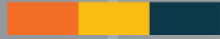


LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



JAN- MAR
Q1 2025

WININTELLIGENCE.ORG

WIN REGION

Q1
2025

INTRODUCTION

WIN Region

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ABOUT THIS REPORT

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

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

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

This report highlights labor market information and real-time job posting data for the WIN Region, including a workforce overview that identifies key components of the area's labor market such as labor force status and demographic and commuting data. The WIN analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the first quarter of 2025 labor market information from the WIN Region for all 11 occupation groups.

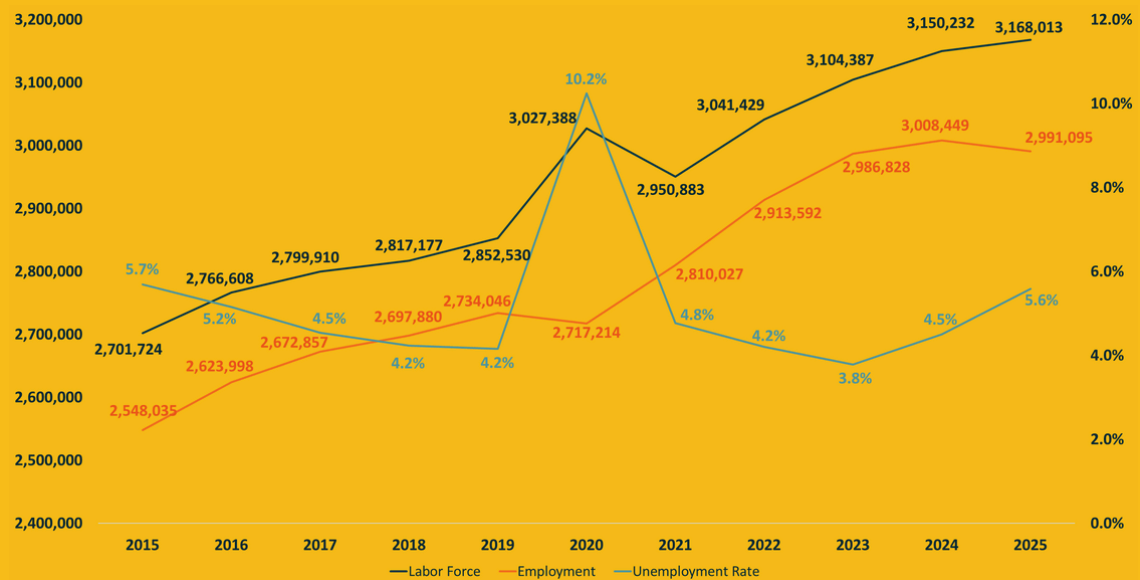
For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit WINintelligence.org or contact the data and research team directly at info@WINintelligence.org.

During the first quarter of 2025, the labor force, employment figures, and unemployment increased from Q4 2024 in southeast Michigan. The number of unemployed workers increased by 16.5 percent, the size of the labor force increased by 1.1 percent and the number of employed individuals increased by 0.3 percent. These changes suggest a cooling labor market, with slower employment growth alongside increased job-seeking activity.

Annual Labor Market Information

The labor force in southeast Michigan improved between 2024 and 2025 YTD, gaining 17,781 individuals, or 0.6 percent. Employment reported an decrease of 0.6 percent, or 17,354 less workers in 2025. The unemployment rate increased during the same period to a rate of 5.6 percent.

Annual Labor Force, Employment, Unemployment Rate
2015–2025

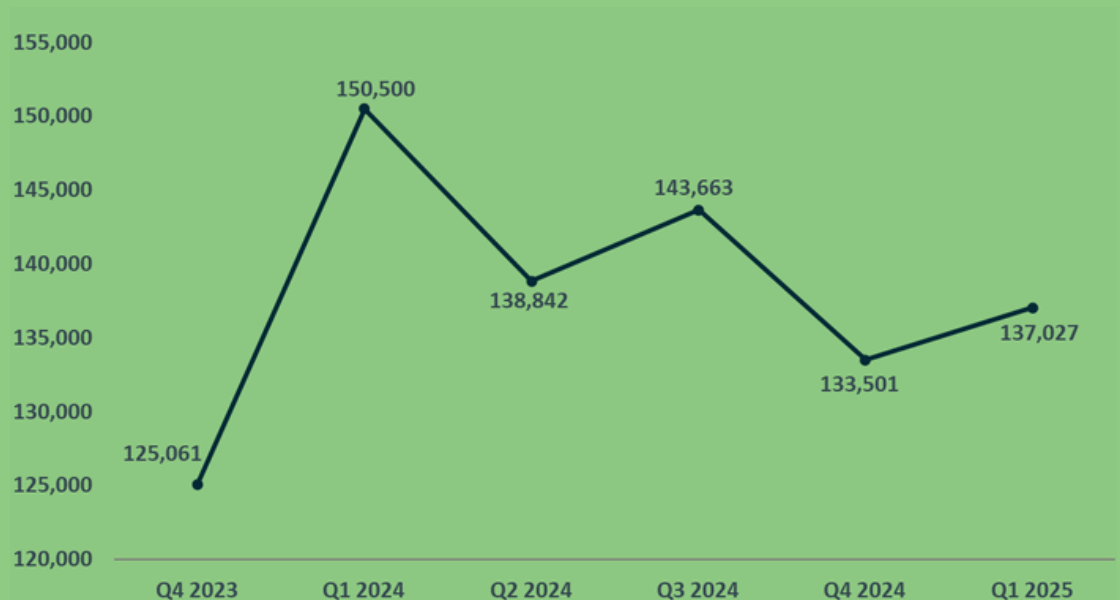


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2025, showed an increase in demand levels in southeast Michigan, up an average of 3,526 postings or 2.6 percent since Q4 2024. Over the past year, average postings have decreased by 13,473 compared with Q1 2025, down 9.0 percent.

Average Quarterly Posting Analysis WIN Region
Q4 2023 - Q1 2025



Data: Workforce Intelligence Network

Q1 ANNUAL WORKFORCE INDICATORS

2025

WIN REGION

Key Findings

2.6%

Employer demand increased by 2.6 percent, an increase of 3,526 average job postings since Q4 2024

Bachelor's Degree

Most in-demand minimum education level during Q1

In Q1, employment totaled
2,991,095

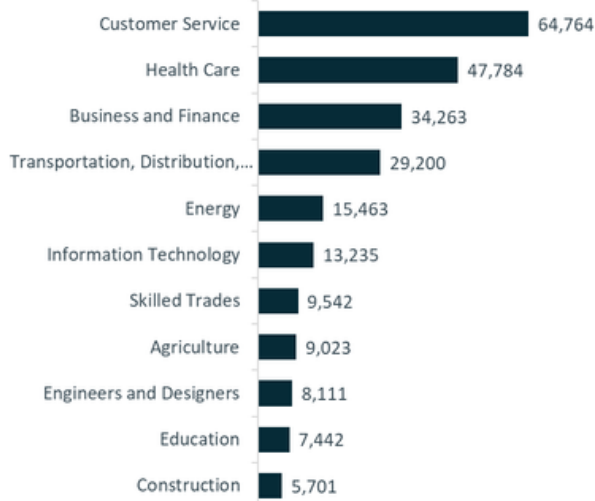
a decrease of 17,354 workers since Q4

During Q1 2025, there were 251,140 unique job postings, 8,216 (3.4 percent) more than the 242,924 postings made during Q4 2024 in the 19-county WIN region. Some occupation groups saw a decrease in postings, and some saw an increase in postings this quarter. The Customer Service occupation group had the greatest demand with 64,764 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Home Health and Personal Care Aides, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 251,140 unique postings in the WIN Region during Q1 2025, 63,812 (25.4 percent) required a Bachelor's degree, while 60,482 postings (24.1 percent) required a High School diploma or equivalent. An additional 26,845 postings (10.7 percent) required an advanced degree.

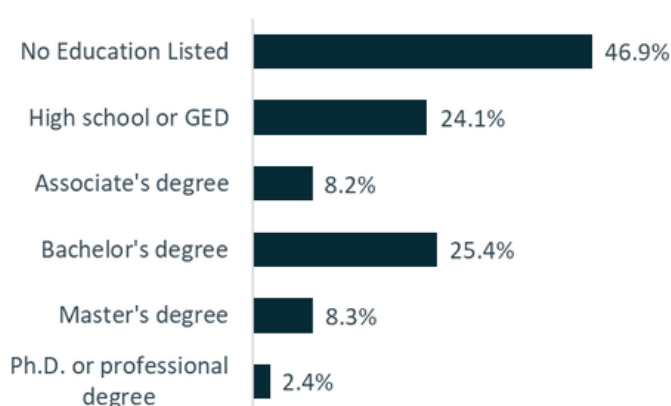
Top 11 Posting Occupation Groups

Q1 2025



In-Demand Education Levels

Q1 2025



The latest quarterly labor market data from southeast Michigan highlighted an increase in the labor force and employment. During Q1 2025, labor force figures were 1.1 percent higher (34,719 individuals) and employment was 0.3 percent higher (9,701 individuals) than in Q4 2024. The unemployment rate also increased to 5.6 percent in Q1 2025, a 0.7 percentage point increase from Q4 2024. The labor force increased by 0.7 percent from Q1 2024 while employment figures showed annual decline of 1.1 percent during the same period. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	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	3,146,389	3,153,019	3,168,227	3,133,295	3,168,013	34,719	1.1%	21,624	0.7%
Employment	3,023,585	3,016,775	3,012,040	2,981,394	2,991,095	9,701	0.3%	-32,490	-1.1%
Unemployment	122,804	136,244	156,187	151,900	176,918	25,018	16.5%	54,114	44.1%
Unemployment Rate	3.9%	4.3%	4.9%	4.8%	5.6%	0.7%	na	1.7%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the first quarter of 2025, the labor force in southeast Michigan experienced growth. The labor force is up by 17,781 individuals (0.6 percent) since 2024, while employment in the 19-county area decreased by 17,354 workers (0.6 percent). Unemployment increased by 35,135 individuals from 2024. The unemployment rate demonstrated a commensurate increase, for a 2025 YTD unemployment rate of 5.6 percent.

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	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,041,429	3,104,387	3,150,232	3,168,013	17,781	0.6%
Employment	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,913,592	2,986,828	3,008,449	2,991,095	-17,354	-0.6%
Unemployment	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	176,918	35,135	24.8%
Unemployment Rate	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	5.6%	1.1%	na

Data: Bureau of Labor Statistics

CENSUS 2023 LABOR FORCE DEMOGRAPHICS

During the most recent census year (2023) there were about 3,156,821 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2023 were those individuals 24 years old or younger, accounting for an unemployment rate of 29.1 percent for males and 25.1 percent for females. Overall, males in the region had a higher unemployment rate than females, with 6.3 percent and 6.2 percent respectively, in 2023. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 28.3 percent. Those job seekers who identified as Native Hawaiian or Pacific Islander also had a difficult time finding employment and had an unemployment rate of 14.7 percent. Asian job seekers had the lowest unemployment rate of 4.0 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,156,821	2,954,128	202,693	6.4%
Sex				
Male 16+	1,646,664	1,542,602	104,062	6.3%
16-19	66,385	54,480	11,905	17.9%
20-24	156,252	138,769	17,483	11.2%
25-54	1,033,669	977,093	56,576	5.5%
55-64	289,560	276,054	13,506	4.7%
65 Plus	100,798	96,206	4,592	4.6%
Female 16+	1,500,685	1,408,031	92,654	6.2%
16-19	71,398	61,363	10,035	14.1%
20-24	155,472	138,335	17,137	11.0%
25-54	927,865	876,558	51,307	5.5%
55-64	260,479	250,193	10,286	3.9%
65 Plus	85,471	81,582	3,889	4.6%
Race				
White	2,248,953	2,085,339	112,224	5.0%
Black / African American	524,944	457,858	65,140	12.4%
Native American	7,429	6,873	2,100	28.3%
Asian	146,785	140,912	5,839	4.0%
Native Hawaiian / Pacific Islander	633	555	93	14.7%
Some Other Race	49,169	44,337	4,172	8.5%
Two or More Races	172,612	156,656	13,513	7.8%
Ethnicity				
Hispanic	160,463	146,417	12,045	7.5%

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

POPULATION DEMOGRAPHICS

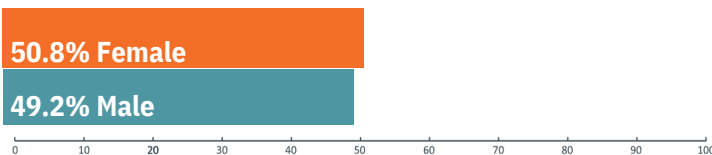
2023 Census Population

According to data from the most recent Census Bureau (2023, ACS five-year estimates), 6,263,168 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as White (66.2 percent) with the second largest number of individuals identifying as Black or African American (17.1 percent). The region is facing an aging populace; with 31.2 percent of the population over the age of 54, compared to 30.6 percent under the age of 25.

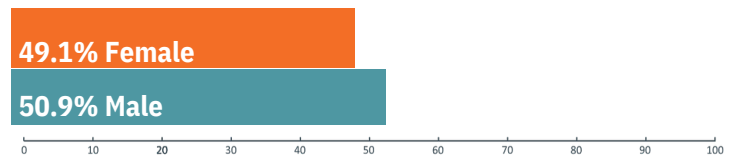
2025 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2025, the workforce had a total of 2,775,047 individuals working in southeast Michigan. A slight majority, 50.9 percent (1,408,913 workers) were male, while 49.1 percent (1,357,689 workers) of the workforce was female. Most workers in the region identified as White, accounting for 73.4 percent of the workforce, while Black or African American workers totaled 15.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.7 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (62.6 percent), while 23.3 percent of workers are 55 and older.

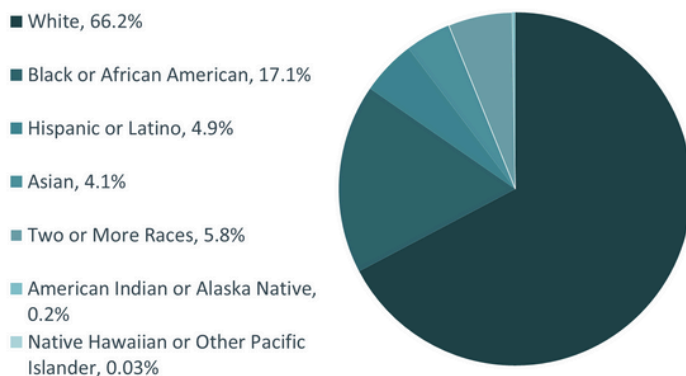
Population Gender Demographics



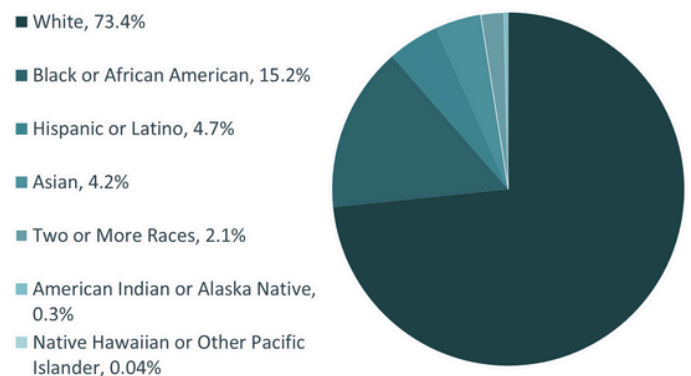
Workforce Gender Demographics



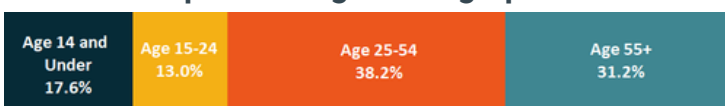
Population Race Demographics



Workforce Race and Ethnicity Demographics

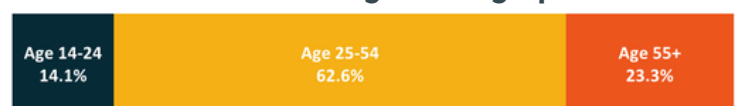


Population Age Demographics



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

Workforce Age Demographics

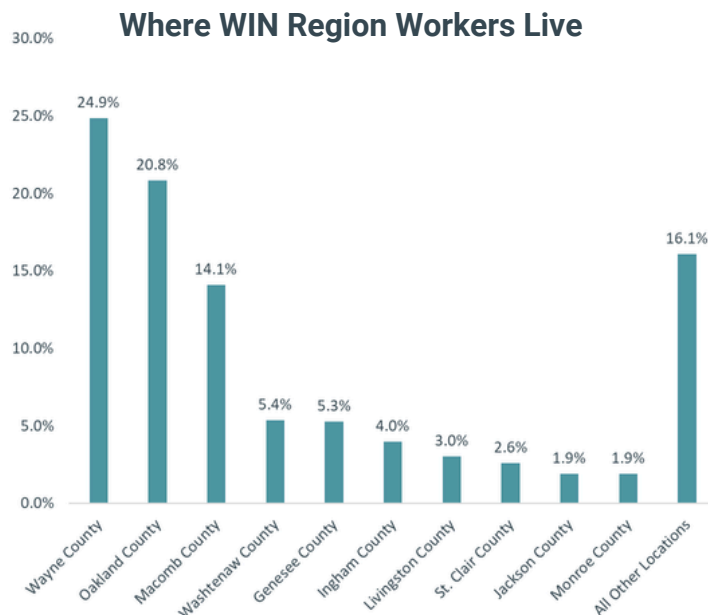
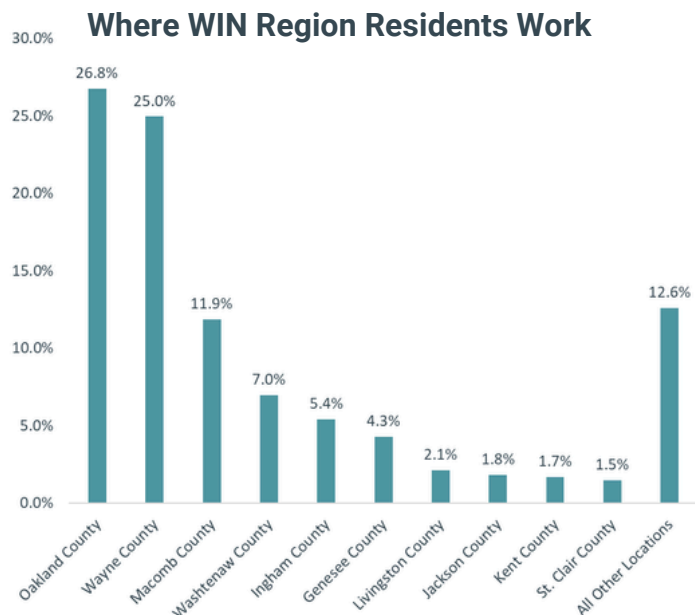


