

WIN

WORKFORCE
INTELLIGENCE
NETWORK



Research. Engagement. Solutions

LABOR MARKET REPORT JACKSON COUNTY

January - December 2021

INTRODUCTION

Jackson 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 Jackson 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. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Jackson County for the Agriculture, Energy, 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 - Agriculture
- 11 - Energy
- 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)

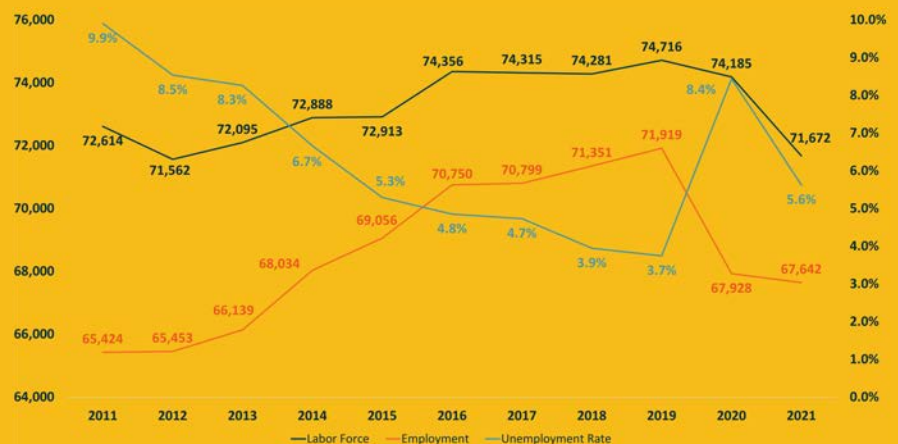
State of the Labor Market in Jackson County

The COVID-19 crisis continued to cause shifts in the labor market this year. In 2021, the labor force decreased by 2,513 individuals (3.4 percent) from 2020. Employment decreased less dramatically by 286 workers (0.4 percent), while unemployment went down by 2,228 workers. The unemployment rate also declined in 2021, which trends with the shifts caused by the COVID-19. The unemployment rate decreased by 2.8 percentage points from 8.4 percent in 2020 to 5.6 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the county continues its recovery. Registered Nurses top the list as the most demanded occupation in 2021, accounting for 927 job postings. The health care occupation group continues to be heavily demanded in Jackson County.

Annual Labor Market Information

The labor force in Jackson County shrunk in 2021, falling by 2,513 individuals (3.4 percent) from the prior year. Employment decreased by just 286 workers (0.4 percent) since 2020, while unemployment decreased by 2,228 workers for a total of 4,030 unemployed workers in 2021. The unemployment rate decreased in 2021 to 5.6 percent, a fall of 2.8 percentage points since the 8.4 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 24.6 percent in Jackson 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 12,177 unique postings in Jackson County, an increase of 99 postings from the 12,078 postings recorded in Q3. October had the highest recorded postings in 2021 with 4,176 postings, an increase of 1,727 postings (70.5 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 Jackson County 2021



Key Findings

27%

Employer demand decreased by 27.1 percent, a loss of 5,806 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

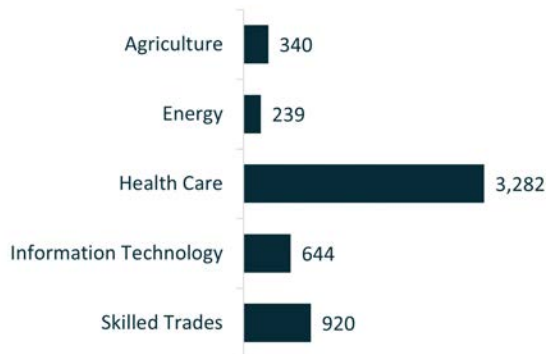
68,273

an increase of 22 workers (0.03 percent) since Q4 2020

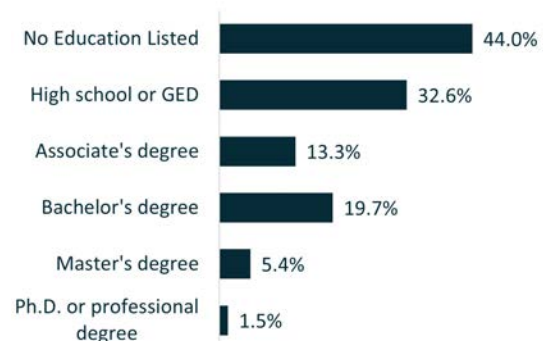
During 2021, there were 15,615 unique job postings, 5,806 less than the 21,421 postings made during 2020 in Jackson County. October 2021 saw the highest demand for the year with 4,176 postings, a 70.5 percent increase since January 2021. The top posted job titles in 2021 include Maintenance Technicians, CDL-A Truck Drivers, Retail Merchandisers, Customer Service Representatives, and Assistant Managers. For more information about in-demand job postings, see page 7.

Of the 15,615 unique postings in Jackson County during 2021, 5,093 (32.6 percent) required a high school diploma or equivalent, while 5,153 postings (33.0 percent) required a college degree. An additional 1,086 postings (7.0 percent) required an advanced degree. The high demand for health care workers within the county drives this high need for workers with various skill sets.

Top 5 Posting Occupation Groups 2021



Education Levels In-Demand 2021



The quarterly labor market shifts that were seen in 2020, following the outbreak of COVID-19, have remained fairly flat in 2021. The first quarter of 2021 saw a slight decrease in the labor force and employment numbers from Q4 2020, while unemployment and the unemployment rate rose 1.3 percentage points to an annual high of 6.3 percent. The labor force peaked in Q1 with a high of 71,824, while employment was at an annual low of 67,267 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q3 and Q4 2021. The unemployment rate at the end of Q4 2021 was 4.8 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	71,859	71,824	71,790	71,359	71,713	354	0.5%	-146	-0.2%
Employment	68,251	67,267	67,656	67,371	68,273	902	1.3%	22	0.0%
Unemployment	3,608	4,557	4,134	3,988	3,440	-548	-13.7%	-168	-4.6%
Unemployment Rate	5.0%	6.3%	5.8%	5.6%	4.8%	-0.8%	na	-0.2%	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 71,672 individuals, a decrease of 2,513 individuals since 2020. Employment is down to 67,642 workers in 2021, a decrease of 286 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 4,030 workers, down by 2,228 workers since the high of 6,258 workers recorded in 2020. Similarly, the unemployment rate declined by 2.8 percentage points for a 2021 unemployment rate of 5.6 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	72,614	71,562	72,095	72,888	72,913	74,356	74,315	74,281	74,716	74,185	71,672	-2,513	-3.4%
Employment	65,424	65,453	66,139	68,034	69,056	70,750	70,799	71,351	71,919	67,928	67,642	-286	-0.4%
Unemployment	7,190	6,109	5,956	4,854	3,857	3,606	3,515	2,930	2,798	6,258	4,030	-2,228	-35.6%
Unemployment Rate	9.9%	8.5%	8.3%	6.7%	5.3%	4.8%	4.7%	3.9%	3.7%	8.4%	5.6%	-2.8%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 73,722 people in the labor force, meaning they were either working or looking for work, in Jackson County. Just under half of the population of 69,089 individuals (43.7 percent) living in the region were actively working. The highest unemployment rates were seen in those aged 16-19 years old for both males and females. Males under the age of 20 face an unemployment rate of 22.8 percent, while females had an unemployment rate of 23.1 percent. Some Other Race job seekers also have a difficult time finding employment, facing an unemployment rate of 20.5 percent.

