

LABOR MARKET REPORT

WIN WORKFORCE
INTELLIGENCE
NETWORK



OCT - DEC

Q4 2025

WININTELLIGENCE.ORG



WIN REGION

**Q4
2025**

INTRODUCTION

WIN Region

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

CONNECT

- +313.744.2946
- info@winintelligence.org
- 25363 Eureka Rd, Taylor,
MI 48180
- winintelligence.org
- @workforce intelligence network
- @win-semich
- @workforce intelligence network
(WIN)

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 11 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 fourth 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.

Q4 2025 WIN REGION

WIN REGION

Annual State of the Labor Market

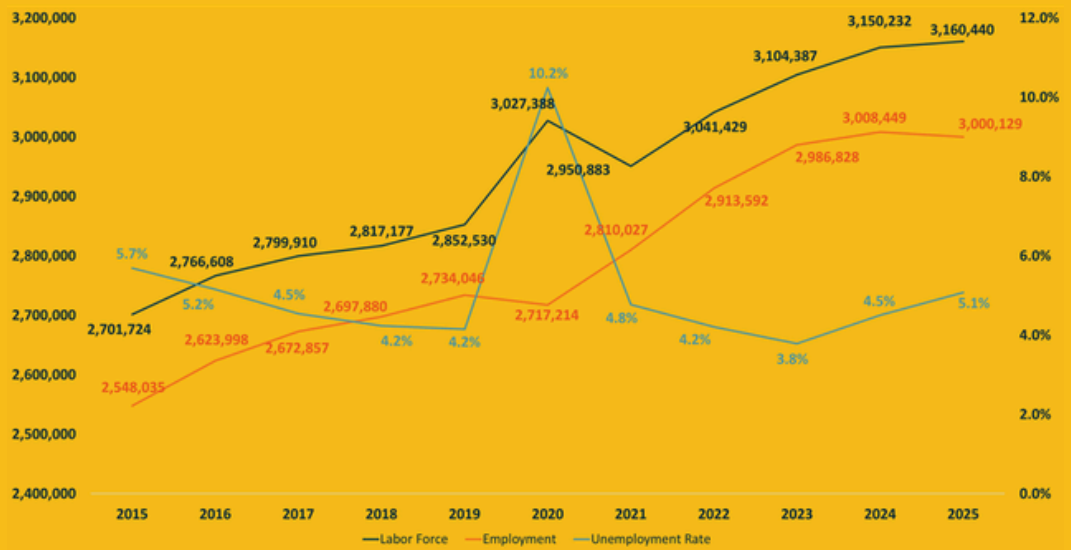
During the fourth quarter of 2025, the labor market in southeast Michigan showed declines in the labor force and employment, while unemployment also decreased compared to the third quarter. The number of unemployed workers fell by 6.6 percent, the labor force declined by 0.9 percent, and employment decreased by 0.3 percent.

The Customer Service and Health Care occupation groups are heavily demanded in the 19-county WIN region. Registered Nurses continues to top the list as the most demanded occupation in Q4 2025, accounting for 13,734 job postings followed by Retail Salespersons with 7,404 postings.

Annual Labor Market Information

The labor force in southeast Michigan improved between 2024 and 2025, gaining 10,207 individuals, or 0.3 percent. Employment did not keep pace with this growth, declining by 8,319 workers, or 0.3 percent, over the same period. As a result, the unemployment rate increased, reaching 5.1 percent in 2025.

Annual Labor Force, Employment, Unemployment Rate 2015–2025

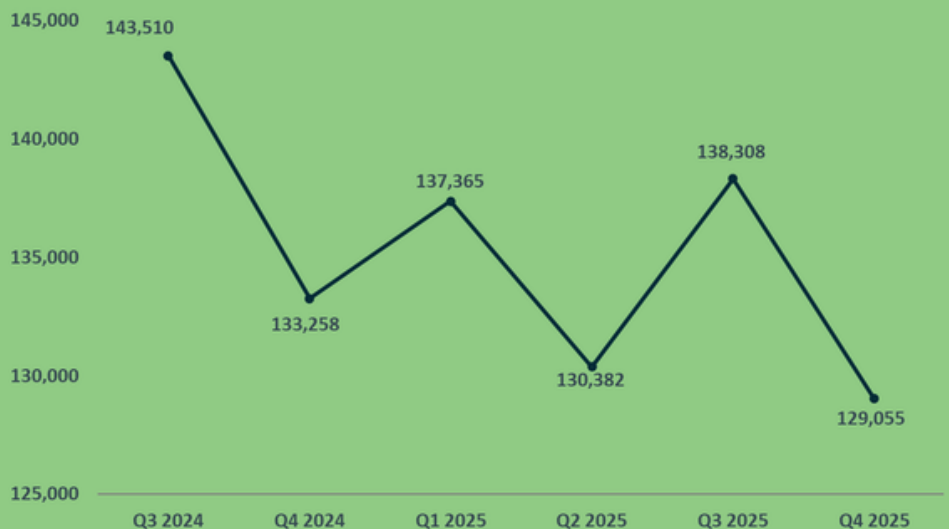


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the fourth quarter of 2025 showed a decrease in employer demand in southeast Michigan, with monthly average job postings falling by 9,253 postings since Q3 2025 to 129,055. Over the past year, postings fluctuated, reaching a high of 138,308 in Q3 2025 before declining to their lowest level in Q4 2025. Compared to Q3 2024, when postings peaked at 143,510, job postings in Q4 2025 were down by 14,455, indicating an overall decline in demand.

Average Quarterly Posting Analysis WIN Region Q3 2024 - Q4 2025



Data: Workforce Intelligence Network

Q4 ANNUAL WORKFORCE INDICATORS

2025
WIN REGION

Key Findings

7.4%

Employer demand decreased by 7.4 percent, a decrease of 18,843 average job postings since Q3 2025.

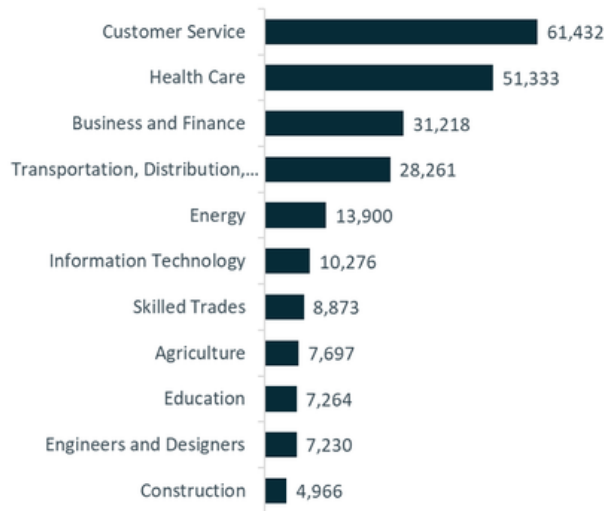
In Q4, employment totaled
2,990,936

an increase of 16,423 workers since Q3

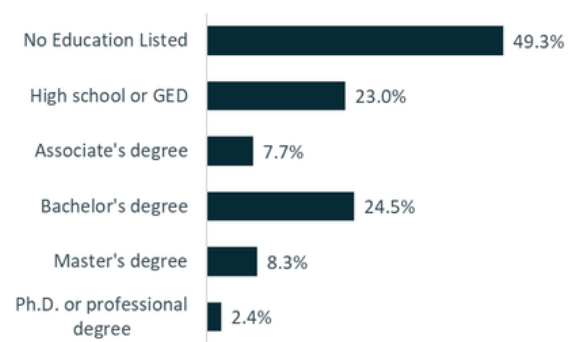
During Q4 2025, there were 236,604 unique job postings, 18,843 (7.4 percent) less than the 255,447 postings made during Q3 2025 in the 19-county WIN region. All occupation groups saw a decrease in postings this quarter. The Customer Service occupation group had the greatest demand with 61,432 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Home Health and Personal Care Aides, Heavy and Tractor-Trailer Truck Drivers, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 236,604 unique postings in the WIN Region during Q4 2025, 58,076 (24.5 percent) required a Bachelor's degree, while 54,385 postings (23.0 percent) required a High School diploma or equivalent. An additional 25,427 postings (10.7 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q4 2025



In-Demand Education Levels
Q4 2025



The latest quarterly labor market data from southeast Michigan highlighted a decline in both the labor force and employment. During Q4 2025, labor force figures were 0.9 percent lower (27,141 individuals) and employment was 0.5 percent lower (9,542 individuals) than in Q3 2025. The unemployment rate decreased to 4.8 percent in Q4 2025, a 0.3 percentage point decrease from Q3 2025. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2024	1st Quarter 2025	2nd Quarter 2025	3rd Quarter 2025	4th Quarter 2025	Change from 3rd Quarter 2025	Percent Change from 3rd Quarter	Change from 4th Quarter 2024	Percent Change from 4th Quarter
Labor Force	3,133,295	3,168,013	3,160,144	3,170,371	3,143,230	-27,141	-0.9%	9,935	0.3%
Employment	2,981,394	2,991,095	3,011,127	3,007,359	2,990,936	-16,423	-0.5%	9,542	0.3%
Unemployment	151,900	176,918	149,017	163,012	152,294	-10,718	-6.6%	393	0.3%
Unemployment Rate	4.8%	5.6%	4.7%	5.1%	4.8%	-0.3%	na	0.0%	na

Q4 2025 WIN REGION

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through 2025, the labor force in southeast Michigan experienced modest growth, increasing by 10,207 individuals (0.3 percent) from 2024. Employment in the 19-county area declined slightly, down by 8,319 workers (0.3 percent). Meanwhile, unemployment rose by 18,527 individuals over the year. The unemployment rate increased accordingly, reaching 5.1 percent in 2025.

Annual Labor Market Data 2015-2025

	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	2025 Annual	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	3,160,440	10,207	0.3%
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	3,000,129	-8,319	-0.3%
Unemployment	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	160,310	18,527	13.1%
Unemployment Rate	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	5.1%	0.6%	na

Data: Bureau of Labor Statistics

CENSUS 2024 LABOR FORCE DEMOGRAPHICS

During the most recent census year (2024) there were about 3,153,619 people in the labor force, either working or seeking employment in the 19-county WIN Region. The highest unemployment rates in 2024 were those individuals 24 years old or younger, accounting for an unemployment rate of 28.7 percent for males and 24.7 percent for females. Overall, the unemployment rates were equal for males and females in the region, at 6.2 percent during 2024. Native Hawaiian or Pacific Islander job seekers have a difficult time finding employment, facing an unemployment rate of 18.7 percent. Those job seekers who identified as Black or African American also had a difficult time finding employment with an unemployment rate of 12.4 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 +	3,153,619	2,958,454	195,165	6.2%
Sex				
Male 16+	1,649,018	1,546,747	102,271	6.2%
16-19	66,236	54,426	11,810	17.8%
20-24	156,134	139,180	16,954	10.9%
25-54	1,035,614	980,145	55,469	5.4%
55-64	286,598	273,242	13,356	4.7%
65 Plus	104,436	99,754	4,682	4.5%
Female 16+	1,504,601	1,411,707	92,894	6.2%
16-19	70,695	61,062	9,633	13.6%
20-24	154,473	137,374	17,099	11.1%
25-54	931,156	879,757	51,399	5.5%
55-64	258,832	248,387	10,445	4.0%
65 Plus	89,445	85,127	4,318	4.8%
Race				
White	2,215,974	2,054,737	108,410	4.9%
Black / African American				
American	521,857	455,001	64,907	12.4%
Native American	7,563	6,918	2,151	28.4%
Asian	156,080	149,783	6,247	4.0%
Native Hawaiian / Pacific Islander				
	1,103	925	206	18.7%
Some Other Race	54,790	49,950	4,244	7.7%
Two or More Races	199,215	181,577	14,883	7.5%
Ethnicity				
Hispanic	165,058	150,639	12,311	7.5%

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

POPULATION DEMOGRAPHICS

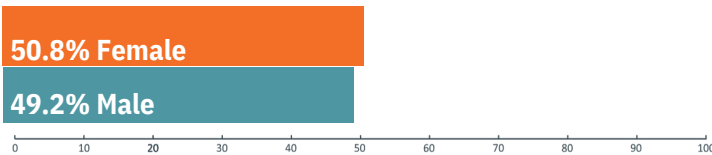
2024 Census Population

According to data from the most recent Census Bureau (2024, ACS five-year estimates), 6,274,804 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 (65.1 percent) with the second largest number of individuals identifying as Black or African American (16.9 percent). The region is facing an aging populace; with 31.5 percent of the population over the age of 54, compared to 30.3 percent under the age of 25.

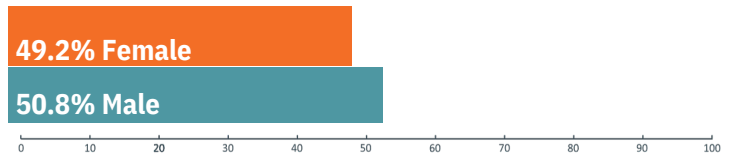
2025 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q4 2025, the workforce had a total of 2,772,412 individuals working in Southeast Michigan. A slight majority, 50.8 percent (1,404,689 workers) were male, while 49.2 percent (1,359,716 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 15.1 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.

