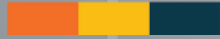


LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



JULY- SEPT
Q3 2024

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

Q3
2024

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OCCUPATION GROUPS

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and Logistics

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INTRODUCTION

WIN Region

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 third 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.

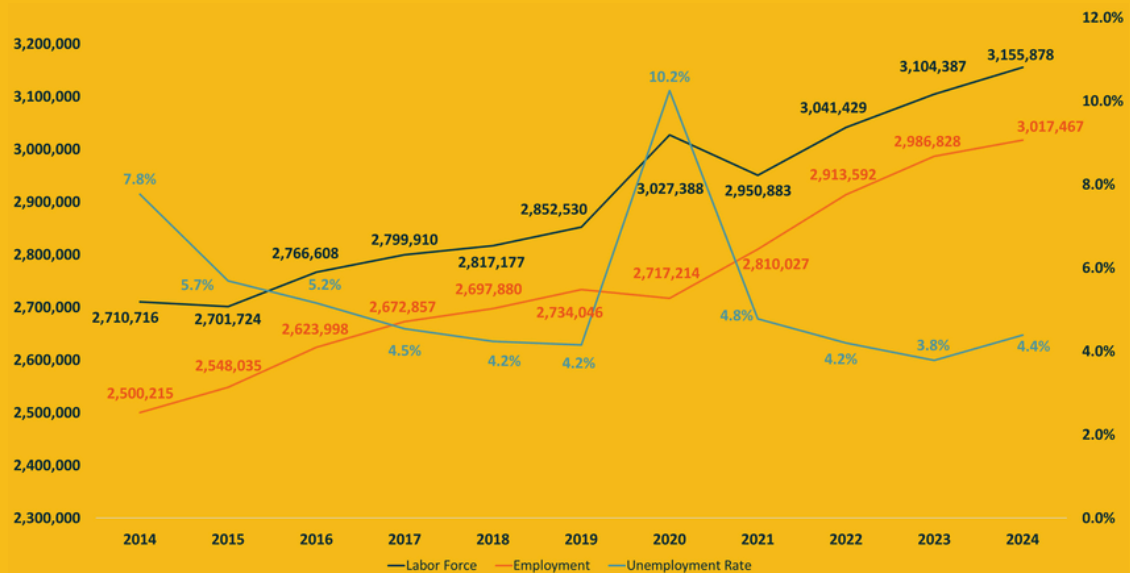
During the third quarter of 2024, the labor force figures improved, while employment and unemployment worsened from Q2 2024 in southeast Michigan. The number of unemployed workers increased by 14.6 percent, while the size of the labor force increased by 0.5 percent and the number of employed individuals 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 increased during Q3 2024.

Annual Labor Market Information

The labor force in southeast Michigan improved between 2023 and 2024 YTD, gaining 51,492 individuals, or 1.7 percent. Employment tracked proportionately to the labor force, reporting an increase of 1.0 percent, or 30,638 more workers in the third quarter of 2024. The unemployment rate increased during the same period to a rate of 4.4 percent.

Annual Labor Force, Employment, Unemployment Rate 2014–2024

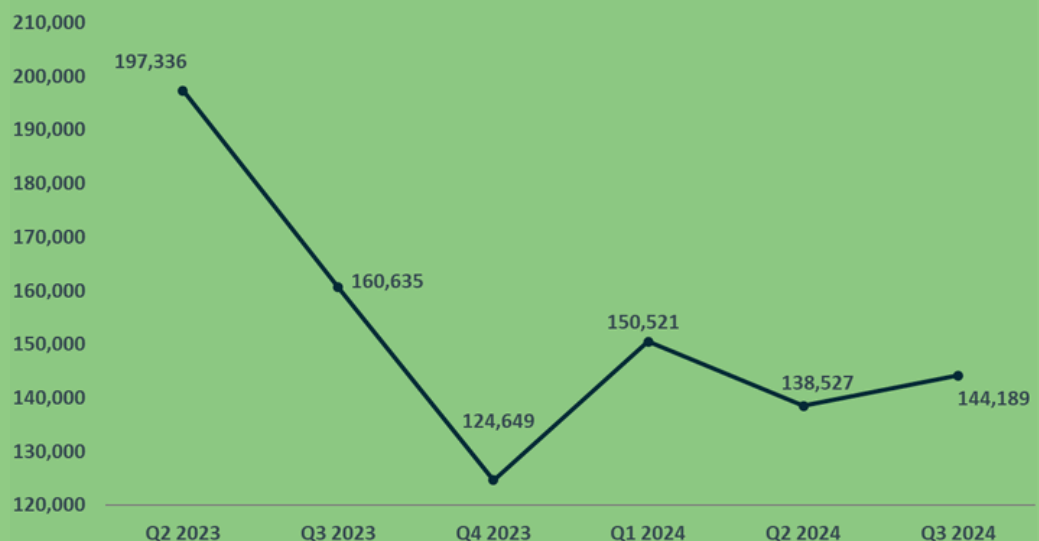


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the third quarter of 2024, showed an increase in demand levels in southeast Michigan, up 5,662 postings or 4.1 percent since Q2 2024. Over the past year, postings have decreased by 16,446 compared with Q3 2023, down 10.2 percent.

Average Quarterly Posting Analysis WIN Region Q2 2023 - Q3 2024



Data: Workforce Intelligence Network

Q3 2024 ANNUAL WORKFORCE INDICATORS

Key Findings

WIN REGION

.9%

Employer demand increased by 0.9 percent, an increase of 2,409 job postings since Q2 2024

High School Diploma

Most in-demand minimum education level during Q3

In Q3, employment totaled

3,012,040

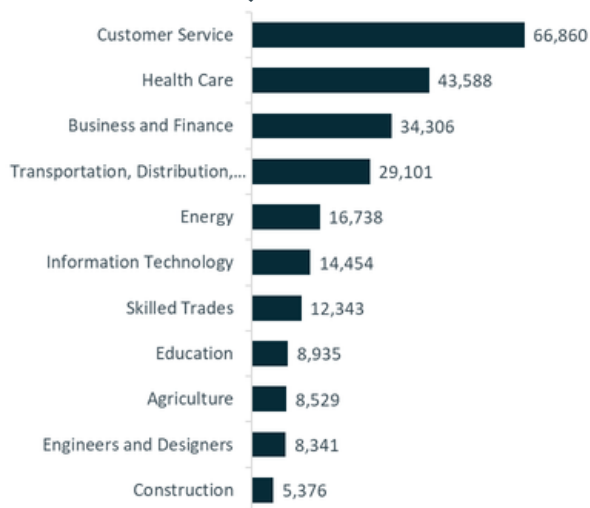
a decrease of 4,735 workers since Q2

During Q3 2024, there were 263,254 unique job postings, 2,409 (0.9 percent) more than the 260,845 postings made during Q2 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 66,860 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 Software Developers. For more information about in-demand job postings, see page 7.

Of the 263,254 unique postings in the WIN Region during Q3 2024, 69,668 (26.5 percent) required a High School diploma or equivalent, while 69,369 postings (26.4 percent) required a Bachelor's degree. An additional 26,474 postings (10 percent) required an advanced degree.

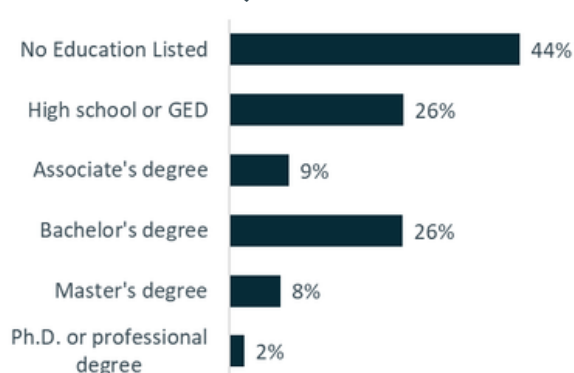
Top 11 Posting Occupation Groups

Q3 2024



In-Demand Education Levels

Q3 2024



The latest quarterly labor market data from southeast Michigan highlighted a mixture of growth in the labor force and decline in employment. During Q3 2024, labor force figures were 0.5 percent higher (15,208 individuals) and employment is 0.2 percent lower (4,735 individuals) than in Q2 2024. The unemployment rate increased to 4.9 percent in Q3 2024, a 0.6 percentage point increase from Q2 2024. The labor force increased by 0.4 percent from Q3 2023 while employment figures showed annual decline of 0.5 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

	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	3,154,833	3,164,185	3,146,389	3,153,019	3,168,227	15,208	0.5%	13,393	0.4%
Employment	3,026,136	3,044,021	3,023,585	3,016,775	3,012,040	-4,735	-0.2%	-14,096	-0.5%
Unemployment	128,697	120,164	122,804	136,244	156,187	19,943	14.6%	27,490	21.4%
Unemployment Rate	4.1%	3.8%	3.9%	4.3%	4.9%	0.6%	na	0.9%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the third quarter of 2024, the labor force in southeast Michigan experienced growth. The labor force is up by 51,492 individuals (1.7 percent) since 2023, while employment in the 19-county area increased by 30,638 workers (1.0 percent). Unemployment increased by 20,853 individuals from 2023. The unemployment rate demonstrated a commensurate increase, for a Q3 2024 unemployment rate of 4.4 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	3,155,878	51,492	1.7%
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	3,017,467	30,638	1.0%
Unemployment	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	138,411	20,853	17.7%
Unemployment Rate	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.4%	0.6%	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%

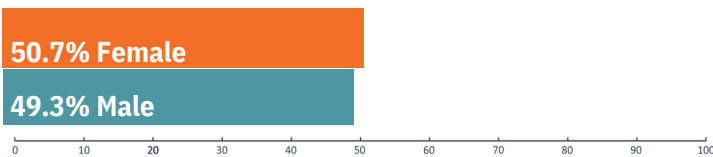
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

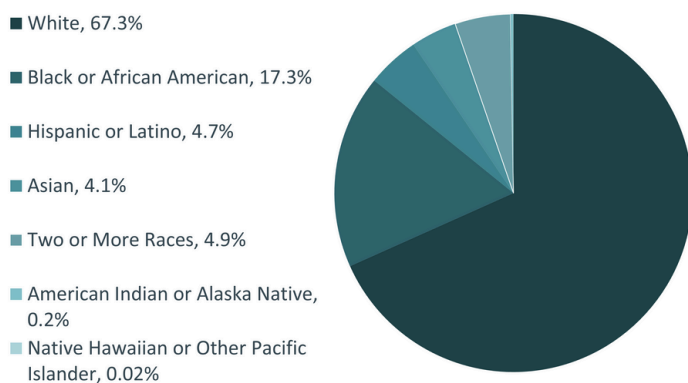
2022 Census Population

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.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

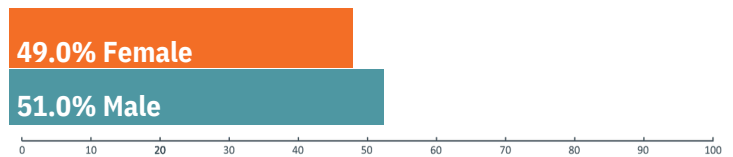


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

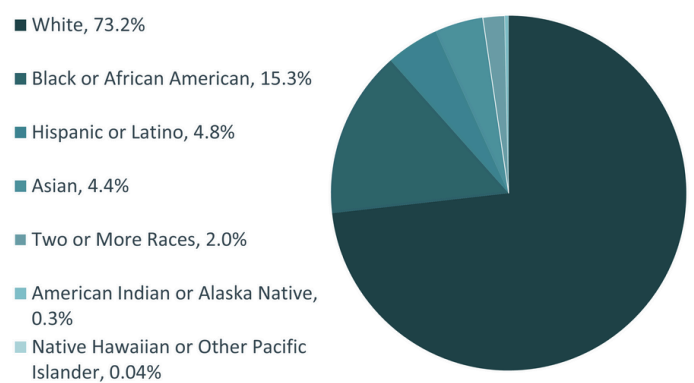
2024 Current Workforce

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.

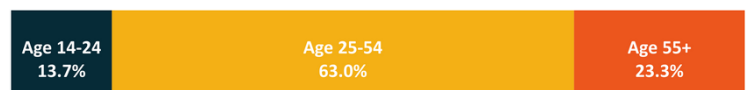
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics



