

# LABOR MARKET REPORT

**WIN** WORKFORCE  
INTELLIGENCE  
NETWORK



**APRIL - JUNE**

**Q2 2024**

[WININTELLIGENCE.ORG](http://WININTELLIGENCE.ORG)

A map of the United States with the central and southern regions highlighted. The highlighted regions are colored in shades of yellow, orange, and teal. The text 'WIN REGION' is overlaid in large white letters at the bottom.

# WIN REGION

**Q2**  
**2024**

# INTRODUCTION

## WIN Region

### CONTENTS

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

### OCCUPATION GROUPS

- 8 - Agriculture
- 11 - Business and Finance
- 14 - Construction
- 17 - Customer Service
- 20 - Education
- 23 - Energy
- 26 - Engineers and Designers
- 29 - Health Care
- 32 - Information Technology
- 35 - Skilled Trades and Technicians
- 38 - Transportation, Distribution,  
and Logistics

### CONNECT

- +313.744.2946
- info@winintelligence.org
- 25363 Eureka Rd, Taylor,  
MI 48180
- winintelligence.org
- @workforce intelligence network
- @win-semich
- @workforce intelligence network  
(WIN)

### ABOUT THIS REPORT

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

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

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

This report highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status and demographic and commuting data. The WIN analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the second quarter of 2024 labor market information from the WIN Region for all 11 occupation groups.

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

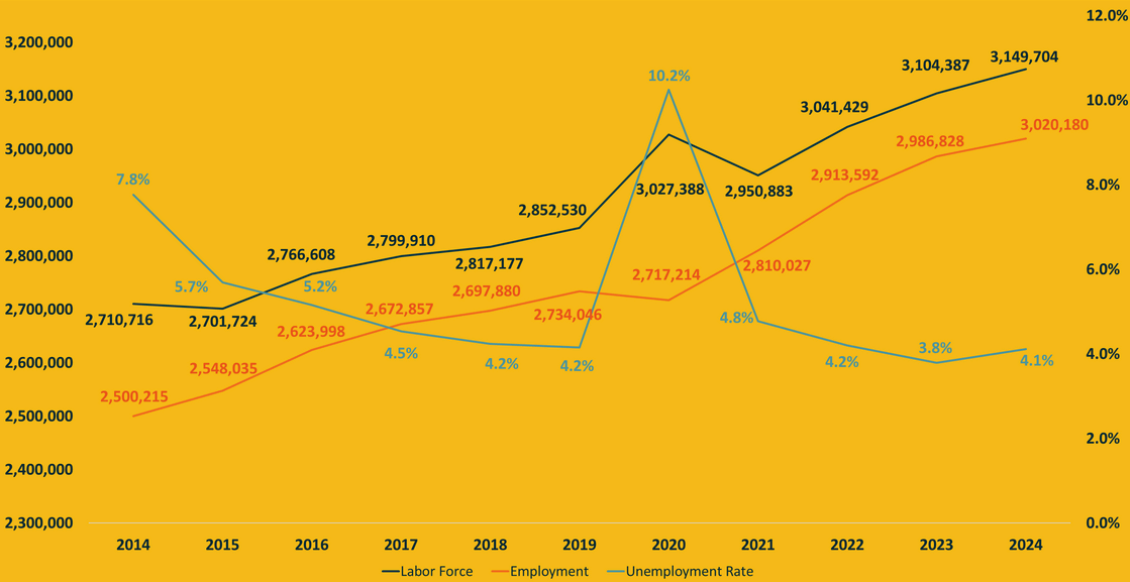
During the second quarter of 2024, the labor force figures improved, while employment and unemployment worsened from Q1 2024 in southeast Michigan. The number of unemployed workers increased by 10.9 percent, while the size of the labor force increased by 0.2 percent and the number of employed individuals decreased by 0.2 percent. These changes demonstrate COVID-19 recovery tapering off and more traditional economic trends prevailing.

Overall employer demand for the occupation groups analyzed by WIN has decreased during Q2 2024.

### Annual Labor Market Information

The labor force in southeast Michigan improved between 2023 and 2024 YTD, gaining 45,317 individuals, or 1.5 percent. Employment tracked proportionately to the labor force, reporting an increase of 1.1 percent, or 33,352 more workers in the second quarter of 2024. The unemployment rate increased during the same period for a rate of 4.1 percent.

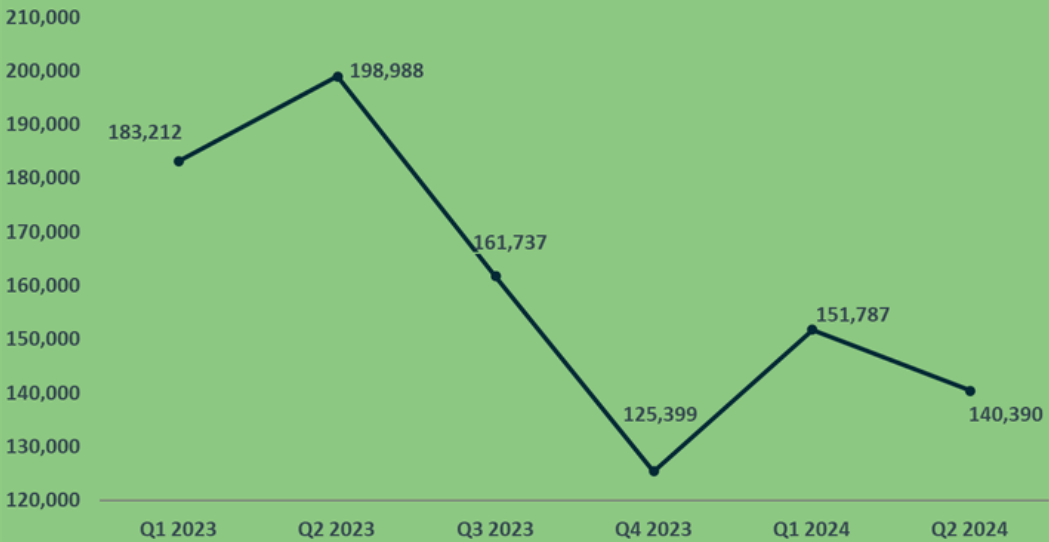
Annual Labor Force, Employment, Unemployment Rate  
2014–2024



### Quarterly Employer Demand Overview

Data from the second quarter of 2024, including posting information from April, May and June, showed a decrease in demand levels in southeast Michigan, down by 11,398 postings or 7.5 percent since Q1 2024. Over the past year, postings have decreased by 58,598 compared with Q2 2023, down 29.4 percent.

Average Quarterly Posting Analysis WIN Region  
Q1 2023 - Q2 2024



# Q2 2024 ANNUAL WORKFORCE INDICATORS

## Key Findings

WIN REGION

**.2%**

Employer demand decreased by 0.2 percent, a loss of 782 job postings since Q1 2024

### High School Diploma

Most in-demand minimum education level during Q2

In Q2, employment totaled

**3,016,775**

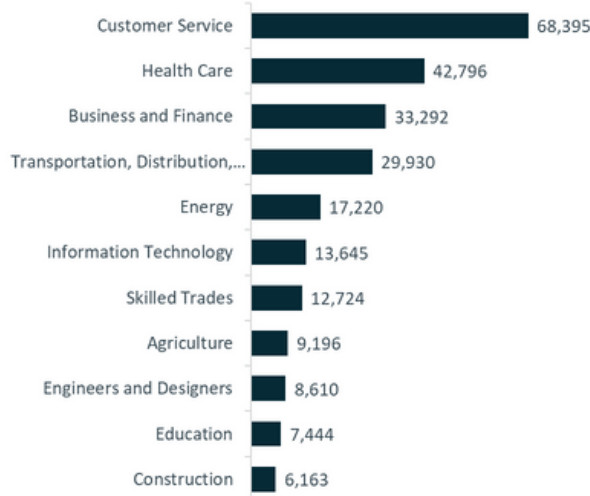
a decrease of 6,810 workers since Q1

During Q2 2024, there were 260,845 unique job postings, 782 (0.2 percent) fewer than the 261,627 postings made during Q1 2024 in the 19-county WIN region. Some occupation groups saw a minimal increase in postings while others saw a minimal decrease in postings this quarter. The Customer Service occupation group had the greatest demand with 68,395 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Heavy and Tractor-Trailer Truck Drivers, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 260,845 unique postings in the WIN Region during Q2 2024, nearly 67,689 (25.8 percent) required a High School diploma or equivalent, while 66,893 postings (25.5 percent) required a Bachelor's degree. An additional 25,495 postings (9.7 percent) required an advanced degree.

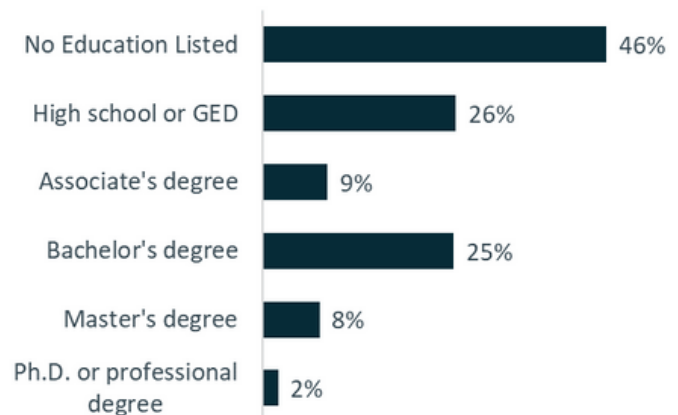
### Top 11 Posting Occupation Groups

Q2 2024



### In-Demand Education Levels

Q2 2024



The latest quarterly labor market data from southeast Michigan highlighted notable growth in both the labor force and employment. During Q2 2024, labor force figures were 0.2 percent higher (6,630 individuals) and employment is 0.2 percent lower (6,810 individuals) than in Q1 2024. The unemployment rate increased to 4.3 percent in Q2 2024, a 0.4 percentage point increase from Q1 2024. The labor force increased by 2.6 percent from Q2 2023 while employment figures showed annual growth of 1.5 percent during the same period. For more information about this year's unemployment rate and other labor market indicators, see page 4.

### Quarterly Labor Market Data

	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	3,073,185	3,154,833	3,164,185	3,146,389	3,153,019	6,630	0.2%	79,834	2.6%
Employment	2,972,755	3,026,136	3,044,021	3,023,585	3,016,775	-6,810	-0.2%	44,021	1.5%
Unemployment	100,431	128,697	120,164	122,804	136,244	13,440	10.9%	35,813	35.7%
Unemployment Rate	3.3%	4.1%	3.8%	3.9%	4.3%	0.4%	na	1.1%	na

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

# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the second quarter of 2024, the labor force in southeast Michigan experienced minimal growth. The labor force is up by 45,317 individuals (1.5 percent) since 2023, while employment in the 19-county area increased by 33,352 workers (1.1 percent). Unemployment increased by 11,966 individuals from 2023. The unemployment rate demonstrated a commensurate increase, for a Q2 2024 unemployment rate of 4.1 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 YTD	Change from 2023 to 2024	Percent Change from 2023 to 2024
Labor Force	2,710,716	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,104,387	3,149,704	45,317	1.5%
Employment	2,500,215	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,986,828	3,020,180	33,352	1.1%
Unemployment	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	129,524	11,966	10.2%
Unemployment Rate	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.1%	0.3%	na

Data: Bureau of Labor Statistics

## CENSUS 2022 LABOR FORCE DEMOGRAPHICS

During the most recent census year (2022) there were about 3,156,821 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2022 were those individuals 24 years old or younger, accounting for an unemployment rate of 30.0 percent for males and 25.5 percent for females. Overall, males in the county had a higher unemployment rate than females, with 6.6 percent and 6.3 percent respectively, in 2022. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 12.8 percent. Those job seekers who identified as Some Other Race also had a more difficult time finding employment and had an unemployment rate of 8.9 percent. Asian job seekers had the lowest unemployment rate of 3.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,156,821	2,954,128	202,693	6.4%
Sex				
Male 16+	1,661,674	1,552,443	109,231	6.6%
16-19	67,860	55,388	12,472	18.4%
20-24	165,971	146,621	19,350	11.7%
25-54	1,040,559	981,102	59,457	5.7%
55-64	291,380	277,866	13,514	4.6%
65 Plus	95,904	91,466	4,438	4.6%
Female 16+	1,495,147	1,401,685	93,462	6.3%
16-19	72,643	61,946	10,697	14.7%
20-24	162,249	144,773	17,476	10.8%
25-54	919,779	868,737	51,042	5.5%
55-64	259,369	248,875	10,494	4.0%
65 Plus	81,107	77,354	3,753	4.6%
Race				
White	2,287,620	2,170,601	117,018	5.1%
Black / African American	531,001	462,901	68,100	12.8%
Native American	7,430	7,015	414	5.6%
Asian	145,223	139,725	5,499	3.8%
Native Hawaiian / Pacific Islander	631	580	51	8.1%
Some Other Race	43,319	39,470	3,849	8.9%
Two or More Races	145,290	133,239	12,050	8.3%
Ethnicity				
Hispanic	150,157	138,403	11,755	7.8%

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



# POPULATION DEMOGRAPHICS

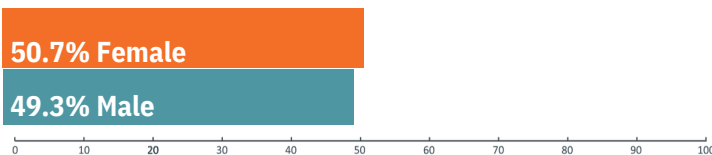
## 2022 Census Population

According to data from the most recent Census Bureau (2022, ACS five-year estimates), 6,275,959 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.7 percent of the population identifying as female, and the other 49.3 percent identifying as male. A majority of the population identified as White (67.3 percent) with the second largest number of individuals identifying as Black or African American (17.3 percent). The region is facing an aging populace; with 30.9 percent of the population over the age of 54, compared to 30.9 percent under the age of 25.

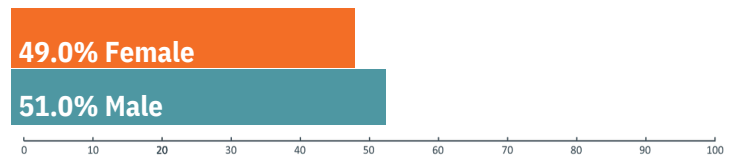
## 2024 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q4 2023, the workforce had a total of 2,739,952 individuals working in Southeast Michigan. A slight majority, 51.0 percent (1,382,625 workers) were male, while 49.0 percent (1,326,162 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.2 percent of the workforce, while Black or African American workers totaled 15.3 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.8 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (63 percent), while 23.3 percent of workers are 55 and older.

