

LABOR MARKET REPORT

WIN WORKFORCE
INTELLIGENCE
NETWORK



JAN - MAR

Q1 2026

WININTELLIGENCE.ORG

A map of the United States with the central and southern regions highlighted. The highlighted regions are colored in shades of yellow, orange, and teal. The text 'WIN REGION' is overlaid in large white letters at the bottom.

WIN REGION

Q1
2026

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)



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 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 first quarter of 2026 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.

Q1 2026 WIN REGION

WIN REGION Annual State of the Labor Market

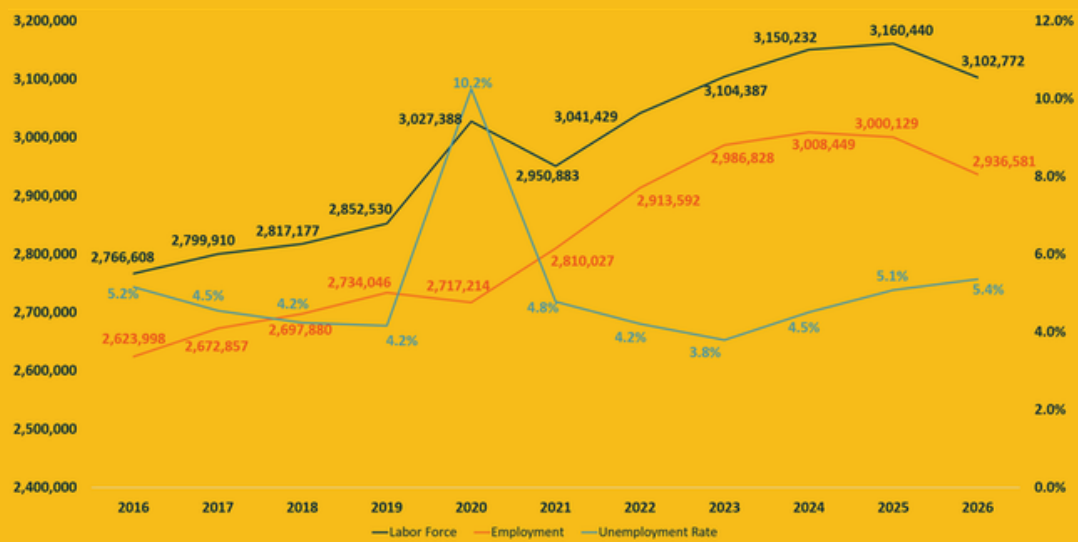
During the first quarter of 2026, the labor market in southeast Michigan showed declines in the labor force and employment, while unemployment increased compared to the fourth quarter of 2025. The number of unemployed workers rose by 9.1 percent, the labor force declined by 1.3 percent, and employment decreased by 1.8 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 Q1 2026, accounting for 12,512 job postings followed by Retail Salespersons with 7,831 postings.

Annual Labor Market Information

The labor force in southeast Michigan declined between 2025 and 2026, losing 57,667 individuals, or 1.8 percent. Employment also declined by 63,548 workers, or 2.1 percent, over the same period. As a result, the unemployment rate increased, reaching 5.4 percent in 2026.

Annual Labor Force, Employment, Unemployment Rate
2016–2026

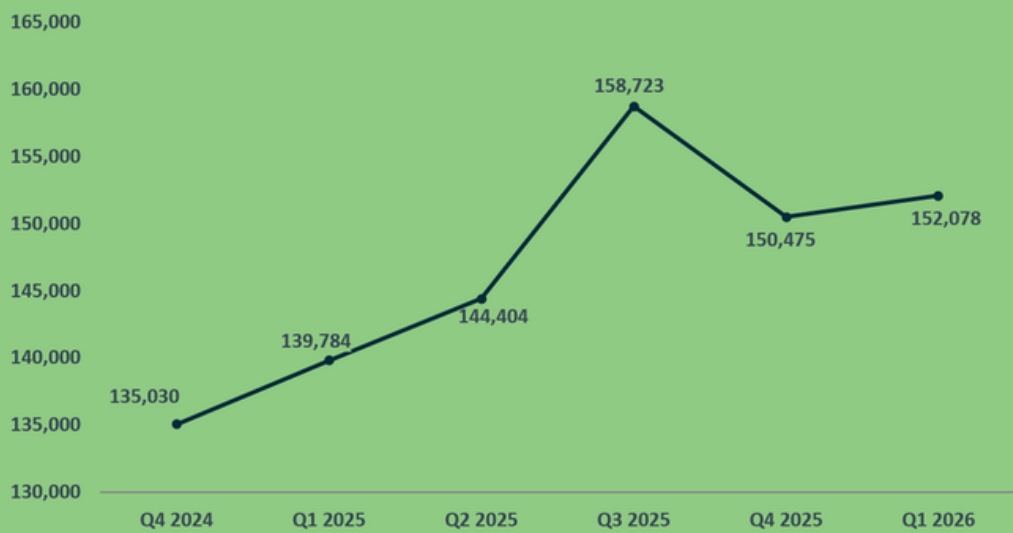


Data: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2026 showed an increase in employer demand in southeast Michigan, with monthly average job postings rising by 1,603 postings since Q4 2025 to 152,078 in Q1 2026. Over the past year, job postings generally trended upward, reaching a peak of 158,723 in Q3 2025 before declining in Q4 2025 and rebounding in Q1 2026. Compared to Q1 2025, when average monthly postings totaled 139,784, employer demand in Q1 2026 was higher by 12,294 postings, indicating continued strength in regional hiring activity.

Average Quarterly Posting Analysis WIN Region
Q4 2024 - Q1 2026



Data: Workforce Intelligence Network

Q1 ANNUAL WORKFORCE INDICATORS

2026

WIN REGION

Key Findings

15.8%

Employer demand increased by 15.8 percent, an increase of 37,406 average job postings since Q4 2025.

In Q1, employment totaled

2,936,581

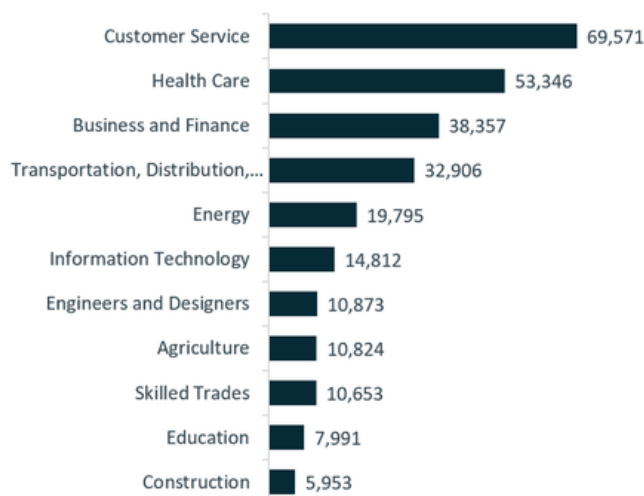
a decrease of 54,355 workers since Q4 2025

During Q1 2026, there were 274,010 unique job postings, 37,406 (15.8 percent) more than the 236,604 postings made during Q4 2025 in the 19-county WIN region. All occupation groups saw an increase in postings this quarter. The Customer Service occupation group had the greatest demand with 69,571 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Home Health and Personal Care Aides, and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 274,010 unique postings in the WIN Region during Q1 2026, 74,218 (27.1 percent) required a Bachelor's degree, while 63,540 postings (23.2 percent) required a High School diploma or equivalent. An additional 31,554 postings (11.5 percent) required an advanced degree.

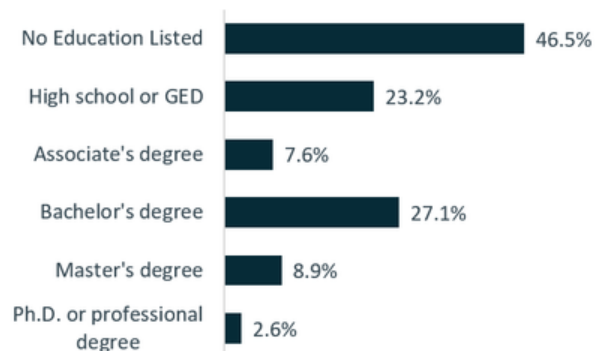
Top 11 Posting Occupation Groups

Q1 2026



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 Q1 2026, labor force figures were 1.3 percent lower (40,458 individuals) and employment was 1.8 percent lower (54,355 individuals) than in Q4 2025. The unemployment rate increased to 5.4 percent in Q1 2026, a 0.5 percentage point increase from Q4 2025. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	1st Quarter 2025	2nd Quarter 2025	3rd Quarter 2025	4th Quarter 2025	1st Quarter 2026	Change from 4th Quarter 2025	Percent Change from 4th Quarter 2025	Change from 1st Quarter 2025	Percent Change from 1st Quarter 2025
Labor Force	3,168,013	3,160,144	3,170,371	3,143,230	3,102,772	-40,458	-1.3%	-65,241	-2.1%
Employment	2,991,095	3,011,127	3,007,359	2,990,936	2,936,581	-54,355	-1.8%	-54,514	-1.8%
Unemployment	176,918	149,017	163,012	152,294	166,191	13,898	9.1%	-10,727	-6.1%
Unemployment Rate	5.6%	4.7%	5.1%	4.8%	5.4%	0.5%	na	-0.2%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through 2026, the labor force in southeast Michigan experienced modest decline, decreasing by 57,667 individuals (1.8 percent) from 2025. Employment in the 19-county area declined slightly, down by 63,548 workers (2.1 percent). Meanwhile, unemployment rose by 5,881 individuals over the year. The unemployment rate increased accordingly, reaching 5.4 percent in 2026.

Annual Labor Market Data
2016-2026

	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 Annual	2024 Annual	2025 Annual	2026 YTD	Change from 2025 to 2026	Percent Change from 2025 to 2026
Labor Force	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	3,102,772	-57,667	-1.8%
Employment	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	2,936,581	-63,548	-2.1%
Unemployment	142,610	127,053	119,297	118,484	310,174	140,856	127,837	117,558	141,784	160,310	166,191	5,881	3.7%
Unemployment Rate	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	3.8%	4.5%	5.1%	5.4%	0.3%	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 American job seekers have a difficult time finding employment, facing an unemployment rate of 18.7 percent. Those job seekers who identified as Native Hawaiian/Pacific Islander 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	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

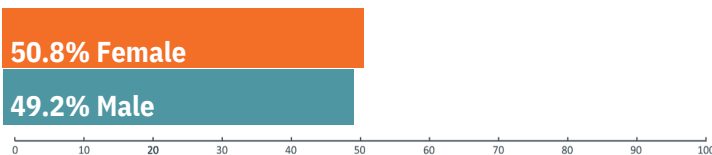
2024 Census Population

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.

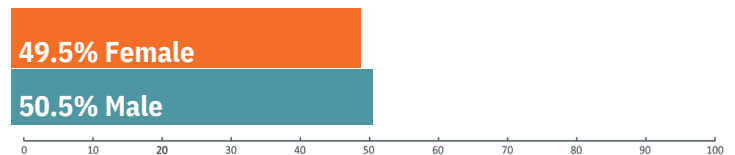
2026 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2026, the workforce had a total of 2,764,393 individuals working in southeast Michigan. A slight majority, 50.5 percent (1,393,442 workers) were male, while 49.5 percent (1,366,801 workers) of the workforce was female. Most workers in the region identified as White, accounting for 73.1 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 4.8 percent. A significant concentration of the workforce in WIN Region is between the age of 25 and 54 (62.5 percent), while 23.6 percent of workers are 55 and older.

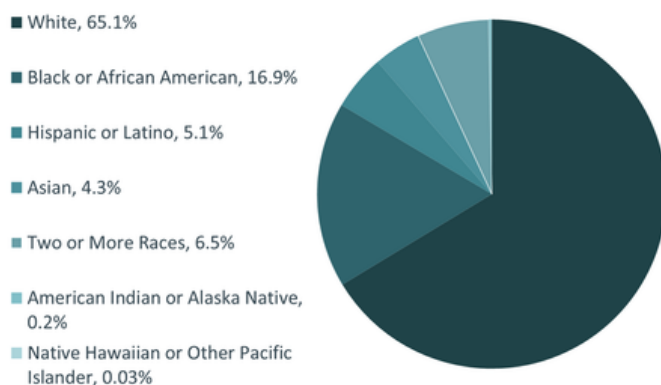
Population Gender Demographics



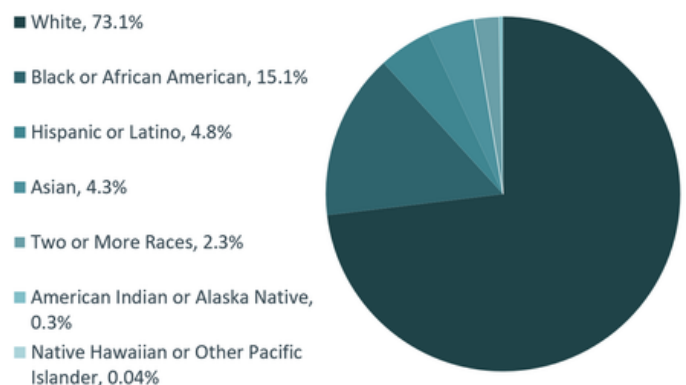
Workforce Gender Demographics



Population Race Demographics



Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



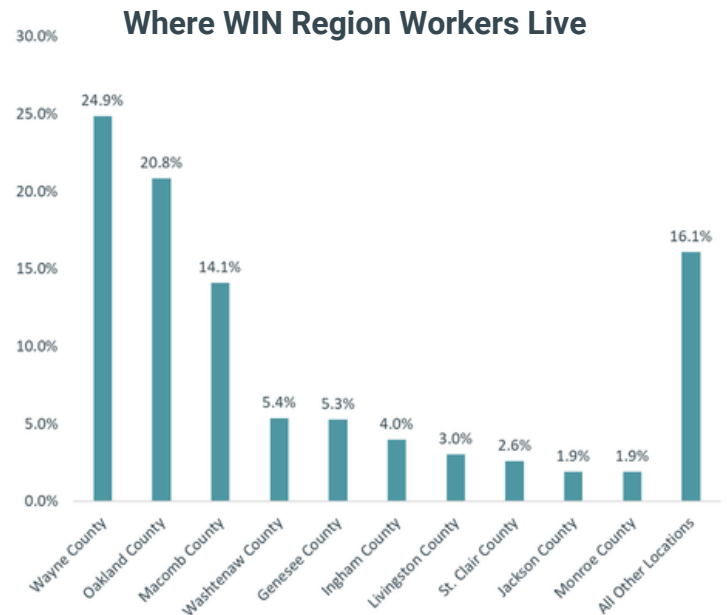
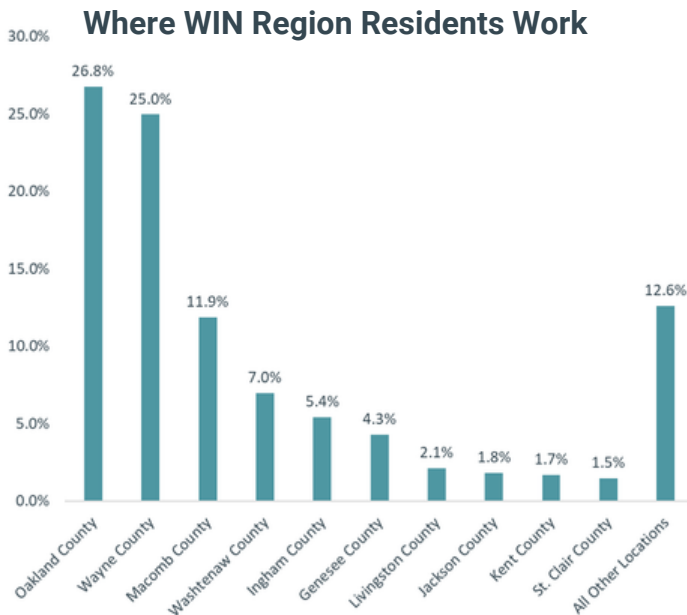
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

Data: Lightcast | Analysis: Workforce Intelligence Network

Q1 2026 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.

