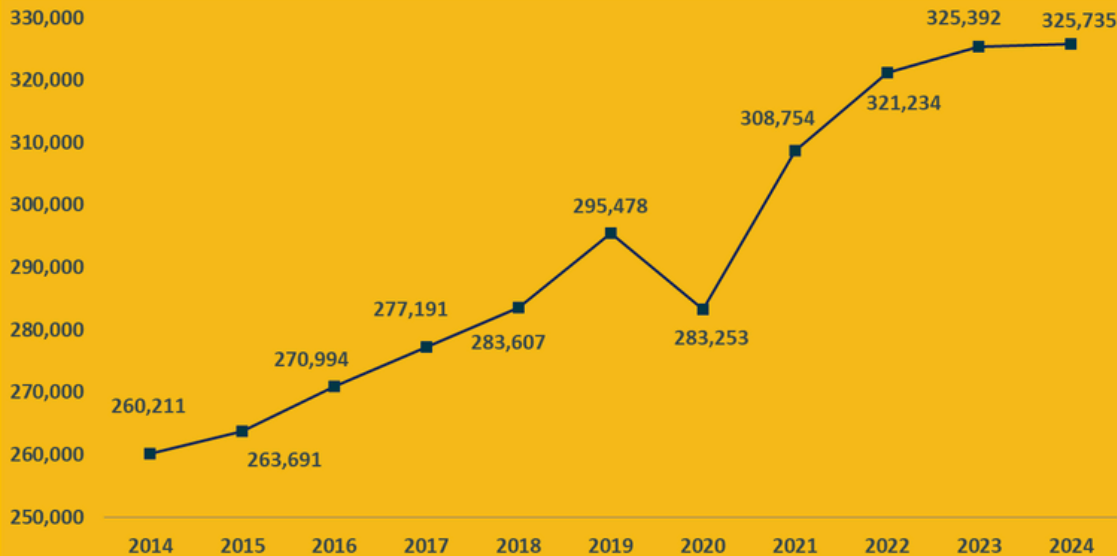- Alleviation Enterprise LLC

Job Postings by City

1. Detroit: 952 Postings
2. Lansing: 750 Postings
3. Ann Arbor: 567 Postings
4. Troy: 262 Postings
5. Warren: 222 Postings
6. Livonia: 196 Postings
7. Novi: 168 Postings
8. Dearborn: 167 Postings
9. Farmington Hills: 146 Postings
10. Southfield: 143 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment or 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 34,800 job openings annually.

Employment Over Time
2014-2024

- 260,211 (2014)
- 263,691 (2015)
- 270,994 (2016)
- 277,191 (2017)
- 283,607 (2018)
- 295,478 (2019)
- 283,253 (2020)
- 308,754 (2021)
- 321,234 (2022)
- 325,392 (2023)
- 325,735 (2024)

343 Business and Finance Workers

0.1% increase from 2023

Business and Finance Worker Demographics

In Q4 2024, there were 325,735 workers in the Business and Finance occupation group. This group is primarily made up of males (52.0 percent) and between the ages of 25 and 54 (70.3 percent), with 48.0 percent of workers identifying as female and just 19.1 percent identifying as a racial minority. Also of note, 4.7 percent of the workers in the occupation group were under the age of 25, compared to the 25.1 percent 55 years of age or older.

Worker Gender Demographics

48.0% Female

52.0% Male
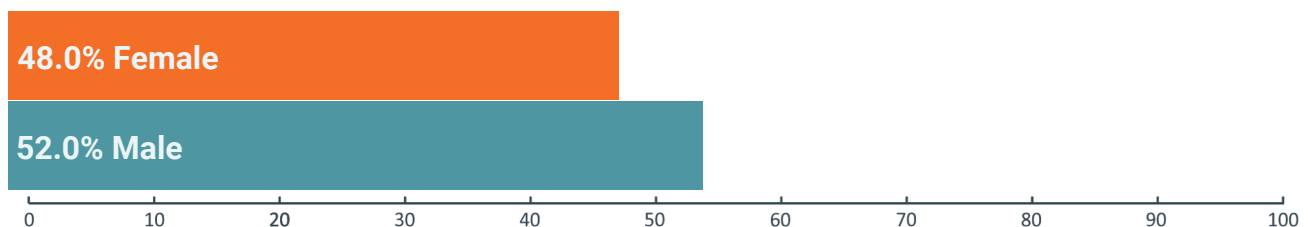
Race and Ethnicity Demographics

80.9% White | 4.1% Asian | 9.8% Black or African-American

Worker Age Demographics

Age 14-24
4.7%
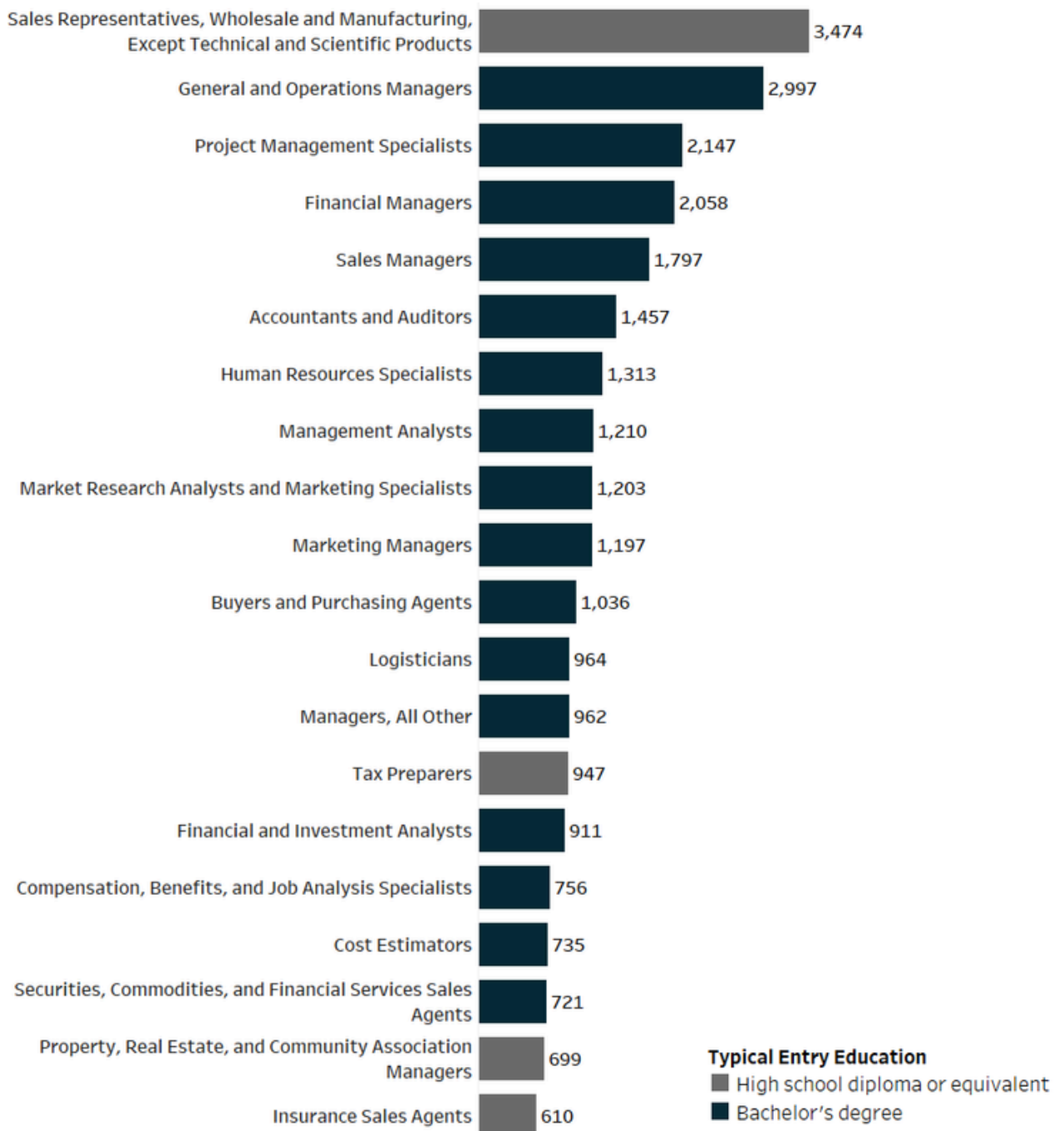
Age 25-54
70.3%

Age 55+
25.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

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BUSINESS AND FINANCE OCCUPATION GROUP
Top Posted Jobs

In Q4 2024, there were a total of 33,950 job postings for Business and Finance workers, a decrease of 356 postings or 1.0 percent since Q3 2024. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q4 2024 with 3,474 postings. General and Operations Managers was in the second position with 2,997 postings. Other top posted jobs include Project Management Specialists (2,147 postings), Financial Managers (2,058 postings), and Sales Managers (1,797 postings).

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,474
General and Operations Managers	2,997
Project Management Specialists	2,147
Financial Managers	2,058
Sales Managers	1,797
Accountants and Auditors	1,457
Human Resources Specialists	1,313
Management Analysts	1,210
Market Research Analysts and Marketing Specialists	1,203
Marketing Managers	1,197
Buyers and Purchasing Agents	1,036
Logisticians	964
Managers, All Other	962
Tax Preparers	947
Financial and Investment Analysts	911
Compensation, Benefits, and Job Analysis Specialists	756
Cost Estimators	735
Securities, Commodities, and Financial Services Sales Agents	721
Property, Real Estate, and Community Association Managers	699
Insurance Sales Agents	610

Typical Entry Education
High school diploma or equivalent
Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP
Wage Overview

Wages in the Business and Finance field tend to scale with both education and experience. The Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Over half of the top jobs pay over $45 per hour. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, the top posted Business and Finance job, offers a median hourly wage of $35.85 per hour or an annual salary of about $74,568.

Wage Overview for Top Posted Business and Finance Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$18.95	$25.02	$35.85	$48.98	$64.97
11-1021	General and Operations Managers	$23.12	$31.92	$48.91	$75.16	$106.25
13-1082	Project Management Specialists	$29.36	$37.38	$47.61	$62.08	$68.63
11-3031	Financial Managers	$37.32	$49.95	$64.53	$82.77	$108.81
11-2022	Sales Managers	$36.46	$50.84	$74.56	$93.81	$111.42
13-2011	Accountants and Auditors	$24.88	$29.80	$37.46	$47.62	$61.12
13-1071	Human Resources Specialists	$21.73	$25.58	$32.33	$41.94	$50.56
13-1111	Management Analysts	$27.97	$35.23	$45.63	$58.37	$72.66
13-1161	Market Research Analysts and Marketing Specialists	$18.64	$24.12	$33.48	$46.59	$60.73
11-2021	Marketing Managers	$37.44	$50.02	$65.18	$82.41	$104.53

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 18.0%
- Associate degree: 8.7%
- Bachelor's degree: 58.0%
- Master's degree: 11.8%

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

Top Posting Employers

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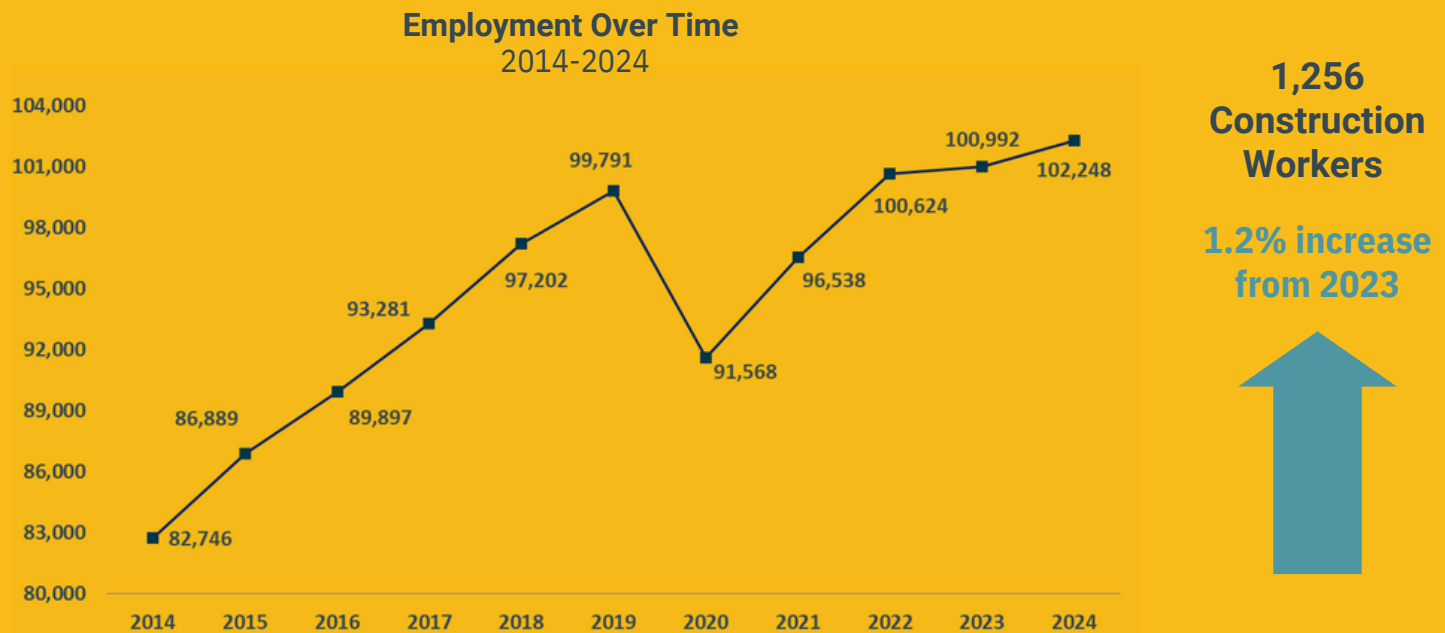- Huntington Bancshares
- H&R Block
- AutoZone
- Accenture

Job Postings by City

1. Detroit: 5,822 Postings
2. Lansing: 5,208 Postings
3. Ann Arbor: 2,318 Postings
4. Troy: 1,787 Postings
5. Southfield: 1,203 Postings
6. Livonia: 966 Postings
7. Novi: 951 Postings
8. Farmington Hills: 873 Postings
9. Dearborn: 850 Postings
10. Warren: 756 Postings

