



Research. Engagement. Solutions

A light gray map of the state of Michigan is overlaid on the background. The map is divided into county boundaries. Ingham County, located in the central part of the state, is highlighted in a light orange color. The background of the entire page is a faded aerial photograph of a city, with the Michigan State Capitol building visible on the right side.

LABOR MARKET REPORT INGHAM COUNTY

January - December 2021

INTRODUCTION

Ingham County
2021



About This Report

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

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

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

This report highlights labor market information and real-time job posting data for Ingham County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. The data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Ingham County for the Business and Finance, Education, 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 - Education
- 14 - Health Care
- 17 - Information Technology
- 20 --Skilled Trades and Technicians

VISIT

winintelligence.org

EMAIL

info@winintelligence.org

FOLLOW



@workforce
intelligence
network



@win-semich



@workforce
intelligence
network (win)

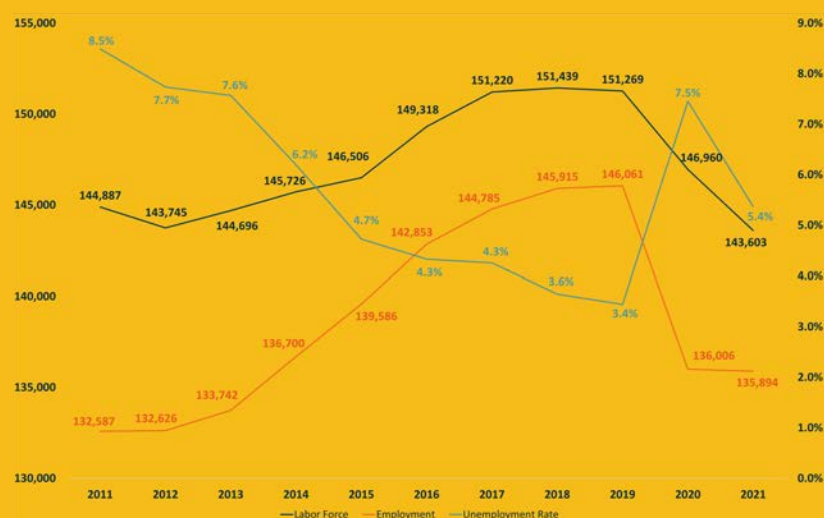
State of the Labor Market in Ingham County

The COVID-19 crisis continued to cause shifts in the labor market this year. In 2021, the labor force declined by 3,357 individuals (2.3 percent) while employment decreased by just 112 individuals (0.1 percent) from 2020. Unemployment went down by 3,245 workers and the unemployment rate recovered somewhat, decreasing 2.1 percentage points from 7.5 percent in 2020 to 5.4 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers and Software Quality Assurance Analysts and Testers tops the list as the most demanded occupation in 2021, accounting for 3,010 job postings followed closely by Computer Occupations, All Other with 2,708 postings. The health care and information technology occupation groups continue to be heavily demanded in Ingham County.

Annual Labor Market Information

The labor force in Ingham County dropped in 2021, decreasing by 3,357 individuals (2.3 percent) from the prior year. Employment decreased by 112 workers (0.1 percent) over the same period, while unemployment decreased by 3,245 workers (29.6 percent) for a total of 7,709 unemployed workers in 2021. The unemployment rate decreased in 2021 to 5.4 percent, a fall of 2.1 percentage points since the 7.5 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 18.1 percent in Ingham County.

Annual Labor Force, Employment, Unemployment Rate 2011–2021



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2021 shows that employer demand has increased since the end of Q3 2021. In Q4 2021, there were 60,381 unique postings in Ingham County, an increase of 8,805 postings from the 51,576 postings recorded in Q3. November had the highest recorded postings in 2021 with 20,949 postings, an increase of 11,957 postings (133.0 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 Ingham County 2021



Key Findings

38%

Employer demand increased by 38.4 percent, a gain of 18,674 job postings since 2020.

Bachelor's Degree

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

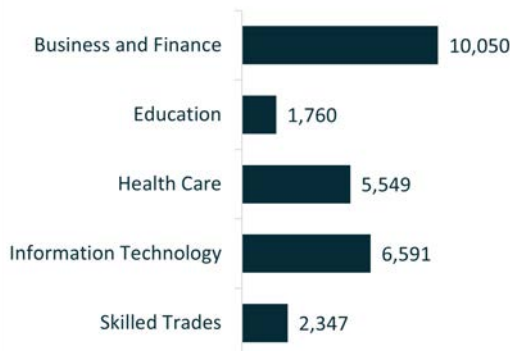
138,199

an increase of 702 workers (0.5 percent) since Q4 2020

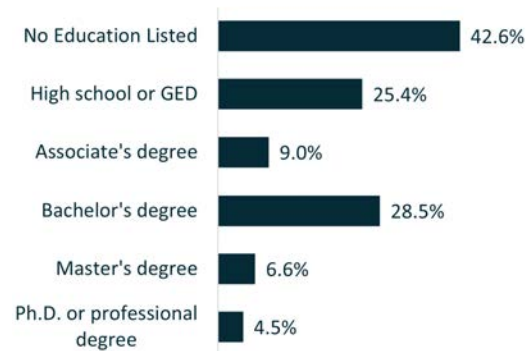
During 2021, there were 67,356 job postings, 18,674 more than the 48,682 postings made during 2020 in Ingham County. November 2021 saw the highest demand for the year with 20,949 postings, a 112.5 percent increase since January 2021. The top posted job titles in 2021 include Business Analysts, Maintenance Technicians, Customer Service Representatives, Project Managers, and Administrative Assistants. For more information about in-demand job postings, see page 7.

Of the 67,356 unique postings in Ingham County during 2021, 16,635 (24.7 percent) required a high school diploma or equivalent, while 25,386 postings (37.4 percent) required a college degree. An additional 7,473 postings (11.0 percent) required an advanced degree. The high demand for information technology and transportation jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups 2021



Education Levels In-Demand 2021



The quarterly labor market shifts that were seen in 2020, following the outbreak of COVID-19, have remained fairly flat in 2021. The first quarter of 2021 saw an initial decrease in the labor force, employment, unemployment, and the unemployment rate declined to 5.5 percent. The gap between the labor force and employment reached an annual high in Q3 causing the unemployment rate to increase to 5.9 percent. The labor force and employment numbers peaked in Q4 with a high of 144,435 individuals and 138,199 workers respectively, and unemployment decreased to 6,236 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2021. The unemployment rate at the end of Q4 2021 was 4.3 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	145,908	143,203	143,087	143,686	144,435	749	0.5%	-1,473	-1.0%
Employment	137,498	135,375	134,782	135,219	138,199	2,980	2.2%	702	0.5%
Unemployment	8,411	7,828	8,305	8,466	6,236	-2,231	-26.3%	-2,175	-25.9%
Unemployment Rate	5.8%	5.5%	5.8%	5.9%	4.3%	-1.6%	na	-1.4%	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 143,603 individuals, a decrease of 3,357 individuals since 2020. Employment was down slightly to 135,894 workers in 2021, a decrease of 112 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 7,709 workers, down by 3,245 workers since the high of 10,954 workers recorded in 2020. Similarly, the unemployment rate declined by 2.1 percentage points for a 2021 unemployment rate of 5.4 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	144,887	143,745	144,696	145,726	146,506	149,318	151,220	151,439	151,269	146,960	143,603	-3,357	-2.3%
Employment	132,587	132,626	133,742	136,700	139,586	142,853	144,785	145,915	146,061	136,006	135,894	-112	-0.1%
Unemployment	12,301	11,119	10,954	9,027	6,920	6,464	6,435	5,524	5,208	10,954	7,709	-3,245	-29.6%
Unemployment Rate	8.5%	7.7%	7.6%	6.2%	4.7%	4.3%	4.3%	3.6%	3.4%	7.5%	5.4%	-2.1%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 155,043 individuals in the labor force, meaning they were either working or looking for work, in Ingham County. Slightly less than half of the population, 144,573 individuals (49.7 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 32.6 percent, compared to females under the age of 25 reporting an unemployment rate of 27.4 percent.

