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A background image of the Detroit city skyline at dusk or dawn, with a semi-transparent map of Michigan overlaid. The map shows the outlines of the state's counties. The text "LABOR MARKET REPORT CITY OF DETROIT" is centered over the map.

LABOR MARKET REPORT CITY OF DETROIT

Q4 2022

October - December

INTRODUCTION

City of Detroit

Q4 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.

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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in the City of Detroit

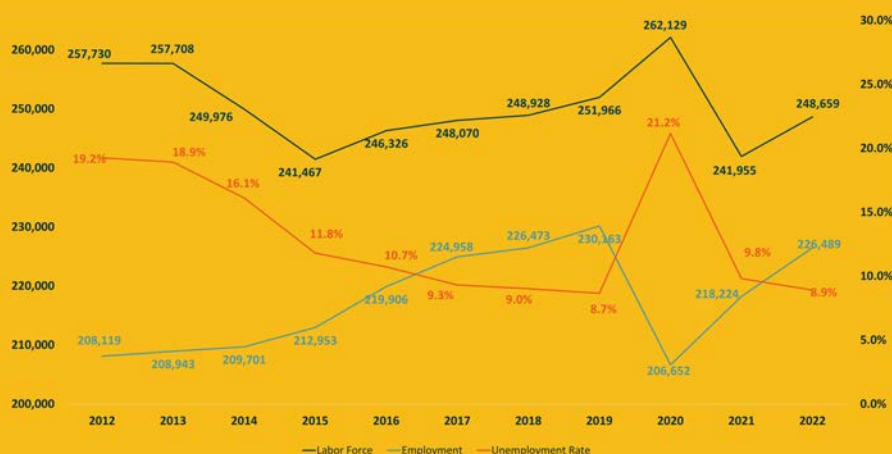
Despite a slight contraction in the total labor force, the city of Detroit still experienced growth in overall employment between Q3 and Q4. These mixed labor market signals are still in part a reflection of the uncertain times being felt in the post-pandemic employment landscape. Despite this shift, the employment and unemployment figures both improved from last quarter. The number of unemployed workers saw the greatest improvement, decreasing 10.9 percent, while the size of the labor force decreased by 0.7 percent and the number of employed individuals increasing by just 0.1 percent.

Registered Nurses top the list as the most demanded occupation, accounting for 3,706 job postings. Healthcare occupation group also continues to be heavily demanded in the city of Detroit.

Annual Labor Market Information

Through 2022, the labor force in Detroit grew 2.8 percent since the end of 2021, increasing by 6,704 individuals, for a 2022 labor force of 248,659 individuals. Employment tracked proportionately to the labor force, reporting an increase of 3.8 percent, or 8,265 more workers since 2021. The unemployment rate decreased to 8.9 percent over the same period, a reduction of 0.9 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 Q3 and Q4, employer demand has decreased by 14.6 percent, with 5,426 fewer unique postings for the City of Detroit. The fourth quarter marked the second consecutive quarterly decline of 2022, with an average of 31,772 postings per month. This was also the lowest quarterly average since Q1, 2021. This sharp decline of 14.6 percent from Q3 is further evidence that post COVID-19 economic recovery has finally peaked.

Average Quarterly Posting Analysis City of Detroit Q3 2021 - Q4 2022



ANNUAL WORKFORCE INDICATORS

Key Findings

13%

Employer demand decreased by 13.6 percent, a loss of 8,387 job postings since Q3

Bachelor's Degree

Most in-demand minimum education level during Q4

In Q4, employment totaled

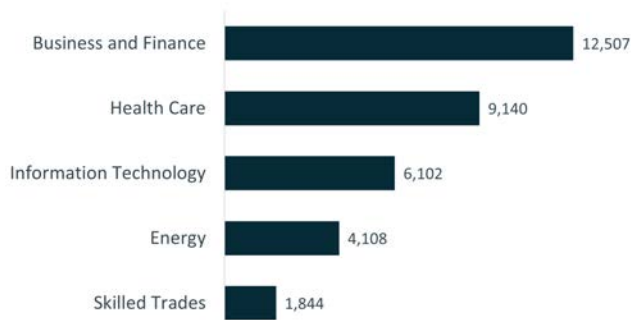
227,729

an increase of 262 workers since Q3

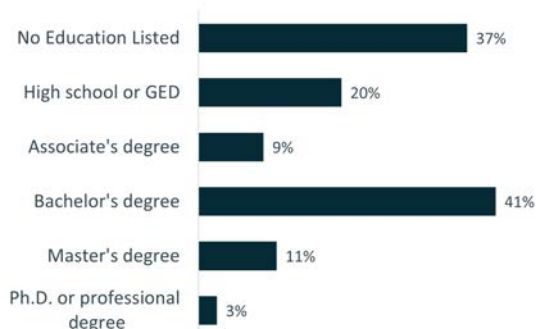
During Q4 2022, there were 53,288 job postings, or 8,387 fewer than the 61,675 postings made during Q3 in the city of Detroit. Healthcare, Business and Finance, and Information Technology occupation groups were the highest posting employers in Q4. The top posted job occupations include Registered Nurses, 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 53,288 unique postings in the city of Detroit during Q4 2022, 21,891 (41.1percent) required a Bachelor's degree. An additional 7,103 postings (13.3 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 Q4 2022



Education Levels In-Demand Q4 2022



The city of Detroit has seen inconsistent labor force and employment patterns between Q4 2022 over Q4 2021. In Q4 2022, Labor Force participation declined by 1,800 individuals or 0.7 percent from Q3 2022. On the other hand, unemployment figures showed steady improvement over each quarter from Q1 2022 to Q4 2022, and unemployment rate decreased by 0.8 percentage points from the previous quarter for an overall Q4 2022 unemployment rate of 6.9 percent. More information regarding this year's unemployment rate and other labor market indicators can be found on page 4.

Quarterly Labor Market Data

	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021
Labor Force	248,037	255,737	248,165	246,268	244,467	-1,800	-0.7%	-3,570	-1.4%
Employment	225,179	227,546	223,315	227,417	227,679	262	0.1%	2,500	1.1%
Unemployment	22,859	28,190	24,850	18,851	16,789	-2,062	-10.9%	-6,070	-26.6%
Unemployment Rate	9.2%	11.0%	10.0%	7.7%	6.9%	-0.8%	na	-2.3%	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 experienced a 7.7 percent decline to 241,955 but has since increased to 248,659 (2.8 percent) over 2022. Employment showed a similar trend, with year over year growth from 2012 through 2019. The COVID-19 pandemic ushered in a significant drop, with employment dipping 10.2 percent in 2020 over 2019. In 2022, employment increased to 226,489 or 3.8 percent over 2021. Meanwhile, the number of unemployed individuals in the City of Detroit declined by 1,561 workers, or 6.6 percent, between 2021 and 2022. .

	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	257,730	257,708	249,976	241,467	246,326	248,070	248,928	251,966	262,129	241,955	248,659	6,704	2.8%
Employment	208,119	208,943	209,701	212,953	219,906	224,958	226,473	230,163	206,652	218,224	226,489	8,265	3.8%
Unemployment	49,611	48,765	40,275	28,514	26,420	23,112	22,454	21,804	55,477	23,731	22,170	-1,561	-6.6%
Unemployment Rate	19.2%	18.9%	16.1%	11.8%	10.7%	9.3%	9.0%	8.7%	21.2%	9.8%	8.9%	-0.9%	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
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%

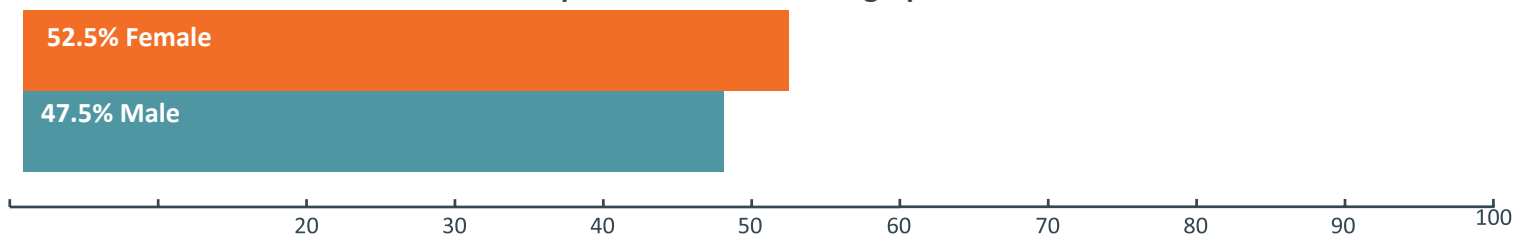
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