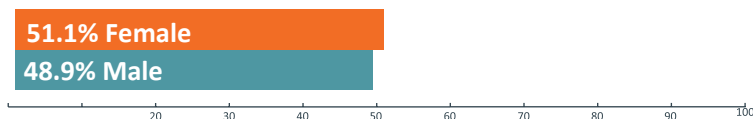
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	73,722	69,089	4,633	6.3%
Sex				
Male 16+	37,214	35,009	2,205	5.9%
16-19	1,491	1,151	340	22.8%
20-24	3,791	3,495	296	7.8%
25-54	22,425	21,169	1,256	5.6%
55-64	7,399	7,116	283	3.8%
65 Plus	2,108	2,078	30	1.4%
Female 16+	36,508	34,080	2,428	6.7%
16-19	1,952	1,502	450	23.1%
20-24	3,836	3,373	463	12.1%
25-54	21,859	20,627	1,232	5.6%
55-64	7,169	6,915	254	3.5%
65 Plus	1,692	1,663	29	1.7%
Race				
White	66,488	59,805	6,683	5.9%
Black / African American	4,093	3,140	953	9.8%
Native American	165	120	46	10.9%
Asian	743	743	0	0.0%
Native Hawaiian / Pacific Islander	11	11	0	0.0%
Some Other Race	347	228	118	20.5%
Two or More Races	2,018	1,705	313	9.9%
Ethnicity				
Hispanic	2,448	1,932	515	13.2%

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

2020 Census Population

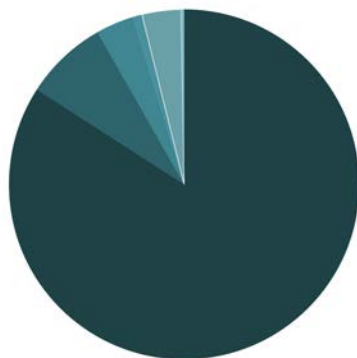
According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Jackson County decreased by 0.3 percent between 2019 and 2020. During 2020, 158,174 people were living in the county. The sex of the populace was split almost evenly, with about 51.1 percent of the population identifying as male, and the other 48.9 percent identifying as female. Majority of the population identified as white (86.8 percent) with the second largest number of individuals identifying as Black or African American (7.9 percent). The county is facing an aging population; 32.2 percent of population was over the age of 54, compared to 30.2 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 86.8%
- Black or African American, 7.9%
- Hispanic or Latino, 3.6%
- Asian, 0.9%
- Two or More Races, 3.7%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%



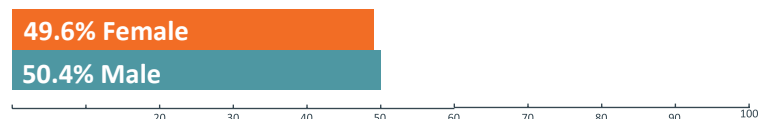
Population Age Demographics



2021 Current Workforce

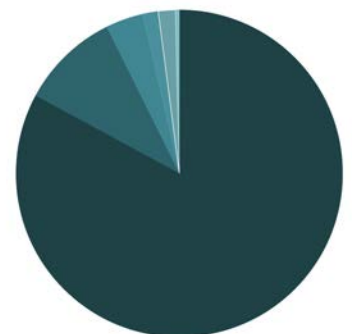
In 2021, the workforce had a total of 53,793 individuals working in Jackson County. A slight majority, 50.4 percent (27,299 workers) were male, while 49.6 percent (26,812 workers) of the workforce was female. Most workers in the county identified as white, accounting for 82.9 percent of the workforce, while Black or African American workers totaled 9.8 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.7 percent. Much of the workforce in Jackson County are between the ages of 25 through 54 (62.8 percent), while 23.7 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 82.9%
- Black or African American, 9.8%
- Hispanic or Latino, 3.7%
- Asian, 1.6%
- Two or More Races, 1.7%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.02%

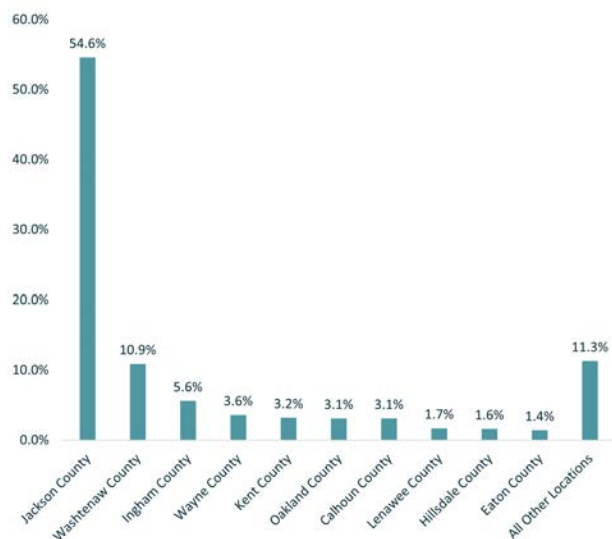


Workforce Age Demographics

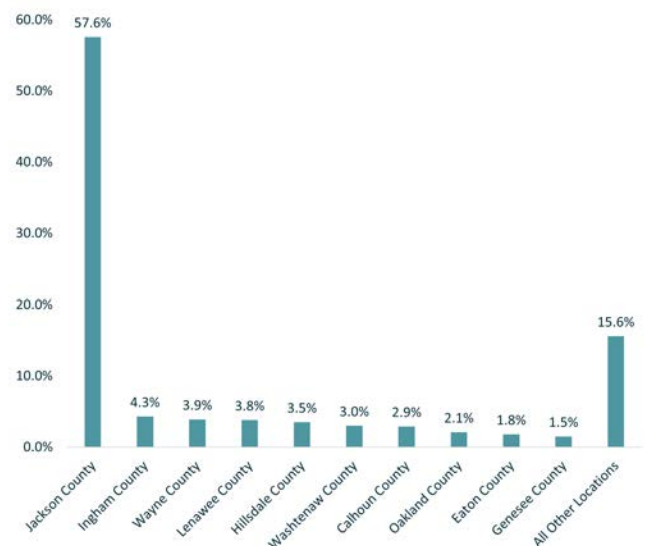


According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the county's workforce consisted of 59,469 residents. There were 32,483 (54.6 percent) of the residents lived and worked within Jackson County, while the remaining 26,986 residents (45.4 percent) traveled outside of the county for work. There were 56,393 workers employed in the county during 2019. Of those, 23,910 workers (42.4 percent) lived outside of the county's borders and commuted in. From this information, we can see that Jackson County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Jackson County Residents Work



Where Jackson County Workers Live

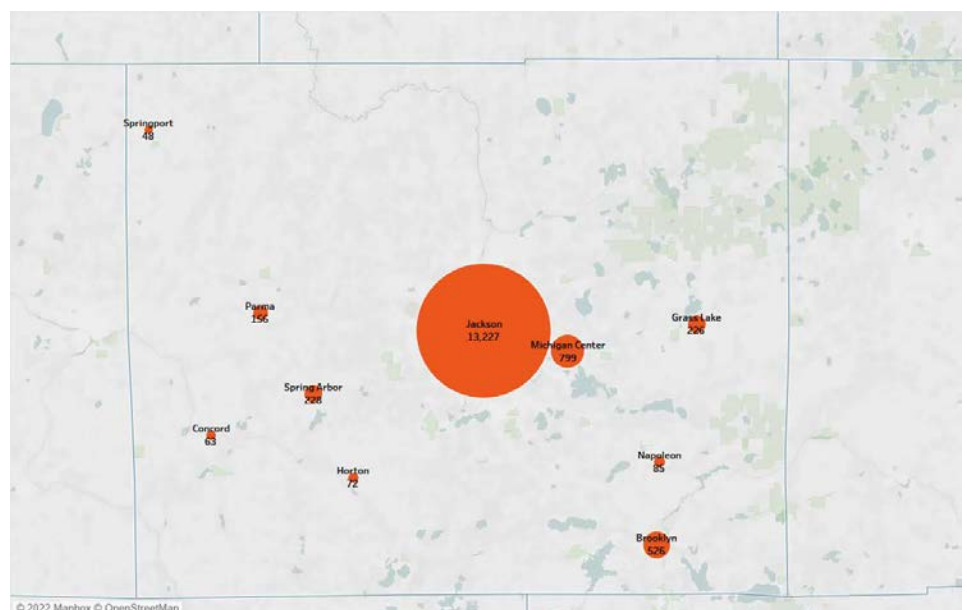


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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

Job Postings by City

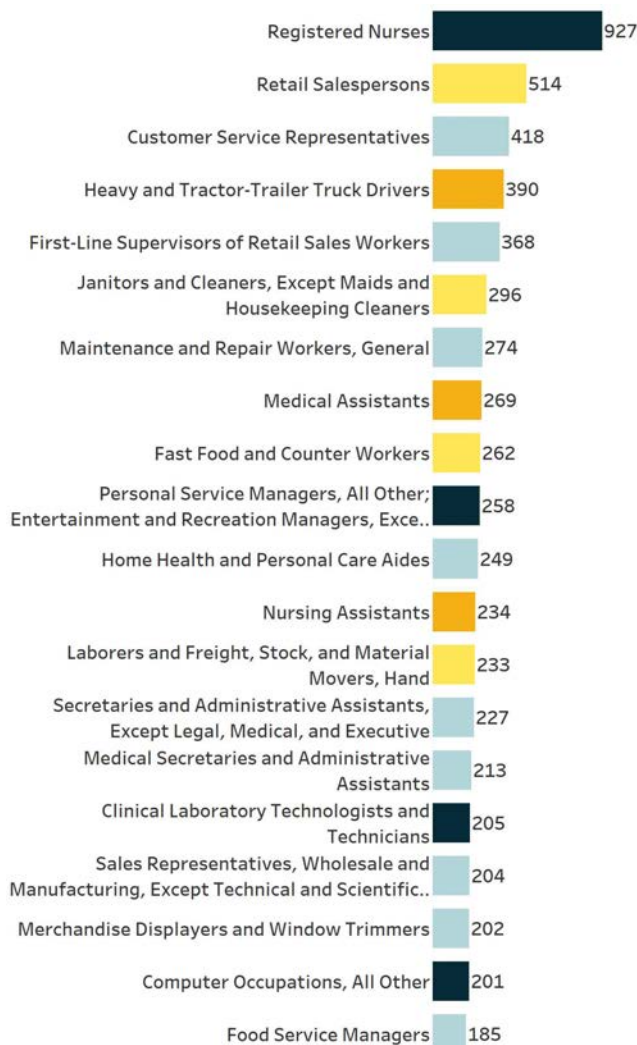
1. Jackson: 13,227 Postings
2. Michigan Center: 799 Postings
3. Brooklyn: 526 Postings
4. Spring Arbor: 228 Postings
5. Grass Lake: 226 Postings
6. Parma: 156 Postings
7. Napoleon: 85 Postings
8. Horton: 72 Postings
9. Concord: 63 Postings
10. Springport: 48 Postings



