

**Q4 2018**  
October - December

# JACKSON COUNTY

WIN Labor Market Report





# INTRODUCTION

## Jackson County | Q4 2018

### 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 - Information Technology
- 28 - Skilled Trades and Technicians

### About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of six Michigan Works! Agencies (MWAs) and ten 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 the fourth quarter of 2018 in Jackson county and includes summative data for October, November, and December of 2018. For Jackson county, the Agriculture, Energy, Health Care, Information Technology, and Skilled Trades and Technicians occupation groups are analyzed.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit [www.WINintelligence.org](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org).



# ANNUAL STATE OF THE LABOR MARKET

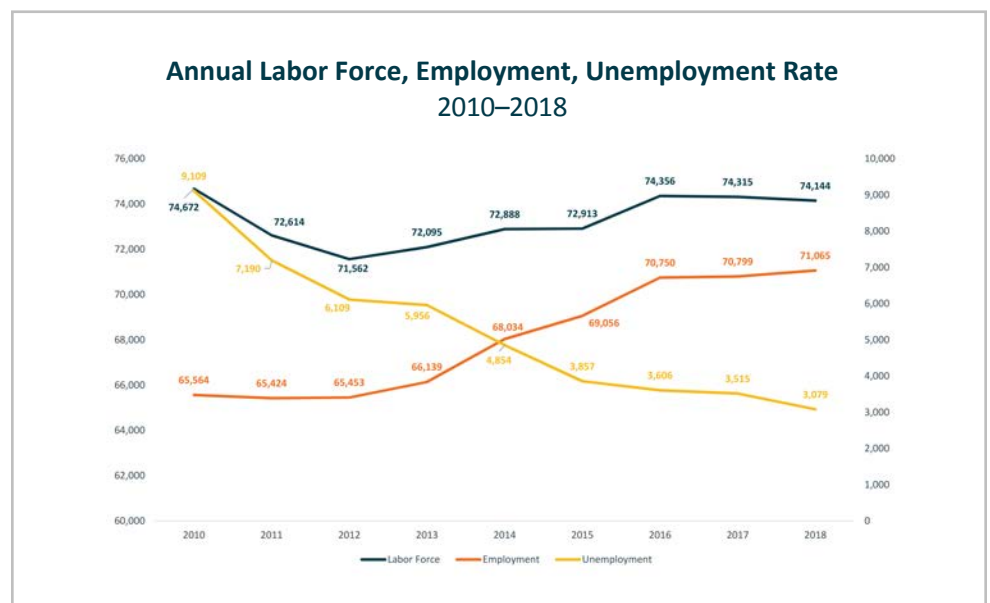
## Jackson County | Q4 2018

### State of the Labor Market in the Jackson County

Over the course of 2018, the labor force figures decreased in Jackson County while employment increased. With this combination of more people successfully finding work while fewer people overall are working, the number of unemployed individuals decreased by 12.4 percent in the region between 2017 and 2018. This has caused the unemployment rate to drop from the 4.7 percent annual rate in 2017 to an annual rate of 4.2 percent in 2018. Employer demand for most occupation groups also increased during Q4 2018. Among those highlighted in this report, the health care occupation group reported the highest demand with about 1,600 job postings during the quarter. Other occupation groups also offer great job opportunities for active job seekers: energy postings tripled from Q3 2018, and 40 percent of skilled trades postings were open to applicants with a high school diploma that are willing to train.

### Annual Labor Market Information

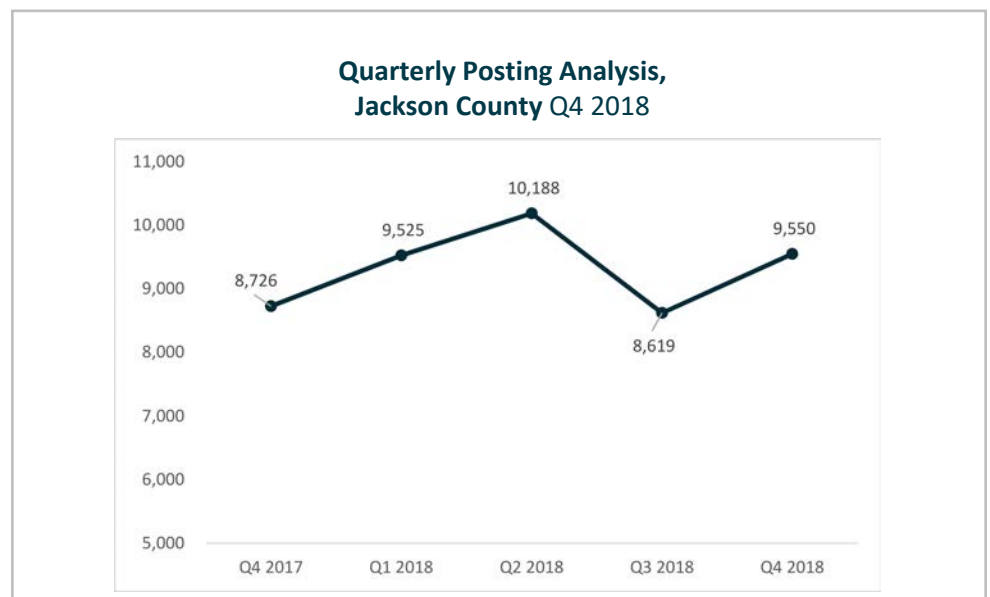
Though still maintaining the steady figures seen during the last five years, the labor force in Jackson County decreased by 171 individuals (-0.2 percent) between 2017 and 2018. Employment increased by 265 workers between 2017 and 2018. With employment increasing as the labor force declines, the unemployment rate fell by 0.5 percentage points from the annual figures in 2017 to an annual rate of 4.2 percent in 2018 in Jackson County.



Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

Data from the fourth quarter of 2018, including posting information from October, November, and December showed employer demand continue to grow in Jackson County. There were 824 more postings during Q4 2018 compared to the 8,726 postings made during Q4 2017 for a total of 9,550 postings. Typically, employer demand tends to grow throughout the year, and in 2018 has remained stronger than the end of the previous year as well.



Data: Emsi | Analysis: Workforce Intelligence Network



## QUARTERLY WORKFORCE INDICATORS Jackson County | Key Findings for Q4 2018

### Employer demand surges to 326,000 postings during Q4 2018, with most occupation groups analyzed by WIN experiencing increases in online job postings between Q1 and Q4 2018.

During Q4 2018, there were 9,550 jobs posted, 928 more (11 percent) than the 8,622 jobs posted during Q3 2018 in Jackson County. Most of the occupation groups analyzed by WIN experienced an increase during the fourth quarter of 2018. The agriculture, energy, and health care groups each showed especially strong growth. Online job postings made by employers in the energy occupation group tripled compared to the previous quarter (Q3 2018). For more information about quarterly job postings, see page 2.

#### Top 5 Posting Occupation Groups Q4 2018



Data: Emsi | Analysis: Workforce Intelligence Network

### Jackson County's unemployment rate is currently at 3.5 percent, down 0.4 percentage points from Q3 2018.

Moving into Q4 2018, employment has increased from Q3 levels. The labor force has also risen, though more slowly. The slower growth in labor force participants than in workers caused the quarterly unemployment rate to fall from 3.9 percent in Q3 2018 to 3.5 percent in Q4 2018 as more people successfully found work. The monthly unemployment rate began 2018 at over 5 percent in January and fell consistently to its lowest point of 3.3 percent in November 2018. For more information about this quarter's unemployment rate and other labor market indicators, see page 4.

#### Quarterly Labor Market Data

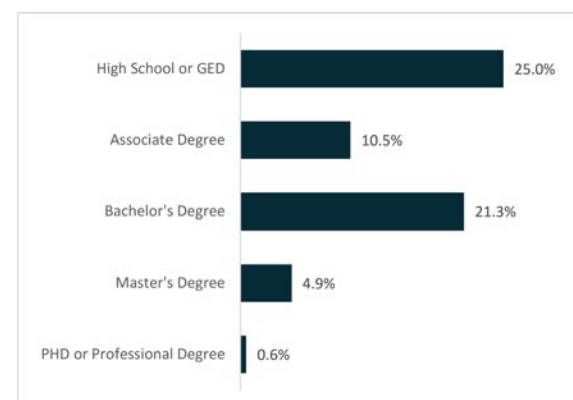
	3rd Quarter 2018	4th Quarter 2018	Change from 3rd Quarter 2018	Percent Change from 3rd Quarter 2018
Labor Force	73,338	73,502	164	0.2%
Employment	70,493	70,908	415	0.6%
Unemployment	2,846	2,594	-251	-8.8%
Unemployment Rate	3.9%	3.5%	-0.4%	na

Note: Monthly data average by quarter | Data: BLS

### Job postings made by employers in Jackson county indicate both a high school diploma and bachelor's degrees as high-demand minimum education levels during Q4 2018.

Only 62 percent of the 9,550 job postings in Jackson County identified a minimum education level. A quarter (25.0 percent) of the total advertisements indicated the need for candidates with a high school diploma alongside 21.3 percent seeking a bachelor's degree, suggesting a range of opportunities available in the county. Another 10.5 percent of postings were looking for applicants with an associate degree. Higher educational attainment tends to lead to more lucrative opportunities, but many entry level opportunities exist within each occupation group.

#### Education Levels In-Demand Q4 2018



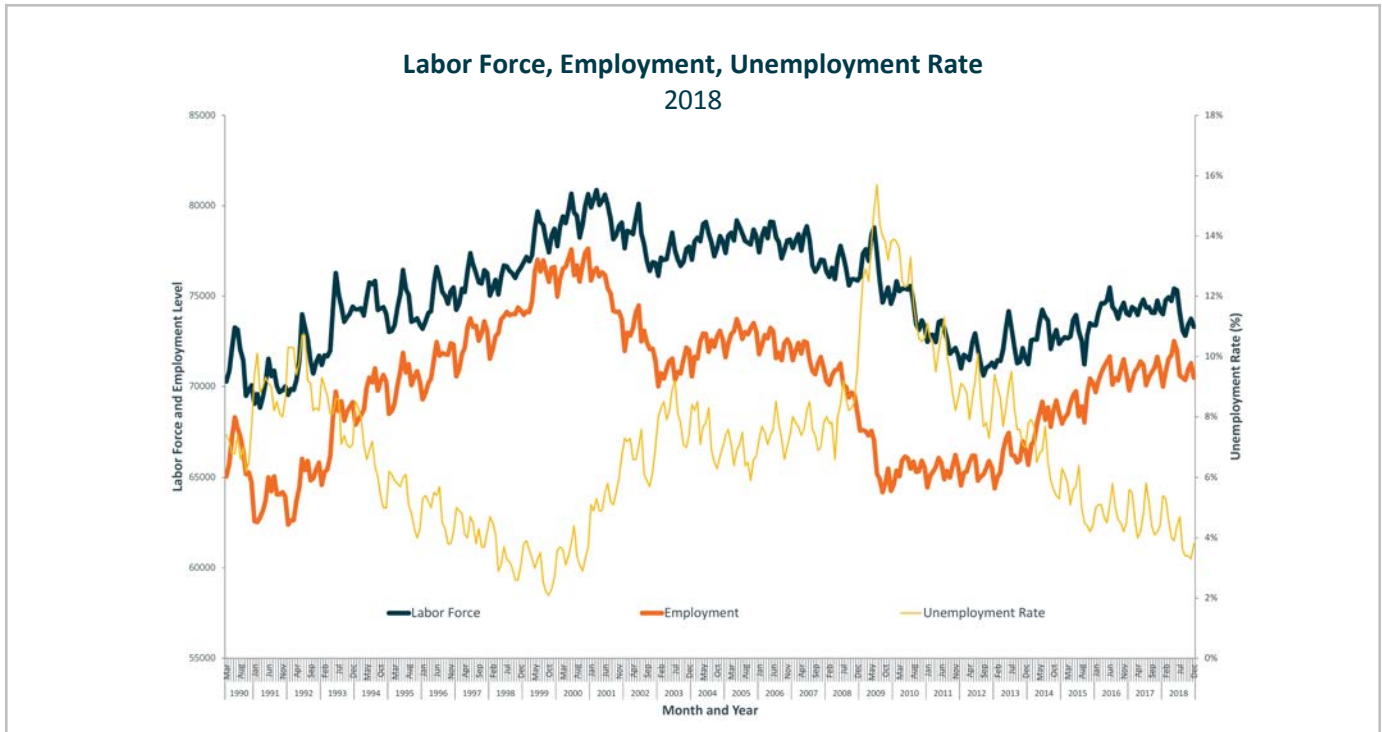
Data: Emsi | Analysis: Workforce Intelligence Network





## WORKFORCE OVERVIEW

### Jackson County | Labor Market Information Q4 2018



Data: BLS | Analysis: Workforce Intelligence Network

#### Quarterly Labor Market Data

	4th Quarter 2017	1st Quarter 2018	2nd Quarter 2018	3rd Quarter 2018	4th Quarter 2018	Change from 3rd Quarter 2018	Percent Change from 3rd Quarter 2018	Change from 4th Quarter 2017	Percent Change from 4th Quarter 2017
Labor Force	74,349	74,395	75,160	73,338	73,502	164	0.2%	-847	-1.1%
Employment	71,209	70,404	72,082	70,493	70,908	415	0.6%	-301	-0.4%
Unemployment	3,140	3,991	3,078	2,846	2,594	-251	-8.8%	-546	-17.4%
Unemployment Rate	4.2%	5.4%	4.1%	3.9%	3.5%	-0.4%	na	-0.7%	na

Note: Monthly data averaged by quarter | Data: BLS

### Labor Force, Employment, and Unemployment

The labor market in Jackson County has shown continued year over year improvement since 2010, though quarterly variation remains. The labor force increased by 164 workers (+0.2 percent) between Q3 2018 and Q4 2018. Employment in the county has also increased from Q3 2018, by 415 workers (+0.6 percent). With employment increasing more quickly than labor force, the unemployment rate fell this quarter: the quarterly unemployment rate decreased by 0.4 percentage points between Q3 2018 and Q4 2018 to 3.5 percent.



