



# QUARTERLY REPORT GENESEE & SHIAWASSEE COUNTIES Q3 2015





# SUMMARY

## GENESEE & SHIAWASSEE Q3 2015 DEMAND OVERVIEW

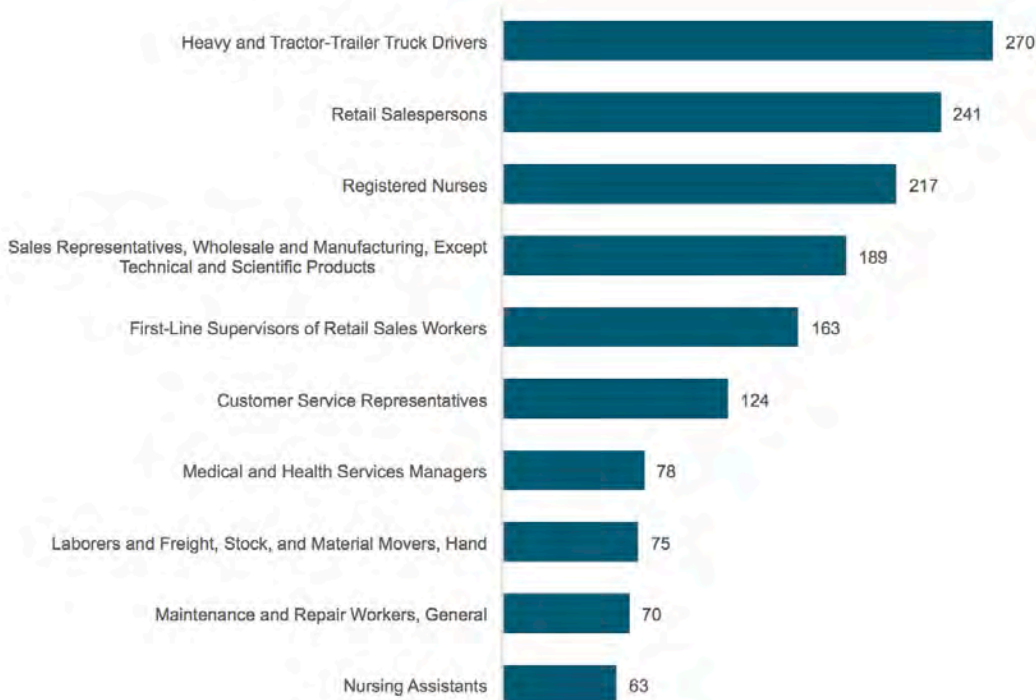
Job postings in Genesee and Shiawassee counties increased between Q2 and Q3 2015. This increase was dominated by increased demand in the Retail & Hospitality and Skilled Trades & Technicians occupational clusters. Heavy and tractor-trailer truck drivers remained the most in-demand job in both counties for another quarter but postings for this occupation have been decreasing for several quarters, and total TDL postings were down in Q3. Shiawassee employers' demand for IT occupations during Q2 dissipated in Q3, and new TDL occupations joined Genesee's top jobs list to make up for declining postings for truck drivers.

Over the past few years, the labor force in Genesee and Shiawassee counties has been slightly declining but employment has been increasing. This is illustrated in the major decrease in the unemployment rate over the same time period. Between Q2 and Q3 2015, both the labor force and employment decreased 1.6% so the unemployment rate remains unchanged between quarters, at 6.0%.

Genesee and Shiawassee employers posted 5,302 online job ads between July and September 2015, up from the 4,821 postings during Q2. Employer demand in these two counties has hovered between 4,000 and 5,000 job postings per quarter since a peak in demand during Q3 2013. Q3 2015's level of postings marked another consecutive quarter of growth in demand since Q1 2015. If employer demand continues to grow, hopefully Genesee and Shiawassee county workers will be encouraged to rejoin the labor force.

*\*This report includes top jobs and postings over time highlights for clusters that have made major shifts or movements in the past quarter. The data is updated each quarter based on the clusters with the most noteworthy changes. For complete top jobs lists, educational attainment, and wage information, please see the regional reports or contact WIN's Research Director Colby Cesaro at [colby.cesaro@win-semich.org](mailto:colby.cesaro@win-semich.org).*

