WIN WORKFORCE INTELLIGENCE NETWORK

Q3 2020
July-September

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 third quarter of 2020 in the City of Detroit and includes comparison analysis to the second 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

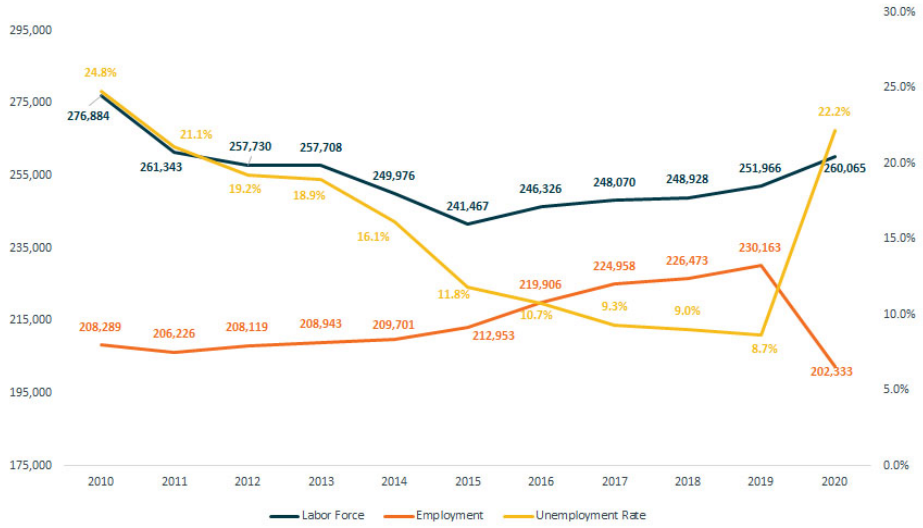
State of the Labor Market in the City of Detroit

During the third quarter of 2020, the labor force numbers in the City of Detroit decreased, while the employment figures grew. The COVID-19 crisis has caused major shifts in the labor market this quarter. Monthly postings data has continued to show hiring shifts and skills demanded, as the region starts to recover. The large increase in employment and the drop in unemployed individuals caused this quarter's unemployment rate to decrease by 16.0 percentage points, for a Q3 2020 unemployment rate of 20.5 percent. Employer demand grew for half of the occupation groups analyzed during Q3, though some groups declined more than others. Business and Finance, Information Technology, and Skilled Trades occupations saw the greatest impact, with all experiencing a growth in employer demand since Q2 2020.

Annual Labor Market Information

The labor force in Detroit has grown since annual 2019, increasing by 8,098 individuals for a September 2020 year-to-date (YTD) labor force figure of 260,065 individuals. Unemployment figures dramatically increased this quarter, almost triple the number of workers than 2019. As recovery from the COVID-19 pandemic continues, major swings in employment are anticipated.

Annual Labor Force, Employment, Unemployment Rate
2010–2020

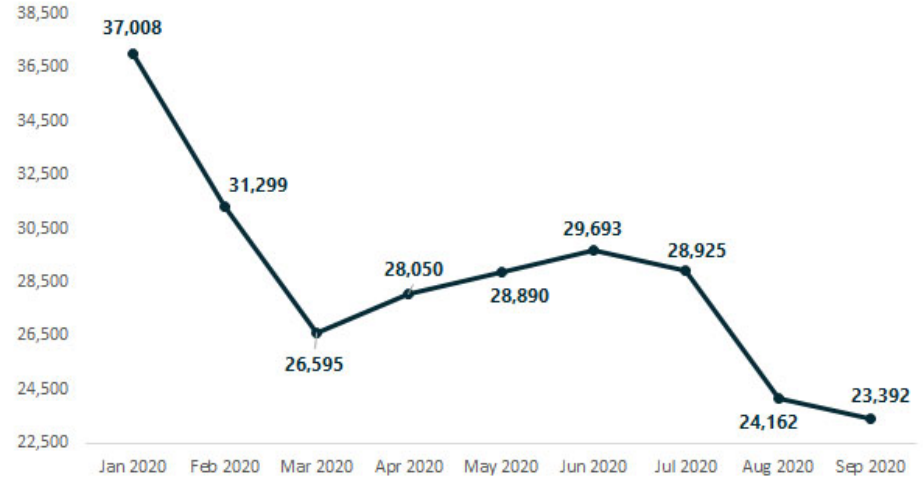


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Employer demand in Detroit has declined. During Q3,demand for workers were down by 316 postings or 0.7 percent since Q2 2020. Postings are still down from Q3 2019, which had 79,480 postings, a decrease of 33,237 postings (41.8 percent). Despite the decrease in the labor force this quarter, the unemployment rate also declined since Q2 2020, by 16.0 percentage points, for a Q3 2020 quarterly unemployment rate of 20.5 percent.

Monthly Posting Analysis, Detroit
Q3 2019-Q3 2020

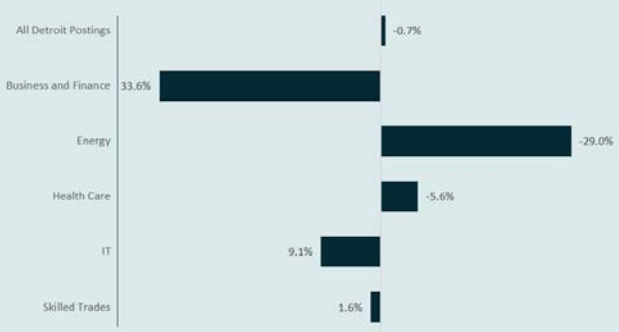


Data: Emsi | Analysis: Workforce Intelligence Network

Employer demand declines by 0.7 percent, a loss of 316 job postings since Q2 2020.

During Q3 2020, there were 46,243 job postings, 316 less than the 46,559 postings made during Q2 2020 in the city of Detroit. There are 33,237 (41.8 percent) less postings in Q3 2020 than in Q3 2019. Energy employers posted 29.0 percent less postings in Q3 2020, while Business and Finance demand increased by 33.6 percent this quarter. The top posted job titles this quarter include CDL-A Truck Drivers, ICU Registered Nurses, Emergency Room Travel Registered Nurses, Medical Surgical Registered Nurses, and Travel Registered Nurses. For more information about quarterly job postings, see page 8.

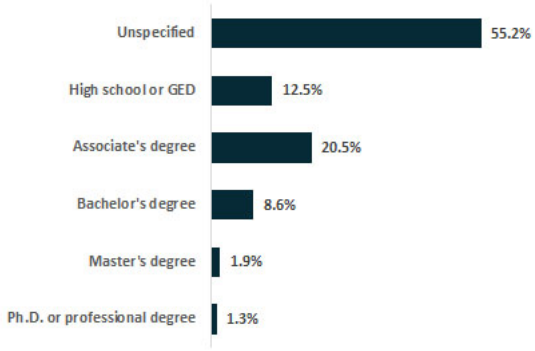
Employer Demand Percent Change Since Q2 2020



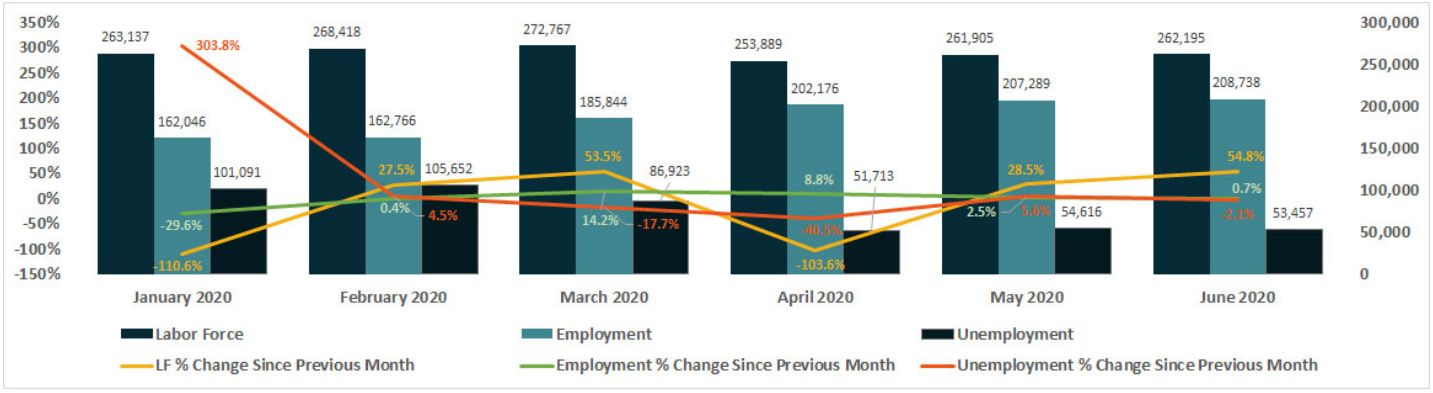
Job postings made by employers in the city of Detroit indicate a bachelor's degree remains the most in-demand minimum education level during Q3 2020.

Of the 46,243 unique postings in the city of Detroit during Q3 2020, 14,729 (31.9 percent) required a college degree. An additional 4,665 postings (10.1 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.

