WIN WORKFORCE INTELLIGENCE NETWORK

Q2 2020
April-June

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 second quarter of 2020 in the City of Detroit and includes comparison analysis to the first quarter of 2020. For the City of Detroit, the business and finance, energy, health care, information technology, and skilled trades and technician's 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.

WIN WORKFORCE INTELLIGENCE NETWORK

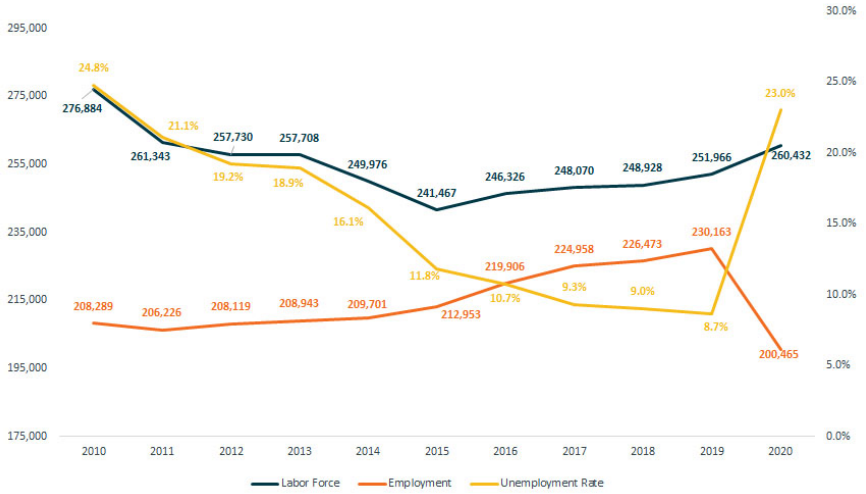
State of the Labor Market in the City of Detroit

During the second quarter of 2020, the labor force has increased, while employment took a plunge. The COVID-19 crisis has caused major shifts in the labor market this quarter. Monthly postings data identified hiring shifts and skills demanded, as the region begins to recover. The large drop in employment caused the number of unemployed individuals to more than triple in the region, causing this quarter's unemployment rate to rise 27.8 percentage points, for a Q2 unemployment rate of 36.5 percent. Employer demand for each occupation group analyzed fell during Q2 2020, though some groups declined more than others. Business and Finance, Information Technology, and Energy occupations saw the greatest impact, with all experiencing a decrease of over 15% in postings over. As 2020 data becomes available, employer demand will likely experience more dramatic shifts.

Annual Labor Market Information

The labor force in Detroit has grown since annual 2019, increasing by 8,466 individuals for a June 2020 year-to-date (YTD) labor force figure of 260,432 individuals. Unemployment YTD has drastically increased this quarter with 23.0%, an increase of 14.4 percentage points since annual 2019 figures. As recovery from the COVID-19 pandemic continues, major swings in employment are anticipated.

Annual Labor Force, Employment, Unemployment Rate
2010–2020

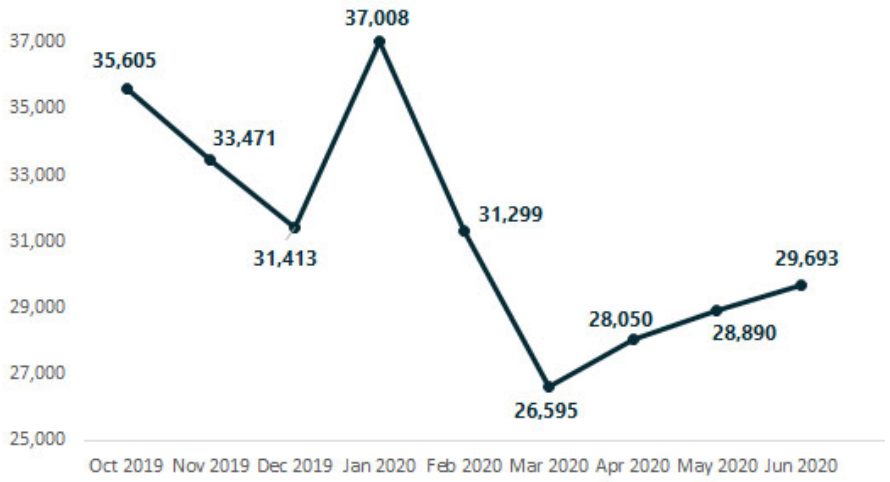


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Quarterly postings showed a downward spiral in Q1 2020, however since March, postings in Detroit has gradually started to increase into Q2 2020, indicating some stabilization in hiring efforts during recovery. The Q2 monthly employer demand in Detroit continues to grow, however since Q1, there have been 8,466 (15.4 percent) less postings and since Q2 2019, there has been a 34.1 percent decrease in postings. Despite the increase in the labor force this quarter, due to the pandemic, the unemployment rate has increased drastically since Q1 2020, by 27.8 percentage points, for a Q2 2020 quarterly unemployment rate of 36.5 percent.

Monthly Posting Analysis, Detroit
Q4 2019-Q2 2020

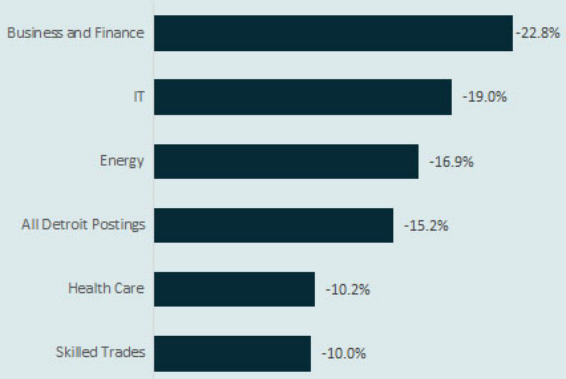


Data: Emsi | Analysis: Workforce Intelligence Network

Employer demand drops by 15.2 percent, a loss of 8,368 job postings since Q1 2020. The results of the COVID-19 shutdown have caused employer demand to slow and fall for all occupation groups.

During Q2 2020, there were 46,559 job postings, 8,368 less of the 54,927 postings made during Q1 2020 in the city of Detroit as a result of shutdown measures to slow the pandemic. The top posted job titles this quarter include Registered Nurses, Truck Drivers, Travel Nurses-Medical/Surgical, Commercial Driver's License (CDL) Drivers, and Software Engineers. There are 24,045 less postings in Q2 2020 than in Q2 2019. Energy employers posted 16.9 percent, or 14 less advertisements in Q2 2020 than Q1 2020, with top job Electrical Engineers accounting for 28.0 percent of the postings lost this quarter. For more information about quarterly job postings, see page 8.

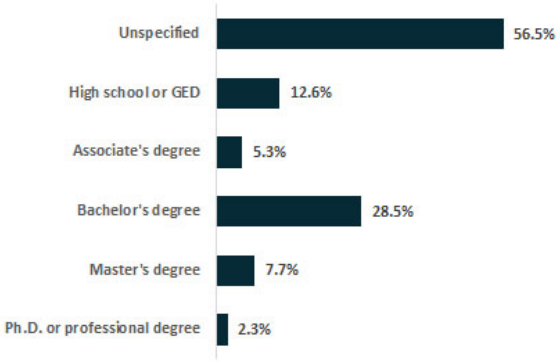
Employer Demand Percent Change Since Q1



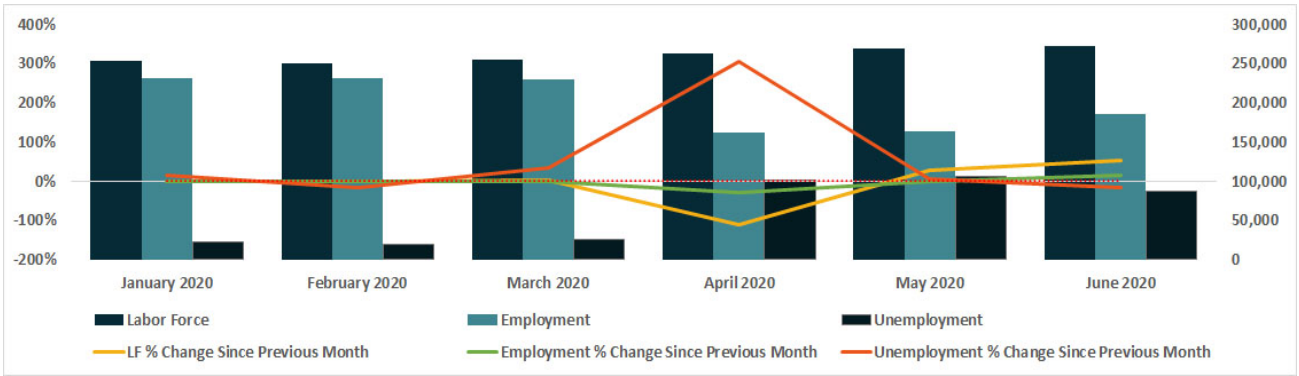
Job postings made by employers in the city of Detroit indicate a bachelor's degree remains the most in-demand minimum education level during Q2 2020.

Of the 46,559 unique postings in the city of Detroit during Q2 2020, 15,734 (33.8 percent) required a college degree. An additional 4,649 postings (10.0 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
Q2 2020



Monthly Employment Changes



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

Employment in the City of Detroit decreased in Q2 2020 by 60,493 workers.

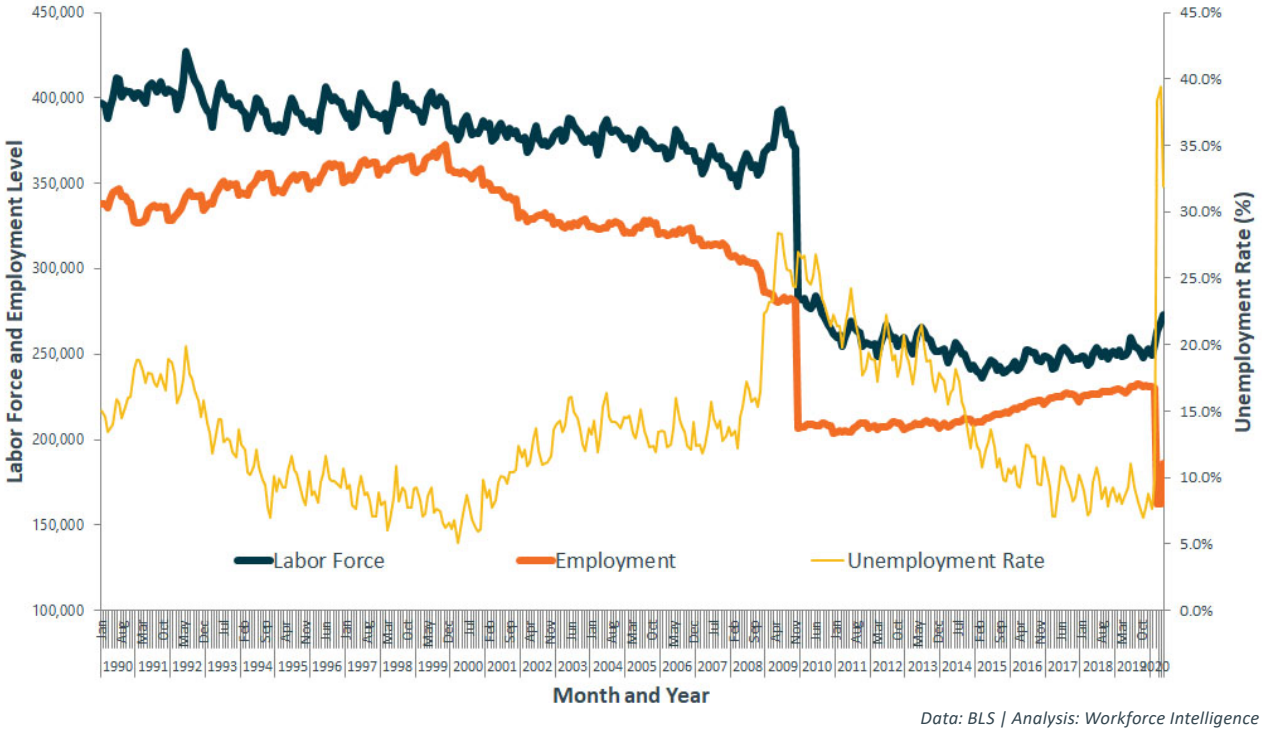
Following growth fluctuations in the labor force through Q2 2020, participation increased by 15,350 individuals for a Q2 labor force figure of 268,107. During Q2 2020, employment fallen by 60,493 individuals, a decrease of 26.2 percent since Q1 2020. Despite this growth in the labor force during Q2 2020, the unemployment rate spiked drastically by 27.8 percentage points for an overall Q2 unemployment rate of 36.5 percent. Monthly data indicates the rise started in March 2020 with an unemployment rate of 9.8 percent and continued to increase for an April rate of 38.4 percent, and a May rate of 39.4 percent, as a direct result of pandemic safety measures. June 2020 has reported a drop in unemployment to 31.9 percent, indicating stabilization amid recovery. For more information about this year's unemployment rate and other labor market indicators, see page 4.