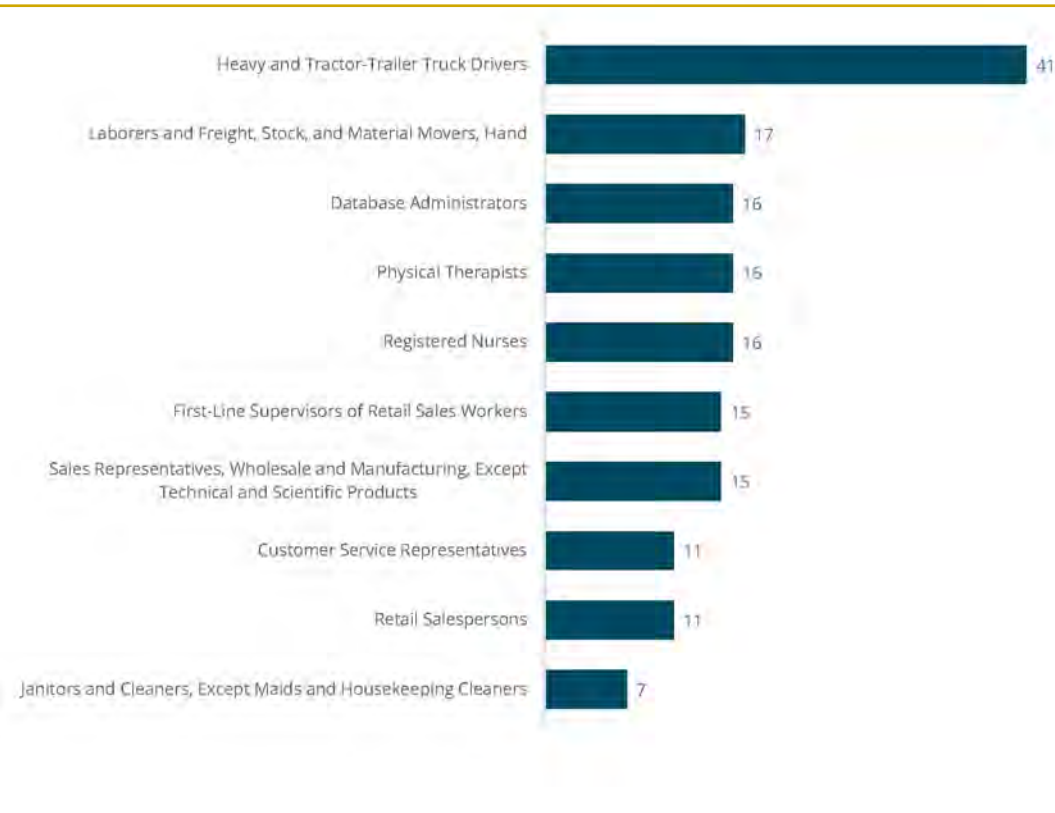
## GENESEE - TOP JOBS Q3 2015



## ANALYSIS

Heavy and tractor-trailer truck drivers were again the top in-demand job in Genesee County for Q3 2015. This occupation has held the top spot for several quarters but postings declined from 417 in Q2 to less than 300 in Q3. Another Transportation, Distribution, & Logistics (TDL) occupation, laborers and freight, stock, and material movers, made its way onto the top jobs list this quarter with 75 postings. The remainder of the top ten was rounded out by Health Care and Retail & Hospitality jobs.

## SHIAWASSEE - TOP JOBS Q3 2015



## ANALYSIS

Heavy and tractor-trailer truck drivers were the most in-demand job in Shiawassee County, too, with 41 online job postings during Q3 2015. Many of Q2's top IT jobs have disappeared from this quarter's list, but Shiawassee employers posted 16 ads for database administrators, making it the third most in-demand occupation in the county. The rest of the top jobs list points to high employer demand for Health Care and Retail & Hospitality occupations.

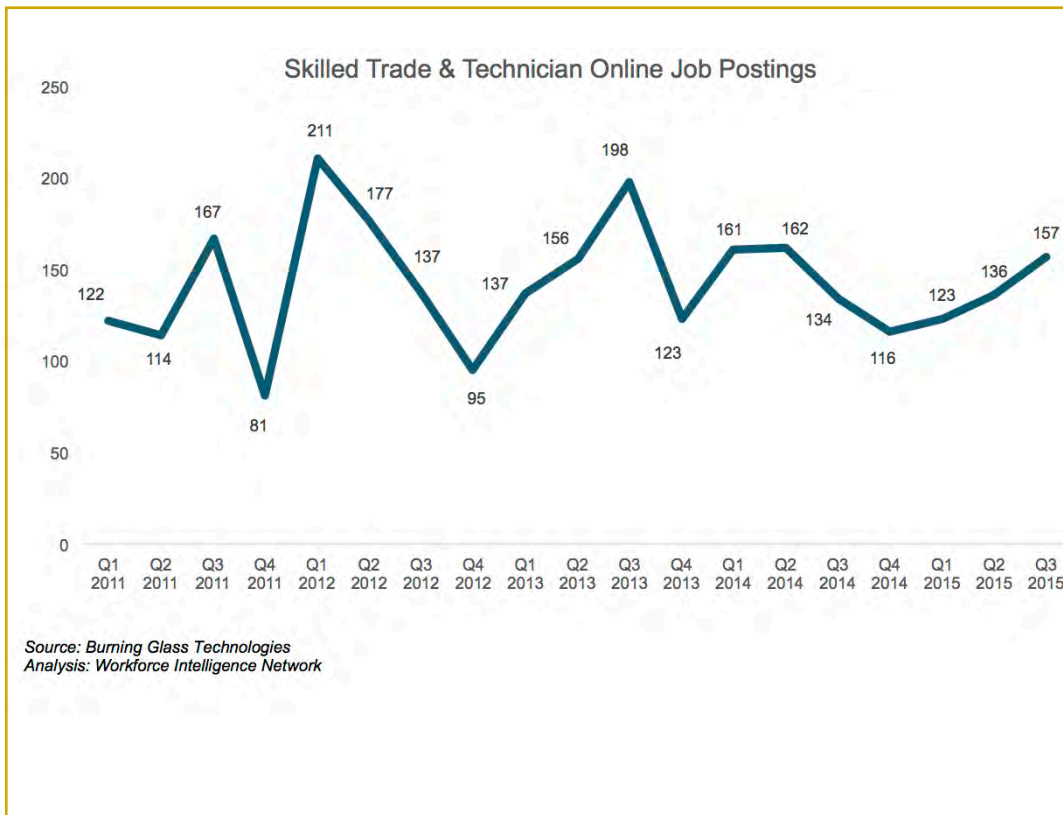
## RETAIL & HOSPITALITY POSTINGS OVER TIME



