LABOR MARKET REPORT

JAN - MAR
Q1 2025

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NETWORK
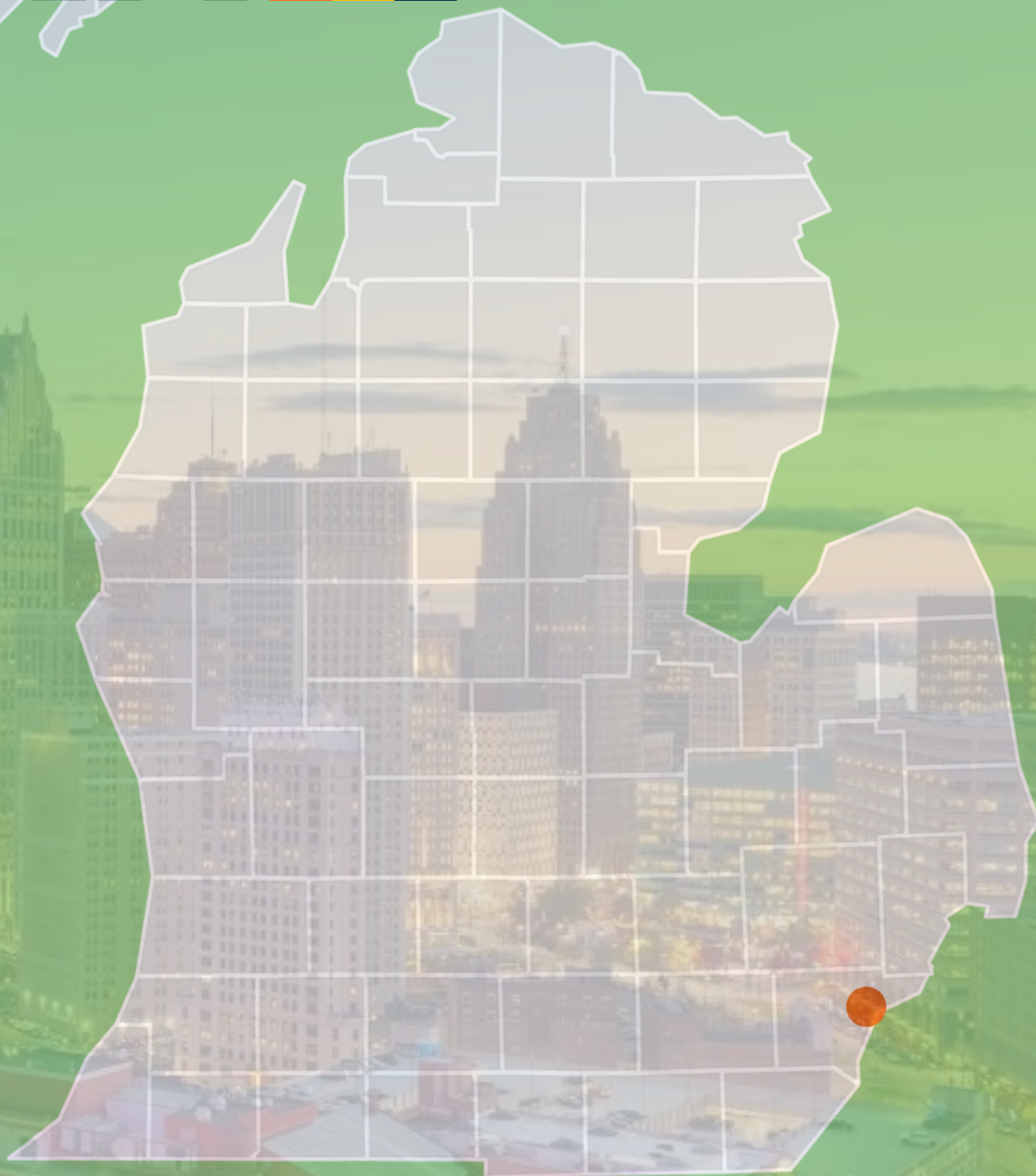
CITY OF DETROIT

Q1
2025

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WIN WORKFORCE INTELLIGENCE NETWORK

INTRODUCTION
City of Detroit

ABOUT THIS REPORT

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

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

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

CITY OF DETROIT
Annual State of the Labor Market

There was an increase in the total labor force during the first quarter of 2025, with a smaller increase in the unemployment rate at 0.6 percent. While the size of the labor force increased by 5.0 percent from 2024, the number of unemployed workers saw a 10.8 percent increase from Q4 2024, and the number of employed individuals increased by 4.3 percent from 2024.

Registered Nurses top the list as the most demanded occupation, accounting for 2,261 job postings. The Health Care occupation group is the most in-demand occupation only 298 job postings above Business and Finance in the City of Detroit.

Annual Labor Market Information

The labor force in Detroit has increased since 2024 by 11,065 individuals, from 255,268 to 266,333 individuals. Employment increased by 6,154 individuals (or 2.7 percent) and unemployment numbers increased by 4,911 individuals (or 20.3 percent), respectively.

Annual Labor Force, Employment, Unemployment Rate
2015–2025

Data: Workforce Intelligence Network
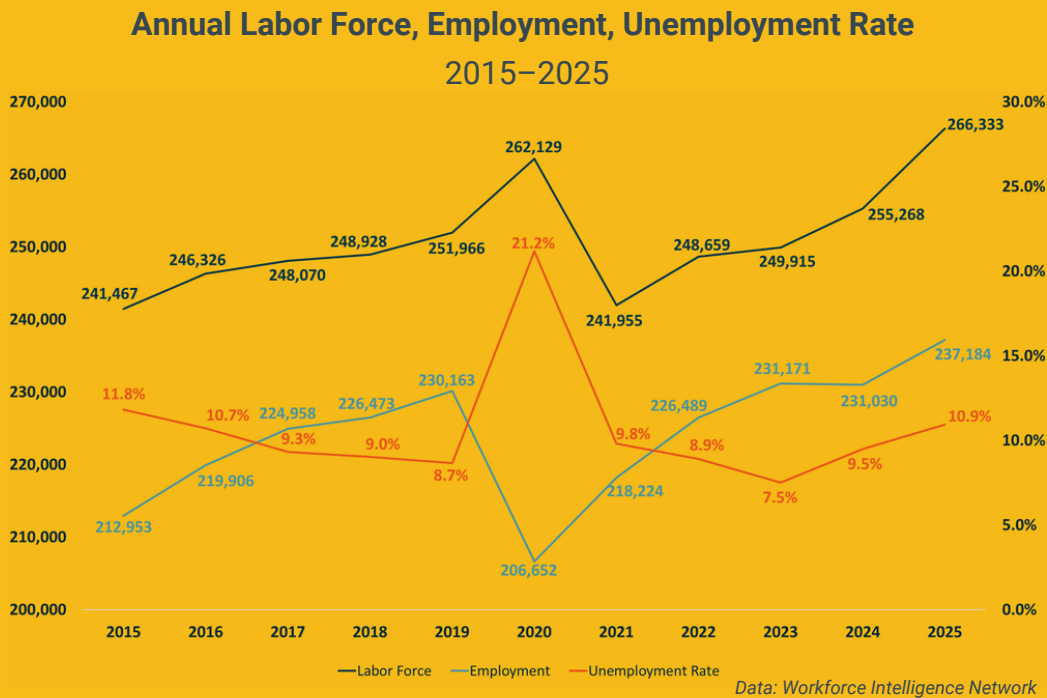
Quarterly Employer Demand Overview

The first quarter of 2025 shows that employer demand has decreased from Q4 2024. In Q1 2025, there was an average of 16,741 unique postings per month in the City of Detroit, a decrease of 99 monthly postings from the 16,840 monthly averages recorded in Q4 2024. The first quarter in 2024 had the highest job postings with an average monthly 19,343 postings and the fourth quarter in 2023 had the lowest postings with 16,193 monthly average postings. The overall decrease in recent job postings could be due to many different reasons and is not necessarily a negative indicator of the economy.

Average Quarterly Posting Analysis City of Detroit
Q4 2023 - Q1 2025

Data: Workforce Intelligence Network
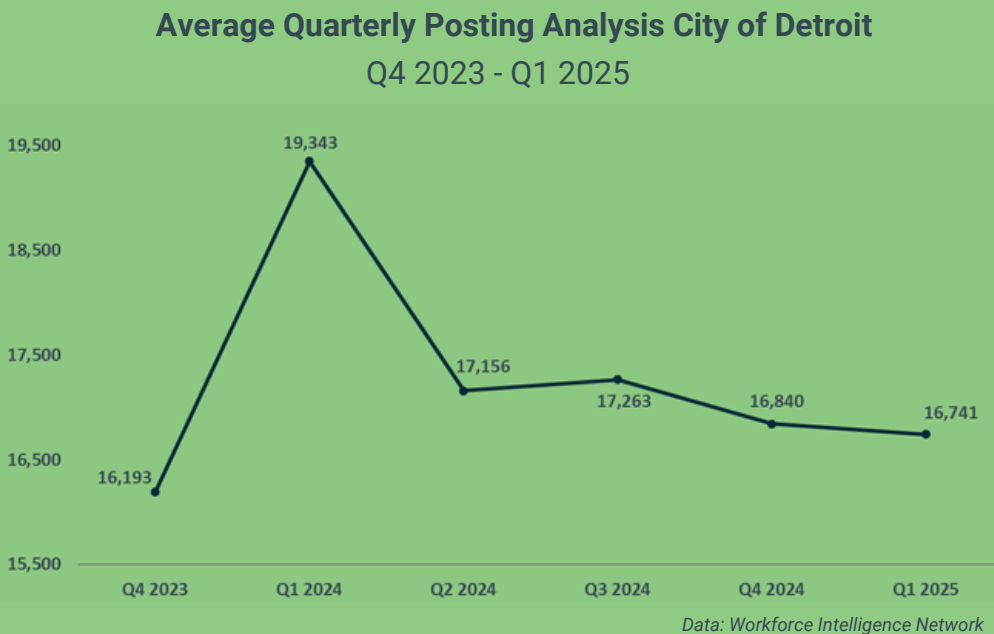
ANNUAL WORKFORCE INDICATORS
Key Findings

