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The background of the slide is a photograph of the Detroit city skyline at dusk or dawn, with various skyscrapers and buildings visible. Overlaid on this image is a semi-transparent map of the state of Michigan, with its county boundaries outlined in white. The text for the report is centered over the lower half of the map.

LABOR MARKET REPORT CITY OF DETROIT

Q1 2022

January - March 2022

INTRODUCTION

City of Detroit

Q1 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 the city of Detroit, 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. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the first quarter 2022 labor market information from the city of Detroit for the Business and Finance, Energy, 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 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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State of the Labor Market in the City of Detroit

The COVID-19 crisis continued to cause shifts in the labor market this quarter. In Q1 2022, the labor force increased by 13,782 individuals (5.7 percent) from Q4 2021. Employment also increased by 9,322 workers (4.3 percent), while unemployment increased by 4,460 workers. The unemployment rate increased in the quarter by 1.2 percentage points to 11.0 percent by March 2022. Monthly posting data shows shifts in hiring and skills demanded as the city continues its recovery.

Registered Nurses top the list as the most demanded occupation in Q1 2022, accounting for 3,349 job postings. The information technology occupation group also continues to be heavily demanded in the city of Detroit. All five of the occupation groups experienced growth in employer demand since Q4 2021.

Annual Labor Market Information

The labor force in Detroit grew 5.7 percent since the end of 2021, increasing by 13,782 individuals, for a Q1 2022 labor force figure of 255,737 individuals. Employment tracked proportionately to the labor force, reporting an increase of 4.3 percent, or 9,322 more workers, in the first quarter of 2022. The unemployment rate increased by 1.2 percentage points during the same period for a rate of 11.0 percent. As recovery from the COVID-19 pandemic continues, swings in employment and unemployment are anticipated.

Annual Labor Force, Employment, Unemployment Rate 2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2022, including posting information from January, February, and March, showed a decrease in demand levels in Detroit, down by 1,140 postings or 3.1 percent since Q4 2021. Despite this decline, over the past year, postings have increased resulting in 7,242 more postings than in Q1 2021, up 25.9 percent. Employer demand within the first quarter, from January to March, reveals fewer postings, down 1,819 or 5.0 percent.

Average Quarterly Posting Analysis City of Detroit Q1 2021 - Q1 2022



ANNUAL WORKFORCE INDICATORS

Key Findings

8%

Employer demand increased by 8.0 percent, a gain of 4,701 job postings since 2021.

Bachelor's Degree

Most in-demand minimum education level during Q1 2022.

In Q1 2022, employment totaled

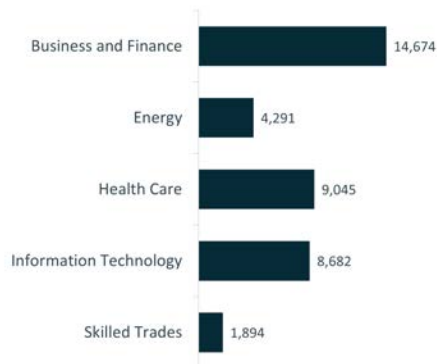
227,546

an increase of 9,322 workers (4.3 percent) since Q4 2021

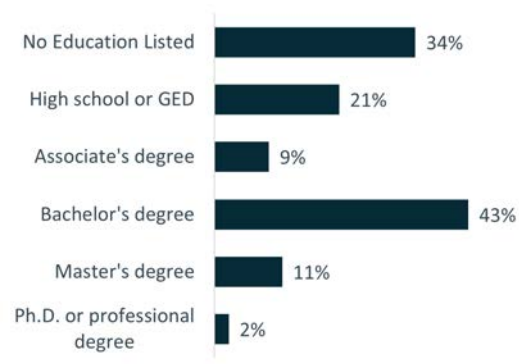
During Q1 2022, there were 63,115 unique job postings, 4,701 (8.0 percent) more than the 58,414 postings made during Q4 2021 in the city of Detroit. Professional, Scientific, and Technical Services employers (10,542 postings) and Healthcare employers (9,045 postings) posted the most job ads in the quarter. The top posted job titles this quarter include Registered Nurses, Project Managers, CDL-A Truck Drivers, Software Engineers, and Maintenance Technicians. For more information about in-demand job postings, see page 7.

Of the 63,115 unique postings in the city of Detroit during Q1 2022, 13,280 (21.0 percent) required a high school diploma or equivalent, while 32,857 (52.1 percent) required a college degree. An additional 8,746 postings (13.9 percent) required an advanced degree. The high demand for technical and healthcare roles within the city drives this high demand for college education.

Top 5 Posting Occupation Groups
Q1 2022



Education Levels In-Demand
Q1 2022



The city of Detroit has seen steady growth in the labor force since Q1 2021. Labor Force participation increased by 18,488 individuals, or 7.8 percent, for a Q1 2022 figure of 255,737. During Q1 2022, employment grew by just 2,368 individuals, an increase of 1.1 percent from the prior quarter, but 6.7 percent from Q1 2021. Despite the gains in the labor force during Q1 2022, the unemployment rate increased by 1.8 percentage points for an overall Q1 unemployment rate of 11.0 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	1st Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021	Change from 1st Quarter 2021	Percent Change from 1st Quarter 2021
Labor Force	237,249	237,463	245,070	248,037	255,737	7,699	3.1%	18,488	7.8%
Employment	213,199	214,189	220,331	225,179	227,546	2,368	1.1%	14,348	6.7%
Unemployment	24,050	23,274	24,739	22,859	28,190	5,332	23.3%	4,140	17.2%
Unemployment Rate	10.1%	9.8%	10.1%	9.2%	11.0%	1.8%	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

The labor force in the city of Detroit has grown steadily since 2015, and peaked in early 2020 with 262,129 workers. During the pandemic, the labor force declined to 241,955 but has since increased to 255,737, just 2.4 percent from the 2020 high. In Q1 2022, the labor force increased by 13,782 individuals, or 5.7 percent. Employment in Detroit had been on the rise since 2012, until it peaked in 2019 with 230,163 workers. Since then, employment rebounded to 227,546, or 1.0 percent below the 10 year high. In Q1 2022, employment increased by 9,322 workers, or 4.3 percent from the prior year. Meanwhile, the number of unemployed individuals in the city of Detroit grew by 4,460 workers, or 18.8 percent, between 2021 and Q1 2022. The unemployment rate increased by 1.2 percent to 11.0 percent by the end of March.

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 YTD	Change from 2021	Percent Change 2021
Labor Force	257,730	257,708	249,976	241,467	246,326	248,070	248,928	251,966	262,129	241,955	255,737	13,782	5.7%
Employment	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	227,546	9,322	4.3%
Unemployment	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	28,190	4,460	18.8%
Unemployment Rate	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	11.0%	1.2%	n/a

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 286,786 people in the labor force, either working or looking for work in the city of Detroit. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 65.6 percent for males and 55.5 percent for females. Overall, males in the city have a higher unemployment rate than females, with 17.2 percent and 12.9 percent respectively. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 16.5 percent. Native American job seekers also face difficulty, with an unemployment rate of 16.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	286,786	243,926	42,860	14.9%
Sex				
Male 16+	136,957	113,394	23,563	17.2%
16-19	6,453	3,844	2,609	40.4%
20-24	16,893	12,647	4,246	25.1%
25-54	91,417	77,844	13,573	14.8%
55-64	17,427	14,794	2,633	15.1%
65 Plus	4,767	4,265	502	10.5%
Female 16+	149,829	130,532	19,297	12.9%
16-19	6,951	4,719	2,232	32.1%
20-24	18,097	13,857	4,240	23.4%
25-54	98,050	86,706	11,344	11.6%
55-64	19,620	18,480	1,140	5.8%
65 Plus	7,111	6,770	341	4.8%
Race				
White	43,018	39,146	3,872	9.0%
Black / African	220,825	184,389	36,436	16.5%
Native American	860	718	142	16.5%
Asian	5,736	5,277	459	8.0%
Native Hawaiian / Pacific Islander	57,357	57	0	0%
Some Other Race	9,464	8,603	861	9.1%
Two or More Races	6,596	5,501	1,095	16.6%
Ethnicity				
Hispanic	18,928	16,865	2,063	10.9%

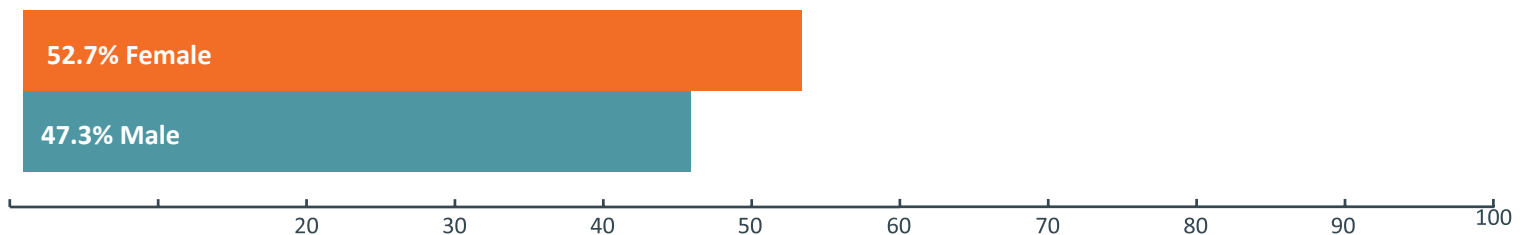
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

