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A map of Clinton County, Indiana, is overlaid on the background. The county is divided into townships, and one township in the lower-middle section is 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 2022

# INTRODUCTION

## CLINTON COUNTY

### 2022



## 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 2022 labor market information from Clinton County for the Business and Finance, Construction, Healthcare, 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](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://www.micareertraining.org).

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## State of the Labor Market in Clinton County

The slowdown of the COVID-19 crisis continued to cause shifts in the labor market this year. In 2022, the labor force grew by 1,033 individuals (2.6 percent) while employment increased by 1,240 individuals (3.3 percent) from 2021. Unemployment went down by 207 workers and the unemployment rate recovered somewhat, decreasing 0.6 percentage points from 4.3 percent in 2021 to 3.7 percent in 2022. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers tops the list as the most demanded occupation in 2022, accounting for 788 job postings followed closely by Registered Nurses with 480 postings. The Healthcare occupation group continues to be heavily demanded in Clinton County.

### Annual Labor Market Information

The labor force in Clinton County grew in 2022, increasing by 1,033 individuals (2.6 percent) from the prior year. Employment increased by 1,240 workers (3.3 percent) over the same period, while unemployment decreased by 207 workers (12.4 percent) for a total of 1,467 unemployed workers in 2022. The unemployment rate decreased in 2022 to 3.7 percent, a fall of 0.6 percentage points from 2021 since the 6.6 percent spike in 2020. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 3.7 percent in 2022 in Clinton County since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate  
2022–2022



Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has declined since Q2 2022. In Q4 2022, there were an average of 2,956 unique postings per month in Clinton County, a decrease of 148 monthly postings from the 3,104 monthly average recorded in Q3. The second quarter had the highest recorded postings in 2022 with 3,318 average monthly postings, an increase of 269 postings (8.8 percent) since Q1 2022. The decline of 10.9 percent from Q2 to Q4 might be signal that post Covid-19 economic recovery has finally peaked.

Quarterly Posting Analysis Clinton County  
2022



## Key Findings

54%

Employer demand increased by 54.5 percent, a gain of 5,382 job postings since 2021

### Bachelor's Degree

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

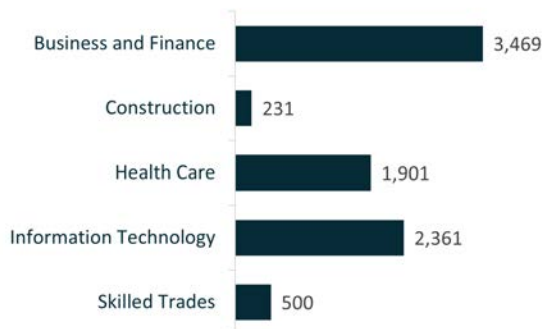
39,567

an increase of 1,600 workers (4.2 percent) since Q4 2021

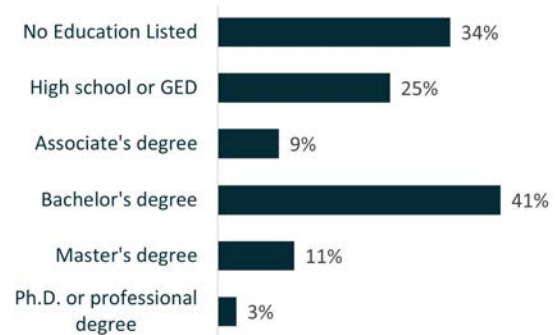
During 2022, there were 15,249 job postings, 5,382 more than the 9,867 postings made during 2021 in Clinton County. The second quarter 2022 saw the highest demand for the year with 3,318 average monthly postings, an 8.8 percent increase since Q1 2022. The top posted job occupations in 2022 include Software Developers, Registered Nurses, and Computer Occupations All Other. For more information about in-demand job postings, see page 7.

Of the 15,245 unique postings in Clinton County during 2022, 3,825 (25.1 percent) required a high school diploma or equivalent, while 7,644 postings (50.1 percent) required a college degree. An additional 2,121 postings (2.7 percent) required an advanced degree. The high demand for Healthcare and transportation jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups  
2022



Education Levels In-Demand  
2022



The pandemic-driven, quarterly labor market shifts that were seen in 2021 showed signs of improvement throughout 2022. The first quarter of 2022 saw an initial decrease in labor force and employment, followed by marginal growth the rest of the year. Unemployment and the unemployment rate both increased slightly in each of the first three quarters of 2022. The labor force and employment numbers peaked in Q4 with a high of 40,859 individuals and 39,567 workers respectively, and unemployment decreased to 1,292 workers. The unemployment rate achieved an annual low by the end of Q4 2022, dropping to 3.2 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

## Quarterly Labor Market Data

	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021
Labor Force	39,327	39,062	40,300	40,303	40,859	556	1.4%	1,532	3.9%
Employment	37,967	37,618	38,764	38,707	39,567	861	2.2%	1,600	4.2%
Unemployment	1,360	1,444	1,536	1,597	1,292	-305	-19.1%	-68	-5.0%
Unemployment Rate	3.5%	3.7%	3.8%	4.0%	3.2%	-0.8%	na	-0.3%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics Data: Lightcast | Analysis: Workforce Intelligence Network



## LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2022, labor force participation totaled 40,131 individuals, an increase of 1,033 individuals since 2021. Employment was up to 38,664 workers in 2022, an increase of 1,240 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 1,467 workers, down by 207 workers since the high of 2,626 workers recorded in 2020. Similarly, the unemployment rate declined by 0.6 percentage points for a 2022 unemployment rate of 3.7 percent.

### Annual Labor Market Data 2012-2022

	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	38,665	39,172	39,673	39,927	40,607	40,972	41,172	41,338	40,089	39,099	40,131	1,033	2.6%
Employment	36,337	36,827	37,671	38,344	39,093	39,494	39,857	40,127	37,463	37,424	38,664	1,240	3.3%
Unemployment	2,328	2,344	2,002	1,583	1,514	1,478	1,316	1,211	2,626	1,674	1,467	-207	-12.4%
Unemployment Rate	6.0%	6.0%	5.0%	4.0%	3.7%	3.6%	3.2%	2.9%	6.6%	4.3%	3.7%	-0.6%	na

Data: Bureau of Labor Statistics

## CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 40,508 individuals in the labor force, meaning they were either working or looking for work, in Clinton County. Slightly less than half of the population, 39,065 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 13.9 percent, compared to females under the age of 25 reporting an unemployment rate of 16.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	40,508	39,065	1,443	3.6%
<b>Sex</b>				
<b>Male 16+</b>	21,179	20,262	917	4.3%
16-19	899	837	62	6.9%
20-24	1,790	1,665	125	7.0%
25-54	13,533	13,004	529	3.9%
55-64	3,894	3,739	155	4.0%
65 Plus	1,063	1,017	46	4.3%
<b>Female 16+</b>	19,329	18,803	526	2.7%
16-19	918	807	111	12.1%
20-24	1,966	1,880	86	4.4%
25-54	12,196	11,913	283	2.3%
55-64	3,464	3,426	38	1.1%
65 Plus	785	777	8	1.0%
<b>Race</b>				
<b>White</b>	37,358	36,088	1,270	3.4%
<b>Black / African American</b>	575	571	4	0.7%
<b>Native American</b>	114	114	0	0.0%
<b>Asian</b>	486	471	15	3.1%
<b>Native Hawaiian / Pacific Islander</b>				0.0%
<b>Some Other Race</b>	265	253	12	4.5%
<b>Two or More Races</b>	1,759	1,634	125	7.1%
<b>Ethnicity</b>				
<b>Hispanic</b>	1,763	1,575	189	10.7%

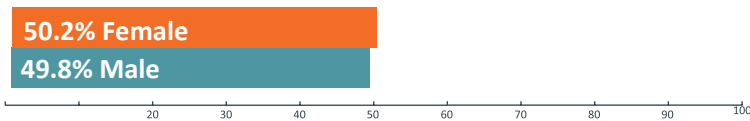
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

## POPULATION DEMOGRAPHICS

### 2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Clinton County decreased by about 0.1 percent between 2020 and 2021. During 2021, there were 78,895 people were living in the county. The sex of the populace was split almost evenly, with about 50.2 percent of the population identifying as female and the other 49.8 percent identifying as male. A majority of the population identified as White (91.7 percent) with the second largest number of individuals identifying as Hispanic or Latino (4.7 percent). The region is facing an aging populace; with 31.4 percent of the population over the age of 54, compared to 30.8 percent under the age of 25.

