WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
INGHAM COUNTY

January – December 2022

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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 2022 labor market information from Ingham County for the Business and Finance, Education, 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.

REPORT CONTENTS

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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Ingham County

The COVID-19 recovery continued to cause shifts in the labor market this year. In 2022, the labor force increased by 2,039 individuals (1.4 percent) while employment also increased by 3,407 individuals (2.5 percent) from 2021. Unemployment continues to decrease, ending 2022 with 1,368 less individuals, a 17.7 percent swing from 2021, and the unemployment rate also continues its recovery, decreasing 1.0 percentage points from 5.4 percent in 2021 to 4.4 percent in 2022. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Software Developers and Computer Occupations, All Other tops the list as the most demanded occupation in 2022, accounting for 5,950 job postings followed closely by Managers, All Other with 2,024 postings.

Annual Labor Market Information

The labor force in Ingham County increased in 2022 by 2,039 individuals (1.4 percent) from the prior year. Employment increased by 3,407 workers (2.5 percent) over the same period, while unemployment decreased by 1,368 workers (17.7 percent) for a total of 6,341 unemployed workers in 2022. The unemployment rate decreased to 4.4 percent, a fall of 1.0 percent from 2021 and 3.1 percent since the pandemic-era peak of 7.7 percent during 2020. 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
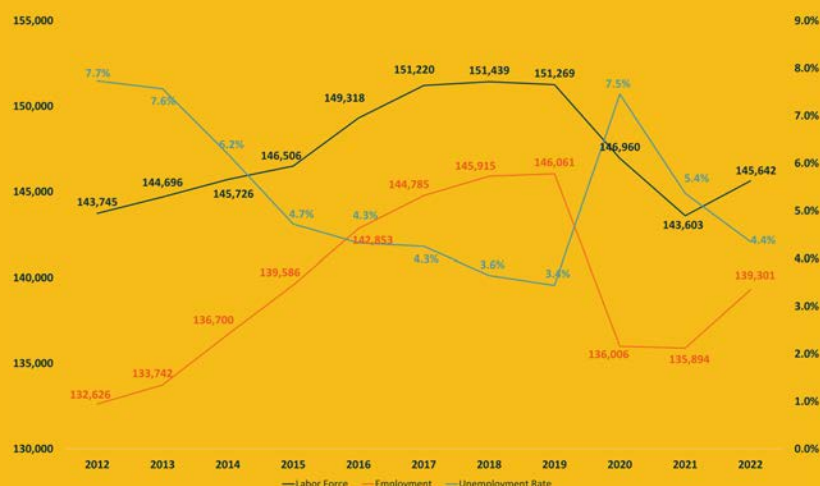
Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has decreased since the end of Q3 2022. In Q4 2022, there was an monthly average of 15,078 unique postings in Ingham County, a decrease of 807 postings from Q3 2022. The second quarter had the highest recorded postings in 2022 with 17,170 average postings, an increase of 1,611 postings (10.4 percent) since Q1 2022. The decline of 12.2 percent from Q2 to Q4 might be evidence that post COVID-19 economic recovery has finally peaked.

Quarterly Posting Analysis Ingham County 2022

ANNUAL WORKFORCE INDICATORS

Key Findings

13% Employer demand increased by 13.4 percent, a gain of 8,994 job postings since 2021

Bachelor's Degree

Most in-demand minimum education level during 2022
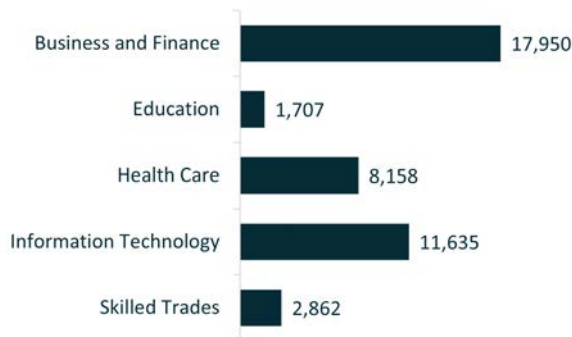
In Q4 2022, employment totaled

139,301

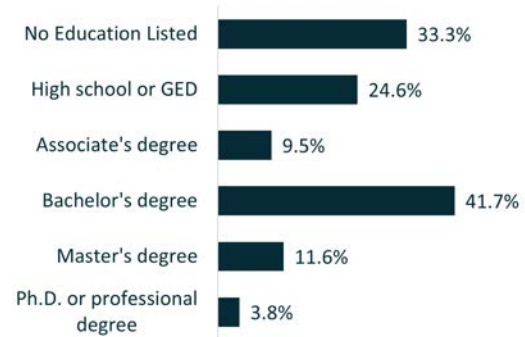an increase of 3,407 workers (2.5 percent) since Q4 2021

During 2022, there were 76,350 job postings, or 8,994 more than the 67,356 postings made during 2021 in Ingham County. The second quarter in 2022 saw the highest demand for the year with 17,170 postings, a 10.4 percent increase since Q1 2022. The top posted job titles in 2022 include Software Developers, Computer Occupations, All Other, Managers, All Other, and Registered Nurses. For more information about in-demand job postings, see page 7.

Of the 76,350 unique postings in Ingham County during 2022, just 18,796 (24.6 percent) required a high school diploma or equivalent, while 39,073 postings (51.2 percent) required a college degree. An additional 11,805 postings (15.4 percent) required an advanced degree. The high demand for information technology and entry-level service jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2022

Occupation Group	Postings
Business and Finance	17,950
Education	1,707
Health Care	8,158
Information Technology	11,635
Skilled Trades	2,862

Education Levels In-Demand
2022

Education Level	Percent
No Education Listed	33.3%
High school or GED	24.6%
Associate's degree	9.5%
Bachelor's degree	41.7%
Master's degree	11.6%
Ph.D. or professional degree	3.8%

The quarterly labor market shifts that were seen in 2021, following the COVID-19 recovery, have remained fairly flat in 2022. The first quarter of 2022 saw an initial decrease in the labor force and employment, with a slight increase in unemployment and the unemployment rate. The labor force and employment numbers peaked in Q4 with a high of 148,227 individuals and 142,810 workers respectively, coupled with a 1.0 percent drop in the unemployment rate, to 5,417 individuals. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2022. The unemployment rate at the end of Q4 2022 was 3.7 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021
Labor Force	144,435	142,442	146,302	145,596	148,227	2,631	1.8%	3,792	2.6%
Employment	138,199	136,101	139,568	138,723	142,810	4,087	2.9%	4,611	3.3%
Unemployment	6,236	6,341	6,734	6,873	5,417	-1,456	-21.2%	-819	-13.1%
Unemployment Rate	4.3%	4.5%	4.6%	4.7%	3.7%	-1.1%	na	-0.7%	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 145,642 individuals, an increase of 2,039 individuals since 2021. Employment also increased to 139,301 (2.5 percent) from 135,894 in 2021. There was also a decrease in the number of unemployed workers and the unemployment rate through 2022, with unemployment ending at 6,341 (17.7 percent decrease over 2021), and the unemployment rate at a low of 4.4 percent, a 1.0 percent decrease from 2021.

Annual Labor Market Data
2012-2022

	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	143,745	144,696	145,726	146,506	149,318	151,220	151,439	151,269	146,960	143,603	145,642	2,039	1.4%
Employment	132,626	133,742	136,700	139,586	142,853	144,785	145,915	146,061	136,006	135,894	139,301	3,407	2.5%
Unemployment	11,119	10,954	9,027	6,920	6,464	6,435	5,524	5,208	10,954	7,709	6,341	-1,368	-17.7%
Unemployment Rate	7.7%	7.6%	6.2%	4.7%	4.3%	4.3%	3.6%	3.4%	7.5%	5.4%	4.4%	-1.0%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 151,614 individuals in the labor force, meaning they were either working or looking for work, in Ingham County. Slightly less than half of the population, 141,455 individuals (49.5 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 34.3 percent, compared to females under the age of 25 reporting an unemployment rate of 27.1 percent.

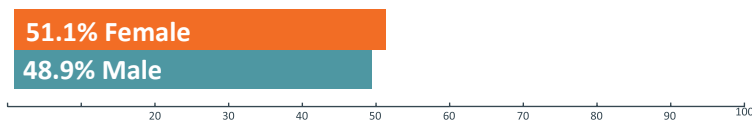| Civilian Labor Force by Demographic Group				
Demographic Group	**Civilian Labor Force**	**Total Employment**	**Total Unemployment**	**Unemployment Rate**
Total Population 16 +	151,614	141,455	10,159	6.7%
Sex				
Male 16+	75,576	70,531	5,045	6.7%
16-19	3,848	2,875	973	25.3%
20-24	12,553	11,421	1,132	9.0%
25-54	45,075	42,704	2,371	5.3%
55-64	10,242	9,831	411	4.0%
65 Plus	3,858	3,700	158	4.1%
Female 16+	76,038	70,924	5,114	6.7%
16-19	5,757	4,766	991	17.2%
20-24	13,942	12,565	1,377	9.9%
25-54	42,258	40,164	2,094	5.0%
55-64	10,362	9,952	410	4.0%
65 Plus	3,719	3,477	242	6.5%
Race				
White	113,417	107,292	6,124	5.4%
Black / African American	17,287	14,884	2,403	13.9%
Native American	560	528	32	5.7%
Asian	9,493	8,952	541	5.7%
Native Hawaiian / Pacific Islander	40	22	18	45.0%
Some Other Race	2,407	2,256	152	6.3%
Two or More Races	8,537	7,607	931	10.9%
Ethnicity				
Hispanic	12,120	11,005	1,115	9.2%

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

POPULATION DEMOGRAPHICS

2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Ingham County decreased by about 1.8 percent between 2020 and 2021. During 2021, there were 285,660 people were living in the county. The sex of the populace was split almost evenly, with about 51.1 percent of the population identifying as female and the other 48.9 percent identifying as male. A majority of the population identified as White (72.8 percent) with the second largest number of individuals identifying as Black or African American (12.0 percent). The region is facing an aging populace; with 25.0 percent of the population over the age of 54, compared to 38.9 percent under the age of 25.

