WIN WORKFORCE INTELLIGENCE NETWORK

Annual 2019

January–December

JACKSON COUNTY

WIN Labor Market Report

Report Contents

2 - State of the Labor Market
3 - Key Findings
4 - Workforce Overview
5 - Real-Time Demand Overview

Occupation Groups

12 - Agriculture
16 - Energy
20 - Health Care
24 - IT
28 - Skilled Trades

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 Jackson County. 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 online 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 2019 in Jackson County. Five occupation groups are analyzed: Agriculture, Energy, Health Care, Information Technology (IT), and Skilled Trades.

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

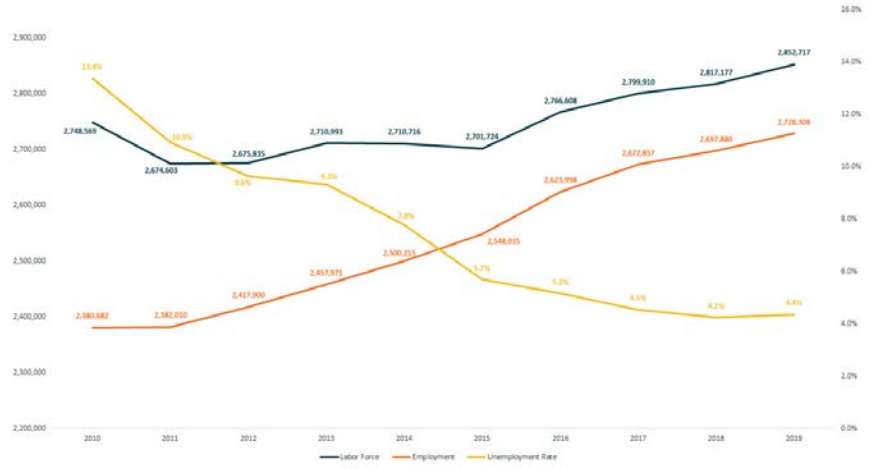
State of the Labor Market in Jackson County

In 2019, the labor force and employment figures increased in Jackson County. A slightly greater change in employment than in the labor force caused the number of unemployed individuals to decrease in the region. The unemployment rate decreased from 3.9 percent in 2018 to 3.7 percent in 2019. Employer demand for nearly all occupation groups analyzed by WIN grew during 2019. The health care occupation group experienced a 16.5 percent increase in postings and continued to report the highest demand, with over 5,000 job postings during the year.

Annual Labor Market Information

The labor force in Jackson County continues to grow, increasing by 436 individuals between 2018 and 2019 annual figures. Employment increased by 568 workers between 2018 and 2019. From an annual unemployment rate of 3.9 percent in 2018, the annual rate has decreased by 0.2 percentage points to the current rate of 3.7 percent in 2019 for Jackson County.

Annual Labor Force, Employment, Unemployment Rate
2010–2019

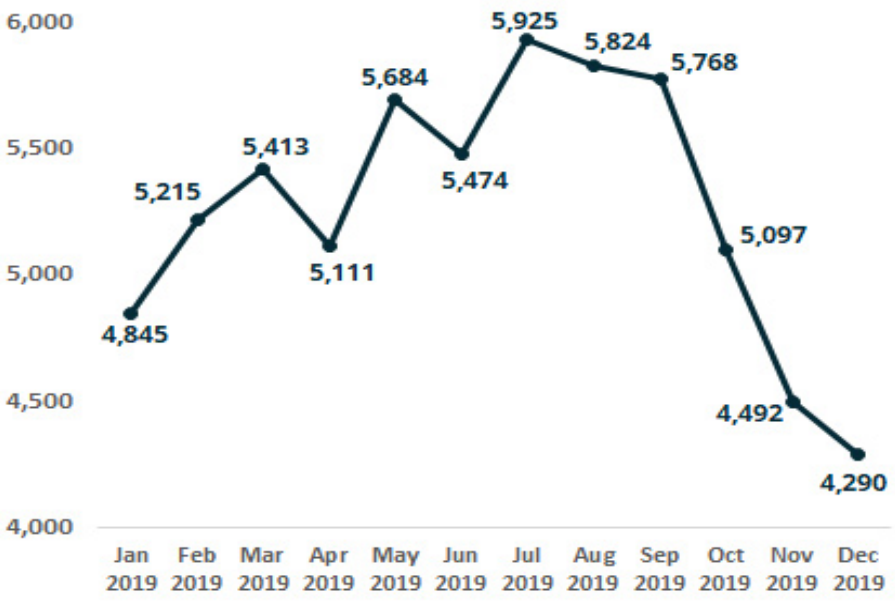


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from 2019 showed expansion in employer demand in Jackson County for most of 2019. Postings increased by 15.3 percent between Q1 2019 and Q3 2019 but decreased by 23.6 percent from Q3 2019 to Q4 2019.

Monthly Posting Analysis, Jackson County
2019

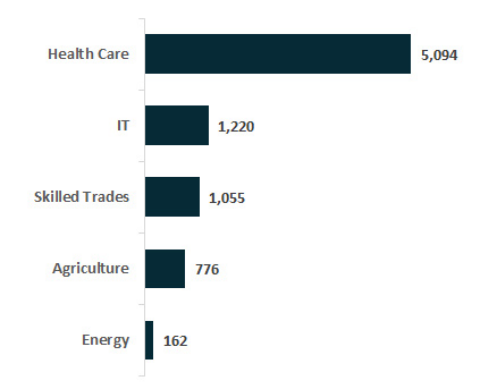


Data: Emsi | Analysis: Workforce Intelligence Network

Employer demand grows to over 27,000 jobs posted during 2019, with two high-demand occupations accounting for nearly one quarter of total postings.

During 2019, there were 27,336 job postings, 734 more than the 26,602 postings made during 2018 in Jackson County. The number of postings increased through most of 2019, from 10,046 postings in Q1 2019 to 11,586 postings in Q3 2019, an increase of 13.5 percent. Top jobs Heavy and Tractor-Trailer Truck Drivers and Registered Nurses accounted for over 6,300 of the new postings, or 23.3 percent. For more information about quarterly job postings, see page 9.

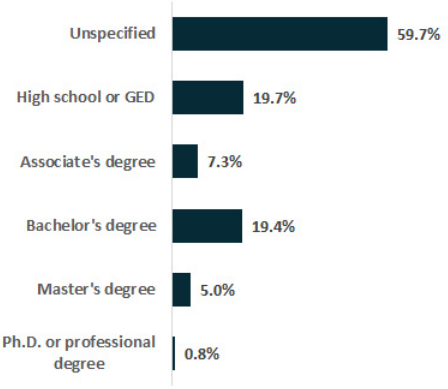
Top 5 Posting Occupation Groups
2019



Job postings made by employers in Jackson County indicate a High School Diploma or GED remains the most in-demand minimum education level during 2019.

While only 52 percent of job postings identified a minimum education level, 19.7 percent of the 27,336 postings in Jackson County requiring specific education indicated the need for candidates with a high school diploma or GED. Another 19.4 percent of these postings were seeking applicants with a bachelor's degree. The Energy and IT occupation groups most frequently require college degrees. For more information about in-demand minimum education levels, see each occupation group section.

Education Levels In-Demand
2019



Annual Labor Market Data

Data: Bureau of Labor Statistics

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	Change from 2018	Percent Change from 2018
Labor Force	74,672	72,614	71,562	72,095	72,888	72,913	74,356	74,315	74,281	74,716	436	0.6%
Employment	65,564	65,424	65,453	66,139	68,034	69,056	70,750	70,799	71,351	71,919	568	0.8%
Unemployment	9,109	7,190	6,109	5,956	4,854	3,857	3,606	3,515	2,930	2,798	-132	-4.5%
Unemployment Rate	12.2%	9.9%	8.5%	8.3%	6.7%	5.3%	4.8%	4.7%	3.9%	3.7%	-0.2%	na

During 2019, employment in Jackson County grew by 568 workers.

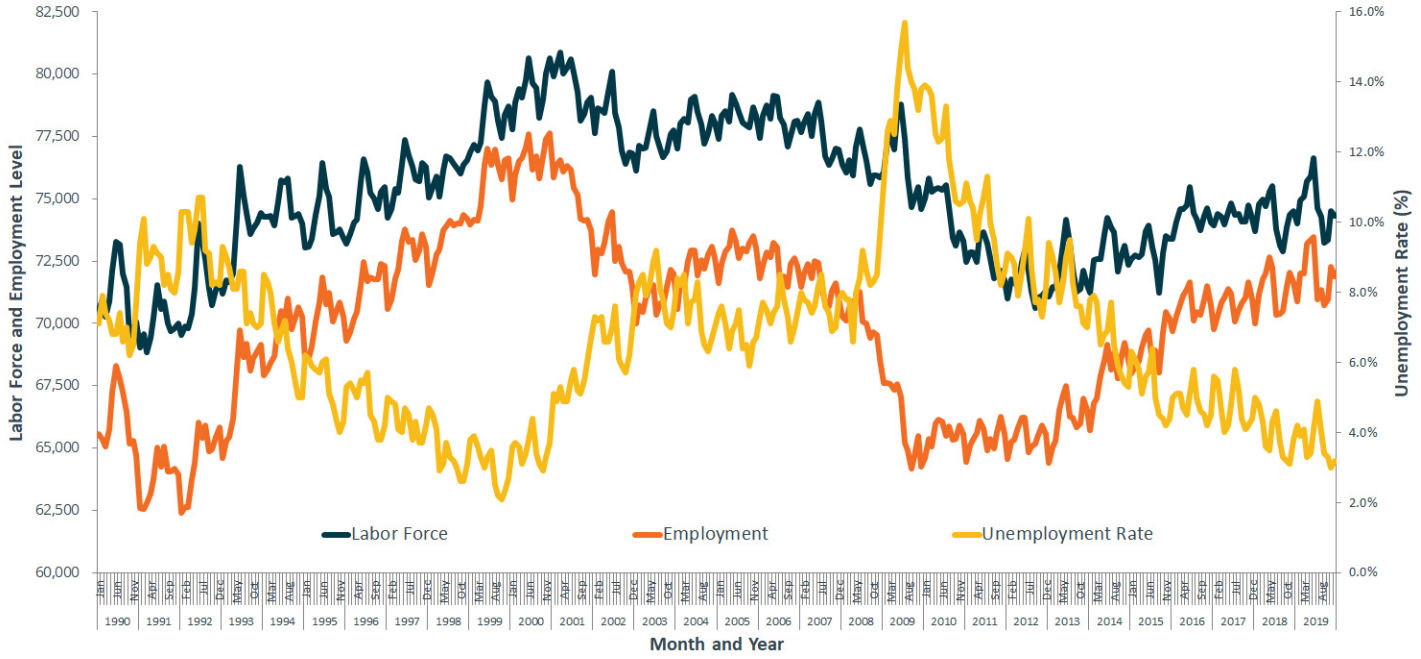
Following growth in the labor force since 2017, participation rose even further during 2019. During 2019, labor force figures were 0.6 percent greater (436 individuals) than in 2018, and 0.5 percent greater (401 individuals) than in 2017. The growth in labor force participants was joined by a further 568-worker growth in employment compared to 2018. The faster growth in employment than the labor force caused the unemployment rate to decrease from 3.9 percent in 2018 to 3.7 percent in 2019. 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 market in Jackson County has experienced relative stability since 2010. The labor force jumped by 436 workers (0.6 percent) between 2018 and 2019. Employment in the region also increased from 2018 to 2019, by 568 workers (0.8 percent). With employment increasing at a faster rate than the labor force, the unemployment rate decreased this year: the annual unemployment rate decreased by 0.2 percentage points between 2018 and 2019 to 3.7 percent.

Labor Force, Employment, Unemployment Rate
1990-2019



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data
Q4 2018 - Q4 2019

	4th Quarter 2018	1st Quarter 2019	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019	Change from 4th Quarter 2018	Percent Change from 4th Quarter 2018
Labor Force	74,233	74,668	76,082	74,053	74,062	10	0.0%	-171	-0.2%
Employment	71,724	71,622	73,339	71,006	71,709	703	1.0%	-15	0.0%
Unemployment	2,510	3,046	2,744	3,047	2,354	-693	-22.7%	-156	-6.2%
Unemployment Rate	3.4%	4.1%	3.6%	4.1%	3.2%	-0.9%	na	-0.2%	na

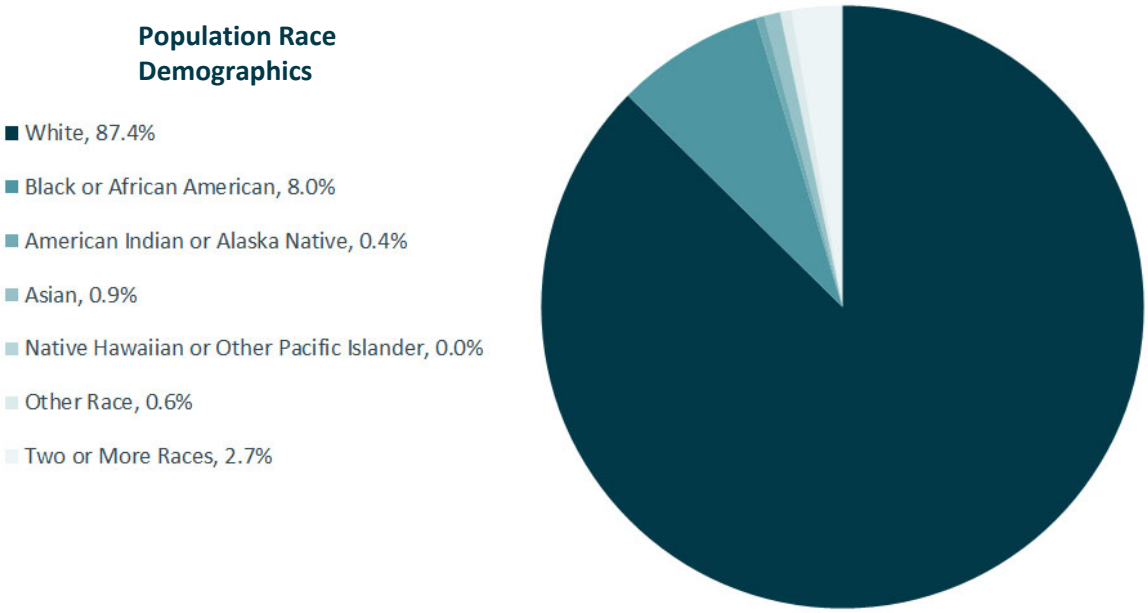
Note: Monthly data averaged by quarter | Data: BLS