#### Population Gender Demographics



#### Population Race Demographics



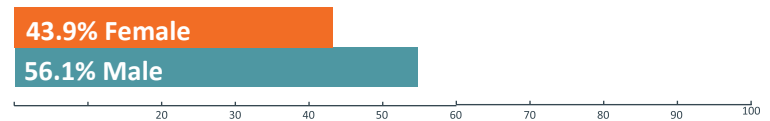
#### Population Age Demographics



### 2022 Current Workforce

In 2022, the workforce had a total of 18,360 individuals working in Clinton County. A slight majority, 56.1 percent (9,931 workers) were male, while 43.9 percent (7,766 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 6.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.1 percent. Much of the workforce in Clinton County are between the ages of 25 through 54 (60.4 percent), while 22.3 percent of workers are 55 and older.

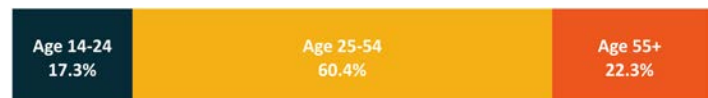
#### Workforce Gender Demographics



#### Workforce Race and Ethnicity Demographics



#### Workforce Age Demographics

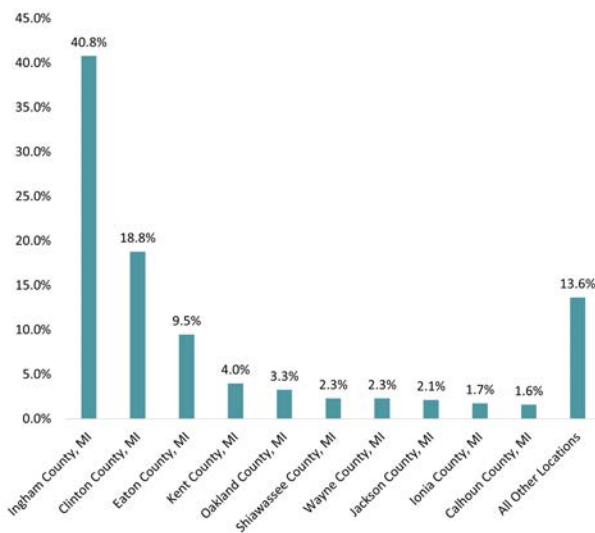


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

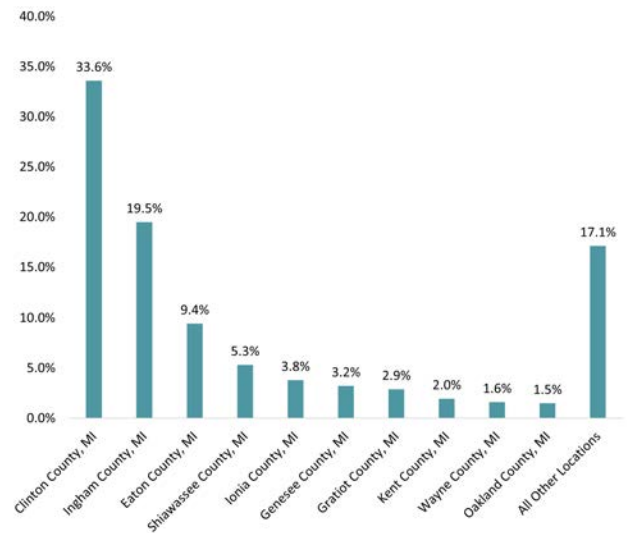
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Clinton County's workforce consisted of 32,185 residents. There were 6,050 (18.8 percent) residents living and working within the county, while the remaining 26,135 residents (81.2 percent) traveled outside of the county for work. There were 18,003 workers employed in the county during 2010. Of those, 11,953 workers (66.4 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

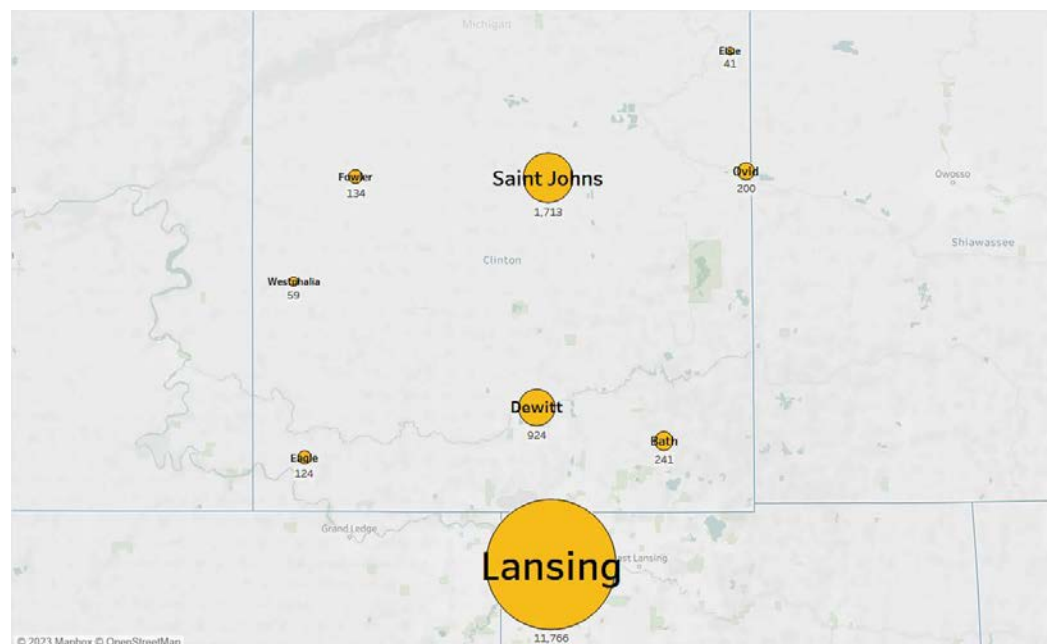


Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network

## Job Postings by City

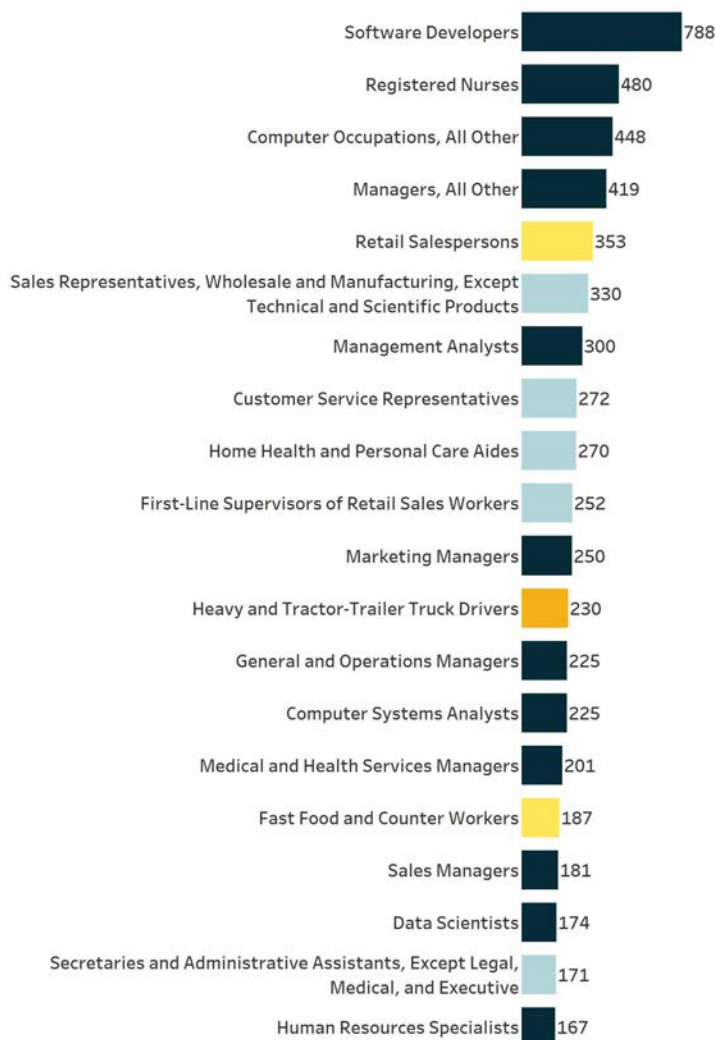
1. Lansing: 11,766 Postings
2. Saint Johns: 1,713 Postings
3. Dewitt: 924 Postings
4. Bath: 241 Postings
5. Ovid: 200 Postings
6. Fowler: 134 Postings
7. Eagle: 124 Postings
8. Westphalia: 59 Postings
9. Elsie: 41 Postings
10. Eureka: 39 Postings



