LABOR MARKET REPORT

APRIL - JUNE
Q2 2024

WIN
WORKFORCE
INTELLIGENCE
NETWORK

WININTELLIGENCE.ORG

CITY OF DETROIT

Q2 2024

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OCCUPATION GROUPS

CONNECT

📞 +313.744.2946

✉ info@winintelligence.org

📍 25363 Eureka Rd, Taylor, MI 48180

🌐 winintelligence.org

ⓕ @workforce intelligence network

🐦 @win-semich

in @workforce intelligence network (WIN)

WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION
City of Detroit

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and nine 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, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

The WIN data and research team analyzes job posting data at the occupation level within 11 customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, their entry requirements, and their earning potential.

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

WIN also generates a WIN Region quarterly report covering a 19-county region, utilizing data from all 11 occupational groups. Additionally, a separate quarterly report for the City of Detroit focuses on five occupational groups relevant to the local labor market. Annually, county-specific reports are produced, each highlighting five occupational groups selected to represent the unique labor market of that county.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit WINintelligence.org or contact the data and research team at info@WINintelligence.org.

CITY OF DETROIT
## Annual State of the Labor Market

There was a slight increase in the total labor force during the second quarter of 2024, with a larger increase in the unemployment rate at 9 percent. While the size of the labor force increased by 1.7 percent from 2023, the number of unemployed workers saw a 15.3 percent increase from 2023, and the number of employed individuals increased by 0.6 percent from 2023.

Registered Nurses top the list as the most demanded occupation, accounting for 2,582 job postings. The Health Care occupation group also continues to be heavily demanded in the City of Detroit.

Annual Labor Market Information

The labor force in Detroit had recovered from the pandemic and increased between 2023 and 2024 YTD by 4,356 individuals, from 249,915 to 254,271 individuals. Employment increased by 1,479 individuals (or 0.6 percent) and unemployment numbers increased by 2,877 individuals (or 15.3 percent), respectively.

Annual Labor Force, Employment, Unemployment Rate
2014–2024
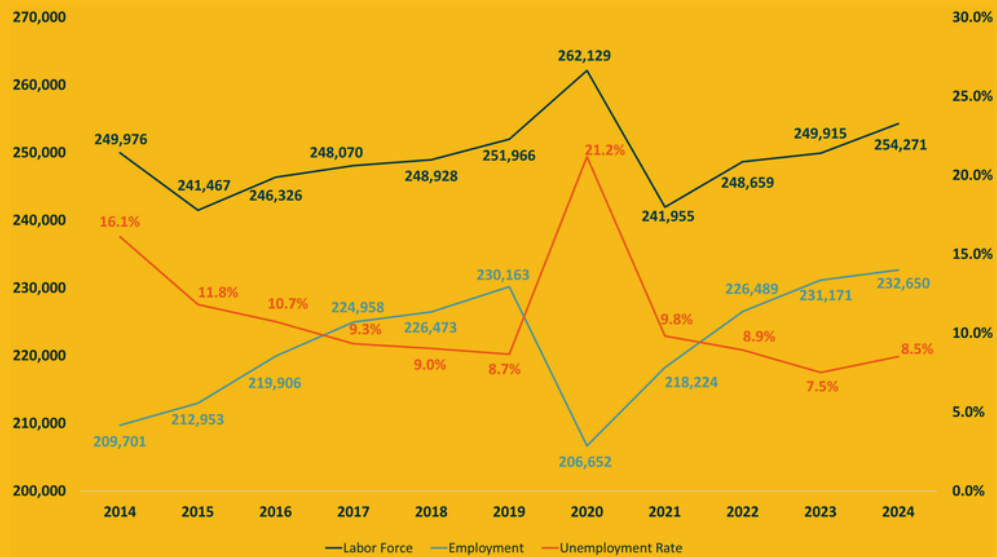
Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The second quarter of 2024 shows that employer demand has decreased from Q1 2024. In Q2 2024, there were an average of 17,576 unique postings per month in the City of Detroit, a decrease of 2,069 monthly postings from the 19,645 monthly averages recorded in Q1. The second quarter in 2022 had the highest recorded job postings with an average monthly 41,408 postings and the fourth quarter in 2023 the lowest postings with 16,426 monthly average postings. The decrease in Q2 2024 job postings could be due to many different reasons and is not necessarily a negative indicator of the economy.

Average Quarterly Posting Analysis City of Detroit
Q1 2023 - Q2 2024

Data: Workforce Intelligence Network

ANNUAL WORKFORCE INDICATORS
Key Findings

2% Employer demand decreased by 2.3 percent, a loss of 805 job postings since Q1 2024

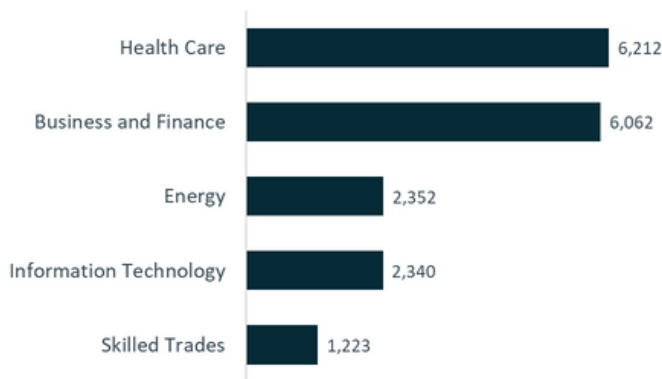**Bachelor's Degree** Most in-demand minimum education level during Q2

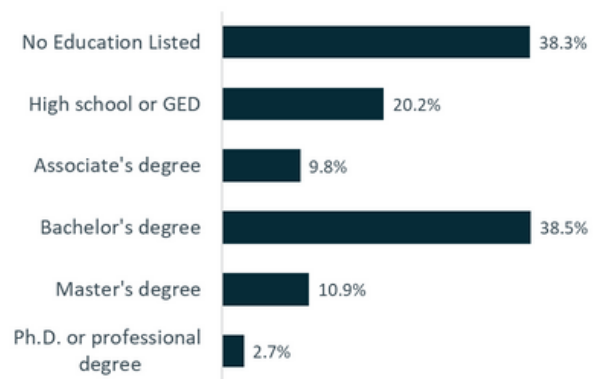In Q2, employment totaled **231,418** a decrease of 2,464 workers since Q1

During Q2 2024, there were 33,532 job postings, or 805 less than the 34,337 postings made during Q1 in the City of Detroit. Health Care, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q2. The top posted job occupations include Registered Nurses; Computer Occupations, all other; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; and Software Developers. More information about in-demand job postings is available on page 7.

Of the 33,532 unique postings in the city of Detroit during Q2 2024, 12,900 (38.5 percent) required a Bachelor's degree. An additional 4,565 postings (13.6 percent) required an advanced degree. The high demand for business and finance and information technology roles within the city drives this high demand for college education.

Top 5 Posting Occupation Groups
Q2 2024

Health Care	6,212
Business and Finance	6,062
Energy	2,352
Information Technology	2,340
Skilled Trades	1,223

Education Levels In-Demand
Q2 2024

No Education Listed	38.3%
High school or GED	20.2%
Associate's degree	9.8%
Bachelor's degree	38.5%
Master's degree	10.9%
Ph.D. or professional degree	2.7%

For Q2 2024, Labor Force participation increased by 189 individuals (0.1 percent) over Q1 2024. On the other hand, employment decreased by 2,464 workers (-1.1 percent) from Q1 2024, and unemployment figures showed gradual downfall from Q2 2023 to Q2 2024 with 22,947 individuals in Q2 2024. Also, the unemployment rate increased by 1 percentage point from the previous quarter for an overall Q2 2024 unemployment rate of 9 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	2nd Quarter 2023	3rd Quarter 2023	4th Quarter 2023	1st Quarter 2024	2nd Quarter 2024	Change from 1st Quarter 2024	Percent Change from 1st Quarter 2024	Change from 2nd Quarter 2023	Percent Change from 2nd Quarter 2023
Labor Force	243,445	256,316	255,997	254,176	254,365	189	0.1%	10,920	4.5%
Employment	228,634	235,084	235,020	233,882	231,418	-2,464	-1.1%	2,784	1.2%
Unemployment	14,811	21,232	20,977	20,294	22,947	2,653	13.1%	8,135	54.9%
Unemployment Rate	6.1%	8.3%	8.2%	8.0%	9.0%	1.0%	na	2.9%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in the City of Detroit experienced growth year over year from 2015 through 2020 and peaked in 2020 with 262,129 workers. During the pandemic, the labor force marked a 7.7 percent decline to 241,955 in 2021 but has since increased to 254,271 in 2024. Employment showed a similar trend, with growth year after year from 2012 through 2019. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. Employment figures seem to have stabilized in 2024 following the post-pandemic recovery. Meanwhile, the number of unemployed individuals in the City of Detroit increased by 2,877 workers, or 15.3 percent, between 2023 and 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 YTD	Change from 2023 to 2024	Percent Change from 2023 to 2024
Labor Force	249,976	241,467	246,326	248,070	248,928	251,966	262,129	241,955	248,659	249,915	254,271	4,356	1.7%
Employment	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	232,650	1,479	0.6%
Unemployment	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	21,620	2,877	15.3%
Unemployment Rate	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	8.5%	1.0%	na