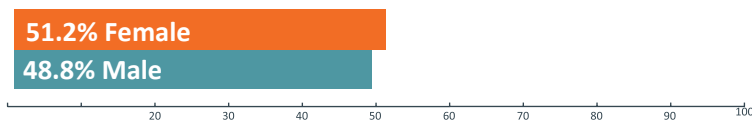
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	155,043	144,573	10,470	6.8%
Sex				
Male 16+	77,400	71,942	5,458	7.1%
16-19	4,527	3,547	980	21.6%
20-24	12,901	11,478	1,423	11.0%
25-54	45,857	43,400	2,457	5.4%
55-64	10,460	10,014	446	4.3%
65 Plus	3,655	3,503	152	4.2%
Female 16+	77,643	72,631	5,012	6.5%
16-19	5,984	4,926	1,058	17.7%
20-24	14,149	12,779	1,370	9.7%
25-54	42,949	40,845	2,104	4.9%
55-64	10,632	10,325	307	2.9%
65 Plus	3,929	3,756	173	4.4%
Race				
White	117,564	111,215	6,348	5.4%
Black / African American	17,530	15,146	2,384	13.6%
Native American	588	542	46	7.8%
Asian	9,656	9,019	637	6.6%
Native Hawaiian / Pacific Islander	66	53	13	19.7%
Some Other Race	2,185	2,091	94	4.3%
Two or More Races	7,682	6,683	999	13.0%
Ethnicity				
Hispanic	12,259	11,278	981	8.0%

POPULATION DEMOGRAPHICS

2020 Census Population

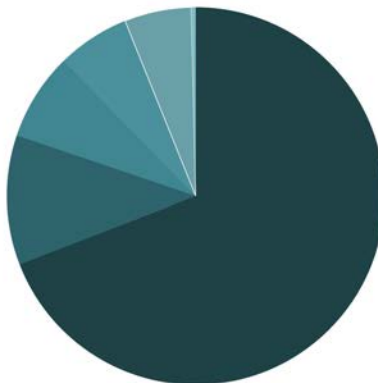
According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Ingham County decreased by about 0.5 percent between 2019 and 2020. During 2020, 290,923 people were living in the county. The sex of the populace was split almost evenly, with about 51.2 percent of the population identifying as female, and the other 48.8 percent identifying as male. Majority of the population identified as white (73.7 percent) with the second largest number of individuals identifying as Black or African American (11.8 percent). The region is facing an aging population; 25.0 percent of population was over the age of 54, compared to 38.9 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 73.7%
- Black or African American, 11.8%
- Hispanic or Latino, 8.0%
- Asian, 6.6%
- Two or More Races, 6.1%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%



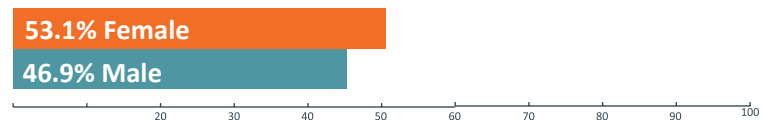
Population Age Demographics



2021 Current Workforce

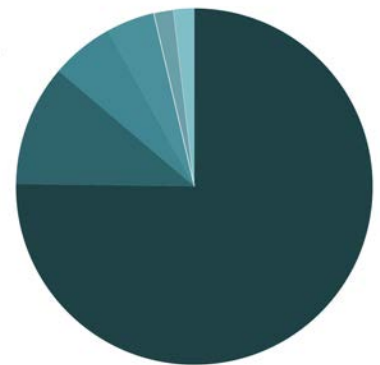
In 2021, the workforce had a total of 150,094 individuals working in Ingham County. A slight majority, 53.1 percent (80,218 workers) were female, while 46.9 percent (70,756 workers) of the workforce was male. Most workers in the county identified as white, accounting for 76.2 percent of the workforce, while Black or African American workers totaled 11.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.8 percent. Much of the workforce in Ingham County are between the ages of 25 through 54 (62.3 percent), while 22.2 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 76.2%
- Black or African American, 11.2%
- Hispanic or Latino, 5.8%
- Asian, 4.4%
- Two or More Races, 1.8%
- American Indian or Alaska Native, 1.9%
- Native Hawaiian or Other Pacific Islander, 0.02%



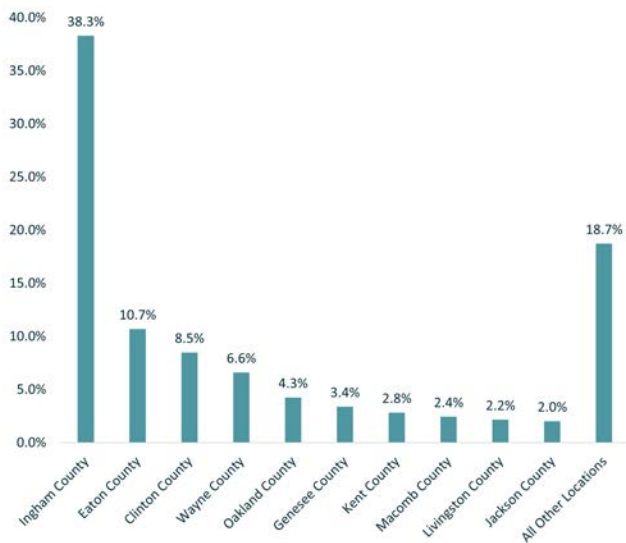
Workforce Age Demographics



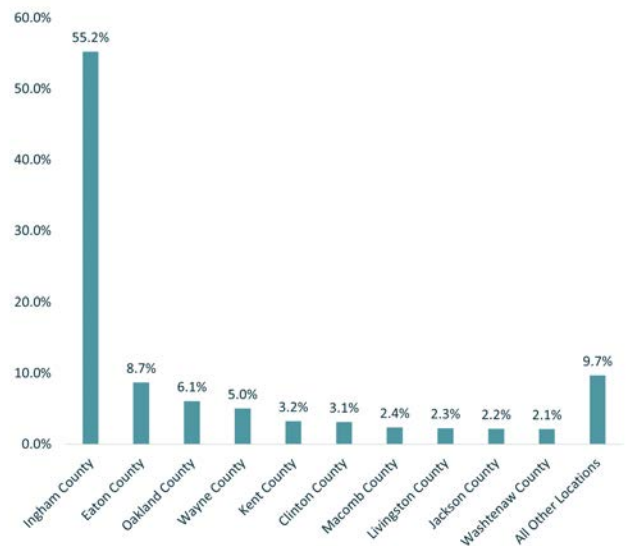
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, Ingham County's workforce consisted of 113,409 residents. There were 62,654 (55.2 percent) residents living and working within the county, while the remaining 50,755 residents (44.8 percent) traveled outside of the county for work. There were 163,585 workers employed in the county during 2019. Of those, 100,931 workers (61.7 percent) lived outside of the county's borders and commuted in. From this information, we can see that Ingham County is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Ingham County Residents Work



Where Ingham County Workers Live

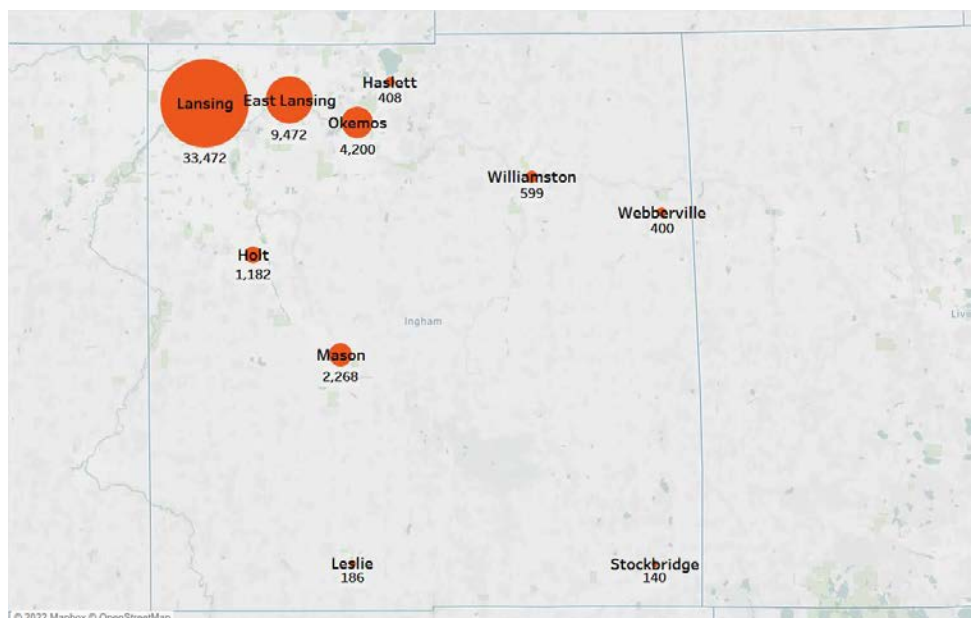


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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

Job Postings by City

1. Lansing: 33,472 Postings
2. East Lansing: 9,472 Postings
3. Okemos: 4,200 Postings
4. Mason: 2,268 Postings
5. Holt: 1,182 Postings
6. Williamston: 599 Postings
7. Haslett: 408 Postings
8. Webberville: 400 Postings
9. Leslie: 186 Postings
10. Stockbridge: 140 Postings



