

LABOR MARKET REPORT

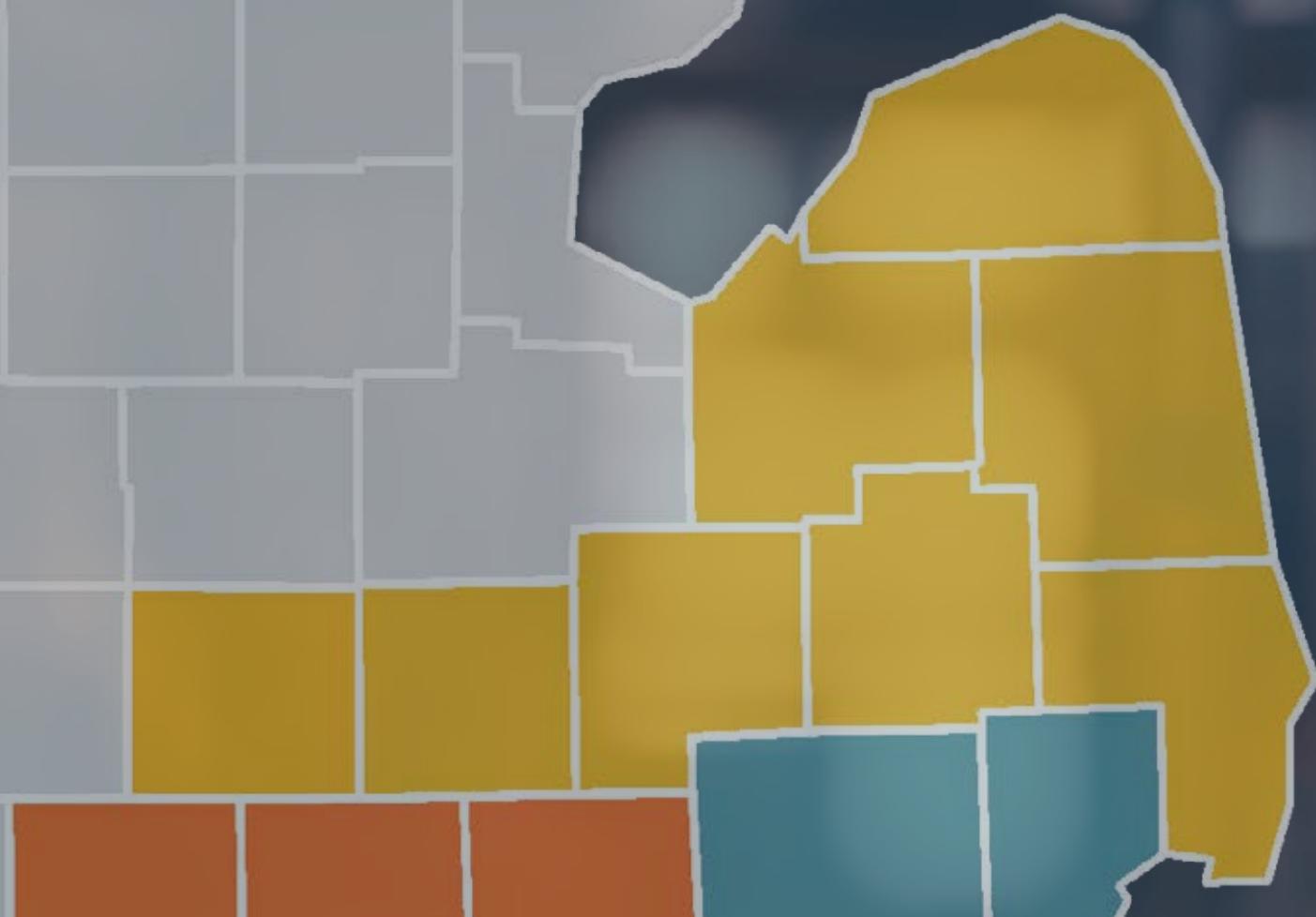
WIN

WORKFORCE
INTELLIGENCE
NETWORK



JULY- SEPT
Q3 2025

WININTELLIGENCE.ORG



WIN REGION

Q3 2025

CONTENTS

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

OCCUPATION GROUPS

- 8 - Agriculture
- 11 - Business and Finance
- 14 - Construction
- 17 - Customer Service
- 20 - Education
- 23 - Energy
- 26 - Engineers and Designers
- 29 - Health Care
- 32 - Information Technology
- 35 - Skilled Trades and Technicians
- 38 - Transportation, Distribution, and Logistics

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INTRODUCTION

WIN Region

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 third 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.

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

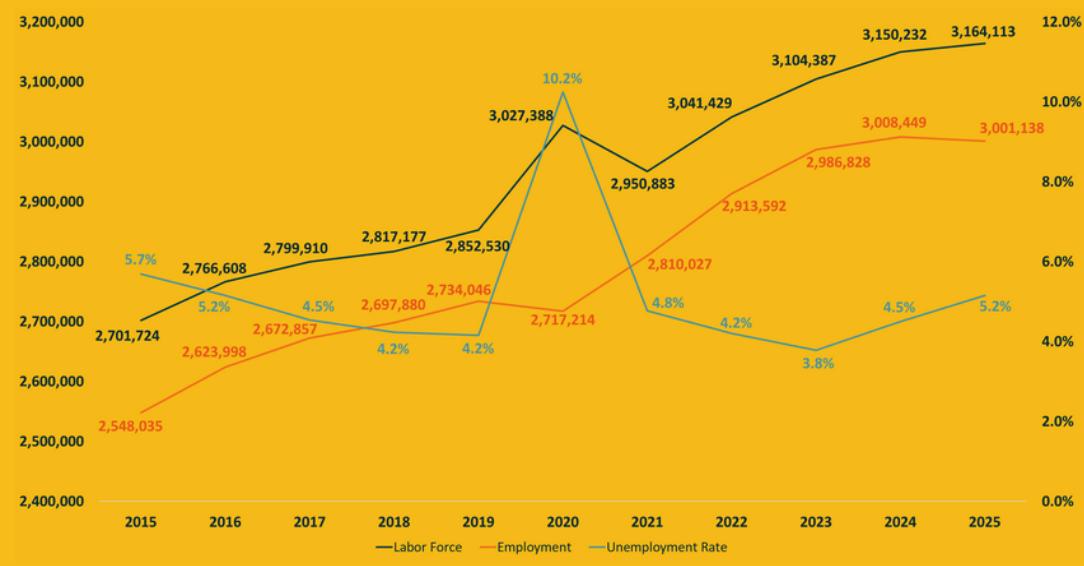
During the second quarter of 2025, the labor force and unemployment decreased from Q1 2025 while the employment increased in southeast Michigan. The number of unemployed workers decreased by 15.8 percent, the size of the labor force decreased by 0.2 percent and the number of employed individuals increased 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.

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

Annual Labor Force, Employment, Unemployment Rate 2015–2025

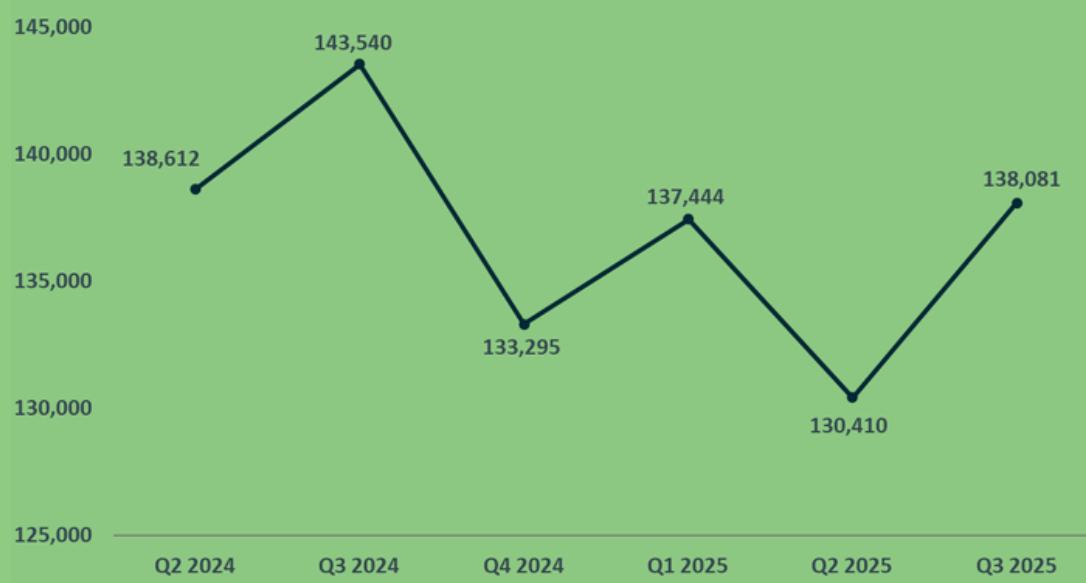


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the third quarter of 2025 showed an increase in demand levels in southeast Michigan, up an average of 7,671 postings or 5.9 percent since Q2 2025. Over the past year, average postings have decreased by 5,458 compared with Q3 2024, down 3.8 percent.

Average Quarterly Posting Analysis WIN Region Q2 2024 - Q3 2025



Q3 ANNUAL WORKFORCE INDICATORS

2025 Key Findings

WIN REGION

5.9%

Employer demand increased by 5.9 percent, an increase of 7,671 average job postings since Q2 2025.

In Q2, employment totaled

3,011,181

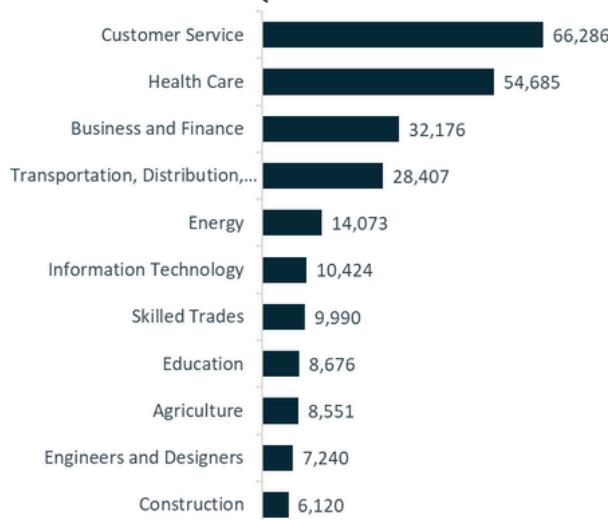
an increase of 20,086 workers since Q1

During Q3 2025, there were 255,447 unique job postings, 11,641 (4.8 percent) more than the 243,806 postings made during Q2 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 66,286 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Home Health and Personal Care Aides, First-Line Supervisors of Retail Sales Workers, and Heavy and Tractor-Trailer Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 255,447 unique postings in the WIN Region during Q3 2025, 60,569 (23.7 percent) required a Bachelor's degree, while 59,889 postings (23.4 percent) required a High School diploma or equivalent. An additional 26,173 postings (10.2 percent) required an advanced degree.

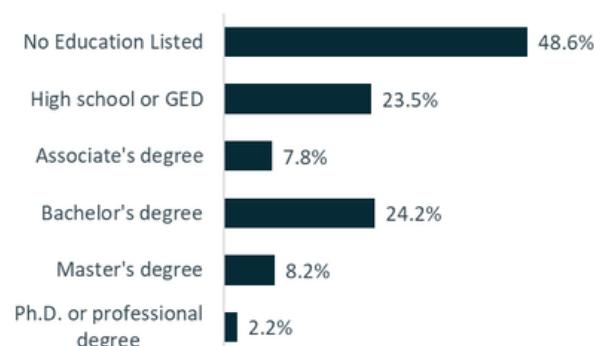
Top 11 Posting Occupation Groups

Q3 2025



In-Demand Education Levels

Q3 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

Q3 2025 LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

WIN REGION

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%

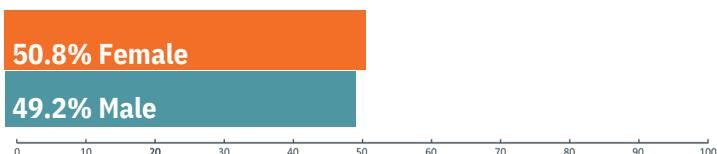
Data: American Community Survey 5-Year Estimates / Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2023 Census Population

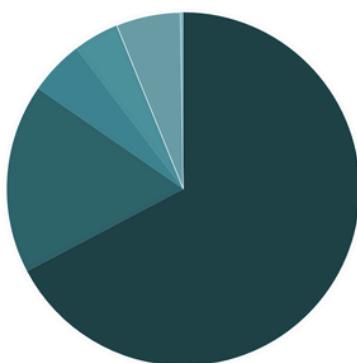
According to data from the most recent Census Bureau (2023, ACS five-year estimates), 6,263,168 people were living in the 19-county WIN Region. The gender of the populace was split evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority 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.

Population Gender Demographics



Population Race Demographics

- White, 66.2%
- Black or African American, 17.1%
- Hispanic or Latino, 4.9%
- Asian, 4.1%
- Two or More Races, 5.8%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.03%



Population Age Demographics

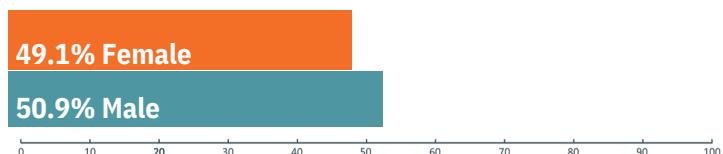


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2025 Current Workforce

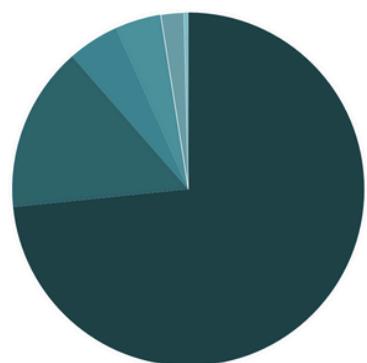
While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2025, the workforce had a total of 2,775,047 individuals working in southeast Michigan. A slight majority, 50.9 percent (1,408,913 workers) were male, while 49.1 percent (1,357,689 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.

Workforce Gender Demographics

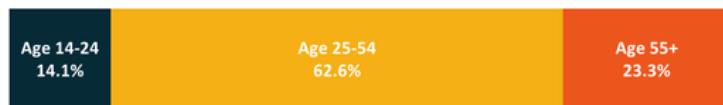


Workforce Race and Ethnicity Demographics

- White, 73.4%
- Black or African American, 15.2%
- Hispanic or Latino, 4.7%
- Asian, 4.2%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.04%



Workforce Age Demographics



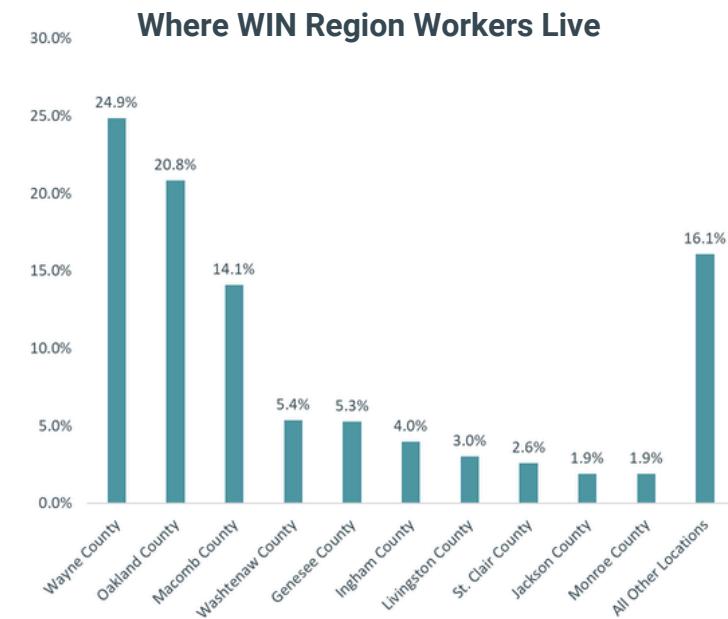
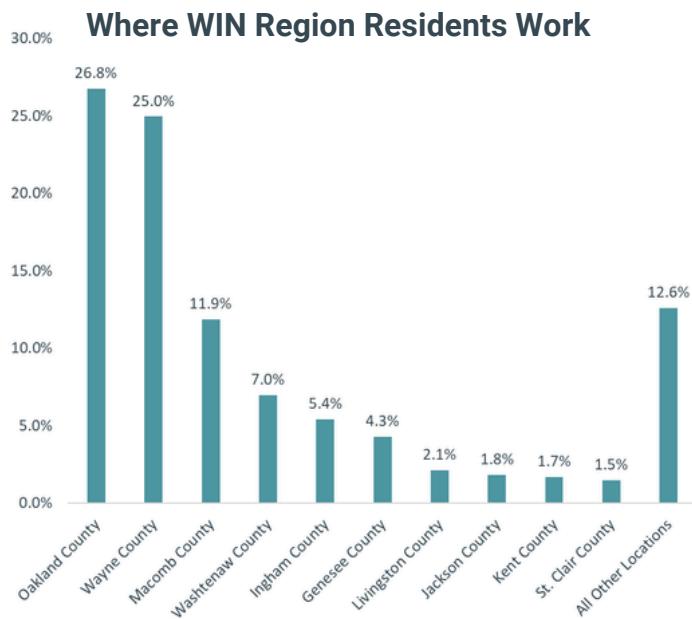
Data: Lightcast | Analysis: Workforce Intelligence Network

**Q3
2025**

WIN REGION

REGIONAL COMMUTING PATTERNS

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.

