



Research. Engagement. Solutions

A semi-transparent map of the City of Detroit is overlaid on a background image of the city skyline at dusk. The map shows the city's grid and is outlined in white. A small orange dot is located on the eastern edge of the map, near the river.

LABOR MARKET REPORT CITY OF DETROIT

Q3 2022

July - September

INTRODUCTION

City of Detroit
Q3 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, 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 third 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 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 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.

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

VISIT

winintelligence.org

EMAIL

info@winintelligence.org

FOLLOW



@workforce
intelligence
network



@win-semich



@workforce
intelligence
network (win)

ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in the City of Detroit

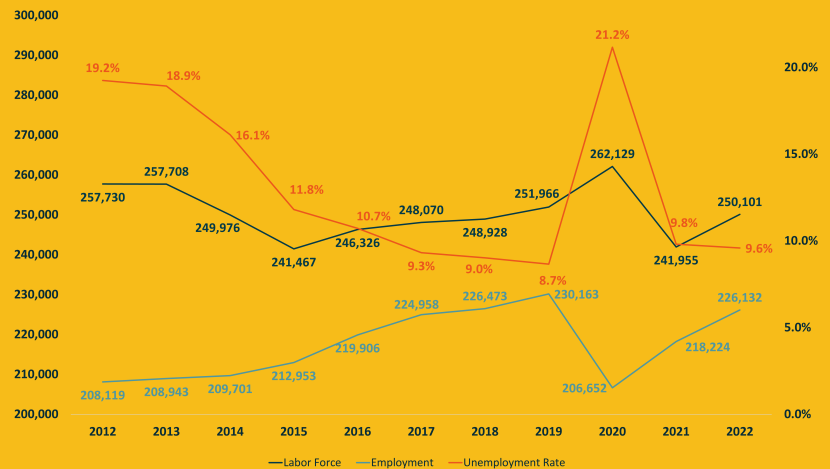
The city of Detroit saw improved employment numbers and a decrease in unemployment while still being influenced by major shifts in hiring and skills demanded due to the COVID-19 crisis. In Q3 2022, the labor force experienced a slight contraction, despite improvement in employment and unemployment figures from Q2 2022. The number of unemployed workers decreased by 24.1 percent, with the size of the labor force decreasing by 0.7 percent and the number of employed individuals increasing by 1.9 percent.

Registered Nurses top the list as the most demanded occupation in Q3 2022, accounting for 3,702 job postings. Healthcare occupation group also continues to be heavily demanded in the city of Detroit. All five of the occupation groups experienced marginal decline in employer demand since Q2 2022.

Annual Labor Market Information

To date in 2022, the labor force in Detroit grew 3.4 percent since the end of 2021, increasing by 8,146 individuals, for 2022 labor force figure of 250,101 individuals. Employment tracked proportionately to the labor force, reporting an increase of 3.6 percent, or 7,907 more workers, in the third quarter of 2022. The unemployment rate decreased to 9.6 percent over the same period, a reduction of 0.2 percentage points. As recovery from the COVID-19 pandemic continues, swings in employment and unemployment are anticipated.

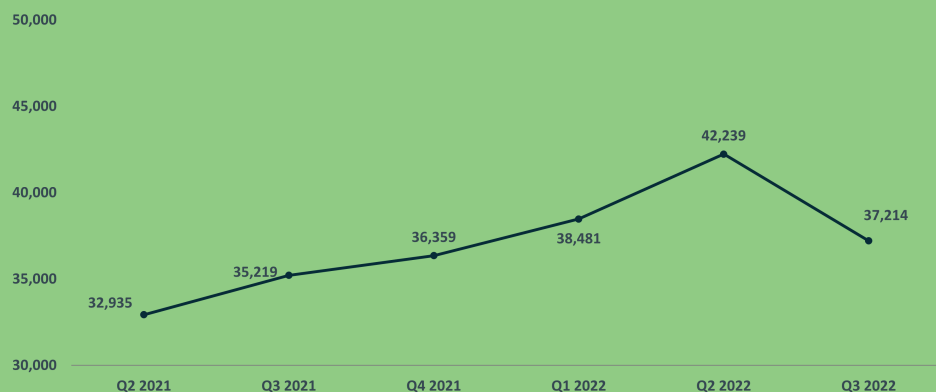
Annual Labor Force, Employment, Unemployment Rate 2012–2022



Quarterly Employer Demand Overview

Between Q2 and Q3, employer demand has decreased by 11.9 percent, with 5,025 fewer unique postings for the City of Detroit. The third quarter represented the first decline in postings over the past 18 months, with an average of 37,214 postings per month over July, August, and September. This sharp decline from Q2 might signal that post COVID-19 economic recovery has finally peaked.

Average Quarterly Posting Analysis City of Detroit Q2 2021 - Q3 2022



ANNUAL WORKFORCE INDICATORS

Key Findings

17%

Employer demand decreased by 16.5 percent, a loss of 12,171 job postings since Q2.

Bachelor's Degree

Most in-demand minimum education level during Q3.

In Q3, employment totaled

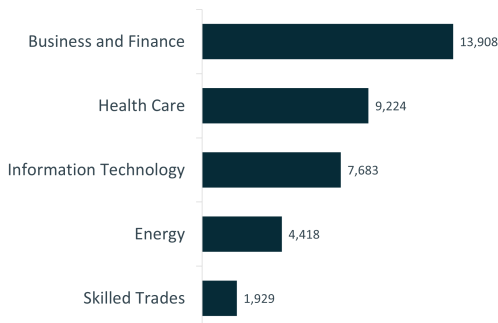
227,467

an increase of 4,085 workers (1.8 percent) since Q2

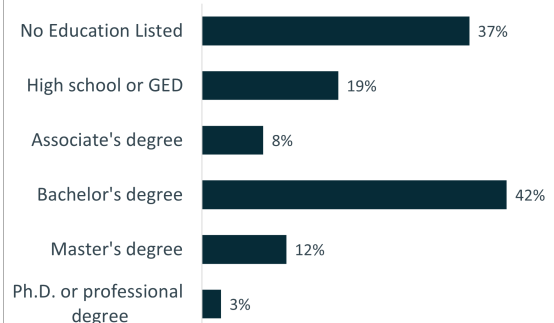
During Q3 2022, there were 61,675 job postings, or 12,171 fewer than the 73,846 postings made during Q2 in the city of Detroit. Healthcare, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q3. The top posted job occupations include Registered Nurses, Software Developers, Computer Occupation, All Other, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, and Managers, all Other. More information about in-demand job postings can be found on page 7.

Of the 61,675 unique postings in the city of Detroit during Q3 2022, 26,006 (42.2 percent) required a Bachelor's degree. An additional 8,836 postings (14.3 percent) required an advanced degree. The high demand for business and finance and information technology roles within the city, drives this high demand for college education.

Top 5 Posting Occupation Groups Q3 2022



Education Levels In-Demand Q3 2022



The city of Detroit has seen steady labor force and employment growth in Q1 2022 over Q3 2021. However, for Q3 2022, Labor Force participation declined by 1,923 individuals or 0.8 percent from Q2 2022. On the other hand, unemployment figures showed fluctuation over each quarter from Q3 2021 to Q3 2022 and unemployment rate decreased by 2.4 percentage points from the previous quarter for an overall Q3 2022 unemployment rate of 7.7 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	3rd Quarter 2021	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	Change from 2nd Quarter 2022	Percent Change from 2nd Quarter 2022	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021
Labor Force	245,070	248,037	255,737	248,245	246,322	-1,923	-0.8%	1,252	0.5%
Employment	220,331	225,179	227,546	223,382	227,467	4,085	1.8%	7,136	3.2%
Unemployment	24,739	22,859	28,190	24,863	18,855	-6,008	-24.2%	-5,884	-23.8%
Unemployment Rate	10.1%	9.2%	11.0%	10.0%	7.7%	-2.4%	na	-2.4%	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 but has since increased to 250,101, 3.3 percent over 2022. 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. In Q3 2022, employment increased to 227,467 or 4.2 percent over 2021. Meanwhile, the number of unemployed individuals in the City of Detroit declined by 4,876 workers, or 20.5 percent, between 2021 and Q3 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	250,101	8,146	3.4%
Employment	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,132	7,907	3.6%
Unemployment	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	23,970	239	1.0%
Unemployment Rate	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	9.6%	-0.2%	n/a

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, there were 286,678 individuals in the labor force, meaning they were either working or looking for work. Employed workers make up 85.1 percent of the city's labor force. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, with 65.6 percent of unemployed individuals identifying as males compared to 55.5 percent of unemployed individuals identifying as female. Overall, males have a higher unemployment rate than females, at 17.1 percent and 12.9 percent respectively. Black or African American, Native American, and job seekers that identify as Two or More Races faced the most challenges in securing employment, with each group experiencing an unemployment rate of approximately 17 percent in 2020.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	286,678	243,926	42,752	14.9%
Sex				
Male 16+	136,777	113,394	23,383	17.1%
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	17,247	14,794	2,453	14.2%
65 Plus	4,767	4,265	502	10.5%
Female 16+	149,901	130,532	19,369	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	19,692	18,480	1,212	6.2%
65 Plus	7,111	6,770	341	4.8%
Race				
White	44,941	40,897	4,045	9.0%
Black / African	218,521	182,465	36,056	16.5%
Native American	953	796	157	16.5%
Asian	5,819	5,353	465	8.0%
Native Hawaiian / Pacific Islander	49	49	0	0%
Some Other Race	9,894	8,994	900	9.1%
Two or More Races	6,595	5,500	1,095	16.6%
Ethnicity				
Hispanic	20,688	18,433	2,255	10.9%