# WORKFORCE OVERVIEW

## Jackson County | 2017 Annual Population Demographics

### Population Demographics

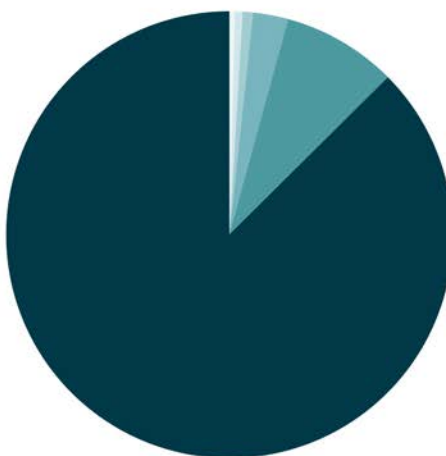
According to the data from the most recent Census Bureau 2017 ACS Five Year estimates, the population in Jackson county decreased by about a third of a percent between 2016 and 2017. During 2017, 158,989 people were living in the county. The sex of the populace was split almost evenly, with about 49 percent of the population identifying as female, and the other 51 percent identifying as male. The majority of the population identified as white (87.5 percent) with the second largest number of individuals identifying as black or African American (8.3 percent). The county also faces an aging population; 30.5 percent of population was over the age of 55, compared to 18.1 percent under the age of 24.



**158,989**  
People in the Region  
0.3% Decrease  
from 2016

### Population Race Demographics

- White, 87.46%
- Black or African American, 8.31%
- Two or More Races, 2.55%
- Asian, 0.75%
- Other Race, 0.56%
- American Indian or Alaska Native, 0.36%
- Native Hawaiian or Other Pacific Islander, 0.03%



### Population Gender Demographics



49% Females

51% Males



### Population Age Demographics





# WORKFORCE OVERVIEW

## Jackson County | 2017 Annual Labor Force Demographics

### 2017 Labor Force, Employment, and Unemployment Demographics

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	73,086	67,435	5,555	7.6%
<b>Sex</b>				
<b>Male 16+</b>	37,834	34,809	3,025	8.0%
16-19	1,895	1,212	683	36.0%
20-24	3,731	3,236	495	13.3%
25-54	23,446	21,935	1,511	6.4%
55-64	7,027	6,747	280	4.0%
65 Plus	1,735	1,679	56	3.2%
<b>Female 16+</b>	35,221	32,677	2,544	7.2%
16-19	1,854	1,363	491	26.5%
20-24	3,829	3,497	332	8.7%
25-54	21,394	19,926	1,468	6.9%
55-64	6,718	6,492	226	3.4%
65 Plus	1,426	1,399	27	1.9%
<b>Race</b>				
<b>White</b>	66,657	61,977	4,666	7.0%
<b>Black / African American</b>	4,192	3,446	754	18.0%
<b>Native American</b>	178	154	24	13.5%
<b>Asian</b>	569	552	17	3.0%
<b>Native Hawaiian / Pacific Islander</b>	3	3	0	0.0%
<b>Some Other Race</b>	375	364	11	2.9%
<b>Two or More Races</b>	1,193	1,041	136	11.4%
<b>Ethnicity</b>				
<b>Hispanic</b>	2,217	1,990	224	10.1%

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

### Labor Market Demographics

During 2017, the most recent census year, there were about 73,000 people in the labor force, meaning they were either working or looking for work, in Jackson County. The 73,086 individuals participating in the labor force represent 46.0 percent of those living in the region. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 19 face an unemployment rate of 36.0 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 18.0 percent.



# WORKFORCE OVERVIEW

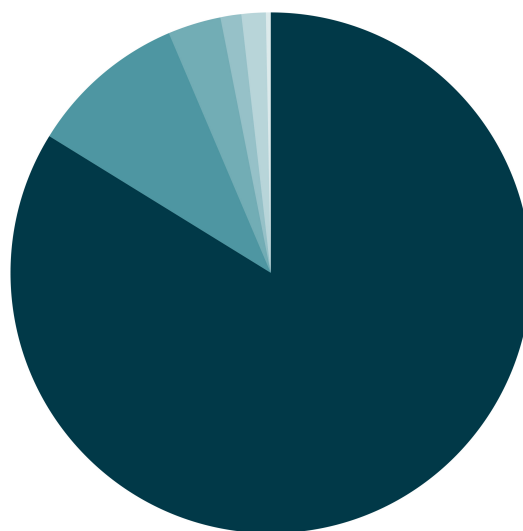
## Jackson County | 2018 Annual Working Population Demographics

### Current Workforce Demographics

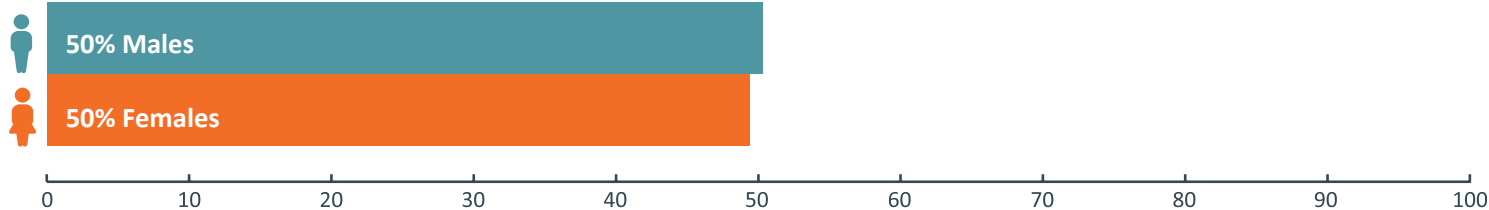
While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. During 2018, there were a total of 58,656 individuals working in Jackson County. The workforce is nearly evenly split by gender, as 50.1 percent (29,371 workers) were male, while 49.9 percent (29,285 workers) of the workforce was female. Most of those working in the region were white, accounting for 83.8 percent of the workforce, while African American or black workers accounted for 9.8 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.3 percent. Eighty-six percent of the workforce was 25 years or older. Only 14 percent of those working were under age 25, indicating an aging workforce in Jackson county.

#### Workforce Race and Ethnicity Demographics

- White, 83.8%
- Black or African American, 9.8%
- Hispanic or Latino, 3.3%
- Asian, 1.3%
- Two or More Races, 1.5%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%



#### Workforce Gender Demographics



#### Workforce Age Demographics





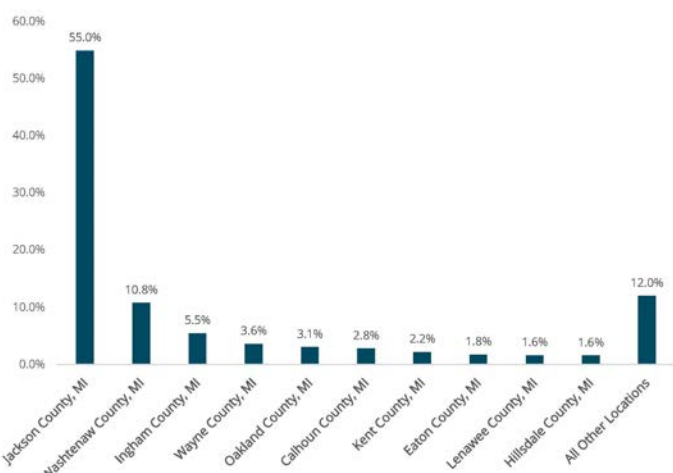
# WORKFORCE OVERVIEW

## Jackson County | 2015 Regional Commuting Patterns

### 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.

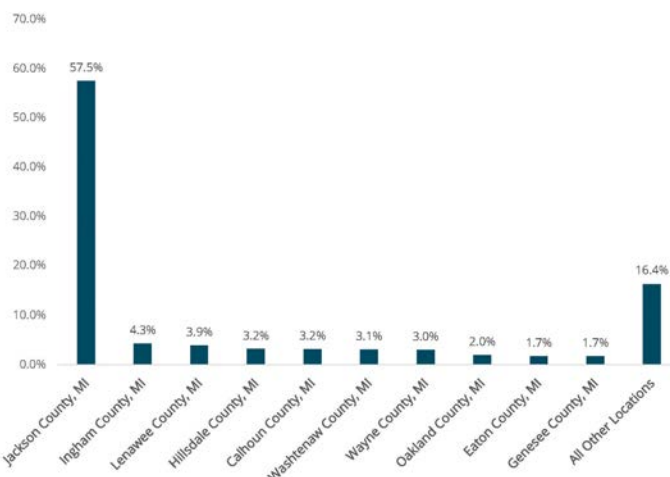
Where Jackson County Residents Work



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

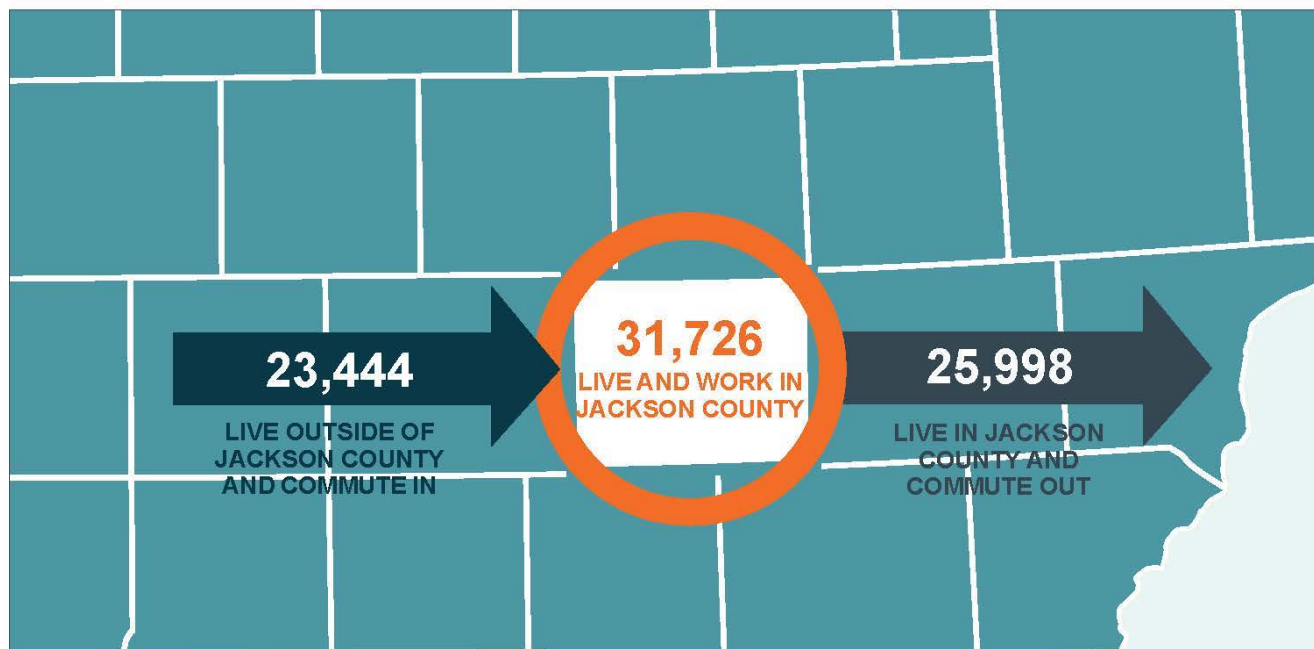
Data: U.S. Census OnTheMap, 2015  
Analysis: Workforce Intelligence Network

