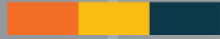


LABOR MARKET REPORT

WIN

WORKFORCE
INTELLIGENCE
NETWORK



APRIL- JUNE

Q2 2025

WININTELLIGENCE.ORG

WIN REGION

**Q2
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 second quarter of 2025 labor market information from the WIN Region for all 11 occupation groups.

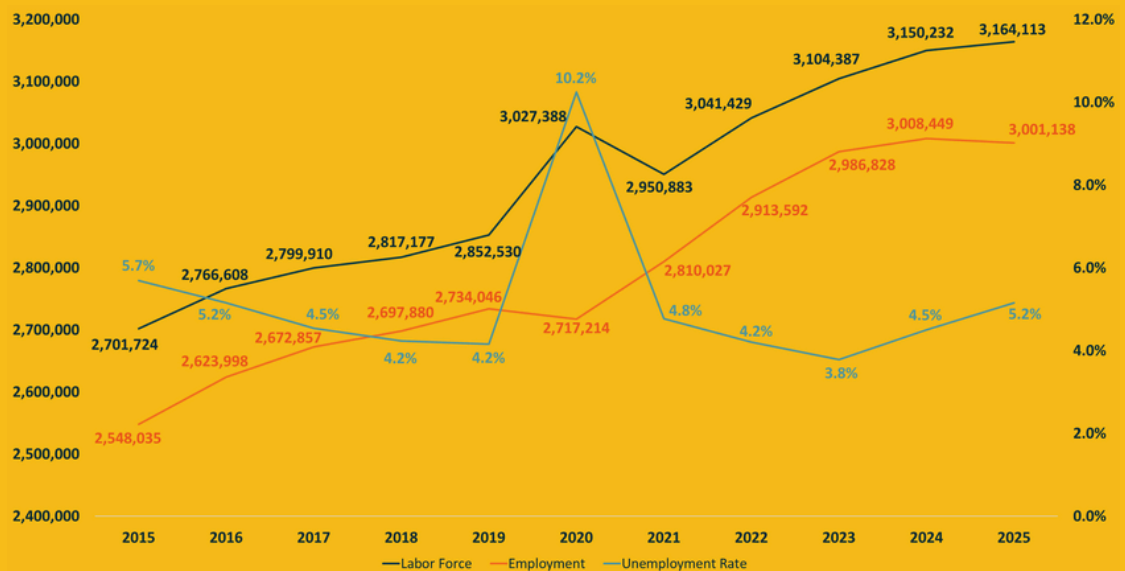
For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit WINintelligence.org or contact the data and research team directly at info@WINintelligence.org.

During the second quarter of 2025, the labor force and unemployment decreased from Q1 2025 while the employment increased in southeast Michigan. The number of unemployed workers decreased by 15.8 percent, the size of the labor force decreased by 0.2 percent and the number of employed individuals increased by 0.7 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 from 2024, gaining 13,881 individuals, or 0.4 percent. Employment reported a decrease of 0.2 percent, or 7,311 less workers in 2025. The unemployment rate increased during the same period to a rate of 5.2 percent from 4.5 percent.

Annual Labor Force, Employment, Unemployment Rate
2015–2025

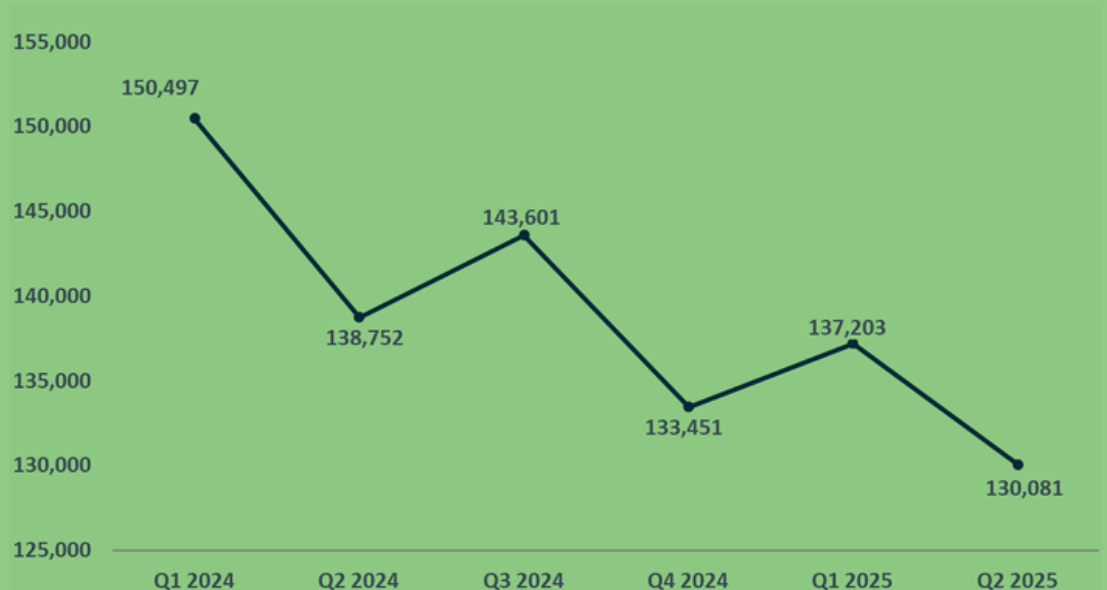


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the second quarter of 2025 showed a decrease in demand levels in southeast Michigan, down an average of 7,121 postings or 5.2 percent since Q1 2025. Over the past year, average postings have decreased by 8,670 compared with Q2 2024, down 6.2 percent.

Average Quarterly Posting Analysis WIN Region
Q1 2024 - Q2 2025



Data: Workforce Intelligence Network

Q2 ANNUAL WORKFORCE INDICATORS

2025

WIN REGION

Key Findings

5.2%

Employer demand decreased by 5.2 percent, a decrease of 7,121 average job postings since Q1 2025

Bachelor's Degree

Most in-demand minimum education level during Q2

In Q2, employment totaled
3,011,181

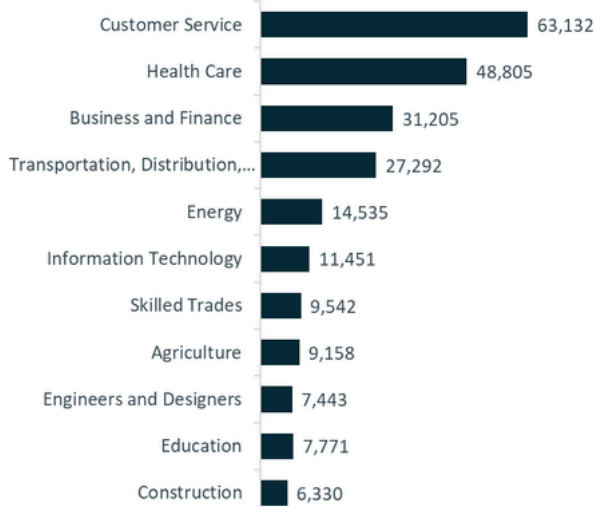
an increase of 20,086 workers since Q1

During Q2 2025, there were 243,806 unique job postings, 7,334 (2.9 percent) less than the 251,140 postings made during Q1 2025 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 63,132 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Home Health and Personal Care Aides, and Heavy and Tractor-Trailer Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 243,806 unique postings in the WIN Region during Q2 2025, 59,053 (24.2 percent) required a Bachelor's degree, while 57,397 postings (23.5 percent) required a High School diploma or equivalent. An additional 25,284 postings (10.4 percent) required an advanced degree.

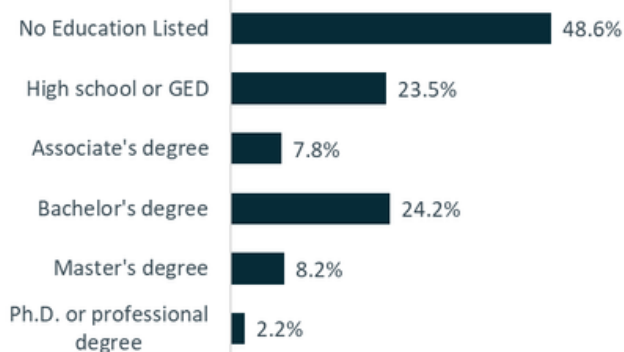
Top 11 Posting Occupation Groups

Q2 2025



In-Demand Education Levels

Q2 2025



The latest quarterly labor market data from southeast Michigan highlighted an increase in employment and a decrease in unemployment. During Q2 2025, employment figures were 0.7 percent higher (20,086 individuals) and unemployment was 15.8 percent lower (27,886 individuals) than in Q1 2025. The unemployment rate also decreased to 4.7 percent in Q2 2025, a 0.9 percentage point decrease from Q2 2025. The labor force decreased by 0.2 percent from Q1 2025. Compared to Q2 2024, the labor force increased by 0.2 percent and employment decreased by 0.2. In the same period unemployment increased by 12,789 or 9.4 percent. For more information about this year's unemployment rate and other labor market indicators, see 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	3,153,019	3,168,227	3,133,295	3,168,013	3,160,213	-7,800	-0.2%	7,194	0.2%
Employment	3,016,775	3,012,040	2,981,394	2,991,095	3,011,181	20,086	0.7%	-5,594	-0.2%
Unemployment	136,244	156,187	151,900	176,918	149,032	-27,886	-15.8%	12,789	9.4%
Unemployment Rate	4.3%	4.9%	4.8%	5.6%	4.7%	-0.9%	na	0.4%	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 second quarter of 2025, the labor force in southeast Michigan experienced growth. The labor force is up by 13,881 individuals (0.4 percent) since 2024, while employment in the 19-county area decreased by 7,311 workers (0.2 percent). Unemployment increased by 21,192 individuals from 2024. The unemployment rate demonstrated an increase, for a 2025 YTD unemployment rate of 5.2 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	3,164,113	13,881	0.4%
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	3,001,138	-7,311	-0.2%
Unemployment	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	162,975	21,192	14.9%
Unemployment Rate	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	5.2%	0.7%	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

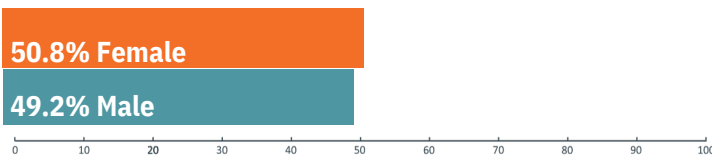
2023 Census Population

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.

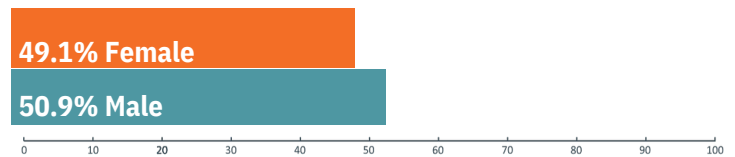
2025 Current Workforce

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.

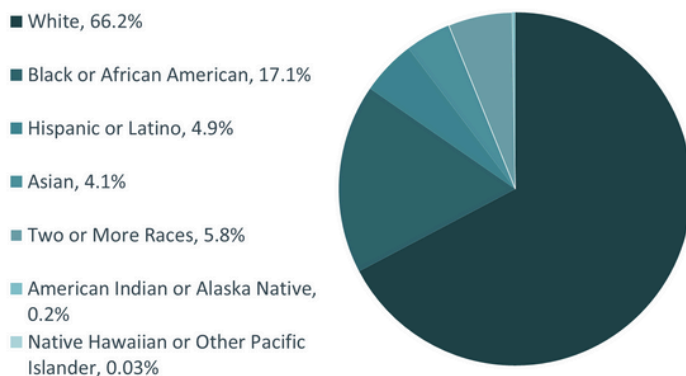
Population Gender Demographics



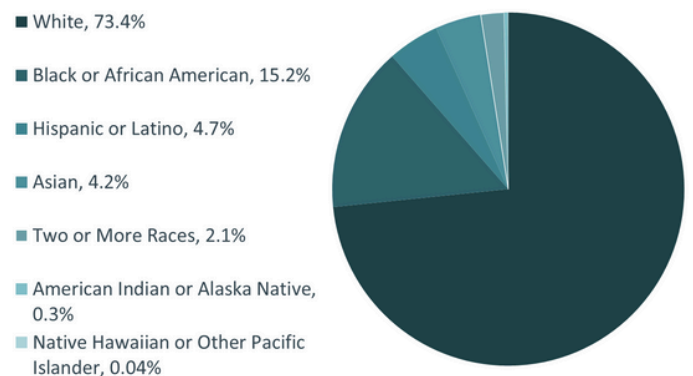
Workforce Gender Demographics



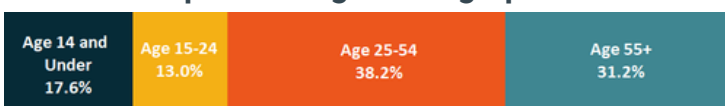
Population Race Demographics



Workforce Race and Ethnicity Demographics

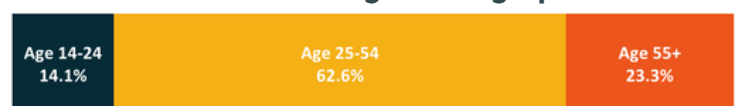


Population Age Demographics



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

Workforce Age Demographics

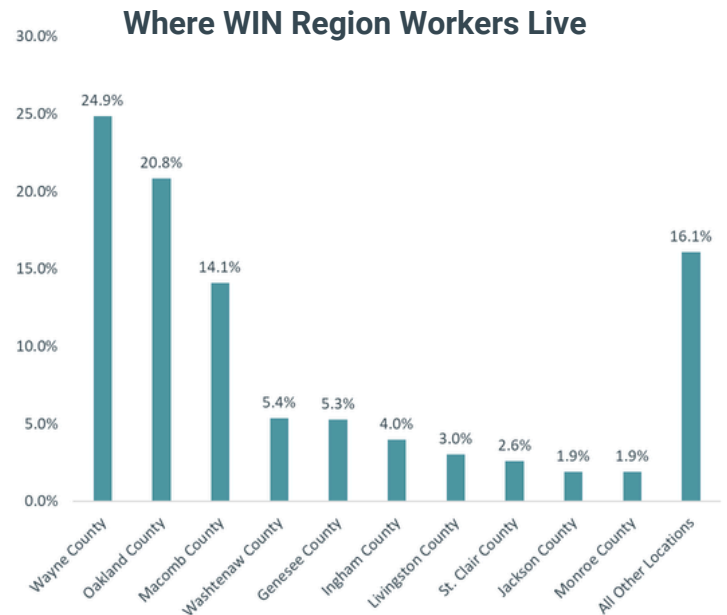
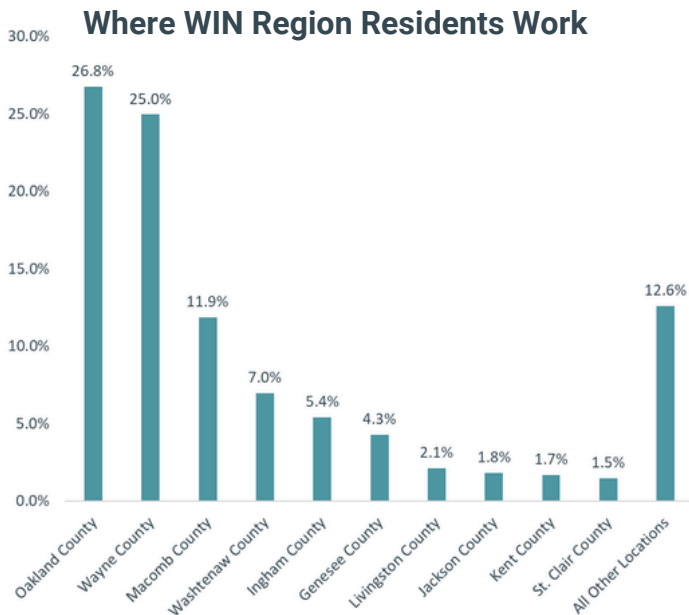


Data: Lightcast | Analysis: Workforce Intelligence Network

Q2 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 individuals. 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.