TOP POSTED JOBS

Top Posted Jobs: 2021

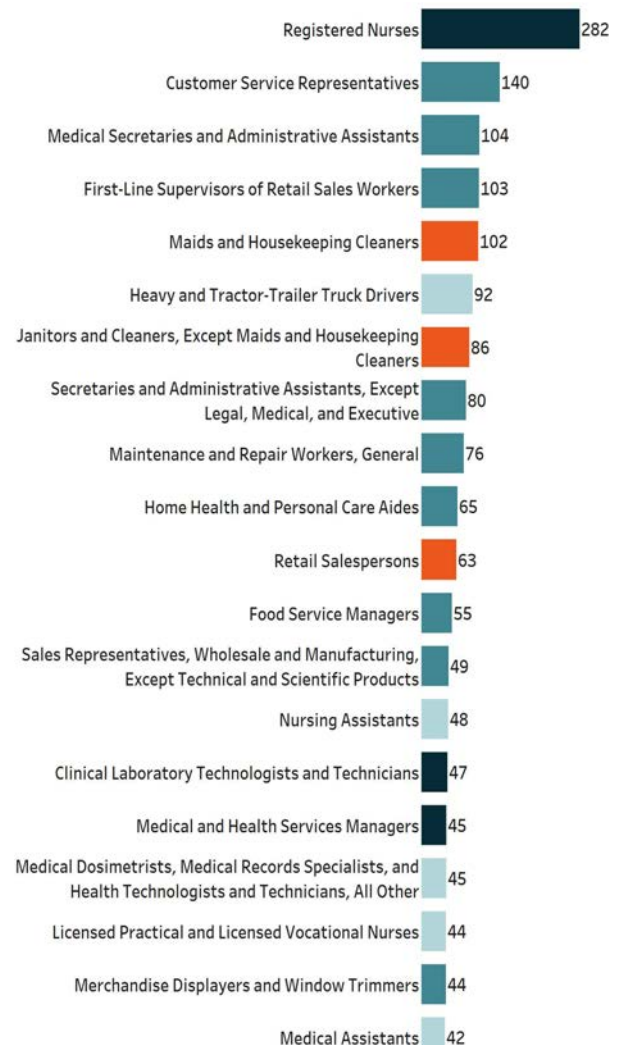
Registered Nurses is the top posted occupation for 2021, with 927 unique online job postings and requires a bachelor's degree for entry. Retail Salesperson and Customer Service Representatives round out the top three demanded occupations, with 514 postings and 418 postings respectively, requiring no formal education and a high school diploma or equivalent respectively, for entry. All the other in-demand jobs require a postsecondary nondegree award, coupled with short to moderate-term on-the-job training or a high school diploma or equivalent.



- No formal educational credential
- High school diploma or equivalent
- Associate's degree
- Bachelor's degree
- Doctoral or professional degree

Top Posted Entry-Level Jobs: 2021

Entry-level jobs, which usually require zero to two years of previous experience, account for 22.8 percent of the 2021 postings in Jackson County. Well 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 43.5 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 282 postings requiring a bachelor's degree, followed by Customer Service Representatives, requiring a high school diploma or equivalent, with 140 postings.

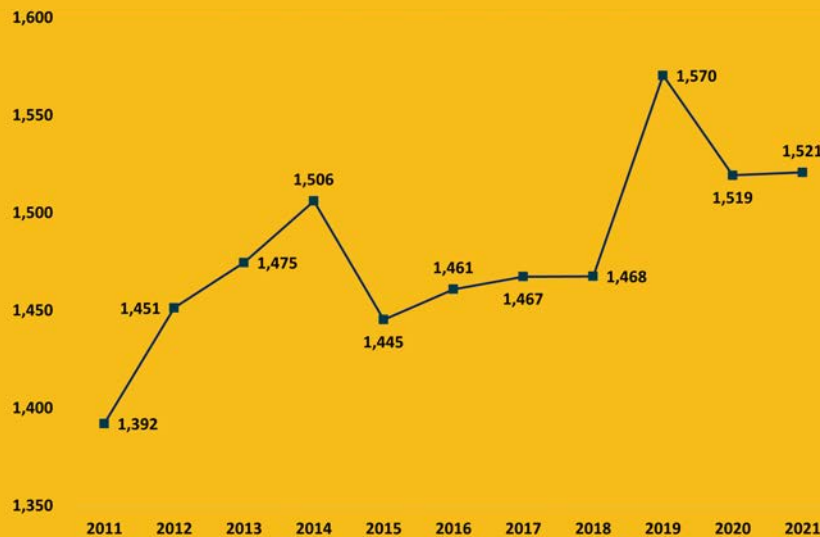


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

AGRICULTURE OCCUPATION GROUP

WIN's agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

Employment Over Time
2011-2021



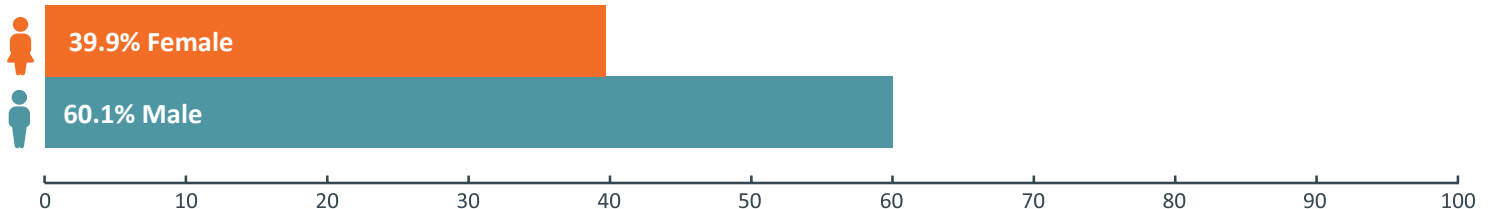
1,521
Agriculture
Workers
Slight increase
from 2020



Agriculture Worker Demographics

According to 2021 Emsi data, the 1,5212 workers in agriculture occupations are not very diverse. A large majority of workers are male (61.1 percent) between the ages of 25 and 54 (63.7 percent). Only 39.9 percent of agriculture workers identify as women, while 11.6 percent of workers were under the age of 25, compared to 24.7 percent of workers who are age 55 or older.