Data: Lightcast | Analysis: Workforce Intelligence Network

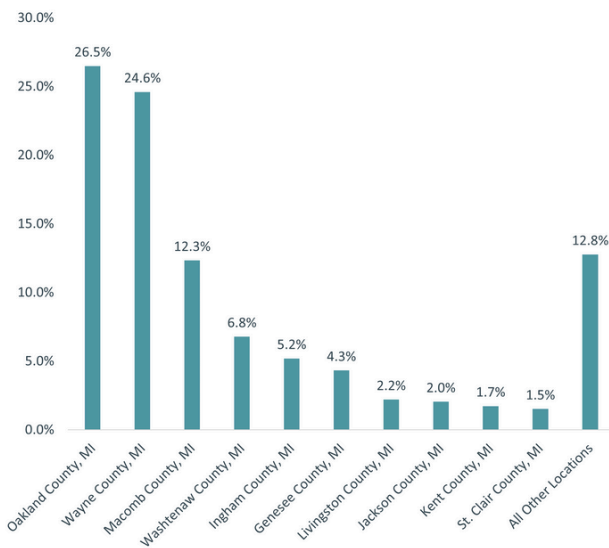
Q3 REGIONAL COMMUTING PATTERNS

2024

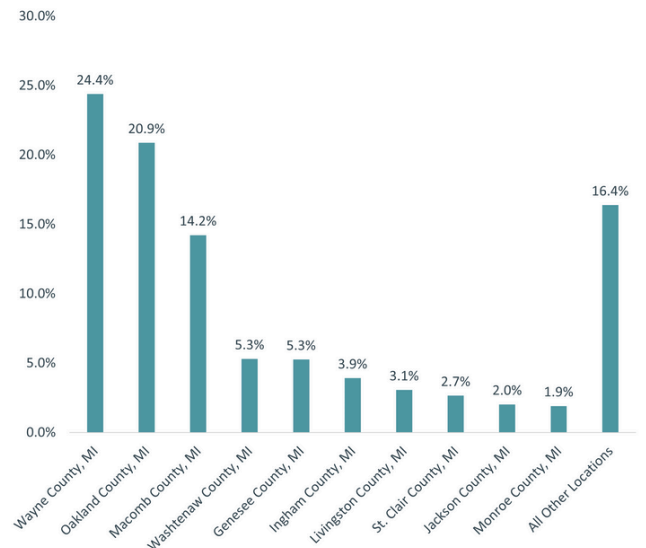
WIN REGION

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

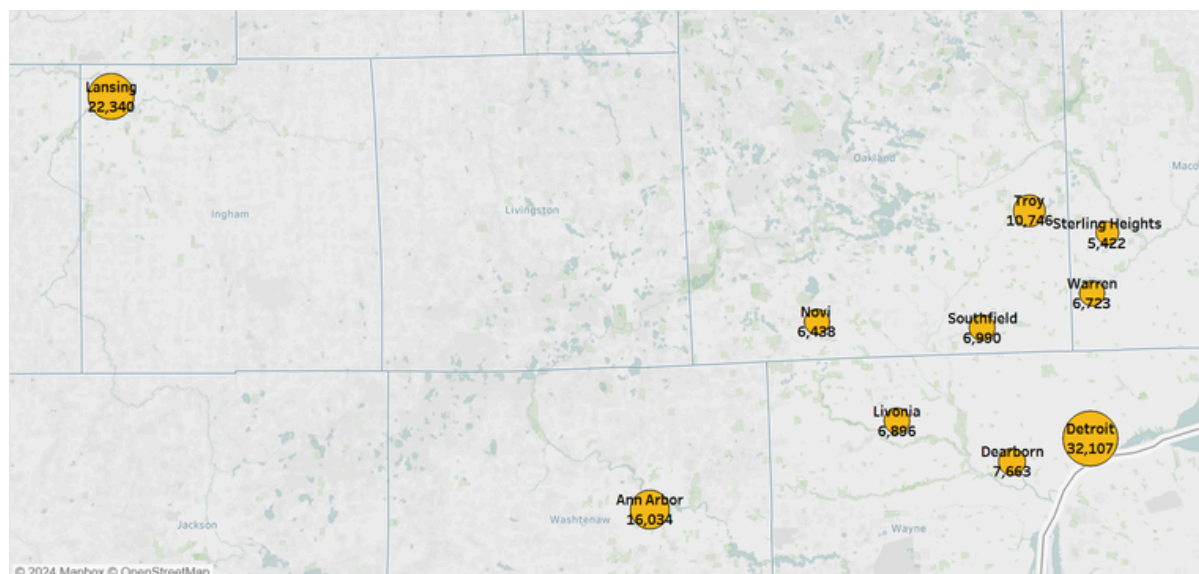


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

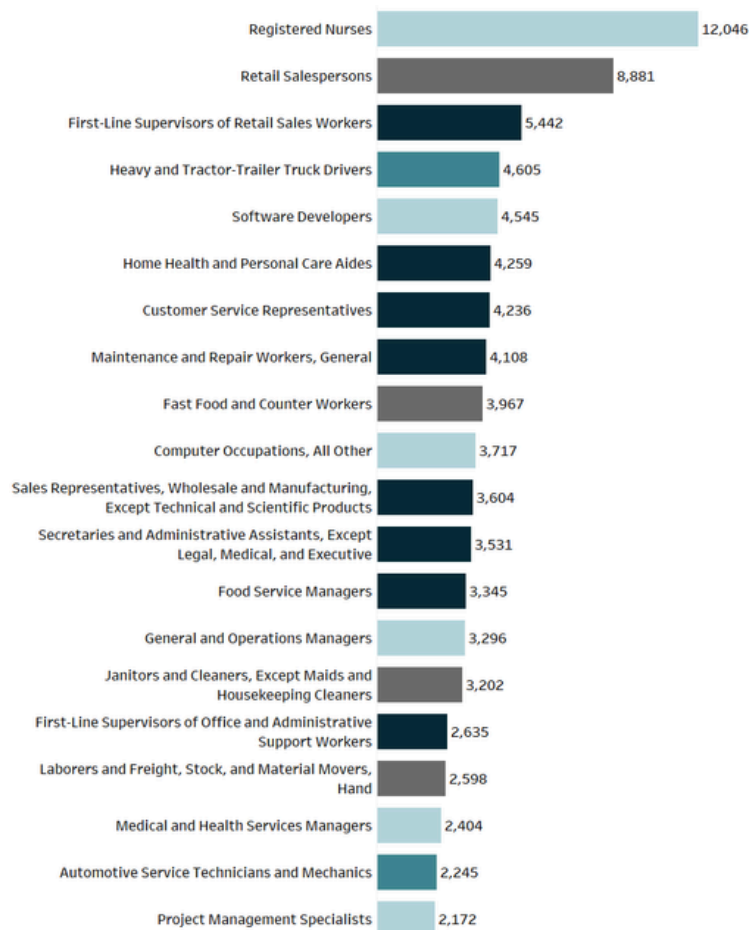
Detroit: 32,107 Postings
Lansing: 22,340 Postings
Ann Arbor: 16,034 Postings
Troy: 10,746 Postings
Dearborn: 7,663 Postings
Southfield: 6,990 Postings
Livonia: 6,896 Postings
Warren: 6,723 Postings
Novi: 6,438 Postings
Sterling Heights: 5,422



TOP POSTED JOBS

Top Posted Jobs: Q3 2024

Registered Nurses is the top posted occupation for Q3 2024 with 12,046 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (8,881 postings) and First-Line Supervisors of Retail Sales Workers (5,442 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 three require a Bachelor's degree, while six occupations required short- to moderate-term on-the-job training.

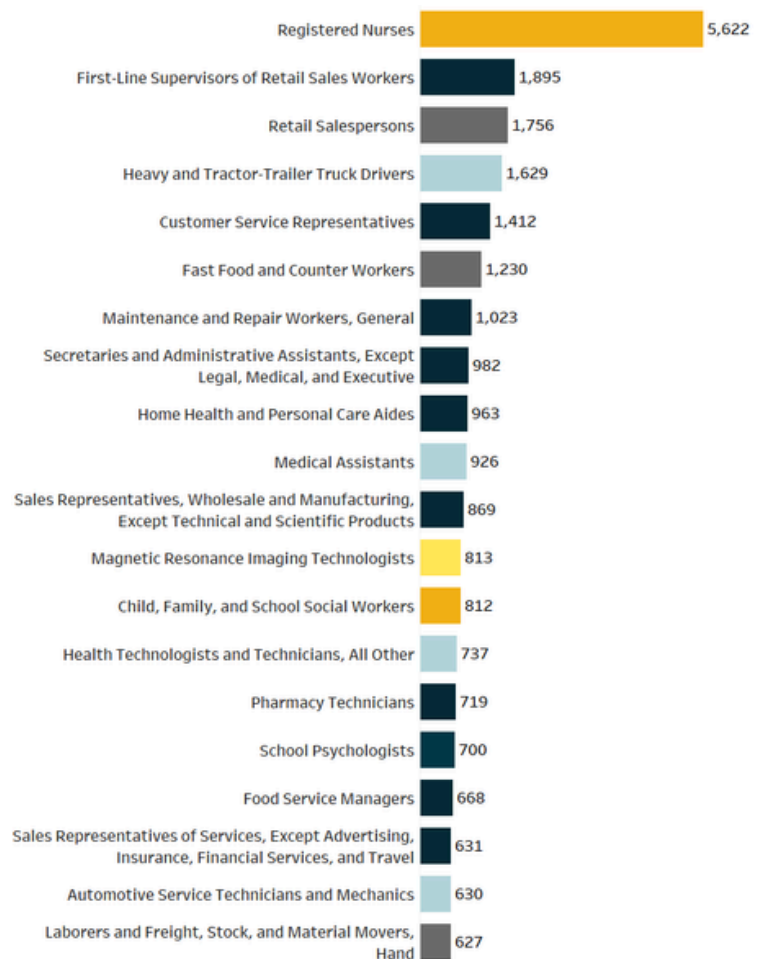


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q3 2024

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 25.1 percent (66,029 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 35.6 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,622 postings, followed by First-Line Supervisors of Retail Sales Workers with 1,895 postings.



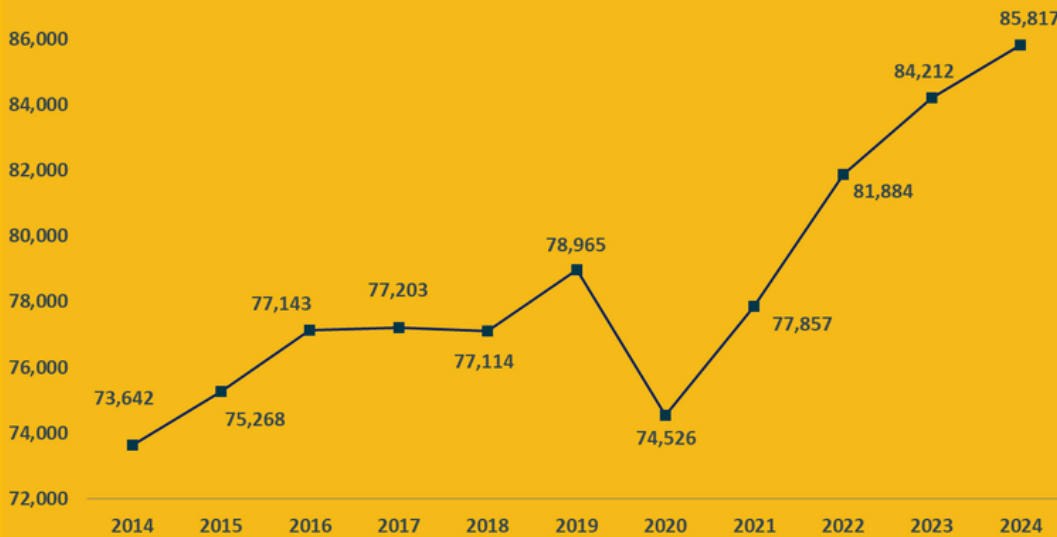
Typical Entry Education

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



1,606
Agriculture
Workers

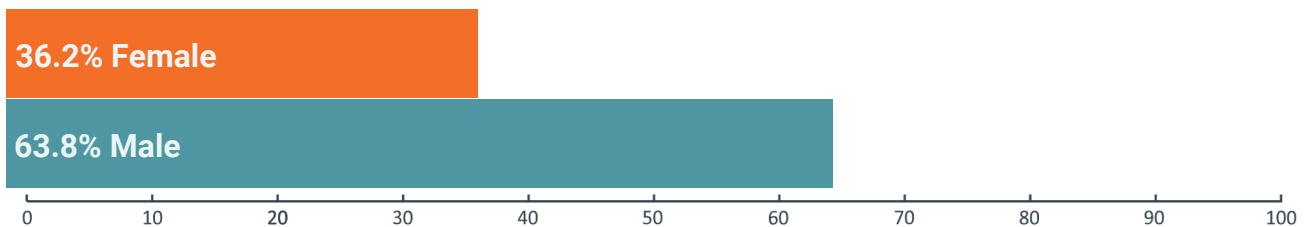
1.9% increase
from 2023



Agriculture Worker Demographics

According to Q3 2024 Lightcast data, the 85,817 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 23.2 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.8% White | 7.5% Hispanic or Latino | 10.7% Black or African-American

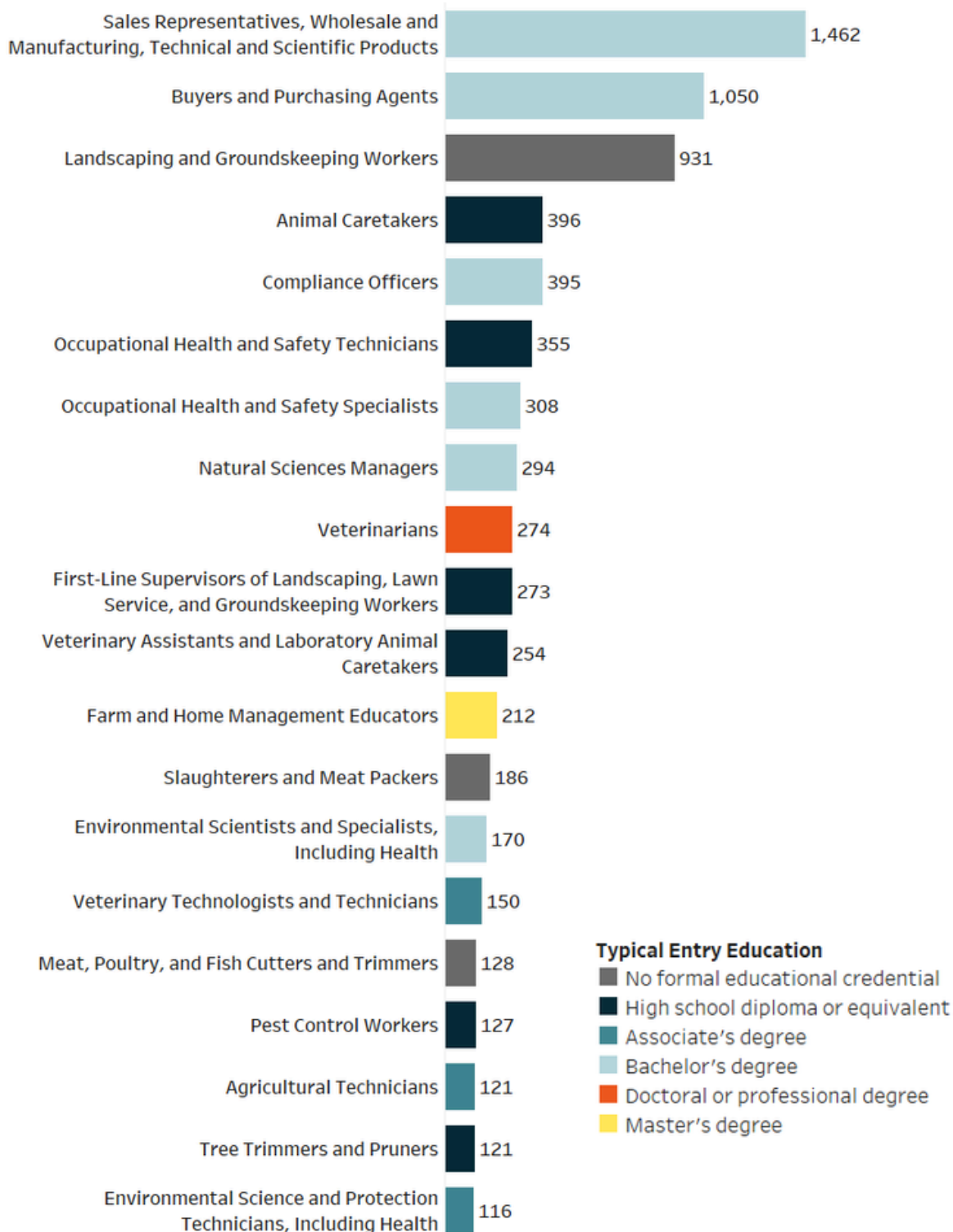
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q3 2024, there were a total of 8,529 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 Q3 2024, with 1,462 postings. Buyers and Purchasing Agents was in the second position with 1,050 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (931 postings), Animal Caretakers (396 postings), and Compliance Officers (395 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. Over 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 \$59.74 per hour or an annual salary of about \$124,259.

Wage Overview for Top Posted Agriculture Jobs in Q3 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	\$28.76	\$38.96	\$59.74	\$71.24	\$79.91
13-1028	Buyers and Purchasing Agents	\$22.19	\$28.42	\$36.49	\$38.24	\$46.64
37-3011	Landscaping and Groundskeeping Workers	\$14.14	\$16.30	\$17.82	\$18.77	\$20.99
39-2021	Animal Caretakers	\$12.30	\$13.36	\$14.31	\$16.43	\$16.50
13-1041	Compliance Officers	\$22.52	\$27.81	\$35.64	\$37.63	\$48.50
19-5012	Occupational Health and Safety Technicians	\$21.84	\$24.93	\$29.37	\$32.83	\$35.89
19-5011	Occupational Health and Safety Specialists	\$24.98	\$30.23	\$38.40	\$39.71	\$47.26
11-9121	Natural Sciences Managers	\$36.21	\$46.91	\$59.50	\$68.71	\$83.62
29-1131	Veterinarians	\$38.22	\$44.29	\$50.94	\$57.47	\$62.35
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$20.44	\$21.91	\$27.89	\$29.13	\$34.27

In-Demand Technical Skills

- Purchasing
- Landscaping
- Auditing
- Selling Techniques
- Project Management

In-Demand Foundational Skills

- Communication
- Management
- Sales
- 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 or GED: 22.5%
- Associate degree: 7.6%
- Bachelor's degree: 30.5%
- Master's degree: 6.0%

Top Posting Employers

- University Of Michigan
- The Davey Tree Expert Company
- State of Michigan
- Kroger
- Michigan State University
- Veterinary United
- Henry Ford Health
- Alleviation Enterprise LLC
- General Motors
- PetCo

Job Postings by City

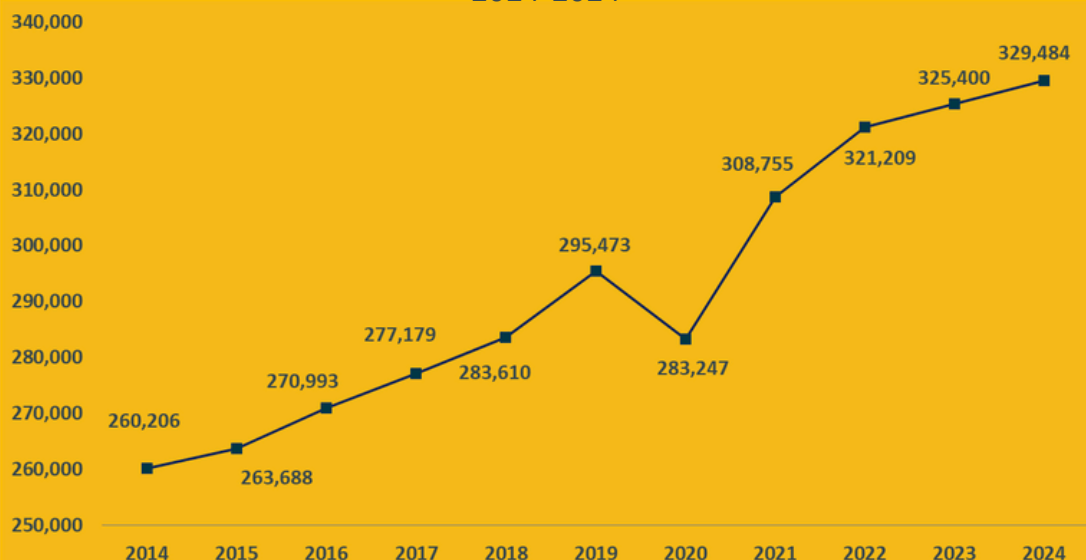
- Detroit: 1,008 Postings
- Lansing: 801 Postings
- Ann Arbor: 634 Postings
- Troy: 296 Postings
- Warren: 259 Postings
- Livonia: 205 Postings
- Novi: 204 Postings
- Southfield: 178 Postings
- Flint: 158 Postings
- Dearborn: 154 Postings

