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A map of Clinton County, Indiana, is overlaid on the background. The county is divided into a grid of smaller areas, with one central area highlighted in orange. The background of the entire page is a photograph of a field with bare trees and a bright, hazy sky, suggesting a sunrise or sunset.

LABOR MARKET REPORT CLINTON COUNTY

January - December 2021

INTRODUCTION

CLINTON COUNTY

2021



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 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN 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, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report 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 the Detroit 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 highlights labor market information and real-time job posting data for Clinton County, including a workforce overview that identifies key components of the area's labor market such as 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 labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Clinton County for the Business and Finance, Construction, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and 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.

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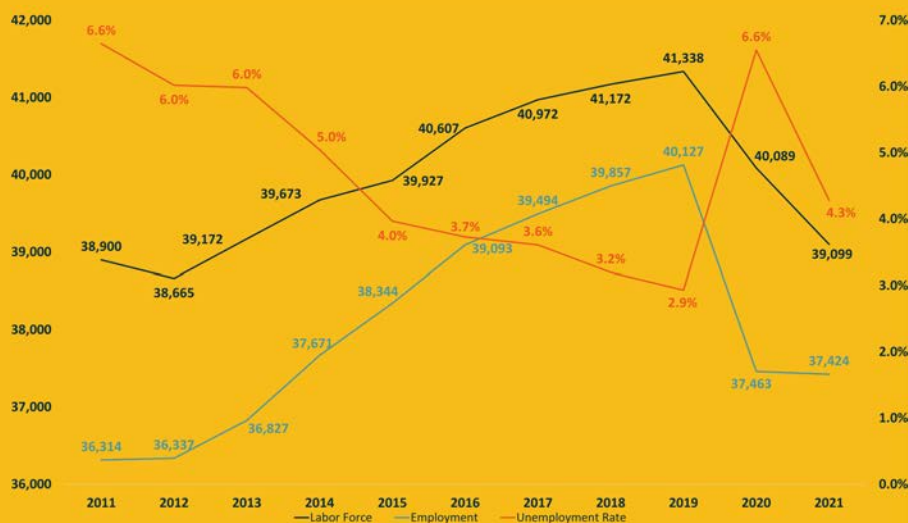
@workforce
intelligence
network (win)

State of the Labor Market in Clinton County

The COVID-19 crisis continued to cause shifts in the labor market this year. In 2021, the labor force declined by 990 individuals (2.5 percent) while employment decreased by just 38 individuals (0.1 percent) from 2020. Unemployment went down by 952 workers and the unemployment rate recovered somewhat, decreasing 2.3 percentage points from 6.6 percent in 2020 to 4.3 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Home Health and Personal Care Aides tops the list as the most demanded occupation in 2021, accounting for 146 job postings followed closely by Registered Nurses with 133 postings. The health care occupation group continues to be heavily demanded in Clinton County.

Annual Labor Market Information

The labor force in Clinton County dropped in 2021, decreasing by 990 individuals (2.5 percent) from the prior year. Employment decreased by 38 workers (0.1 percent) over the same period, while unemployment decreased by 952 workers (36.2 percent) for a total of 1,674 unemployed workers in 2021. The unemployment rate decreased in 2021 to 4.3 percent, a fall of 2.3 percentage points since the 6.6 percent spike in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 18.6 percent in Clinton County.

Annual Labor Force, Employment, Unemployment Rate
2011–2021

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2021 shows that employer demand has increased since the end of Q3 2021. In Q4 2021, there were 8,678 unique postings in Clinton County, an increase of 1,137 postings from the 7,541 postings recorded in Q3. November had the highest recorded postings in 2021 with 3,004 postings, an increase of 1,740 postings (127.2 percent) since January 2021. The steady increase in the number of online ads is a good indication that employer demand continues to be strong throughout the year.

Monthly Posting Analysis Clinton County
2021

Key Findings

33%

Employer demand increased by 33.2 percent, a gain of 720 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

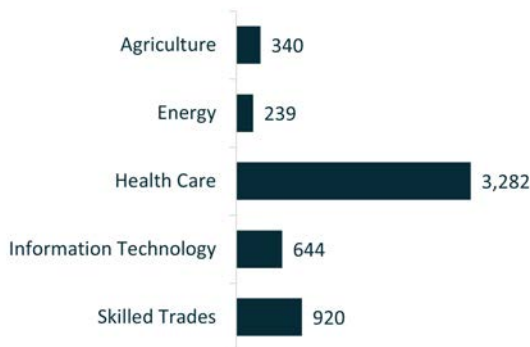
37,967

an increase of 135 workers (0.4 percent) since Q4 2020

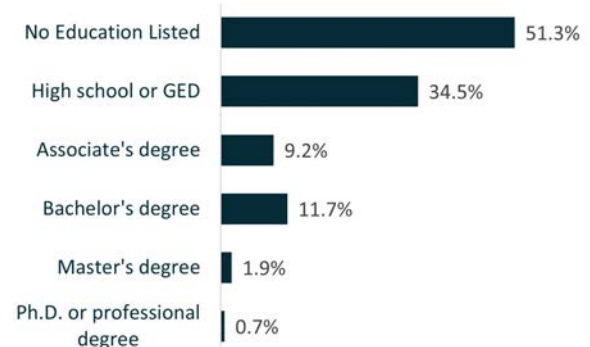
During 2021, there were 2,887 job postings, 720 more than the 2,167 postings made during 2020 in Clinton County. May 2021 saw the highest demand for the year with 792 postings, an 80.8 percent increase since January 2021. The top posted job titles in 2021 include Caregivers, CDL-A Truck Drivers, Customer Service Representatives, Pharmacy Technicians, Retail Merchandisers, and Cashiers. For more information about in-demand job postings, see page 7.

Of the 2,887 unique postings in Clinton County during 2021, 995 (34.5 percent) required a high school diploma or equivalent, while 604 postings (20.9 percent) required a college degree. An additional 76 postings (2.6 percent) required an advanced degree. The high demand for health care and transportation jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2021



Education Levels In-Demand
2021



The quarterly labor market shifts that were seen in 2020, following the outbreak of COVID-19, have remained fairly flat in 2021. The first quarter of 2021 saw an initial decrease in the labor force, employment, unemployment, and the unemployment rate remained unchanged at 4.4 percent. The labor force and employment numbers peaked in Q4 with a high of 39,327 individuals and 37,967 workers respectively, and unemployment decreased to 1,360 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2021. The unemployment rate at the end of Q4 2021 was 3.5 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2020	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021	Change from 4th Quarter 2020	Percent Change from 4th Quarter 2020
Labor Force	39,564	38,858	38,928	39,281	39,327	46	0.1%	-237	-0.6%
Employment	37,832	37,147	37,145	37,439	37,967	528	1.4%	135	0.4%
Unemployment	1,733	1,711	1,784	1,842	1,360	-482	-26.2%	-373	-21.5%
Unemployment Rate	4.4%	4.4%	4.6%	4.7%	3.5%	-1.2%	na	-0.9%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics

Data: Emsi | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2021, labor force participation totaled 39,099 individuals, a decrease of 990 individuals since 2020. Employment was down slightly to 37,424 workers in 2021, a decrease of 38 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 1,674 workers, down by 952 workers since the high of 2,626 workers recorded in 2020. Similarly, the unemployment rate declined by 2.3 percentage points for a 2021 unemployment rate of 4.3 percent.

Annual Labor Market Data 2011-2021

	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	Change from 2020 to 2021	Percent Change from 2020 to 2021
Labor Force	38,900	38,665	39,172	39,673	39,927	40,607	40,972	41,172	41,338	40,089	39,099	-990	-2.5%
Employment	36,314	36,337	36,827	37,671	38,344	39,093	39,494	39,857	40,127	37,463	37,424	-38	-0.1%
Unemployment	2,586	2,328	2,344	2,002	1,583	1,514	1,478	1,316	1,211	2,626	1,674	-952	-36.2%
Unemployment Rate	6.6%	6.0%	6.0%	5.0%	4.0%	3.7%	3.6%	3.2%	2.9%	6.6%	4.3%	-2.3%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 40,471 individuals in the labor force, meaning they were either working or looking for work, in Clinton County. Slightly under than half of the population, 39,086 individuals (49.5 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 16.1 percent, compared to females under the age of 25 reporting an unemployment rate of 17.1 percent.