Population Demographics

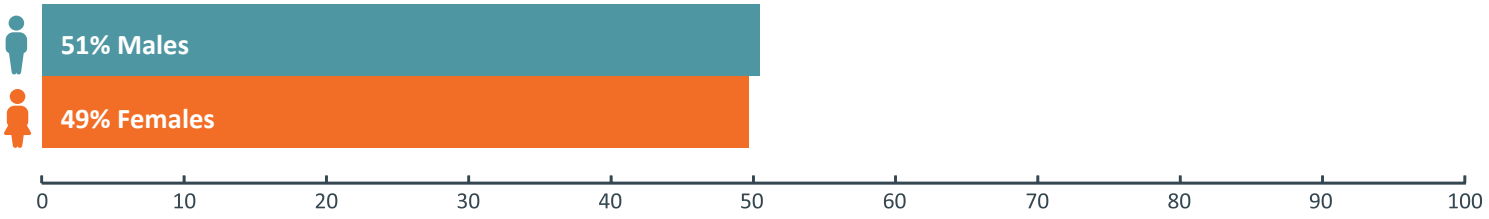
According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in Jackson County decreased by 0.05 percent between 2017 and 2018. During 2018, 158,913 people were living in the county. The sex of the populace was split almost evenly, with about 51 percent of the population identifying as male, and the other 49 percent identifying as female. The majority of the population identified as white (87 percent) with the second largest number of individuals identifying as black or African American (8 percent). The county as a whole is facing an aging population; 31.1 percent of population was over the age of 55, compared to 30.9 percent under the age of 24.

158,913
People in the County
0.05% Decrease from 2017

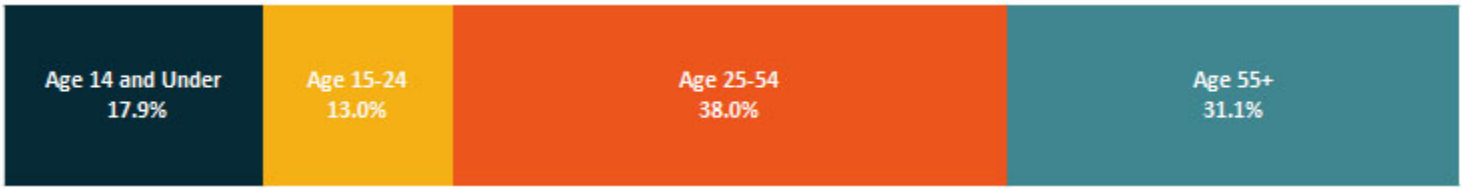
Population Race Demographics



Population Gender Demographics



Population Age Demographics



Data: American Community Survey 5-Year Es mates | Analysis: Workforce Intelligence Network

Labor Market Demographics

During 2018, the most recent census year, there were about 72,782 people in the labor force, meaning they were either working or looking for work, in Jackson County. Just under half of the population of 158,913 individuals (42.7 percent) living in the region were actively working. The highest unemployment rates were seen in those aged 16-19 years old. Males under the age of 19 face an unemployment rate of 34.1 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 14.9 percent.

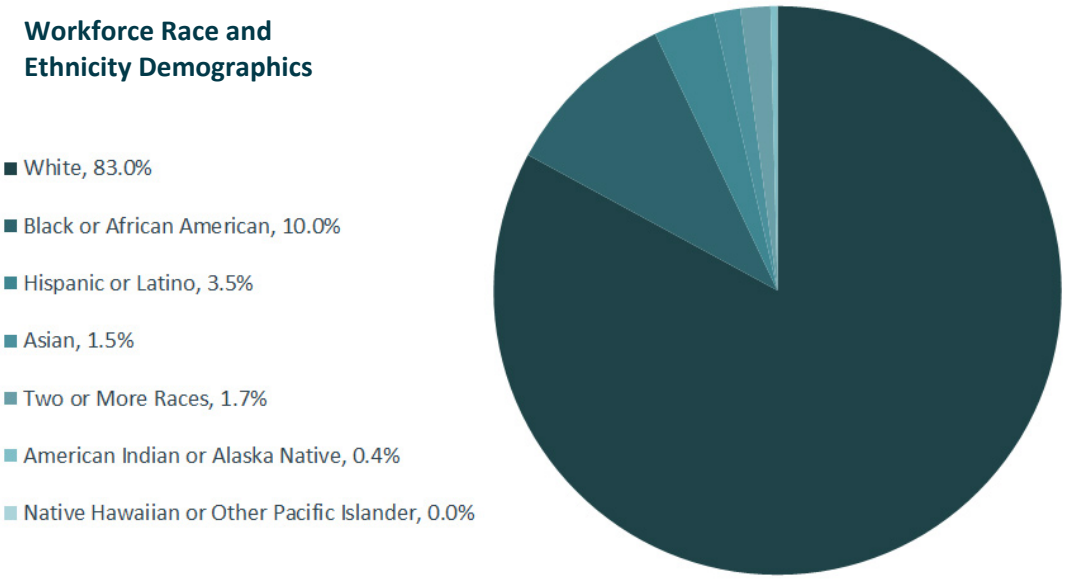
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	72,782	67,825	4,957	6.8%
Sex				
Male 16+	37,737	34,989	2,748	7.3%
16-19	1,870	1,233	637	34.1%
20-24	3,653	3,078	575	15.7%
25-54	23,205	21,963	1,242	5.4%
55-64	7,121	6,885	236	3.3%
65 Plus	1,888	1,830	58	3.1%
Female 16+	35,045	32,836	2,209	6.3%
16-19	1,837	1,375	462	25.1%
20-24	3,838	3,461	377	9.8%
25-54	21,268	20,121	1,147	5.4%
55-64	6,572	6,358	214	3.3%
65 Plus	1,530	1,521	9	0.6%
Race				
White	66,482	62,142	4,255	6.4%
Black / African American	3,876	3,299	546	14.1%
Native American	200	163	37	18.5%
Asian	639	639	0	0.0%
Native Hawaiian / Pacific Islander	8	8	0	0.0%
Some Other Race	371	362	9	2.4%
Two or More Races	1,303	1,152	138	10.6%
Ethnicity				
Hispanic	2,360	2,155	205	8.7%

Data: American Community Survey 5-Year Es mates | Analysis: Workforce Intelligence Network

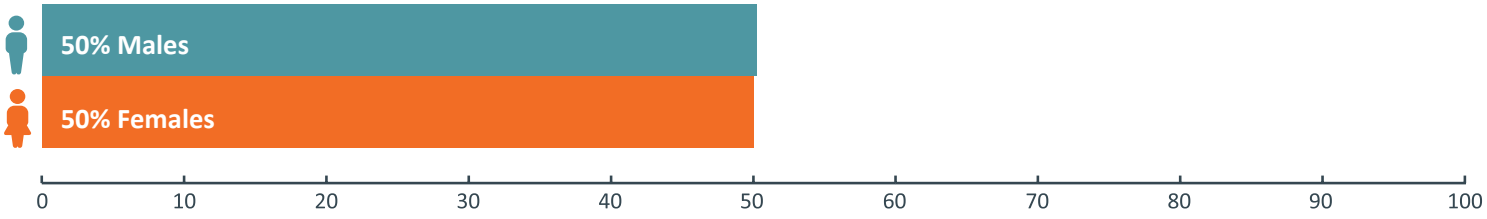
Current Workforce Demographics

While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. In 2019, there were a total of 57,200 individuals working in Jackson County. A slight majority (50.4 percent or 28,830 workers) were male, while 49.6 percent (28,370 workers) of the workforce was female. Most of those working in the region were white, accounting for 83.0 percent of the workforce, while African American or black workers accounted for 10.0 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.5 percent. Only 8.4 percent of workers were under the age of 25 compared to 23.1 percent over the age of 55, indicating an aging workforce in southeast Michigan.

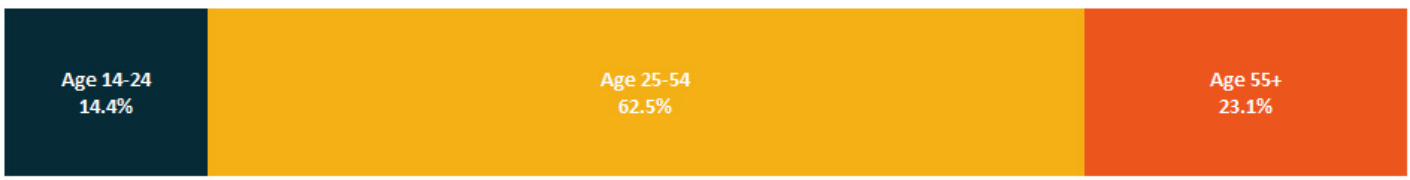
Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

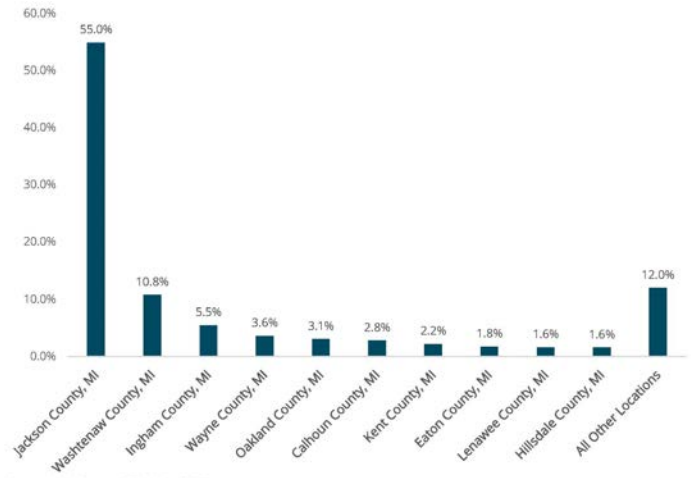


Data: Emsi | Analysis: Workforce Intelligence Network

Regional Commuting Patterns

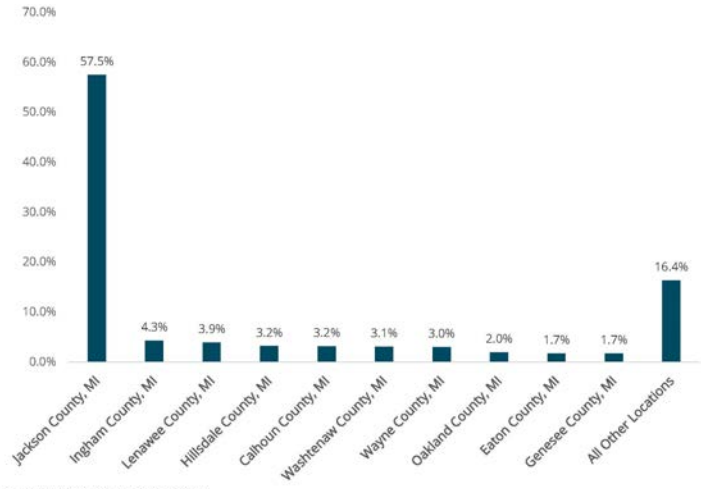
According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the county's workforce consisted of 57,724 residents. 31,726 (55.0 percent) of the residents lived and worked within the county's borders, while the remaining 25,998 residents (45.0 percent) traveled outside of the region for work. There were 55,170 workers employed in the region during 2015. Of those, 23,444 workers (42.5 percent) lived outside of the county and commuted in. From this information, we can see that Jackson County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Jackson County Residents Work

