WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
GENESEE & SHIAWASSEE COUNTY

January - December 2022

WIN WORKFORCE INTELLIGENCE NETWORK

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 2022 labor market information from Genesee and Shiawassee counties for the Business and Finance, Engineers and Designers, Healthcare, 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.

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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 through 2022, with increases in the labor force and employment, coupled with decreases in both unemployment and the unemployment rate. Quarterly postings data continues to show shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses as the most demanded occupation in 2022, with customer service and retail positions claiming four of the top six in-demand occupations for 2022.

## Annual Labor Market Information

The labor force in Genesee and Shiawassee counties grew in 2022, increasing by 1,996 individuals (1.0 percent) from the prior year. Employment also increased by 4,488 workers (2.3 percent) over 2021, while unemployment decreased by 2,492 workers (17.1 percent) for a total of 12,070 unemployed workers in 2022. The unemployment rate also decreased 1.3 percent in 2022 to 5.8 percent, following the large spike in 2020 at 11.0%. The unemployment rate has recovered to pre-pandemic levels since government shutdown measures for the pandemic relaxed in 2021.

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 decreased from Q3 by 234 postings. In Q4 2022, there were a monthly average of 8,510 unique postings in Genesee and Shiawassee counties, a decrease of 234 postings from the monthly average 8,744 postings recoded in Q3. The third quarter had the highest recorded postings in 2022 with 8,744 average postings, an increase of 440 postings (5.3 percent) since Q1 2022. The consistency in the number of unique job postings across 2022 reflects stability returning to the labor market after the launch of COVID-19 recovery efforts in 2021.

Quarterly Posting Analysis Genesee and Shiawassee Counties 2022

ANNUAL WORKFORCE INDICATORS
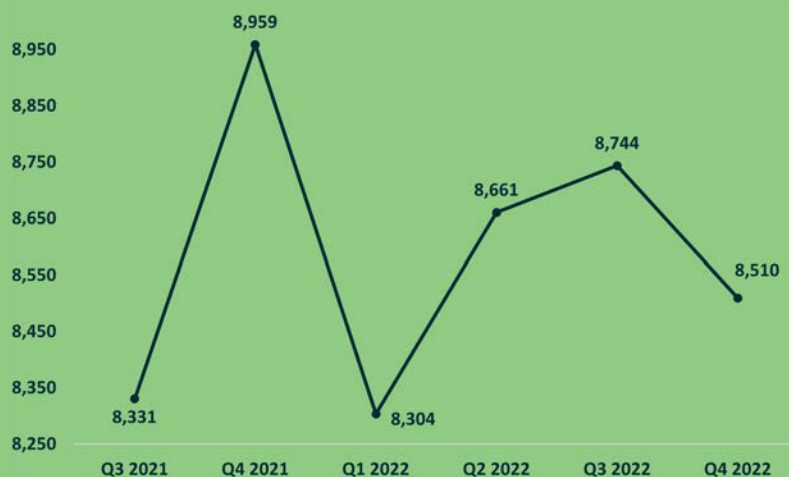
Key Findings

22%
Employer demand decreased by 21.9 percent, a gain of 7,436 job postings since 2022

High School Diploma

Most in-demand minimum education level during 2022
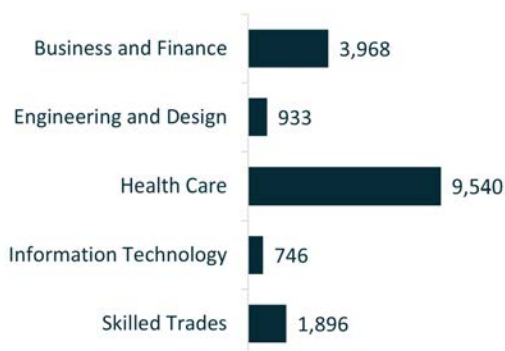
In Q4 2022, employment totaled
197,895
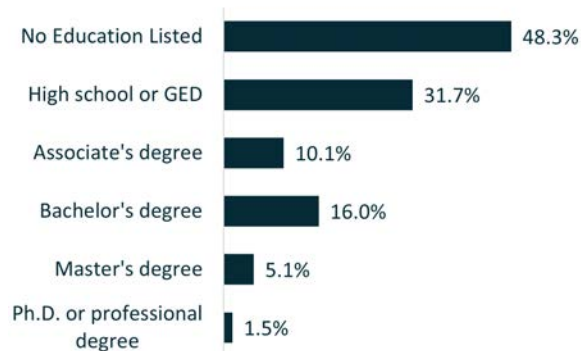a increase of 5,902 workers (3.1 percent) since Q4 2021

During 2022, there were 41,444 unique job postings in Genessee and Shiawassee counties, an increase of 7,436 over 2021. The third quarter in 2022 saw the highest demand for the year with 8,744 postings, a 5.3 percent increase over Q1 2022. The top posted job occupations in 2022 include Registered Nurses, Retail Salespersons, First-Line Supervisors of Retail Sales Workers, Home Health and Personal Care Aides, Customer Service Representatives, and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

Of the 41,444 postings in Genesee and Shiawassee counties during 2022, 13,155 (31.7 percent) required a high school diploma or equivalent, while 10,818 postings (26.1 percent) required a college degree. An additional 2,729 postings (6.6 percent) required an advanced degree. The high demand for Healthcare and entry-level service workers within the countiesdrives this need for workers with various skill sets

Top 5 Posting Occupation Groups
2022

Occupation Group	Postings
Business and Finance	3,968
Engineering and Design	933
Health Care	9,540
Information Technology	746
Skilled Trades	1,896

Education Levels In-Demand
2022

Education Level	Percent
No Education Listed	48.3%
High school or GED	31.7%
Associate's degree	10.1%
Bachelor's degree	16.0%
Master's degree	5.1%
Ph.D. or professional degree	1.5%

The quarterly labor market shifts that were seen in 2021, as COVID-19 recovery was beginning, have remained fairly flat in 2022. The first quarter of 2022 saw a an increase in the labor force and employment and a slight decrease in the number of unemployed individuals and the corresponding unemployment rate, at 13,021 individuals and 6.3 percent. The labor force and employment numbers peaked in Q2 with a high of 210,852 individuals and 198,619 workers respectively, coupled with a 0.5 percent drop in the unemployment rate, to 13,021 individuals. The unemployment rate continued to drop month over month, for a final rate of 5.1% in Q4. 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	205,503	207,119	210,852	210,479	208,604	-1,875	-0.9%	3,101	1.5%
Employment	191,933	194,099	198,619	198,160	197,895	-265	-0.1%	5,962	3.1%
Unemployment	13,570	13,021	12,233	12,319	10,708	-1,610	-13.1%	-2,862	-21.1%
Unemployment Rate	6.6%	6.3%	5.8%	5.9%	5.1%	-0.7%	na	-1.5%	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 209,263 individuals, an increase of 1,996 individuals since 2021. Employment is up to 197,193 workers in 2022, an increase of 4,488 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 12,070 workers since the high of 23,997 workers recorded in 2020. Similarly, the unemployment rate declined by 1.3 percentage points for a 2022 unemployment rate of 5.8 percent. As the labor force grew in Genessee and Shiawassee throughout 2022, the unemployment rate decreased accordingly, signaling successful economic recovery throughout the counties.

Annual Labor Market Data
2021-2022

	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	214,357	216,838	216,899	214,447	215,865	216,634	215,991	217,611	217,827	207,267	209,263	1,996	1.0%
Employment	193,052	195,865	199,921	201,537	203,810	204,339	205,237	207,160	193,830	192,705	197,193	4,488	2.3%
Unemployment	21,305	20,973	16,978	12,910	12,055	12,296	10,755	10,451	23,997	14,562	12,070	-2,492	-17.1%
Unemployment Rate	9.9%	9.7%	7.8%	6.0%	5.6%	5.7%	5.0%	4.8%	11.0%	7.0%	5.8%	-1.3%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 221,783 people in the labor force, either working or looking for work in Genesee and Shiawassee counties. Resident employment totals 203,931 workers or just under half, 43 percent, of the total population in Genesee and Shiawassee counties. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 39.7 percent for males and 28.3 percent for females. Overall, males in the county have a higher unemployment rate than females, with 8.6 percent and 7.5 percent respectively, for 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 20.8 percent.

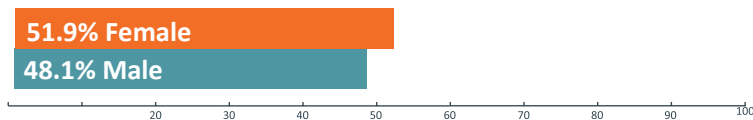| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	221,783	203,931	17,852	8.0%
Sex				
Male 16+	113,542	103,812	9,730	8.6%
16-19	5,221	4,002	1,219	23.3%
20-24	11,495	9,618	1,877	16.3%
25-54	71,781	66,383	5,398	7.5%
55-64	19,594	18,607	987	5.0%
65 Plus	5,451	5,202	249	4.6%
Female 16+	108,241	100,119	8,122	7.5%
16-19	5,526	4,526	1,000	18.1%
20-24	11,229	10,082	1,147	10.2%
25-54	68,184	63,436	4,748	7.0%
55-64	18,404	17,327	1,077	5.9%
65 Plus	4,898	4,748	150	3.1%
Race				
White	174,894	164,119	10,775	6.2%
Black / African	34,866	28,852	6,014	17.2%
Native American	659	634	25	3.8%
Asian	2,155	2,027	128	5.9%
Native Hawaiian / Pacific Islander	43	18	25	58.2%
Some Other Race	1,730	1,556	173	10.0%
Two or More Races	7,725	6,934	791	10.2%
Ethnicity				
Hispanic	8,091	7,215	876	12.1%

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

POPULATION DEMOGRAPHICS

2021 Census Population

According to the data from the Census Bureaus' most recent 2021 ACS Five Year estimates, during 2021, 381,405 people were living in Genesee and Shiawassee counties. The sex of the populace was split almost evenly, with 51.9 percent of the population identifying as female, and the other 48.1 percent identifying as male. Much of the population identified as white (74.2 percent) with the second largest number of individuals identifying as Black or African American (16.3 percent). Both counties are facing an aging population; 32.1 percent of the population was over the age of 54, compared to 30.8 percent under the age of 25.

