LABOR MARKET REPORT

JAN - DEC 2024

WIN
WORKFORCE
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NETWORK

WININTELLIGENCE.ORG

WAYNE COUNTY

2024

CONTENTS

OCCUPATION GROUPS

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INTRODUCTION
Wayne 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 Wayne 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 Wayne County for the Energy, 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.

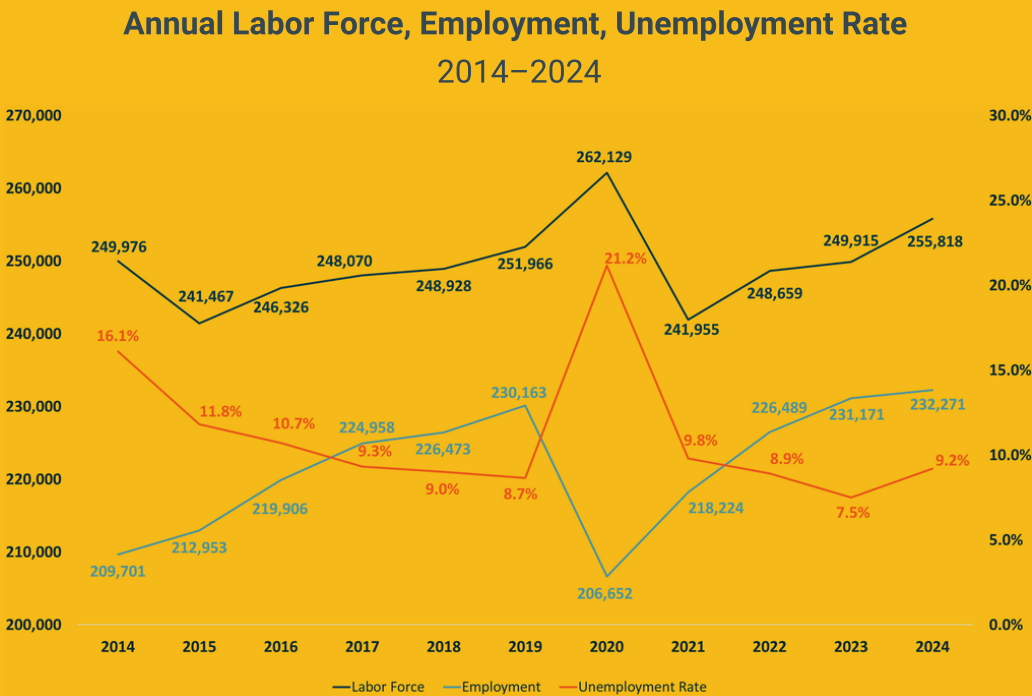**WIN** WORKFORCE INTELLIGENCE NETWORK

2024

WAYNE COUNTY
Annual State of the Labor Market

Over the course of CY2024, the labor force increased by 9,699 individuals (1.2 percent) while employment decreased by 503 individuals (0.1 percent) compared to 2023. Unemployment grew up by 10,202 workers and the unemployment rate increased 1.2 percentage points from 4.3 percent in 2023 to 5.5 percent in 2024. Registered Nurses tops the list as the most demanded occupation in 2024, accounting for 12,626 job postings, followed closely by Retail Salespersons with 5,061 postings. The Health Care and Information Technology occupation groups remain in heavy demand in Wayne County.

Annual Labor Market Information

The labor force in Wayne County increased in 2024, adding 9,699 individuals (1.2 percent) from the prior year. Employment decreased by 503 workers (0.1 percent) over the same period, while unemployment increased by 10,202 workers (29.3 percent) for a total of 45,020 unemployed workers in 2024. The unemployment rate increased in 2024 to 5.5 percent, a fall of 7.5 percentage points since the 13.0 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 5.5 percent in 2024 for Wayne County.

Annual Labor Force, Employment, Unemployment Rate
2014–2024

Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2024 continued a trend of declining job postings, illustrating that employer demand has decreased in each of the past four quarters. In Q4 2024, there was a monthly average of 37,609 unique postings per month in Wayne County, a decrease of 2,993 monthly postings from the 40,603 monthly average recorded in Q3. The first quarter had the highest recorded postings in 2024 with 45,331 average monthly postings, an increase of 8,175 postings (22.0 percent) since Q4 2023. But, the employer demand gradually declined throughout 2024.

Average Quarterly Posting Analysis Wayne County
Q3 2023 - Q4 2024
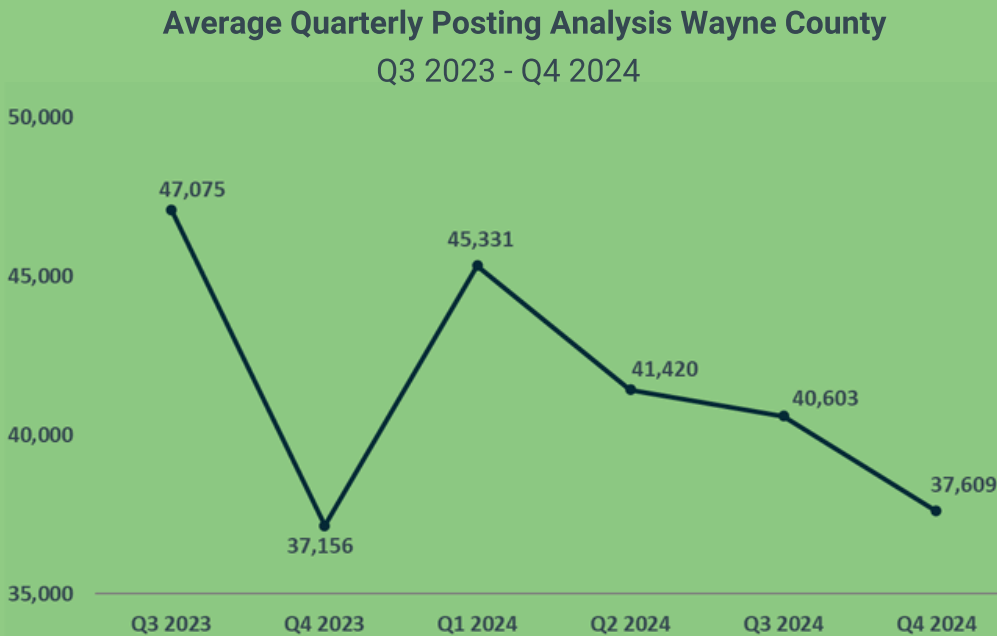
Data: Workforce Intelligence Network

2024 ANNUAL WORKFORCE INDICATORS

WAYNE COUNTY

Key Findings

11.8% — Employer demand decreased by 11.8 percent, a loss of 29,995 job postings since 2023

Bachelor's Degree — Most in-demand minimum education level during 2024
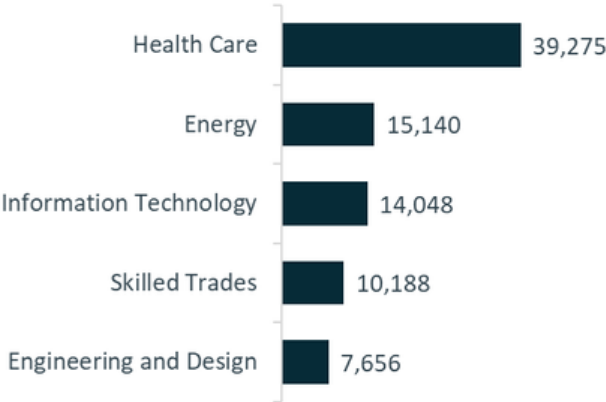
In Q4, employment totaled **758,817** a decrease of 25,750 workers since Q4 2023
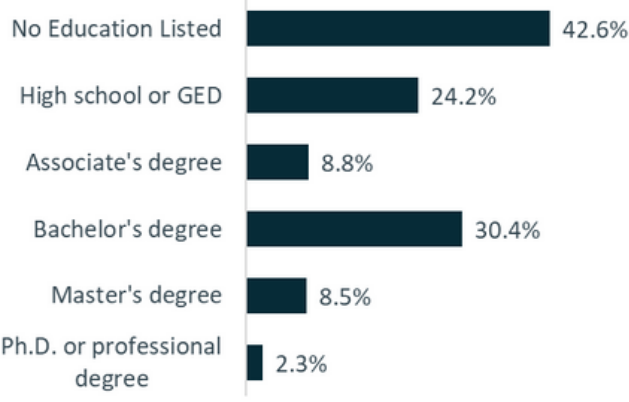
During 2024, there were 224,759 job postings, 29,995 less than the 254,754 postings made during 2023 in Wayne County. The first quarter saw the highest demand for the year with 45,331 average monthly postings, a 22.0 percent increase since Q4 2023. The top posted job occupations in 2024 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Software Developers, Computer Occupations, All Other. For more information about in-demand job postings, see page 7.

Of the 224,759 unique postings in Wayne County during 2024, 54,454 (24.2 percent) required a High School diploma or equivalent, while 87,969 postings (39.1 percent) required a college degree. An additional 24,291 postings (10.8 percent) required an advanced degree. The high demand for Health Care and Energy jobs within the County drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2024

Occupation Group	Postings
Health Care	39,275
Energy	15,140
Information Technology	14,048
Skilled Trades	10,188
Engineering and Design	7,656

Education Levels In-Demand
2024

Education Level	Percent
No Education Listed	42.6%
High school or GED	24.2%
Associate's degree	8.8%
Bachelor's degree	30.4%
Master's degree	8.5%
Ph.D. or professional degree	2.3%

The quarterly labor market showed signs of softening throughout 2024. After a slight decline from Q1 to Q2, the labor force dropped in the second half of the year, falling from 823,682 in Q3 to 807,692 in Q4. Employment followed a similar pattern, with a notable decline between Q3 and Q4. Unemployment peaked at 50,893 workers in Q3 before declining slightly to 48,875 in Q4. Despite some quarter-to-quarter fluctuations, unemployment was significantly higher compared to 2023. The unemployment rate rose steadily during the year, reaching 6.1 percent by Q4 2024. 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	823,534	818,468	815,102	823,682	807,692	-15,990	-1.9%	-15,842	-1.9%
Employment	784,567	780,769	772,489	772,789	758,817	-13,972	-1.8%	-25,750	-3.3%
Unemployment	38,967	37,699	42,613	50,893	48,875	-2,017	-4.0%	9,908	25.4%
Unemployment Rate	4.7%	4.6%	5.2%	6.2%	6.1%	-0.1%	na	1.3%	na

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

2024
WAYNE COUNTY

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2024, labor force participation totaled 816,236 individuals, an increase of 9,699 individuals since 2023. Employment declined to 771,216 workers, a decrease of 503 workers. Both unemployment and the unemployment rate rose, reflecting ongoing economic uncertainty. Unemployment increased to 45,020 workers, up by 10,202 since 2023 but still well below the peak of 102,715 recorded in 2020. Similarly, the unemployment rate rose by 1.2 percentage points for a 2024 unemployment rate of 5.5 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	768,439	758,684	778,434	789,089	794,466	805,527	790,306	771,050	797,271	806,537	816,236	9,699	1.2%
Employment	694,244	706,075	729,654	746,415	752,926	765,190	687,591	727,056	756,088	771,719	771,216	-503	-0.1%
Unemployment	74,195	52,609	48,780	42,673	41,540	40,337	102,715	43,995	41,184	34,818	45,020	10,202	29.3%
Unemployment Rate	9.7%	6.9%	6.3%	5.4%	5.2%	5.0%	13.0%	5.7%	5.2%	4.3%	5.5%	1.2%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, the most recent census year, there were about 830,901 people in the labor force, meaning that these individuals were either working or seeking employment in Wayne County. Resident employment in the region totals 758,808 workers or under half, 42.8 percent, of the total population in Wayne County. The highest unemployment rates in 2023 were those individuals age 24 years old or younger, accounting for an unemployment rate of 39.1 percent for males and 32.7 percent for females. Overall, males in the county have a higher unemployment rate than females, with 8.9 percent and 8.5 percent respectively, for 2023. Native Hawaiian or Pacific Islander job seekers have a difficult time finding employment, facing an unemployment rate of 20.2 percent. Those job seekers who identify as Black or African American also face difficulty, with an unemployment rate of 13.6 percent.