Data: Bureau of Labor Statistics

CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During 2022, there were 271,897 individuals in the labor force, meaning they were either working or seeking employment. Employed workers make up 85.3 percent of the city's labor force. The highest unemployment rates in 2022 were those individuals 24 years old or younger. Within this age cohort, there were 60.3 percent of unemployed individuals identifying as males compared to 48.4 percent of unemployed individuals identifying as female. Overall, males had a higher unemployment rate than females, at 16.4 percent and 13.1 percent respectively. Black or African American job seekers faced the most challenge in securing employment, with an overall unemployment rate of 16.0 percent. This group was followed closely by Two or More Races job seekers at 13.9 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	**Civilian Labor Force**	**Total Employment**	**Total Unemployment**	**Unemployment Rate**
Total Population 16 +	271,897	232,004	39,893	14.7%
Sex				
Male 16+	130,074	108,698	21,376	16.4%
16-19	5,561	3,440	2,121	38.1%
20-24	15,579	12,127	3,452	22.2%
25-54	86,158	73,460	12,698	14.7%
55-64	17,309	14,832	2,477	14.3%
65 Plus	5,467	4,839	628	11.5%
Female 16+	141,823	123,306	18,517	13.1%
16-19	7,198	5,457	1,741	24.2%
20-24	16,354	12,400	3,954	24.2%
25-54	92,798	81,842	10,956	11.8%
55-64	18,551	17,141	1,410	7.6%
65 Plus	6,922	6,466	456	6.6%
Race				
White	37,791	34,049	3,741	9.9%
Black / African	207,660	174,435	33,226	16.0%
Native American	866	748	118	13.6%
Asian	4,929	4,619	311	6.3%
Native Hawaiian / Pacific Islander	24	24	0	0.0%
Some Other Race	10,651	9,586	1,065	10.0%
Two or More Races	9,877	8,504	1,373	13.9%
Ethnicity				
Hispanic	20,217	17,831	2,386	11.8%

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

POPULATION DEMOGRAPHICS

2022 Census Population

According to data from the most recent Census Bureau 2022 ACS Five-Year estimates, the City of Detroit population decreased by about 1.4 percent between 2021 and 2022. During 2022, there were 636,787 people living in the city. The gender of the populace was split almost evenly, with about 52.4 percent of the population identifying as female and the other 47.6 percent identifying as male. A majority of the population identified as Black or African American (77.8 percent) with the second largest number of individuals identifying as White (12.2 percent). The region is facing an aging populace; with 26.3 percent of the population over the age of 54, compared to 34.6 percent under the age of 25.

Population Gender Demographics

52.4% Female

47.6% Male

0   10   20   30   40   50   60   70   80   90   100
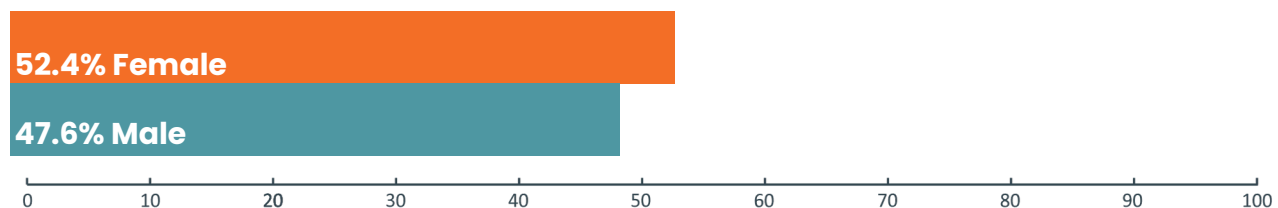
Population Race Demographics

- White, 12.2%
- Black or African American, 77.8%
- Hispanic or Latino, 7.5%
- Asian, 1.6%
- Two or More Races, 3.8%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%
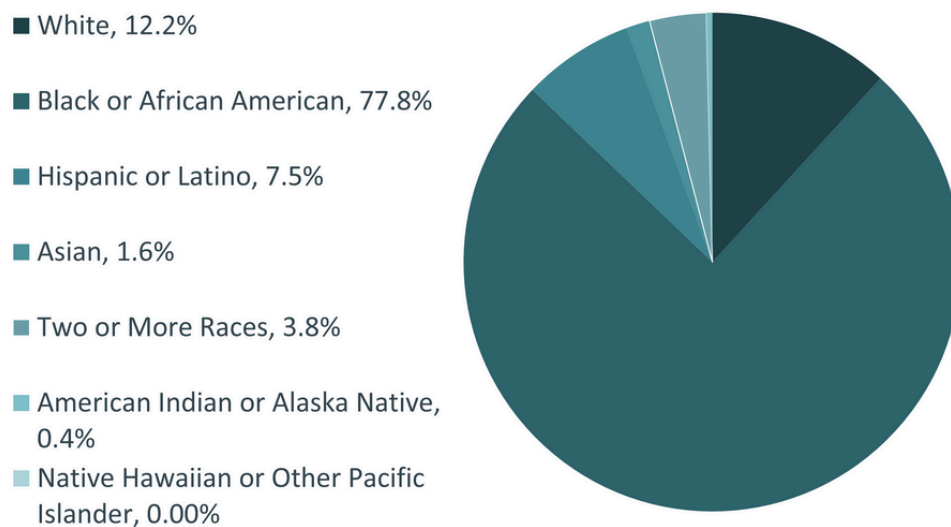
Population Age Demographics

| Age 14 and Under 20.7% | Age 14-24 13.8% | Age 25-54 39.1% | Age 55+ 26.4% |

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

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set from the Census Bureau, Detroit's 2021 workforce consisted of 170,053 individuals. There were 51,963 (30.6 percent) residents also worked in the city, while the remaining 118,090 residents (69.4 percent) traveled outside for work. With 217,738 workers employed in the city during 2021, there were 165,775 (76.1 percent) workers living outside of the city and commuting in. While there is a higher percentage of both inbound and outbound commuters in Detroit than other areas of the WIN regions, Detroit is ultimately a net importer of jobs, with more workers commuting into the area for employment.

Where City of Detroit Residents Work

- Wayne County, MI — 50.6%
- Oakland County, MI — 24.3%
- Macomb County, MI — 12.2%
- Ingham County, MI — 2.7%
- Washtenaw County,… — 1.8%
- Kent County, MI — 1.5%
- Genesee County, MI — 1.1%
- Livingston County, MI — 0.9%
- Monroe County, MI — 0.3%
- Saginaw County, MI — 0.3%
- All Other Locations — 4.3%
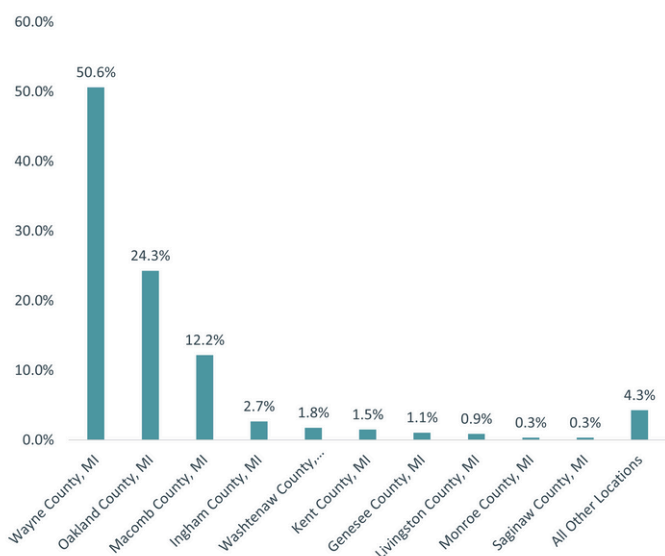
Where City of Detroit Workers Live