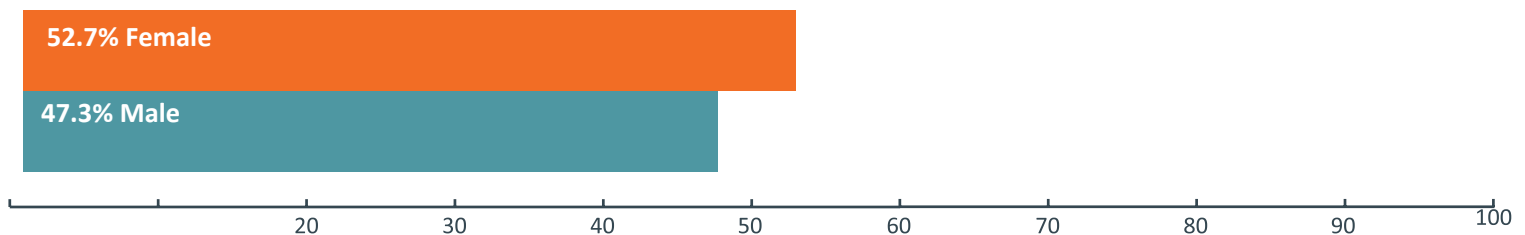
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

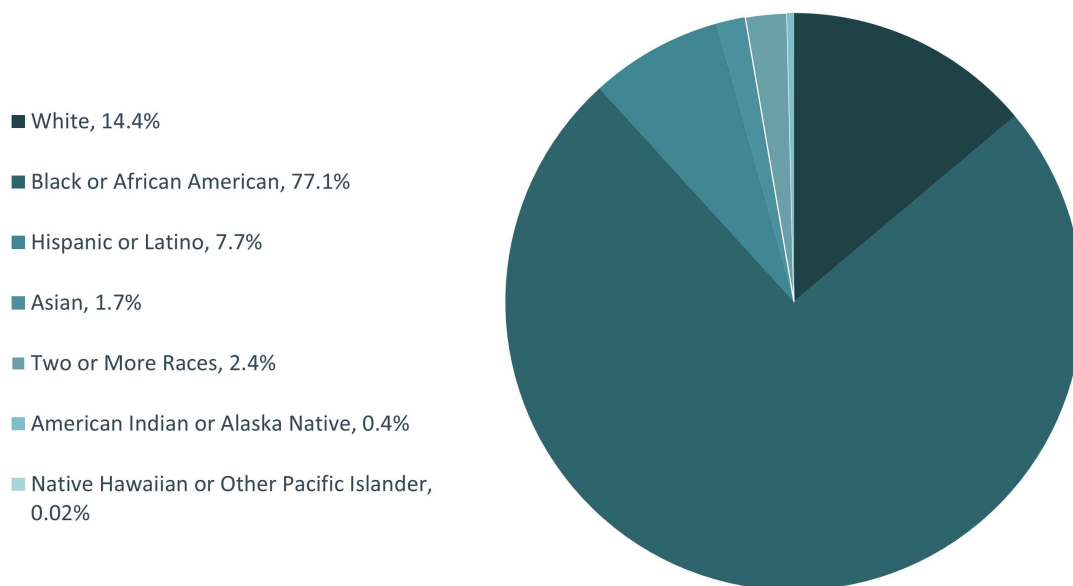
2020 Census Population

According to the Census Bureau 2020 ACS Five Year estimates, the City of Detroit had a population of 672,351 people. The sex of the populace was split almost evenly, with about 52.7 percent of the population identifying as female, and the other 47.3 percent identifying as male. The 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's age demographics skew younger than the surrounding region; 26.0 percent of the population was over the age of 54, compared to 35.0 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



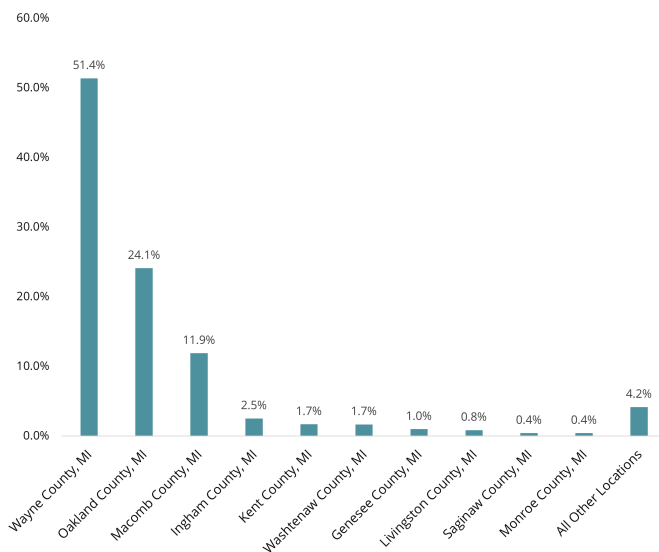
Population Age Demographics



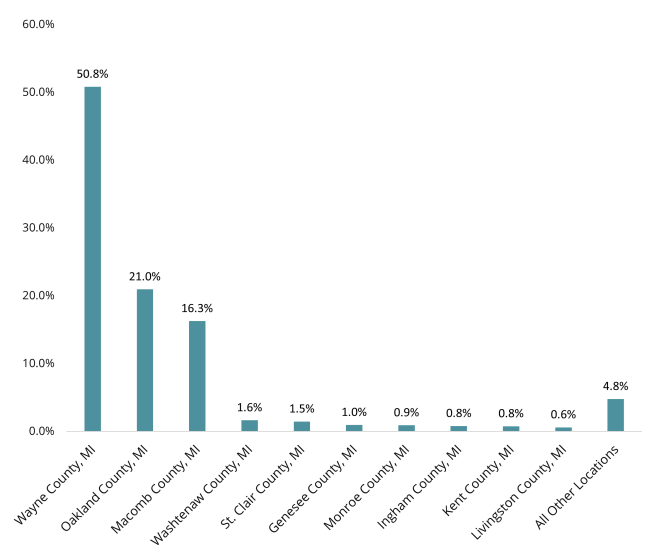
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set from the Census Bureau Detroit's 2019 workforce consisted of 195,233 residents. 31.7 percent of the residents also worked in the city, while the remaining 68.3 percent traveled outside for work. With 235,654 workers employed in the city during 2019 there were 73.7 percent 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