0.6% Employer demand decreased by 0.6 percent, a loss of 99 job postings since Q4 2024

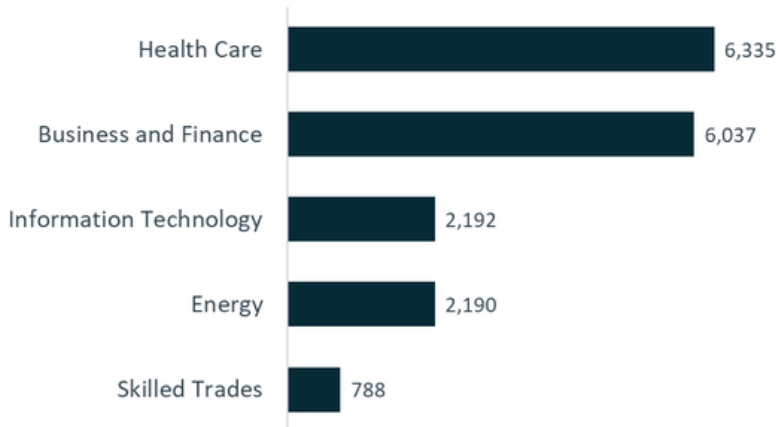**Bachelor's Degree** Most in-demand minimum education level during Q1

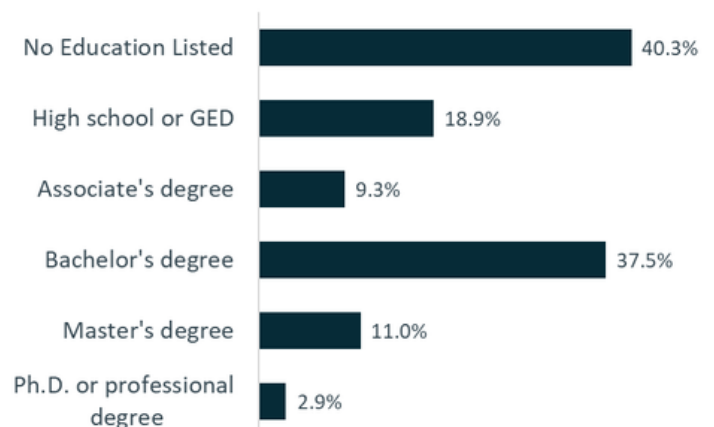In Q1, employment totaled **237,184** an increase of 9,878 workers since Q4

During Q1 2025, there were 30,766 job postings in the City of Detroit. Health Care, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q1. The top posted job occupations include Registered Nurses; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; Software Developers; and Heavy and Tractor-Trailer Truck Drivers. More information about in-demand job postings is available on page 7.

Of the 30,766 unique postings in the city of Detroit during Q1 2025, 11,535 (37.5 percent) required a Bachelor's degree. An additional 4,303 postings (14.0 percent) required an advanced degree. The high demand for business and finance and information technology within the city drives this high demand for college education.

Top 5 Posting Occupation Groups
Q1 2025

Occupation Group	Value
Health Care	6,335
Business and Finance	6,037
Information Technology	2,192
Energy	2,190
Skilled Trades	788

Education Levels In-Demand
Q1 2025

Education Level	Percent
No Education Listed	40.3%
High school or GED	18.9%
Associate's degree	9.3%
Bachelor's degree	37.5%
Master's degree	11.0%
Ph.D. or professional degree	2.9%

For Q1 2025, Labor Force participation increased by 12,715 individuals (5.0 percent) over Q4 2024. Employment also increased by 9,878 workers from Q4 2024, and unemployment figures showed an increase of 2,838 from Q4 2024 with 29,148 individuals in Q1 2025. Also, the unemployment rate increased by 0.6 percent from the previous quarter for an overall Q1 2025 unemployment rate of 10.9 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	1st Quarter 2024	2nd Quarter 2024	3rd Quarter 2024	4th Quarter 2024	1st Quarter 2025	Change from 4th Quarter 2024	Percent Change from 4th Quarter 2024	Change from 1st Quarter 2024	Percent Change from 1st Quarter 2024
Labor Force	254,176	254,365	258,913	253,617	266,333	12,715	5.0%	12,156	4.8%
Employment	233,882	231,418	231,513	227,307	237,184	9,878	4.3%	3,302	1.4%
Unemployment	20,294	22,947	27,400	26,311	29,148	2,838	10.8%	8,854	43.6%
Unemployment Rate	8.0%	9.0%	10.6%	10.4%	10.9%	0.6%	na	2.96%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in the City of Detroit experienced growth year over year from 2015 through 2020 and peaked in 2020 with 262,129 workers. During the pandemic, the labor force marked a 7.7 percent decline to 241,955 in 2021 but has since increased to 266,333 in 2025. Employment showed a similar trend, with growth year after year from 2012 through 2019. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. Employment figures seem to have stabilized in 2025 following the post-pandemic recovery. Meanwhile, the number of unemployed individuals in the City of Detroit increased by 4,911 workers, or 20.3 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 YTD	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	266,333	11,065	4.3%
Employment	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	231,030	237,184	6,154	2.7%
Unemployment	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	24,238	29,148	4,911	20.3%
Unemployment Rate	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	9.5%	10.9%	1.4%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During 2023, there were 269,746 individuals in the labor force, meaning they were either working or seeking employment. Employed workers make up 85.9 percent of the city's labor force. The highest unemployment rates in 2023 were those individuals 24 years old or younger. Within this age cohort, there were 56.0 percent of unemployed individuals identifying as males compared to 45.4 percent of unemployed individuals identifying as female. Overall, males had a higher unemployment rate than females, at 15.2 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 80.6 percent. This group was followed by Native 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 +	269,746	231,581	38,165	14.1%
Sex				
Male 16+	129,031	109,360	19,671	15.2%
16-19	5,715	3,773	1,942	34.0%
20-24	14,058	10,960	3,098	22.0%
25-54	86,311	74,489	11,822	13.7%
55-64	16,769	14,541	2,228	13.3%
65 Plus	6,178	5,597	581	9.4%
Female 16+	140,715	122,221	18,494	13.1%
16-19	6,507	5,083	1,424	21.9%
20-24	14,758	11,286	3,472	23.5%
25-54	93,322	81,942	11,380	12.2%
55-64	18,401	16,761	1,640	8.9%
65 Plus	7,727	7,149	578	7.5%
Race				
White	37,158	33,851	3,307	8.90%
Black / African	202,334	170,770	31,564	15.60%
Native American	1,162	979	182	15.70%
Asian	4,799	4,502	298	6.20%
Native Hawaiian / Pacific Islander	31	6	25	80.60%
Some Other Race	11,409	10,257	1,152	10.10%
Two or More Races	12,844	11,161	1,683	13.10%
Ethnicity				
Hispanic	21,330	18,749	2,581	12.10%

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

POPULATION DEMOGRAPHICS

2023 Census Population

According to data from the most recent Census Bureau 2023 ACS Five-Year estimates, the City of Detroit population decreased by about 0.02 percent between 2022 and 2023. During 2023, there were 636,644 people living in the city. The gender of the populace was split almost evenly, with about 52.5 percent of the population identifying as female and the other 47.5 percent identifying as male. A majority of the population identified as Black or African American (76.8 percent) with the second largest number of individuals identifying as White (11.7 percent). The region is facing an aging populace; with 26.5 percent of the population over the age of 54, compared to 34.2 percent under the age of 25.

Population Gender Demographics

52.5% Female
47.5% Male

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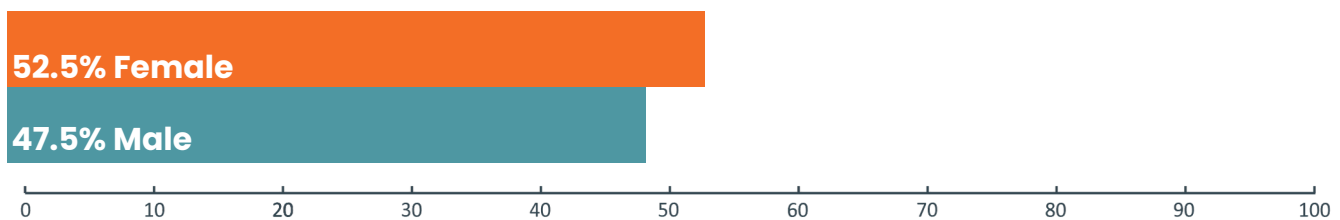
Population Race Demographics

- White, 11.7%
- Black or African American, 76.8%
- Hispanic or Latino, 8.0%
- Asian, 1.6%
- Two or More Races, 4.8%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%
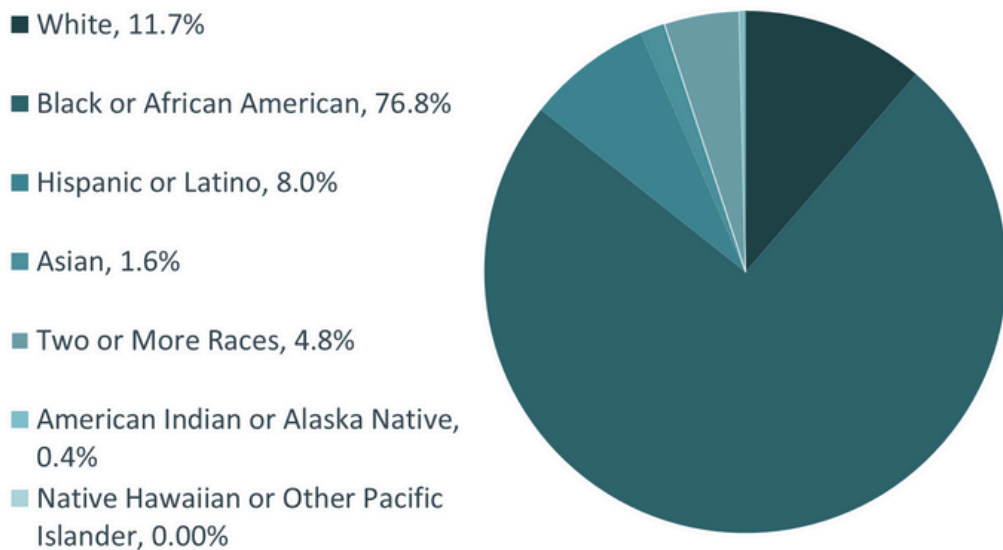
Population Age Demographics

