

LABOR MARKET REPORT

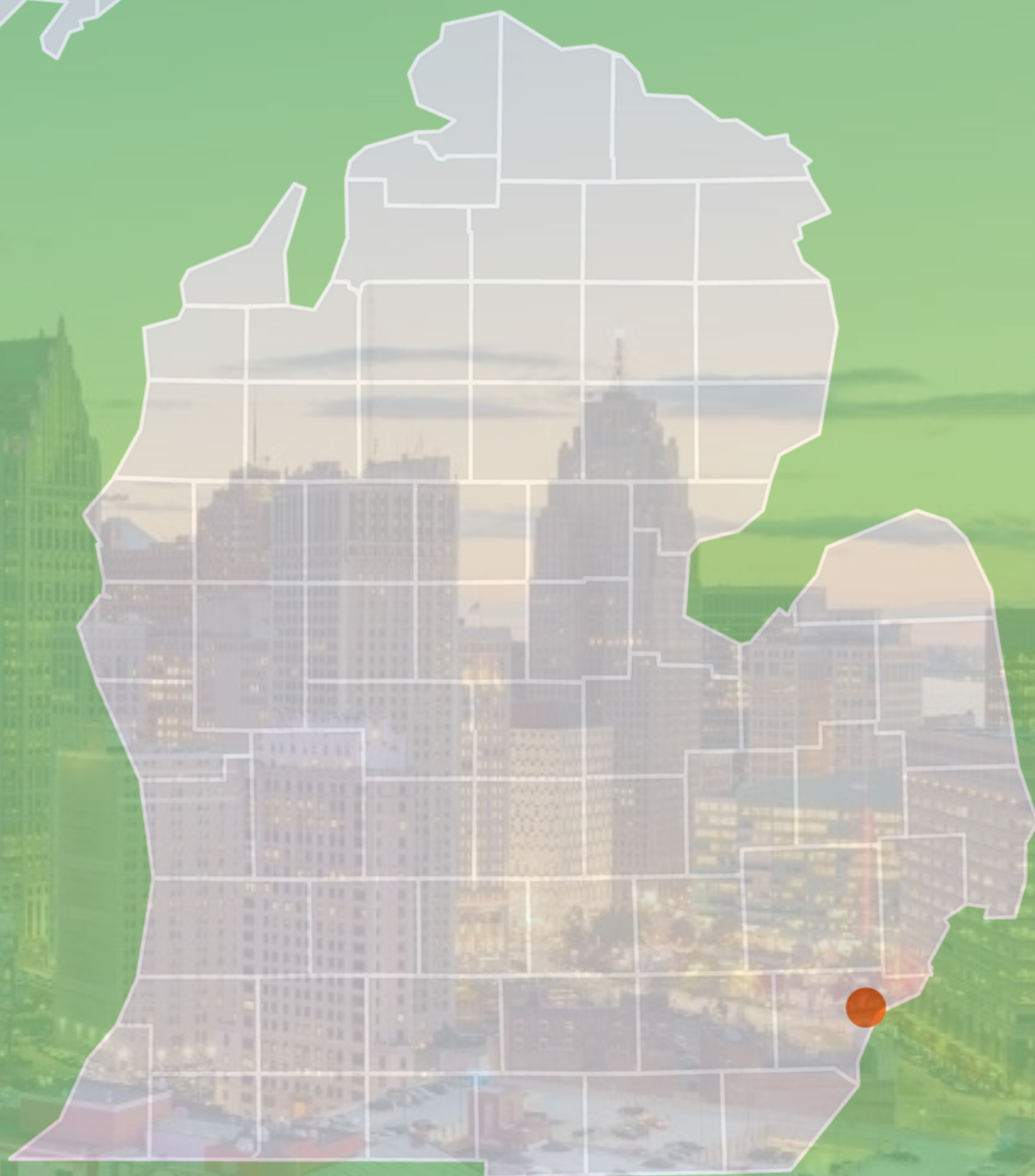
WIN

WORKFORCE
INTELLIGENCE
NETWORK



JULY - SEPT
Q3 2024

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CITY OF DETROIT

Q3
2024

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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 third 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.

There was a slight increase in the total labor force during the third quarter of 2024, with a larger increase in the unemployment rate at 10.6 percent. While the size of the labor force increased by 2.4 percent from 2023, the number of unemployed workers saw a 25.6 percent increase from 2023, and the number of employed individuals increased by 0.5 percent from 2023.

Registered Nurses top the list as the most demanded occupation, accounting for 2,416 job postings. The Business and Finance occupation group now tops the most in-demand occupations rising over Health Care by 35 job postings in the City of Detroit.

Annual Labor Market Information

The labor force in Detroit has recovered from the pandemic and increased between 2023 and 2024 YTD by 5,903 individuals, from 249,915 to 255,818 individuals. Employment increased by 1,100 individuals (or 0.5 percent) and unemployment numbers increased by 4,804 individuals (or 25.6 percent), respectively.

Annual Labor Force, Employment, Unemployment Rate 2014–2024

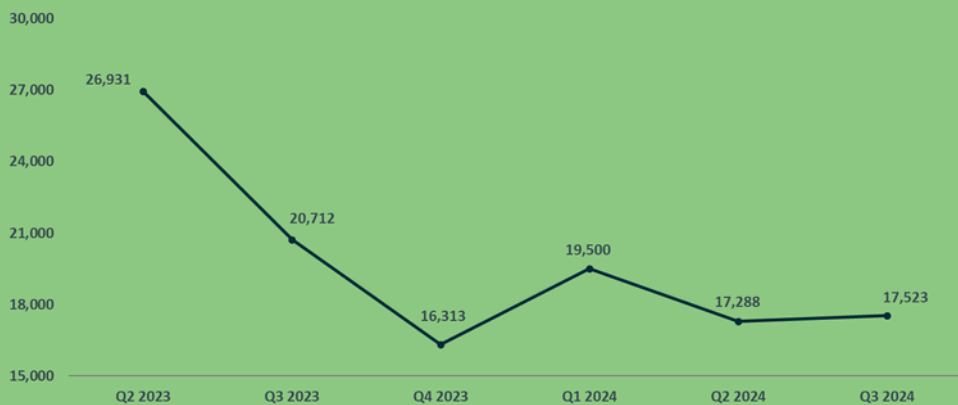


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The third quarter of 2024 shows that employer demand has increased from Q2 2024. In Q3 2024, there was an average of 17,523 unique postings per month in the City of Detroit, an increase of 235 monthly postings from the 17,288 monthly averages recorded in Q2. The second quarter in 2023 had the highest recorded job postings with an average monthly 26,931 postings and the fourth quarter in 2023 the lowest postings with 16,313 monthly average postings. The overall decrease in recent 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 Q2 2023 - Q3 2024



Data: Workforce Intelligence Network

Key Findings

3%

Employer demand decreased by 3.0 percent, a loss of 999 job postings since Q2 2024

Bachelor's Degree

Most in-demand minimum education level during Q3

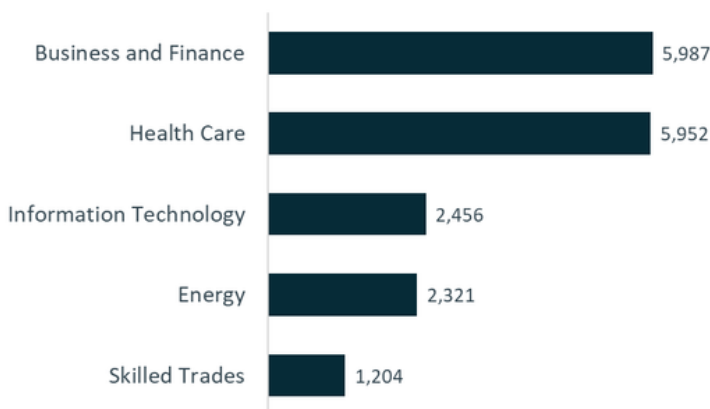
In Q3, employment totaled
231,513

an increase of 95 workers since Q2

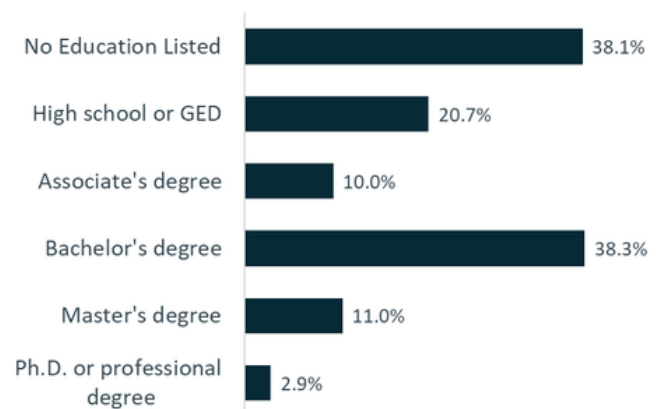
During Q3 2024, there were 32,533 job postings in the City of Detroit. Business and Finance, Health Care and Information Technology occupation groups were the highest posting employers in Q3. The top posted job occupations include Registered Nurses; Computer Occupations, all other; Software Developers; and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. More information about in-demand job postings is available on page 7.