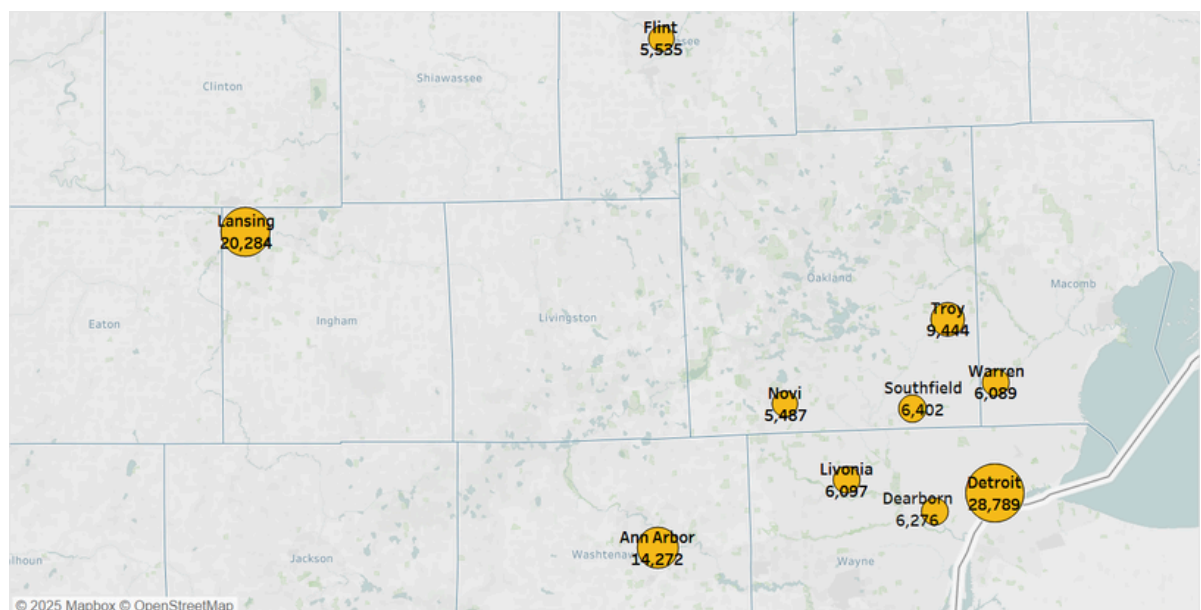


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

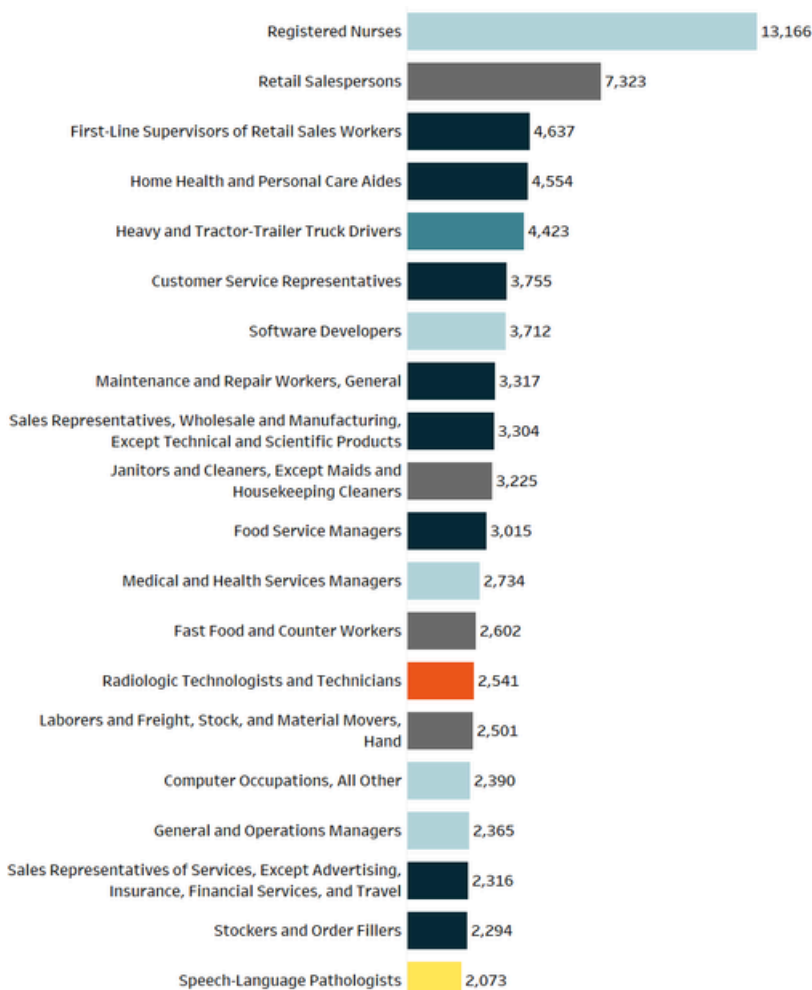
Detroit: 28,789 Postings
Lansing: 20,284 Postings
Ann Arbor: 14,272 Postings
Troy: 9,444 Postings
Southfield: 6,402 Postings
Dearborn: 6,276 Postings
Livonia: 6,097 Postings
Warren: 6,089 Postings
Flint: 5,545 Postings
Novi: 5,487 Postings



TOP POSTED JOBS

Top Posted Jobs

Registered Nurses is the top posted occupation for Q2 2025 with 13,166 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,323 postings) and First-Line Supervisors of Retail Sales Workers (4,637 postings) round out the top three demanded occupations, requiring no formal educational credential and a High School diploma or equivalent, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree, while seven occupations required a High School diploma or no formal educational credential.

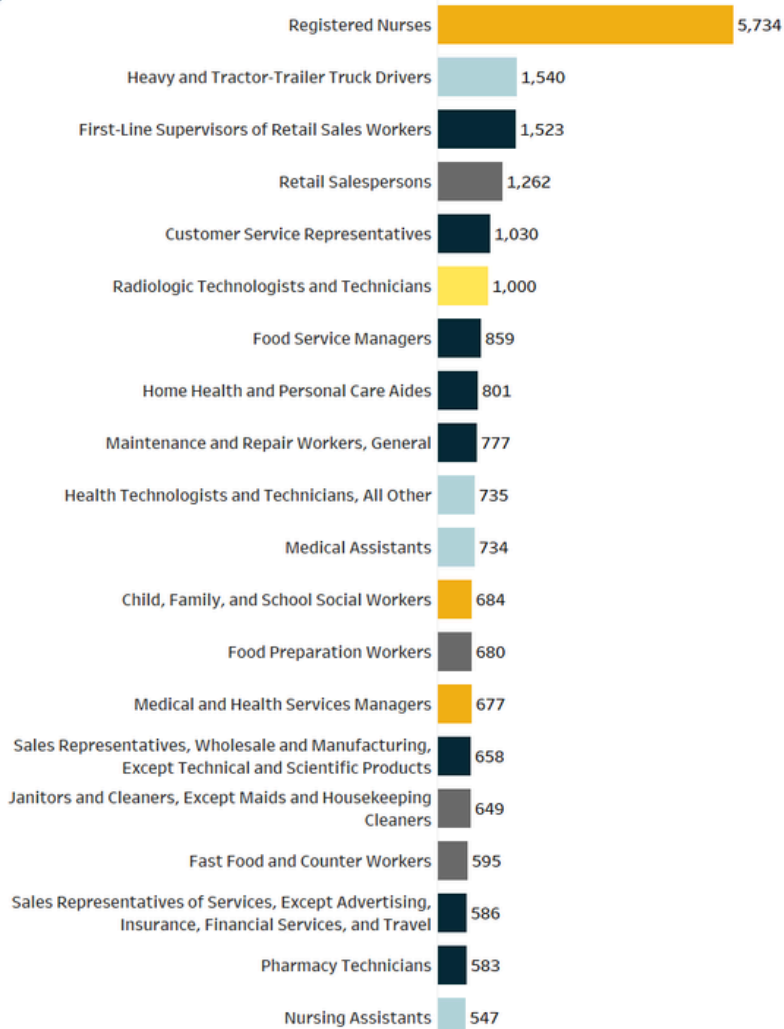


Typical Entry Education

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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 23.7 percent (57,702 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 34.5 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,734 postings, followed by Heavy and Tractor-Trailer Truck Drivers with 1,540 postings.



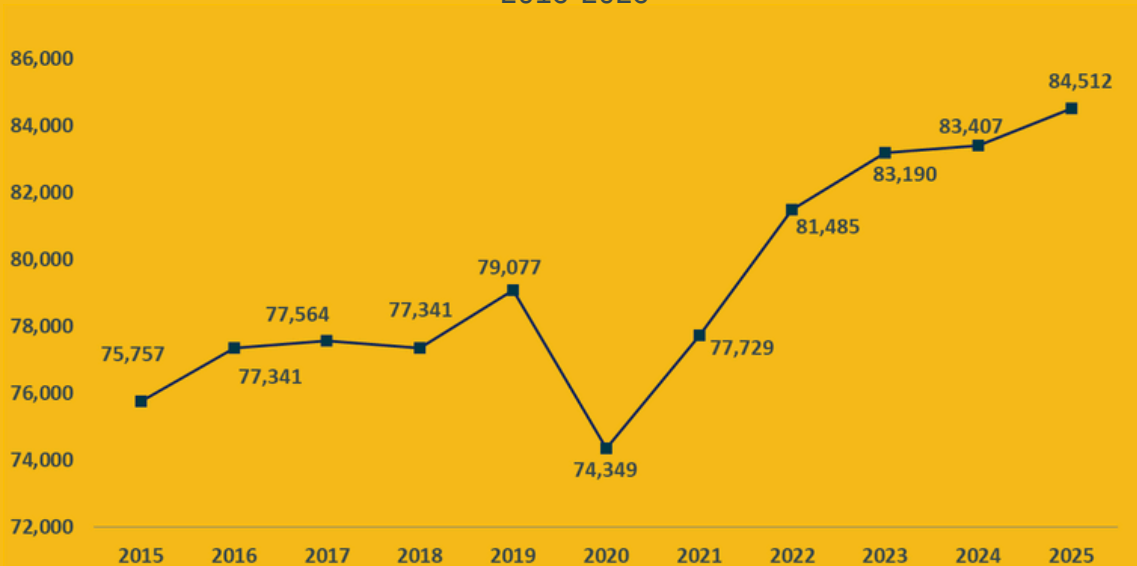
Typical Entry Education

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



1,105
Agriculture
Workers

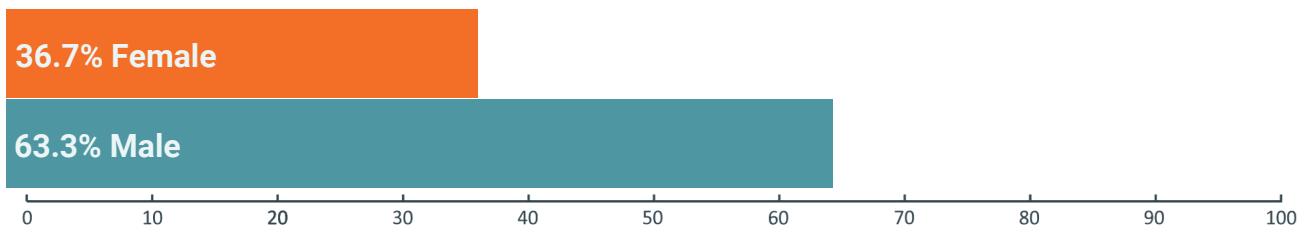
1.3% increase
from 2024



Agriculture Worker Demographics

According to Q2 2025 Lightcast data, the 84,512 workers in the Agriculture group are not particularly diverse. Just 14.5 percent of the related workforce is under 25. Female workers account for 36.7 percent of the current workforce and only 23.3 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.

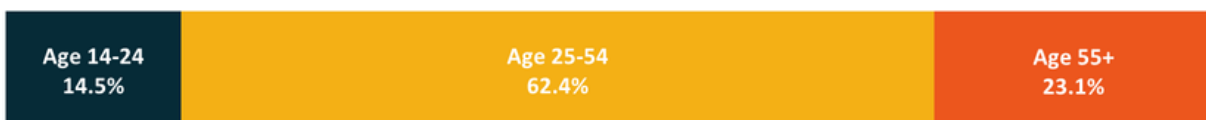
Worker Gender Demographics



Race and Ethnicity Demographics

76.7% White | 7.6% Hispanic or Latino | 10.7% Black or African-American

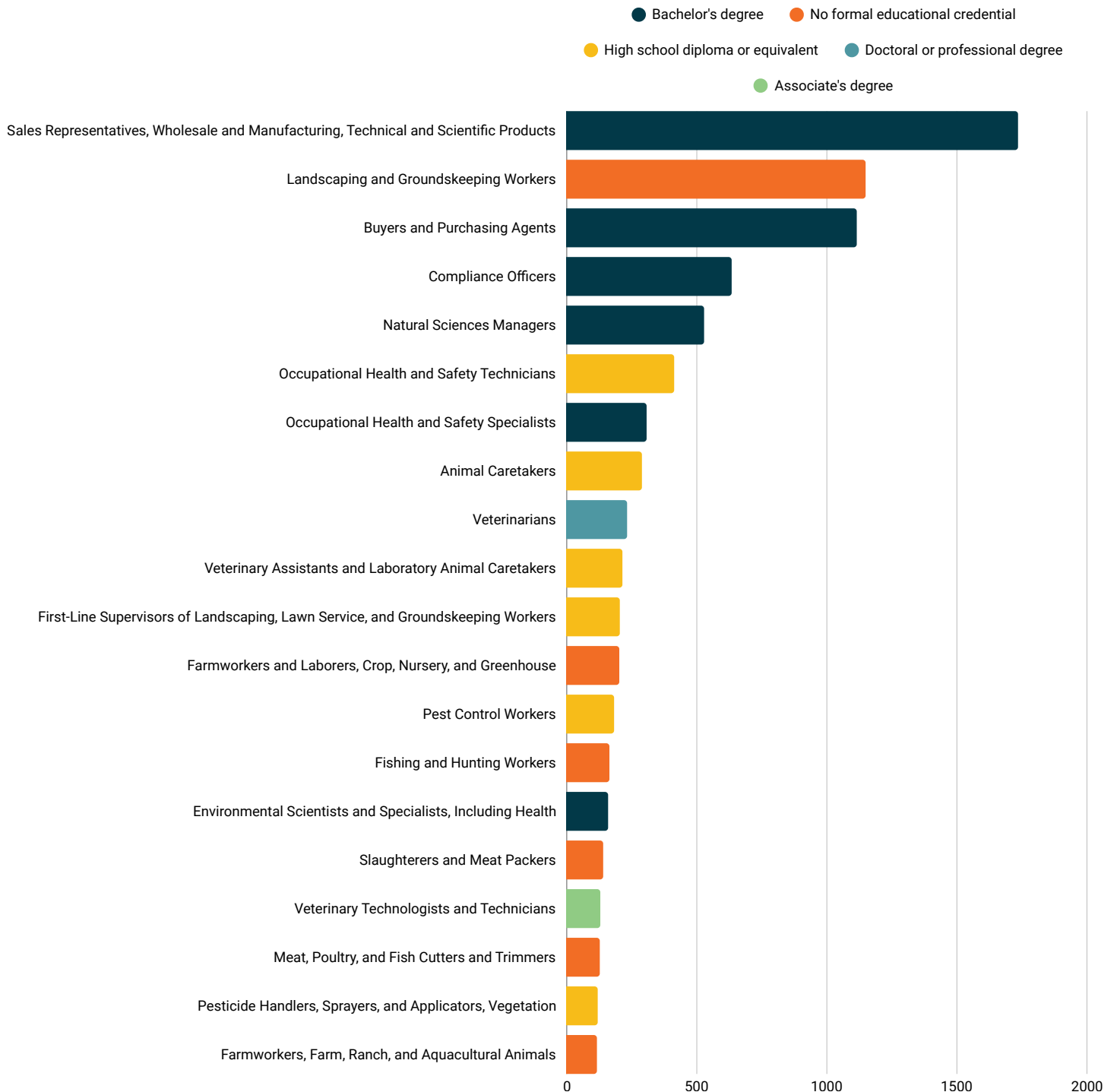
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q2 2025, there were a total of 9,158 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 Q2 2025, with 1,735 postings. Landscaping and Groundskeeping Workers was in the second position with 1,149 postings. Other top posted jobs include Buyers and Purchasing Agents (1,115 postings), Compliance Officers (634 postings), and Natural Sciences Managers (528 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 \$59.85 per hour or an annual salary of about \$124,488.

