

LABOR MARKET REPORT

OCT - DEC

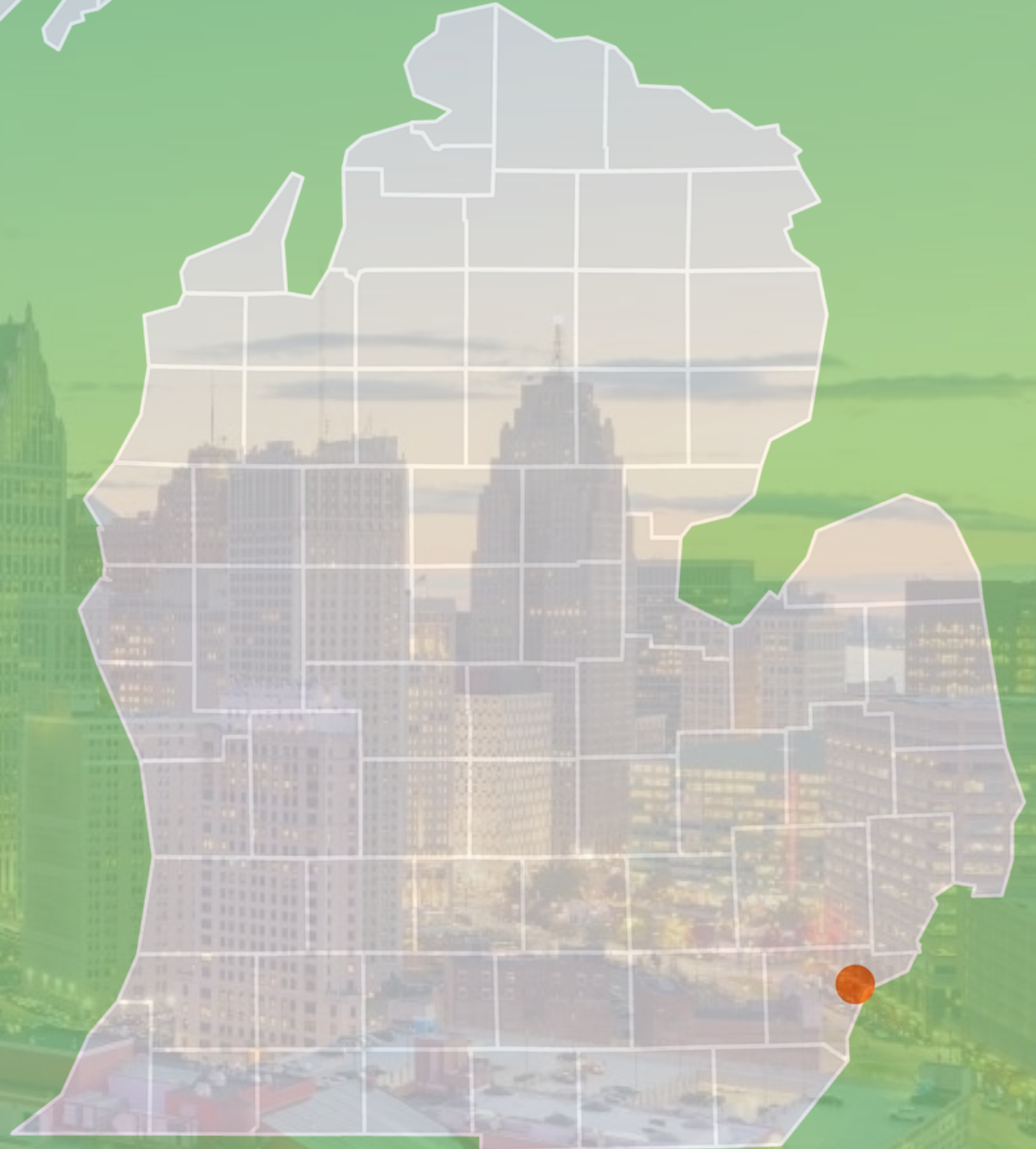
WIN

WORKFORCE
INTELLIGENCE
NETWORK



Q4 2025

WININTELLIGENCE.ORG



CITY OF DETROIT

**Q4
2025**

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INTRODUCTION

City of Detroit

ABOUT THIS REPORT

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaborative comprised of seven Michigan Works! Agencies (MWAs) and nine community colleges in a 19-county region representing approximately 63% of the total labor force in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne.

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

This report highlights labor market information and real-time job posting data for the City of Detroit, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. The WIN analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the fourth quarter 2025 labor market information from the City of Detroit for the Business and Finance, Energy, Healthcare, Information Technology (IT), and Skilled Trades occupation groups.

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

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

Q4 2025 CITY OF DETROIT

State of the Labor Market

There was a slight decrease in the total labor force during the fourth quarter of 2025, coupled with a slight decrease in the unemployment rate at 9.9 percent. While the size of the labor force increased by 4.0 percent from 2024, the number of unemployed workers decreased 0.7 percent from 2024, and the number of employed individuals increased by 4.6 percent from 2024.

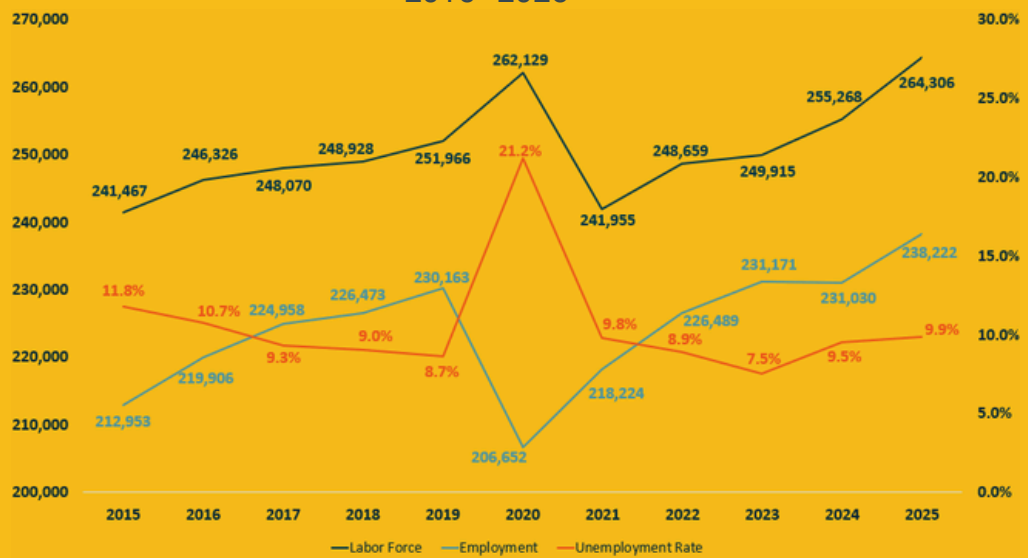
Registered Nurses top the list as the most demanded occupation, accounting for 2,327 job postings. Health Care occupations represent the most in-demand occupation group, accounting for 6,646 job postings or 1,378 more than the Business and Finance occupation group in the City of Detroit.

Annual Labor Market Information

The labor force in Detroit increased between 2024 and 2025 by 9,038 individuals, from 255,268 to 264,306 individuals. Employment increased by 7,192 individuals (3.1 percent) and unemployment numbers increased by 1,846 individuals (or 7.6 percent), respectively.

Special note: Due to the government shut down, no State of Michigan Labor data has been updated since Q2 2025.

Annual Labor Force, Employment, Unemployment Rate 2015–2025

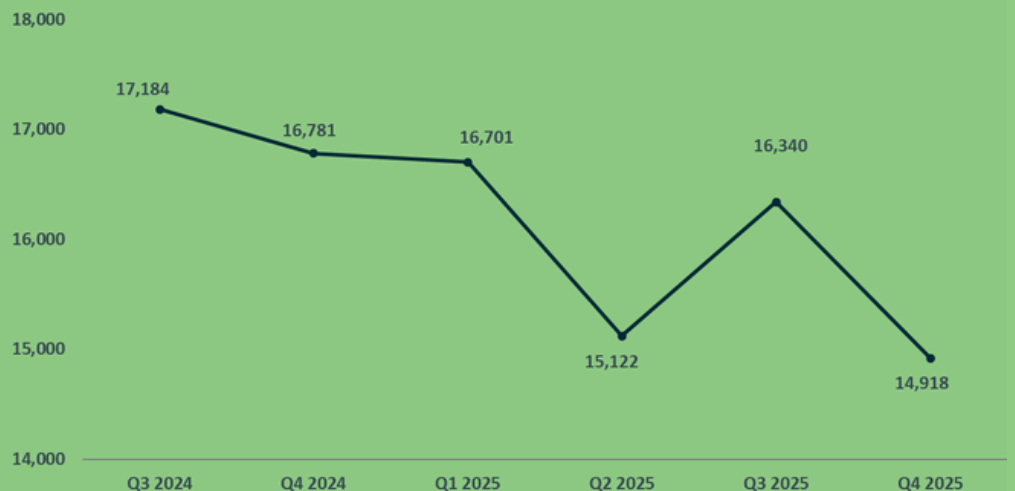


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2025 shows that employer demand has decreased from Q3 2025. In Q4 2025, there was an average of 14,918 unique postings per month in the City of Detroit, a decrease of 1,422 monthly postings from the 16,340 monthly averages recorded in Q3. The first quarter of 2025 had the highest recorded job postings with a monthly average of 16,701, while the fourth quarter in 2025 had the lowest monthly average postings with 14,918. The overall decrease in recent job postings could be due to many different reasons and is not necessarily a negative indicator of the economy.