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 quarters since 2010, despite COVID-19, the YTD 2020 figure has continued to show growth. The 2020 YTD labor force recorded an increase of 8,466 individuals from 251,966 individuals in 2019 to 260,432 individuals in 2020 YTD, or 3.4 percent. Employment in Detroit has been on the rise since 2011, although employment YTD shows a decrease of 29,697 workers or a 12.9 percent decrease from annual 2019 figures. Meanwhile, the number of unemployed individuals for the city of Detroit grew by 38,163 workers, or 175.0 percent, between 2020 YTD and 2019. The unemployment rate drastically increased by 14.4 percentage points, leading to a 2020 YTD unemployment rate of 23.0 percent, a rise from 8.7 percent in 2019.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data

	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	Change from 1st Quarter 2020	Percent Change from 1st Quarter 2020	Change from 2nd Quarter 2019	Percent Change from 2nd Quarter 2019
Labor Force	249,998	256,121	250,442	252,757	268,107	15,350	6.1%	18,110	7.2%
Employment	228,255	231,435	231,660	230,712	170,219	-60,493	-26.2%	-58,036	-25.4%
Unemployment	21,743	24,686	18,782	22,046	97,889	75,843	344.0%	76,146	350.2%
Unemployment Rate	8.7%	9.6%	7.5%	8.7%	36.5%	27.8%	na	27.8%	na

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	260,432	8,466	3.4%
Employment	208,289	206,226	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	200,465	-29,697	-12.9%
Unemployment	68,596	55,117	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	59,967	38,163	175.0%
Unemployment Rate	24.8%	21.1%	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	23.0%	14.4%	na

Data: Bureau of Labor Statistics

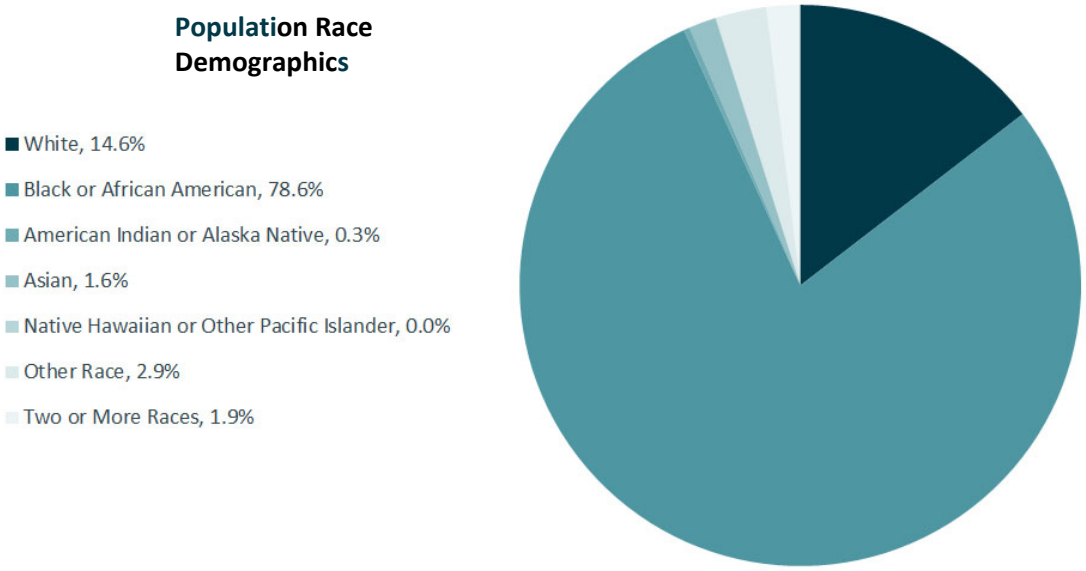
Population Demographics

According to the data from the Census Bureaus' most recent 2018 ACS Five Year estimates, during 2018, 677,155 people were living in the city of Detroit. The sex of the populace was split almost evenly, with about 52.7 percent of the population identifying as female, and the other 47.3 percent identifying as male. Much of the population identified as black or African American (78.6 percent) with the second largest number of individuals identifying as white (14.6 percent). The city skews younger than the surrounding region; 25.7 percent of population was over the age of 55, compared to 35.8 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 38.4 percent of the total population.

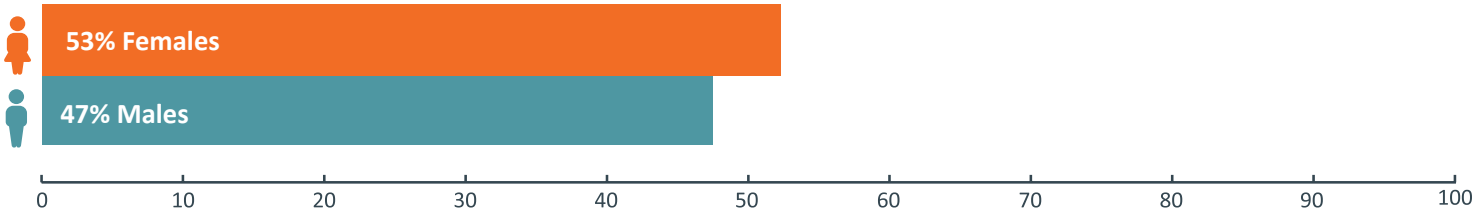
677,155
People in the City

0.4% Decrease from 2017

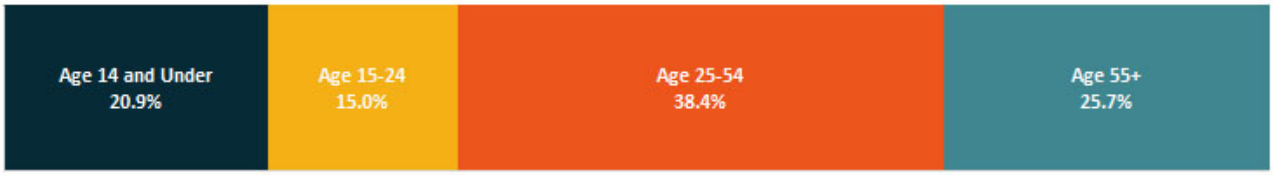
Population Race Demographics



Population Gender Demographics



Population Age Demographics



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

Labor Market Demographics

During 2018, the most recent census year, there were about 526,251 people in the labor force, either working or looking for work, in the city of Detroit. Resident employment in the city totals 234,658 workers or just under half, 44.6 percent, of the total labor force in Detroit. The highest unemployment rates in 2018 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 70.4 percent for males and 64.3 percent for females. Overall, males in the city of Detroit have a higher unemployment rate than females, with 19.0 percent and 15.8 percent respectively, for 2018. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 19.3 percent. Native American job seekers also face difficulty, with an unemployment rate of 17.8 percent.

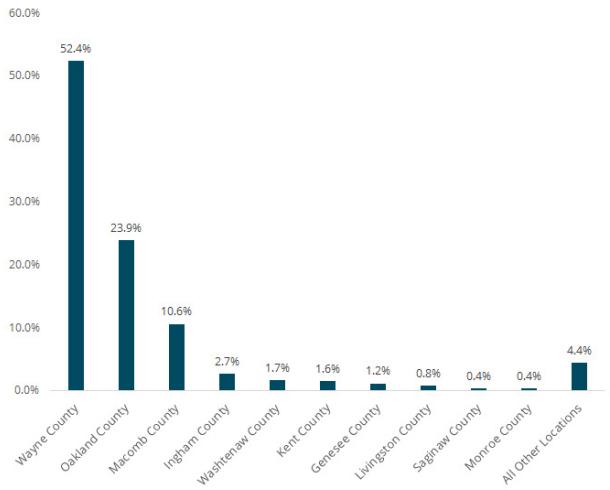
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	526,251	234,659	49,168	9.3%
Sex				
Male 16+	134,962	109,259	25,703	19.0%
16-19	6,355	3,754	2,601	40.9%
20-24	18,082	12,753	5,329	29.5%
25-54	89,364	74,153	15,211	17.0%
55-64	16,547	14,501	2,046	12.4%
65 Plus	4,614	4,098	516	11.2%
Female 16+	148,865	125,400	23,465	15.8%
16-19	6,815	4,060	2,755	40.4%
20-24	20,699	15,759	4,940	23.9%
25-54	96,439	82,638	13,801	14.3%
55-64	19,487	17,995	1,492	7.7%
65 Plus	5,425	4,948	477	8.8%
Race				
White	5,370,103	4,828,166	541,937	10.1%
Black / African	28,650,491	23,112,106	5,538,385	19.3%
Native American	107,624	88,430	19,194	17.8%
Asian	579,850	524,423	55,427	9.6%
Native Hawaiian /	12,155	12,155	0	0.0%
Some Other Race	1,205,360	1,076,920	128,440	10.7%
Two or More Races	646,555	537,037	109,519	16.9%
Ethnicity				
Hispanic	3,080,238	2,750,581	329,658	10.7%