Wage Overview for Top Posted Agriculture Jobs in Q2 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	\$29.85	\$38.77	\$59.85	\$79.61	\$112.43
37-3011	Landscaping and Groundskeeping Workers	\$14.78	\$17.12	\$18.52	\$21.91	\$26.08
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.76	\$47.57	\$58.99
13-1041	Compliance Officers	\$23.60	\$29.10	\$36.78	\$49.45	\$56.41
11-9121	Natural Sciences Managers	\$36.68	\$48.46	\$65.82	\$86.20	\$112.69
19-5012	Occupational Health and Safety Technicians	\$21.71	\$25.05	\$29.99	\$34.26	\$45.81
19-5011	Occupational Health and Safety Specialists	\$23.94	\$30.32	\$38.47	\$48.03	\$57.36
39-2021	Animal Caretakers	\$12.80	\$13.75	\$14.96	\$17.21	\$21.50
29-1131	Veterinarians	\$39.04	\$44.16	\$57.47	\$73.82	\$87.47
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$14.39	\$16.14	\$17.59	\$19.99	\$22.67

In-Demand Technical Skills

- Landscaping
- Purchasing
- Auditing
- Mowing
- Marketing

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
- Chauffeur License

In-Demand Education Level*

- High school or GED: 20.4%
- Associate degree: 5.8%
- Bachelor's degree: 29.6%
- Master's degree: 5.9%

Top Posting Employers

- Goodlab
- State of Michigan
- University Of Michigan
- The Davey Tree Expert Company
- Michigan State University
- Henry Ford Health
- Ford
- PetCo
- Veterinary United
- Aston Carter

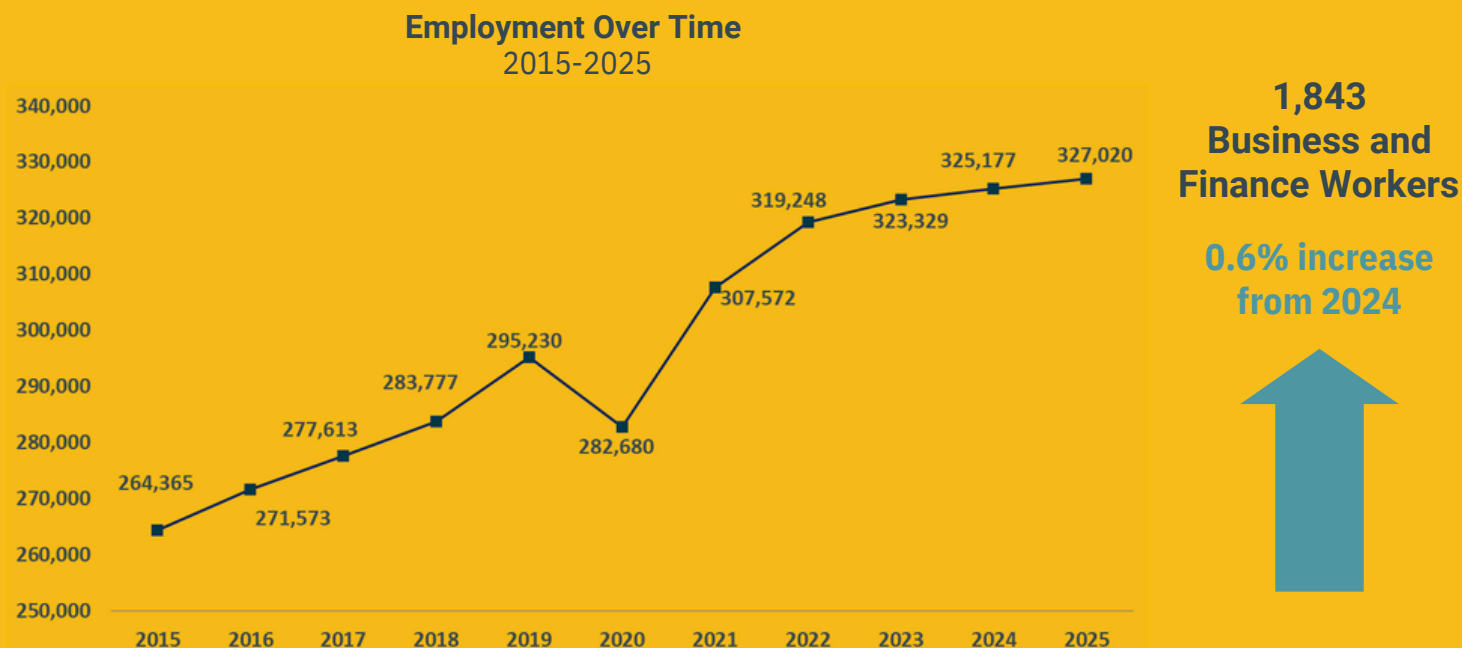
Job Postings by City

1. Detroit: 984 Postings
2. Lansing: 820 Postings
3. Ann Arbor: 654 Postings
4. Troy: 343 Postings
5. Warren: 251 Postings
6. Farmington Hills: 228 Postings
7. Southfield: 211 Postings
8. Livonia: 208 Postings
9. Dearborn: 202 Postings
10. Auburn Hills: 197 Postings

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

BUSINESS AND FINANCE OCCUPATION GROUP

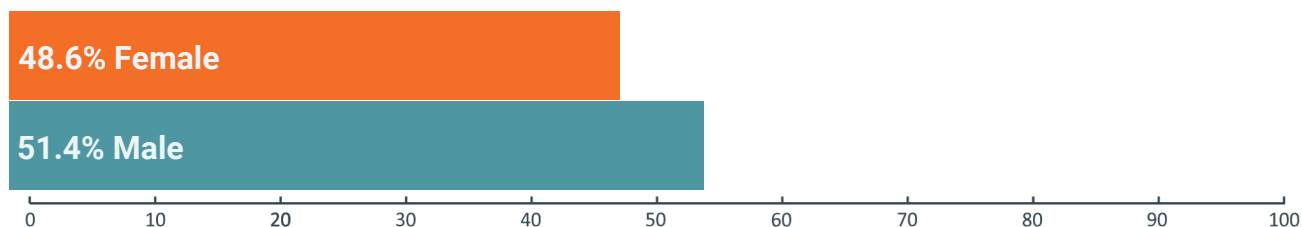
Jobs in the Business and Finance occupation group can be found in nearly every type of establishment or firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in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



Business and Finance Worker Demographics

In Q2 2025, there were 327,020 workers in the Business and Finance occupation group. This group is primarily made up of males (51.4 percent) and between the ages of 25 and 54 (70.3 percent), with 48.6 percent of workers identifying as female and just 19.2 percent identifying as a racial minority. Plus, 4.7 percent of the workers in the occupation group were under the age of 25, compared to the 25.0 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.8% White | 4.1% Asian | 9.9% Black or African-American

Worker Age Demographics

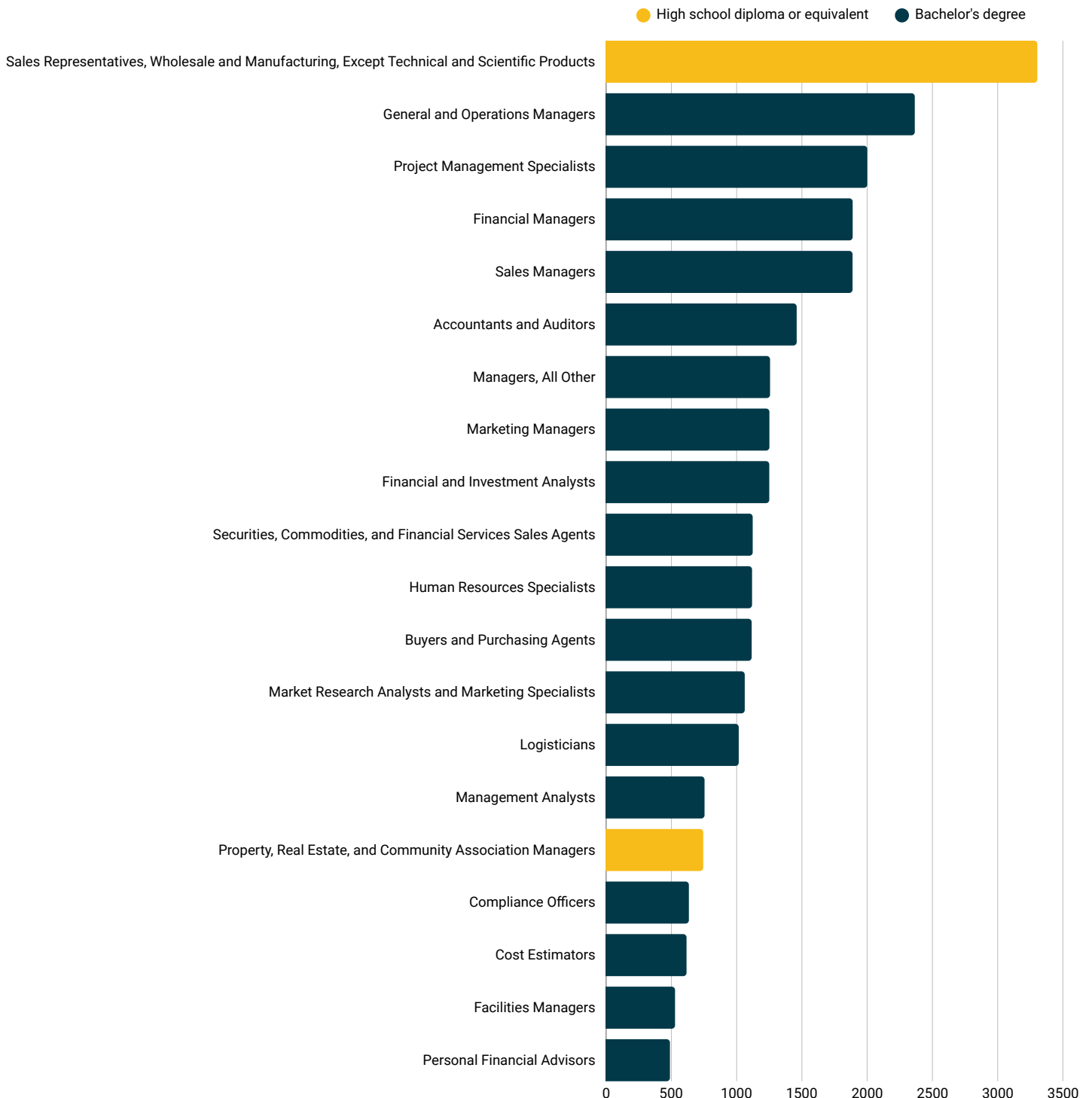


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q2 2025, there were a total of 31,205 job postings for Business and Finance workers, a decrease of 3,058 postings or 8.9 percent since Q1 2025. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q2 2025 with 3,304 postings. General and Operations Managers was in the second position with 2,365 postings. Other top posted jobs include Project Management Specialists (2,001 postings), Financial Managers (1,889 postings), and Sales Managers (1,888 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 \$36.78 per hour or an annual salary of about \$76,502.

Wage Overview for Top Posted Business and Finance Jobs in Q2 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	\$20.61	\$26.82	\$36.78	\$49.56	\$65.87
11-1021	General and Operations Managers	\$25.28	\$34.94	\$50.04	\$77.59	\$111.19
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.44
11-3031	Financial Managers	\$40.42	\$52.48	\$67.38	\$86.67	\$117.62
11-2022	Sales Managers	\$36.31	\$49.04	\$72.78	\$96.67	\$118.07
13-2011	Accountants and Auditors	\$26.76	\$30.65	\$38.10	\$48.79	\$62.49
11-9199	Managers, All Other	\$38.74	\$51.00	\$64.93	\$81.14	\$98.29
11-2021	Marketing Managers	\$36.44	\$49.85	\$66.50	\$85.68	\$108.76
13-2051	Financial and Investment Analysts	\$30.28	\$36.58	\$45.34	\$54.68	\$65.61
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$23.16	\$26.23	\$36.06	\$60.36	\$86.70

In-Demand Technical Skills

- Marketing
- Project Management
- 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: 15.9%
- Associate degree: 6.6%
- Bachelor's degree: 57.9%
- Master's degree: 12.6%

Top Posting Employers

- GPAC
- Comerica
- Ford
- General Motors
- University Of Michigan
- Huntington Bancshares
- Robert Half
- State of Michigan
- JPMorgan Chase
- Henry Ford Health

Job Postings by City

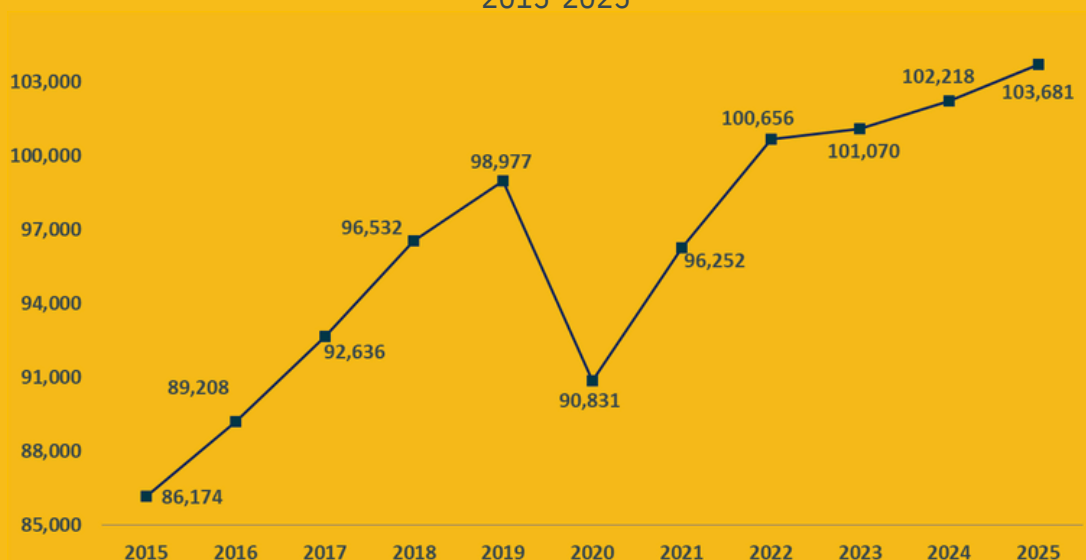
1. Detroit: 5,332 Postings
2. Lansing: 4,310 Postings
3. Ann Arbor: 2,037 Postings
4. Troy: 1,843 Postings
5. Southfield: 1,077 Postings
6. Auburn Hills: 982 Postings
7. Livonia: 878 Postings
8. Warren: 854 Postings
9. Novi: 852 Postings
10. Dearborn: 850 Postings

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

CONSTRUCTION OCCUPATION GROUP

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

Employment Over Time
2015-2025



1,463
Construction
Workers

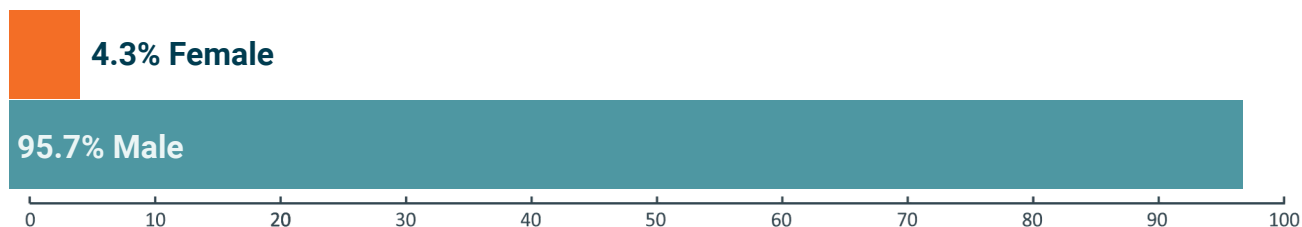
1.4% increase
from 2024



Construction Worker Demographics

According to Q2 2025 Lightcast data, the 103,681 workers in the Construction group are not particularly diverse. Just 11.5 percent of the related workforce is under 25. Female workers account for 4.3 percent of the current workforce and only 16.7 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.

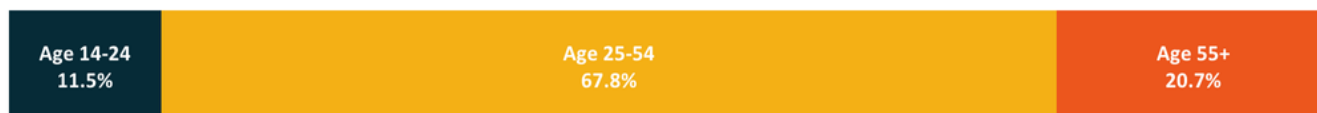
Worker Gender Demographics



Race and Ethnicity Demographics

83.3% White | 7.7% Hispanic or Latino | 6.4% Black or African-American

Worker Age Demographics

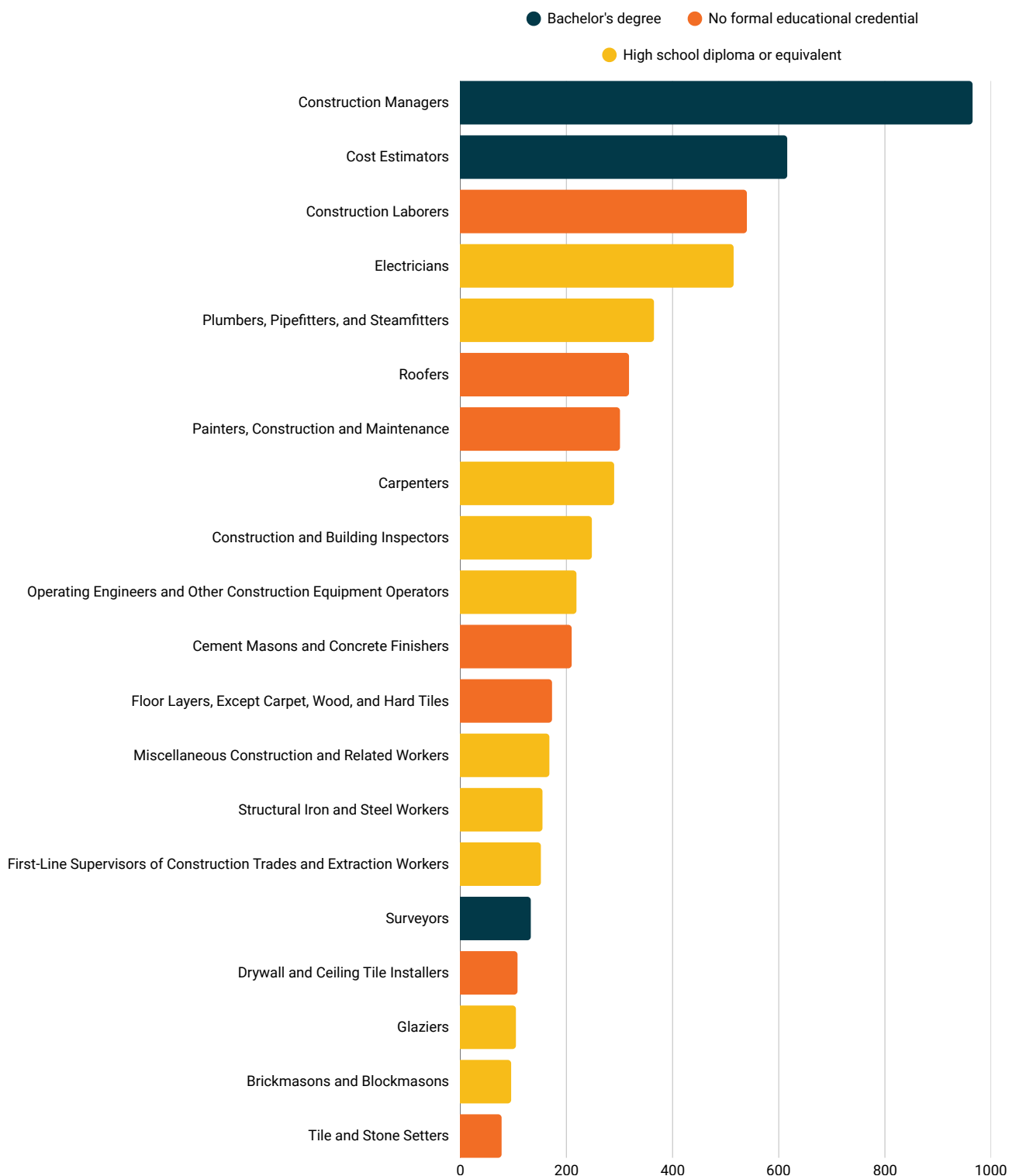


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 6,330 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q2 2025, with 965 postings. Cost Estimators was in the second position with 616 postings. Other top posted jobs include Construction Laborers (540 Postings), Electricians (515 postings), and Plumbers, Pipefitters, and Steamfitters (365 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 a median wage over \$24 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$51.59 per hour or an annual salary of about \$107,307. Those working in apprentice-eligible occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$38.77 per hour or \$80,642 annually.