## ANALYSIS

Postings in the Retail & Hospitality occupation cluster were up 23% in Genesee and Shiawassee Counties during Q3, as employers start to gear up for the holiday shopping season. Online job ads rose from 1,073 during Q2 to 1,399 this quarter. Q3 Retail postings tend to be the highest – demand for this cluster peaked at 1,960 during Q3 2013 – so postings can be expected to decrease slightly during Q4.

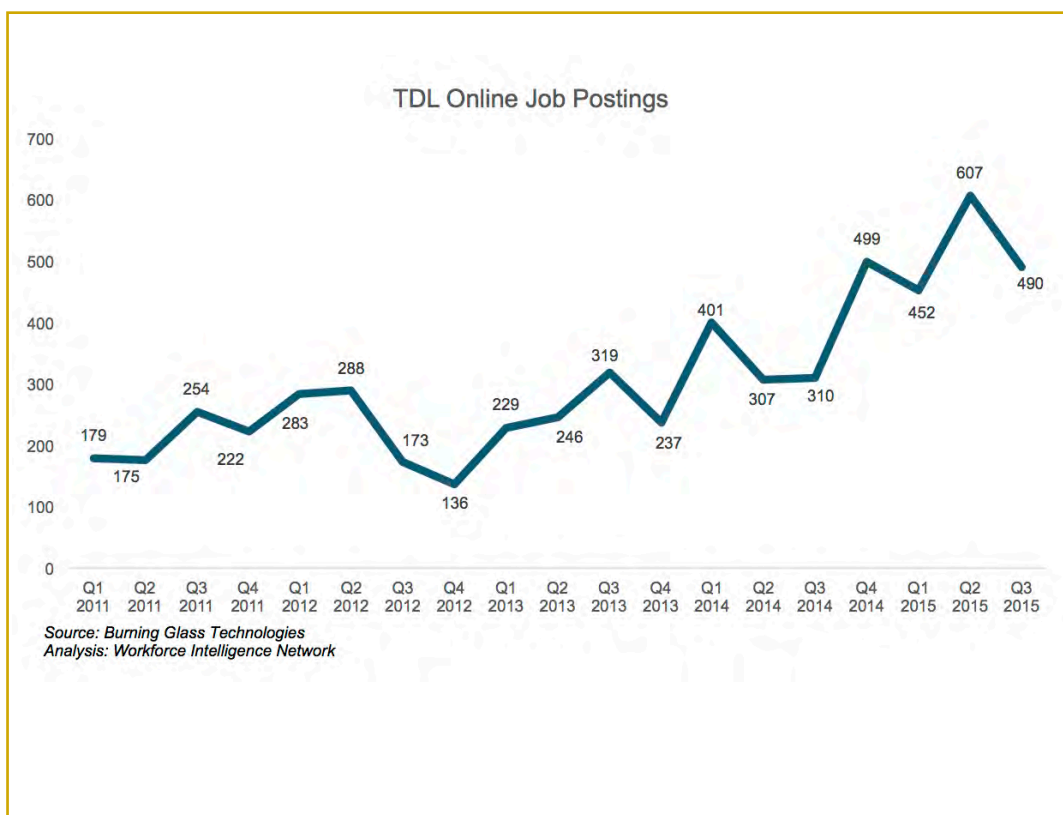
## SKILLED TRADES POSTINGS OVER TIME



## ANALYSIS

Genesee and Shiawassee county employers posted 157 total online job ads for Skilled Trades & Technicians occupations from July to September 2015. This marked the third consecutive quarter of postings increases – the cluster has grown from 116 in Q4 2014, to 123 in Q1 2015, and 136 during Q2. Skilled Trades postings have been volatile since the beginning of the analysis period in Q1 2011, but employers are slowly posting more for these occupations.

