

WORKFORCE INTELLIGENCE NETWORK

QUARTERLY REPORT • Genesee & Shiawassee •

Q2 2015



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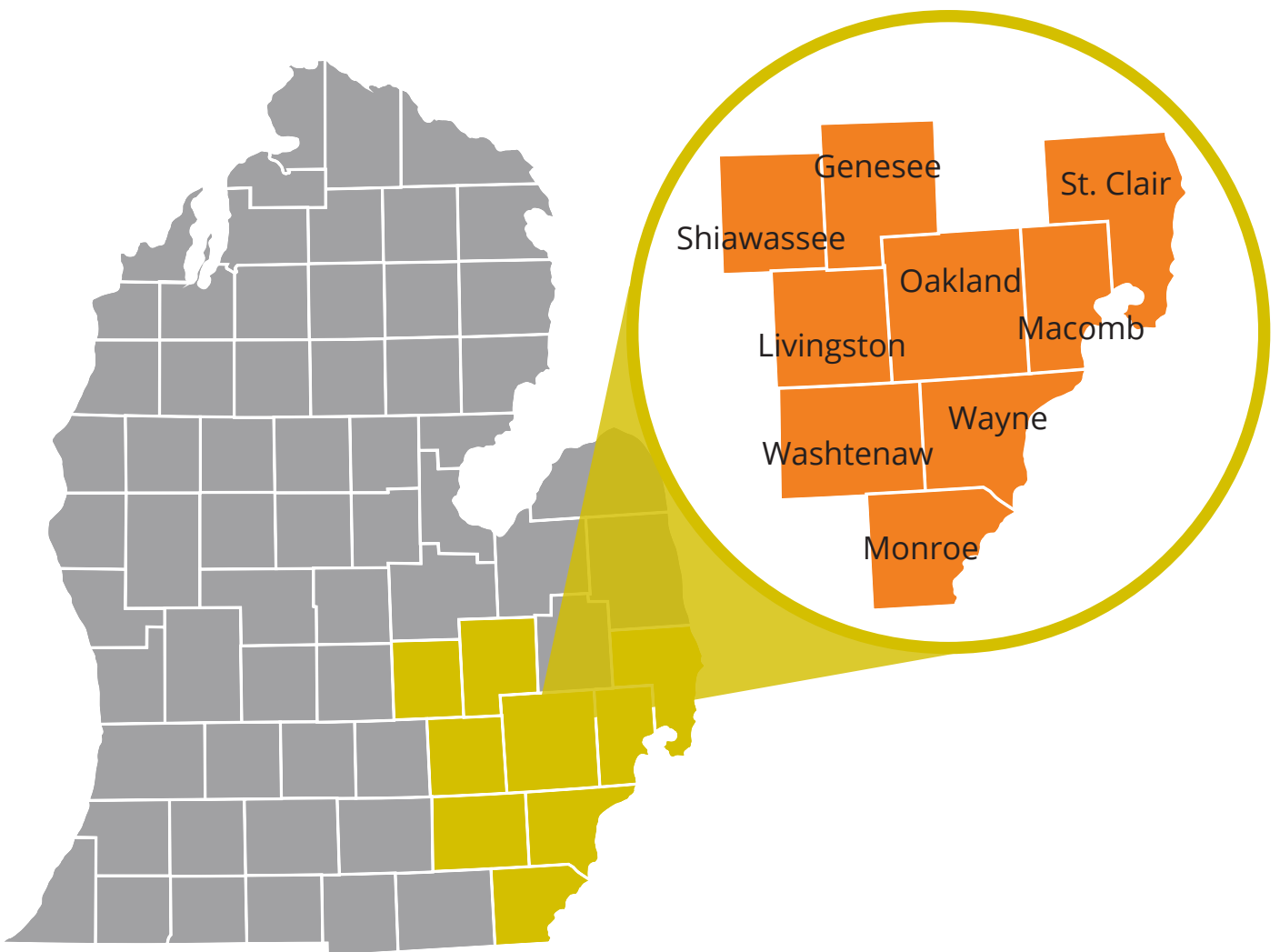
Labor Market and Demand Summary

Data Notes and Sources



WIN region includes 9 counties:

Genesee, Livingston, Monroe, Macomb, Oakland, Shiawassee, St. Clair, Washtenaw, and Wayne. This report focuses on Genesee & Shiawassee counties.





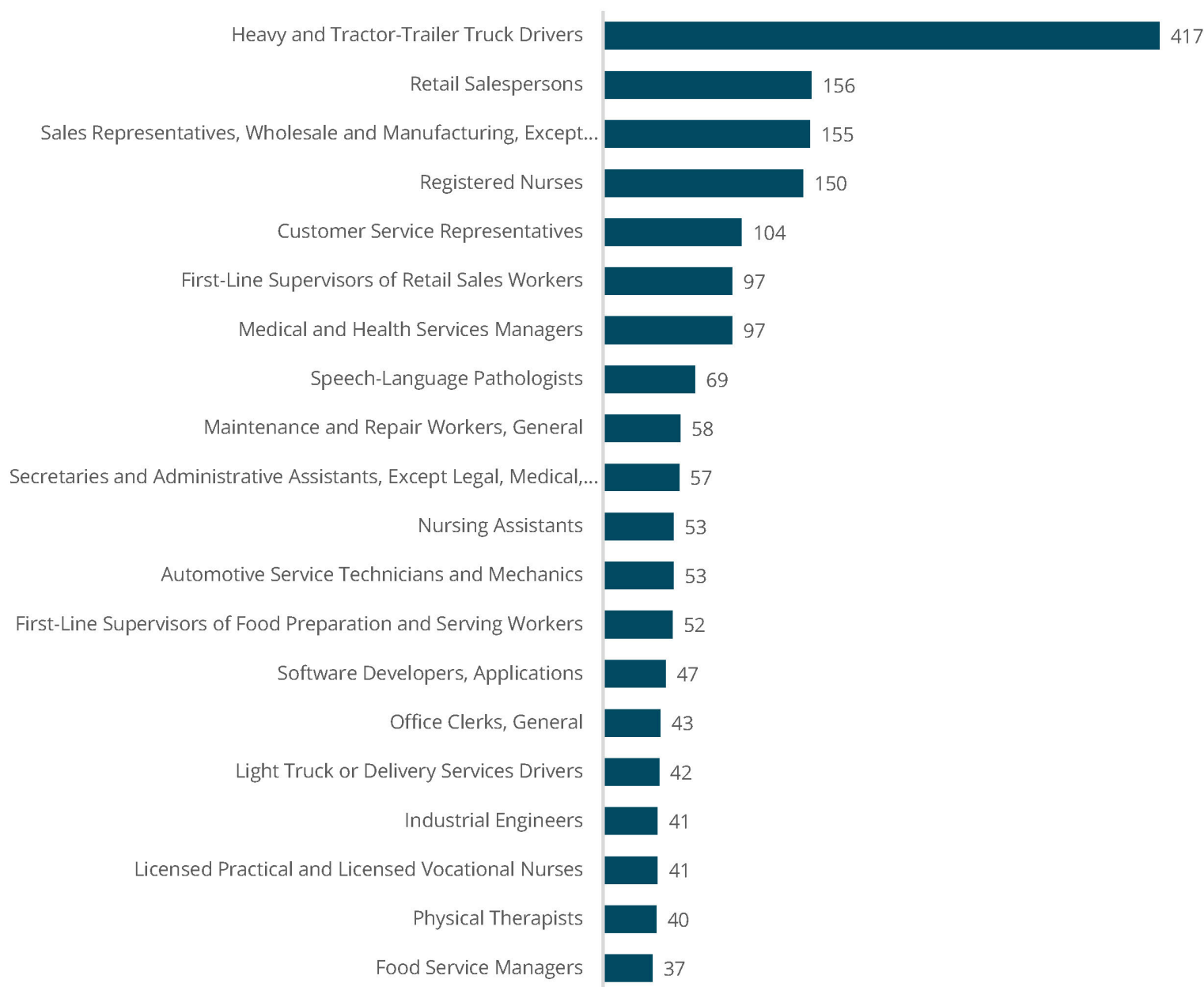
SECTION ONE

LABOR MARKET AND DEMAND OVERVIEW



TOP 20 JOBS IN DEMAND

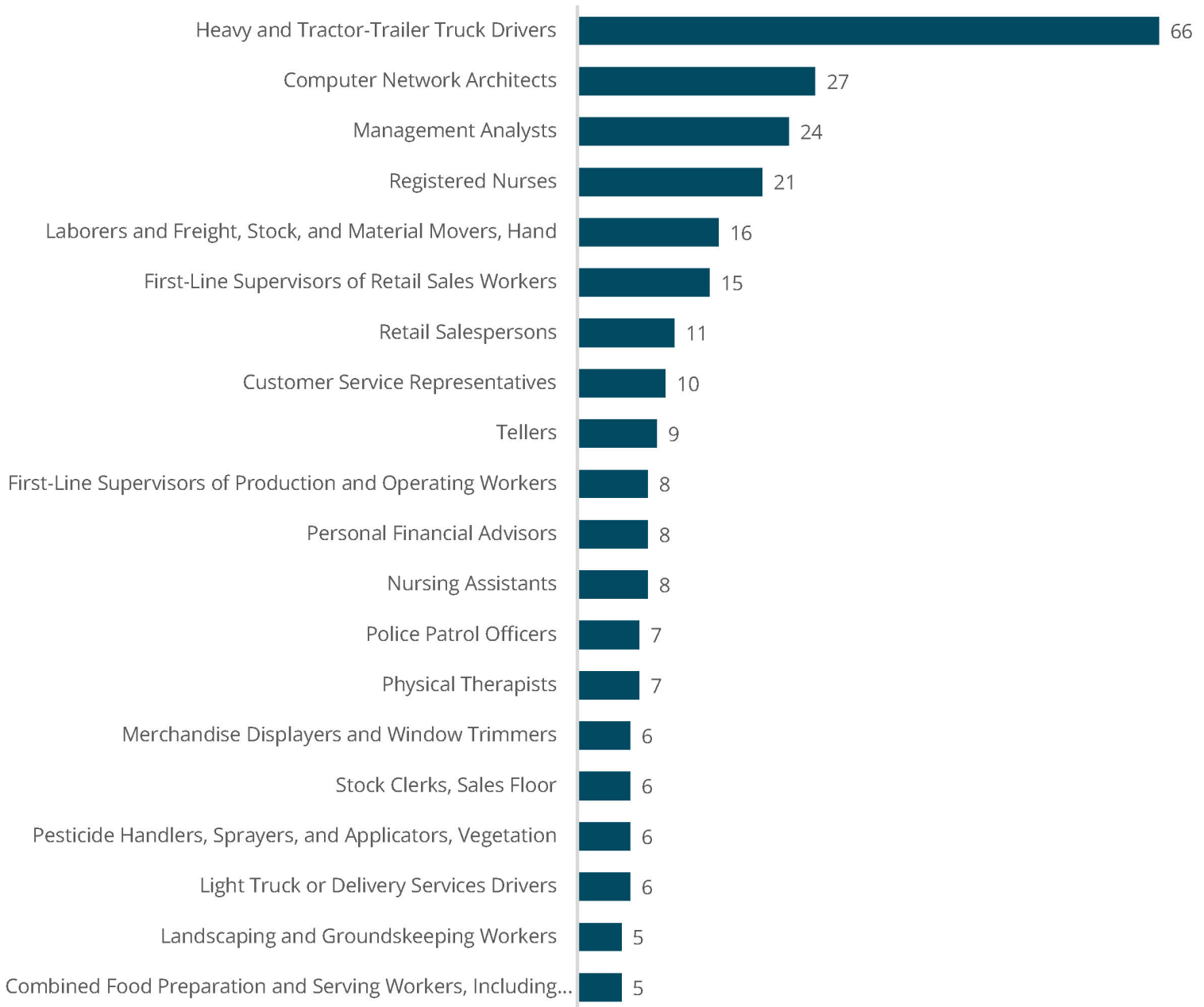
APRIL - JUNE 2015
Genesee County



The top posting jobs in Genesee County do not often shift from quarter to quarter. Q2 2015 was no different with registered nurses, truck drivers, retail salespersons, and sales representatives all retaining the top spots. Demand for truck drivers increased 36.7% growing from 305 postings during Q1 to 417 during Q2. Demand for registered nurses remained at 150 postings while postings for retail salespersons dropped 22% from 200 in Q1 to 156 in Q2.

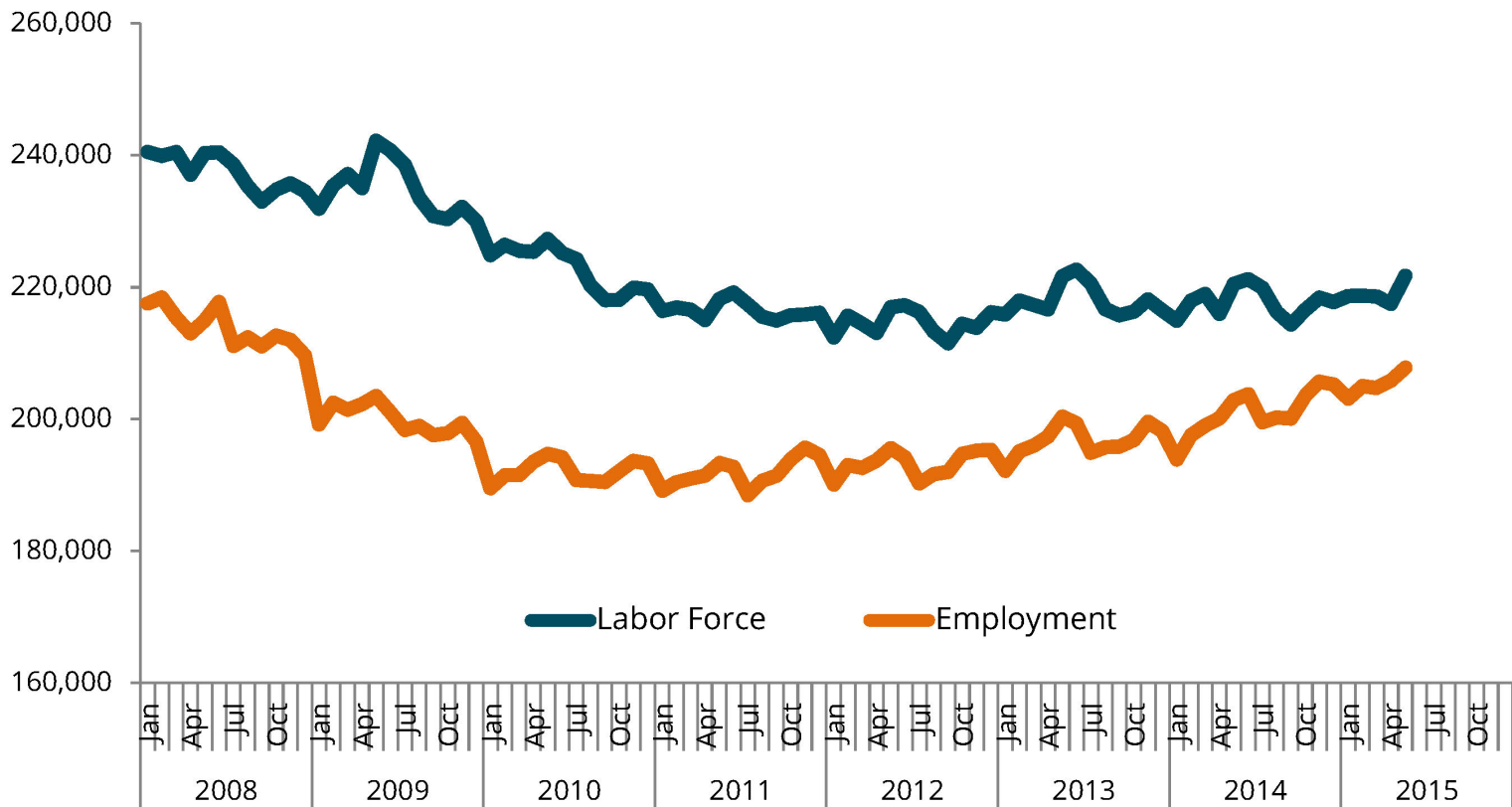
TOP 20 JOBS IN DEMAND

APRIL - JUNE 2015
Shiawassee County



Demand for truck drivers also increased in Shiawassee County growing 46.7% between Q1 and Q2. A new top jobs is on the list for Shiawassee County – computer network architects, the new 2nd most in-demand job in the county during Q2 with 27 postings (up from zero postings in Q1). New demand also exists for management analysis in the region. Demand for registered nurses, much like neighboring counties, doubled from 11 postings in Q1 to 21 in Q2.

EMPLOYMENT AND LABOR FORCE



Source: Bureau of Labor Statistics
Analysis: Workforce Intelligence Network

Q2 21015 shows almost minor growth in the labor force in the two county area (0.4% growth, adding 951 individuals). Employment grew at a faster rate during Q2 (1.2%) adding 2,533 workers to area employer payrolls. Both employment and the labor force have a slowly increasing trend, employment more so. The labor force is slowly reaching 2010 average levels while employment has grown more rapidly, adding nearly 13,000 workers back into payrolls since 2010.

With employment growing faster than the labor force, the drop in unemployment can be attributed to individuals gaining jobs. The unemployment rate in Genesee and Shiawassee counties dropped from 6.6% in Q1 to 5.8% during Q2.

EMPLOYER DEMAND

APRIL - JUNE 2014

Genesee & Shiawassee Counties Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Online job ads in Genesee and Shiawassee counties increased in Q2 2015 by 13.4% over Q1 2015, growing from 4,250 postings to 4,821. The past quarter marks the first significant increase since Q3 2013 as postings have been on a downward trend for the past two years.

All clusters most commonly analyzed by WIN, other than Retail & Hospitality, saw considerable gains in postings during Q2 this year. Postings for IT grew the most with 91% growth. Postings for health care also saw gains with 23.4% growth since Q1 2015. Postings in the most commonly analyzed WIN clusters accounted for 64.1% of the total growth in job ads in Genesee and Shiawassee counties.

EMPLOYMENT AND LABOR FORCE OVERVIEW

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 To-Date
Labor Force	222,897	216,492	214,603	218,001	217,733	219,015
Employment	192,152	191,882	193,194	196,777	200,967	205,285
Unemployment	30,746	24,610	21,409	21,224	16,766	13,730
Unemployment Rate	13.8%	11.4%	10.0%	9.7%	7.7%	6.3%

EMPLOYMENT AND LABOR FORCE OVERVIEW

3rd Quarter 2014	4th Quarter 2014	1st Quarter 2015	2nd Quarter 2015	Change from 1st Quarter 2015	Percent Change from 1st Quarter 2015
216,827	217,572	218,635	219,586	951	0.4%
199,947	204,812	204,272	206,805	2,533	1.2%
16,880	12,760	14,363	12,782	-1,581	-11.0%
7.8%	5.9%	6.6%	5.8%	-0.7%	na













SECTION TWO

OCCUPATIONAL CLUSTERS

GENESEE & SHIAWASSEE DEMAND OVERVIEW

	Q2 2014	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Change over time	Share of Total Postings Q2 2015
Total	4,966	4,390	4,398	4,250	4,821		
Skilled Trades & Technicians	162	134	116	123	136		2.8%
Engineers & Designers	86	77	114	105	119		2.5%
IT	165	146	137	133	254		5.3%
Health Care	614	650	642	640	790		16.4%
Retail & Hospitality	1,377	1,183	1,076	1,125	1,073		22.3%
TDL	416	432	494	452	607		12.6%



ADVANCED MANUFACTURING

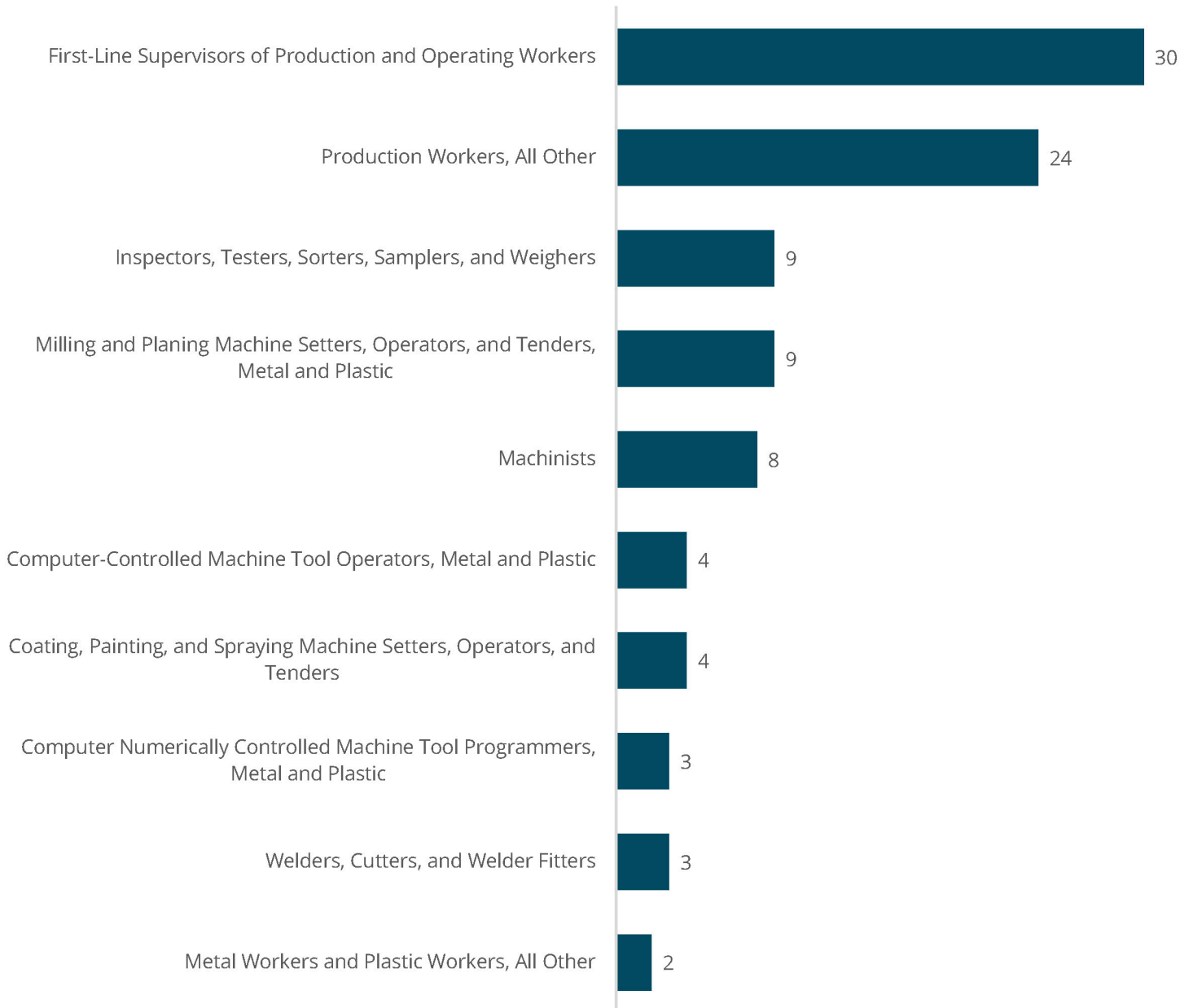
SKILLED TRADES AND TECHNICIANS WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. In 2014, skilled trades employment reached 104,229 individuals in the WIN region. NOTE: Skilled trades related to construction and repair are not included in this cluster, as the focus is on advanced manufacturing.

First-line supervisors of production and operating workers were the top skilled trade job in Genesee County during Q2 2015 with 30 postings. Next most in-demand were production workers with 24 postings. These workers include recycling and reclamation workers along with production workers necessary for manufacturing processes. These two jobs are highly in-demand across most of Southeast Michigan.

Similar to its neighbor county, the top jobs in Shiawassee County in the Skilled Trades was first-line supervisors of production and operating workers during Q2 2015 with 8 postings. The next most in-demand jobs on the county include structural metal fabricators and fitters along with welders.