Wage Overview for Top Posted Construction Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$32.74	\$41.25	\$51.59	\$64.36	\$80.52
13-1051	Cost Estimators	\$22.06	\$29.27	\$37.65	\$48.89	\$60.31
47-2061	Construction Laborers	\$17.59	\$20.63	\$24.27	\$29.07	\$33.83
47-2111	Electricians	\$21.01	\$27.45	\$37.80	\$43.91	\$49.35
47-2152	Plumbers, Pipefitters, and Steamfitters	\$21.52	\$27.05	\$38.77	\$46.47	\$50.59
47-2181	Roofers	\$21.85	\$23.94	\$28.18	\$36.20	\$39.14
47-2141	Painters, Construction and Maintenance	\$17.76	\$22.04	\$26.37	\$31.38	\$35.78
47-2031	Carpenters	\$21.40	\$24.53	\$30.31	\$35.66	\$40.16
47-4011	Construction and Building Inspectors	\$23.64	\$29.16	\$34.86	\$39.56	\$46.39
47-2073	Operating Engineers and Other Construction Equipment Operators	\$22.94	\$25.74	\$30.82	\$38.18	\$43.46

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 20.3%
- Associate degree: 4.5%
- Bachelor's degree: 15.7%
- Master's degree: 2.1%

Top Posting Employers

- GPAC
- Aerotek
- Actalent
- Tradesmen International
- Jobot
- Power Home Remodeling
- General Motors
- Christman & Company
- Express Employment Professionals
- YMCA

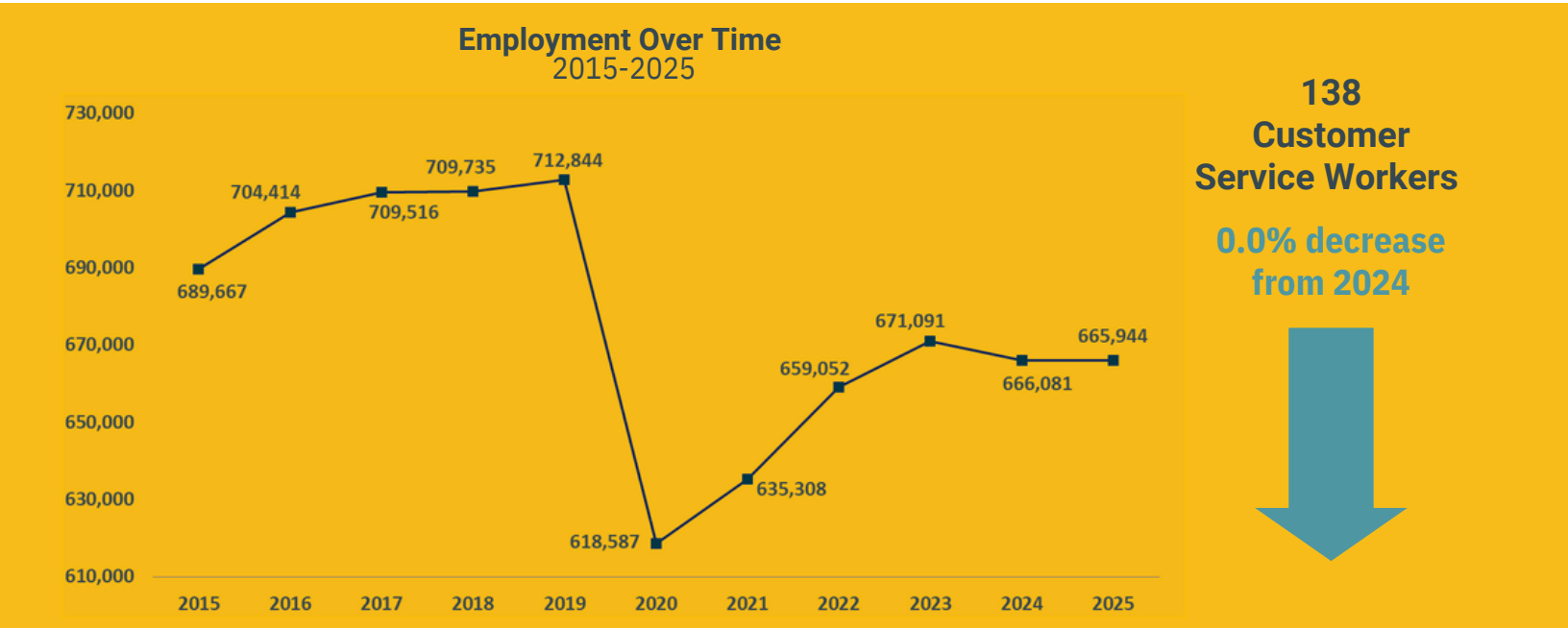
Job Postings by City

1. Detroit: 902 Postings
2. Lansing: 485 Postings
3. Ann Arbor: 331 Postings
4. Livonia: 240 Postings
5. Troy: 156 Postings
6. Warren: 153 Postings
7. Flint: 147 Postings
8. Pontiac: 146 Postings
9. Sterling Heights: 139 Postings
10. Brighton: 133 Postings

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

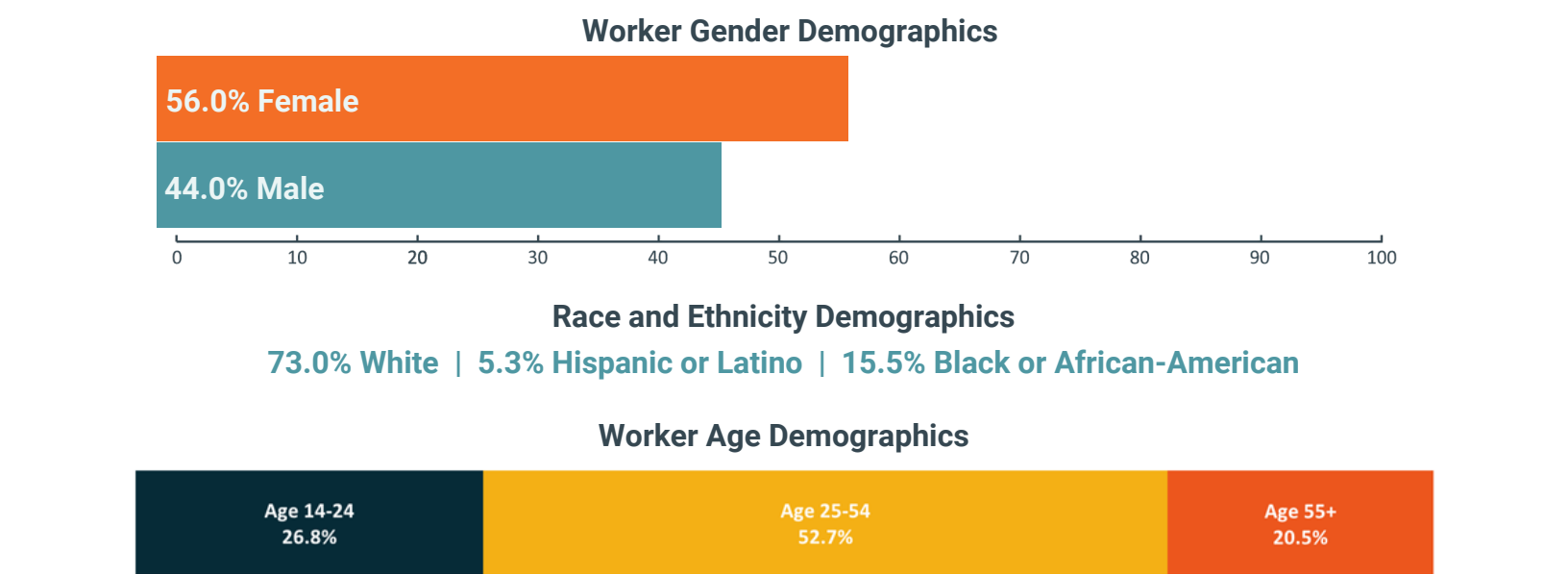
CUSTOMER SERVICE OCCUPATION GROUP

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.



Customer Service Worker Demographics

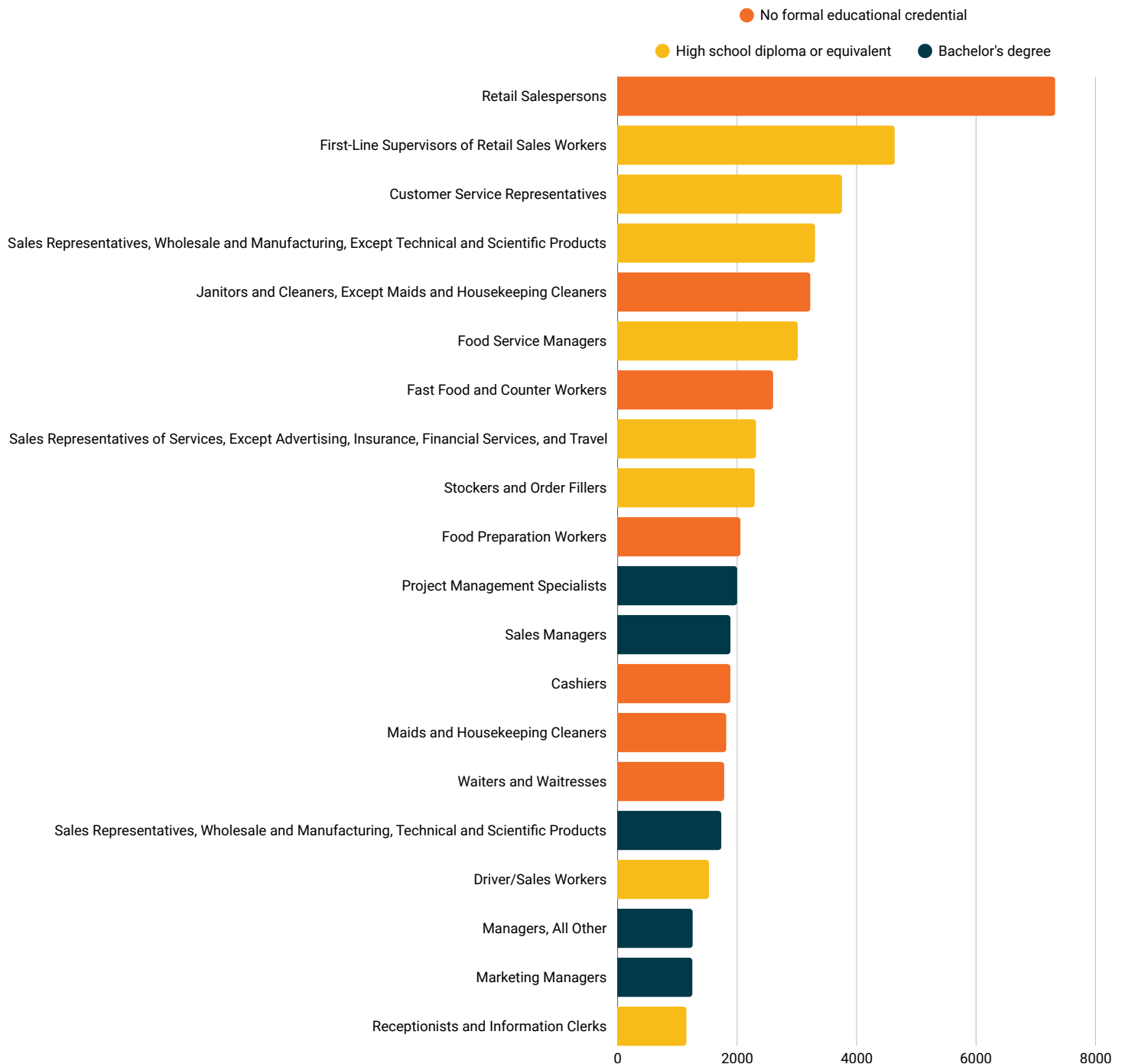
In Q2 2025, there were 665,944 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.0 percent) and between the ages of 25 and 54 (52.7 percent), with 44.0 percent of workers identifying as male and 27.0 percent identifying as a racial minority. Roughly 26.8 percent of the workers were under the age of 25, compared to the 20.5 percent 55 years of age or older.



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q2 2025, there were a total of 63,132 job postings for Customer Service workers, a decrease of 1,632 or 2.5 percent since Q1 2025. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q2 2025, with 7,323 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 4,637 postings. Other top posted jobs include Customer Service Representatives (3,755 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,304 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (3,225 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. Five of the top ten jobs pay over \$18 per hour. Retail Salespersons, the top posted Customer Service job, offers a median hourly wage of \$16.31 per hour or an annual salary of about \$33,925. 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 \$22.68 per hour or \$47,174 annually.

Wage Overview for Top Posted Customer Service Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$12.88	\$13.97	\$16.31	\$18.38	\$24.44
41-1011	First-Line Supervisors of Retail Sales Workers	\$16.05	\$17.98	\$22.68	\$28.12	\$34.94
43-4051	Customer Service Representatives	\$15.33	\$17.48	\$20.89	\$24.63	\$30.51
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.61	\$26.82	\$36.78	\$49.56	\$65.87
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.93	\$14.96	\$17.02	\$18.50	\$21.63
11-9051	Food Service Managers	\$21.16	\$24.44	\$29.51	\$35.84	\$44.61
35-3023	Fast Food and Counter Workers	\$11.21	\$12.99	\$14.14	\$15.27	\$17.08
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$17.97	\$23.36	\$35.43	\$51.04	\$72.94
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.17
35-2021	Food Preparation Workers	\$12.98	\$14.39	\$16.80	\$17.85	\$20.07

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 26.6%
- Associate degree: 3.0%
- Bachelor's degree: 17.1%
- Master's degree: 3.2%

Top Posting Employers

- Kroger
- Meijer
- Walmart
- Domino's Pizza
- AutoZone
- Subway
- Dollar Tree
- Taco Bell
- Burger King
- Arby's

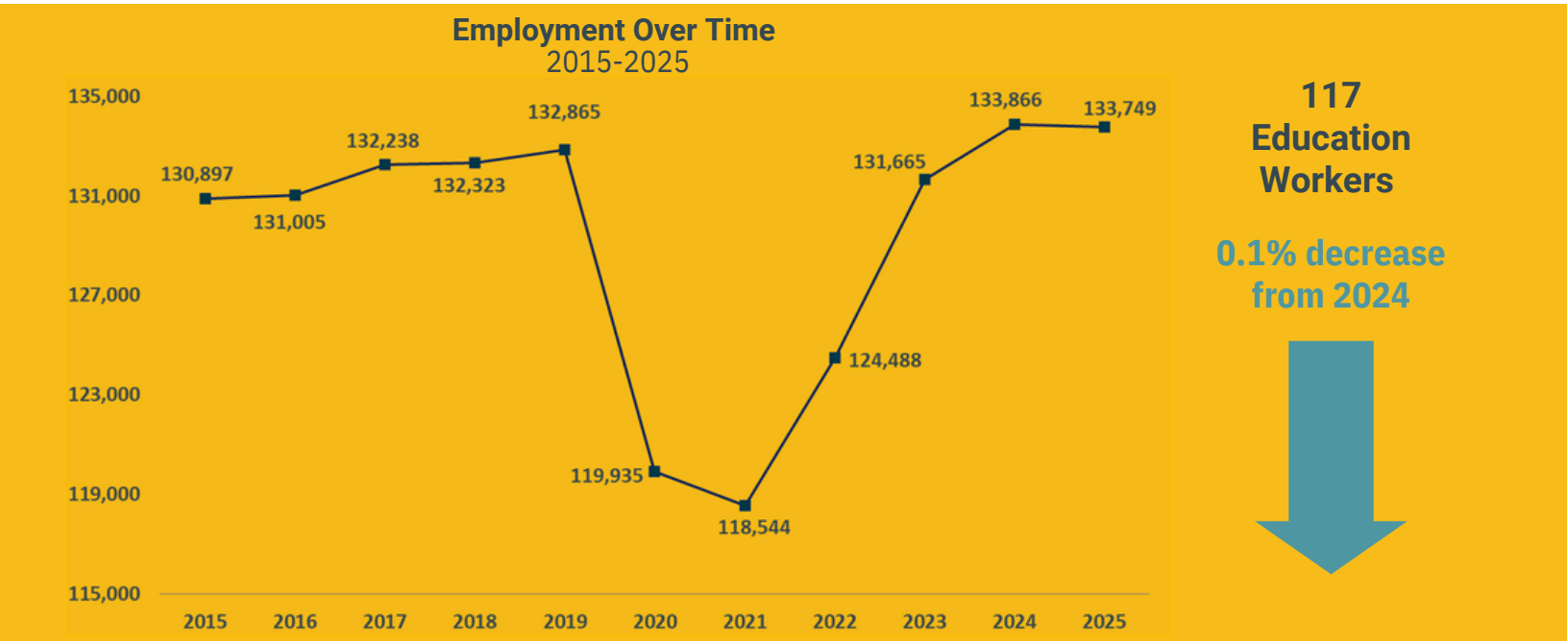
Job Postings by City

1. Detroit: 5,790 Postings
2. Lansing: 4,559 Postings
3. Ann Arbor: 3,454 Postings
4. Troy: 2,656 Postings
5. Novi: 1,801 Postings
6. Livonia: 1,617 Postings
7. Dearborn: 1,353 Postings
8. Southfield: 1,345 Postings
9. Flint: 1,297 Postings
10. Auburn Hills: 1,289 Postings