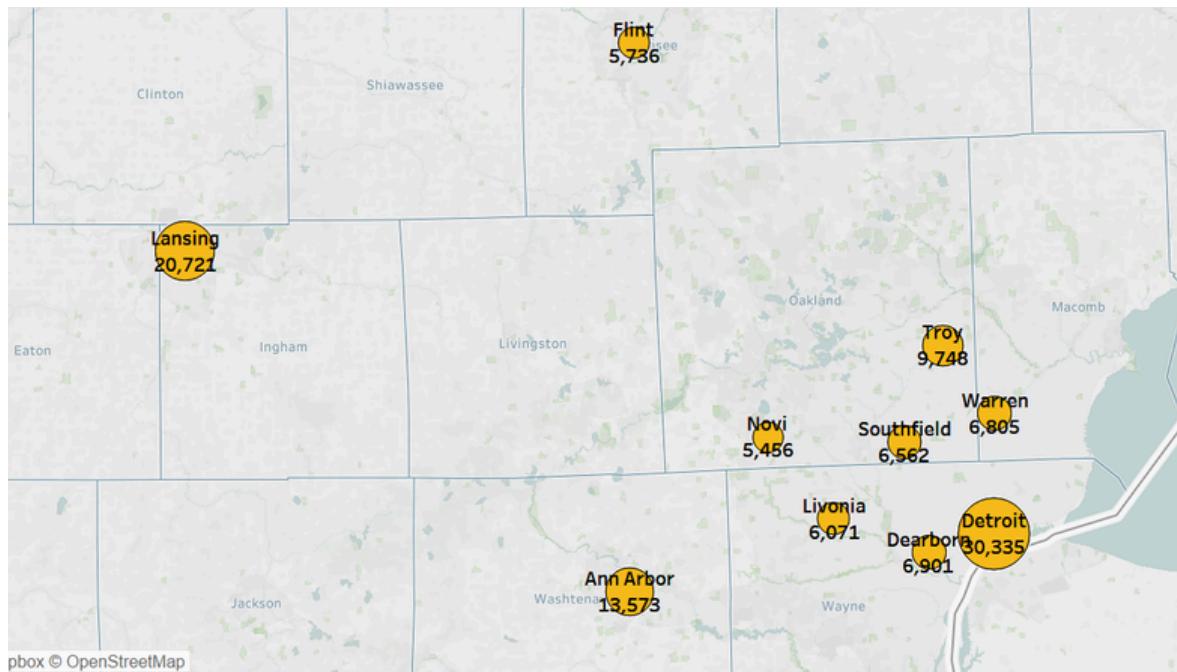


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

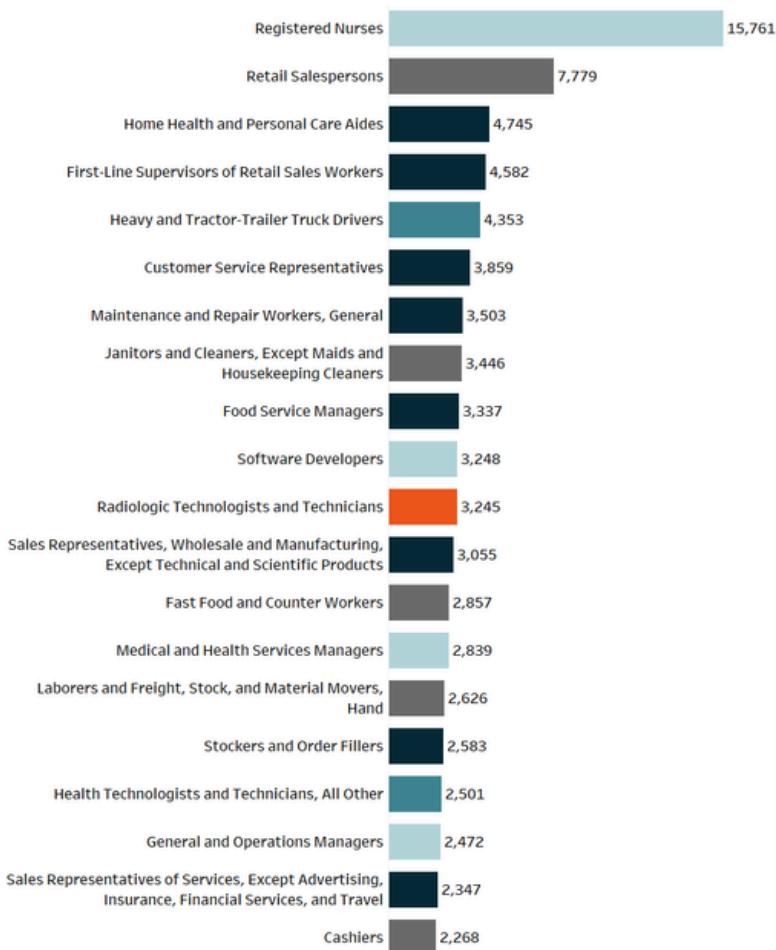
Detroit: 30,335 Postings
Lansing: 20,721 Postings
Ann Arbor: 13,573 Postings
Troy: 9,748 Postings
Dearborn: 6,901 Postings
Warren: 6,805 Postings
Southfield: 6,562 Postings
Livonia: 6,071 Postings
Flint: 5,736 Postings
Novi: 5,456 Postings



TOP POSTED JOBS

Top Posted Jobs

Registered Nurses is the top posted occupation for Q3 2025 with 15,761 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,779 postings) and Home Health and Personal Care Aides (4,745 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.

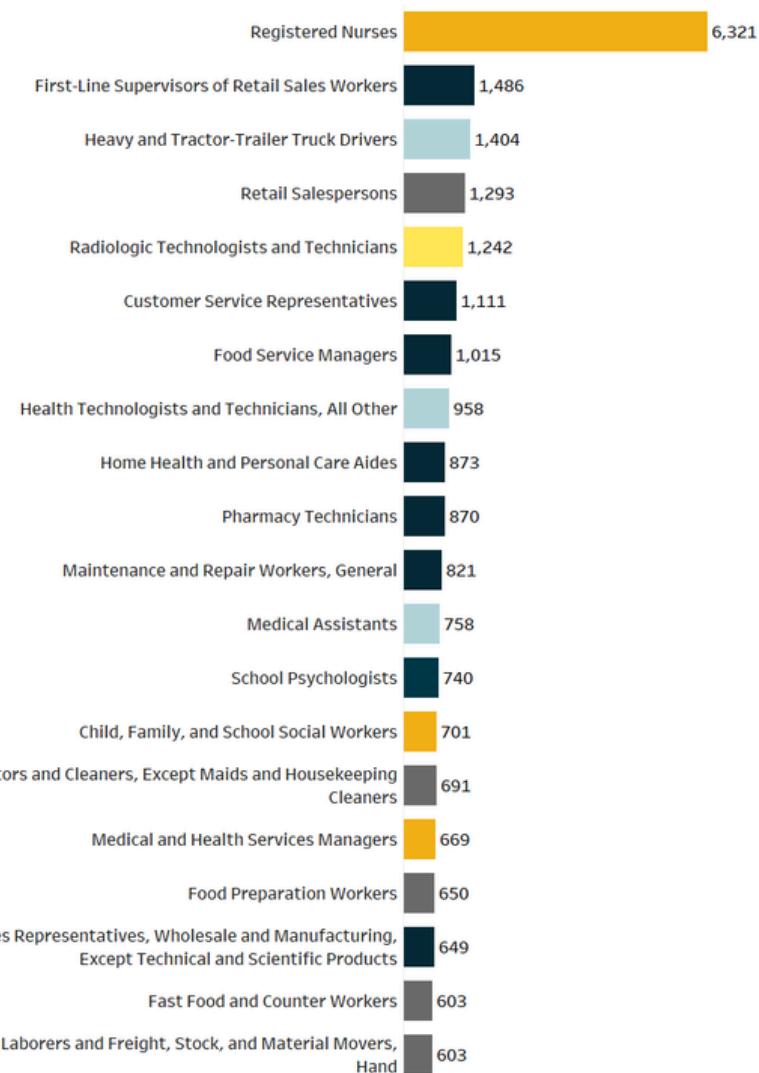


Typical Entry Education

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

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 24.3 percent (62,127 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 33.1 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 6,321 postings, followed by First-Line Supervisors of Retail Sales Workers with 1,486 postings.

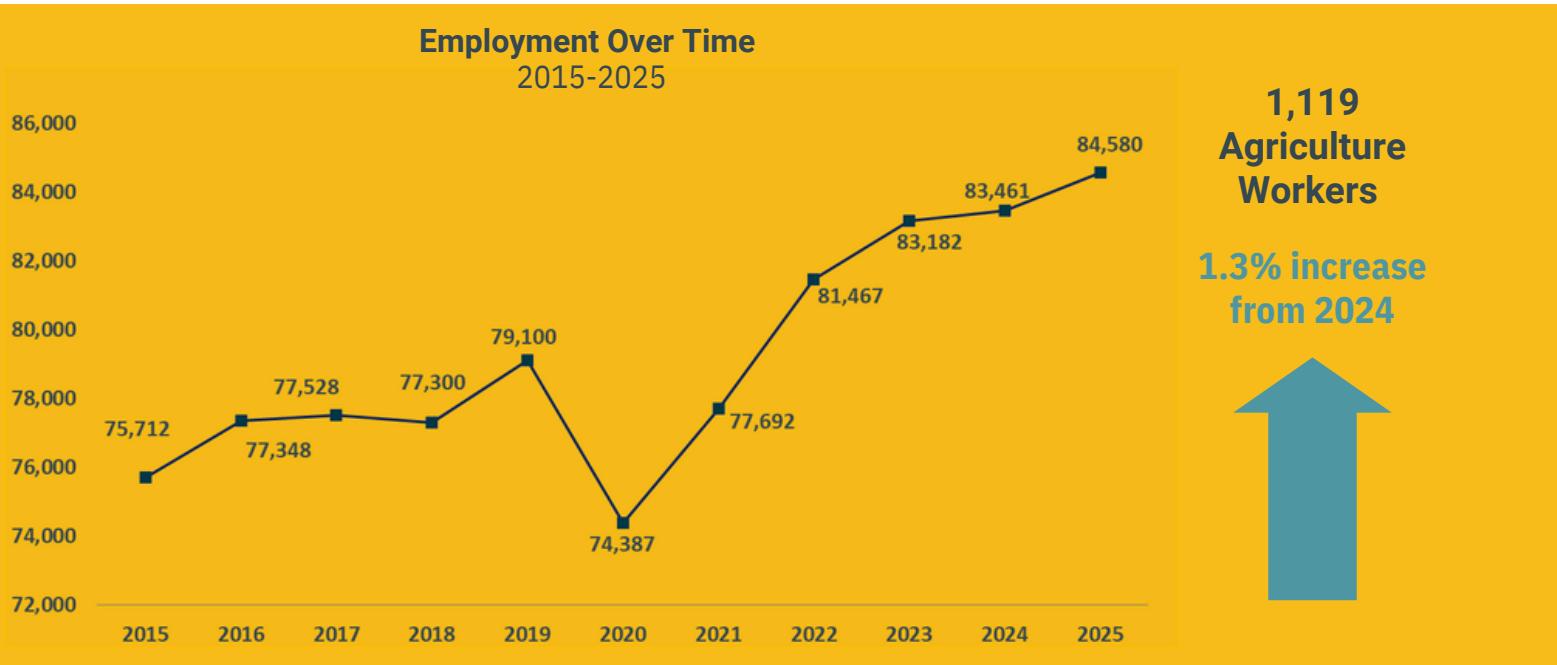


Typical Entry Education

- 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

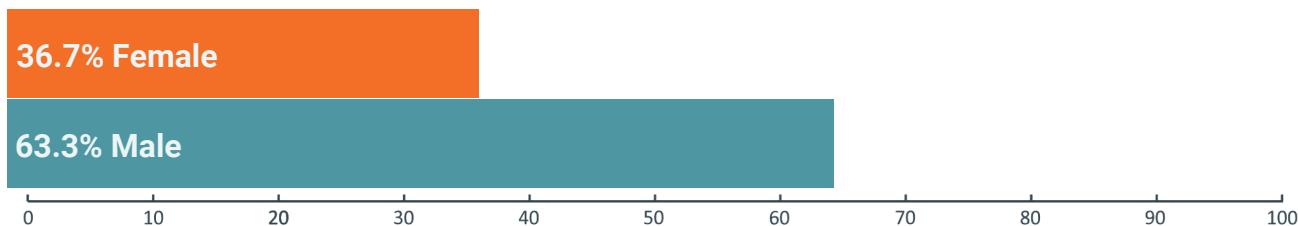
WIN's agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 11,800 openings for these positions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



Agriculture Worker Demographics

According to Q3 2025 Lightcast data, the 84,580 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 23.2 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.

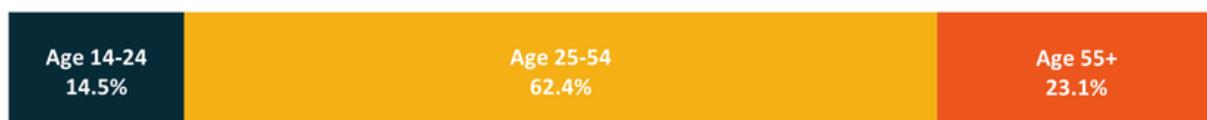
Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

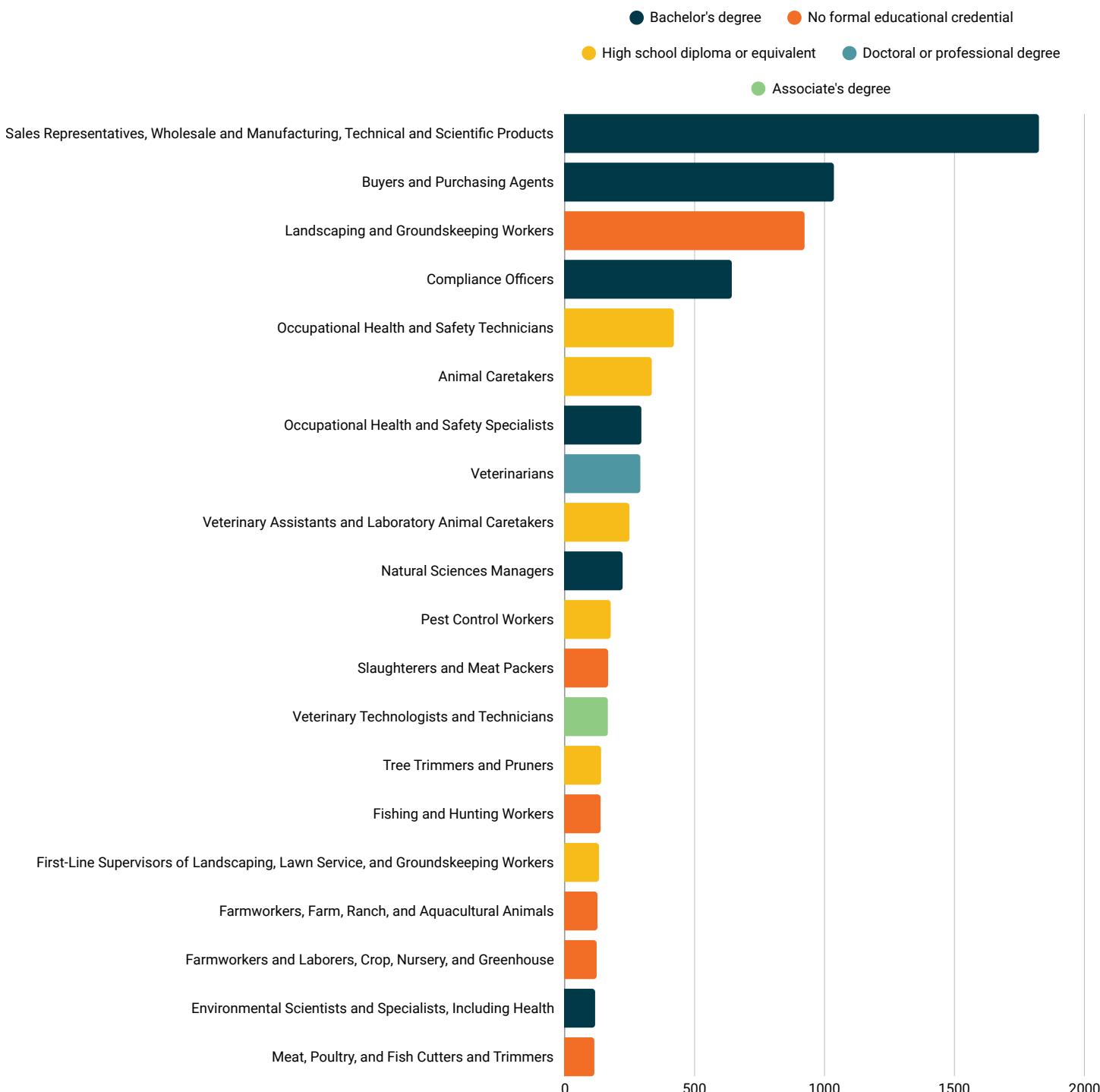


Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q3 2025, there were a total of 8,551 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 Q3 2025, with 1,825 postings. Buyers and Purchasing Agents was in the second position with 1,036 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (923 postings), Compliance Officers (643 postings), and Occupational Health and Safety Technicians (420 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 \$59.83 per hour or an annual salary of about \$124,446.