Data: Lightcast | Analysis: Workforce Intelligence Network

Q1 2025 REGIONAL COMMUTING PATTERNS

WIN REGION

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

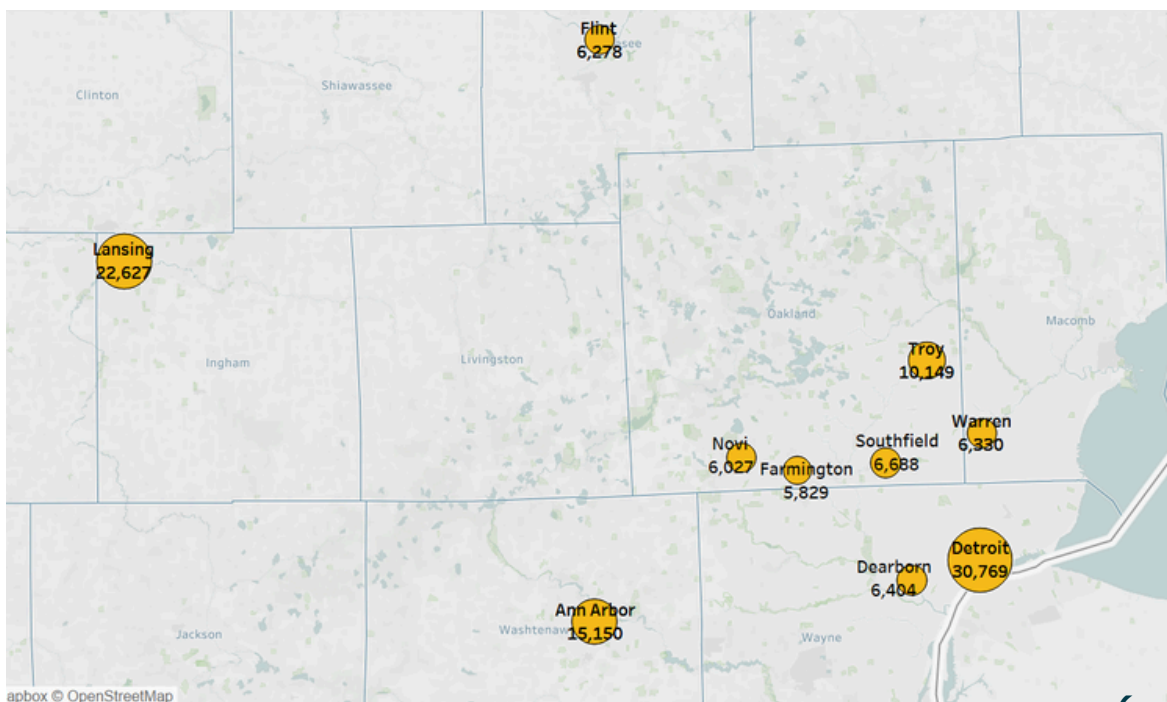


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

Detroit: 30,769 Postings
Lansing: 22,627 Postings
Ann Arbor: 15,150 Postings
Troy: 10,149 Postings
Southfield: 6,688 Postings
Livonia: 6,404 Postings
Dearborn: 6,330 Postings
Warren: 6,278 Postings
Flint: 6,027 Postings
Novi: 5,829 Postings



TOP POSTED JOBS

Top Posted Jobs: Q1 2025

Registered Nurses is the top posted occupation for Q1 2025 with 12,695 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,451 postings) and Heavy and Tractor-Trailer Truck Drivers (4,858 postings) round out the top three demanded occupations, requiring no formal educational credential and a postsecondary nondegree award, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree, while seven occupations required a High School diploma or no formal educational credential.

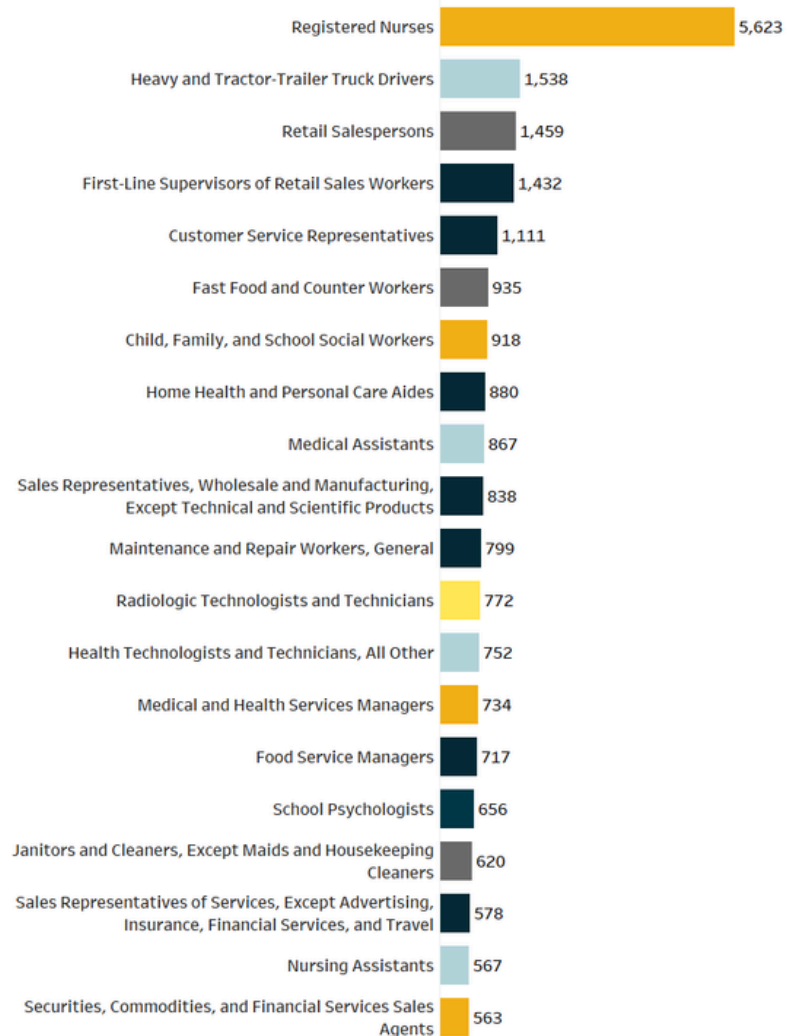


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q1 2025

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 23.8 percent (59,891 online job ads) of postings in WIN region. More than half of the top ten entry-level occupations require a High School diploma or equivalent, or no formal educational credential. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 33.7 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,623 postings, followed by Heavy and Tractor-Trailer Truck Drivers with 1,538 postings.



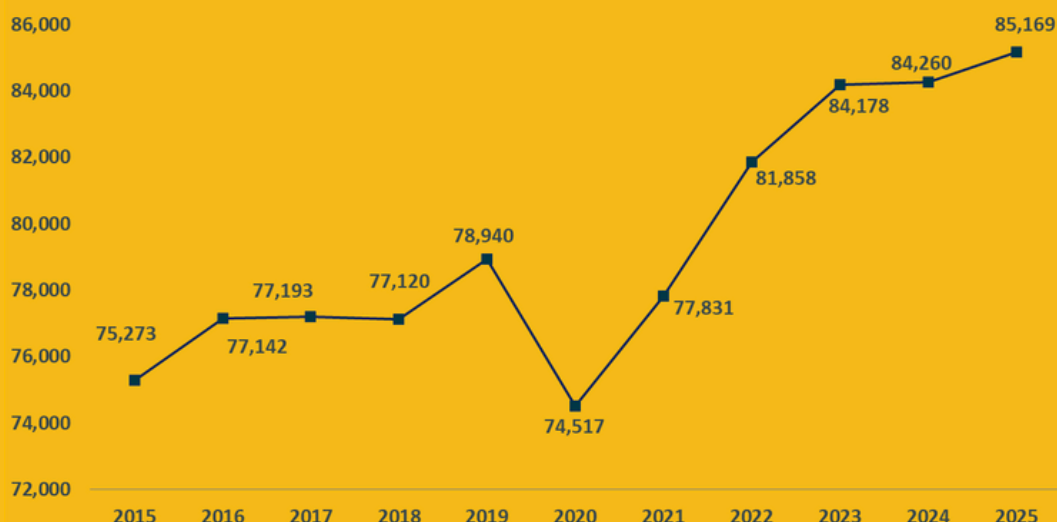
Typical Entry Education

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

AGRICULTURE OCCUPATION GROUP

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

Employment Over Time
2015-2025



909
Agriculture
Workers

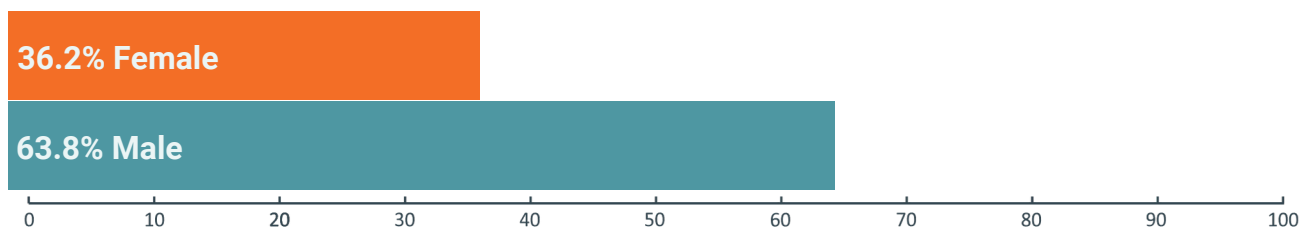
1.1% increase
from 2024



Agriculture Worker Demographics

According to Q1 2025 Lightcast data, the 85,169 workers in the Agriculture group are not particularly diverse. Just 14.3 percent of the related workforce is under 25. Female workers account for 36.2 percent of the current workforce and only 23.2 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.8% White | 7.6% Hispanic or Latino | 10.6% Black or African-American

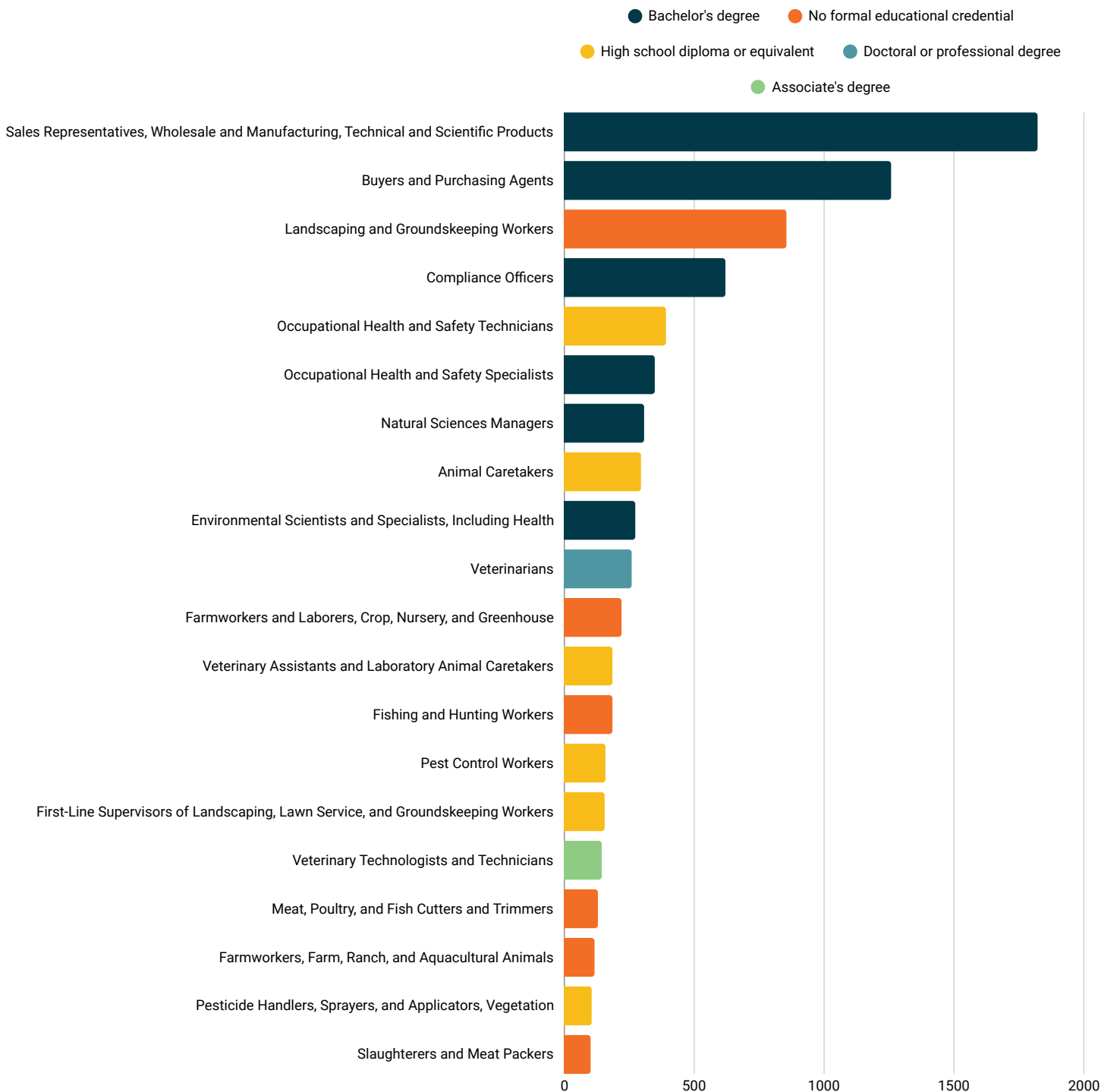
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q1 2025, there were a total of 9,023 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers during Q1 2025, with 1,822 postings. Buyers and Purchasing Agents was in the second position with 1,258 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (855 postings), Compliance Officers (620 postings), and Occupational Health and Safety Technicians (391 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Wages in the Agriculture field do not necessarily scale with education or experience as seen in other occupations. The Agriculture occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a High School diploma or equivalent. Over half of the top jobs pay over \$35 per hour. Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products, the top posted Agriculture job, offers a median hourly wage of \$59.74 per hour or an annual salary of about \$124,259.