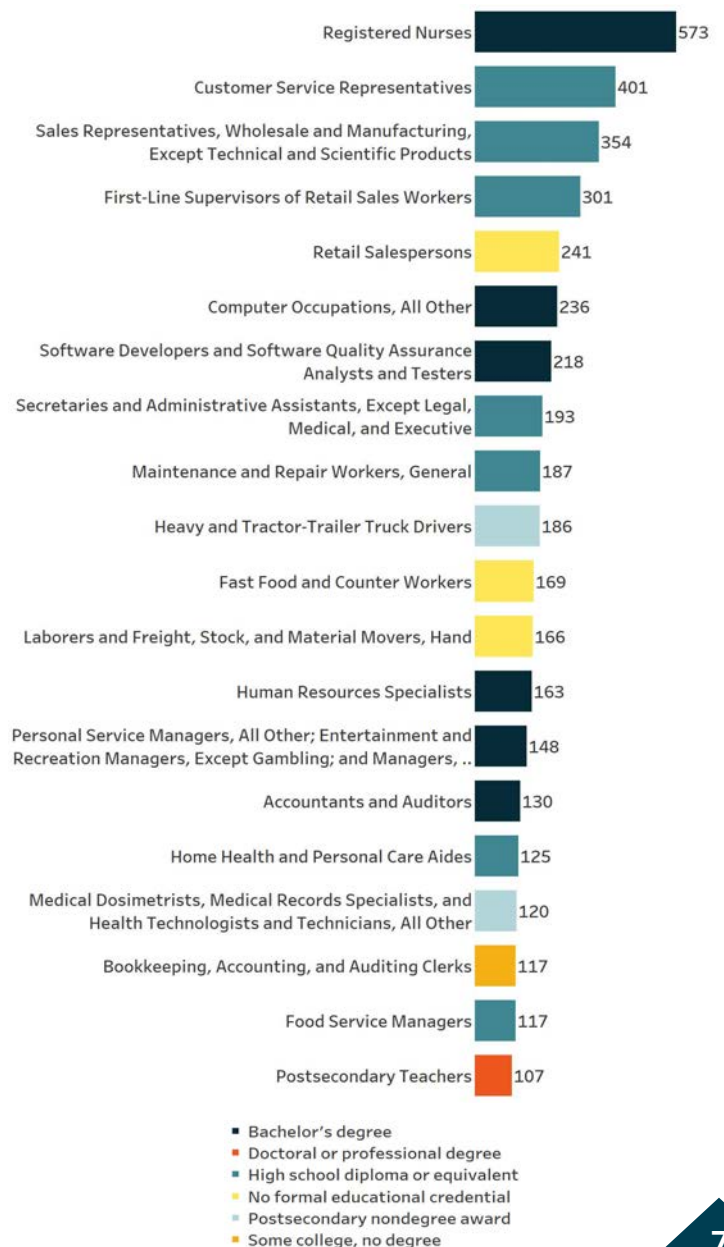
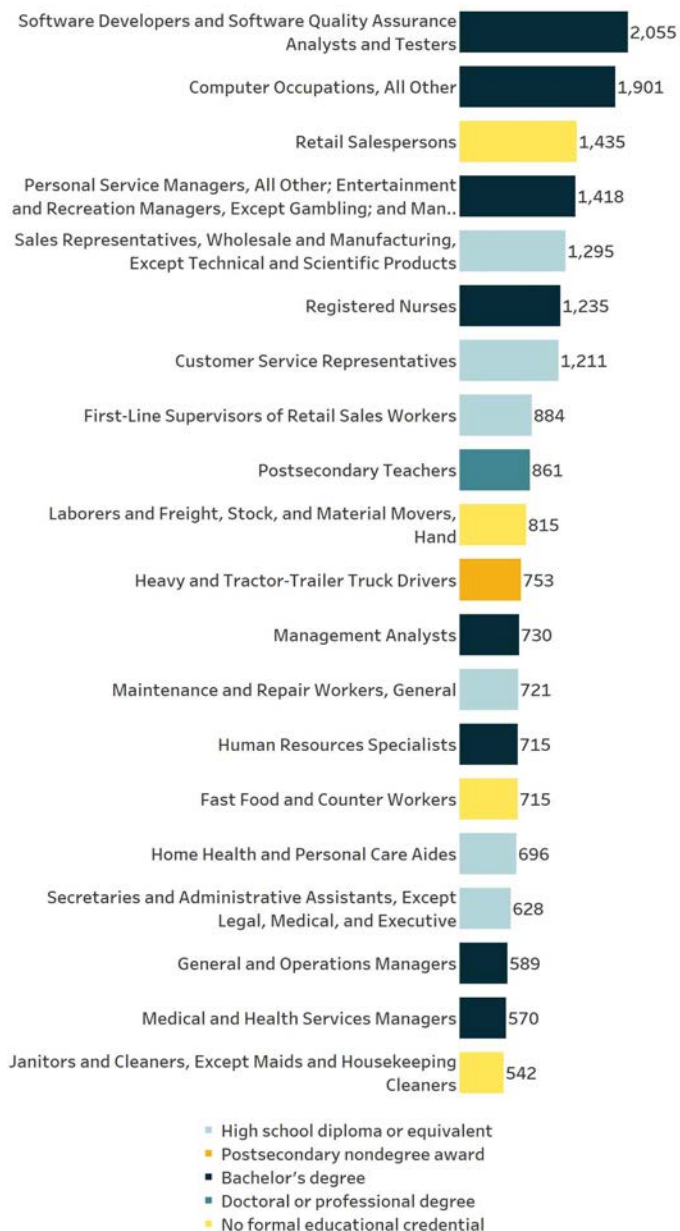
TOP POSTED JOBS

Top Posted Jobs: 2021

Software Developers and Software Quality Assurance Analysts and Testers is the top posted occupation for 2021, with 3,010 unique online job postings, and requires a bachelor's degree. Computer Occupations, All Other (2,708 postings) and Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (1,946 postings) round out the top three demanded occupations, both requiring a bachelor's degree, coupled with moderate-term on-the-job training. About half of the in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.

Top Posted Entry-Level Jobs: 2021

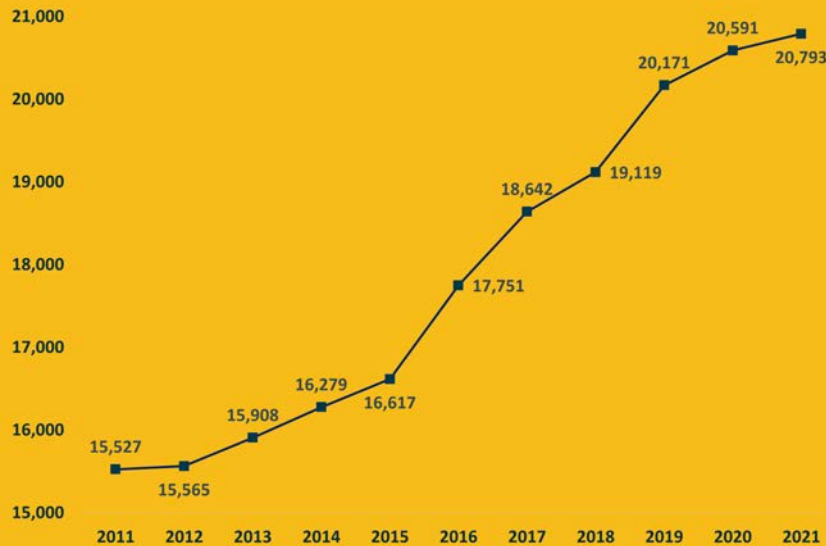
Entry-level jobs, which usually require zero to two years of previous experience, account for 15.9 percent of postings in Ingham County. Just over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 37.5 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 573 postings followed by Customer Service Representatives with 401 postings.



BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2011-2021



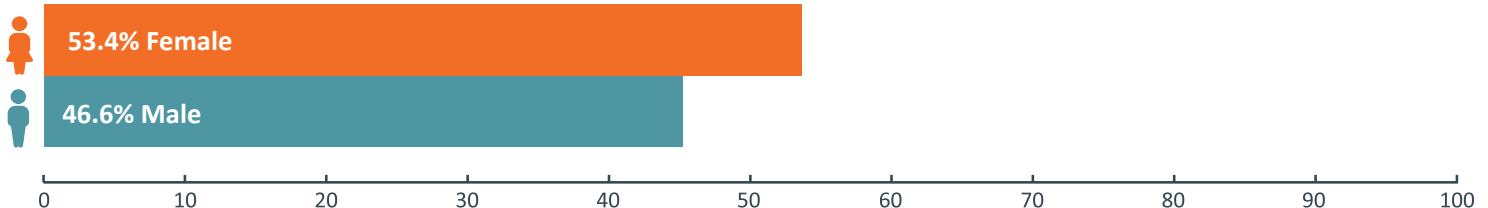
20,793 Business and Finance Workers
1.0% Increase from 2020



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 20,793 workers. More than half the working population identify as female (53.4 percent), however, 82.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 6.4 percent of the working population in business and finance is under the age of 25, compared to 24.4 percent who are age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