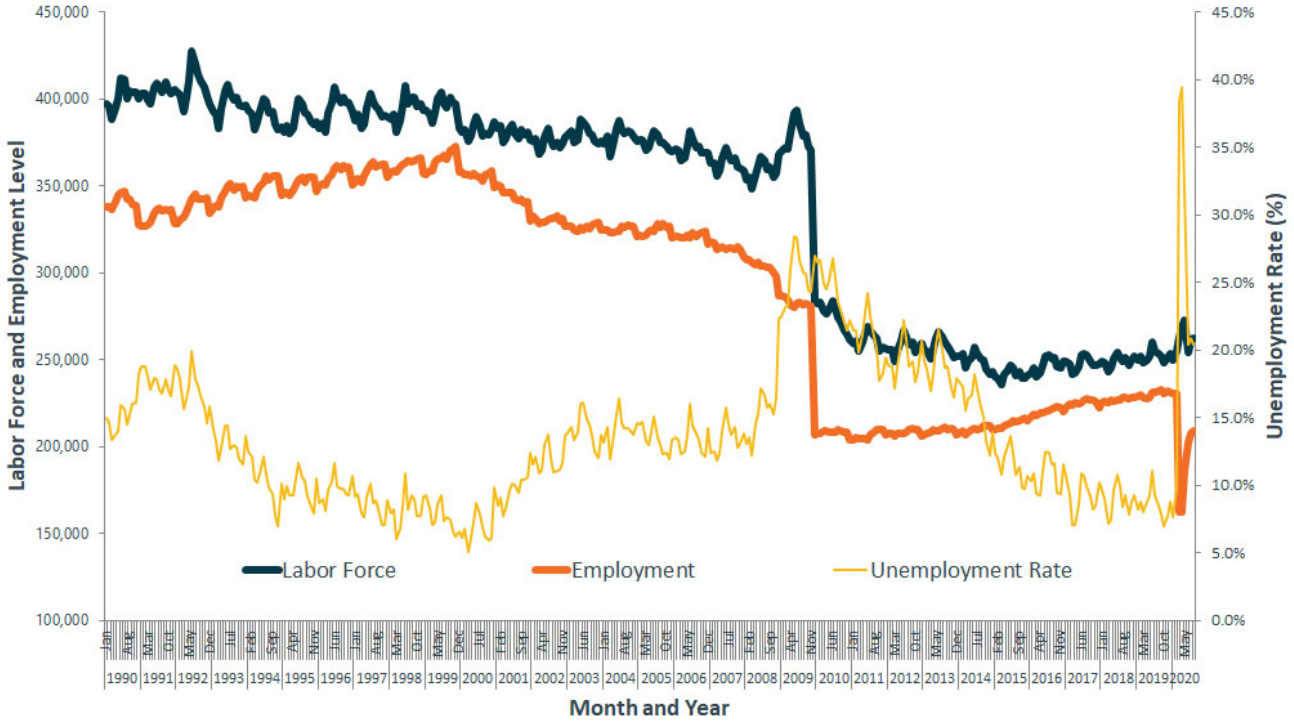
Following growth fluctuations in the labor force through Q3 2020, participation decreased by 8,778 individuals for a Q3 labor force figure of 259,330. During Q3 2020, employment grew by 35,849 individuals, an increase of 21.1 percent since Q2 2020. Despite the loss in the labor force during Q3 2020, the unemployment rate dropped by 16.0 percentage points for an overall Q3 unemployment rate of 20.5 percent. Monthly posting data indicates a decline starting in July carrying thorough September, 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 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 8,098 individuals from 251,966 individuals in 2019 to 260,065 individuals in 2020 YTD, or 3.2 percent. Employment in Detroit has been on the rise since 2011, although employment YTD shows a decrease of 27,830 workers or a 12.1 percent decrease from annual 2019 figures. Meanwhile, the number of unemployed individuals for the city of Detroit grew by 35,928 workers, or 164.8 percent, between 2019 and YTD 2020. The unemployment rate dramatically increased by 13.5 percentage points, leading to a 2020 YTD unemployment rate of 22.2 percent.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data

	3rd Quarter 2019	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	3rd Quarter 2020	Change from 2nd Quarter 2020	Percent Change from 2nd Quarter 2020	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019
Labor Force	256,121	250,442	252,757	268,107	259,330	-8,778	-3.3%	3,209	1.3%
Employment	231,435	231,660	230,712	170,219	206,068	35,849	21.1%	-25,368	-11.0%
Unemployment	24,686	18,782	22,046	97,889	53,262	-44,627	-45.6%	28,576	115.8%
Unemployment Rate	9.6%	7.5%	8.7%	36.5%	20.5%	-16.0%	n/a	10.9%	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	260,065	8,098	3.2%
Employment	208,289	206,226	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	202,333	-27,830	-12.1%
Unemployment	68,596	55,117	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	57,732	35,928	164.8%
Unemployment Rate	24.8%	21.1%	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	22.2%	13.5%	n/a

Data: Bureau of Labor Statistics

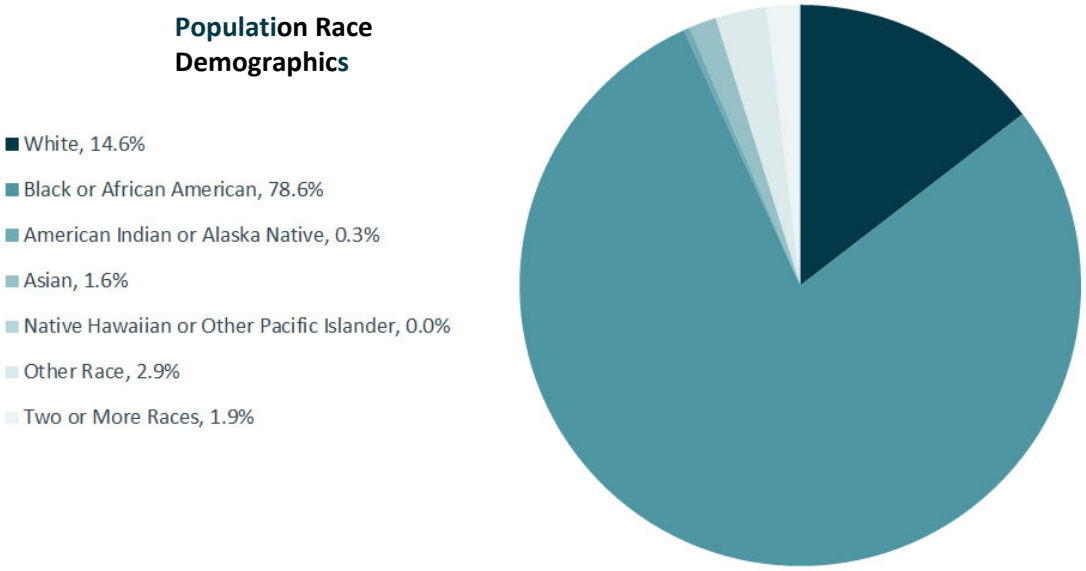
Population Demographics

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.

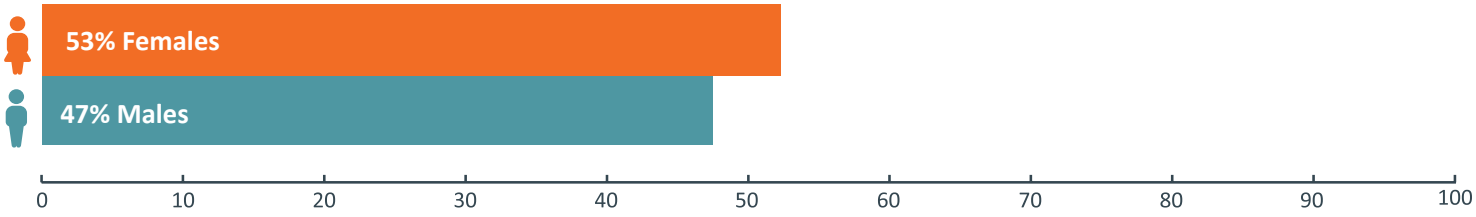
677,155
People in the City

0.4% Decrease from 2017

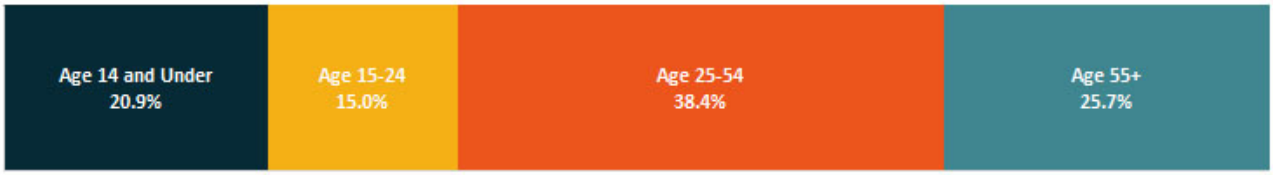
Population Race Demographics



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.

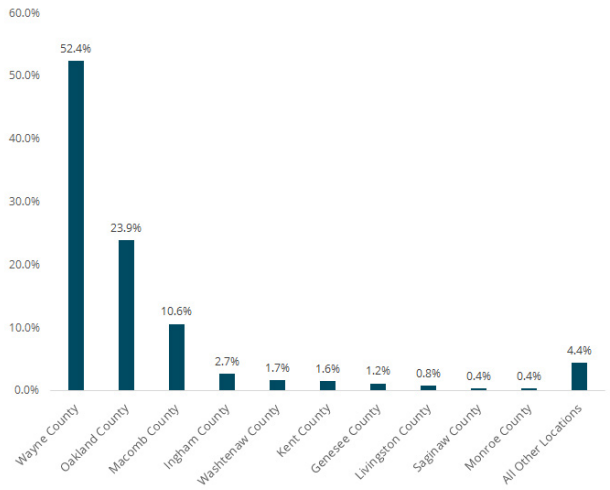
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	526,251	234,659	49,168	9.3%
Sex				
Male 16+	134,962	109,259	25,703	19.0%
16-19	6,355	3,754	2,601	40.9%
20-24	18,082	12,753	5,329	29.5%
25-54	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