- Wayne County, MI — 49.0%
- Oakland County, MI — 21.4%
- Macomb County, MI — 16.2%
- Washtenaw County,… — 1.9%
- St. Clair County, MI — 1.5%
- Monroe County, MI — 1.0%
- Genesee County, MI — 1.0%
- Ingham County, MI — 0.9%
- Kent County, MI — 0.8%
- Livingston County, MI — 0.7%
- All Other Locations — 5.5%
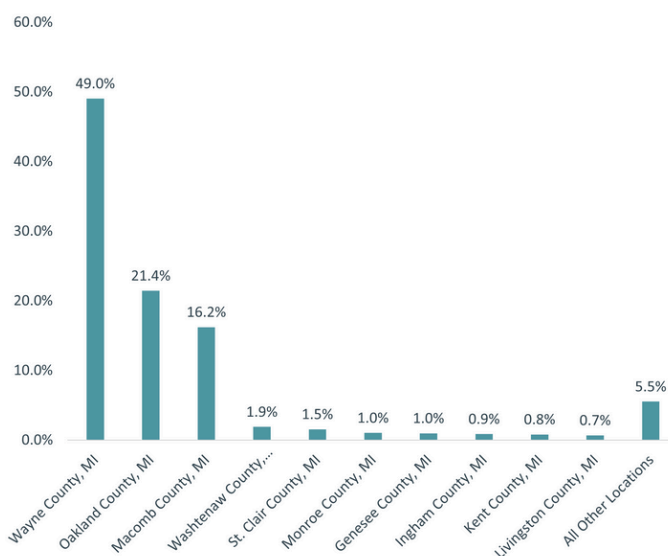
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

165,775 LIVE OUTSIDE OF THE CITY OF DETROIT AND COMMUTE IN

51,963 LIVE AND WORK IN THE CITY OF DETROIT

118,090 LIVE IN THE CITY OF DETROIT AND COMMUTE OUT

TOP POSTED JOBS

Top Posted Jobs

Registered Nurses are the highest in-demand occupation during Q2, with 2,582 unique online job postings. Computer Occupations, all other are the second largest occupation with 728 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (651 postings) round out the top three occupations in Q2. Many of these positions require a Bachelor's degree, which is common in over half of the top 20 posted jobs in the city.

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 23.5 percent of postings in Detroit. Two of the top ten entry level occupations require a Bachelor's degree, while the remaining six require a High School diploma, postsecondary non-degree award, or Associate degree. Those who ente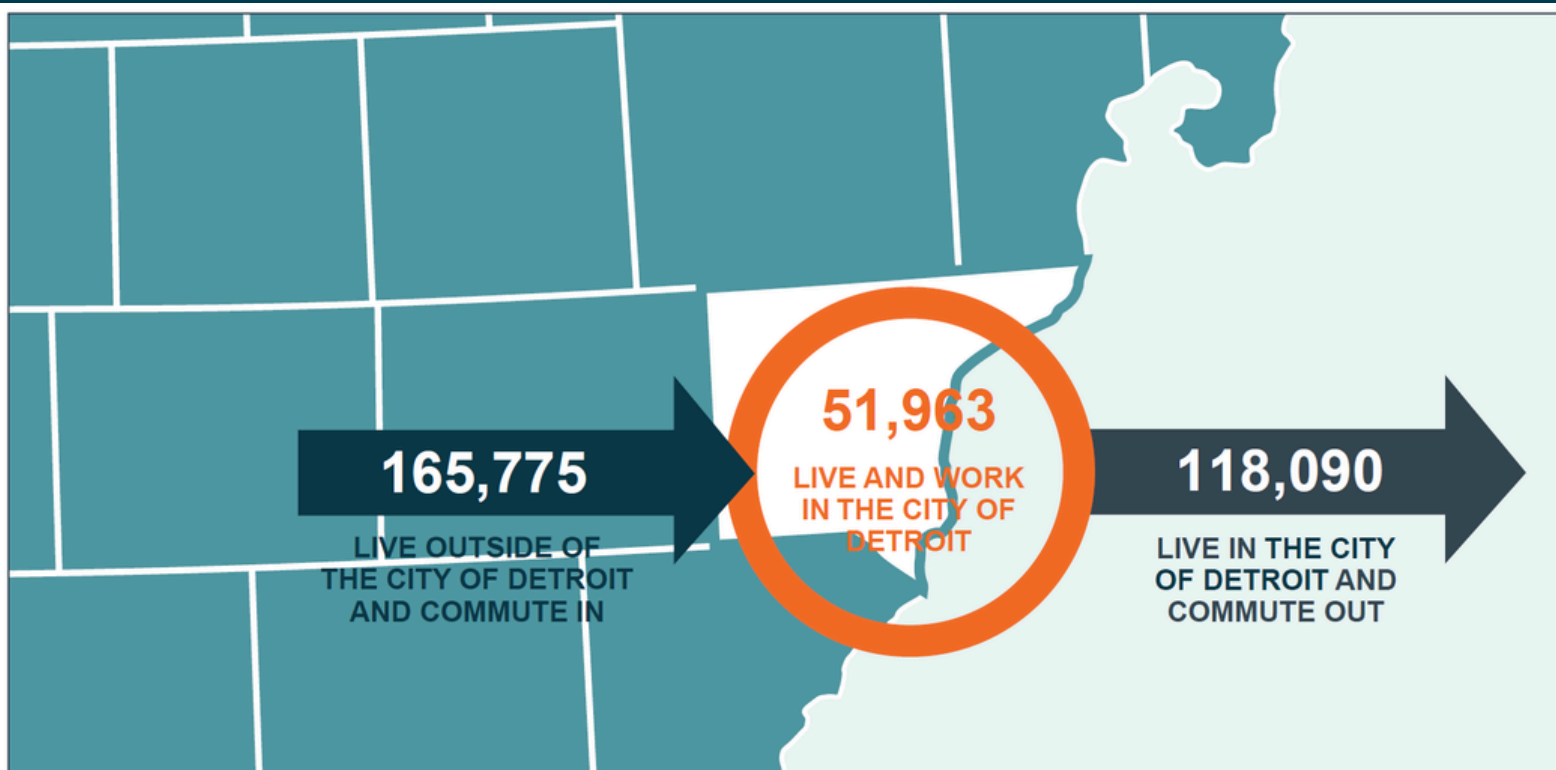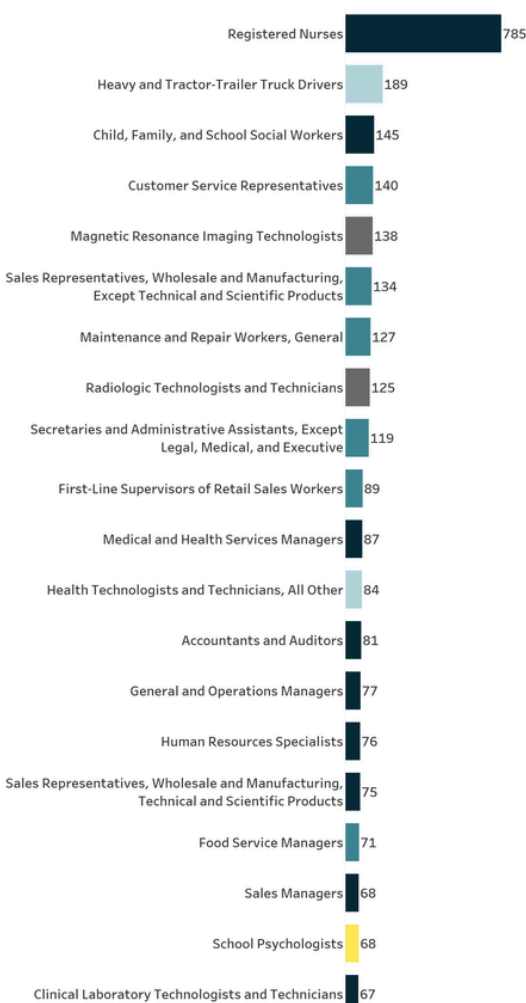r the workforce with a college degree can expect entry wages nearly double from those without. Registered Nurses were the top posted entry-level job with 785 postings requiring zero to two years of experience and a Bachelor's degree.

Top Posted Jobs	
Registered Nurses	2,582
Computer Occupations, All Other	728
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	651
Software Developers	626
Heavy and Tractor-Trailer Truck Drivers	555
Sales Managers	486
Medical and Health Services Managers	470
General and Operations Managers	470
Project Management Specialists	464
Maintenance and Repair Workers, General	452
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	413
Data Scientists	408
Financial Managers	377
Customer Service Representatives	377
Child, Family, and School Social Workers	342
Radiologic Technologists and Technicians	324
First-Line Supervisors of Office and Administrative Support Workers	310
Retail Salespersons	294
Accountants and Auditors	292
First-Line Supervisors of Retail Sales Workers	290

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

Top Posted Entry-Level Jobs	
Registered Nurses	785
Heavy and Tractor-Trailer Truck Drivers	189
Child, Family, and School Social Workers	145
Customer Service Representatives	140
Magnetic Resonance Imaging Technologists	138
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	134
Maintenance and Repair Workers, General	127
Radiologic Technologists and Technicians	125
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	119
First-Line Supervisors of Retail Sales Workers	89
Medical and Health Services Managers	87
Health Technologists and Technicians, All Other	84
Accountants and Auditors	81
General and Operations Managers	77
Human Resources Specialists	76
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	75
Food Service Managers	71
Sales Managers	68
School Psychologists	68
Clinical Laboratory Technologists and Technicians	67

Legend:
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree
- High school diploma or equivalent
- Postsecondary nondegree award

REAL-TIME DEMAND OVERVIEW
Employer Demand Highlights

Top Posting Employers*

- Henry Ford Health Corp
- Detroit Medical Center
- Deloitte
- Tenet Healthcare
- Henry Ford Health System
- Accenture
- City Of Detroit
- Wayne State University
- Dmc Sinai Grace Hospital
- Rocket Companies

- Dmc Harper University Hospital
- GPAC
- PricewaterhouseCoopers
- Ascension
- Dmc Children's Hospital Of Michigan
- DTE Energy
- Actalent
- Aerotek
- Blue Cross Blue Shield
- R1 RCM

Employer names are listed as they appear in online job postings.