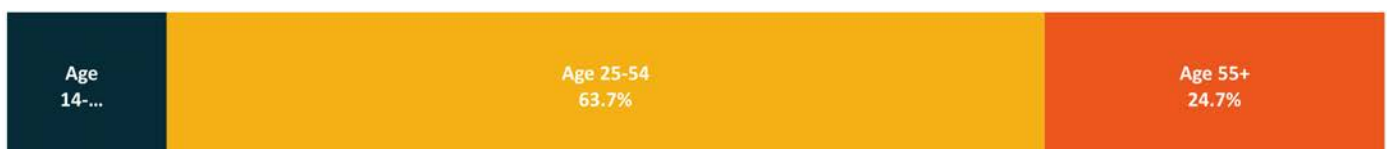
Worker Gender Demographics



Race and Ethnicity Demographics

86.0% White | **6.1% Black or African-American** | **4.8% Hispanic or Latino**

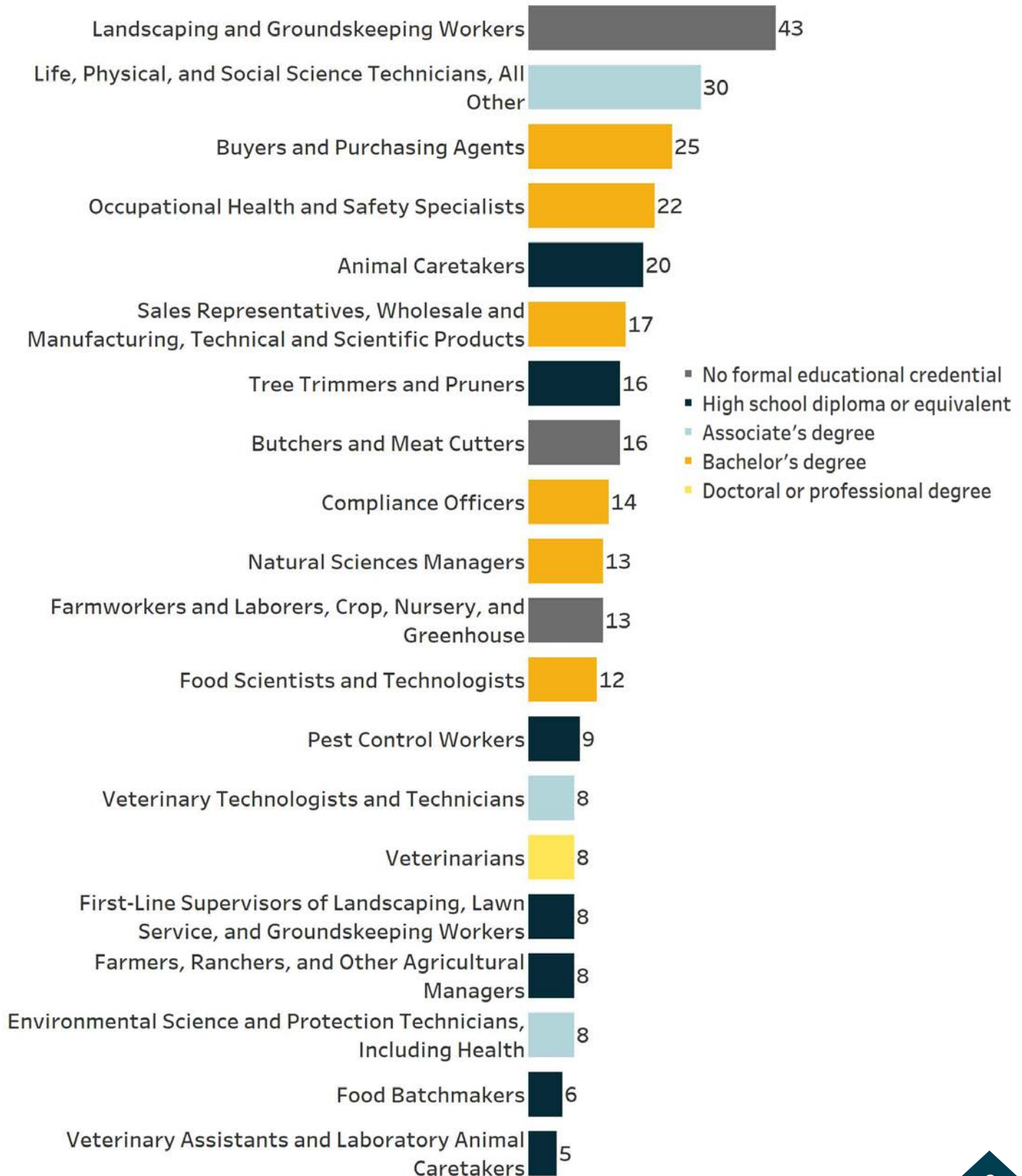
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

The agriculture occupation group posted 340 ads during 2021. Landscaping and Groundskeeping Workers is the top demanded occupation with 43 online job postings. Life, Physical, and Social Science Technicians, All Other (30 postings), and Buyers and Purchasing Agents (25 postings) were also in high demand. Other top posted occupations include Occupational Health and Safety Specialists (22 postings) and Animal Caretakers (20 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in 2021 offer median wages of more than \$15.00 per hour. The top posted job, Landscaping and Groundskeeping Workers, offers median hourly earnings of \$13.88, which translates to annual earnings of approximately \$28,870. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$10.17	\$11.89	\$13.88	\$15.94	\$19.81
19-4099	Life, Physical, and Social Science Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
13-1028	Buyers and Purchasing Agents	\$20.58	\$24.71	\$33.61	\$39.48	\$51.83
19-5011	Occupational Health and Safety Specialists	\$21.06	\$26.72	\$34.96	\$42.68	\$51.05
39-2021	Animal Caretakers	\$10.33	\$10.98	\$12.05	\$13.88	\$16.22
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$39.64	\$53.14	\$63.92	\$75.57	\$84.54
37-3013	Tree Trimmers and Pruners	\$13.43	\$18.74	\$21.58	\$23.34	\$25.67
51-3021	Butchers and Meat Cutters	\$9.86	\$10.60	\$13.05	\$15.95	\$19.30
13-1041	Compliance Officers	\$13.41	\$15.20	\$23.52	\$32.48	\$40.72
11-9121	Natural Sciences Managers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

- Auditing
- Sanitation
- Trimming
- Purchasing
- Corrective and Preventive Action (CAPA)

In-Demand Foundational Skills

- Management
- Communications
- Detail Oriented
- Lifting Ability
- Leadership

In-Demand Certifications

- Commercial Driver's License (CDL)
- Certified Quality Auditor
- Quality Certification
- CDL Class B License
- Certified Professional Manager

In-Demand Education Level*

- High School Diploma: 24.4%
- Associate Degree: 7.9%
- Bachelor's Degree: 27.1%
- Master's Degree: 6.2%

**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

- Consumers Energy
- VCA Animal Hospitals
- Dawn Food Products
- Asplundh Tree Expert Co
- Henry Ford Health System
- Adecco
- IQVIA
- PetSmart
- Meijer
- Xcel Staffing

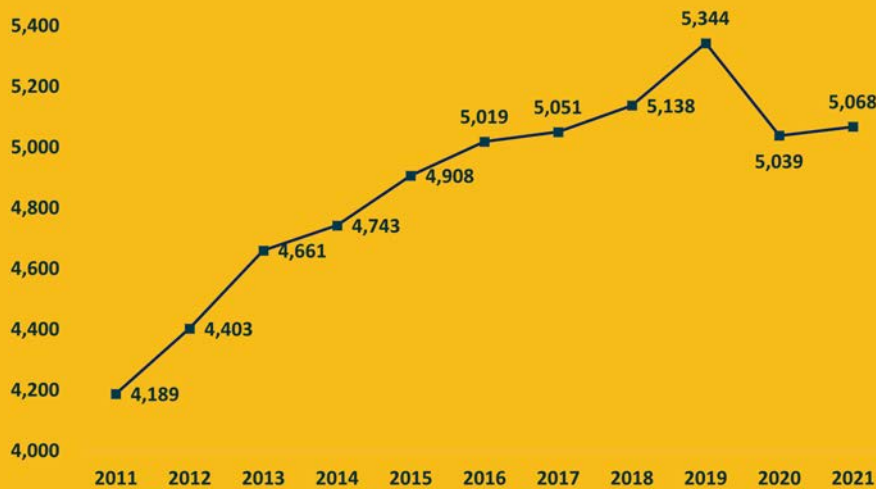
Job Postings by City

1. Jackson: 284 Postings
2. Grass Lake: 15 Postings
3. Michigan Center: 14 Postings
4. Brooklyn: 12 Postings
5. Parma: 5 Postings
6. Horton: 3 Postings
7. Norvell: 3 Postings
8. Spring Arbor: 3 Postings
9. Springport: 1 Posting

ENERGY OCCUPATION GROUP

Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertains only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

Employment Over Time
2011-2021



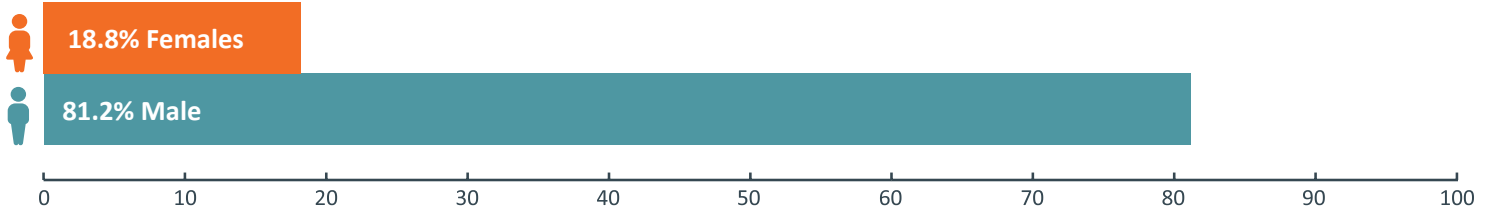
5,068 Energy Workers
0.6% Increase from 2020



