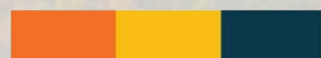


WIN

WORKFORCE
INTELLIGENCE
NETWORK



Research. Engagement. Solutions

LABOR MARKET REPORT EATON COUNTY

January - December 2022

INTRODUCTION

EATON COUNTY

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, 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 2022 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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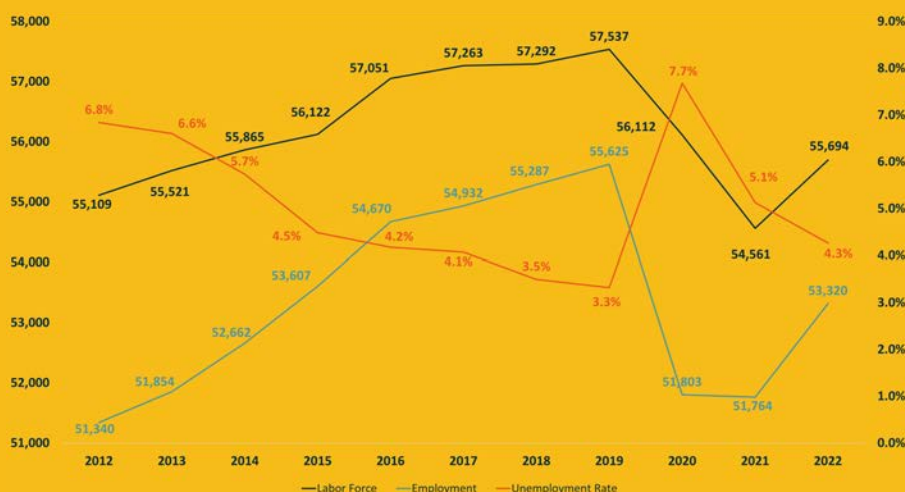
State of the Labor Market in Eaton County

The COVID-19 recovery continued to cause shifts in the labor market through 2022. The labor force increased by 1,133 individuals (2.1 percent) while employment also increased by 1,556 individuals (3.0 percent) from 2021. Unemployment went down by 424 workers and the unemployment rate continued its recovery, decreasing 0.9 percentage points from 5.1 percent in 2021 to 4.3 percent in 2022. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers tops the list as the most demanded occupation in 2022. The COVID-19 pandemic and subsequent recovery efforts have seen a shift with in-demand occupations, as retail, customer service, and management occupations round out the top ten in-demand occupations through 2022.

Annual Labor Market Information

The labor force in Eaton County saw an uptick in 2022, increasing by 1,133 individuals (2.1 percent) from the prior year. Employment increased by 1,556 workers (3.0 percent) over the same period, while unemployment decreased by 424 workers (15.1 percent) for a total of 2,374 unemployed workers in 2022. The unemployment rate decreased in 2022 to 4.3 percent, a fall of 0.8 percentage points from 2021 and 3.4 points since the 7.7 percent spike in 2020. This improvement may reflect the outcome of pandemic-related government health restrictions being relaxed.

Annual Labor Force, Employment, Unemployment Rate 2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has decreased since Q3 2022. In Q4 2022, there was an monthly average of 5,262 unique postings in Eaton County, a decrease of 323 postings from the monthly average of 5,584 postings recorded in Q3. The second quarter had the highest recorded postings in 2022 with an average of 6,106 postings, an increase of 521 postings (9.3 percent) over Q1 2022. The decrease since Q2 is a possible indication that post Covid-19 economic recovery has finally peaked.

Quarterly Posting Analysis Eaton County 2022



Key Findings

50%

Employer demand increased by 49.9 percent, a gain of 9,072 job postings since 2021

Bachelor's Degree

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

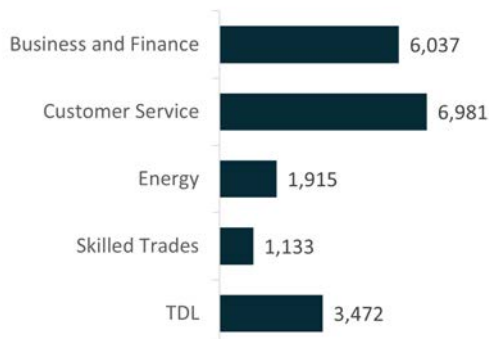
54,644

an increase of 2,016 workers (3.8 percent) since Q4 2021

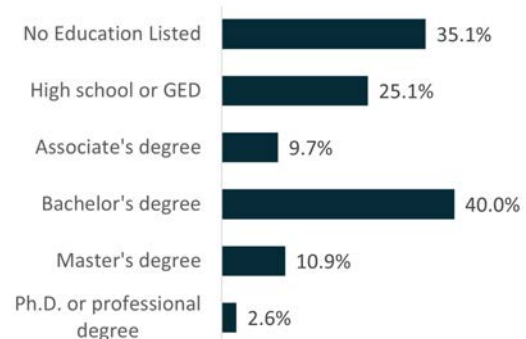
During 2022, there were 27,254 job postings, 9,072 more than the 18,182 postings made during 2021 in Eaton County. The second quarter in 2022 saw the highest demand for the year with 6,106 postings, a 9.3 percent increase over Q1 2022. The top posted occupations in 2022 include Software Developers, Computer Occupations, All Other, Managers, All Other, Registered Nurses, and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products. For more information about in-demand job postings, see page 7.

Of the 27,254 unique postings in Eaton County during 2022, 6,853 (25.1 percent) required a high school diploma or equivalent, while 13,546 postings (49.7 percent) required a college degree. An additional 1,398 postings (13.5 percent) required an advanced degree. The need for workers at high- and middle-skill levels is reflected in the varying in-demand occupations for 2022.

Top 5 Posting Occupation Groups 2022



Education Levels In-Demand 2022



The quarterly labor market shifts that were seen in 2021, following the start of COVID-19 recovery efforts, have remained consistent through 2022. The first quarter of 2022 saw an initial decrease in the labor force and employment, with unemployment and the unemployment rate increasing by 0.4 percent. The labor force and employment numbers peaked in Q4 with a high of 56,605 individuals and 54,644 workers respectively, as unemployment decreased to 1,962 workers and the unemployment rate ended the year at 3.5 percent. For more information about this year's unemployment rate and other labor market indicators, see 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	54,797	54,479	55,958	55,733	56,605	873	1.6%	1,809	3.3%
Employment	52,628	52,083	53,442	53,110	54,644	1,533	2.9%	2,016	3.8%
Unemployment	2,169	2,396	2,516	2,622	1,962	-661	-25.2%	-207	-9.6%
Unemployment Rate	4.0%	4.4%	4.5%	4.7%	3.5%	-1.2%	na	-0.5%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2022, labor force participation totaled 55,694 individuals, an increase of 1,133 individuals over 2021. Employment also increased slightly to 53,320 workers in 2022, an increase of 1,556 workers. Unemployment decreased to 2,374 workers, down by 424 workers while the unemployment rate declined by 0.9 percent for a 2022 unemployment rate of 4.3 percent.

Annual Labor Market Data 2012-2022

	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	55,109	55,521	55,865	56,122	57,051	57,263	57,292	57,537	56,112	54,561	55,694	1,133	2.1%
Employment	51,340	51,854	52,662	53,607	54,670	54,932	55,287	55,625	51,803	51,764	53,320	1,556	3.0%
Unemployment	3,769	3,667	3,204	2,516	2,381	2,331	2,004	1,912	4,309	2,798	2,374	-424	-15.1%
Unemployment Rate	6.8%	6.6%	5.7%	4.5%	4.2%	4.1%	3.5%	3.3%	7.7%	5.1%	4.3%	-0.9%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 56,572 individuals in the labor force, meaning they were either working or looking for work, in Eaton County. Slightly less than half of the population, 53,931 individuals (49.5 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 25.6 percent, compared to females under the age of 25 reporting an unemployment rate of 21.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	56,572	53,931	2,641	4.7%
Sex				
Male 16+	28,976	27,413	1,563	5.4%
16-19	1,217	998	219	18.0%
20-24	2,575	2,380	195	7.6%
25-54	18,616	17,684	932	5.0%
55-64	5,036	4,862	174	3.5%
65 Plus	1,532	1,489	43	2.8%
Female 16+	27,596	26,518	1,078	3.9%
16-19	1,069	934	135	12.6%
20-24	2,985	2,710	275	9.2%
25-54	16,923	16,404	519	3.1%
55-64	5,185	5,105	80	1.5%
65 Plus	1,434	1,365	69	4.8%
Race				
White	47,904	46,036	1,868	3.9%
Black / African American	4,168	3,689	479	11.5%
Native American	154	137	17	11.0%
Asian	1,536	1,524	12	0.8%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	790	724	66	8.4%
Two or More Races	2,124	1,939	185	8.7%
Ethnicity				
Hispanic	3,288	3,029	260	7.9%