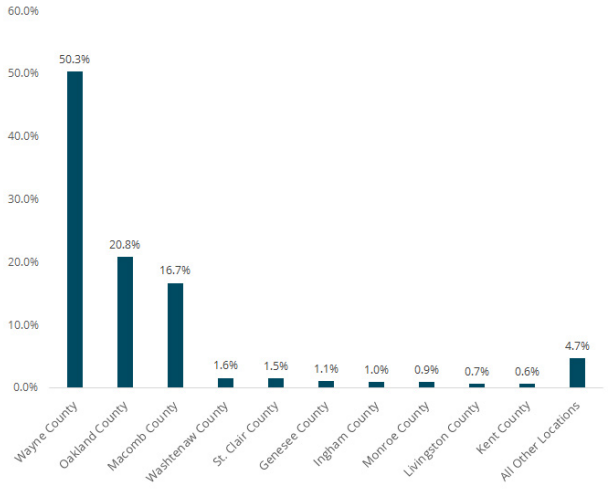
According to the most recent OnTheMap data set available from the Census Bureau, during 2017, the city's workforce consisted of 185,841 residents. 57,743 (31.1 percent) of the residents lived and worked within Detroit's city limits, while the remaining 128,098 residents (68.9 percent) traveled outside 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

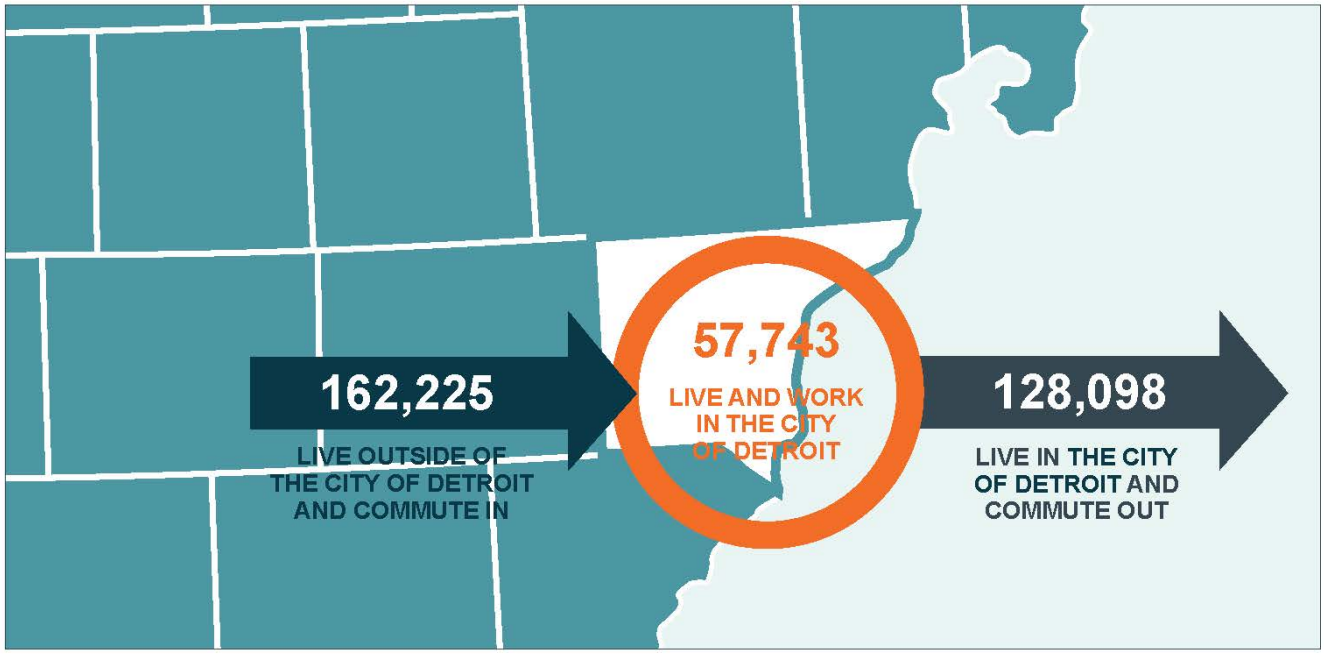


Source: U.S. Census OnTheMap, 2017
Analysis: Workforce Intelligence Network

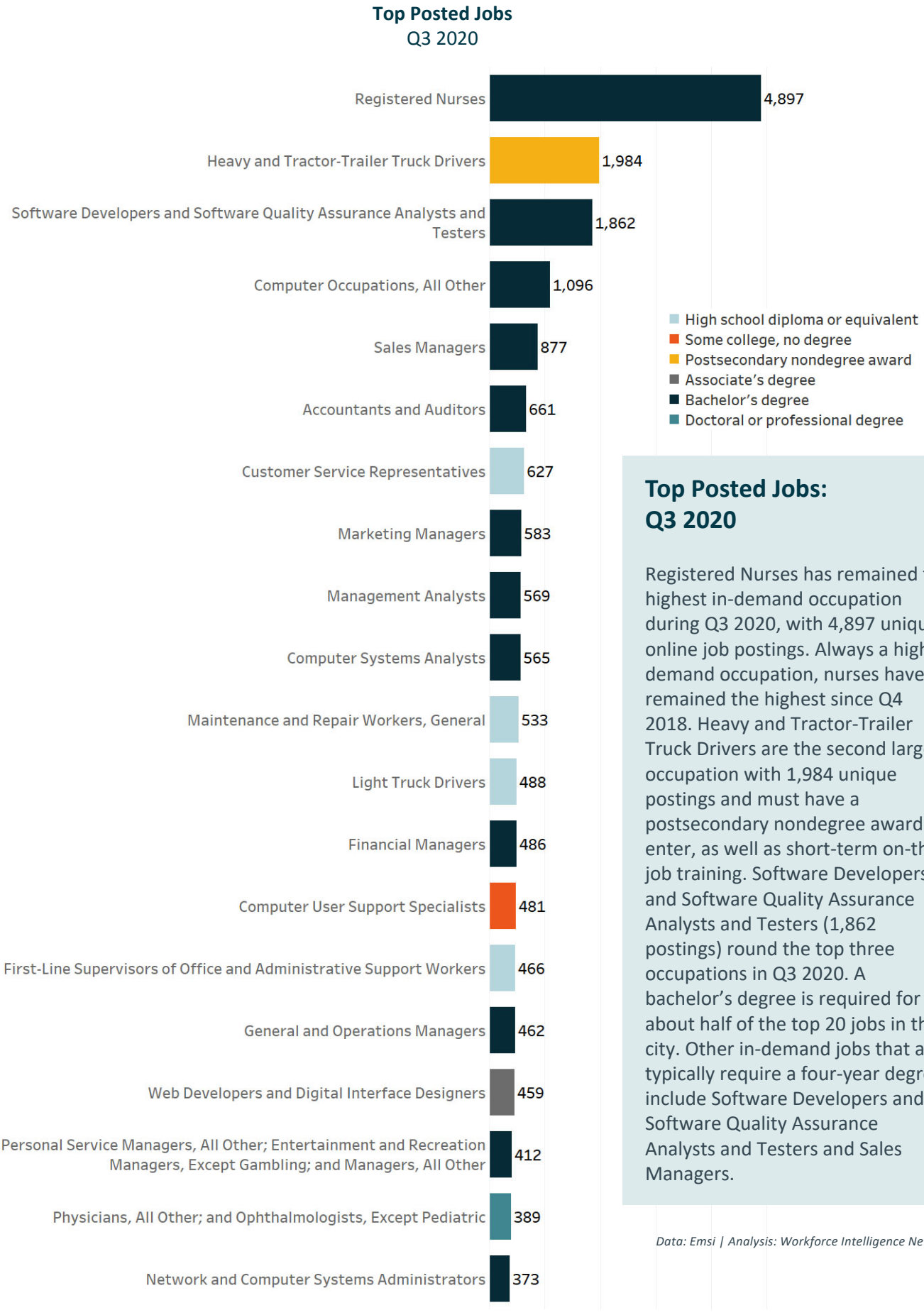
Where City of Detroit Workers Live



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



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

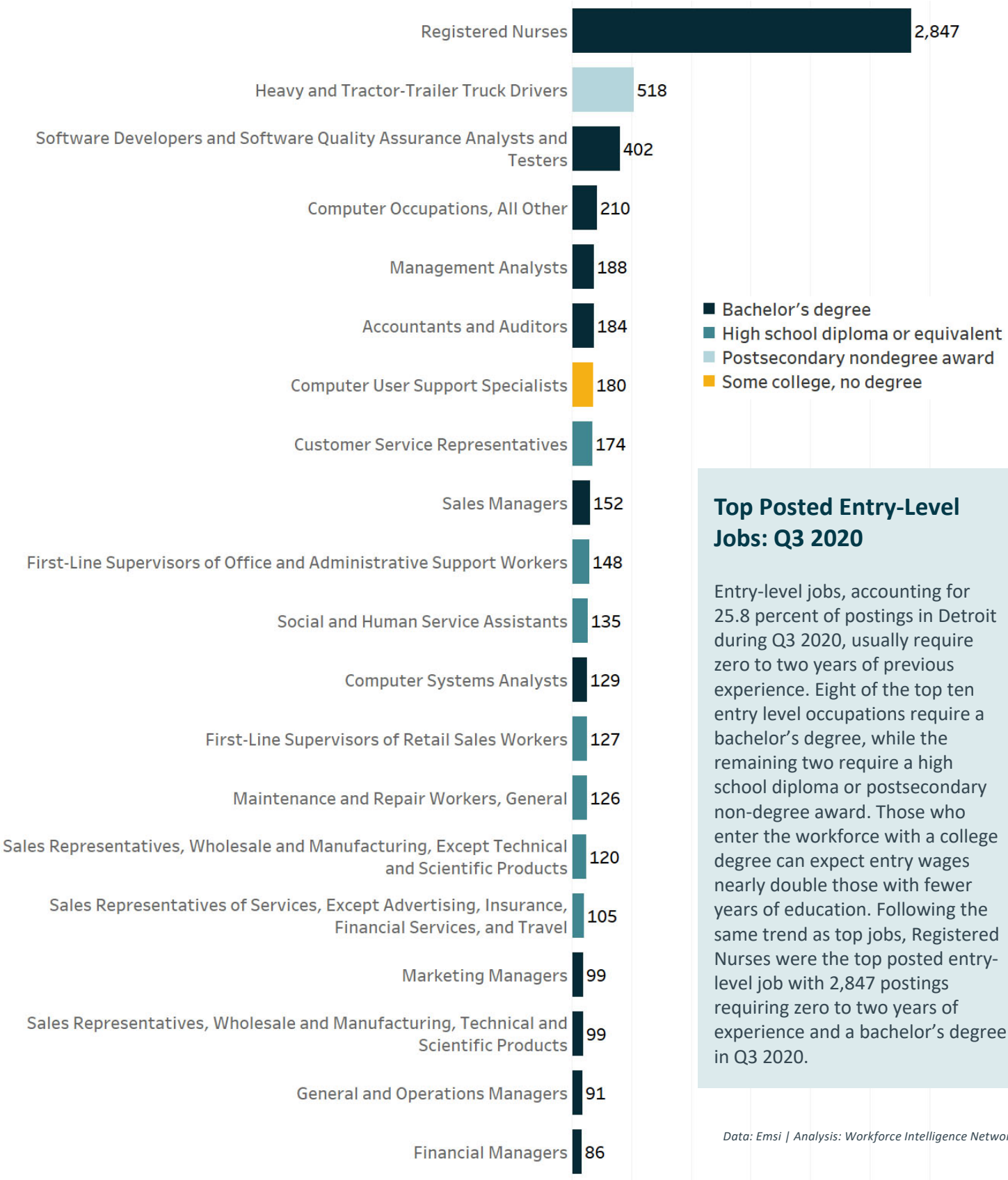


Top Posted Jobs: Q3 2020

Registered Nurses has remained the highest in-demand occupation during Q3 2020, with 4,897 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 1,984 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 (1,862 postings) round the top three occupations in Q3 2020. A bachelor's degree is required for about 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.

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posted Entry-Level Jobs
Q3 2020



Top Posted Entry-Level Jobs: Q3 2020

Entry-level jobs, accounting for 25.8 percent of postings in Detroit during Q3 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 2,847 postings requiring zero to two years of experience and a bachelor's degree in Q3 2020.

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posting Employers*

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

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

In-Demand Technical Skills

