

LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



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2024

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WASHTENAW COUNTY

2024

CONTENTS

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

OCCUPATION GROUPS

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

CONNECT

+313.744.2946

info@winintelligence.org

25363 Eureka Rd, Taylor, MI 48180

winintelligence.org

@workforce intelligence network

@win-semich

@workforce intelligence network (WIN)



INTRODUCTION

Washtenaw County

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges in a 19-county region representing approximately 63% of the total labor force in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

The WIN data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county WIN region report using data from all eleven occupation groups. A city of Detroit report is also produced quarterly, focusing on five occupation groups related to the Detroit labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report highlights labor market information and real-time job posting data for Washtenaw County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2024 labor market information from Washtenaw County for the Business and Finance, Engineering and Design, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

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

2024 WASHTENAW COUNTY

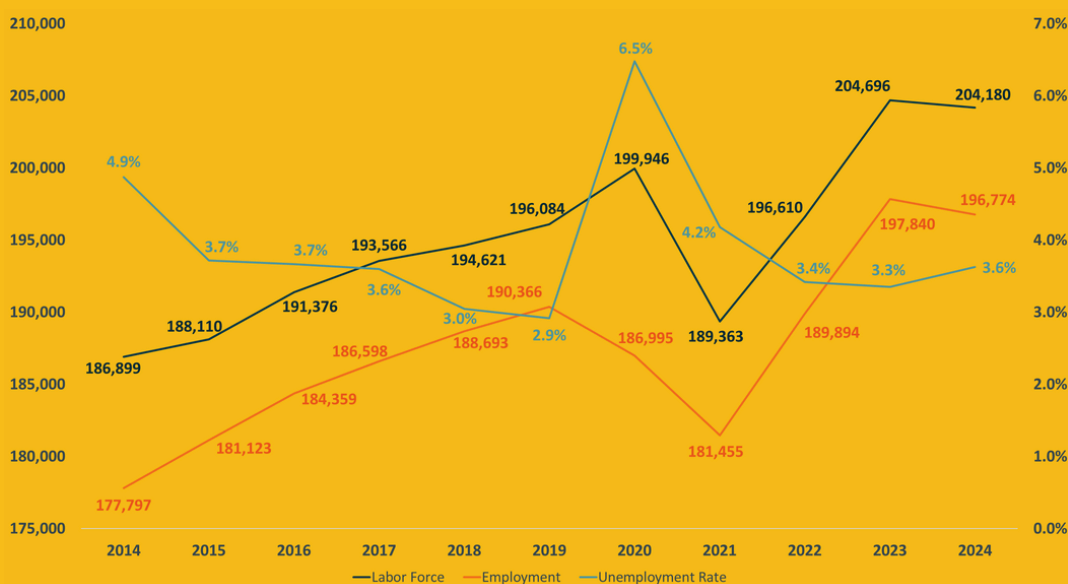
WASHTENAW COUNTY Annual State of the Labor Market

Over the course of CY2024, both the labor force and employment decreased by 516 individuals (0.3 percent) and 1,066 workers (0.5 percent) respectively, while unemployment increased by 550 workers. The unemployment rate remained relatively stable in 2024, increasing 0.3 percentage points from 3.3 percent in 2023 to 3.6 percent in 2024. Registered Nurses top the list as the most demanded occupation in 2024, accounting for 2,708 job postings. The Health Care occupation group continues to be heavily demanded in Washtenaw County.

Annual Labor Market Information

The labor force in Washtenaw County increased in 2024, decreasing by 516 individuals (0.3 percent) from the prior year. Employment also fell by 1,066 workers (0.5 percent) over the same period, while unemployment rose by 550 workers (8.0 percent) for a total of 7,406 unemployed workers in 2024. While this marks a significant improvement from the 6.5 percent spike seen in 2020, it has not yet returned to the pre-pandemic low of 2.9 percent recorded in 2019. Nonetheless, the rate remains relatively stable.

Annual Labor Force, Employment, Unemployment Rate 2014-2024



Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Employer demand in Washtenaw County declined sharply from 14,482 job postings in Q3 2023 to a low of 11,304 in Q4 2023, before recovering slightly in early 2024. Demand increased to 12,993 in Q1 2024 and remained relatively stable through Q2 (12,358 posting) and Q3 (13,049 posting), suggesting a period of moderate stability. However, the year ended with another decline, dropping to 12,024 postings in Q4 2024. Overall, while employer demand in 2024 showed some recovery from the previous year's low, it remained below the Q3 2023 peak, indicating a cautious labor market.

Average Quarterly Posting Analysis Washtenaw County Q3 2023 - Q4 2024



Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

WASHTENAW
COUNTY

Key Findings

8.6%

Employer demand decreased by 8.6 percent, a loss of 8,148 job postings since 2023

Bachelor's Degree

Most in-demand minimum education level during 2024

In Q4, employment totaled

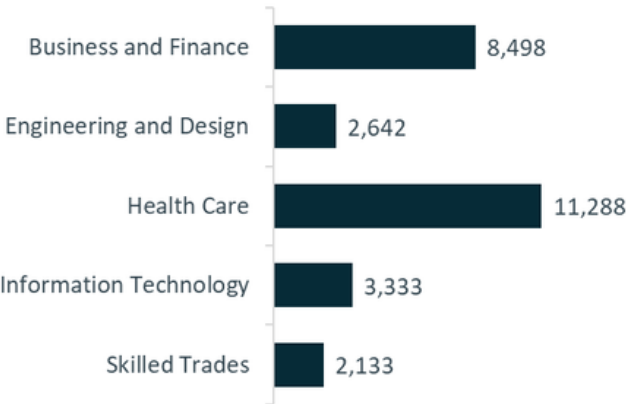
199,303

a decrease of 4,615 workers since Q4 2023

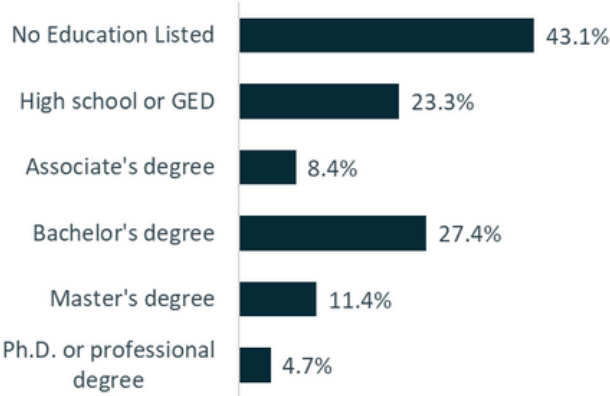
During 2024, there were 66,342 job postings, 8,148 fewer than the 74,490 postings made during 2023 in Washtenaw County. The third quarter saw the highest demand for the year with 13,049 average monthly postings, a 1.1 percent increase since Q2 2024. The top posted job occupations in 2024 include Registered Nurses, Retail Salespersons, Home Health and Personal Care Aides, First-Line Supervisors of Retail Sales Workers, and Heavy and Tractor-Trailer Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 66,342 unique postings in Washtenaw County during 2024, there were 15,483 (23.3 percent) which required a High School diploma or equivalent, while 23,754 postings (35.8 percent) required a College degree. An additional 10,696 postings (16.1 percent) required an advanced degree. The high demand for Health Care jobs within the County drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2024



Education Levels In-Demand
2024



The quarterly labor market experienced some year-over-year weakening in 2024, but signs of short-term recovery emerged by the end of the year. From Q4 2023 to Q4 2024, the labor force shrank by 1.3 percent (2,748 individuals), and employment declined by 2.3 percent (4,615 individuals), reflecting overall softening. Unemployment rose by 31.3 percent over the year, reaching 7,830 workers, and the unemployment rate increased from 2.8 percent to 3.8 percent. However, between the third and fourth quarters of 2024, all major indicators showed improvement: the labor force and employment grew by 1.5 percent and 2.0 percent, respectively, while unemployment declined by nearly 9 percent. This suggests a potential turning point for the region's labor market following mid-year challenges. For more information about this year's unemployment rate and other labor market indicators, refer to page 4.

Quarterly Labor Market Data

	4th Quarter 2023	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	4th Quarter 2024	Change from 3rd Quarter 2024	Percent Change from 3rd Quarter 2024	Change from 4th Quarter 2023	Percent Change from 4th Quarter 2023
Labor Force	209,882	202,740	202,850	203,997	207,133	3,137	1.5%	-2,748	-1.3%
Employment	203,918	196,681	195,706	195,406	199,303	3,897	2.0%	-4,615	-2.3%
Unemployment	5,964	6,058	7,145	8,591	7,830	-760	-8.9%	1,867	31.3%
Unemployment Rate	2.8%	3.0%	3.5%	4.2%	3.8%	-0.4%	na	0.9%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 204,180 individuals, a slight decrease of 516 individuals since 2023. Employment also declined to 196,774 workers in 2024, a decrease of 1,066 workers. Despite the drop in both labor force and employment, unemployment rose to 7,406 individuals, an increase of 550 compared to 2023, though still well below the peak of 12,951 in 2020. This imbalance led to a modest rise in the unemployment rate, which increased by 0.3 percentage points to 3.6 percent in 2024.