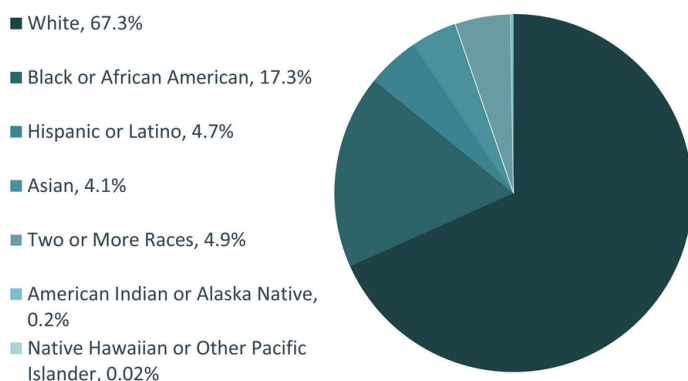
### Population Gender Demographics



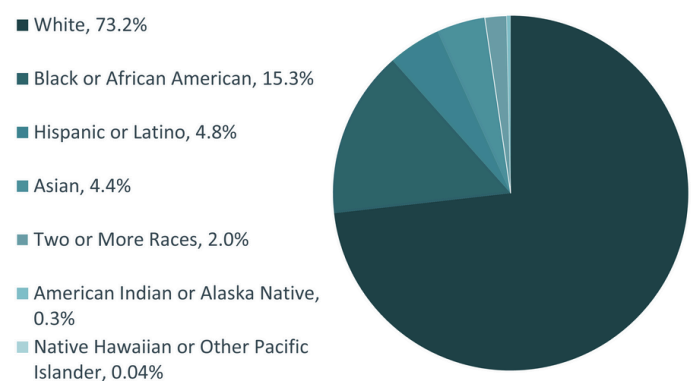
### Workforce Gender Demographics



### Population Race Demographics



### Workforce Race and Ethnicity Demographics



### Population Age Demographics



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

### Workforce Age Demographics



Data: Lightcast | Analysis: Workforce Intelligence Network

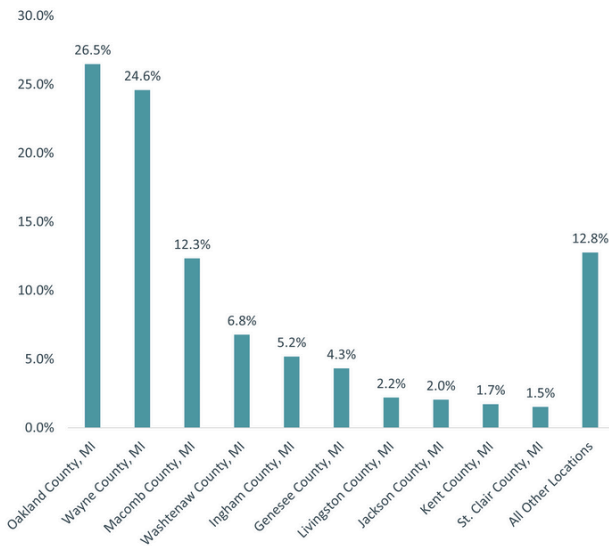
# Q2 REGIONAL COMMUTING PATTERNS

## 2024

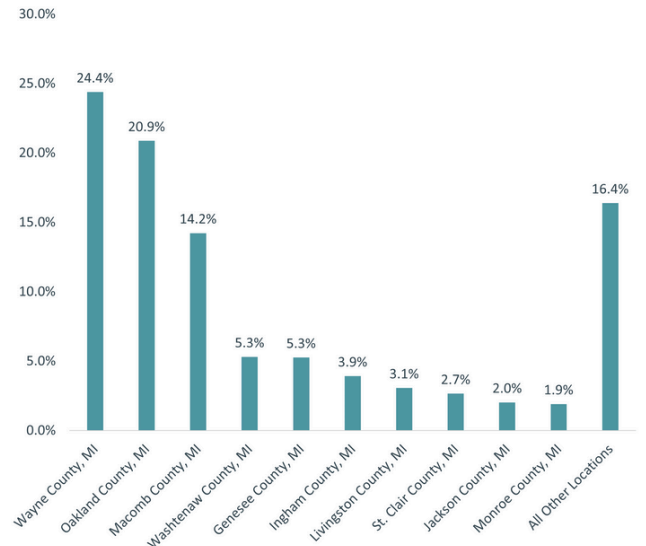
WIN REGION

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

### Where WIN Region Residents Work



### Where WIN Region 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

Detroit: 33,532 Postings

Lansing: 18,518 Postings

Ann Arbor: 15,751 Postings

Troy: 9,712 Postings

Dearborn: 8,095 Postings

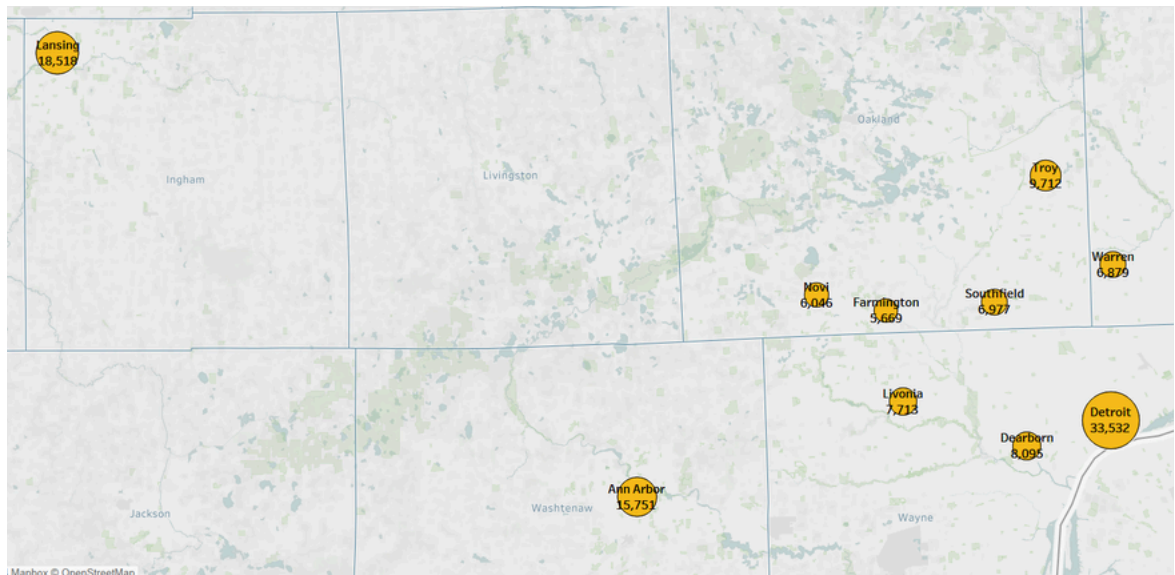
Livonia: 7,713 Postings

Southfield: 6,977 Postings

Warren: 6,879 Postings

Farmington: 5,669 Postings

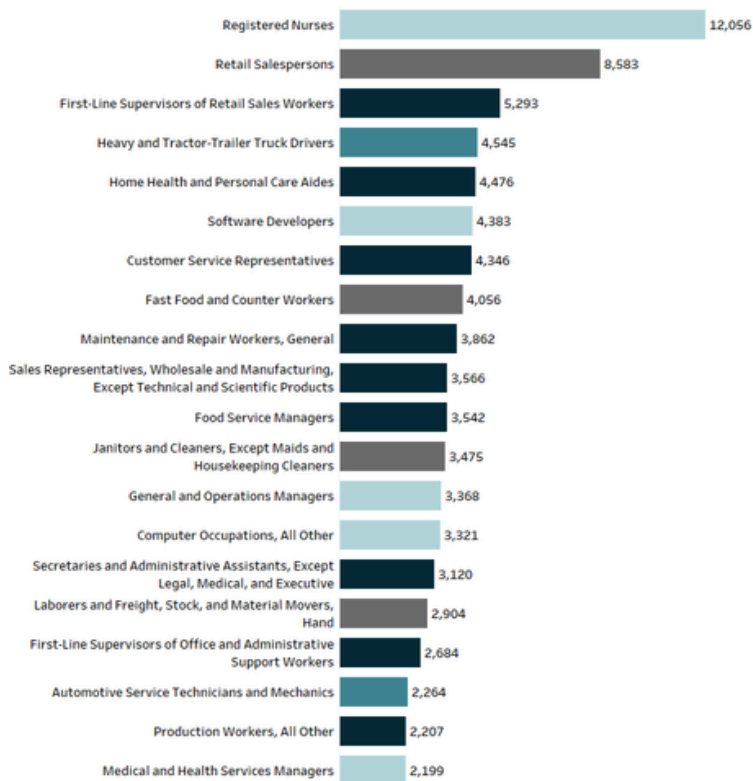
Auburn Hills: 5,229 Postings



# TOP POSTED JOBS

## Top Posted Jobs: Q2 2024

Registered Nurses is the top posted occupation for Q2 2024 with 12,056 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (8,583 postings) and First-Line Supervisors of Retail Sales Workers (5,293 postings) round out the top three demanded occupations, requiring no formal educational credential and a high school diploma or equivalent, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree, while seven occupations required short- to moderate-term on-the-job training.

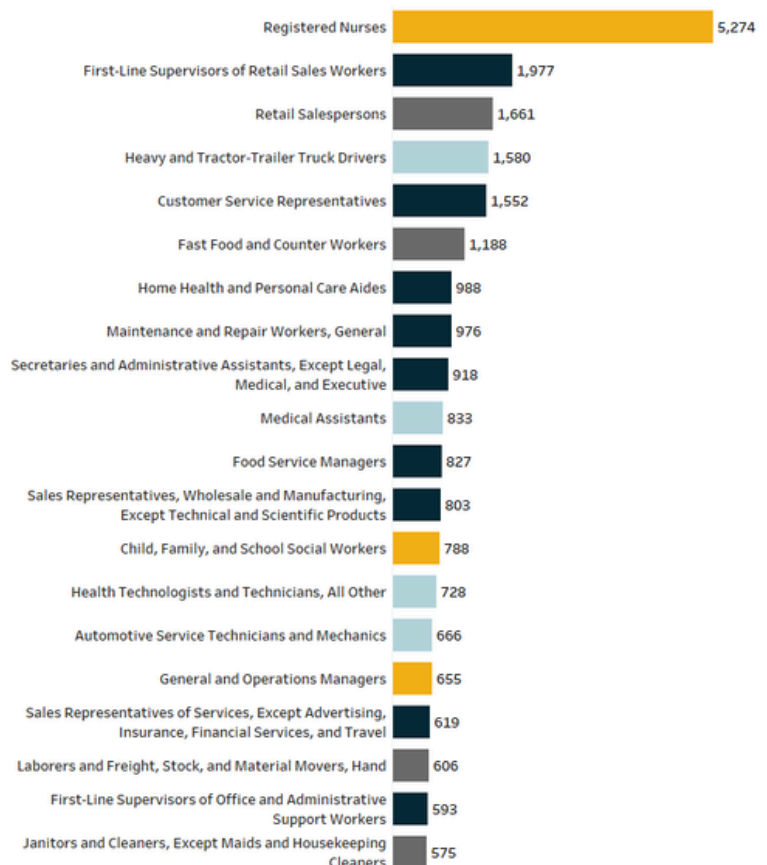


### Typical Entry Education

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

## Top Posted Entry-Level Jobs: Q2 2024

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 24.6 percent (64,462 online job ads) of postings in WIN region. More than half of the top ten entry-level occupations require a High School diploma or equivalent, or no formal educational credential. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 35.4 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,274 postings, followed by First-Line Supervisors of Retail Sales Workers with 1,977 postings.



### Typical Entry Education

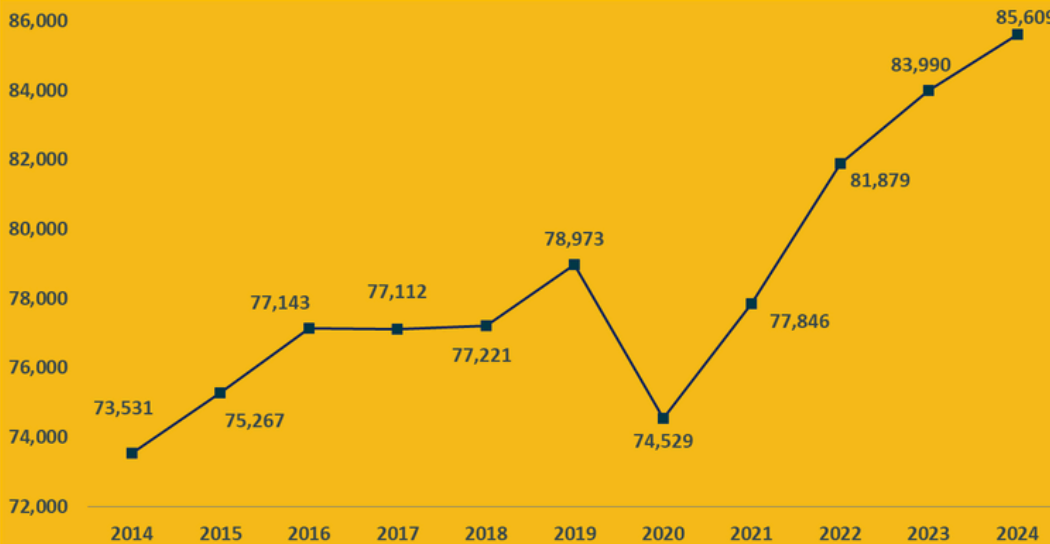
- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree



# AGRICULTURE OCCUPATION GROUP

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

**Employment Over Time**  
2014-2024



**1,620**  
**Agriculture**  
**Workers**

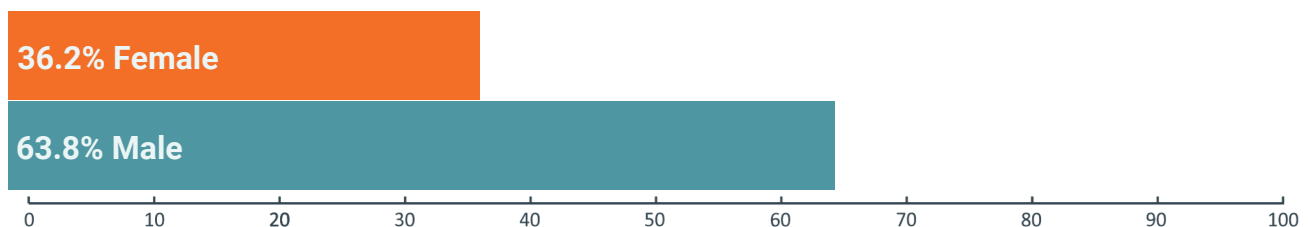
**1.9% increase**  
**from 2023**



## Agriculture Worker Demographics

According to Q2 2024 Lightcast data, the 85,609 workers in the Agriculture group are not particularly diverse. Just 14.1 percent of the related workforce is under 25. Female workers account for 36.2 percent of the current workforce and only 23.3 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.

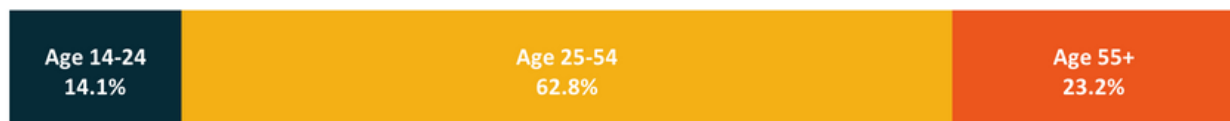
### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.7% White | 7.4% Hispanic or Latino | 10.8% Black or African-American**

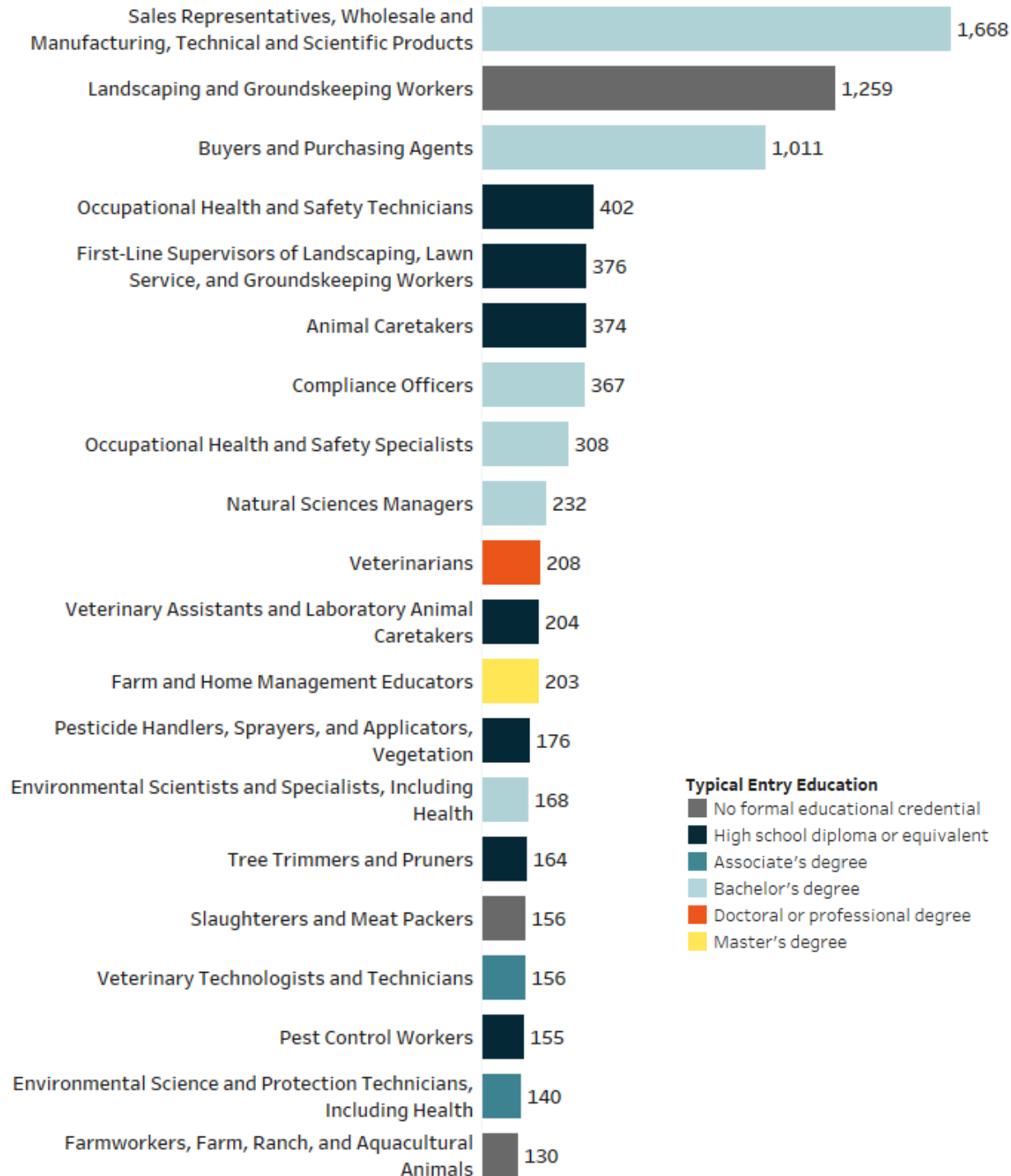
### Worker Age Demographics



# AGRICULTURE OCCUPATION GROUP

## Top Posted Jobs

In Q2 2024, there were a total of 9,196 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers during Q2 2024, with 1,668 postings. Landscaping and Groundskeeping Workers was in the second position with 1,259 postings. Other top posted jobs include Buyers and Purchasing Agents (1,011 postings), Occupational Health and Safety Technicians (402 postings), and First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers (376 postings).