Wage Overview for Top Posted Agriculture Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.76	\$38.96	\$59.74	\$79.91	\$106.33
13-1028	Buyers and Purchasing Agents	\$22.19	\$28.42	\$36.49	\$46.64	\$57.38
37-3011	Landscaping and Groundskeeping Workers	\$14.14	\$16.30	\$17.82	\$20.99	\$24.88
13-1041	Compliance Officers	\$22.52	\$27.81	\$35.64	\$48.50	\$53.94
19-5012	Occupational Health and Safety Technicians	\$21.84	\$24.93	\$29.37	\$35.89	\$52.33
19-5011	Occupational Health and Safety Specialists	\$24.98	\$30.23	\$38.40	\$47.26	\$55.37
11-9121	Natural Sciences Managers	\$36.21	\$46.90	\$59.50	\$83.61	\$109.55
39-2021	Animal Caretakers	\$12.30	\$13.36	\$14.30	\$16.50	\$21.09
19-2041	Environmental Scientists and Specialists, Including Health	\$22.54	\$27.34	\$35.27	\$43.55	\$51.84
29-1131	Veterinarians	\$38.22	\$44.29	\$50.94	\$62.35	\$75.41

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.4%
- Associate degree: 6.6%
- Bachelor's degree: 34.0%
- Master's degree: 6.5%

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

Top Posting Employers

- State of Michigan
- University Of Michigan
- The Davey Tree Expert Company
- Michigan State University
- Ford
- Henry Ford Health
- University of Michigan-Ann Arbor
- Veterinary United
- PetCo
- Banfield Pet Hospital

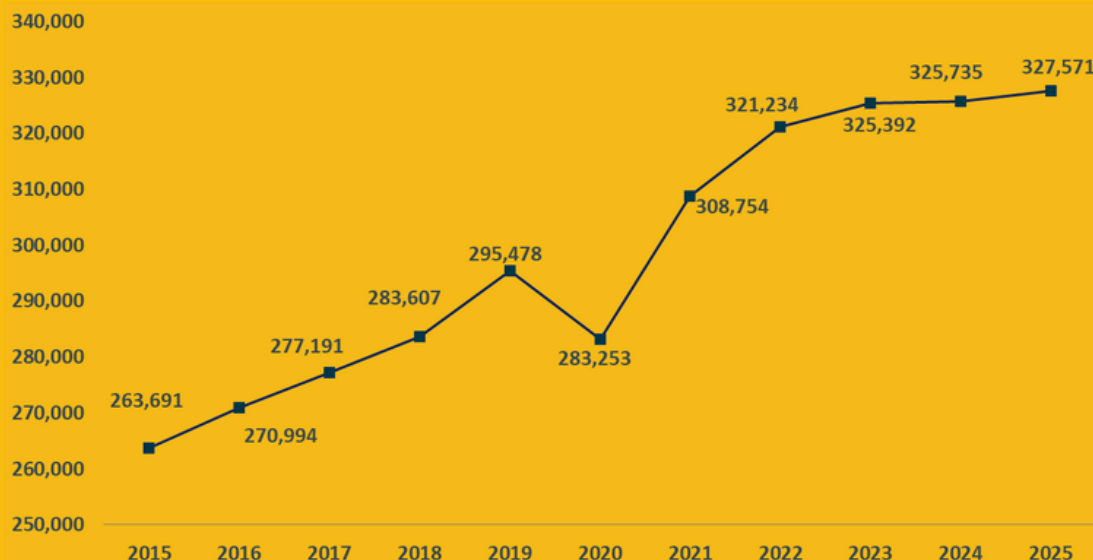
Job Postings by City

1. Detroit: 995 Postings
2. Lansing: 932 Postings
3. Ann Arbor: 694 Postings
4. Troy: 329 Postings
5. Warren: 283 Postings
6. Farmington Hills: 220 Postings
7. Livonia: 210 Postings
8. Dearborn: 208 Postings
9. Auburn Hills: 199 Postings
10. Novi: 190 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2015-2025



1,836
Business and
Finance Workers

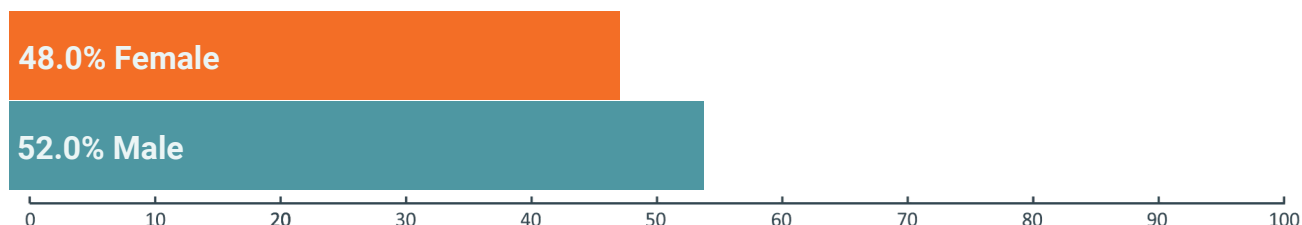
0.6% increase
from 2024



Business and Finance Worker Demographics

In Q1 2025, there were 327,571 workers in the Business and Finance occupation group. This group is primarily made up of males (52.0 percent) between the ages of 25 and 54 (70.3 percent), with 48.0 percent of workers identifying as female and just 19.1 percent identifying as a racial minority. Also of note, 4.7 percent of the workers in the occupation group were under the age of 25, compared to the 25.1 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.9% White | **4.1% Asian** | **9.8% Black or African-American**

Worker Age Demographics

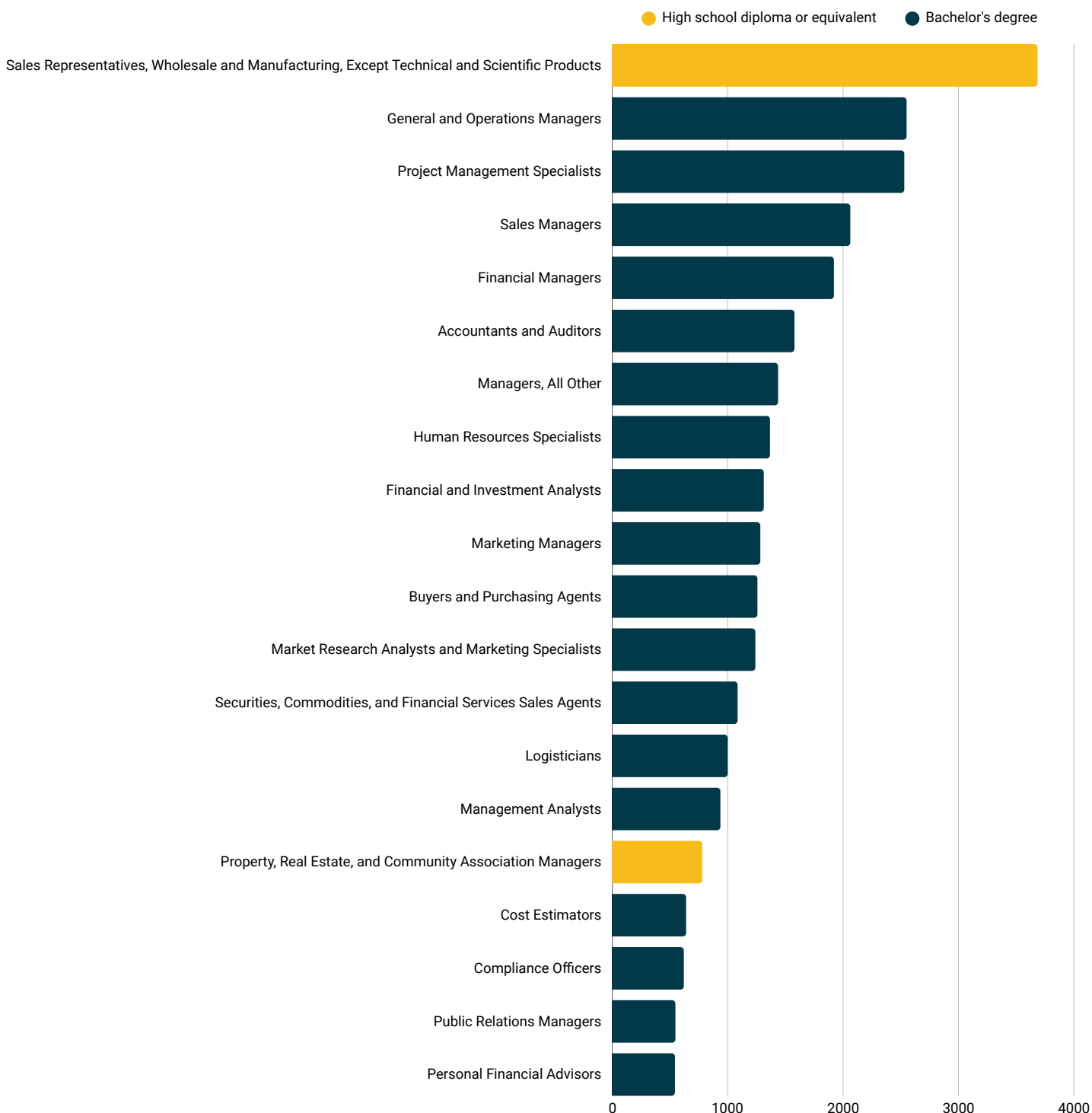


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q1 2025, there were a total of 34,263 job postings for Business and Finance workers, an increase of 313 postings or 0.9 percent since Q4 2024. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q1 2025 with 3,686 postings. General and Operations Managers was in the second position with 2,551 postings. Other top posted jobs include Project Management Specialists (2,531 postings), Sales Managers (2,063 postings), and Financial Managers (1,921 postings).



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

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

Wage Overview for Top Posted Business and Finance Jobs in 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	\$18.95	\$25.02	\$35.85	\$48.98	\$64.97
11-1021	General and Operations Managers	\$23.12	\$31.92	\$48.91	\$75.16	\$106.25
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$62.08	\$68.63
11-2022	Sales Managers	\$36.46	\$50.84	\$74.56	\$93.81	\$111.42
11-3031	Financial Managers	\$37.32	\$49.95	\$64.53	\$82.77	\$108.81
13-2011	Accountants and Auditors	\$24.88	\$29.80	\$37.46	\$47.62	\$61.12
11-9199	Managers, All Other	\$35.74	\$48.16	\$62.00	\$78.87	\$95.80
13-1071	Human Resources Specialists	\$21.73	\$25.58	\$32.33	\$41.94	\$50.56
13-2051	Financial and Investment Analysts	\$29.62	\$34.63	\$40.84	\$50.50	\$62.17
11-2021	Marketing Managers	\$37.44	\$50.02	\$65.18	\$82.41	\$104.53

In-Demand Technical Skills

- Project Management
- Marketing
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Sales
- Leadership
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 15.6%
- Associate degree: 7.0%
- Bachelor's degree: 58.2%
- Master's degree: 12.7%

Top Posting Employers

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

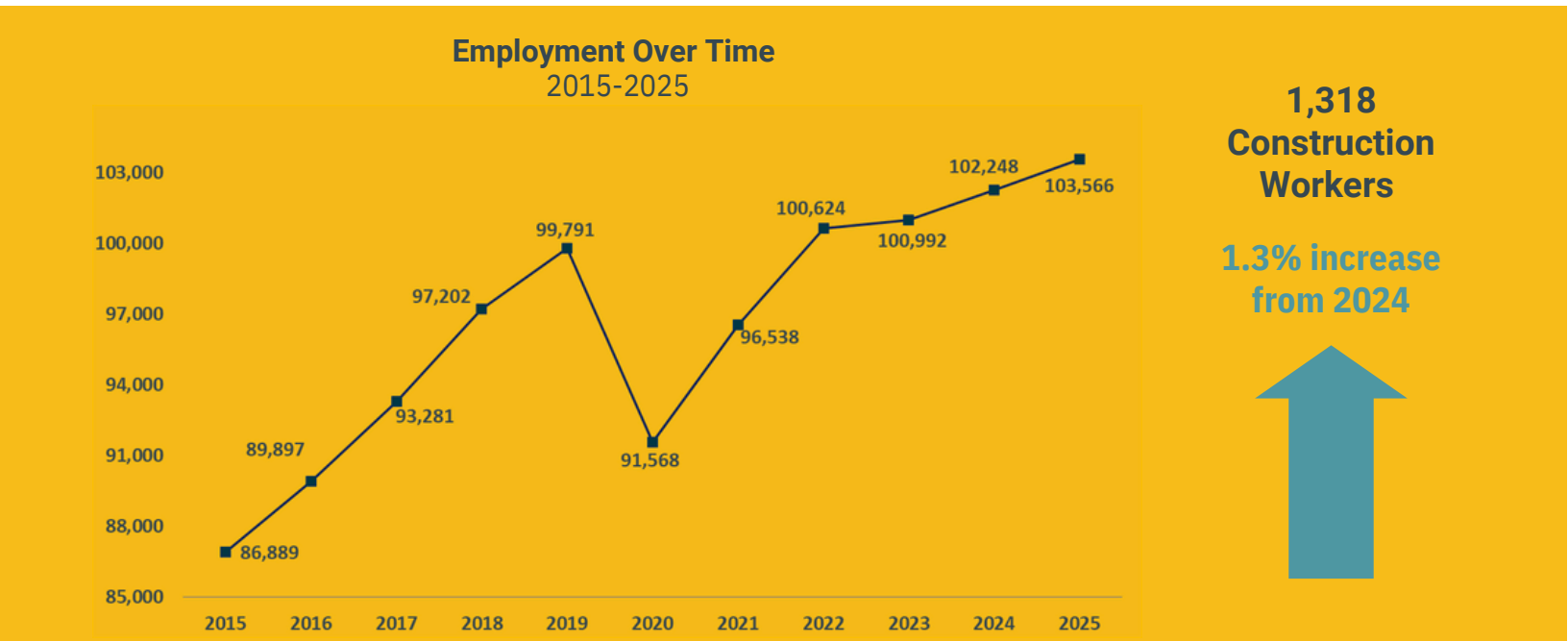
Job Postings by City

1. Detroit: 6,038 Postings
2. Lansing: 5,235 Postings
3. Ann Arbor: 2,327 Postings
4. Troy: 1,927 Postings
5. Southfield: 1,275 Postings
6. Livonia: 1,004 Postings
7. Auburn Hills: 930 Postings
8. Novi: 925 Postings
9. Farmington Hills: 909 Postings
10. Dearborn: 887 Postings

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

CONSTRUCTION OCCUPATION GROUP

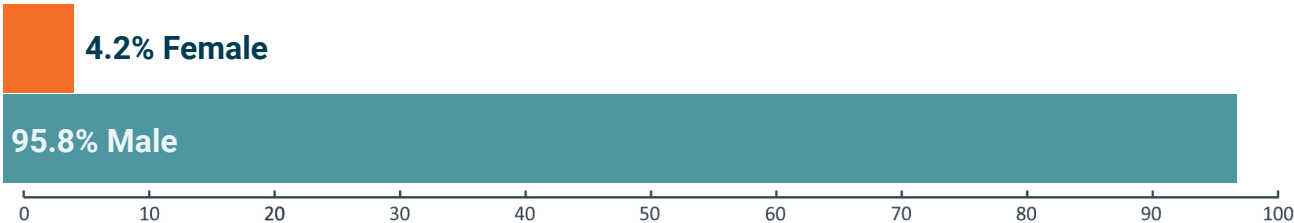
Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important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



Construction Worker Demographics

According to Q1 2025 Lightcast data, the 103,566 workers in the Construction group are not particularly diverse. Just 11.5 percent of the related workforce is under 25. Female workers account for 4.2 percent of the current workforce and only 16.6 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

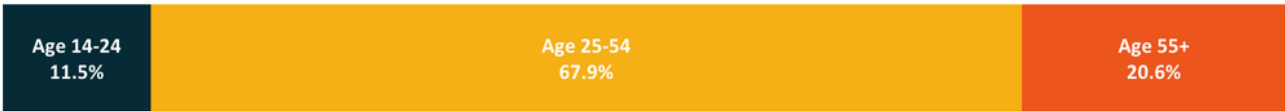
Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

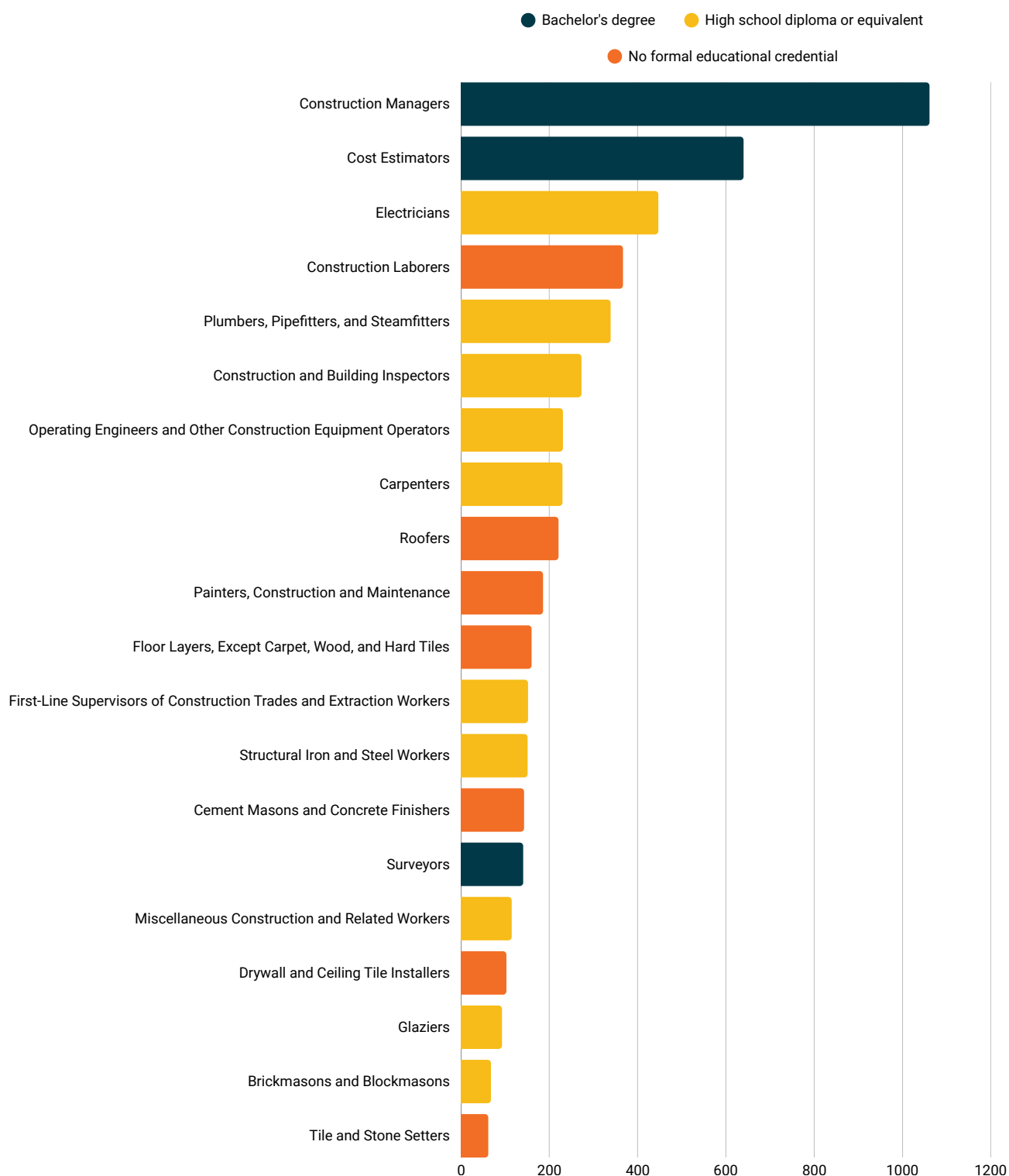


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 5,701 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q1 2025, with 1,061 postings. Construction Estimators was in the second position with 640 postings. Other top posted jobs include Electricians (447 postings), Construction Laborers (367 Postings), and Plumbers, Pipefitters, and Steamfitters (339 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. All of the top jobs pay over \$23 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$51.13 per hour or an annual salary of about \$106,350. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$37.24 per hour or \$77,459 annually.

