

# LABOR MARKET REPORT

# WIN

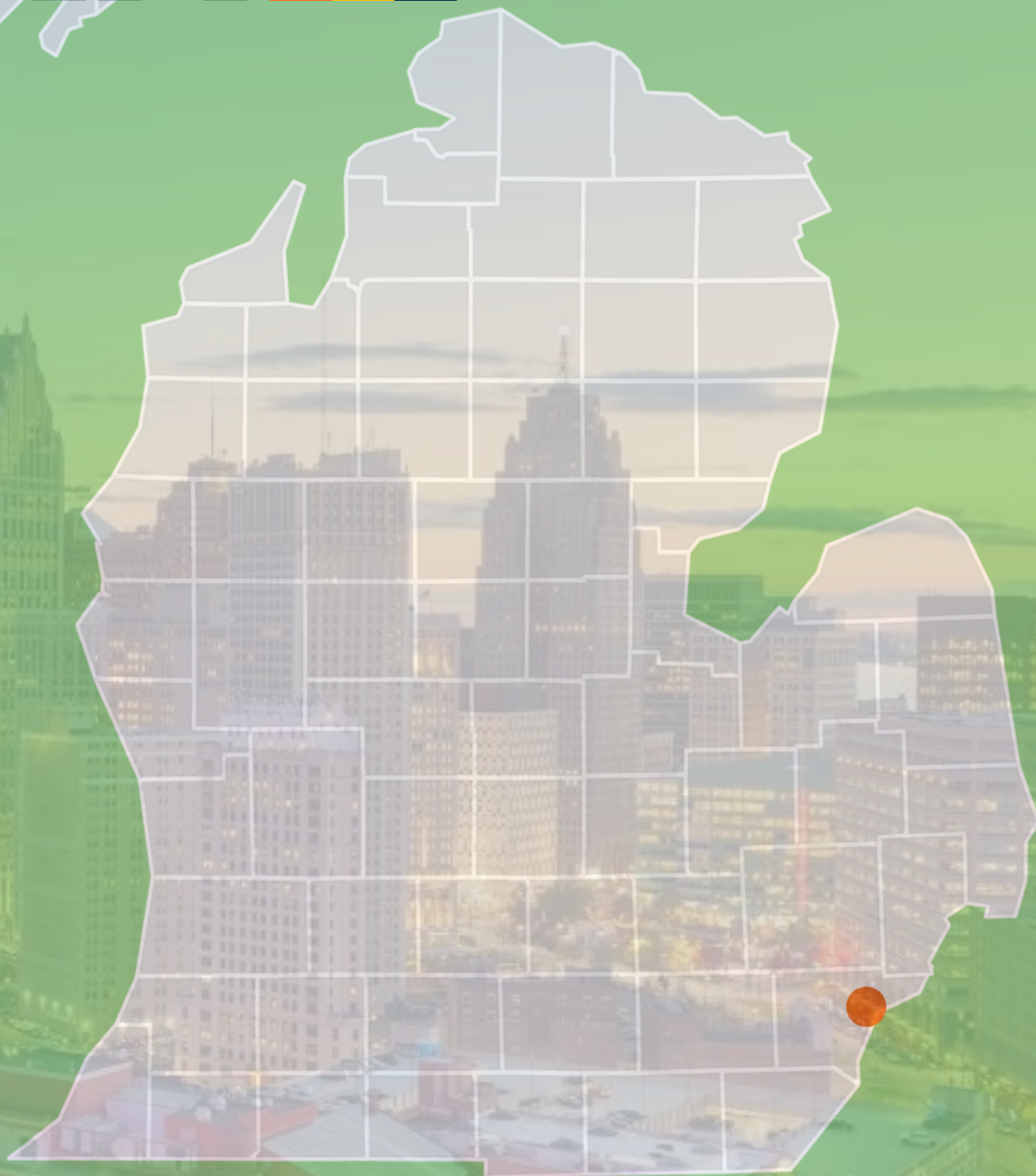
WORKFORCE  
INTELLIGENCE  
NETWORK



JULY - SEPT

Q3 2025

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# CITY OF DETROIT

**Q3**  
**2025**

## CONTENTS

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

## OCCUPATION GROUPS

9 - Business and Finance  
12 - Energy  
15 - Healthcare  
18 - Information Technology  
21 - Skilled Trades and  
Technicians

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# INTRODUCTION

City of Detroit

## ABOUT THIS REPORT

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

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

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

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

There was an increase in the total labor force during the second quarter of 2025, and a comparable increase of 3.0 percent in total employment.. While the size of the labor force increased by 3.3 percent from 2024, the number of unemployed workers increased by 6.3 percent in the same time frame.

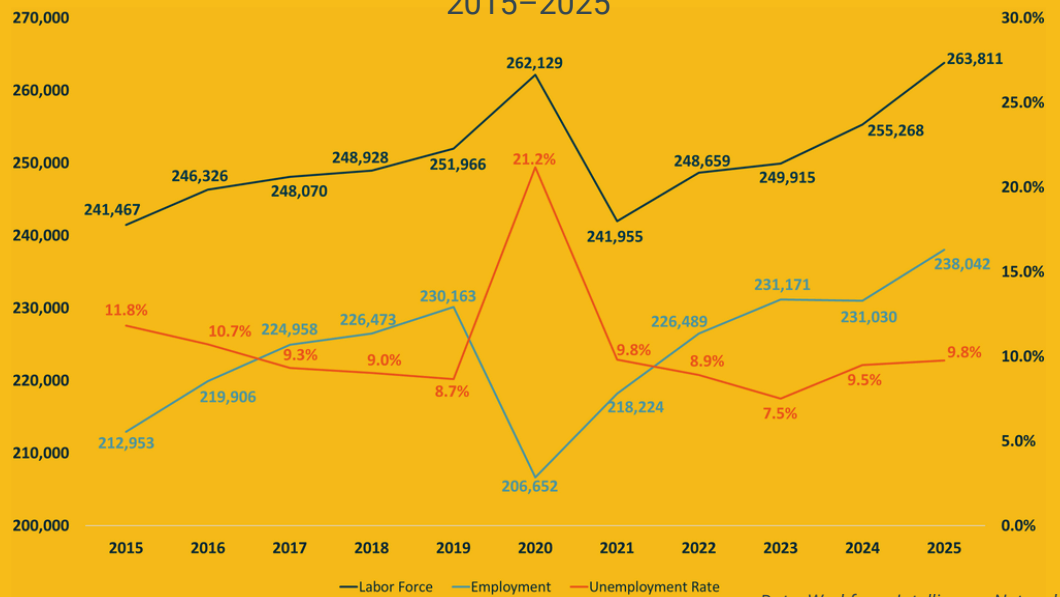
Registered Nurses top the list as the most demanded occupation, accounting for 3,266 job postings. The Health Care occupation group is the most in-demand, with 8,192 job postings. The Business and Finance occupation group had 5,341 job postings in the City of Detroit.

### Annual Labor Market Information

The labor force in Detroit has increased since 2024 by 8,543 individuals, from 255,268 to 263,811 individuals. Employment increased by 7,011 individuals (or 3.0 percent) and unemployment numbers increased by 1,531 individuals (or 6.3 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



### Quarterly Employer Demand Overview

The third quarter of 2025 shows that employer demand has increased from Q2 2025. In Q3 2025, there was an average of 16,389 unique postings per month in the City of Detroit, an increase of 1,186 monthly postings from the 15,203 monthly averages recorded in Q2 2025. The third quarter in 2024 had the highest job postings with an average monthly 17,242 postings and the second quarter in 2025 had the lowest postings with 15,089 monthly average postings. The overall decrease in recent job postings could be due to many different reasons and is not necessarily a negative indicator of the economy.

Average Quarterly Posting Analysis City of Detroit Q2 2024 - Q3 2025



## Key Findings

**7.8%**

Employer demand increased by 7.8 percent, a gain of 1,186 job postings since Q2 2025

In Q2, employment totaled

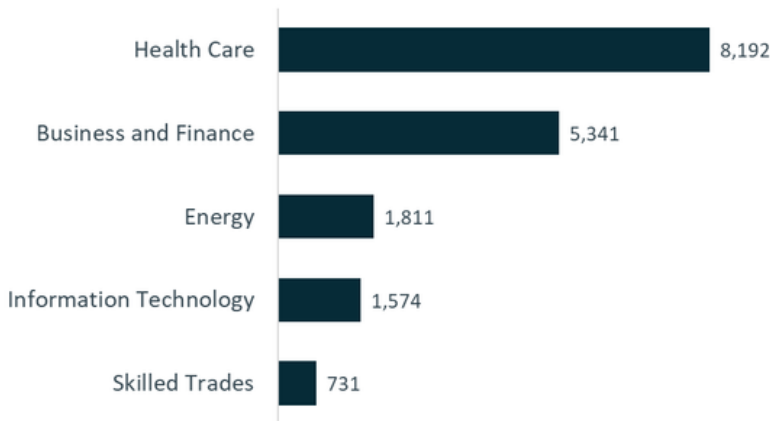
**238,899**

an increase of 1,714 workers since Q1

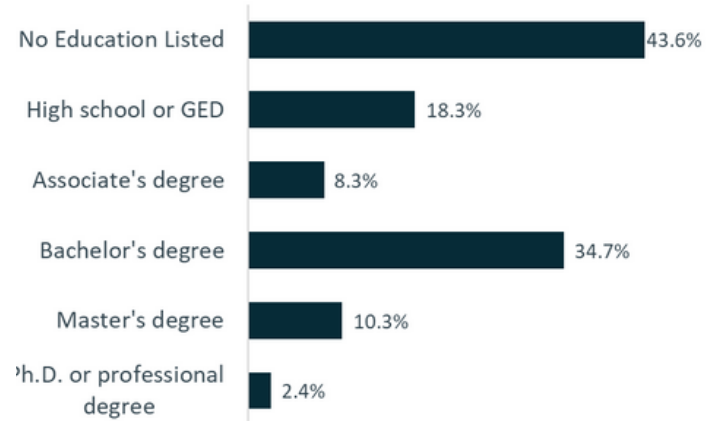
During Q3 2025, there were 30,335 job postings in the City of Detroit. Health Care, Business and Finance, and Energy occupation groups were the highest posting employers in Q3. The top posted job occupations include Registered Nurses; Radiologic Technologists and Technicians; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products; and Heavy and Tractor-Trailer Truck Drivers. More information about in-demand job postings is available on page 7.

