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A semi-transparent map of Genesee and Shiawassee counties is overlaid on the background. The map shows county boundaries, with two counties in the lower-right portion highlighted in orange. The background image shows an industrial facility with large white storage silos and metal walkways against a cloudy sky.

LABOR MARKET REPORT

GENESEE & SHIAWASSEE COUNTY

January - December 2021

INTRODUCTION

Genesee & Shiawassee
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 Genesee and Shiawassee counties, 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 2021 labor market information from Genesee and Shiawassee counties for the Business and Finance, Engineers and Designers, Health Care, Information Technology (IT), and Skilled Trades 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.

REPORT CONTENTS

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 7 - Real-Time Demand Overview

Occupation Groups

- 8 - Business and Finance
- 11 - Engineers and Designers
- 14 - Health Care
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Genesee and Shiawassee counties

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, both the labor force and employment decreased by 10,560 individuals (4.8 percent) and 1,125 workers (0.6 percent) respectively, while unemployment went down by 9,435 workers. The unemployment rate recovered significantly in 2021 and decreased 4.0 percentage points from 11.0 percent in 2020 to 7.0 percent in 2021. Monthly postings data continues to show shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses top the list as the most demanded occupation in 2021, accounting for 1,929 job postings. The health care occupation group continues to be heavily demanded in Genesee and Shiawassee counties.

Annual Labor Market Information

The labor force in Genesee and Shiawassee counties shrunk in 2021, decreasing by 10,560 individuals (4.8 percent) from the prior year. Employment decreased by 1,125 workers (0.6 percent) since 2020, while unemployment decreased by 9,435 workers (39.3 percent) for a total of 14,562 unemployed workers in 2021. The unemployment rate decreased in 2021 to 7.0 percent, a fall of 4.0 percentage points since the 11.0 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 29.9 percent in Genesee and Shiawassee counties.

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 27,451 unique postings in Genesee and Shiawassee counties, an increase of 1,664 postings from the 25,787 postings recorded in Q3. October had the highest recorded postings in 2021 with 9,351 postings, an increase of 4,370 postings (87.7 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 Genesee and Shiawassee Counties
2021

Key Findings

29%

Employer demand decreased by 29.6 percent, a loss of 14,308 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

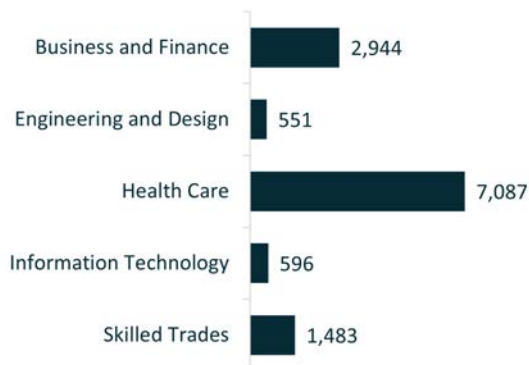
191,993

a decrease of 5,453 workers (2.8 percent) since Q4 2020

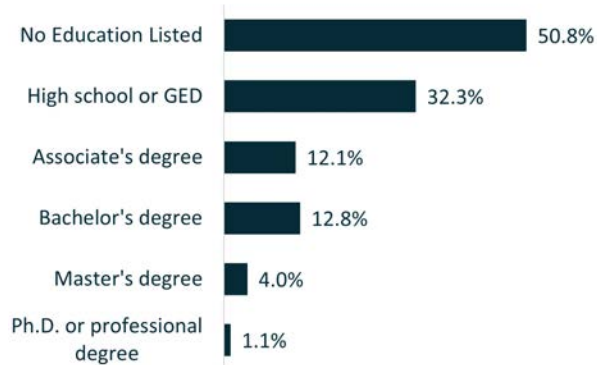
During 2021, there were 34,008 unique job postings, 14,308 less than the 48,316 postings made during 2020 in Genesee and Shiawassee counties. October 2021 saw the highest demand for the year with 9,351 postings, an 87.7 percent increase since January 2021. The top posted job titles in 2021 include Registered Nurses, Cashiers, Assistant Managers, CDL-A Truck Drivers, and Customer Service Representatives. For more information about in-demand job postings, see page 7.

Of the 34,008 postings in Genesee and Shiawassee counties during 2021, 10,978 (32.3 percent) required a high school diploma or equivalent, while 8,471 postings (24.9 percent) required a college degree. An additional 1,740 postings (5.1 percent) required an advanced degree. The high demand for health care workers within the county drives this need 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 a slight decrease in the labor force and employment, while unemployment and the unemployment rate rose 1.6 percentage points to an annual high of 7.4 percent. The labor force and employment numbers peaked in Q2 with a high of 208,902 individuals and 194,235 workers respectively, yet unemployment decreased to 14,667 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q3 and Q4 2021. The unemployment rate at the end of Q4 2021 was 6.6 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	209,524	207,696	208,902	206,968	205,503	-1,465	-0.7%	-4,021	-1.9%
Employment	197,386	192,297	194,235	192,356	191,933	-423	-0.2%	-5,453	-2.8%
Unemployment	12,138	15,400	14,667	14,612	13,570	-1,042	-7.1%	1,432	11.8%
Unemployment Rate	5.8%	7.4%	7.0%	7.1%	6.6%	-0.5%	na	0.8%	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 207,267 individuals, a decrease of 10,560 individuals since 2020. Employment is down to 192,705 workers in 2021, a decrease of 1,125 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 14,562 workers, down by 9,435 workers since the high of 23,997 workers recorded in 2020. Similarly, the unemployment rate declined by 4.0 percentage points for a 2021 unemployment rate of 7.0 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	216,445	214,357	216,838	216,899	214,447	215,865	216,634	215,991	217,611	217,827	207,267	-10,560	-4.8%
Employment	191,942	193,052	195,865	199,921	201,537	203,810	204,339	205,237	207,160	193,830	192,705	-1,125	-0.6%
Unemployment	24,504	21,305	20,973	16,978	12,910	12,055	12,296	10,755	10,451	23,997	14,562	-9,435	-39.3%
Unemployment Rate	11.3%	9.9%	9.7%	7.8%	6.0%	5.6%	5.7%	5.0%	4.8%	11.0%	7.0%	-4.0%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 220,976 people in the labor force, either working or looking for work in Genesee and Shiawassee counties. Resident employment totals 202,879 workers or just under half, 45.3 percent, of the total population in Genesee and Shiawassee counties. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 43.9 percent for males and 29.6 percent for females. Overall, males in the county have a higher unemployment rate than females, with 8.7 percent and 7.6 percent respectively, for 2020. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 22.9 percent. Native Hawaiian/Pacific Islander job seekers also face difficulty, with an unemployment rate of 35.9 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	220,976	202,879	18,097	8.2%
Sex				
Male 16+	112,127	102,316	9,811	8.7%
16-19	5,034	3,705	1,329	26.4%
20-24	11,709	9,657	2,052	17.5%
25-54	71,302	66,047	5,255	7.4%
55-64	18,771	17,835	936	5.0%
65 Plus	5,311	5,072	239	4.5%
Female 16+	108,849	100,563	8,286	7.6%
16-19	5,520	4,539	981	17.8%
20-24	11,596	10,229	1,367	11.8%
25-54	68,925	64,156	4,769	6.9%
55-64	18,237	17,226	1,011	5.5%
65 Plus	4,571	4,413	158	3.5%
Race				
White	175,065	164,723	10,342	6.3%
Black / African	35,500	28,884	6,616	22.9%
Native American	747	725	23	3.2%
Asian	1,985	1,892	92	4.9%
Native Hawaiian / Pacific Islander	87	64	23	35.9%
Some Other Race	1,457	1,338	119	8.9%
Two or More Races	6,363	5,539	824	14.9%
Ethnicity				
Hispanic	7,696	6,928	768	11.1%

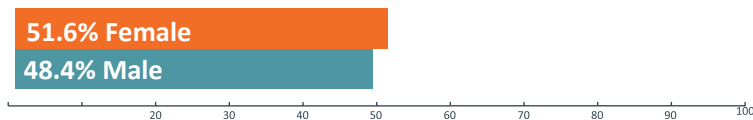
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2020 Census Population

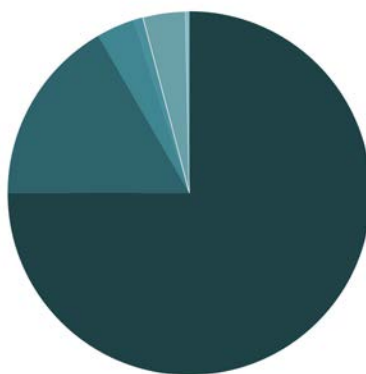
According to the data from the Census Bureau's most recent 2020 ACS Five Year estimates, during 2020, 474,946 people were living in Genesee and Shiawassee counties. The sex of the populace was split almost evenly, with 51.6 percent of the population identifying as female, and the other 48.4 percent identifying as male. Much of the population identified as white (74.4 percent) with the second largest number of individuals identifying as Black or African American (16.5 percent). Both counties are facing an aging population; 32.0 percent of the population was over the age of 54, compared to 30.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 74.4%
- Black or African American, 16.5%
- Hispanic or Latino, 3.4%
- Asian, 0.8%
- Two or More Races, 3.8%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.03%