Wage Overview for Top Posted Construction Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$35.98	\$41.25	\$51.13	\$64.60	\$83.78
13-1051	Cost Estimators	\$21.63	\$28.13	\$36.67	\$46.89	\$58.68
47-2111	Electricians	\$18.76	\$24.06	\$32.68	\$39.50	\$46.95
47-2061	Construction Laborers	\$17.24	\$19.75	\$23.51	\$28.56	\$31.81
47-2152	Plumbers, Pipefitters, and Steamfitters	\$19.02	\$23.97	\$37.24	\$43.51	\$49.03
47-4011	Construction and Building Inspectors	\$22.23	\$27.64	\$33.21	\$38.57	\$43.73
47-2073	Operating Engineers and Other Construction Equipment Operators	\$21.90	\$24.23	\$29.34	\$36.46	\$39.91
47-2031	Carpenters	\$20.41	\$23.39	\$28.57	\$34.75	\$38.58
47-2181	Roofers	\$18.39	\$22.40	\$29.32	\$34.53	\$38.69
47-2141	Painters, Construction and Maintenance	\$16.87	\$19.03	\$23.82	\$29.45	\$33.13

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Construction Management
- Hand Tools

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.8%
- Associate degree: 5.0%
- Bachelor's degree: 18.7%
- Master's degree: 1.9%

Top Posting Employers

- GPAC
- Aerotek
- Actalent
- Express Employment Professionals
- CBRE
- Jobot
- Christman & Company
- Tradesmen International
- General Motors
- DTE Energy

Job Postings by City

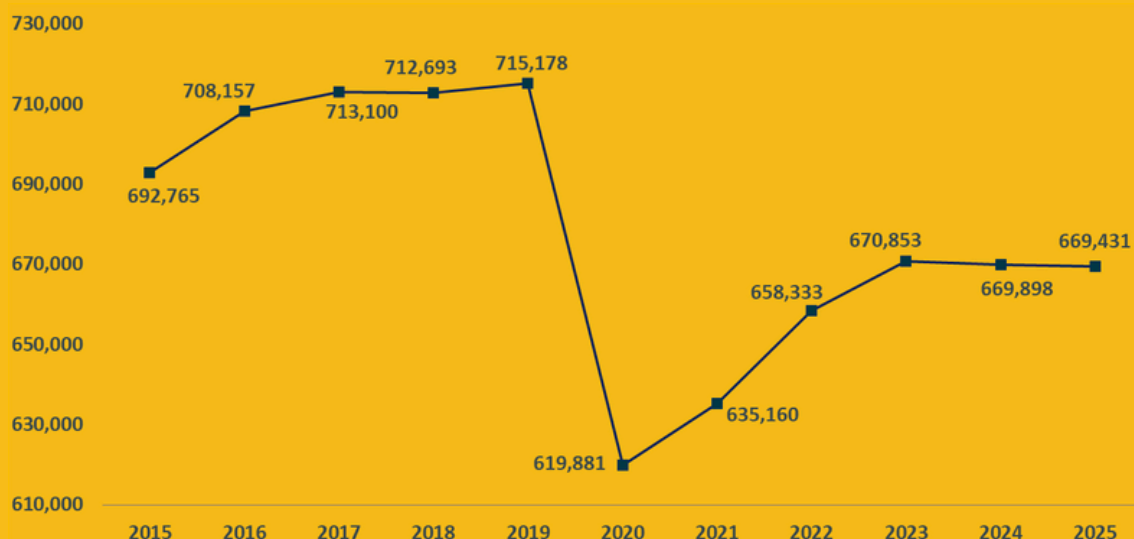
1. Detroit: 861 Postings
2. Lansing: 450 Postings
3. Ann Arbor: 301 Postings
4. Livonia: 229 Postings
5. Flint: 157 Postings
6. Warren: 141 Postings
7. Pontiac: 137 Postings
8. Troy: 136 Postings
9. Sterling Heights: 130 Postings
10. Novi: 128 Postings

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

CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over Time
2015-2025



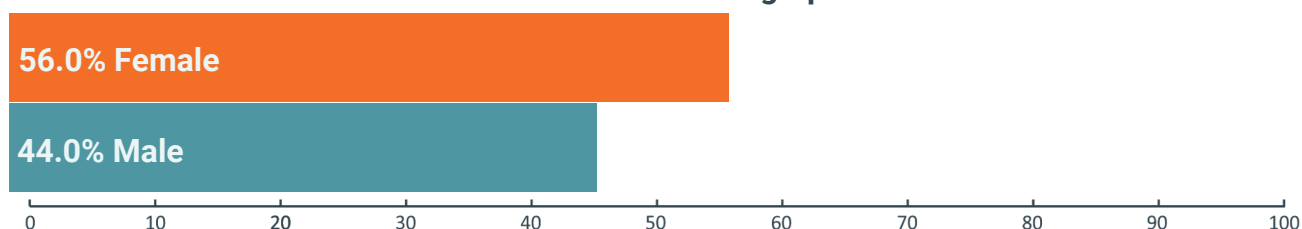
467
Customer
Service Workers
0.1% decrease
from 2024



Customer Service Worker Demographics

In Q1 2025, there were 669,431 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) between the ages of 25 and 54 (52.8 percent), with 44.0 percent of workers identifying as male and 27.0 percent identifying as a racial minority. Roughly 26.7 percent of the workers were under the age of 25, compared to the 20.5 percent 55 years of age or older.

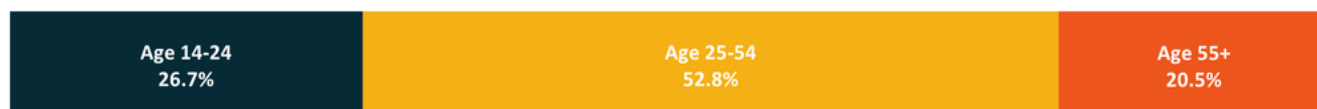
Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | **5.3% Hispanic or Latino** | **15.5% Black or African-American**

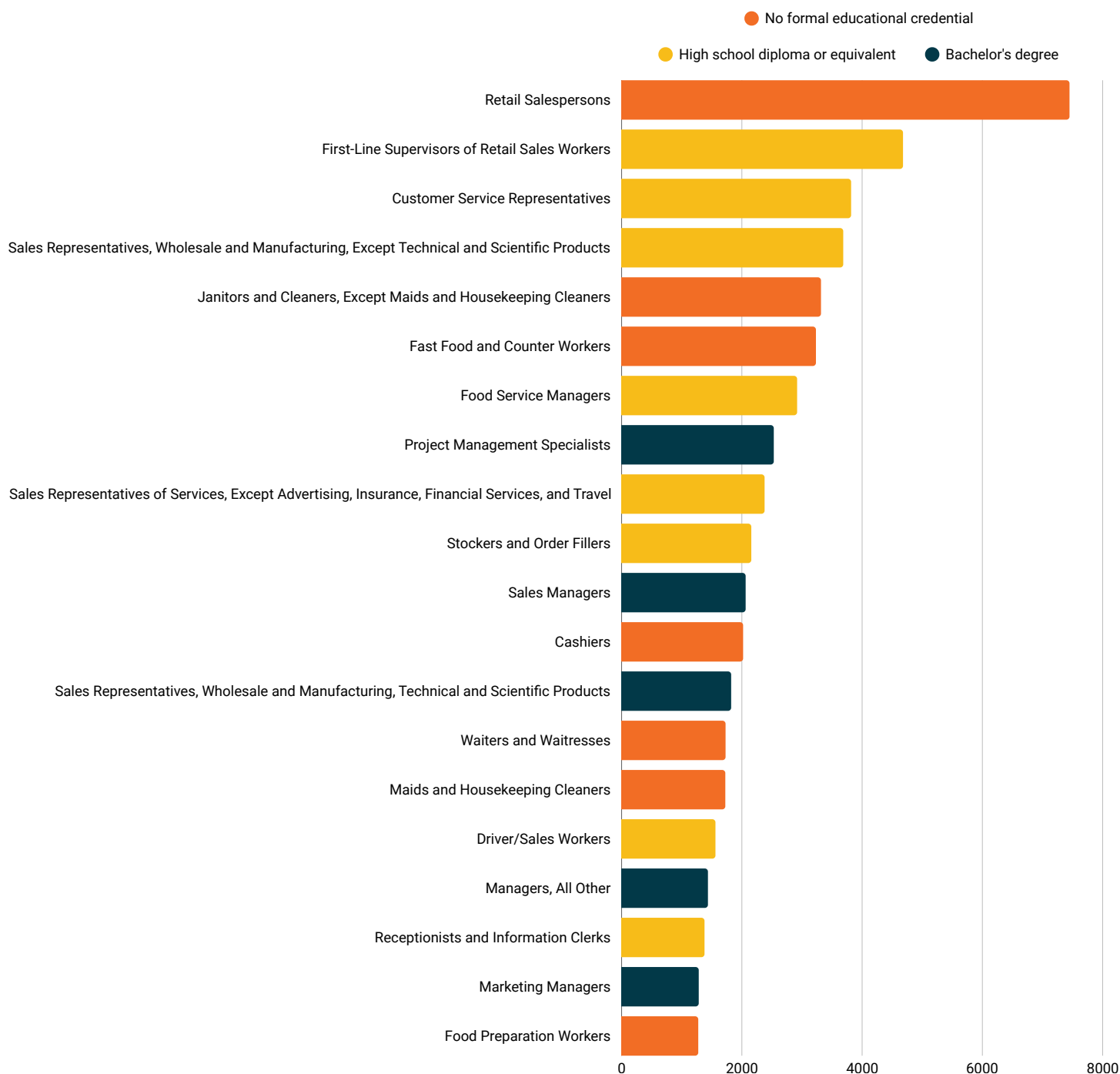
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q1 2025, there were a total of 64,764 job postings for Customer Service workers, an increase of 4,454 or 7.4 percent since Q4 2024. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q1 2025, with 7,449 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 4,680 postings. Other top posted jobs include Customer Service Representatives (3,817 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,686 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (3,316 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, the Customer Service occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. Six of the top ten jobs pay over \$18 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$15.72 per hour or an annual salary of about \$32,698. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$22.05 per hour or \$45,864 annually.

Wage Overview for Top Posted Customer Service Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$12.02	\$13.50	\$15.72	\$17.99	\$23.14
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.50	\$17.66	\$22.05	\$27.84	\$35.75
43-4051	Customer Service Representatives	\$14.48	\$16.64	\$19.68	\$24.98	\$31.21
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.95	\$25.02	\$35.85	\$48.98	\$64.97
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.47	\$14.52	\$16.48	\$18.38	\$21.08
35-3023	Fast Food and Counter Workers	\$11.13	\$12.82	\$13.94	\$14.84	\$17.09
11-9051	Food Service Managers	\$22.28	\$25.05	\$29.78	\$36.43	\$42.70
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$62.08	\$68.63
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$18.44	\$24.48	\$35.50	\$49.08	\$69.95
53-7065	Stockers and Order Fillers	\$13.88	\$15.12	\$17.06	\$19.49	\$23.37

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communication
- Management
- Leadership

In-Demand Certifications

- Valid Driver's License
- Food Handler's Card
- Project Management Professional Certification
- ServSafe Certification
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 27.3%
- Associate degree: 3.4%
- Bachelor's degree: 18.2%
- Master's degree: 3.4%

Top Posting Employers

- Kroger
- Meijer
- Domino's Pizza
- Walmart
- Arby's
- AutoZone
- Subway
- Taco Bell
- The Home Depot
- Sam's Club

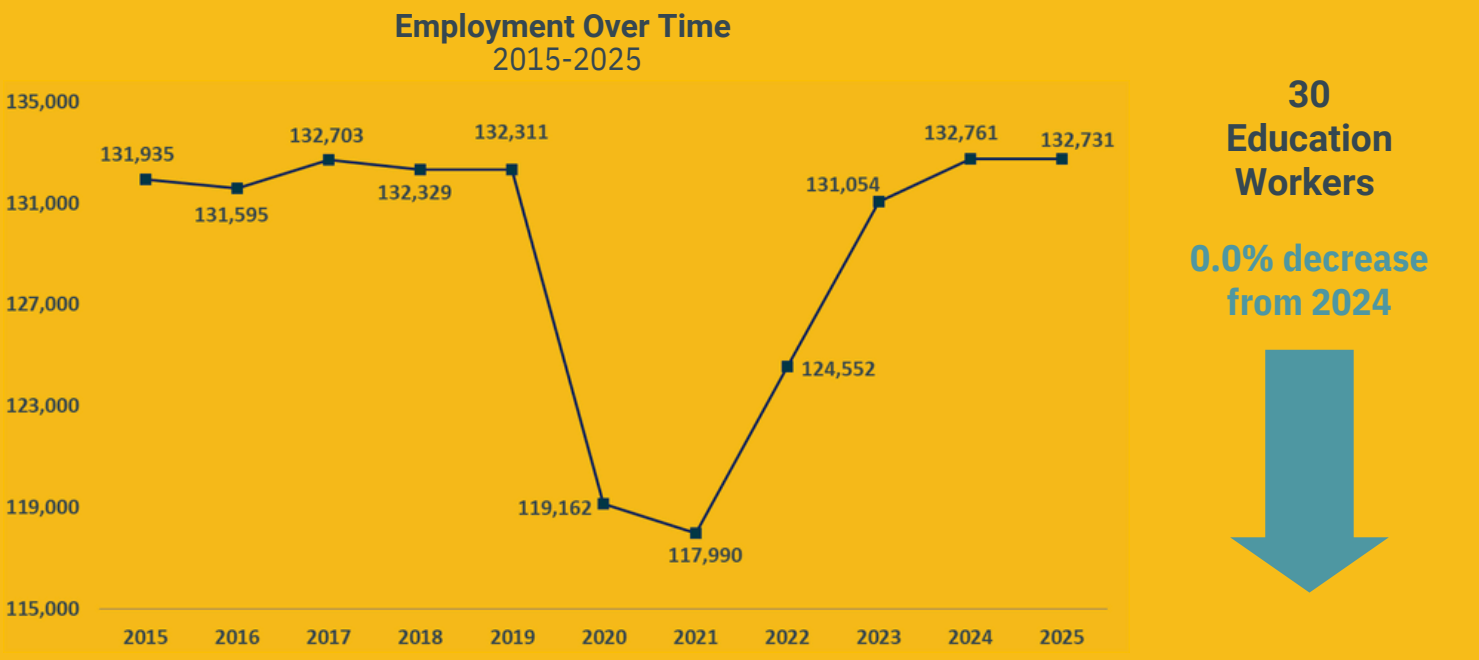
Job Postings by City

1. Detroit: 6,197 Postings
2. Lansing: 5,022 Postings
3. Ann Arbor: 3,724 Postings
4. Troy: 2,807 Postings
5. Novi: 1,955 Postings
6. Livonia: 1,654 Postings
7. Dearborn: 1,441 Postings
8. Southfield: 1,401 Postings
9. Flint: 1,340 Postings
10. Auburn Hills: 1,312 Postings

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

EDUCATION OCCUPATION GROUP

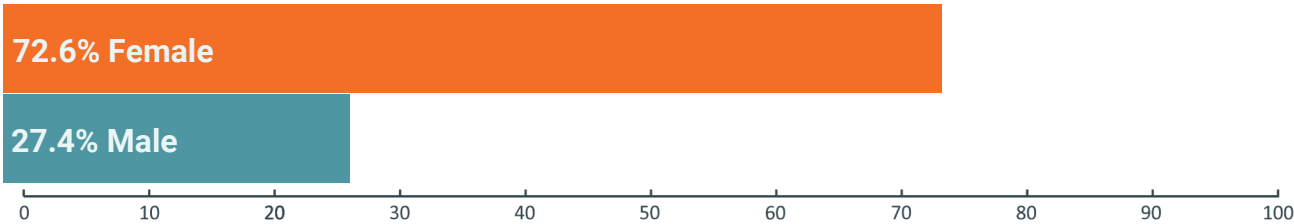
Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group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



Education Worker Demographics

According to Q1 2025 Lightcast data, the 132,731 workers in the Education group are not particularly diverse. Just 10.7 percent of the related workforce is under 25. Male workers account for 27.4 percent of the current workforce and only 19.9 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