## TOP POSTED JOBS

### Top Posted Jobs: 2022

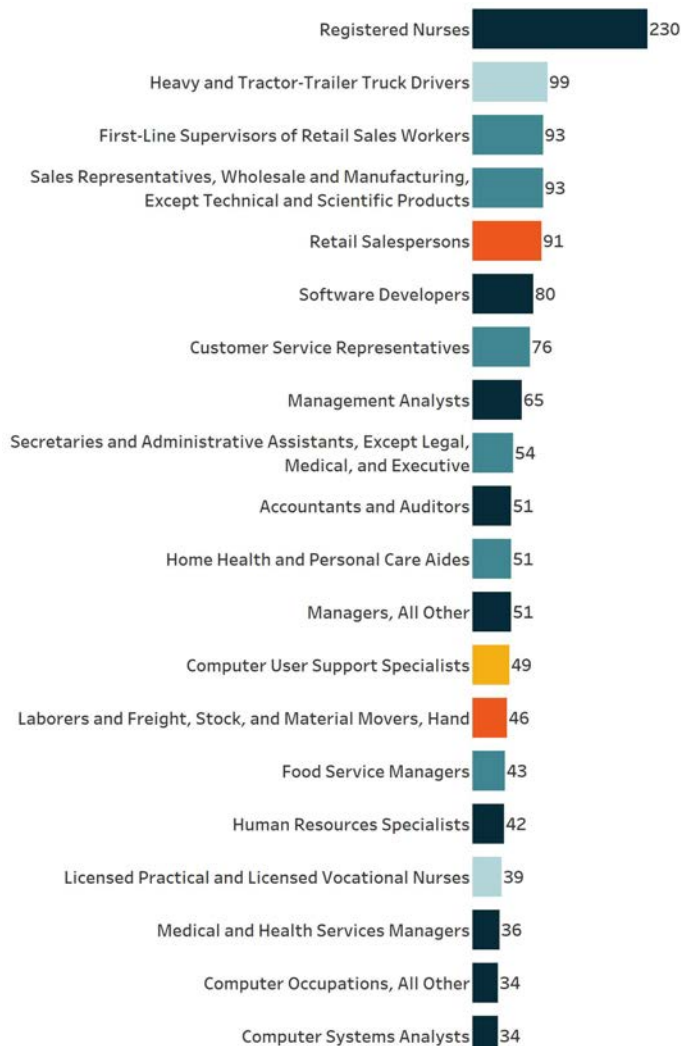
Software Developers is the top posted occupation for 2022, with 788 unique online job postings, and requires a bachelor's degree with no formal training. Registered Nurses and Computer Occupations, All Other round out the top three demanded occupations, with 480 postings and 448 postings respectively, 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: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.0 percent of postings in Clinton County. Six 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 37.7 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 230 postings followed by Heavy and Tractor-Trailer Truck Drivers with 99 postings



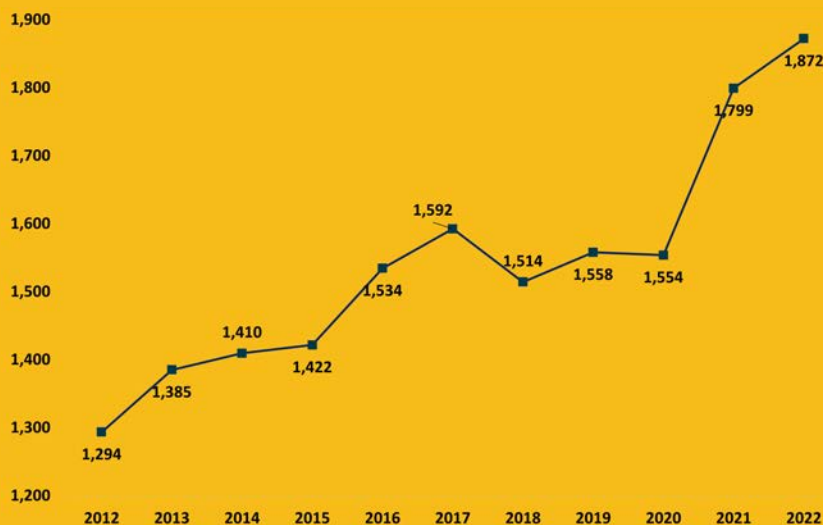
- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree



## 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**  
2012-2022



**1,872 Business  
and Finance  
Workers**

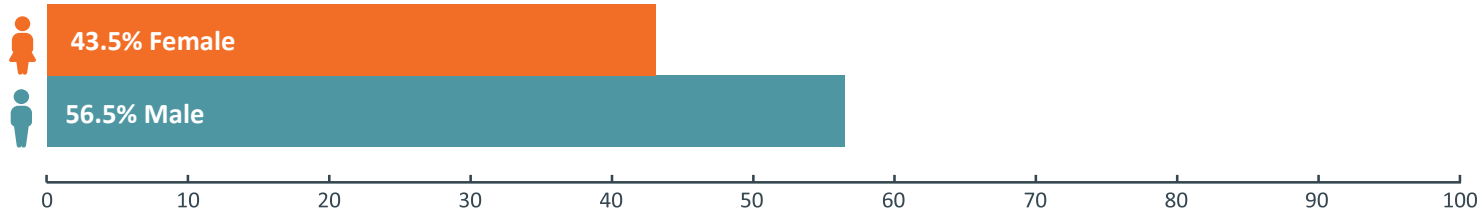
**4.1% Increase  
from 2021**



### Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 1,799 workers. More than half the working population identify as male (56.5 percent), however, 91.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 25.9 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

**91.3% White | 3.6% Black or African-American | 2.4% Hispanic or Latino**

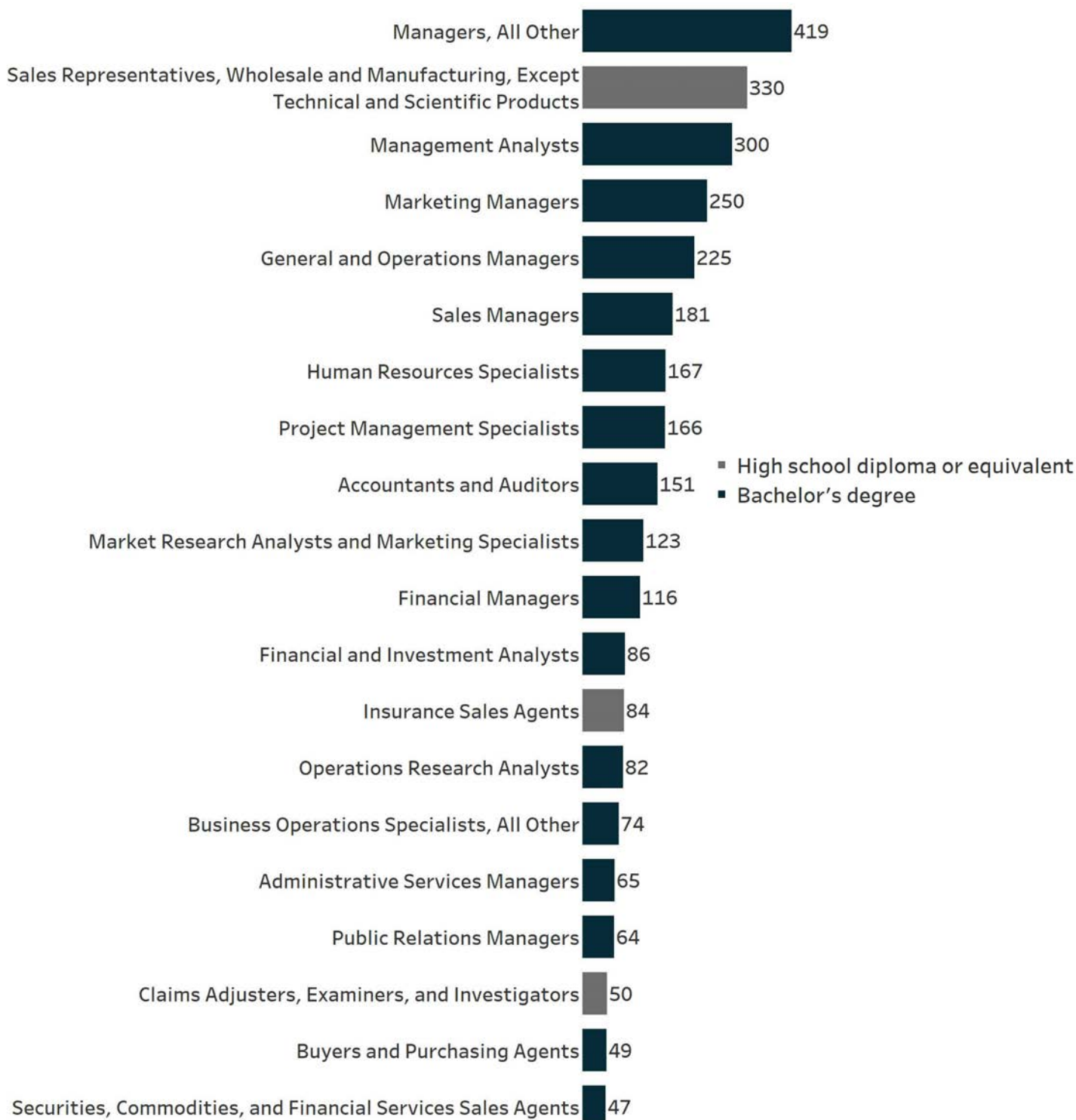
#### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