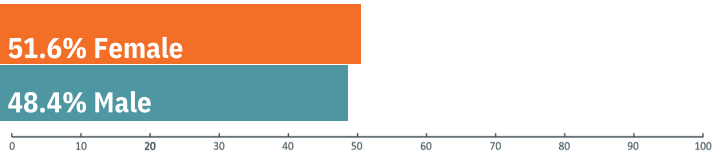| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	830,901	758,808	72,093	8.7%
Sex				
Male 16+	425,062	387,331	37,731	8.9%
16-19	16,160	12,482	3,678	22.8%
20-24	38,874	32,530	6,344	16.3%
25-54	276,453	254,392	22,061	8.0%
55-64	70,265	65,940	4,325	6.2%
65 Plus	23,310	21,987	1,323	5.7%
Female 16+	405,839	371,477	34,362	8.5%
16-19	17,057	14,166	2,891	16.9%
20-24	39,798	33,512	6,286	15.8%
25-54	260,427	239,719	20,708	8.0%
55-64	65,451	62,097	3,354	5.1%
65 Plus	23,106	21,983	1,123	4.9%
Race				
White	440,480	415,373	25,107	5.7%
Black / African American	289,060	249,748	39,312	13.6%
Native American	2,740	2,477	263	9.6%
Asian	32,504	31,074	1,430	4.4%
Native Hawaiian / Pacific Islander	124	99	25	20.2%
Some Other Race	20,240	18,540	1,700	8.4%
Two or More Races	46,012	41,503	4,509	9.8%
Ethnicity				
Hispanic	53,680	49,278	4,402	8.2%

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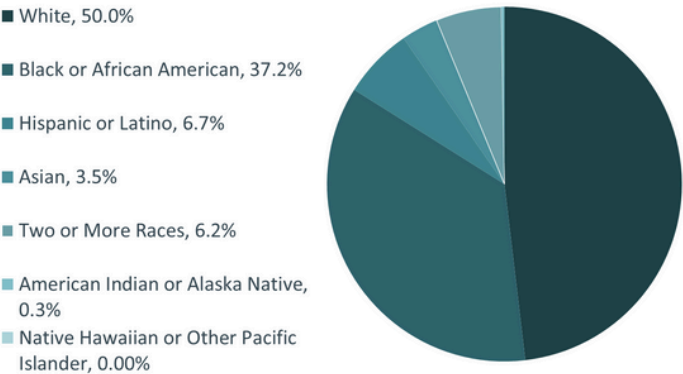
POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the population in Wayne County decreased by about 0.4 percent between 2022 and 2023. During 2023, there were 1,773,767 people living in the county. The gender of the populace was split evenly, with about 51.6 percent of the population identifying as female and the other 48.4 percent identifying as male. A slight majority of the population identified as White (50.0 percent) with the second largest number of individuals identifying as Black or African American (37.2 percent). The region is facing an aging populace; with 29.1 percent of the population over the age of 54, compared to 32.1 percent under the age of 25.

2024 Current Workforce

In 2024, the workforce had a total of 743,986 individuals working in Wayne County. A slight majority, 51.9 percent (385,910 workers) were male, while 48.1 percent (358,076 workers) of the workforce was female. Most workers in the county identified as White, accounting for 66.3 percent of the workforce, while Black or African American workers totaled 21.6 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.2 percent. A significant concentration of the workforce in Wayne County is between the age of 25 and 54 (63.9 percent), while 23.4 percent of workers are 55 and older.

Population Gender Demographics

51.6% Female
48.4% Male

Workforce Gender Demographics

48.1% Female
51.9% Male

Population Race Demographics

- White, 50.0%
- Black or African American, 37.2%
- Hispanic or Latino, 6.7%
- Asian, 3.5%
- Two or More Races, 6.2%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%
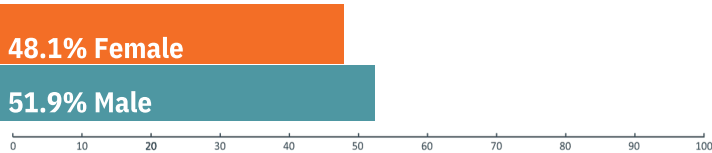
Workforce Race and Ethnicity Demographics

- White, 66.3%
- Black or African American, 21.6%
- Hispanic or Latino, 5.2%
- Asian, 4.4%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.05%

Population Age Demographics

| Age 14 and Under 19.7% | Age 15-24 12.4% | Age 25-54 38.8% | Age 55+ 29.1% |

Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network
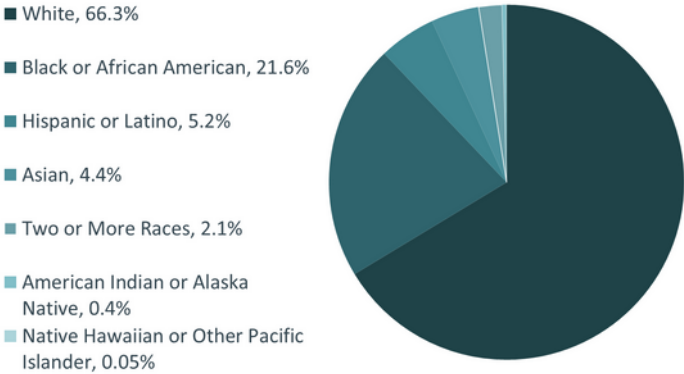
Workforce Age Demographics
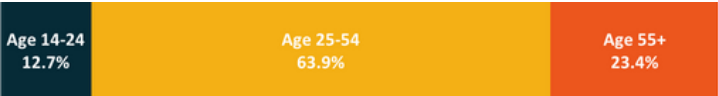
| Age 14-24 12.7% | Age 25-54 63.9% | Age 55+ 23.4% |

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2021, the county's workforce consisted of 627,723 residents. There were 345,056 (55.0 percent) residents living and working within the County, while the remaining 282,667 residents (45.0 percent) traveled outside of the County for work. There were 634,757 workers employed in the county during 2021. Of those, 289,701 workers (45.6 percent) lived outside of the County borders and commuted in for work. Based upon this information, it can be concluded that Wayne County is a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where Wayne County Residents Work
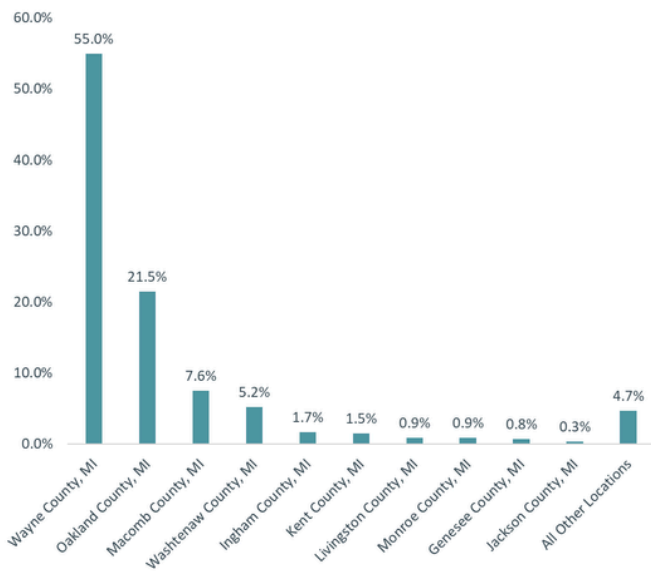
Where Wayne County Workers Live
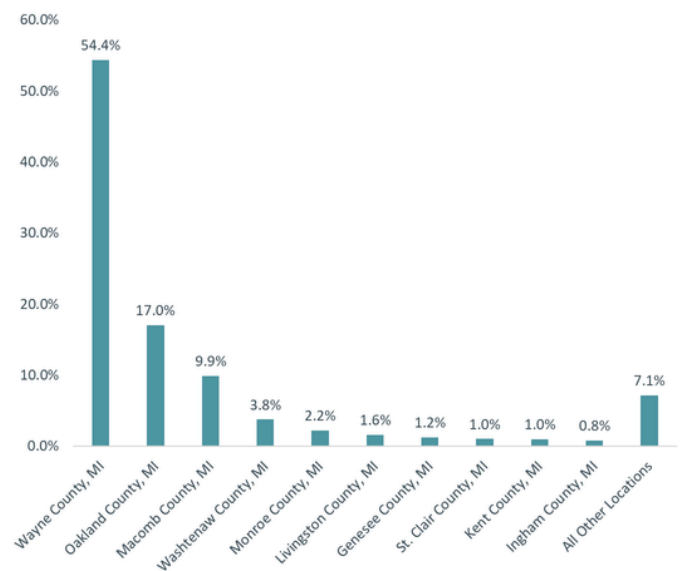
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