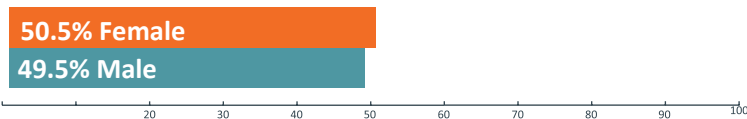
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Eaton County decreased by about 0.7 percent between 2020 and 2021. During 2021, there were 108,972 people were living in the county. The sex of the populace was split almost evenly, with about 50.5 percent of the population identifying as female and the other 49.5 percent identifying as male. A majority of the population identified as White (84.8 percent) with the second largest number of individuals identifying as Black or African American (7.2 percent). The region is facing an aging populace; with 33.1 percent of the population over the age of 54, compared to 29.5 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



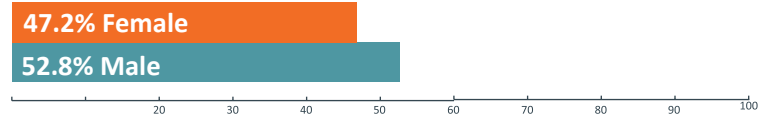
Population Age Demographics



2022 Current Workforce

In 2022, the workforce had a total of 44,469 individuals working in Eaton County. A slight majority, 52.8 percent (22,875 workers) were male, while 47.2 percent (20,439 workers) of the workforce was female. Most workers in the county identified as white, accounting for 81.1 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 5.1 percent. Much of the workforce in Eaton County are between the ages of 25 through 54 (62.1 percent), while 23.2 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

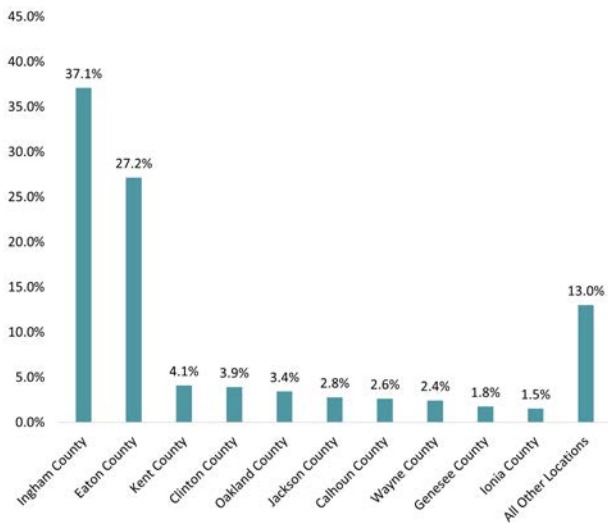


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

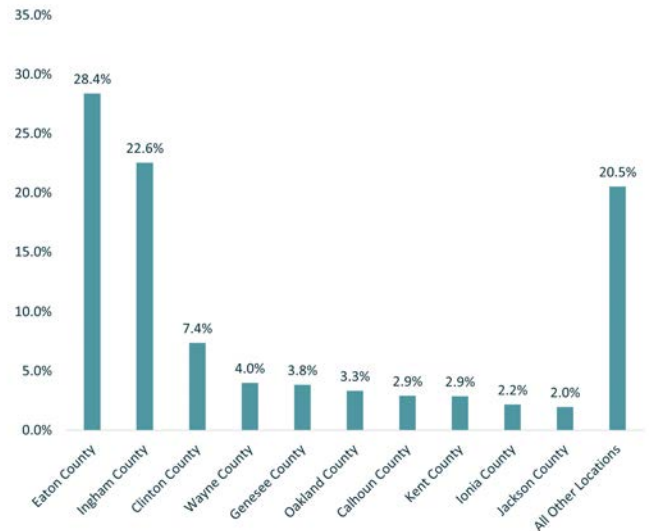
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Eaton County's workforce consisted of 43,183 residents. There were 11,729 (27.2 percent) residents living and working within the county, while the remaining 31,454 residents (72.8 percent) traveled outside of the county for work. There were 41,314 workers employed in the county during 2020. Of those, 29,585 workers (71.6 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

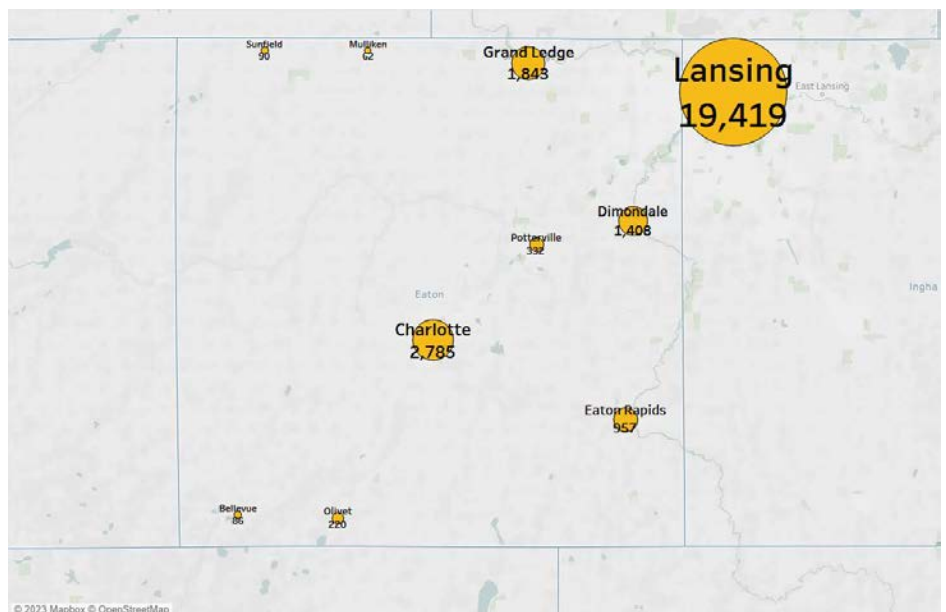


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

Job Postings by City

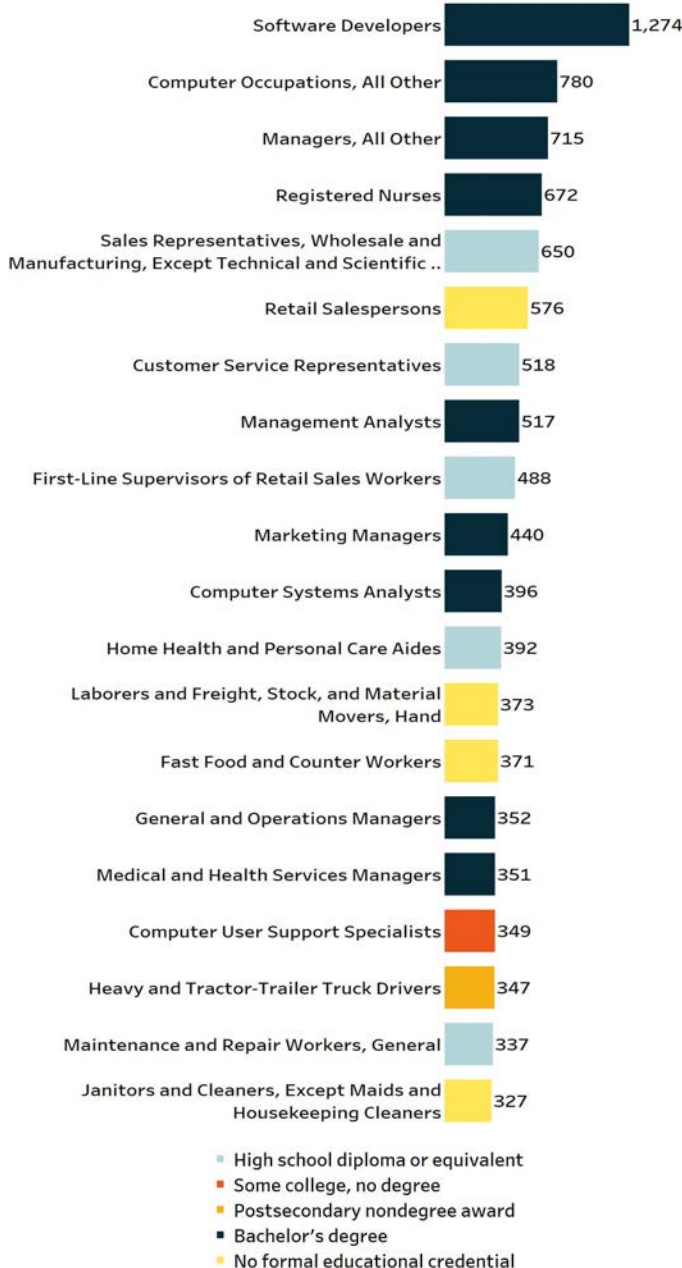
1. Lansing: 19,419 Postings
2. Charlotte: 2,785 Postings
3. Grand Ledge: 1,843 Postings
4. Dimondale: 1,408 Postings
5. Eaton Rapids: 957 Postings
6. Pottersville: 332 Postings
7. Olivet: 220 Postings
8. Sunfield: 90 Postings
9. Bellevue: 86 Postings
10. Mulliken: 62 Postings