Q4 2024 WIN REGION
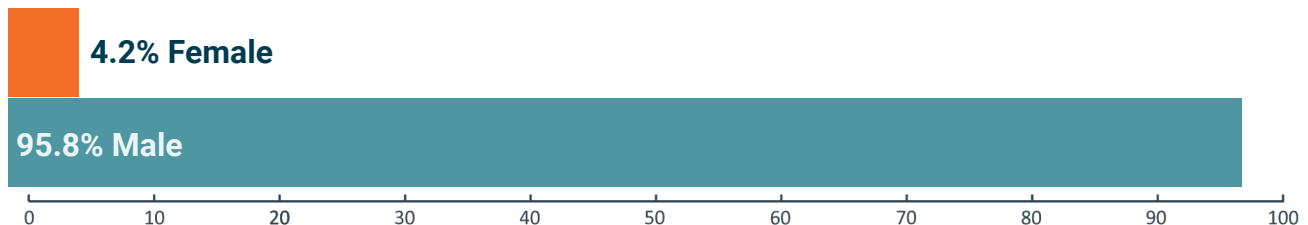
CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 12,200 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time 2014-2024

82,746 · 86,889 · 89,897 · 93,281 · 97,202 · 99,791 · 91,568 · 96,538 · 100,624 · 100,992 · 102,248

1,256 Construction Workers

1.2% increase from 2023

Construction Worker Demographics

According to Q4 2024 Lightcast data, the 102,248 workers in the Construction group are not particularly diverse. Just 11.5 percent of the related workforce is under 25. Female workers account for 4.2 percent of the current workforce and only 16.6 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

4.2% Female

95.8% Male
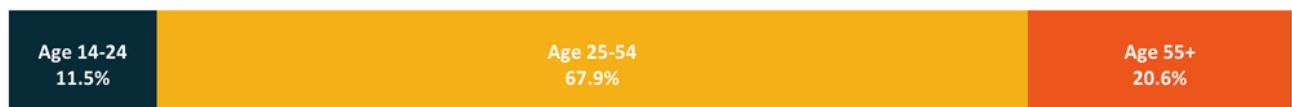
Race and Ethnicity Demographics

83.4% White | 7.6% Hispanic or Latino | 6.4% Black or African-American

Worker Age Demographics

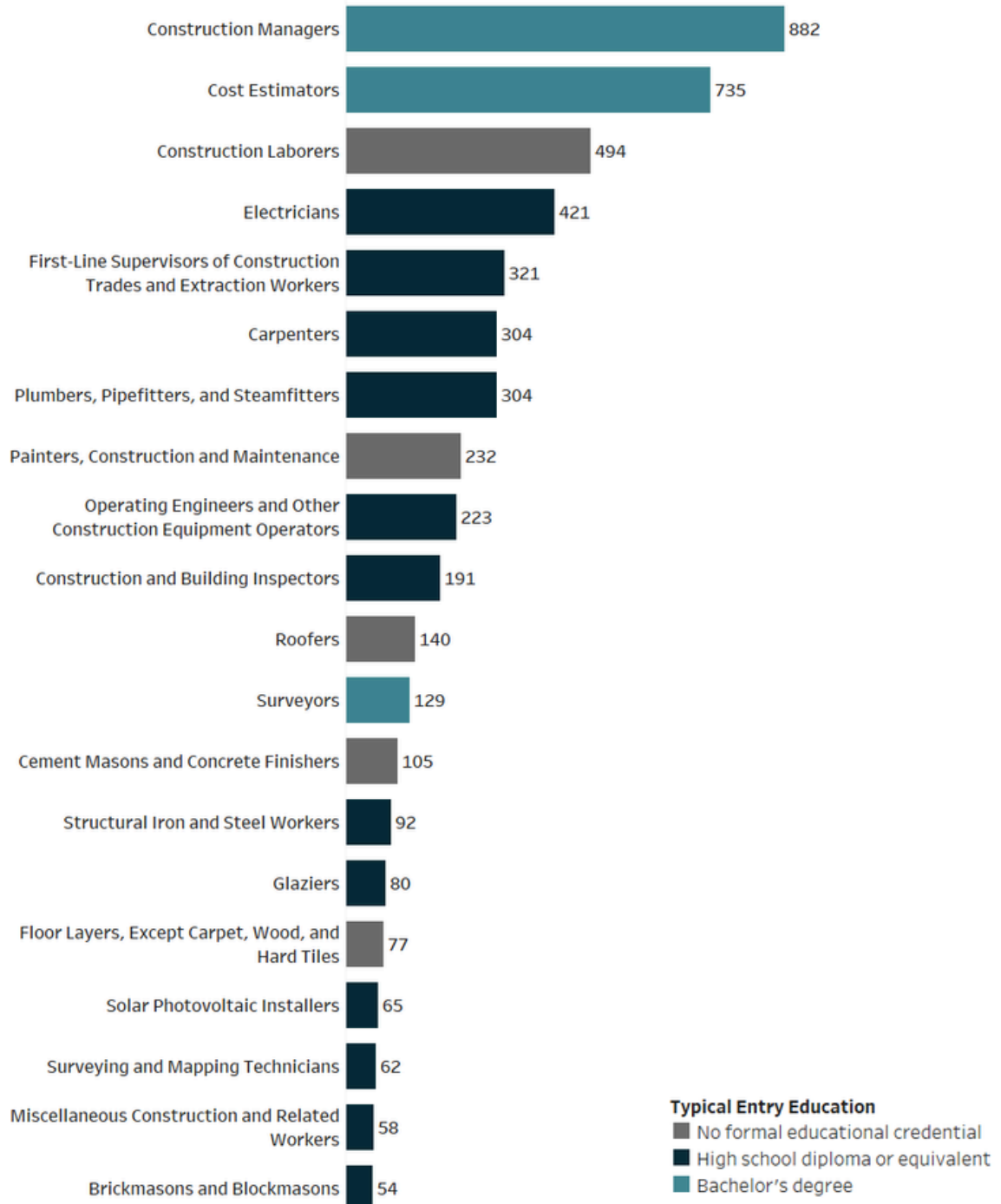Age 14-24 11.5% · Age 25-54 67.9% · Age 55+ 20.6%

Data: Lightcast | Analysis: Workforce Intelligence Network

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CONSTRUCTION OCCUPATION GROUP
Top Posted Jobs

There were a total of 5,272 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q4 2024, with 882 postings. Construction Estimators was in the second position with 735 postings. Other top posted jobs include Construction Laborers (494 postings), Electricians (421 postings), and First-Line Supervisors of Construction Trades and Extraction Workers (321 postings).

Occupation	Postings
Construction Managers	882
Cost Estimators	735
Construction Laborers	494
Electricians	421
First-Line Supervisors of Construction Trades and Extraction Workers	321
Carpenters	304
Plumbers, Pipefitters, and Steamfitters	304
Painters, Construction and Maintenance	232
Operating Engineers and Other Construction Equipment Operators	223
Construction and Building Inspectors	191
Roofers	140
Surveyors	129
Cement Masons and Concrete Finishers	105
Structural Iron and Steel Workers	92
Glaziers	80
Floor Layers, Except Carpet, Wood, and Hard Tiles	77
Solar Photovoltaic Installers	65
Surveying and Mapping Technicians	62
Miscellaneous Construction and Related Workers	58
Brickmasons and Blockmasons	54

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

CONSTRUCTION OCCUPATION GROUP
Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. All of the top jobs pay over $23 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of $51.13 per hour or an annual salary of about $106,350. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of $37.24 per hour or $77,459 annually.

Wage Overview for Top Posted Construction Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	$35.98	$41.25	$51.13	$64.60	$83.78
13-1051	Cost Estimators	$21.63	$28.13	$36.67	$46.89	$58.68
47-2061	Construction Laborers	$17.24	$19.75	$23.51	$28.56	$31.81
47-2111	Electricians	$18.76	$24.06	$32.68	$39.50	$46.95
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$25.58	$30.29	$37.38	$46.56	$56.55
47-2031	Carpenters	$20.41	$23.39	$28.57	$34.75	$38.58
47-2152	Plumbers, Pipefitters, and Steamfitters	$19.02	$23.97	$37.24	$43.51	$49.03
47-2141	Painters, Construction and Maintenance	$16.87	$19.03	$23.82	$29.45	$33.13
47-2073	Operating Engineers and Other Construction Equipment Operators	$21.90	$24.23	$29.34	$36.46	$39.91
47-4011	Construction and Building Inspectors	$22.23	$27.64	$33.21	$38.57	$43.73

In-Demand Technical Skills
- Construction
- Project Management
- Subcontracting
- Construction Management
- Hand Tools

In-Demand Foundational Skills
- Communication
- Customer Service
- Detail Oriented
- Management
- Operations

In-Demand Certifications
- Valid Driver's License
- 30-Hour OSHA General Industry Card
- Commercial Driver's License (CDL)
- Project Management Professional Certification
- 10-Hour OSHA General Industry Card

In-Demand Education Level*
- High school or GED: 20.8%
- Associate degree: 4.7%
- Bachelor's degree: 19.3%
- Master's degree: 2.4%

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

Top Posting Employers
- GPAC
- Aerotek
- CBRE
- Actalent
- Express Employment Professionals
- Tradesmen International
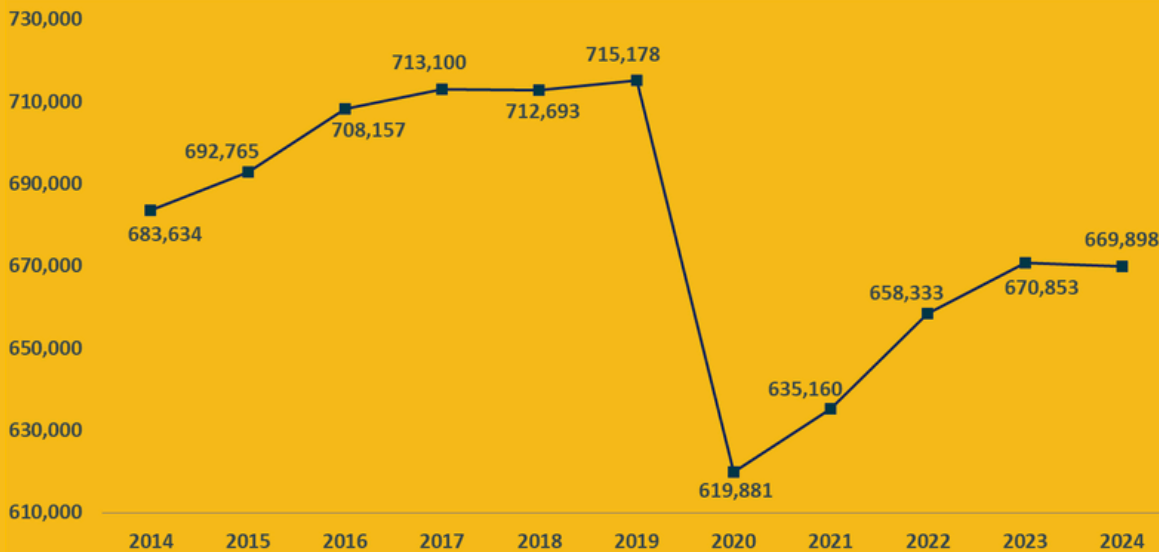- Michaels
- Belle Tire
- CyberCoders
- TEC Group

Job Postings by City
1. Detroit: 802 Postings
2. Lansing: 391 Postings
3. Ann Arbor: 312 Postings
4. Livonia: 211 Postings
5. Troy: 151 Postings
6. Novi: 150 Postings
7. Warren: 143 Postings
8. Flint: 129 Postings
9. Sterling Heights: 126 Postings
10. Brighton: 101 Postings

CUSTOMER SERVICE OCCUPATION GROUP

The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is 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. As defined by WIN, this group encompasses all Customer Service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time
2014-2024

| Year	Employment
2014	683,634
2015	692,765
2016	708,157
2017	713,100
2018	712,693
2019	715,178
2020	619,881
2021	635,160
2022	658,333
2023	670,853
2024	669,898

955 Customer Service Workers

0.1% decrease from 2023

Customer Service Worker Demographics

In Q4 2024, there were 669,898 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) and between the ages of 25 and 54 (52.8 percent), with 44.0 percent of workers identifying as male and 27.0 percent identifying as a racial minority. Roughly 26.7 percent of the workers were under the age of 25, compared to the 20.5 percent 55 years of age or older.

Worker Gender Demographics

56.0% Female

44.0% Male
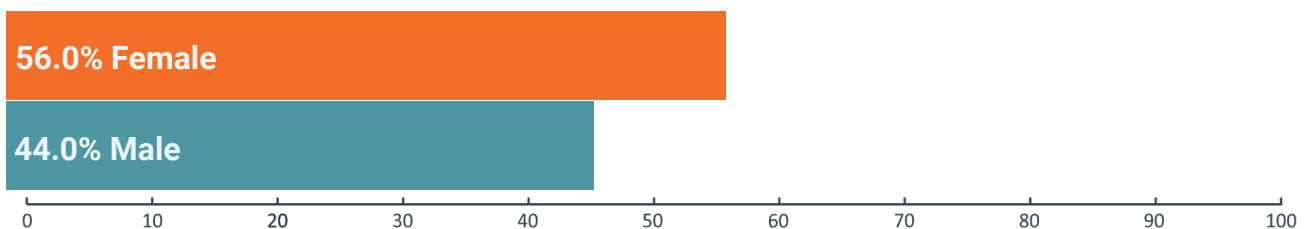
Race and Ethnicity Demographics

