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LABOR MARKET REPORT JACKSON COUNTY

January - December 2022

INTRODUCTION

Jackson County

2022



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 2022 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.

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State of the Labor Market in Jackson County

The COVID-19 recovery continued to cause shifts in the labor market this year. In 2022, the labor force increased by 1,343 individuals (1.9 percent) from 2021. Employment also increased by 2,093 individuals (3.1 percent), while unemployment decreased by 750 workers. The unemployment rate also declined in 2022, from 5.6 percent in 2021 to 4.5 percent, which trends with the shifts caused by the COVID-19. Quarterly postings data shows shifts in hiring and skills demanded as the county continues its recovery. Registered Nurses continues to top the list as the most demanded occupation in 2022, accounting for 1,061 job postings. Despite Registered Nurses topping the list of the most in-demand occupations in Jackson, it is the only healthcare occupation in the top five in-demand occupations for 2022.

Annual Labor Market Information

The labor force in Jackson County grew in 2022 by 1,343 individuals (1.9 percent) from the prior year. Employment increased by 2,093 workers (3.1 percent) since 2021, while unemployment decreased by 750 individuals for a total of 3,280 unemployed workers in 2022. The unemployment rate decreased in 2022 to 4.5 percent, a fall of 1.1 percentage points from 5.6 percent in 2021. Coming out of the height of pandemic shutdowns, the unemployment rate has steadily declined since having peaked with 8.4 percent in 2020 in Jackson county.

Annual Labor Force, Employment, Unemployment Rate 2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand decreased from the end of Q3 2022. In Q4 2022, there was an monthly average of 3,724 unique postings in Jackson County, 299 less than the Q3 monthly average of 4,023 postings. The second quarter had the highest recorded postings in 2022 with an average of 4,256 postings, an increase of 580 postings (15.8 percent) over Q1 2022. The decline of 12.5 percent from Q2 to Q4 might be evidence that post-COVID 19 recovery has finally peaked.

Quarterly Posting Analysis Jackson County 2022



Key Findings

16%

Employer demand decreased by 16.7 percent, a gain of 2,615 job postings since 2021

High School Diploma

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

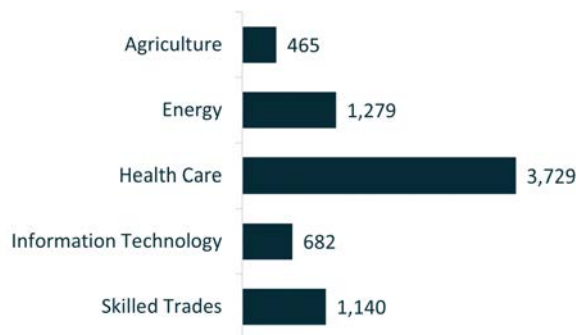
69,694

an increase of 1,421 workers (2.1 percent) since Q4 2021

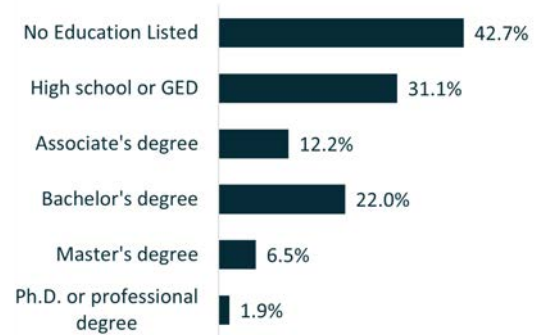
During 2022, there were 18,230 unique job postings, an increase of 2,615 postings over the 15,615 postings made during 2021 in Jackson County. The second quarter in 2022 saw the highest demand for the year with 4,256 postings, a 15.8 percent increase from Q1 2022. The top posted occupations in 2022 include Registered Nurses, Retail Salespersons, Customer Service Representatives, First-Line Supervisors of Retail Sales Workers, and Heavy and Tractor-Trailer Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 18,230 unique postings in Jackson County during 2022, 5,671 (31.1percent) required a high school diploma or equivalent, while 6,240 postings (34.2 percent) required a college degree. An additional 1,530 postings (8.4 percent) required an advanced degree. The mixed demand of high-skilled and entry level occupations within the county drives this need for workers with various skill sets