1. Detroit: 97,125 Postings
2. Dearborn: 22,080 Postings
3. Livonia: 20,925 Postings
4. Plymouth: 9,210 Postings
5. Canton: 8,678 Postings
6. Taylor: 7,105 Postings
7. Romulus: 6,261 Postings
8. Westland: 5,692 Postings
9. Northville: 3,961 Postings
10. Allen Park: 3,462 Postings
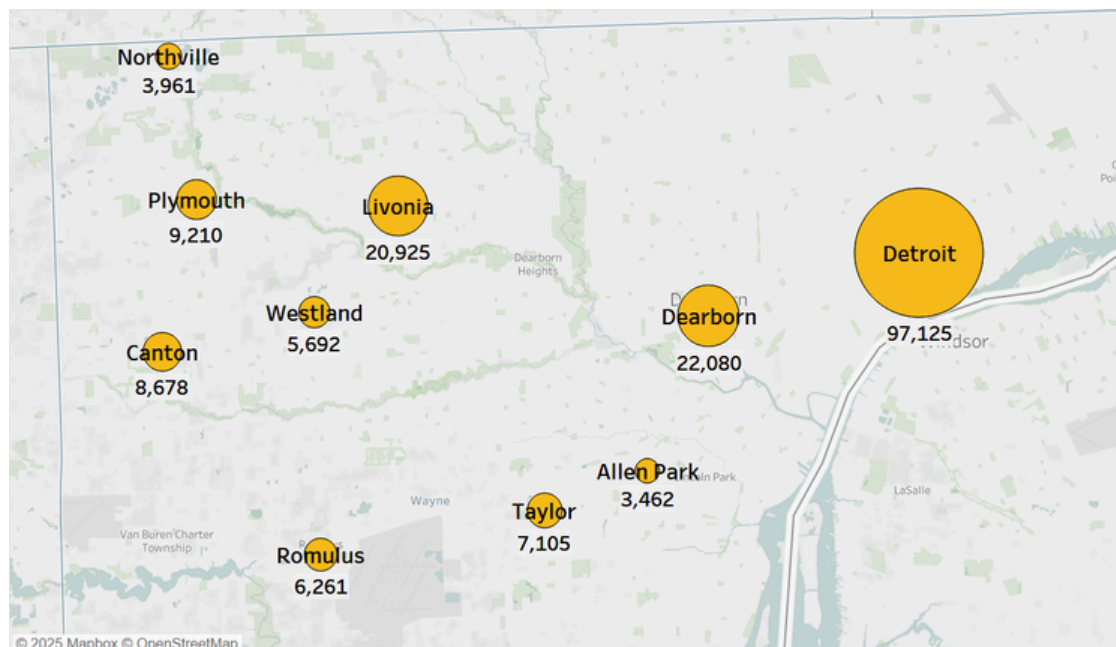
TOP POSTED JOBS

Top Posted Jobs

Registered Nurses is the top posted occupation for 2024 with 12,626 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (5,061 postings) and Heavy and Tractor-Trailer Truck Drivers (4,920 postings) round out the top three demanded occupations, requiring a No formal education credential and Postsecondary nondegree award, respectively. Among the top 10 in-demand jobs, less than half require a Bachelor's degree.

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 24.7 percent of postings in Wayne County. Half of the top ten entry-level occupations require a High School diploma or equivalent. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 33.2 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 5,045 postings, followed by Heavy and Tractor-Trailer Truck Drivers with 1,870 postings.

Top Posted Jobs

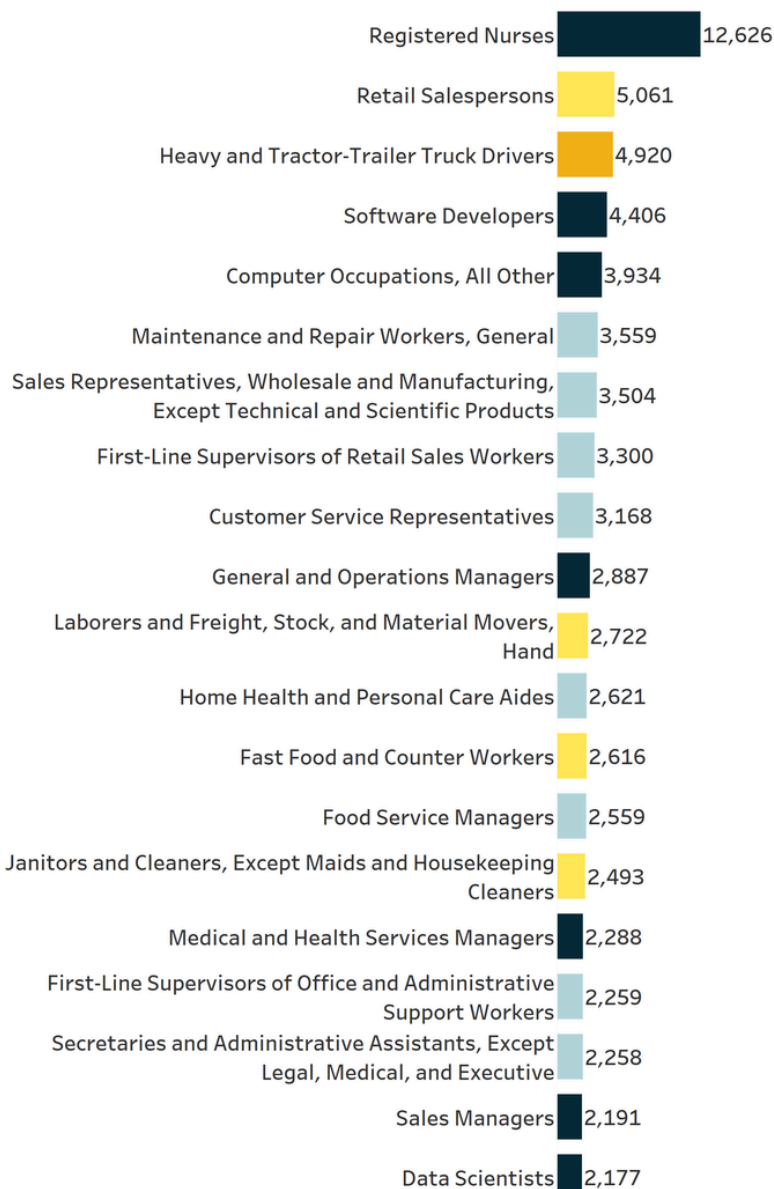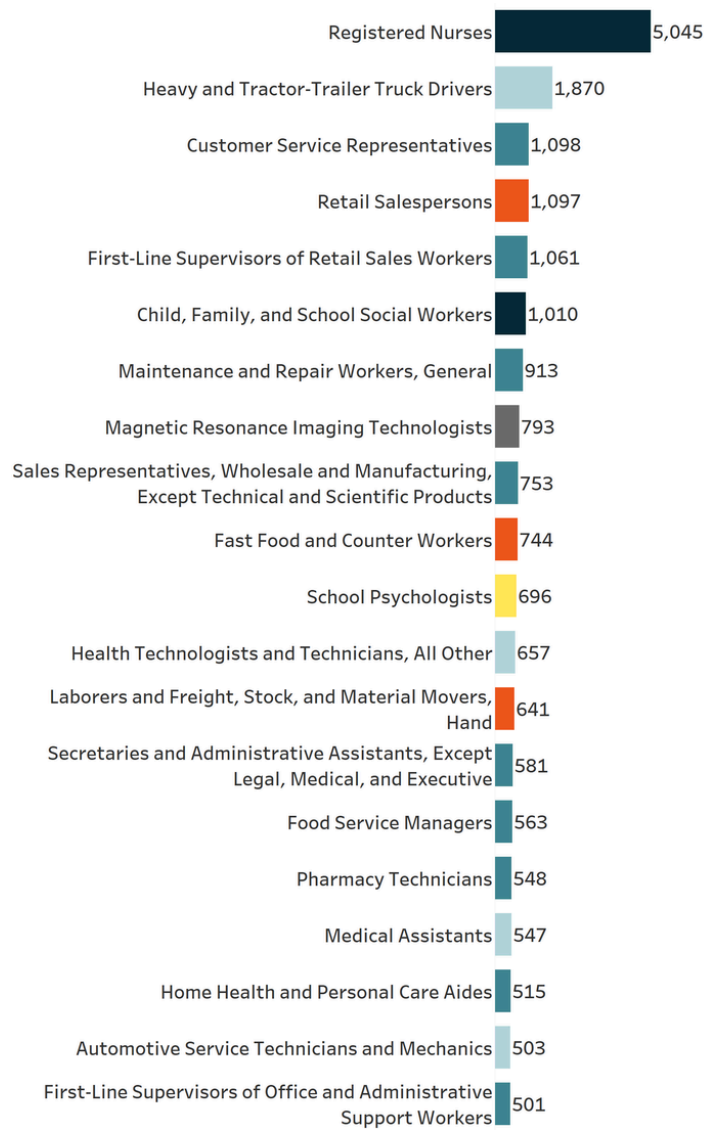| Occupation	Postings
Registered Nurses	12,626
Retail Salespersons	5,061
Heavy and Tractor-Trailer Truck Drivers	4,920
Software Developers	4,406
Computer Occupations, All Other	3,934
Maintenance and Repair Workers, General	3,559
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,504
First-Line Supervisors of Retail Sales Workers	3,300
Customer Service Representatives	3,168
General and Operations Managers	2,887
Laborers and Freight, Stock, and Material Movers, Hand	2,722
Home Health and Personal Care Aides	2,621
Fast Food and Counter Workers	2,616
Food Service Managers	2,559
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,493
Medical and Health Services Managers	2,288
First-Line Supervisors of Office and Administrative Support Workers	2,259
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,258
Sales Managers	2,191
Data Scientists	2,177

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

Top Posted Entry-Level Jobs

Occupation	Postings
Registered Nurses	5,045
Heavy and Tractor-Trailer Truck Drivers	1,870
Customer Service Representatives	1,098
Retail Salespersons	1,097
First-Line Supervisors of Retail Sales Workers	1,061
Child, Family, and School Social Workers	1,010
Maintenance and Repair Workers, General	913
Magnetic Resonance Imaging Technologists	793
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	753
Fast Food and Counter Workers	744
School Psychologists	696
Health Technologists and Technicians, All Other	657
Laborers and Freight, Stock, and Material Movers, Hand	641
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	581
Food Service Managers	563
Pharmacy Technicians	548
Medical Assistants	547
Home Health and Personal Care Aides	515
Automotive Service Technicians and Mechanics	503
First-Line Supervisors of Office and Administrative Support Workers	501

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

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 pertain 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

