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A background image of a Detroit city skyline at dusk or dawn, with various skyscrapers and buildings. Overlaid on this is a semi-transparent map of the state of Michigan, with its county boundaries outlined in white. An orange dot is placed on the map, indicating the location of Detroit.

# **LABOR MARKET REPORT CITY OF DETROIT**

**Q2 2023**  
**April - June**

# INTRODUCTION

City of Detroit

Q2 2023



## 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, Saint 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, their entry requirements, and their earning potential.

WIN produces a Quarterly 19-county region report quarterly using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to Detroit's labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report 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 second quarter 2023 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 pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit [www.WINintelligence.org](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://www.micareertraining.org).

## REPORT CONTENTS

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

### Occupation Groups

- 9 - Business and Finance
- 12 - Energy
- 15 - Healthcare
- 18 - Information Technology
- 21 - Skilled Trades and Technicians

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## State of the Labor Market in the City of Detroit

Even with a minor reduction in the overall labor force during the second quarter of 2023, the unemployment rate has reached a 10-year low of 6.7 percent. Despite a 2.0 percent decline in the labor force size from 2022, the most significant improvement was seen in the number of unemployed workers, which dropped by 26.1 percent from 2022. Additionally, the number of employed individuals increased by 0.4 percent compared to 2022.

Registered Nurses top the list as the most demanded occupation, accounting for 3,319 job postings. Healthcare occupation group also continues to be heavily demanded in the city of Detroit.

## Annual Labor Market Information

The labor force in Detroit rebounded in 2022 after the pandemic but saw a decline between 2022 and the year-to-date (YTD) 2023 by 4,954 individuals, dropping from 248,659 to 243,705 individuals. During this period, employment rose by 829 individuals (equivalent to 0.4 percent), while the number of unemployed individuals decreased by 5,783 (a reduction of 26.1 percent). This has led to the unemployment rate reaching its lowest point in the last 10 years, standing at 6.7 percent, which is below pre-pandemic levels.

## Annual Labor Force, Employment, Unemployment Rate 2013–2023



## Quarterly Employer Demand Overview

The second quarter of 2023 shows that employer demand has increased from Q1 2023. In Q2 2023, there were an average of 29,136 unique postings per month in the City of Detroit, an increase of 3,956 monthly postings from the 25,180 monthly averages recorded in Q1. The second quarter in 2022 had the highest recorded job postings with an average monthly 42,644 postings and the first quarter in 2023 the lowest postings with 25,180 monthly average postings. The increase in Q2 2023 job postings is a positive indicator of economic recovery since Q2 2022.

## Average Quarterly Posting Analysis City of Detroit Q4 2022 - Q1 2023



# ANNUAL WORKFORCE INDICATORS

## Key Findings

16%

Employer demand decreased by 15.7 percent, a gain of 4,296 job postings since Q1 2023

### Bachelor's Degree

Most in-demand minimum education level during Q2

In Q2, employment totaled

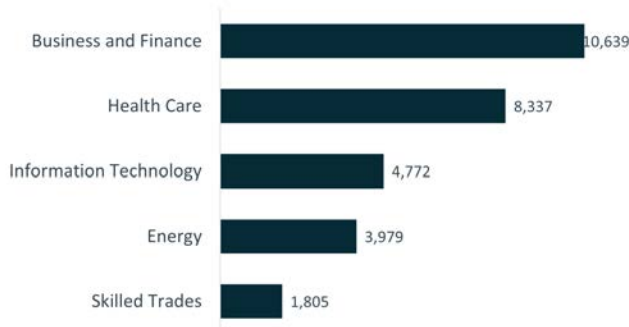
228,677

an increase of 2,717 workers since Q1

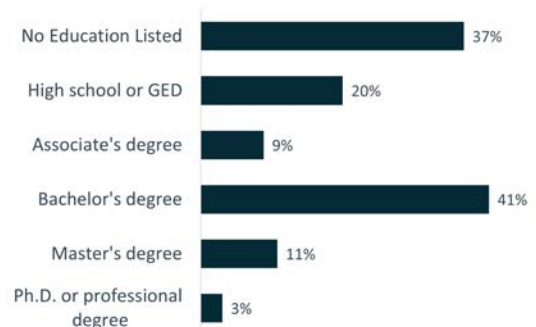
During Q2 2023, there were 49,326 job postings, or 4,296 more than the 45,030 postings made during Q1 in the City of Detroit. Healthcare, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q2. The top posted job occupations include Registered Nurses, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Software Developers, and Computer Occupation, All Other. More information about in-demand job postings can be found on page 7.

Of the 49,326 unique postings in the city of Detroit during Q2 2023, 20,051 (40.6 percent) required a Bachelor's degree. An additional 6,818 postings (13.8 percent) required an advanced degree. The high demand for business and finance and healthcare roles within the city, drives this high demand for college education.

### Top 5 Posting Occupation Groups Q2 2023



### Education Levels In-Demand Q2 2023



For Q2 2023, Labor Force participation declined by 424 individuals (0.2 percent) over Q1 2023. On the other hand, employment increased by 2,717 workers (1.2 percent) from Q1 2023, and unemployment figures showed gradual improvement over each quarter from Q2 2022 to Q2 2023 (with somewhat of a backslide in Q1 2023, potentially as employers feared a post-COVID recession), with 14,816 individuals in Q2 2023. Also, the unemployment rate decreased by 1.3 percentage points from the previous quarter for an overall Q2 2023 unemployment rate of 6.1 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

### Quarterly Labor Market Data

	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	Change from 1st Quarter 2023	Percent Change from 1st Quarter 2023	Change from 2nd Quarter 2023	Percent Change from 2nd Quarter 2023
Labor Force	248,165	246,268	244,467	243,917	243,493	-424	-0.2%	-4,248	-1.7%
Employment	223,315	227,417	227,679	225,960	228,677	2,717	1.2%	2,645	1.2%
Unemployment	24,850	18,851	16,789	17,958	14,816	-3,141	-21.2%	-6,893	-27.7%
Unemployment Rate	10.0%	7.7%	6.9%	7.4%	6.1%	-1.3%	na	-2.7%	na

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



# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

The labor force in the City of Detroit experienced growth year over year from 2015 through 2020 and peaked in 2020 with 262,129 workers. During the pandemic, the labor force marked a 7.7 percent decline to 241,955 in 2021 but has since increased to 248,659 in 2022 and then decreased again to 243,705 in 2023. Employment showed a similar trend, with growth year after year from 2012 through 2019. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. Employment figures seem to have stabilized in 2023 following the post-pandemic recovery. Meanwhile, the number of unemployed individuals in the City of Detroit declined by 5,783 workers, or 26.1 percent, between 2022 and 2023.

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 YTD	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	257,708	249,976	241,467	246,326	248,070	248,928	251,966	262,129	241,955	248,659	243,705	-4,954	-2.0%
Employment	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	227,318	829	0.4%
Unemployment	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	16,387	-5,783	-26.1%
Unemployment Rate	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	6.7%	-2.2%	na

Data: Bureau of Labor Statistics

## CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, there were 272,988 individuals in the labor force, meaning they were either working or looking for work. Employed workers make up 84.7 percent of the city's labor force. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, with this age cohort, there were 64.5 percent of unemployed individuals identifying as males compared to 54.9 percent of unemployed individuals identifying as female. Overall, males have higher unemployment rate than females, at 17.2 percent and 13.5 percent respectively. Native American job seekers faced the most challenge in securing employment, with an overall unemployment rate of 19.1 percent. This group was followed closely by Black or African American job seekers at 16.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	272,988	231,259	41,729	15.3%
<b>Sex</b>				
Male 16+	130,386	107,923	22,463	17.2%
16-19	5,809	3,571	2,238	38.5%
20-24	15,034	11,123	3,911	26.0%
25-54	87,060	73,786	13,274	15.2%
55-64	17,347	14,805	2,542	14.7%
65 Plus	5,136	4,638	498	9.7%
Female 16+	142,602	123,336	19,266	13.5%
16-19	7,474	5,165	2,309	30.9%
20-24	16,214	12,323	3,891	24.0%
25-54	93,752	82,515	11,237	12.0%
55-64	18,614	17,255	1,359	7.3%
65 Plus	6,548	6,078	470	7.2%
<b>Race</b>				
White	38,518	34,820	3,698	9.6%
Black / African	210,770	175,572	35,199	16.7%
Native American	925	748	177	19.1%
Asian	4,847	4,468	378	7.8%
Native Hawaiian / Pacific Islander	43	43	0	0.0%
Some Other Race	9,744	8,575	1,169	12.0%
Two or More Races	8,420	7,342	1,078	12.8%
<b>Ethnicity</b>				
Hispanic	20,473	17,975	2,498	12.2%

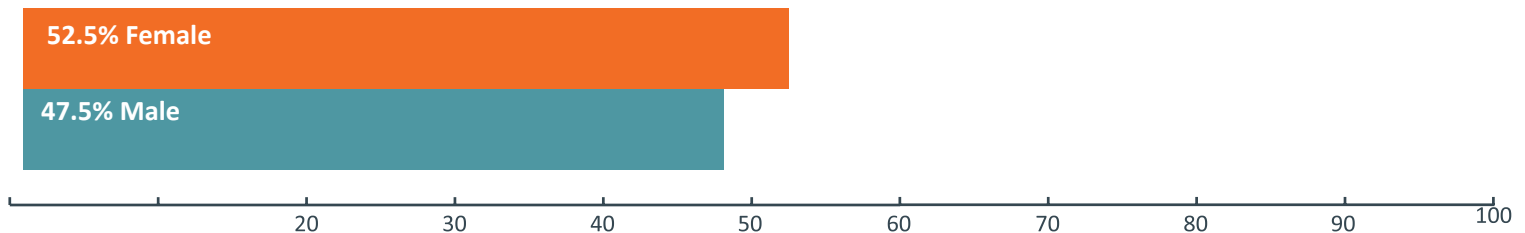
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