Of the 30,335 unique postings in the city of Detroit during Q3 2025, 10,517 (34.7 percent) required a Bachelor's degree. An additional 3,874 postings (12.8 percent) required an advanced degree. The high demand for business and finance within the city drives this high demand for college education.

**Top 5 Posting Occupation Groups**  
Q3 2025



**Education Levels In-Demand**  
Q3 2025



For Q2 2025, Labor Force participation decreased by 5,044 individuals (1.9 percent) over Q1 2025. Employment increased by 1,714 workers from Q1 2025, and unemployment figures decreased by 6,759 from Q1 2025, with 22,390 individuals in Q2 2025. Also, the unemployment rate decreased by 2.4 percent from the previous quarter for an overall Q2 2025 unemployment rate of 8.6 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

**Quarterly Labor Market Data**

	2nd Quarter 2024	3rd Quarter 2024	4th Quarter 2024	1st Quarter 2025	2nd Quarter 2025	Change from 1st Quarter 2025	Percent Change from 1st Quarter 2025	Change from 2nd Quarter 2024	Percent Change from 2nd Quarter 2024
Labor Force	254,365	258,913	253,617	266,333	261,288	-5,044	-1.9%	6,923	2.7%
Employment	231,418	231,513	227,307	237,184	238,899	1,714	0.7%	7,480	3.2%
Unemployment	22,947	27,400	26,311	29,148	22,390	-6,759	-23.2%	-557	-2.4%
Unemployment Rate	9.0%	10.6%	10.4%	10.9%	8.6%	-2.4%	na	-0.5%	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 263,811 in 2025. Employment showed a similar trend, with growth year after year from 2012 through 2019. The COVID-19 pandemic caused a significant decline, with employment dipping 10.2 percent in 2020 over 2019. Meanwhile, the number of unemployed individuals in the City of Detroit increased by 1,531 workers, or 6.3 percent, from 2024.

## 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	263,811	8,543	3.3%
Employment	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	231,171	231,030	238,042	7,011	3.0%
Unemployment	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,743	24,238	25,769	1,531	6.3%
Unemployment Rate	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.5%	9.5%	9.8%	0.3%	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
<b>Total Population 16 +</b>	269,746	231,581	38,165	14.1%
<b>Sex</b>				
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%
<b>Race</b>				
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%
<b>Ethnicity</b>				
Hispanic	21,330	18,749	2,581	12.10%

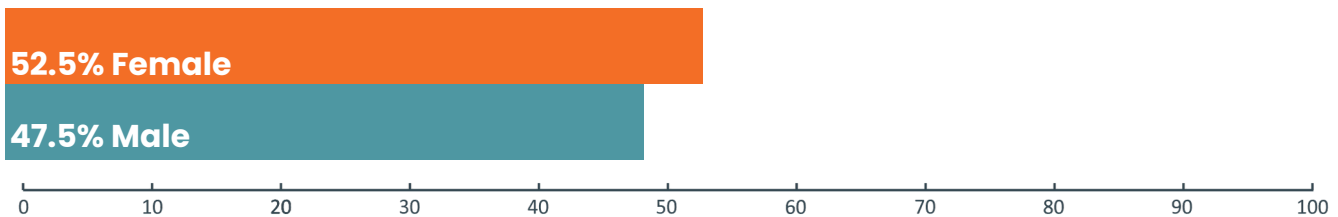
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

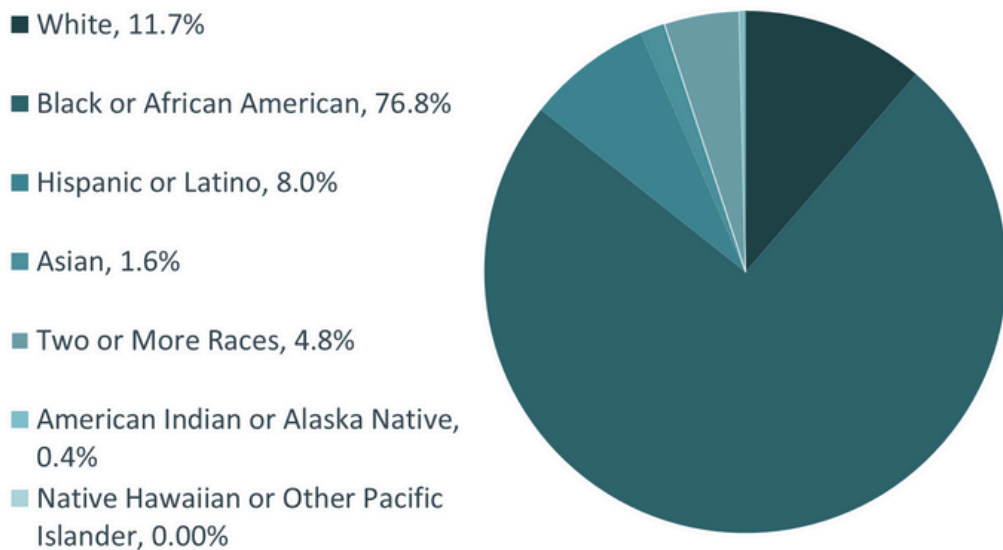
## 2023 Census Population

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



### Population Race Demographics

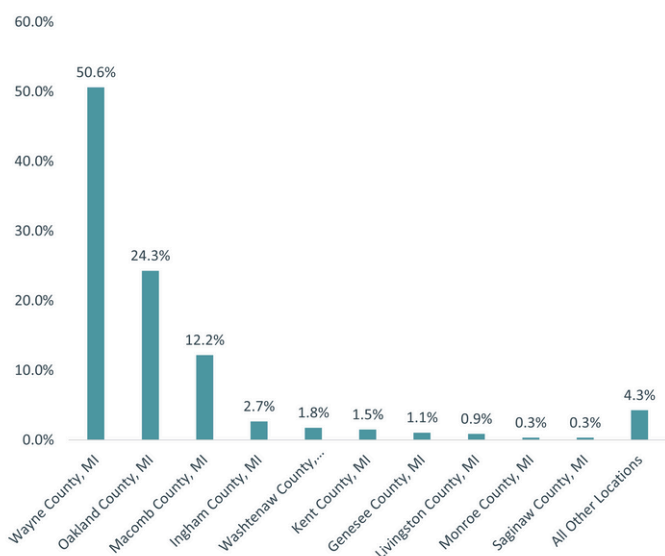


### Population Age Demographics

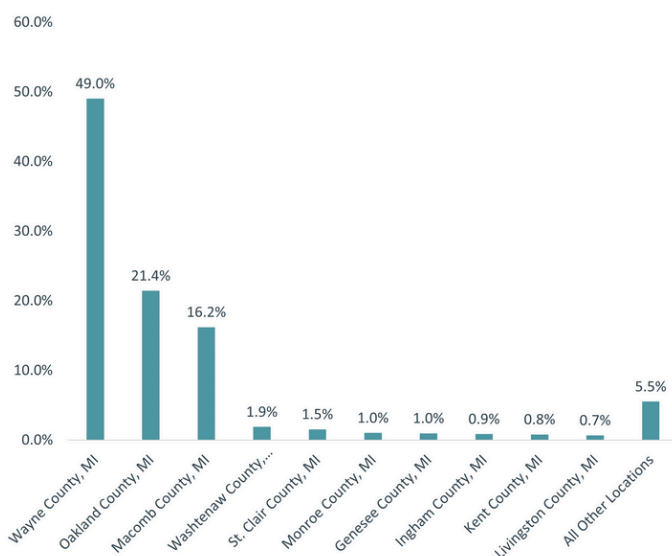


According to the most recent OnTheMap data set from the Census Bureau, Detroit's 2021 workforce consisted of 170,053 individuals. There were 51,963 (30.6 percent) residents also worked in the city, while the remaining 118,090 residents (69.4 percent) traveled outside for work. With 217,738 workers employed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