There were 3,469 business and finance postings during 2022. Managers, All Others is the top in-demand occupation with 419 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (330 postings) is the second-highest demanded, while Management Analysts (300 postings), Marketing Managers (250 postings), and General and Operations Managers (225 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, Managers, All Other offers a median hourly wage of \$46.20, translating to annual earnings of approximately \$96,096. All the top business occupations offer median wages over \$27.00 per hour, and most prefer a bachelor's degree for entry.

### Wage Overview for Top Posted Business and Finance Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$22.71	\$35.60	\$46.20	\$59.84	\$75.43
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.84	\$17.82	\$27.72	\$36.75	\$55.73
13-1111	Management Analysts	\$22.18	\$28.24	\$35.42	\$46.23	\$59.33
11-2021	Marketing Managers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-1021	General and Operations Managers	\$22.51	\$30.50	\$47.59	\$61.19	\$88.34
11-2022	Sales Managers	\$28.29	\$36.40	\$54.78	\$74.60	\$94.34
13-1071	Human Resources Specialists	\$22.41	\$23.73	\$30.06	\$38.38	\$42.17
13-1082	Project Management Specialists	\$22.70	\$28.77	\$36.68	\$45.73	\$57.88
13-2011	Accountants and Auditors	\$21.31	\$26.66	\$30.63	\$35.73	\$45.09
13-1161	Market Research Analysts and Marketing Specialists	\$16.93	\$21.33	\$27.13	\$34.30	\$43.52

### In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Project Management
- Auditing

### In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

### In-Demand Certifications

- Project Management Professional Certification
- Certified Public Accountant
- Security Clearance
- Certified Management Accountant
- Certified Internal Auditor

### In-Demand Education Level\*

- High School Diploma: 18.6%
- Associate Degree: 8.4%
- Bachelor's Degree: 73.0%
- Master's Degree: 18.0%

### Top Posting Employers

- State Of Michigan
- Meta
- Salesforce
- Change Healthcare
- Guidehouse
- ICF International
- Deloitte
- US Bank
- Ernst & Young
- Highmark Health

### Job Postings by City

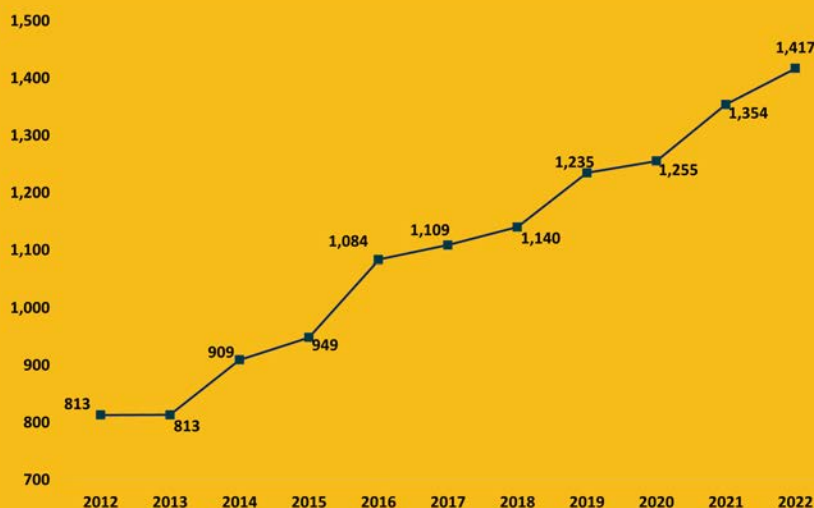
- Lansing: 3,152 Postings
- Saint Johns: 153 Postings
- Dewitt: 99 Postings
- Bath: 26 Postings
- Eagle: 18 Postings
- Ovid: 8 Postings
- Westphalia: 5 Postings
- Fowler: 4 Postings
- Eureka: 3 Postings
- Elsie: 1 Postings

*\*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**  
2012-2022



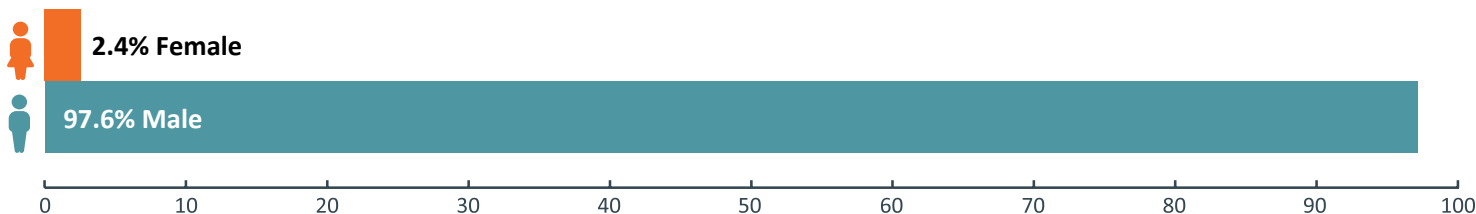
**1,417**  
**Construction**  
**Workers**  
**4.7% Increase**  
**from 2021**



### Construction Worker Demographics

The construction occupation group is not very diverse and has 1,417 workers. A large majority of workers are male (97.6 percent) and between the ages of 25 and 54 (66.5 percent). Only 2.4 percent of workers identified as female, while 9.2 percent identified as a race other than white. Younger workers, under the age of 25, account for 16.8 percent of workers, while those age 55 and older account for 16.8 percent.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**90.8% White** | **5.7% Hispanic or Latino** | **1.6% Black or African-American**