Wage Overview for Top Posted Agriculture Jobs in Q3 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	\$29.83	\$38.77	\$59.83	\$79.56	\$112.35
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.77	\$47.57	\$58.99
37-3011	Landscaping and Groundskeeping Workers	\$14.78	\$17.13	\$18.52	\$21.91	\$26.08
13-1041	Compliance Officers	\$23.60	\$29.10	\$36.79	\$49.45	\$56.41
19-5012	Occupational Health and Safety Technicians	\$21.62	\$25.03	\$29.96	\$34.31	\$45.84
39-2021	Animal Caretakers	\$12.80	\$13.75	\$14.96	\$17.21	\$21.50
19-5011	Occupational Health and Safety Specialists	\$23.96	\$30.34	\$38.49	\$48.05	\$57.36
29-1131	Veterinarians	\$39.06	\$44.15	\$57.47	\$73.81	\$87.45
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$14.39	\$16.14	\$17.58	\$19.99	\$22.66
11-9121	Natural Sciences Managers	\$36.68	\$48.47	\$65.84	\$86.22	\$112.70

In-Demand Technical Skills

- Purchasing
- Auditing
- Landscaping
- Procurement
- Selling Techniques

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Certified Safety Professional
- Chauffeur License

In-Demand Education Level*

- High school or GED: 21.9%
- Associate degree: 5.5%
- Bachelor's degree: 29.3%
- Master's degree: 6.2%

Top Posting Employers

- State of Michigan
- University Of Michigan
- Henry Ford Health
- Verizon Communications
- PetCo
- Walmart
- General Motors
- Michigan State University
- Ford
- Victra

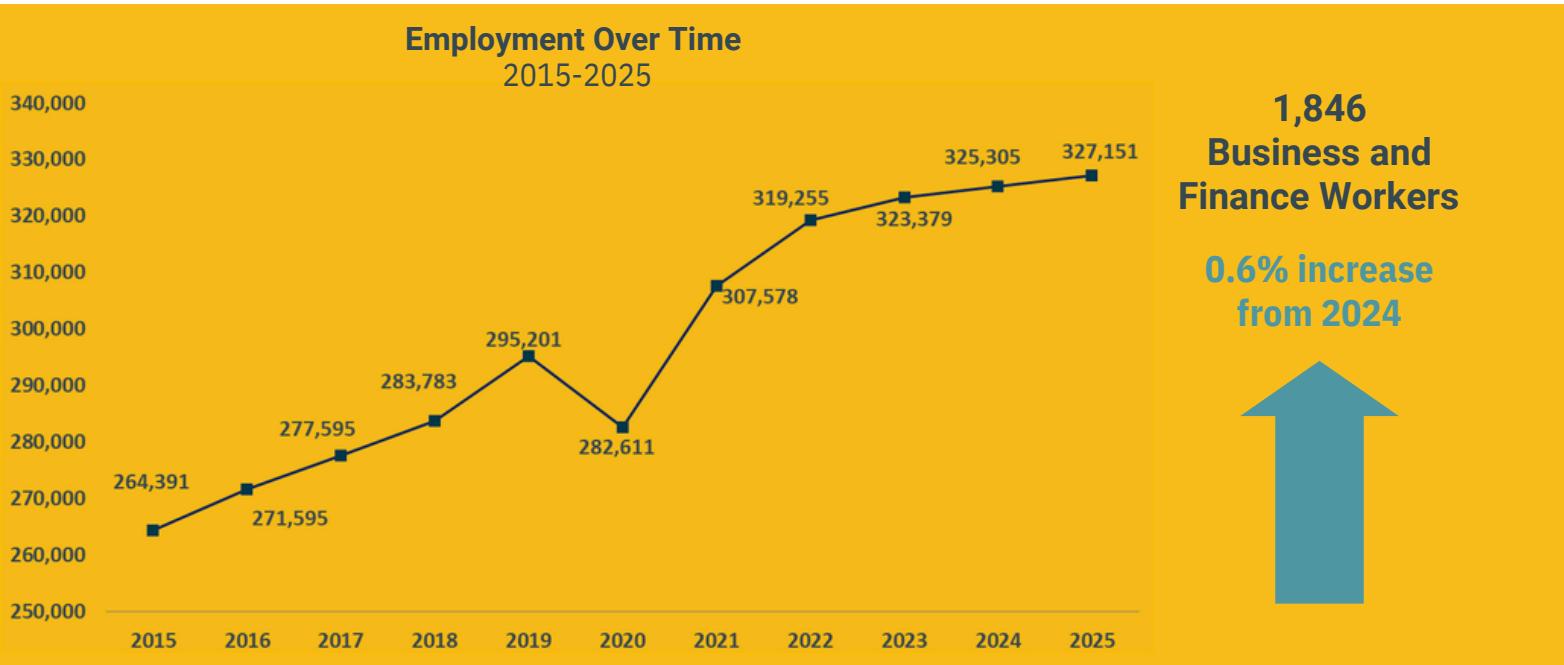
Job Postings by City

1. Detroit: 961 Postings
2. Lansing: 798 Postings
3. Ann Arbor: 577 Postings
4. Troy: 333 Postings
5. Warren: 269 Postings
6. Livonia: 208 Postings
7. Novi: 192 Postings
8. Auburn Hills: 184 Postings
9. Southfield: 176 Postings
10. Flint: 167 Postings

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

BUSINESS AND FINANCE OCCUPATION GROUP

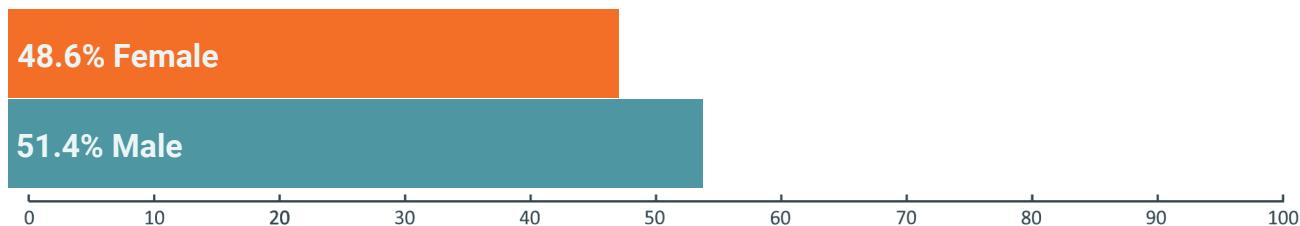
Jobs in the Business and Finance occupation group can be found in nearly every type of establishment or firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in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



Business and Finance Worker Demographics

In Q3 2025, there were 327,151 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

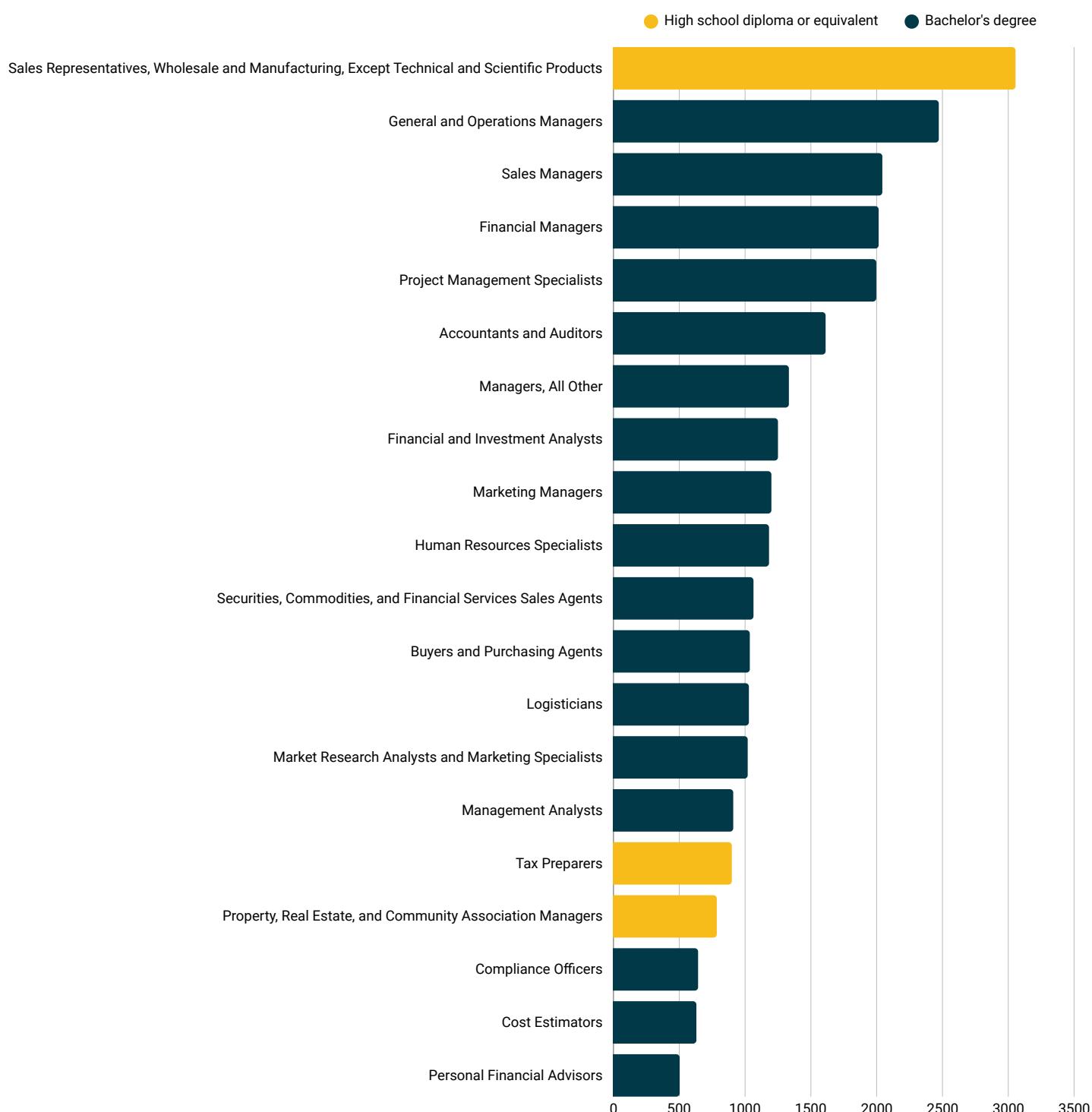


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q3 2025, there were a total of 32,176 job postings for Business and Finance workers, an increase of 971 postings or 3.1 percent since Q2 2025. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q3 2025 with 3,055 postings. General and Operations Managers was in the second position with 2,472 postings. Other top posted jobs include Sales Managers (2,043 postings), Financial Managers (2,015 postings), and Project Management Specialists (1,997 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 \$36.77 per hour or an annual salary of about \$76,482.

Wage Overview for Top Posted Business and Finance Jobs in Q3 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.61	\$26.82	\$36.77	\$49.55	\$65.86
11-1021	General and Operations Managers	\$25.29	\$34.94	\$50.04	\$77.59	\$111.19
11-2022	Sales Managers	\$36.30	\$49.04	\$72.77	\$96.66	\$118.06
11-3031	Financial Managers	\$40.42	\$52.48	\$67.39	\$86.68	\$117.62
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.45
13-2011	Accountants and Auditors	\$26.76	\$30.66	\$38.10	\$48.79	\$62.50
11-9199	Managers, All Other	\$38.76	\$51.02	\$64.94	\$81.15	\$98.29
13-2051	Financial and Investment Analysts	\$30.28	\$36.58	\$45.33	\$54.67	\$65.60
11-2021	Marketing Managers	\$36.44	\$49.86	\$66.50	\$85.68	\$108.75
13-1071	Human Resources Specialists	\$22.30	\$27.40	\$34.76	\$44.73	\$56.18

In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Sales
- Management
- Leadership
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 16.0%
- Associate degree: 6.2%
- Bachelor's degree: 56.6%
- Master's degree: 12.7%

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

Top Posting Employers

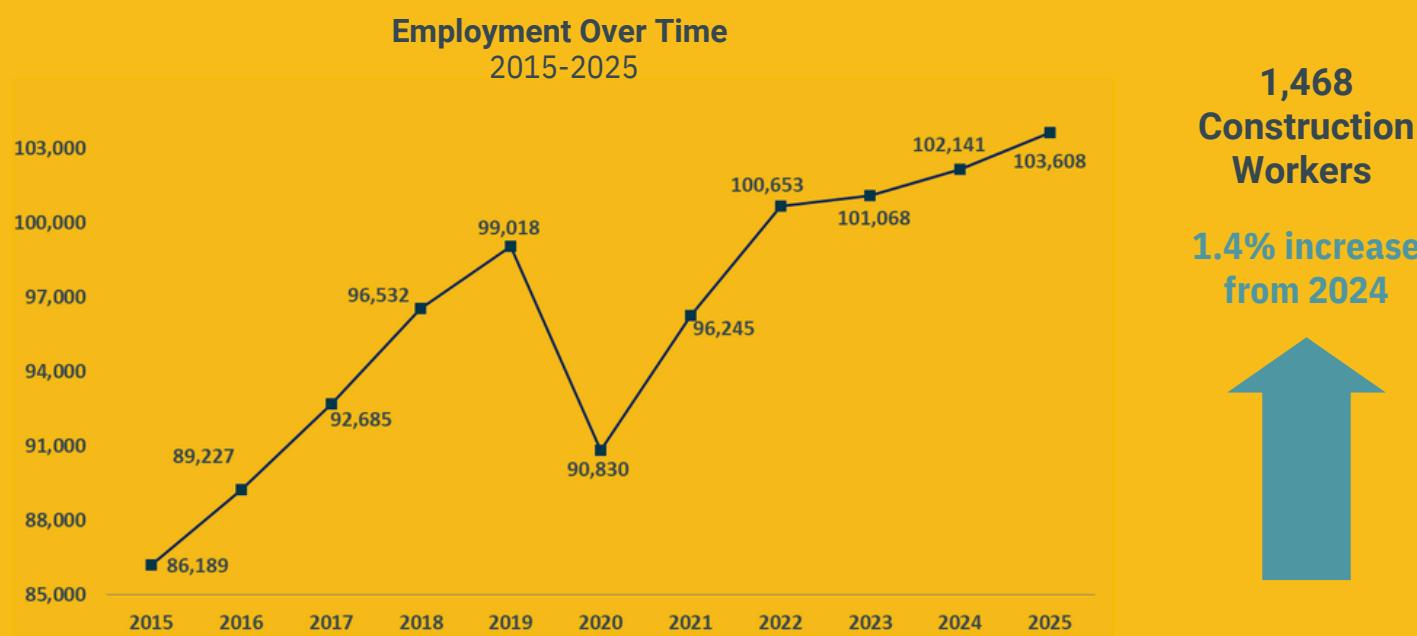
- GPAC
- Robert Half
- General Motors
- Intuit
- University Of Michigan
- H&R Block
- Huntington Bancshares
- JPMorgan Chase
- CVS Health
- Ford

Job Postings by City

1. Detroit: 5,341 Postings
2. Lansing: 4,518 Postings
3. Troy: 1,885 Postings
4. Ann Arbor: 1,878 Postings
5. Southfield: 1,190 Postings
6. Auburn Hills: 957 Postings
7. Warren: 883 Postings
8. Farmington Hills: 882 Postings
9. Dearborn: 830 Postings
10. Novi: 811 Postings

CONSTRUCTION OCCUPATION GROUP

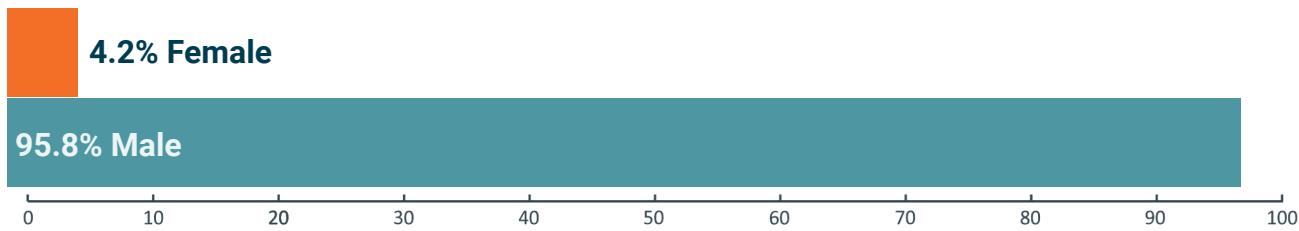
Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important 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 Q3 2025 Lightcast data, the 103,608 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.