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

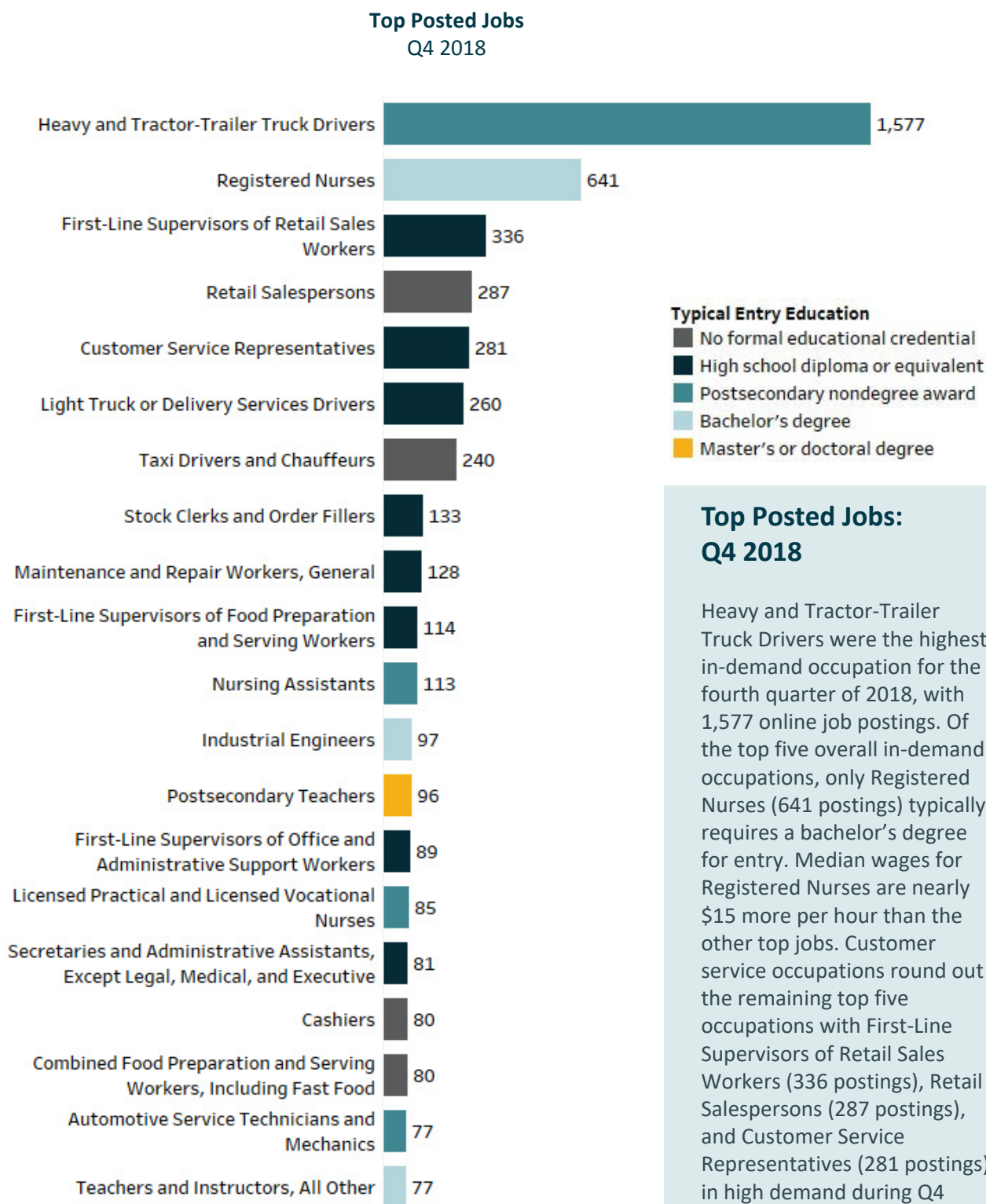






## REAL-TIME DEMAND OVERVIEW

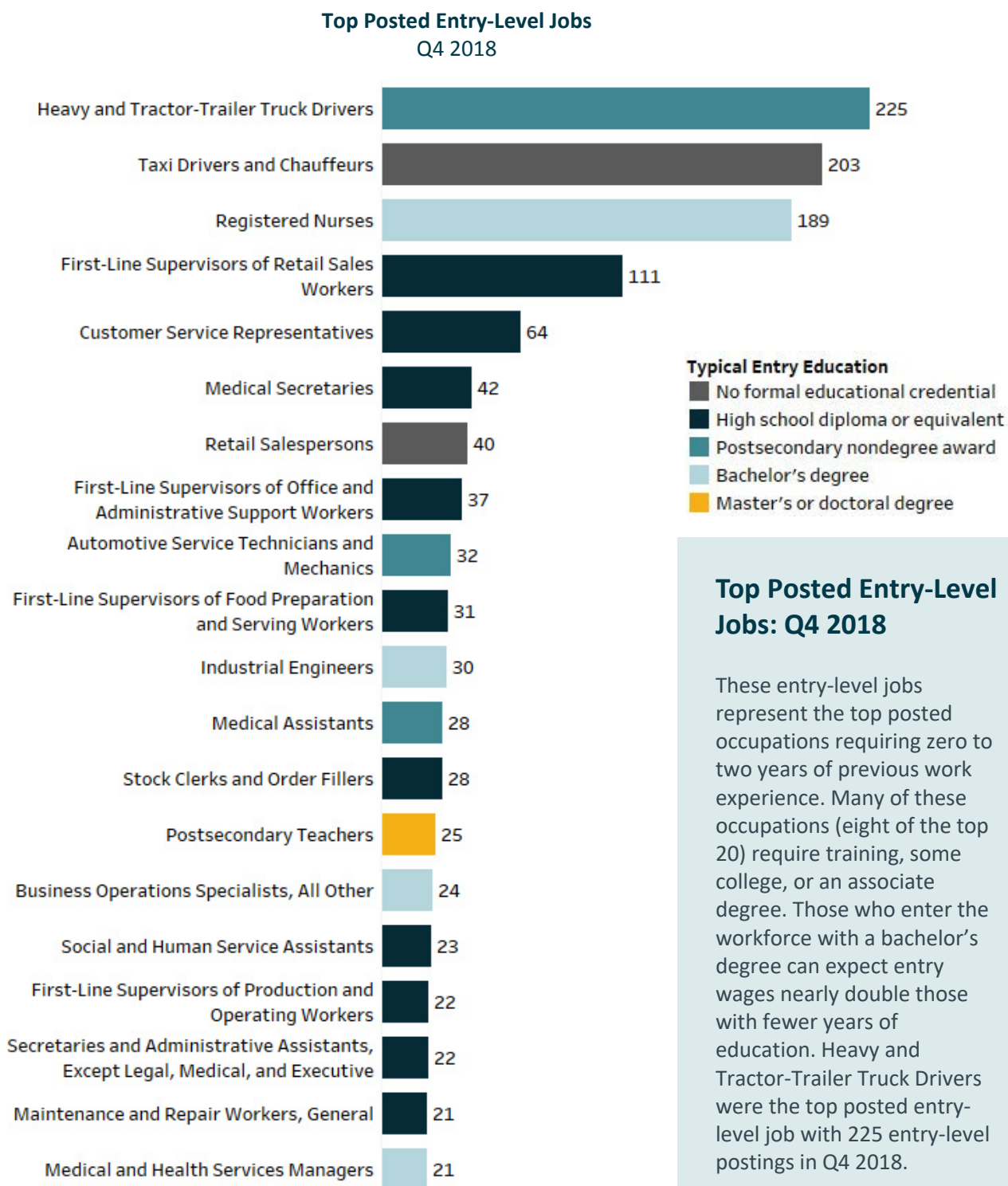
### Jackson County | Top Posted Jobs | Q4 2018





## REAL-TIME DEMAND OVERVIEW

### Jackson County | Top Posted Entry-Level Jobs | Q4 2018



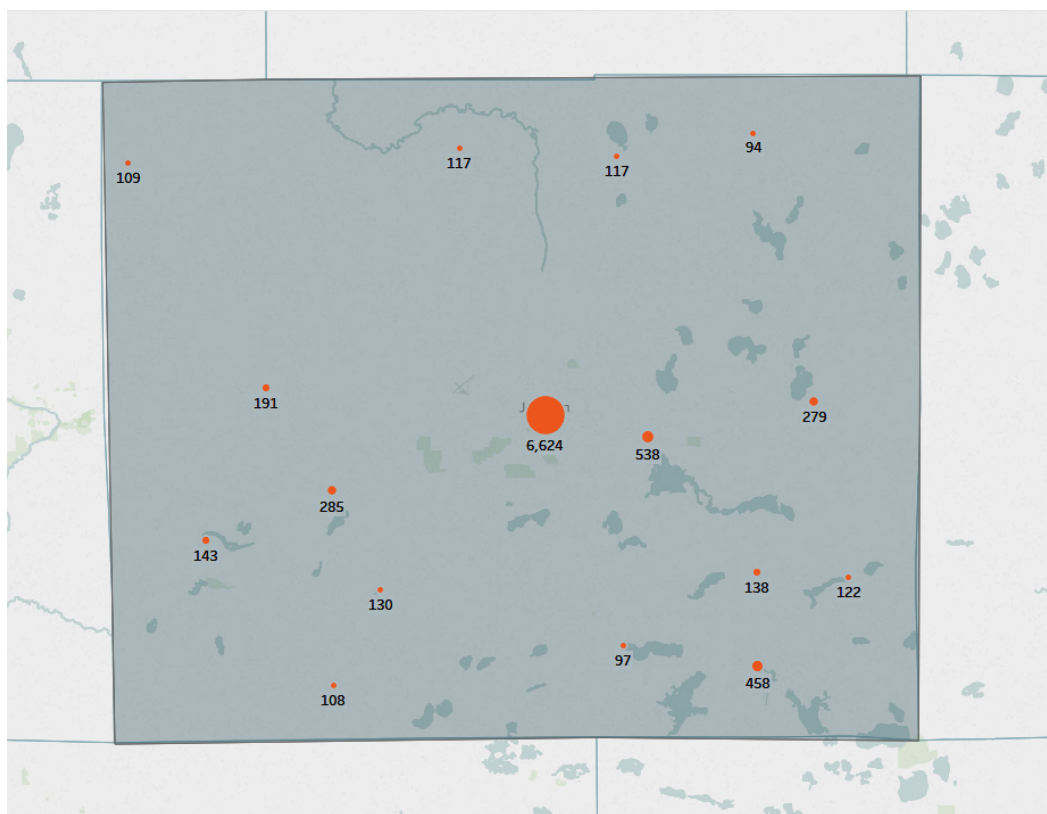




## REAL-TIME DEMAND OVERVIEW

### Jackson County | Job Postings by City | Q4 2018

#### Job Postings by City Q4 2018



Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

#### Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Associates Degree in Nursing
- Licensed Practical Nurse
- Certified Nursing Assistant
- Nurse Practitioner
- Certified Medical Assistant
- Patient Care Technician
- Radiologic Technologist
- Transportation Worker Identification Credential (TWIC) Card
- Advanced Practice Registered Nurse

#### Top In-Demand Skills

- Nursing
- Employee Benefits
- Merchandising
- Geriatrics
- Restaurant Operation
- Employee Assistance Programs
- Health Sciences
- Customer Satisfaction
- Pediatrics
- Cash Register

#### Top Posting Employers\*

- Henry Ford Health System
- CRST International, Inc.
- Uber Technologies, Inc.
- CMS Energy Corporation
- Dollar General Corporation
- State of Michigan
- C.R. England, Inc.
- Alorica Inc.
- J.B. Hunt Transport Services, Inc.
- U. S. Xpress, Inc.

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



# AGRICULTURE OCCUPATION GROUP

## Jackson County | Q4 2018

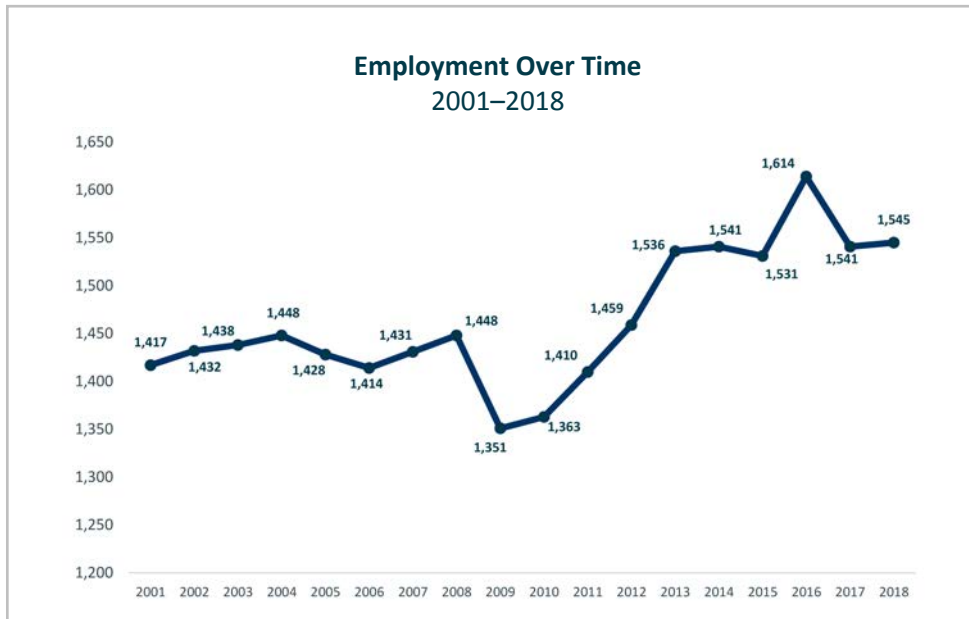
### Introduction

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.

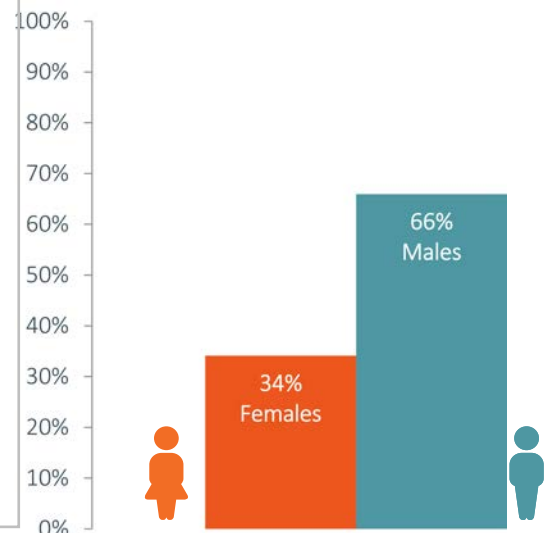


**1,545**  
**Agriculture Workers**

4 Worker Increase  
from 2017



### Worker Gender Demographics



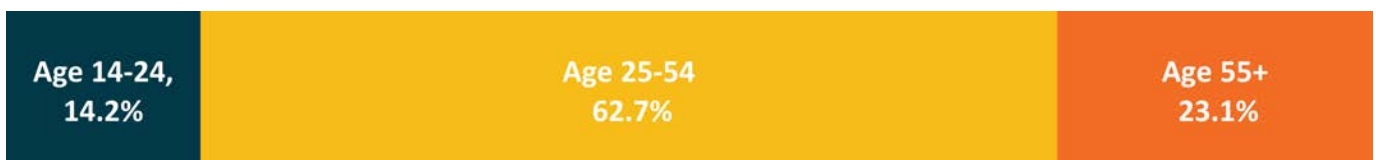
### Agriculture Worker Demographics

According to the most recent Emsi data set available (2018), the 1,545 workers in the agriculture occupation group are primarily white males between the ages of 25 and 54. Only 34 percent of agriculture workers identify as women, and only 14 percent of workers were under the age of 25 compared to 23 percent over the age of 55.