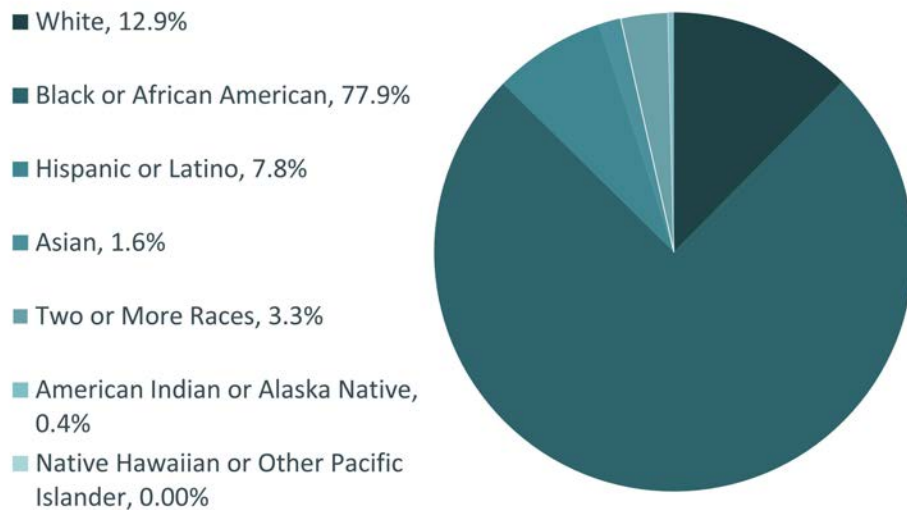
## 2021 Census Population

According to the Census Bureau 2021 ACS Five Year estimates, the City of Detroit had a population of 645,658 people. The sex of the populace was split almost evenly, with about 52.5 percent of the population identifying as female, and the other 47.5 percent identifying as male. The majority of the population identified as Black or African American (77.9 percent) with the second largest number of individuals identifying as White (12.9 percent). The city's age demographics skew younger than the surrounding region; 26.3 percent of the population was over the age of 54, compared to 34.6 percent under the age of 25, while 39.1 percent of the population fell between the ages of 25-54.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

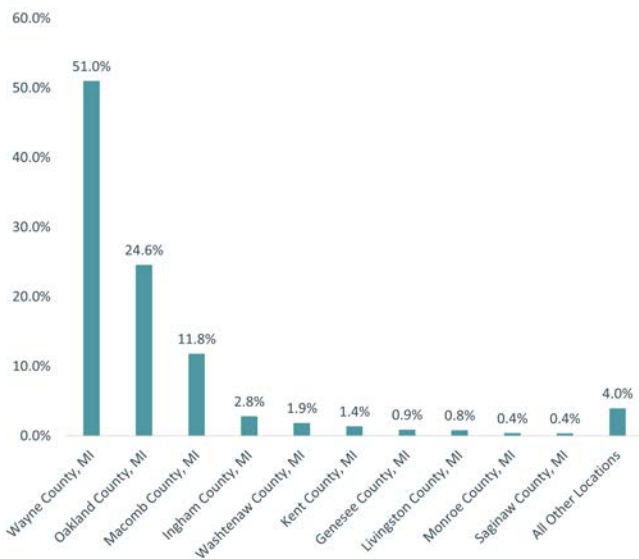


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

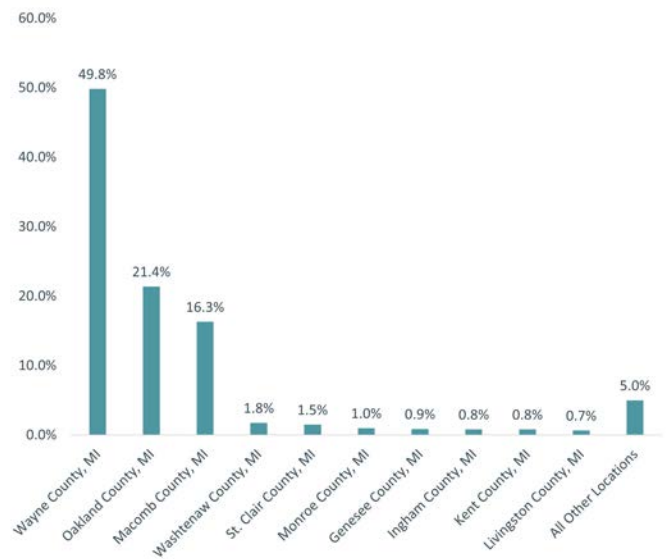
# REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set from the Census Bureau, Detroit's 2020 workforce consisted of 174,234 residents. There were 54,339 (31.2 percent) residents also worked in the city, while the remaining 119,896 residents (68.8 percent) traveled outside for work. With 217,513 workers employed in the city during 2020, there were 163,174 (75.0 percent) workers living outside of the city and commuting in. While there is a higher percentage of both inbound and outbound commuters in Detroit than other areas of the WIN regions, Detroit is ultimately a net importer of jobs, with more workers commuting into the area for employment than leaving.