2022 Current Workforce

In 2022, the workforce had a total of 152,199 individuals working in Ingham County. A slight majority, 53.1 percent (80,814 workers) were female, while 46.9 percent (71,502 workers) of the workforce was male. Most workers in the county identified as White, accounting for 77.3 percent of the workforce, while Black or African American workers totaled 10.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.5 percent. Much of the workforce in Ingham County are between the ages of 25 through 54 (61.8 percent), while 23.3 percent of workers are 55 and older.

Population Gender Demographics

51.1% Female
48.9% Male

Workforce Gender Demographics

53.1% Female
46.9% Male

Population Race Demographics

- White, 72.8%
- Black or African American, 12.0%
- Hispanic or Latino, 8.1%
- Asian, 6.5%
- Two or More Races, 6.8%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%
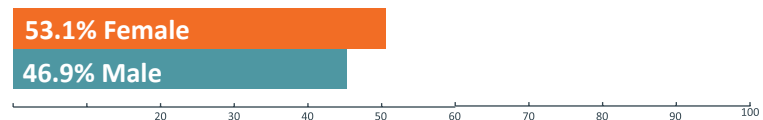
Workforce Race and Ethnicity Demographics

- White, 77.3%
- Black or African American, 10.2%
- Hispanic or Latino, 5.5%
- Asian, 3.8%
- Two or More Races, 2.6%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.2%

Population Age Demographics

Age 14 and Under 16.5% | Age 15-24 22.2% | Age 25-54 36.3% | Age 55+ 25.0%
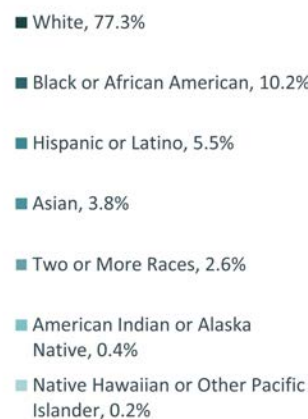
Workforce Age Demographics

Age 14-24 14.9% | Age 25-54 61.8% | Age 55+ 23.3%

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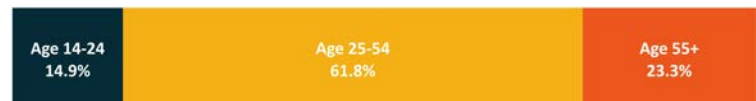
Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Ingham County's workforce consisted of 105,261 residents. There were 57,542 (54.7 percent) residents living and working within the county, while the remaining 47,719 residents (45.3 percent) traveled outside of the county for work. There were 154,973 workers employed in the county during 2020. Of those, 97,431 workers (62.9 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

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network
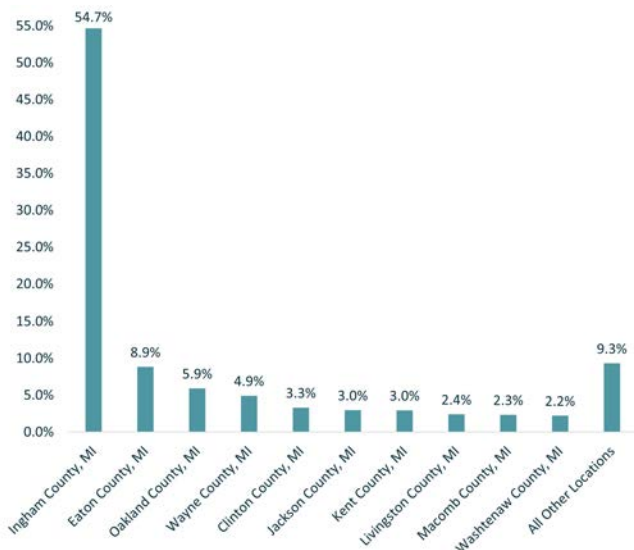
Where Ingham County Workers Live
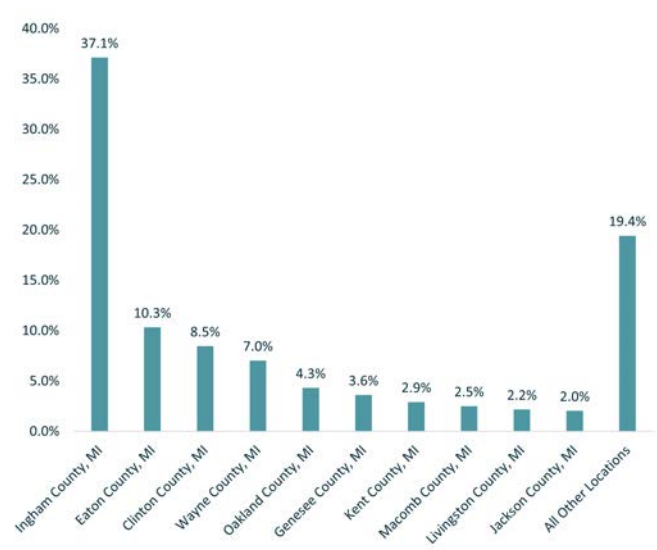
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Lansing: 53,316 Postings

2. East Lansing: 11,285 Postings

3. Okemos: 5,219 Postings

4. Mason: 2,951 Postings

5. Holt: 1,395 Postings

6. Williamston: 804 Postings

7. Haslett: 478 Postings

8. Webberville: 359 Postings

9. Leslie: 190 Postings

10. Stockbridge: 188 Postings
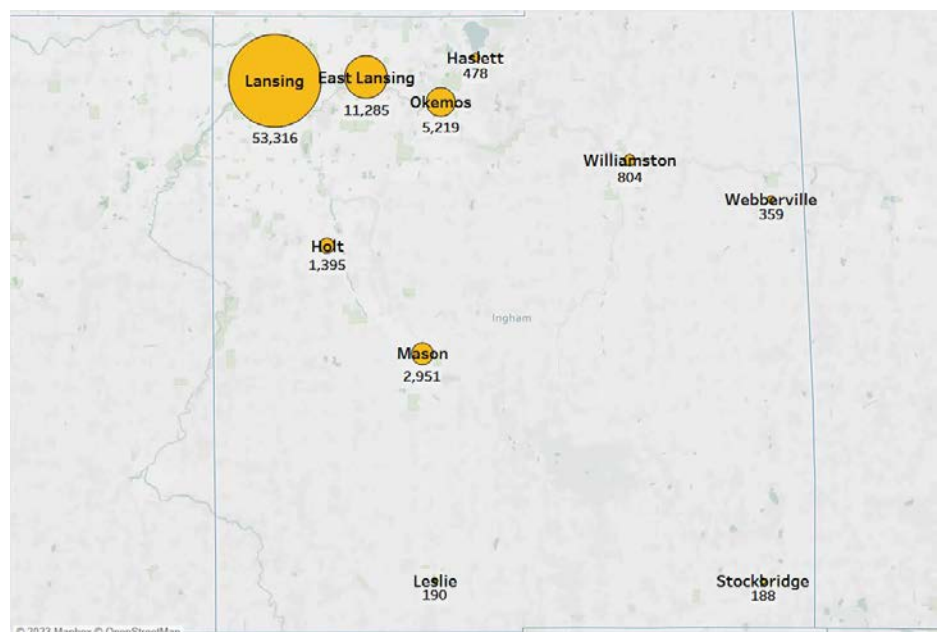
TOP POSTED JOBS

Top Posted Jobs: 2022

Software Developers is the top posted occupation for 2022 with 3,763 unique online job postings, and requires a Bachelor's degree for entry. Computer Occupations, All Other (2,187 postings) and Managers, All Other (2,024 postings) round out the top three demanded occupations, and both requiring a Bachelor's degree for entry. 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: 2022