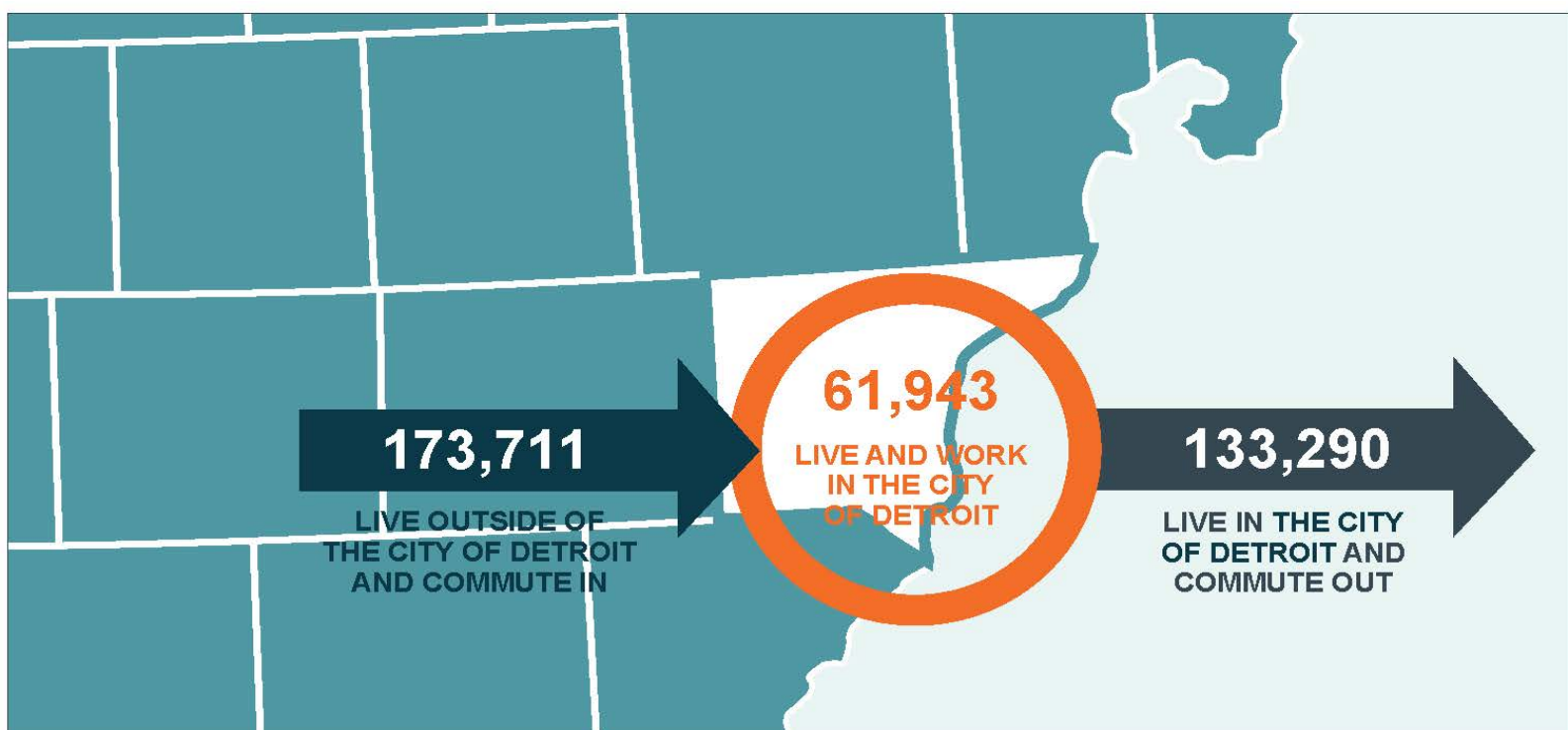


Where City of Detroit Workers Live



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

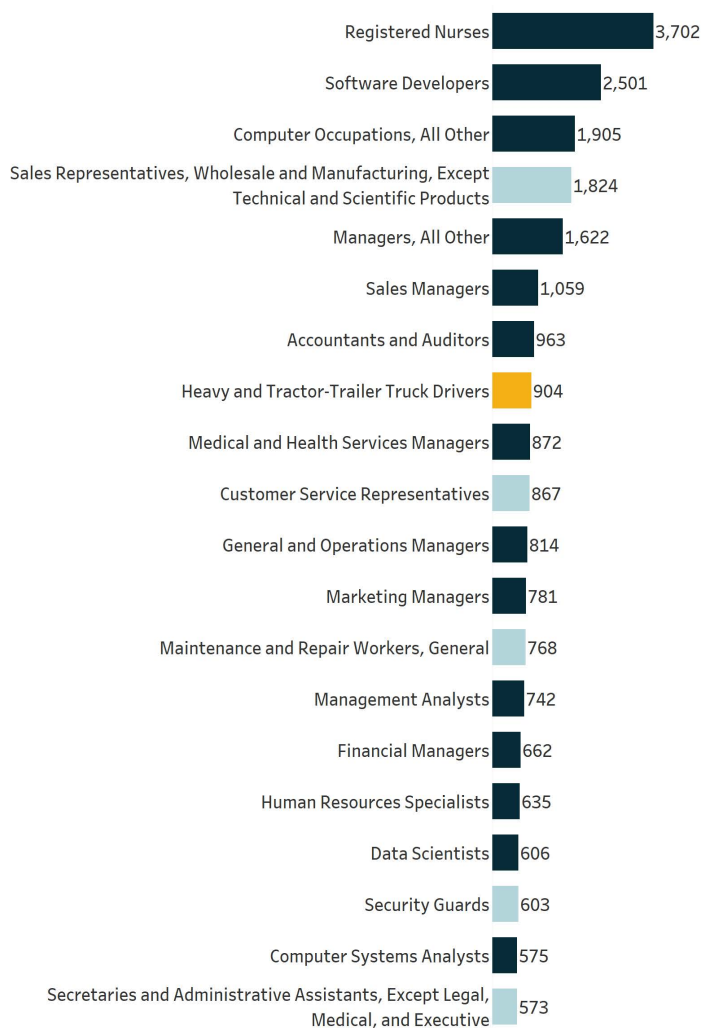
Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

Top Posted Jobs

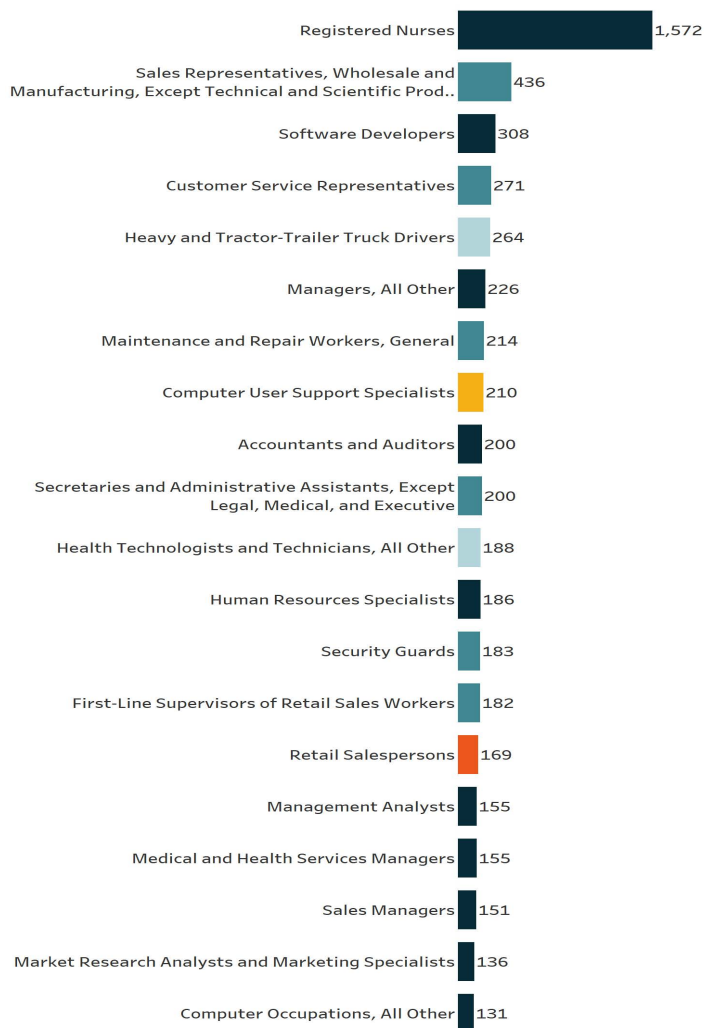
Registered Nurses is the highest in-demand occupation during Q3, with 3,702 unique online job postings. Software Developers is the second largest occupation with 2,501 postings. Computer Occupations, All Other (1,905 postings) round out the top three occupations in Q3. Many of these positions require a bachelor's degree, which is common in over half of the top 20 posted jobs in the city.



- High school diploma or equivalent
- 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 24.2 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 1,572 postings requiring zero to two years of experience and a bachelor's degree.



- 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
- Tenet Healthcare
- PricewaterhouseCoopers
- Accenture
- KPMG
- Wayne State University
- DTE Energy
- Tenet
- City Of Detroit
- Ernst & Young
- Ascension
- General Dynamics
- Amazon
- Beaumont Health
- Blue Cross Blue Shield
- R1 RCM
- CBRE Group
- Rocket Companies
- Comerica

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

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

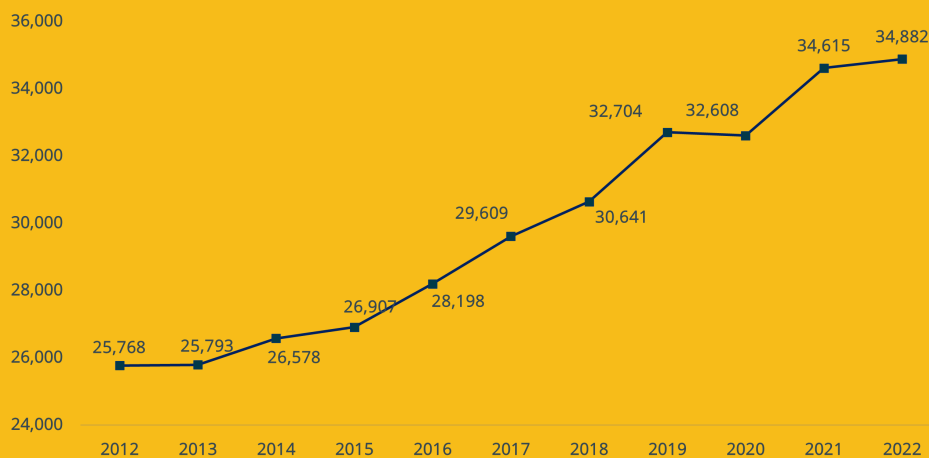
Top In-Demand Qualifications

- Basic Life Support (BLS) Certification
- Bachelor Of Science in Nursing (BSN)
- Master Of Business Administration (MBA)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Bachelor Of Science in Business
- Licensed Practical Nurse
- Security Clearance
- Certified Nursing Assistant
- Project Management Professional Certification
- Certified Public Accountant
- Commercial Driver's License (CDL)
- Board Certified/Board Eligible
- Certified Information Systems Security Professional
- CDL Class A License
- Bachelor Of Science in Business Administration