2022 Current Workforce

In 2022, the workforce had a total of 146,760 individuals working in Genesee and Shiawassee counties. A slight majority, 52.1 percent (75,941 workers) were female, while 47.7 percent (69,863 workers) of the workforce was male. Most workers in the county identified as white, accounting for 77.9 percent of the workforce, while Black or African American workers totaled 13.6 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.0 percent. Much of the workforce in Genesee and Shiawassee counties are between the ages of 25 through 54 (61.6 percent), while 23.2 percent of workers are 55 and older.

Population Gender Demographics

51.9% Female
48.1% Male

Workforce Gender Demographics

52.1% Female
47.9% Male

Population Race Demographics

- White, 74.2%
- Black or African American, 16.3%
- Hispanic or Latino, 3.5%
- Asian, 0.8%
- Two or More Races, 4.2%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.02%
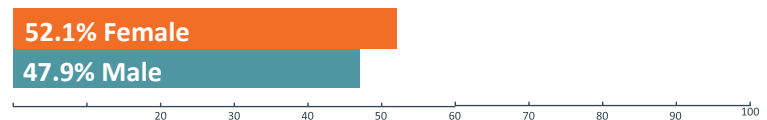
Workforce Race and Ethnicity Demographics

- White, 77.9%
- Black or African American, 13.6%
- Hispanic or Latino, 4.0%
- Asian, 1.9%
- Two or More Races, 2.1%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.04%

Population Age Demographics

| Age 14 and Under 18.3% | Age 15-24 12.5% | Age 25-54 37.1% | Age 55+ 32.1% |

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

Workforce Age Demographics

| Age 14-24 15.2% | Age 25-54 61.6% | Age 55+ 23.2% |

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 167,011 residents. There were 79,279 (47.5 percent) residents living and working within the two-county region, while the remaining 87,732 residents (52.5 percent) traveled outside of the region for work. There were 129,374 workers employed in the region during 2020. Of those, 50,095 workers (38.7 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

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network
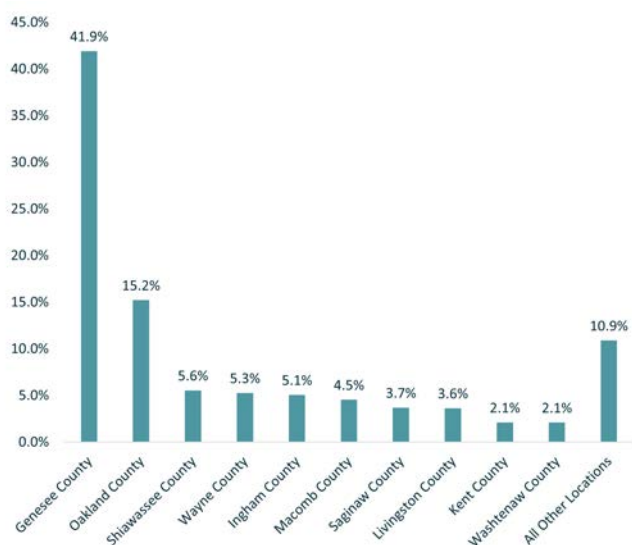
Where Genesee and Shiawassee Workers Live
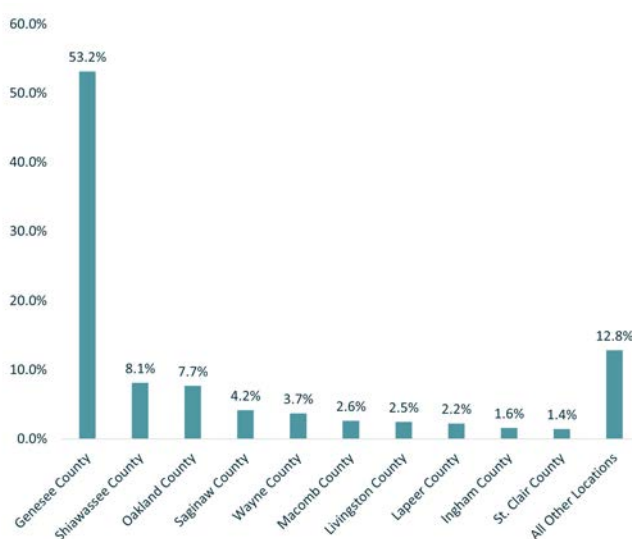
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Flint: 19,520 Postings
2. Grand Blanc: 5,574 Postings
3. Fenton: 3,833 Postings
4. Owosso: 3,226 Postings
5. Davison: 1,701 Postings
6. Burton: 1,541 Postings
7. Flushing: 1,064 Postings
8. Swartz Creek: 858 Postings
9. Clio: 575 Postings
10. Durand: 536 Postings
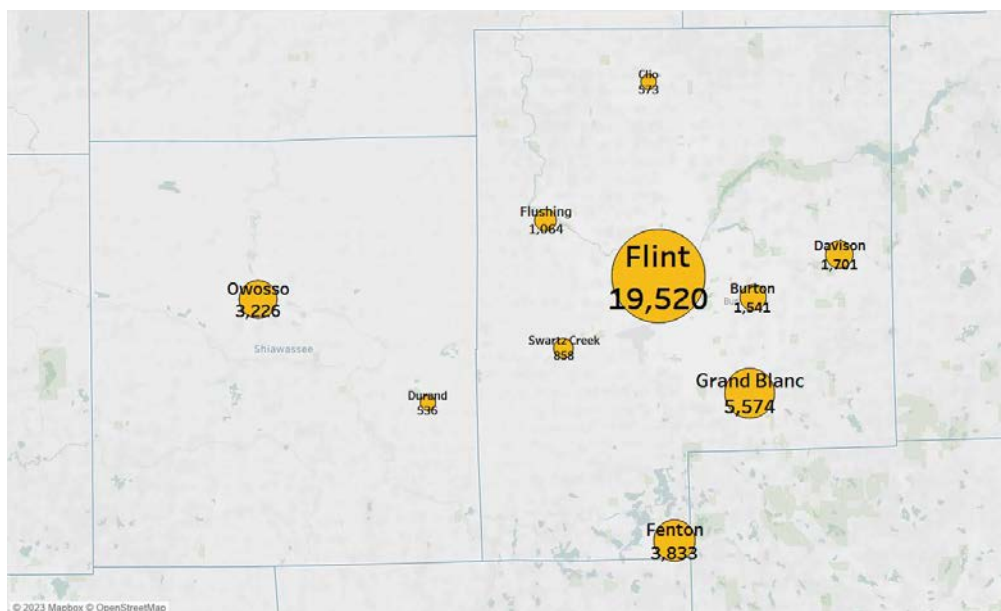
TOP POSTED JOBS