Of the 32,533 unique postings in the city of Detroit during Q3 2024, 12,458 (38 percent) required a Bachelor's degree. An additional 4,522 postings (14 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 Q3 2024



Education Levels In-Demand Q3 2024



For Q3 2024, Labor Force participation increased by 4,548 individuals (1.8 percent) over Q2 2024. On the other hand, employment increased by 95 workers from Q2 2024, and unemployment figures showed an increase of 6,168 from Q3 2023 to Q3 2024 with 27,400 individuals in Q3 2024. Also, the unemployment rate increased by 1.6 percent from the previous quarter for an overall Q3 2024 unemployment rate of 10.6 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	3rd Quarter 2023	4th Quarter 2023	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	Change from 2nd Quarter 2024	Percent Change from 2nd Quarter 2024	Change from 3rd Quarter 2023	Percent Change from 3rd Quarter 2023
Labor Force	256,316	255,997	254,176	254,365	258,913	4,548	1.8%	2,597	1.0%
Employment	235,084	235,020	233,882	231,418	231,513	95	0.0%	-3,571	-1.5%
Unemployment	21,232	20,977	20,294	22,947	27,400	4,453	19.4%	6,168	29.0%
Unemployment Rate	8.3%	8.2%	8.0%	9.0%	10.6%	1.6%	na	2.3%	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 255,818 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 4,804 workers, or 25.6 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	255,818	5,903	2.4%
Employment	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	232,271	1,100	0.5%
Unemployment	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	23,547	4,804	25.6%
Unemployment Rate	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	9.2%	1.7%	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%

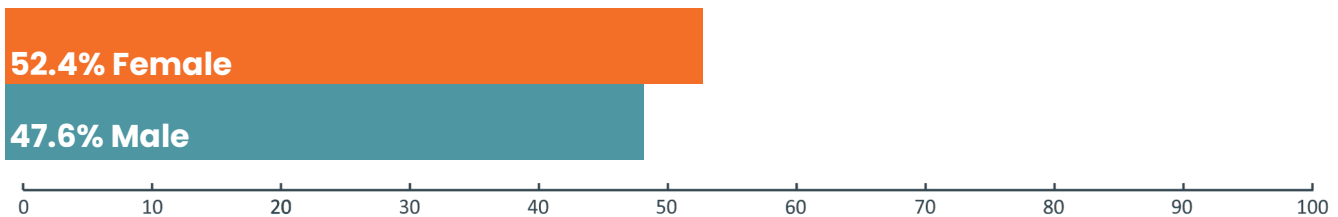
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