82.3% White | 8.5% Black or African-American | 3.7% Hispanic or Latino

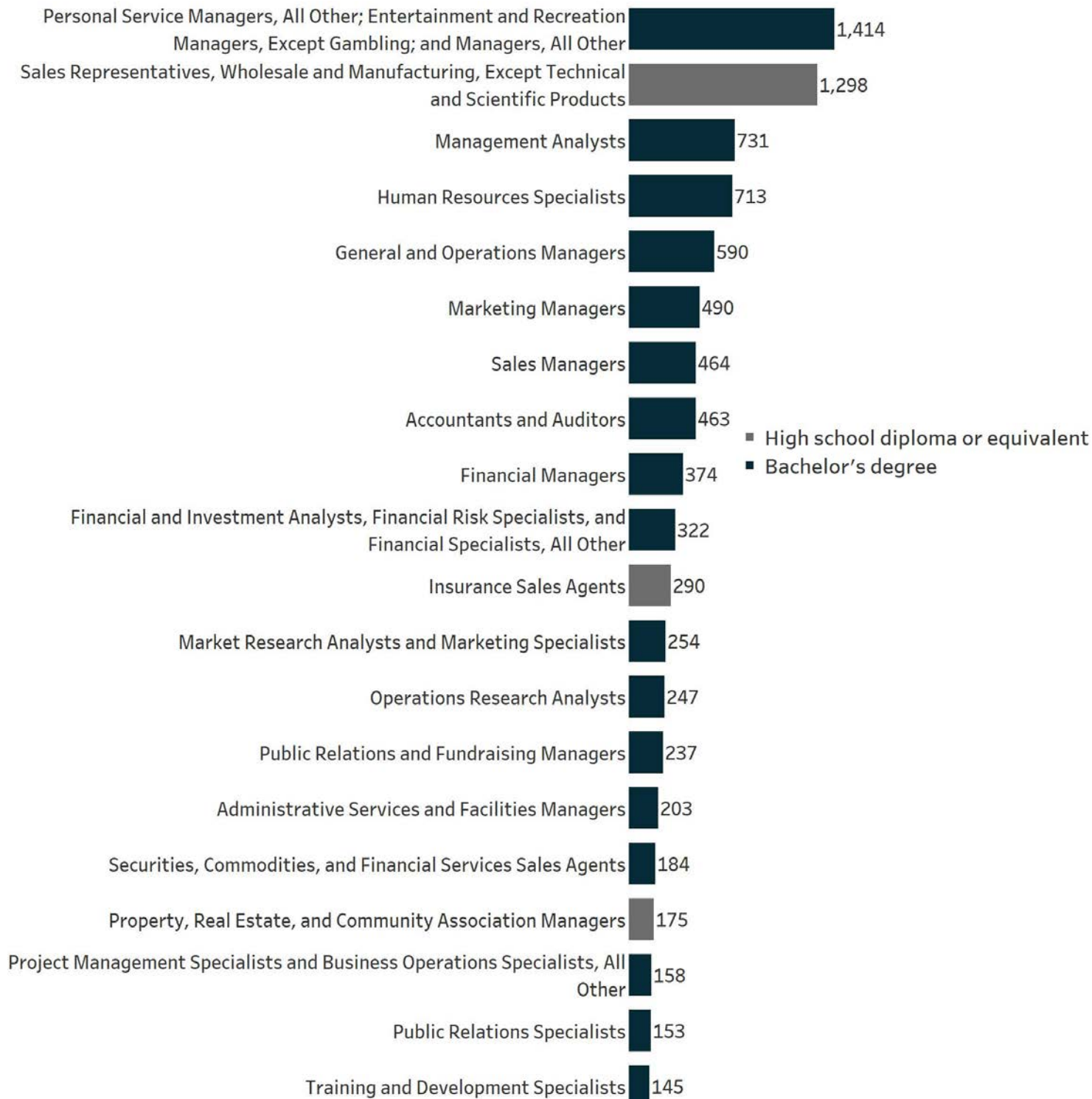
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 10,050 business and finance postings during 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other is the top in-demand occupation with 1,414 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (1,298 postings) is the second-highest demanded, while Management Analysts (731 postings), Human Resources Specialists (713 postings), and General and Operations Managers (590 postings) round out the top demanded occupations.



BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, offers a median hourly wage of \$50.25, translating to annual earnings of approximately \$104,510. All the top business occupations offer median wages over \$26.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$19.44	\$36.07	\$50.25	\$64.98	\$78.57
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$16.57	\$20.68	\$26.80	\$41.77	\$56.00
13-1111	Management Analysts	\$21.82	\$25.11	\$32.80	\$45.46	\$65.59
13-1071	Human Resources Specialists	\$20.53	\$24.91	\$30.70	\$38.20	\$42.89
11-1021	General and Operations Managers	\$22.81	\$36.37	\$54.20	\$69.87	\$93.05
11-2021	Marketing Managers	\$33.83	\$39.52	\$49.76	\$65.53	\$87.54
11-2022	Sales Managers	\$27.93	\$42.34	\$58.78	\$79.38	\$96.20
13-2011	Accountants and Auditors	\$22.21	\$27.18	\$32.62	\$39.47	\$46.76
11-3031	Financial Managers	\$35.84	\$44.04	\$53.18	\$70.33	\$91.50
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	\$21.83	\$26.93	\$33.45	\$39.97	\$46.60

In-Demand Technical Skills

- Finance
- Accounting
- Auditing
- Selling Techniques
- Project Management

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Operations

In-Demand Certifications

- Certified Public Accountant
- Project Management Professional (PMP)
- Certified Management Accountant
- Certified Information System Auditor (CISA)
- Alliance Of Information And Referral Systems (AIRS) Certified

In-Demand Education Level*

- High School Diploma: 16.8%
- Associate Degree: 6.0%
- Bachelor's Degree: 53.9%
- Master's Degree: 10.3%

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

Top Posting Employers

- Michigan State University
- Facebook
- Ernst & Young
- Randstad
- Dart Container
- Guidehouse
- Pearson
- Black & Veatch
- Fiserv
- Travelers

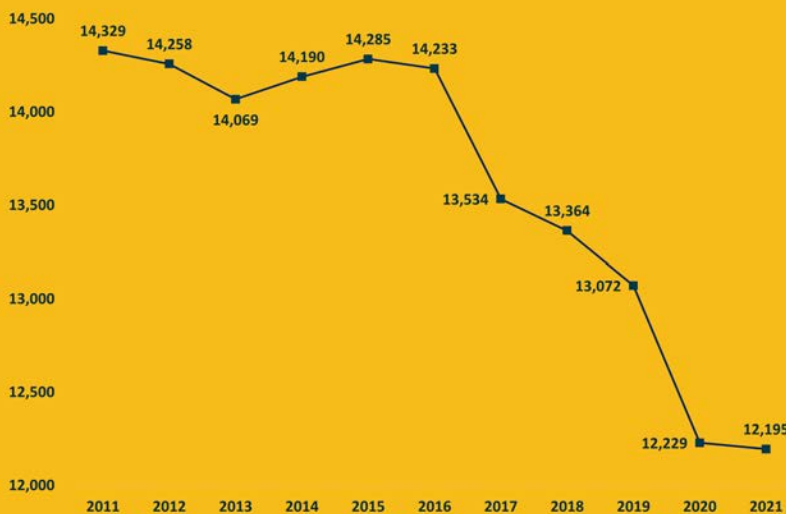
Job Postings by City

1. Lansing: 7,372 Postings
2. East Lansing: 1,482 Postings
3. Okemos: 564 Postings
4. Mason: 297 Postings
5. Holt: 123 Postings
6. Williamston: 104 Postings
7. Haslett: 41 Postings
8. Webberville: 37 Postings
9. Leslie: 10 Postings
10. Onondaga: 10 Postings

EDUCATION OCCUPATION GROUP

Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

Employment Over Time
2011-2021

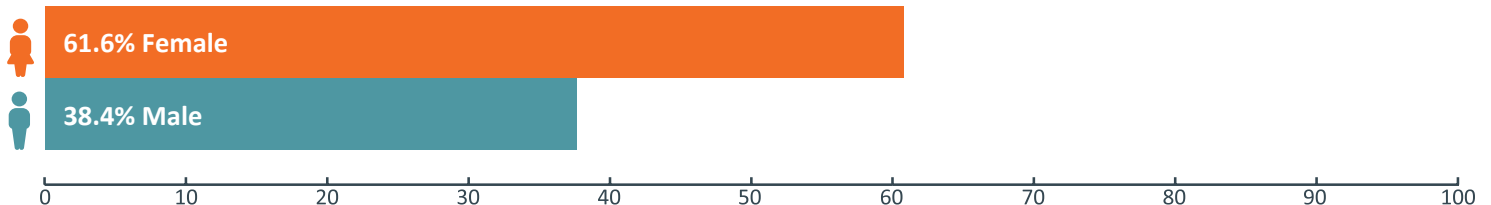


12,195 Education Workers
0.3% Decrease from 2020

Education Worker Demographics

Due to many schools shifting to distance learning and providing online classes, employment continues to decrease in education for a total of 12,195 workers in 2021. This occupation group is composed primarily of females (61.6 percent) between the ages of 25 and 54 (61.2 percent). Only 38.4 percent of workers are males, and 24.9 percent of workers identify as a racial minority.