- Basic Life Support
- Nursing
- Accounting
- Auditing
- Selling Techniques
- Advanced Cardiovascular Life Support (ACLS)
- Agile Methodology
- Automation
- Intensive Care Unit
- SQL

In-Demand Foundational Skills

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

Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Master of Business Administration (MBA)
- Bachelor of Science in Business
- 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
- Bachelor of Science in Business Administration
- Licensed Master Social Worker
- Associates Degree in Nursing
- Automotive Service Excellence (ASE) Certification

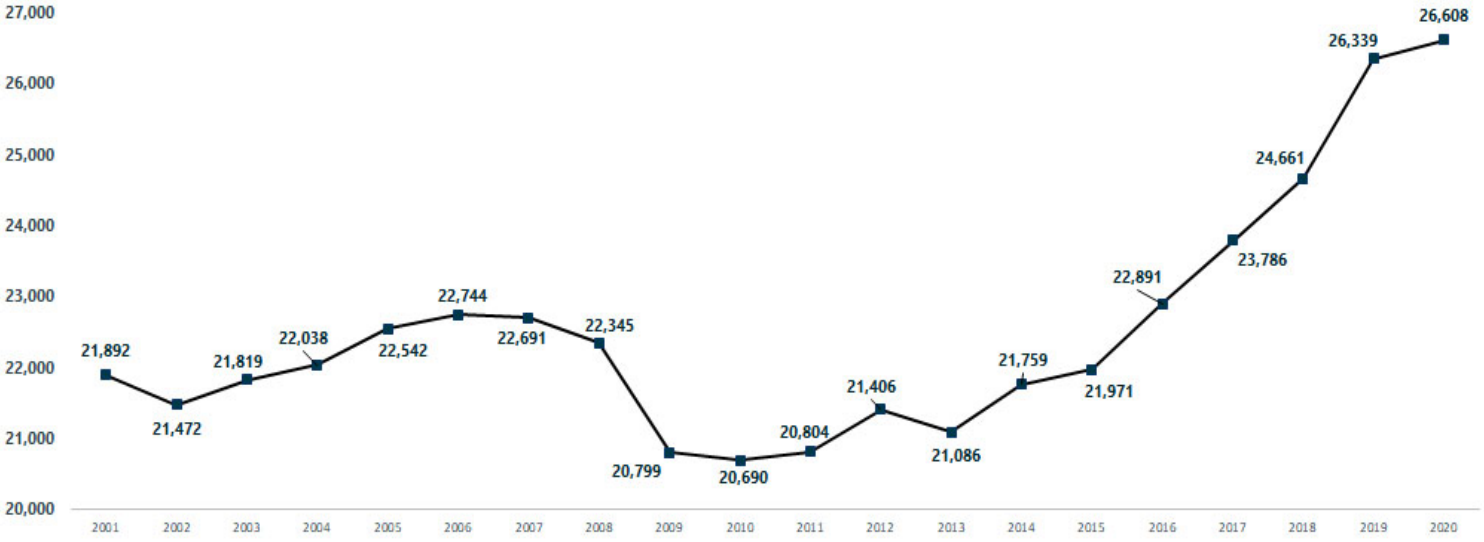
Icons: The Noun Project

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.

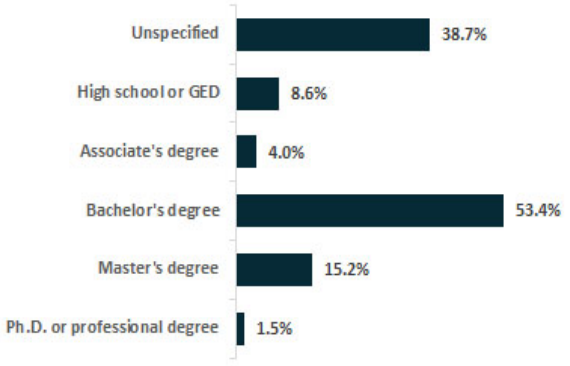
26,608
Business and Finance Workers
1.0% Increase from 2019

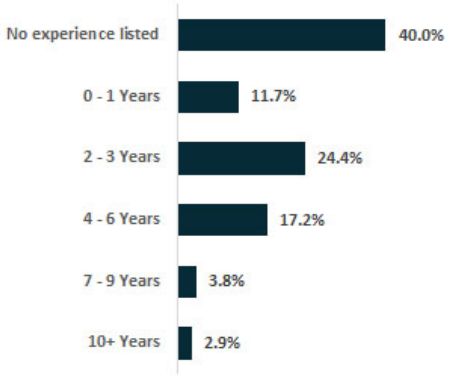
Employment Over Time
2001–2020



Business and Finance Education and Experience

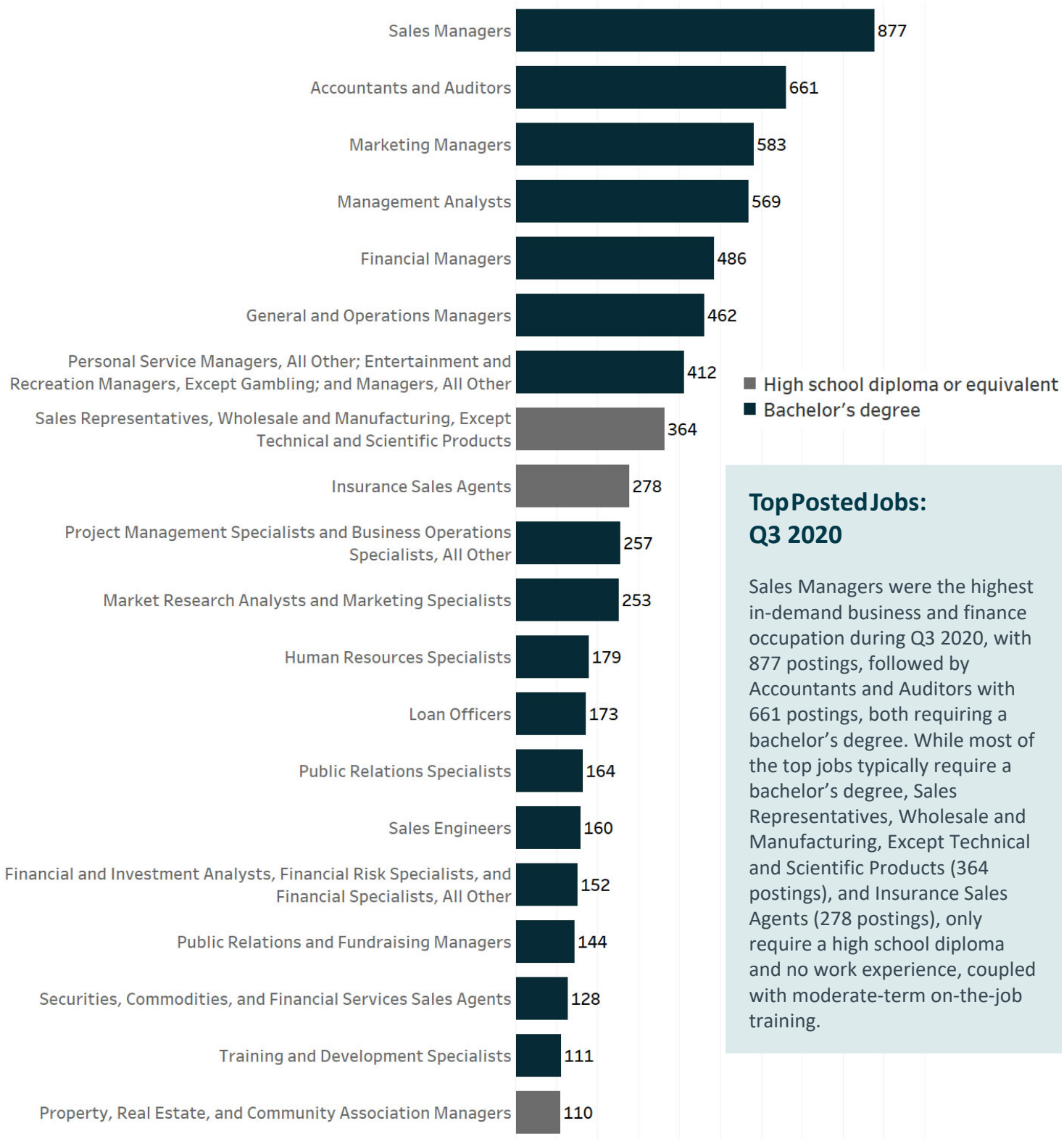
The business and finance occupation group offer great job opportunities for active job seekers. A bachelor's degree is the most in-demand education level in Q3 2020, required in 3,840 postings. A master's degree is the second most in-demand education level with 1,092 postings, while 2,786 postings do not specify any education level. Many business and finance occupation postings were open to workers with two to three years of experience, included in 1,758 postings. Workers with four to six years of experience are also heavily in-demand with 1,238 postings. Although 2,879 postings do not request any specific experience level, 843 postings requested workers with zero to one year of experience.