TOP POSTED JOBS

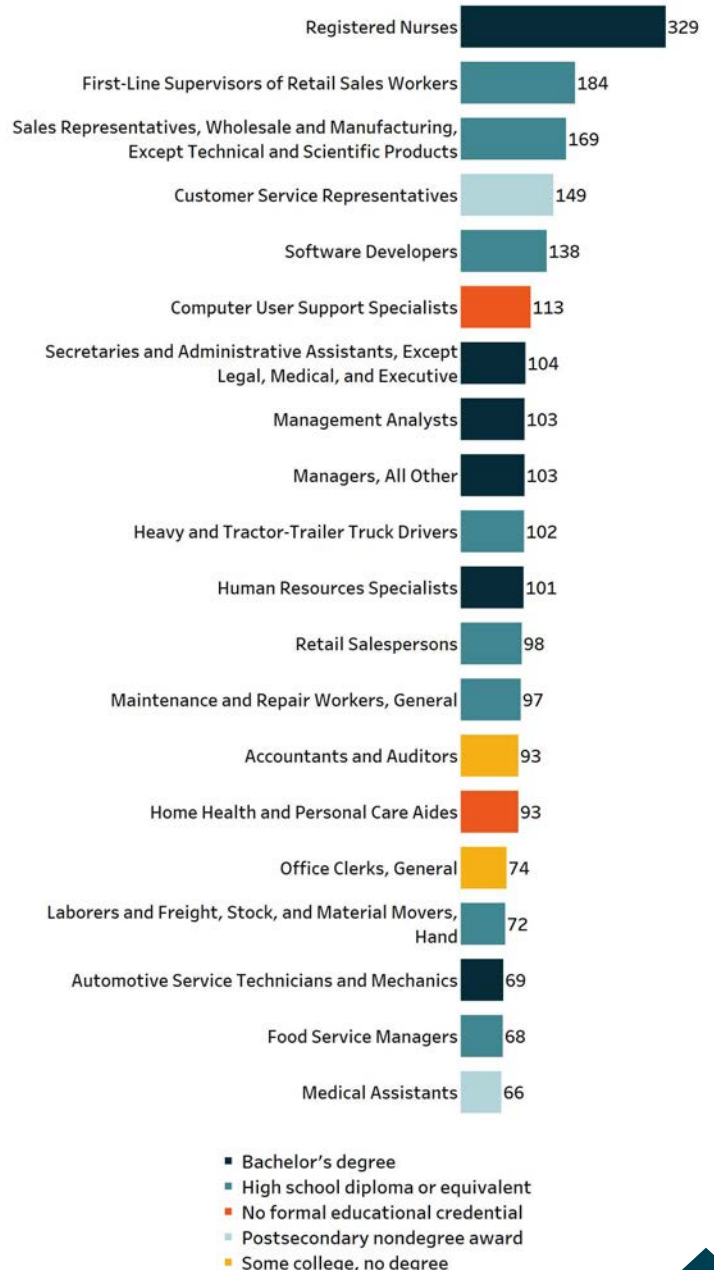
Top Posted Jobs: 2021

Software Developers is the top posted occupation for 2022, with 1,274 unique online job postings, and requires a bachelor's degree with no formal training. Computer Occupations, All Other (780 postings) and Managers, All Other (715 postings) round out the top three demanded occupations, requiring a bachelor's degree for both. Eleven 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

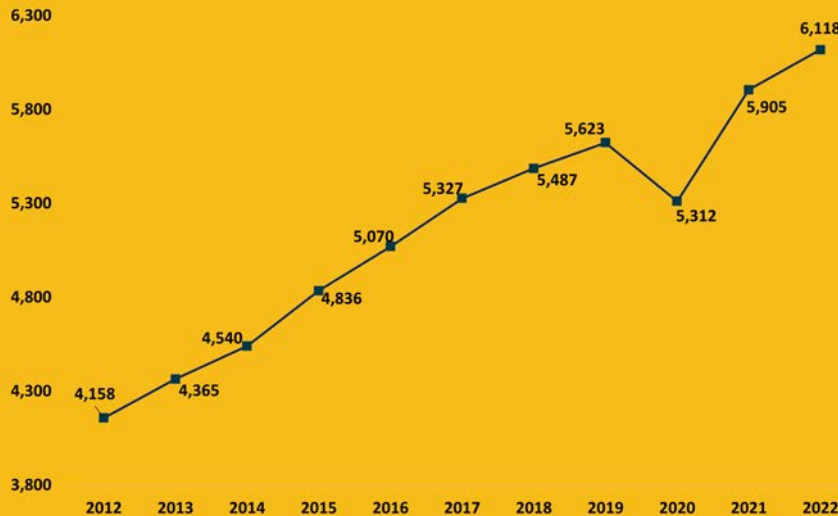
Entry-level jobs, which usually require zero to two years of previous experience, account for 22.0 percent of postings in Eaton County. Six of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 37.2 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 329 postings followed by First-Line Supervisor of Retail Sales Workers 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
2012-2022



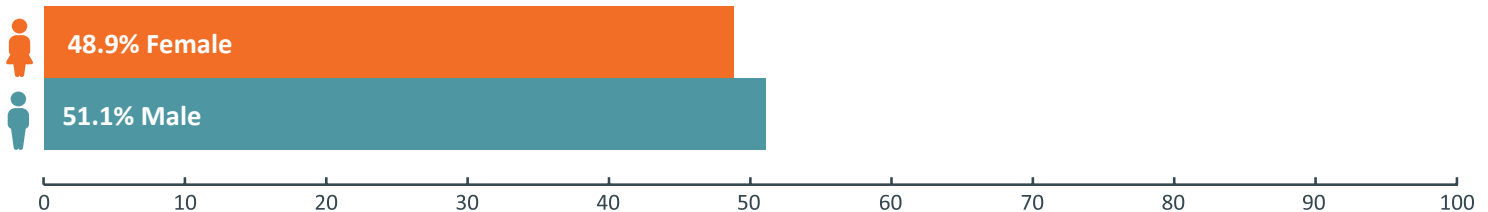
**6,118 Business
and Finance
Workers**
**3.6% Increase
from 2021**



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 6,118 workers. More than half the working population identify as female (48.9 percent), however, 88.3 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 24.8 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