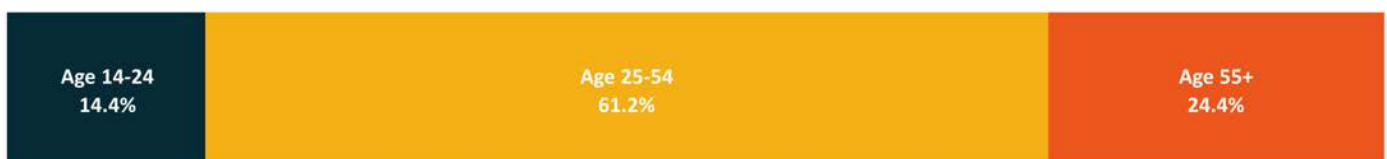
Worker Gender Demographics



Race and Ethnicity Demographics

75.1% White | 9.7% Asian | 8.2% Black or African-American

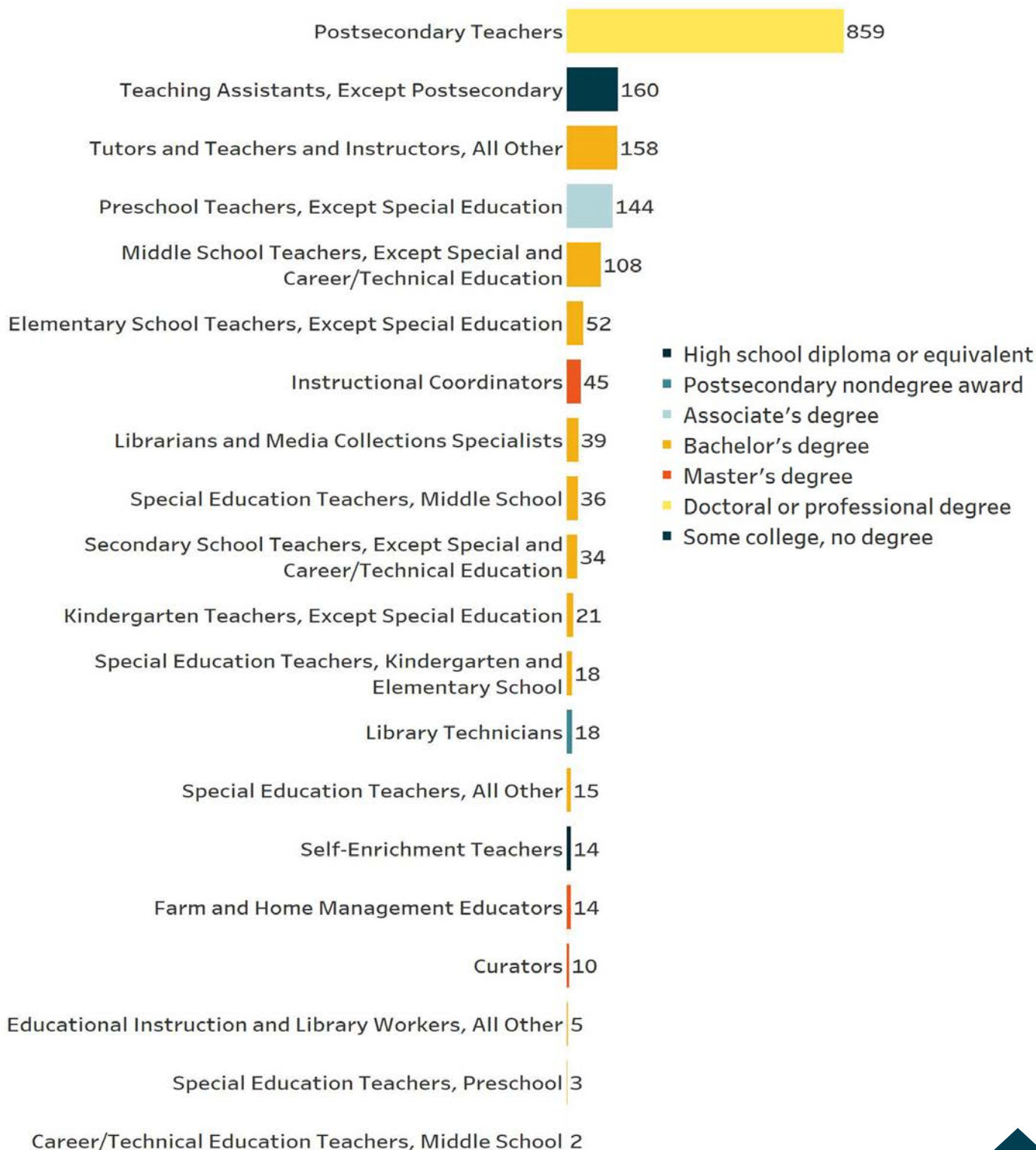
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads totaled 1,760 postings in 2021. Postsecondary Teachers remained the highest in-demand education occupation with 859 postings. Teaching Assistants, Except Postsecondary (160 postings), Tutors and Teachers and Instructors, All Other (158 postings), Preschool Teachers, Except Special Education (144 postings), and Middle School Teachers, Except Special and Career/Technical Education (108 postings) were also among the top five occupations. The top job titles requested are Assistant Professors of History, Instructors/Assistant Professors, Fixed-Term Faculties, Assistant Professors, and Teachers.



EDUCATION OCCUPATION GROUP

Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. Six of the top ten posted education jobs offer median wages of over \$30 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$43.91 hourly, translating to annual earnings of about \$91,338.

Wage Overview for Top Posted Education Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$22.09	\$31.76	\$43.91	\$58.94	\$78.46
25-9045	Teaching Assistants, Except Postsecondary	\$11.58	\$13.39	\$15.08	\$17.36	\$19.93
25-3097	Tutors and Teachers and Instructors, All Other	\$12.53	\$17.03	\$22.15	\$27.93	\$37.53
25-2011	Preschool Teachers, Except Special Education	\$13.43	\$16.51	\$19.52	\$25.53	\$32.96
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$19.97	\$24.67	\$32.59	\$40.24	\$47.37
25-2021	Elementary School Teachers, Except Special Education	\$18.81	\$22.31	\$26.67	\$34.97	\$42.20
25-9031	Instructional Coordinators	\$23.36	\$28.28	\$34.57	\$41.52	\$49.65
25-4022	Librarians and Media Collections Specialists	\$16.31	\$26.89	\$31.16	\$38.39	\$47.72
25-2057	Special Education Teachers, Middle School	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$20.66	\$24.05	\$29.76	\$36.56	\$41.93

In-Demand Technical Skills

- Child Development
- Cardiopulmonary Resuscitation (CPR)
- Advising
- Social Sciences
- Curriculum Development

In-Demand Foundational Skills

- Teaching
- Research
- Communications
- Leadership
- Writing

In-Demand Certifications

- NHA Certified
- Advanced Practice Registered Nurse
- Board Certified In Internal Medicine
- Psychiatric-Mental Health Nurse Practitioner
- Certified Nursing Assistant

In-Demand Education Level*

- High School Diploma: 10.6%
- Associate Degree: 6.1%
- Bachelor's Degree: 19.8%
- Master's Degree: 15.9%

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

Top Posting Employers

- Michigan State University
- KinderCare
- Lansing Community College
- Nelnet
- Ingham Intermediate School District
- Pearson
- Learning Care Group
- Johns Hopkins
- Spartan Child Development Center
- Connections Academy

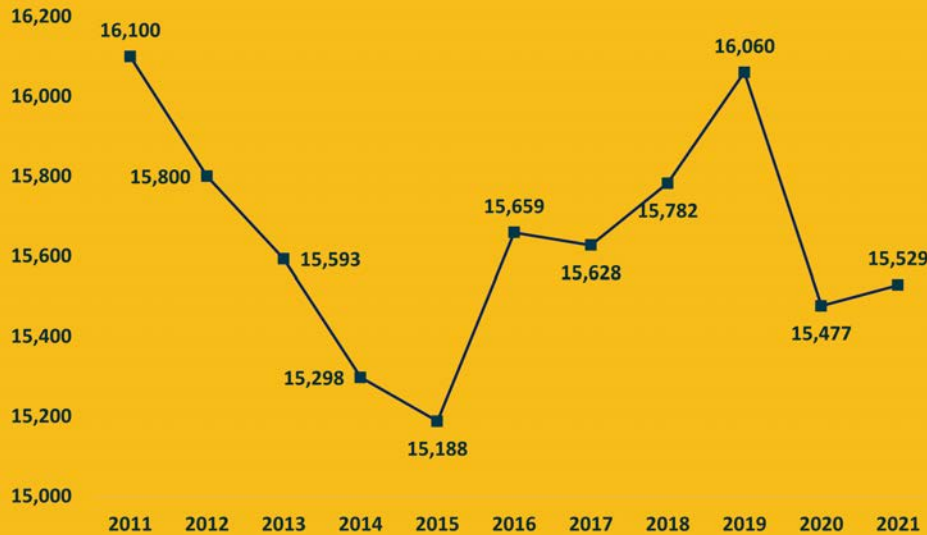
Job Postings by City

- East Lansing: 1,033 Postings
- Lansing: 488 Postings
- Okemos: 135 Postings
- Mason: 59 Postings
- Haslett: 17 Postings
- Holt: 12 Postings
- Williamston: 6 Postings
- Leslie: 5 Postings
- Dansville: 3 Postings
- Stockbridge: 1 Posting

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



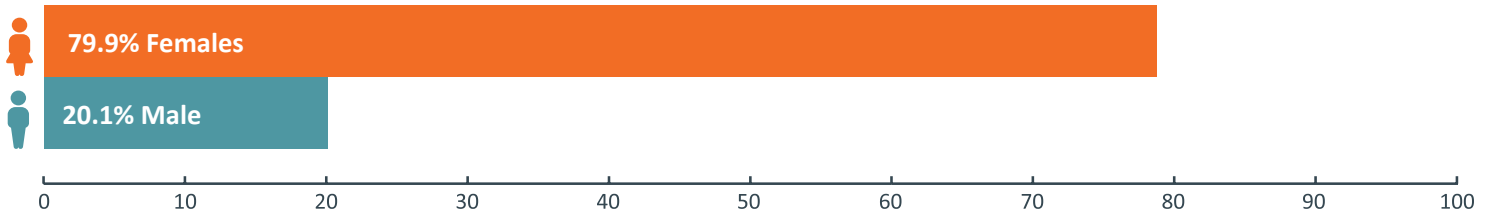
**15,529 Health
Care Workers**
**0.3% Increase
from 2020**



Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 15,529 workers in Ingham County, who are overwhelmingly female (79.9 percent) and between the ages of 25 and 54 (68.7 percent), although 21.3 percent of workers are over 54. The healthcare occupation group is primarily white in Ingham County, with 74.8 percent of workers identifying as white, 12.7 percent identifying as Black or African American, and 12.4 percent identifying otherwise.