367 Energy Workers

0.6% increase from 2023

Year	Employment
2014	55,707
2015	55,371
2016	56,274
2017	58,496
2018	59,652
2019	60,132
2020	55,186
2021	59,297
2022	61,607
2023	60,951
2024	61,318
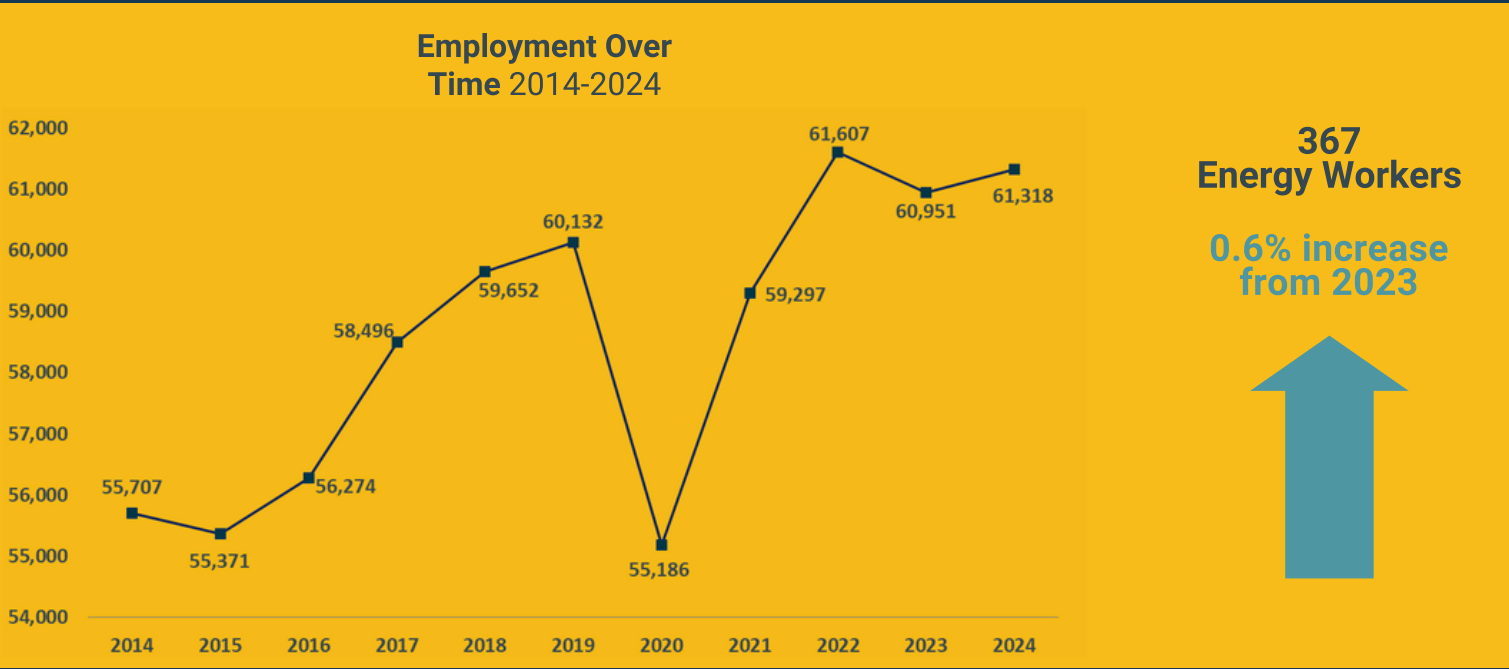
Energy Worker Demographics

In 2024, there were 61,318 workers in the Energy occupation group. This group is primarily made up of males (83.3 percent) between the age of 25 and 54 (69.8 percent), with 16.7 percent of workers identifying as female and just 26.3 percent identifying as a racial minority. Also of note was that 5.5 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

16.7% Female

83.3% Male
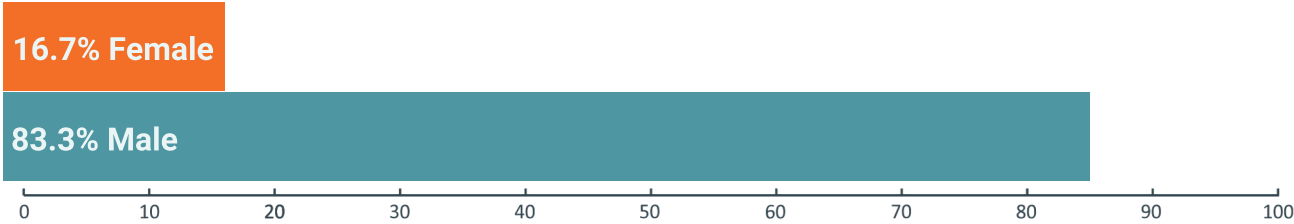
Race and Ethnicity Demographics

73.7% White | 5.5% Asian | 14.4% Black or African-American

Worker Age Demographics

| Age 14-24 5.5% | Age 25-54 69.8% | Age 55+ 24.8% |

Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 15,140 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers with 2,887 postings. Industrial Engineers was in the second position with 1,395 postings. Other top posted jobs include Mechanical Engineers (1,168 postings), Civil Engineers (1,025 postings), and Industrial Production Managers (879 postings).

Occupation	Postings
Industrial Engineers	1,395
Mechanical Engineers	1,168
Civil Engineers	1,025
Electrical Engineers	730
Electrical and Electronic Engineering Technologists and Technicians	382
Industrial Engineering Technologists and Technicians	360
Commercial and Industrial Designers	341
Engineering Technologists and Technicians, Except Drafters, All Other	237
Calibration Technologists and Technicians	229
Electronics Engineers, Except Computer	221
Architects, Except Landscape and Naval	165
Chemical Engineers	160
Architectural and Civil Drafters	160
Engineers, All Other	111
Computer Hardware Engineers	109
Aerospace Engineers	96
Surveyors	93
Drafters, All Other	90
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	79
Materials Engineers	74

Legend: Associate's degree, Bachelor's degree

ENERGY OCCUPATION GROUP

Wage Overview

Wages in the Energy field do not necessarily scale with education or experience as seen in other occupations. The Energy occupation group offers a 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 $47.16 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of $49.90 per hour or an annual salary of about $103,792.

Wage Overview for Top Posted Energy Jobs in 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	$23.83	$32.81	$49.90	$79.19	$112.48
17-2112	Industrial Engineers	$32.01	$38.07	$47.64	$57.78	$62.74
17-2141	Mechanical Engineers	$31.47	$37.12	$47.14	$58.67	$62.36
17-2051	Civil Engineers	$27.16	$29.87	$37.00	$46.68	$57.45
11-3051	Industrial Production Managers	$37.61	$47.27	$56.72	$66.11	$83.63
17-2071	Electrical Engineers	$34.90	$37.46	$47.27	$60.28	$64.93
53-7051	Industrial Truck and Tractor Operators	$16.43	$17.37	$20.42	$27.40	$28.62
11-9041	Architectural and Engineering Managers	$53.44	$62.58	$76.90	$81.14	$101.35
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$18.95	$23.68	$28.42	$35.47	$41.17
17-3026	Industrial Engineering Technologists and Technicians	$21.88	$24.36	$28.84	$37.40	$43.68

In-Demand Technical Skills

- Project Management
- Continuous Improvement Process
- Construction
- Mechanical Engineering
- AutoCAD

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer (PE) License
- Forklift Certification
- Commercial Driver's License (CDL)
- Master Of Business Administration (MBA)
- EPA 608 Technician Certification

In-Demand Education Level*

- High school or GED: 21.3%
- Associate degree: 7.0%
- Bachelor's degree: 47.2%
- Master's degree: 11.7%

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

Top Posting Employers

- Ford
- Actalent
- GPAC
- DTE Energy
- CVS Health
- Jobot
- General Motors
- City Of Detroit
- Henry Ford Health
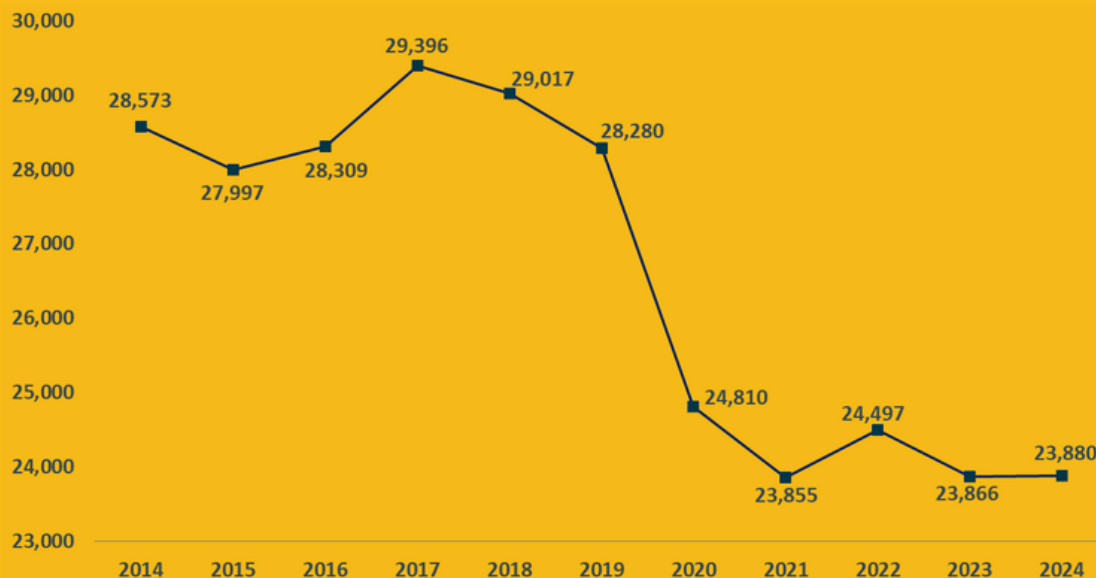- Coolsys

Job Postings by City

1. Detroit: 6,747 Postings
2. Dearborn: 1,889 Postings
3. Livonia: 1,339 Postings
4. Plymouth: 1,054 Postings
5. Romulus: 474 Postings
6. Canton: 406 Postings
7. Taylor: 345 Postings
8. Allen Park: 296 Postings
9. Northville: 270 Postings
10. Westland: 269 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

Employment values: 2014: 28,573 | 2015: 27,997 | 2016: 28,309 | 2017: 29,396 | 2018: 29,017 | 2019: 28,280 | 2020: 24,810 | 2021: 23,855 | 2022: 24,497 | 2023: 23,866 | 2024: 23,880

15 Engineering & Design Workers

0.1% increase from 2023

Engineering & Design Worker Demographics

According to 2024 Lightcast data, the 23,880 workers in the Engineering and Design group are somewhat diverse. A total of 5.1 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.2 percent of the current workforce and only 25.3 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics

14.2% Female

85.8% Male
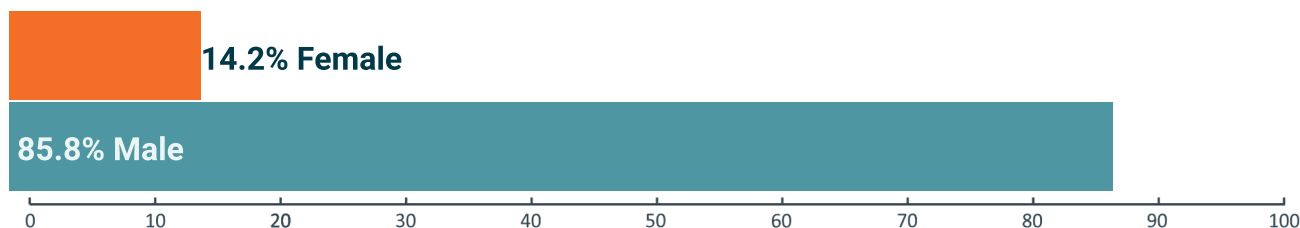
Race and Ethnicity Demographics