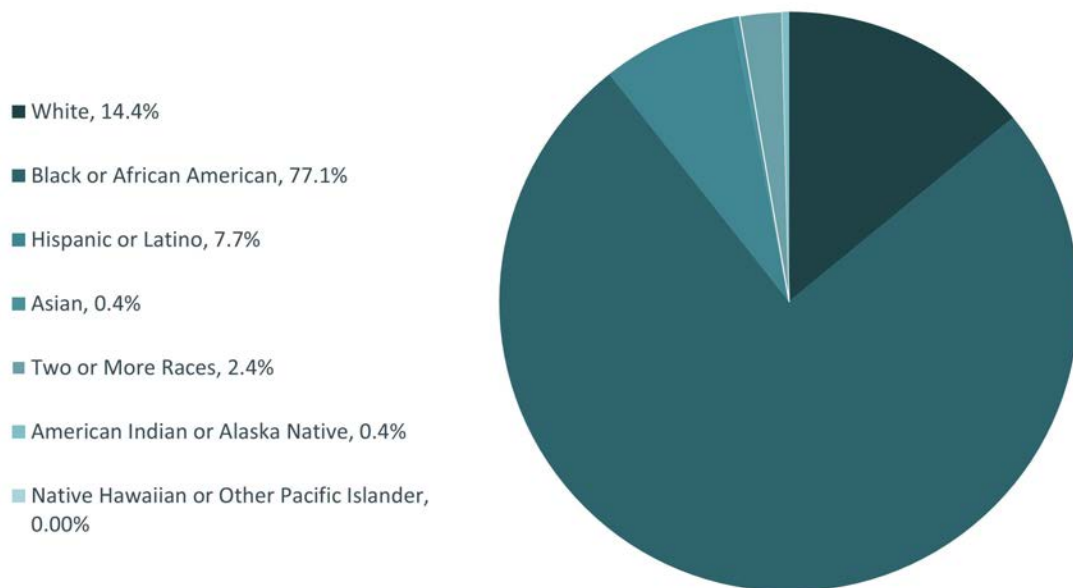
2020 Census Population

According to the data from the Census Bureau's most recent 2020 ACS Five Year estimates, during 2020, 672,351 people were living in the city of Detroit. The sex of the populace was split almost evenly, with 52.7 percent of the population identifying as female, and the other 47.3 percent identifying as male. A majority of the population identified as Black or African American (77.1 percent) with the second largest number of individuals identifying as White (14.4 percent). The city has a strong middle-aged population between the ages of 25-54, accounting for 39.1 percent of the total population. The city skews younger than the surrounding region; 25.9 percent of the population was over the age of 54, compared to 34.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



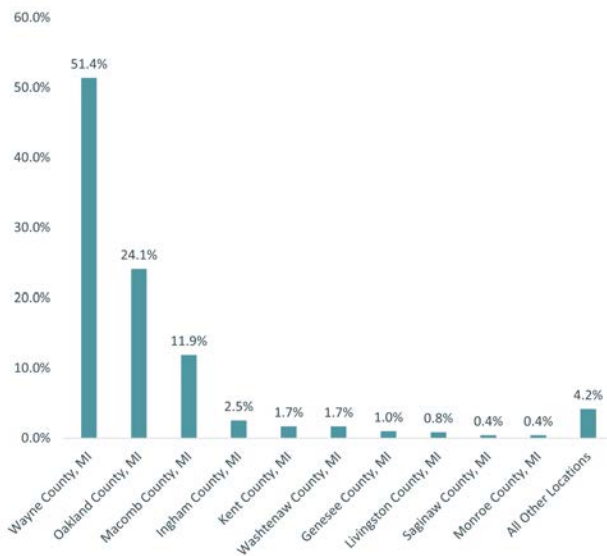
Population Age Demographics



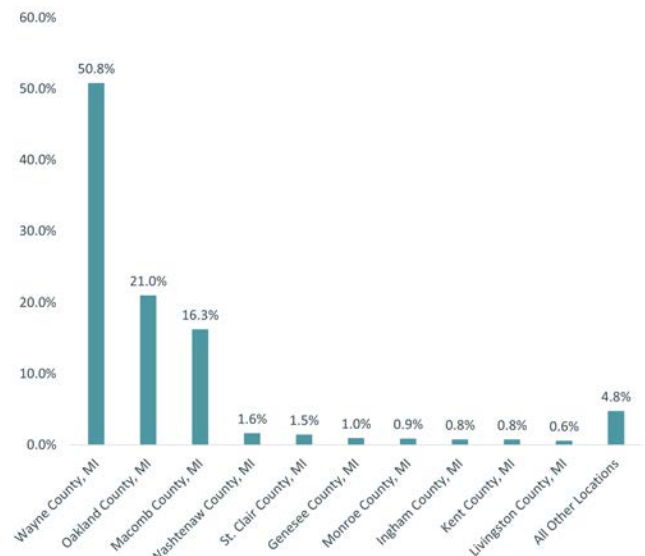
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the city's workforce consisted of 195,233 residents. There were 61,943 (31.7 percent) residents living and working within Detroit's city limits, while the remaining 133,290 residents (69.3 percent) traveled outside of the region for work. There were 235,654 workers employed in the city during 2019. Of those, 173,711 workers (73.7 percent) lived outside of the city's borders and commuted in. Thus, Detroit is a net importer of jobs, with more workers commuting into the area for employment than leaving. However, the city has a much higher percentage of both inbound and outbound commuters than many areas.