### Where City of Detroit Residents Work

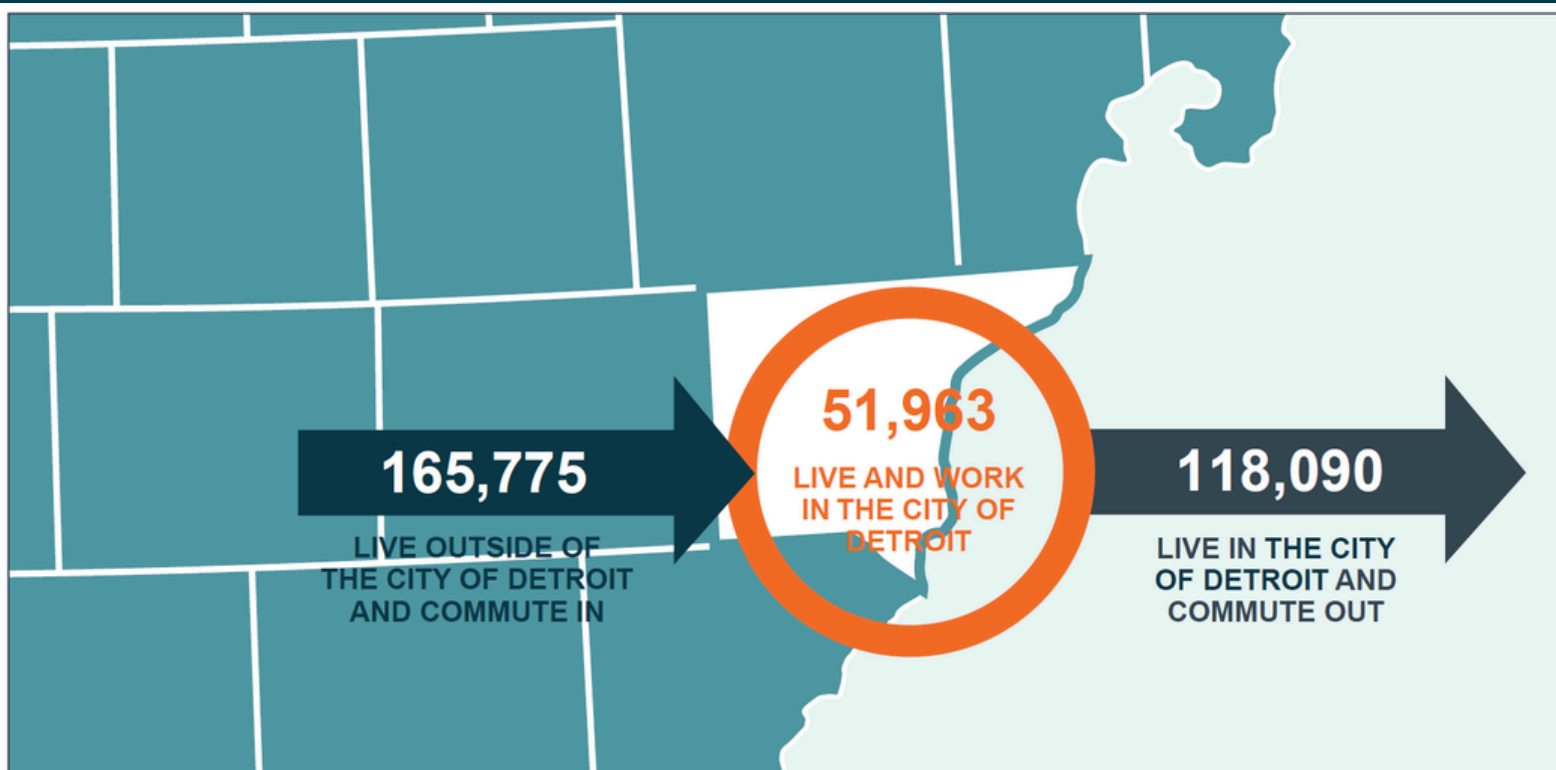


### Where City of Detroit Workers Live



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

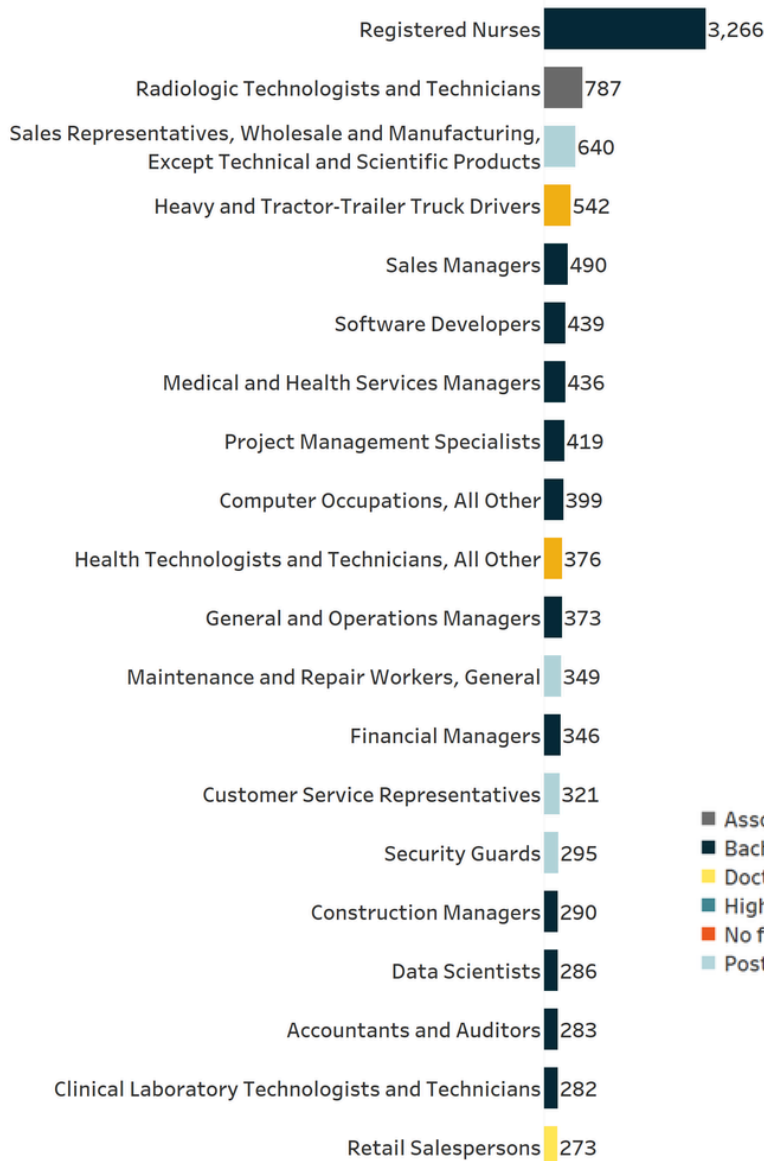
Source: U.S. Census OnTheMap, 2021  
Analysis: Workforce Intelligence Network



# TOP POSTED JOBS

## Top Posted Jobs

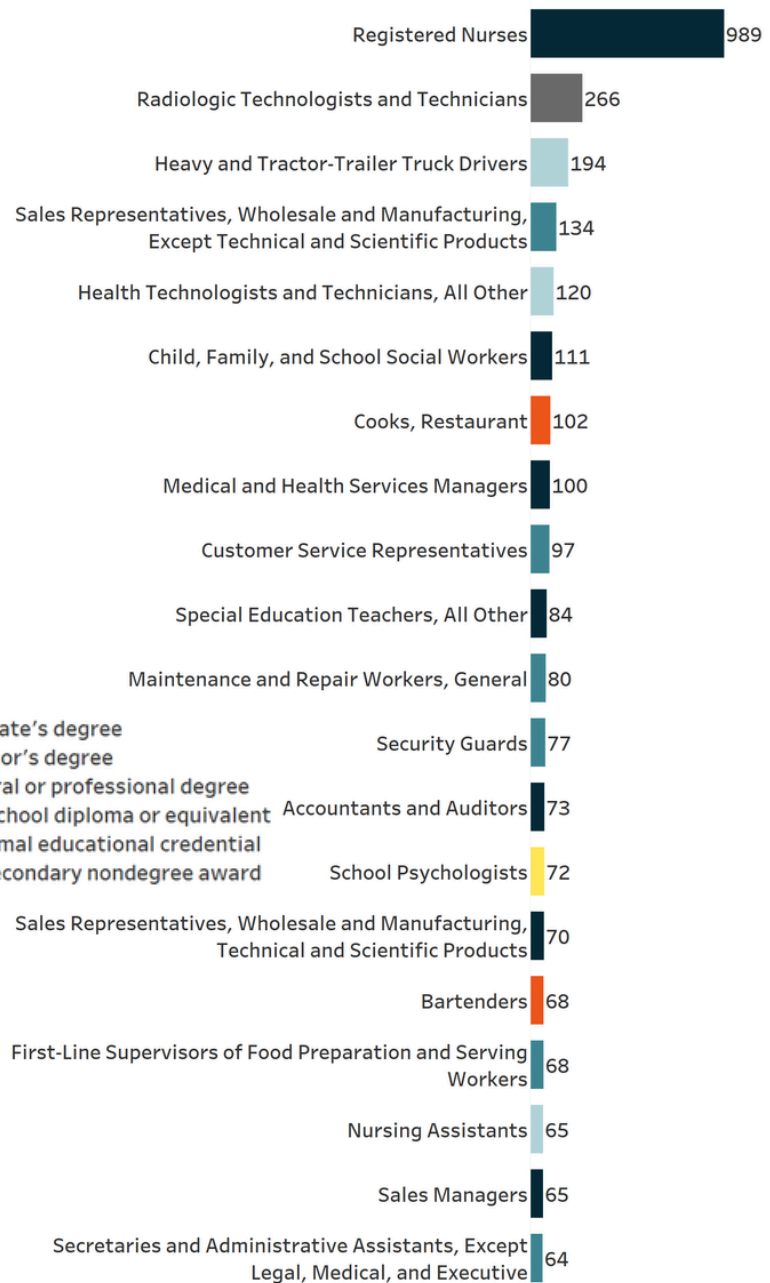
Registered Nurses are the highest in-demand occupation during Q3, with 3,266 unique online job postings. Radiologic Technologists and Technicians are the second largest occupation with 787 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (640 postings) round out the top three occupations in Q3. Many of the top 20 posted jobs in the city require a Bachelor's degree.



- 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 23.8 (7,225 postings) percent of postings in Detroit. Three of the top ten entry level occupations require a Bachelor's degree, while the remaining seven 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 989 postings requiring zero to two years of experience and a Bachelor's degree.