Energy Worker Demographics

In 2021, there were 5,068 workers in the energy occupation group. This group is primarily made up of males (81.2 percent) between the ages of 25 and 54 (70.4 percent), with 18.2 percent of workers identifying as female and just 9.0 percent identifying as a racial minority. In 2021, 4.9 percent of the workers in the occupation group are under the age of 25 compared to the 24.5 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

89.4% White | **5.1% Black or African-American** | **2.2% Hispanic or Latino**

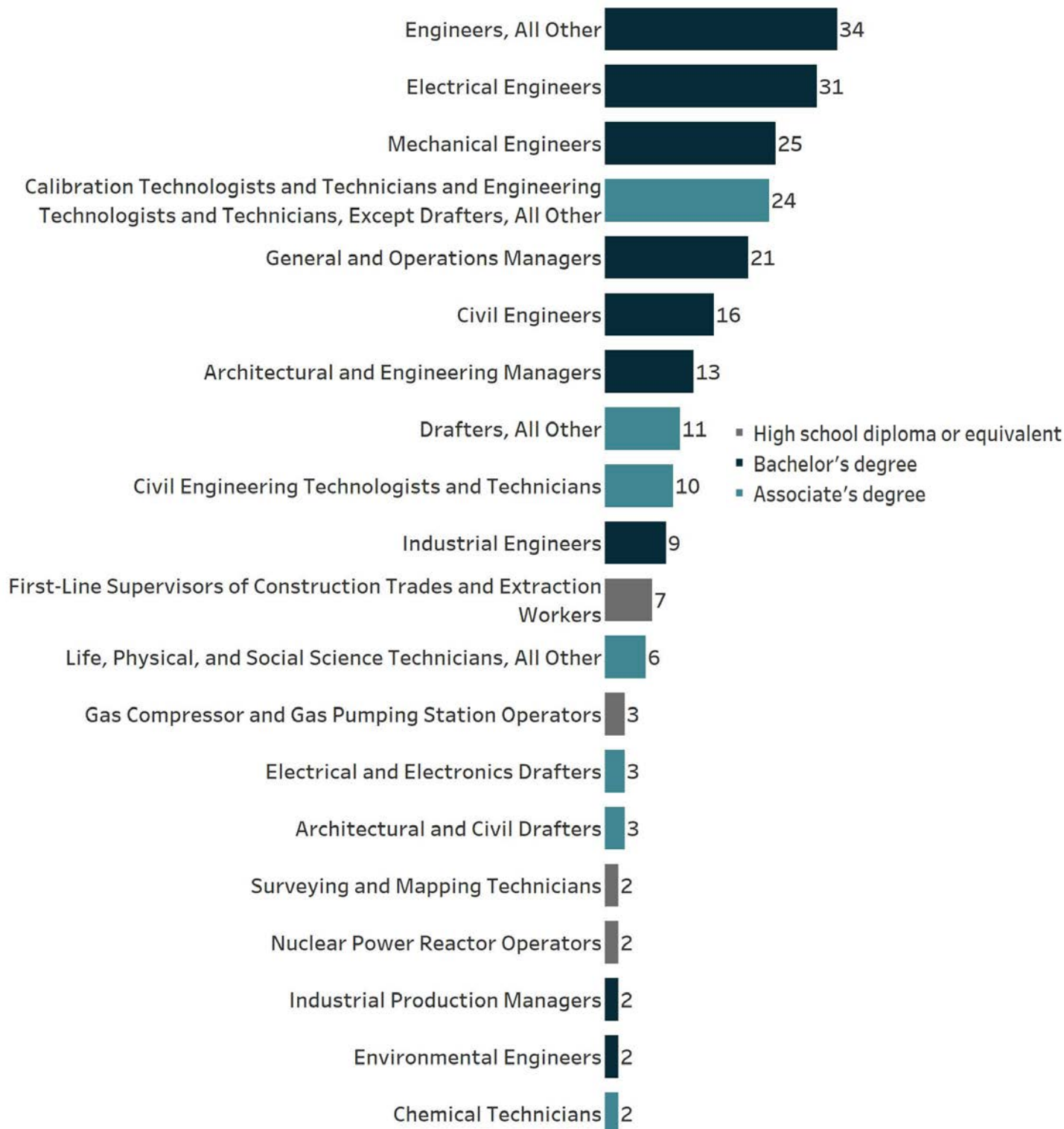
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year totaled 239 postings for energy workers, with Engineers, All Other as the most sought-after occupation by energy industry employers during 2021, with 34 postings. Electrical Engineers were in the second position with 31 postings. Other top posted jobs include Mechanical Engineers (25 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (24 postings), and General and Operations Managers (21 postings).



Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top ten energy occupations has a median wage over \$28.00 per hour. The top posted energy job, Engineers, All Other, offers a median hourly wage of \$38.50, or annual earnings of approximately \$80,080. Technician and construction-focused positions related to energy generally have shorter-term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2199	Engineers, All Other	\$23.51	\$31.22	\$38.50	\$49.27	\$60.58
17-2071	Electrical Engineers	\$34.78	\$41.01	\$45.83	\$50.91	\$61.78
17-2141	Mechanical Engineers	\$27.59	\$33.41	\$39.58	\$47.41	\$56.23
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$24.77	\$31.16	\$42.02	\$49.28	\$58.42
11-1021	General and Operations Managers	\$18.49	\$31.74	\$49.53	\$73.15	\$100.00
17-2051	Civil Engineers	\$28.26	\$33.70	\$38.91	\$45.95	\$52.70
11-9041	Architectural and Engineering Managers	\$44.23	\$51.20	\$57.38	\$67.45	\$81.96
17-3019	Drafters, All Other	\$23.53	\$27.67	\$35.07	\$38.25	\$44.42
17-3022	Civil Engineering Technologists and Technicians	\$21.48	\$25.15	\$28.26	\$31.08	\$32.94
17-2112	Industrial Engineers	\$26.17	\$32.45	\$39.18	\$46.50	\$52.79

In-Demand Technical Skills

- Construction
- Engineering Design Process
- Natural Gas
- Project Management
- Electrical Engineering

In-Demand Foundational Skills

- Operations
- Communications
- Planning
- Management
- Coordinating

In-Demand Certifications

- Licensed Professional Engineer
- Project Management Professional Certification
- Engineer in Training
- Certified Professional Manager
- Certified Quality Auditor

In-Demand Education Level*

- High School Diploma: 3.3%
- Associate Degree: 18.0%
- Bachelor's Degree: 61.5%
- Master's Degree: 7.5%

Top Posting Employers

- Consumers Energy
- Crossfire
- CMS Energy
- Harvest Energy Solutions

Job Postings by City

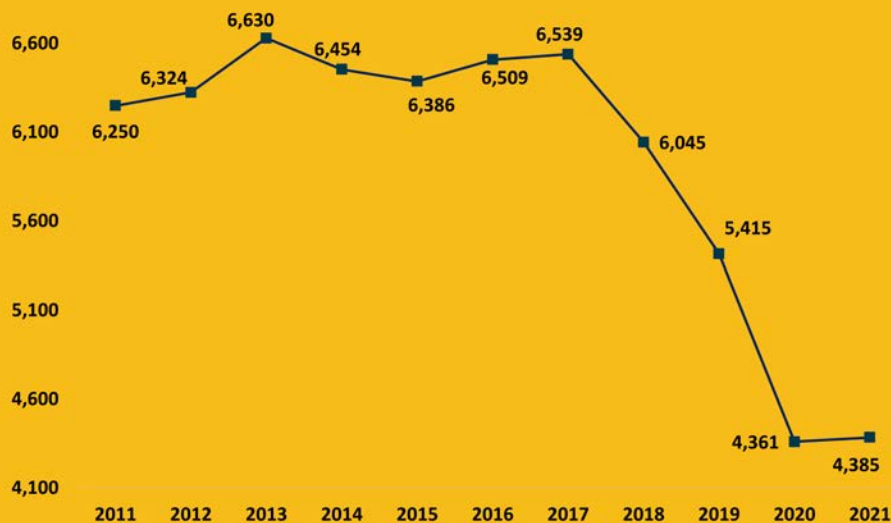
- Jackson: 239 Postings

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

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



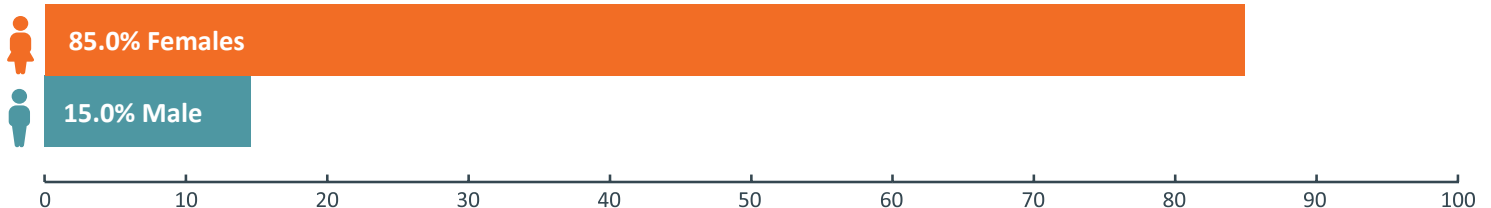
**4,385 Health
Care Workers**
**0.5% Increase
from 2020**



Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 4,385 workers in Jackson County, who are overwhelmingly female (85.0 percent) and between the ages of 25 and 54 (68.8 percent), although 21.9 percent of workers are over 54. The healthcare occupation group is primarily white in Jackson County, with 82.9 percent of workers identifying as white, 9.6 percent identifying as Black or African American, and 7.1 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

82.9% White | **9.6% Black or African-American** | **2.9% Hispanic or Latino**

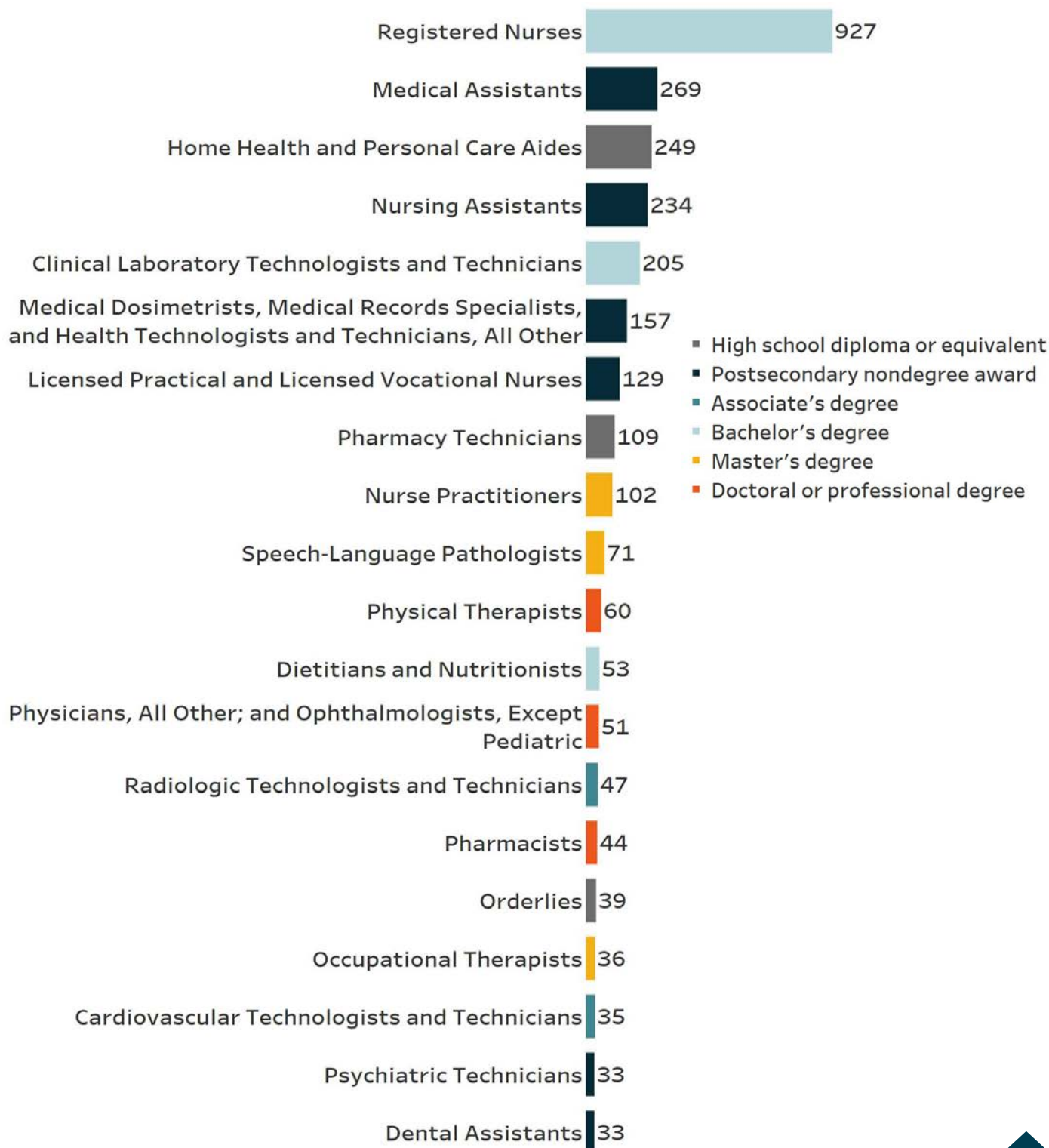
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand health care occupation throughout 2021, with 927 postings. Other top posted jobs include Medical Assistants (269 postings), Home Health and Personal Care Aides (249 postings), Nursing Assistants (234 postings), and Clinical Laboratory Technologists and Technicians (202 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 (109 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 \$32.86 per hour or an annual salary of about \$68,348.

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	\$25.02	\$28.07	\$32.86	\$37.33	\$40.37
31-9092	Medical Assistants	\$11.98	\$13.90	\$16.27	\$18.18	\$19.32
31-1128	Home Health and Personal Care Aides	\$10.25	\$10.84	\$11.83	\$13.35	\$15.41
31-1131	Nursing Assistants	\$13.11	\$14.50	\$16.27	\$17.97	\$19.00
29-2018	Clinical Laboratory Technologists and Technicians	\$14.53	\$16.12	\$23.36	\$33.84	\$39.88
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$14.36	\$17.09	\$21.44	\$26.94	\$36.07
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.20	\$22.76	\$26.52	\$29.19	\$30.97
29-2052	Pharmacy Technicians	\$11.36	\$14.04	\$16.49	\$18.42	\$21.15
29-1171	Nurse Practitioners	\$42.44	\$44.97	\$49.19	\$55.53	\$64.31
29-1127	Speech-Language Pathologists	\$25.78	\$28.47	\$33.64	\$41.63	\$48.85

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Geriatrics
- Radiology
- Pediatrics

In-Demand Foundational Skills

- Leadership
- Communications
- Customer Service
- Problem Solving
- Interpersonal Communications

In-Demand Certifications

- Licensed Practical Nurse
- Associate Degree In Nursing
- Certified Nursing Assistant
- Certified Medical Assistant
- Certified Clinical Medical Assistant

In-Demand Education Level*

- High School Diploma: 33.8%
- Associate Degree: 31.0%
- Bachelor's Degree: 21.1%
- Master's Degree: 8.5%

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

Top Posting Employers

- Henry Ford Health System
- University of Michigan
- Elara Caring
- Home Instead
- Healthpro Heritage
- CSL
- Genesis Healthcare
- Allegra Nursing and Rehab
- Consumers Energy
- CVS Health

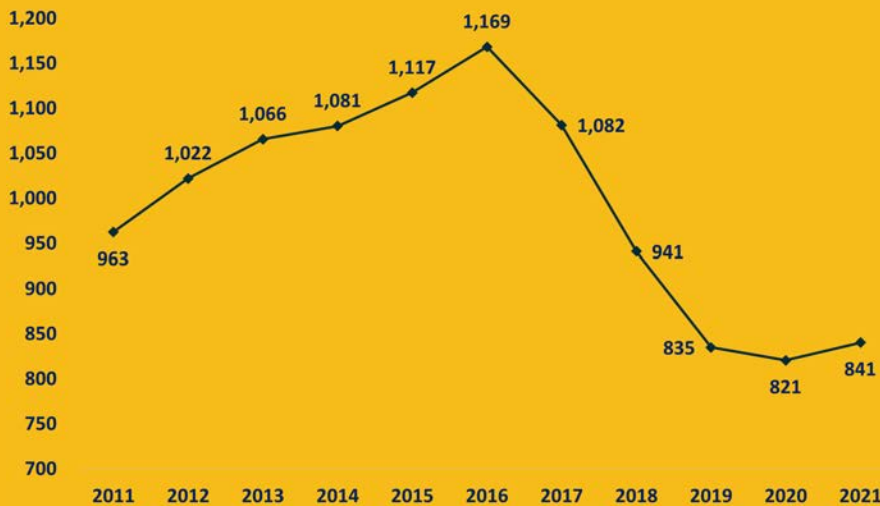
Job Postings by City

1. Jackson: 2,753 Postings
2. Michigan Center: 297 Postings
3. Brooklyn: 185 Postings
4. Spring Arbor: 47 Postings
5. Parma: 30 Postings
6. Grass Lake: 12 Postings
7. Springport: 9 Postings
8. Concord: 7 Postings
9. Napoleon: 7 Postings
10. River Junction: 21 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

Information technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported annually.