Data: Emsi | Analysis: Workforce Intelligence Network

Business and Finance
Top Posted Jobs
Q3 2020



Top Posted Jobs: Q3 2020

Sales Managers were the highest in-demand business and finance occupation during Q3 2020, with 877 postings, followed by Accountants and Auditors with 661 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 (364 postings), and Insurance Sales Agents (278 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, 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 Q3 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
13-2011	Accountants and Auditors	$23.74	$29.17	$36.88	$48.41	$65.00
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
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
41-3021	Insurance Sales Agents	$13.87	$16.52	$24.04	$38.90	$60.63
13-1198	Project Management Specialists and Business Operations Specialists, All Other	$19.88	$26.28	$35.91	$49.14	$61.40

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Leadership
- Operations

Top Posting Employers*

- Deloitte LLP
- Quicken Loans Inc.
- General Motors Company
- Family of Companies
- Amazon.com, Inc.

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

In-Demand Education Level*

- High School Diploma: 8.6%
- Associate Degree: 4.0%
- Bachelor's Degree: 53.4%
- Master's Degree: 15.2%

**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

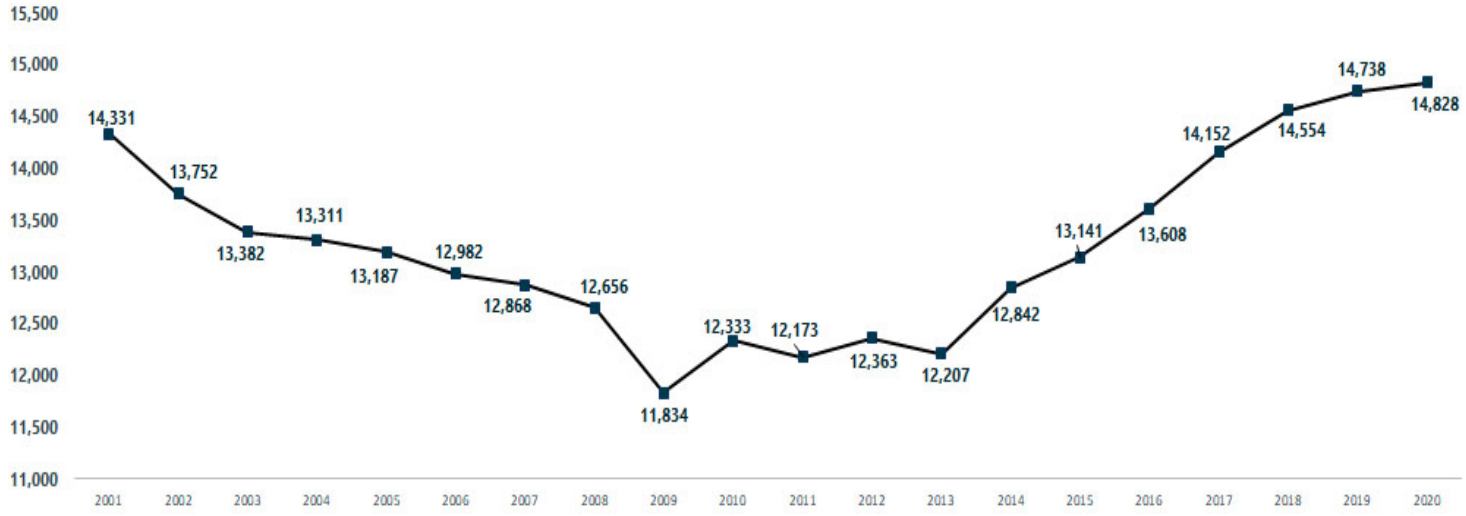
- Bachelor of Science in Business
- Certified Public Accountant
- Bachelor of Science in Business Administration
- Project Management Professional Certification
- Certified Internal Auditor

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.

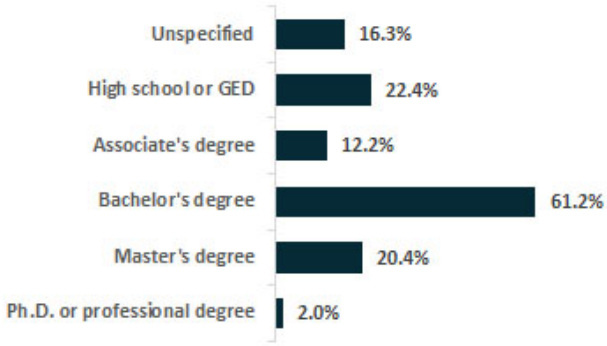
14,828
Energy Workers
0.6% Increase from 2019

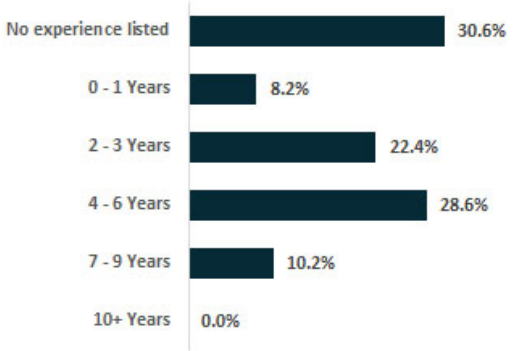
Employment Over Time
2001–2020



Energy Education and Experience

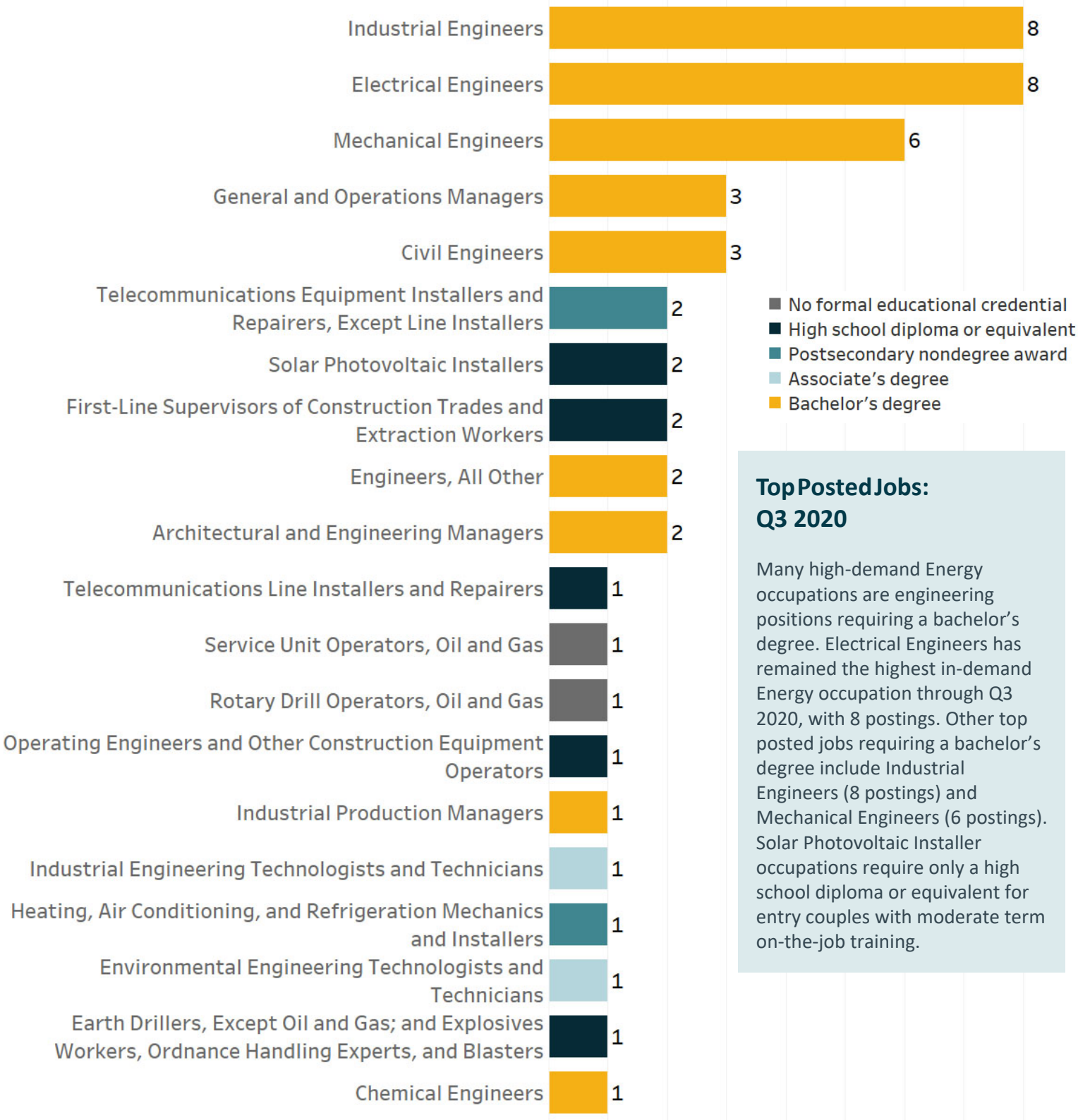
The energy occupation group is critical to the energy industry, requiring a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q3 2020, with 30 postings (61.2 percent). A high school diploma is the second most in-demand education level with 11 postings (22.4 percent), while 8 postings does not specify any education level. Many energy occupation postings were open to workers with four to six years of experience, included in 14 postings. Workers with two to three years of experience are also heavily in-demand, with 11 postings. Although 15 posting do not request any specific experience level, four postings requested workers with zero to one year of experience.





