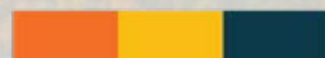


WIN

WORKFORCE
INTELLIGENCE
NETWORK



Research. Engagement. Solutions

LABOR MARKET REPORT EATON COUNTY

January - December 2021

INTRODUCTION

EATON COUNTY

2021



About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, entry-level requirements, and earning potential.

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

This report highlights labor market information and real-time job posting data for Eaton County, 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. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Eaton County for the Business and Finance, Customer Service, Energy, Skilled Trades, and Transportation, Distribution, and Logistics (TDL) occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.

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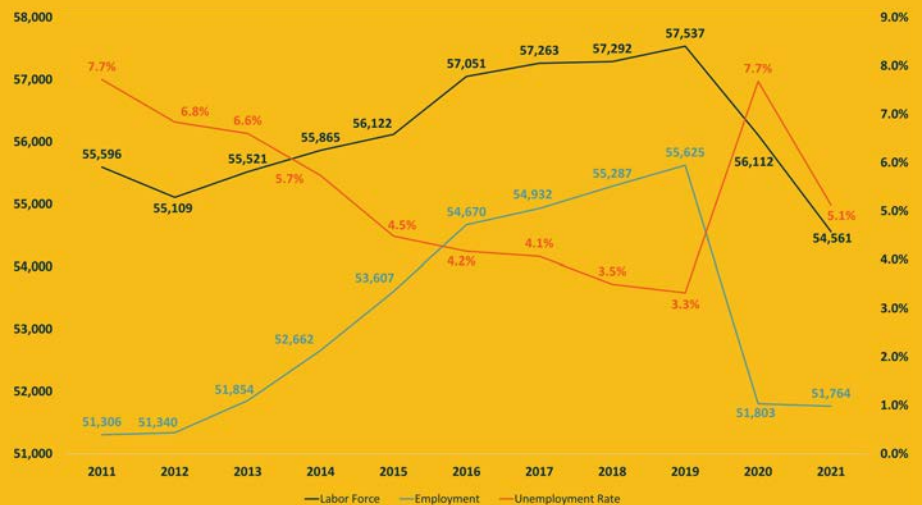
@workforce
intelligence
network (win)

State of the Labor Market in Eaton County

The COVID-19 crisis continued to cause shifts in the labor market this year. In 2021, the labor force declined by 1,551 individuals (2.8 percent) while employment decreased by just 39 individuals (0.1 percent) from 2020. Unemployment went down by 1,521 workers and the unemployment rate recovered somewhat, decreasing 2.6 percentage points from 7.7 percent in 2020 to 5.1 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Home Health and Personal Care Aides tops the list as the most demanded occupation in 2021, accounting for 238 job postings followed closely by Retail Salespersons with 229 postings. The health care occupation group continues to be heavily demanded in Eaton County.

Annual Labor Market Information

The labor force in Eaton County dropped in 2021, decreasing by 1,551 individuals (2.8 percent) from the prior year. Employment decreased by 39 workers (0.1 percent) over the same period, while unemployment decreased by 1,521 workers (35.1 percent) for a total of 2,798 unemployed workers in 2021. The unemployment rate decreased in 2021 to 5.1 percent, a fall of 2.6 percentage points since the 7.7 percent spike in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 21.3 percent in Eaton County.

Annual Labor Force, Employment, Unemployment Rate
2011–2021

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2021 shows that employer demand has increased since the end of Q3 2021. In Q4 2021, there were 15,250 unique postings in Eaton County, an increase of 1,236 posting from the 14,014 postings recorded in Q3. November had the highest recorded postings in 2021 with 5,244 postings, an increase of 2,728 postings (108.4 percent) since January 2021. The steady increase in the number of online ads is a good indication that employer demand continues to be strong throughout the year.

Monthly Posting Analysis Eaton County
2021

Key Findings

45%

Employer demand increased by 45.9 percent, a gain of 1,962 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

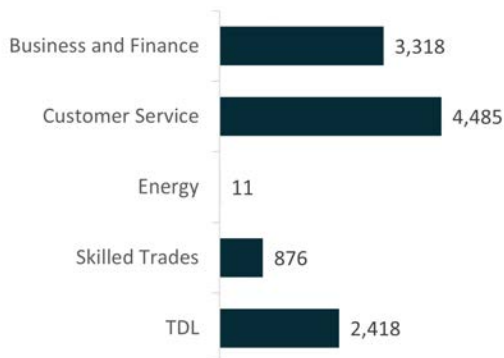
52,628

an increase of 259 workers (0.5 percent) since Q4 2020

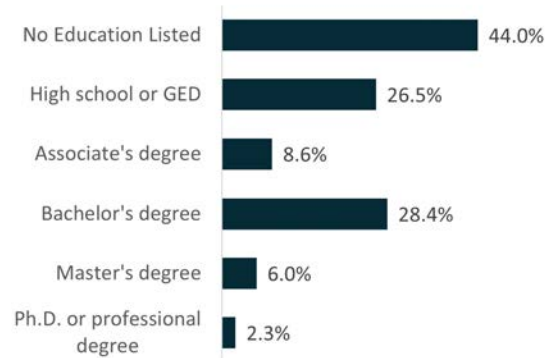
During 2021, there were 6,239 job postings, 1,962 more than the 4,277 postings made during 2020 in Eaton County. May 2021 saw the highest demand for the year with 1,793 postings, a 67.7 percent increase since January 2021. The top posted job titles in 2021 include Caregivers, General Laborers, Team Members, Maintenance Technicians, and Cashiers. For more information about in-demand job postings, see page 7.

Of the 6,239 unique postings in Eaton County during 2021, 2,014 (32.3 percent) required a high school diploma or equivalent, while 1,161 postings (18.6 percent) required a college degree. An additional 169 postings (2.7 percent) required an advanced degree. The high demand for customer service and transportation jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups 2021



Education Levels In-Demand 2021



The quarterly labor market shifts that were seen in 2020, following the outbreak of COVID-19, have remained fairly flat in 2021. The first quarter of 2021 saw an initial decrease in the labor force, employment, unemployment, and the unemployment rate decreased by 0.1 percent. The labor force and employment numbers peaked in Q4 with a high of 54,797 individuals and 52,628 workers respectively, and unemployment decreased to 2,169 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2021. The unemployment rate at the end of Q4 2021 was 4.0 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2020	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021	Change from 4th Quarter 2020	Percent Change from 4th Quarter 2020
Labor Force	55,230	54,329	54,364	54,755	54,797	42	0.1%	-433	-0.8%
Employment	52,368	51,560	51,345	51,522	52,628	1,106	2.1%	259	0.5%
Unemployment	2,861	2,769	3,019	3,233	2,169	-1,064	-32.9%	-692	-24.2%
Unemployment Rate	5.2%	5.1%	5.6%	5.9%	4.0%	-1.9%	na	-1.2%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics

Data: Emsi | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2021, labor force participation totaled 54,561 individuals, a decrease of 1,551 individuals since 2020. Employment was down slightly to 51,764 workers in 2021, a decrease of 39 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 2,798 workers, down by 1,512 workers since the high of 4,309 workers recorded in 2020. Similarly, the unemployment rate declined by 2.6 percentage points for a 2021 unemployment rate of 5.1 percent.

Annual Labor Market Data 2011-2021

	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	Change from 2020 to 2021	Percent Change from 2020 to 2021
Labor Force	55,596	55,109	55,521	55,865	56,122	57,051	57,263	57,292	57,537	56,112	54,561	-1,551	-2.8%
Employment	51,306	51,340	51,854	52,662	53,607	54,670	54,932	55,287	55,625	51,803	51,764	-39	-0.1%
Unemployment	4,290	3,769	3,667	3,204	2,516	2,381	2,331	2,004	1,912	4,309	2,798	-1,512	-35.1%
Unemployment Rate	7.7%	6.8%	6.6%	5.7%	4.5%	4.2%	4.1%	3.5%	3.3%	7.7%	5.1%	-2.6%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 56,694 individuals in the labor force, meaning they were either working or looking for work, in Eaton County. Slightly less than half of the population, 54,085 individuals (49.3 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 27.6 percent, compared to females under the age of 25 reporting an unemployment rate of 25.5 percent.