**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



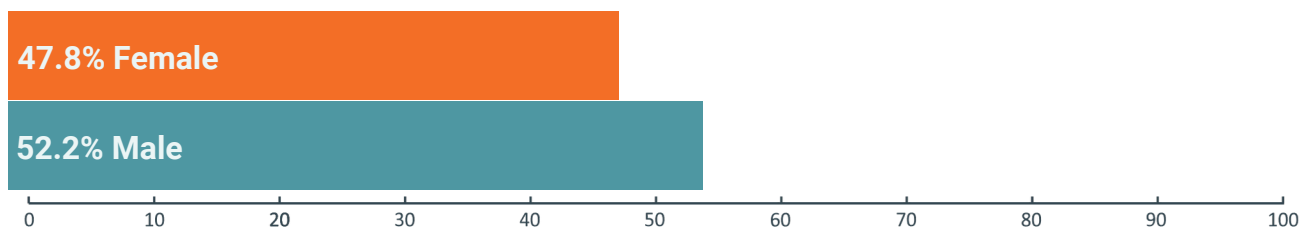
4,084
Business and
Finance Workers

1.3% increase
from 2023

Business and Finance Worker Demographics

In Q3 2024, there were 329,484 workers in the Business and Finance occupation group. This group is primarily made up of males (52.2 percent) and 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

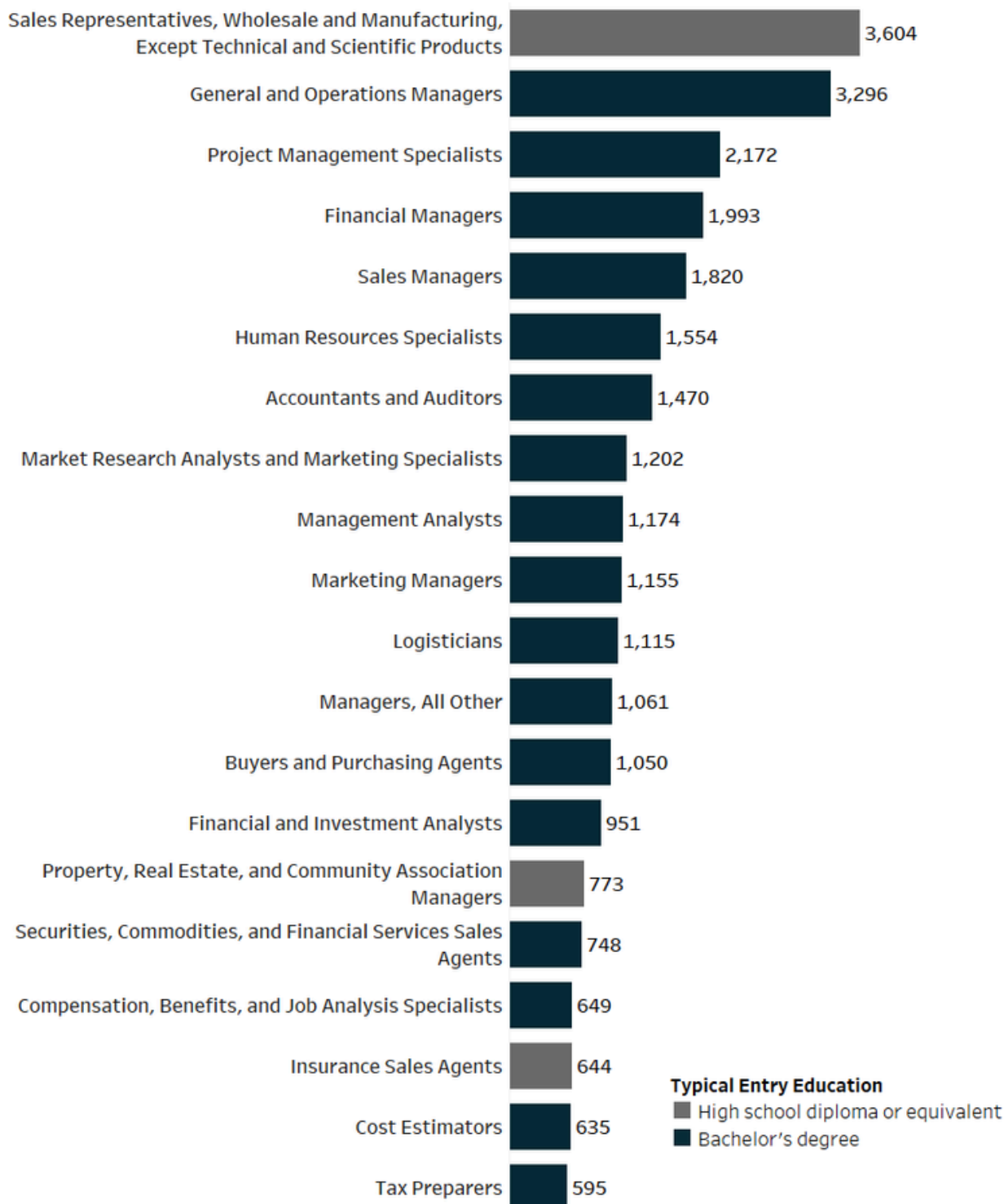
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q3 2024, there were a total of 34,306 job postings for Business and Finance workers, an increase of 1,014 postings or 3.0 percent since Q2 2024. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q3 2024 with 3,604 postings. General and Operations Managers was in the second position with 3,296 postings. Other top posted jobs include Project Management Specialists (2,172 postings), Financial Managers (1,993 postings), and Sales Managers (1,820 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. Over 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 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	\$18.95	\$25.02	\$35.85	\$39.96	\$48.98
11-1021	General and Operations Managers	\$23.12	\$31.92	\$48.91	\$60.35	\$75.16
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$49.25	\$62.08
11-3031	Financial Managers	\$37.32	\$49.95	\$64.53	\$72.77	\$82.77
11-2022	Sales Managers	\$36.46	\$50.84	\$74.56	\$76.54	\$93.81
13-1071	Human Resources Specialists	\$21.73	\$25.58	\$32.33	\$35.48	\$41.94
13-2011	Accountants and Auditors	\$24.88	\$29.80	\$37.46	\$41.47	\$47.62
13-1161	Market Research Analysts and Marketing Specialists	\$18.64	\$24.12	\$33.48	\$37.11	\$46.59
13-1111	Management Analysts	\$27.97	\$35.23	\$45.63	\$48.67	\$58.36
11-2021	Marketing Managers	\$37.44	\$50.02	\$65.18	\$69.74	\$82.41

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
- Enrolled Agent (EA)

In-Demand Education Level*

- High school or GED: 18.8%
- Associate degree: 8.7%
- Bachelor's degree: 57.4%
- Master's degree: 11.6%

Top Posting Employers

- University Of Michigan
- GPAC
- Comerica
- State of Michigan
- Ford
- General Motors
- Deloitte
- Huntington Bancshares
- Robert Half
- H&R Block

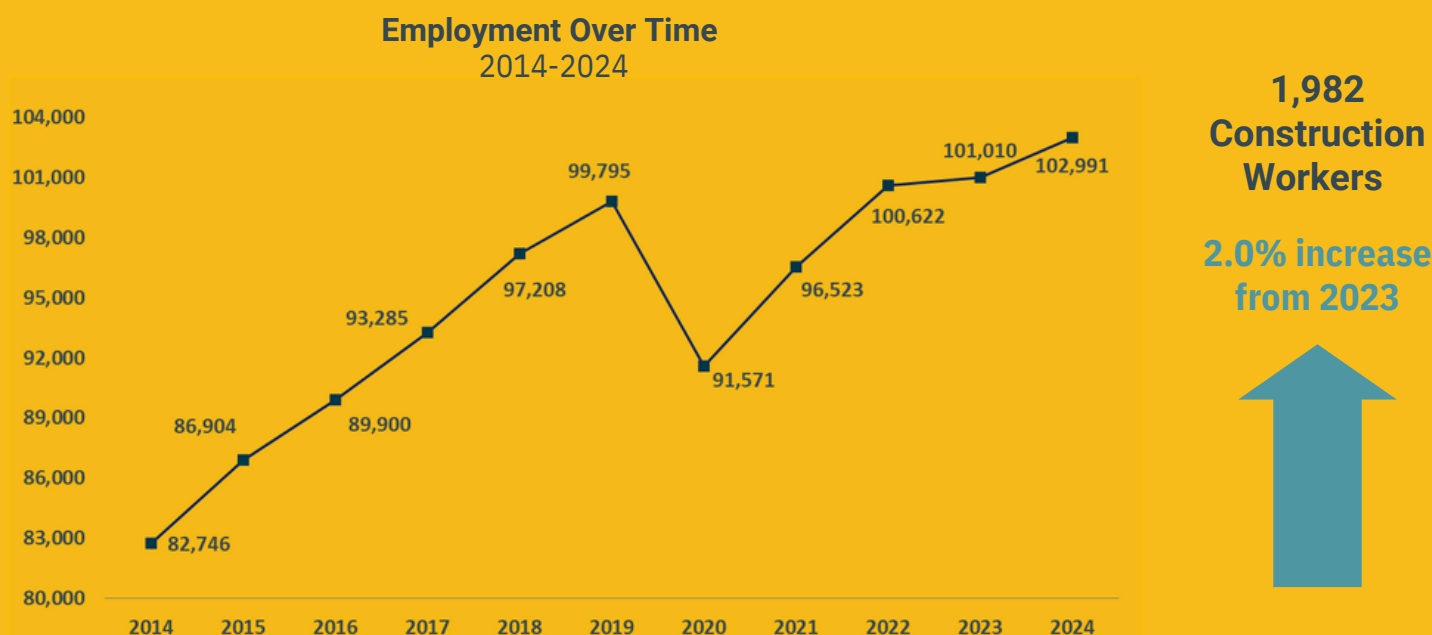
Job Postings by City

- Detroit: 5,855 Postings
- Lansing: 4,796 Postings
- Ann Arbor: 2,193 Postings
- Troy: 1,825 Postings
- Southfield: 1,398 Postings
- Novi: 983 Postings
- Dearborn: 900 Postings
- Warren: 853 Postings
- Farmington Hills: 850 Postings

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

CONSTRUCTION OCCUPATION GROUP

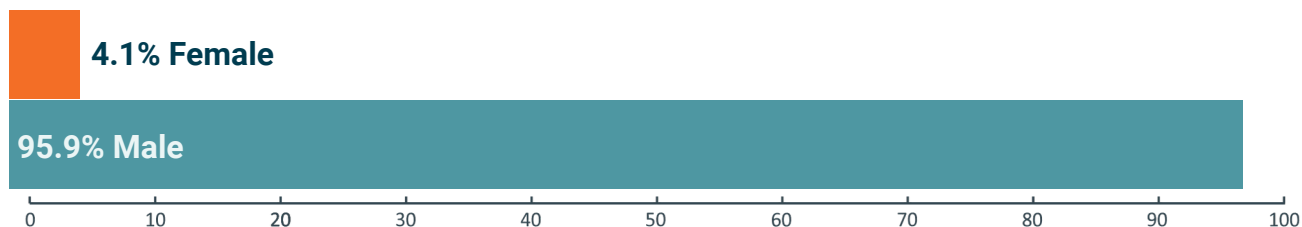
Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important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



Construction Worker Demographics

According to Q3 2024 Lightcast data, the 102,991 workers in the Construction group are not particularly diverse. Just 11.3 percent of the related workforce is under 25. Female workers account for 4.1 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

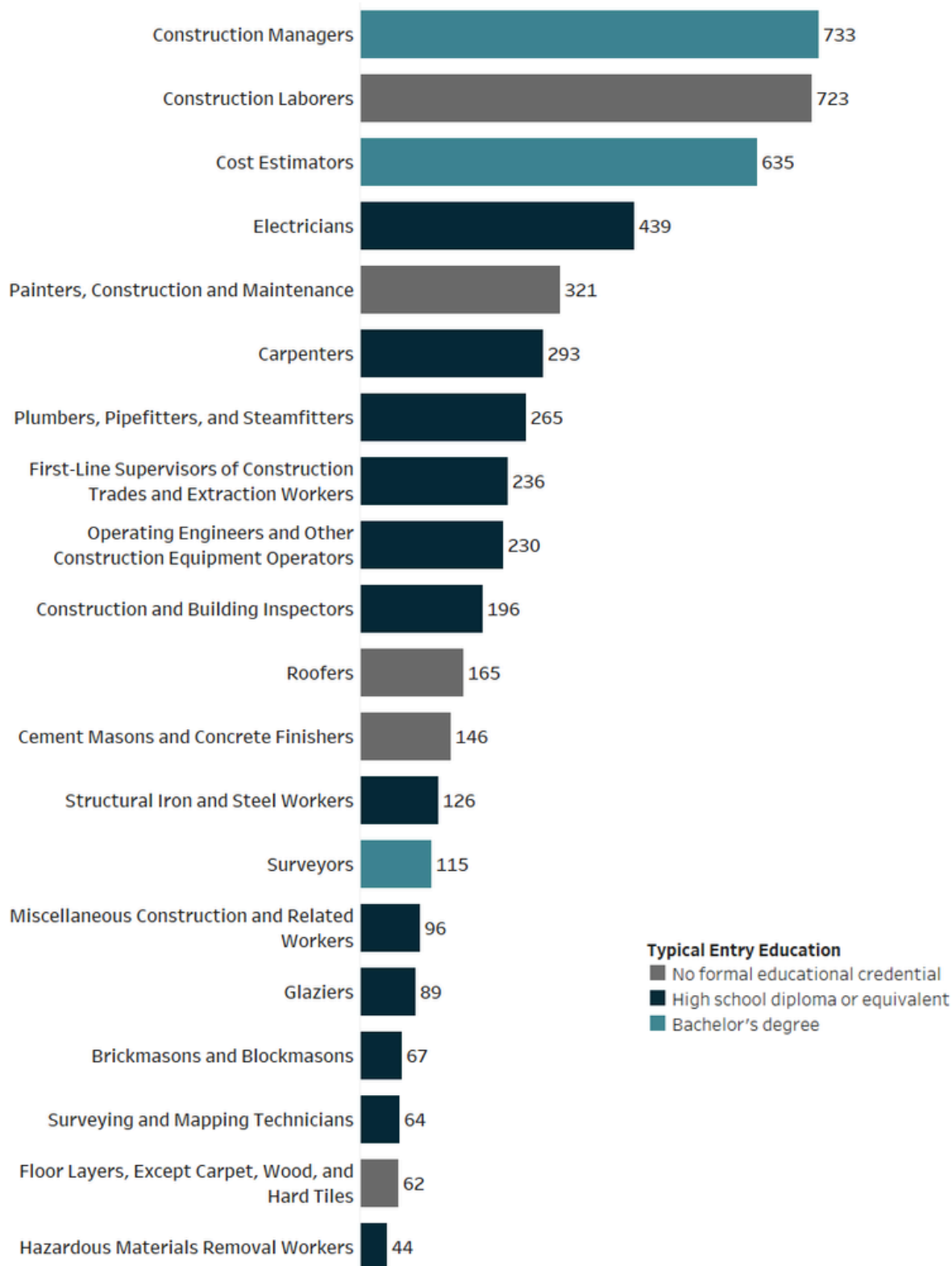
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 5,376 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q3 2024, with 733 postings. Construction Laborers was in the second position with 723 postings. Other top posted jobs include Cost Estimators (635 postings), Electricians (439 postings), and Painters, Construction and Maintenance (321 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 Managers, the top posted Construction job, offers a median hourly wage of \$51.13 per hour or an annual salary of about \$106,350. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$37.24 per hour or \$77,459 annually.