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

Regional Commuting Patterns

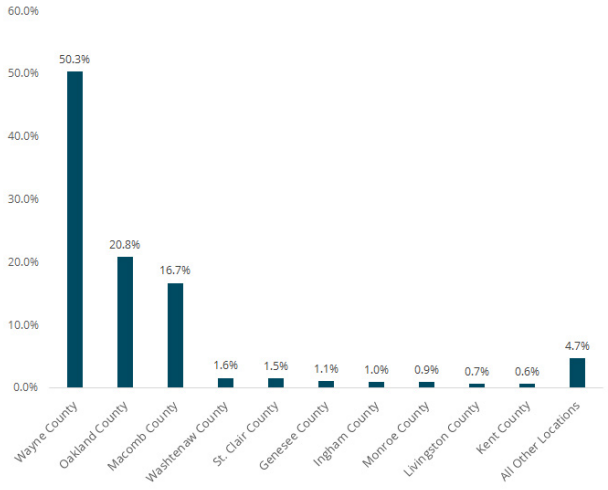
According to the most recent OnTheMap data set available from the Census Bureau, during 2017, the city's workforce consisted of 185,841 residents. 57,743 (31.1 percent) of the residents lived and worked within Detroit's city limits, while the remaining 128,098 residents (68.9 percent) traveled outside of the region for work. There were 219,968 workers employed in the city during 2017. Of those, 162,225 workers (68.9 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

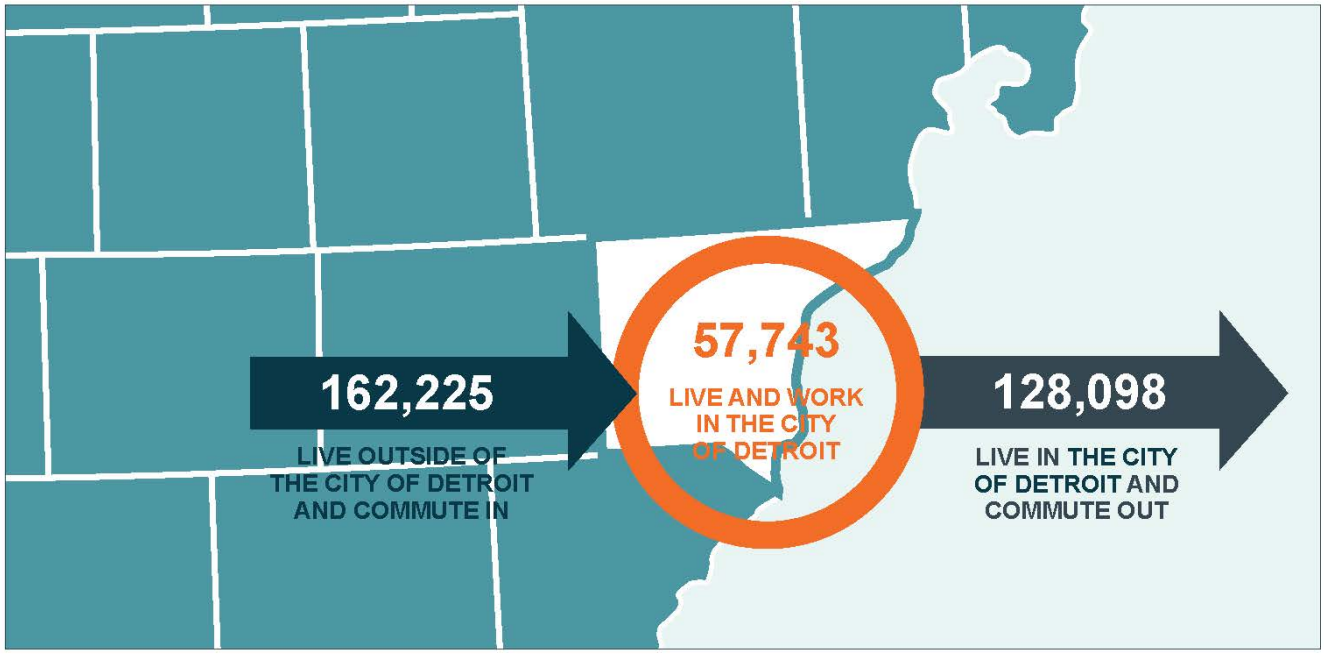


Source: U.S. Census OnTheMap, 2017
Analysis: Workforce Intelligence Network

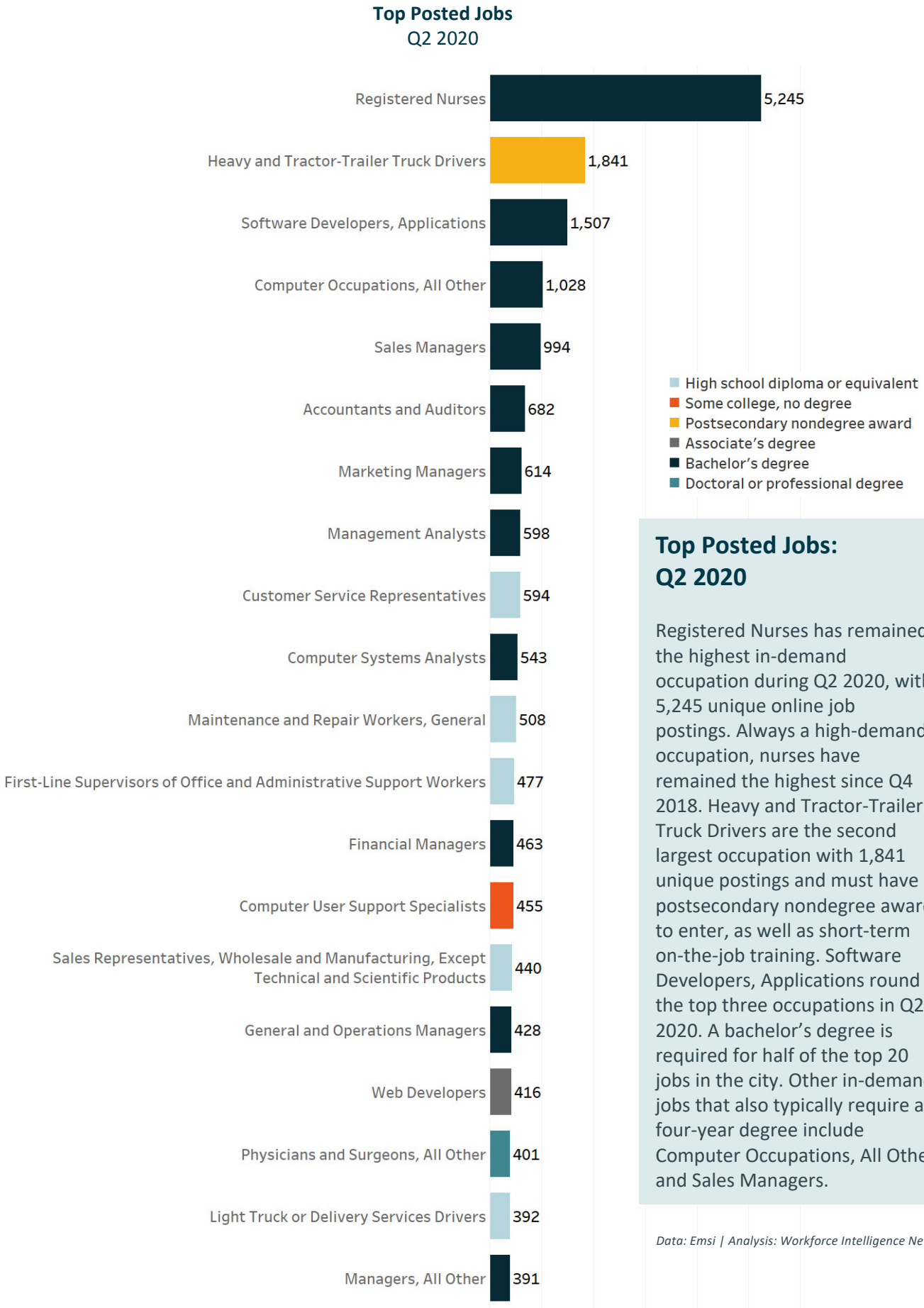
Where City of Detroit Workers Live



Source: U.S. Census OnTheMap, 2017
Analysis: Workforce Intelligence Network



Data: U.S. Census OnTheMap, 2017 | Analysis: Workforce Intelligence Network

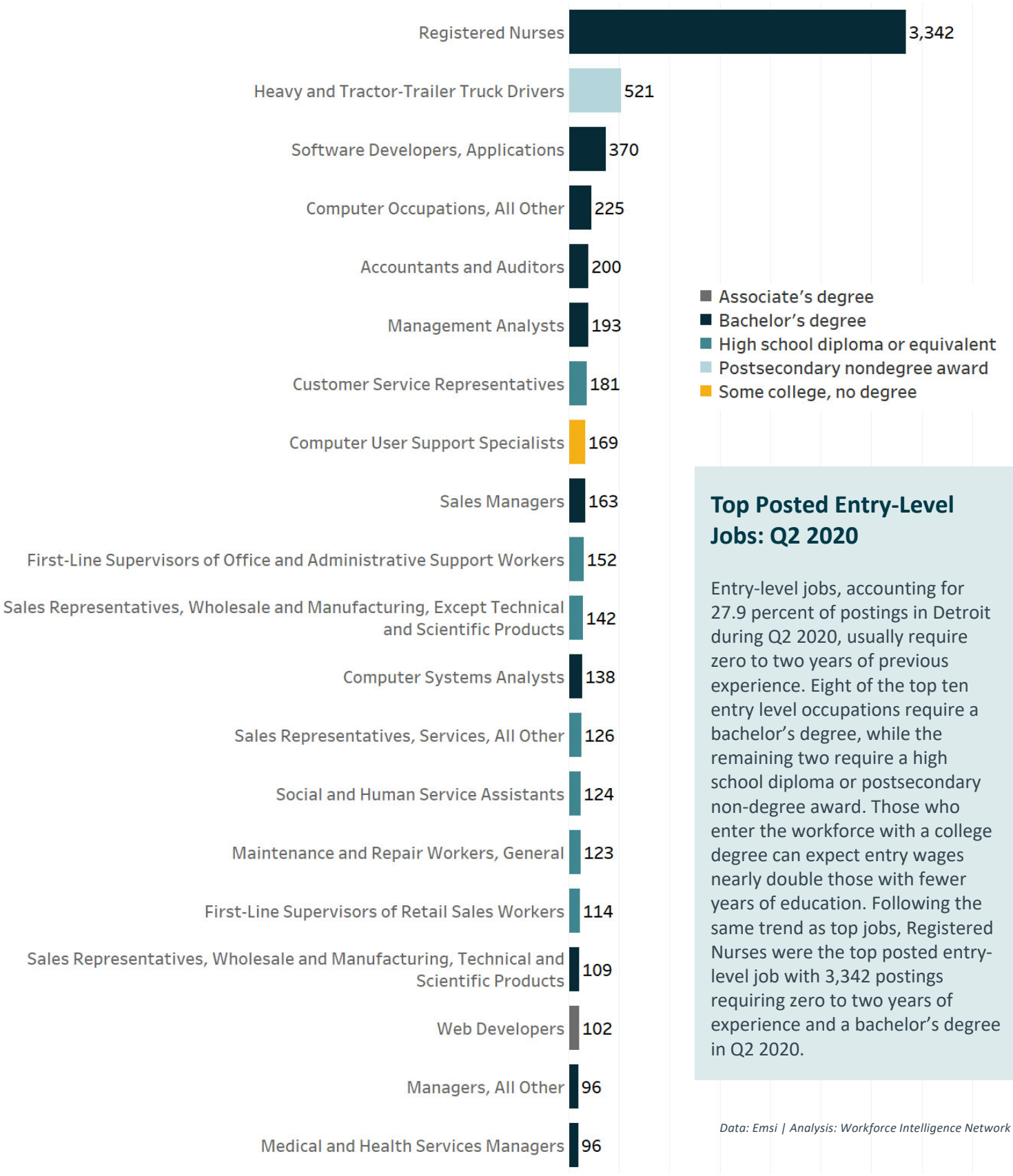


Top Posted Jobs: Q2 2020

Registered Nurses has remained the highest in-demand occupation during Q2 2020, with 5,245 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 1,841 unique postings and must have a postsecondary nondegree award to enter, as well as short-term on-the-job training. Software Developers, Applications round the top three occupations in Q2 2020. A bachelor's degree is required for half of the top 20 jobs in the city. Other in-demand jobs that also typically require a four-year degree include Computer Occupations, All Other and Sales Managers.