Top Posted Jobs: 2022

Registered Nurses is the top posted occupation for 2022, with 2,634 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 1,904 postings and 1,407 postings respectively, requiring a high school diploma 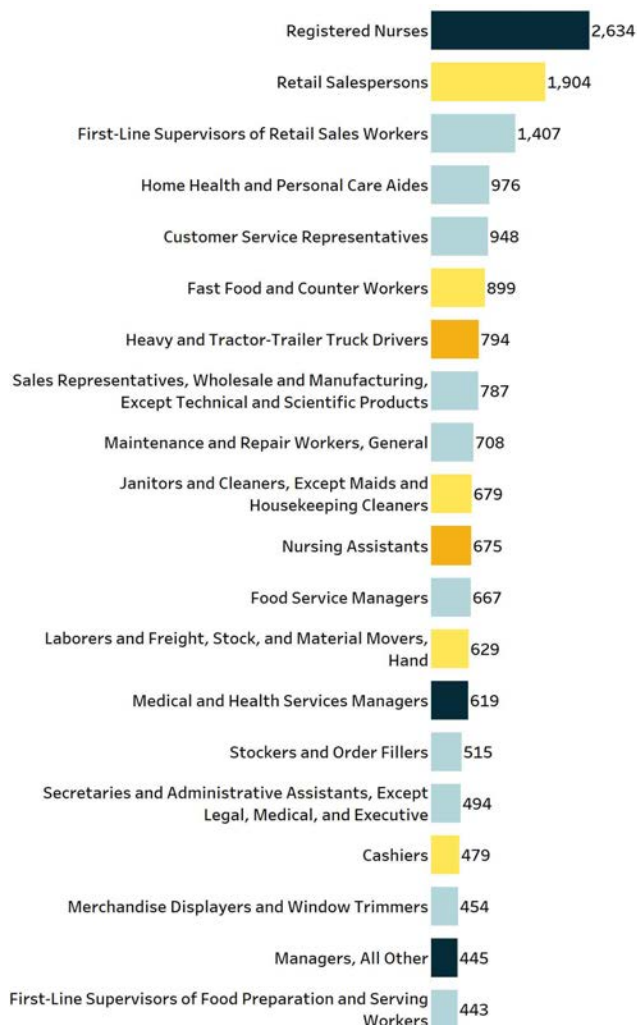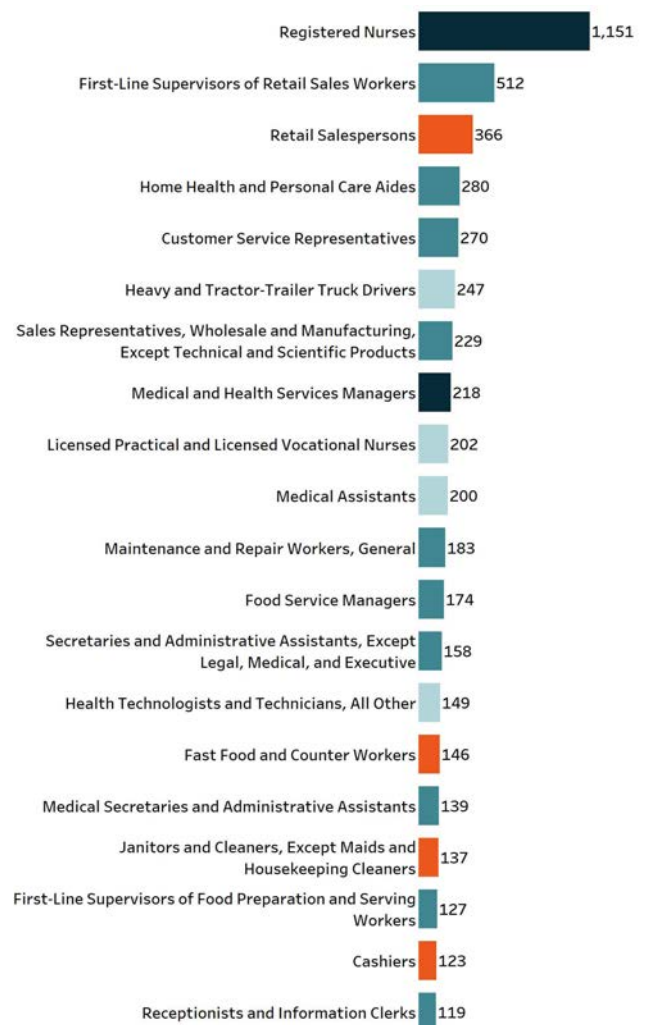or equivalent and no formal educational credential respectively, for entry. Other in-demand jobs that also require no formal education or a high school diploma or equivalent coupled with short-term on-the-job training include Home Health and Personal Care Aides and Fast Food and Counter Workers.

Top Posted Entry-Level Jobs: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 27.6 percent of the 2022 postings in Genesee and Shiawassee counties. 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 41.2 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 1,151 postings requiring a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 512 postings.

Occupation	Postings
Registered Nurses	2,634
Retail Salespersons	1,904
First-Line Supervisors of Retail Sales Workers	1,407
Home Health and Personal Care Aides	976
Customer Service Representatives	948
Fast Food and Counter Workers	899
Heavy and Tractor-Trailer Truck Drivers	794
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	787
Maintenance and Repair Workers, General	708
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	679
Nursing Assistants	675
Food Service Managers	667
Laborers and Freight, Stock, and Material Movers, Hand	629
Medical and Health Services Managers	619
Stockers and Order Fillers	515
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	494
Cashiers	479
Merchandise Displayers and Window Trimmers	454
Managers, All Other	445
First-Line Supervisors of Food Preparation and Serving Workers	443

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

| Occupation	Postings
Registered Nurses	1,151
First-Line Supervisors of Retail Sales Workers	512
Retail Salespersons	366
Home Health and Personal Care Aides	280
Customer Service Representatives	270
Heavy and Tractor-Trailer Truck Drivers	247
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	229
Medical and Health Services Managers	218
Licensed Practical and Licensed Vocational Nurses	202
Medical Assistants	200
Maintenance and Repair Workers, General	183
Food Service Managers	174
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	158
Health Technologists and Technicians, All Other	149
Fast Food and Counter Workers	146
Medical Secretaries and Administrative Assistants	139
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	137
First-Line Supervisors of Food Preparation and Serving Workers	127
Cashiers	123
Receptionists and Information Clerks	119

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

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
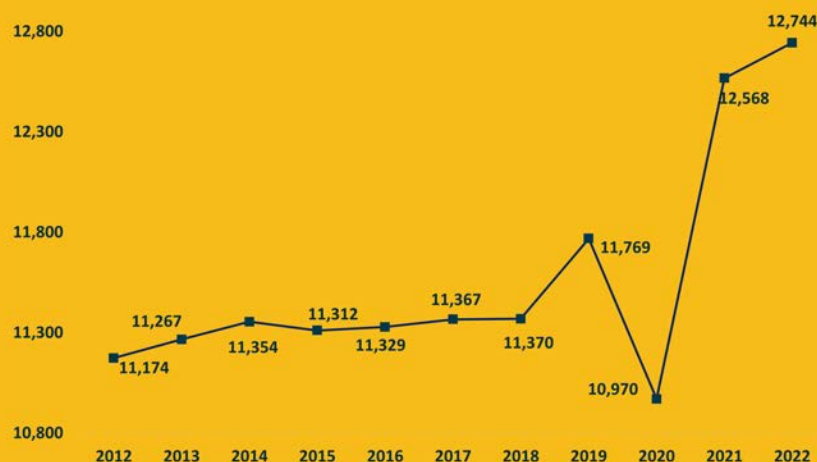
12,744 Business and Finance Workers

1.4% Increase from 2021

Business and Finance Worker Demographics

According to 2022 Lightcast data, the business and finance occupation group has increased by 176 workers or 1.4 percent since 2021, totaling 12,744 workers in 2022. Over half (51.8 percent) of the working population identify as male, while 86.1 percent of workers identified as white, indicating very little diversity regarding race. Only 4.5 percent of the business and finance working population is under the age of 25, compared to the 25-54 age group, which accounts for 68.9 percent of the workforce.

Worker Gender Demographics

48.2% Female

51.8% Male
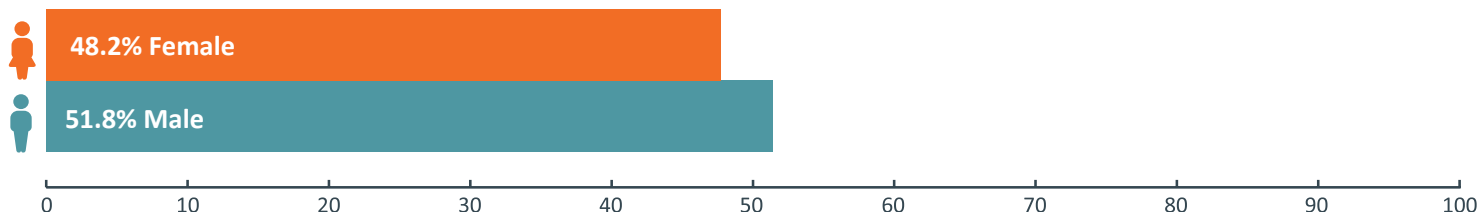
Race and Ethnicity Demographics