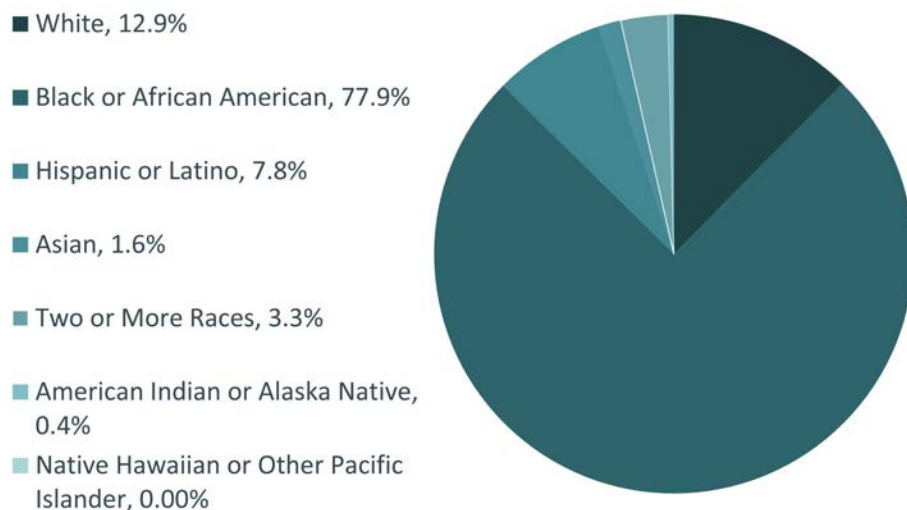
2021 Census Population

According to 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

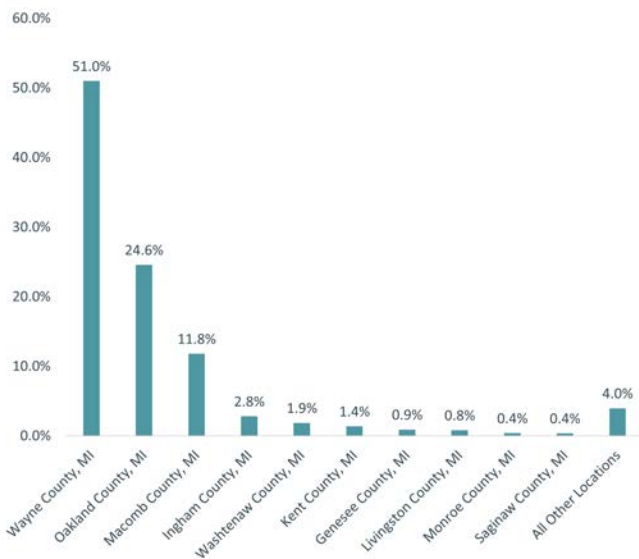


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

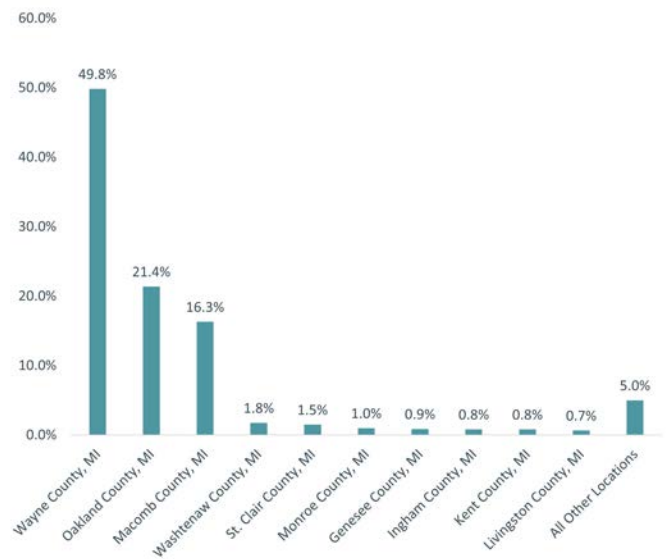
REGIONAL COMMUTING PATTERNS

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

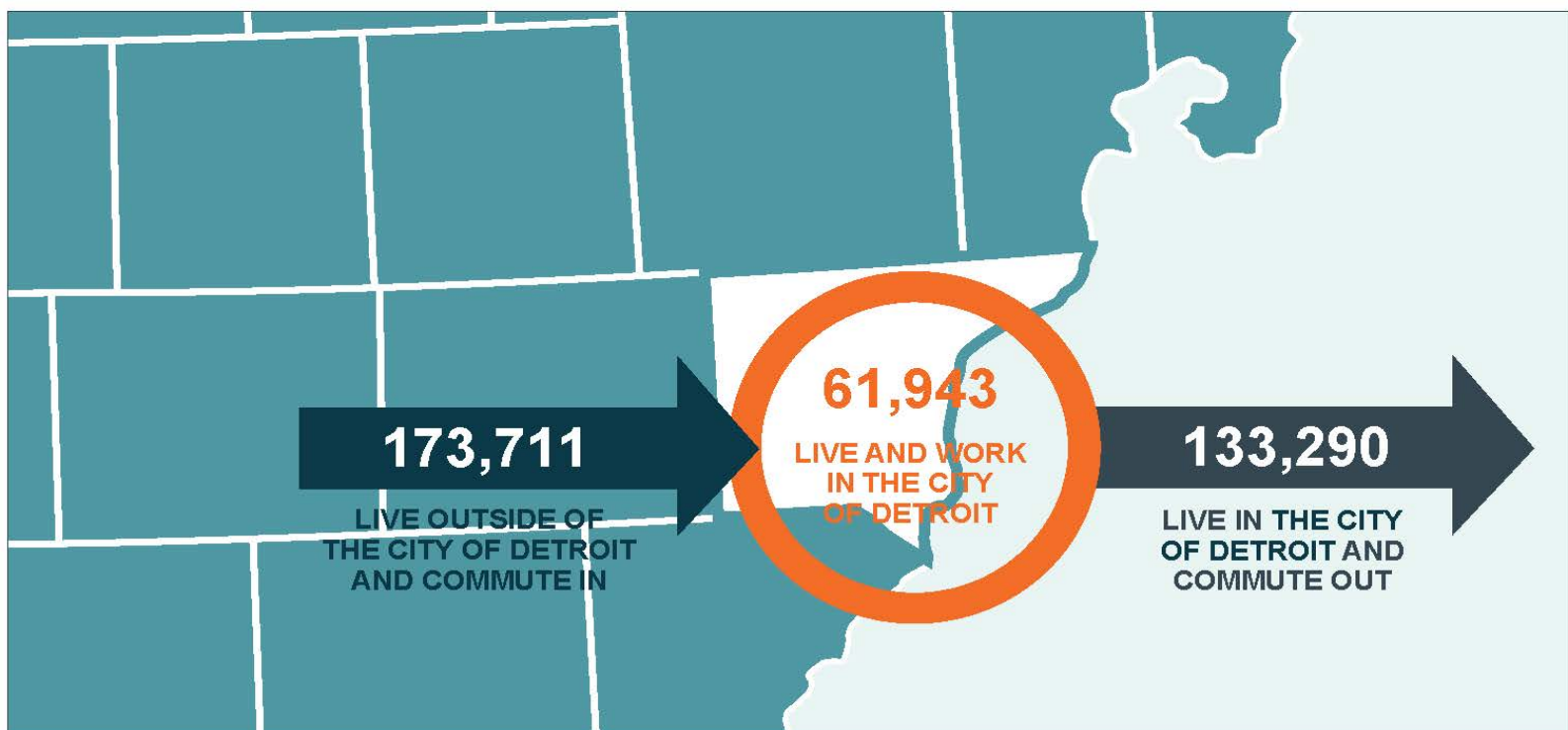


Where City of Detroit Workers Live



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

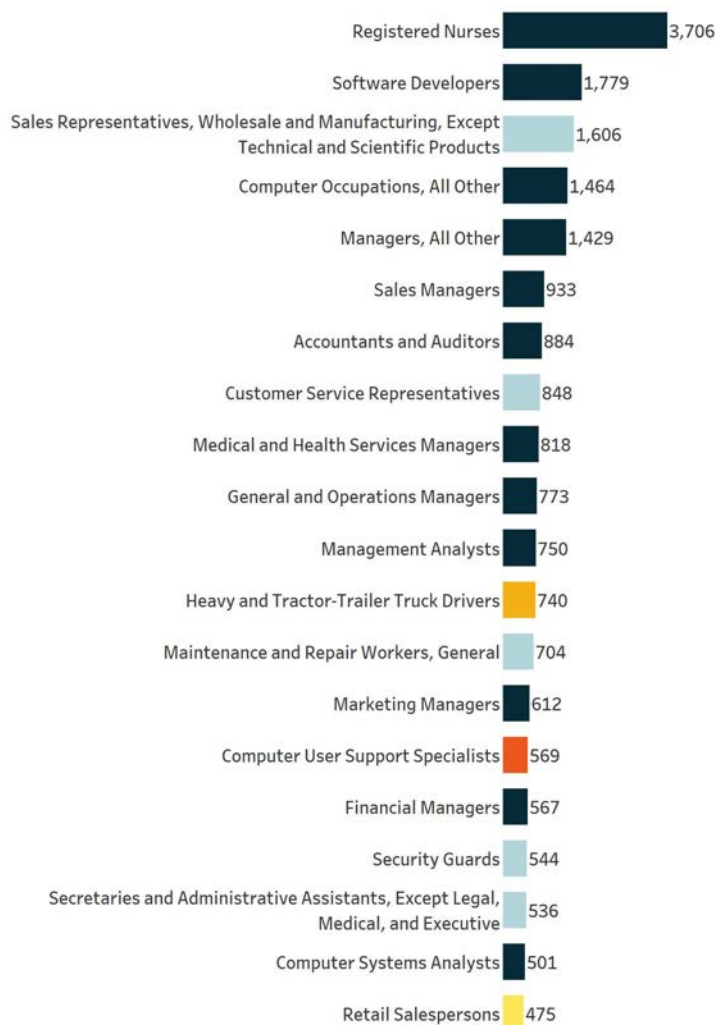
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network



TOP POSTED JOBS

Top Posted Jobs

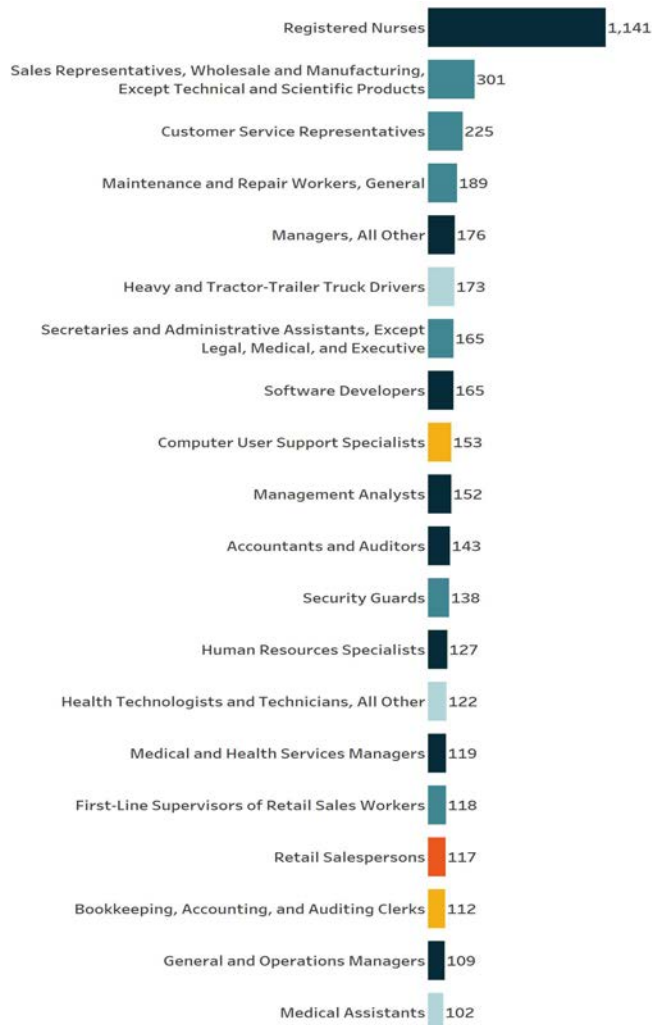
Registered Nurses are the highest in-demand occupation during Q4, with 3,706 unique online job postings. Software Developers are the second largest occupation with 1,779 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (1,606 postings) round out the top three occupations in Q4. 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
 ■ No formal educational credential

Top Posted Entry-Level Jobs

Entry-level jobs, which usually require zero to two years of previous experience, account for 17.1 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 1,141 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*