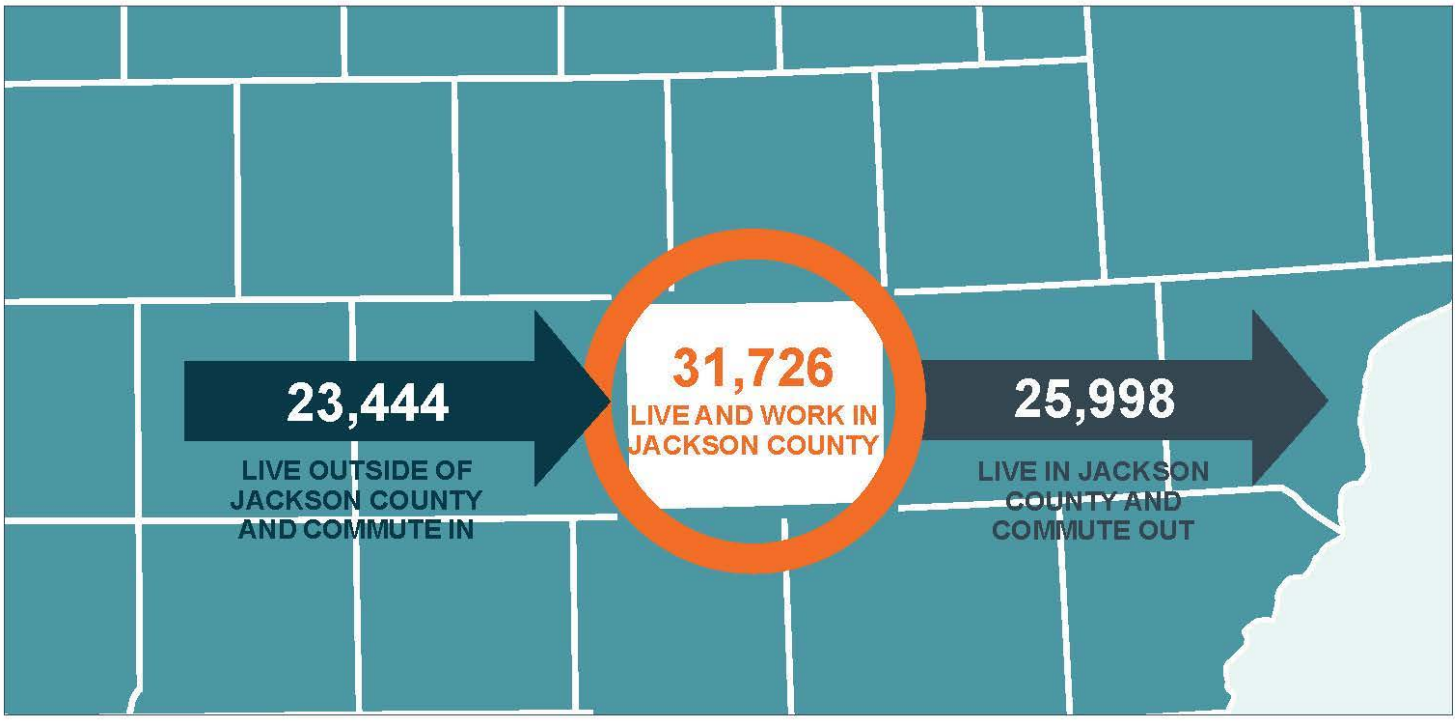


Source: U.S. Census OnTheMap, 2015
Analysis: Workforce Intelligence Network

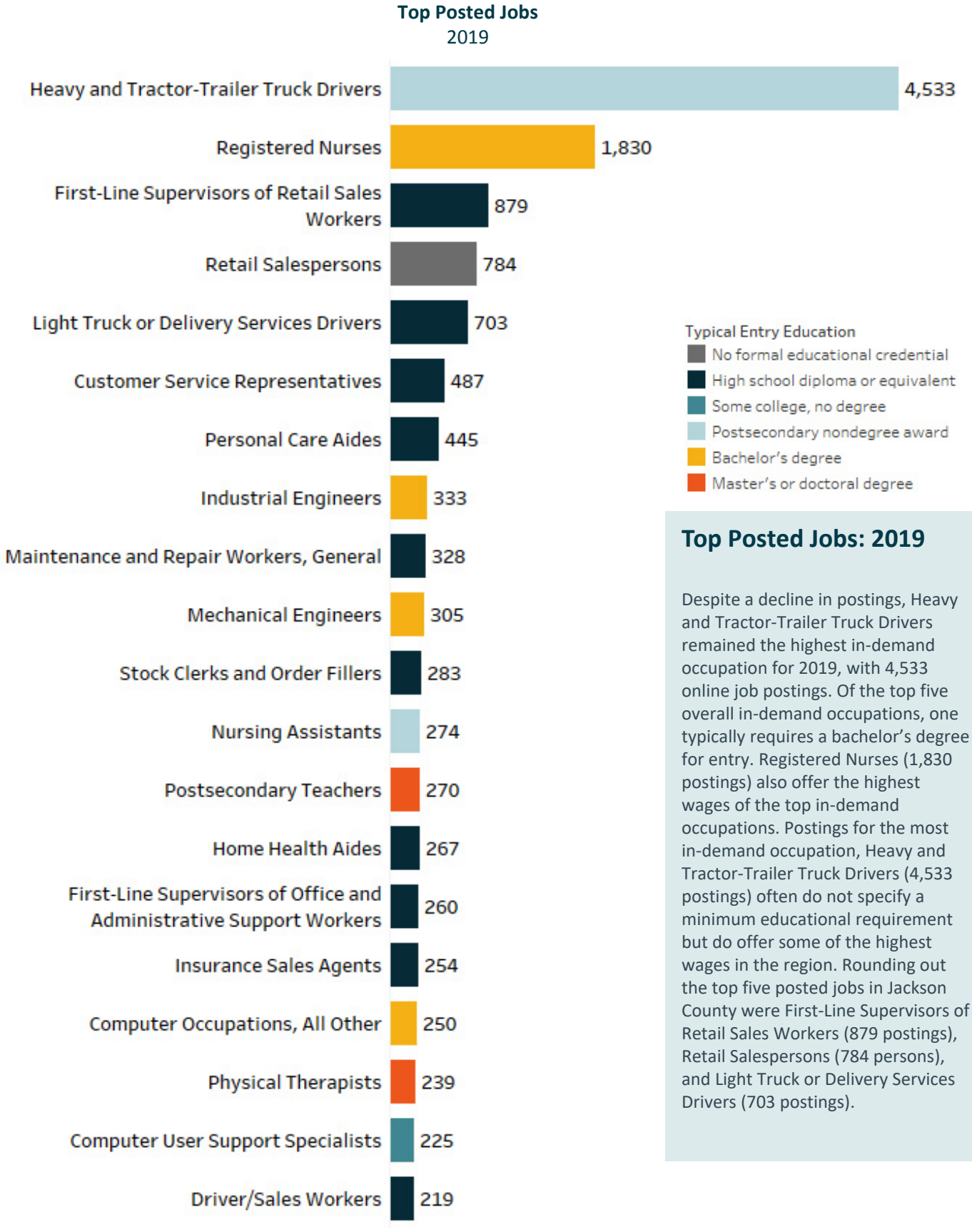
Where Jackson County Workers Live



Source: U.S. Census OnTheMap, 2015
Analysis: Workforce Intelligence Network



Data: U.S. Census OnTheMap, 2015 | Analysis: Workforce Intelligence Network

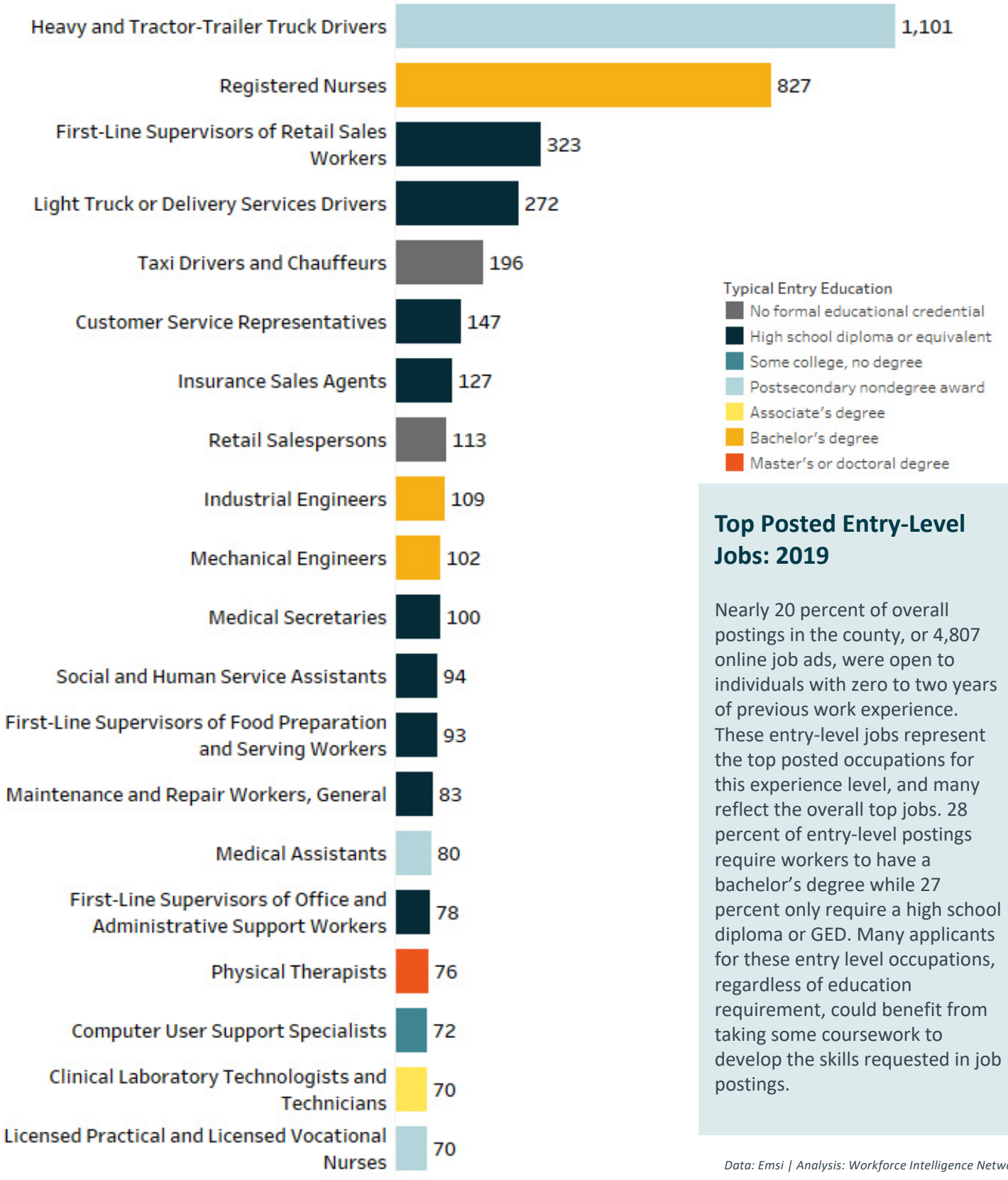


Top Posted Jobs: 2019

Despite a decline in postings, Heavy and Tractor-Trailer Truck Drivers remained the highest in-demand occupation for 2019, with 4,533 online job postings. Of the top five overall in-demand occupations, one typically requires a bachelor's degree for entry. Registered Nurses (1,830 postings) also offer the highest wages of the top in-demand occupations. Postings for the most in-demand occupation, Heavy and Tractor-Trailer Truck Drivers (4,533 postings) often do not specify a minimum educational requirement but do offer some of the highest wages in the region. Rounding out the top five posted jobs in Jackson County were First-Line Supervisors of Retail Sales Workers (879 postings), Retail Salespersons (784 persons), and Light Truck or Delivery Services Drivers (703 postings).

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posted Entry-Level Jobs
2019

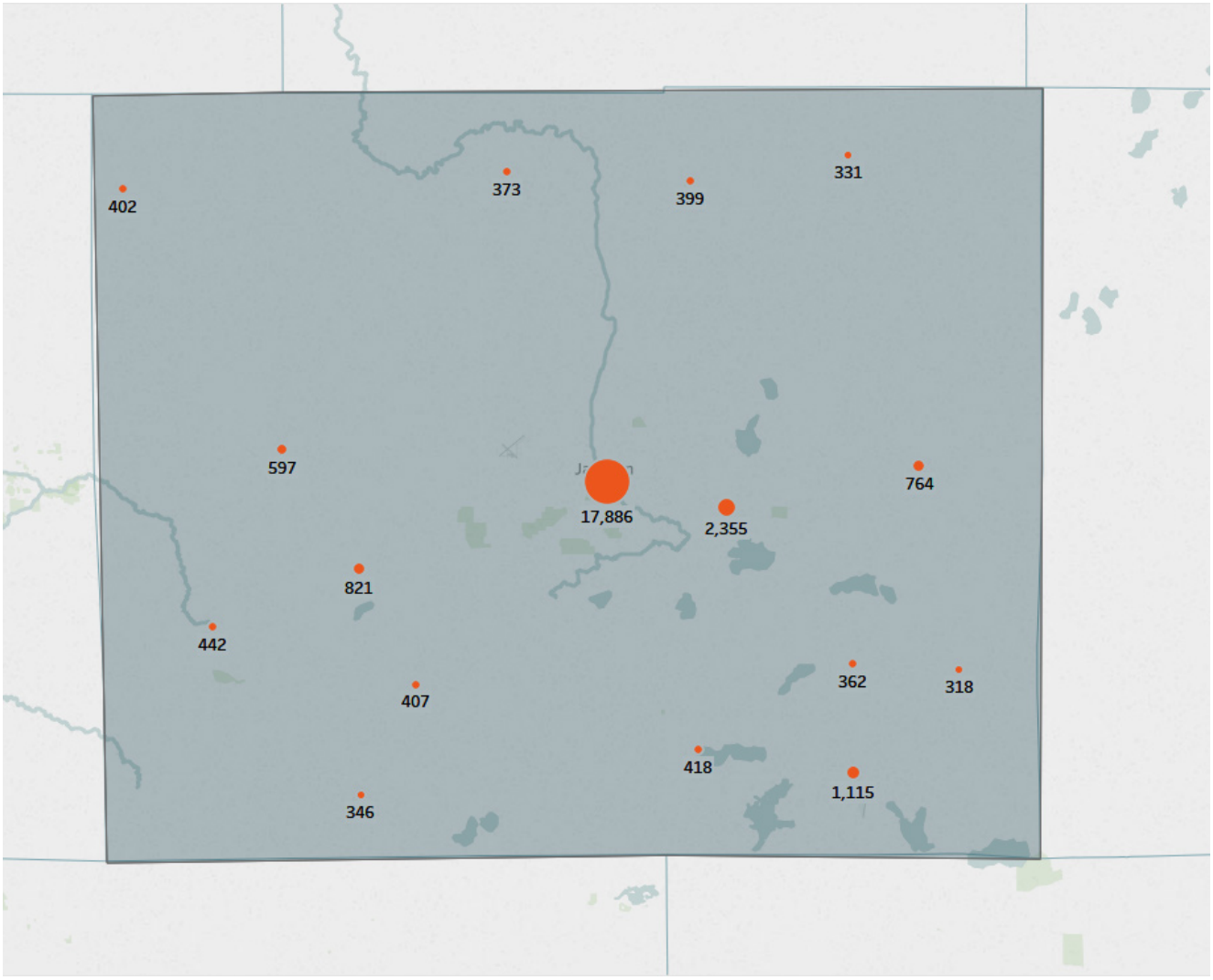


Top Posted Entry-Level Jobs: 2019

Nearly 20 percent of overall postings in the county, or 4,807 online job ads, were open to individuals with zero to two years of previous work experience. These entry-level jobs represent the top posted occupations for this experience level, and many reflect the overall top jobs. 28 percent of entry-level postings require workers to have a bachelor's degree while 27 percent only require a high school diploma or GED. Many applicants for these entry level occupations, regardless of education requirement, could benefit from taking some coursework to develop the skills requested in job postings.