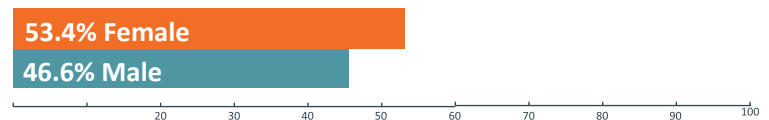
Population Age Demographics



2021 Current Workforce

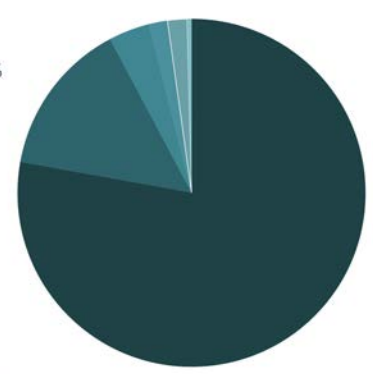
In 2021, the workforce had a total of 139,378 individuals working in Genesee and Shiawassee counties. A slight majority, 53.4 percent (74,928 workers) were female, while 46.6 percent (65,362 workers) of the workforce was male. Most workers in the county identified as white, accounting for 77.8 percent of the workforce, while Black or African American workers totaled 14.4 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.8 percent. Much of the workforce in Genesee and Shiawassee counties are between the ages of 25 through 54 (62.8 percent), while 23.1 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 77.8%
- Black or African American, 14.4%
- Hispanic or Latino, 3.8%
- Asian, 1.7%
- Two or More Races, 1.8%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.02%

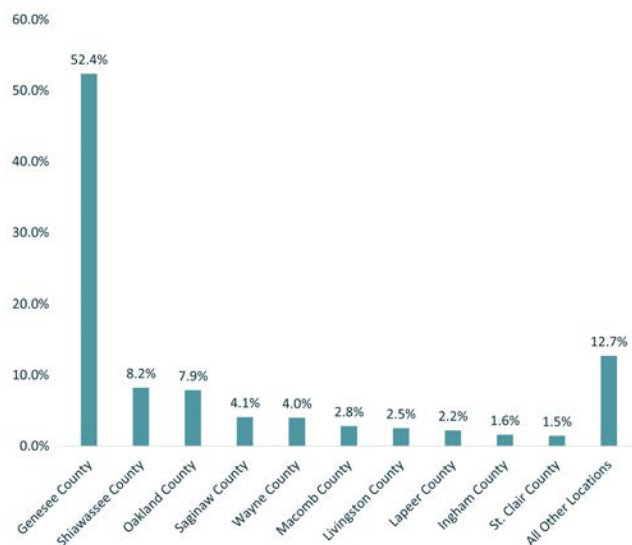


Workforce Age Demographics

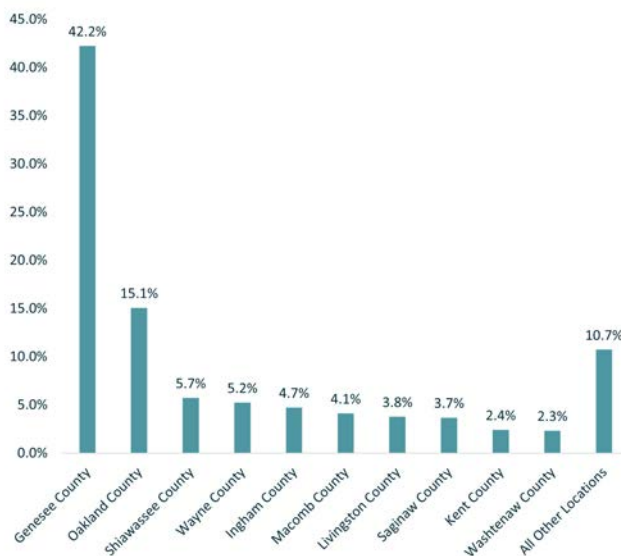


According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the region's workforce consisted of 179,954 residents. There were 86,315 (48.0 percent) residents living and working within the two-county region, while the remaining 93,649 residents (52.0 percent) traveled outside of the region for work. There were 142,400 workers employed in the region during 2019. Of those, 56,085 workers (39.4 percent) lived outside of the region's borders and commuted in. From this information, we can see that Genesee and Shiawassee counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Genesee and Shiawassee Residents Work



Where Genesee and Shiawassee Workers Live

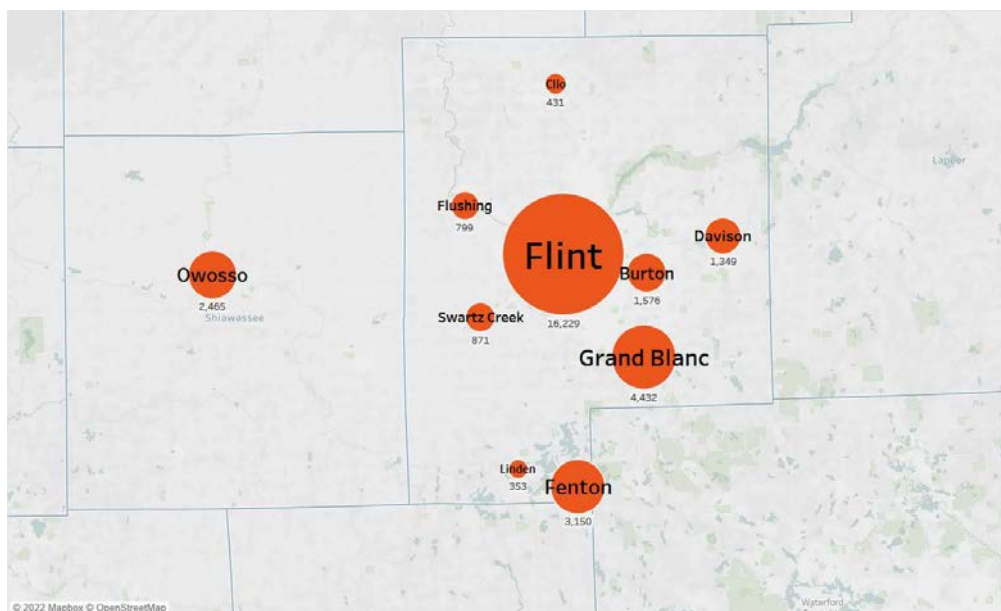


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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

Job Postings by City

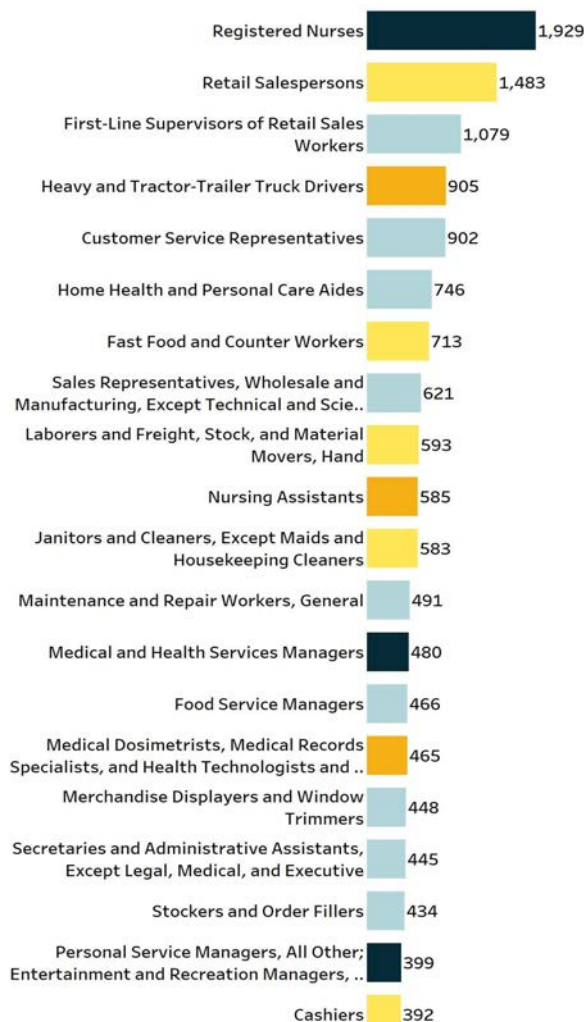
1. Flint: 16,229 Postings
2. Grand Blanc: 4,432 Postings
3. Fenton: 3,150 Postings
4. Owosso: 2,465 Postings
5. Burton: 1,576 Postings
6. Davison: 1,349 Postings
7. Swartz Creek: 871 Postings
8. Flushing: 799 Postings
9. Clio: 431 Postings
10. Linden: 353 Postings