Top 5 Posting Occupation Groups 2022



Education Levels In-Demand 2022



The quarterly labor market shifts that were seen in 2021 following the start of the COVID-19 recovery efforts, have remained steady through 2022. The first quarter of 2022 saw a slight increase in the labor force and employment numbers from Q4 2021, with both the number of unemployed individuals and the unemployment rate decreasing in tandem, ending Q1 at 3,558 individuals and 4.9%, respectively. The labor force peaked in Q2 with a high of 73,008, alongside peak employment numbers of 70,503. The market continued its realignment toward pre-pandemic levels, with unemployment numbers steadily decreasing through Q3 and Q4. The unemployment rate at the end of Q4 2022 was 4.0 percent, a 0.9 percent decrease over Q1 2022. 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	71,713	72,577	73,866	73,008	72,606	-402	-0.6%	893	1.2%
Employment	68,273	69,019	70,503	69,721	69,694	-27	0.0%	1,421	2.1%
Unemployment	3,608	3,558	3,363	3,287	2,912	-375	-11.4%	-696	-19.3%
Unemployment Rate	5.0%	4.9%	4.6%	4.5%	4.0%	-0.5%	na	-1.0%	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 73,014 individuals, an increase of 1,343 individuals since 2021. Employment is up to 69,734 workers in 2022, an increase of 2,093 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 3,280 workers, down by 750 workers from 4,030 workers in 2021. Similarly, the unemployment rate decreased by 1.1 percentage points for a 2022 unemployment rate of 4.5 percent.

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	71,562	72,095	72,888	72,913	74,356	74,315	74,281	74,716	74,185	71,672	73,014	1,343	1.9%
Employment	65,453	66,139	68,034	69,056	70,750	70,799	71,351	71,919	67,928	67,642	69,734	2,093	3.1%
Unemployment	6,109	5,956	4,854	3,857	3,606	3,515	2,930	2,798	6,258	4,030	3,280	-750	-18.6%
Unemployment Rate	8.5%	8.3%	6.7%	5.3%	4.8%	4.7%	3.9%	3.7%	8.4%	5.6%	4.5%	-1.1%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 74,445 people in the labor force, meaning they were either working or looking for work, in Jackson County. Just under half of the population of 70,009 individuals (43.5 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 15.8 percent, while females had an unemployment rate of 19.3 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 12.9 percent.

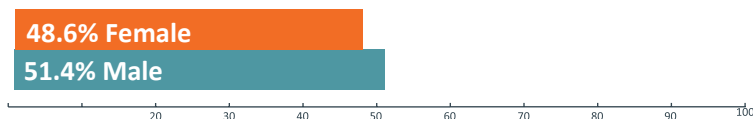
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	74,445	70,009	4,436	6.0%
Sex				
Male 16+	37,807	35,606	2,201	5.8%
16-19	1,464	1,233	231	15.8%
20-24	3,785	3,416	369	9.7%
25-54	22,740	21,347	1,393	6.1%
55-64	7,508	7,306	202	2.7%
65 Plus	2,310	2,304	6	0.3%
Female 16+	36,638	34,403	2,235	6.1%
16-19	1,945	1,569	376	19.3%
20-24	3,796	3,393	403	10.6%
25-54	21,898	20,747	1,151	5.3%
55-64	7,072	6,799	273	3.9%
65 Plus	1,927	1,895	32	1.7%
Race				
White	66,715	60,567	6,148	9.2%
Black / African American	3,930	2,678	1,252	31.9%
Native American	108	73	35	32.4%
Asian	736	736	0	0.0%
Native Hawaiian / Pacific Islander	8	8	0	0.0%
Some Other Race	397	302	96	24.1%
Two or More Races	2,767	2,319	449	16.2%
Ethnicity				
Hispanic	2,486	2,024	462	11.3%

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

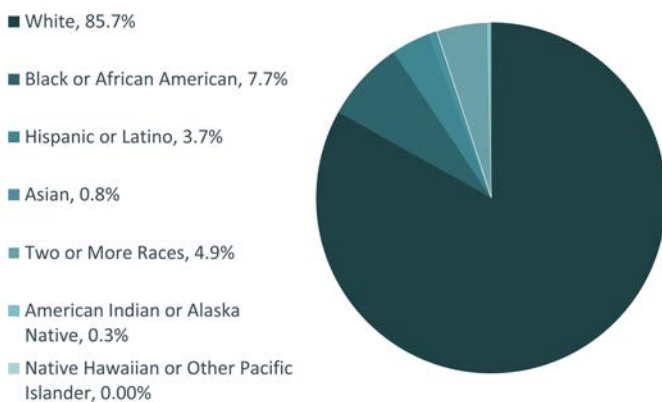
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Jackson County increased by about 1.6 percent between 2020 and 2021. During 2021, there were 160,765 people were living in the county. The sex of the populace was split almost evenly, with about 48.6 percent of the population identifying as female and the other 51.4 percent identifying as male. A majority of the population identified as White (85.7 percent) with the second largest number of individuals identifying as Black or African American (7.7 percent). The region is facing an aging populace; with 32.3 percent of the population over the age of 54, compared to 30.0 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