74.7% White | 10.2% Asian | 9.7% Black or African-American

Worker Age Demographics

Age 14-24 5.1% | Age 25-54 68.6% | Age 55+ 26.3%

Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERING AND DESIGN OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 7,656 job postings for Engineering and Design workers, with Industrial Engineers as the most sought-after occupation by Engineering and Design industry employers with 1,395 postings. Mechanical Engineers was in the second position with 1,168 postings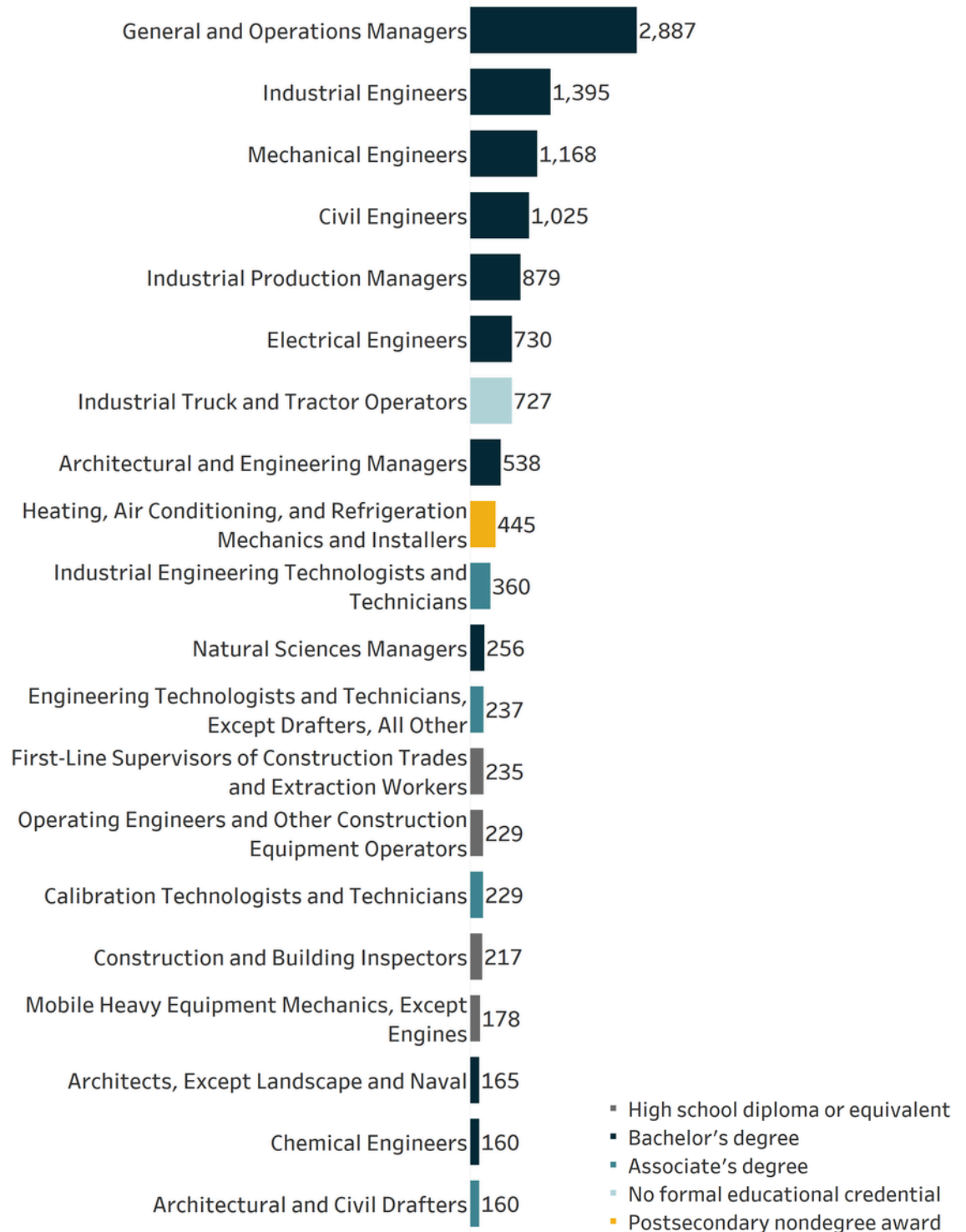. Other top posted jobs include Civil Engineers (1,025 postings), Electrical Engineers (730 postings), and Electrical and Electronic Engineering Technologists and Technicians (382 postings).

Occupation	Postings
General and Operations Managers	2,887
Industrial Engineers	1,395
Mechanical Engineers	1,168
Civil Engineers	1,025
Industrial Production Managers	879
Electrical Engineers	730
Industrial Truck and Tractor Operators	727
Architectural and Engineering Managers	538
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	445
Industrial Engineering Technologists and Technicians	360
Natural Sciences Managers	256
Engineering Technologists and Technicians, Except Drafters, All Other	237
First-Line Supervisors of Construction Trades and Extraction Workers	235
Operating Engineers and Other Construction Equipment Operators	229
Calibration Technologists and Technicians	229
Construction and Building Inspectors	217
Mobile Heavy Equipment Mechanics, Except Engines	178
Architects, Except Landscape and Naval	165
Chemical Engineers	160
Architectural and Civil Drafters	160

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

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 $37.00 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of $47.64 per hour or an annual salary of about $99,091.

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
17-2112	Industrial Engineers	$32.01	$38.07	$47.64	$57.78	$62.74
17-2141	Mechanical Engineers	$31.47	$37.12	$47.14	$58.67	$62.36
17-2051	Civil Engineers	$27.16	$29.87	$37.00	$46.68	$57.45
17-2071	Electrical Engineers	$34.90	$37.46	$47.27	$60.28	$64.93
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.14	$22.66	$29.72	$36.77	$40.56
17-3026	Industrial Engineering Technologists and Technicians	$21.88	$24.36	$28.84	$37.40	$43.68
27-1021	Commercial and Industrial Designers	$19.62	$28.71	$36.24	$48.50	$53.90
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$15.90	$21.82	$30.59	$36.87	$49.68
17-3028	Calibration Technologists and Technicians	$15.78	$24.03	$27.44	$34.70	$41.26
17-2072	Electronics Engineers, Except Computer	$38.94	$43.17	$49.29	$61.32	$64.46

In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- AutoCAD
- New Product Development

In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Troubleshooting
- Operations

In-Demand Certifications

- Professional Engineer (PE) License
- LEED Accredited Professional (AP)
- Engineer in Training
- Automotive Service Excellence (ASE) Certification
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 12.4%
- Associate degree: 8.2%
- Bachelor's degree: 61.9%
- Master's degree: 15.7%

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

Top Posting Employers

- Ford
- Actalent
- GPAC
- Jobot
- G-TECH Services
- Insight Global
- Wade Trim
- DTE Energy
- Roush Enterprises
- American Axle & Manufacturing
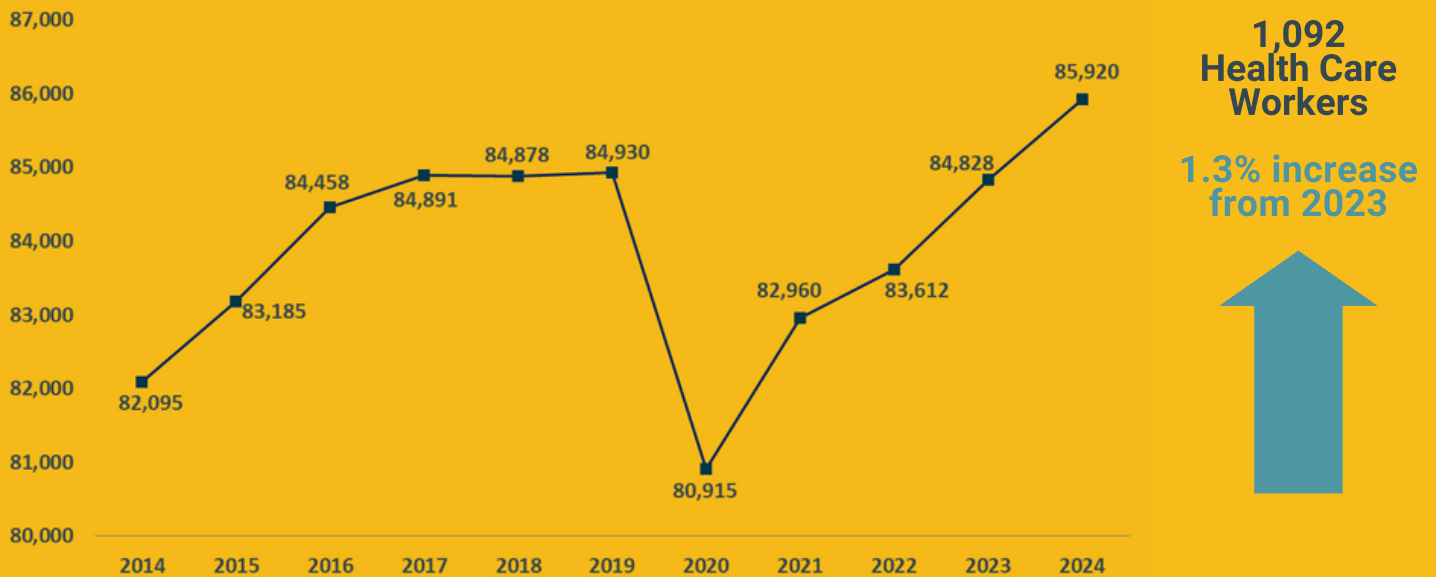
Job Postings by City

1. Detroit: 3,133 Postings
2. Dearborn: 1,657 Postings
3. Plymouth: 722 Postings
4. Livonia: 635 Postings
5. Allen Park: 331 Postings
6. Canton: 151 Postings
7. Taylor: 128 Postings
8. Northville: 106 Postings
9. Romulus: 96 Postings
10. Redford Township: 88 Postings

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time 2014-2024

Year	Employment
2014	82,095
2015	83,185
2016	84,458
2017	84,891
2018	84,878
2019	84,930
2020	80,915
2021	82,960
2022	83,612
2023	84,828
2024	85,920