TOP POSTED JOBS

Top Posted Jobs: 2021

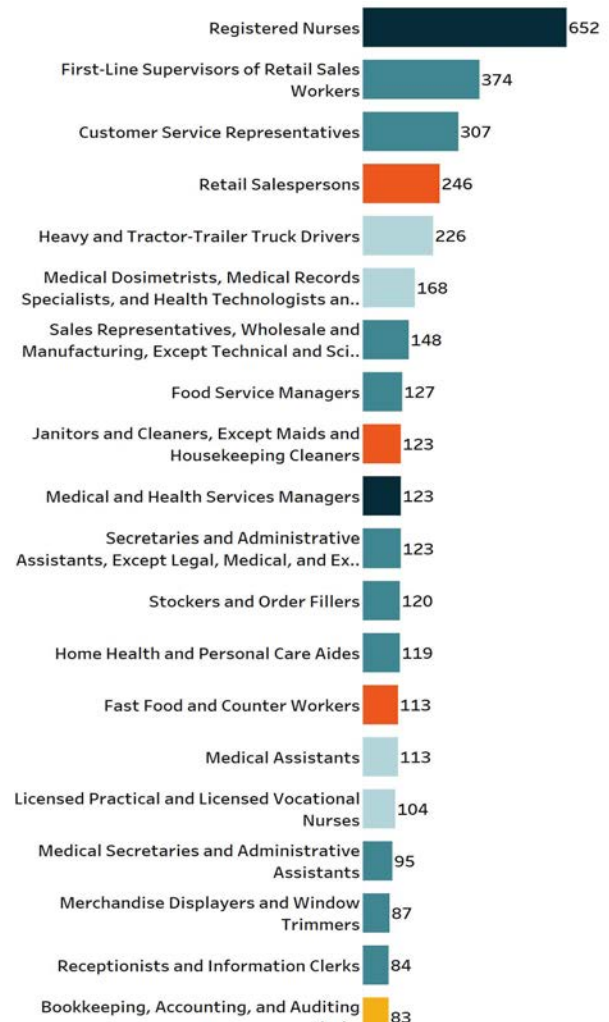
Registered Nurses is the top posted occupation for 2021, with 1,929 unique online job postings and requires a bachelor's degree for entry. Retail Salespersons and First-Line Supervisors of Retail Sales Workers round out the top three demanded occupations, with 1,483 postings and 1,079 postings respectively, requiring a high school diploma or equivalent and no formal educational credential respectively, for entry. Other in-demand jobs that also require no formal education or a high school diploma or equivalent coupled with short-term on-the-job training include Home Health and Personal Care Aides and Fast Food and Counter Workers.



- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- No formal educational credential

Top Posted Entry-Level Jobs: 2021

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.6 percent of the 2021 postings in Genesee and Shiawassee counties. Just over 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 18.9 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 652 postings requiring a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 374 postings.

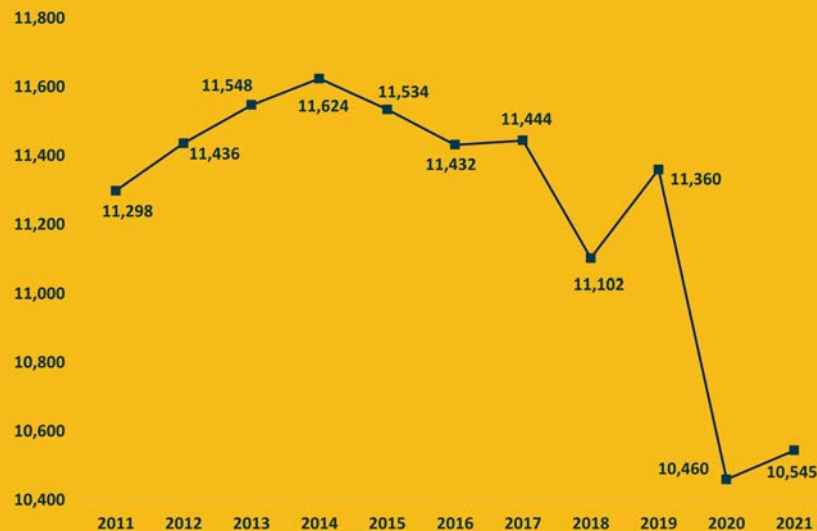


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree

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



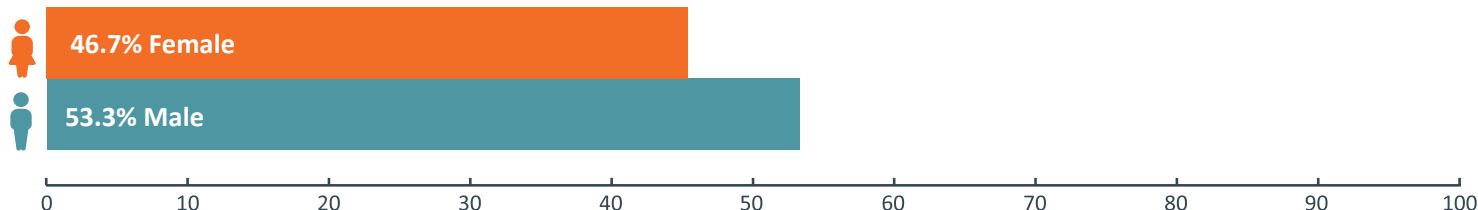
**10,545 Business
and Finance
Workers**
**0.8% Increase
from 2020**



Business and Finance Worker Demographics

According to 2021 Emsi data, the business and finance occupation group has increased by 85 workers or 0.8 percent since 2020, totaling 10,545 workers in 2021. Over half (53.3 percent) of the working population identify as male, while 86.4 percent of workers identified as white, indicating very little diversity regarding race. Only 4.4 percent of the business and finance working population is under the age of 25, compared to the 25-54 age group, which accounts for 69.1 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

86.4% White | **8.3% Black or African-American** | **2.3% Hispanic or Latino**

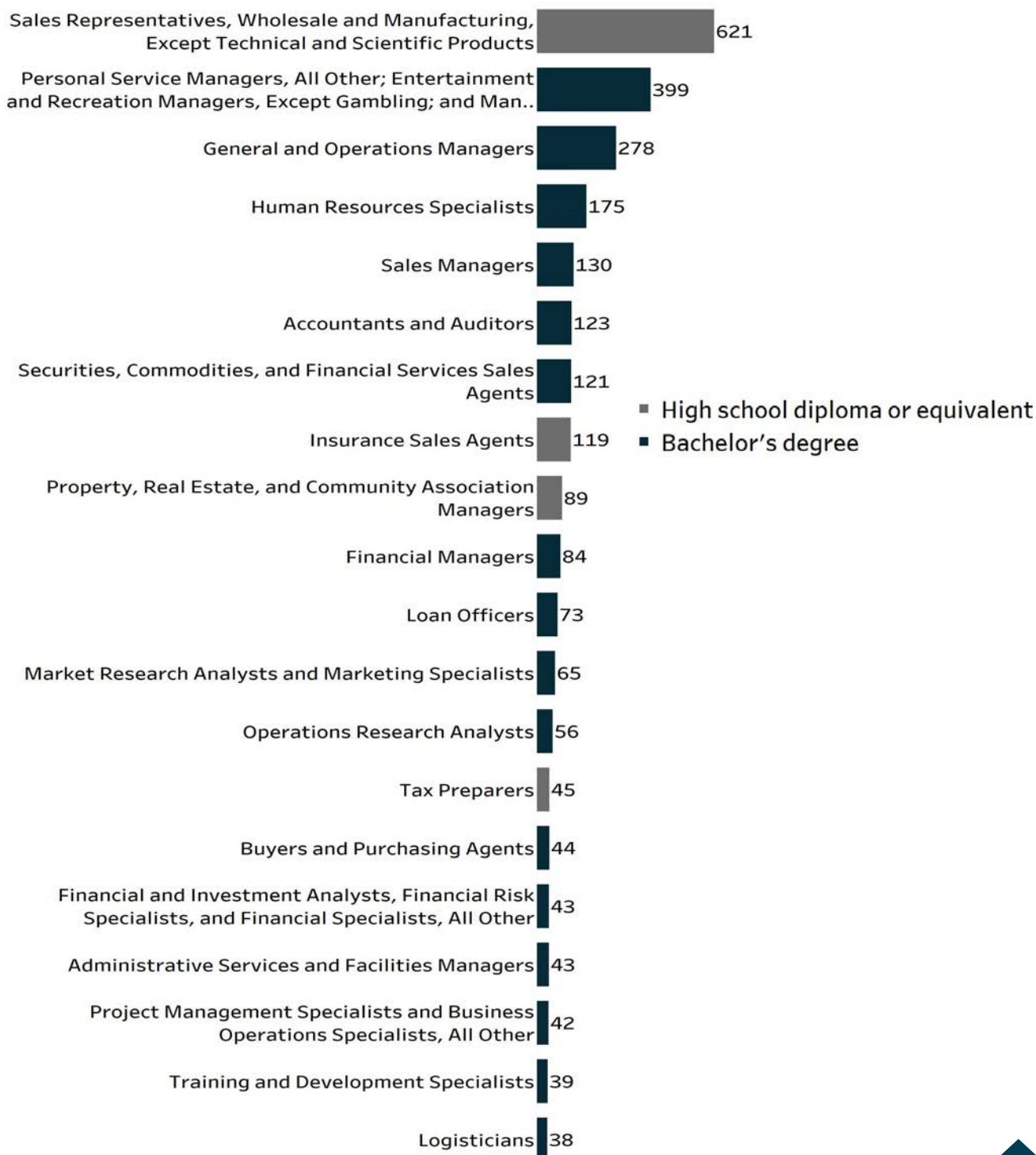
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the highest in-demand business and finance occupation during 2021, with 621 postings. Other top jobs include Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (399 Postings), General and Operations Managers (278 Postings), Human Resources Specialists (175 Postings), and Sales Managers (130 Postings). While most of the top jobs typically require a bachelor's degree, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, Insurance Sales Agents, and Property, Real Estate, and Community Association Managers, only require a high school diploma and no work experience, coupled with moderate-term on-the-job training.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$23.08, translating to annual earnings of approximately \$48,003. Additional experience may lead to a role as a Sales Manager, opening the door to median wages around \$56.70 hourly, or about \$118,946 annually.