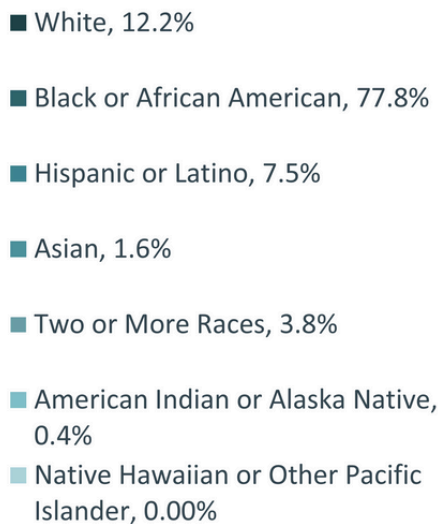
2022 Census Population

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



Population Race Demographics



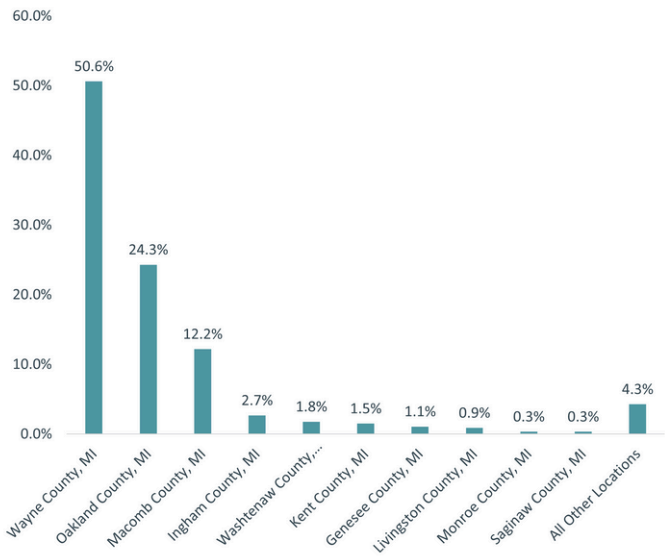
Population Age Demographics



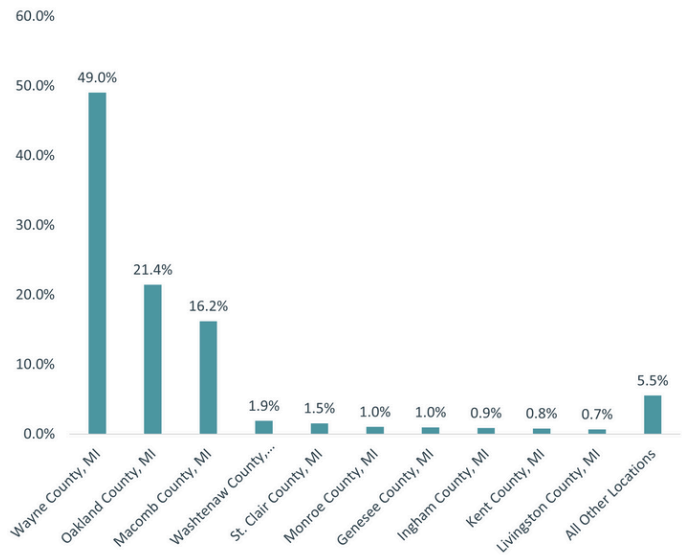
REGIONAL COMMUTING PATTERNS

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

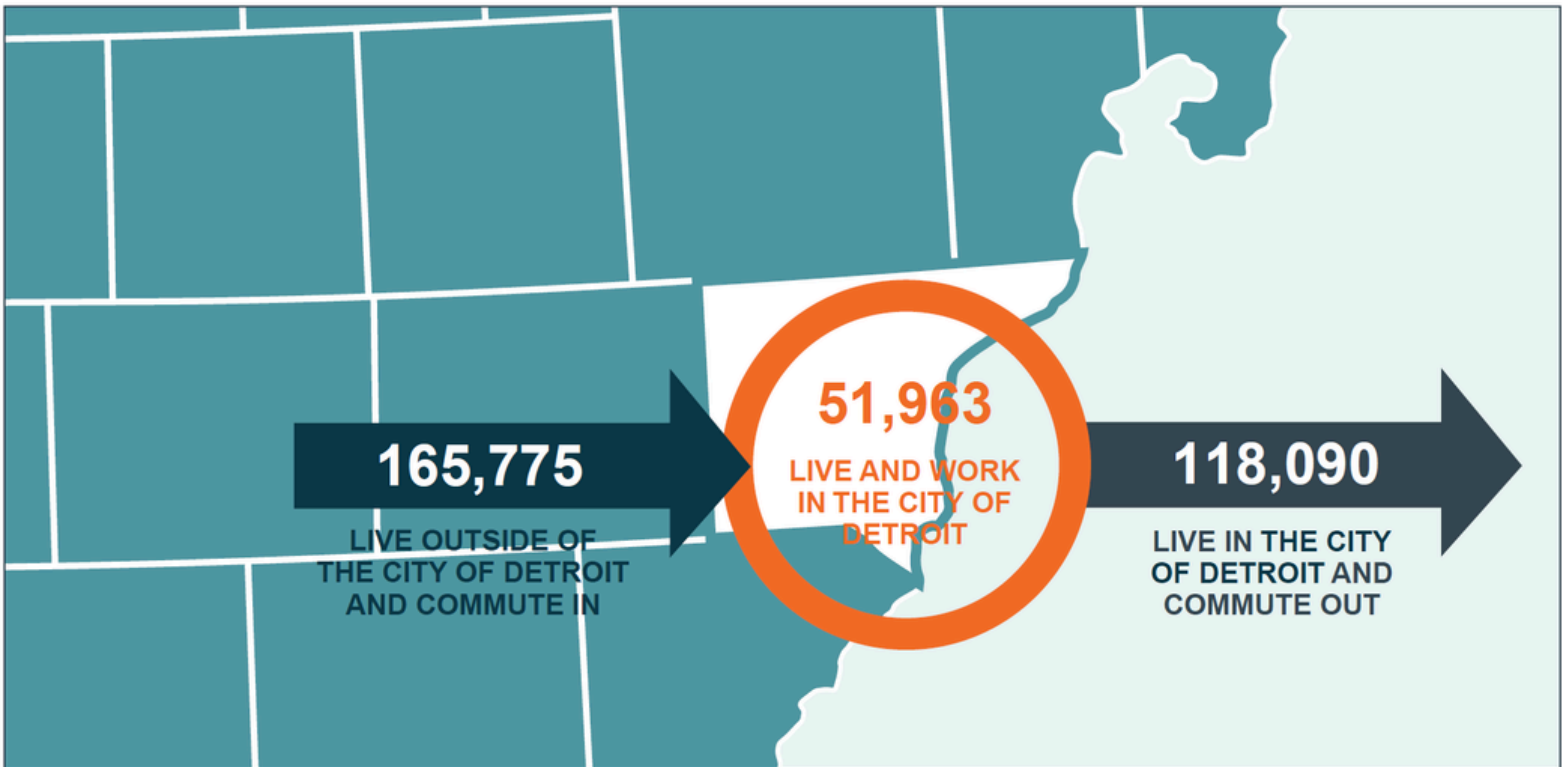


Where City of Detroit Workers Live



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

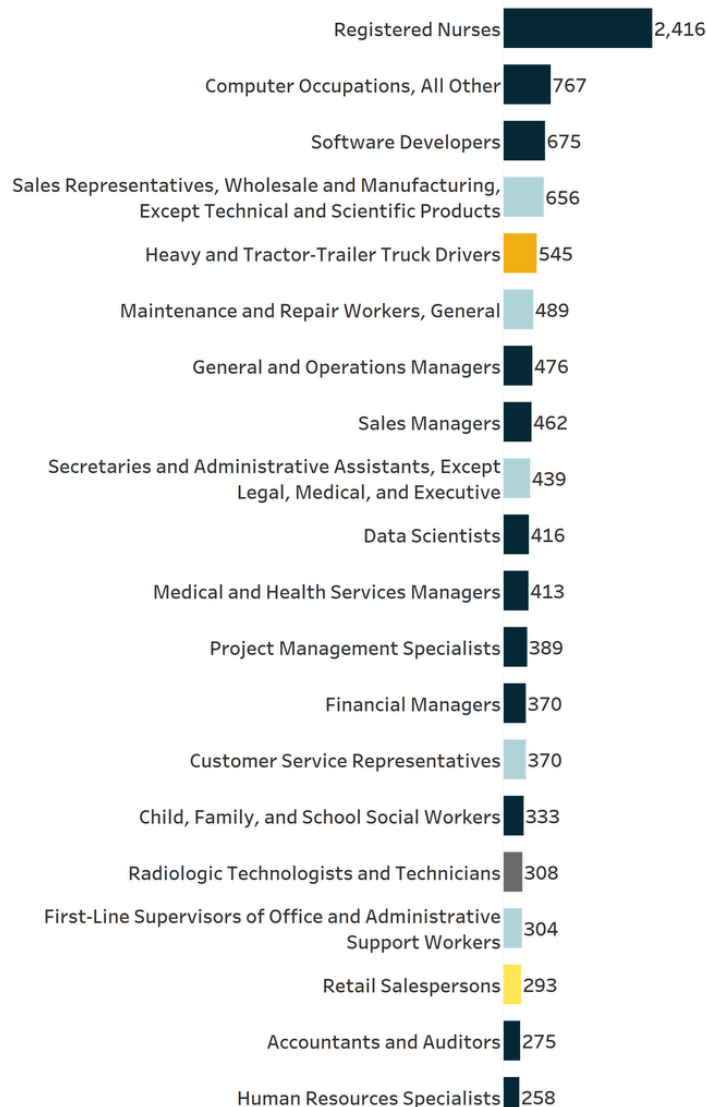
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

Top Posted Jobs

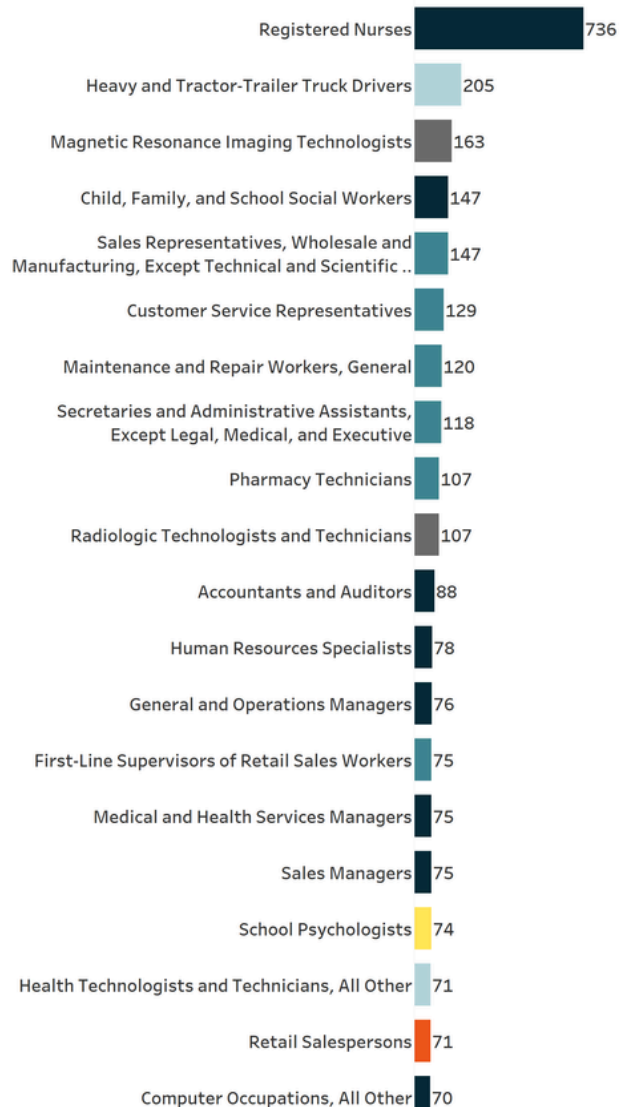
Registered Nurses are the highest in-demand occupation during Q3, with 2,416 unique online job postings. Computer Occupations, all Other are the second largest occupation with 767 postings. Software Developers (675 postings) round out the top three occupations in Q3. Many of these positions require a Bachelor's degree, which is common in over half of the top 20 posted jobs in the city.



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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 24.2 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 enter the workforce with a college degree can expect entry wages nearly double from those without. Registered Nurses were the top posted entry-level jobs with 736 postings requiring zero to two years of experience and a Bachelor's degree.



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

Top Posting Employers*

- Henry Ford Health Corp
- Detroit Medical Center
- Tenet Healthcare
- Deloitte
- Accenture
- Henry Ford Health System
- Wayne State University
- Dmc Sinai Grace Hospital
- City Of Detroit
- PricewaterhouseCoopers
- Dmc Harper University Hospital
- GPAC
- DTE Energy
- Ascension
- Dmc Children's Hospital Of Michigan
- Rocket Companies
- R1 RCM
- Aerotek
- Motorcity Casino Hotel
- McLaren Health Care

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

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

Top In-Demand Qualifications

- Valid Driver's License
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Teaching Certificate
- American Registry Of Radiologic Technologists (ARRT) Certified
- Advanced Cardiovascular Life Support (ACLS) Certification
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant (CNA)
- Board Certified/Board Eligible
- Commercial Driver's License (CDL)
- Nurse Practitioner (APRN-CNP)
- Licensed Master Social Worker
- First Aid Certification
- American Red Cross (ARC) Certification
- Certified Information Systems Security Professional
- 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**