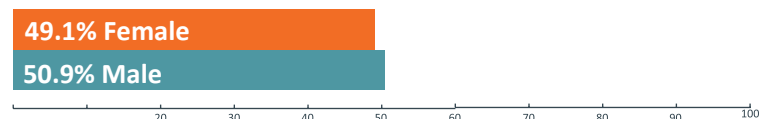


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

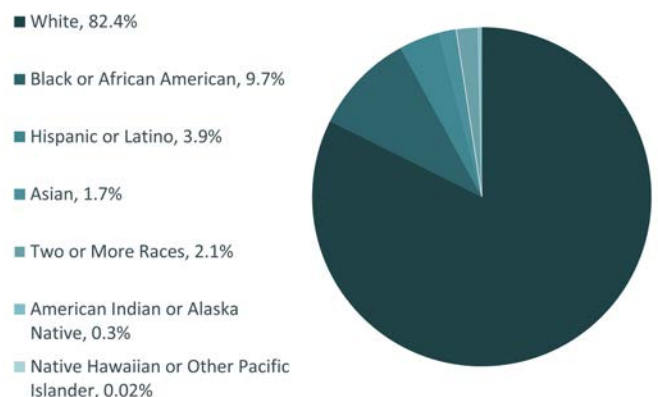
2022 Current Workforce

In 2022, the workforce had a total of 57,372 individuals working in Jackson County. A slight majority, 50.9 percent (28,942 workers) were male, while 49.1 percent (27,960 workers) of the workforce was female. Most workers in the county identified as White, accounting for 82.4 percent of the workforce, while Black or African American workers totaled 9.7 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 3.9 percent. Much of the workforce in Jackson County are between the ages of 25 through 54 (62.2 percent), while 23.6 percent of workers are 55 and older.

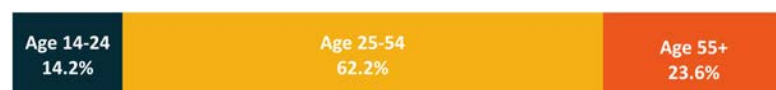
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

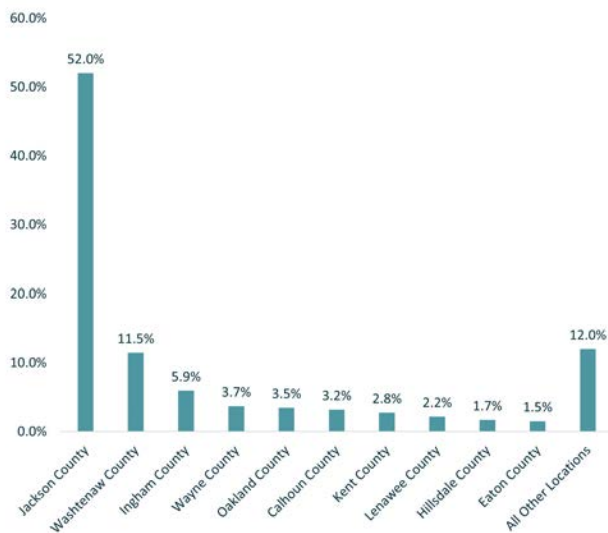


Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

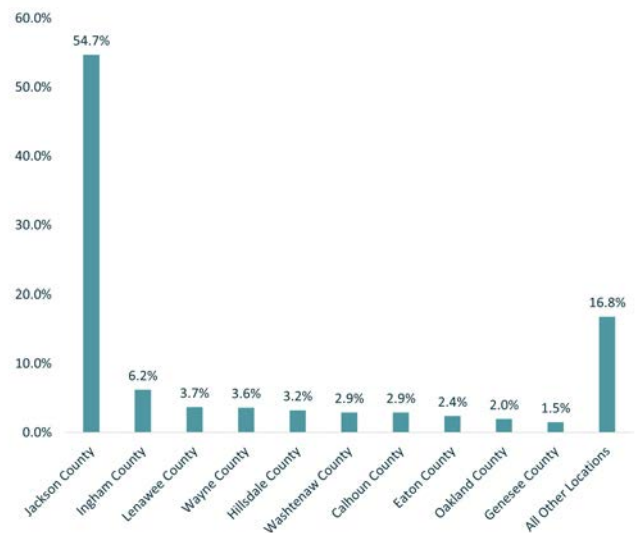
According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the county's workforce consisted of 53,227 residents. There were 27,699 (52.0 percent) of the residents lived and worked within Jackson County, while the remaining 27,699 residents (48.0 percent) traveled outside of the county for work. There were 50,618 workers employed in the county during 2020. Of those, 22,919 workers (45.3 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



Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Where Jackson County Workers Live



Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Jackson: 15,214 Postings
2. Michigan Center: 1,080 Postings
3. Brooklyn: 531 Postings
4. Grass Lake: 302 Postings
5. Spring Arbor: 253 Postings
6. Parma: 199 Postings
7. Napoleon: 138 Postings
8. Horton: 85 Postings
9. Munith: 74 Postings
10. Concord: 68 Postings



TOP POSTED JOBS

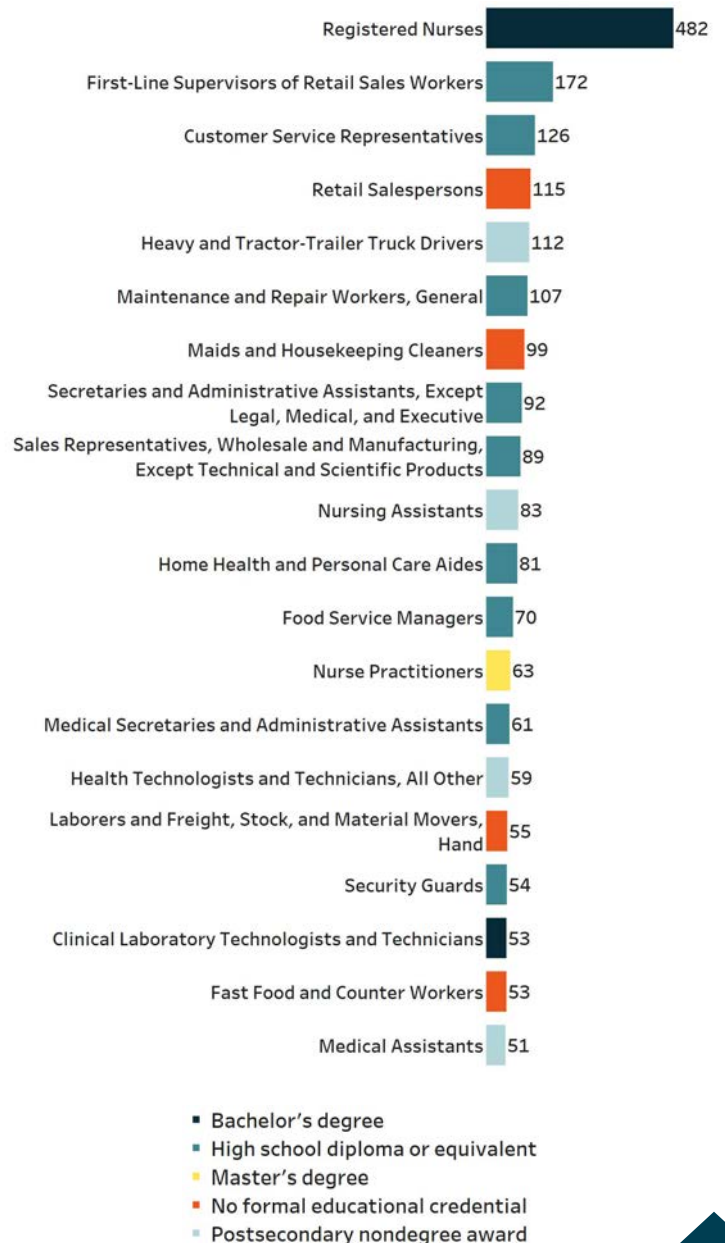
Top Posted Jobs: 2022

Registered Nurses is the top posted occupation for 2022 with 1,061 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (647 postings) and Customer Service Representatives (500 postings) round out the top three demanded occupations, requiring no formal educational credential and high school diploma or equivalent, respectively. All the other in-demand jobs require a postsecondary non-degree award, coupled with short to moderate-term on-the-job training or a high school diploma or equivalent.