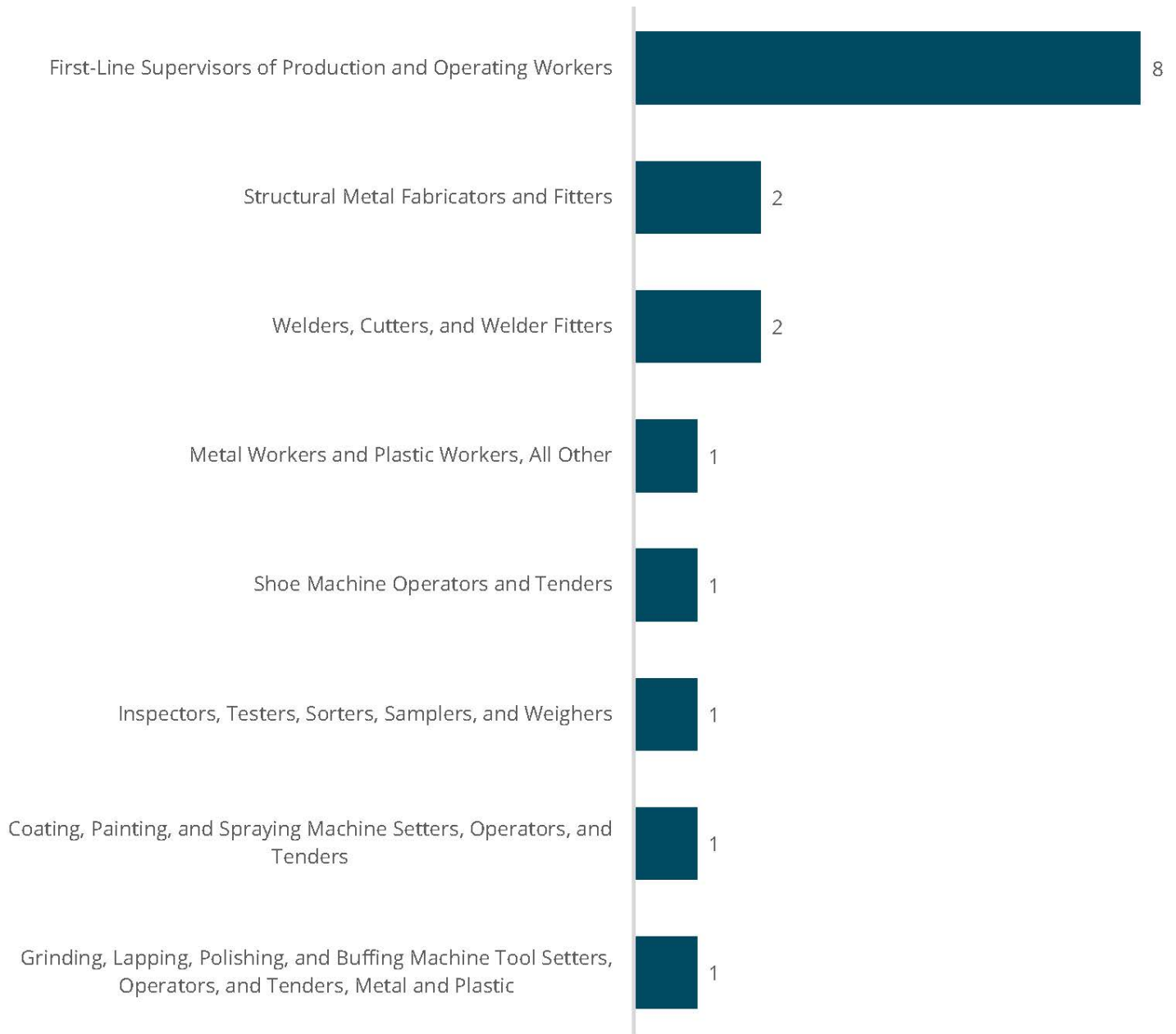
ADVANCED MANUFACTURING

SKILLED TRADES AND TECHNICIANS: TOP JOBS GENESEE COUNTY



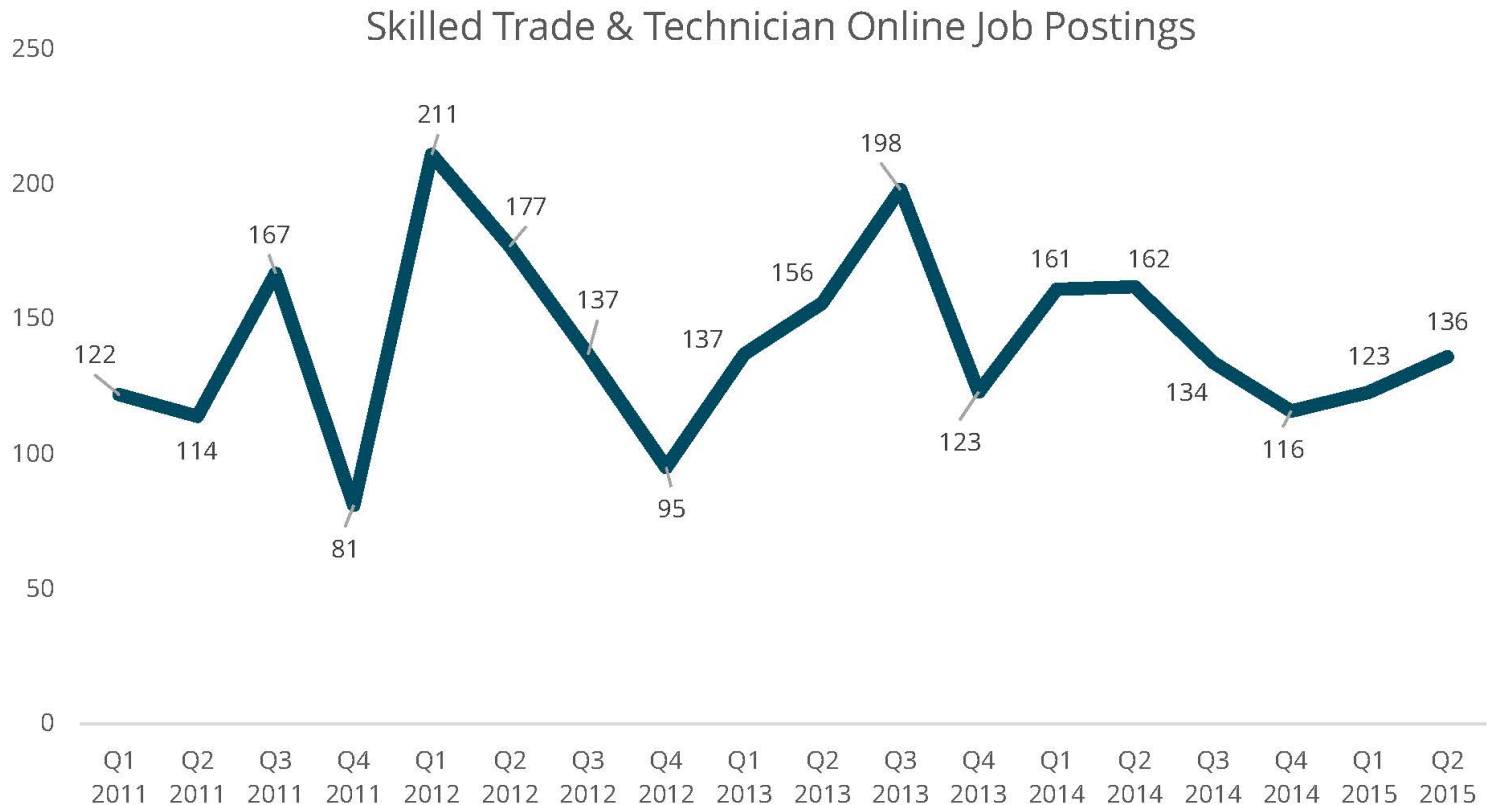
ADVANCED MANUFACTURING

SKILLED TRADES AND TECHNICIANS: TOP JOBS SHIAWASSEE COUNTY



ADVANCED MANUFACTURING

SKILLED TRADES AND TECHNICIANS: ONLINE JOB POSTINGS OVER TIME



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Online job postings in Genesee & Shiawassee counties for skilled trade and technician workers increased this quarter by 10.6%, growing from 123 postings to 136. Postings are still lower than the most recent peak in Q3 2013 (198 postings). Levels are close to the four-year average of 140 postings and Q2 marks a second quarter of growth. Of total job postings in Genesee and Shiawassee counties, 2.8% were related to skilled trade occupations in manufacturing.

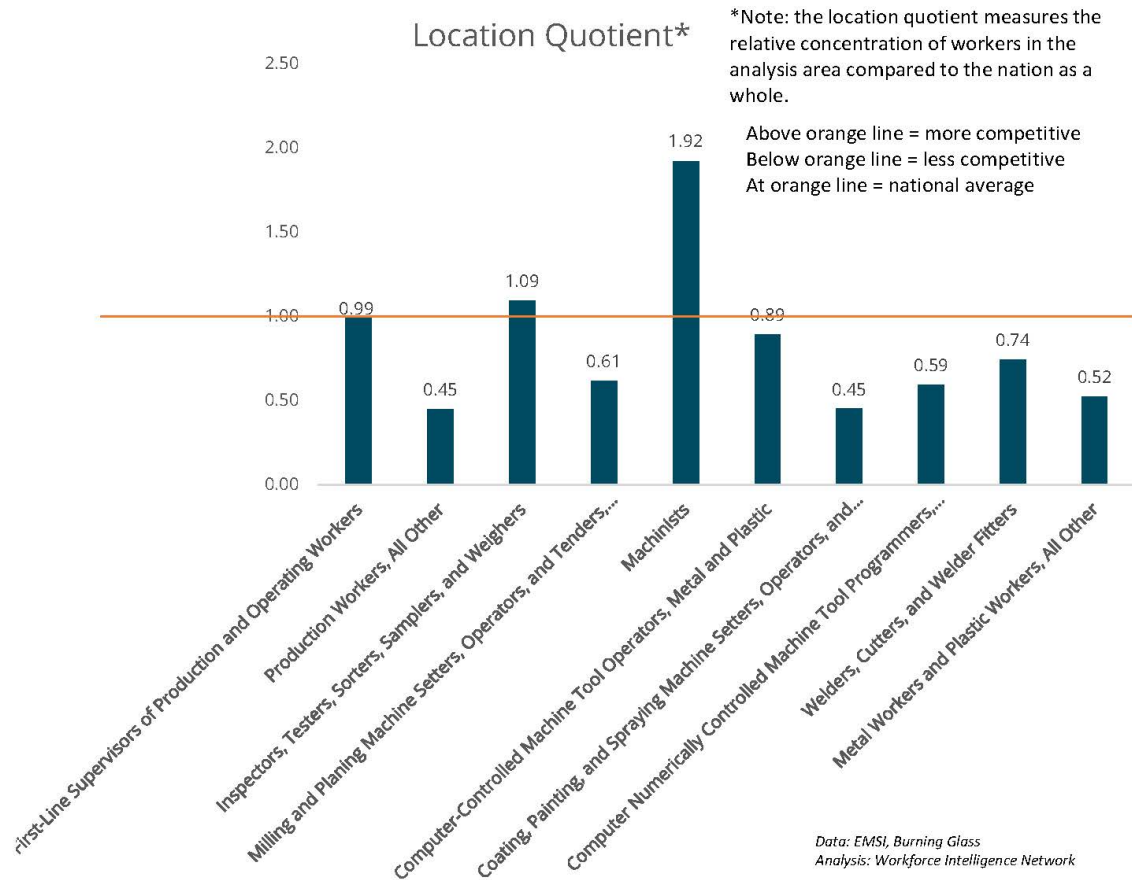
Many Skilled Trade jobs are less prevalent in Genesee & Shiawassee counties than in the average U.S. community. The top job first-line supervisors of production and operating workers has a location quotient of .99 meaning that the concentration of these workers is similar to other U.S. communities. Machinists, less in-demand than in the past, have the highest concentration in the two county area with an LQ of 1.92 meaning that the concentration of these workers is 92% higher than the rest of the nation, on average.

Skilled trade jobs also allow workers to earn a living wage, with the median hourly rate well above \$15 for nearly every in-demand job. Starting wages (10th percentile) do not always meet the living wage standard, but all positions offer upward wage growth. Most Skilled Trade jobs require training that will pay off in the long run.

Many skilled trade jobs do not require a degree but instead, a special certification and long term on-the-job training. Technician positions require an associate's degree in engineering. While there are grads in the area with training related to the top Skilled Trade jobs, there are not enough to fill all open positions, as employer-demand for workers continues to increase, and the current workforce approaches retirement age. On-the-job training is important for workers in these positions.

ADVANCED MANUFACTURING

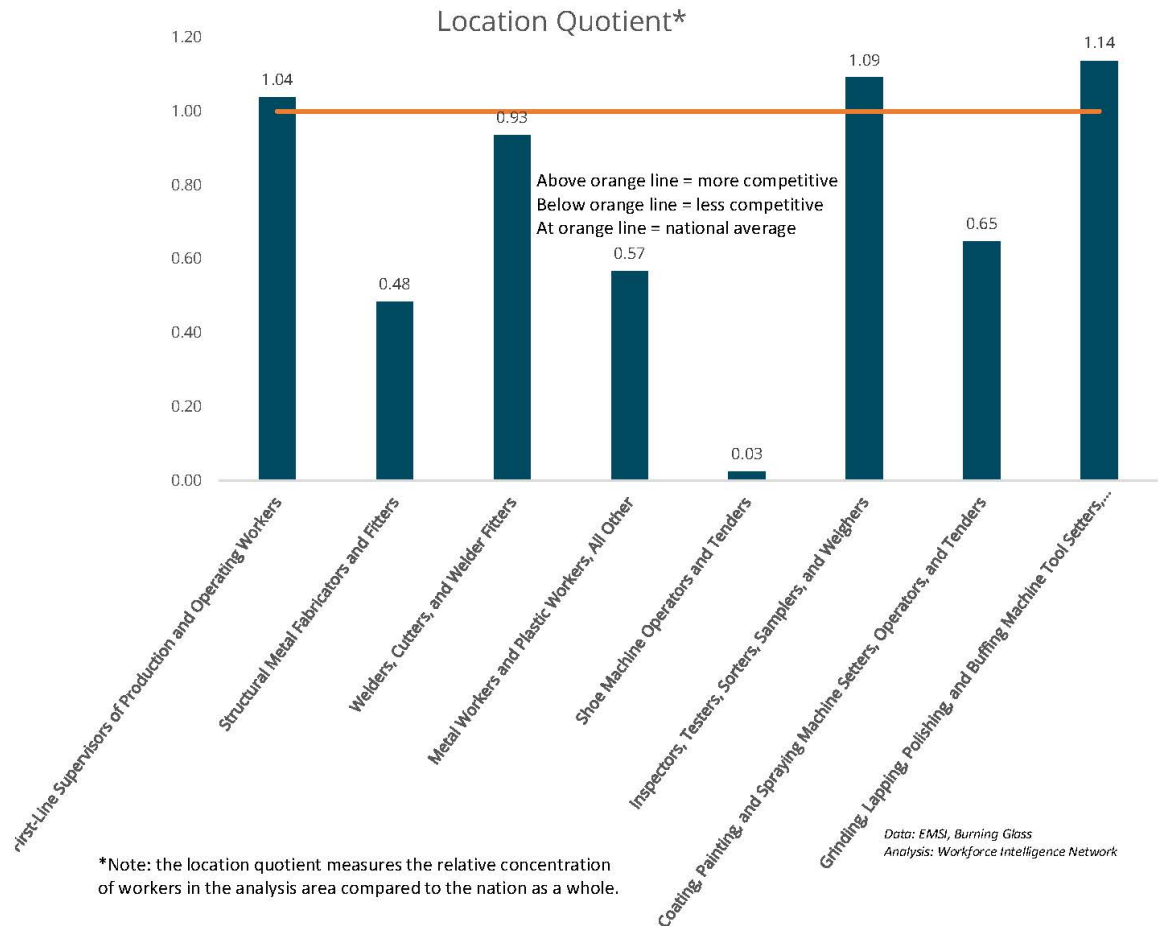
SKILLED TRADES AND TECHNICIANS: TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.52	\$23.60	\$30.99	\$41.53	\$49.11
51-9199	Production Workers, All Other	\$9.73	\$10.54	\$11.67	\$18.84	\$23.34
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.03	\$10.44	\$13.12	\$23.71	\$28.47
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.64	\$13.19	\$18.34	\$20.87	\$24.28
51-4041	Machinists	\$12.62	\$15.85	\$19.06	\$26.41	\$32.38
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$9.48	\$11.88	\$17.12	\$22.82	\$28.44
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$9.80	\$10.34	\$11.26	\$16.31	\$19.06
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$14.13	\$17.95	\$24.67	\$28.38	\$32.88
51-4121	Welders, Cutters, and Welder Fitters	\$11.96	\$13.16	\$15.07	\$21.47	\$26.09
51-4199	Metal Workers and Plastic Workers, All Other	\$8.54	\$10.61	\$15.34	\$17.08	\$20.94

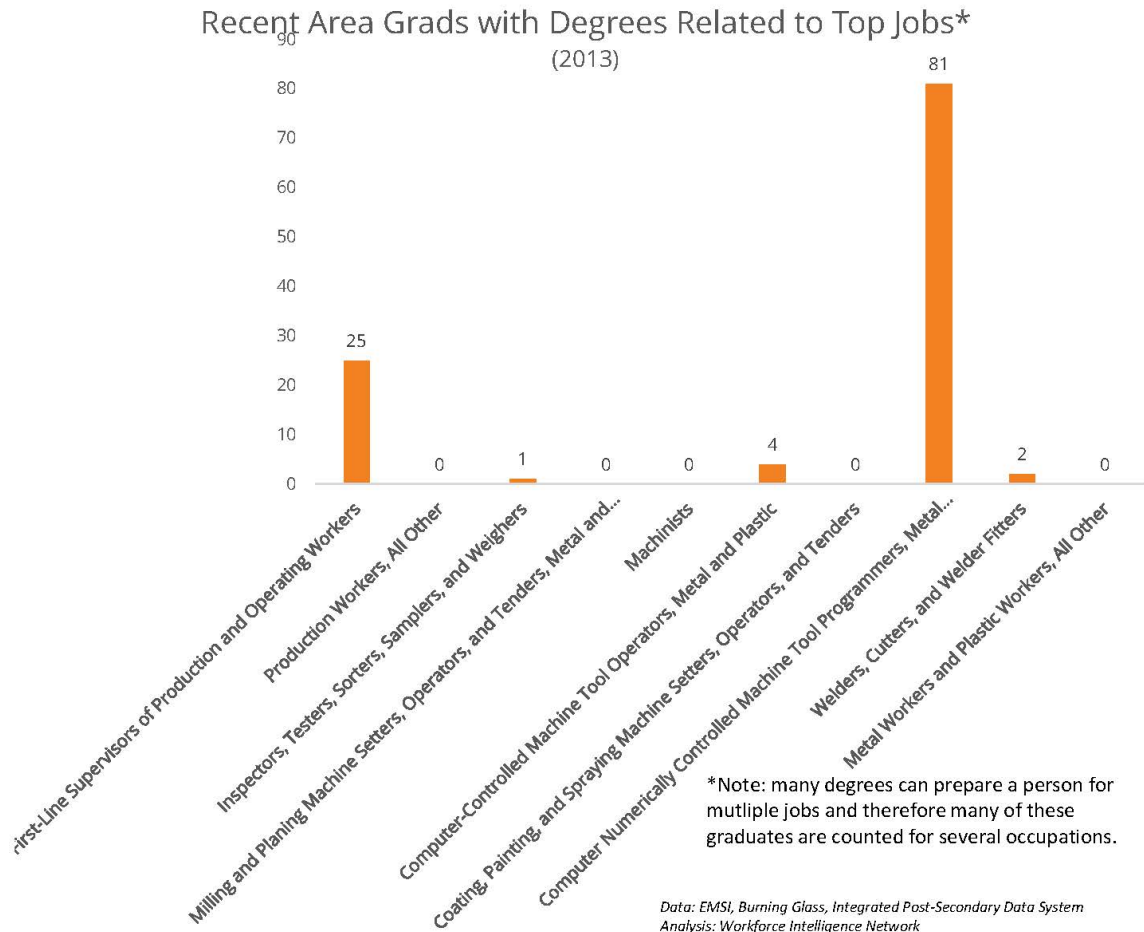
ADVANCED MANUFACTURING

SKILLED TRADES AND TECHNICIANS: TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.78	\$22.59	\$29.53	\$39.37	\$46.57
51-2041	Structural Metal Fabricators and Fitters	\$9.23	\$11.50	\$16.21	\$21.93	\$25.13
51-4121	Welders, Cutters, and Welder Fitters	\$11.18	\$12.47	\$14.54	\$16.95	\$19.38
51-4199	Metal Workers and Plastic Workers, All Other	\$8.53	\$10.43	\$14.69	\$21.28	\$25.27
51-6042	Shoe Machine Operators and Tenders	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.10	\$10.52	\$13.19	\$19.31	\$26.30
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$9.20	\$10.11	\$11.64	\$14.34	\$17.78
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$8.64	\$10.73	\$14.57	\$16.93	\$18.48

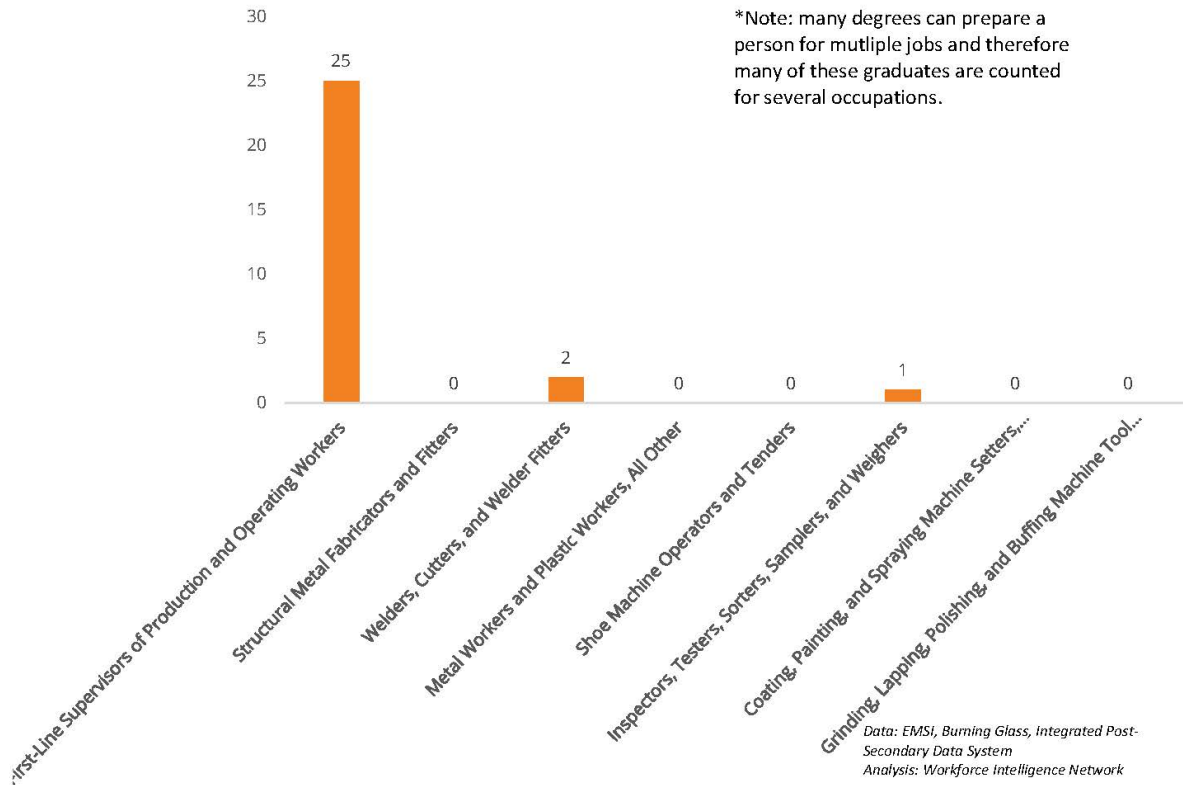
SKILLED TRADES AND TECHNICIANS: TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY




ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
17-2112	First-Line Supervisors of Production and Operating Workers	Postsecondary non-degree award	Less than 5 year	None
17-2141	Production Workers, All Other	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2041	Inspectors, Testers, Sorters, Samplers, and Weighers	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2071	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	High school diploma or equivalent	None	Moderate-term on-the-job training
27-1021	Machinists	High school diploma or equivalent	None	Long-term on-the-job training
17-2199	Computer-Controlled Machine Tool Operators, Metal and Plastic	High school diploma or equivalent	None	Moderate-term on-the-job training
17-3013	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2051	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	High school diploma or equivalent	None	Long-term on-the-job training
17-2161	Welders, Cutters, and Welder Fitters	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2051	Metal Workers and Plastic Workers, All Other	High school diploma or equivalent	None	Moderate-term on-the-job training

SKILLED TRADES AND TECHNICIANS: TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-1011	First-Line Supervisors of Production and Operating Workers	Postsecondary non-degree award	Less than 5 years	None
51-2041	Structural Metal Fabricators and Fitters	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, and Welder Fitters	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4199	Metal Workers and Plastic Workers, All Other	High school diploma or equivalent	None	Moderate-term on-the-job training
51-6042	Shoe Machine Operators and Tenders	High school diploma or equivalent	None	Short-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	High school diploma or equivalent	None	Moderate-term on-the-job training

A photograph of four professionals, three men and one woman, wearing blue hard hats and business attire. They are looking down at a document or tablet they are holding together. The image is slightly faded and serves as a background for the title.