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

EDUCATION OCCUPATION GROUP

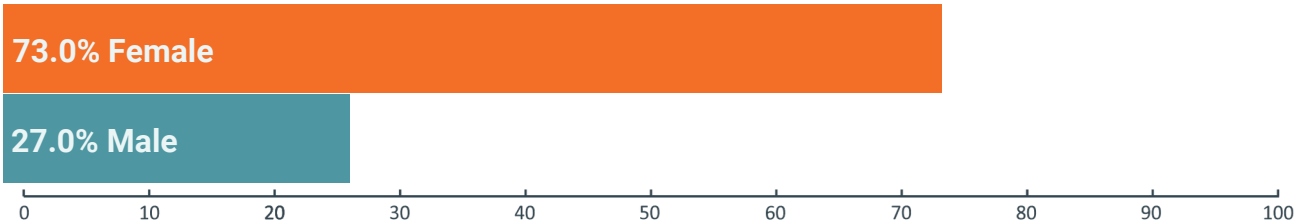
Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group 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 Q2 2025 Lightcast data, the 133,749 workers in the Education group are not particularly diverse. Just 10.9 percent of the related workforce is under 25. Male workers account for 27.0 percent of the current workforce and only 20.0 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

80.0% White | 3.7% Asian | 8.7% Black or African-American

Worker Age Demographics

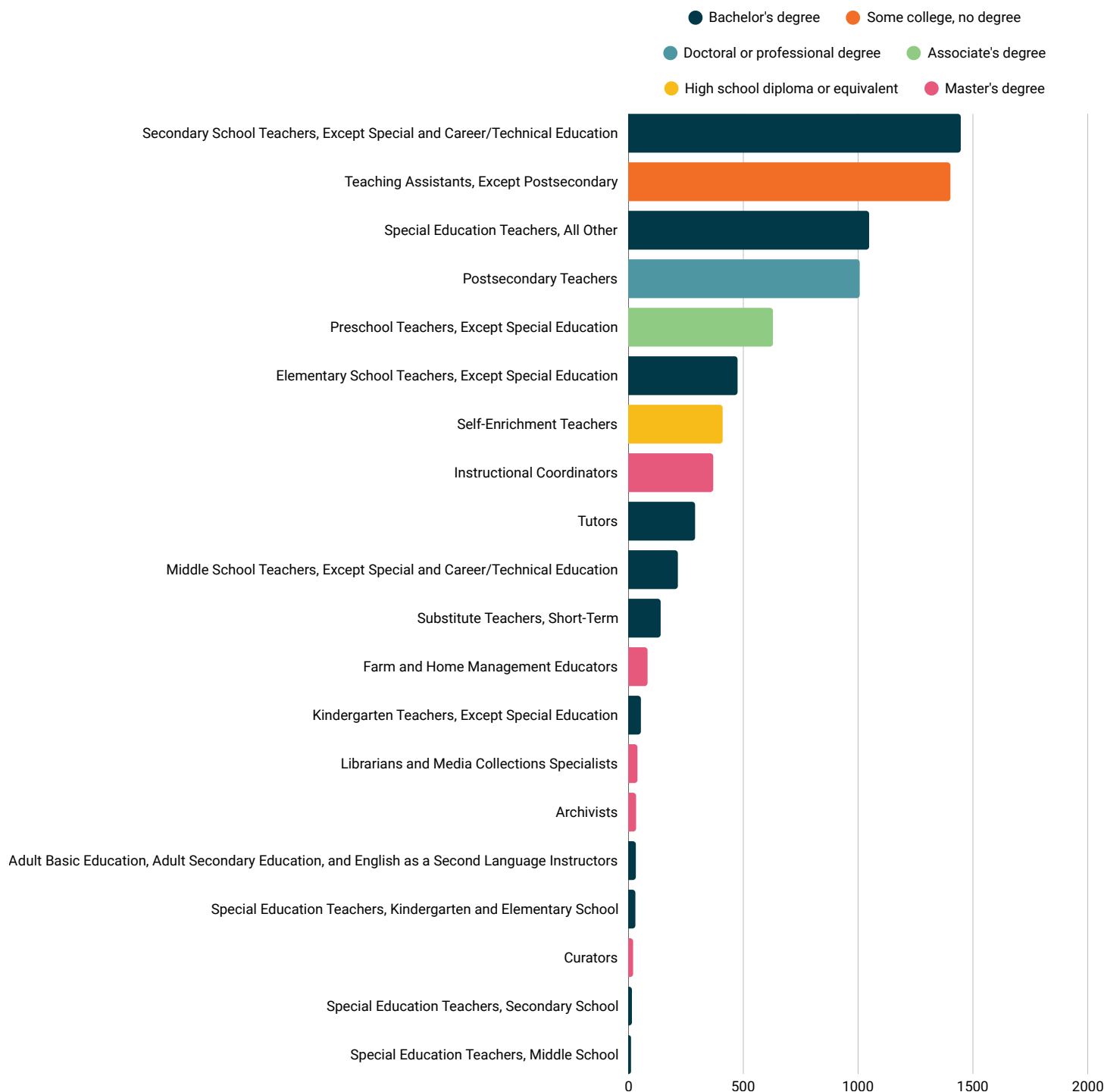


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 329 or 4.4 percent since Q1 2025, bringing Q2 2025 demand to 7,771 job postings for Education workers. Secondary School Teachers, Except Special and Career/Technical was the most sought-after occupation with 1,447 postings. Teaching Assistants, Except Postsecondary was in the second position with 1,402 postings. Other top posted jobs include Special Education Teachers, All Other (1,048 postings), Postsecondary Teachers (1,007 postings), and Preschool Teachers, Except Special Education (629 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. Secondary School Teachers, Except Special and Career/Technical Education, the top posted Education job, offers a median hourly wage of \$34.71 per hour or an annual salary of about \$72,197.

Wage Overview for Top Posted Education Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$22.56	\$26.47	\$34.71	\$39.94	\$45.59
25-9045	Teaching Assistants, Except Postsecondary	\$11.87	\$13.80	\$15.12	\$17.49	\$19.93
25-2059	Special Education Teachers, All Other	\$22.98	\$29.22	\$37.01	\$40.79	\$45.92
25-1099	Postsecondary Teachers	\$23.82	\$31.32	\$44.70	\$61.66	\$78.51
25-2011	Preschool Teachers, Except Special Education	\$14.32	\$16.23	\$17.95	\$21.72	\$24.64
25-2021	Elementary School Teachers, Except Special Education	\$22.43	\$24.28	\$30.33	\$37.71	\$44.21
25-3021	Self-Enrichment Teachers	\$13.27	\$14.40	\$18.65	\$24.32	\$34.22
25-9031	Instructional Coordinators	\$23.55	\$28.87	\$37.72	\$46.43	\$54.18
25-3041	Tutors	\$13.98	\$15.59	\$17.24	\$23.11	\$28.94
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$21.76	\$23.45	\$29.82	\$37.25	\$45.59

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communication
- Planning
- Writing
- Leadership

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: 15.9%
- Associate degree: 10.0%
- Bachelor's degree: 38.2%
- Master's degree: 18.6%

Top Posting Employers

- Michigan Association Of School Boards
- University Of Michigan
- Michigan State University
- National Heritage Academies
- Soliant Health
- Archdiocese Of Detroit
- Learning Care Group
- KinderCare Education
- Ingham Intermediate School District
- Childtime Learning Centers

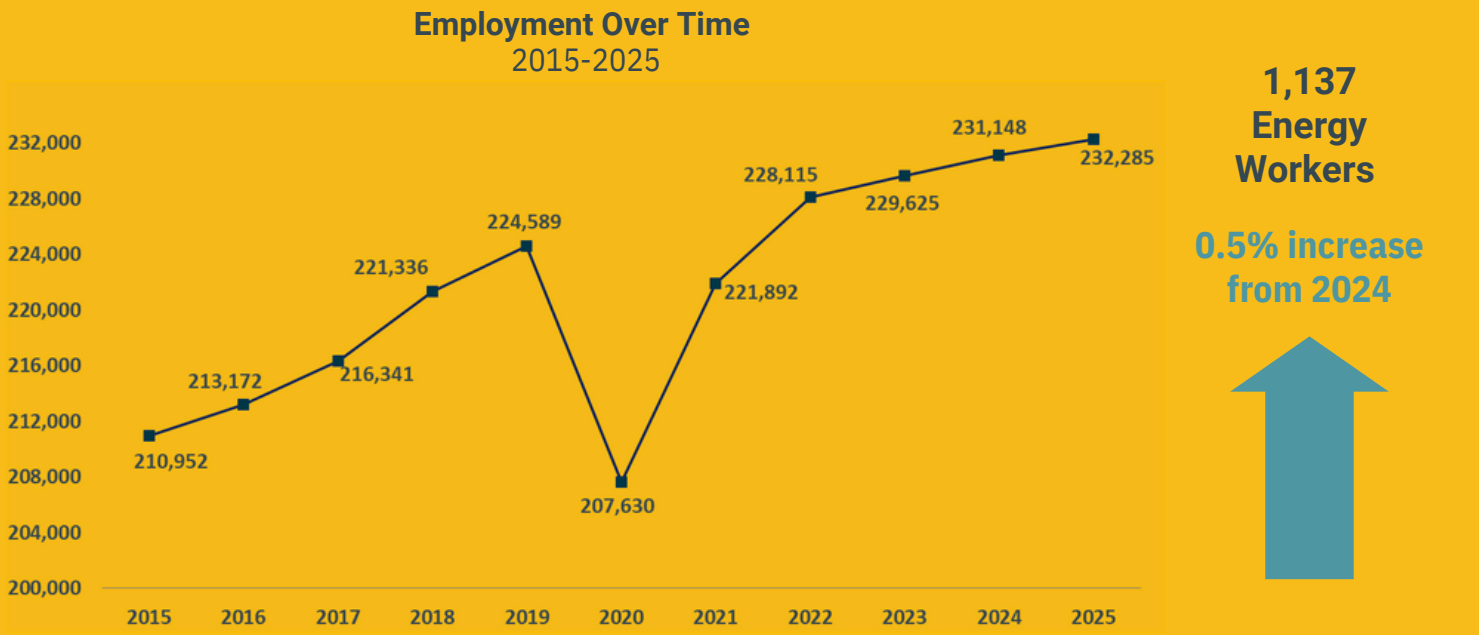
Job Postings by City

1. Detroit: 787 Postings
2. Ann Arbor: 533 Postings
3. Lansing: 464 Postings
4. Flint: 326 Postings
5. East Lansing: 300 Postings
6. Jackson: 200 Postings
7. Dearborn: 176 Postings
8. Troy: 167 Postings
9. Southfield: 143 Postings
10. Warren: 137 Postings

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

ENERGY OCCUPATION GROUP

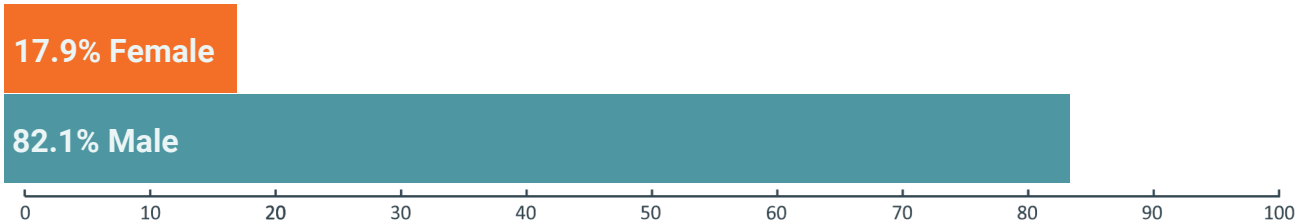
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation 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 Q2 2025, there were 232,285 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 (69.7 percent), with 17.9 percent of workers identifying as female and just 20.9 percent identifying as a racial minority. Also of note was that 5.6 percent of the workers in the occupation group were under the age of 25, compared to 24.7 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

79.1% White | 5.5% Asian | 9.8% Black or African-American

Worker Age Demographics

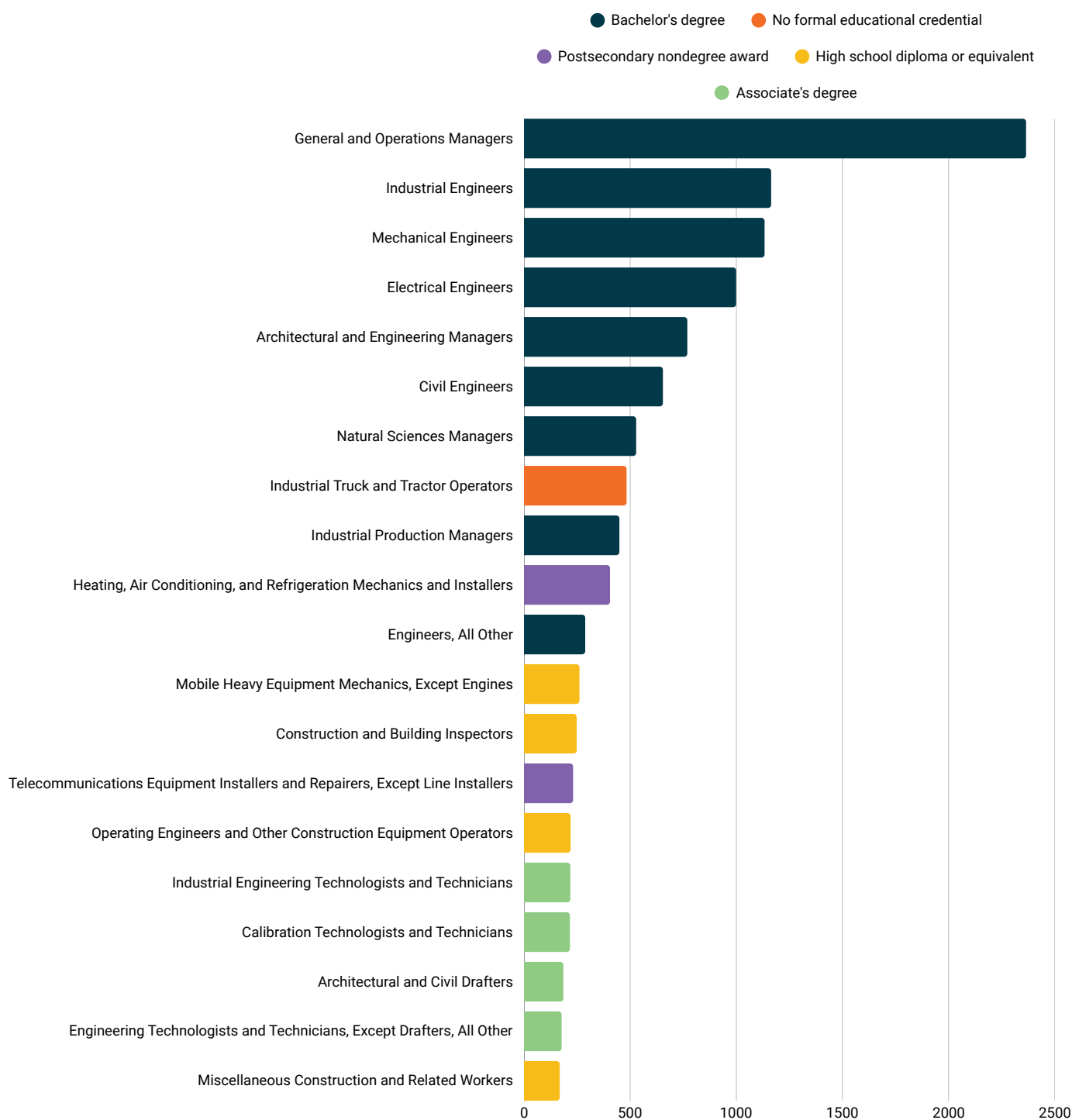


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 14,535 job postings for Energy workers, a decrease of 928 postings or 6.0 percent from Q1 2025. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q2 2025, with 2,365 postings. Industrial Engineers was in the second position with 1,164 postings. Other top posted jobs include Mechanical Engineers (1,133 postings), Electrical Engineers (999 postings), and Architectural and Engineering Managers (769 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. Seven of the top jobs pay over \$48 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$50.04 per hour or an annual salary of about \$104,083.