Annual Labor Market Data 2014-2024

	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	Change from 2023 to 2024	Percent Change from 2023 to 2024
Labor Force	186,899	188,110	191,376	193,566	194,621	196,084	199,946	189,363	196,610	204,696	204,180	-516	-0.3%
Employment	177,797	181,123	184,359	186,598	188,693	190,366	186,995	181,455	189,894	197,840	196,774	-1,066	-0.5%
Unemployment	9,102	6,988	7,017	6,968	5,928	5,718	12,951	7,908	6,717	6,856	7,406	550	8.0%
Unemployment Rate	4.9%	3.7%	3.7%	3.6%	3.0%	2.9%	6.5%	4.2%	3.4%	3.3%	3.6%	0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 195,937 people in the labor force, meaning that these individuals were either working or seeking employment in Washtenaw County. Slightly over half of the population, 187,381 individuals (50.9 percent) living in the region were actively working. The highest unemployment rates were seen in those age 24 years old or younger. Males under the age of 25 face an unemployment rate of 20.8 percent, while females under the age of 25 report an unemployment rate of 18.6 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 9.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	195,937	187,381	8,556	4.4%
Sex				
Male 16+	103,418	98,838	4,580	4.4%
16-19	4,802	4,127	675	14.1%
20-24	13,833	12,895	938	6.8%
25-54	61,987	59,730	2,257	3.6%
55-64	15,862	15,307	555	3.5%
65 Plus	6,934	6,779	155	2.2%
Female 16+	92,519	88,543	3,976	4.3%
16-19	5,348	4,717	631	11.8%
20-24	14,708	13,711	997	6.8%
25-54	53,022	51,100	1,922	3.6%
55-64	13,896	13,623	273	2.0%
65 Plus	5,545	5,392	153	2.8%
Race				
White	139,382	134,364	5,018	3.6%
Black / African American	21,980	19,826	2,154	9.8%
Native American	424	400	23	5.5%
Asian	17,394	16,924	470	2.7%
Native Hawaiian / Pacific Islander	48	48	0	0.0%
Some Other Race	3,507	3,300	207	5.9%
Two or More Races	13,310	12,631	679	5.1%
Ethnicity				
Hispanic	10,939	10,337	602	5.5%

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

POPULATION DEMOGRAPHICS

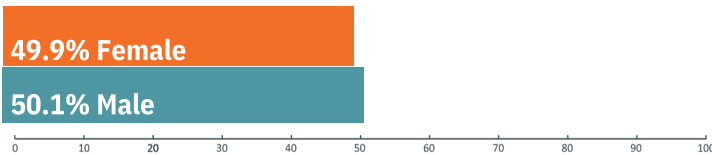
2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Washtenaw County decreased by about 0.5 percent between 2022 and 2023. During 2023, there were 368,394 people living in the county. The gender of the populace was split evenly, with 49.9 percent of the population identifying as female and the other 50.1 percent identifying as male. A majority of the population identified as White (69.9 percent) with the second largest number of individuals identifying as Black or African American (11.6 percent). The region is facing an aging populace; with 26.6 percent of the population over the age of 54, compared to 36.1 percent under the age of 25.

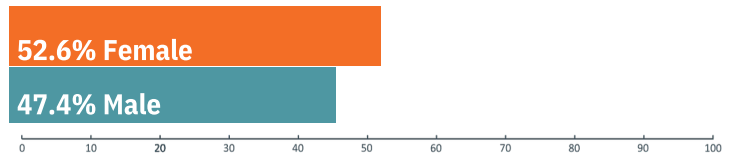
2024 Current Workforce

In 2024, the workforce had a total of 230,076 individuals working in Washtenaw County. A slight majority, 52.6 percent (123,143 workers) were female, while 47.4 percent (110,835 workers) of the workforce was male. Most workers in the county identified as White, accounting for 75.5 percent of the workforce, while Black or African American workers totaled 11.5 percent of the workforce. Those identifying as Asian ethnicity accounted for 5.3 percent. A significant concentration of the workforce in Washtenaw County is between the age of 25 and 54 (62.2 percent), while 21.6 percent of workers are 55 and older.

Population Gender Demographics

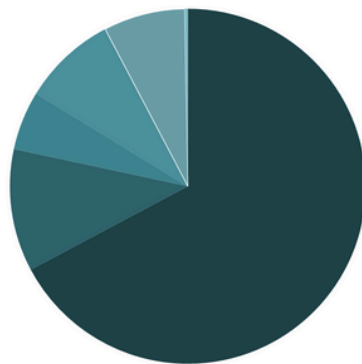


Workforce Gender Demographics



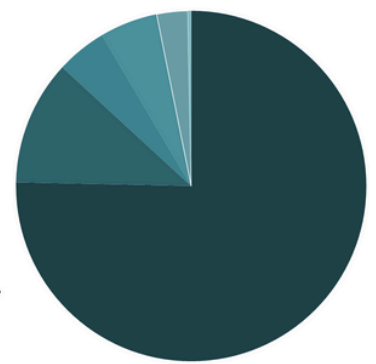
Population Race Demographics

- White, 69.9%
- Black or African American, 11.6%
- Hispanic or Latino, 5.6%
- Asian, 8.9%
- Two or More Races, 7.7%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%



Workforce Race and Ethnicity Demographics

- White, 75.5%
- Black or African American, 11.5%
- Hispanic or Latino, 4.7%
- Asian, 5.3%
- Two or More Races, 2.9%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.03%

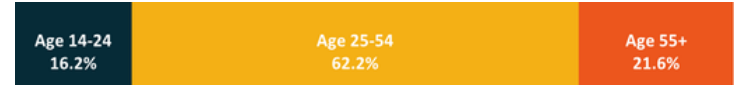


Population Age Demographics



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

Workforce Age Demographics



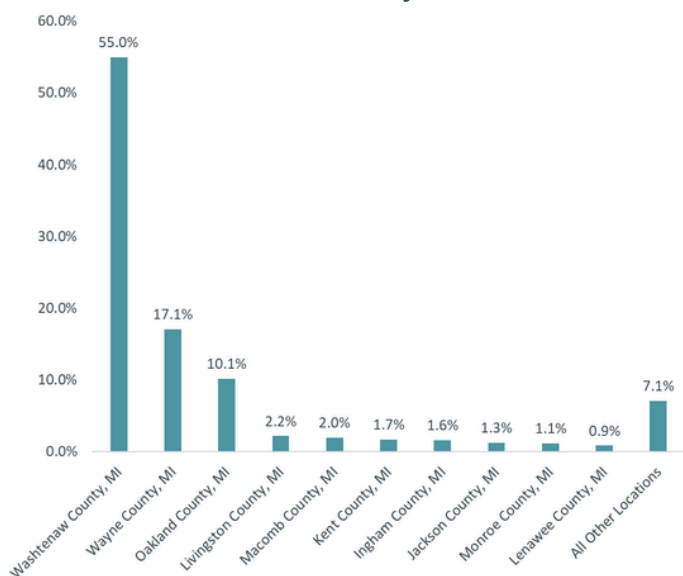
Data: Lightcast | Analysis: Workforce Intelligence Network

2024 REGIONAL COMMUTING PATTERNS

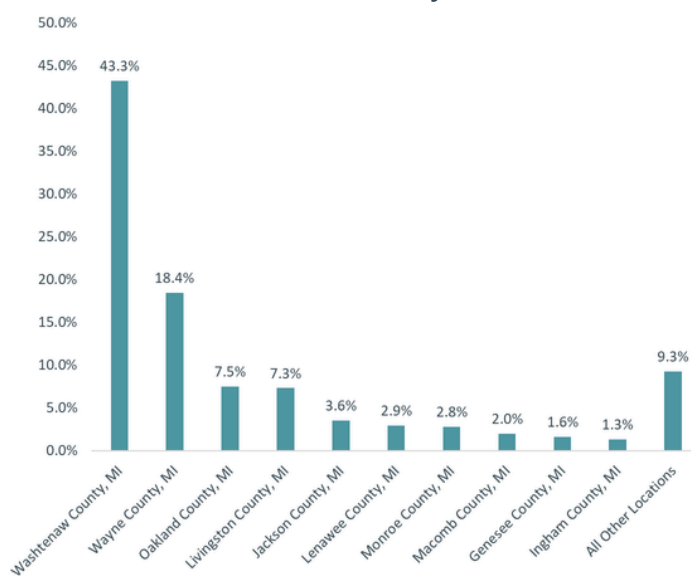
WASHTENAW COUNTY

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, Washtenaw County's workforce consisted of 139,516 residents. There were 76,701 (55.0 percent) residents living and working in Washtenaw County, while the remaining 62,815 residents (45.0 percent) traveled outside of the County for work. There were 177,338 workers employed in the County during 2021. Of those, 100,637 workers (56.7 percent) lived outside of the County borders and commuted in for work. Based upon this information, it can be concluded that Washtenaw County is a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where Washtenaw County Residents Work