80.1% White | 3.7% Asian | 8.6% Black or African-American

Worker Age Demographics

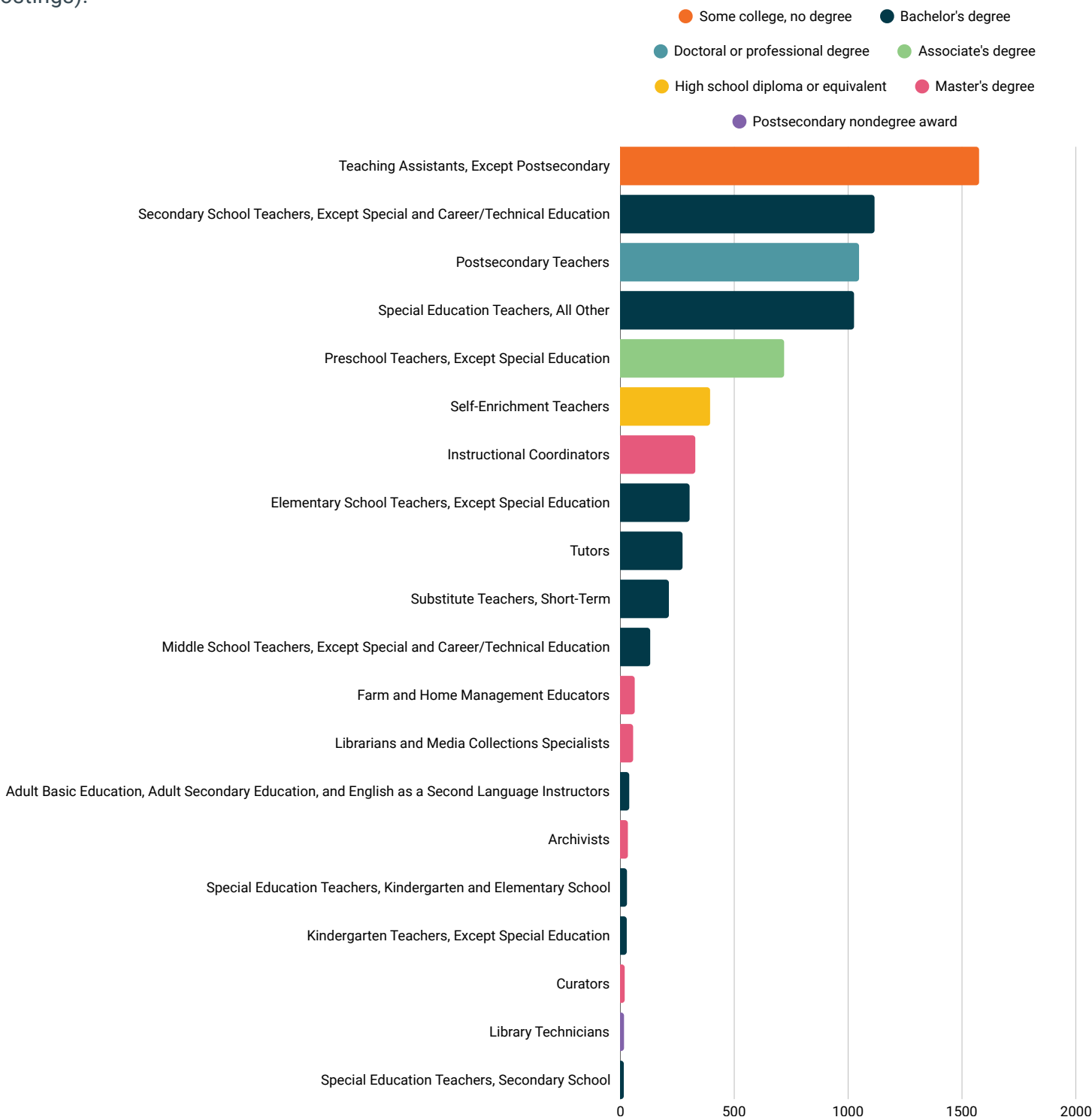


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 288 or 4.0 percent since Q4 2024, bringing Q1 2025 demand to 7,442 job postings for Education workers. Teaching Assistants, Except Postsecondary was the most sought-after occupation with 1,575 postings. Secondary School Teachers, Except Special and Career/Technical Education was in the second position with 1,116 postings. Other top posted jobs include Postsecondary Teachers (1,048 postings), Special Education Teachers, All Other (1,026 postings), and Preschool Teachers, Except Special Education (719 postings).



EDUCATION OCCUPATION GROUP

Wage Overview

Wages in the Education field tend to scale with both education and experience. Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. The Education occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Half of the top jobs pay over \$30 per hour. Teaching Assistants, Except Postsecondary, the top posted Education job, offers a median hourly wage of \$15.00 per hour or an annual salary of about \$31,200.

Wage Overview for Top Posted Education Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	\$11.88	\$13.87	\$15.00	\$17.57	\$19.83
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$23.01	\$25.39	\$31.15	\$38.88	\$46.45
25-1099	Postsecondary Teachers	\$24.26	\$31.42	\$43.89	\$61.67	\$82.51
25-2059	Special Education Teachers, All Other	\$25.77	\$30.62	\$38.61	\$46.62	\$50.20
25-2011	Preschool Teachers, Except Special Education	\$14.31	\$15.34	\$17.75	\$21.78	\$25.54
25-3021	Self-Enrichment Teachers	\$13.02	\$15.62	\$21.58	\$29.27	\$36.62
25-9031	Instructional Coordinators	\$23.39	\$28.54	\$37.94	\$46.71	\$52.23
25-2021	Elementary School Teachers, Except Special Education	\$22.46	\$24.04	\$30.42	\$38.22	\$43.44
25-3041	Tutors	\$14.10	\$15.61	\$17.22	\$19.70	\$26.67
25-3031	Substitute Teachers, Short-Term	\$12.00	\$14.43	\$17.11	\$22.00	\$27.95

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communication
- Leadership
- Writing
- Research

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 19.1%
- Associate degree: 11.7%
- Bachelor's degree: 32.4%
- Master's degree: 17.5%

Top Posting Employers

- Michigan Association Of School Boards
- Michigan State University
- University Of Michigan
- KinderCare Education
- Soliant Health
- National Heritage Academies
- Learning Care Group
- Chippewa Valley Schools
- Phalen Leadership Academies
- Mott Community College

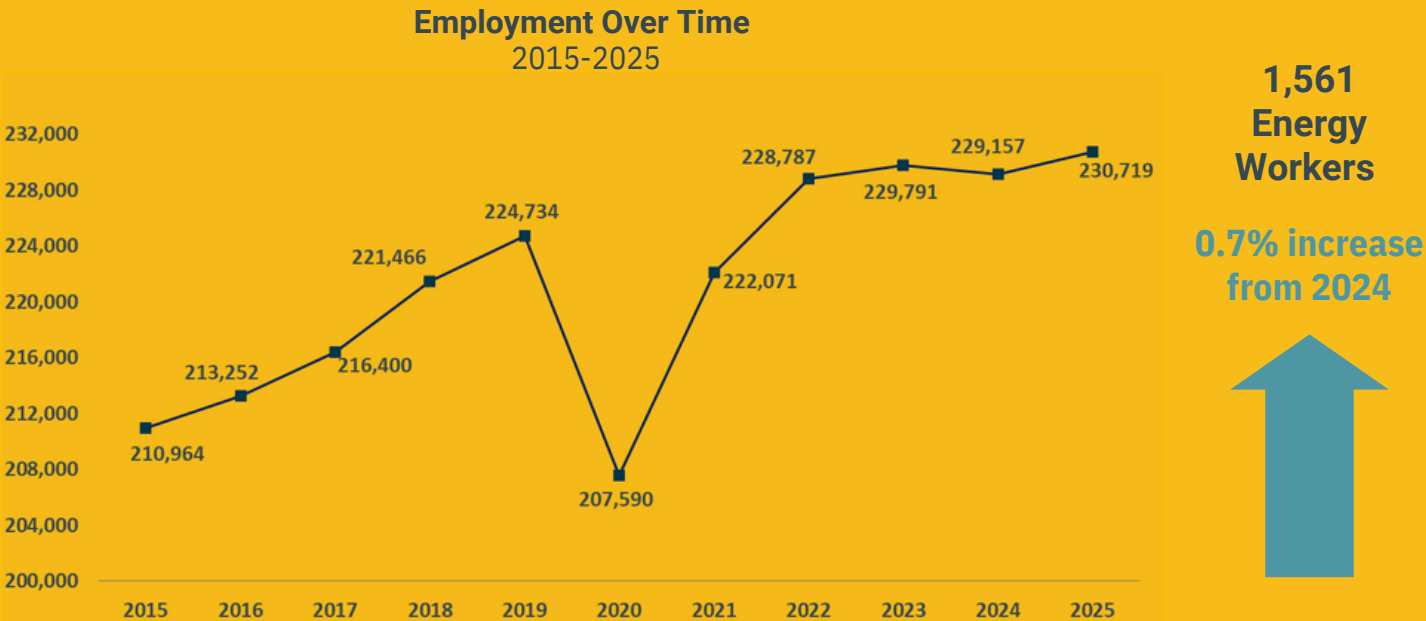
Job Postings by City

1. Detroit: 855 Postings
2. Ann Arbor: 501 Postings
3. Lansing: 439 Postings
4. Flint: 325 Postings
5. East Lansing: 281 Postings
6. Troy: 242 Postings
7. Jackson: 180 Postings
8. Ypsilanti: 151 Postings
9. Dearborn: 143 Postings
10. Southfield: 142 Postings

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

ENERGY OCCUPATION GROUP

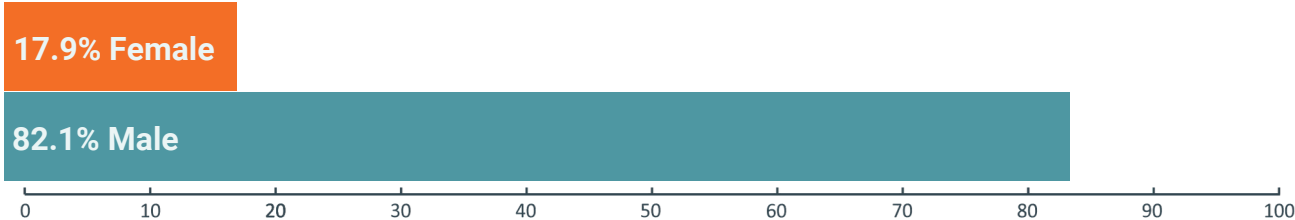
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation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



Energy Worker Demographics

In Q1 2025, there were 230,719 workers in the Energy occupation group. This group is primarily made up of males (82.1 percent) and between the ages of 25 and 54 (69.8 percent), with 17.9 percent of workers identifying as female and just 20.8 percent identifying as a racial minority. Also of note was that 5.4 percent of the workers in the occupation group were under the age of 25, compared to 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

79.2% White | 5.6% Asian | 9.7% Black or African-American

Worker Age Demographics

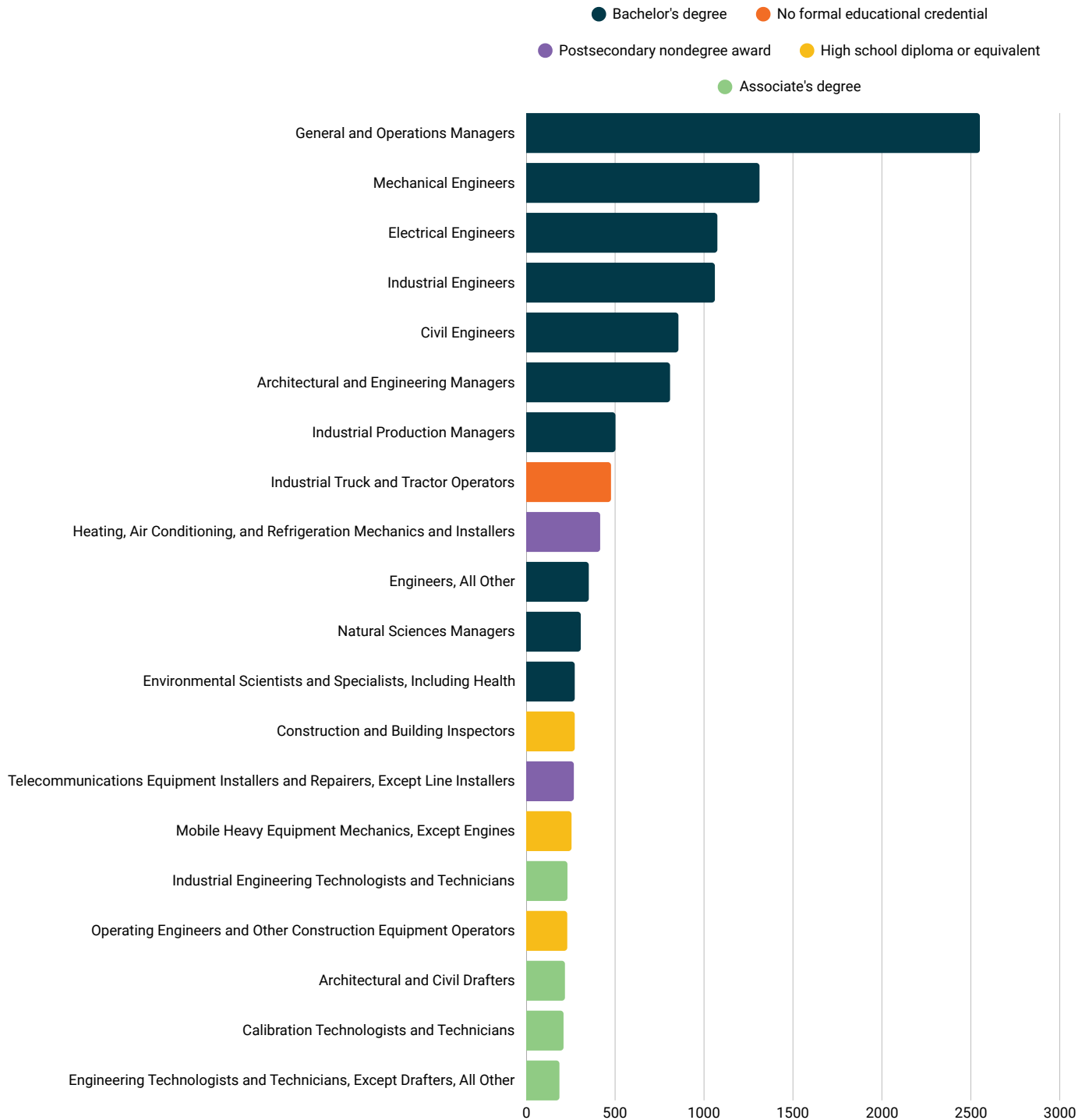


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 15,463 job postings for Energy workers, a decrease of 237 postings or 1.5 percent from Q4 2024. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q1 2025, with 2,551 postings. Mechanical Engineers was in the second position with 1,312 postings. Other top posted jobs include Electrical Engineers (1,075 postings), Industrial Engineers (1,061 postings), and Civil Engineers (856 postings).



ENERGY OCCUPATION GROUP

Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. The Energy occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with a Bachelor’s degree. Half of the top jobs pay over \$48 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$48.91 per hour or an annual salary of about \$101,733.

Wage Overview for Top Posted Energy Jobs in 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	\$23.12	\$31.92	\$48.91	\$75.16	\$106.25
17-2141	Mechanical Engineers	\$32.65	\$38.44	\$48.31	\$60.11	\$65.29
17-2071	Electrical Engineers	\$34.84	\$38.38	\$47.96	\$60.65	\$66.91
17-2112	Industrial Engineers	\$32.79	\$38.73	\$48.24	\$58.81	\$64.45
17-2051	Civil Engineers	\$28.54	\$32.09	\$39.73	\$50.56	\$61.97
11-9041	Architectural and Engineering Managers	\$54.73	\$63.16	\$77.64	\$85.59	\$102.81
11-3051	Industrial Production Managers	\$37.81	\$46.37	\$56.39	\$66.78	\$83.21
53-7051	Industrial Truck and Tractor Operators	\$16.83	\$18.55	\$21.45	\$27.80	\$31.82
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.93	\$22.19	\$26.85	\$33.67	\$39.87
17-2199	Engineers, All Other	\$26.37	\$37.91	\$47.92	\$61.11	\$75.75

In-Demand Technical Skills

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

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)
- Commercial Driver's License (CDL)
- Security Clearance

In-Demand Education Level*

- High school or GED: 17.0%
- Associate degree: 7.1%
- Bachelor's degree: 48.2%
- Master's degree: 14.7%

Top Posting Employers

- Actalent
- Ford
- GPAC
- General Motors
- Aerotek
- Stellantis
- Black & Veatch
- CDM Smith
- Jobot
- University Of Michigan

Job Postings by City

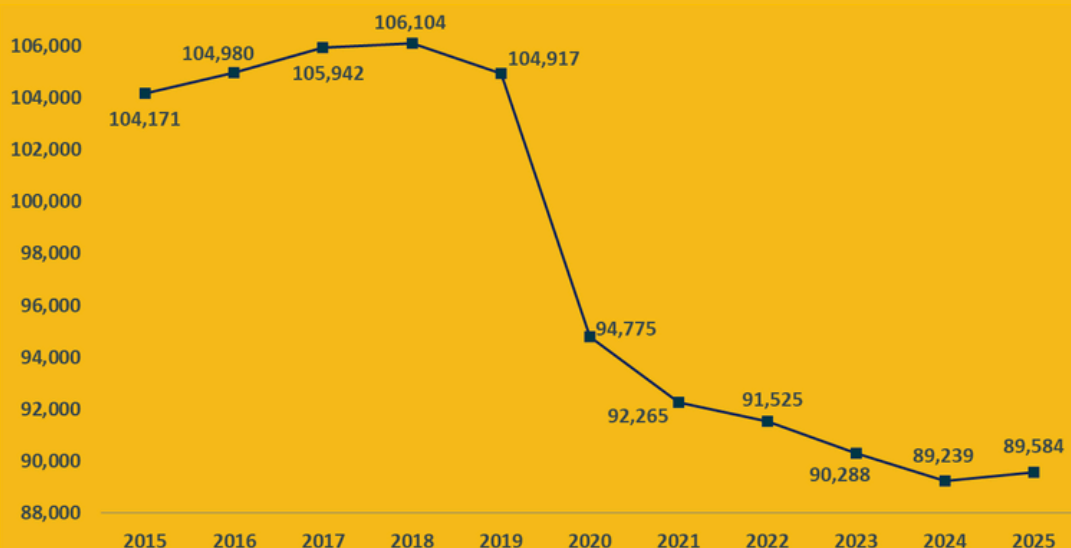
1. Detroit: 2,190 Postings
2. Lansing: 1,364 Postings
3. Ann Arbor: 1,187 Postings
4. Auburn Hills: 742 Postings
5. Troy: 642 Postings
6. Warren: 526 Postings
7. Dearborn: 506 Postings
8. Sterling Heights: 447 Postings
9. Novi: 410 Postings
10. Southfield: 408 Postings