# AGRICULTURE OCCUPATION GROUP

## Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$35 per hour. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, the top posted Agriculture job, offers a median hourly wage of \$59.69 per hour or an annual salary of about \$124,155.

### Wage Overview for Top Posted Agriculture Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.75	\$38.94	\$59.69	\$79.87	\$106.29
37-3011	Landscaping and Groundskeeping Workers	\$14.14	\$16.29	\$17.83	\$20.98	\$24.89
13-1028	Buyers and Purchasing Agents	\$22.18	\$28.41	\$36.48	\$46.62	\$57.36
19-5012	Occupational Health and Safety Technicians	\$21.79	\$24.87	\$29.29	\$35.77	\$52.06
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$20.43	\$21.92	\$27.87	\$34.20	\$37.41
39-2021	Animal Caretakers	\$12.31	\$13.37	\$14.31	\$16.51	\$21.10
13-1041	Compliance Officers	\$22.52	\$27.81	\$35.64	\$48.47	\$53.97
19-5011	Occupational Health and Safety Specialists	\$24.96	\$30.21	\$38.38	\$47.24	\$55.35
11-9121	Natural Sciences Managers	\$36.21	\$46.93	\$59.48	\$83.71	\$109.75
29-1131	Veterinarians	\$38.26	\$44.37	\$50.98	\$62.43	\$75.47

### In-Demand Technical Skills

- Landscaping
- Purchasing
- Mowing
- Auditing
- Selling Techniques

### In-Demand Foundational Skills

- Communication
- Sales
- Management
- Customer Service
- Detail Oriented

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 21.8%
- Associate Degree: 6.6%
- Bachelor's Degree: 27.4%
- Master's Degree: 5.5%

### Top Posting Employers

- University Of Michigan
- State of Michigan
- Michigan State University
- Kroger
- The Davey Tree Expert Company
- Banfield Pet Hospital
- Brightview
- General Motors
- Virella
- TruGreen

### Job Postings by City

- Detroit: 1,093 Postings
- Lansing: 753 Postings
- Ann Arbor: 705 Postings
- Troy: 326 Postings
- Warren: 257 Postings
- Livonia: 223 Postings
- Farmington: 223 Postings
- Novi: 214 Postings
- Auburn Hills: 198 Postings
- Flint: 186 Postings

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

# BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment or firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 34,800 job openings annually.

**Employment Over Time**  
2014-2024

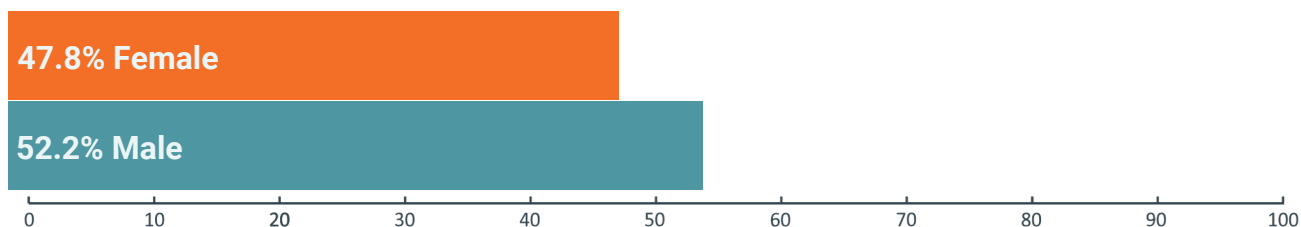


**4,100**  
**Business and**  
**Finance Workers**  
  
**1.3% increase**  
**from 2023**

## Business and Finance Worker Demographics

In Q2 2024, there were 329,113 workers in the Business and Finance occupation group. This group is primarily made up of males (52.2 percent) between the ages of 25 and 54 (70.3 percent), with 47.8 percent of workers identifying as female and just 19.3 percent identifying as a racial minority. Also of note, 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 25.1 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**81.7% White | 4.3% Asian | 10.0% Black or African-American**

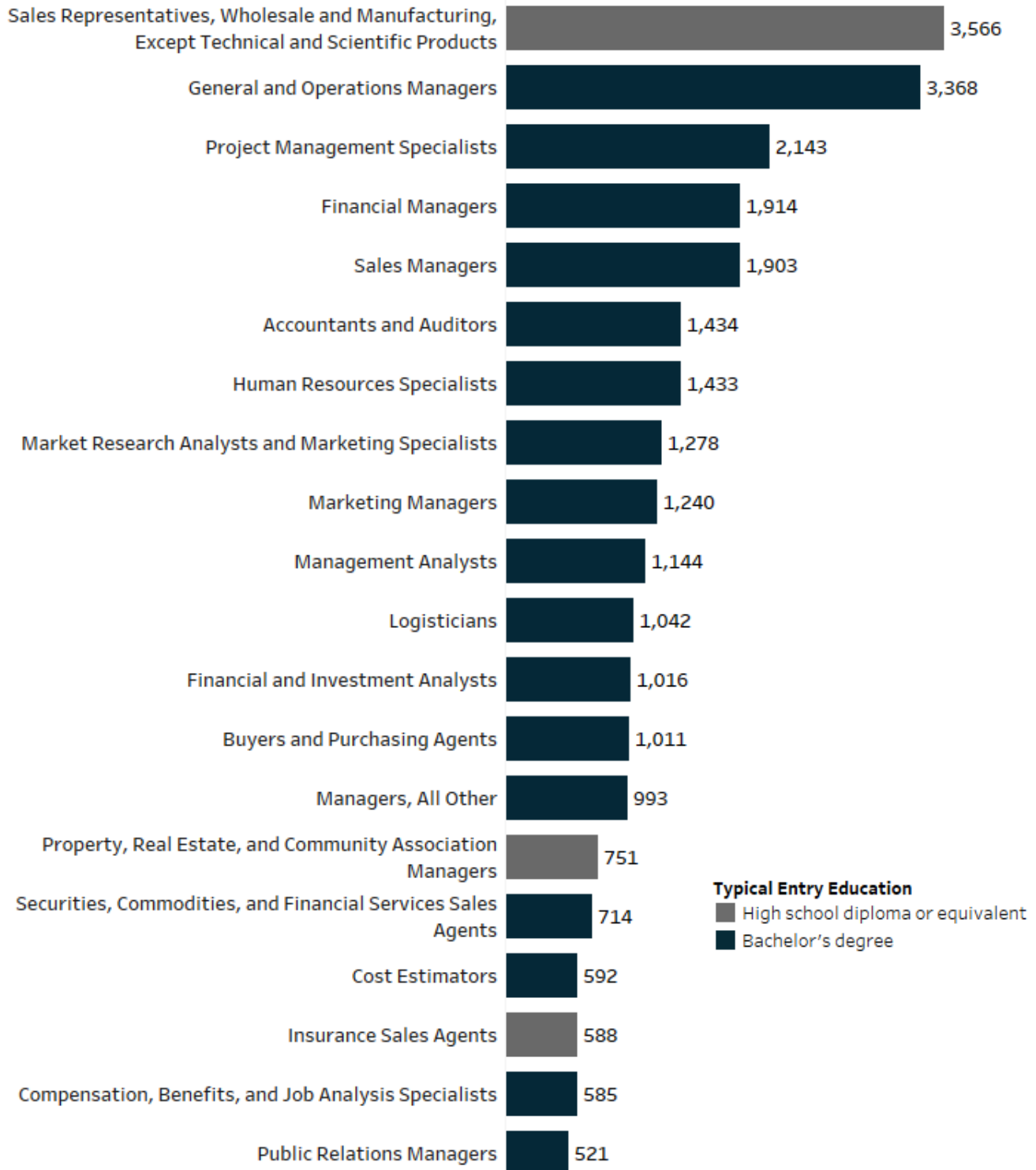
### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

In Q2 2024, there were a total of 33,292 job postings for Business and Finance workers, a decrease of 400 postings or 2.3 percent since Q1 2024. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q2 2024 with 3,566 postings. General and Operations Managers was in the second position with 3,368 postings. Other top posted jobs include Project Management Specialists (2,143 postings), Financial Managers (1,914 postings), and Sales Managers (1,903 postings).





# BUSINESS AND FINANCE OCCUPATION GROUP

## Wage Overview

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

### Wage Overview for Top Posted Business and Finance Jobs in 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	\$18.94	\$25.02	\$35.85	\$48.94	\$64.96
11-1021	General and Operations Managers	\$23.12	\$31.92	\$48.91	\$75.15	\$106.24
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.60	\$62.08	\$68.63
11-3031	Financial Managers	\$37.33	\$49.96	\$64.53	\$82.78	\$108.83
11-2022	Sales Managers	\$36.45	\$50.82	\$74.53	\$93.79	\$111.39
13-2011	Accountants and Auditors	\$24.89	\$29.81	\$37.46	\$47.62	\$61.12
13-1071	Human Resources Specialists	\$21.73	\$25.58	\$32.32	\$41.94	\$50.56
13-1161	Market Research Analysts and Marketing Specialists	\$18.64	\$24.12	\$33.48	\$46.58	\$60.72
11-2021	Marketing Managers	\$37.45	\$50.03	\$65.18	\$82.40	\$104.52
13-1111	Management Analysts	\$27.96	\$35.22	\$45.62	\$58.36	\$72.65

### In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Accounting
- Auditing

### In-Demand Foundational Skills

- Communication
- Management
- Sales
- Customer Service
- Leadership

### In-Demand Certifications

- Valid Driver's License
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- FINRA Series 7 (General Securities Representative)

### In-Demand Education Level\*

- High School Diploma: 17.7%
- Associate Degree: 8.5%
- Bachelor's Degree: 55.8%
- Master's Degree: 11.5%

### Top Posting Employers

- University Of Michigan
- Comerica
- Huntington Bancshares
- Robert Half
- Ford
- General Motors
- State of Michigan
- Deloitte
- GPAC
- AutoZone

### Job Postings by City

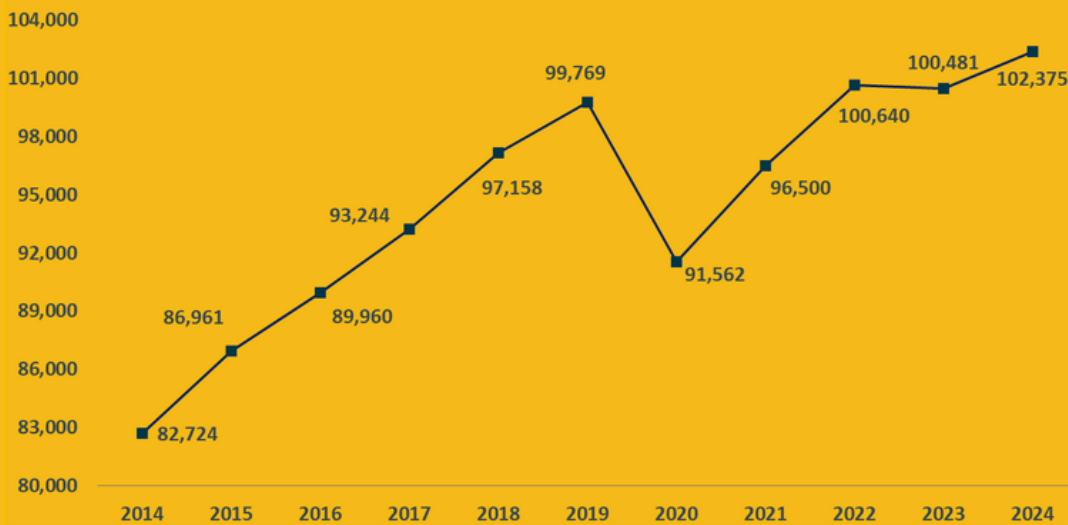
- Detroit: 6,061 Postings
- Lansing: 3,815 Postings
- Ann Arbor: 2,121 Postings
- Troy: 1,821 Postings
- Southfield: 1,336 Postings
- Farmington: 1,076 Postings
- Livonia: 1,054 Postings
- Dearborn: 1,017 Postings
- Auburn Hills: 925 Postings
- Novi: 857 Postings

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

# CONSTRUCTION OCCUPATION GROUP

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

**Employment Over Time**  
2014-2024



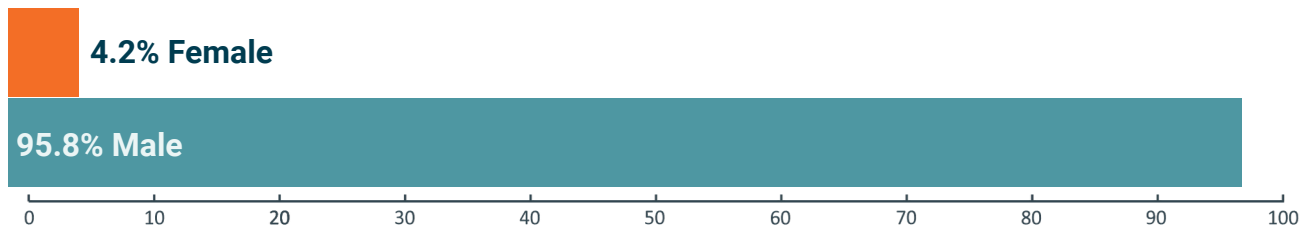
**1,894**  
**Construction**  
**Workers**  
  
**1.9% increase**  
**from 2023**



## Construction Worker Demographics

According to Q2 2024 Lightcast data, the 102,375 workers in the Construction group are not particularly diverse. Just 10.4 percent of the related workforce is under 25. Female workers account for 4.2 percent of the current workforce and only 16.6 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

### Worker Gender Demographics



### Race and Ethnicity Demographics

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

### Worker Age Demographics

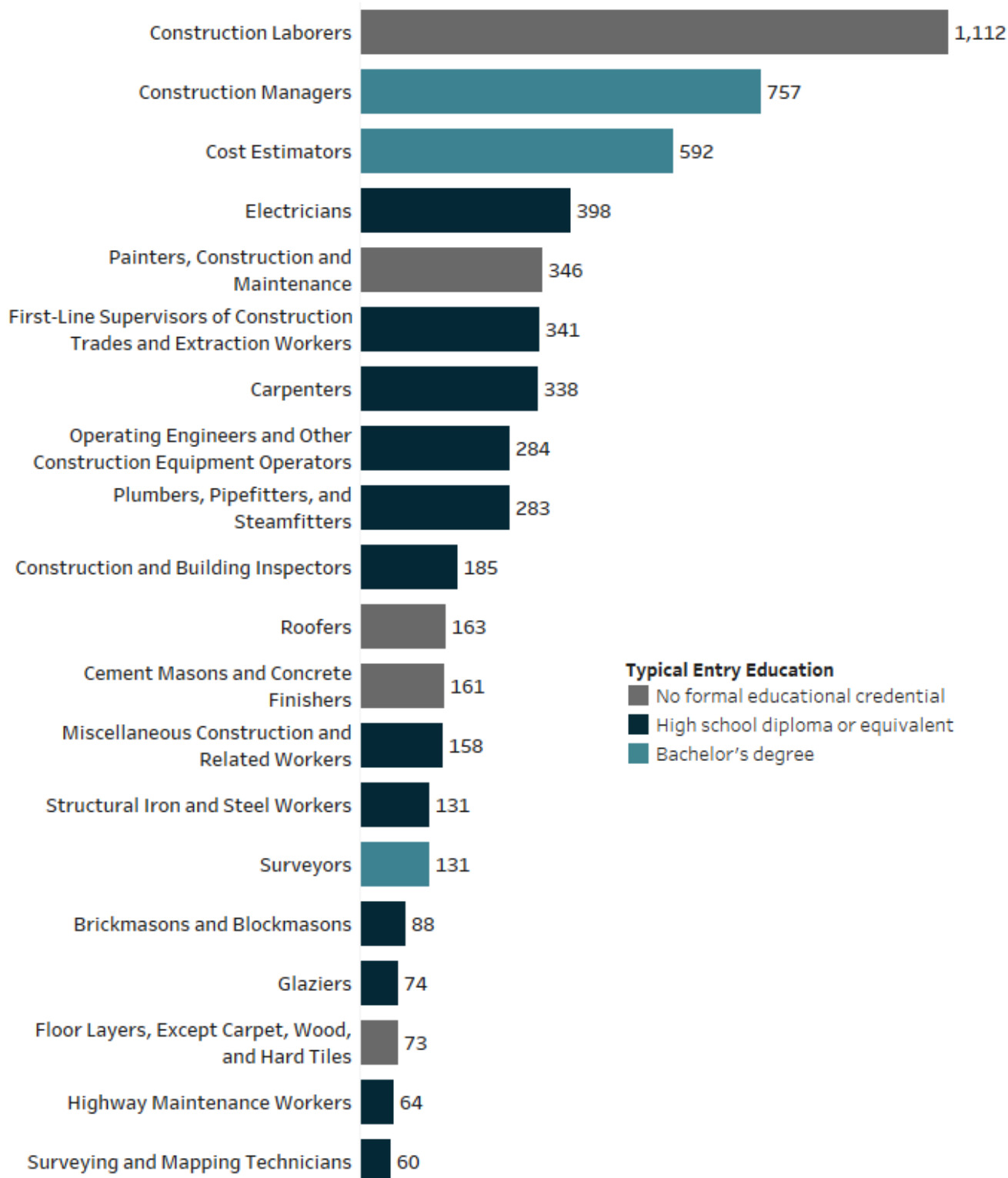


Data: Lightcast | Analysis: Workforce Intelligence Network

# CONSTRUCTION OCCUPATION GROUP

## Top Posted Jobs

There were a total of 6,163 job postings for Construction workers, with Construction Laborers as the most sought-after occupation by Construction industry employers during Q2 2024, with 1,112 postings. Construction Managers was in the second position with 757 postings. Other top posted jobs include Cost Estimators (592 postings), Electricians (398 postings), and Painters, Construction and Maintenance (346 postings).