88.3% White | **5.4% Black or African-American** | **2.8% Hispanic or Latino**

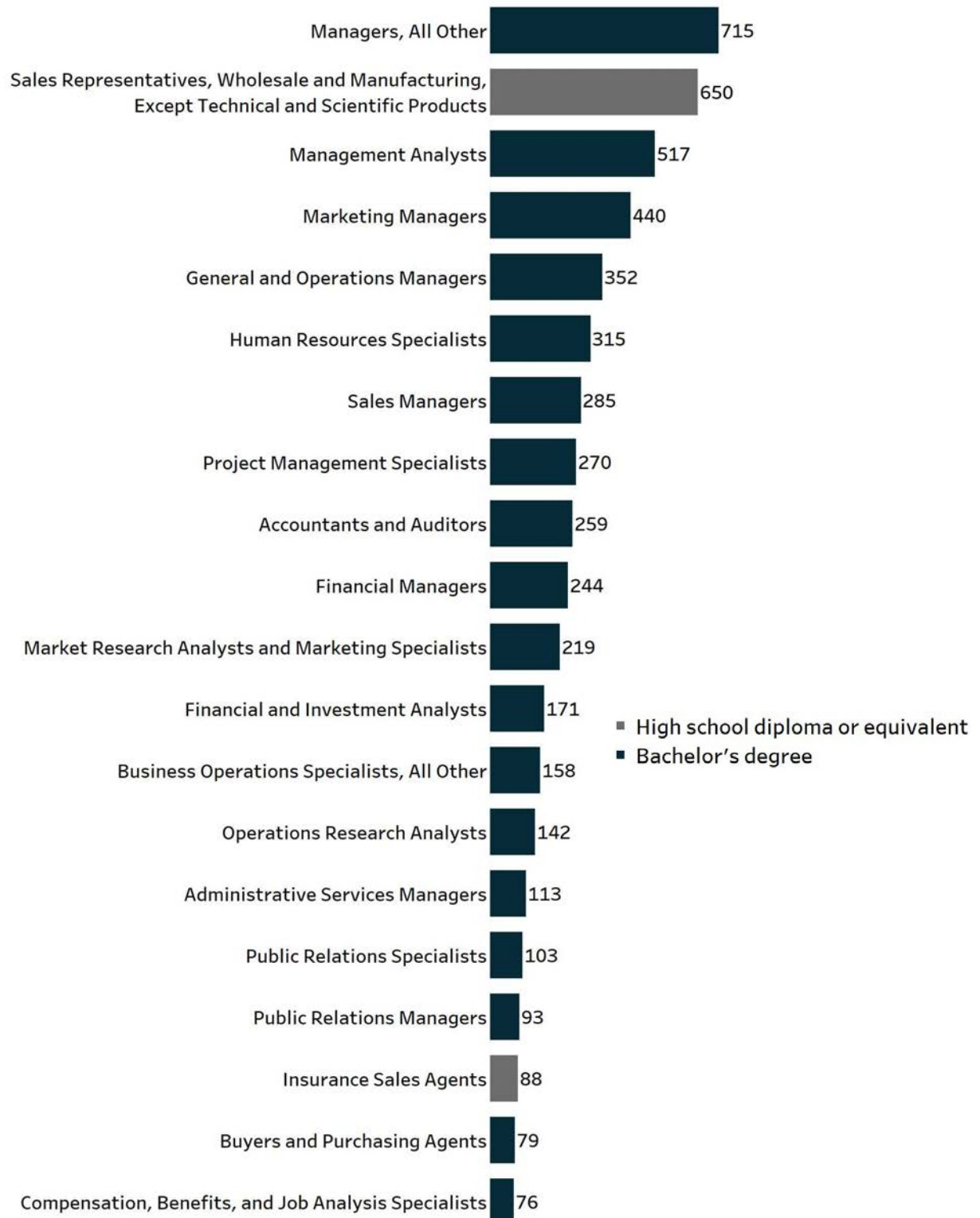
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 6,037 business and finance postings during 2022. Managers, All Other is the top in-demand occupation with 715 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (650 postings) is the second-highest demanded, while Management Analysts (517 postings), General and Operations Managers (352 postings), and Human Resources Specialists (315 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, Managers, All Other offers a median hourly wage of \$45.75, translating to annual earnings of approximately \$95,160. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$22.40	\$35.40	\$45.75	\$59.07	\$74.84
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.76	\$19.00	\$29.56	\$39.18	\$59.43
13-1111	Management Analysts	\$22.14	\$28.22	\$35.35	\$46.12	\$59.23
11-2021	Marketing Managers	\$29.40	\$36.63	\$48.42	\$66.18	\$97.27
11-1021	General and Operations Managers	\$22.54	\$30.55	\$47.69	\$61.23	\$88.54
13-1071	Human Resources Specialists	\$21.60	\$22.89	\$28.98	\$37.00	\$40.68
11-2022	Sales Managers	\$28.75	\$37.00	\$55.68	\$75.80	\$95.87
13-1082	Project Management Specialists	\$22.90	\$29.03	\$37.00	\$46.12	\$58.39
13-2011	Accountants and Auditors	\$23.10	\$29.03	\$33.19	\$38.51	\$48.80
11-3031	Financial Managers	\$35.44	\$44.57	\$48.31	\$72.59	\$94.23

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Project Management

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 19.3%
- Associate Degree: 9.2%
- Bachelor's Degree: 71.4%
- Master's Degree: 16.9%

**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

- State Of Michigan
- Meta
- Salesforce
- ICF International
- Guidehouse
- US Bank
- Deloitte
- Randstad
- Ernst & Young
- Highmark Health

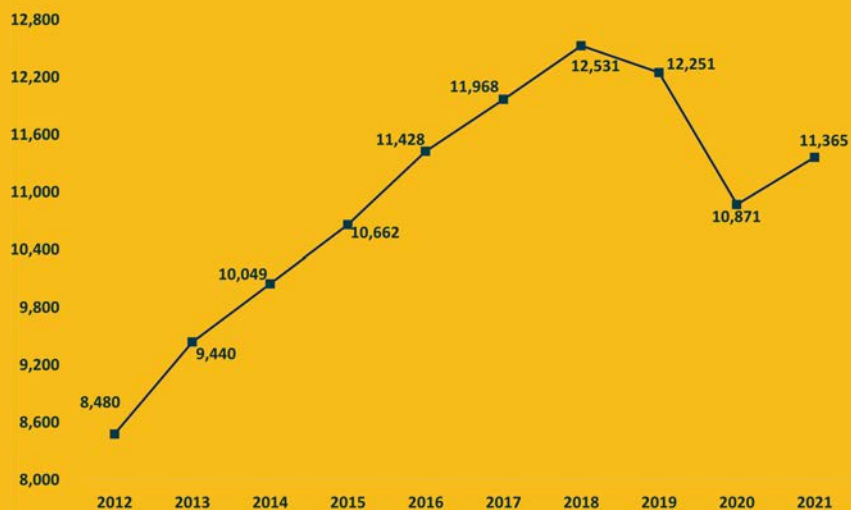
Job Postings by City

- Lansing: 5,158 Postings
- Charlotte: 288 Postings
- Dimondale: 281 Postings
- Grand Ledge: 176 Postings
- Eaton Rapids: 82 Postings
- Pottsville: 27 Postings
- Olivet: 8 Postings
- Sunfield: 6 Postings
- Mulliken: 5 Postings
- Bellevue: 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
2012-2022



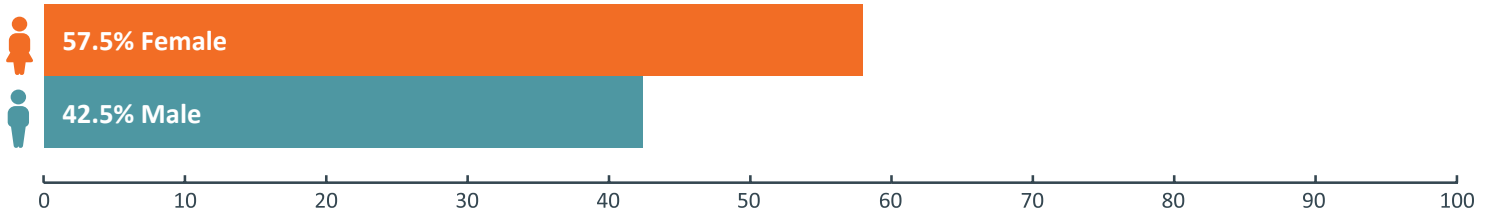
**11,365 Customer
Service Workers**
4.5% Increase
from 2021



Customer Service Worker Demographics

In 2022, there were 11,645 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the year, 57.5 percent of workers identified as female, while 20.7 percent of workers in customer service identified as a racial minority. About 28.2 percent of customer service workers were under the age of 25, as compared to the 55 and older age group which was 20.4 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