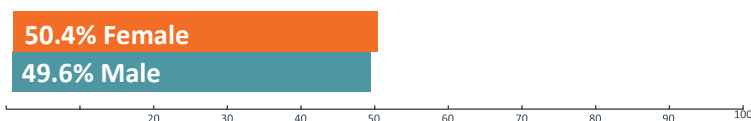
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	40,471	39,086	1,385	3.4%
Sex				
Male 16+	21,250	20,381	869	4.1%
16-19	943	863	80	8.5%
20-24	1,936	1,789	147	7.6%
25-54	13,419	12,954	465	3.5%
55-64	3,858	3,735	123	3.2%
65 Plus	1,094	1,040	54	4.9%
Female 16+	19,221	18,705	516	2.7%
16-19	888	777	111	12.5%
20-24	1,972	1,881	91	4.6%
25-54	12,095	11,833	262	2.2%
55-64	3,419	3,368	51	1.5%
65 Plus	847	846	1	0.1%
Race				
White	37,731	36,448	1,283	3.4%
Black / African American	627	620	7	1.1%
Native American	44	44	0	0.0%
Asian	548	530	18	3.3%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	164	150	14	8.5%
Two or More Races	1,428	1,372	56	3.9%
Ethnicity				
Hispanic	1,755	1,588	167	9.5%

POPULATION DEMOGRAPHICS

2020 Census Population

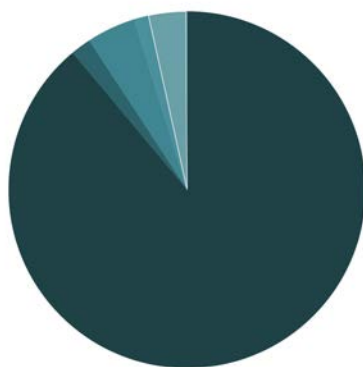
According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Clinton County decreased by about 0.8 percent between 2019 and 2020. During 2020, 78,956 people were living in the county. The sex of the populace was split almost evenly, with about 50.4 percent of the population identifying as female, and the other 49.6 percent identifying as male. Majority of the population identified as white (92.3 percent) with the second largest number of individuals identifying as Hispanic or Latino (4.6 percent). The region is facing an aging population; 31.2 percent of population was over the age of 54, compared to 30.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 92.3%
- Black or African American, 1.9%
- Hispanic or Latino, 4.6%
- Asian, 1.4%
- Two or More Races, 3.5%
- American Indian or Alaska Native, 0.1%
- Native Hawaiian or Other Pacific Islander, 0.00%



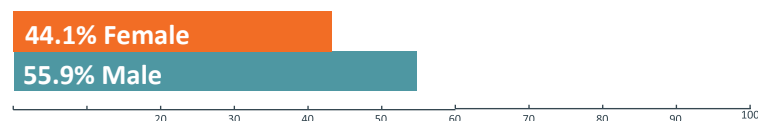
Population Age Demographics



2021 Current Workforce

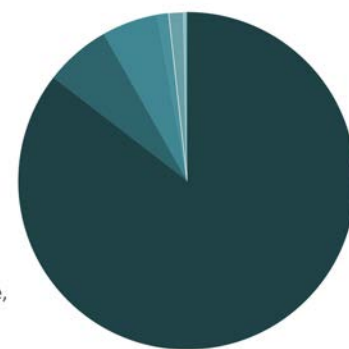
In 2021, the workforce had a total of 17,118 individuals working in Clinton County. A slight majority, 55.9 percent (9,317 workers) were male, while 44.1 percent (7,362 workers) of the workforce was female. Most workers in the county identified as white, accounting for 85.4 percent of the workforce, while Black or African American workers totaled 6.3 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.3 percent. Much of the workforce in Clinton County are between the ages of 25 through 54 (61.8 percent), while 21.8 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 85.4%
- Black or African American, 6.3%
- Hispanic or Latino, 5.3%
- Asian, 1.1%
- Two or More Races, 1.4%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%

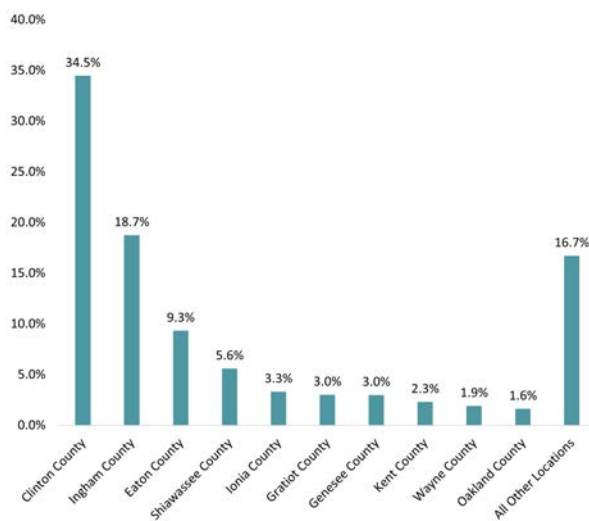


Workforce Age Demographics

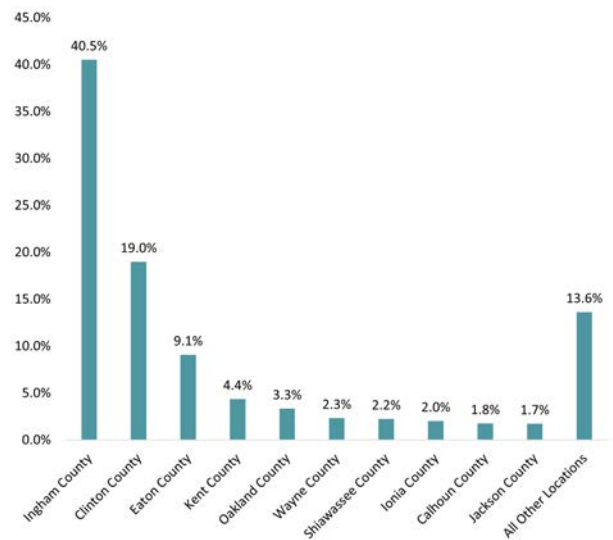


According to the most recent OnTheMap data set available from the Census Bureau, during 2019, Clinton County's workforce consisted of 34,319 residents. There were 6,518 (19.0 percent) residents living and working within the county, while the remaining 27,801 residents (81.0 percent) traveled outside of the county for work. There were 18,910 workers employed in the county during 2019. Of those, 12,392 workers (65.5 percent) lived outside of the county's borders and commuted in. From this information, we can see that Clinton County is a net exporter of jobs, with more workers commuting outside the area for employment than entering.

Where Clinton County Residents Work



Where Clinton County Workers Live

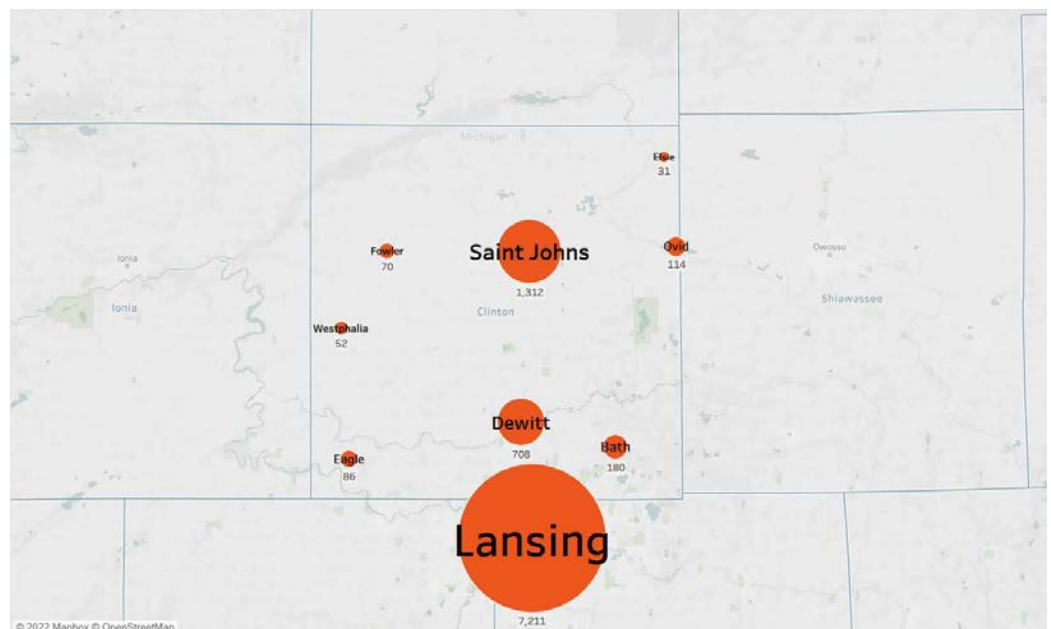


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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Analysis: Workforce Intelligence Network