ADVANCED MANUFACTURING

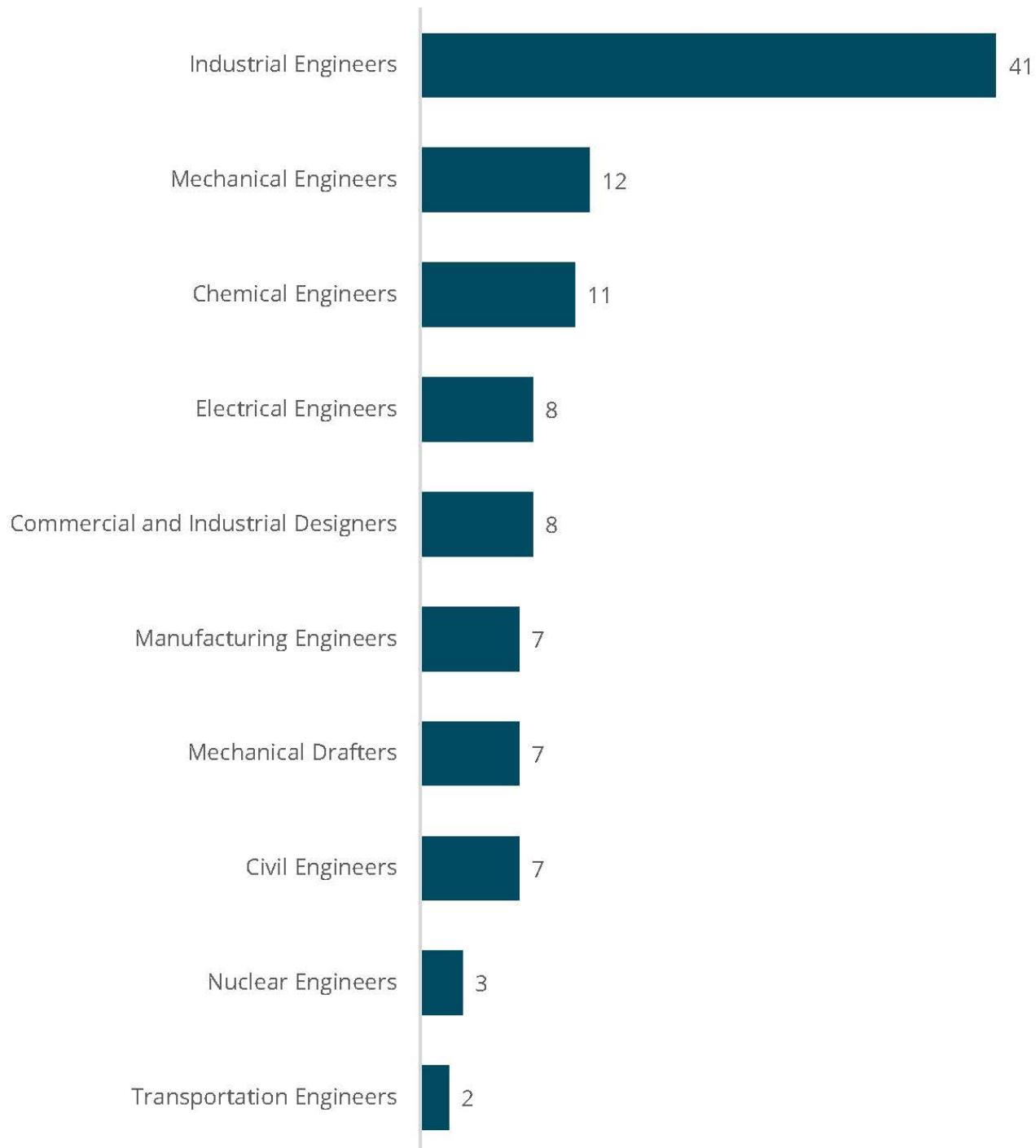
ENGINEERS AND DESIGNERS *Jobs in the manufacturing industry can range from assembly and production, to skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. This section focuses on engineers & designers, which represent 74,198 employed individuals in Southeast Michigan. Demand for engineers in the region has been consistent, and employment has been growing quickly.*

Industrial engineers were the top in-demand job in Genesee County during Q2 2015 with 41 postings. This differs from the rest of the region where mechanical engineers are the top in-demand Engineering & Design occupation. Mechanical engineers, chemical engineers, and electrical engineers follow as the next most in-demand with close to 10 postings each.

The top Engineering & Design job in Shiawassee County is manufacturing engineers with two postings. This occupation cluster is not prevalent in Shiawassee County with only five postings spread among four top jobs.

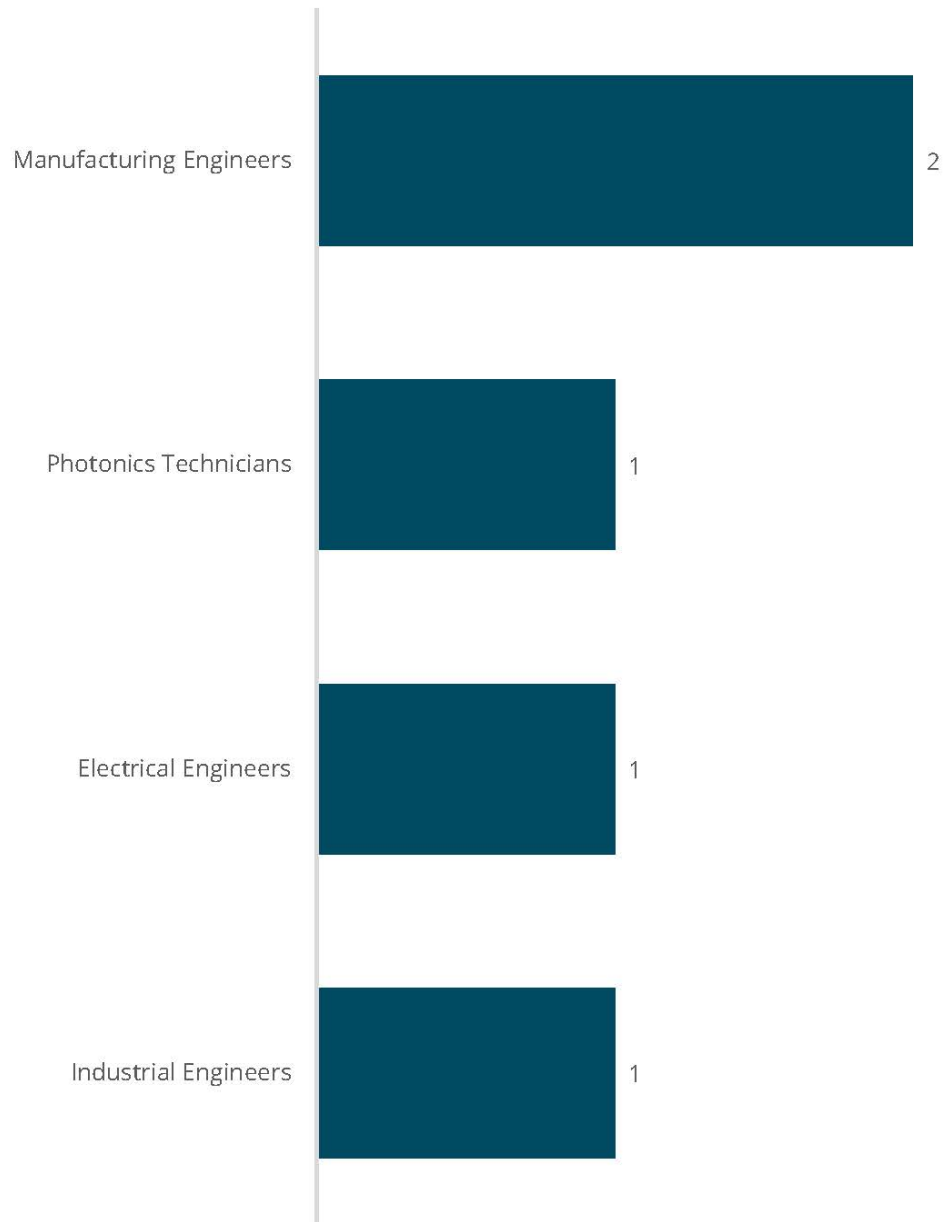
ADVANCED MANUFACTURING

ENGINEERS AND DESIGNERS: TOP JOBS GENESEE COUNTY



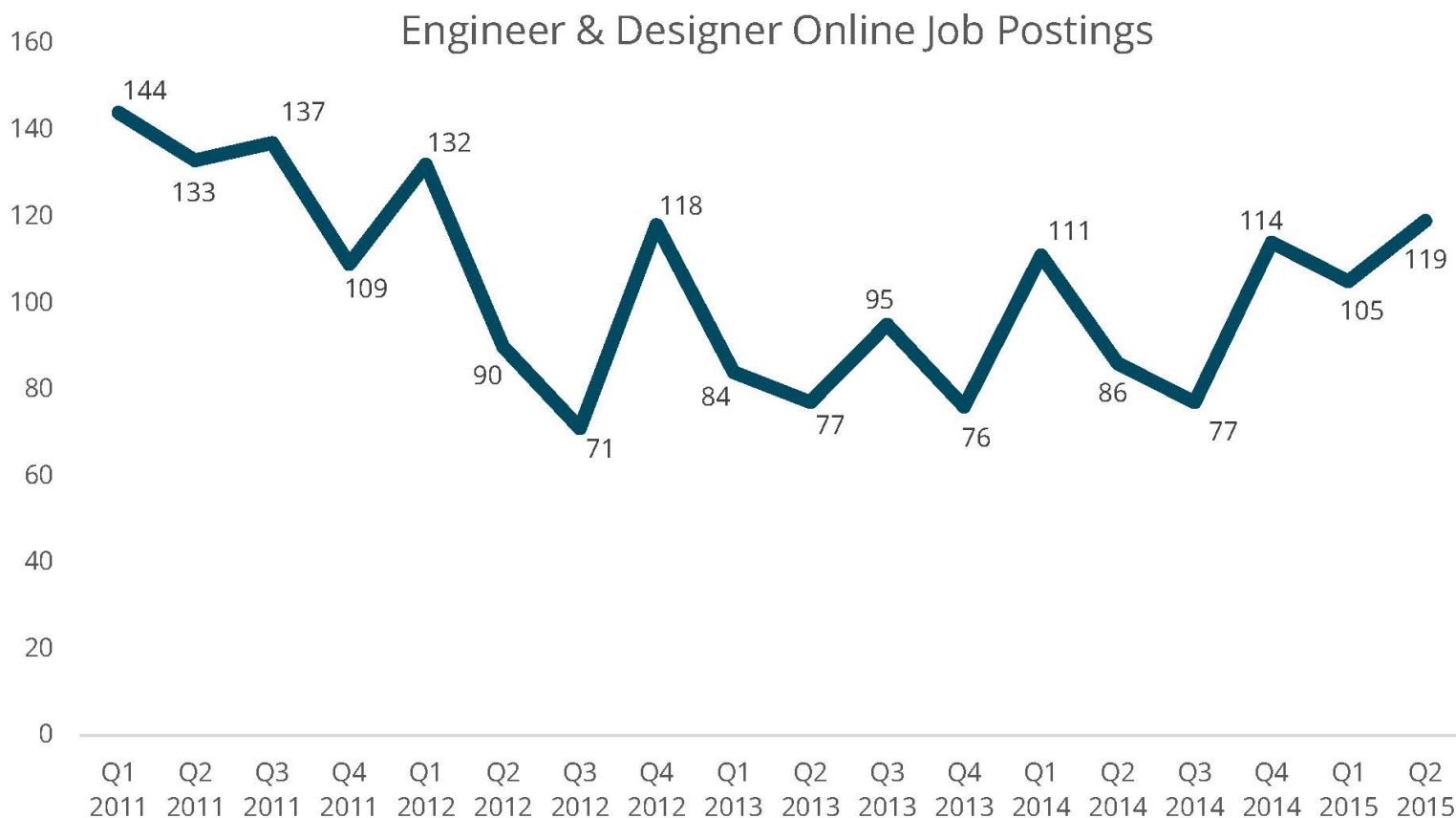
ADVANCED MANUFACTURING

ENGINEERS AND DESIGNERS: TOP JOBS SHIAWASSEE COUNTY



ADVANCED MANUFACTURING

ENGINEERS AND DESIGNERS: ONLINE JOB POSTINGS OVER TIME



Source: Burning Glass Technologies

Analysis: Workforce Intelligence Network

Engineering & Design worker demand increased marginally between Q1 and Q2 this year moving from 105 postings to 119. The most recent trend of employer demand for these workers is positive, but this occupation cluster is not the most prevalent or growing in the two county area. Of total online job ads in the two county area 2.5% were for Engineers and Designers.

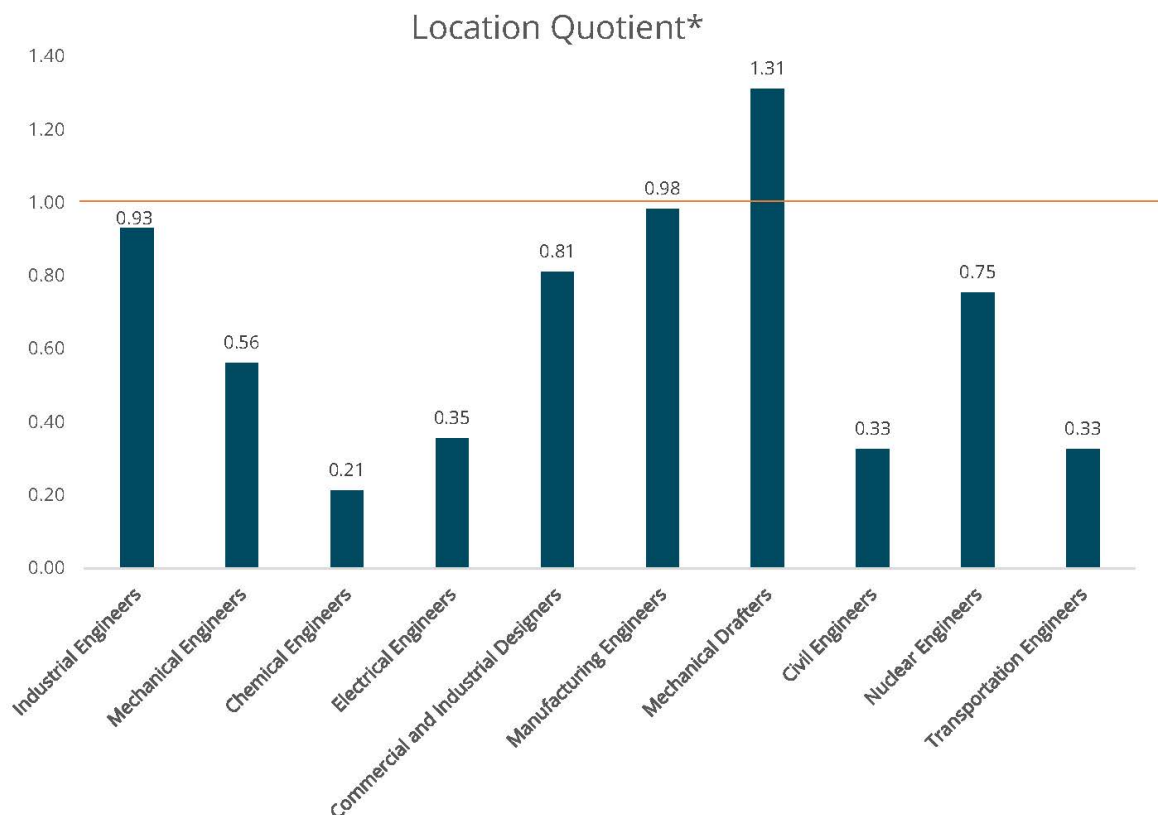
Genesee & Shiawassee counties are not the most competitive for Engineering & Design workers. As expected based on employer needs, the concentration of these workers is not high compared to other U.S. communities.

Wages for engineers and designers are extremely competitive. Starting wages (10th percentile) and median wages are well above \$20 per hour for many top jobs in the cluster. The high wages follow a need for higher education. For all but one of the top jobs, a bachelor's degree is required for entry into the field.

Higher education institutions in the area boast strong production of graduates in fields related to the top posting jobs. Many current graduates are able to fill employer needs, and the strong academic programs in the counties certainly contribute to the labor force in the surrounding communities as well as in Genesee and Shiawassee counties.

ADVANCED MANUFACTURING

ENGINEERS AND DESIGNERS: TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY



*Note: the location quotient measures the relative concentration of workers in the analysis area compared to the nation as a whole.

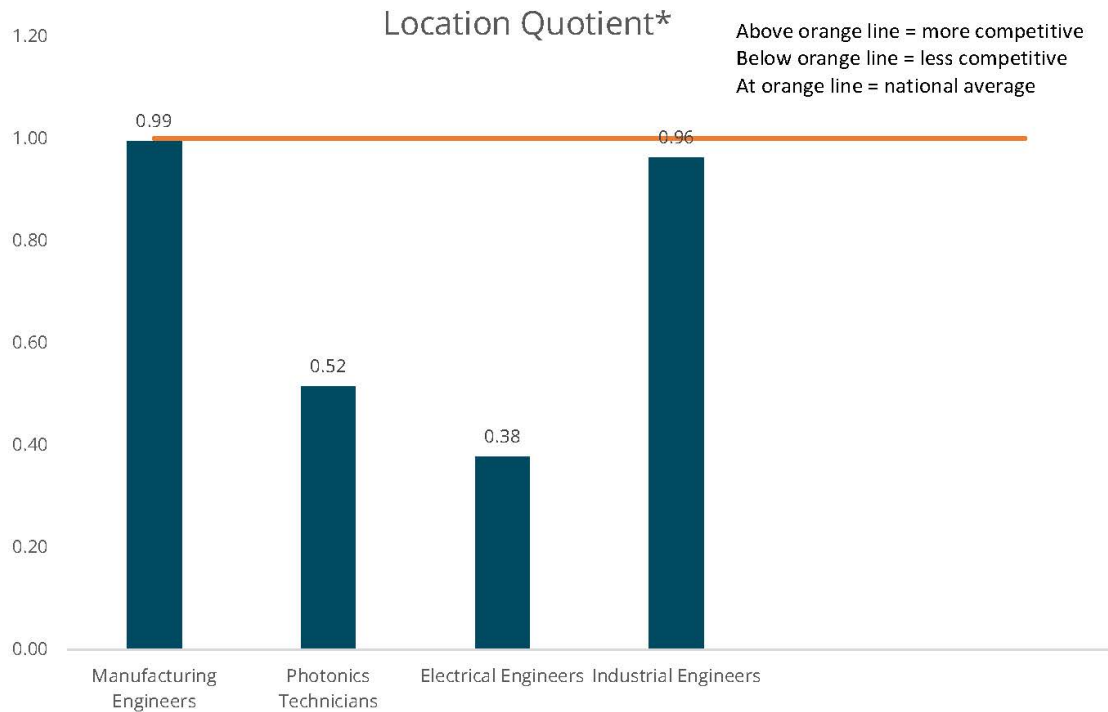
Above orange line = more competitive
Below orange line = less competitive
At orange line = national average

Data: EMSI, Burning Glass
Analysis: Workforce Intelligence Network

ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
17-2112	Industrial Engineers	\$22.25	\$33.28	\$40.97	\$46.72	\$54.53
17-2141	Mechanical Engineers	\$21.15	\$27.74	\$36.01	\$52.15	\$58.13
17-2041	Chemical Engineers	Insf. Data	Insf. Data	Insf. Data	\$48.75	\$57.98
17-2071	Electrical Engineers	\$17.62	\$22.87	\$31.47	\$49.69	\$60.26
27-1021	Commercial and Industrial Designers	\$17.39	\$21.49	\$26.27	\$41.05	\$45.49
17-2199	Manufacturing Engineers	\$18.24	\$23.38	\$30.61	\$53.63	\$64.86
17-3013	Mechanical Drafters	\$10.49	\$13.75	\$19.31	\$31.58	\$38.08
17-2051	Civil Engineers	\$25.56	\$29.29	\$34.04	\$38.18	\$45.65
17-2161	Nuclear Engineers	\$21.95	\$27.70	\$36.98	\$56.18	\$64.20
17-2051	Transportation Engineers	\$25.56	\$29.29	\$34.04	\$38.18	\$45.65

ADVANCED MANUFACTURING

ENGINEERS AND DESIGNERS: TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY

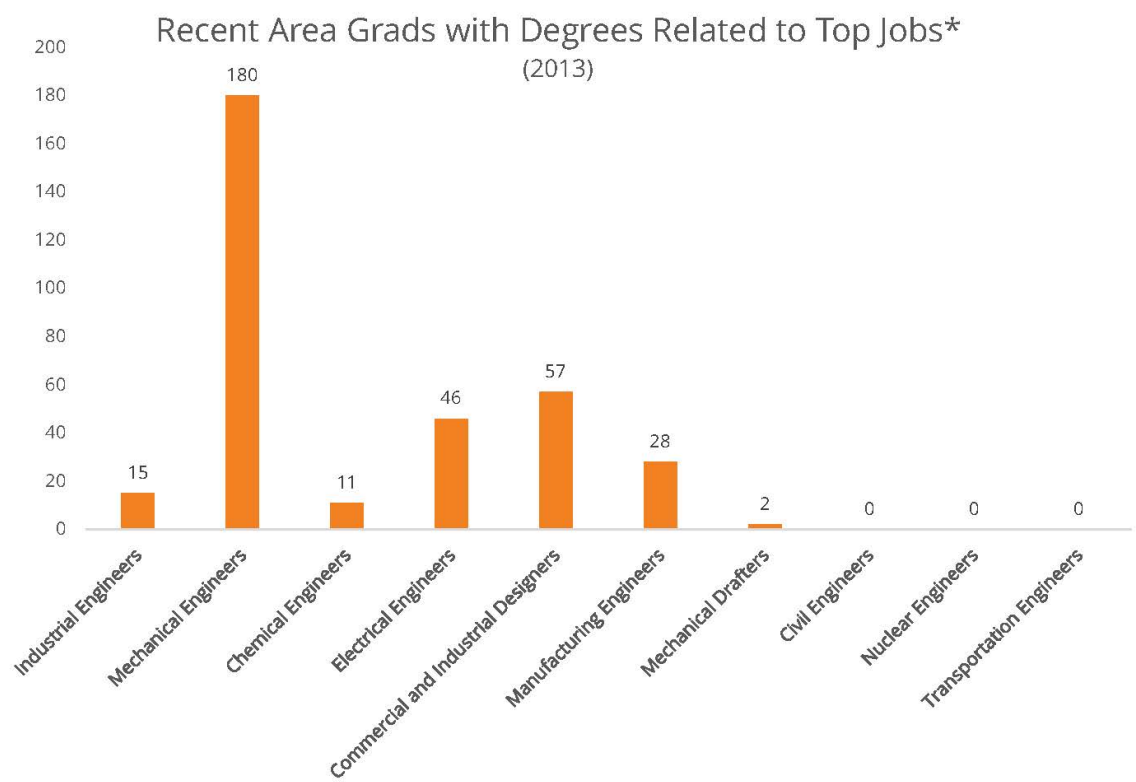


*Note: the location quotient measures the relative concentration of workers in the analysis area compared to the nation as a whole.

Data: EMSI, Burning Glass
Analysis: Workforce Intelligence
Network

ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
17-2199	Manufacturing Engineers	\$18.48	\$23.57	\$30.99	\$40.40	\$51.77
17-3029	Photonics Technicians	\$12.98	\$15.68	\$22.57	\$31.46	\$40.08
17-2071	Electrical Engineers	\$16.94	\$22.66	\$31.02	\$39.67	\$45.58
17-2112	Industrial Engineers	\$21.19	\$31.63	\$39.12	\$45.23	\$52.90

ENGINEERS AND DESIGNERS: TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY



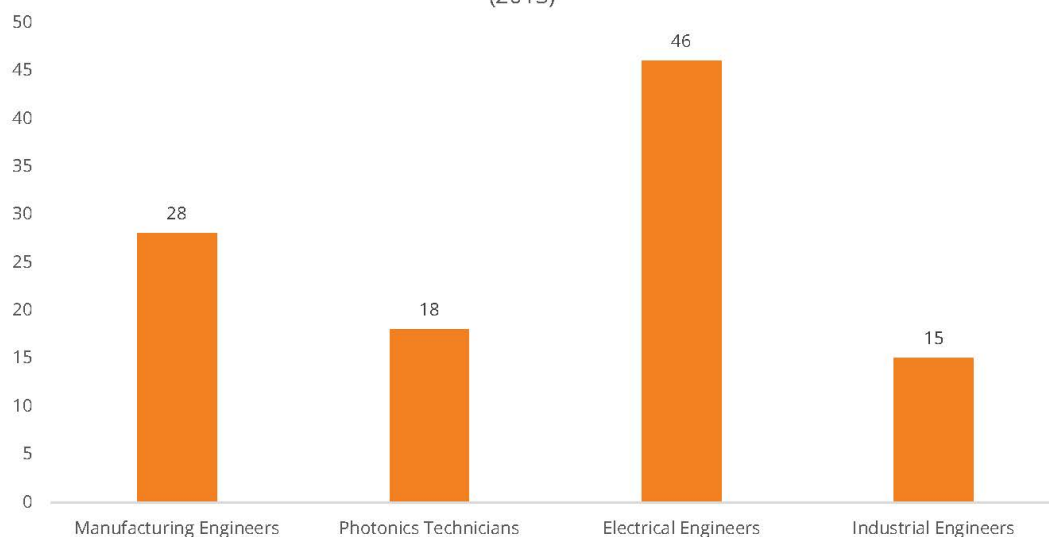
*Note: many degrees can prepare a person for multiple jobs and therefore many of these graduates are counted for several occupations.

Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
17-2112	Industrial Engineers	Bachelor's degree	None	None
17-2141	Mechanical Engineers	Bachelor's degree	None	None
17-2041	Chemical Engineers	Bachelor's degree	None	None
17-2071	Electrical Engineers	Bachelor's degree	None	None
27-1021	Commercial and Industrial Designers	Bachelor's degree	None	None
17-2199	Manufacturing Engineers	Bachelor's degree	None	None
17-3013	Mechanical Drafters	Associate's degree	None	None
17-2051	Civil Engineers	Bachelor's degree	None	None
17-2161	Nuclear Engineers	Bachelor's degree	None	None
17-2051	Transportation Engineers	Bachelor's degree	None	None

ENGINEERS AND DESIGNERS: TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



*Note: many degrees can prepare a person for multiple jobs and therefore many of these graduates are counted for several occupations.

Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
17-2199	Manufacturing Engineers	Bachelor's degree	None	None
17-3029	Photonics Technicians	Associate's degree	None	None
17-2071	Electrical Engineers	Bachelor's degree	None	None
17-2112	Industrial Engineers	Bachelor's degree	None	None



INFORMATION TECHNOLOGY

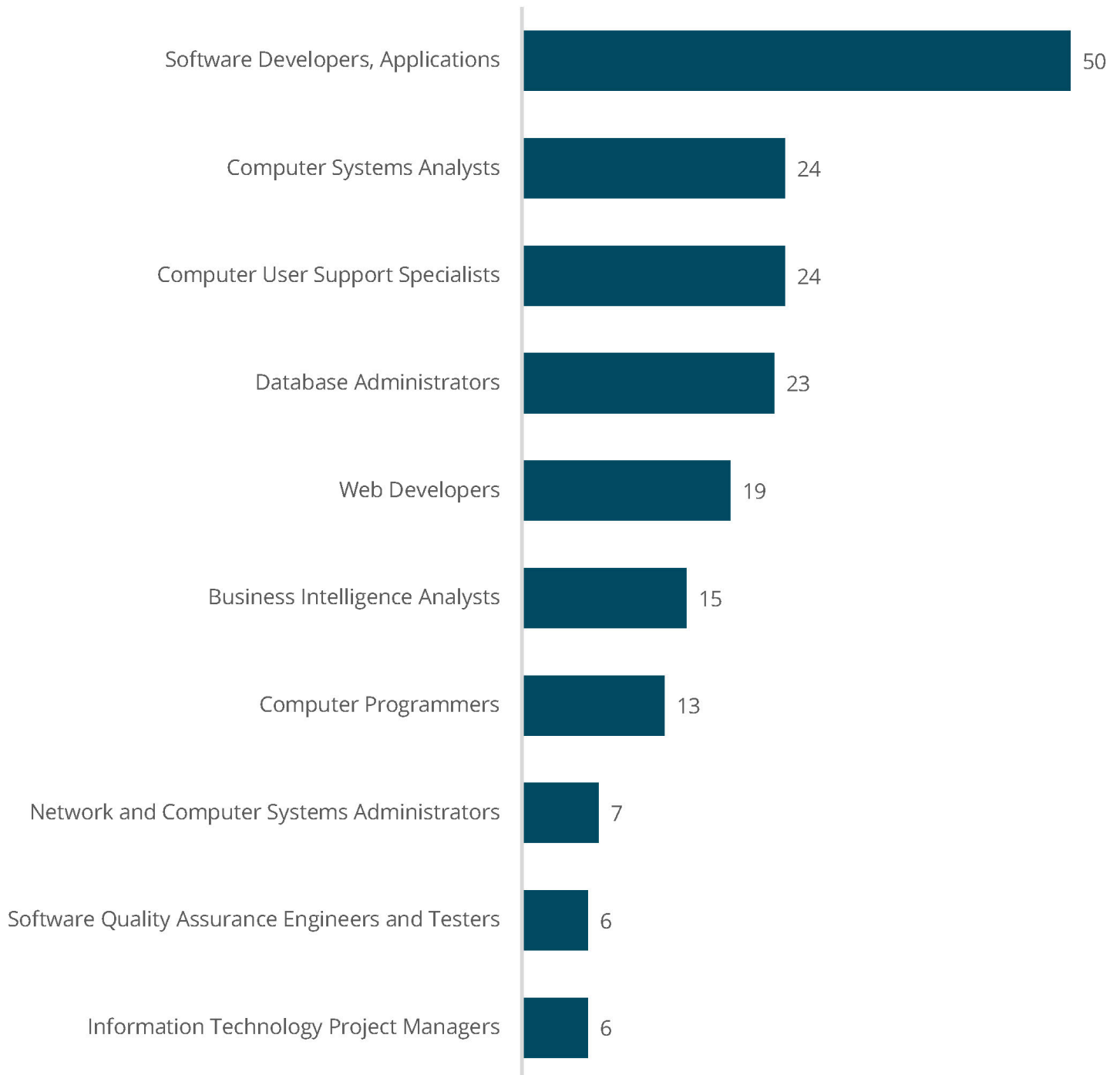
Information technology jobs include occupations that are associated with entry level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology cluster does not currently meet the employment levels of the other clusters, it is quickly growing. In 2014, IT occupational employment was 74,309 in the WIN region. Top jobs in this cluster include computer support specialists, computer systems analysts, and software developers for applications.

The top-demand job in the IT cluster was software developers for applications during Q2 2015 with 50 postings. The next most in-demand occupations in the county were computer systems analysts and computer user support specialists both with 24 postings. These were followed by database administrators with 23 postings.

Demand for IT workers in Shiawassee county increased this quarter with 27 postings for computer network architects. Demand for these workers outpaces all other IT postings in the county by 4:1.

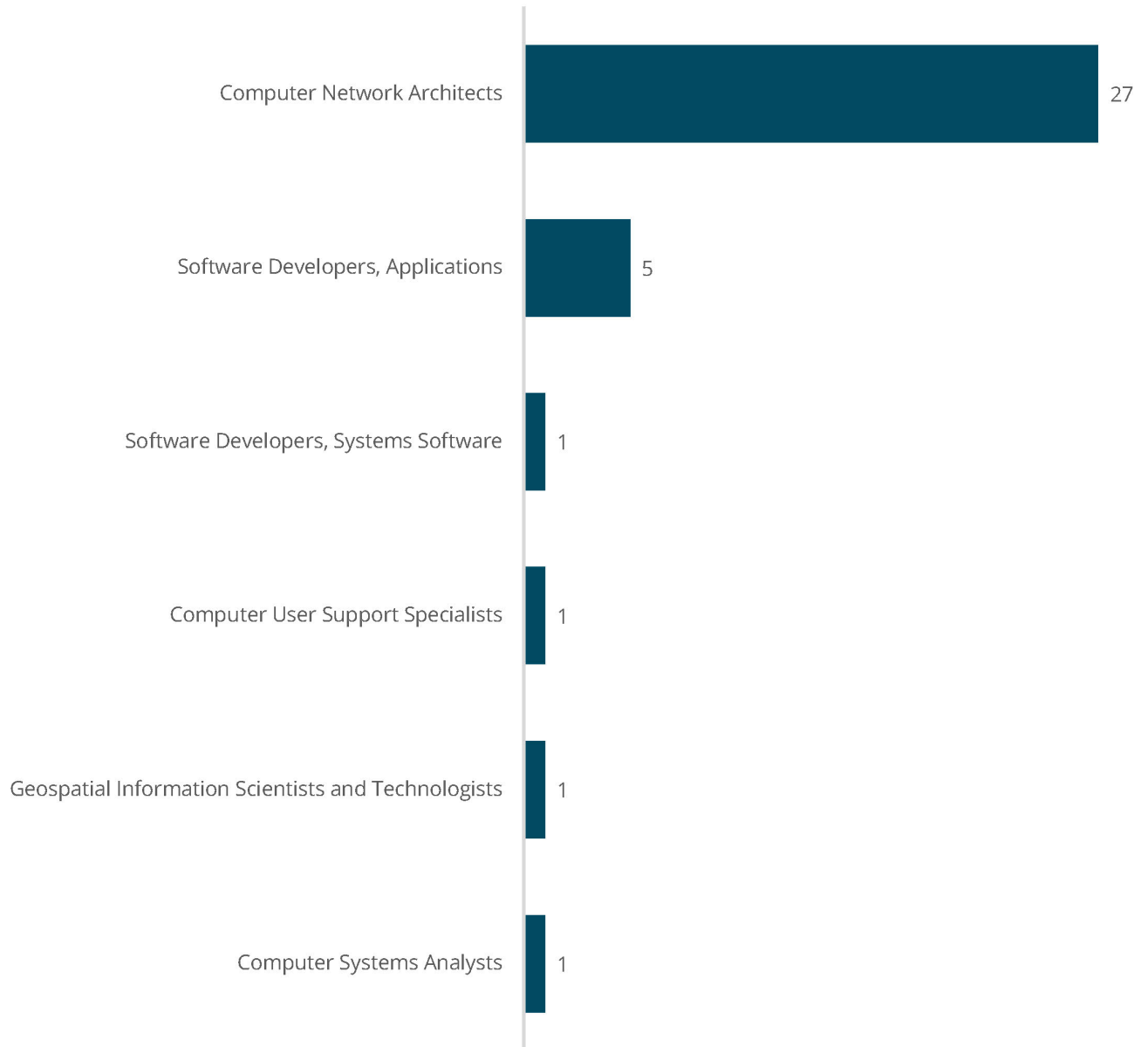
INFORMATION TECHNOLOGY

TOP JOBS
GENESEE COUNTY



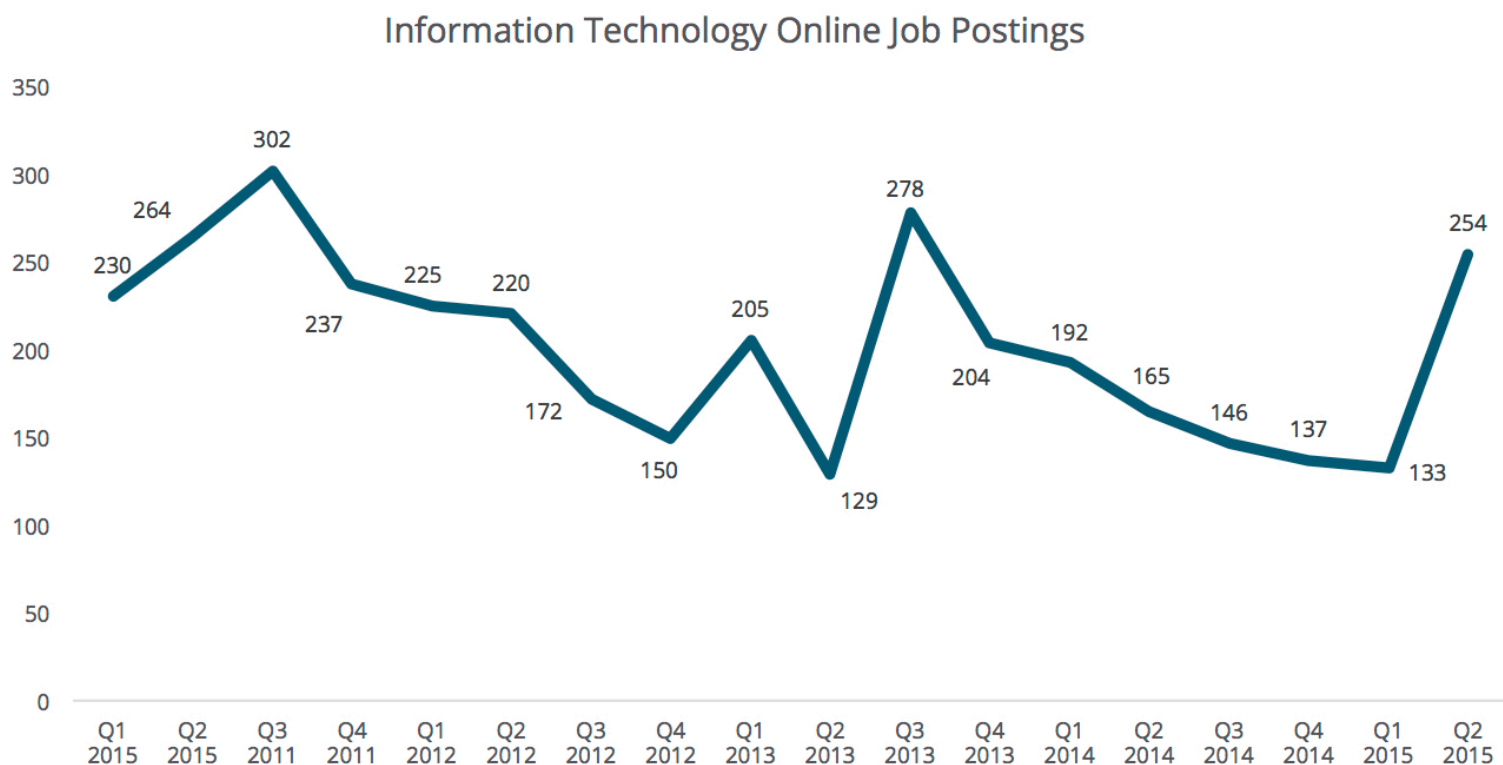
INFORMATION TECHNOLOGY

TOP JOBS SHIAWASSEE COUNTY



INFORMATION TECHNOLOGY

ONLINE JOB POSTINGS OVER TIME



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

IT workers have never been the most sought after in the two county region but that is changing. Growing over 90% between Q1 and Q2 this year, from 133 to 254 postings, demand for IT workers is making a come-back. Q2 2015 represents not only a peak in postings but the largest growth in postings seen since the Q3 2013 peak two years ago. IT postings represented 5.3% of total online job ads in the two county area in Q2 2015, up from 3.1% in Q1 2015.

While employer demand for IT workers is growing, the concentration of these workers is still low in the two county region. Many IT occupations in the area have a location quotient lower than “1” (the national average). One occupation, computer user support specialist has a strong prevalence in the region with an LQ of 2.15 meaning the concentration of these workers is 115% higher than the average U.S. community. A low concentration such as many of the other IT occupations have is a strong indicator that employers are struggling to hire enough workers to fill open positions.

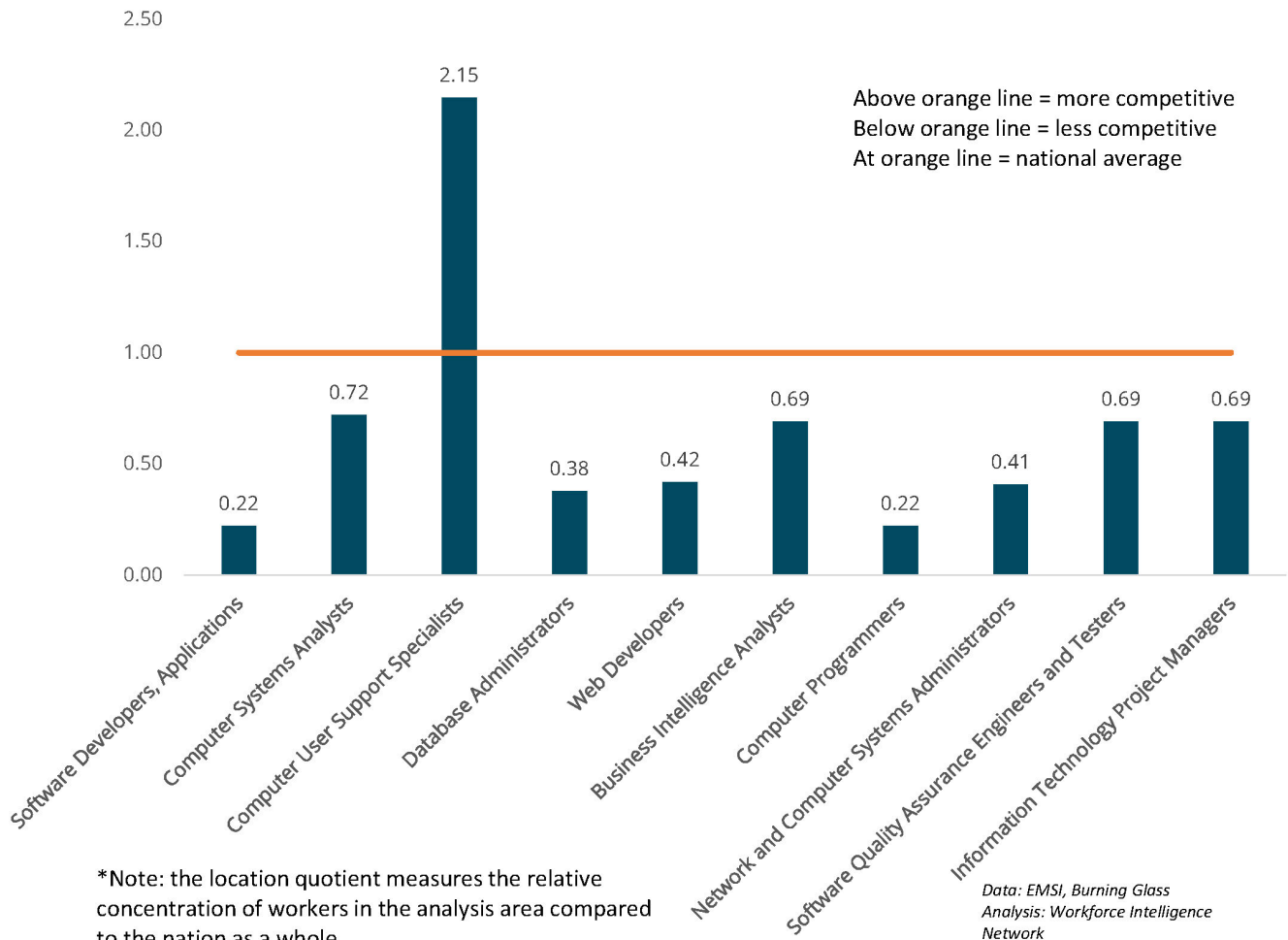
IT occupations offer extremely competitive wages. Starting rates for IT workers are close to \$20 per hour for many top occupations, with median rates over \$30 per hour. Wages have followed demand, and high pay will hopefully drive more workers into this field in coming years. Compared to the rest of Southeast Michigan, wages for IT workers are low. This may be contributing to the low concentration of these workers.

The number of individuals receiving degrees in IT-related fields is strong at educational institutions in Genesee & Shiawassee counties. Most occupations in IT require a bachelor’s degree. While traditionally these occupations were filled with workers from a traditional education background, more and more employers must hire workers and train them in-house in order to fill the many open positions. More pathways for workers into IT jobs must be created in order for employers to fill demand.

INFORMATION TECHNOLOGY

TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY

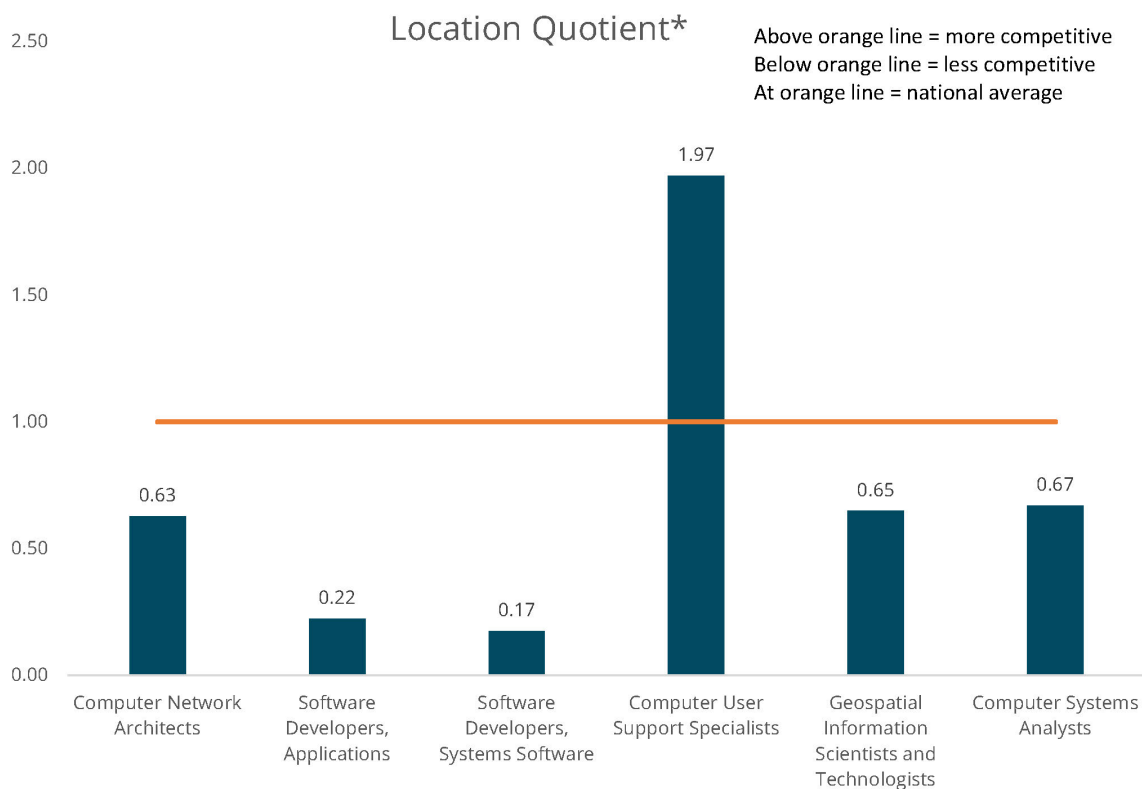
Location Quotient*



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
15-1132	Software Developers, Applications	\$18.17	\$25.13	\$34.09	\$43.13	\$51.49
15-1121	Computer Systems Analysts	\$27.73	\$31.66	\$36.45	\$43.91	\$54.61
15-1151	Computer User Support Specialists	\$13.31	\$16.32	\$21.38	\$27.94	\$34.65
15-1141	Database Administrators	\$20.50	\$26.91	\$34.43	\$41.37	\$46.00
15-1134	Web Developers	\$13.91	\$16.98	\$22.49	\$26.75	\$32.45
15-1199	Business Intelligence Analysts	\$22.63	\$26.27	\$31.79	\$40.19	\$47.96
15-1131	Computer Programmers	\$23.46	\$26.17	\$31.38	\$38.48	\$43.96
15-1142	Network and Computer Systems Administrators	\$21.98	\$26.56	\$31.65	\$36.35	\$42.97
15-1199	Software Quality Assurance Engineers and Testers	\$22.63	\$26.27	\$31.79	\$40.19	\$47.96
15-1199	Information Technology Project Managers	\$22.63	\$26.27	\$31.79	\$40.19	\$47.96

INFORMATION TECHNOLOGY

TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY



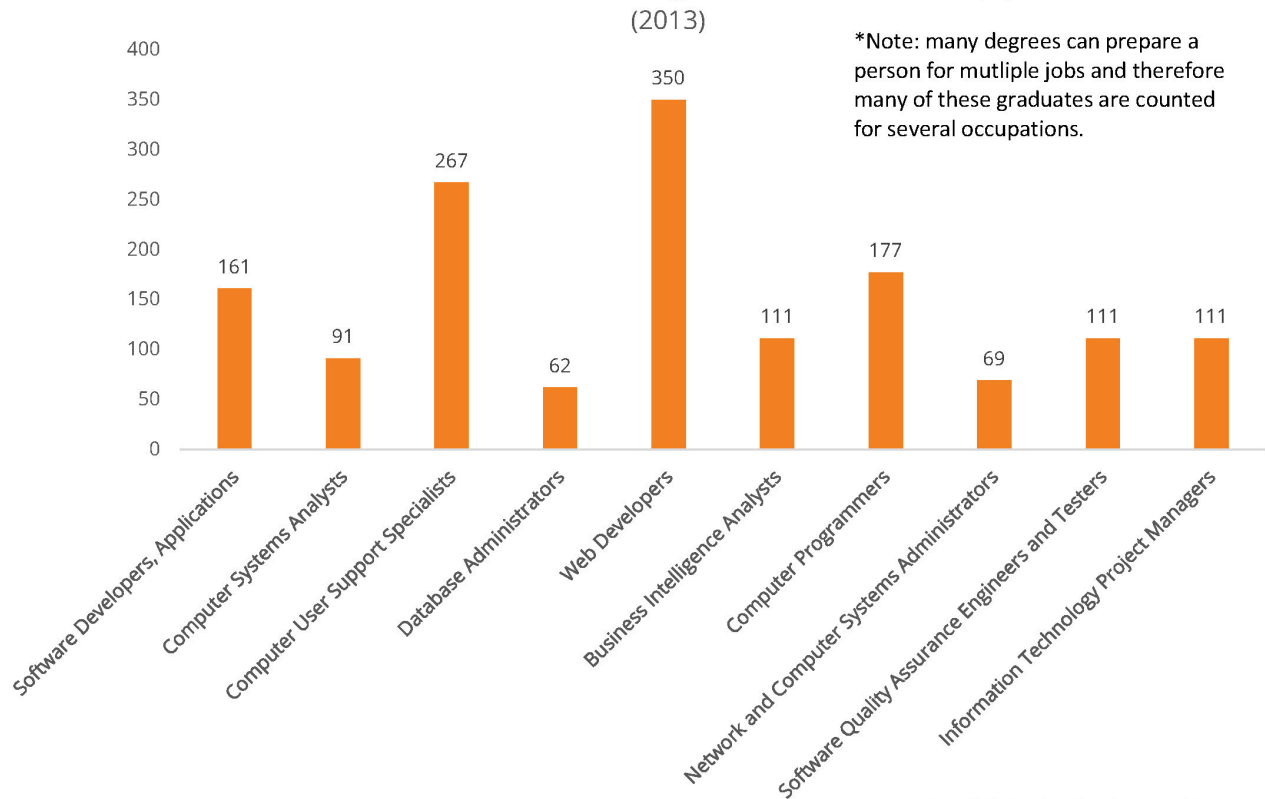
*Note: the location quotient measures the relative concentration of workers in the analysis area compared to the nation as a whole.