- Tenet Healthcare
- Deloitte
- Henry Ford Health System
- KPMG
- Accenture
- PricewaterhouseCoopers
- Wayne State University
- General Dynamics
- City Of Detroit
- DTE Energy
- Ascension
- Dmc Sinai Grace Hospital
- Blue Cross Blue Shield
- Ernst & Young
- Amazon
- American Axle & Manufacturing
- United States Department of Veterans Affairs
- R1 RCM
- CBRE
- Aston Carter

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

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

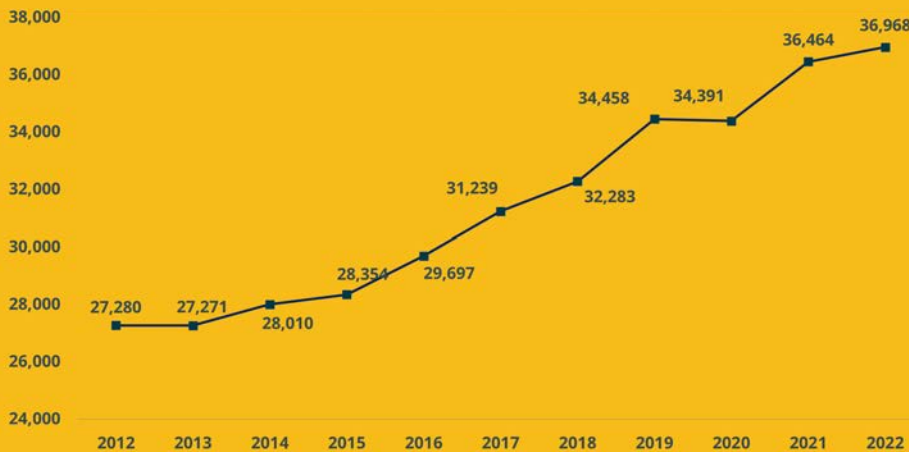
Top In-Demand Qualifications

- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Master Of Business Administration (MBA)
- Licensed Practical Nurse (LPN)
- Project Management Professional Certification
- Security Clearance
- Certified Public Accountant
- Certified Nursing Assistant
- Board Certified/Board Eligible
- Nurse Practitioner (APRN-CNP)
- Commercial Driver's License (CDL)
- CDL Class A License
- Certified Information Systems Security Professional
- Basic Cardiac Life Support
- Patient Care Technician
- Licensed Master Social Worker
- American Registry Of Radiologic Technologists (ARRT) Certified
- ServSafe Certification
- Pediatric Advanced Life Support
- Certified Information System Auditor (CISA)Registered Nurse (RN)