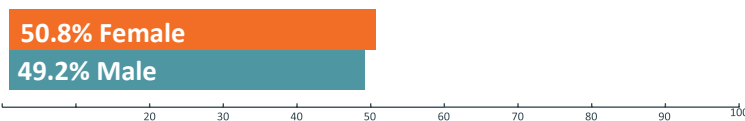
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	56,694	54,085	2,609	4.6%
Sex				
Male 16+	28,827	27,327	1,500	5.2%
16-19	1,253	966	287	22.9%
20-24	2,697	2,571	126	4.7%
25-54	18,524	17,666	858	4.6%
55-64	5,214	5,003	211	4.0%
65 Plus	1,139	1,121	18	1.6%
Female 16+	27,867	26,758	1,109	4.0%
16-19	1,131	972	159	14.1%
20-24	3,054	2,706	348	11.4%
25-54	17,125	16,711	414	2.4%
55-64	5,315	5,191	124	2.3%
65 Plus	1,242	1,178	64	5.2%
Race				
White	48,345	46,508	1,837	3.8%
Black / African American	4,075	3,647	428	10.5%
Native American	233	220	13	5.6%
Asian	1,734	1,616	118	6.8%
Native Hawaiian / Pacific Islander	22	22	0	0.0%
Some Other Race	781	725	56	7.2%
Two or More Races	1,575	1,440	135	8.6%
Ethnicity				
Hispanic	3,125	2,972	153	4.9%

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

2020 Census Population

According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Eaton County decreased by about 0.5 percent between 2019 and 2020. During 2020, 109,730 people were living in the county. The sex of the populace was split almost evenly, with about 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. Majority of the population identified as white (85.8 percent) with the second largest number of individuals identifying as Black or African American (7.0 percent). The region is facing an aging population; 33.0 percent of population was over the age of 54, compared to 29.6 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

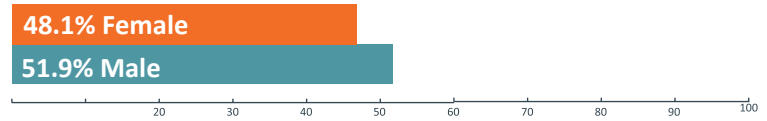


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2021 Current Workforce

In 2021, the workforce had a total of 41,892 individuals working in Eaton County. A slight majority, 51.9 percent (21,472 workers) were male, while 48.1 percent (19,865 workers) of the workforce was female. Most workers in the county identified as white, accounting for 81.6 percent of the workforce, while Black or African American workers totaled 9.1 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.9 percent. Much of the workforce in Eaton County are between the ages of 25 through 54 (63.0 percent), while 23.1 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



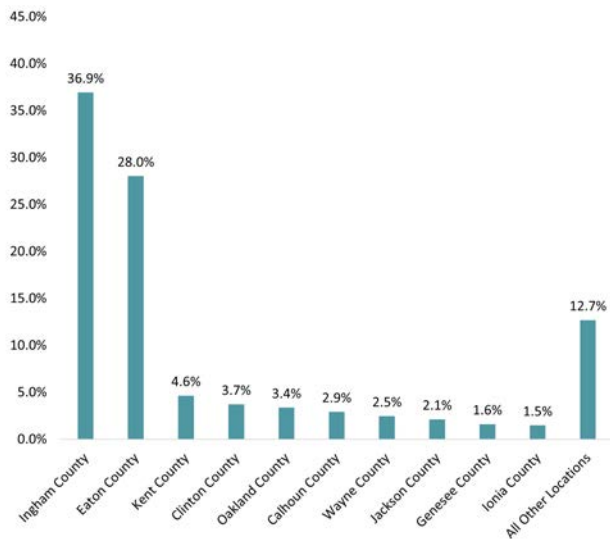
Workforce Age Demographics



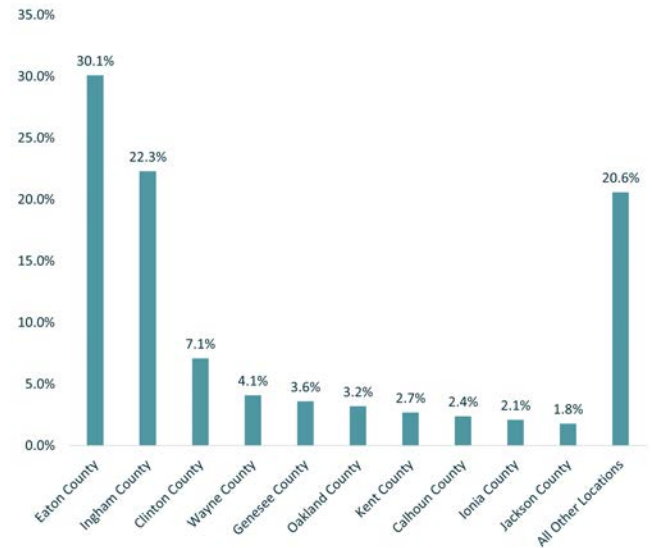
Data: Emsi | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, Eaton County's workforce consisted of 47,402 residents. There were 13,286 (28.0 percent) residents living and working within the county, while the remaining 34,116 residents (72.0 percent) traveled outside of the county for work. There were 44,154 workers employed in the county during 2019. Of those, 30,868 workers (69.9 percent) lived outside of the county's borders and commuted in. From this information, we can see that Eaton County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Eaton County Residents Work



Where Eaton County Workers Live

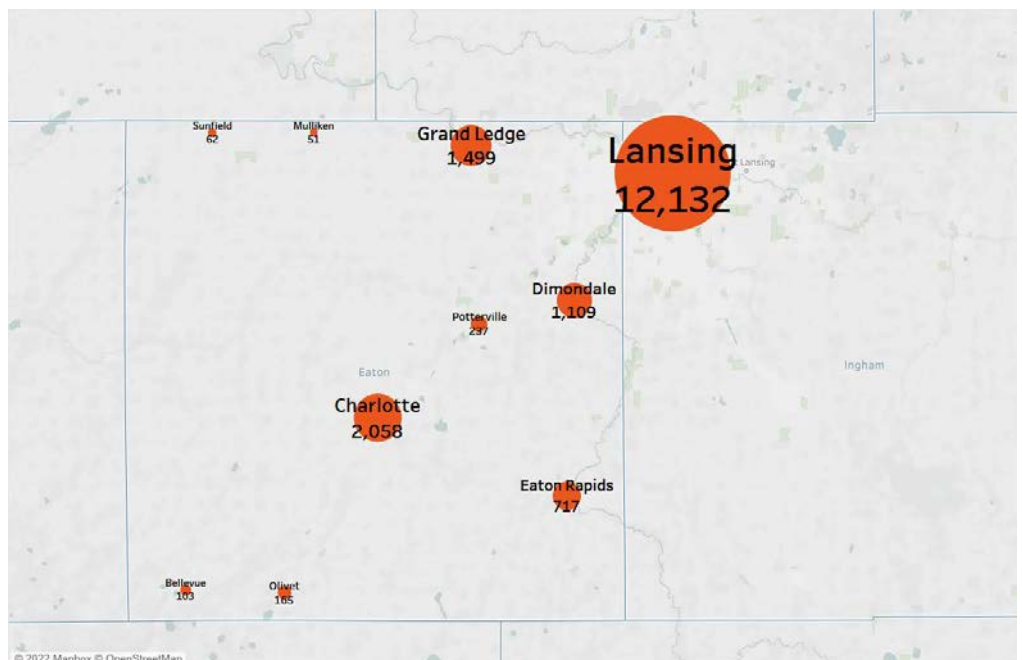


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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

Job Postings by City

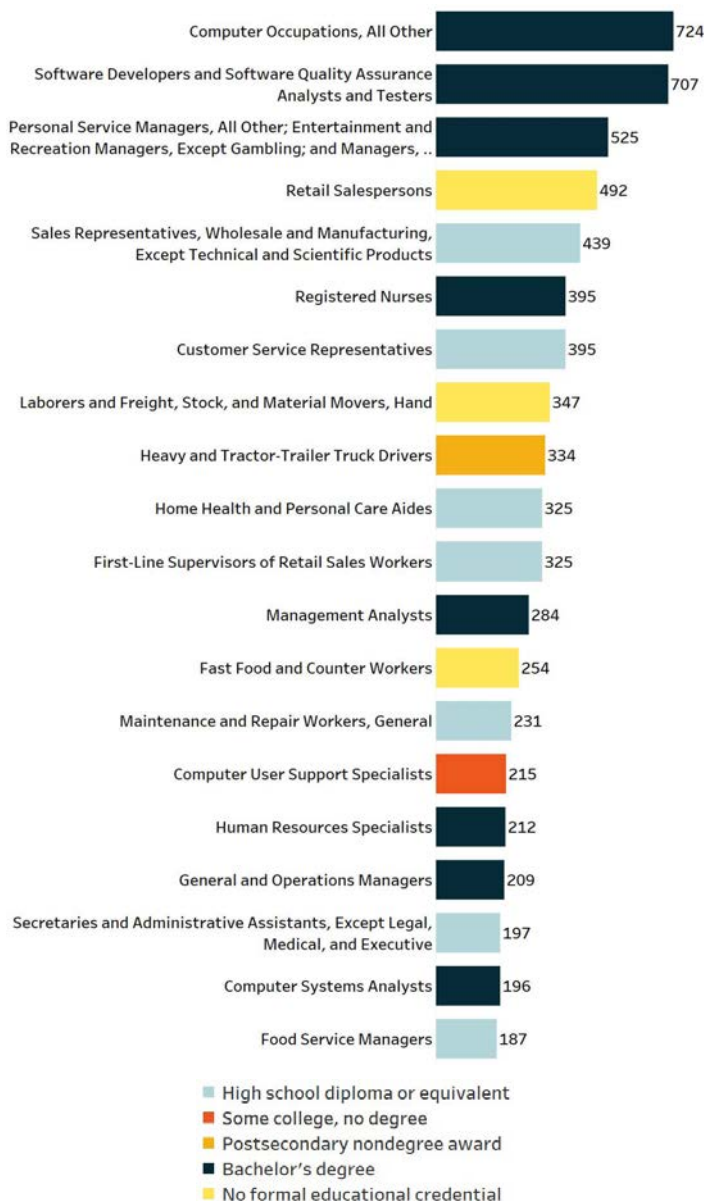
1. Lansing: 12,132 Postings
2. Charlotte: 2,058 Postings
3. Grand Ledge: 1,499 Postings
4. Dimondale: 1,109 Postings
5. Eaton Rapids: 717 Postings
6. Pottersville: 237 Postings
7. Olivet: 165 Postings
8. Bellevue: 103 Postings
9. Sunfield: 62 Postings
10. Mulliken: 51 Postings