1,092 Health Care Workers

1.3% increase from 2023

Health Care Worker Demographics

According to 2024 Lightcast data, the 85,920 workers in the Health Care group are somewhat diverse. A total of 7.9 percent of the related workforce is under 25. Male workers account for 20.7 percent of the current workforce and only 40.5 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

79.3% Female

20.7% Male
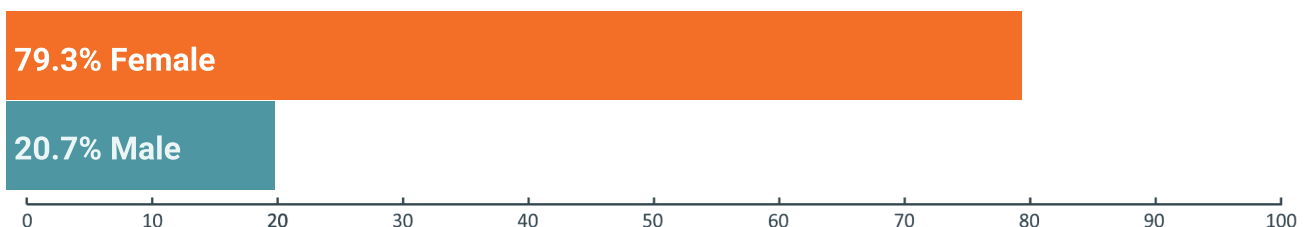
Race and Ethnicity Demographics

59.5% White | 6.6% Asian | 28.2% Black or African-American

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
7.9%	68.6%	23.5%

Data: Lightcast | Analysis: Workforce Intelligence Network
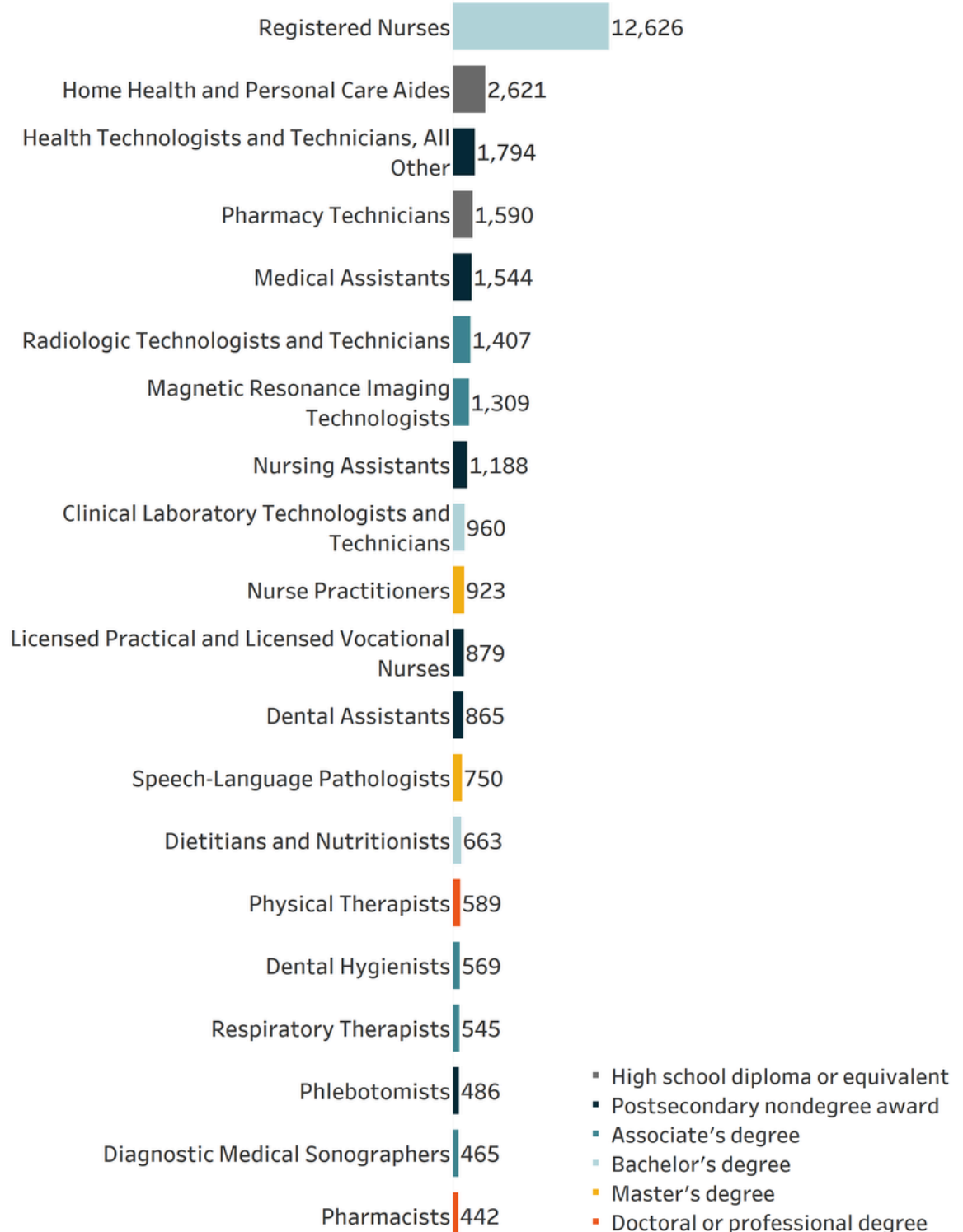
HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 39,275 job postings for Health Care workers, with Registered Nurses as the most sought-after occupation by Health Care industry employers with 12,626 postings. Home Health and Personal Care Aides was in the second position with 2,621 postings. Other top posted jobs include Health Technologists and Technicians, All Other (1,794 postings), Pharmacy Technicians (1,590 postings) and Medical Assistants (1,544 postings).

Occupation	Postings
Registered Nurses	12,626
Home Health and Personal Care Aides	2,621
Health Technologists and Technicians, All Other	1,794
Pharmacy Technicians	1,590
Medical Assistants	1,544
Radiologic Technologists and Technicians	1,407
Magnetic Resonance Imaging Technologists	1,309
Nursing Assistants	1,188
Clinical Laboratory Technologists and Technicians	960
Nurse Practitioners	923
Licensed Practical and Licensed Vocational Nurses	879
Dental Assistants	865
Speech-Language Pathologists	750
Dietitians and Nutritionists	663
Physical Therapists	589
Dental Hygienists	569
Respiratory Therapists	545
Phlebotomists	486
Diagnostic Medical Sonographers	465
Pharmacists	442

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional 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 broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or Postsecondary Nondegree award. At least half of the top jobs pay over $21.13 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of $41.28 per hour or an annual salary of about $85,862.

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	$33.82	$38.47	$41.28	$48.24	$50.57
31-1128	Home Health and Personal Care Aides	$11.97	$14.09	$15.72	$17.95	$19.80
29-2099	Health Technologists and Technicians, All Other	$17.93	$18.69	$21.13	$27.75	$37.44
29-2052	Pharmacy Technicians	$15.58	$16.95	$18.59	$22.59	$23.84
31-9092	Medical Assistants	$15.84	$18.41	$19.07	$22.30	$23.16
29-2034	Radiologic Technologists and Technicians	$26.25	$31.26	$33.13	$39.49	$41.66
29-2035	Magnetic Resonance Imaging Technologists	$20.98	$33.93	$39.09	$40.52	$42.53
31-1131	Nursing Assistants	$17.01	$17.90	$18.57	$20.02	$21.70
29-2018	Clinical Laboratory Technologists and Technicians	$18.13	$19.84	$28.11	$36.70	$41.52
29-1171	Nurse Practitioners	$50.67	$54.11	$61.69	$65.61	$69.90

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Patient Preparation
- Radiology

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- Teaching

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Licensed Practical Nurse (LPN)

In-Demand Education Level*

- High school or GED: 21.9%
- Associate degree: 16.2%
- Bachelor's degree: 22.9%
- Master's degree: 6.8%

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

Top Posting Employers

- Corewell Health
- Henry Ford Health
- Detroit Medical Center
- Tenet Healthcare
- Trinity Health
- Dmc Sinai Grace Hospital
- Garden City Hospital
- Dmc Harper University Hospital
- Ascension
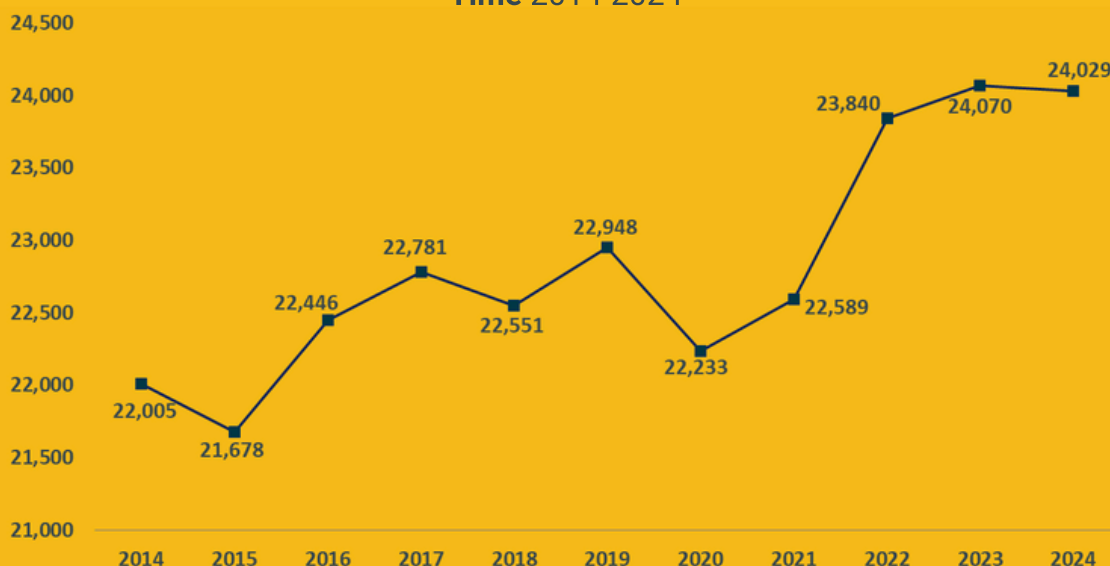- Dmc Children's Hospital Of Michigan

Job Postings by City

1. Detroit: 17,986 Postings
2. Livonia: 3,435 Postings
3. Dearborn: 3,282 Postings
4. Taylor: 1,357 Postings
5. Garden City: 1,224 Postings
6. Canton: 1,191 Postings
7. Grosse Pointe: 1,082 Postings
8. Westland: 1,023 Postings
9. Wyandotte: 1,007 Postings
10. Plymouth: 728 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 7,000 job openings are reported annually.