| Age 14 and Under 21.0% | Age 14-24 13.2% | Age 25-54 39.3% | Age 55+ 26.5% |

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
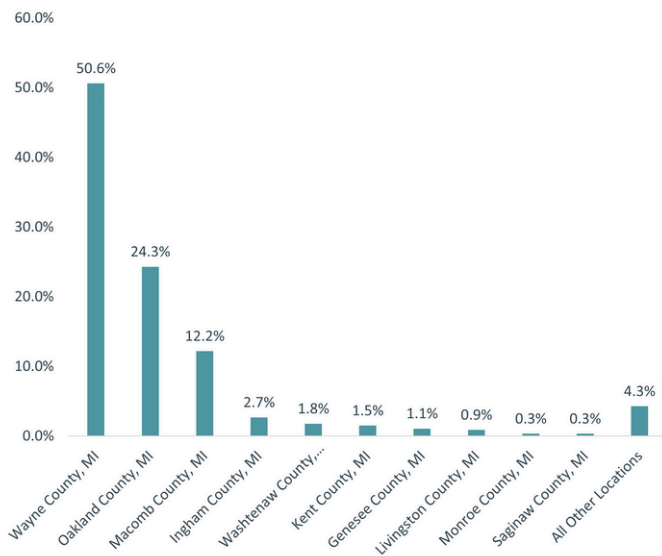
Where City of Detroit Workers Live
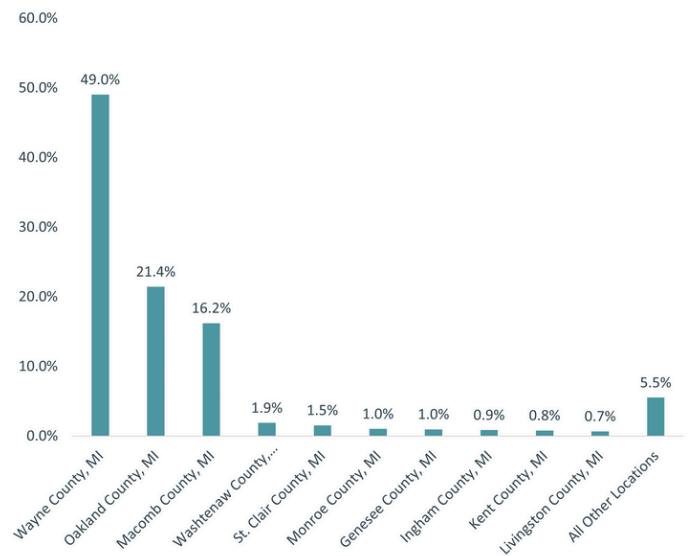
Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

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

51,963 LIVE AND WORK IN THE CITY OF DETROIT

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

TOP POSTED JOBS

Top Posted Jobs

Registered Nurses are the highest in-demand occupation during Q1, with 2,261 unique online job postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products are the second largest occupation with 655 postings. Software Developers (588 postings) round out the top three occupations in Q1. Many of these positions require a Bachelor's degree, which is common in over half of the top 20 posted jobs in the city.

Occupation	Postings
Registered Nurses	2,261
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	655
Software Developers	588
Heavy and Tractor-Trailer Truck Drivers	577
Computer Occupations, All Other	560
Radiologic Technologists and Technicians	538
Project Management Specialists	533
Sales Managers	506
Data Scientists	454
Medical and Health Services Managers	438
General and Operations Managers	419
Maintenance and Repair Workers, General	387
Financial Managers	350
Customer Service Representatives	327
Retail Salespersons	318
Child, Family, and School Social Workers	298
Managers, All Other	293
Accountants and Auditors	292
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	287
Security Guards	270

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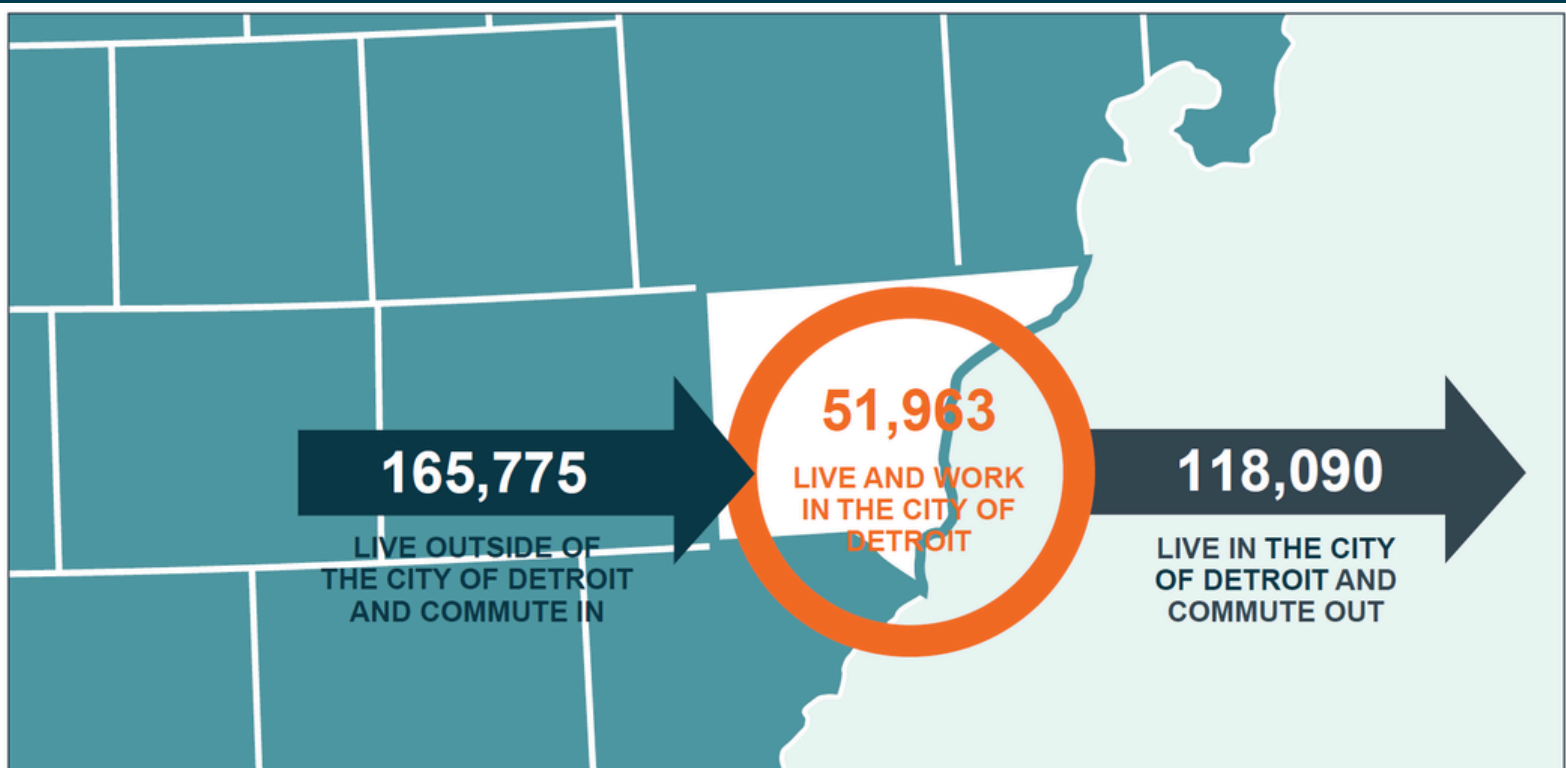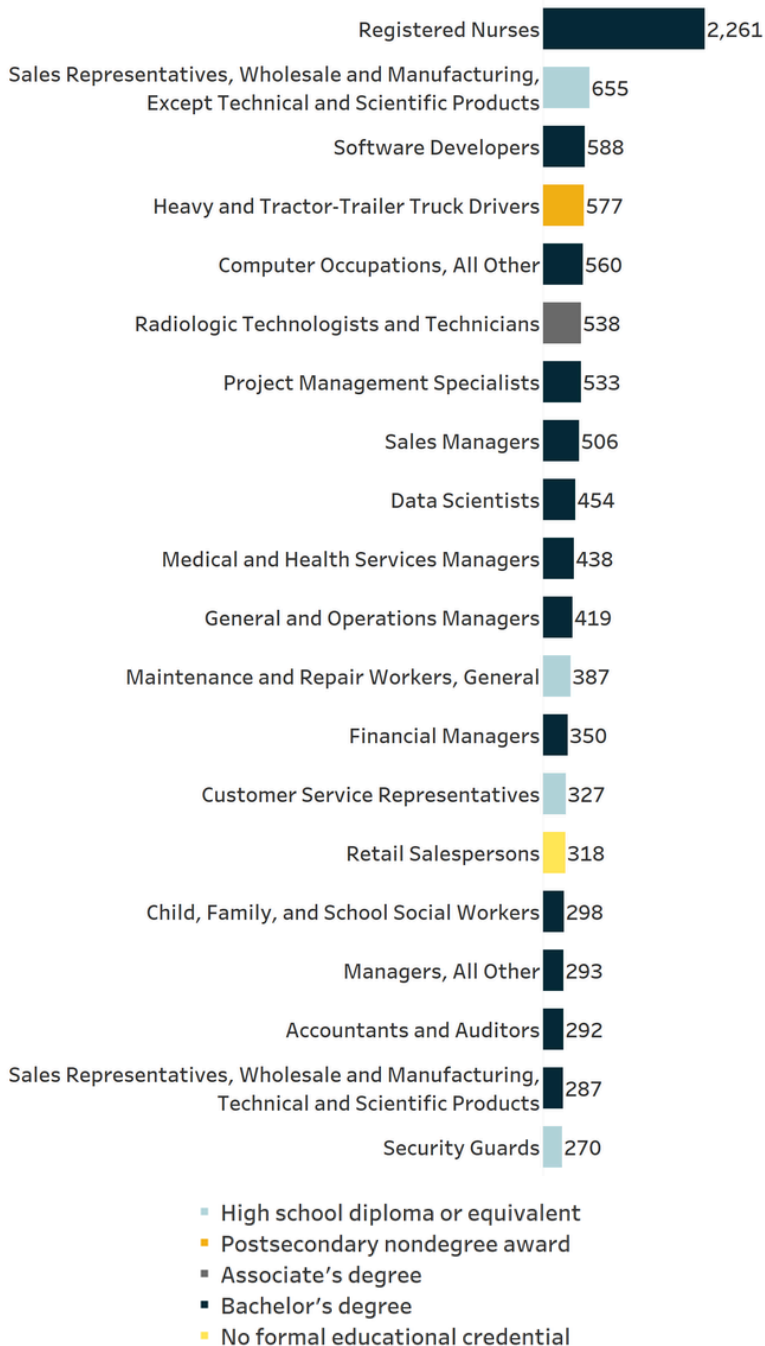- No formal educational credential

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.6 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 737 postings requiring zero to two years of experience and a Bachelor's degree.

