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The background of the lower half of the image is a photograph of the Detroit city skyline at dusk or dawn, with various skyscrapers and buildings illuminated. Overlaid on this image is a semi-transparent map of the City of Detroit, which is divided into a grid of smaller rectangular areas, likely representing census tracts or neighborhood boundaries. The map is light gray and covers most of the lower half of the image.

LABOR MARKET REPORT CITY OF DETROIT

Q3 2023

July - September

INTRODUCTION

City of Detroit

Q3 2023



About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) is a workforce collaboration comprised of seven Michigan Works! Agencies (MWAs) and ten community colleges across a 19-county region representing approximately 63% of the total labor force 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.

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 City of Detroit report 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 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 or contact the data and research team directly at research@WINintelligence.org.

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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 2023 YTD compared to 2022, the unemployment rate is at its lowest point in the last 10 years, standing at 6.7 percent. While the size of the labor force decreased by 0.3 percent from 2022, the number of unemployed workers showed significant improvement, decreasing 18.8 percent from 2022, and the number of employed individuals increased by 1.5 percent from 2022.

Registered Nurses top the list as the most demanded occupation, accounting for 2,385 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 had recovered in 2022 from the pandemic but slightly declined between 2022 and 2023 YTD by 763 individuals, dropping from 248,659 to 247,896. Employment increased by 3,404 individuals (or 1.5 percent), while the number of unemployed individuals decreased by 4,167 (or 18.8 percent), respectively. As a result, the unemployment rate has reached its lowest point in the last 10 years at 7.3 percent, now below pre-pandemic levels.

Annual Labor Force, Employment, Unemployment Rate 2013–2023



Quarterly Employer Demand Overview

The third quarter of 2023 shows that employer demand has decreased from Q2 2023. In Q3 2023, there were an average of 21,427 job postings per month in the City of Detroit, marking a decrease of 7,320 monthly postings from the 28,747 monthly averages recorded in Q2. The second quarter in 2022 had the highest recorded job postings with an average 41,813 postings per month, while the third quarter in 2023 the lowest postings with an average of 21,427 monthly postings. The decrease in Q3 2023 job postings is a negative indicator of economic recovery since Q2 2022.

Average Quarterly Posting Analysis City of Detroit Q2 2022 - Q3 2023



ANNUAL WORKFORCE INDICATORS

Key Findings

16%

Employer demand decreases by 16.5 percent, a loss of 8,127 job postings since Q2 2023

Bachelor's Degree

Most in-demand minimum education level during Q3

In Q3, employment totaled

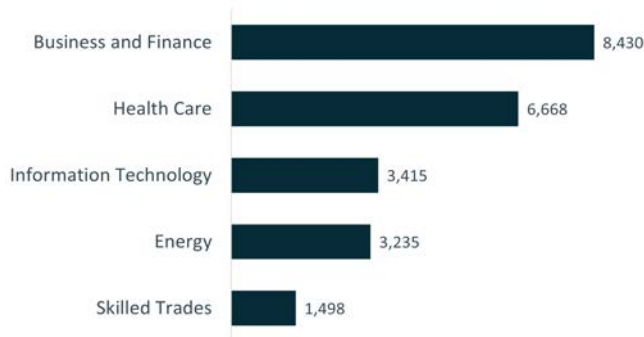
235,041

an increase of 6,364 workers since Q2

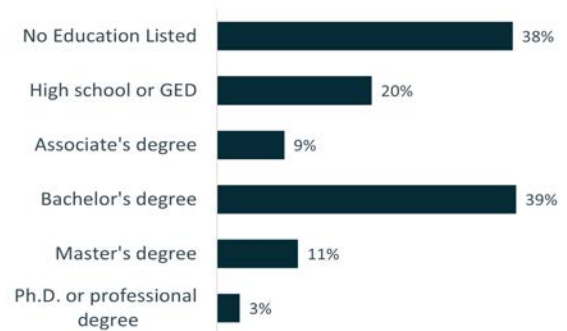
During Q3 2023, there were 41,199 job postings, or 8,127 less than the 49,326 postings made during Q2 in the City of Detroit. Healthcare, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q3. The top posted job occupations include Registered Nurses, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Software Developers, and Computer Occupation, All Other. More information about in-demand job postings is available on page 7.

Of the 41,199 job postings in the City of Detroit during Q3 2023, 16,042 (38.9 percent) required a Bachelor's degree. An additional 5,567 postings (13.5 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 2023



Education Levels In-Demand Q3 2023



For Q3 2023, Labor Force participation increased by 12,784 individuals (5.3 percent) compared to Q2 2023, and employment rose by 6,364 workers (2.8 percent) during the same period. However, unemployment figures fluctuated throughout each quarter from Q3 2022 to Q3 2023, possibly due to concerns about a post-pandemic recession. In Q3 2023, the number of unemployed individuals reached 21,236, and the unemployment rate increased by 2.2 percentage points from the previous quarter, reaching 8.3 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 2022	4th Quarter 2022	1st Quarter 2023	2nd Quarter 2023	3rd Quarter 2023	Change from 2nd Quarter 2023	Percent Change from 2nd Quarter 2023	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022
Labor Force	246,268	244,467	243,917	243,493	256,277	12,784	5.3%	10,009	4.1%
Employment	227,417	227,679	225,960	228,677	235,041	6,364	2.8%	7,625	3.4%
Unemployment	18,851	16,789	17,958	14,816	21,236	6,419	43.3%	2,385	12.7%
Unemployment Rate	7.7%	6.9%	7.4%	6.1%	8.3%	2.2%	na	-1.6%	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 coronavirus 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 4,167 workers, or 18.8 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	247,896	-763	-0.3%
Employment	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	229,893	3,404	1.5%
Unemployment	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	18,003	-4,167	-18.8%
Unemployment Rate	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	7.3%	-1.7%	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 seeking employment. Employed workers make up 84.7 percent of the city's labor force. The highest unemployment rates in 2021 were those individuals 24 years old or younger. Within 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 had a 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
Total Population 16 +	272,988	231,259	41,729	15.3%
Sex				
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%
Race				
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%
Ethnicity				
Hispanic	20,473	17,975	2,498	12.2%

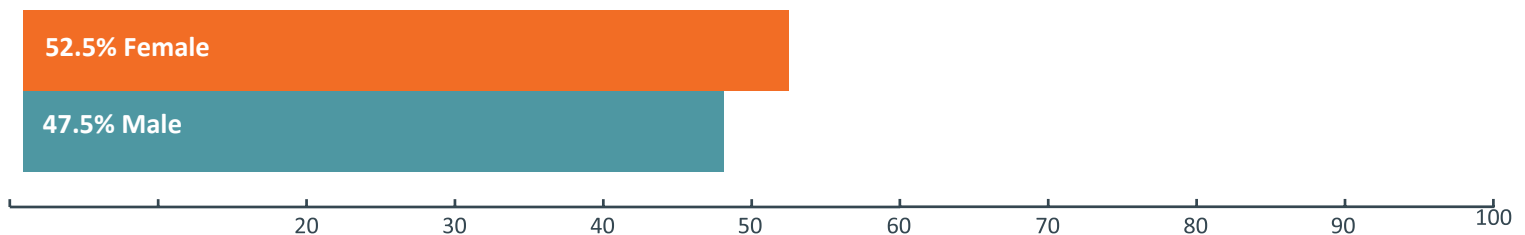
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