Wage Overview for Top Posted Construction Jobs in Q3 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$35.98	\$41.25	\$51.13	\$57.66	\$64.60
47-2061	Construction Laborers	\$17.24	\$19.75	\$23.51	\$24.94	\$28.56
13-1051	Cost Estimators	\$21.63	\$28.13	\$36.67	\$38.10	\$46.89
47-2111	Electricians	\$18.76	\$24.06	\$32.68	\$33.22	\$39.50
47-2141	Painters, Construction and Maintenance	\$16.87	\$19.03	\$23.82	\$24.91	\$29.45
47-2031	Carpenters	\$20.41	\$23.39	\$28.57	\$29.22	\$34.75
47-2152	Plumbers, Pipefitters, and Steamfitters	\$19.02	\$23.97	\$37.24	\$34.52	\$43.51
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$25.58	\$30.29	\$37.38	\$39.00	\$46.56
47-2073	Operating Engineers and Other Construction Equipment Operators	\$21.90	\$24.23	\$29.34	\$30.48	\$36.45
47-4011	Construction and Building Inspectors	\$22.23	\$27.64	\$33.21	\$33.42	\$38.57

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Construction Management

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- Project Management Professional Certification
- 10-Hour OSHA General Industry Card

In-Demand Education Level*

- High school or GED: 22.8%
- Associate degree: 4.6%
- Bachelor's degree: 16.3%
- Master's degree: 1.6%

Top Posting Employers

- GPAC
- Aerotek
- Tradesmen International
- Actalent
- Express Employment Professionals
- Belle Tire
- JLL
- University Of Michigan
- Fessler & Bowman
- Christman & Company

Job Postings by City

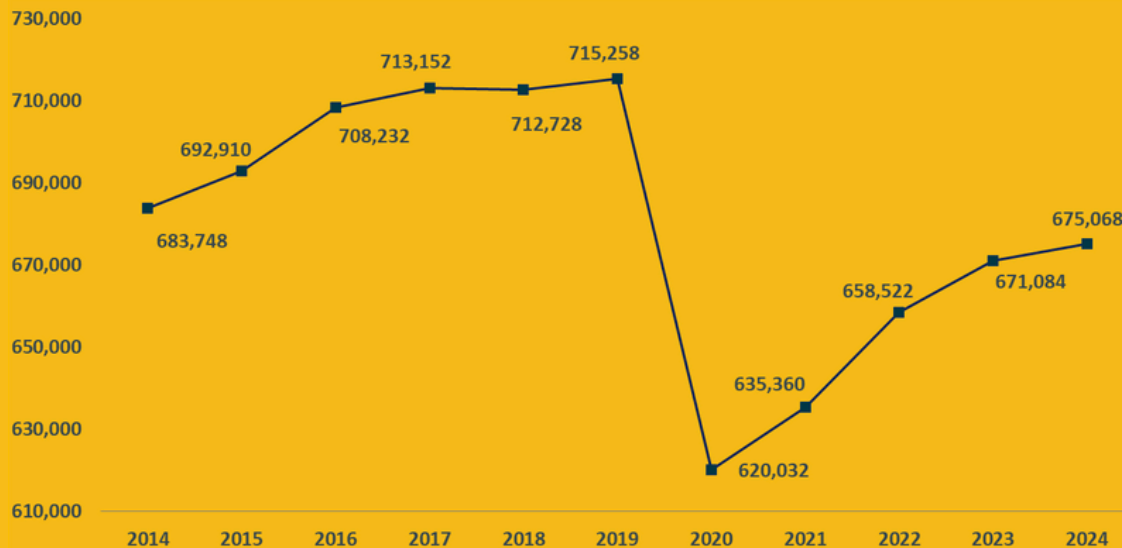
- Detroit: 783 Postings
- Lansing: 443 Postings
- Ann Arbor: 292 Postings
- Livonia: 210 Postings
- Warren: 158 Postings
- Troy: 155 Postings
- Novi: 135 Postings
- Sterling Heights: 129 Postings
- Flint: 116 Postings
- Wixom: 107 Postings

**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



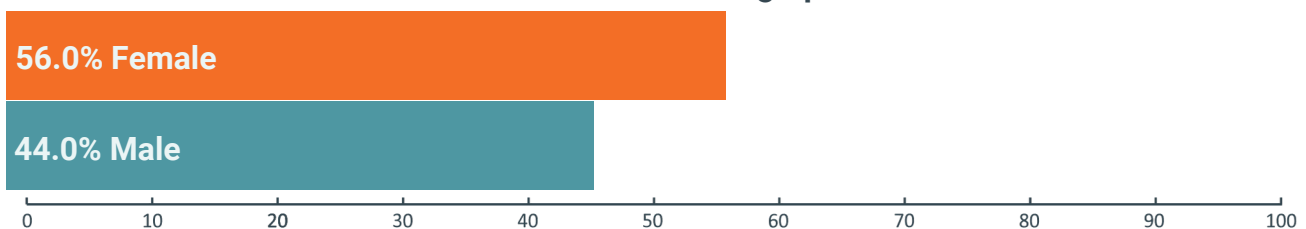
3,985
Customer
Service Workers
0.6% increase
from 2023



Customer Service Worker Demographics

In Q3 2024, there were 675,068 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) and between the ages of 25 and 54 (52.8 percent), with 44.0 percent of workers identifying as male and just 26.9 percent identifying as a racial minority. Roughly 26.6 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

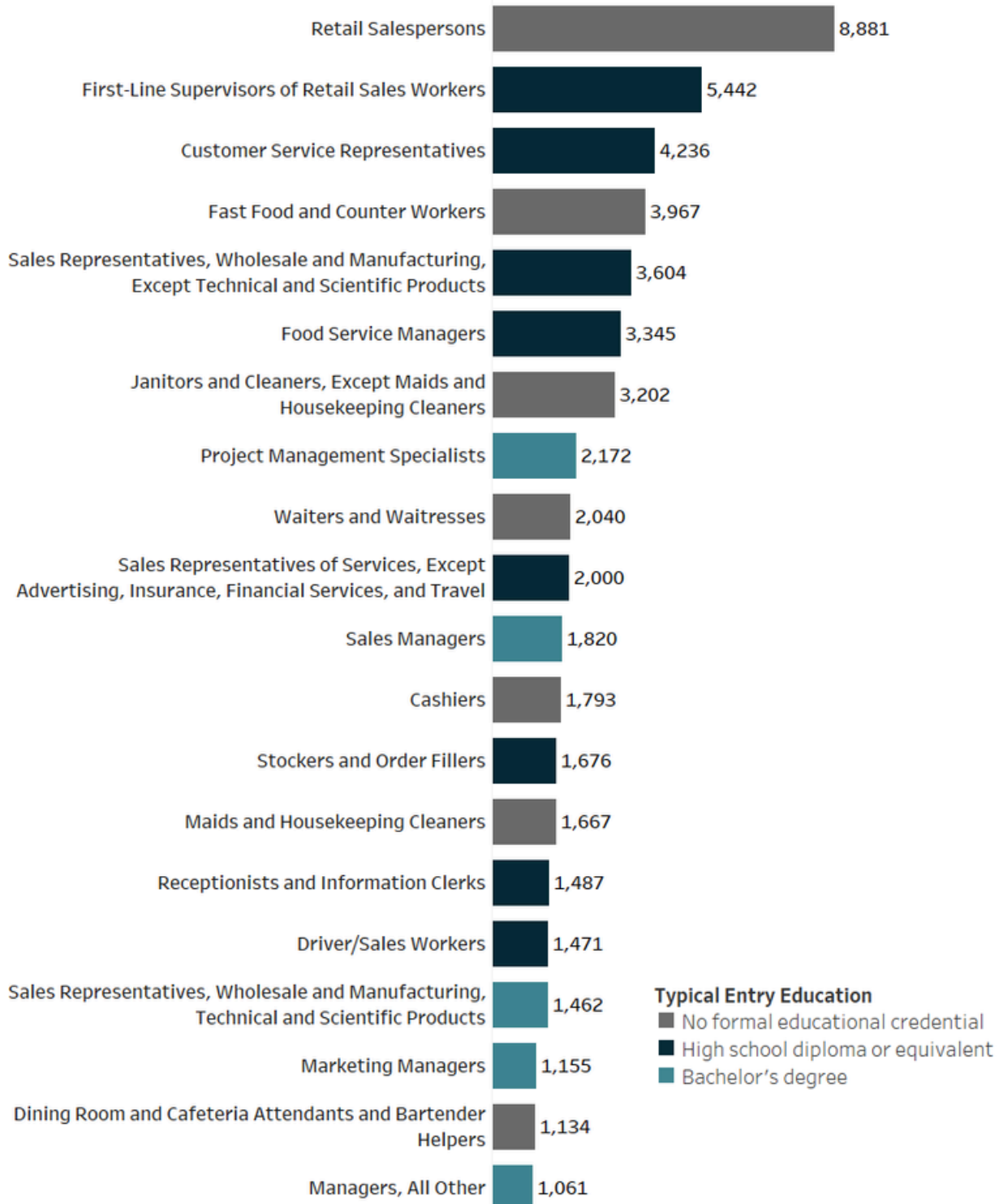
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q3 2024, there were a total of 66,860 job postings for Customer Service workers, a decrease of 1,535 or 2.2 percent since Q2 2024. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q3 2024, with 8,881 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 5,442 postings. Other top posted jobs include Customer Service Representatives (4,236 postings), Fast Food and Counter Workers (3,967 postings), and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,604 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 \$18 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 \$22.05 per hour or \$45,864 annually.

Wage Overview for Top Posted Customer Service Jobs in Q3 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	\$13.50	\$15.72	\$18.21	\$17.99
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.50	\$17.66	\$22.05	\$24.54	\$27.84
43-4051	Customer Service Representatives	\$14.48	\$16.64	\$19.68	\$21.56	\$24.98
35-3023	Fast Food and Counter Workers	\$11.13	\$12.82	\$13.94	\$14.11	\$14.84
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.95	\$25.02	\$35.85	\$39.96	\$48.98
11-9051	Food Service Managers	\$22.28	\$25.05	\$29.78	\$31.73	\$36.43
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.47	\$14.52	\$16.48	\$17.01	\$18.38
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$49.25	\$62.08
35-3031	Waiters and Waitresses	\$10.76	\$13.65	\$17.22	\$19.49	\$22.78
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$18.44	\$24.48	\$35.50	\$40.28	\$49.08

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Marketing
- Product Knowledge

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
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 29.5%
- Associate degree: 3.7%
- Bachelor's degree: 18.2%
- Master's degree: 3.1%

Top Posting Employers

- Kroger
- Meijer
- Taco Bell
- Walmart
- Great Clips
- Arby's
- McDonald's
- Marriott International
- TJX
- Domino's Pizza

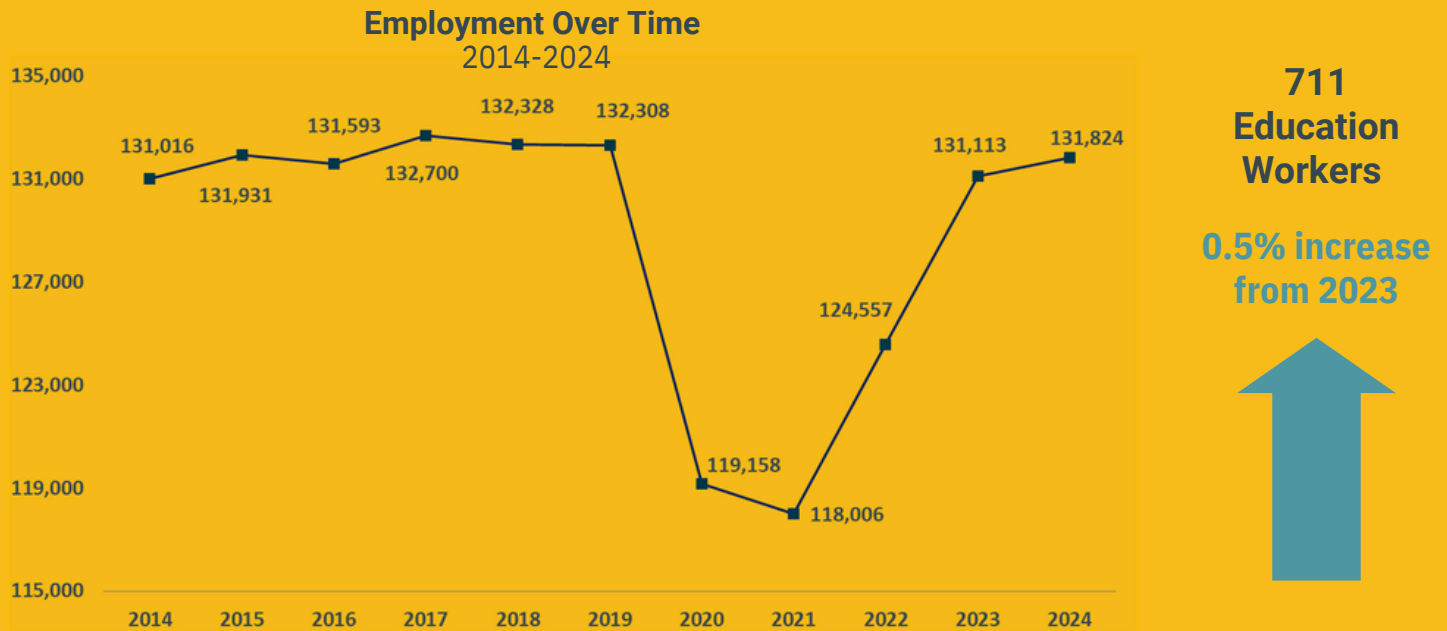
Job Postings by City

- Detroit: 6,058 Postings
- Lansing: 4,639 Postings
- Ann Arbor: 3,925 Postings
- Troy: 2,981 Postings
- Novi: 2,209 Postings
- Livonia: 1,750 Postings
- Southfield: 1,467 Postings
- Auburn Hills: 1,391 Postings
- Dearborn: 1,386 Postings
- Flint: 1,265 Postings

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

EDUCATION OCCUPATION GROUP

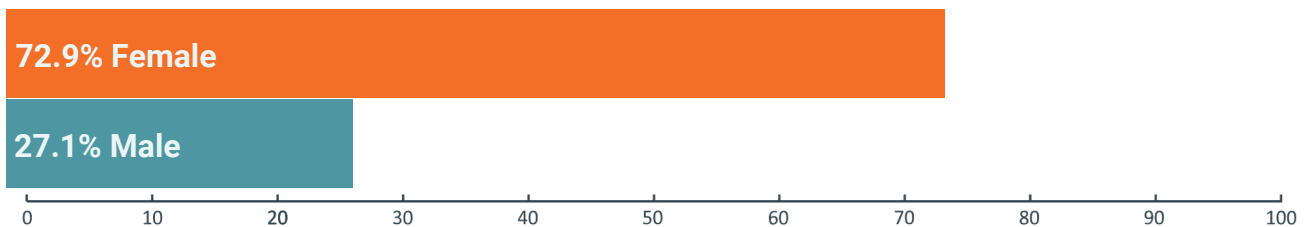
Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group 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 Q3 2024 Lightcast data, the 131,824 workers in the Education group are not particularly diverse. Just 9.8 percent of the related workforce is under 25. Male workers account for 27.1 percent of the current workforce and only 19.2 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