# REAL-TIME DEMAND OVERVIEW

## Employer Demand Highlights

### Top Posting Employers\*

- Henry Ford Health
- Detroit Medical Center
- Tenet Healthcare
- GPAC
- Dmc Sinai Grace Hospital
- Soliant Health
- Dmc Harper University Hospital
- Accenture
- Dmc Children's Hospital Of Michigan
- Wayne State University
- R1 RCM
- Deloitte
- Huntington Bancshares
- City Of Detroit
- Delaware North
- KPMG
- Little Caesars
- AMN Healthcare
- GE Aerospace
- DPSCD - Frederick Douglass Academy For Young Men

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

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

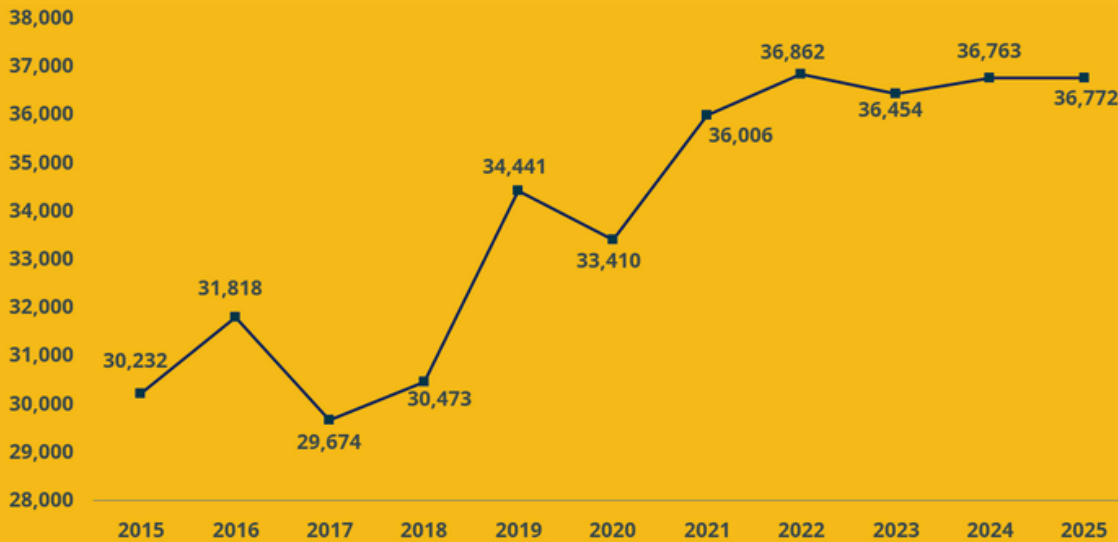
### Top In-Demand Qualifications

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

# 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**

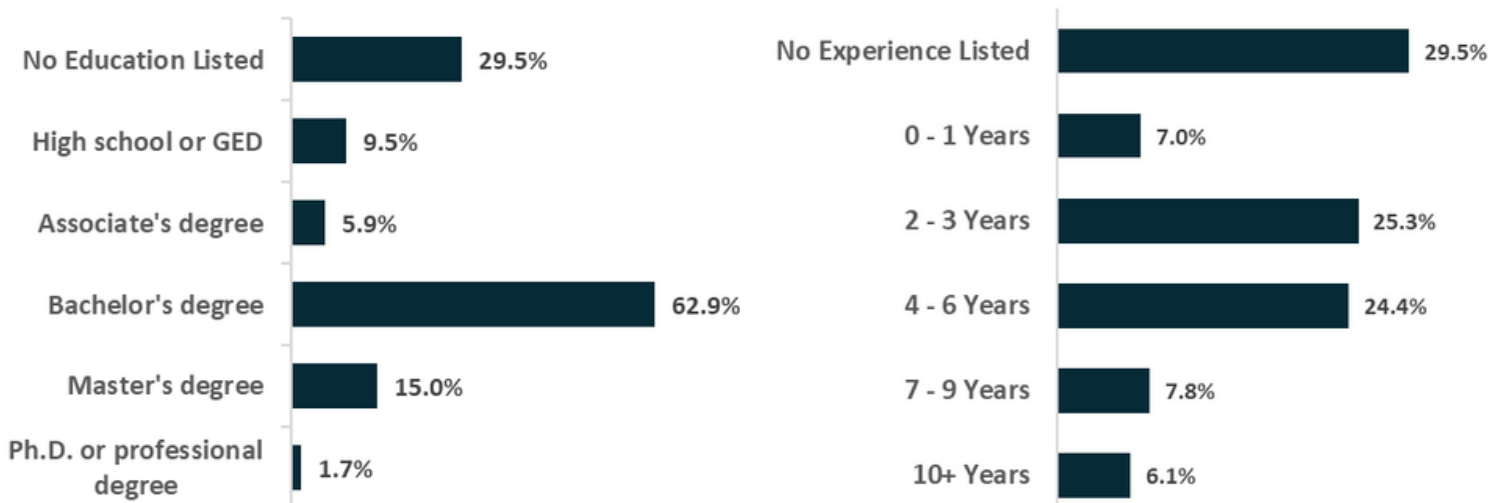


**9**  
**Business and  
Finance Workers**  
**0.0% increase  
from 2024**



## Business and Finance Education and Experience

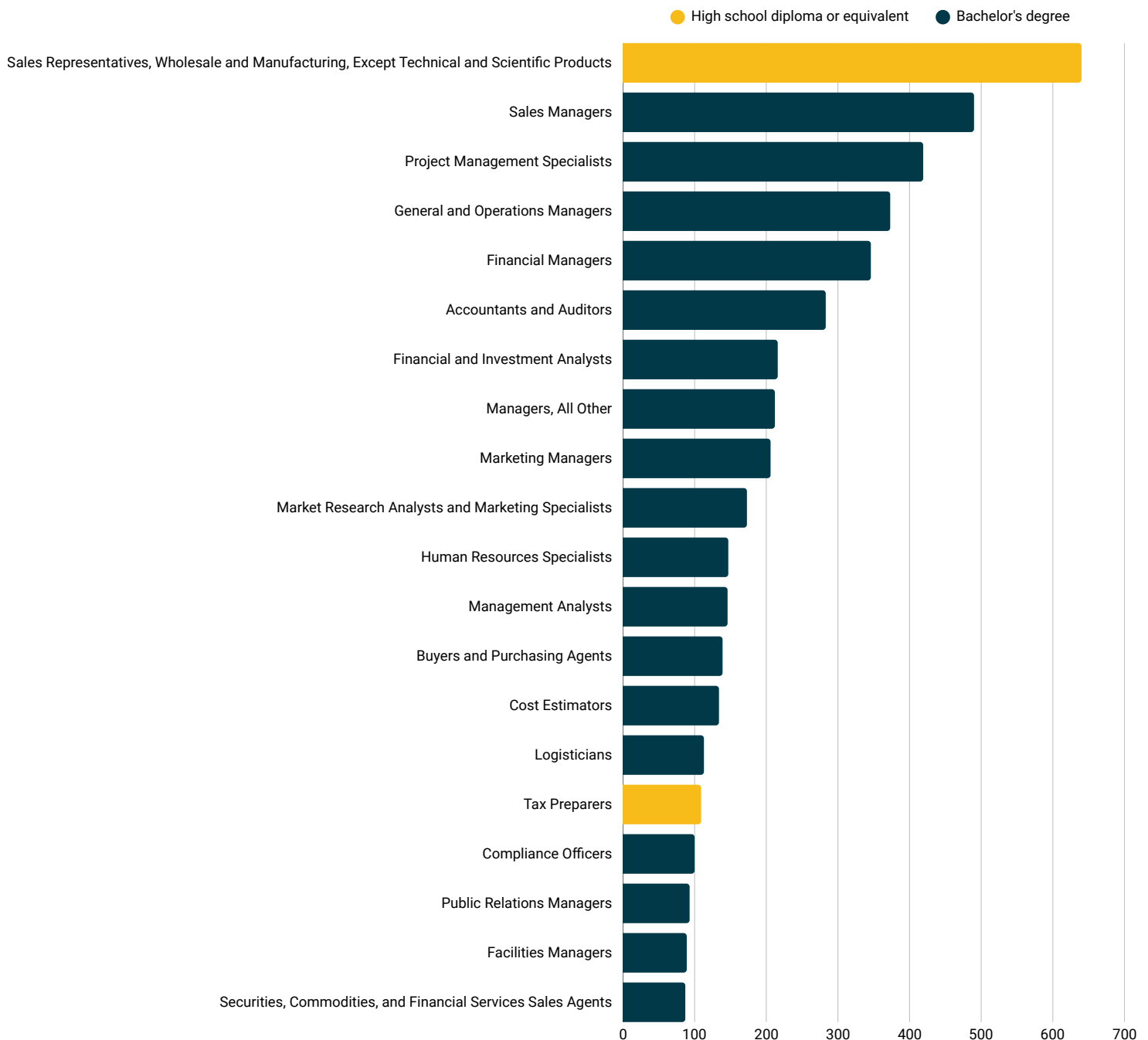
The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q3, as noted in 3,362 postings. A Master's degree is the second most in-demand education level with 799 postings, while 1,578 postings do not specify 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.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

The Business and Finance occupation group with the highest number of Q3 postings (640) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Sales Managers (490 postings); Project Management Specialists with 419 postings; and General and Operations Managers (373 postings). While most of the top jobs typically require a bachelor's degree, the highest-posting occupation group, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, 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), which is the lowest median hourly wage for the top ten posted jobs in this occupation group. Yet, it is still significantly above the state median wage of \$23.22. Sales Managers, the second most in demand, has a median hourly wage of \$76.15 (\$158,392 annually).