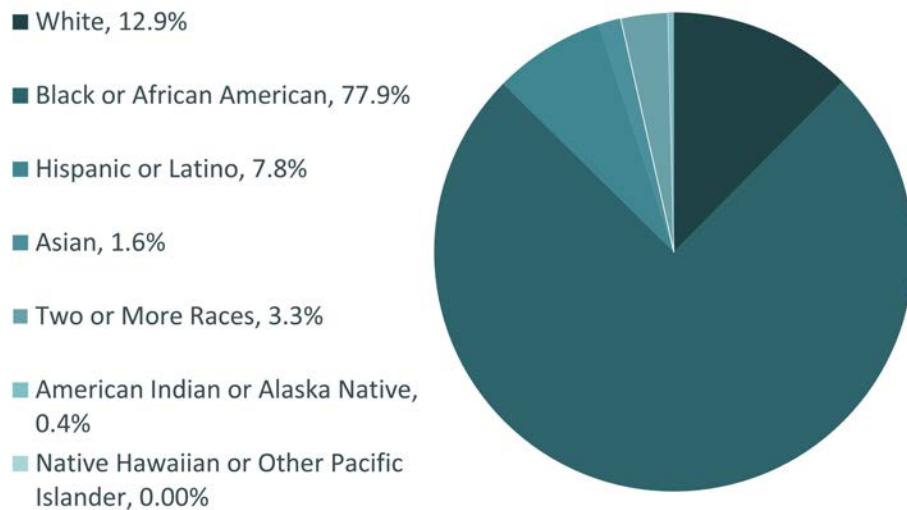
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the City of Detroit population decreased by about 4.0 percent between 2020 and 2021. During 2021, there were 645,658 people living in the county. The gender 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. A 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 region is facing an aging populace; with 26.0 percent of the population over the age of 54, compared to 34.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