Data: Emsi | Analysis: Workforce Intelligence Network

Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Nurse Practitioner
- Critical Care Registered Nurse (CCRN)
- Transportation Worker Identification Credential (TWIC) Card
- Medical Technologist
- Automotive Service Excellence (ASE) Certification
- Licensed Master Social Worker
- Certified Forklift Operator

Top In-Demand Skills

- Merchandising
- Nursing
- Basic Life Support
- Employee Benefits
- Selling Techniques
- Employee Assistance Programs
- Auditing
- Customer Satisfaction
- Geriatrics
- Customer Experience

Top Posting Employers*

- Henry Ford Health System
- CRST International, Inc.
- ALTAIR ENGINEERING, INC.
- Dollar General Corporation
- CMS Energy Corporation
- HealthCare Employment Network
- State of Michigan
- CareInHomes.com
- Teach For America, Inc.
- Hirschbach Motor Lines, Inc.

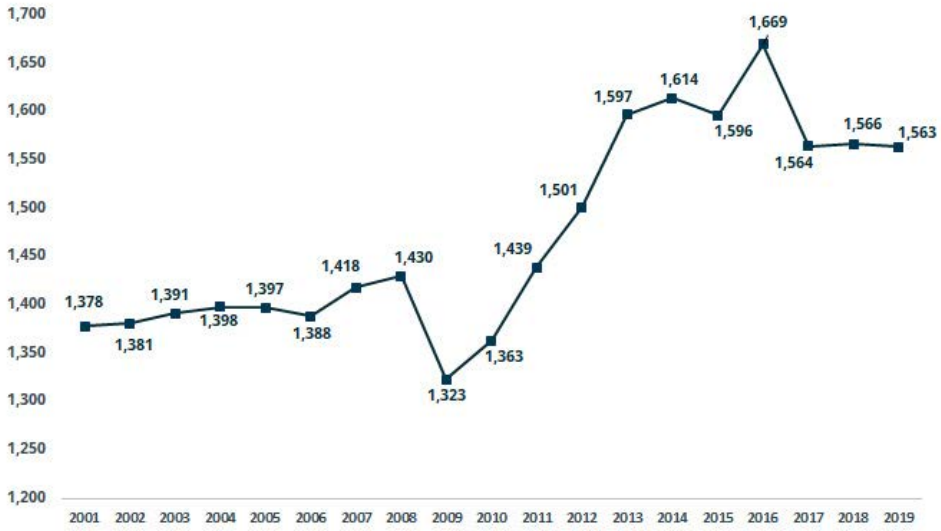
**Employer names are listed as they appear in online job postings.*

Introduction

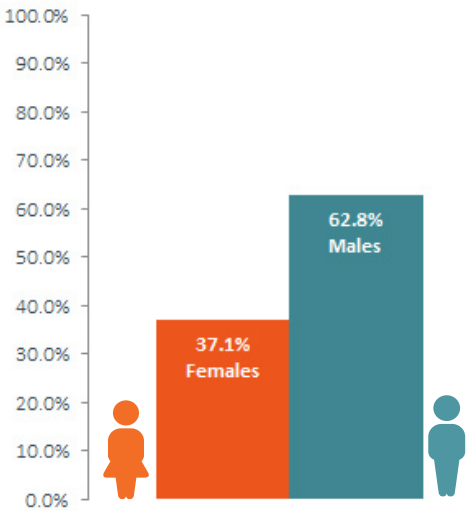
WIN's agriculture occupation group brings together occupations that require knowledge of the farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, to Environmental Engineers, to Meat Butchers, to Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

1,563
Agriculture Workers
3-Worker Decrease from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



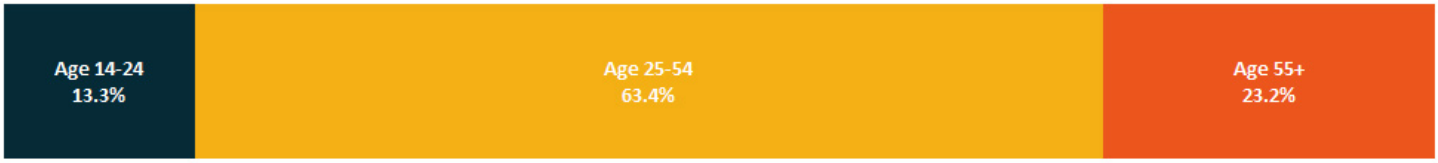
Agriculture Worker Demographics

According to the most recent Emsi data set available (2019), the 1,600 workers in agriculture occupations are not very diverse. A large majority of workers are white males between the ages of 25 and 54. Only 37 percent of agriculture workers identify as women. Only 13 percent of workers were under the age of 25, compared to 23 percent of workers are age 55 or older.

Race and Ethnicity Demographics

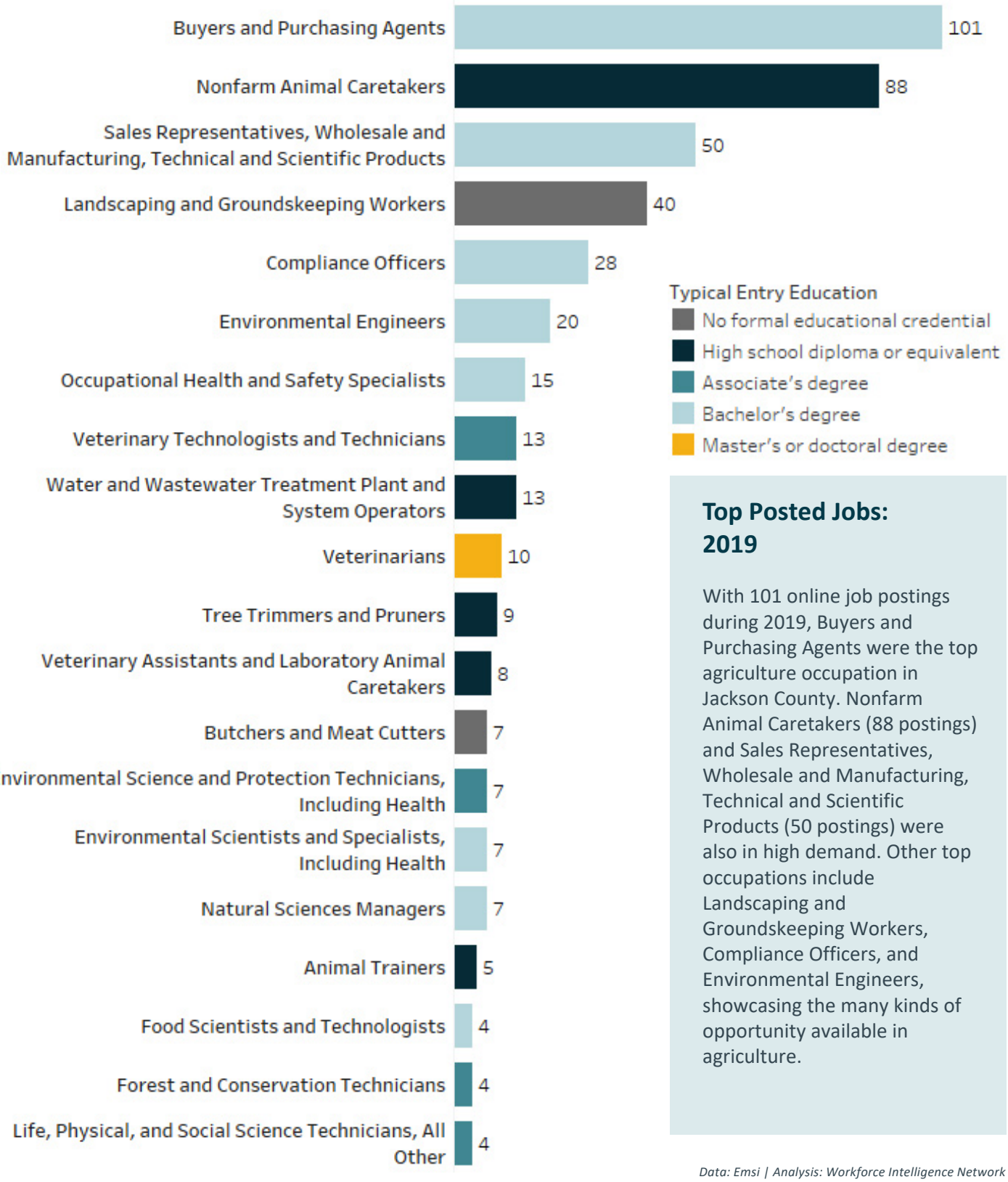
84.8% White | 6.8% Black or African American | 5.1% Hispanic or Latino

Worker Age Demographics



Data: Emsi | Analysis: Workforce Intelligence Network

Agriculture Top Posted Jobs
2019



Top Posted Jobs: 2019

With 101 online job postings during 2019, Buyers and Purchasing Agents were the top agriculture occupation in Jackson County. Nonfarm Animal Caretakers (88 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (50 postings) were also in high demand. Other top occupations include Landscaping and Groundskeeping Workers, Compliance Officers, and Environmental Engineers, showcasing the many kinds of opportunity available in agriculture.

Data: Emsi | Analysis: Workforce Intelligence Network

Agriculture Wage Overview

Of the top posted agriculture-related jobs, six of the ten offer median wages of more than $20 per hour according to the Bureau of Labor Statistics (BLS). The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of $28.41, which translates to annual earnings of approximately $59,000. With such a broad array of skillsets represented, agriculture wages tend to scale with education and experience needs.

Wage Overview for Top Posted Agriculture Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	$15.95	$21.61	$28.41	$35.31	$40.23
39-2021	Nonfarm Animal Caretakers	$9.38	$9.84	$10.79	$12.28	$14.73
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	$31.70	$38.73	$56.06	$81.60	$103.08
37-3011	Landscaping and Groundskeeping Workers	$9.47	$10.27	$12.04	$15.31	$18.15
13-1041	Compliance Officers	$18.83	$22.89	$28.91	$35.88	$50.87
17-2081	Environmental Engineers	$19.33	$34.13	$43.15	$52.52	$60.26
29-9011	Occupational Health and Safety Specialists	$38.92	$52.27	$62.85	$71.50	$82.77
29-2056	Veterinary Technologists and Technicians	$9.25	$9.27	$9.67	$10.93	$15.84
51-8031	Water and Wastewater Treatment Plant and System Operators	$10.96	$15.37	$18.54	$25.48	$28.31
29-1131	Veterinarians	$24.82	$31.87	$37.81	$45.44	$54.84

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Purchasing
- Supply Chain Management
- Procurement
- Trimming
- Small Animal Care

In-Demand Foundational Skills

- Management
- Sales
- Leadership
- Communications
- Microsoft Excel

In-Demand Education Level*

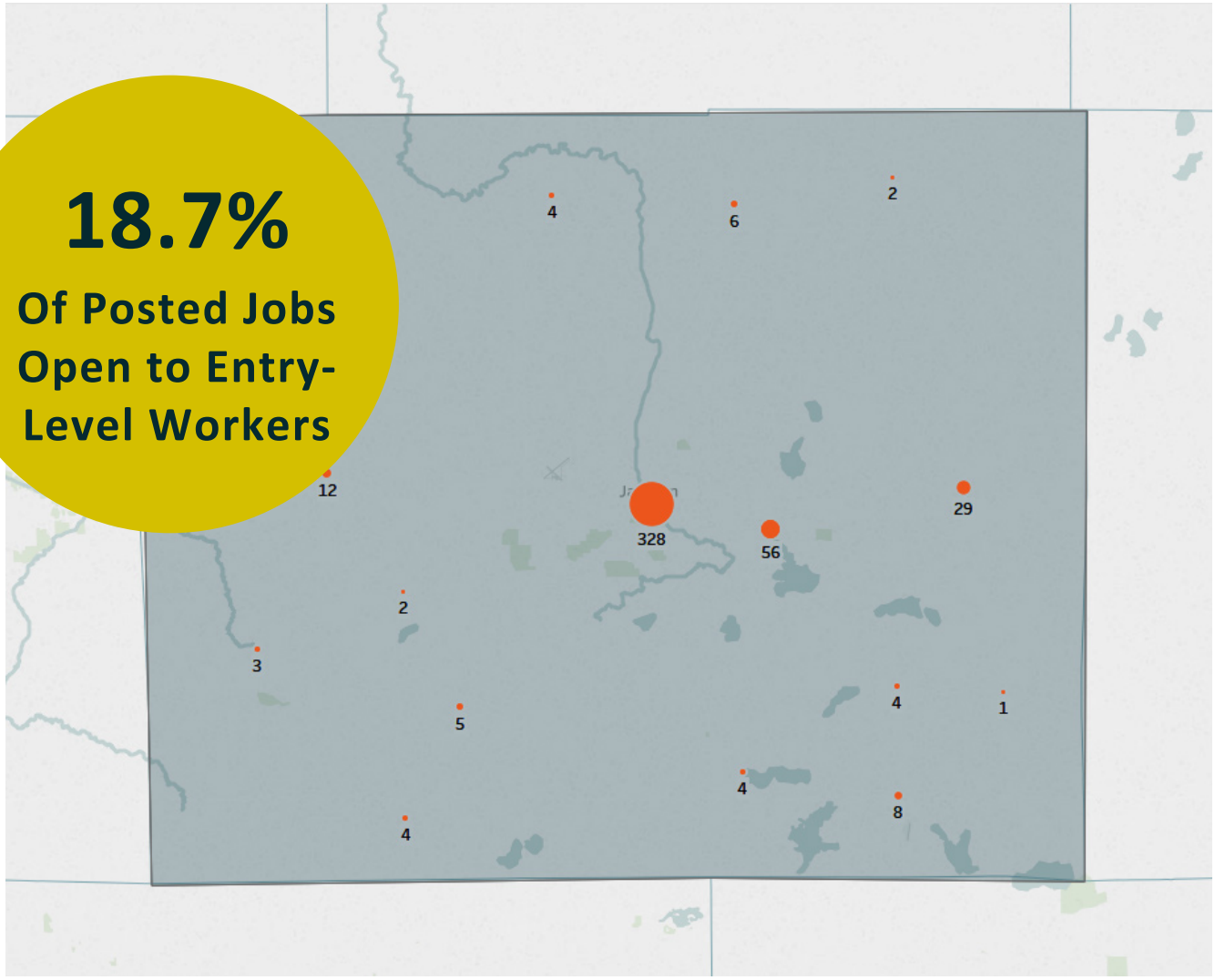
- High School Diploma: 11.7%
- Associate Degree: 4.3%
- Bachelor's Degree: 28.3%
- Master's Degree: 5.1%

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

In-Demand Certifications

- Certified in Production and Inventory Management
- Commercial Driver's License (CDL)
- Certified Purchasing Manager
- Certified Veterinary Technician
- Certified Arborist

Employer Demand by City



Top Posting Employers*

- VCA Inc.
- Petsmart, Inc.
- CMS Energy Corporation
- The Besl Transfer Co
- Rover Inc
- Care.com, Inc.
- State of Michigan
- Randstad N.V.
- Tenneco Inc.
- HomeAdvisor, Inc.