Employment Over Time 2014-2024

Year	Employment
2014	22,005
2015	21,678
2016	22,446
2017	22,781
2018	22,551
2019	22,948
2020	22,233
2021	22,589
2022	23,840
2023	24,070
2024	24,029

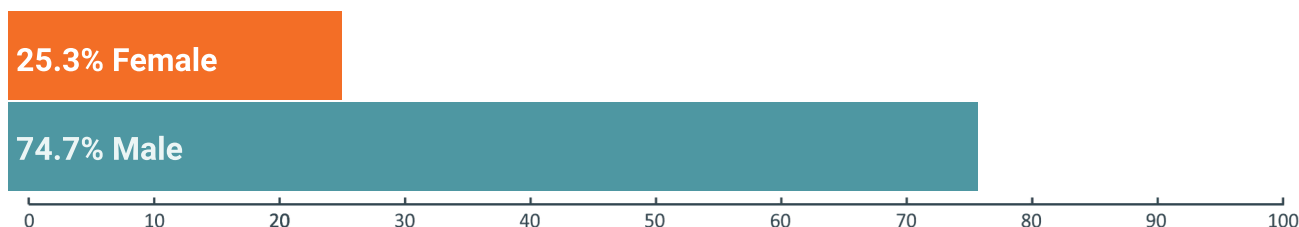**40 Information Technology Workers**

0.2% increase from 2023

Information Technology Worker Demographics

According to 2024 Lightcast data, the 24,029 workers in the Information Technology group are somewhat diverse. A total of 5.4 percent of the related workforce is under 25. Female workers account for 25.3 percent of the current workforce and 33.9 percent identify as a race other than White.

Worker Gender Demographics

- **25.3% Female**
- **74.7% Male**

Race and Ethnicity Demographics

66.1% White | 16.2% Asian | 12.5% Black or African-American

Worker Age Demographics

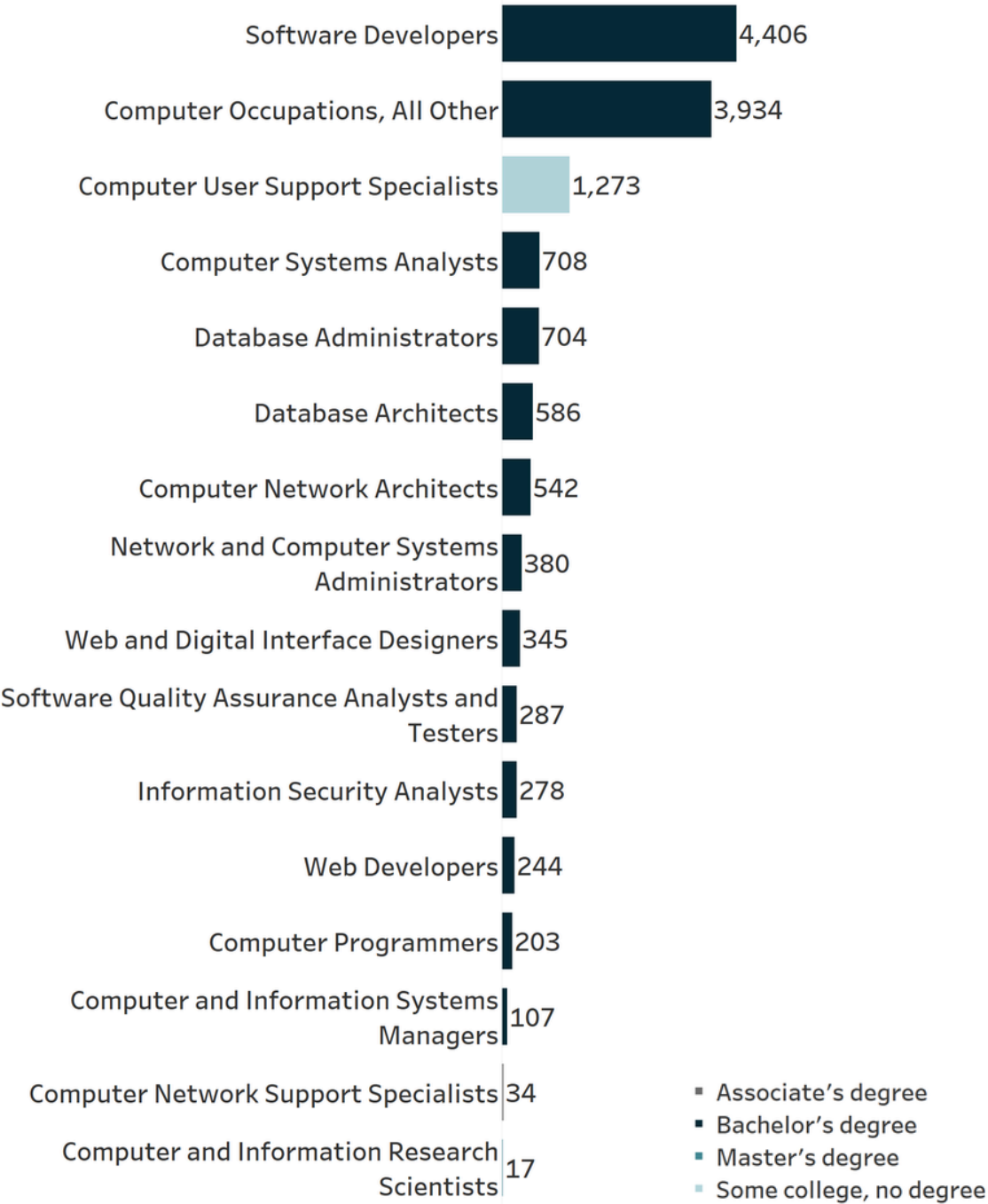| Age 14-24 5.4%	Age 25-54 76.4%	Age 55+ 18.3%
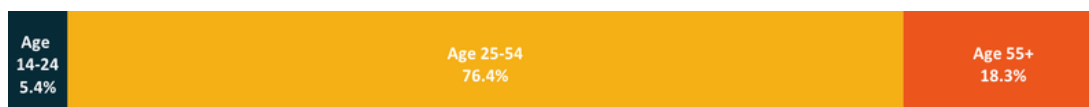
Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2024, there were a total of 14,048 job postings for Information Technology workers, with Software Developers as the most sought-after occupation by Information Technology industry employers with 4,406 postings. Computer Occupations, All Other was in the second position with 3,934 postings. Other top posted jobs include Computer User Support Specialists (1,273 postings), Computer Systems Analysts (708 postings), and Database Administrators (704 postings).

Occupation	Postings
Software Developers	4,406
Computer Occupations, All Other	3,934
Computer User Support Specialists	1,273
Computer Systems Analysts	708
Database Administrators	704
Database Architects	586
Computer Network Architects	542
Network and Computer Systems Administrators	380
Web and Digital Interface Designers	345
Software Quality Assurance Analysts and Testers	287
Information Security Analysts	278
Web Developers	244
Computer Programmers	203
Computer and Information Systems Managers	107
Computer Network Support Specialists	34
Computer and Information Research Scientists	17

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

2024 WAYNE COUNTY

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 broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over $48.00 per hour. Software Developers, the top posted Information Technology job, offers a median hourly wage of $53.86 per hour or an annual salary of about $112,028.

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	$38.45	$45.12	$53.86	$66.71	$81.63
15-1299	Computer Occupations, All Other	$27.15	$37.05	$48.81	$62.97	$70.74
15-1232	Computer User Support Specialists	$17.87	$22.66	$29.10	$35.43	$41.76
15-1211	Computer Systems Analysts	$33.09	$41.45	$51.76	$64.45	$70.47
15-1242	Database Administrators	$26.68	$33.31	$50.96	$61.75	$67.99
15-1243	Database Architects	$24.51	$43.00	$60.63	$65.60	$82.23
15-1241	Computer Network Architects	$36.29	$47.44	$56.76	$70.36	$85.49
15-1244	Network and Computer Systems Administrators	$30.79	$38.79	$46.80	$59.20	$71.37
15-1255	Web and Digital Interface Designers	$21.68	$27.50	$39.19	$53.08	$64.34
15-1253	Software Quality Assurance Analysts and Testers	$24.45	$31.56	$45.64	$51.96	$61.56

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Problem Solving
- Troubleshooting
- Leadership

In-Demand Certifications

- Certified Information Systems Security Professional
- Certified Information System Auditor (CISA)
- CompTIA A+
- Project Management Professional Certification
- Certified Information Security Manager

In-Demand Education Level*

- High school or GED: 6.8%
- Associate degree: 8.9%
- Bachelor's degree: 62.5%
- Master's degree: 15.2%

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

Top Posting Employers

- Ford
- Accenture
- Deloitte
- Insight Global
- Htc Global Services
- Stefanini
- Trinity Health
- Allegis Group
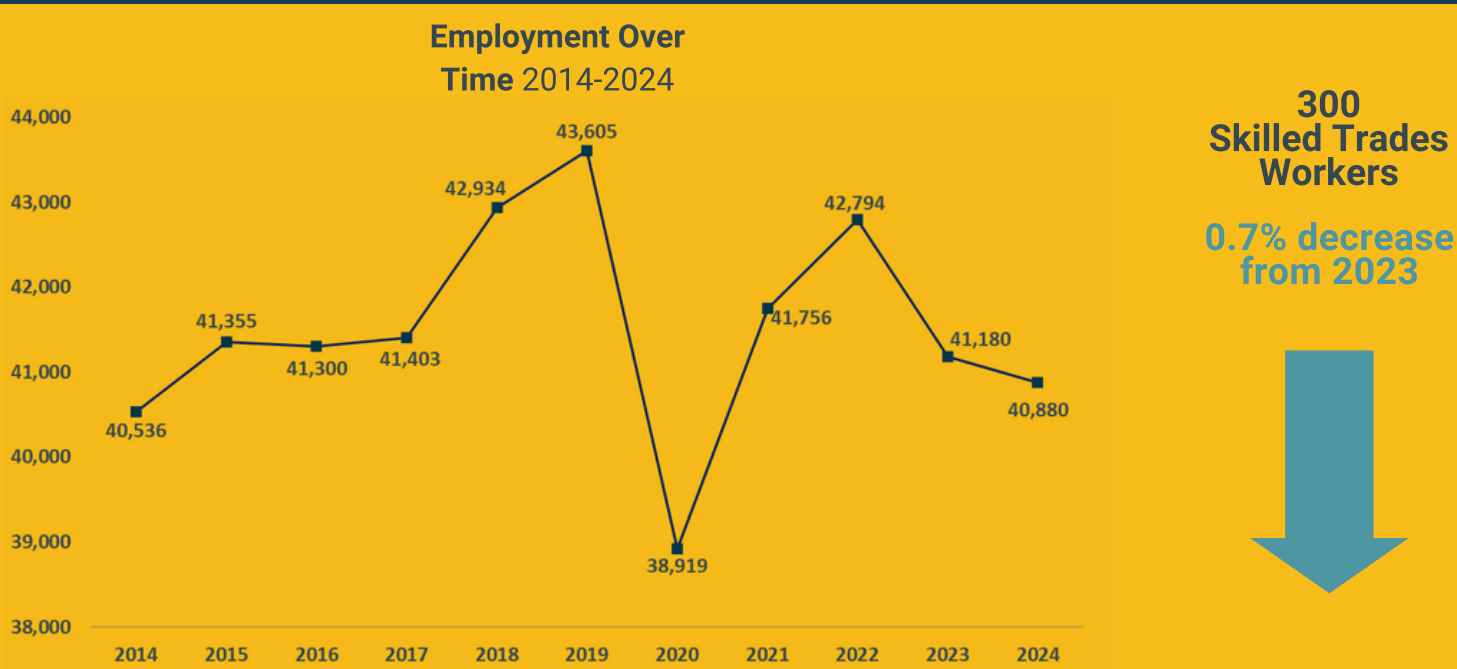- V2Soft
- ASGN