Data: EMSI, Burning Glass
Analysis: Workforce Intelligence Network

ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
15-1143	Computer Network Architects	\$24.85	\$30.50	\$40.14	\$49.06	\$58.24
15-1132	Software Developers, Applications	\$18.57	\$25.27	\$34.44	\$43.85	\$52.44
15-1133	Software Developers, Systems Software	\$23.78	\$26.28	\$35.27	\$44.42	\$51.65
15-1151	Computer User Support Specialists	\$13.18	\$16.22	\$21.26	\$27.78	\$34.44
15-1199	Geospatial Information Scientists and Technologists	\$22.13	\$25.88	\$31.38	\$39.67	\$47.57
15-1121	Computer Systems Analysts	\$27.27	\$31.23	\$36.02	\$43.47	\$53.99

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY

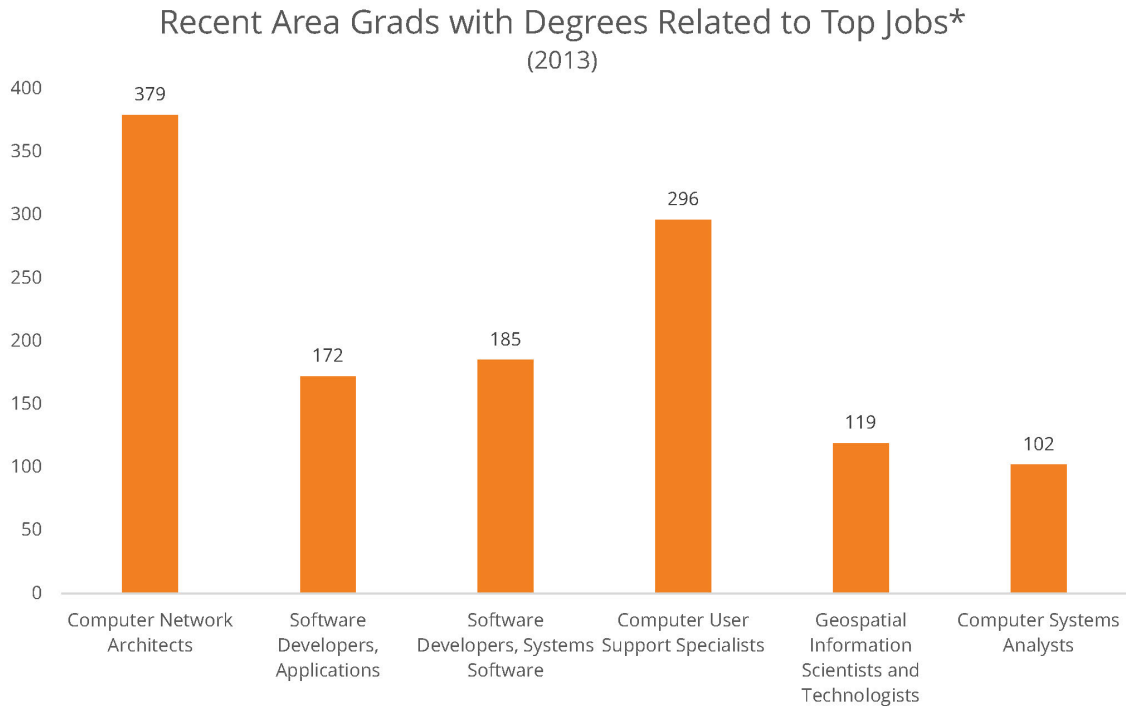
Recent Area Grads with Degrees Related to Top Jobs*



Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
15-1132	Software Developers, Applications	Bachelor's degree	None	None
15-1121	Computer Systems Analysts	Bachelor's degree	None	None
15-1151	Computer User Support Specialists	Some college, no degree	None	Moderate-term on-the-job training
15-1141	Database Administrators	Bachelor's degree	Less than 5 years	None
15-1134	Web Developers	Associate's degree	None	None
15-1199	Business Intelligence Analysts	Bachelor's degree	None	None
15-1131	Computer Programmers	Bachelor's degree	None	None
15-1142	Network and Computer Systems Administrators	Bachelor's degree	None	None
15-1199	Software Quality Assurance Engineers and Testers	Bachelor's degree	None	None
15-1199	Information Technology Project Managers	Bachelor's degree	None	None

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY



*Note: many degrees can prepare a person for multiple jobs and therefore many of these graduates are counted for several occupations.

Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
15-1143	Computer Network Architects	Bachelor's degree	5 years or more	None
15-1132	Software Developers, Applications	Bachelor's degree	None	None
15-1133	Software Developers, Systems Software	Bachelor's degree	None	None
15-1151	Computer User Support Specialists	Some college, no degree	None	Moderate-term on-the-job training
15-1199	Geospatial Information Scientists and Technologists	Bachelor's degree	None	None
15-1121	Computer Systems Analysts	Bachelor's degree	None	None

A photograph of two healthcare workers, a woman and a man, sitting at a desk in a clinical setting. The woman is on the left, wearing a red scrub top, and the man is on the right, wearing a light blue scrub top. They are both smiling and looking towards the camera. The background is slightly blurred, showing office equipment and papers.

HEALTH CARE

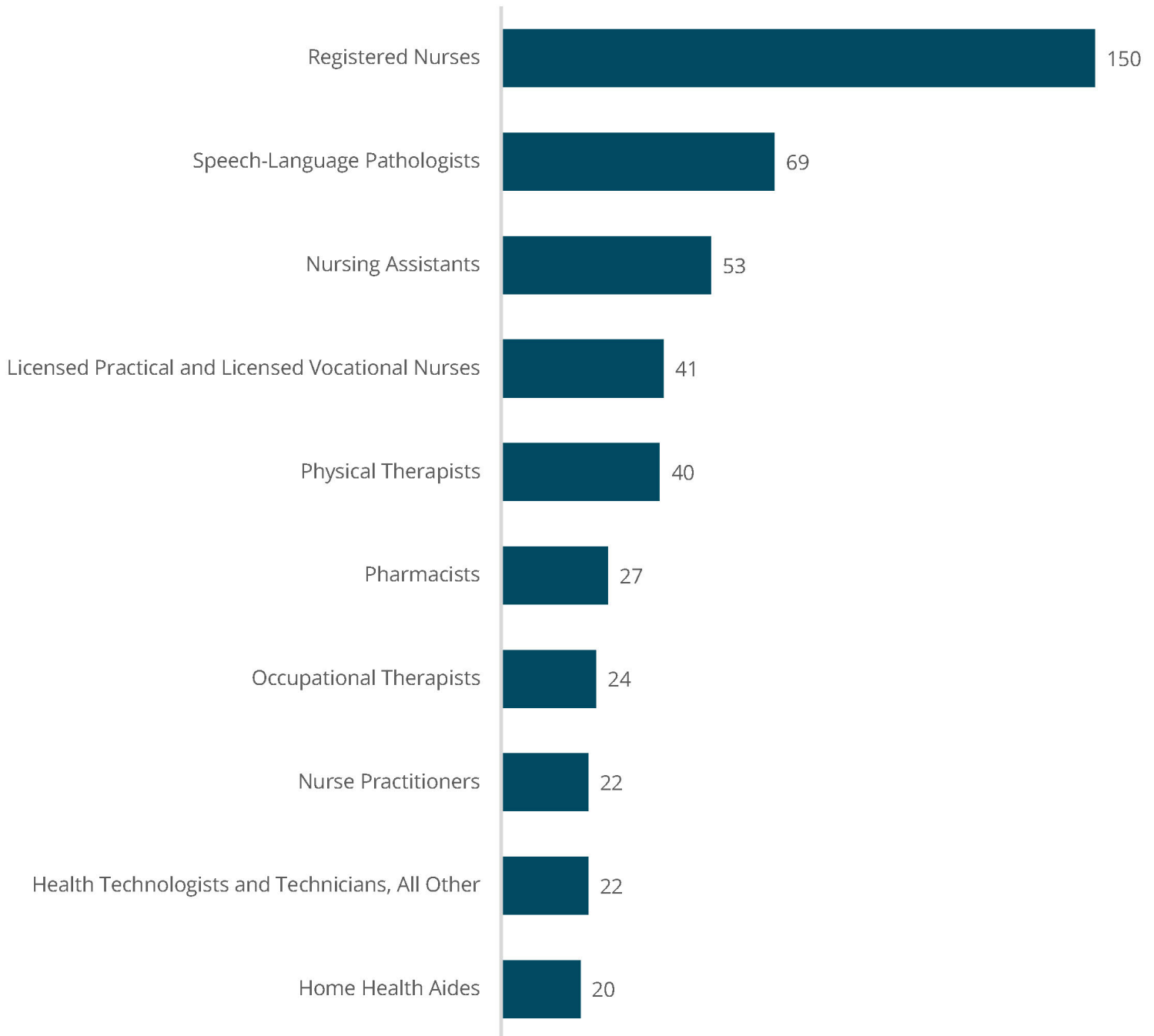
WIN's health care occupation cluster includes jobs related to health care support and practitioners. This cluster is one of Southeast Michigan's largest with, 243,782 employees in 2014. Employment in this cluster has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this cluster.

Like the rest of the region, the top Health Care job in Genesee County was registered nurses during Q2 2015. Online ads for nurses did not shift between Q1 and Q2 but remained at 150 postings. Postings increased for speech-language pathologists growing more than 100% from 33 postings in Q1 to 69 in Q2.

Postings for registered nurses and Shiawassee County nearly doubled between Q1 and Q2 growing from 11 postings to 21. Demand is also high for nursing assistants and physical therapists.

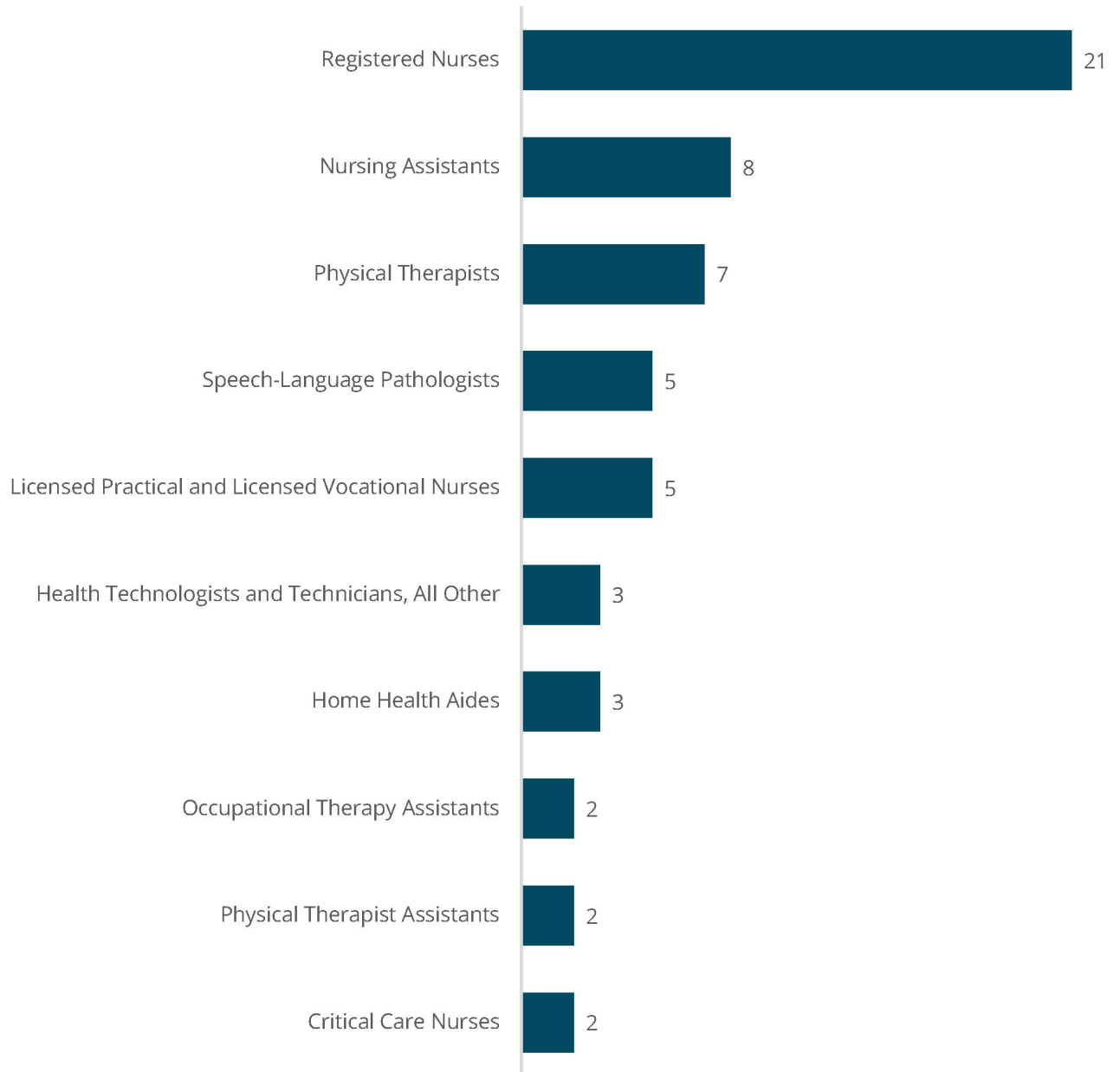
HEALTH CARE

TOP JOBS GENESEE COUNTY



HEALTH CARE

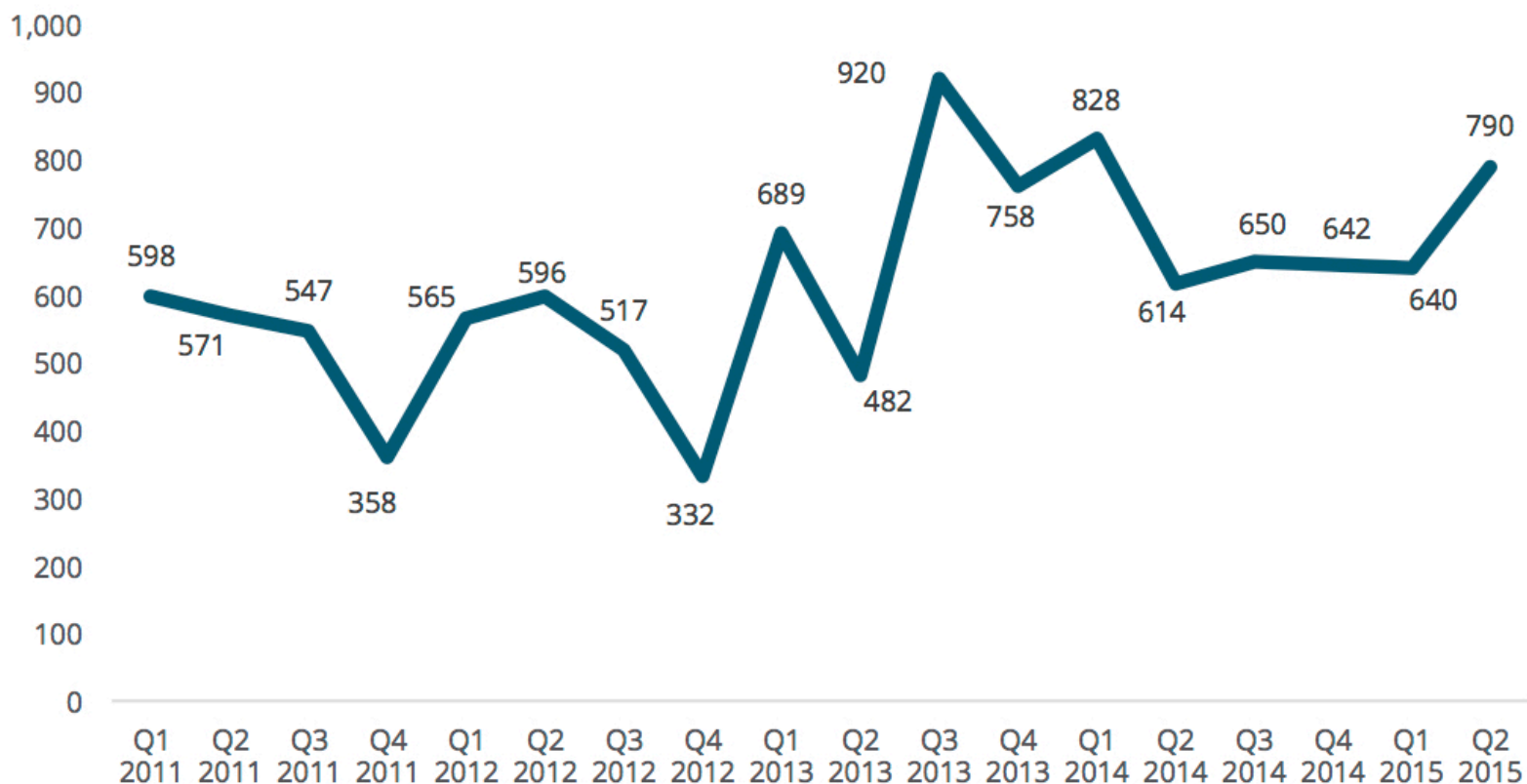
TOP JOBS SHIAWASSEE COUNTY



HEALTH CARE

ONLINE JOB POSTINGS OVER TIME

Health Care Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Online job ads for Health Care workers, driven primarily by demand for nurses, increased by 23.4% in Genesee and Shiawassee counties. Second quarter 2015 marks the first quarter of real growth in postings after a drop and stagnation following the most recent peak in Q1 2014. Health Care postings represent 16.4% of total postings in the two county area, up from 15.1% in Q1.

Health Care is a sector that grows in concentration and demand as the local population increases and ages (demanding more services) and as universities and hospitals diversify and increase their reputation for destination care. Both of these are occurring in Michigan with demand for health services increase (as the population ages) and as universities and other hospitals become places of choice for others seeking care from outside the region.

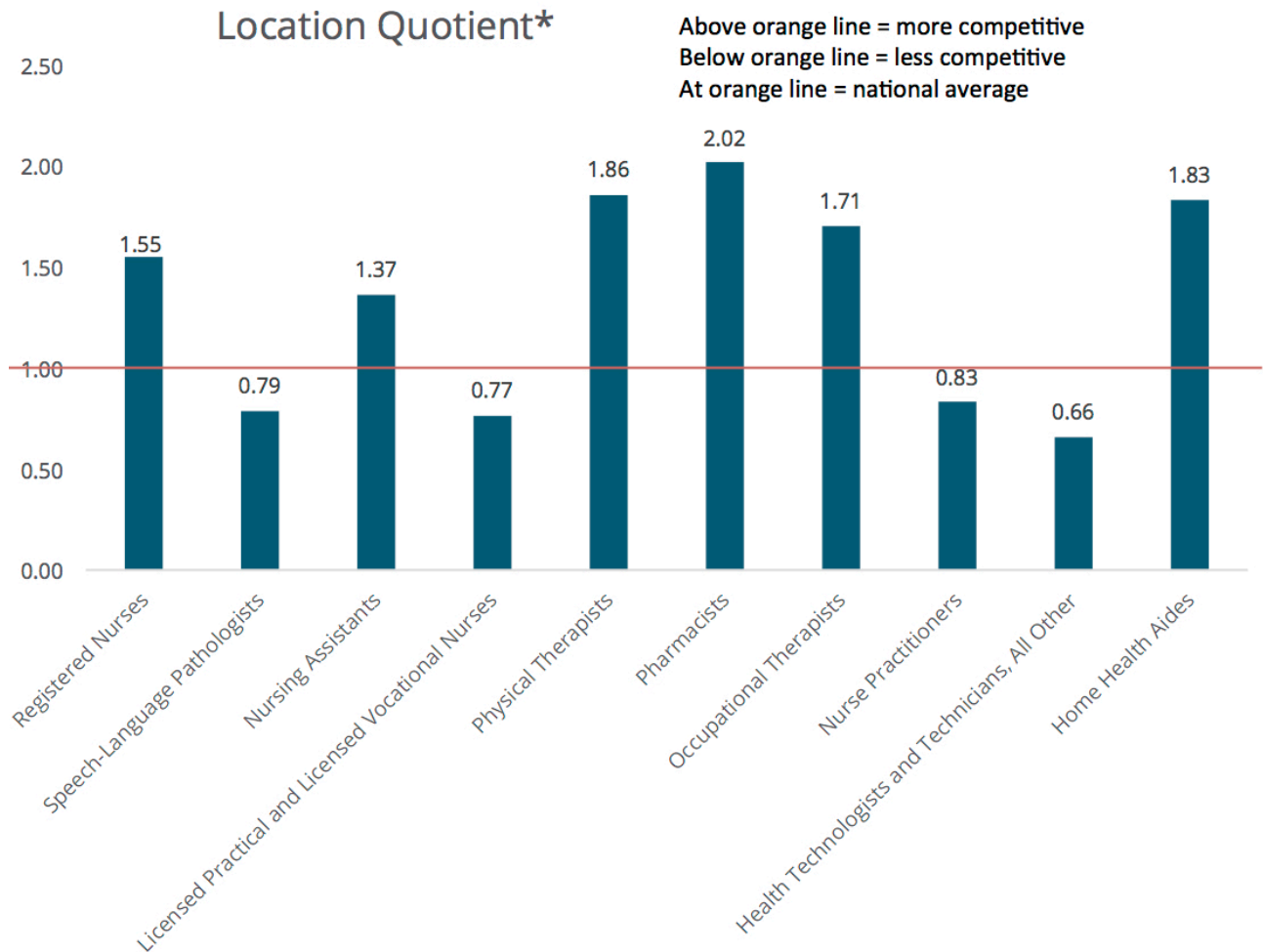
The concentration of health care workers in Genesee & Shiawassee counties is relatively strong as many in-demand occupation have a location quotient greater than “1”. The two county area has a strong prevalence of physical therapists, pharmacists, home health aides, and occupational therapists like due to the aging population in the region along with the number of large hospitals.

The current supply of individuals receiving nursing degrees each year is strong, however, not all nursing degrees prepare workers for in-demand jobs. Many hospitals want nurses with specialties and a four-year degree, making it more difficult to enter the field.

Many health care jobs are a pathway into the middle-class and others, those that require graduate-level training, boast very high salaries. Many workers see the high wage potential are enrolling in health programs, however, there is still a shortage of many health care workers as evidenced by high posting levels and employment growth. There is currently a bill on the state Senate floor that would allow nurses to complete a Bachelor’s degree at their local community college, alleviating the monetary and distance issues with attending a four-year university for many.

HEALTH CARE

TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY



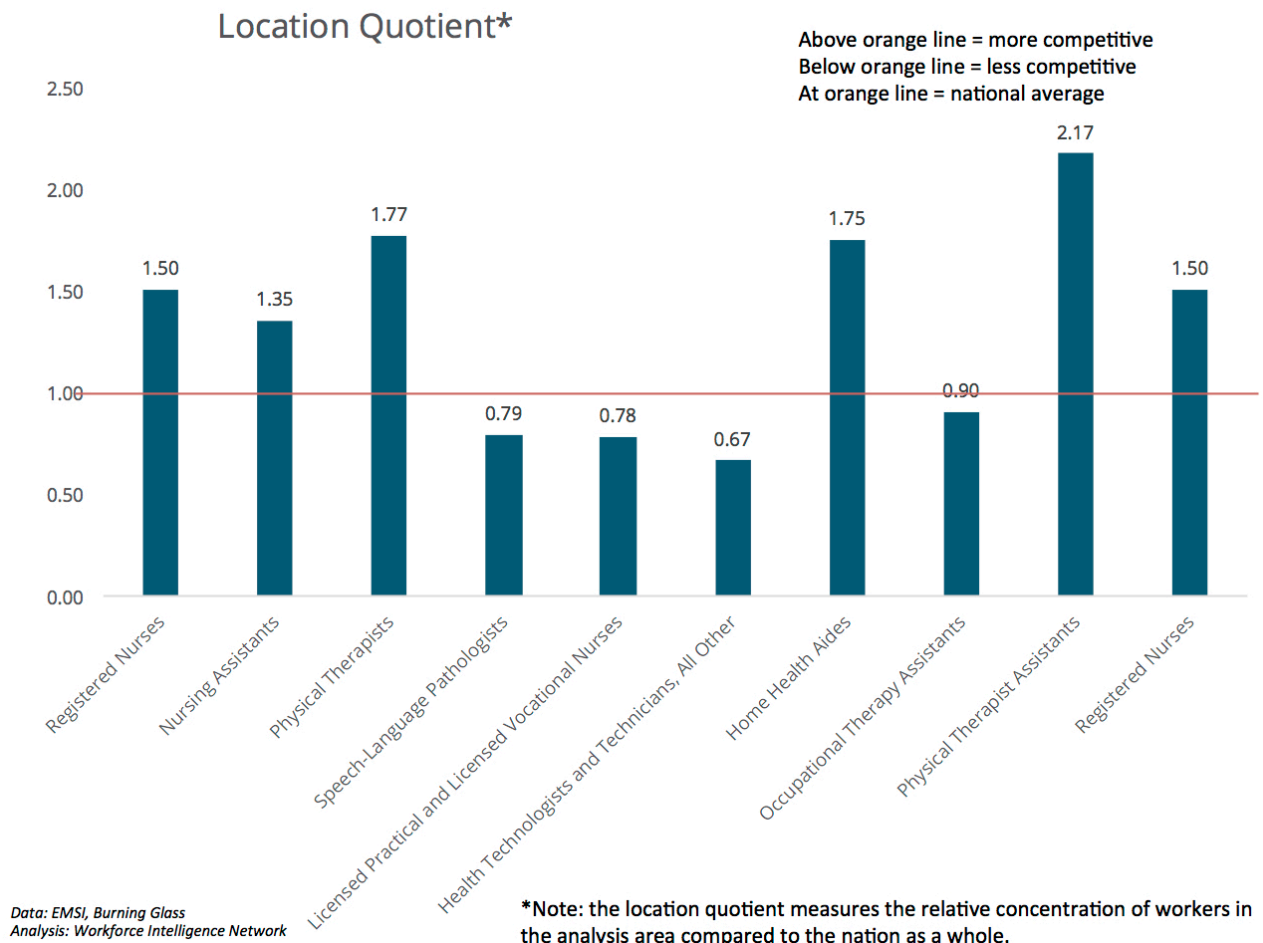
*Note: the location quotient measures the relative concentration of workers in the analysis area compared to the nation as a whole.