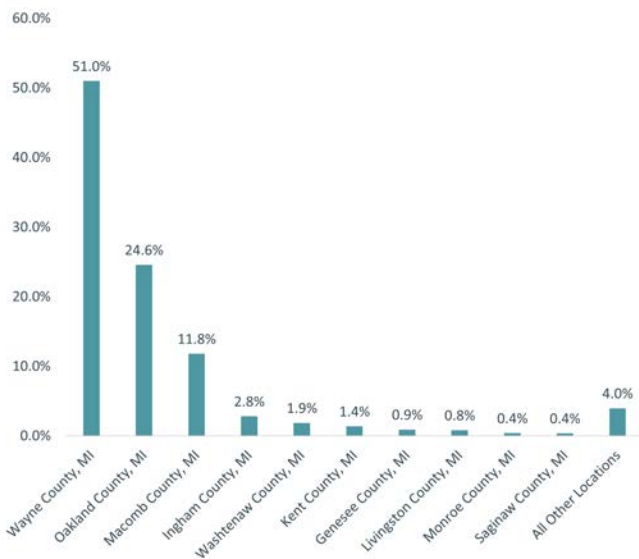


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

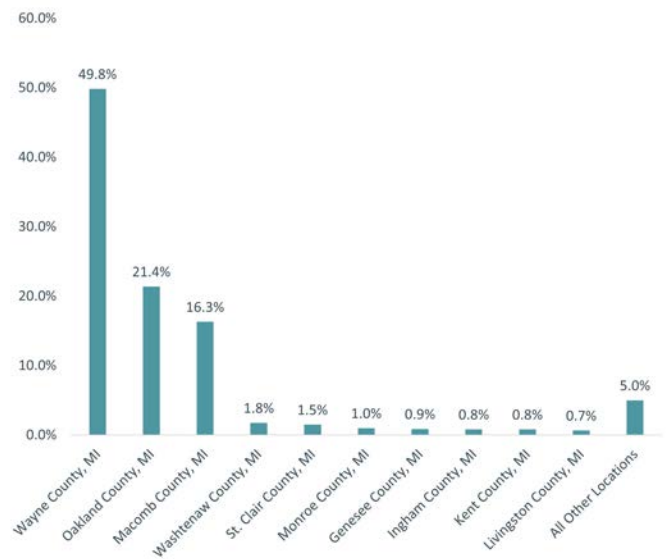
REGIONAL COMMUTING PATTERNS

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

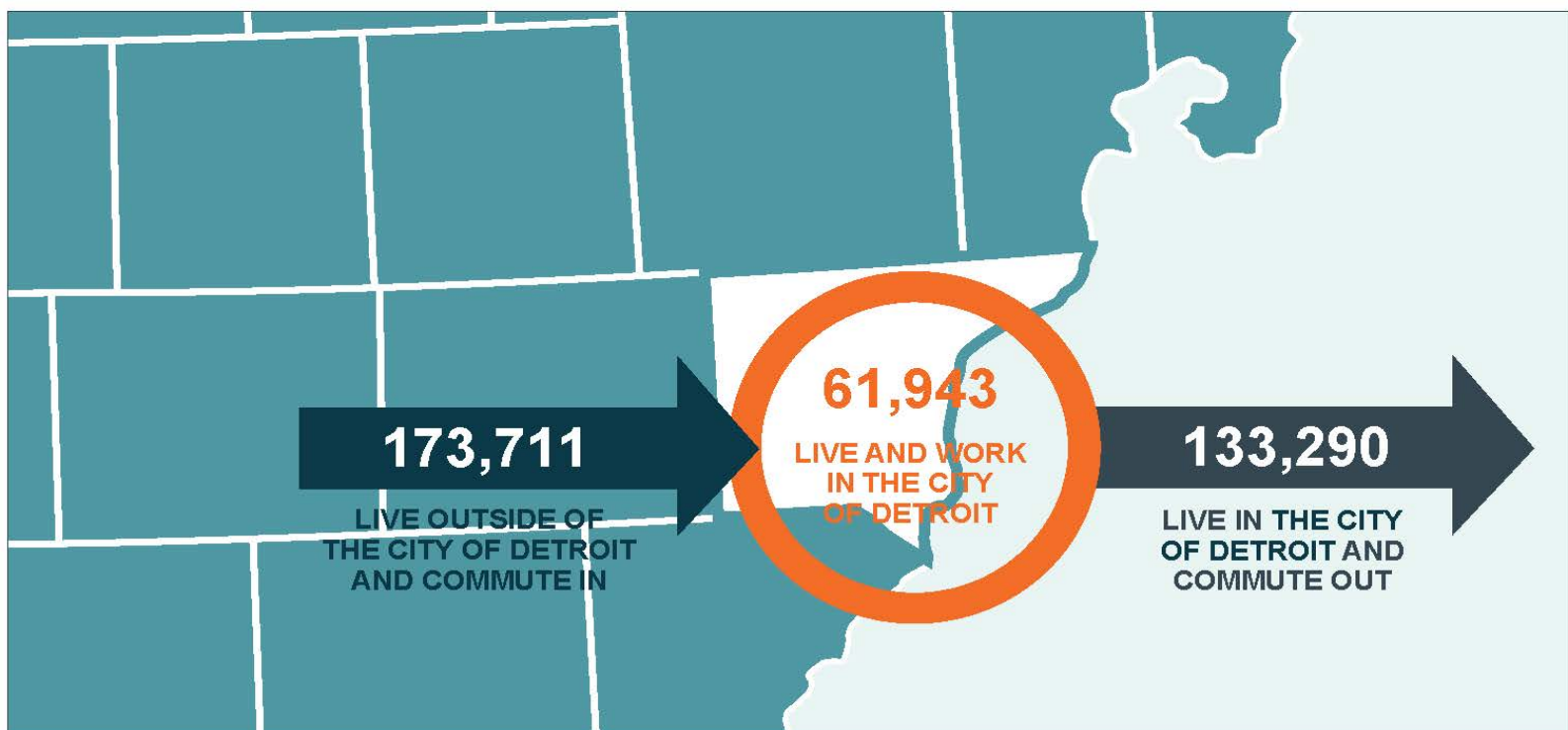


Where City of Detroit Workers Live



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

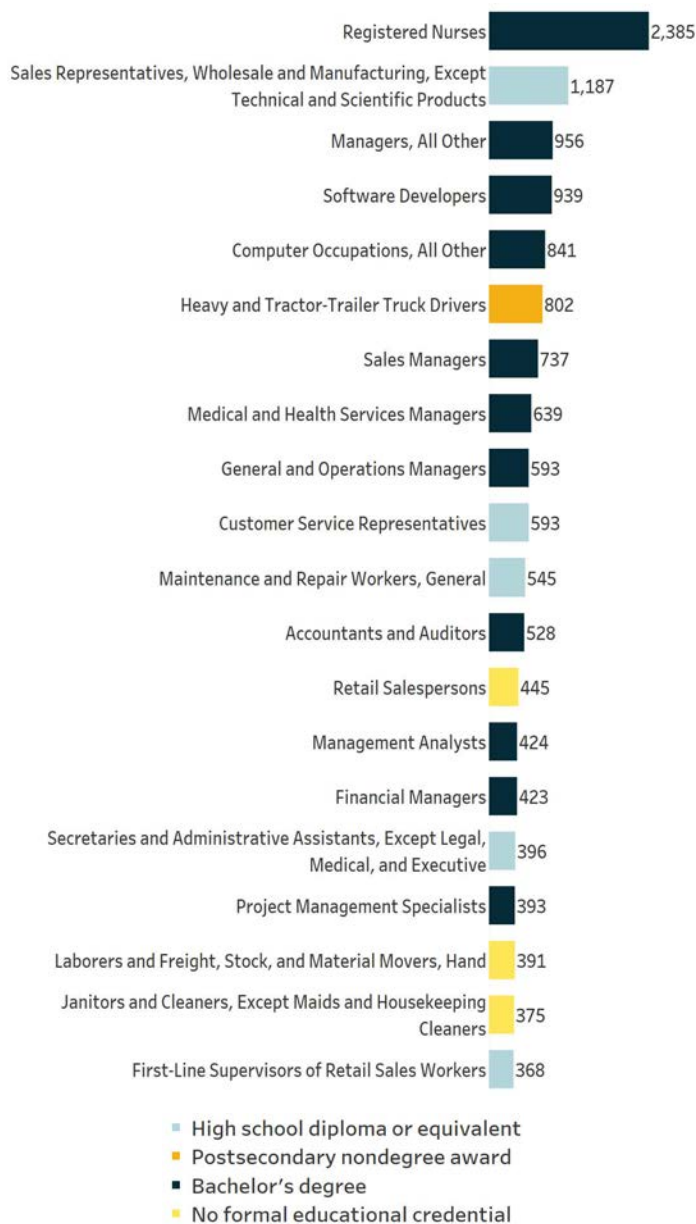
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

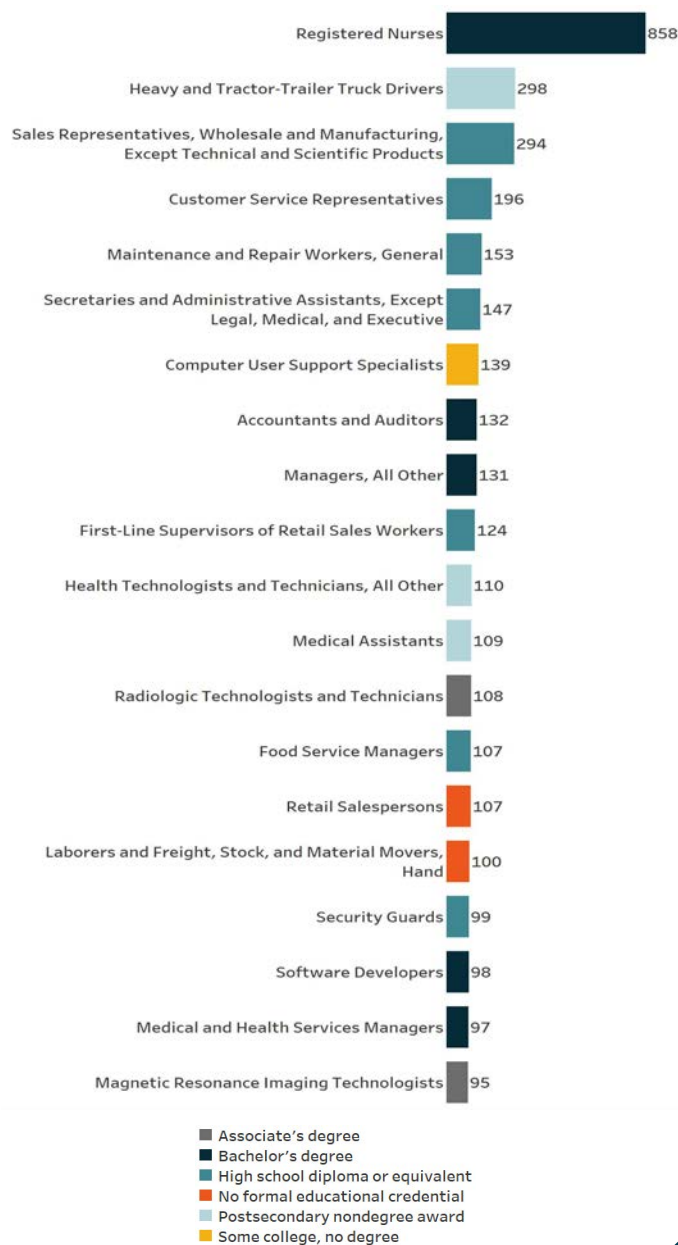
Top Posted Jobs

Registered Nurses are the highest in-demand occupation during Q3, with 2,385 online job postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products are the second largest occupation with 1,187 postings. Managers, All Other (956 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.



Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 23.7 percent of postings in Detroit. Three 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 858 postings requiring zero to two years of experience and a Bachelor's degree.



REAL-TIME DEMAND OVERVIEW

Employer Demand Highlights

Top Posting Employers*

- Henry Ford Health Corp
- Tenet Healthcare
- Henry Ford Health System
- Wayne State University
- Deloitte
- City Of Detroit
- Accenture
- PricewaterhouseCoopers
- GPAC
- Little Caesars
- American Axle & Manufacturing
- Blue Cross Blue Shield
- Dmc Sinai Grace Hospital
- DTE Energy
- Ascension
- United States Department of Veterans Affairs
- Actalent
- Dmc Children's Hospital Of Michigan
- Stellantis
- Stride K12

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

In-Demand Technical Skills

- Project Management
- Marketing
- Nursing
- Auditing
- Accounting
- Finance
- Workflow Management
- Process Improvement
- Data Analysis
- Customer Relationship Management

In-Demand Foundational Skills

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

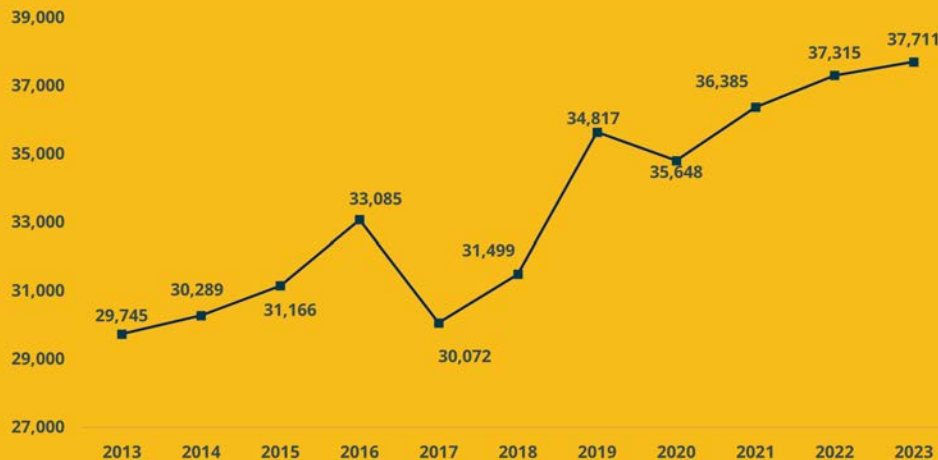
Top In-Demand Qualifications

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

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

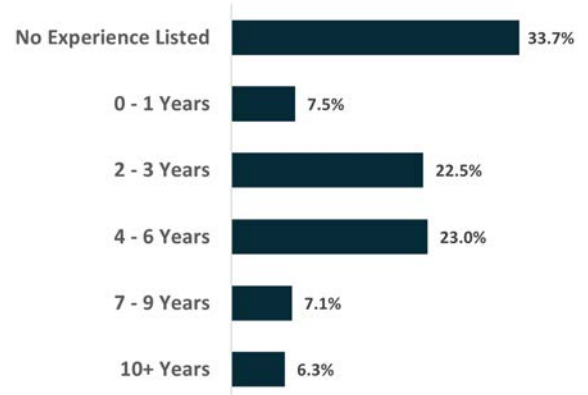
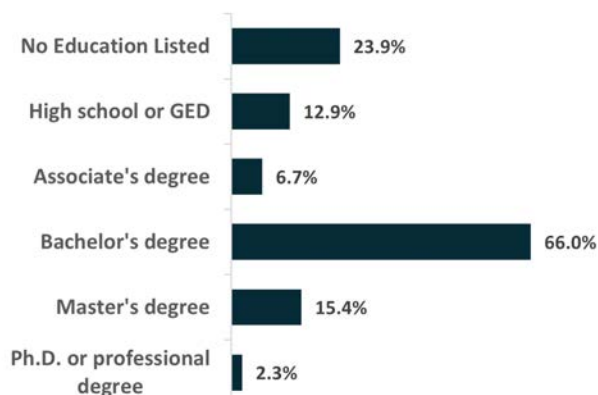