73.0% White | 5.3% Hispanic or Latino | 15.5% Black or African-American

Worker Age Demographics

Age 14-24 26.7%	Age 25-54 52.8%	Age 55+ 20.5%

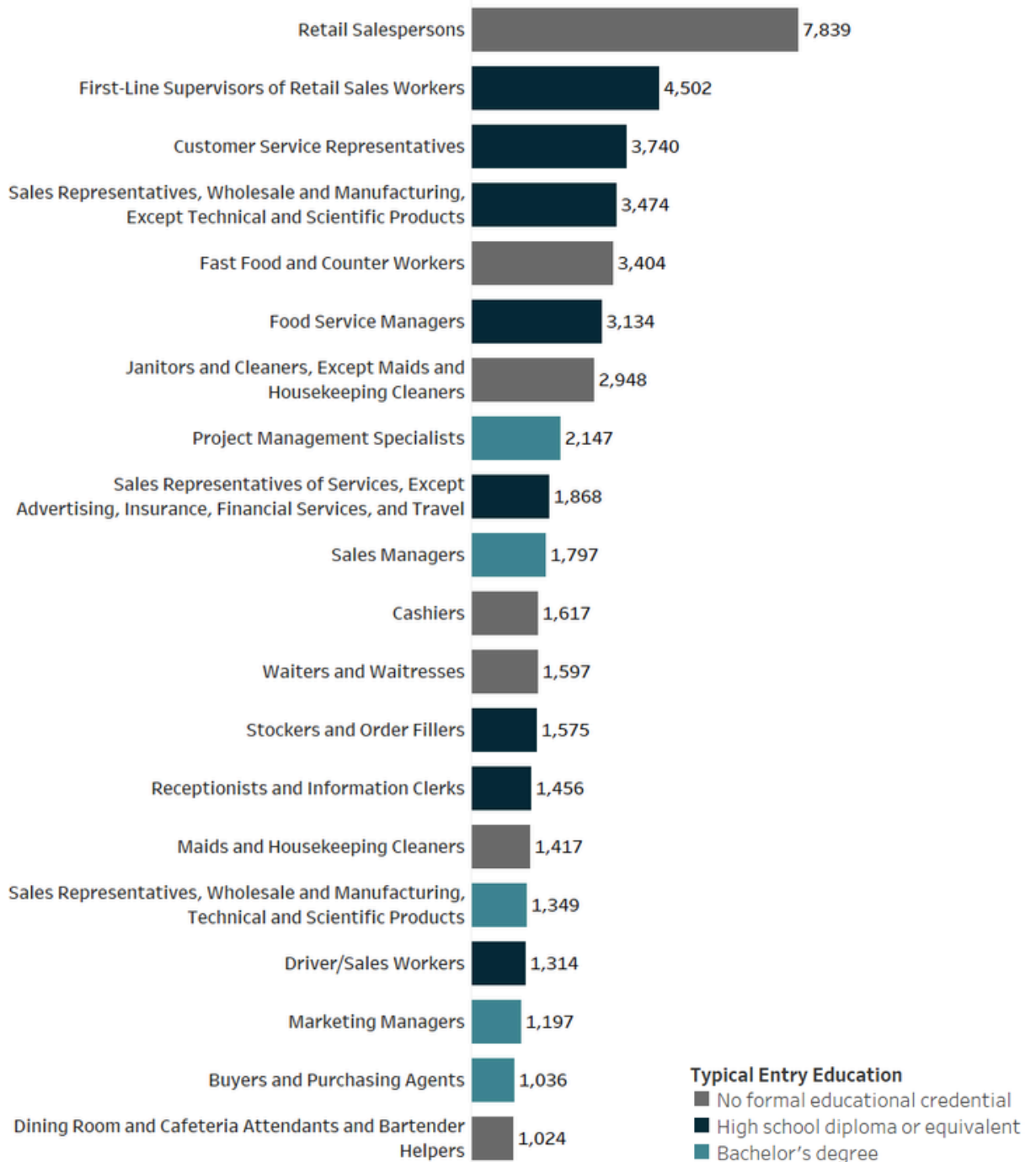*Data: Lightcast | Analysis: Workforce Intelligence Network*

CUSTOMER SERVICE OCCUPATION GROUP
Top Posted Jobs

In Q4 2024, there were a total of 60,310 job postings for Customer Service workers, a decrease of 6,550 or 9.8 percent since Q3 2024. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q4 2024, with 7,839 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 4,502 postings. Other top posted jobs include Customer Service Representatives (3,740 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,474 postings), and Fast Food and Counter Workers (3,404 postings).

Occupation	Postings
Retail Salespersons	7,839
First-Line Supervisors of Retail Sales Workers	4,502
Customer Service Representatives	3,740
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,474
Fast Food and Counter Workers	3,404
Food Service Managers	3,134
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,948
Project Management Specialists	2,147
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1,868
Sales Managers	1,797
Cashiers	1,617
Waiters and Waitresses	1,597
Stockers and Order Fillers	1,575
Receptionists and Information Clerks	1,456
Maids and Housekeeping Cleaners	1,417
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,349
Driver/Sales Workers	1,314
Marketing Managers	1,197
Buyers and Purchasing Agents	1,036
Dining Room and Cafeteria Attendants and Bartender Helpers	1,024

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

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. Seven of the top ten jobs pay over $18 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of $15.72 per hour or an annual salary of about $32,698. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of $22.05 per hour or $45,864 annually.

Wage Overview for Top Posted Customer Service Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	$12.02	$13.50	$15.72	$17.99	$23.14
41-1011	First-Line Supervisors of Retail Sales Workers	$14.50	$17.66	$22.05	$27.84	$35.75
43-4051	Customer Service Representatives	$14.48	$16.64	$19.68	$24.98	$31.21
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$18.95	$25.02	$35.85	$48.98	$64.97
35-3023	Fast Food and Counter Workers	$11.13	$12.82	$13.94	$14.84	$17.09
11-9051	Food Service Managers	$22.28	$25.05	$29.78	$36.43	$42.70
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$13.47	$14.52	$16.48	$18.38	$21.08
13-1082	Project Management Specialists	$29.36	$37.38	$47.61	$62.08	$68.63
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	$18.44	$24.48	$35.50	$49.08	$69.95
11-2022	Sales Managers	$36.46	$50.84	$74.56	$93.81	$111.42

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Leadership

In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Food Handler's Card
- Project Management Professional Certification
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 28.2%
- Associate degree: 4.1%
- Bachelor's degree: 19.9%
- Master's degree: 3.3%

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

Top Posting Employers

- Kroger
- Meijer
- Walmart
- Great Clips
- Domino's Pizza
- Taco Bell
- Arby's
- Carrols Corporation
- The Home Depot
- TJX

Job Postings by City

1. Detroit: 5,687 Postings
2. Lansing: 4,460 Postings
3. Ann Arbor: 3,629 Postings
4. Troy: 2,773 Postings
5. Novi: 2,006 Postings
6. Livonia: 1,574 Postings
7. Southfield: 1,302 Postings
8. Dearborn: 1,246 Postings
9. Flint: 1,175 Postings
10. Auburn Hills: 1,164 Postings
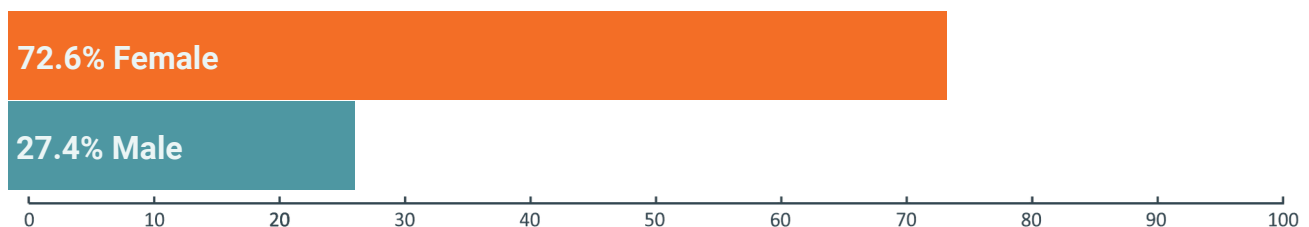
EDUCATION OCCUPATION GROUP

Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time
2014-2024

1,707 Education Workers

1.3% increase from 2023
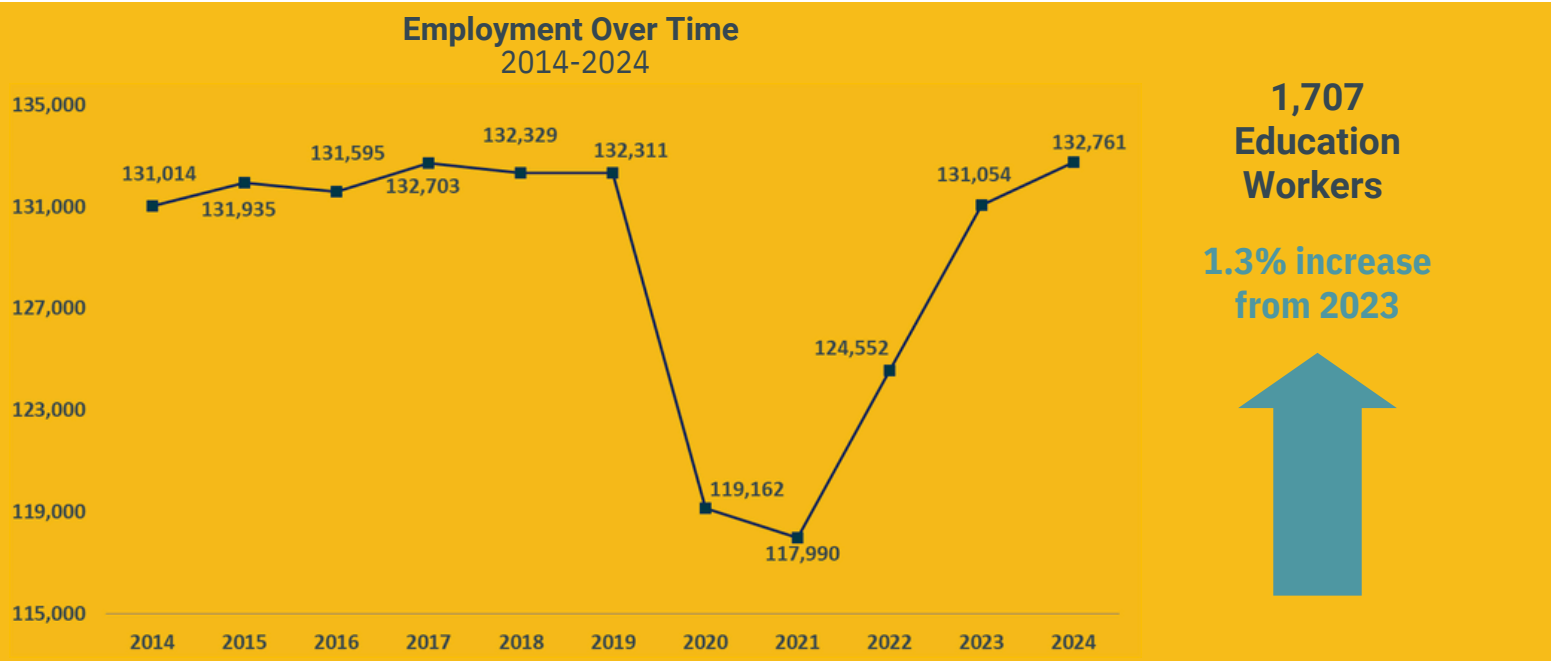
Education Worker Demographics

According to Q4 2024 Lightcast data, the 132,761 workers in the Education group are not particularly diverse. Just 10.7 percent of the related workforce is under 25. Male workers account for 27.4 percent of the current workforce and only 19.9 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

72.6% Female

27.4% Male

Race and Ethnicity Demographics

80.1% White | 3.7% Asian | 8.6% Black or African-American

Worker Age Demographics

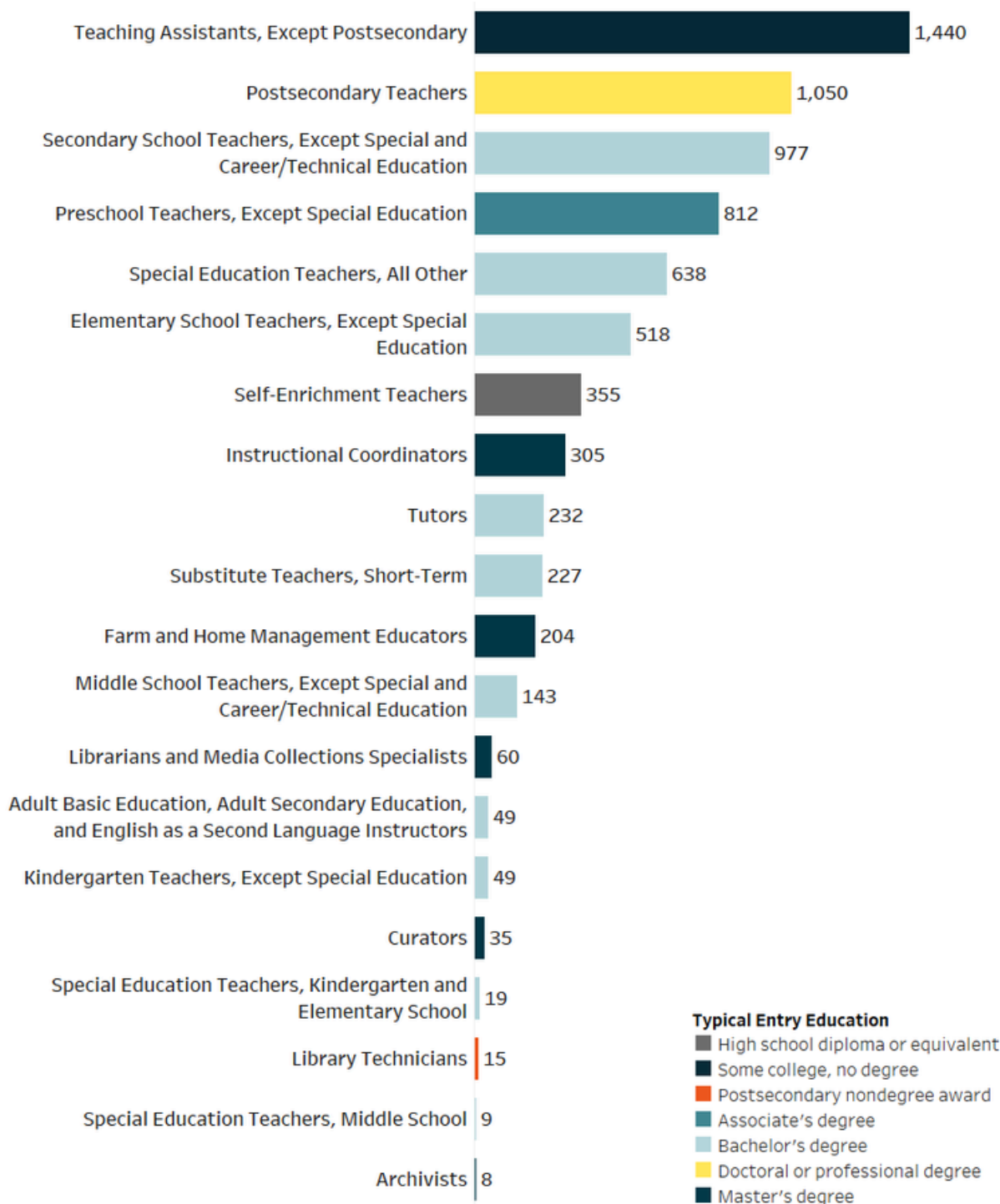| Age 14-24 10.7% | Age 25-54 65.9% | Age 55+ 23.5% |

Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 1,781 or 19.9 percent since Q3 2024, bringing Q4 2024 demand to 7,154 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,440 postings. Postsecondary Teachers was in the second position with 1,050 postings. Other top posted jobs include Secondary School Teachers, Except Special and Career/Technical Education (977 postings), Preschool Teachers, Except Special Education (812 postings), and Special Education Teachers, All Other (638 postings).