Data: EMSI, Burning Glass
Analysis: Workforce Intelligence Network

ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
29-1141	Registered Nurses	\$24.48	\$27.63	\$31.82	\$35.04	\$37.48
29-1127	Speech-Language Pathologists	\$25.54	\$29.88	\$34.10	\$40.85	\$47.51
31-1014	Nursing Assistants	\$9.90	\$10.95	\$12.89	\$14.74	\$16.96
29-2061	Licensed Practical and Licensed Vocational Nurses	\$17.72	\$19.57	\$21.38	\$25.77	\$28.20
29-1123	Physical Therapists	\$29.91	\$33.83	\$39.30	\$44.65	\$59.03
29-1051	Pharmacists	\$47.48	\$50.53	\$55.14	\$59.50	\$67.56
29-1122	Occupational Therapists	\$26.45	\$30.32	\$34.89	\$38.48	\$48.63
29-1171	Nurse Practitioners	\$36.79	\$40.61	\$45.09	\$50.70	\$57.00
29-2099	Health Technologists and Technicians, All Other	\$15.51	\$18.05	\$21.66	\$24.55	\$30.83
31-1011	Home Health Aides	\$8.04	\$8.48	\$9.19	\$11.39	\$14.09

HEALTH CARE

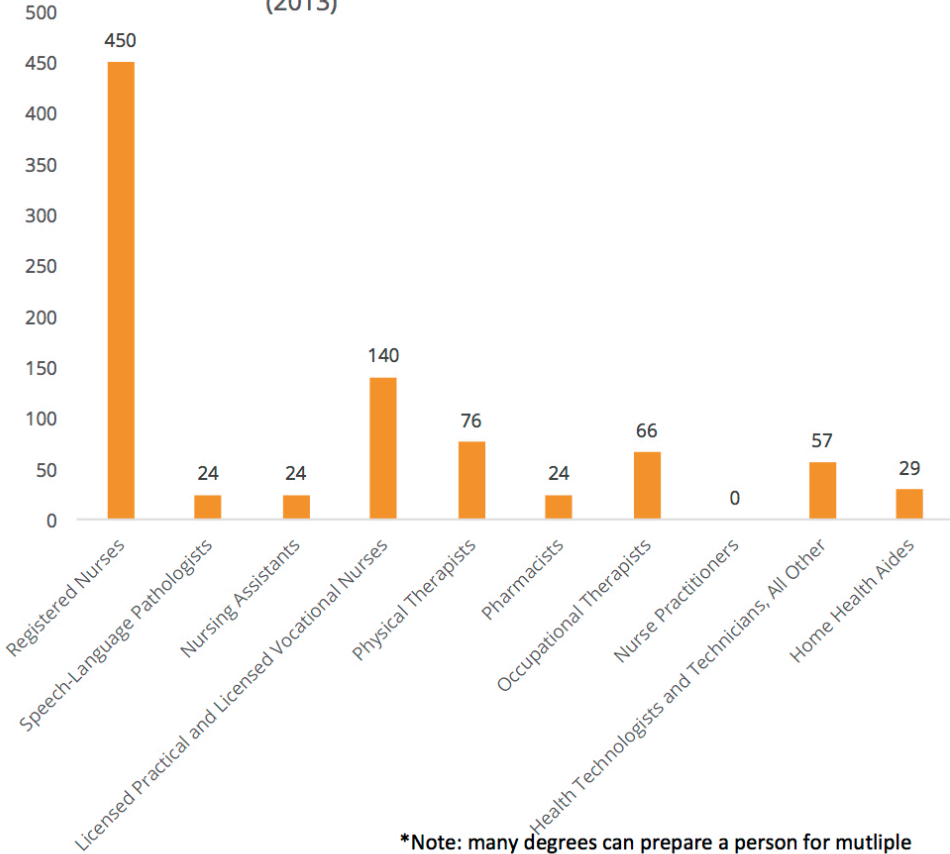
TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
29-1141	Registered Nurses	\$24.20	\$27.30	\$31.41	\$34.70	\$37.16
31-1014	Nursing Assistants	\$9.93	\$11.00	\$12.89	\$14.85	\$17.04
29-1123	Physical Therapists	\$29.58	\$33.56	\$38.98	\$43.78	\$47.41
29-1127	Speech-Language Pathologists	\$24.94	\$29.35	\$33.96	\$39.46	\$45.43
29-2061	Licensed Practical and Licensed Vocational Nurses	\$17.41	\$19.25	\$21.12	\$23.01	\$26.59
29-2099	Health Technologists and Technicians, All Other	\$14.89	\$17.31	\$20.69	\$24.06	\$28.68
31-1011	Home Health Aides	\$8.04	\$8.48	\$9.21	\$10.55	\$12.70
31-2011	Occupational Therapy Assistants	\$18.04	\$19.73	\$22.00	\$26.62	\$30.31
31-2021	Physical Therapist Assistants	\$17.67	\$19.56	\$22.22	\$26.61	\$38.72
29-1141	Critical Care Nurses	\$24.20	\$27.30	\$31.41	\$34.70	\$37.16

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



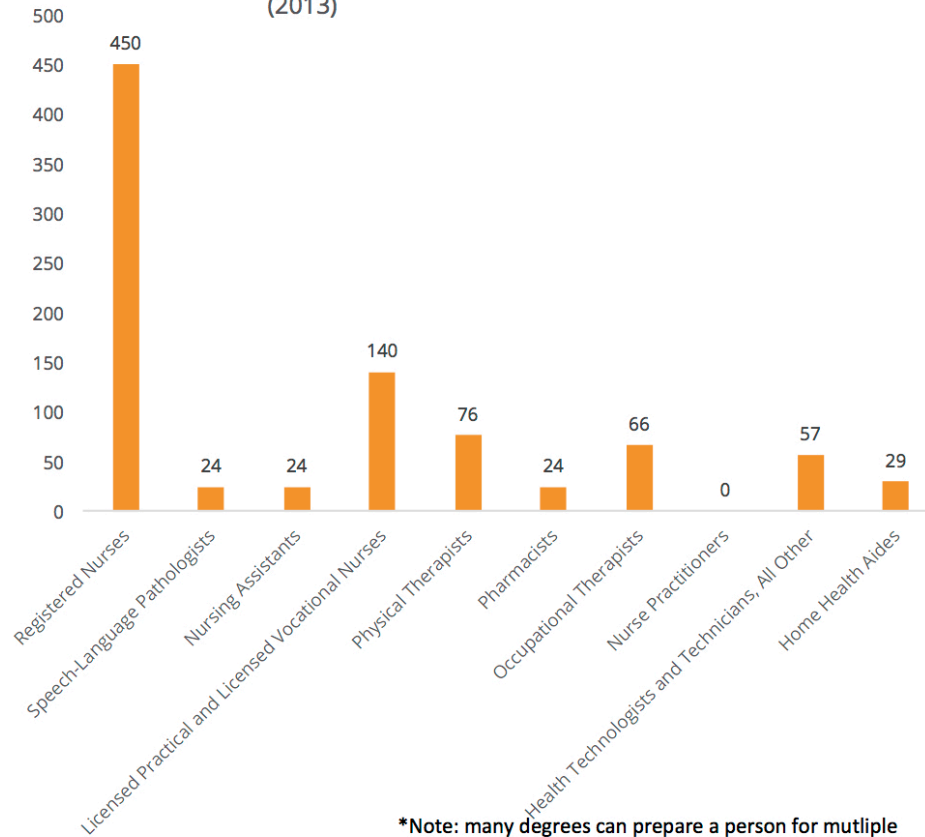
***Note:** many degrees can prepare a person for mutiple jobs and therefore many of these graduates are counted for several occupations.

*Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network*

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-job Training
29-1141	Registered Nurses	Associate's degree	None	None
29-1127	Speech-Language Pathologists	Master's degree	None	None
31-1014	Nursing Assistants	Postsecondary non-degree award	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary non-degree award	None	None
29-1123	Physical Therapists	Doctoral or professional degree	None	None
29-1051	Pharmacists	Doctoral or professional degree	None	None
29-1122	Occupational Therapists	Master's degree	None	None
29-1171	Nurse Practitioners	Master's degree	None	None
29-2099	Health Technologists and Technicians, All Other	High school diploma or equivalent	None	None
31-1011	Home Health Aides	Less than high school	None	Short-term on-the-job training

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



*Note: many degrees can prepare a person for multiple jobs and therefore many of these graduates are counted for several occupations.

Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1141	Registered Nurses	Associate's degree	None	None
29-1127	Speech-Language Pathologists	Master's degree	None	None
31-1014	Nursing Assistants	Postsecondary non-degree award	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	Postsecondary non-degree award	None	None
29-1123	Physical Therapists	Doctoral or professional degree	None	None
29-1051	Pharmacists	Doctoral or professional degree	None	None
29-1122	Occupational Therapists	Master's degree	None	None
29-1171	Nurse Practitioners	Master's degree	None	None
29-2099	Health Technologists and Technicians, All Other	High school diploma or equivalent	None	None
31-1011	Home Health Aides	Less than high school	None	Short-term on-the-job training



RETAIL AND HOSPITALITY

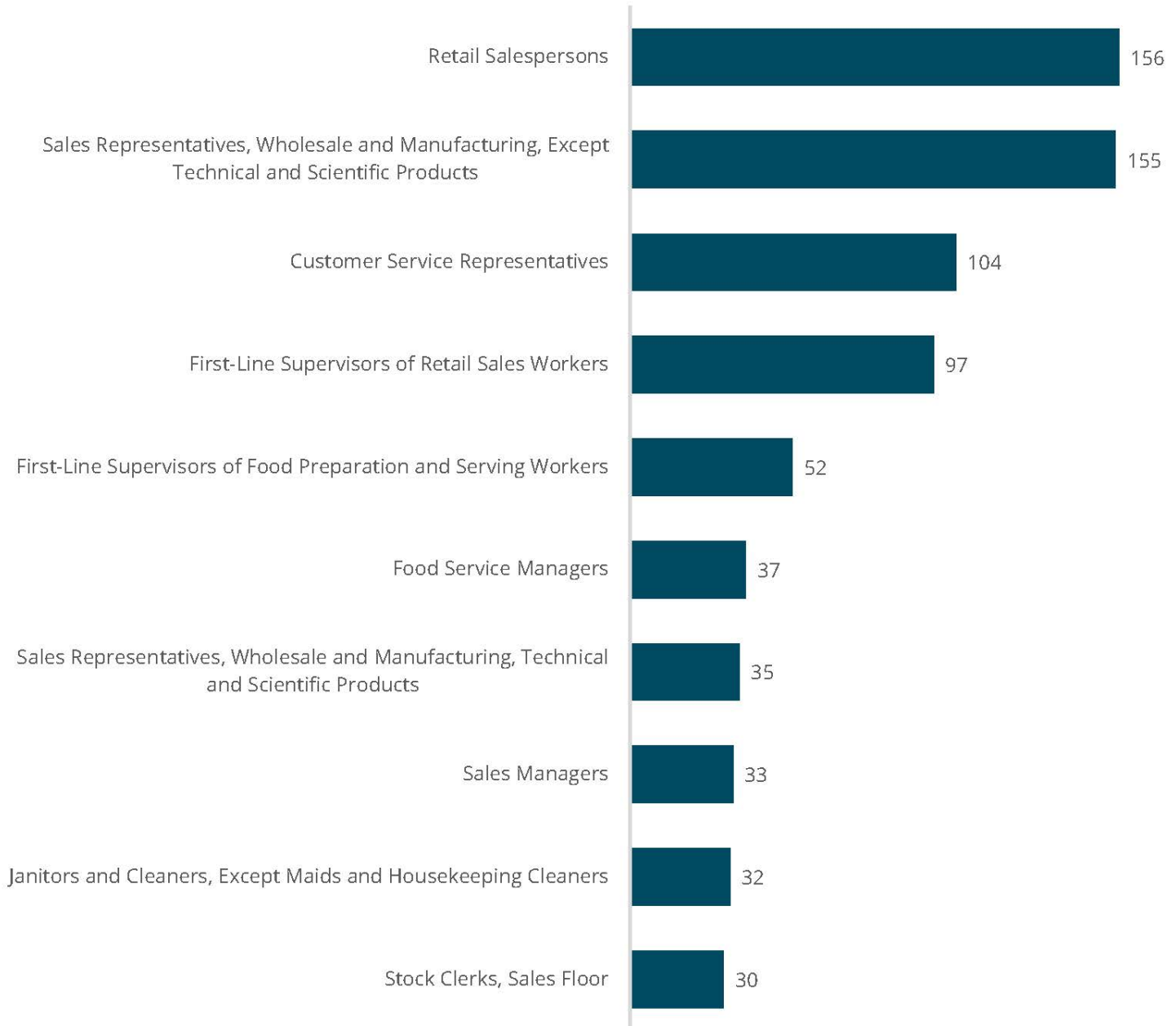
The retail and hospitality cluster is the largest occupational cluster that WIN analyzes, both in terms of employment and online job postings. This cluster is of very high importance to the region because it is the first to grow when the economy expands and the first to contract in a downturn: It is often a leading indicator. As defined by WIN, the retail and hospitality cluster encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas. In 2014, 632,825 individuals were employment in retail and hospitality related occupations in the region.

The top posting Retail & Hospitality job in Genesee County was retail salespersons with 156. Demand for this occupation dropped 22% from 200 in Q1 to 156 in Q2 this year. While demand fell for retail sales workers, it increased for sales representatives – wholesale and manufacturing growing 19.2% from 130 in Q1 to 155 in Q2. Many employers in Southeast Michigan have increased demand for these skilled sales workers.

Retail & Hospitality worker demand in Shiawassee County changed little during Q2. Postings remain steady for the top in-demand job, retail supervisors, retail salespersons, and customer service representatives.

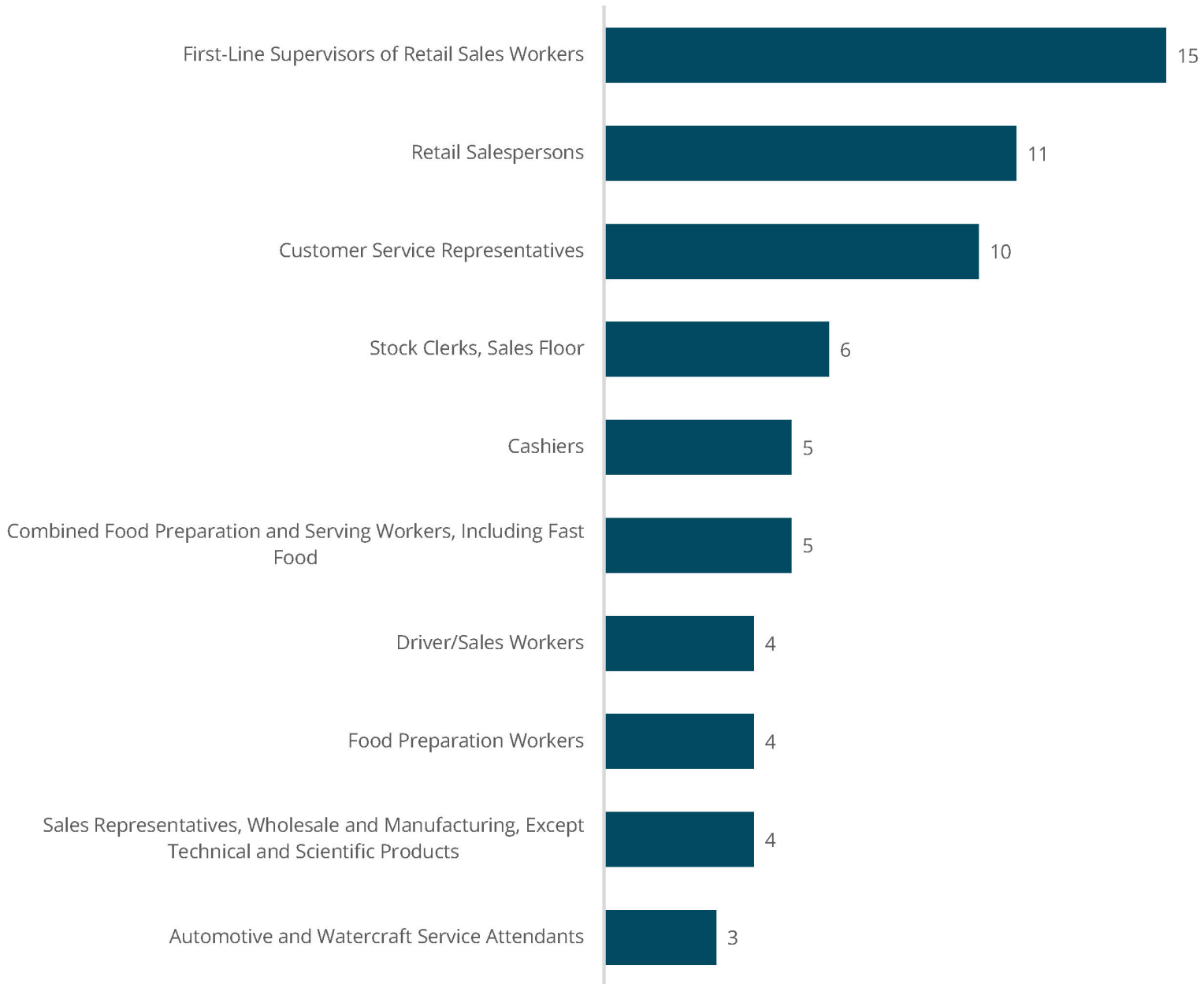
RETAIL AND HOSPITALITY

TOP JOBS GENESEE COUNTY



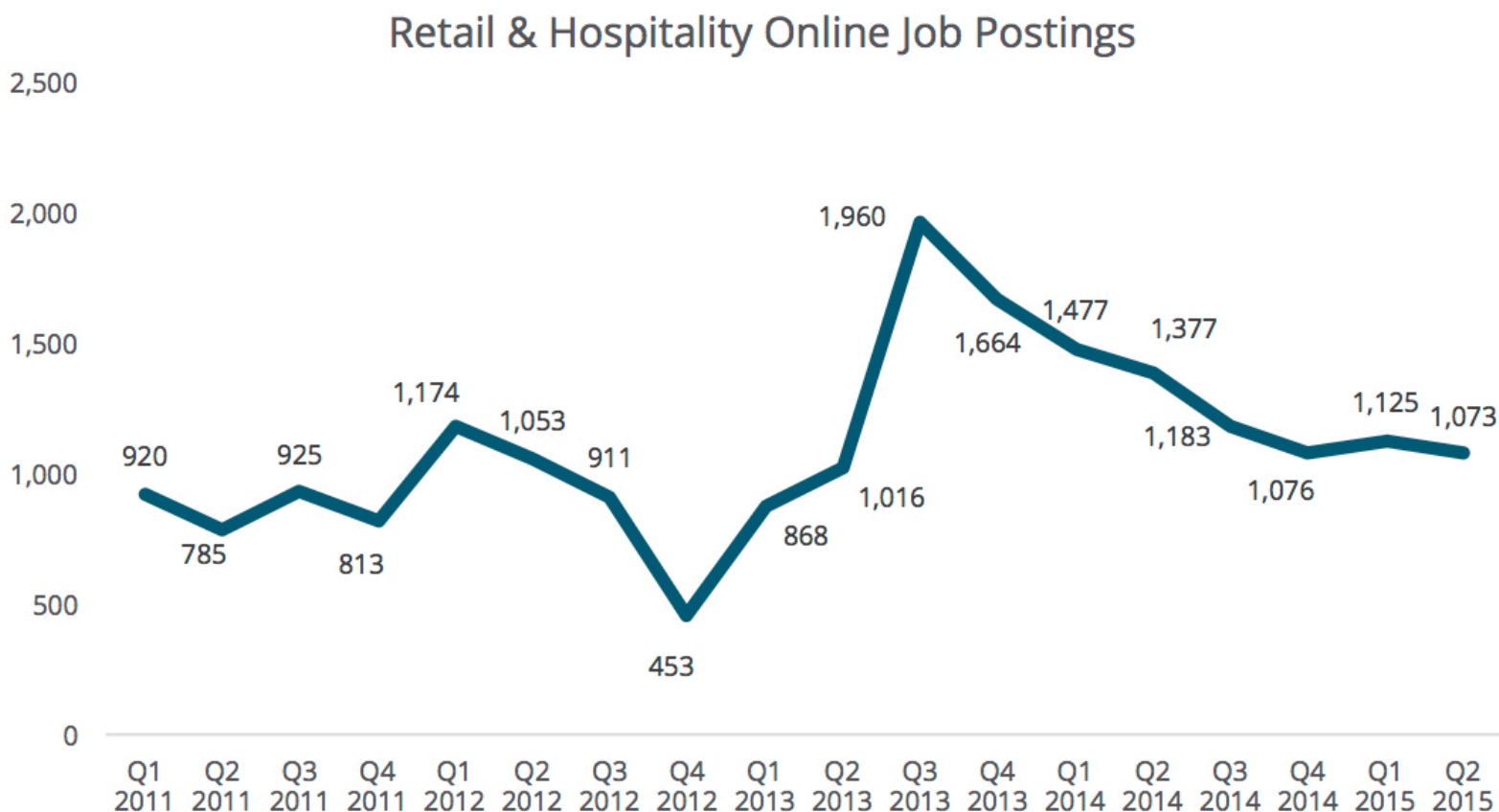
RETAIL AND HOSPITALITY

TOP JOBS SHIAWASSEE COUNTY



RETAIL AND HOSPITALITY

ONLINE JOB POSTINGS OVER TIME



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Retail postings in Genesee & Shiawassee counties have continued to drop after several quarters of decline. In Q2 2015 postings dropped by a modest 1.7% declining from 1,125 to 1,073. Retail & Hospitality postings represented 22.3% of total online postings in Genesee & Shiawassee counties during Q2 2015 down from 26.5% during Q1 this year.

Like other services, Health Care being one, demand for Retail & Hospitality occupations increase as the population grows and has more money to spend in the economy. Demand for technical sales workers is high, yet the concentration of workers is lower than average. The economy is growing and employers are hiring but the concentration of workers in these fields is not drastically different from other U.S. communities.

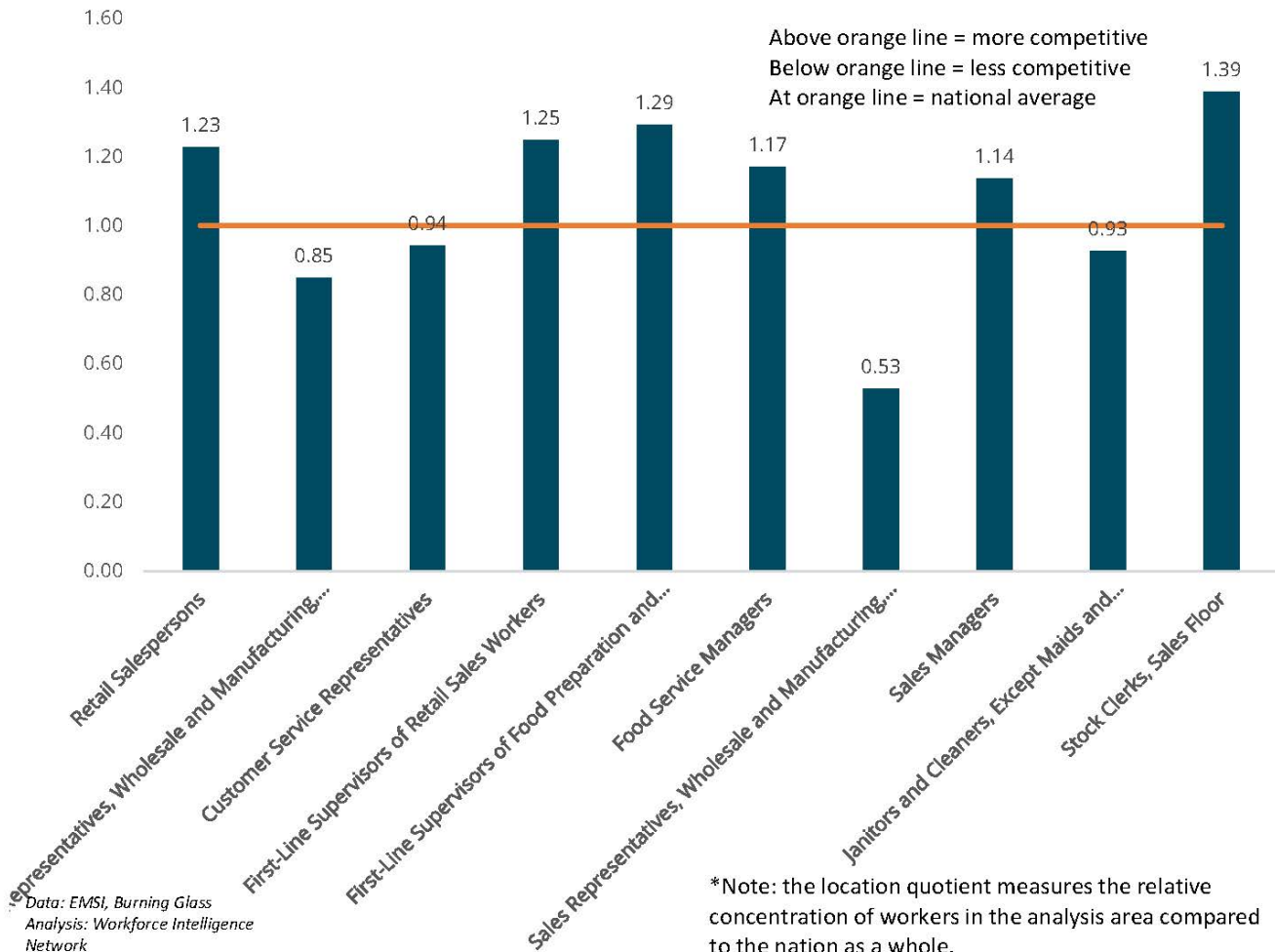
Retail & hospitality jobs are not often sought after due to wages. But these jobs are often the first step for workers into the labor force where they can learn valuable skills that translate to other occupations that earn a higher wage. Management and supervisory positions tend to have high wages but also require more education. For many of the in-demand sales jobs in Genesee & Shiawassee counties, starting wages are higher than other areas because the available jobs are more technical in nature and require more training.

Most retail & hospitality jobs do not require higher education but many require specialized on-the-job training.