Data: Emsi | Analysis: Workforce Intelligence Network

Energy
Top Posted Jobs
Q3 2020



Top Posted Jobs: Q3 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 Q3 2020, with 8 postings. Other top posted jobs requiring a bachelor's degree include Industrial Engineers (8 postings) and Mechanical Engineers (6 postings). Solar Photovoltaic Installer occupations require only a high school diploma or equivalent for entry couples with moderate term on-the-job training.

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 $44.43, or annual earnings of approximately $92,414. 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 Q3 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2071	Electrical Engineers	$30.97	$36.45	$44.43	$54.04	$62.63
17-2112	Industrial Engineers	$30.84	$36.45	$44.76	$53.98	$61.21
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
17-2051	Civil Engineers	$24.79	$29.09	$34.91	$42.40	$51.68
11-9041	Architectural and Engineering Managers	$46.79	$55.07	$65.50	$77.12	$91.98
17-2199	Engineers, All Other	$25.00	$33.81	$42.87	$55.44	$64.08
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	$20.64	$27.76	$35.66	$45.36	$52.56
47-2231	Solar Photovoltaic Installers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	$16.68	$21.22	$26.02	$29.34	$36.28

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Planning
- Interpersonal Communications

Top Posting Employers*

- DTE Energy Company
- Henkels & McCoy, Inc.
- Cavo Broadband Communications, LLC
- National Grid Corporate Services LLC
- Elevate Energy

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

In-Demand Education Level*

- High School Diploma: 22.4%
- Associate Degree: 12.2%
- Bachelor's Degree: 61.2%
- Master's Degree: 20.4%

**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

- Commercial Driver's License (CDL)
- Professional Engineer
- Certified Energy Manager
- NABCEP Certified Energy Practitioner
- Operator Certification

Introduction

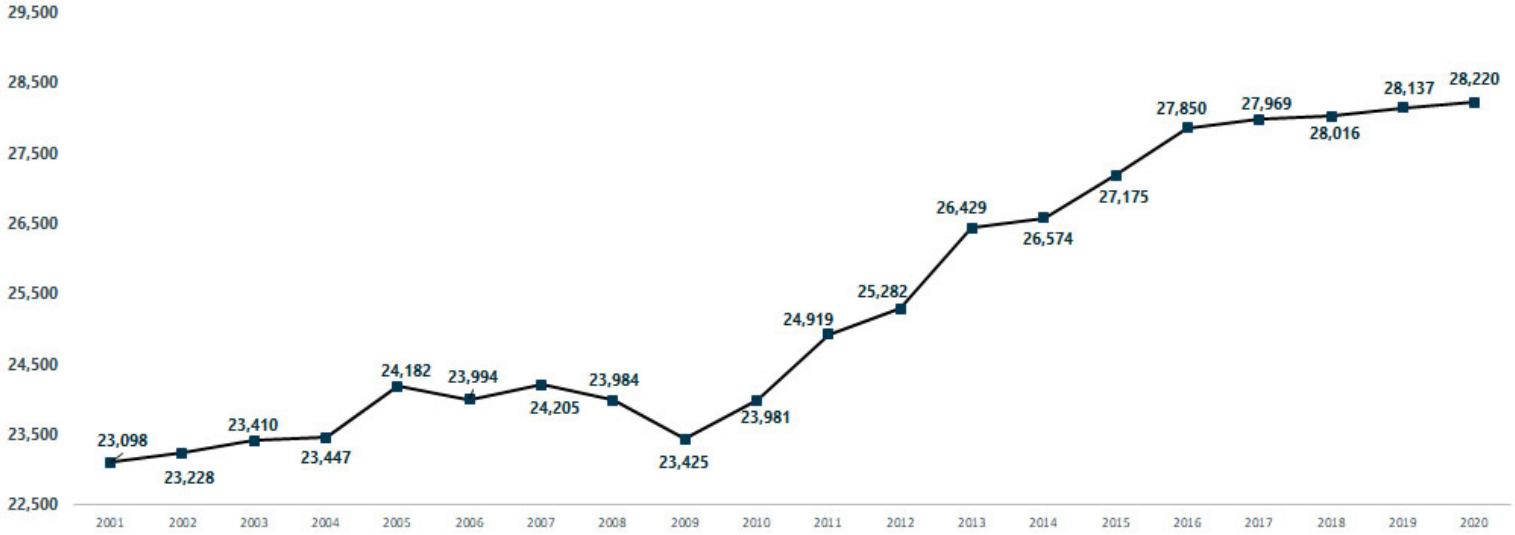
WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely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

28,220

Health Care Workers

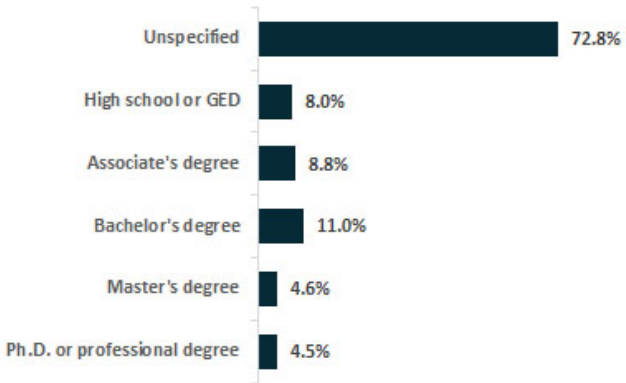
0.3% Increase from 2019

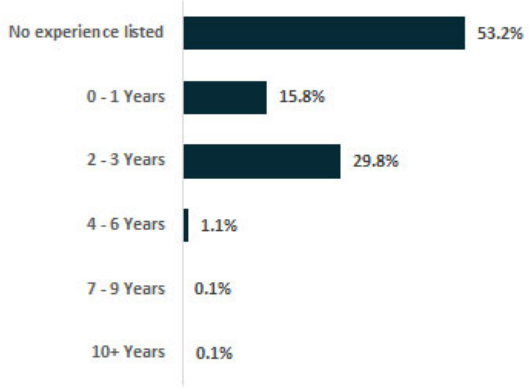
Employment Over Time
2001–2020



Health Care Education and Experience

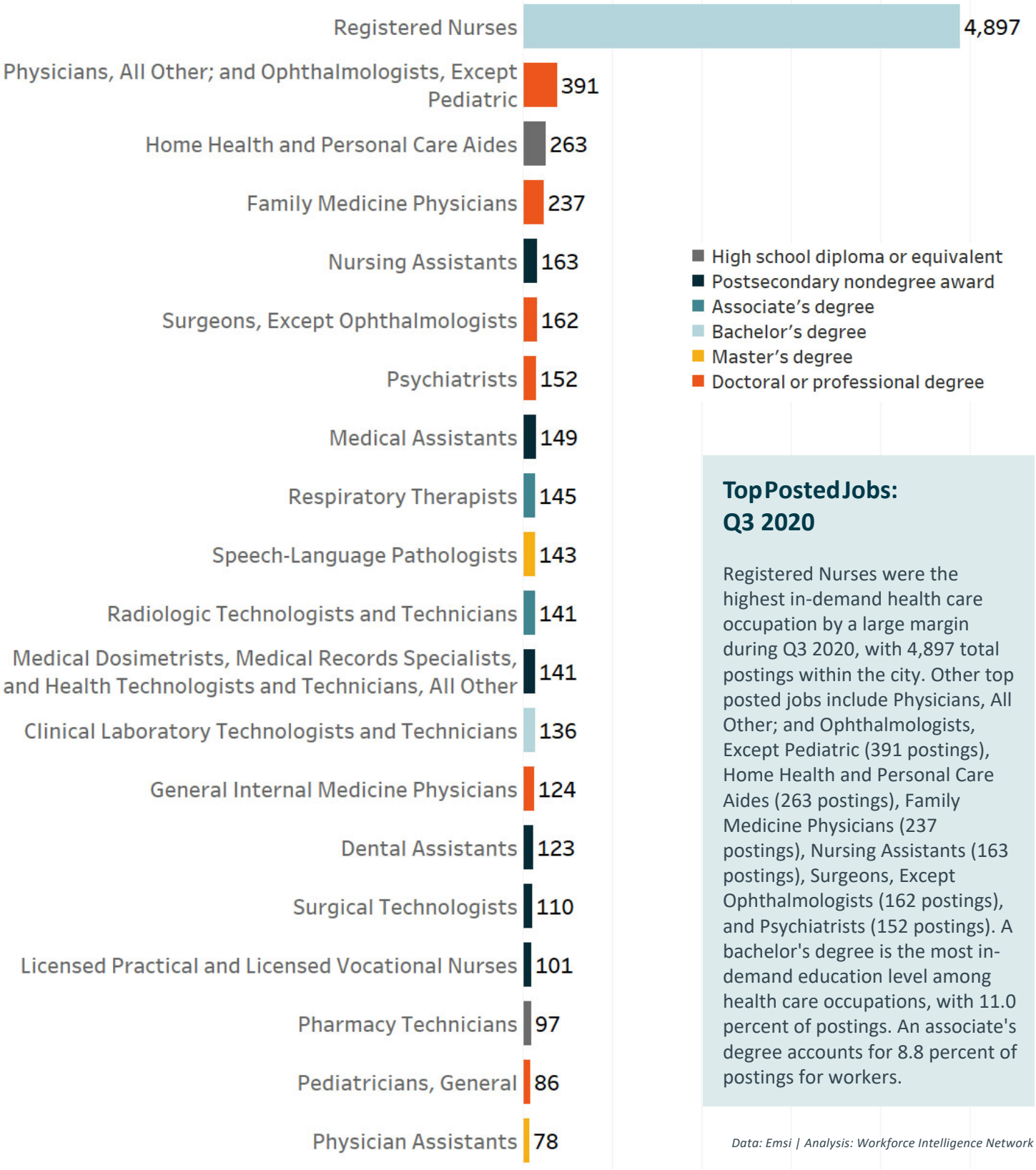
The health care occupation group offers great job opportunities for active job seekers at all experience levels. A bachelor's degree is the most in-demand education level in Q3 2020, with 949 postings. An associate's degree is the second most in-demand education level with 763 postings, while 6,279 postings did not specify any education level. Many health care occupation postings were open to workers with two to three years of experience, included in 2,574 postings. Workers with zero to one year of experience are also heavily in-demand with 1,359 postings, while 4,587 posting do not require any specific experience level.