Job Postings by City

1. Jackson: 328 Postings
2. Michigan Center: 56 Postings
3. Grass Lake: 29 Postings
4. Parma: 12 Postings
5. Brooklyn: 8 Postings
6. Pleasant Lake: 6 Postings
7. Horton: 5 Postings
8. Clarklake: 4 Postings
9. Hanover: 4 Postings
10. Napoleon: 4 Postings

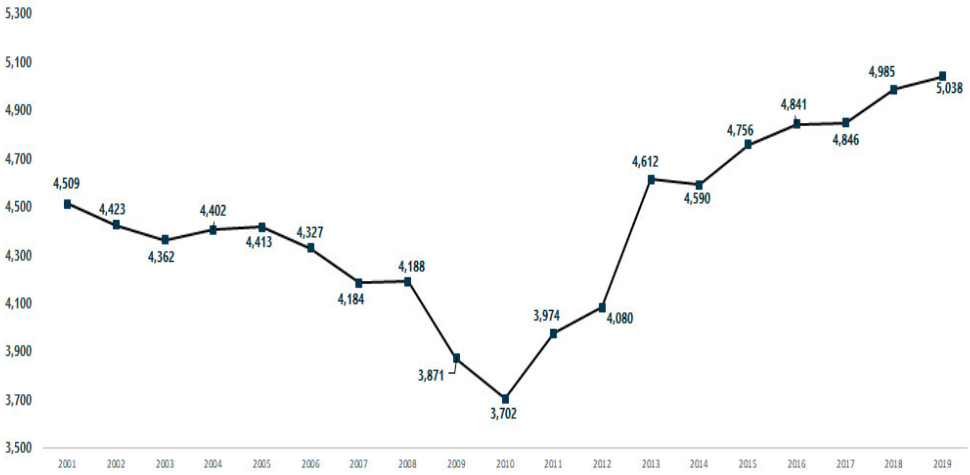
**Employer names are listed as they appear in online job postings.*

Introduction

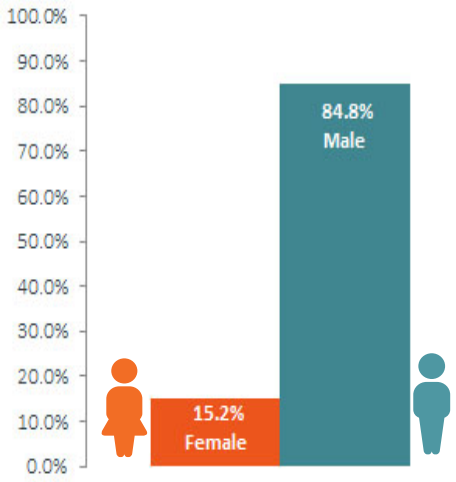
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertain only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

5,038
Energy Workers
1.1% Increase from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Energy Worker Demographics

According to the most recent Emsi data set available (2019), the energy occupation group has increased since 2018 by 53 workers, for a total of 5,038 workers in 2019. During 2019, 15.2 percent of workers identified as female, while 84.8 percent identified as male. In the region, 89.7 percent of workers in the energy occupation group identified as white, while 5.1 percent and 2.2 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most energy workers, with 70.6 percent.

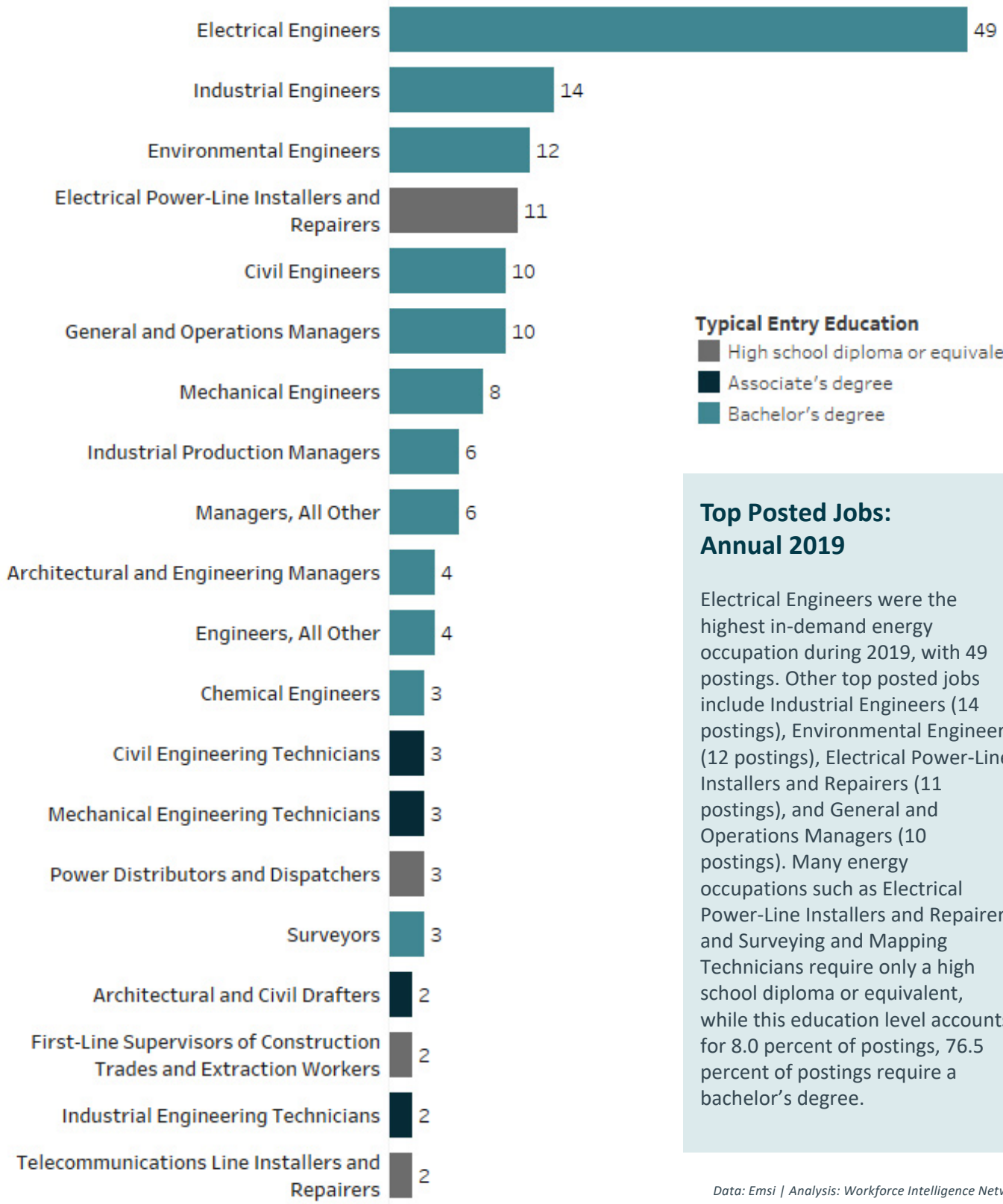
Race and Ethnicity Demographics

89.7% White | 5.1% Black or African American | 2.2% Hispanic or Latino

Worker Age Demographics

Data: Emsi | Analysis: Workforce Intelligence Network

Energy
Top Posted Jobs
2019



Top Posted Jobs: Annual 2019

Electrical Engineers were the highest in-demand energy occupation during 2019, with 49 postings. Other top posted jobs include Industrial Engineers (14 postings), Environmental Engineers (12 postings), Electrical Power-Line Installers and Repairers (11 postings), and General and Operations Managers (10 postings). Many energy occupations such as Electrical Power-Line Installers and Repairers and Surveying and Mapping Technicians require only a high school diploma or equivalent, while this education level accounts for 8.0 percent of postings, 76.5 percent of postings require a bachelor's degree.

Data: Emsi | Analysis: Workforce Intelligence Network

Energy Wage Overview

All the top ten occupations offer median wages over $33.00 per hour. However, seven of the top ten posted occupations report median wages over $40.00 per hour, many of which are engineering and management roles requiring a bachelor's degree and five or more years of experience. Entry-level occupations such as Electrical Power-Line Installers and Repairers offers a median wage of $33.56, or a salary of $69,805, coupled with long-term on-the-job training.

Wage Overview for Top Posted Energy Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2071	Electrical Engineers	$34.49	$40.99	$49.61	$58.82	$64.45
11-3051	Industrial Production Managers	$27.90	$39.46	$48.10	$60.78	$85.04
17-2081	Environmental Engineers	$21.47	$34.12	$43.14	$52.51	$60.25
49-9051	Electrical Power-Line Installers and Repairers	$20.84	$26.38	$33.56	$39.56	$46.16
11-1021	General and Operations Managers	$22.33	$28.95	$41.66	$61.34	$100.00
17-2051	Civil Engineers	$25.78	$32.60	$38.62	$48.80	$73.68
17-2141	Mechanical Engineers	$24.86	$31.59	$38.17	$44.94	$49.05
11-3051	Industrial Production Managers	$27.90	$39.46	$48.10	$60.78	$85.04
11-9199	Managers, All Other	$25.45	$29.04	$54.06	$71.13	$87.40
11-9041	Architectural and Engineering Managers	$47.85	$52.26	$57.19	$62.22	$88.22

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- File Structure
- Engineering Design Process
- Surveying
- Easement
- Data Collection

In-Demand Foundational Skills

- Operations
- Presentations
- Construction
- Written Communication
- Investigation

In-Demand Education Level*

- High School Diploma: 8.0%
- Associate Degree: 16.0%
- Bachelor's Degree: 76.5%
- Master's Degree: 11.7%

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

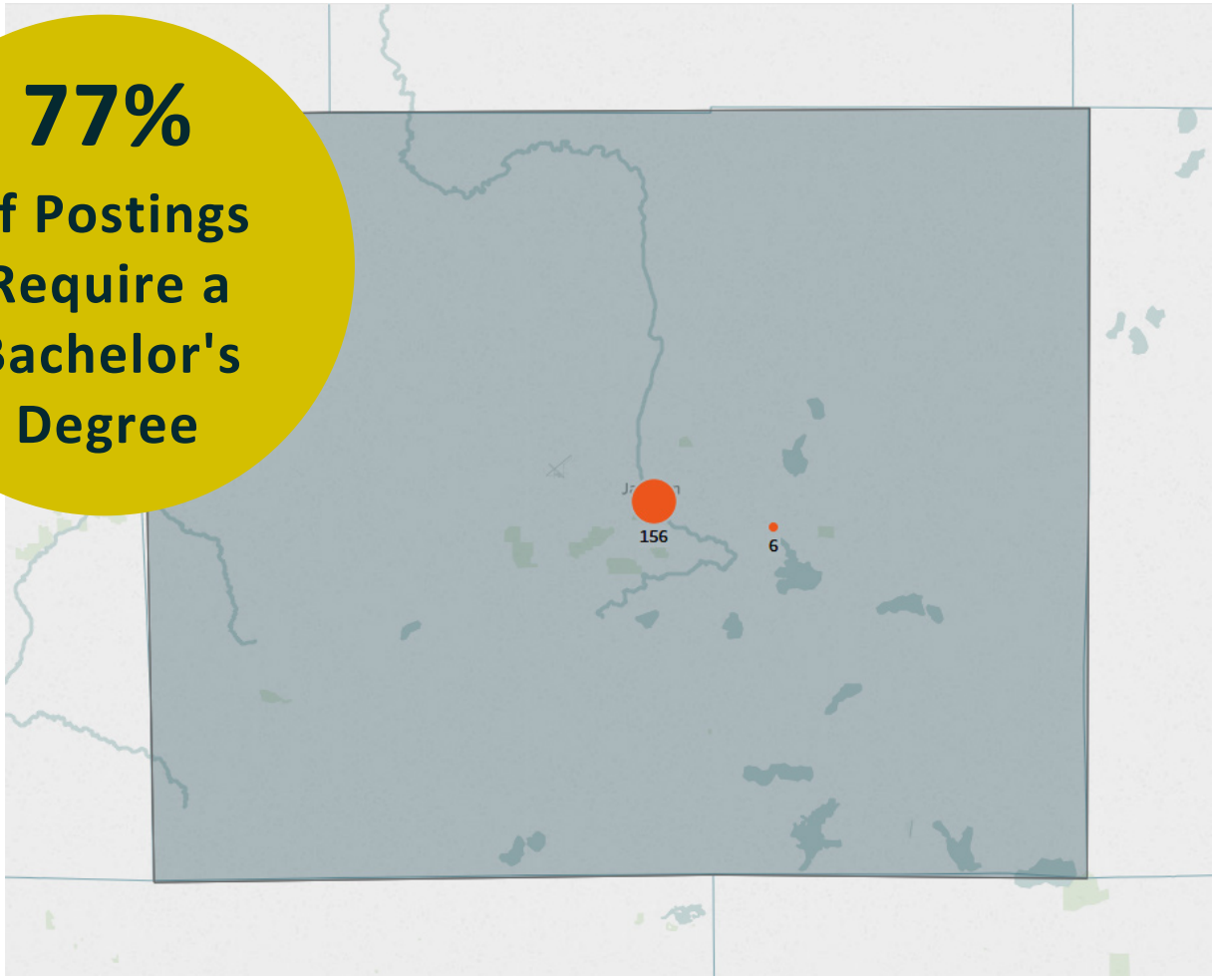
In-Demand Certifications

- Journeyman Lineman
- Licensed Professional Engineer
- Six Sigma Black Belt Certification
- (American Society for Quality) ASQ Certified
- Certified Quality Auditor