In-Demand Technical Skills

- Project Management
- Nursing
- Marketing
- Auditing
- Finance
- Accounting
- Process Improvement
- Customer Relationship Management
- Data Analysis
- Workflow Management

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Customer Service
- Operations
- Problem Solving
- Sales
- Planning
- Detail Oriented
- Writing

Top In-Demand Qualifications

- Valid Driver's License
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Teaching Certificate
- Advanced Cardiovascular Life Support (ACLS) Certification
- American Registry Of Radiologic Technologists (ARRT) Certified
- Master Of Business Administration (MBA)
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant (CNA)

- Commercial Driver's License (CDL)
- American Red Cross (ARC) Certification
- Board Certified/Board Eligible
- Certified Public Accountant
- Nurse Practitioner (APRN-CNP)
- First Aid Certification
- Project Management Professional Certification
- Licensed Master Social Worker
- Security Clearance
- Emergency Medical Technician (EMT)

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment throughout the city. These workers require strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in Detroit.

Employment Over Time 2014-2024

37,595 · 37,893 · 37,311 · 37,572
35,710
34,619
32,624
30,833 · 31,500
29,733 · 30,447

2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024

261 Business and Finance Workers

0.7 % increase from 2023

Business and Finance Education and Experience

The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q2, as noted in 3,983 postings. A Master's degree is the second most in-demand education level with 951 postings, while 1,517 postings do not specify any education level. Many Business and Finance occupation postings do not specify a required length of experience. Almost half of the postings list a requirement of two to six years of experience.

Education	%
No Education Listed	25.0%
High school or GED	11.3%
Associate's degree	7.2%
Bachelor's degree	65.7%
Master's degree	15.7%
Ph.D. or professional degree	1.9%

Experience	%
No Experience Listed	34.8%
0 - 1 Years	7.8%
2 - 3 Years	22.7%
4 - 6 Years	21.5%
7 - 9 Years	6.4%
10+ Years	6.9%

Data: Lightcast | Analysis: Workforce Intelligence Network
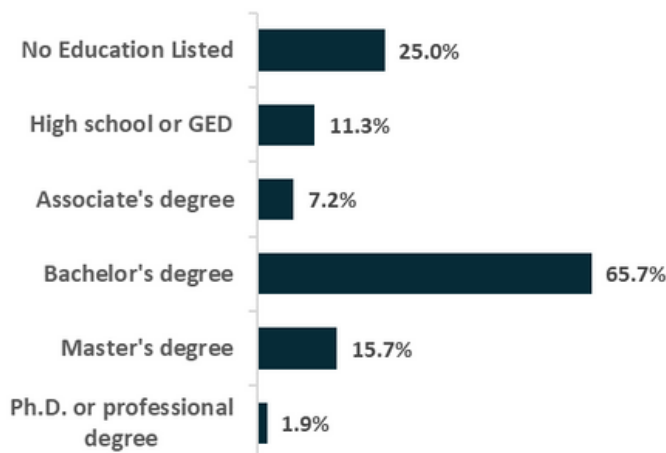
BUSINESS AND FINANCE OCCUPATION GROUP
Top Posted Jobs

The Business and Finance occupation group with the highest number of Q2 postings (651) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Sales Managers (486); General and Operations Managers (470); and Project Management Specialists, with 464 postings. While most of the top jobs typically require a bachelor's degree, the highest-posting occupation group, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, only requires a high school diploma and offers moderate on-the-job training for those without prior experience.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	651
Sales Managers	486
General and Operations Managers	470
Project Management Specialists	464
Financial Managers	377
Accountants and Auditors	292
Marketing Managers	281
Human Resources Specialists	247
Management Analysts	233
Market Research Analysts and Marketing Specialists	215
Financial and Investment Analysts	207
Managers, All Other	190
Buyers and Purchasing Agents	163
Public Relations Managers	124
Property, Real Estate, and Community Association Managers	122
Claims Adjusters, Examiners, and Investigators	102
Facilities Managers	100
Compensation, Benefits, and Job Analysis Specialists	94
Cost Estimators	90
Compliance Officers	86

■ High school diploma or equivalent
■ Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

For job seekers able to obtain the required education, Business and Finance occupations offer lucrative opportunities. The top posted occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of $35.75 ($74,360 annually), while Sales Managers have a median hourly wage of $77.74 ($161,699 annually). Human Resource Specialists provided the lowest median hourly wage for the top posted jobs in this occupation group at $32.16, which is still significantly above the state median of $22.57.

Wage Overview for Top Posted Business and Finance Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$18.63	$24.91	$35.75	$47.87	$63.69
11-2022	Sales Managers	$38.16	$53.14	$77.74	$95.97	$113.18
11-1021	General and Operations Managers	$23.83	$32.80	$49.90	$79.19	$112.47
13-1082	Project Management Specialists	$30.03	$38.55	$49.23	$63.56	$68.83
11-3031	Financial Managers	$38.64	$53.09	$68.03	$86.72	$113.92
13-2011	Accountants and Auditors	$26.94	$32.43	$40.74	$51.92	$67.76
11-2021	Marketing Managers	$39.52	$52.13	$67.50	$84.77	$108.50
13-1071	Human Resources Specialists	$21.83	$25.44	$32.16	$42.08	$50.54
13-1111	Management Analysts	$29.38	$37.37	$47.76	$60.77	$75.56
13-1161	Market Research Analysts and Marketing Specialists	$19.47	$25.33	$35.67	$49.82	$64.80

In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 11.3%
- Associate Degree: 7.2%
- Bachelor's Degree: 65.7%
- Master's Degree: 15.7%
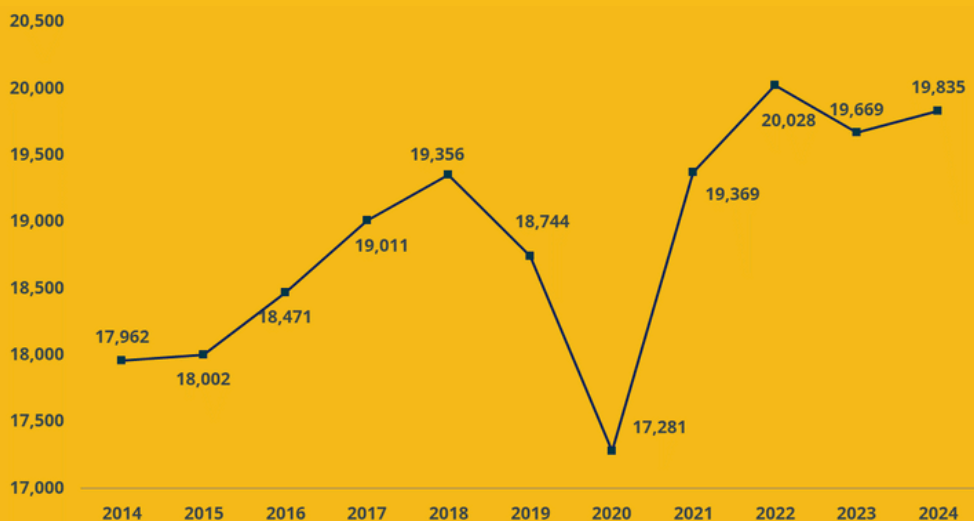- Ph.D. or professional Degree: 1.9%

Top Posting Employers

- Deloitte
- Accenture
- Huntington Bancshares
- City Of Detroit
- PricewaterhouseCoopers
- Rocket Companies
- GPAC
- Wayne State University
- DTE Energy
- Ally Financial

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

ENERGY OCCUPATION GROUP

Energy-related occupations include jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertains only to job postings from energy-related businesses.