Job Postings by City

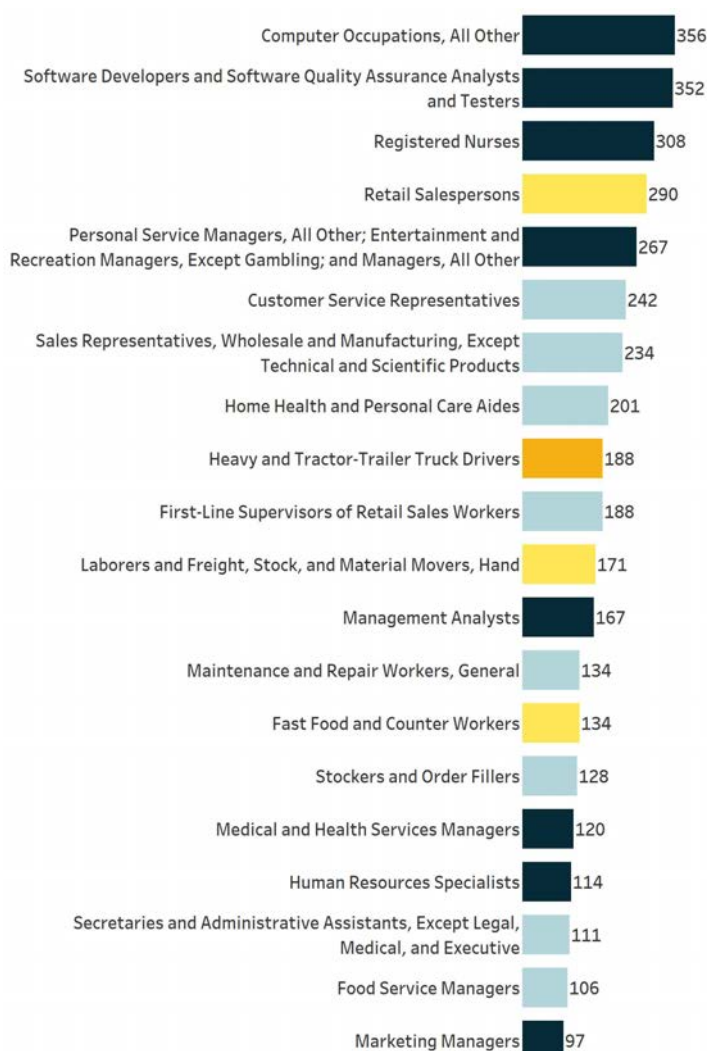
1. Lansing: 7,211 Postings
2. Saint Johns: 1,312 Postings
3. Dewitt: 708 Postings
4. Bath: 180 Postings
5. Ovid: 114 Postings
6. Eureka: 98 Postings
7. Eagle: 86 Postings
8. Fowler: 70 Postings
9. Westphalia: 52 Postings
10. Elsie: 31 Postings



TOP POSTED JOBS

Top Posted Jobs: 2021

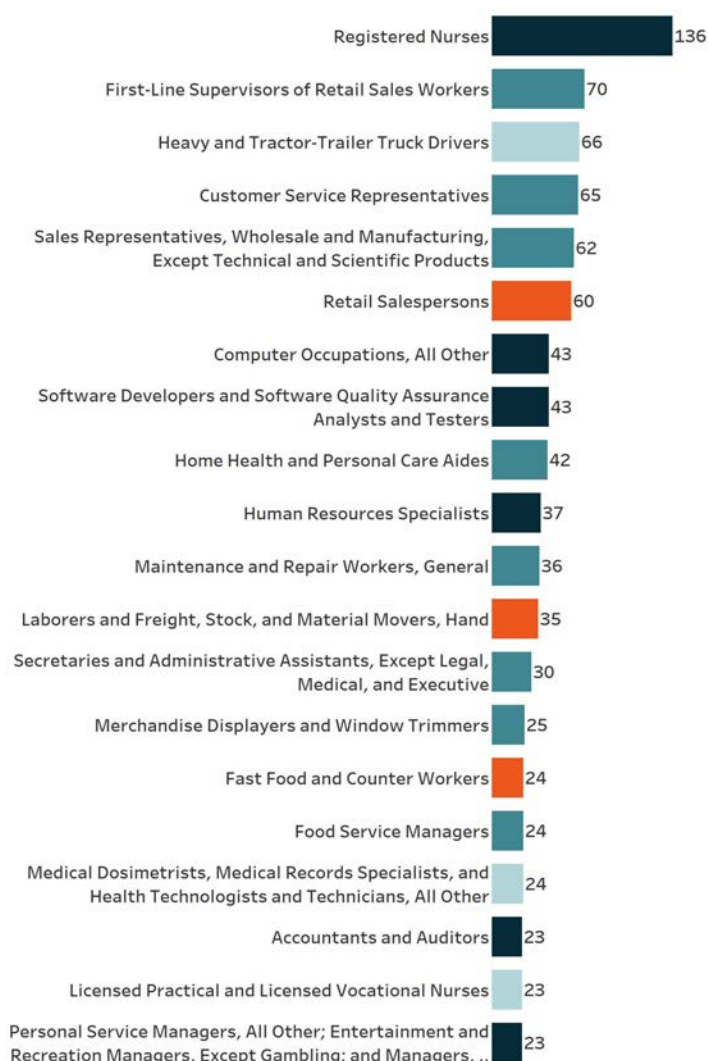
Computer Occupations, All Other is the top posted occupation for 2021, with 356 unique online job postings, and requires a bachelor's degree coupled with moderate-term on-the-job training. Software Developers and Software Quality Assurance Analysts and Testers and Registered Nurses round out the top three demanded occupations, with 352 postings and 308 postings respectively, requiring a bachelor's degree for both. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.



- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- No formal educational credential

Top Posted Entry-Level Jobs: 2021

Entry-level jobs, which usually require zero to two years of previous experience, account for 24.3 percent of postings in Clinton County. Half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 37.8 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 136 postings followed by First-Line Supervisors of Retail Sales Workers with 70 postings.

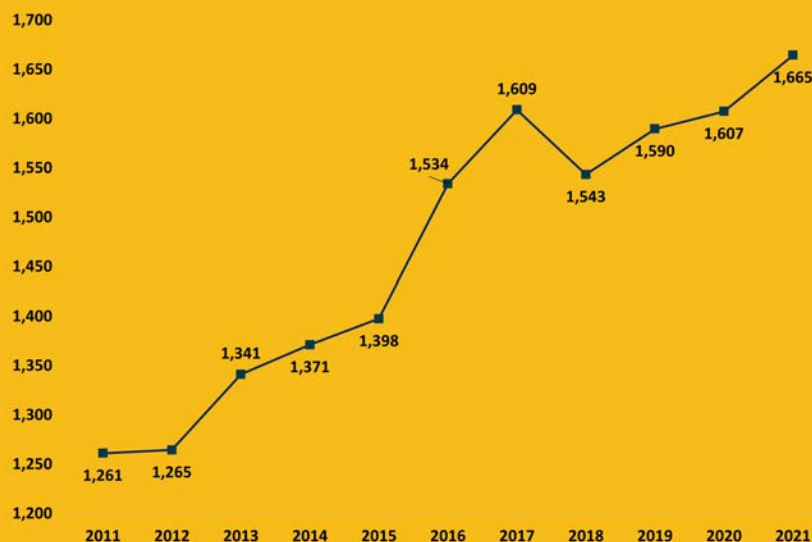


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

Employment Over Time
2011-2021



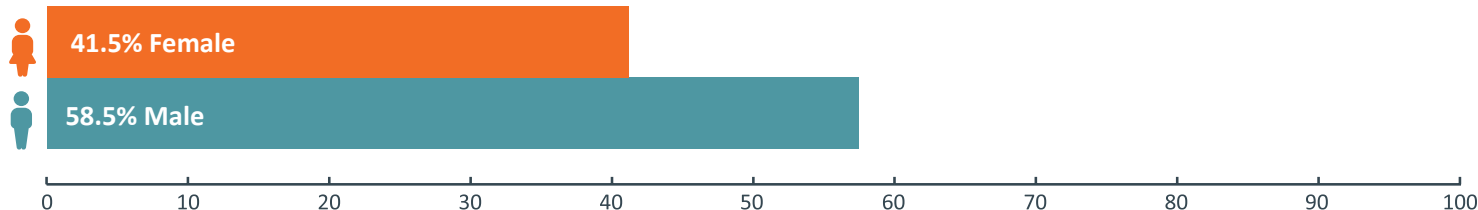
**1,665 Business and
Finance Workers**
**3.6% Increase from
2020**



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 1,665 workers. More than half the working population identify as male (58.5 percent), however, 91.7 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.7 percent of the working population in business and finance is under the age of 25, compared to 24.8 percent who are age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