Where City of Detroit Residents Work

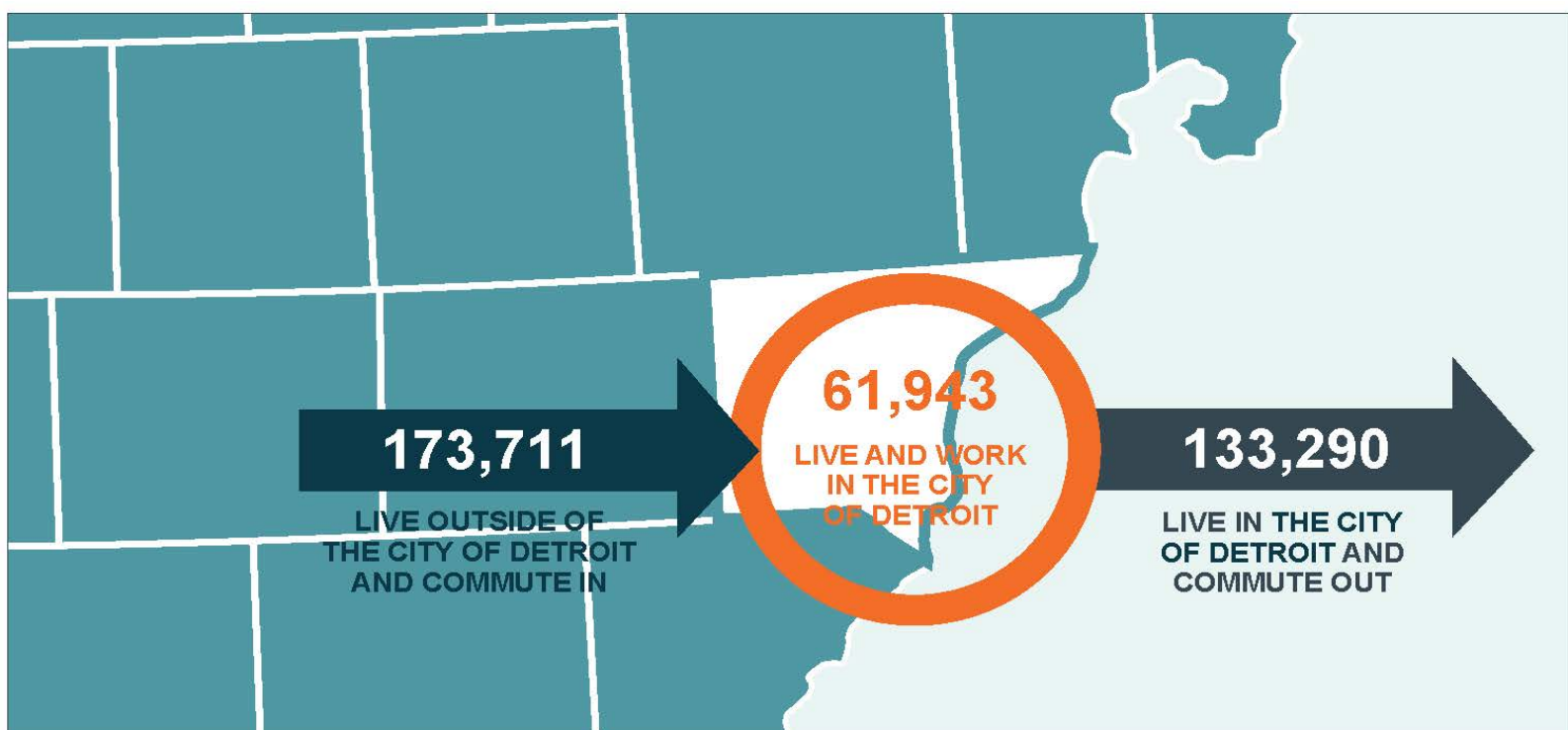


Where City of Detroit Workers Live



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

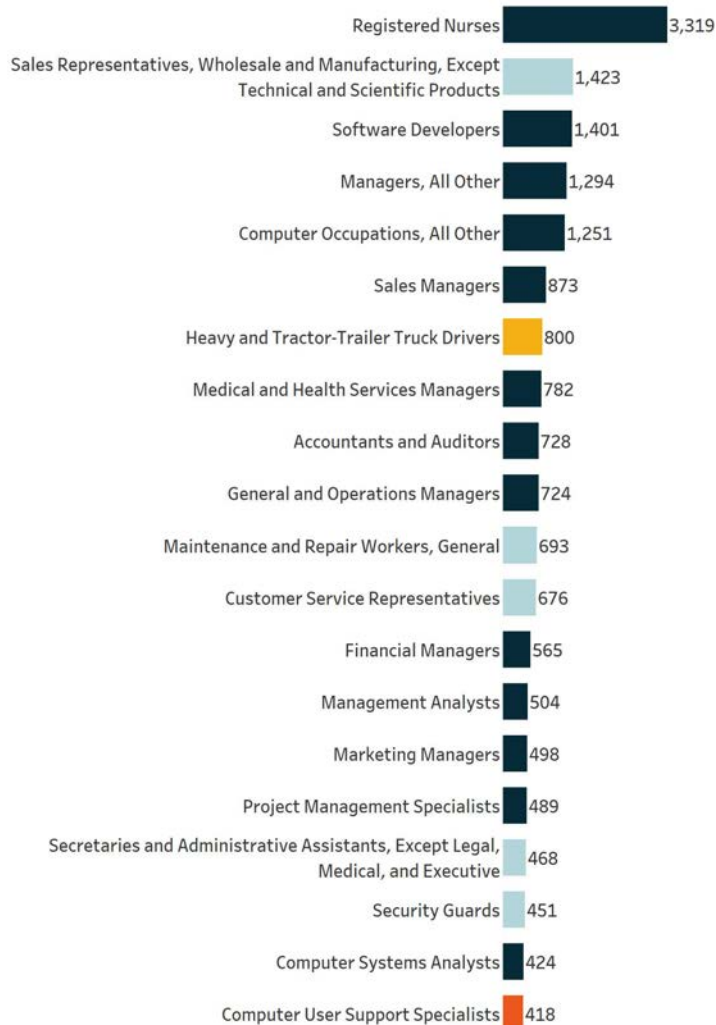
Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network



## TOP POSTED JOBS

### Top Posted Jobs

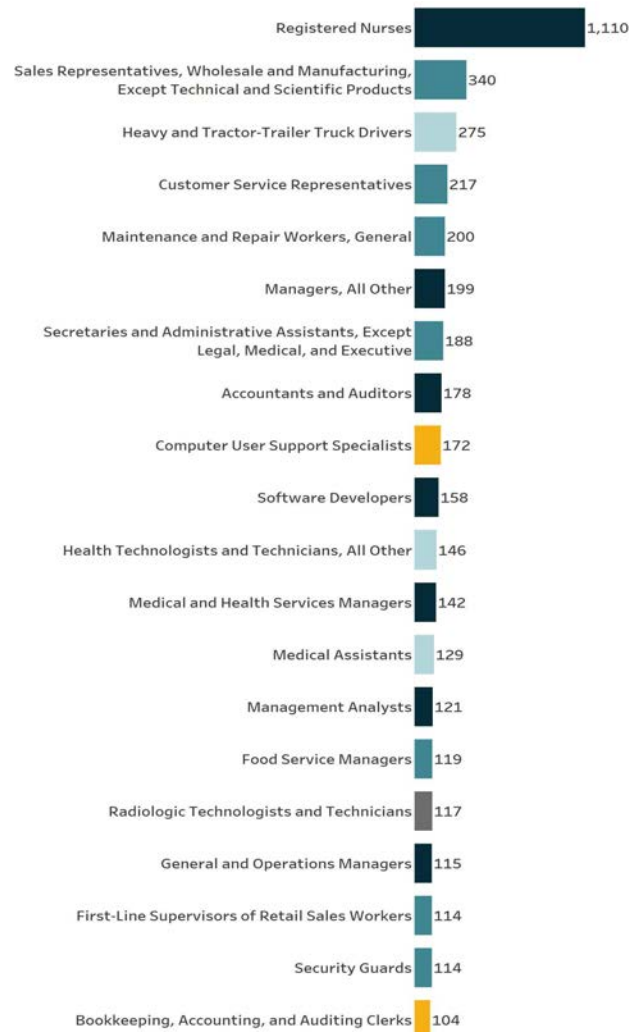
Registered Nurses are the highest in-demand occupation during Q2, with 3,319 unique online job postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products are the second largest occupation with 1,423 postings. Software Developers (1,401 postings) round out the top three occupations in Q2. Many of these positions require a bachelor's degree, which is common in over half of the top 20 posted jobs in the city.



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

### Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 23.5 percent of postings in Detroit. Four of the top ten entry level occupations require a bachelor's degree, while the remaining six require a high school diploma, postsecondary non-degree award, or some college with no degree. Those who enter the workforce with a college degree can expect entry wages nearly double from those without. Registered Nurses were the top posted entry-level job with 1,110 postings requiring zero to two years of experience and a bachelor's degree.



- Associate's degree
- Bachelor's degree
- High school diploma or equivalent
- Postsecondary nondegree award
- Some college, no degree



# REAL-TIME DEMAND OVERVIEW

## Employer Demand Highlights

### Top Posting Employers\*

- Deloitte
- Tenet Healthcare
- Henry Ford Health System
- Henry Ford Health Corp
- Wayne State University
- City Of Detroit
- PricewaterhouseCoopers
- Actalent
- KPMG
- Ascension
- Dmc Sinai Grace Hospital
- American Axle & Manufacturing
- United States Department of Veterans Affairs
- R1 RCM
- Blue Cross Blue Shield
- GPAC
- MGM Resorts International
- Accenture
- Ilitch Holdings
- DTE Energy

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

### In-Demand Technical Skills

- Project Management
- Marketing
- Nursing
- Auditing
- Accounting
- Finance
- Computer Science
- Workflow Management
- Data Analysis
- Process Improvement

### In-Demand Foundational Skills

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

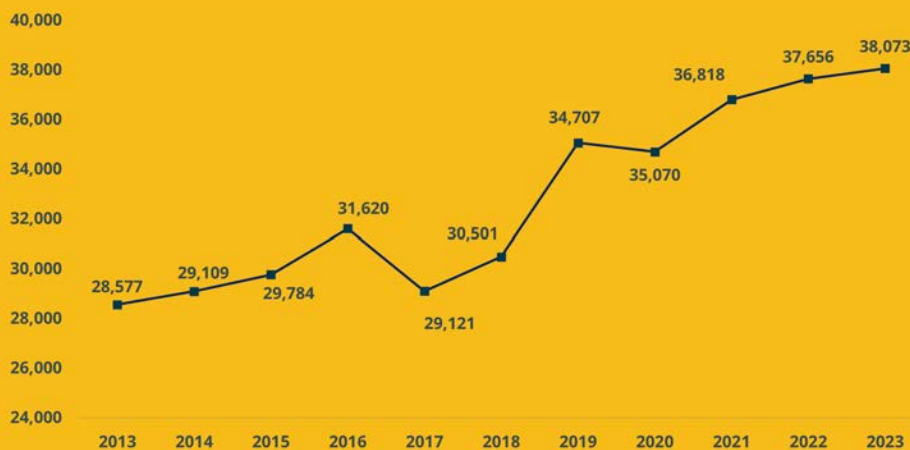
### Top In-Demand Qualifications

- RValid Driver's License
- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- Master Of Business Administration (MBA)
- Licensed Practical Nurse (LPN)
- Teaching Certificate
- Board Certified/Board Eligible
- Project Management Professional Certification
- Certified Public Accountant
- Commercial Driver's License (CDL)
- American Red Cross (ARC) Certification
- CDL Class A License
- American Registry Of Radiologic Technologists (ARRT) Certified
- Security Clearance
- Certified Nursing Assistant (CNA)
- Basic Cardiac Life Support
- Nurse Practitioner (APRN-CNP)
- First Aid Certification

# BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the Business and Finance occupation group can be found in nearly every type of establishment throughout the city. These workers require 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 2013-2023

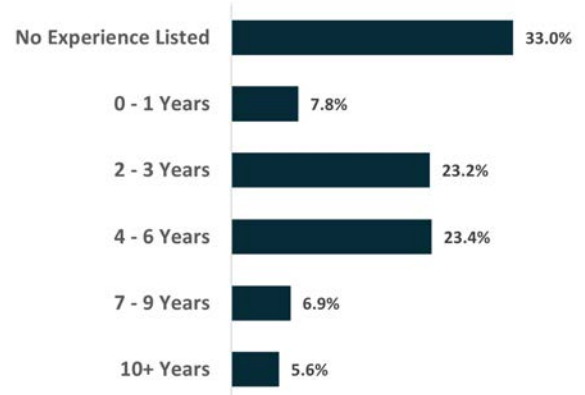
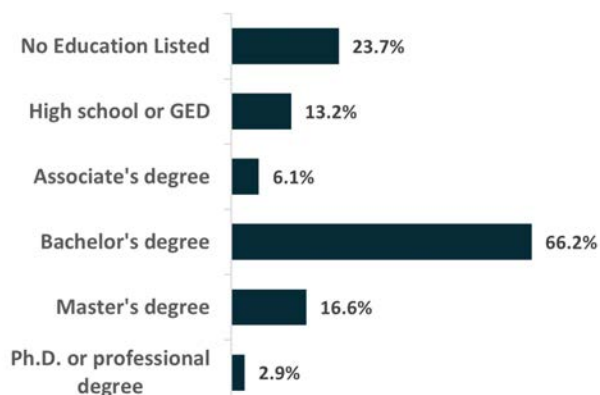