Occupation	Postings
Teaching Assistants, Except Postsecondary	1,440
Postsecondary Teachers	1,050
Secondary School Teachers, Except Special and Career/Technical Education	977
Preschool Teachers, Except Special Education	812
Special Education Teachers, All Other	638
Elementary School Teachers, Except Special Education	518
Self-Enrichment Teachers	355
Instructional Coordinators	305
Tutors	232
Substitute Teachers, Short-Term	227
Farm and Home Management Educators	204
Middle School Teachers, Except Special and Career/Technical Education	143
Librarians and Media Collections Specialists	60
Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	49
Kindergarten Teachers, Except Special Education	49
Curators	35
Special Education Teachers, Kindergarten and Elementary School	19
Library Technicians	15
Special Education Teachers, Middle School	9
Archivists	8

Typical Entry Education
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree
- Master's degree

EDUCATION OCCUPATION GROUP
Wage Overview

Wages in the Education field tend to scale with both education and experience. Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education 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 $30 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of $15.00 per hour or an annual salary of about $31,200.

Wage Overview for Top Posted Education Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	$11.88	$13.87	$15.00	$17.57	$19.83
25-1099	Postsecondary Teachers	$24.26	$31.42	$43.89	$61.67	$82.51
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	$23.01	$25.39	$31.15	$38.88	$46.45
25-2011	Preschool Teachers, Except Special Education	$14.31	$15.34	$17.75	$21.78	$25.54
25-2059	Special Education Teachers, All Other	$25.77	$30.62	$38.61	$46.62	$50.20
25-2021	Elementary School Teachers, Except Special Education	$22.46	$24.04	$30.42	$38.22	$43.44
25-3021	Self-Enrichment Teachers	$13.02	$15.62	$21.58	$29.27	$36.62
25-9031	Instructional Coordinators	$23.39	$28.54	$37.94	$46.71	$52.23
25-3041	Tutors	$14.10	$15.61	$17.22	$19.70	$26.67
25-3031	Substitute Teachers, Short-Term	$12.00	$14.43	$17.11	$22.00	$27.95

In-Demand Technical Skills
- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Classroom Management

In-Demand Foundational Skills
- Teaching
- Communication
- Leadership
- Research
- Writing

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

In-Demand Education Level*
- High school or GED: 20.2%
- Associate degree: 11.6%
- Bachelor's degree: 32.0%
- Master's degree: 16.9%

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

Top Posting Employers
- KinderCare Education
- University of Michigan-Flint
- Michigan Association Of School Boards
- Michigan State University
- National Heritage Academies
- Learning Care Group
- Chippewa Valley Schools
- Mott Community College
- Lansing School District
- Ingham Intermediate School District
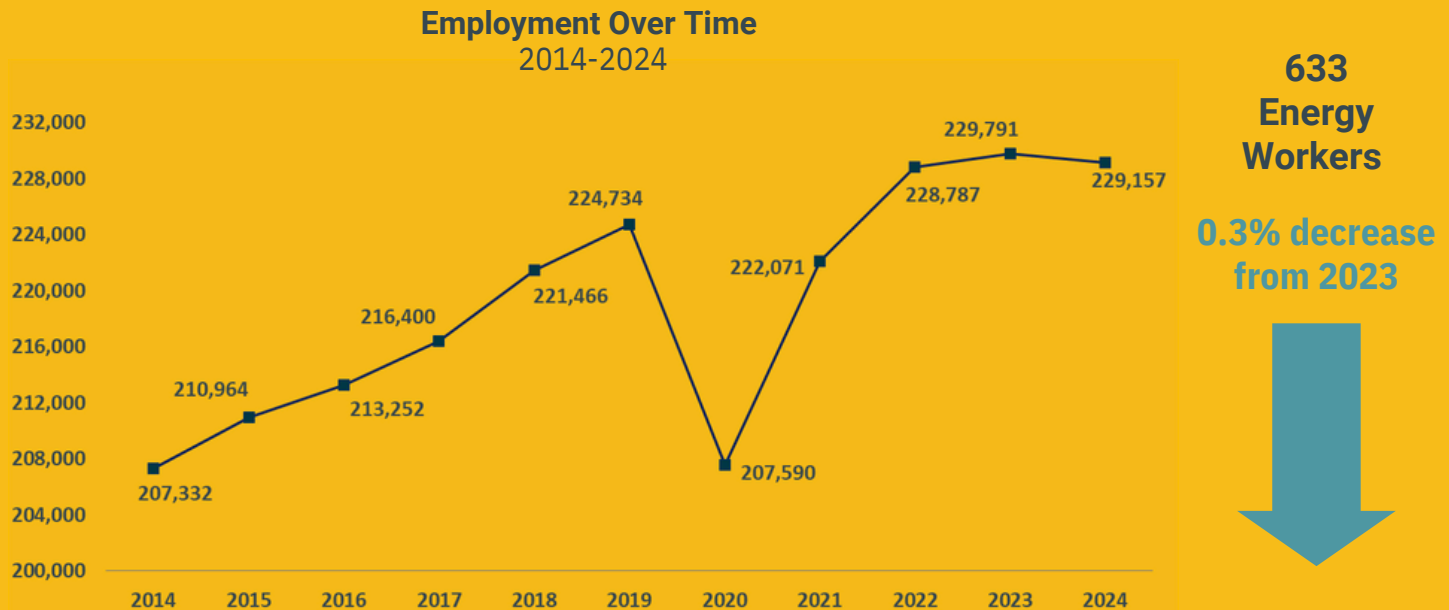
Job Postings by City
1. Detroit: 762 Postings
2. Ann Arbor: 558 Postings
3. Lansing: 513 Postings
4. Flint: 347 Postings
5. East Lansing: 256 Postings
6. Troy: 187 Postings
7. Southfield: 174 Postings
8. Dearborn: 162 Postings
9. Sterling Heights: 155 Postings
10. Jackson: 145 Postings
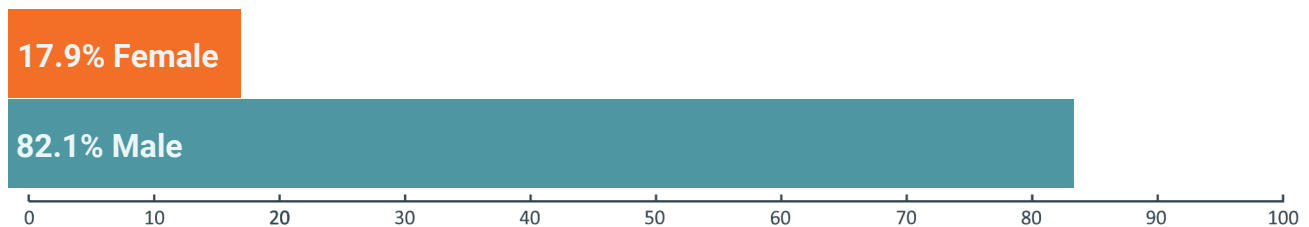
ENERGY OCCUPATION GROUP

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 for these workers in every industry.

Employment Over Time
2014-2024

Year	Employment
2014	207,332
2015	210,964
2016	213,252
2017	216,400
2018	221,466
2019	224,734
2020	207,590
2021	222,071
2022	228,787
2023	229,791
2024	229,157

633 Energy Workers

0.3% decrease from 2023

Energy Worker Demographics

In Q4 2024, there were 229,157 workers in the Energy occupation group. This group is primarily made up of males (82.1 percent) and between the ages of 25 and 54 (69.8 percent), with 17.9 percent of workers identifying as female and just 20.8 percent identifying as a racial minority. Also of note was that 5.4 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

17.9% Female

82.1% Male

Race and Ethnicity Demographics

79.2% White | 5.6% Asian | 9.7% Black or African-American

Worker Age Demographics

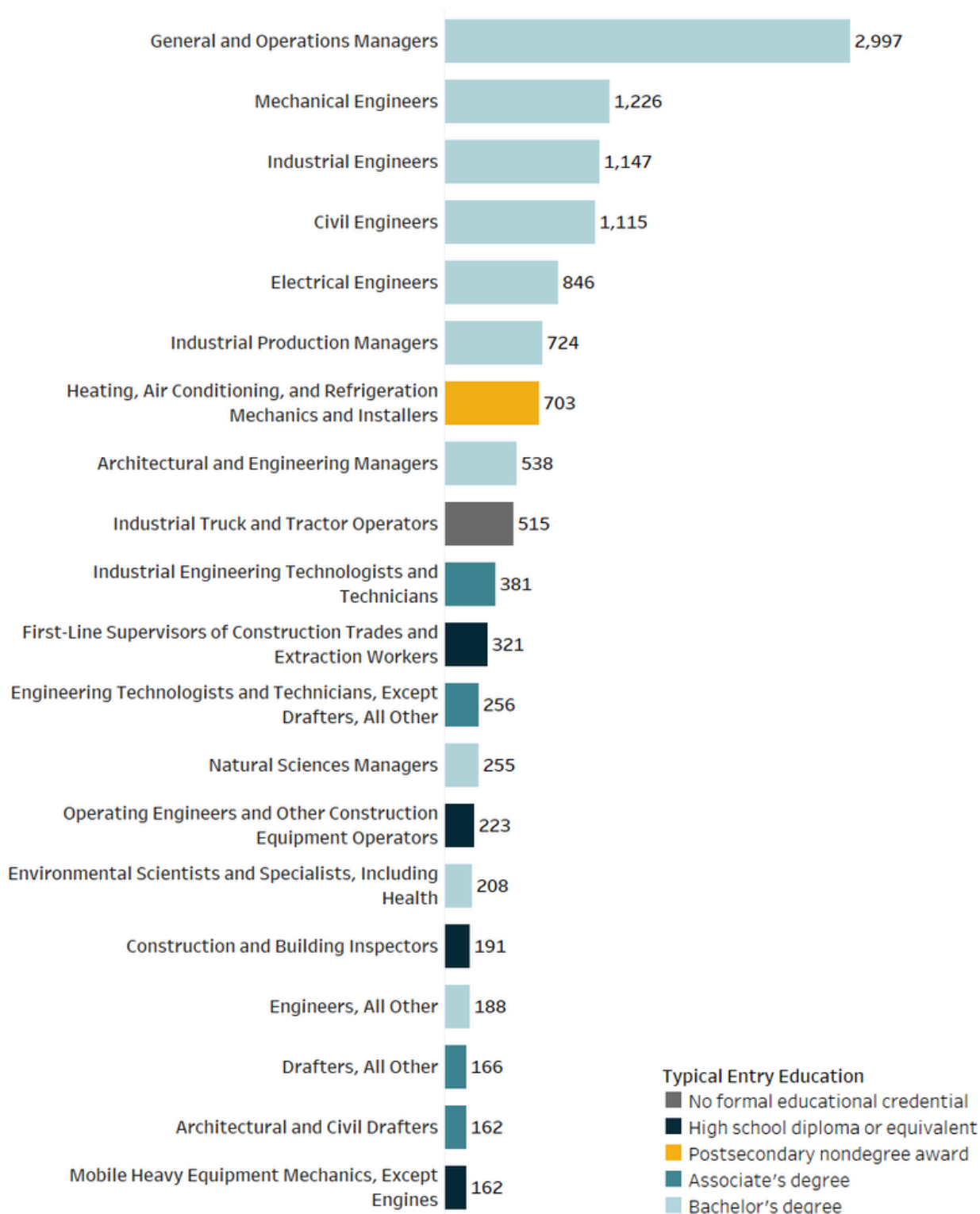| Age 14-24	Age 25-54	Age 55+
5.4%	69.8%	24.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP
Top Posted Jobs

This quarter saw a total of 15,700 job postings for Energy workers, a decrease of 1,038 postings or 6.2 percent from Q3 2024. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q4 2024, with 2,997 postings. Mechanical Engineers was in the second position with 1,226 postings. Other top posted jobs include Industrial Engineers (1,147 postings), Civil Engineers (1,115 postings), and Electrical Engineers (846 postings).

Occupation	Postings
General and Operations Managers	2,997
Mechanical Engineers	1,226
Industrial Engineers	1,147
Civil Engineers	1,115
Electrical Engineers	846
Industrial Production Managers	724
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	703
Architectural and Engineering Managers	538
Industrial Truck and Tractor Operators	515
Industrial Engineering Technologists and Technicians	381
First-Line Supervisors of Construction Trades and Extraction Workers	321
Engineering Technologists and Technicians, Except Drafters, All Other	256
Natural Sciences Managers	255
Operating Engineers and Other Construction Equipment Operators	223
Environmental Scientists and Specialists, Including Health	208
Construction and Building Inspectors	191
Engineers, All Other	188
Drafters, All Other	166
Architectural and Civil Drafters	162
Mobile Heavy Equipment Mechanics, Except Engines	162

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

ENERGY OCCUPATION GROUP
Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. The Energy occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a Bachelor's degree. Half of the top jobs pay over $48 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of $48.91 per hour or an annual salary of about $101,733.