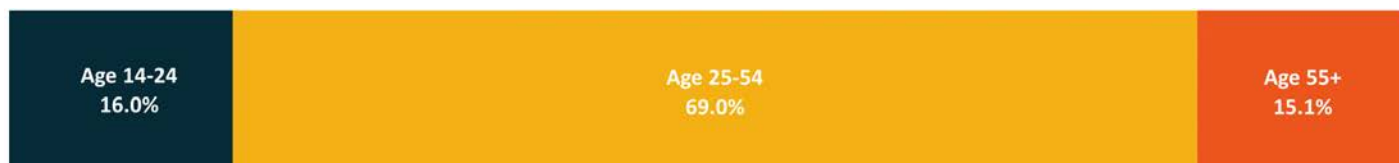
Worker Gender Demographics



Race and Ethnicity Demographics

91.7% White | 3.7% Black or African-American | 2.4% Hispanic or Latino

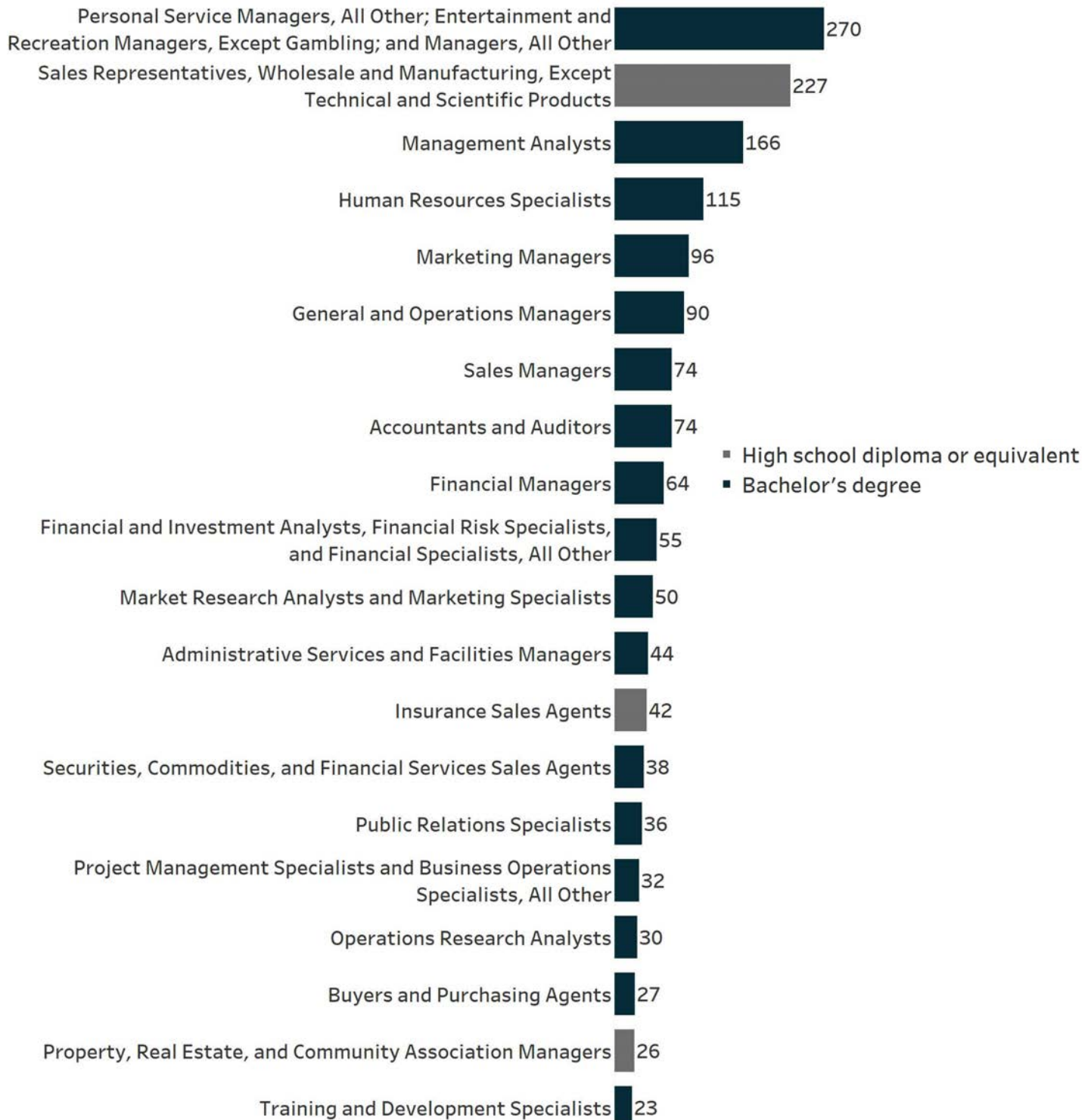
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 1,756 business and finance postings during 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other is the top in-demand occupation with 270 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (227 postings) is the second-highest demanded, while Management Analysts (166 postings), Human Resources Specialists (115 postings), and Marketing Managers (96 postings) round out the top demanded occupations.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, offers a median hourly wage of \$47.60, translating to annual earnings of approximately \$99,010. All the top business occupations offer median wages over \$35.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$18.42	\$34.17	\$47.60	\$61.57	\$74.44
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.07	\$18.81	\$24.38	\$38.00	\$50.94
13-1111	Management Analysts	\$20.63	\$23.74	\$31.00	\$42.98	\$61.97
13-1071	Human Resources Specialists	\$19.20	\$23.30	\$28.72	\$35.72	\$40.11
11-2021	Marketing Managers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-1021	General and Operations Managers	\$21.63	\$34.45	\$51.35	\$66.30	\$88.17
11-2022	Sales Managers	\$26.23	\$39.76	\$55.19	\$74.54	\$90.34
13-2011	Accountants and Auditors	\$20.01	\$24.46	\$29.43	\$35.69	\$42.31
11-3031	Financial Managers	\$31.87	\$39.08	\$47.33	\$62.58	\$81.35
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	\$19.38	\$23.86	\$29.65	\$35.49	\$41.35

In-Demand Technical Skills

- Finance
- Accounting
- Auditing
- Customer Relationship Management
- Business Development

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

In-Demand Certifications

- Project Management Professional Certification
- Certified Public Accountant
- Certified Management Accountant
- Security Clearance
- Alliance Of Information And Referral Systems (AIRS) Certified

In-Demand Education Level*

- High School Diploma: 16.9%
- Associate Degree: 5.7%
- Bachelor's Degree: 56.2%
- Master's Degree: 10.6%

Top Posting Employers

- Facebook
- Ernst & Young
- Guidehouse
- Randstad
- Pearson
- Robert Half
- ICF International
- Fiserv
- State Farm
- Lumen

Job Postings by City

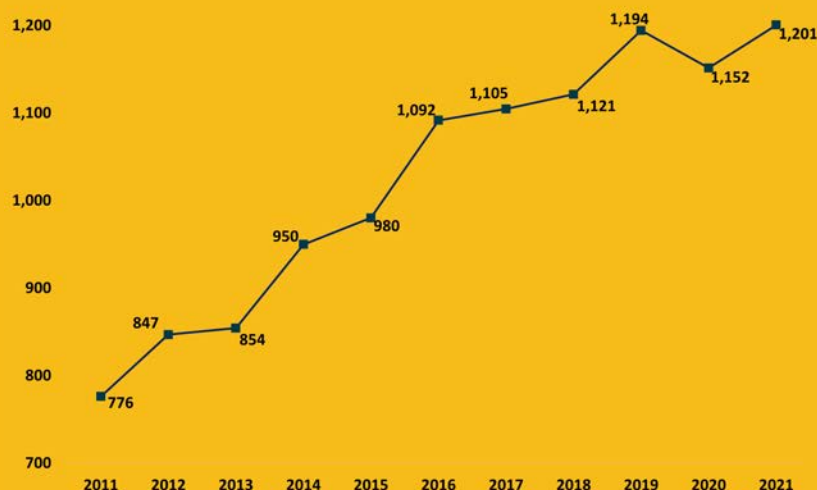
1. Lansing: 1,535 Postings
2. Saint Johns: 110 Postings
3. Dewitt: 59 Postings
4. Bath: 15 Postings
5. Eagle: 14 Postings
6. Ovid: 8 Postings
7. Eureka: 7 Postings
8. Fowler: 5 Postings
9. Westphalia: 3 Postings

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

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN construction occupation group are associated with skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time
2011-2021



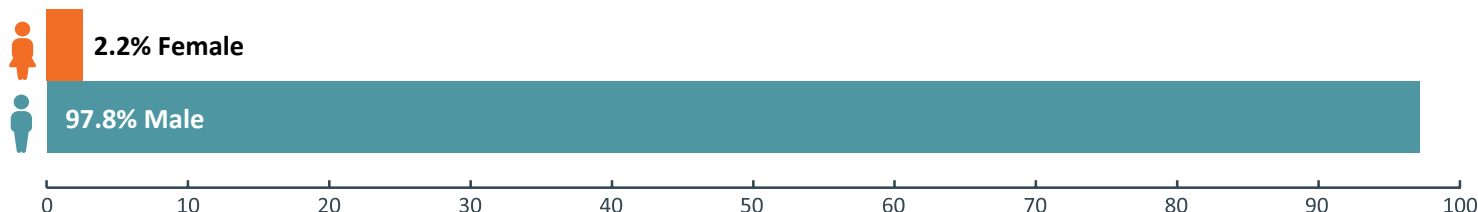
1,201 Construction Workers
4.3% Increase from 2020



Construction Worker Demographics

The construction occupation group is not very diverse and has 1,201 workers. A large majority of workers are male (97.8 percent) between the ages of 25 and 54 (69.0 percent). Only 2.2 percent of workers identified as female, while 8.4 percent identified as a race other than white. Younger workers, under the age of 25, account for 16.0 percent of workers, while those age 55 and older account for 15.1 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