Average Quarterly Posting Analysis City of Detroit Q3 2024 - Q4 2025



Data: Workforce Intelligence Network

Key Findings

7.6%

Employer demand decreased by 7.6 percent, a loss of 2,326 job postings since Q3 2025

In Q4, employment totaled

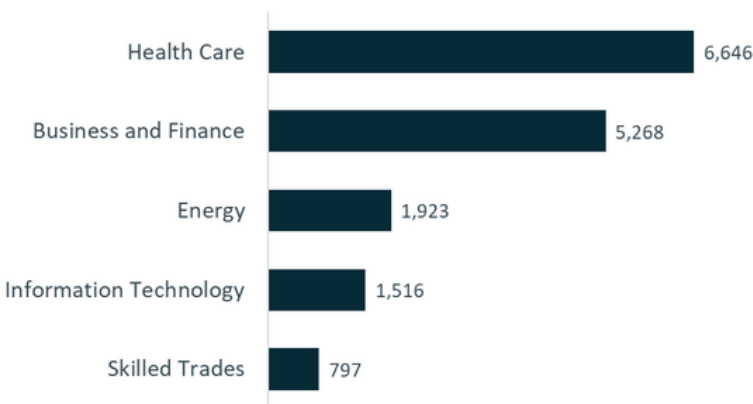
237,759

an decrease of 1,889 workers since Q3

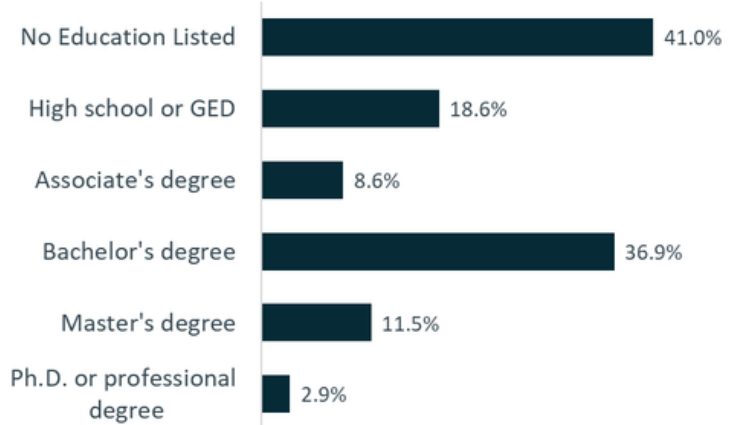
During Q4 2025, there were 28,009 job postings in the City of Detroit. Employers in Health Care, Business and Finance, and Energy occupation groups were the highest posting in Q4. The top posted job occupations include Registered Nurses; Heavy and Tractor-Trailer Truck Drivers; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; and Sales Managers. More information about in-demand job postings is available on page 7.

Of the 28,009 unique postings in the City of Detroit during Q4 2025, 10,338 (36.9 percent) required a Bachelor's degree. An additional 4,042 postings (14.4 percent) required an advanced degree. The high demand for Business and Finance and Information Technology roles within the city drives this growing need for college education.

Top 5 Posting Occupation Groups
Q4 2025



Education Levels In-Demand
Q4 2025



For Q4 2025, the labor force decreased by 1,889 individuals (0.7 percent) over Q3 2025. Employment also decreased by 1,347 workers from Q3 2025, and unemployment figures showed a decrease of 182 from Q4 2024 to Q4 2025 with 26,128 individuals in Q4 2025. Also, the unemployment rate decreased by 0.1 percent from the previous quarter for an overall Q4 2025 unemployment rate of 9.9 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	4th Quarter 2024	1st Quarter 2025	2nd Quarter 2025	3rd Quarter 2025	4th Quarter 2025	Change from 3rd Quarter 2025	Percent Change from 3rd Quarter 2025	Change from 4th Quarter 2024	Percent Change from 4th Quarter 2024
Labor Force	253,617	266,333	261,228	265,776	263,887	-1,889	-0.7%	10,270	4.0%
Employment	227,307	237,184	238,840	239,105	237,759	-1,347	-0.6%	10,452	4.6%
Unemployment	26,311	29,148	22,387	26,671	26,128	-542	-2.0%	-182	-0.7%
Unemployment Rate	10.4%	10.9%	8.6%	10.0%	9.9%	-0.1%	na	-0.5%	na

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in the City of Detroit experienced growth year over year from 2015 through 2020 and peaked in 2020 with 262,129 workers. During the pandemic, the labor force marked a 7.7 percent decline to 241,955 in 2021 but has since increased to 264,306 in 2025. Employment showed a similar trend, with growth year over year from 2015 through 2020. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. Employment figures have since resumed an annual growth pattern from 2021 through 2025. Meanwhile, the number of unemployed individuals in the City of Detroit increased by 1,846 workers, or 7.6 percent, between 2024 and 2025.

Annual Labor Market Data 2015-2025

	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	2025 Annual	Change from 2024 to 2025	Percent Change from 2024 to 2025
Labor Force	241,467	246,326	248,070	248,928	251,966	262,129	241,955	248,659	249,915	255,268	264,306	9,038	3.5%
Employment	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	231,030	238,222	7,192	3.1%
Unemployment	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	24,238	26,084	1,846	7.6%
Unemployment Rate	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	9.5%	9.9%	0.4%	na

Data: Bureau of Labor Statistics

CENSUS 2024 LABOR FORCE DEMOGRAPHICS

During 2024, there were 268,955 individuals in the labor force, meaning they were either working or seeking employment. Employed workers make up 86.0 percent of the city's labor force. The highest unemployment rates in 2024 were those individuals 24 years old or younger. Within this age cohort, there were 58.0 percent of unemployed individuals identifying as males compared to 42.6 percent of unemployed individuals identifying as female. Overall, males had a higher unemployment rate than females, at 15.0 percent and 13.1 percent respectively. Native Hawaiian and Pacific Islander job seekers faced the most challenge in securing employment, with an overall unemployment rate of 93.5 percent. This group was followed by Black or African American job seekers at 15.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	268,955	231,293	37,662	14.0%
Sex				
Male 16+	128,710	109,367	19,343	15.0%
16-19	5,177	3,303	1,874	36.2%
20-24	13,233	10,346	2,887	21.8%
25-54	86,346	74,759	11,587	13.4%
55-64	17,238	14,806	2,432	14.1%
65 Plus	6,716	6,153	563	8.4%
Female 16+	140,245	121,926	18,319	13.1%
16-19	6,586	5,196	1,390	21.1%
20-24	14,463	11,356	3,107	21.5%
25-54	92,443	80,907	11,536	12.5%
55-64	18,421	16,711	1,710	9.3%
65 Plus	8,332	7,756	576	6.9%
Race				
White	37,213	34,049	3,163	8.5%
Black / African American	197,368	166,381	30,987	15.7%
Native American	1,109	940	170	15.3%
Asian	5,569	5,229	340	6.1%
Native Hawaiian / Pacific Islander	46	3	43	93.5%
Some Other Race	11,953	10,710	1,243	10.4%
Two or More Races	15,650	13,866	1,784	11.4%
Ethnicity				
Hispanic	21,861	19,325	2,536	11.6%

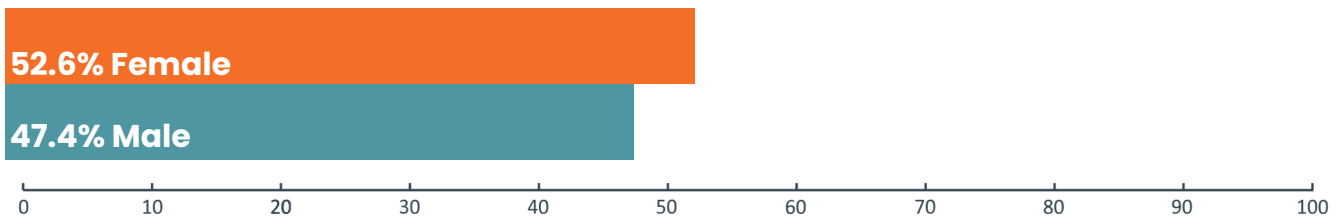
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

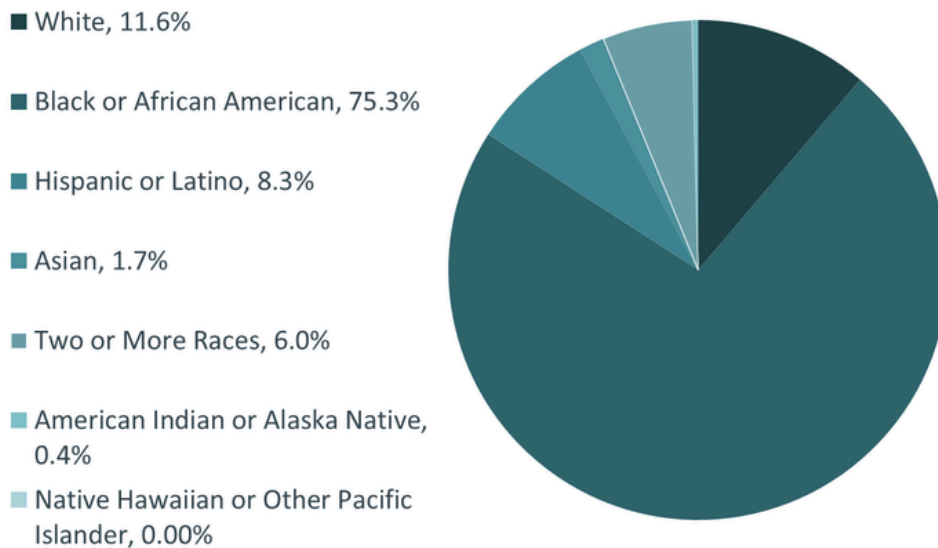
2024 Census Population

According to data from the most recent Census Bureau 2024 ACS Five-Year estimates, the City of Detroit population increased by about 0.3 percent between 2023 and 2024. During 2024, there were 638,530 people living in the city. The gender of the populace was split almost evenly, with about 52.6 percent of the population identifying as female and the other 47.4 percent identifying as male. A majority of the population identified as Black or African American (75.3 percent) with the second largest number of individuals identifying as White (11.6 percent). The region is facing an aging populace with 26.7 percent of the population over the age of 54, compared to 34.0 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