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
2012-2022

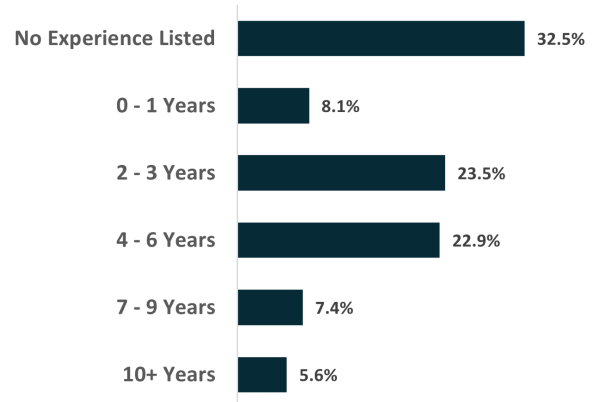
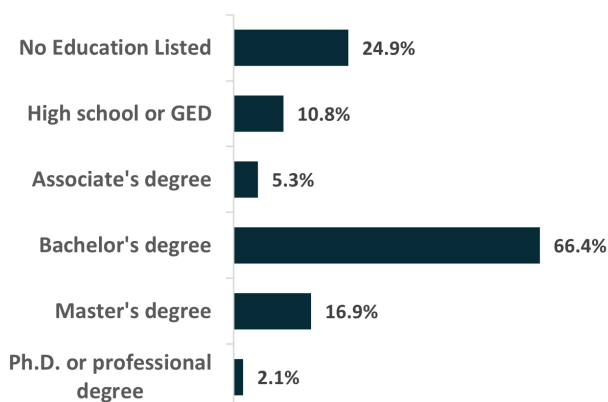


267
**Business and
Finance Workers**
**0.7 % increase
from 2021**



Business and Finance Education and Experience

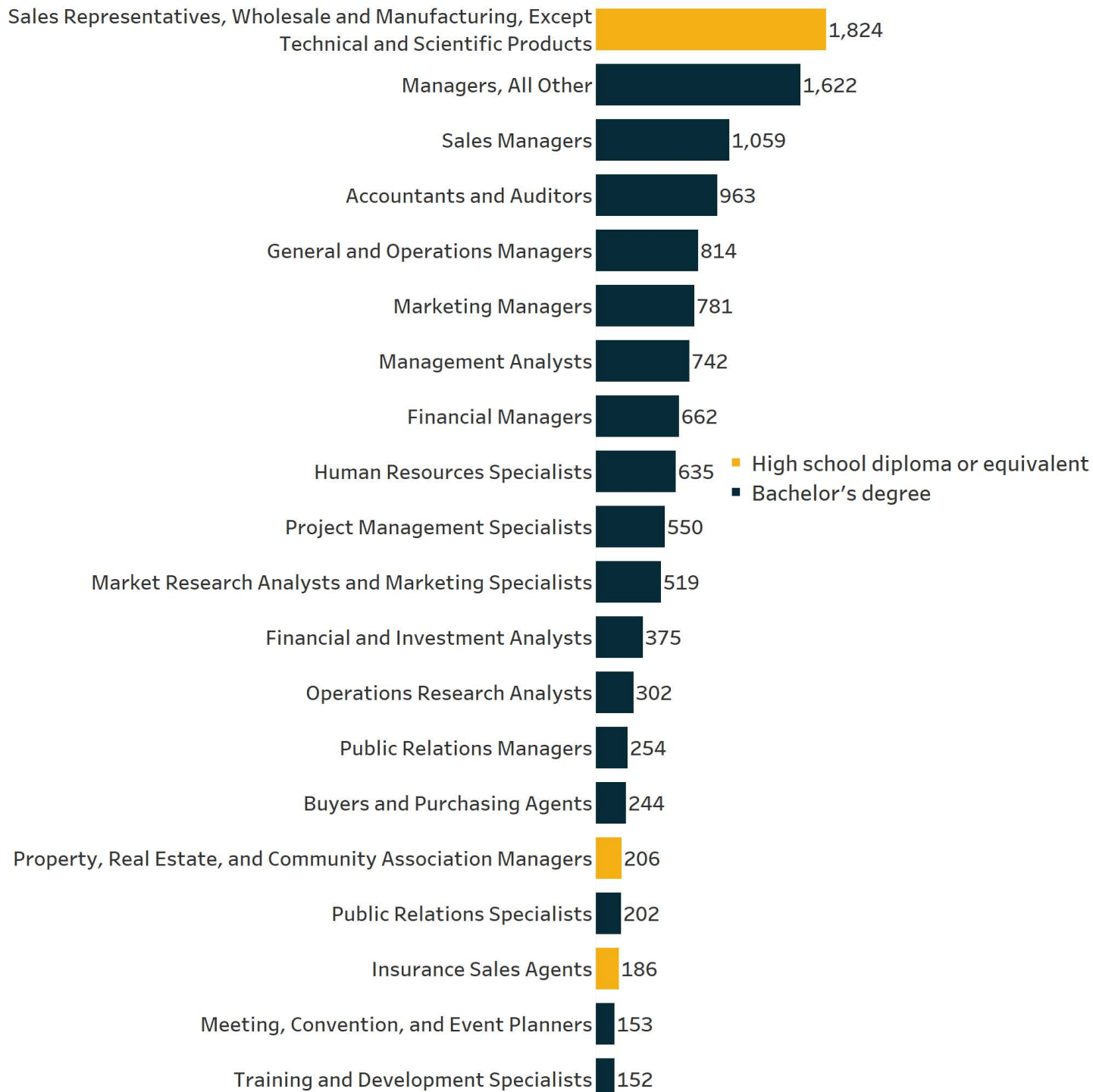
The Business and Finance occupation group offers high paying job opportunities for workers. A bachelor's degree is the most in-demand education level in Q3, as noted in 9,232 postings. A master's degree is the second most in-demand education level with 2,344 postings, while 3,464 postings do not specify any education level. Many business and finance occupation postings do not specify a required length of experience. Over half of the postings lists a requirement of two or more years of experience.



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

The Business and Finance occupation group with the highest number of Q3 postings (1,824) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (1,622); Sales Managers (1,059); and Accountants and Auditors, with 963 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 \$30.50 (\$63,440 annually), while Sales Managers have a median hourly wage of \$62.36 (\$129,709 annually). Additional experience may lead to a role as a Marketing or Financial Manager, with median hourly wages at \$63.45 (\$131,976 annually). Human Resources Specialists provided the lowest median hourly wage for the top posted jobs in this occupation group at \$29.83, which is still significantly above the state median of \$21.73.

Wage Overview for Top Posted Business and Finance Jobs in Q3 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	\$15.12	\$22.87	\$30.50	\$46.59	\$61.08
11-9199	Managers, All Other	\$25.59	\$38.38	\$54.21	\$65.52	\$82.11
11-2022	Sales Managers	\$31.94	\$47.69	\$62.36	\$81.69	\$117.00
13-2011	Accountants and Auditors	\$25.16	\$31.41	\$39.78	\$50.68	\$64.66
11-1021	General and Operations Managers	\$23.15	\$30.96	\$49.56	\$78.89	\$106.37
11-2021	Marketing Managers	\$31.81	\$48.76	\$63.45	\$81.16	\$112.32
13-1111	Management Analysts	\$24.73	\$31.66	\$40.42	\$51.54	\$65.36
11-3031	Financial Managers	\$39.10	\$49.95	\$63.31	\$80.93	\$119.39
13-1071	Human Resources Specialists	\$18.37	\$23.22	\$29.83	\$38.23	\$48.22
13-1082	Project Management Specialists	\$25.56	\$31.47	\$47.37	\$60.21	\$64.09

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications

- Master Of Business Administration (MBA)
- Bachelor Of Science in Business
- Certified Public Accountant
- Project Management Professional Certification
- Bachelor Of Science in Business Administration

In-Demand Education Level*

- High School Diploma: 10.8%
- Associate Degree: 5.3%
- Bachelor's Degree: 66.4%
- Master's Degree: 16.9%
- Ph.D. or professional Degree: 2.1%

Top Posting Employers

- Deloitte
- PricewaterhouseCoopers
- KPMG
- Accenture
- Wayne State University
- Ernst & Young
- DTE Energy
- CBRE Group
- Comerica
- Amazon