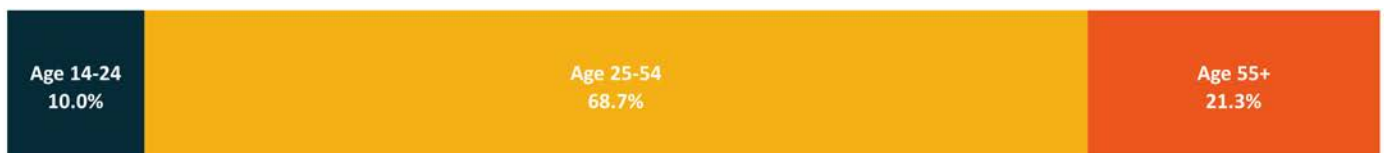
Worker Gender Demographics



Race and Ethnicity Demographics

74.8% White | **12.7% Black or African-American** | **5.3% Hispanic or Latino**

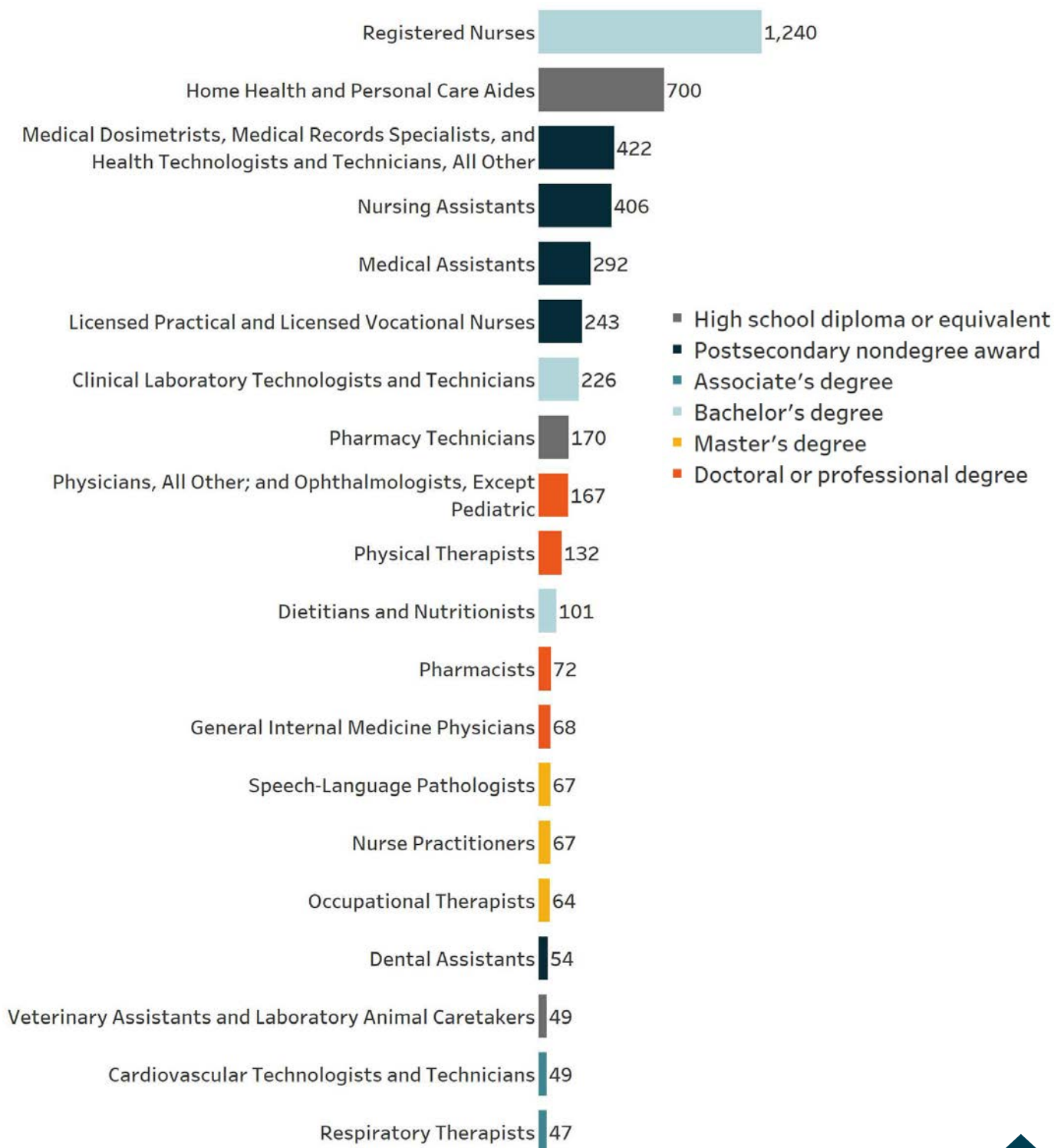
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand health care occupation throughout 2021, with 1,240 postings. Other top posted jobs include Home Health and Personal Care Aides (700 postings), Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (422 postings), Nursing Assistants (406 postings), and Medical Assistants (292 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 (170 postings), only require a high school diploma or equivalent, 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 \$36.85 per hour or an annual salary of about \$76,648.

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	\$26.23	\$31.79	\$36.85	\$42.70	\$47.84
31-1128	Home Health and Personal Care Aides	\$10.12	\$10.56	\$11.52	\$12.66	\$14.72
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$13.30	\$15.81	\$21.13	\$27.43	\$32.01
31-1131	Nursing Assistants	\$12.61	\$13.68	\$15.42	\$17.84	\$19.51
31-9092	Medical Assistants	\$13.34	\$14.62	\$16.51	\$18.60	\$19.93
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.69	\$22.45	\$25.37	\$28.73	\$31.03
29-2018	Clinical Laboratory Technologists and Technicians	\$16.42	\$20.18	\$24.14	\$30.60	\$36.58
29-2052	Pharmacy Technicians	\$10.83	\$12.47	\$14.84	\$17.76	\$19.98
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	\$26.89	\$29.82	\$101.52	\$109.90	\$160.99
29-1123	Physical Therapists	\$32.06	\$35.80	\$41.33	\$48.08	\$53.29

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Licensed Vocational Nurses
- Certified Medical Assistant
- Patient Care Technician

In-Demand Education Level*

- High School Diploma: 28.0%
- Associate Degree: 23.5%
- Bachelor's Degree: 12.4%
- Master's Degree: 5.6%

**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

- Sparrow Health System
- Michigan State University
- Prestige Healthcare
- McLaren Health Care
- Trilogy Health Services
- McLaren Greater Lansing
- HCR ManorCare
- Guidehouse
- CareInHomes
- Home Instead

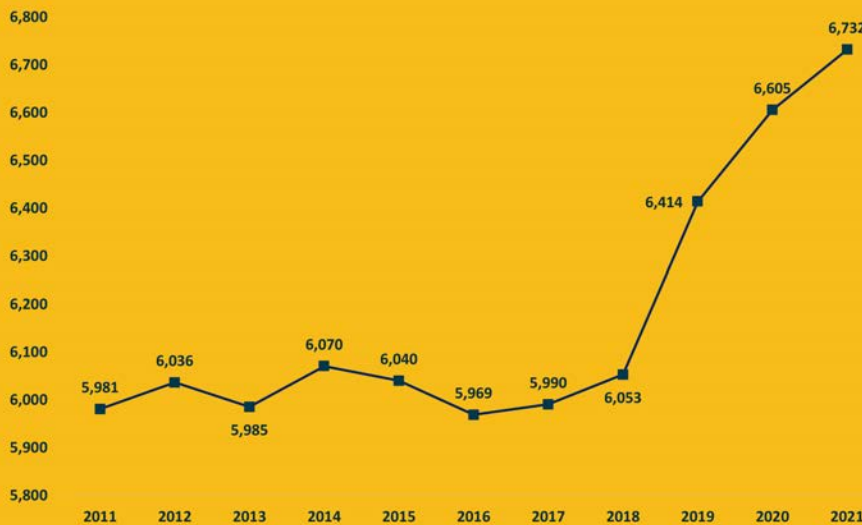
Job Postings by City

1. Sparrow Health System
2. Michigan State University
3. Prestige Healthcare
4. McLaren Health Care
5. Trilogy Health Services
6. McLaren Greater Lansing
7. HCR ManorCare
8. Guidehouse
9. CareInHomes
10. Home Instead

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 in the region annually.