#### Worker Age Demographics

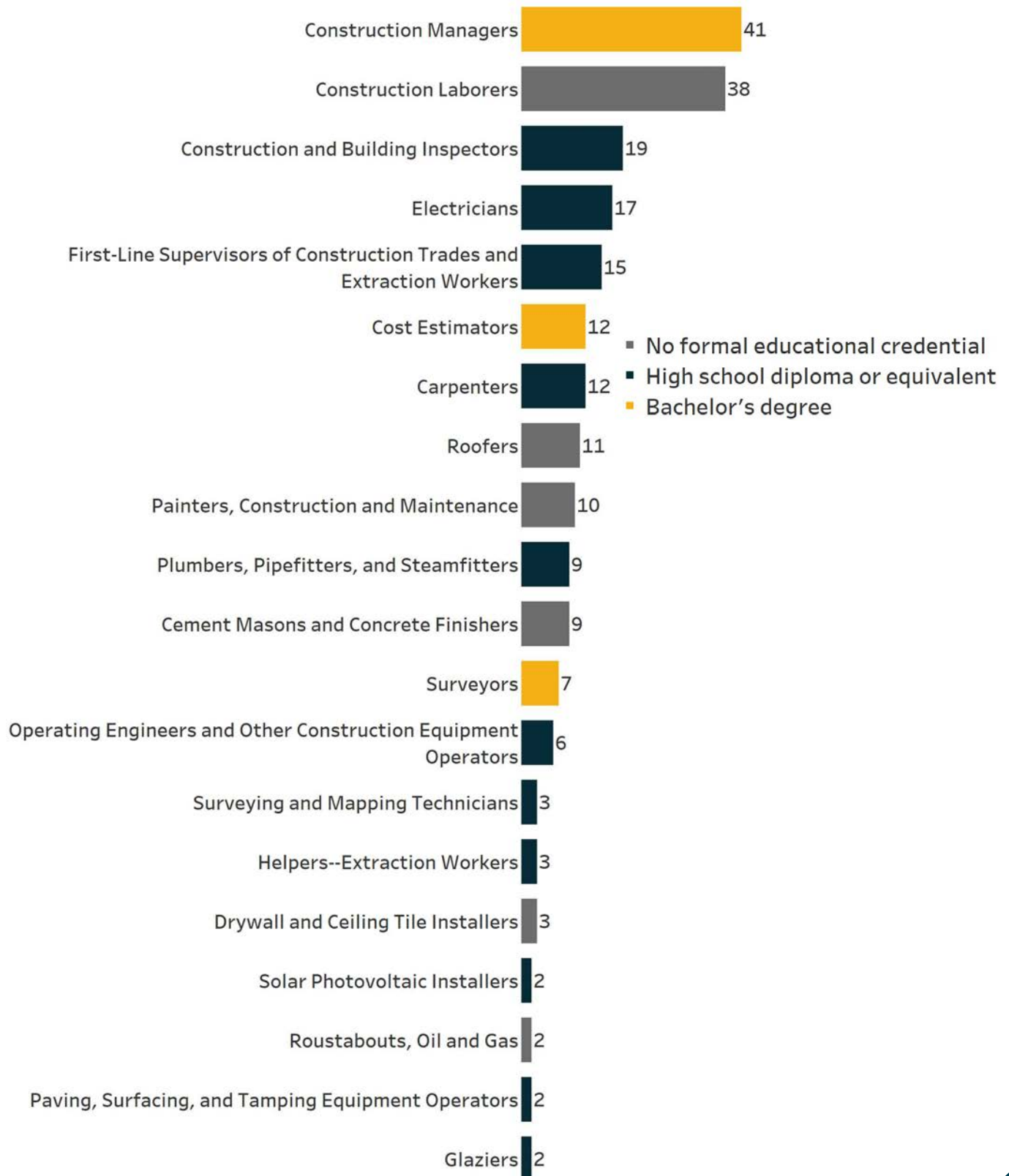




# CONSTRUCTION OCCUPATION GROUP

## Top Posted Jobs

The construction occupation group had 231 postings in 2022. Construction Managers is the top-posted occupation with 41 postings. Other top posted jobs include Construction Laborers (38 postings), Construction and Building Inspectors (19 postings), Electricians (17 postings), and First-Line Supervisors of Construction Trades and Extraction Workers (15 postings).



## CONSTRUCTION OCCUPATION GROUP

### Wage Overview

The top posted construction job, Construction managers, offers a median wage of \$43.80 per hour or \$91,104 per year. Those working in apprentice-able occupations can also anticipate high wage potential, such as Painters, Construction and Maintenance, which report a median wage of \$22.88 per hour or \$47,590 annually.

### Wage Overview for Top Posted Construction Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$27.65	\$34.21	\$43.80	\$55.88	\$70.83
47-2061	Construction Laborers	\$13.24	\$16.38	\$20.42	\$21.50	\$26.52
47-4011	Construction and Building Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-2111	Electricians	\$18.21	\$22.95	\$30.37	\$38.58	\$38.79
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$22.55	\$27.94	\$34.90	\$43.88	\$46.49
13-1051	Cost Estimators	\$18.46	\$23.18	\$30.45	\$38.29	\$50.26
47-2031	Carpenters	\$16.26	\$17.07	\$25.87	\$26.63	\$33.15
47-2181	Roofers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-2141	Painters, Construction and Maintenance	\$14.81	\$18.64	\$22.88	\$23.87	\$30.40
47-2051	Cement Masons and Concrete Finishers	\$17.17	\$18.15	\$22.89	\$28.41	\$29.32

### In-Demand Technical Skills

- Construction
- Construction Management
- Subcontracting
- Power Tool Operation
- Procurement

### In-Demand Foundational Skills

- Communications
- Management
- Valid Driver's License
- Leadership
- Planning

### In-Demand Certifications

- Commercial Driver's License (CDL)
- Project Management Professional Certification
- 10-Hour OSHA General Industry Card
- Journeyman Electrician
- HVAC Certification

### In-Demand Education Level\*

- High School Diploma: 26.4%
- Associate Degree: 8.7%
- Bachelor's Degree: 28.1%
- Master's Degree: 3.9%

*\*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

- State Of Michigan
- Black & Veatch
- CDM Smith
- ICF International
- Tradesmen International
- Concrete Placement
- Tremco
- Res Agency
- Michigan Paving & Materials
- Edward Rose & Sons

### Job Postings by City

- Lansing: 195 Postings
- Saint Johns: 11 Postings
- Dewitt: 10 Postings
- Bath: 8 Postings
- Eagle: 3 Postings
- Westphalia: 3 Postings
- Ovid: 1 Posting

## HEALTHCARE OCCUPATION GROUP

WIN's Healthcare occupation group includes jobs related to Healthcare support and practitioners. Employment in this group has been consistently growing, with more Healthcare 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**  
2012-2022



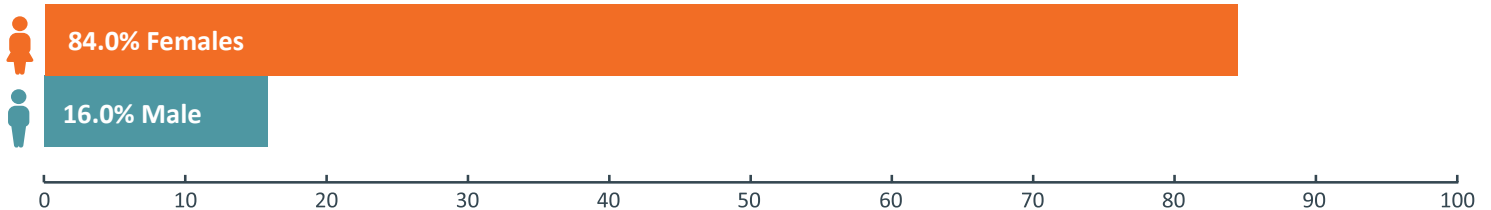
**1,156**  
**Healthcare**  
**Workers**  
**4.8%**  
**Increase from**  
**2021**



### Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 1,156 workers in Clinton County, who are overwhelmingly female (84.0 percent) and between the ages of 25 and 54 (67.0 percent), although 20.3 percent of workers are over 54. The healthcare occupation group is primarily white in Clinton County, with 85.6 percent of workers identifying as white, 6.7 percent identifying as Black or African American, and 7.7 percent identifying otherwise.