91.6% White | 5.2% Hispanic or Latino | 1.8% Black or African-American

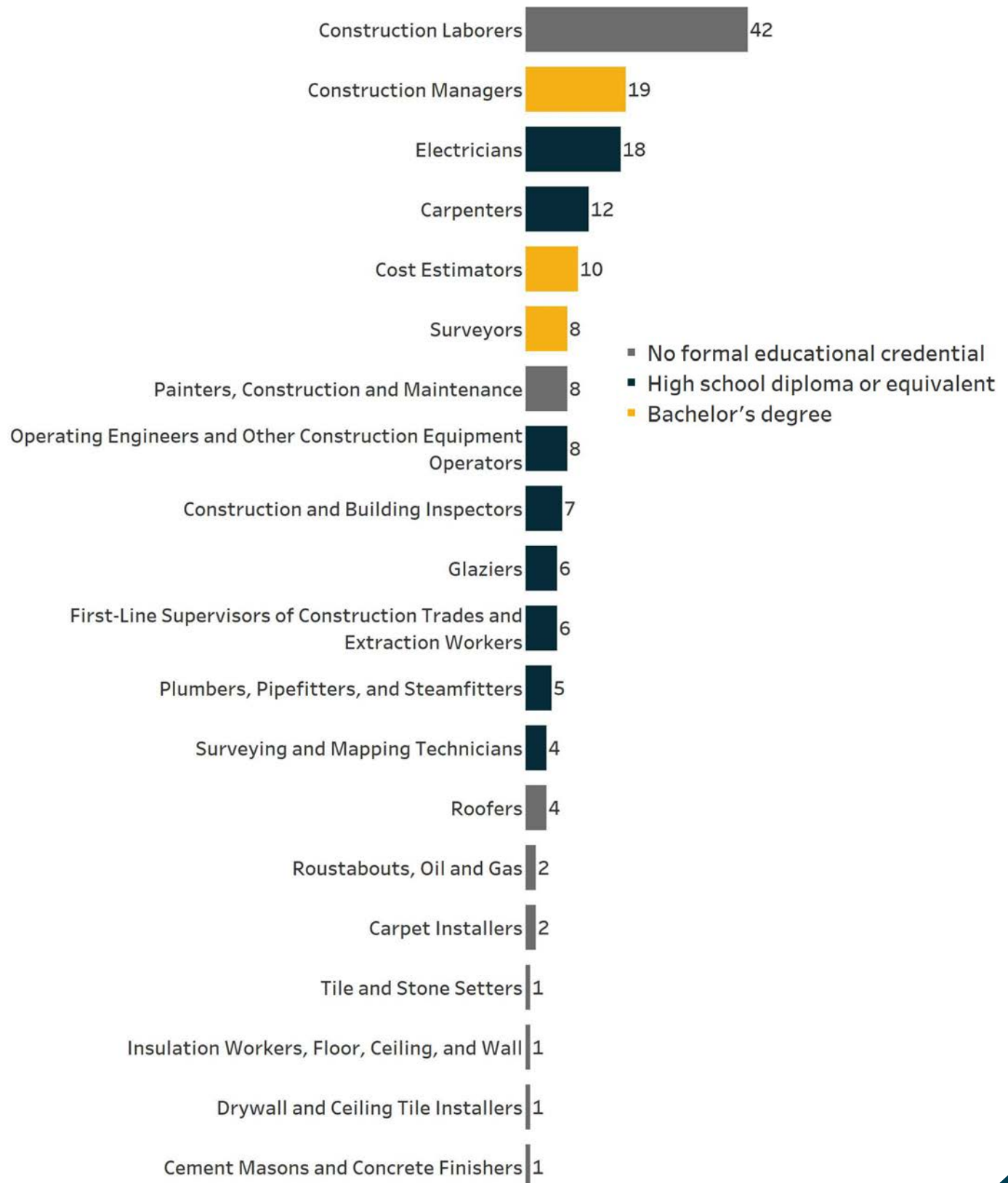
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The construction occupation group had 167 postings in 2021. Construction Laborers is the top-posted occupation with 42 postings. Other top posted jobs include Construction Managers (19 postings), Electrician (18 postings), Carpenters (12 postings), and Cost Estimators (10 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Laborers, offers a median wage of \$19.75 per hour or \$41,077 per year. Those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters (835 postings), which report a median wage of \$38.13 per hour or \$79,309 annually.

Wage Overview for Top Posted Construction Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
47-2061	Construction Laborers	\$12.83	\$15.64	\$19.75	\$24.11	\$28.95
11-9021	Construction Managers	\$28.10	\$36.41	\$45.28	\$56.79	\$71.38
47-2111	Electricians	\$22.94	\$29.30	\$37.03	\$41.66	\$44.88
47-2031	Carpenters	\$13.94	\$16.06	\$21.08	\$25.49	\$27.79
13-1051	Cost Estimators	\$18.96	\$23.21	\$30.77	\$38.11	\$49.66
17-1022	Surveyors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-2073	Operating Engineers and Other Construction Equipment Operators	\$18.26	\$21.25	\$25.59	\$30.88	\$34.88
47-2141	Painters, Construction and Maintenance	\$16.10	\$20.90	\$24.23	\$29.18	\$33.38
47-4011	Construction and Building Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$20.90	\$25.88	\$32.49	\$39.02	\$47.97

In-Demand Technical Skills

- Construction
- Carpentry
- Subcontracting
- Painting
- Renovation

In-Demand Foundational Skills

- Valid Driver's License
- Communications
- Customer Service
- Detail Oriented
- Management

In-Demand Certifications

- Commercial Driver's License (CDL)
- Pesticide Applicator License
- Automotive Service Excellence (ASE) Certification
- American Concrete Institute (ACI) Certification
- HVAC Certification

In-Demand Education Level*

- High School Diploma: 34.7%
- Associate Degree: 10.8%
- Bachelor's Degree: 10.8%
- Master's Degree: 0.6%

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

Top Posting Employers

- GPAC
- Tradesmen International
- Concrete Placement
- Rieth-Riley Construction Company
- Gerber Collision & Glass
- Amcomm Telecommunications
- Big Sky
- SERVPRO of East Lansing/Haslett
- H&R Block
- Rogers Services

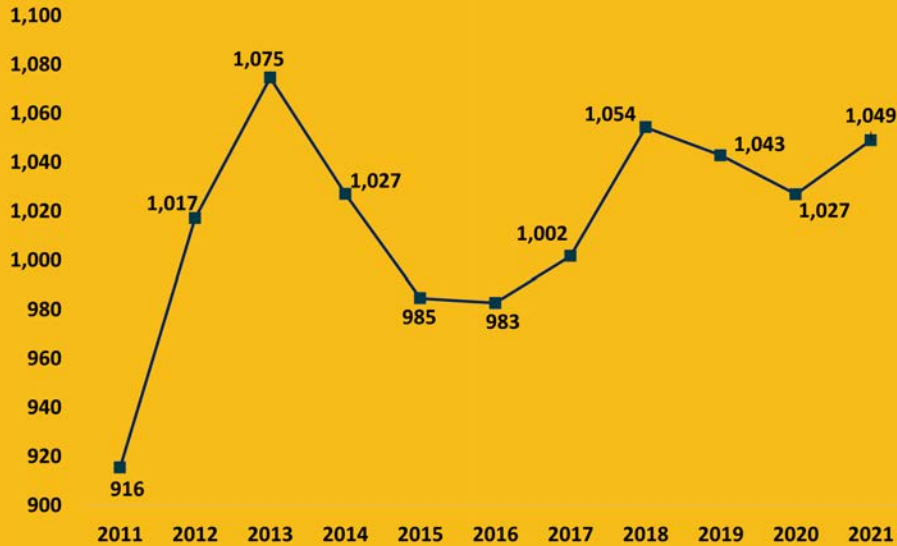
Job Postings by City

- Lansing: 137 Postings
- Saint Johns: 9 Postings
- Bath: 7 Postings
- Eagle: 4 Postings
- Dewitt: 3 Postings
- Fowler: 2 Postings
- Ovid: 2 Postings
- Elsie: 1 Posting
- Eureka: 1 Posting

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time
2011-2021



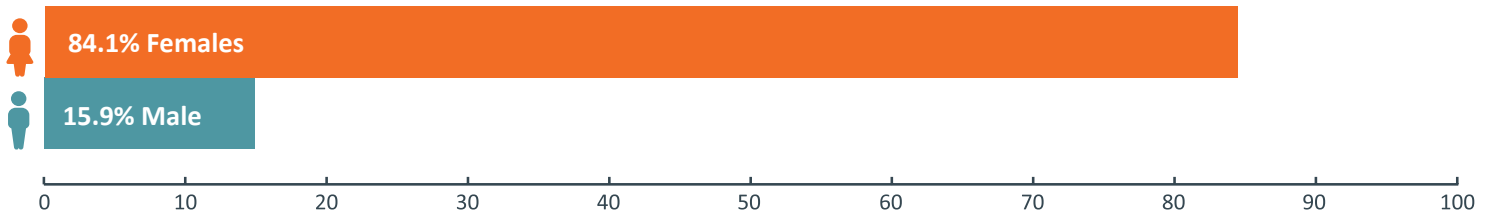
**1,049 Health
Care Workers**
2.2% Increase
from 2020



Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 1,049 workers in Clinton County, who are overwhelmingly female (84.1 percent) and between the ages of 25 and 54 (66.4 percent), although 21.3 percent of workers are over 54. The healthcare occupation group is primarily white in Clinton County, with 85.0 percent of workers identifying as white, 7.5 percent identifying as Black or African American, and 7.1 percent identifying otherwise.