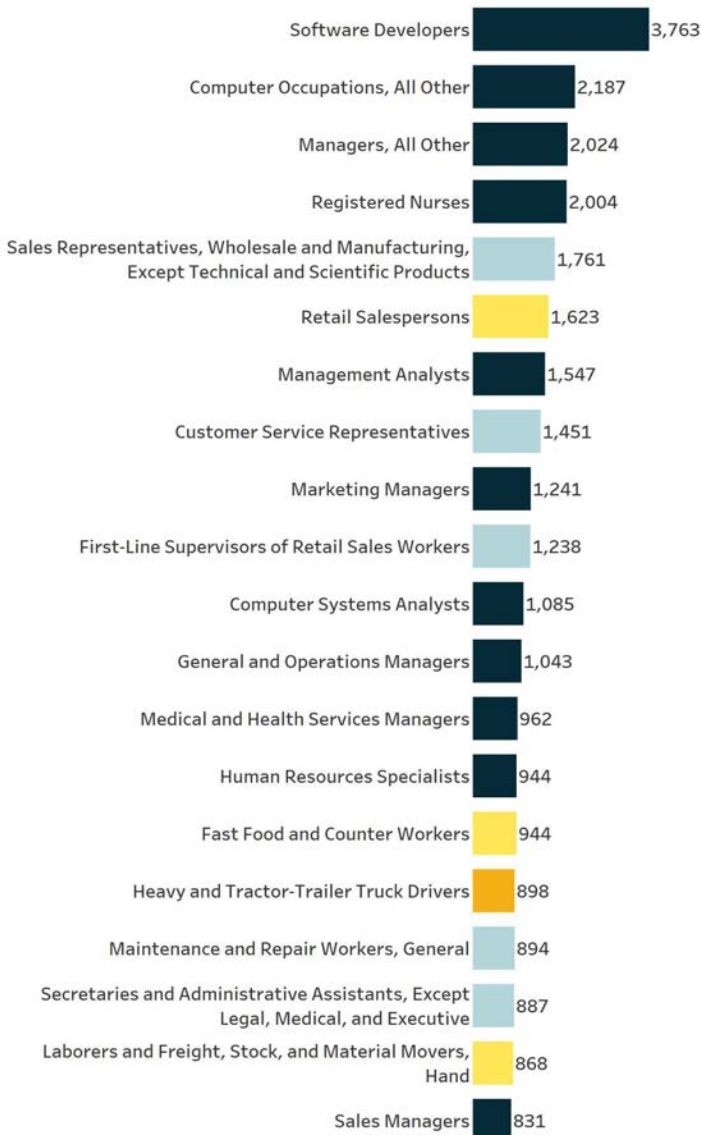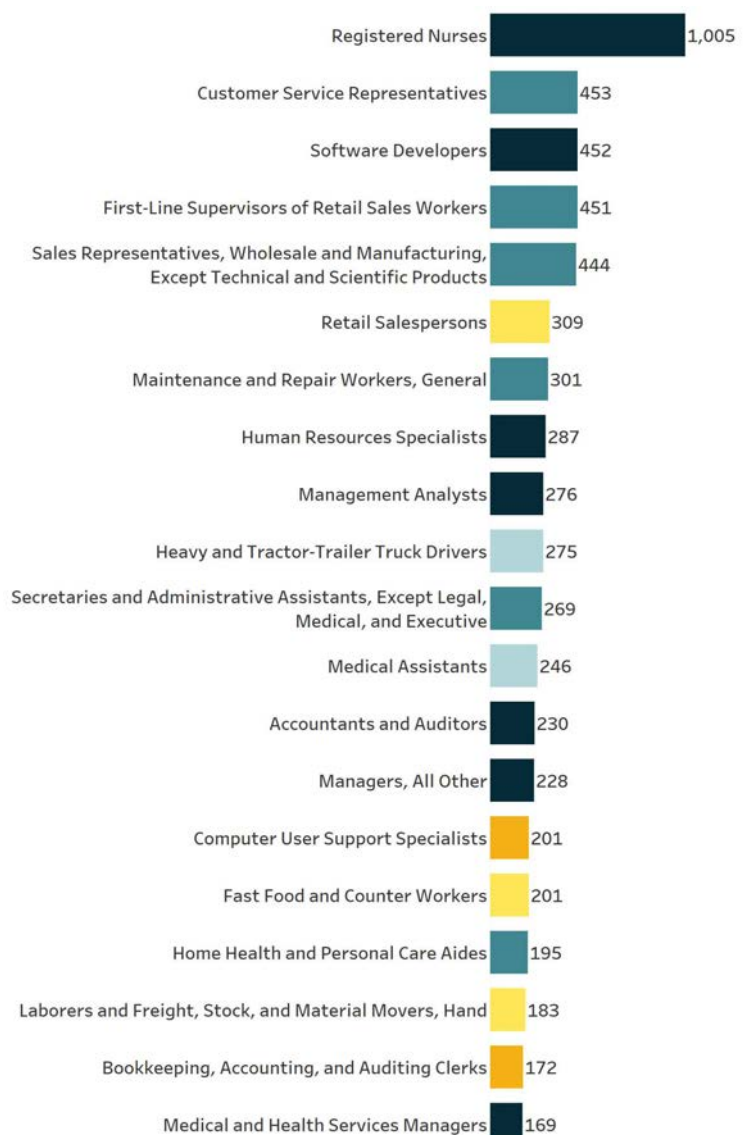Entry-level jobs, which usually require zero to two years of previous experience, account for 21.9 percent of postings in Ingham County. Less than half of the top ten entry-level occupations require a Bachelor's degree. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 38.4 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 1,005 postings, followed by Customer Service Representatives with 453 postings.

Occupation	Postings
Software Developers	3,763
Computer Occupations, All Other	2,187
Managers, All Other	2,024
Registered Nurses	2,004
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,761
Retail Salespersons	1,623
Management Analysts	1,547
Customer Service Representatives	1,451
Marketing Managers	1,241
First-Line Supervisors of Retail Sales Workers	1,238
Computer Systems Analysts	1,085
General and Operations Managers	1,043
Medical and Health Services Managers	962
Human Resources Specialists	944
Fast Food and Counter Workers	944
Heavy and Tractor-Trailer Truck Drivers	898
Maintenance and Repair Workers, General	894
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	887
Laborers and Freight, Stock, and Material Movers, Hand	868
Sales Managers	831

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

| Occupation	Postings
Registered Nurses	1,005
Customer Service Representatives	453
Software Developers	452
First-Line Supervisors of Retail Sales Workers	451
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	444
Retail Salespersons	309
Maintenance and Repair Workers, General	301
Human Resources Specialists	287
Management Analysts	276
Heavy and Tractor-Trailer Truck Drivers	275
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	269
Medical Assistants	246
Accountants and Auditors	230
Managers, All Other	228
Computer User Support Specialists	201
Fast Food and Counter Workers	201
Home Health and Personal Care Aides	195
Laborers and Freight, Stock, and Material Movers, Hand	183
Bookkeeping, Accounting, and Auditing Clerks	172
Medical and Health Services Managers	169

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

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2012-2022
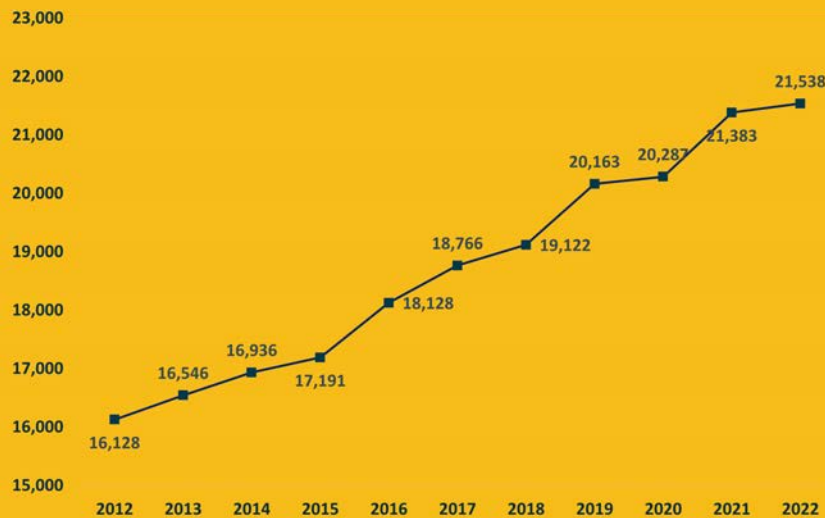
21,538 Business and Finance Workers

0.7% Increase from 2021

Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 21,538 workers. More than half the working population identify as female (54.4 percent), however, 82.8 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 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

54.4% Female

45.6% Male

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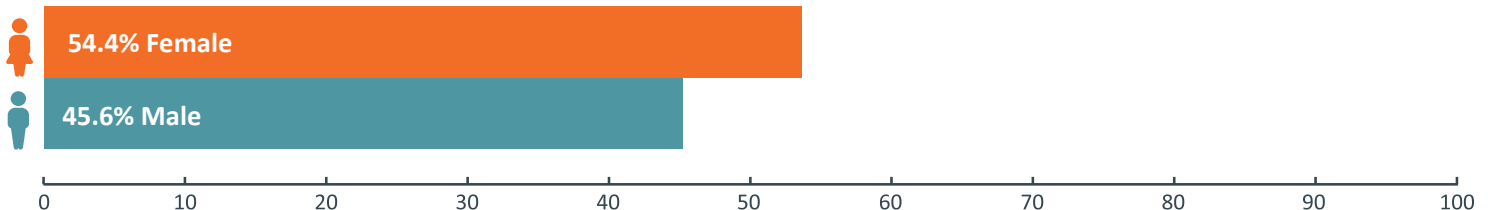
Race and Ethnicity Demographics