Where Washtenaw County Workers Live

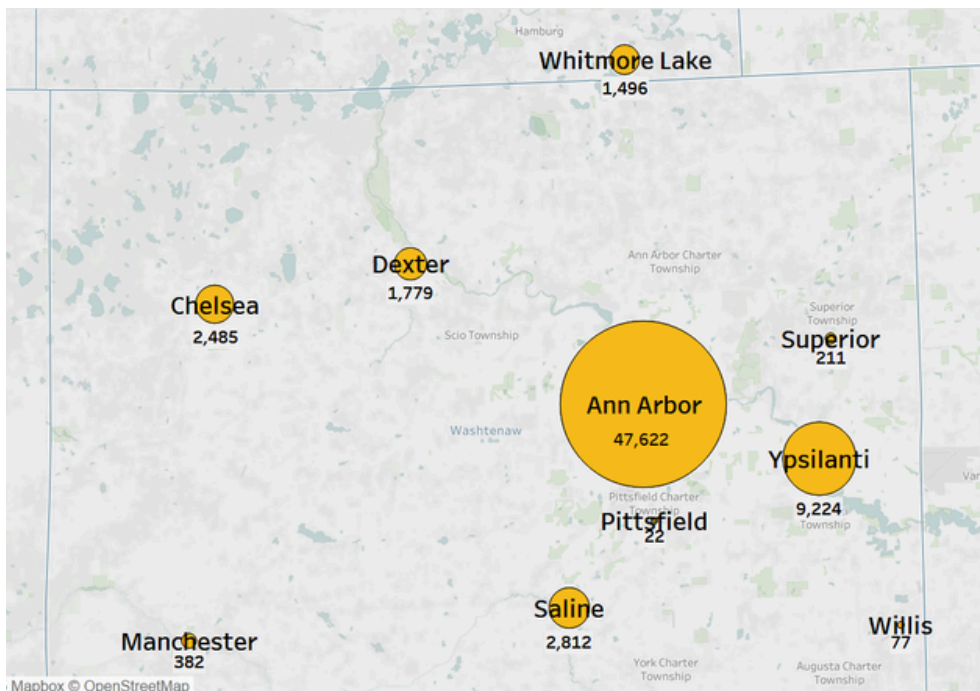


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

1. Ann Arbor: 47,622 Postings
2. Ypsilanti: 9,224 Postings
3. Saline: 2,812 Postings
4. Chelsea: 2,485 Postings
5. Dexter: 1,779 Postings
6. Whitmore Lake: 1,496 Postings
7. Manchester: 382 Postings
8. Superior Twp: 211 Postings
9. Willis: 77 Postings
10. Pittsfield Twp: 22 Postings



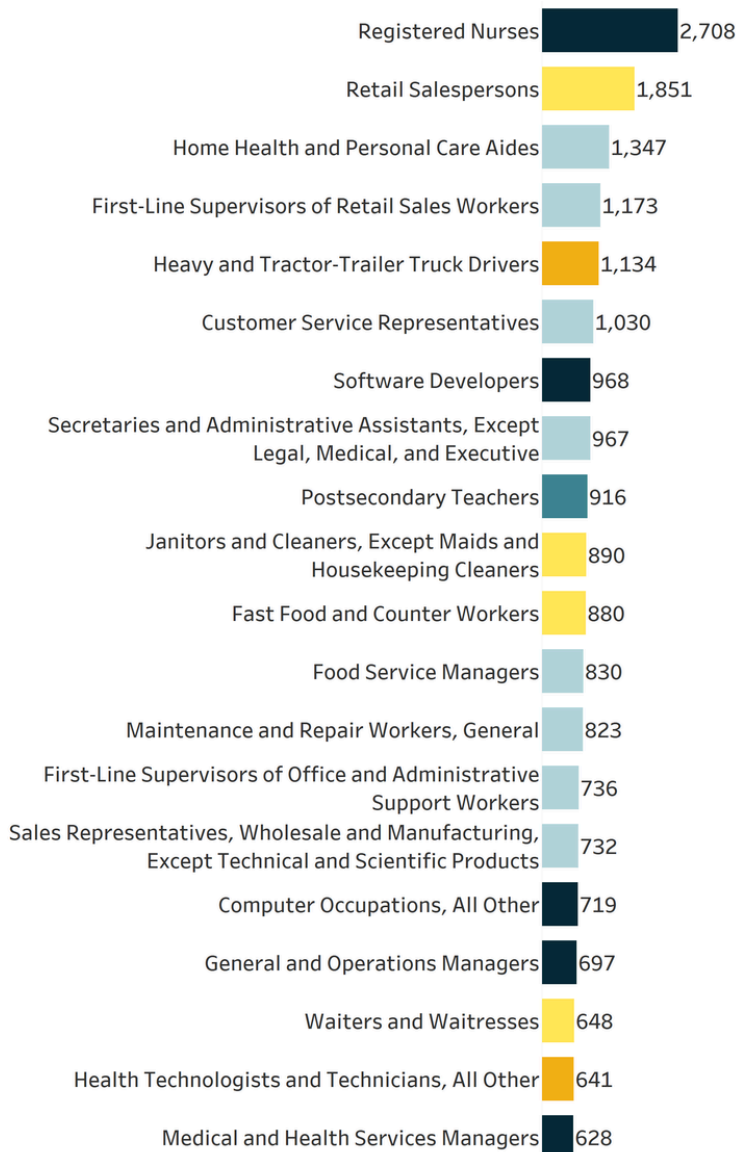
2024

WASHTENAW
COUNTY

TOP POSTED JOBS

Top Posted Jobs

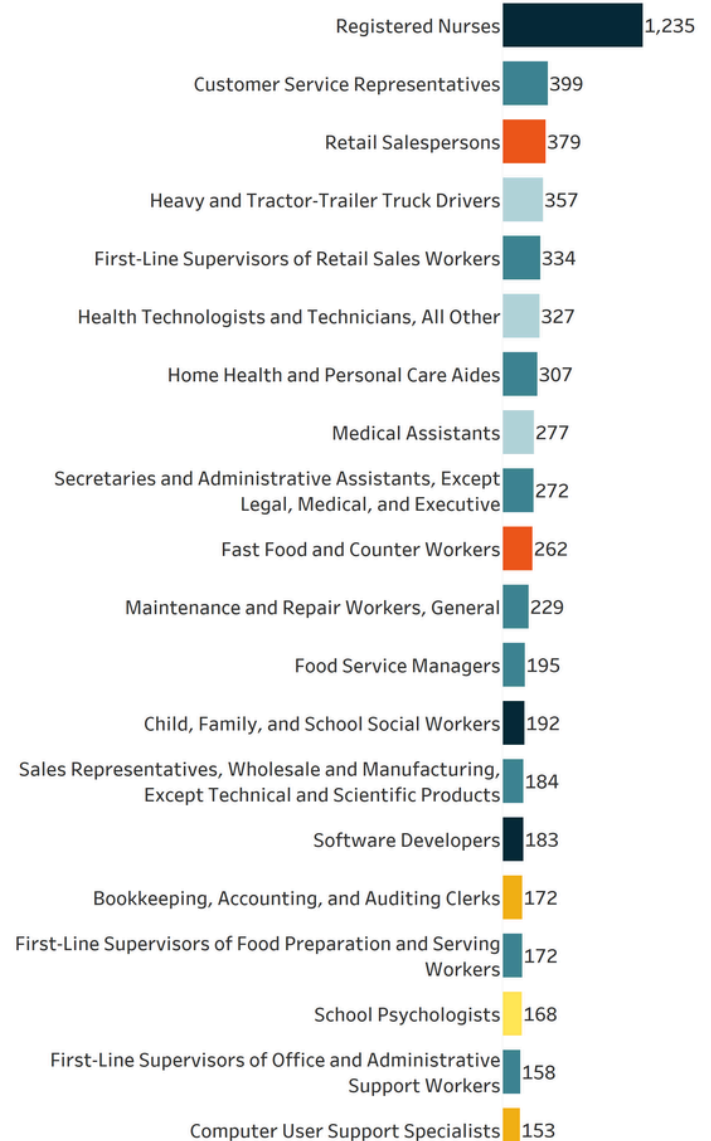
Registered Nurses is the top posted occupation for 2024 with 2,708 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (1,851 postings) and Home Health and Personal Care Aides (1,347 postings) round out the top three demanded occupations, requiring no formal educational credential and High school diploma or equivalent, respectively. Among the top 10 in-demand jobs, less than half require a High School diploma or equivalent, while half require some level of on-the-job training.



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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 26.0 percent of postings in Washtenaw County. More than half of the top ten entry-level occupations require a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 33.1 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 1,235 postings, followed by First-Line Supervisors of Retail Sales Workers with 399 postings.