**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
2012-2022

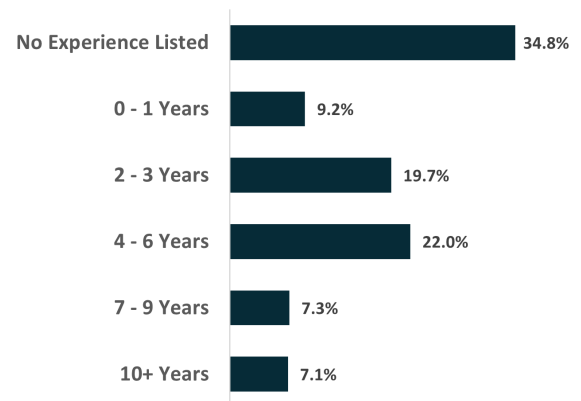
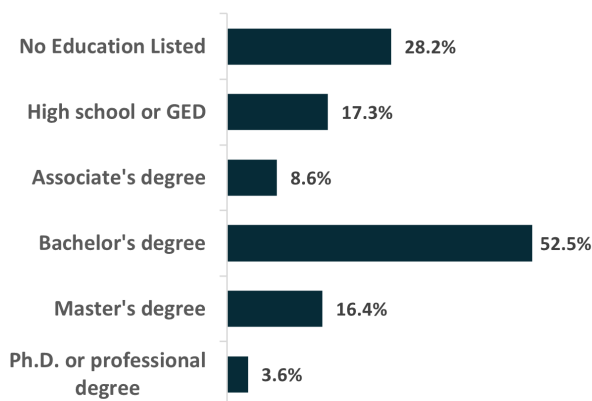


14
Energy Workers
Slight increase
from 2021



Energy Education and Experience

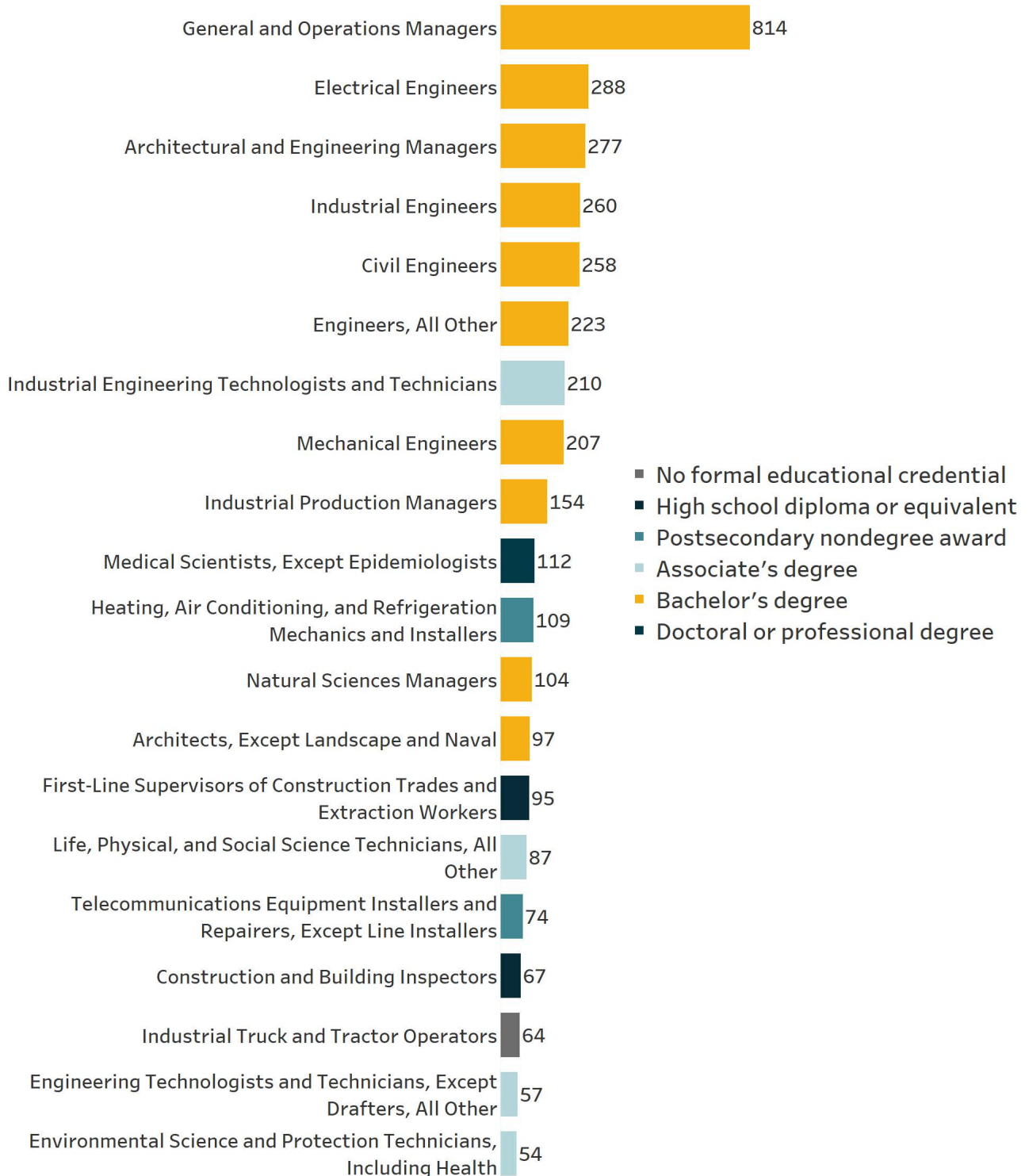
The Energy occupation group requires a specialized workforce with specific skills. A bachelor's degree is the most in-demand education level in Q3 with 52 percent of 2,318 postings. A master's degree is the third most in-demand education level with 16 percent, while 4 percent require a Ph.D. The amount 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.



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 Q3 with 814 postings. Other top posted jobs requiring a bachelor's degree include Electrical Engineers (288 postings) Architectural and Engineering Managers (277 postings) and Industrial Engineers (260 postings). First-line Supervisors of Construction Trades and Extraction Workers (95 postings) are only required to hold a high school diploma or equivalent and may receive moderate to long-term on-the-job training in lieu of previous experience.



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 \$49.56 (\$103,085 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 Q3 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	\$23.15	\$30.96	\$49.56	\$78.89	\$106.37
17-2071	Electrical Engineers	\$29.53	\$37.42	\$46.83	\$57.81	\$61.99
11-9041	Architectural and Engineering Managers	\$47.38	\$59.71	\$61.59	\$77.47	\$97.43
17-2112	Industrial Engineers	\$28.86	\$36.49	\$40.09	\$47.63	\$60.24
17-2051	Civil Engineers	\$27.77	\$28.56	\$35.43	\$45.64	\$57.60
17-2199	Engineers, All Other	\$28.93	\$36.93	\$47.19	\$60.32	\$62.22
17-3026	Industrial Engineering Technologists and Technicians	\$17.86	\$23.14	\$28.31	\$30.55	\$36.45
17-2141	Mechanical Engineers	\$28.72	\$36.51	\$46.14	\$47.78	\$60.01
11-3051	Industrial Production Managers	\$30.76	\$42.91	\$51.43	\$62.03	\$79.20
19-1042	Medical Scientists, Except Epidemiologists	\$24.36	\$30.99	\$39.70	\$62.04	\$81.21

In-Demand Technical Skills

- Construction
- Auditing
- Electrical Engineering
- Automation
- Marketing

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Master Of Business Administration (MBA)
- Engineer in Training
- Bachelor Of Science in Business

In-Demand Education Level*

- High School Diploma: 17.3%
- Associate Degree: 8.6%
- Bachelor's Degree: 52.5%
- Master's Degree: 16.4%
- Ph.D. or Professional Degree: 3.6%

Top Posting Employers

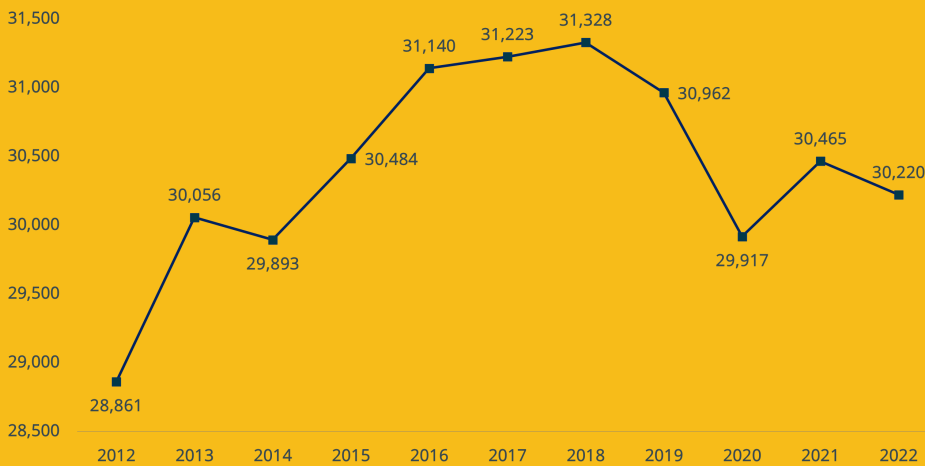
- DTE Energy
- Deloitte
- Henry Ford Health System
- American Axle & Manufacturing
- PricewaterhouseCoopers
- City Of Detroit
- Mercedes-Benz Group
- Wayne State University
- Accenture
- GPAC