86.1% White | 8.3% Black or African-American | 2.4% Hispanic or Latino

Worker Age Demographics

Age 14-24 4.5%	Age 25-54 68.9%	Age 55+ 26.6%

Data: Lightcast | Analysis: Workforce Intelligence Network
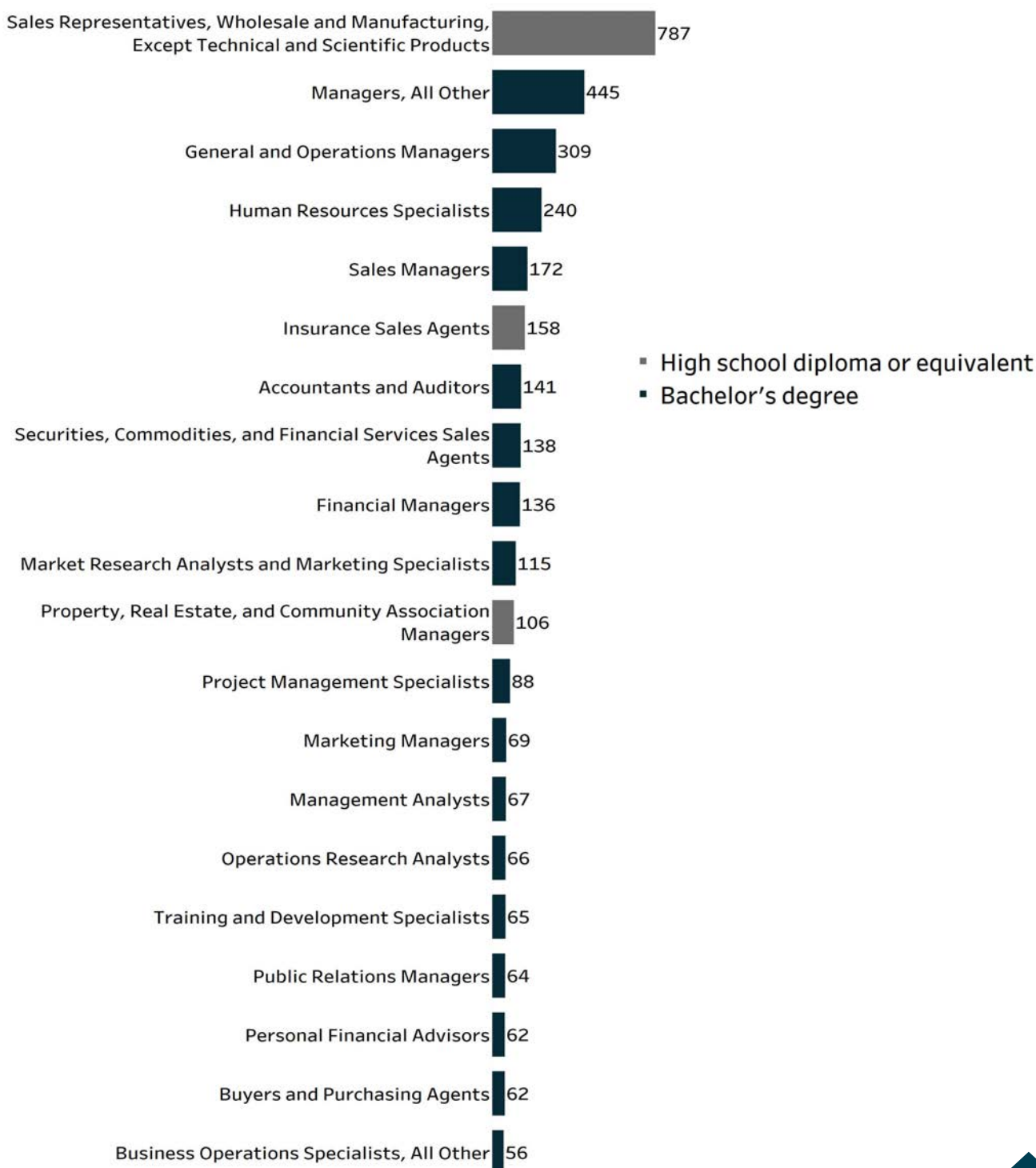
BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was the highest in-demand business and finance occupation during 2022, with 787 postings. Other top jobs include Managers, All Other (445 Postings), General and Operations Managers (309 Postings), Human Resources Specialists (240 Postings), and Sales Managers (172 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.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	787
Managers, All Other	445
General and Operations Managers	309
Human Resources Specialists	240
Sales Managers	172
Insurance Sales Agents	158
Accountants and Auditors	141
Securities, Commodities, and Financial Services Sales Agents	138
Financial Managers	136
Market Research Analysts and Marketing Specialists	115
Property, Real Estate, and Community Association Managers	106
Project Management Specialists	88
Marketing Managers	69
Management Analysts	67
Operations Research Analysts	66
Training and Development Specialists	65
Public Relations Managers	64
Personal Financial Advisors	62
Buyers and Purchasing Agents	62
Business Operations Specialists, All Other	56

- High school diploma or equivalent
- Bachelor's degree

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 $28.90, translating to annual earnings of approximately $60,112. Additional experience may lead to a role as a Sales Manager, opening the door to median wages around $56.44 hourly, or about $117,395 annually

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
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and	$14.63	$18.43	$28.90	$38.21	$50.35
11-9199	Managers, All Other	$22.75	$30.02	$45.06	$58.25	$74.67
11-1021	General and Operations Managers	$18.11	$27.42	$44.32	$61.18	$94.59
13-1071	Human Resources Specialists	$17.96	$22.62	$28.04	$35.29	$38.39
11-2022	Sales Managers	$29.17	$37.63	$56.44	$77.25	$99.81
41-3021	Insurance Sales Agents	$14.03	$17.57	$23.16	$30.12	$48.17
13-2011	Accountants and Auditors	$19.33	$23.41	$29.55	$37.76	$48.09
41-3031	Securities, Commodities, and Financial Services Sales Agents	$17.90	$18.04	$23.46	$45.57	$63.66
11-3031	Financial Managers	$36.52	$38.31	$56.42	$73.69	$98.21
13-1161	Market Research Analysts and Marketing Specialists	$17.12	$21.78	$28.65	$36.59	$45.55

In-Demand Technical Skills

- Marketing
- Accounting
- Selling Techniques
- Sales Prospecting
- Finance

In-Demand Foundational Skills

- Communications
- Sales
- Customer Service
- Management
- Leadership

In-Demand Certifications

- Certified Public Accountant
- Property And Casualty Insurance License
- Enrolled Agent (EA)
- FINRA Series 7 (General Securities Representative)
- Professional in Human Resources

In-Demand Education Level*

- High School Diploma: 24.2%
- Associate Degree: 10.6%
- Bachelor's Degree: 47.0%
- Master's Degree: 7.7%

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 Healthcare
- University Of Michigan
- Huntington Bancshares
- Toshiba
- JPMorgan Chase
- Walmart
- H&R Block
- Paychex
- TruGreen
- Mott Community College

Job Postings by City

1. Flint: 2,228 Postings
2. Grand Blanc: 440 Postings
3. Fenton: 328 Postings
4. Owosso: 221 Postings
5. Davison: 147 Postings
6. Flushing: 132 Postings
7. Burton: 121 Postings
8. Swartz Creek: 61 Postings
9. Clio: 43 Postings
10. Durand: 40 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.

Employment Over Time 2012-2022
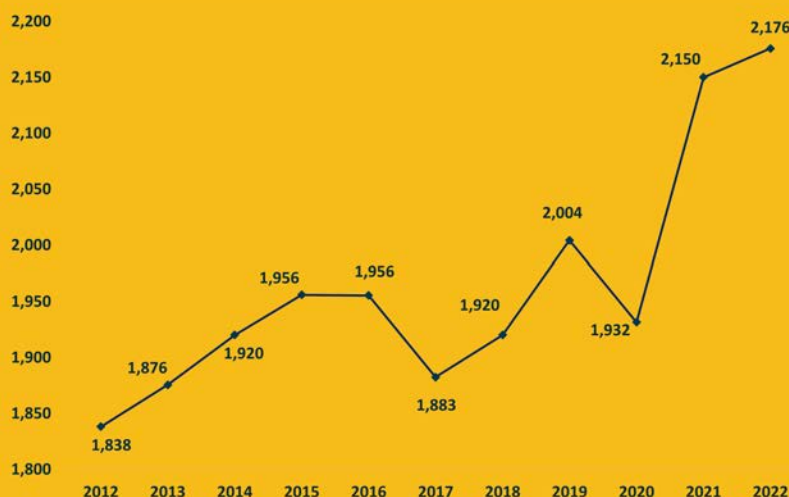
2,176 Engineers and Designers Workers

1.2% Increase from 2021

Engineers and Designers Worker Demographics

According to 2022 Lightcast data, the 2,176 workers in the engineering and design group are not particularly diverse. Just 5.8 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.4 percent of the current workforce and only 16.9 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

15.4% Female

84.6% Male
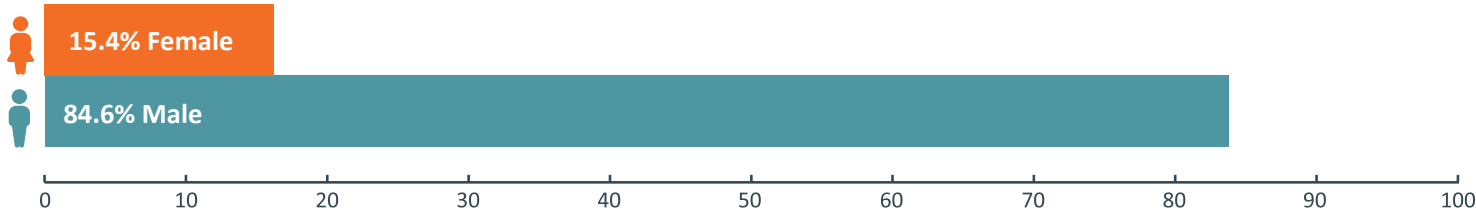
Race and Ethnicity Demographics