Where City of Detroit Residents Work

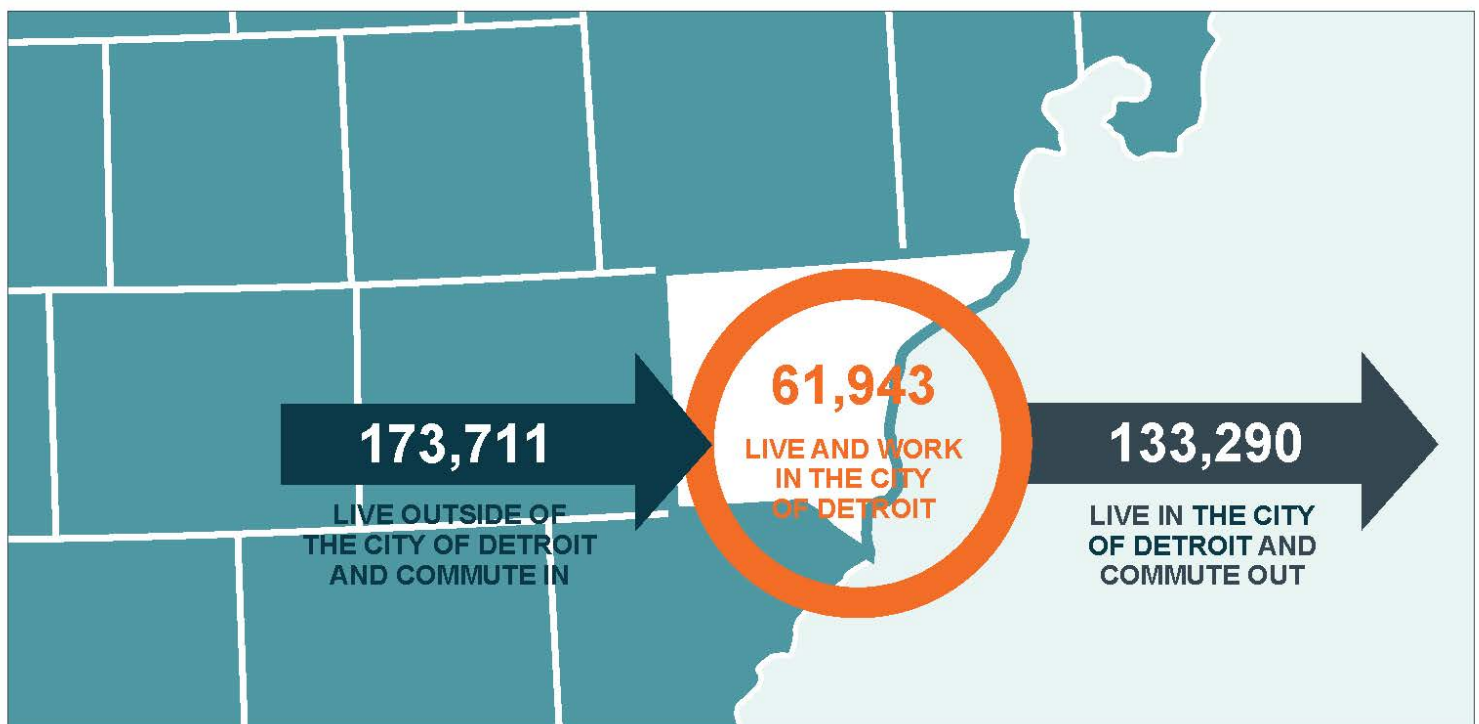


Where City of Detroit Workers Live



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

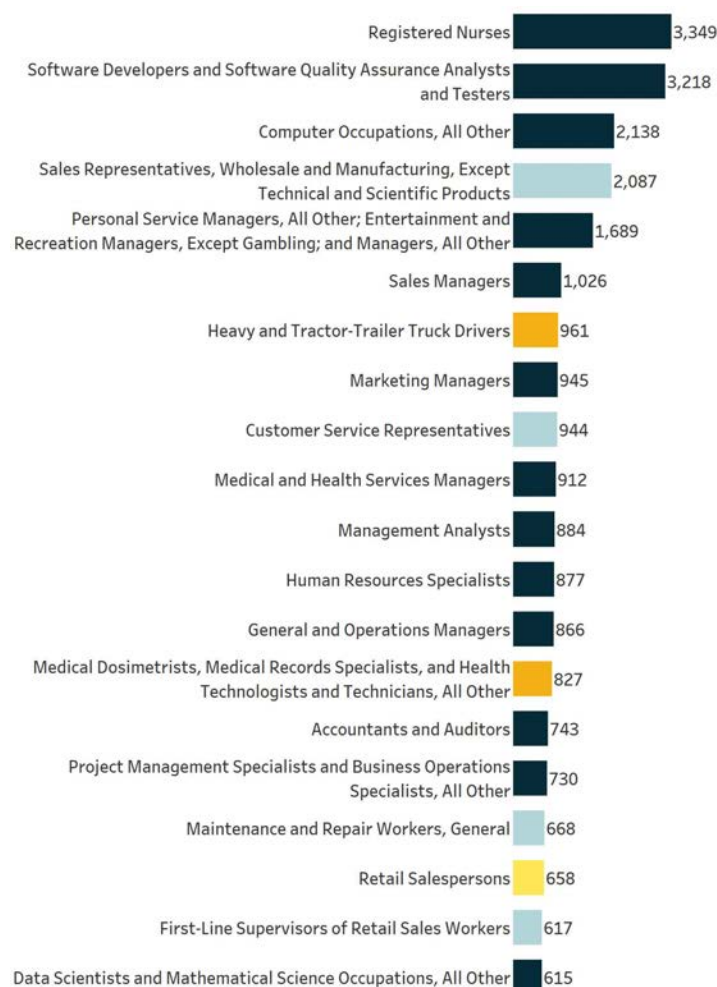
Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

Top Posted Jobs

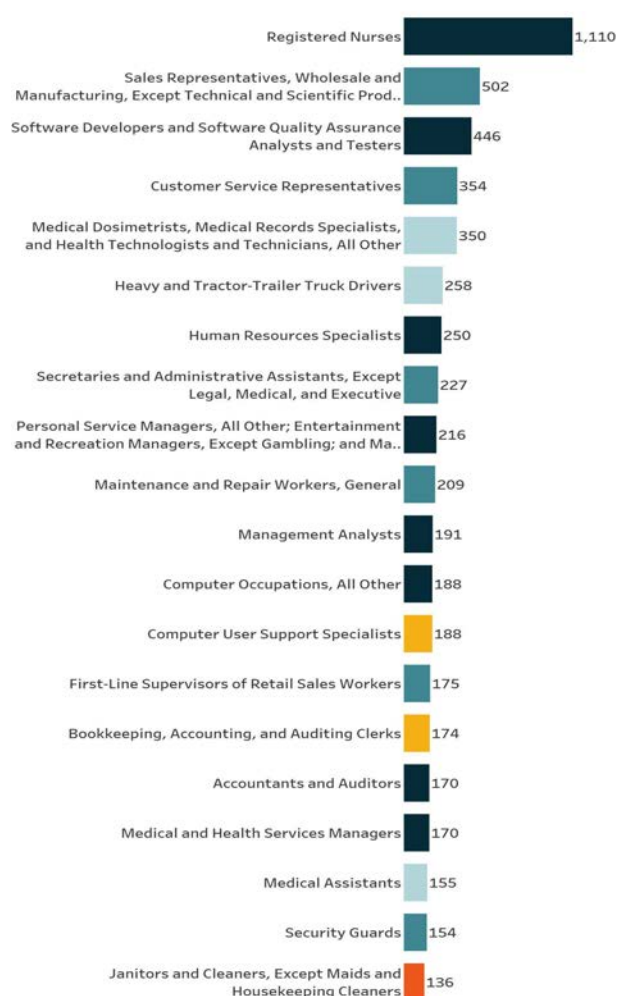
Registered Nurses remained the highest in-demand occupation during Q1 2022, with 3,349 unique online job postings. Software Developers and Software Quality Assurance Analysts and Testers is the second largest occupation with 3,218 unique postings and must have a Bachelor's degree to enter. Computer Occupations, All Other (2,138 postings) rounds out the top three occupations in the quarter. A bachelor's degree is required for over half of the top 20 jobs in the city. Other in-demand jobs that also typically require a four-year degree include Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (1,689 postings) and Sales Managers (1,026 postings).



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

Top Posted Entry-Level Jobs

Entry-level jobs, requiring zero to two years of previous experience, account for 23.2 percent of the Q1 2022 postings in the city of Detroit. Over 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 32.6 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 1,110 postings requiring a bachelor's degree, followed by Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, requiring a high school diploma or equivalent, with 502 postings.



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

REAL-TIME DEMAND OVERVIEW

Employer Demand Highlights

Top Posting Employers*

- Deloitte
- Henry Ford Health System
- General Motors
- Microsoft
- Tenet Healthcare
- Accenture
- KPMG
- VMware
- Wayne State University
- General Dynamics
- City of Detroit
- Ernst & Young
- Strategic Staffing Solutions
- Iconma, L.L.C.
- Ascension
- GPAC
- Tenet
- Baptist Health
- DTE Energy
- Blue Cross Blue Shield of Michigan

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

In-Demand Technical Skills

- Marketing
- Nursing
- Customer Support
- Computer Science
- Auditing
- Finance
- Agile Methodology
- Accounting
- Data Analysis
- Project Management

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Customer Service
- Operations
- Sales
- Problem Solving
- Planning
- Detail Oriented
- Microsoft Excel

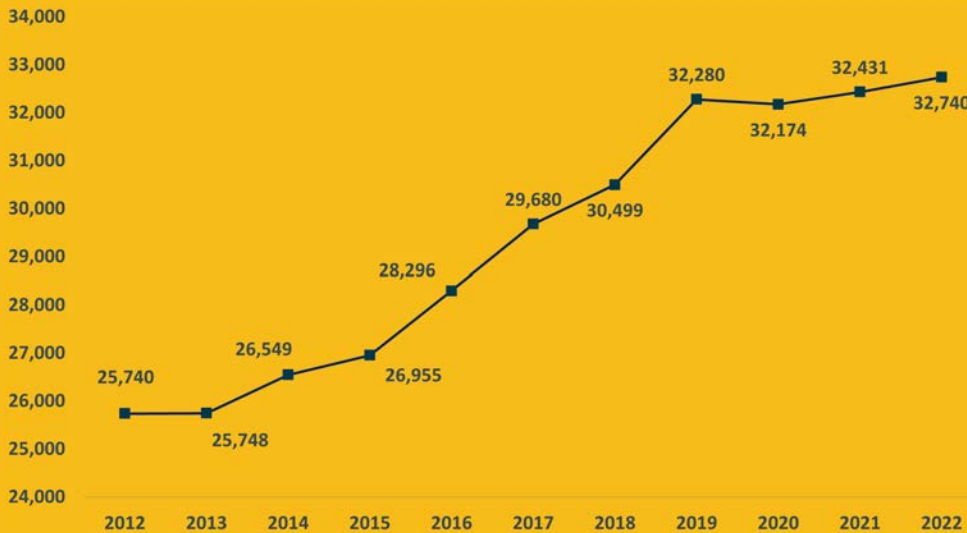
Top In-Demand Qualifications

- Basic Life Support (BLS) Certification
- Bachelor of Science in Nursing (BSN)
- Bachelor of Science in Business
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse
- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Project Management Professional Certification
- Certified Information Systems Security Professional
- Certified Public Accountant
- Bachelor of Science in Business Administration
- Patient Care Technician
- Certified Information System Auditor (CISA)
- Nurse Practitioner

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the business and finance occupation group can be found in nearly every type of establishment 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 Detroit.