**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
2012-2022

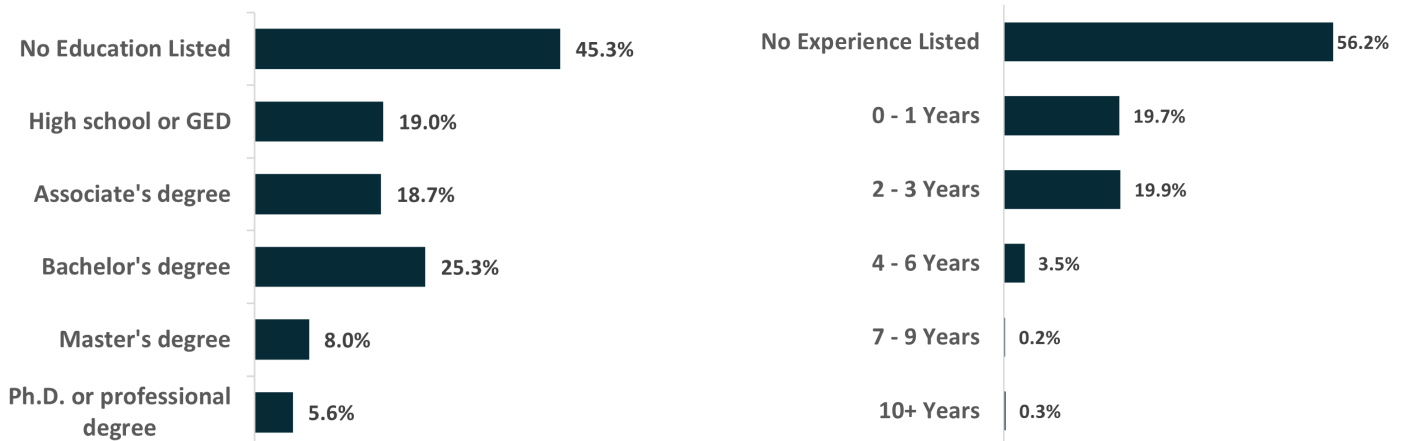


245
Healthcare
Workers
0.8 % decrease
from 2021



Healthcare Education and Experience

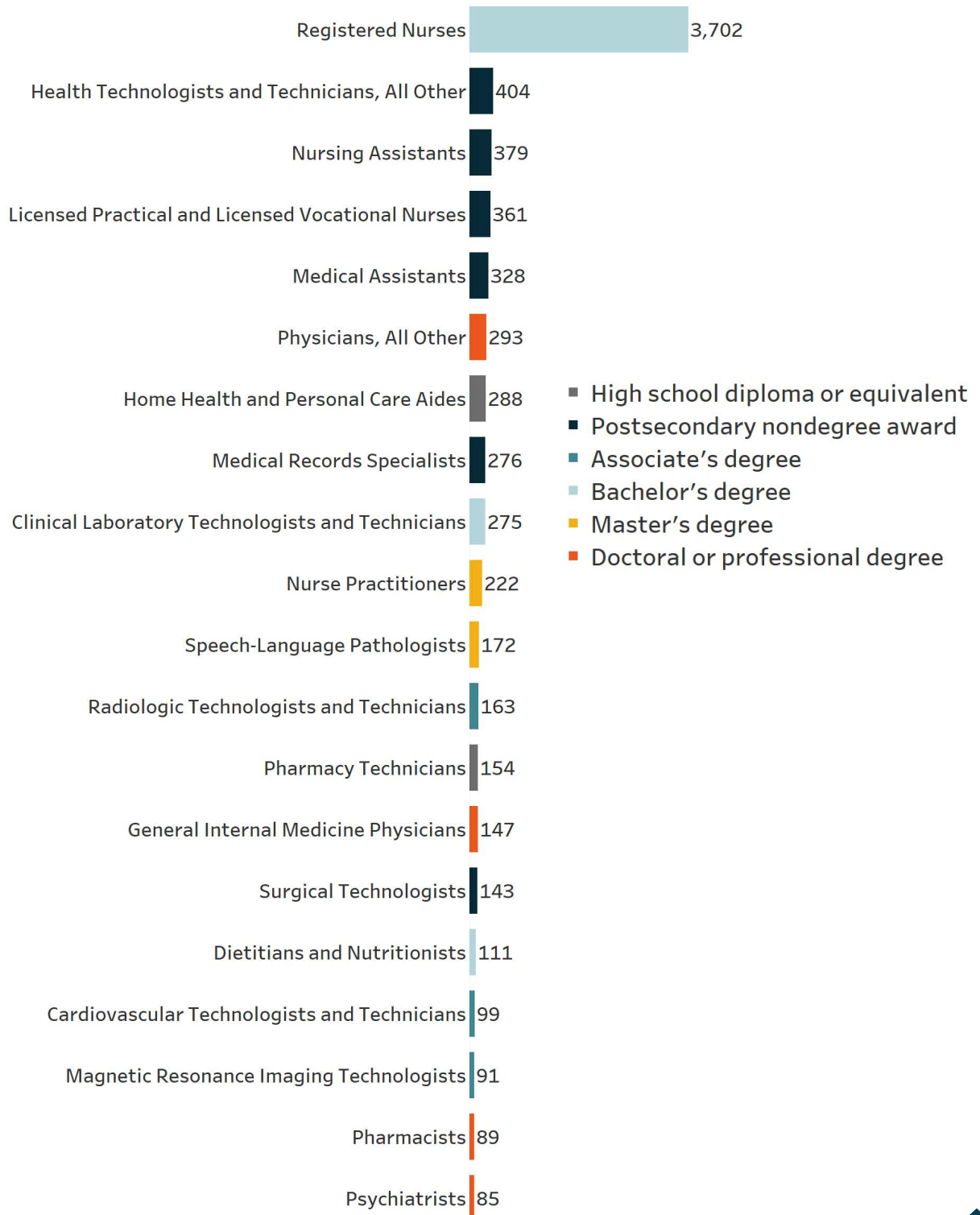
The Healthcare occupation group offers many job opportunities for active job seekers at all experience levels. A bachelor's degree is the most in-demand education level in Q3, with 2,332 postings. A high school diploma or equivalent is the second most in-demand education level (1,755 postings). Many 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 3,702 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 percent of postings. A high school diploma or equivalent accounts for 19 percent of posting requirements. Other top posted jobs include Health Technologists and Technicians, All Other (404 postings), Nursing Assistants (379 postings), Licensed Practical and Licensed Vocational Nurses (361) and Medical Assistants (328).



HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in Healthcare are generally higher than the state median hourly wage of \$21.73, with pay increasing in line with required education, training, and experience for Healthcare's top jobs. Registered Nurses, the top posted healthcare job in Q3, offers a median hourly wage of \$39.15 (\$81,432 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 Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$30.77	\$31.04	\$39.15	\$40.16	\$50.16
29-2099	Health Technologists and Technicians, All Other	\$15.12	\$18.85	\$23.36	\$29.76	\$34.39
31-1131	Nursing Assistants	\$14.65	\$14.75	\$17.99	\$18.54	\$18.68
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.26	\$24.43	\$29.14	\$29.83	\$30.18
31-9092	Medical Assistants	\$14.66	\$15.00	\$18.54	\$19.00	\$22.95
29-1229	Physicians, All Other	\$29.78	\$29.85	\$30.91	\$107.47	\$125.65
31-1128	Home Health and Personal Care Aides	\$11.78	\$11.96	\$14.43	\$15.08	\$15.65
29-2072	Medical Records Specialists	\$15.08	\$18.73	\$19.85	\$24.49	\$31.11
29-2018	Clinical Laboratory Technologists and Technicians	\$15.07	\$18.96	\$29.44	\$37.47	\$39.47
29-1171	Nurse Practitioners	\$47.67	\$49.96	\$50.81	\$63.54	\$65.00

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Patient Preparation
- 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: 19.0%
- Associate Degree: 18.7%
- Bachelor's Degree: 25.3%
- Master's Degree: 8.0%
- Ph.D. Or professional Degree: 5.6%

Top Posting Employers

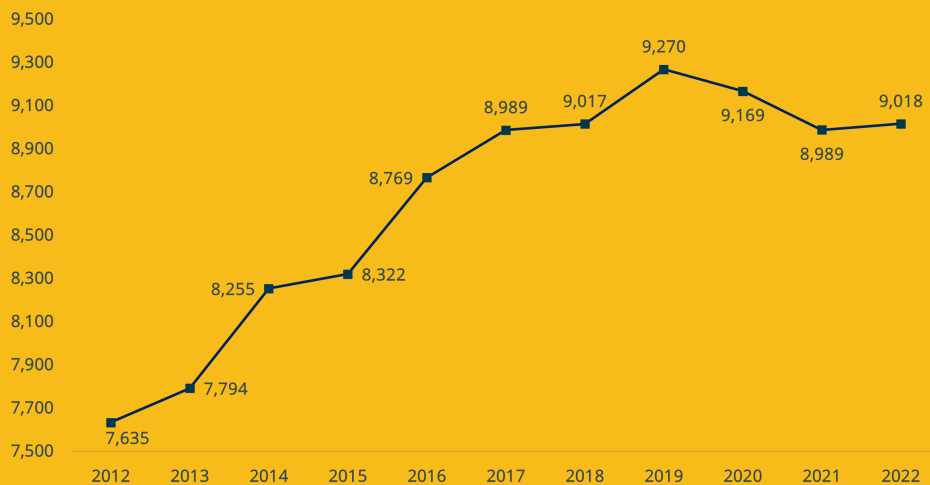
- Tenet Healthcare
- Henry Ford Health System
- Tenet
- Ascension
- Beaumont Health
- United States Department of Veterans Affairs
- Dmc Sinai Grace Hospital
- Select Medical
- Aya Healthcare
- Dmc Children's Hospital Of Michigan