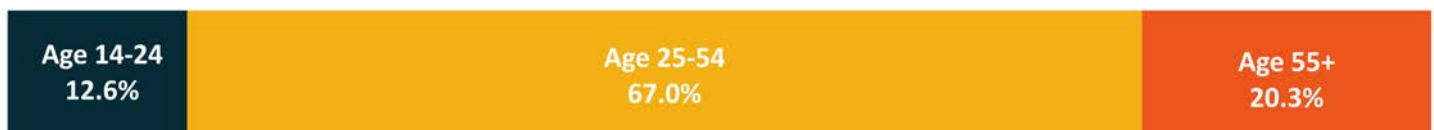
#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**85.6% White** | **6.7% Black or African-American** | **3.6% Hispanic or Latino**

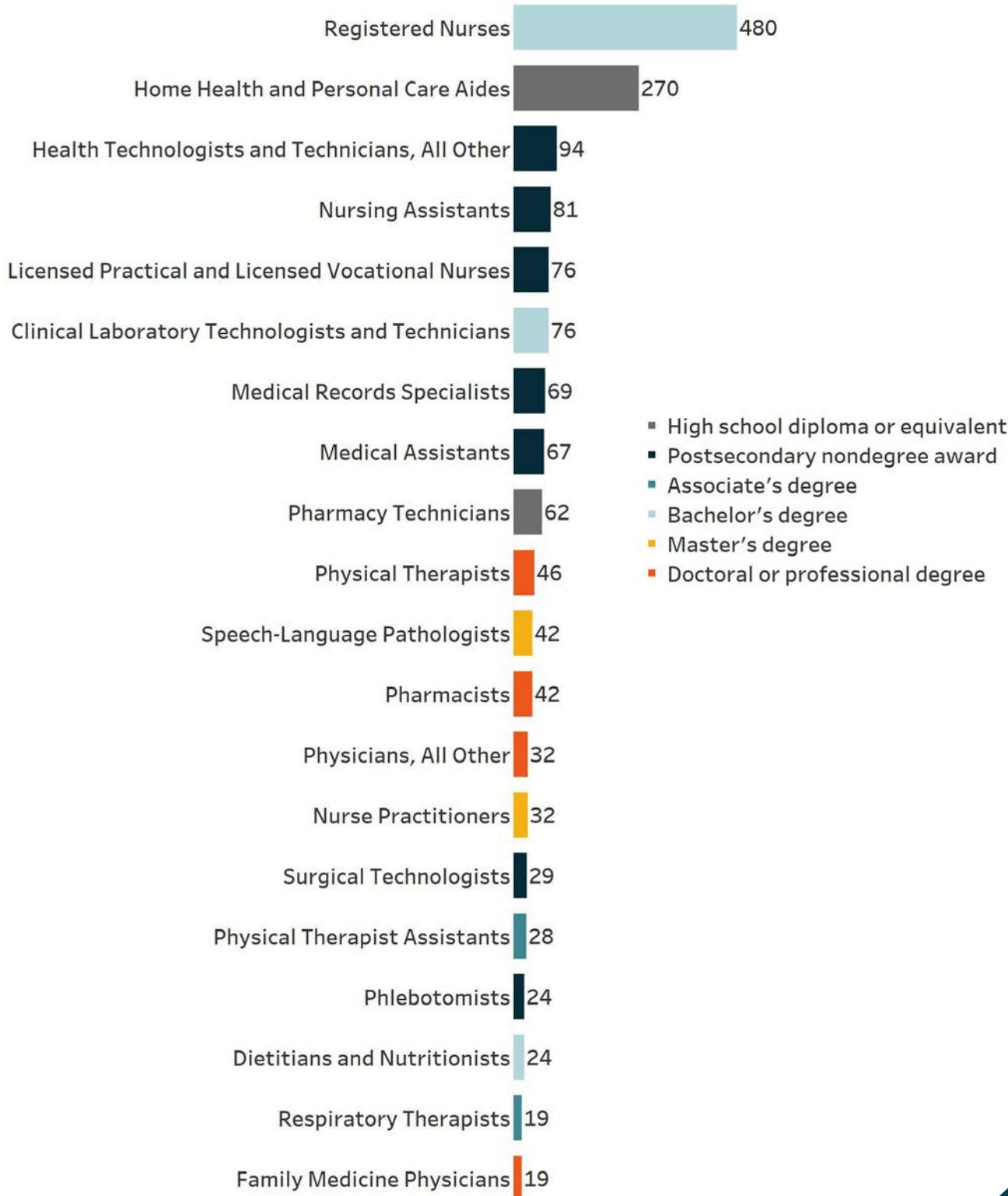
#### Worker Age Demographics



# HEALTHCARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses was the highest in-demand Healthcare occupation throughout 2022, with 480 postings. Other top posted jobs include Home Health and Personal Care Aides (270 postings), Health Technologists and Technicians, All Other (94 postings), Nursing Assistants (81 postings), and Clinical Laboratory Technologists and Technicians (76 postings). Top occupations in Healthcare 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.





# HEALTHCARE OCCUPATION GROUP

## Wage Overview

Wages in the high-demand Healthcare field tend to scale with both education and experience. The Healthcare 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 \$14.00 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$34.36 per hour or an annual salary of about \$71,468.

### Wage Overview for Top Posted Healthcare Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.19	\$33.26	\$34.36	\$41.93	\$41.94
31-1128	Home Health and Personal Care Aides	\$9.94	\$10.31	\$12.37	\$12.89	\$13.46
29-2099	Health Technologists and Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-1131	Nursing Assistants	\$13.52	\$13.91	\$14.40	\$17.37	\$17.92
29-2018	Clinical Laboratory Technologists and Technicians	\$13.23	\$16.67	\$25.81	\$32.35	\$33.09
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.52	\$21.08	\$22.34	\$26.40	\$27.27
29-2072	Medical Records Specialists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
31-9092	Medical Assistants	\$12.70	\$13.01	\$16.06	\$16.46	\$16.73
29-2052	Pharmacy Technicians	\$10.78	\$13.41	\$14.05	\$17.21	\$21.15
29-1123	Physical Therapists	\$28.95	\$36.23	\$44.24	\$45.98	\$47.85

### In-Demand Technical Skills

- Nursing
- Home Healthcare
- Cardiopulmonary Resuscitation (CPR)
- Caregiving
- Medical Records

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Basic Life Support (BLS) Certification
- Licensed Practical Nurse
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant
- Basic Cardiac Life Support

### In-Demand Education Level\*

- High School Diploma: 25.4%
- Associate Degree: 17.1%
- Bachelor's Degree: 14.0%
- Master's Degree: 6.8%

### Top Posting Employers

- Sparrow Health System
- CareInHomes
- McLaren Healthcare
- United Health Services
- Elara Caring
- ProMedica
- Universal Health Services
- McLaren Greater Lansing
- Ovid Healthcare Center
- State Of Michigan

### Job Postings by City

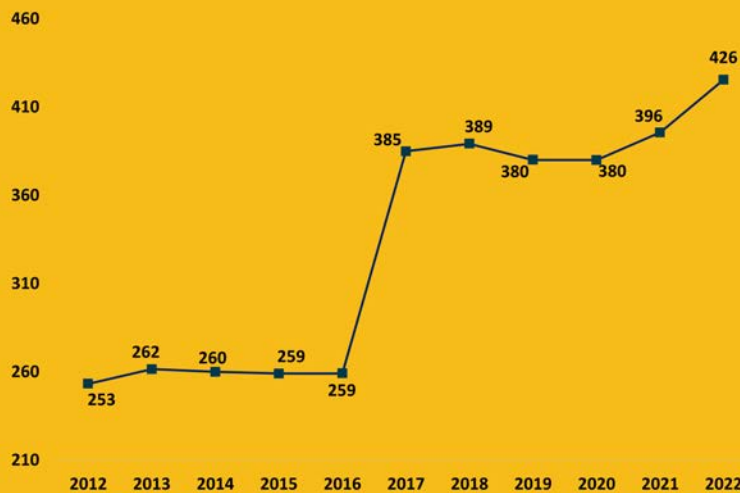
1. Lansing: 1,067 Postings
2. Saint Johns: 488 Postings
3. Dewitt: 143 Postings
4. Ovid: 79 Postings
5. Bath: 42 Postings
6. Eagle: 28 Postings
7. Fowler: 28 Postings
8. Westphalia: 14 Postings
9. Elsie: 6 Postings
10. Maple Rapids: 4 Postings

*\*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  
2012-2022



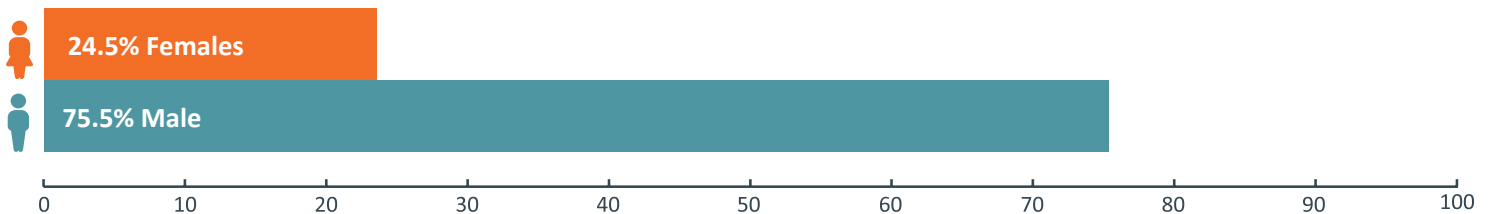
**426 Information  
Technology Workers**  
7.6% Increase from  
2021



## Information Technology Worker Demographics

According to 2022 Lightcast data, Clinton County has 426 IT workers. The workforce is not too diverse, with most workers identifying as male (75.5 percent) and between the ages of 25 and 54 (77.3 percent). Workers aged 55 years and older account for 13.0 percent, while only 6.9 percent are 24 years old or younger. About 88.8 percent of the workforce identify as white, with workers who identify as Asian, make up 4.0 percent of the workforce.

