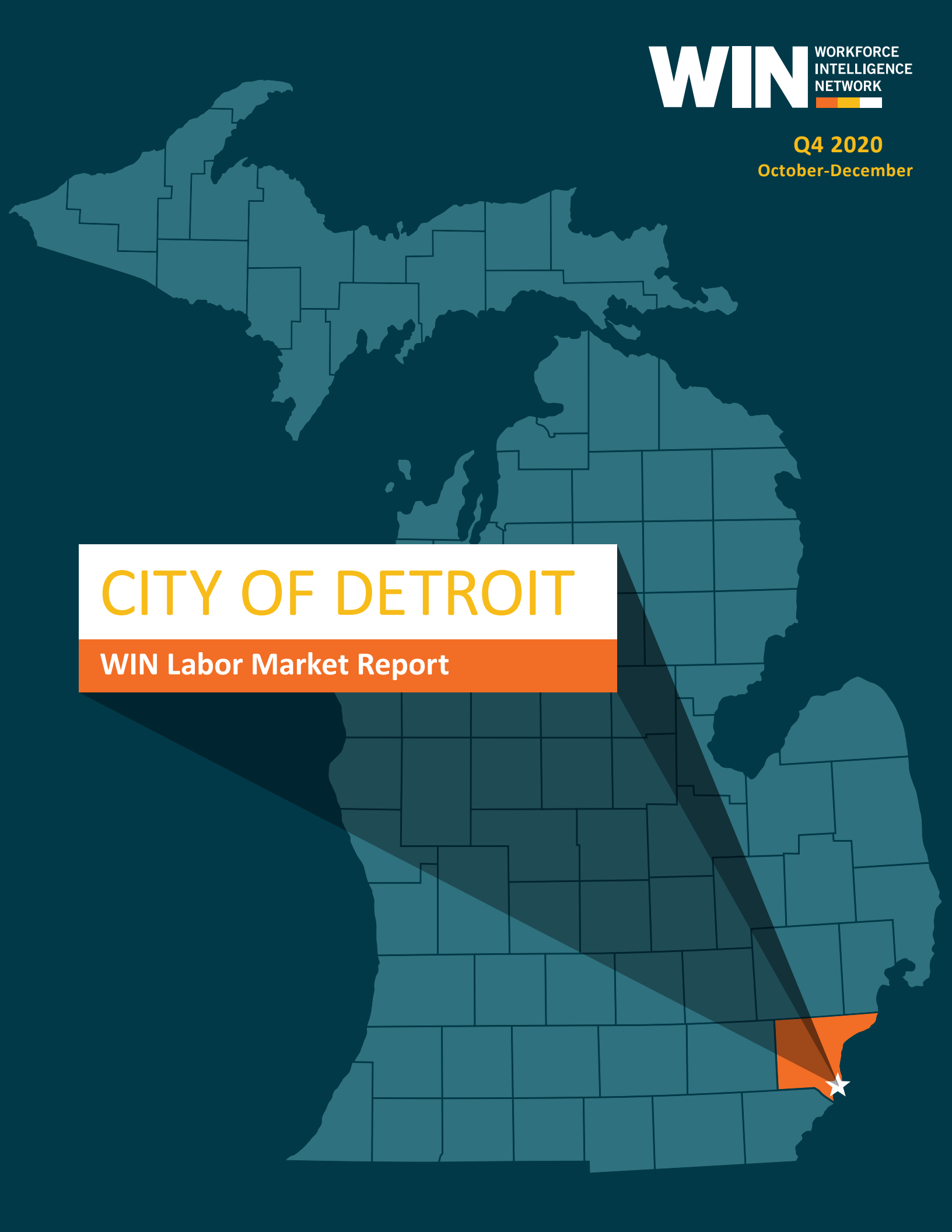


Q4 2020
October-December

CITY OF DETROIT

WIN Labor Market Report





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About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 16-county region in Michigan. The counties in the WIN partnership include: Genesee, Hillsdale, Huron, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

This report highlights labor market information and real-time job posting data for the City of Detroit. A workforce overview is provided within identifying key components of the area's labor market including labor force status, demographic, and commuting data. WIN's analysis of on-line job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market. This data is used to provide a real-time demand overview, detailing posting related findings for both employers and job seekers. WIN's data and research team analyzes job posting data at the occupation level within eleven 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, their entry requirements, and their earning potential.

WIN produces a 16-county region report quarterly using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to Detroit's 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 analyzes data from the fourth quarter of 2020 in the City of Detroit and includes comparison analysis to the third quarter of 2020. Business and Finance, Energy, Health Care, Information Technology (IT), and Skilled Trades occupation groups are analyzed.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.



State of the Labor Market in the City of Detroit

During the fourth quarter of 2020, both the labor force and employment in Detroit has grown. The COVID-19 crisis has caused major shifts in the labor market this year. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The increase in employment and the labor force coupled with the decrease in unemployment caused this quarter's unemployment rate to decrease by 2.4 percentage points from the 20.5 percent in Q1, for a Q4 2020 unemployment rate of 18.2 percent. Business and Finance, Health Care, and Information Technology, and Skilled Trades occupations saw the greatest demand in Q4 2020, with all groups experiencing growth in employer demand since Q2 2020.

Annual Labor Market Information

The labor force in Detroit has grown since 2019, increasing by 10,163 individuals, for a 2020 labor force figure of 262,129 individuals, despite the ongoing pandemic. Annual unemployment has increased this year, almost triple the number of workers than 2019. As recovery from the COVID-19 pandemic continues, swings in employment and unemployment are anticipated.

Annual Labor Force, Employment, Unemployment Rate
2010–2020

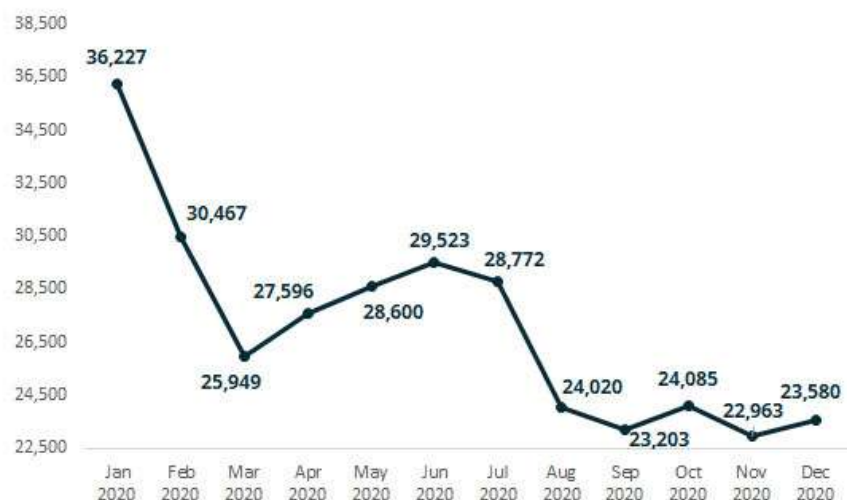


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Employer demand in Detroit has declined this quarter, down by 6,222 postings or 13.5 percent since Q3 2020. Postings are still down from Q4 2019, which had 55,777 postings, a decrease of 15,756 postings (28.2 percent). With an increase in the labor force and employment and the decrease in unemployment this quarter, the unemployment rate has decreased greatly since Q2 2020, by 18.4 percentage points, and down by 2.4 percentage points for a Q4 2020 quarterly unemployment rate of 18.2 percent. Despite the decrease in the unemployment rate, this quarter's rate is 10.7 percentage points higher than Q4 2019, recorded at 7.5 percent.

Monthly Posting Analysis
Detroit
Q4 2019-Q4 2020



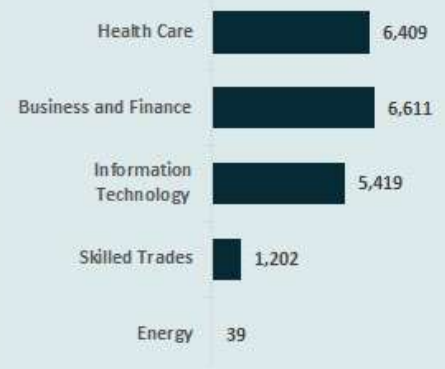
Data: Emsi | Analysis: Workforce Intelligence Network



Employer demand declines by 13.5 percent, a loss of 6,222 job postings since Q3 2020.

During Q4 2020, there were 40,021 job postings, 6,222 less of the 46,243 postings made during Q3 2020 in the city of Detroit. There are 15,756 (28.2 percent) less postings in Q4 2020 than in Q4 2019. Business and Finance employers posted more job ads in Q4. The top posted job titles this quarter include CDL-A Truck Drivers, Telemetry Travel Registered Nurses, Speech Language Pathologists, Customer Service Representatives, and Child Care Professionals. Monthly posting data indicates a decline starting in July carrying thorough December, which is typical for the market during this time, however as the pandemic continues, employer demand will continue to be monitored quarterly. For more information about quarterly job postings, see page 8.

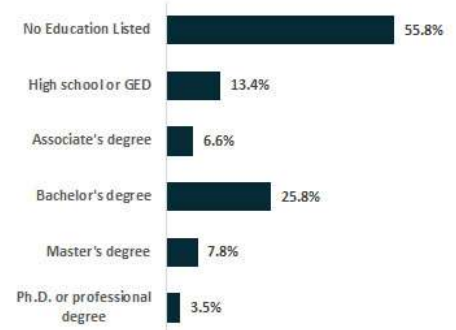
Top Postings Occupation Groups Q4 2020



Job postings made by employers in the city of Detroit indicate a bachelor's degree remains the most in-demand minimum education level during Q4 2020.