Employment Over Time
2012-2022

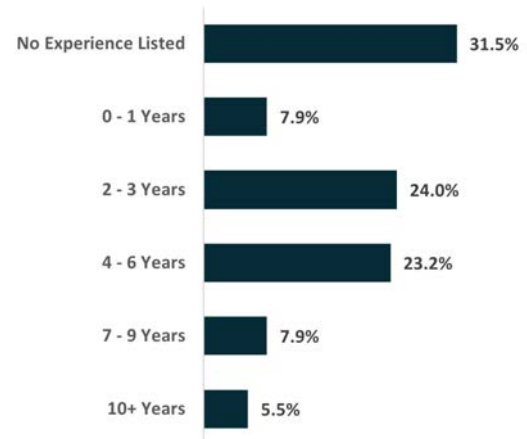
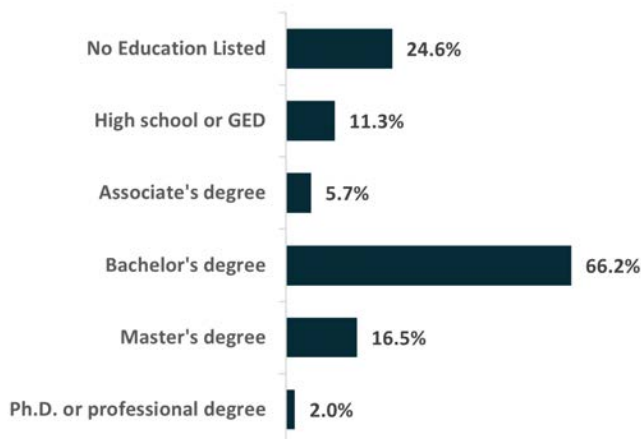


**309 Business
and Finance
Workers**
**1.0 % increase
from 2021**



Business and Finance Education and Experience

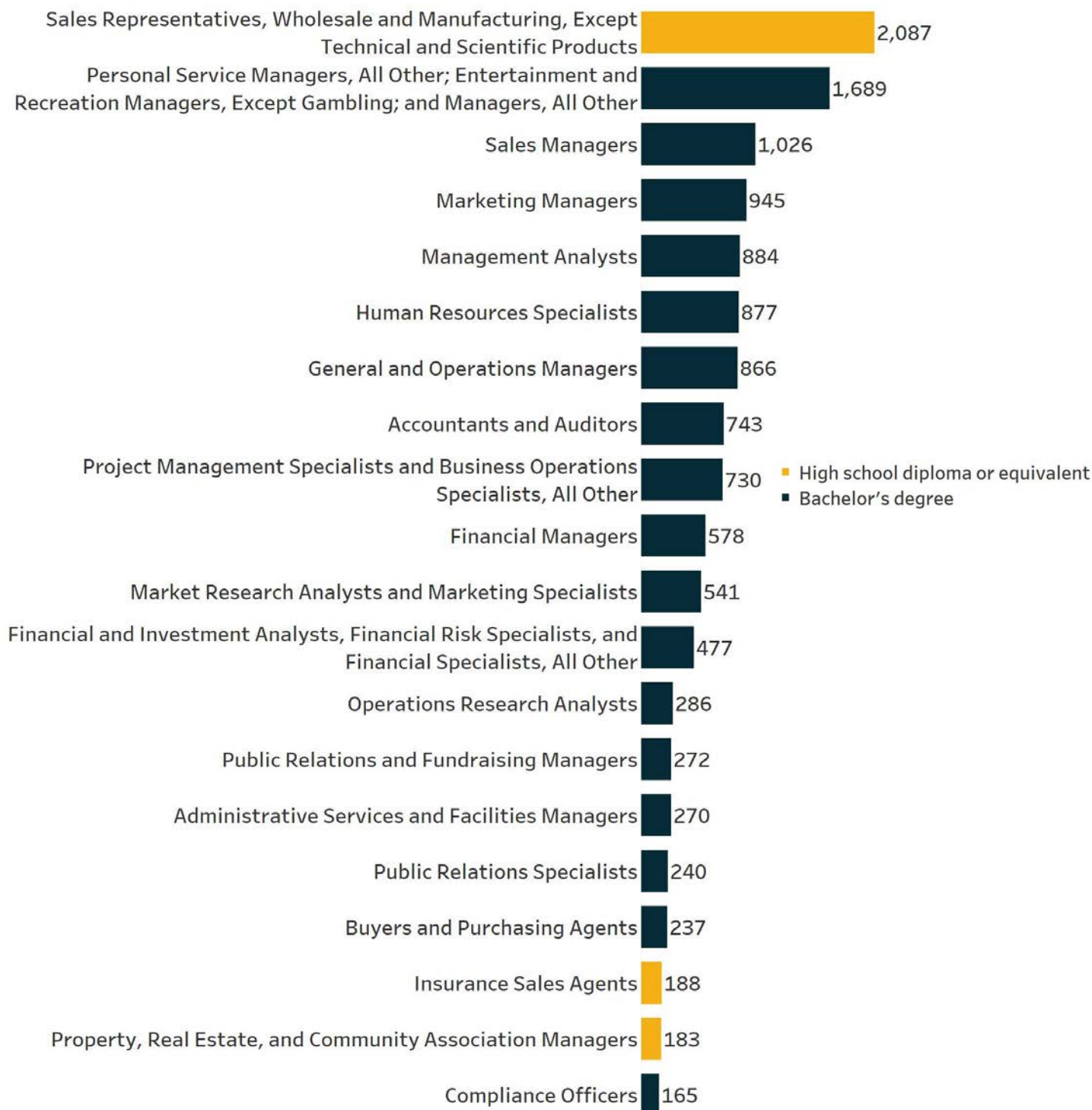
The business and finance occupation group offers great job opportunities for active job seekers. A bachelor's degree is the most in-demand education level in Q1 2022, required in 9,708 job postings or 66.2 percent of the postings. A master's degree is the second most in-demand education level found in 2,416 postings, while 3,611 postings do not specify an education level. Many business and finance occupation postings were open to workers with two to three years of experience, found in 3,528 postings, or 24.0 percent. Workers with four to six years of experience are also heavily in-demand with 3,411 postings. Although 4,618 postings did not request a specific experience level, 1,155 postings requested workers with zero to one year of experience.



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the highest in-demand business and finance occupation during Q1, with 2,087 postings, followed by Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other with 1,689 postings. All of the top jobs require a bachelor's degree except Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Product, which only requires a high school diploma and no work experience, coupled with moderate-term on-the-job training.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$33.41, translating to annual earnings of approximately \$69,499. Additional experience and education may lead to a role as a Sales Manager, opening the door to median wages of around \$71.58 per hour, or about \$148,896 annually. Entry level occupations also see high median wages of \$34.80, earning about \$72,384 annually.

Wage Overview for Top Posted Business and Finance Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.19	\$20.99	\$33.41	\$49.06	\$65.06
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$30.85	\$42.65	\$57.16	\$71.95	\$92.20
11-2022	Sales Managers	\$40.31	\$55.59	\$71.58	\$88.78	\$133.79
11-2021	Marketing Managers	\$38.14	\$52.83	\$69.04	\$85.79	\$121.40
13-1111	Management Analysts	\$28.80	\$35.40	\$43.75	\$54.82	\$68.53
13-1071	Human Resources Specialists	\$17.49	\$22.43	\$29.81	\$39.20	\$50.46
11-1021	General and Operations Managers	\$21.98	\$33.79	\$54.57	\$84.85	\$117.35
13-2011	Accountants and Auditors	\$24.32	\$29.82	\$37.75	\$49.26	\$65.37
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$21.39	\$27.95	\$38.23	\$52.36	\$64.97
11-3031	Financial Managers	\$41.74	\$52.18	\$66.91	\$84.30	\$129.20

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

In-Demand Certifications

- Bachelor of Science in Business
- Certified Public Accountant
- Project Management Professional Certification
- Bachelor of Science in Business Administration
- Certified Information System Auditor (CISA)

In-Demand Education Level*

- High School Diploma: 11.3%
- Associate Degree: 5.7%
- Bachelor's Degree: 66.2%
- Master's Degree: 16.5%

Top Posting Employers

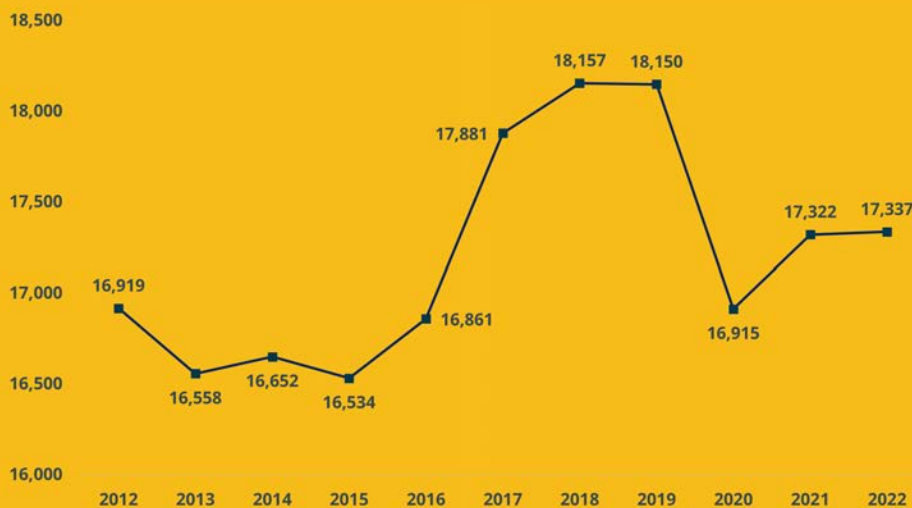
- Deloitte
- Microsoft
- KPMG
- Accenture
- General Motors
- VMware
- Ernst & Young
- CBRE Group
- Wayne State University
- General Dynamics