#### Race and Ethnicity Demographics

**86.3% White** | **6.1% Black or African American** | **4.9% Hispanic or Latino**

#### Worker Age Demographics

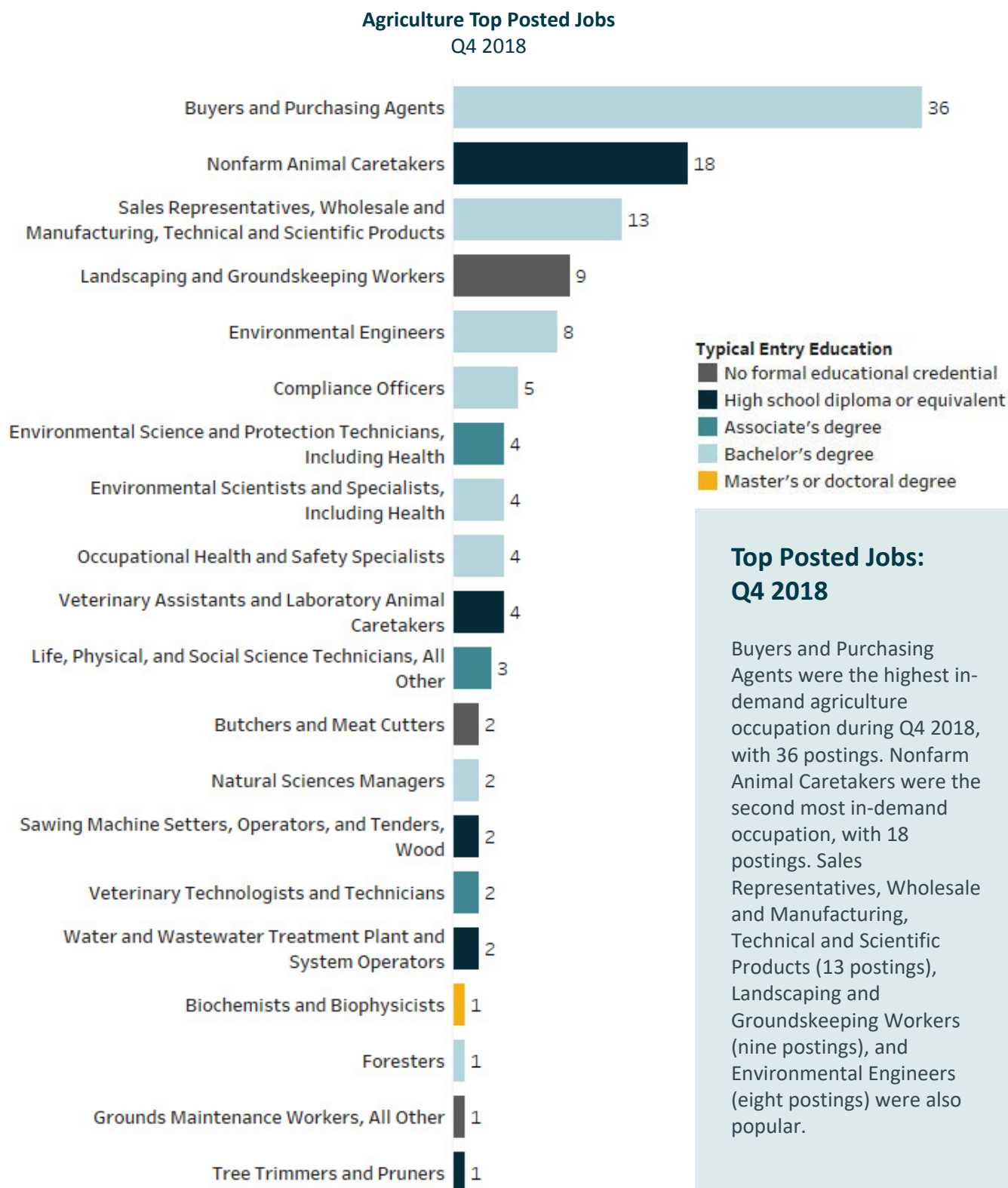




122 Agriculture Postings:  
24 More Than in Q3 2018



Bachelor's Degree Required for  
Half of Top Agriculture Jobs





## High Earning Potential for Sales Representatives



## Certified Medical Investigator: In-Demand Agriculture Certification

### Agriculture Wage Overview

Of the top posted agriculture-related jobs, half of the ten offer median wages of over \$30 per hour according to the Bureau of Labor Statistics (BLS). The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$30.04, which translates to annual earnings of approximately \$62,500.

**Wage Overview for Top Posted Agriculture Jobs in Q4 2018**

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$16.28	\$21.81	\$30.04	\$40.74	\$52.59
39-2021	Nonfarm Animal Caretakers	\$9.16	\$9.54	\$10.59	\$11.90	\$13.52
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.16	\$34.87	\$48.11	\$68.85	\$94.03
37-3011	Landscaping and Groundskeeping Workers	\$9.30	\$9.89	\$11.57	\$14.62	\$18.15
17-2081	Environmental Engineers	\$25.04	\$35.85	\$43.06	\$52.82	\$59.59
13-1041	Compliance Officers	\$20.77	\$24.79	\$29.22	\$40.96	\$50.41
19-2041	Environmental Scientists and Specialists, Including Health	\$25.09	\$31.91	\$35.38	\$36.78	\$38.68
19-4091	Environmental Science and Protection Technicians, Including Health	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
29-9011	Occupational Health and Safety Specialists	\$27.66	\$32.49	\$35.64	\$42.49	\$80.41
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$9.87	\$10.91	\$12.57	\$14.64	\$16.98

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Purchasing
- Procurement
- Business Process Improvement
- Process Improvements (Business)
- Process Improvements (Computing)

#### In-Demand Foundational Skills

- Management
- Communications
- Microsoft Excel
- Leadership
- Problem Solving

#### In-Demand Education Level\*

- High School Diploma: 10.7%
- Associate Degree: 4.9%
- Bachelor's Degree: 50.0%
- Master's Degree: 9.8%

*\*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

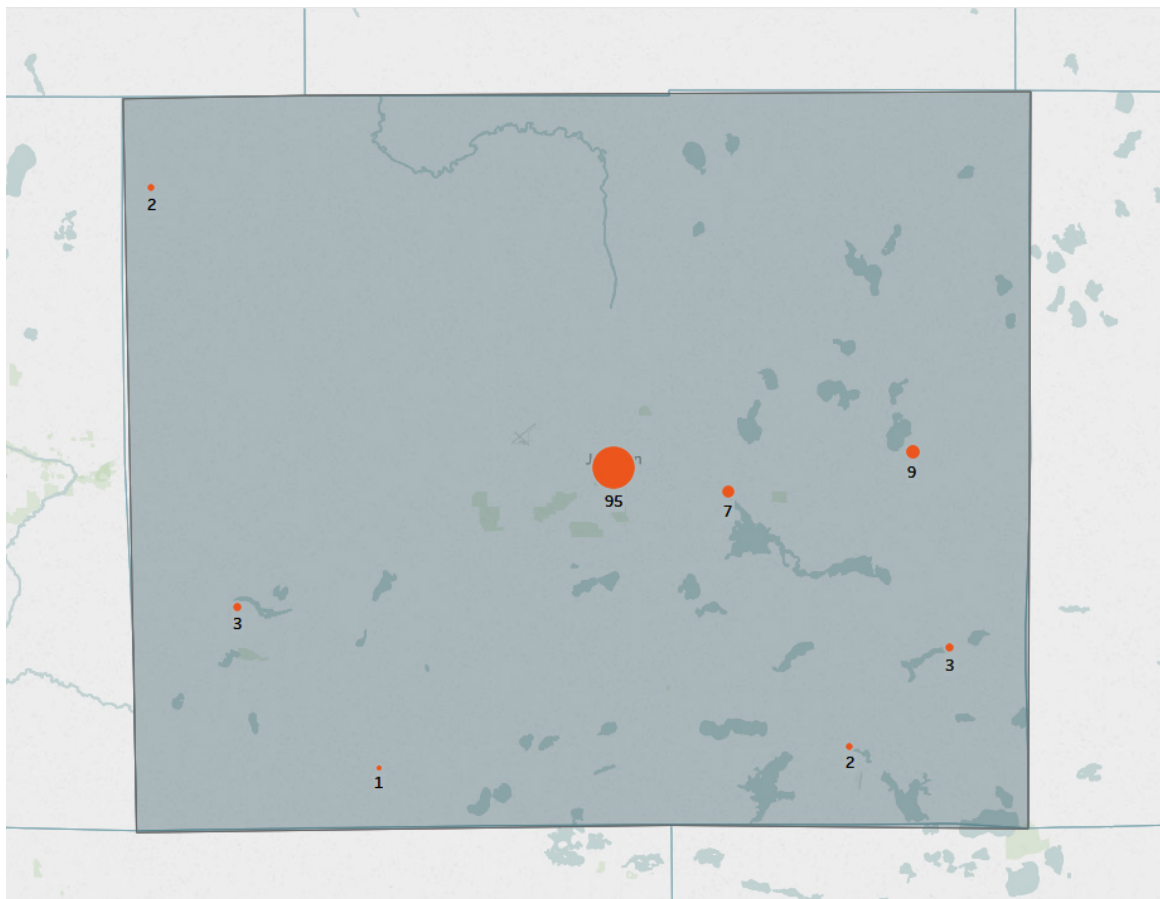
- Certified Medical Investigator
- Certified Professional in Supply Management (Standards Organizations)
- Certified Purchasing Manager
- Certified Residential Specialist
- Medical License



1,545 Workers Employed in Agriculture  
Positions in Jackson County



Purchasing Skills are in  
High Demand



Map based on Longitude (generated) and Latitude (generated).  
Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

### Top Job Posting Employers\*

- CMS Energy Corporation
- Rover Inc
- Henry Ford Health System
- Eaton Corporation
- RANDSTAD HOLDING nv
- VCA Inc.
- Schlumberger Limited
- The Pet Sitter
- State of Michigan
- Abacus Service Corporation

### Job Postings by City

1. Jackson, MI: 95 Postings
2. Grass Lake, MI: 9 Postings
3. Michigan Center, MI: 7 Postings
4. Concord, MI: 3 Postings
5. Norvell, MI: 3 Postings

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



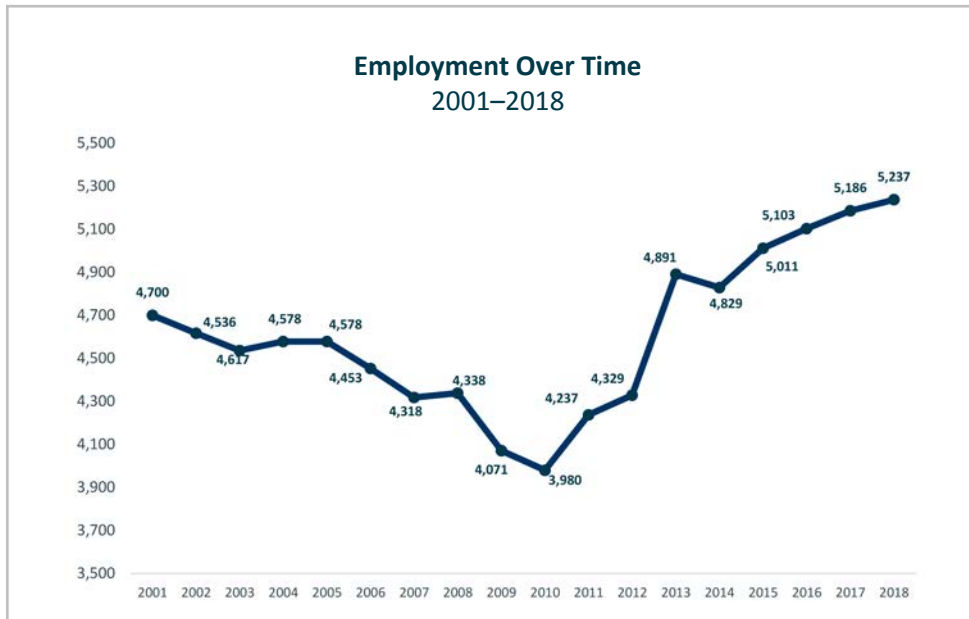
## ENERGY OCCUPATION GROUP Jackson County | Q4 2018

### Introduction

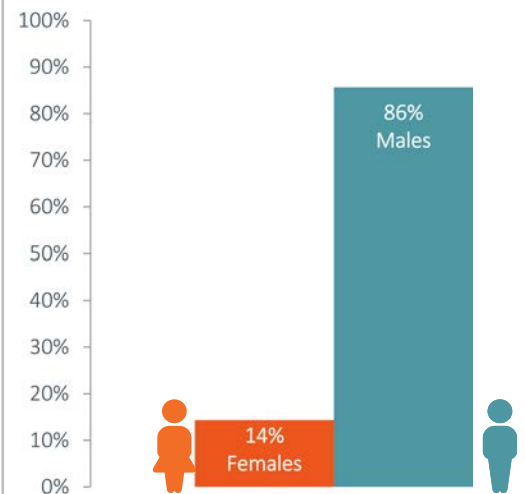
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation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



**5,237**  
**Business Workers**  
1.0% Increase  
from 2017



### Worker Gender Demographics



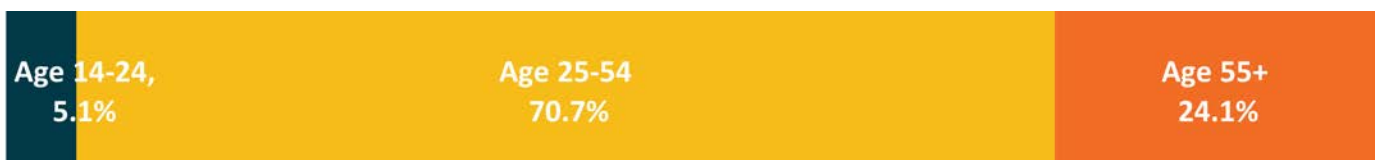
### Energy Worker Demographics

According to the most recent Emsi data set available (2018), The 5,237 workers in the energy occupation group are overwhelmingly white males between the ages of 25 and 54, with 14 percent of workers identifying as female and just nine percent identifying as a racial minority. Only five percent of the workers in the occupation group are under the age of 24, indicating that the energy field faces a particular threat from the region's aging workforce.