## TDL POSTINGS OVER TIME

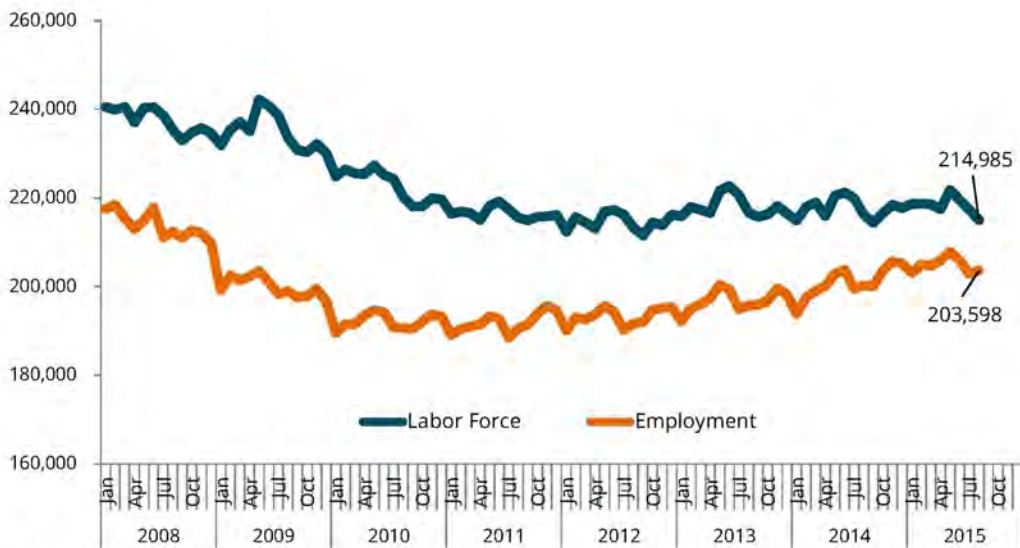


## ANALYSIS

Postings in the Transportation, Distribution, & Logistics occupation cluster dropped 19%, from 607 to 490, between Q2 and Q3 2015. Postings in this cluster fluctuate from quarter to quarter but, as employer demand grows across Southeast Michigan, the postings have seen an overall positive growth trend since the beginning of analysis in Q1 2011. Postings for the top TDL job, heavy and tractor-trailer truck drivers, have been declining, which helped contribute to the decrease in employer demand this quarter.

# LABOR MARKET OVERVIEW

## EMPLOYMENT & LABOR FORCE



Source: Bureau of Labor Statistics  
Analysis: Workforce Intelligence Network

## ANALYSIS

The labor force and employment levels in Genesee and Shiawassee counties both shrank 1.6% between Q2 2015 and Q3. During Q3 2015, 216,193 Genesee and Shiawassee workers were part of the labor force and 203,232 of these workers were employed, meaning the unemployment rate for the two counties remained unchanged between quarters at 6.0%. Over the past few years, though, while the labor force in the two counties has been slightly declining, employment has been growing. This has led to a dramatic decrease in the unemployment rate which peaked at 11.4% in 2011.

## TOTAL POSTINGS OVER TIME

Genesee & Shiawassee Counties Online Job Postings



Source: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## ANALYSIS

Total online job postings in Genesee and Shiawassee increased again this quarter, growing from 4,821 to 5,302 and marking a third consecutive quarter of growth. Employer demand in these two counties is growing again following a peak at 6,517 online job ads posted during Q3 2013. Since then, postings have mostly hovered between 4,000 and 5,000 per quarter. Continued growth in postings should hopefully encourage more area workers to rejoin the job market and cause the labor force to increase.