82.8% White | 7.9% Black or African-American | 3.5% Hispanic or Latino

Worker Age Demographics

Age 14-24
6.4%

Age 25-54
69.2%

Age 55+
24.4%

Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

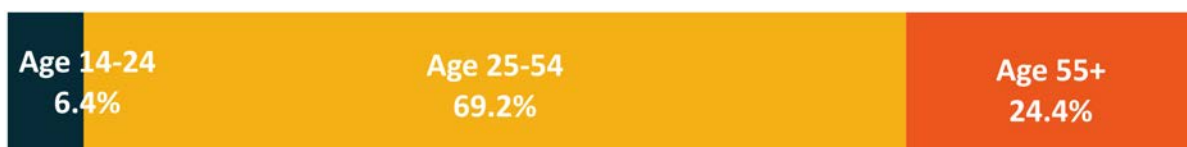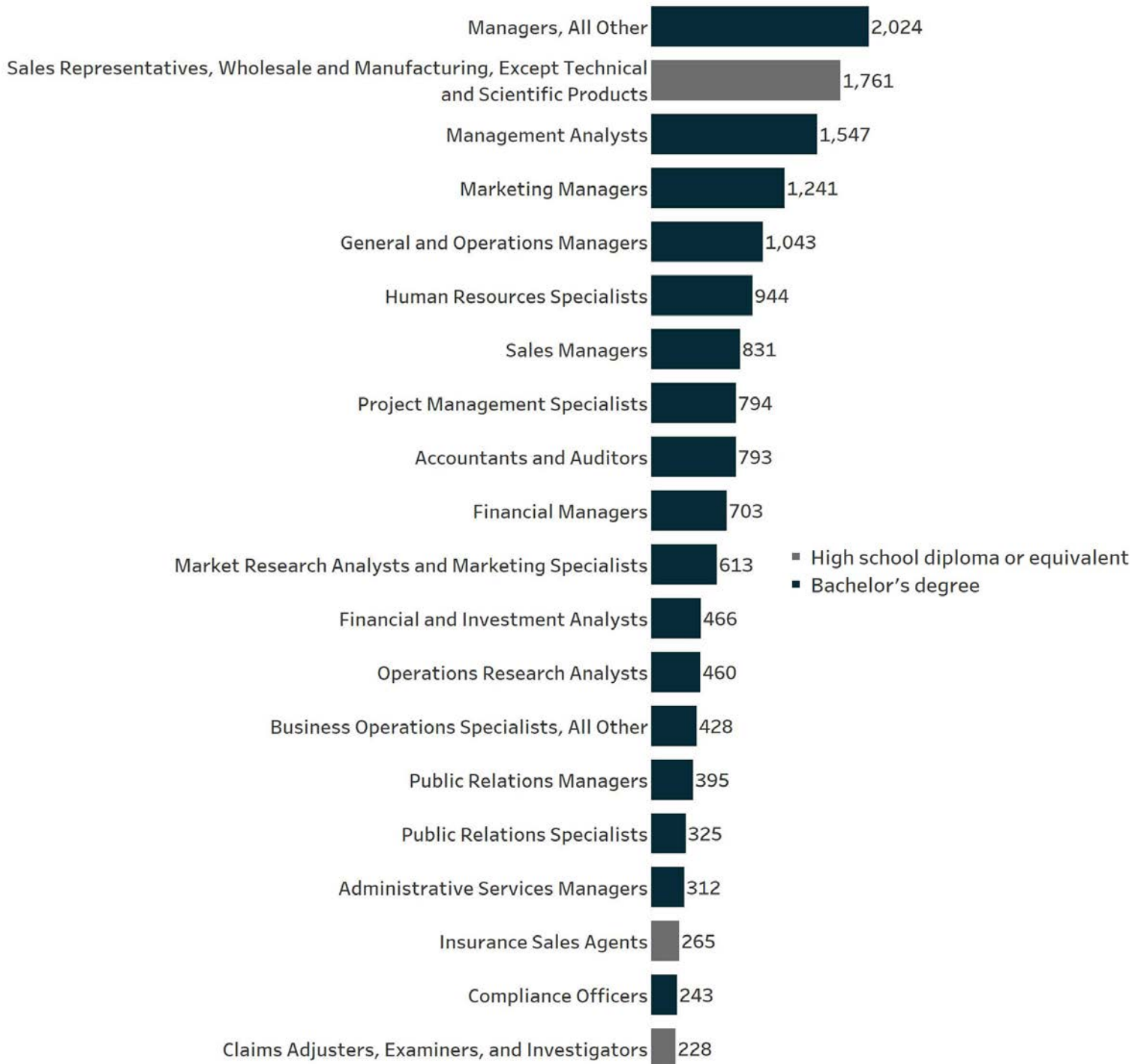This year, there were a total of 17,950 job postings for Business and Finance workers, with Managers, All Other as the most sought-after occupation by Business and Finance industry employers during 2022, with 2,024 postings. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products was in the second position with 1,761 postings. Other top posted jobs include Management Analysts (1,547 postings), Marketing Managers (1,241 postings), and General and Operations Managers (1,043 postings).

Occupation	Postings
Managers, All Other	2,024
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,761
Management Analysts	1,547
Marketing Managers	1,241
General and Operations Managers	1,043
Human Resources Specialists	944
Sales Managers	831
Project Management Specialists	794
Accountants and Auditors	793
Financial Managers	703
Market Research Analysts and Marketing Specialists	613
Financial and Investment Analysts	466
Operations Research Analysts	460
Business Operations Specialists, All Other	428
Public Relations Managers	395
Public Relations Specialists	325
Administrative Services Managers	312
Insurance Sales Agents	265
Compliance Officers	243
Claims Adjusters, Examiners, and Investigators	228

■ High school diploma or equivalent
■ Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Managers, All Other, offers a median hourly wage of $48.40, translating to annual earnings of approximately $100,672. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	$23.69	$37.47	$48.40	$62.49	$79.19
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$14.84	$19.11	$29.72	$39.40	$59.76
13-1111	Management Analysts	$23.63	$30.13	$37.73	$49.22	$63.23
11-2021	Marketing Managers	$30.23	$37.67	$49.79	$68.03	$100.04
11-1021	General and Operations Managers	$23.63	$32.02	$50.00	$64.16	$92.84
13-1071	Human Resources Specialists	$22.61	$23.95	$30.34	$38.74	$42.56
11-2022	Sales Managers	$30.20	$38.86	$58.49	$79.63	$100.70
13-1082	Project Management Specialists	$24.20	$30.68	$39.11	$48.74	$61.72
13-2011	Accountants and Auditors	$23.59	$29.65	$33.90	$39.32	$49.86
11-3031	Financial Managers	$37.82	$47.55	$51.51	$77.63	$100.69

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Project Management

In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Sales
- Operations

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 18.6%
- Associate Degree: 8.6%
- Bachelor's Degree: 71.7%
- Master's Degree: 17.4%

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

Top Posting Employers

- State Of Michigan
- Meta
- Michigan State University
- Salesforce
- ICF International
- Guidehouse
- Deloitte
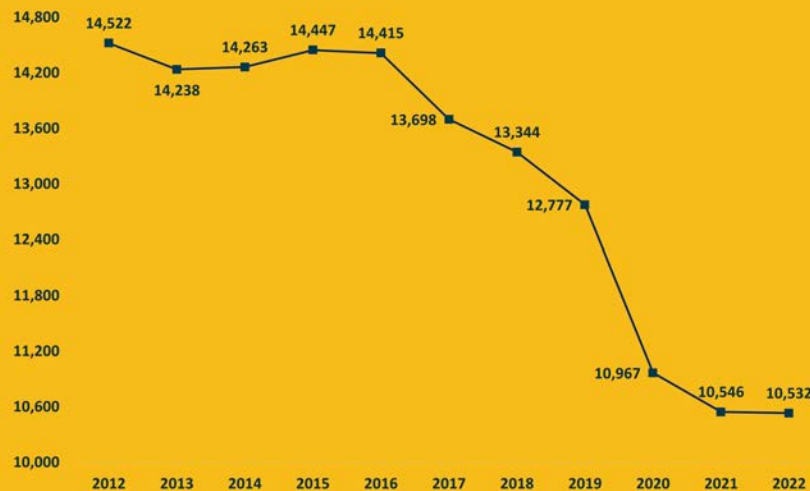- Ernst & Young
- Change Healthcare
- US Bank

Job Postings by City

1. Lansing: 14,471 Postings
2. East Lansing: 1,989 Postings
3. Okemos: 687 Postings
4. Mason: 437 Postings
5. Holt: 120 Postings
6. Williamston: 114 Postings
7. Haslett: 51 Postings
8. Webberville: 51 Postings
9. Stockbridge: 11 Postings
10. Dansville: 9 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 2012-2022

Year	Value
2012	14,522
2013	14,238
2014	14,263
2015	14,447
2016	14,415
2017	13,698
2018	13,344
2019	12,777
2020	10,967
2021	10,546
2022	10,532

10,532 Education Workers

0.1% Decrease from 2021

Education Worker Demographics

Due to the shift in distance learning and providing online classes, employment continues to decrease in education for a total of 10,532 workers in the Education occupation group for 2022. This group is primarily made up of females (62.5 percent) between the ages of 25 and 54 (60.5 percent), with 37.5 percent of workers identifying as male and just 22.2 percent identifying as a racial minority.

Worker Gender Demographics

62.5% Female

37.5% Male

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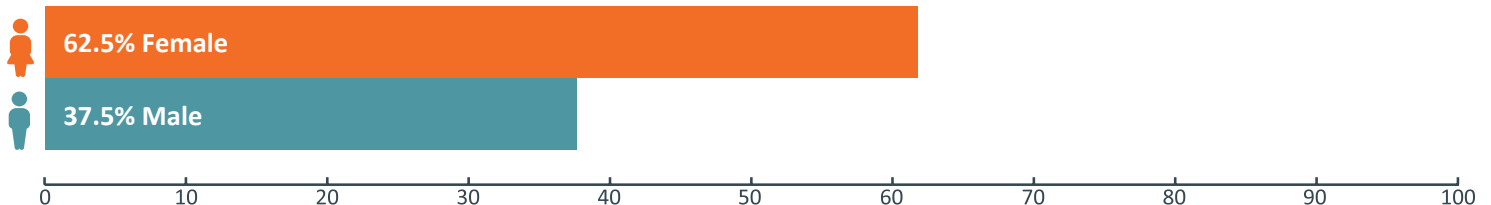
Race and Ethnicity Demographics