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

ENERGY OCCUPATION GROUP

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

Employment Over Time
2012-2022

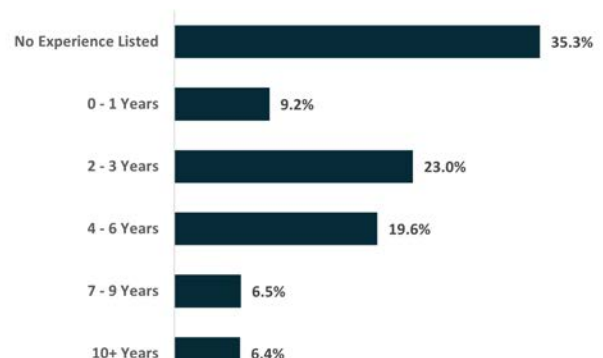
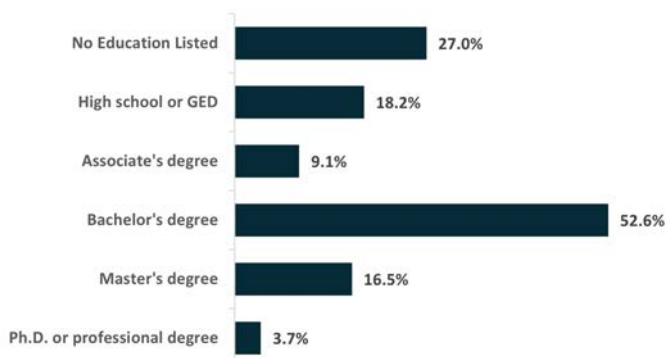


17,337 Energy Workers
0.1% Increase from 2021



Energy Education and Experience

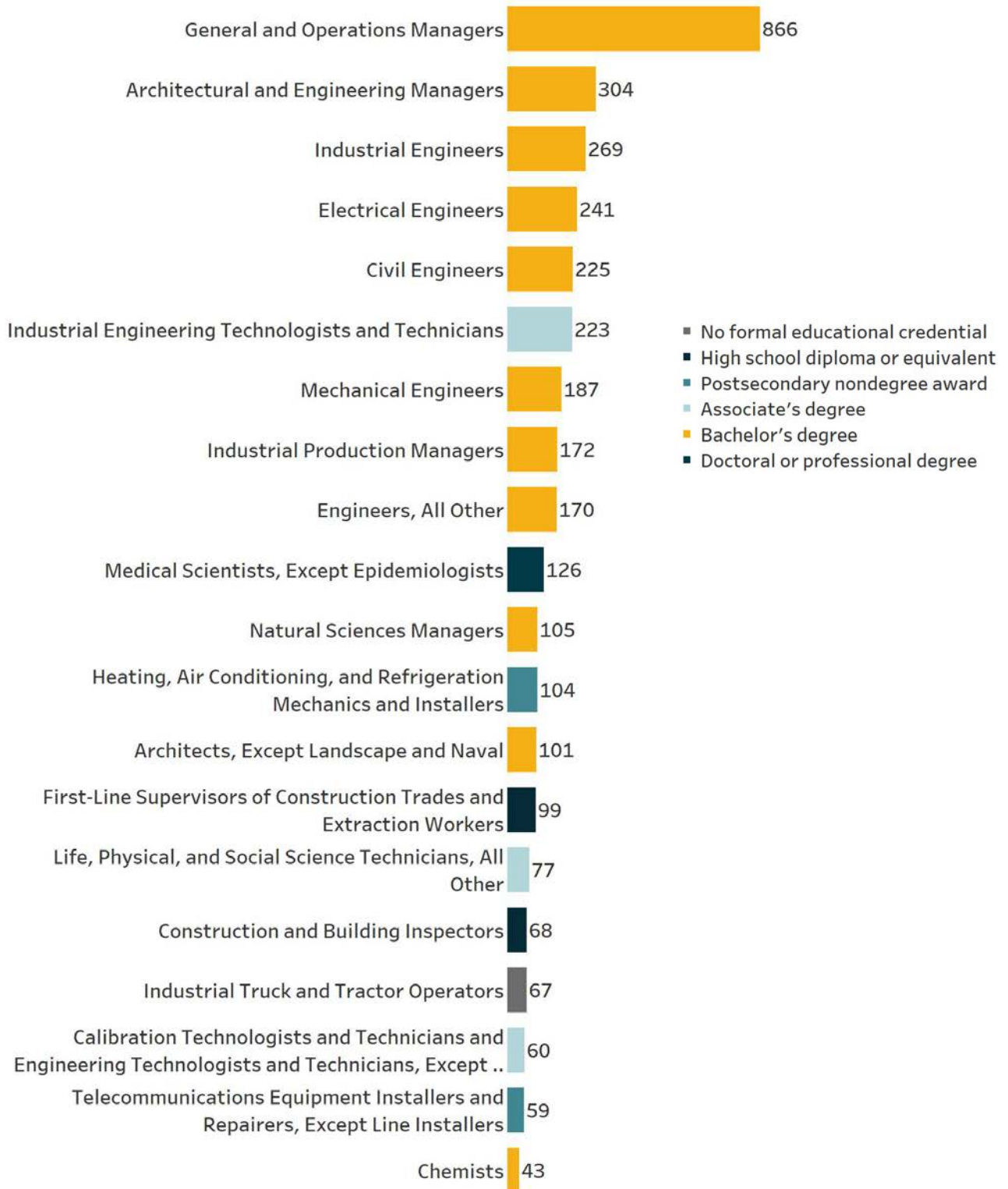
The energy occupation group is critical to the energy industry, requiring a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q1 2022, with 2,255 postings (52.6 percent). A high school diploma or equivalent is the second most in-demand education level with 782 postings (18.2 percent), while 708 postings (16.5 percent) require a master's degree. Many energy occupation postings were open to workers with two to three years of experience, found in 989 postings or 23.0 percent of postings. Workers with four to six years of experience are also heavily in-demand, with 842 postings. Although 1,515 postings do not list any specific experience level, 550 postings requested workers with seven or more years of experience.



ENERGY OCCUPATION GROUP

Top Posted Jobs

Most high-demand Energy occupations are managerial and engineering positions requiring a bachelor's degree. General and Operations Managers has emerged as the highest in-demand Energy occupation in Q1 2022, with 866 postings. Other top posted jobs requiring a bachelor's degree include Architectural and Engineering Managers (304 postings) and Industrial Engineers (269 postings). Operating Engineers and Other Construction Equipment Operators along with Electrical Power-Line Installers and Repairers require only a high school diploma or equivalent for entry coupled with moderate to long-term on-the-job training.



Wage Overview

The high demand for engineers and managers in the energy field creates lucrative opportunities for job seekers willing to obtain the additional education necessary for these jobs. Each of the top ten energy occupations has a median wage over \$28.00 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$54.57, or annual earnings of approximately \$113,502. Construction and technician focused positions generally have shorter educational requirements than engineers and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$21.98	\$33.79	\$54.57	\$84.85	\$117.35
11-9041	Architectural and Engineering Managers	\$48.21	\$56.99	\$67.53	\$79.44	\$92.57
17-2112	Industrial Engineers	\$31.90	\$37.84	\$46.45	\$55.98	\$63.31
17-2071	Electrical Engineers	\$31.08	\$37.14	\$45.65	\$55.50	\$64.38
17-2051	Civil Engineers	\$24.97	\$29.04	\$34.97	\$42.49	\$49.94
17-3026	Industrial Engineering Technologists and Technicians	\$19.41	\$23.47	\$28.57	\$35.57	\$42.35
17-2141	Mechanical Engineers	\$31.70	\$36.46	\$44.62	\$55.34	\$64.32
11-3051	Industrial Production Managers	\$34.06	\$44.21	\$56.74	\$71.68	\$89.16
17-2199	Engineers, All Other	\$25.34	\$33.88	\$42.30	\$56.16	\$66.54
19-1042	Medical Scientists, Except Epidemiologists	\$27.88	\$36.24	\$53.15	\$63.65	\$86.75

In-Demand Technical Skills

- Construction
- Customer Support
- Auditing
- Computer Science
- Marketing

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Operations
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Bachelor of Science in Business
- Licensed Professional Engineer
- Engineer in Training
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High School Diploma: 18.2%
- Associate Degree: 9.1%
- Bachelor's Degree: 52.6%
- Master's Degree: 16.5%

Top Posting Employers

- General Motors
- Microsoft
- GPAC
- Henry Ford Health System
- DTE Energy
- Deloitte
- VMware
- City Of Detroit
- American Axle & Manufacturing
- Wayne State University

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

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.