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posted Entry-Level Jobs
Q2 2020



Top Posted Entry-Level Jobs: Q2 2020

Entry-level jobs, accounting for 27.9 percent of postings in Detroit during Q2 2020, usually require zero to two years of previous experience. Eight of the top ten entry level occupations require a bachelor's degree, while the remaining two require a high school diploma or postsecondary non-degree award. Those who enter the workforce with a college degree can expect entry wages nearly double those with fewer years of education. Following the same trend as top jobs, Registered Nurses were the top posted entry-level job with 3,342 postings requiring zero to two years of experience and a bachelor's degree in Q2 2020.

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posting Employers*

- General Healthcare Resources, Inc.
- Henry Ford Health System
- Deloitte LLP
- Tenet Healthcare Corporation
- Soliant Health, Inc
- Quicken Loans Inc.
- General Motors Company
- Wayne State University
- Growing People and Companies
- Amazon.com, Inc.
- Family of Companies
- Ascension
- Strategic Staffing Solutions, Inc.
- DTE Energy Company
- Anthem, Inc.
- Kelly Services, Inc.
- Accenture PLC
- City of Detroit
- Iconma, L.L.C.
- Ilitch Holdings, Inc.

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

In-Demand Technical Skills

- Basic Life Support
- Accounting
- Auditing
- Nursing
- Advanced Cardiovascular Life Support (ACLS)
- Selling Techniques
- Agile Software Development
- Customer Relationship Management
- Computer Science
- Strategic Planning

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service
- Operations
- Problem Solving
- Presentations
- Detail Oriented
- Valid Driver's License

Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Bachelor of Science in Nursing (BSN)
- Licensed Practical Nurse
- Nurse Practitioner
- Certified Nursing Assistant
- Certified Public Accountant
- Project Management Professional Certification
- Certified Information Systems Security Professional
- Licensed Master Social Worker
- Certified Medical Assistant

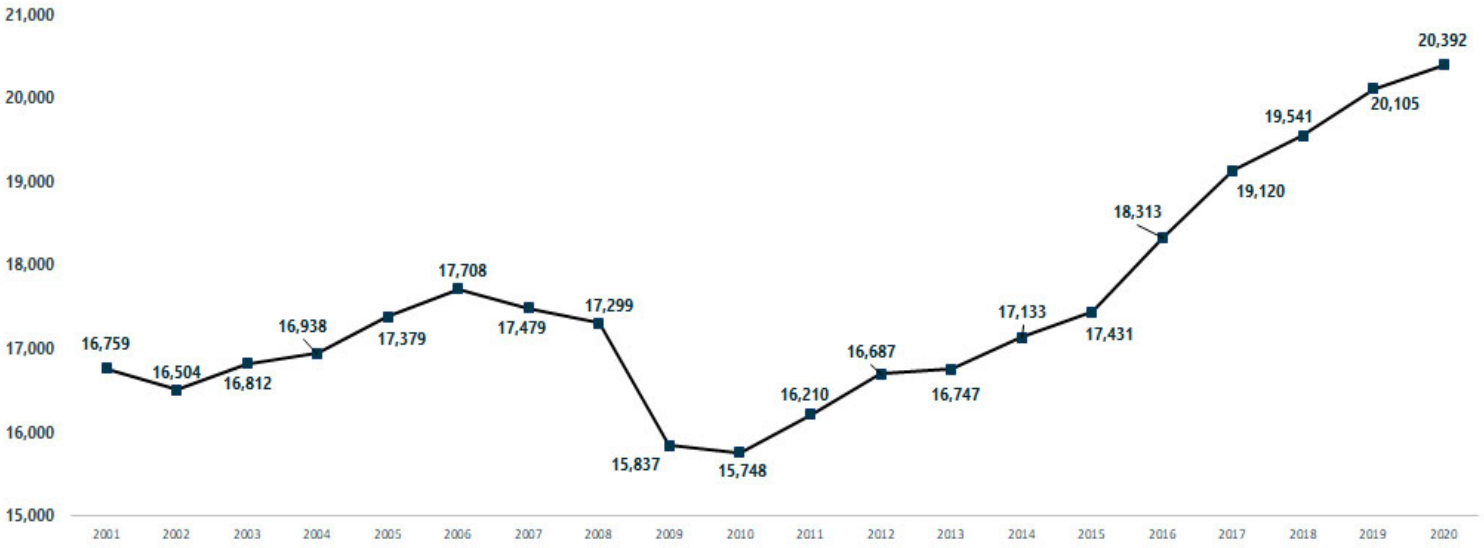
Icons: The Noun Project

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, with 5,385 online postings reported for Q2 2020.

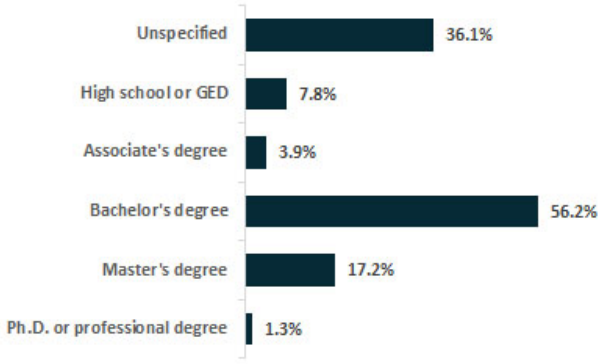
20,392
Business and Finance Workers
1.4% Increase from 2019

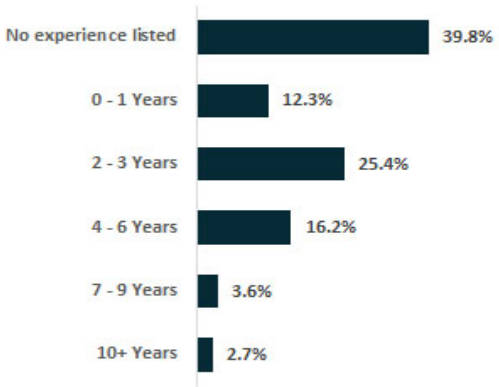
Employment Over Time 2001–2020



Business and Finance Education and Experience

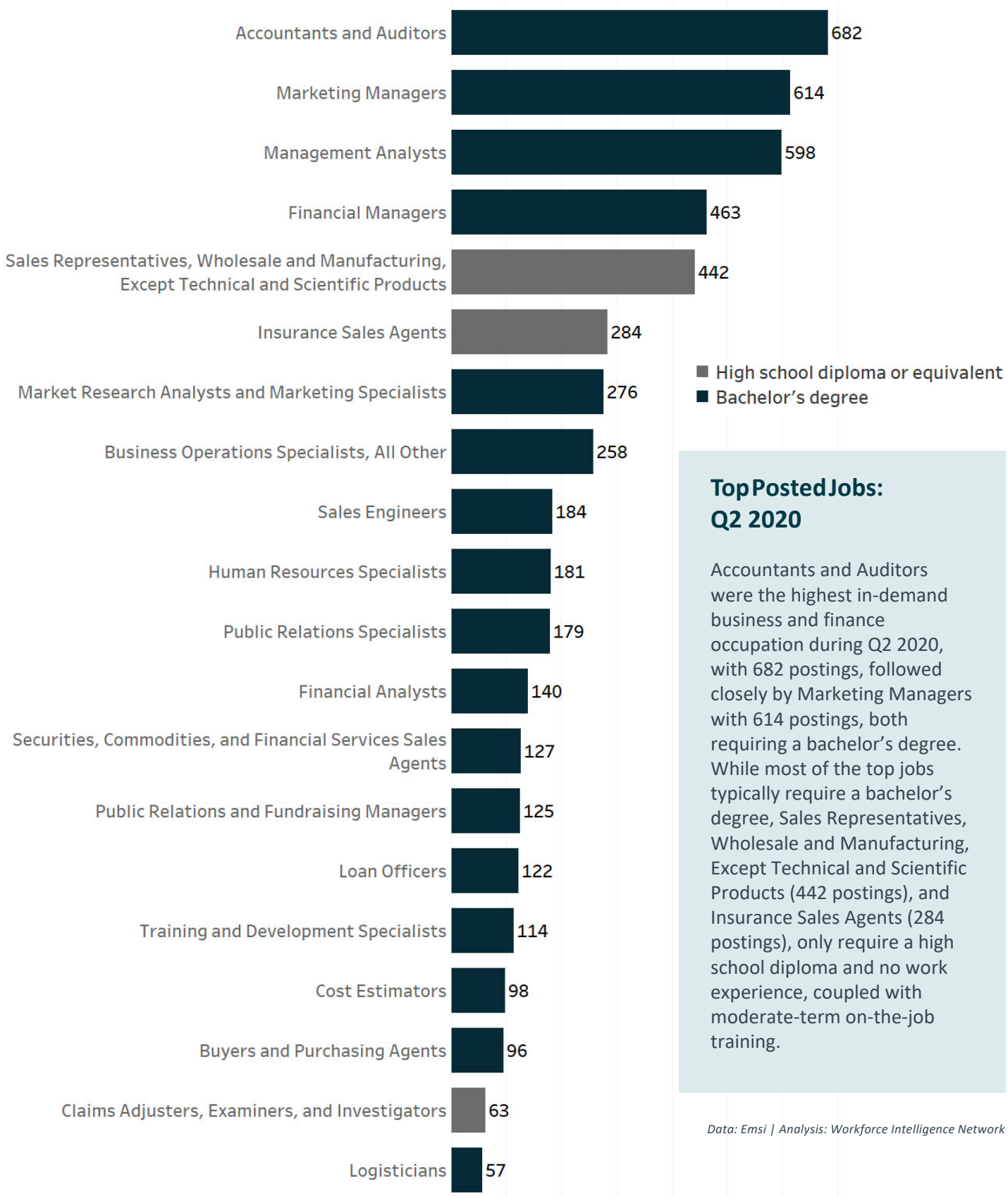
The business and finance occupation group offer great job opportunities for active job seekers. A bachelor's degree is the most in-demand education level in Q2 2020, with 3,026 postings. A master's degree is the second most in-demand education level with 925 postings, while 1,943 postings do not specify any education level. Many business and finance occupation postings were open to workers with two to three years of experience, included in 1,368 postings. Workers with four to six years of experience are also heavily in-demand with 873 postings. Although 2,144 postings do not request any specific experience level, 661 postings requested workers with zero to one year of experience.





Data: Emsi | Analysis: Workforce Intelligence Network

Business and Finance
Top Posted Jobs
Q2 2020



Top Posted Jobs: Q2 2020

Accountants and Auditors were the highest in-demand business and finance occupation during Q2 2020, with 682 postings, followed closely by Marketing Managers with 614 postings, both requiring a bachelor's degree. While most of the top jobs typically require a bachelor's degree, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (442 postings), and Insurance Sales Agents (284 postings), only require a high school diploma and no work experience, coupled with moderate-term on-the-job training.