80.8% White | 4.9% Asian | 8.2% Black or African-American

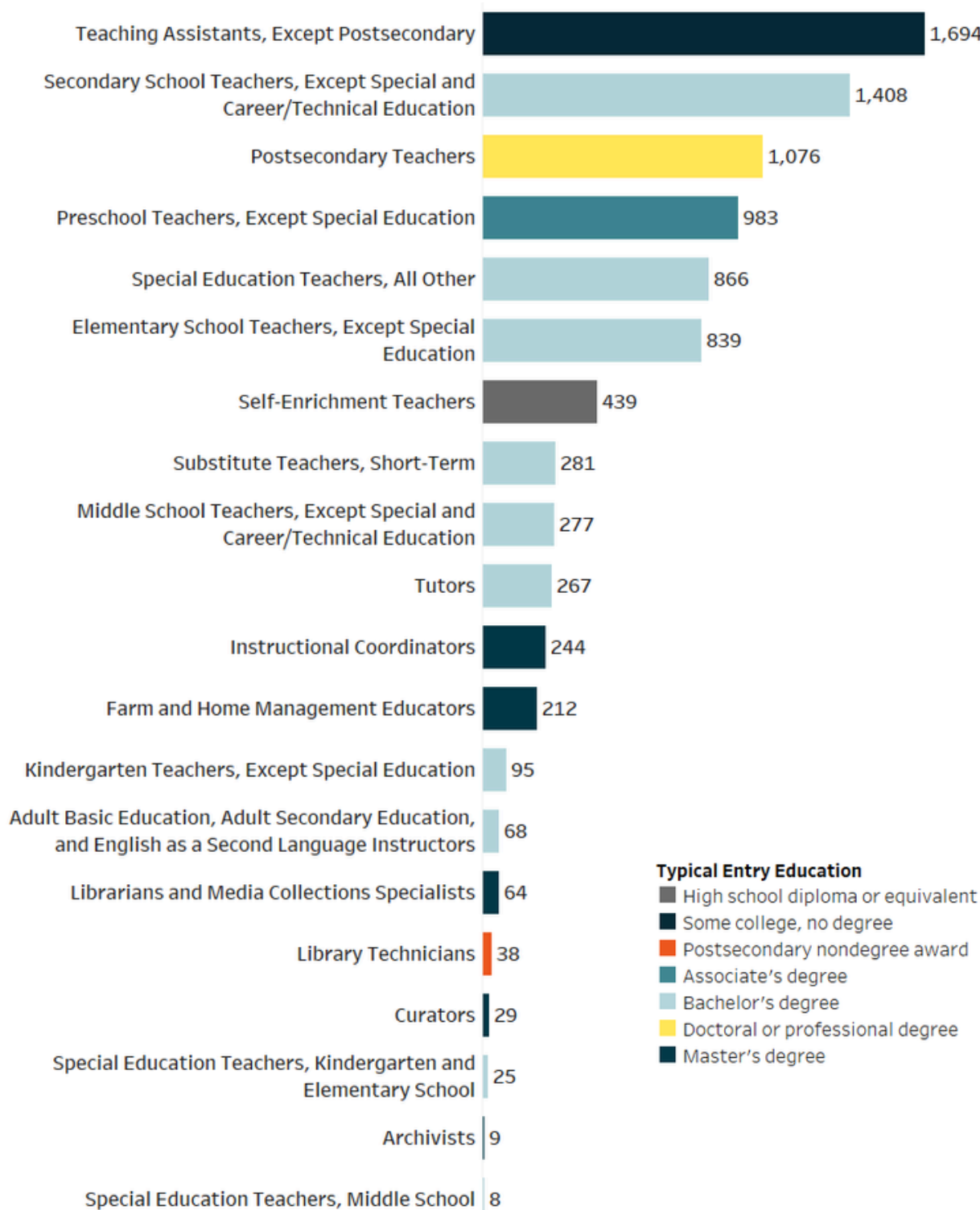
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 1,491 or 20.0 percent since Q2 2024, bringing Q3 2024 demand to 8,935 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,694 postings. Secondary School Teachers, Except Special and Career/Technical Education was in the second position with 1,408 postings. Other top posted jobs include Postsecondary Teachers (1,076 postings), Preschool Teachers, Except Special Education (983 postings), and Special Education Teachers, All Other (866 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. Half of the top jobs pay over \$30 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of \$15.00 per hour or an annual salary of about \$31,200.

Wage Overview for Top Posted Education Jobs in Q3 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	\$11.88	\$13.87	\$15.00	\$15.91	\$17.57
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$23.01	\$25.39	\$31.15	\$33.95	\$38.88
25-1099	Postsecondary Teachers	\$24.26	\$31.42	\$43.89	\$51.72	\$61.68
25-2011	Preschool Teachers, Except Special Education	\$14.31	\$15.34	\$17.75	\$19.21	\$21.78
25-2059	Special Education Teachers, All Other	\$25.77	\$30.62	\$38.61	\$38.50	\$46.62
25-2021	Elementary School Teachers, Except Special Education	\$22.46	\$24.04	\$30.42	\$32.29	\$38.22
25-3021	Self-Enrichment Teachers	\$13.02	\$15.62	\$21.58	\$23.70	\$29.28
25-3031	Substitute Teachers, Short-Term	\$12.00	\$14.43	\$17.11	\$19.05	\$22.00
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$22.09	\$23.83	\$30.17	\$32.25	\$38.54
25-3041	Tutors	\$14.10	\$15.61	\$17.22	\$19.48	\$19.70

In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Classroom Management
- Individualized Education Programs (IEP)

In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Planning
- Mathematics

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 20.0%
- Associate degree: 10.9%
- Bachelor's degree: 35.7%
- Master's degree: 17.2%

Top Posting Employers

- Michigan Association Of School Boards
- KinderCare Education
- University Of Michigan
- National Heritage Academies
- Michigan State University
- Learning Care Group
- Archdiocese Of Detroit
- Ingham Intermediate School District
- ATX Learning
- Leona

Job Postings by City

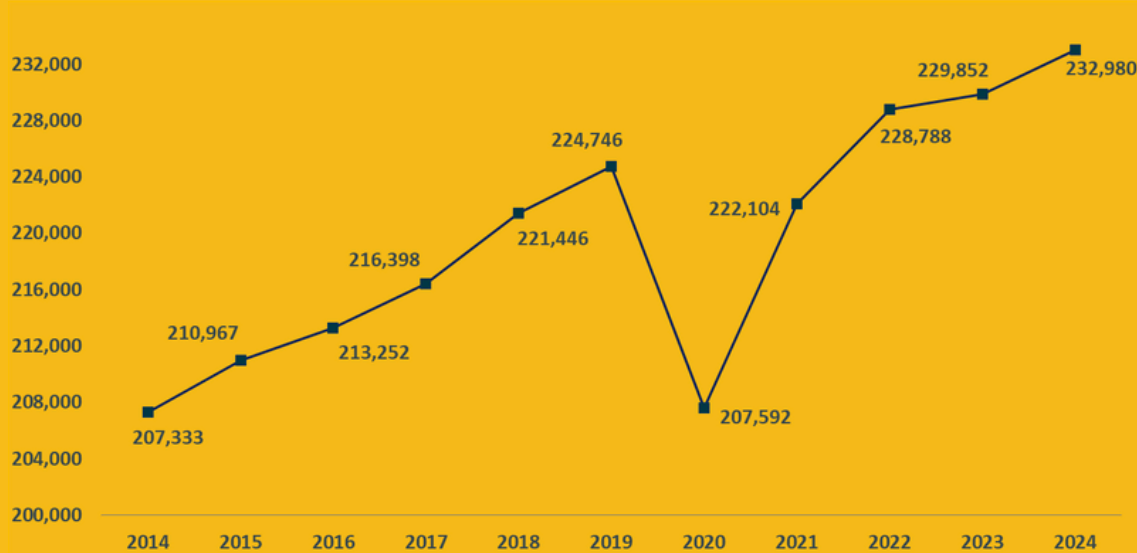
- Detroit: 1,018 Postings
- Ann Arbor: 649 Postings
- Lansing: 537 Postings
- Flint: 305 Postings
- East Lansing: 285 Postings
- Dearborn: 229 Postings
- Jackson: 204 Postings
- Southfield: 203 Postings
- Troy: 198 Postings
- Monroe: 180 Postings

**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



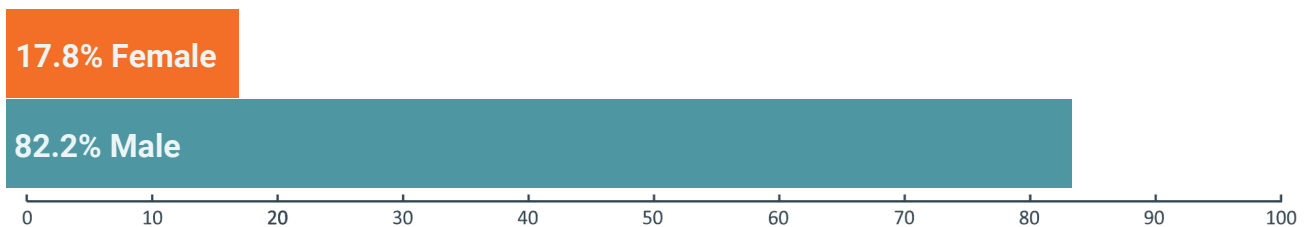
3,128
Energy
Workers

1.4% increase
from 2023

Energy Worker Demographics

In Q3 2024, there were 232,980 workers in the Energy occupation group. This group is primarily made up of males (82.2 percent) and between the ages of 25 and 54 (69.9 percent), with 17.8 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 24.9 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

79.2% White | 5.7% Asian | 9.7% Black or African-American

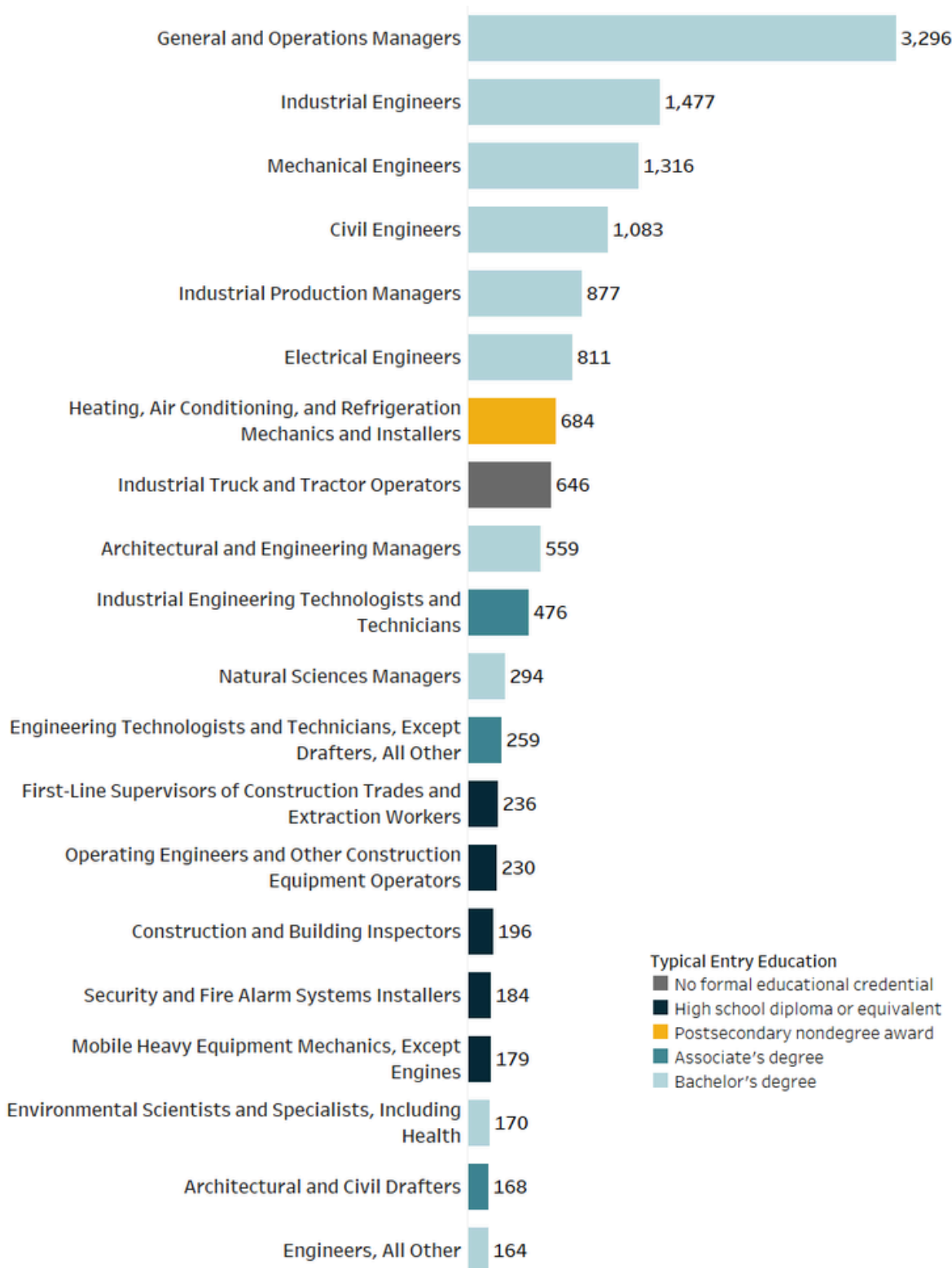
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 16,738 job postings for Energy workers, a decrease of 482 postings or 2.8 percent from Q2 2024. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q3 2024, with 3,296 postings. Industrial Engineers was in the second position with 1,477 postings. Other top posted jobs include Mechanical Engineers (1,316 postings), Civil Engineers (1,083 postings), and Industrial Production Managers (877 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 Bachelor's degree. At least half of the top jobs pay over \$48 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 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	\$23.12	\$31.92	\$48.91	\$60.35	\$75.16
17-2112	Industrial Engineers	\$32.79	\$38.73	\$48.24	\$49.43	\$58.81
17-2141	Mechanical Engineers	\$32.65	\$38.44	\$48.31	\$49.49	\$60.11
17-2051	Civil Engineers	\$28.54	\$32.09	\$39.73	\$43.44	\$50.56
11-3051	Industrial Production Managers	\$37.81	\$46.37	\$56.39	\$59.19	\$66.78
17-2071	Electrical Engineers	\$34.84	\$38.37	\$47.96	\$49.51	\$60.65
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.93	\$22.19	\$26.85	\$28.06	\$33.67
53-7051	Industrial Truck and Tractor Operators	\$16.83	\$18.55	\$21.45	\$23.07	\$27.80
11-9041	Architectural and Engineering Managers	\$54.73	\$63.16	\$77.64	\$77.36	\$85.59
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.41	\$31.19	\$37.69

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- EPA 608 Technician Certification
- Engineer in Training
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High school or GED: 21.6%
- Associate degree: 7.8%
- Bachelor's degree: 46.5%
- Master's degree: 12.1%

Top Posting Employers

- Actalent
- General Motors
- Ford
- Coolsys
- GPAC
- CVS Health
- AutoZone
- University Of Michigan
- Aerotek
- Black & Veatch

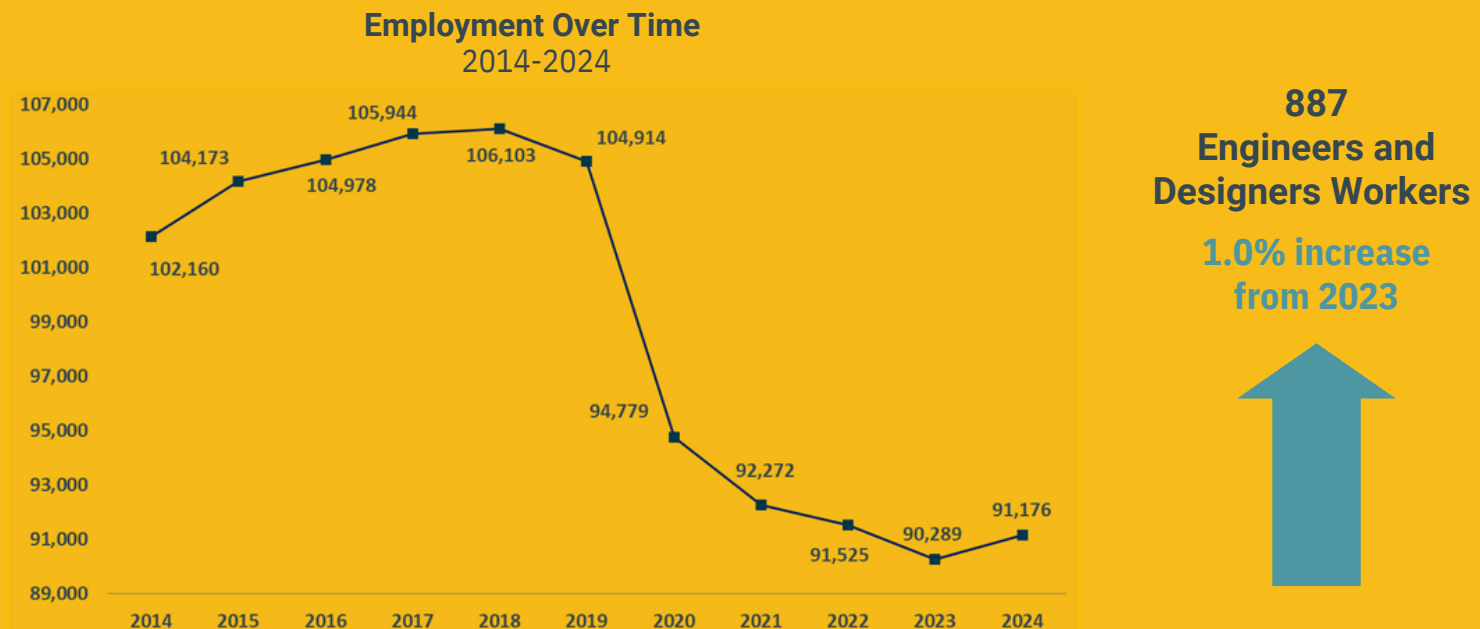
Job Postings by City

- Detroit: 2,298 Postings
- Lansing: 1,295 Postings
- Ann Arbor: 1,184 Postings
- Warren: 683 Postings
- Dearborn: 673 Postings
- Troy: 639 Postings
- Sterling Heights: 540 Postings
- Auburn Hills: 483 Postings
- Southfield: 474 Postings
- Livonia: 459 Postings