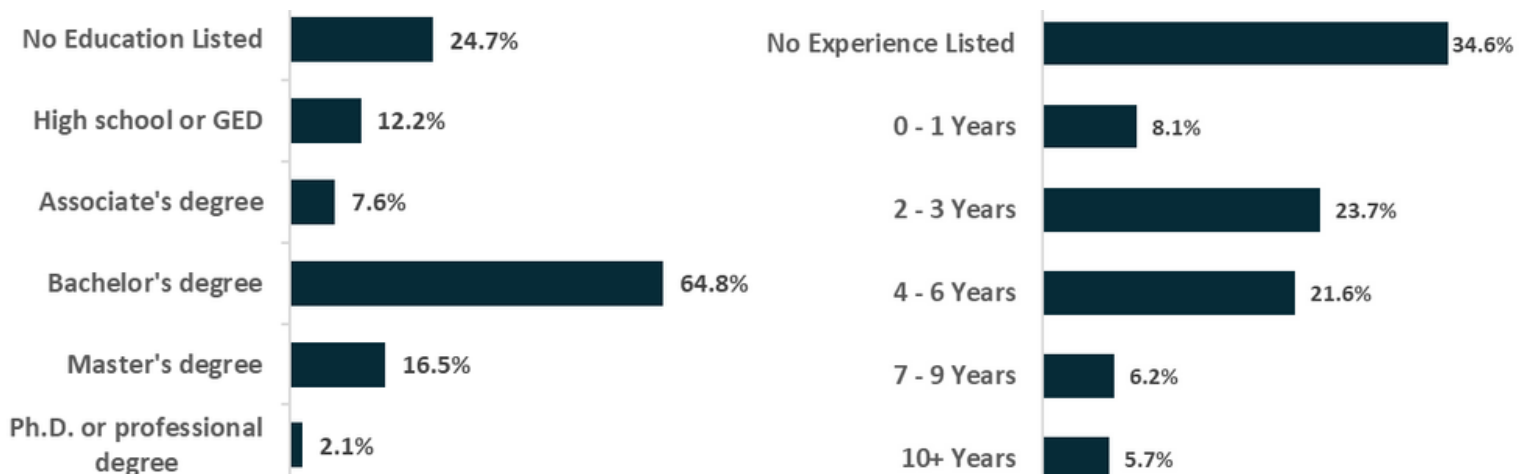
255
Business and
Finance Workers

0.7 % increase
from 2023



Business and Finance Education and Experience

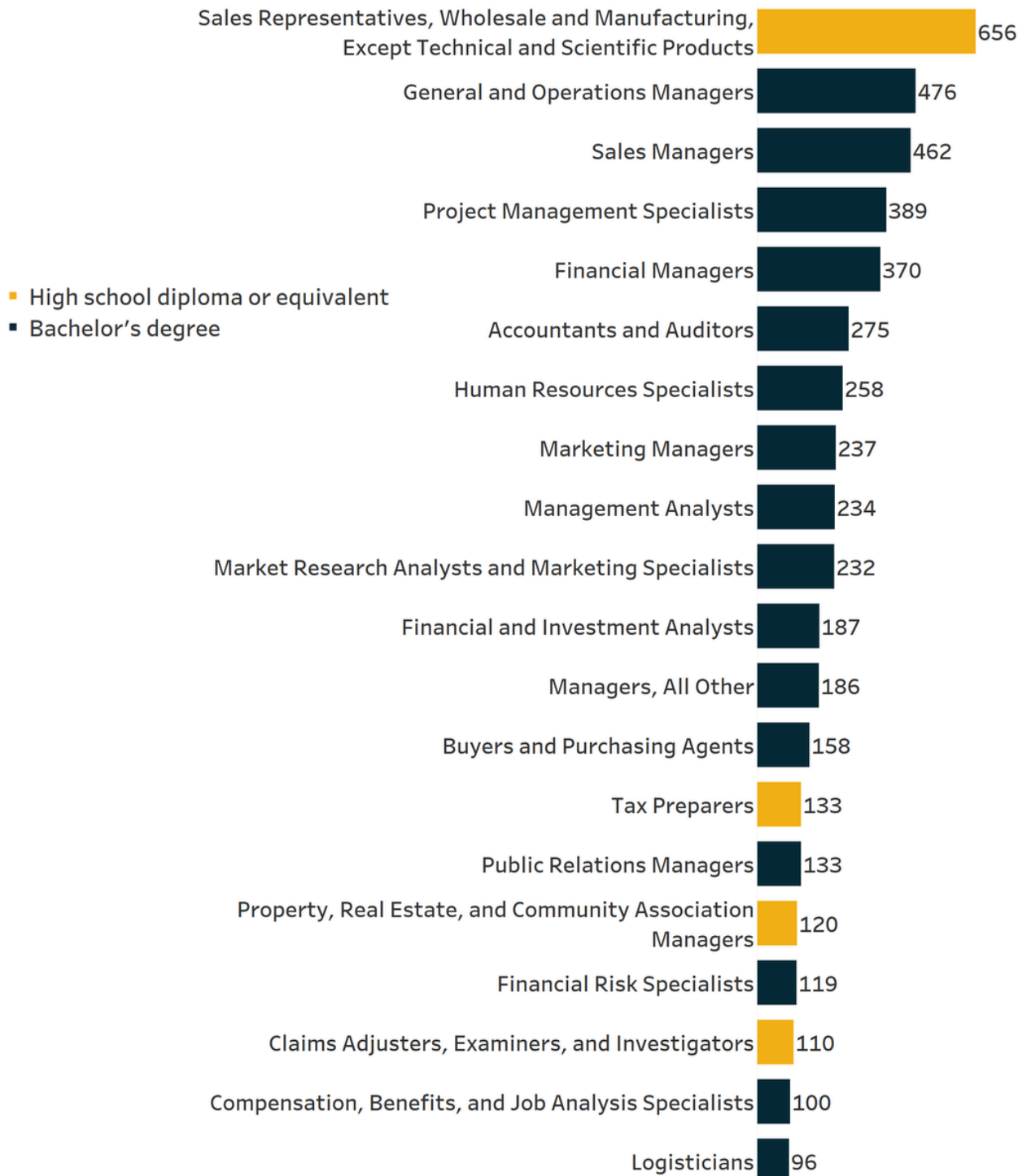
The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q3, as noted in 3,877 postings. A Master's degree is the second most in-demand education level with 986 postings, while 1,481 postings do not specify 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.



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

The Business and Finance occupation group with the highest number of Q3 postings (656) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by General and Operations Managers (476); Sales Managers (462); and Project Management Specialists, with 389 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.



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 \$35.54 (\$73,923 annually), while General and Operations Managers have a median hourly wage of \$49.90 (\$103,792 annually). Human Resource Specialists provided the lowest median hourly wage for the top posted jobs in this occupation group at \$32.14, which is still significantly above the state median of \$22.57.

Wage Overview for Top Posted Business and Finance Jobs in Q3 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	\$18.52	\$24.76	\$35.54	\$47.58	\$63.31
11-1021	General and Operations Managers	\$23.83	\$32.80	\$49.90	\$79.19	\$112.47
11-2022	Sales Managers	\$38.12	\$53.08	\$77.65	\$95.85	\$113.04
13-1082	Project Management Specialists	\$30.02	\$38.53	\$49.21	\$63.54	\$68.81
11-3031	Financial Managers	\$38.71	\$53.18	\$68.15	\$86.87	\$114.12
13-2011	Accountants and Auditors	\$26.98	\$32.47	\$40.79	\$51.98	\$67.84
13-1071	Human Resources Specialists	\$21.81	\$25.42	\$32.14	\$42.06	\$50.51
11-2021	Marketing Managers	\$39.59	\$52.22	\$67.62	\$84.92	\$108.69
13-1111	Management Analysts	\$29.36	\$37.34	\$47.72	\$60.72	\$75.50
13-1161	Market Research Analysts and Marketing Specialists	\$19.49	\$25.37	\$35.72	\$49.89	\$64.90

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Sales
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 12.2%
- Associate Degree: 7.6%
- Bachelor's Degree: 64.8%
- Master's Degree: 16.5%
- Ph.D. or professional Degree: 2.1%

Top Posting Employers

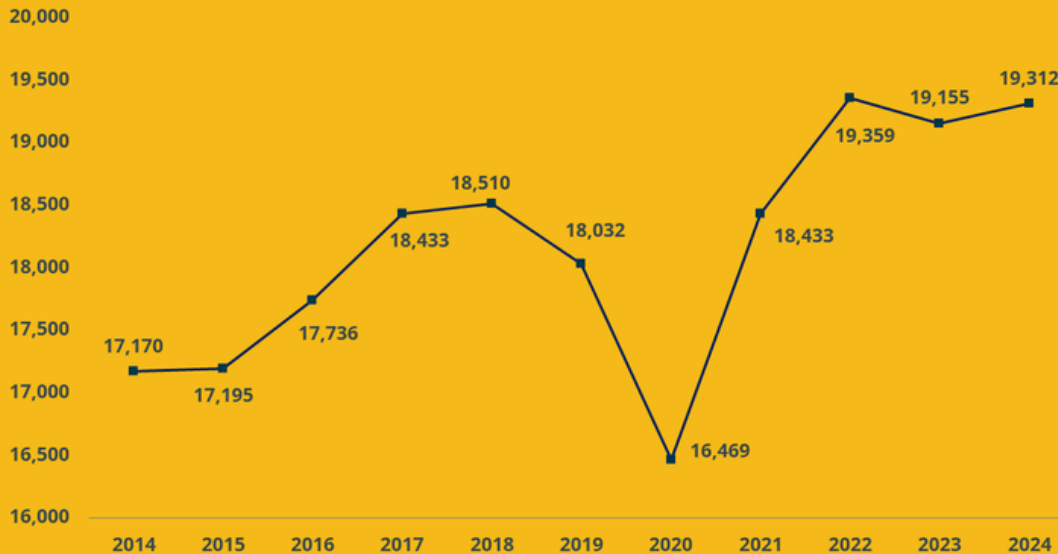
- Deloitte
- PricewaterhouseCoopers
- DTE Energy
- Accenture
- Wayne State University
- Rocket Companies
- City Of Detroit
- Huntington Bancshares
- GPAC
- Henry Ford Health Corp

**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

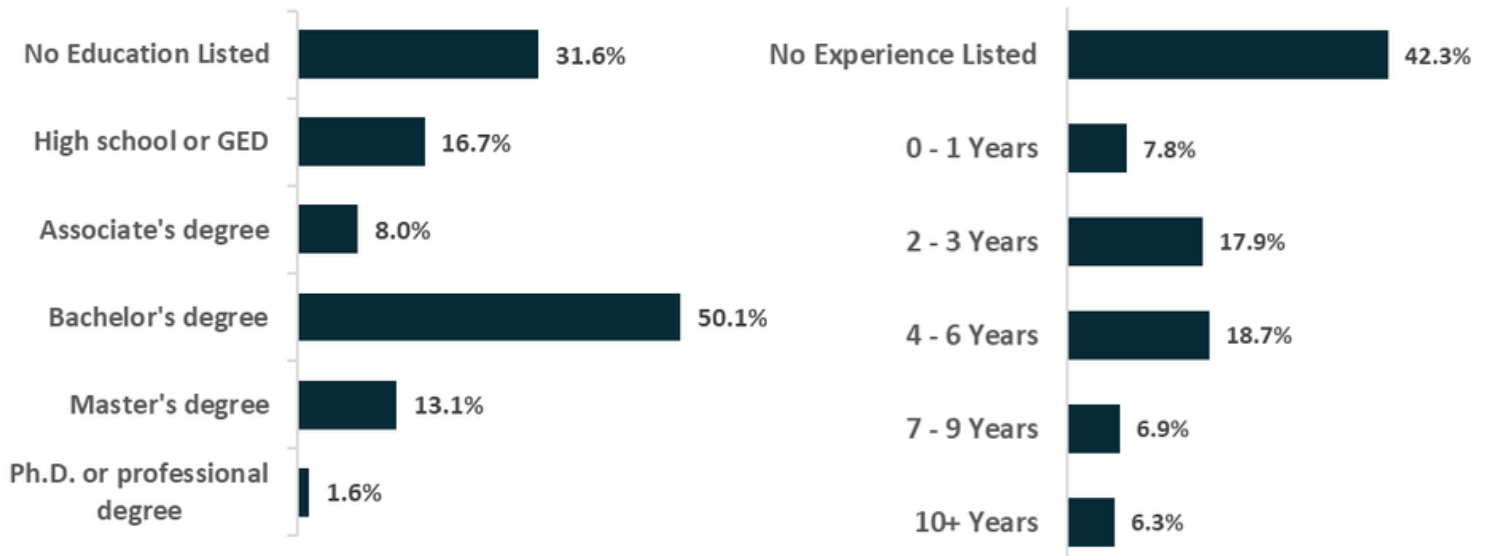


158
Energy Workers

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 Q3 with 50 percent of 2,321 postings. A High School diploma or equivalent is the second most in-demand education level with 16.7 percent, while 13.1 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. Many energy occupation postings do not list any specific experience.