Wage Overview for Top Posted Energy Jobs in Q4 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	$23.12	$31.92	$48.91	$75.16	$106.25
17-2141	Mechanical Engineers	$32.65	$38.44	$48.31	$60.11	$65.29
17-2112	Industrial Engineers	$32.79	$38.73	$48.24	$58.81	$64.45
17-2051	Civil Engineers	$28.54	$32.09	$39.73	$50.56	$61.97
17-2071	Electrical Engineers	$34.84	$38.38	$47.96	$60.65	$66.91
11-3051	Industrial Production Managers	$37.81	$46.37	$56.39	$66.78	$83.21
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$17.93	$22.19	$26.85	$33.67	$39.87
11-9041	Architectural and Engineering Managers	$54.73	$63.16	$77.64	$85.59	$102.81
53-7051	Industrial Truck and Tractor Operators	$16.83	$18.55	$21.45	$27.80	$31.82
17-3026	Industrial Engineering Technologists and Technicians	$22.34	$24.58	$29.41	$37.69	$44.17

In-Demand Technical Skills
- Project Management
- AutoCAD
- Construction
- Continuous Improvement Process
- Mechanical Engineering

In-Demand Foundational Skills
- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications
- Valid Driver's License
- Professional Engineer (PE) License
- EPA 608 Technician Certification
- Engineer in Training
- Master Of Business Administration (MBA)

In-Demand Education Level*
- High school or GED: 21.4%
- Associate degree: 7.7%
- Bachelor's degree: 47.1%
- Master's degree: 12.4%

Top Posting Employers
- GPAC
- Actalent
- Coolsys
- Ford
- AutoZone
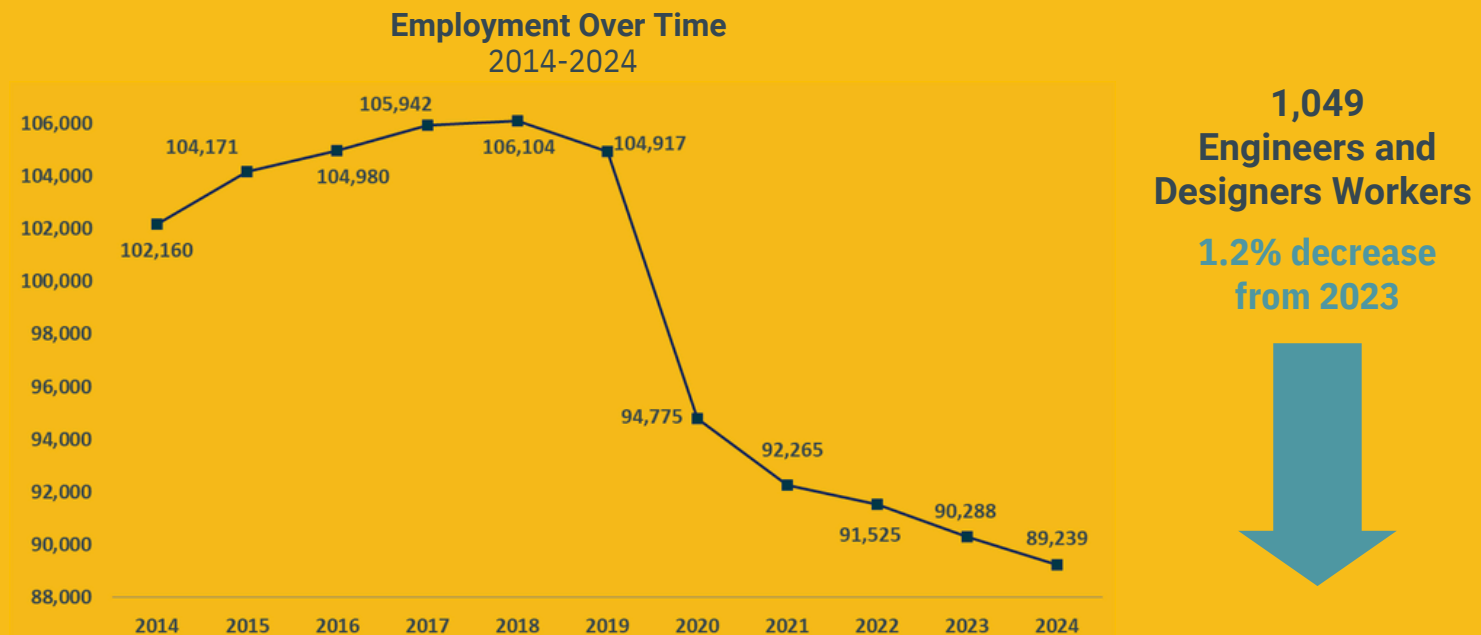- General Motors
- CVS Health
- Aerotek
- Black & Veatch
- Jobot

Job Postings by City
1. Detroit: 2,116 Postings
2. Lansing: 1,292 Postings
3. Ann Arbor: 1,183 Postings
4. Troy: 593 Postings
5. Dearborn: 554 Postings
6. Warren: 525 Postings
7. Auburn Hills: 471 Postings
8. Sterling Heights: 449 Postings
9. Livonia: 411 Postings
10. Southfield: 408 Postings

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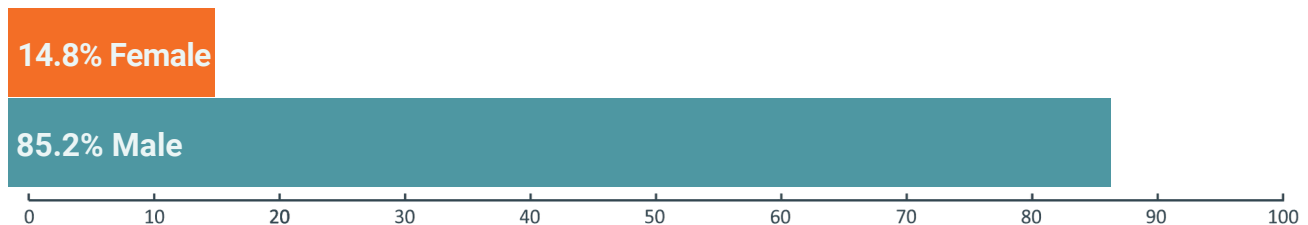
ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 10,149 openings annually for engineers in southeast Michigan.

Employment Over Time
2014-2024

- 2014: 102,160
- 2015: 104,171
- 2016: 104,980
- 2017: 105,942
- 2018: 106,104
- 2019: 104,917
- 2020: 94,775
- 2021: 92,265
- 2022: 91,525
- 2023: 90,288
- 2024: 89,239

1,049
Engineers and Designers Workers

1.2% decrease from 2023

Engineers and Designers Worker Demographics

According to Q4 2024 Lightcast data, the 89,239 workers in the Engineering and Design group are not particularly diverse. Just 5.5 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.8 percent of the current workforce and only 23.5 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

- **14.8% Female**
- **85.2% Male**

Race and Ethnicity Demographics

76.5% White | 10.3% Asian | 8.0% Black or African-American

Worker Age Demographics
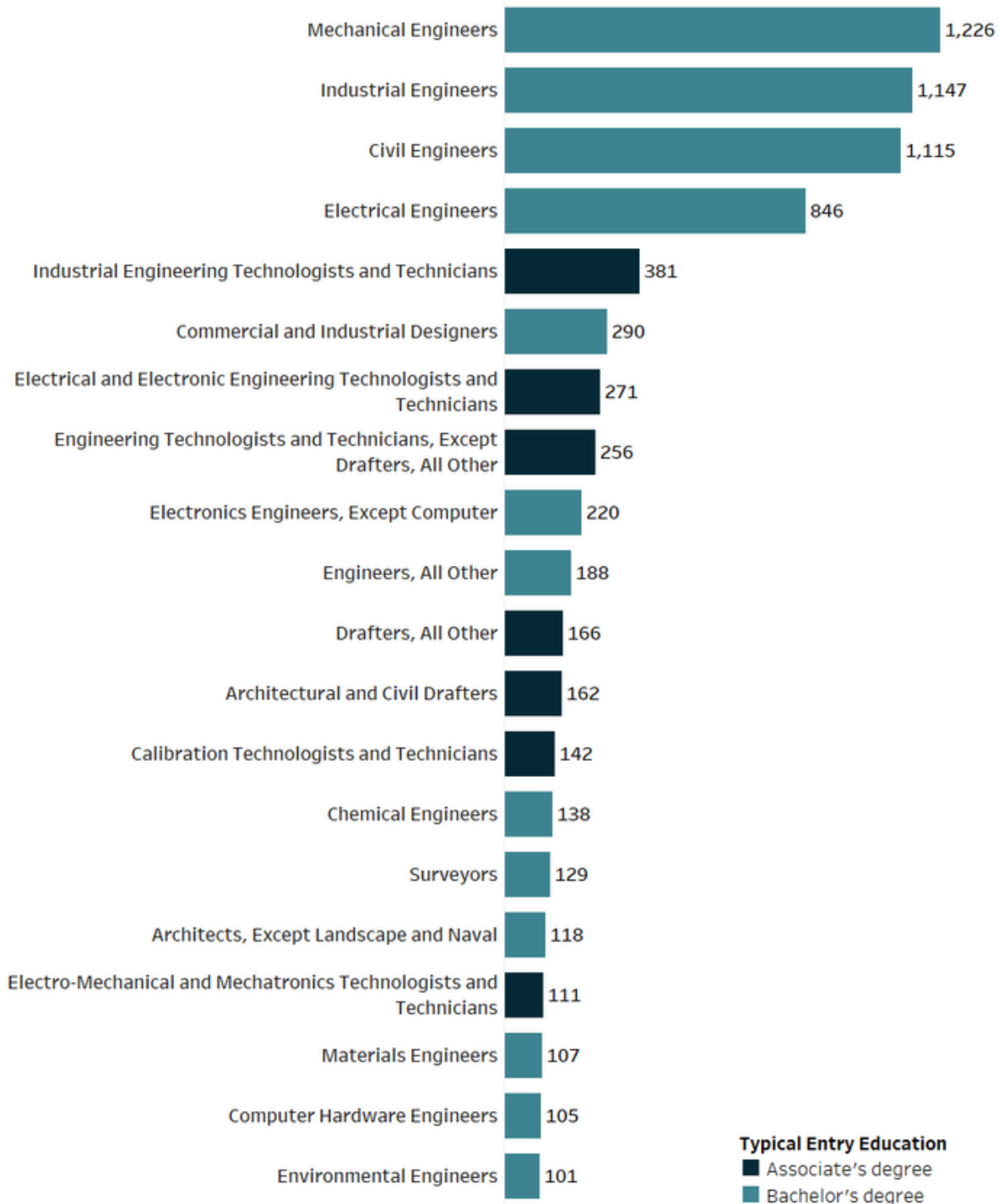
- Age 14-24: 5.5%
- Age 25-54: 68.6%
- Age 55+: 25.9%

Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 7,792 postings in Q4 2024, a decrease of 549 postings (6.6 percent) from Q3. Mechanical Engineers was the most sought-after occupation by Engineering and Design industry employers during Q4 2024, with 1,226 postings. Industrial Engineers was in the second position with 1,147 postings. Other top posted jobs include Civil Engineers (1,115 postings), Electrical Engineers (846 postings), and Industrial Engineering Technologists and Technicians (381 postings).

Occupation	Postings
Mechanical Engineers	1,226
Industrial Engineers	1,147
Civil Engineers	1,115
Electrical Engineers	846
Industrial Engineering Technologists and Technicians	381
Commercial and Industrial Designers	290
Electrical and Electronic Engineering Technologists and Technicians	271
Engineering Technologists and Technicians, Except Drafters, All Other	256
Electronics Engineers, Except Computer	220
Engineers, All Other	188
Drafters, All Other	166
Architectural and Civil Drafters	162
Calibration Technologists and Technicians	142
Chemical Engineers	138
Surveyors	129
Architects, Except Landscape and Naval	118
Electro-Mechanical and Mechatronics Technologists and Technicians	111
Materials Engineers	107
Computer Hardware Engineers	105
Environmental Engineers	101

Typical Entry Education
- Associate's degree
- Bachelor's degree

ENGINEERS AND DESIGNERS OCCUPATION GROUP
Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Six of the top ten jobs pay over $39 per hour. Mechanical Engineers, the top posted Engineering and Design job, offers a median hourly wage of $48.31 per hour or an annual salary of about $100,485.

Wage Overview for Top Posted Engineers and Designers Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2141	Mechanical Engineers	$32.65	$38.44	$48.31	$60.11	$65.29
17-2112	Industrial Engineers	$32.79	$38.73	$48.24	$58.81	$64.45
17-2051	Civil Engineers	$28.54	$32.09	$39.73	$50.56	$61.97
17-2071	Electrical Engineers	$34.84	$38.38	$47.96	$60.65	$66.91
17-3026	Industrial Engineering Technologists and Technicians	$22.34	$24.58	$29.41	$37.69	$44.17
27-1021	Commercial and Industrial Designers	$19.77	$28.24	$36.04	$48.02	$54.36
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.40	$23.23	$30.64	$38.07	$42.77
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$16.52	$22.45	$30.88	$38.00	$51.62
17-2072	Electronics Engineers, Except Computer	$39.26	$43.69	$49.83	$61.86	$65.67
17-2199	Engineers, All Other	$26.37	$37.91	$47.92	$61.11	$75.75

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High school or GED: 11.0%
- Associate degree: 9.5%
- Bachelor's degree: 61.4%
- Master's degree: 16.7%

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

Top Posting Employers

- Actalent
- GPAC
- Ford
- General Motors
- Black & Veatch
- Jobot
- Aerotek
- Barr Engineering Co.
- Insight Global
- G-TECH Services
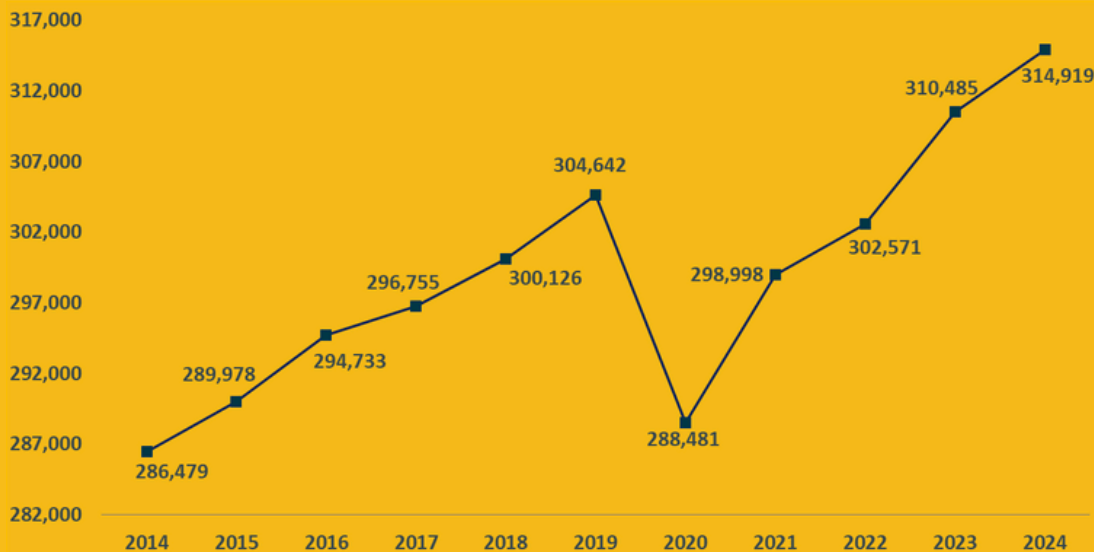
Job Postings by City

1. Detroit: 1,019 Postings
2. Ann Arbor: 770 Postings
3. Dearborn: 468 Postings
4. Lansing: 428 Postings
5. Auburn Hills: 384 Postings
6. Troy: 344 Postings
7. Sterling Heights: 315 Postings
8. Warren: 305 Postings
9. Southfield: 264 Postings
10. Novi: 224 Postings

HEALTH CARE OCCUPATION GROUP

The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, more Health Care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered Nurses are routinely the most in-demand job in this group. Annually, there are about 31,700 job openings for these positions, and this is projected to continue increasing.