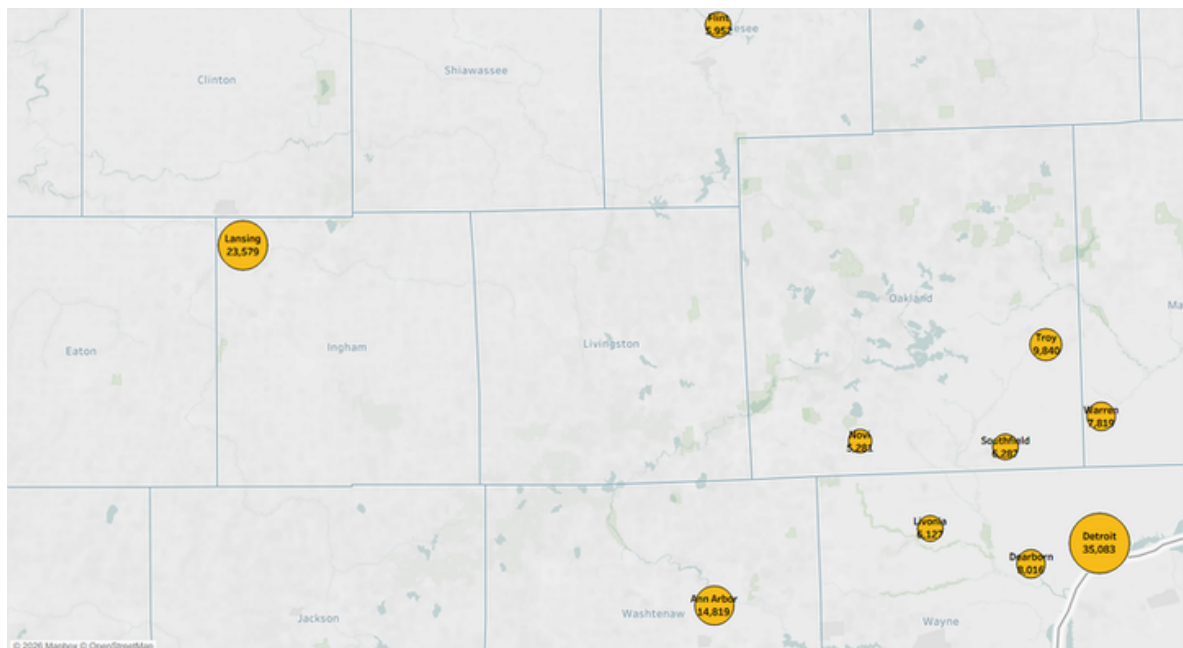


Source: U.S. Census OnTheMap, 2021
Analysis: Workforce Intelligence Network

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

Job Postings by City

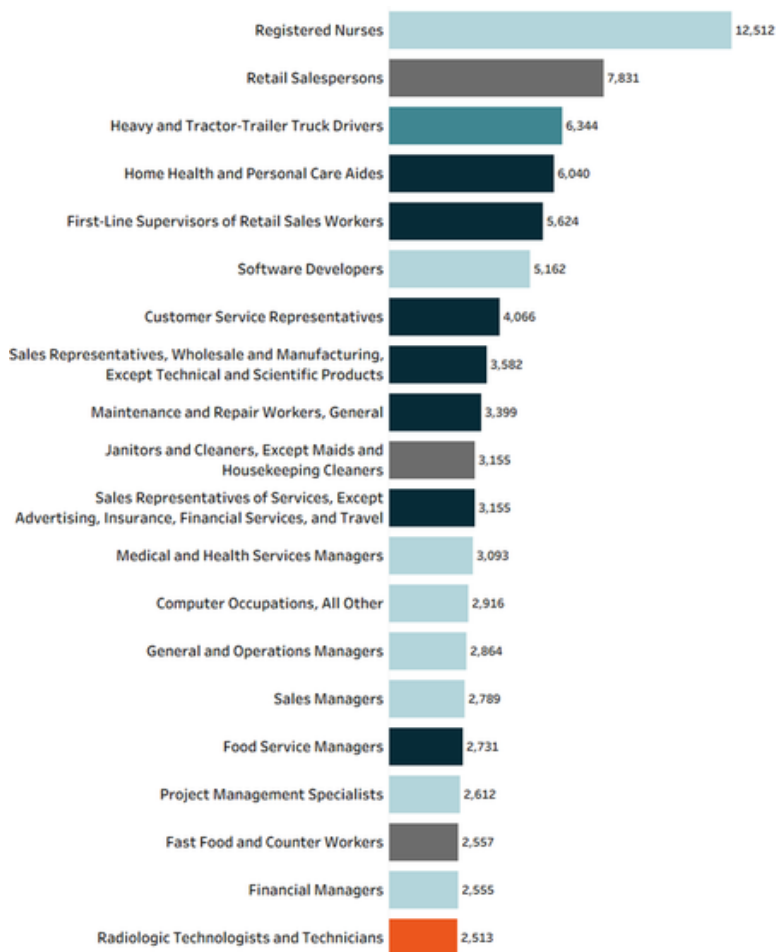
Detroit: 35,083 Postings
Lansing: 23,579 Postings
Ann Arbor: 14,819 Postings
Troy: 9,840 Postings
Dearborn: 8,016 Postings
Warren: 7,819 Postings
Southfield: 6,287 Postings
Livonia: 6,127 Postings
Flint: 5,952 Postings
Novi: 5,281 Postings



TOP POSTED JOBS

Top Posted Jobs

Registered Nurses is the top posted occupation for Q1 2026 with 12,512 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (7,831 postings) and Heavy and Tractor-Trailer Truck Drivers (6,344 postings) round out the top three demanded occupations, requiring no formal educational credential and a Postsecondary nondegree award, respectively. Among the top 10 in-demand jobs, only two require a Bachelor's degree, while seven occupations required short-to moderate-term on-the-job training.

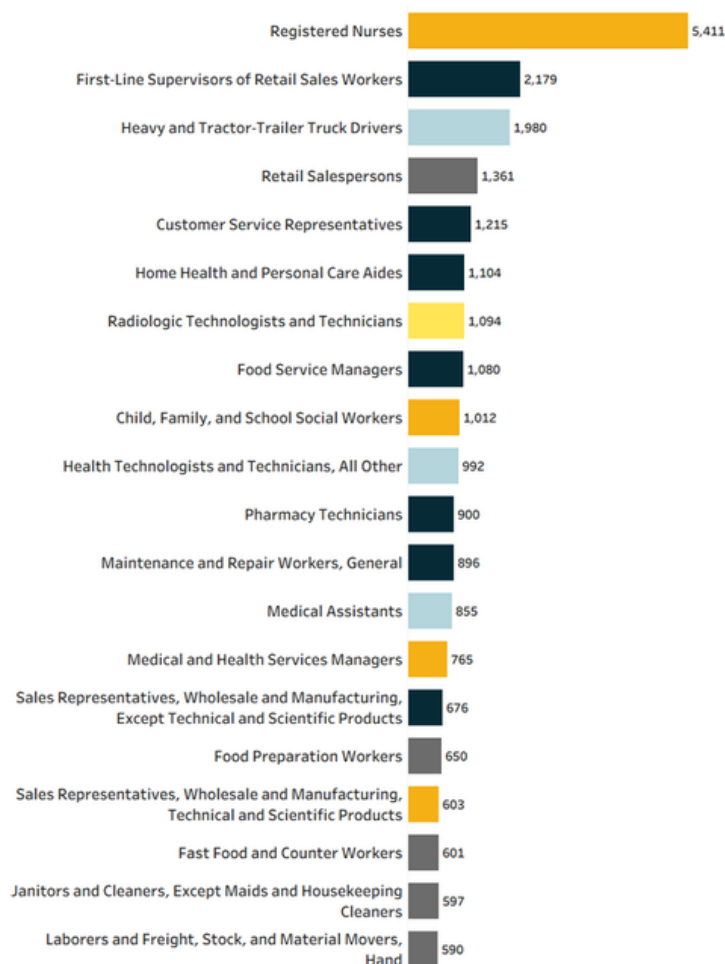


Typical Entry Education

- 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 23.5 percent (64,425 online job ads) of postings in WIN region. More than half of the top ten entry-level occupations require a High School diploma or equivalent, or no formal educational credential. Those who enter the workforce with a High School diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.7 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 5,411 postings, followed by First-Line Supervisors of Retail Sales Workers with 2,179 postings.



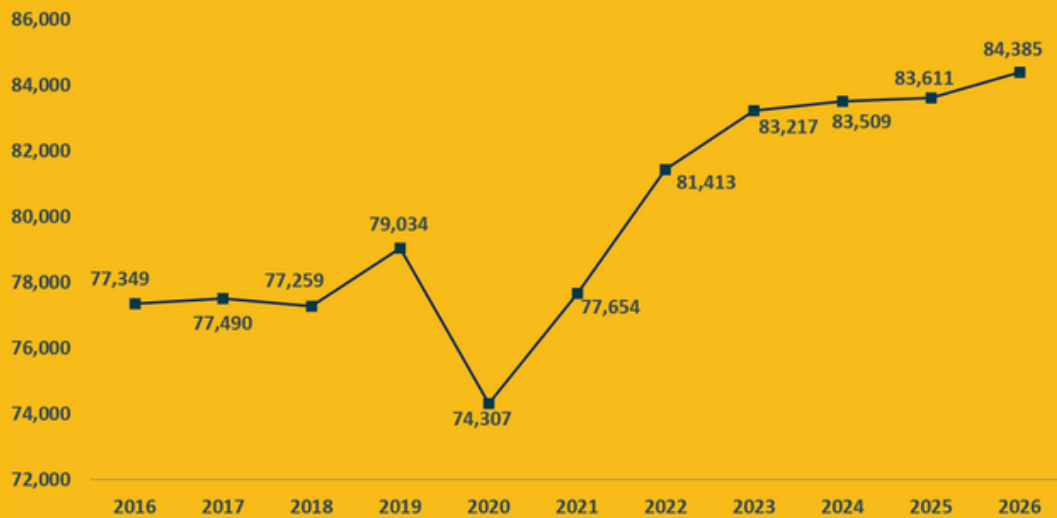
Typical Entry Education

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

AGRICULTURE OCCUPATION GROUP

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

Employment Over Time
2016-2026



774
Agriculture
Workers

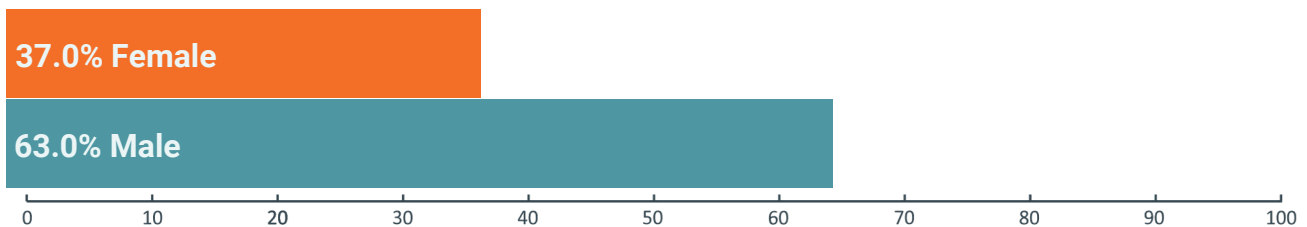
0.9% increase
from 2025



Agriculture Worker Demographics

According to Q1 2026 Lightcast data, the 84,385 workers in the Agriculture group are not particularly diverse. Just 14.1 percent of the related workforce is under 25. Female workers account for 37.0 percent of the current workforce and only 23.8 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

76.2% White | 7.5% Hispanic or Latino | 11.0% Black or African-American

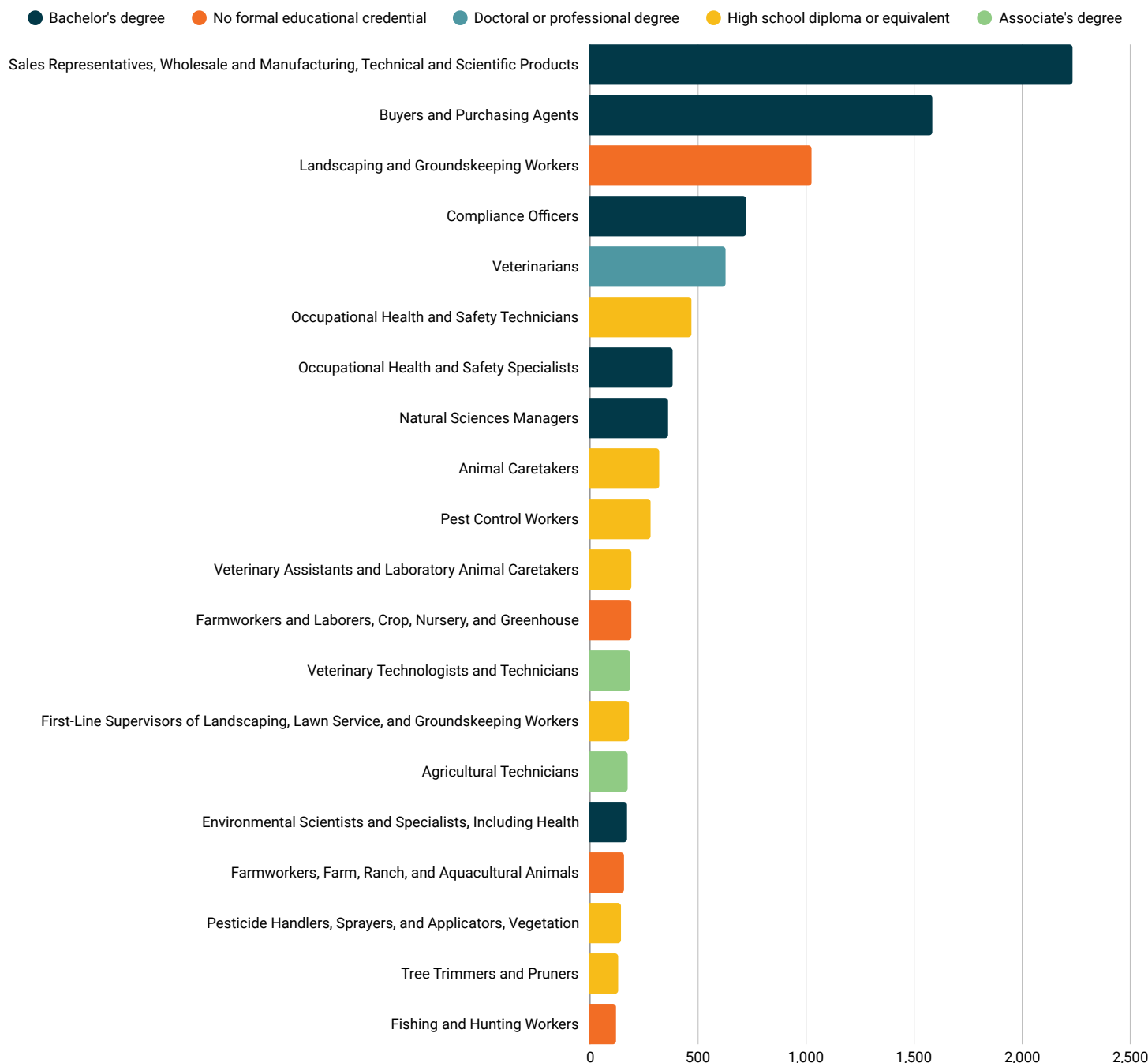
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

In Q1 2026, there were a total of 10,824 job postings for Agriculture workers, with Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products as the most sought-after occupation by Agriculture industry employers during Q1 2026, with 2,233 postings. Buyers and Purchasing Agents was in the second position with 1,584 postings. Other top posted jobs include Landscaping and Groundskeeping Workers (1,025 postings), Compliance Officers (722 postings), and Veterinarians (627 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 Q1 2026

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	\$29.84	\$38.76	\$59.83	\$79.57	\$112.38
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.77	\$47.58	\$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	\$36.78	\$49.45	\$56.41
29-1131	Veterinarians	\$39.11	\$44.14	\$57.47	\$73.80	\$87.45
19-5012	Occupational Health and Safety Technicians	\$21.61	\$24.98	\$29.94	\$34.28	\$45.78
19-5011	Occupational Health and Safety Specialists	\$23.97	\$30.33	\$38.48	\$48.05	\$57.33
11-9121	Natural Sciences Managers	\$36.69	\$48.47	\$65.83	\$86.22	\$112.72
39-2021	Animal Caretakers	\$12.80	\$13.75	\$14.97	\$17.21	\$21.51
37-2021	Pest Control Workers	\$18.33	\$19.14	\$21.93	\$27.69	\$31.52

In-Demand Technical Skills

- Lifting Ability
- Purchasing
- Auditing
- Landscaping
- Procurement

In-Demand Foundational Skills

- Communication
- Sales
- Management
- Customer Service
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.9%
- Associate degree: 4.6%
- Bachelor's degree: 32.3%
- Master's degree: 5.7%