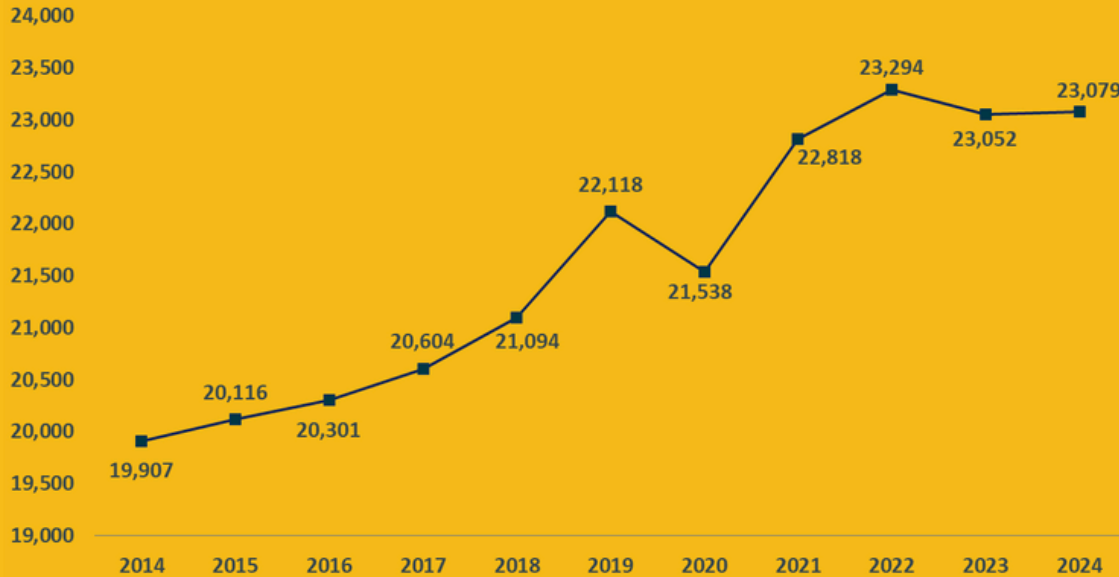


- Bachelor's degree
- Doctoral or professional degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over
Time 2014-2024



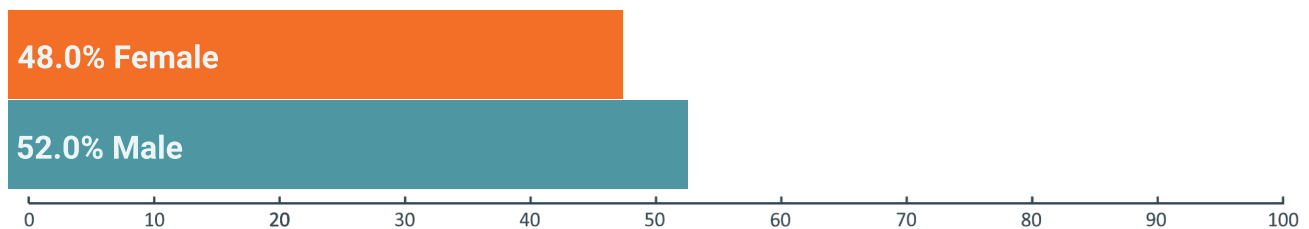
27
**Business and
Finance Workers**
**0.1% increase
from 2023**



Business and Finance Worker Demographics

In 2023, there were 23,079 workers in the Business and Finance occupation group. This group is primarily made up of males (52.0 percent) and between the age of 25 and 54 (71.1 percent), with 48.0 percent of workers identifying as female and just 17.7 percent identifying as a racial minority. Also of note was that 5.6 percent of the workers in the occupation group were under the age of 25, compared to the 23.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

82.3% White | 4.8% Asian | 7.1% Black or African-American

Worker Age Demographics



2024

WASHTENAW
COUNTY

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 8,498 job postings for Business and Finance workers, with Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products as the most sought-after occupation by Business and Finance industry employers with 732 postings. General and Operations Managers was in second position with 697 postings. Other top posted jobs include Project Management Specialists (585 postings), Financial Managers (469 postings), and Accountants and Auditors (446 postings).

- High school diploma or equivalent
- Bachelor's degree



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The Business and Finance occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$39.77 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 \$35.74 per hour or an annual salary of about \$74,339.

Wage Overview for Top Posted Business and Finance Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
1-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.33	\$23.84	\$35.74	\$49.23	\$66.72
1-1021	General and Operations Managers	\$23.13	\$31.92	\$50.45	\$80.06	\$115.00
3-1082	Project Management Specialists	\$28.12	\$35.54	\$41.55	\$52.30	\$64.28
1-3031	Financial Managers	\$43.11	\$51.15	\$64.93	\$83.07	\$116.36
3-2011	Accountants and Auditors	\$24.63	\$29.54	\$37.22	\$46.98	\$61.78
1-2022	Sales Managers	\$35.65	\$50.43	\$73.73	\$90.81	\$111.23
1-9199	Managers, All Other	\$39.15	\$52.23	\$65.06	\$79.85	\$96.32
3-1071	Human Resources Specialists	\$22.26	\$28.30	\$34.80	\$45.12	\$52.76
3-1161	Market Research Analysts and Marketing Specialists	\$17.22	\$23.85	\$31.06	\$40.35	\$51.10
1-2021	Marketing Managers	\$41.23	\$60.52	\$66.72	\$82.53	\$103.55

In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Leadership
- Sales

In-Demand Certifications

- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Enrolled Agent (EA)
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 15.3%
- Associate degree: 6.8%
- Bachelor's degree: 56.1%
- Master's degree: 15.9%

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

Top Posting Employers

- University of Michigan-Flint
- University of Michigan-Ann Arbor
- Thomson Reuters
- KLA
- Nsf International
- Black & Veatch
- Trinity Health
- Domino's Pizza
- Robert Half
- GPAC

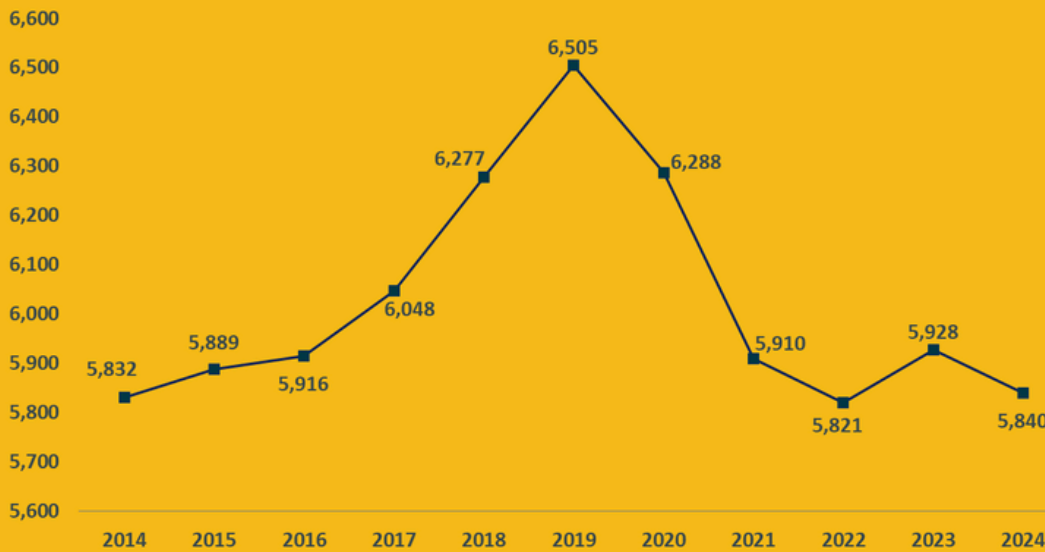
Job Postings by City

1. Ann Arbor: 6,890 Postings
2. Ypsilanti: 813 Postings
3. Saline: 228 Postings
4. Dexter: 165 Postings
5. Chelsea: 158 Postings
6. Whitmore Lake: 107 Postings
7. Manchester: 66 Postings
8. Superior Township: 41 Postings
9. Willis: 6 Postings
10. Bridgewater: 5 Postings

ENGINEERING AND DESIGN OCCUPATION GROUP

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

Employment Over
Time 2014-2024

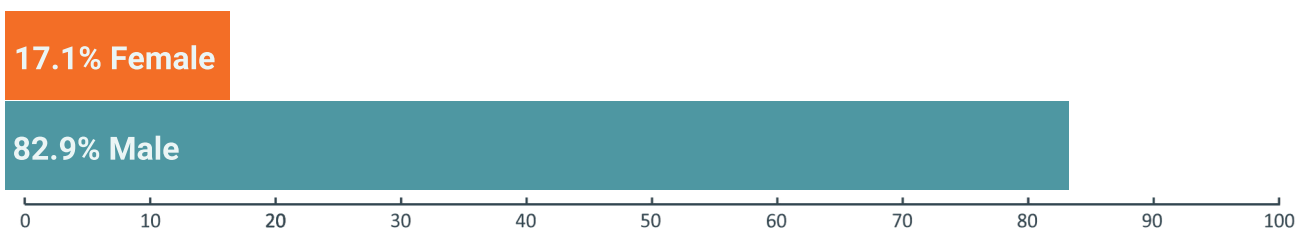


88
Engineering &
Design Workers
1.5% increase
from 2023

Engineering & Design Worker Demographics

According to 2024 Lightcast data, the 5,840 workers in the Engineering and Design group are only somewhat diverse. Just 6.3 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 17.1 percent of the current workforce and only 20.2 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