Top Posted Entry-Level Jobs: 2022

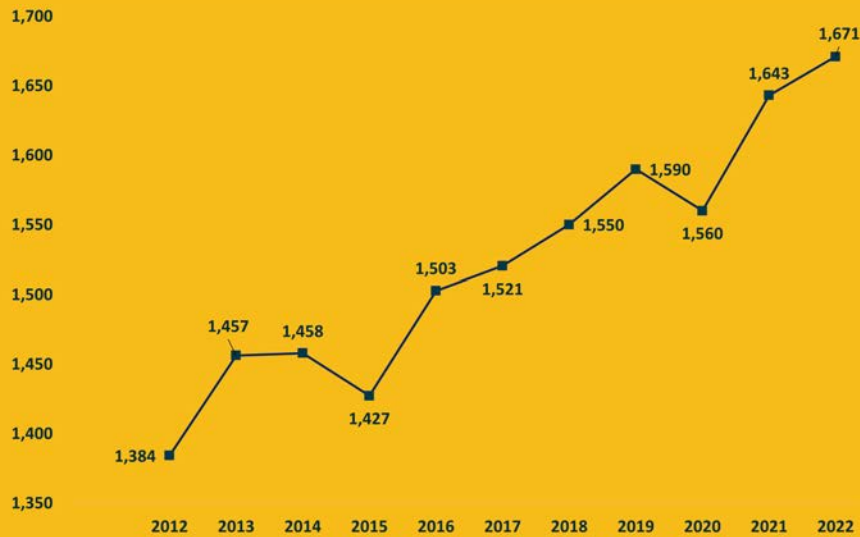
Entry-level jobs, which usually require zero to two years of previous experience, account for 25.7 percent of postings in Jackson County. Half of the top ten entry-level occupations require no formal education, High school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 41.0 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 482 postings, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 172 postings.



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
2012-2022



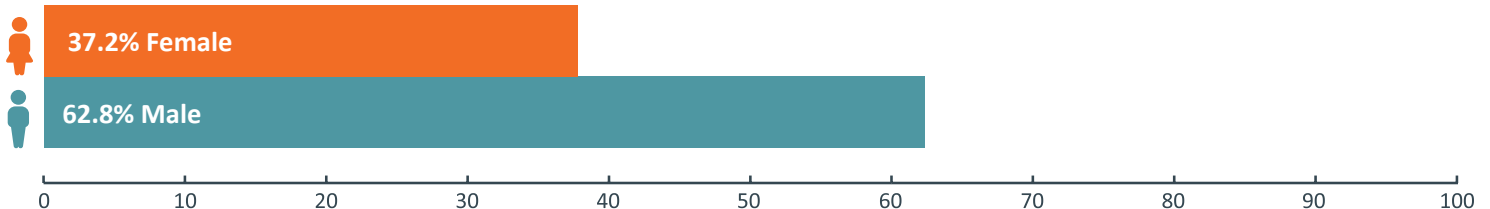
1,671
Agriculture
Workers
1.7% increase
from 2021



Agriculture Worker Demographics

According to 2022 Lightcast data, the 1,671 workers in the Agriculture group are not particularly diverse. Just 11.6 percent of the related workforce is under 25. Female workers account for 37.2 percent of the current workforce and only 14 percent identify as a race other than white. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