**417**  
**Business and  
Finance Workers**  
**1.1 % increase  
from 2022**



## Business and Finance Education and Experience

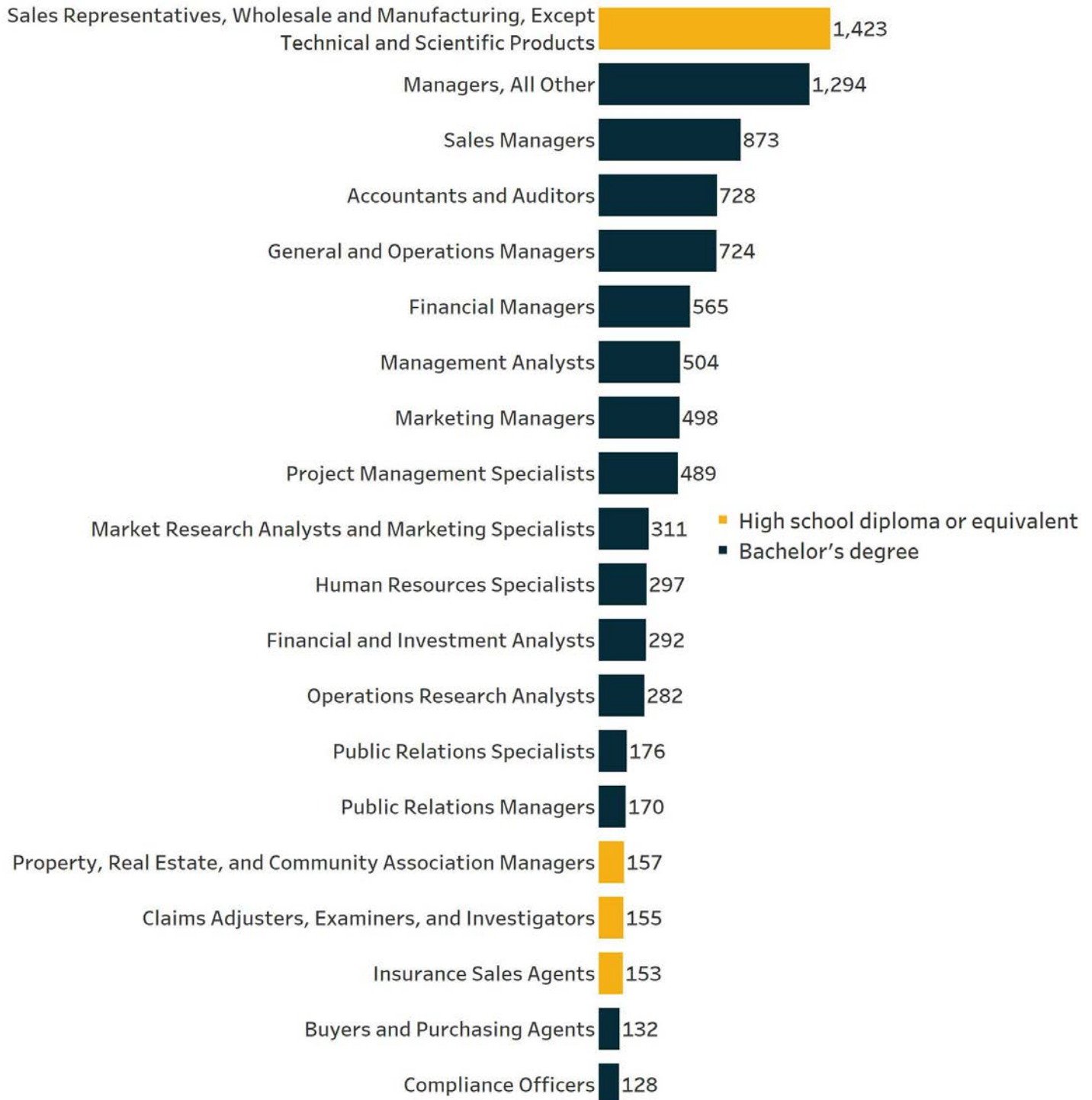
The Business and Finance occupation group offers high paying job opportunities for workers. A bachelor's degree is the most in-demand education level in Q2, as noted in 7,043 postings. A master's degree is the second most in-demand education level with 1,763 postings, while 2,519 postings do not specify any education level. Many business and finance occupation postings do not specify a required length of experience. Almost half of the postings list a requirement of two or six years of experience.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

The Business and Finance occupation group with the highest number of Q2 postings (1,423) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (1,294); Sales Managers (873); and Accountants and Auditors, with 728 postings. While most of the top jobs typically require a bachelor's degree, the highest-posting occupation group, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, only requires a high school diploma and offer moderate on-the-job training for those without prior experience.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Wage Overview

For job seekers able to obtain the required education, Business and Finance occupations offer lucrative opportunities. The top posted occupation, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$30.49 (\$63,419 annually), while Sales Managers have a median hourly wage of \$62.29 (\$129,563 annually). Additional experience may lead to a role as a Marketing Manager, with median hourly wages at \$63.32 (\$131,705 annually). Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products provided the lowest median hourly wage for the top posted jobs in this occupation group at \$30.49, which is still significantly above the state median of \$21.88.

### Wage Overview for Top Posted Business and Finance Jobs in Q2 2023

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	\$15.12	\$22.87	\$30.49	\$46.57	\$61.07
11-9199	Managers, All Other	\$25.57	\$38.35	\$54.16	\$65.47	\$82.04
11-2022	Sales Managers	\$31.90	\$47.64	\$62.29	\$81.60	\$116.87
13-2011	Accountants and Auditors	\$25.14	\$31.38	\$39.75	\$50.65	\$64.62
11-1021	General and Operations Managers	\$23.13	\$30.93	\$49.52	\$78.83	\$106.28
11-3031	Financial Managers	\$39.08	\$49.92	\$63.28	\$80.89	\$119.34
13-1111	Management Analysts	\$24.72	\$31.64	\$40.40	\$51.52	\$65.32
11-2021	Marketing Managers	\$31.75	\$48.64	\$63.32	\$81.01	\$112.09
13-1082	Project Management Specialists	\$25.54	\$31.44	\$47.32	\$60.15	\$64.03
13-1161	Market Research Analysts and Marketing Specialists	\$19.12	\$24.23	\$32.25	\$48.22	\$61.60

### In-Demand Technical Skills

- Project Management
- Marketing
- Accounting
- Finance
- Auditing

### In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Operations

### In-Demand Certifications

- Certified Public Accountant
- Project Management Professional Certification
- Enrolled Agent (EA)
- Certified Internal Auditor
- Security Clearance

### In-Demand Education Level\*

- High School Diploma: 13.2%
- Associate Degree: 6.1%
- Bachelor's Degree: 66.2%
- Master's Degree: 16.6%
- Ph.D. or professional Degree: 2.9%

### Top Posting Employers

- Deloitte
- PricewaterhouseCoopers
- KPMG
- Wayne State University
- City Of Detroit
- Huntington Bancshares
- Blue Cross Blue Shield
- GPAC
- Comerica
- DTE Energy

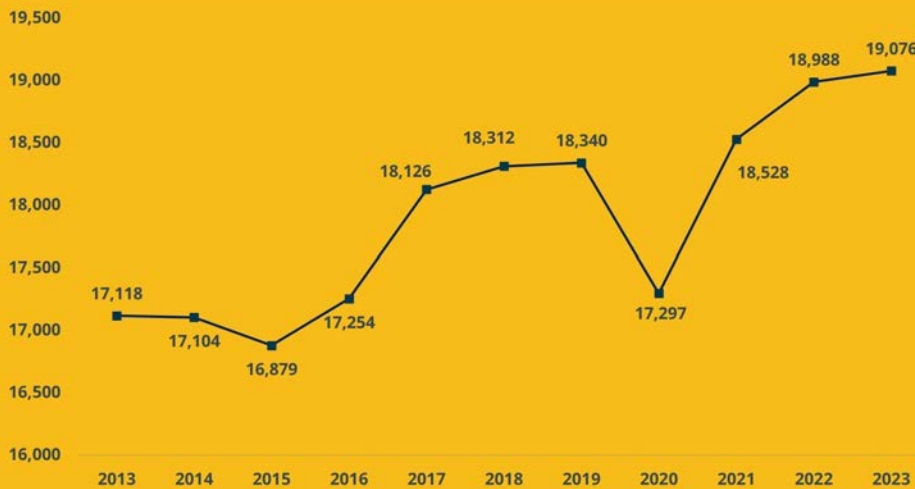
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



## ENERGY OCCUPATION GROUP

Energy-related occupations include jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills 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.