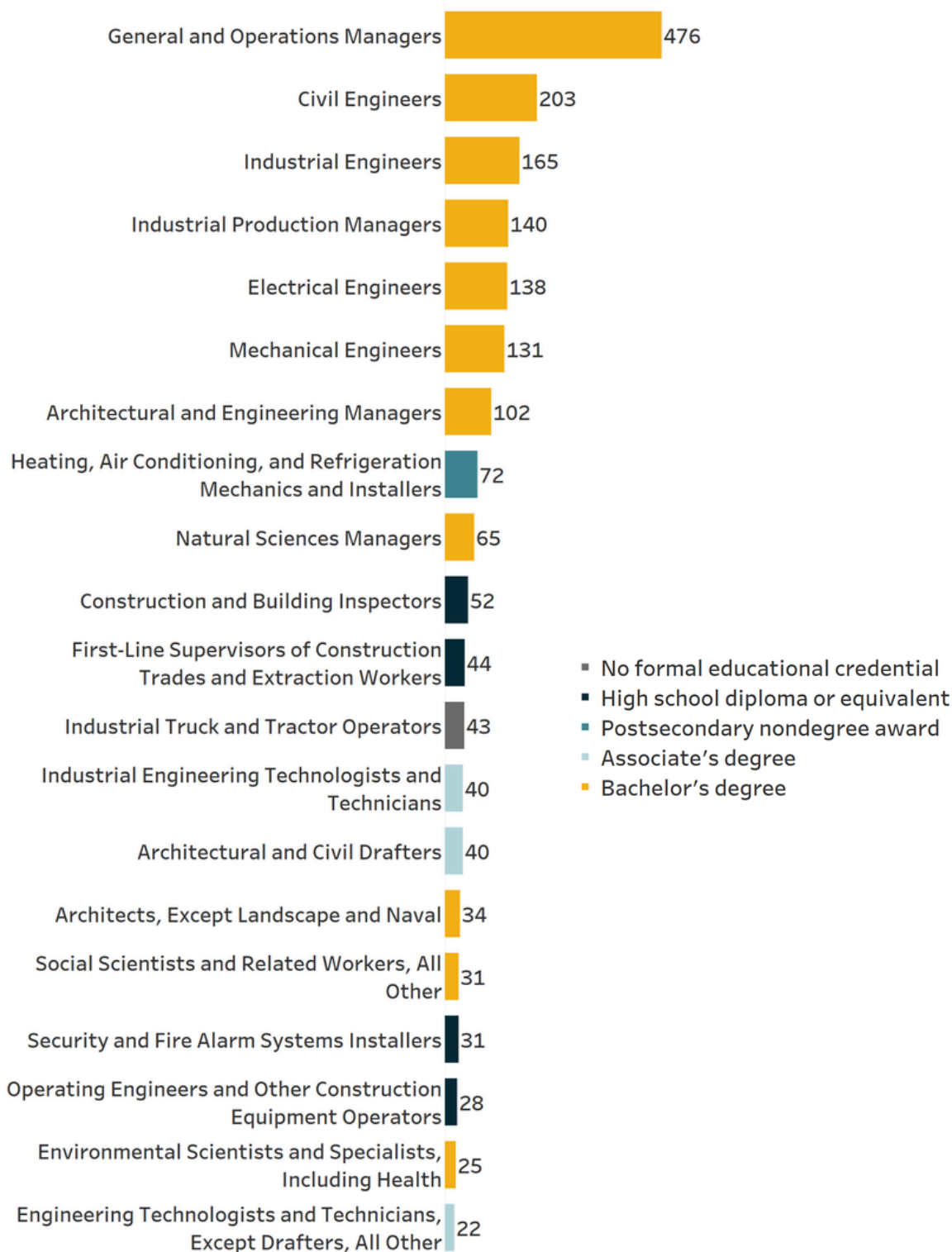


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

Most high-demand Energy occupations are engineering or management positions requiring a bachelor's degree. General and Operations Managers has remained the highest in-demand Energy occupation in Q3 with 476 postings. Other top posted jobs requiring a bachelor's degree include Civil Engineers (203 postings), Industrial Engineers (165 postings), Industrial Production Managers (140 postings), and Electrical Engineers (138 postings).



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 Q3 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	\$27.16	\$29.87	\$37.01	\$46.69	\$57.46
17-2112	Industrial Engineers	\$32.02	\$38.08	\$47.66	\$57.79	\$62.76
11-3051	Industrial Production Managers	\$37.62	\$47.28	\$56.74	\$66.13	\$83.66
17-2071	Electrical Engineers	\$34.92	\$37.48	\$47.30	\$60.31	\$64.97
17-2141	Mechanical Engineers	\$31.47	\$37.13	\$47.15	\$58.69	\$62.38
11-9041	Architectural and Engineering Managers	\$53.45	\$62.59	\$76.91	\$81.15	\$101.37
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.93	\$23.65	\$28.40	\$35.43	\$41.13
11-9121	Natural Sciences Managers	\$38.07	\$52.07	\$78.03	\$100.59	\$124.44
47-4011	Construction and Building Inspectors	\$22.44	\$28.10	\$33.05	\$37.67	\$42.83

In-Demand Technical Skills

- Project Management
- Construction
- AutoCAD
- Auditing
- Electrical Engineering

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Engineer in Training
- LEED Accredited Professional (AP)
- Master of Business Administration (MBA)

In-Demand Education Level*

- High School Diploma: 16.7%
- Associate Degree: 8.0%
- Bachelor's Degree: 50.1%
- Master's Degree: 13.1%
- Ph.D. or Professional Degree: 1.6%

Top Posting Employers

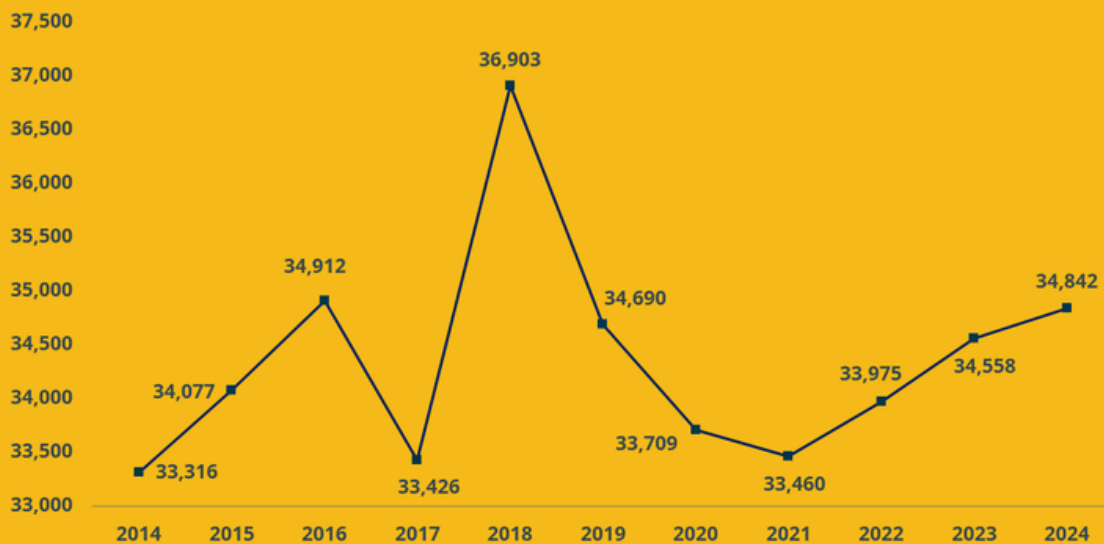
- Actalent
- DTE Energy
- City Of Detroit
- GPAC
- General Motors
- American Axle & Manufacturing
- WSP Global
- Accenture
- SmithGroup
- Wayne State University