RETAIL AND HOSPITALITY

TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY

Location Quotient*

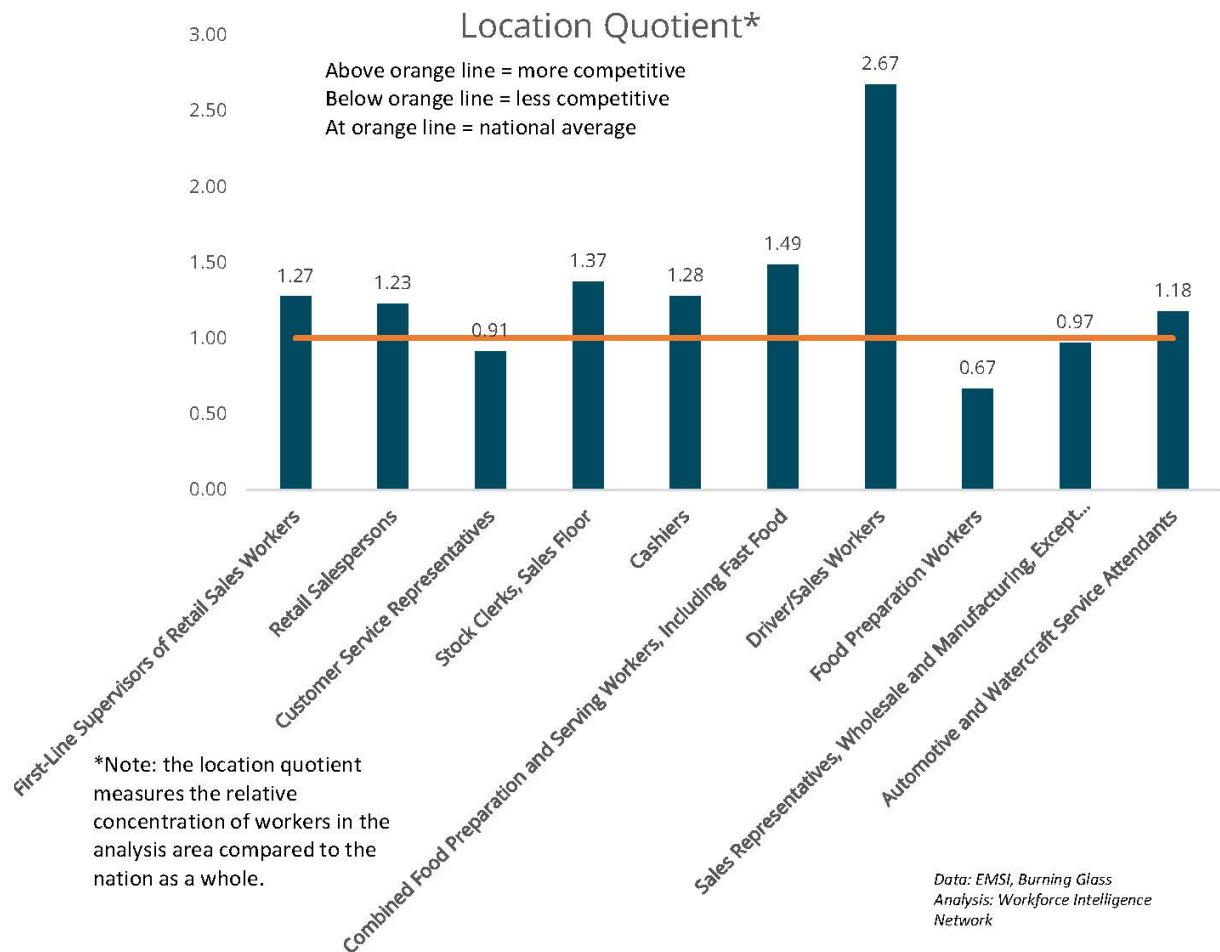


*Note: the location quotient measures the relative concentration of workers in the analysis area compared to the nation as a whole.

ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
41-2031	Retail Salespersons	\$8.19	\$8.74	\$9.71	\$11.93	\$16.06
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$11.58	\$16.13	\$19.41	\$29.38	\$42.17
43-4051	Customer Service Representatives	\$9.76	\$11.54	\$14.86	\$19.18	\$23.66
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.19	\$12.73	\$15.41	\$20.02	\$25.42
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$8.40	\$10.10	\$13.35	\$16.83	\$20.13
11-9051	Food Service Managers	\$11.95	\$15.01	\$18.68	\$24.08	\$29.67
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$20.46	\$27.66	\$38.00	\$78.68	\$88.53
11-2022	Sales Managers	\$17.20	\$30.91	\$41.00	\$62.68	\$86.58
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$8.12	\$9.01	\$11.36	\$15.59	\$18.32
43-5081	Stock Clerks, Sales Floor	\$8.16	\$8.72	\$9.71	\$13.02	\$18.68

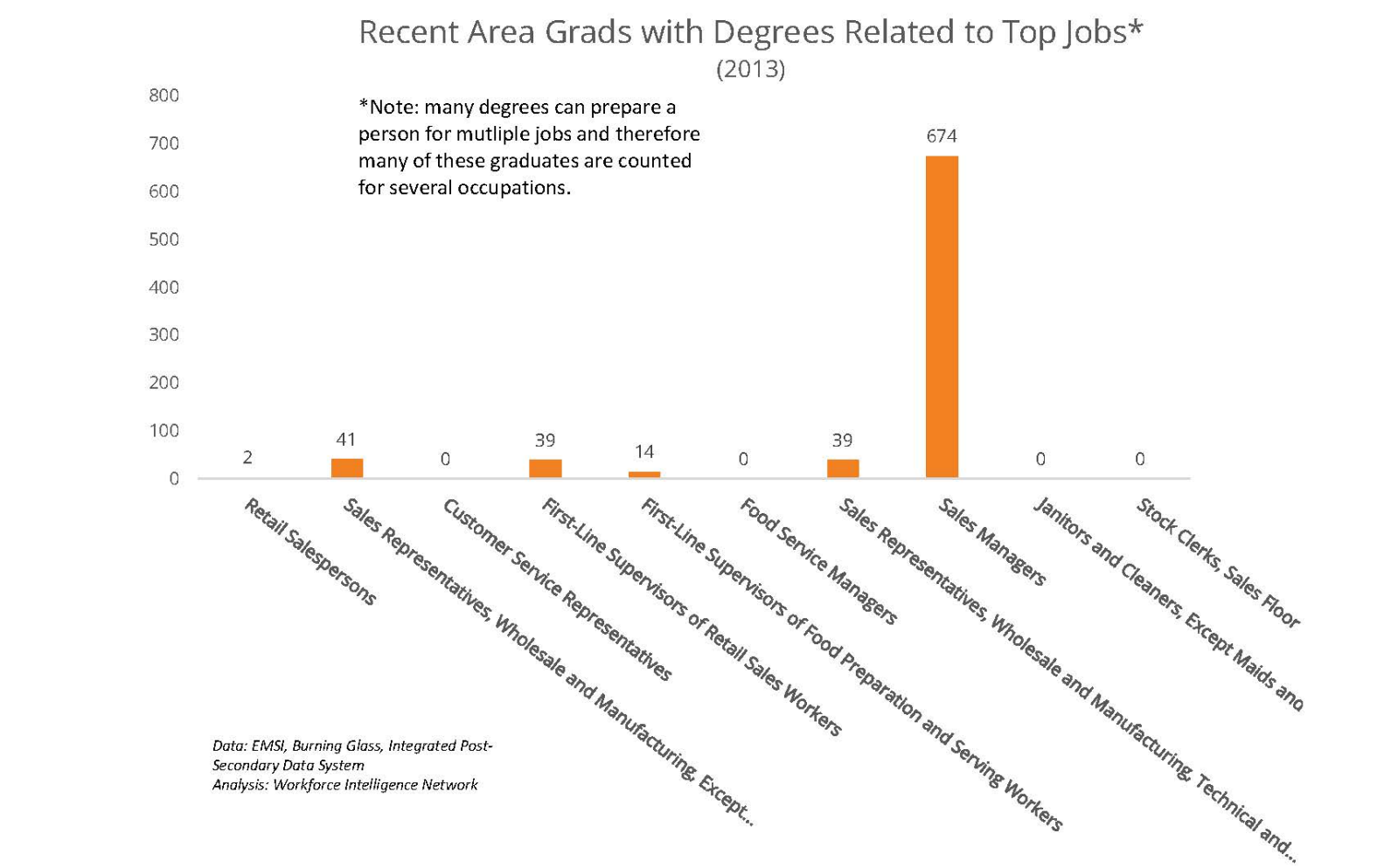
RETAIL AND HOSPITALITY

TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.20	\$12.75	\$15.55	\$20.15	\$25.43
41-2031	Retail Salespersons	\$8.24	\$8.81	\$9.83	\$12.09	\$16.28
43-4051	Customer Service Representatives	\$9.70	\$11.44	\$14.67	\$18.90	\$23.34
43-5081	Stock Clerks, Sales Floor	\$8.16	\$8.73	\$9.75	\$12.97	\$18.30
41-2011	Cashiers	\$8.15	\$8.60	\$9.34	\$10.74	\$12.10
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.15	\$8.49	\$9.06	\$9.62	\$11.21
53-3031	Driver/Sales Workers	\$8.15	\$8.72	\$9.74	\$14.96	\$26.66
35-2021	Food Preparation Workers	\$8.16	\$8.68	\$9.55	\$12.23	\$15.44
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$11.16	\$15.22	\$18.89	\$28.51	\$41.41
53-6031	Automotive and Watercraft Service Attendants	\$8.24	\$8.87	\$9.83	\$11.08	\$11.98

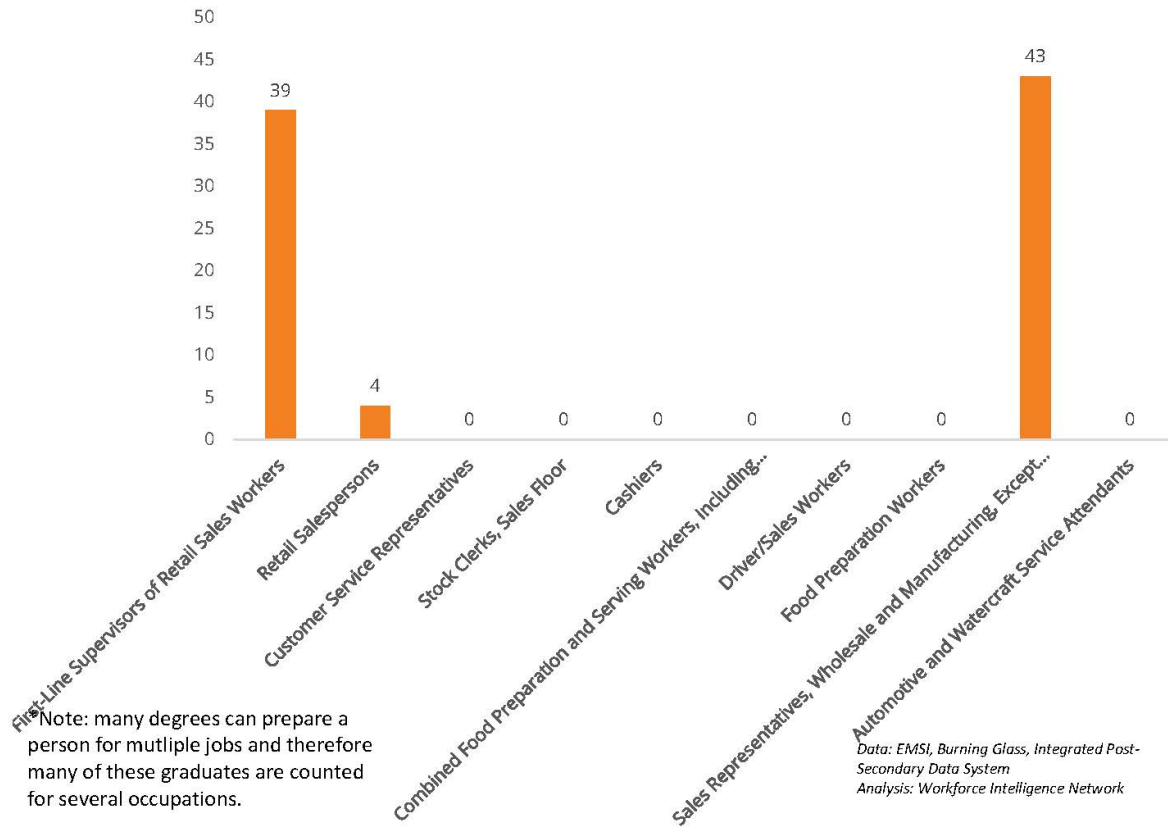
TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY



ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
41-2031	Retail Salespersons	Less than high school	None	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	None	Moderate-term on-the-job training
43-4051	Customer Service Representatives	High school diploma or equivalent	None	Short-term on-the-job training
41-1011	First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent	Less than 5 years	None
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent	Less than 5 years	None
11-9051	Food Service Managers	High school diploma or equivalent	Less than 5 years	None
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Bachelor's degree	None	Moderate-term on-the-job training
11-2022	Sales Managers	Bachelor's degree	Less than 5 years	None
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Less than high school	None	Short-term on-the-job training
43-5081	Stock Clerks, Sales Floor	Less than high school	None	Short-term on-the-job training

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
41-1011	First-Line Supervisors of Retail Sales Workers	High school diploma or equivalent	Less than 5 years	None
41-2031	Retail Salespersons	Less than high school	None	Short-term on-the-job training
43-4051	Customer Service Representatives	High school diploma or equivalent	None	Short-term on-the-job training
43-5081	Stock Clerks, Sales Floor	Less than high school	None	Short-term on-the-job training
41-2011	Cashiers	Less than high school	None	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	Less than high school	None	Short-term on-the-job training
53-3031	Driver/Sales Workers	High school diploma or equivalent	None	Short-term on-the-job training
35-2021	Food Preparation Workers	Less than high school	None	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	High school diploma or equivalent	None	Moderate-term on-the-job training
53-6031	Automotive and Watercraft Service Attendants	Less than high school	None	Short-term on-the-job training



TRANSPORTATION DISTRIBUTION AND LOGISTICS

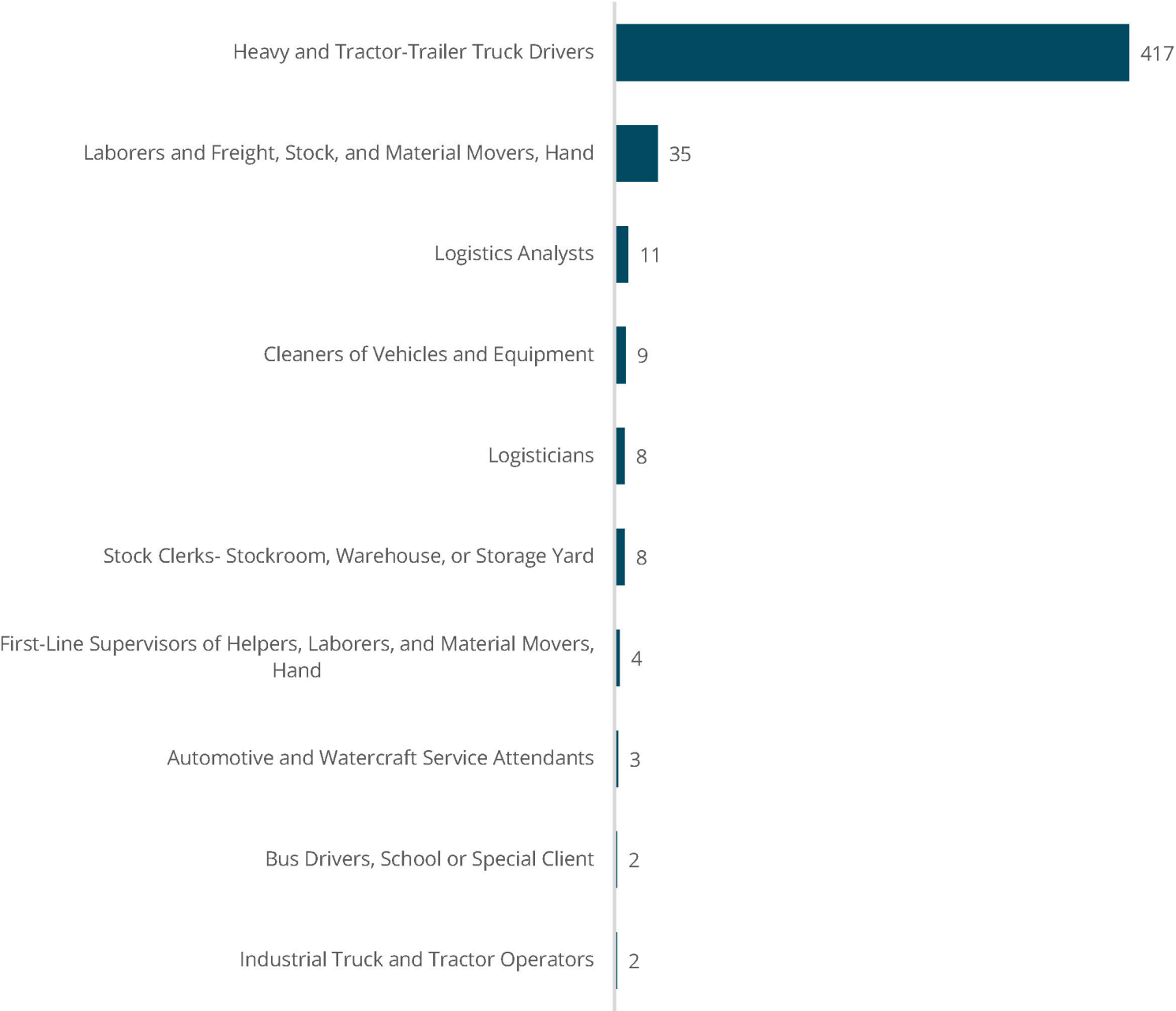
Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner whether it is from one company to another or directly to a consumer. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. With I-69 corridor running straight through Region 6, TDL jobs are important to watch. In 2014, 30,083 workers were employed in the region in TDL occupations.

Postings for truck drivers increased once again in Genesee County growing more than 30% from 305 in Q1 to 417 in Q2 of this year. Postings for the next most in-demand TDL job, laborers/material movers fell between Q1 and Q2. Postings for logistics analysts (3rd in rank) more than doubled from five postings to 11.

Like its neighbor county, postings for truck drivers in Shiawassee increased in Q2 2015 growing 43% from 46 postings in Q1 to 66 in Q2 this year. Postings also doubled for the next most in-demand job laborers/material movers, increasing from eight postings to 16.

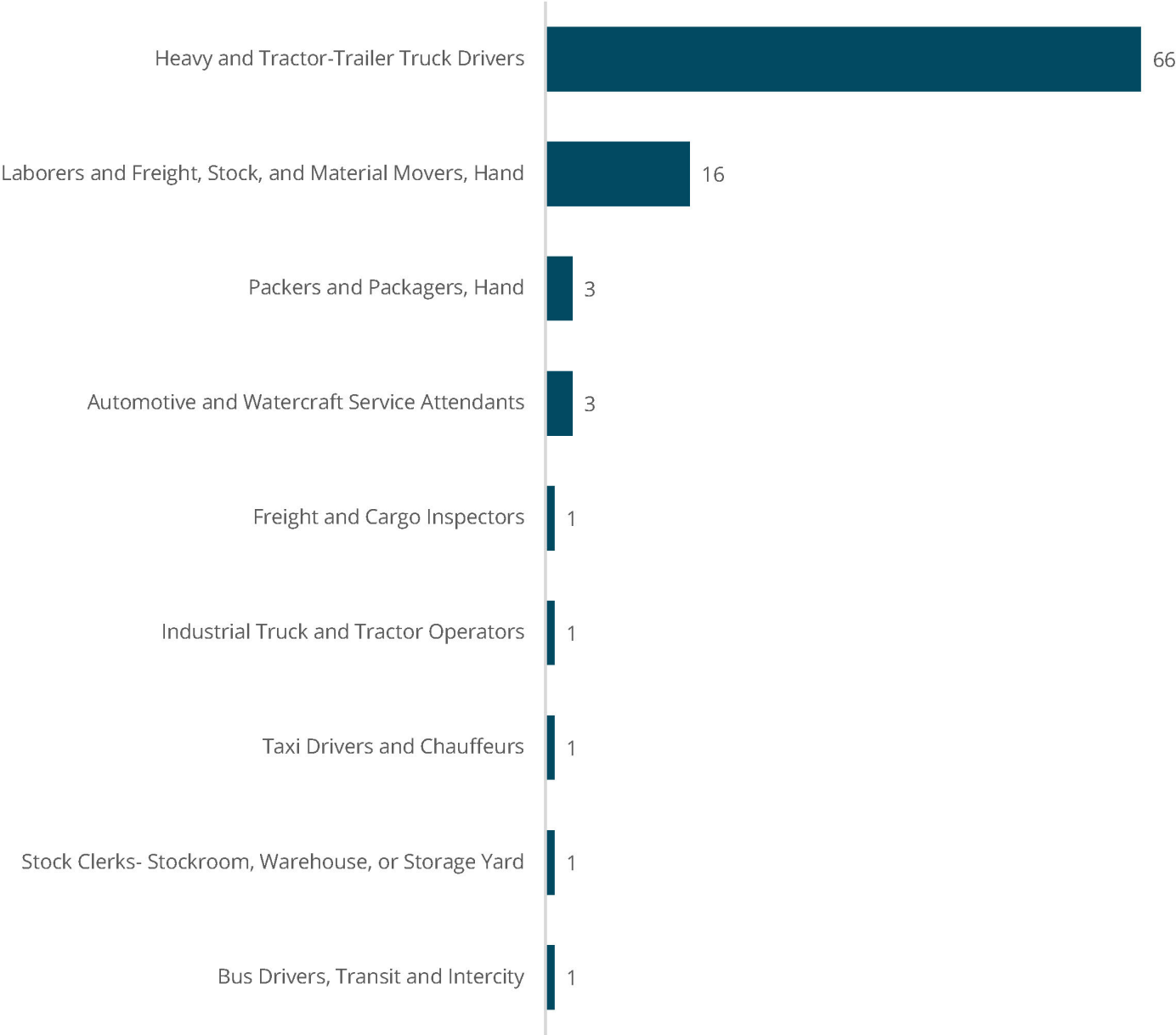
TRANSPORTATION DISTRIBUTION AND LOGISTICS

TOP JOBS
GENESEE COUNTY



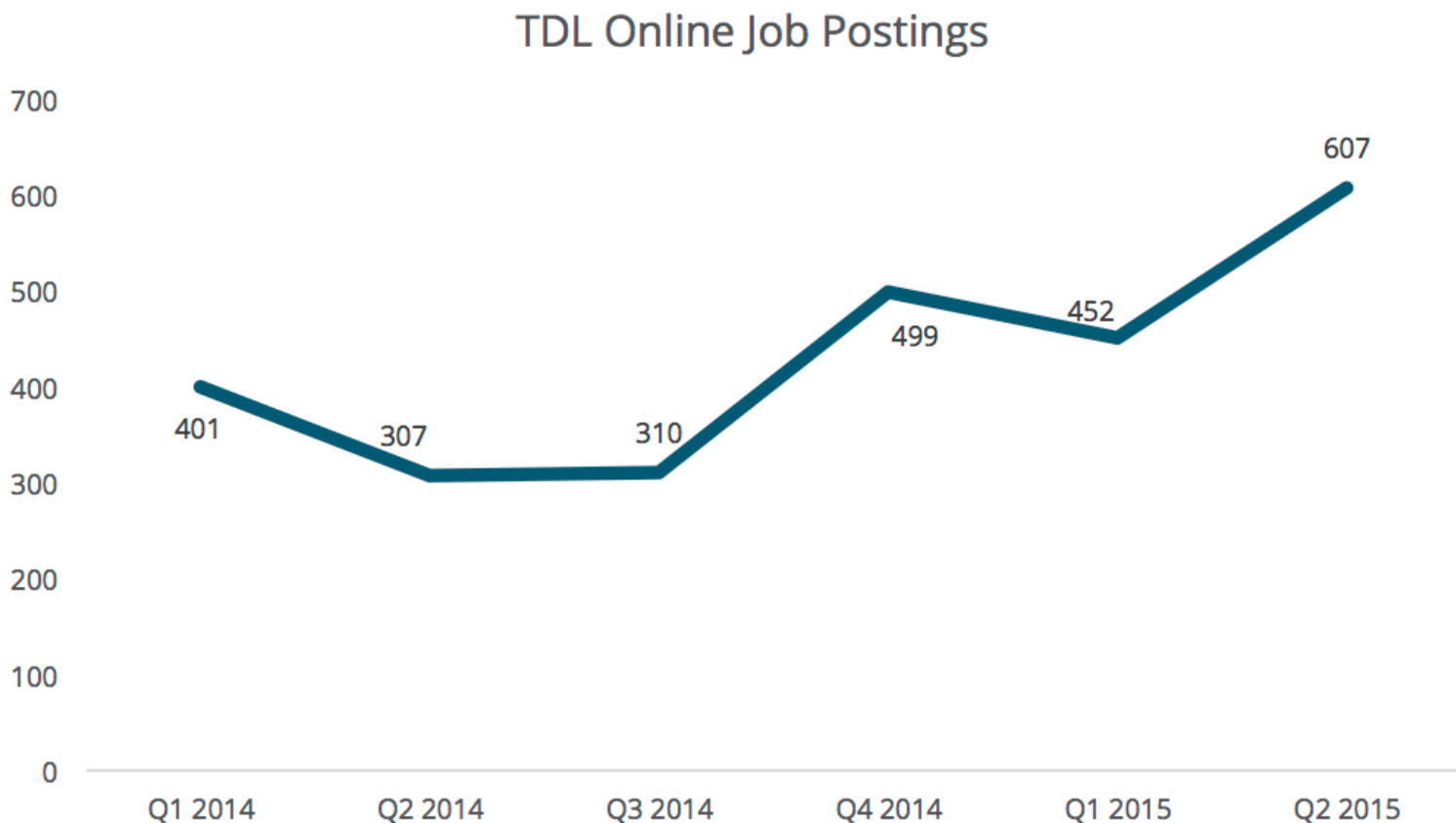
TRANSPORTATION DISTRIBUTION AND LOGISTICS

TOP JOBS
SHIAWASSEE COUNTY



TRANSPORTATION DISTRIBUTION AND LOGISTICS

ONLINE JOB POSTINGS OVER TIME



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employer demand for TDL workers continues to increase with posting on an upward trends since Q1 2014 (the beginning of TDL analysis for these counties). TDL is becoming an important occupation cluster in the region. TDL postings represented 12.6% of total online job ads in the two county area in Q2 2015, up from 10.6% during Q1.