83.1% White | 6.2% Asian | 6.3% Black or African-American

Worker Age Demographics

Age 14-24 5.8%　　Age 25-54 68.2%　　Age 55+ 25.8%

Data: Lightcast | Analysis: Workforce Intelligence Network
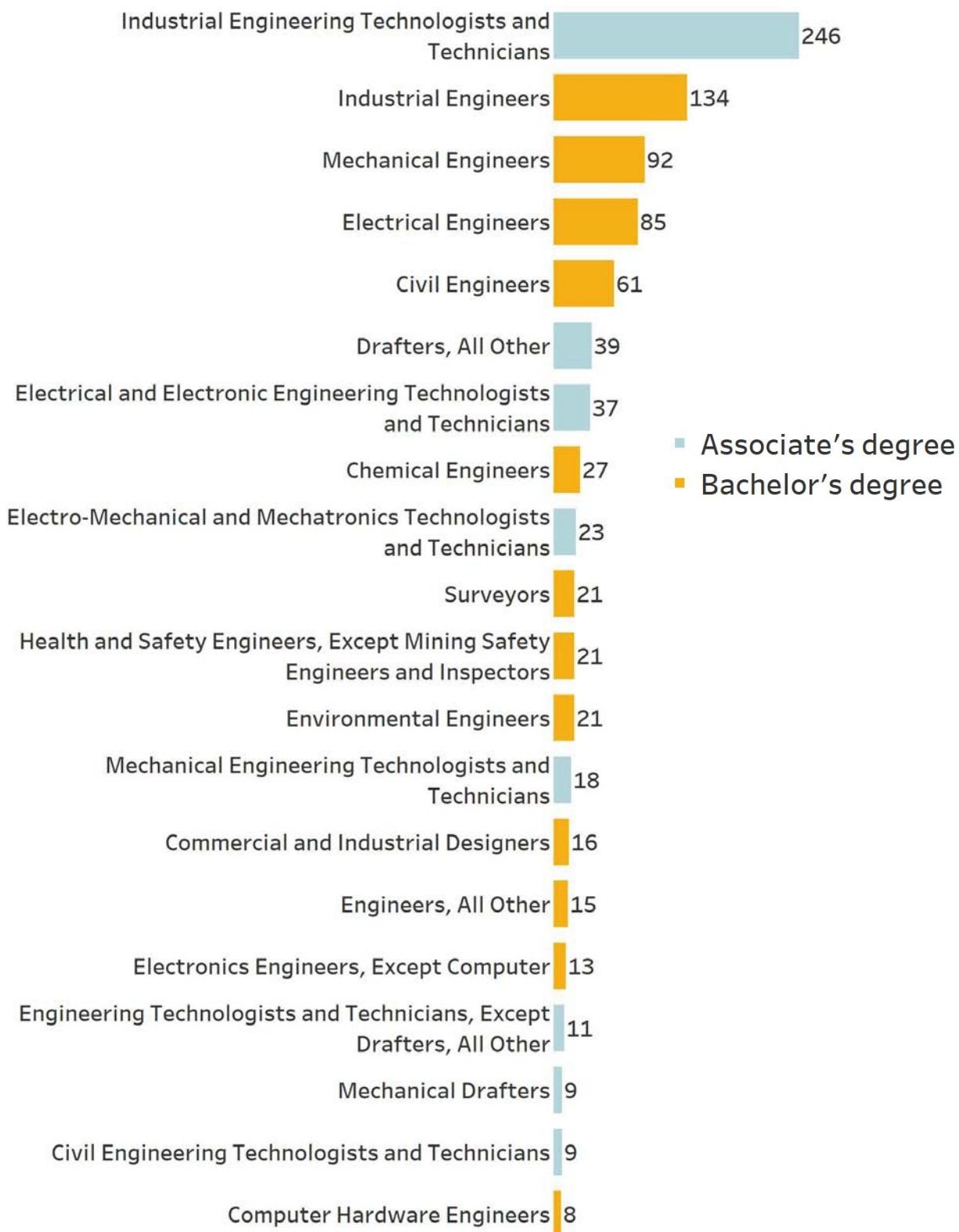
ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Industrial Engineering Technologists and Technicians was the highest in-demand engineering and design occupation during 2022, with 246 postings. Industrial Engineers were also in high demand with 134 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.

Occupation	Postings
Industrial Engineering Technologists and Technicians	246
Industrial Engineers	134
Mechanical Engineers	92
Electrical Engineers	85
Civil Engineers	61
Drafters, All Other	39
Electrical and Electronic Engineering Technologists and Technicians	37
Chemical Engineers	27
Electro-Mechanical and Mechatronics Technologists and Technicians	23
Surveyors	21
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	21
Environmental Engineers	21
Mechanical Engineering Technologists and Technicians	18
Commercial and Industrial Designers	16
Engineers, All Other	15
Electronics Engineers, Except Computer	13
Engineering Technologists and Technicians, Except Drafters, All Other	11
Mechanical Drafters	9
Civil Engineering Technologists and Technicians	9
Computer Hardware Engineers	8

■ Associate's degree
■ Bachelor's degree

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 $26,64. This reflects an annual salary of approximately $55,411.

Wage Overview for Top Posted Engineers and Designers Jobs in 2022

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	$17.75	$17.84	$26.64	$37.53	$37.96
17-2112	Industrial Engineers	$29.25	$35.84	$46.27	$48.85	$59.39
17-2141	Mechanical Engineers	$24.40	$35.31	$37.95	$46.60	$58.86
17-2071	Electrical Engineers	$29.16	$37.10	$47.18	$48.96	$61.80
17-2051	Civil Engineers	$28.59	$29.86	$36.09	$40.17	$47.96
17-3019	Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$21.45	$23.02	$29.42	$37.10	$47.10
17-2041	Chemical Engineers	$26.24	$30.86	$37.23	$46.58	$55.30
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-1022	Surveyors	$21.88	$27.20	$35.49	$37.78	$45.26

In-Demand Technical Skills

- AutoCAD
- Manufacturing Processes
- Machinery
- Mechanical Engineering
- Hydraulics

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- National Apprenticeship Certificate
- Aerial Lift Certification
- Certified Safety Professional

In-Demand Education Level*

- High School Diploma: 24.5%
- Associate Degree: 12.9%
- Bachelor's Degree: 43.0%
- Master's Degree: 6.5%

*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

- General Motors
- Koch Industries
- Wade Trim
- Fleis & Vandenbrink
- Terex
- Actalent
- ZF
- Avancez Assembly
- Iconma, L.L.C.
- Kelly Services

Job Postings by City

1. Flint: 468 Postings
2. Fenton: 130 Postings
3. Grand Blanc: 118 Postings
4. Owosso: 62 Postings
5. Swartz Creek: 28 Postings
6. Durand: 23 Postings
7. Burton: 21 Postings
8. Davison: 14 Postings
9. Flushing: 14 Postings
10. Lennon: 9 Postings

HEALTHCARE OCCUPATION GROUP

WIN's Healthcare occupation group includes jobs related to Healthcare support and practitioners. Employment in this group has been consistently growing, with more Healthcare 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**
2012-2022
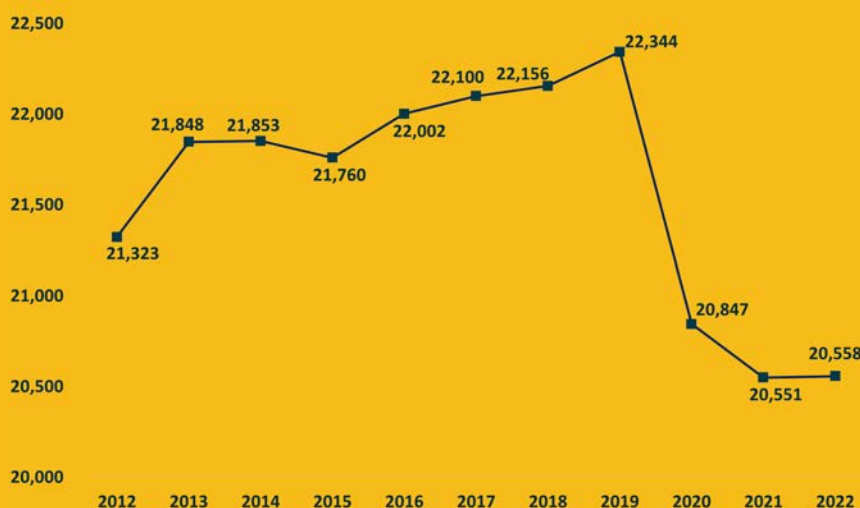
20,558 Healthcare Workers

Slight Increase from 2021

Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 20,558 workers in Genesee and Shiawassee counties, who are overwhelmingly female (80.7 percent) and between the ages of 25 and 54 (69.4 percent), although 22.1 percent of workers are over 54. The healthcare occupation group is primarily white, with 73.4 percent of workers identifying as white, 18.3 percent identifying as Black or African American, and 8.3 percent identifying otherwise.

Worker Gender Demographics

80.7% Females

19.3% Male

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
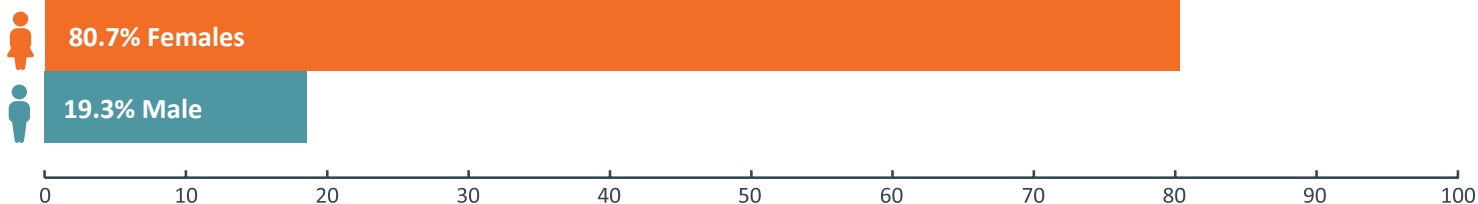
Race and Ethnicity Demographics