Employment Over Time 2014-2024

Year	Value
2014	17,962
2015	18,002
2016	18,471
2017	19,011
2018	19,356
2019	18,744
2020	17,281
2021	19,369
2022	20,028
2023	19,669
2024	19,835

166 Energy Workers

0.8% increase from 2023

Energy Education and Experience

The Energy occupation group requires a specialized workforce with specific skills. A Bachelor's degree is the most in-demand education level in Q2 with 52 percent of 2,352 postings. A High School diploma or equivalent is the second most in-demand education level with 17.3 percent, while 15.5 percent require a Master's degree. The amount of experience required varies widely from none to over ten years, although a majority require at least two years. Even many energy occupation postings do not request any specific experience.

Education	Percent
No Education Listed	29.2%
High school or GED	17.3%
Associate's degree	8.3%
Bachelor's degree	52.0%
Master's degree	15.5%
Ph.D. or professional degree	1.9%

Experience	Percent
No Experience Listed	41.2%
0 - 1 Years	7.6%
2 - 3 Years	18.6%
4 - 6 Years	20.7%
7 - 9 Years	6.0%
10+ Years	6.0%

Data: Lightcast | Analysis: Workforce Intelligence Network
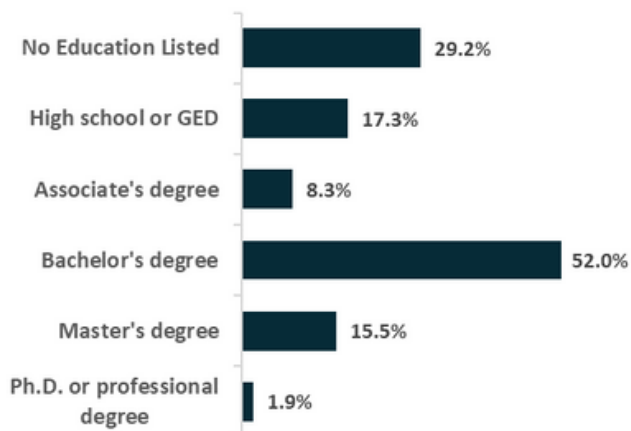
ENERGY OCCUPATION GROUP

Top Posted Jobs

Most high-demand Energy occupations are engineering positions requiring a bachelor's degree. General and Operations Managers has emerged as the highest in-demand Energy occupation in Q2 with 470 postings. Other top posted jobs requiring a bachelor's degree include Civil Engineers (173 postings), Industrial Production Managers (171 postings), Industrial Engineers (151 postings) and Electrical Engineers (147 postings).

Occupation	Postings
General and Operations Managers	470
Civil Engineers	173
Industrial Production Managers	171
Industrial Engineers	151
Electrical Engineers	147
Mechanical Engineers	127
Architectural and Engineering Managers	126
Natural Sciences Managers	61
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	60
Industrial Truck and Tractor Operators	49
Architects, Except Landscape and Naval	49
Construction and Building Inspectors	47
First-Line Supervisors of Construction Trades and Extraction Workers	38
Architectural and Civil Drafters	36
Operating Engineers and Other Construction Equipment Operators	34
Social Scientists and Related Workers, All Other	31
Industrial Engineering Technologists and Technicians	31
Environmental Scientists and Specialists, Including Health	30
Environmental Science and Protection Technicians, Including Health	30
Engineering Technologists and Technicians, Except Drafters, All Other	26

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

ENERGY OCCUPATION GROUP
Wage Overview

High demand for engineers and managers in the energy field provides lucrative opportunities for job seekers able to obtain the required educational level. The top posted energy job, General and Operations Managers, offers a median hourly wage of $49.90 ($103,792 annually). Construction and technician-focused positions generally have shorter educational requirements and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q2 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	$32.80	$49.90	$79.19	$112.47
17-2051	Civil Engineers	$27.18	$29.89	$37.02	$46.71	$57.49
11-3051	Industrial Production Managers	$37.81	$47.51	$57.02	$66.46	$84.07
17-2112	Industrial Engineers	$32.17	$38.26	$47.88	$58.06	$63.05
17-2071	Electrical Engineers	$34.94	$37.50	$47.32	$60.34	$65.00
17-2141	Mechanical Engineers	$31.57	$37.25	$47.29	$58.87	$62.57
11-9041	Architectural and Engineering Managers	$53.47	$62.61	$76.94	$81.18	$101.41
11-9121	Natural Sciences Managers	$38.01	$51.98	$77.90	$100.42	$124.24
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$18.91	$23.63	$28.37	$35.40	$41.09
17-1011	Architects, Except Landscape and Naval	$24.62	$30.76	$39.06	$48.97	$61.88

In-Demand Technical Skills

- Project Management
- Construction
- Automation
- Electrical Engineering
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 17.3%
- Associate Degree: 8.3%
- Bachelor's Degree: 52.0%
- Master's Degree: 15.5%
- Ph.D. or Professional Degree: 1.9%

Top Posting Employers

- Actalent
- DTE Energy
- City Of Detroit
- GPAC
- General Motors
- Accenture
- American Axle & Manufacturing
- The Judge Group
- Henry Ford Health Corp
- WSP Global

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

HEALTH CARE OCCUPATION GROUP

The Health Care occupation group includes jobs related to health care support and practitioners. Employment in this group has seen marginal decline since 2018, although Health Care workers remain in high demand to care for Michigan's aging population. Annually, there are about 3,200 job openings for these positions in Detroit, and this is projected to continue increasing.
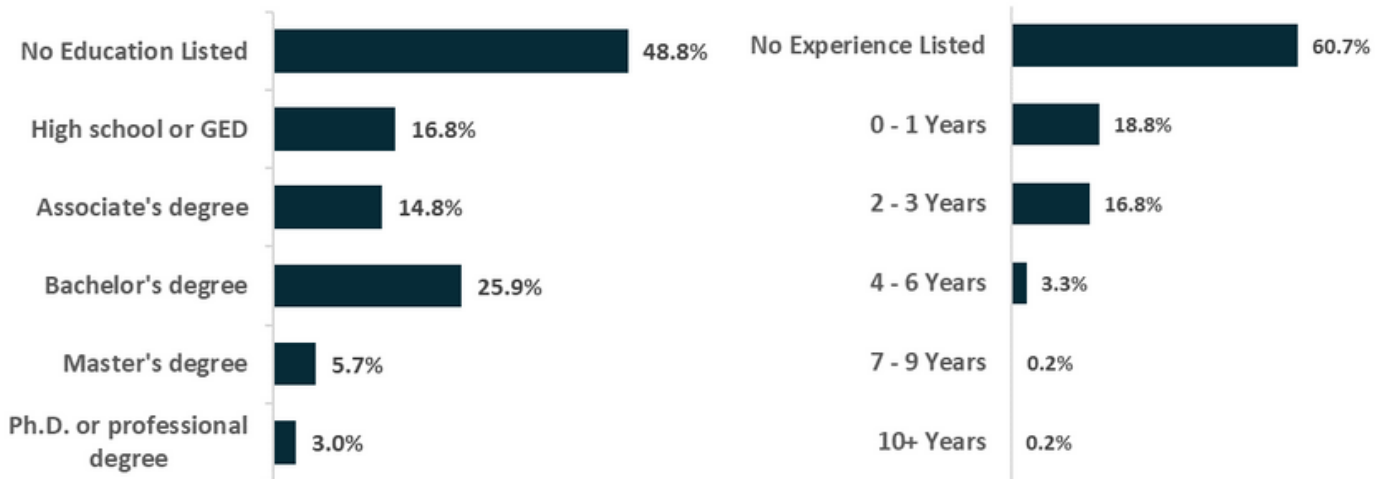
Employment Over Time 2014-2024
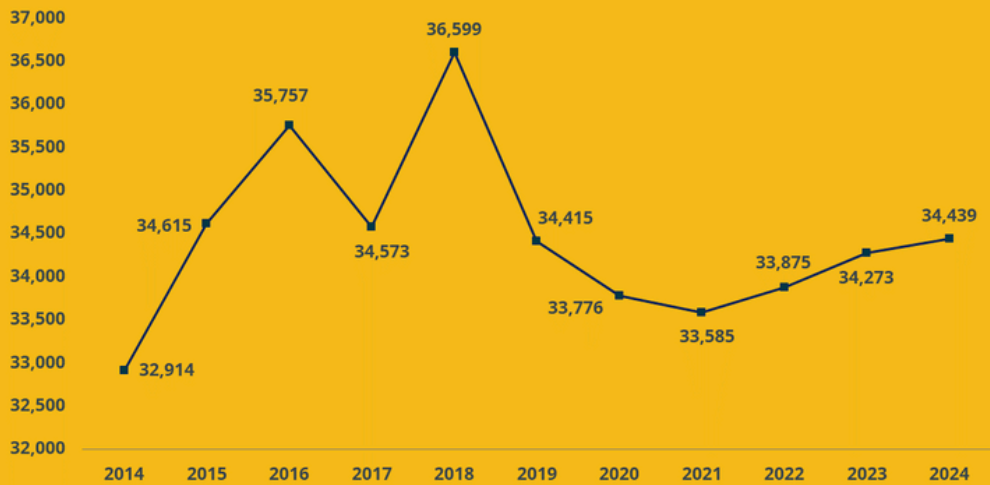
166 Health Care Workers

0.5% increase from 2023

Health Care Education and Experience

The Health Care occupation group offers many job opportunities for active job seekers at all experience levels. A Bachelor's degree is the most in-demand education level in Q2, with 1,611 postings. A High School diploma or equivalent is the second most in-demand education level (1,041 postings). Many postings from this occupation group do not request any specific experience and education level.