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
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and	\$12.29	\$15.46	\$23.08	\$34.85	\$57.34
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers,	\$31.50	\$37.72	\$46.82	\$65.76	\$78.32
11-1021	General and Operations Managers	\$18.52	\$28.31	\$42.32	\$59.89	\$88.52
13-1071	Human Resources Specialists	\$13.44	\$16.93	\$23.48	\$29.55	\$36.11
11-2022	Sales Managers	\$31.42	\$40.36	\$56.70	\$77.34	\$108.70
13-2011	Accountants and Auditors	\$20.17	\$23.57	\$30.81	\$39.14	\$49.96
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$16.38	\$17.88	\$20.52	\$36.54	\$90.47
41-3021	Insurance Sales Agents	\$14.18	\$18.19	\$25.04	\$36.65	\$50.84
11-9141	Property, Real Estate, and Community Association Managers	\$9.66	\$15.70	\$23.11	\$34.25	\$48.79
11-3031	Financial Managers	\$31.82	\$37.33	\$48.54	\$67.36	\$86.35

In-Demand Technical Skills

- Auditing
- Selling Techniques
- Accounting
- Finance
- Customer Relationship Management

In-Demand Foundational Skills

- Communications
- Sales
- Customer Service
- Management
- Operations

In-Demand Certifications

- Certified Public Accountant
- Series 6 Investment Company and Variable Contracts License
- Professional in Human Resources
- Series 7 General Securities Representative License
- Nationwide Mortgage Licensing System

In-Demand Education Level*

- High School Diploma: 24.7%
- Associate Degree: 7.4%
- Bachelor's Degree: 34.4%
- Master's Degree: 5.1%

**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

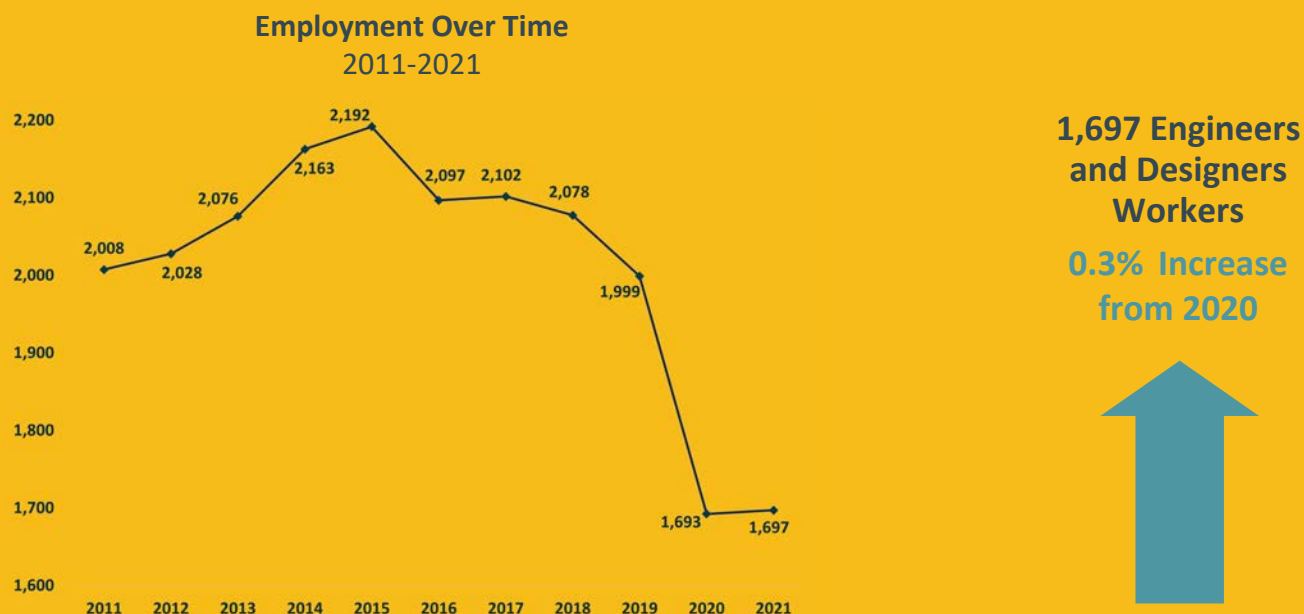
- McLaren Health Care
- University Of Michigan
- JPMorgan Chase
- XPO Logistics
- Huntington Bank
- GPAC
- Intuit
- Spectrum
- Robert Half
- General Motors

Job Postings by City

1. Flint: 1,556 Postings
2. Grand Blanc: 373 Postings
3. Fenton: 234 Postings
4. Owosso: 161 Postings
5. Burton: 130 Postings
6. Davison: 102 Postings
7. Flushing: 92 Postings
8. Swartz Creek: 84 Postings
9. Clio: 34 Postings
10. Mount Morris: 29 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

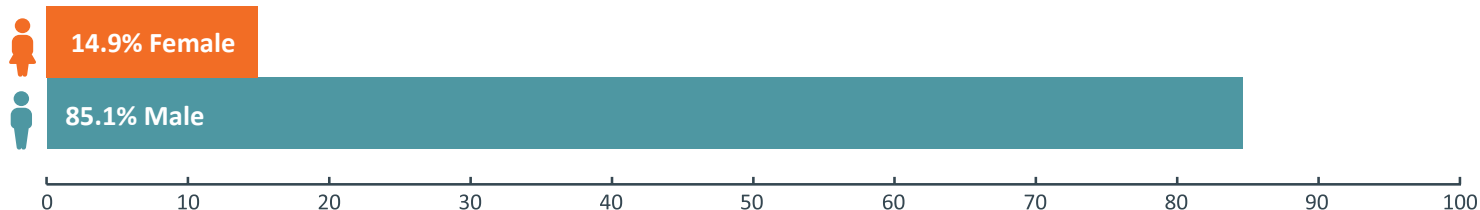
Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.



Engineers and Designers Worker Demographics

According to 2021 Emsi data, the 1,697 workers in the engineering and design group are not particularly diverse. Just 6.0 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.9 percent of the current workforce and only 16.2 percent identify as a race other than white; as the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