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

Top Posting Employers

- Lap Of Love
- State of Michigan
- University Of Michigan
- Jmj Phillip Group
- Hutson
- Stellantis
- Global Payment Holding Company
- Orkin
- Michigan State University
- George Desort Staffing

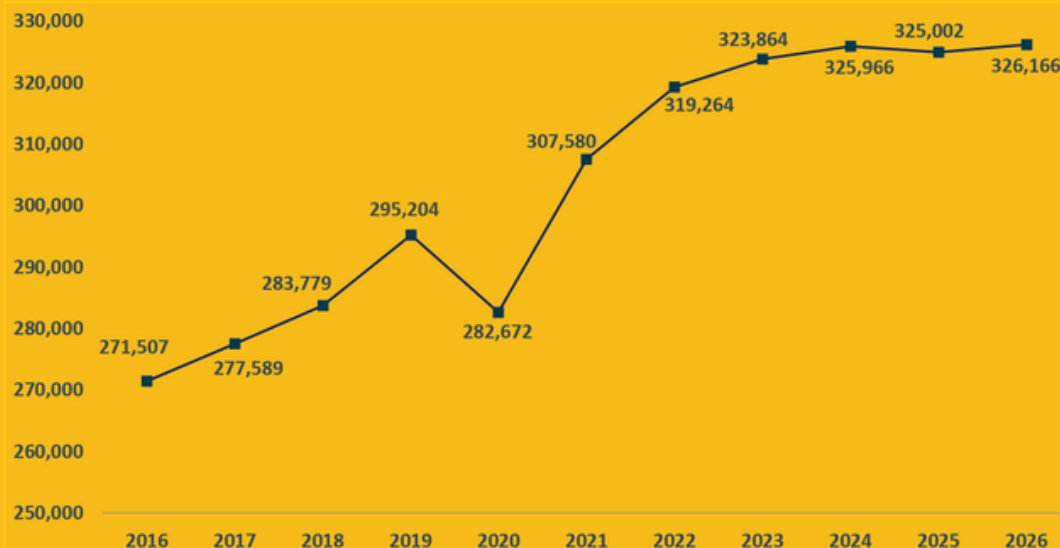
Job Postings by City

1. Detroit: 1,202 Postings
2. Lansing: 974 Postings
3. Ann Arbor: 756 Postings
4. Troy: 355 Postings
5. Warren: 288 Postings
6. Livonia: 276 Postings
7. Auburn Hills: 237 Postings
8. Southfield: 231 Postings
9. Dearborn: 224 Postings
10. Novi: 218 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2016-2026



1,164
Business and
Finance Workers

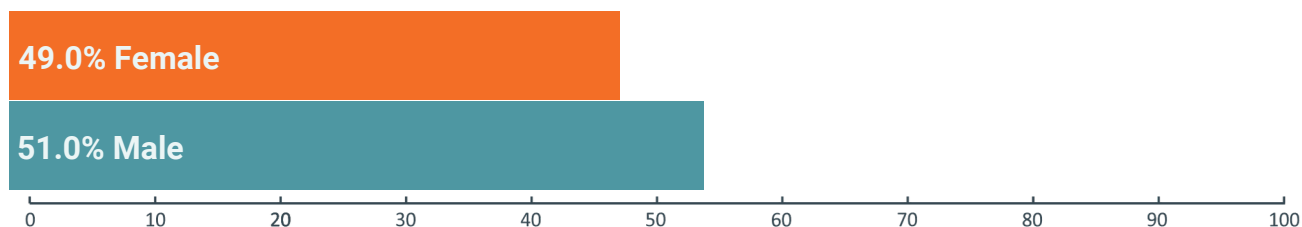
0.4% increase
from 2025



Business and Finance Worker Demographics

In Q1 2026, there were 326,166 workers in the Business and Finance occupation group. This group is primarily made up of males (51.0 percent) and between the ages of 25 and 54 (70.2 percent), with 49.0 percent of workers identifying as female and just 19.7 percent identifying as a racial minority. Also of note, 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 25.2 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.3% White | 4.1% Asian | 10.2% Black or African-American

Worker Age Demographics

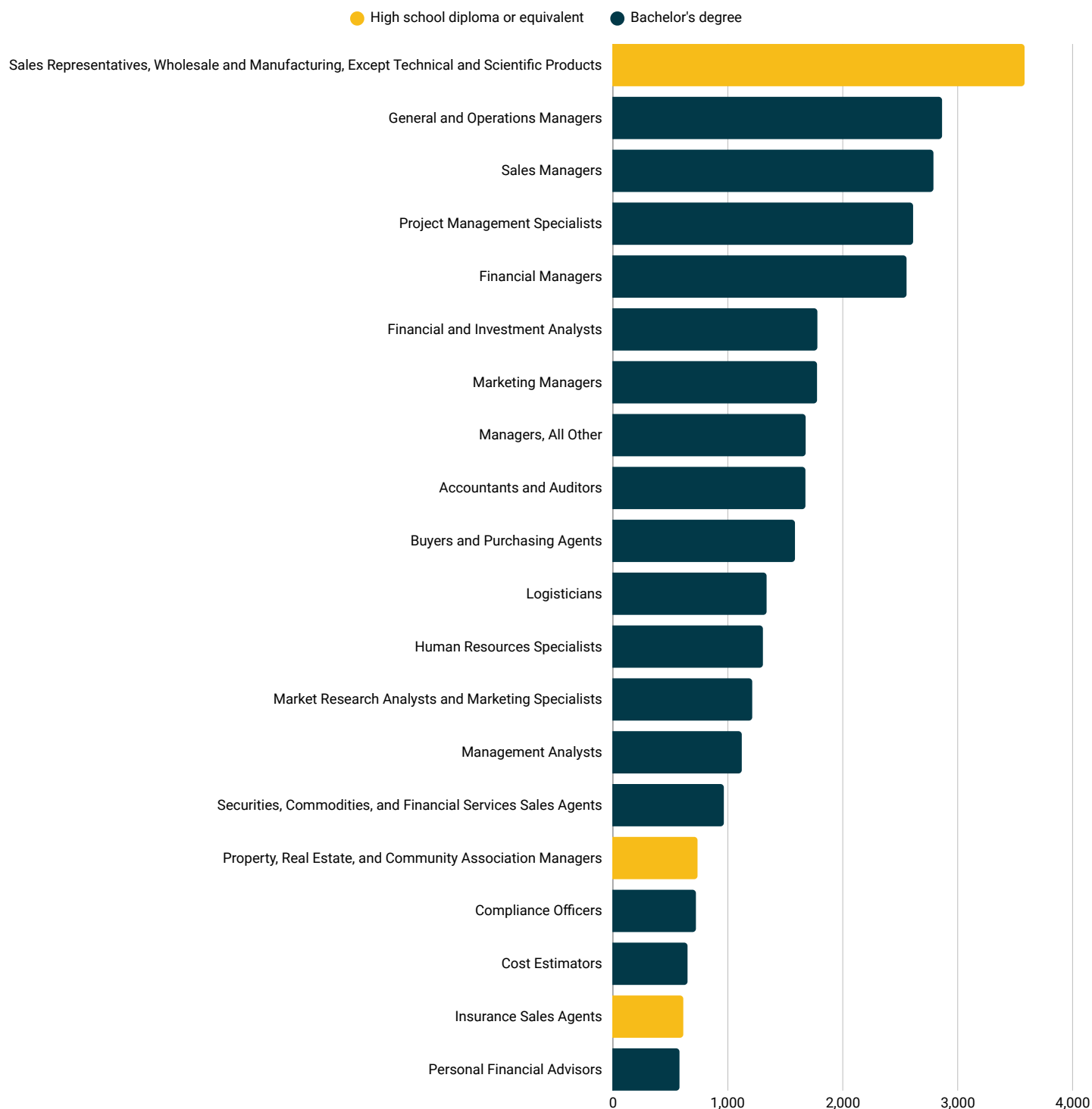


Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

In Q1 2026, there were a total of 38,357 job postings for Business and Finance workers, an increase of 7,139 postings or 22.9 percent since Q4 2025. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the most sought-after occupation by Business and Finance industry employers during Q1 2026 with 3,582 postings. General and Operations Managers was in the second position with 2,864 postings. Other top posted jobs include Sales Managers (2,789 postings), Project Management Specialists (2,612 postings), and Financial Managers (2,555 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 Q1 2026

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	\$20.60	\$26.82	\$36.77	\$49.55	\$65.85
11-1021	General and Operations Managers	\$25.28	\$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	\$61.91	\$72.44
11-3031	Financial Managers	\$40.42	\$52.48	\$67.38	\$86.67	\$117.62
13-2051	Financial and Investment Analysts	\$30.28	\$36.58	\$45.33	\$54.67	\$65.60
11-2021	Marketing Managers	\$36.43	\$49.84	\$66.49	\$85.68	\$108.75
11-9199	Managers, All Other	\$38.75	\$51.00	\$64.93	\$81.15	\$98.28
13-2011	Accountants and Auditors	\$26.76	\$30.66	\$38.10	\$48.79	\$62.49
13-1028	Buyers and Purchasing Agents	\$22.63	\$28.49	\$36.77	\$47.58	\$58.99

In-Demand Technical Skills

- Finance
- Project Management
- Marketing
- Accounting
- Auditing

In-Demand Foundational Skills

- Communication
- Leadership
- Management
- Sales
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 13.9%
- Associate degree: 6.1%
- Bachelor's degree: 59.2%
- Master's degree: 14.3%

Top Posting Employers

- JmJ Phillip Group
- General Motors
- Stellantis
- Robert Half
- Ernst & Young
- Ford
- University Of Michigan
- State of Michigan
- Huntington Bancshares
- JPMorgan Chase

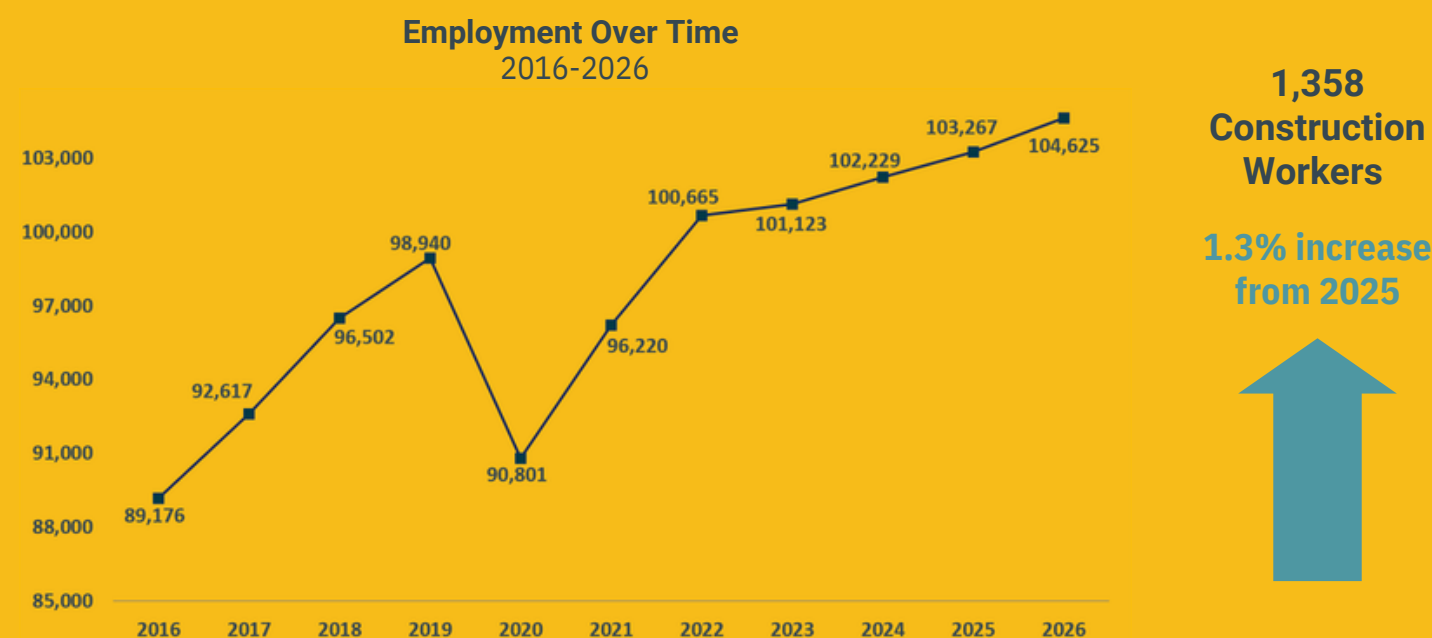
Job Postings by City

1. Detroit: 7,400 Postings
2. Lansing: 5,435 Postings
3. Ann Arbor: 2,168 Postings
4. Troy: 2,094 Postings
5. Southfield: 1,417 Postings
6. Auburn Hills: 1,132 Postings
7. Warren: 1,093 Postings
8. Dearborn: 1,036 Postings
9. Novi: 898 Postings
10. Livonia: 851 Postings

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

CONSTRUCTION OCCUPATION GROUP

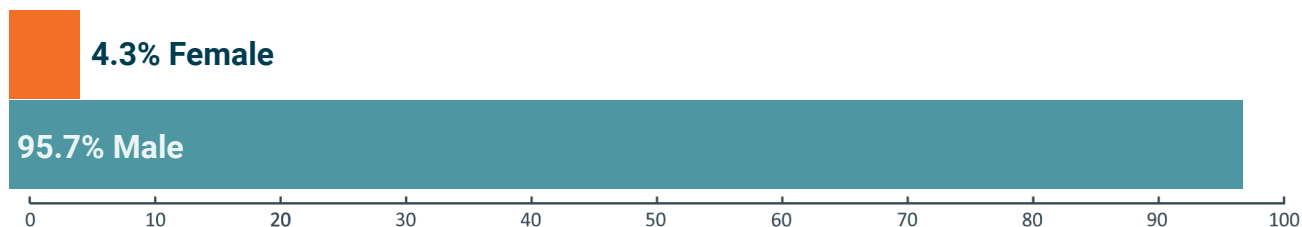
Jobs in the WIN Construction occupation group are associated with skilled trades, engineering, management, and planning. Many Construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important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



Construction Worker Demographics

According to Q1 2026 Lightcast data, the 104,625 workers in the Construction group are not particularly diverse. Just 11.3 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.