TOP POSTED JOBS

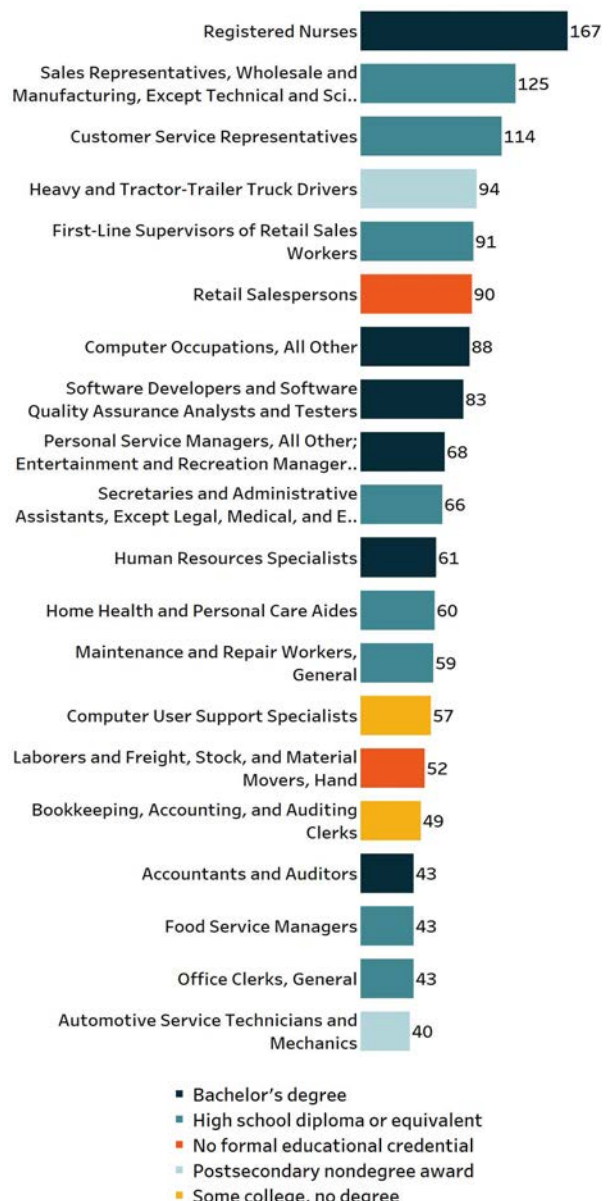
Top Posted Jobs: 2021

Computer Occupations, All Other is the top posted occupation for 2021, with 724 unique online job postings, and requires a bachelor's degree coupled with moderate-term on-the-job training. Software Developers and Software Quality Assurance Analysts and Testers (707 postings) and Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (525 postings) round out the top three demanded occupations, requiring a bachelor's degree for both. Half of the remaining in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.



Top Posted Entry-Level Jobs: 2021

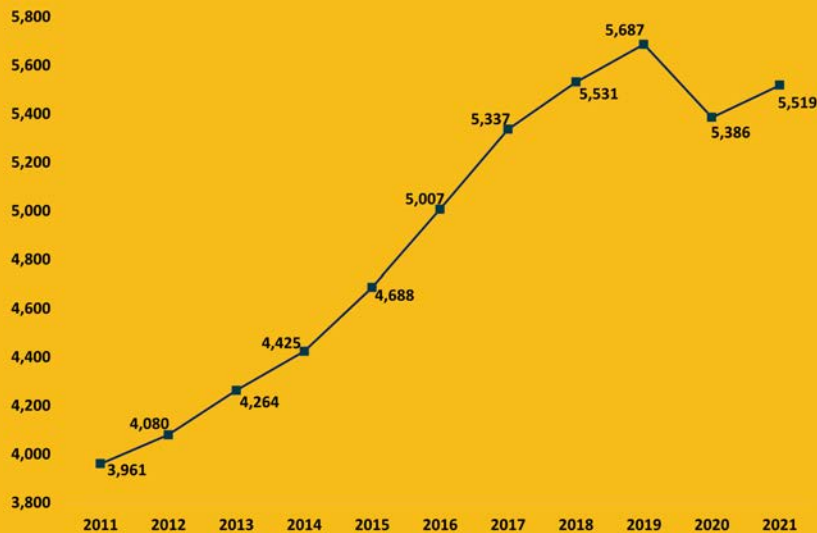
Entry-level jobs, which usually require zero to two years of previous experience, account for 23.7 percent of postings in Eaton County. Half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 39.1 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 167 postings followed by Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products with 125 postings.



BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

Employment Over Time
2011-2021



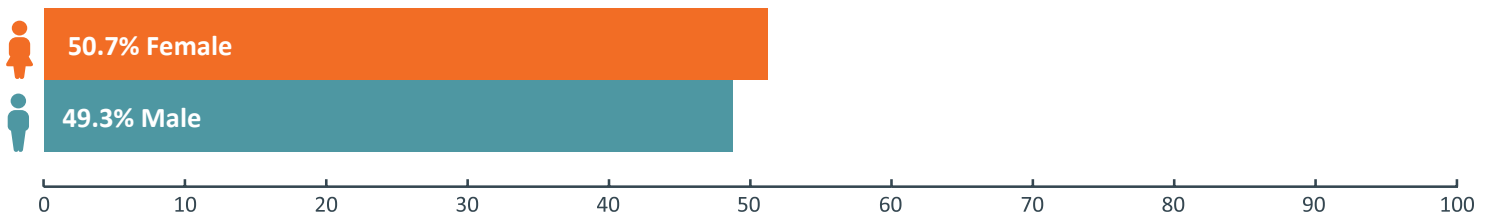
**5,519 Business
and Finance
Workers**
**2.5% Increase
from 2020**



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 5,519 workers. More than half the working population identify as female (50.7 percent), however, 88.6 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 25.1 percent who are age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