Occupation	Postings
Registered Nurses	737
Radiologic Technologists and Technicians	203
Heavy and Tractor-Trailer Truck Drivers	197
Child, Family, and School Social Workers	129
Magnetic Resonance Imaging Technologists	124
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	119
Customer Service Representatives	110
Medical and Health Services Managers	88
Maintenance and Repair Workers, General	84
Clinical Laboratory Technologists and Technicians	81
Health Technologists and Technicians, All Other	75
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	75
Accountants and Auditors	73
Nursing Assistants	71
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	69
Security Guards	69
Cooks, Restaurant	68
School Psychologists	65
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	63
Sales Managers	61

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

REAL-TIME DEMAND OVERVIEW
Employer Demand Highlights

Top Posting Employers*

- Henry Ford Health
- Accenture
- Deloitte
- Tenet Healthcare
- Detroit Medical Center
- Wayne State University
- City Of Detroit
- PricewaterhouseCoopers
- Dmc Sinai Grace Hospital
- GPAC
- R1 RCM
- Rocket Companies
- Soliant Health
- Dmc Harper University Hospital
- DTE Energy
- Aerotek
- Huntington Bancshares
- Anywhere Real Estate
- Dmc Children's Hospital Of Michigan
- McLaren Health Care

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

In-Demand Technical Skills

- Project Management
- Marketing
- Nursing
- Auditing
- Finance
- Accounting
- Workflow Management
- Customer Relationship Management
- Selling Techniques
- Process Improvement

In-Demand Foundational Skills

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

Top In-Demand Qualifications

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

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

Year	Employment
2015	30,292
2016	31,918
2017	29,867
2018	30,745
2019	34,656
2020	33,637
2021	36,227
2022	37,057
2023	36,640
2024	36,668
2025	36,685
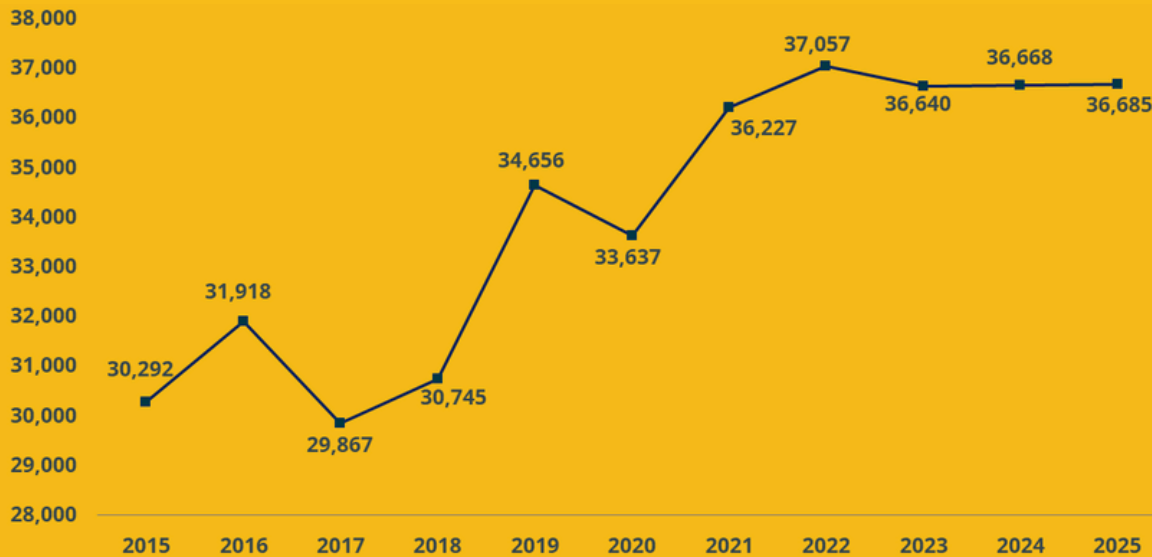
16 Business and Finance Workers

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 Q1, as noted in 3,839 postings. A Master's degree is the second most in-demand education level with 952 postings, while 1,677 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.

Education	%
No Education Listed	27.8%
High school or GED	9.7%
Associate's degree	6.1%
Bachelor's degree	63.6%
Master's degree	15.8%
Ph.D. or professional degree	2.0%

Experience	%
No Experience Listed	32.6%
0 - 1 Years	7.1%
2 - 3 Years	21.9%
4 - 6 Years	23.9%
7 - 9 Years	7.9%
10+ Years	6.6%

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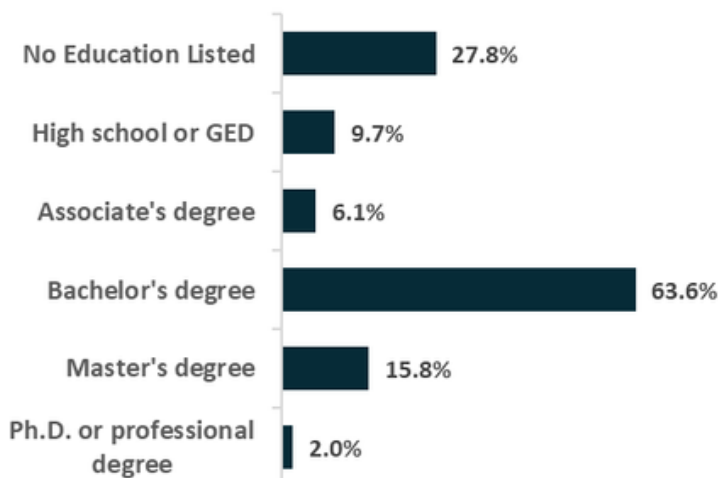
BUSINESS AND FINANCE OCCUPATION GROUP
Top Posted Jobs

The Business and Finance occupation group with the highest number of Q1 postings (655) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Project Management Specialists (533); Sales Managers, with 506 postings; and General and Operations Managers (419). While most of the top jobs typically require a bachelor's degree, the highest-posting occupation group, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, requires a high school diploma and offers moderate on-the-job training for those without prior experience.

Legend: ● High school diploma or equivalent ● Bachelor's degree

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	655
Project Management Specialists	533
Sales Managers	506
General and Operations Managers	419
Financial Managers	~350
Managers, All Other	~290
Accountants and Auditors	~290
Market Research Analysts and Marketing Specialists	~250
Financial and Investment Analysts	~225
Marketing Managers	~220
Human Resources Specialists	~200
Management Analysts	~165
Buyers and Purchasing Agents	~155
Public Relations Managers	~135
Property, Real Estate, and Community Association Managers	~135
Financial Risk Specialists	~105
Facilities Managers	~100
Tax Preparers	~100
Logisticians	~95
Compliance Officers	~90

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

For job seekers able to obtain the required education, Business and Finance occupations offer lucrative opportunities. The top posted occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of $35.56 ($73,965 annually), while Project Management Specialists have a median hourly wage of $49.24 ($102,419 annually). Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products also provided the lowest median hourly wage for the top posted jobs in this occupation group which is still significantly above the state median of $23.22.

Wage Overview for Top Posted Business and Finance Jobs in Q1 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	$18.53	$24.78	$35.56	$47.61	$63.34
13-1082	Project Management Specialists	$30.03	$38.55	$49.24	$63.56	$68.83
11-2022	Sales Managers	$38.13	$53.09	$77.66	$95.88	$113.07
11-1021	General and Operations Managers	$23.83	$32.80	$49.90	$79.18	$112.46
11-3031	Financial Managers	$38.69	$53.15	$68.12	$86.84	$114.07
11-9199	Managers, All Other	$36.98	$50.11	$63.71	$80.76	$97.84
13-2011	Accountants and Auditors	$26.96	$32.45	$40.77	$51.96	$67.81
13-1161	Market Research Analysts and Marketing Specialists	$19.49	$25.36	$35.71	$49.88	$64.87
13-2051	Financial and Investment Analysts	$31.47	$37.04	$43.44	$53.96	$65.60
11-2021	Marketing Managers	$39.58	$52.19	$67.59	$84.89	$108.64

In-Demand Technical Skills

- Project Management
- Marketing
- Accounting
- Finance
- Auditing

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: 9.7%
- Associate Degree: 6.1%
- Bachelor's Degree: 63.6%
- Master's Degree: 15.8%
- Ph.D. or professional Degree: 2.0%

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

Top Posting Employers

- Accenture
- Deloitte
- PricewaterhouseCoopers
- GPAC
- Huntington Bancshares
- Henry Ford Health
- Rocket Companies
- DTE Energy
- R1 RCM
- Wayne State University