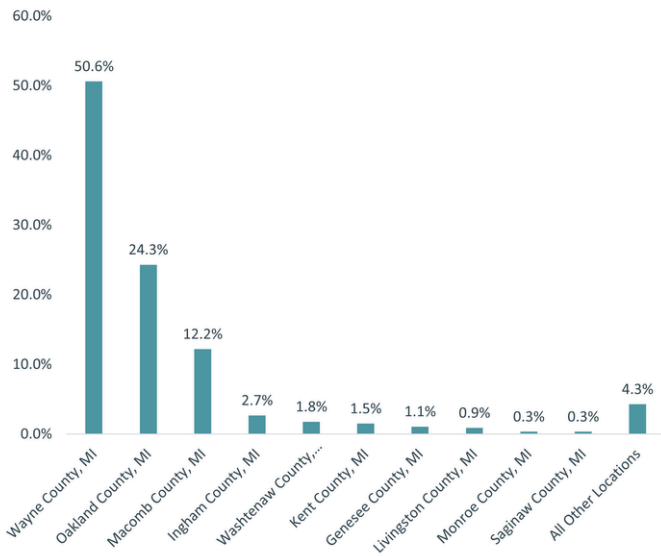
Population Age Demographics



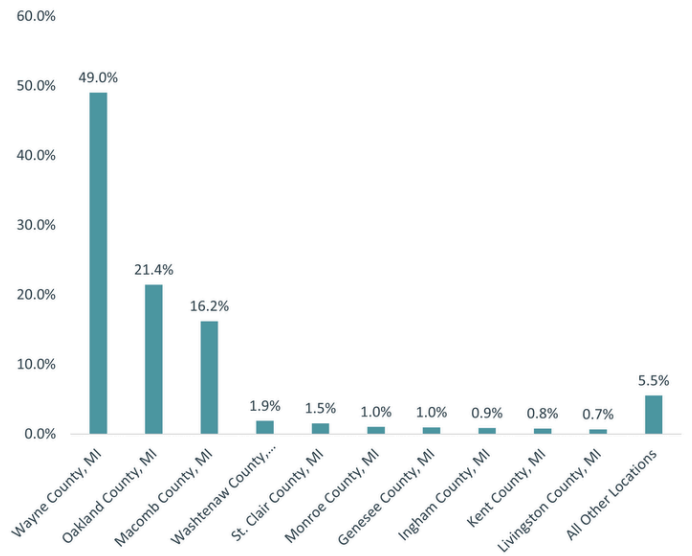
REGIONAL COMMUTING PATTERNS

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

Where City of Detroit Residents Work

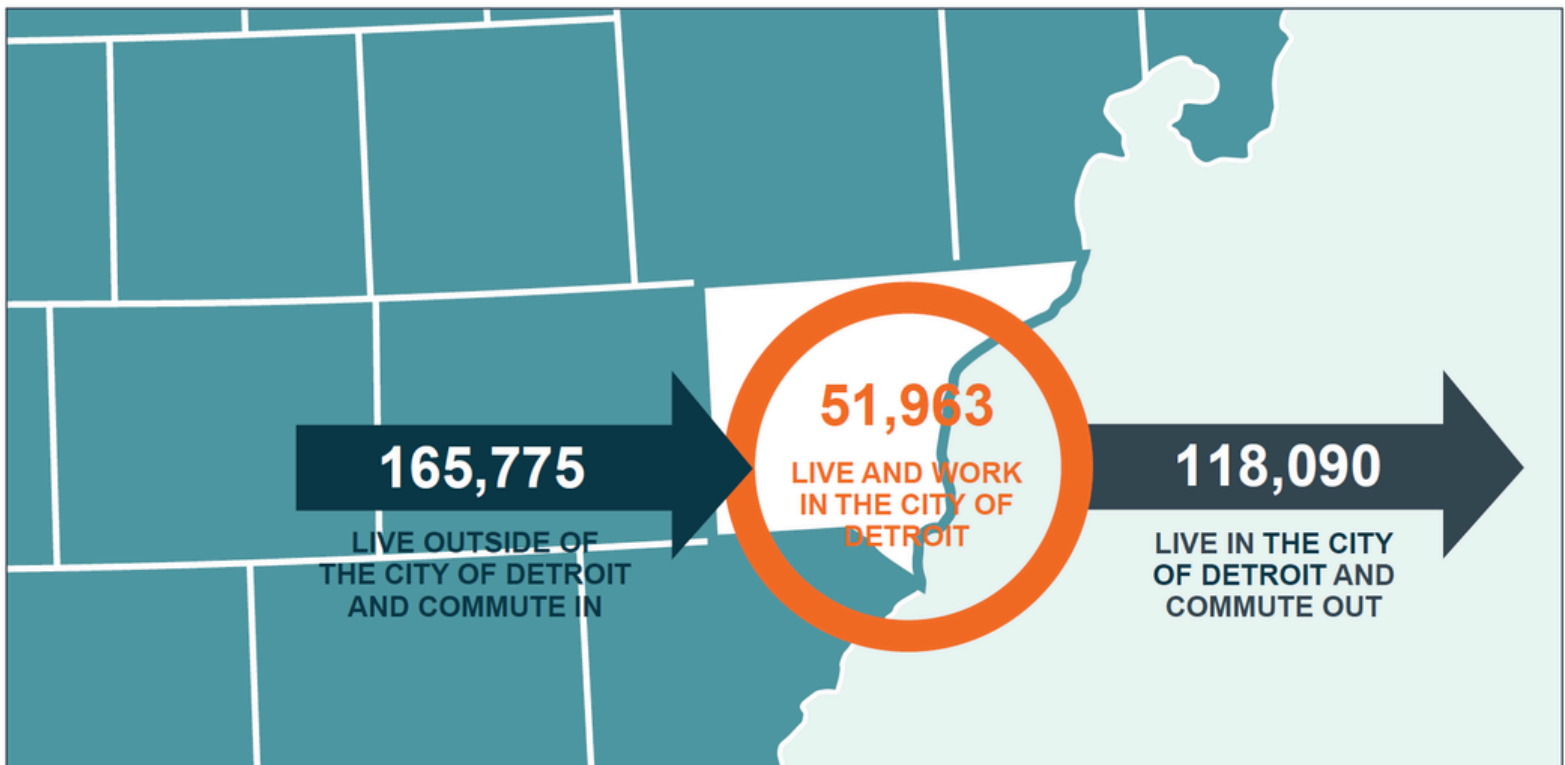


Where City of Detroit Workers Live



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

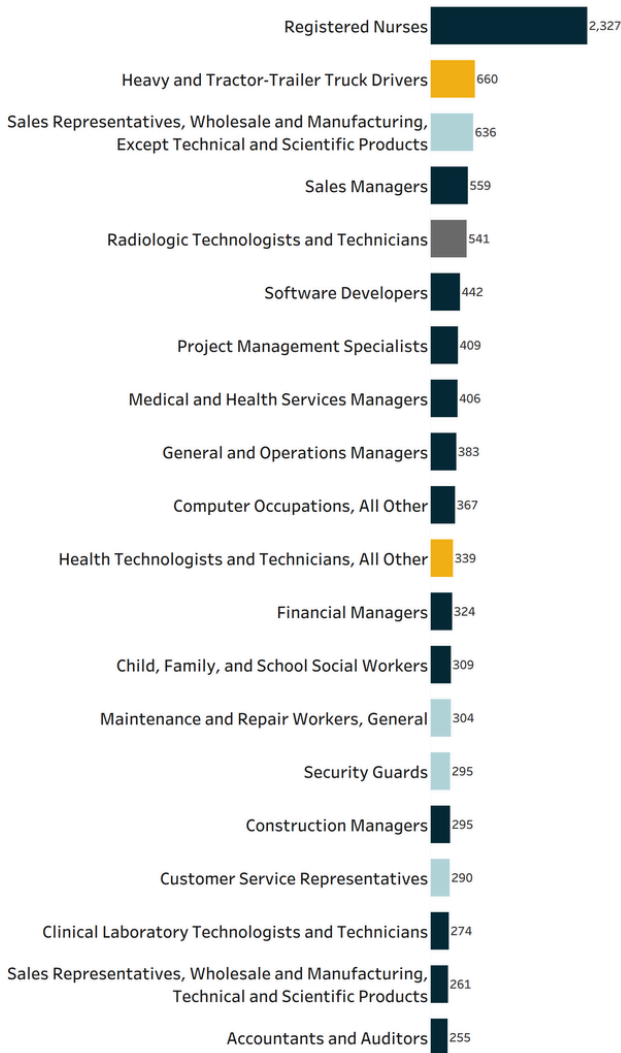
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

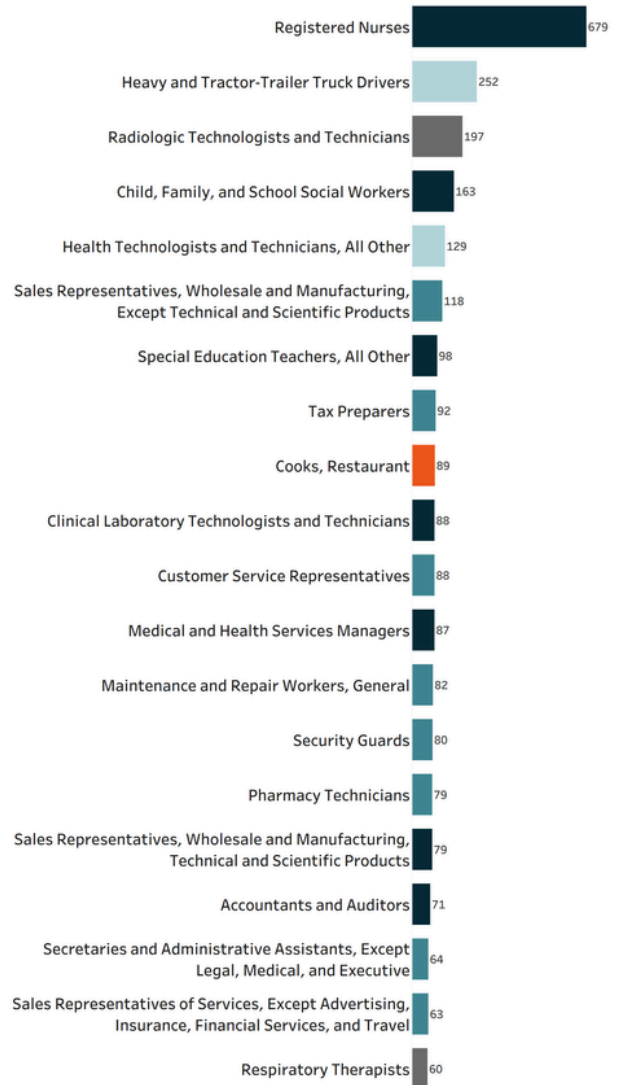
Top Posted Jobs

Registered Nurses are the highest in-demand occupation during Q4, with 2,327 unique online job postings. Heavy and Tractor-Trailer Truck Drivers are the second largest occupation by job postings with 660. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (636 postings) round out the top three occupations in Q4. Over half of the top 20 posted jobs in the city require a Bachelor's degree.



Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 23.4 percent of postings in Detroit. Four of the top ten entry-level occupations require a Bachelor's degree, while the remaining six require a High School diploma, postsecondary non-degree award, or Associate degree. Those who enter the workforce with a college degree can expect entry wages nearly double from those without. Registered Nurses were the top posted entry-level jobs with 679 postings, requiring zero to two years of experience and a Bachelor's degree.



- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

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

Top Posting Employers*

- Henry Ford Health
- Jmj Phillip Group
- Detroit Medical Center
- Wayne State University
- Dmc Sinai Grace Hospital
- GPAC
- Accenture
- Soliant Health
- Dmc Harper University Hospital
- Tenet Healthcare
- Dmc Children's Hospital Of Michigan
- KPMG
- Huntington Bancshares
- PricewaterhouseCoopers
- GE Aerospace
- Delaware North
- Allied Universal
- Little Caesars
- Blue Cross Blue Shield
- R1 RCM

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

In-Demand Technical Skills

- Project Management
- Nursing
- Marketing
- Auditing
- Lifting Ability
- Finance
- Workflow Management
- Process Improvement
- Continuous Improvement Process
- Customer Relationship Management

In-Demand Foundational Skills

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

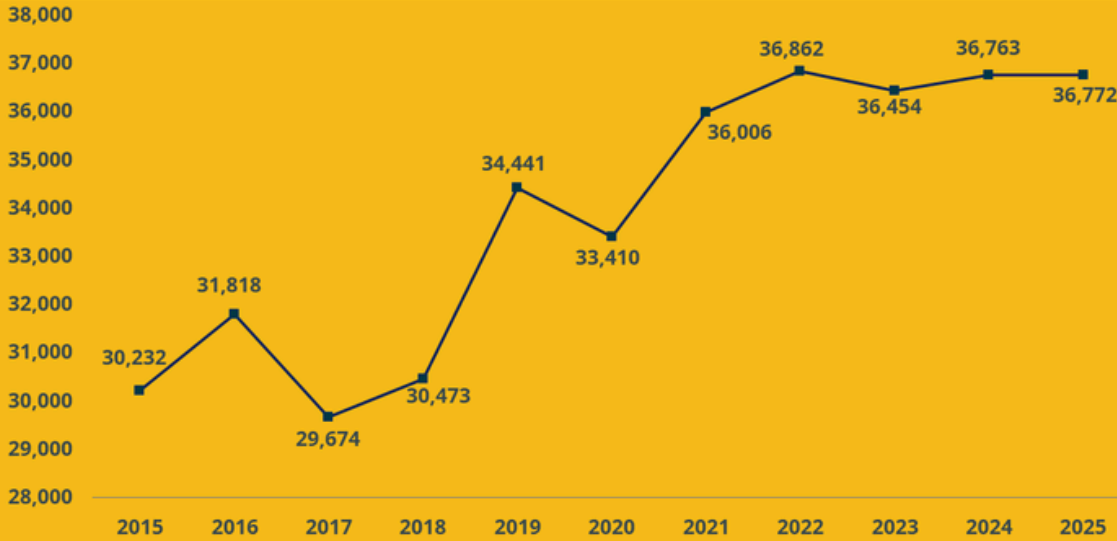
Top In-Demand Qualifications

- Valid Driver's License
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Master Of Business Administration (MBA)
- American Registry Of Radiologic Technologists (ARRT) Certified
- Teaching Certificate
- Board Certified/Board Eligible
- Project Management Professional Certification
- Licensed Master Social Worker
- Commercial Driver's License (CDL)
- Licensed Practical Nurse (LPN)
- Basic Cardiac Life Support
- Nurse Practitioner (APRN-CNP)
- Certified Public Accountant
- First Aid Certification
- Bachelor Of Science in Nursing (BSN)
- Certified Nursing Assistant (CNA)
- CDL Class A License

BUSINESS AND FINANCE OCCUPATION GROUP

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

**Employment Over
Time 2015-2025**



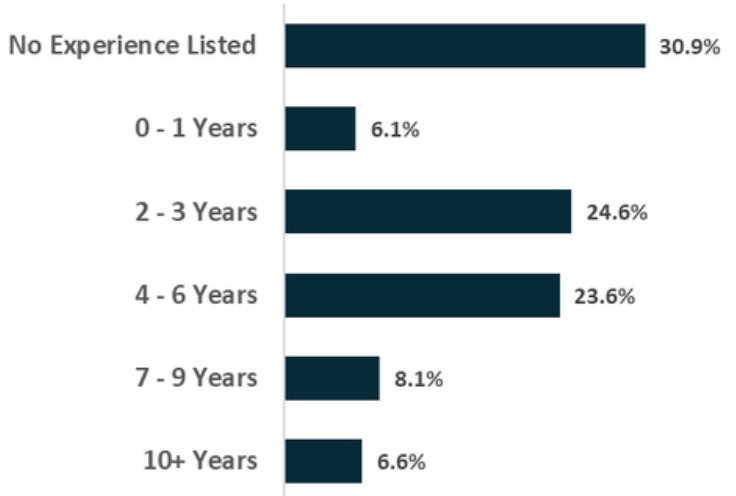
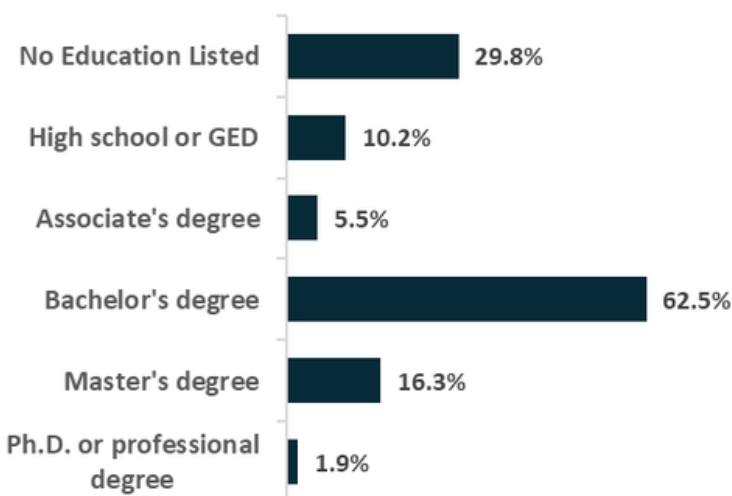
**9
Business and
Finance Workers**

**0.0% increase
from 2024**



Business and Finance Education and Experience

The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q4, as noted in 3,294 postings. A Master's degree is the second most in-demand education level with 861 postings, while 1,572 postings do not specify any education level. Many Business and Finance occupation postings do not specify the required length of experience, although almost half of the postings list a requirement of two to six years of experience.

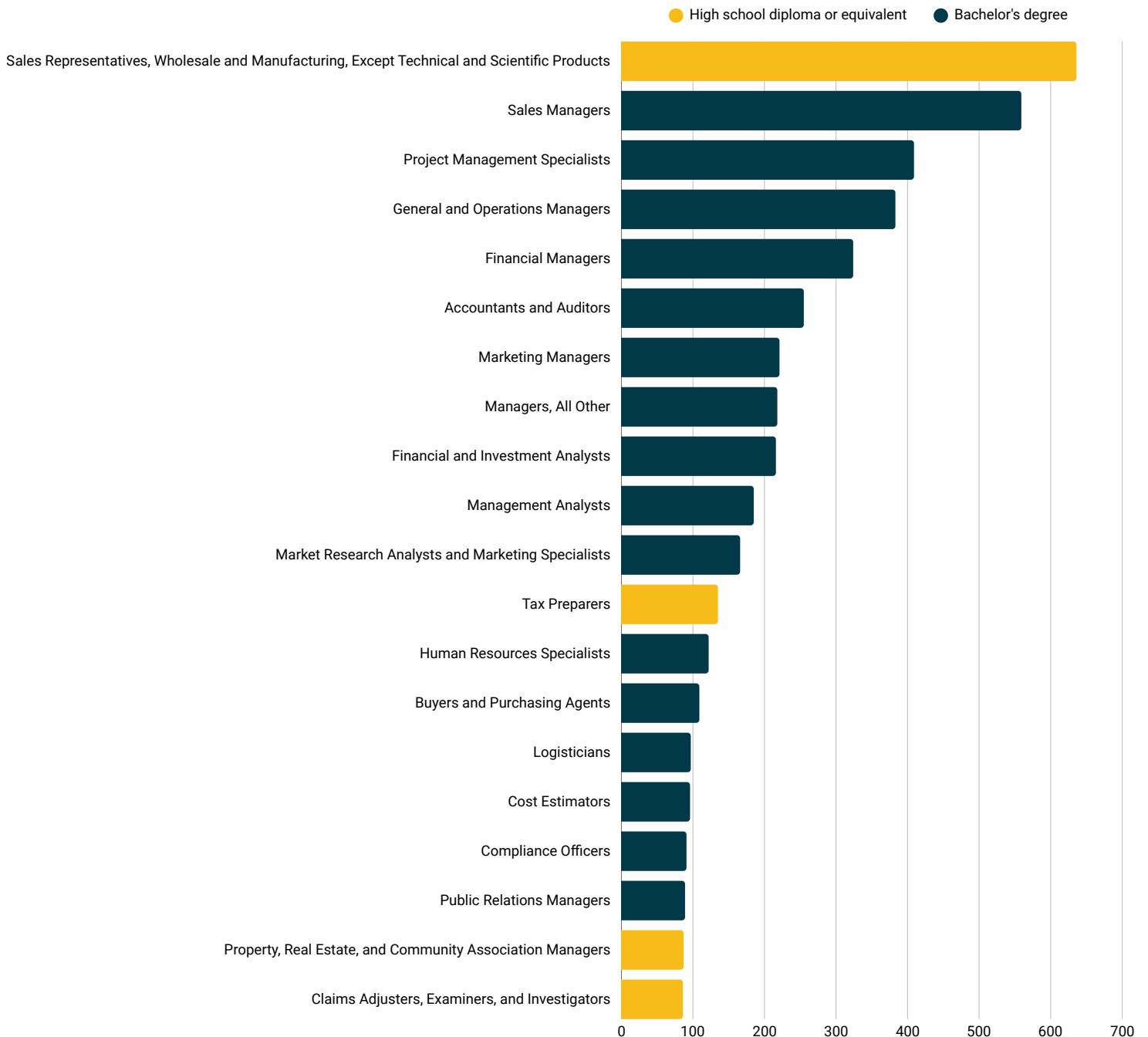


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

The Business and Finance occupation with the highest number of Q4 postings (636) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Sales Managers (559); Project Management Specialists, with 409 postings; and General and Operations Managers (383). While most of the top jobs typically require a Bachelor's degree, the highest-posting occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, requires a High School diploma and offers moderate on-the-job training for those without prior experience.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

For job seekers able to obtain the required education, Business and Finance occupations offer lucrative opportunities. The top posted occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$36.18 (\$75,254 annually), while Sales Managers have a median hourly wage of \$76.15 (\$158,392 annually). Tax Preparers provided the lowest median hourly wage for the top posted jobs in this occupation group at \$24.99, which is still above the state median of \$23.22.