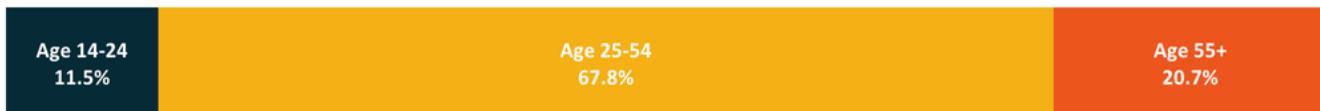
Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

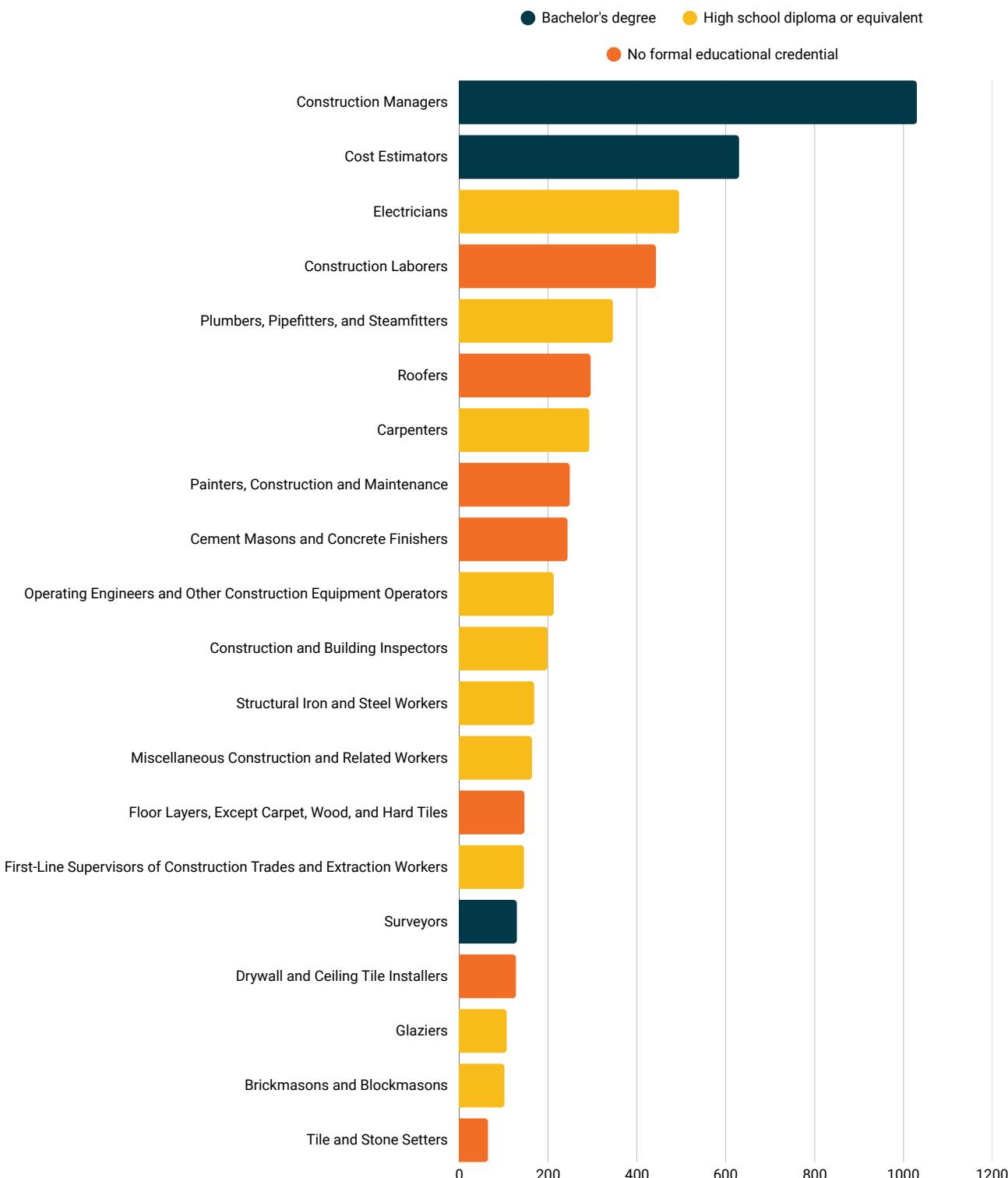


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 6,120 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q3 2025, with 1,030 postings. Cost Estimators was in the second position with 630 postings. Other top posted jobs include Electricians (495 postings), Construction Laborers (443Postings), and Plumbers, Pipefitters, and Steamfitters (346 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 \$38.79 per hour or \$80,683 annually.

Wage Overview for Top Posted Construction Jobs in Q3 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	\$41.24	\$51.59	\$64.36	\$80.52
13-1051	Cost Estimators	\$22.06	\$29.27	\$37.65	\$48.89	\$60.31
47-2111	Electricians	\$21.01	\$27.45	\$37.80	\$43.92	\$49.35
47-2061	Construction Laborers	\$17.59	\$20.63	\$24.27	\$29.07	\$33.83
47-2152	Plumbers, Pipefitters, and Steamfitters	\$21.53	\$27.07	\$38.79	\$46.47	\$50.59
47-2181	Roofers	\$21.85	\$23.93	\$28.16	\$36.21	\$39.14
47-2031	Carpenters	\$21.40	\$24.53	\$30.31	\$35.66	\$40.17
47-2141	Painters, Construction and Maintenance	\$17.79	\$22.10	\$26.43	\$31.49	\$35.94
47-2051	Cement Masons and Concrete Finishers	\$19.16	\$22.90	\$28.77	\$34.62	\$38.61
47-2073	Operating Engineers and Other Construction Equipment Operators	\$22.95	\$25.74	\$30.83	\$38.19	\$43.46

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Carpentry
- Construction Management

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: 20.0%
- Associate degree: 5.2%
- Bachelor's degree: 16.2%
- Master's degree: 1.6%

Top Posting Employers

- GPAC
- Aerotek
- Tradesmen International
- Actalent
- General Motors
- PageGroup
- Power Home Remodeling
- Bath Concepts Independent Dealers
- BluSky
- YMCA

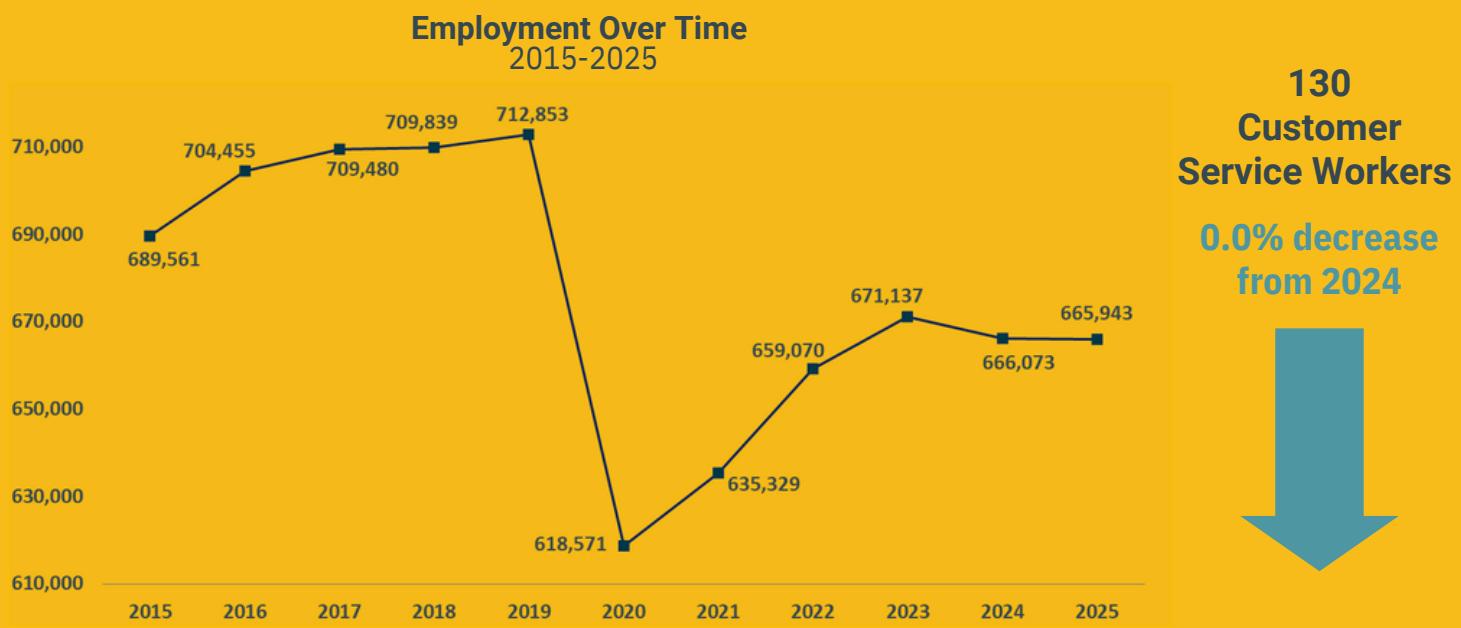
*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

Job Postings by City

1. Detroit: 939 Postings
2. Lansing: 431 Postings
3. Ann Arbor: 284 Postings
4. Livonia: 212 Postings
5. Warren: 170 Postings
6. Troy: 164 Postings
7. Flint: 148 Postings
8. Sterling Heights: 143 Postings
9. Pontiac: 142 Postings
10. Brighton: 106 Postings

CUSTOMER SERVICE OCCUPATION GROUP

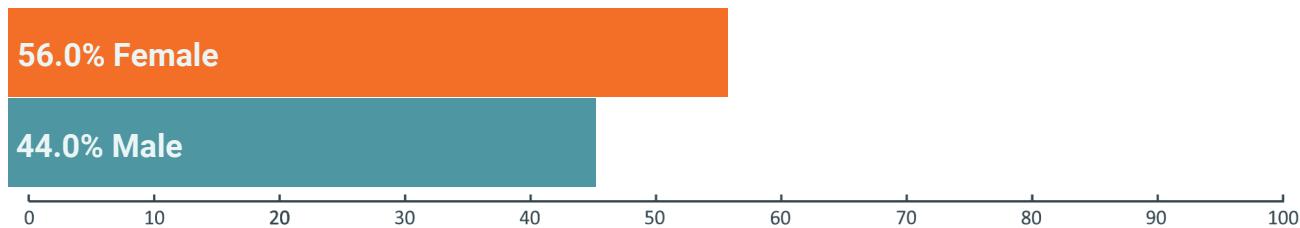
The Customer Service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. 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 Q3 2025, there were 665,943 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.

Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

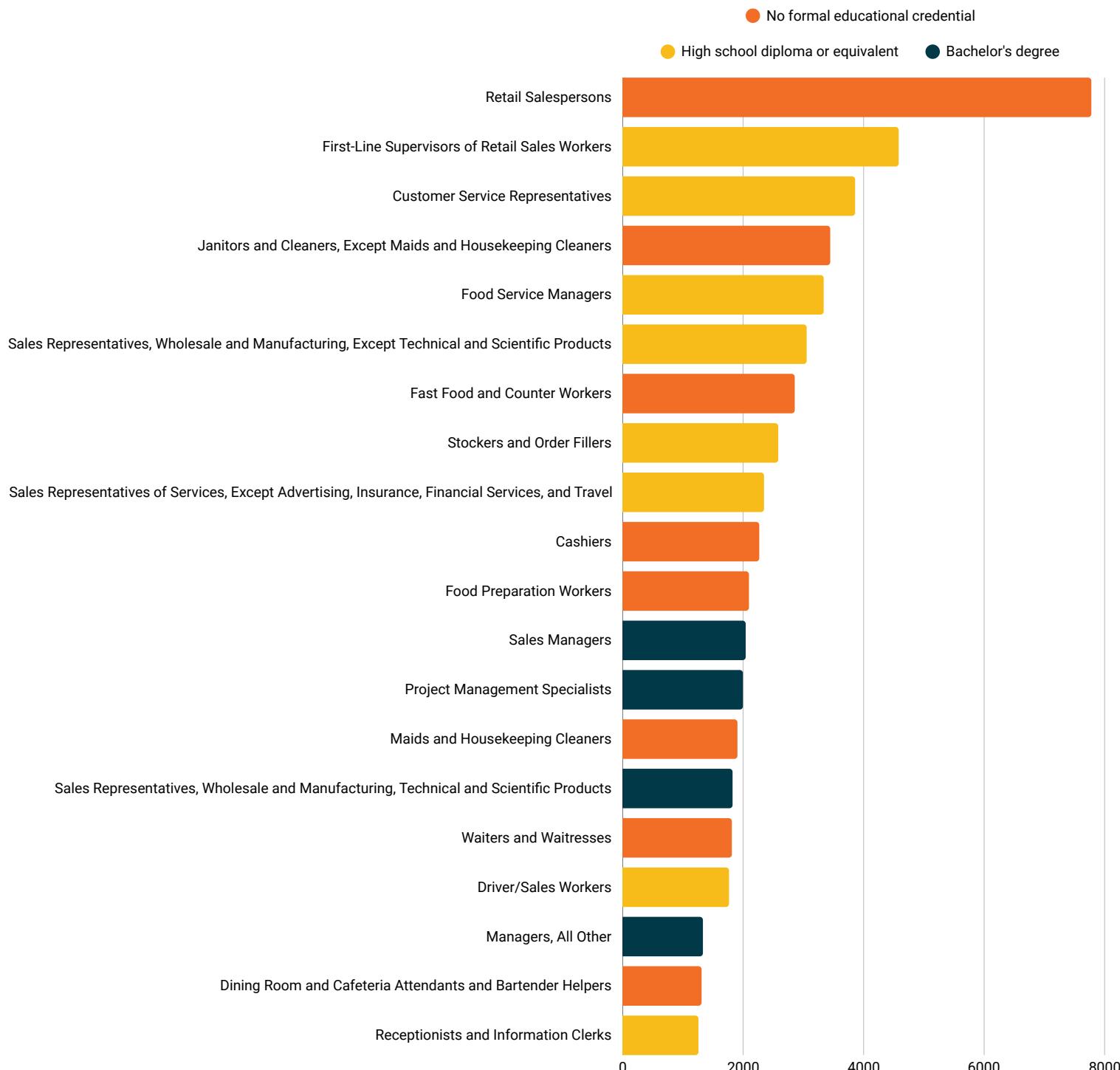


Data: Lightcast / Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q3 2025, there were a total of 66,286 job postings for Customer Service workers, an increase of 2,974 or 4.7 percent since Q2 2025. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q3 2025, with 7,779 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 4,582 postings. Other top posted jobs include Customer Service Representatives (3,859 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (3,446 postings), and Food Service Managers (3,337 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 Q3 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	\$17.49	\$20.89	\$24.63	\$30.51
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.93	\$14.97	\$17.02	\$18.50	\$21.63
11-9051	Food Service Managers	\$21.16	\$24.44	\$29.51	\$35.84	\$44.61
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.61	\$26.82	\$36.77	\$49.55	\$65.86
35-3023	Fast Food and Counter Workers	\$11.21	\$12.99	\$14.14	\$15.27	\$17.08
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.16
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$17.97	\$23.35	\$35.42	\$51.03	\$72.93
41-2011	Cashiers	\$11.41	\$13.16	\$14.26	\$16.08	\$17.74

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Food Safety and Sanitation
- Marketing

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 26.0%
- Associate degree: 2.8%
- Bachelor's degree: 16.3%
- Master's degree: 3.0%

Top Posting Employers

- Kroger
- Meijer
- Domino's Pizza
- Walmart
- Taco Bell
- Doordash
- Burger King
- Subway
- AutoZone
- TJX

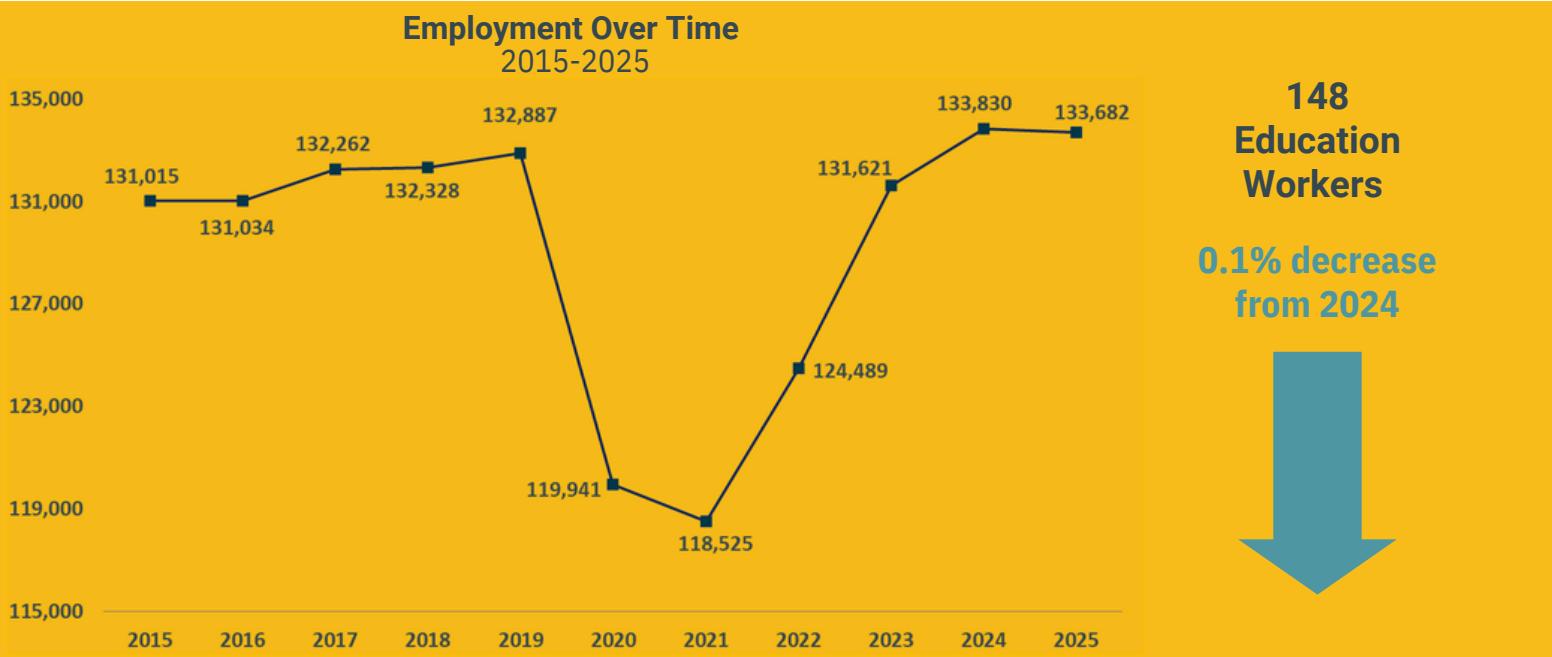
Job Postings by City

1. Detroit: 5,918 Postings
2. Lansing: 4,354 Postings
3. Ann Arbor: 3,418 Postings
4. Troy: 2,679 Postings
5. Novi: 1,787 Postings
6. Livonia: 1,650 Postings
7. Southfield: 1,406 Postings
8. Auburn Hills: 1,346 Postings
9. Dearborn: 1,323 Postings
10. Flint: 1,303 Postings