86.0% White | **5.8% Black or African-American** | **4.8% Hispanic or Latino**

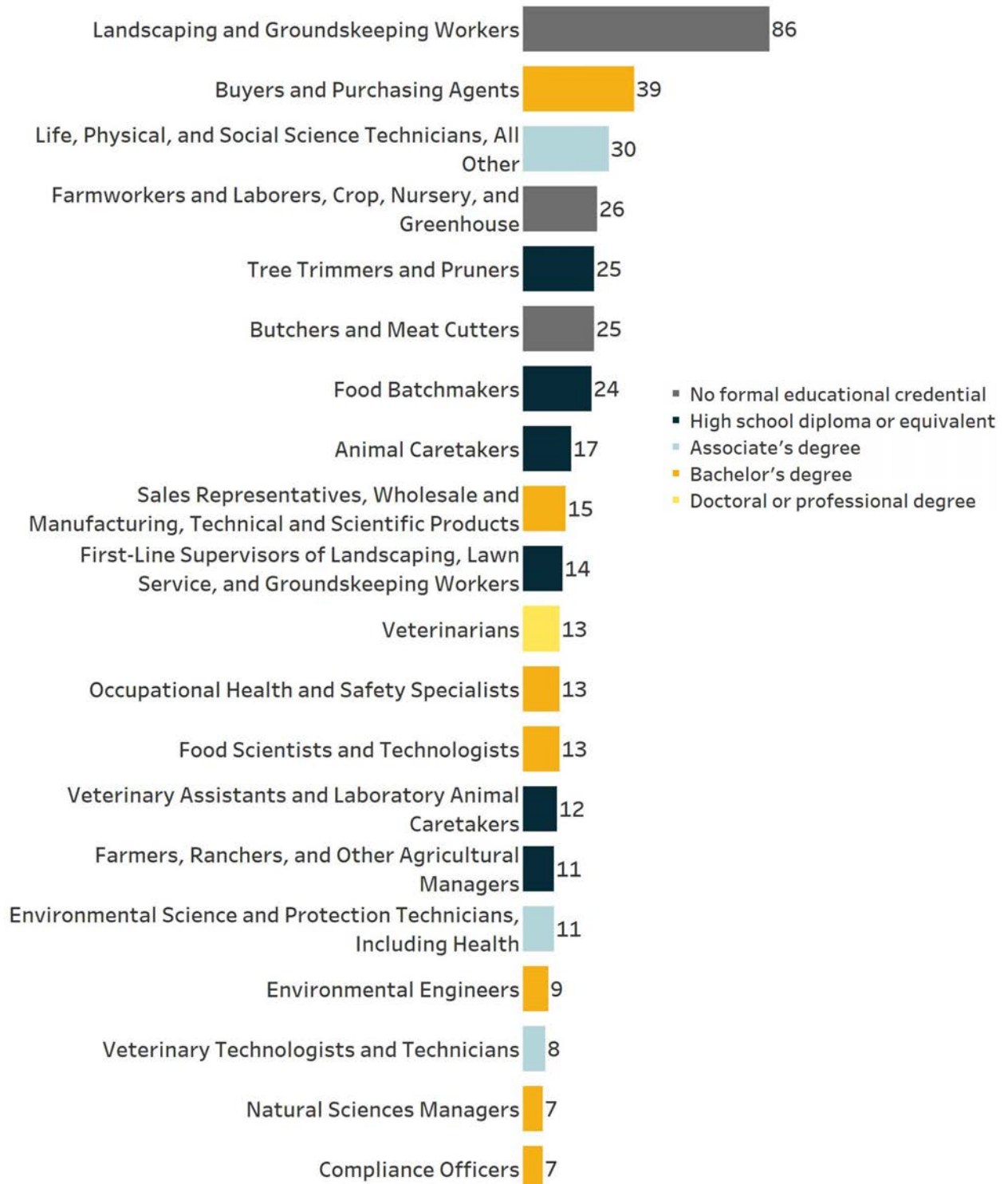
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 465 job postings for Agriculture workers, with Landscaping and Groundskeeping Workers as the most sought-after occupation by Agriculture industry employers during 2022, with 86 postings. Buyers and Purchasing Agents was in the second position with 39 postings. Other top posted jobs include Life, Physical, and Social Science Technicians, All Other (30 postings), Farmworkers and Laborers, Crop, Nursery, and Greenhouse (26 postings), and Tree Trimmers and Pruners (25 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in 2022 offer median wages of more than \$14.00 per hour. The top posted job, Landscaping and Grounds Keeping Workers, offers median hourly earnings of \$14.39, which translates to annual earnings of approximately \$29,931. With such a broad array of skill sets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$11.16	\$13.96	\$14.39	\$17.90	\$22.14
13-1028	Buyers and Purchasing Agents	\$22.42	\$27.68	\$36.54	\$36.97	\$48.58
19-4099	Life, Physical, and Social Science Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$10.69	\$13.73	\$14.98	\$18.74
37-3013	Tree Trimmers and Pruners	\$13.58	\$19.46	\$22.33	\$23.55	\$24.51
51-3021	Butchers and Meat Cutters	\$11.57	\$13.86	\$14.49	\$18.05	\$22.81
51-3092	Food Batchmakers	\$11.33	\$14.23	\$14.43	\$17.45	\$22.17
39-2021	Animal Caretakers	\$10.74	\$10.74	\$11.51	\$14.24	\$17.23
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$28.73	\$47.46	\$62.57	\$79.85	\$79.85
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$17.60	\$18.26	\$22.70	\$23.69	\$31.65

In-Demand Technical Skills

- Purchasing
- Landscaping
- Irrigation (Landscaping And Agriculture)
- Machinery
- Hand Tools

In-Demand Foundational Skills

- Communications
- Management
- Valid Driver's License
- Lifting Ability
- Customer Service

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class B License
- Certified Quality Auditor
- American Society For Quality (ASQ) Certified
- Certified Arborist

In-Demand Education Level*

- High School Diploma: 21.9%
- Associate Degree: 7.7%
- Bachelor's Degree: 22.6%
- Master's Degree: 2.4%

**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

- Brothers Outdoor World
- Amtrak
- Asplundh Tree Experts
- Consumers Energy
- Carrols Restaurant Group
- Dawn Food Products
- Edward Rose & Sons
- VCA Animal Hospitals
- Carrols Corporation
- Eaton Corporation