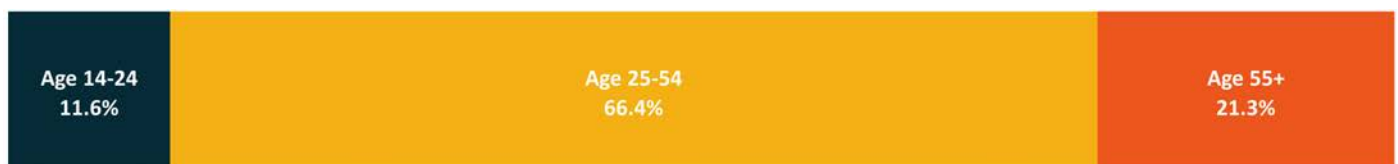
Worker Gender Demographics



Race and Ethnicity Demographics

85.0% White | **7.5% Black or African-American** | **3.8% Hispanic or Latino**

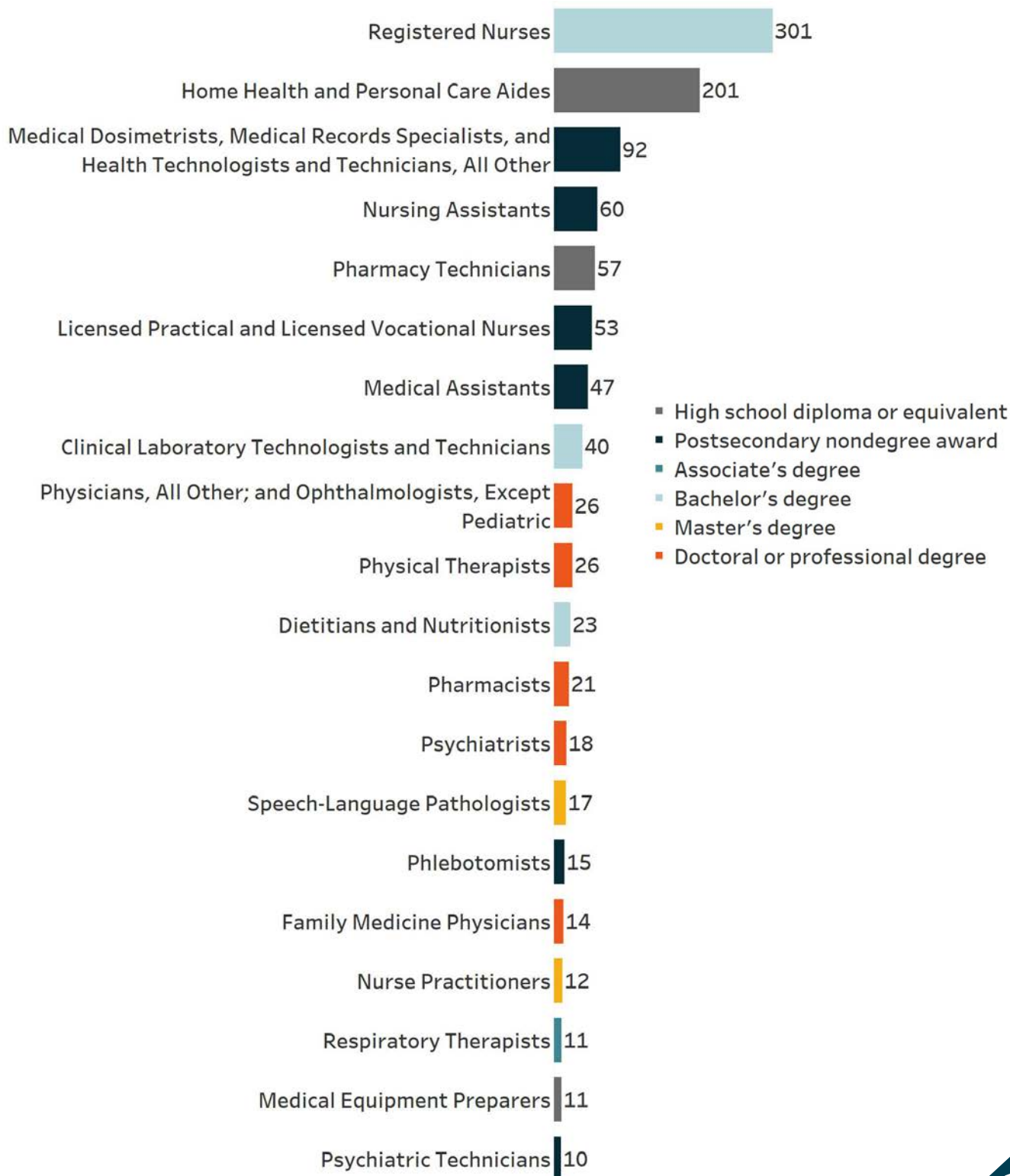
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand health care occupation throughout 2021, with 301 postings. Other top posted jobs include Home Health and Personal Care Aides (201 postings), Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (92 postings), Nursing Assistants (60 postings), and Pharmacy Technicians (57 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians, only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

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. Most of the top-posted jobs pay over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$33.26 per hour or an annual salary of about \$69,178.

Wage Overview for Top Posted Health Care Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$23.68	\$28.66	\$33.26	\$38.56	\$43.23
31-1128	Home Health and Personal Care Aides	\$9.73	\$10.08	\$11.05	\$12.17	\$14.13
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$11.80	\$14.02	\$18.74	\$24.33	\$28.40
31-1131	Nursing Assistants	\$12.50	\$13.62	\$15.37	\$17.77	\$19.44
29-2052	Pharmacy Technicians	\$10.74	\$12.37	\$14.71	\$17.61	\$19.82
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.89	\$21.26	\$24.07	\$27.25	\$29.44
31-9092	Medical Assistants	\$11.84	\$12.98	\$14.66	\$16.52	\$17.69
29-2018	Clinical Laboratory Technologists and Technicians	\$14.54	\$17.87	\$21.37	\$27.08	\$32.37
29-1123	Physical Therapists	\$28.00	\$31.26	\$36.09	\$41.99	\$46.54
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	\$23.84	\$26.43	\$90.00	\$97.42	\$142.72

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Caregiving
- Medical Records

In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Valid Driver's License
- Customer Service

In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Trauma Nurse Core Course (TNCC)
- Certified Pharmacy Technician
- Patient Care Technician

In-Demand Education Level*

- High School Diploma: 29.8%
- Associate Degree: 23.1%
- Bachelor's Degree: 13.1%
- Master's Degree: 5.2%

Top Posting Employers

- Sparrow Health System
- McLaren Health Care
- CareInHomes
- United Health Services
- McLaren Greater Lansing
- Elara Caring
- Universal Health Services
- Walgreens
- Aya Healthcare
- Prestige Healthcare

Job Postings by City

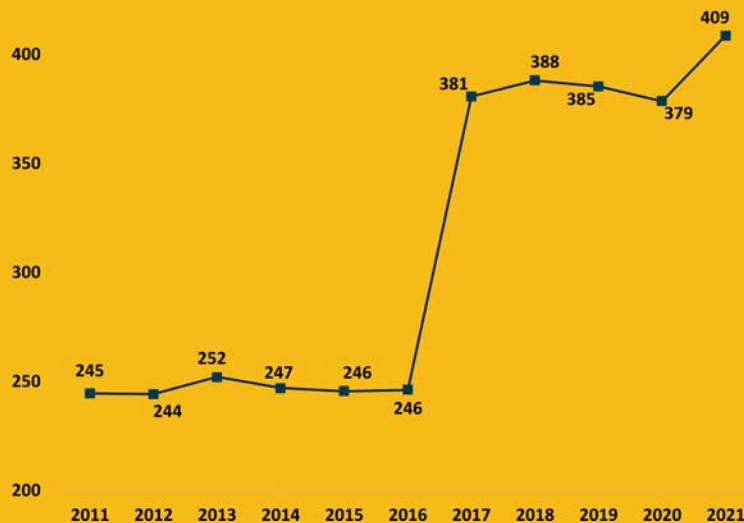
1. Lansing: 699 Postings
2. Saint Johns: 330 Postings
3. Dewitt: 92 Postings
4. Ovid: 41 Postings
5. Eagle: 14 Postings
6. Bath: 13 Postings
7. Elsie: 11 Posting
8. Westphalia: 9 Posting
9. Fowler: 7 Postings
10. Eureka: 1 Posting

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

INFORMATION TECHNOLOGY OCCUPATION GROUP

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 annually.