Of the 40,021 unique postings in the city of Detroit during Q4 2020, 12,964 (32.4 percent) required a college degree. An additional 4,513 postings (11.3 percent) required an advanced degree. The high demand for business and finance and information technology roles within the city, drives this high demand for college education.

Education Levels In-Demand Q4 2020



Employment in the City of Detroit increased in Q4 2020 by 13,544 workers.

Following steady growth in the labor force since Q2 2020, participation decreased by 8,993 individuals for a Q4 labor force figure of 268,323. During Q4 2020, employment grew by 13,544 individuals, an increase of 6.6 percent since Q3 2020. Despite the loss in the labor force during Q2 2020, the unemployment rate decreased by 2.4 percentage points for an overall Q4 unemployment rate of 18.2 percent. During the height of the pandemic and shutdown measures in March, May has the largest unemployment rate of 39.4 percent in Detroit. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Monthly Employment Changes



Note: Monthly data averaged by quarter | Data: Bureau of Labor Statistics

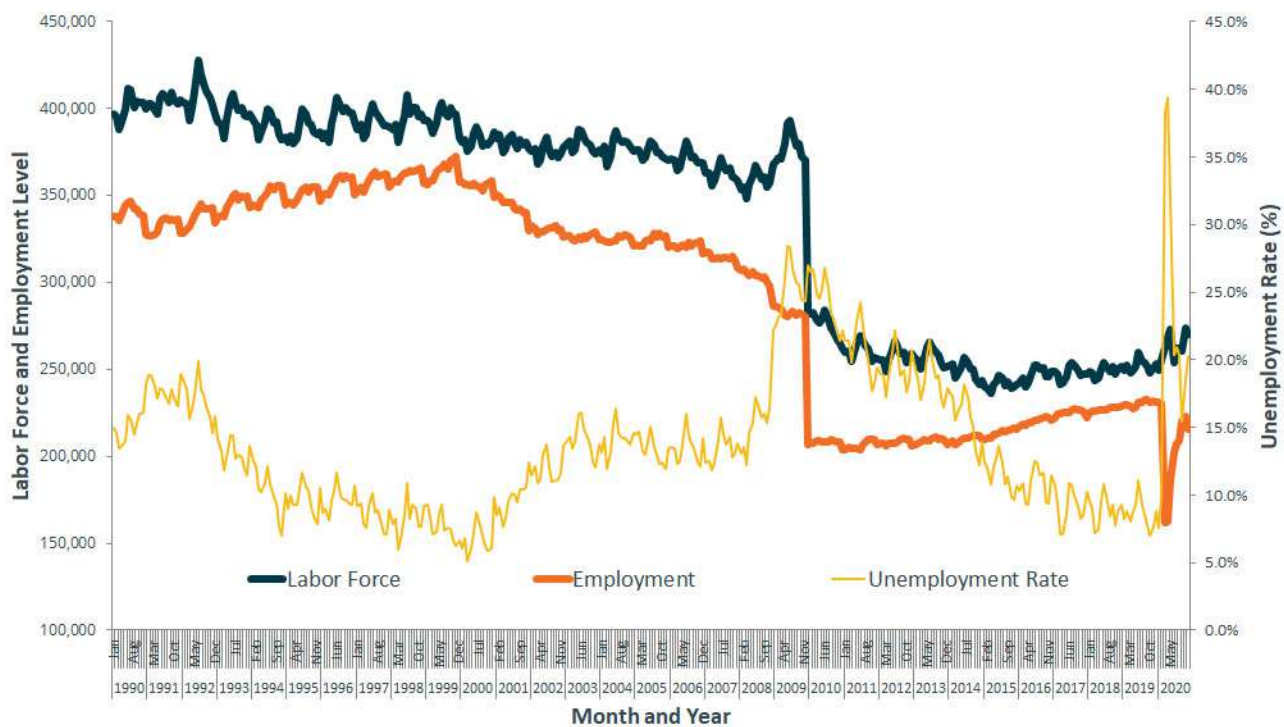
Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

The labor force in the city of Detroit has been growing steadily year over year since 2015, though there is still fluctuation between years since 2010, despite COVID-19, the 2020 figure has continued to show growth. The 2020 labor force recorded an increase of 10,163 individuals from 251,966 individuals in 2019 to 262,129 individuals in 2020, or 4.0 percent. Employment in Detroit has been on the rise since 2011, although 2020 employment shows a decrease of 23,510 workers or a 10.2 percent decrease from annual 2019 figure. Meanwhile, the number of unemployed individuals for the city of Detroit grew by 33,673 workers, or 154.4 percent, between 2020 and 2019. The unemployment rate drastically increased by 12.5 percentage points, leading to a 2020 unemployment rate of 21.2 percent. The rise in the unemployment rate this year is a direct result of shutdown measures to slow the pandemic in Detroit.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data

	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	3rd Quarter 2020	4th Quarter 2020	Change from 3rd Quarter 2020	Percent Change from 3rd Quarter 2020	Change from 4th Quarter 2019	Percent Change from 4th Quarter 2019
Labor Force	250,442	252,757	268,107	259,330	268,323	8,993	3.5%	17,881	7.1%
Employment	231,660	230,712	170,219	206,068	219,612	13,544	6.6%	-12,048	-5.2%
Unemployment	18,782	22,046	97,889	53,262	48,711	-4,551	-8.5%	29,929	159.3%
Unemployment Rate	7.5%	8.7%	36.5%	20.5%	18.2%	-2.4%	n/a	10.7%	n/a

Annual Labor Market Data
2010 - 2020

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	Change from 2019	Percent Change from 2019
Labor Force	276,884	261,343	257,730	257,708	249,976	241,467	246,326	248,070	248,928	251,966	262,129	10,163	4.0%
Employment	208,289	206,226	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	-23,510	-10.2%
Unemployment	68,596	55,117	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	33,673	154.4%
Unemployment Rate	24.8%	21.1%	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	12.5%	n/a

Data: Bureau of Labor Statistics

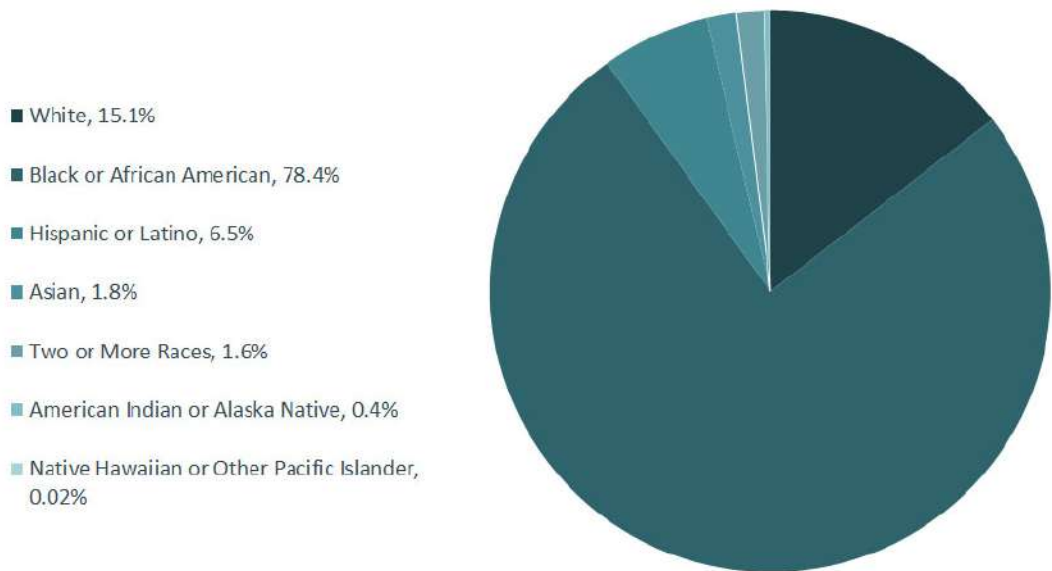


Population Demographics

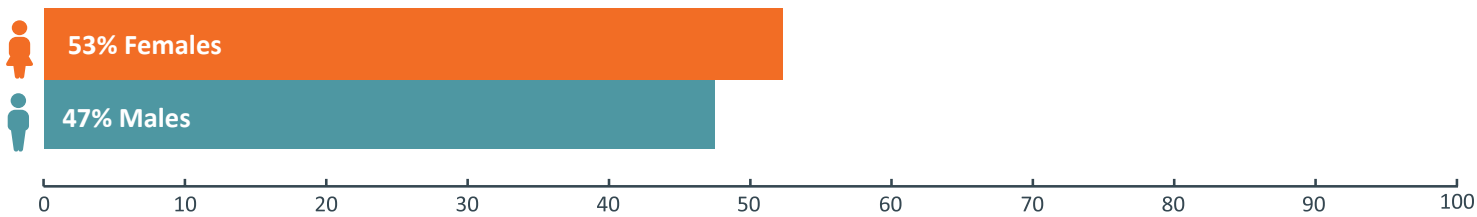
According to the data from the Census Bureaus' most recent 2019 ACS Five Year estimates, during 2019, 674,841 people were living in the city of Detroit. The sex of the populace was split almost evenly, with about 52.4 percent of the population identifying as female, and the other 47.2 percent identifying as male. Much of the population identified as Black or African American (78.1 percent) with the second largest number of individuals identifying as white (14.6 percent). The city skews younger than the surrounding region; 25.8 percent of population was over the age of 54, compared to 35.3 percent under the age of 25. The city of Detroit also has a strong middle-aged population between the ages of 25-54, accounting for 38.9 percent of the total population.



Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were about 524,889 people in the labor force, either working or looking for work, in the city of Detroit. Resident employment in the city totals 285,587 workers or just over half, 54.4 percent, of the total labor force in Detroit. The highest unemployment rates in 2019 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 65.1 percent for males and 61.9 percent for females. Overall, males in the city of Detroit have a higher unemployment rate than females, with 17.1 percent and 14.3 percent respectively, for 2019. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 17.4 percent. Native American job seekers also face difficulty, with an unemployment rate of 18.6 percent.

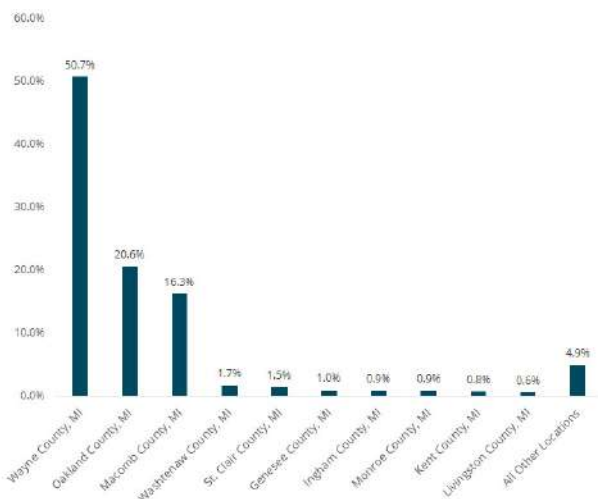
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	285,587	240,848	44,739	15.7%
Sex				
Male 16+	136,920	113,456	23,464	17.1%
16-19	6,720	4,057	2,663	39.6%
20-24	17,463	13,017	4,446	25.5%
25-54	91,179	77,144	14,035	15.4%
55-64	16,776	14,928	1,848	11.0%
65 Plus	4,782	4,310	472	9.9%
Female 16+	148,667	127,392	21,275	14.3%
16-19	6,597	4,066	2,531	38.4%
20-24	19,226	14,709	4,517	23.5%
25-54	97,816	85,274	12,542	12.8%
55-64	19,186	17,961	1,225	6.4%
65 Plus	5,842	5,382	460	7.9%
Race				
White	43,854	39,896	7,045	8.9%
Black / African	223,133	184,023	71,633	17.4%
Native American	941	766	371	18.6%
Asian	5,013	4,675	629	6.7%
Native Hawaiian / Pacific Islander	70	70	0	0%
Some Other Race	8,384	7,529	1,444	10.3%
Two or More Races	4,383	3,708	1,307	15.3%
Ethnicity				
Hispanic	20,150	18,043	3,534	10.4%



Regional Commuting Patterns

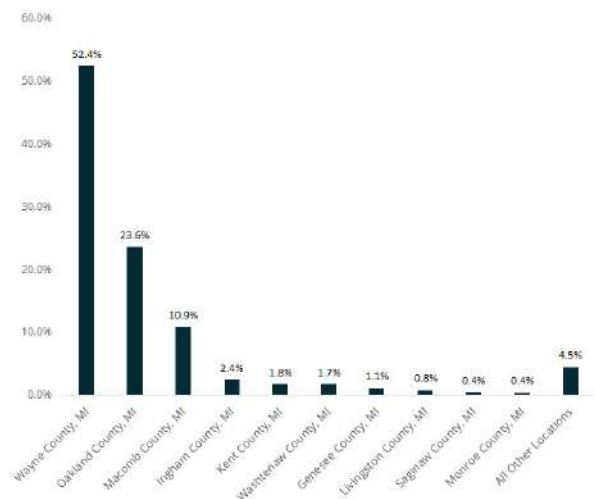
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, the city's workforce consisted of 192,678 residents. There were 59,727 (31.0 percent) residents living and working within Detroit's city limits, while the remaining 132,951 residents (69.0 percent) traveled outside of the region for work. There were 224,797 workers employed in the city during 2018. Of those, 165,070 workers (73.4 percent) lived outside of the city's borders and commuted in. Thus, Detroit is a net importer of jobs, with more workers commuting into the area for employment than leaving. However, the city has a much higher percentage of both inbound and outbound commuters than many areas.