Employment Over  
Time 2013-2023

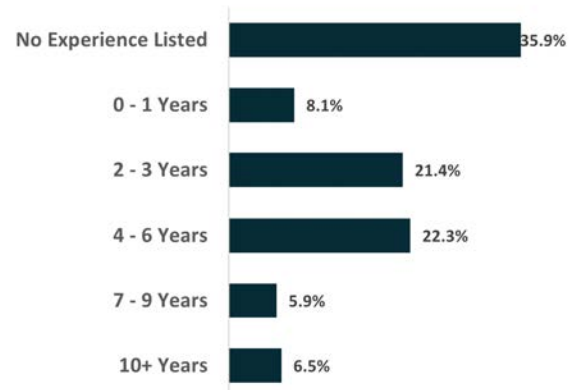
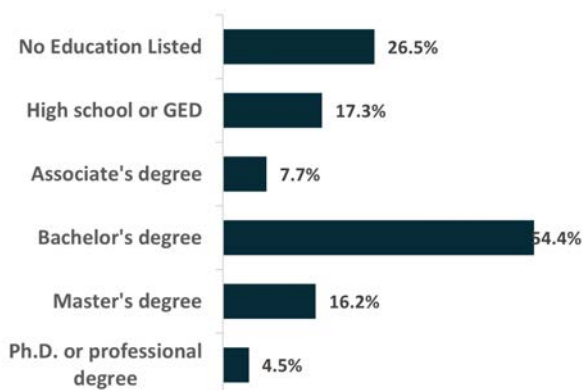


**88**  
**Energy**  
**Workers 0.5%**  
**increase from**  
**2022**



### Energy Education and Experience

The Energy occupation group requires a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q2 with 54.4 percent of 2,163 postings. A master's degree is the second most in-demand education level with 16.2 percent, while 4.5 percent require a Ph.D. The amount of experience required varies widely from none to over ten years, although a majority require at least two years. Even many energy occupation postings do not request any specific experience.

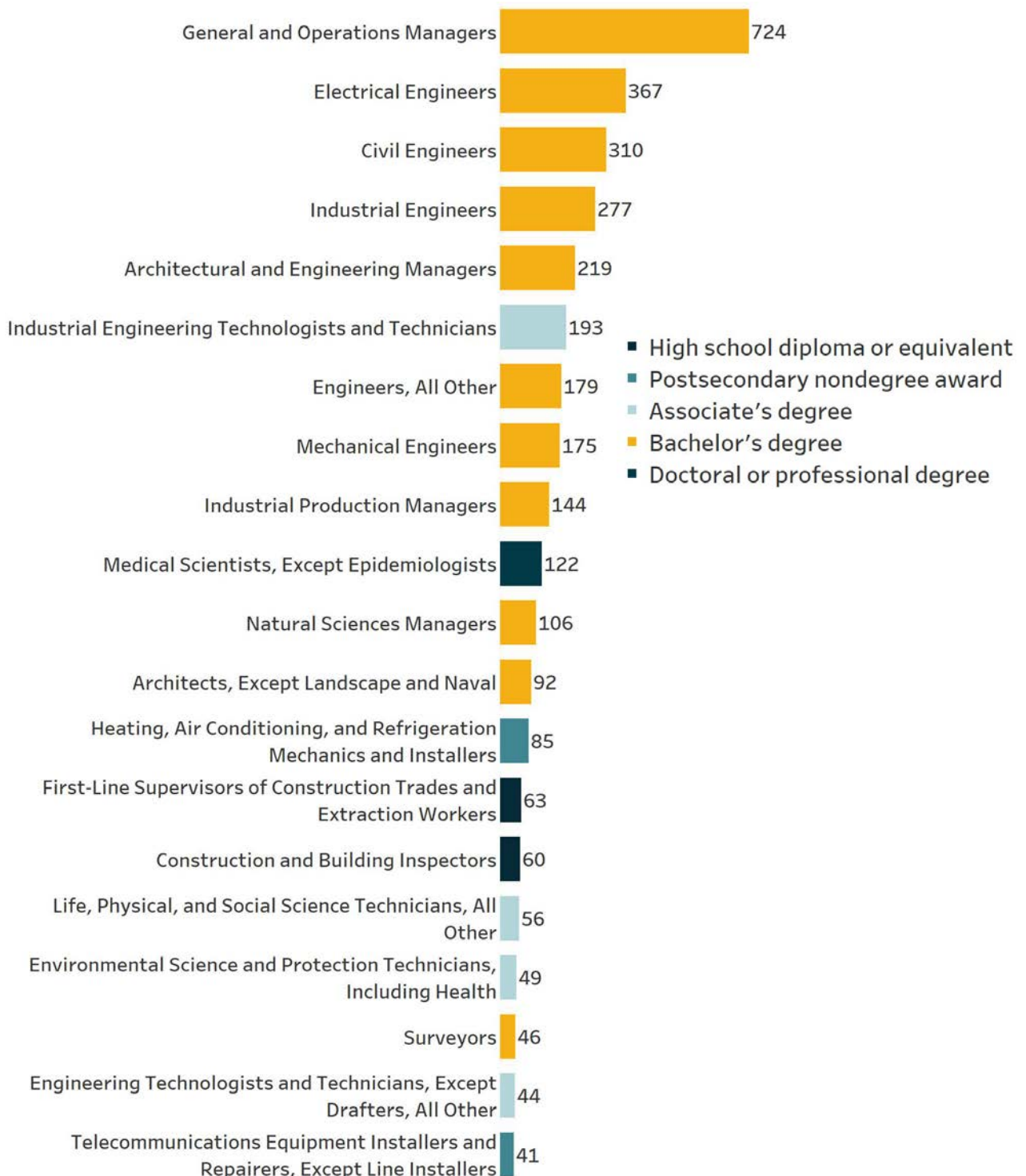


Data: Lightcast | Analysis: Workforce Intelligence Network

# ENERGY OCCUPATION GROUP

## Top Posted Jobs

Most high-demand Energy occupations are engineering positions requiring a bachelor's degree. General and Operations Managers has emerged as the highest in-demand Energy occupation in Q2 with 724 postings. Other top posted jobs requiring a bachelor's degree include Electrical Engineers (369 postings), Civil Engineers (310 postings), Industrial Engineers (277 postings) and Architectural and Engineering Managers (219 postings). Industrial Engineering Technologies and Technicians (193 postings) are only required to hold an associate's degree without any experience and on the job training.



## ENERGY OCCUPATION GROUP

## Wage Overview

High demand for engineers and managers in the energy field provides lucrative opportunities for job seekers able to obtain the required educational level. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$49.52 (\$103,001 annually). Construction- and technician-focused positions generally have shorter educational requirements and pay higher median wages than similar occupations in other industries.

## Wage Overview for Top Posted Energy Jobs in Q2 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$23.13	\$30.93	\$49.52	\$78.83	\$106.28
17-2071	Electrical Engineers	\$29.46	\$37.33	\$46.71	\$57.66	\$61.84
17-2051	Civil Engineers	\$27.64	\$28.43	\$35.26	\$45.42	\$57.34
17-2112	Industrial Engineers	\$28.84	\$36.47	\$40.06	\$47.60	\$60.19
11-9041	Architectural and Engineering Managers	\$47.26	\$59.56	\$61.43	\$77.27	\$97.18
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.13	\$28.30	\$30.54	\$36.43
17-2199	Engineers, All Other	\$28.88	\$36.87	\$47.11	\$60.22	\$62.12
17-2141	Mechanical Engineers	\$28.66	\$36.44	\$46.05	\$47.68	\$59.89
11-3051	Industrial Production Managers	\$30.75	\$42.90	\$51.42	\$62.00	\$79.18
11-9121	Natural Sciences Managers	\$38.69	\$48.61	\$63.35	\$81.55	\$110.48

## In-Demand Technical Skills

- Project Management
- Construction
- Automation
- Electrical Engineering
- Auditing

## In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Operations
- Problem Solving

## In-Demand Certifications

- Professional Engineer (PE) License
- LEED Accredited Professional (AP)
- Engineer in Training
- Commercial Driver's License (CDL)
- Project Management Professional Certification

## In-Demand Education Level\*

- High School Diploma: 17.3%
- Associate Degree: 7.7%
- Bachelor's Degree: 54.4%
- Master's Degree: 16.2%
- Ph.D. or Professional Degree: 4.5%

## Top Posting Employers

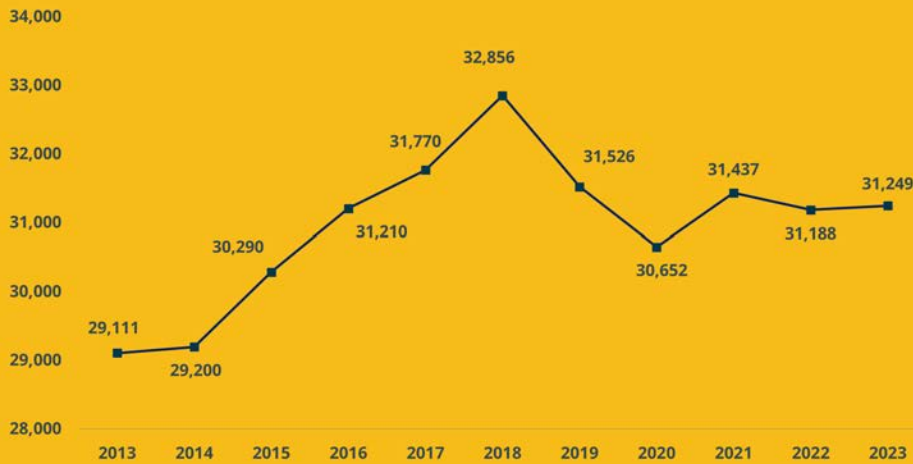
- Actalent
- American Axle & Manufacturing
- City Of Detroit
- DTE Energy
- GPAC
- Wayne State University
- Henry Ford Health System
- Stellantis
- General Motors
- Dragados

*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*

# HEALTHCARE OCCUPATION GROUP

The Healthcare occupation group includes jobs related to healthcare support and practitioners. Employment in this group has seen marginal decline since 2018, although healthcare workers remain in high demand to care for Michigan’s aging population. Annually, there are about 3,200 job openings for these positions in Detroit, and this is projected to continue increasing.