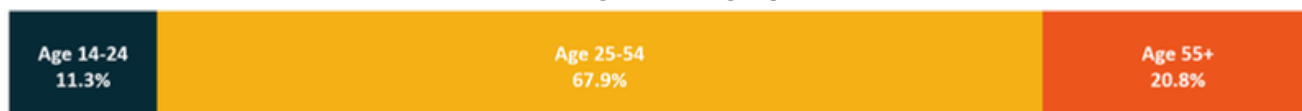
Worker Gender Demographics



Race and Ethnicity Demographics

83.3% White | 7.6% Hispanic or Latino | 6.4% Black or African-American

Worker Age Demographics

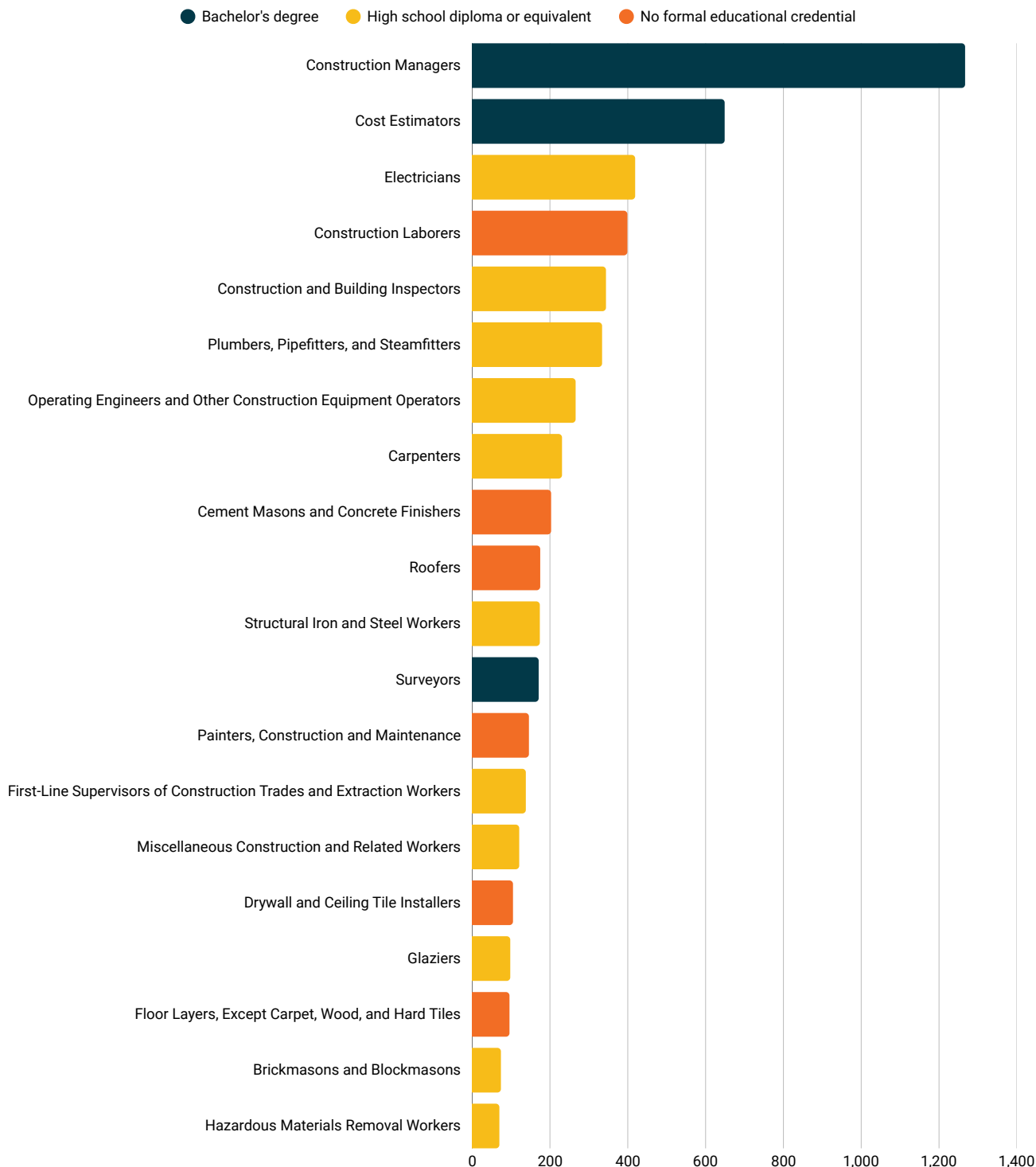


Data: Lightcast | Analysis: Workforce Intelligence Network

CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

There were a total of 5,953 job postings for Construction workers, with Construction Managers as the most sought-after occupation by Construction industry employers during Q1 2026, with 1,267 postings. Cost Estimators was in the second position with 649 postings. Other top posted jobs include Electricians (419 postings), Construction Laborers (399 postings), and Construction and Building Inspectors (344 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 Q1 2026

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	\$48.88	\$60.30
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
47-4011	Construction and Building Inspectors	\$23.66	\$29.18	\$34.87	\$39.58	\$46.40
47-2152	Plumbers, Pipefitters, and Steamfitters	\$21.53	\$27.06	\$38.79	\$46.47	\$50.59
47-2073	Operating Engineers and Other Construction Equipment Operators	\$22.95	\$25.74	\$30.83	\$38.19	\$43.47
47-2031	Carpenters	\$21.40	\$24.53	\$30.31	\$35.66	\$40.16
47-2051	Cement Masons and Concrete Finishers	\$19.16	\$22.90	\$28.77	\$34.63	\$38.61
47-2181	Roofers	\$21.85	\$23.94	\$28.16	\$36.22	\$39.16

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Operations
- Leadership
- Management
- Detail Oriented

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 21.5%
- Associate degree: 5.1%
- Bachelor's degree: 19.7%
- Master's degree: 1.8%

Top Posting Employers

- GPAC
- Aerotek
- Actalent
- PageGroup
- CDM Smith
- State of Michigan
- Stellantis
- Jobot
- TEC Group
- Christman & Company

Job Postings by City

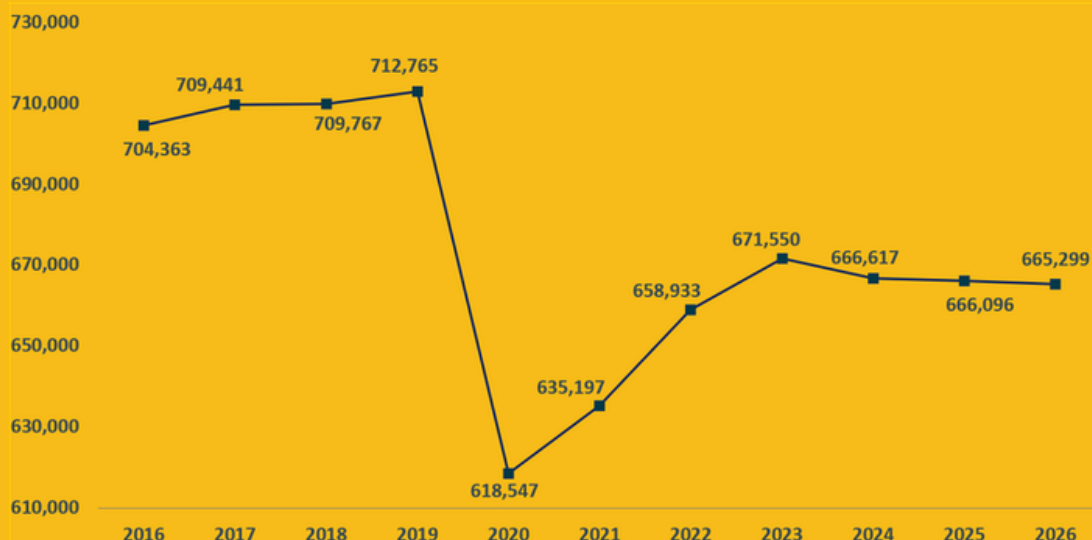
1. Detroit: 917 Postings
2. Lansing: 414 Postings
3. Ann Arbor: 272 Postings
4. Livonia: 177 Postings
5. Warren: 164 Postings
6. Sterling Heights: 155 Postings
7. Troy: 140 Postings
8. Auburn Hills: 131 Postings
9. Flint: 129 Postings
10. Novi: 126 Postings

*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
2016-2026



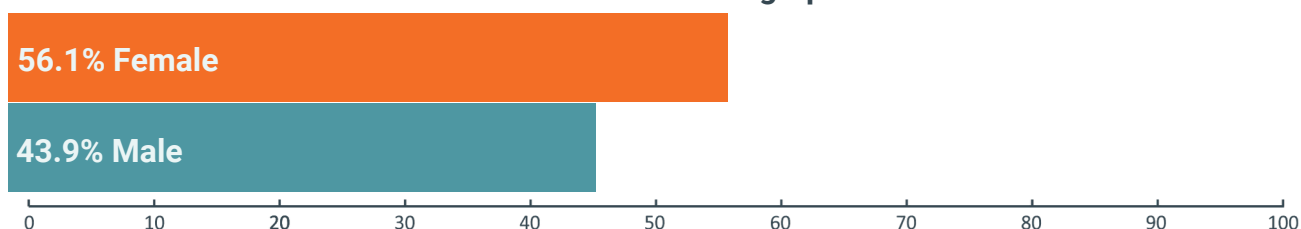
796
Customer
Service Workers
0.1% decrease
from 2025



Customer Service Worker Demographics

In Q1 2026, there were 665,299 workers in the Customer Service occupation group, with a more diverse workforce than other groups analyzed. This group is primarily made up of females (56.1 percent) and between the ages of 25 and 54 (52.7 percent), with 43.9 percent of workers identifying as male and 27.1 percent identifying as a racial minority. Roughly 26.7 percent of the workers were under the age of 25, compared to the 20.6 percent 55 years of age or older.

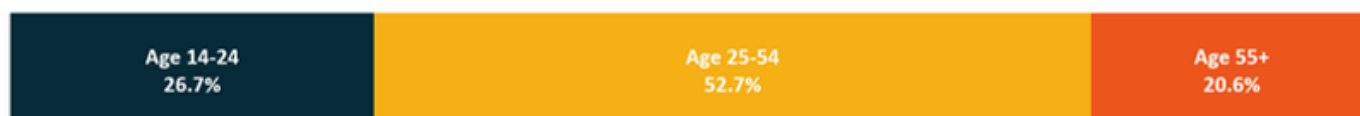
Worker Gender Demographics



Race and Ethnicity Demographics

72.9% White | **5.4% Hispanic or Latino** | **15.5% Black or African-American**

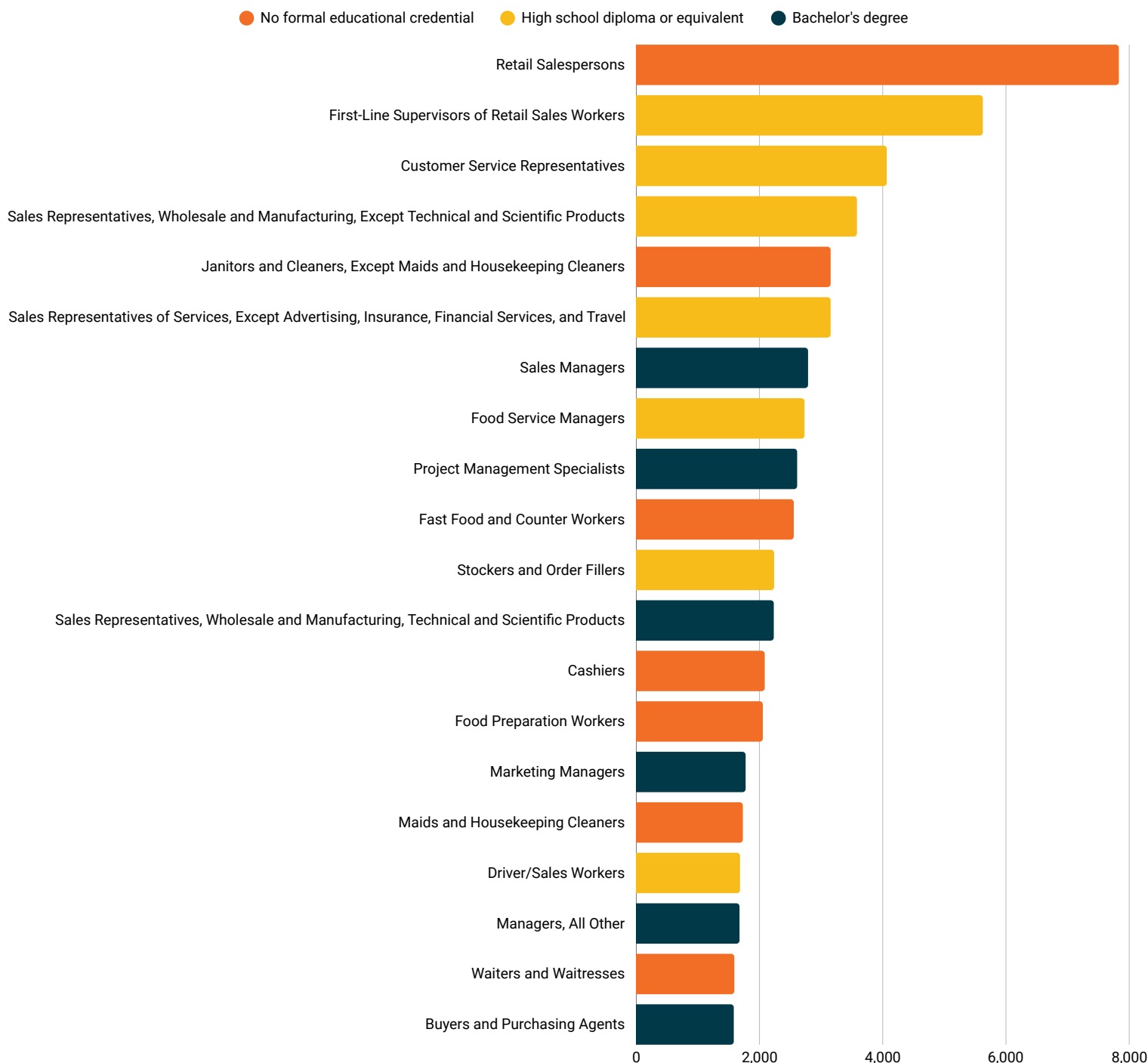
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

In Q1 2026, there were a total of 69,571 job postings for Customer Service workers, an increase of 8,139 or 13.2 percent since Q4 2025. Retail Salespersons was the most sought-after occupation by Customer Service industry employers during Q1 2026, with 7,831 postings. First-Line Supervisors of Retail Sales Workers was in the second position with 5,624 postings. Other top posted jobs include Customer Service Representatives (4,066 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (3,582 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (3,155 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 Q1 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$12.87	\$13.97	\$16.31	\$18.38	\$24.44
41-1011	First-Line Supervisors of Retail Sales Workers	\$16.05	\$17.98	\$22.68	\$28.12	\$34.94
43-4051	Customer Service Representatives	\$15.33	\$17.48	\$20.89	\$24.63	\$30.51
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$20.60	\$26.82	\$36.77	\$49.55	\$65.85
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$13.93	\$14.97	\$17.02	\$18.50	\$21.63
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$17.97	\$23.35	\$35.42	\$51.03	\$72.93
11-2022	Sales Managers	\$36.30	\$49.04	\$72.77	\$96.66	\$118.06
11-9051	Food Service Managers	\$21.16	\$24.44	\$29.51	\$35.84	\$44.61
13-1082	Project Management Specialists	\$29.76	\$37.85	\$49.02	\$61.91	\$72.44
35-3023	Fast Food and Counter Workers	\$11.21	\$12.99	\$14.14	\$15.27	\$17.08

In-Demand Technical Skills

- Merchandising
- Lifting Ability
- Selling Techniques
- Marketing
- Restaurant
- Operation

In-Demand Foundational Skills

- Customer Service
- Communication
- Sales
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 27.7%
- Associate degree: 3.1%
- Bachelor's degree: 20.1%
- Master's degree: 3.7%

Top Posting Employers

- Kroger
- Dollar General
- Meijer
- Domino's Pizza
- JmJ Phillip Group
- Taco Bell
- Walmart
- The Home Depot
- AutoZone
- Subway

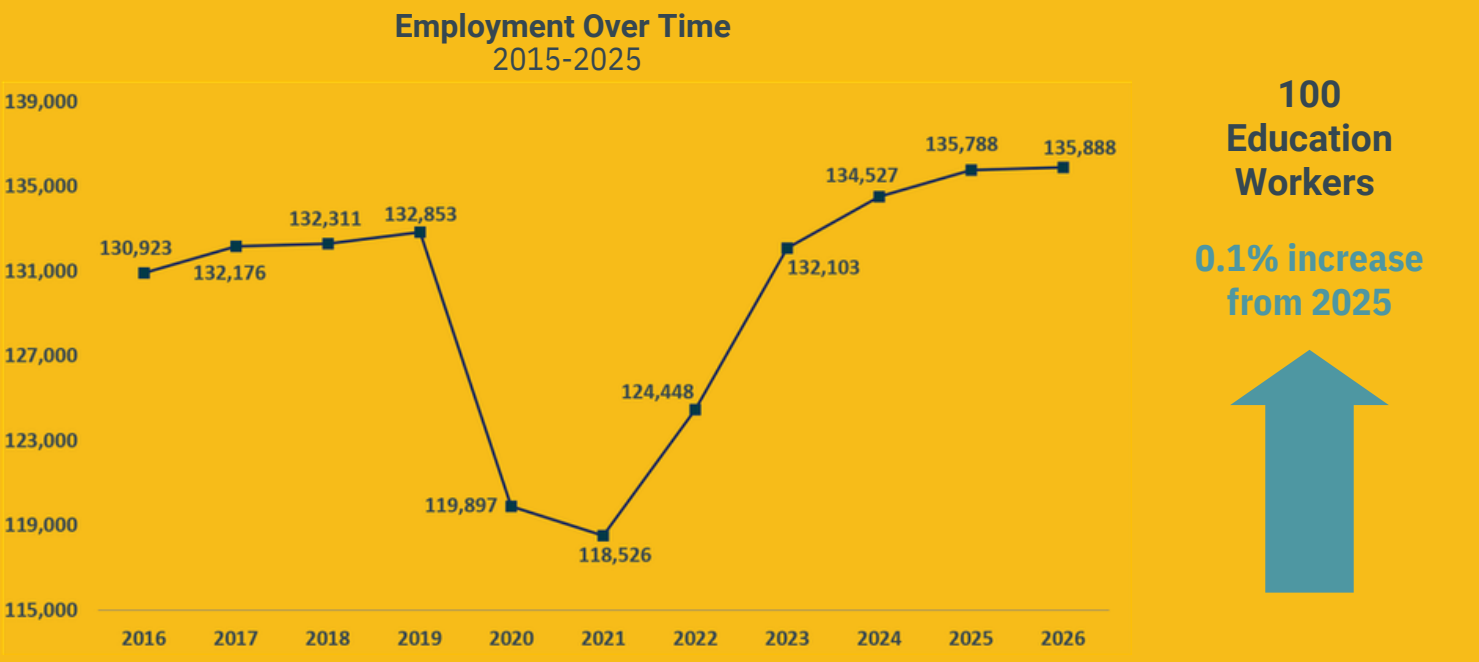
Job Postings by City

1. Detroit: 7,353 Postings
2. Lansing: 4,945 Postings
3. Ann Arbor: 3,547 Postings
4. Troy: 2,763 Postings
5. Novi: 1,811 Postings
6. Livonia: 1,654 Postings
7. Southfield: 1,398 Postings
8. Dearborn: 1,393 Postings
9. Warren: 1,388 Postings
10. Auburn Hills: 1,385 Postings