Data: Emsi | Analysis: Workforce Intelligence Network

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, Accountants and Auditors, offers median hourly wages of $36.06, translating to annual earnings of approximately $75,005. Additional experience may lead to a role as a Marketing or Financial Manager, opening the door to median wages around $66.44 hourly, or about $138,195 annually. Entry level occupations also see high median wages of $33.48, earning about $69,638 annually.

Wage Overview for Top Posted Business and Finance Jobs in Q2 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-2011	Accountants and Auditors	$23.39	$28.55	$36.06	$47.12	$64.32
11-2021	Marketing Managers	$40.99	$51.08	$66.44	$83.53	$130.69
13-1111	Management Analysts	$25.89	$32.39	$42.44	$57.24	$81.01
11-3031	Financial Managers	$38.92	$48.18	$62.86	$80.29	$119.80
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$15.95	$22.38	$33.48	$48.44	$62.29
41-3021	Insurance Sales Agents	$13.56	$18.10	$23.88	$36.85	$59.00
13-1161	Market Research Analysts and Marketing Specialists	$17.20	$24.77	$33.74	$47.36	$60.74
13-1199	Business Operations Specialists, All Other	$18.48	$24.89	$34.23	$47.91	$60.68
41-9031	Sales Engineers	$30.80	$37.93	$49.00	$60.05	$71.73
13-1071	Human Resources Specialists	$17.66	$22.37	$29.44	$38.64	$50.23

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Financial Statements
- Business Development

Top Posting Employers*

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

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

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Leadership
- Presentations

In-Demand Education Level*

- High School Diploma: 7.8%
- Associate Degree: 3.9%
- Bachelor's Degree: 56.2%
- Master's Degree: 17.2%

**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

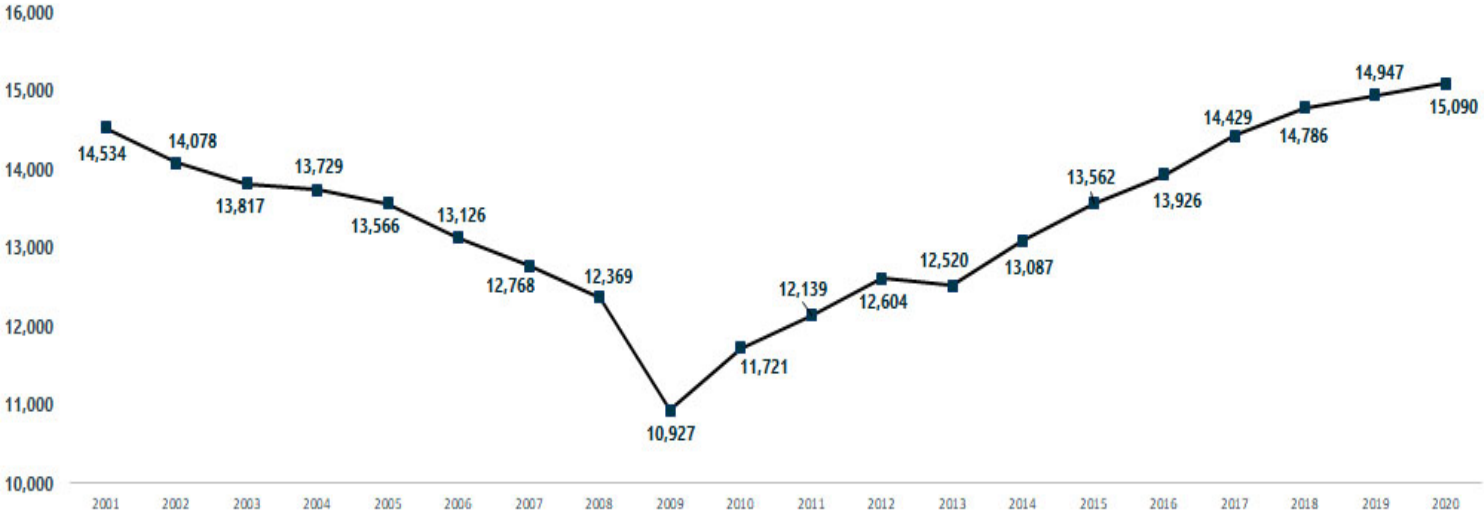
- Certified Public Accountant
- Certified Internal Auditor
- Certified Information System Auditor (CISA)
- Project Management Professional Certification
- Chartered Financial Analyst

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.

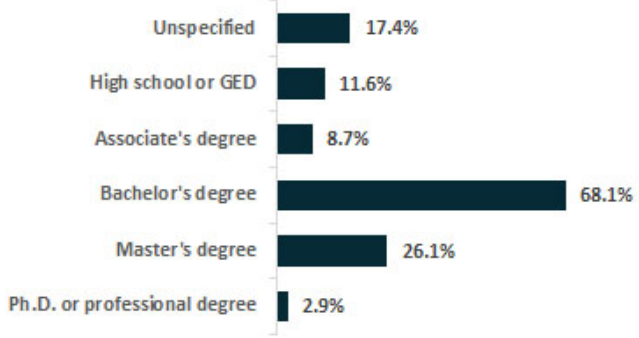
15,090
Energy Workers
1.0% Increase from 2019

Employment Over Time 2001–2020



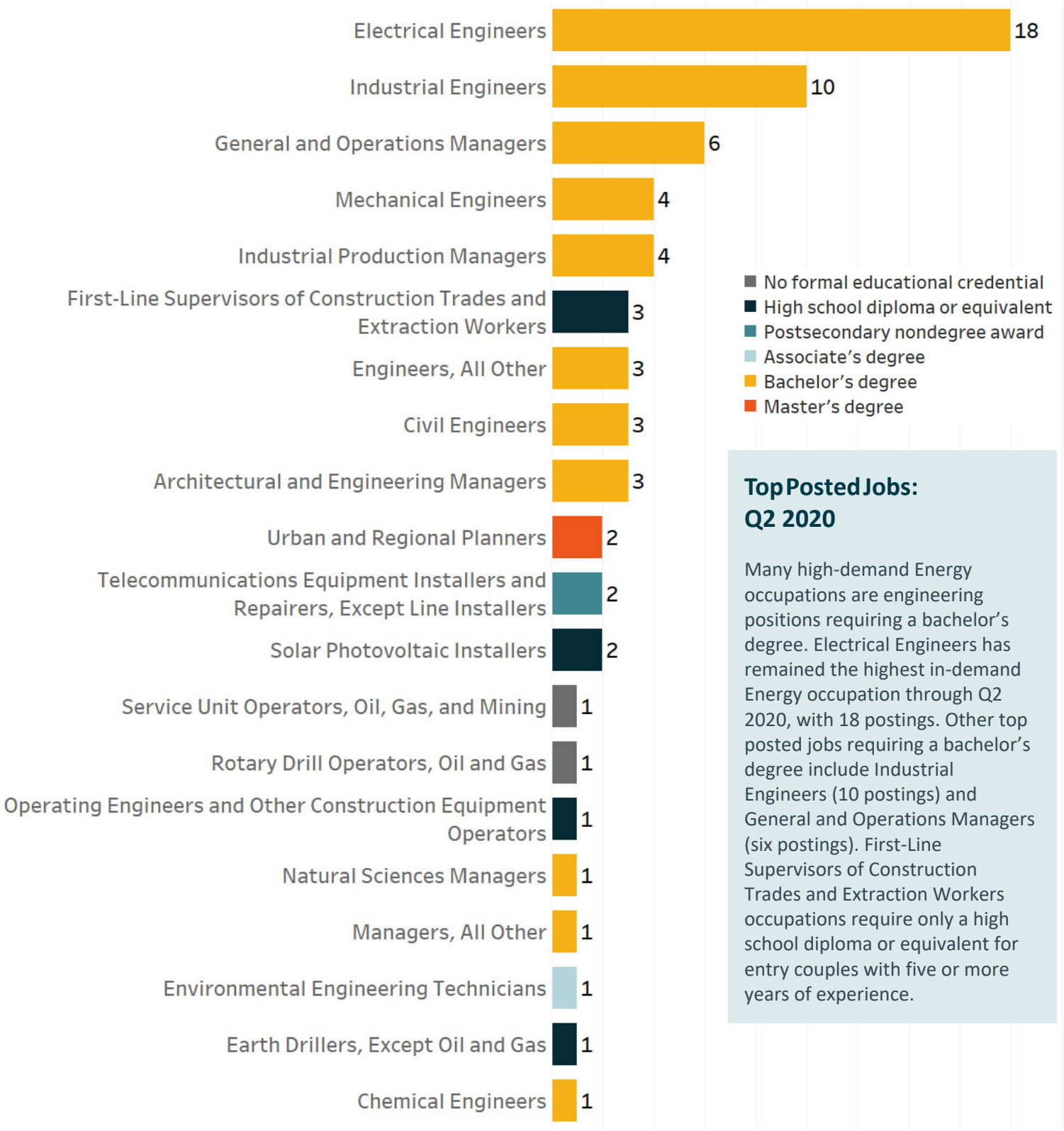
Energy Education and Experience

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 Q2 2020, with 47 (68.1 percent) postings. A master's degree is the second most in-demand education level with 18 postings, while 12 postings does not specify any education level. Many energy occupation postings were open to workers with two to three years of experience, included in 24 postings. Workers with four to six years of experience are also heavily in-demand, with 21 postings. Although 16 posting do not request any specific experience level, three postings requested workers with zero to one year of experience.



Data: Emsi | Analysis: Workforce Intelligence Network

Energy
Top Posted Jobs
Q2 2020



Top Posted Jobs: Q2 2020

Many high-demand Energy occupations are engineering positions requiring a bachelor's degree. Electrical Engineers has remained the highest in-demand Energy occupation through Q2 2020, with 18 postings. Other top posted jobs requiring a bachelor's degree include Industrial Engineers (10 postings) and General and Operations Managers (six postings). First-Line Supervisors of Construction Trades and Extraction Workers occupations require only a high school diploma or equivalent for entry couples with five or more years of experience.