Employment Over  
Time 2013-2023

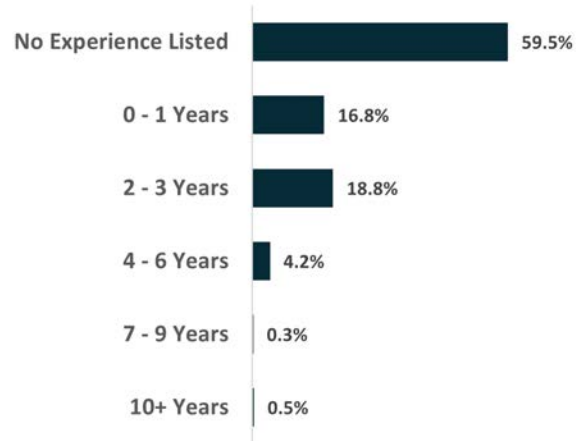
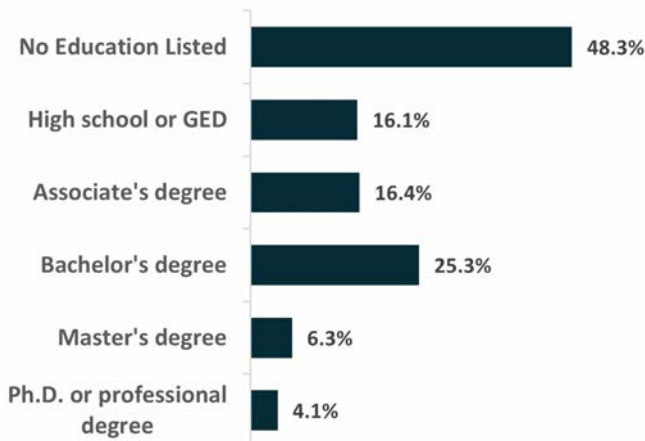


**61**  
**Healthcare**  
**Workers**  
**0.2% Increase**  
**from 2023**



## Healthcare Education and Experience

The Healthcare occupation group offers many job opportunities for active job seekers at all experience levels. A bachelor’s degree is the most in-demand education level in Q2, with 2,111 postings. An associate degree is the second most in-demand education level (1,366 postings). Many postings from this occupation group do not request any specific experience and education level.

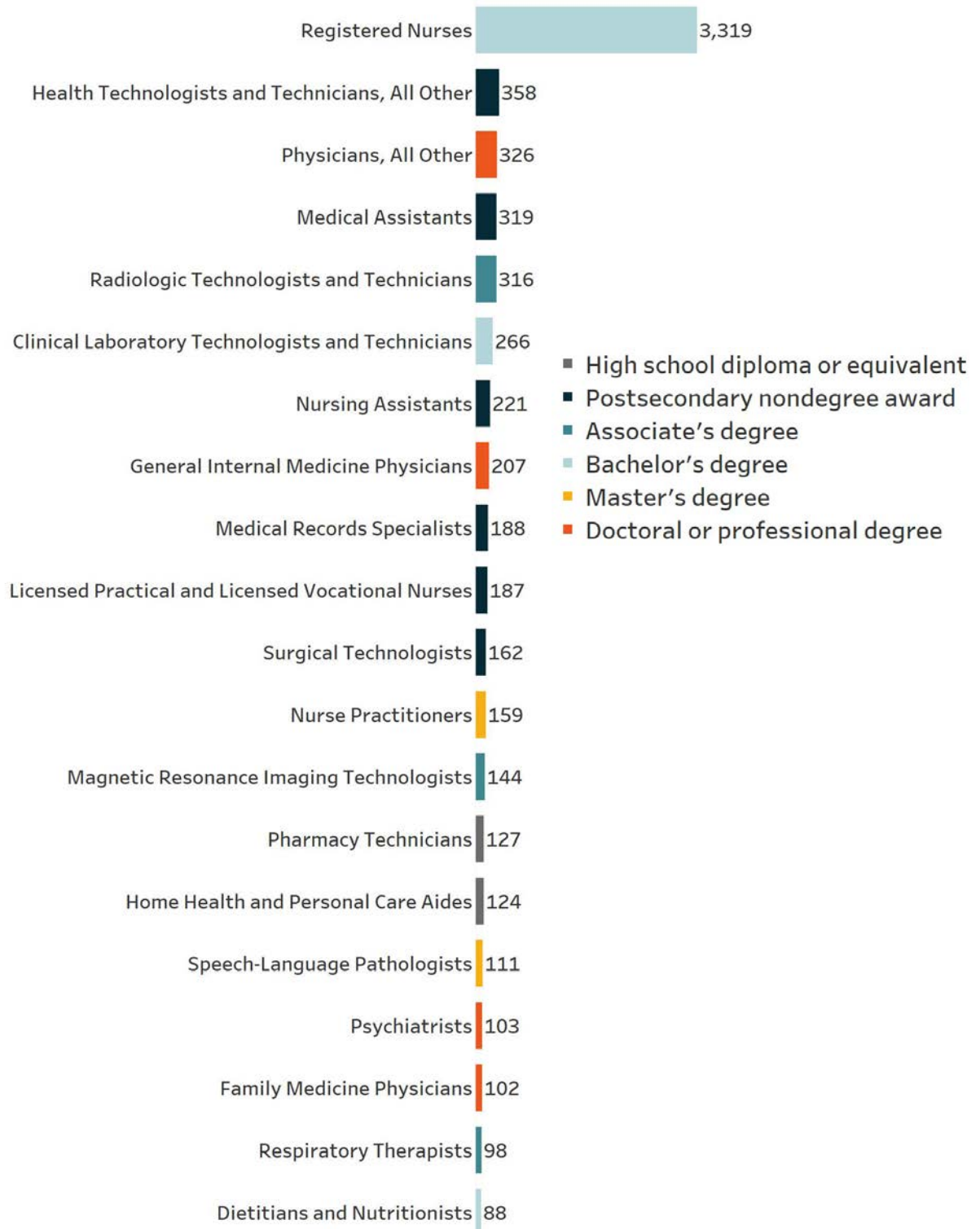




# HEALTHCARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand Healthcare occupation with 3,319 total postings, a number significantly higher than all the other occupations. A bachelor's degree is the most in-demand education level amongst healthcare occupations, indicated in 25.3 percent of postings. A high school diploma or equivalent accounts for 16.1 percent of posting requirements. Other top posted jobs include Health Technologists and Technicians, All Other (358 postings), Physicians, All Other (326 postings), Medical Assistants (319 postings), Radiologic Technologists and Technicians (316 postings), and Clinical Laboratory Technologists and Technicians (266 postings).



# HEALTHCARE OCCUPATION GROUP

## Wage Overview

Wages in Healthcare are generally higher than the state median hourly wage of \$21.88, with pay increasing in line with required education, training, and experience for Healthcare's top jobs. Registered Nurses, the top posted healthcare job in Q2, offers a median hourly wage of \$39.20 (\$81,536 annually). Although many positions require an associate degree or higher, there are several jobs above the state minimum wage open to those with a high school diploma or equivalent.

### Wage Overview for Top Posted Healthcare Jobs in Q2 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$30.79	\$31.06	\$39.20	\$40.20	\$50.20
29-2099	Health Technologists and Technicians, All Other	\$15.13	\$18.88	\$23.39	\$29.80	\$34.44
29-1229	Physicians, All Other	\$29.78	\$29.84	\$30.91	\$107.45	\$125.63
31-9092	Medical Assistants	\$14.66	\$14.99	\$18.54	\$19.00	\$22.95
29-2034	Radiologic Technologists and Technicians	\$23.72	\$24.49	\$30.73	\$36.06	\$39.34
29-2018	Clinical Laboratory Technologists and Technicians	\$15.08	\$18.97	\$29.46	\$37.49	\$39.49
31-1131	Nursing Assistants	\$14.66	\$14.76	\$18.02	\$18.55	\$18.69
29-1216	General Internal Medicine Physicians	\$51.02	\$66.02	\$103.90	\$118.00	\$164.53
29-2072	Medical Records Specialists	\$15.08	\$18.73	\$19.85	\$24.50	\$31.12
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.28	\$24.45	\$29.17	\$29.84	\$30.20

### In-Demand Technical Skills

- Nursing
- Nursing Care
- Patient Preparation
- Medical Records
- Radiology

### In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Teaching
- Decision Making

### In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse (LPN)
- Valid Driver's License

### In-Demand Education Level\*

- High School Diploma: 16.1%
- Associate Degree: 16.4%
- Bachelor's Degree: 25.3%
- Master's Degree: 6.3%
- Ph.D. Or professional Degree: 4.1%