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

ENGINEERS AND DESIGNERS OCCUPATION GROUP

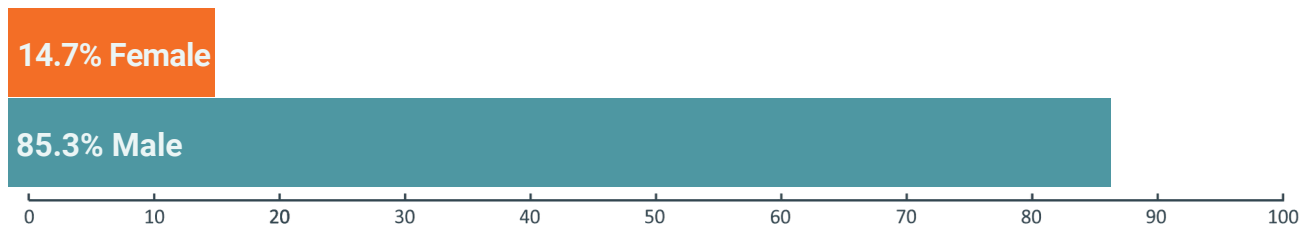
Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There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



Engineers and Designers Worker Demographics

According to Q3 2024 Lightcast data, the 91,176 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 | 8.1% Black or African-American

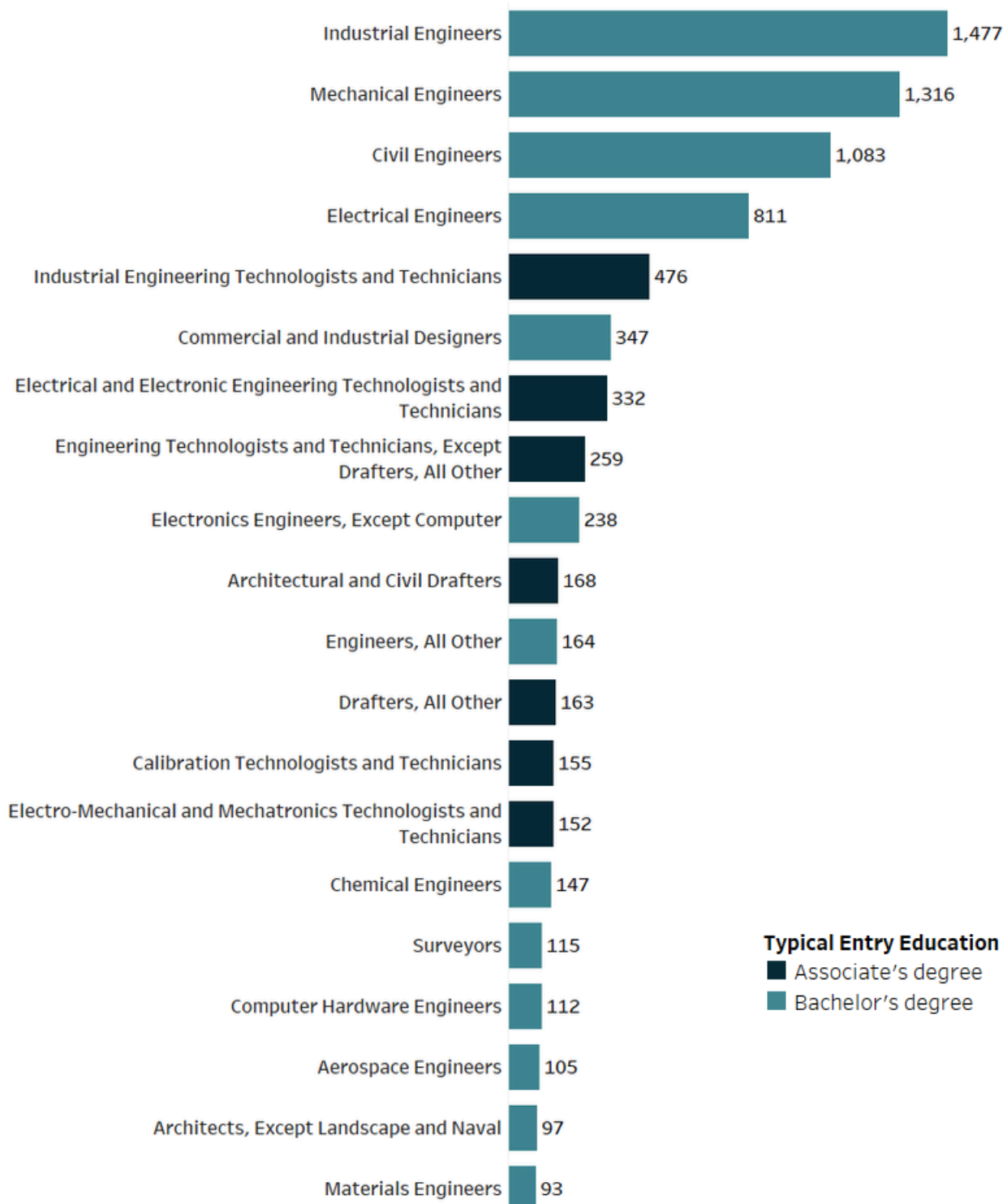
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 8,341 postings in Q3 2024, a decrease of 269 postings (3.1 percent) from Q2. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q3 2024, with 1,477 postings. Mechanical Engineers was in the second position with 1,316 postings. Other top posted jobs include Civil Engineers (1,083 postings), Electrical Engineers (811 postings), and Industrial Engineering Technologists and Technicians (476 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. Half of the top jobs pay over \$39 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$48.24 per hour or an annual salary of about \$100,339.

Wage Overview for Top Posted Engineers and Designers Jobs in Q3 2024

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$32.79	\$38.73	\$48.24	\$49.43	\$58.81
17-2141	Mechanical Engineers	\$32.65	\$38.44	\$48.31	\$49.49	\$60.11
17-2051	Civil Engineers	\$28.54	\$32.09	\$39.73	\$43.44	\$50.56
17-2071	Electrical Engineers	\$34.84	\$38.37	\$47.96	\$49.51	\$60.65
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.41	\$31.19	\$37.69
27-1021	Commercial and Industrial Designers	\$19.77	\$28.24	\$36.04	\$37.42	\$48.02
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.40	\$23.23	\$30.64	\$32.47	\$38.07
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.52	\$22.45	\$30.88	\$32.95	\$38.00
17-2072	Electronics Engineers, Except Computer	\$39.26	\$43.69	\$49.83	\$52.63	\$61.86
17-3011	Architectural and Civil Drafters	\$19.19	\$22.69	\$28.10	\$29.37	\$34.91

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

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 or GED: 12.0%
- Associate degree: 9.5%
- Bachelor's degree: 59.8%
- Master's degree: 16.2%

Top Posting Employers

- Ford
- Actalent
- General Motors
- GPAC
- Black & Veatch
- Aerotek
- Jobot
- Insight Global
- G-TECH Services
- Barr Engineering Co.

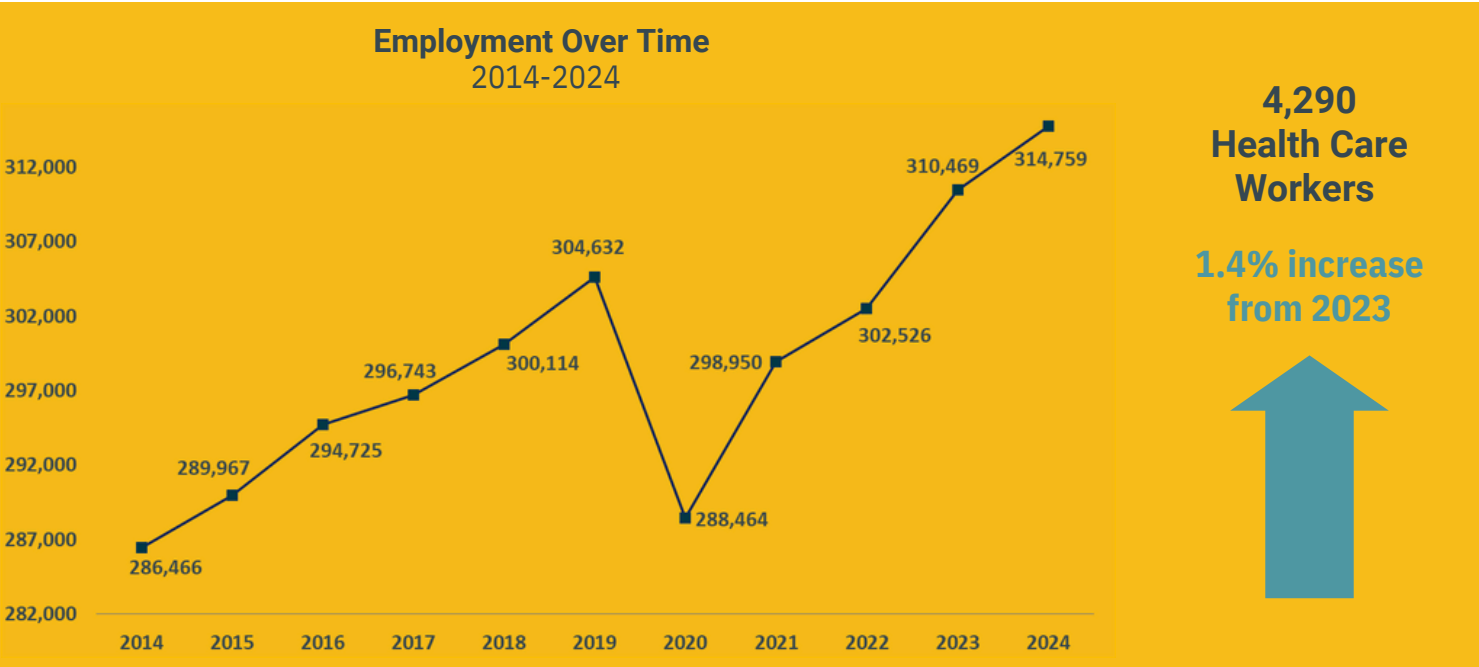
Job Postings by City

- Detroit: 1,012 Postings
- Ann Arbor: 727 Postings
- Dearborn: 592 Postings
- Lansing: 448 Postings
- Warren: 414 Postings
- Troy: 405 Postings
- Auburn Hills: 391 Postings
- Sterling Heights: 351 Postings
- Southfield: 323 Postings
- Novi: 238 Postings

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

HEALTH CARE OCCUPATION GROUP

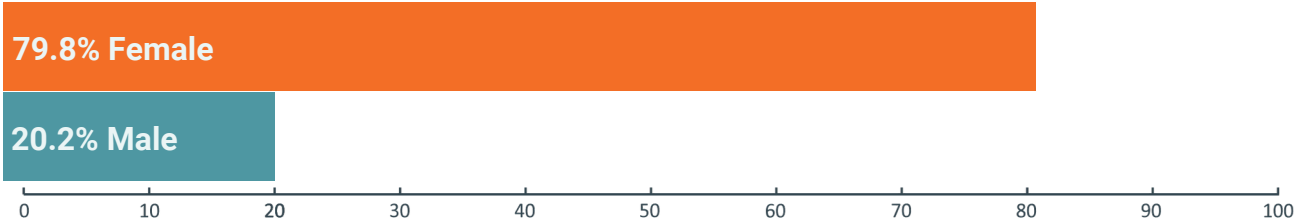
The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, more Health Care workers needed to care for Michigan’s aging population and in response to regulatory and other changes. Registered Nurses 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.



Health Care Worker Demographics

The Health Care occupation group employs 314,759 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 31.1 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

68.9% White | 5.9% Asian | 19.7% Black or African-American

Worker Age Demographics

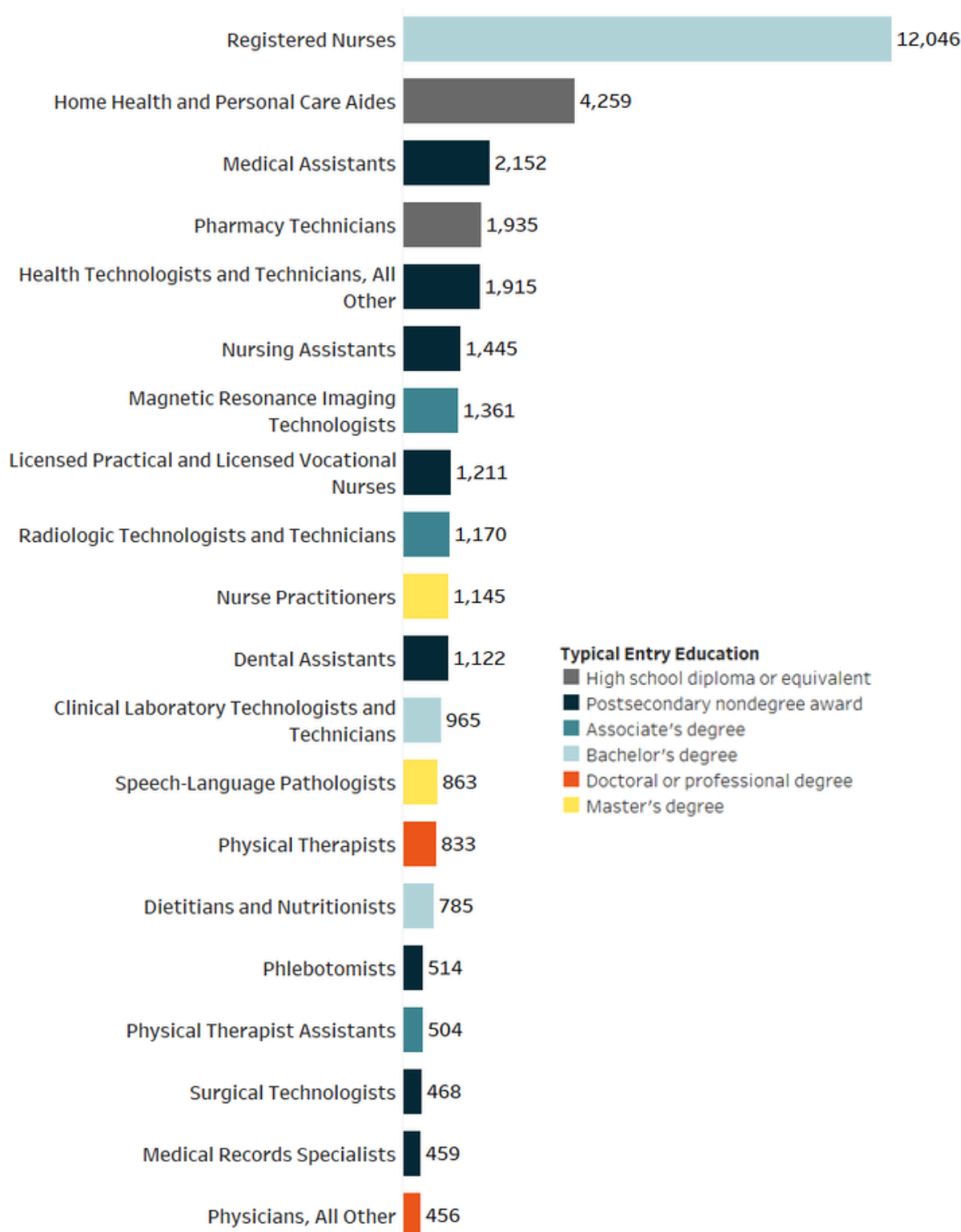


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q3 2024, there were a total of 43,588 job postings for Health Care workers, an increase of 792 from Q2 2024. Registered Nurses was the most sought-after occupation by Health Care industry employers with 12,046 postings. Home Health and Personal Care Aides was in the second position with 4,259 postings. Other top posted jobs include Medical Assistants (2,152 postings), Pharmacy Technicians (1,935 postings), and Health Technologists and Technicians, All Other (1,915 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 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$40.81 per hour or an annual salary of about \$84,885.