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

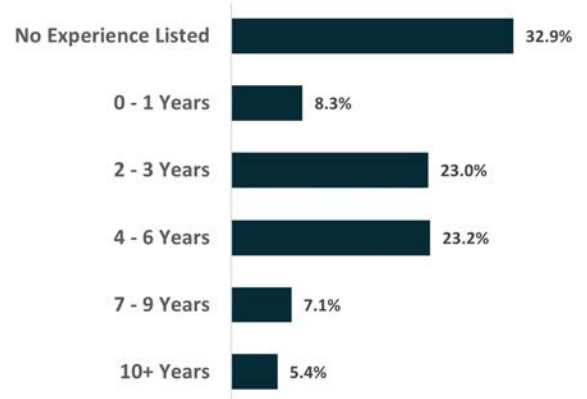
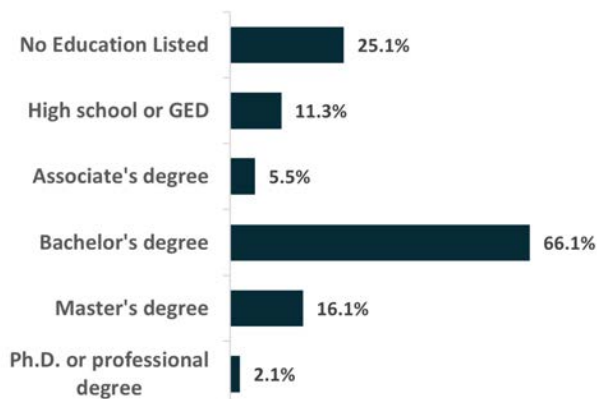


504
**Business and
Finance Workers**
**1.4 % increase
from 2021**



Business and Finance Education and Experience

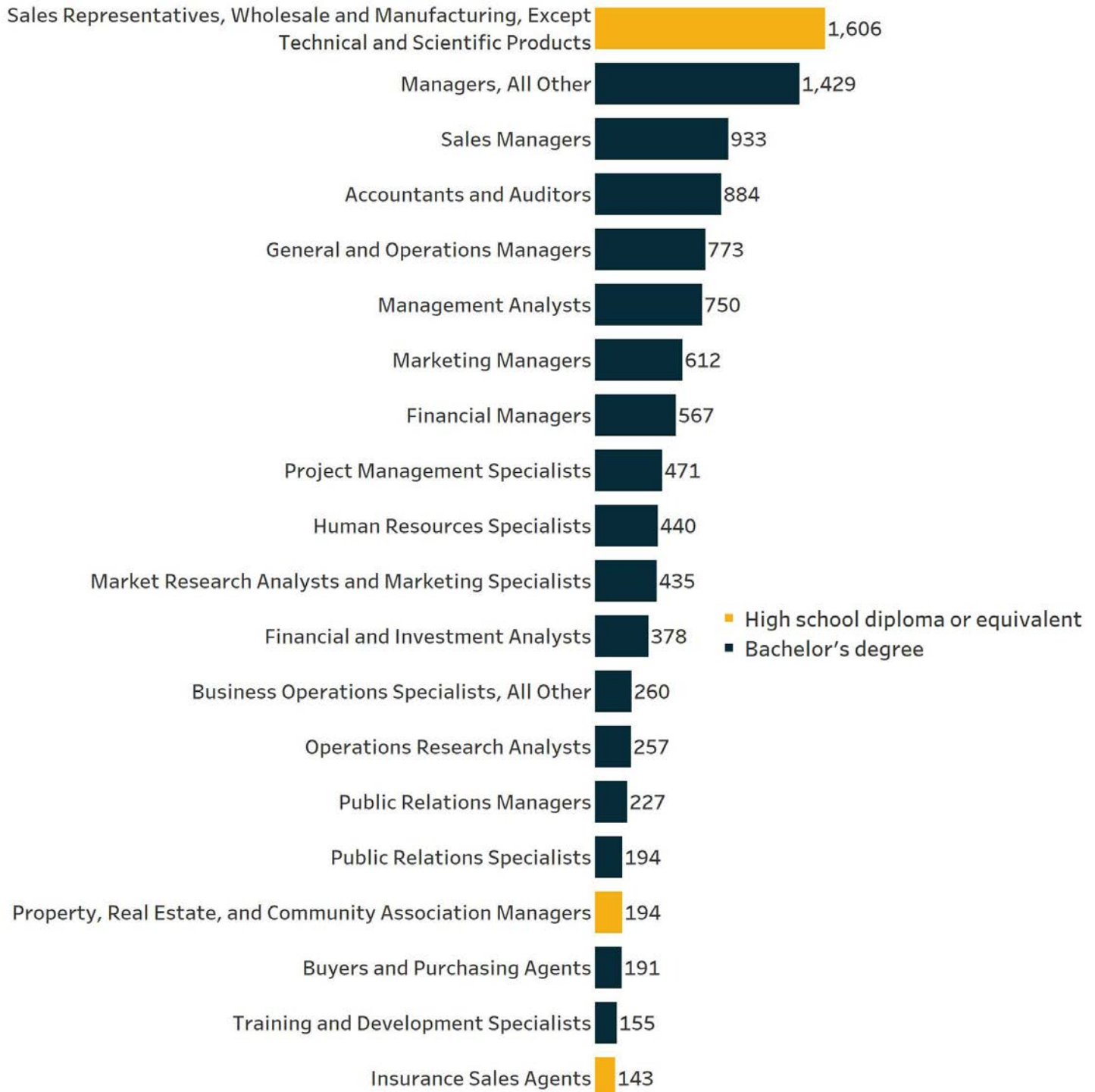
The Business and Finance occupation group offers high paying job opportunities for workers. A bachelor's degree is the most in-demand education level in Q4, as noted in 8,267 postings. A master's degree is the second most in-demand education level with 2,008 postings, while 3,137 postings do not specify 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 more years of experience.



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

The Business and Finance occupation group with the highest number of Q4 postings (1,606) was Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. This was followed by Managers, All Other (1,429); Sales Managers (933); and Accountants and Auditors, with 884 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 \$62.30 (\$129,584 annually). Additional experience may lead to a role as a Marketing Manager, with median hourly wages at \$63.36 (\$131,788 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 Q4 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	\$30.49	\$46.57	\$61.07
11-9199	Managers, All Other	\$25.57	\$38.35	\$54.17	\$65.47	\$82.04
11-2022	Sales Managers	\$31.91	\$47.64	\$62.30	\$81.61	\$116.89
13-2011	Accountants and Auditors	\$25.14	\$31.39	\$39.76	\$50.65	\$64.62
11-1021	General and Operations Managers	\$23.13	\$30.94	\$49.53	\$78.84	\$106.30
13-1111	Management Analysts	\$24.72	\$31.65	\$40.41	\$51.52	\$65.33
11-2021	Marketing Managers	\$31.76	\$48.69	\$63.36	\$81.04	\$112.16
11-3031	Financial Managers	\$39.08	\$49.93	\$63.28	\$80.89	\$119.34
13-1082	Project Management Specialists	\$25.54	\$31.44	\$47.34	\$60.16	\$64.04
13-1071	Human Resources Specialists	\$18.37	\$23.22	\$29.83	\$38.23	\$48.21

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications

- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Security Clearance
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 12.3%
- Associate Degree: 5.3%
- Bachelor's Degree: 66.1%
- Master's Degree: 16.1%
- Ph.D. or professional Degree: 2.1%

Top Posting Employers

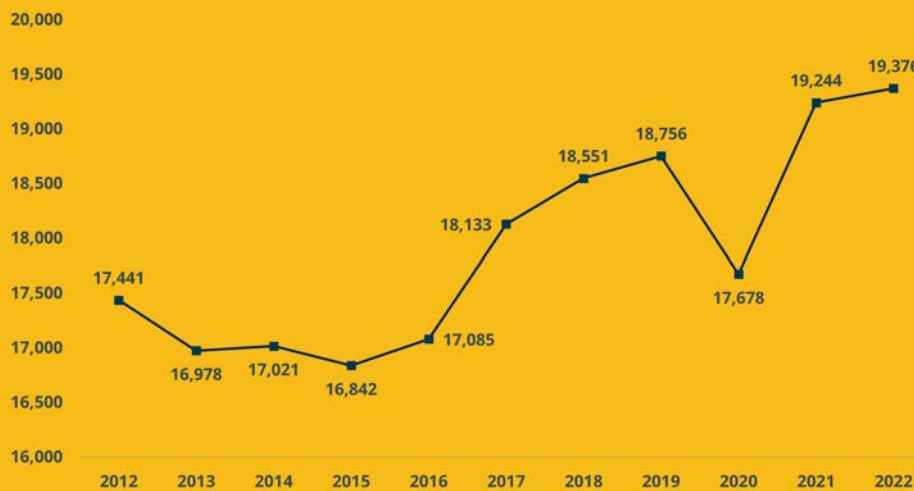
- Deloitte
- KPMG
- PricewaterhouseCoopers
- Accenture
- Wayne State University
- Comerica
- DTE Energy
- City Of Detroit
- Blue Cross Blue Shield
- General Dynamics