### Top Posting Employers

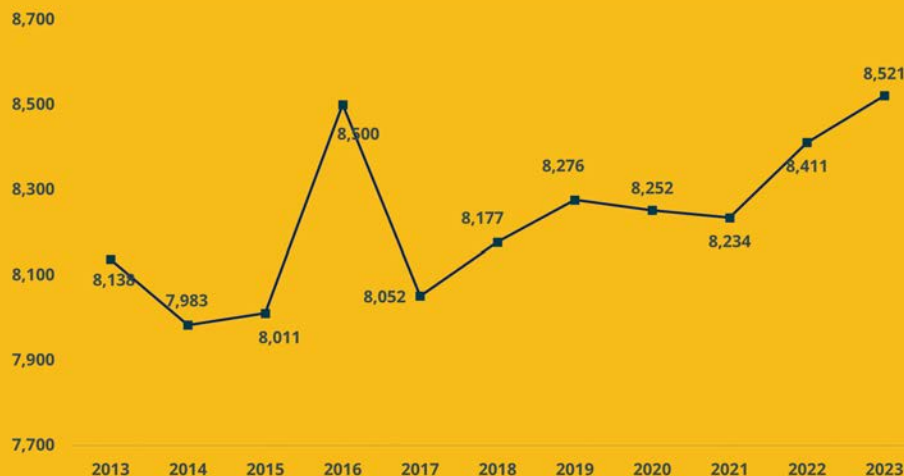
- Tenet Healthcare
- Henry Ford Health System
- Henry Ford Health Corp
- Ascension
- Dmc Sinai Grace Hospital
- Dmc Children's Hospital Of Michigan
- Healthcare Employment Network
- United States Department of Veterans Affairs
- Beaumont Health
- Select Medical

*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not total 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.

Employment Over  
Time 2013-2023

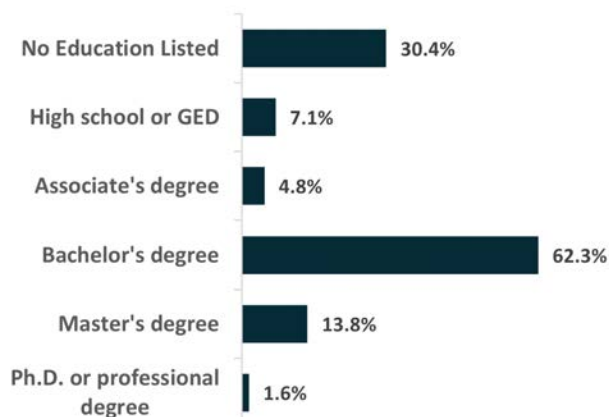


**110**  
Information  
Technology  
Workers  
**1.3% Increase**  
from 2022



## Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 4,500 postings in Q1. A bachelor's degree is the most in-demand education level, with a master's degree the second most required education level. Many IT occupation postings were open to workers with two to three years of experience, with 979 postings. Workers with four to six years of experience are also heavily in-demand with 1,214. Although 1,361 postings do not request any specific experience level, 289 postings requested workers with zero to one year of experience.

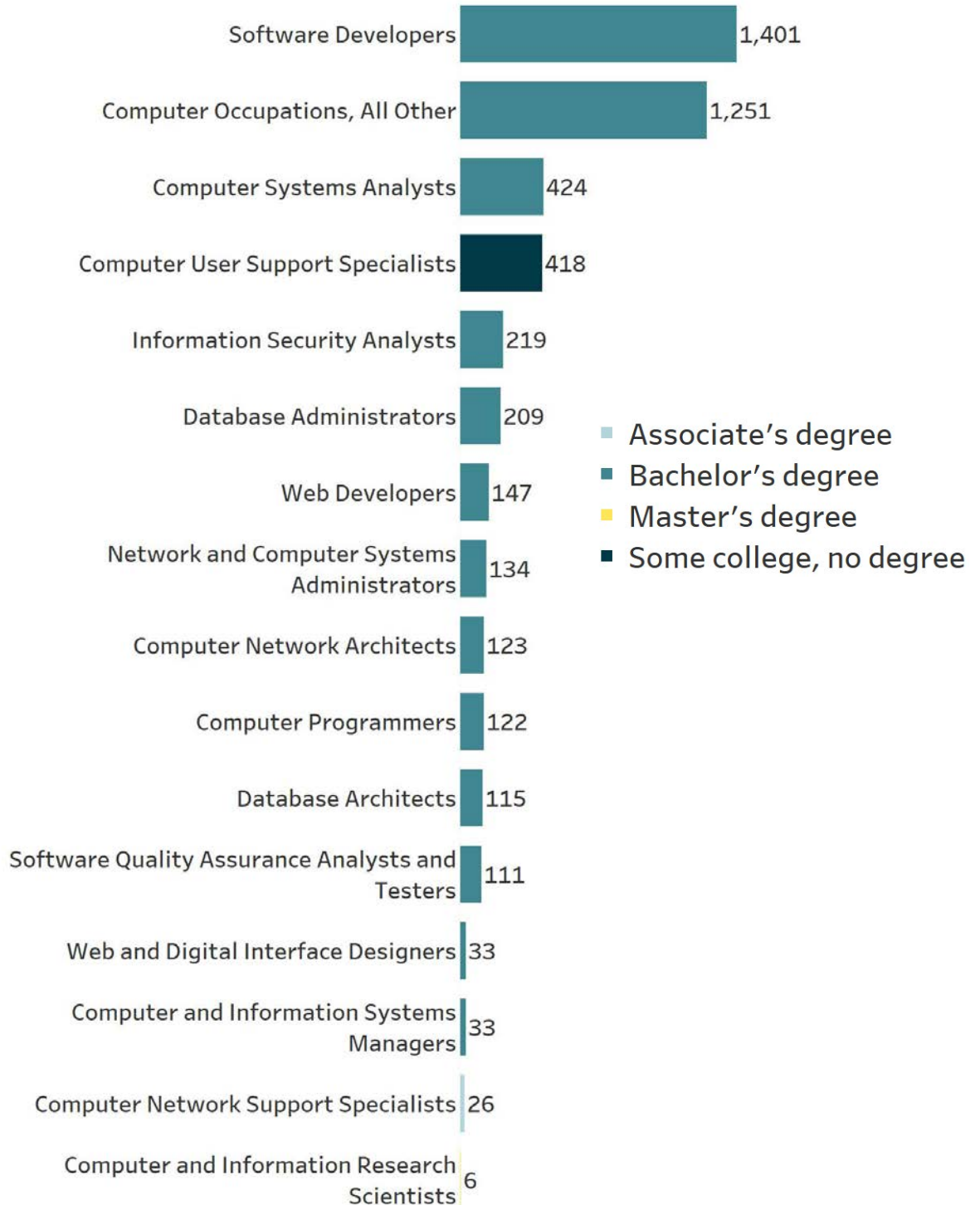


Data: Lightcast | Analysis: Workforce Intelligence Network

# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q2, with 1,401 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrators, and Search Marketing Strategists was next most in-demand with 1,251 unique postings. While most of the top jobs require a bachelor's degree, Computer User Support Specialists (418 postings) only prefer some college education, but do not require a degree.





# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

Most IT jobs offer high wages, making for a lucrative opportunity for job seekers able to obtain the additional education related to these jobs. Software Developers, the top posted IT job in Q2, offers a median hourly wage of \$50.38 (\$104,790 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$23.84 (\$49,582 annually).

### Wage Overview for Top Posted Information Technology Jobs in Q2 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$31.49	\$39.62	\$50.38	\$63.87	\$65.87
15-1299	Computer Occupations, All Other	\$23.57	\$30.43	\$43.65	\$50.83	\$63.86
15-1211	Computer Systems Analysts	\$32.47	\$39.84	\$50.06	\$63.39	\$80.90
15-1232	Computer User Support Specialists	\$15.44	\$18.67	\$23.84	\$30.28	\$37.95
15-1212	Information Security Analysts	\$23.56	\$30.54	\$48.68	\$61.46	\$65.59
15-1242	Database Administrators	\$23.71	\$31.11	\$41.03	\$50.76	\$64.59
15-1254	Web Developers	\$19.00	\$30.68	\$39.44	\$49.67	\$61.38
15-1244	Network and Computer Systems Administrators	\$29.41	\$31.43	\$39.47	\$50.08	\$62.32
15-1241	Computer Network Architects	\$29.71	\$39.52	\$59.56	\$65.34	\$81.60
15-1251	Computer Programmers	\$24.33	\$31.62	\$40.12	\$51.29	\$65.26

### In-Demand Technical Skills

- Computer Science
- Project Management
- Agile Methodology
- SQL (Programming Language)
- Automation

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Certified Information Systems Security Professional
- Valid Driver's License
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- Security Clearance

### In-Demand Education Level\*

- High School Diploma: 7.1%
- Associate Degree: 4.8%
- Bachelor's Degree: 62.3%
- Master's Degree: 13.8%
- Ph.D. Or professional Degree: 1.6%

### Top Posting Employers

- Deloitte
- PricewaterhouseCoopers
- Accenture
- American Axle & Manufacturing
- Blue Cross Blue Shield
- R1 RCM
- Ensono
- Logicalis
- KPMG
- CTG

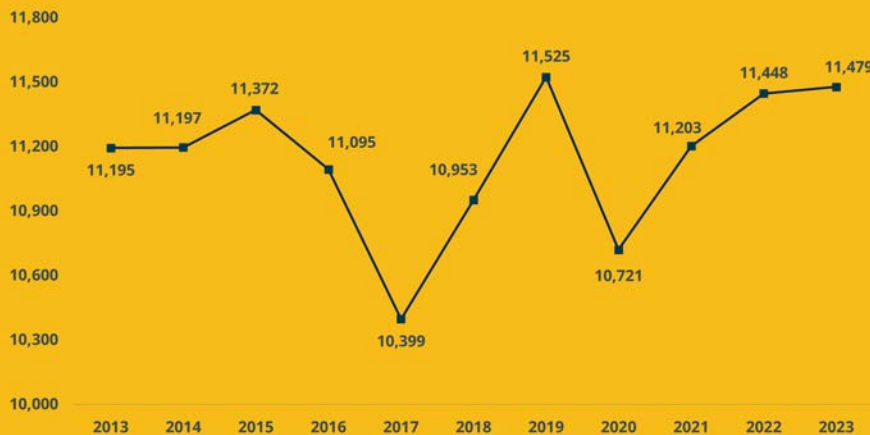
*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.*

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

The Skilled Trades and Technicians occupation group includes jobs related to advanced manufacturing. Southeast Michigan has one of the highest demands for skilled trades labor, such as CNC machinists and welders, in the country.