# CONSTRUCTION OCCUPATION GROUP

## Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. All of the top jobs pay over \$23 per hour. Construction Laborers, the top posted Construction job, offers a median hourly wage of \$23.50 per hour or an annual salary of about \$48,880. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$37.20 per hour or \$77,376 annually.

### Wage Overview for Top Posted Construction Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
47-2061	Construction Laborers	\$17.22	\$19.74	\$23.50	\$28.52	\$31.80
11-9021	Construction Managers	\$35.95	\$41.24	\$51.11	\$64.59	\$83.73
13-1051	Cost Estimators	\$21.63	\$28.12	\$36.66	\$46.88	\$58.67
47-2111	Electricians	\$18.72	\$24.02	\$32.62	\$39.46	\$46.91
47-2141	Painters, Construction and Maintenance	\$16.86	\$19.00	\$23.80	\$29.50	\$33.02
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$25.56	\$30.27	\$37.35	\$46.54	\$56.52
47-2031	Carpenters	\$20.39	\$23.39	\$28.57	\$34.73	\$38.60
47-2073	Operating Engineers and Other Construction Equipment Operators	\$21.90	\$24.23	\$29.34	\$36.44	\$39.90
47-2152	Plumbers, Pipefitters, and Steamfitters	\$19.00	\$23.94	\$37.20	\$43.46	\$48.97
47-4011	Construction and Building Inspectors	\$22.23	\$27.63	\$33.21	\$38.58	\$43.73

### In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Painting

### In-Demand Foundational Skills

- Communication
- Management
- Detail Oriented
- Customer Service
- Operations

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- 10-Hour OSHA General Industry Card
- Chauffeur License

### In-Demand Education Level\*

- High School Diploma: 20.8%
- Associate Degree: 4.2%
- Bachelor's Degree: 13.8%
- Master's Degree: 1.8%

### Top Posting Employers

- GPAC
- Aerotek
- Actalent
- Grammer Logistics
- Express Employment Professionals
- Christman & Company
- Fire Catt
- Tradesmen International
- Belle Tire
- Turner Construction Company

### Job Postings by City

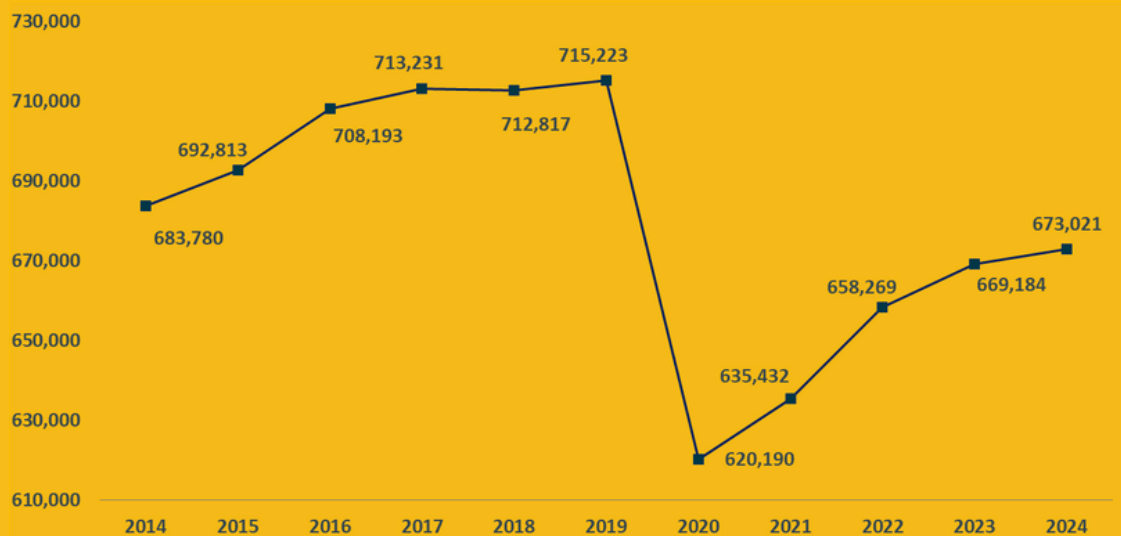
- Detroit: 869 Postings
- Lansing: 405 Postings
- Ann Arbor: 318 Postings
- Livonia: 206 Postings
- Warren: 183 Postings
- Troy: 163 Postings
- Flint: 156 Postings
- Farmington: 150 Postings
- Sterling Heights: 146 Postings
- Novi: 127 Postings

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

# CUSTOMER SERVICE OCCUPATION GROUP

The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all Customer Service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

**Employment Over Time**  
2014-2024



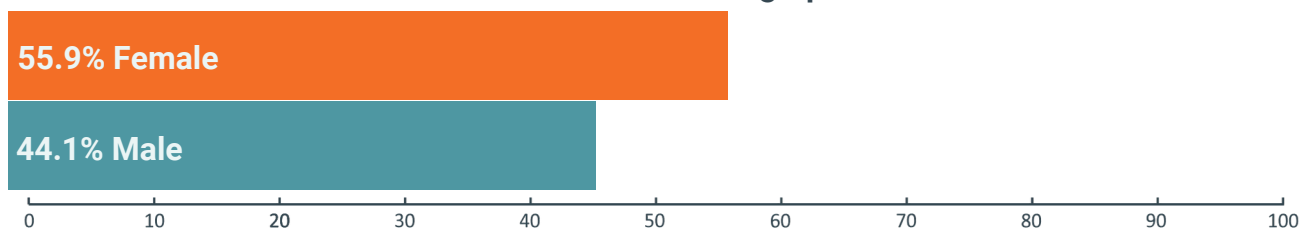
**3,837**  
**Customer**  
**Service Workers**  
**0.6% increase**  
**from 2023**



## Customer Service Worker Demographics

In Q2 2024, there were 673,021 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (55.9 percent) between the ages of 25 and 54 (52.9 percent), with 44.1 percent of workers identifying as male and just 27.9 percent identifying as a racial minority. Roughly 26.5 percent of the workers were under the age of 25, compared to the 20.6 percent 55 years of age or older.

**Worker Gender Demographics**



**Race and Ethnicity Demographics**

**73.1 % White | 5.3% Hispanic or Latino | 15.5% Black or African-American**

**Worker Age Demographics**

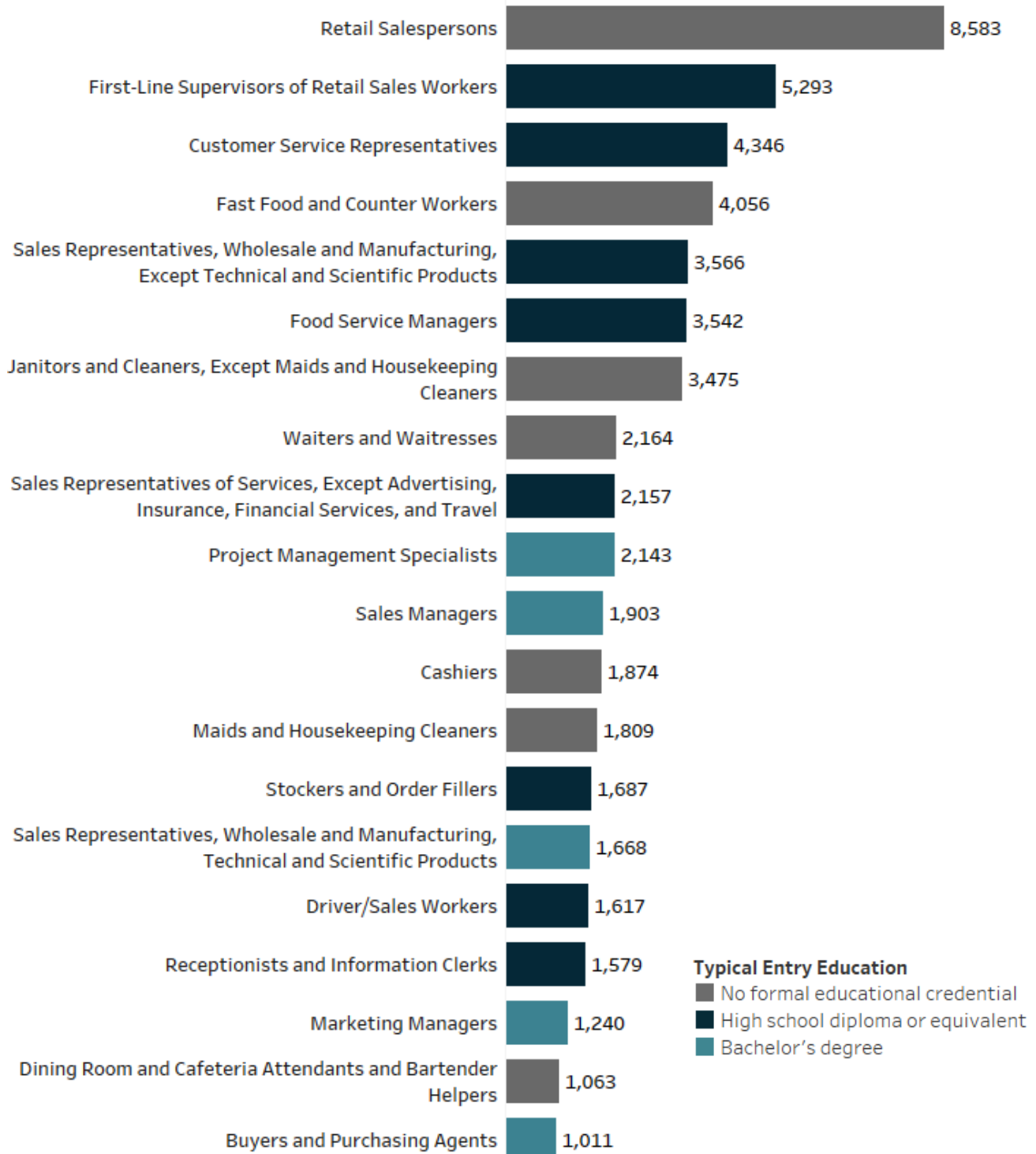




# CUSTOMER SERVICE OCCUPATION GROUP

## Top Posted Jobs

In Q2 2024, there were a total of 68,395 job postings for Customer Service workers, an increase of 1,188 or 1.7 percent since Q1 2024. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q2 2024, with 8,583 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 5,293 postings. Other top posted jobs include Customer Service Representatives (4,346 postings), Fast Food and Counter Workers (4,056 postings), and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,566 postings).



# CUSTOMER SERVICE OCCUPATION GROUP

## Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, the Customer Service occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$17.82 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$15.72 per hour or an annual salary of about \$32,698. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$22.06 per hour or \$45,885 annually.

### Wage Overview for Top Posted Customer Service Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$12.02	\$13.51	\$15.72	\$18.00	\$23.14
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.51	\$17.66	\$22.06	\$27.84	\$35.76
43-4051	Customer Service Representatives	\$14.48	\$16.64	\$19.69	\$24.98	\$31.21
35-3023	Fast Food and Counter Workers	\$11.12	\$12.83	\$13.95	\$14.82	\$17.10
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.94	\$25.02	\$35.85	\$48.94	\$64.96
11-9051	Food Service Managers	\$22.29	\$25.05	\$29.78	\$36.43	\$42.69
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.47	\$14.52	\$16.48	\$18.37	\$21.07
35-3031	Waiters and Waitresses	\$10.76	\$13.65	\$17.22	\$22.78	\$30.05
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$18.44	\$24.48	\$35.50	\$49.09	\$69.93
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.60	\$62.08	\$68.63

### In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Marketing
- Cash Register

### In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Leadership

### In-Demand Certifications

- Valid Driver's License
- ServSafe Certification
- Food Handler's Card
- Project Management Professional Certification
- Cardiopulmonary Resuscitation (CPR) Certification

### In-Demand Education Level\*

- High School Diploma: 29.3%
- Associate Degree: 3.7%
- Bachelor's Degree: 17.1%
- Master's Degree: 3.0%

### Top Posting Employers

- Kroger
- Meijer
- Taco Bell
- Walmart
- Dollar General
- Great Clips
- Marriott International
- Arby's
- Burger King
- Lowe's

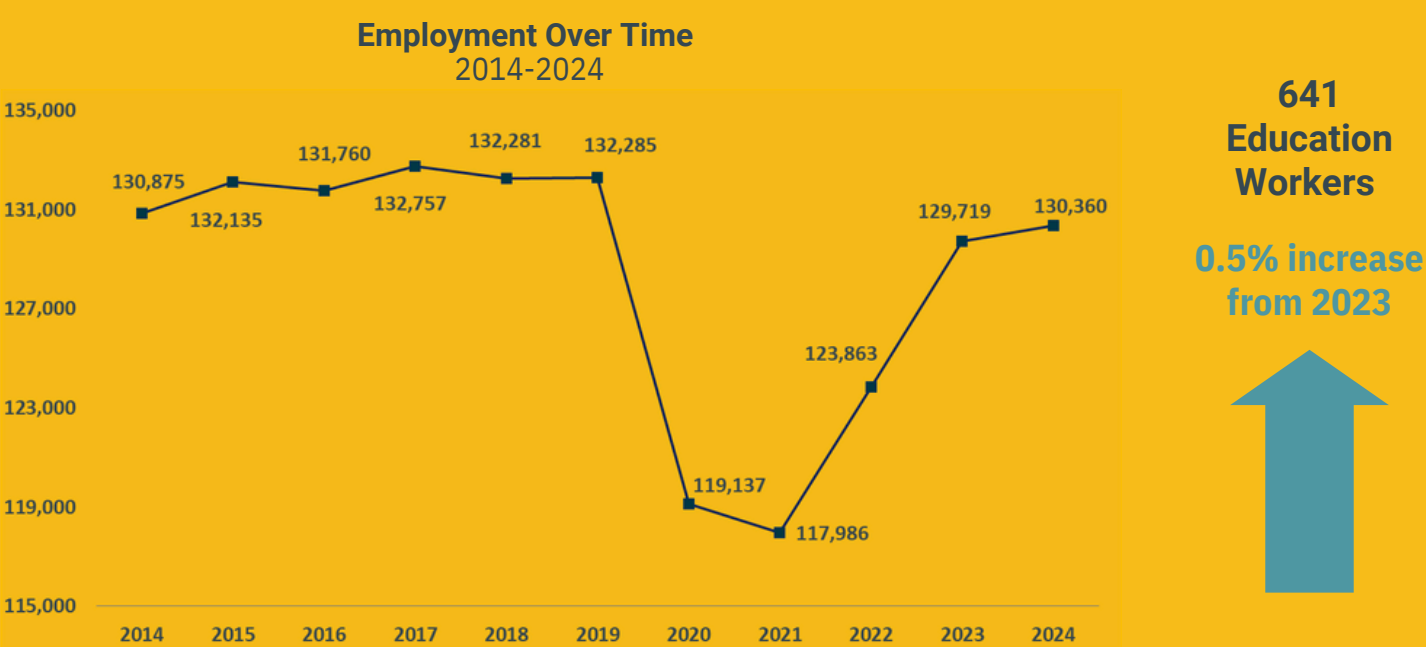
### Job Postings by City

- Detroit: 6,488 Postings
- Lansing: 4,273 Postings
- Ann Arbor: 3,890 Postings
- Troy: 2,862 Postings
- Novi: 2,215 Postings
- Livonia: 2,049 Postings
- Southfield: 1,536 Postings
- Farmington: 1,507 Postings
- Dearborn: 1,486 Postings
- Rochester: 1,484 Postings

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

# EDUCATION OCCUPATION GROUP

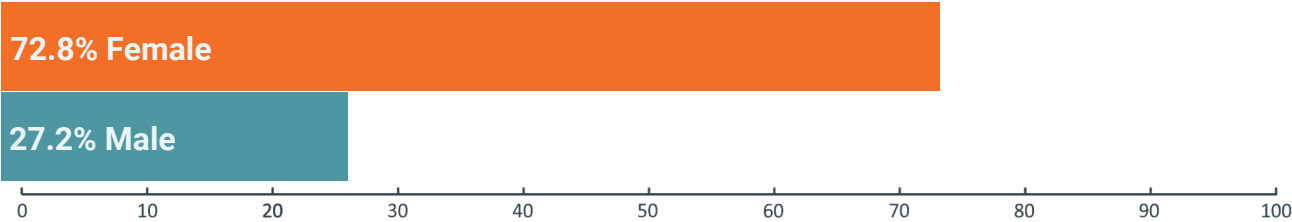
Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group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