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
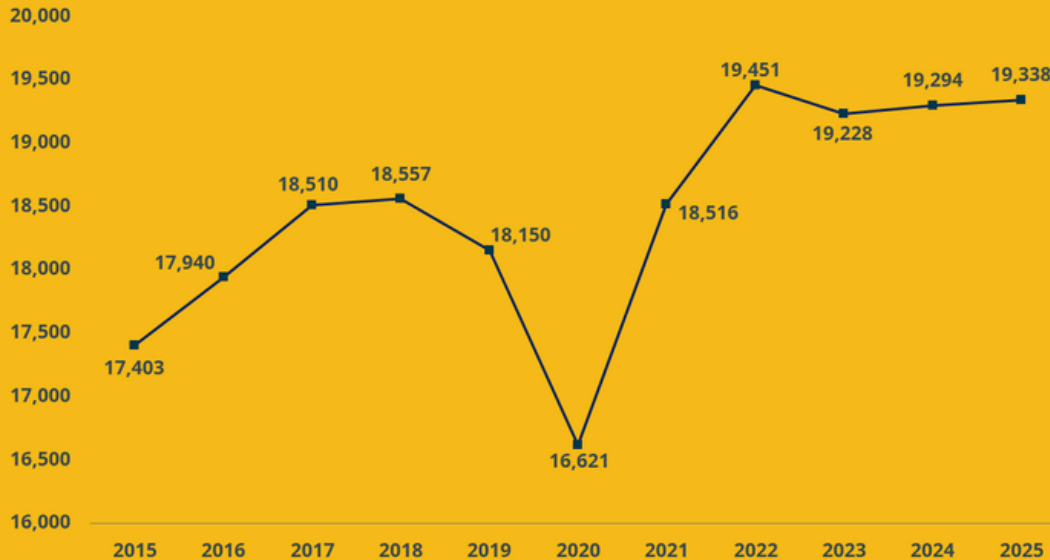
44 Energy Workers

0.2% 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 Q1 with 48.0 percent of 2,190 postings. A High School diploma or equivalent is the second most in-demand education level with 16.2 percent, while 15.2 percent require a Master's degree. The amount of experience required varies widely from none to over ten years, although a majority require at least two years. Many energy occupation postings do not list any specific experience (41.4 percent).
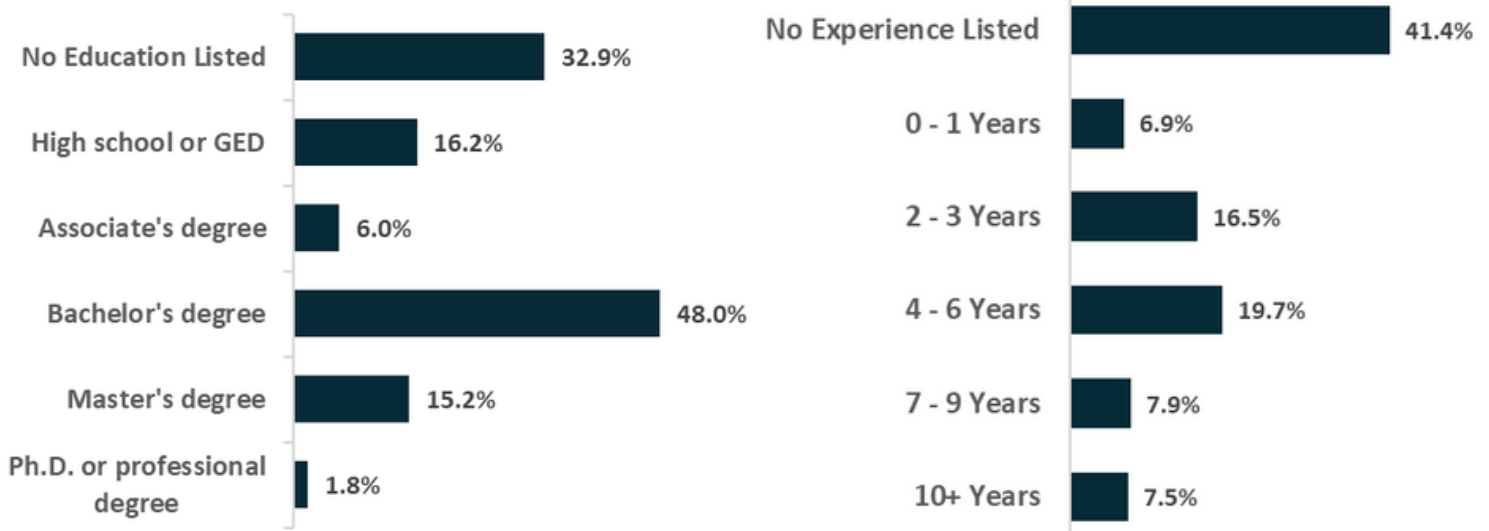
ENERGY OCCUPATION GROUP
Top Posted Jobs

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 Q1 with 419 postings. Other top posted jobs requiring a bachelor's degree include Civil Engineers (157 postings), Mechanical Engineers (148 postings), Electrical Engineers (127 postings), and Architectural and Engineering Managers (125 postings).

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

Chart categories (top to bottom):
- General and Operations Managers
- Civil Engineers
- Mechanical Engineers
- Electrical Engineers
- Architectural and Engineering Managers
- Industrial Engineers
- Natural Sciences Managers
- Heating, Air Conditioning, and Refrigeration Mechanics and Installers
- Industrial Production Managers
- Construction and Building Inspectors
- Architectural and Civil Drafters
- Operating Engineers and Other Construction Equipment Operators
- Telecommunications Equipment Installers and Repairers, Except Line Installers
- Industrial Truck and Tractor Operators
- Engineers, All Other
- Surveyors
- First-Line Supervisors of Construction Trades and Extraction Workers
- Mobile Heavy Equipment Mechanics, Except Engines
- Security and Fire Alarm Systems Installers
- Environmental Scientists and Specialists, Including Health

X-axis: 0, 100, 200, 300, 400, 500

ENERGY OCCUPATION GROUP
Wage Overview

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

Wage Overview for Top Posted Energy Jobs in Q1 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	$23.83	$32.80	$49.90	$79.18	$112.46
17-2051	Civil Engineers	$27.17	$29.87	$37.01	$46.69	$57.47
17-2141	Mechanical Engineers	$31.47	$37.12	$47.14	$58.67	$62.36
17-2071	Electrical Engineers	$34.90	$37.46	$47.27	$60.28	$64.93
11-9041	Architectural and Engineering Managers	$53.44	$62.58	$76.90	$81.14	$101.35
17-2112	Industrial Engineers	$32.01	$38.07	$47.64	$57.78	$62.74
11-9121	Natural Sciences Managers	$37.97	$51.92	$77.81	$100.31	$124.10
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	$18.95	$23.68	$28.42	$35.47	$41.17
11-3051	Industrial Production Managers	$37.61	$47.26	$56.71	$66.10	$83.63
47-4011	Construction and Building Inspectors	$22.44	$28.11	$33.06	$37.68	$42.84

In-Demand Technical Skills

- Project Management
- Construction
- AutoCAD
- HVAC
- Continuous Improvement Process

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Master Of Business Administration (MBA)
- LEED Accredited Professional (AP)
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School Diploma: 16.2%
- Associate Degree: 6.0%
- Bachelor's Degree: 48.0%
- Master's Degree: 15.2%
- Ph.D. or Professional Degree: 1.8%

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

Top Posting Employers

- Actalent
- GPAC
- DTE Energy
- Henry Ford Health
- Aerotek
- City Of Detroit
- CDM Smith
- SmithGroup
- Accenture
- Jobot

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
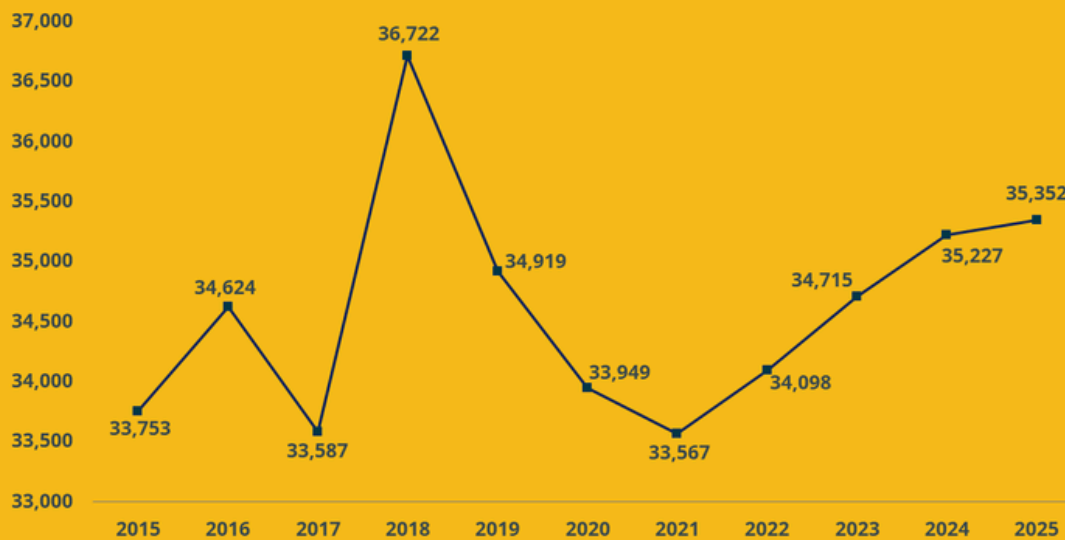
125 Health Care Workers

0.4% 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 Q1, with 1,483 postings. A High School Diploma or equivalent is the second most in-demand education level (1,210 postings). Many postings from this occupation group do not request any specific experience and education level.