Where City of Detroit Residents Work

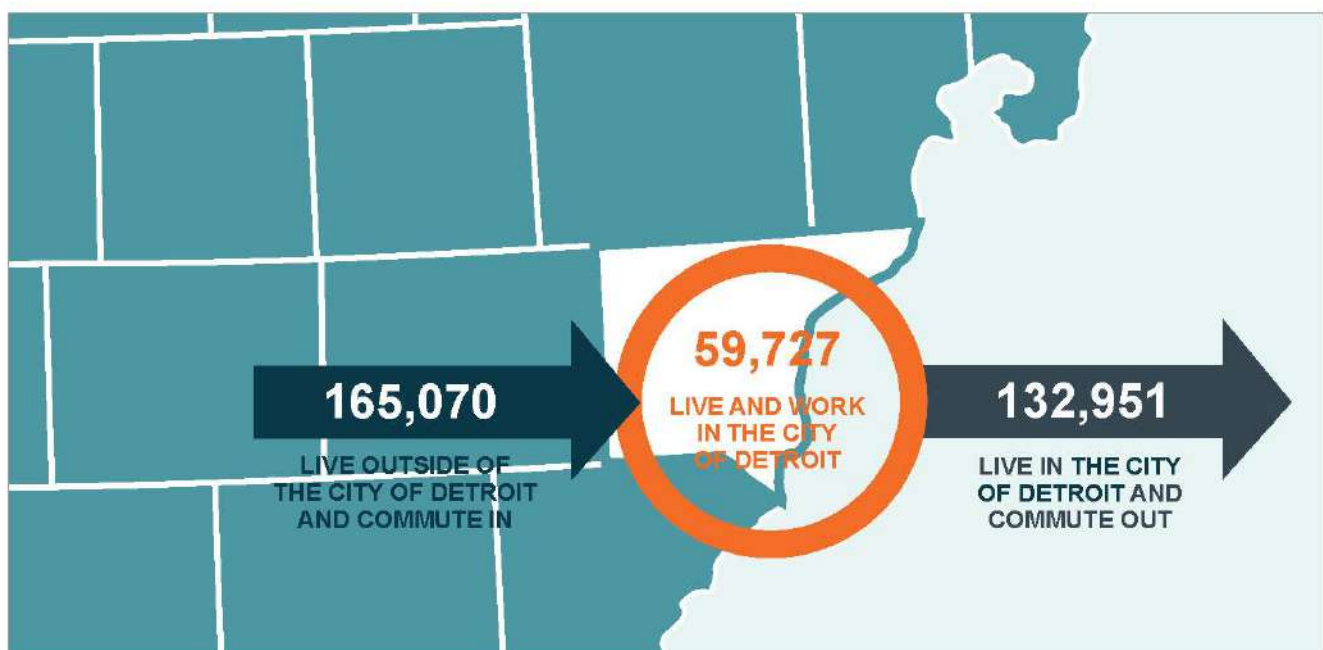


Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

Where City of Detroit Workers Live

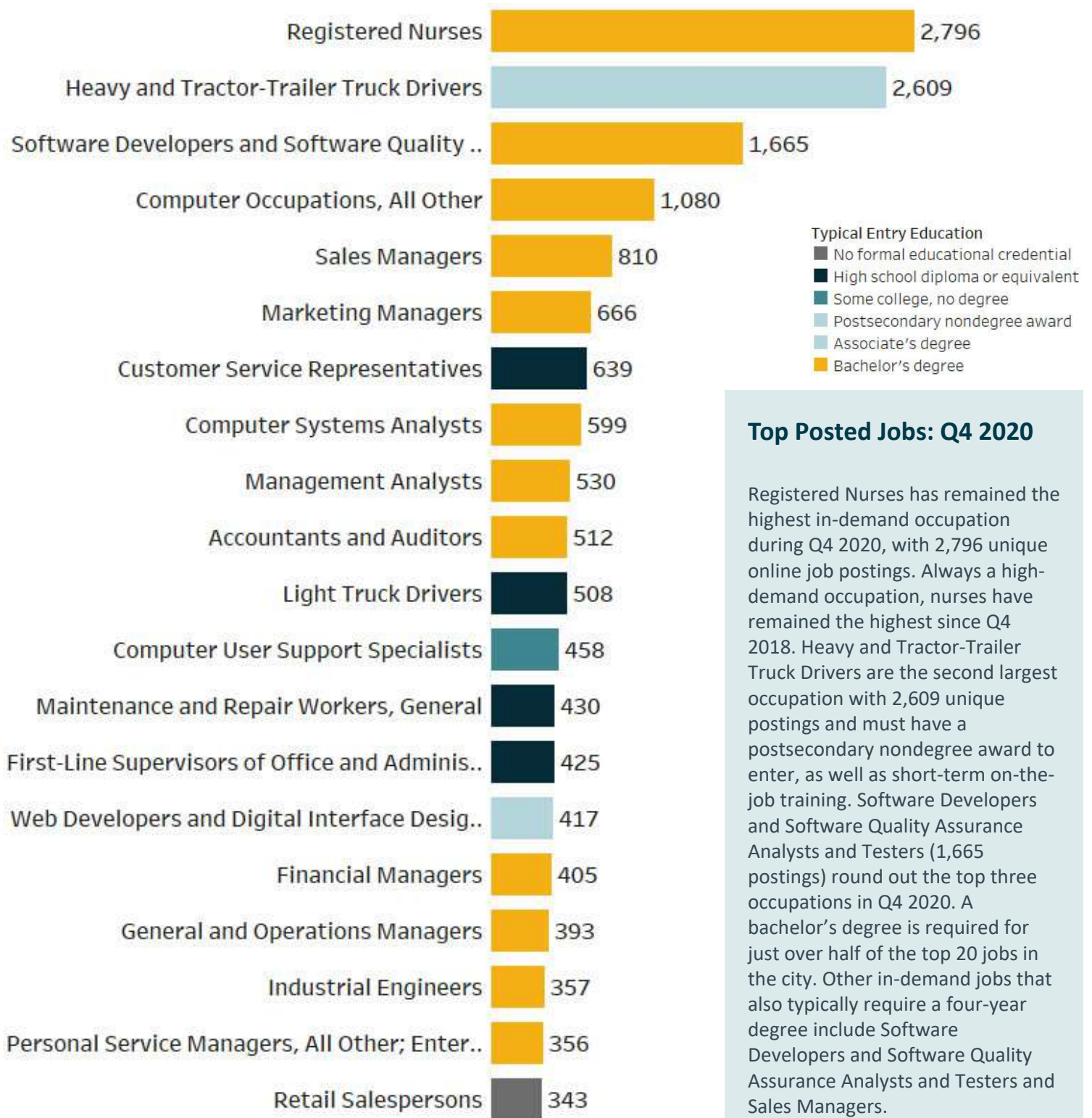


Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network





Top Posted Jobs Q4 2020

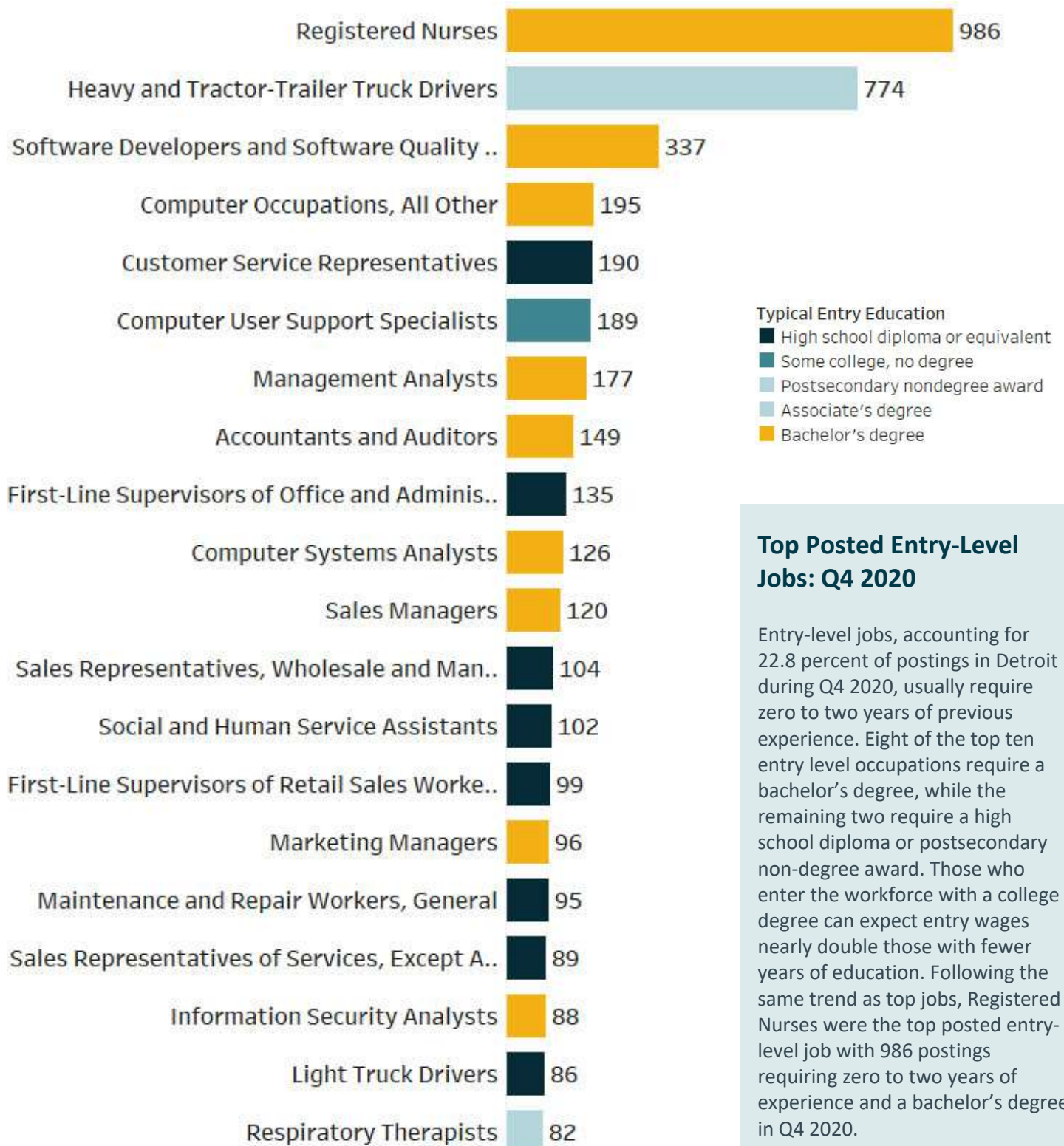


Top Posted Jobs: Q4 2020

Registered Nurses has remained the highest in-demand occupation during Q4 2020, with 2,796 unique online job postings. Always a high-demand occupation, nurses have remained the highest since Q4 2018. Heavy and Tractor-Trailer Truck Drivers are the second largest occupation with 2,609 unique postings and must have a postsecondary nondegree award to enter, as well as short-term on-the-job training. Software Developers and Software Quality Assurance Analysts and Testers (1,665 postings) round out the top three occupations in Q4 2020. A bachelor's degree is required for just over half of the top 20 jobs in the city. Other in-demand jobs that also typically require a four-year degree include Software Developers and Software Quality Assurance Analysts and Testers and Sales Managers.



Top Posted Entry-Level Jobs Q4 2020





Top Posting Employers*



- Henry Ford Health System
- Deloitte LLP
- Quicken Loans Inc.
- Soliant Health, Inc
- Tenet Healthcare Corporation
- General Motors Company
- Amazon.com, Inc.
- Strategic Staffing Solutions, Inc.
- Ascension
- American Traveler, Inc.
- Accenture PLC
- Family of Companies
- City of Detroit
- Growing People and Companies
- Virtual Vocations
- Wayne State University
- Mommy Jobs Online
- Iconma, L.L.C.
- The Kroger Co
- DTE Energy Company

**Employer names are listed as they appear in online job postings.*



In-Demand Technical Skills

- Nursing
- Auditing
- Accounting
- Basic Life Support
- Selling Techniques
- Agile Methodology
- Automation
- Computer Science
- SQL (Programming Language)
- Project Management

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Customer Service
- Operations
- Problem Solving
- Planning
- Presentations
- Research



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Bachelor of Science in Business
- Licensed Practical Nurse
- Certified Nursing Assistant
- Certified Public Accountant
- Nurse Practitioner
- Project Management Professional Certification
- Certified Information Systems Security Professional
- Bachelor of Science in Business Administration
- Associates Degree In Nursing
- Licensed Master Social Worker
- CDL Class B License
- Certified Information System Auditor (CISA)
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)





Introduction

Jobs in the business and finance occupation group can be found in nearly every type of establishment 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 Detroit.