Race and Ethnicity Demographics

79.8% White | 10.3% Asian | 4.5% Black or African-American

Worker Age Demographics



Data: Lightcast | Analysis: Workforce Intelligence Network

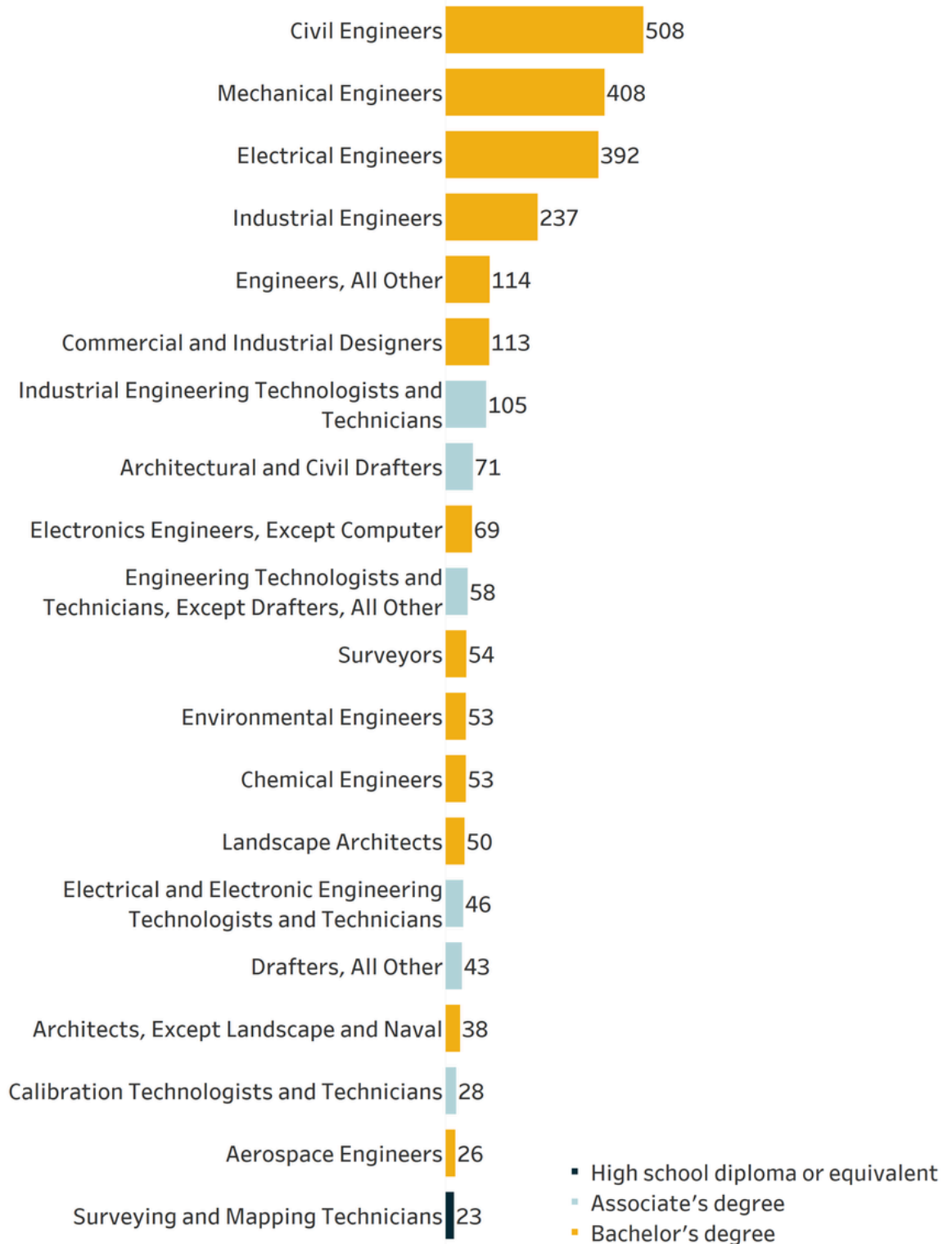
2024

WASHTENAW
COUNTY

ENGINEERING AND DESIGN OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 2,642 job postings for Engineering and Design workers, with Civil Engineers as the most sought-after occupation by Engineering and Design industry employers with 508 postings. Mechanical Engineers was in the second position with 408 postings. Other top posted jobs include Electrical Engineers (392 postings), Industrial Engineers (237 postings), and Engineers, All Other (114 postings).



ENGINEERING AND DESIGN 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 broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$44.00 per hour. Civil Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$39.54 per hour or an annual salary of about \$82,243.

Wage Overview for Top Posted Engineering & Design Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2051	Civil Engineers	\$28.58	\$32.23	\$39.54	\$53.23	\$67.50
17-2141	Mechanical Engineers	\$36.64	\$41.18	\$49.36	\$62.51	\$71.37
17-2071	Electrical Engineers	\$29.40	\$37.61	\$47.80	\$58.33	\$66.00
17-2112	Industrial Engineers	\$31.92	\$39.09	\$48.48	\$60.24	\$65.82
17-2199	Engineers, All Other	\$27.26	\$32.65	\$44.18	\$58.42	\$63.41
27-1021	Commercial and Industrial Designers	\$22.29	\$25.67	\$38.54	\$43.11	\$52.93
17-3026	Industrial Engineering Technologists and Technicians	\$21.72	\$23.89	\$29.10	\$36.90	\$46.12
17-3011	Architectural and Civil Drafters	\$18.15	\$19.79	\$24.75	\$28.93	\$38.00
17-2072	Electronics Engineers, Except Computer	\$40.23	\$45.54	\$49.58	\$63.57	\$77.43
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.09	\$21.53	\$37.02	\$51.61	\$59.68

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Problem Solving
- Writing
- Research

In-Demand Certifications

- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- LEED Accredited Professional (AP)
- Architecture License

In-Demand Education Level*

- High school or GED: 4.9%
- Associate degree: 9.1%
- Bachelor's degree: 68.5%
- Master's degree: 22.0%

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

Top Posting Employers

- Black & Veatch
- Barr Engineering Co.
- Actalent
- KLA
- Hyundai America Technical Center
- HDR
- University of Michigan-Flint
- GPAC
- Tetra Tech
- Jobot

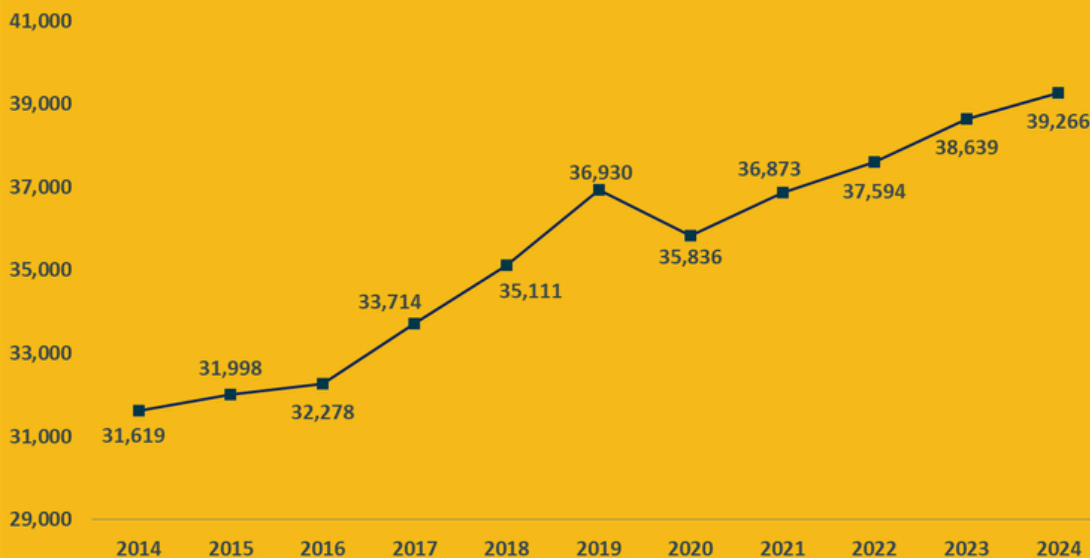
Job Postings by City

1. Ann Arbor: 2,115 Postings
2. Ypsilanti: 147 Postings
3. Saline: 126 Postings
4. Dexter: 93 Postings
5. Superior Township: 51 Postings
6. Chelsea: 43 Postings
7. Whitmore Lake: 34 Postings
8. Manchester: 27 Postings
9. Bridgewater: 2 Postings
10. Pittsfield Township: 1 Posting