88.6% White | 5.5% Black or African-American | 2.5% Hispanic or Latino

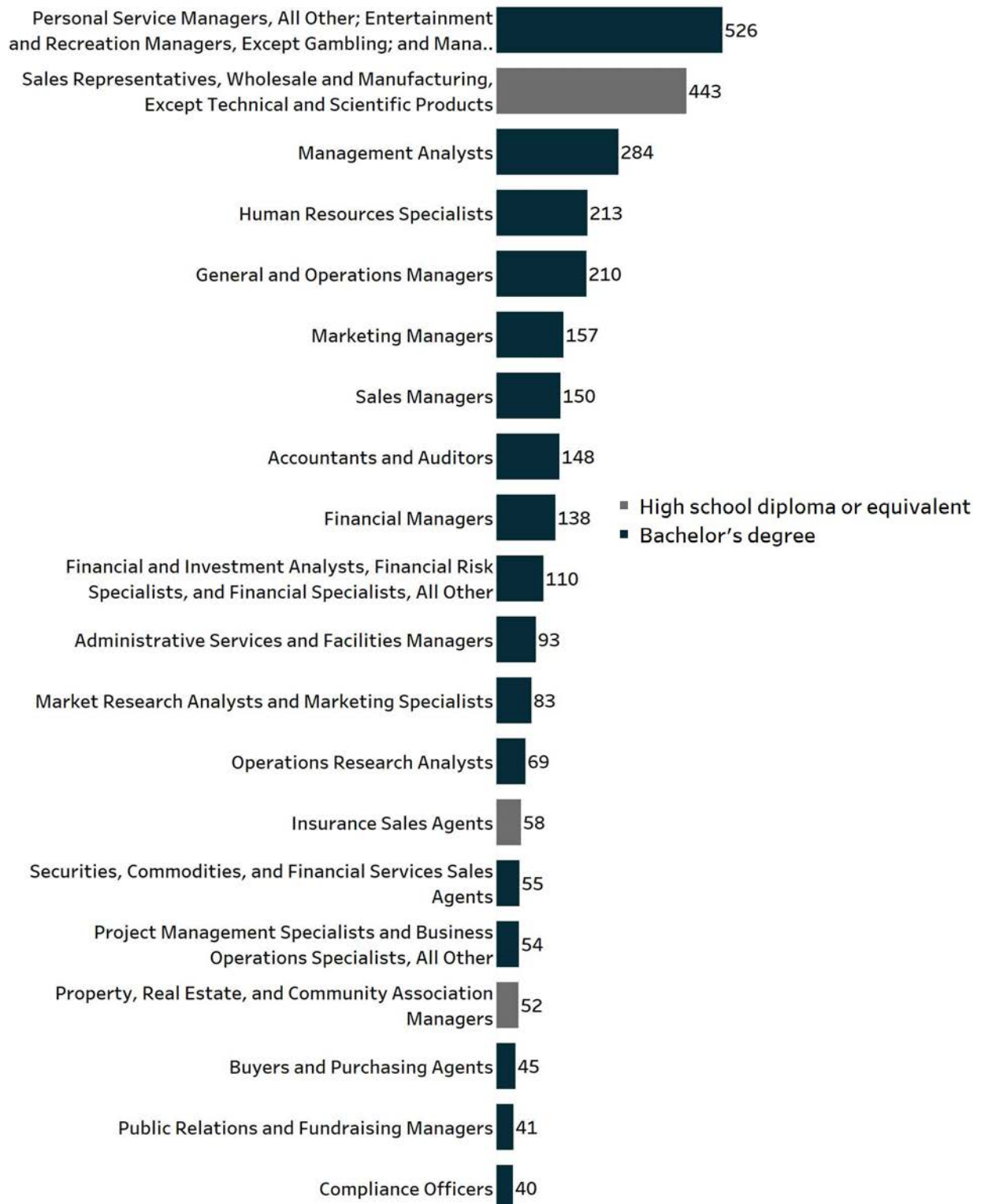
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 3,318 business and finance postings during 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other is the top in-demand occupation with 526 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (443 postings) is the second-highest demanded, while Management Analysts (284 postings), Human Resources Specialists (213 postings), and Marketing Managers (157 postings) round out the top demanded occupations.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, offers a median hourly wage of \$46.73, translating to annual earnings of approximately \$97,195. All the top business occupations offer median wages over \$35.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$18.08	\$33.53	\$46.73	\$60.44	\$73.05
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.42	\$19.24	\$24.94	\$38.87	\$52.11
13-1111	Management Analysts	\$20.68	\$23.80	\$31.08	\$43.08	\$62.17
13-1071	Human Resources Specialists	\$19.51	\$23.66	\$29.18	\$36.29	\$40.74
11-1021	General and Operations Managers	\$21.62	\$34.47	\$51.38	\$66.27	\$88.21
11-2021	Marketing Managers	\$32.05	\$37.44	\$47.14	\$62.07	\$82.91
11-2022	Sales Managers	\$26.19	\$39.69	\$55.10	\$74.42	\$90.19
13-2011	Accountants and Auditors	\$21.72	\$26.57	\$31.89	\$38.59	\$45.72
11-3031	Financial Managers	\$33.43	\$41.07	\$49.60	\$65.59	\$85.33
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	\$20.04	\$24.70	\$30.69	\$36.68	\$42.75

In-Demand Technical Skills

- Accounting
- Auditing
- Finance
- Project Management
- Customer Relationship Management

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

In-Demand Certifications

- Certified Public Accountant
- Project Management Professional Certification
- Certified Information System Auditor (CISA)
- Certified Management Accountant
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 16.5%
- Associate Degree: 5.4%
- Bachelor's Degree: 54.2%
- Master's Degree: 10.2%

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

Top Posting Employers

- Facebook
- Ernst & Young
- Randstad
- Guidehouse
- Fiserv
- Black & Veatch
- The Shyft Group
- Pearson
- American Express
- Lumen

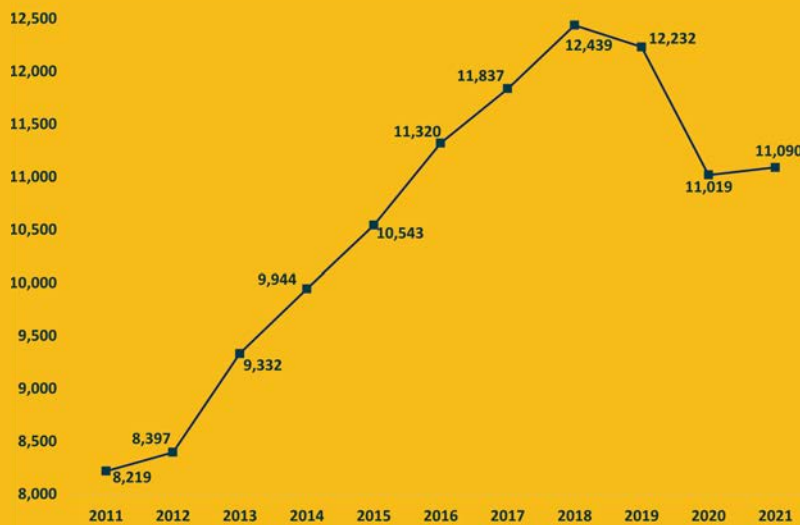
Job Postings by City

- Lansing: 2,708 Postings
- Charlotte: 212 Postings
- Dimondale: 186 Postings
- Grand Ledge: 119 Postings
- Eaton Rapids: 38 Postings
- Pottsville: 23 Postings
- Olivet: 14 Postings
- Mulliken: 8 Postings
- Bellevue: 7 Postings
- Sunfield: 3 Postings

CUSTOMER SERVICE OCCUPATION GROUP

The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time
2011-2021



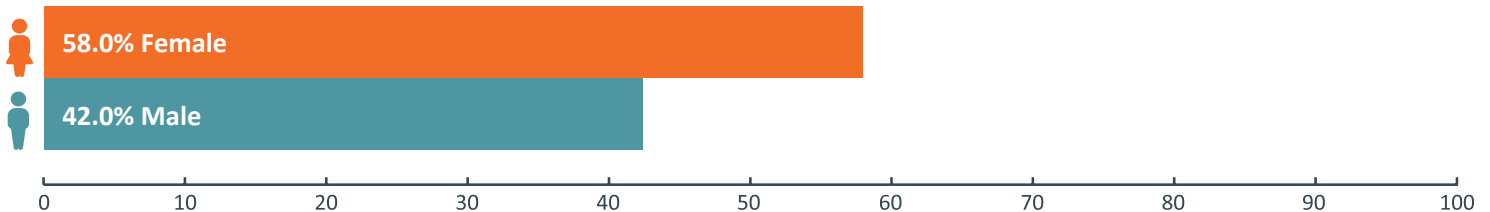
**11,900 Customer
Service Workers**
**0.6% Increase
from 2020**



Customer Service Worker Demographics

In 2021, there were 11,090 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the year, 58.0 percent of workers identified as female, while 21.0 percent of workers in customer service identified as a racial minority. About 25.4 percent of customer service workers were under the age of 25, as compared to the 55 and older age group which was 21.2 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