Employment Over Time
2011-2021



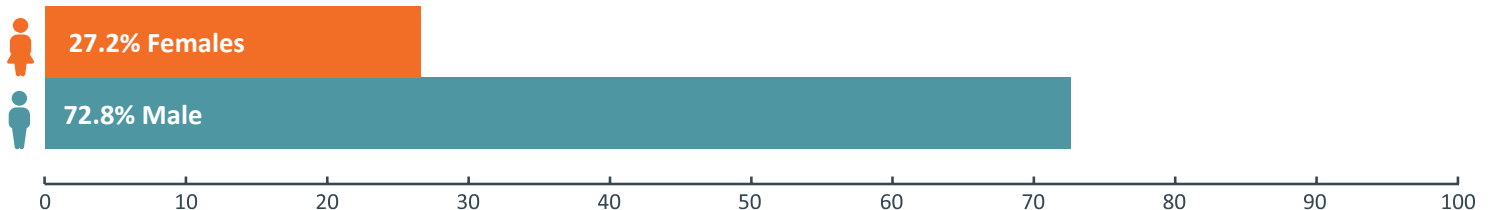
**6,732 Information
Technology
Workers**
1.9% Increase
from 2020



Information Technology Worker Demographics

According to 2021 Emsi data, Ingham County has 6,732 IT workers. The workforce is not too diverse, with most workers identifying as male (72.8 percent) between the ages of 25 and 54 (76.4 percent). Workers aged 55 years and older account for 14.8 percent, while only 8.9 percent are 24 years old or younger. About 73.4 percent of the workforce identify as white, with workers who identify as Asian, make up 14.2 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

73.4% White | 14.2% Asian | 7.1% Black or African-American

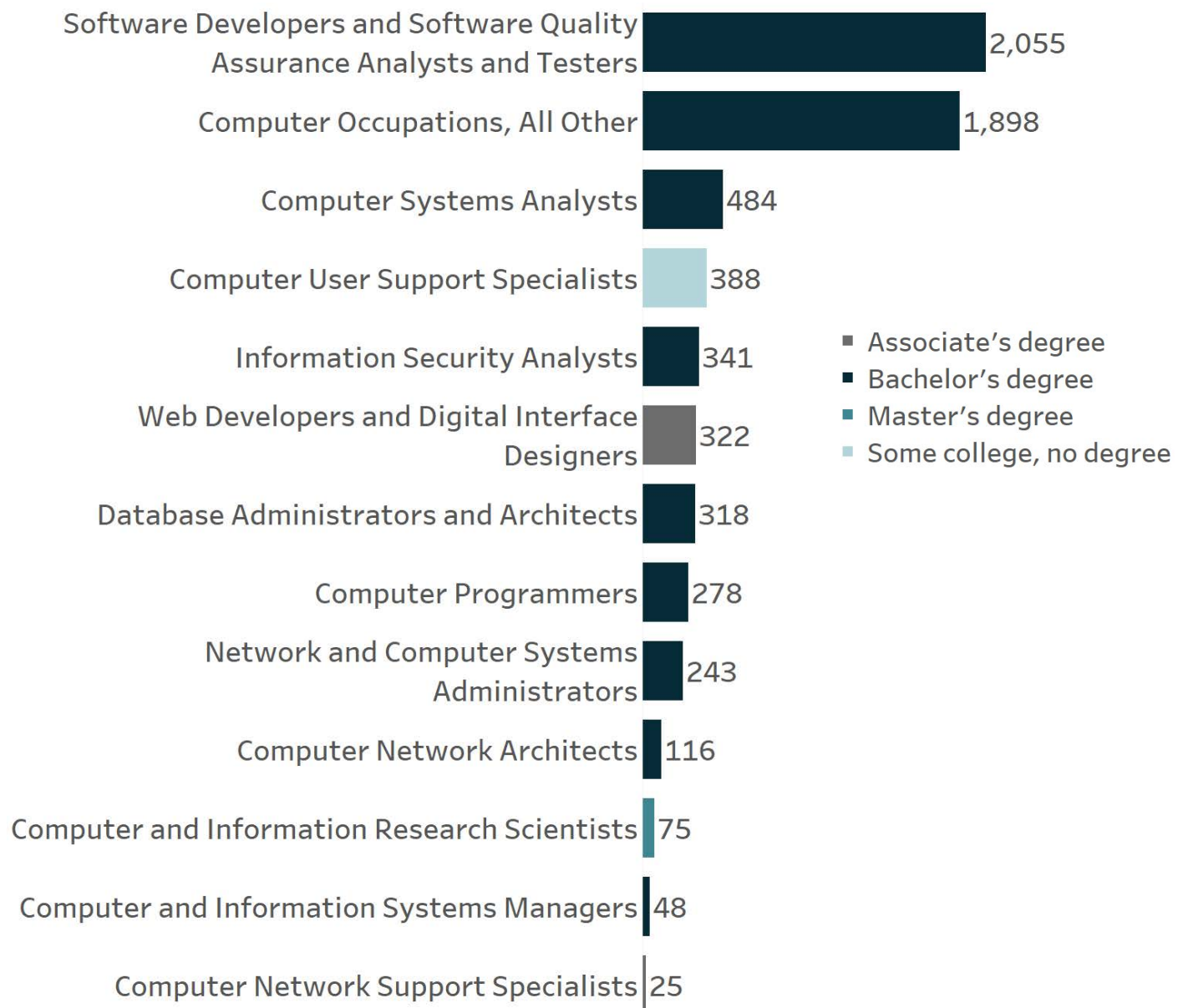
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 6,591 postings for IT workers in Ingham County. Software Developers and Software Quality Assurance Analysts and Testers was the most in-demand occupation with 2,055 postings, closely followed by Computer Occupations, All Other, with 1,898 postings. Computer Systems Analysts (484 postings), Computer User Support Specialists (388 postings), and Information Security Analysts (341 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists typically require 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. Software Developers and Software Quality Assurance Analysts and Testers, the most in-demand occupation, offers a median hourly wage of \$38.32 per hour or almost \$79,707 per year. Computer and Information Systems Managers earn the highest median wage at \$52.24 per hour or nearly \$108,656 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$24.00 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
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$23.88	\$30.54	\$38.32	\$46.76	\$54.38
15-1299	Computer Occupations, All Other	\$19.72	\$25.88	\$35.88	\$44.91	\$51.01
15-1211	Computer Systems Analysts	\$25.38	\$32.71	\$38.76	\$47.31	\$54.31
15-1232	Computer User Support Specialists	\$15.03	\$20.00	\$24.89	\$30.82	\$37.16
15-1212	Information Security Analysts	\$25.85	\$32.74	\$40.15	\$50.41	\$58.73
15-1257	Web Developers and Digital Interface Designers	\$19.78	\$28.36	\$37.11	\$50.69	\$77.77
15-1245	Database Administrators and Architects	\$23.93	\$33.89	\$42.00	\$53.21	\$61.26
15-1251	Computer Programmers	\$24.72	\$31.92	\$38.17	\$50.24	\$60.82
15-1244	Network and Computer Systems Administrators	\$26.88	\$31.62	\$37.40	\$42.92	\$50.57
15-1241	Computer Network Architects	\$35.65	\$41.52	\$48.61	\$58.14	\$67.33

In-Demand Technical Skills

- Agile Methodology
- SQL (Programming Language)
- Computer Science
- Java (Programming Language)
- JavaScript (Programming Language)

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Operations

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional (PMP)
- Certified Information System Auditor (CISA)
- Certified Information Security Manager
- Security Clearance

In-Demand Education Level*

- High School Diploma: 6.6%
- Associate Degree: 6.7%
- Bachelor's Degree: 48.4%
- Master's Degree: 10.1%

**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

- Travelers
- Facebook
- TEKsystems
- Ernst & Young
- Michigan State University
- CTG
- Fiserv
- Pearson
- Guidehouse
- Cynet Systems