83.5% White | 2.3% Asian | 5.8% Black or African-American

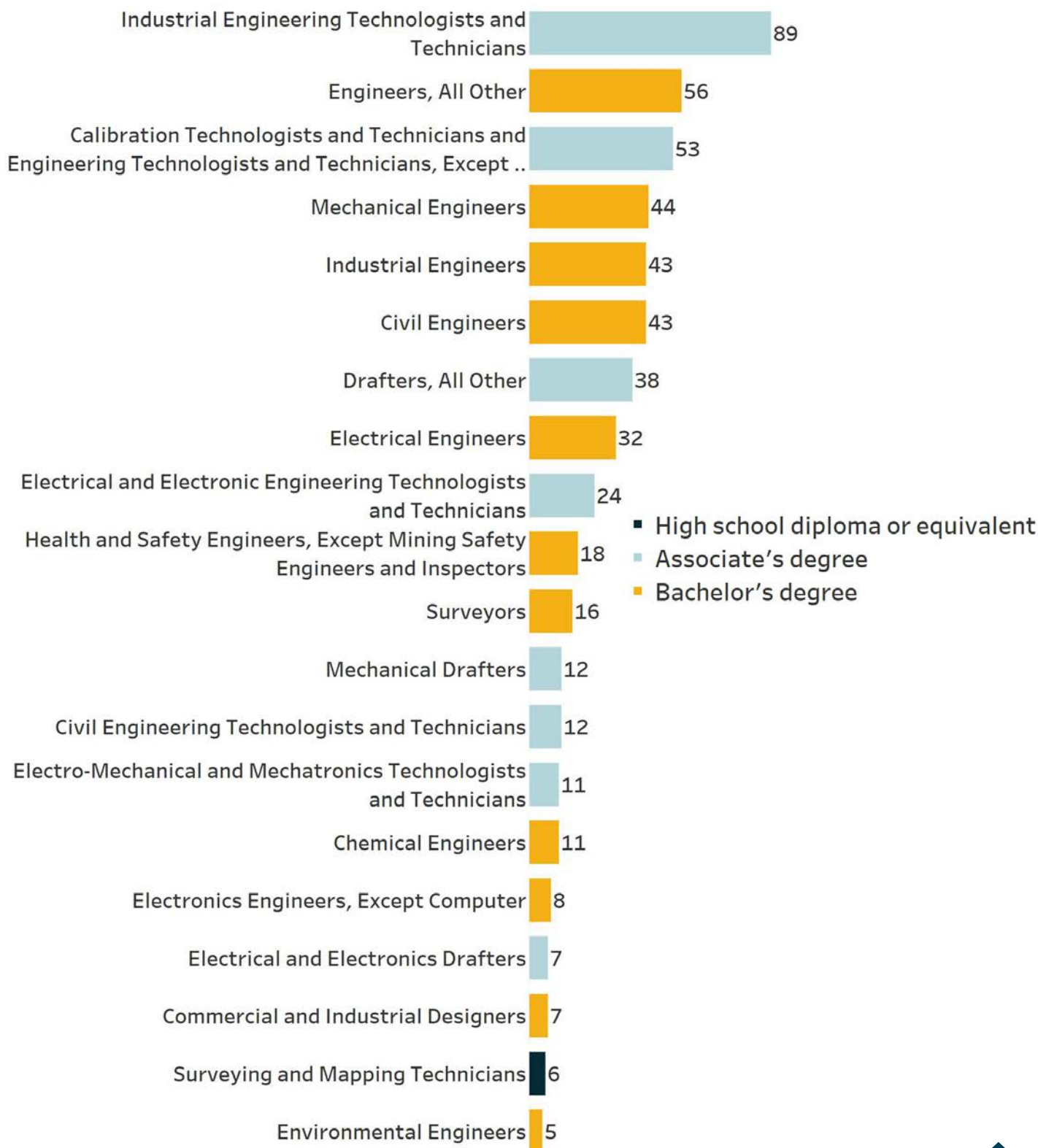
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Industrial Engineering Technologists and Technicians was the highest in-demand engineering and design occupation during 2021, with 89 postings. Engineers, All Other were also in high demand with 56 postings, putting its demand second highest within the occupation group. Over half of the top ten in-demand occupations typically require a bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The top posted engineering and design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$32.98. This reflects an annual salary of approximately \$68,598.

Wage Overview for Top Posted Engineers and Designers Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$15.50	\$23.50	\$32.98	\$38.48	\$41.63
17-2199	Engineers, All Other	\$21.21	\$32.01	\$43.60	\$55.71	\$64.21
17-3098	Calibration Technologists and Technicians and Engineering	\$15.08	\$19.61	\$28.04	\$36.85	\$44.60
17-2141	Mechanical Engineers	\$22.22	\$28.21	\$38.69	\$49.39	\$59.14
17-2051	Civil Engineers	\$24.27	\$28.01	\$33.28	\$38.83	\$48.10
17-2112	Industrial Engineers	\$31.66	\$38.09	\$46.25	\$55.10	\$61.89
17-3019	Drafters, All Other	\$15.04	\$16.85	\$23.39	\$25.63	\$30.24
17-2071	Electrical Engineers	\$30.93	\$37.95	\$45.88	\$52.83	\$61.63
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.70	\$23.32	\$30.42	\$36.13	\$41.44
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- AutoCAD
- Computer-Aided Design
- Mechanical Engineering
- Machinery
- Tooling

In-Demand Foundational Skills

- Communications
- Problem Solving
- Management
- Operations
- Microsoft Excel

In-Demand Certifications

- Professional Engineer
- Certified Quality Engineer
- Certified Quality Auditor
- Engineer in Training
- Six Sigma Green Belt Certification

In-Demand Education Level*

- High School Diploma: 22.5%
- Associate Degree: 21.1%
- Bachelor's Degree: 29.6%
- Master's Degree: 3.8%

**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

- General Motors
- GPAC
- TEC Group
- Wade Trim
- Koch Industries
- Fleis & VandenBrink
- Trillium Staffing
- Actalent
- Spectrum
- Aerotek

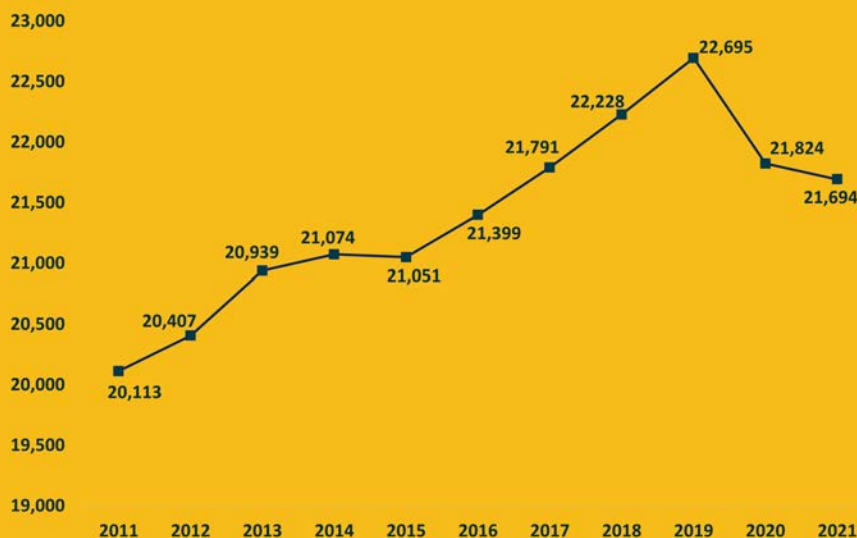
Job Postings by City

1. Flint: 300 Postings
2. Fenton: 67 Postings
3. Grand Blanc: 60 Postings
4. Owosso: 40 Postings
5. Davison: 20 Postings
6. Burton: 15 Postings
7. Swartz Creek: 9 Postings
8. Flushing: 8 Postings
9. Durand: 7 Postings
10. Linden: 6 Postings

HEALTH CARE OCCUPATION GROUP

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more health care workers needed to care for Michigan's aging population. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

Employment Over Time
2011-2021

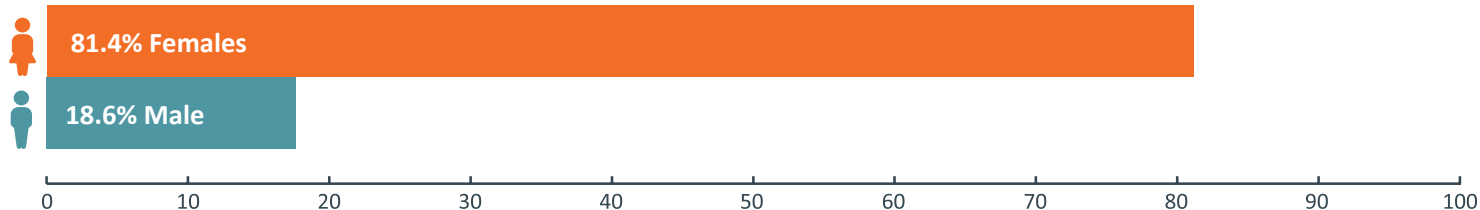


**21,694 Health
Care Workers**
0.6% Decrease
from 2020

Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 21,694 workers in Genesee and Shiawassee counties, who are overwhelmingly female (81.4 percent) and between the ages of 25 and 54 (69.8 percent), although 22.2 percent of workers are over 54. The healthcare occupation group is primarily white, with 72.7 percent of workers identifying as white, 19.8 percent identifying as Black or African American, and 7.2 percent identifying otherwise.