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

EDUCATION OCCUPATION GROUP

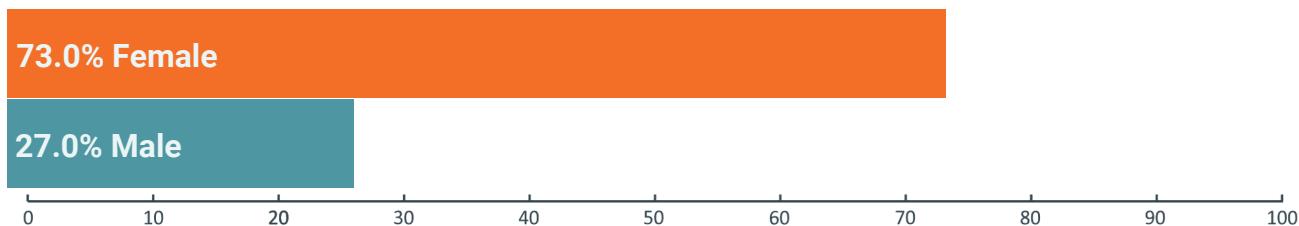
Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the education occupation group 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 Q3 2025 Lightcast data, the 133,682 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

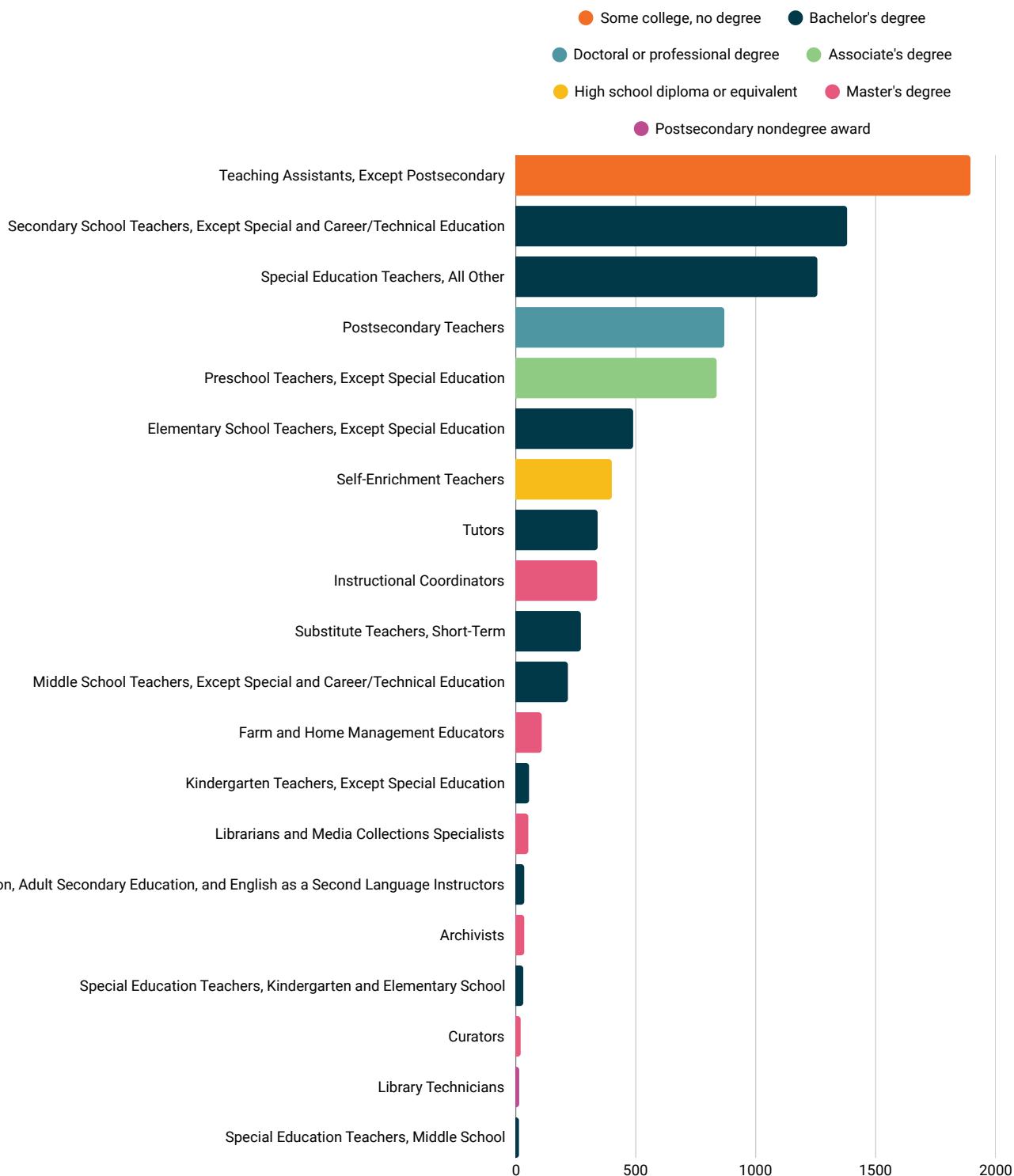


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 905 or 11.6 percent since Q2 2025, bringing Q3 2025 demand to 8,676 job postings for Education workers. Teaching Assistants, Except Postsecondary was the most sought-after occupation with 1,895 postings. Secondary School Teachers, Except Special and Career/Technical Education was in the second position with 1,381 postings. Other top posted jobs include Special Education Teachers, All Other (1,257 postings), Postsecondary Teachers (869 postings), and Preschool Teachers, Except Special Education (837 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 \$15.12 per hour or an annual salary of about \$31,450.

Wage Overview for Top Posted Education Jobs in Q3 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	\$11.87	\$13.80	\$15.12	\$17.49	\$19.93
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$22.56	\$26.47	\$34.71	\$39.94	\$45.60
25-2059	Special Education Teachers, All Other	\$22.98	\$29.22	\$37.02	\$40.80	\$45.92
25-1099	Postsecondary Teachers	\$23.83	\$31.34	\$44.73	\$61.69	\$78.57
25-2011	Preschool Teachers, Except Special Education	\$14.32	\$16.22	\$17.94	\$21.72	\$24.64
25-2021	Elementary School Teachers, Except Special Education	\$22.43	\$24.28	\$30.33	\$37.71	\$44.22
25-3021	Self-Enrichment Teachers	\$13.28	\$14.40	\$18.66	\$24.32	\$34.22
25-3041	Tutors	\$13.98	\$15.59	\$17.24	\$23.10	\$28.94
25-9031	Instructional Coordinators	\$23.55	\$28.87	\$37.72	\$46.43	\$54.20
25-3031	Substitute Teachers, Short-Term	\$12.00	\$14.52	\$17.24	\$22.26	\$27.91

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communication
- Writing
- Planning
- 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: 18.2%
- Associate degree: 13.0%
- Bachelor's degree: 37.0%
- Master's degree: 16.3%

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

Top Posting Employers

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

Job Postings by City

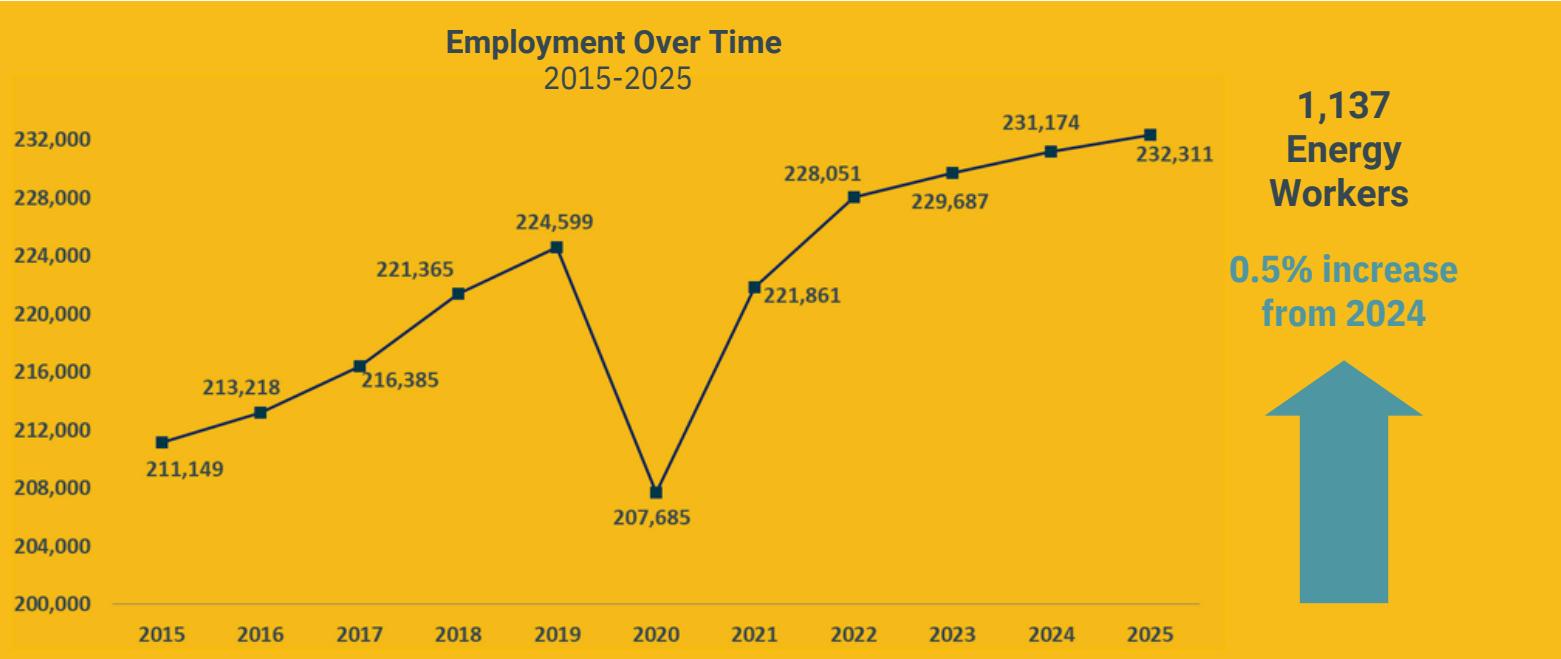
1. Detroit: 889 Postings
2. Ann Arbor: 544 Postings
3. Lansing: 404 Postings
4. Flint: 307 Postings
5. East Lansing: 241 Postings
6. Dearborn: 226 Postings
7. Warren: 223 Postings
8. Troy: 199 Postings
9. Jackson: 180 Postings
10. Sterling Heights: 165 Postings

**Q3
2025**

WIN REGION

ENERGY OCCUPATION GROUP

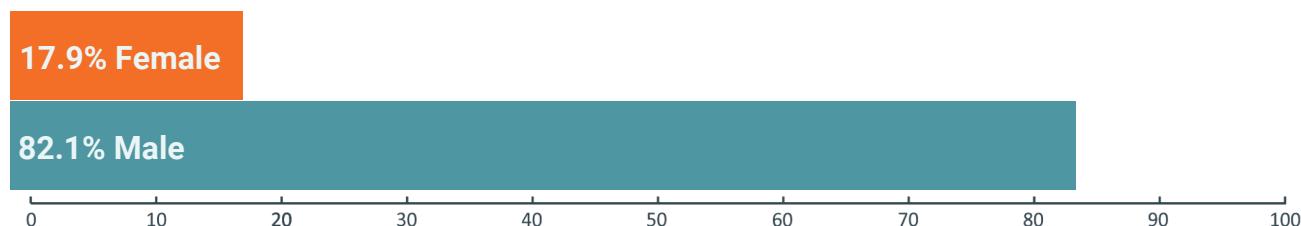
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation 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 Q3 2025, there were 232,311 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

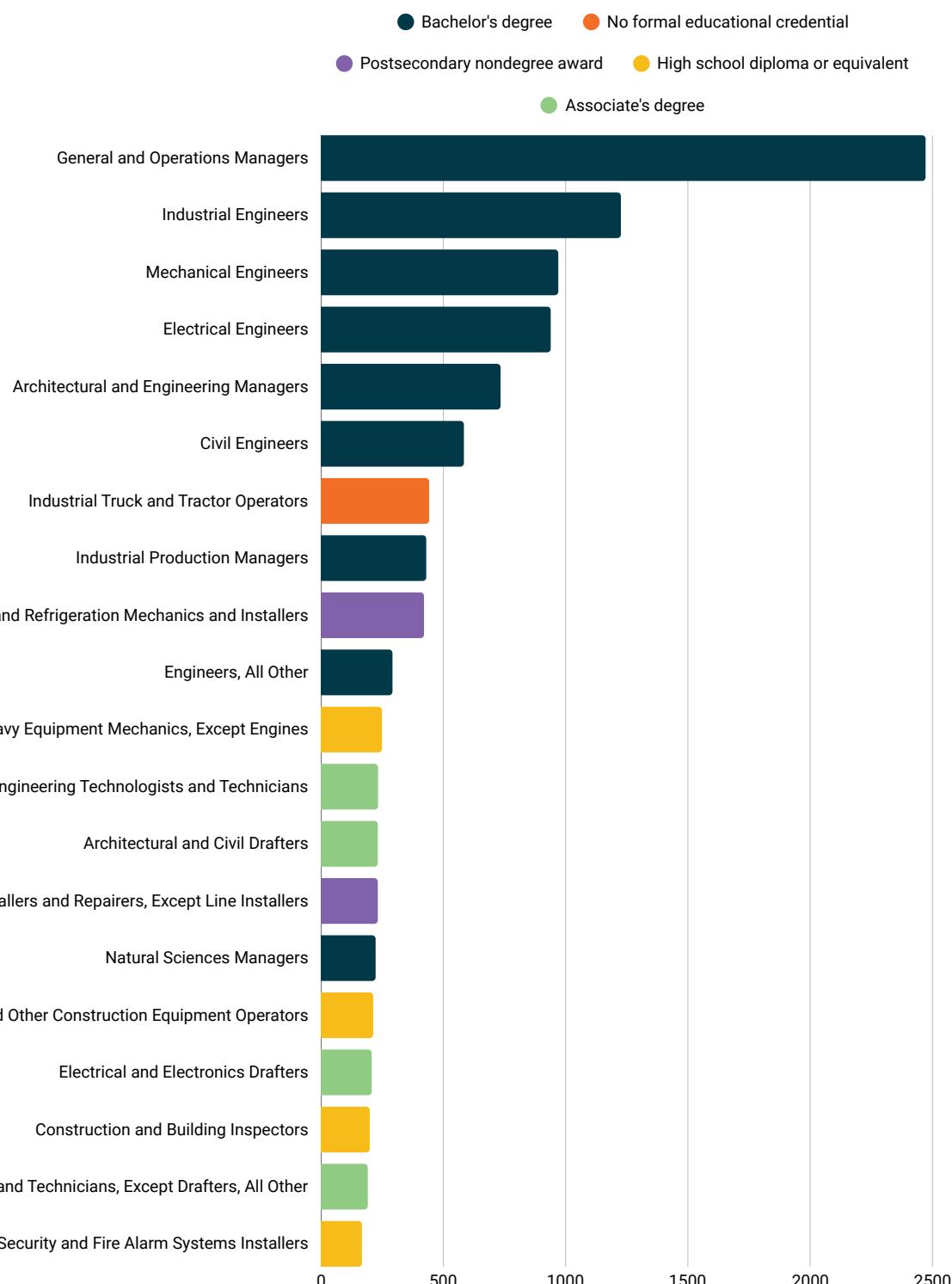


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 14,073 job postings for Energy workers, a decrease of 462 postings or 3.2 percent from Q2 2025. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q3 2025, with 2,472 postings. Industrial Engineers was in the second position with 1,226 postings. Other top posted jobs include Mechanical Engineers (970 postings), Electrical Engineers (939 postings), and Architectural and Engineering Managers (734 postings).