73.4% White | 18.3% Black or African-American | 2.8% Hispanic or Latino

Worker Age Demographics

| Age 14-24 8.4% | Age 25-54 69.4% | Age 55+ 22.1% |

Data: Lightcast | Analysis: Workforce Intelligence Network
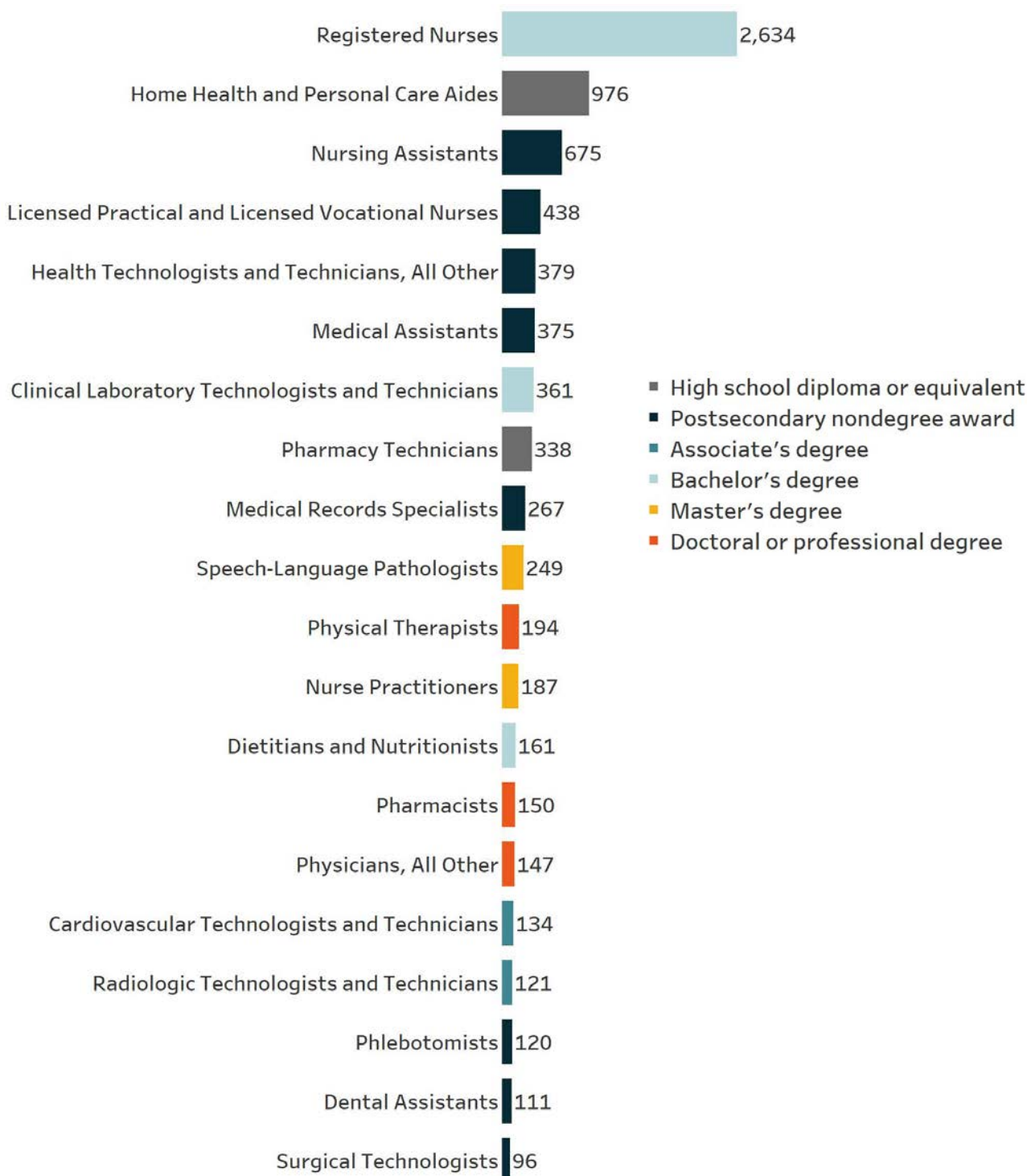
HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand Healthcare occupation throughout 2022, both in these counties and across the region, with 2,634 postings. Other top posted jobs include Home Health and Personal Care Aides (976 postings), Nursing Assistants (675 postings), Licensed Practical and Licensed Vocational Nurses (438 postings), and Health Technologists and Technicians, All Other (379 postings). Top occupations in Healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (338 postings) only require a high school diploma or equivalent for entry, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	2,634
Home Health and Personal Care Aides	976
Nursing Assistants	675
Licensed Practical and Licensed Vocational Nurses	438
Health Technologists and Technicians, All Other	379
Medical Assistants	375
Clinical Laboratory Technologists and Technicians	361
Pharmacy Technicians	338
Medical Records Specialists	267
Speech-Language Pathologists	249
Physical Therapists	194
Nurse Practitioners	187
Dietitians and Nutritionists	161
Pharmacists	150
Physicians, All Other	147
Cardiovascular Technologists and Technicians	134
Radiologic Technologists and Technicians	121
Phlebotomists	120
Dental Assistants	111
Surgical Technologists	96

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree

HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand Healthcare field tend to scale with both education and experience. The healthcare 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 Healthcare job, offers a median hourly wage of $37,87 per hour or an annual salary of about $78,769.

Wage Overview for Top Posted HealthCare Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$29.81	$35.75	$37.87	$39.11	$47.11
31-1128	Home Health and Personal Care Aides	$10.87	$11.13	$13.52	$14.20	$17.51
31-1131	Nursing Assistants	$13.91	$14.42	$16.91	$17.88	$18.67
29-2061	Licensed Practical and Licensed Vocational Nurses	$18.57	$23.29	$27.70	$28.71	$29.27
29-2099	Health Technologists and Technicians, All Other	$13.98	$14.39	$18.69	$22.64	$23.47
31-9092	Medical Assistants	$13.81	$14.30	$17.42	$18.05	$18.74
29-2018	Clinical Laboratory Technologists and Technicians	$17.76	$18.64	$29.16	$35.58	$38.28
29-2052	Pharmacy Technicians	$11.09	$11.66	$17.35	$18.01	$22.22
29-2072	Medical Records Specialists	$14.29	$17.75	$21.80	$28.36	$29.75
29-1127	Speech-Language Pathologists	$28.81	$30.23	$38.15	$45.09	$49.05

In-Demand Technical Skills

- Nursing
- Cardiopulmonary Resuscitation (CPR)
- Medical Records
- Nursing Care
- Vital Signs

In-Demand Foundational Skills

- Communications
- Customer Service
- Leadership
- Valid Driver's License
- Interpersonal Communications

In-Demand Certifications

- LBasic Life Support (BLS) Certification
- Licensed Practical Nurse
- Certified Nursing Assistant
- Advanced Cardiovascular Life Support (ACLS) Certification
- Nurse Practitioner

In-Demand Education Level*

- High School Diploma: 29.7%
- Associate Degree: 20.5%
- Bachelor's Degree: 11.6%
- 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 Healthcare
- ProMedica
- DaVita
- Memorial Healthcare Center
- Hurley Medical Center
- Mclaren Flint
- Beaumont Health
- Prestige Healthcare
- PharMerica

Job Postings by City

1. Flint: 4,146 Postings
2. Grand Blanc: 2,196 Postings
3. Owosso: 992 Postings
4. Fenton: 468 Postings
5. Davison: 359 Postings
6. Burton: 250 Postings
7. Flushing: 216 Postings
8. Montrose: 139 Postings
9. Linden: 123 Postings
10. Swartz Creek: 104 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
2012-2022
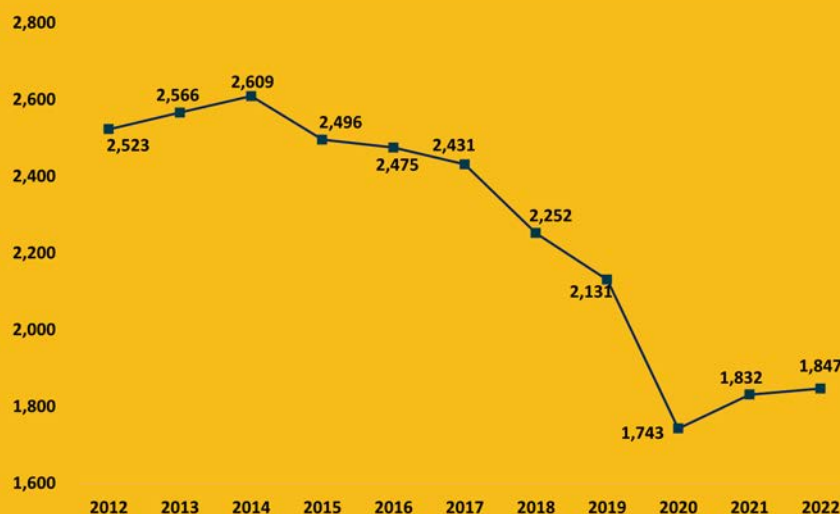
1,847 Information Technology Workers

0.8% Increase from 2021

Information Technology Worker Demographics

According to 2022 Lightcast data, Genesee and Shiawassee counties have 1,847 IT workers who are primarily male (70.6 percent). Roughly 76.7 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 17.2 percent, while only 6.1 percent are 24 years old or younger. Around 81.3 percent of the workforce identify as white, with workers who identify as Black or African American making up 8.3 percent of the workforce.