# POSTING TRENDS BY CLUSTER

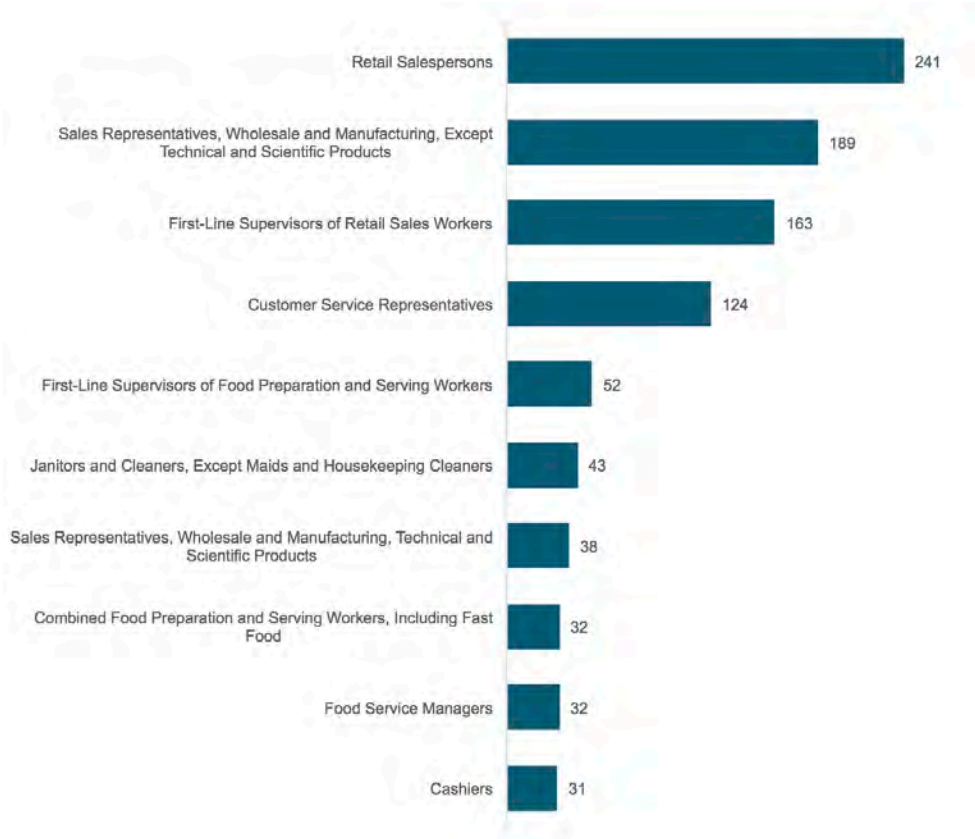
	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Change over time	Share of Total Postings Q3 2015
Total	4,390	4,398	4,250	4,821	5,305		
Skilled Trades & Technicians	134	116	123	136	157		3.0%
Engineers & Designers	77	114	105	119	123		2.3%
IT	146	137	133	254	201		3.8%
Health Care	650	642	640	790	828		15.6%
Retail & Hospitality	1,183	1,076	1,125	1,073	1,399		26.4%
TDL	432	494	452	607	490		9.2%
Agriculture	68	76	115	113	99		1.9%

## ANALYSIS

The growth in total postings this quarter was driven by demand in the WIN-analyzed Skilled Trades & Technicians, Engineers & Designers, Health Care, and Retail & Hospitality clusters. Posting increases in these four occupational clusters accounted for 80% of overall growth in postings in Genesee and Shiawassee during Q3 2015. Employer demand for Retail & Hospitality occupations grew the most, increasing 30% between quarters. Postings declined this quarter in the IT and TDL clusters; employer demand in these clusters tends to be quite volatile in Genesee and Shiawassee.

# TOP JOBS BY CLUSTER

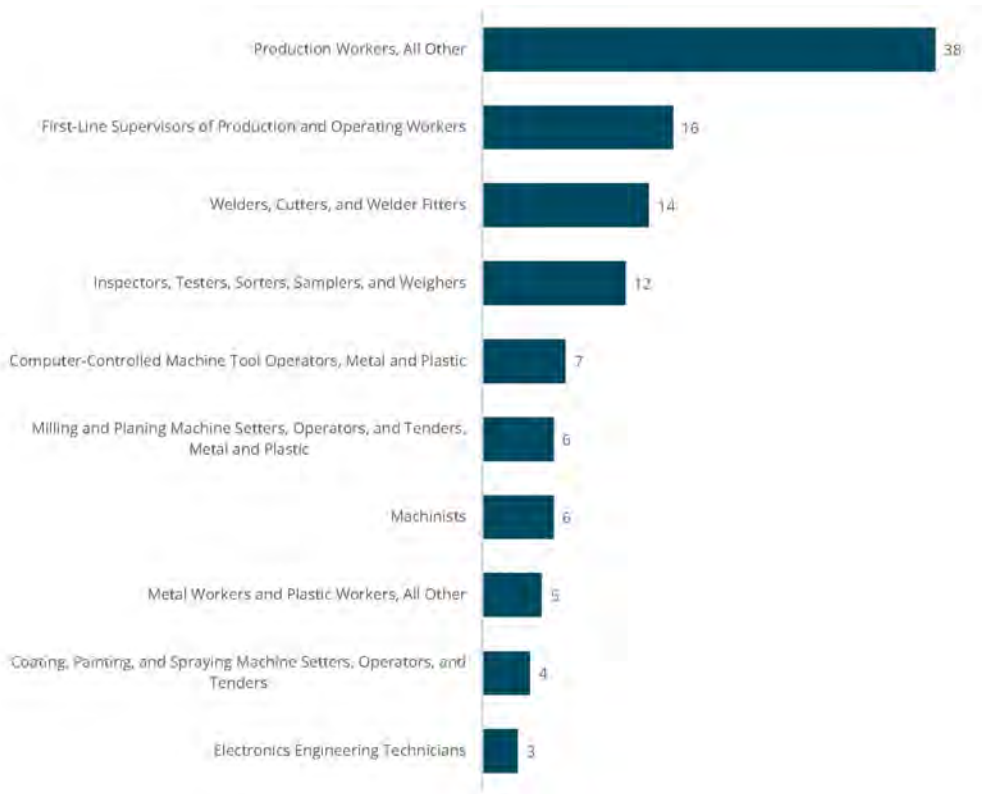
## RETAIL & HOSPITALITY TOP JOBS - GENESEE



## ANALYSIS

Retail & Hospitality jobs saw the biggest increase in demand of the WIN occupation clusters during Q3 2015. The top jobs for the cluster remain relatively unchanged, however, with 240 online job ads for retail salespersons putting them at the top of the list, followed by wholesale & manufacturing sales representatives (189 postings), and first-line supervisors of retail sales workers (163 postings). Genesee employers posted 32 online job ads for combined food preparation & serving workers and 31 ads for cashiers, bringing two new occupations into the top jobs list this quarter. Postings for stock clerks and sales managers decreased enough between quarters that these occupations fell off the list.