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 Q3 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$25.29	\$34.94	\$50.04	\$77.59	\$111.19
17-2112	Industrial Engineers	\$36.86	\$39.82	\$48.19	\$60.82	\$67.82
17-2141	Mechanical Engineers	\$36.87	\$40.56	\$50.02	\$62.38	\$71.17
17-2071	Electrical Engineers	\$37.49	\$41.29	\$50.11	\$62.71	\$75.43
11-9041	Architectural and Engineering Managers	\$57.85	\$64.35	\$80.01	\$86.43	\$104.27
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.36	\$63.21
53-7051	Industrial Truck and Tractor Operators	\$17.36	\$19.13	\$22.40	\$29.93	\$36.40
11-3051	Industrial Production Managers	\$37.50	\$46.27	\$56.63	\$67.12	\$83.17
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$19.72	\$23.10	\$29.16	\$36.21	\$40.90
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.73	\$61.96	\$76.13

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Operations
- Leadership
- Management
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 17.5%
- Associate degree: 6.9%
- Bachelor's degree: 45.5%
- Master's degree: 15.5%

Top Posting Employers

- General Motors
- GPAC
- Actalent
- Ford
- Stellantis
- Lincoln Electric
- CVS Health
- Kelly Services
- Aerotek
- Rapid Global Business Solutions

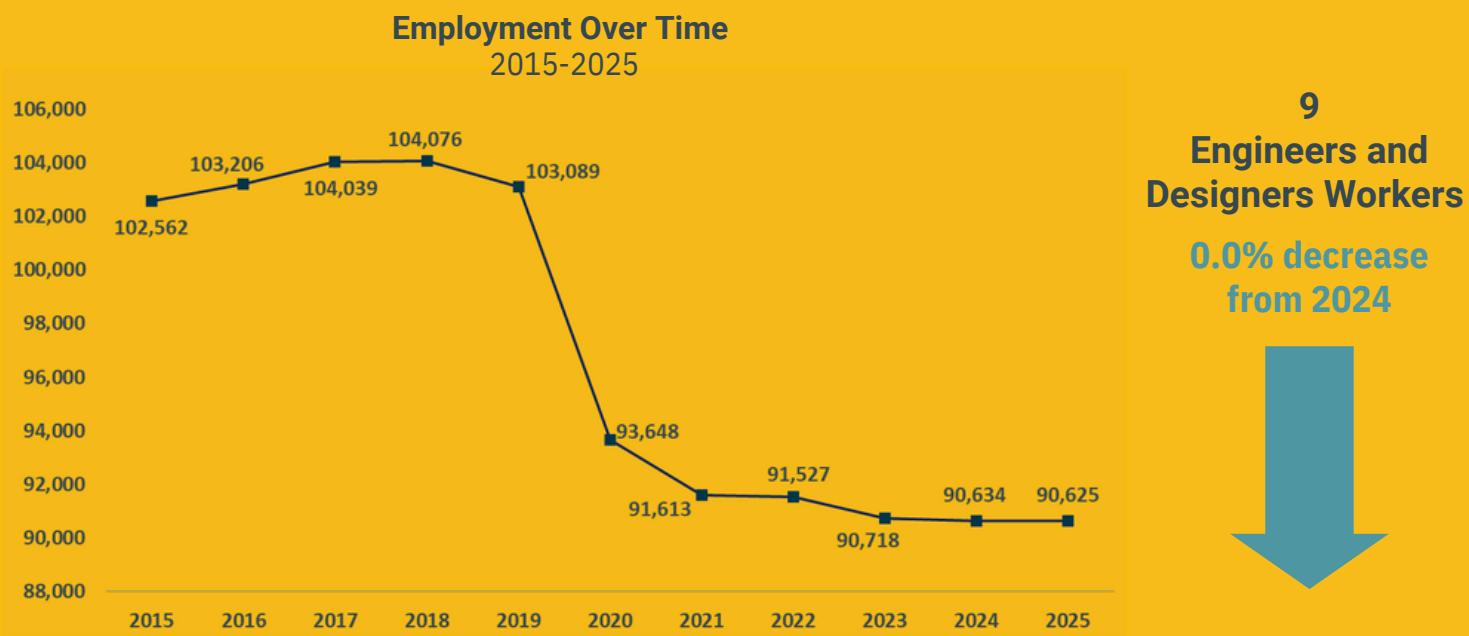
Job Postings by City

1. Detroit: 1,811 Postings
2. Lansing: 1,094 Postings
3. Auburn Hills: 899 Postings
4. Ann Arbor: 825 Postings
5. Troy: 575 Postings
6. Warren: 573 Postings
7. Dearborn: 532 Postings
8. Southfield: 369 Postings
9. Novi: 343 Postings
10. Livonia: 341 Postings

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

ENGINEERS AND DESIGNERS OCCUPATION GROUP

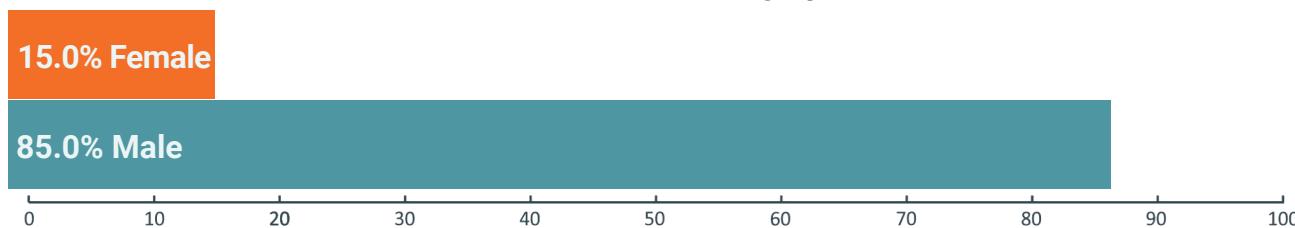
Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There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



Engineers and Designers Worker Demographics

According to Q3 2025 Lightcast data, the 90,625 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 23.3 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 | 10.3% Asian | 7.9% Black or African-American

Worker Age Demographics

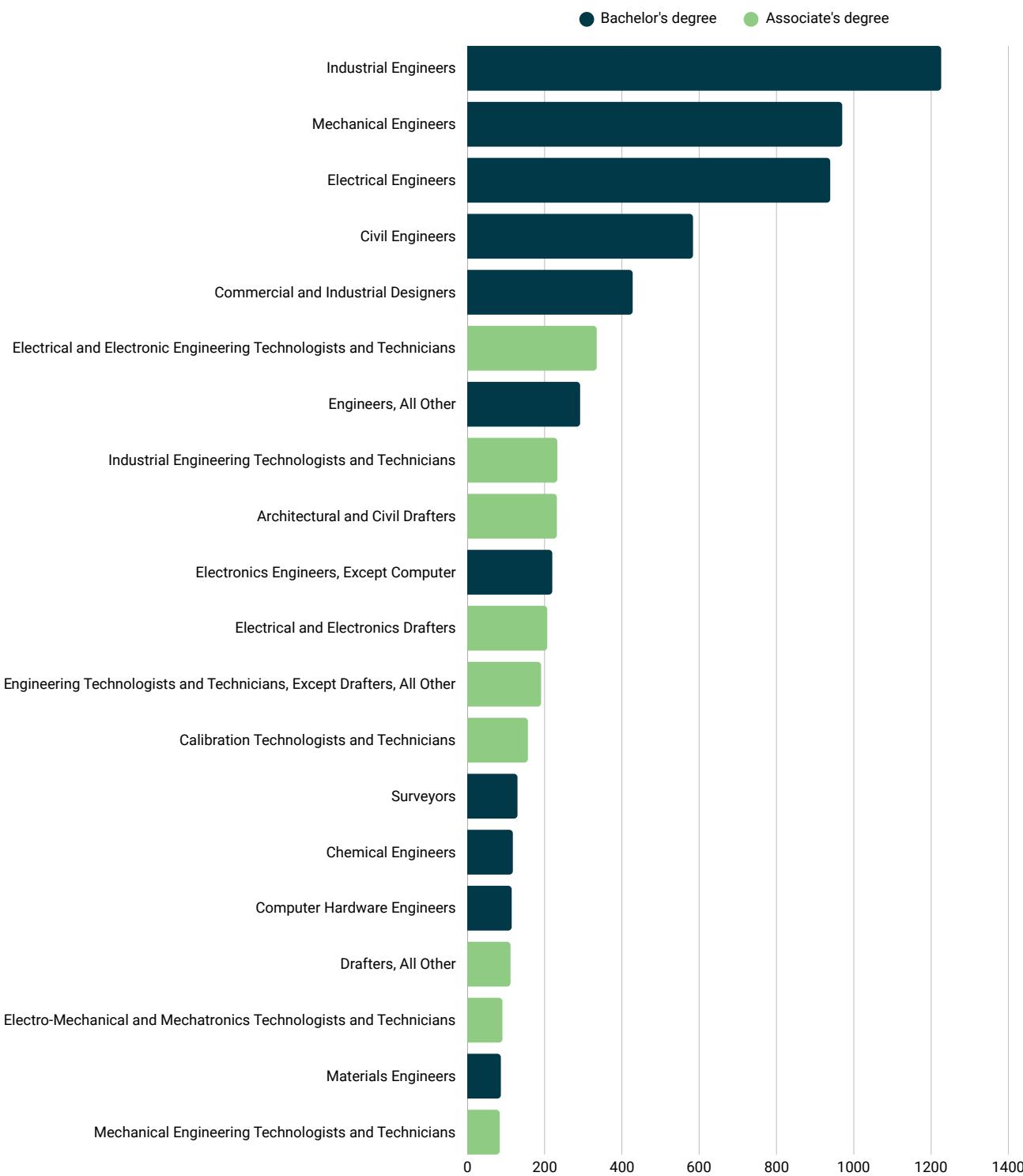


Data: Lightcast / Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 7,240 postings in Q3 2025, a decrease of 203 postings (2.7 percent) from Q2. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q3 2025, with 1,226 postings. Mechanical Engineers was in the second position with 970 postings. Other top posted jobs include Electrical Engineers (939 postings), Civil Engineers (584 postings), and Commercial and Industrial Designers (428 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 \$48.19 per hour or an annual salary of about \$100,235.

Wage Overview for Top Posted Engineers and Designers Jobs in Q3 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$36.86	\$39.82	\$48.19	\$60.82	\$67.82
17-2141	Mechanical Engineers	\$36.87	\$40.56	\$50.02	\$62.38	\$71.17
17-2071	Electrical Engineers	\$37.49	\$41.29	\$50.11	\$62.71	\$75.43
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.36	\$63.21
27-1021	Commercial and Industrial Designers	\$25.91	\$35.09	\$47.62	\$50.63	\$55.29
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.55	\$34.76	\$40.34	\$48.10
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.73	\$61.96	\$76.13
17-3026	Industrial Engineering Technologists and Technicians	\$24.16	\$26.77	\$31.55	\$38.95	\$45.26
17-3011	Architectural and Civil Drafters	\$19.40	\$22.98	\$28.71	\$35.51	\$42.74
17-2072	Electronics Engineers, Except Computer	\$42.26	\$48.88	\$52.63	\$66.04	\$78.12

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Troubleshooting
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 9.1%
- Associate degree: 9.4%
- Bachelor's degree: 60.5%
- Master's degree: 21.0%

Top Posting Employers

- General Motors
- Ford
- Actalent
- GPAC
- Stellantis
- Lincoln Electric
- Rapid Global Business Solutions
- Kelly Services
- Magna International
- Advantage Technical

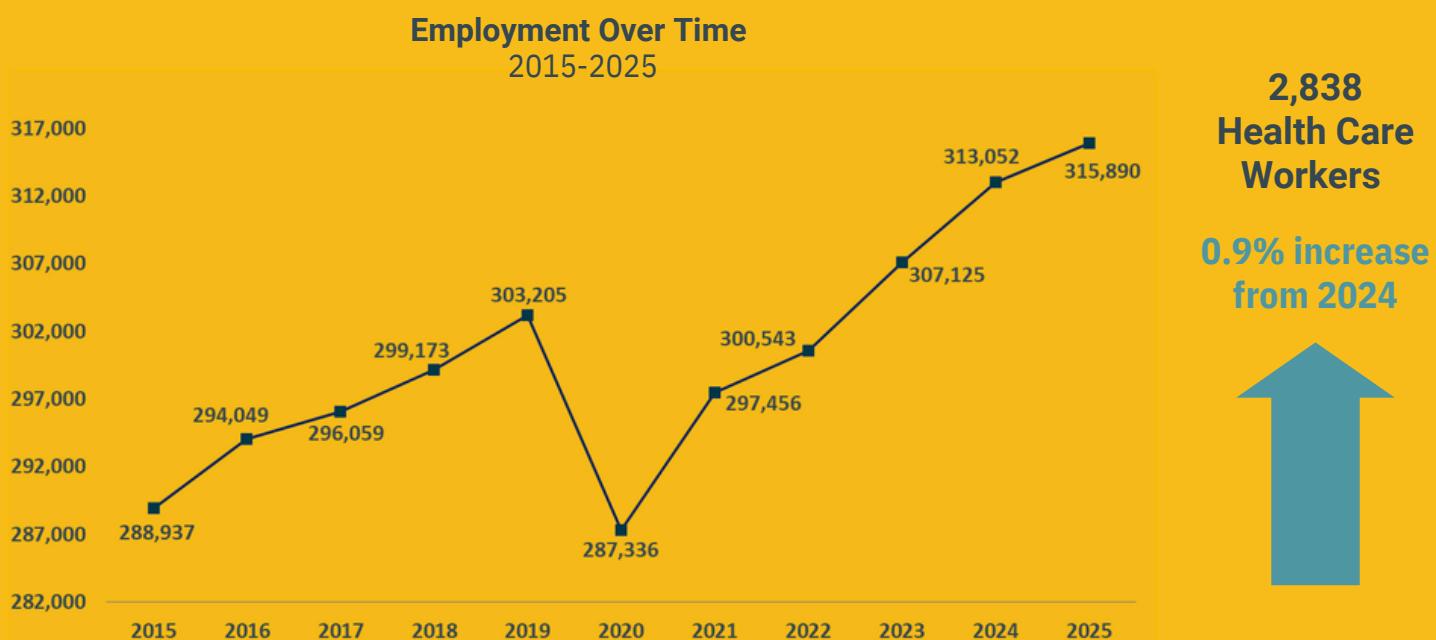
Job Postings by City

1. Auburn Hills: 799 Postings
2. Detroit: 740 Postings
3. Ann Arbor: 500 Postings
4. Dearborn: 437 Postings
5. Warren: 421 Postings
6. Lansing: 373 Postings
7. Troy: 355 Postings
8. Southfield: 255 Postings
9. Novi: 245 Postings
10. Sterling Heights: 207 Postings

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

HEALTH CARE OCCUPATION GROUP

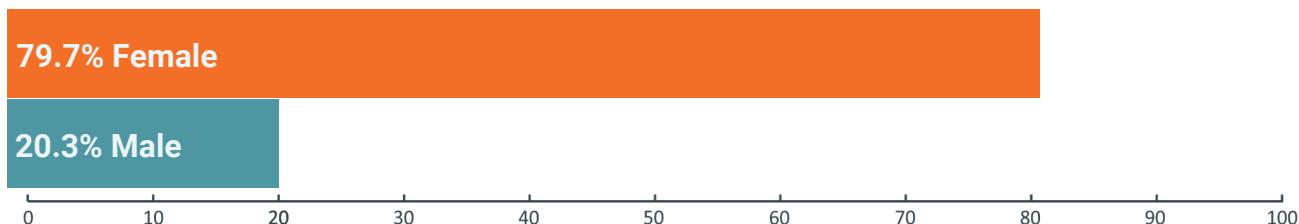
The WIN Region Health Care occupation group includes jobs related to Health Care support and practitioners. Employment in this group has been consistently growing, more Health Care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered Nurses 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 315,890 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