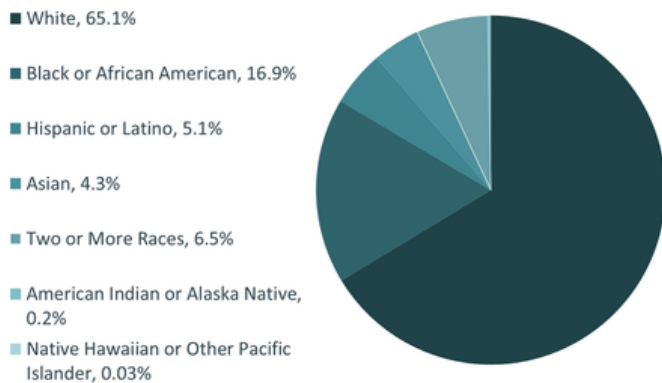
Population Gender Demographics



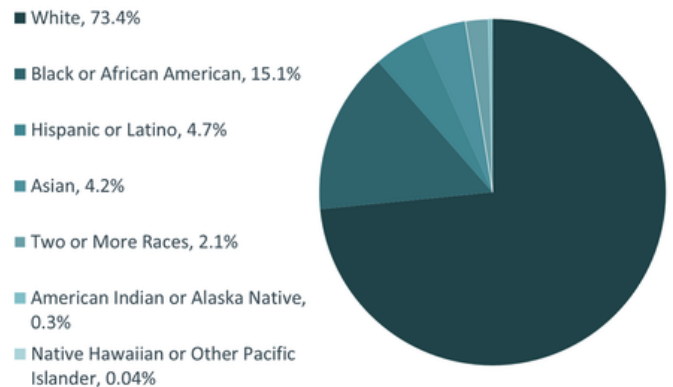
Workforce Gender Demographics



Population Race Demographics



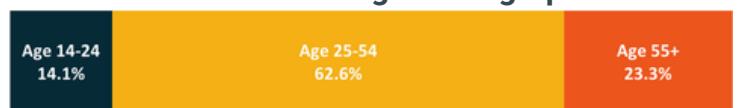
Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



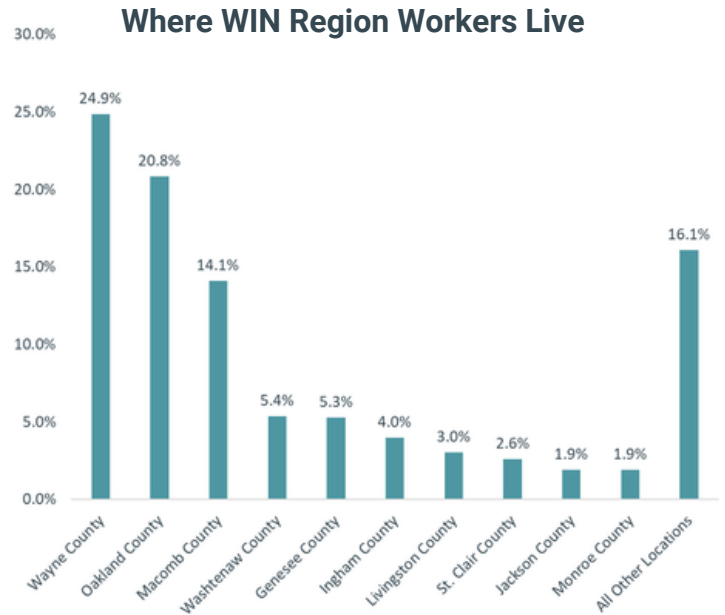
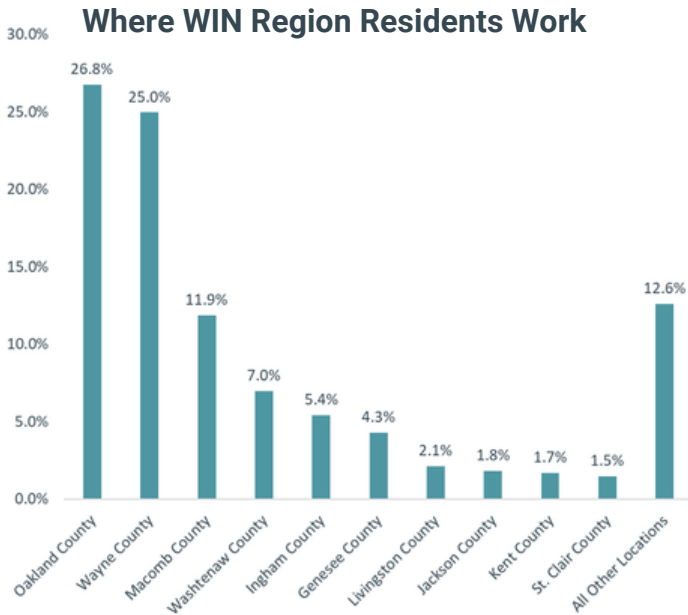
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

Data: Lightcast | Analysis: Workforce Intelligence Network

Q4 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

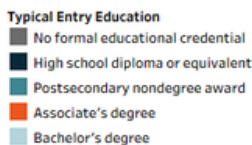
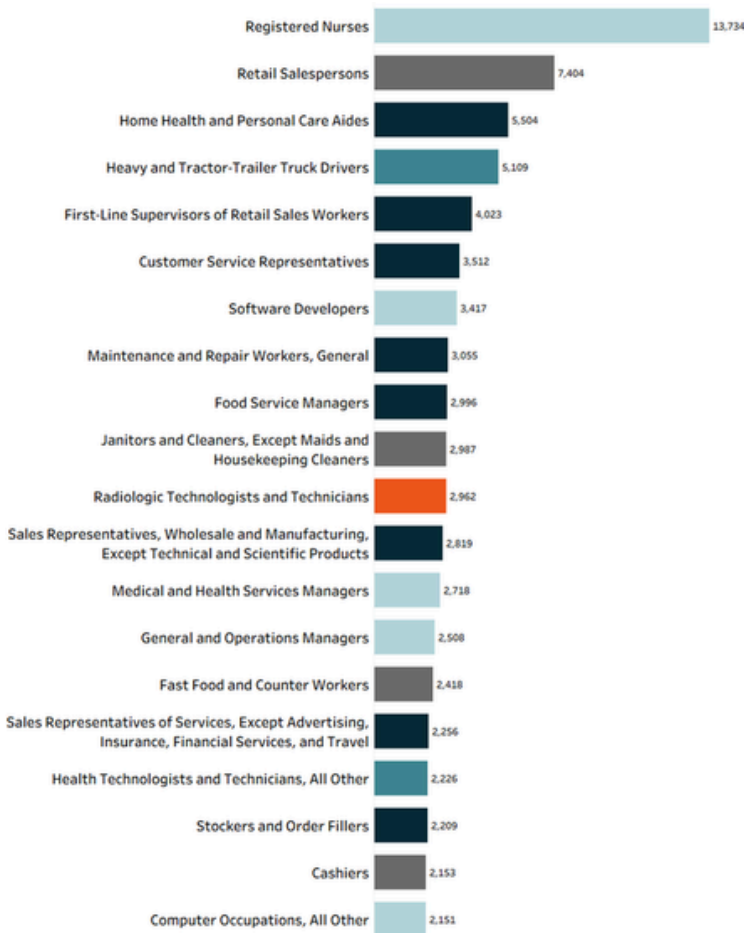
- Detroit: 28,009 Postings
- Lansing: 19,690 Postings
- Ann Arbor: 13,261 Postings
- Troy: 9,019 Postings
- Dearborn: 7,172 Postings
- Warren: 7,099 Postings
- Livonia: 5,695 Postings
- Southfield: 5,646 Postings
- Flint: 5,562 Postings
- Novi: 4,948 Postings



TOP POSTED JOBS

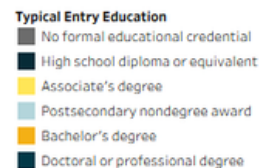
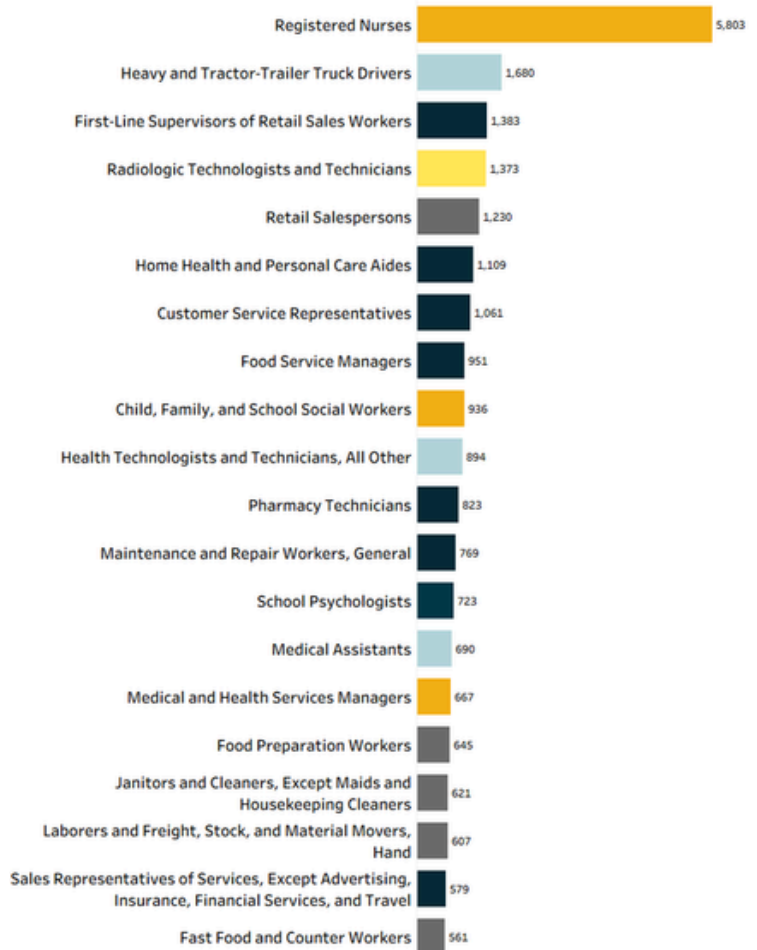
Top Posted Jobs

Registered Nurses is the top posted occupation for Q4 2025 with 13,734 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,404 postings) and Home Health and Personal Care Aides (5,504 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 six occupations required short-to moderate-term on-the-job training.



Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, accounted for 25.0 percent (59,157 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 31.8 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,803 postings, followed by Heavy and Tractor-Trailer Truck Drivers with 1,680 postings.



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



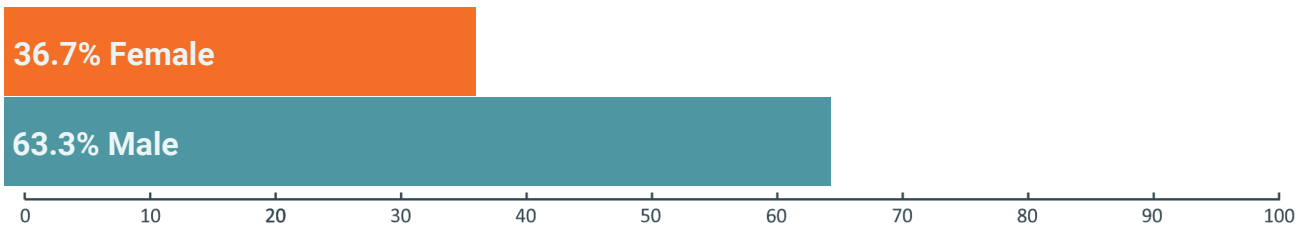
1,119
Agriculture
Workers
1.3% increase
from 2024



Agriculture Worker Demographics

According to Q4 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.

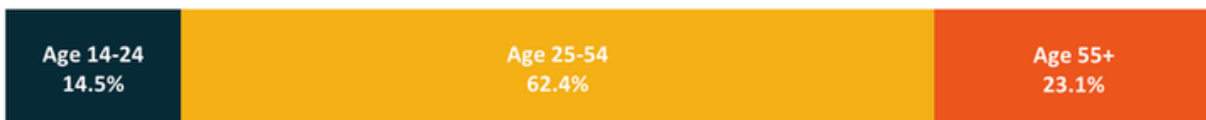
Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

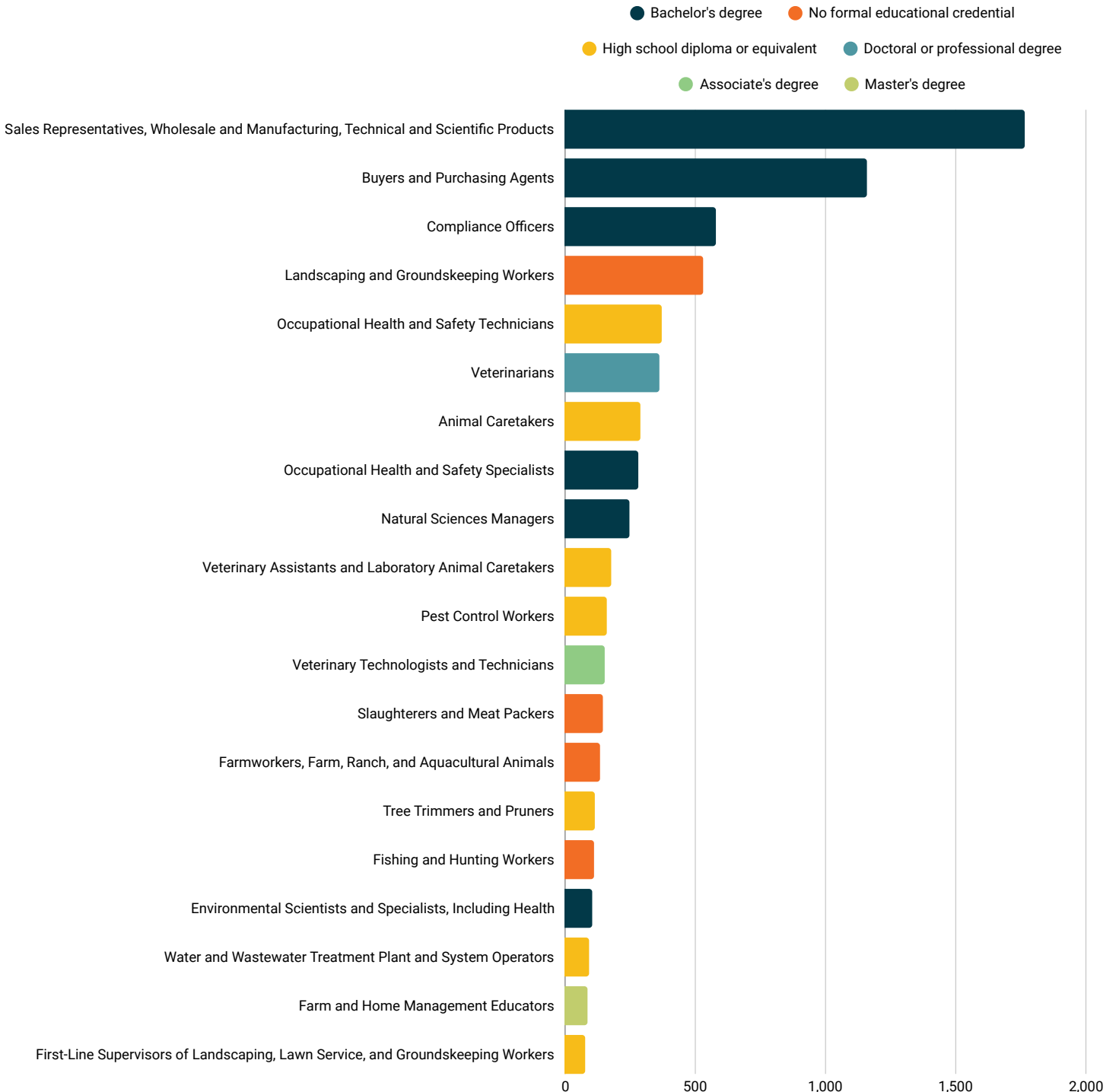


Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q4 2025, there were a total of 7,697 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 Q4 2025, with 1,765 postings. Buyers and Purchasing Agents was in the second position with 1,159 postings. Other top posted jobs include Compliance Officers (579 postings), Landscaping and Groundskeeping Workers (530 postings), and Occupational Health and Safety Technicians (371 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 Q4 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
13-1041	Compliance Officers	\$23.60	\$29.10	\$36.79	\$49.45	\$56.41
37-3011	Landscaping and Groundskeeping Workers	\$14.78	\$17.13	\$18.52	\$21.91	\$26.08
19-5012	Occupational Health and Safety Technicians	\$21.62	\$25.03	\$29.96	\$34.31	\$45.84
29-1131	Veterinarians	\$39.06	\$44.15	\$57.47	\$73.81	\$87.45
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
11-9121	Natural Sciences Managers	\$36.68	\$48.47	\$65.84	\$86.22	\$112.70
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$14.39	\$16.14	\$17.58	\$19.99	\$22.66