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

EDUCATION OCCUPATION GROUP

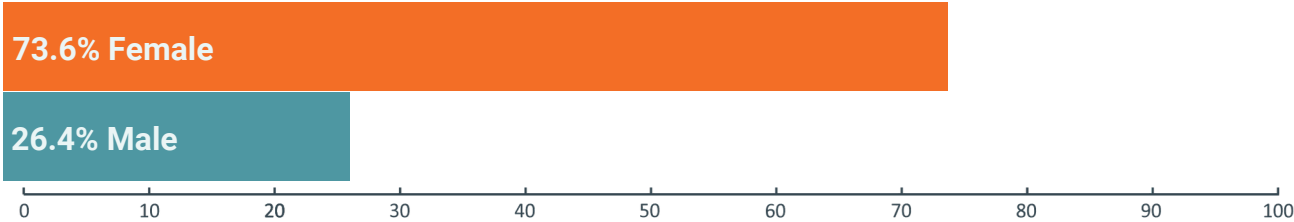
Education-related jobs can be found both in the private and public sectors. Teachers and other Education-related workers are employed in public schools, private schools, and training institutions, and there are about 15,400 openings for these positions annually. Jobs in the Education occupation group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



Education Worker Demographics

According to Q1 2026 Lightcast data, the 135,888 workers in the Education group are not particularly diverse. Just 10.2 percent of the related workforce is under 25. Male workers account for 26.4 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 | 4.6% Asian | 8.4% Black or African-American

Worker Age Demographics

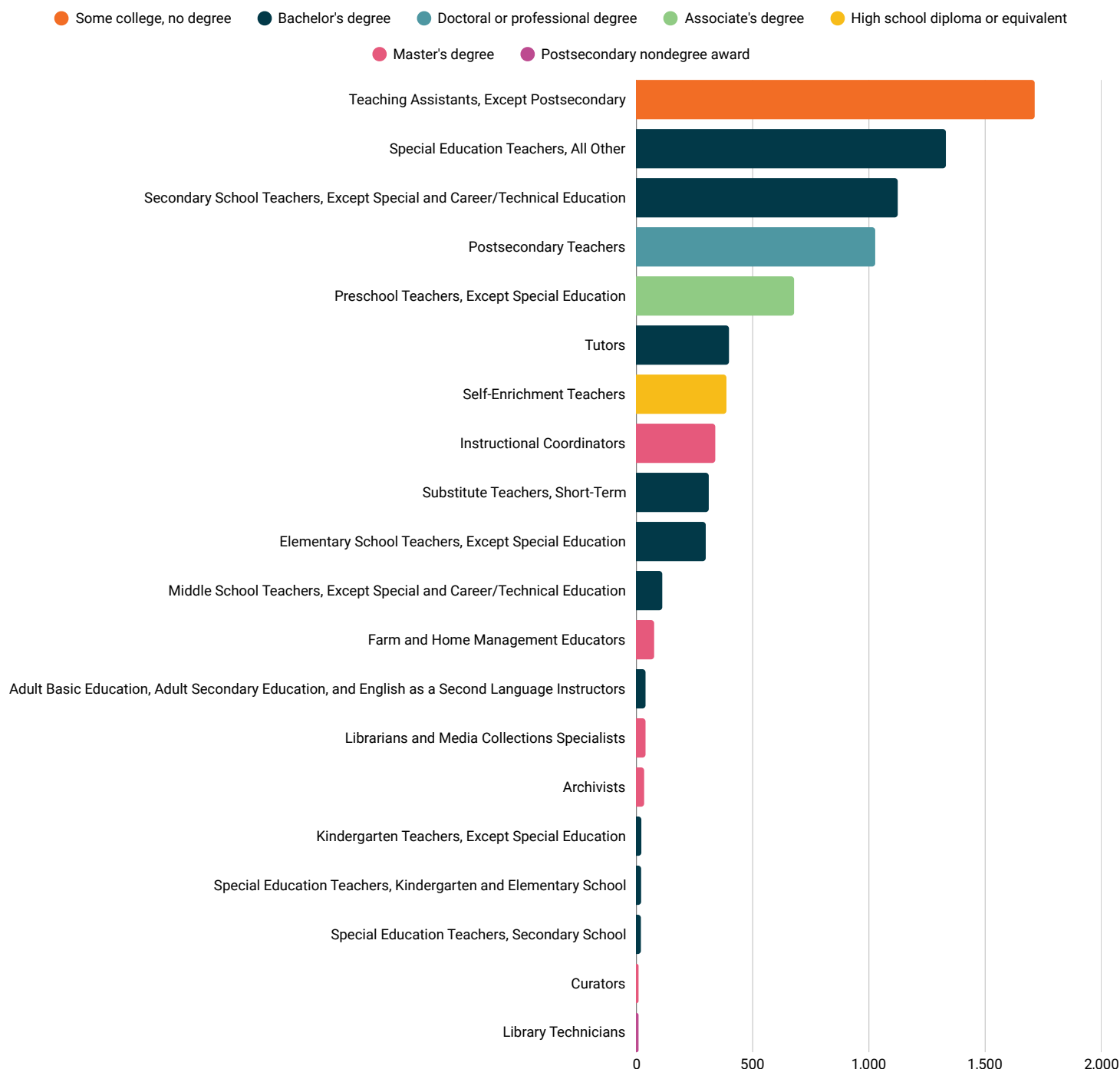


Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads increased by 727 or 10.0 percent since Q4 2025, bringing Q1 2026 demand to 7,991 job postings for Education workers. Teaching Assistants, Except Postsecondary were the most sought-after occupation with 1,713 postings. Special Education Teachers, All Other was in the second position with 1,331 postings. Other top posted jobs include Secondary School Teachers, Except Special and Career/Technical Education (1,124 postings), Postsecondary Teachers (1,027 postings), and Preschool Teachers, Except Special Education (678 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 \$15.13 per hour or an annual salary of about \$31,470.

Wage Overview for Top Posted Education Jobs in Q1 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-9045	Teaching Assistants, Except Postsecondary	\$11.88	\$13.81	\$15.13	\$17.50	\$19.94
25-2059	Special Education Teachers, All Other	\$22.97	\$29.21	\$37.00	\$40.79	\$45.90
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$22.54	\$26.44	\$34.67	\$39.89	\$45.52
25-1099	Postsecondary Teachers	\$23.90	\$31.43	\$44.87	\$61.91	\$78.92
25-2011	Preschool Teachers, Except Special Education	\$14.30	\$16.17	\$17.94	\$21.66	\$24.64
25-3041	Tutors	\$13.99	\$15.59	\$17.24	\$23.10	\$28.95
25-3021	Self-Enrichment Teachers	\$13.27	\$14.40	\$18.64	\$24.32	\$34.20
25-9031	Instructional Coordinators	\$23.54	\$28.87	\$37.70	\$46.38	\$54.11
25-3031	Substitute Teachers, Short-Term	\$12.00	\$14.51	\$17.22	\$22.24	\$27.90
25-2021	Elementary School Teachers, Except Special Education	\$22.42	\$24.26	\$30.31	\$37.69	\$44.18

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Teaching
- Communication
- Mathematics
- Leadership
- Writing

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: 18.7%
- Associate degree: 13.8%
- Bachelor's degree: 34.9%
- Master's degree: 18.3%

Top Posting Employers

- Soliant Health
- University Of Michigan
- National Heritage Academies
- Michigan Association Of School Boards
- Tomlinson Middle School
- Michigan State University
- City Year
- Learning Care Group
- KinderCare Education
- Childtime Learning Centers

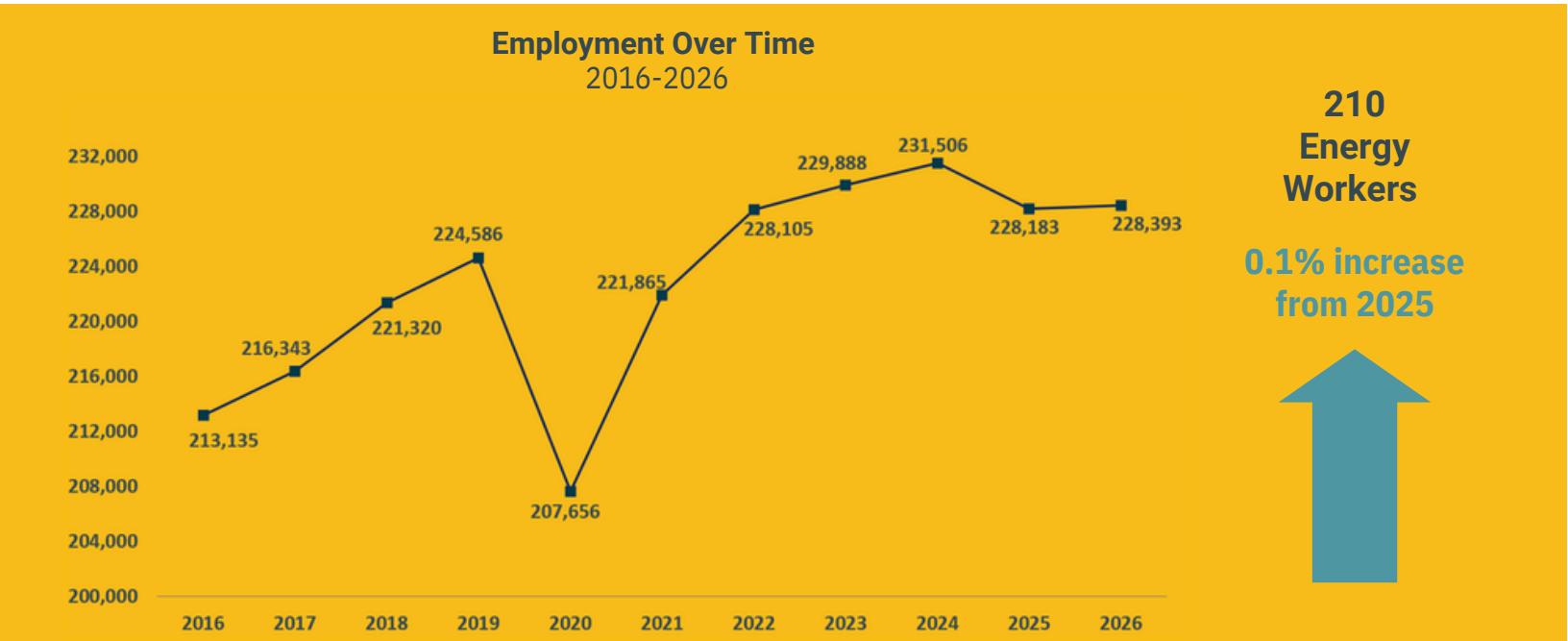
Job Postings by City

1. Detroit: 913 Postings
2. Ann Arbor: 714 Postings
3. Lansing: 331 Postings
4. Flint: 330 Postings
5. Dearborn: 265 Postings
6. East Lansing: 230 Postings
7. Sterling Heights: 208 Postings
8. Warren: 200 Postings
9. Ypsilanti: 180 Postings
10. Troy: 174 Postings

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

ENERGY OCCUPATION GROUP

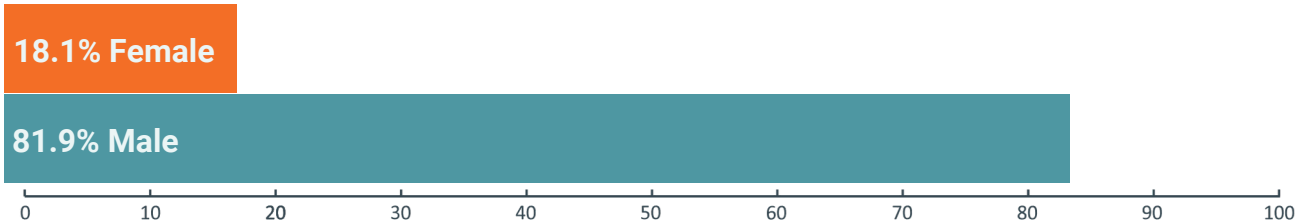
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation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



Energy Worker Demographics

In Q1 2026, there were 228,393 workers in the Energy occupation group. This group is primarily made up of males (81.9 percent) and between the ages of 25 and 54 (69.8 percent), with 18.1 percent of workers identifying as female and just 21.2 percent identifying as a racial minority. Also of note was that 5.5 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

78.8% White | 5.6% Asian | 9.8% Black or African-American

Worker Age Demographics

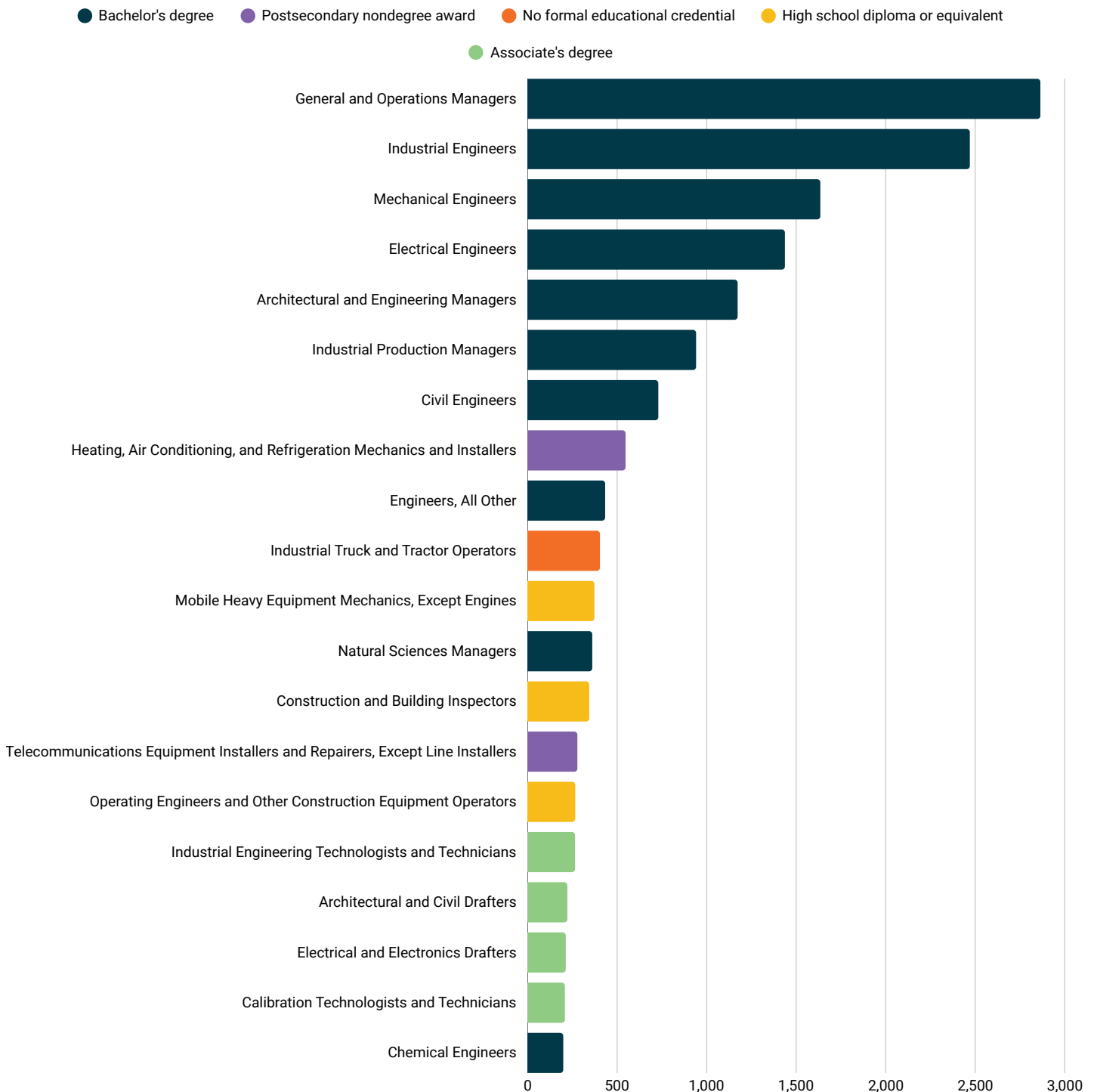


Data: Lightcast | Analysis: Workforce Intelligence Network

ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw a total of 19,795 job postings for Energy workers, an increase of 5,895 postings or 42.4 percent from Q4 2025. General and Operations Managers was the most sought-after occupation by Energy industry employers during Q1 2026, with 2,864 postings. Industrial Engineers was in the second position with 2,470 postings. Other top posted jobs include Mechanical Engineers (1,635 postings), Electrical Engineers (1,437 postings), and Architectural and Engineering Managers (1,173 postings).