Education		Experience	
No Education Listed	48.8%	No Experience Listed	60.7%
High school or GED	16.8%	0 - 1 Years	18.8%
Associate's degree	14.8%	2 - 3 Years	16.8%
Bachelor's degree	25.9%	4 - 6 Years	3.3%
Master's degree	5.7%	7 - 9 Years	0.2%
Ph.D. or professional degree	3.0%	10+ Years	0.2%

Data: Lightcast | Analysis: Workforce Intelligence Network

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HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 2,284 total postings, a number significantly higher than all the other occupations. A Bachelor's degree is the most in-demand education level amongst Health Care occupations, indicated in 25.9 percent of postings. A high school diploma or equivalent accounts for 16.8 percent of posting requirements. Other top posted jobs include Radiologic Technologists and Technicians (324 postings), Health Technologists and Technicians, All Other (266 postings), Magnetic Resonance Imaging Technologists (222 postings), and Clinical Laboratory Technologists and Technicians, All Other (214 postings).

Occupation	Postings
Registered Nurses	2,582
Radiologic Technologists and Technicians	324
Health Technologists and Technicians, All Other	266
Magnetic Resonance Imaging Technologists	222
Clinical Laboratory Technologists and Technicians	214
Medical Assistants	179
Diagnostic Medical Sonographers	148
Nurse Practitioners	143
Nursing Assistants	139
Pharmacy Technicians	136
Home Health and Personal Care Aides	121
Licensed Practical and Licensed Vocational Nurses	98
Respiratory Therapists	95
Dietitians and Nutritionists	92
Cardiovascular Technologists and Technicians	86
Physicians, All Other	84
Pharmacists	84
Physical Therapists	82
Speech-Language Pathologists	78
Surgical Technologists	77

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 Health Care are generally higher than the state median hourly wage of $22.57, with pay increasing in line with required education, training, and experience for Health Care's top jobs. Registered Nurses, the top posted Health Care job in Q2, offers a median hourly wage of $41.42 ($86,154 annually). Although many positions require an Associate degree or higher, there are several jobs above the state minimum wage open to those with a High School diploma or equivalent.

Wage Overview for Top Posted Health Care Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$33.94	$38.61	$41.42	$48.41	$50.74
29-2034	Radiologic Technologists and Technicians	$26.34	$31.37	$33.26	$39.64	$41.82
29-2099	Health Technologists and Technicians, All Other	$17.96	$18.72	$21.17	$27.80	$37.51
29-2035	Magnetic Resonance Imaging Technologists	$21.05	$34.05	$39.22	$40.67	$42.68
29-2018	Clinical Laboratory Technologists and Technicians	$18.18	$19.90	$28.20	$36.82	$41.66
31-9092	Medical Assistants	$15.92	$18.51	$19.17	$22.42	$23.28
29-2032	Diagnostic Medical Sonographers	$31.88	$33.01	$39.62	$40.86	$42.58
29-1171	Nurse Practitioners	$50.92	$54.37	$61.99	$65.93	$70.23
31-1131	Nursing Assistants	$17.07	$17.97	$18.65	$20.10	$21.79
29-2052	Pharmacy Technicians	$15.63	$17.01	$18.65	$22.66	$23.92

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Teaching
- Customer Service

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- American Registry Of Radiologic Technologists (ARRT) Certified
- Advanced Cardiovascular Life Support (ACLS) Certification
- Valid Driver's License

In-Demand Education Level*

- High School Diploma: 16.8%
- Associate Degree: 14.8%
- Bachelor's Degree: 25.9%
- Master's Degree: 5.7%
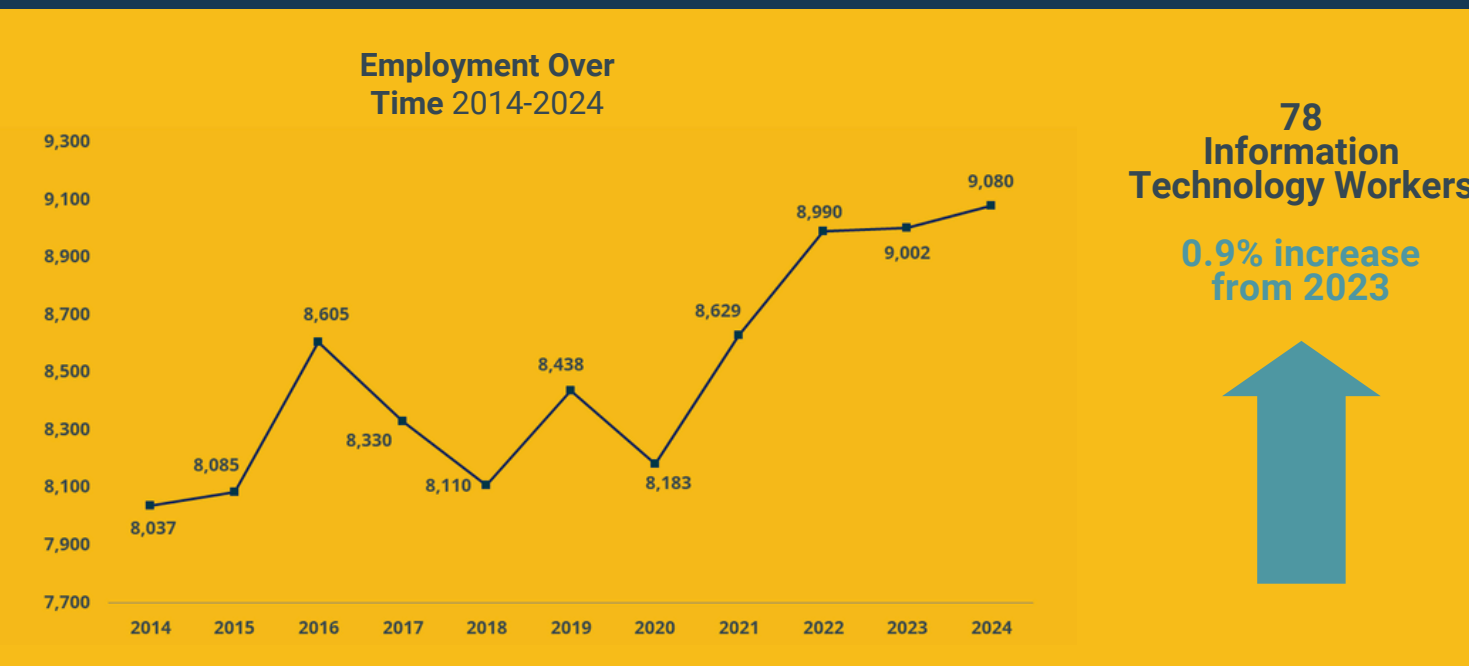- Ph.D. Or professional Degree: 3.0%

Top Posting Employers

- Detroit Medical Center
- Henry Ford Health Corp
- Tenet Healthcare
- Henry Ford Health System
- Dmc Sinai Grace Hospital
- Dmc Harper University Hospital
- Ascension
- Dmc Children's Hospital Of Michigan
- Corewell Health
- McLaren Health Care