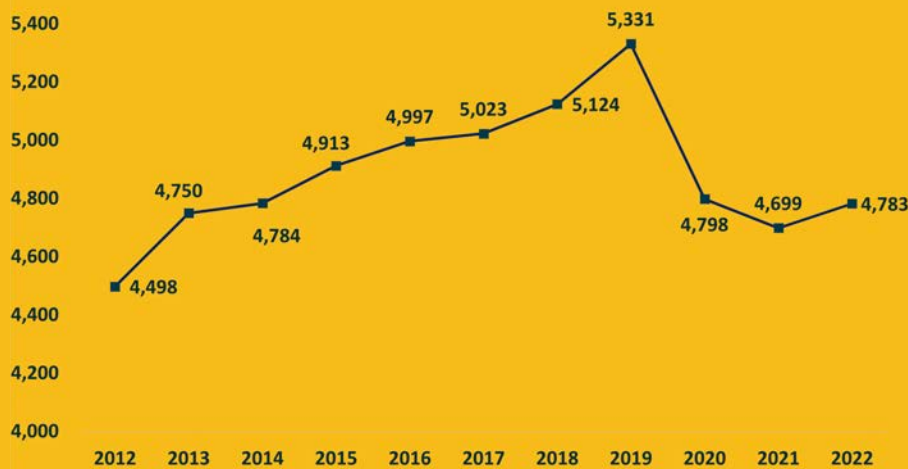
Job Postings by City

1. Jackson: 356 Postings
2. Grass Lake: 28 Postings
3. Michigan Center: 23 Postings
4. Parma: 11 Postings
5. Brooklyn: 10 Postings
6. Spring Arbor: 9 Postings
7. Hanover: 8 Postings
8. Clarklake: 4 Postings
9. Napoleon: 4 Postings
10. Concord: 3 Postings

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
2012-2022



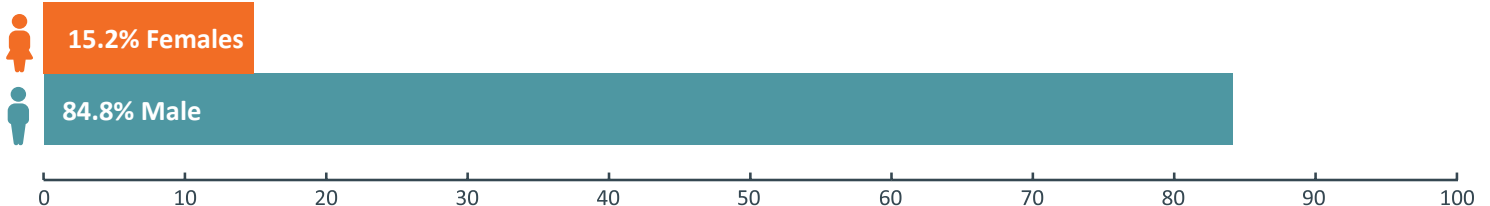
4,783 Energy Workers
1.8% Increase from 2021



Energy Worker Demographics

In 2022, there were 4,783 workers in the Energy occupation group. This group is primarily made up of males (84.8 percent) between the ages of 25 and 54 (71.1 percent), with 15.2 percent of workers identifying as female and just 11.2 percent identifying as a racial minority. Also of note was that 4.6 percent of the workers in the occupation group were under the age of 25, compared to the 24.1 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