## Education Worker Demographics

According to Q2 2024 Lightcast data, the 130,360 workers in the Education group are not particularly diverse. Just 9.8 percent of the related workforce is under 25. Male workers account for 27.2 percent of the current workforce and only 19.3 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



### Race and Ethnicity Demographics

80.7% White | 4.9% Asian | 8.3% Black or African-American

### Worker Age Demographics

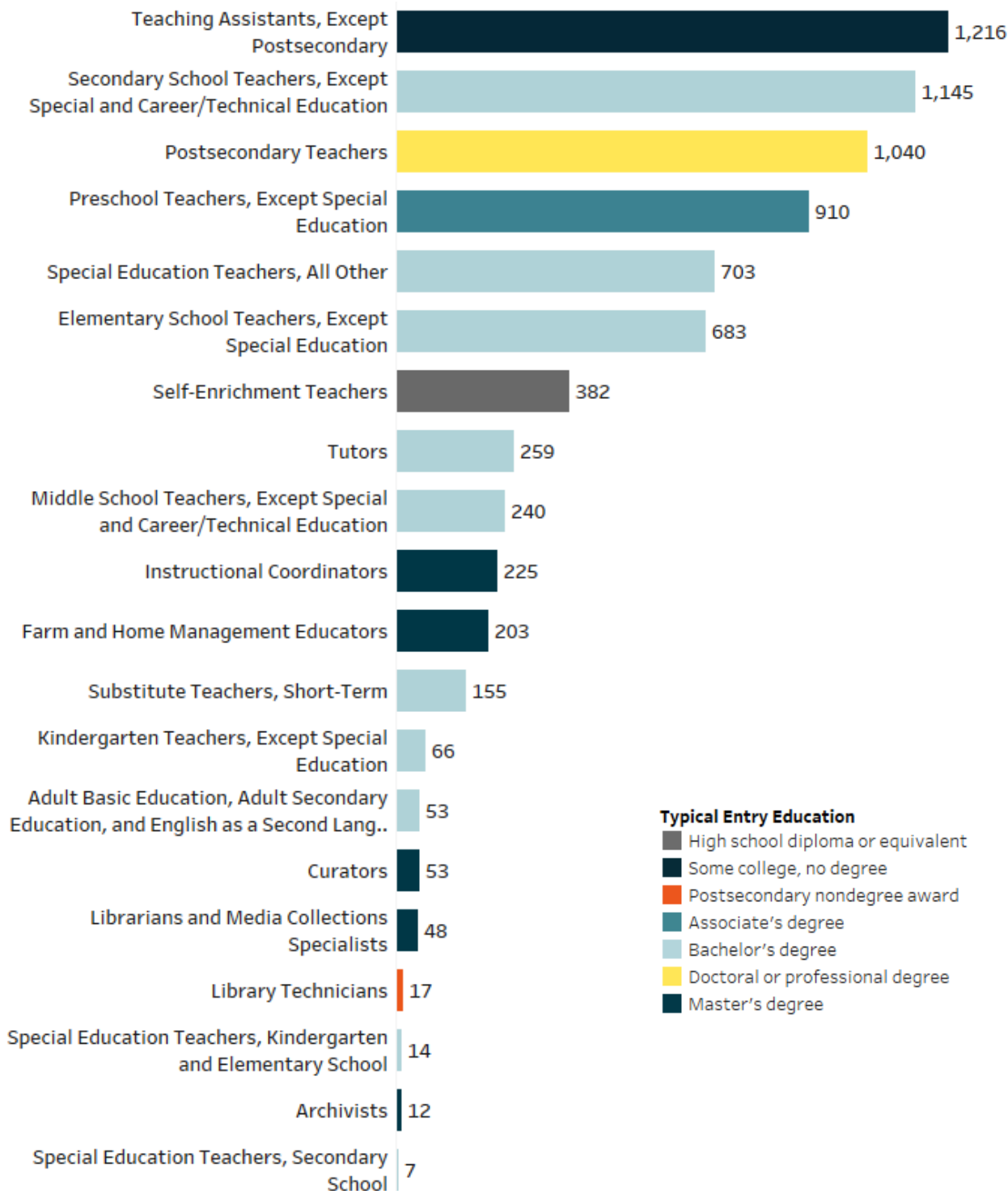


Data: Lightcast | Analysis: Workforce Intelligence Network

# EDUCATION OCCUPATION GROUP

## Top Posted Jobs

Online job ads increased by 2,019 or 30.6 percent since Q1 2024, bringing Q2 2024 demand to 8,610 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,216 postings. Secondary School Teachers, Except Special and Career/Technical Education was in the second position with 1,145 postings. Other top posted jobs include Postsecondary Teachers (1,040 postings), Preschool Teachers, Except Special Education (910 postings), Special Education Teachers, All Other (703 postings), Elementary School Teachers, Except Special Education (683 postings), Self-Enrichment Teachers (382 postings), Tutors (259 postings), Middle School Teachers, Except Special and Career/Technical Education (240 postings), Instructional Coordinators (225 postings), Farm and Home Management Educators (203 postings), Substitute Teachers, Short-Term (155 postings), Kindergarten Teachers, Except Special Education (66 postings), Adult Basic Education, Adult Secondary Education, and English as a Second Language (53 postings), Curators (53 postings), Librarians and Media Collections Specialists (48 postings), Library Technicians (17 postings), Special Education Teachers, Kindergarten and Elementary School (14 postings), Archivists (12 postings), and Special Education Teachers, Secondary School (7 postings).



# EDUCATION OCCUPATION GROUP

## Wage Overview

Wages in the Education field tend to scale with both education and experience. Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$29.29 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of \$14.99 per hour or an annual salary of about \$31,179.

### Wage Overview for Top Posted Education Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	\$11.89	\$13.92	\$14.99	\$17.59	\$19.83
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$23.02	\$25.39	\$31.15	\$38.88	\$46.43
25-1099	Postsecondary Teachers	\$24.30	\$31.48	\$43.94	\$61.69	\$82.45
25-2011	Preschool Teachers, Except Special Education	\$14.31	\$15.35	\$17.76	\$21.78	\$25.55
25-2059	Special Education Teachers, All Other	\$25.76	\$30.60	\$38.57	\$46.68	\$50.11
25-2021	Elementary School Teachers, Except Special Education	\$22.51	\$24.03	\$30.45	\$38.23	\$43.43
25-3021	Self-Enrichment Teachers	\$13.02	\$15.63	\$21.59	\$29.29	\$36.66
25-3041	Tutors	\$14.11	\$15.61	\$17.21	\$19.70	\$26.67
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$22.13	\$23.82	\$30.20	\$38.54	\$47.68
25-9031	Instructional Coordinators	\$23.39	\$28.54	\$37.93	\$46.68	\$52.19

### In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Classroom Management
- Preschool Education

### In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Mathematics
- Planning

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 20.3%
- Associate Degree: 10.0%
- Bachelor's Degree: 35.7%
- Master's Degree: 19.4%

### Top Posting Employers

- University Of Michigan
- Michigan Association Of School Boards
- KinderCare Education
- National Heritage Academies
- Michigan State University
- ATX Learning
- Archdiocese Of Detroit
- Learning Care Group
- Catholic Diocese Of Lansing
- Lansing School District

### Job Postings by City

- Detroit: 983 Postings
- Ann Arbor: 565 Postings
- Lansing: 405 Postings
- Flint: 294 Postings
- East Lansing: 279 Postings
- Dearborn: 209 Postings
- Jackson: 188 Postings
- Macomb Township: 186 Postings
- Southfield: 176 Postings
- Troy: 157 Postings

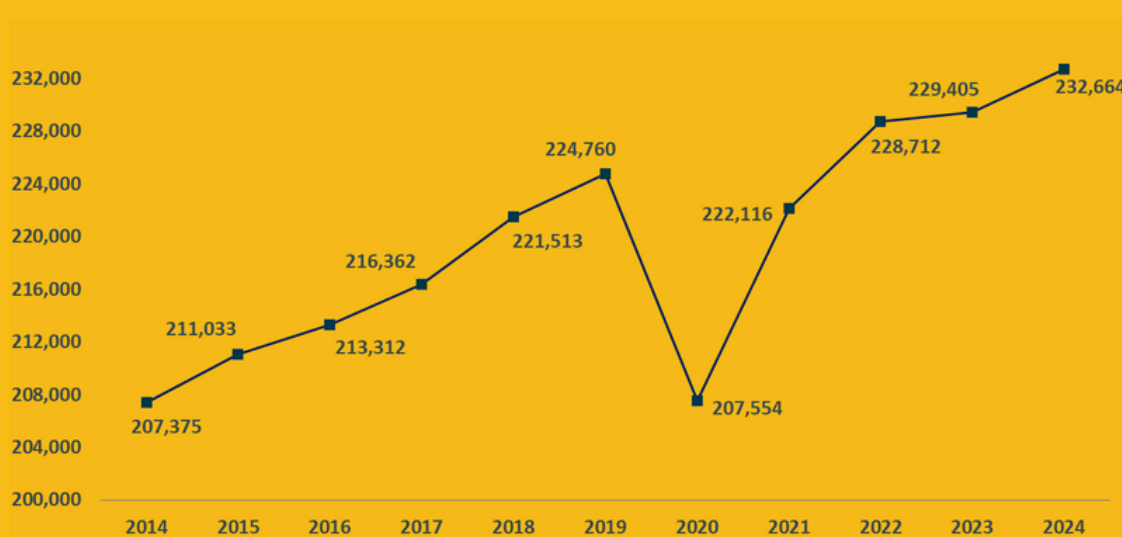
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



# ENERGY OCCUPATION GROUP

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

**Employment Over Time**  
2014-2024



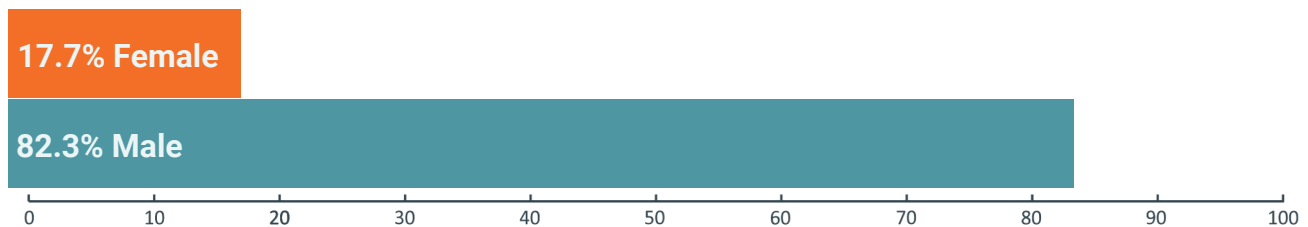
**3,258**  
**Energy**  
**Workers**

**1.4% increase**  
**from 2023**

## Energy Worker Demographics

In Q2 2024, there were 232,664 workers in the Energy occupation group. This group is primarily made up of males (82.3 percent) between the ages of 25 and 54 (69.9 percent), with 17.7 percent of workers identifying as female and just 20.9 percent identifying as a racial minority. Also of note was that 5.3 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



### Race and Ethnicity Demographics

**79.1% White | 5.7% Asian | 9.7% Black or African-American**

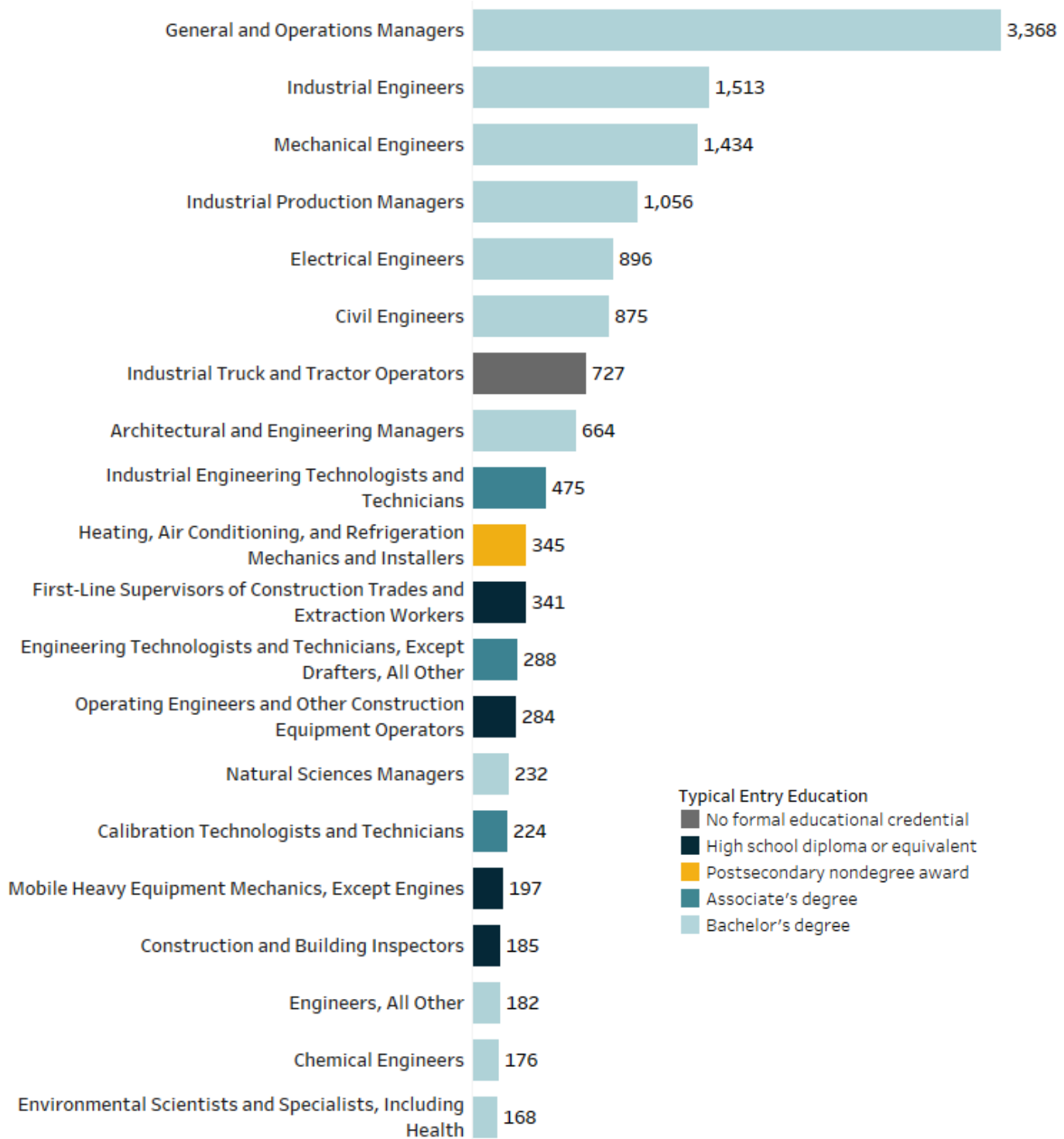
### Worker Age Demographics



# ENERGY OCCUPATION GROUP

## Top Posted Jobs

This quarter saw a total of 17,220 job postings for Energy workers, a decrease of 397 postings or 2.3 percent from Q1 2024. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q2 2024, with 3,368 postings. Industrial Engineers was in the second position with 1,513 postings. Other top posted jobs include Mechanical Engineers (1,434 postings), Industrial Production Managers (1,056 postings), and Electrical Engineers (896 postings).



## Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. The Energy occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$46.67 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$48.91 per hour or an annual salary of about \$101,733.