79.3% White | **9.7% Black or African-American** | **5.9% Hispanic or Latino**

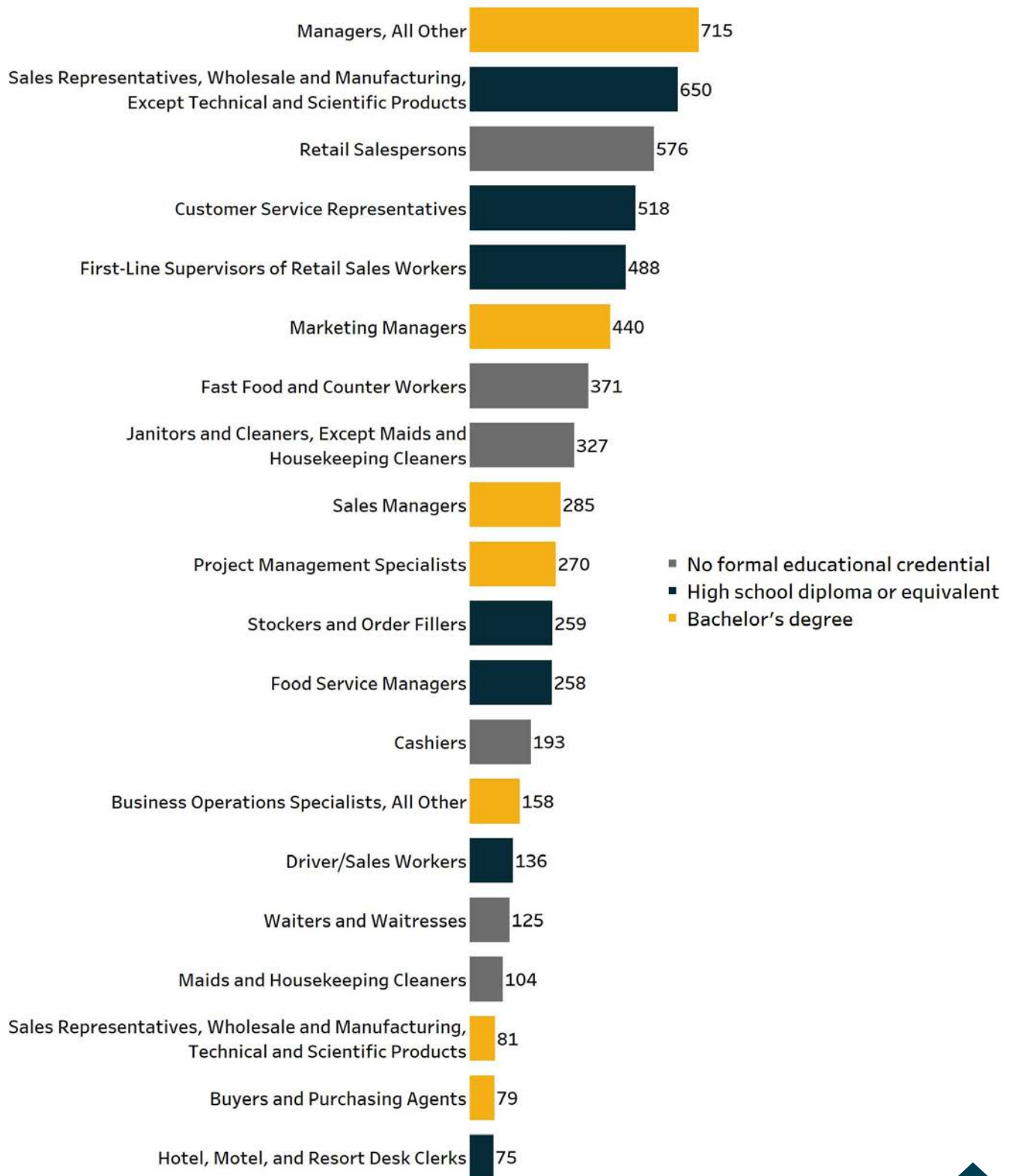
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 6,981 postings in 2022. Managers, All Other is the highest in-demand customer service occupation during 2022, with 715 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (650 Postings), Retail Salespersons (576 postings), Customer Service Representatives (518 postings), and First-Line Supervisors of Retail Sales Workers (488 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, five 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, Managers, All Other, earns a median hourly wage of \$45.75 or \$95,160 annually.

Wage Overview for Top Posted Customer Service Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$22.40	\$35.40	\$45.75	\$59.07	\$74.84
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.76	\$19.00	\$29.56	\$39.18	\$59.43
41-2031	Retail Salespersons	\$10.53	\$10.79	\$13.26	\$16.30	\$21.25
43-4051	Customer Service Representatives	\$11.25	\$13.83	\$17.24	\$21.69	\$26.77
41-1011	First-Line Supervisors of Retail Sales Workers	\$13.23	\$13.95	\$17.85	\$27.46	\$35.47
11-2021	Marketing Managers	\$29.40	\$36.63	\$48.42	\$66.18	\$97.27
35-3023	Fast Food and Counter Workers	\$10.93	\$10.98	\$11.15	\$12.88	\$13.80
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.04	\$11.50	\$14.02	\$17.74	\$18.48
11-2022	Sales Managers	\$28.75	\$37.00	\$55.68	\$75.80	\$95.87
13-1082	Project Management Specialists	\$22.90	\$29.03	\$37.00	\$46.12	\$58.39

In-Demand Technical Skills

- Marketing
- Merchandising
- Selling Techniques
- Restaurant Operation
- Cash Register

In-Demand Foundational Skills

- Communications
- Customer Service
- Sales
- Management
- Leadership

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 32.3%
- Associate Degree: 5.3%
- Bachelor's Degree: 33.5%
- Master's Degree: 7.5%

**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

- Meta
- Meijer
- State Of Michigan
- Salesforce
- Walmart
- Marriott International
- Dollar General
- Change Healthcare
- Quality Dairy
- Carrols Corporation

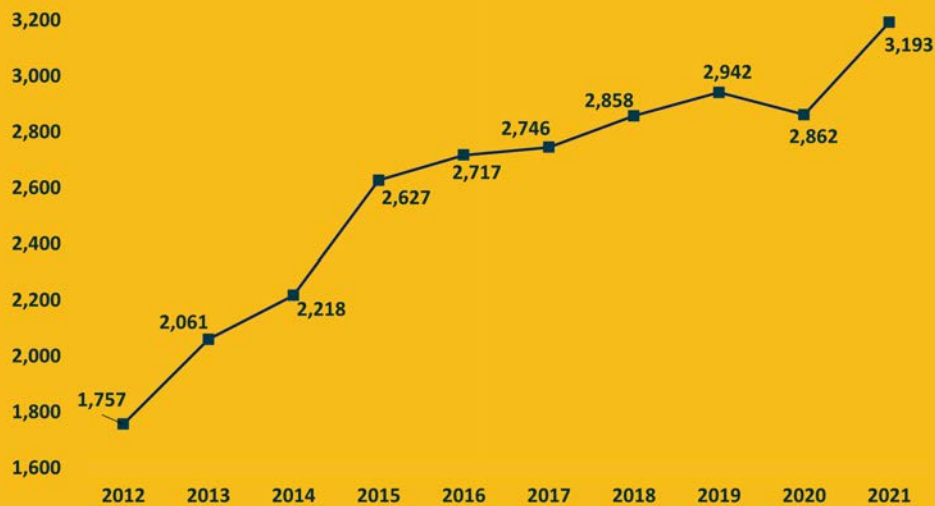
Job Postings by City

1. Lansing: 4,702 Postings
2. Charlotte: 854 Postings
3. Grand Ledge: 612 Postings
4. Eaton Rapids: 331 Postings
5. Dimondale: 253 Postings
6. Pottsville: 113 Postings
7. Olivet: 46 Postings
8. Sunfield: 28 Postings
9. Bellevue: 20 Postings
10. Mulliken: 11 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
2012-2022



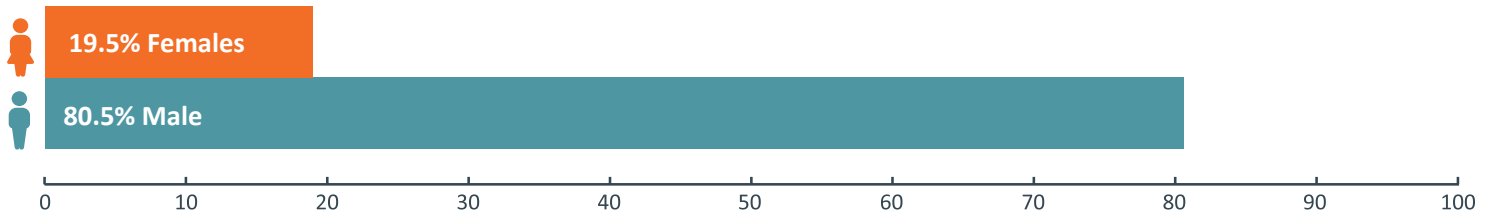
3,193 Energy Workers
11.6% Increase from 2021



Energy Worker Demographics

In 2022, there were 3,292 workers in the energy occupation group. This group is primarily made up of males (80.5 percent) and between the ages of 25 and 54 (70.5 percent), with 19.5 percent of workers identifying as female and just 14.4 percent identifying as a racial minority. In 2022, 6.0 percent of the workers in the occupation group are under the age of 25 compared to the 23.5 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