Employer Demand by City

77%

of Postings Require a Bachelor's Degree



Top Posting Employers*

- CMS Energy Corporation
- ROYAL DUTCH SHELL PLC
- Black Hills Corporation
- Bhi Energy
- DTE Energy Company
- Schlumberger Limited
- Duke Energy Corporation

Job Postings by City

1. Jackson, MI: 156 Postings
2. Michigan Center, MI: 6 Postings

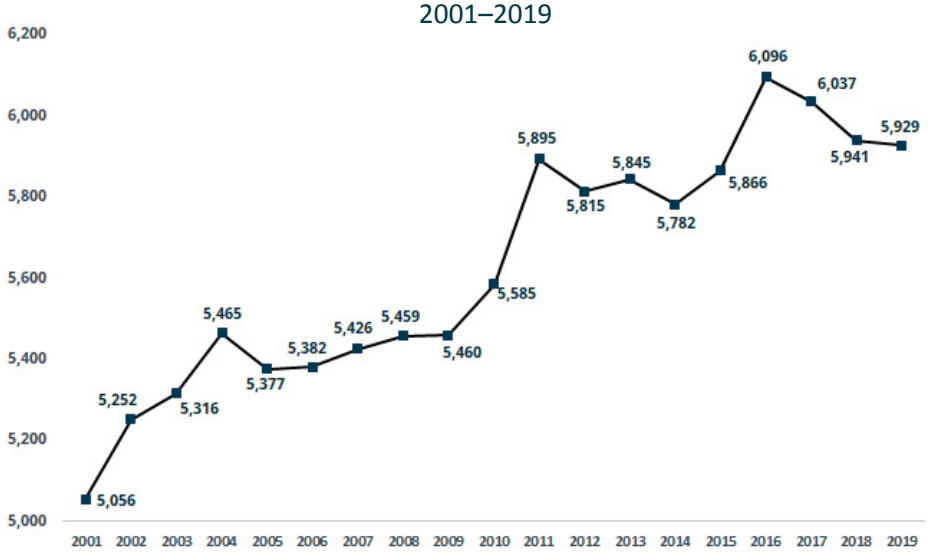
**Employer names are listed as they appear in online job postings.*

Introduction

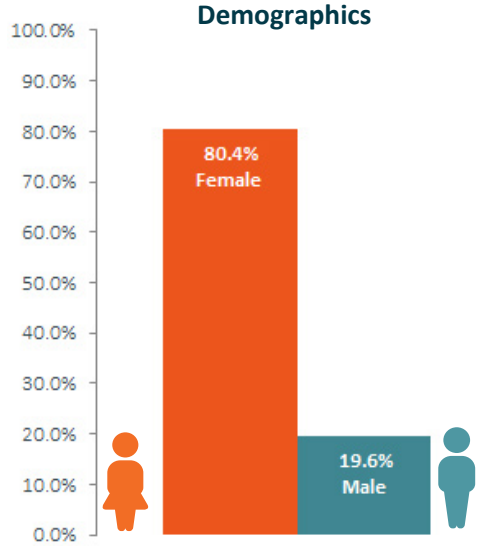
WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings across southeast Michigan for these positions, and this is projected to continue increasing.

5,929
Health Care Workers
12-Worker Decrease from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



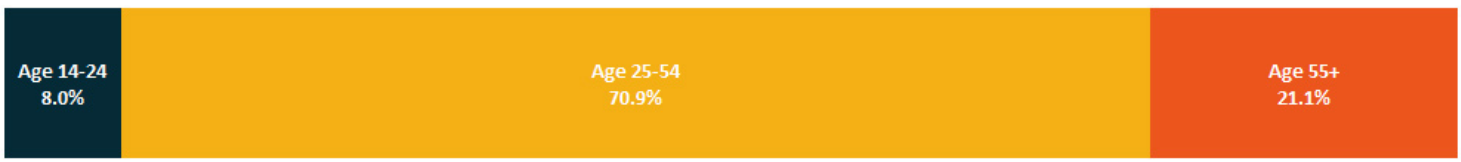
Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs around 5,900 workers in Jackson County, who are overwhelmingly female (80.4 percent) and between the ages of 25 and 54 (70.9 percent), although 21.1 percent of workers are over 55. For registered nurses in particular, 24.2 percent of workers are over 55, so recruiting young workers for this high demand occupation is even more important.

Race and Ethnicity Demographics

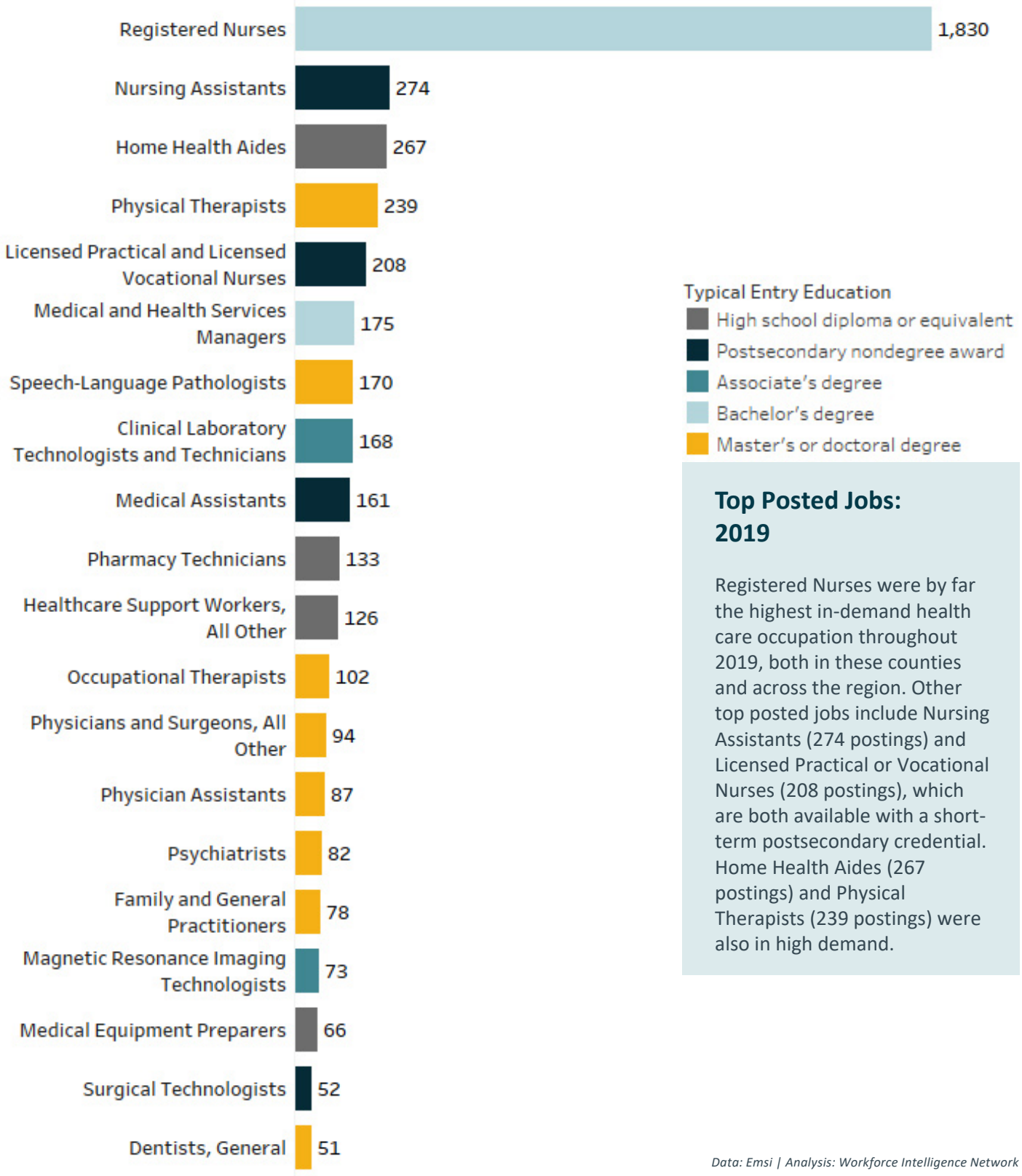
84.4% White | 8.6% Black or African American | 2.5% Asian

Worker Age Demographics



Data: Emsi | Analysis: Workforce Intelligence Network

Health Care Top Posted Jobs
2019



Top Posted Jobs: 2019

Registered Nurses were by far the highest in-demand health care occupation throughout 2019, both in these counties and across the region. Other top posted jobs include Nursing Assistants (274 postings) and Licensed Practical or Vocational Nurses (208 postings), which are both available with a short-term postsecondary credential. Home Health Aides (267 postings) and Physical Therapists (239 postings) were also in high demand.

Data: Emsi | Analysis: Workforce Intelligence Network

Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of $18.08 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage in Jackson County of $37.20 per hour or annual salary of about $77,400 according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted Health Care Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$32.28	$34.13	$37.20	$41.84	$46.88
31-1014	Nursing Assistants	$11.11	$13.53	$15.77	$17.80	$19.02
31-1011	Home Health Aides	$9.81	$10.30	$11.08	$11.89	$13.13
29-1123	Physical Therapists	$34.41	$40.78	$48.88	$57.90	$67.89
29-2061	Licensed Practical and Licensed Vocational Nurses	$20.39	$22.07	$24.77	$26.39	$28.54
11-9111	Medical and Health Services Managers	$27.90	$35.66	$46.27	$57.62	$71.55
29-1127	Speech-Language Pathologists	$33.48	$40.54	$47.83	$64.11	$73.92
29-2018	Clinical Laboratory Technologists and Technicians	$13.15	$14.81	$21.48	$30.95	$36.43
31-9092	Medical Assistants	$13.04	$15.10	$16.84	$18.53	$20.08
29-2052	Pharmacy Technicians	$10.74	$12.43	$14.82	$18.28	$22.70

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Geriatrics
- Employee Benefits
- Employee Assistance Programs

In-Demand Foundational Skills

- Customer Service
- Communications
- Problem Solving
- Management
- Leadership

In-Demand Education Level*

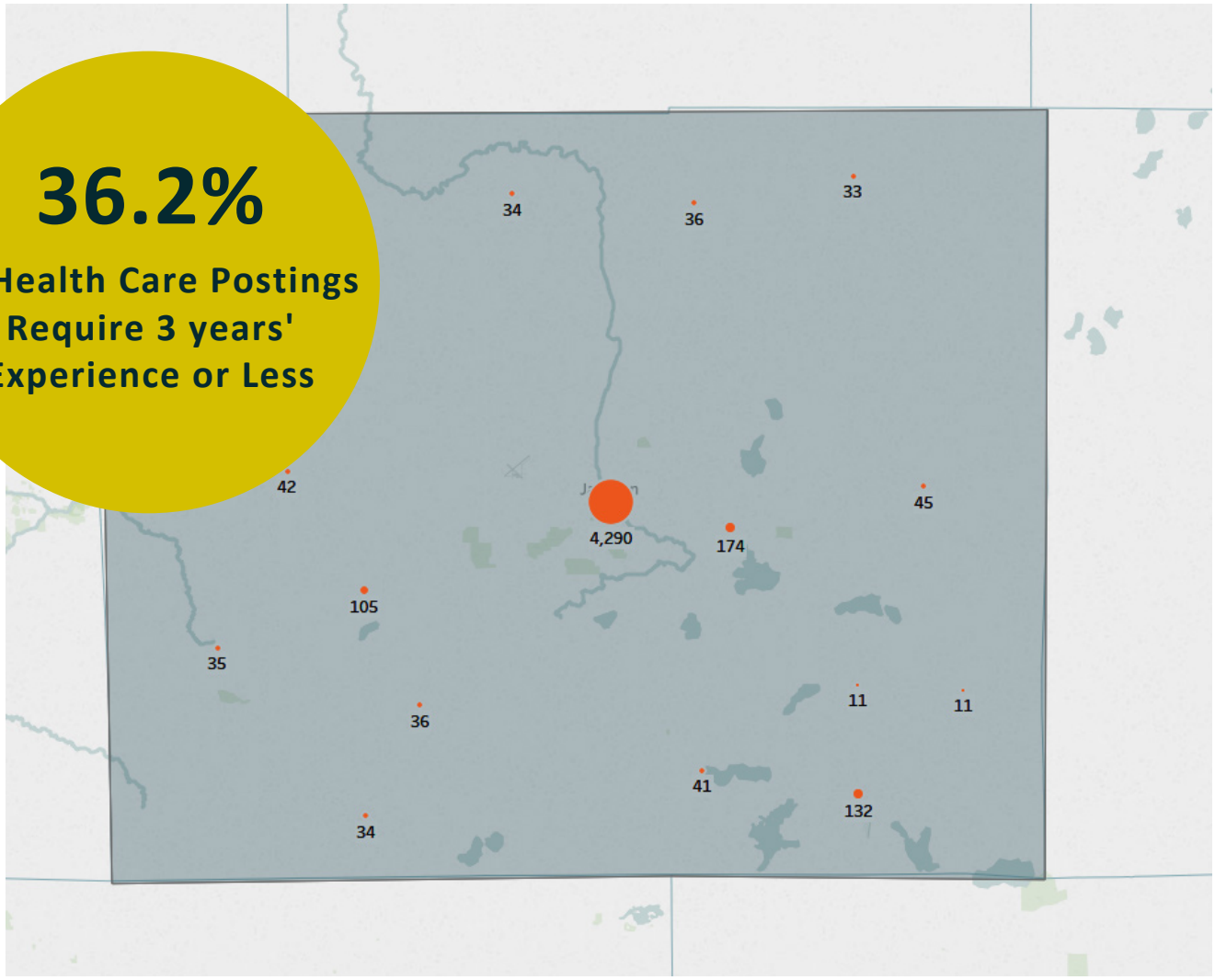
- High School Diploma: 19.0%
- Associate Degree: 18.5%
- Bachelor's Degree: 21.3%
- Master's Degree: 8.1%