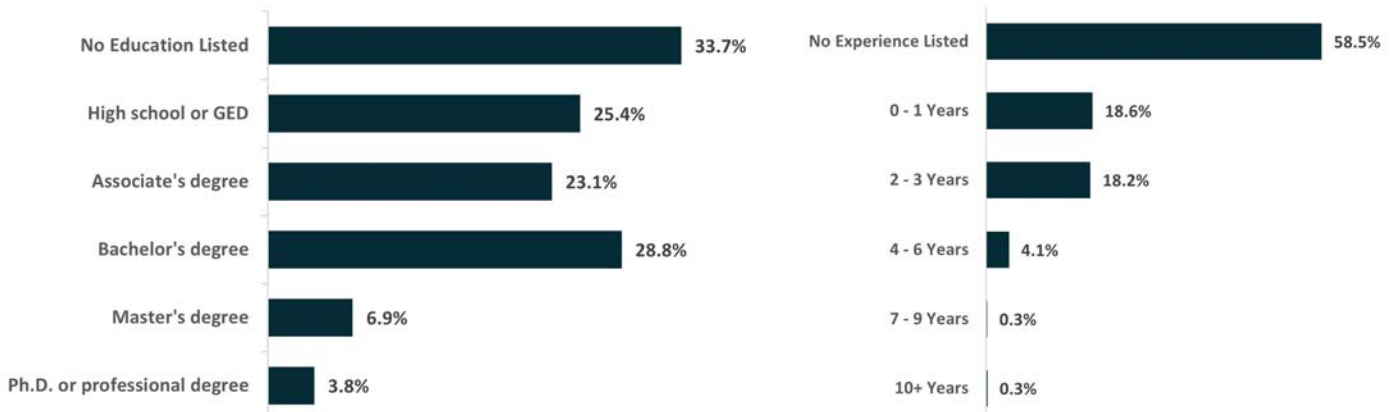
Employment Over Time
2012-2022



29,769
Healthcare
Workers
0.6% Decrease
from 2021

HealthCare Education and Experience

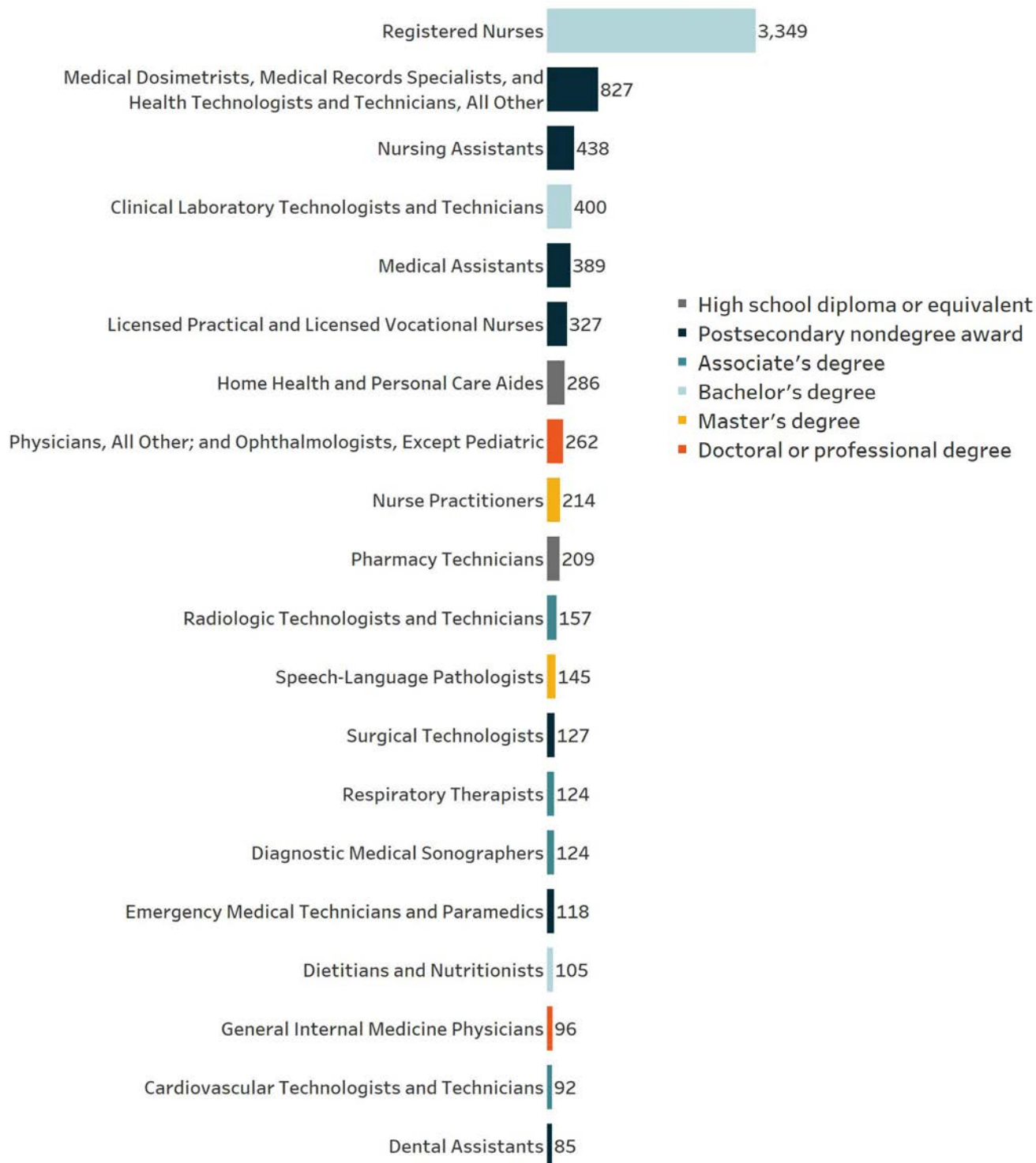
The healthcare occupation group offers great job opportunities for active job seekers at all experience levels. A bachelor's degree is the most in-demand education level in Q1 2022, with 2,606 postings or 28.8 percent. A high school diploma or equivalent is the second most in-demand education level with 2,299 postings, while 3,045 postings did not specify an education level. Many healthcare occupation postings were open to entry-level workers with zero to one year of experience, found in 1,684 postings. Workers with two to three years of experience are also heavily in-demand with 1,649 postings, while 5,294 posting did not list a specific experience level.



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand healthcare occupation by a large margin during Q1 2022, with 3,349 total postings within the city. Other top posted jobs include Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (827 postings), Nursing Assistants (438 postings), Clinical Laboratory Technologists and Technicians (400 postings), and Medical Assistants (398 postings). An bachelor's degree is the most in-demand education level among healthcare occupations, with 28.8 percent of postings. A high school diploma or equivalent accounts for 25.4 percent of postings for workers.



HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in healthcare are generally on the higher end of the pay scale with education, training, and experience being needed for most top jobs. Although this group offers a broad array of occupations requiring higher education, there are several jobs open to those with a high school diploma or equivalent or a postsecondary nondegree award, that pay more than the state's median wage of \$21.73 per hour. Registered Nurses, the top posted healthcare job in Q1 2022, offers a median hourly wage of \$37.15 or an annual salary of nearly \$77,271.