### Wage Overview for Top Posted Business and Finance Jobs in Q3 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
13-2051	Financial and Investment Analysts	\$31.74	\$39.07	\$49.19	\$57.62	\$69.12
11-9199	Managers, All Other	\$39.91	\$52.97	\$66.44	\$82.95	\$100.88
11-2021	Marketing Managers	\$38.13	\$52.32	\$68.88	\$88.61	\$113.06
13-1161	Market Research Analysts and Marketing Specialists	\$20.89	\$26.58	\$37.31	\$50.26	\$64.19

### In-Demand Technical Skills

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

### 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
- Certified Internal Auditor

### In-Demand Education Level\*

- High School Diploma: 9.5%
- Associate Degree: 5.9%
- Bachelor's Degree: 62.9%
- Master's Degree: 15.0%
- Ph.D. or professional Degree: 1.7%

### Top Posting Employers

- GPAC
- Huntington Bancshares
- Henry Ford Health
- Deloitte
- KPMG
- Accenture
- Robert Half
- R1 RCM
- Intuit
- Anywhere Real Estate

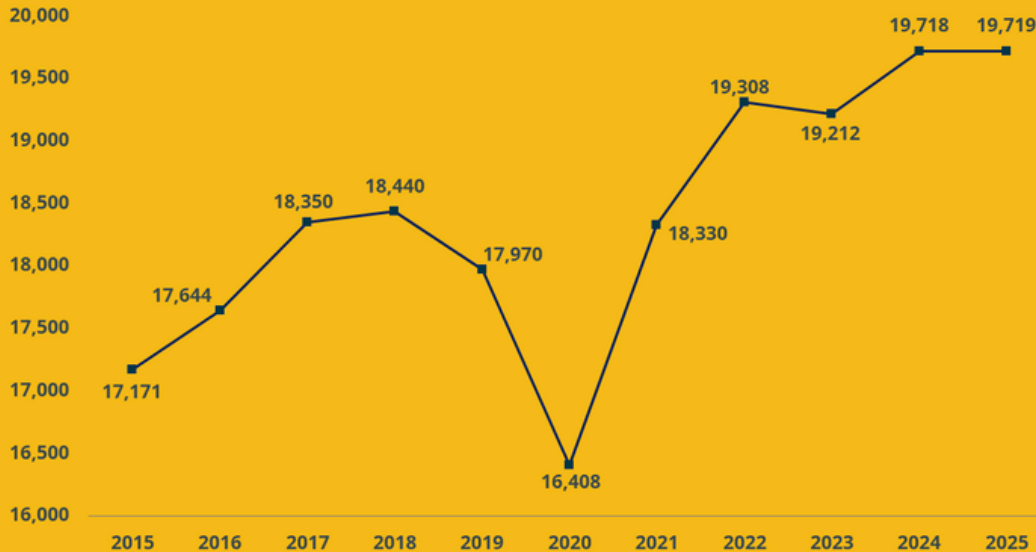
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



# 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**

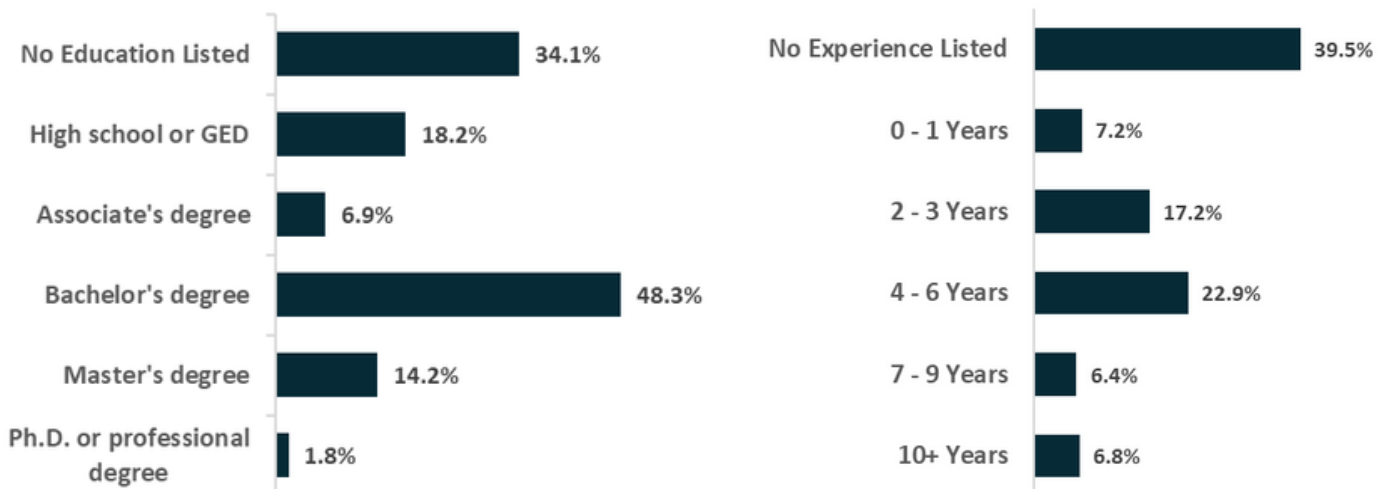


**1**  
**Energy Worker**  
**0.0% increase**  
**from 2024**



## Energy Education and Experience

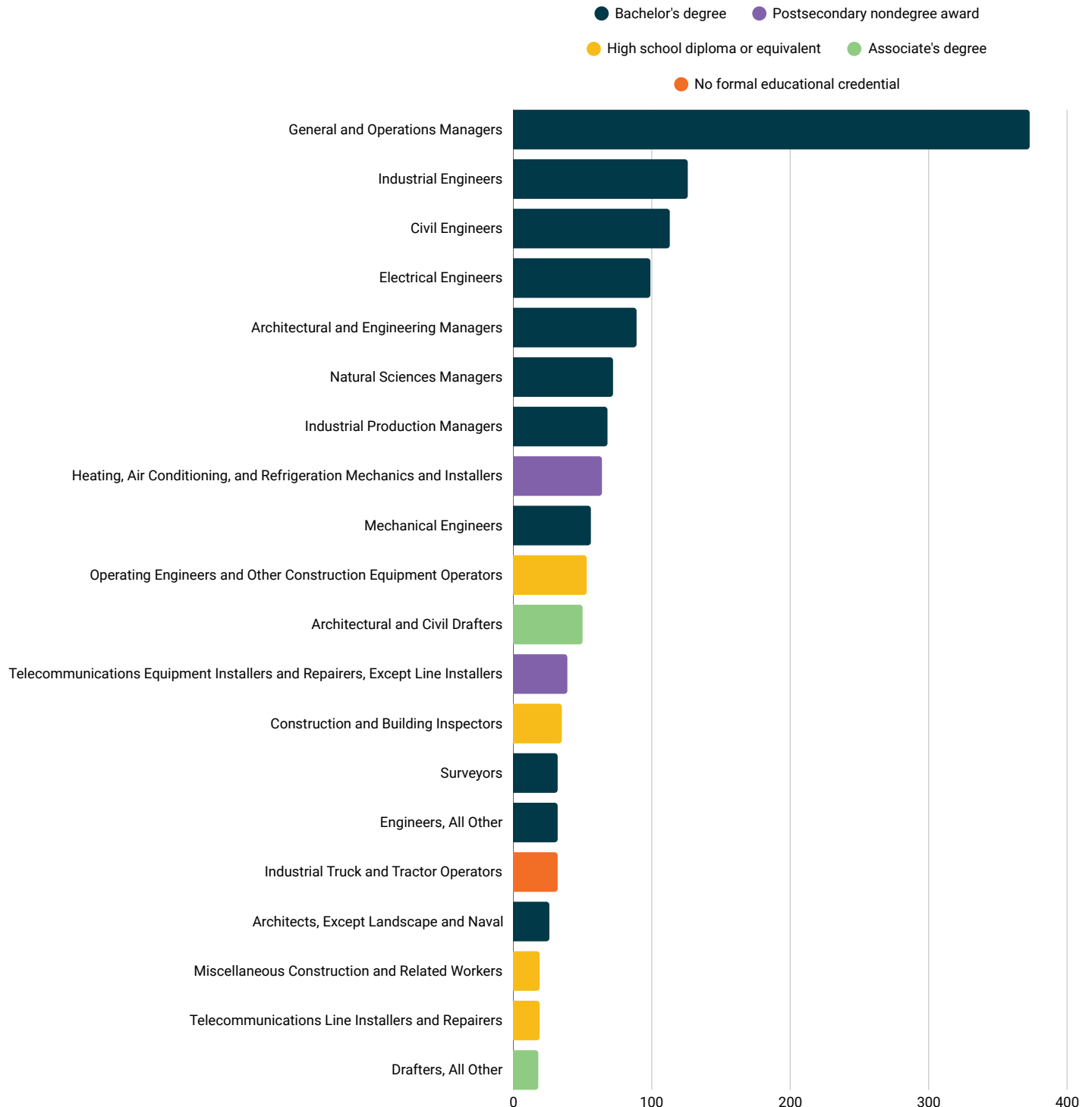
The Energy occupation group requires a specialized workforce with specific skills. A Bachelor's degree is the most in-demand education level in Q3 with 48.3 percent of 874 postings. A High School diploma or equivalent is the second most in-demand education level with 18.2 percent, while 14.2 percent require a Master's degree. The amount of experience required varies widely from none to over ten years, although a majority require at least four years. Many energy occupation postings do not list any specific experience (39.5 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 Q3 with 373 postings. Other top posted jobs requiring a Bachelor's degree include Industrial Engineers (126 postings), Civil Engineers (113 postings), Electrical Engineers (99 postings) and Architectural and Engineering Managers (89 postings).