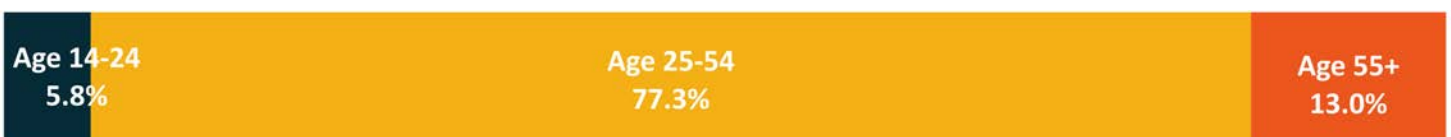
### Worker Gender Demographics



### Race and Ethnicity Demographics

**88.8% White** | **3.0% Black or African-American** | **4.0% Asian**

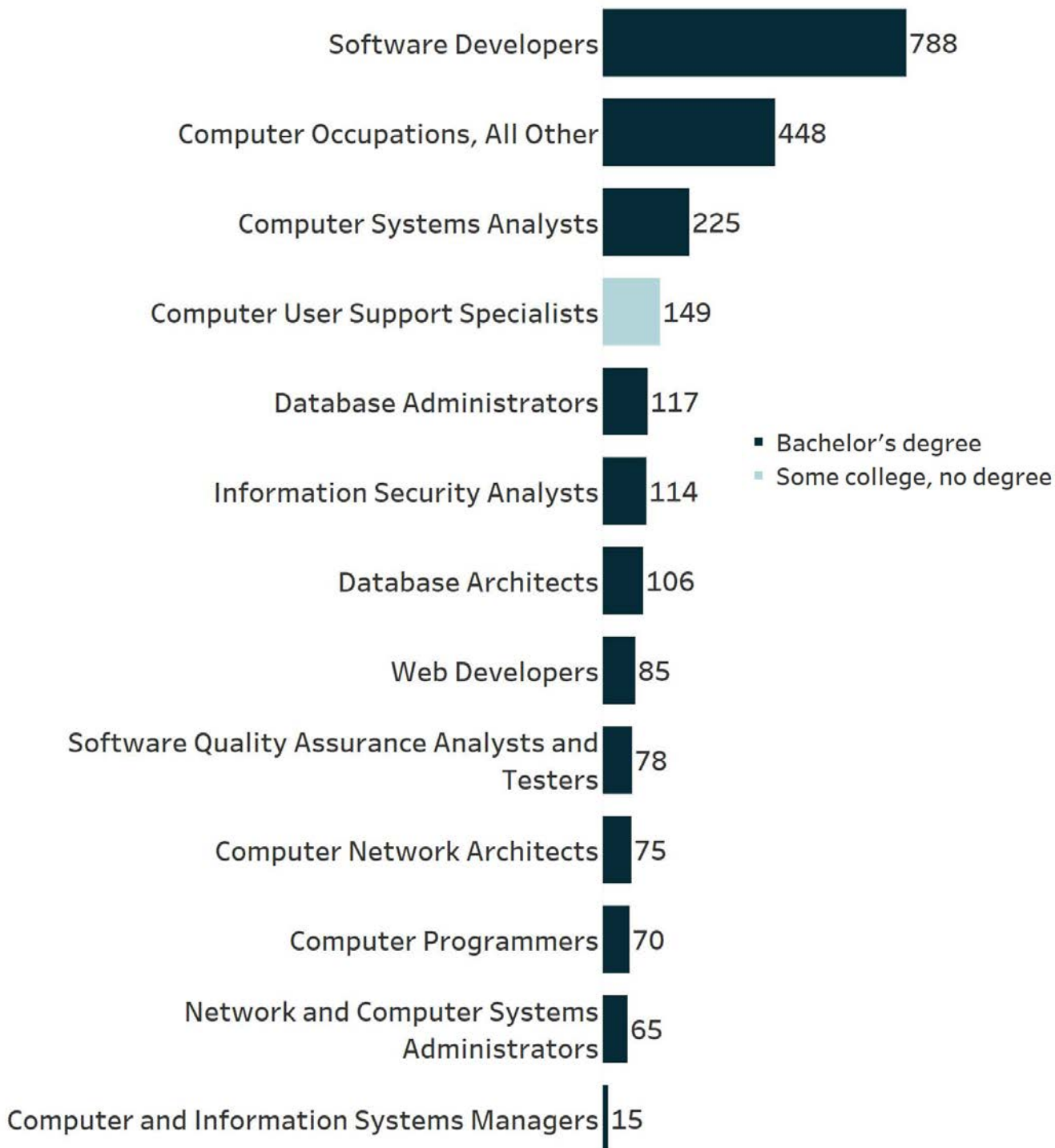
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2022, there were 2,361 postings for IT workers in Clinton County. Software Developers was the most in-demand occupation with 788 postings, followed by Computer Occupations, All Other (448 postings) and Computer Systems Analysts, with 225 postings. Computer User Support Specialists (149 postings), Database Administrators (117 postings), and Information Security Analysts (114 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. Software Developers, the most in-demand occupation, offers a median hourly wage of \$37.79 per hour or almost \$78,603 per year. Software Developers earn the highest median wage at \$37.97 per hour or nearly \$78,603 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$22.55 per hour.

### Wage Overview for Top Posted Information Technology Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$28.81	\$30.32	\$37.79	\$47.33	\$58.19
15-1299	Computer Occupations, All Other	\$18.26	\$23.32	\$35.49	\$45.21	\$48.60
15-1211	Computer Systems Analysts	\$28.70	\$34.77	\$37.13	\$46.68	\$55.77
15-1232	Computer User Support Specialists	\$13.89	\$17.66	\$22.55	\$28.84	\$35.59
15-1242	Database Administrators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1243	Database Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1253	Software Quality Assurance Analysts and Testers	\$23.61	\$29.43	\$37.14	\$47.05	\$48.86
15-1241	Computer Network Architects	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communication
- Management
- Leadership
- Problem Solving
- Troubleshooting (Problem Solving)

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 5.5%
- Associate Degree: 6.0%
- Bachelor's Degree: 63.4%
- Master's Degree: 13.0%

*\*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

- Meta
- State Of Michigan
- Travelers
- Salesforce
- ICF International
- Deloitte
- Change Healthcare
- US Bank
- Guidehouse
- Highmark Health

### Job Postings by City

- Lansing: 2,278 Postings
- Saint Johns: 54 Postings
- Bath: 9 Postings
- Dewitt: 9 Postings
- Eagle: 5 Postings
- Eureka: 4 Postings
- Fowler: 1 Posting
- Westphalia: 1 Posting