26,608
Business and Finance
Workers

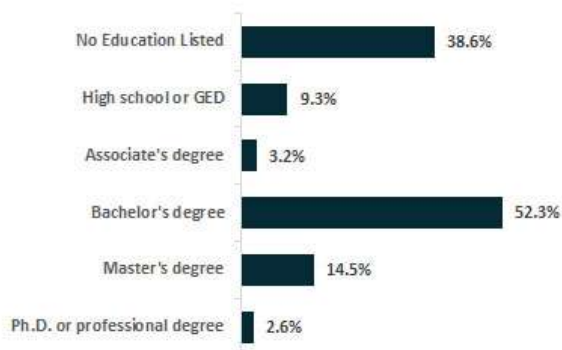
1.0% Increase from 2019

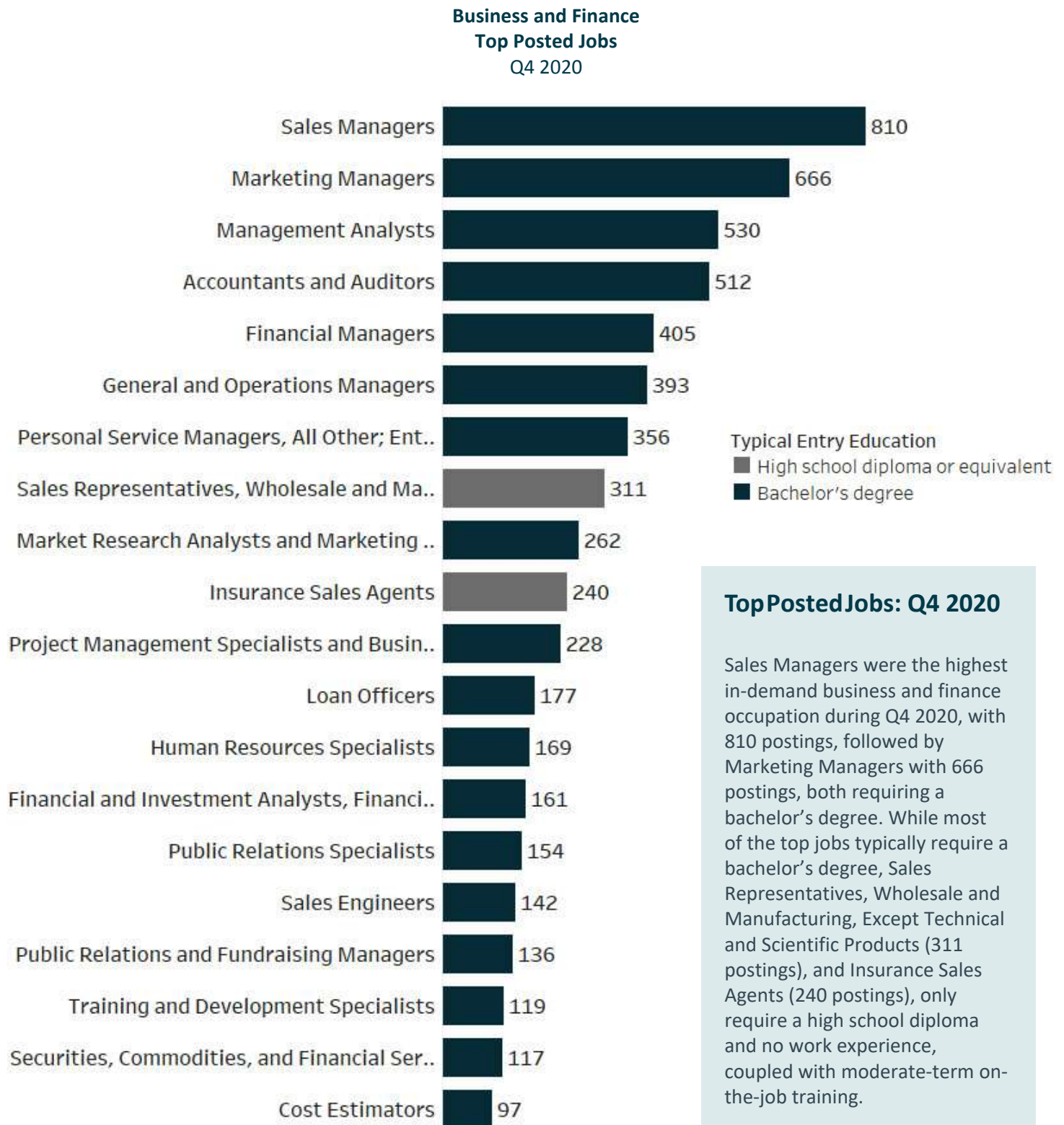
Employment Over Time
2001–2020



Business and Finance Education and Experience

The business and finance occupation group offer great job opportunities for active job seekers. A bachelor's degree is the most in-demand education level in Q4 2020, required in 3,460 postings. A master's degree is the second most in-demand education level with 958 postings, while 2,553 postings do not specify any education level. Many business and finance occupation postings were open to workers with two to three years of experience, included in 1,734 postings. Workers with four to six years of experience are also heavily in-demand with 1,256 postings. Although 2,507 postings do not request any specific experience level, 601 postings requested workers with zero to one year of experience.







Business and Finance Wage Overview

Most business and finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Managers, offers median hourly wages of \$69.02, translating to annual earnings of approximately \$143,562. Additional experience may lead to a role as a Marketing or Financial Manager, opening the door to median wages around \$65.52 hourly, or about \$136,282 annually. Entry level occupations also see high median wages of \$33.52, earning about \$69,722 annually.

Wage Overview for Top Posted Business and Finance Jobs in Q4 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-2022	Sales Managers	\$36.72	\$52.70	\$69.02	\$84.90	\$129.68
11-2021	Marketing Managers	\$39.11	\$50.76	\$65.98	\$82.45	\$119.68
13-1111	Management Analysts	\$26.87	\$33.59	\$42.41	\$55.18	\$78.95
13-2011	Accountants and Auditors	\$23.74	\$29.17	\$36.88	\$48.41	\$65.00
11-3031	Financial Managers	\$39.37	\$50.20	\$65.52	\$82.70	\$123.86
11-1021	General and Operations Managers	\$23.35	\$35.48	\$54.18	\$83.59	\$118.87
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$31.93	\$40.44	\$52.16	\$63.87	\$80.82
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.26	\$21.38	\$33.52	\$47.98	\$62.83
13-1161	Market Research Analysts and Marketing Specialists	\$17.26	\$24.70	\$32.84	\$46.83	\$60.57
41-3021	Insurance Sales Agents	\$13.87	\$16.52	\$24.04	\$38.90	\$60.63

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Selling Techniques
- Auditing
- Business Development
- Forecasting

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Leadership
- Presentations

Top Posting Employers*

- Deloitte LLP
- Quicken Loans Inc.
- General Motors Company
- Family of Companies
- Virtual Vocations

*Employer names are listed as they appear in online job postings.

In-Demand Education Level*

- High School Diploma: 9.3%
- Associate Degree: 3.2%
- Bachelor's Degree: 52.3%
- Master's Degree: 14.5%

*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Bachelor of Science in Business
- Certified Public Accountant
- Bachelor of Science in Business Administration
- Project Management Professional Certification
- Chartered Financial Analyst



Introduction

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. Data referenced in this section pertain only to job postings from energy-related businesses.



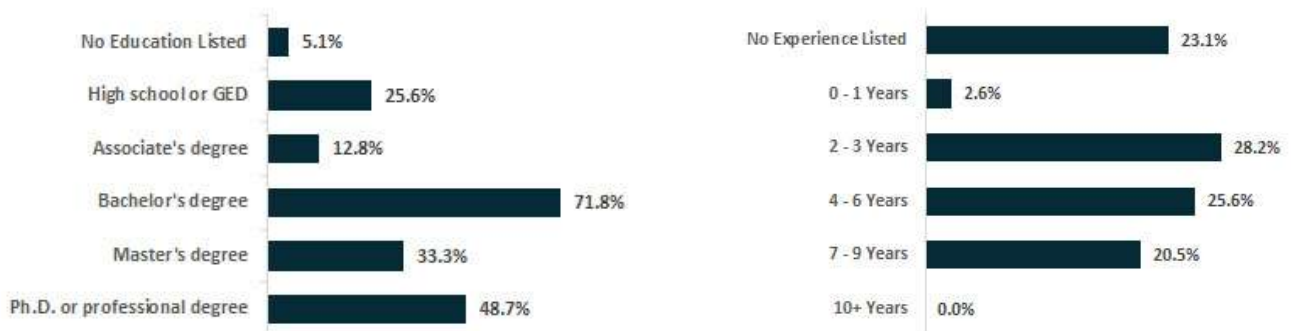
14,828
Energy Workers
0.6% Increase from 2019