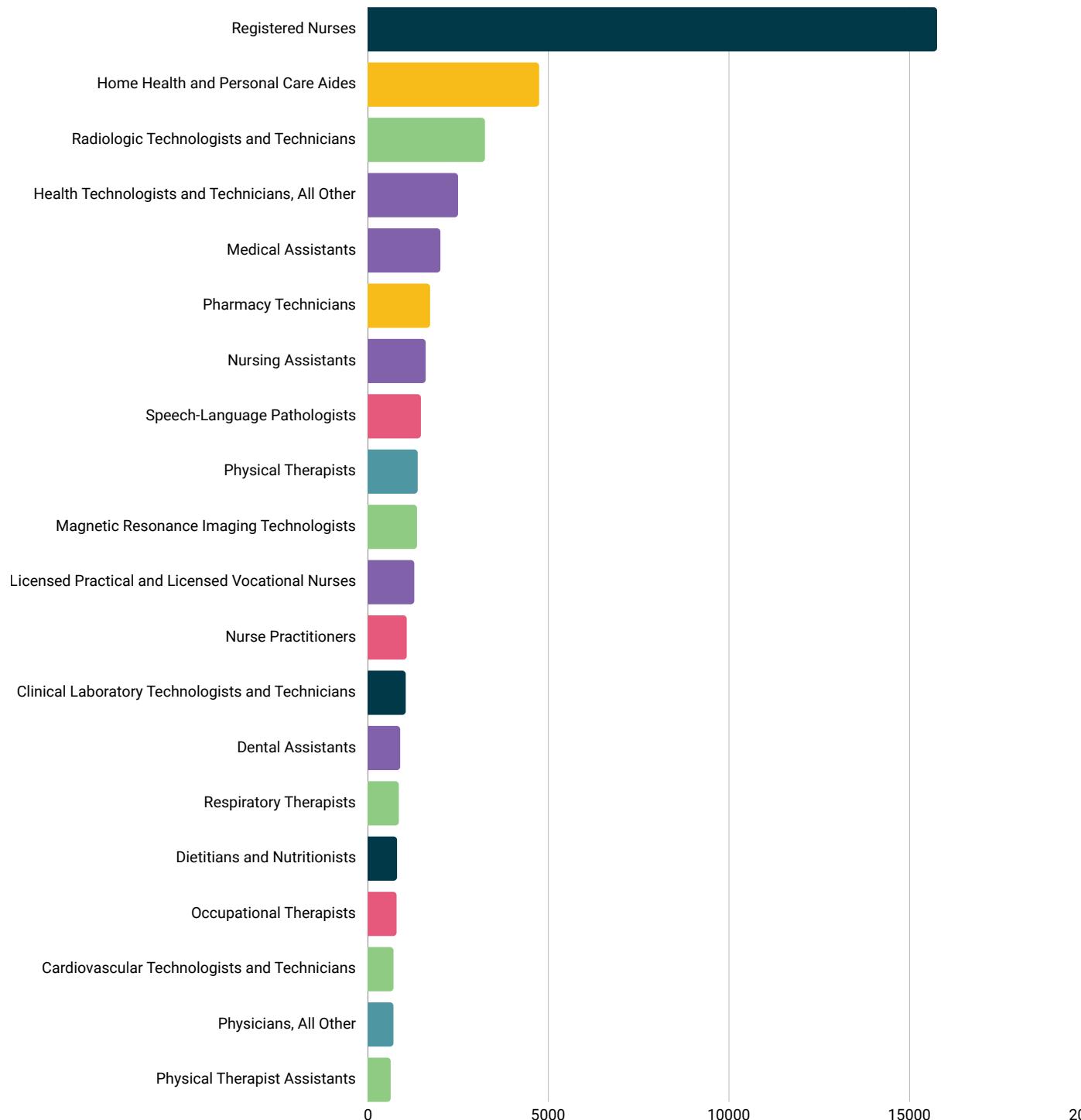
Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q3 2025, there were a total of 54,685 job postings for Health Care workers, an increase of 5,880 from Q2 2025. Registered Nurses was the most sought-after occupation by Health Care industry employers with 15,761 postings. Home Health and Personal Care Aides was in the second position with 4,745 postings. Other top posted jobs include Radiologic Technologists and Technicians (3,245 postings), Health Technologists and Technicians, All Other (2,501 postings), and Medical Assistants (2,012 postings).

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



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 Q3 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$35.24	\$39.02	\$43.08	\$48.69	\$53.81
31-1128	Home Health and Personal Care Aides	\$11.97	\$14.03	\$15.84	\$17.82	\$20.10
29-2034	Radiologic Technologists and Technicians	\$26.64	\$30.70	\$34.10	\$40.24	\$43.62
29-2099	Health Technologists and Technicians, All Other	\$18.03	\$19.40	\$23.49	\$28.79	\$38.39
31-9092	Medical Assistants	\$16.94	\$17.75	\$18.86	\$21.78	\$23.16
29-2052	Pharmacy Technicians	\$16.59	\$17.73	\$19.19	\$23.03	\$24.92
31-1131	Nursing Assistants	\$17.41	\$18.25	\$19.14	\$20.94	\$22.32
29-1127	Speech-Language Pathologists	\$29.15	\$32.84	\$40.27	\$47.92	\$52.55
29-1123	Physical Therapists	\$36.37	\$40.72	\$47.89	\$52.41	\$57.52
29-2035	Magnetic Resonance Imaging Technologists	\$29.12	\$37.45	\$40.40	\$42.69	\$46.14

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: 20.5%
- Associate degree: 14.4%
- Bachelor's degree: 15.9%
- Master's degree: 6.3%

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

Top Posting Employers

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

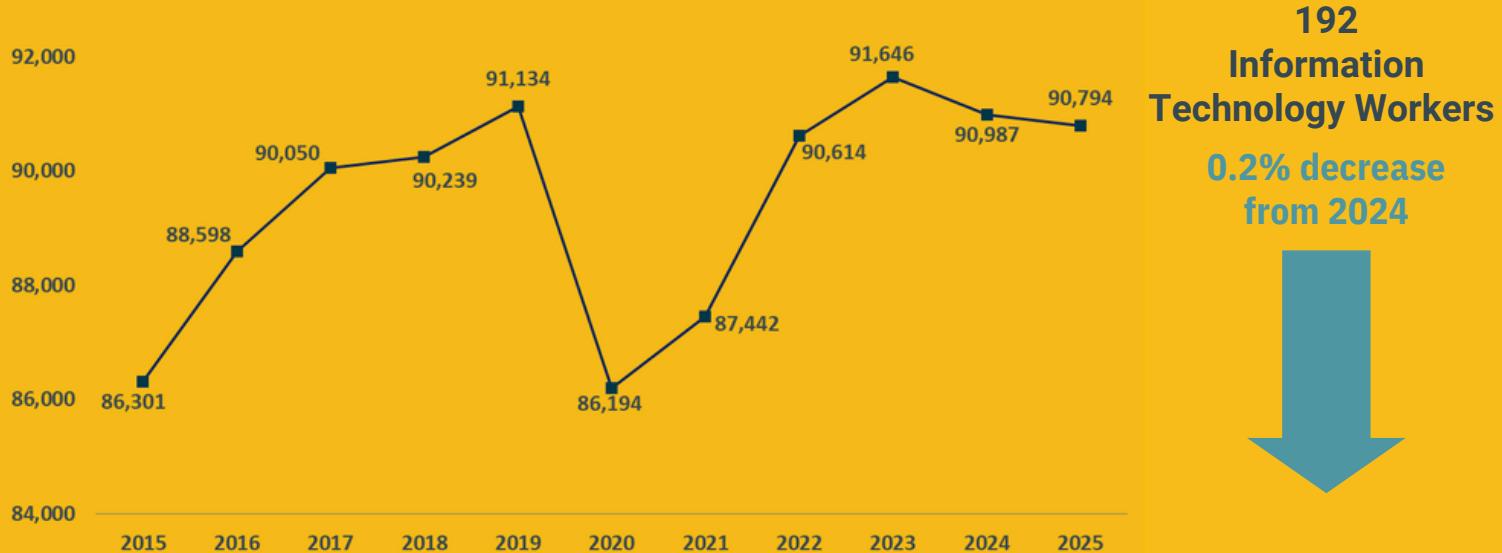
Job Postings by City

1. Detroit: 8,192 Postings
2. Lansing: 3,471 Postings
3. Ann Arbor: 2,745 Postings
4. Troy: 1,630 Postings
5. Flint: 1,551 Postings
6. Southfield: 1,516 Postings
7. Dearborn: 1,474 Postings
8. Warren: 1,426 Postings
9. Pontiac: 1,340 Postings
10. Jackson: 1,280 Postings

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.

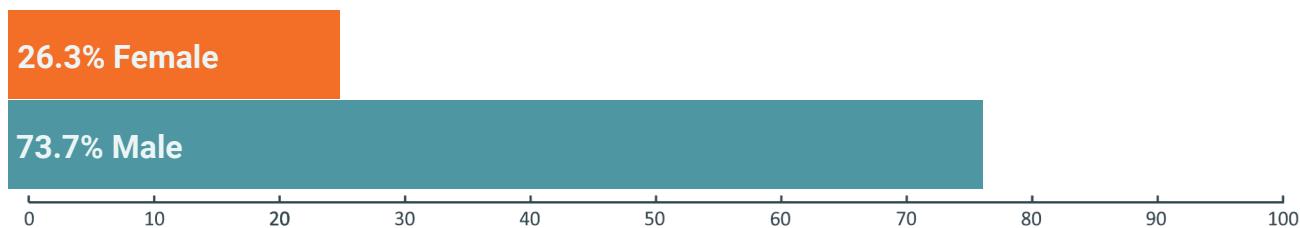
Employment Over Time 2015-2025



Information Technology Worker Demographics

In Q3 2025, there were 90,794 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

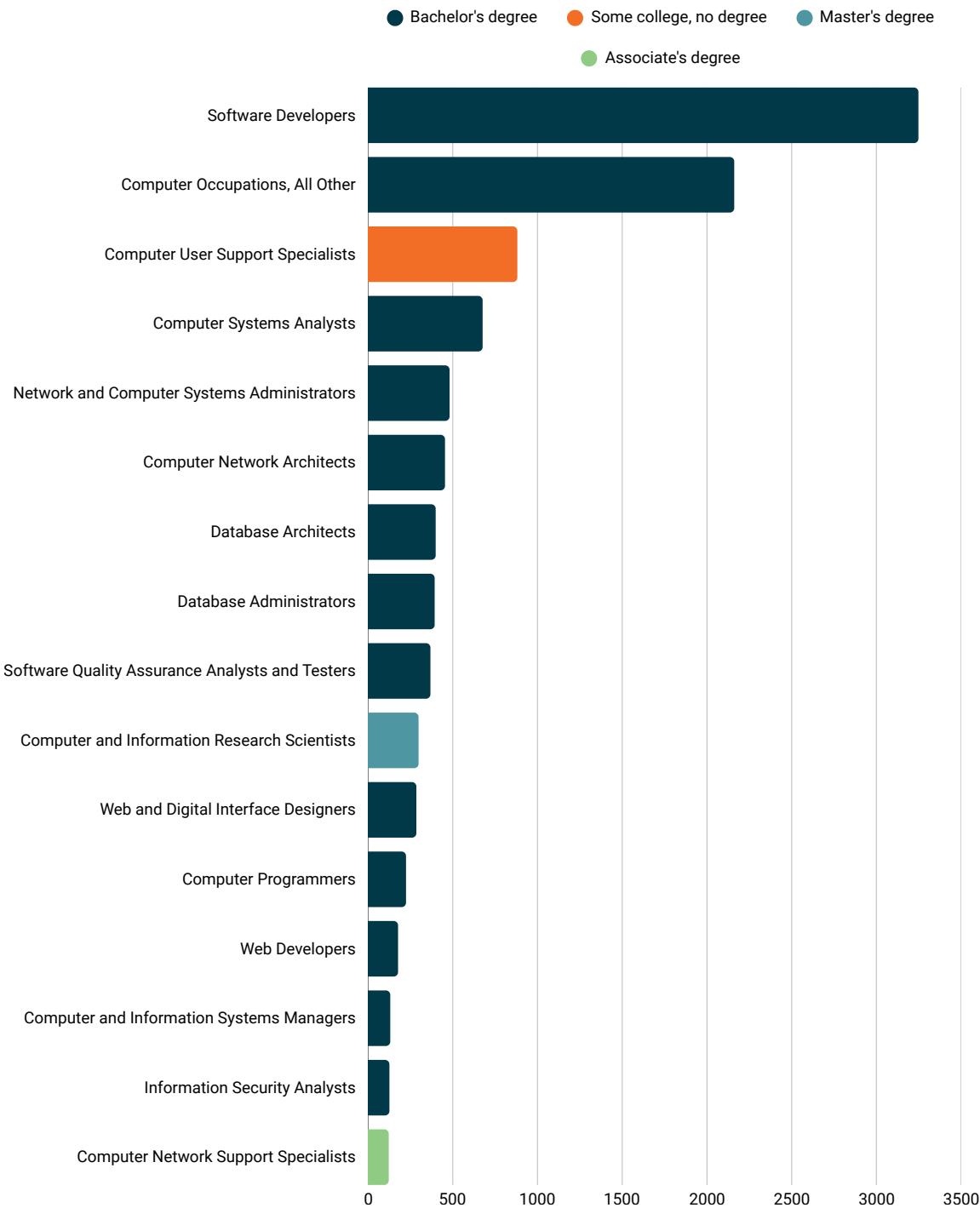


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q3 2025, there were a total of 10,424 job postings for IT workers, a decrease of 1,027 postings or 9.0 percent from Q2 2025. Software Developers was the most sought-after occupation by IT industry employers during Q3 2025, with 3,248 postings. Computer Occupations, All Other was in the second position with 2,161 postings. Other top posted jobs include Computer User Support Specialists (881 postings), Computer Systems Analysts (676 postings), and Network and Computer Systems Administrators (481 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. Eight 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 Q3 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	\$65.39	\$77.83
15-1299	Computer Occupations, All Other	\$24.98	\$36.63	\$49.80	\$65.34	\$75.54
15-1232	Computer User Support Specialists	\$17.60	\$20.61	\$27.29	\$34.71	\$41.91
15-1211	Computer Systems Analysts	\$31.44	\$39.06	\$49.13	\$60.52	\$64.95
15-1244	Network and Computer Systems Administrators	\$31.26	\$37.87	\$46.22	\$57.01	\$68.38
15-1241	Computer Network Architects	\$37.57	\$46.96	\$60.87	\$76.07	\$82.38
15-1243	Database Architects	\$33.17	\$45.32	\$60.71	\$68.58	\$79.91
15-1242	Database Administrators	\$27.43	\$35.17	\$49.24	\$60.26	\$71.31
15-1253	Software Quality Assurance Analysts and Testers	\$29.13	\$37.56	\$48.27	\$60.97	\$65.10
15-1221	Computer and Information Research Scientists	\$30.27	\$34.70	\$52.24	\$67.70	\$83.07

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Troubleshooting
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 7.0%
- Associate degree: 7.5%
- Bachelor's degree: 58.5%
- Master's degree: 16.5%

Top Posting Employers

- General Motors
- Ford
- TEKsystems
- Lumen Technologies
- GovCIO
- ASGN
- Robert Half
- Accenture
- State of Michigan
- Comerica

Job Postings by City

1. Lansing: 2,600 Postings
2. Detroit: 1,574 Postings
3. Dearborn: 796 Postings
4. Ann Arbor: 703 Postings
5. Troy: 511 Postings
6. Auburn Hills: 488 Postings
7. Southfield: 392 Postings
8. Warren: 354 Postings
9. Novi: 276 Postings
10. Sterling Heights: 249 Postings

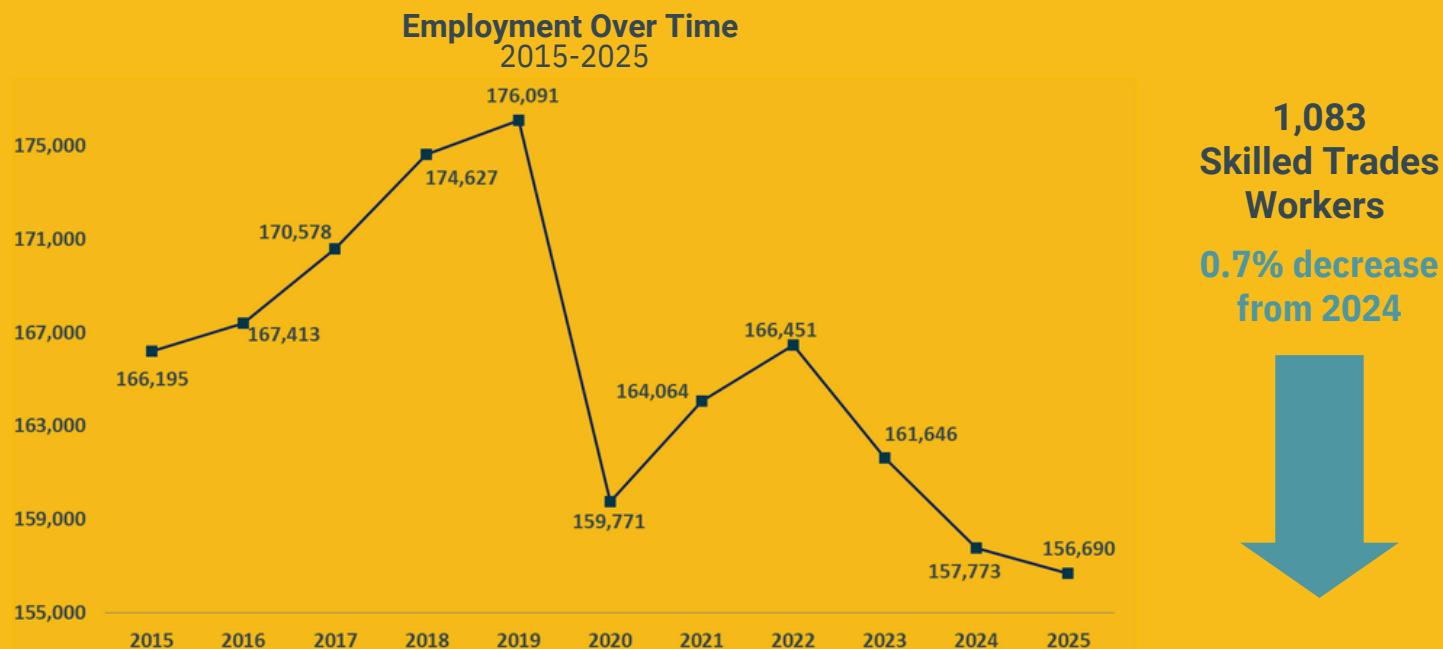
*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

Q3 SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN REGION

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.