77.8% White | 6.8% Asian | 7.7% Black or African-American

Worker Age Demographics

Age 14-24 12.0%   Age 25-54 60.5%   Age 55+ 27.5%

Data: Lightcast | Analysis: Workforce Intelligence Network

EDUCATION
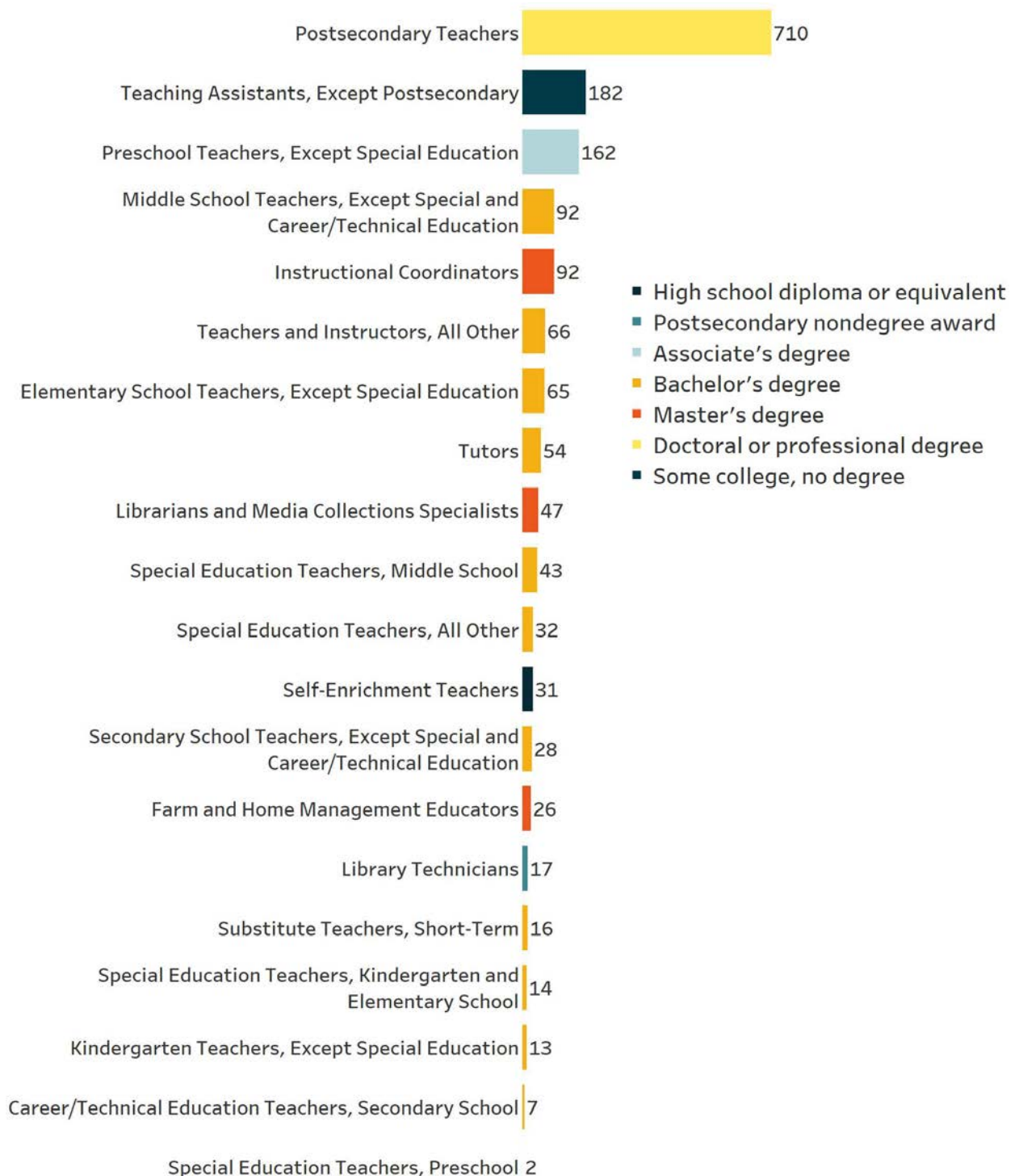# OCCUPATION GROUP

Top Posted Jobs

Online job ads totaled 1,707 postings in 2022. Postsecondary Teachers remained the highest in-demand education occupation with 710 postings. Teaching Assistants, Except Postsecondary (182 postings), Preschool Teachers, Except Special Education (162 postings), Middle School Teachers, Except Special and Career/Technical Education (92 postings), and Instructional Coordinators (92 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.

Occupation	Postings
Postsecondary Teachers	710
Teaching Assistants, Except Postsecondary	182
Preschool Teachers, Except Special Education	162
Middle School Teachers, Except Special and Career/Technical Education	92
Instructional Coordinators	92
Teachers and Instructors, All Other	66
Elementary School Teachers, Except Special Education	65
Tutors	54
Librarians and Media Collections Specialists	47
Special Education Teachers, Middle School	43
Special Education Teachers, All Other	32
Self-Enrichment Teachers	31
Secondary School Teachers, Except Special and Career/Technical Education	28
Farm and Home Management Educators	26
Library Technicians	17
Substitute Teachers, Short-Term	16
Special Education Teachers, Kindergarten and Elementary School	14
Kindergarten Teachers, Except Special Education	13
Career/Technical Education Teachers, Secondary School	7
Special Education Teachers, Preschool	2

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctoral or professional degree
- Some college, no degree

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 $44.23 hourly, translating to annual earnings of about $91,998.

Wage Overview for Top Posted Education Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	$24.69	$33.33	$44.23	$58.32	$82.32
25-9045	Teaching Assistants, Except Postsecondary	$11.62	$12.01	$14.67	$18.31	$19.22
25-2011	Preschool Teachers, Except Special Education	$12.11	$14.61	$18.08	$23.75	$30.88
25-2022	Middle School Teachers, Except Special and Career/Technical Education	$19.28	$24.53	$31.13	$39.37	$41.85
25-9031	Instructional Coordinators	$23.68	$29.84	$37.17	$49.18	$49.39
25-3099	Teachers and Instructors, All Other	$17.76	$22.85	$23.47	$29.43	$37.13
25-2021	Elementary School Teachers, Except Special Education	$19.39	$24.37	$30.86	$38.75	$40.20
25-3041	Tutors	$11.55	$14.03	$17.97	$29.16	$37.69
25-4022	Librarians and Media Collections Specialists	$18.54	$23.21	$30.67	$39.52	$49.30
25-2057	Special Education Teachers, Middle School	$24.02	$25.64	$31.27	$32.65	$39.68

In-Demand Technical Skills

- Curriculum Development
- Lesson Planning
- Child Development
- Special Education
- Cardiopulmonary Resuscitation (CPR)

In-Demand Foundational Skills

- Teaching
- Research
- Communications
- Leadership
- Mentorship

In-Demand Certifications

- Board Certified/Board Eligible
- Medical License
- Board Certified In Internal Medicine
- American Board Of Medical Microbiology (ABMM) Certified
- Certified Medical Assistant

In-Demand Education Level*

- High School Diploma: 16.9%
- Associate Degree: 10.0%
- Bachelor's Degree: 31.6%
- Master's Degree: 28.8%

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

- Michigan State University
- Lansing Community College
- KinderCare
- Nelnet
- Stanford University
- Catholic Diocese Of Lansing
- Mason Public Schools
- Ingham Intermediate School District
- Spartan Child Development Center
- Mid-Michigan Leadership Academy

Job Postings by City

1. East Lansing: 788 Postings
2. Lansing: 605 Postings
3. Mason: 132 Postings
4. Okemos: 103 Postings
5. Holt: 35 Postings
6. Williamston: 15 Postings
7. Haslett: 13 Postings
8. Leslie: 4 Postings
9. Onondaga: 4 Postings
10. Stockbridge: 4 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
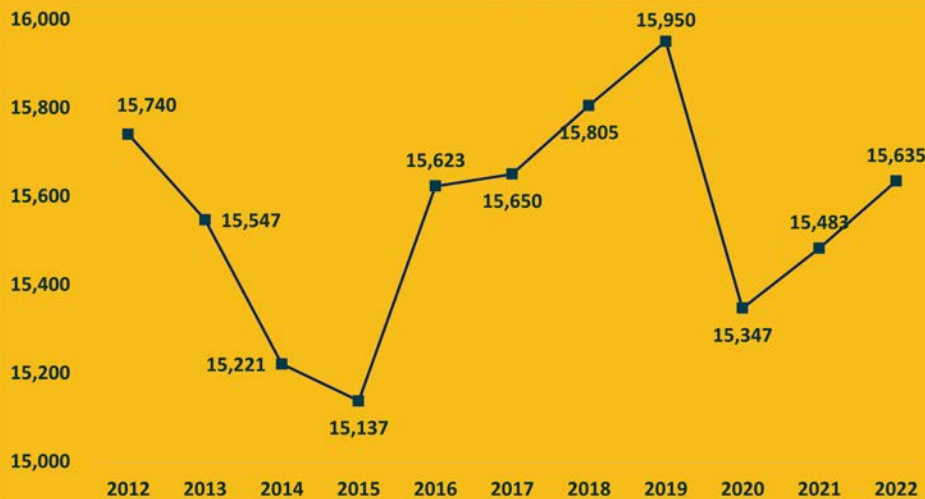
15,635 Healthcare Workers

1.0% Increase from 2021

Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 15,635 workers in Ingham County, who are overwhelmingly female (80.2 percent) and between the ages of 25 and 54 (68.1 percent), although 21.5 percent of workers are over 54. The healthcare occupation group is primarily white in Ingham County, with 76.0 percent of workers identifying as white, 11.4 percent identifying as Black or African American, and 12.6 percent identifying otherwise.