Employment Over Time
2011-2021



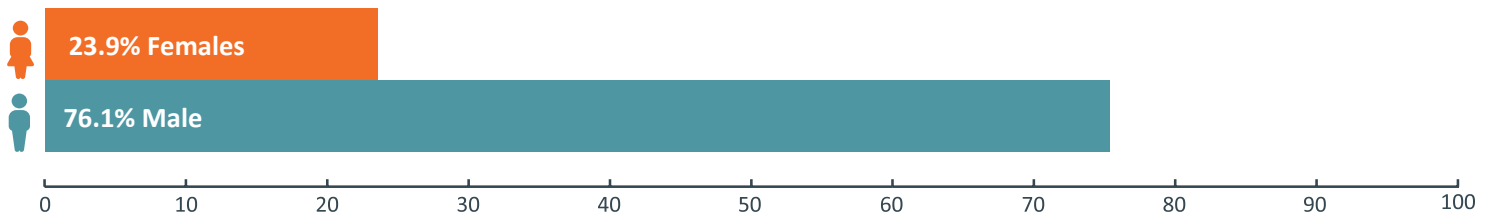
**409 Information
Technology Workers**
**8.0% Increase from
2020**



Information Technology Worker Demographics

According to 2021 Emsi data, Clinton County has 409 IT workers. The workforce is not too diverse, with most workers identifying as male (76.1 percent) between the ages of 25 and 54 (77.2 percent). Workers aged 55 years and older account for 11.8 percent, while only 6.9 percent are 24 years old or younger. About 89.7 percent of the workforce identify as white, with workers who identify as Asian, make up 3.3 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

89.7% White | 3.4% Black or African-American | 3.3% Asian

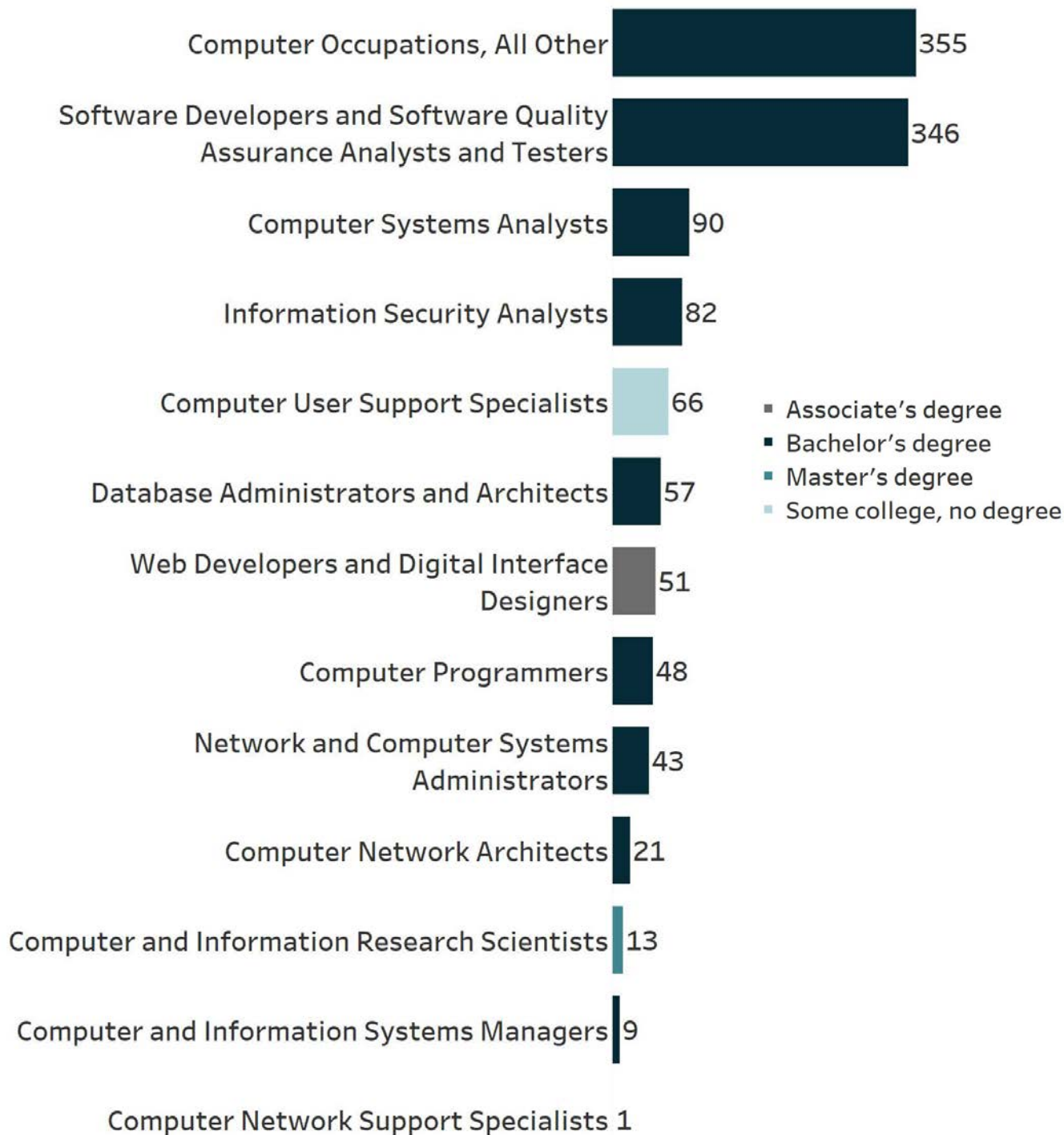
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 1,182 postings for IT workers in Clinton County. Computer Occupations, All Other was the most in-demand occupation with 355 postings, closely followed by Software Developers and Software Quality Assurance Analysts and Testers, with 346 postings. Computer Systems Analysts (90 postings), Information Security Analysts (82 postings), and Computer User Support Specialists (66 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Computer Occupations, All Other, the most in-demand occupation, offers a median hourly wage of \$34.35 per hour or almost \$71,444 per year. Computer and Information Systems Managers earn the highest median wage at \$48.59 per hour or nearly \$101,061 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$19.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1299	Computer Occupations, All Other	\$18.90	\$24.79	\$34.35	\$43.01	\$48.87
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$22.66	\$28.97	\$36.35	\$44.37	\$51.60
15-1211	Computer Systems Analysts	\$23.75	\$30.60	\$36.26	\$44.26	\$50.81
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1232	Computer User Support Specialists	\$14.13	\$18.80	\$23.40	\$28.98	\$34.93
15-1245	Database Administrators and Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1257	Web Developers and Digital Interface Designers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1251	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1244	Network and Computer Systems Administrators	\$25.02	\$29.41	\$34.79	\$39.98	\$47.06
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Agile Methodology
- SQL (Programming Language)
- Java (Programming Language)
- Computer Science
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Problem Solving
- Operations
- Leadership

In-Demand Certifications

- Certified Information Systems Security Professional
- Certified Information Security Manager
- Project Management Professional (PMP)
- Certified Information System Auditor (CISA)
- Security Clearance

In-Demand Education Level*

- High School Diploma: 6.7%
- Associate Degree: 6.1%
- Bachelor's Degree: 48.3%
- Master's Degree: 9.6%

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

Top Posting Employers

- Travelers
- Facebook
- Ernst & Young
- Guidehouse
- Lumen
- Pearson
- TEKsystems
- ICF International
- Salesforce
- CTG