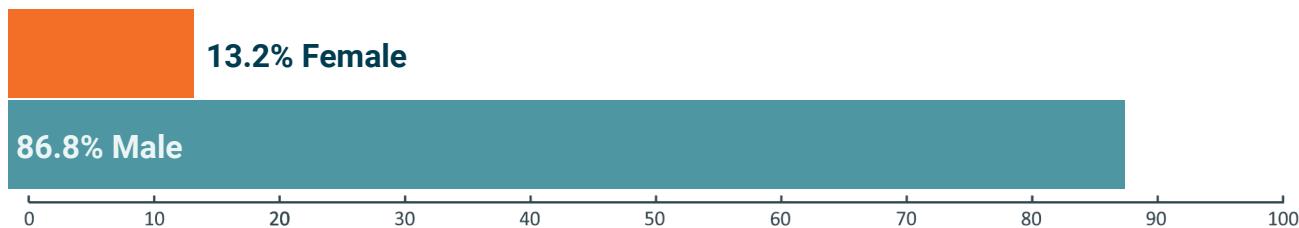
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



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

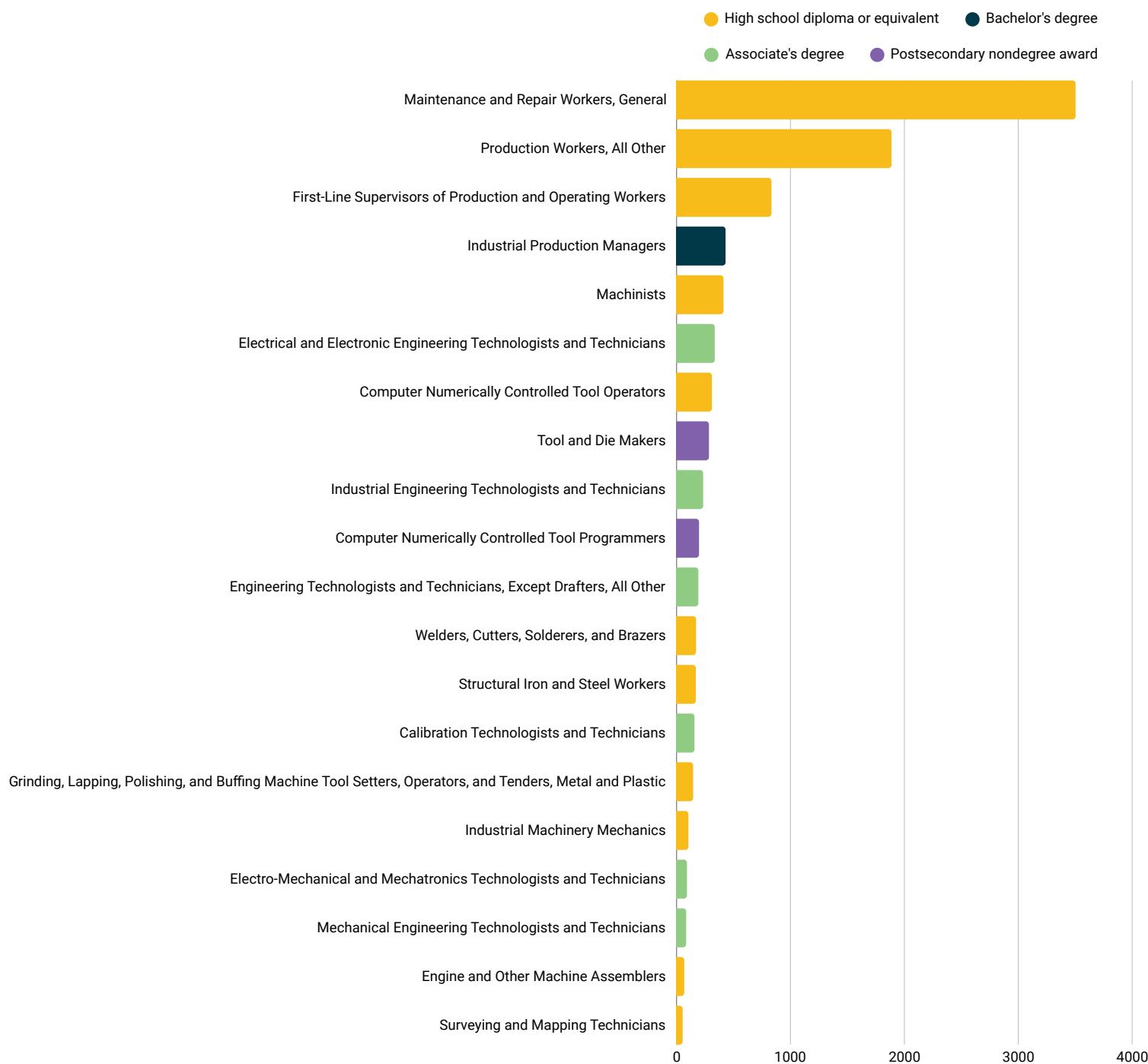


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 9,990 job postings for Skilled Trades workers in Q3 2025, 448 more postings than Q2 2025.. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q3 2025, with 3,503 postings. Production Workers, All Other was in the second position with 1,887 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (833 postings), Industrial Production Managers (430 postings), and Machinists (412 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 \$23.04 per hour or an annual salary of about \$47,923.

Wage Overview for Top Posted Skilled Trades Jobs in Q3 2025

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$16.65	\$18.82	\$23.04	\$28.53	\$33.51
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	\$40.42	\$49.35
11-3051	Industrial Production Managers	\$37.50	\$46.27	\$56.63	\$67.12	\$83.17
51-4041	Machinists	\$18.33	\$21.73	\$26.95	\$31.61	\$36.63
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.55	\$34.76	\$40.34	\$48.10
51-9161	Computer Numerically Controlled Tool Operators	\$17.27	\$18.80	\$22.48	\$28.38	\$32.18
51-4111	Tool and Die Makers	\$22.15	\$26.86	\$34.30	\$40.36	\$45.27
17-3026	Industrial Engineering Technologists and Technicians	\$24.16	\$26.77	\$31.55	\$38.95	\$45.26
51-9162	Computer Numerically Controlled Tool Programmers	\$23.26	\$26.90	\$30.48	\$36.53	\$45.71

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- HVAC Certification
- Forklift Certification
- Automotive Service Excellence (ASE) Certification
- EPA 608 Technician Certification

In-Demand Education Level*

- High school or GED: 39.3%
- Associate degree: 7.6%
- Bachelor's degree: 10.3%
- Master's degree: 2.4%

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

Top Posting Employers

- Aerotek
- GPAC
- Express Employment Professionals
- Kelly Services
- Ford
- Branex Group
- Stellantis
- Branex
- ResourceMFG
- Burger King

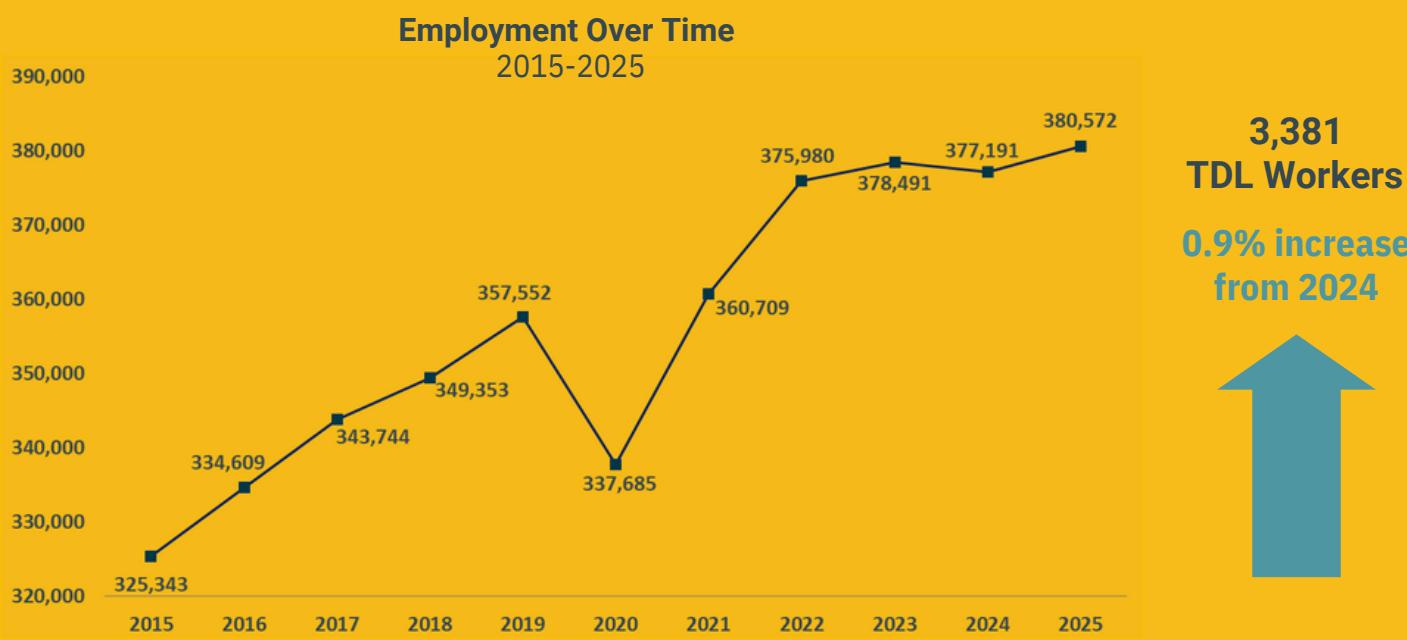
Job Postings by City

1. Detroit: 731 Postings
2. Lansing: 523 Postings
3. Warren: 409 Postings
4. Auburn Hills: 348 Postings
5. Livonia: 339 Postings
6. Sterling Heights: 338 Postings
7. Troy: 306 Postings
8. Ann Arbor: 296 Postings
9. Plymouth: 196 Postings
10. Jackson: 184 Postings

Q3 2025 TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

WIN REGION

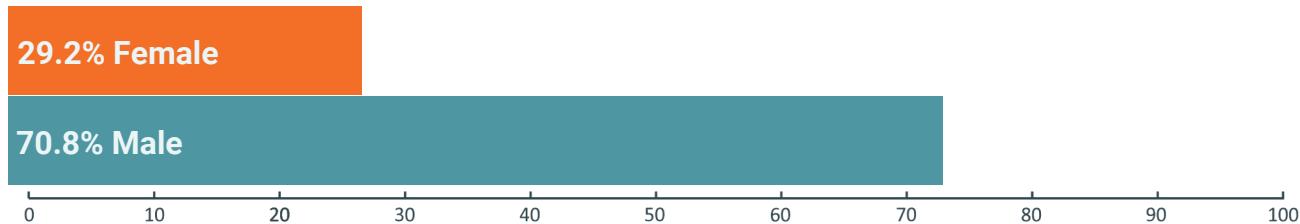
Transportation, Distribution, and Logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all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



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 380,572 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 29.4 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.

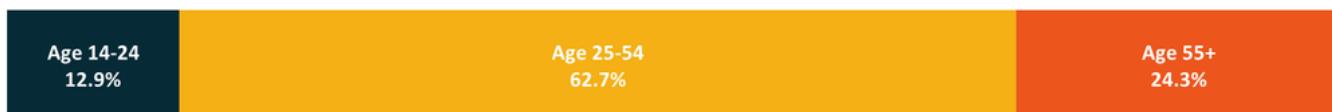
Worker Gender Demographics



Race and Ethnicity Demographics

70.6% White | 5.1% Hispanic or Latino | 19.0% Black or African-American

Worker Age Demographics



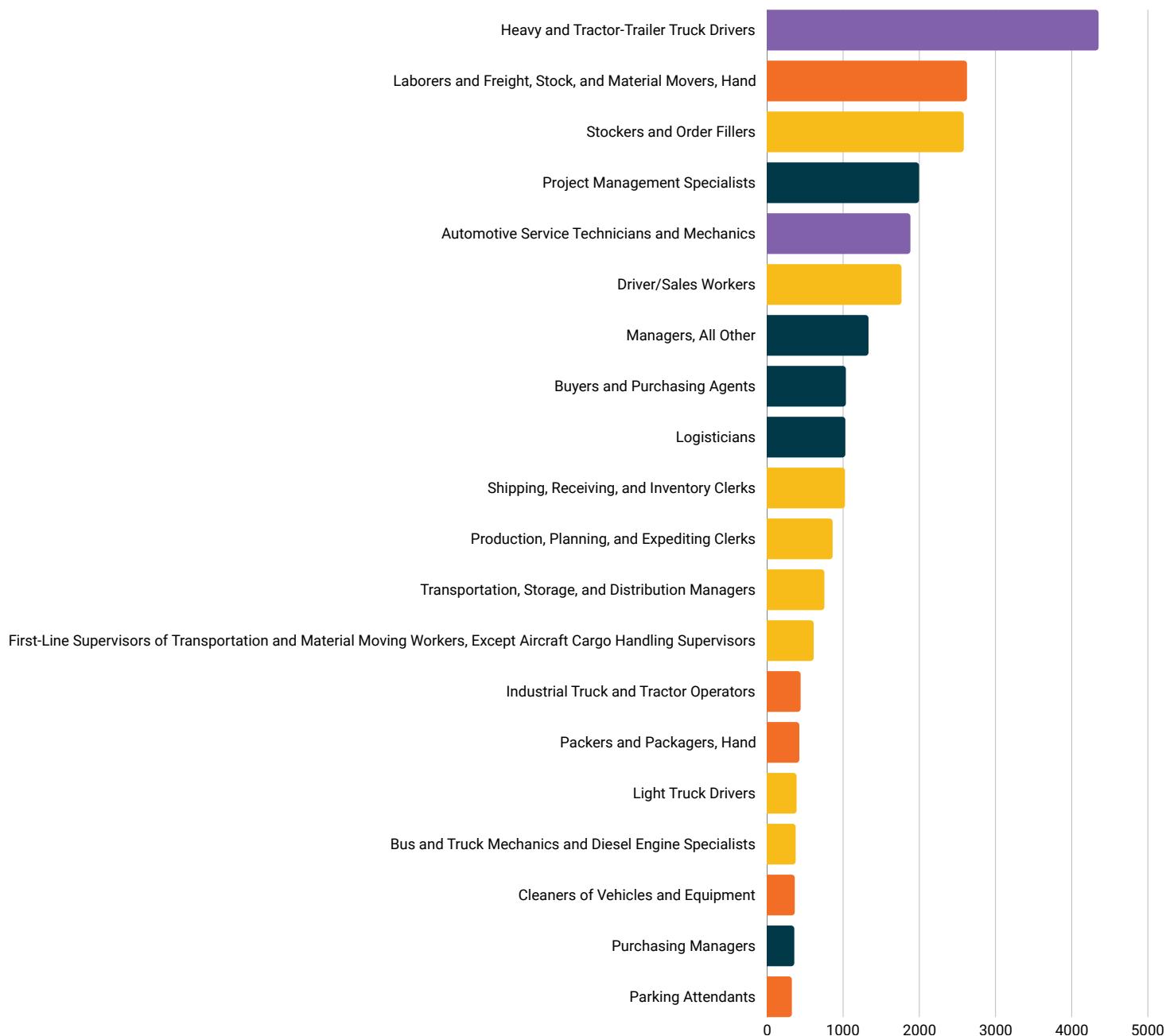
Data: Lightcast / Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 28,407 job postings in Q3 2025, up 4.1 percent (1,115 postings) from Q2. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q3 2025, with 4,353 postings. Laborers and Freight, Stock, and Material Movers, Hand was in the second position with 2,626 postings. Other top posted jobs include Stockers and Order Fillers (2,583 postings), Project Management Specialists (1,997 postings), and Automotive Service Technicians and Mechanics (1,883 postings).

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



**Q3
2025**

WIN REGION

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 Q3 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	\$22.99	\$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	\$24.16
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.45
49-3023	Automotive Service Technicians and Mechanics	\$15.41	\$18.42	\$23.93	\$31.50	\$39.59
53-3031	Driver/Sales Workers	\$10.71	\$15.24	\$21.58	\$25.25	\$29.06
11-9199	Managers, All Other	\$38.76	\$51.02	\$64.94	\$81.15	\$98.29
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.77	\$47.57	\$58.99
13-1081	Logisticians	\$25.34	\$30.26	\$39.19	\$50.42	\$63.93
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
- Operations
- Detail Oriented

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 25.0%
- Associate degree: 3.5%
- Bachelor's degree: 18.0%
- Master's degree: 4.3%

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

Top Posting Employers

- Kroger
- Meijer
- Domino's Pizza
- Walmart
- Trimac Transportation
- GPAC
- Doordash
- Aerotek
- General Motors
- Ryder

Job Postings by City

1. Detroit: 2,865 Postings
2. Lansing: 2,228 Postings
3. Ann Arbor: 1,218 Postings
4. Troy: 999 Postings
5. Warren: 917 Postings
6. Livonia: 840 Postings
7. Auburn Hills: 716 Postings
8. Dearborn: 644 Postings
9. Flint: 608 Postings
10. Romulus: 599 Postings



WIN

WORKFORCE INTELLIGENCE NETWORK



SEMCA Workforce Intelligence Network
for Southeast Michigan (WIN)

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WINintelligence.org
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