#### Race and Ethnicity Demographics

**90.8% White** | **4.7% Black or African American** | **1.2% Asian**

#### Worker Age Demographics



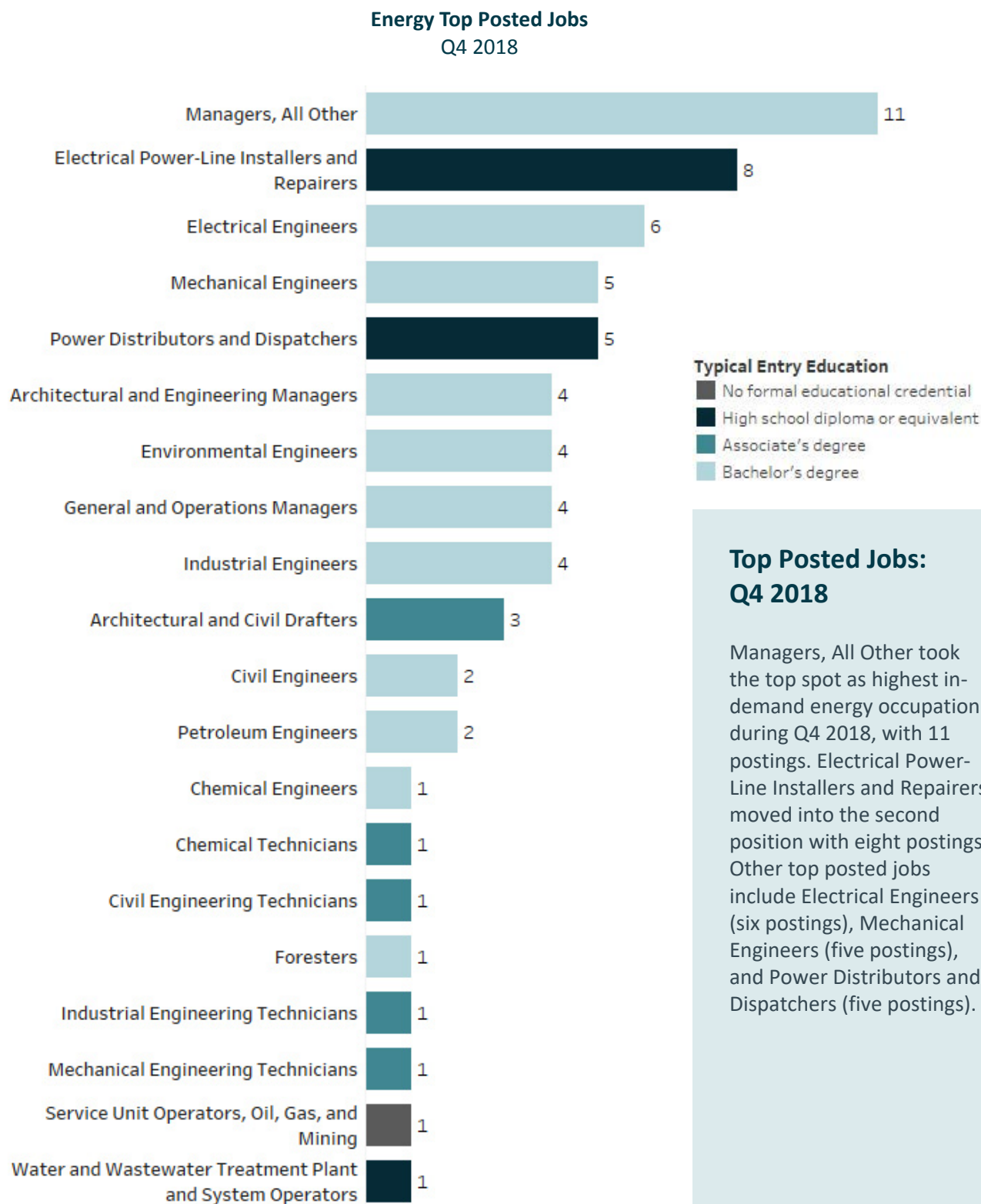




66 Energy Postings:  
44 More than in Q3 2018



Bachelor's Degree Required for Most  
Energy Jobs







## High Earning Potential for General and Operations Managers



## Professional Engineer: Most In-Demand Energy Certification

### Energy Wage Overview

The high-paying opportunities in the Energy occupation group are open to those with a wide variety of education and experience backgrounds, including engineering and management occupations as well as skilled trades. According to the Bureau of Labor Statistics (BLS), top posted energy job Managers, All Other, offers a median hourly wage of \$56.65, or annual earnings of approximately \$118,000. Construction-focused positions with a significant training component, such as Electrical Power Line Installers and Repairers and Power Distributors and Dispatchers earn over \$40 per hour at the median.

**Wage Overview for Top Posted Energy Jobs in Q4 2018**

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$31.31	\$38.52	\$56.65	\$75.69	\$91.43
49-9051	Electrical Power-Line Installers and Repairers	\$16.94	\$27.46	\$38.01	\$46.98	\$55.97
17-2071	Electrical Engineers	\$33.73	\$39.92	\$48.80	\$57.91	\$63.37
17-2141	Mechanical Engineers	\$26.57	\$34.28	\$43.50	\$52.85	\$62.12
51-8012	Power Distributors and Dispatchers	\$27.26	\$32.32	\$42.22	\$50.26	\$57.10
11-1021	General and Operations Managers	\$21.49	\$31.07	\$44.07	\$68.18	\$99.04
11-9041	Architectural and Engineering Managers	\$49.71	\$54.92	\$63.42	\$81.76	\$109.02
17-2081	Environmental Engineers	\$25.04	\$35.85	\$43.06	\$52.82	\$59.59
17-2112	Industrial Engineers	\$25.67	\$29.70	\$36.01	\$43.75	\$50.11
17-3011	Architectural and Civil Drafters	\$15.36	\$18.45	\$22.25	\$25.93	\$29.88

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- File Structure
- Engineering Design Process
- Electric Power Distribution
- Surveying
- Network Switches

#### In-Demand Foundational Skills

- Operations
- Management
- Communications
- Problem Solving
- Written Communication

#### In-Demand Education Level\*

- High School Diploma: 10.7%
- Associate Degree: 6.7%
- Bachelor's Degree: 64.0%
- Master's Degree: 10.7%

\*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

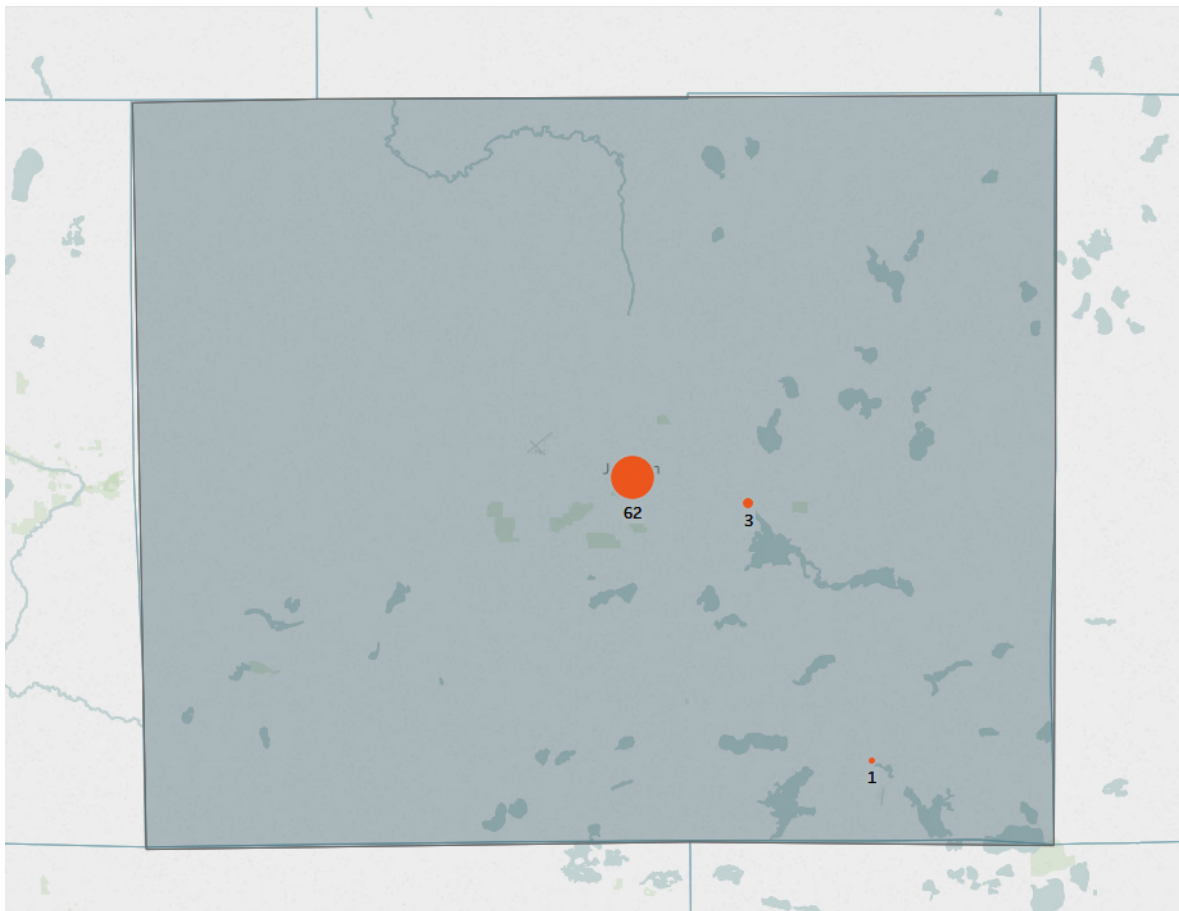
- Commercial Driver's License (CDL)
- Professional Engineer
- Licensed Professional Engineer



## Utilities and Extraction Companies are Top Energy Employers



## Power Distribution Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated).  
Size shows sum of Unique Postings. Details are shown for City.

### Top Posting Employers\*

- CMS Energy Corporation
- Schlumberger Limited
- West Bay Exploration Company
- ROYAL DUTCH SHELL PLC

### Job Postings by City

1. Jackson, MI: 62 Postings
2. Michigan Center, MI: 3 Postings
3. Brooklyn, MI: 1 Posting

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

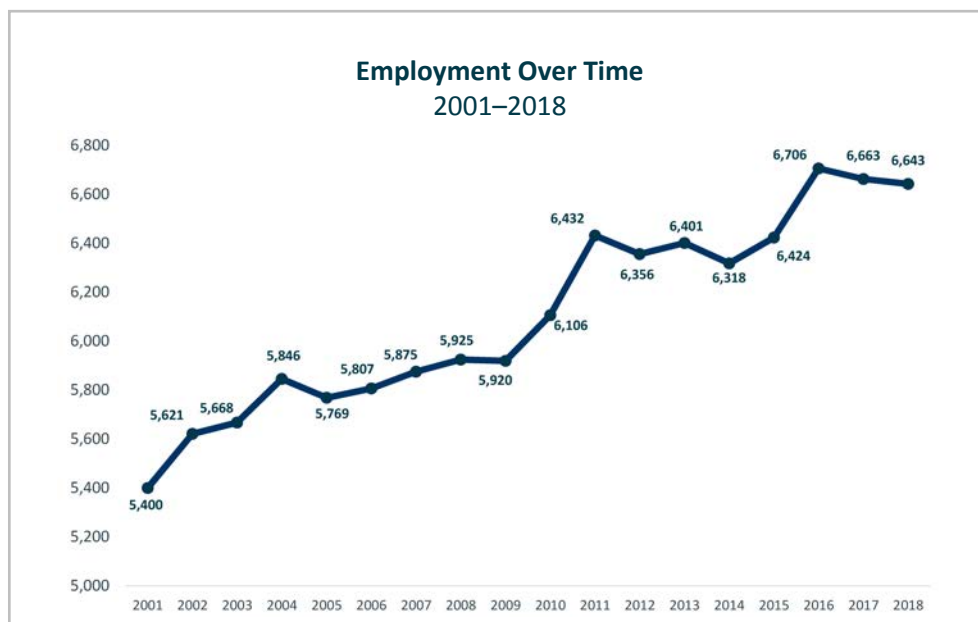


## HEALTH CARE OCCUPATION GROUP Jackson County | Q4 2018

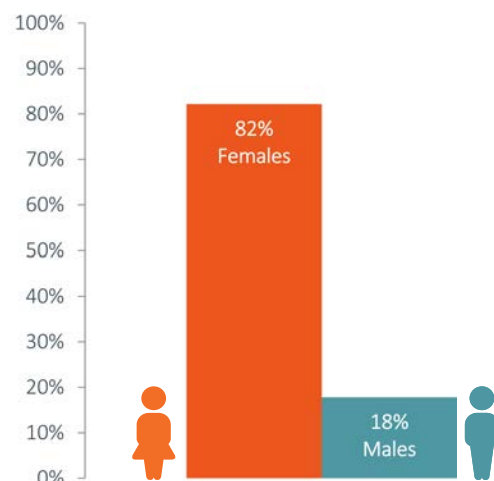
### Introduction

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.