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

In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Critical Care Registered Nurse (CCRN)
- Nurse Practitioner
- Medical Technologist

Employer Demand by City



Top Posting Employers*

- Henry Ford Health System
- HealthCare Employment Network
- Soliant Health, Inc
- Trilogy Health Services, LLC
- Corizon Health, Inc.
- Manor Care, Inc.
- Supplemental Healthcare
- State of Michigan
- Trustaff Management, Inc.
- Sunbelt Staffing, LLC

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

Job Postings by City

1. Jackson: 4,290 Postings
2. Michigan Center: 174 Postings
3. Brooklyn: 132 Postings
4. Spring Arbor: 105 Postings
5. Grass Lake: 45 Postings
6. Parma: 42 Postings
7. Clarklake: 41 Postings
8. Horton: 36 Postings
9. Pleasant Lake: 36 Postings
10. Concord: 35 Postings

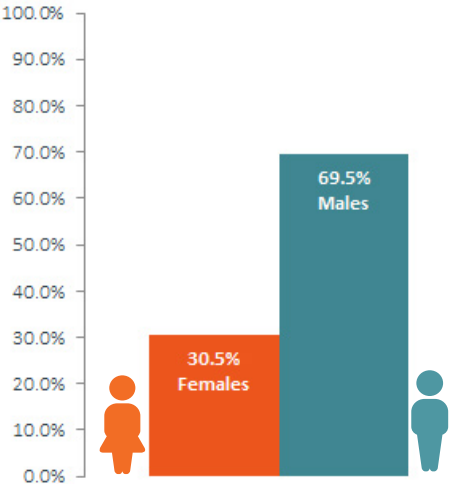
Introduction

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, and about 7,000 job openings are reported in the region annually.

1,091
IT Workers
0.4% Increase from 2018

Employment Over Time
2001–2019

Worker Gender Demographics



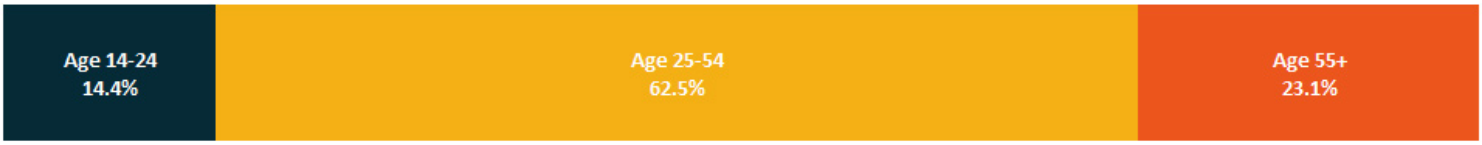
IT Worker Demographics

Jackson county has 1,091 workers in the IT occupation group, according to the most recent Emsi data set available (2019). Although the county does not employ many IT workers, the county does remain demographically skewed. Three quarters of individuals employed in Jackson county are white males between the ages of 25 and 54. Demographic disparities are slightly more significant than in other counties, 69 percent of the workers in IT in Wayne County identify as male, and 81 percent identify as white. More than 76 percent are between the ages of 25 and 54. An additional 17 percent are above the age of 55 and only 5 percent under 24 years old are employed in IT occupations.

Race and Ethnicity Demographics

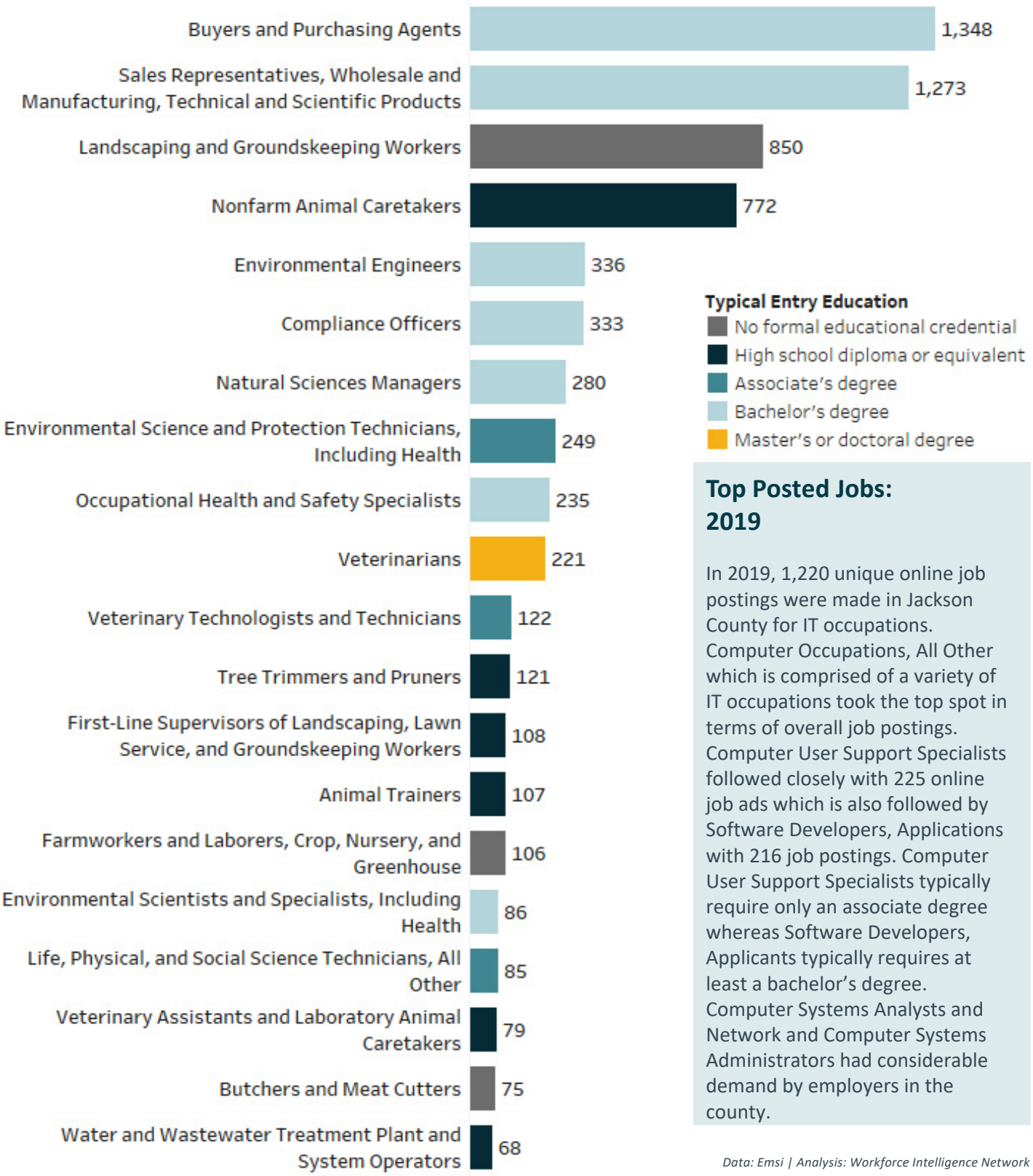
81.1% White | 9.1% Black or African American | 2.3% Hispanic or Latino

Worker Age Demographics



Data: Emsi | Analysis: Workforce Intelligence Network

IT Top Posted Jobs
2019



Top Posted Jobs: 2019

In 2019, 1,220 unique online job postings were made in Jackson County for IT occupations. Computer Occupations, All Other which is comprised of a variety of IT occupations took the top spot in terms of overall job postings. Computer User Support Specialists followed closely with 225 online job ads which is also followed by Software Developers, Applications with 216 job postings. Computer User Support Specialists typically require only an associate degree whereas Software Developers, Applicants typically requires at least a bachelor's degree. Computer Systems Analysts and Network and Computer Systems Administrators had considerable demand by employers in the county.

Data: Emsi | Analysis: Workforce Intelligence Network

IT Wage Overview

Except for Computer User Support Specialists, all of the top in-demand IT occupations offer at least $31 or more per hour in Jackson County. Software Developers, Applications, one of the top five in 2019, offers a median hourly wage of $37.19 per hour or roughly $77,000 per year according to the Bureau of Labor Statistics (BLS). Computer and Information Systems Manages earn the highest median wage among the top ten posted IT occupations at $64.28 per hour or almost $134,000 annually. Computer User Support Specialists, the most in-demand occupation offers almost $24 per hour at the median.

Wage Overview for Top Posted IT Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1199	Computer Occupations, All Other	$22.52	$28.74	$38.45	$63.30	$75.19
15-1151	Computer User Support Specialists	$14.73	$19.73	$23.50	$29.32	$36.77
15-1132	Software Developers, Applications	$21.12	$30.42	$37.19	$51.83	$65.11
15-1121	Computer Systems Analysts	$32.86	$41.32	$46.78	$53.89	$61.41
15-1142	Network and Computer Systems Administrators	$22.39	$26.44	$31.88	$38.10	$44.30
15-1134	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1131	Computer Programmers	$23.55	$33.00	$45.49	$61.99	$68.97
15-1122	Information Security Analysts	$23.90	$30.75	$39.19	$50.44	$58.24
15-1133	Software Developers, Systems Software	$30.60	$39.91	$51.09	$61.52	$74.70
11-3021	Computer and Information Systems Managers	$36.78	$50.15	$64.28	$76.82	$85.32

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Agile Software Development
- SQL
- Java
- Software Development
- Business Process

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Operations
- Infrastructure

In-Demand Education Level*

- High School Diploma: 6.8%
- Associate Degree: 7.8%
- Bachelor's Degree: 48.4%
- Master's Degree: 11.3%

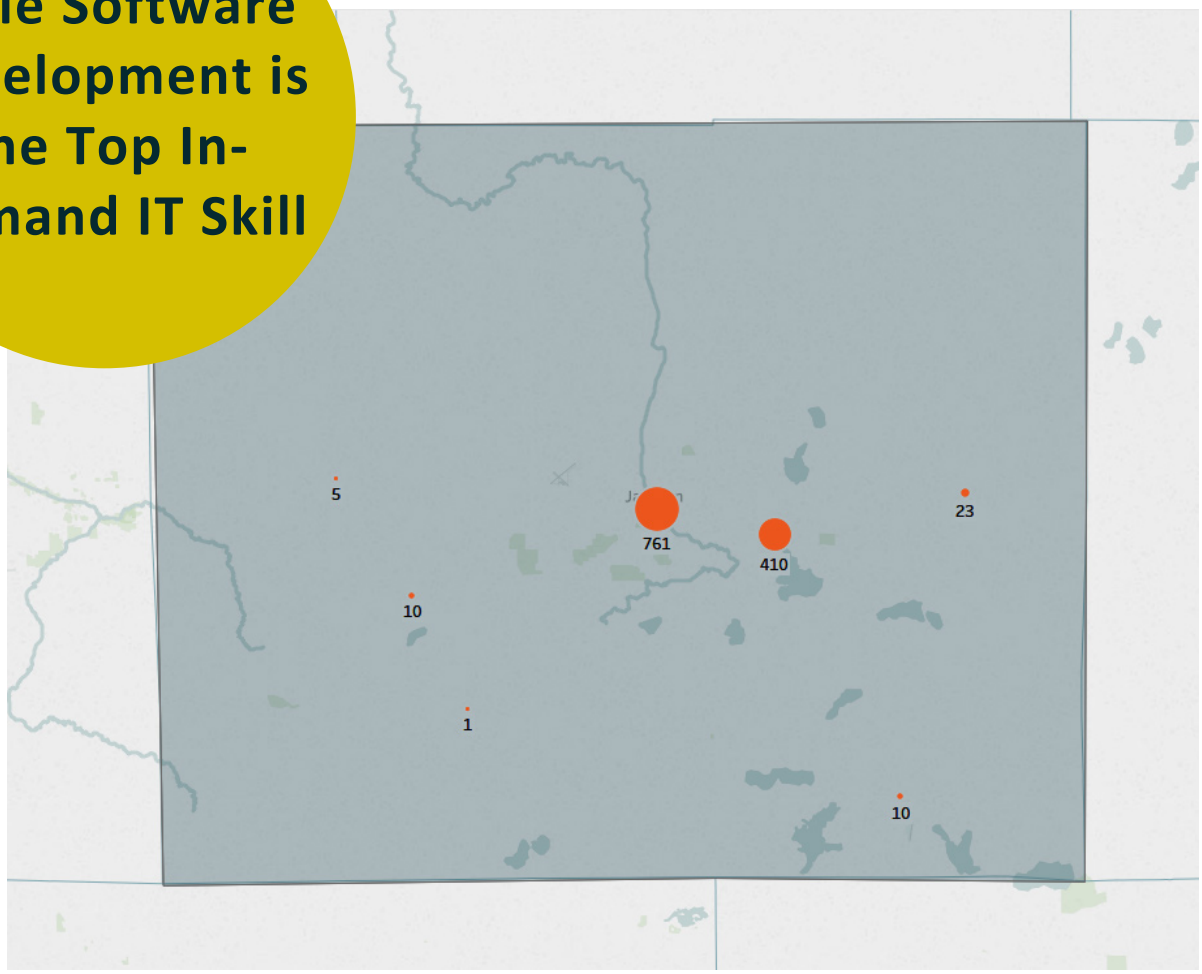
**Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

In-Demand Certifications

- Project Management Professional Certification (PMP)
- ITIL Certifications
- GIAC Certifications
- Microsoft Certified Professional
- ITIL Foundation Certification

Employer Demand by City

Agile Software Development is the Top In-Demand IT Skill



Top Posting Employers*

- Altair Engineering, Inc.
- CMS Energy Corporation
- Smaci Inc
- Fast Switch, Ltd.
- Cynet Systems Inc.
- Teksystems, Inc.
- HCL TECHNOLOGIES LIMITED
- Revature
- Articulate
- Iconma, L.L.C.