85.6% White | **6.1% Black or African-American** | **3.9% Hispanic or Latino**

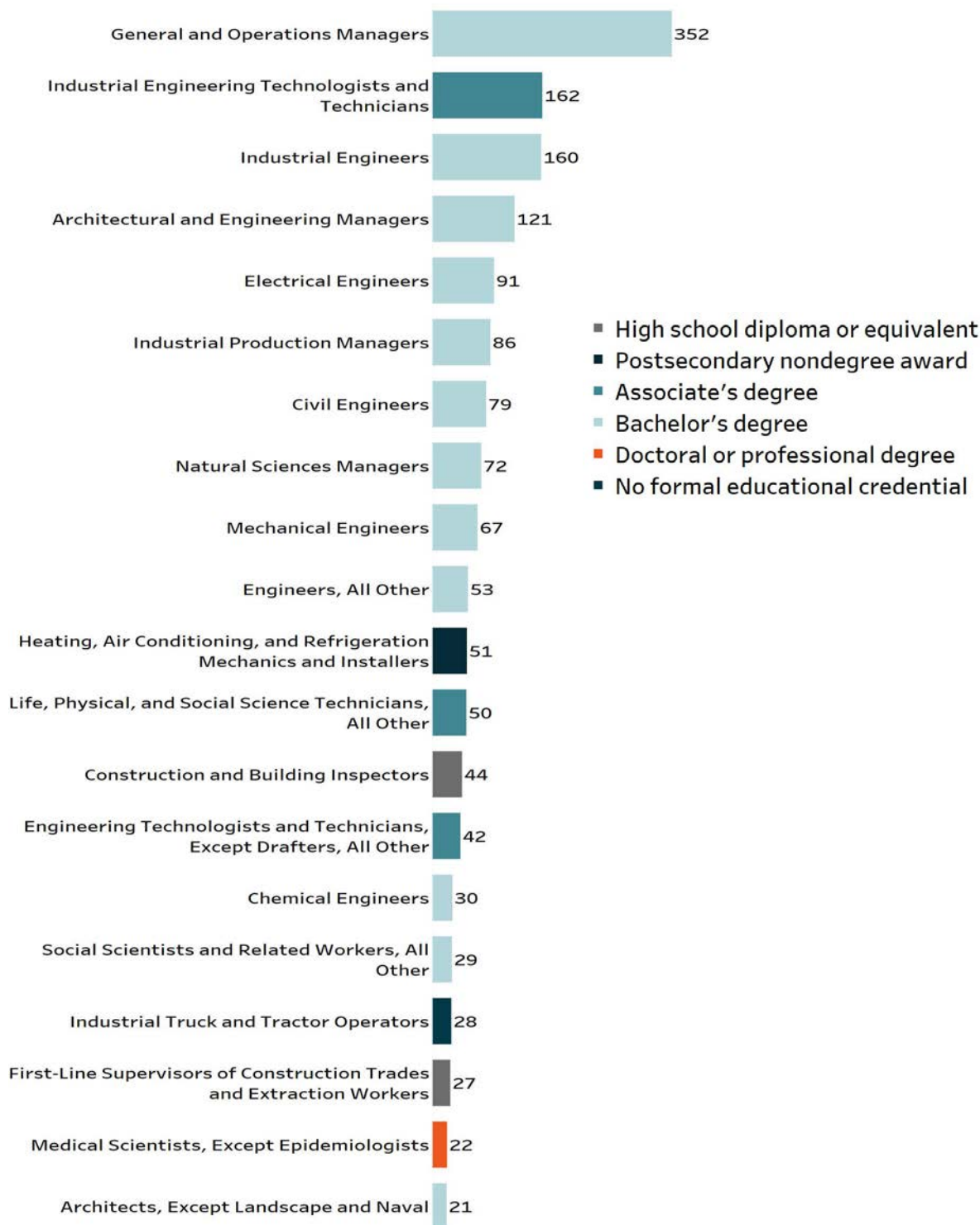
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year there were 1,915 postings for energy workers, with General and Operations Managers as the most sought-after occupation by energy industry employers during 2022, with 352 postings. Industrial Engineering Technologists and Technicians were the second position with 162 postings. Other top posted jobs include Industrial Engineers (160 posting), Architectural and Engineering Managers (121 posting), and Electrical Engineers (91 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 \$47.69, or annual earnings of approximately \$99,195. 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 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	\$22.54	\$30.55	\$47.69	\$61.23	\$88.54
17-3026	Industrial Engineering Technologists and Technicians	\$22.27	\$23.33	\$29.08	\$29.28	\$30.82
17-2112	Industrial Engineers	\$29.73	\$36.34	\$38.77	\$48.72	\$61.82
11-9041	Architectural and Engineering Managers	\$45.46	\$46.15	\$49.18	\$60.66	\$75.70
17-2071	Electrical Engineers	\$29.31	\$36.63	\$44.64	\$47.96	\$59.96
11-3051	Industrial Production Managers	\$30.18	\$38.63	\$49.23	\$62.14	\$79.48
17-2051	Civil Engineers	\$26.56	\$27.45	\$34.90	\$43.41	\$44.44
11-9121	Natural Sciences Managers	\$36.55	\$46.40	\$46.40	\$47.10	\$58.34
17-2141	Mechanical Engineers	\$28.87	\$35.75	\$37.72	\$47.82	\$60.83
17-2199	Engineers, All Other	\$28.26	\$29.09	\$38.26	\$47.68	\$60.09

In-Demand Technical Skills

- Auditing
- Construction
- Project Management
- Computer Science
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Commercial Driver's License (CDL)
- Six Sigma Green Belt Certification
- Licensed Professional Engineer
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 19.0%
- Associate Degree: 12.9%
- Bachelor's Degree: 57.8%
- Master's Degree: 17.0%

**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

- State Of Michigan
- Meta
- Black & Veatch
- The Shyft Group
- ICF International
- Intel
- Merck
- Icon Medical Imaging
- Aerotek
- Salesforce

Job Postings by City

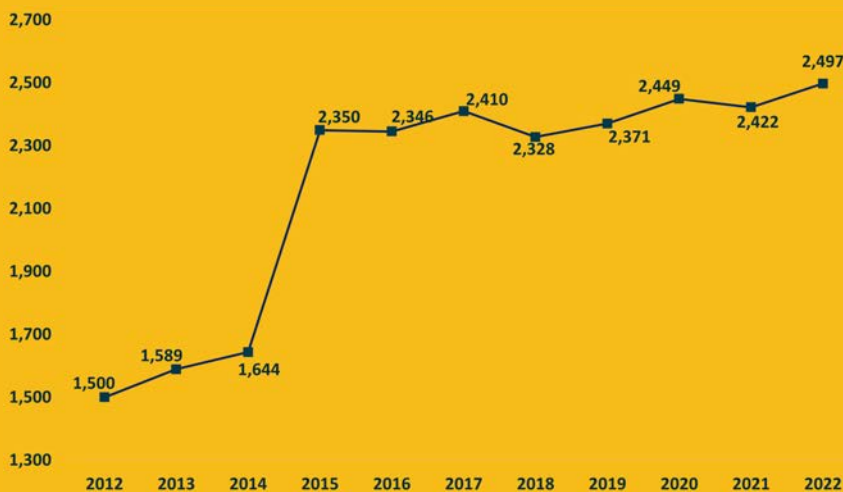
1. Lansing: 1,514 Postings
2. Charlotte: 173 Postings
3. Grand Ledge: 96 Postings
4. Eaton Rapids: 47 Postings
5. Dimondale: 33 Postings
6. Pottsville: 19 Postings
7. Olivet: 10 Postings
8. Mulliken: 9 Postings
9. Vermontville: 6 Postings
10. Bellevue: 5 Postings

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.