**6,643**  
**Health Care Workers**  
0.3% Decrease  
from 2017



### Worker Gender Demographics



### Health Care Worker Demographics

According to the most recent Emsi data set available (2018), the Health Care occupation group employs around 6,643 workers, who are primarily female (82 percent) and between the ages of 25 and 54 (71 percent), although 21 percent of workers are over 55. The group has a similar proportion of racial minorities as the workforce as a whole, with 85 percent of workers identifying as white, nine percent identifying as black or African American, and six percent identifying otherwise.

#### Race and Ethnicity Demographics

**85.1% White** | **8.7% Black or African American** | **2.1% Asian**

#### Worker Age Demographics



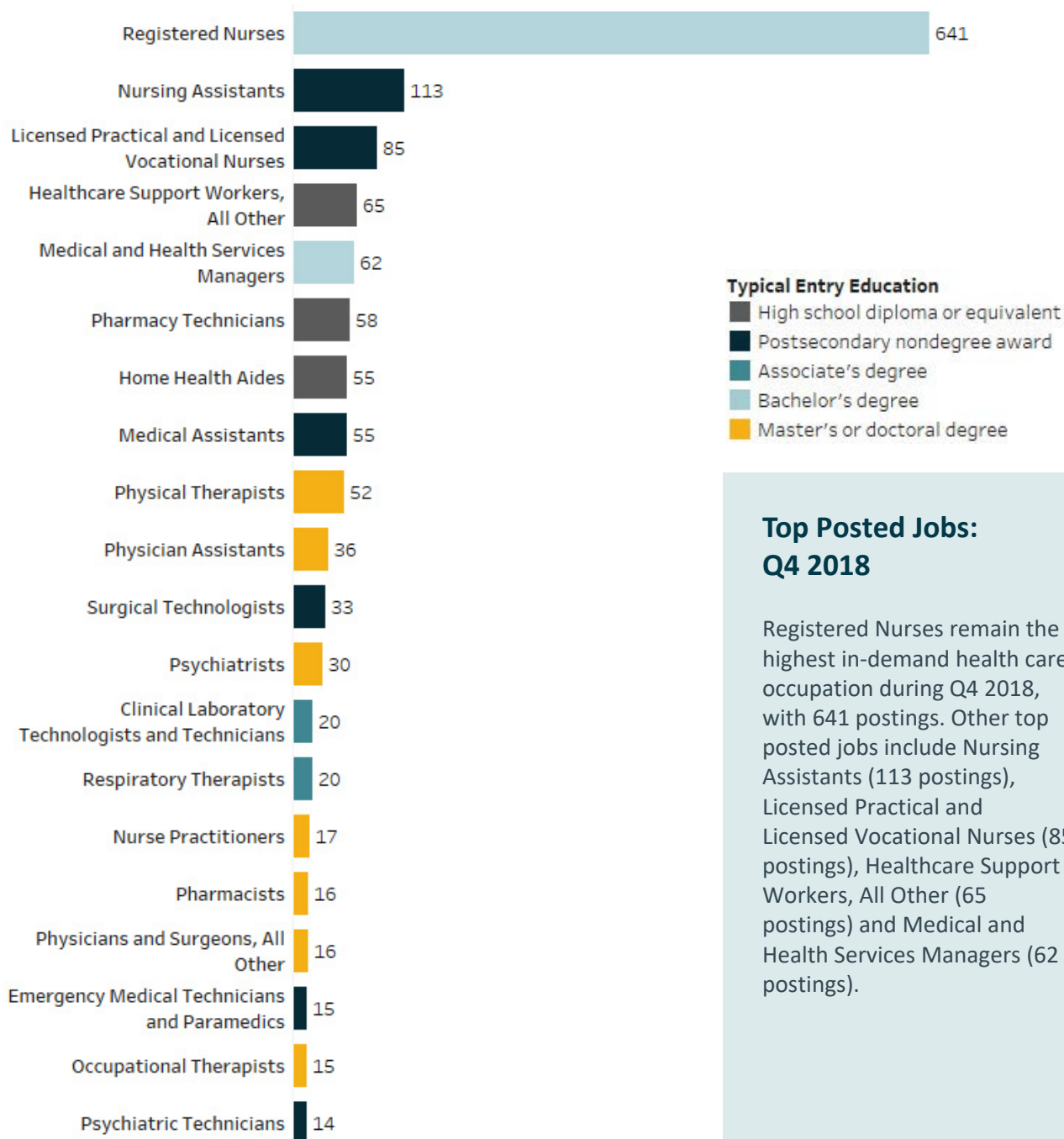


1,587 Health Care Postings:  
119 More Than in Q3 2018



Bachelor's Degree Required for  
High Paying Health Care Jobs

Health Care Top Posted Jobs  
Q4 2018



### Top Posted Jobs: Q4 2018

Registered Nurses remain the highest in-demand health care occupation during Q4 2018, with 641 postings. Other top posted jobs include Nursing Assistants (113 postings), Licensed Practical and Licensed Vocational Nurses (85 postings), Healthcare Support Workers, All Other (65 postings) and Medical and Health Services Managers (62 postings).



## High Earning Potential for Family and General Practitioners



## Licensed Practical Nurse: Most In-Demand Health Care Certification

### 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. These jobs that require less than a bachelor's degree pay more than the region's median wage of \$17.81 per hour. Registered Nurses, the top posted health care job in Q4 2018, offers a median hourly wage of \$26.40 per hour or annual salary of nearly \$55,000 according to the Bureau of Labor Statistics (BLS).

**Wage Overview for Top Posted Health Care Jobs in Q4 2018**

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$24.52	\$25.10	\$26.40	\$29.96	\$42.76
31-1014	Nursing Assistants	\$10.75	\$12.48	\$14.07	\$16.27	\$18.09
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.06	\$21.86	\$24.16	\$25.19	\$28.11
31-9099	Healthcare Support Workers, All Other	\$10.65	\$14.02	\$18.39	\$22.89	\$25.34
11-9111	Medical and Health Services Managers	\$24.89	\$26.43	\$29.00	\$41.17	\$54.63
29-2052	Pharmacy Technicians	\$10.15	\$11.85	\$14.83	\$17.57	\$20.30
31-1011	Home Health Aides	\$9.19	\$9.54	\$10.31	\$11.48	\$12.91
31-9092	Medical Assistants	\$11.90	\$13.25	\$15.23	\$17.36	\$18.73
29-1123	Physical Therapists	\$29.54	\$34.43	\$41.23	\$48.26	\$64.83
29-1071	Physician Assistants	\$40.43	\$44.35	\$47.64	\$54.64	\$74.39

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Nursing
- Employee Benefits
- Geriatrics
- Pediatrics
- Health Sciences

#### In-Demand Foundational Skills

- Leadership
- Communications
- Critical Thinking
- Management
- Interpersonal Communications

#### In-Demand Education Level\*

- High School Diploma: 29.1%
- Associate Degree: 32.1%
- Bachelor's Degree: 35.6%
- Master's Degree: 9.0%

\*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

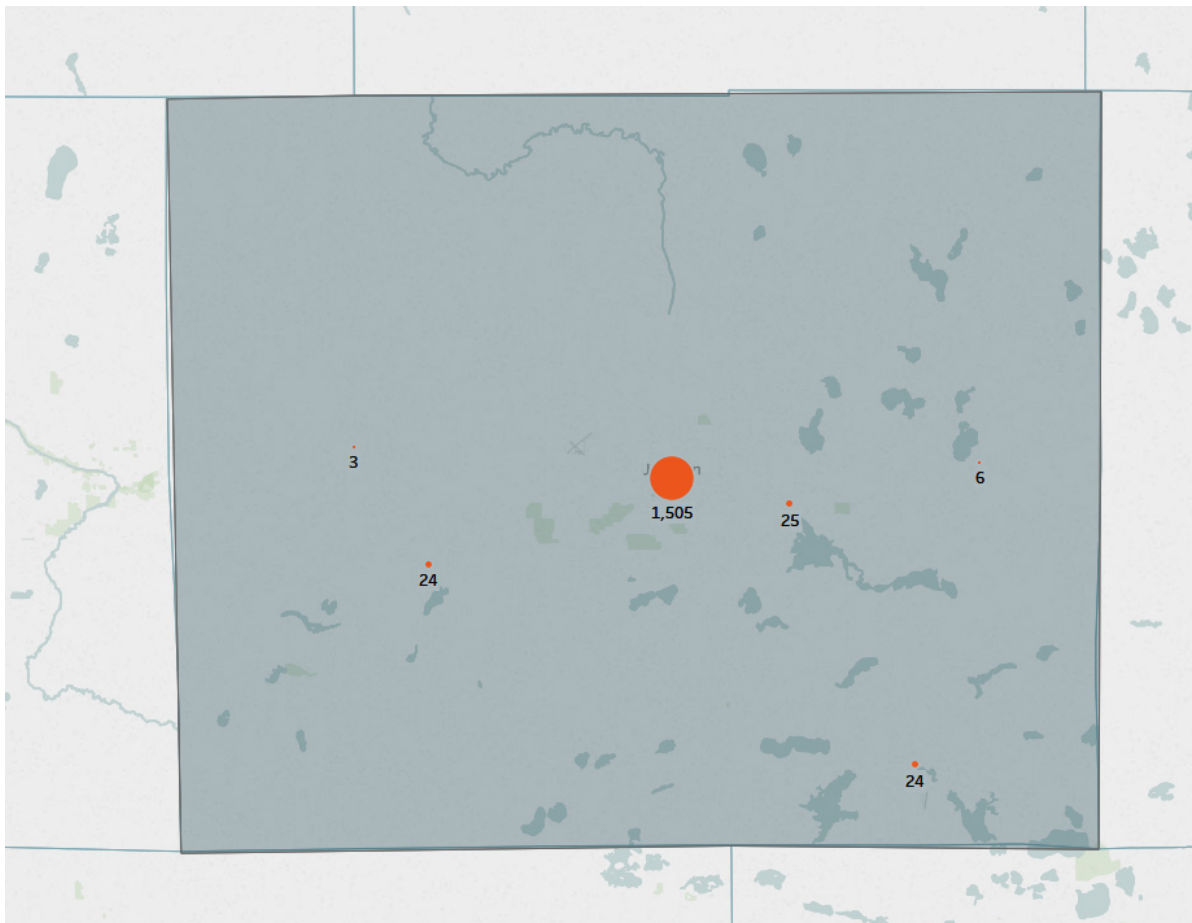
- Licensed Practical Nurse
- Certified Nursing Assistant
- Nurse Practitioner
- Certified Medical Assistant
- Patient Care Technician



## Hospitals and Pharmacies were Top Health Care Employers During Q4 2018



## Nursing and Management Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated).  
Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

### Top Posting Employers\*

- Henry Ford Health System
- State of Michigan
- Trilogy Health Services, LLC
- Csl Plasma Inc.
- Aureus Medical Management Services L.L.C.
- CVS Health Corporation
- Fresenius Medical Care
- Davita Inc.
- Cirrus Medical Staffing
- Supplemental Healthcare

### Job Postings by City

1. Jackson, MI: 1,505 Postings
2. Michigan Center, MI: 25 Postings
3. Brooklyn, MI: 24 Postings
4. Spring Arbor, MI: 24 Postings
5. Grass Lake, MI: 6 Postings

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





# INFORMATION TECHNOLOGY (IT) OCCUPATION GROUP

## Jackson County | Q4 2018

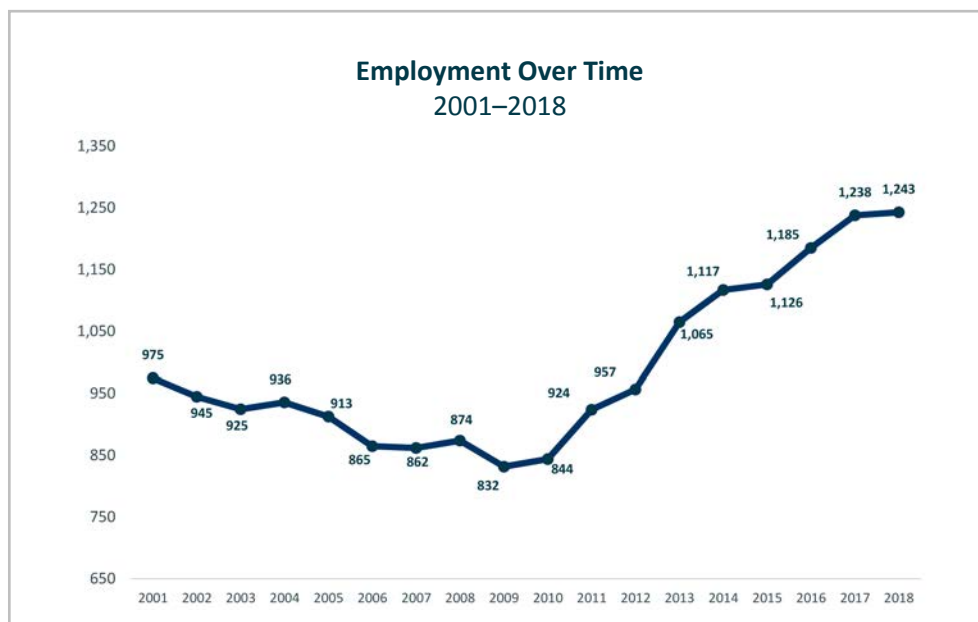
### Introduction

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.