Employment Over Time
2014-2024

| Year	Employment
2014	286,479
2015	289,978
2016	294,733
2017	296,755
2018	300,126
2019	304,642
2020	288,481
2021	298,998
2022	302,571
2023	310,485
2024	314,919

4,434 Health Care Workers

1.4% increase from 2023

Health Care Worker Demographics

The Health Care occupation group employs 314,919 workers, an overwhelming number of whom are females (79.4 percent) and between the ages of 25 and 54 (68.0 percent). Just 20.6 percent of workers identify as male, although 31.5 percent identifying as a racial minority. Also of note was that 9.4 percent of the workers in the occupation group were under the age of 25, compared to the 22.6 percent 55 years of age or older.

Worker Gender Demographics

79.4% Female

20.6% Male
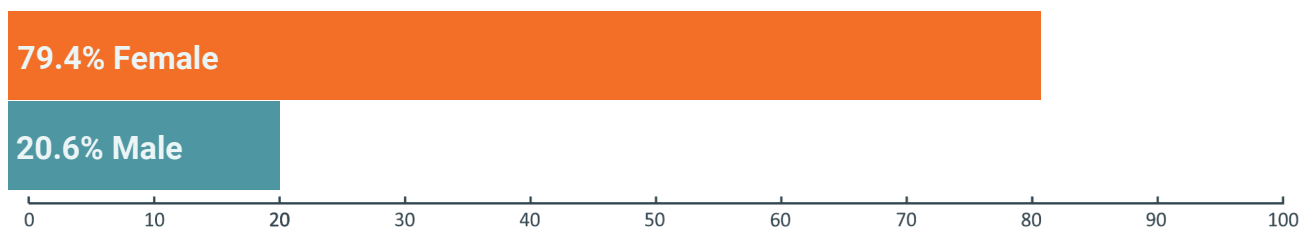
Race and Ethnicity Demographics

68.5% White | 5.7% Asian | 20.2% Black or African-American

Worker Age Demographics

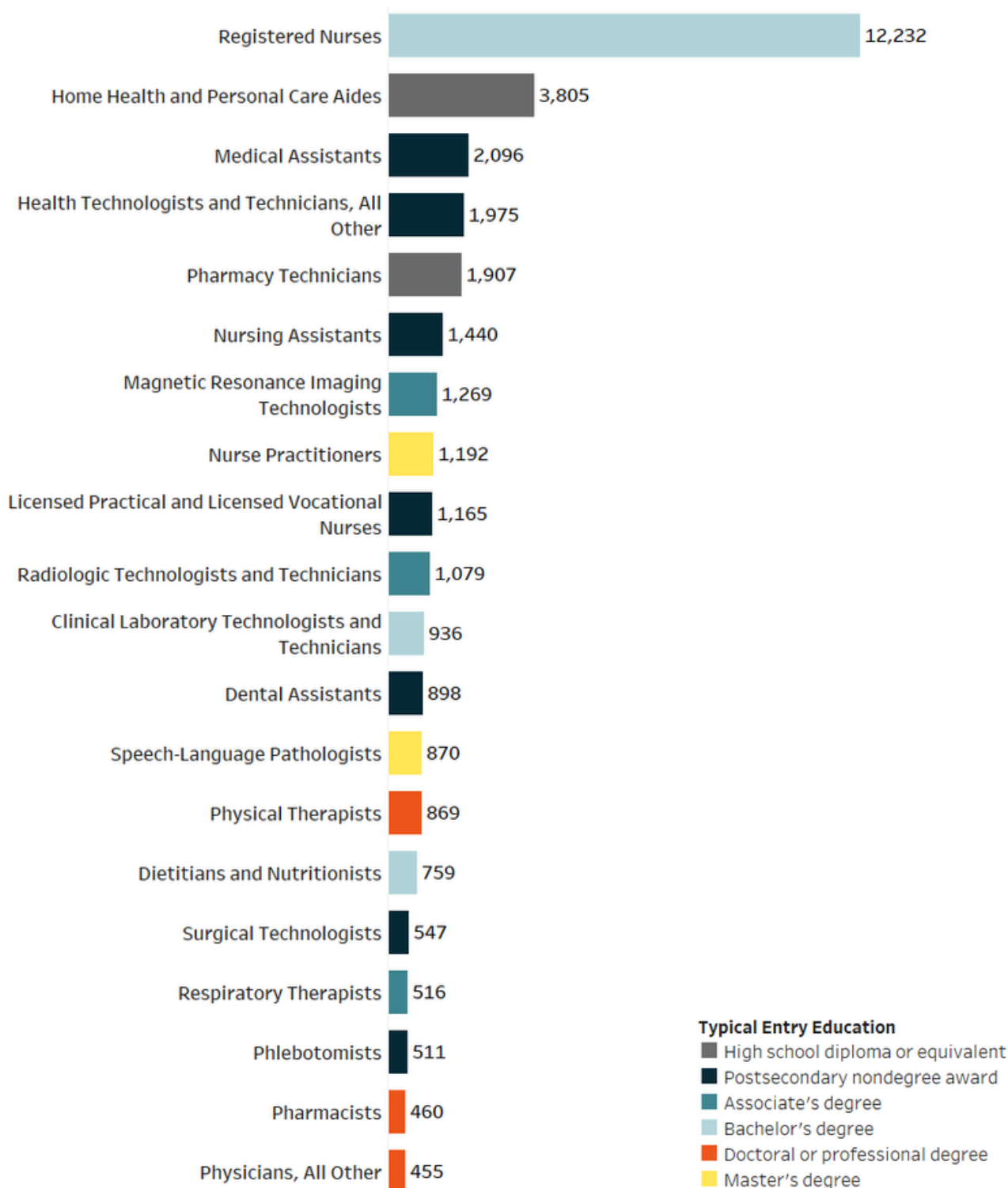| Age 14-24 9.4% | Age 25-54 68.0% | Age 55+ 22.6% |

Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP
Top Posted Jobs

In Q4 2024, there were a total of 42,663 job postings for Health Care workers, a decrease of 925 from Q3 2024. Registered Nurses was the most sought-after occupation by Health Care industry employers with 12,232 postings. Home Health and Personal Care Aides was in the second position with 3,805 postings. Other top posted jobs include Medical Assistants (2,096 postings), Health Technologists and Technicians, All Other (1,975 postings), and Pharmacy Technicians (1,907 postings).

Occupation	Postings
Registered Nurses	12,232
Home Health and Personal Care Aides	3,805
Medical Assistants	2,096
Health Technologists and Technicians, All Other	1,975
Pharmacy Technicians	1,907
Nursing Assistants	1,440
Magnetic Resonance Imaging Technologists	1,269
Nurse Practitioners	1,192
Licensed Practical and Licensed Vocational Nurses	1,165
Radiologic Technologists and Technicians	1,079
Clinical Laboratory Technologists and Technicians	936
Dental Assistants	898
Speech-Language Pathologists	870
Physical Therapists	869
Dietitians and Nutritionists	759
Surgical Technologists	547
Respiratory Therapists	516
Phlebotomists	511
Pharmacists	460
Physicians, All Other	455

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

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. However, most of the top posted jobs that require less than a Bachelor's degree pay under the state's median wage of $22.57 per hour. Six of the top ten jobs pay over $20 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of $40.81 per hour or an annual salary of about $84,885.

Wage Overview for Top Posted Health Care Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$33.39	$37.80	$40.81	$47.53	$49.91
31-1128	Home Health and Personal Care Aides	$11.68	$13.42	$14.98	$16.99	$18.82
31-9092	Medical Assistants	$15.62	$17.37	$18.66	$21.23	$22.53
29-2099	Health Technologists and Technicians, All Other	$17.37	$18.32	$20.90	$27.55	$36.79
29-2052	Pharmacy Technicians	$15.41	$16.80	$18.74	$22.63	$24.27
31-1131	Nursing Assistants	$16.78	$17.70	$18.55	$20.11	$21.45
29-2035	Magnetic Resonance Imaging Technologists	$20.90	$33.18	$38.46	$40.61	$43.47
29-1171	Nurse Practitioners	$48.56	$52.34	$59.35	$63.39	$67.79
29-2061	Licensed Practical and Licensed Vocational Nurses	$25.45	$28.63	$30.48	$32.32	$35.96
29-2034	Radiologic Technologists and Technicians	$25.97	$29.94	$32.85	$37.04	$40.85

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Teaching

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Valid Driver's License
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High school or GED: 25.3%
- Associate degree: 16.5%
- Bachelor's degree: 17.9%
- Master's degree: 6.5%

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

Top Posting Employers

- Henry Ford Health
- Corewell Health
- Trinity Health
- McLaren Health Care
- University of Michigan-Flint
- Detroit Medical Center
- Tenet Healthcare
- CVS Health
- Dmc Sinai Grace Hospital
- Walgreens Boots Alliance

Job Postings by City

1. Detroit: 5,953 Postings
2. Ann Arbor: 2,718 Postings
3. Lansing: 2,098 Postings
4. Southfield: 1,412 Postings
5. Troy: 1,373 Postings
6. Flint: 1,297 Postings
7. Warren: 1,204 Postings
8. Livonia: 1,121 Postings
9. Novi: 1,020 Postings
10. Jackson: 959 Postings

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 8,800 job openings are reported in the region annually.

Employment Over Time
2014-2024
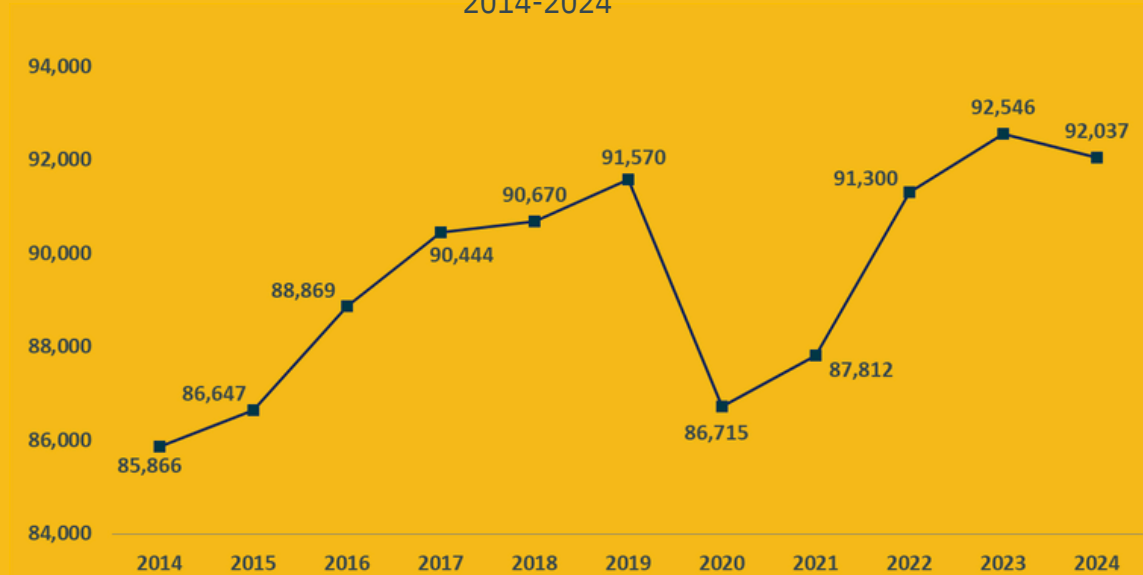
509
Information
Technology Workers

0.6% decrease from 2023

Information Technology Worker Demographics

In Q4 2024, there were 92,037 workers in the IT occupation group. This group is primarily made up of males (73.9 percent) between the ages of 25 and 54 (76.7 percent), with 26.1 percent of workers identifying as female and 30.9 percent identifying as a racial minority. Also of note was that 6.0 percent of the workers in the occupation group were under the age of 25, compared to the 17.3 percent 55 years of age or older.

Worker Gender Demographics

26.1% Female

73.9% Male
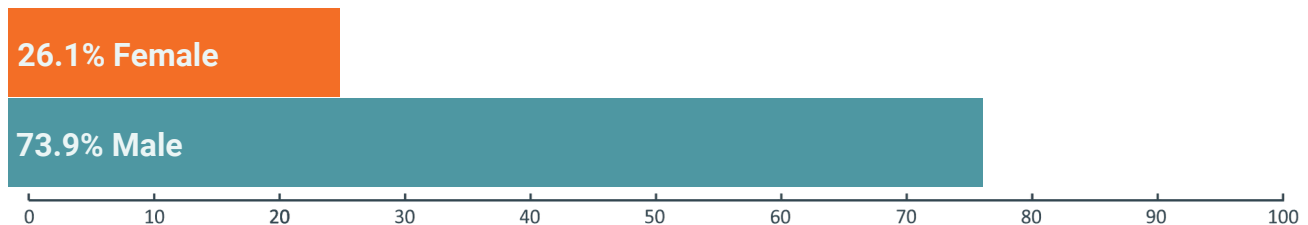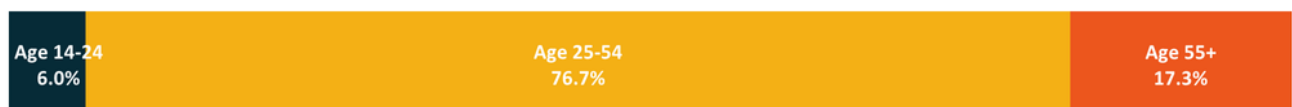
Race and Ethnicity Demographics