396
**Business and
Finance Workers**
**1.1 % increase
from 2022**



Business and Finance Education and Experience

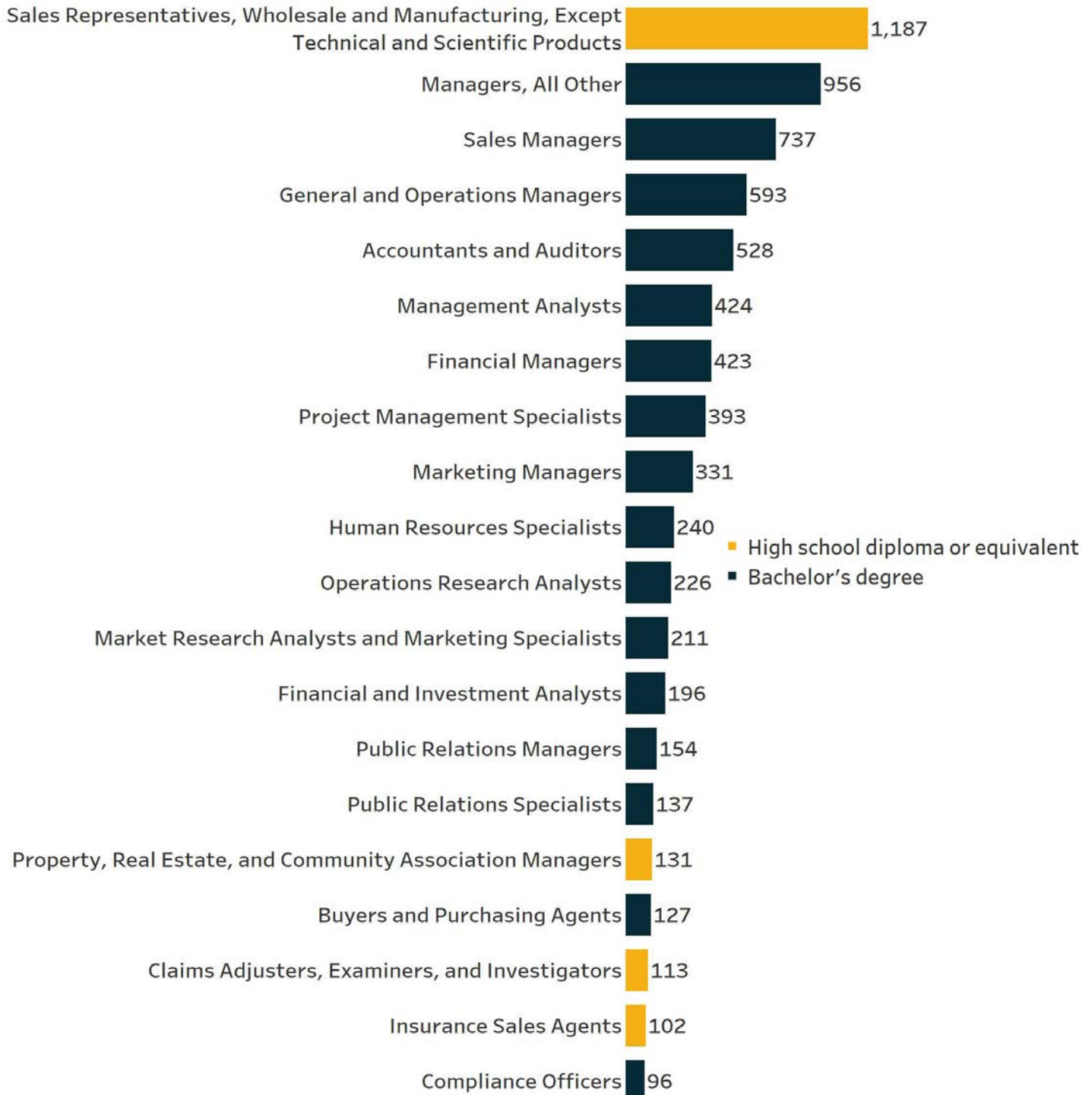
The Business and Finance occupation group offers high paying job opportunities for workers. A Bachelor's degree is the most in-demand education level in Q3, as noted in 5,564 postings. A Master's degree is the second most in-demand education level with 1,301 postings, while 2,016 postings do not specify 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 Q3 postings (1,187) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (956); Sales Managers (737); and General and Operations Managers, with 593 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 \$34.68 (\$72,134 annually), while Sales Managers have a median hourly wage of \$65.52 (\$136,281 annually). Additional experience may lead to a role as a Marketing Manager, with median hourly wages at \$64.79 (\$134,763 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 \$34.68, which is still significantly above the state median of \$21.88.

Wage Overview for Top Posted Business and Finance Jobs in Q3 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	\$17.66	\$23.45	\$34.68	\$47.72	\$63.66
11-9199	Managers, All Other	\$31.40	\$46.46	\$61.17	\$76.33	\$86.55
11-2022	Sales Managers	\$32.87	\$48.63	\$65.52	\$83.95	\$109.10
11-1021	General and Operations Managers	\$22.61	\$30.92	\$49.79	\$78.67	\$109.99
13-2011	Accountants and Auditors	\$26.29	\$32.21	\$40.52	\$50.22	\$64.86
13-1111	Management Analysts	\$29.78	\$36.09	\$46.73	\$55.99	\$69.09
11-3031	Financial Managers	\$40.92	\$52.08	\$66.11	\$84.15	\$109.91
13-1082	Project Management Specialists	\$28.09	\$37.54	\$48.68	\$62.09	\$66.58
11-2021	Marketing Managers	\$34.13	\$49.58	\$64.79	\$82.56	\$104.65
13-1071	Human Resources Specialists	\$20.33	\$23.95	\$31.15	\$39.55	\$49.30

In-Demand Technical Skills

- Marketing
- Project Management
- Accounting
- Finance
- Auditing

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

In-Demand Certifications

- Valid Driver's License
- Certified Public Accountant
- Project Management Professional Certification
- Enrolled Agent (EA)
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 12.9%
- Associate Degree: 6.7%
- Bachelor's Degree: 66.0%
- Master's Degree: 15.4%
- Ph.D. or professional Degree: 2.3%

Top Posting Employers

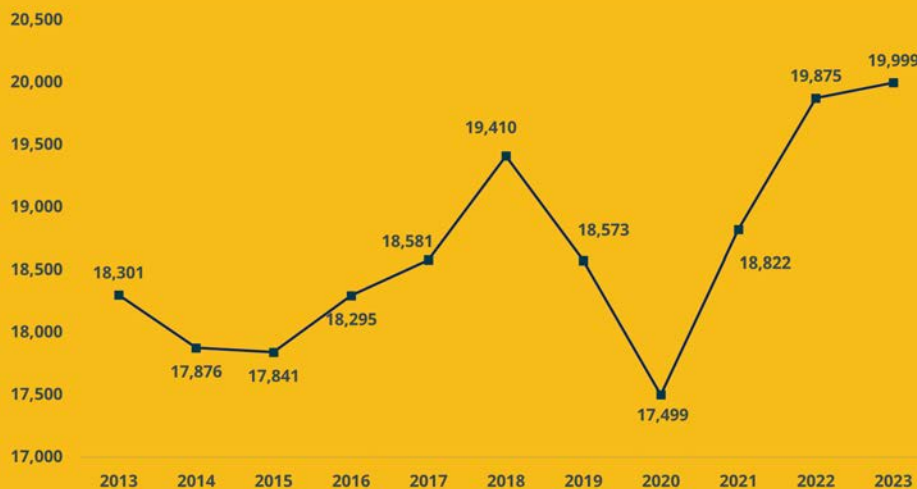
- Deloitte
- PricewaterhouseCoopers
- Wayne State University
- Accenture
- Huntington Bancshares
- KPMG
- DTE Energy
- City Of Detroit
- GPAC
- Mackenzie Stuart