In-Demand Technical Skills

- Purchasing
- Lifting Ability
- Procurement
- Auditing
- Regulatory Compliance

In-Demand Foundational Skills

- Communication
- Sales
- Customer Service
- Management
- Operations

In-Demand Certifications

- Valid Driver's License
- Cardiopulmonary Resuscitation (CPR) Certification
- Certified Safety Professional
- Certified Veterinary Technician
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High school or GED: 21.7%
- Associate degree: 5.1%
- Bachelor's degree: 32.2%
- Master's degree: 6.2%

Top Posting Employers

- University Of Michigan
- General Motors
- AT&T
- State of Michigan
- Ford
- Lap Of Love
- Veterinary United
- Henry Ford Health
- Verizon Communications
- University of Michigan-Ann Arbor

Job Postings by City

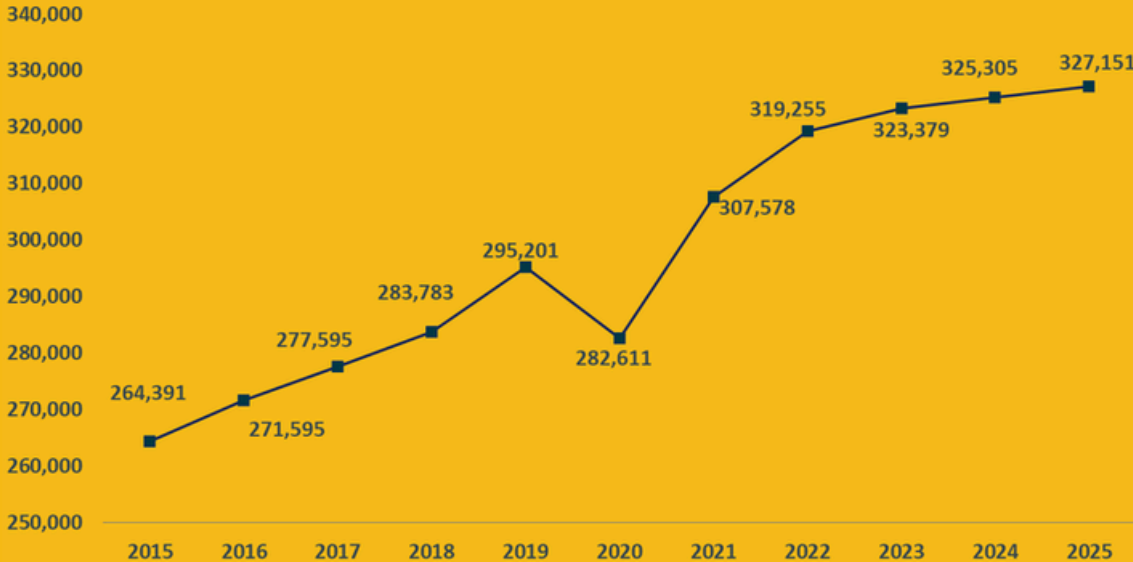
1. Detroit: 892 Postings
2. Lansing: 729 Postings
3. Ann Arbor: 557 Postings
4. Troy: 323 Postings
5. Warren: 241 Postings
6. Livonia: 205 Postings
7. Dearborn: 180 Postings
8. Auburn Hills: 170 Postings
9. Southfield: 167 Postings
10. Novi: 164 Postings

*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.

Employment Over Time
2015-2025



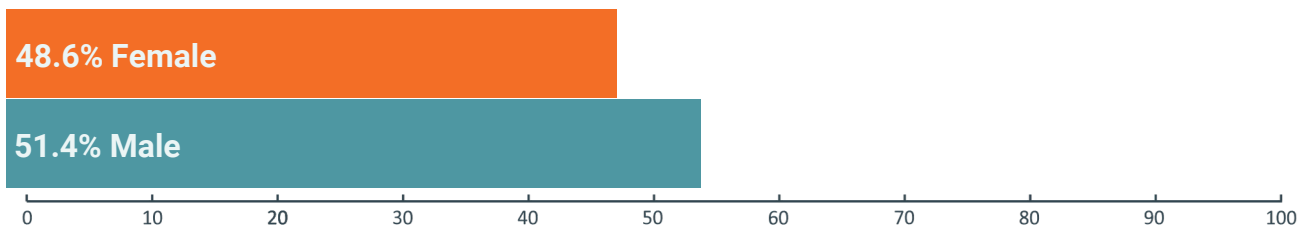
1,846
Business and Finance Workers
0.6% increase from 2024



Business and Finance Worker Demographics

In Q4 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. Also of note, 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

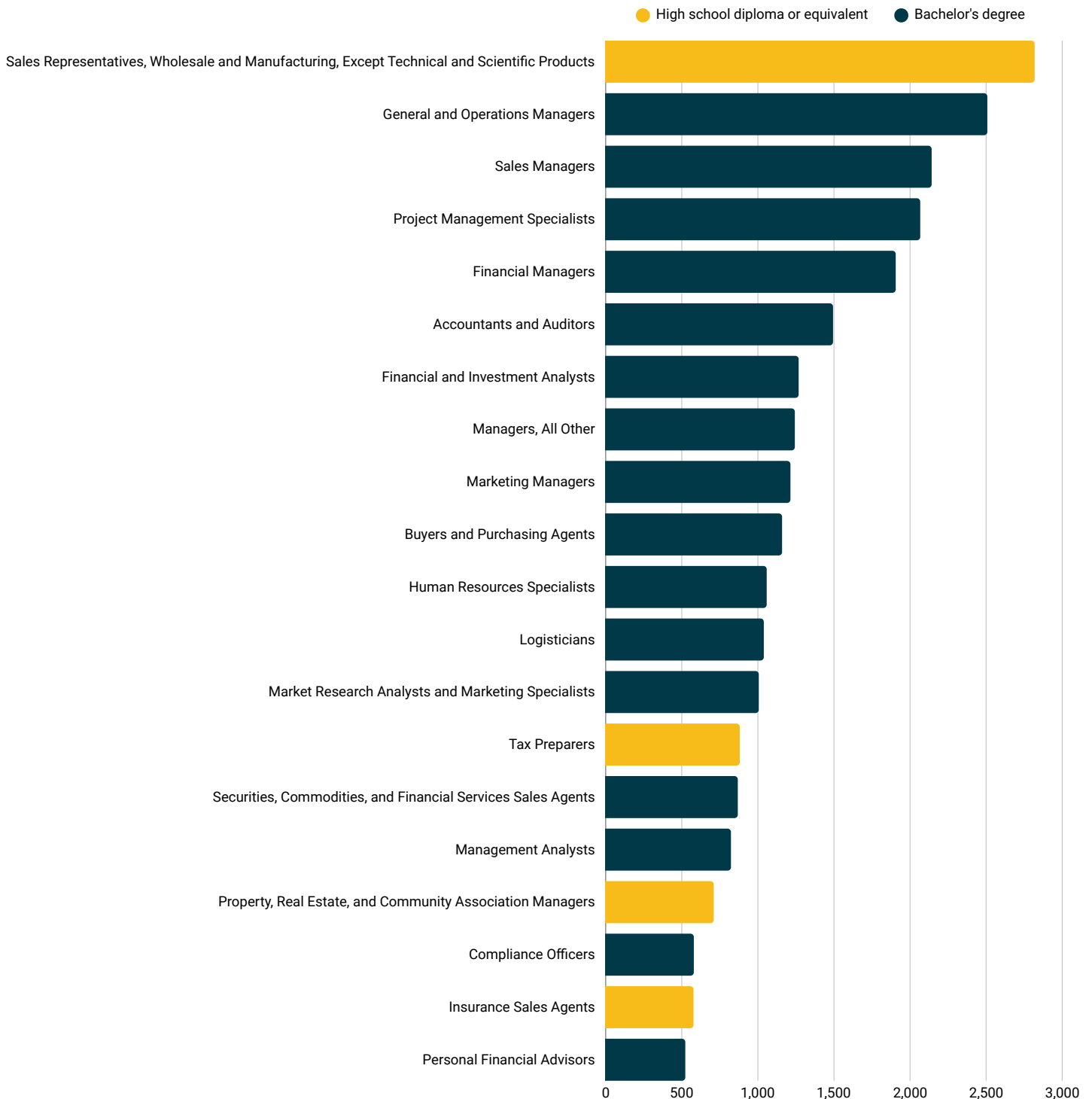


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q4 2025, there were a total of 31,218 job postings for Business and Finance workers, a decrease of 958 postings or 3.0 percent since Q3 2025. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q4 2025 with 2,819 postings. General and Operations Managers was in the second position with 2,508 postings. Other top posted jobs include Sales Managers (2,142 postings), Project Management Specialists (2,067 postings), and Financial Managers (1,906 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 \$76,481.

Wage Overview for Top Posted Business and Finance Jobs in Q4 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
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.45
11-3031	Financial Managers	\$40.42	\$52.48	\$67.39	\$86.68	\$117.62
13-2011	Accountants and Auditors	\$26.76	\$30.66	\$38.10	\$48.79	\$62.50
13-2051	Financial and Investment Analysts	\$30.28	\$36.58	\$45.33	\$54.67	\$65.60
11-9199	Managers, All Other	\$38.76	\$51.02	\$64.94	\$81.15	\$98.29
11-2021	Marketing Managers	\$36.44	\$49.86	\$66.50	\$85.68	\$108.75
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.77	\$47.57	\$58.99

In-Demand Technical Skills

- Marketing
- Project Management
- Finance
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Sales
- 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: 15.3%
- Associate degree: 6.2%
- Bachelor's degree: 54.8%
- Master's degree: 12.6%

Top Posting Employers

- Intuit
- Robert Half
- GPAC
- General Motors
- University Of Michigan
- Jmj Phillip Group
- Ford
- CVS Health
- Huntington Bancshares
- JPMorgan Chase

Job Postings by City

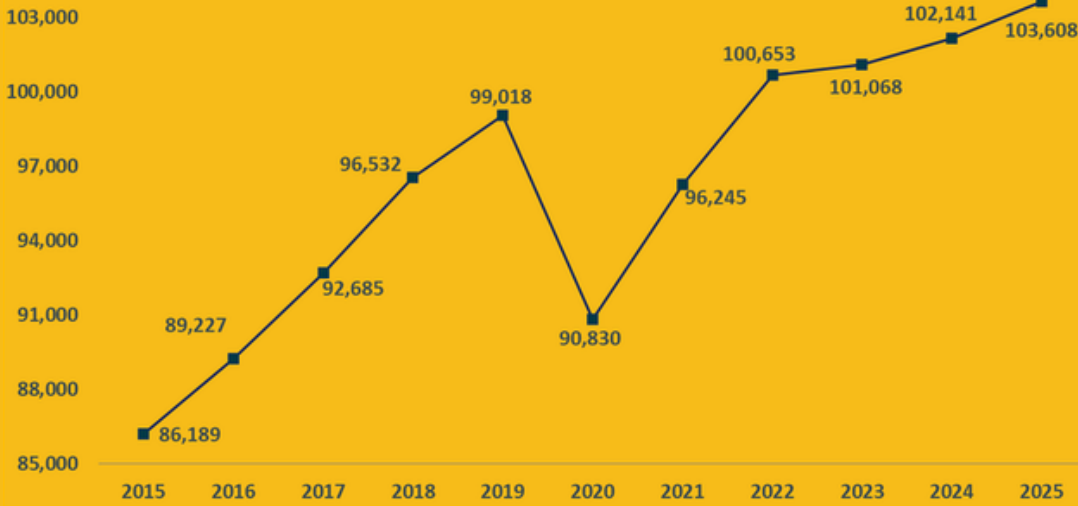
1. Detroit: 5,268 Postings
2. Lansing: 4,168 Postings
3. Ann Arbor: 1,861 Postings
4. Troy: 1,781 Postings
5. Southfield: 1,181 Postings
6. Auburn Hills: 954 Postings
7. Dearborn: 897 Postings
8. Warren: 889 Postings
9. Novi: 804 Postings
10. Livonia: 757 Postings

*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



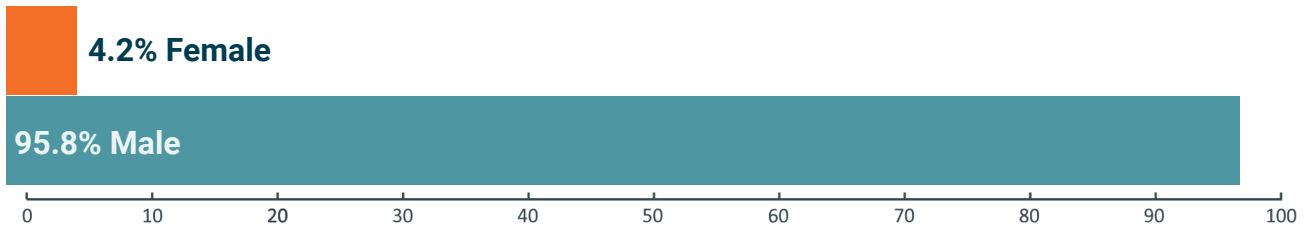
1,468
Construction
Workers
1.4% increase
from 2024



Construction Worker Demographics

According to Q4 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 4.2 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