Wage Overview for Top Posted Business and Finance Jobs in Q4 2025

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	\$20.35	\$26.75	\$36.18	\$47.97	\$64.15
11-2022	Sales Managers	\$37.87	\$51.12	\$76.15	\$98.94	\$119.90
13-1082	Project Management Specialists	\$30.12	\$38.98	\$50.53	\$63.67	\$73.73
11-1021	General and Operations Managers	\$26.44	\$36.36	\$50.99	\$80.77	\$116.12
11-3031	Financial Managers	\$41.78	\$55.33	\$70.61	\$90.69	\$124.31
13-2011	Accountants and Auditors	\$28.46	\$32.34	\$40.40	\$52.26	\$68.16
11-2021	Marketing Managers	\$38.13	\$52.32	\$68.88	\$88.61	\$113.06
11-9199	Managers, All Other	\$39.91	\$52.97	\$66.44	\$82.95	\$100.88
13-2051	Financial and Investment Analysts	\$31.74	\$39.07	\$49.19	\$57.62	\$69.12
13-1111	Management Analysts	\$29.83	\$37.18	\$48.26	\$61.43	\$81.47

In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Customer Relationship Management
- Accounting

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 10.2%
- Associate Degree: 5.5%
- Bachelor's Degree: 62.5%
- Master's Degree: 16.3%
- Ph.D. or professional Degree: 1.9%

Top Posting Employers

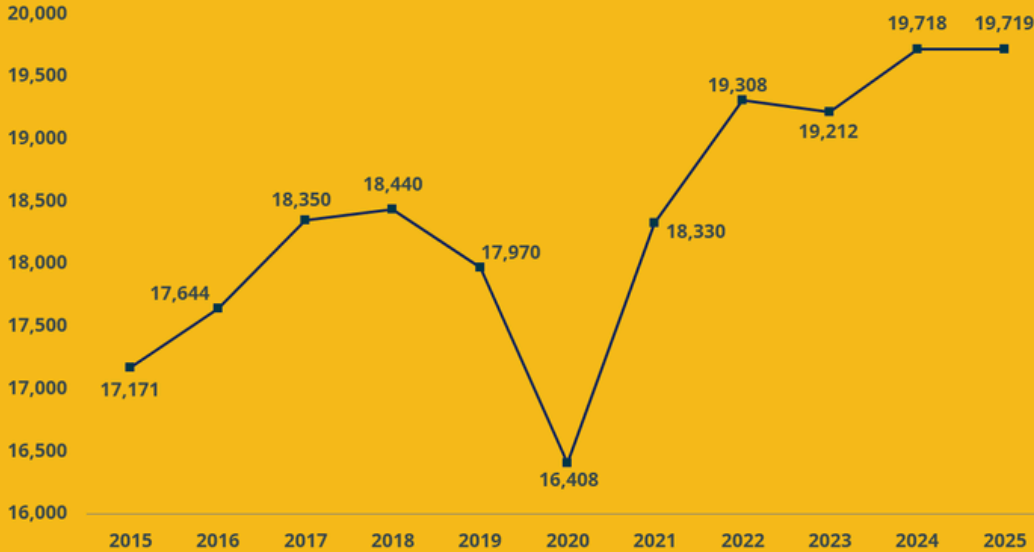
- Jmj Phillip Group
- Huntington Bancshares
- GPAC
- KPMG
- Accenture
- Henry Ford Health
- Intuit
- Robert Half
- PricewaterhouseCoopers
- Anywhere Real Estate

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

ENERGY OCCUPATION GROUP

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

Employment Over Time 2015-2025

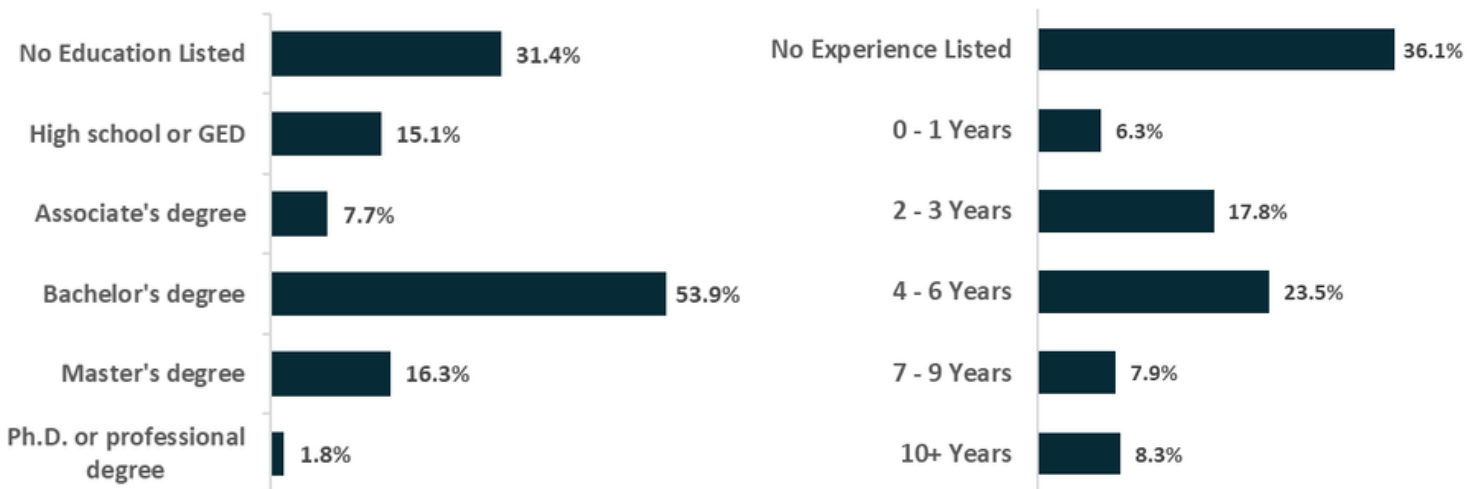


1
Energy Worker
0.0% increase
from 2024



Energy Education and Experience

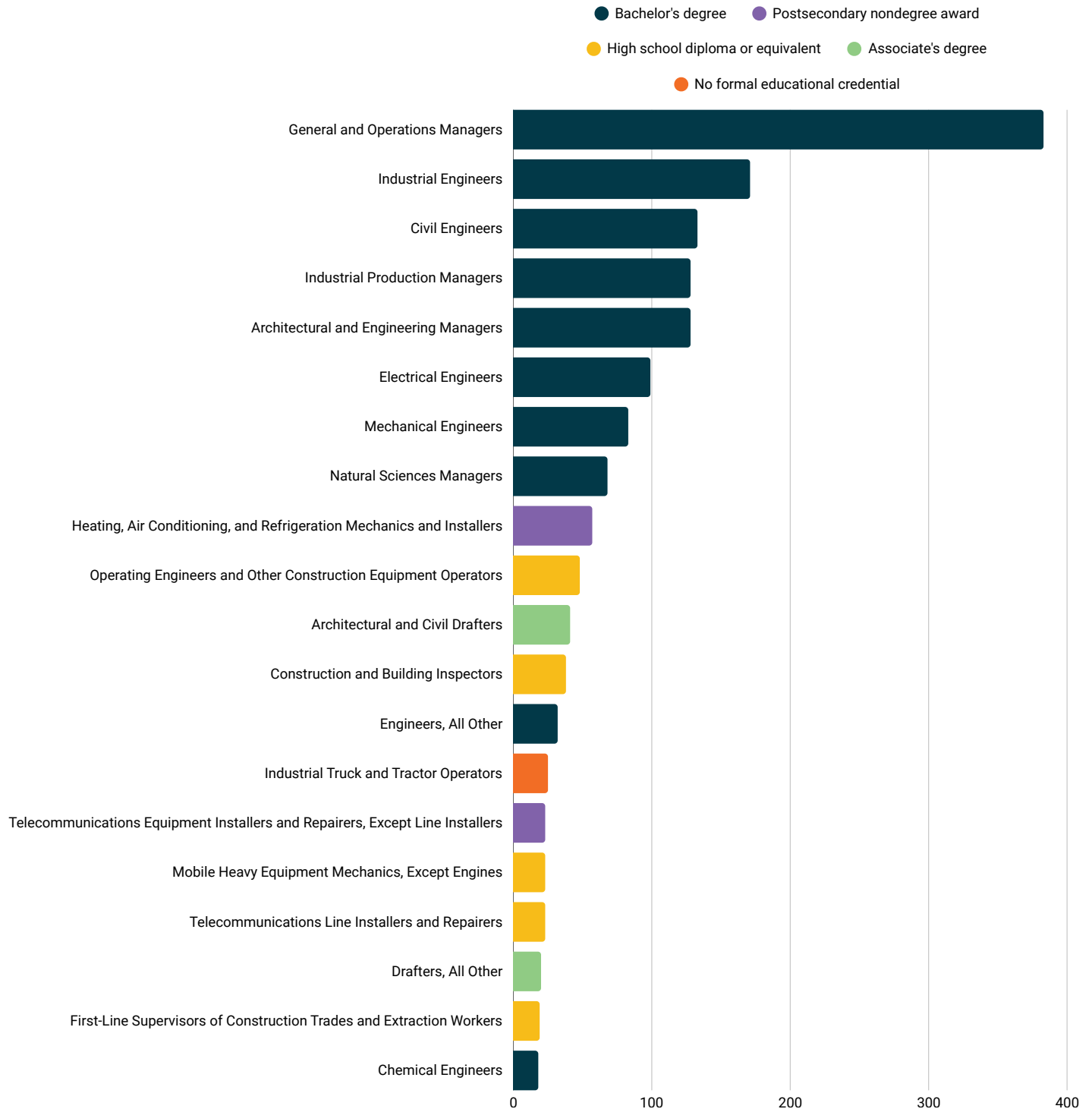
The Energy occupation group requires a specialized workforce with specific skills. A Bachelor's degree is the most in-demand education level in Q4 with 53.9 percent of 1,037 postings. A High School diploma or equivalent is the second most in-demand education level with 15.1 percent, while 16.3 percent require a Master's degree. The amount of experience required varies widely from none to over five years. Many Energy occupation postings do not list any specific experience (31.4 percent).



ENERGY OCCUPATION GROUP

Top Posted Jobs

Most high-demand Energy occupations are engineering or management positions requiring a Bachelor's degree. General and Operations Managers remained the highest in-demand Energy occupation in Q4 with 383 postings. Other top posted jobs requiring a Bachelor's degree include Industrial Engineers (171 postings), Civil Engineers (133 postings), Industrial Production Managers (128 postings), and Architectural and Engineering Managers (128 postings).