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

ENGINEERS AND DESIGNERS OCCUPATION GROUP

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

Employment Over Time
2015-2025



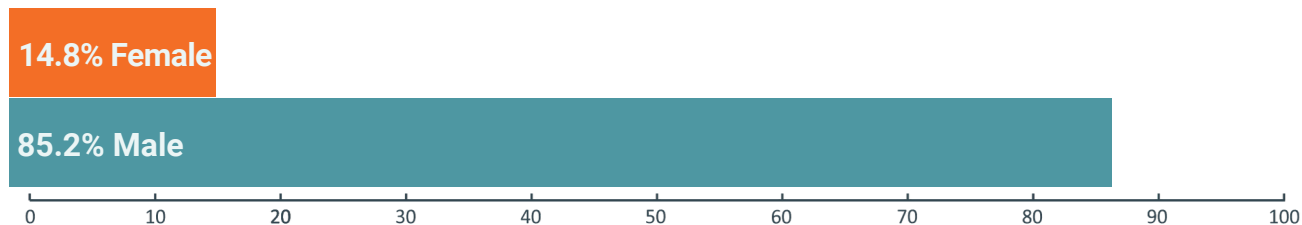
345
Engineers and
Designers Workers
0.4% increase
from 2024



Engineers and Designers Worker Demographics

According to Q1 2025 Lightcast data, the 89,584 workers in the Engineering and Design group are not particularly diverse. Just 5.5 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.8 percent of the current workforce and only 23.5 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.5% White | 10.3% Asian | 8.0% Black or African-American

Worker Age Demographics

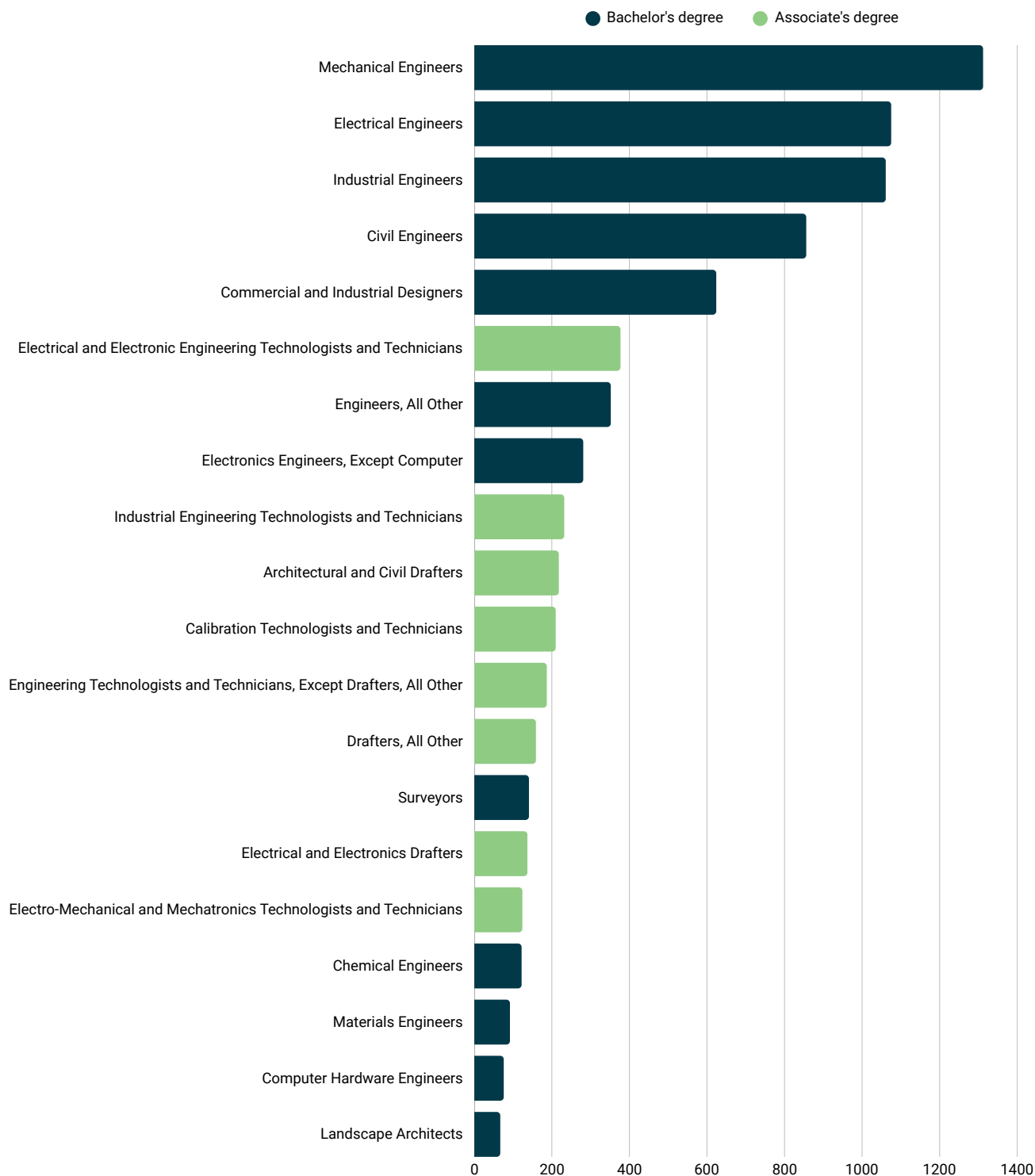


Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 8,111 postings in Q1 2025, an increase of 319 postings (4.1 percent) from Q4. Mechanical Engineers was the most sought-after occupation by Engineering and Design industry employers during Q1 2025, with 1,312 postings. Electrical Engineers was in the second position with 1,075 postings. Other top posted jobs include Industrial Engineers (1,061 postings), Civil Engineers (856 postings), and Commercial and Industrial Designers (624 postings).



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Wages in the Engineering and Design field tend to scale with both education and experience. The Engineering and Design occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a Bachelor's degree. Six of the top ten jobs pay over \$39 per hour. Mechanical Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$48.31 per hour or an annual salary of about \$100,485.

Wage Overview for Top Posted Engineers and Designers Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2141	Mechanical Engineers	\$32.65	\$38.44	\$48.31	\$60.11	\$65.29
17-2071	Electrical Engineers	\$34.84	\$38.38	\$47.96	\$60.65	\$66.91
17-2112	Industrial Engineers	\$32.79	\$38.73	\$48.24	\$58.81	\$64.45
17-2051	Civil Engineers	\$28.54	\$32.09	\$39.73	\$50.56	\$61.97
27-1021	Commercial and Industrial Designers	\$19.77	\$28.24	\$36.04	\$48.02	\$54.36
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.40	\$23.23	\$30.64	\$38.07	\$42.77
17-2199	Engineers, All Other	\$26.37	\$37.91	\$47.92	\$61.11	\$75.75
17-2072	Electronics Engineers, Except Computer	\$39.26	\$43.69	\$49.83	\$61.86	\$65.67
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.41	\$37.69	\$44.17
17-3011	Architectural and Civil Drafters	\$19.19	\$22.69	\$28.10	\$34.91	\$41.67

In-Demand Technical Skills

- Mechanical Engineering
- Project Management
- Electrical Engineering
- AutoCAD
- Computer-Aided Design

In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Troubleshooting
- Leadership

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 9.1%
- Associate degree: 8.7%
- Bachelor's degree: 63.1%
- Master's degree: 18.7%

Top Posting Employers

- Actalent
- Ford
- General Motors
- GPAC
- Stellantis
- Black & Veatch
- Jobot
- Trillium Staffing
- CDM Smith
- Insight Global

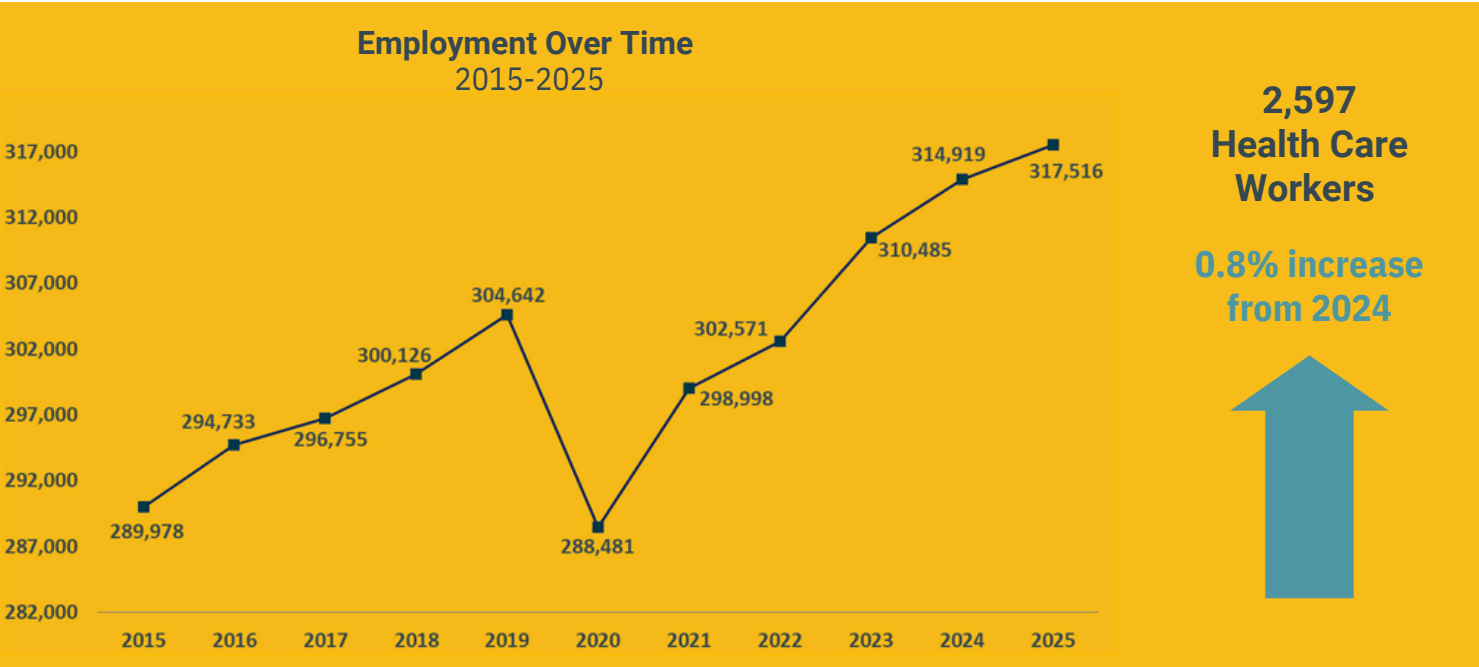
Job Postings by City

1. Detroit: 962 Postings
2. Auburn Hills: 727 Postings
3. Ann Arbor: 700 Postings
4. Lansing: 440 Postings
5. Dearborn: 438 Postings
6. Troy: 397 Postings
7. Southfield: 335 Postings
8. Sterling Heights: 321 Postings
9. Warren: 310 Postings
10. Novi: 266 Postings

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

HEALTH CARE OCCUPATION GROUP

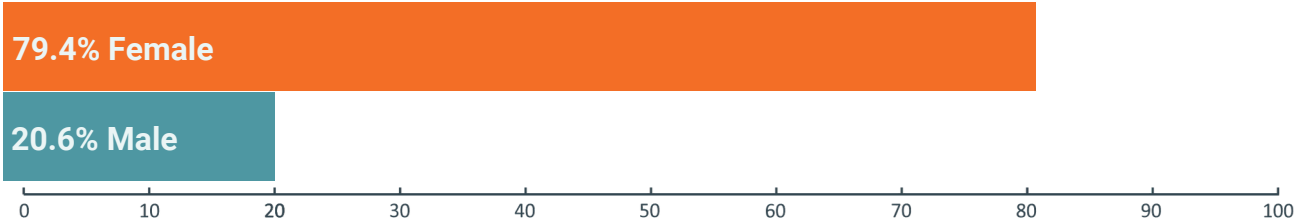
The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, more Health Care workers needed to care for Michigan’s aging population and in response to regulatory and other changes. Registered Nurses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



Health Care Worker Demographics

The Health Care occupation group employs 317,516 workers, an overwhelming number of whom are females (79.4 percent) between the ages of 25 and 54 (68.0 percent). Just 20.6 percent of workers identify as male, although 31.5 percent identifying as a racial minority. Also of note was that 9.4 percent of the workers in the occupation group were under the age of 25, compared to the 22.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

68.5% White | 5.7% Asian | 20.2% Black or African-American

Worker Age Demographics

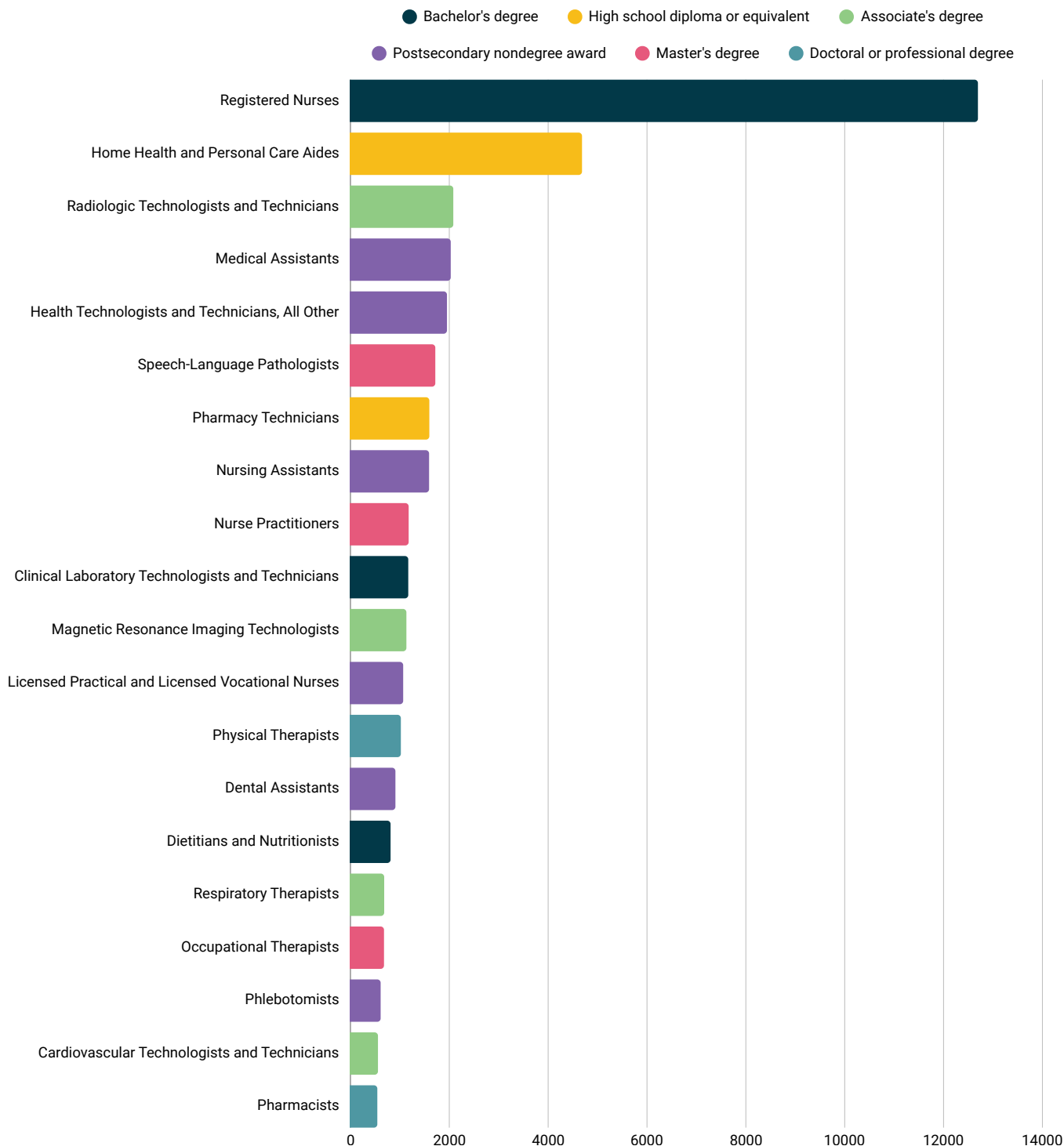


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q1 2025, there were a total of 47,784 job postings for Health Care workers, an increase of 5,121 from Q4 2024. Registered Nurses was the most sought-after occupation by Health Care industry employers with 12,695 postings. Home Health and Personal Care Aides was in the second position with 4,685 postings. Other top posted jobs include Radiologic Technologists and Technicians (2,081 postings), Medical Assistants (2,029 postings), and Health Technologists and Technicians, All Other (1,953 postings).