Education	%
No Education Listed	48.5%
High school or GED	19.1%
Associate's degree	14.3%
Bachelor's degree	23.4%
Master's degree	6.7%
Ph.D. or professional degree	3.3%

Experience	%
No Experience Listed	60.1%
0 - 1 Years	17.9%
2 - 3 Years	18.2%
4 - 6 Years	3.3%
7 - 9 Years	0.2%
10+ Years	0.3%

Data: Lightcast | Analysis: Workforce Intelligence Network
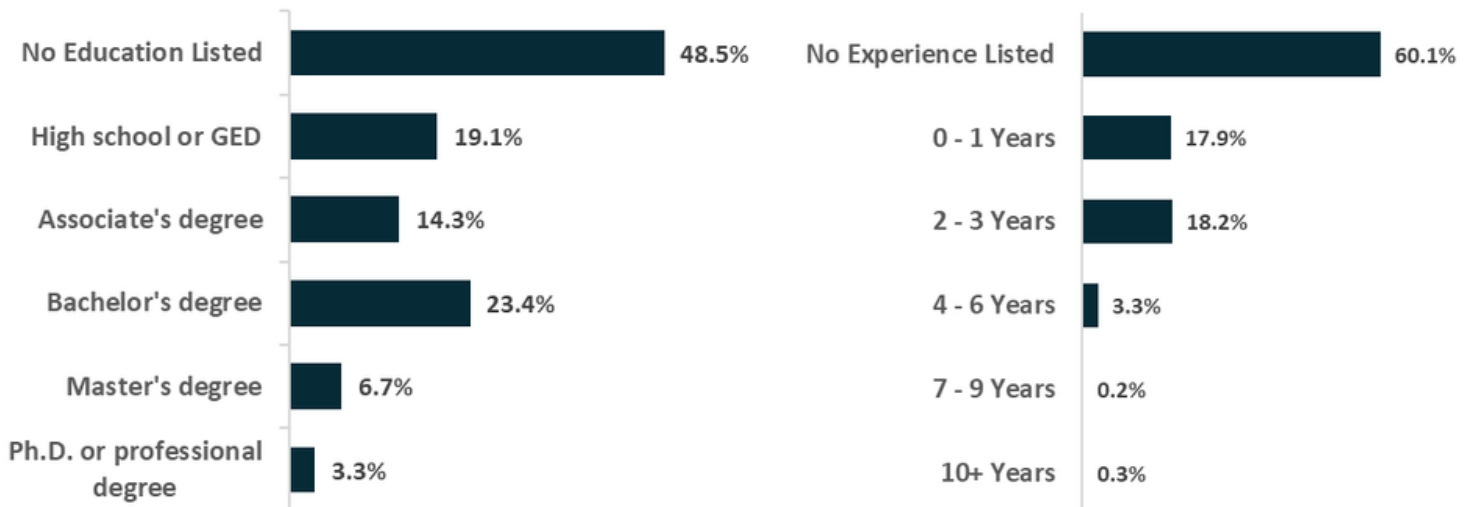
HEALTH CARE OCCUPATION GROUP
Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 2,261 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 23.4 percent of postings. A High School Diploma or equivalent accounts for 19.1 percent of posting requirements. Other top posted jobs include Radiologic Technologists and Technicians (538 postings), Clinical Laboratory Technologists and Technicians (266 postings), Health Technologists and Technicians, All Other (257 postings), and Magnetic Resonance Imaging Technologists (240 postings).

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

Horizontal bar chart — Top Posted Jobs (x-axis: 0 to 2500):

Occupation	Degree category
Registered Nurses	Bachelor's degree
Radiologic Technologists and Technicians	Associate's degree
Clinical Laboratory Technologists and Technicians	Bachelor's degree
Health Technologists and Technicians, All Other	Postsecondary nondegree award
Magnetic Resonance Imaging Technologists	Associate's degree
Nurse Practitioners	Master's degree
Respiratory Therapists	Associate's degree
Medical Assistants	Postsecondary nondegree award
Home Health and Personal Care Aides	High school diploma or equivalent
Pharmacy Technicians	High school diploma or equivalent
Speech-Language Pathologists	Master's degree
Nursing Assistants	Postsecondary nondegree award
Dietitians and Nutritionists	Bachelor's degree
Physicians, All Other	Doctoral or professional degree
Diagnostic Medical Sonographers	Associate's degree
Pharmacists	Doctoral or professional degree
Physician Assistants	Master's degree
Occupational Therapists	Master's degree
Physical Therapists	Doctoral or professional degree
Licensed Practical and Licensed Vocational Nurses	Postsecondary nondegree award

HEALTH CARE OCCUPATION GROUP
Wage Overview

Wages in Health Care are generally higher than the state median hourly wage of $23.22, with pay increasing in line with required education, training, and experience for Health Care's top jobs. Registered Nurses, the top posted Health Care job in Q1, offers a median hourly wage of $41.28 ($85,862 annually). Although many positions require an Associate degree or higher, there are several jobs above the state minimum wage open to those with a High School diploma or equivalent.

Wage Overview for Top Posted Health Care Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$33.82	$38.47	$41.28	$48.24	$50.57
29-2034	Radiologic Technologists and Technicians	$26.25	$31.26	$33.13	$39.49	$41.66
29-2018	Clinical Laboratory Technologists and Technicians	$18.13	$19.84	$28.11	$36.70	$41.52
29-2099	Health Technologists and Technicians, All Other	$17.92	$18.69	$21.13	$27.75	$37.44
29-2035	Magnetic Resonance Imaging Technologists	$20.98	$33.93	$39.09	$40.52	$42.54
29-1171	Nurse Practitioners	$50.67	$54.11	$61.69	$65.61	$69.89
29-1126	Respiratory Therapists	$30.63	$32.33	$36.93	$39.44	$41.43
31-9092	Medical Assistants	$15.84	$18.41	$19.07	$22.30	$23.16
31-1128	Home Health and Personal Care Aides	$12.04	$14.25	$15.81	$18.07	$19.88
29-2052	Pharmacy Technicians	$15.58	$16.96	$18.59	$22.59	$23.84

In-Demand Technical Skills

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

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: 19.1%
- Associate Degree: 14.3%
- Bachelor's Degree: 23.4%
- Master's Degree: 6.7%
- Ph.D. Or professional Degree: 3.3%

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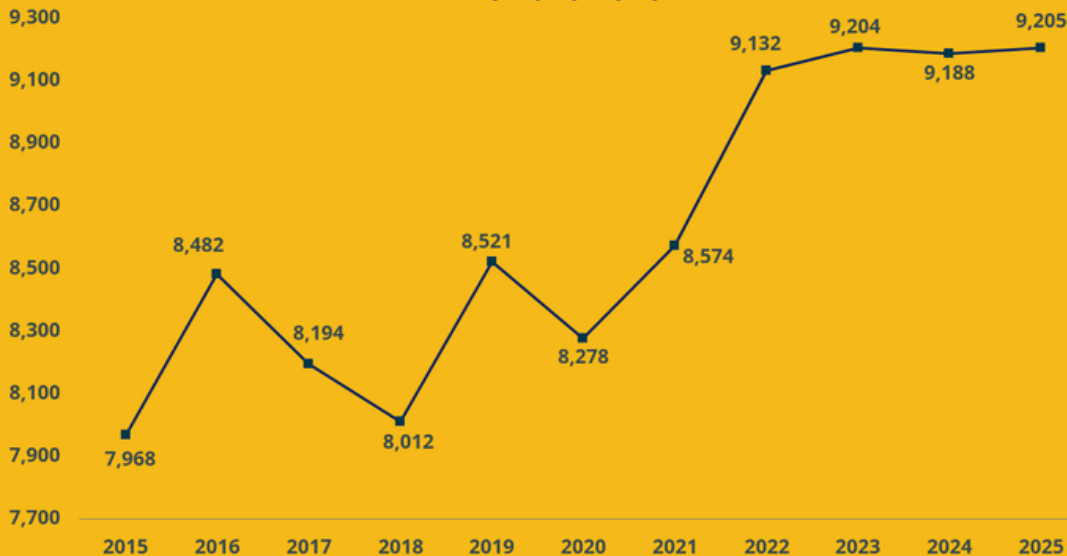
Top Posting Employers

- Henry Ford Health
- Detroit Medical Center
- Tenet Healthcare
- Dmc Sinai Grace Hospital
- Dmc Harper University Hospital
- Soliant Health
- Dmc Children's Hospital Of Michigan
- McLaren Health Care
- AMN Healthcare
- Nursing Network

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.
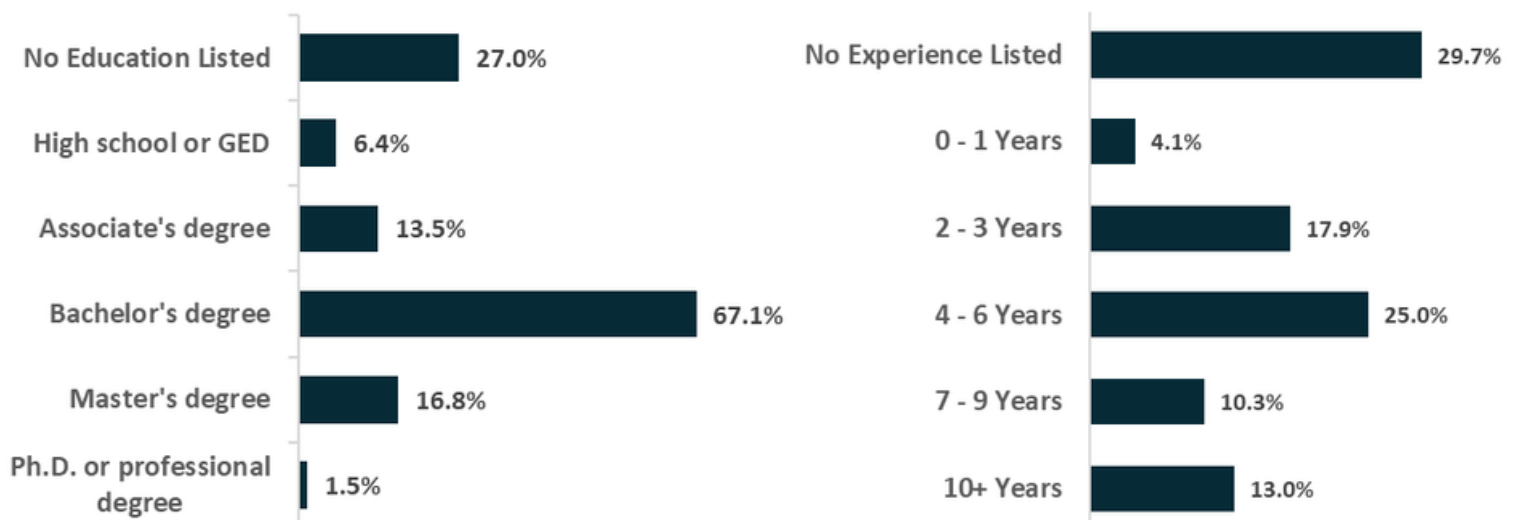
Employment Over Time 2015-2025