**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

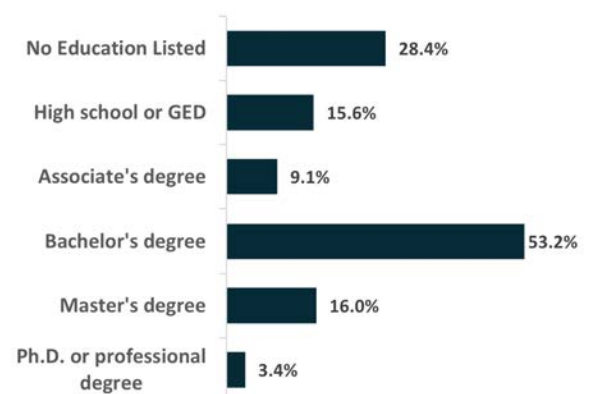
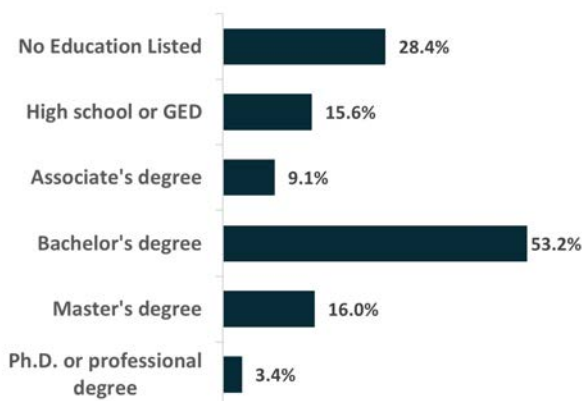


132
Energy Workers
0.7% increase
from 2021



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 Q4 with 53.2 percent of 2,185 postings. A master's degree is the second most in-demand education level with 16.0 percent, while 3.4 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.

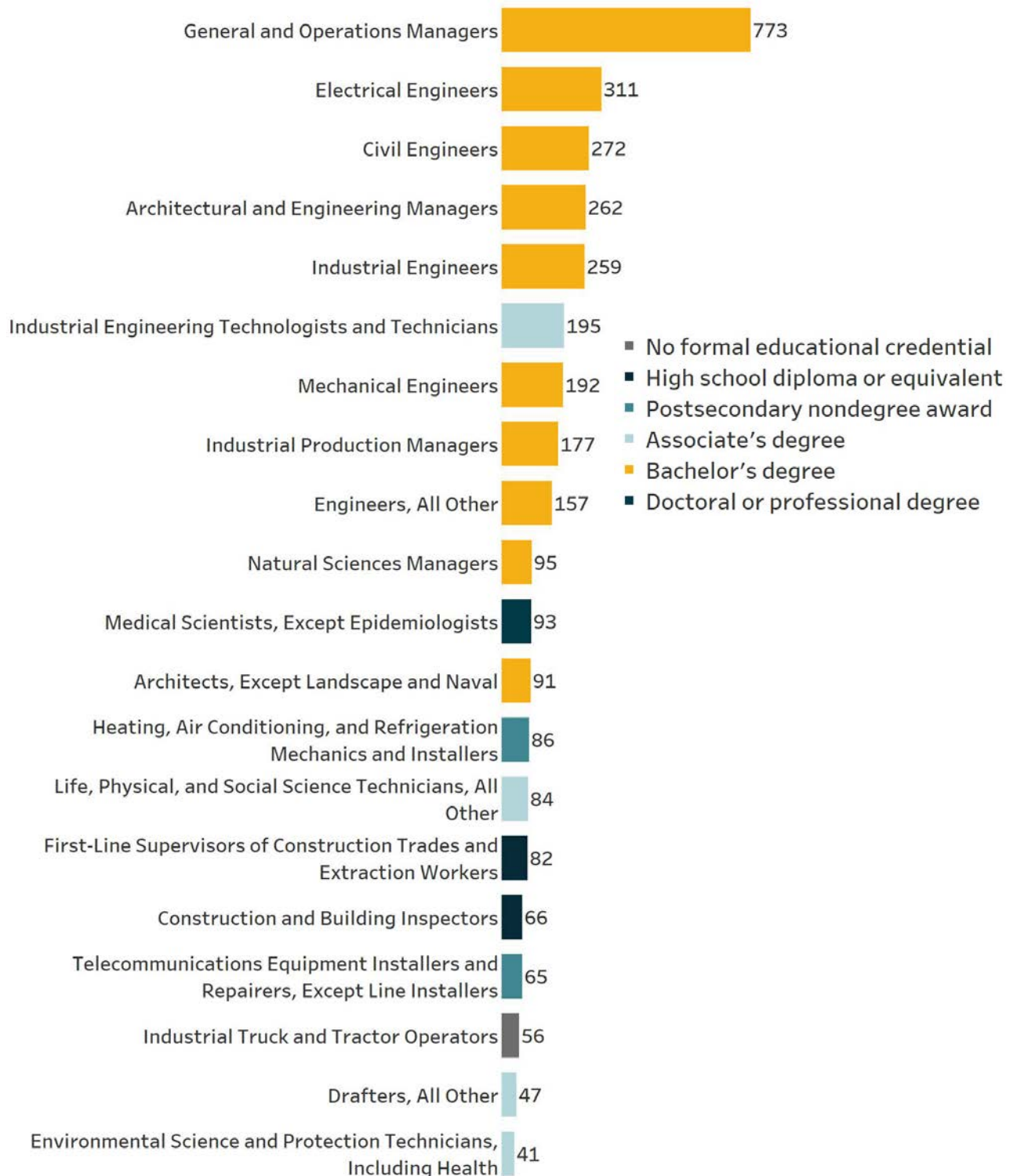


Data: Lightcast | Analysis: Workforce Intelligence Network

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 Q4 with 773 postings. Other top posted jobs requiring a bachelor's degree include Electrical Engineers (311 postings) Civil Engineers (272 postings) and Architectural and Engineering Managers (262 postings). Industrial Engineering Technologies and Technicians (195 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 \$49.56 (\$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 Q4 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	\$23.13	\$30.96	\$49.56	\$78.89	\$106.37
17-2071	Electrical Engineers	\$29.46	\$37.42	\$46.83	\$57.81	\$61.99
17-2051	Civil Engineers	\$27.64	\$28.56	\$35.43	\$45.64	\$57.60
11-9041	Architectural and Engineering Managers	\$47.26	\$59.71	\$61.59	\$77.47	\$97.43
17-2112	Industrial Engineers	\$28.84	\$36.49	\$40.09	\$47.63	\$60.24
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.14	\$28.31	\$30.55	\$36.45
17-2141	Mechanical Engineers	\$28.66	\$36.51	\$46.14	\$47.78	\$60.01
11-3051	Industrial Production Managers	\$30.75	\$42.91	\$51.43	\$62.03	\$79.20
17-2199	Engineers, All Other	\$28.89	\$36.93	\$47.19	\$60.32	\$62.22
11-9121	Natural Sciences Managers	\$38.78	\$48.95	\$63.77	\$82.08	\$111.25

In-Demand Technical Skills

- Construction
- Auditing
- Electrical Engineering
- Marketing
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Planning