**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



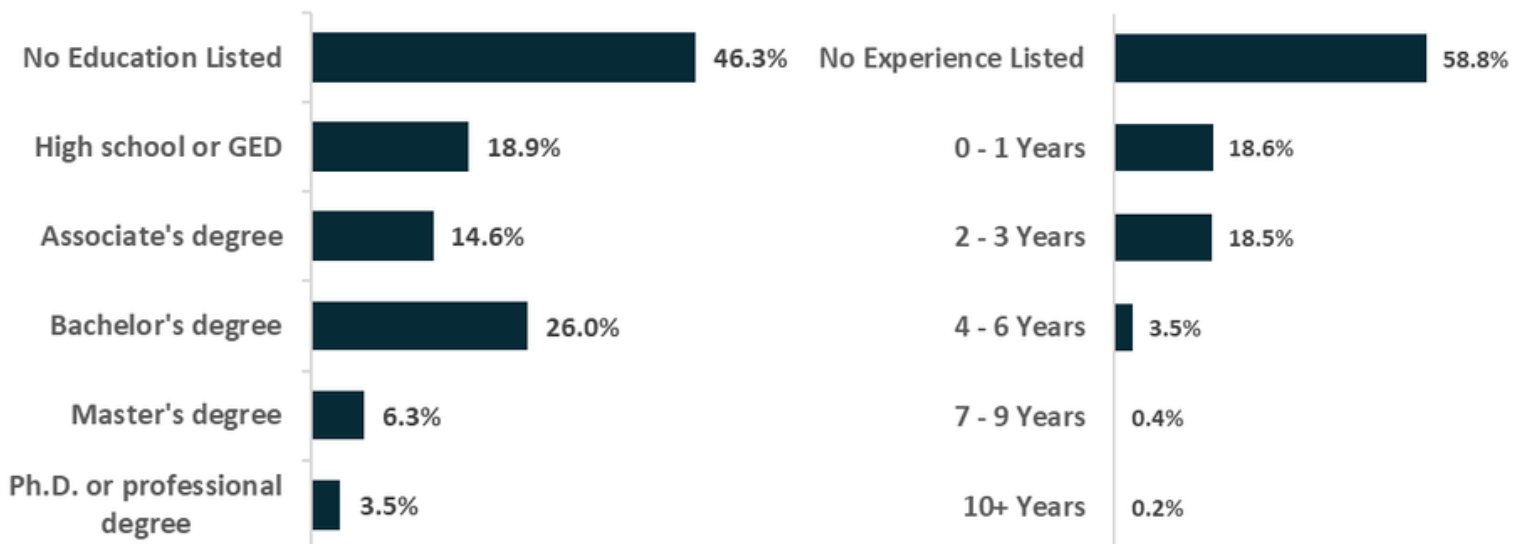
284
Health Care
Workers

0.8% increase
from 2023



Health Care Education and Experience

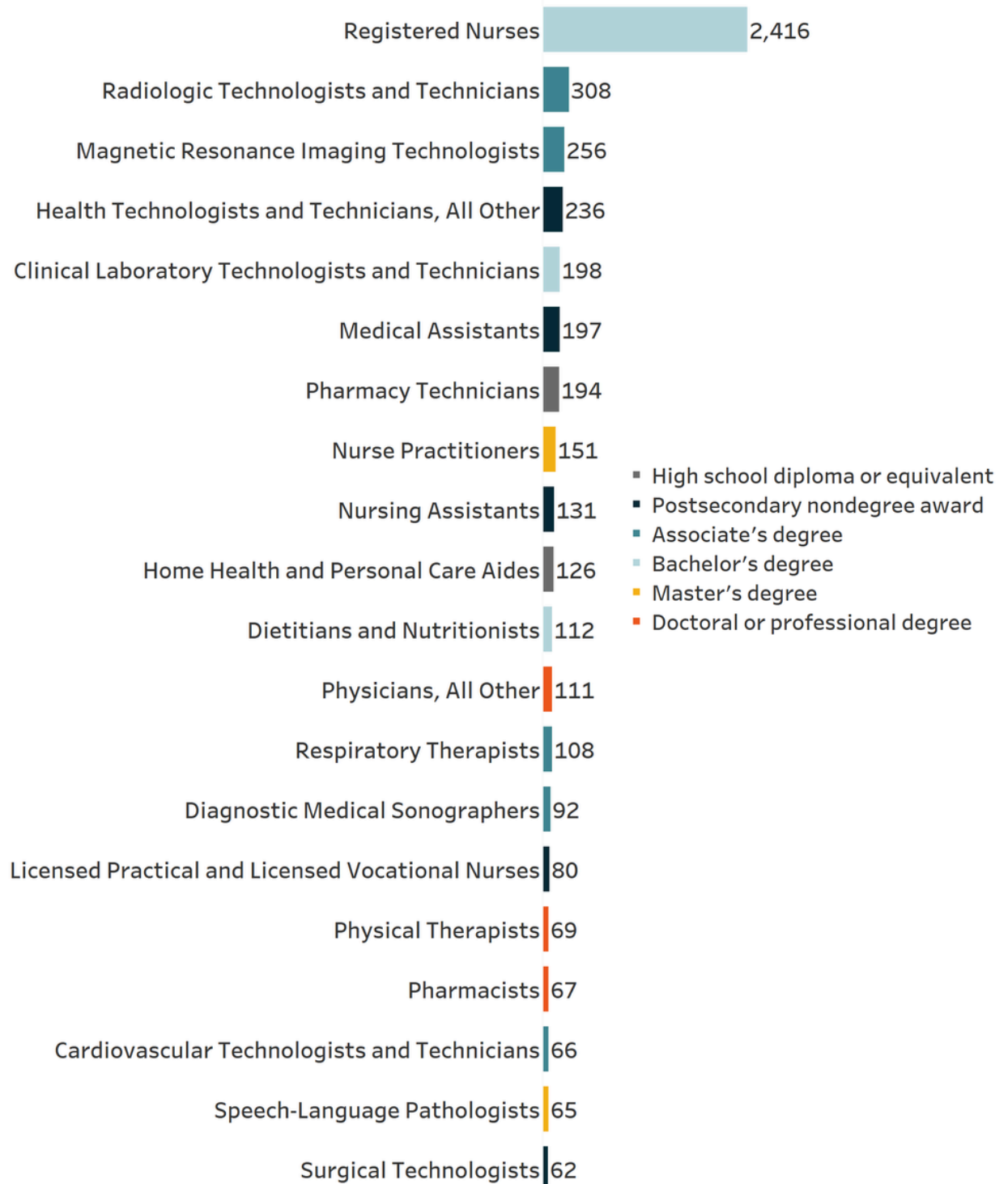
The Health Care occupation group offers many job opportunities for active job seekers at all experience levels. A Bachelor's degree is the most in-demand education level in Q3, with 1,548 postings. A High School diploma or equivalent is the second most in-demand education level (1,125 postings). Many postings from this occupation group do not request any specific experience and education level.



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 2,416 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 26.0 percent of postings. A high school diploma or equivalent accounts for 18.9 percent of posting requirements. Other top posted jobs include Radiologic Technologists and Technicians (308 postings), Magnetic Resonance Imaging Technologists (256 postings), Health Technologists and Technicians, All Other (236 postings), and Clinical Laboratory Technologists and Technicians (198 postings).



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 Q3, offers a median hourly wage of \$41.28 (\$85,862 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 Q3 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	\$38.48	\$41.28	\$48.25	\$50.58
29-2034	Radiologic Technologists and Technicians	\$26.24	\$31.25	\$33.13	\$39.49	\$41.66
29-2035	Magnetic Resonance Imaging Technologists	\$20.98	\$33.94	\$39.09	\$40.53	\$42.54
29-2099	Health Technologists and Technicians, All Other	\$17.89	\$18.65	\$21.08	\$27.69	\$37.36
29-2018	Clinical Laboratory Technologists and Technicians	\$18.13	\$19.84	\$28.11	\$36.70	\$41.52
31-9092	Medical Assistants	\$15.83	\$18.40	\$19.06	\$22.29	\$23.15
29-2052	Pharmacy Technicians	\$15.58	\$16.95	\$18.59	\$22.58	\$23.84
29-1171	Nurse Practitioners	\$50.65	\$54.09	\$61.67	\$65.58	\$69.87
31-1131	Nursing Assistants	\$17.01	\$17.91	\$18.58	\$20.03	\$21.71
31-1128	Home Health and Personal Care Aides	\$12.05	\$14.27	\$15.83	\$18.08	\$19.89

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: 18.9%
- Associate Degree: 14.6%
- Bachelor's Degree: 26.0%
- Master's Degree: 6.3%
- Ph.D. Or professional Degree: 3.5%

Top Posting Employers

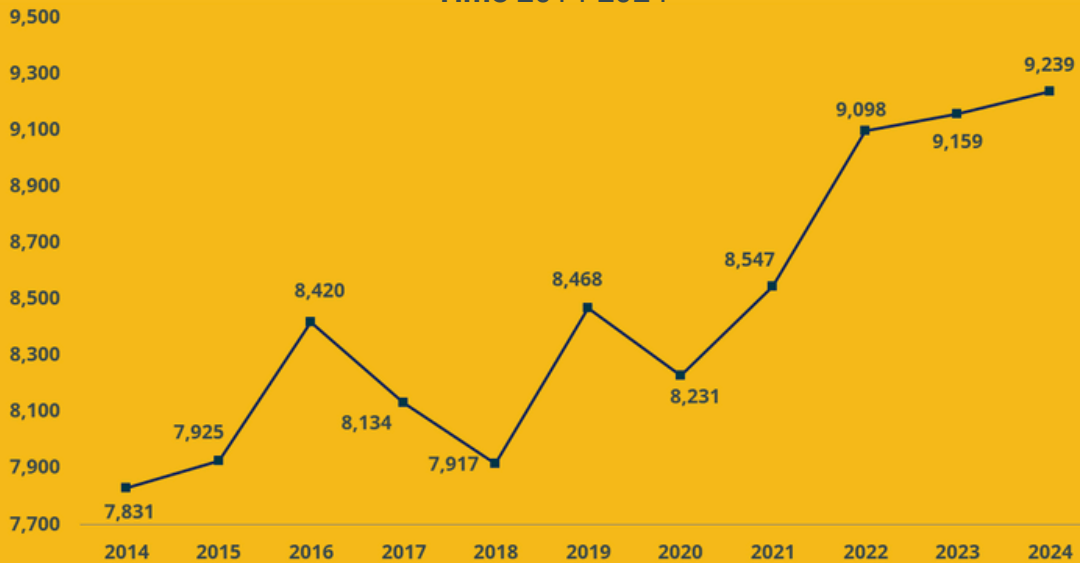
- Henry Ford Health Corp
- Tenet Healthcare
- Detroit Medical Center
- Dmc Sinai Grace Hospital
- Henry Ford Health System
- Dmc Harper University Hospital
- Ascension
- Dmc Children's Hospital of Michigan
- McLaren Health Care
- AMN Healthcare