Worker Gender Demographics

80.2% Females

19.8% Male

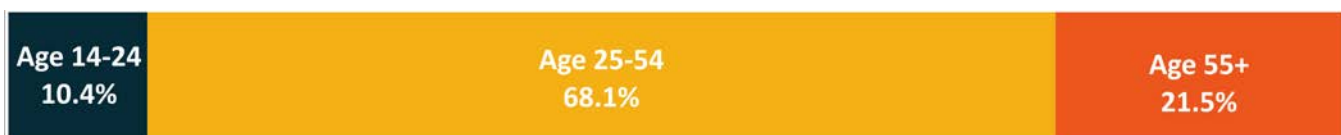| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
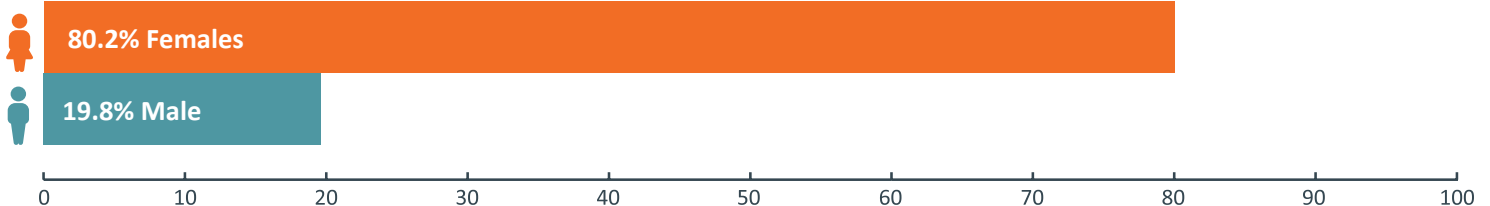
Race and Ethnicity Demographics

76.0% White | 11.4% Black or African-American | 5.3% Hispanic or Latino

Worker Age Demographics

| Age 14-24 10.4% | Age 25-54 68.1% | Age 55+ 21.5% |

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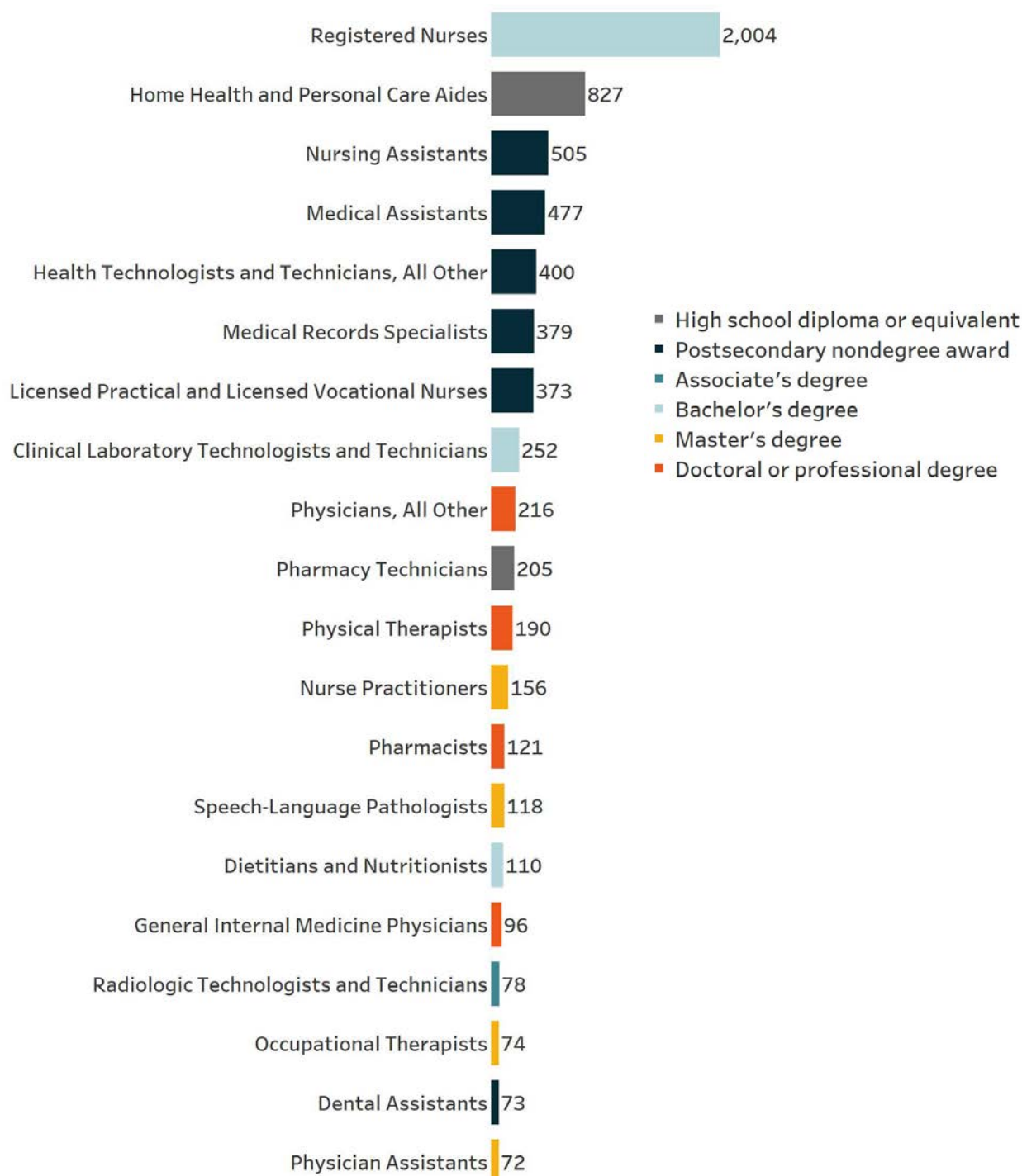
HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Healthcare occupation throughout 2022, with 2,004 postings. Other top posted jobs include Home Health and Personal Care Aides (827 postings), Nursing Assistants (505), Medical Assistants (292 postings), and Health Technologists and Technicians, All Other (400). 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 (205 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	2,004
Home Health and Personal Care Aides	827
Nursing Assistants	505
Medical Assistants	477
Health Technologists and Technicians, All Other	400
Medical Records Specialists	379
Licensed Practical and Licensed Vocational Nurses	373
Clinical Laboratory Technologists and Technicians	252
Physicians, All Other	216
Pharmacy Technicians	205
Physical Therapists	190
Nurse Practitioners	156
Pharmacists	121
Speech-Language Pathologists	118
Dietitians and Nutritionists	110
General Internal Medicine Physicians	96
Radiologic Technologists and Technicians	78
Occupational Therapists	74
Dental Assistants	73
Physician Assistants	72

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 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 Doctoral or professional degree. At least half of the top jobs pay over $22.72 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of $37.72 per hour or an annual salary of about $78,458.

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	$29.89	$36.69	$37.72	$46.37	$46.40
31-1128	Home Health and Personal Care Aides	$11.04	$11.26	$13.54	$14.28	$14.58
31-1131	Nursing Assistants	$14.09	$14.50	$14.95	$18.10	$18.61
31-9092	Medical Assistants	$14.29	$14.63	$18.06	$18.51	$18.80
29-2099	Health Technologists and Technicians, All Other	$14.35	$18.25	$22.72	$29.65	$35.87
29-2072	Medical Records Specialists	$14.35	$18.00	$22.73	$28.61	$29.84
29-2061	Licensed Practical and Licensed Vocational Nurses	$22.75	$23.34	$24.23	$29.18	$29.97
29-2018	Clinical Laboratory Technologists and Technicians	$14.83	$18.68	$28.92	$36.40	$37.15
29-1229	Physicians, All Other	$23.26	$29.82	$82.73	$121.66	$166.79
29-2052	Pharmacy Technicians	$11.47	$14.28	$14.95	$18.32	$22.52

In-Demand Technical Skills

- Nursing
- Cardiopulmonary Resuscitation (CPR)
- Medical Records
- Home Healthcare
- Nursing Care

In-Demand Foundational Skills

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

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Licensed Practical Nurse
- Certified Nursing Assistant
- Advanced Cardiovascular Life Support (ACLS) Certification
- Board Certified/Board Eligible

In-Demand Education Level*

- High School Diploma: 28.6%
- Associate Degree: 19.6%
- Bachelor's Degree: 15.3%
- Master's Degree: 5.7%

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

- Sparrow Health System
- Michigan State University
- McLaren Healthcare
- Prestige Healthcare
- ProMedica
- Trilogy Health Services
- CareInHomes
- Mclaren Greater Lansing
- State Of Michigan
- Guidehouse

Job Postings by City

1. Lansing: 4,859 Postings
2. East Lansing: 1,620 Postings
3. Okemos: 868 Postings
4. Mason: 266 Postings
5. Holt: 186 Postings
6. Haslett: 134 Postings
7. Williamston: 80 Postings
8. Leslie: 47 Postings
9. Stockbridge: 43 Postings
10. Dansville: 22 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 in the region annually.

**Employment Over Time**
2012-2022
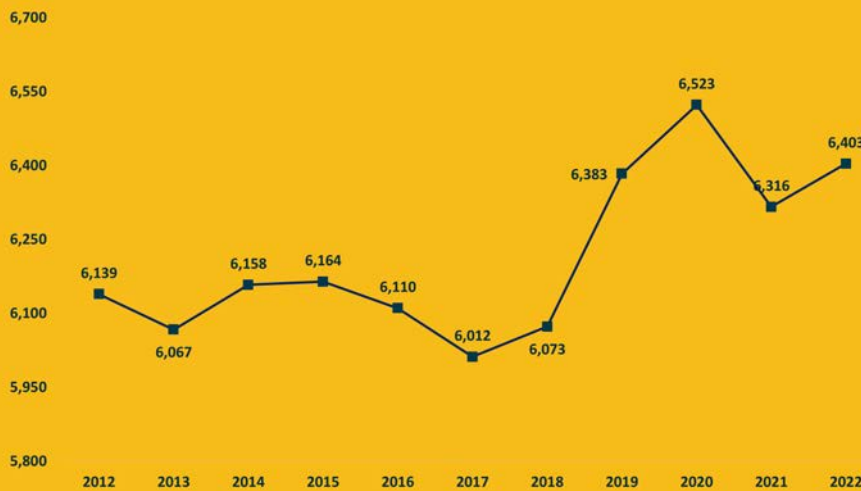
6,403 Information Technology Workers

1.4% Increase from 2021

Information Technology Worker Demographics

According to 2022 Lightcast data, Ingham County has 6,403 IT workers. The workforce is not too diverse, with most workers identifying as male (72.4 percent) between the ages of 25 and 54 (76.4 percent). Workers aged 55 years and older account for 15.3 percent, while only 8.3 percent are 24 years old or younger. About 74.9 percent of the workforce identify as white, with workers who identify as Asian, make up 12.6 percent of the workforce.