Wage Overview for Top Posted Healthcare Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.88	\$31.55	\$37.15	\$43.13	\$49.51
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$14.56	\$17.39	\$21.68	\$29.10	\$36.19
31-1131	Nursing Assistants	\$12.54	\$13.74	\$15.55	\$17.89	\$19.44
29-2018	Clinical Laboratory Technologists and Technicians	\$15.08	\$18.18	\$27.44	\$34.88	\$39.31
31-9092	Medical Assistants	\$13.62	\$15.34	\$17.58	\$19.56	\$22.35
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.96	\$24.13	\$27.04	\$29.67	\$31.44
31-1128	Home Health and Personal Care Aides	\$10.66	\$11.28	\$12.33	\$14.24	\$16.42
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	\$26.33	\$28.36	\$31.81	\$103.63	\$117.60
29-1171	Nurse Practitioners	\$43.30	\$47.02	\$53.40	\$61.72	\$69.01
29-2052	Pharmacy Technicians	\$11.64	\$13.95	\$17.05	\$20.06	\$23.55

In-Demand Technical Skills

- Nursing
- Nursing Care
- Patient Preparation
- Radiology
- Cardiopulmonary Resuscitation (CPR)

In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Teaching
- Customer Service

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Bachelor of Science in Nursing (BSN)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse
- Certified Nursing Assistant

In-Demand Education Level*

- High School Diploma: 25.4%
- Associate Degree: 23.1%
- Bachelor's Degree: 28.8%
- Master's Degree: 6.9%

Top Posting Employers

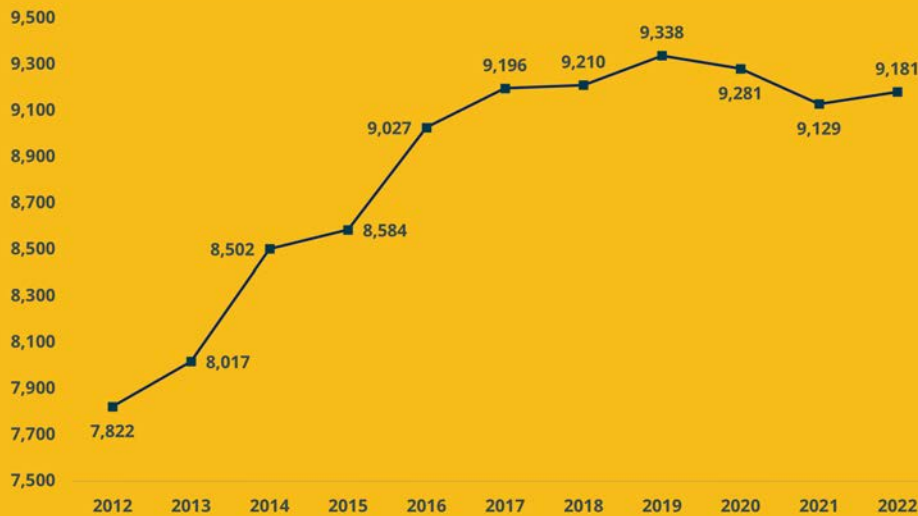
- Henry Ford Health System
- Tenet Healthcare
- Ascension
- DMC Sinai Grace Hospital
- Detroit Medical Center
- United States Department of Veterans Affairs
- Epitec
- DMC Children's Hospital Of Michigan
- McLaren Healthcare
- Delray Medical Center

**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



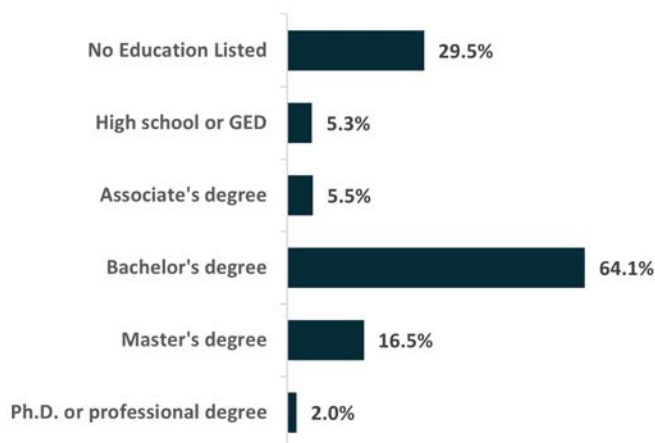
**9,181 Information
Technology
Workers**

**0.6% Increase
from 2021**



Information Technology Education and Experience

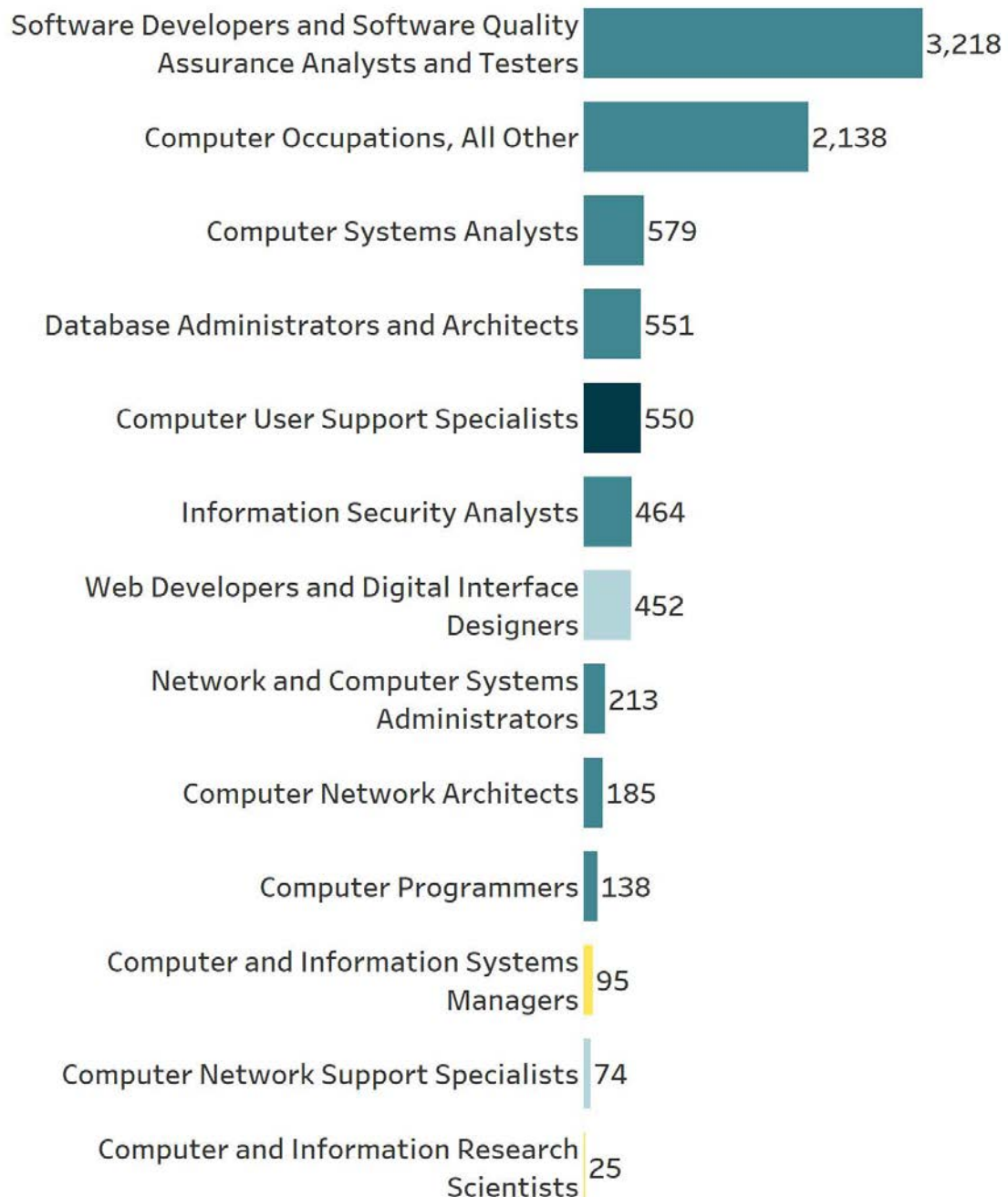
The information technology occupation group offers great job opportunities for active job seekers with 8,682 unique postings in Q1 2022. A bachelor's degree is the most in-demand education level in Q1, with 5,567 postings, or 64.1 percent. A master's degree is the second most in-demand education level with 1,433 postings, while 2,560 postings do not specify an education level. Many IT occupation postings were open to workers with two to three years of experience, found in 1,980 postings. Workers with four to six years of experience are also heavily in-demand with 2,177 postings. Although 2,549 postings did not indicate a specific experience level, 442 postings requested workers with zero to one year of experience.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers and Software Quality Assurance Analysts and Testers was the highest in-demand IT occupation during Q1 2022 with 3,218 postings. Computer Occupations, All Other, which encompasses many emerging occupations such as Database Architects, Web Administrators, and Search Marketing Strategists, was next most in-demand with 2,138 total postings. While most of the top jobs typically post requirements for a bachelor's degree, Web Developers and Digital Interface Designers (452 postings) typically requires an associate degree while Computer User Support Specialists (550 postings) prefers some college education, but no degree.



- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, no degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

Most IT related jobs offer high wages, making for a lucrative opportunity for job seekers willing to obtain the additional education related to these jobs. Software Developers and Software Quality Assurance Analysts and Testers, the top posted IT job in Q1 2022, offers a median hourly wage of \$47.79 or an annual salary of over \$99,395. Computer User Support Specialists which require some college, no degree, offers median wages of around \$20.92, averaging to \$43,507 annually.