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the Health Care field tend to scale with both education and experience. The Health Care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a Bachelor's degree. However, most of the top posted jobs that require less than a Bachelor's degree pay under the state's median wage of \$22.57 per hour. Six of the top ten jobs pay over \$20 per hour. Registered Nurses, the top posted Health Care job, offers a median hourly wage of \$40.81 per hour or an annual salary of about \$84,885.

Wage Overview for Top Posted Health Care Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$33.39	\$37.80	\$40.81	\$47.53	\$49.91
31-1128	Home Health and Personal Care Aides	\$11.68	\$13.42	\$14.98	\$16.99	\$18.82
29-2034	Radiologic Technologists and Technicians	\$25.97	\$29.94	\$32.85	\$37.04	\$40.85
31-9092	Medical Assistants	\$15.62	\$17.37	\$18.66	\$21.23	\$22.53
29-2099	Health Technologists and Technicians, All Other	\$17.37	\$18.32	\$20.90	\$27.55	\$36.79
29-1127	Speech-Language Pathologists	\$28.30	\$32.24	\$39.83	\$48.02	\$50.95
29-2052	Pharmacy Technicians	\$15.41	\$16.80	\$18.74	\$22.63	\$24.27
31-1131	Nursing Assistants	\$16.78	\$17.70	\$18.55	\$20.11	\$21.45
29-1171	Nurse Practitioners	\$48.56	\$52.34	\$59.35	\$63.39	\$67.79
29-2018	Clinical Laboratory Technologists and Technicians	\$17.81	\$19.61	\$28.17	\$36.80	\$41.36

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Customer Service
- Management
- Leadership
- Compassion

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification

In-Demand Education Level*

- High school or GED: 23.9%
- Associate degree: 15.2%
- Bachelor's degree: 15.2%
- Master's degree: 7.6%

Top Posting Employers

- Henry Ford Health
- Corewell Health
- Soliant Health
- Trinity Health
- McLaren Health Care
- University Of Michigan
- Detroit Medical Center
- Tenet Healthcare
- CVS Health
- AMN Healthcare

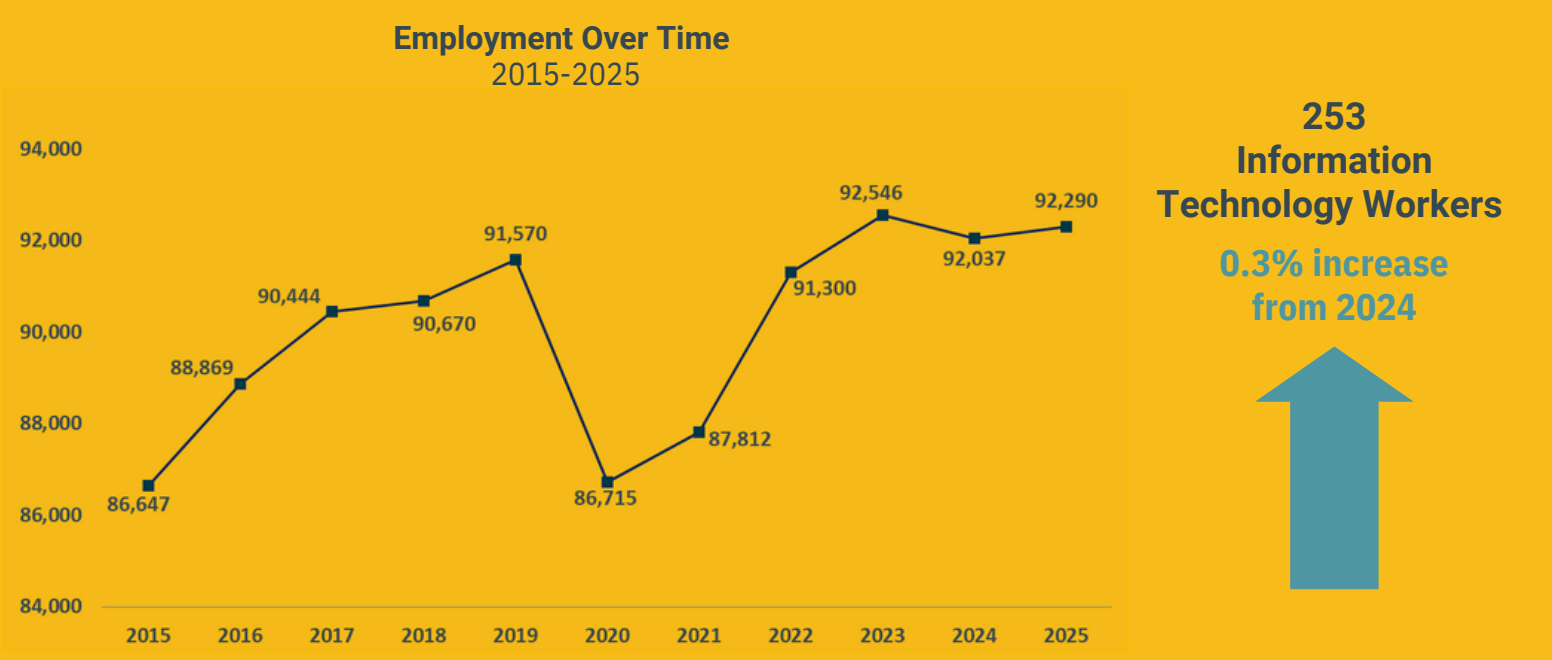
Job Postings by City

1. Detroit: 6,336 Postings
2. Ann Arbor: 2,852 Postings
3. Lansing: 2,293 Postings
4. Flint: 1,554 Postings
5. Southfield: 1,554 Postings
6. Troy: 1,543 Postings
7. Pontiac: 1,287 Postings
8. Warren: 1,259 Postings
9. Jackson: 1,229 Postings
10. Livonia: 1,080 Postings

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

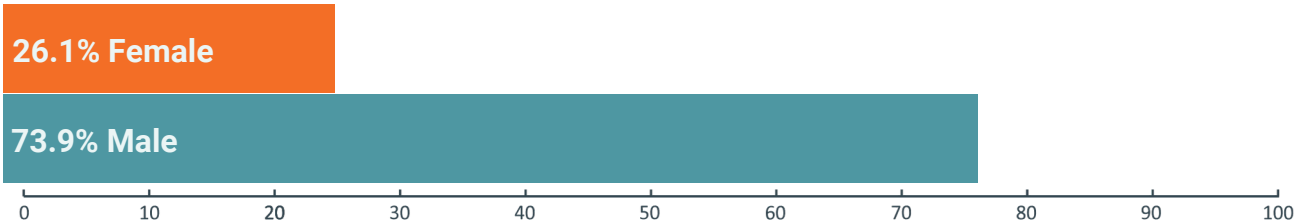
Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 8,800 job openings are reported in the region annually.



Information Technology Worker Demographics

In Q1 2025, there were 92,290 workers in the IT occupation group. This group is primarily made up of males (73.9 percent) between the ages of 25 and 54 (76.7 percent), with 26.1 percent of workers identifying as female and 30.9 percent identifying as a racial minority. Also of note was that 6.0 percent of the workers in the occupation group were under the age of 25, compared to the 17.3 percent 55 years of age or older.

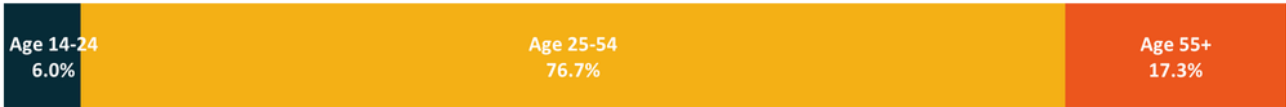
Worker Gender Demographics



Race and Ethnicity Demographics

69.1% White | 16.7% Asian | 9.3% Black or African-American

Worker Age Demographics

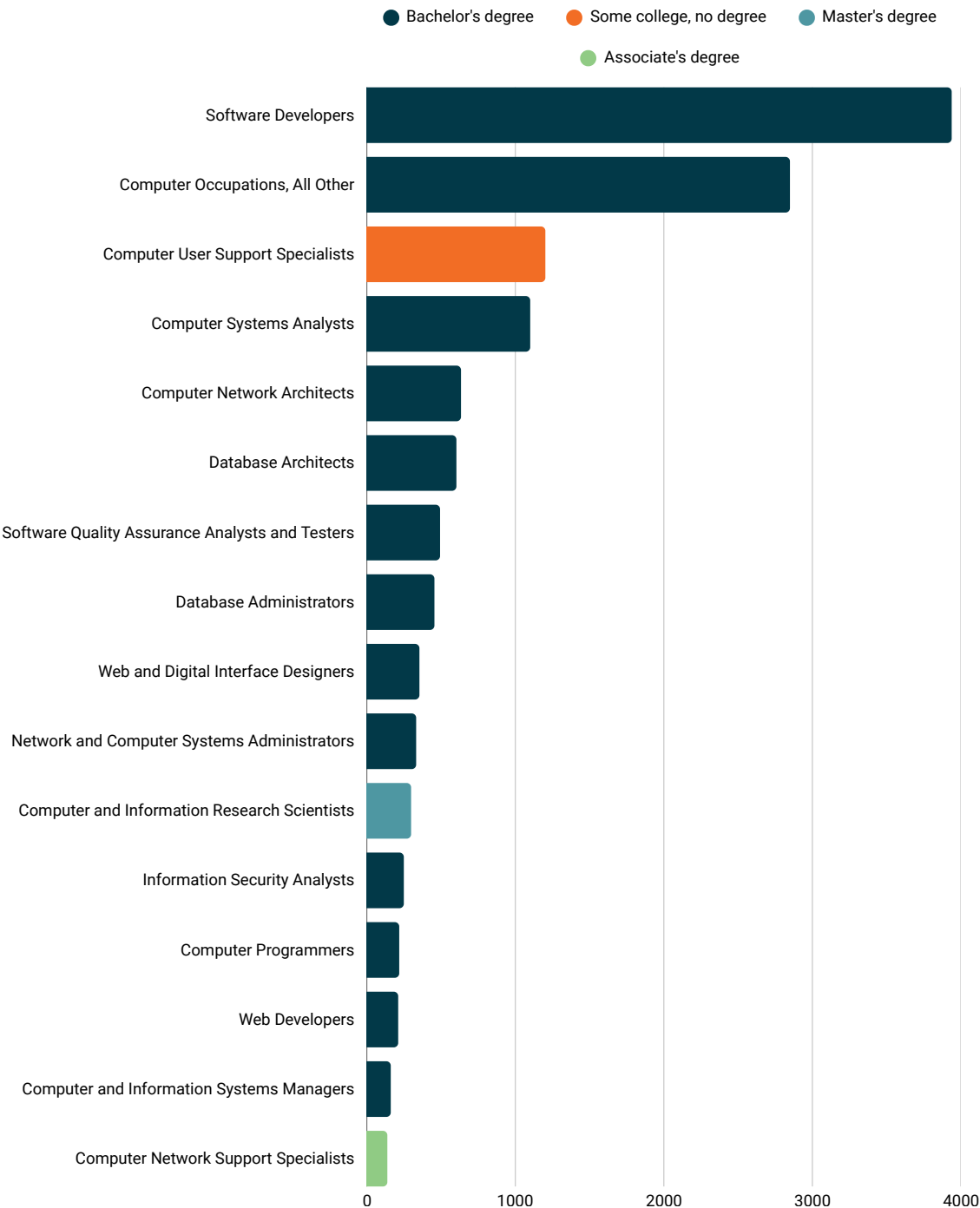


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q1 2025, there were a total of 13,235 job postings for IT workers, a decrease of 235 postings or 1.7 percent from Q4 2024. Software Developers was the most sought-after occupation by IT industry employers during Q1 2025, with 3,938 postings. Computer Occupations, All Other was in the second position with 2,849 postings. Other top posted jobs include Computer User Support Specialists (1,202 postings), Computer Systems Analysts (1,100 postings), and Computer Network Architects (634 postings).



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry level and with few credentials. The IT occupation group offers a relatively broad array of entry requirements, though a majority of jobs still require a Bachelor's degree. Half of the top jobs pay over \$48 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$50.83 per hour or an annual salary of about \$105,726.

Wage Overview for Top Posted Information Technology Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$36.05	\$42.54	\$50.83	\$63.12	\$77.36
15-1299	Computer Occupations, All Other	\$26.16	\$35.41	\$47.41	\$61.82	\$70.12
15-1232	Computer User Support Specialists	\$17.58	\$20.73	\$27.24	\$33.60	\$40.01
15-1211	Computer Systems Analysts	\$31.94	\$39.22	\$49.00	\$60.96	\$68.07
15-1241	Computer Network Architects	\$35.10	\$45.25	\$55.33	\$67.71	\$82.21
15-1243	Database Architects	\$25.55	\$43.08	\$58.85	\$65.26	\$79.09
15-1253	Software Quality Assurance Analysts and Testers	\$23.61	\$30.04	\$43.03	\$50.35	\$59.36
15-1242	Database Administrators	\$25.30	\$31.59	\$48.22	\$58.76	\$65.97
15-1255	Web and Digital Interface Designers	\$20.30	\$25.70	\$37.45	\$50.61	\$62.35
15-1244	Network and Computer Systems Administrators	\$30.37	\$37.70	\$45.45	\$55.11	\$67.79

In-Demand Technical Skills

- Computer Science
- SQL (Programming Language)
- Agile Methodology
- Automation
- Python (Programming Language)

In-Demand Foundational Skills

- Communication
- Management
- Troubleshooting
- Problem Solving
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 5.8%
- Associate degree: 8.0%
- Bachelor's degree: 58.3%
- Master's degree: 16.1%

Top Posting Employers

- General Motors
- Accenture
- Ford
- TEKsystems
- Deloitte
- Comerica
- State of Michigan
- Cognizant Technology Solutions
- GovCIO
- V2Soft

Job Postings by City

1. Lansing: 3,558 Postings
2. Detroit: 2,192 Postings
3. Ann Arbor: 1,003 Postings
4. Dearborn: 839 Postings
5. Troy: 699 Postings
6. Auburn Hills: 616 Postings
7. Warren: 392 Postings
8. Southfield: 382 Postings
9. Sterling Heights: 340 Postings
10. Livonia: 297 Postings

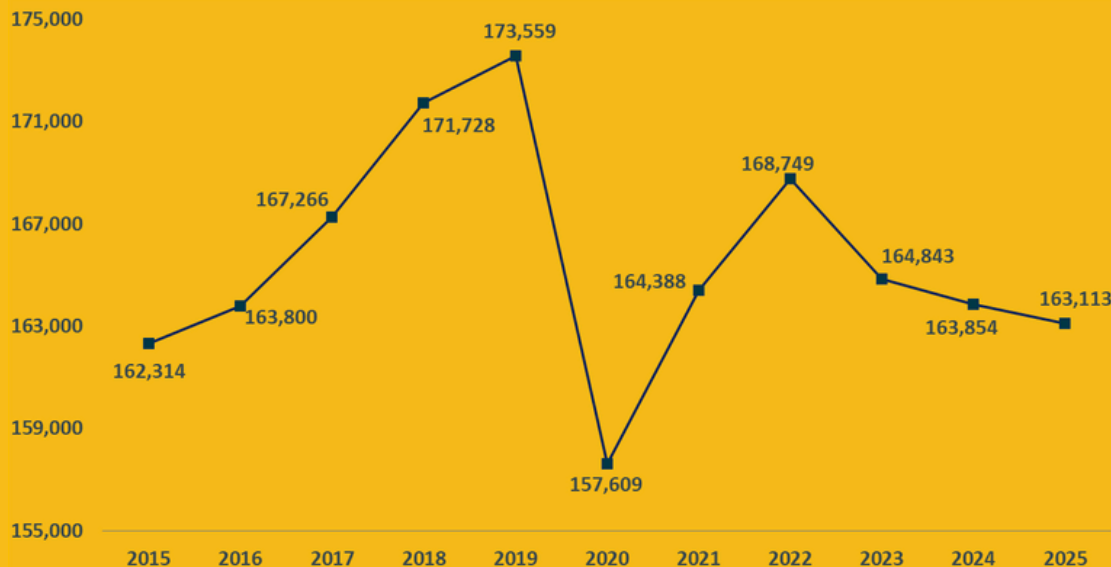
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2015-2025



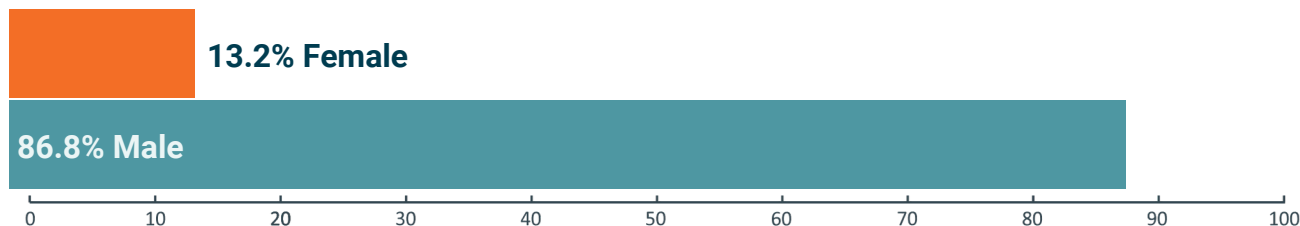
741
Skilled Trades
Workers
0.5% increase
from 2024



Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 163,113 workers during 2025 in southeast Michigan. This group is primarily made up of males (86.8 percent) between the ages of 25 and 54 (64.6 percent), with 13.2 percent of workers identifying as female and just 22.3 percent identifying as a racial minority. Also of note was that 6.2 percent of the workers in the occupation group were under the age of 25, compared to the 29.3 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