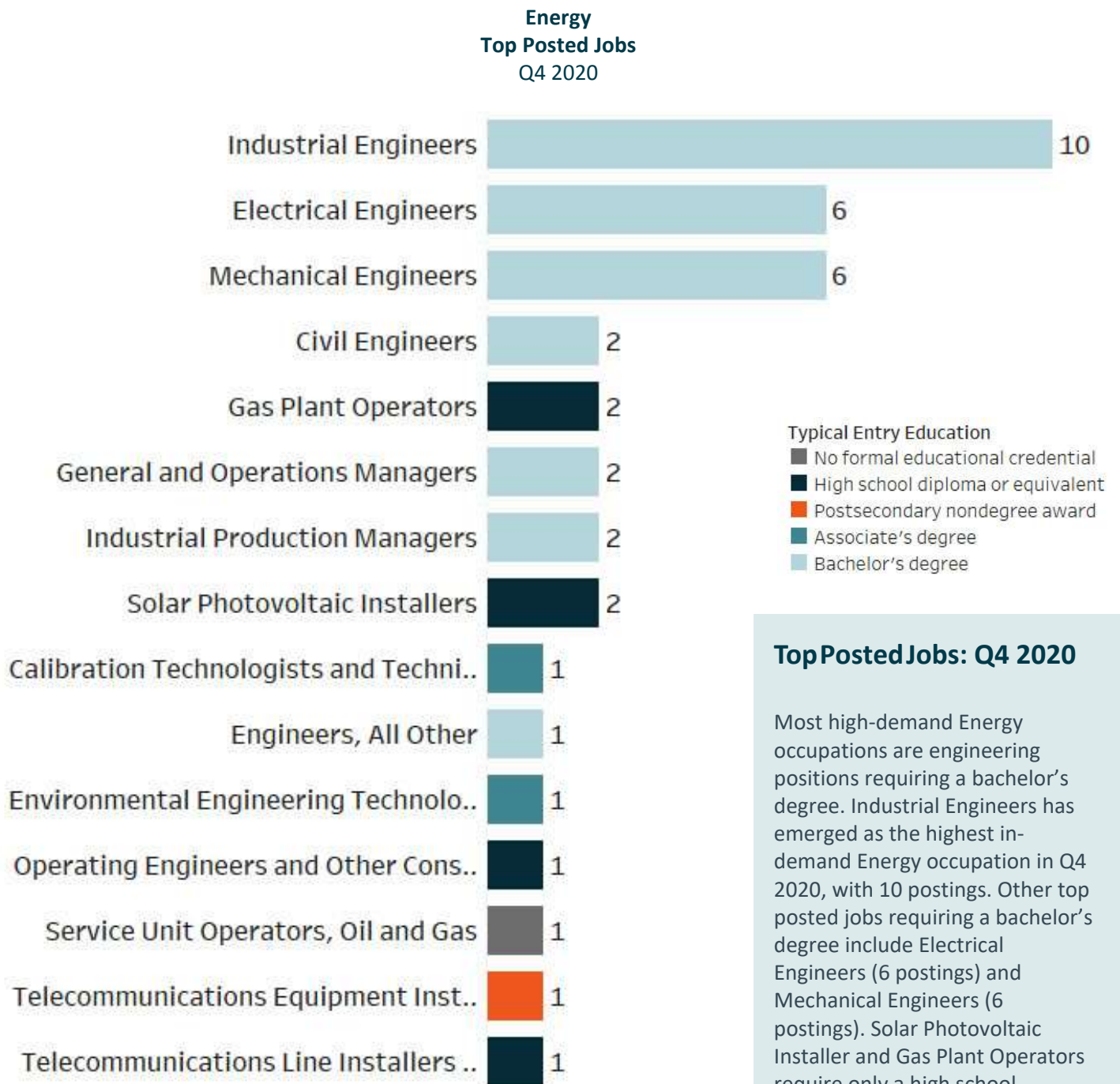
Employment Over Time
2001–2020



Energy Education and Experience

The energy occupation group is critical to the energy industry, requiring a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q4 2020, with 28 postings (71.8 percent). A Ph.D. is the second most in-demand education level with 19 postings (48.7 percent), while 13 postings (33.3 percent) require a master's degree. Many energy occupation postings were open to workers with two to three years of experience, included in 11 postings. Workers with four to six years of experience are also heavily in-demand, with 10 postings. Although 9 postings do not request any specific experience level, eight postings requested workers with seven to nine years of experience.





Top Posted Jobs: Q4 2020

Most high-demand Energy occupations are engineering positions requiring a bachelor's degree. Industrial Engineers has emerged as the highest in-demand Energy occupation in Q4 2020, with 10 postings. Other top posted jobs requiring a bachelor's degree include Electrical Engineers (6 postings) and Mechanical Engineers (6 postings). Solar Photovoltaic Installer and Gas Plant Operators require only a high school diploma or equivalent for entry couples with moderate to long-term on-the-job training.



Energy Wage Overview

The high demand for engineers and managers in the energy field creates lucrative opportunities for job seekers willing to obtain the additional educational necessary for these jobs. The top posted energy job, Industrial Engineers, offers a median hourly wage of \$44.76, or annual earnings of approximately \$93,101. Construction and technician focused positions generally have shorter educational requirements than engineers and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q4 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$30.84	\$36.45	\$44.76	\$53.98	\$61.21
17-2071	Electrical Engineers	\$30.97	\$36.45	\$44.43	\$54.04	\$62.63
17-2141	Mechanical Engineers	\$30.70	\$35.97	\$44.71	\$55.32	\$63.56
11-1021	General and Operations Managers	\$23.35	\$35.48	\$54.18	\$83.59	\$118.87
11-3051	Industrial Production Managers	\$34.72	\$44.37	\$56.26	\$70.09	\$85.86
17-2051	Civil Engineers	\$24.79	\$29.09	\$34.91	\$42.40	\$51.68
47-2231	Solar Photovoltaic Installers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-8092	Gas Plant Operators	\$29.47	\$31.38	\$33.92	\$36.49	\$41.08
17-2199	Engineers, All Other	\$25.00	\$33.81	\$42.87	\$55.44	\$64.08
17-3025	Environmental Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Corporate Social Responsibility
- Customer Satisfaction
- Electrical Engineering
- Auditing
- Engineering Design Process

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Interpersonal Communications
- Organizational Skills

Top Posting Employers*

- DTE Energy Company
- Elevate Energy
- Henkels & McCoy, Inc.
- Cavo Broadband Communications, LLC

*Employer names are listed as they appear in online job postings.

In-Demand Education Level*

- High School Diploma: 25.6%
- Associate Degree: 12.8%
- Bachelor's Degree: 71.8%
- Master's Degree: 33.3%

*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- NABCEP Certified Energy Practitioner
- Professional Engineer
- ASNT Non-Destructive Tester
- Bachelor of Science in Business Administration
- Certified Energy Manager



Introduction

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group.



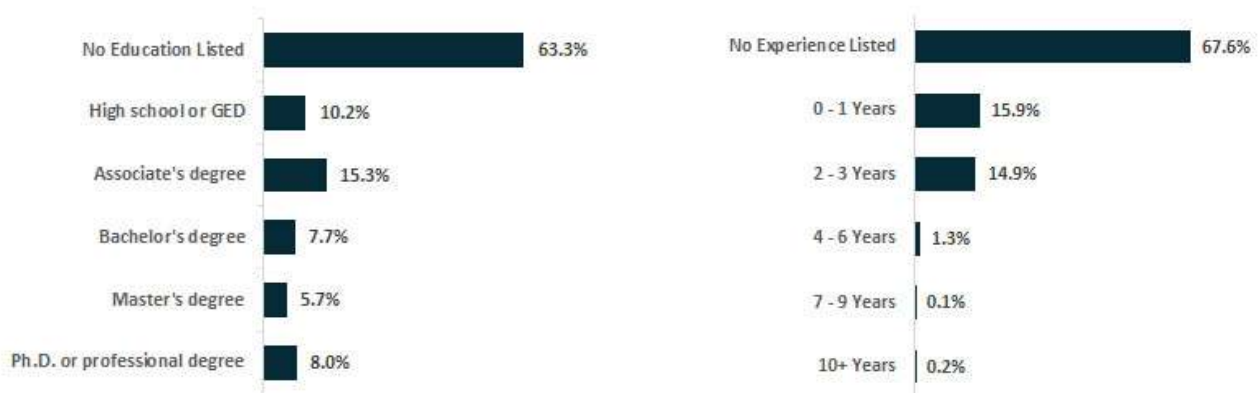
28,220
Health Care Workers
0.3% Increase from 2019

Employment Over Time
2001–2020



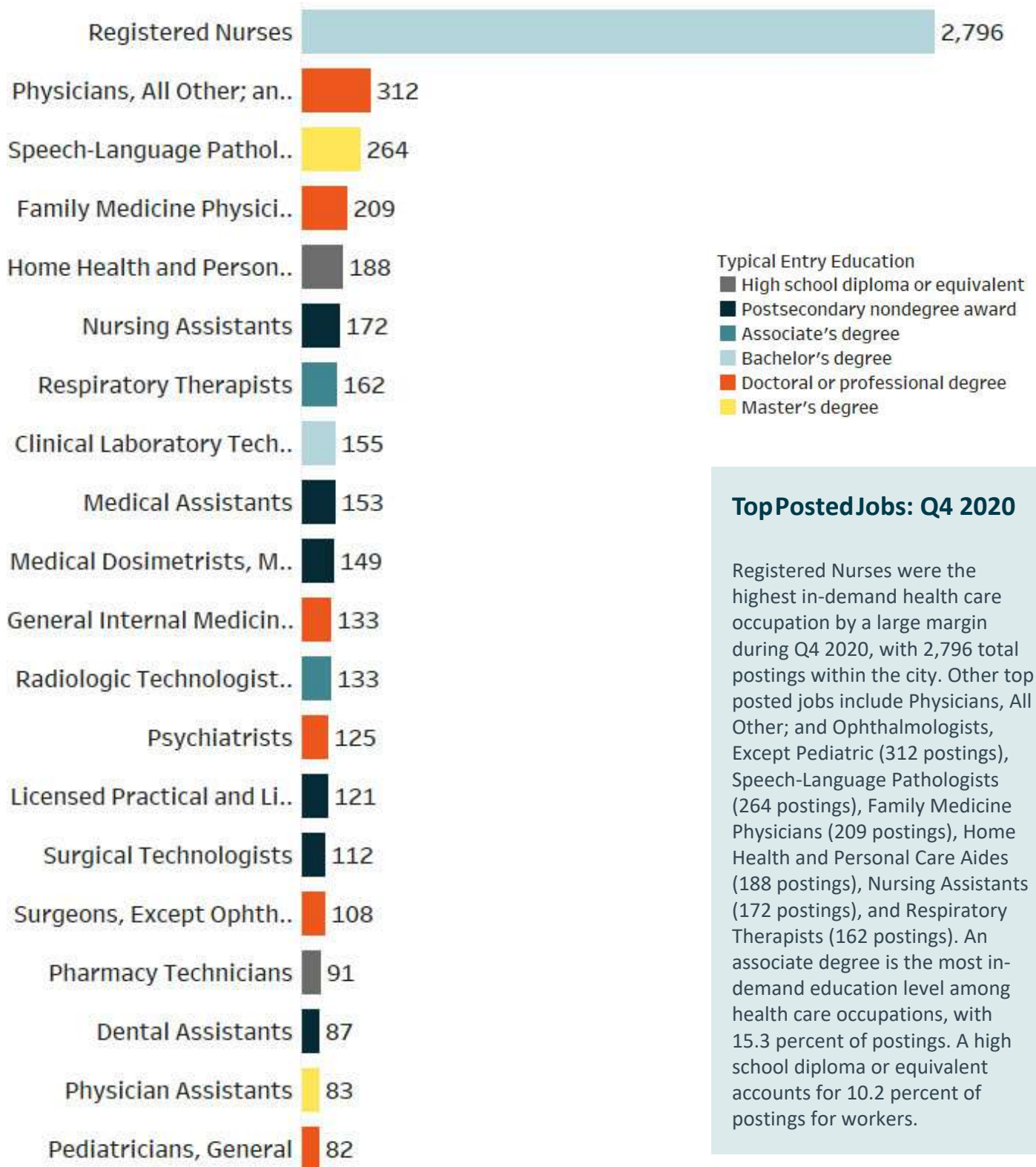
Health Care Education and Experience

The health care occupation group offers great job opportunities for active job seekers at all experience levels. An associate's degree is the most in-demand education level in Q4 2020, with 979 postings. A high school diploma or equivalent is the second most in-demand education level with 656 postings, while 4,057 postings did not specify any education level. Many health care occupation postings were open to entry-level workers with zero to one year of experience, included in 1,022 postings. Workers with two to three years of experience are also heavily in-demand with 954 postings, while 4,332 posting do not require any specific experience level.