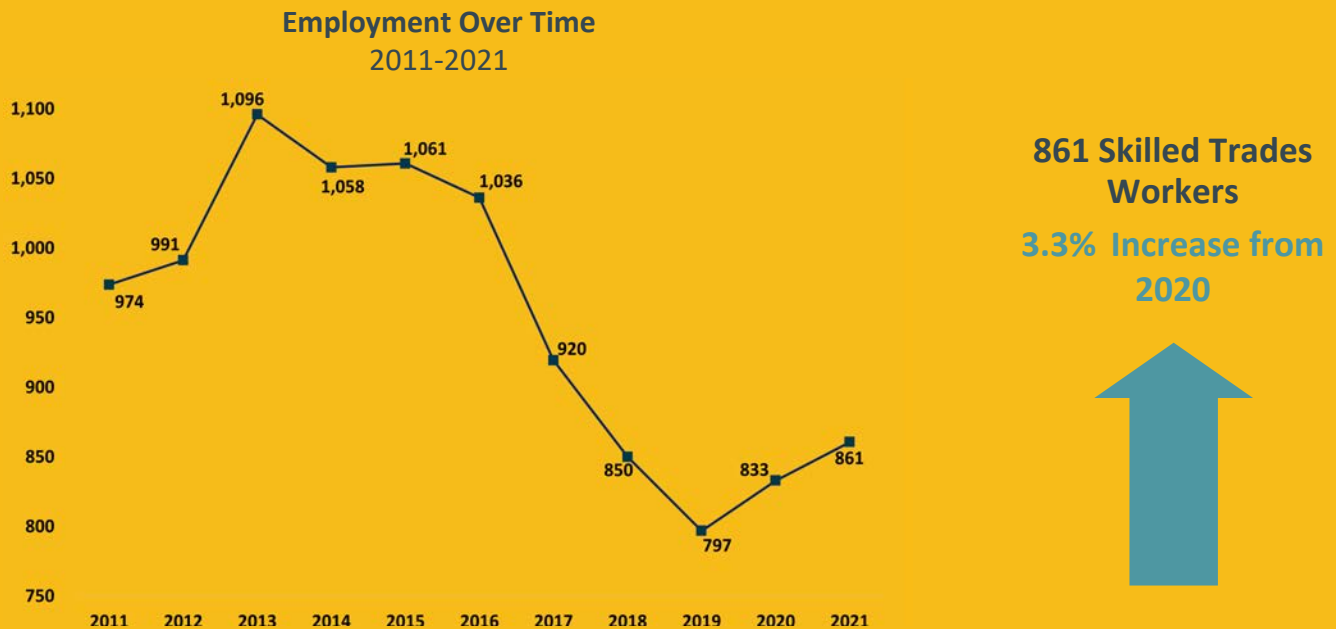
Job Postings by City

- Lansing: 1,147 Postings
- Saint Johns: 14 Postings
- Dewitt: 9 Postings
- Bath: 4 Postings
- Eureka: 3 Posting
- Elsie: 2 Posting
- Fowler: 1 Posting
- Maple Rapids: 1 Posting
- Ovid: 1 Posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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.

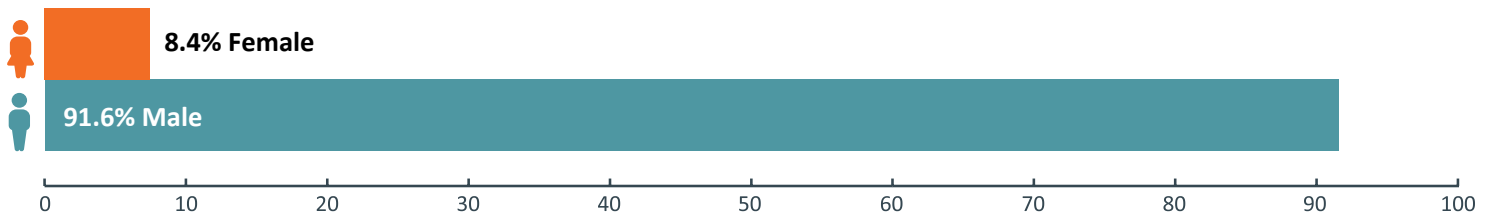
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 861 workers in Clinton County. The majority of skilled trades workers are male (91.6 percent) between the ages of 25 and 54 (65.7 percent). Due to the aging workforce, additional outreach will be necessary as 26.9 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

86.1% White | 7.3% Black or African-American | 5.0% Hispanic or Latino

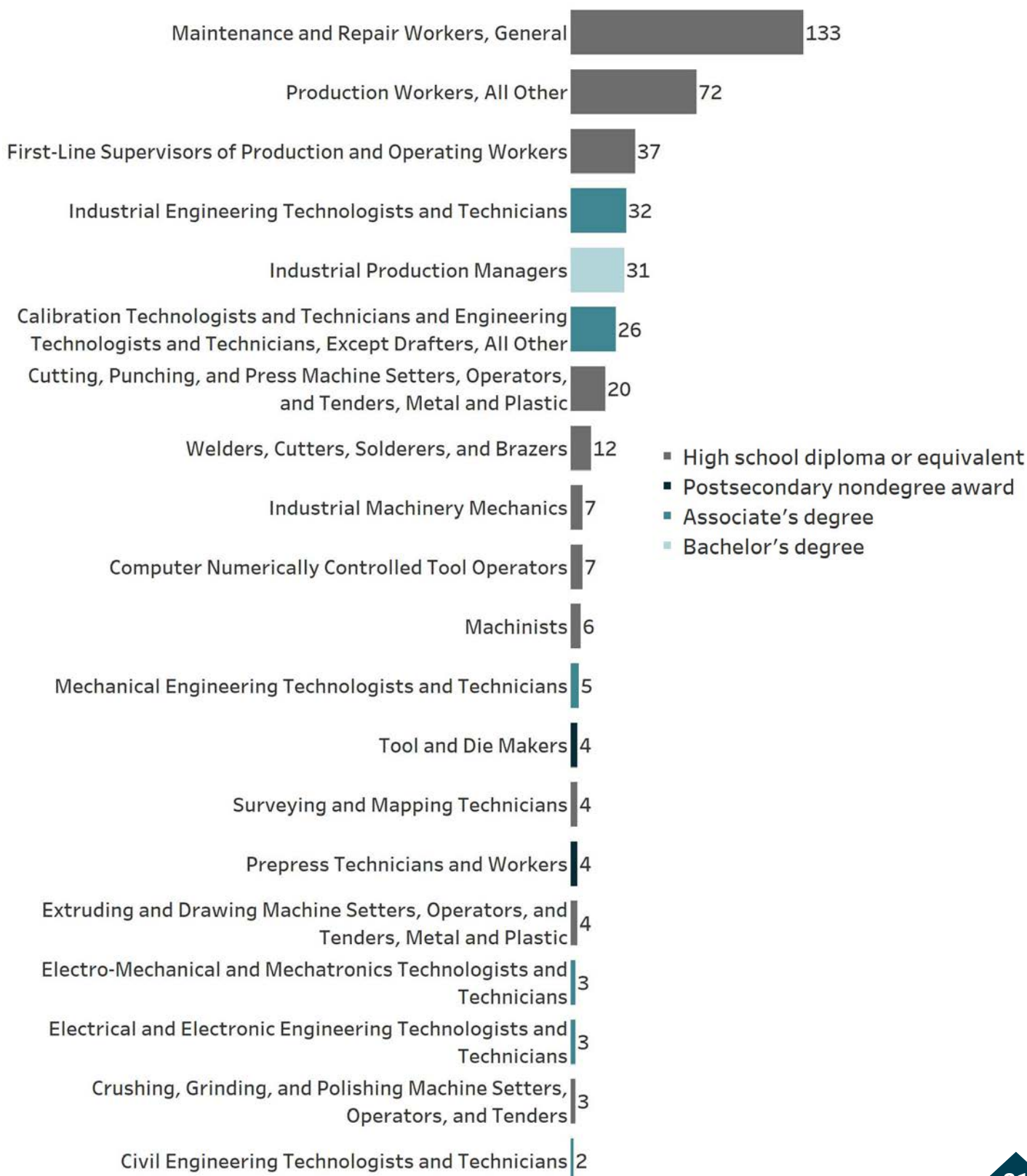
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2021, with 133 postings. Other top posted jobs include Production Workers, All Other (72 postings), First-Line Supervisors of Production and Operating Workers (37 postings), Industrial Engineering Technologists and Technicians (32 postings), and Industrial Production Managers (31 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have a median wage above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$14.73, which translates to an annual salary of about \$30,631. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$49.88 or \$103,740 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$11.46	\$12.96	\$14.73	\$20.90	\$28.12
51-9199	Production Workers, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-1011	First-Line Supervisors of Production and Operating Workers	\$16.91	\$21.92	\$32.13	\$40.75	\$49.06
17-3026	Industrial Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3051	Industrial Production Managers	\$31.77	\$39.25	\$49.88	\$63.11	\$79.75
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.59	\$14.94	\$17.51	\$21.23	\$26.67
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.90	\$16.69	\$20.25	\$24.16	\$32.18
49-9041	Industrial Machinery Mechanics	\$16.79	\$20.33	\$24.06	\$29.88	\$36.97
51-9161	Computer Numerically Controlled Tool Operators	\$13.96	\$15.99	\$18.50	\$22.42	\$27.16

In-Demand Technical Skills

- Machinery
- Packaging And Labeling
- Machine Operation
- Plumbing
- Occupational Safety And Health

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Basic Math
- Leadership

In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Pesticide Applicator License
- EPA 608 Technician Certification
- ASNT Non-Destructive Tester

In-Demand Education Level*

- High School Diploma: 44.0%
- Associate Degree: 13.0%
- Bachelor's Degree: 15.1%
- Master's Degree: 1.9%

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

Top Posting Employers

- WestRock
- Adecco
- ResourceMFG
- Neogen Corporation
- Glanbia PLC
- General Motors
- Glanbia Nutritionals
- Barnes Group
- DTN Management Company
- Capital Steel and Wire

Job Postings by City

1. Lansing: 320 Postings
2. Saint Johns: 69 Postings
3. Dewitt: 19 Postings
4. Bath: 7 Postings
5. Ovid: 3 Postings
6. Eagle: 2 Postings
7. Fowler: 2 Postings
8. Westphalia: 1 Posting

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