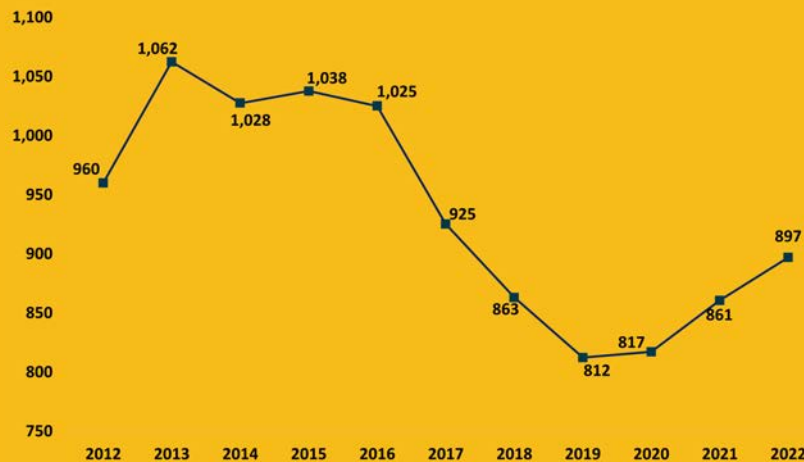


## SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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.*

**Employment Over Time**  
2012-2022



**897 Skilled Trades  
Workers**

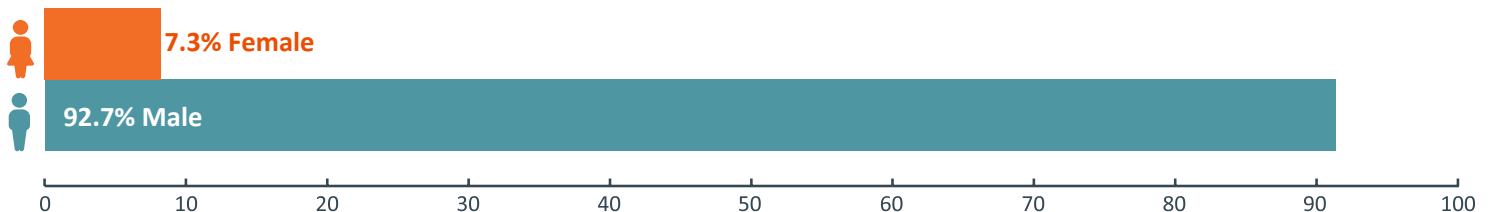
**4.2% Increase  
from 2021**



### Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 897 workers in Clinton County. The majority of skilled trades workers are male (92.7 percent) and between the ages of 25 and 54 (64.7 percent). Due to the aging workforce, additional outreach will be necessary as 28.9 percent are 55 years of age or older.

#### Worker Gender Demographics



#### Race and Ethnicity Demographics

**87.8% White | 5.4% Black or African-American | 4.6% Hispanic or Latino**

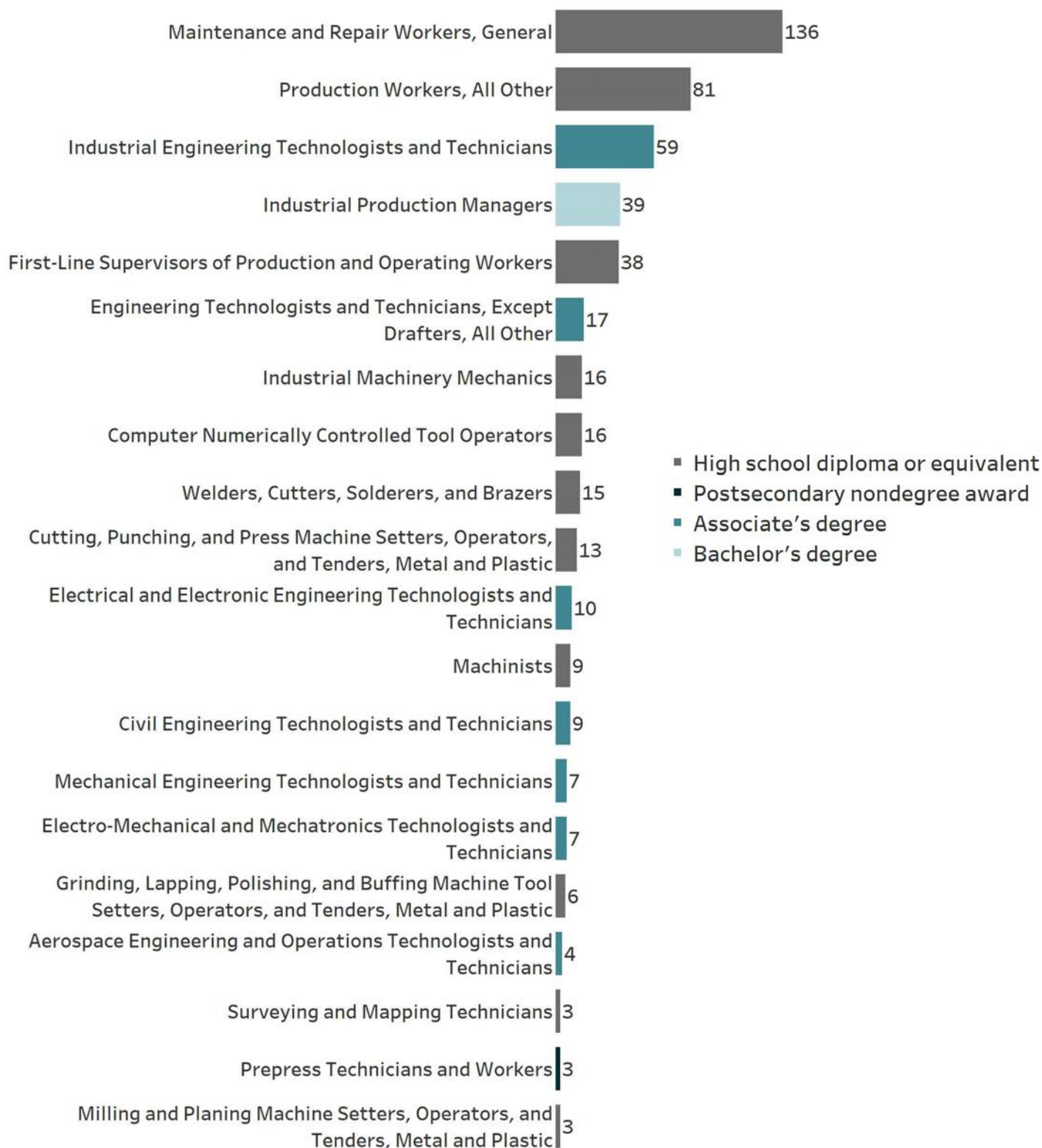
#### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 136 postings. Other top posted jobs include Production Workers, All Other (81 postings), Industrial Engineering Technologists and Technicians (59 postings), Industrial Production Managers (39 postings) and First-Line Supervisors of Production and Operating Workers (38 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 2022, offers a median hourly wage of \$14.28, which translates to an annual salary of about \$29,702. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$52.45 or \$109,096 annually.

## Wage Overview for Top Posted Skilled Trades Jobs in 2022

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	\$13.85	\$13.93	\$14.28	\$21.84	\$27.73
51-9199	Production Workers, All Other	\$11.34	\$11.82	\$14.97	\$18.38	\$22.95
17-3026	Industrial Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3051	Industrial Production Managers	\$32.15	\$41.15	\$52.45	\$66.20	\$84.67
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.32	\$24.50	\$31.68	\$40.68	\$52.63
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
49-9041	Industrial Machinery Mechanics	\$17.40	\$18.99	\$23.69	\$29.32	\$36.91
51-9161	Computer Numerically Controlled Tool Operators	\$16.62	\$20.21	\$25.37	\$27.83	\$32.98
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.60	\$18.97	\$23.50	\$24.79	\$30.99
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$15.93	\$15.99	\$19.91	\$23.70	\$26.36

### In-Demand Technical Skills

- Machinery
- Hand Tools
- Housekeeping
- Machine Operation
- Standard Operating Procedure

### In-Demand Foundational Skills

- Communications
- Customer Service
- Operations
- Management
- Leadership

### In-Demand Certifications

- Commercial Driver's License (CDL)
- Pesticide Applicator License
- HVAC Certification
- Forklift Certification
- CDL Class A License

### In-Demand Education Level\*

- High School Diploma: 48.0%
- Associate Degree: 11.4%
- Bachelor's Degree: 17.2%
- Master's Degree: 3.2%

*\*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
- Glanbia Nutritionals
- State Of Michigan
- Orchid Orthopedic Solutions
- General Motors
- Aerotek
- Barnes Group
- Black & Veatch
- GPAC
- Adient

### Job Postings by City

1. Lansing: 359 Postings
2. Saint Johns: 69 Postings
3. Dewitt: 31 Postings
4. Bath: 11 Postings
5. Eagle: 11 Postings
6. Ovid: 9 Postings
7. Fowler: 3 Postings
8. Maple Rapids: 3 Postings
9. Westphalia: 3 Postings
10. Elsie: 1 Posting

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(win)