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Master Of Business Administration (MBA)
- LEED Accredited Professional (AP)
- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School Diploma: 15.6%
- Associate Degree: 9.1%
- Bachelor's Degree: 53.2%
- Master's Degree: 16.0%
- Ph.D. or Professional Degree: 3.4%

Top Posting Employers

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

**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

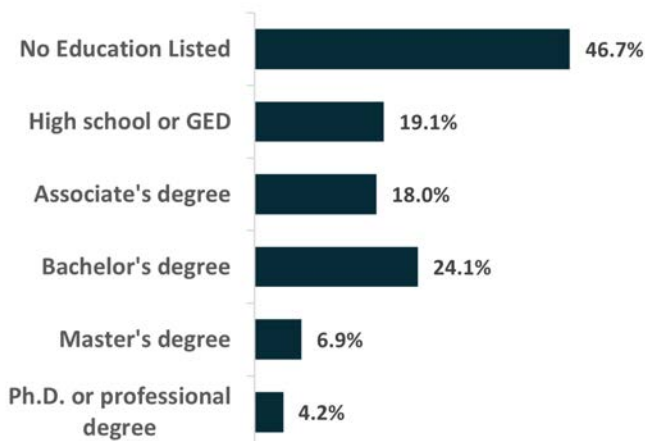


13
Healthcare
Workers
Slight decrease
from 2021



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 Q4, with 2,205 postings. A high school diploma or equivalent is the second most in-demand education level (1,747 postings). Many postings from this occupation group do not request any specific experience and education level.

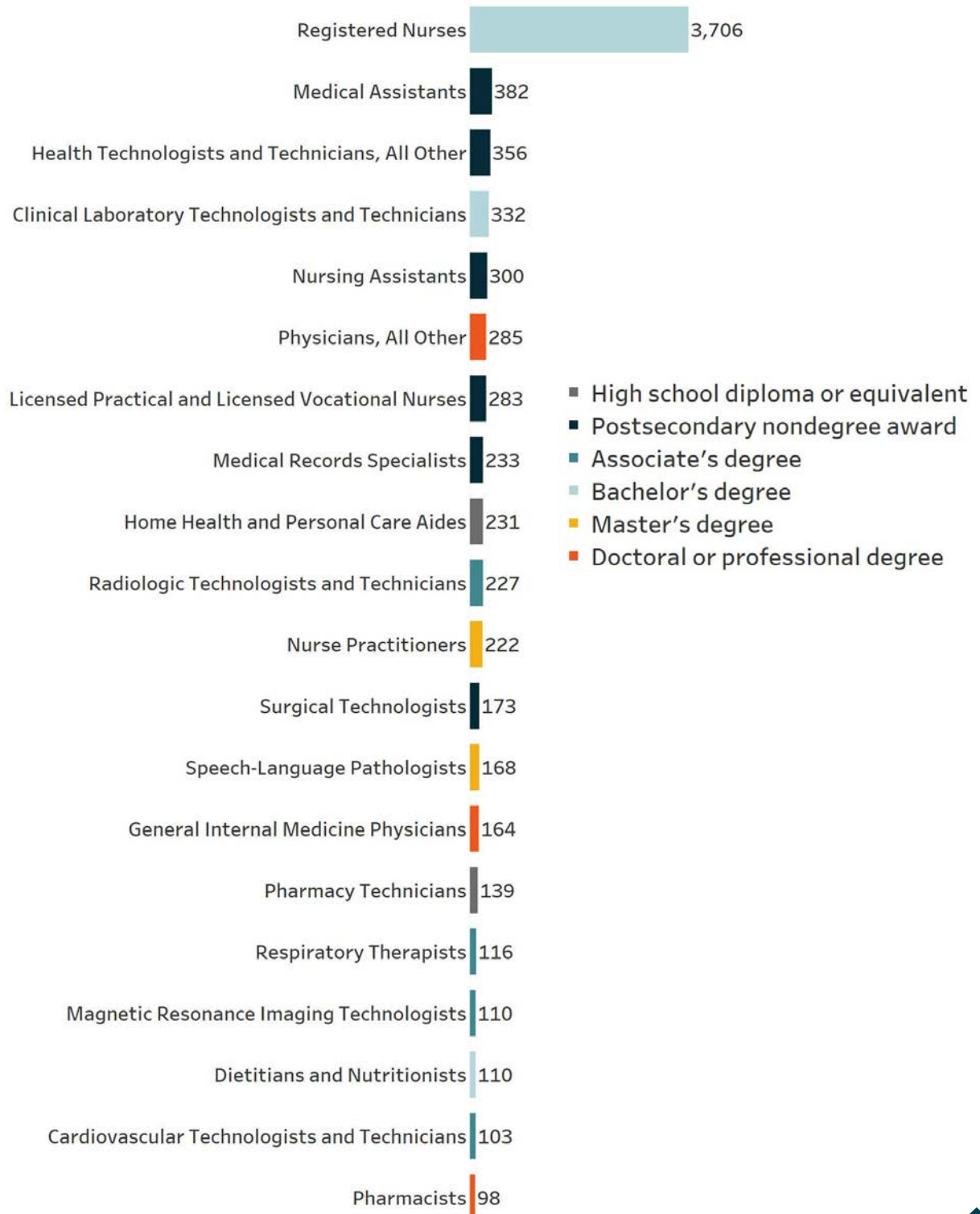


Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were the highest in-demand Healthcare occupation with 3,706 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 24 percent of postings. A high school diploma or equivalent accounts for 19 percent of posting requirements. Other top posted jobs include Medical Assistants (382 postings), Health Technologists and Technicians, All Other (356 postings), Clinical Laboratory Technologists and Technicians (332 postings), Nursing Assistants (300 postings), Physicians, All Other (285 postings), Licensed Practical and Licensed Vocational Nurses (283 postings), Medical Records Specialists (233 postings), Home Health and Personal Care Aides (231 postings), Radiologic Technologists and Technicians (227 postings), Nurse Practitioners (222 postings), Surgical Technologists (173 postings), Speech-Language Pathologists (168 postings), General Internal Medicine Physicians (164 postings), Pharmacy Technicians (139 postings), Respiratory Therapists (116 postings), Magnetic Resonance Imaging Technologists (110 postings), Dietitians and Nutritionists (110 postings), Cardiovascular Technologists and Technicians (103 postings), and Pharmacists (98 postings).



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 Q4, offers a median hourly wage of \$39.17 (\$81,473 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 Q4 2022

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	\$39.17	\$40.19	\$50.19
31-9092	Medical Assistants	\$14.65	\$14.99	\$18.54	\$19.00	\$22.95
29-2099	Health Technologists and Technicians, All Other	\$15.13	\$18.87	\$23.39	\$29.80	\$34.43
29-2018	Clinical Laboratory Technologists and Technicians	\$15.08	\$18.97	\$29.45	\$37.49	\$39.49
31-1131	Nursing Assistants	\$14.65	\$14.76	\$18.00	\$18.55	\$18.69
29-1229	Physicians, All Other	\$29.78	\$29.84	\$30.91	\$107.45	\$125.63
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.27	\$24.44	\$29.15	\$29.84	\$30.19
29-2072	Medical Records Specialists	\$15.08	\$18.72	\$19.85	\$24.49	\$31.11
31-1128	Home Health and Personal Care Aides	\$11.81	\$11.99	\$14.46	\$15.12	\$15.68
29-2034	Radiologic Technologists and Technicians	\$23.72	\$24.48	\$30.72	\$36.05	\$39.34

In-Demand Technical Skills

- Nursing
- Nursing Care
- Patient Preparation
- Medical Records
- Cardiopulmonary Resuscitation (CPR)

In-Demand Foundational Skills

- Communications
- Leadership
- Management
- Teaching
- Decision Making

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant
- Nurse Practitioner (APRN-CNP)

In-Demand Education Level*

- High School Diploma: 19.1%
- Associate Degree: 18.0%
- Bachelor's Degree: 24.1%
- Master's Degree: 6.9%
- Ph.D. Or professional Degree: 4.2%