79.0% White | 10.4% Black or African-American | 5.7% Hispanic or Latino

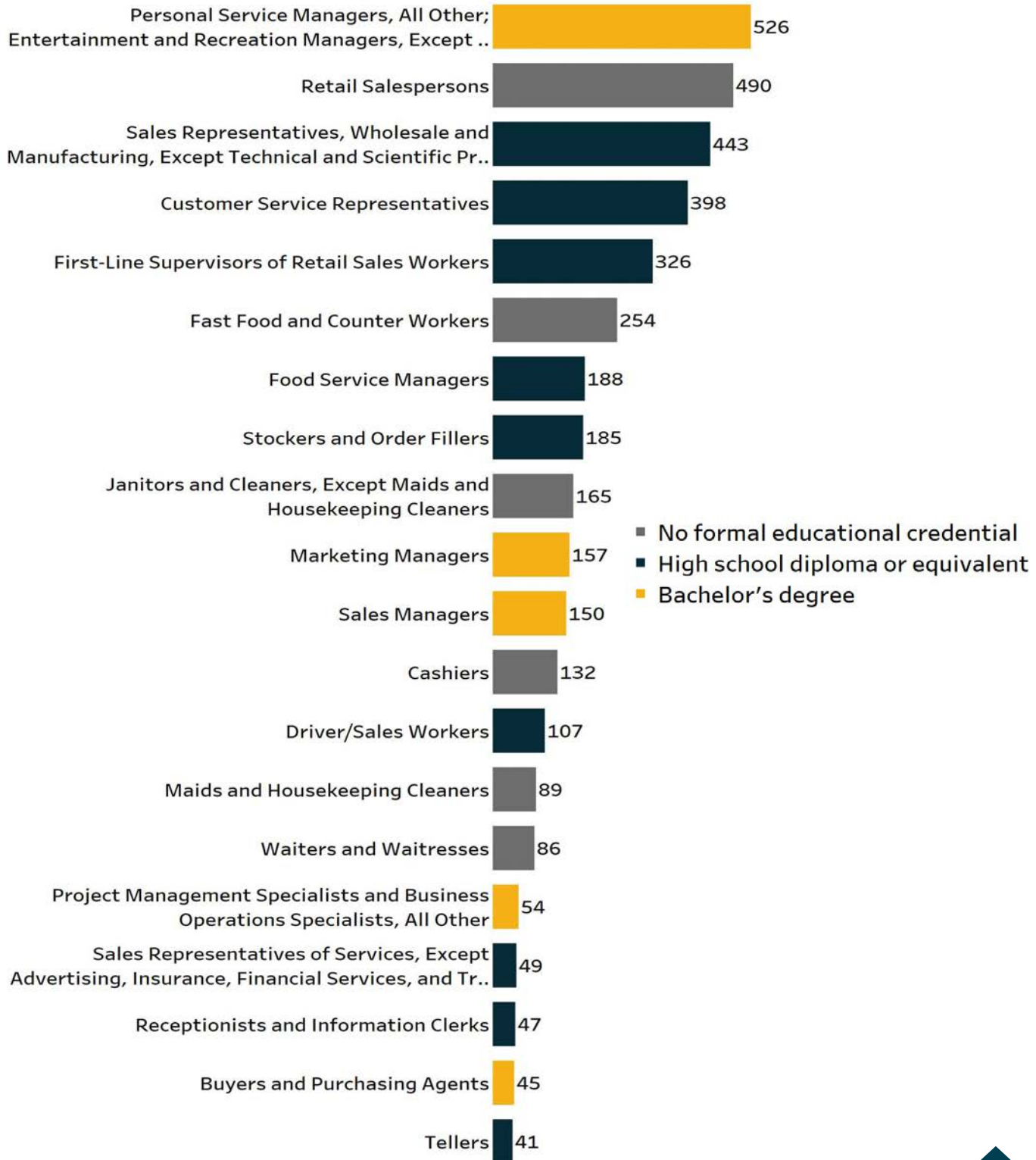
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 4,485 postings in 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other is the highest in-demand customer service occupation during 2021, with 526 postings. Other top posted jobs include Retail Salespersons (490 postings), Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (443 postings), Customer Service Representatives (398 postings), and First-Line Supervisors of Retail Sales Workers (326 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, earns a median hourly wage of \$46.73 or \$97,195 annually.

Wage Overview for Top Posted Customer Service Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$18.08	\$33.53	\$46.73	\$60.44	\$73.05
41-2031	Retail Salespersons	\$9.65	\$10.27	\$11.32	\$13.70	\$17.74
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.42	\$19.24	\$24.94	\$38.87	\$52.11
43-4051	Customer Service Representatives	\$10.36	\$12.46	\$16.06	\$20.07	\$24.73
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.68	\$14.01	\$17.98	\$24.74	\$33.82
35-3023	Fast Food and Counter Workers	\$9.65	\$9.77	\$10.61	\$11.50	\$16.34
11-9051	Food Service Managers	\$18.65	\$21.30	\$26.52	\$33.98	\$48.85
53-7065	Stockers and Order Fillers	\$10.00	\$10.81	\$12.23	\$15.02	\$19.34
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.80	\$10.69	\$12.30	\$16.72	\$20.04
11-2021	Marketing Managers	\$32.05	\$37.44	\$47.14	\$62.07	\$82.91

In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Cash Register
- Customer Experience

In-Demand Foundational Skills

- Customer Service
- Communications
- Sales
- Management
- Leadership

In-Demand Certifications

- Project Management Professional (PMP)
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- ServSafe Certification
- Security Clearance

In-Demand Education Level*

- High School Diploma: 30.5%
- Associate Degree: 5.2%
- Bachelor's Degree: 21.9%
- Master's Degree: 3.9%

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

Top Posting Employers

- Meijer
- Facebook
- Pizza Hut
- State Farm
- Dollar General
- McDonald's
- Lowe's
- Pilot Flying J
- Verizon Communications
- Love's

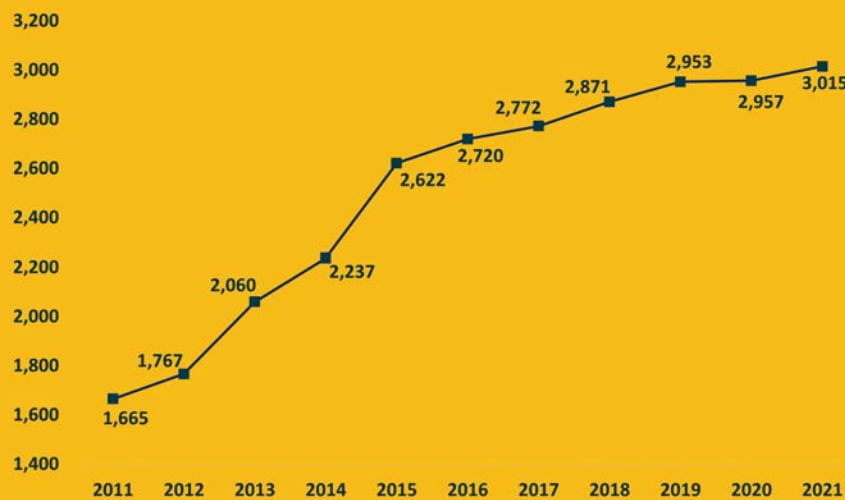
Job Postings by City

- Lansing: 2,724 Postings
- Charlotte: 608 Postings
- Grand Ledge: 563 Postings
- Eaton Rapids: 204 Postings
- Dimondale: 180 Postings
- Pottsville: 90 Postings
- Olivet: 38 Postings
- Bellevue: 34 Postings
- Sunfield: 19 Postings
- Mulliken: 16 Postings

ENERGY OCCUPATION GROUP

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

Employment Over Time
2011-2021



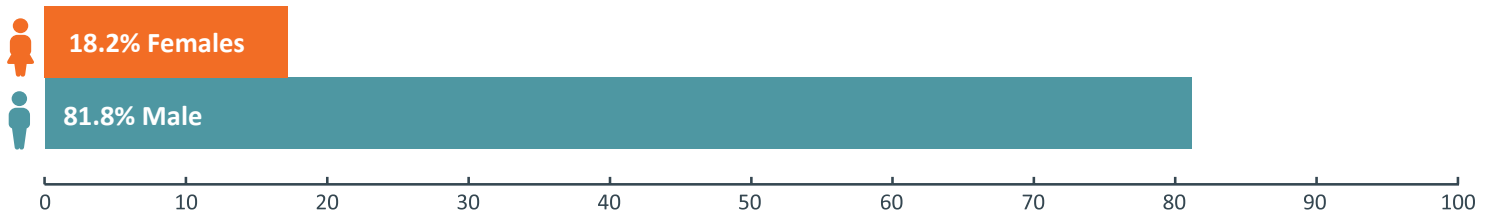
3,015 Energy Workers
2.0% Increase from 2020



Energy Worker Demographics

In 2021, there were 3,015 workers in the energy occupation group. This group is primarily made up of males (81.8 percent) between the ages of 25 and 54 (70.9 percent), with 18.2 percent of workers identifying as female and just 13.6 percent identifying as a racial minority. In 2021, 6.3 percent of the workers in the occupation group are under the age of 25 compared to the 22.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