Data: Emsi | Analysis: Workforce Intelligence Network

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, Electrical Engineers, offers a median hourly wage of $43.87, or annual earnings of approximately $87,740. 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 Q2 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2071	Electrical Engineers	$29.64	$35.52	$43.87	$53.50	$61.68
17-2112	Industrial Engineers	$30.45	$36.02	$44.09	$53.07	$60.28
11-1021	General and Operations Managers	$22.86	$36.39	$55.95	$85.26	$120.39
11-3051	Industrial Production Managers	$35.48	$44.62	$56.00	$69.87	$86.51
17-2141	Mechanical Engineers	$29.77	$35.18	$43.70	$54.00	$62.46
11-9041	Architectural and Engineering Managers	$45.46	$53.65	$63.36	$75.23	$89.89
17-2051	Civil Engineers	$24.25	$28.41	$34.32	$42.87	$54.05
17-2199	Engineers, All Other	$23.54	$33.49	$43.53	$55.18	$63.16
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$19.13	$26.61	$33.09	$44.35	$52.22
19-3051	Urban and Regional Planners	$24.68	$30.66	$36.34	$40.77	$47.12

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Electrical Engineering
- Engineering Design Process
- Customer Satisfaction
- Transmission Systems
- Strategic Business Unit

Top Posting Employers*

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

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Interpersonal Communications
- Prioritization

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

In-Demand Education Level*

- High School Diploma: 11.6%
- Associate Degree: 8.7%
- Bachelor's Degree: 68.1%
- Master's Degree: 26.1%

**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

- Professional Engineer
- Commercial Driver's License (CDL)
- Certified Energy Manager
- Licensed Professional Engineer
- Six Sigma Black Belt Certification

Introduction

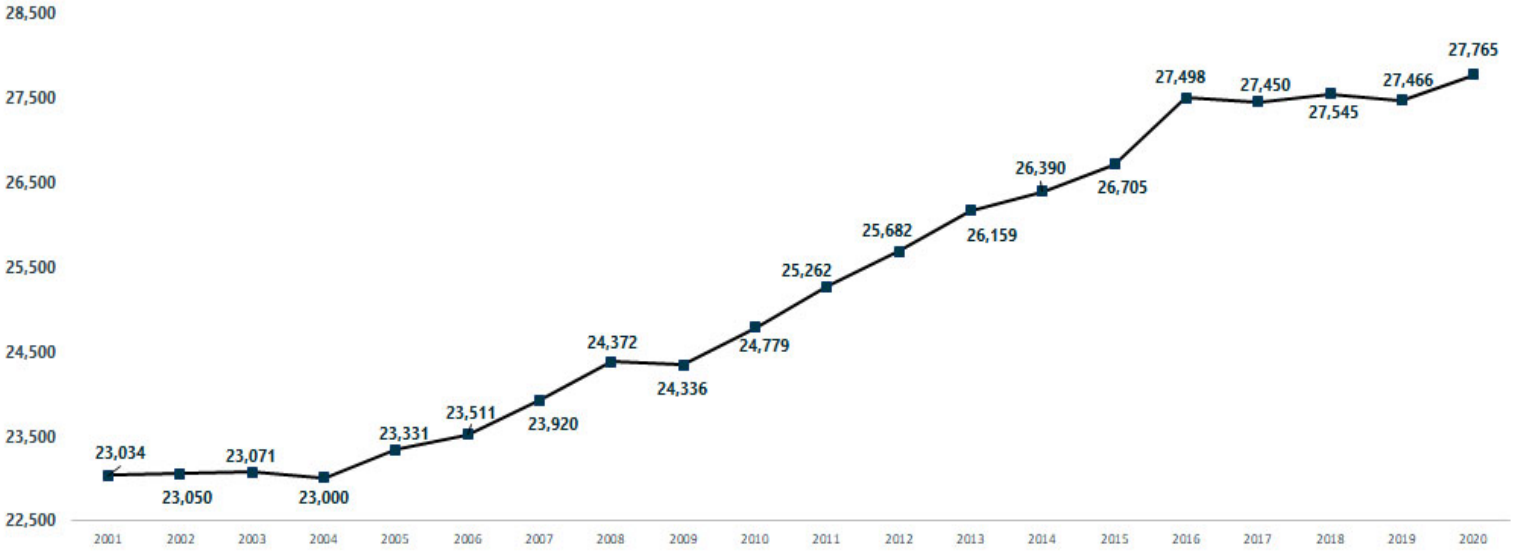
WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely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

27,765

Health Care Workers

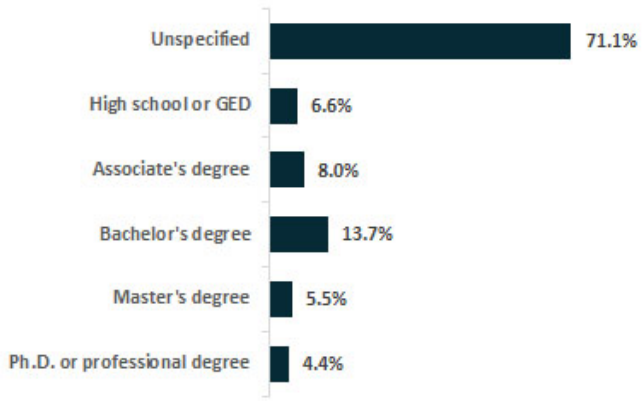
1.1% Increase from 2019

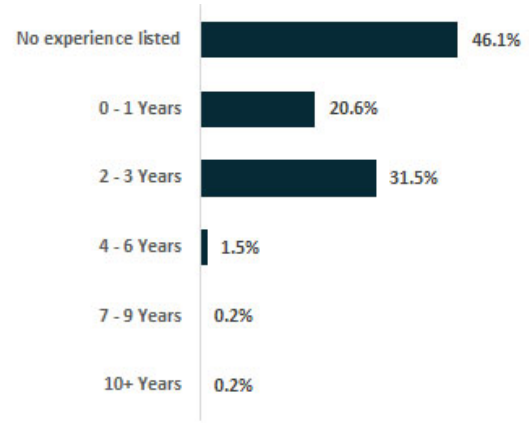
Employment Over Time 2001–2020



Health Care Education and Experience

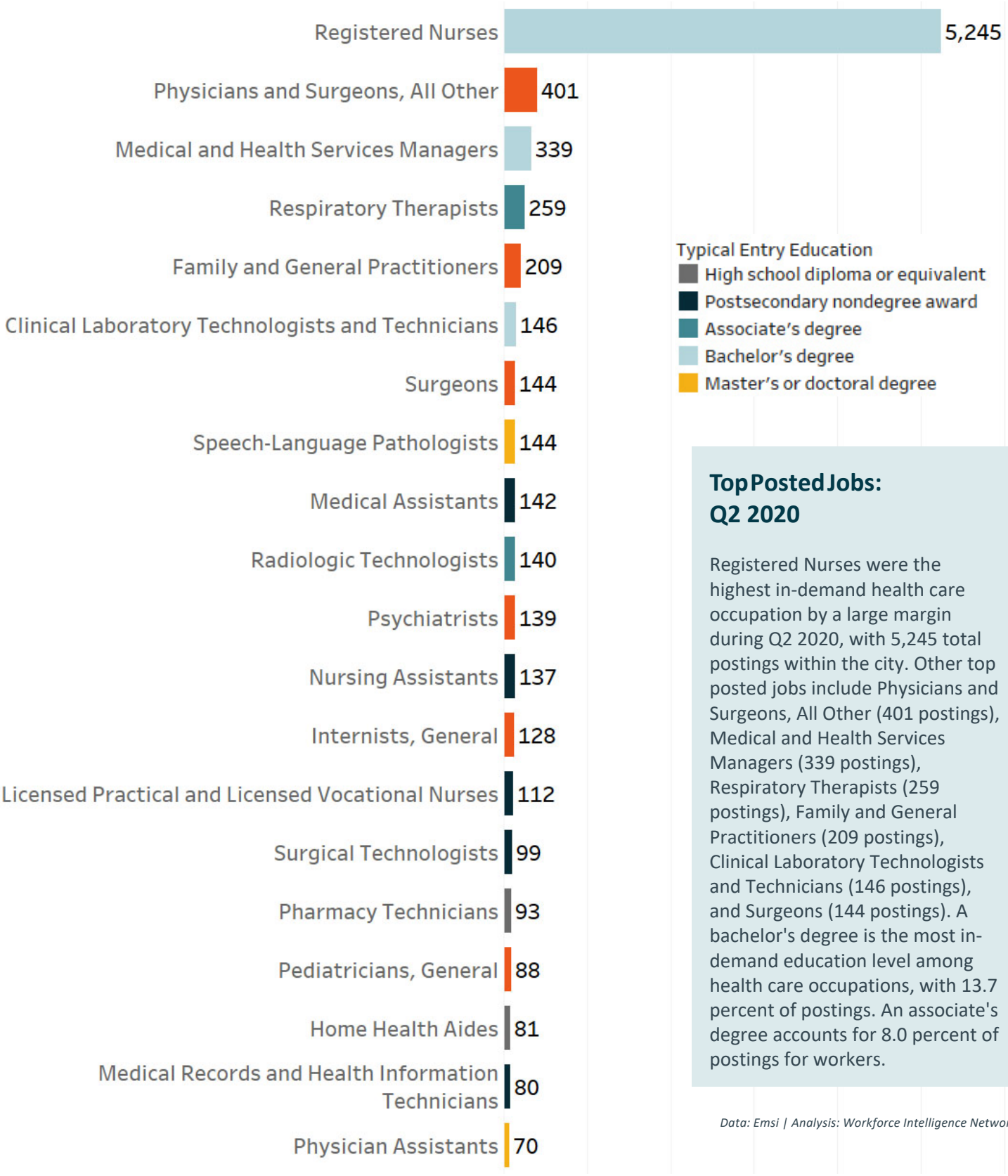
The health care occupation group offers great job opportunities for active job seekers at all experience levels. A bachelor's degree is the most in-demand education level in Q2 2020, with 1,253 postings. An associate's degree is the second most in-demand education level with 734 postings, while 6,495 postings do not specify any education level. Many health care occupation postings were open to workers with two to three years of experience, included in 2,876 postings. Workers with zero to one year of experience are also heavily in-demand with 1,883 postings, while 4,210 posting do not require any specific experience level.





Data: Emsi | Analysis: Workforce Intelligence Network

Health Care
Top Posted Jobs
Q2 2020



Top Posted Jobs: Q2 2020

Registered Nurses were the highest in-demand health care occupation by a large margin during Q2 2020, with 5,245 total postings within the city. Other top posted jobs include Physicians and Surgeons, All Other (401 postings), Medical and Health Services Managers (339 postings), Respiratory Therapists (259 postings), Family and General Practitioners (209 postings), Clinical Laboratory Technologists and Technicians (146 postings), and Surgeons (144 postings). A bachelor's degree is the most in-demand education level among health care occupations, with 13.7 percent of postings. An associate's degree accounts for 8.0 percent of postings for workers.

Data: Emsi | Analysis: Workforce Intelligence Network

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 region's median wage of $18.60 per hour. Registered Nurses, the top posted health care job in Q2 2020, offers a median hourly wage of $36.27 or an annual salary of nearly $72,540.