HEALTH CARE OCCUPATION GROUP

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

Employment Over
Time 2014-2024

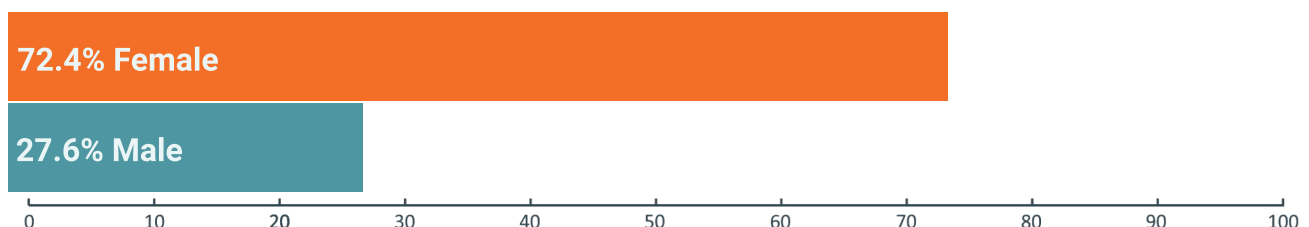


628
Health Care
Workers
1.6% increase
from 2023

Health Care Worker Demographics

In 2024, there were 38,311 workers in the Health Care occupation group. This group is primarily made up of females (72.4 percent) and between the age of 25 and 54 (69.8 percent), with 27.6 percent of workers identifying as male and 27.8 percent identifying as a racial minority. Also, of note was that 8.7 percent of the workers in the occupation group were under the age of 25, compared to the 21.4 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

72.2% White | **5.0% Asian** | **17.3% Black or African-American**

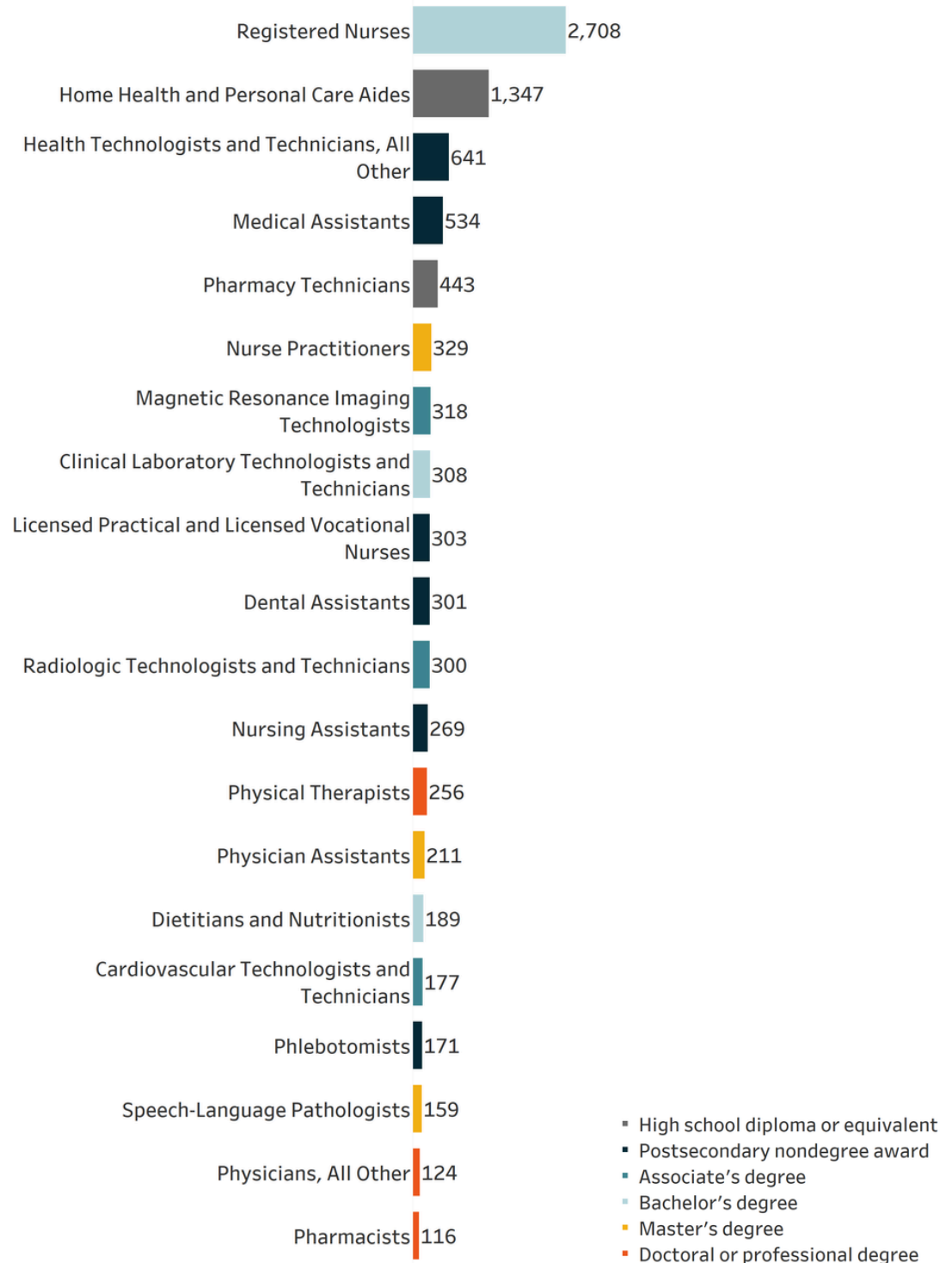
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 11,288 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 2,708 postings. Home Health and Personal Care Aides was in the second position with 1,347 postings. Other top posted jobs include Health Technologists and Technicians, All Other (641 postings), Medical Assistants (534 postings), and Pharmacy Technicians (443 postings).



2024

WASHTENAW
COUNTY

HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a Bachelor's degree. At least half of the top jobs pay over \$23.57 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$42.21 per hour or an annual salary of about \$87,859.

Wage Overview for Top Posted Health Care Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$38.19	\$39.28	\$42.21	\$48.38	\$48.38
31-1128	Home Health and Personal Care Aides	\$13.31	\$13.86	\$15.00	\$16.89	\$18.11
29-2099	Health Technologists and Technicians, All Other	\$18.34	\$19.61	\$23.79	\$31.13	\$37.68
31-9092	Medical Assistants	\$17.85	\$18.04	\$20.54	\$21.83	\$22.29
29-2052	Pharmacy Technicians	\$15.25	\$17.98	\$22.64	\$24.12	\$25.35
29-1171	Nurse Practitioners	\$50.27	\$60.45	\$60.45	\$62.60	\$72.48
29-2035	Magnetic Resonance Imaging Technologists	\$33.12	\$39.52	\$43.32	\$44.14	\$46.30
29-2018	Clinical Laboratory Technologists and Technicians	\$18.30	\$19.17	\$31.27	\$38.96	\$45.35
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.33	\$28.19	\$29.99	\$33.01	\$37.40
31-9091	Dental Assistants	\$18.02	\$21.39	\$23.57	\$24.73	\$27.55

In-Demand Technical Skills

- Nursing
- Caregiving
- Electronic Medical Record
- Nursing Care
- Home Health Care

In-Demand Foundational Skills

- Communication
- Management
- Customer Service
- Interpersonal Communications
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 24.6%
- Associate degree: 15.7%
- Bachelor's degree: 16.3%
- Master's degree: 8.5%

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

Top Posting Employers

- University of Michigan-Flint
- Trinity Health
- University of Michigan-Ann Arbor
- United States Department of Veterans Affairs
- Holland
- Hospice USA
- CareInHomes
- Regency At Bluffs Park
- CVS Health
- Sparrow Health System