**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

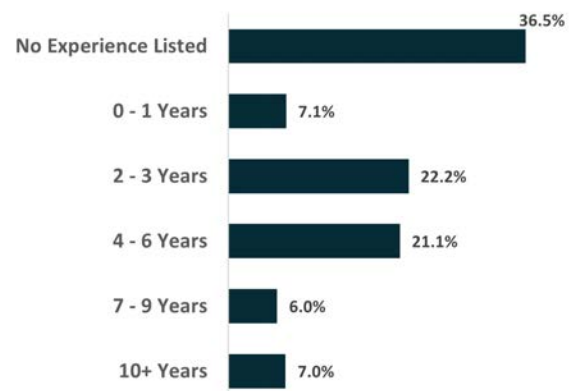
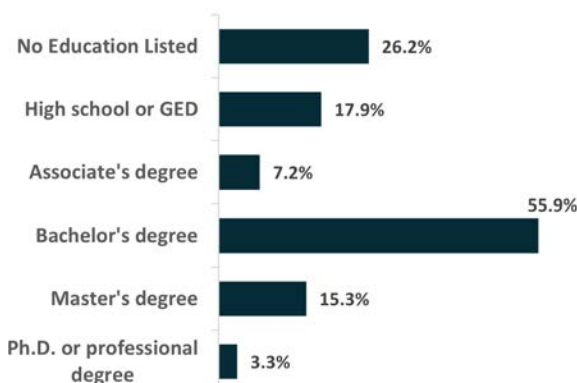


124
Energy
Workers
0.6% increase
from 2022



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 Q3 with 55.9 percent of 1,809 postings. A Master's degree is the second most in-demand education level with 15.3 percent, while 3.3 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.

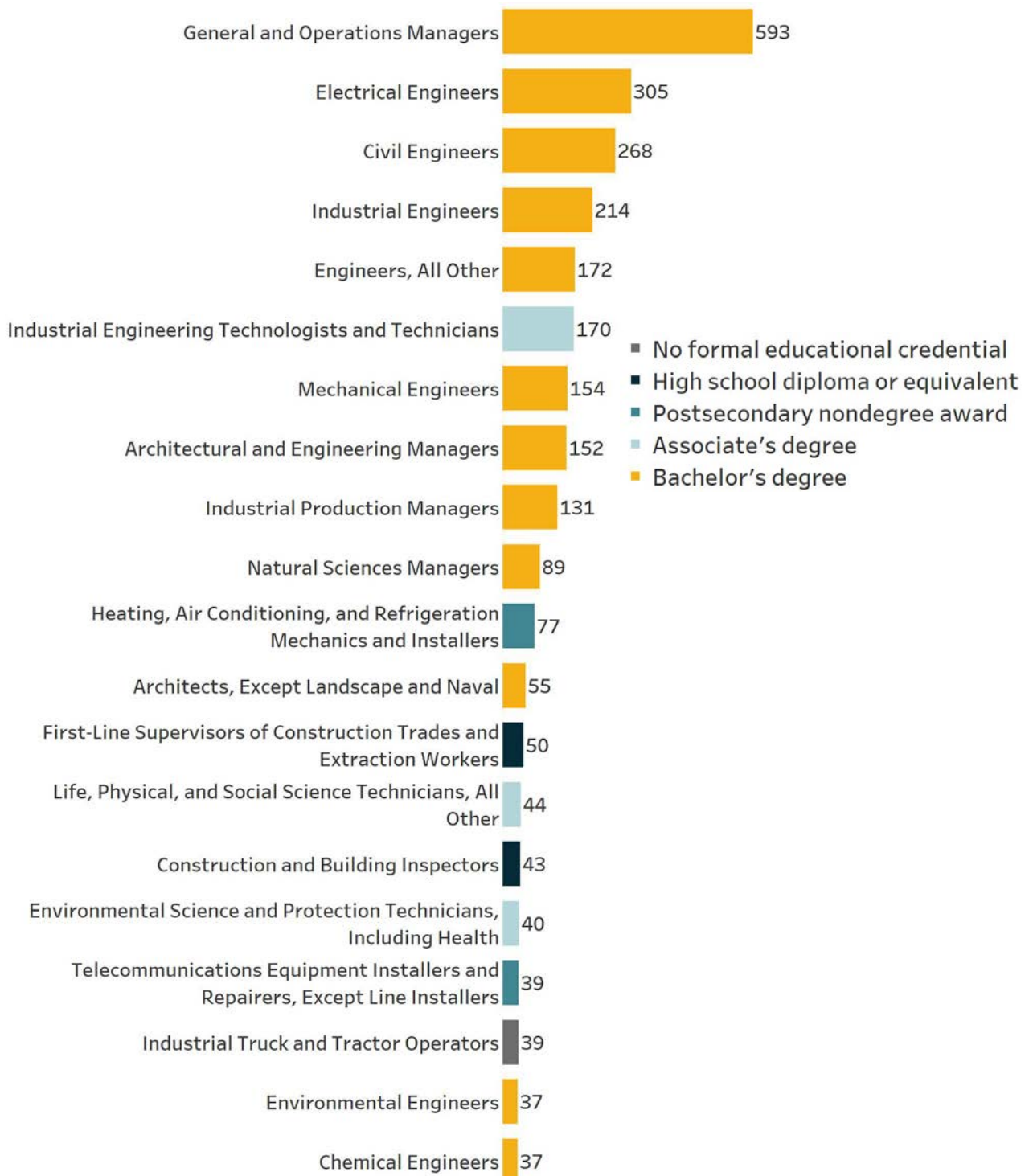


Data: Lightcast | Analysis: Workforce Intelligence Network

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 Q3 with 593 postings. Other top posted jobs requiring a Bachelor's degree include Electrical Engineers (305 postings), Civil Engineers (268 postings), Industrial Engineers (214 postings) and Engineers, All Other (172 postings). Industrial Engineering Technologies and Technicians (170 postings) are only required to hold an Associate 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 \$49.79 (\$103,563 annually). Construction- and technician-focused positions generally have lower educational requirements and pay higher median wages than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in Q3 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	\$22.61	\$30.92	\$49.79	\$78.67	\$109.99
17-2071	Electrical Engineers	\$36.37	\$39.39	\$48.33	\$60.41	\$64.03
17-2051	Civil Engineers	\$27.51	\$29.63	\$37.13	\$45.87	\$59.66
17-2112	Industrial Engineers	\$30.19	\$37.51	\$46.06	\$49.29	\$60.94
17-2199	Engineers, All Other	\$28.91	\$39.35	\$49.38	\$58.57	\$64.39
17-3026	Industrial Engineering Technologists and Technicians	\$21.34	\$24.42	\$30.29	\$37.40	\$46.24
17-2141	Mechanical Engineers	\$30.15	\$37.85	\$47.13	\$51.01	\$61.75
11-9041	Architectural and Engineering Managers	\$49.71	\$61.69	\$66.01	\$80.10	\$98.93
11-3051	Industrial Production Managers	\$36.19	\$45.72	\$52.24	\$65.23	\$82.54
11-9121	Natural Sciences Managers	\$36.33	\$47.26	\$60.36	\$80.91	\$103.78

In-Demand Technical Skills

- Project Management
- Construction
- Auditing
- AutoCAD
- Electrical Engineering