Wage Overview

High demand for engineers and managers in the Energy field provides lucrative opportunities for job seekers able to obtain the required educational level. The top posted Energy job, General and Operations Managers, offers a median hourly wage of \$50.99 (\$106,059 annually). Construction and technician-focused positions generally have shorter educational requirements and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q4 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$26.44	\$36.36	\$50.99	\$80.77	\$116.12
17-2112	Industrial Engineers	\$36.64	\$39.05	\$47.76	\$60.41	\$66.44
17-2051	Civil Engineers	\$29.19	\$34.29	\$38.71	\$47.84	\$58.86
11-3051	Industrial Production Managers	\$37.39	\$47.03	\$57.27	\$66.34	\$83.96
11-9041	Architectural and Engineering Managers	\$57.38	\$63.58	\$79.11	\$83.60	\$102.56
17-2071	Electrical Engineers	\$37.46	\$40.98	\$49.62	\$62.11	\$74.37
17-2141	Mechanical Engineers	\$36.22	\$39.44	\$48.98	\$61.07	\$69.35
11-9121	Natural Sciences Managers	\$39.14	\$57.06	\$72.09	\$91.37	\$117.45
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.59	\$24.26	\$30.61	\$37.73	\$42.14
47-2073	Operating Engineers and Other Construction Equipment Operators	\$23.84	\$26.41	\$32.28	\$39.53	\$44.95

In-Demand Technical Skills

- Project Management
- Continuous Improvement Process
- Construction
- Operations Management
- Process Improvement

In-Demand Foundational Skills

- Communication
- Operations
- Leadership
- Management
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- Six Sigma Certification

In-Demand Education Level*

- High School Diploma: 15.1%
- Associate Degree: 7.7%
- Bachelor's Degree: 53.9%
- Master's Degree: 16.3%
- Ph.D. or Professional Degree: 1.8%

Top Posting Employers

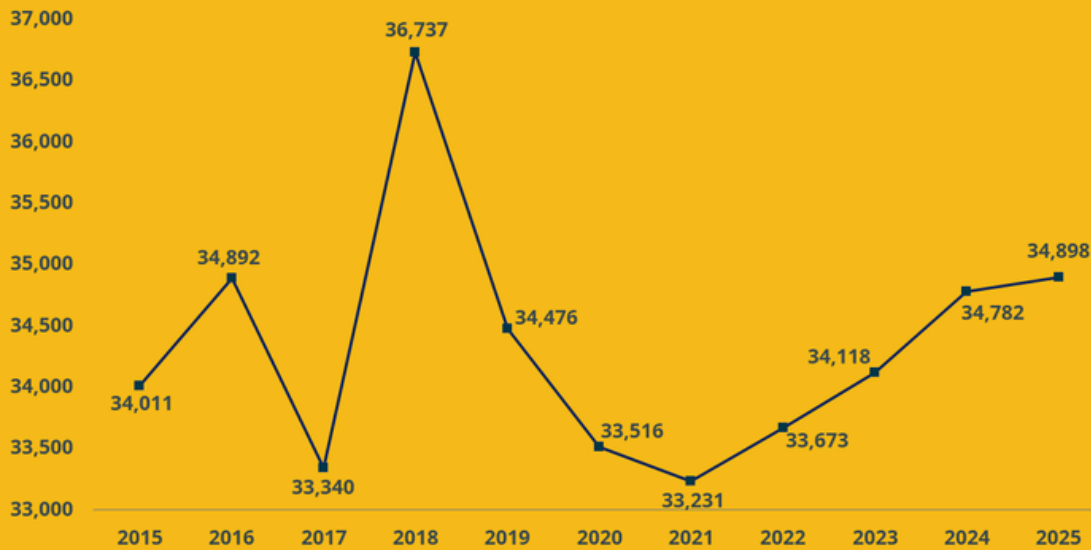
- Jmj Phillip Group
- GPAC
- GE Aerospace
- Actalent
- SmithGroup
- Henry Ford Health
- DTE Energy
- Wayne State University
- EchoStar
- American Axle & Manufacturing

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

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time 2015-2025

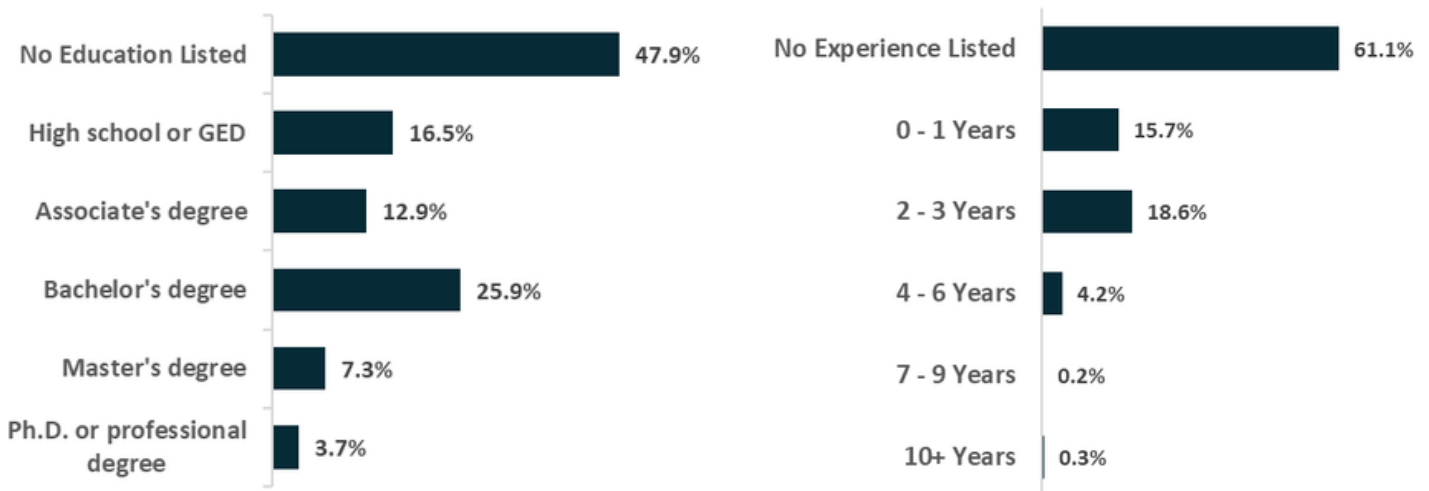


117 Health Care Workers
0.3% increase from 2024



Health Care Education and Experience

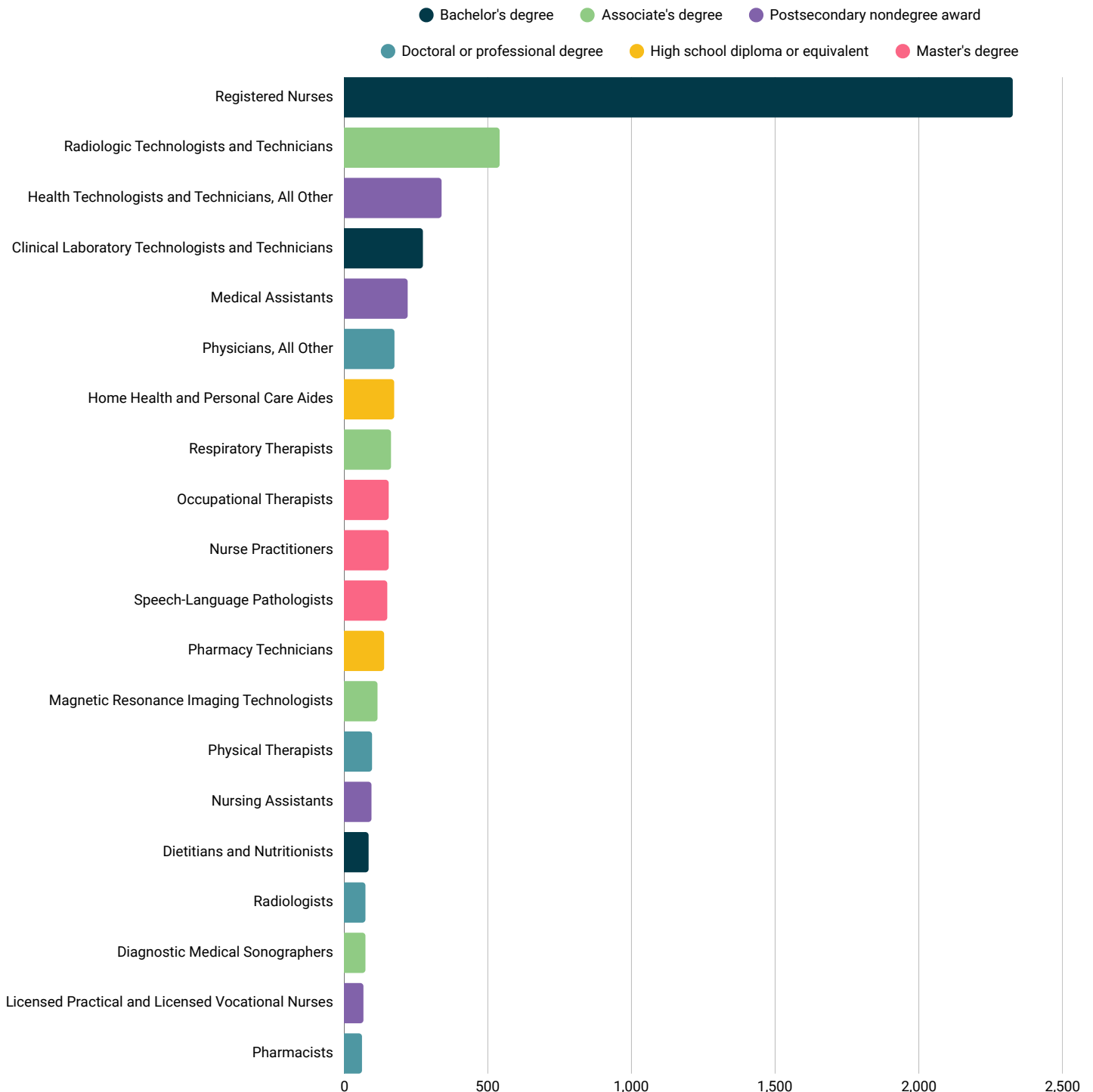
The Health Care occupation group offers many job opportunities for active job seekers at all experience levels. A Bachelor’s degree is the most in-demand education level in Q4, with 1,721 postings. A High School diploma or equivalent is the second most in-demand education level (1,099 postings). Many postings from this occupation group do not request any specific experience.



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 2,327 total postings, a number significantly higher than all the other occupations. A Bachelor's degree is the most in-demand education level amongst Health Care occupations, indicated in 25.9 percent of postings. A High School diploma or equivalent accounts for 16.5 percent of posting requirements. Other top posted jobs include Radiologic Technologists and Technicians (541 postings), Health Technologists and Technicians, All Other (339 postings), Clinical Laboratory Technologists and Technicians (274 postings), and Medical Assistants (221 postings).



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in Health Care are generally higher than the state median hourly wage of \$23.22, with pay generally increasing in line with required education, training, and experience for Health Care’s top jobs. Registered Nurses, the top posted Health Care job in Q4, offers a median hourly wage of \$43.74 (\$90,979 annually). As Health Care services continue to expand and evolve, many positions now require an Associate degree or higher.