Wage Overview for Top Posted Health Care Jobs in Q2 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$27.40	$31.54	$36.27	$40.82	$47.96
29-1069	Physicians and Surgeons, All Other	$22.67	$27.07	$63.43	$101.97	$131.87
11-9111	Medical and Health Services Managers	$28.35	$36.06	$47.71	$65.01	$103.03
29-1126	Respiratory Therapists	$21.77	$25.11	$28.46	$31.45	$35.85
29-1062	Family and General Practitioners	$42.94	$57.58	$89.12	$101.10	$161.53
29-2018	Clinical Laboratory Technologists and Technicians	$14.77	$17.92	$25.79	$32.74	$37.93
29-1067	Surgeons	$35.43	$112.60	$135.10	$142.23	$234.64
29-1127	Speech-Language Pathologists	$27.40	$32.47	$37.96	$47.01	$67.49
31-9092	Medical Assistants	$12.59	$13.74	$15.55	$18.27	$20.43
29-2034	Radiologic Technologists	$20.02	$23.78	$28.51	$33.46	$38.21

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

Top Posting Employers*

- General Healthcare Resources, Inc.
- Henry Ford Health System
- Tenet Healthcare Corporation
- Soliant Health, Inc
- Ascension

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

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Teaching
- Research

In-Demand Education Level*

- High School Diploma: 6.6%
- Associate Degree: 8.0%
- Bachelor's Degree: 13.7%
- Master's Degree: 5.5%

**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 Nursing (BSN)
- Licensed Practical Nurse
- Nurse Practitioner
- Certified Nursing Assistant
- NIH Stroke Scale (NIHSS)

Introduction

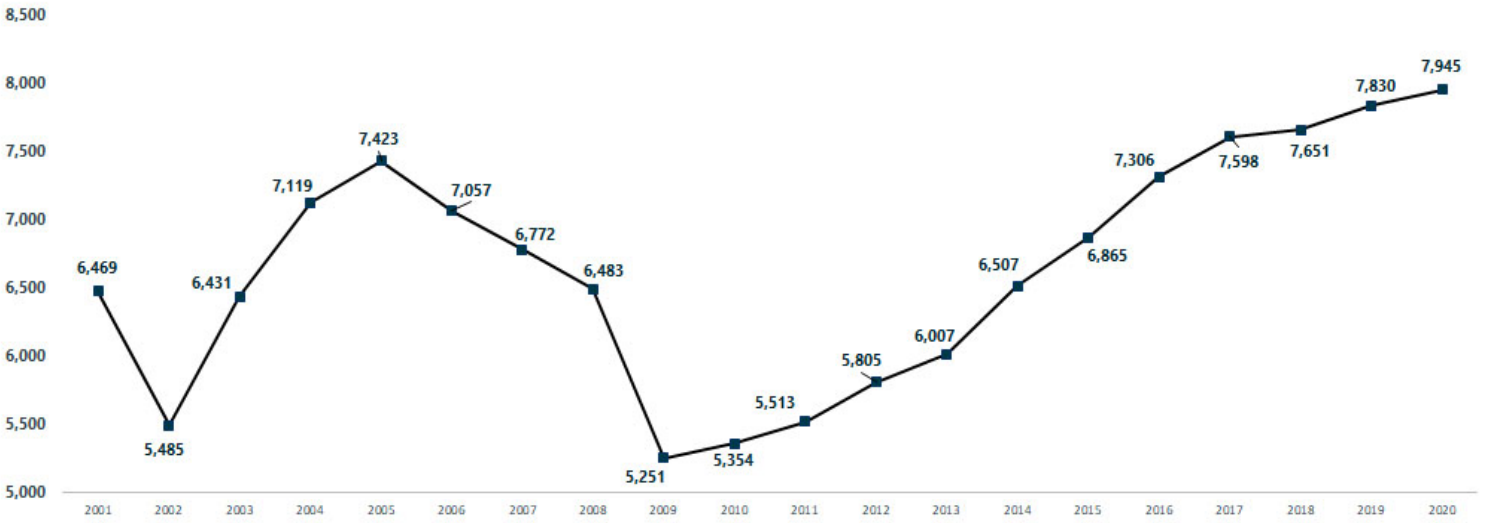
Information Technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not currently employ as many individuals as the other groups here, it is quickly growing.

7,945

IT Workers

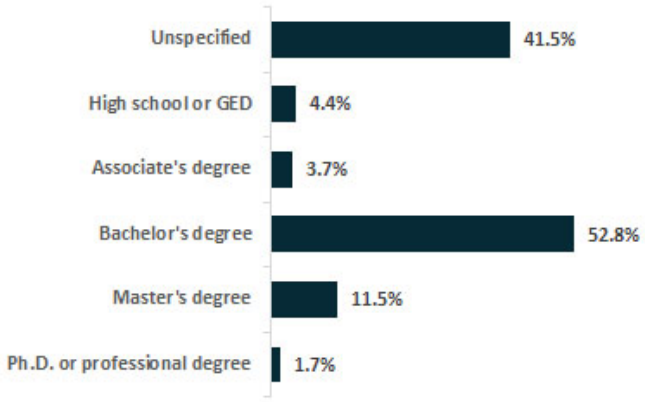
1.5% Increase from 2019

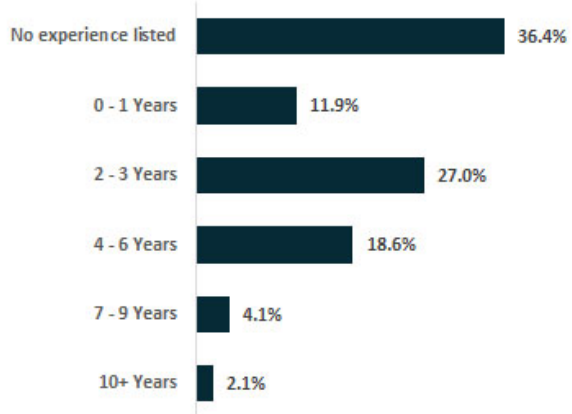
Employment Over Time 2001–2020



Information Technology Education and Experience

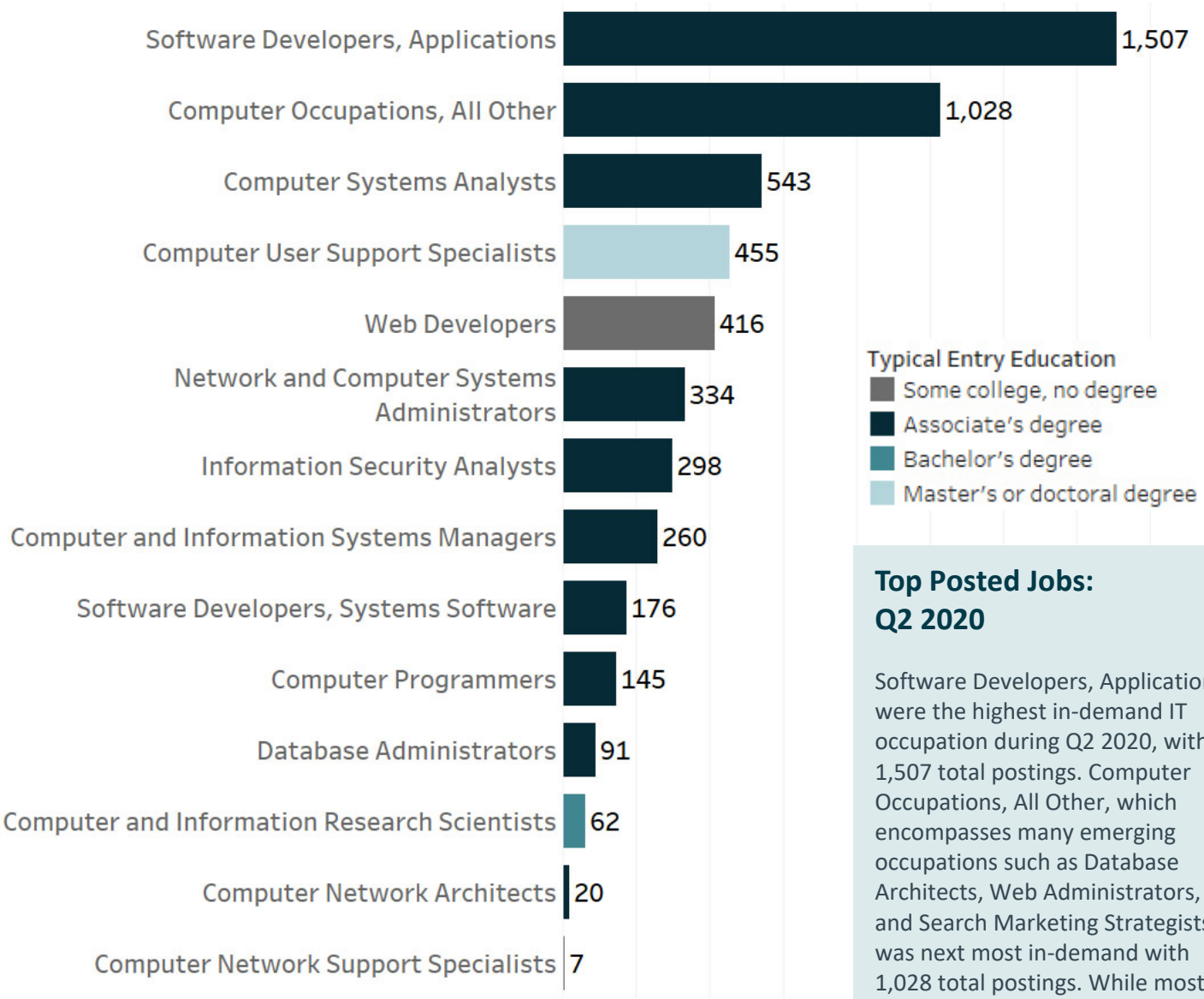
The information technology occupation group offer great job opportunities for active job seekers with 5,342 postings in Q2 2020. A bachelor's degree is the most in-demand education level in Q2, with 2,820 postings. A master's degree is the second most in-demand education level with 614 postings, while 2,218 postings do not specify any education level. Many IT occupation postings were open to workers with two to three years of experience, included in 1,441 postings. Workers with four to six years of experience are also heavily in-demand with 991 postings. Although 1,942 posting do not request any specific experience level, 637 postings requested workers with zero to one year of experience.





Data: Emsi | Analysis: Workforce Intelligence Network

IT
Top Posted Jobs
Q2 2020



Top Posted Jobs: Q2 2020

Software Developers, Applications were the highest in-demand IT occupation during Q2 2020, with 1,507 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 1,028 total postings. While most of the top jobs typically post requirements for a bachelor's degree, Web Developers (416 postings) typically require an associate degree while Computer User Support Specialists (455 postings) prefer some college education, but no degree.

Data: Emsi | Analysis: Workforce Intelligence Network

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, Applications, the top posted IT job in Q2 2020, offers a median hourly wage of $45.16 or an annual salary of over $90,120. Computer User Support Specialists which require some college, no degree offers median wages around 23.39, averaging to $46,700 annually.

Wage Overview for Top Posted IT Jobs in Q2 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1132	Software Developers, Applications	$29.41	$35.96	$45.16	$56.14	$64.72
15-1199	Computer Occupations, All Other	$20.65	$28.34	$38.72	$50.19	$61.37
15-1121	Computer Systems Analysts	$26.53	$32.91	$40.78	$51.16	$62.84
15-1151	Computer User Support Specialists	$14.01	$17.51	$23.39	$30.39	$38.98
15-1134	Web Developers	$20.28	$27.41	$35.42	$45.02	$51.62
15-1142	Network and Computer Systems Administrators	$25.98	$32.51	$39.95	$50.22	$60.31
15-1122	Information Security Analysts	$30.35	$35.61	$45.37	$57.93	$66.67
11-3021	Computer and Information Systems Managers	$42.22	$53.37	$65.90	$80.70	$100.82
15-1133	Software Developers, Systems Software	$23.77	$34.47	$44.58	$54.06	$63.76
15-1131	Computer Programmers	$24.41	$32.00	$38.76	$46.75	$53.80

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Agile Software Development
- Java
- SQL
- Computer Science
- Software Development

Top Posting Employers*

- Deloitte LLP
- Strategic Staffing Solutions, Inc.
- Quicken Loans Inc.
- General Motors Company
- Amazon.com, Inc.