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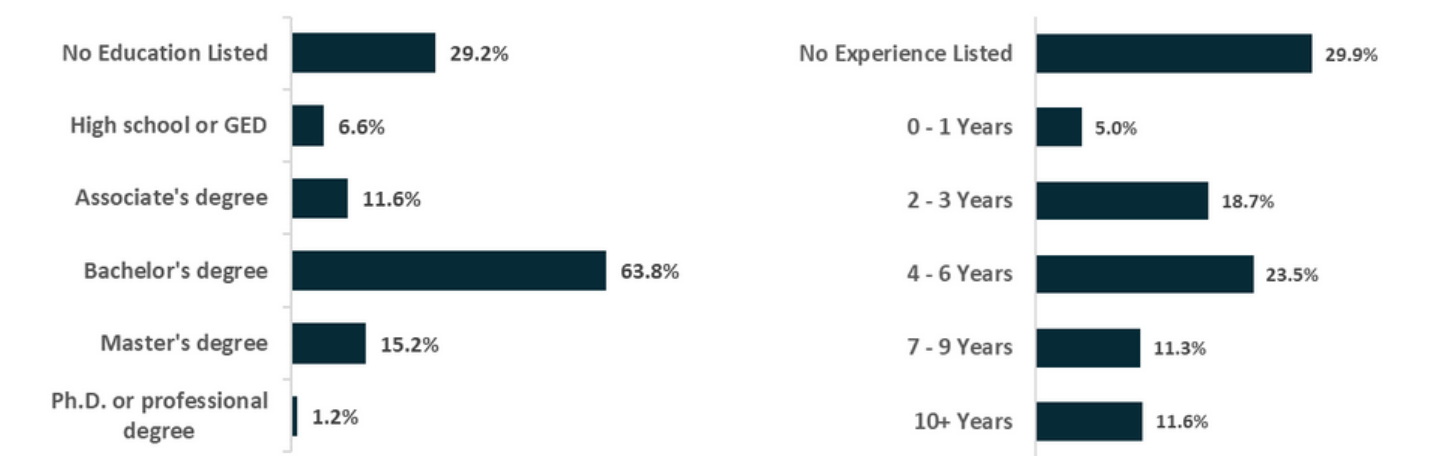
INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time 2014-2024

Line chart values by year:
- 2014: 8,037
- 2015: 8,085
- 2016: 8,605
- 2017: 8,330
- 2018: 8,110
- 2019: 8,438
- 2020: 8,183
- 2021: 8,629
- 2022: 8,990
- 2023: 9,002
- 2024: 9,080

78
Information Technology Workers

0.9% increase from 2023

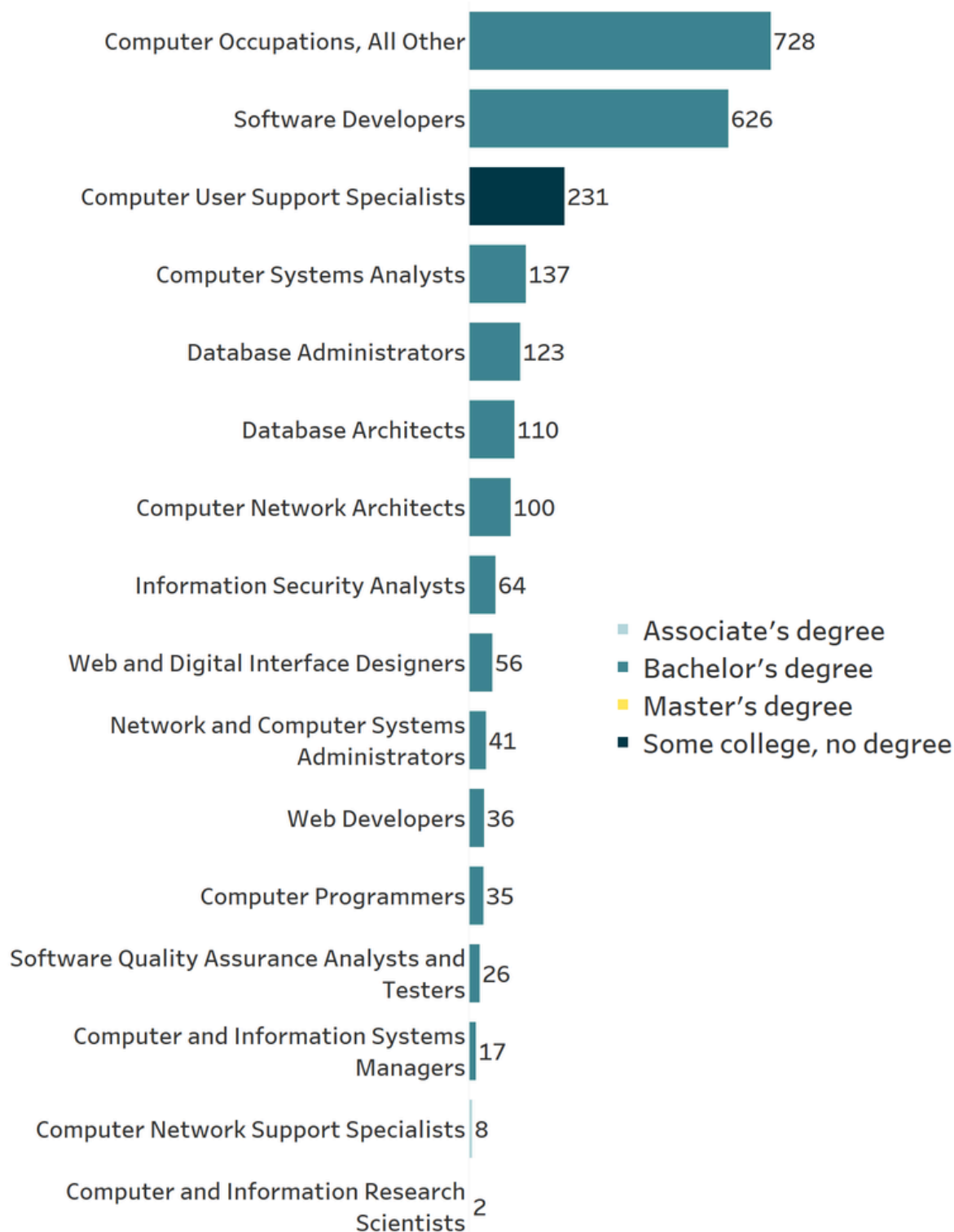## Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 2,340 postings in Q2. A Bachelor's degree is the most in-demand education level, with a Master's degree the second most required education level. Many IT occupation postings were open to workers with two to three years of experience, with 437 postings. Workers with four to six years of experience are also heavily in-demand with 550. Although 700 postings do not request any specific experience level, 117 postings requested workers with zero to one year of experience.

Education:
- No Education Listed: 29.2%
- High school or GED: 6.6%
- Associate's degree: 11.6%
- Bachelor's degree: 63.8%
- Master's degree: 15.2%
- Ph.D. or professional degree: 1.2%

Experience:
- No Experience Listed: 29.9%
- 0 - 1 Years: 5.0%
- 2 - 3 Years: 18.7%
- 4 - 6 Years: 23.5%
- 7 - 9 Years: 11.3%
- 10+ Years: 11.6%

Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrators, and Search Marketing Strategists were the highest in-demand IT occupation in Q2, with 728 unique postings. Software Developers was the next most in-demand occupation with 626 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (231 postings) only prefer some college education, but do not require a degree.

Occupation	Postings
Computer Occupations, All Other	728
Software Developers	626
Computer User Support Specialists	231
Computer Systems Analysts	137
Database Administrators	123
Database Architects	110
Computer Network Architects	100
Information Security Analysts	64
Web and Digital Interface Designers	56
Network and Computer Systems Administrators	41
Web Developers	36
Computer Programmers	35
Software Quality Assurance Analysts and Testers	26
Computer and Information Systems Managers	17
Computer Network Support Specialists	8
Computer and Information Research Scientists	2

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

INFORMATION TECHNOLOGY OCCUPATION GROUP
Wage Overview

Most IT jobs offer high wages, making for a lucrative opportunity for job seekers able to obtain the additional education related to these jobs. Computer Occupations, All Other, the top posted IT job in Q2, offers a median hourly wage of $48.94 ($101,795 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of $29.10 ($60,528 annually).

Wage Overview for Top Posted Information Technology Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1299	Computer Occupations, All Other	$27.22	$37.15	$48.94	$63.14	$70.93
15-1252	Software Developers	$38.54	$45.21	$53.97	$66.85	$81.80
15-1232	Computer User Support Specialists	$17.87	$22.66	$29.10	$35.44	$41.77
15-1211	Computer Systems Analysts	$33.11	$41.48	$51.80	$64.49	$70.52
15-1242	Database Administrators	$26.69	$33.32	$51.00	$61.78	$68.01
15-1243	Database Architects	$24.59	$43.15	$60.84	$65.82	$82.51
15-1241	Computer Network Architects	$36.29	$47.44	$56.77	$70.36	$85.49
15-1212	Information Security Analysts	$32.33	$41.46	$52.59	$65.62	$83.44
15-1255	Web and Digital Interface Designers	$21.72	$27.55	$39.27	$53.18	$64.46
15-1244	Network and Computer Systems Administrators	$30.80	$38.81	$46.81	$59.21	$71.39

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Problem Solving
- Leadership
- Operations

In-Demand Certifications

- Certified Information Systems Security Professional
- Certified Information System Auditor (CISA)
- Valid Driver's License
- Certified Information Security Manager
- CompTIA A+

In-Demand Education Level*

- High School Diploma: 6.6%
- Associate Degree: 11.6%
- Bachelor's Degree: 63.8%
- Master's Degree: 15.2%
- Ph.D. Or professional Degree: 1.2%