Employment Over Time
2012-2022



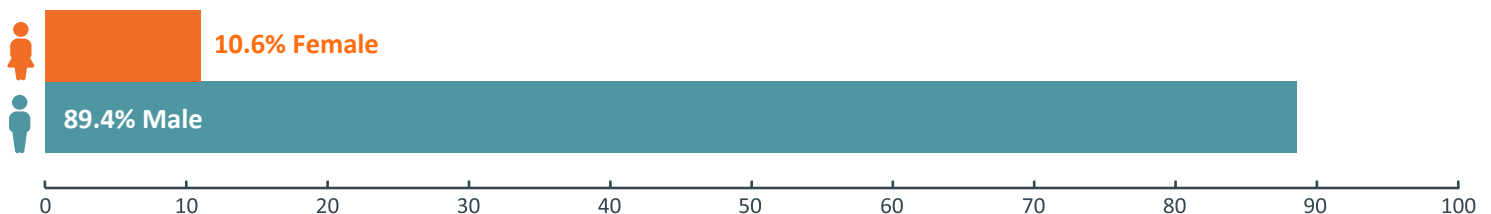
**2,497 Skilled
Trades Workers**
**3.1% Increase
from 2021**



Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 2,497 workers in Eaton County. The majority of skilled trades workers are male (89.4 percent) and between the ages of 25 and 54 (65.3 percent). Due to the aging workforce, additional outreach will be necessary as 27.4 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

84.0% White | **7.3% Black or African-American** | **4.7% Hispanic or Latino**

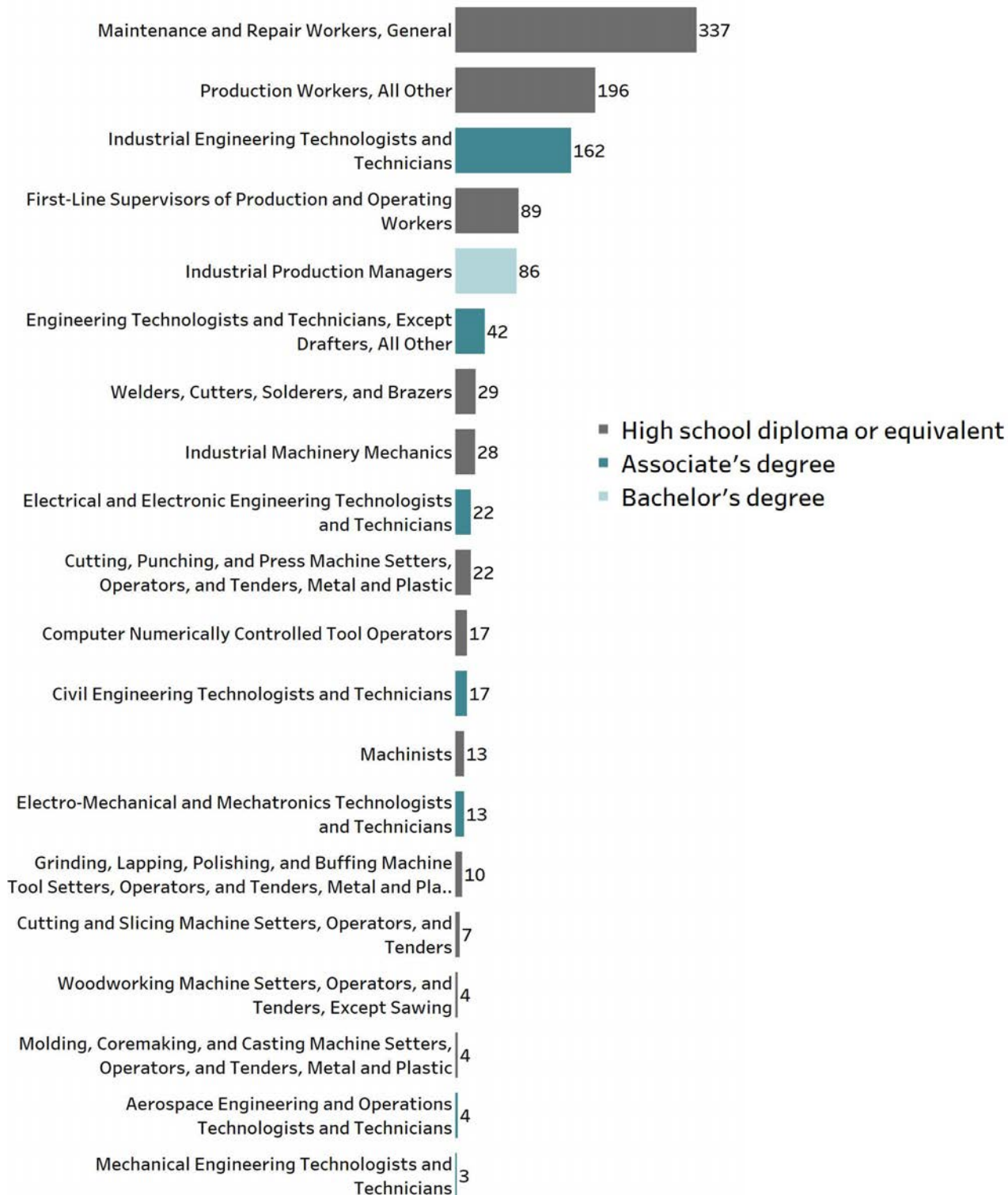
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 337 postings. Other top posted jobs include Production Workers, All Other (196 postings), Industrial Engineering Technologists and Technicians (162 postings), First-Line Supervisors of Production and Operating Workers (89 postings), Industrial Production Managers (86 postings), and Engineering Technologists and Technicians, Except Drafters, All Other (42 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 2022, offers a median hourly wage of \$14.16, which translates to an annual salary of about \$29,452. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$49.23 or \$102,398 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 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	\$13.60	\$13.68	\$14.16	\$21.41	\$27.11
51-9199	Production Workers, All Other	\$11.18	\$11.63	\$14.75	\$18.09	\$22.60
17-3026	Industrial Engineering Technologists and Technicians	\$22.27	\$23.33	\$29.08	\$29.28	\$30.82
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.25	\$23.14	\$29.92	\$38.42	\$49.72
11-3051	Industrial Production Managers	\$30.18	\$38.63	\$49.23	\$62.14	\$79.48
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$16.80	\$18.49	\$20.28	\$24.12	\$32.26
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.01	\$18.24	\$22.60	\$23.82	\$29.83
49-9041	Industrial Machinery Mechanics	\$17.93	\$19.57	\$24.41	\$30.22	\$38.03
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$21.85	\$22.61	\$28.90	\$35.73	\$37.15
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.36	\$14.41	\$17.95	\$21.36	\$23.76

In-Demand Technical Skills

- Machinery
- HVAC
- Plumbing
- Purchasing
- Hand Tools

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class A License
- American Society For Quality (ASQ) Certified
- Pesticide Applicator License
- Forklift Certification

In-Demand Education Level*

- High School Diploma: 43.2%
- Associate Degree: 13.2%
- Bachelor's Degree: 18.1%
- Master's Degree: 3.1%

**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

- The Shyft Group
- WestRock
- State Of Michigan
- Aerotek
- ResourceMFG
- REV Group
- Linn Products Ltd
- E-One
- Dowding Industries
- Alro Steel Corporation

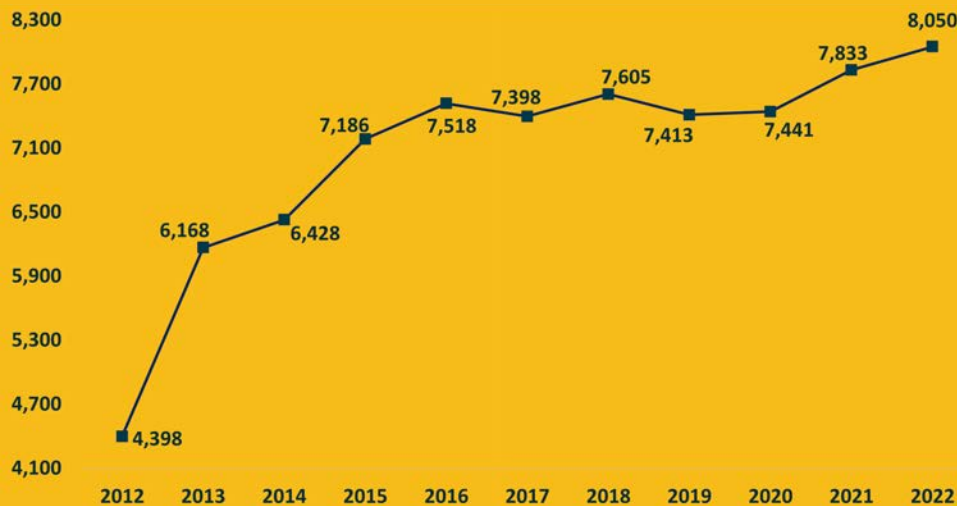
Job Postings by City

1. Lansing: 653 Postings
2. Charlotte: 216 Postings
3. Grand Ledge: 110 Postings
4. Eaton Rapids: 69 Postings
5. Potterville: 36 Postings
6. Dimondale: 23 Postings
7. Olivet: 11 Postings
8. Mulliken: 5 Postings
9. Sunfield: 5 Postings
10. Vermontville: 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
2012-2022