Data: Emsi | Analysis: Workforce Intelligence Network

Health Care
Top Posted Jobs
Q3 2020



Top Posted Jobs: Q3 2020

Registered Nurses were the highest in-demand health care occupation by a large margin during Q3 2020, with 4,897 total postings within the city. Other top posted jobs include Physicians, All Other; and Ophthalmologists, Except Pediatric (391 postings), Home Health and Personal Care Aides (263 postings), Family Medicine Physicians (237 postings), Nursing Assistants (163 postings), Surgeons, Except Ophthalmologists (162 postings), and Psychiatrists (152 postings). A bachelor's degree is the most in-demand education level among health care occupations, with 11.0 percent of postings. An associate's degree accounts for 8.8 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 state's median wage of $18.60 per hour. Registered Nurses, the top posted health care job in Q3 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 Q3 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
31-1128	Home Health and Personal Care Aides	$10.54	$11.19	$12.33	$14.18	$16.57
29-1215	Family Medicine Physicians	$50.51	$59.62	$91.13	$102.87	$157.71
31-1131	Nursing Assistants	$12.08	$13.46	$15.17	$17.45	$19.10
29-1248	Surgeons, Except Ophthalmologists	$103.26	$103.26	$144.38	$164.08	$253.06
29-1223	Psychiatrists	$71.76	$78.83	$100.23	$119.93	$184.97
31-9092	Medical Assistants	$13.31	$14.66	$16.75	$18.98	$21.49
29-1126	Respiratory Therapists	$22.18	$25.55	$29.11	$32.67	$37.65
29-1127	Speech-Language Pathologists	$25.39	$32.17	$38.53	$47.73	$68.65

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Teaching
- Leadership
- Customer Service

Top Posting Employers*

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

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

In-Demand Education Level*

- High School Diploma: 8.0%
- Associate Degree: 8.8%
- Bachelor's Degree: 11.0%
- Master's Degree: 4.6%

**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
- 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.

7,706

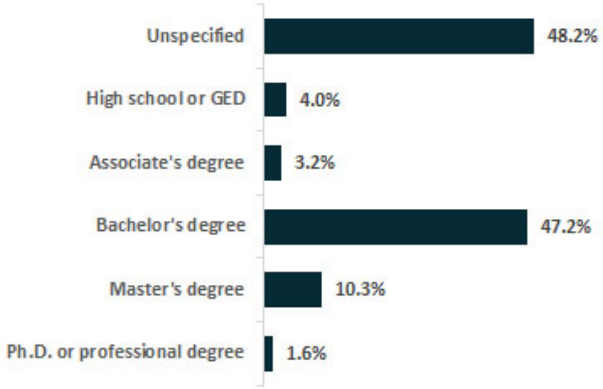
IT Workers

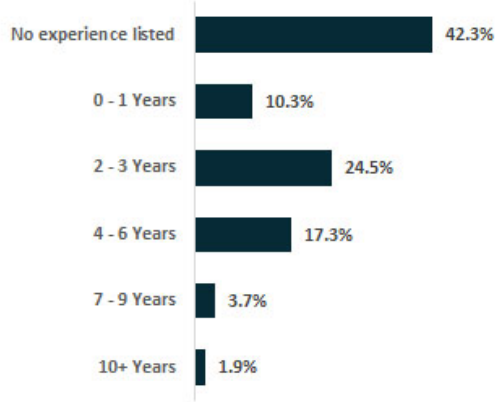
0.9% Increase from 2019

Employment Over Time
2001–2020

Information Technology Education and Experience

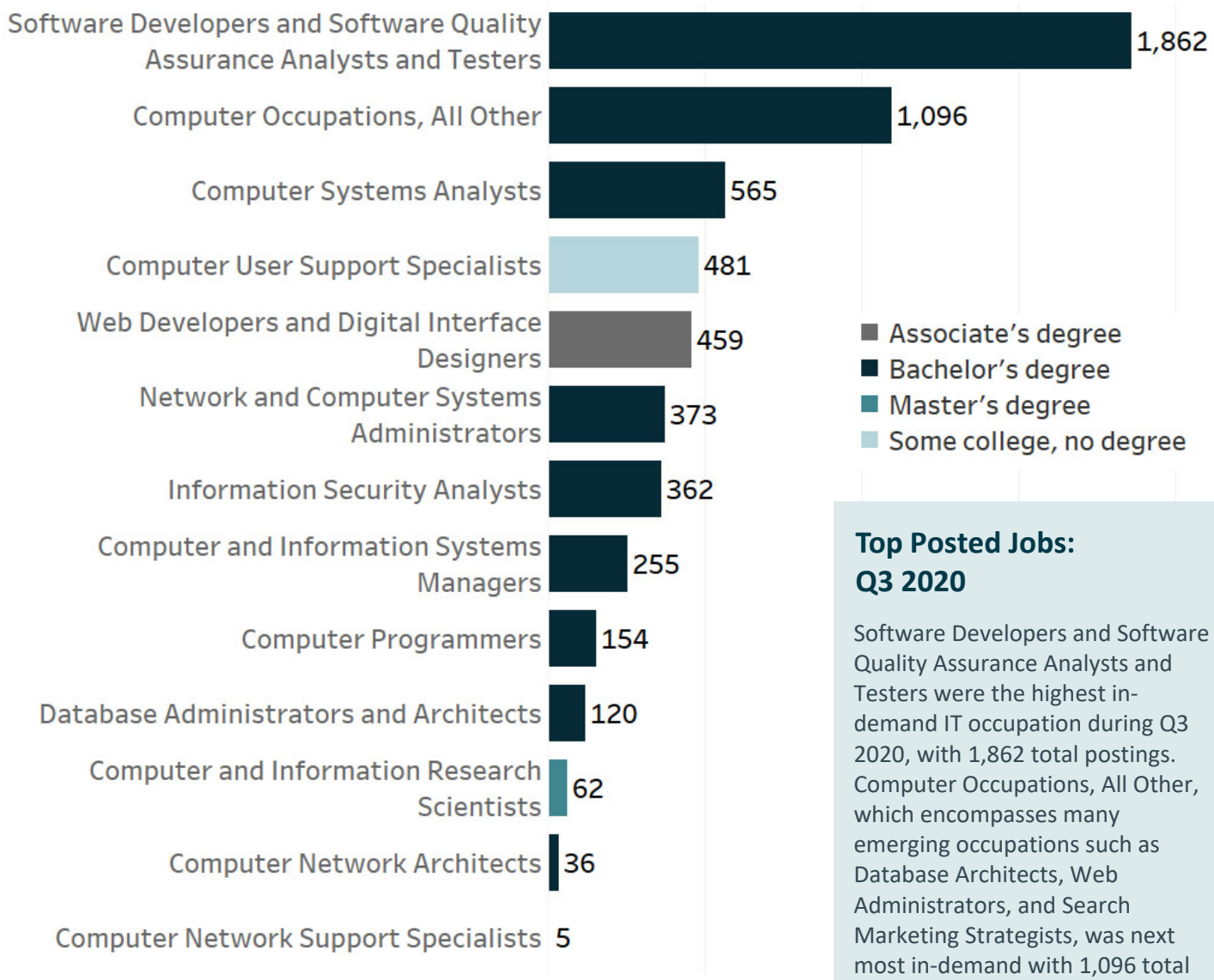
The information technology occupation group offers great job opportunities for active job seekers with 5,830 postings in Q3 2020. A bachelor's degree is the most in-demand education level in Q3, with 2,750 postings. A master's degree is the second most in-demand education level with 601 postings, while 2,808 postings do not specify any education level. Many IT occupation postings were open to workers with two to three years of experience, included in 1,427 postings. Workers with four to six years of experience are also heavily in-demand with 1,011 postings. Although 2,468 posting do not request any specific experience level, 598 postings requested workers with zero to one year of experience.