# ENERGY OCCUPATION GROUP

## Wage Overview

High demand for engineers and managers in the energy field provides lucrative opportunities for job seekers able to obtain the required educational level. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$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 Q3 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
17-2071	Electrical Engineers	\$37.46	\$40.98	\$49.62	\$62.11	\$74.37
11-9041	Architectural and Engineering Managers	\$57.38	\$63.58	\$79.11	\$83.60	\$102.56
11-9121	Natural Sciences Managers	\$39.14	\$57.06	\$72.09	\$91.37	\$117.45
11-3051	Industrial Production Managers	\$37.39	\$47.03	\$57.27	\$66.34	\$83.96
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$20.59	\$24.26	\$30.61	\$37.73	\$42.14
17-2141	Mechanical Engineers	\$36.22	\$39.44	\$48.98	\$61.07	\$69.35
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
- Construction
- Continuous Improvement Process
- AutoCAD
- Auditing

### In-Demand Foundational Skills

- Communication
- Operations
- Leadership
- Management
- Customer Service

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 18.2%
- Associate Degree: 6.9%
- Bachelor's Degree: 48.3%
- Master's Degree: 14.2%
- Ph.D. or Professional Degree: 1.8%

### Top Posting Employers

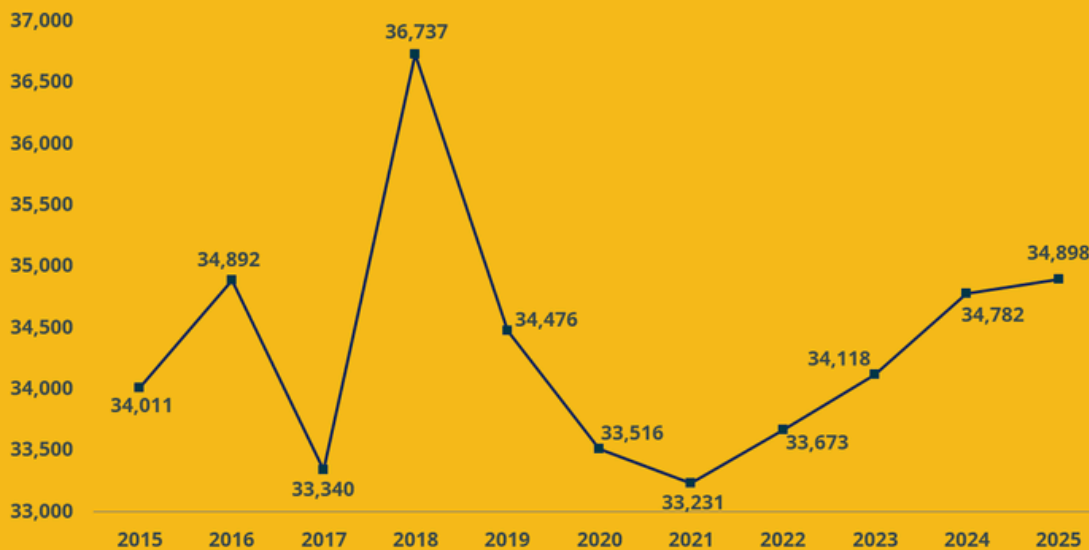
- GPAC
- GE Aerospace
- Actalent
- Henry Ford Health
- DTE Energy
- American Axle & Manufacturing
- Marathon Petroleum
- Wayne State University
- City Of Detroit
- HNTB

*\*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**

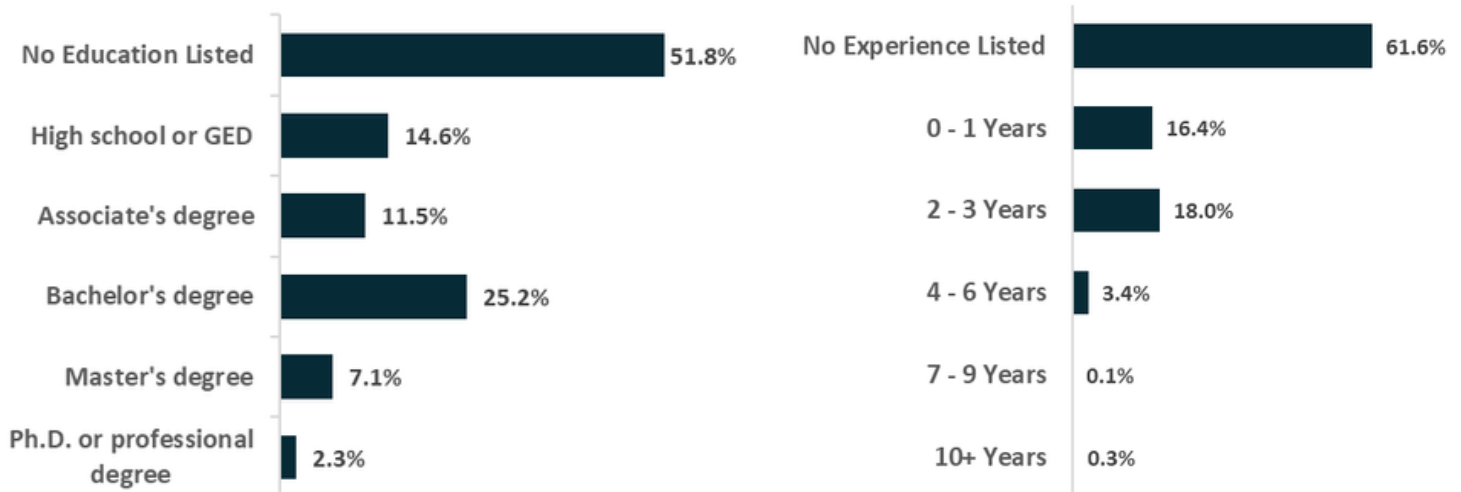


**117**  
**Health Care**  
**Workers**  
**0.3% increase**  
**from 2024**



## 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 Q3, with 2,063 postings. A High School Diploma or equivalent is the second most in-demand education level (1,196 postings). Many postings from this occupation group do not request any specific experience and education level.

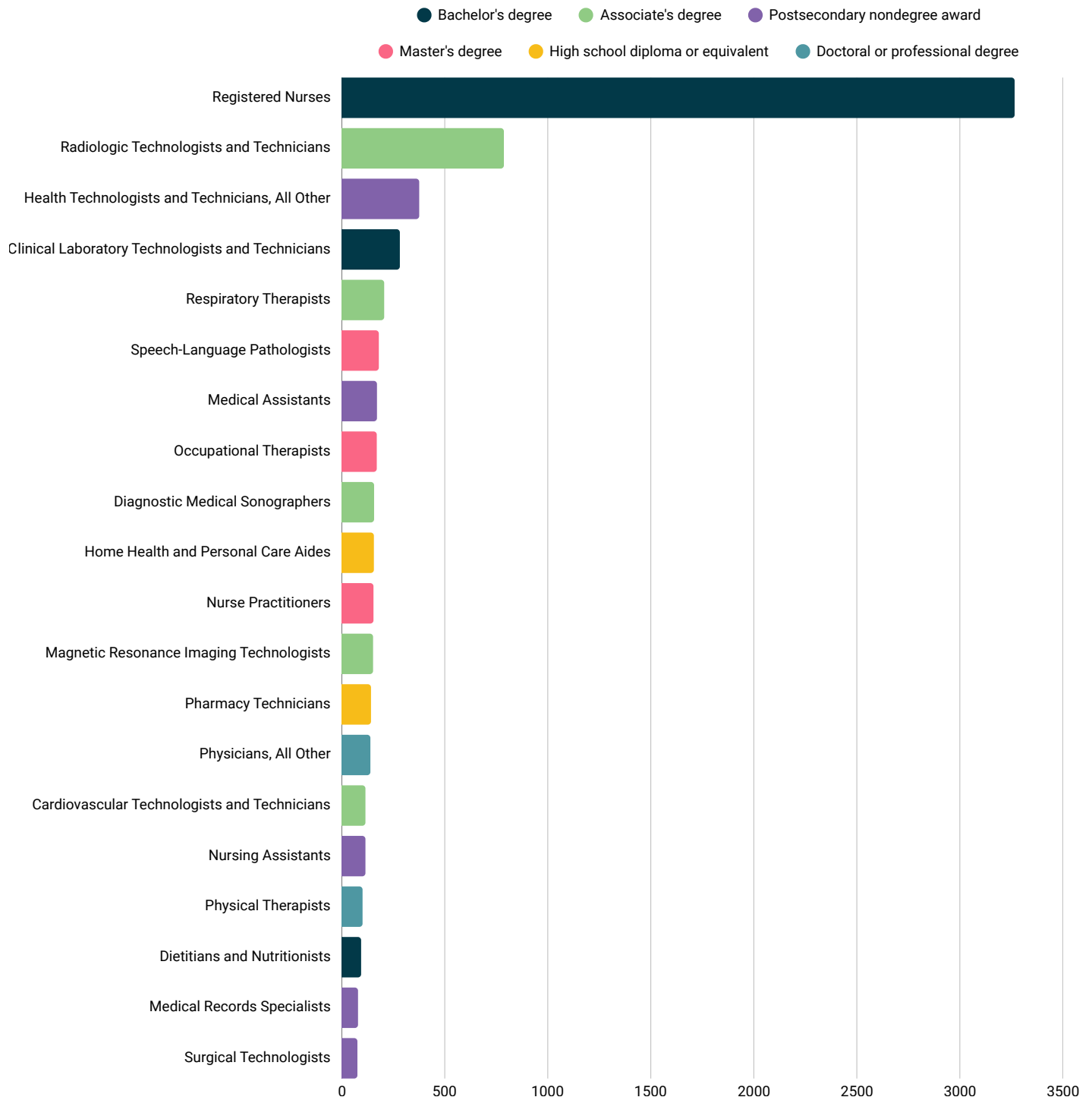




# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand Health Care occupation with 3,266 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 25.2 percent of postings. A High School Diploma or equivalent accounts for 14.6 percent of posting requirements. Other top posted jobs include Radiologic Technologists and Technicians (787 postings), Health Technologists and Technicians, All Other (376 postings), Clinical Laboratory Technologists and Technicians (282 postings), and Respiratory Therapists (206 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 increasing in line with required education, training, and experience for Health Care's top jobs. Registered Nurses, the top posted Health Care job in Q3, offers a median hourly wage of \$43.74 (\$90,979 annually). Although many positions require an Associate degree or higher, there are several jobs above the state minimum wage open to those with a High School diploma or equivalent.