### Wage Overview for Top Posted Energy Jobs in 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	\$23.12	\$31.92	\$48.91	\$75.15	\$106.24
17-2112	Industrial Engineers	\$32.78	\$38.71	\$48.22	\$58.81	\$64.39
17-2141	Mechanical Engineers	\$32.64	\$38.43	\$48.29	\$60.13	\$65.21
11-3051	Industrial Production Managers	\$37.79	\$46.34	\$56.37	\$66.75	\$83.16
17-2071	Electrical Engineers	\$34.82	\$38.37	\$47.94	\$60.63	\$66.90
17-2051	Civil Engineers	\$28.49	\$32.07	\$39.69	\$50.52	\$61.92
53-7051	Industrial Truck and Tractor Operators	\$16.79	\$18.55	\$21.45	\$27.75	\$31.87
11-9041	Architectural and Engineering Managers	\$54.72	\$63.14	\$77.64	\$85.55	\$102.80
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.39	\$37.69	\$44.15
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.94	\$22.17	\$26.82	\$33.63	\$39.81

### In-Demand Technical Skills

- Project Management
- Mechanical Engineering
- Electrical Engineering
- AutoCAD
- Auditing

### In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- Forklift Certification

### In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Customer Service

### Top Posting Employers

- Employment Placement Agencies
- Engineering Services
- Other Motor Vehicle Parts Manufacturing
- Auto and Light Duty Motor Vehicle Manufacturing
- Temporary Help Services
- Colleges, Universities, and Professional Schools
- Custom Computer Programming Services
- Computer Systems Design Services
- Auto Parts and Accessories Retailers
- Limited-Service Restaurants

### In-Demand Education Level\*

- High School Diploma: 20.0%
- Associate Degree: 7.8%
- Bachelor's Degree: 45.1%
- Master's Degree: 12.2%

### Job Postings by City

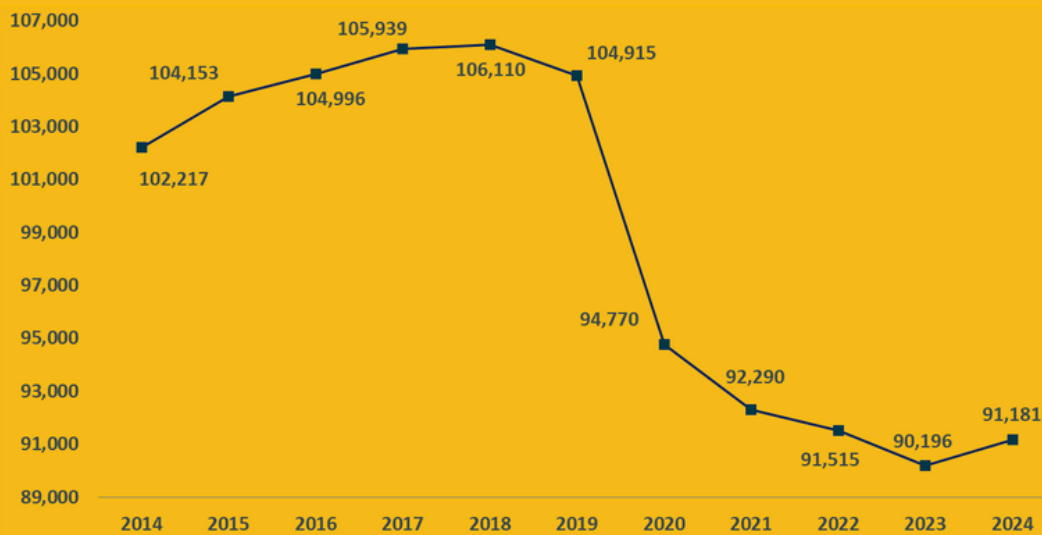
- Detroit: 2,352 Postings
- Ann Arbor: 1,175 Postings
- Lansing: 1,051 Postings
- Warren: 807 Postings
- Dearborn: 715 Postings
- Troy: 684 Postings
- Auburn Hills: 631 Postings
- Sterling Heights: 573 Postings
- Livonia: 504 Postings
- Farmington: 464 Postings

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

# ENGINEERS AND DESIGNERS OCCUPATION GROUP

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

**Employment Over Time**  
2014-2024



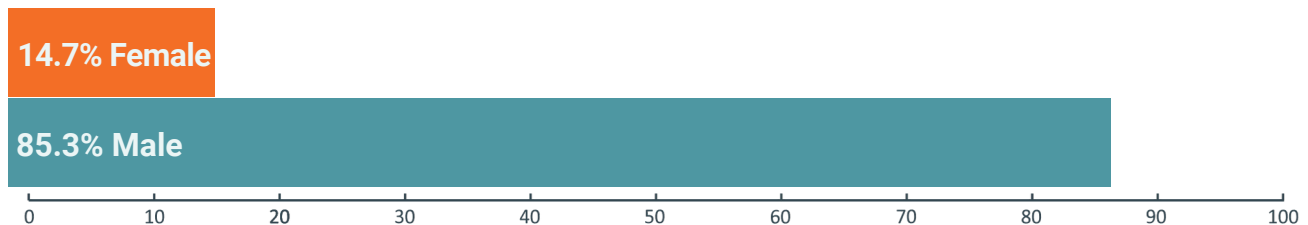
**985**  
**Engineers and**  
**Designers Workers**  
**1.1% increase**  
**from 2023**



## Engineers and Designers Worker Demographics

According to Q2 2024 Lightcast data, the 91,181 workers in the Engineering and Design group are not particularly diverse. Just 5.4 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.7 percent of the current workforce and only 23.6 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



### Race and Ethnicity Demographics

**76.4 % White | 10.4% Asian | 8.0% Black or African-American**

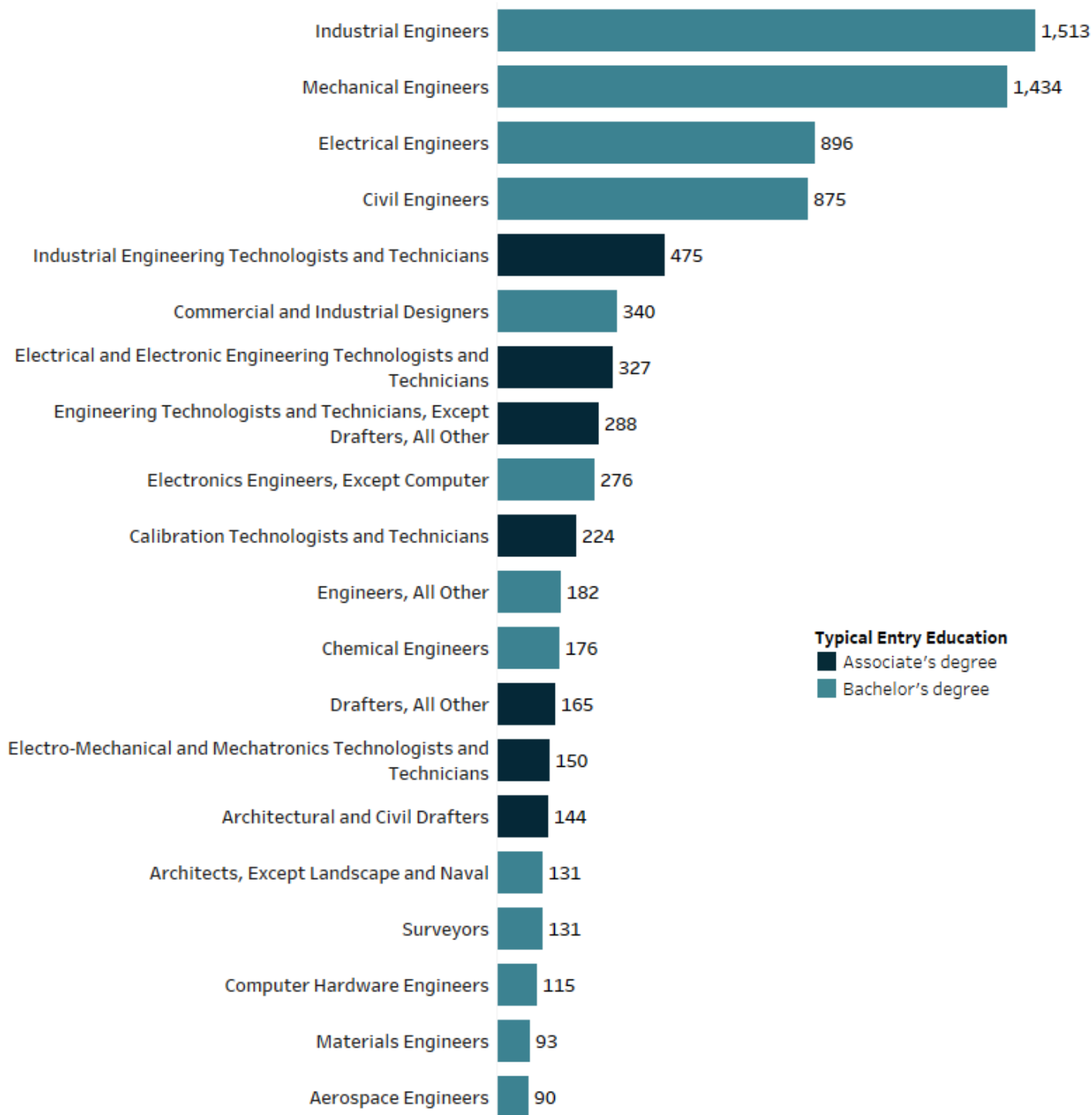
### Worker Age Demographics



# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Top Posted Jobs

Online job ads for Engineers and Designers totaled 9,196 postings in Q2 2024, a decrease of 22 postings (0.2 percent) from Q1. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q2 2024, with 1,513 postings. Mechanical Engineers was in the second position with 1,434 postings. Other top posted jobs include Electrical Engineers (896 postings), Civil Engineers (875 postings), and Industrial Engineering Technologists and Technicians (475 postings).





# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. At least half of the top jobs pay over \$39.69 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$48.22 per hour or an annual salary of about \$100,298.

### Wage Overview for Top Posted Engineers and Designers Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$32.78	\$38.71	\$48.22	\$58.81	\$64.39
17-2141	Mechanical Engineers	\$32.64	\$38.43	\$48.29	\$60.13	\$65.21
17-2071	Electrical Engineers	\$34.82	\$38.37	\$47.94	\$60.63	\$66.90
17-2051	Civil Engineers	\$28.49	\$32.07	\$39.69	\$50.52	\$61.92
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.39	\$37.69	\$44.15
27-1021	Commercial and Industrial Designers	\$19.78	\$28.26	\$36.03	\$48.02	\$54.31
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.39	\$23.22	\$30.64	\$38.07	\$42.76
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.52	\$22.45	\$30.87	\$37.96	\$51.56
17-2072	Electronics Engineers, Except Computer	\$39.23	\$43.65	\$49.80	\$61.82	\$65.61
17-3028	Calibration Technologists and Technicians	\$17.59	\$23.63	\$27.74	\$35.20	\$39.92

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 11.6%
- Associate Degree: 10.3%
- Bachelor's Degree: 58.9%
- Master's Degree: 16.3%

### Top Posting Employers

- Actalent
- Ford
- General Motors
- GPAC
- Insight Global
- Jabil
- Barr Engineering Co.
- Magna International
- G-TECH Services
- Black & Veatch

### Job Postings by City

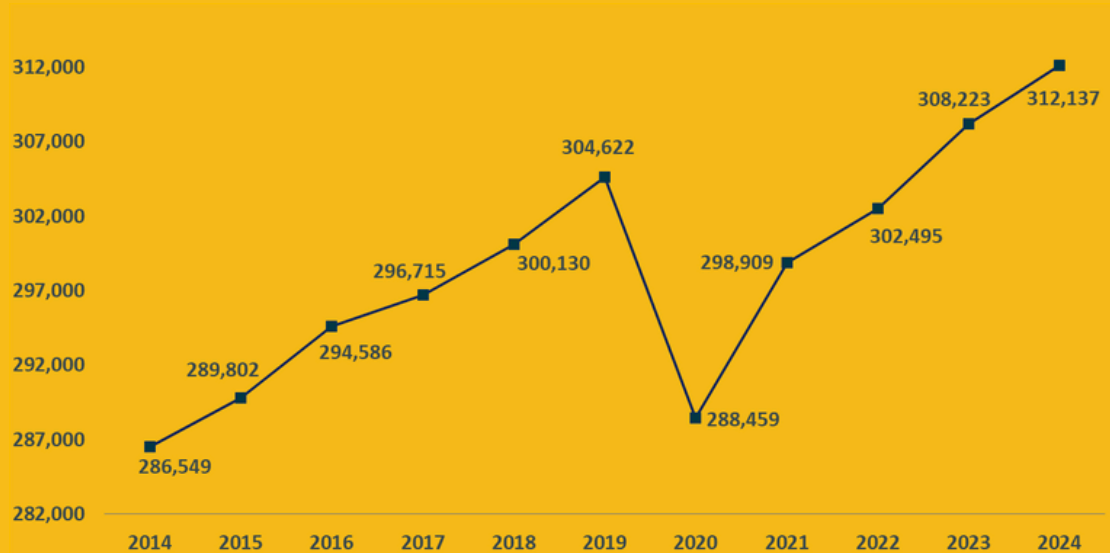
- Detroit: 1,030 Postings
- Ann Arbor: 690 Postings
- Dearborn: 654 Postings
- Auburn Hills: 526 Postings
- Warren: 516 Postings
- Troy: 440 Postings
- Lansing: 381 Postings
- Sterling Heights: 372 Postings
- Farmington: 279 Postings
- Novi: 279 Postings

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

# HEALTH CARE OCCUPATION GROUP

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

**Employment Over Time**  
2014-2024



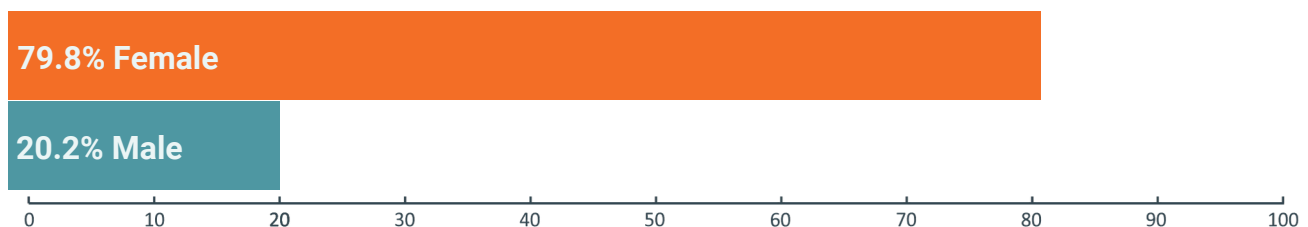
**3,914**  
**Health Care**  
**Workers**  
  
**1.3% increase**  
**from 2023**



## Health Care Worker Demographics

The Health Care occupation group employs 312,137 workers, an overwhelming number of whom are females (79.8 percent) between the ages of 25 and 54 (68.2 percent). Just 20.2 percent of workers identify as male, although 31.0 percent identifying as a racial minority. Also of note was that 9.1 percent of the workers in the occupation group were under the age of 25, compared to the 22.7 percent 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**69.0% White** | **5.9% Asian** | **19.7% Black or African-American**

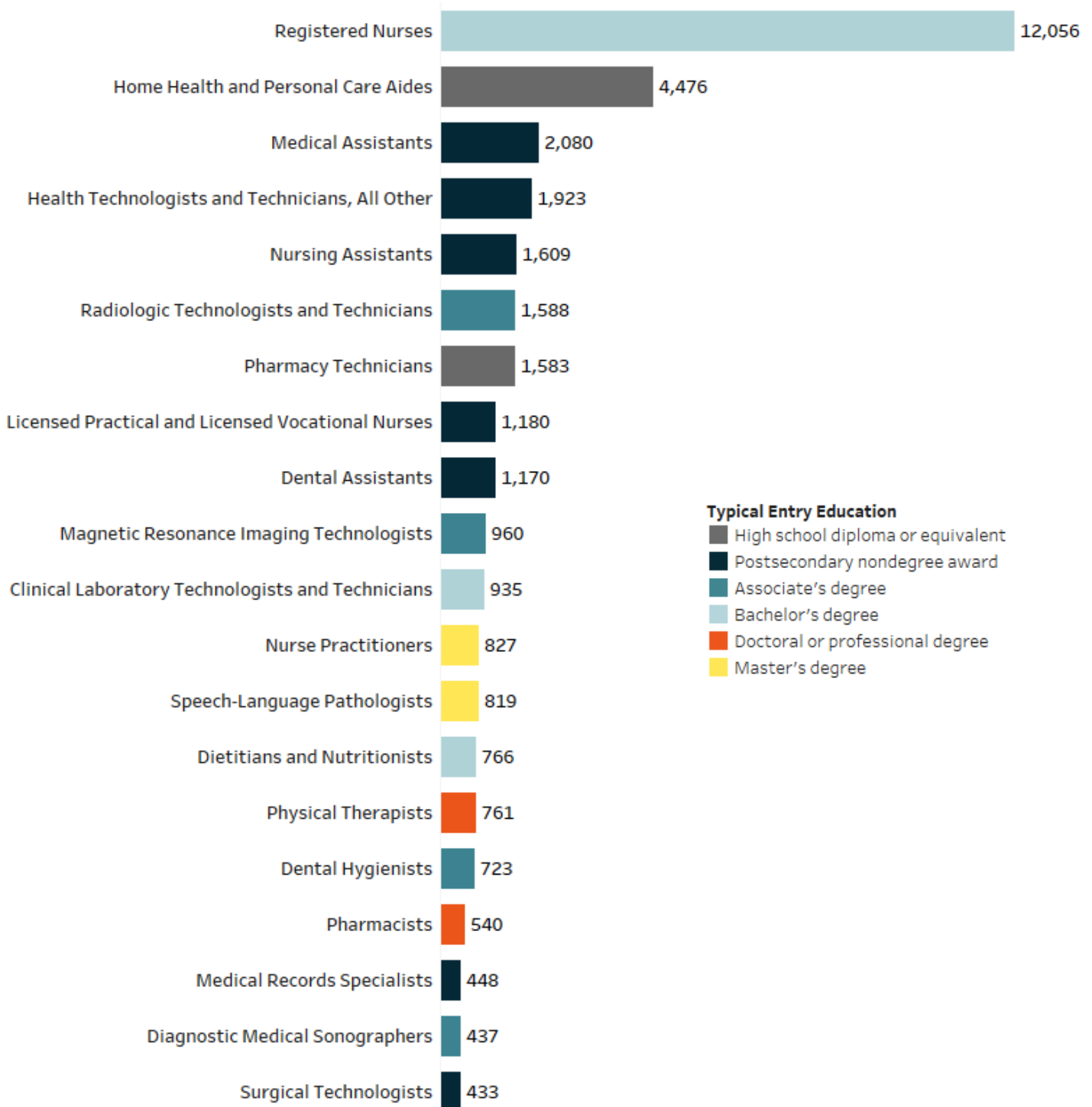
### Worker Age Demographics



# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

In Q2 2024, there were a total of 42,796 job postings for Health Care workers, a decrease of 1,006 from Q1 2024. Registered Nurses was the most sought-after occupation by Health Care industry employers with 12,056 postings. Home Health and Personal Care Aides was in the second position with 4,476 postings. Other top posted jobs include Medical Assistants (2,080 postings), Health Technologists and Technicians, All Other (1,923 Postings), and Nursing Assistants (1,609 postings).