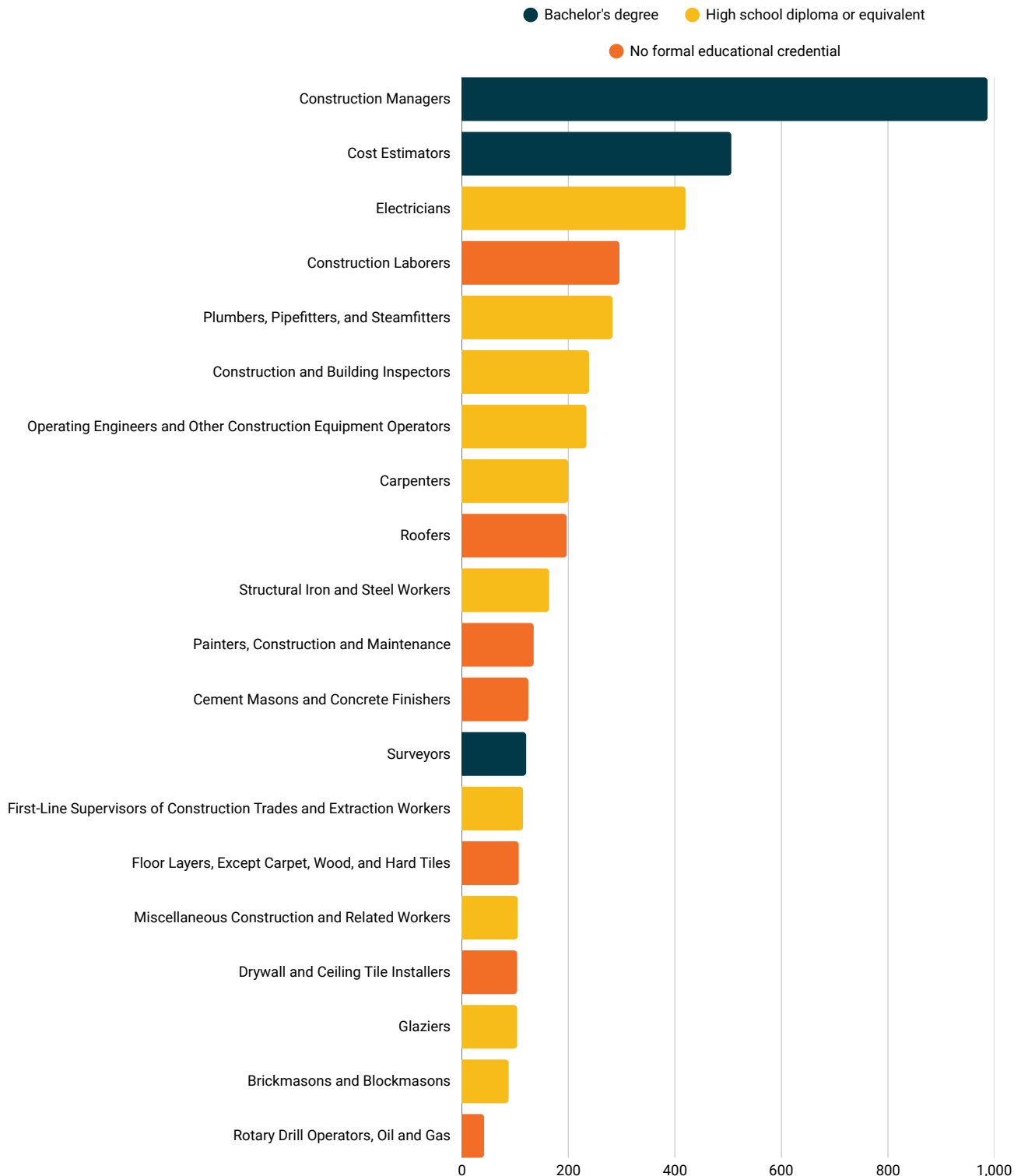


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 4,966 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q4 2025, with 987 postings. Construction Estimators was in the second position with 506 postings. Other top posted jobs include Electricians (420 postings), Construction Laborers (296 postings), and Plumbers, Pipefitters, and Steamfitters (283 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The Construction occupation group offers a relatively broad array of entry requirements, though a majority of jobs require a High School diploma or equivalent. All of the top jobs pay over \$23 per hour. Construction Managers, the top posted Construction job, offers a median hourly wage of \$51.59 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 Q4 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
47-4011	Construction and Building Inspectors	\$23.66	\$29.18	\$34.87	\$39.57	\$46.39
47-2073	Operating Engineers and Other Construction Equipment Operators	\$22.95	\$25.74	\$30.83	\$38.19	\$43.46
47-2031	Carpenters	\$21.40	\$24.53	\$30.31	\$35.66	\$40.17
47-2181	Roofers	\$21.85	\$23.93	\$28.16	\$36.21	\$39.14
47-2221	Structural Iron and Steel Workers	\$22.16	\$26.96	\$34.04	\$37.39	\$40.12

In-Demand Technical Skills

- Construction
- Project Management
- Subcontracting
- Lifting Ability
- Construction Management

In-Demand Foundational Skills

- Communication
- Management
- Operations
- Leadership
- Detail Oriented

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.9%
- Associate degree: 6.0%
- Bachelor's degree: 18.3%
- Master's degree: 2.2%

Top Posting Employers

- GPAC
- PageGroup
- Aerotek
- Cargill
- Power Home Remodeling
- Actalent
- General Motors
- Brightview
- Verità Telecommunications Corporation
- YMCA

Job Postings by City

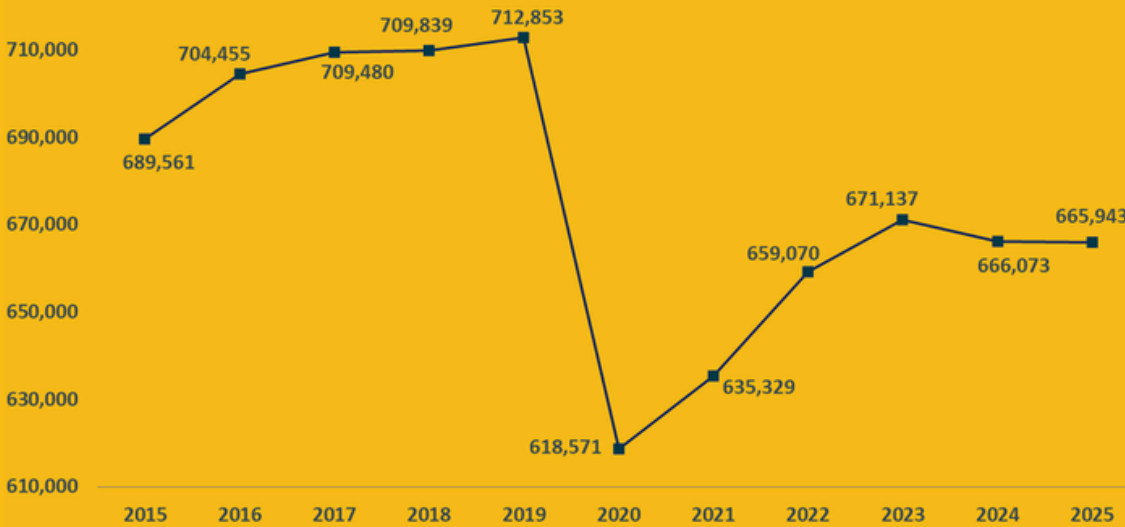
1. Detroit: 814 Postings
2. Lansing: 337 Postings
3. Ann Arbor: 218 Postings
4. Livonia: 166 Postings
5. Troy: 153 Postings
6. Warren: 147 Postings
7. Sterling Heights: 138 Postings
8. Flint: 109 Postings
9. Pontiac: 105 Postings
10. Novi: 94 Postings

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

CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over Time
2015-2025



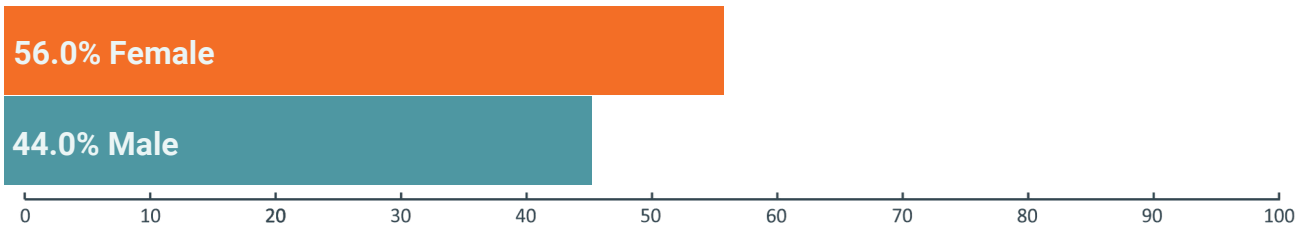
130
Customer
Service Workers
0.0% decrease
from 2024



Customer Service Worker Demographics

In Q4 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 26.9 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

73.1% White | **5.3% Hispanic or Latino** | **15.5% Black or African-American**

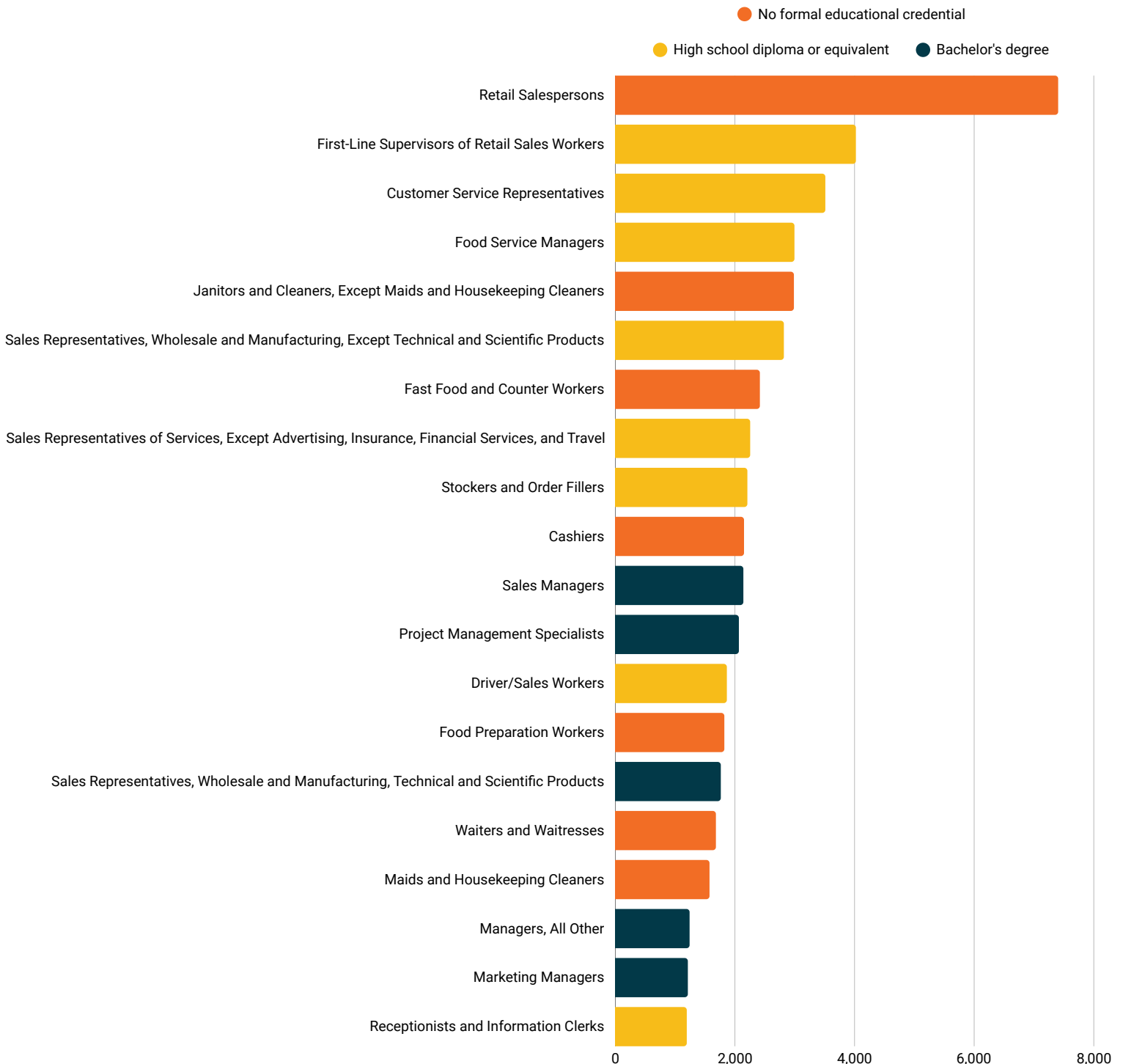
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q4 2025, there were a total of 61,432 job postings for Customer Service workers, a decrease of 4,854 or 7.3 percent since Q3 2025. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q4 2025, with 7,404 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 4,023 postings. Other top posted jobs include Customer Service Representatives (3,512 postings), Food Service Managers (2,996 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (2,987 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 a High School diploma or equivalent. At least half 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 \$33,924. 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 Q4 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
11-9051	Food Service Managers	\$21.16	\$24.44	\$29.51	\$35.84	\$44.61
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.93	\$14.97	\$17.02	\$18.50	\$21.63
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
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$17.97	\$23.35	\$35.42	\$51.03	\$72.93
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.16
41-2011	Cashiers	\$11.41	\$13.16	\$14.26	\$16.08	\$17.74

In-Demand Technical Skills

- Merchandising
- Lifting Ability
- Restaurant Operation
- Selling Techniques
- Food Safety And Sanitation

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 25.8%
- Associate degree: 2.9%
- Bachelor's degree: 17.6%
- Master's degree: 3.0%

Top Posting Employers

- Kroger
- Meijer
- Domino's Pizza
- Doordash
- Taco Bell
- TJX
- Subway
- CVS Health
- Walmart
- AutoZone