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

Employment Over  
Time 2013-2023

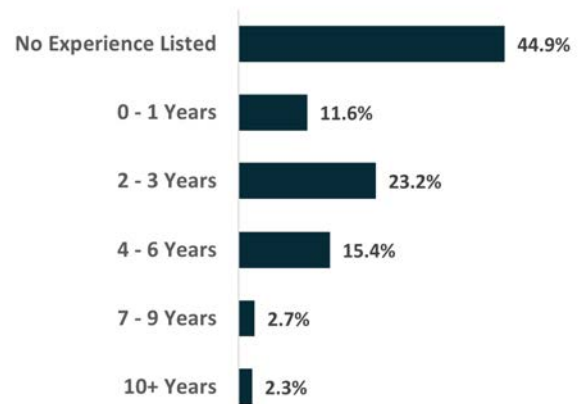
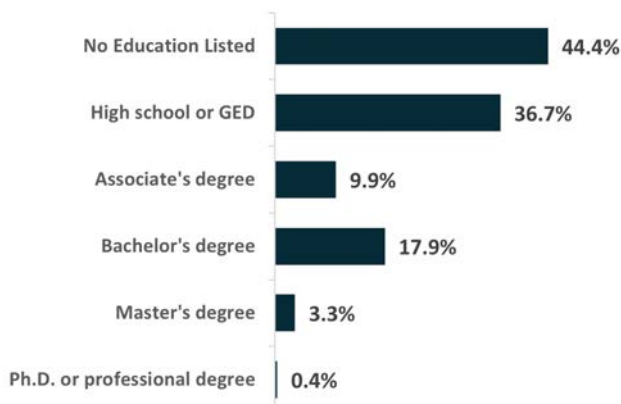


**31**  
**Skilled Trades**  
**Workers**  
**0.3% Increase**  
**from 2022**



## Skilled Trades Education and Experience

The Skilled Trades occupation group offers many opportunities for active job seekers in southeast Michigan. A high school diploma or equivalent was the most in-demand education level (662 postings), while a bachelor's degree was the second most in-demand education level (323 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

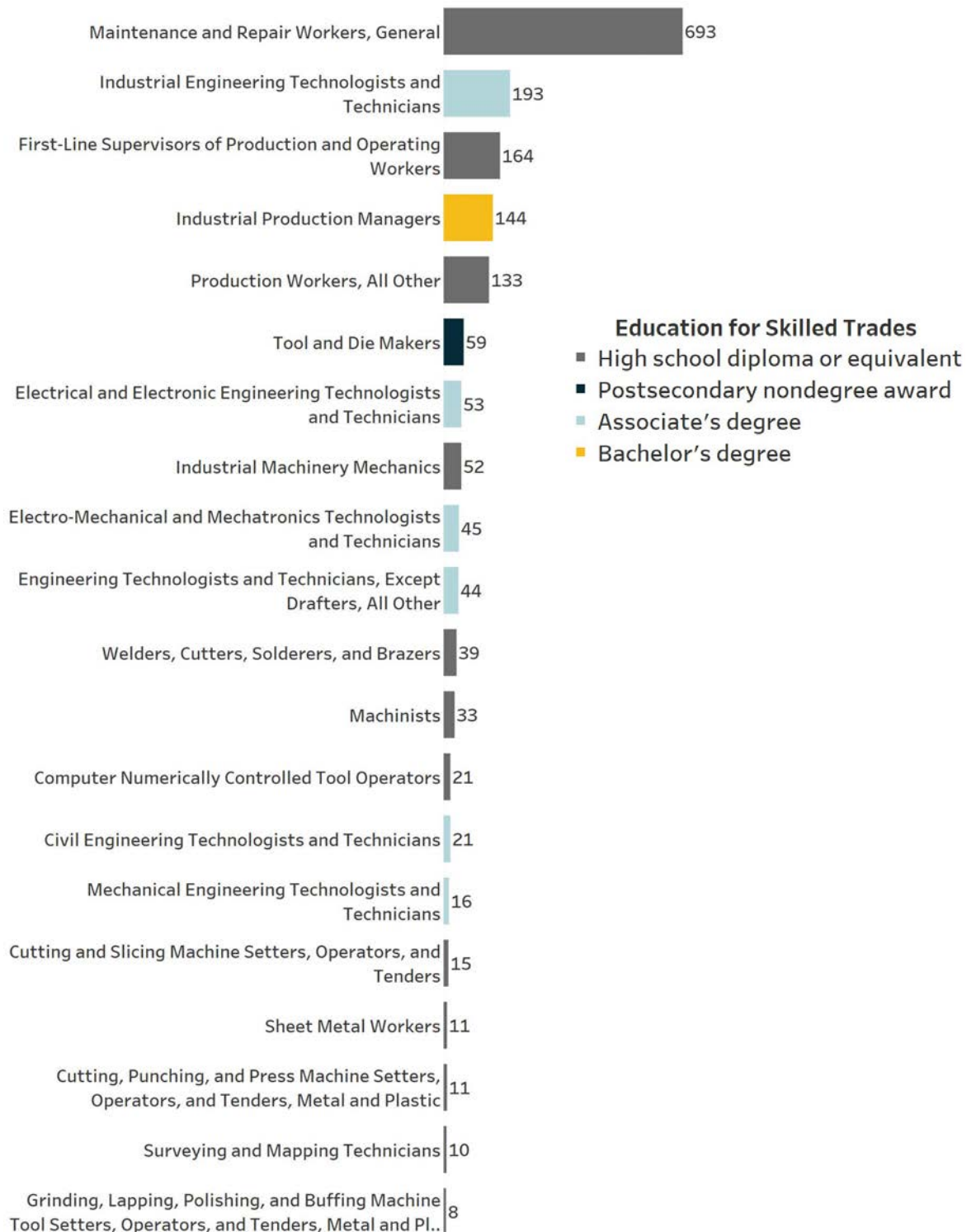


Data: Lightcast | Analysis: Workforce Intelligence Network

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q2 (693 postings). Other top posted jobs include Industrial Engineering Technologists and Technicians (193 postings), First-Line Supervisors of Production and Operating Workers (164 postings), Industrial Production Managers (144 postings), and Production Workers, All Other (133 postings). The majority of this occupation group's top posted jobs required either a high school diploma or equivalent, or an Associate's degree, and offered moderate to long-term on-the-job training in lieu of experience.



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Eight of the top ten in-demand Skilled Trades occupation offer median hourly wages above \$23.00. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q2, offered a median hourly wage of \$18.82, (\$39,145 annually). Job seekers can expect to see a significant shift in wages based on experience and education requirements: Industrial Production Managers requires an additional five years or more of work experience and offers a median hourly wage of \$51.42 (\$106,953 annually).

### Wage Overview for Top Posted Skilled Trades Jobs in Q2 2023

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	\$13.96	\$15.07	\$18.82	\$23.51	\$29.52
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.13	\$28.30	\$30.54	\$36.43
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.17	\$23.02	\$29.71	\$37.40	\$48.20
11-3051	Industrial Production Managers	\$30.75	\$42.90	\$51.42	\$62.00	\$79.18
51-9199	Production Workers, All Other	\$10.26	\$12.97	\$13.35	\$16.71	\$20.71
51-4111	Tool and Die Makers	\$17.76	\$22.53	\$28.69	\$35.14	\$35.76
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.67	\$23.31	\$30.65	\$37.91	\$47.41
49-9041	Industrial Machinery Mechanics	\$17.71	\$22.46	\$28.33	\$30.38	\$36.88
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.81	\$22.64	\$23.09	\$35.53	\$37.01
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.86	\$22.78	\$36.16	\$46.55	\$54.24

### In-Demand Technical Skills

- Field Service Management
- Plumbing
- Preventive Maintenance
- Machinery
- HVAC

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Valid Driver's License
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- Tanker Endorsement
- HVAC Certification

### In-Demand Education Level\*

- High School Diploma: 36.7%
- Associate Degree: 9.9%
- Bachelor's Degree: 17.9%
- Master's Degree: 3.3%

### Top Posting Employers

- Aerotek
- Taldeco
- City Of Detroit
- Actalent
- Tradesmen International
- American Axle & Manufacturing
- E.W. Grobbel Sons
- CBRE
- Randstad
- JLL

*\*Not all job postings indicate the required educational attainment level; the percentages indicated may not equal 100 percent.*



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