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

Job Postings by City

1. Jackson: 761 Postings
2. Michigan Center: 410 Postings
3. Grass Lake: 23 Postings
4. Brooklyn: 10 Postings
5. Spring Arbor: 10 Postings
6. Parma: 5 Postings
7. Horton: 1 Posting

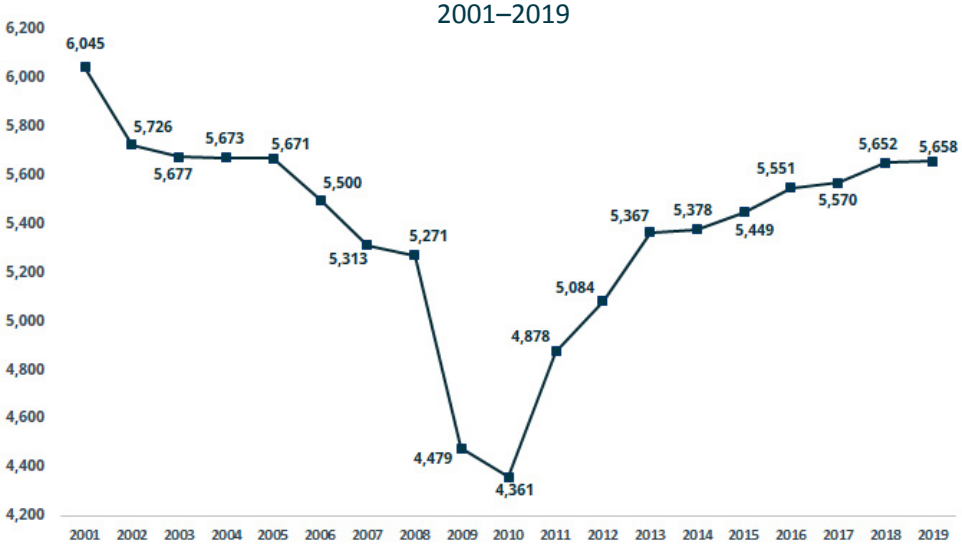
Introduction

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. There are about 21,000 openings for these workers annually.

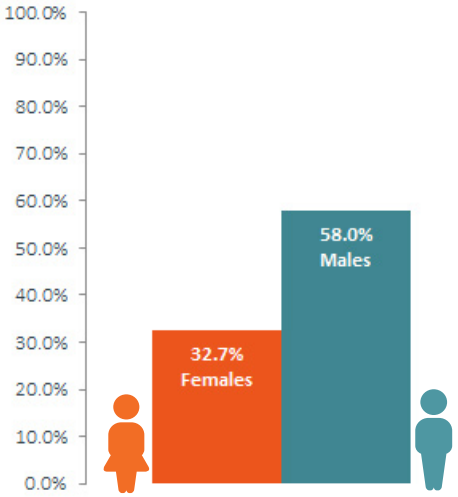
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.

5,658
Skilled Trades Workers
0.1% Increase from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 5,700 workers in Jackson County. A majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.5 percent, the group has a somewhat higher proportion than average of workers over age 55.

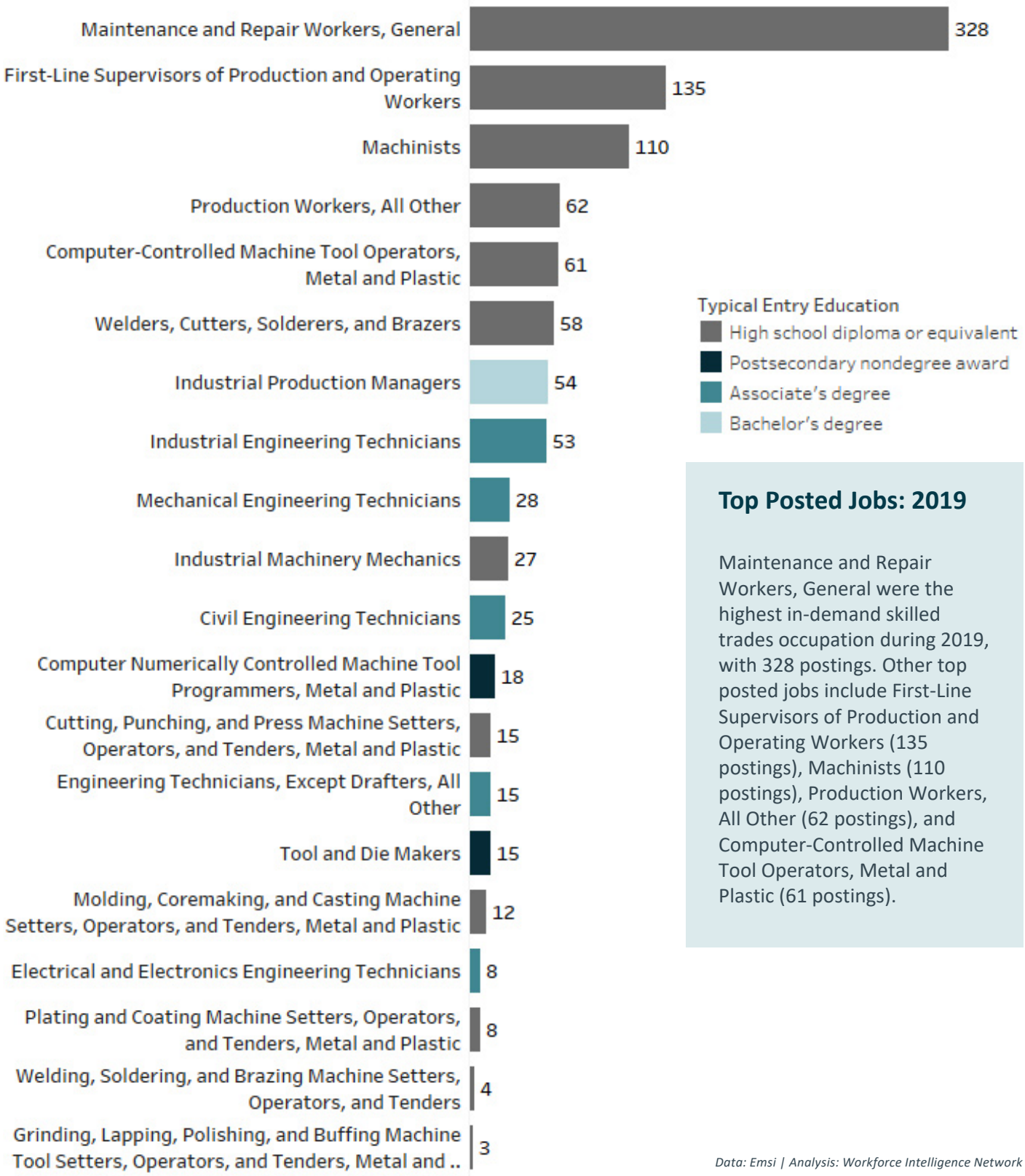
Race and Ethnicity Demographics

87.2% White | 7.2% Black or African American | 3.6% Hispanic or Latino

Worker Age Demographics

Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades Top Posted Jobs
2019



Top Posted Jobs: 2019

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during 2019, with 328 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (135 postings), Machinists (110 postings), Production Workers, All Other (62 postings), and Computer-Controlled Machine Tool Operators, Metal and Plastic (61 postings).

Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades Wage Overview

Four of the top ten in-demand skilled trades occupations have median wages above $20 per hour according to the Bureau of Labor Statistics (BLS), and one more above the state's median wage of $18.08. Maintenance and Repair Workers, General, the top posted skilled trades job in 2019, offers a median hourly wage of $16.31. This translates to an annual salary of about $33,900.

Wage Overview for Top Posted Skilled Trades Jobs in 2019

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	$9.92	$12.11	$16.31	$23.13	$29.34
51-1011	First-Line Supervisors of Production and Operating Workers	$19.53	$24.52	$28.76	$34.99	$44.03
51-4041	Machinists	$12.51	$15.44	$17.69	$21.25	$25.46
51-9199	Production Workers, All Other	$9.49	$10.59	$14.07	$21.12	$33.11
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	$11.71	$14.00	$17.13	$20.12	$24.16
51-4121	Welders, Cutters, Solderers, and Brazers	$12.61	$14.78	$17.10	$20.14	$24.97
11-3051	Industrial Production Managers	$25.31	$39.46	$48.10	$60.78	$85.04
17-3026	Industrial Engineering Technicians	$13.36	$16.75	$19.61	$22.68	$26.53
17-3027	Mechanical Engineering Technicians	$14.47	$18.72	$22.90	$27.88	$32.89
49-9041	Industrial Machinery Mechanics	$14.96	$19.94	$26.35	$29.98	$34.15

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Machining
- Lathes
- Tooling
- Grinding
- Mills

In-Demand Foundational Skills

- Operations
- Management
- Troubleshooting (Problem Solving)
- Communications
- Problem Solving

In-Demand Education Level*

- High School Diploma: 32.5%
- Associate Degree: 8.0%
- Bachelor's Degree: 12.7%
- Master's Degree: 1.7%

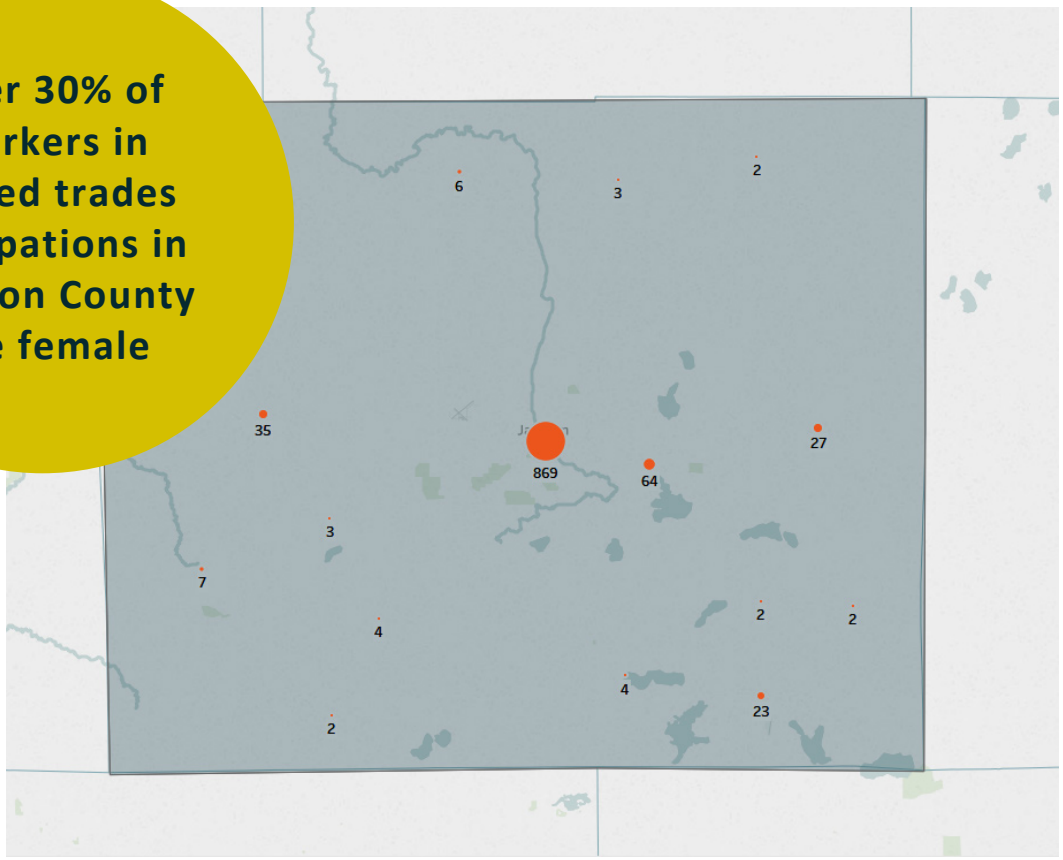
**Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

In-Demand Certifications

- Commercial Driver's License (CDL)
- (American Society For Quality) ASQ Certified
- Pesticide Applicator License
- HVAC Certification
- Six Sigma Black Belt Certification

Employer Demand by City

Over 30% of workers in skilled trades occupations in Jackson County are female



Top Posting Employers*

- Diverse Staffing, Inc.
- HomeAdvisor, Inc.
- Technique, Inc.
- State of Michigan
- The Adecco Group
- Eaton Corporation
- CMS Energy Corporation
- Access Point, Inc.
- Express Employment Professionals
- XCEL Staffing, Inc.

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

Job Postings by City

1. Jackson: 869 Postings
2. Michigan Center: 64 Postings
3. Parma: 35 Postings
4. Grass Lake: 27 Postings
5. Brooklyn: 23 Postings
6. Concord: 7 Postings
7. Rives Junction: 6 Postings
8. Clarklake: 4 Postings
9. Horton: 4 Postings
10. Pleasant Lake: 3 Postings

Website
www.WINintelligence.org

Email
info@WINintelligence.org

Phone
313.744.2946

Address
25363 Eureka Rd.
Taylor, MI 48180

Facebook
@workforceintelligencenetwork

Twitter
@WIN-semich

WIN WORKFORCE INTELLIGENCE NETWORK