Health Care Top Posted Jobs Q4 2020





Health Care Wage Overview

Wages in health care are generally on the higher end of the pay scale with education, training, and experience being needed for most top jobs. Although this group offers a broad array of occupations requiring higher education, there are several jobs open to those with a high school diploma or equivalent or a postsecondary nondegree award, that pay more than the state's median wage of \$18.60 per hour. Registered Nurses, the top posted health care job in Q4 2020, offers a median hourly wage of \$37.19 or an annual salary of nearly \$77,355.

Wage Overview for Top Posted Health Care Jobs in Q4 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.81	\$31.99	\$37.19	\$42.92	\$49.00
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	\$25.28	\$27.91	\$32.64	\$103.05	\$113.41
29-1127	Speech-Language Pathologists	\$25.39	\$32.17	\$38.53	\$47.73	\$68.65
29-1215	Family Medicine Physicians	\$50.51	\$59.62	\$91.13	\$102.87	\$157.71
31-1128	Home Health and Personal Care Aides	\$10.54	\$11.19	\$12.33	\$14.18	\$16.57
31-1131	Nursing Assistants	\$12.08	\$13.46	\$15.17	\$17.45	\$19.10
29-1126	Respiratory Therapists	\$22.18	\$25.55	\$29.11	\$32.67	\$37.65
29-2018	Clinical Laboratory Technologists and Technicians	\$14.87	\$18.12	\$26.94	\$34.42	\$38.81
31-9092	Medical Assistants	\$13.31	\$14.66	\$16.75	\$18.98	\$21.49
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$13.95	\$16.78	\$21.29	\$27.30	\$33.75

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Advanced Cardiovascular Life Support (ACLS)
- Intensive Care Unit
- Pediatrics

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Customer Service
- Teaching

Top Posting Employers*

- Henry Ford Health System
- Soliant Health, Inc
- Tenet Healthcare Corporation
- American Traveler, Inc.
- Ascension

*Employer names are listed as they appear in online job postings.

In-Demand Education Level*

- High School Diploma: 10.2%
- Associate Degree: 15.3%
- Bachelor's Degree: 7.7%
- Master's Degree: 5.7%

*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Bachelor of Science in Nursing (BSN)
- Licensed Practical Nurse
- Certified Nursing Assistant
- Nurse Practitioner
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)



Introduction

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.



7,706

IT Workers

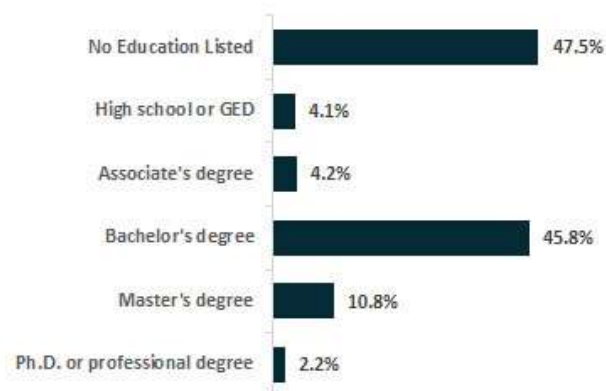
0.9% Increase from 2019

Employment Over Time
2001–2020



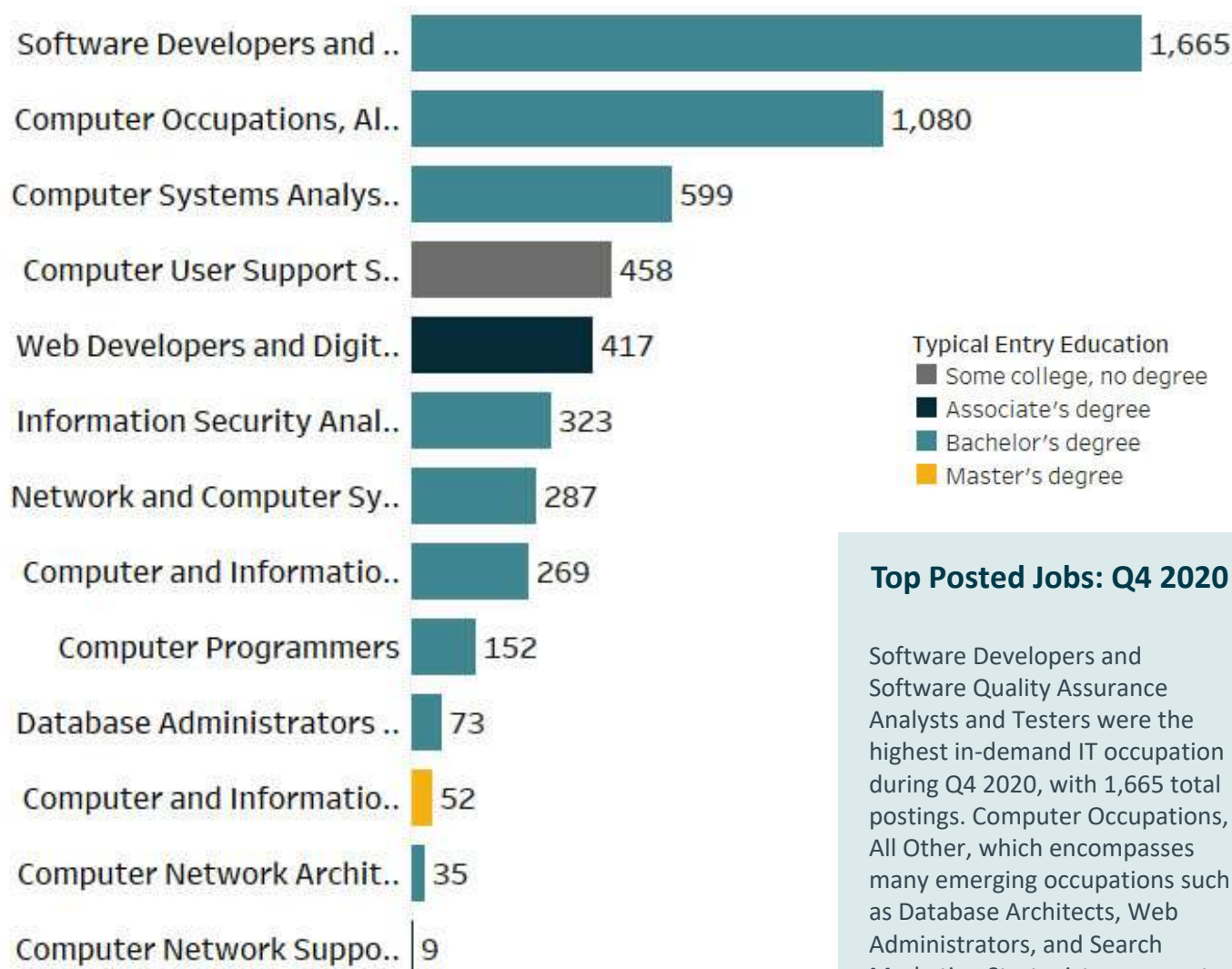
Information Technology Education and Experience

The information technology occupation group offers great job opportunities for active job seekers with 5,419 postings in Q4 2020. A bachelor's degree is the most in-demand education level in Q4, with 2,484 postings. A master's degree is the second most in-demand education level with 586 postings, while 2,573 postings do not specify any education level. Many IT occupation postings were open to workers with two to three years of experience, included in 1,421 postings. Workers with four to six years of experience are also heavily in-demand with 1,084 postings. Although 2,088 postings do not request any specific experience level, 505 postings requested workers with zero to one year of experience.





Information Technology Top Posted Jobs Q4 2020



Top Posted Jobs: Q4 2020

Software Developers and Software Quality Assurance Analysts and Testers were the highest in-demand IT occupation during Q4 2020, with 1,665 total postings. Computer Occupations, All Other, which encompasses many emerging occupations such as Database Architects, Web Administrators, and Search Marketing Strategists, was next most in-demand with 1,080 total postings. While most of the top jobs typically post requirements for a bachelor's degree, Web Developers and Digital Interface Designers (417 postings) typically require an associate degree while Computer User Support Specialists (458 postings) prefer some college education, but no degree.



Information Technology Wage Overview

Most IT related jobs offer high wages, making for a lucrative opportunity for job seekers willing to obtain the additional education related to these jobs. Software Developers and Software Quality Assurance Analysts and Testers, the top posted IT job in Q4 2020, offers a median hourly wage of \$45.95 or an annual salary of over \$95,576. Computer User Support Specialists which require some college, no degree offers median wages around 22.50, averaging to \$46,800 annually.