**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.

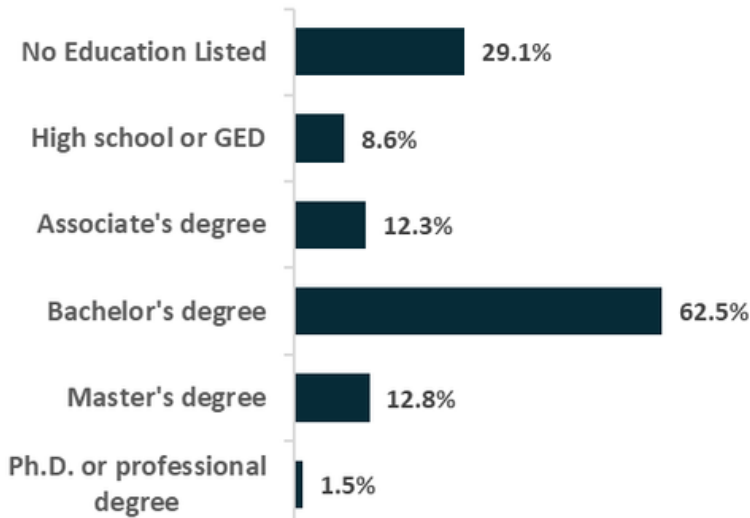
**Employment Over
Time 2014-2024**



80
Information
Technology Workers
0.9% increase
from 2023

Information Technology Education and Experience

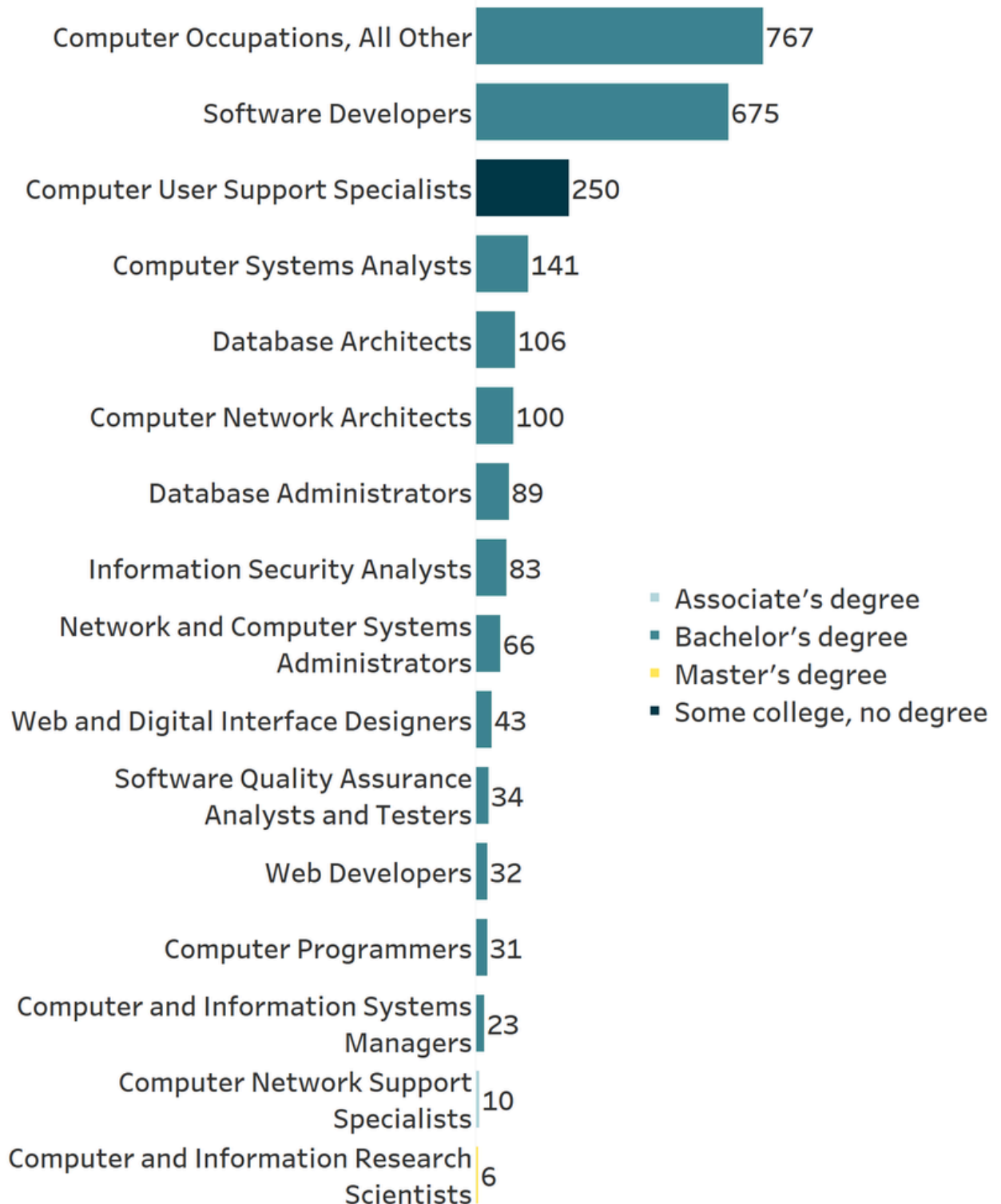
The Information Technology occupation group offers ample opportunities for active job seekers, with 2,456 postings in Q3. A Bachelor's degree is the most in-demand education level, with a Master's degree the second most required education level. Many IT occupation postings were open to workers with two to three years of experience, with 437 postings. Workers with four to six years of experience are also heavily in-demand with 550. Although 811 postings do not request any specific experience level, 111 postings requested workers with zero to one year of experience.



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 Q3, with 767 unique postings. Software Developers was the next most in-demand occupation with 675 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (250 postings) only prefer some college education, but do not require a 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 Q3, offers a median hourly wage of \$48.82 (\$101,546 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$29.09 (\$60,507 annually).

Wage Overview for Top Posted Information Technology Jobs in Q3 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	\$27.16	\$37.06	\$48.82	\$63.00	\$70.77
15-1252	Software Developers	\$38.46	\$45.13	\$53.86	\$66.72	\$81.64
15-1232	Computer User Support Specialists	\$17.86	\$22.65	\$29.09	\$35.42	\$41.75
15-1211	Computer Systems Analysts	\$33.09	\$41.45	\$51.76	\$64.45	\$70.47
15-1243	Database Architects	\$24.51	\$43.01	\$60.64	\$65.60	\$82.23
15-1241	Computer Network Architects	\$36.29	\$47.44	\$56.76	\$70.36	\$85.48
15-1242	Database Administrators	\$26.70	\$33.33	\$51.01	\$61.79	\$68.02
15-1212	Information Security Analysts	\$32.35	\$41.48	\$52.62	\$65.66	\$83.48
15-1244	Network and Computer Systems Administrators	\$30.79	\$38.79	\$46.79	\$59.19	\$71.37
15-1255	Web and Digital Interface Designers	\$21.70	\$27.52	\$39.22	\$53.12	\$64.39

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Problem Solving
- Leadership
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 8.6%
- Associate Degree: 12.3%
- Bachelor's Degree: 62.5%
- Master's Degree: 12.8%
- Ph.D. Or professional Degree: 1.5%

Top Posting Employers

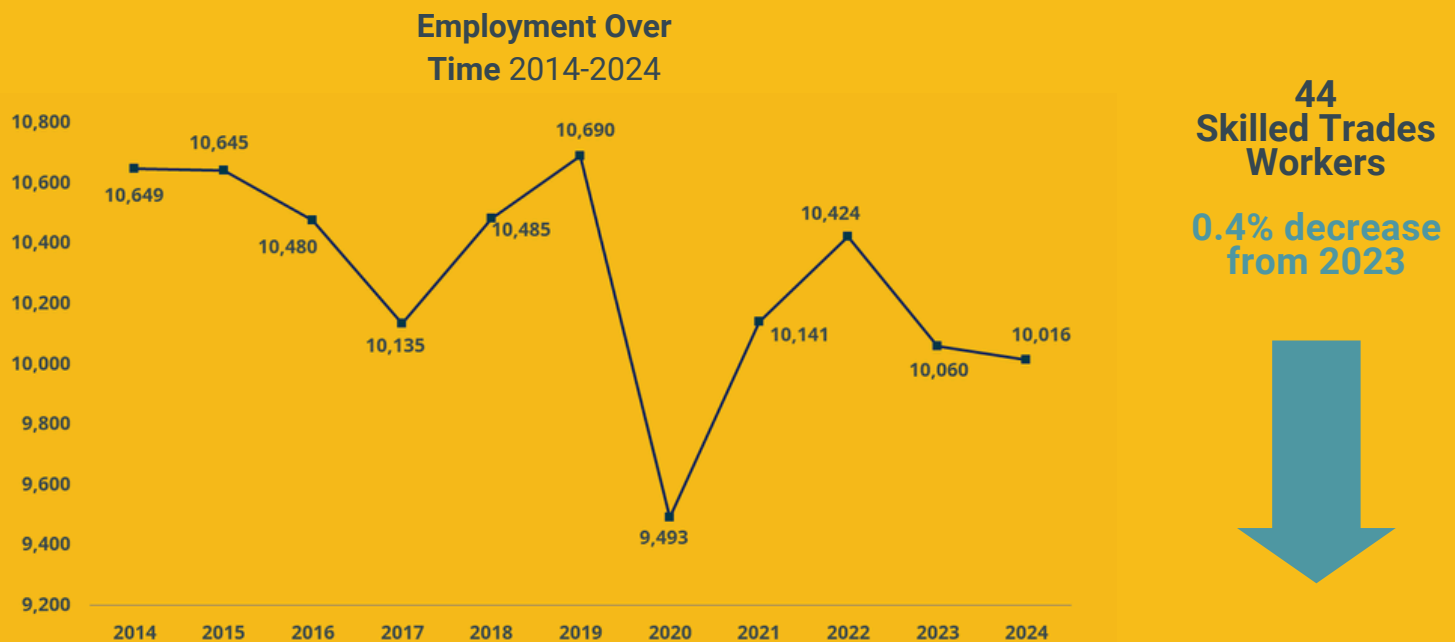
- Accenture
- Deloitte
- Canonical Group
- PricewaterhouseCoopers
- Ensono
- TEKsystems
- Blue Cross Blue Shield
- Amazon
- Allegis Group
- Contact Government Services