Top Posting Employers

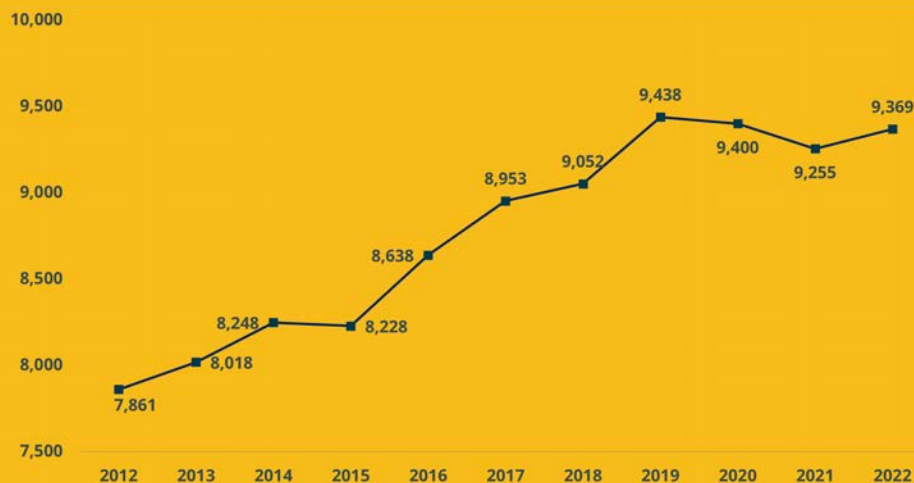
- Tenet Healthcare
- Henry Ford Health System
- Ascension
- Dmc Sinai Grace Hospital
- Dmc Children's Hospital Of Michigan
- Healthcare Employment Network
- United States Department of Veterans Affairs
- Beaumont Health
- McLaren Health Care
- Vivian Health

**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
2012-2022

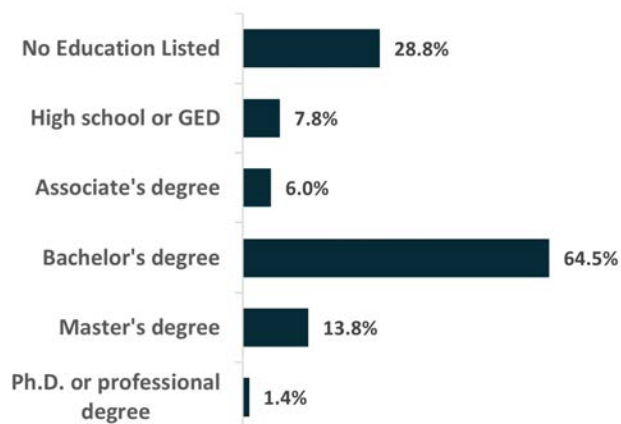


114
Information
Technology
Workers
1.2% Increase
from 2021



Information Technology Education and Experience

The Information Technology occupation group offers ample opportunities for active job seekers, with 6,102 postings in Q4. 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 1,329 postings. Workers with four to six years of experience are also heavily in-demand with 1,543. Although 1,783 postings do not request any specific experience level, 309 postings requested workers with zero to one year of experience.

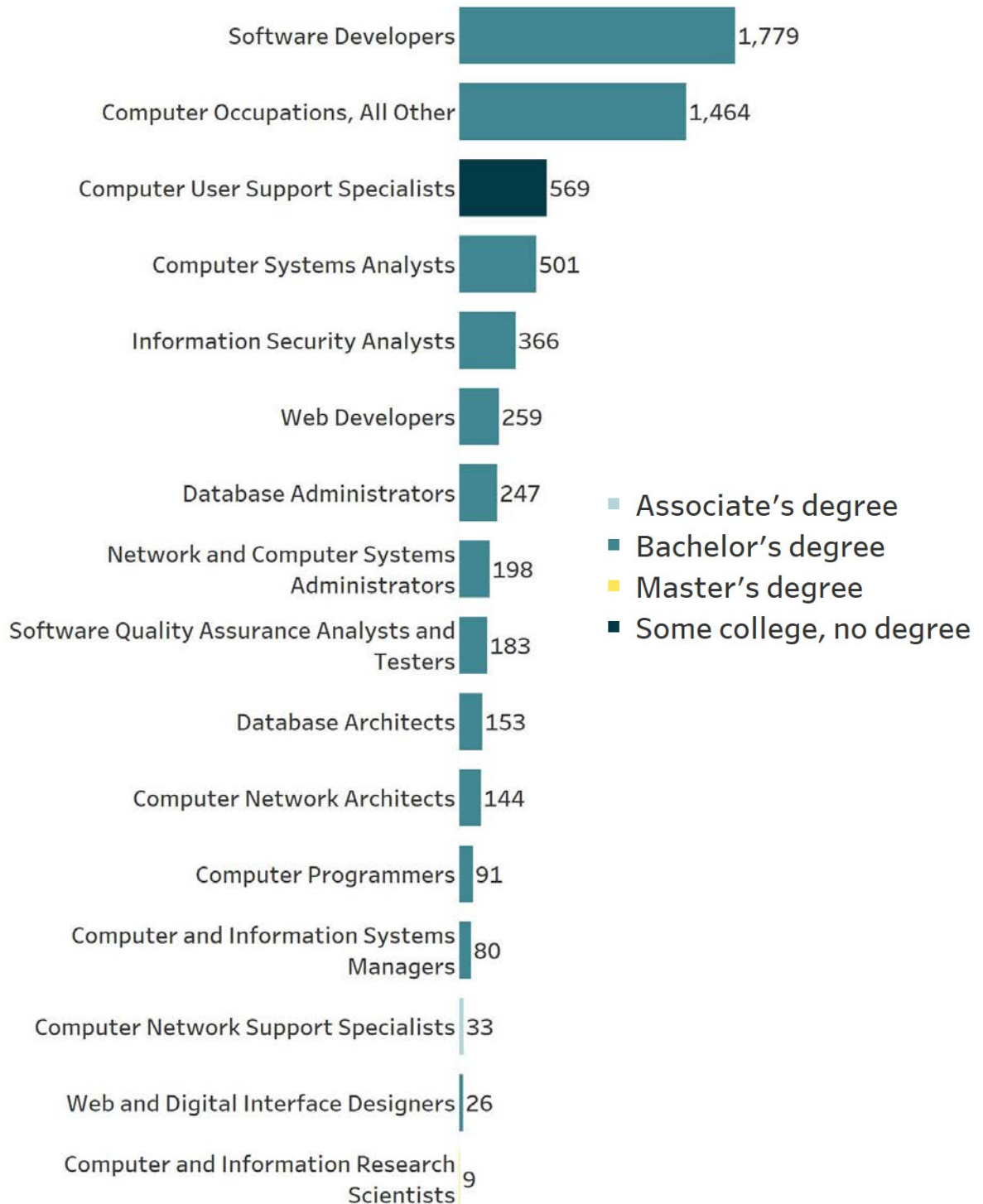


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

Software Developers were the highest in-demand IT occupation in Q4, with 1,779 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 1,464 unique postings. While most of the top jobs require a bachelor's degree, Computer User Support Specialists (569 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 \$50.39 (\$104,811 annually). Computer User Support Specialists, which requires some college, no degree, offers a median wage of \$23.885 (\$49,608 annually).