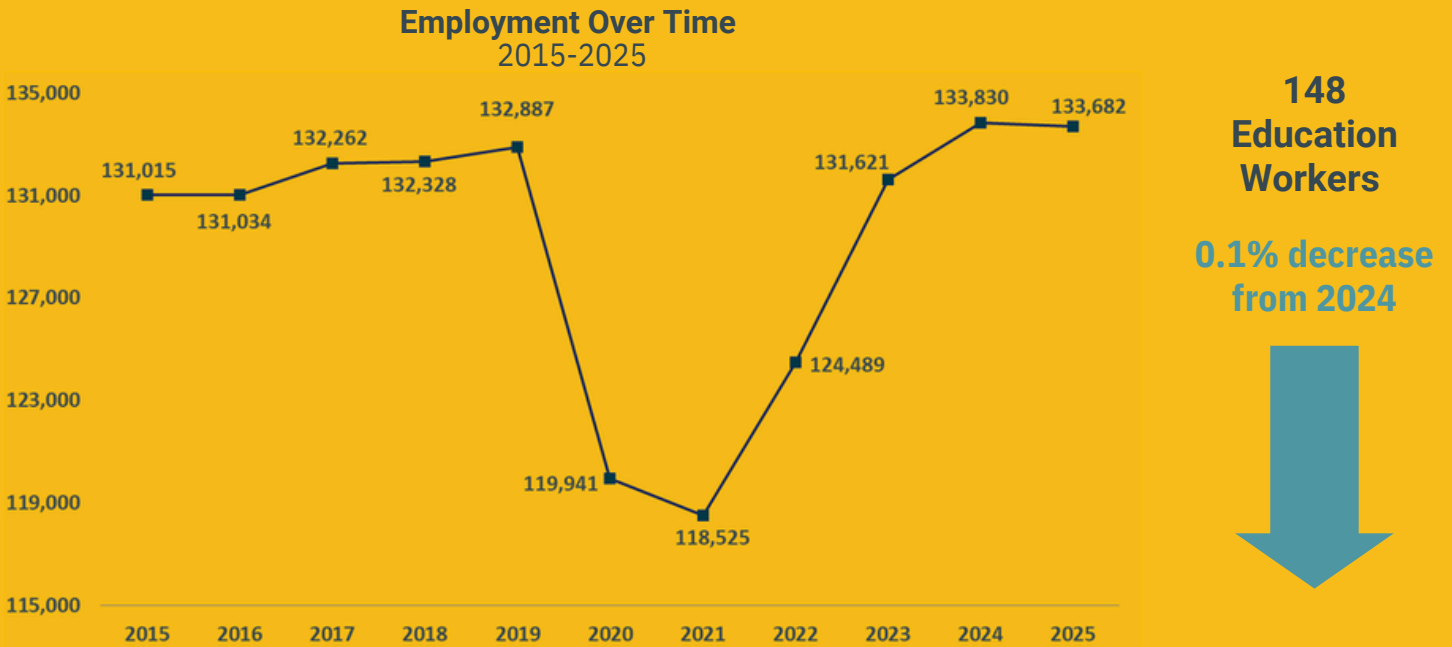
Job Postings by City

1. Detroit: 5,593 Postings
2. Lansing: 4,118 Postings
3. Ann Arbor: 3,282 Postings
4. Troy: 2,599 Postings
5. Novi: 1,762 Postings
6. Livonia: 1,615 Postings
7. Warren: 1,321 Postings
8. Dearborn: 1,264 Postings
9. Southfield: 1,260 Postings
10. Auburn Hills: 1,255 Postings

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

EDUCATION OCCUPATION GROUP

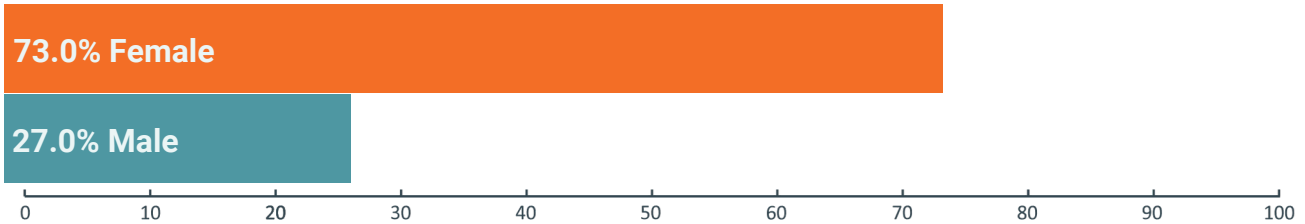
Education-related jobs can be found both in the private and public sectors. Teachers and other education-related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the Education occupation group 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 Q4 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

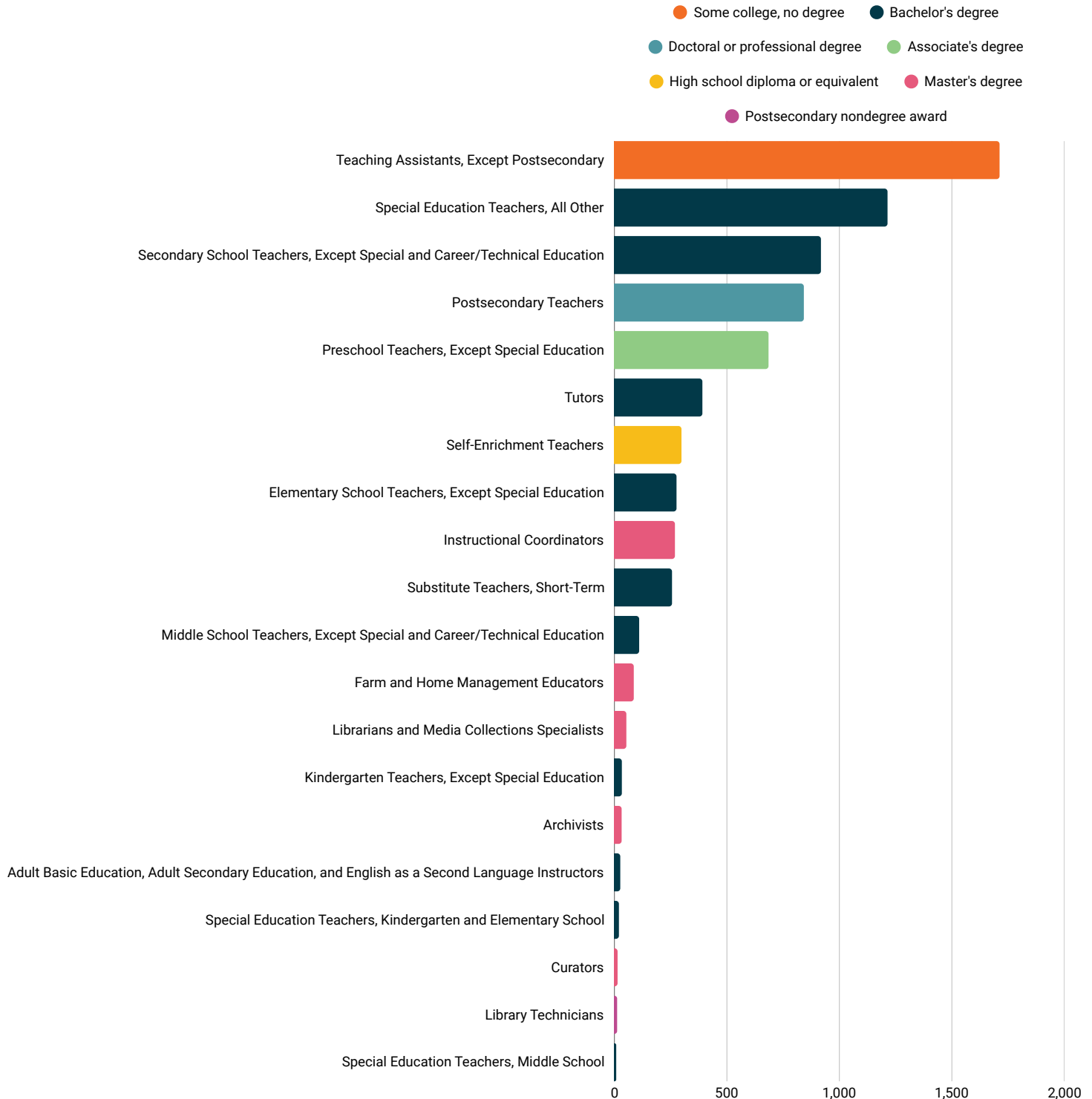


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 1,412 or 16.3 percent since Q3 2025, bringing Q4 2025 demand to 7,264 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,712 postings. Special Education Teachers, All Other was in the second position with 1,214 postings. Other top posted jobs include Secondary School Teachers, Except Special and Career/Technical Education (918 postings), Postsecondary Teachers (842 postings), and Preschool Teachers, Except Special Education (685 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 \$31,449.

Wage Overview for Top Posted Education Jobs in Q4 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
25-2059	Special Education Teachers, All Other	\$22.98	\$29.22	\$37.02	\$40.80	\$45.92
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$22.56	\$26.47	\$34.71	\$39.94	\$45.60
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
25-3041	Tutors	\$13.98	\$15.59	\$17.24	\$23.10	\$28.94
25-3021	Self-Enrichment Teachers	\$13.28	\$14.40	\$18.66	\$24.32	\$34.22
25-2021	Elementary School Teachers, Except Special Education	\$22.43	\$24.28	\$30.33	\$37.71	\$44.22
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

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

In-Demand Foundational Skills

- Teaching
- Communication
- Writing
- Mathematics
- Planning

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Valid Driver's License
- Registered Nurse (RN)

In-Demand Education Level*

- High school or GED: 19.9%
- Associate degree: 14.6%
- Bachelor's degree: 35.9%
- Master's degree: 18.5%

Top Posting Employers

- Soliant Health
- Michigan Association Of School Boards
- University Of Michigan
- Childtime Learning Centers
- National Heritage Academies
- KinderCare Education
- City Year
- Sunbelt Staffing
- Archdiocese Of Detroit
- ProCare Therapy

Job Postings by City

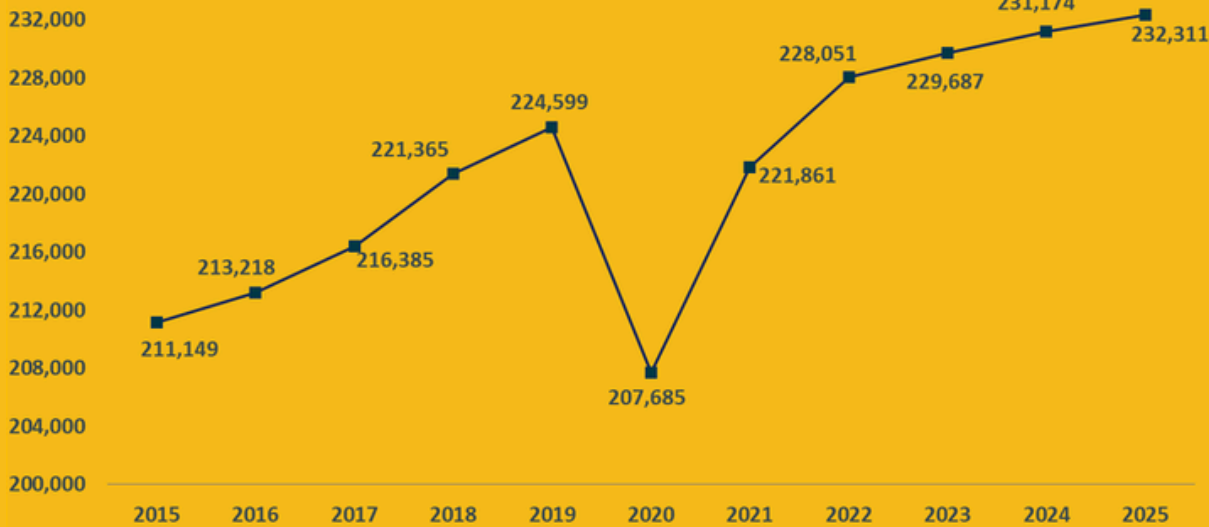
1. Detroit: 810 Postings
2. Ann Arbor: 570 Postings
3. Lansing: 331 Postings
4. Flint: 299 Postings
5. Dearborn: 234 Postings
6. Warren: 198 Postings
7. Troy: 180 Postings
8. Sterling Heights: 168 Postings
9. Ypsilanti: 161 Postings
10. Clinton Township: 145 Postings

*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.

Employment Over Time
2015-2025



1,137
Energy
Workers

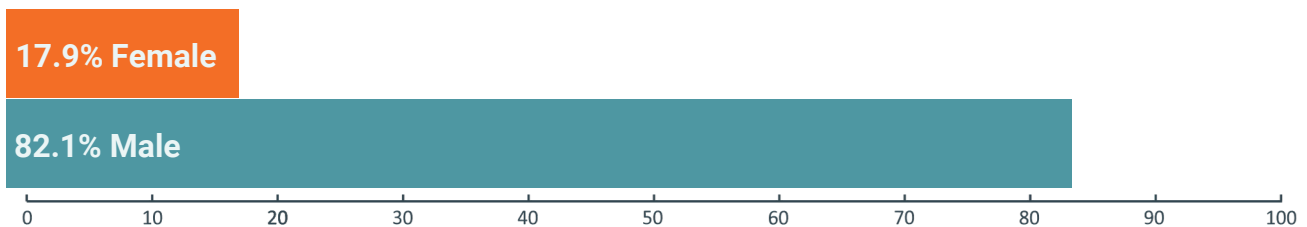
0.5% increase
from 2024



Energy Worker Demographics

In Q4 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 the 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

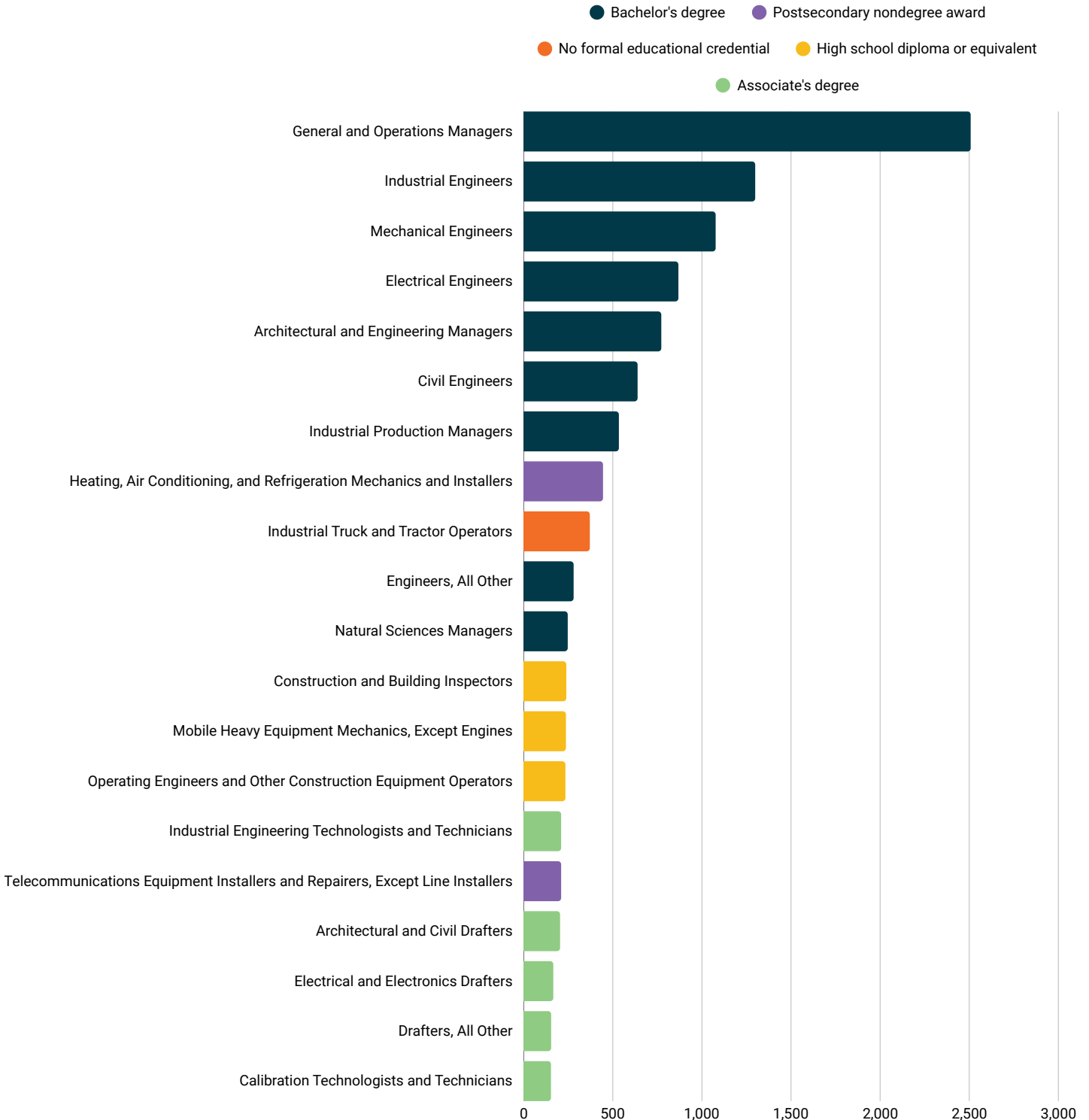


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 13,900 job postings for Energy workers, a decrease of 173 postings or 1.2 percent from Q3 2025. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q4 2025, with 2,508 postings. Industrial Engineers was in the second position with 1,299 postings. Other top posted jobs include Mechanical Engineers (1,077 postings), Electrical Engineers (868 postings), and Architectural and Engineering Managers (772 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. At least half of the top jobs pay over \$48 per hour. General and Operations Managers, the top posted Energy job, offers a median hourly wage of \$50.04 per hour or an annual salary of about \$104,083.