**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
2012-2022

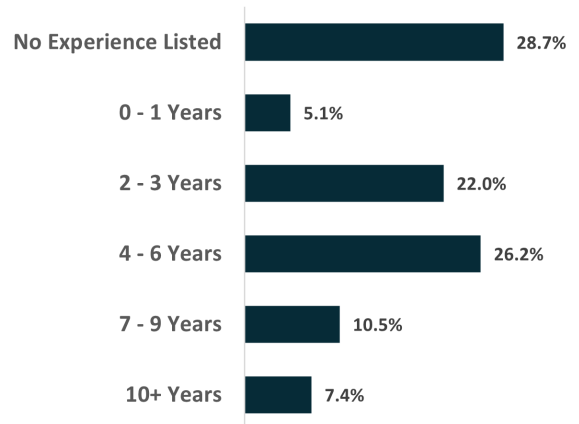
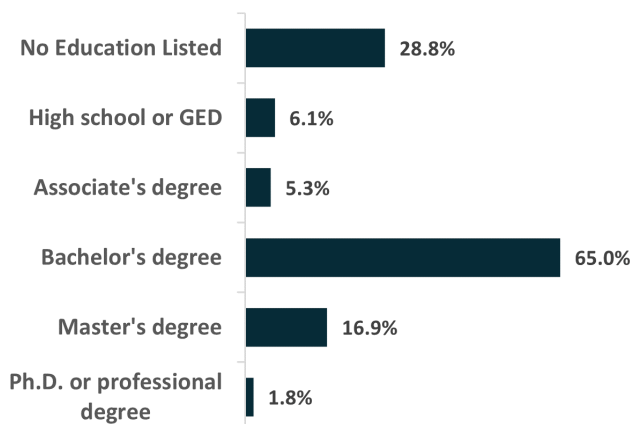


**29 Information
Technology
Workers**
Slight Increase
from 2021



Information Technology Education and Experience

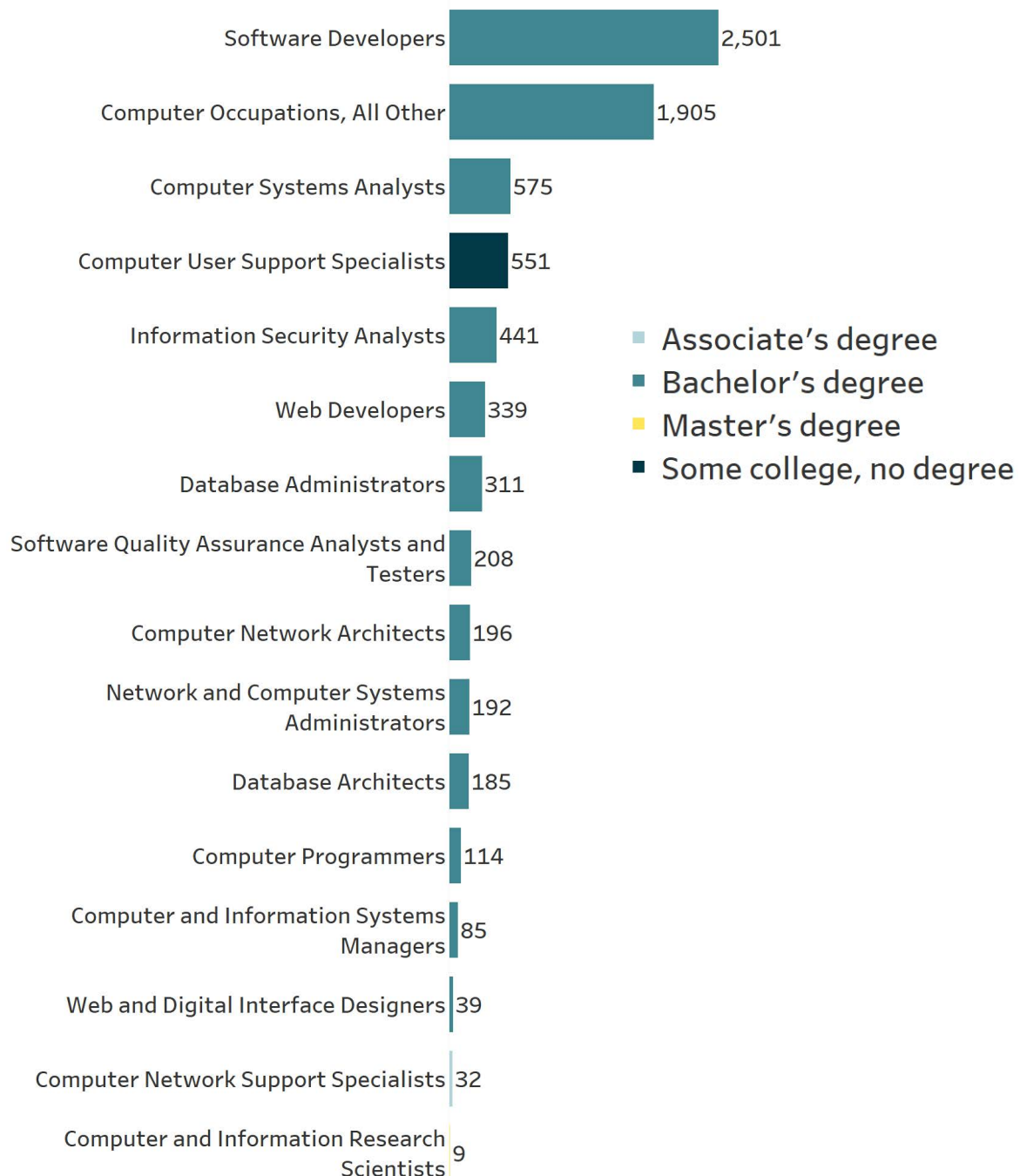
The Information Technology occupation group offers ample opportunities for active job seekers, with 7,683 postings in Q3. A bachelor's degree is the most in-demand education level, with a master's degree the second most required education level. Many IT occupation postings were open to workers with two to three years of experience, with 1,694 postings. Workers with four to six years of experience are also heavily in-demand with 2,011. Although 2,204 postings do not request any specific experience level, 392 postings requested workers with zero to one year of experience.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q3, with 2,501 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Database Architects, Web Administrators, and Search Marketing Strategists was next most in-demand with 1,905 unique postings. While most of the top jobs require a bachelor's degree, Computer User Support Specialists (551 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 Q3, offers a median hourly wage of \$50.51 (\$105,061 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$23.88 (\$49,670 annually).

Wage Overview for Top Posted Information Technology Jobs in Q3 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$31.57	\$39.73	\$50.51	\$64.02	\$66.03
15-1299	Computer Occupations, All Other	\$23.62	\$30.49	\$43.74	\$50.92	\$63.99
15-1211	Computer Systems Analysts	\$32.51	\$39.90	\$50.12	\$63.48	\$81.01
15-1232	Computer User Support Specialists	\$15.46	\$18.70	\$23.88	\$30.33	\$38.00
15-1212	Information Security Analysts	\$23.63	\$30.64	\$48.84	\$61.66	\$65.77
15-1254	Web Developers	\$19.07	\$30.81	\$39.59	\$49.84	\$61.60
15-1242	Database Administrators	\$23.74	\$31.16	\$41.09	\$50.82	\$64.68
15-1253	Software Quality Assurance Analysts and Testers	\$19.31	\$30.88	\$39.44	\$49.99	\$51.52
15-1241	Computer Network Architects	\$29.78	\$39.61	\$59.71	\$65.49	\$81.83
15-1244	Network and Computer Systems Administrators	\$29.46	\$31.48	\$39.55	\$50.17	\$62.43

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Amazon Web Services
- Software Development

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- Certified Information System Auditor (CISA)
- Security Clearance

In-Demand Education Level*

- High School Diploma: 6.1%
- Associate Degree: 5.3%
- Bachelor's Degree: 65.0%
- Master's Degree: 16.9%
- Ph.D. Or professional Degree: 1.8%

Top Posting Employers

- Deloitte
- Accenture
- General Dynamics
- PricewaterhouseCoopers
- KPMG
- Amazon
- Ernst & Young
- DTE Energy
- CyberCoders
- General Motors