Chart data points:
- 2015: 7,968
- 2016: 8,482
- 2017: 8,194
- 2018: 8,012
- 2019: 8,521
- 2020: 8,278
- 2021: 8,574
- 2022: 9,132
- 2023: 9,204
- 2024: 9,188
- 2025: 9,205

17 Information Technology Workers

0.2% increase from 2024

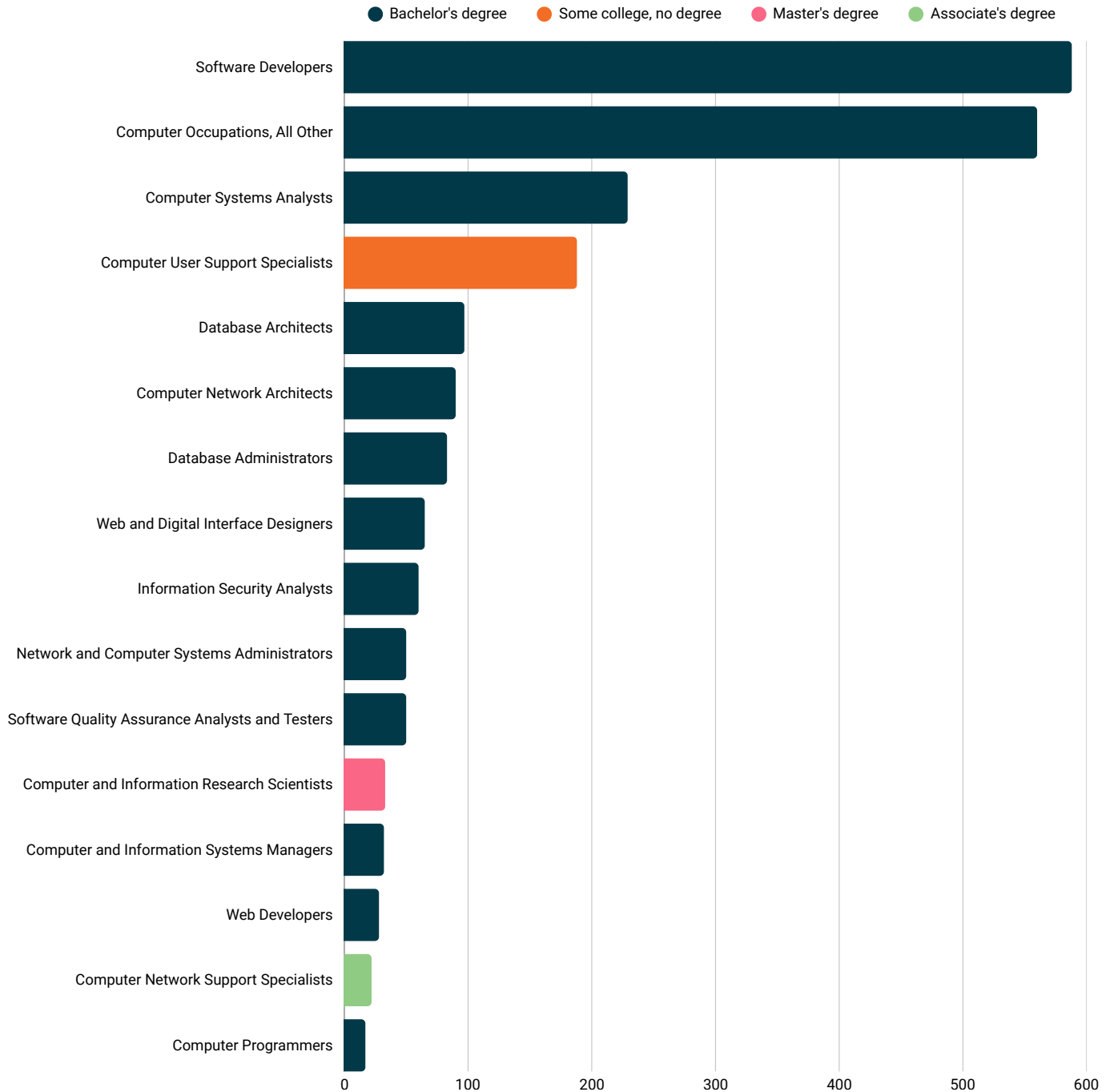## Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 2,192 postings in Q1. 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 548 postings. Workers with two to three years of experience are also heavily in-demand with 393. Although 652 postings do not request any specific experience level, 90 postings requested workers with zero to one year of experience.

Education:
- No Education Listed: 27.0%
- High school or GED: 6.4%
- Associate's degree: 13.5%
- Bachelor's degree: 67.1%
- Master's degree: 16.8%
- Ph.D. or professional degree: 1.5%

Experience:
- No Experience Listed: 29.7%
- 0 - 1 Years: 4.1%
- 2 - 3 Years: 17.9%
- 4 - 6 Years: 25.0%
- 7 - 9 Years: 10.3%
- 10+ Years: 13.0%

Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q1, with 588 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrator and Search Marketing Strategists, was the next most in-demand occupation with 560 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (188 postings) only prefer some college education, but do not require a degree.

● Bachelor's degree   ● Some college, no degree   ● Master's degree   ● Associate's degree

Occupation	
Software Developers	
Computer Occupations, All Other	
Computer Systems Analysts	
Computer User Support Specialists	
Database Architects	
Computer Network Architects	
Database Administrators	
Web and Digital Interface Designers	
Information Security Analysts	
Network and Computer Systems Administrators	
Software Quality Assurance Analysts and Testers	
Computer and Information Research Scientists	
Computer and Information Systems Managers	
Web Developers	
Computer Network Support Specialists	
Computer Programmers	

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 Q1, offers a median hourly wage of $53.85 ($112,008 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of $29.08 ($60,486 annually).

Wage Overview for Top Posted Information Technology Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$38.45	$45.11	$53.85	$66.70	$81.62
15-1299	Computer Occupations, All Other	$27.15	$37.04	$48.80	$62.96	$70.73
15-1211	Computer Systems Analysts	$33.08	$41.44	$51.75	$64.44	$70.46
15-1232	Computer User Support Specialists	$17.85	$22.64	$29.08	$35.41	$41.73
15-1243	Database Architects	$24.51	$43.00	$60.63	$65.59	$82.22
15-1241	Computer Network Architects	$36.28	$47.42	$56.74	$70.34	$85.46
15-1242	Database Administrators	$26.66	$33.29	$50.93	$61.71	$67.95
15-1255	Web and Digital Interface Designers	$21.65	$27.47	$39.14	$53.01	$64.26
15-1212	Information Security Analysts	$32.32	$41.45	$52.58	$65.61	$83.41
15-1244	Network and Computer Systems Administrators	$30.77	$38.76	$46.77	$59.16	$71.33

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Problem Solving
- Troubleshooting

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 6.4%
- Associate Degree: 13.5%
- Bachelor's Degree: 67.1%
- Master's Degree: 16.8%
- Ph.D. Or professional Degree: 1.5%

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

Top Posting Employers

- Accenture
- Deloitte
- PricewaterhouseCoopers
- Henry Ford Health
- Ensono
- Anywhere Real Estate
- Ernst & Young
- Corporate Services International B.V.
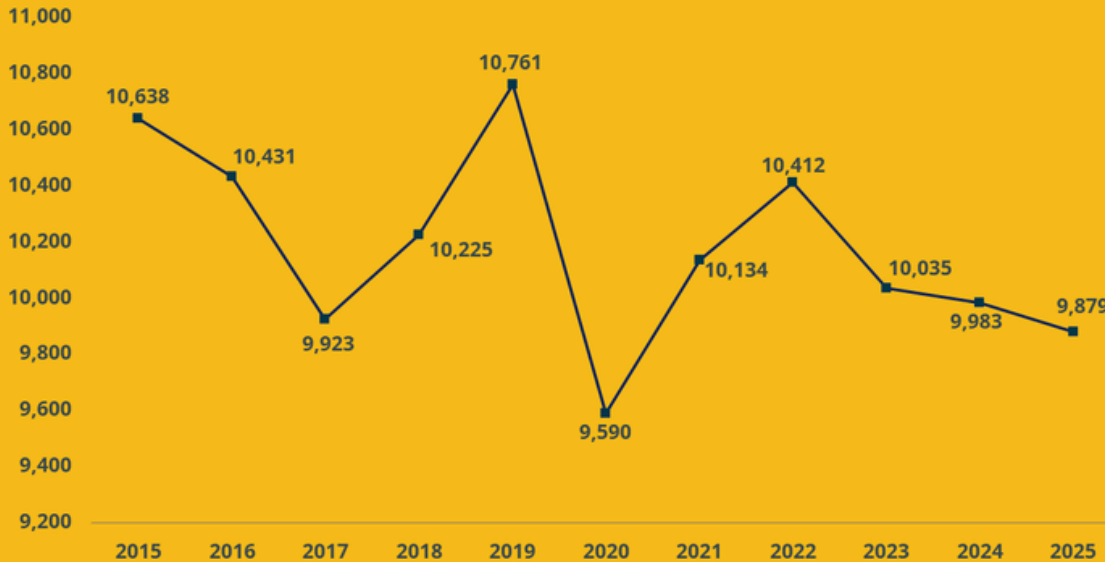- Rocket Companies
- R1 RCM