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 Q1 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2012	General and Operations Managers	\$25.28	\$34.94	\$50.04	\$77.59	\$111.19
17-2112	Industrial Engineers	\$36.87	\$39.82	\$48.19	\$60.82	\$67.83
17-2141	Mechanical Engineers	\$36.87	\$40.56	\$50.02	\$62.38	\$71.17
17-2071	Electrical Engineers	\$37.50	\$41.29	\$50.11	\$62.71	\$75.43
11-9041	Architectural and Engineering Managers	\$57.85	\$64.35	\$80.01	\$86.43	\$104.26
11-3051	Industrial Production Managers	\$37.51	\$46.27	\$56.64	\$67.13	\$83.17
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.35	\$63.20
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$19.72	\$23.10	\$29.15	\$36.21	\$40.90
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.72	\$61.96	\$76.13
53-7051	Industrial Truck and Tractor Operators	\$17.36	\$19.13	\$22.40	\$29.90	\$36.41

In-Demand Technical Skills

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

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: 15.8%
- Associate degree: 6.8%
- Bachelor's degree: 52.1%
- Master's degree: 16.9%

Top Posting Employers

- JmJ Phillip Group
- General Motors
- Actalent
- Stellantis
- Ford
- Hutson
- University Of Michigan
- GPAC
- Gm Cruise
- Insight Global

Job Postings by City

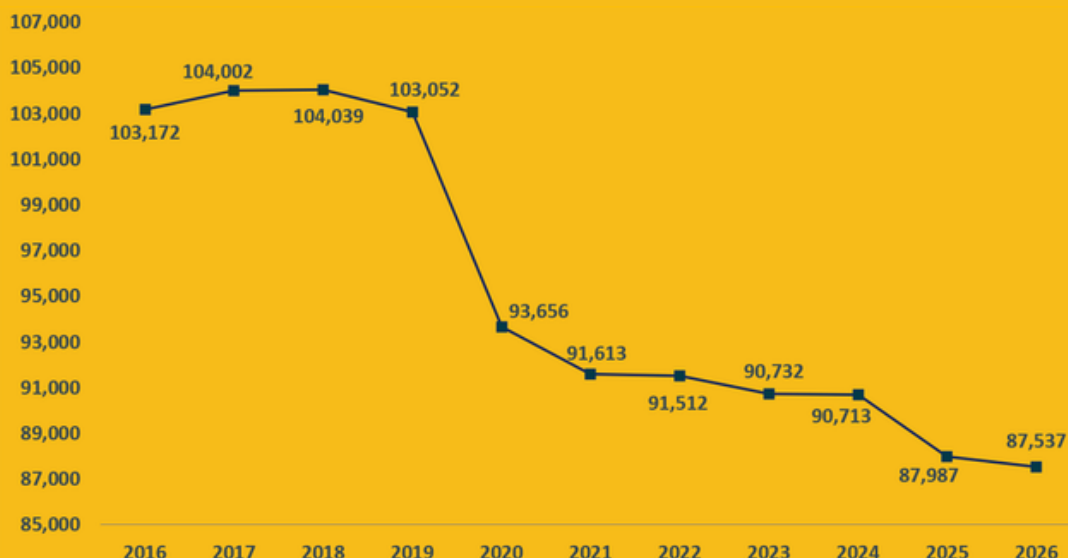
1. Detroit: 3,277 Postings
2. Lansing: 1,660 Postings
3. Ann Arbor: 1,272 Postings
4. Warren: 979 Postings
5. Dearborn: 763 Postings
6. Auburn Hills: 681 Postings
7. Troy: 669 Postings
8. Sterling Heights: 520 Postings
9. Livonia: 466 Postings
10. Southfield: 390 Postings

*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
2016-2026



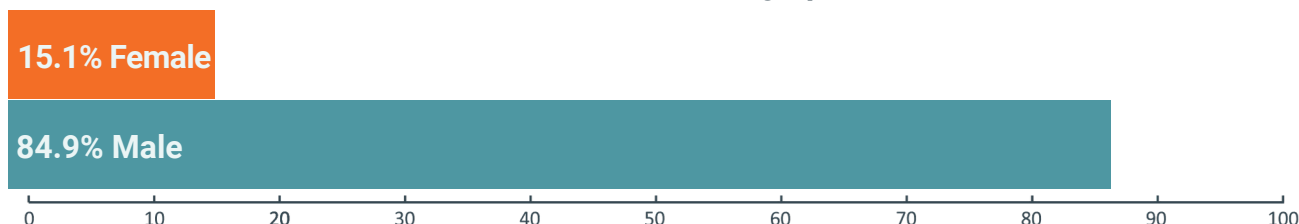
450
Engineers and
Designers Workers
0.5% decrease
from 2025



Engineers and Designers Worker Demographics

According to Q1 2026 Lightcast data, the 87,537 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 15.1 percent of the current workforce and only 23.6 percent identify as a race other than White. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

76.4% White | 10.4% Asian | 8.0% Black or African-American

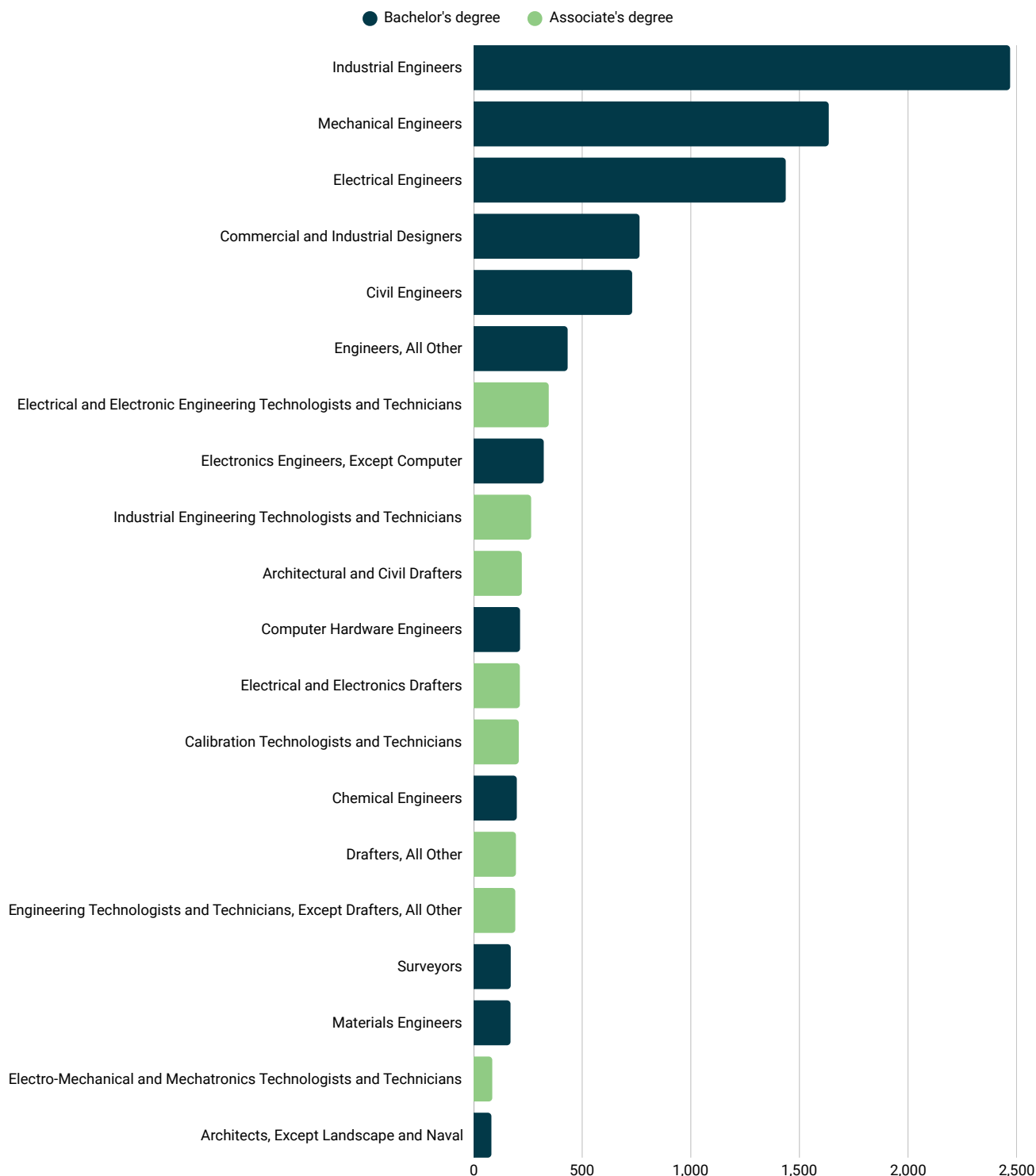
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for Engineers and Designers totaled 10,873 postings in Q1 2026, an increase of 3,643 postings from Q4 2025. Industrial Engineers was the most sought-after occupation by Engineering and Design industry employers during Q1 2026, with 2,470 postings. Mechanical Engineers was in the second position with 1,635 postings. Other top posted jobs include Electrical Engineers (1,437 postings), Commercial and Industrial Designers (764 postings), and Civil Engineers (730 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 Q1 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$36.87	\$39.82	\$48.19	\$60.82	\$67.83
17-2141	Mechanical Engineers	\$36.87	\$40.56	\$50.02	\$62.38	\$71.17
17-2071	Electrical Engineers	\$37.50	\$41.29	\$50.11	\$62.71	\$75.43
27-1021	Commercial and Industrial Designers	\$25.90	\$35.09	\$47.62	\$50.63	\$55.29
17-2051	Civil Engineers	\$30.71	\$35.65	\$41.89	\$51.35	\$63.20
17-2199	Engineers, All Other	\$28.65	\$42.20	\$50.72	\$61.96	\$76.13
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.56	\$34.78	\$40.36	\$48.14
17-2072	Electronics Engineers, Except Computer	\$42.24	\$48.89	\$52.61	\$66.03	\$78.12
17-3026	Industrial Engineering Technologists and Technicians	\$24.16	\$26.77	\$31.55	\$38.95	\$45.27
17-3011	Architectural and Civil Drafters	\$19.42	\$23.00	\$28.74	\$35.53	\$42.82

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Problem Solving
- Leadership
- Troubleshooting (Problem Solving)
- Management

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 8.3%
- Associate degree: 7.6%
- Bachelor's degree: 66.3%
- Master's degree: 21.9%

Top Posting Employers

- General Motors
- Stellantis
- Actalent
- Jmj Phillip Group
- Ford
- Gm Cruise
- GPAC
- Ford Global Career Site
- Hyundai America Technical Center
- Insight Global

Job Postings by City

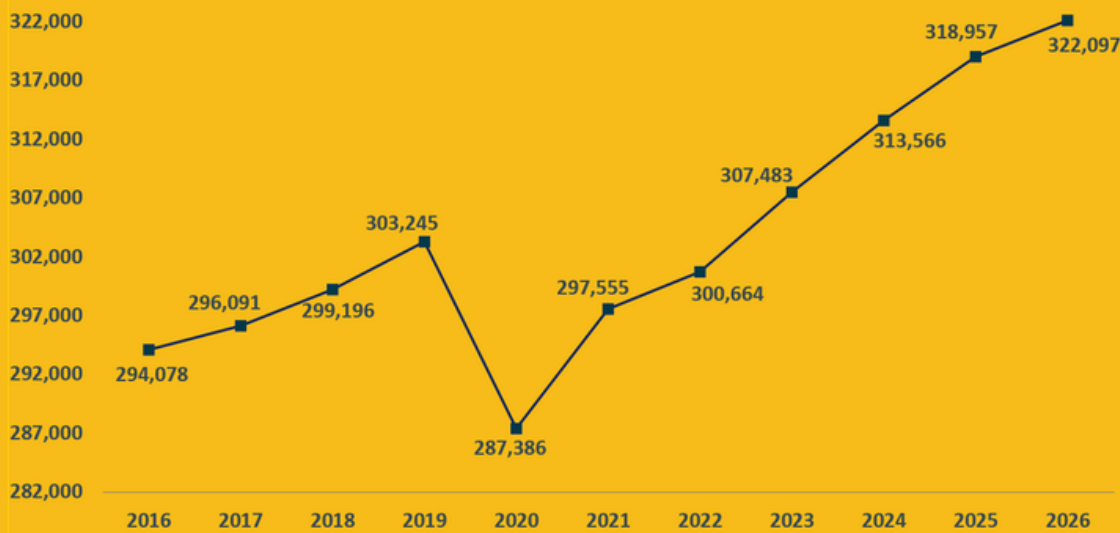
1. Detroit: 1,382 Postings
2. Warren: 783 Postings
3. Dearborn: 693 Postings
4. Ann Arbor: 687 Postings
5. Lansing: 636 Postings
6. Auburn Hills: 559 Postings
7. Troy: 402 Postings
8. Sterling Heights: 389 Postings
9. Lake Angelus: 333 Postings
10. Livonia: 276 Postings

**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
2016-2026



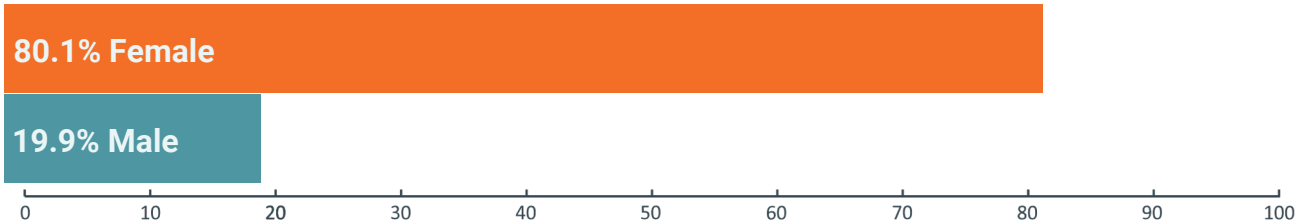
3,140
Health Care
Workers

1.0% increase
from 2025

Health Care Worker Demographics

The Health Care occupation group employs 322,097 workers, an overwhelming number of whom are females (80.1 percent) and between the ages of 25 and 54 (67.7 percent). Just 19.9 percent of workers identify as male, although 32.4 percent identifying as a racial minority. Also of note was that 9.5 percent of the workers in the occupation group were under the age of 25, compared to the 22.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