Data: Emsi | Analysis: Workforce Intelligence Network

IT
Top Posted Jobs
Q3 2020



Top Posted Jobs: Q3 2020

Software Developers and Software Quality Assurance Analysts and Testers were the highest in-demand IT occupation during Q3 2020, with 1,862 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 1,096 total postings. While most of the top jobs typically post requirements for a bachelor's degree, Web Developers and Digital Interface Designers (459 postings) typically require an associate degree while Computer User Support Specialists (481 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 and Software Quality Assurance Analysts and Testers, the top posted IT job in Q3 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 Q3 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
15-1244	Network and Computer Systems Administrators	$26.38	$33.30	$40.92	$51.00	$61.26
15-1212	Information Security Analysts	$28.36	$34.91	$43.95	$56.39	$65.06
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

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

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Troubleshooting

Top Posting Employers*

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

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

In-Demand Education Level*

- High School Diploma: 4.0%
- Associate Degree: 3.2%
- Bachelor's Degree: 47.2%
- Master's Degree: 10.3%

**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

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

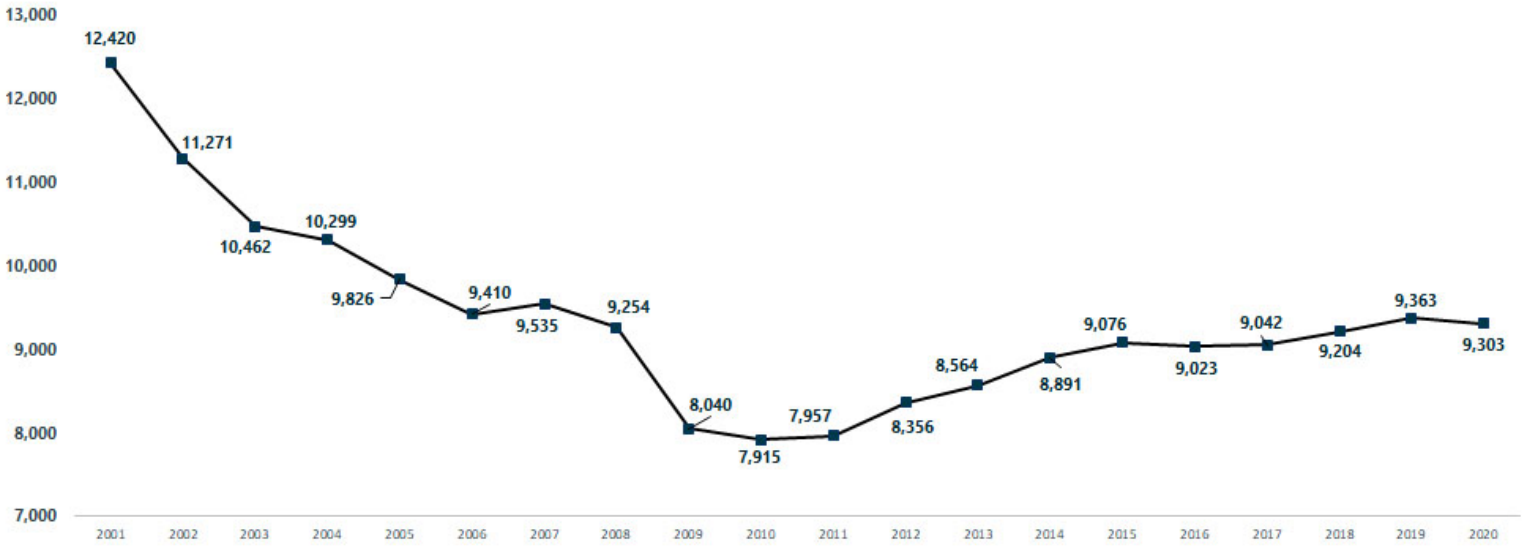
Introduction

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.

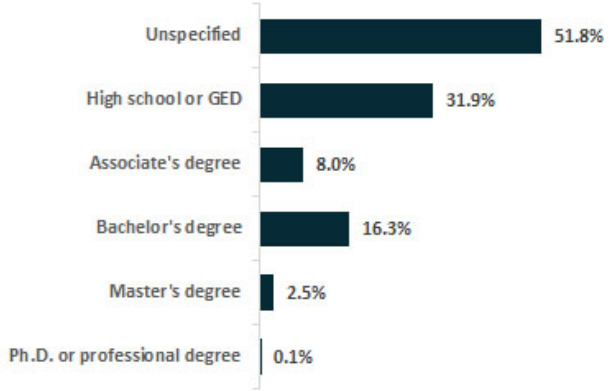
9,303
Skilled Trades Workers
0.6% Decrease from 2019

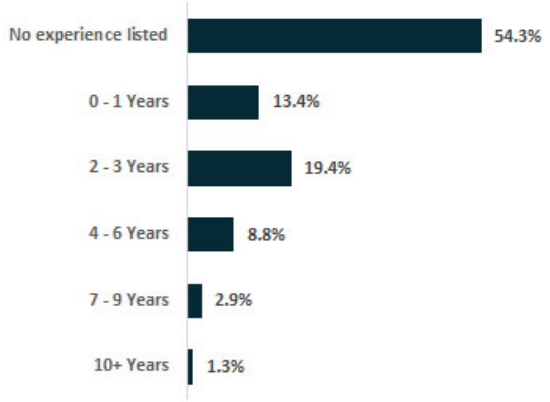
Employment Over Time
2001–2020



Skilled Trades Education and Experience

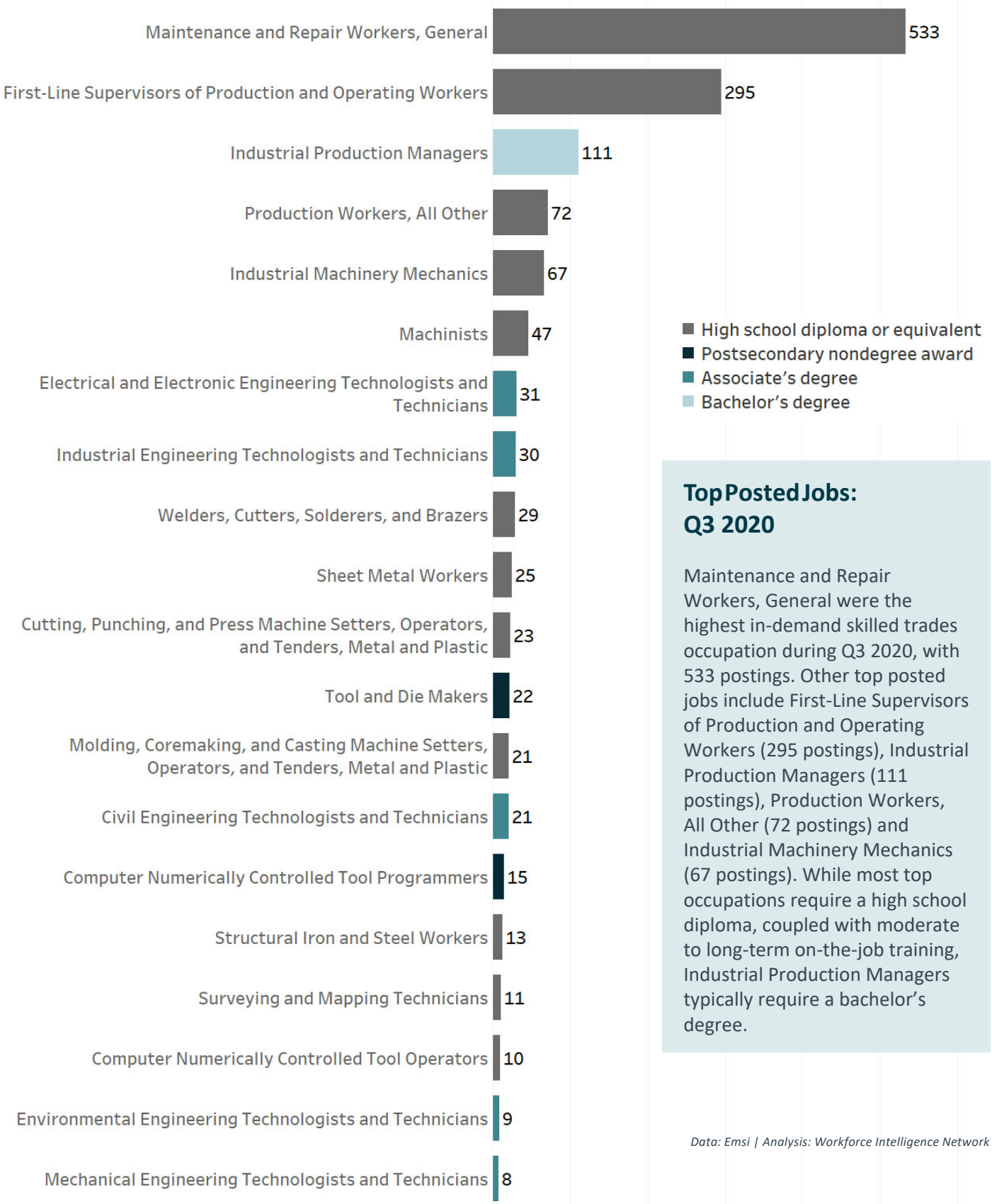
The skilled trades occupation group offers great job opportunities for active job seekers in southeast Michigan. A high school diploma or equivalent is the most in-demand education level in Q3 2020, with 455 postings. A bachelor's degree is the second most in-demand education level with 233 postings, while 739 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 277 postings. Workers with zero to one year of experience are also heavily in-demand with 191 postings, while 776 postings do not require any specific experience level.





Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades
Top Posted Jobs
Q3 2020



Top Posted Jobs: Q3 2020

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during Q3 2020, with 533 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (295 postings), Industrial Production Managers (111 postings), Production Workers, All Other (72 postings) and Industrial Machinery Mechanics (67 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 Q3 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 Q3 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
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
51-4121	Welders, Cutters, Solderers, and Brazers	$13.39	$16.12	$19.59	$23.91	$29.64
47-2211	Sheet Metal Workers	$15.93	$20.15	$25.61	$36.01	$39.39

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Plumbing
- HVAC
- Painting
- Preventive Maintenance
- Carpentry

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Troubleshooting
- Leadership

Top Posting Employers*

- E. W. Grobbel Sons, Inc.
- Flex-N-Gate Corporation
- Housing Management Inc
- Cbre Group, Inc.
- FCA Fiat Chrysler Automobiles

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

In-Demand Education Level*

- High School Diploma: 31.9%
- Associate Degree: 8.0%
- Bachelor's Degree: 16.3%
- Master's Degree: 2.5%

**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

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

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