69.1% White | 16.7% Asian | 9.3% Black or African-American

Worker Age Demographics

Age 14-24
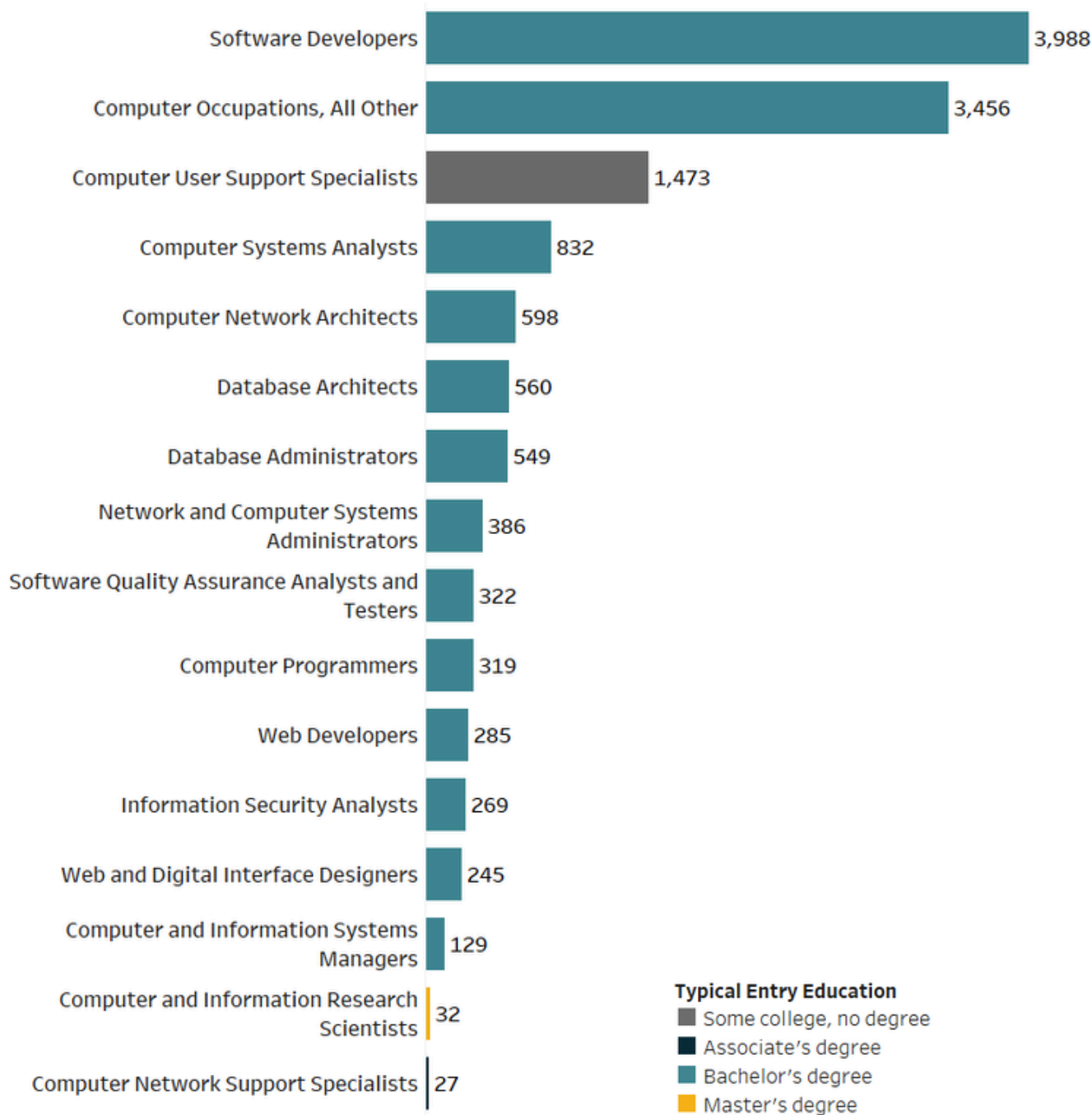6.0%

Age 25-54
76.7%

Age 55+
17.3%

Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP
Top Posted Jobs

In Q4 2024, there were a total of 13,470 job postings for IT workers, a decrease of 984 postings or 6.8 percent from Q3 2024. Software Developers was the most sought-after occupation by IT industry employers during Q4 2024, with 3,988 postings. Computer Occupations, All Other was in the second position with 3,456 postings. Other top posted jobs include Computer User Support Specialists (1,473 postings), Computer Systems Analysts (832 postings), and Computer Network Architects (598 postings).

Occupation	Postings
Software Developers	3,988
Computer Occupations, All Other	3,456
Computer User Support Specialists	1,473
Computer Systems Analysts	832
Computer Network Architects	598
Database Architects	560
Database Administrators	549
Network and Computer Systems Administrators	386
Software Quality Assurance Analysts and Testers	322
Computer Programmers	319
Web Developers	285
Information Security Analysts	269
Web and Digital Interface Designers	245
Computer and Information Systems Managers	129
Computer and Information Research Scientists	32
Computer Network Support Specialists	27

Typical Entry Education
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's degree

INFORMATION TECHNOLOGY OCCUPATION GROUP
Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. Half of the top jobs pay over $48 per hour. Software Developers, the top posted IT job, offers a median hourly wage of $50.83 per hour or an annual salary of about $105,726.

Wage Overview for Top Posted Information Technology Jobs in Q4 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$36.05	$42.54	$50.83	$63.12	$77.36
15-1299	Computer Occupations, All Other	$26.16	$35.41	$47.41	$61.82	$70.12
15-1232	Computer User Support Specialists	$17.58	$20.73	$27.24	$33.60	$40.01
15-1211	Computer Systems Analysts	$31.94	$39.22	$49.00	$60.96	$68.07
15-1241	Computer Network Architects	$35.10	$45.25	$55.33	$67.71	$82.21
15-1243	Database Architects	$25.55	$43.08	$58.85	$65.26	$79.09
15-1242	Database Administrators	$25.30	$31.59	$48.22	$58.76	$65.97
15-1244	Network and Computer Systems Administrators	$30.37	$37.70	$45.45	$55.11	$67.79
15-1253	Software Quality Assurance Analysts and Testers	$23.61	$30.04	$43.03	$50.35	$59.36
15-1251	Computer Programmers	$26.28	$30.90	$39.44	$53.50	$68.51

In-Demand Technical Skills
- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Project Management
- Automation

In-Demand Education Level*
- High school or GED: 7.4%
- Associate degree: 8.7%
- Bachelor's degree: 58.8%
- Master's degree: 15.0%

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

In-Demand Foundational Skills
- Communication
- Management
- Problem Solving
- Troubleshooting
- Leadership

Top Posting Employers
- Accenture
- Ford
- Deloitte
- TEKsystems
- General Motors
- University of Michigan-Flint
- Allegis Group
- State of Michigan
- GovCIO
- Ernst & Young

In-Demand Certifications
- Valid Driver's License
- Certified Information Systems Security Professional
- Security Clearance
- CompTIA A+
- Project Management Professional Certification

Job Postings by City
1. Lansing: 3,303 Postings
2. Detroit: 2,428 Postings
3. Ann Arbor: 932 Postings
4. Dearborn: 858 Postings
5. Troy: 718 Postings
6. Auburn Hills: 382 Postings
7. Southfield: 370 Postings
8. Sterling Heights: 367 Postings
9. Warren: 360 Postings
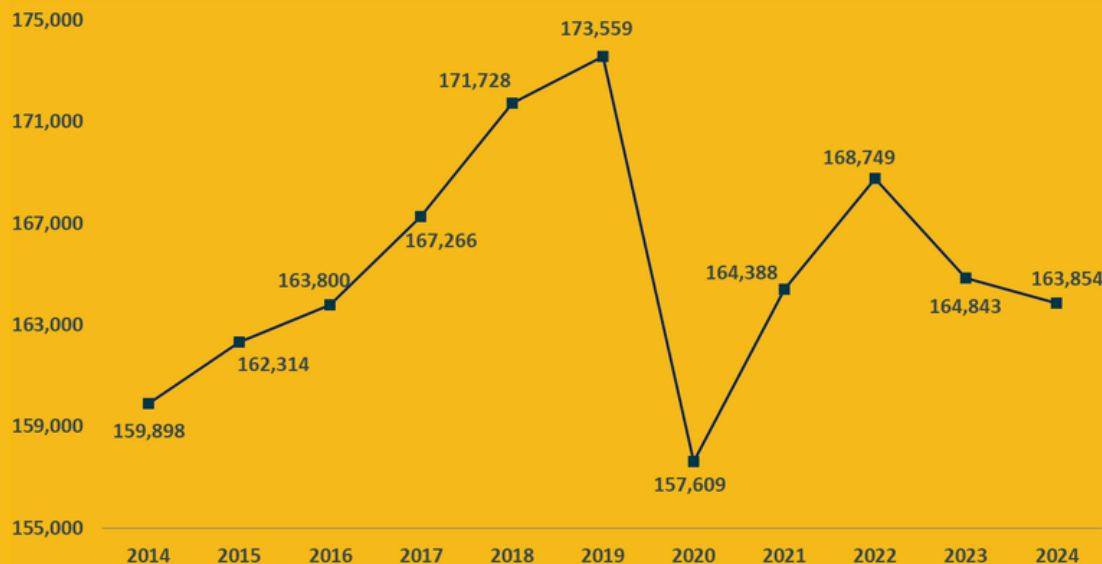10. Livonia: 345 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The WIN Region Technicians/Skilled Trades category 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 22,000 openings for these workers annually.

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

| Year	Employment
2014	159,898
2015	162,314
2016	163,800
2017	167,266
2018	171,728
2019	173,559
2020	157,609
2021	164,388
2022	168,749
2023	164,843
2024	163,854

989 Skilled Trades Workers

0.6% increase from 2023

Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 163,854 workers during 2024 in southeast Michigan. This group is primarily made up of males (86.8 percent) between the ages of 25 and 54 (64.6 percent), with 13.2 percent of workers identifying as female and just 22.3 percent identifying as a racial minority. Also of note was that 6.2 percent of the workers in the occupation group were under the age of 25, compared to the 29.3 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

Worker Gender Demographics

13.2% Female

86.8% Male
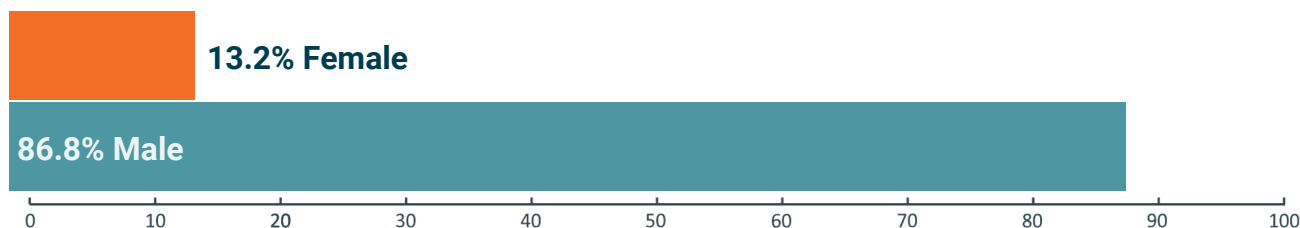
Race and Ethnicity Demographics

77.7 % White | 4.7% Hispanic or Latino | 12.7% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
6.2%	64.6%	29.3%

Data: Lightcast | Analysis: Workforce Intelligence Network
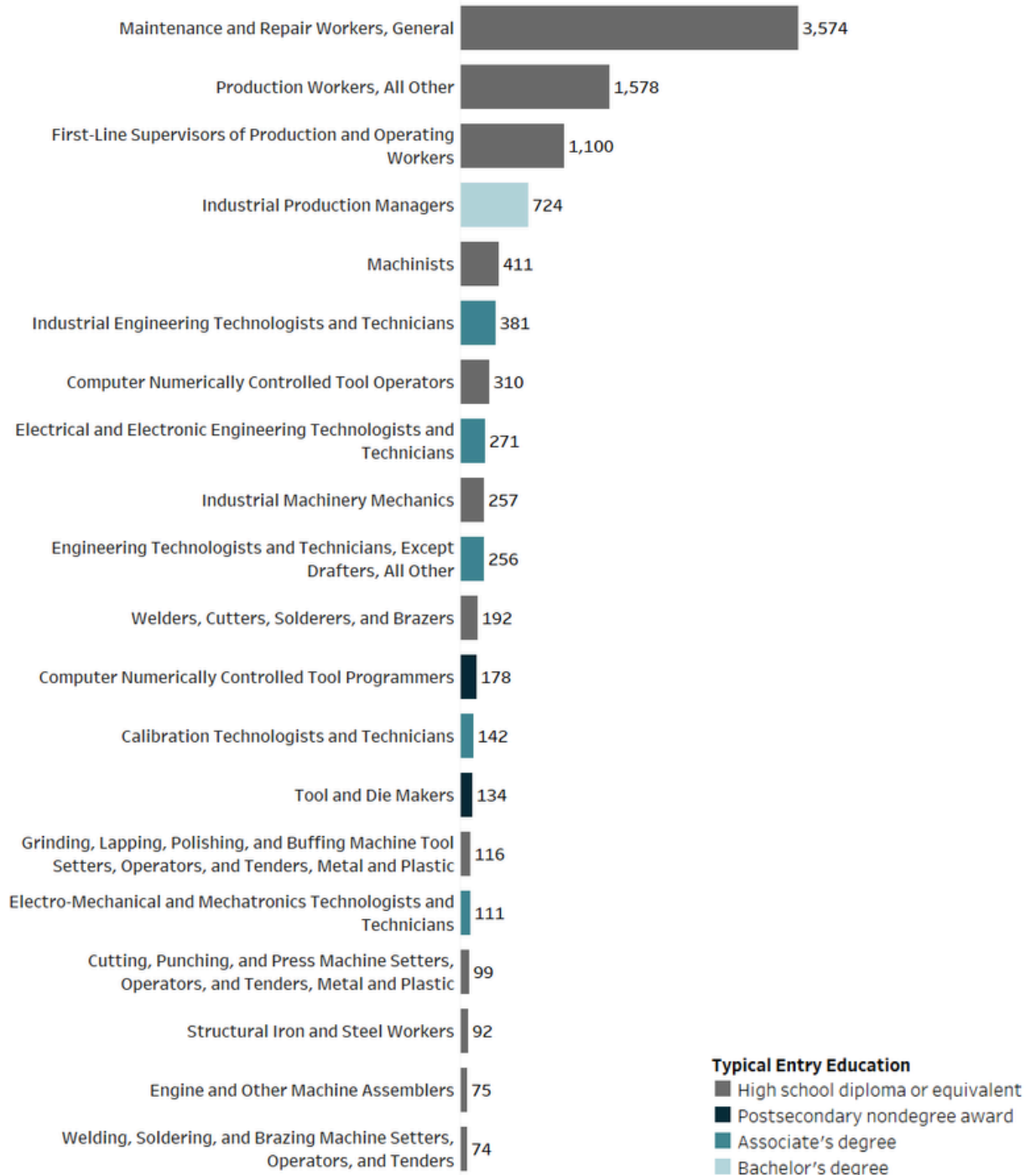
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP
Top Posted Jobs

There was a total of 10,526 job postings for Skilled Trades workers in Q4 2024, a 14.7 percent decrease (1,817 postings) from Q3. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q4 2024, with 3,574 postings. Production Workers, All Other was in the second position with 1,578 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,100 postings), Industrial Production Managers (724 postings), and Machinists (411 postings).

Occupation	Postings
Maintenance and Repair Workers, General	3,574
Production Workers, All Other	1,578
First-Line Supervisors of Production and Operating Workers	1,100
Industrial Production Managers	724
Machinists	411
Industrial Engineering Technologists and Technicians	381
Computer Numerically Controlled Tool Operators	310
Electrical and Electronic Engineering Technologists and Technicians	271
Industrial Machinery Mechanics	257
Engineering Technologists and Technicians, Except Drafters, All Other	256
Welders, Cutters, Solderers, and Brazers	192
Computer Numerically Controlled Tool Programmers	178
Calibration Technologists and Technicians	142
Tool and Die Makers	134
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	116
Electro-Mechanical and Mechatronics Technologists and Technicians	111
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	99
Structural Iron and Steel Workers	92
Engine and Other Machine Assemblers	75
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	74

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs that are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over $29 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of $22.07 per hour or an annual salary of about $45,906.