### Wage Overview for Top Posted Health Care Jobs in Q3 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
29-1126	Respiratory Therapists	\$31.88	\$33.75	\$38.75	\$40.98	\$43.79
29-1127	Speech-Language Pathologists	\$30.36	\$33.35	\$41.01	\$50.00	\$53.94
31-9092	Medical Assistants	\$17.83	\$18.49	\$19.25	\$22.88	\$23.70
29-1122	Occupational Therapists	\$30.12	\$35.85	\$42.40	\$48.82	\$53.43
29-2032	Diagnostic Medical Sonographers	\$32.24	\$35.12	\$40.24	\$42.07	\$45.60
31-1128	Home Health and Personal Care Aides	\$12.26	\$14.75	\$16.41	\$18.70	\$21.14

### In-Demand Technical Skills

- Nursing
- Nursing Care
- Patient Preparation
- Radiology
- 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: 14.6%
- Associate Degree: 11.5%
- Bachelor's Degree: 25.2%
- Master's Degree: 7.1%
- Ph.D. Or professional Degree: 2.3%

### Top Posting Employers

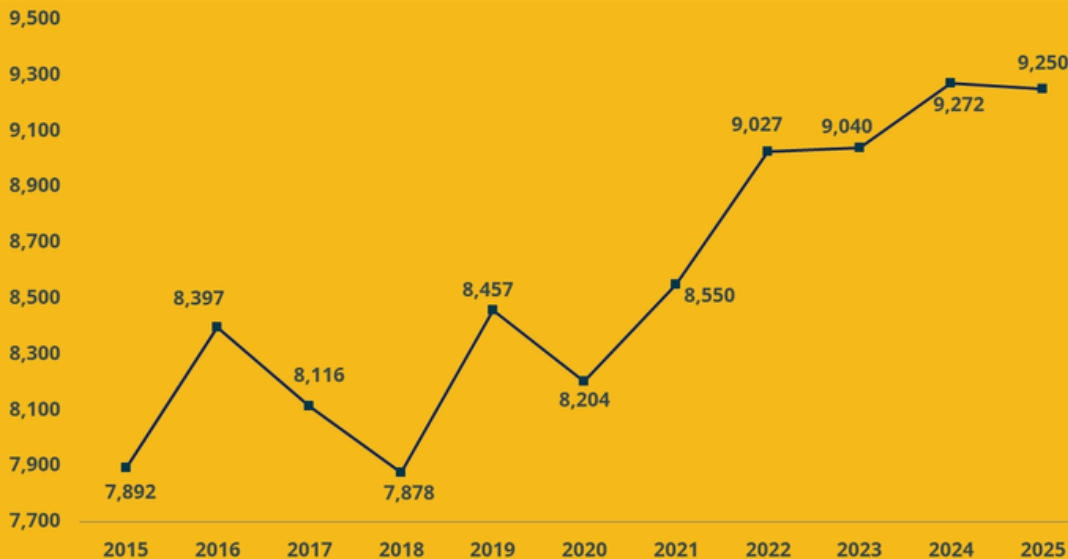
- Henry Ford Health
- Detroit Medical Center
- Tenet Healthcare
- Dmc Sinai Grace Hospital
- Dmc Harper University Hospital
- Dmc Children's Hospital Of Michigan
- AMN Healthcare
- Health Advocates Network
- Soliant Health
- Prolink S.A.S

*\*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**

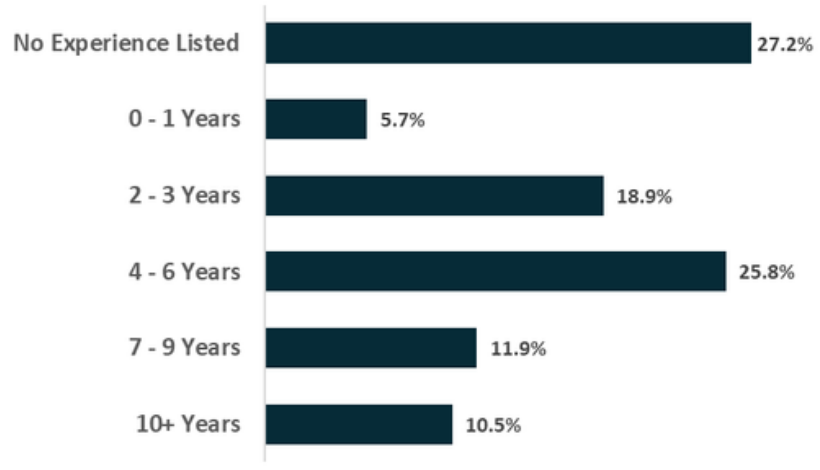
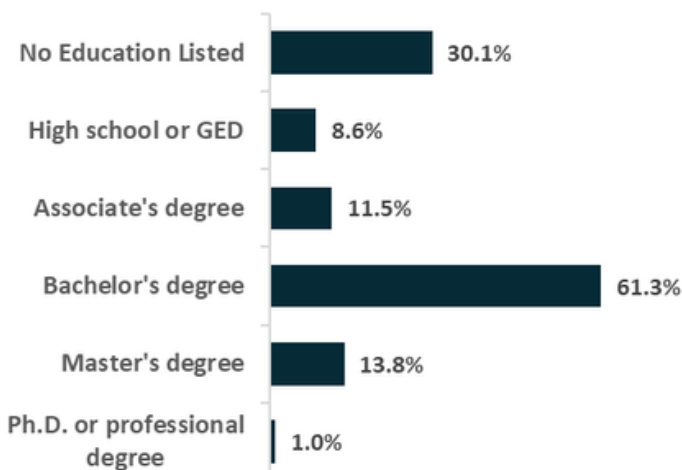


**22**  
**Information**  
**Technology Workers**  
**0.2% decrease**  
**from 2024**



## Information Technology Education and Experience

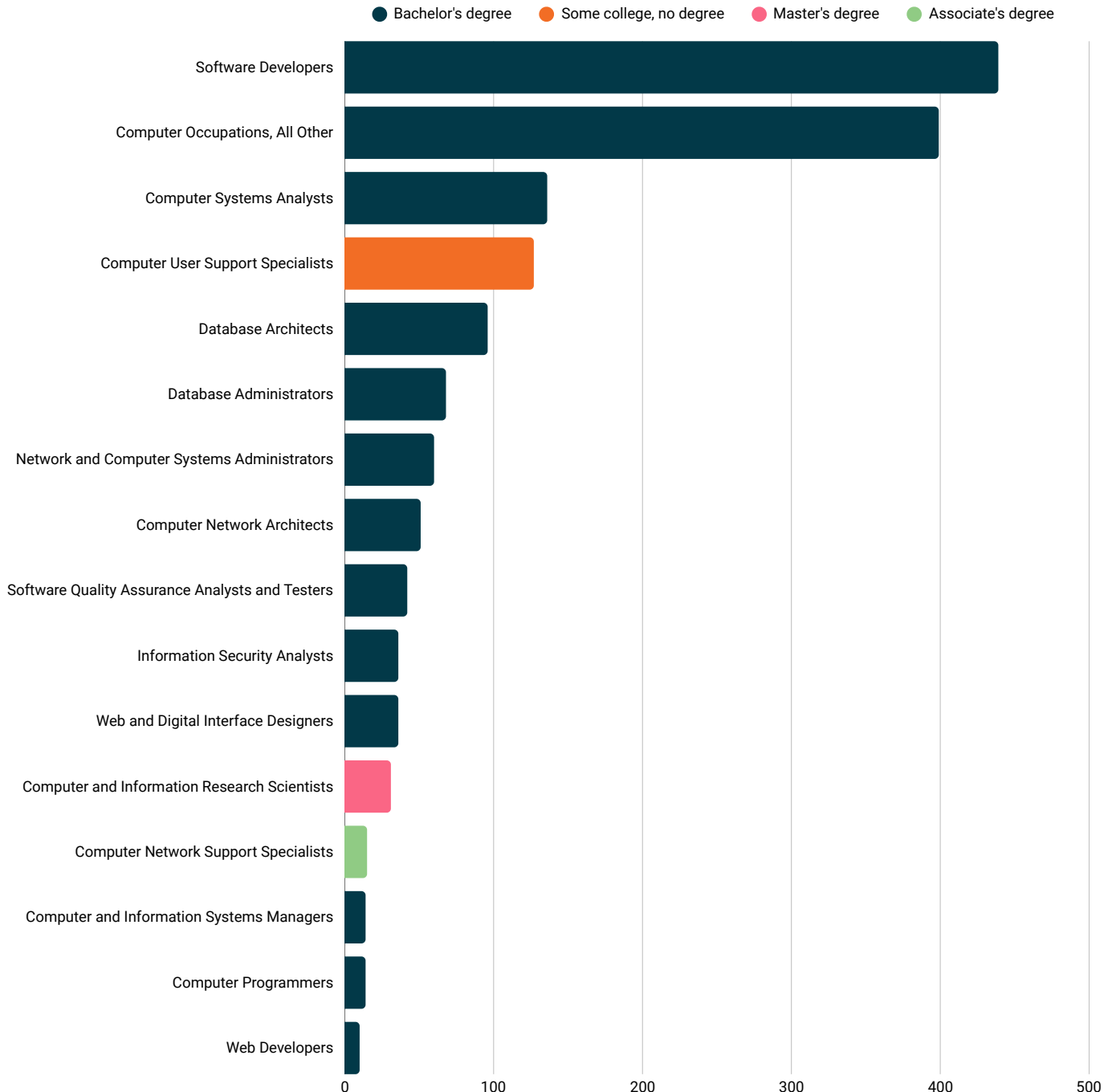
The Information Technology occupation group offers ample opportunities for active job seekers, with 1,574 postings in Q3. A Bachelor's degree is the most in-demand education level, with a Master's degree, the second most required education level. Many IT occupation postings were open to workers with four to six years of experience, with 406 postings. Workers with two to three years of experience are also heavily in-demand with 298. Although 428 postings do not request any specific experience level, 90 postings requested workers with zero to one year of experience.