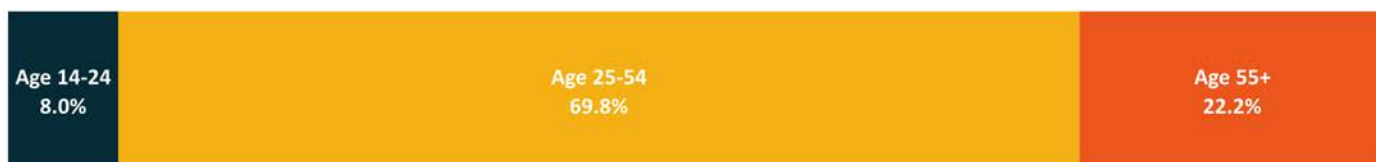
Worker Gender Demographics



Race and Ethnicity Demographics

72.2% White | 19.8% Black or African-American | 2.8% Hispanic or Latino

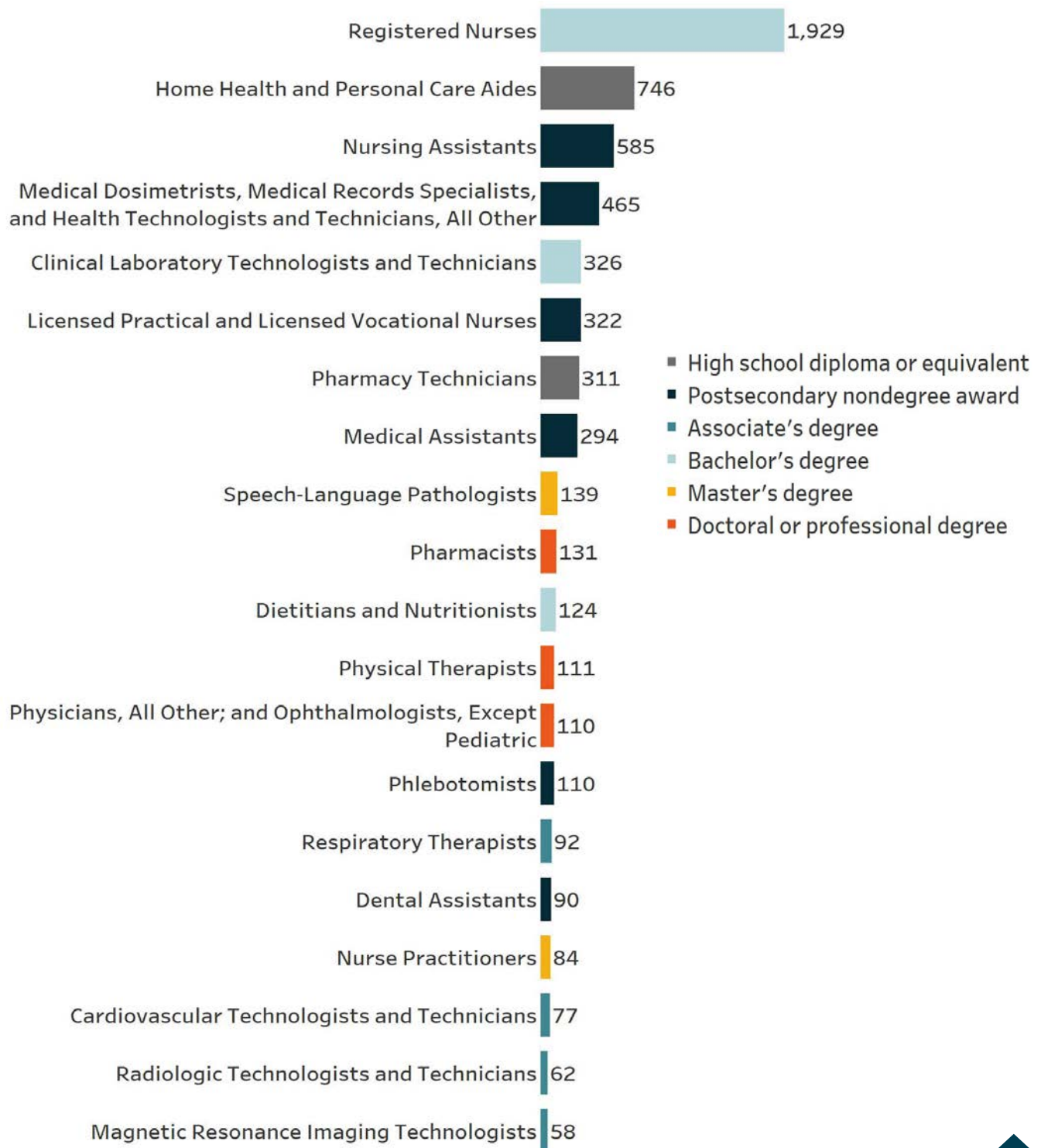
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand health care occupation throughout 2021, both in these counties and across the region, with 1,929 postings. Other top posted jobs include Home Health and Personal Care Aides (746 postings), Nursing Assistants (585 postings), Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (465 postings), and Clinical Laboratory Technologists and Technicians (326 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (311 postings) only require a high school diploma or equivalent for entry, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$36.63 per hour or an annual salary of about \$76,198.

Wage Overview for Top Posted Health Care Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.76	\$32.83	\$36.63	\$40.71	\$46.75
31-1128	Home Health and Personal Care Aides	\$10.19	\$10.83	\$11.92	\$14.08	\$16.53
31-1131	Nursing Assistants	\$12.50	\$13.78	\$15.88	\$18.38	\$19.90
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$14.65	\$17.03	\$20.61	\$25.18	\$33.90
29-2018	Clinical Laboratory Technologists and Technicians	\$15.08	\$18.10	\$25.88	\$33.98	\$38.69
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.03	\$21.64	\$26.20	\$29.13	\$30.93
29-2052	Pharmacy Technicians	\$10.30	\$11.29	\$14.10	\$17.71	\$19.78
31-9092	Medical Assistants	\$11.30	\$12.99	\$15.11	\$17.81	\$19.61
29-1127	Speech-Language Pathologists	\$27.04	\$32.94	\$36.42	\$40.02	\$45.55
29-1051	Pharmacists	\$48.20	\$54.55	\$61.40	\$69.66	\$80.30

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Medical Records
- Nursing Care

In-Demand Foundational Skills

- Communications
- Customer Service
- Leadership
- Management
- Compassion

In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Certified Medical Assistant
- Associates Degree In Nursing
- Certified Pharmacy Technician

In-Demand Education Level*

- High School Diploma: 31.6%
- Associate Degree: 27.7%
- Bachelor's Degree: 9.5%
- Master's Degree: 5.8%

**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

- Ascension
- McLaren Health Care
- DaVita
- Memorial Health Care Center
- Hurley Medical Center
- McLaren Flint
- HCR ManorCare
- Prestige Healthcare
- Maxim Healthcare Services
- RPH on the Go

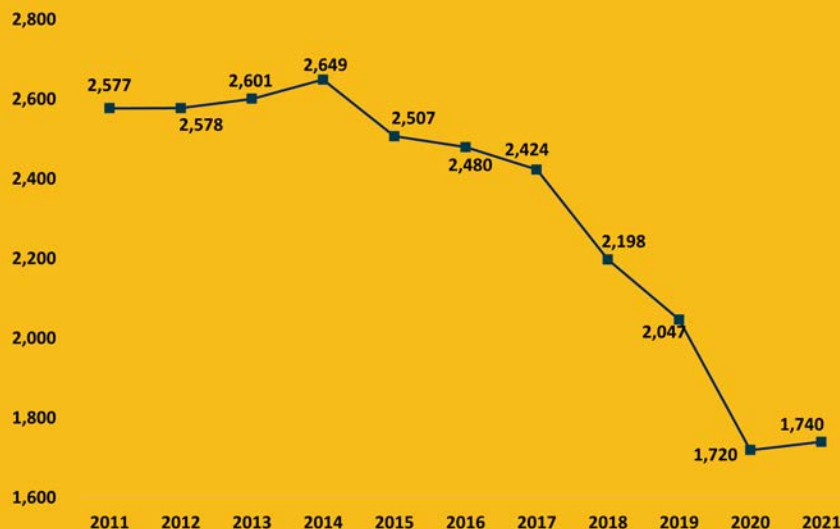
Job Postings by City

1. Flint: 3,215 Postings
2. Grand Blanc: 1,610 Postings
3. Owosso: 622 Postings
4. Fenton: 351 Postings
5. Davison: 235 Postings
6. Burton: 213 Postings
7. Flushing: 168 Postings
8. Swartz Creek: 110 Postings
9. Montrose: 107 Postings
10. Linden: 72 Postings

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, and about 7,000 job openings are reported annually.

Employment Over Time
2011-2021



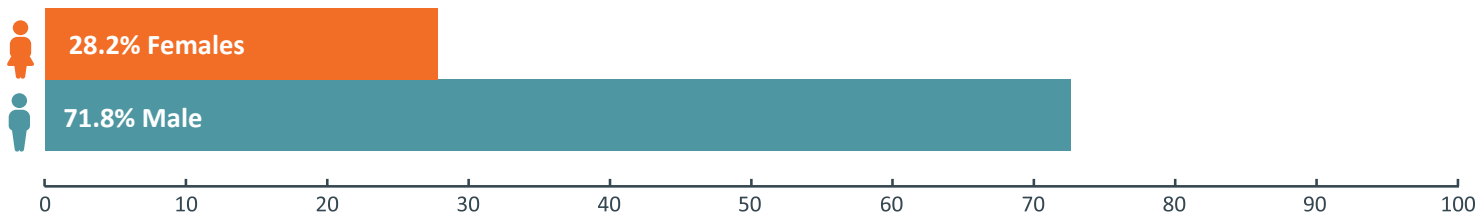
**1,740 Information
Technology
Workers**
**1.2% Increase
from 2020**



Information Technology Worker Demographics

According to 2021 Emsi data, Genesee and Shiawassee counties have 1,740 IT workers who are primarily male (71.8 percent). Roughly 76.0 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 15.5 percent, while only 5.9 percent are 24 years old or younger. Around 82.0 percent of the workforce identify as white, with workers who identify as Black or African American making up 8.4 percent of the workforce.