Job Postings by City

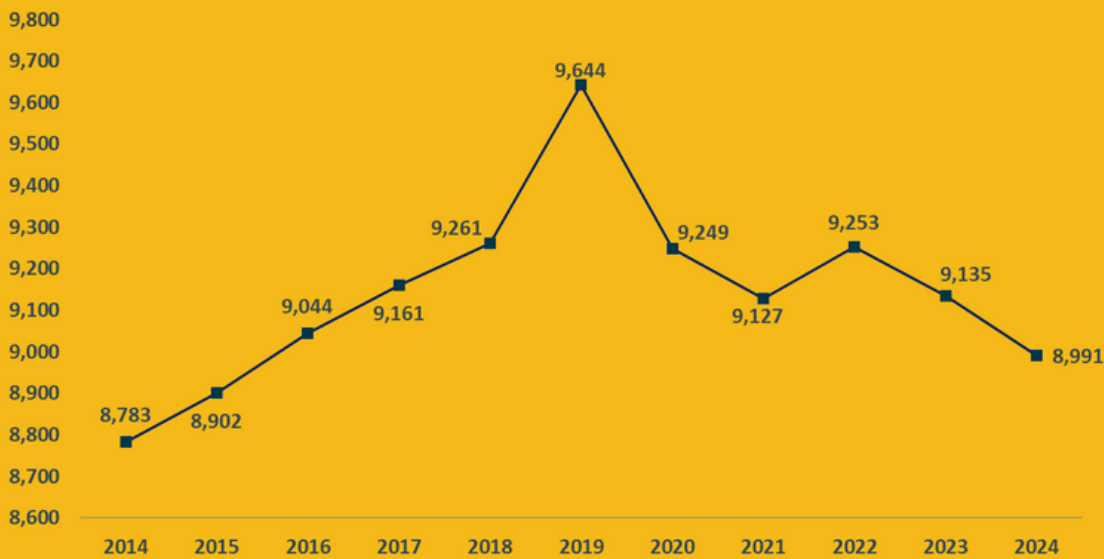
1. Ann Arbor: 7,796 Postings
2. Ypsilanti: 1,736 Postings
3. Chelsea: 787 Postings
4. Saline: 330 Postings
5. Whitmore Lake: 319 Postings
6. Dexter: 201 Postings
7. Manchester: 53 Postings
8. Willis: 30 Postings
9. Whittaker: 7 Postings
10. Ypsilanti Township: 7 Postings

2024 INFORMATION TECHNOLOGY OCCUPATION GROUP

WASHTENAW COUNTY

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

Employment Over Time 2014-2024



144 Information Technology Workers

1.6% decrease from 2023

Information Technology Worker Demographics

According to 2024 Lightcast data, the 9,135 workers in the Information Technology group are somewhat diverse. A total of 8.1 percent of the related workforce is under 25. Female workers account for 25.2 percent of the current workforce and only 26.7 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics

25.2% Female

74.8% Male

0 10 20 30 40 50 60 70 80 90 100

Race and Ethnicity Demographics

73.3% White | 15.2% Asian | 6.1% Black or African-American

Worker Age Demographics

Age 14-24
8.1%

Age 25-54
77.1%

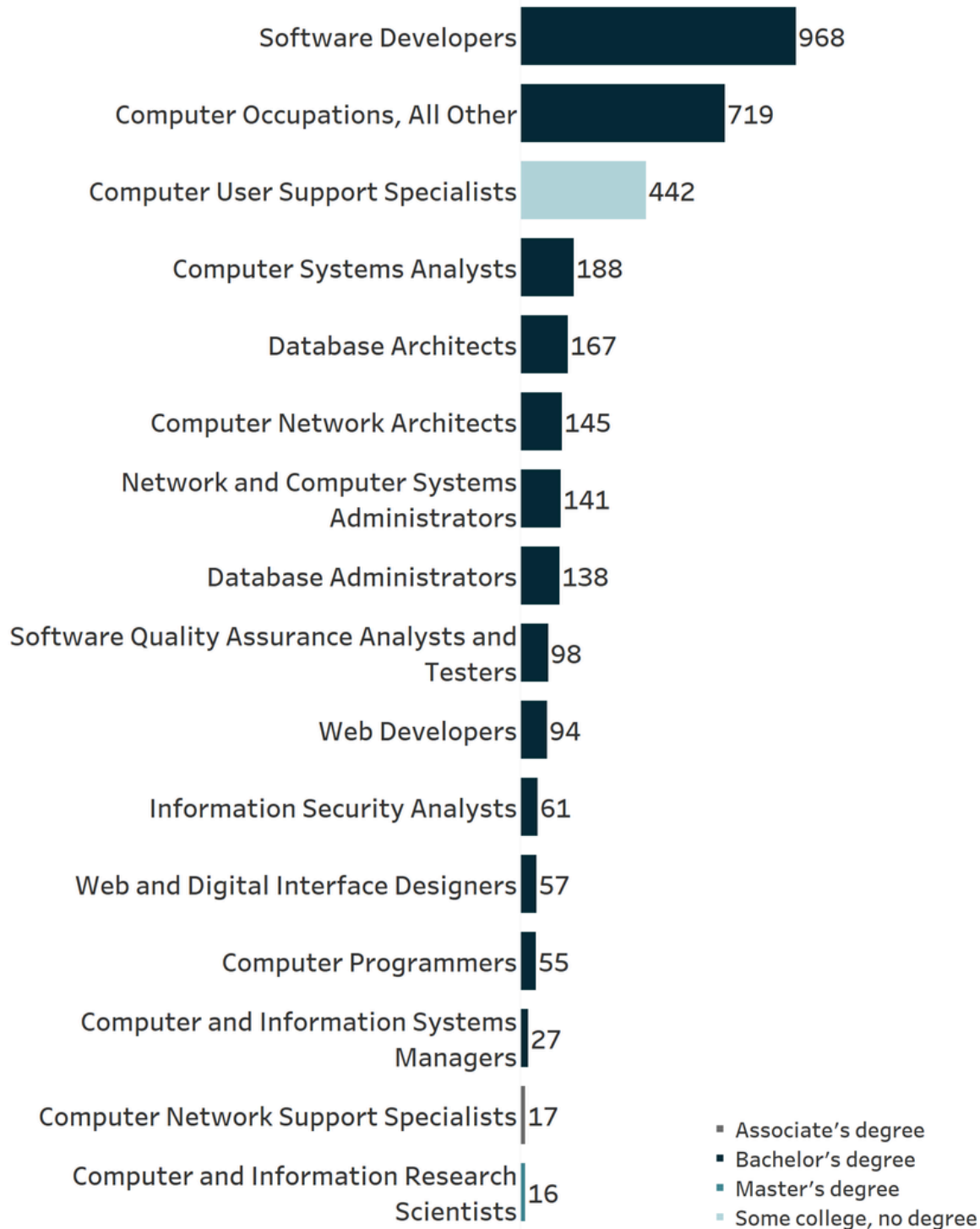
Age 55+
14.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 3,333 job postings for Information Technology workers, with Software Developers as the most sought-after occupation by Information Technology industry employers with 968 postings. Computer Occupations, All Other was in the second position with 719 postings. Other top posted jobs include Computer User Support Specialists (442 postings), Computer Systems Analysts (188 postings), and Database Architects (167 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Wages in the Information Technology field tend to scale with both education and experience. The Information Technology occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$47.95 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of \$51.33 per hour or an annual salary of about \$106,766.

Wage Overview for Top Posted Information Technology Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$34.45	\$41.46	\$51.33	\$64.27	\$81.21
15-1299	Computer Occupations, All Other	\$26.28	\$36.13	\$48.26	\$63.90	\$71.04
15-1232	Computer User Support Specialists	\$15.87	\$19.52	\$26.15	\$30.98	\$38.81
15-1211	Computer Systems Analysts	\$35.00	\$39.49	\$49.53	\$56.32	\$66.78
15-1243	Database Architects	\$44.29	\$53.73	\$62.93	\$71.19	\$78.21
15-1241	Computer Network Architects	\$35.48	\$48.41	\$59.87	\$67.60	\$79.80
15-1244	Network and Computer Systems Administrators	\$32.28	\$38.50	\$46.19	\$51.97	\$64.69
15-1242	Database Administrators	\$25.77	\$31.60	\$47.95	\$54.83	\$64.66
15-1253	Software Quality Assurance Analysts and Testers	\$23.81	\$29.22	\$40.32	\$48.78	\$58.70
15-1254	Web Developers	\$25.99	\$32.99	\$41.62	\$51.16	\$68.86

In-Demand Technical Skills

- Computer Science
- Python (Programming Language)
- SQL (Programming Language)
- Automation
- Project Management

In-Demand Education Level*

- High school or GED: 4.4%
- Associate degree: 5.5%
- Bachelor's degree: 60.8%
- Master's degree: 19.9%

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

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Management
- Problem Solving
- Research

Top Posting Employers

- University of Michigan-Flint
- KLA
- University of Michigan-Ann Arbor
- Hyundai America Technical Center
- Allegis Group
- TEKsystems
- Domino's Pizza
- Thomson Reuters
- Trinity Health
- Clarivate

In-Demand Certifications

- CompTIA A+
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)
- Certified Information Systems Security Professional
- Security Clearance
- Project Management Professional Certification