Wage Overview for Top Posted Information Technology Jobs in Q4 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$31.50	\$39.63	\$50.39	\$63.87	\$65.87
15-1299	Computer Occupations, All Other	\$23.59	\$30.44	\$43.67	\$50.84	\$63.89
15-1232	Computer User Support Specialists	\$15.44	\$18.68	\$23.85	\$30.29	\$37.96
15-1211	Computer Systems Analysts	\$32.48	\$39.85	\$50.07	\$63.41	\$80.92
15-1212	Information Security Analysts	\$23.58	\$30.57	\$48.73	\$61.53	\$65.63
15-1254	Web Developers	\$19.02	\$30.73	\$39.48	\$49.70	\$61.42
15-1242	Database Administrators	\$23.72	\$31.12	\$41.05	\$50.76	\$64.60
15-1244	Network and Computer Systems Administrators	\$29.42	\$31.44	\$39.50	\$50.11	\$62.35
15-1253	Software Quality Assurance Analysts and Testers	\$19.27	\$30.82	\$39.36	\$49.89	\$51.42
15-1243	Database Architects	\$39.17	\$49.45	\$63.87	\$66.43	\$78.44

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Security Clearance
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- CompTIA A+

In-Demand Education Level*

- High School Diploma: 7.8%
- Associate Degree: 6.0%
- Bachelor's Degree: 64.5%
- Master's Degree: 13.8%
- Ph.D. Or professional Degree: 1.4%

Top Posting Employers

- Deloitte
- General Dynamics
- Accenture
- KPMG
- PricewaterhouseCoopers
- DTE Energy
- Amazon
- TEKsystems
- Ernst & Young
- VMware

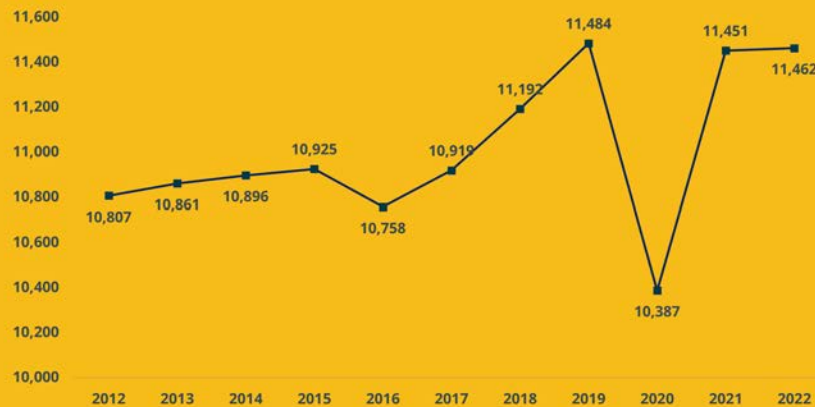
**Not all job postings indicate the required educational attainment level; the percentages indicated may not total 100 percent.*

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.

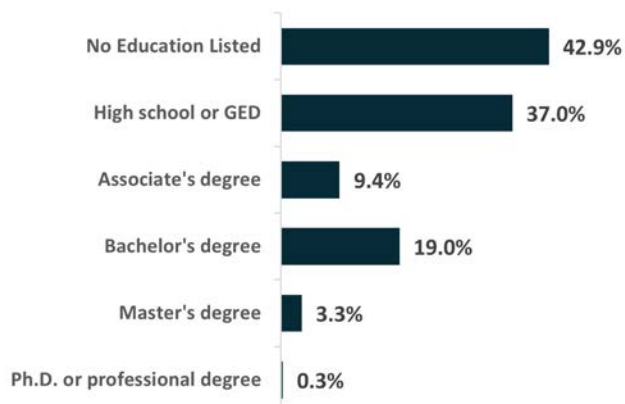
Employment Over Time
2012-2022



11
**Skilled Trades
Workers**
Slight Increase
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 (683 postings), while a bachelor's degree was the second most in-demand education level (350 postings). Many Skilled Trades occupation postings were open to workers with zero to three years of experience.

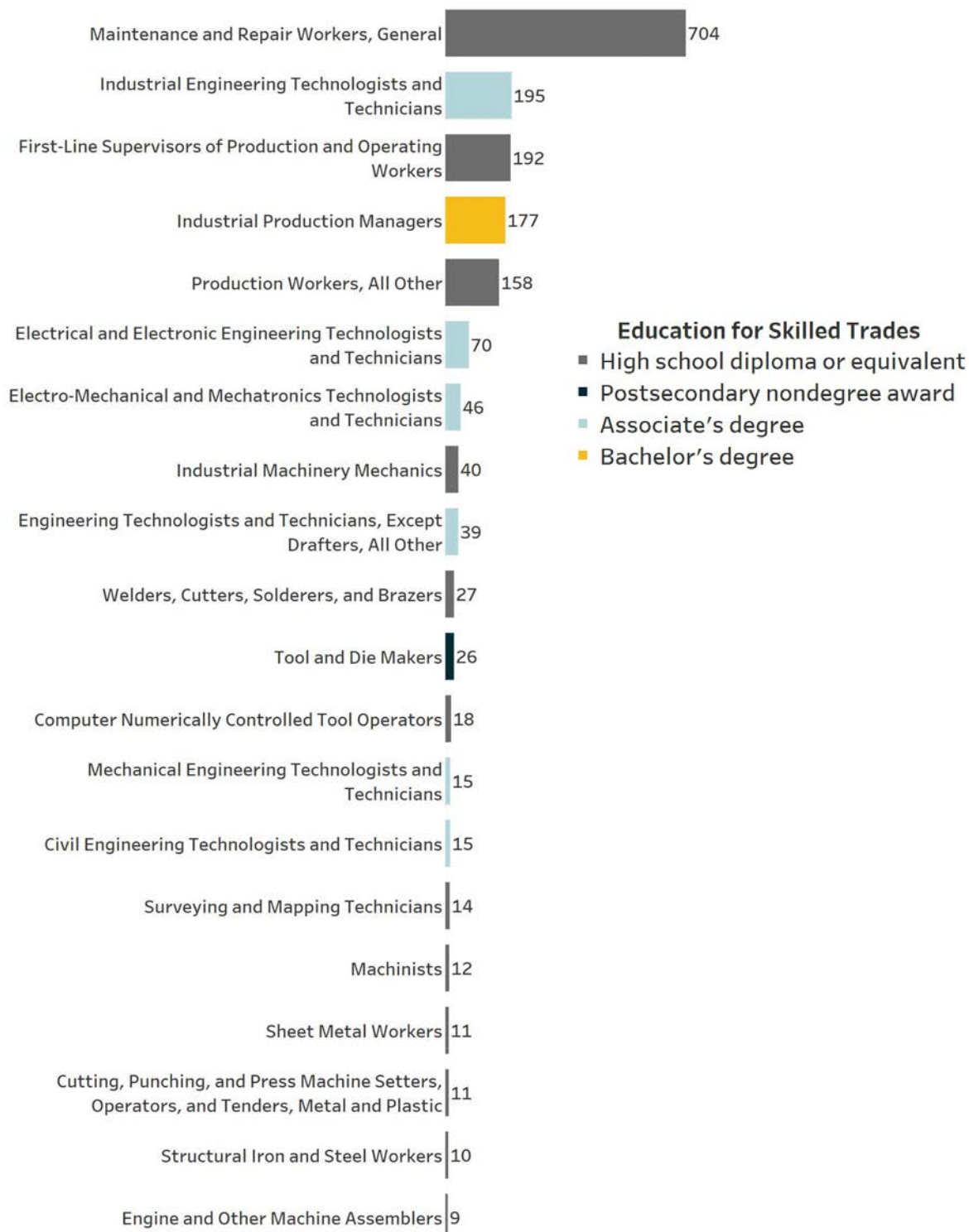


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand Skilled Trades occupation during Q4 (704 postings). Other top posted jobs include Industrial Engineering Technologists and Technicians (195 postings), First-Line Supervisors of Production and Operating Workers (192 postings), Industrial Production Managers (177 postings), and Production Workers, All Other (158 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 Q4, 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 Q4 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	\$15.07	\$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
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.68	\$23.32	\$30.66	\$37.92	\$47.42
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.82	\$22.64	\$23.09	\$35.53	\$37.02
49-9041	Industrial Machinery Mechanics	\$17.71	\$22.46	\$28.34	\$30.38	\$36.88
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.88	\$22.80	\$36.19	\$46.59	\$54.29
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.13	\$17.40	\$18.53	\$22.85	\$28.42

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- HVAC Certification
- CompTIA A+
- Commercial Driver's License (CDL)
- Secret Clearance
- Security Clearance

In-Demand Education Level*

- High School Diploma: 37.0%
- Associate Degree: 9.4%
- Bachelor's Degree: 19.0%
- Master's Degree: 3.3%

Top Posting Employers

- Aerotek
- City Of Detroit
- GPAC
- Ajm Packaging Corporation
- Express Employment Professionals
- Randstad
- Kmg Prestige
- Tradesmen International
- CBRE
- Ilitch Holdings

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