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	\$33.40	\$37.80	\$40.81	\$42.30	\$47.54
31-1128	Home Health and Personal Care Aides	\$11.68	\$13.42	\$14.98	\$15.44	\$16.99
31-9092	Medical Assistants	\$15.62	\$17.37	\$18.66	\$19.24	\$21.23
29-2052	Pharmacy Technicians	\$15.41	\$16.80	\$18.74	\$19.82	\$22.63
29-2099	Health Technologists and Technicians, All Other	\$17.37	\$18.32	\$20.90	\$24.32	\$27.55
31-1131	Nursing Assistants	\$16.77	\$17.70	\$18.55	\$18.88	\$20.11
29-2035	Magnetic Resonance Imaging Technologists	\$20.90	\$33.18	\$38.46	\$35.97	\$40.61
29-2061	Licensed Practical and Licensed Vocational Nurses	\$25.45	\$28.62	\$30.48	\$30.99	\$32.33
29-2034	Radiologic Technologists and Technicians	\$25.97	\$29.94	\$32.85	\$33.39	\$37.04
29-1171	Nurse Practitioners	\$48.56	\$52.34	\$59.35	\$58.80	\$63.39

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- 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 or GED: 25.1%
- Associate degree: 16.7%
- Bachelor's degree: 17.5%
- Master's degree: 6.5%

Top Posting Employers

- Corewell Health
- Henry Ford Health
- Trinity Health
- McLaren Health Care
- Ascension
- University Of Michigan
- Detroit Medical Center
- Tenet Healthcare
- CVS Health
- Walgreens Boots Alliance

Job Postings by City

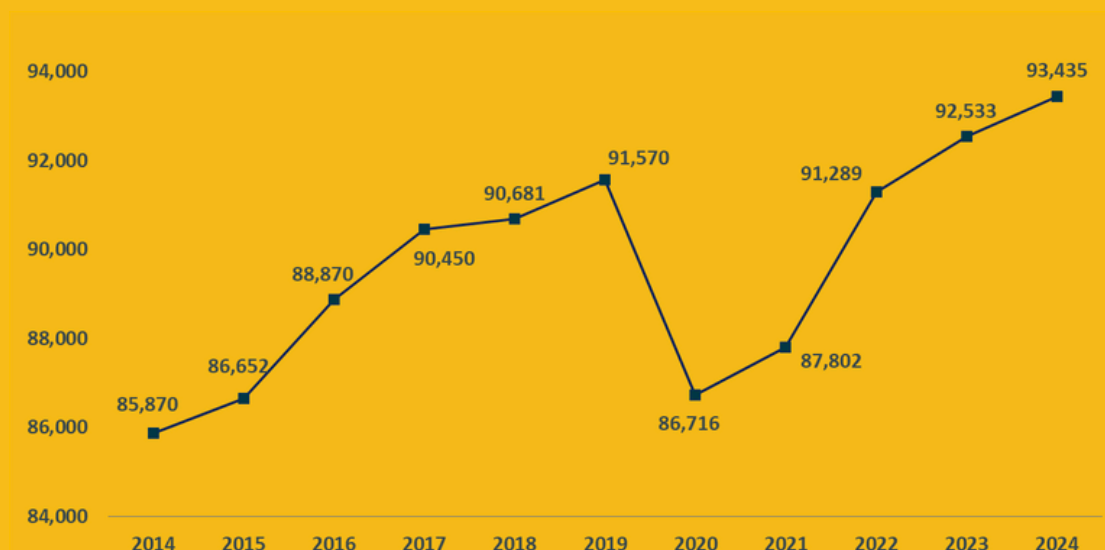
- Detroit: 5,865 Postings
- Ann Arbor: 2,582 Postings
- Lansing: 2,185 Postings
- Troy: 1,577 Postings
- Southfield: 1,291 Postings
- Flint: 1,193 Postings
- Warren: 1,165 Postings
- Dearborn: 1,088 Postings
- Livonia: 1,046 Postings
- Royal Oak: 956 Postings

**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



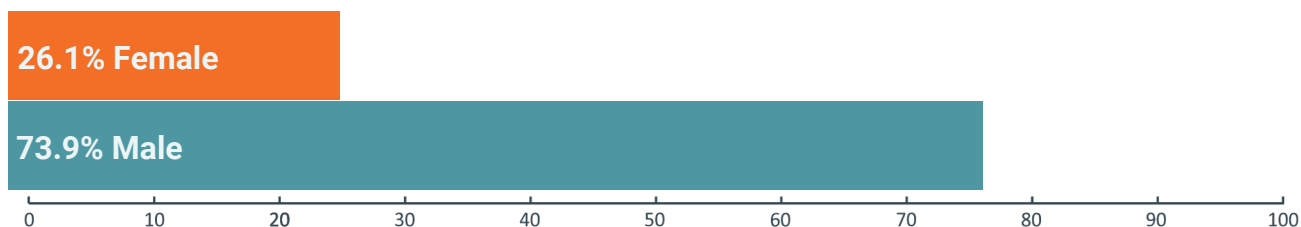
902
Information
Technology Workers
1.0% increase
from 2023



Information Technology Worker Demographics

In Q3 2024, there were 93,435 workers in the IT occupation group. This group is primarily made up of males (73.9 percent) and between the ages of 25 and 54 (77.0 percent), with 26.1 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.

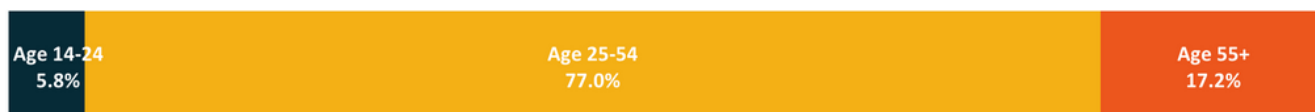
Worker Gender Demographics



Race and Ethnicity Demographics

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

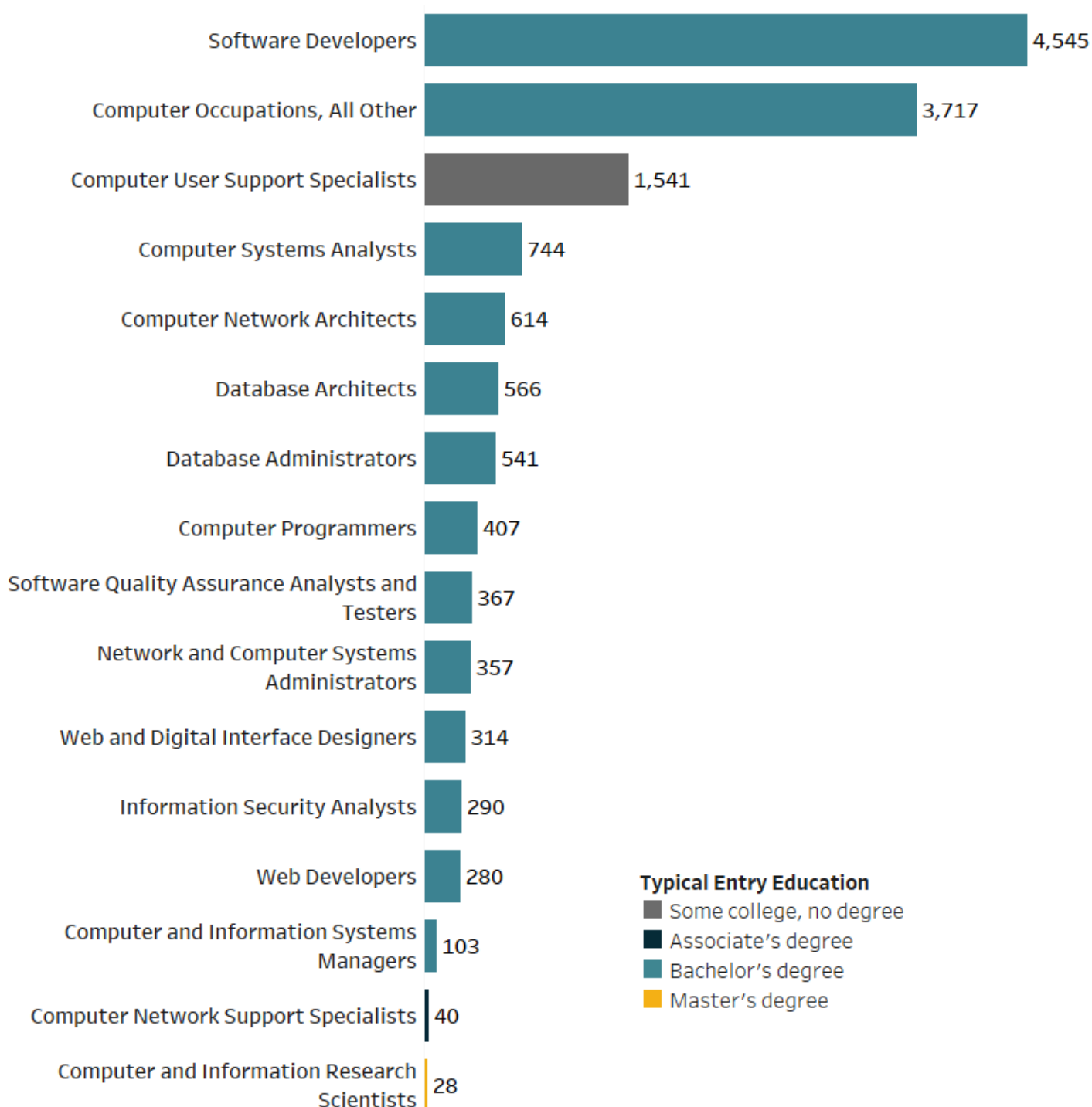
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q3 2024, there were a total of 14,454 job postings for IT workers, an increase of 809 postings or 5.9 percent from Q2 2024. Software Developers was the most sought-after occupation by IT industry employers during Q3 2024, with 4,545 postings. Computer Occupations, All Other was in the second position with 3,717 postings. Other top posted jobs include Computer User Support Specialists (1,541 postings), Computer Systems Analysts (744 postings), and Computer Network Architects (614 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 \$48 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$50.83 per hour or an annual salary of about \$105,726.

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
15-1252	Software Developers	\$36.05	\$42.54	\$50.83	\$54.61	\$63.12
15-1299	Computer Occupations, All Other	\$26.17	\$35.42	\$47.42	\$48.94	\$61.83
15-1232	Computer User Support Specialists	\$17.58	\$20.73	\$27.24	\$28.33	\$33.60
15-1211	Computer Systems Analysts	\$31.94	\$39.22	\$49.00	\$50.94	\$60.96
15-1241	Computer Network Architects	\$35.09	\$45.24	\$55.33	\$58.23	\$67.71
15-1243	Database Architects	\$25.55	\$43.08	\$58.85	\$54.68	\$65.26
15-1242	Database Administrators	\$25.30	\$31.59	\$48.22	\$46.18	\$58.76
15-1251	Computer Programmers	\$26.28	\$30.90	\$39.44	\$45.40	\$53.50
15-1253	Software Quality Assurance Analysts and Testers	\$23.61	\$30.04	\$43.03	\$42.13	\$50.35
15-1244	Network and Computer Systems Administrators	\$30.37	\$37.70	\$45.45	\$47.31	\$55.11

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
- CompTIA A+
- Security Clearance
- Project Management Professional Certification

In-Demand Education Level*

- High school or GED: 7.6%
- Associate degree: 8.6%
- Bachelor's degree: 57.3%
- Master's degree: 14.5%

Top Posting Employers

- Ford
- TEKsystems
- Accenture
- Allegis Group
- General Motors
- University Of Michigan
- Deloitte
- Insight Global
- Marriott International
- V2Soft

Job Postings by City

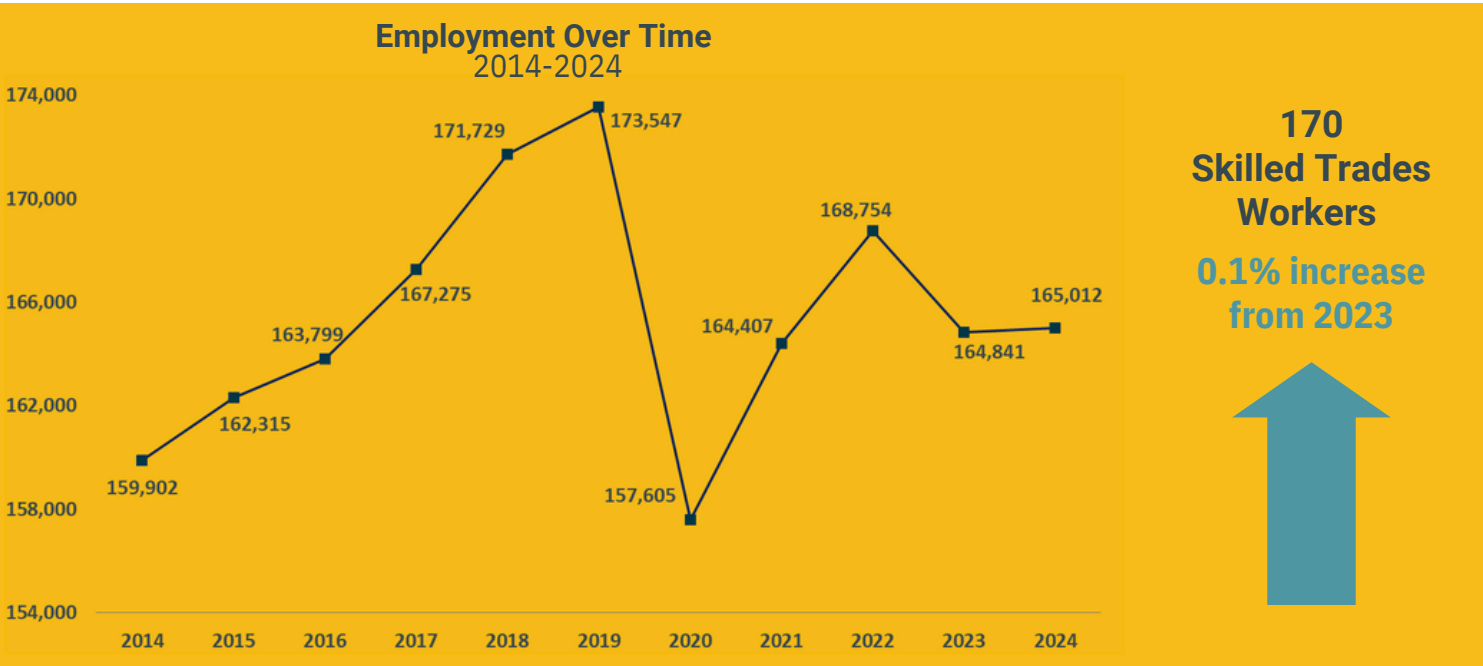
- Lansing: 3,397 Postings
- Detroit: 2,416 Postings
- Dearborn: 1,349 Postings
- Ann Arbor: 955 Postings
- Troy: 760 Postings
- Auburn Hills: 484 Postings
- Sterling Heights: 401 Postings
- Warren: 388 Postings
- Southfield: 361 Postings
- Novi: 336 Postings

*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.