## SKILLED TRADES TOP JOBS - GENESEE

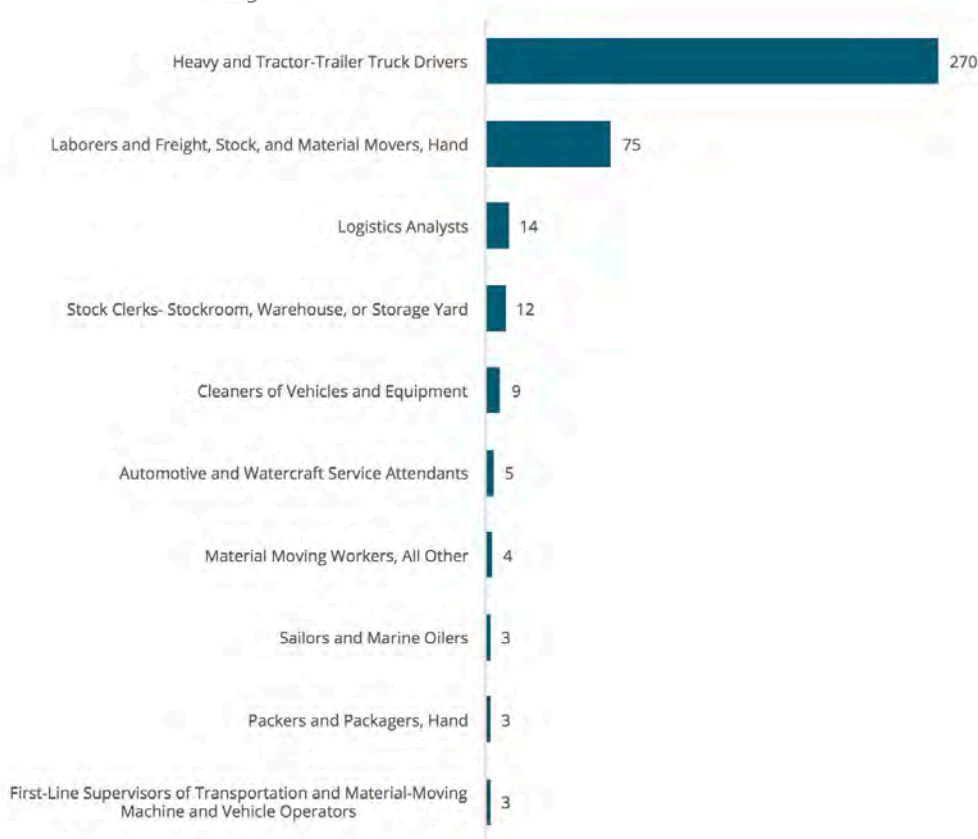


## ANALYSIS

The Skilled Trades cluster was another occupation group that saw employer demand increase during Q3 2015. Postings for this cluster are led by ads for production workers. The 38 postings for production workers this quarter are more than double that of the next in-demand Skilled Trades job, first-line supervisors of production and operating workers (16 postings). First-line supervisors of production and operating workers had 30 online job ads during Q2 2015 so it appears that Genesee employers were able to fill some positions, but consistently high demand means that companies are struggling to find qualified candidates for management roles. Three online job ads for electronics engineering technicians this quarter brings a new occupation to the top jobs list, knocking off computer-numerically controlled machine tool operators.