Job Postings by City

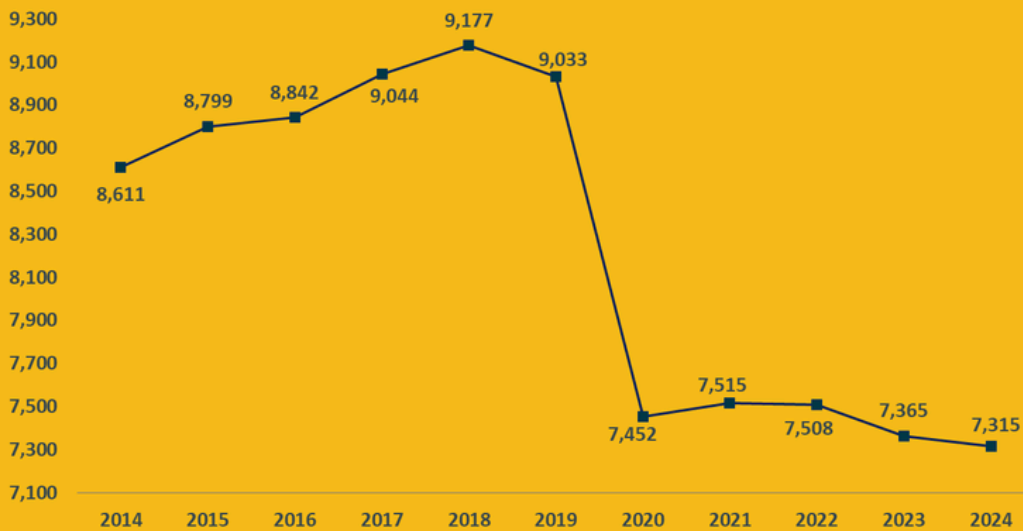
1. Ann Arbor: 2,857 Postings
2. Ypsilanti: 215 Postings
3. Saline: 86 Postings
4. Dexter: 75 Postings
5. Superior Township: 53 Postings
6. Chelsea: 27 Postings
7. Whitmore Lake: 9 Postings
8. Manchester: 3 Postings
9. Bridgewater: 2 Postings
9. Hudson Mills: 1 Posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over
Time 2014-2024

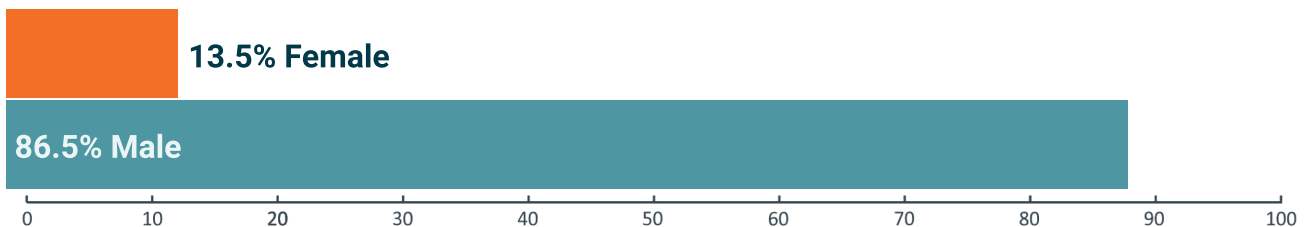


49
Skilled Trades
Workers
0.7% decrease
from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 7,365 workers in the Skilled Trades group are not particularly diverse. Just 7.3 percent of the related workforce is under 25. Female workers account for 13.5 percent of the current workforce and only 18.8 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

81.2% White | 4.9% Hispanic or Latino | 8.5% Black or African-American

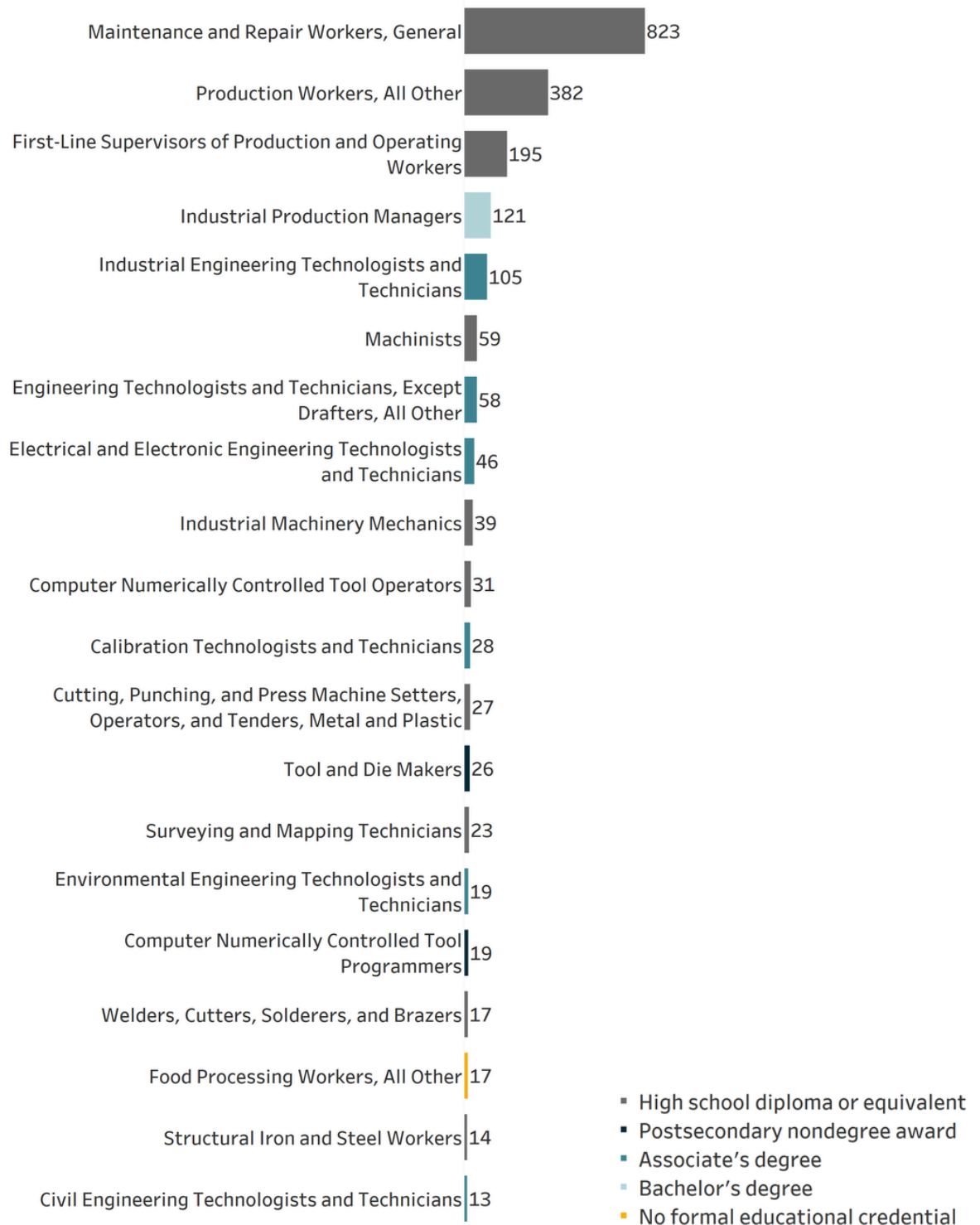
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 2,133 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 823 postings. Production Workers, All Other was in the second position with 382 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (195 postings), Industrial Production Managers (121 postings), and Industrial Engineering Technologists and Technicians (105 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Wages in the Skilled Trades field do not necessarily scale with education or experience as seen in other occupations. The Skilled Trades occupation group offers a broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. At least half of the top jobs pay over \$29.10 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$22.73 per hour or an annual salary of about \$47,278.

Wage Overview for Top Posted Skilled Trades Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$15.17	\$18.27	\$22.73	\$28.40	\$31.42
51-9199	Production Workers, All Other	\$15.15	\$15.95	\$17.45	\$19.06	\$24.63
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.98	\$26.83	\$32.23	\$38.85	\$49.72
11-3051	Industrial Production Managers	\$37.16	\$48.24	\$57.57	\$66.56	\$81.11
17-3026	Industrial Engineering Technologists and Technicians	\$21.72	\$23.89	\$29.10	\$36.90	\$46.12
51-4041	Machinists	\$18.55	\$21.66	\$24.30	\$30.38	\$33.24
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.09	\$21.53	\$37.02	\$51.61	\$59.68
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.98	\$23.80	\$31.29	\$40.21	\$52.96
49-9041	Industrial Machinery Mechanics	\$19.63	\$24.35	\$29.75	\$34.11	\$38.44
51-9161	Computer Numerically Controlled Tool Operators	\$18.11	\$18.11	\$19.31	\$25.60	\$30.29

In-Demand Technical Skills

- Plumbing
- HVAC
- Carpentry
- Painting
- Hand Tools

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Detail Oriented
- Customer Service
- Management

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 37.6%
- Associate degree: 8.8%
- Bachelor's degree: 13.2%
- 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

- Aerotek
- Express Employment Professionals
- University of Michigan-Flint
- Fastemps
- Phoenix Services
- University of Michigan-Ann Arbor
- Actalent
- Black & Veatch
- Sheridan
- Taldeco

Job Postings by City

1. Ann Arbor: 1,175 Postings
2. Ypsilanti: 280 Postings
3. Saline: 243 Postings
4. Chelsea: 166 Postings
5. Dexter: 158 Postings
6. Whitmore Lake: 51 Postings
7. Manchester: 43 Postings
8. Superior Township: 7 Postings
9. Pittsfield Township: 3 Postings
10. Whittaker: 2 Postings



WIN

WORKFORCE INTELLIGENCE NETWORK



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

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