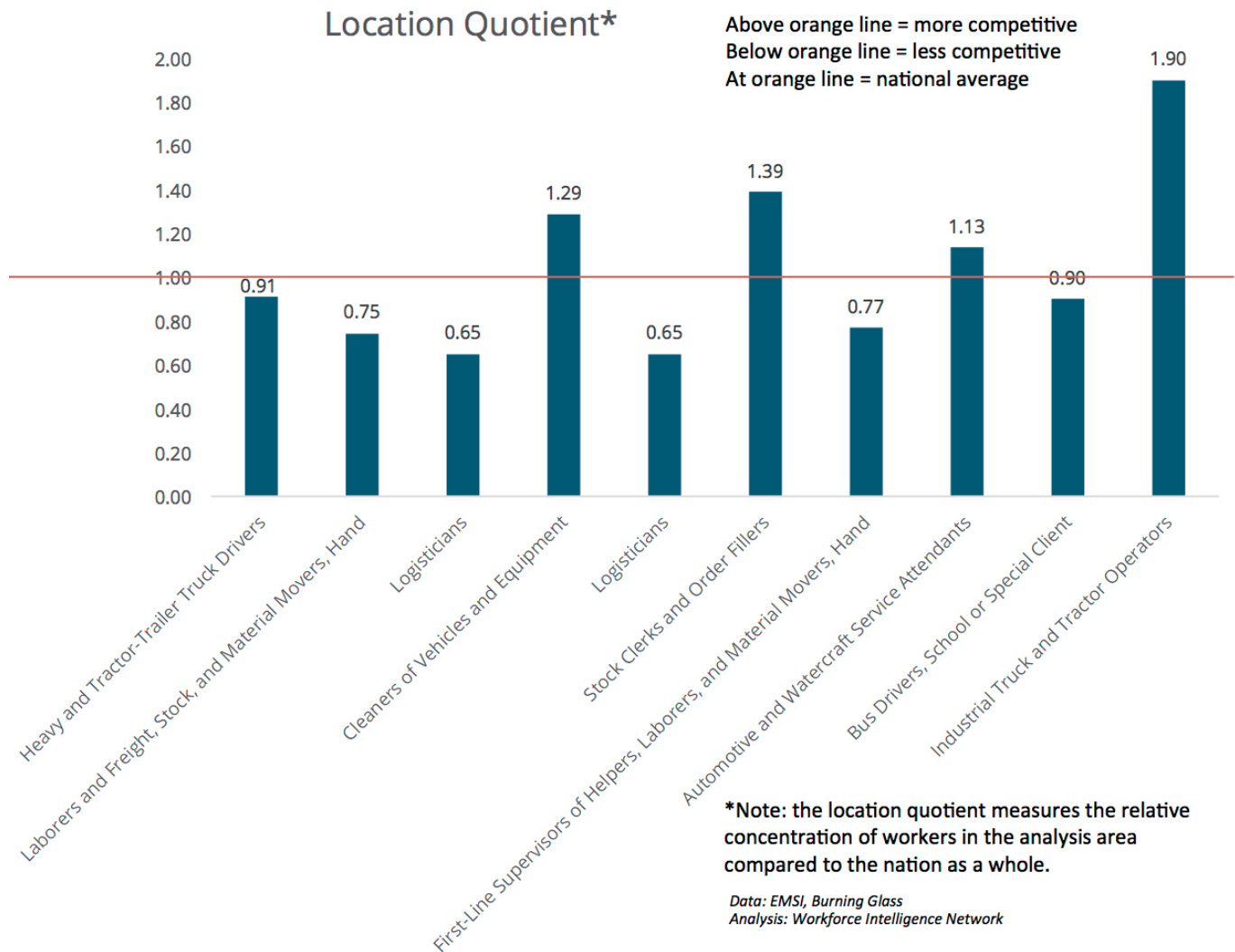
Only a handful of the most in-demand TDL occupations in Genesee & Shiawassee counties have a location quotient greater than 1.0. For example, truck drivers have a location quotient (LQ) close to 1 in both areas yet demand is growing. This means that the concentration of these workers is about the same as the typical U.S. community. Higher LQ's typically indicate that employers will have an easier time finding talent; lower LQ's will make filling open positions more difficult.

While starting wages (10th percentile) for many TDL occupations are low, yet the majority of these occupations have median hourly earnings greater than \$15 offering wage growth with experience. The highest paid occupations are those that require advanced education and training.

Many of these occupations do not require education beyond high school but rather short-term on-the-job training once they have begun working. Truck drivers require a postsecondary non-degree award in order to obtain their license. While there were 483 postings for truck drivers, there were only 80 graduates from related programs.

TRANSPORTATION DISTRIBUTION AND LOGISTICS

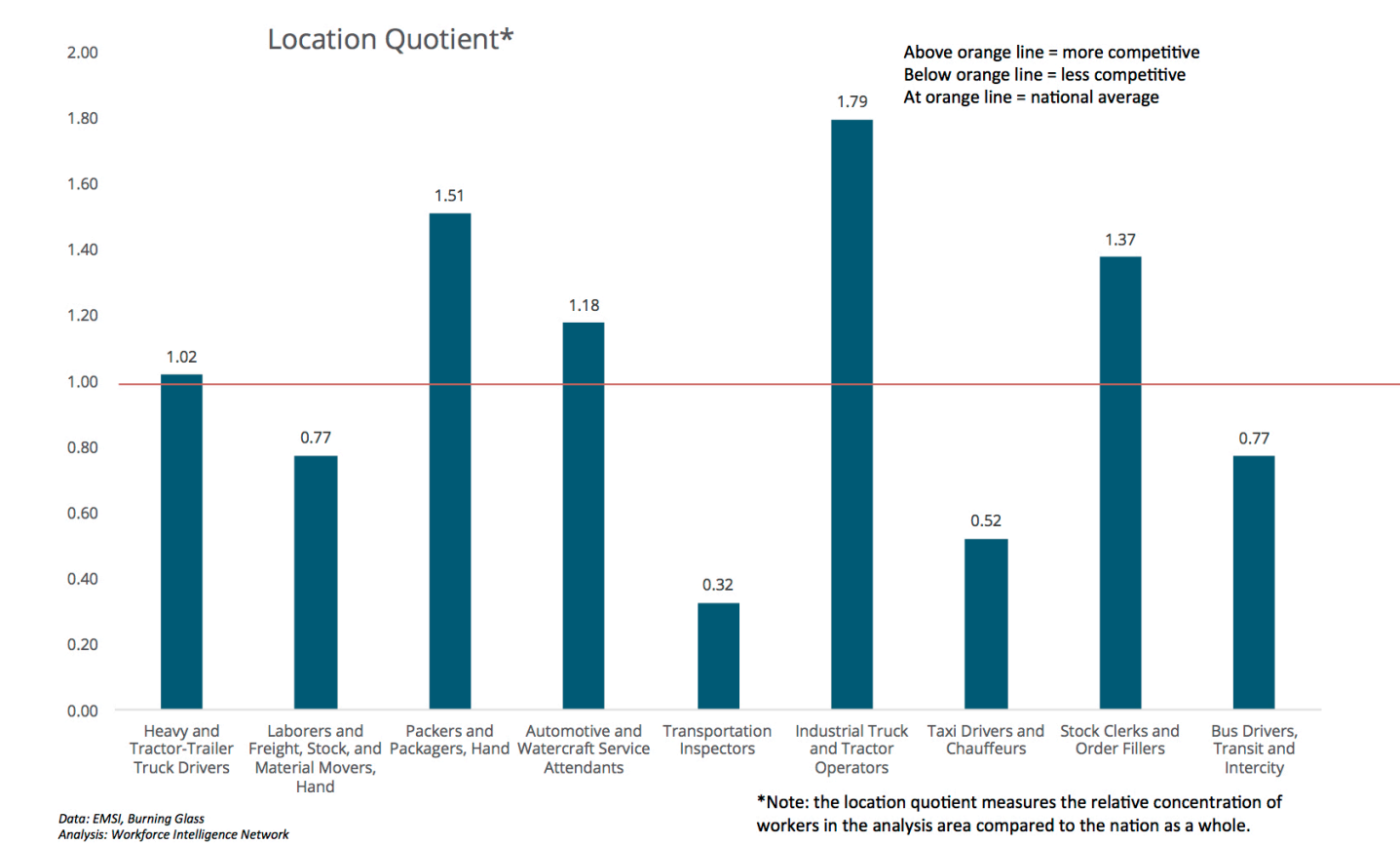
TOP 10 JOBS LOCATION QUOTIENT AND WAGES, GENESEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$11.18	\$13.18	\$15.53	\$19.07	\$22.84
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$8.21	\$8.93	\$10.89	\$16.34	\$20.90
13-1081	Logisticians	\$22.70	\$30.43	\$36.70	\$48.92	\$56.15
53-7061	Cleaners of Vehicles and Equipment	\$8.20	\$8.58	\$9.22	\$11.43	\$15.77
13-1081	Logisticians	\$22.70	\$30.43	\$36.70	\$48.92	\$56.15
43-5081	Stock Clerks and Order Fillers	\$8.16	\$8.72	\$9.71	\$14.33	\$18.47
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	\$11.65	\$14.82	\$21.09	\$28.34	\$35.13
53-6031	Automotive and Watercraft Service Attendants	\$8.17	\$8.71	\$9.59	\$11.78	\$14.16
53-3022	Bus Drivers, School or Special Client	\$12.26	\$13.68	\$15.80	\$17.29	\$19.11
53-7051	Industrial Truck and Tractor Operators	\$10.49	\$15.10	\$18.51	\$19.30	\$23.84

TRANSPORTATION DISTRIBUTION AND LOGISTICS

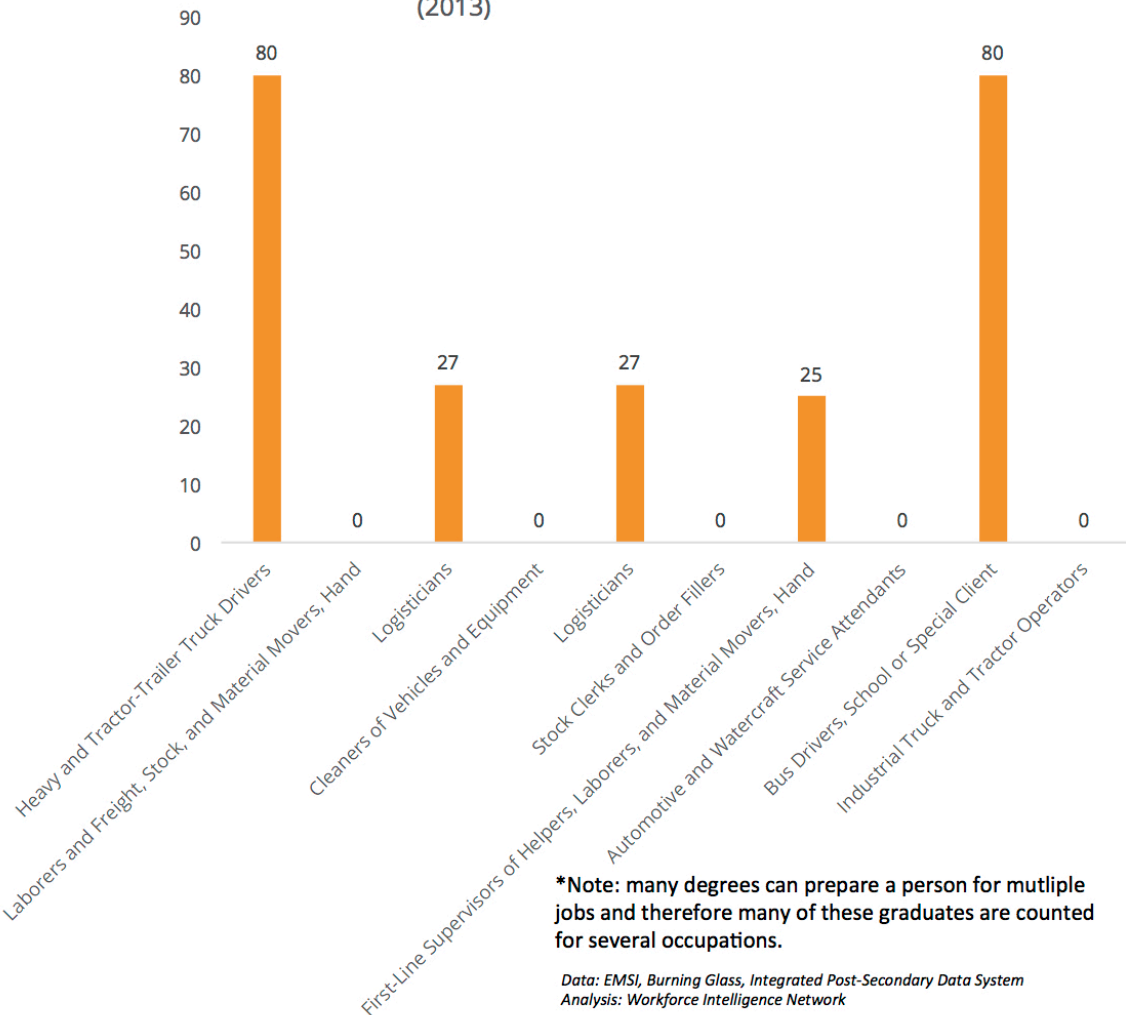
TOP 10 JOBS LOCATION QUOTIENT AND WAGES, SHIAWASSEE COUNTY



ONET Code	Occupation	10th Percentile Hourly Earnings	25th Percentile Hourly Earnings	Median Hourly Earnings	75th Percentile Hourly Earnings	90th Percentile Hourly Earnings
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$10.78	\$12.99	\$15.47	\$19.13	\$23.29
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$8.23	\$9.02	\$11.02	\$14.12	\$17.53
53-7064	Packers and Packagers, Hand	\$8.16	\$8.91	\$11.40	\$16.50	\$18.04
53-6031	Automotive and Watercraft Service Attendants	\$8.24	\$8.87	\$9.83	\$11.08	\$11.98
53-6051	Transportation Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
53-7051	Industrial Truck and Tractor Operators	\$10.37	\$14.80	\$18.14	\$25.92	\$27.98
53-3041	Taxi Drivers and Chauffeurs	\$8.63	\$9.84	\$10.62	\$11.42	\$12.13
43-5081	Stock Clerks and Order Fillers	\$8.16	\$8.73	\$9.75	\$12.97	\$18.30
53-3021	Bus Drivers, Transit and Intercity	\$10.83	\$12.38	\$15.33	\$18.77	\$23.23

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS GENESEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)



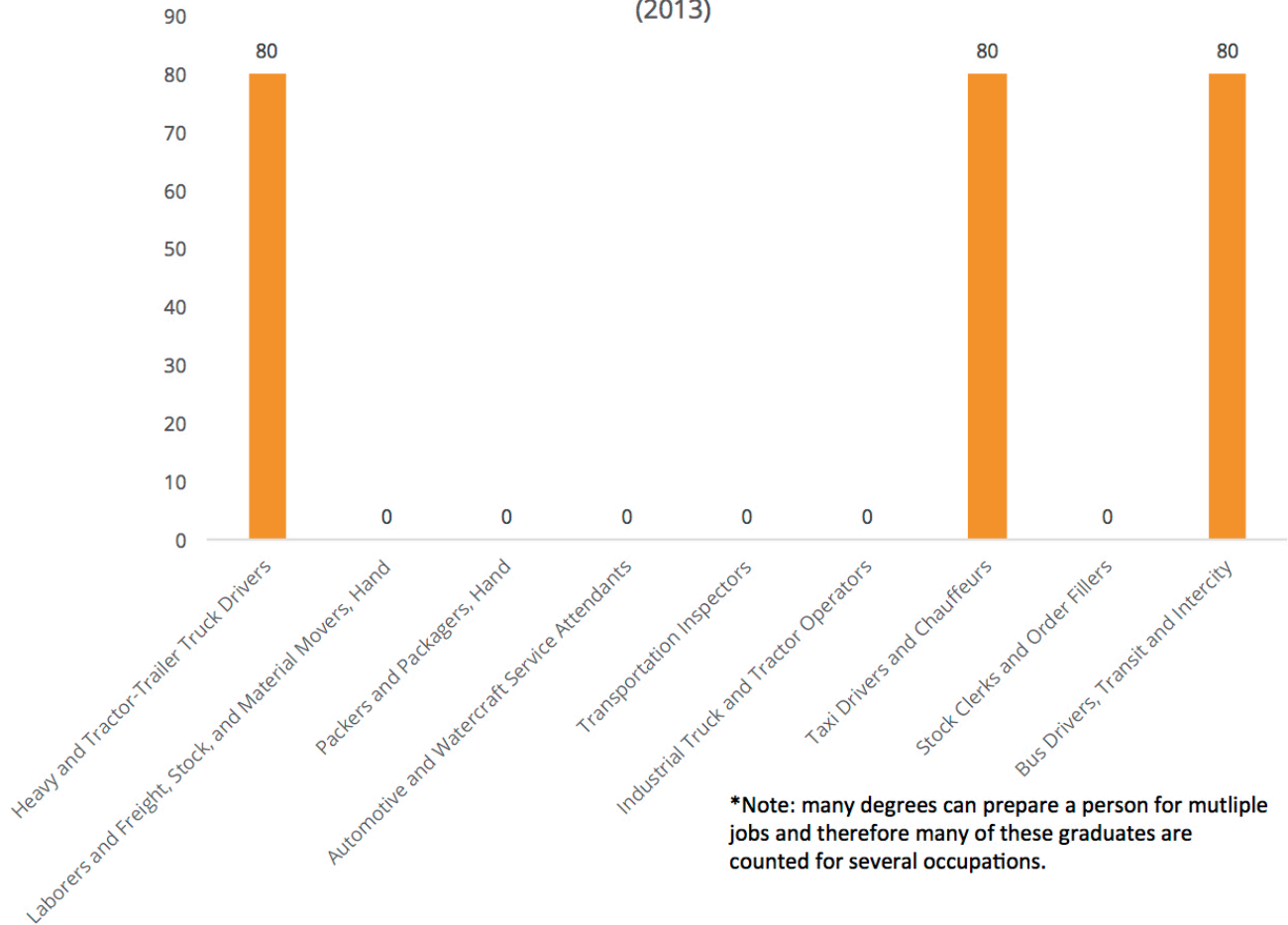
***Note:** many degrees can prepare a person for mutiple jobs and therefore many of these graduates are counted for several occupations.

*Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network*

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award	None	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Less than high school	None	Short-term on-the-job training
13-1081	Logisticians	Bachelor's degree	None	None
53-7061	Cleaners of Vehicles and Equipment	Less than high school	None	Short-term on-the-job training
13-1081	Logisticians	Bachelor's degree	None	None
43-5081	Stock Clerks and Order Fillers	Less than high school	None	Short-term on-the-job training
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	High school diploma or equivalent	Less than 5 years	None
53-6031	Automotive and Watercraft Service Attendants	Less than high school	None	Short-term on-the-job training
53-3022	Bus Drivers, School or Special Client	High school diploma or equivalent	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	Less than high school	None	Short-term on-the-job training

TOP 10 JOBS RECENT GRADUATES AND EDUCATION AND TRAINING REQUIREMENTS SHIAWASSEE COUNTY

Recent Area Grads with Degrees Related to Top Jobs*
(2013)




*Note: many degrees can prepare a person for multiple jobs and therefore many of these graduates are counted for several occupations.

Data: EMSI, Burning Glass, Integrated Post-Secondary Data System
Analysis: Workforce Intelligence Network

ONET Code	Occupation	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	Postsecondary non-degree award	None	Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Less than high school	None	Short-term on-the-job training
53-7064	Packers and Packagers, Hand	Less than high school	None	Short-term on-the-job training
53-6031	Automotive and Watercraft Service Attendants	Less than high school	None	Short-term on-the-job training
53-6051	Transportation Inspectors	High school diploma or equivalent	None	Moderate-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	Less than high school	None	Short-term on-the-job training
53-3041	Taxi Drivers and Chauffeurs	Less than high school	None	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	Less than high school	None	Short-term on-the-job training
53-3021	Bus Drivers, Transit and Intercity	High school diploma or equivalent	None	Moderate-term on-the-job training

SECTION THREE

LABOR MARKET AND DEMAND SUMMARY



Q2 21015 shows almost minor growth in the labor force in the two county area (0.4% growth, adding 951 individuals). Employment grew at a faster rate during Q2 (1.2%) adding 2,533 workers to area employer payrolls. The labor force is slowly reaching 2010 average levels while employment has grown more rapidly, adding nearly 13,000 workers back into payrolls since 2010.

With employment growing faster than the labor force, the drop in unemployment can be attributed to individuals gaining jobs. The unemployment rate in Genesee and Shiawassee counties dropped from 6.6% in Q1 to 5.8% during Q2.

Online job ads in Genesee and Shiawassee counties increased in Q2 2015 by 13.4% over Q1 2015, growing from 4,250 postings to 4,821. The past quarter marks the first significant increase since Q3 2013 as postings have been on a downward trend for the past two years.

All clusters most commonly analyzed by WIN, other than Retail & Hospitality, saw considerable gains in postings during Q2 this year. Postings for IT grew the most with 91% growth. Postings for health care also saw gains with 23.4% growth since Q1 2015.

Postings in the most commonly analyzed WIN clusters accounted for 64.1% of the total growth in job ads in Genesee and Shiawassee counties.



SECTION FOUR

DATA NOTES AND SOURCES

DATA NOTES AND SOURCES

SPECIAL DATA NOTE

- Due to changes in Burning Glass's aggregation, parsing, and deduplication methods implemented in December 2014, data from previously released reports should not be compared to data in reports starting in Q4 2014 and moving forward. For the Q4 2014 report, the WIN team re-gathered and analyzed all of the data (postings from 2011 through 2014) to ensure that all numbers are up-to-date. If you would like information on the differences between the updated data and data from previous reports, please contact WIN's Research Director Colby Spencer Cesaro at colby.cesaro@win-semich.org.
- Wage data that is not labeled as a national average is specific to each report's geography. For example, wage data reported in the WIN Region report is averaged across the 9-county WIN Region. Data in the Wayne County report is wage data solely for Wayne County.
- All numbers included in this report are the correct and updated data.
- Wage and educational attainment data available varies depending on the occupation. All wage and educational attainment data provided is for the 6-digit SOC code. Some 6-digit codes do not have education or wage data available, in this case we leave the information blank.
- Educational attainment data available refers to the share of the current workforce in each bracket, not what is shown in postings. Employers may require different educational attainment than what is in this report.
- Quarterly reports: Due to a data update in Burning Glass Technologies' Labor Insight tool, comparisons should not be made between data from each quarterly report and the annual review data should not be compared to data from previous quarterly reports.
- Adjustments to the labor force information were also made to reflect and incorporate updated inputs, re-estimation, and controlling to new statewide totals. Much of the information related to monthly and quarterly employment is updated several months after the initial release. More information can be found here: <http://www.bls.gov/lau/launews1.htm>

DATA NOTES AND SOURCES

UNDERSTANDING DEMAND VS EMPLOYMENT

- Employment refers to actual employment numbers—the number of people in jobs—in targeted industries or occupations.
- Demand refers to statistics derived from employer job postings, which indicate the potential for employment but may or may not materialize into actual jobs.
- Job posting-related demand, as presented in this report, is measured by online job postings. Employer demand may be larger than what is highlighted in this report if employers find talent by other means.

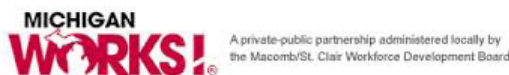
DATA SOURCES

- Labor market demand data for this report was compiled using Burning Glass Technologies' Labor Insight Tool, and analyzed by the Workforce Intelligence Network. Other data sources include, the Bureau of Labor Statistics, and Economic Modeling Specialists Inc. (EMSI). Check out our website <http://www.win-semich.org> for more data and detailed information about our sources.

UNDERSTANDING CLUSTERS

- Rather than focusing on talent demand within industries (types of firms), WIN generally emphasizes exploring talent demand based on occupations, including the skills, educational credentials, and experience needed to work in them.
- WIN research examines industry data, as the health of companies can be useful for economic development purposes. However, shifting focus from industry to occupation is important as different types of occupations with extremely different skillsets may work within and across industries. For example, accountants, computer specialists, and engineers all may work in the manufacturing industry.
- By clustering occupations, the talent system can identify employer demand for particular skillsets across multiple industry types and develop a response through training and pipeline development to meet that demand.

BOARD ORGANIZATIONS



FOR MORE INFORMATION ABOUT RESEARCH AND DATA,
VISIT OUR WEBSITE:
WWW.WIN-SEMICH.ORG/DATA-RESEARCH