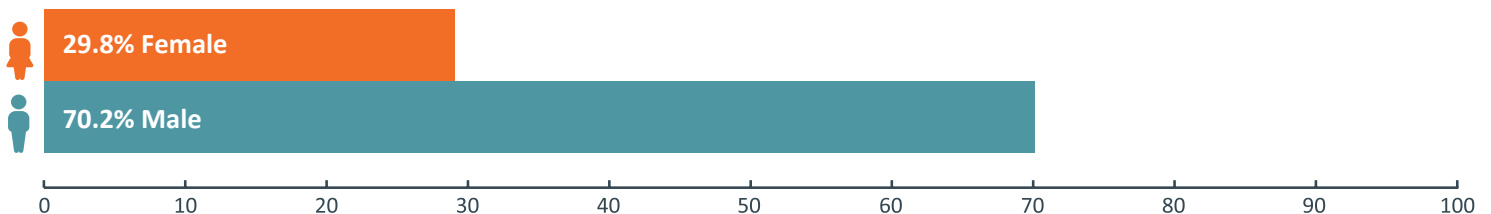
8,050 TDL Workers
2.8% Increase from 2021



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 7,605 individuals in 2022. These workers are 70.2 percent male and 77.2 percent white. The majority, or 60.8 percent of the workforce, are between the ages of 25 through 54 years of age.

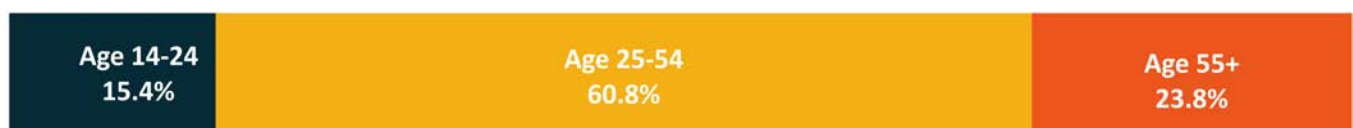
Worker Gender Demographics



Race and Ethnicity Demographics

77.2% White | **12.3% Black or African-American** | **5.9% Hispanic or Latino**

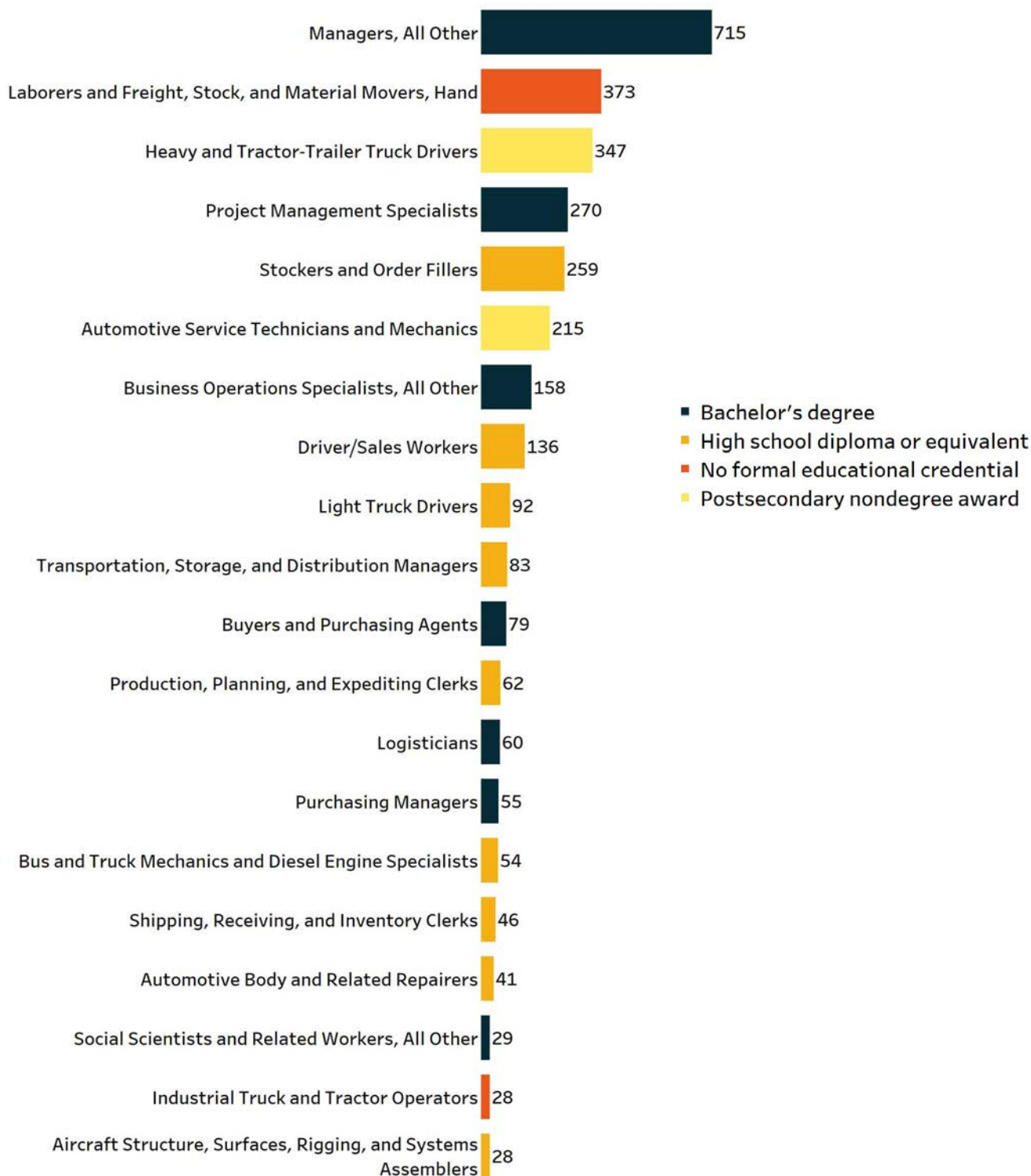
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 3,472 postings in 2022. Managers, All Other was the highest in-demand TDL occupation, with 715 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (373 postings), Heavy and Tractor-Trailer Truck Drivers (347 postings), Project Management Specialists (270), and Stockers and Order Fillers (259 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Eight of the top ten in-demand TDL occupations offer median wages above \$12.00 per hour. Managers, All Other, the top posted TDL job, pays a median hourly wage of \$45.75, or an annual salary of nearly \$97,160. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$22.40	\$35.40	\$45.75	\$59.07	\$74.84
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.23	\$13.82	\$14.35	\$18.02	\$22.36
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$14.30	\$18.42	\$23.06	\$28.83	\$37.34
13-1082	Project Management Specialists	\$22.90	\$29.03	\$37.00	\$46.12	\$58.39
53-7065	Stockers and Order Fillers	\$10.92	\$11.50	\$13.73	\$17.35	\$21.81
49-3023	Automotive Service Technicians and Mechanics	\$10.61	\$13.56	\$21.17	\$26.74	\$28.00
13-1199	Business Operations Specialists, All Other	\$22.56	\$28.91	\$36.80	\$37.43	\$37.99
53-3031	Driver/Sales Workers	\$11.04	\$11.19	\$11.61	\$17.37	\$22.40
53-3033	Light Truck Drivers	\$11.18	\$13.99	\$18.16	\$22.63	\$35.36
11-3071	Transportation, Storage, and Distribution Managers	\$22.57	\$29.33	\$36.64	\$46.60	\$59.58

In-Demand Technical Skills

- Warehousing
- Project Management
- Merchandising
- Purchasing
- Process Improvement

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Leadership
- Operations

In-Demand Certifications

- Commercial Driver's License (CDL)
- Project Management Professional Certification
- CDL Class A License
- Forklift Certification
- CDL Class B License

In-Demand Education Level*

- High School Diploma: 28.7%
- Associate Degree: 6.2%
- Bachelor's Degree: 32.1%
- Master's Degree: 8.3%

**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

- State Of Michigan
- Meta
- Meijer
- Ryder
- The Shyft Group
- Walmart
- TruGreen
- Amazon
- Deloitte
- ICF International

Job Postings by City

1. Lansing: 2,211 Postings
2. Charlotte: 463 Postings
3. Grand Ledge: 327 Postings
4. Dimondale: 176 Postings
5. Eaton Rapids: 129 Postings
6. Potterville: 67 Postings
7. Olivet: 33 Postings
8. Sunfield: 33 Postings
9. Bellevue: 16 Postings
10. Mulliken: 12 Postings

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