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

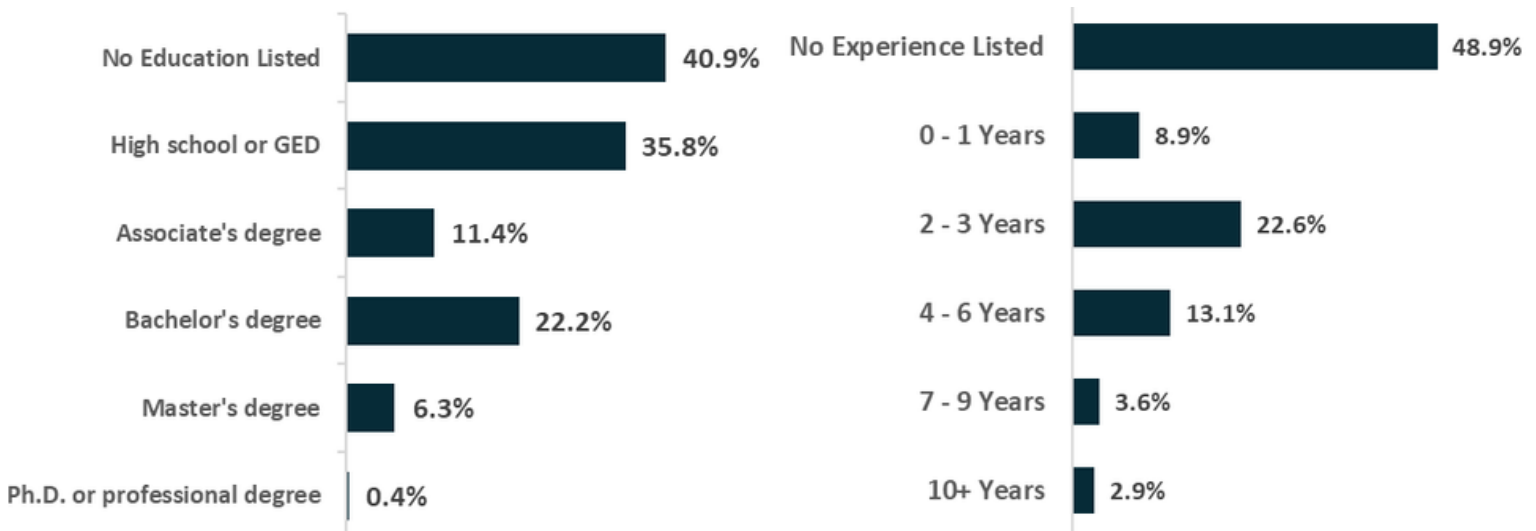
The Skilled Trades and Technicians occupation group includes jobs related to advanced manufacturing. Southeast Michigan has one of the highest demands for skilled trades labor, such as CNC machinists and welders, in the country.

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



Skilled Trades Education and Experience

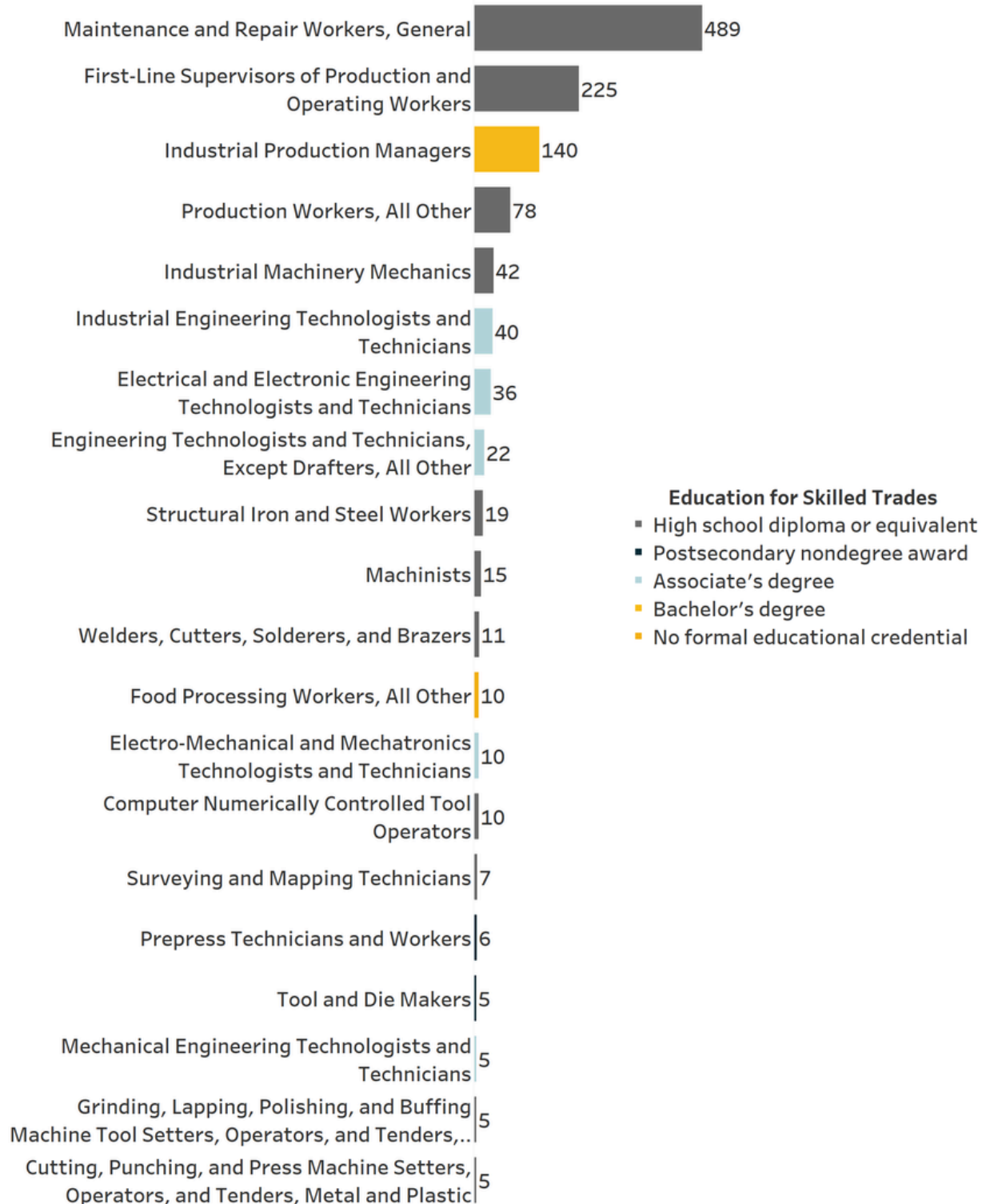
The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A High School diploma or equivalent was the most in-demand education level (431 postings), while a Bachelor's degree was the second most in-demand education level (267 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q3 (489 postings). Other top posted jobs include First-Line Supervisors of Production and Operating Workers (225 postings), Industrial Production Managers (140 postings), Production Workers, All Other (78 postings), and Industrial Machinery Mechanics (42 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.



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 Q3, offered a median hourly wage of \$22.43, (\$46,654 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers require an additional five years or more of work experience and offers a median hourly wage of \$56.74 (\$118,019 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q3 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	\$15.42	\$18.16	\$22.43	\$27.65	\$31.57
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.55	\$24.68	\$31.58	\$38.03	\$48.65
11-3051	Industrial Production Managers	\$37.62	\$47.28	\$56.74	\$66.13	\$83.66
51-9199	Production Workers, All Other	\$14.33	\$15.39	\$16.58	\$20.50	\$25.50
49-9041	Industrial Machinery Mechanics	\$19.62	\$23.71	\$29.62	\$34.73	\$37.92
17-3026	Industrial Engineering Technologists and Technicians	\$21.88	\$24.36	\$28.84	\$37.40	\$43.68
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.13	\$22.65	\$29.71	\$36.76	\$40.55
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$15.90	\$21.82	\$30.58	\$36.86	\$49.67
47-2221	Structural Iron and Steel Workers	\$24.36	\$30.48	\$34.62	\$38.32	\$39.26
51-4041	Machinists	\$17.37	\$19.46	\$23.42	\$29.63	\$33.93

In-Demand Technical Skills

- Field Service Management
- Plumbing
- Machinery
- Continuous Improvement Process
- HVAC

In-Demand Foundational Skills

- Communication
- Troubleshooting (Problem Solving)
- Operations
- Management
- Customer Service

In-Demand Certifications

- Valid Driver's License
- Registered Nurse (RN)
- Automotive Service Excellence (ASE) Certification
- HVAC Certification
- EPA 608 Technician Certification

In-Demand Education Level*

- High School Diploma: 35.8%
- Associate Degree: 11.4%
- Bachelor's Degree: 22.2%
- Master's Degree: 6.3%

Top Posting Employers

- Aerotek
- Branex Group
- Accenture
- Express Employment Professionals
- GPAC
- American Axle & Manufacturing
- Amazon
- General Motors
- DTE Energy
- Mercedes-Benz Group

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



WIN

WORKFORCE INTELLIGENCE NETWORK



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