Employment Over Time
2011-2021



**841 Information
Technology
Workers**

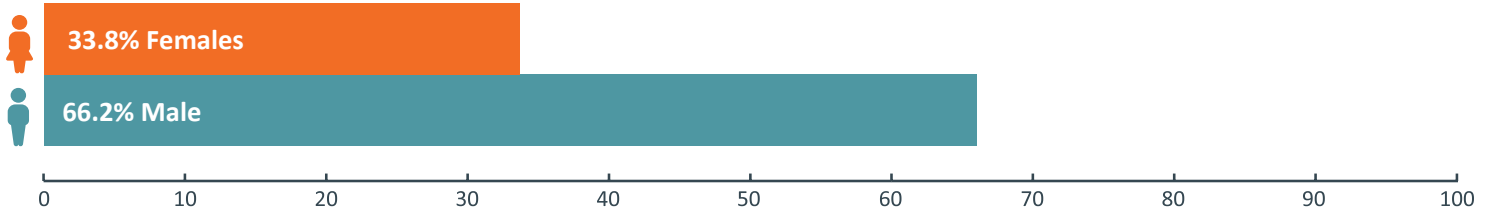
**2.4% Increase
from 2020**



Information Technology Worker Demographics

According to 2021 Emsi data, Jackson County has 841 IT workers. The workforce lacks diversity, with most workers identifying as male (66.2 percent) between the ages of 25 and 54. Roughly 75.7 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 18.6 percent, while only 5.4 percent are 24 years old or younger. Around 82.9 percent of the workforce identifies as white, with workers who identify as Black or African American making up 7.5 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

82.9% White | 7.5% Black or African-American | 5.2% Asian

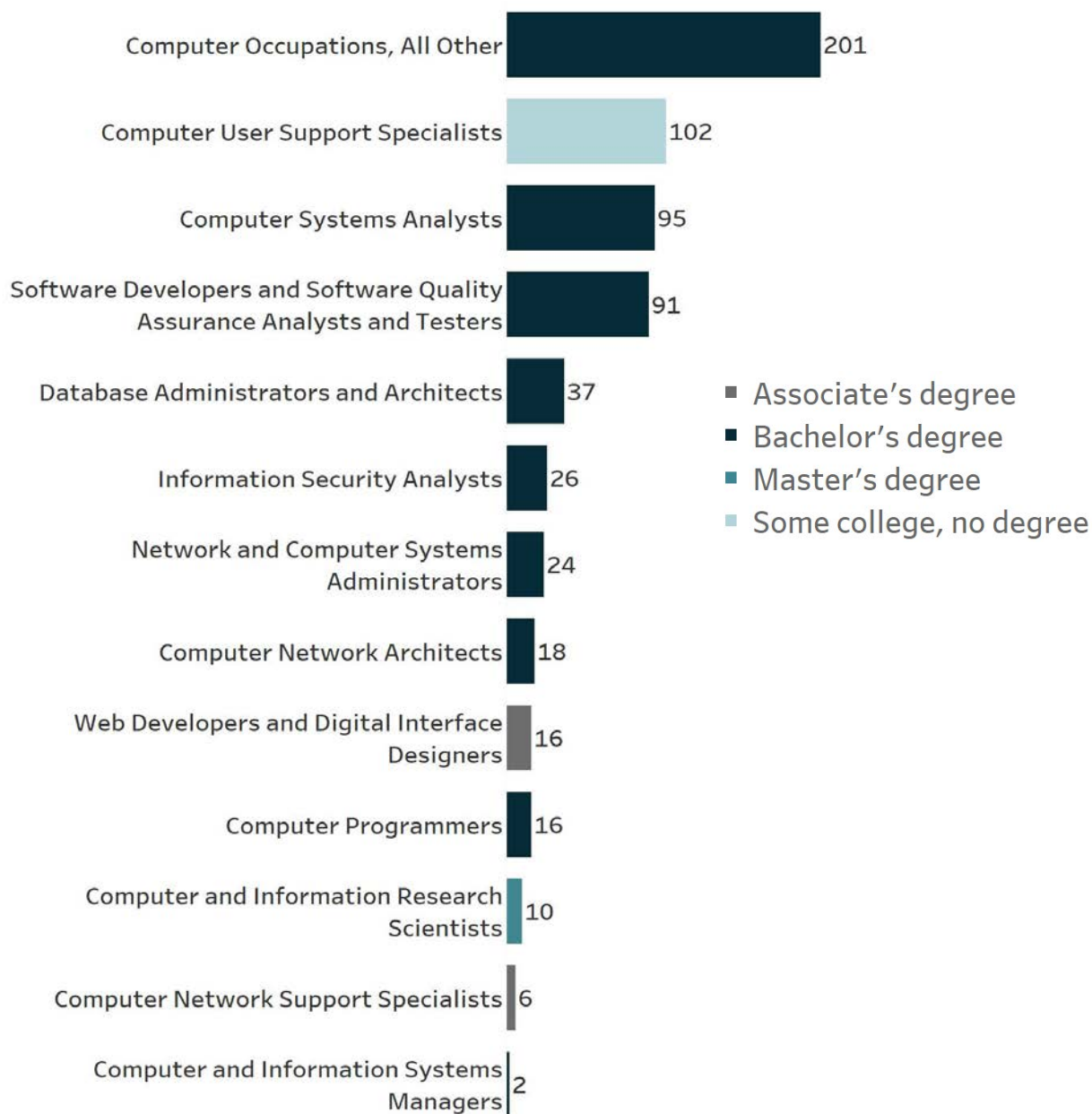
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 644 postings for IT workers in Jackson County. Computer Occupations, All Other was the most in-demand occupation, with 201 postings. Computer User Support Specialists (102 postings), Computer Systems Analysts (95 postings), and Software Developers and Software Quality Assurance Analysts and Testers (91 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. Computer Occupations, All Other, the most in-demand occupation, offers a median hourly wage of \$33.55 per hour or almost \$69,788 per year. Information Security Analysts earn the highest median wage at \$60.04 per hour or nearly \$124,876 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$25.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1299	Computer Occupations, All Other	\$18.16	\$24.26	\$33.55	\$44.09	\$53.47
15-1232	Computer User Support Specialists	\$16.08	\$20.37	\$25.97	\$30.79	\$37.05
15-1211	Computer Systems Analysts	\$25.05	\$33.33	\$43.28	\$55.03	\$62.90
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$23.43	\$32.64	\$40.64	\$57.71	\$71.46
15-1245	Database Administrators and Architects	\$22.98	\$27.55	\$36.82	\$48.92	\$57.07
15-1212	Information Security Analysts	\$41.70	\$47.70	\$60.04	\$77.52	\$94.13
15-1244	Network and Computer Systems Administrators	\$20.60	\$23.47	\$30.83	\$42.67	\$48.63
15-1241	Computer Network Architects	\$43.89	\$53.32	\$68.88	\$88.02	\$106.08
15-1251	Computer Programmers	\$18.10	\$22.53	\$31.69	\$41.29	\$51.01
15-1257	Web Developers and Digital Interface Designers	\$14.56	\$20.84	\$29.19	\$36.68	\$46.78

In-Demand Technical Skills

- Business Process
- Process Improvement
- Agile Methodology
- Business Requirements
- Data Analysis

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Project Management Professional (PMP)
- Microsoft Certified Professional
- CompTIA A+
- Certified Information Systems Security Professional
- CompTIA Certification

In-Demand Education Level*

- High School Diploma: 9.9%
- Associate Degree: 9.3%
- Bachelor's Degree: 49.1%
- Master's Degree: 9.0%

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

Top Posting Employers

- Consumers Energy
- Cynet Systems
- TEKsystems
- Iconma, L.L.C.
- HCL Technologies Ltd.
- HCL America
- Henry Ford Health System
- Jackson County ISD
- Jackson College
- University of Michigan