Worker Gender Demographics

29.4% Females
70.6% Male
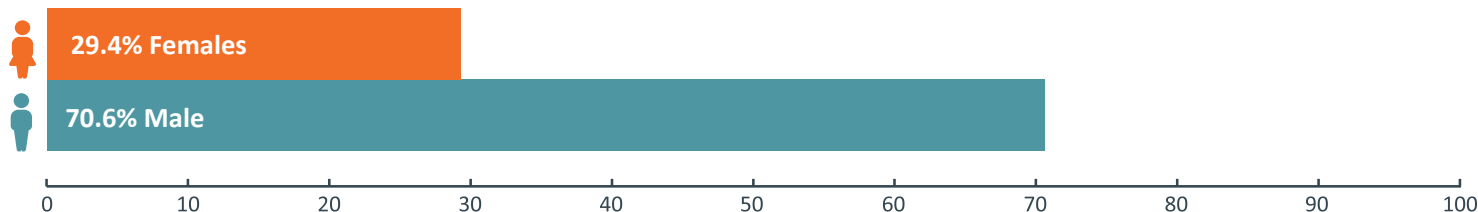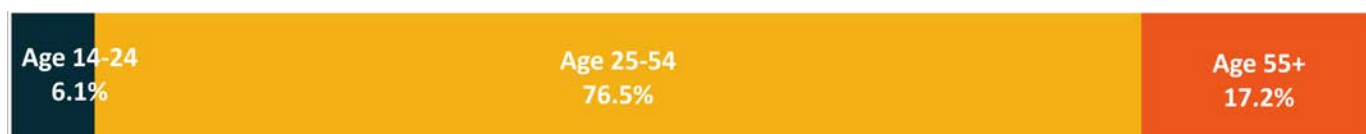
Race and Ethnicity Demographics

81.3% White | 8.3% Black or African-American | 5.5% Asian

Worker Age Demographics

Age 14-24 6.1% | Age 25-54 76.5% | Age 55+ 17.2%

Data: Lightcast | Analysis: Workforce Intelligence Network
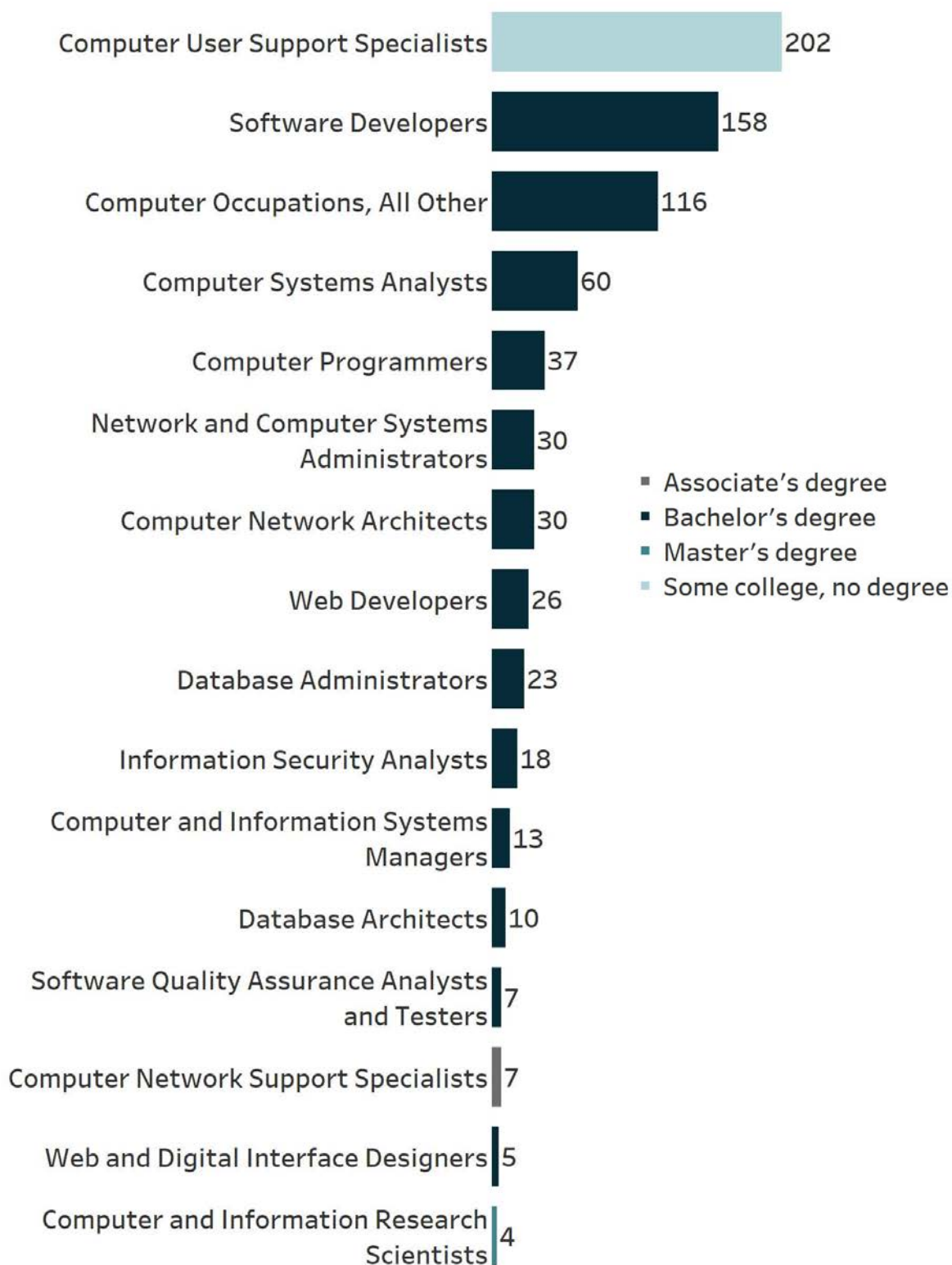
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2022, there were 746 postings for IT workers in Genesee and Shiawassee counties. Computer User Support Specialists was the most in-demand occupation with 202 postings, closely followed by Software Developers, with 158 postings. Computer Occupations, All Other was also in high demand with 116 postings. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists typically require some college, but no degree.

Occupation	Postings
Computer User Support Specialists	202
Software Developers	158
Computer Occupations, All Other	116
Computer Systems Analysts	60
Computer Programmers	37
Network and Computer Systems Administrators	30
Computer Network Architects	30
Web Developers	26
Database Administrators	23
Information Security Analysts	18
Computer and Information Systems Managers	13
Database Architects	10
Software Quality Assurance Analysts and Testers	7
Computer Network Support Specialists	7
Web and Digital Interface Designers	5
Computer and Information Research Scientists	4

Legend:
- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, 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 $ $22.93 per hour or $47,694 per year. Information Security Analysts earn the highest median wage at $54,31 per hour or nearly $112,964 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	$14.09	$17.99	$22.93	$28.81	$35.81
15-1252	Software Developers	$28.76	$36.56	$38.46	$50.24	$60.24
15-1299	Computer Occupations, All Other	$15.33	$22.67	$29.62	$44.71	$57.26
15-1211	Computer Systems Analysts	$27.48	$36.62	$37.84	$47.39	$58.40
15-1251	Computer Programmers	$23.46	$23.46	$23.50	$37.72	$50.67
15-1241	Computer Network Architects	$26.74	$35.14	$45.10	$57.25	$70.26
15-1244	Network and Computer Systems Administrators	$27.53	$29.69	$36.75	$38.66	$48.31
15-1254	Web Developers	$16.43	$26.80	$34.00	$42.70	$46.09
15-1242	Database Administrators	$21.25	$27.44	$33.27	$43.96	$53.46
15-1212	Information Security Analysts	$38.11	$42.43	$54.31	$66.32	$83.29

In-Demand Technical Skills

- Computer Science
- Help Desk Support
- Technical Support
- Information Systems
- SQL (Programming Language)

In-Demand Foundational Skills

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

In-Demand Certifications

- CompTIA A+
- CompTIA Network+
- Cisco Certified Network Associate
- Security Clearance
- Certified Information Systems Security Professional

In-Demand Education Level*

- High School Diploma: 17.0%
- Associate Degree: 17.3%
- Bachelor's Degree: 49.1%
- Master's Degree: 9.8%

*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

- McLaren Healthcare
- University Of Michigan
- Paychex
- Hurley Medical Center
- Genesee County
- Applied Materials
- Cynet Systems
- Mott Community College
- TEKsystems
- Covenant Eyes

Job Postings by City

1. Flint: 497 Postings
2. Grand Blanc: 99 Postings
3. Owosso: 58 Postings
4. Fenton: 29 Postings
5. Davison: 9 Postings
6. Flushing: 9 Postings
7. Burton: 8 Postings
8. Swartz Creek: 8 Postings
9. Durand: 6 Postings
10. Corunna: 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.

Employment Over Time 2012-2022
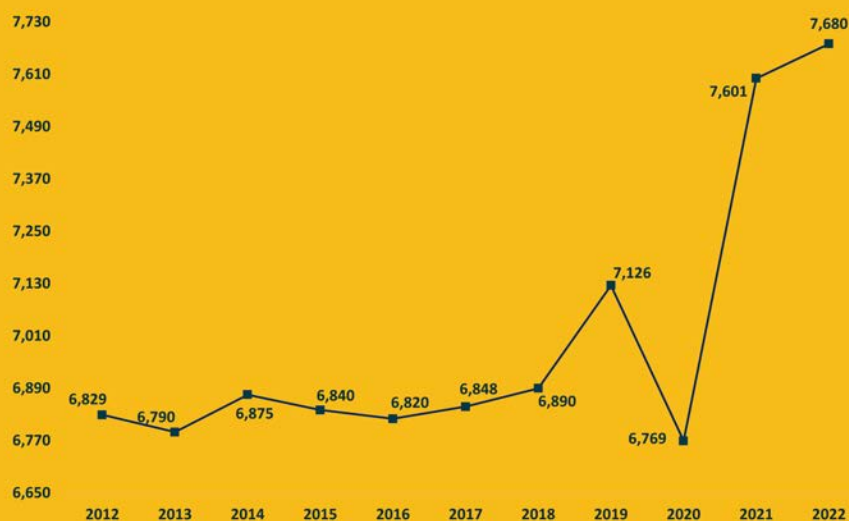
7,680 Skilled Trades Workers

1.0% Increase from 2021

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 7,680 workers in Genesee and Shiawassee counties. The majority of skilled trades workers are males (86.2 percent) between the ages of 25 and 54 (65.2 percent). Due to the aging workforce, additional outreach will be necessary as 28.3 percent are 55 years of age or older.