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

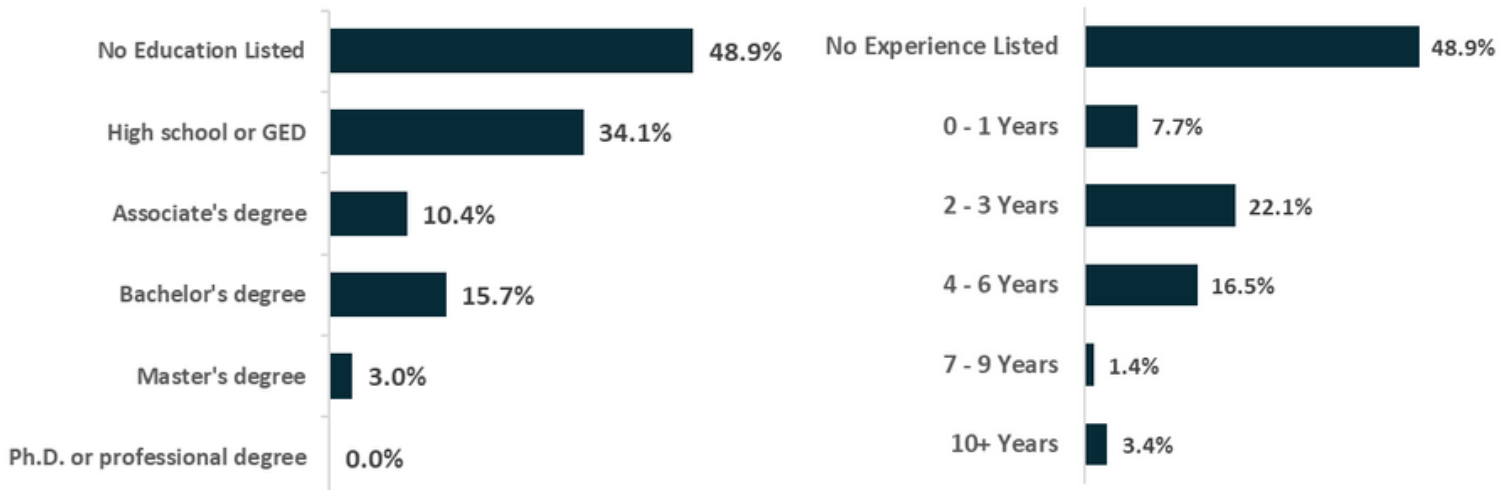| Year	Employment
2015	10,638
2016	10,431
2017	9,923
2018	10,225
2019	10,761
2020	9,590
2021	10,134
2022	10,412
2023	10,035
2024	9,983
2025	9,879

105 Skilled Trades Workers

1.0% decrease from 2024

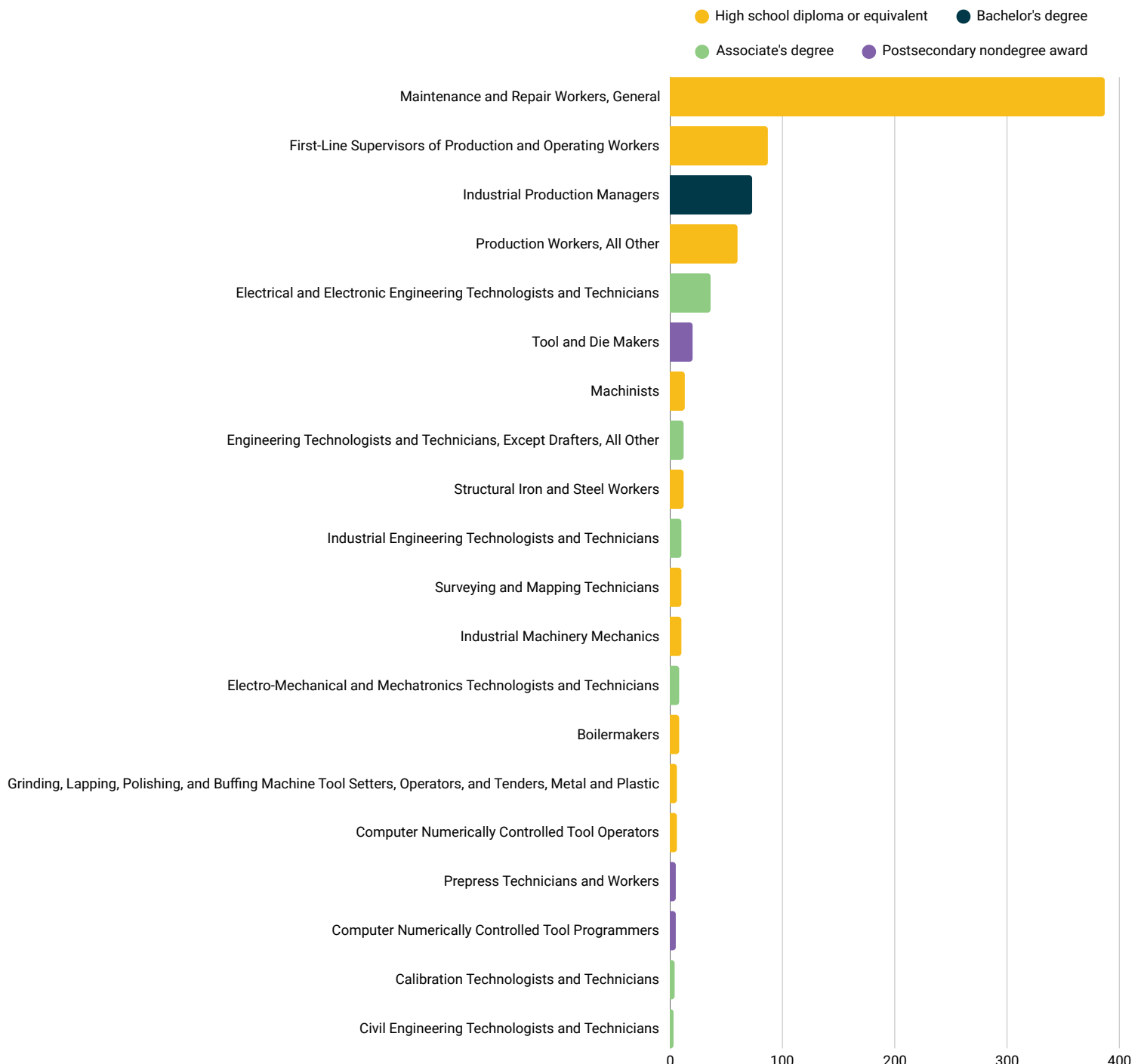## Skilled Trades Education and Experience

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 (269 postings), while a Bachelor's degree was the second most in-demand education level (124 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

Education	Percentage
No Education Listed	48.9%
High school or GED	34.1%
Associate's degree	10.4%
Bachelor's degree	15.7%
Master's degree	3.0%
Ph.D. or professional degree	0.0%

Experience	Percentage
No Experience Listed	48.9%
0 - 1 Years	7.7%
2 - 3 Years	22.1%
4 - 6 Years	16.5%
7 - 9 Years	1.4%
10+ Years	3.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP
Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q1 (387 postings). Other top posted jobs include First-Line Supervisors of Production and Operating Workers (87 postings), Industrial Production Managers (73 postings), Production Workers, All Other (60 postings), and Electrical and Electronic Engineering Technologists and Technicians (36 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.

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

Maintenance and Repair Workers, General
First-Line Supervisors of Production and Operating Workers
Industrial Production Managers
Production Workers, All Other
Electrical and Electronic Engineering Technologists and Technicians
Tool and Die Makers
Machinists
Engineering Technologists and Technicians, Except Drafters, All Other
Structural Iron and Steel Workers
Industrial Engineering Technologists and Technicians
Surveying and Mapping Technicians
Industrial Machinery Mechanics
Electro-Mechanical and Mechatronics Technologists and Technicians
Boilermakers
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
Computer Numerically Controlled Tool Operators
Prepress Technicians and Workers
Computer Numerically Controlled Tool Programmers
Calibration Technologists and Technicians
Civil Engineering Technologists and Technicians

0   100   200   300   400

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Eight of the top ten in-demand Skilled Trades occupation offer median hourly wages above $23.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q1, offered a median hourly wage of $22.41 ($46,613 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers require an additional five years or more of work experience and offers a median hourly wage of $56.71 ($117,957 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q1 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	$15.40	$18.14	$22.41	$27.62	$31.54
51-1011	First-Line Supervisors of Production and Operating Workers	$21.55	$24.68	$31.57	$38.02	$48.64
11-3051	Industrial Production Managers	$37.61	$47.26	$56.71	$66.10	$83.63
51-9199	Production Workers, All Other	$14.33	$15.39	$16.57	$20.49	$25.49
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$19.14	$22.66	$29.72	$36.77	$40.56
51-4111	Tool and Die Makers	$21.44	$24.50	$30.62	$36.80	$38.10
51-4041	Machinists	$17.37	$19.45	$23.41	$29.61	$33.92
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$15.90	$21.82	$30.58	$36.86	$49.68
47-2221	Structural Iron and Steel Workers	$24.35	$30.46	$34.60	$38.30	$39.24
17-3026	Industrial Engineering Technologists and Technicians	$21.88	$24.36	$28.84	$37.40	$43.68

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Customer Service
- Operations
- Problem Solving

In-Demand Certifications

- Valid Driver's License
- EPA 608 Technician Certification
- HVAC Certification
- Forklift Certification
- Security Clearance

In-Demand Education Level*

- High School Diploma: 34.1%
- Associate Degree: 10.4%
- Bachelor's Degree: 15.7%
- Master's Degree: 3.0%

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

Top Posting Employers

- Aerotek
- GPAC
- Kmg Prestige
- Independent Management Services
- Flex-N-Gate
- American Axle & Manufacturing
- CBRE
- Accenture
- Express Employment Professionals
- JLL

MAGMA
Michigan Alliance for Greater Mobility Advancement

INDUSTRYINFINITY

MI APPRENTICESHIP

HCA
HEALTH CAREERS ALLIANCE
FOR SOUTHEAST MICHIGAN

ADVANCE MICHIGAN
CENTER FOR APPRENTICESHIP INNOVATION

MiREACH

MiLEAP

WIN
WORKFORCE INTELLIGENCE NETWORK