Worker Gender Demographics

27.6% Females

72.4% Male
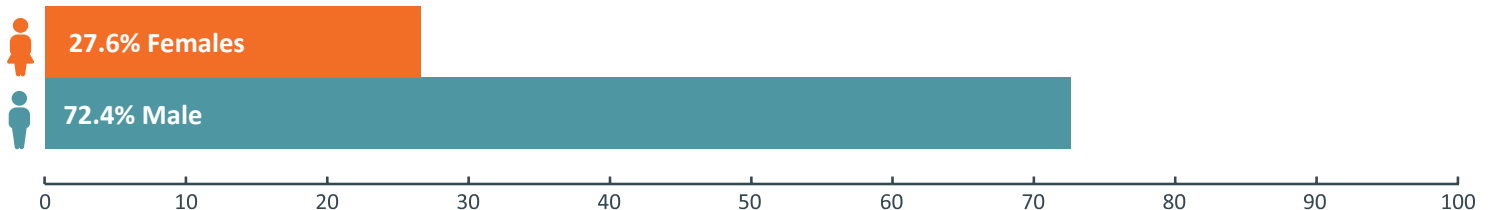
Race and Ethnicity Demographics

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

Worker Age Demographics

Age 14-24
8.3%

Age 25-54
76.4%

Age 55+
15.3%

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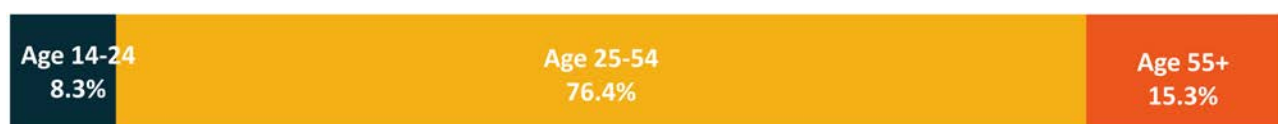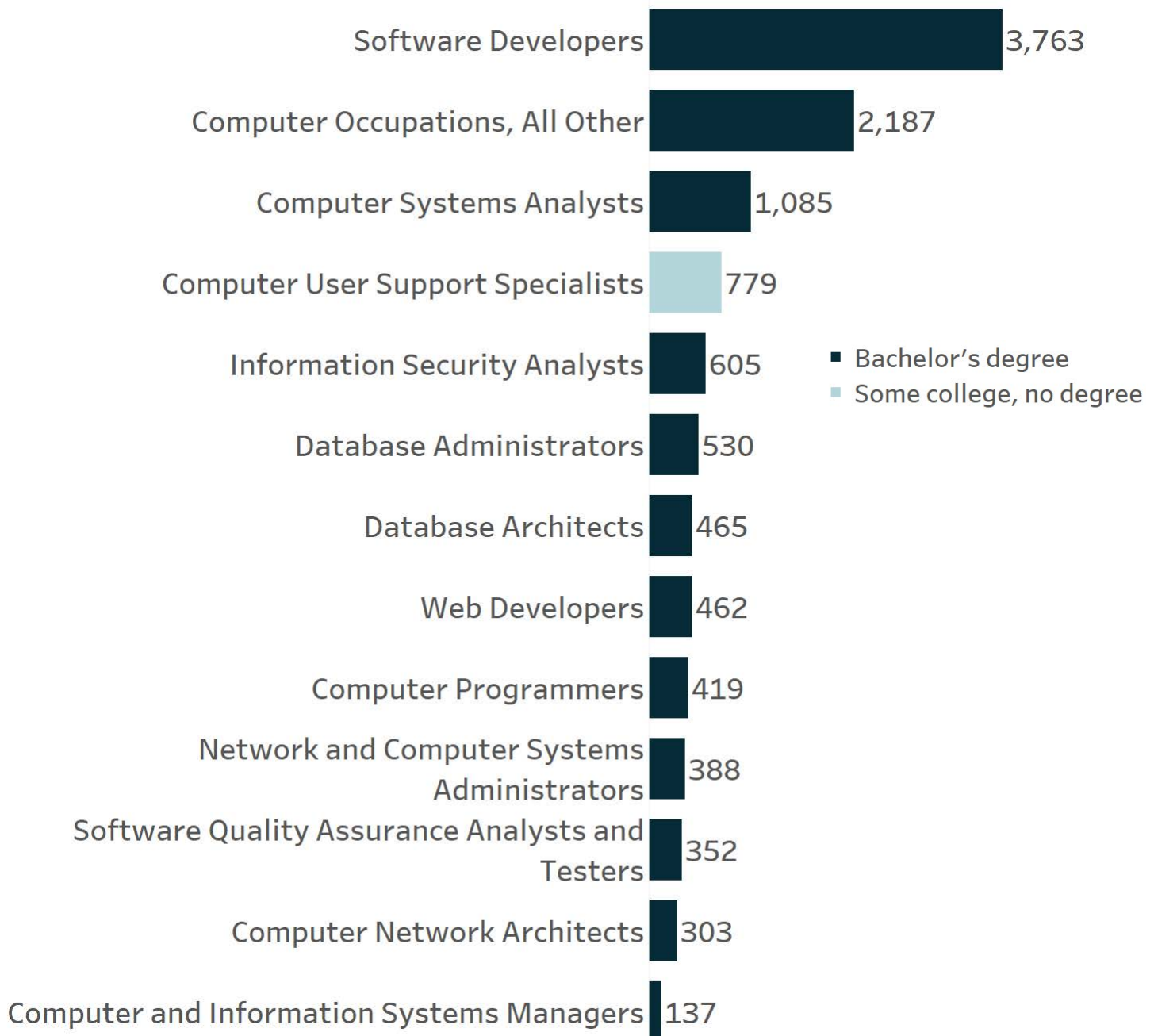
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 11,635 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2022, with 3,763 postings. Computer Occupations, All Other was in the second position with 2,187 postings. Other top posted jobs include Computer Systems Analysts (1,085 postings), Computer User Support Specialists (779 postings), and Information Security Analysts (605 postings). Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists typically require some college, no degree.

Occupation	Postings
Software Developers	3,763
Computer Occupations, All Other	2,187
Computer Systems Analysts	1,085
Computer User Support Specialists	779
Information Security Analysts	605
Database Administrators	530
Database Architects	465
Web Developers	462
Computer Programmers	419
Network and Computer Systems Administrators	388
Software Quality Assurance Analysts and Testers	352
Computer Network Architects	303
Computer and Information Systems Managers	137

Legend:
- Bachelor'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. Software Developers, the most in-demand occupation, offers a median hourly wage of $39.71 per hour or almost $82,597 per year. Database Architects earn the highest median wage at $49.11 per hour or nearly $102,148 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over $23.00 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
15-1252	Software Developers	$30.29	$31.86	$39.71	$49.72	$61.12
15-1299	Computer Occupations, All Other	$18.81	$24.02	$36.57	$46.60	$50.08
15-1211	Computer Systems Analysts	$30.14	$36.70	$39.10	$49.30	$58.76
15-1232	Computer User Support Specialists	$14.68	$18.67	$23.83	$30.46	$37.59
15-1212	Information Security Analysts	$23.20	$30.29	$39.30	$50.03	$64.17
15-1242	Database Administrators	$23.58	$30.17	$38.55	$49.93	$60.72
15-1243	Database Architects	$38.38	$48.59	$49.11	$62.83	$64.89
15-1254	Web Developers	$24.25	$29.64	$37.96	$46.91	$49.57
15-1251	Computer Programmers	$18.89	$30.46	$38.62	$49.07	$62.80
15-1244	Network and Computer Systems Administrators	$29.57	$30.75	$38.55	$47.42	$49.72

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 7.2%
- Associate Degree: 7.9%
- Bachelor's Degree: 61.9%
- Master's Degree: 13.4%

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

Top Posting Employers

- State Of Michigan
- Meta
- Salesforce
- ICF International
- Travelers
- Michigan State University
- TEKsystems
- Change IT
- US Bank
- Deloitte

Job Postings by City

1. Lansing: 10,263 Postings
2. East Lansing: 806 Postings
3. Okemos: 283 Postings
4. Mason: 231 Postings
5. Williamston: 20 Postings
6. Holt: 15 Postings
7. Haslett: 4 Postings
8. Leslie: 4 Postings
9. Onondaga: 3 Postings
10. Dansville: 2 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
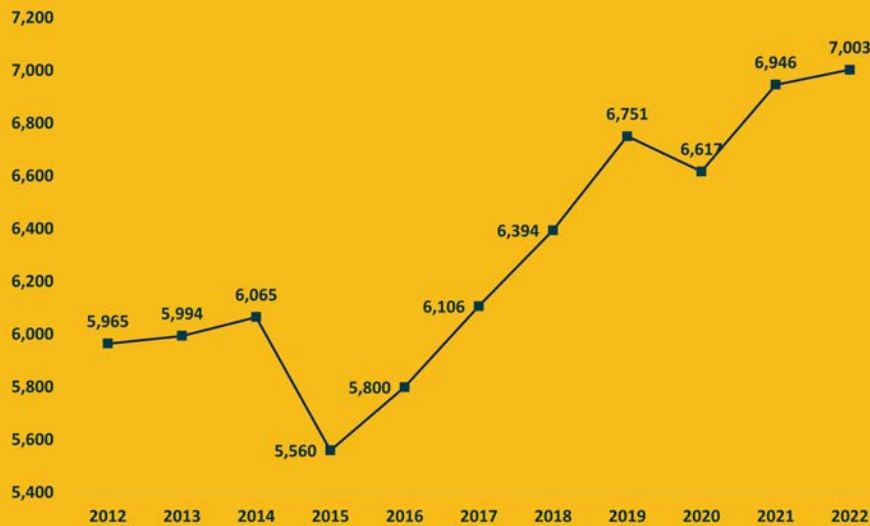
7,003 Skilled Trades Workers
0.8% Decrease from 2021

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 7,003 workers in Ingham County. The majority of skilled trades workers are male (88.4 percent) between the ages of 25 and 54 (64.1 percent). Due to the aging workforce, additional outreach will be necessary as 28.2 percent are 55 years of age or older.