86.4% White | 6.2% Black or African-American | 3.5% Hispanic or Latino

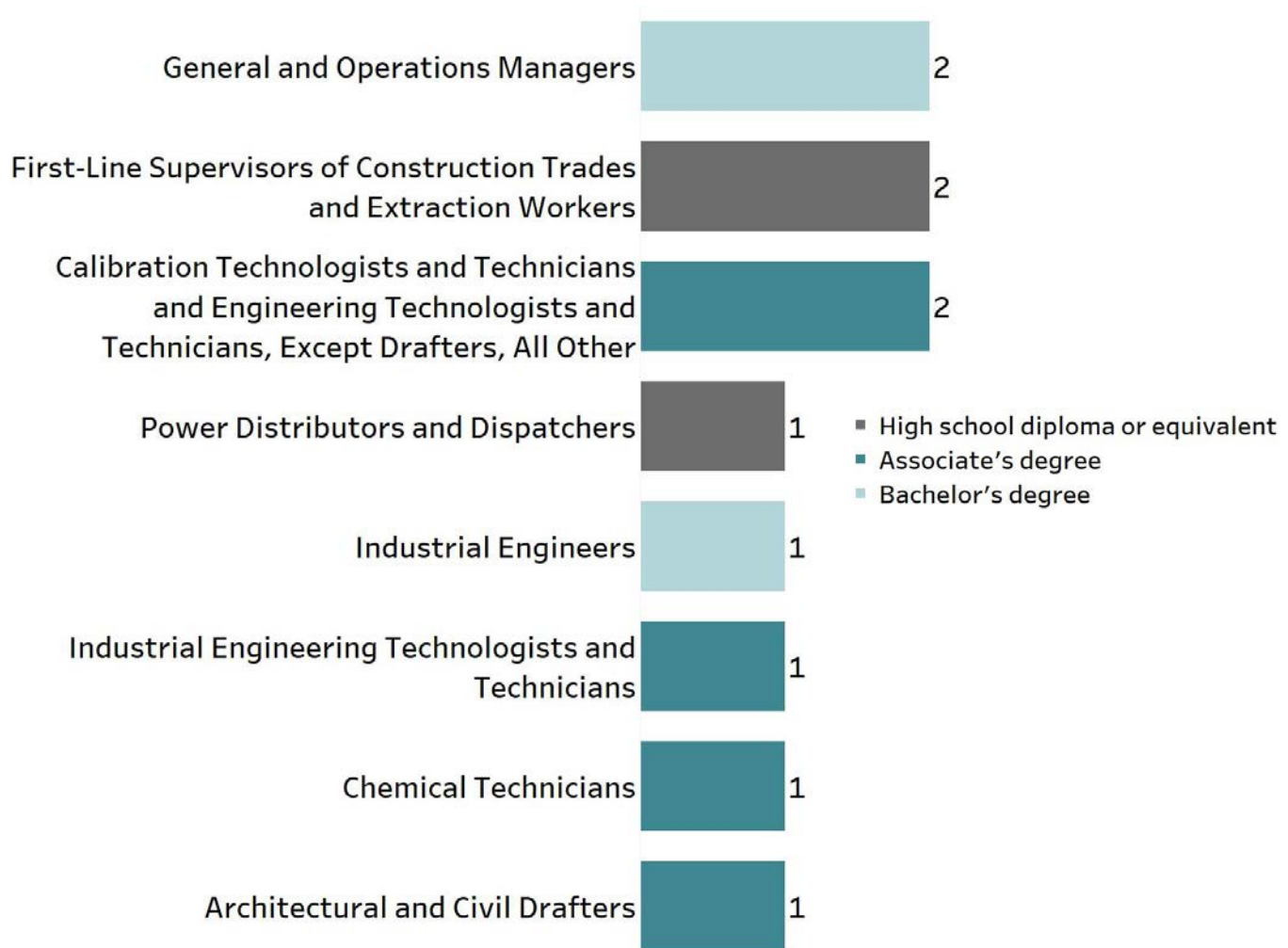
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year there were 11 postings for energy workers, with General and Operations Managers, Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other, and First-Line Supervisors of Construction Trades and Extraction Workers tying for the most sought-after occupation by energy industry employers during 2021, each with 2 postings. Other top posted jobs include Industrial Engineers (1 posting), Architectural and Civil Drafters (1 posting), and Industrial Engineering Technologists and Technicians (1 posting).



Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top energy occupations has a median wage over \$22.00 per hour. A top posted energy job, such as General and Operations Managers, offers a median hourly wage of \$88.21, or annual earnings of approximately \$183,476. Technician and construction-focused positions related to energy generally have shorter-term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.27	\$17.72	\$22.19	\$30.09	\$34.63
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$21.50	\$26.62	\$33.42	\$40.13	\$49.34
11-1021	General and Operations Managers	\$21.62	\$34.47	\$51.38	\$66.27	\$88.21
17-3011	Architectural and Civil Drafters	\$15.90	\$18.74	\$22.38	\$26.53	\$29.41
19-4031	Chemical Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3026	Industrial Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-2112	Industrial Engineers	\$29.03	\$34.20	\$41.03	\$51.26	\$61.76
51-8012	Power Distributors and Dispatchers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Electrical Power Transmission and Distribution
- Chemistry
- Construction
- Construction Management
- Customer Satisfaction

In-Demand Foundational Skills

- Operations
- Management
- Accountability
- Ability To Meet Deadlines
- Valid Driver's License

In-Demand Certifications

- Commercial Driver's License (CDL)

In-Demand Education Level*

- High School Diploma: 54.5%
- Associate Degree: 9.1%
- Bachelor's Degree: 18.2%
- Master's Degree: 9.1%

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

Top Posting Employers

- Consumers Energy
- Crossfire
- UGI
- Ecoplexus
- WEC Energy Group
- DTE Energy
- Baker Hughes

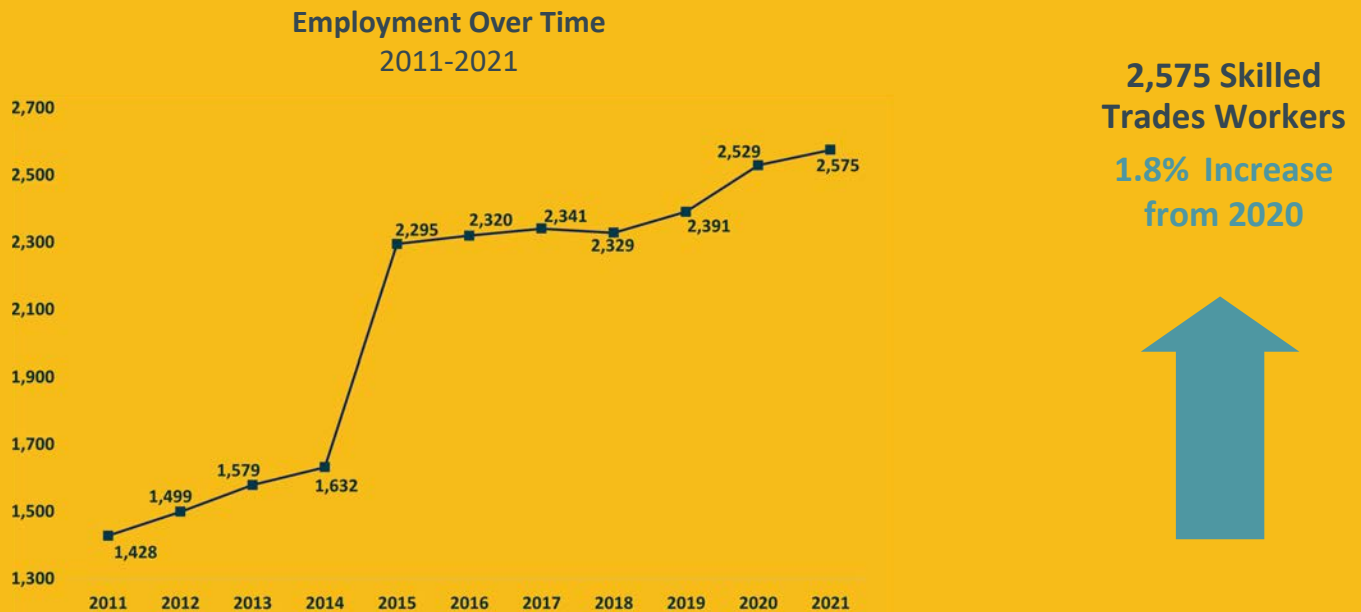
Job Postings by City

1. Lansing: 8 Postings
2. Bellevue: 1 Posting
3. Eaton Rapids: 1 Posting
4. Olivet: 1 Posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