Wage Overview for Top Posted Energy Jobs in Q4 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
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
53-7051	Industrial Truck and Tractor Operators	\$17.36	\$19.13	\$22.40	\$29.93	\$36.40
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.73	\$61.96	\$76.13

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Leadership
- Operations
- Management
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 17.7%
- Associate degree: 7.3%
- Bachelor's degree: 47.8%
- Master's degree: 15.8%

Top Posting Employers

- General Motors
- Ford
- GPAC
- Jmj Phillip Group
- Actalent
- Lincoln Electric
- Rapid Global Business Solutions
- Stellantis
- EchoStar
- Ford Global Career Site

Job Postings by City

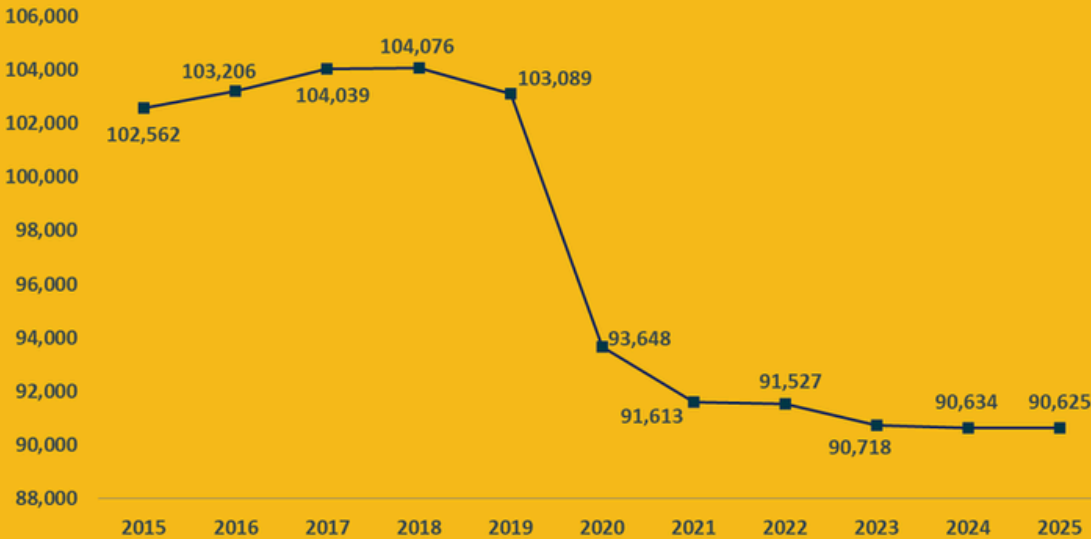
1. Detroit: 1,923 Postings
2. Lansing: 1,113 Postings
3. Ann Arbor: 796 Postings
4. Dearborn: 673 Postings
5. Warren: 661 Postings
6. Auburn Hills: 620 Postings
7. Troy: 507 Postings
8. Sterling Heights: 356 Postings
9. Livonia: 353 Postings
10. Southfield: 340 Postings

*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



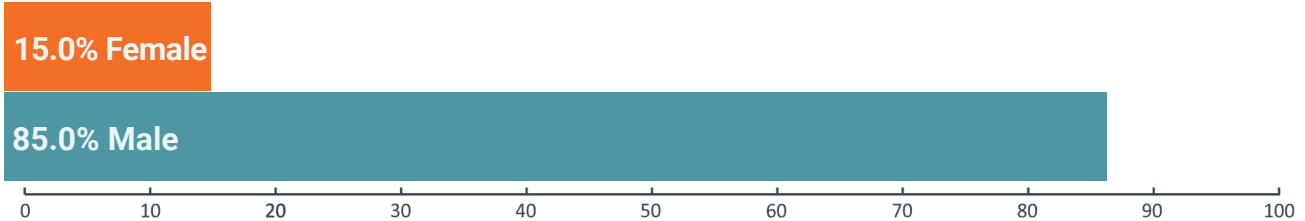
9
Engineers and Designers Workers
0.0% decrease from 2024



Engineers and Designers Worker Demographics

According to Q4 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

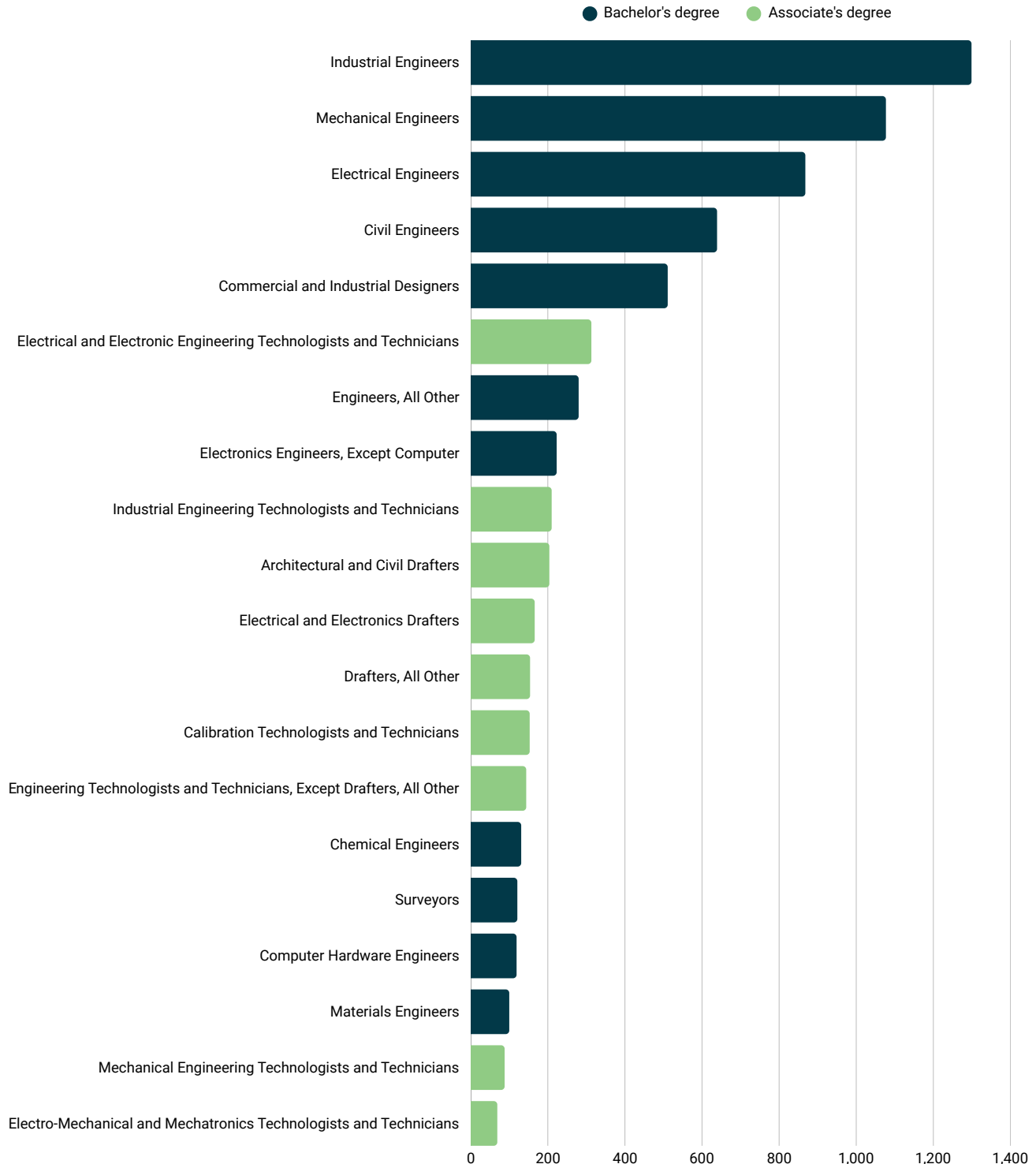


Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 7,230 postings in Q4 2025, a decrease of 10 postings from Q3. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q4 2025, with 1,299 postings. Mechanical Engineers was in the second position with 1,077 postings. Other top posted jobs include Electrical Engineers (868 postings), Civil Engineers (639 postings), and Commercial and Industrial Designers (511 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 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 Q4 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
17-2072	Electronics Engineers, Except Computer	\$42.26	\$48.88	\$52.63	\$66.04	\$78.12
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

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Troubleshooting
- Leadership
- Management

In-Demand Certifications

- Valid Driver's License
- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High school or GED: 8.9%
- Associate degree: 9.3%
- Bachelor's degree: 63.4%
- Master's degree: 21.4%

Top Posting Employers

- General Motors
- Ford
- Actalent
- GPAC
- Lincoln Electric
- Rapid Global Business Solutions
- Ford Global Career Site
- Stellantis
- Jmj Phillip Group
- Magna International

Job Postings by City

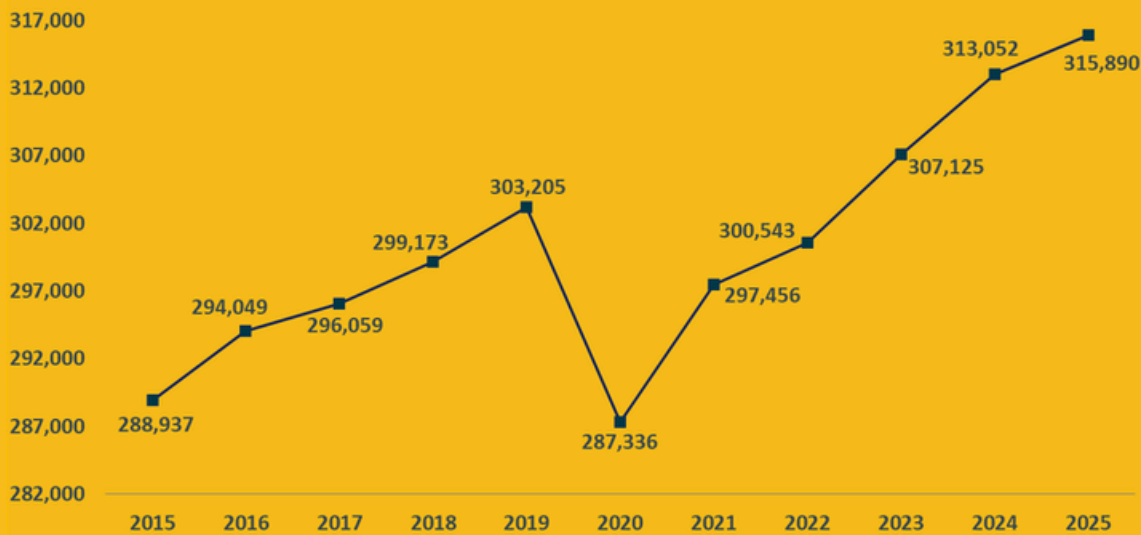
1. Detroit: 797 Postings
2. Dearborn: 612 Postings
3. Auburn Hills: 516 Postings
4. Warren: 478 Postings
5. Ann Arbor: 440 Postings
6. Lansing: 398 Postings
7. Troy: 299 Postings
8. Novi: 203 Postings
9. Sterling Heights: 202 Postings
10. Southfield: 195 Postings

*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, with 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.