# TOP JOBS BY CLUSTER

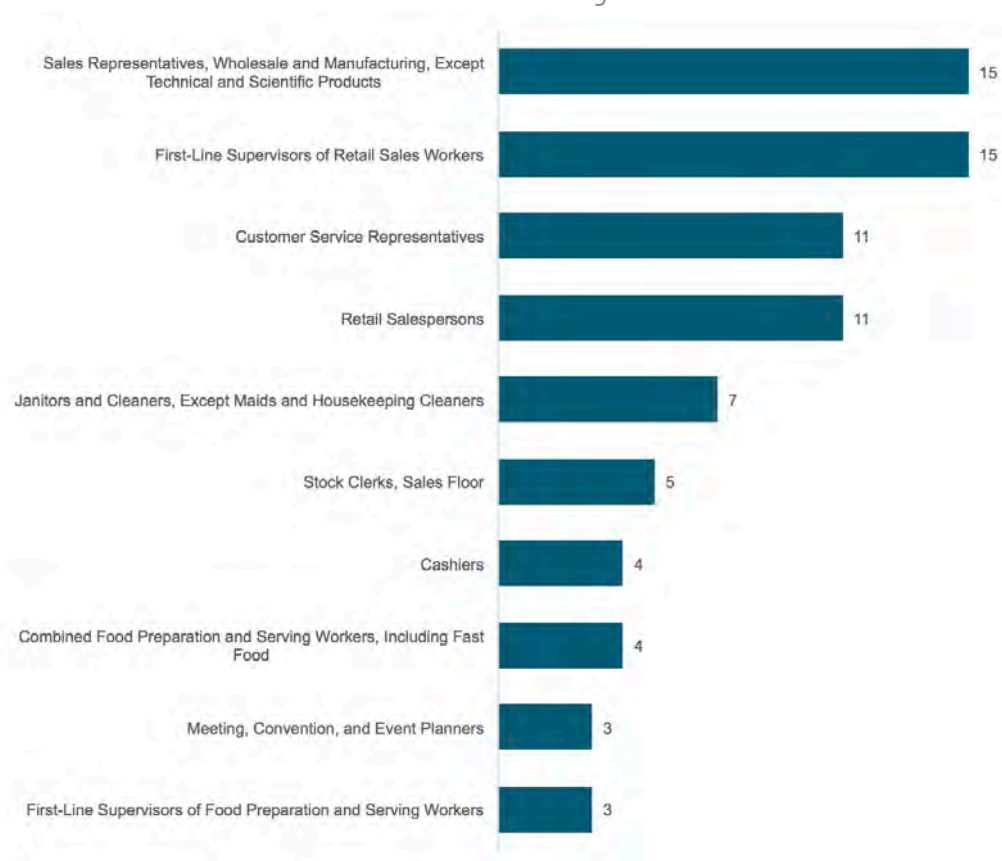
## TDL TOP JOBS - GENESEE



## ANALYSIS

Overall, employer demand in the TDL occupation cluster dropped between Q2 and Q3 along with demand for top job, heavy and tractor-trailer truck drivers. However, postings for truck drivers and other TDL occupations remain strong in Genesee County. Even though truck driver job postings dropped from 417 to 270 between quarters, demand for this occupation still outweighs the next most in-demand TDL job. The second in-demand job, laborers and freight, stock, and material movers, actually saw postings increase from 35 in Q2. Few postings in other TDL occupations mean that there is considerable variability in the top jobs list: logisticians, bus drivers, and industrial truck and tractor operators disappeared to be replaced by occupations like sailors and marine oilers and packers & packagers.