Wage Overview for Top Posted Information Technology Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$29.56	\$37.69	\$47.79	\$59.31	\$69.06
15-1299	Computer Occupations, All Other	\$21.39	\$29.53	\$41.04	\$52.76	\$63.84
15-1211	Computer Systems Analysts	\$31.78	\$38.72	\$48.68	\$60.96	\$73.59
15-1245	Database Administrators and Architects	\$27.03	\$33.14	\$46.81	\$59.36	\$67.73
15-1232	Computer User Support Specialists	\$15.17	\$17.50	\$20.92	\$28.70	\$36.05
15-1212	Information Security Analysts	\$29.75	\$38.10	\$48.71	\$60.22	\$69.99
15-1257	Web Developers and Digital Interface Designers	\$18.59	\$26.26	\$36.25	\$45.70	\$55.35
15-1244	Network and Computer Systems Administrators	\$27.27	\$34.34	\$41.97	\$51.41	\$61.36
15-1241	Computer Network Architects	\$30.17	\$44.07	\$57.59	\$69.32	\$81.65
15-1251	Computer Programmers	\$22.18	\$26.49	\$37.58	\$49.40	\$60.96

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- Java
- SQL
- Software Development

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Troubleshooting

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- Secret Clearance
- Bachelor of Science in Business

In-Demand Education Level*

- High School Diploma: 5.3%
- Associate Degree: 5.6%
- Bachelor's Degree: 64.1%
- Master's Degree: 16.5%

Top Posting Employers

- Deloitte
- Accenture
- Microsoft
- General Motors
- General Dynamics
- Strategic Staffing Solutions
- VMware
- Iconma, L.L.C.
- KPMG
- Keylent

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

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.

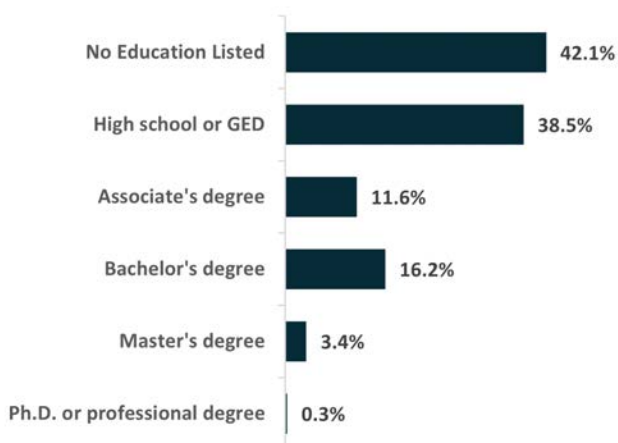
Employment Over Time
2012-2022



**10,606 Skilled
Trades Workers**
0.7% Decrease
from 2021

Skilled Trades Education and Experience

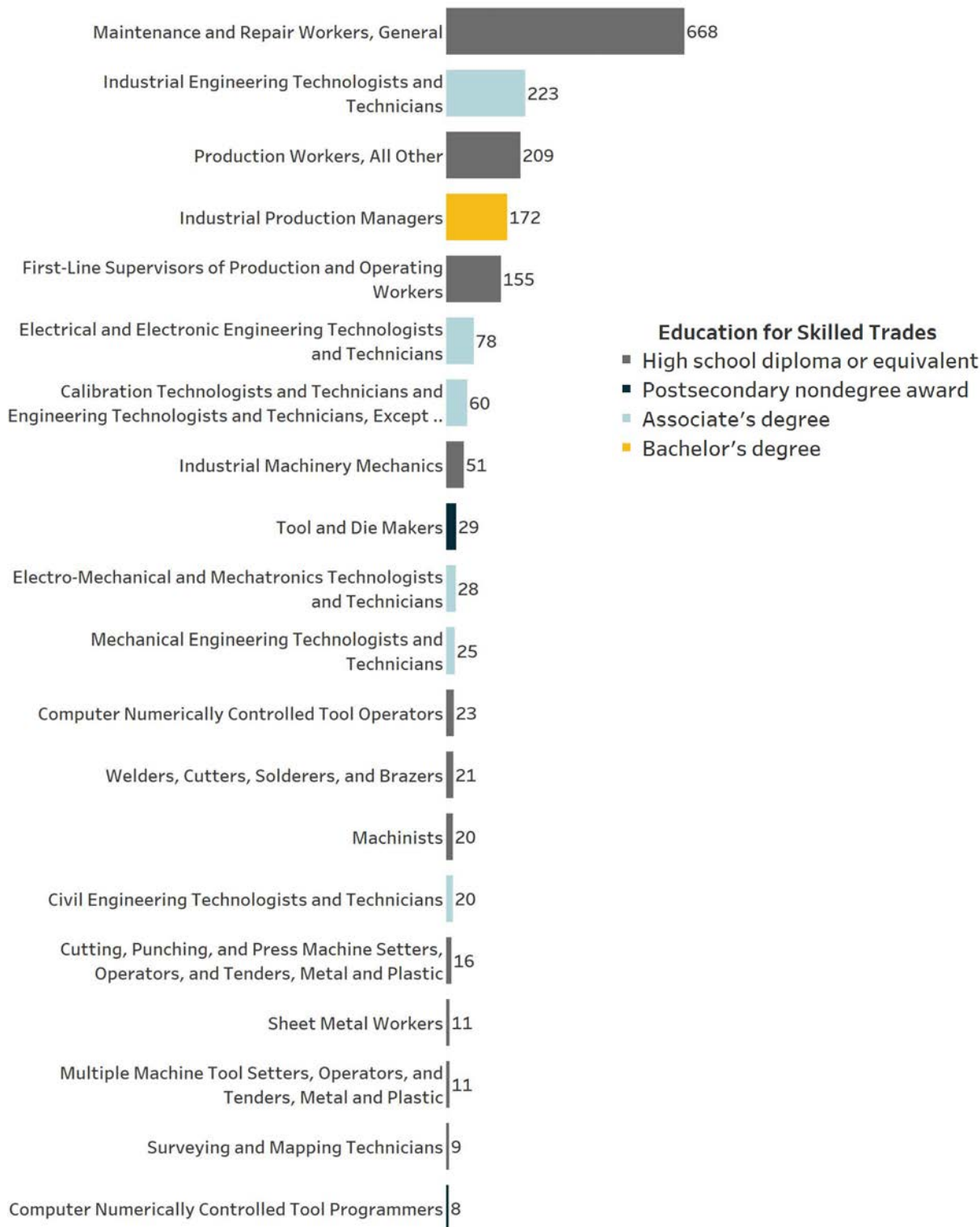
The skilled trades occupation group offers great job opportunities for active job seekers in southeast Michigan. A high school diploma or equivalent is the most in-demand education level in Q1 2022, with 729 postings or 38.5 percent. A bachelor's degree is the second most in-demand education level with 306 postings, while 798 postings do not specify an education level. Many skilled trades occupation postings were open to workers with two to three years of experience, included in 446 postings or 23.5 percent. Workers with zero to one year of experience are also heavily in-demand with 300 postings, while 845 postings do not indicate a specific experience level.



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during Q1 2022, with 668 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (223 postings), Production Workers, All Other (209 postings), Industrial Production Managers (172 postings), and First-Line Supervisors of Production and Operating Workers (155 postings). While most top occupations require at least a high school diploma, coupled with moderate to long-term on-the-job training, Industrial Production Managers typically requires a bachelor's degree.



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have median wages above \$20 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in Q1 2022, offers a median hourly wage of \$18.86, which translates to an annual salary of about \$39,231. The fourth top occupation, Industrial Production Managers, requires an additional five years or more of work experience and earns a median wage of \$56.74 per hour, or \$118,021 annually.

Wage Overview for Top Posted Skilled Trades Jobs in Q1 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	\$12.71	\$15.41	\$18.86	\$24.85	\$30.77
17-3026	Industrial Engineering Technologists and Technicians	\$19.41	\$23.47	\$28.57	\$35.57	\$42.35
51-9199	Production Workers, All Other	\$10.05	\$11.30	\$13.56	\$17.68	\$23.39
11-3051	Industrial Production Managers	\$34.06	\$44.21	\$56.74	\$71.68	\$89.16
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.65	\$24.95	\$32.79	\$41.90	\$52.82
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.52	\$24.56	\$30.67	\$35.34	\$39.93
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$17.75	\$23.97	\$35.47	\$44.37	\$52.36
49-9041	Industrial Machinery Mechanics	\$16.88	\$21.11	\$26.49	\$32.12	\$38.06
51-4111	Tool and Die Makers	\$16.50	\$21.16	\$27.43	\$33.60	\$37.35
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.50	\$20.54	\$24.36	\$32.01	\$37.36

In-Demand Technical Skills

- Plumbing
- Machinery
- Field Service Management
- Preventive Maintenance
- Hand Tools

In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Customer Service
- Operations
- Valid Driver's License

In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Automotive Service Excellence (ASE) Certification
- Six Sigma Green Belt Certification
- Bachelor of Science in Business

In-Demand Education Level*

- High School Diploma: 38.5%
- Associate Degree: 11.6%
- Bachelor's Degree: 16.2%
- Master's Degree: 3.4%

Top Posting Employers

- General Motors
- GPAC
- Aerotek
- Marriott International
- Flex-N-Gate
- Orchid Orthopedic Solutions
- City of Detroit
- Microsoft
- Sentech Services
- E.W. Grobbel Sons

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

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