Employment Over Time
2015-2025



2,838
Health Care
Workers

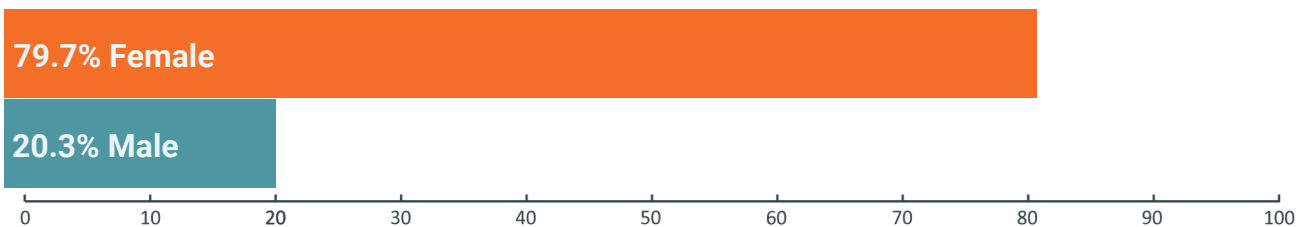
0.9% increase
from 2024



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. Also of note was that 9.4 percent of the workers in the occupation group were under the age of 25, compared to the 22.7 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

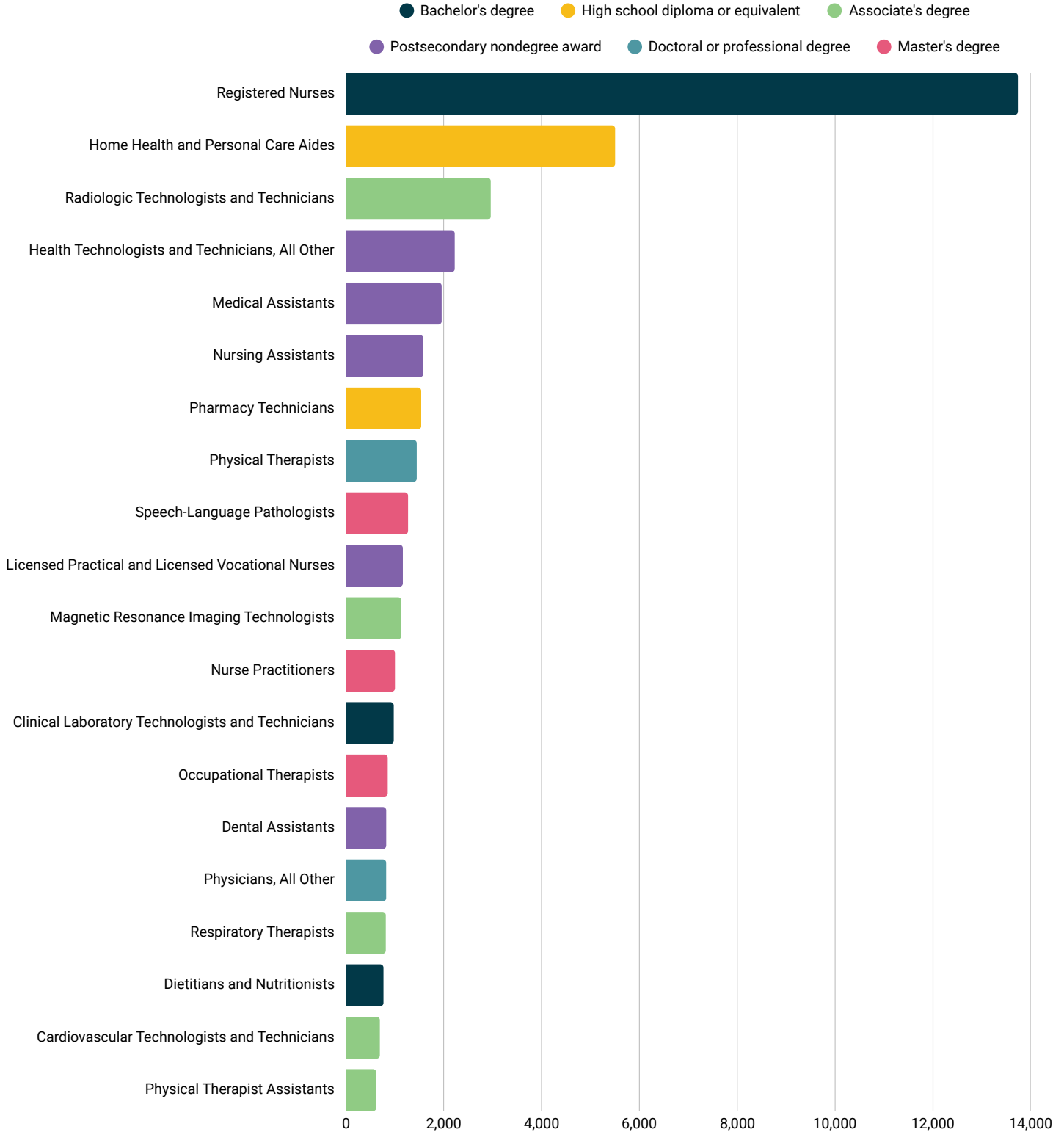


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q4 2025, there were a total of 51,333 job postings for Health Care workers, a decrease of 3,352 from Q3 2025. Registered Nurses was the most sought-after occupation by Health Care industry employers with 13,734 postings. Home Health and Personal Care Aides was in the second position with 5,504 postings. Other top posted jobs include Radiologic Technologists and Technicians (2,962 postings), Health Technologists and Technicians, All Other (2,226 postings), and Medical Assistants (1,959 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 Q4 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
31-1131	Nursing Assistants	\$17.41	\$18.25	\$19.14	\$20.94	\$22.32
29-2052	Pharmacy Technicians	\$16.59	\$17.73	\$19.19	\$23.03	\$24.92
29-1123	Physical Therapists	\$36.37	\$40.72	\$47.89	\$52.41	\$57.52
29-1127	Speech-Language Pathologists	\$29.15	\$32.84	\$40.27	\$47.92	\$52.55
29-2061	Licensed Practical and Licensed Vocational Nurses	\$28.30	\$29.67	\$31.38	\$34.72	\$37.56

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Customer Service
- 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: 21.2%
- Associate degree: 13.5%
- Bachelor's degree: 15.4%
- Master's degree: 6.1%

Top Posting Employers

- Henry Ford Health
- Trinity Health
- Corewell Health
- Soliant Health
- Vetted Health
- Detroit Medical Center
- University Of Michigan
- CVS Health
- AMN Healthcare
- Titan Medical

Job Postings by City

1. Detroit: 6,646 Postings
2. Lansing: 3,325 Postings
3. Ann Arbor: 2,815 Postings
4. Dearborn: 1,701 Postings
5. Flint: 1,663 Postings
6. Warren: 1,512 Postings
7. Troy: 1,502 Postings
8. Jackson: 1,128 Postings
9. Livonia: 1,123 Postings
10. Southfield: 1,092 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.

Employment Over Time
2015-2025



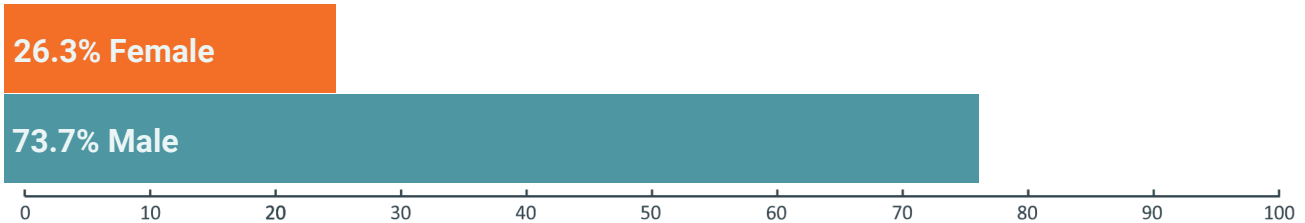
192
Information
Technology Workers
0.2% decrease
from 2024



Information Technology Worker Demographics

In Q4 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. Also of note was that 6.0 percent of the workers in the occupation group were under the age of 25, compared to the 17.3 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

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

Worker Age Demographics

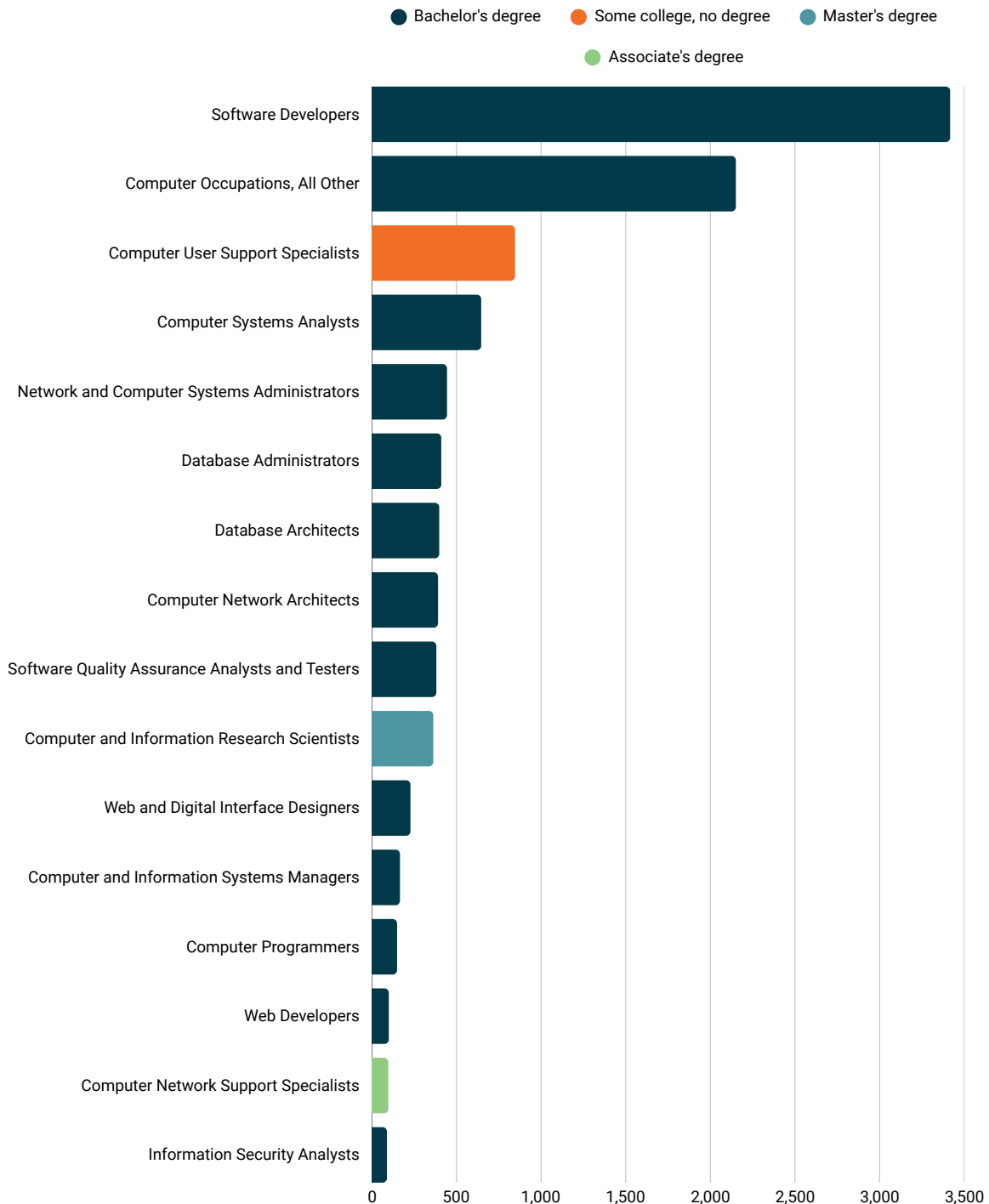


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q4 2025, there were a total of 10,276 job postings for IT workers, a decrease of 148 postings from Q3 2025. Software Developers was the most sought-after occupation by IT industry employers during Q4 2025, with 3,417 postings. Computer Occupations, All Other was in the second position with 2,151 postings. Other top posted jobs include Computer User Support Specialists (846 postings), Computer Systems Analysts (646 postings), and Network and Computer Systems Administrators (444 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 Q4 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
15-1242	Database Administrators	\$27.43	\$35.17	\$49.24	\$60.26	\$71.31
15-1243	Database Architects	\$33.17	\$45.32	\$60.71	\$68.58	\$79.91
15-1241	Computer Network Architects	\$37.57	\$46.96	\$60.87	\$76.07	\$82.38
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
- Automation
- SQL (Programming Language)
- Python (Programming Language)
- Scalability

In-Demand Foundational Skills

- Communication
- Troubleshooting
- Problem Solving
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 6.4%
- Associate degree: 7.7%
- Bachelor's degree: 57.5%
- Master's degree: 17.5%

Top Posting Employers

- General Motors
- Ford
- Lumen Technologies
- GovCIO
- TEKsystems
- Accenture
- University Of Michigan
- CVS Health
- State of Michigan
- Ford Global Career Site

Job Postings by City

1. Lansing: 2,852 Postings
2. Detroit: 1,516 Postings
3. Dearborn: 863 Postings
4. Ann Arbor: 617 Postings
5. Warren: 491 Postings
6. Troy: 427 Postings
7. Southfield: 339 Postings
8. Auburn Hills: 322 Postings
9. Novi: 221 Postings
10. Sterling Heights: 221 Postings

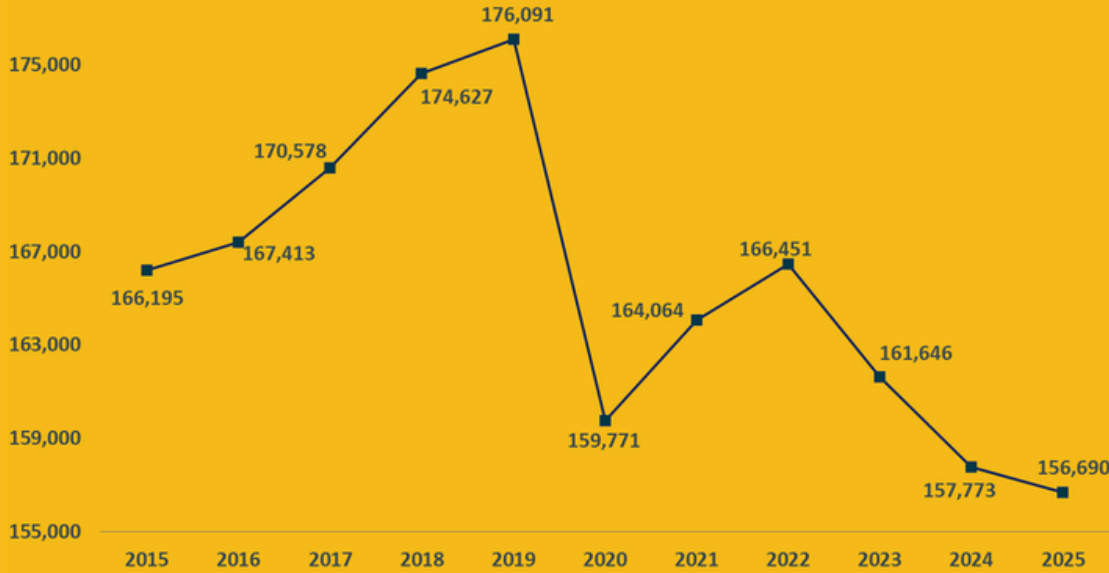
*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2015-2025



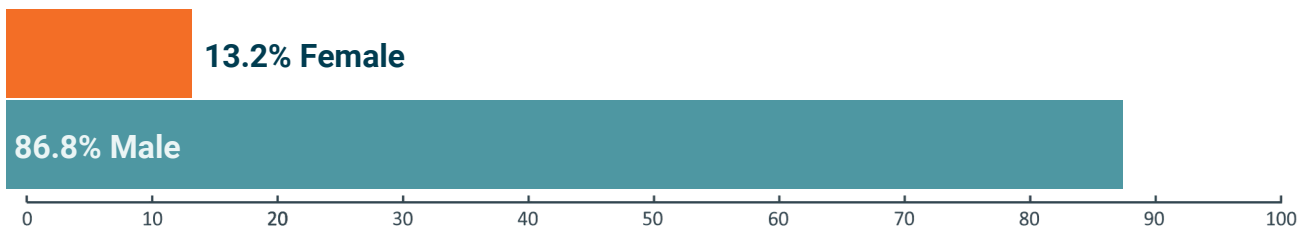
1,083
Skilled Trades
Workers
0.7% decrease
from 2024



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. Also of note was that 6.2 percent of the workers in the occupation group were under the age of 25, compared to the 29.3 percent 55 years of age or older. This suggests a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