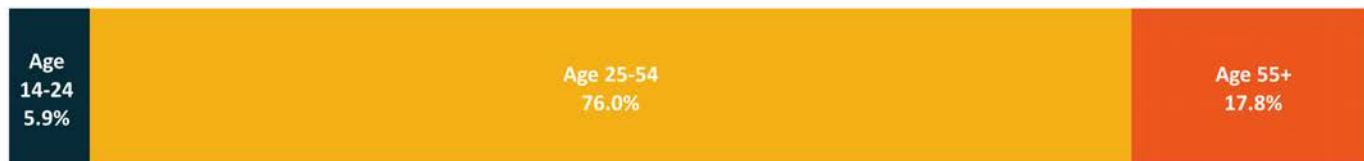
Worker Gender Demographics



Race and Ethnicity Demographics

82.0% White | **8.4% Black or African-American** | **5.2% Asian**

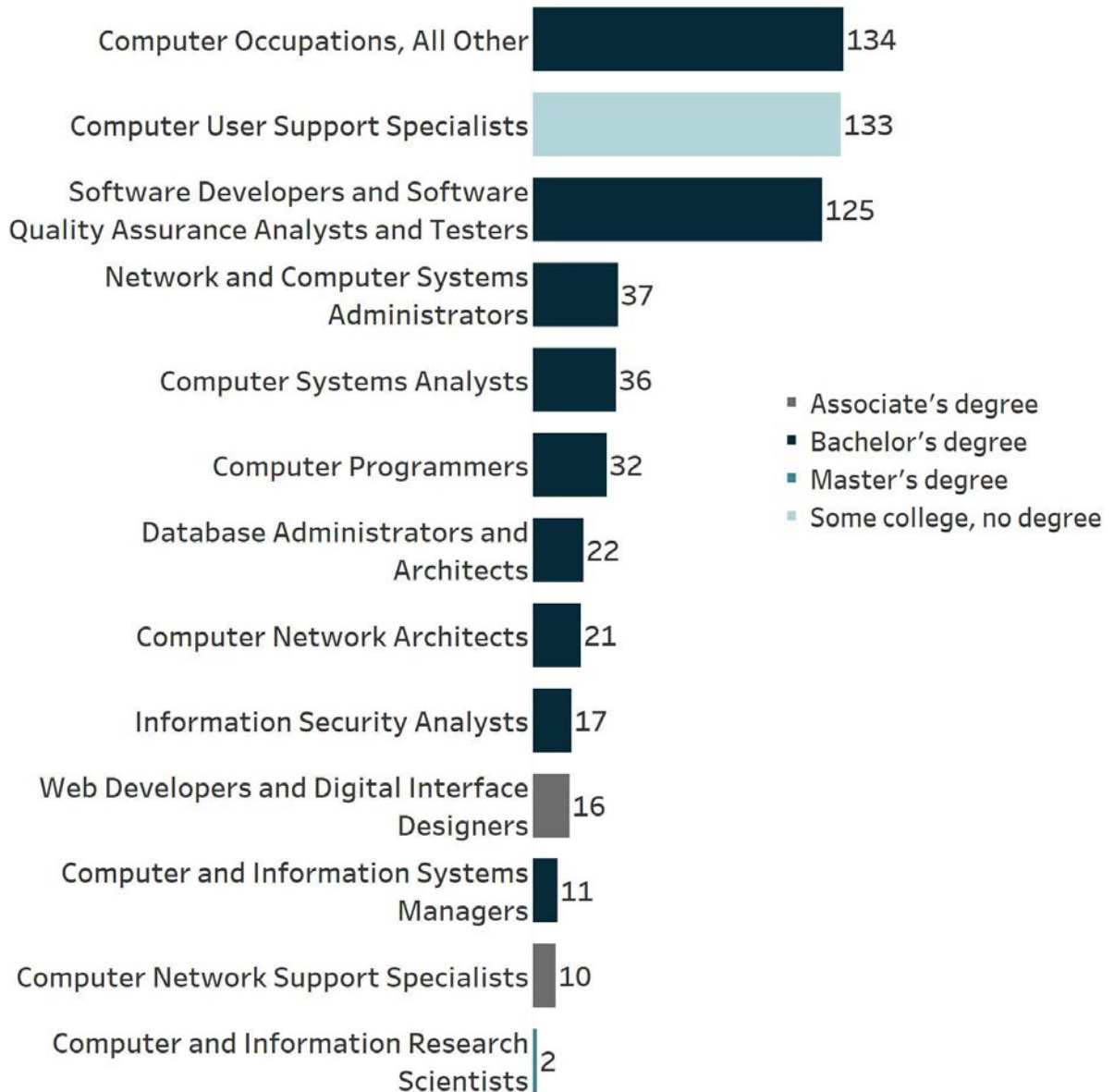
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 596 postings for IT workers in Genesee and Shiawassee counties. Computer Occupations, All Other was the most in-demand occupation with 134 postings, closely followed by Computer User Support Specialists, with 133 postings. Software Developers and Software Quality Assurance Analysts and Testers was also in high demand with 125 postings. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists typically require some college, but no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Computer User Support Specialists, the second most in-demand occupation, offers a median hourly wage of \$ \$24.21 per hour or \$50,355 per year. Computer and Information Systems Managers earn the highest median wage at \$50.37 per hour or nearly \$104,764 per year. Other occupations that have fewer qualifications, such as Computer Network Support Specialists and Web Developers, make over \$20.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1299	Computer Occupations, All Other	\$17.12	\$21.59	\$26.43	\$35.66	\$50.56
15-1232	Computer User Support Specialists	\$13.21	\$19.52	\$24.21	\$29.77	\$36.02
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$28.33	\$33.58	\$39.06	\$47.20	\$53.54
15-1244	Network and Computer Systems Administrators	\$22.40	\$27.26	\$33.92	\$39.65	\$47.41
15-1211	Computer Systems Analysts	\$26.78	\$32.88	\$38.30	\$47.06	\$56.67
15-1251	Computer Programmers	\$21.28	\$25.81	\$34.36	\$38.92	\$42.39
15-1245	Database Administrators and Architects	\$23.45	\$27.89	\$36.92	\$49.87	\$58.80
15-1241	Computer Network Architects	\$25.53	\$36.05	\$47.35	\$58.08	\$69.75
15-1212	Information Security Analysts	\$25.66	\$32.51	\$41.37	\$50.99	\$60.15
15-1257	Web Developers and Digital Interface Designers	\$15.57	\$17.31	\$20.60	\$33.31	\$42.63

In-Demand Technical Skills

- Computer Science
- Operating Systems
- Help Desk Support
- SQL
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Troubleshooting
- Problem Solving

In-Demand Certifications

- CompTIA A+
- CompTIA Network+
- Cisco Certified Network Professional
- Cisco Certified Internetwork Expert
- Cisco Certified Network Associate

In-Demand Education Level*

- High School Diploma: 17.8%
- Associate Degree: 17.4%
- Bachelor's Degree: 45.8%
- Master's Degree: 6.7%

**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

- McLaren Health Care
- University Of Michigan
- TEKsystems
- Revature
- Applied Materials
- Paychex
- T-Mobile
- Cynet Systems
- Covenant Eyes
- Huntington Bank

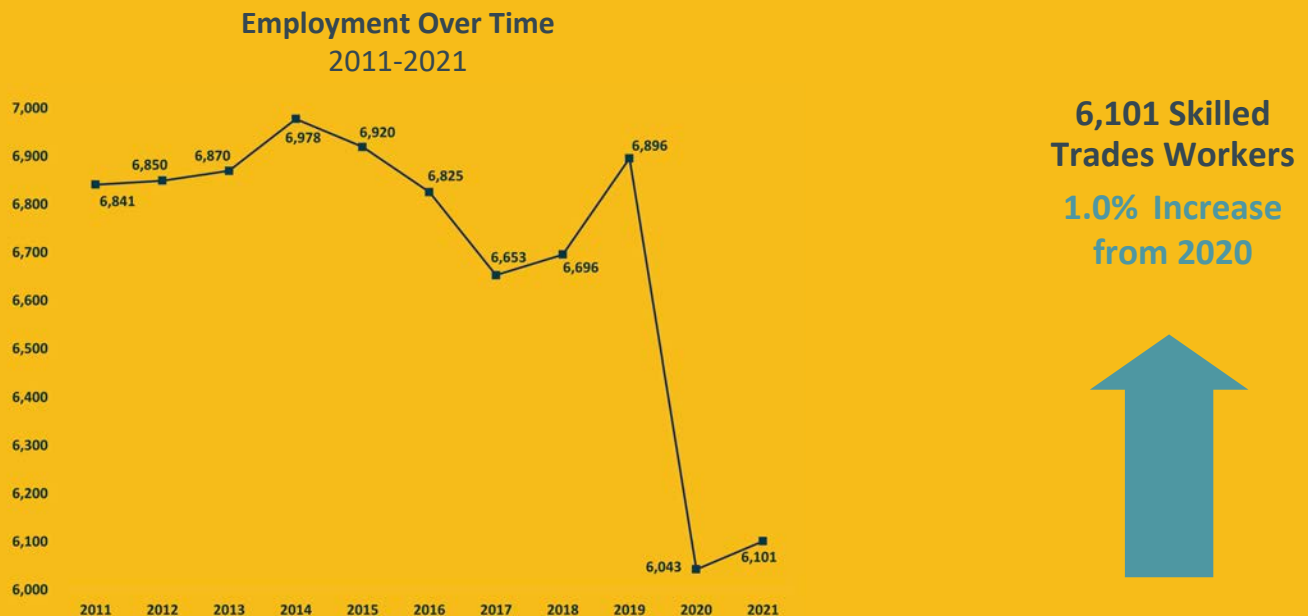
Job Postings by City

- Flint: 391 Postings
- Grand Blanc: 79 Postings
- Owosso: 39 Postings
- Fenton: 28 Postings
- Burton: 16 Postings
- Davison: 15 Postings
- Swartz Creek: 6 Postings
- Genesee: 4 Postings
- New Lathrop: 4 Postings
- Mount Morris: 3 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.