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

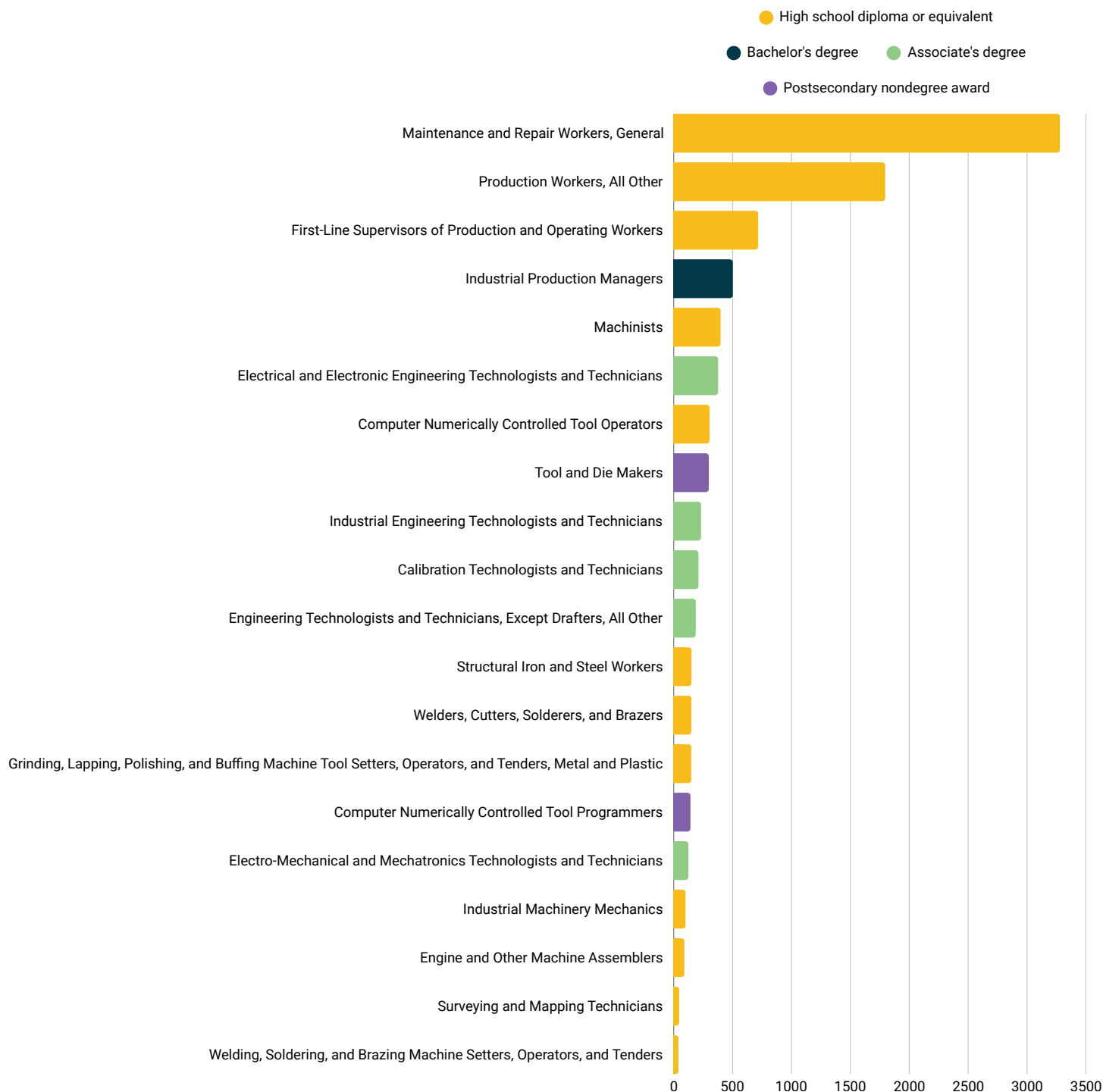
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 9,542 job postings for Skilled Trades workers in Q1 2025, a 9.3 percent decrease (984 postings) from Q4. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q1 2025, with 3,279 postings. Production Workers, All Other was in the second position with 1,796 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (717 postings), Industrial Production Managers (502 postings), and Machinists (398 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

The Skilled Trades occupation group offers a relatively broad array of entry requirements, including a high volume of jobs that are open to candidates with a High School diploma or equivalent. Half of the top jobs pay over \$29 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$22.07 per hour or an annual salary of about \$45,906.

Wage Overview for Top Posted Skilled Trades Jobs in 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	\$15.17	\$17.87	\$22.07	\$27.29	\$31.52
51-9199	Production Workers, All Other	\$14.72	\$15.75	\$17.52	\$20.64	\$26.17
51-1011	First-Line Supervisors of Production and Operating Workers	\$21.74	\$25.12	\$31.92	\$39.02	\$49.31
11-3051	Industrial Production Managers	\$37.81	\$46.37	\$56.39	\$66.78	\$83.21
51-4041	Machinists	\$17.48	\$19.58	\$23.54	\$29.66	\$34.39
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.40	\$23.23	\$30.64	\$38.07	\$42.77
51-9161	Computer Numerically Controlled Tool Operators	\$17.10	\$18.36	\$21.95	\$27.34	\$31.40
51-4111	Tool and Die Makers	\$21.89	\$25.12	\$31.41	\$37.65	\$40.95
17-3026	Industrial Engineering Technologists and Technicians	\$22.34	\$24.58	\$29.41	\$37.69	\$44.17
17-3028	Calibration Technologists and Technicians	\$17.61	\$23.60	\$27.76	\$35.19	\$39.90

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Operations
- Problem Solving
- Detail Oriented

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 37.4%
- Associate degree: 8.0%
- Bachelor's degree: 11.3%
- Master's degree: 2.4%

Top Posting Employers

- Aerotek
- Express Employment Professionals
- Kelly Services
- Branex Group
- Trillium Staffing
- General Motors
- ManpowerGroup
- Adecco
- Ford
- Taldeco

Job Postings by City

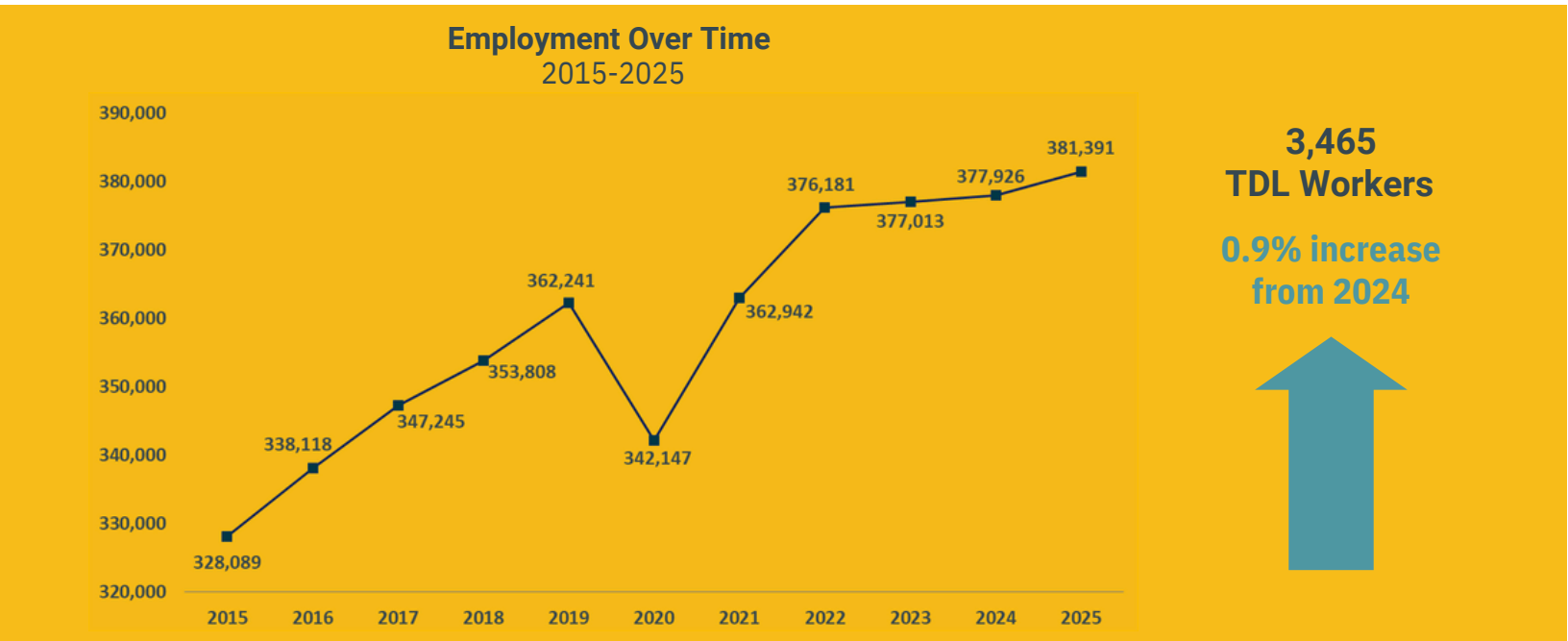
1. Detroit: 788 Postings
2. Lansing: 531 Postings
3. Auburn Hills: 414 Postings
4. Warren: 386 Postings
5. Livonia: 332 Postings
6. Sterling Heights: 322 Postings
7. Troy: 302 Postings
8. Ann Arbor: 267 Postings
9. Plymouth: 229 Postings
10. Jackson: 207 Postings

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

Q1 2025 WIN REGION

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

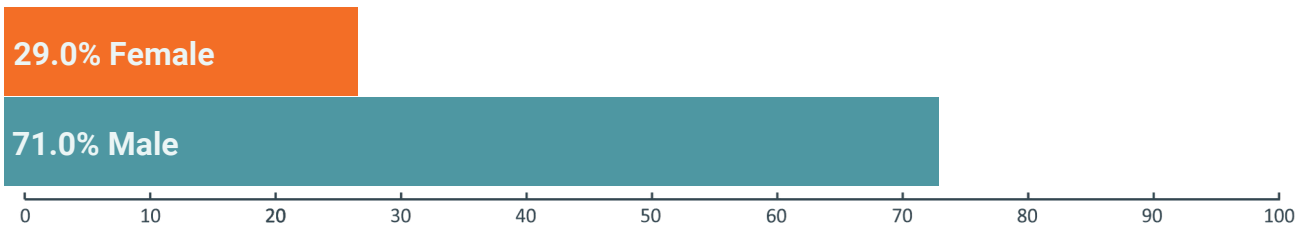
Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all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



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 381,391 workers during 2025. This group is primarily made up of males (71.0 percent) between the ages of 25 and 54 (62.9 percent), with 29.0 percent of workers identifying as female and 29.7 percent identifying as a racial minority. Also, 12.7 percent of the workers in the occupation group were under the age of 25, compared to the 24.4 percent 55 years of age or older.

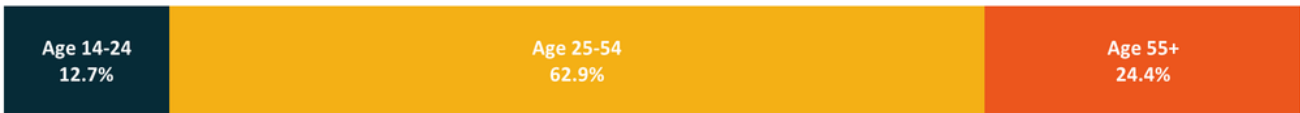
Worker Gender Demographics



Race and Ethnicity Demographics

70.3% White | 5.1% Hispanic or Latino | 19.3% Black or African-American

Worker Age Demographics

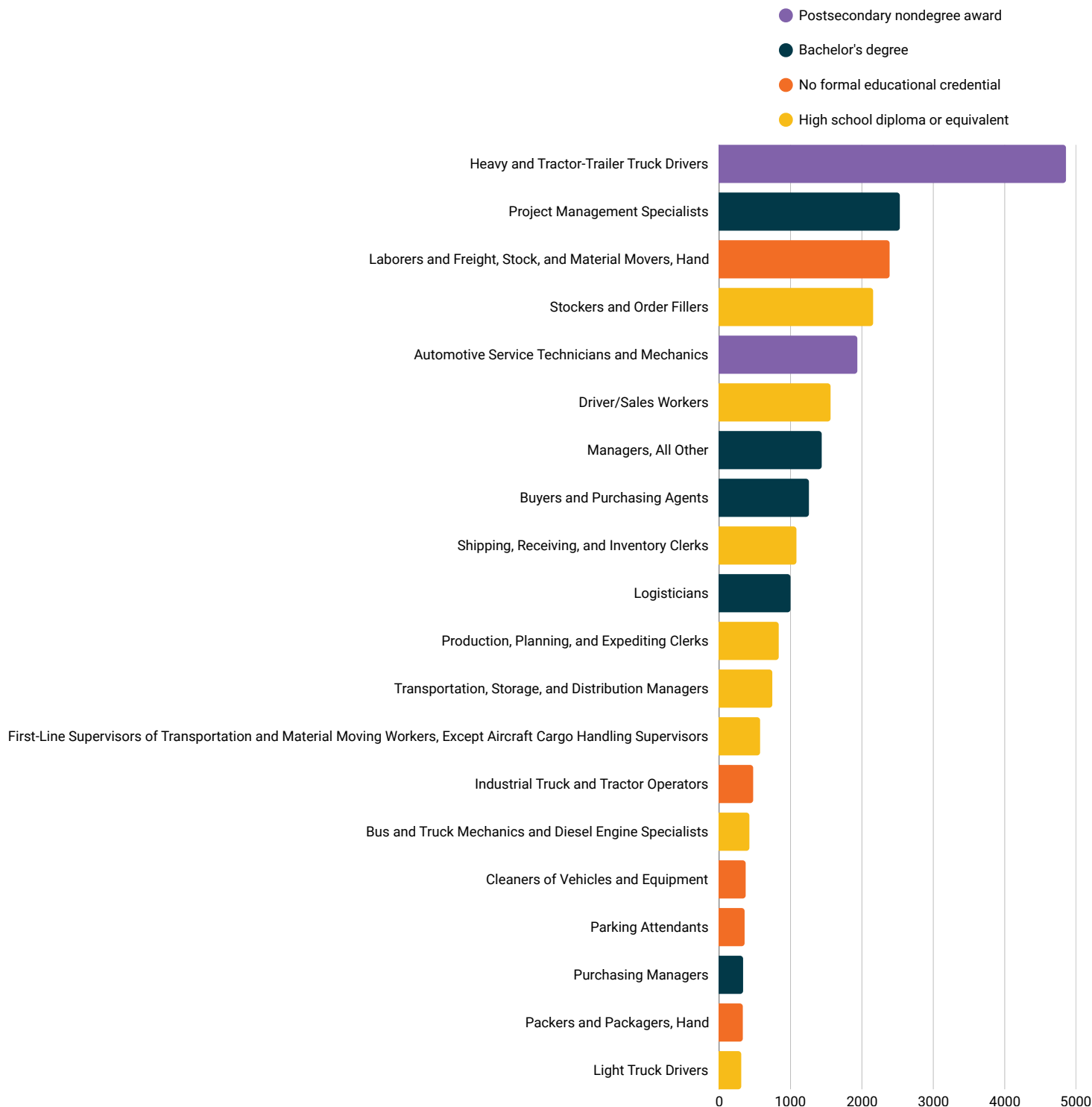


Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 29,200 job postings in Q1 2025, up 6.0 percent (1,642 postings) from Q4. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q1 2025, with 4,858 postings. Project Management Specialists was in the second position with 2,531 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (2,388 postings), Stockers and Order Fillers (2,157 postings), and Automotive Service Technicians and Mechanics (1,936 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

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

Wage Overview for Top Posted TDL Jobs in Q1 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$17.47	\$21.97	\$25.56	\$29.37	\$33.52
13-1082	Project Management Specialists	\$29.36	\$37.38	\$47.61	\$62.08	\$68.63
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$14.85	\$16.64	\$18.59	\$22.00	\$25.68
53-7065	Stockers and Order Fillers	\$13.88	\$15.12	\$17.06	\$19.49	\$23.37
49-3023	Automotive Service Technicians and Mechanics	\$15.09	\$17.87	\$23.28	\$30.18	\$37.22
53-3031	Driver/Sales Workers	\$11.23	\$12.64	\$17.53	\$23.68	\$29.36
11-9199	Managers, All Other	\$35.74	\$48.16	\$62.00	\$78.87	\$95.80
13-1028	Buyers and Purchasing Agents	\$22.19	\$28.42	\$36.49	\$46.64	\$57.38
43-5071	Shipping, Receiving, and Inventory Clerks	\$16.42	\$17.77	\$20.70	\$24.16	\$30.12
13-1081	Logisticians	\$24.13	\$30.29	\$38.61	\$50.60	\$62.68

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 25.2%
- Associate degree: 4.1%
- Bachelor's degree: 19.9%
- Master's degree: 4.6%

Top Posting Employers

- Kroger
- Meijer
- Roehl Transport
- Domino's Pizza
- Aerotek
- Walmart
- Belle Tire
- Ford
- GPAC
- Ryder

Job Postings by City

1. Detroit: 3,301 Postings
2. Lansing: 2,494 Postings
3. Ann Arbor: 1,435 Postings
4. Troy: 1,061 Postings
5. Warren: 977 Postings
6. Livonia: 949 Postings
7. Dearborn: 771 Postings
8. Sterling Heights: 710 Postings
9. Flint: 687 Postings
10. Auburn Hills: 673 Postings

**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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