# HEALTH CARE OCCUPATION GROUP

## Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a Bachelor's degree. However, most of the top posted jobs that require less than a Bachelor's degree pay under the state's median wage of \$22.57 per hour. At least half of the top jobs pay over \$20.12 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$40.79 per hour or an annual salary of about \$84,843.

### 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	\$33.40	\$37.77	\$40.79	\$47.51	\$49.77
31-1128	Home Health and Personal Care Aides	\$11.69	\$13.41	\$14.98	\$17.00	\$18.83
31-9092	Medical Assistants	\$15.63	\$17.36	\$18.69	\$21.20	\$22.57
29-2099	Health Technologists and Technicians, All Other	\$17.35	\$18.33	\$20.90	\$27.54	\$36.79
31-1131	Nursing Assistants	\$16.78	\$17.70	\$18.55	\$20.11	\$21.44
29-2034	Radiologic Technologists and Technicians	\$25.93	\$29.89	\$32.85	\$37.00	\$40.79
29-2052	Pharmacy Technicians	\$15.42	\$16.82	\$18.72	\$22.65	\$24.23
29-2061	Licensed Practical and Licensed Vocational Nurses	\$25.44	\$28.63	\$30.49	\$32.32	\$35.97
31-9091	Dental Assistants	\$15.75	\$18.31	\$21.77	\$23.45	\$26.87
29-2035	Magnetic Resonance Imaging Technologists	\$20.85	\$33.13	\$38.40	\$40.59	\$43.43

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communication
- Customer Service
- Leadership
- Management
- Teaching

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 25.1%
- Associate Degree: 17.2%
- Bachelor's Degree: 18.0%
- Master's Degree: 5.8%

### Top Posting Employers

- Corewell Health
- Trinity Health
- Henry Ford Health Corp
- Ascension
- McLaren Health Care
- Henry Ford Health System
- University Of Michigan
- Detroit Medical Center
- Elara Caring
- Tenet Healthcare

### Job Postings by City

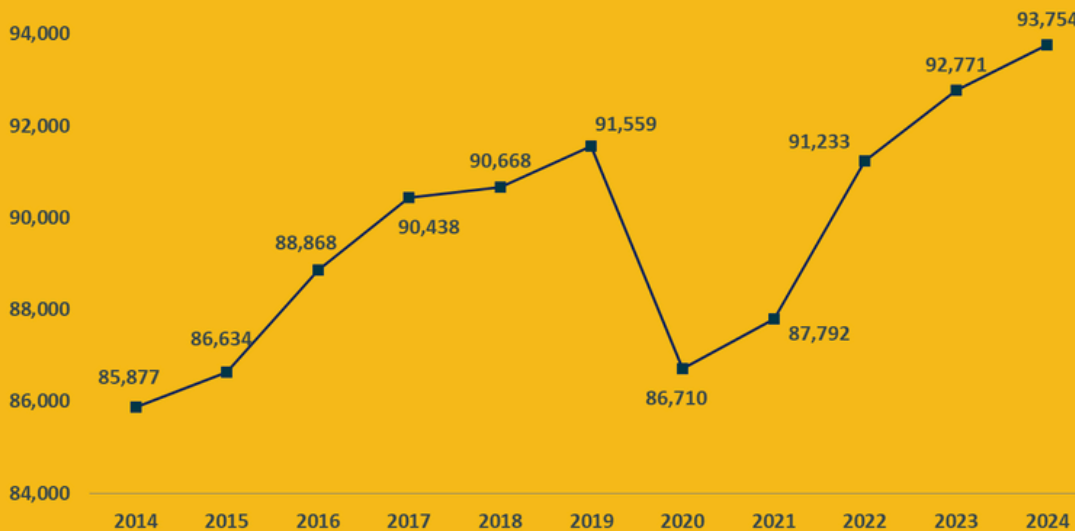
- Detroit: 6,212 Postings
- Ann Arbor: 2,508 Postings
- Lansing: 1,837 Postings
- Southfield: 1,349 Postings
- Livonia: 1,291 Postings
- Flint: 1,152 Postings
- Dearborn: 1,135 Postings
- Warren: 1,082 Postings
- Troy: 935 Postings
- Jackson: 931 Postings

*\*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, and about 8,800 job openings are reported in the region annually.

**Employment Over Time**  
2014-2024

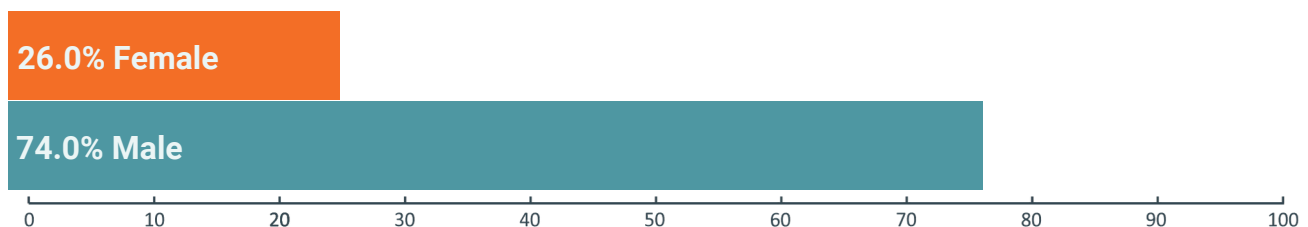


**983**  
**Information**  
**Technology Workers**  
**1.1% increase**  
**from 2023**

## Information Technology Worker Demographics

In Q2 2024, there were 93,754 workers in the IT occupation group. This group is primarily made up of males (74.0 percent) between the ages of 25 and 54 (77.0 percent), with 26.0 percent of workers identifying as female and 31.3 percent identifying as a racial minority. Also of note was that 5.8 percent of the workers in the occupation group were under the age of 25, compared to the 17.2 percent 55 years of age or older.

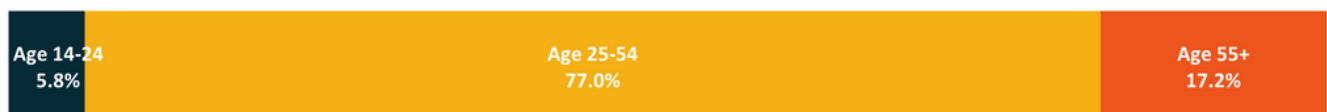
### Worker Gender Demographics



### Race and Ethnicity Demographics

**68.7% White | 17.3% Asian | 9.3% Black or African-American**

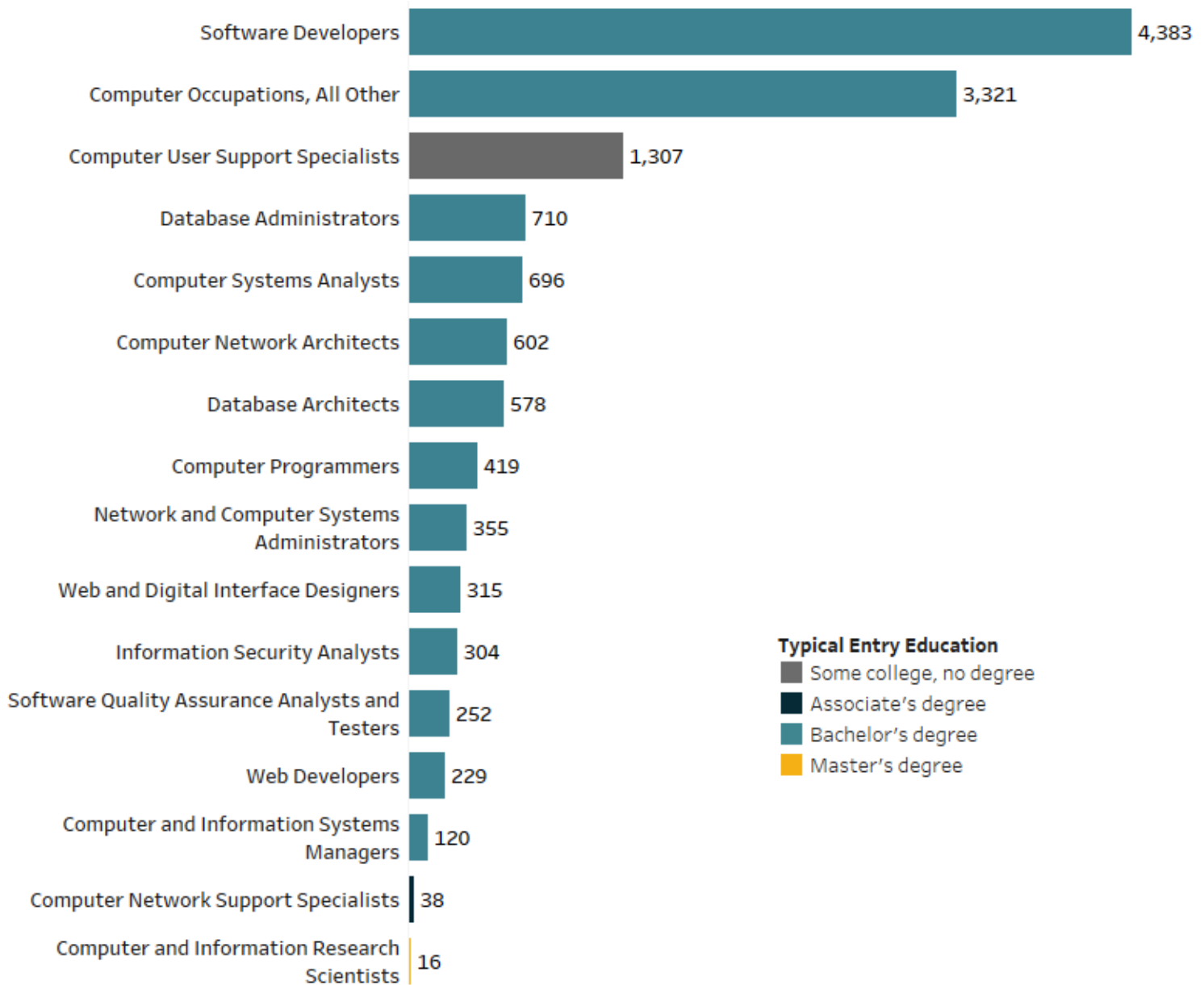
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In Q2 2024, there were a total of 13,645 job postings for IT workers, a decrease of 208 postings or 1.5 percent from Q1 2024. Software Developers was the most sought-after occupation by IT industry employers during Q2 2024, with 4,383 postings. Computer Occupations, All Other was in the second position with 3,321 postings. Other top posted jobs include Computer User Support Specialists (1,307 postings), Database Administrators (710 postings), and Computer Systems Analysts (696 postings).





# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. At least half of the top jobs pay over \$45.45 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$50.84 per hour or an annual salary of about \$105,747.

### 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
15-1252	Software Developers	\$36.04	\$42.54	\$50.84	\$63.12	\$77.37
15-1299	Computer Occupations, All Other	\$26.17	\$35.43	\$47.43	\$61.84	\$70.14
15-1232	Computer User Support Specialists	\$17.47	\$20.74	\$27.24	\$33.61	\$40.02
15-1242	Database Administrators	\$25.29	\$31.58	\$48.20	\$58.75	\$65.99
15-1211	Computer Systems Analysts	\$31.94	\$39.22	\$49.00	\$60.95	\$68.08
15-1241	Computer Network Architects	\$35.05	\$45.16	\$55.28	\$67.68	\$82.16
15-1243	Database Architects	\$25.54	\$43.09	\$58.76	\$65.31	\$79.00
15-1251	Computer Programmers	\$26.28	\$30.90	\$39.44	\$53.49	\$68.50
15-1244	Network and Computer Systems Administrators	\$30.38	\$37.71	\$45.45	\$55.11	\$67.79
15-1255	Web and Digital Interface Designers	\$20.30	\$25.70	\$37.47	\$50.65	\$62.38

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 7.0%
- Associate Degree: 7.5%
- Bachelor's Degree: 57.5%
- Master's Degree: 16.0%

### Top Posting Employers

- Ford
- General Motors
- Oracle
- Deloitte
- TEKsystems
- Accenture
- Stefanini
- Insight Global
- University Of Michigan
- V2Soft

### Job Postings by City

- Lansing: 2,431 Postings
- Detroit: 2,340 Postings
- Dearborn: 1,433 Postings
- Ann Arbor: 877 Postings
- Troy: 810 Postings
- Auburn Hills: 584 Postings
- Warren: 458 Postings
- Sterling Heights: 455 Postings
- Farmington: 349 Postings
- Livonia: 348 Postings

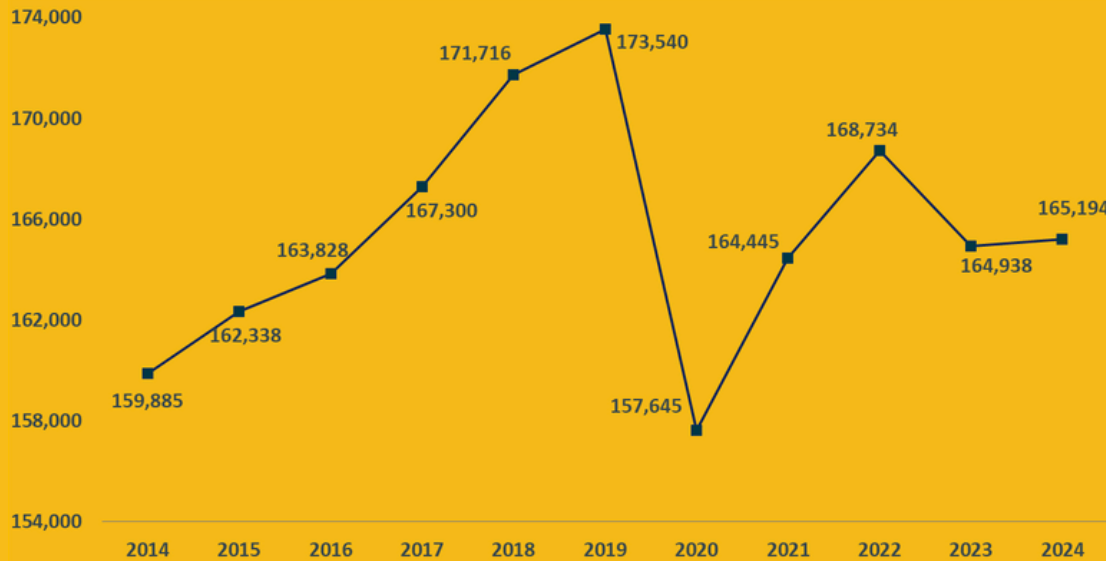
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The WIN Region Technicians/Skilled Trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 22,000 openings for these workers annually.