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

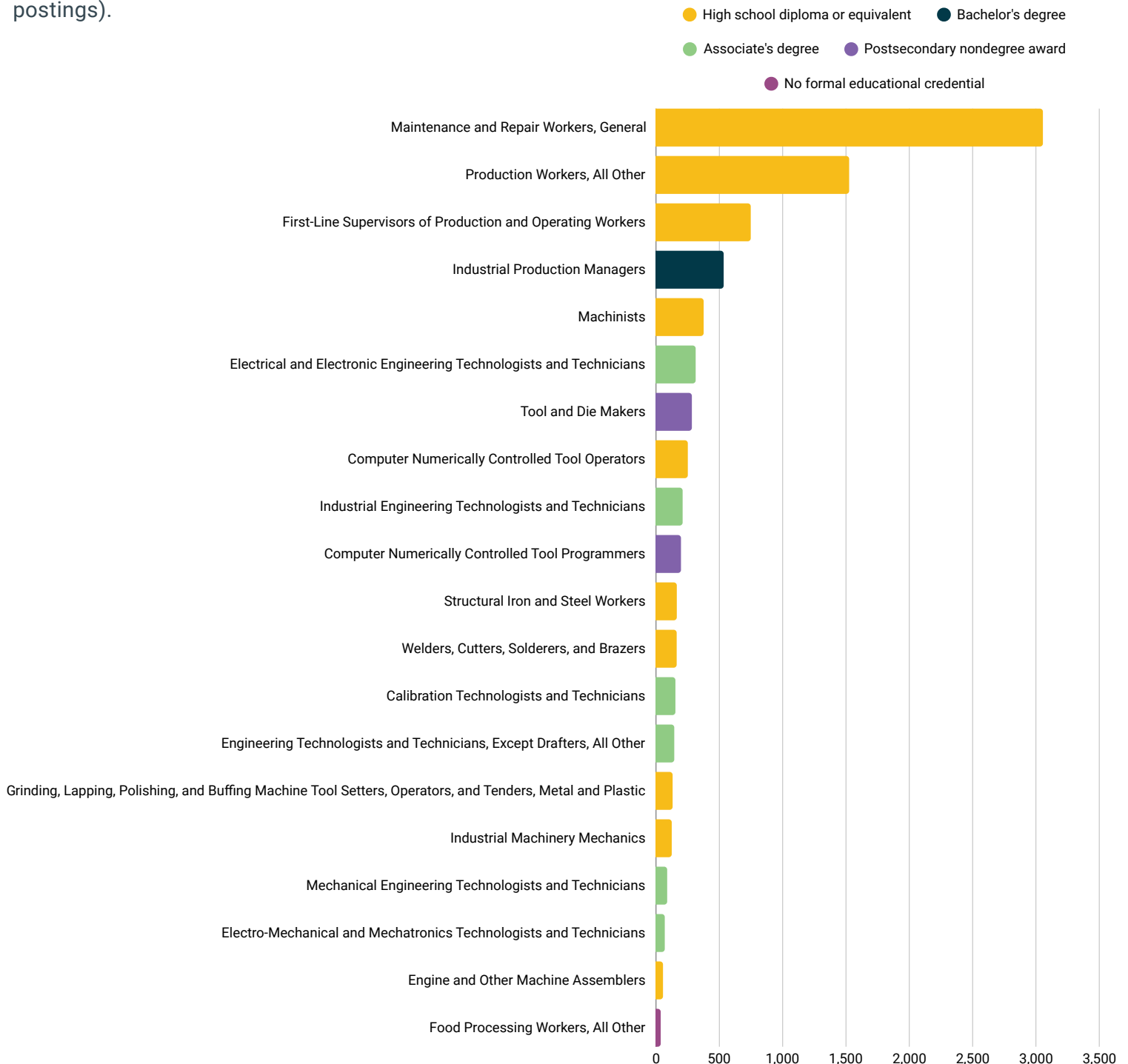
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 8,873 job postings for Skilled Trades workers in Q4 2025, a 11.2 percent decrease (1,117 postings) from Q3. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q4 2025, with 3,055 postings. Production Workers, All Other was in the second position with 1,525 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (748 postings), Industrial Production Managers (534 postings), and Machinists (376 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. At least half of the top jobs pay over \$29 per hour. Maintenance and Repair Workers, General, the top posted Skilled Trades job, offers a median hourly wage of \$23.04 per hour or an annual salary of about \$47,923.

Wage Overview for Top Posted Skilled Trades Jobs in Q4 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
51-4111	Tool and Die Makers	\$22.15	\$26.86	\$34.30	\$40.36	\$45.27
51-9161	Computer Numerically Controlled Tool Operators	\$17.27	\$18.80	\$22.48	\$28.38	\$32.18
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
- Lifting Ability
- Continuous Improvement Process
- Hand Tools
- Plumbing

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 39.5%
- Associate degree: 7.8%
- Bachelor's degree: 12.0%
- Master's degree: 2.6%

Top Posting Employers

- Aerotek
- General Motors
- Jmj Phillip Group
- Kelly Services
- Express Employment Professionals
- Ford
- Lincoln Electric
- ManpowerGroup
- Rapid Global Business Solutions
- GPAC

Job Postings by City

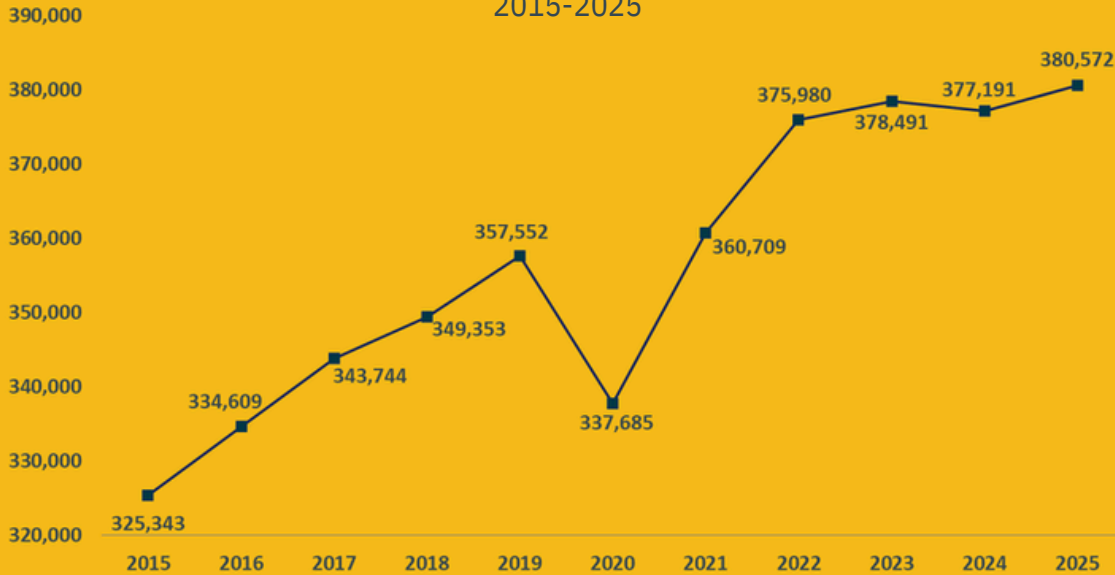
1. Detroit: 797 Postings
2. Lansing: 438 Postings
3. Warren: 394 Postings
4. Livonia: 318 Postings
5. Sterling Heights: 308 Postings
6. Auburn Hills: 273 Postings
7. Ann Arbor: 262 Postings
8. Troy: 233 Postings
9. Plymouth: 195 Postings
10. Dearborn: 184 Postings

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

Q4 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



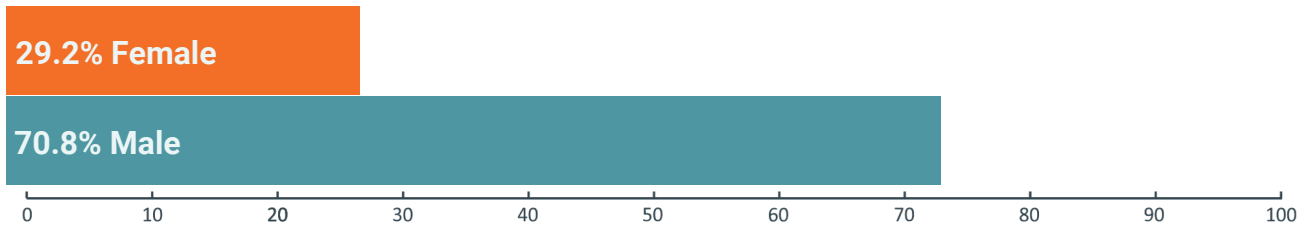
3,381
TDL Workers
0.9% increase
from 2024



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

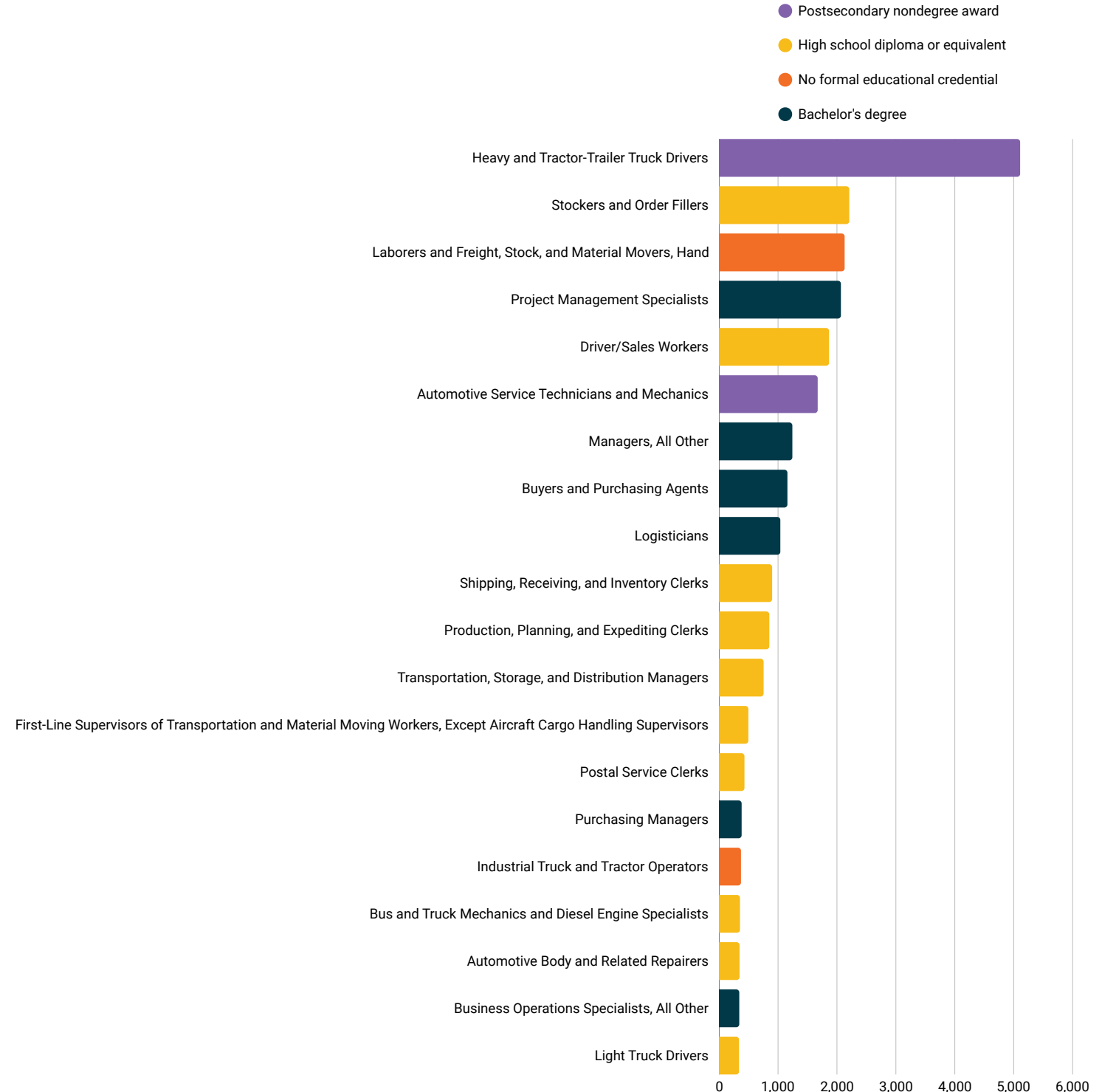


Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 28,261 job postings in Q4 2025, down 0.5 percent (139 postings) from Q3. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q4 2025, with 5,109 postings. Stockers and Order Fillers was in the second position with 2,209 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (2,130 postings), Project Management Specialists (2,067 postings), and Driver/Sales Workers (1,866 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

The TDL occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with High School diploma or equivalent. At least half of the top jobs pay over \$22.50 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, offers a median hourly wage of \$26.42 per hour or an annual salary of about \$54,953.

Wage Overview for Top Posted TDL Jobs in Q4 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
53-7065	Stockers and Order Fillers	\$14.43	\$15.63	\$17.67	\$19.99	\$24.16
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$15.69	\$17.22	\$19.12	\$22.12	\$26.26
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.92	\$72.45
53-3031	Driver/Sales Workers	\$10.71	\$15.24	\$21.58	\$25.25	\$29.06
49-3023	Automotive Service Technicians and Mechanics	\$15.41	\$18.42	\$23.93	\$31.50	\$39.59
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

- Lifting Ability
- Warehousing
- Project Management
- Loading And Unloading
- Merchandising

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 23.5%
- Associate degree: 3.4%
- Bachelor's degree: 18.1%
- Master's degree: 4.2%

Top Posting Employers

- Kroger
- Meijer
- United States Postal Service
- Domino's Pizza
- General Motors
- Doordash
- UPS
- Walmart
- Point Dedicated
- GPAC


Job Postings by City

1. Detroit: 2,977 Postings
2. Lansing: 2,176 Postings
3. Ann Arbor: 1,245 Postings
4. Troy: 1,031 Postings
5. Warren: 929 Postings
6. Livonia: 872 Postings
7. Auburn Hills: 700 Postings
8. Flint: 678 Postings
9. Dearborn: 646 Postings
10. Sterling Heights: 607 Postings


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

SEMCA Workforce Intelligence Network (WIN) for Southeast Michigan is a nonprofit organization committed to workforce and economic development in Southeast Michigan. EIN #: 38-2675191



 +313.744.2946

 info@winintelligence.org

 25363 Eureka Rd,
Taylor, MI 48180

 winintelligence.org

 @workforce intelligence network

 @win-semich

 @workforce intelligence network (WIN)



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MAGMA
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