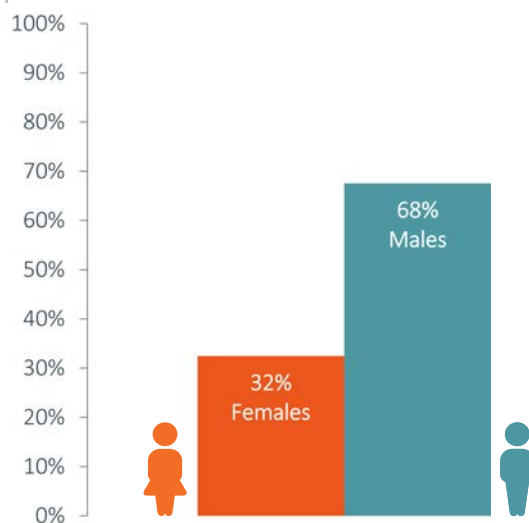


**1,243**  
IT Workers

0.4% Increase  
from 2017



### Worker Gender Demographics



### IT Worker Demographics

According to the most recent Emsi data set available (2018), the 1,243 workers in the IT occupation group are white males between the ages of 25 and 54. Currently, 68 percent of workers identify as male, and 84 percent identify as white. There are a broad range of organizations providing specialized training resources for female and minority IT workers throughout southeast Michigan.

### Race and Ethnicity Demographics

**84.4% White** | **7.6% Black or African American** | **4.3% Asian**

### Worker Age Demographics

**Age 14-24,**  
**5.7%**

**Age 25-54**  
**76.3%**

**Age 55+**  
**17.8%**



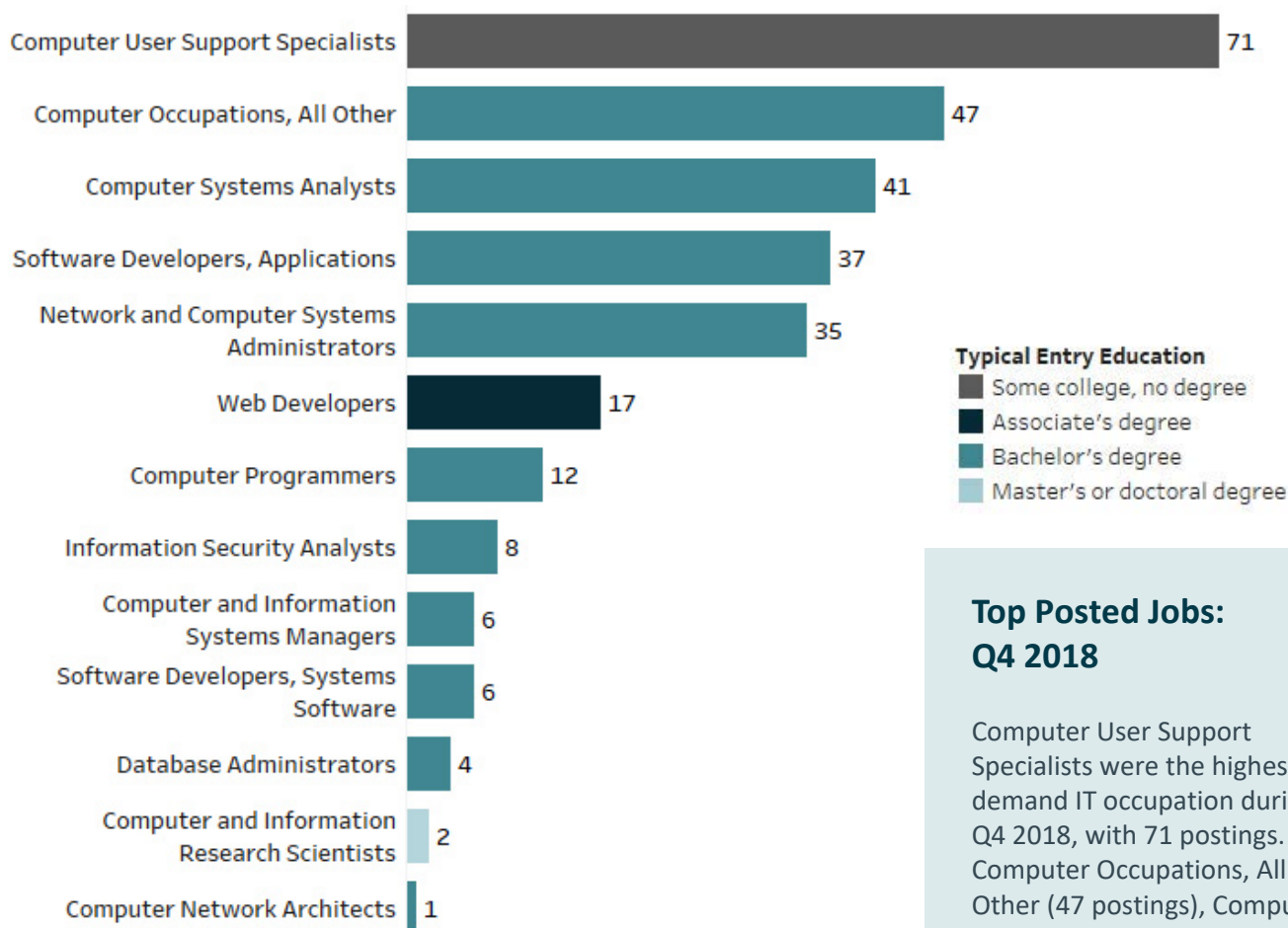


287 IT Postings: 40 More  
than in Q3 2018



Bachelors Degree Required  
for Most IT Jobs

### Information Technology Top Posted Jobs Q4 2018



### Top Posted Jobs: Q4 2018

Computer User Support Specialists were the highest in-demand IT occupation during Q4 2018, with 71 postings. Computer Occupations, All Other (47 postings), Computer Systems Analysts (41 postings) and Software Developers, Applications (37 postings) were also sought after. While most of the top jobs typically posted requirements for a bachelor's degree, two of the top ten, Computer User Support Specialists and Web Developers, typically either an associate degree or some college.



## High Earning Potential for Computer and Information System Managers



## Microsoft Certified Professional: Most In-Demand IT Certification

### IT Wage Overview

Most IT-related jobs offer high wages providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. Computer User Support Specialists, the top posted IT job in Q4 2018, offers a median hourly wage of \$21.99 per hour or nearly \$46,000 per year according to the Bureau of Labor Statistics (BLS).

**Wage Overview for Top Posted IT Jobs in Q4 2018**

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1151	Computer User Support Specialists	\$15.42	\$17.74	\$21.99	\$28.82	\$36.87
15-1199	Computer Occupations, All Other	\$24.91	\$28.58	\$39.61	\$62.86	\$73.95
15-1121	Computer Systems Analysts	\$35.03	\$41.43	\$46.90	\$54.03	\$61.57
15-1132	Software Developers, Applications	\$26.72	\$32.94	\$40.28	\$53.29	\$61.80
15-1142	Network and Computer Systems Administrators	\$20.62	\$26.52	\$33.46	\$41.04	\$55.46
15-1134	Web Developers	\$19.02	\$25.68	\$35.40	\$45.78	\$55.25
15-1131	Computer Programmers	\$23.97	\$32.26	\$42.50	\$51.07	\$58.81
15-1122	Information Security Analysts	\$30.23	\$39.36	\$53.62	\$65.16	\$75.64
11-3021	Computer and Information Systems Managers	\$43.23	\$53.08	\$67.45	\$76.93	\$86.20
15-1133	Software Developers, Systems Software	\$30.53	\$39.53	\$50.71	\$61.49	\$74.07

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- SQL
- Operating Systems
- Java
- JavaScript
- Agile Software Development

#### In-Demand Foundational Skills

- Management
- Communications
- Information Technology
- Operations
- Leadership

#### In-Demand Education Level\*

- High School Diploma: 14.3%
- Associate Degree: 9.8%
- Bachelor's Degree: 45.6%
- Master's Degree: 9.8%

\*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

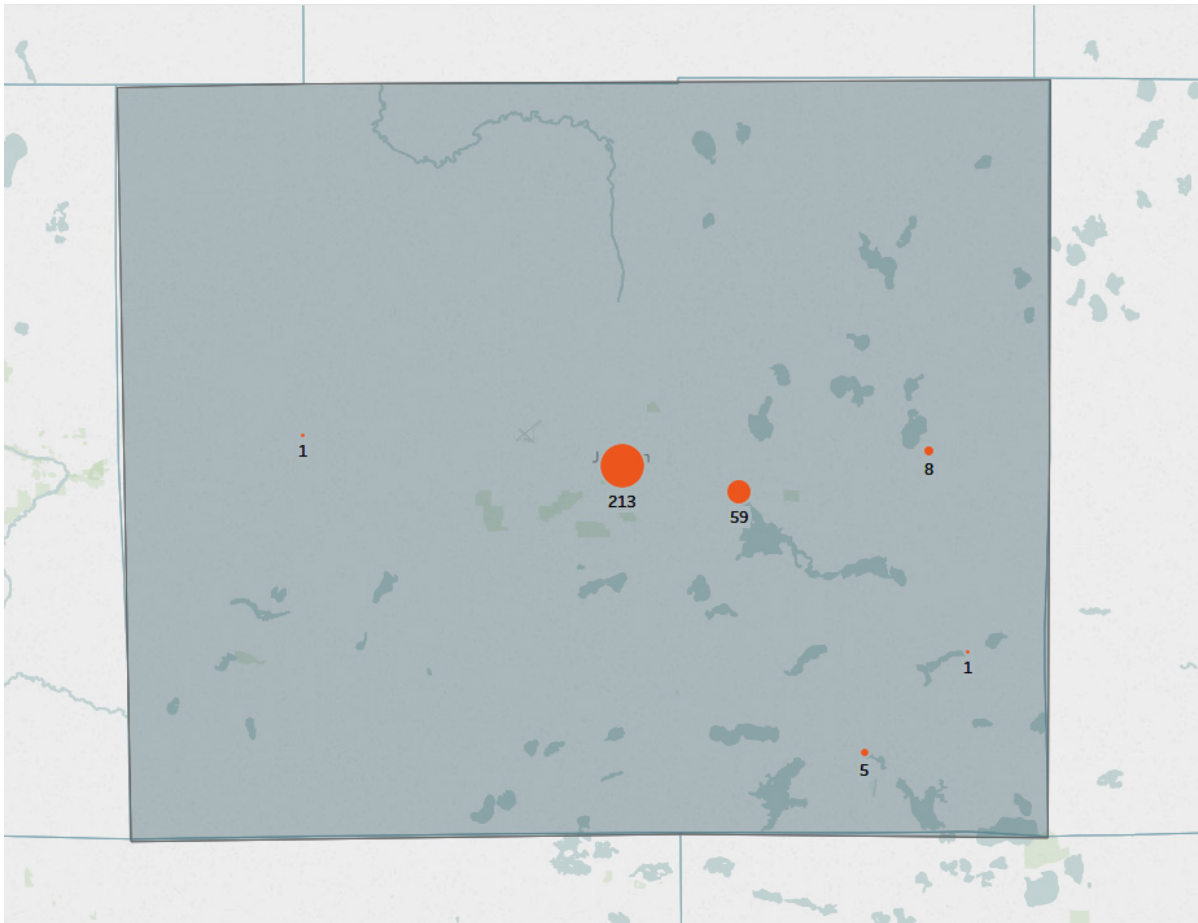
- Microsoft Certified Professional
- Microsoft Certified Systems Engineer
- VMware Certified Professional (VCP)
- Cisco Certified Network Professional
- Microsoft Certified Systems Administrator (MCSA)



## Energy, Health, and Engineering Companies Seek IT Workers



## Programming Language Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated).  
Size shows sum of Unique Posting. Details are shown for City.

### Top Posting Employers\*

- CMS Energy Corporation
- Fast Switch, Ltd.
- Henry Ford Health System
- HCL TECHNOLOGIES LIMITED
- Iconma, L.L.C.
- Teksystems, Inc.
- Smaci Inc
- ALTAIR ENGINEERING, INC.
- Flagstar Bancorp, Inc.
- Infosys Limited

### Job Postings by City

1. Jackson, MI: 213 Postings
2. Michigan Center, MI: 59 Postings
3. Grass Lake, MI: 8 Postings
4. Brooklyn, MI: 5 Postings
5. Norvell, MI: 1 Posting

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



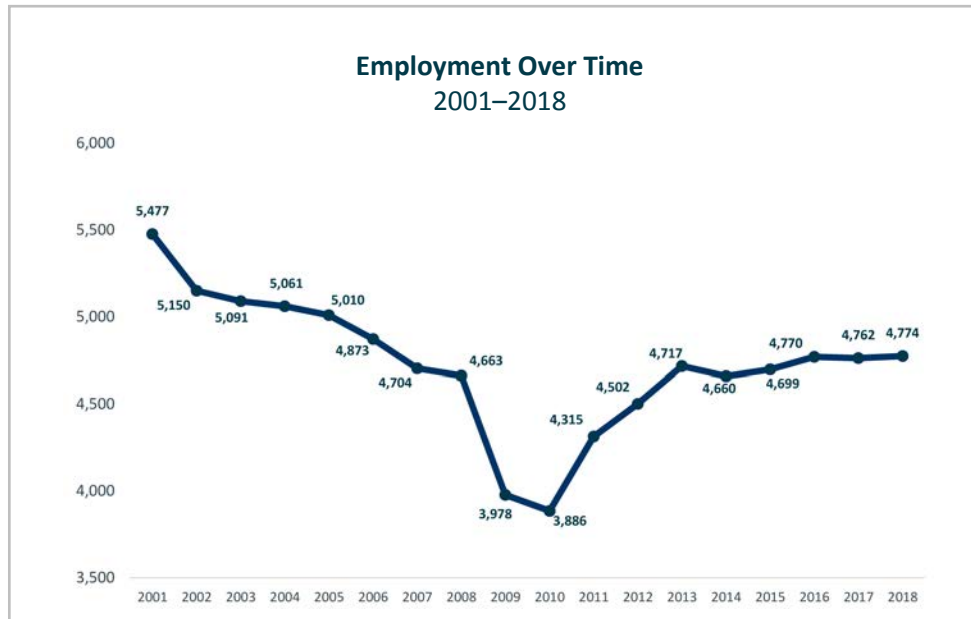
# SKILLED TRADES AND TECHNICIANS (MANUFACTURING) OCCUPATION GROUP Jackson County | Q4 2018

## Introduction

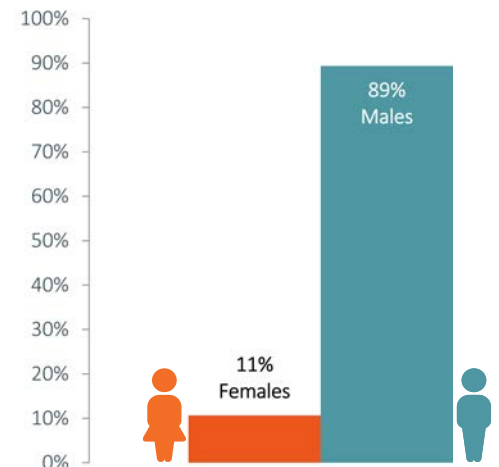
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled-trades labor, such as CNC machinists and welders, than almost anywhere else in the country.