Wage Overview for Top Posted Energy Jobs in Q2 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	\$25.28	\$34.94	\$50.04	\$77.59	\$111.19
17-2112	Industrial Engineers	\$36.87	\$39.81	\$48.18	\$60.82	\$67.81
17-2141	Mechanical Engineers	\$36.87	\$40.55	\$50.02	\$62.37	\$71.16
17-2071	Electrical Engineers	\$37.48	\$41.29	\$50.10	\$62.71	\$75.43
11-9041	Architectural and Engineering Managers	\$57.84	\$64.34	\$80.01	\$86.44	\$104.26
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.35	\$63.19
11-9121	Natural Sciences Managers	\$36.68	\$48.46	\$65.82	\$86.20	\$112.69
53-7051	Industrial Truck and Tractor Operators	\$17.37	\$19.13	\$22.40	\$29.92	\$36.41
11-3051	Industrial Production Managers	\$37.50	\$46.27	\$56.63	\$67.11	\$83.17
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$19.72	\$23.10	\$29.15	\$36.21	\$40.89

In-Demand Technical Skills

- Project Management
- Continuous Improvement Process
- Electrical Engineering
- Mechanical Engineering
- 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: 6.5%
- Bachelor's degree: 45.4%
- Master's degree: 14.9%

Top Posting Employers

- Actalent
- General Motors
- Ford
- GPAC
- Goodlab
- Stellantis
- University Of Michigan
- Aerotek
- CDM Smith
- AutoZone

Job Postings by City

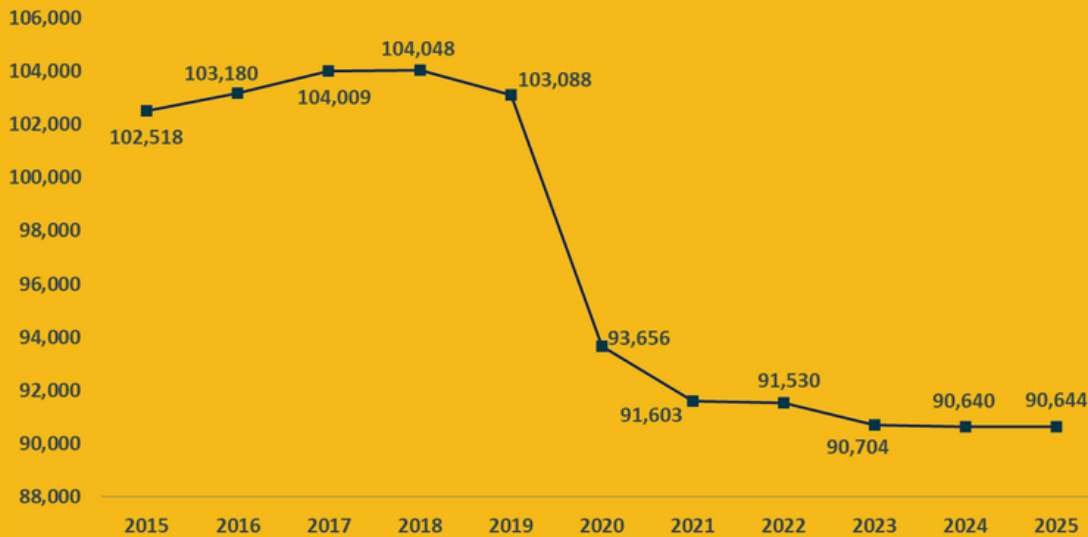
1. Detroit: 1,911 Postings
2. Lansing: 1,106 Postings
3. Ann Arbor: 935 Postings
4. Auburn Hills: 808 Postings
5. Troy: 596 Postings
6. Dearborn: 508 Postings
7. Warren: 489 Postings
8. Novi: 440 Postings
9. Southfield: 390 Postings
10. Sterling Heights: 378 Postings

**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



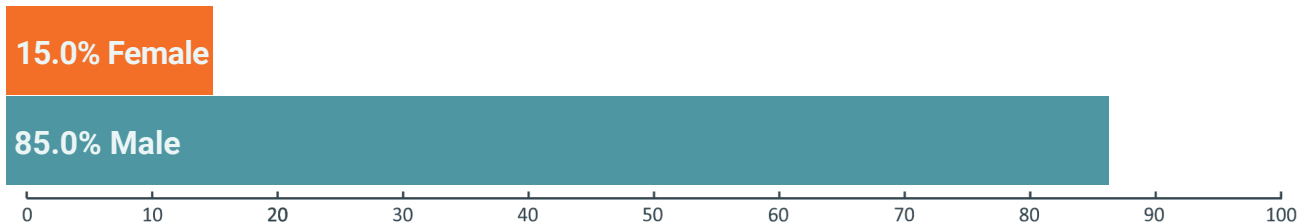
3
Engineers and
Designers Workers
0.0% increase
from 2024



Engineers and Designers Worker Demographics

According to Q2 2025 Lightcast data, the 90,644 workers in the Engineering and Design group are not particularly diverse. Just 5.4 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.0 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 | 10.3% Asian | 7.8% Black or African-American

Worker Age Demographics

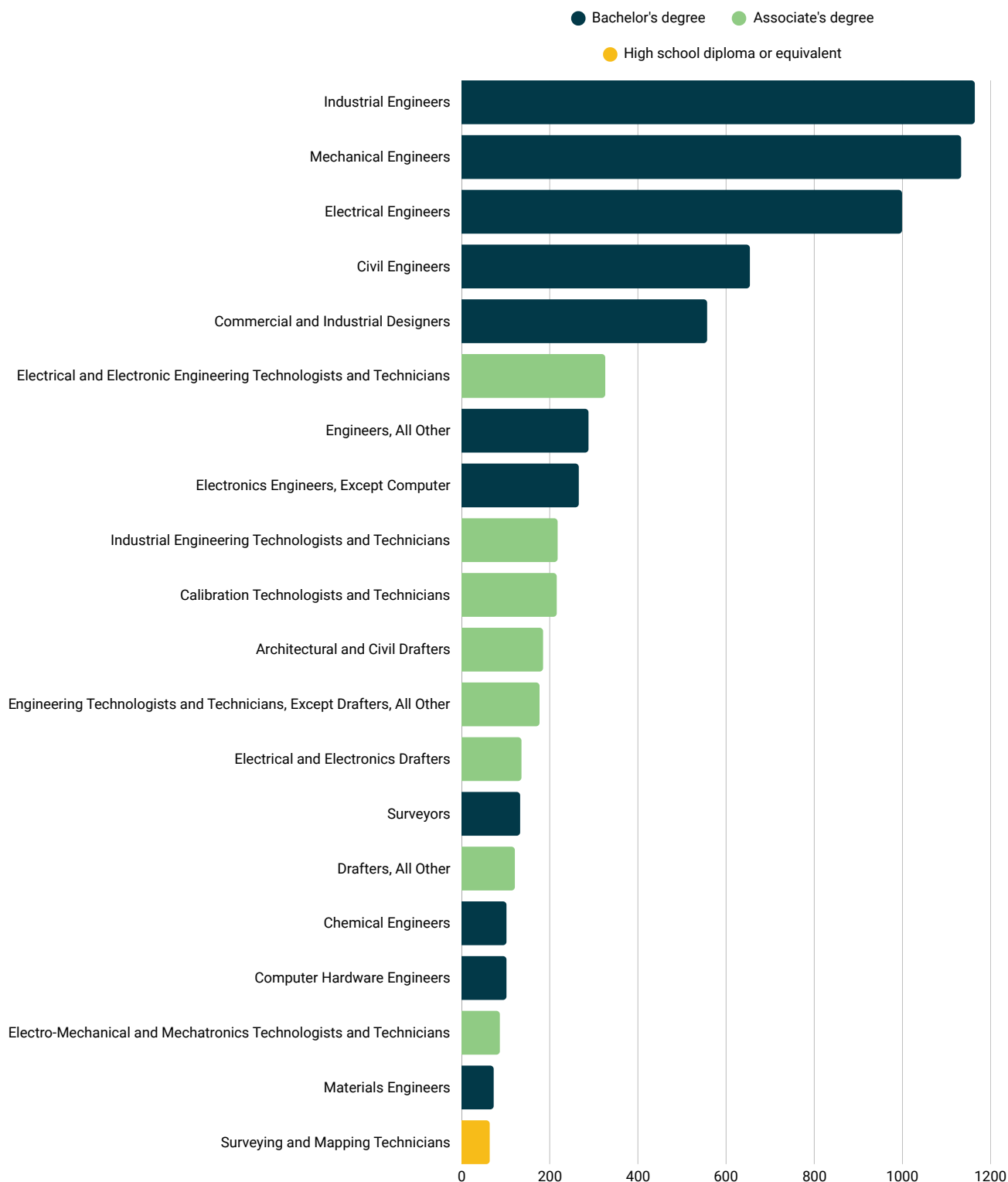


Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 7,443 postings in Q2 2025, a decrease of 668 postings (8.2 percent) from Q1. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q2 2025, with 1,164 postings. Mechanical Engineers was in the second position with 1,133 postings. Other top posted jobs include Electrical Engineers (999 postings), Civil Engineers (654 postings), and Commercial and Industrial Designers (557 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. Seven of the top ten jobs pay over \$39 per hour. Industrial Engineers, the top posted Engineering and Design job, offers a median hourly wage of \$48.18 per hour or an annual salary of about \$100,214.

Wage Overview for Top Posted Engineers and Designers Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$36.87	\$39.81	\$48.18	\$60.82	\$67.81
17-2141	Mechanical Engineers	\$36.87	\$40.55	\$50.02	\$62.37	\$71.16
17-2071	Electrical Engineers	\$37.48	\$41.29	\$50.10	\$62.71	\$75.43
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.35	\$63.19
27-1021	Commercial and Industrial Designers	\$25.92	\$35.10	\$47.62	\$50.55	\$55.29
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.56	\$34.76	\$40.34	\$48.11
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.72	\$61.95	\$76.13
17-2072	Electronics Engineers, Except Computer	\$42.26	\$48.89	\$52.62	\$66.05	\$78.13
17-3026	Industrial Engineering Technologists and Technicians	\$24.14	\$26.77	\$31.54	\$38.94	\$45.26
17-3028	Calibration Technologists and Technicians	\$24.57	\$30.04	\$37.07	\$41.19	\$46.68

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Troubleshooting
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 8.9%
- Associate degree: 8.6%
- Bachelor's degree: 62.1%
- Master's degree: 20.3%

Top Posting Employers

- Ford
- General Motors
- Actalent
- Stellantis
- GPAC
- Lincoln Electric
- CDM Smith
- Rapid Global Business Solutions
- Trillium Staffing
- Black & Veatch

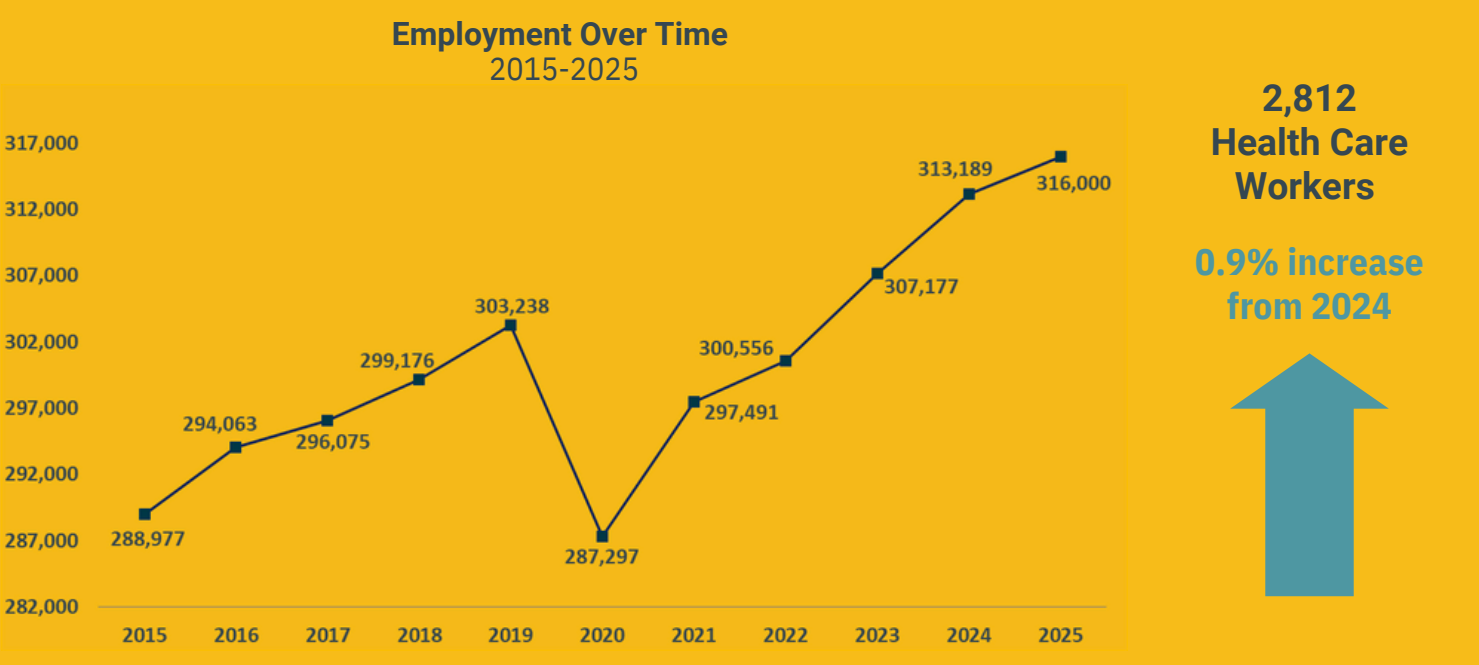
Job Postings by City

1. Detroit: 767 Postings
2. Auburn Hills: 738 Postings
3. Ann Arbor: 517 Postings
4. Dearborn: 396 Postings
5. Troy: 395 Postings
6. Lansing: 376 Postings
7. Southfield: 330 Postings
8. Warren: 308 Postings
9. Novi: 293 Postings
10. Sterling Heights: 286 Postings

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

HEALTH CARE OCCUPATION GROUP

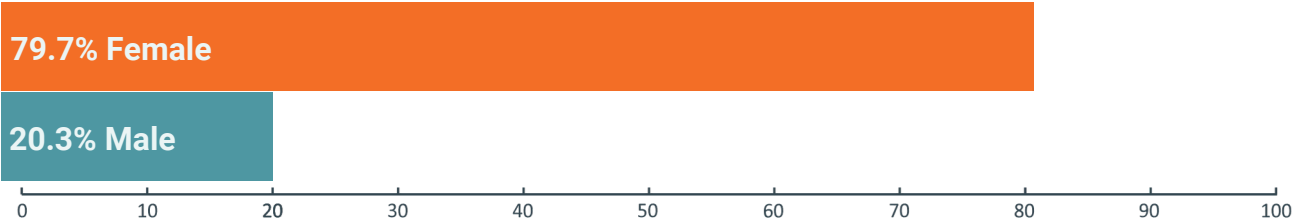
The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, more Health Care workers needed to care for Michigan’s aging population and in response to regulatory and other changes. Registered Nurses 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 316,000 workers, an overwhelming number of whom are females (79.7 percent) and between the ages of 25 and 54 (67.9 percent). Just 20.3 percent of workers identify as male, although 31.4 percent identifying as a racial minority. Plus, 9.4 percent of the workers in the occupation group were under the age of 25, compared to the 22.7 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

68.6% White | 5.7% Asian | 20.2% Black or African-American

Worker Age Demographics

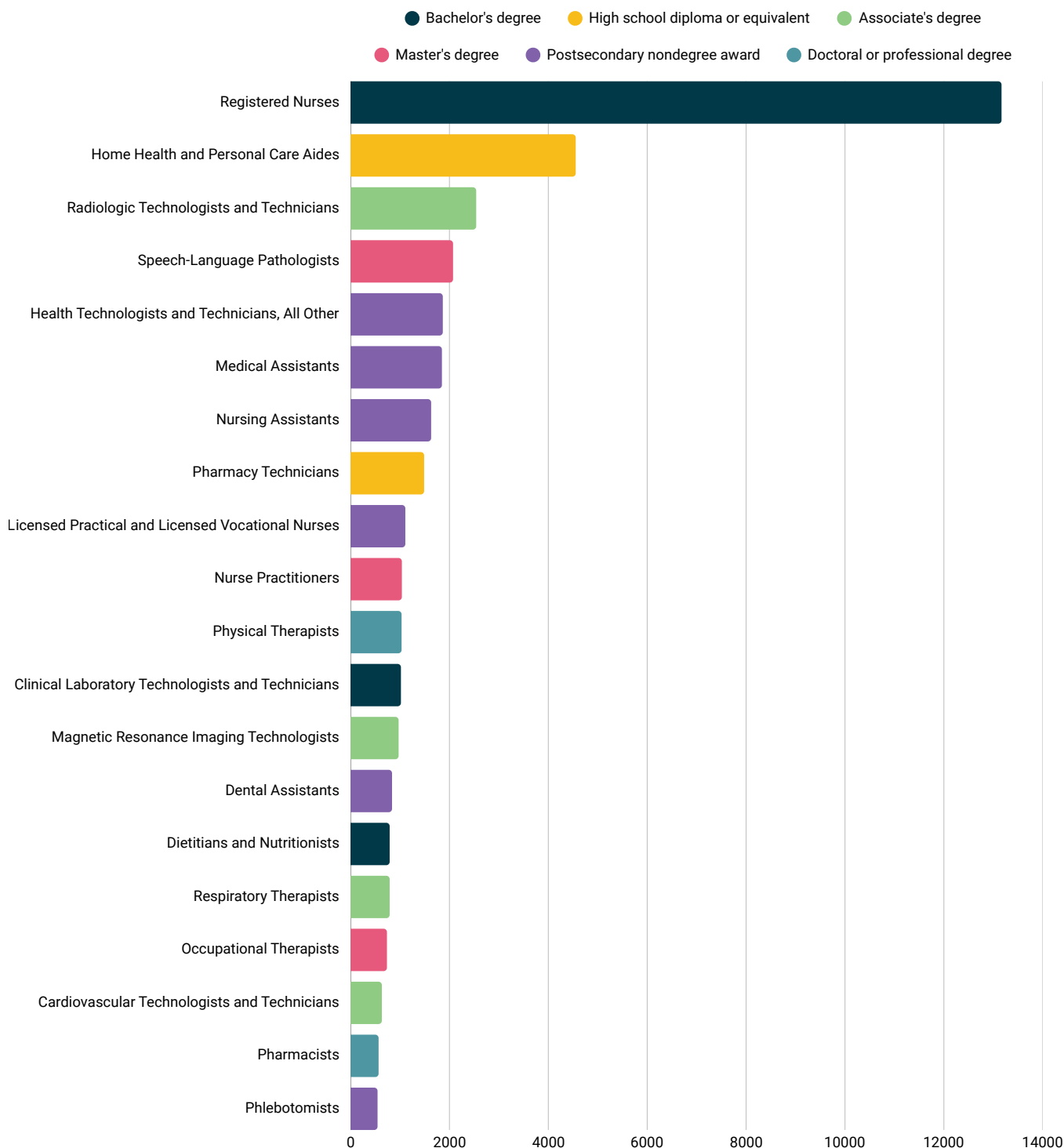


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q2 2025, there were a total of 48,805 job postings for Health Care workers, an increase of 1,021 from Q1 2025. Registered Nurses was the most sought-after occupation by Health Care industry employers with 13,166 postings. Home Health and Personal Care Aides was in the second position with 4,554 postings. Other top posted jobs include Radiologic Technologists and Technicians (2,541 postings), Speech-Language Pathologists (2,073 postings), and Health Technologists and Technicians, All Other (1,866 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 \$43.08 per hour or an annual salary of about \$89,606.