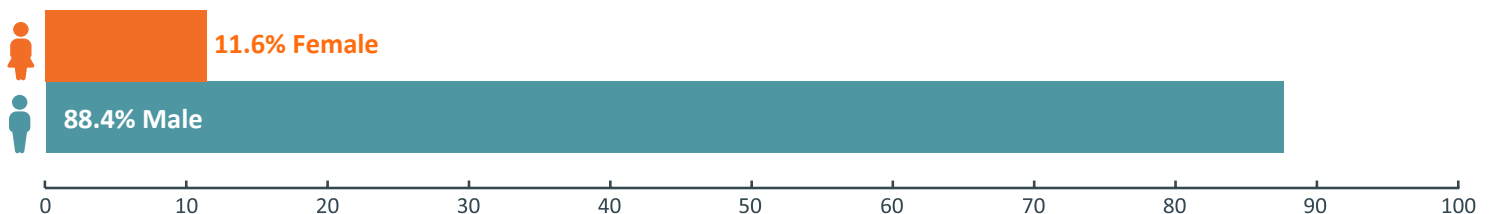
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 2,575 workers in Eaton County. The majority of skilled trades workers are male (88.4 percent) between the ages of 25 and 54 (66.8 percent). Due to the aging workforce, additional outreach will be necessary as 25.7 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

85.5% White | 6.5% Black or African-American | 4.5% Hispanic or Latino

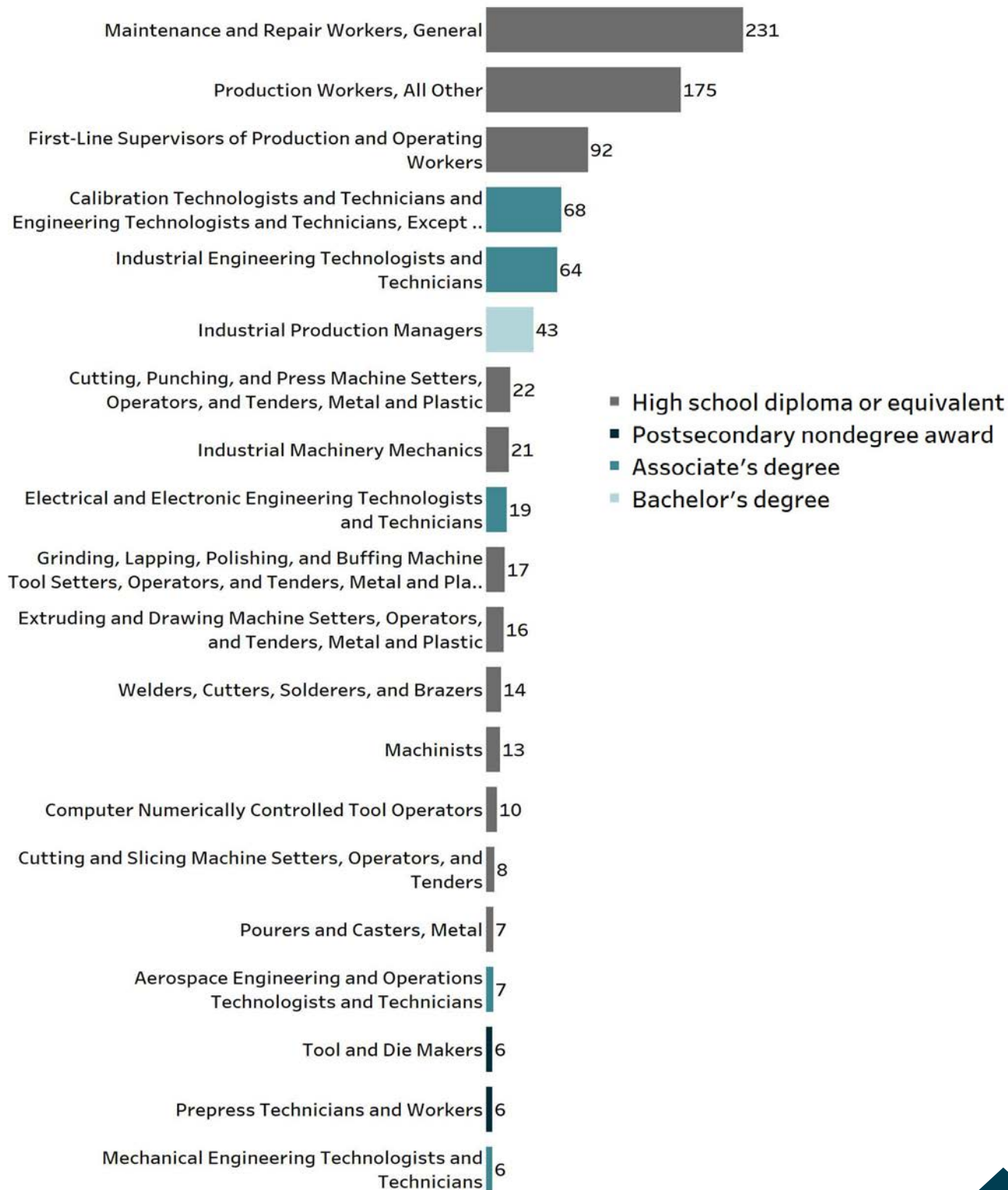
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2021, with 231 postings. Other top posted jobs include Production Workers, All Other (175 postings), First-Line Supervisors of Production and Operating Workers (92 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (68 postings), and Industrial Engineering Technologists and Technicians (64 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have a median wage above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$14.71, which translates to an annual salary of about \$30,597. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$49.52 or \$103,004 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 2021

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	\$11.94	\$12.98	\$14.71	\$20.94	\$28.11
51-9199	Production Workers, All Other	\$10.44	\$11.44	\$13.14	\$15.01	\$19.19
51-1011	First-Line Supervisors of Production and Operating Workers	\$16.88	\$21.89	\$32.08	\$40.69	\$48.99
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.27	\$17.72	\$22.19	\$30.09	\$34.63
17-3026	Industrial Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3051	Industrial Production Managers	\$31.54	\$38.97	\$49.52	\$62.66	\$79.18
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$12.65	\$13.90	\$16.30	\$19.76	\$24.82
49-9041	Industrial Machinery Mechanics	\$17.33	\$20.99	\$24.84	\$30.85	\$38.17
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.84	\$21.50	\$30.57	\$34.02	\$37.47
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$12.85	\$14.03	\$16.77	\$21.82	\$24.89

In-Demand Technical Skills

- Machinery
- Machine Operation
- HVAC
- Process Improvement
- Plumbing

In-Demand Foundational Skills

- Communications
- Operations
- Troubleshooting
- Management
- Detail Oriented

In-Demand Certifications

- Commercial Driver's License (CDL)
- Pesticide Applicator License
- EPA 608 Technician Certification
- American Society For Quality (ASQ) Certified
- Certified Forklift Operator

In-Demand Education Level*

- High School Diploma: 37.8%
- Associate Degree: 11.1%
- Bachelor's Degree: 14.2%
- Master's Degree: 1.9%

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

Top Posting Employers

- ResourceMFG
- The Shyft Group
- Spartan Motors
- Diverse Staffing
- WestRock
- Alro Steel
- Barnes Group
- Linn Products
- REV Group
- Peckham

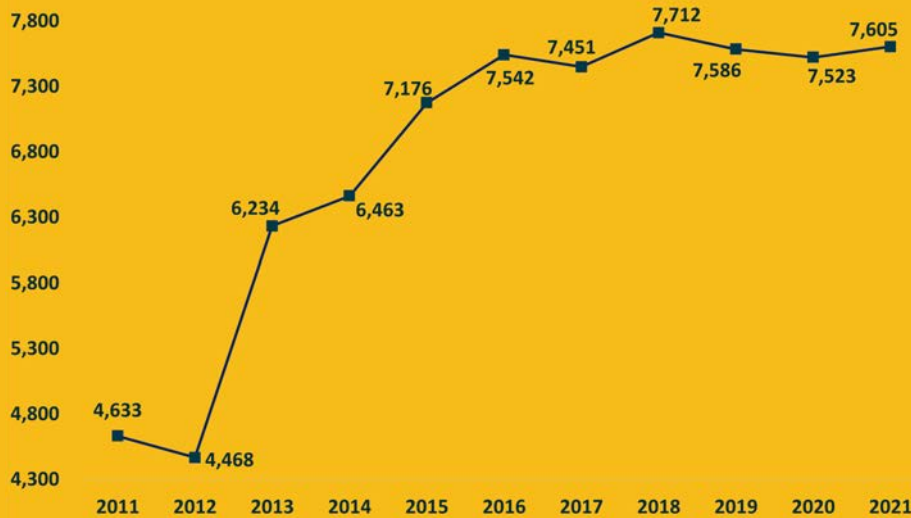
Job Postings by City

1. Lansing: 472 Postings
2. Charlotte: 186 Postings
3. Grand Ledge: 81 Postings
4. Eaton Rapids: 79 Postings
5. Potterville: 26 Postings
6. Dimondale: 13 Postings
7. Olivet: 6 Postings
8. Sunfield: 5 Postings
9. Bellevue: 4 Postings
10. Mulliken: 3 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, distribution, and logistics (TDL) workers efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

Employment Over Time
2011-2021



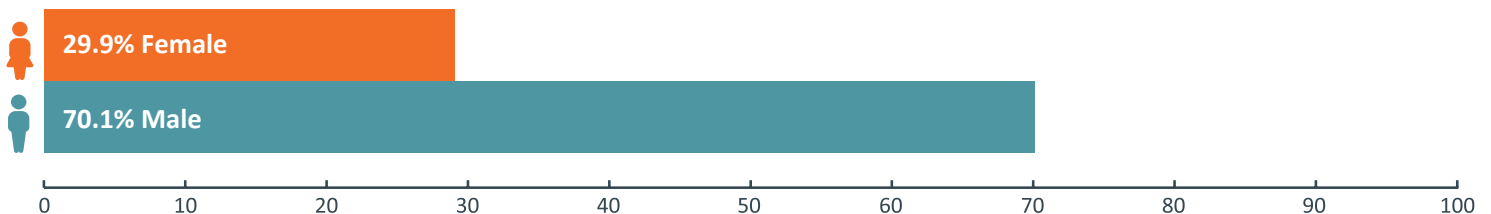
7,605 TDL Workers
1.1% Increase from 2020



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 7,605 individuals in 2021. These workers are 70.1 percent male and 77.9 percent white. The majority, or 61.8 percent of the workforce, are between the ages of 25 through 54 years of age.