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

**4,774**  
Trade Workers  
0.3% Increase  
from 2017



## Worker Gender Demographics



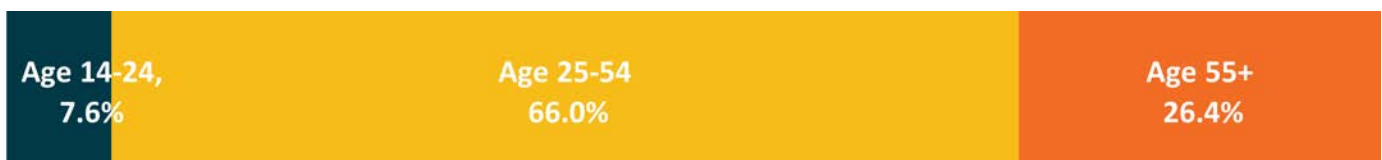
## Skilled Trades and Technicians Worker Demographics

According to the most recent Emsi data set available (2018), the Skilled Trades occupation group employs about 4,774 workers in Jackson County. A majority of workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.4 percent, the group has a somewhat higher proportion than average of workers over age 55.

### Race and Ethnicity Demographics

**89.1% White | 5.9% Black or African American | 3.3% Hispanic or Latino**

### Worker Age Demographics



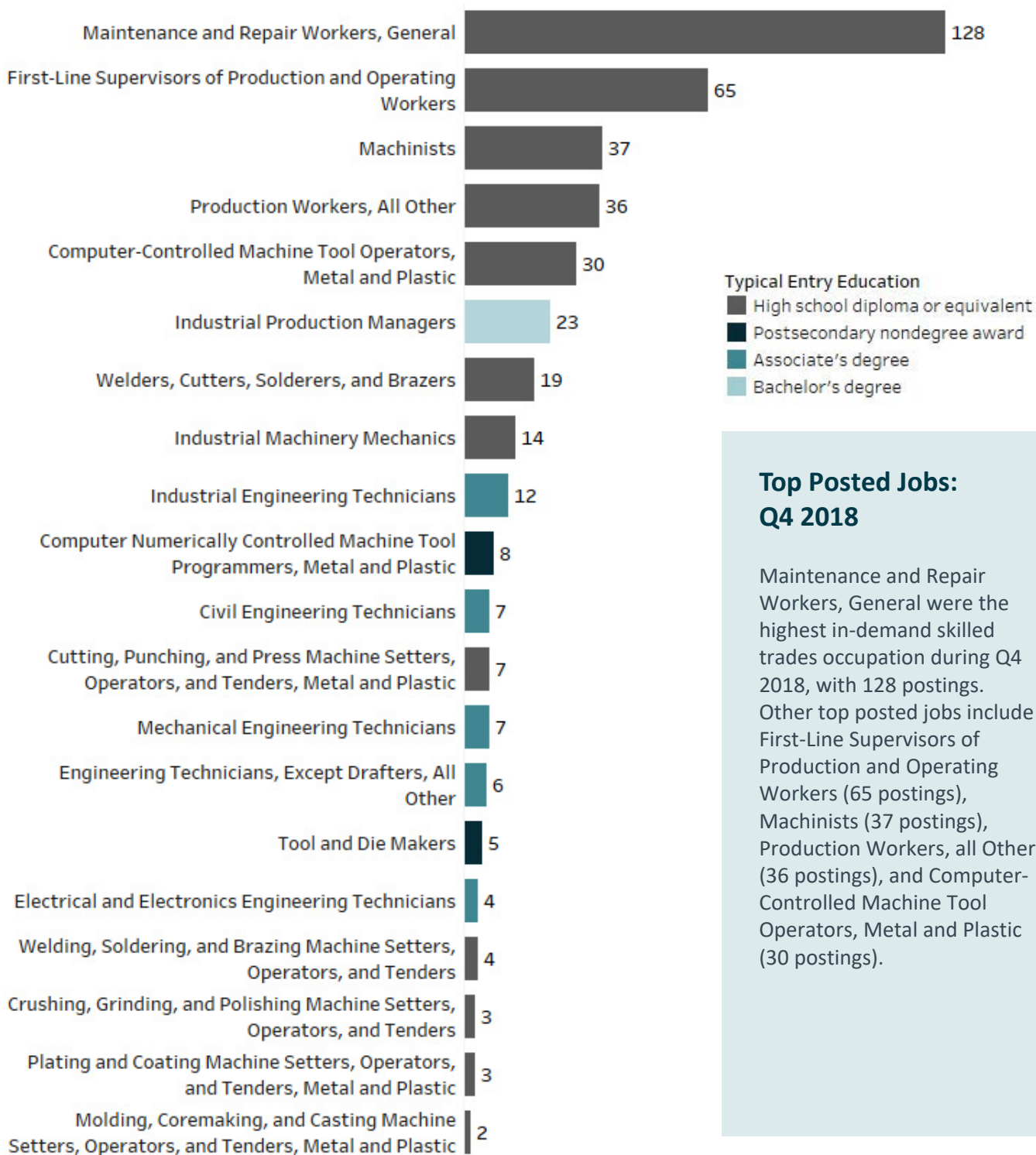


424 Skilled Trades Postings:  
17 More than in Q3 2018



Vocational Training Required for  
Most Skilled Trades Jobs

### Skilled Trades and Technicians Top Posted Jobs Q4 2018



### Top Posted Jobs: Q4 2018

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during Q4 2018, with 128 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (65 postings), Machinists (37 postings), Production Workers, all Other (36 postings), and Computer-Controlled Machine Tool Operators, Metal and Plastic (30 postings).





## High Earning Potential for Industrial Production Managers



## In-Demand Skilled Trades Certification: CDL

### Skilled Trades and Technicians Wage Overview

Half of the top ten in-demand skilled trades occupations have median wages above \$20 per hour according to the Bureau of Labor Statistics (BLS). Maintenance and Repair Workers, General, the top posted skilled trades job in Q4 2018, offers a median hourly wage of \$17.81, which translates to an annual salary of just over \$37,000. Supervisory roles and those requiring specialized training offer even greater opportunity.

**Wage Overview for Top Posted Skilled Trades and Technicians Jobs in Q4 2018**

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	\$12.47	\$17.81	\$23.73	\$28.31
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.50	\$23.48	\$27.94	\$34.25	\$43.49
51-4041	Machinists	\$12.67	\$14.90	\$17.70	\$22.26	\$26.60
51-9199	Production Workers, All Other	\$12.54	\$15.71	\$17.54	\$19.37	\$22.76
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$13.03	\$14.90	\$18.68	\$22.49	\$24.57
11-3051	Industrial Production Managers	\$30.17	\$39.95	\$49.72	\$73.11	\$99.89
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.89	\$14.28	\$16.85	\$20.72	\$24.37
49-9041	Industrial Machinery Mechanics	\$15.43	\$20.74	\$26.04	\$29.31	\$32.05
17-3026	Industrial Engineering Technicians	\$16.93	\$19.44	\$22.41	\$26.17	\$31.93
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$16.72	\$21.41	\$26.57	\$29.57	\$31.49

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Continuous Improvement Process
- Machining
- Lathes
- Blueprinting
- Packaging and Labeling

#### In-Demand Foundational Skills

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

#### In-Demand Education Level\*

- High School Diploma: 39.6%
- Associate Degree: 9.4%
- Bachelor's Degree: 14.6%
- Master's Degree: 2.4%

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

#### In-Demand Certifications

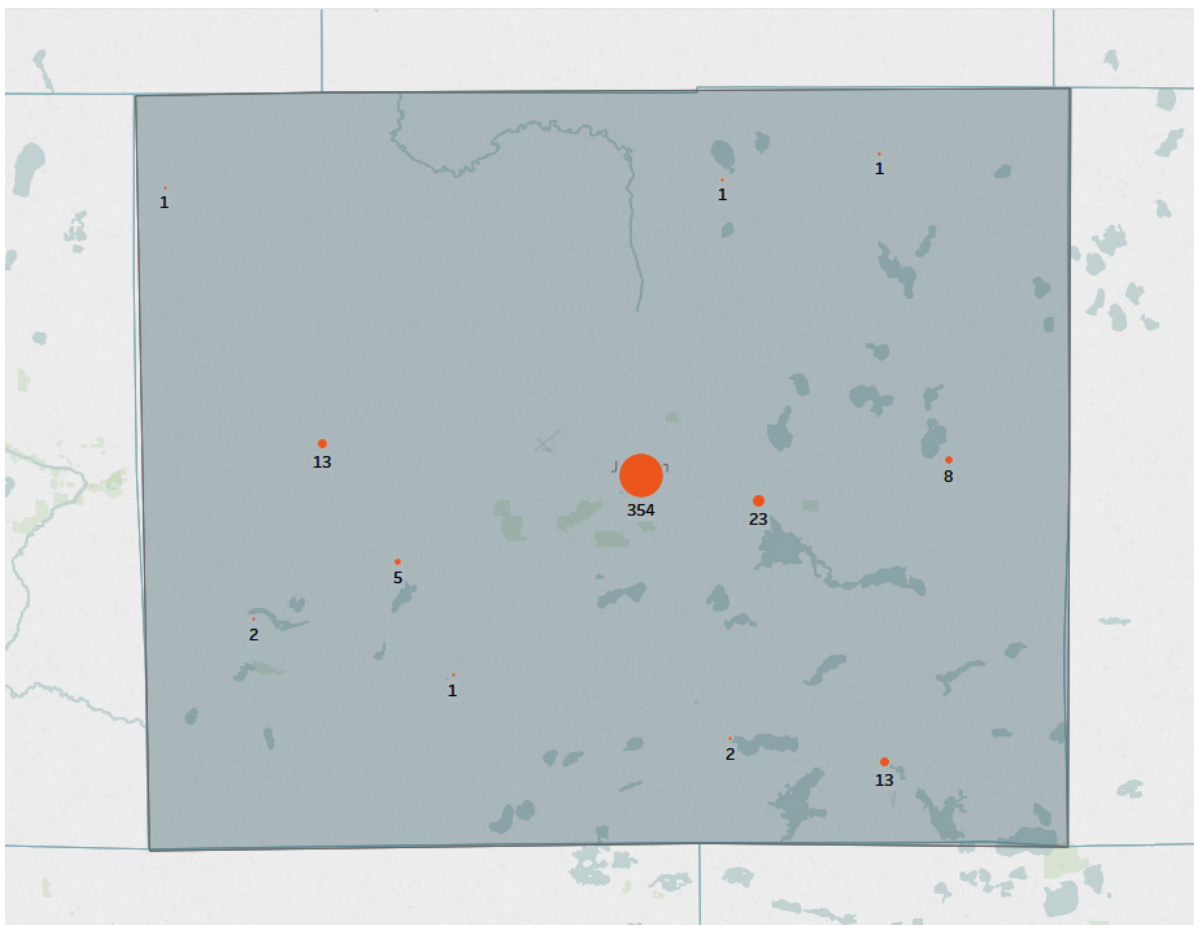
- Commercial Driver's License (CDL)
- Certified Business Manager
- Certified Quality Auditor
- Certified Quality Engineer
- Certified Welder



## Staffing Agencies and Manufacturers: Top Employers of Skilled Trades Workers



## Machining and Management Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated).  
Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

### Top Posting Employers\*

- McDonald's Corporation
- Kelly Services, Inc.
- Trillium Staffing
- Aerotek, Inc.
- Shipt LLC
- Express Services Inc
- The Home Depot Inc
- Sentech Services
- James Burg Trucking Company
- Start

### Job Postings by City

1. Jackson, MI: 354 Postings
2. Michigan Center, MI: 23 Postings
3. Brooklyn, MI: 13 Postings
4. Parma, MI: 13 Postings
5. Grass Lake, MI: 8 Postings

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



Website

[www.WINintelligence.org](http://www.WINintelligence.org)

Email

[info@WINintelligence.org](mailto:info@WINintelligence.org)

Phone

313.744.2946

Address

25363 Eureka Road  
Taylor, MI 48180

Facebook

[@workforceintelligencenetwork](https://www.facebook.com/workforceintelligencenetwork)

Twitter

[@WINSEMICH](https://twitter.com/WINSEMICH)