Wage Overview for Top Posted Health Care Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$35.23	\$39.01	\$43.08	\$48.68	\$53.81
31-1128	Home Health and Personal Care Aides	\$11.97	\$14.03	\$15.83	\$17.82	\$20.10
29-2034	Radiologic Technologists and Technicians	\$26.62	\$30.67	\$34.08	\$40.21	\$43.59
29-1127	Speech-Language Pathologists	\$29.15	\$32.84	\$40.27	\$47.92	\$52.55
29-2099	Health Technologists and Technicians, All Other	\$18.03	\$19.40	\$23.49	\$28.80	\$38.41
31-9092	Medical Assistants	\$16.94	\$17.75	\$18.86	\$21.78	\$23.16
31-1131	Nursing Assistants	\$17.41	\$18.25	\$19.14	\$20.94	\$22.32
29-2052	Pharmacy Technicians	\$16.59	\$17.73	\$19.19	\$23.02	\$24.92
29-2061	Licensed Practical and Licensed Vocational Nurses	\$28.30	\$29.67	\$31.37	\$34.72	\$37.56
29-1171	Nurse Practitioners	\$49.79	\$54.65	\$60.89	\$65.94	\$70.65

In-Demand Technical Skills

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

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
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 22.6%
- Associate degree: 15.0%
- Bachelor's degree: 14.9%
- Master's degree: 7.5%

Top Posting Employers

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

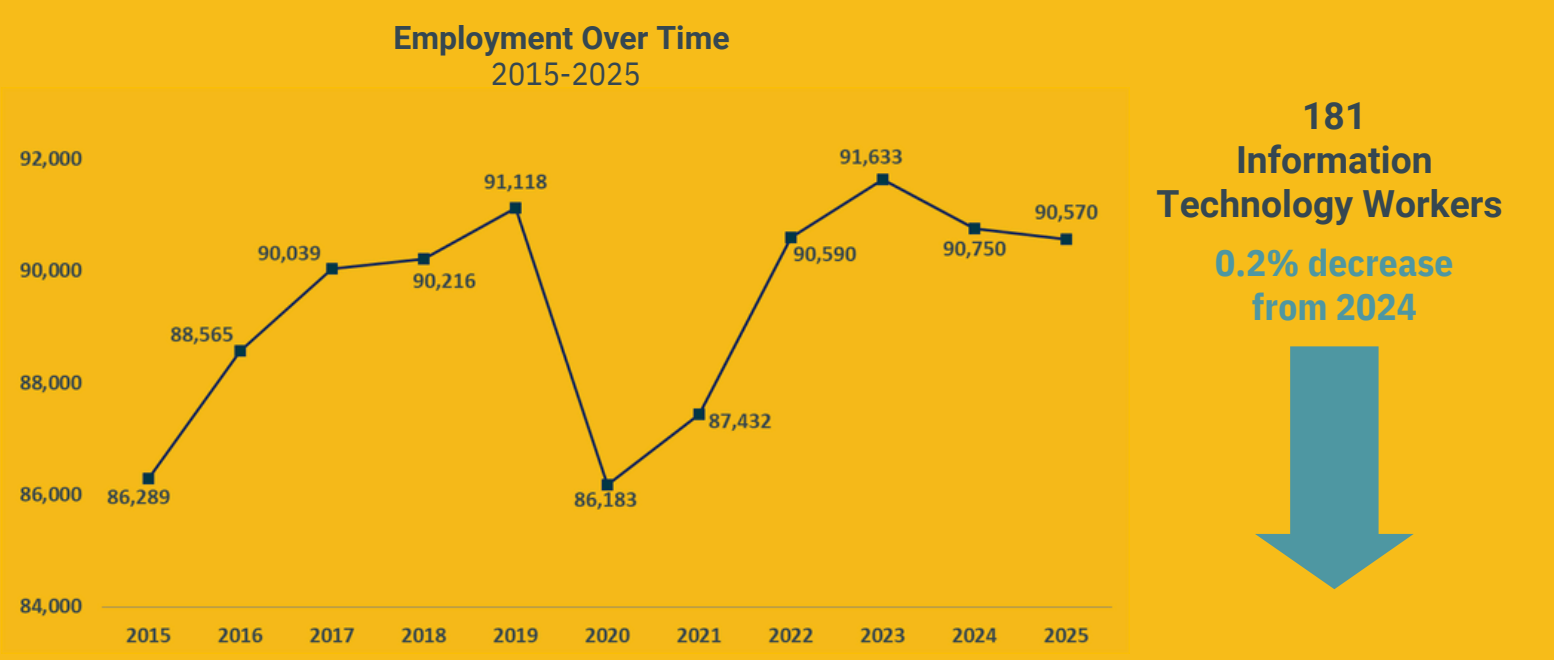
Job Postings by City

1. Detroit: 6,670 Postings
2. Ann Arbor: 2,745 Postings
3. Lansing: 2,600 Postings
4. Southfield: 1,521 Postings
5. Troy: 1,390 Postings
6. Flint: 1,380 Postings
7. Pontiac: 1,378 Postings
8. Jackson: 1,344 Postings
9. Warren: 1,206 Postings
10. Livonia: 1,084 Postings

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

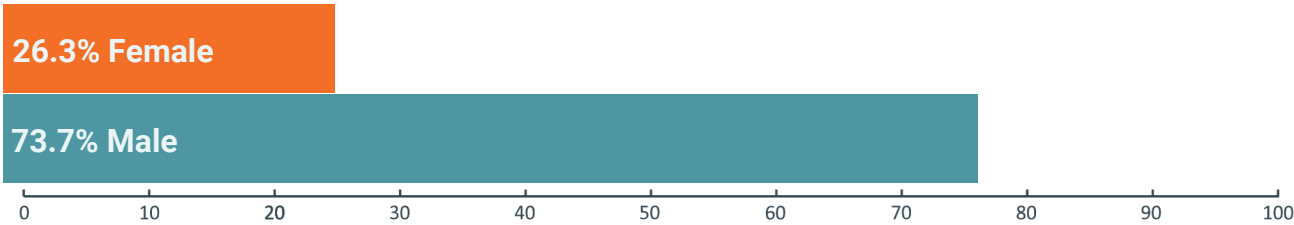
Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not 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 Q2 2025, there were 90,570 workers in the IT occupation group. This group is primarily made up of males (73.7 percent) and between the ages of 25 and 54 (76.7 percent), with 26.3 percent of workers identifying as female and 30.5 percent identifying as a racial minority. Plus, 6.0 percent of the workers in the occupation group were under the age of 25, compared to the 17.4 percent 55 years of age or older.

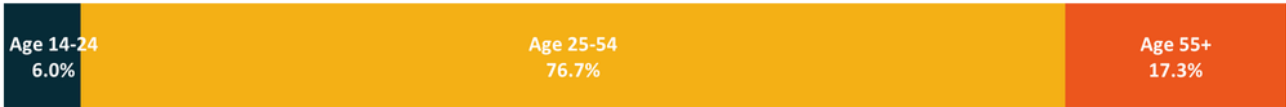
Worker Gender Demographics



Race and Ethnicity Demographics

69.5% White | **16.2% Asian** | **9.3% Black or African-American**

Worker Age Demographics

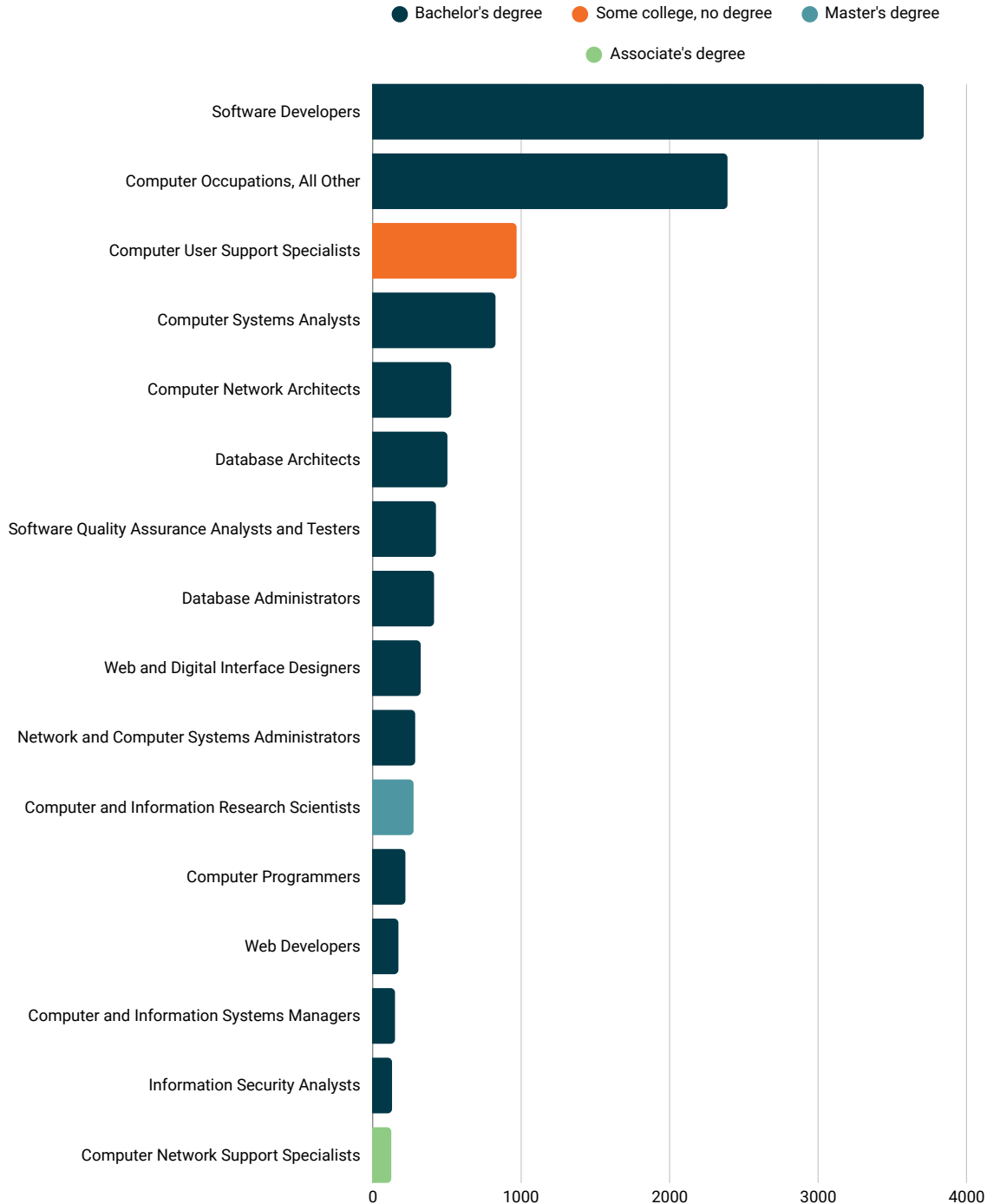


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q2 2025, there were a total of 11,451 job postings for IT workers, a decrease of 1,784 postings or 13.5 percent from Q1 2025. Software Developers was the most sought-after occupation by IT industry employers during Q2 2025, with 3,712 postings. Computer Occupations, All Other was in the second position with 2,390 postings. Other top posted jobs include Computer User Support Specialists (969 postings), Computer Systems Analysts (827 postings), and Computer Network Architects (529 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. Seven of the top jobs pay over \$48 per hour. Software Developers, the top posted IT job, offers a median hourly wage of \$58.13 per hour or an annual salary of about \$120,910.

Wage Overview for Top Posted Information Technology Jobs in Q2 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$37.13	\$45.00	\$58.13	\$65.40	\$77.83
15-1299	Computer Occupations, All Other	\$24.98	\$36.62	\$49.79	\$65.34	\$75.53
15-1232	Computer User Support Specialists	\$17.60	\$20.60	\$27.29	\$34.71	\$41.91
15-1211	Computer Systems Analysts	\$31.44	\$39.06	\$49.13	\$60.51	\$64.96
15-1241	Computer Network Architects	\$37.58	\$46.96	\$60.87	\$76.06	\$82.39
15-1243	Database Architects	\$33.15	\$45.29	\$60.66	\$68.57	\$79.87
15-1253	Software Quality Assurance Analysts and Testers	\$29.13	\$37.57	\$48.28	\$60.98	\$65.11
15-1242	Database Administrators	\$27.42	\$35.16	\$49.21	\$60.24	\$71.27
15-1255	Web and Digital Interface Designers	\$20.18	\$25.45	\$37.79	\$50.72	\$60.43
15-1244	Network and Computer Systems Administrators	\$31.25	\$37.86	\$46.22	\$57.00	\$68.38

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Management
- Troubleshooting
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 5.8%
- Associate degree: 7.0%
- Bachelor's degree: 58.3%
- Master's degree: 17.2%

Top Posting Employers

- Ford
- Cognizant Technology Solutions
- General Motors
- TEKsystems
- ASGN
- State of Michigan
- Htc Global Services
- V2Soft
- Lumen Technologies
- Comerica

Job Postings by City

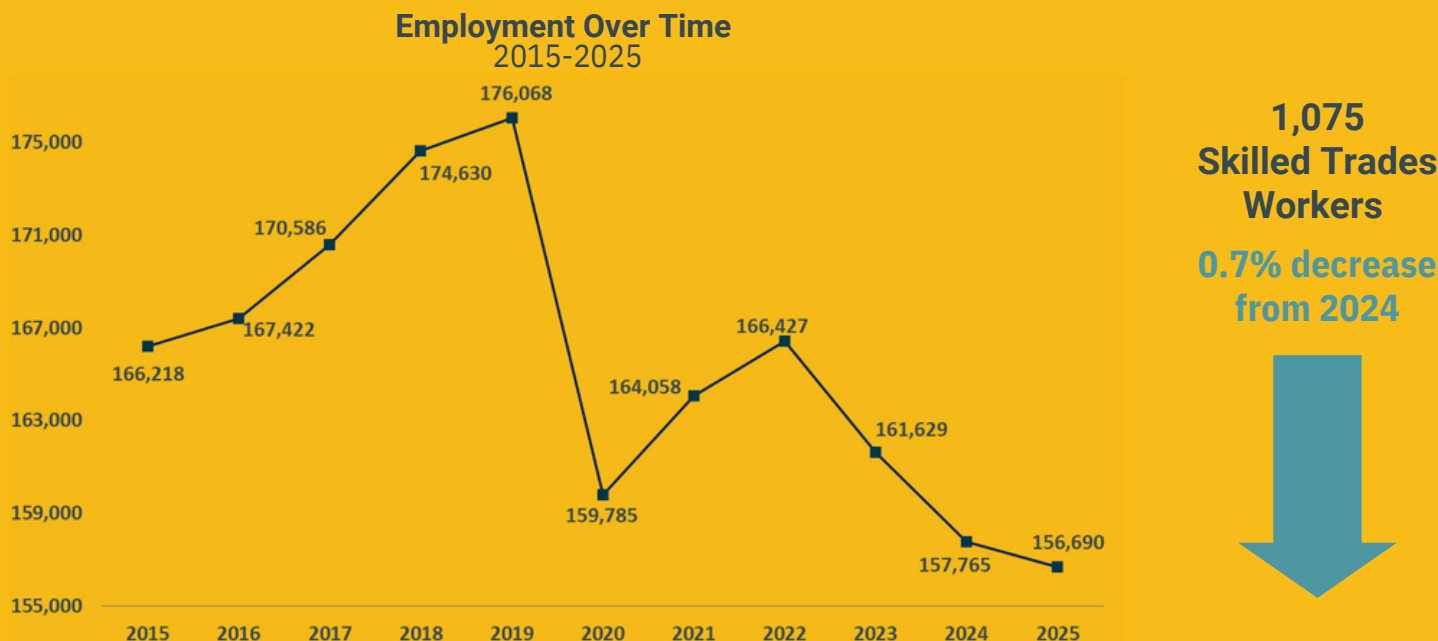
1. Lansing: 2,744 Postings
2. Detroit: 1,769 Postings
3. Ann Arbor: 894 Postings
4. Dearborn: 8882 Postings
5. Troy: 620 Postings
6. Auburn Hills: 574 Postings
7. Southfield: 420 Postings
8. Warren: 351 Postings
9. Sterling Heights: 323 Postings
10. Novi: 264 Postings