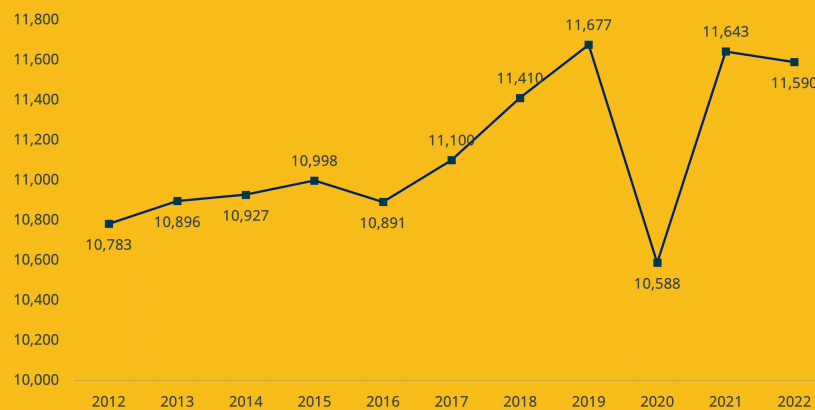
**Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.*

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
2012-2022

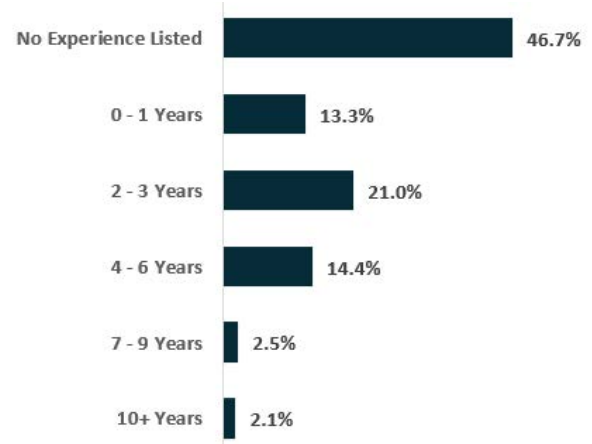
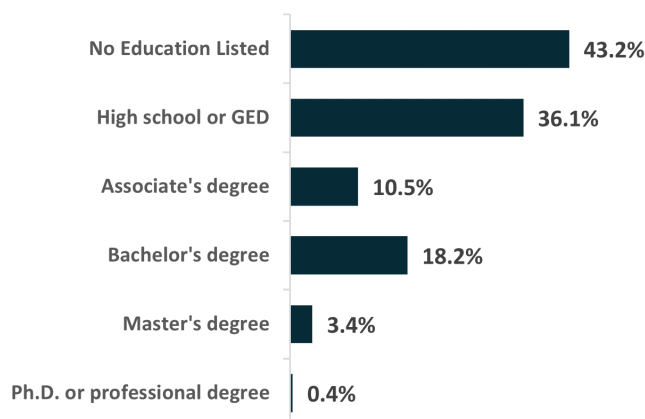


**53 Skilled
Trades Workers**
0.4% Decrease
from 2021



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 (697 postings), while a bachelor's degree was the second most in-demand education level (351 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

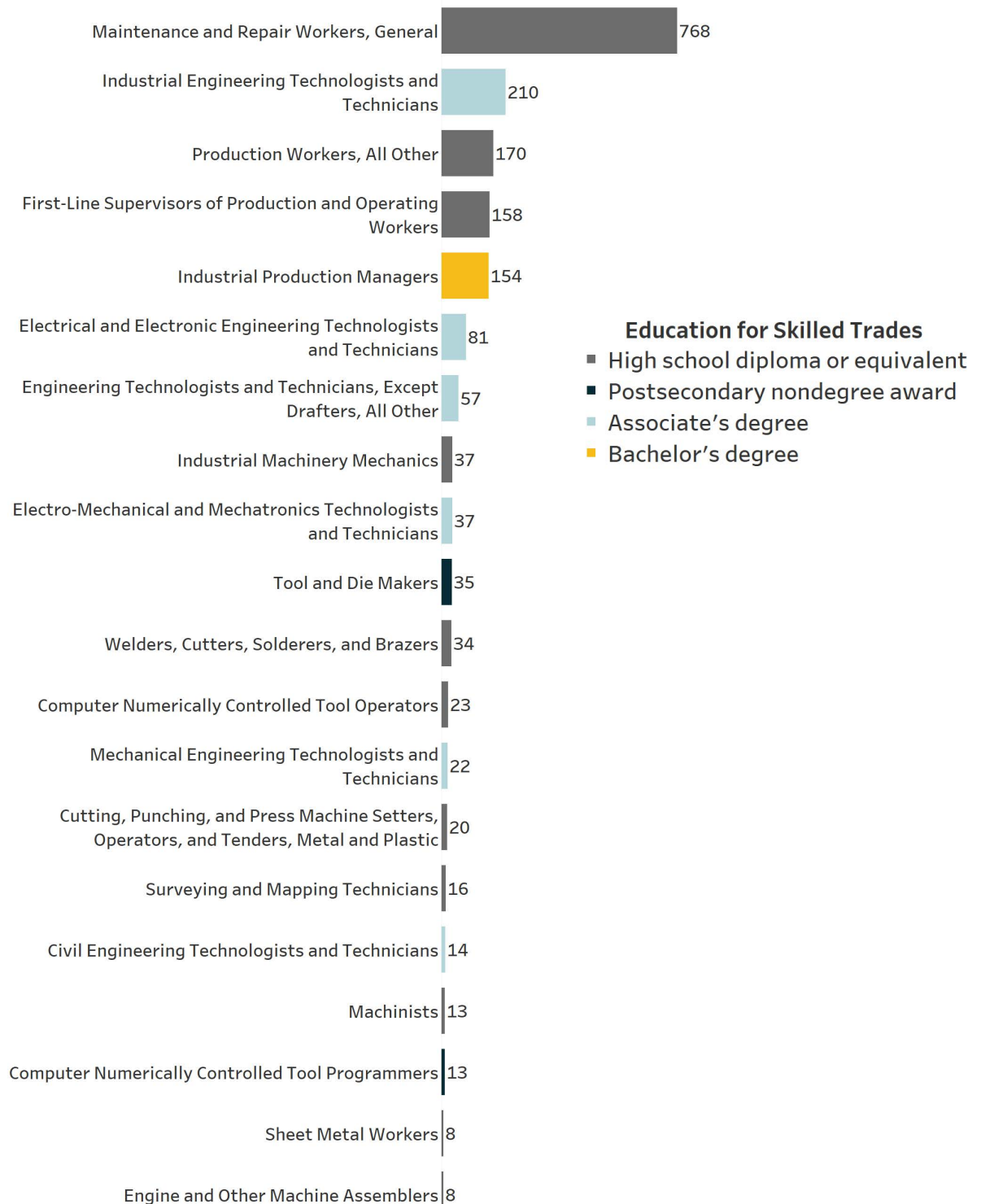


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q3 (768 postings). Other top posted jobs include Industrial Engineering Technologists and Technicians (210 postings), Production Workers, All Other (170 postings), First-Line Supervisors of Production and Operating Workers (158 postings), and Industrial Production Managers (154 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. Maintenance and Repair Workers, General, the top posted Skilled Trades job in Q3, offered a median hourly wage of \$18.83, (\$39,166 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 \$51.43 (\$106,974 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q3 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	\$13.96	\$15.08	\$18.83	\$23.52	\$29.53
17-3026	Industrial Engineering Technologists and Technicians	\$17.86	\$23.14	\$28.31	\$30.55	\$36.45
51-9199	Production Workers, All Other	\$10.25	\$12.96	\$13.35	\$16.70	\$20.70
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.17	\$23.02	\$29.71	\$37.40	\$48.21
11-3051	Industrial Production Managers	\$30.76	\$42.91	\$51.43	\$62.03	\$79.20
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.71	\$23.36	\$30.71	\$37.99	\$47.50
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.90	\$22.83	\$36.24	\$46.66	\$54.37
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.84	\$22.68	\$23.13	\$35.59	\$37.07
49-9041	Industrial Machinery Mechanics	\$17.71	\$22.46	\$28.34	\$30.39	\$36.89
51-4111	Tool and Die Makers	\$17.77	\$22.55	\$28.71	\$35.17	\$35.79

In-Demand Technical Skills

- Field Service Management
- Plumbing
- Hand Tools
- Machinery
- Painting

In-Demand Foundational Skills

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

In-Demand Certifications

- HVAC Certification
- Commercial Driver's License (CDL)
- Bachelor Of Science in Business
- EPA Universal Certification
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 36.1%
- Associate Degree: 10.5%
- Bachelor's Degree: 18.2%
- Master's Degree: 3.4%
- Ph.D. or professional Degree: 0.4%

Top Posting Employers

- Aerotek
- GPAC
- Independent Management Services
- City Of Detroit
- Deloitte
- Mercedes-Benz Group
- Express Employment Professionals
- General Motors
- Siemens
- Kmg Prestige

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

Website

www.WINintelligence.org

Email

info@WINintelligence.org

Phone

313.744.2946

Address

25363 Eureka Rd.
Taylor, MI 48180

Facebook

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

Twitter

[@WIN-semich](https://twitter.com/WIN-semich)