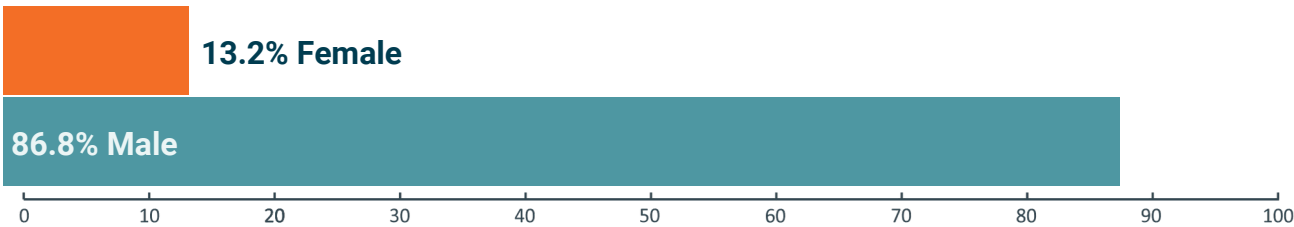
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 165,012 workers during 2024 in southeast Michigan. This group is primarily made up of males (86.8 percent) and 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 | 4.6% Hispanic or Latino | 12.8% Black or African-American

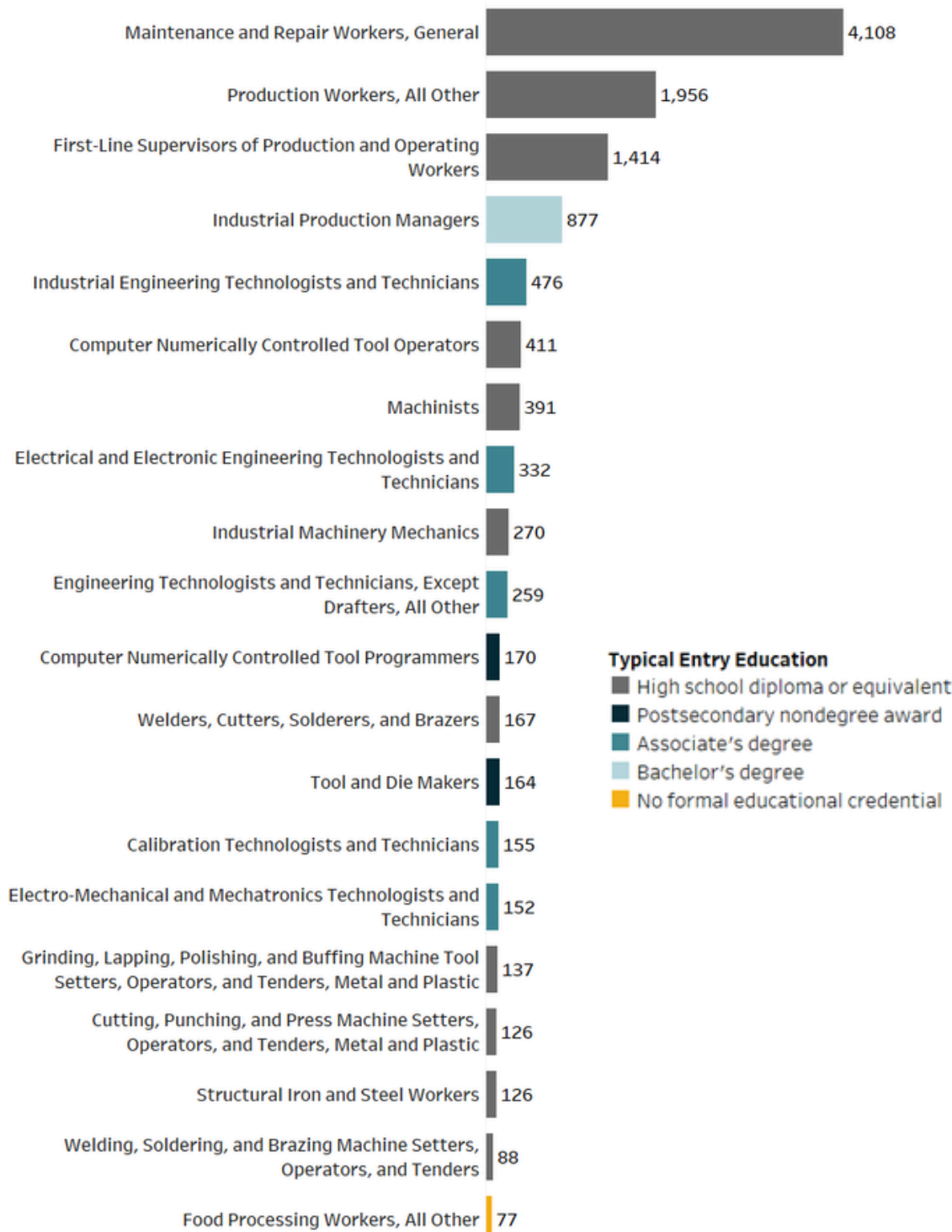
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 12,343 job postings for Skilled Trades workers in Q3 2024, a 3.0 percent decrease (381 postings) from Q2. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q3 2024, with 4,108 postings. Production Workers, All Other was in the second position with 1,956 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,414 postings), Industrial Production Managers (877 postings), and Industrial Engineering Technologists and Technicians (476 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 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 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	\$15.17	\$17.87	\$22.07	\$22.89	\$27.29
51-9199	Production Workers, All Other	\$14.72	\$15.75	\$17.52	\$19.03	\$20.64
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.74	\$25.12	\$31.92	\$34.28	\$39.02
11-3051	Industrial Production Managers	\$37.81	\$46.37	\$56.39	\$59.19	\$66.78
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.41	\$31.19	\$37.69
51-9161	Computer Numerically Controlled Tool Operators	\$17.10	\$18.36	\$21.95	\$23.54	\$27.34
51-4041	Machinists	\$17.48	\$19.58	\$23.54	\$25.23	\$29.66
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.40	\$23.23	\$30.64	\$32.47	\$38.07
49-9041	Industrial Machinery Mechanics	\$19.87	\$23.95	\$29.76	\$30.13	\$35.02
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.52	\$22.45	\$30.88	\$32.95	\$38.00

In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Continuous Improvement Process
- HVAC

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 39.3%
- Associate degree: 8.9%
- Bachelor's degree: 13.9%
- Master's degree: 2.6%

Top Posting Employers

- Aerotek
- Express Employment Professionals
- Branex Group
- Nesco Resource
- Taldeco
- General Motors
- Ford
- ManpowerGroup
- GPAC
- Sentech Services

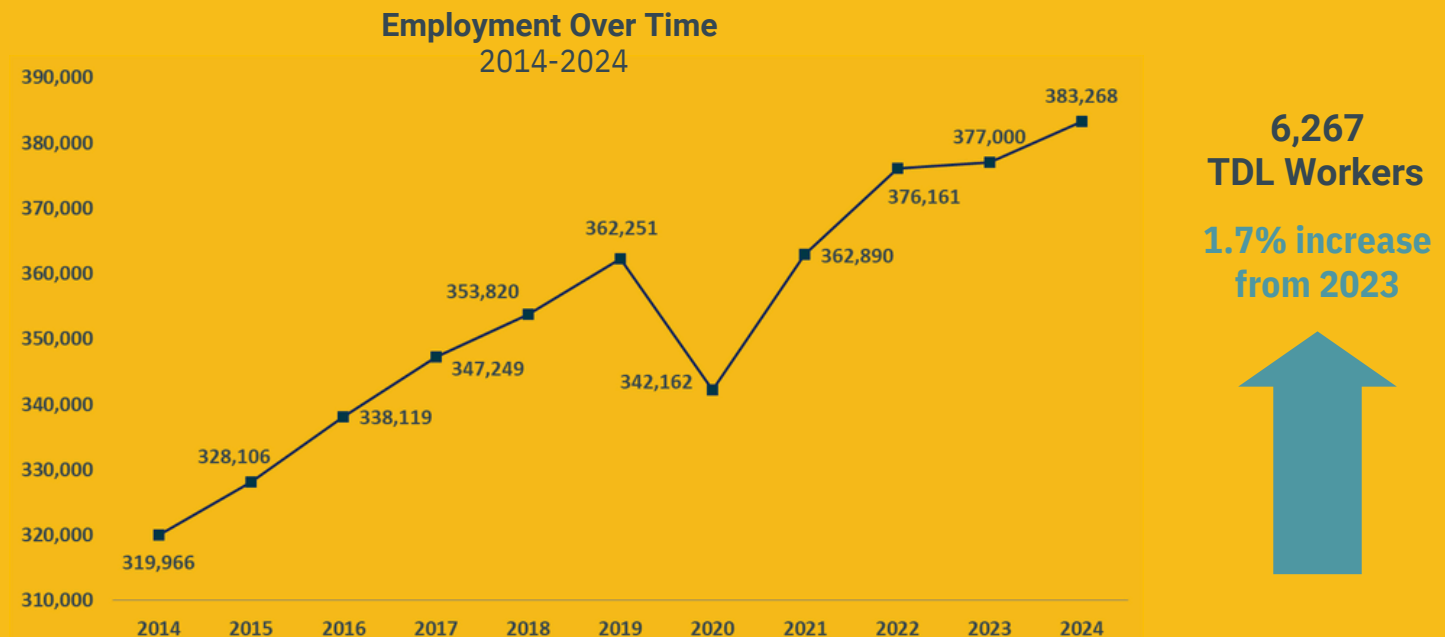
Job Postings by City

- Detroit: 1,194 Postings
- Lansing: 752 Postings
- Warren: 493 Postings
- Sterling Heights: 478 Postings
- Livonia: 434 Postings
- Auburn Hills: 421 Postings
- Troy: 400 Postings
- Ann Arbor: 389 Postings
- Plymouth: 304 Postings
- Novi: 248 Postings

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

Q3 2024 WIN REGION TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

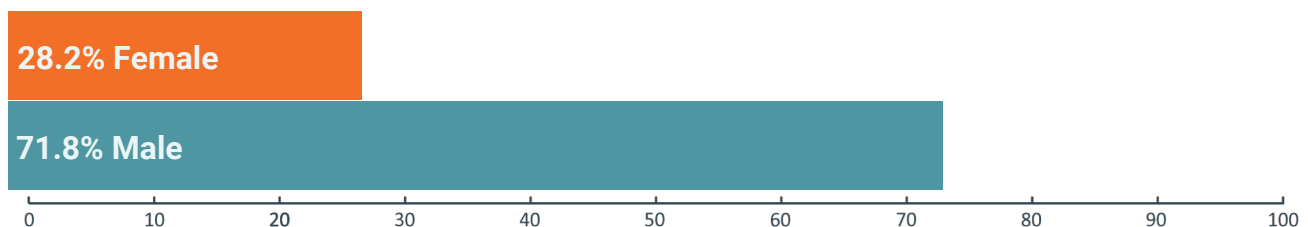
Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all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



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 383,268 workers during 2024. This group is primarily made up of males (71.8 percent) and 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.

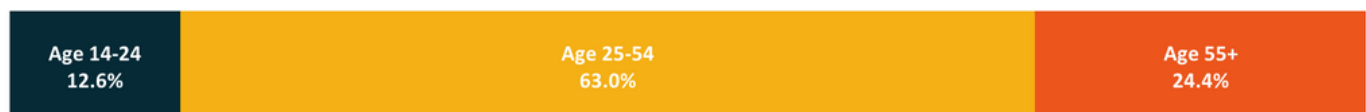
Worker Gender Demographics



Race and Ethnicity Demographics

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

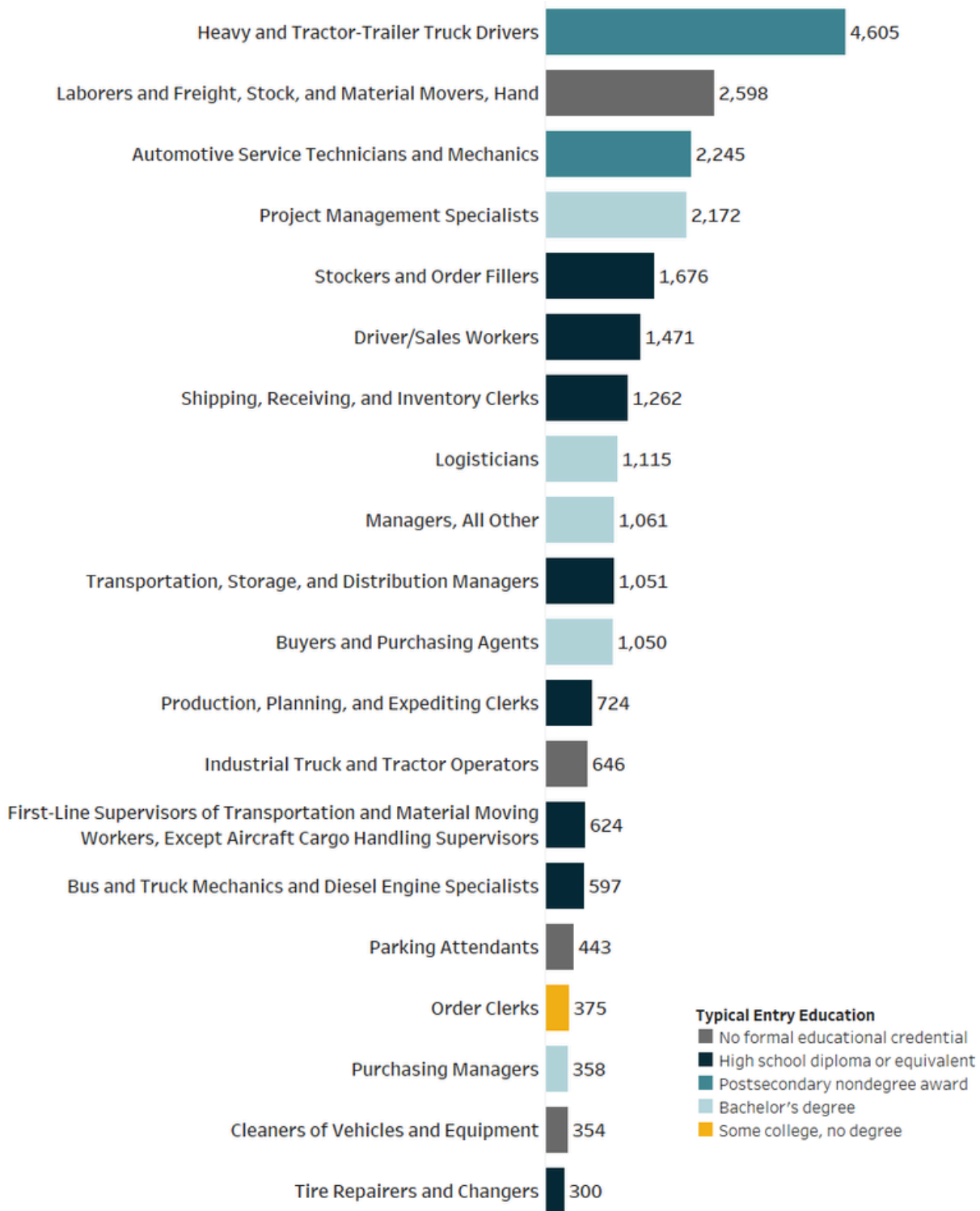
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 29,101 job postings in Q3 2024, down 2.8 percent (829 postings) from Q2. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q3 2024, with 4,605 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,598 postings. Other top posted jobs include Automotive Service Technicians and Mechanics (2,245 postings), Project Management Specialists (2,172 postings), and Stockers and Order Fillers (1,676 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 School 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 Q3 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	\$17.47	\$21.97	\$25.56	\$25.89	\$29.37
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$14.85	\$16.64	\$18.59	\$19.56	\$22.00
49-3023	Automotive Service Technicians and Mechanics	\$15.09	\$17.87	\$23.28	\$24.96	\$30.18
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$49.25	\$62.08
53-7065	Stockers and Order Fillers	\$13.88	\$15.12	\$17.06	\$18.22	\$19.49
53-3031	Driver/Sales Workers	\$11.23	\$12.64	\$17.53	\$19.13	\$23.68
43-5071	Shipping, Receiving, and Inventory Clerks	\$16.42	\$17.77	\$20.70	\$21.81	\$24.16
13-1081	Logisticians	\$24.13	\$30.29	\$38.61	\$42.03	\$50.60
11-9199	Managers, All Other	\$35.75	\$48.18	\$62.01	\$64.29	\$78.88
11-3071	Transportation, Storage, and Distribution Managers	\$29.69	\$36.45	\$47.03	\$52.19	\$62.15

In-Demand Technical Skills

- Warehousing
- Project Management
- Merchandising
- Forklift Truck
- 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 or GED: 27.9%
- Associate degree: 5.0%
- Bachelor's degree: 19.3%
- Master's degree: 4.0%

Top Posting Employers

- Kroger
- Walmart
- Meijer
- Belle Tire
- Roehl Transport
- Chevrolet
- Aerotek
- Domino's Pizza
- University Of Michigan
- Marten Transport

Job Postings by City

- Detroit: 3,042 Postings
- Lansing: 2,328 Postings
- Ann Arbor: 1,360 Postings
- Troy: 1,135 Postings
- Livonia: 1,103 Postings
- Warren: 1,060 Postings
- Dearborn: 799 Postings
- Sterling Heights: 744 Postings
- Southfield: 698 Postings
- Novi: 632 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)**

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