Job Postings by City

1. Detroit: 7,404 Postings
2. Dearborn: 3,595 Postings
3. Livonia: 1,006 Postings
4. Plymouth: 519 Postings
5. Allen Park: 370 Postings
6. Northville: 195 Postings
7. Canton: 104 Postings
8. Romulus: 103 Postings
9. Redford Township: 96 Postings
10. Wayne: 90 Postings

2024 SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

2024 WAYNE COUNTY

WIN's Skilled Trades and Technicians group Skilled Trades 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

Year	Employment
2014	40,536
2015	41,355
2016	41,300
2017	41,403
2018	42,934
2019	43,605
2020	38,919
2021	41,756
2022	42,794
2023	41,180
2024	40,880

300 Skilled Trades Workers

0.7% decrease from 2023

Skilled Trades Worker Demographics

According to 2024 Lightcast data, the 40,880 workers in the Skilled Trades group are somewhat diverse. A total of 5.5 percent of the related workforce is under 25. Female workers account for 12.9 percent of the current workforce and only 28.6 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

12.9% Female

87.1% Male
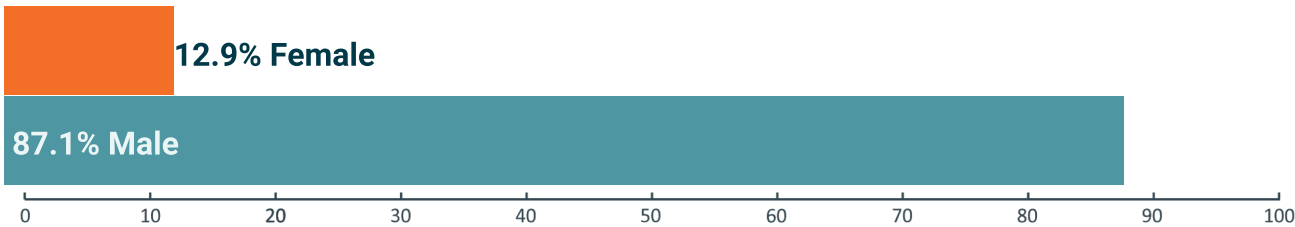
Race and Ethnicity Demographics

71.4% White | 5.7% Hispanic or Latino | 18.0% Black or African-American

Worker Age Demographics

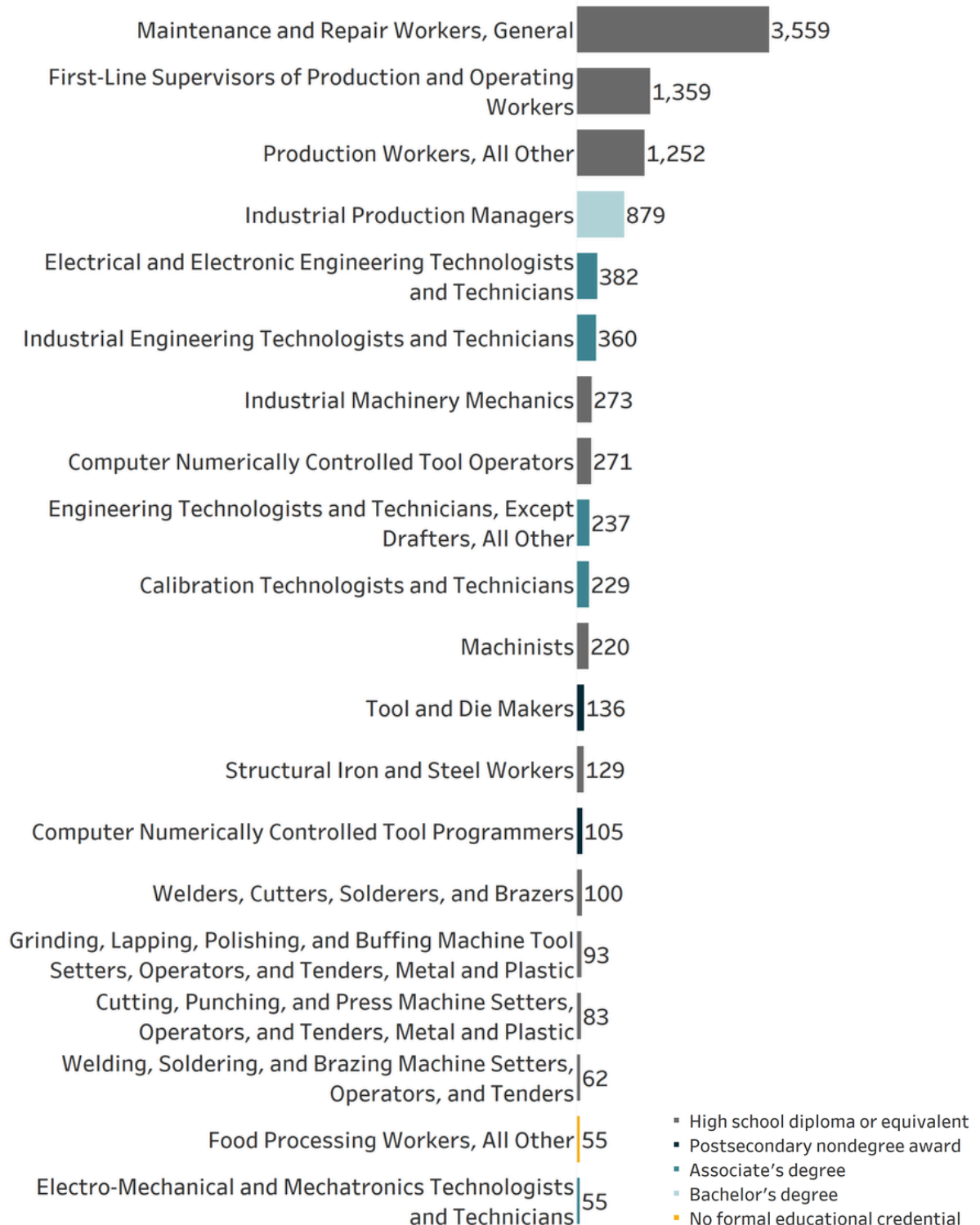Age 14-24 5.5% | Age 25-54 65.4% | Age 55+ 29.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP
Top Posted Jobs

In 2024, there were a total of 10,188 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers with 3,559 postings. First-Line Supervisors of Production and Operating Workers was in the second position with 1,359 postings. Other top posted jobs include Production Workers, All Other (1,252 postings), Industrial Production Managers (879 postings), and Electrical and Electronic Engineering Technologists and Technicians (382 postings).

Occupation	Postings
Maintenance and Repair Workers, General	3,559
First-Line Supervisors of Production and Operating Workers	1,359
Production Workers, All Other	1,252
Industrial Production Managers	879
Electrical and Electronic Engineering Technologists and Technicians	382
Industrial Engineering Technologists and Technicians	360
Industrial Machinery Mechanics	273
Computer Numerically Controlled Tool Operators	271
Engineering Technologists and Technicians, Except Drafters, All Other	237
Calibration Technologists and Technicians	229
Machinists	220
Tool and Die Makers	136
Structural Iron and Steel Workers	129
Computer Numerically Controlled Tool Programmers	105
Welders, Cutters, Solderers, and Brazers	100
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	93
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	83
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	62
Food Processing Workers, All Other	55
Electro-Mechanical and Mechatronics Technologists and Technicians	55

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

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 $29.24 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of $22.42 per hour or an annual salary of about $46,633.

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	$15.41	$18.15	$22.42	$27.63	$31.55
51-1011	First-Line Supervisors of Production and Operating Workers	$21.55	$24.68	$31.57	$38.02	$48.64
51-9199	Production Workers, All Other	$14.33	$15.39	$16.57	$20.49	$25.49
11-3051	Industrial Production Managers	$37.61	$47.27	$56.72	$66.11	$83.63
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.14	$22.66	$29.72	$36.77	$40.56
17-3026	Industrial Engineering Technologists and Technicians	$21.88	$24.36	$28.84	$37.40	$43.68
49-9041	Industrial Machinery Mechanics	$19.61	$23.70	$29.60	$34.71	$37.90
51-9161	Computer Numerically Controlled Tool Operators	$17.17	$18.32	$22.08	$28.11	$31.16
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$15.90	$21.82	$30.59	$36.87	$49.68
17-3028	Calibration Technologists and Technicians	$15.78	$24.03	$27.44	$34.70	$41.26

In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Continuous Improvement Process
- Preventive Maintenance

In-Demand Foundational Skills

- Troubleshooting
- Communication
- Operations
- Management
- Problem Solving

In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- HVAC Certification
- Commercial Driver's License (CDL)
- Six Sigma Green Belt
- Forklift Certification

In-Demand Education Level*

- High school or GED: 37.6%
- Associate degree: 9.0%
- Bachelor's degree: 16.7%
- Master's degree: 3.4%

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

Top Posting Employers

- Aerotek
- Ford
- Taldeco
- Branex Group
- Kelly Services
- Express Employment Professionals
- Roush
- GPAC
- Roush Enterprises
- Accenture

Job Postings by City

1. Detroit: 3,498 Postings
2. Livonia: 1,186 Postings
3. Plymouth: 980 Postings
4. Dearborn: 700 Postings
5. Romulus: 496 Postings
6. Taylor: 403 Postings
7. Canton: 402 Postings
8. Westland: 326 Postings
9. Belleville: 266 Postings
10. Allen Park: 243 Postings

MAGMA
Michigan Alliance for Greater Mobility Advancement

INDUSTRYINFINITY

MI APPRENTICESHIP

HCA
HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

WIN
WORKFORCE
INTELLIGENCE
NETWORK