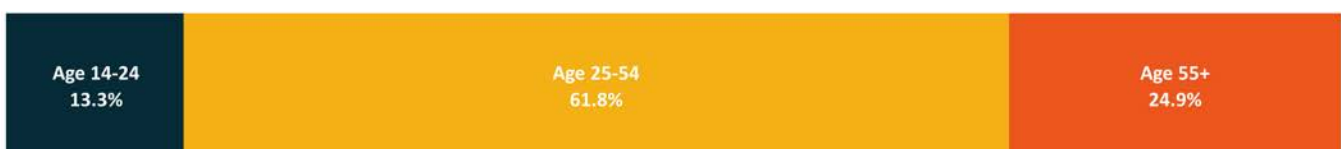
Worker Gender Demographics



Race and Ethnicity Demographics

77.9% White | 12.4% Black or African-American | 5.4% Hispanic or Latino

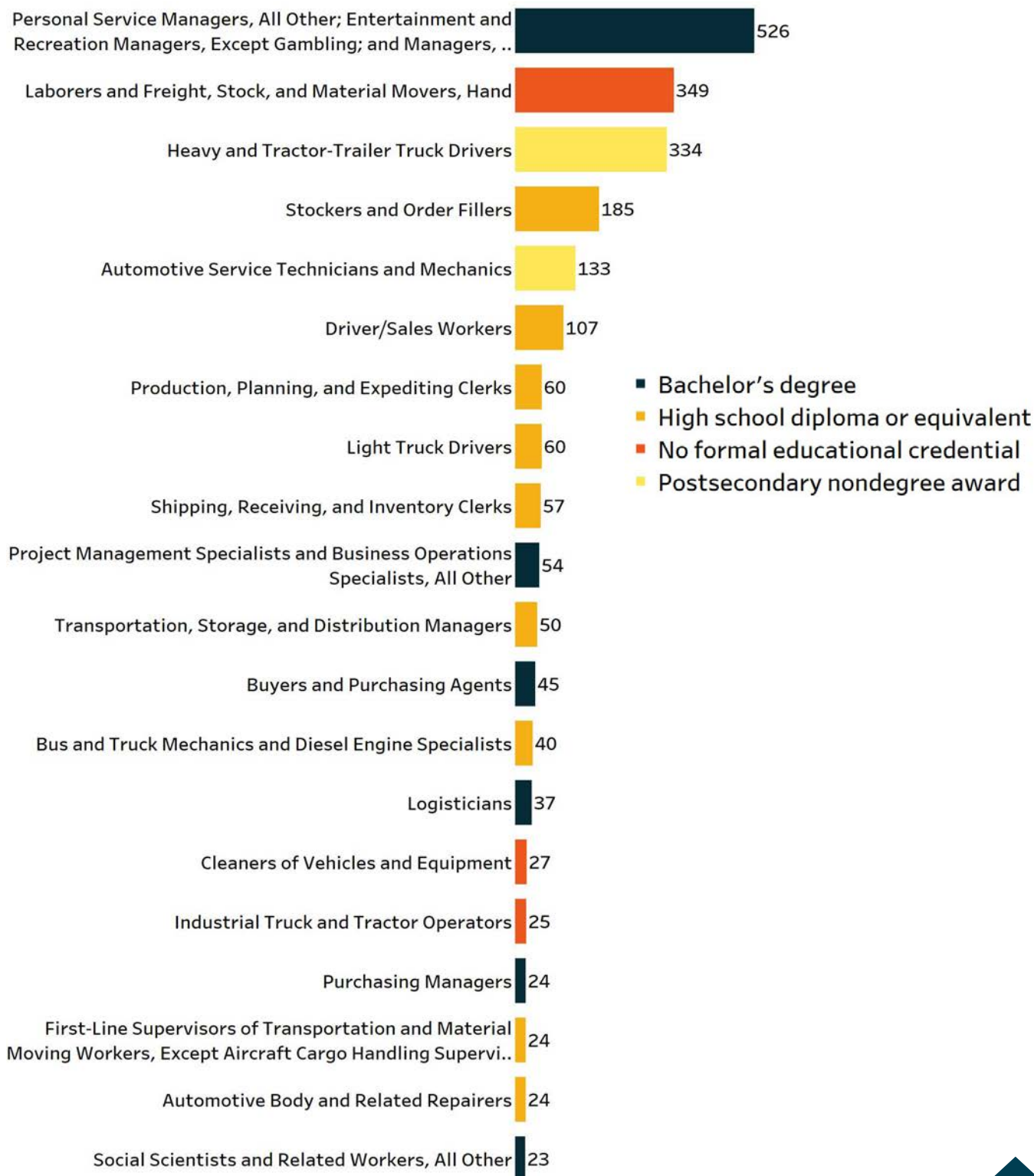
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 32,454 postings in 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other was the highest in-demand TDL occupation, with 5,456 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (4,857 postings), Stockers and Order Fillers (2,971 postings), Automotive Service Technicians and Mechanics (2,700 postings), and Heavy and Tractor-Trailer Truck Drivers (2,294 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

All the top ten in-demand TDL occupations offer median wages above \$12.00 per hour. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, the top posted TDL job, pays a median hourly wage of \$46.73, or an annual salary of nearly \$97,195. Roles that require more education and experience, such as Project Management Specialists and Business Operations Specialists, All Other, typically offer wages over \$30.00 per hour.

Wage Overview for Top Posted TDL Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$18.08	\$33.53	\$46.73	\$60.44	\$73.05
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.60	\$12.17	\$15.01	\$18.78	\$22.90
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$15.21	\$18.69	\$22.64	\$27.66	\$32.82
53-7065	Stockers and Order Fillers	\$10.00	\$10.81	\$12.23	\$15.02	\$19.34
49-3023	Automotive Service Technicians and Mechanics	\$10.45	\$14.89	\$21.27	\$29.04	\$48.90
53-3031	Driver/Sales Workers	\$10.25	\$11.15	\$12.62	\$15.04	\$22.16
53-3033	Light Truck Drivers	\$10.61	\$12.16	\$19.39	\$25.53	\$36.73
43-5061	Production, Planning, and Expediting Clerks	\$12.67	\$15.49	\$19.03	\$26.62	\$31.09
43-5071	Shipping, Receiving, and Inventory Clerks	\$11.84	\$13.75	\$16.72	\$20.90	\$28.24
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$20.01	\$25.91	\$32.81	\$37.80	\$43.41

In-Demand Technical Skills

- Warehousing
- Palletizing
- Forklift Truck
- Project Management
- Merchandising

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Valid Driver's License

In-Demand Certifications

- Commercial Driver's License (CDL)
- Project Management Professional Certification
- Certified Forklift Operator
- Hazmat Endorsement
- Tanker Endorsement

In-Demand Education Level*

- High School Diploma: 28.0%
- Associate Degree: 5.7%
- Bachelor's Degree: 19.1%
- Master's Degree: 4.1%

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

Top Posting Employers

- Meijer
- The Shyft Group
- Ryder
- Walmart
- Facebook
- Chevrolet
- United States Postal Service
- Spartan Motors
- Lowe's
- Ernst & Young

Job Postings by City

1. Lansing: 1,417 Postings
2. Charlotte: 360 Postings
3. Grand Ledge: 259 Postings
4. Dimondale: 143 Postings
5. Eaton Rapids: 103 Postings
6. Potterville: 33 Postings
7. Bellevue: 27 Postings
8. Sunfield: 25 Postings
9. Olivet: 23 Postings
10. Mulliken: 17 Postings

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