Wage Overview for Top Posted IT Jobs in Q4 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$29.06	\$36.52	\$45.95	\$56.62	\$65.49
15-1299	Computer Occupations, All Other	\$19.84	\$27.31	\$37.88	\$49.82	\$61.08
15-1211	Computer Systems Analysts	\$27.13	\$34.36	\$43.21	\$53.67	\$64.52
15-1232	Computer User Support Specialists	\$14.54	\$17.35	\$22.50	\$29.65	\$37.11
15-1257	Web Developers and Digital Interface Designers	\$19.05	\$25.14	\$34.48	\$45.09	\$52.18
15-1212	Information Security Analysts	\$28.36	\$34.91	\$43.95	\$56.39	\$65.06
15-1244	Network and Computer Systems Administrators	\$26.38	\$33.30	\$40.92	\$51.00	\$61.26
11-3021	Computer and Information Systems Managers	\$42.65	\$53.17	\$66.43	\$80.58	\$99.41
15-1251	Computer Programmers	\$22.63	\$29.41	\$37.91	\$46.42	\$53.19
15-1245	Database Administrators and Architects	\$26.94	\$33.33	\$45.72	\$56.90	\$65.02

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Agile Methodology
- Java
- Computer Science
- SQL
- Amazon Web Services

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Innovation

Top Posting Employers*

- Deloitte LLP
- Quicken Loans Inc.
- Strategic Staffing Solutions, Inc.
- Accenture PLC
- General Motors Company

*Employer names are listed as they appear in online job postings.

In-Demand Education Level*

- High School Diploma: 4.1%
- Associate Degree: 4.2%
- Bachelor's Degree: 45.8%
- Master's Degree: 10.8%

*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Certified Information Security Manager
- Certified Information System Auditor (CISA)
- Bachelor of Science in Business



Introduction

WIN's 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.

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



9,303

Skilled Trades Workers

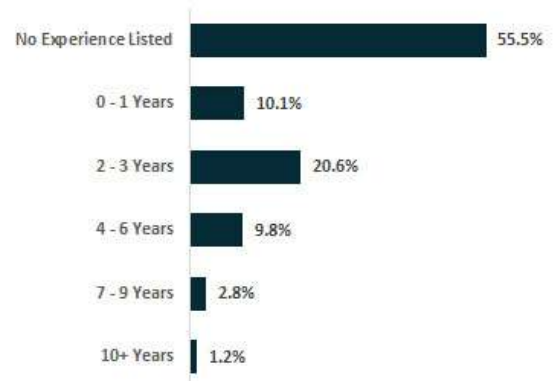
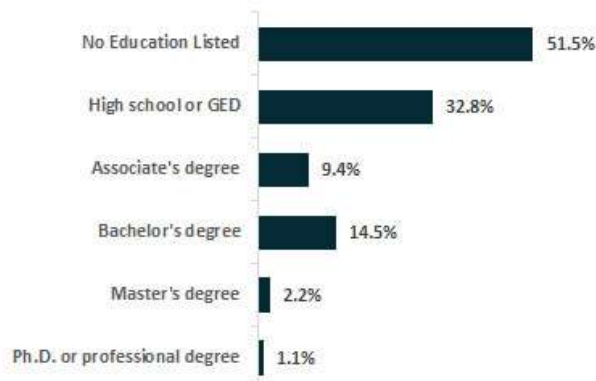
0.6% Decrease from 2019

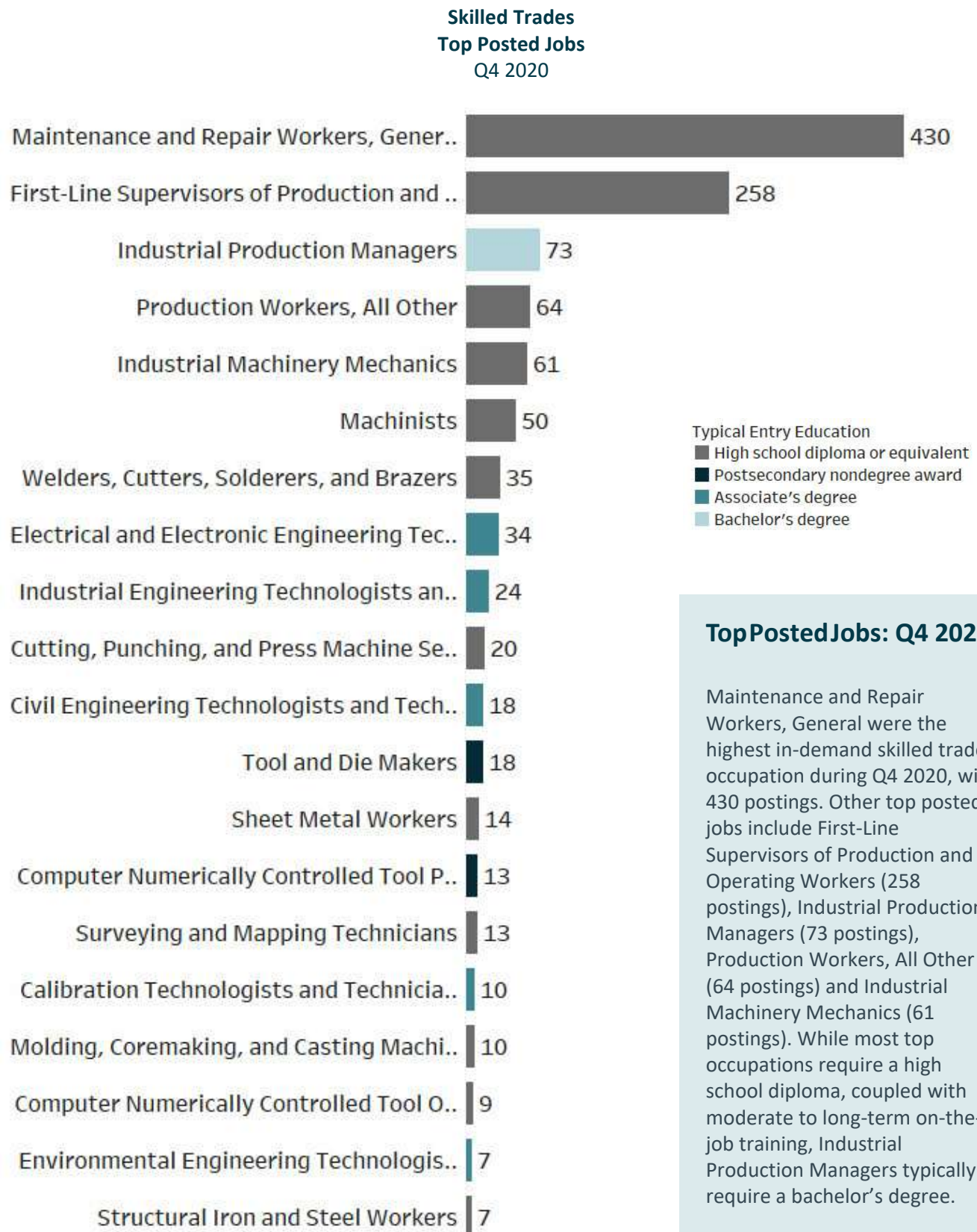
Employment Over Time
2001–2020



Skilled Trades Education and Experience

The skilled trades occupation group offers great job opportunities for active job seekers in southeast Michigan. A high school diploma or equivalent is the most in-demand education level in Q4 2020, with 394 postings. A bachelor's degree is the second most in-demand education level with 174 postings, while 619 postings do not specify any education level. Many skilled trades occupation postings were open to workers with two to three years of experience, included in 248 postings. Workers with zero to one year of experience are also heavily in-demand with 121 postings, while 667 postings do not require any specific experience level.







Skilled Trades Wage Overview

Over half of the top ten in-demand skilled trades occupation have median wages above \$20 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in Q4 2020, offers a median hourly wage of \$18.00, which translates to an annual salary of about \$34,440. The third top occupation, Industrial Production Managers, requires an additional five years or more of work experience and earn \$56.26 hourly or roughly \$117,021 annually.

Wage Overview for Top Posted Skilled Trades Jobs in Q4 2020

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	\$11.81	\$14.42	\$18.00	\$23.89	\$29.67
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.27	\$24.57	\$32.46	\$41.04	\$51.75
11-3051	Industrial Production Managers	\$34.72	\$44.37	\$56.26	\$70.09	\$85.86
51-9199	Production Workers, All Other	\$9.47	\$10.52	\$12.89	\$17.24	\$22.58
49-9041	Industrial Machinery Mechanics	\$15.99	\$20.18	\$25.61	\$31.00	\$36.67
51-4041	Machinists	\$11.65	\$15.58	\$20.39	\$26.65	\$31.77
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.39	\$16.12	\$19.59	\$23.91	\$29.64
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.56	\$22.23	\$28.81	\$34.44	\$39.05
17-3026	Industrial Engineering Technologists and Technicians	\$17.56	\$21.93	\$27.47	\$34.43	\$40.57
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$12.42	\$15.17	\$20.22	\$26.40	\$29.79

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Plumbing
- HVAC
- Carpentry
- Preventive Maintenance
- Painting

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Troubleshooting
- Valid Driver's License

Top Posting Employers*

- E. W. Grobbel Sons, Inc.
- Housing Management Inc
- Growing People and Companies
- Flex-N-Gate Corporation
- Kelly Services, Inc.

*Employer names are listed as they appear in online job postings.

In-Demand Education Level*

- High School Diploma: 32.8%
- Associate Degree: 9.4%
- Bachelor's Degree: 14.5%
- Master's Degree: 2.2%

*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- HVAC Certification
- Automotive Service Excellence (ASE) Certification
- Commercial Driver's License (CDL)
- National Apprenticeship Certificate
- Six Sigma Green Belt Certification

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