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

**Employment Over Time**  
2014-2024



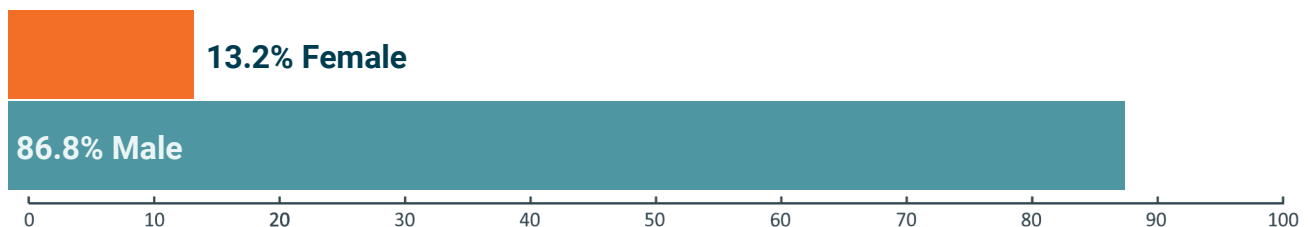
**256**  
**Skilled Trades**  
**Workers**  
**0.2% increase**  
**from 2023**



## Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 165,194 workers during Q2 2024 in southeast Michigan. This group is primarily made up of males (86.8 percent) between the ages of 25 and 54 (64.7 percent), with 13.2 percent of workers identifying as female and just 22.3 percent identifying as a racial minority. Also of note was that 6.1 percent of the workers in the occupation group were under the age of 25, compared to the 29.2 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

### Worker Gender Demographics



### Race and Ethnicity Demographics

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

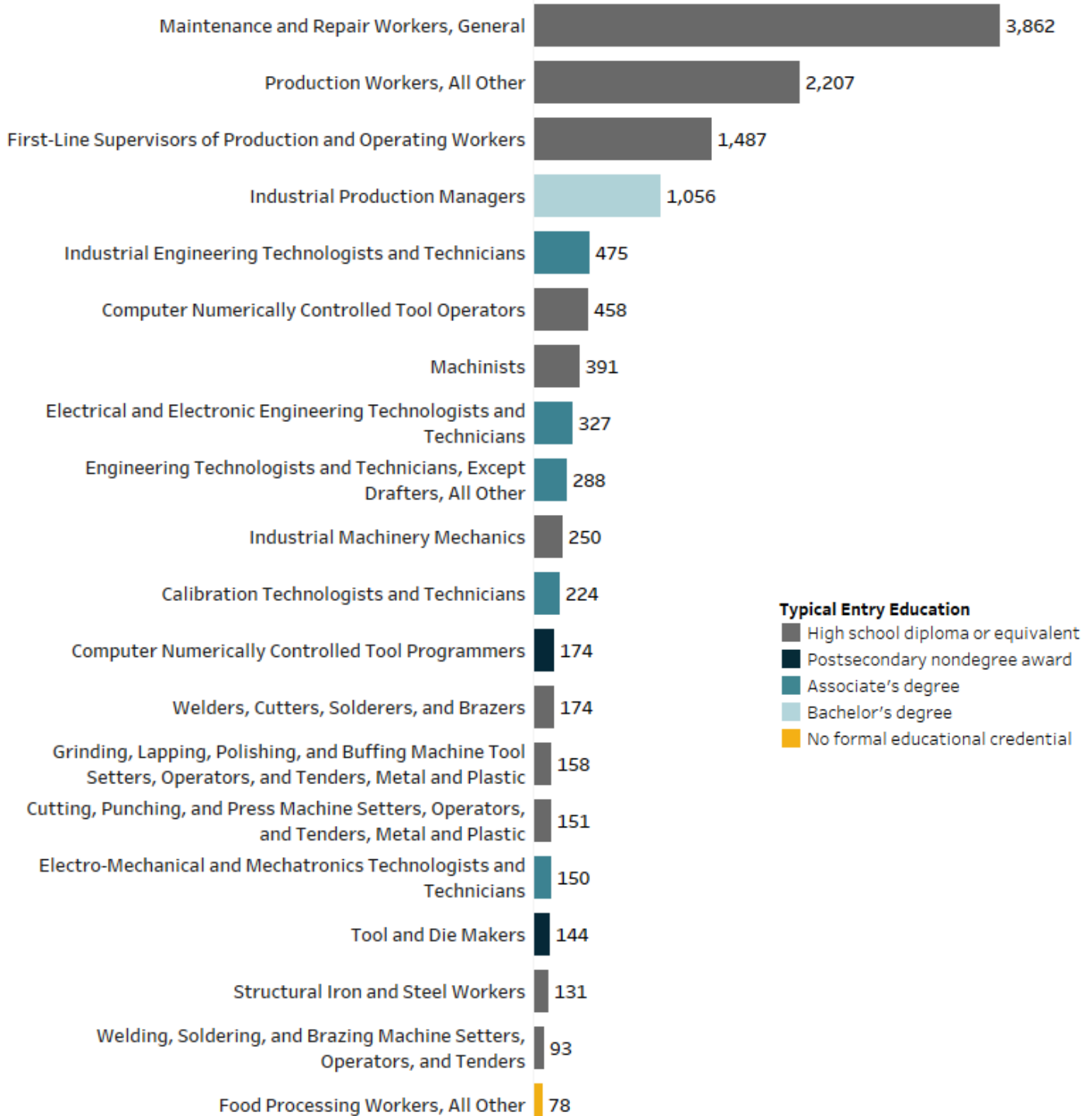
### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

There was a total of 12,724 job postings for Skilled Trades workers in Q2 2024, a 2.5 percent increase (310 postings) from Q1. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q2 2024, with 3,862 postings. Production Workers, All Other was in the second position with 2,207 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,487 postings), Industrial Production Managers (1,056 postings), and Industrial Engineering Technologists and Technicians (475 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs that are open to candidates with a High School diploma or equivalent. At least half of the top jobs pay over \$24.32 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$22.07 per hour or an annual salary of about \$45,906.

### Wage Overview for Top Posted Skilled Trades Jobs in 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	\$15.16	\$17.87	\$22.07	\$27.28	\$31.51
51-9199	Production Workers, All Other	\$14.72	\$15.76	\$17.50	\$20.64	\$26.16
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.72	\$25.10	\$31.90	\$38.99	\$49.28
11-3051	Industrial Production Managers	\$37.79	\$46.34	\$56.37	\$66.75	\$83.16
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.39	\$37.69	\$44.15
51-9161	Computer Numerically Controlled Tool Operators	\$17.06	\$18.35	\$21.93	\$27.26	\$31.38
51-4041	Machinists	\$17.46	\$19.57	\$23.52	\$29.64	\$34.38
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.39	\$23.22	\$30.64	\$38.07	\$42.76
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.52	\$22.45	\$30.87	\$37.96	\$51.56
49-9041	Industrial Machinery Mechanics	\$19.86	\$23.93	\$29.75	\$35.00	\$38.97

### In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Tooling
- Preventive Maintenance

### In-Demand Foundational Skills

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

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 37.2%
- Associate Degree: 8.4%
- Bachelor's Degree: 14.0%
- Master's Degree: 2.7%

### Top Posting Employers

- Aerotek
- Express Employment Professionals
- Sentech Services
- Taldeco
- General Motors
- Branex Group
- Ford
- ManpowerGroup
- Elwood Staffing
- Actalent

### Job Postings by City

- Detroit: 1,223 Postings
- Lansing: 699 Postings
- Sterling Heights: 530 Postings
- Warren: 511 Postings
- Livonia: 435 Postings
- Auburn Hills: 422 Postings
- Troy: 418 Postings
- Plymouth: 398 Postings
- Ann Arbor: 385 Postings
- Dearborn: 281 Postings

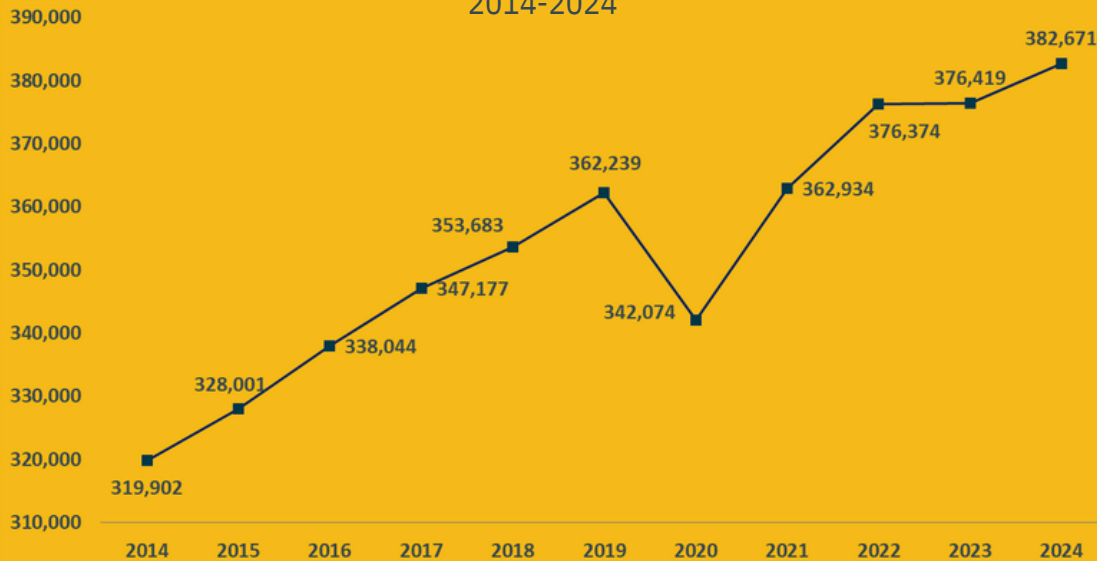
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

# Q2 2024 TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

WIN REGION

Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 50,500 job openings in southeast Michigan.

Employment Over Time  
2014-2024



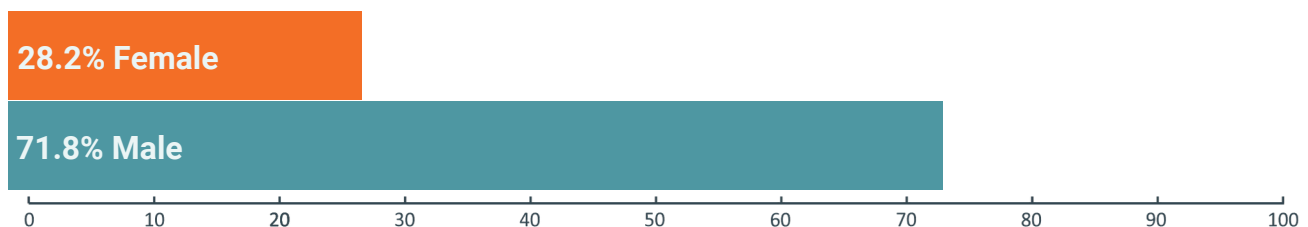
**6,252**  
TDL Workers  
1.7% increase  
from 2023



## TDL Worker Demographics

The TDL occupation group has a large workforce, employing 382,671 workers during Q2 2024. This group is primarily made up of males (71.8 percent) between the ages of 25 and 54 (63.0 percent), with 28.2 percent of workers identifying as female and 29.6 percent identifying as a racial minority. Also of note was that 12.6 percent of the workers in the occupation group were under the age of 25, compared to the 24.4 percent 55 years of age or older.

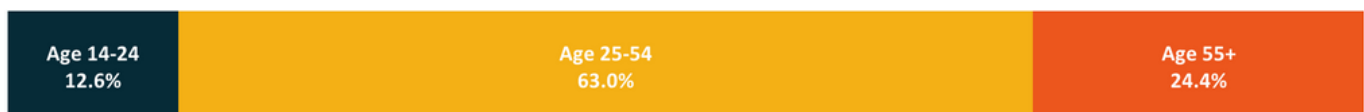
### Worker Gender Demographics



### Race and Ethnicity Demographics

70.4% White | 5.1% Hispanic or Latino | 19.3% Black or African-American

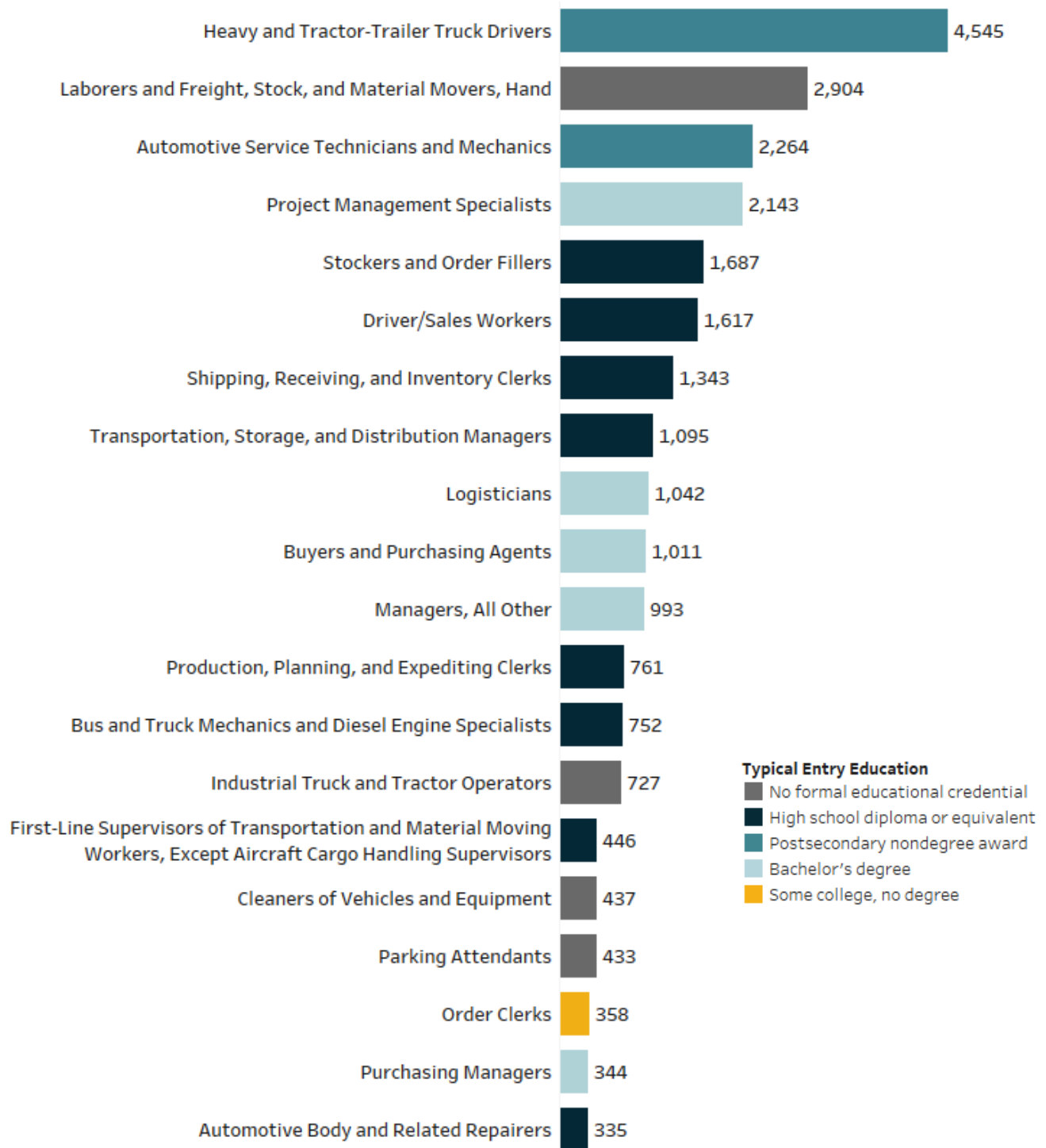
### Worker Age Demographics



# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Top Posted Jobs

Demand for TDL occupations totaled 29,930 job postings in Q2 2024, down 0.2 percent (53 postings) from Q1. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q2 2024, with 4,545 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,904 postings. Other top posted jobs include Automotive Service Technicians and Mechanics (2,264 postings), Project Management Specialists (2,143 postings), and Stockers and Order Fillers (1,687 postings).





# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

## Wage Overview

The TDL occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High Achool diploma or equivalent. At least half of the top jobs pay over \$22.50 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$25.56 per hour or an annual salary of about \$53,165.

### Wage Overview for Top Posted TDL Jobs in Q2 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.46	\$21.97	\$25.56	\$29.37	\$33.52
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$14.85	\$16.63	\$18.59	\$21.99	\$25.68
49-3023	Automotive Service Technicians and Mechanics	\$15.09	\$17.87	\$23.29	\$30.18	\$37.22
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.60	\$62.08	\$68.63
53-7065	Stockers and Order Fillers	\$13.88	\$15.12	\$17.06	\$19.50	\$23.37
53-3031	Driver/Sales Workers	\$11.23	\$12.64	\$17.53	\$23.67	\$29.35
43-5071	Shipping, Receiving, and Inventory Clerks	\$16.42	\$17.76	\$20.69	\$24.15	\$30.12
11-3071	Transportation, Storage, and Distribution Managers	\$29.69	\$36.46	\$47.04	\$62.16	\$80.81
13-1081	Logisticians	\$24.12	\$30.28	\$38.60	\$50.59	\$62.67
13-1028	Buyers and Purchasing Agents	\$22.18	\$28.41	\$36.48	\$46.62	\$57.36

### In-Demand Technical Skills

- Warehousing
- Project Management
- Forklift Truck
- Merchandising
- Purchasing

### In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Operations
- Detail Oriented

### In-Demand Certifications

- Valid Driver’s License
- Commercial Driver’s License (CDL)
- CDL Class A License
- Automotive Service Excellence (ASE) Certification
- Project Management Professional Certification

### In-Demand Education Level\*

- High School Diploma: 27.0%
- Associate Degree: 4.1%
- Bachelor's Degree: 17.9%
- Master's Degree: 3.9%

### Top Posting Employers

- Kroger
- Walmart
- Meijer
- Belle Tire
- Amazon
- Crash Champions
- Aerotek
- Penske Automotive Group
- Penske Logistics
- Chevrolet

### Job Postings by City

- Detroit: 3,335 Postings
- Lansing: 2,009 Postings
- Ann Arbor: 1,326 Postings
- Livonia: 1,108 Postings
- Warren: 968 Postings
- Troy: 967 Postings
- Sterling Heights: 793 Postings
- Dearborn: 783 Postings
- Romulus: 693 Postings
- Auburn Hills: 686 Postings

*\*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](http://WINintelligence.org)  
[info@WINintelligence.org](mailto:info@WINintelligence.org)