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 17.9%
- Associate Degree: 7.2%
- Bachelor's Degree: 55.9%
- Master's Degree: 15.3%
- Ph.D. or Professional Degree: 3.3%

Top Posting Employers

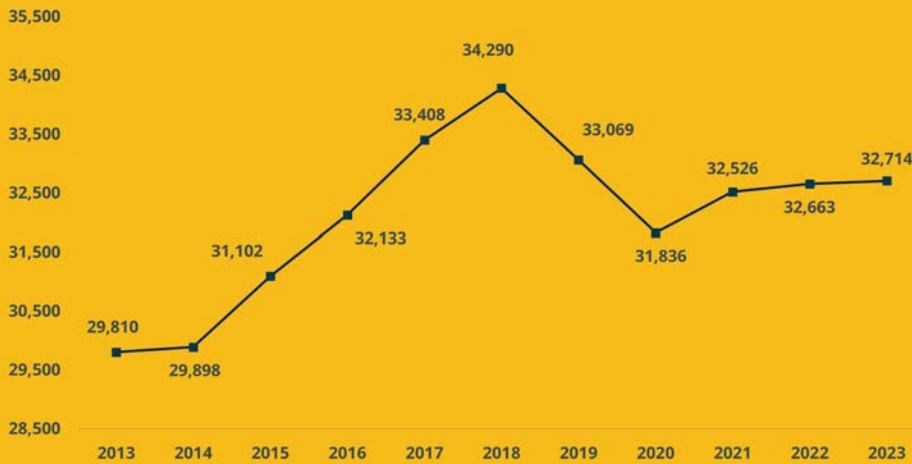
- Actalent
- American Axle & Manufacturing
- GPAC
- Wayne State University
- City Of Detroit
- DTE Energy
- General Motors
- Stellantis
- DNV
- CDM Smith

**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

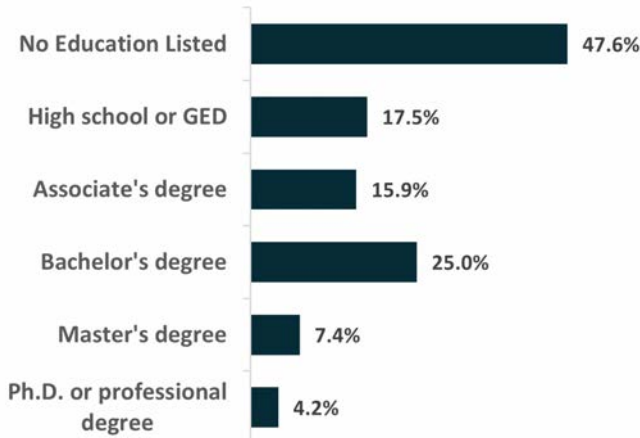


51
Healthcare
Workers
0.2% Increase
from 2022



Healthcare Education and Experience

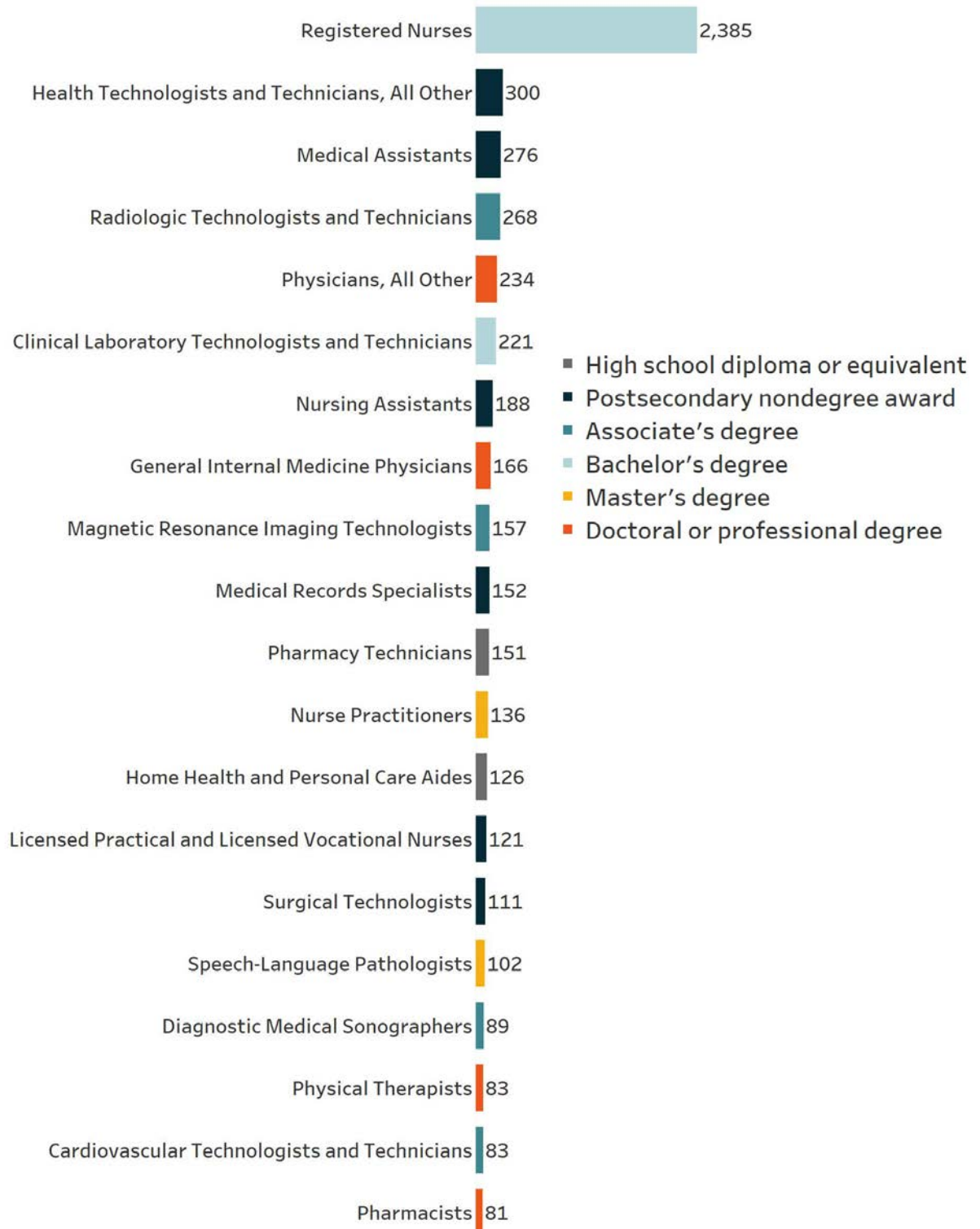
The Healthcare occupation group offers many job opportunities for active job seekers at all experience levels. A Bachelor’s degree is the most in-demand education level in Q3, with 1,664 postings. A High School diploma or equivalent is the second most in-demand education level (1,167 postings). Many 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 2,385 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 25.0 percent of postings. A High School diploma or equivalent accounts for 17.5 percent of posting requirements. Other top posted jobs include Health Technologists and Technicians, All Other (300 postings), Medical Assistants (276 postings), Radiologic Technologists and Technicians (268 postings), Physicians, All Other (234 postings), and Clinical Laboratory Technologists and Technicians (221 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 Q3, offers a median hourly wage of \$40.21 (\$83,636 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 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$32.44	\$34.20	\$40.21	\$44.89	\$50.24
29-2099	Health Technologists and Technicians, All Other	\$16.95	\$17.96	\$19.46	\$25.84	\$33.22
31-9092	Medical Assistants	\$14.84	\$17.44	\$18.74	\$20.36	\$22.93
29-2034	Radiologic Technologists and Technicians	\$25.32	\$30.31	\$32.15	\$38.15	\$40.35
29-1229	Physicians, All Other	\$31.51	\$33.33	\$100.09	\$120.38	\$143.64
29-2018	Clinical Laboratory Technologists and Technicians	\$17.96	\$18.99	\$27.68	\$33.90	\$41.19
31-1131	Nursing Assistants	\$15.38	\$16.92	\$17.96	\$18.92	\$19.94
29-1216	General Internal Medicine Physicians	\$33.30	\$82.79	\$115.17	\$125.02	\$179.50
29-2035	Magnetic Resonance Imaging Technologists	\$19.94	\$32.34	\$36.04	\$40.07	\$41.43
29-2072	Medical Records Specialists	\$17.95	\$19.12	\$22.24	\$25.80	\$32.04