Wage Overview for Top Posted Health Care Jobs in Q4 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$35.62	\$39.88	\$43.74	\$50.07	\$54.65
29-2034	Radiologic Technologists and Technicians	\$26.65	\$31.60	\$34.27	\$40.79	\$43.96
29-2099	Health Technologists and Technicians, All Other	\$18.68	\$19.64	\$23.52	\$29.07	\$39.17
29-2018	Clinical Laboratory Technologists and Technicians	\$18.71	\$20.71	\$25.51	\$37.58	\$42.44
31-9092	Medical Assistants	\$17.83	\$18.49	\$19.25	\$22.88	\$23.70
29-1229	Physicians, All Other	\$31.66	\$32.61	\$36.03	\$118.92	\$135.79
31-1128	Home Health and Personal Care Aides	\$12.26	\$14.75	\$16.41	\$18.70	\$21.14
29-1126	Respiratory Therapists	\$31.88	\$33.75	\$38.75	\$40.98	\$43.79
29-1122	Occupational Therapists	\$30.12	\$35.85	\$42.40	\$48.82	\$53.43
29-1171	Nurse Practitioners	\$51.87	\$57.07	\$63.08	\$67.55	\$72.82

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Teaching
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 16.5%
- Associate Degree: 12.9%
- Bachelor’s Degree: 25.9%
- Master’s Degree: 7.3%
- Ph.D. Or professional Degree: 3.7%

Top Posting Employers

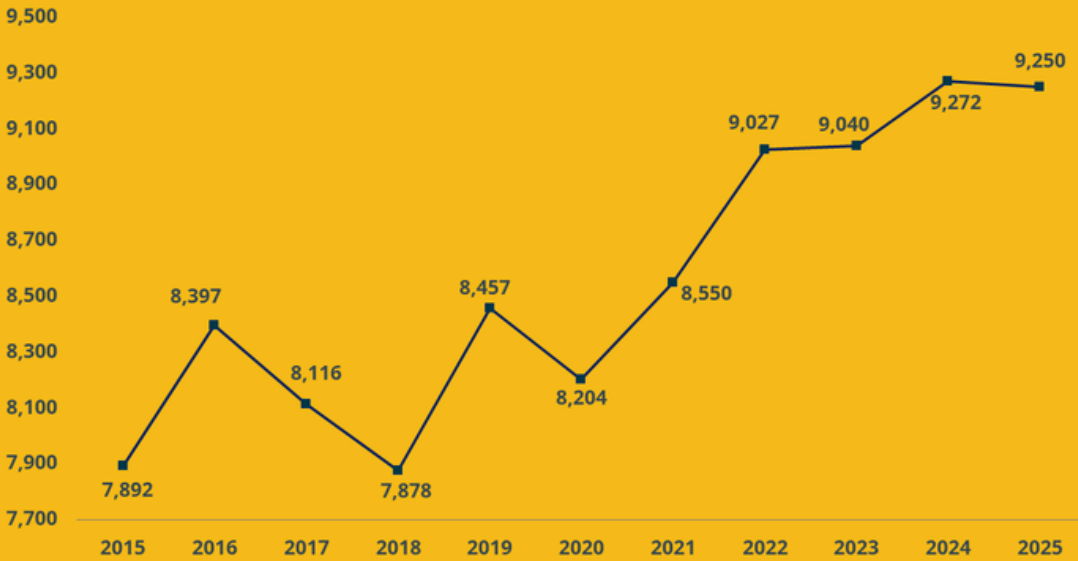
- Henry Ford Health
- Detroit Medical Center
- Dmc Sinai Grace Hospital
- Dmc Harper University Hospital
- Tenet Healthcare
- Dmc Children's Hospital Of Michigan
- Soliant Health
- AMN Healthcare
- Prolink S.A.S
- Health Advocates Network

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time 2015-2025

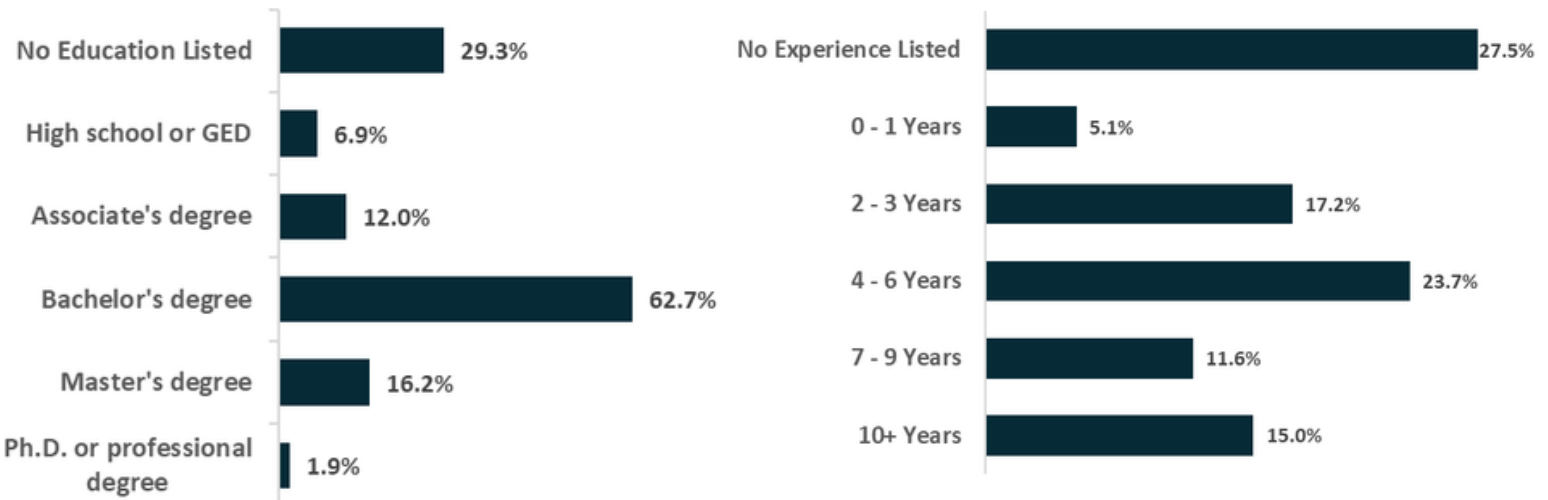


22
Information Technology Workers
0.2% decrease from 2024



Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 1,516 postings in Q4. A Bachelor's degree is the most in-demand education level, with a Master's degree the second most required education level. Many IT occupation postings were open to workers with four to six years of experience, with 359 postings. Workers with two to three years of experience are also heavily in-demand with 260. Although 417 postings do not request any specific experience level, 77 postings requested workers with zero to one year of experience.

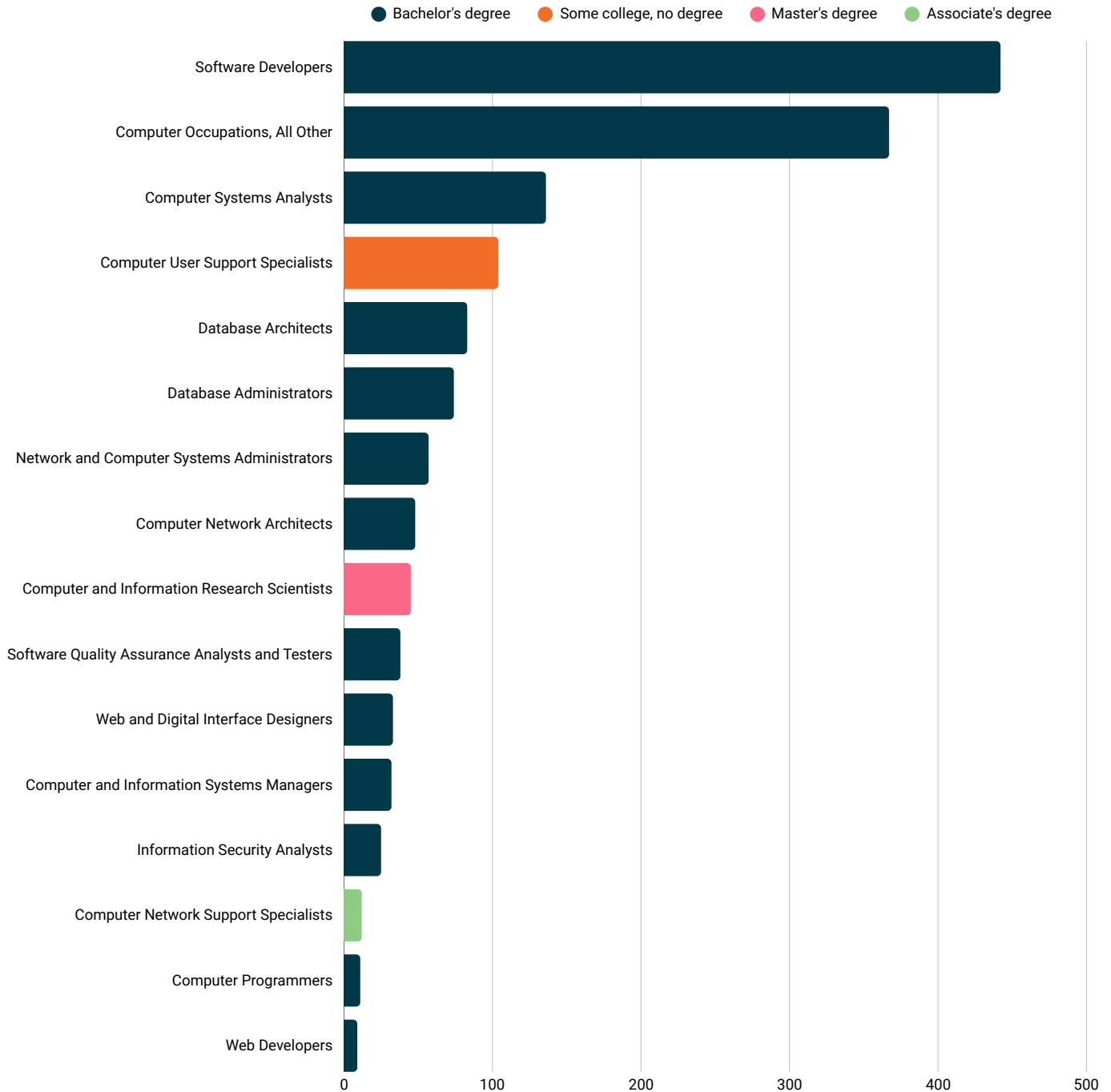


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q4, with 442 unique postings. Computer Occupations, All Other was the next most in-demand occupation with 367 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (104 postings) only prefer some college education, but do not require a degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Most IT jobs offer high wages, making for a lucrative opportunity for job seekers able to obtain the additional education related to these jobs. Software Developers, the top posted IT job in Q4, offers a median hourly wage of \$62.48 (\$129,958 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$29.42 (\$61,193 annually).