67.6% White | 5.7% Asian | 20.3% Black or African-American

Worker Age Demographics

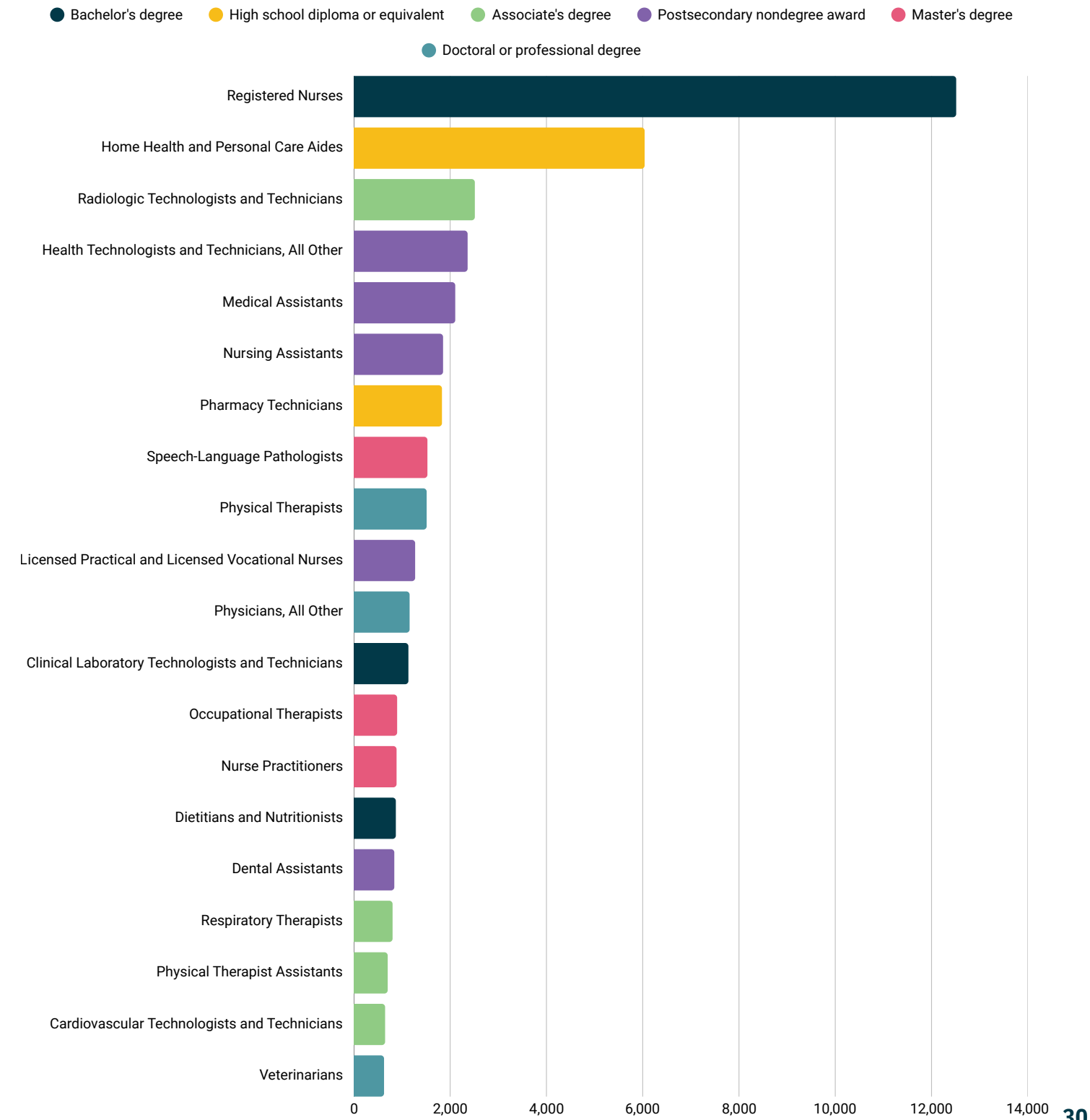


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

In Q1 2026, there were a total of 53,346 job postings for Health Care workers, an increase of 2,013 from Q4 2025. Registered Nurses was the most sought-after occupation by Health Care industry employers with 12,512 postings. Home Health and Personal Care Aides was in the second position with 6,040 postings. Other top posted jobs include Radiologic Technologists and Technicians (2,513 postings), Health Technologists and Technicians, All Other (2,363 postings), and Medical Assistants (2,106 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 Q1 2026

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	\$53.82
31-1128	Home Health and Personal Care Aides	\$11.96	\$14.03	\$15.83	\$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	\$28.80	\$38.39
31-9092	Medical Assistants	\$16.94	\$17.75	\$18.86	\$21.78	\$23.16
31-1131	Nursing Assistants	\$17.41	\$18.24	\$19.14	\$20.94	\$22.32
29-2052	Pharmacy Technicians	\$16.59	\$17.73	\$19.19	\$23.03	\$24.92
29-1127	Speech-Language Pathologists	\$29.15	\$32.83	\$40.27	\$47.91	\$52.54
29-1123	Physical Therapists	\$36.37	\$40.72	\$47.90	\$52.41	\$57.52
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
- Treatment Planning

In-Demand Foundational Skills

- Communication
- Management
- Leadership
- 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: 22.1%
- Associate degree: 13.8%
- Bachelor's degree: 14.9%
- Master's degree: 6.0%

Top Posting Employers

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

Job Postings by City

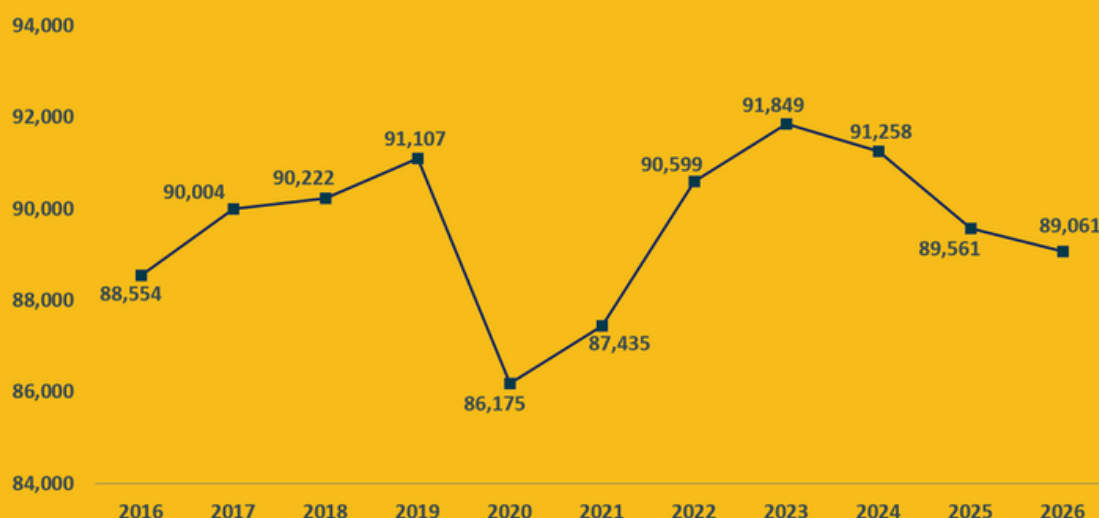
1. Detroit: 6,273 Postings
2. Lansing: 3,204 Postings
3. Ann Arbor: 2,841 Postings
4. Dearborn: 1,885 Postings
5. Flint: 1,574 Postings
6. Troy: 1,502 Postings
7. Jackson: 1,221 Postings
8. Southfield: 1,157 Postings
9. Warren: 1,140 Postings
10. Livonia: 1,071 Postings

**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
2016-2026



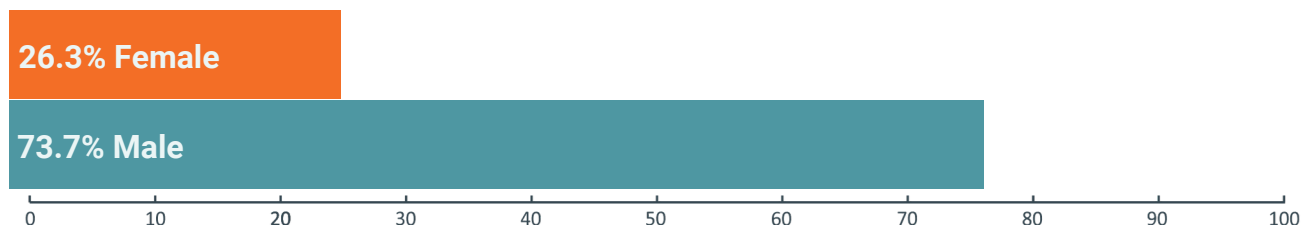
500
Information
Technology Workers
0.6% decrease
from 2025



Information Technology Worker Demographics

In Q1 2026, there were 89,061 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 31.1 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 17.7 percent 55 years of age or older.

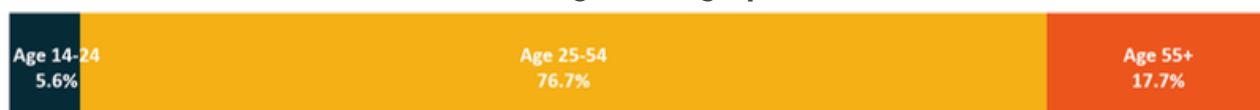
Worker Gender Demographics



Race and Ethnicity Demographics

68.9% White | **16.4% Asian** | **9.5% Black or African-American**

Worker Age Demographics

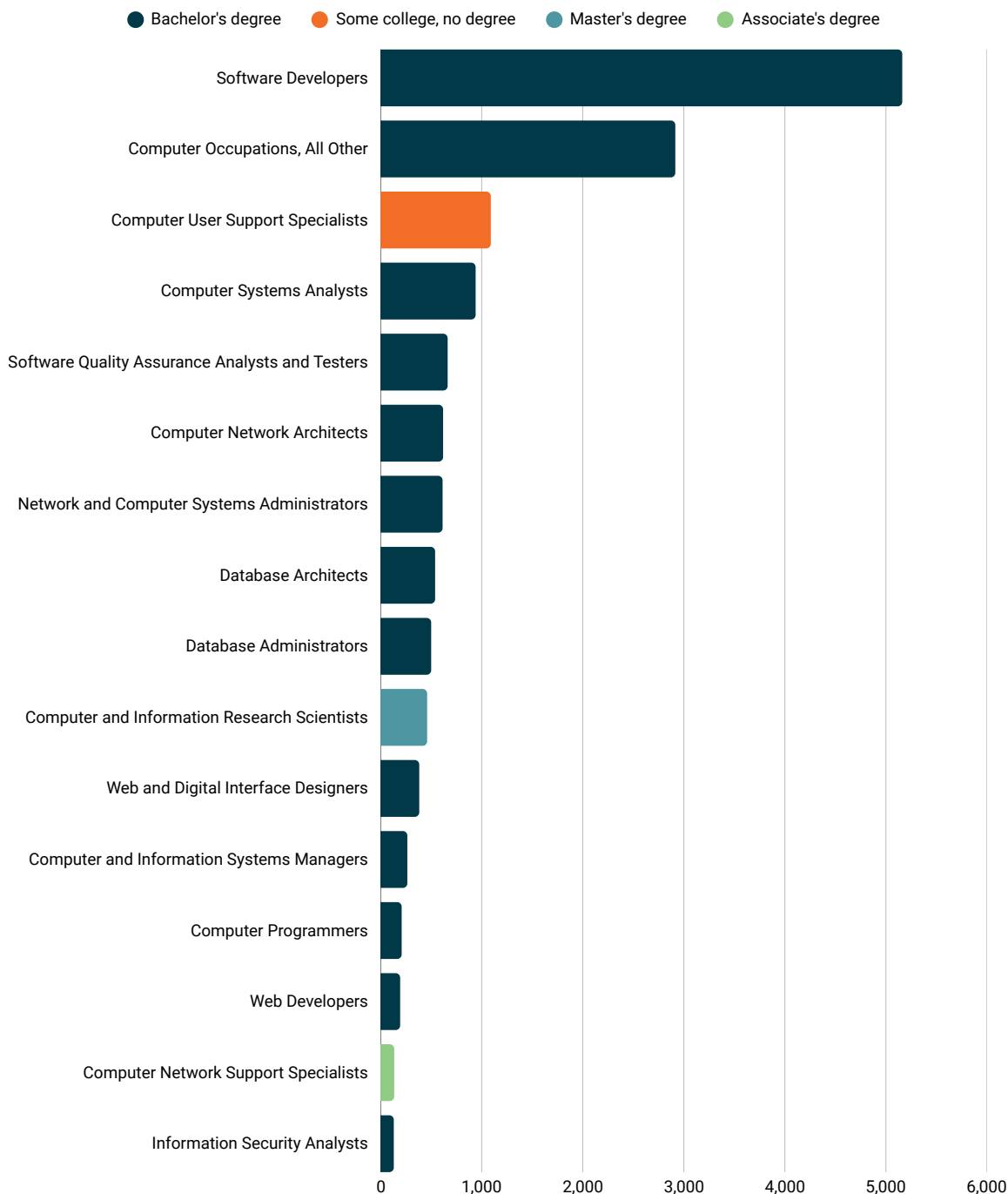


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In Q1 2026, there were a total of 14,812 job postings for IT workers, an increase of 4,536 postings from Q4 2025. Software Developers was the most sought-after occupation by IT industry employers during Q1 2026, with 5,162 postings. Computer Occupations, All Other was in the second position with 2,916 postings. Other top posted jobs include Computer User Support Specialists (1,090 postings), Computer Systems Analysts (940 postings), and Software Quality Assurance Analysts and Testers (663 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 Q1 2026

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$37.13	\$45.00	\$58.13	\$65.40	\$77.84
15-1299	Computer Occupations, All Other	\$24.99	\$36.63	\$49.80	\$65.34	\$75.54
15-1232	Computer User Support Specialists	\$17.59	\$20.60	\$27.29	\$34.71	\$41.91
15-1211	Computer Systems Analysts	\$31.44	\$39.06	\$49.12	\$60.52	\$64.95
15-1253	Software Quality Assurance Analysts and Testers	\$29.12	\$37.56	\$48.26	\$60.96	\$65.09
15-1241	Computer Network Architects	\$37.57	\$46.96	\$60.87	\$76.07	\$82.38
15-1244	Network and Computer Systems Administrators	\$31.26	\$37.87	\$46.22	\$57.00	\$68.38
15-1243	Database Architects	\$33.17	\$45.32	\$60.71	\$68.58	\$79.91
15-1242	Database Administrators	\$27.44	\$35.17	\$49.21	\$60.27	\$71.29
15-1221	Computer and Information Research Scientists	\$30.28	\$34.70	\$52.24	\$67.69	\$83.06

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communication
- Troubleshooting (Problem Solving)
- Leadership
- Problem Solving
- Management

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 5.2%
- Associate degree: 7.3%
- Bachelor's degree: 57.9%
- Master's degree: 18.3%

Top Posting Employers

- General Motors
- Accenture
- State of Michigan
- Ford
- TEKsystems
- Deloitte
- Cognizant Technology Solutions
- Ernst & Young
- Technologies Global Connect
- Stellantis

Job Postings by City

1. Lansing: 3,724 Postings
2. Detroit: 2,627 Postings
3. Dearborn: 1,008 Postings
4. Ann Arbor: 850 Postings
5. Warren: 708 Postings
6. Troy: 651 Postings
7. Auburn Hills: 430 Postings
8. Southfield: 409 Postings
9. Farmington Hills: 278 Postings
10. Sterling Heights: 253 Postings

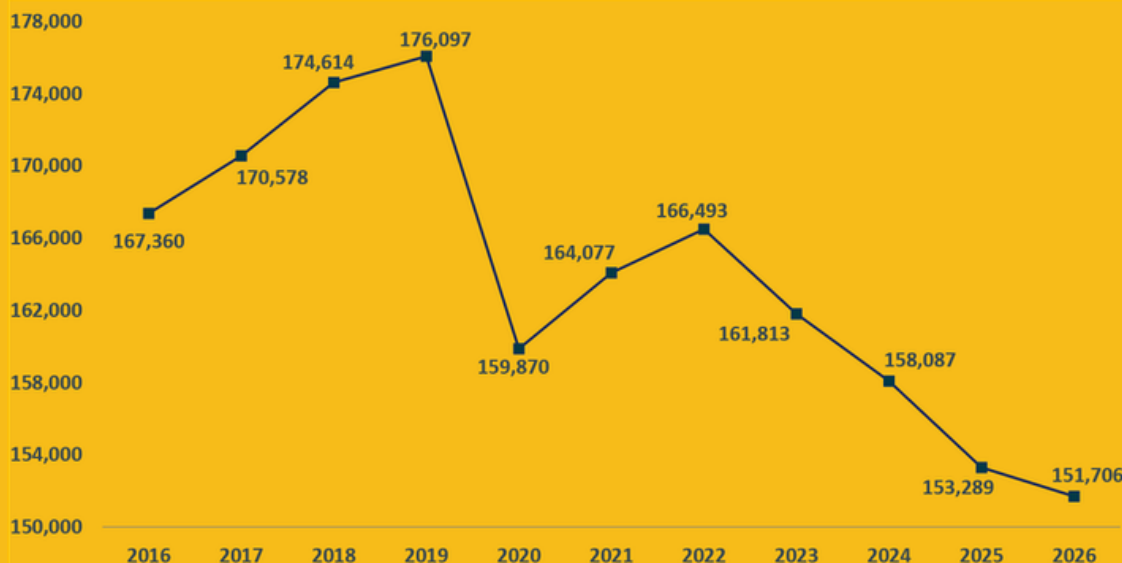
**Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