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

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Troubleshooting

In-Demand Education Level*

- High School Diploma: 4.4%
- Associate Degree: 3.7%
- Bachelor's Degree: 52.8%
- Master's Degree: 11.5%

**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

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- Certified Information Security Manager
- Microsoft Certified Systems Engineer

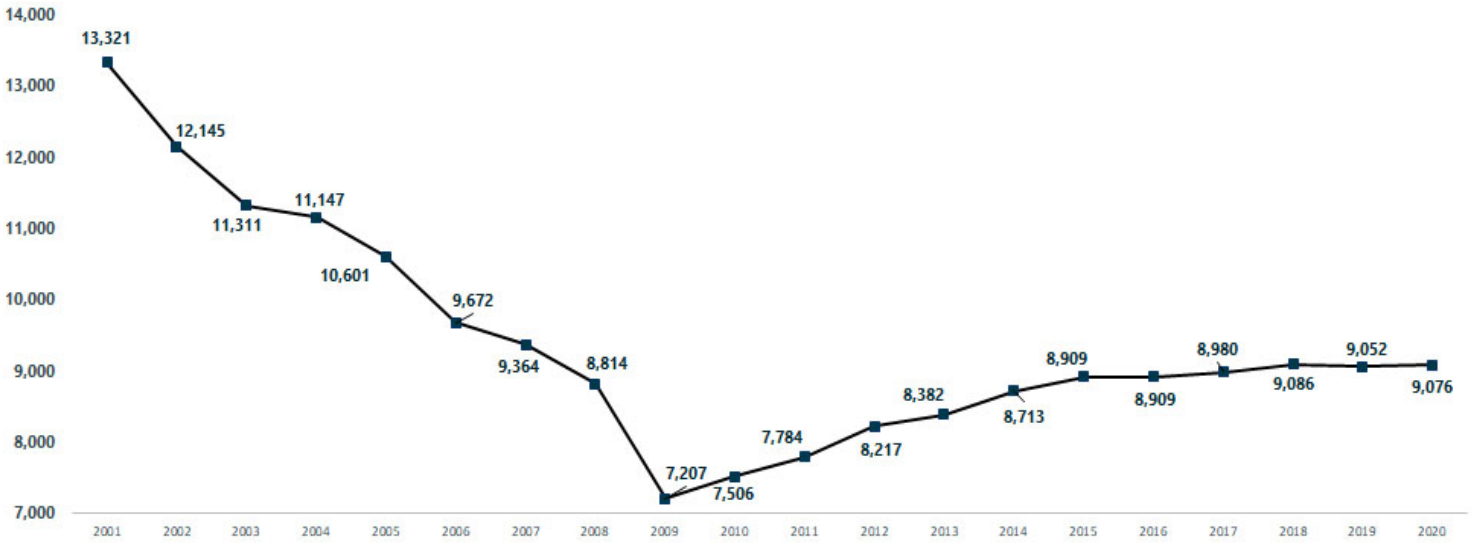
Introduction

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.

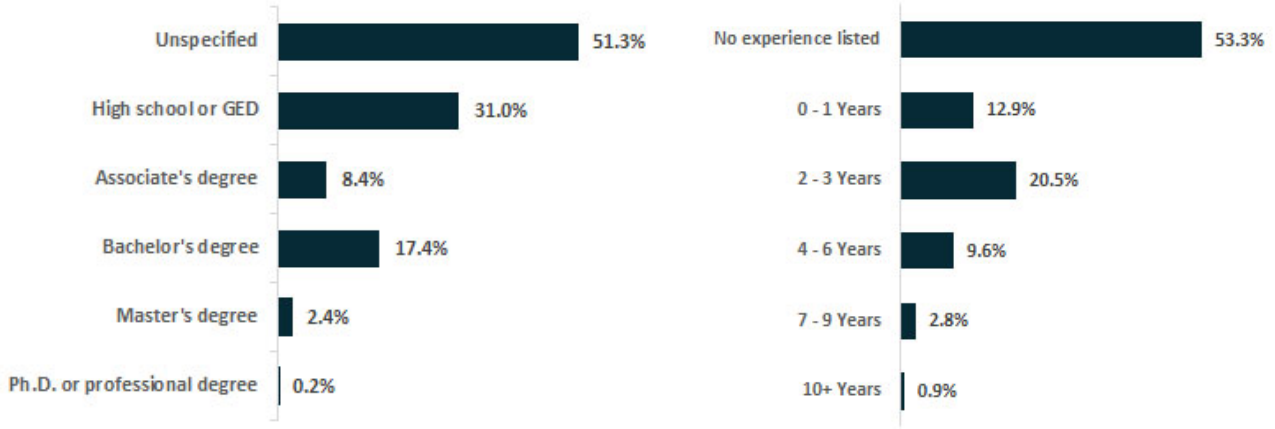
9,076
Skilled Trades Workers
0.3% Increase from 2019

Employment Over Time 2001–2020



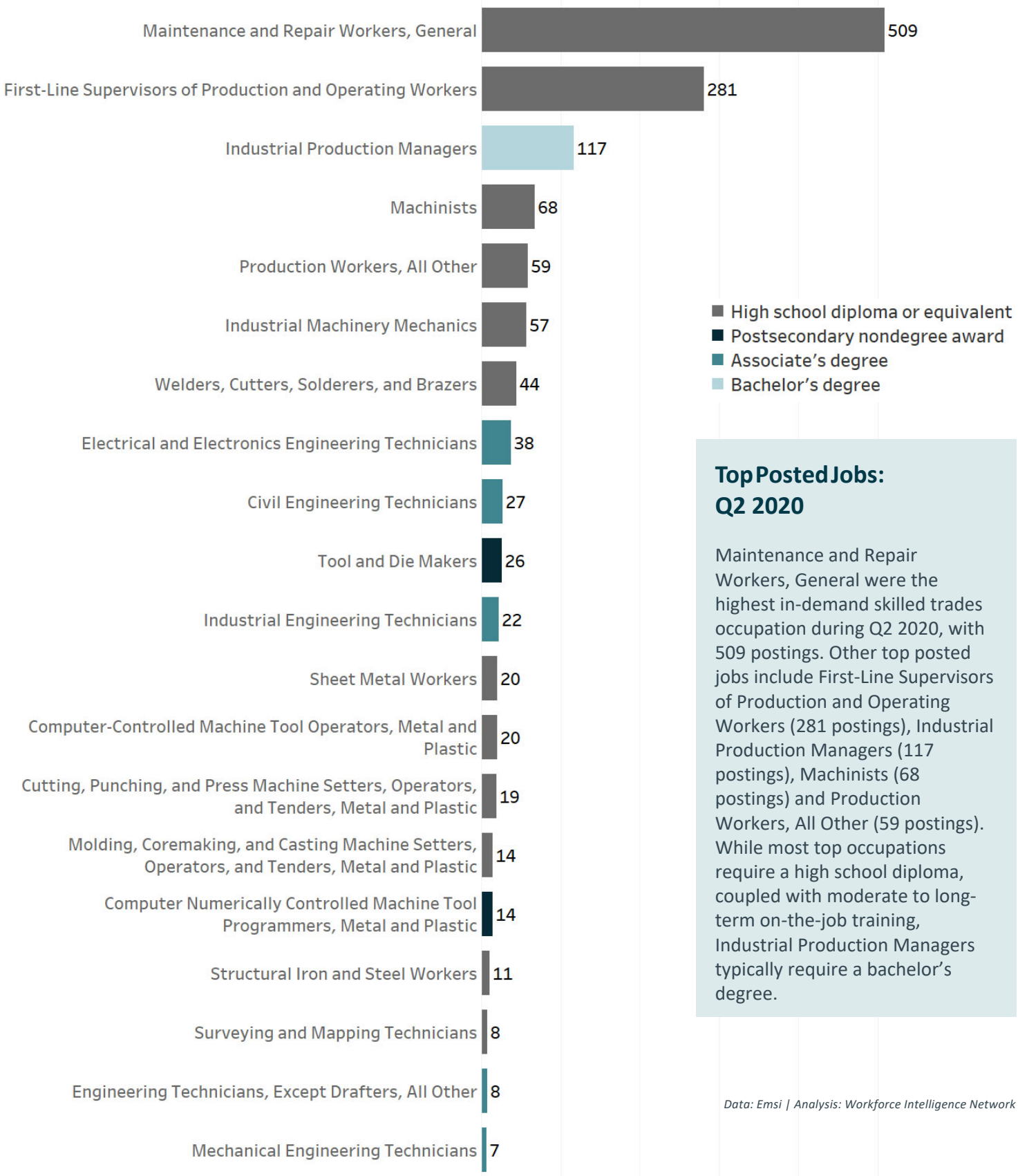
Skilled Trades Education and Experience

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 Q2 2020, with 436 postings. A bachelor's degree is the second most in-demand education level with 245 postings, while 721 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 288 postings. Workers with zero to one year of experience are also heavily in-demand with 182 postings, while 749 postings do not require any specific experience level.



Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades
Top Posted Jobs
Q2 2020



Top Posted Jobs: Q2 2020

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during Q2 2020, with 509 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (281 postings), Industrial Production Managers (117 postings), Machinists (68 postings) and Production Workers, All Other (59 postings). While most top occupations require a high school diploma, coupled with moderate to long-term on-the-job training, Industrial Production Managers typically require a bachelor's degree.

Data: Emsi | Analysis: Workforce Intelligence Network

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 Q2 2020, offers a median hourly wage of $17.36, which translates to an annual salary of about $34,700. The third top occupation, Industrial Production Managers, requires an additional five years or more of work experience and earn $56.00 hourly or roughly $111,700 annually.

Wage Overview for Top Posted Skilled Trades Jobs in Q2 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	$11.03	$13.54	$17.36	$23.08	$28.94
51-1011	First-Line Supervisors of Production and Operating Workers	$18.91	$24.42	$32.28	$41.38	$51.10
11-3051	Industrial Production Managers	$35.48	$44.62	$56.00	$69.87	$86.51
51-4041	Machinists	$11.34	$15.31	$20.00	$25.99	$30.17
51-9199	Production Workers, All Other	$9.25	$10.50	$14.71	$20.60	$31.69
49-9041	Industrial Machinery Mechanics	$15.50	$19.81	$25.30	$31.45	$37.41
51-4121	Welders, Cutters, Solderers, and Brazers	$13.45	$16.07	$19.14	$23.80	$29.44
17-3023	Electrical and Electronics Engineering Technicians	$16.83	$22.31	$30.18	$35.04	$39.07
17-3022	Civil Engineering Technicians	$15.69	$19.90	$23.96	$27.75	$30.43
51-4111	Tool and Die Makers	$15.14	$19.77	$26.28	$31.69	$36.01

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Plumbing
- HVAC
- Painting
- Carpentry
- Preventive Maintenance

Top Posting Employers*

- E. W. Grobbel Sons, Inc.
- FCA US LLC
- Housing Management Inc
- Wilson, Jeff Chrysler Automobiles, Inc
- Fieldco

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

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 31.0%
- Associate Degree: 8.4%
- Bachelor's Degree: 17.4%
- Master's Degree: 2.4%

**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
- Commercial Driver's License (CDL)
- EPA 608 Technician Certification
- National Apprenticeship Certificate
- Automotive Service Excellence (ASE) Certification

Website
www.WINintelligence.org

Email
info@WINintelligence.org

Phone
313.744.2946

Address
25363 Eureka Rd.
Taylor, MI 48180

Facebook
@workforceintelligencenetwork

Twitter
@WIN-semich

WIN WORKFORCE INTELLIGENCE NETWORK