Wage Overview for Top Posted Information Technology Jobs in Q4 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$39.68	\$49.14	\$62.48	\$68.03	\$82.57
15-1299	Computer Occupations, All Other	\$25.27	\$37.69	\$51.03	\$66.82	\$76.78
15-1211	Computer Systems Analysts	\$32.83	\$41.72	\$52.04	\$63.50	\$66.64
15-1232	Computer User Support Specialists	\$18.16	\$22.78	\$29.42	\$36.85	\$44.34
15-1243	Database Architects	\$35.26	\$48.52	\$64.60	\$71.05	\$83.30
15-1242	Database Administrators	\$27.96	\$36.89	\$52.94	\$62.61	\$75.73
15-1244	Network and Computer Systems Administrators	\$31.64	\$38.71	\$48.08	\$61.55	\$71.51
15-1241	Computer Network Architects	\$39.69	\$49.73	\$63.88	\$79.79	\$85.15
15-1221	Computer and Information Research Scientists	\$49.82	\$50.81	\$60.48	\$71.26	\$84.26
15-1253	Software Quality Assurance Analysts and Testers	\$30.58	\$39.72	\$50.26	\$63.29	\$66.37

In-Demand Technical Skills

- Computer Science
- Workflow Management
- Automation
- Project Management
- SQL (Programming Language)

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 6.9%
- Associate Degree: 12.0%
- Bachelor's Degree: 62.7%
- Master's Degree: 16.2%
- Ph.D. Or professional Degree: 1.9%

Top Posting Employers

- Accenture
- KPMG
- PricewaterhouseCoopers
- Strategic Staffing Solutions
- Ensono
- Henry Ford Health
- R1 RCM
- Jmj Phillip Group
- Blue Cross Blue Shield
- Huntington Bancshares

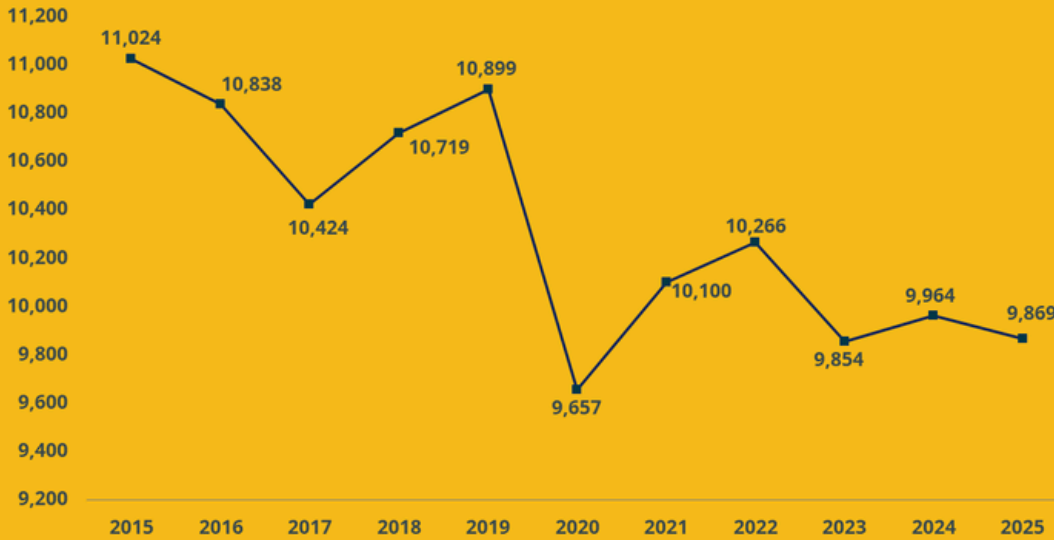
*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time 2015-2025

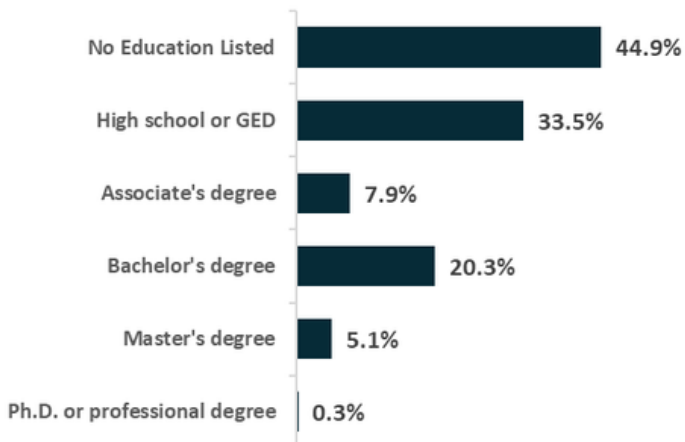


95
Skilled Trades Workers
1.0% decrease from 2024



Skilled Trades Education and Experience

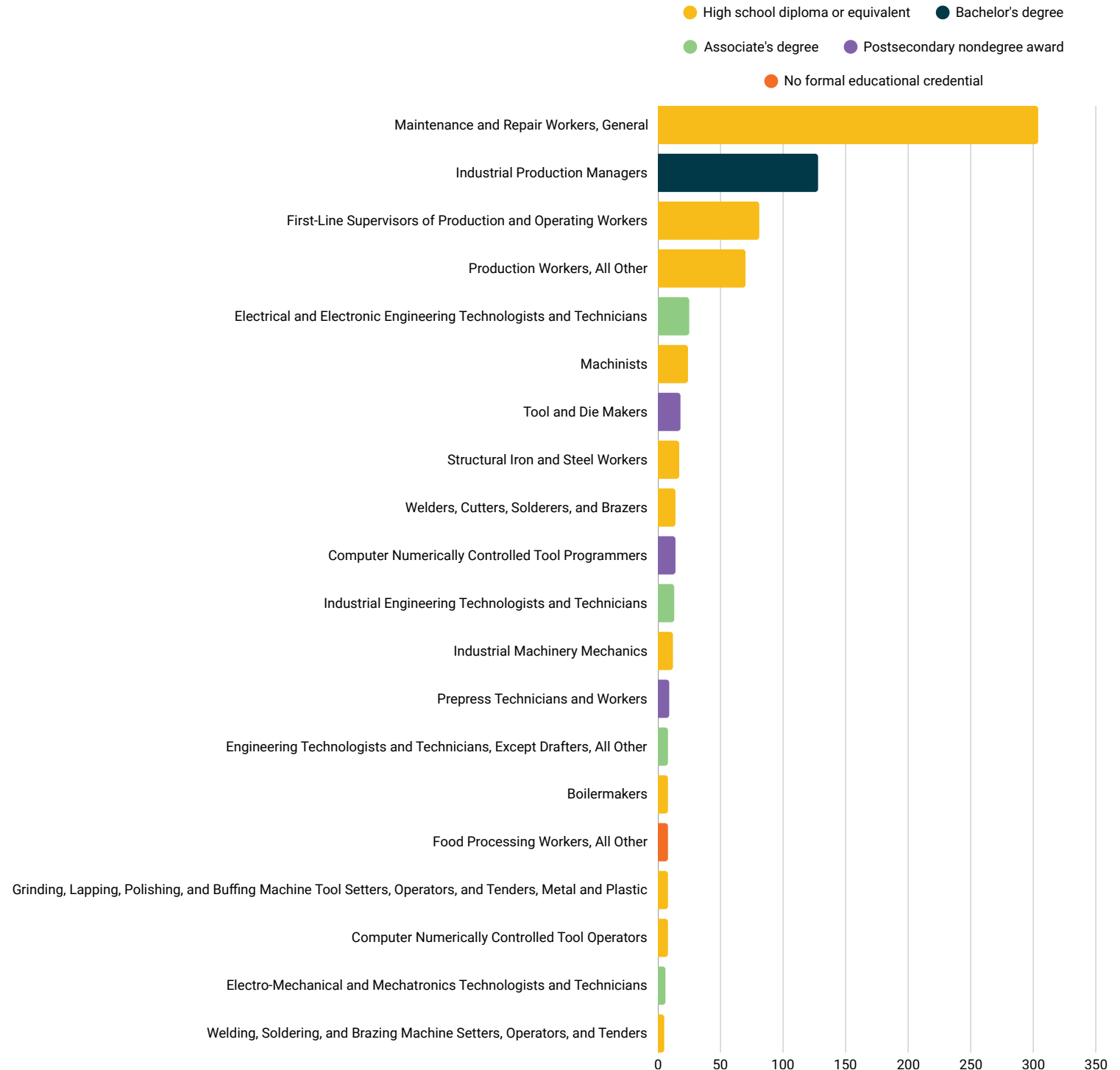
The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A High School diploma or equivalent was the most in-demand education level (267 postings), while a Bachelor's degree was the second most in-demand education level (162 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q4 (304 postings). Other top posted jobs include Industrial Production Managers (128 postings), First-Line Supervisors of Production and Operating Workers (81 postings), Production Workers, All Other (70 postings), and Electrical and Electronic Engineering Technologists and Technicians (25 postings). The majority of this occupation group's top posted jobs required either a High School diploma or equivalent, or an Associate degree and offered moderate to long-term on-the-job training in lieu of experience.



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Eight of the top ten in-demand Skilled Trades occupations offer median hourly wages above \$23.28. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q4, offered a median hourly wage of \$23.28 (\$48,422 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers require an additional five years or more of work experience and offers a median hourly wage of \$57.27 (\$119,121 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q4 2025

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	\$16.99	\$18.97	\$23.28	\$28.84	\$33.96
11-3051	Industrial Production Managers	\$37.39	\$47.03	\$57.27	\$66.34	\$83.96
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.13	\$26.78	\$34.49	\$39.34	\$48.78
51-9199	Production Workers, All Other	\$14.87	\$15.49	\$16.47	\$19.31	\$24.17
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.26	\$26.38	\$34.12	\$39.22	\$46.84
51-4041	Machinists	\$18.41	\$22.15	\$27.29	\$31.32	\$36.87
51-4111	Tool and Die Makers	\$22.12	\$27.03	\$33.90	\$39.16	\$42.81
47-2221	Structural Iron and Steel Workers	\$22.56	\$27.20	\$34.87	\$37.08	\$38.33
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.88	\$20.71	\$23.34	\$28.05	\$35.48
51-9162	Computer Numerically Controlled Tool Programmers	\$23.03	\$26.91	\$29.86	\$35.94	\$45.42

In-Demand Technical Skills

- Continuous Improvement Process
- Lifting Ability
- Machinery
- Plumbing
- Preventive Maintenance

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- OSHA Certification
- Six Sigma Certification
- Forklift Certification
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 33.5%
- Associate Degree: 7.9%
- Bachelor's Degree: 20.3%
- Master's Degree: 5.1%


Top Posting Employers

- Jmj Phillip Group
- Aerotek
- GPAC
- Stellantis
- Tradesmen International
- Marathon Petroleum
- Rapid Global Business Solutions
- Cad Engineering Resources
- Express Employment Professionals
- Adecco


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SEMCA Workforce Intelligence Network (WIN) for Southeast Michigan is a nonprofit organization committed to workforce and economic development in Southeast Michigan. EIN #: 38-2675191



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