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q3, with 439 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 399 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (127 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 Q3, 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 (\$61,194 annually).

### Wage Overview for Top Posted Information Technology Jobs in Q3 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
15-1253	Software Quality Assurance Analysts and Testers	\$30.58	\$39.72	\$50.26	\$63.29	\$66.37
15-1212	Information Security Analysts	\$32.48	\$41.07	\$52.32	\$65.88	\$84.02

### In-Demand Technical Skills

- Computer Science
- Project Management
- Automation
- Agile Methodology
- 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)
- CompTIA A+

### In-Demand Education Level\*

- High School Diploma: 8.6%
- Associate Degree: 11.5%
- Bachelor's Degree: 61.3%
- Master's Degree: 13.8%
- Ph.D. Or professional Degree: 1.0%

### Top Posting Employers

- Deloitte
- Accenture
- Henry Ford Health
- Strategic Staffing Solutions
- Ensono
- KPMG
- R1 RCM
- PricewaterhouseCoopers
- Huntington Bancshares
- GE Aerospace

*\*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**

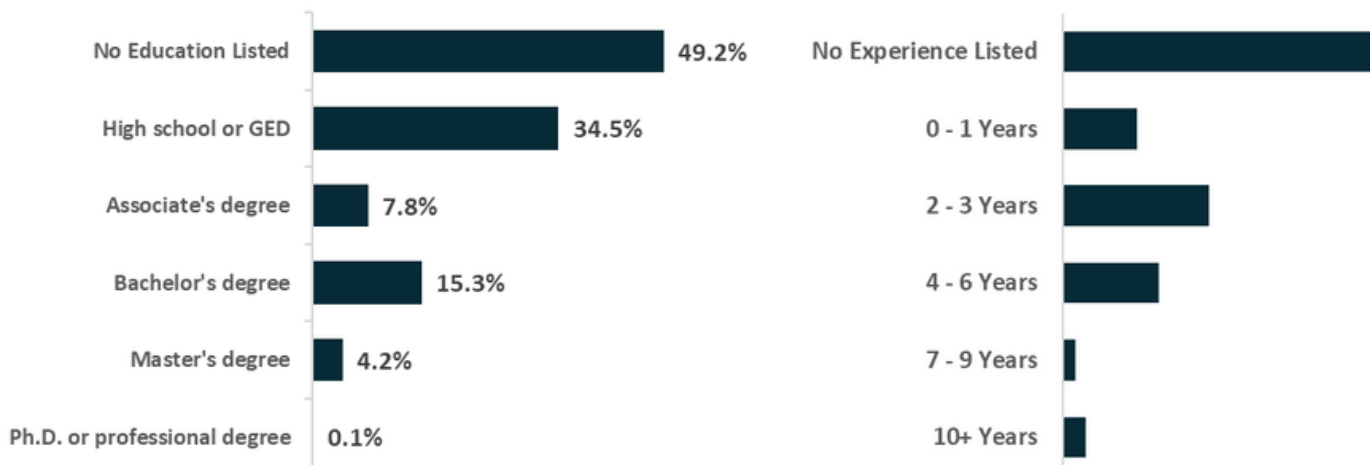


**95  
Skilled Trades  
Workers**  
**1.0% decrease  
from 2024**



## Skilled Trades Education and Experience

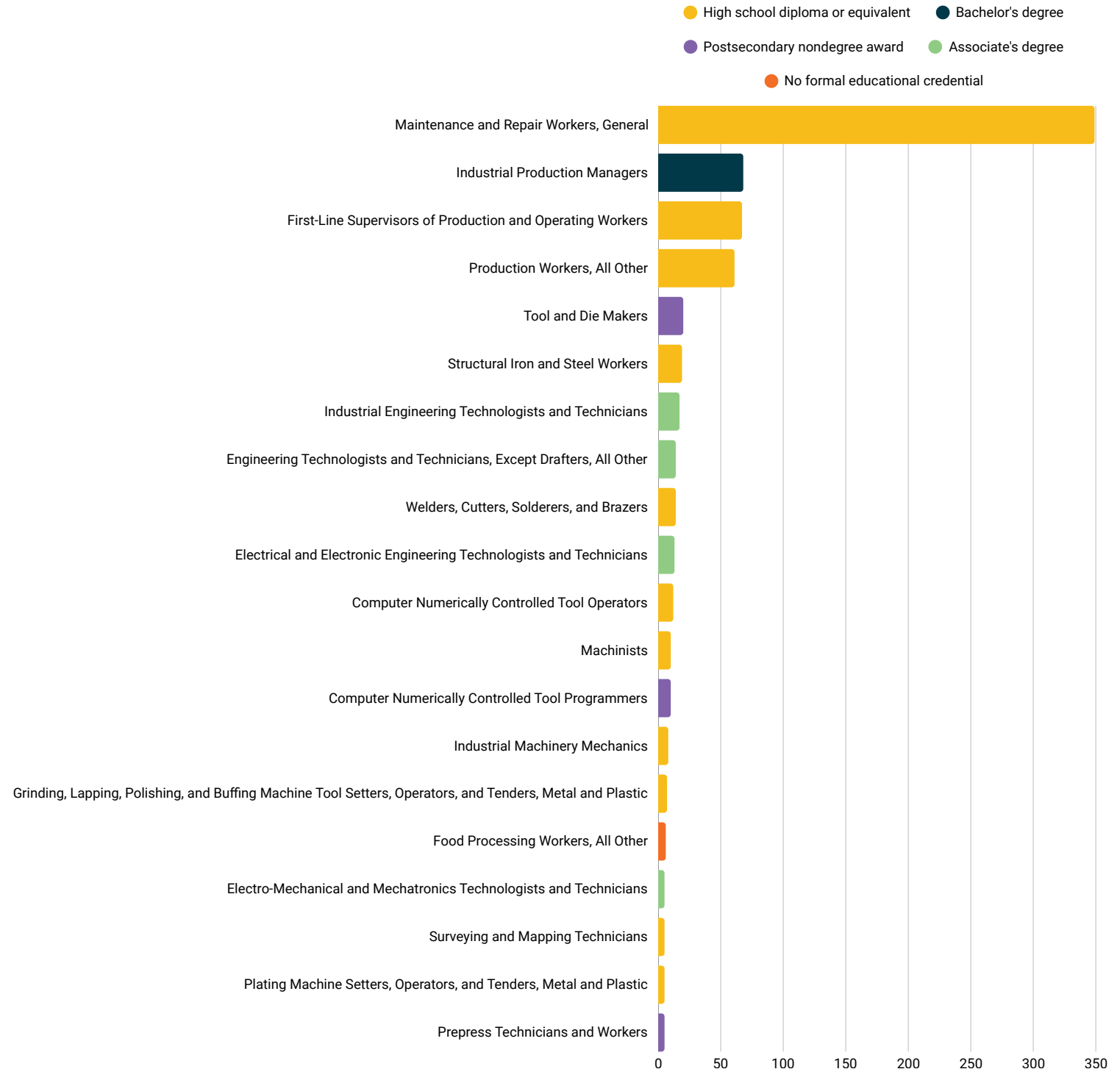
The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A High School diploma or equivalent was the most in-demand education level (252 postings), while a Bachelor's degree was the second most in-demand education level (112 postings). Many Skilled Trades occupation postings were open to workers with two to three years of experience.



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q3 (349 postings). Other top posted jobs include Industrial Production Managers (68 postings), First-Line Supervisors of Production and Operating Workers (67 postings), Production Workers, All Other (61 postings), and Tool and Die Makers (20 postings). The majority of top posted jobs in this occupation 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

Nine of the top ten in-demand Skilled Trades occupation offer median hourly wages above \$23.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q3, offered a median hourly wage of \$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 requires an additional five years or more of work experience and offers a median hourly wage of \$57.27 (\$119,122 annually).

### Wage Overview for Top Posted Skilled Trades Jobs in Q3 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
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
17-3026	Industrial Engineering Technologists and Technicians	\$23.85	\$26.79	\$31.04	\$38.15	\$44.98
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$21.67	\$23.86	\$35.12	\$40.07	\$54.11
51-4121	Welders, Cutters, Solderers, and Brazers	\$17.88	\$20.71	\$23.34	\$28.05	\$35.48
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.26	\$26.38	\$34.12	\$39.22	\$46.84

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- 10-Hour OSHA General Industry Card
- HVAC Certification
- 30-Hour OSHA General Industry Card
- Forklift Certification

### In-Demand Education Level\*

- High School Diploma: 34.5%
- Associate Degree: 7.8%
- Bachelor's Degree: 15.3%
- Master's Degree: 4.2%

### Top Posting Employers

- Aerotek
- GPAC
- Tradesmen International
- DTE Energy
- Stellantis
- Kmg Prestige
- E.W. Grobbel Sons
- Express Employment Professionals
- Venture Steel
- Marathon Petroleum

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





# WIN

## WORKFORCE INTELLIGENCE NETWORK



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for Southeast Michigan (WIN)**

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