Worker Gender Demographics

13.8% Female

86.2% Male
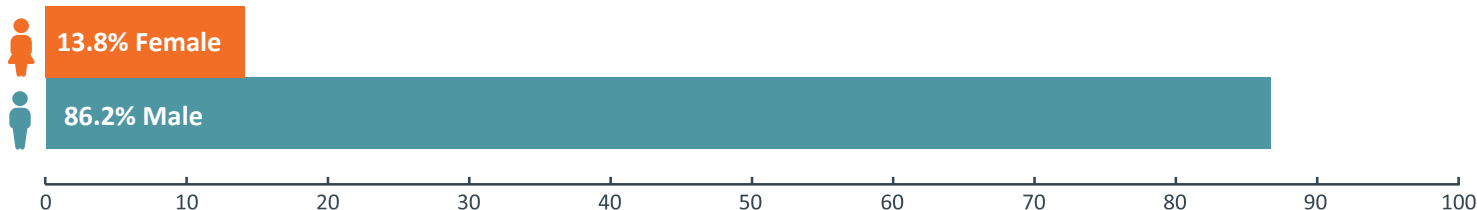
Race and Ethnicity Demographics

81.2% White | 12.0% Black or African-American | 3.7% Hispanic or Latino

Worker Age Demographics

Age 14-24 6.5%

Age 25-54 65.2%

Age 55+ 28.3%

Data: Lightcast | Analysis: Workforce Intelligence Network
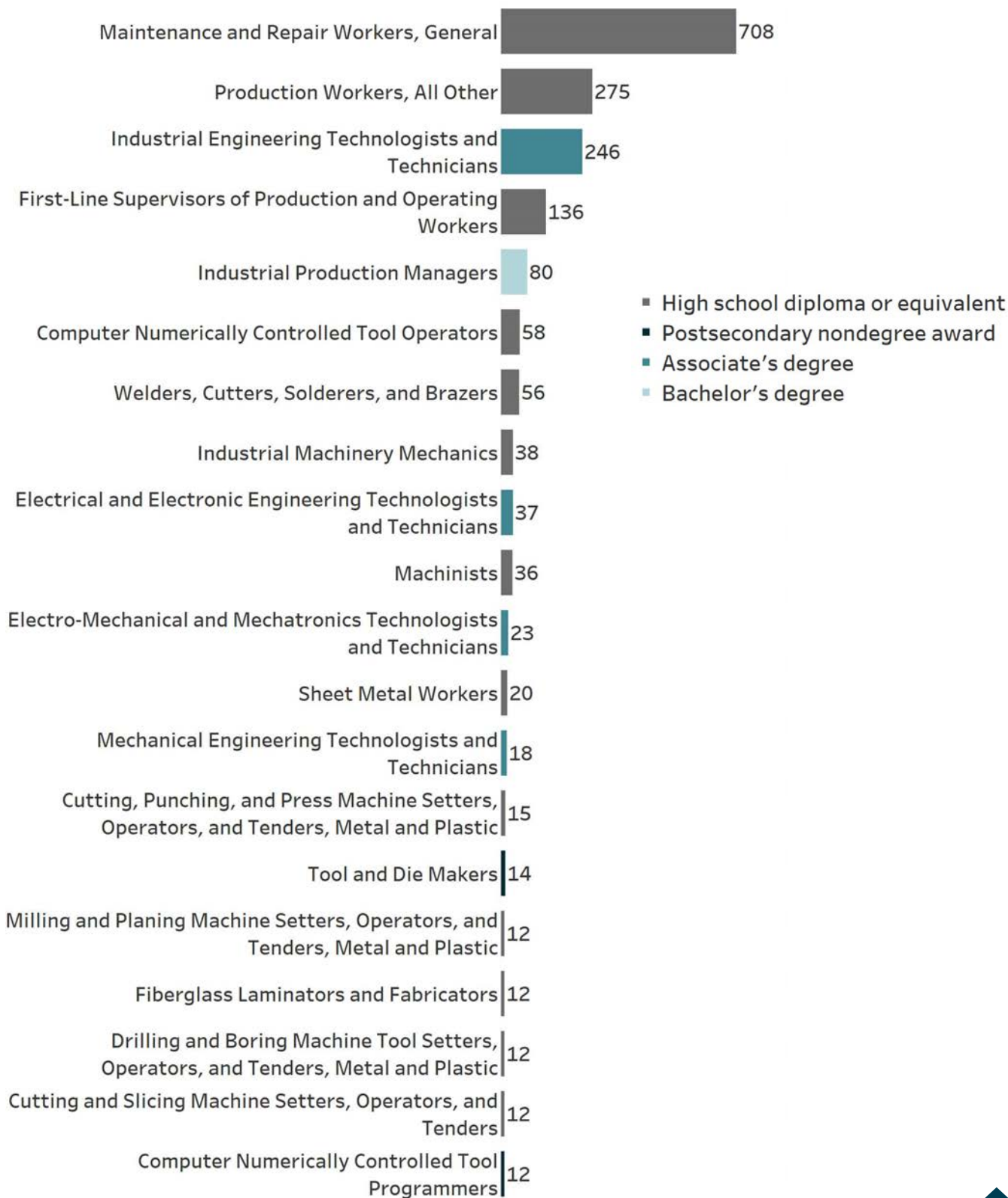
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 708 postings. Production Workers, All Other (275 postings), Industrial Engineering Technologists and Technicians (246 postings), First-Line Supervisors of Production and Operating Workers (136 postings), and Industrial Production Managers (80 postings).

Occupation	Postings
Maintenance and Repair Workers, General	708
Production Workers, All Other	275
Industrial Engineering Technologists and Technicians	246
First-Line Supervisors of Production and Operating Workers	136
Industrial Production Managers	80
Computer Numerically Controlled Tool Operators	58
Welders, Cutters, Solderers, and Brazers	56
Industrial Machinery Mechanics	38
Electrical and Electronic Engineering Technologists and Technicians	37
Machinists	36
Electro-Mechanical and Mechatronics Technologists and Technicians	23
Sheet Metal Workers	20
Mechanical Engineering Technologists and Technicians	18
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	15
Tool and Die Makers	14
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	12
Fiberglass Laminators and Fabricators	12
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	12
Cutting and Slicing Machine Setters, Operators, and Tenders	12
Computer Numerically Controlled Tool Programmers	12

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

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 four more above the median wage of $15.00. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of $17.88, which translates to an annual salary of about $37,190.

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	$13.74	$14.33	$17.88	$22.52	$28.36
51-9199	Production Workers, All Other	$11.09	$14.03	$14.11	$14.34	$17.93
17-3026	Industrial Engineering Technologists and Technicians	$17.75	$17.84	$26.64	$37.53	$37.96
51-1011	First-Line Supervisors of Production and Operating Workers	$17.99	$22.90	$29.43	$37.10	$45.45
11-3051	Industrial Production Managers	$30.07	$38.09	$48.87	$60.73	$76.78
51-9161	Computer Numerically Controlled Tool Operators	$11.83	$14.05	$15.29	$18.41	$23.36
51-4121	Welders, Cutters, Solderers, and Brazers	$14.33	$15.37	$17.71	$21.73	$26.43
49-9041	Industrial Machinery Mechanics	$17.76	$21.20	$27.51	$36.06	$37.58
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$21.45	$23.02	$29.42	$37.10	$47.10
51-4041	Machinists	$14.41	$17.19	$22.22	$29.00	$29.83

In-Demand Technical Skills

- Plumbing
- Hand Tools
- Machinery
- Carpentry
- HVAC

In-Demand Foundational Skills

- Communications
- Valid Driver's License
- Customer Service
- Management
- Troubleshooting (Problem Solving)

In-Demand Certifications

- HVAC Certification
- Commercial Driver's License (CDL)
- Aerial Lift Certification
- Airframe & Powerplant (A&P) Certificate
- Certified Safety Professional

In-Demand Education Level*

- High School Diploma: 44.0%
- Associate Degree: 6.3%
- Bachelor's Degree: 6.4%
- 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
- Qualified Staffing
- Terex
- McDonald's
- Edward Rose & Sons
- Adecco
- Kelly Services
- Aramark
- Aerotek
- Spangler

Job Postings by City

1. Flint: 797 Postings
2. Fenton: 270 Postings
3. Owosso: 197 Postings
4. Grand Blanc: 140 Postings
5. Davison: 99 Postings
6. Durand: 71 Postings
7. Burton: 70 Postings
8. Swartz Creek: 55 Postings
9. Flushing: 34 Postings
10. Clio: 31 Postings

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