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Teaching
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 17.5%
- Associate Degree: 15.9%
- Bachelor's Degree: 25.0%
- Master's Degree: 7.4%
- Ph.D. Or professional Degree: 4.2%

Top Posting Employers

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

**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

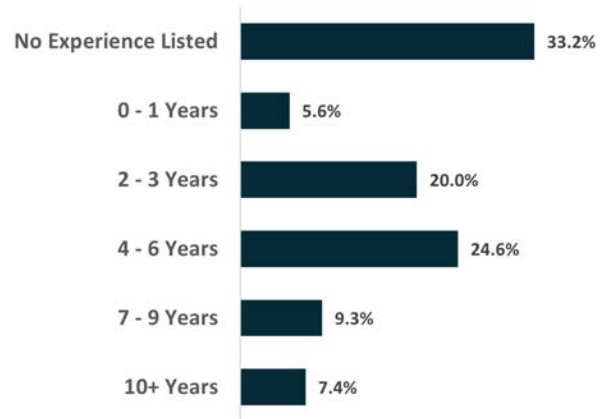
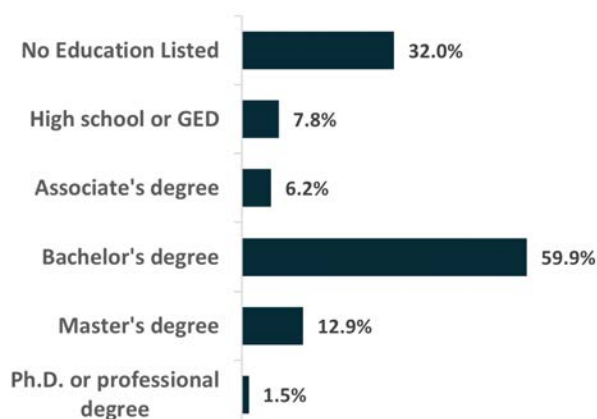


120
Information
Technology
Workers
1.4% Increase
from 2022



Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 3,415 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 682 postings. Workers with four to six years of experience are also heavily in-demand with 840. Although 1,135 postings do not request any specific experience level, 190 postings requested workers with zero to one year of experience.

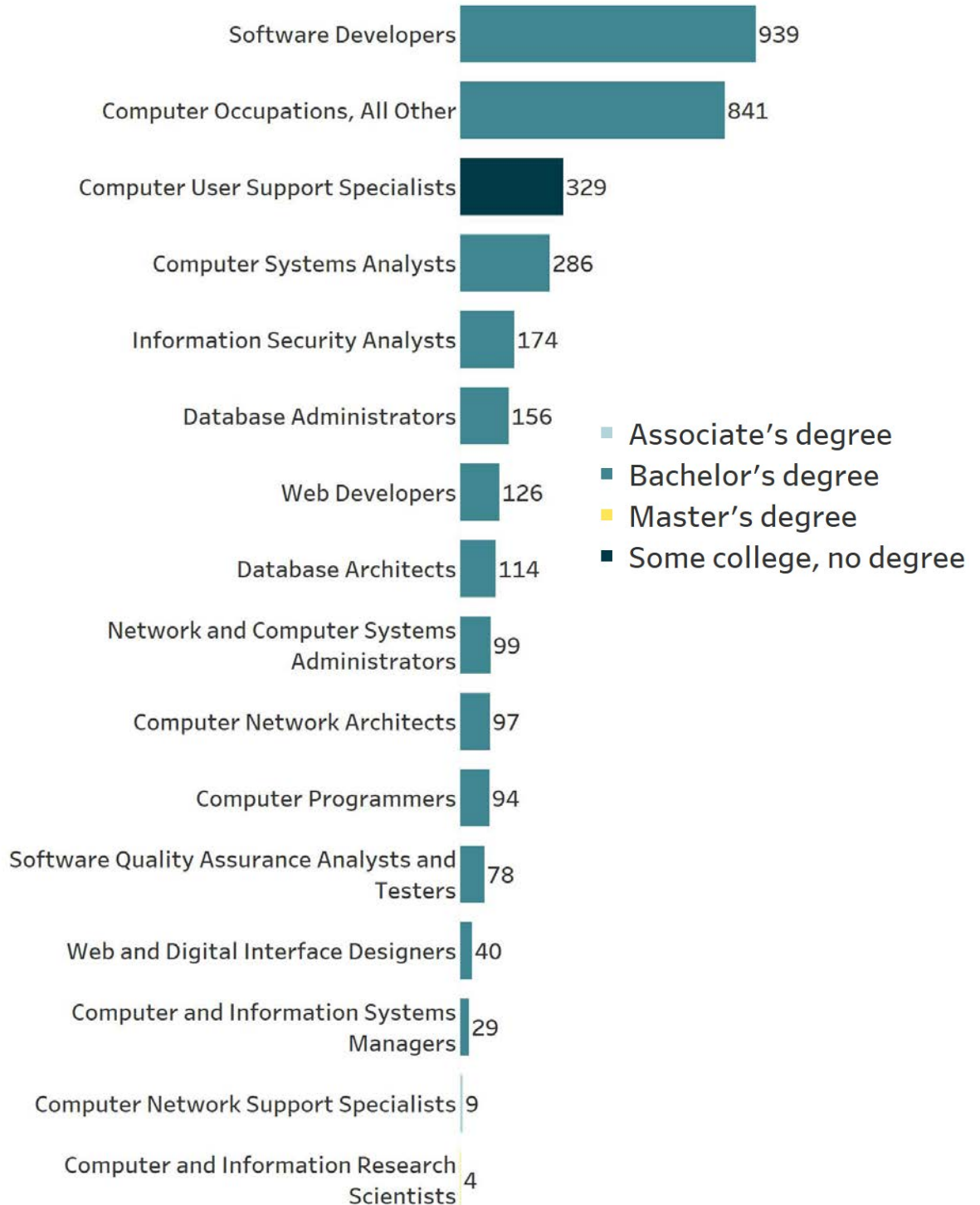


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q3, with 939 unique postings. Computer Occupations, All Other, which encompasses emerging occupations such as Web Administrators, and Search Marketing Strategists was next most in-demand with 841 unique postings. While most of the top jobs require a Bachelor's degree, Computer User Support Specialists (329 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 \$52.75 (\$109,720 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$26.65 (\$55,432 annually).

Wage Overview for Top Posted Information Technology Jobs in Q3 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$35.50	\$42.80	\$52.75	\$65.61	\$71.88
15-1299	Computer Occupations, All Other	\$25.72	\$33.41	\$47.44	\$60.51	\$68.72
15-1232	Computer User Support Specialists	\$18.05	\$20.94	\$26.65	\$33.80	\$41.71
15-1211	Computer Systems Analysts	\$38.40	\$43.58	\$53.74	\$64.58	\$69.92
15-1212	Information Security Analysts	\$29.79	\$39.09	\$51.02	\$65.06	\$76.76
15-1242	Database Administrators	\$28.44	\$33.60	\$47.12	\$53.53	\$64.05
15-1254	Web Developers	\$21.94	\$33.04	\$42.84	\$53.39	\$63.68
15-1243	Database Architects	\$37.68	\$40.17	\$48.80	\$62.80	\$69.84
15-1244	Network and Computer Systems Administrators	\$30.92	\$37.43	\$43.38	\$54.23	\$66.14
15-1241	Computer Network Architects	\$37.84	\$48.51	\$65.67	\$75.03	\$88.51

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Problem Solving
- Troubleshooting
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 7.8%
- Associate Degree: 4.5%
- Bachelor's Degree: 54.4%
- Master's Degree: 1.1%
- Ph.D. Or professional Degree: 0.1%