Job Postings by City

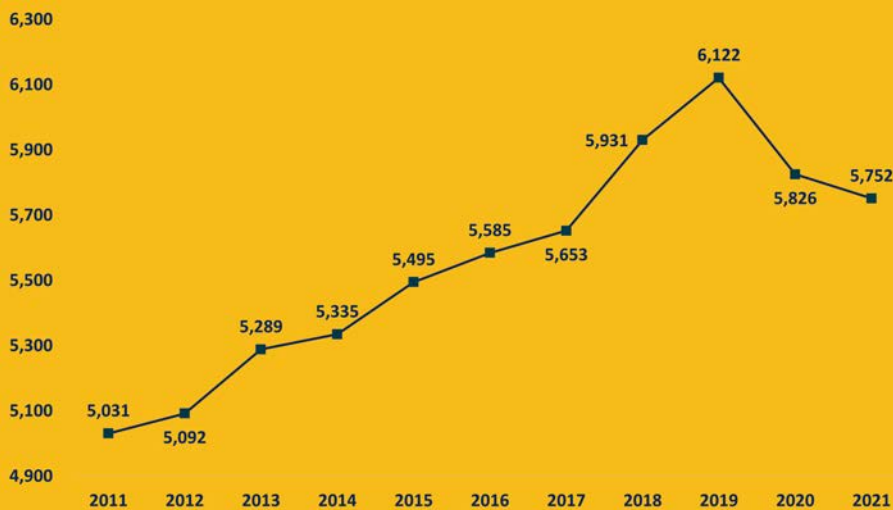
1. Jackson: 581 Postings
2. Michigan Center: 32 Postings
3. Grass Lake: 13 Postings
4. Parma: 5 Postings
5. Spring Arbor: 5 Postings
6. Brooklyn: 4 Postings
7. Horton: 3 Postings
8. Norvell: 1 Posting

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

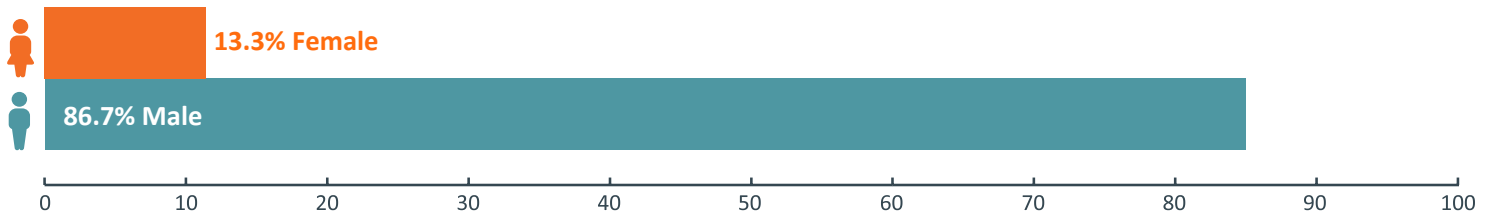


**5,752 Skilled
Trades Workers**
**1.3% Decrease
from 2020**

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

88.0% White | **6.4% Black or African-American** | **3.5% Hispanic or Latino**

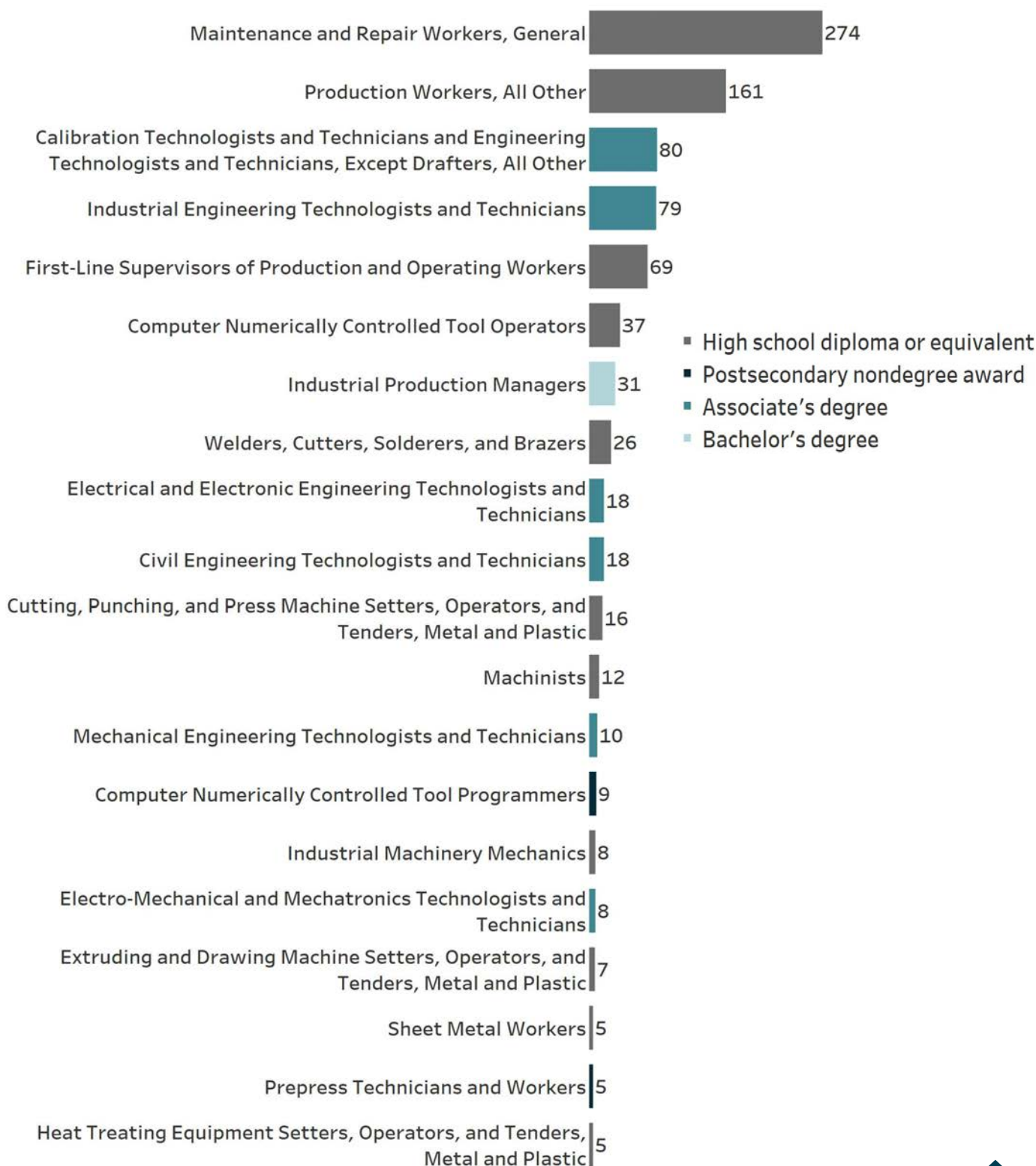
Worker Age Demographics



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 274 postings. Other top posted jobs include Production Workers, All Other (161 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (80 postings), Industrial Engineering Technologists and Technicians (79 postings), and First-Line Supervisors of Production and Operating Workers (69 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

More than half of the top ten in-demand skilled trades occupations have median wages above \$25.00 per hour, while the remaining top occupations have wages above \$12.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$15.03, which translates to an annual salary of about \$31,262.

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	\$10.56	\$12.05	\$15.91	\$23.24	\$29.61
51-9199	Production Workers, All Other	\$16.92	\$21.07	\$27.51	\$33.87	\$39.24
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$10.83	\$12.34	\$14.43	\$19.29	\$23.42
17-3026	Industrial Engineering Technologists and Technicians	\$12.34	\$13.50	\$15.34	\$18.18	\$21.88
51-1011	First-Line Supervisors of Production and Operating Workers	\$12.86	\$14.40	\$17.21	\$23.37	\$30.18
51-9161	Computer Numerically Controlled Tool Operators	\$13.29	\$15.67	\$18.11	\$22.12	\$27.18
11-3051	Industrial Production Managers	\$33.06	\$42.46	\$53.38	\$68.64	\$83.51
51-4121	Welders, Cutters, Solderers, and Brazers	\$27.98	\$36.01	\$49.12	\$58.17	\$68.11
17-3022	Civil Engineering Technologists and Technicians	\$18.06	\$30.55	\$33.64	\$37.77	\$47.54
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$16.73	\$20.39	\$25.74	\$29.73	\$36.15

In-Demand Technical Skills

- Plumbing
- HVAC
- Machine Operation
- Machining
- Painting

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Troubleshooting
- Basic Math

In-Demand Certifications

- Certified Forklift Operator
- Commercial Driver's License (CDL)
- HVAC Certification
- Pesticide Applicator License
- Security Clearance

In-Demand Education Level*

- High School Diploma: 40.8%
- Associate Degree: 10.5%
- Bachelor's Degree: 10.4%
- Master's Degree: 1.5%

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

Top Posting Employers

- Consumers Energy
- Diverse Staffing
- Xcel Staffing
- H.B. Fuller
- Dawn Food Products
- Schneider Electric
- The Related Group
- Elm Plating Company
- Eaton Corporation
- U. S. Staffing

Job Postings by City

- Jackson: 760 Postings
- Michigan Center: 41 Postings
- Brooklyn: 37 Postings
- Spring Arbor: 20 Postings
- Grass Lake: 15 Postings
- Concord: 10 Postings
- Parma: 8 Postings
- Springport: 7 Postings
- Clarklake: 5 Postings
- Horton: 5 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)