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

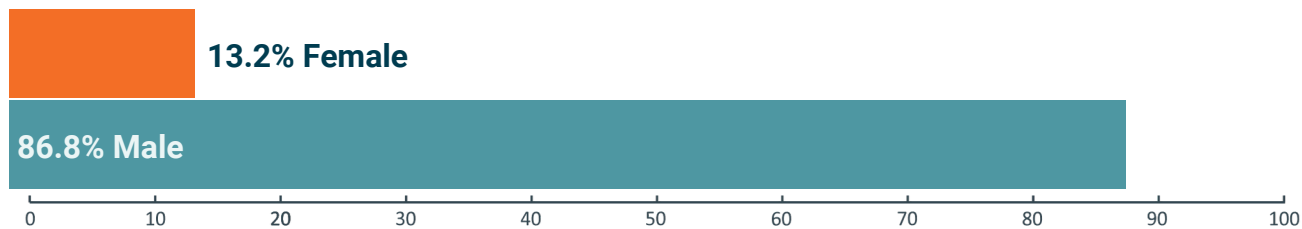
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 156,690 workers during 2025 in southeast Michigan. This group is primarily made up of males (86.8 percent) and between the ages of 25 and 54 (64.6 percent), with 13.2 percent of workers identifying as female and just 22.2 percent identifying as a racial minority. Plus, 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

77.8% White | 4.7% Hispanic or Latino | 12.6% Black or African-American

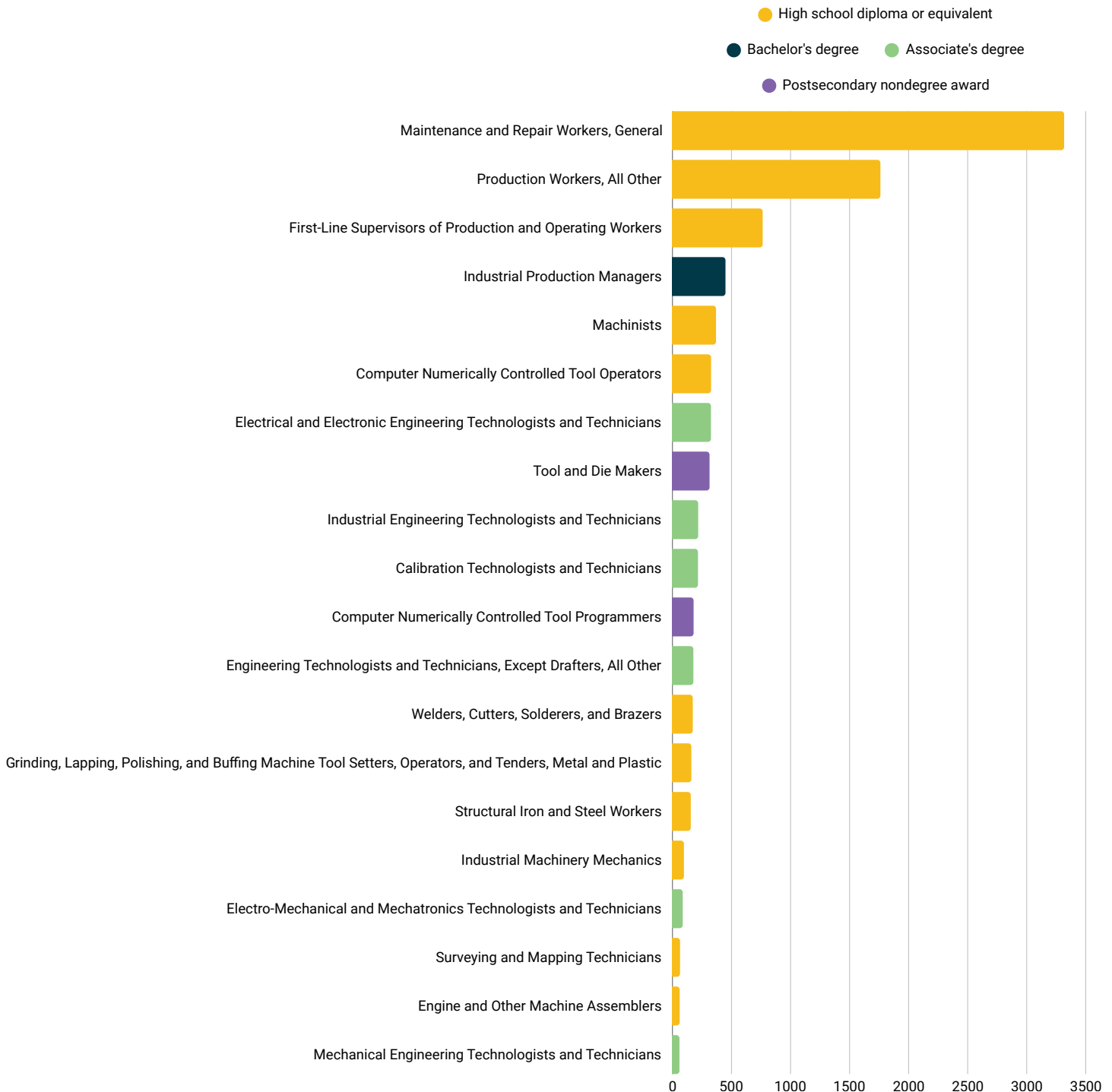
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 9,542 job postings for Skilled Trades workers in Q2 2025, the same number of postings in Q1 2025. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q2 2025, with 3,317 postings. Production Workers, All Other was in the second position with 1,761 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (764 postings), Industrial Production Managers (449 postings), and Machinists (369 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. Six of the top ten jobs pay over \$29 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$23.03 per hour or an annual salary of about \$47,902.

Wage Overview for Top Posted Skilled Trades Jobs in Q2 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	\$16.65	\$18.82	\$23.03	\$28.52	\$33.50
51-9199	Production Workers, All Other	\$15.17	\$16.31	\$18.26	\$20.86	\$25.36
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.32	\$26.89	\$34.42	\$40.41	\$49.35
11-3051	Industrial Production Managers	\$37.50	\$46.27	\$56.63	\$67.11	\$83.17
51-4041	Machinists	\$18.33	\$21.73	\$26.95	\$31.61	\$36.62
51-9161	Computer Numerically Controlled Tool Operators	\$17.27	\$18.80	\$22.48	\$28.39	\$32.18
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.56	\$34.76	\$40.34	\$48.11
51-4111	Tool and Die Makers	\$22.16	\$26.87	\$34.30	\$40.36	\$45.26
17-3026	Industrial Engineering Technologists and Technicians	\$24.14	\$26.77	\$31.54	\$38.94	\$45.26
17-3028	Calibration Technologists and Technicians	\$24.57	\$30.04	\$37.07	\$41.19	\$46.68

In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machining
- Blueprinting

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
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 37.7%
- Associate degree: 7.4%
- Bachelor's degree: 10.6%
- Master's degree: 2.5%

Top Posting Employers

- Aerotek
- Express Employment Professionals
- GPAC
- Kelly Services
- ResourceMFG
- Ford
- Branex Group
- Stellantis
- Adecco
- Trillium Staffing

Job Postings by City

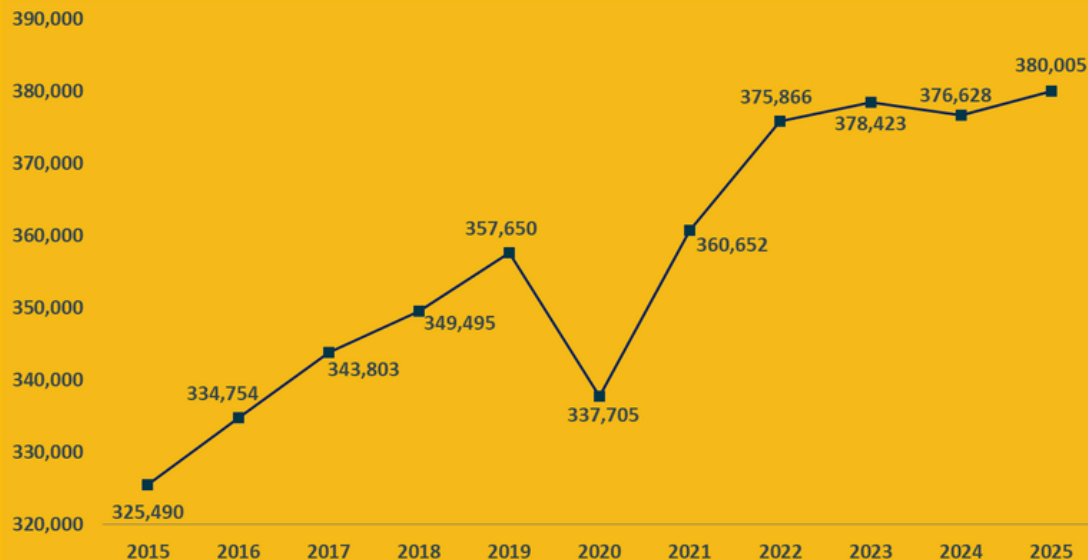
1. Detroit: 750 Postings
2. Lansing: 500 Postings
3. Warren: 377 Postings
4. Livonia: 371 Postings
5. Auburn Hills: 326 Postings
6. Sterling Heights: 311 Postings
7. Troy: 287 Postings
8. Ann Arbor: 285 Postings
9. Jackson: 223 Postings
10. Plymouth: 220 Postings

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

Q2 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.

Employment Over Time
2015-2025



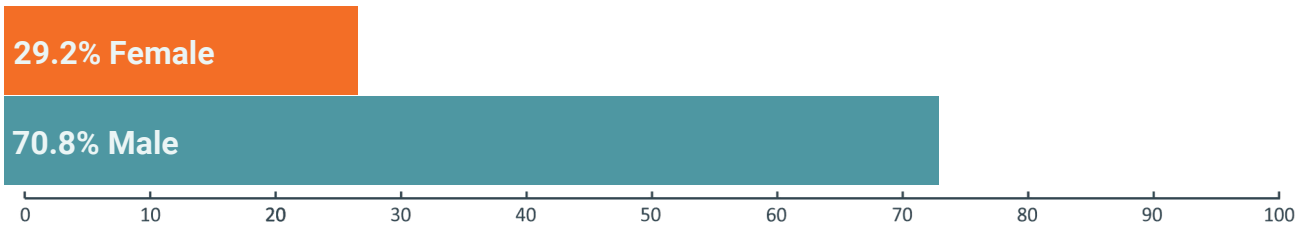
3,377
TDL Workers
0.9% increase
from 2024



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 380,005 workers during 2025. This group is primarily made up of males (70.8 percent) and between the ages of 25 and 54 (62.7 percent), with 29.2 percent of workers identifying as female and 29.5 percent identifying as a racial minority. Also, 12.9 percent of the workers in the occupation group were under the age of 25, compared to the 24.3 percent 55 years of age or older.

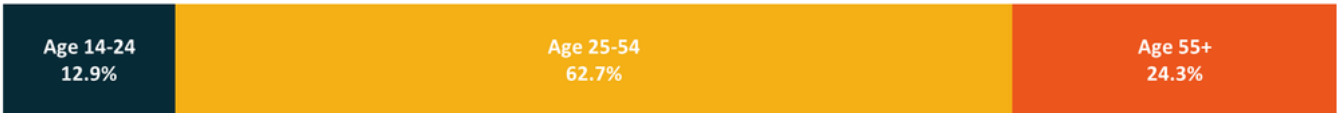
Worker Gender Demographics



Race and Ethnicity Demographics

70.5% White | 5.1% Hispanic or Latino | 19.0% Black or African-American

Worker Age Demographics

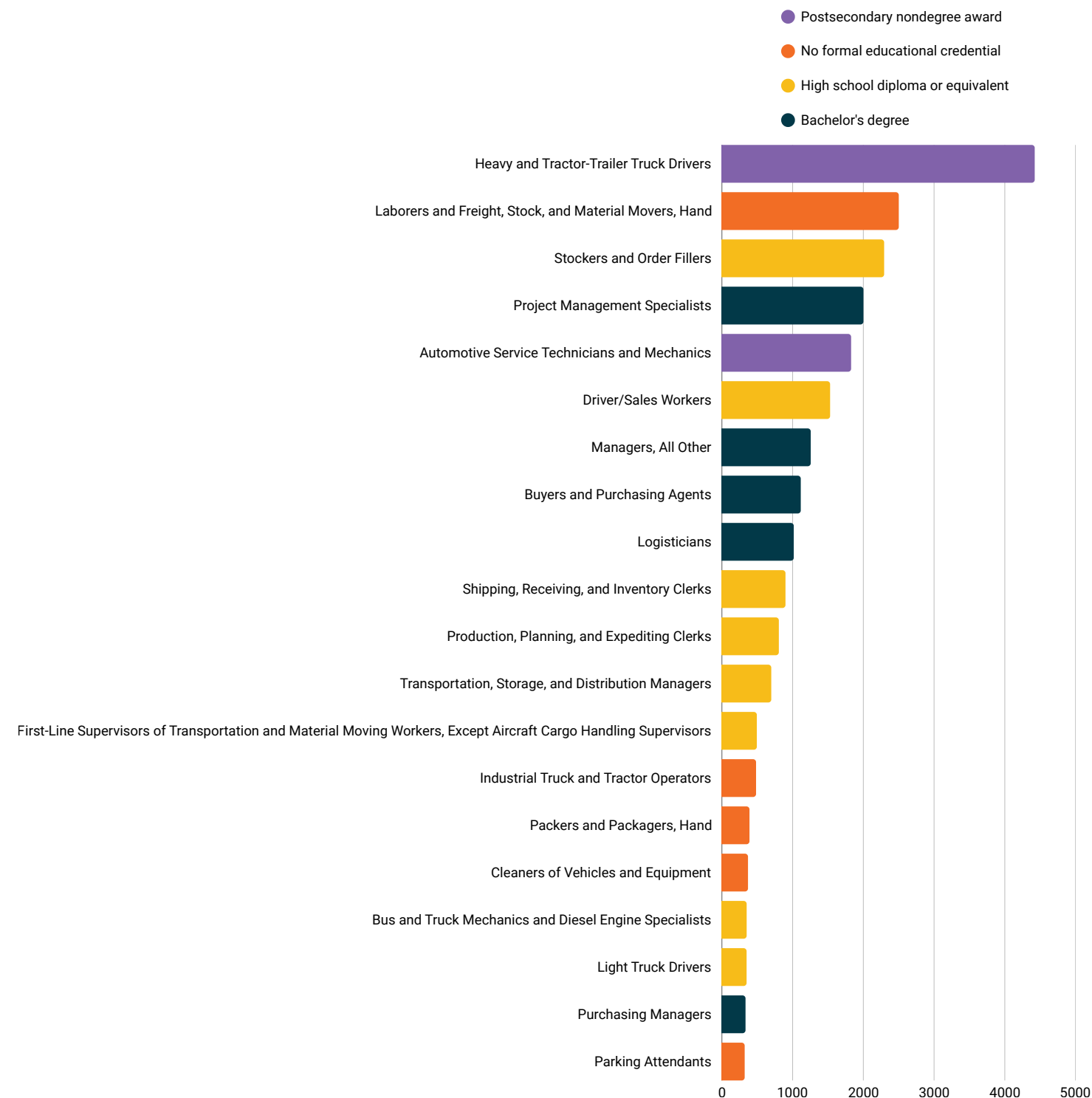


Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 27,292 job postings in Q2 2025, down 6.5 percent (1,908 postings) from Q1. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q2 2025, with 4,423 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,501 postings. Other top posted jobs include Stockers and Order Fillers (2,294 postings), Project Management Specialists (2,001 postings), and Automotive Service Technicians and Mechanics (1,827 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. Six 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 \$26.42 per hour or an annual salary of about \$54,954.

Wage Overview for Top Posted TDL Jobs in Q2 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	\$18.27	\$23.00	\$26.42	\$30.09	\$34.99
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$15.69	\$17.22	\$19.12	\$22.12	\$26.26
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.17
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.44
49-3023	Automotive Service Technicians and Mechanics	\$15.41	\$18.41	\$23.93	\$31.50	\$39.59
53-3031	Driver/Sales Workers	\$10.71	\$15.24	\$21.58	\$25.26	\$29.07
11-9199	Managers, All Other	\$38.74	\$51.00	\$64.93	\$81.14	\$98.29
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.76	\$47.57	\$58.99
13-1081	Logisticians	\$25.34	\$30.26	\$39.19	\$50.41	\$63.92
43-5071	Shipping, Receiving, and Inventory Clerks	\$16.56	\$18.38	\$21.54	\$25.65	\$32.25

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 24.7%
- Associate degree: 3.7%
- Bachelor's degree: 18.8%
- Master's degree: 4.5%

Top Posting Employers

- Meijer
- Kroger
- Domino's Pizza
- Walmart
- Aerotek
- Ford
- Ryder
- FedEx
- University Of Michigan
- Amazon

Job Postings by City

1. Detroit: 2,963 Postings
2. Lansing: 2,140 Postings
3. Ann Arbor: 1,317 Postings
4. Troy: 989 Postings
5. Warren: 909 Postings
6. Livonia: 882 Postings
7. Dearborn: 685 Postings
8. Auburn Hills: 651 Postings
9. Flint: 632 Postings
10. Southfield: 587 Postings

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



WIN

WORKFORCE INTELLIGENCE NETWORK



**SEMCA Workforce Intelligence Network
for Southeast Michigan (WIN)**

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