Top Posting Employers

- Deloitte
- Accenture
- American Axle & Manufacturing
- Blue Cross Blue Shield
- Stellantis
- Logicalis
- Apexon
- PricewaterhouseCoopers
- City Of Detroit
- Allegis Group

**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

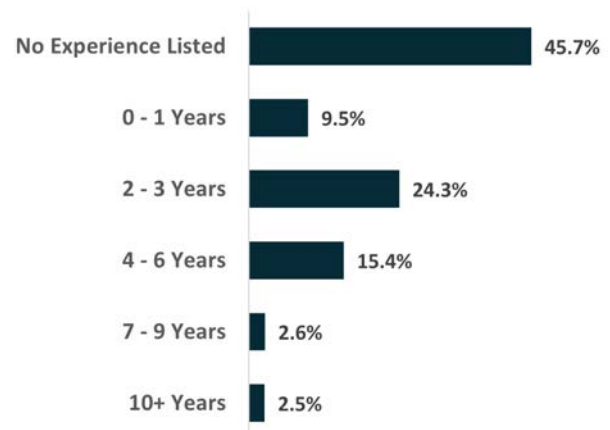
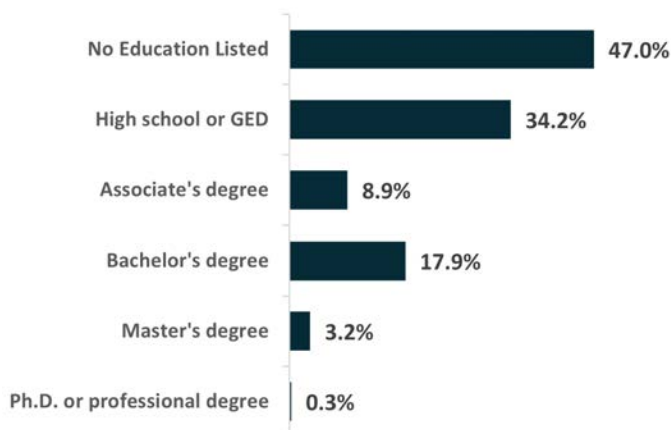


2
**Skilled Trades
Workers**
Slightly Increase
from 2022



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 (512 postings), while a Bachelor's degree was the second most in-demand education level (268 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

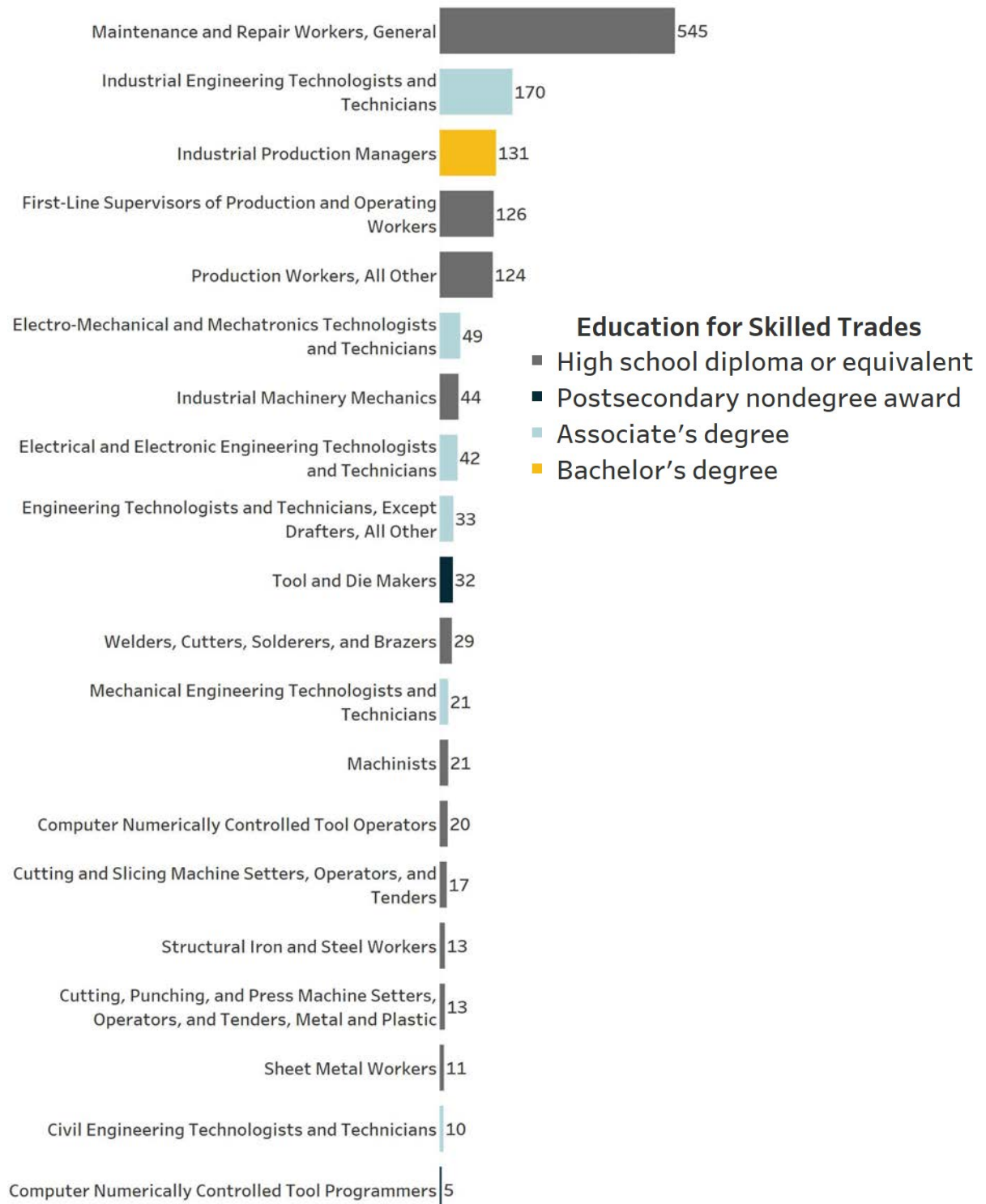


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q3 (545 postings). Other top posted jobs include Industrial Engineering Technologists and Technicians (170 postings), Industrial Production Managers (131 postings), First-Line Supervisors of Production and Operating Workers (126 postings), and Production Workers, All Other (124 postings). The majority of this occupation group's top posted jobs required either a High School diploma or equivalent, or an Associate 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 Q3, offered a median hourly wage of \$21.52, (\$44,761 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 \$52.24 (\$108,659 annually).

Wage Overview for Top Posted Skilled Trades Jobs in Q3 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	\$14.14	\$17.57	\$21.52	\$24.78	\$30.39
17-3026	Industrial Engineering Technologists and Technicians	\$21.34	\$24.42	\$30.29	\$37.40	\$46.24
11-3051	Industrial Production Managers	\$36.19	\$45.72	\$52.24	\$65.23	\$82.54
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.76	\$24.14	\$31.16	\$38.56	\$51.08
51-9199	Production Workers, All Other	\$12.76	\$13.70	\$15.16	\$17.62	\$20.86
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.14	\$22.80	\$23.50	\$32.95	\$37.42
49-9041	Industrial Machinery Mechanics	\$18.86	\$23.31	\$29.22	\$33.80	\$37.58
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.52	\$24.47	\$30.22	\$37.30	\$44.58
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$21.10	\$26.67	\$33.95	\$45.31	\$52.11
51-4111	Tool and Die Makers	\$21.15	\$26.50	\$30.58	\$35.78	\$37.04

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Troubleshooting
- Operations
- Management
- Customer Service

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 34.2%
- Associate Degree: 8.9%
- Bachelor's Degree: 17.9%
- Master's Degree: 3.2%

Top Posting Employers

- Aerotek
- City Of Detroit
- The Judge Group
- GPAC
- E.W. Grobbel Sons
- Actalent
- Stellantis
- Taldeco
- JLL
- American Axle & Manufacturing

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