Wage Overview for Top Posted Skilled Trades Jobs in Q4 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	$15.17	$17.87	$22.07	$27.29	$31.52
51-9199	Production Workers, All Other	$14.72	$15.75	$17.52	$20.64	$26.17
51-1011	First-Line Supervisors of Production and Operating Workers	$21.74	$25.12	$31.92	$39.02	$49.31
11-3051	Industrial Production Managers	$37.81	$46.37	$56.39	$66.78	$83.21
51-4041	Machinists	$17.48	$19.58	$23.54	$29.66	$34.39
17-3026	Industrial Engineering Technologists and Technicians	$22.34	$24.58	$29.41	$37.69	$44.17
51-9161	Computer Numerically Controlled Tool Operators	$17.10	$18.36	$21.95	$27.34	$31.40
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.40	$23.23	$30.64	$38.07	$42.77
49-9041	Industrial Machinery Mechanics	$19.87	$23.95	$29.76	$35.02	$38.97
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$16.52	$22.45	$30.88	$38.00	$51.62

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- Continuous Improvement Process
- HVAC

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Problem Solving
- Management

In-Demand Certifications

- Valid Driver's License
- HVAC Certification
- EPA 608 Technician Certification
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High school or GED: 38.4%
- Associate degree: 8.6%
- Bachelor's degree: 12.9%
- Master's degree: 2.8%

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

Top Posting Employers

- Aerotek
- Express Employment Professionals
- Branex Group
- General Motors
- Trillium Staffing
- Nesco Resource
- Taldeco
- Kelly Services
- ResourceMFG
- Ford

Job Postings by City

1. Detroit: 1,064 Postings
2. Lansing: 677 Postings
3. Warren: 392 Postings
4. Livonia: 387 Postings
5. Auburn Hills: 375 Postings
6. Ann Arbor: 369 Postings
7. Sterling Heights: 346 Postings
8. Troy: 313 Postings
9. Plymouth: 241 Postings
10. Jackson: 217 Postings

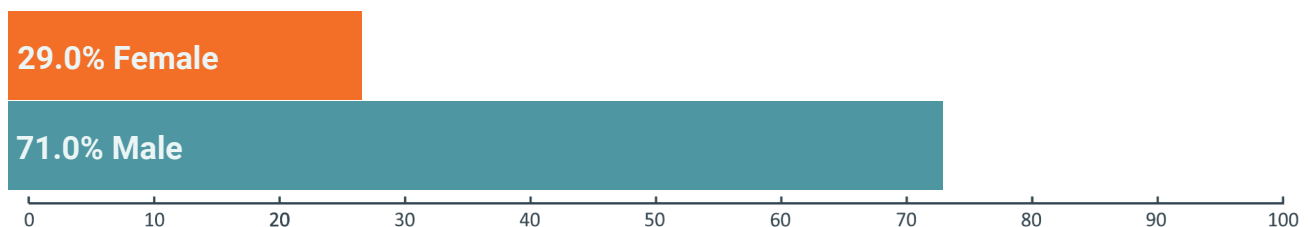# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, 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 50,500 job openings in southeast Michigan.

Employment Over Time
2014-2024

913 TDL Workers

0.2% increase from 2023
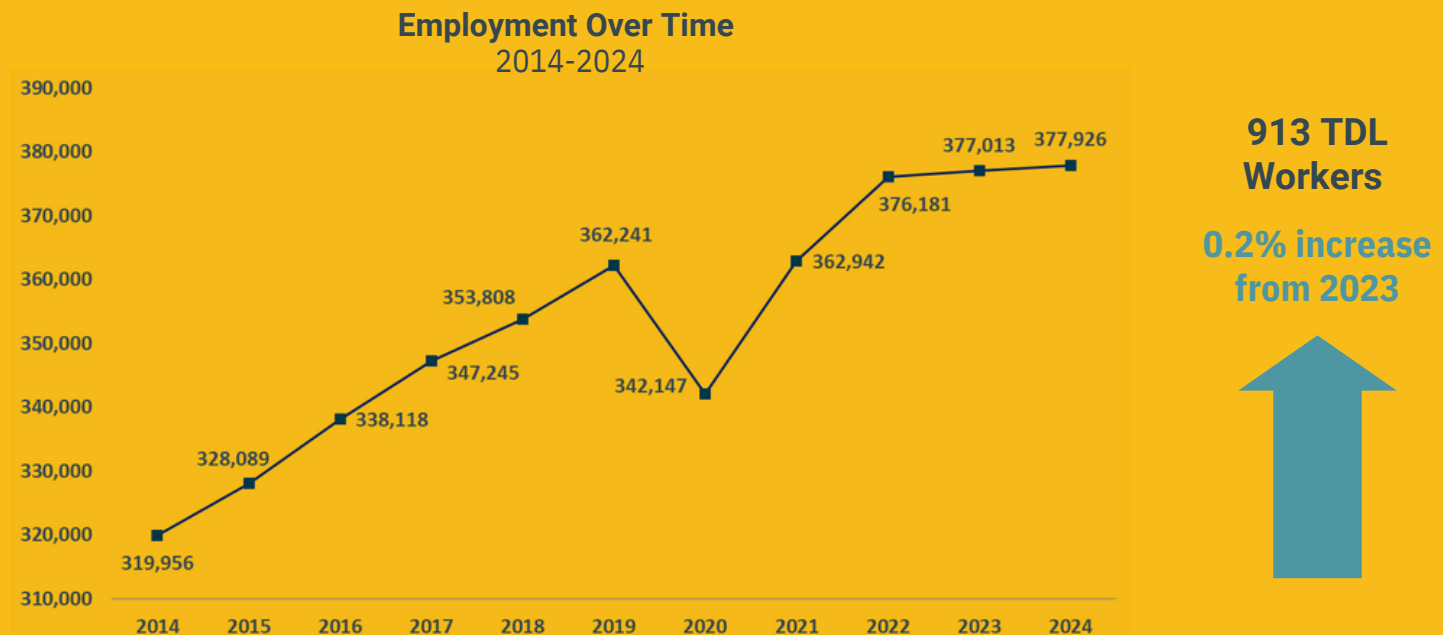
TDL Worker Demographics

The TDL occupation group has a large workforce, employing 377,926 workers during 2024. This group is primarily made up of males (71.0 percent) and between the ages of 25 and 54 (62.9 percent), with 29.0 percent of workers identifying as female and 29.7 percent identifying as a racial minority. Also, 12.7 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.
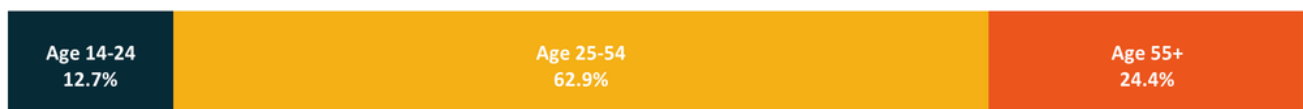
Worker Gender Demographics

29.0% Female

71.0% Male

Race and Ethnicity Demographics

70.3% White | 5.1% Hispanic or Latino | 19.3% Black or African-American

Worker Age Demographics

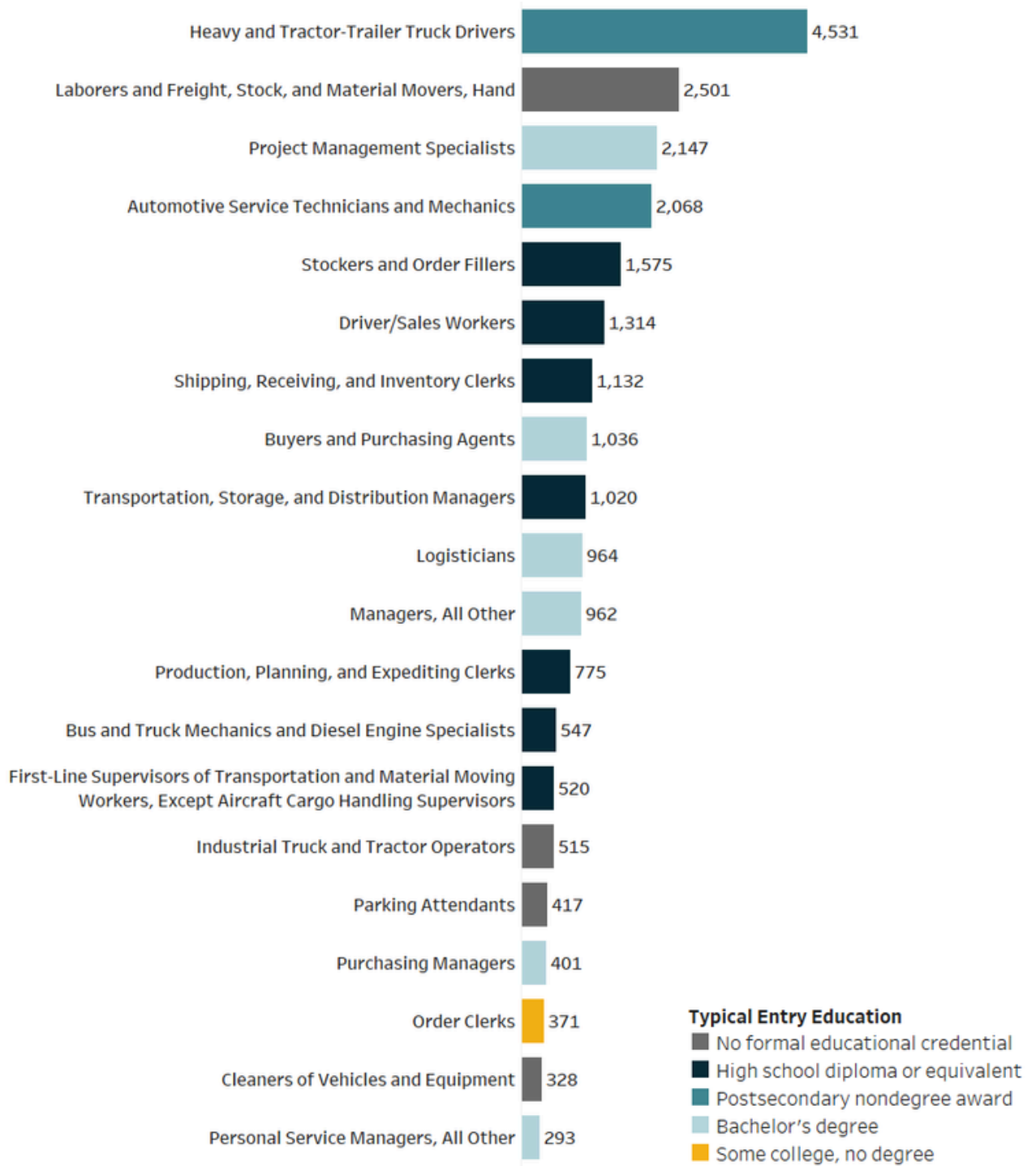| Age 14-24 12.7%	Age 25-54 62.9%	Age 55+ 24.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP
Top Posted Jobs

Demand for TDL occupations totaled 27,558 job postings in Q4 2024, down 5.3 percent (1,543 postings) from Q3. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q4 2024, with 4,531 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,501 postings. Other top posted jobs include Project Management Specialists (2,147 postings), Automotive Service Technicians and Mechanics (2,068 postings), and Stockers and Order Fillers (1,575 postings).

Occupation	Postings
Heavy and Tractor-Trailer Truck Drivers	4,531
Laborers and Freight, Stock, and Material Movers, Hand	2,501
Project Management Specialists	2,147
Automotive Service Technicians and Mechanics	2,068
Stockers and Order Fillers	1,575
Driver/Sales Workers	1,314
Shipping, Receiving, and Inventory Clerks	1,132
Buyers and Purchasing Agents	1,036
Transportation, Storage, and Distribution Managers	1,020
Logisticians	964
Managers, All Other	962
Production, Planning, and Expediting Clerks	775
Bus and Truck Mechanics and Diesel Engine Specialists	547
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	520
Industrial Truck and Tractor Operators	515
Parking Attendants	417
Purchasing Managers	401
Order Clerks	371
Cleaners of Vehicles and Equipment	328
Personal Service Managers, All Other	293

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

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP
Wage Overview

The TDL 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 $22.50 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of $25.56 per hour or an annual salary of about $53,165.

Wage Overview for Top Posted TDL Jobs in Q4 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	$21.97	$25.56	$29.37	$33.52
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$14.85	$16.64	$18.59	$22.00	$25.68
13-1082	Project Management Specialists	$29.36	$37.38	$47.61	$62.08	$68.63
49-3023	Automotive Service Technicians and Mechanics	$15.09	$17.87	$23.28	$30.18	$37.22
53-7065	Stockers and Order Fillers	$13.88	$15.12	$17.06	$19.49	$23.37
53-3031	Driver/Sales Workers	$11.23	$12.64	$17.53	$23.68	$29.36
43-5071	Shipping, Receiving, and Inventory Clerks	$16.42	$17.77	$20.70	$24.16	$30.12
13-1028	Buyers and Purchasing Agents	$22.19	$28.42	$36.49	$46.64	$57.38
11-3071	Transportation, Storage, and Distribution Managers	$29.69	$36.45	$47.03	$62.15	$80.81
13-1081	Logisticians	$24.13	$30.29	$38.61	$50.60	$62.68

In-Demand Technical Skills
- Warehousing
- Project Management
- Merchandising
- Forklift Truck
- Purchasing

In-Demand Foundational Skills
- Communication
- Customer Service
- Management
- Operations
- Detail Oriented

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

In-Demand Education Level*
- High school or GED: 26.0%
- Associate degree: 5.7%
- Bachelor's degree: 21.0%
- Master's degree: 4.5%

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

Top Posting Employers
- Kroger
- Walmart
- Roehl Transport
- Meijer
- GPAC
- Belle Tire
- Aerotek
- Chevrolet
- Domino's Pizza
- UPS

Job Postings by City
1. Detroit: 3,021 Postings
2. Lansing: 2,328 Postings
3. Ann Arbor: 1,358 Postings
4. Troy: 1,090 Postings
5. Warren: 968 Postings
6. Livonia: 955 Postings
7. Dearborn: 726 Postings
8. Sterling Heights: 693 Postings
9. Southfield: 602 Postings
10. Flint: 599 Postings

WIN **WORKFORCE INTELLIGENCE NETWORK**

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