Top Posting Employers

- Accenture
- Deloitte
- PricewaterhouseCoopers
- Blue Cross Blue Shield
- Contact Government Services
- Rocket Companies
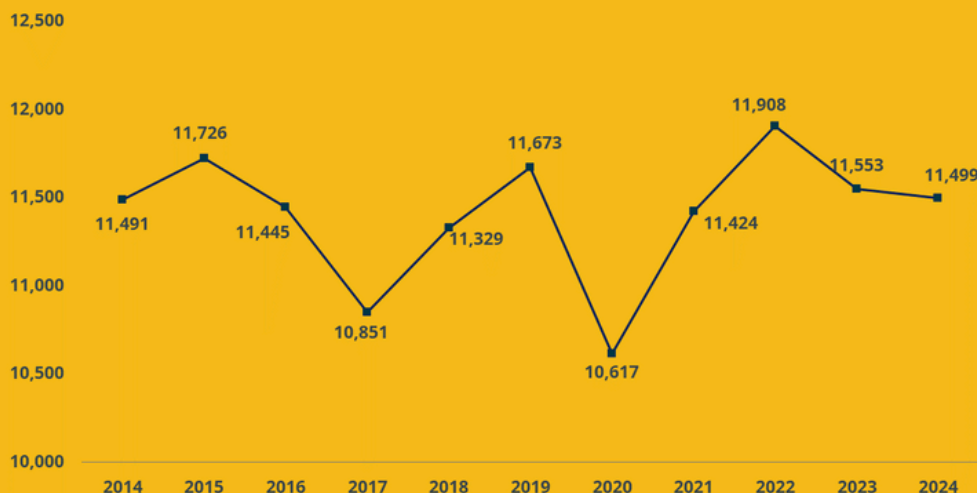- Ensono
- Strategic Staffing Solutions
- TEKsystems
- R1 RCM

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The Skilled Trades and Technicians occupation group includes jobs related to advanced manufacturing. Southeast Michigan has one of the highest demands for skilled trades labor, such as CNC machinists and welders, in the country.

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

Data points:
- 2014: 11,491
- 2015: 11,726
- 2016: 11,445
- 2017: 10,851
- 2018: 11,329
- 2019: 11,673
- 2020: 10,617
- 2021: 11,424
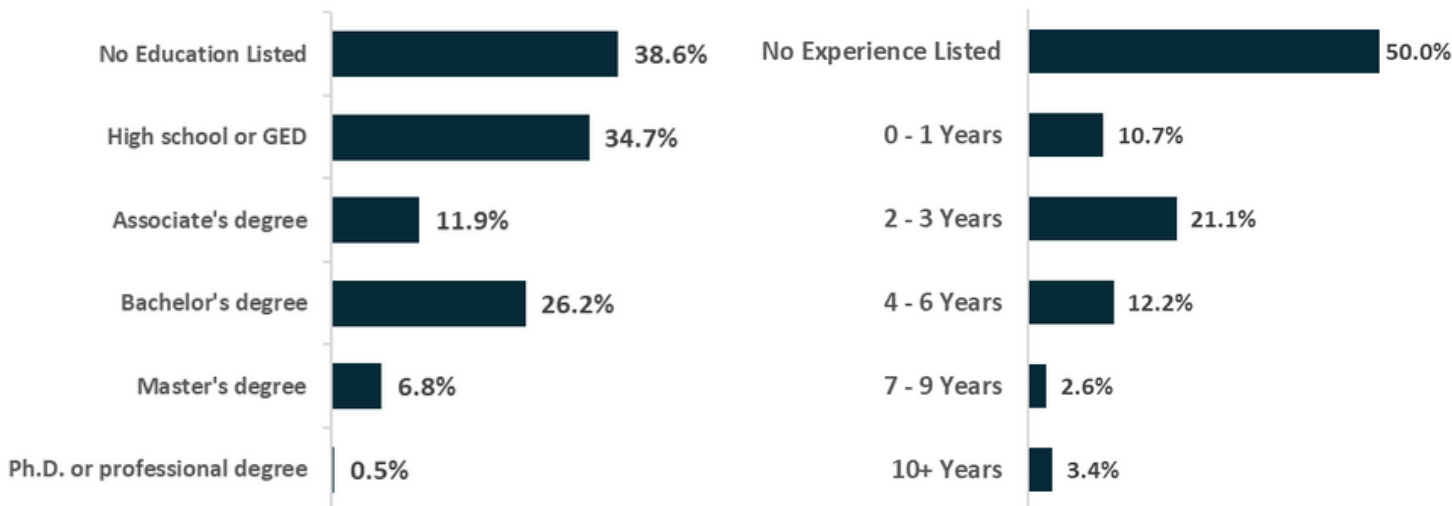- 2022: 11,908
- 2023: 11,553
- 2024: 11,499

54 Skilled Trades Workers

0.5% decrease from 2023

Skilled Trades Education and Experience

The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A High School diploma or equivalent was the most in-demand education level (424 postings), while a Bachelor's degree was the second most in-demand education level (320 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

Education:
- No Education Listed: 38.6%
- High school or GED: 34.7%
- Associate's degree: 11.9%
- Bachelor's degree: 26.2%
- Master's degree: 6.8%
- Ph.D. or professional degree: 0.5%

Experience:
- No Experience Listed: 50.0%
- 0 - 1 Years: 10.7%
- 2 - 3 Years: 21.1%
- 4 - 6 Years: 12.2%
- 7 - 9 Years: 2.6%
- 10+ Years: 3.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP
Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q2 (452 postings). Other top posted jobs include First-Line Supervisors of Production and Operating Workers (252 postings), Industrial Production Managers (171 postings), Production Workers, All Other (86 postings), and Industrial Machinery Mechanics (41 postings). The majority of this occupation group's top posted jobs required either a high school diploma or equivalent, or an Associate degree and offered moderate to long-term on-the-job training in lieu of experience.

Occupation	Postings
Maintenance and Repair Workers, General	452
First-Line Supervisors of Production and Operating Workers	252
Industrial Production Managers	171
Production Workers, All Other	86
Industrial Machinery Mechanics	41
Electrical and Electronic Engineering Technologists and Technicians	38
Industrial Engineering Technologists and Technicians	31
Engineering Technologists and Technicians, Except Drafters, All Other	26
Machinists	23
Structural Iron and Steel Workers	18
Electro-Mechanical and Mechatronics Technologists and Technicians	12
Computer Numerically Controlled Tool Operators	10
Welders, Cutters, Solderers, and Brazers	9
Calibration Technologists and Technicians	8
Food Processing Workers, All Other	7
Surveying and Mapping Technicians	6
Mechanical Engineering Technologists and Technicians	5
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Pl..	5
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	3
Prepress Technicians and Workers	3

Education for Skilled Trades
- 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

Eight of the top ten in-demand Skilled Trades occupation offer median hourly wages above $23.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q2, offered a median hourly wage of $22.44, ($46,675 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers requires an additional five years or more of work experience and offers a median hourly wage of $57.02 ($118,602 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q2 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	$15.43	$18.17	$22.44	$27.66	$31.59
51-1011	First-Line Supervisors of Production and Operating Workers	$21.61	$24.75	$31.67	$38.13	$48.78
11-3051	Industrial Production Managers	$37.81	$47.51	$57.02	$66.46	$84.07
51-9199	Production Workers, All Other	$14.38	$15.45	$16.64	$20.57	$25.60
49-9041	Industrial Machinery Mechanics	$19.68	$23.79	$29.71	$34.84	$38.04
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.14	$22.66	$29.73	$36.78	$40.56
17-3026	Industrial Engineering Technologists and Technicians	$21.88	$24.37	$28.85	$37.40	$43.68
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$15.95	$21.88	$30.67	$36.97	$49.82
51-4041	Machinists	$17.37	$19.45	$23.41	$29.61	$33.91
47-2221	Structural Iron and Steel Workers	$24.46	$30.60	$34.76	$38.47	$39.42

In-Demand Technical Skills

- Plumbing
- Machinery
- Field Service Management
- HVAC
- Preventive Maintenance

In-Demand Foundational Skills

- Communication
- Troubleshooting (Problem Solving)
- Management
- Operations
- Leadership

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- HVAC Certification
- Automotive Service Excellence (ASE) Certification
- CompTIA A+

In-Demand Education Level*

- High School Diploma: 34.7%
- Associate Degree: 11.9%
- Bachelor's Degree: 26.2%
- Master's Degree: 6.8%

Top Posting Employers

- Aerotek
- Accenture
- The Judge Group
- General Motors
- TEC Group
- American Axle & Manufacturing
- Mercedes-Benz Group
- Lear
- Detroit Medical Center
- GPAC

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

WIN
WORKFORCE INTELLIGENCE NETWORK

SEMCA Workforce Intelligence Network for Southeast Michigan (WIN)

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