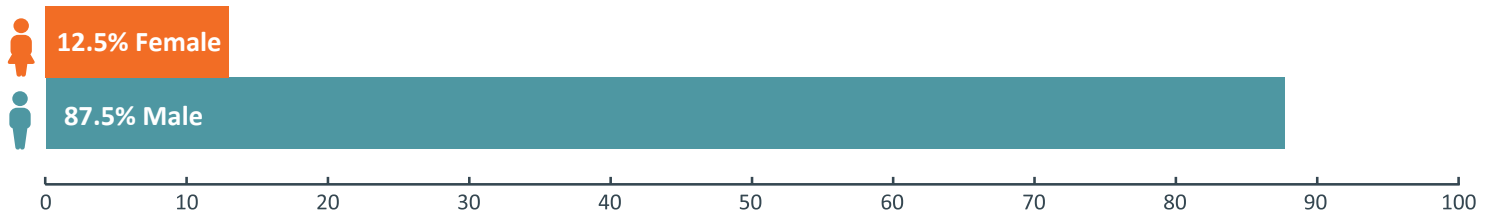
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.



Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 6,101 workers in Genesee and Shiawassee counties. The majority of skilled trades workers are male (87.5 percent) between the ages of 25 and 54 (65.7 percent). Due to the aging workforce, additional outreach will be necessary as 27.2 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.6% White | 12.9% Black or African-American | 3.6% Hispanic or Latino

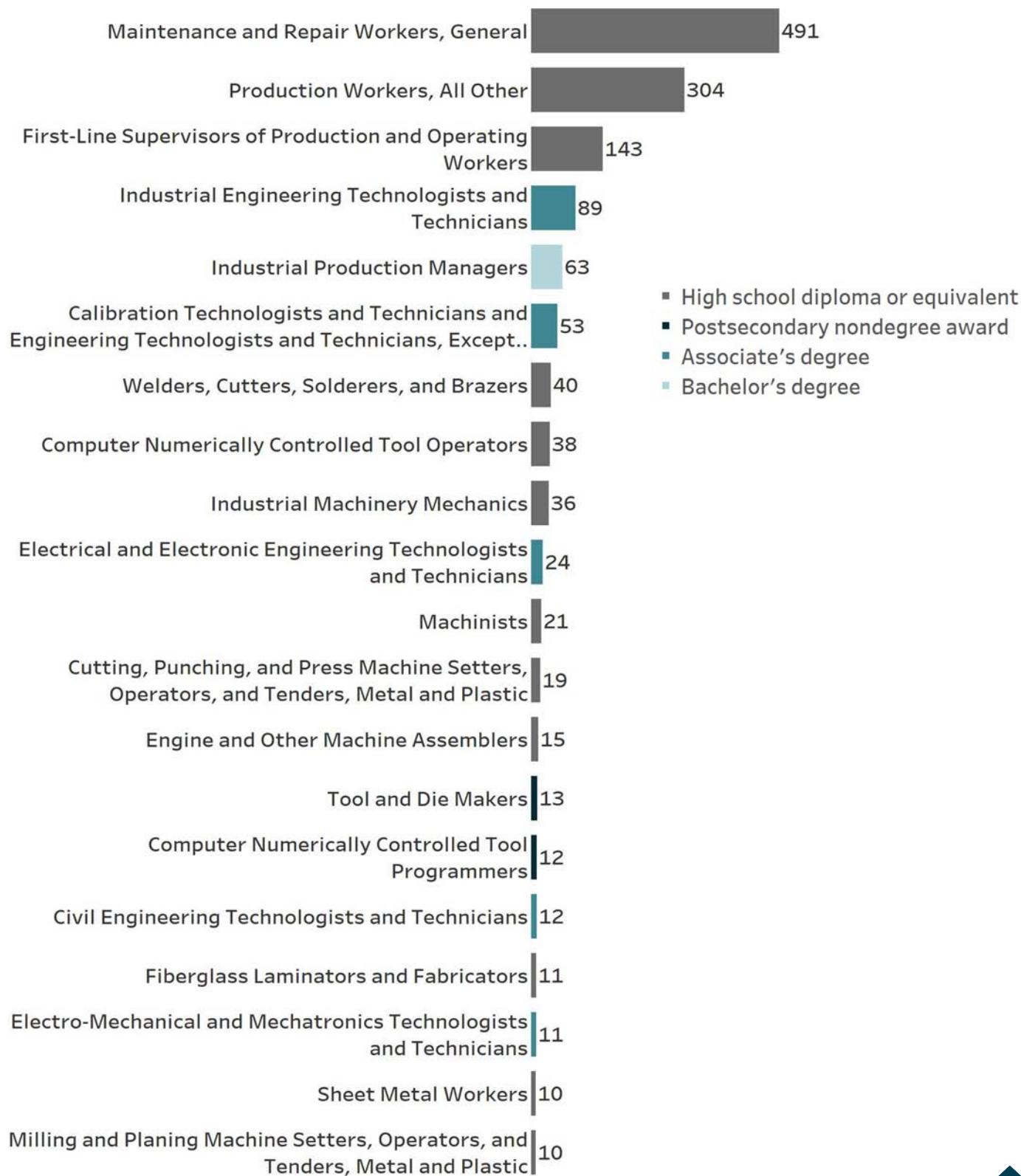
Worker Age Demographics



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 491 postings. Other top posted jobs include Production Workers, All Other (304 postings), First-Line Supervisors of Production and Operating Workers (143 postings), Industrial Engineering Technologists and Technicians (89 postings), and Industrial Production Managers (63 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Half of the top ten in-demand skilled trades occupations have median wages above \$26.00 per hour, with three more above the median wage of \$15.00. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$17.06, which translates to an annual salary of about \$35,491.

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	\$11.06	\$13.32	\$17.06	\$21.87	\$26.09
51-9199	Production Workers, All Other	\$10.41	\$11.20	\$12.67	\$16.23	\$23.94
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.00	\$21.50	\$30.20	\$42.54	\$50.01
17-3026	Industrial Engineering Technologists and Technicians	\$15.50	\$23.50	\$32.98	\$38.48	\$41.63
11-3051	Industrial Production Managers	\$33.07	\$39.62	\$52.73	\$65.59	\$85.26
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.08	\$19.61	\$28.04	\$36.85	\$44.60
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.43	\$14.88	\$17.67	\$21.50	\$28.43
51-9161	Computer Numerically Controlled Tool Operators	\$10.87	\$12.48	\$15.11	\$21.21	\$26.74
49-9041	Industrial Machinery Mechanics	\$16.13	\$19.54	\$26.57	\$34.01	\$38.40
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.70	\$23.32	\$30.42	\$36.13	\$41.44

In-Demand Technical Skills

- Plumbing
- HVAC
- Painting
- Machinery
- Power Tool Operation

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Customer Service
- Troubleshooting

In-Demand Certifications

- HVAC Certification
- Commercial Driver's License (CDL)
- American Society For Quality (ASQ) Certified
- Certified Quality Improvement Associate (CQIA)
- Certified Safety Professional

In-Demand Education Level*

- High School Diploma: 41.0%
- Associate Degree: 11.1%
- Bachelor's Degree: 5.3%
- Master's Degree: 1.1%

**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

- General Motors
- Adecco
- McDonald's
- Qualified Staffing
- Aramark
- ResourceMFG
- Trillium Staffing
- Vineyards Management Group
- Edward Rose & Sons
- Aerotek

Job Postings by City

1. Flint: 738 Postings
2. Fenton: 189 Postings
3. Owosso: 152 Postings
4. Grand Blanc: 119 Postings
5. Davison: 61 Postings
6. Burton: 60 Postings
7. Swartz Creek: 46 Postings
8. Durand: 23 Postings
9. Flushing: 13 Postings
10. Corunna: 12 Postings

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