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
2016-2026



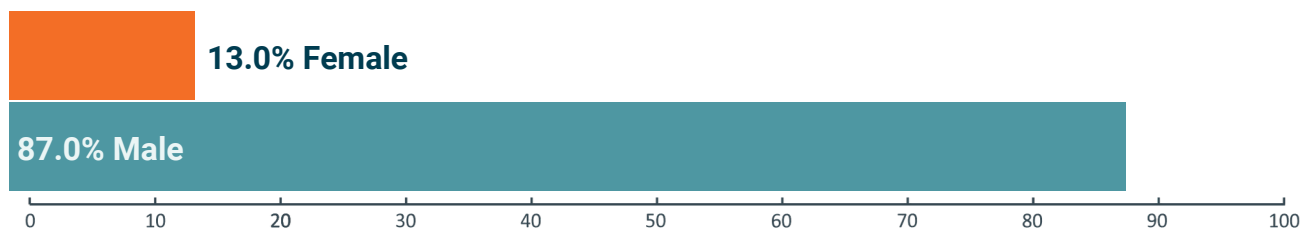
1,583
Skilled Trades
Workers
1.0% decrease
from 2025



Skilled Trades Worker Demographics

The Skilled Trades occupation group employed a total of 151,706 workers during Q1 2026 in southeast Michigan. This group is primarily made up of males (87.0 percent) and between the ages of 25 and 54 (64.5 percent), with 13.0 percent of workers identifying as female and just 22.1 percent identifying as a racial minority. Also of note was that 6.1 percent of the workers in the occupation group were under the age of 25, compared to the 29.4 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

77.9% White | **4.7% Hispanic or Latino** | **12.5% Black or African-American**

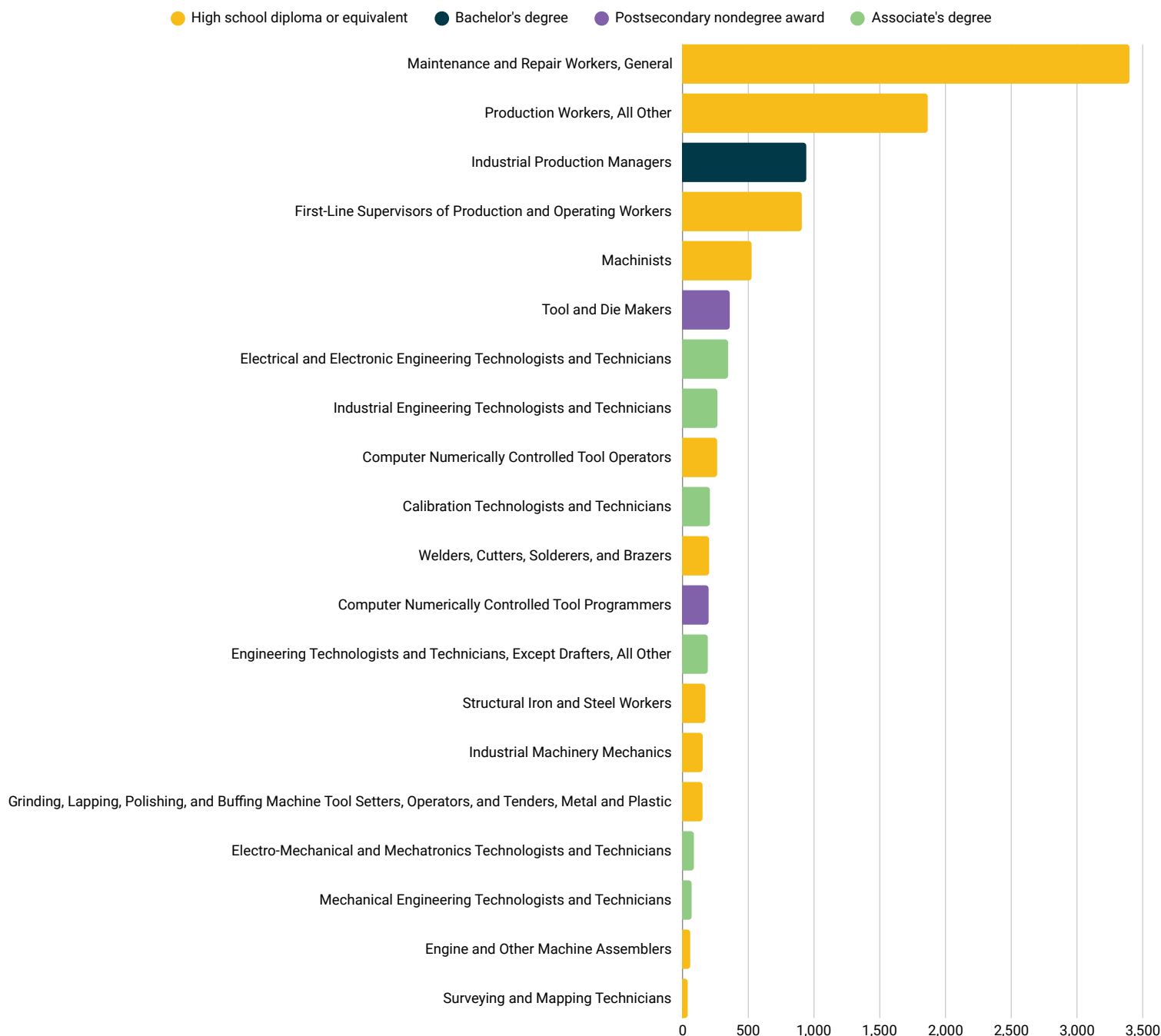
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There was a total of 10,653 job postings for Skilled Trades workers in Q1 2026, a 20.1 percent increase (1,780 postings) from Q4 2025. Maintenance and Repair Workers, General was the most sought-after occupation by Skilled Trades industry employers during Q1 2026, with 3,399 postings. Production Workers, All Other was in the second position with 1,865 postings. Other top posted jobs include Industrial Production Managers (941 postings), First-Line Supervisors of Production and Operating Workers (907 postings), and Machinists (525 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 Q1 2026

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
11-3051	Industrial Production Managers	\$37.51	\$46.27	\$56.64	\$67.13	\$83.17
51-1011	First-Line Supervisors of Production and Operating Workers	\$22.33	\$26.89	\$34.43	\$40.43	\$49.36
51-4041	Machinists	\$18.34	\$21.73	\$26.95	\$31.61	\$36.63
51-4111	Tool and Die Makers	\$22.16	\$26.86	\$34.30	\$40.36	\$45.26
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.47	\$26.56	\$34.78	\$40.36	\$48.14
17-3026	Industrial Engineering Technologists and Technicians	\$24.16	\$26.77	\$31.55	\$38.95	\$45.27
51-9161	Computer Numerically Controlled Tool Operators	\$17.29	\$18.80	\$22.48	\$28.37	\$32.19
17-3028	Calibration Technologists and Technicians	\$24.49	\$29.93	\$37.03	\$41.09	\$46.55

In-Demand Technical Skills

- Lifting Ability
- Continuous Improvement Process
- Machinery
- Machining
- Hand Tools

In-Demand Foundational Skills

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

In-Demand Certifications

- Valid Driver's License
- Forklift Certification
- HVAC Certification
- Security Clearance
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 39.8%
- Associate degree: 7.5%
- Bachelor's degree: 15.7%
- Master's degree: 3.4%

Top Posting Employers

- Aerotek
- Jmj Phillip Group
- Stellantis
- General Motors
- Express Employment Professionals
- Cardinal Staffing Services
- Ford
- Adecco
- TEC Group
- Phoenix Services

Job Postings by City

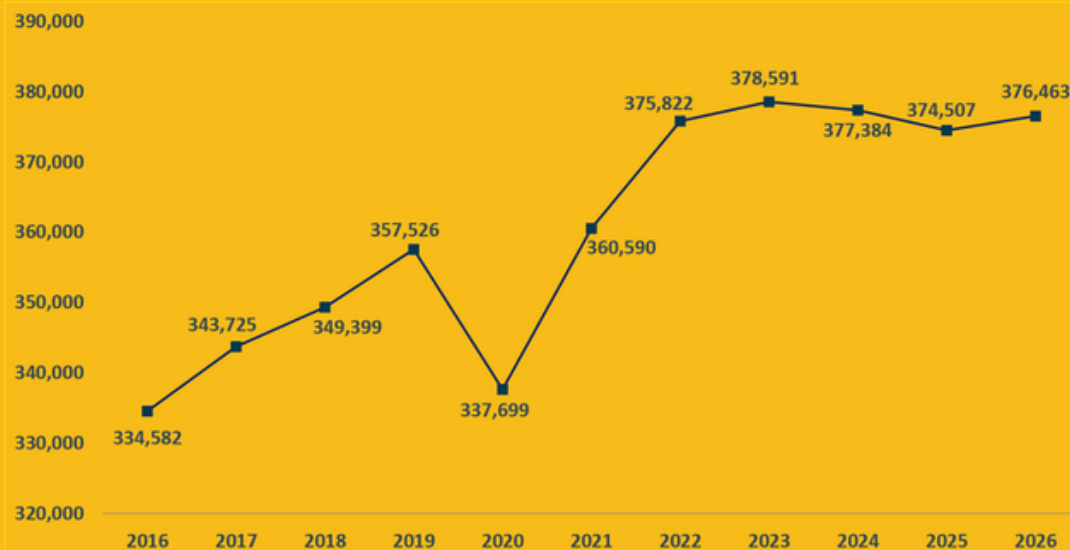
1. Detroit: 1,229 Postings
2. Lansing: 586 Postings
3. Warren: 472 Postings
4. Livonia: 382 Postings
5. Auburn Hills: 366 Postings
6. Sterling Heights: 357 Postings
7. Ann Arbor: 266 Postings
8. Troy: 246 Postings
9. Plymouth: 213 Postings
10. Novi: 192 Postings

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

Q1 2026 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
2016-2026

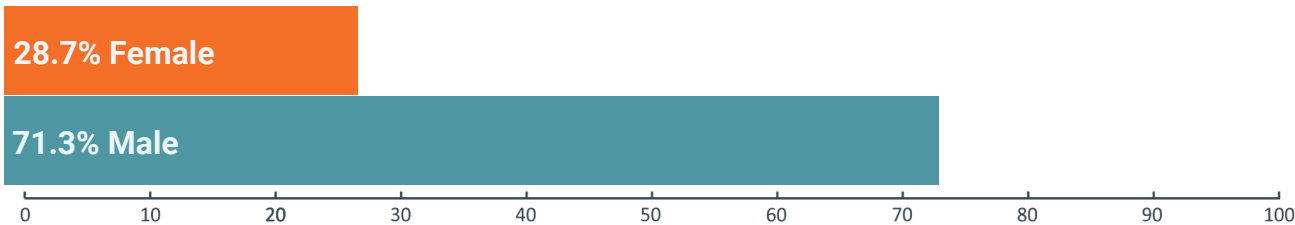


**1,957
TDL Workers**
0.5% increase
from 2025

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 376,463 workers during Q1 2026. This group is primarily made up of males (71.3 percent) and between the ages of 25 and 54 (62.4 percent), with 28.7 percent of workers identifying as female and 29.3 percent identifying as a racial minority. Also, 12.7 percent of the workers in the occupation group were under the age of 25, compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

70.7% White | 5.2% Hispanic or Latino | 18.7% Black or African-American

Worker Age Demographics

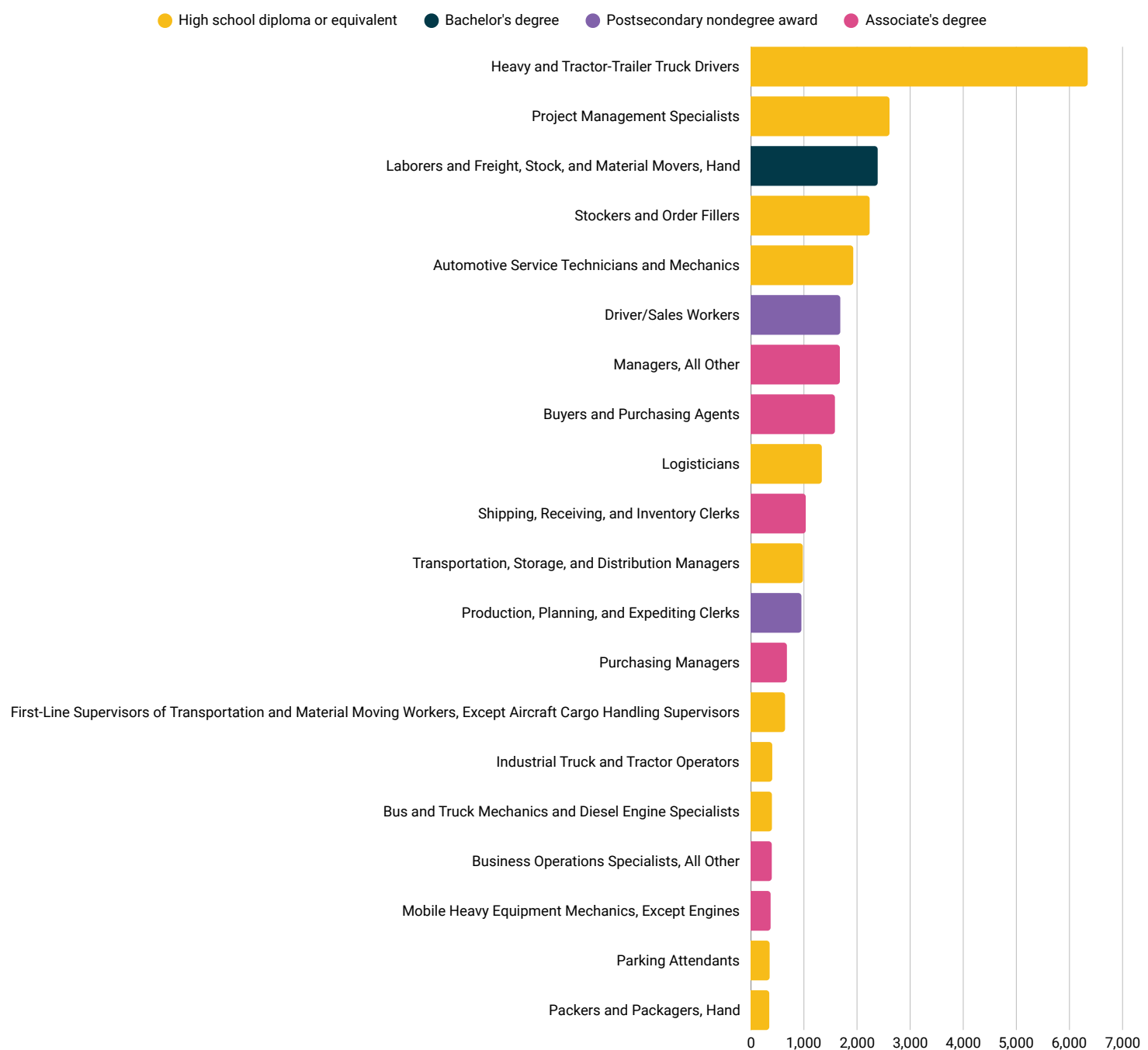


Data: Lightcast | Analysis: Workforce Intelligence Network

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 32,906 job postings in Q1 2026, up 16.4 percent (4,645 postings) from Q4 2025. Heavy and Tractor-Trailer Truck Drivers was the most sought-after occupation by TDL industry employers during Q1 2026, with 6,344 postings. Project Management Specialists was in the second position with 2,612 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (2,389 postings), Stockers and Order Fillers (2,238 postings), and Automotive Service Technicians and Mechanics (1,929 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

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

Wage Overview for Top Posted TDL Jobs in Q1 2026

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

In-Demand Technical Skills

- Lifting Ability
- Warehousing
- Project Management
- Loading And Unloading
- Good Driving Record

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: 24.1%
- Associate degree: 3.8%
- Bachelor's degree: 22.1%
- Master's degree: 5.1%

Top Posting Employers

- Kroger
- Meijer
- Roehl Transport
- Jmj Phillip Group
- Stellantis
- Domino's Pizza
- General Motors
- Walmart
- United States Postal Service
- Aerotek

Job Postings by City

1. Detroit: 3,930 Postings
2. Lansing: 2,433 Postings
3. Ann Arbor: 1,349 Postings
4. Warren: 1,142 Postings
5. Troy: 1,099 Postings
6. Livonia: 904 Postings
7. Auburn Hills: 804 Postings
8. Dearborn: 804 Postings
9. Flint: 762 Postings
10. Sterling Heights: 718 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)