## RETAIL & HOSPITALITY TOP JOBS - SHIAWASSEE



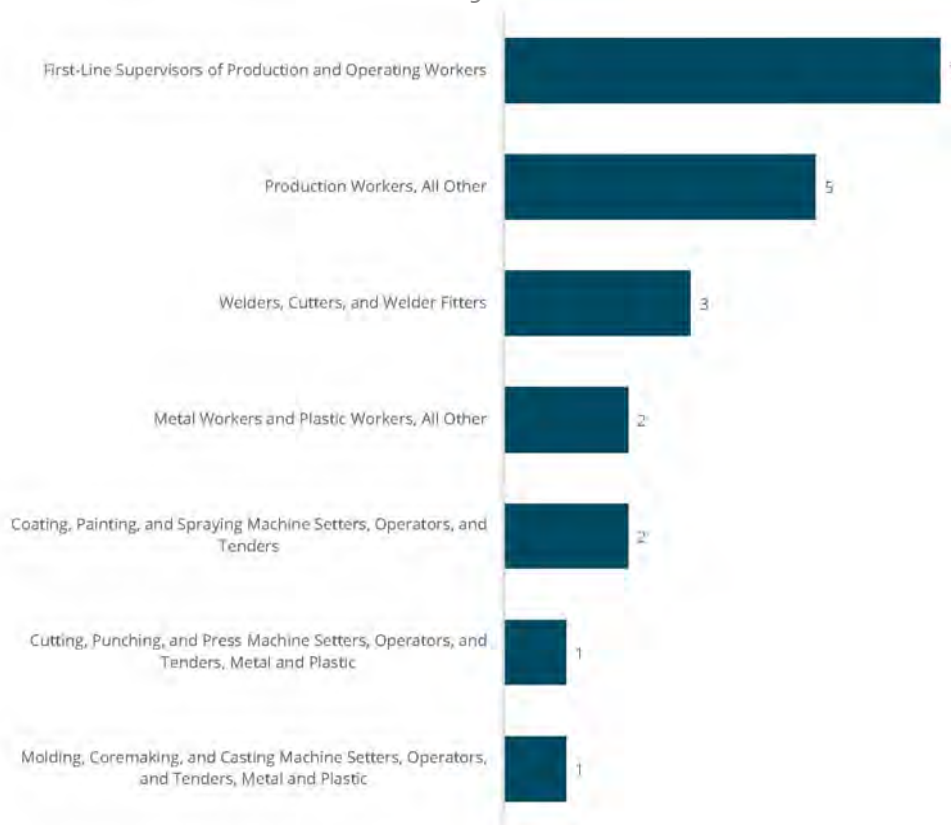
## ANALYSIS

Demand for Retail & Hospitality occupations in Shiawassee County also contributed to the increase in postings seen for this cluster. The top job this past quarter was wholesale and manufacturing sales representatives (except technical and scientific products), which made a jump from 4 postings (#9) in Q2 to 15 this quarter. There were another 15 postings for first-line supervisors of retail sales representatives in Q3, as well. These two top Retail jobs are skilled, well-paying opportunities for Shiawassee residents.



# TOP JOBS BY CLUSTER

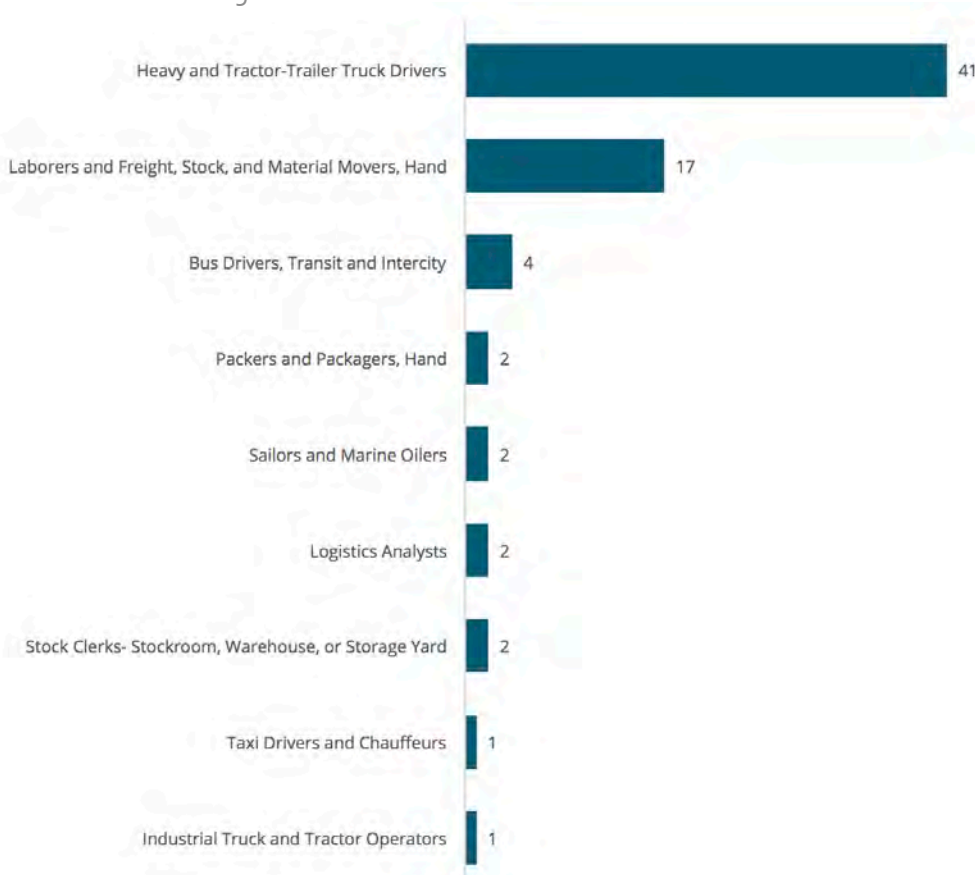
## SKILLED TRADES TOP JOBS - SHIAWASSEE



## ANALYSIS

Postings are low in the Skilled Trades & Technicians occupational cluster in Shiawassee County. First-line supervisors of production and operating workers are the most in-demand job again this quarter with 7 online postings. High demand for this occupation is consistent with demand in Genesee and other WIN Region counties, indicating that Southeast Michigan employers are still seeking qualified candidates for this managerial role. Low postings numbers in Shiawassee mean that there is considerable variability in the top jobs list between quarters: production workers (5 postings); cutting, punching, and press machine setters, operators, and tenders (1 posting); and molding, coremaking, and casting machine setters, operators, and tenders (1 posting) are all new editions to the top jobs list this quarter.

## TDL TOP JOBS - SHIAWASSEE



## ANALYSIS

Despite an overall decrease in postings in Genesee and Shiawassee this quarter, heavy and tractor-trailer truck drivers remain the top TDL job in Shiawassee County. Postings for this occupation decreased from 66 in Q2 2015 to 41 in Q3, but still far outweigh the next most in-demand TDL jobs in the county. The other TDL occupations tend to have very low posting levels in Shiawassee, meaning that the top jobs list shuffles significantly each quarter below truck drivers. Watercraft attendants and freight & cargo inspectors fell off of Shiawassee's list during Q3.

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