Worker Gender Demographics

11.6% Female

88.4% Male
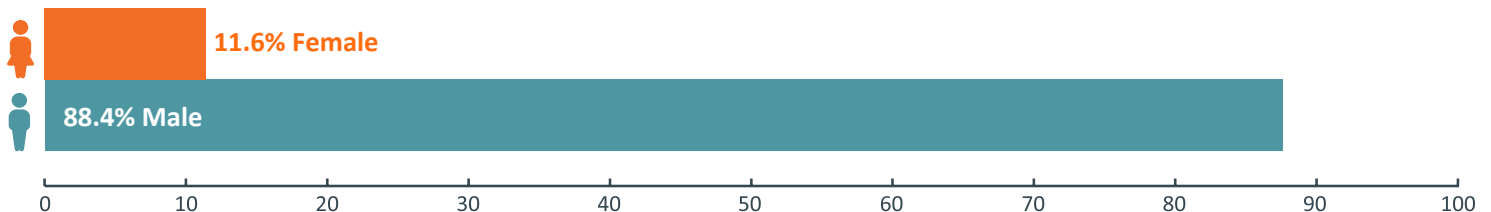
Race and Ethnicity Demographics

81.4% White | 8.0% Black or African-American | 5.7% Hispanic or Latino

Worker Age Demographics

Age 14-24
7.7%

Age 25-54
64.1%

Age 55+
28.2%

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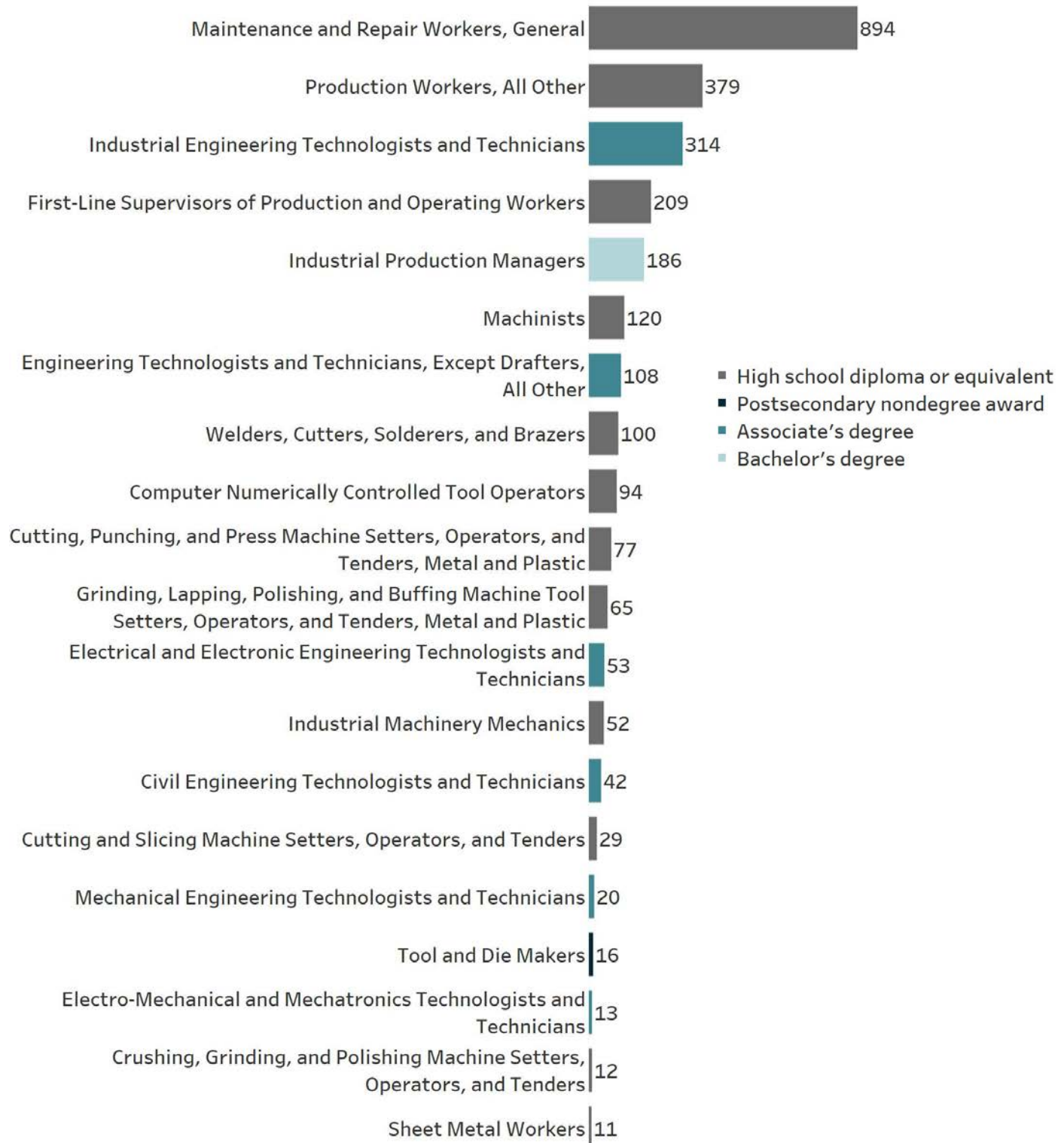
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 2,862 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2022, with 894 postings. Production Workers, All Other was in the second position with 379 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (314 postings), First-Line Supervisors of Production and Operating Workers (209 postings), and Industrial Production Managers (186 postings).

Occupation	Postings
Maintenance and Repair Workers, General	894
Production Workers, All Other	379
Industrial Engineering Technologists and Technicians	314
First-Line Supervisors of Production and Operating Workers	209
Industrial Production Managers	186
Machinists	120
Engineering Technologists and Technicians, Except Drafters, All Other	108
Welders, Cutters, Solderers, and Brazers	100
Computer Numerically Controlled Tool Operators	94
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	77
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	65
Electrical and Electronic Engineering Technologists and Technicians	53
Industrial Machinery Mechanics	52
Civil Engineering Technologists and Technicians	42
Cutting and Slicing Machine Setters, Operators, and Tenders	29
Mechanical Engineering Technologists and Technicians	20
Tool and Die Makers	16
Electro-Mechanical and Mechatronics Technologists and Technicians	13
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	12
Sheet Metal Workers	11

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have a median wage above $15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of $14.72, which translates to an annual salary of about $30,618. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of $48.60 or $101,088 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	$14.61	$14.72	$14.72	$22.87	$28.90
51-9199	Production Workers, All Other	$10.90	$11.35	$14.40	$17.65	$22.05
17-3026	Industrial Engineering Technologists and Technicians	$21.96	$23.01	$28.68	$28.87	$30.41
51-1011	First-Line Supervisors of Production and Operating Workers	$18.12	$22.98	$29.71	$38.16	$49.37
11-3051	Industrial Production Managers	$29.79	$38.13	$48.60	$61.34	$78.45
51-4041	Machinists	$14.36	$17.48	$22.16	$28.25	$30.21
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$16.97	$18.68	$20.48	$24.37	$32.59
51-4121	Welders, Cutters, Solderers, and Brazers	$14.85	$18.06	$22.36	$23.58	$29.52
51-9161	Computer Numerically Controlled Tool Operators	$14.77	$17.95	$22.54	$24.72	$29.30
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	$14.02	$14.07	$17.52	$20.85	$23.20

In-Demand Technical Skills

- Machinery
- Plumbing
- Machining
- Machine Operation
- Quality Management Systems

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Detail Oriented
- Problem Solving

In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Pesticide Applicator License
- CompTIA A+
- EPA 608 Technician Certification

In-Demand Education Level*

- High School Diploma: 47.9%
- Associate Degree: 11.3%
- Bachelor's Degree: 16.5%
- Master's Degree: 3.3%

*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

- Orchid Orthopedic Solutions
- WestRock
- Dart Container
- Michigan State University
- State Of Michigan
- ResourceMFG
- General Motors
- Aerotek
- Arcosa
- Neogen Corporation

Job Postings by City

1. Lansing: 1,730 Postings
2. Mason: 349 Postings
3. East Lansing: 338 Postings
4. Holt: 208 Postings
5. Okemos: 83 Postings
6. Williamston: 68 Postings
7. Webberville: 43 Postings
8. Leslie: 18 Postings
9. Haslett: 11 Postings
10. Stockbridge: 11 Postings

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