Job Postings by City

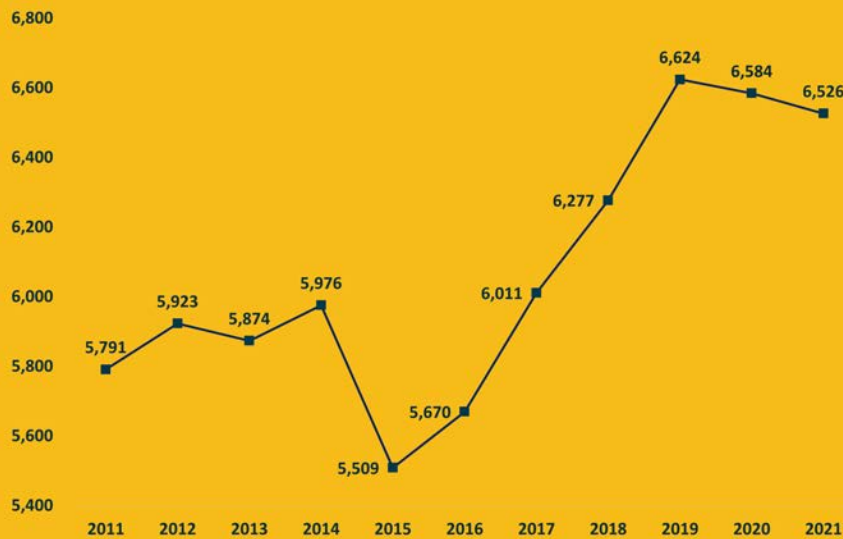
- Lansing: 5,672 Postings
- East Lansing: 500 Postings
- Okemos: 253 Postings
- Mason: 122 Postings
- Williamston: 18 Postings
- Holt: 16 Postings
- Haslett: 5 Postings
- Webberville: 3 Postings
- Onondaga: 2 Posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2011-2021

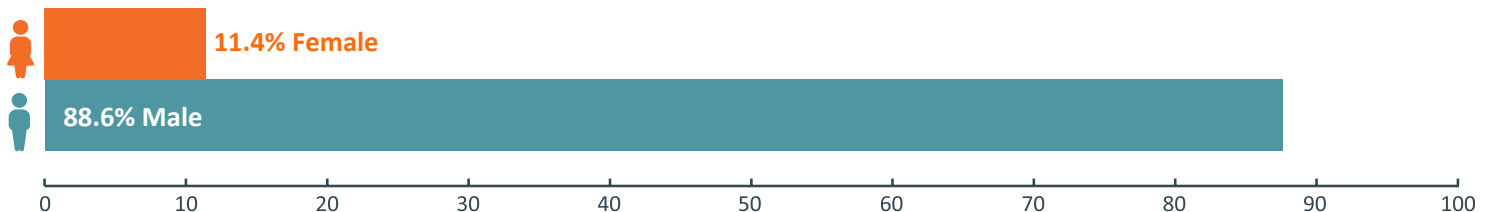


6,526 Skilled
Trades Workers
0.9% Decrease
from 2020

Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 6,526 workers in Ingham County. The majority of skilled trades workers are male (88.6 percent) between the ages of 25 and 54 (65.7 percent). Due to the aging workforce, additional outreach will be necessary as 26.1 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.5% White | 9.0% Black or African-American | 5.9% Hispanic or Latino

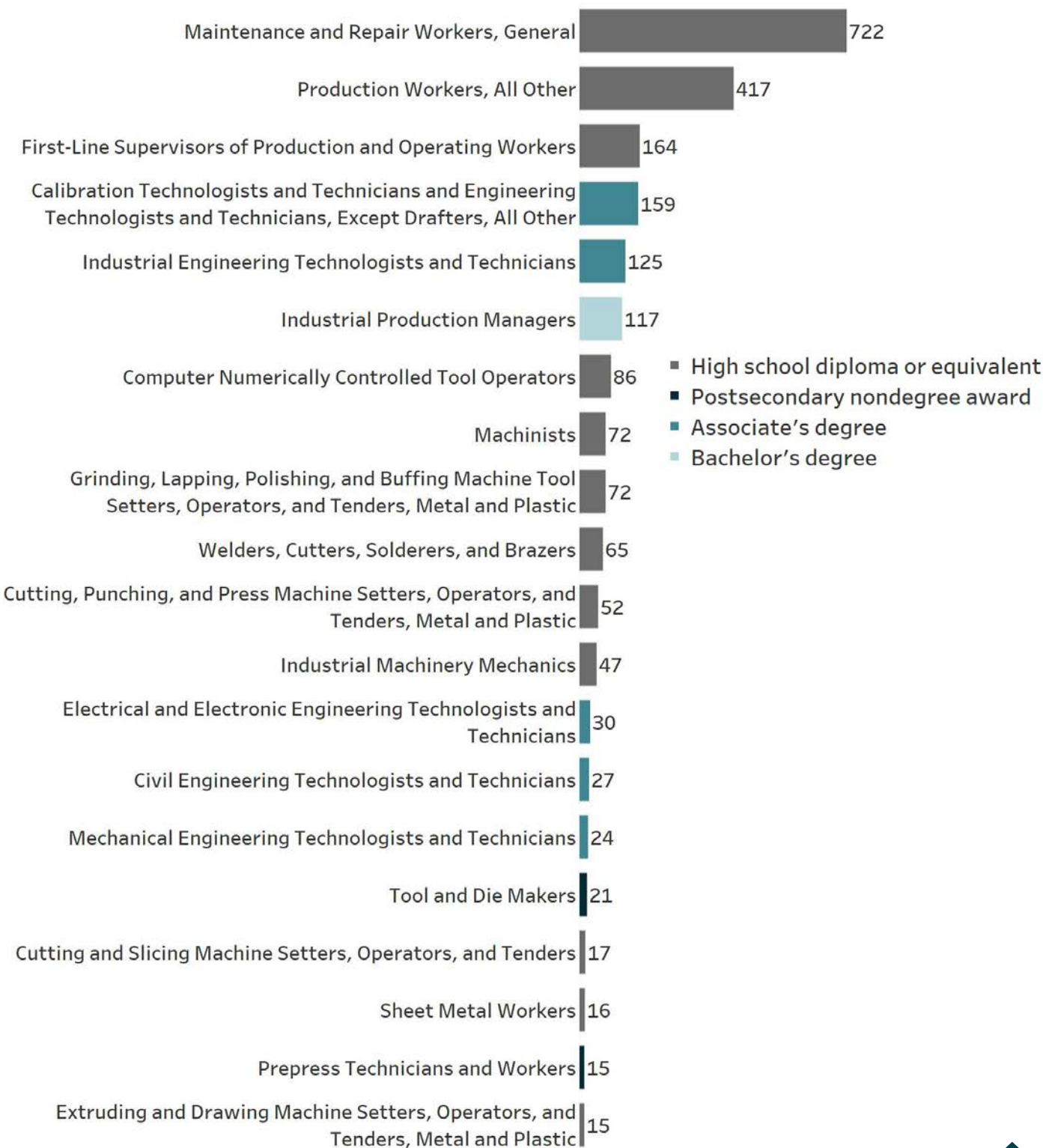
Worker Age Demographics



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 722 postings. Other top posted jobs include Production Workers, All Other (417 postings), First-Line Supervisors of Production and Operating Workers (164 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (159 postings), and Industrial Engineering Technologists and Technicians (125 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have a median wage above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$15.80, which translates to an annual salary of about \$32,870. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$49.60 or \$103,168 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$12.84	\$13.96	\$15.80	\$22.53	\$30.22
51-9199	Production Workers, All Other	\$10.39	\$11.38	\$13.07	\$14.93	\$19.10
51-1011	First-Line Supervisors of Production and Operating Workers	\$16.95	\$21.98	\$32.22	\$40.86	\$49.19
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.61	\$18.12	\$22.68	\$30.77	\$35.40
17-3026	Industrial Engineering Technologists and Technicians	\$19.32	\$21.06	\$23.63	\$28.09	\$33.51
11-3051	Industrial Production Managers	\$31.59	\$39.03	\$49.60	\$62.76	\$79.31
51-9161	Computer Numerically Controlled Tool Operators	\$13.81	\$15.82	\$18.30	\$22.18	\$26.86
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$13.14	\$14.33	\$17.14	\$22.30	\$25.44
51-4041	Machinists	\$13.93	\$16.47	\$24.50	\$30.63	\$36.53
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.08	\$16.91	\$20.51	\$24.48	\$32.62

In-Demand Technical Skills

- Machinery
- Machine Operation
- Plumbing
- HVAC
- Machining

In-Demand Foundational Skills

- Communications
- Operations
- Basic Math
- Management
- Detail Oriented

In-Demand Certifications

- Commercial Driver's License (CDL)
- Security Clearance
- HVAC Certification
- Pesticide Applicator License
- EPA 608 Technician Certification

In-Demand Education Level*

- High School Diploma: 45.6%
- Associate Degree: 12.2%
- Bachelor's Degree: 12.6%
- Master's Degree: 1.9%

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

Top Posting Employers

- ResourceMFG
- Orchid Orthopedic Solutions
- WestRock
- Dart Container
- Adecco
- Michigan State University
- Barnes Group
- DTN Management Company
- General Motors
- Ernst & Young

Job Postings by City

1. Lansing: 1,379 Postings
2. Mason: 296 Postings
3. East Lansing: 248 Postings
4. Holt: 194 Postings
5. Okemos: 73 Postings
6. Webberville: 61 Postings
7. Williamston: 46 Postings
8. Haslett: 18 Postings
9. Leslie: 18 Posting
10. Stockbridge: 12 Postings

Website

www.WINintelligence.org

Email

info@WINintelligence.org

Phone

313.744.2946

Address

25363 Eureka Rd.
Taylor, MI 48180

Facebook

[@workforceintelligencenetwork](https://www.facebook.com/workforceintelligencenetwork)

Twitter

[@WIN-semich](https://twitter.com/WIN-semich)