88.8% White | **5.6% Black or African-American** | **2.6% Hispanic or Latino**

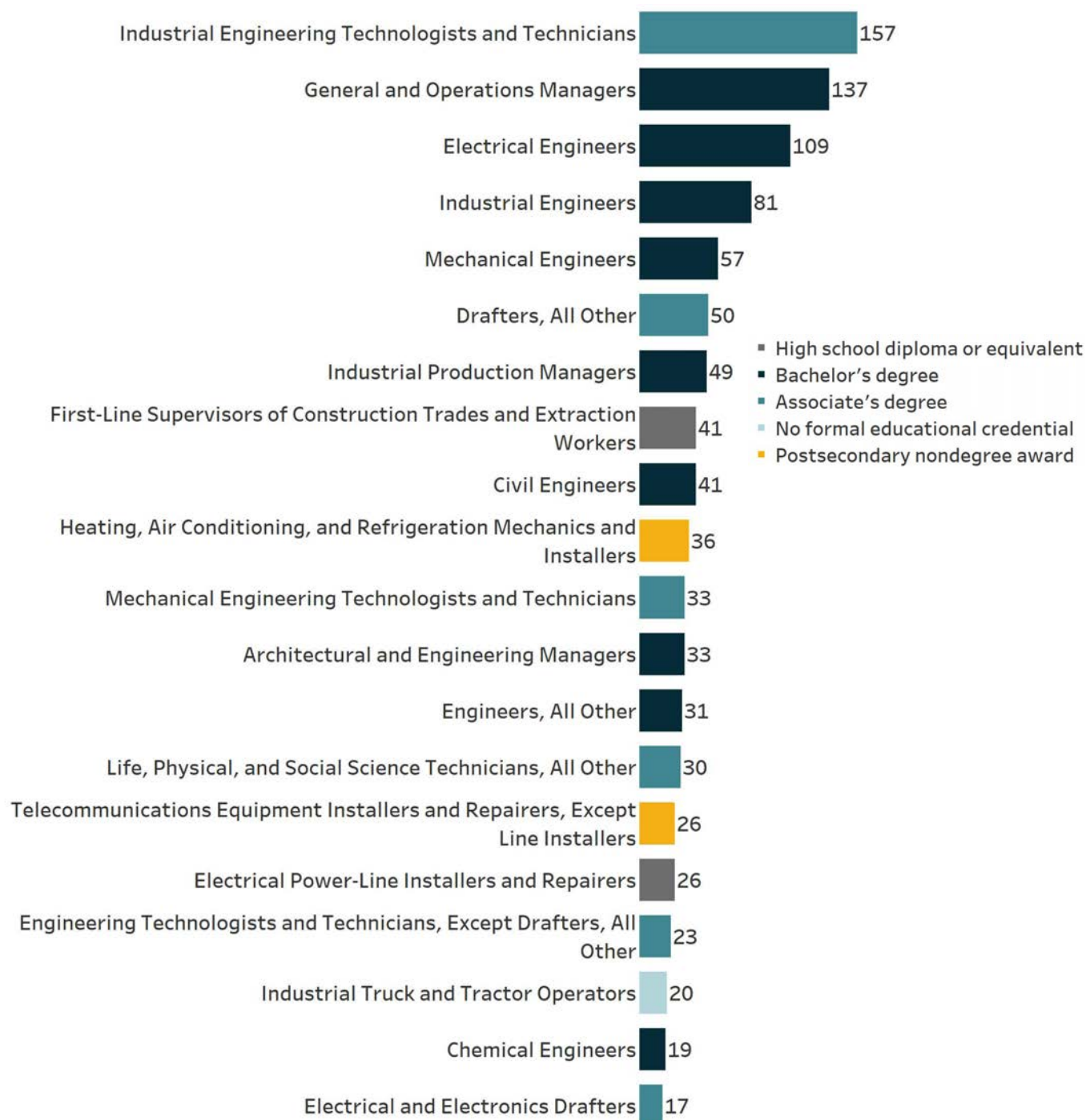
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year totaled 1,279 job postings for Energy workers, with Industrial Engineering Technologists and Technicians as the most sought-after occupation by Energy industry employers during 2022, with 157 postings. General and Operations Managers was in the second position with 137 postings. Other top posted jobs include Electrical Engineers (109 postings), Industrial Engineers (81 postings), and Mechanical Engineers (57 postings).



ENERGY OCCUPATION GROUP

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 \$27.00 per hour. The top posted energy job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$22.63, or annual earnings of approximately \$47,070. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$14.32	\$18.10	\$22.63	\$28.42	\$30.63
11-1021	General and Operations Managers	\$18.34	\$28.28	\$45.15	\$61.29	\$97.83
17-2071	Electrical Engineers	\$36.42	\$37.18	\$46.21	\$59.73	\$60.98
17-2112	Industrial Engineers	\$29.17	\$36.29	\$37.26	\$47.57	\$47.62
17-2141	Mechanical Engineers	\$28.38	\$30.00	\$36.92	\$46.25	\$58.36
17-3019	Drafters, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3051	Industrial Production Managers	\$29.17	\$37.26	\$47.62	\$60.64	\$77.18
17-2051	Civil Engineers	\$28.32	\$29.42	\$37.78	\$46.13	\$100.00
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$18.95	\$23.80	\$29.72	\$37.80	\$48.92
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$17.67	\$22.25	\$27.82	\$35.95	\$37.39

In-Demand Technical Skills

- Electrical Engineering
- Construction
- Auditing
- Process Improvement
- Project Engineering

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Commercial Driver's License (CDL)
- Licensed Professional Engineer
- Certified Quality Engineer
- Certified Quality Auditor

In-Demand Education Level*

- High School Diploma: 20.7%
- Associate Degree: 16.6%
- Bachelor's Degree: 41.1%
- Master's Degree: 5.9%

Top Posting Employers

- Consumers Energy
- Randstad
- H.B. Fuller
- Stanley Consultants
- Eaton Corporation
- Iconma, L.L.C.
- State Of Michigan
- Dawn Food Products
- HNTB
- Kanaan Communications

Job Postings by City

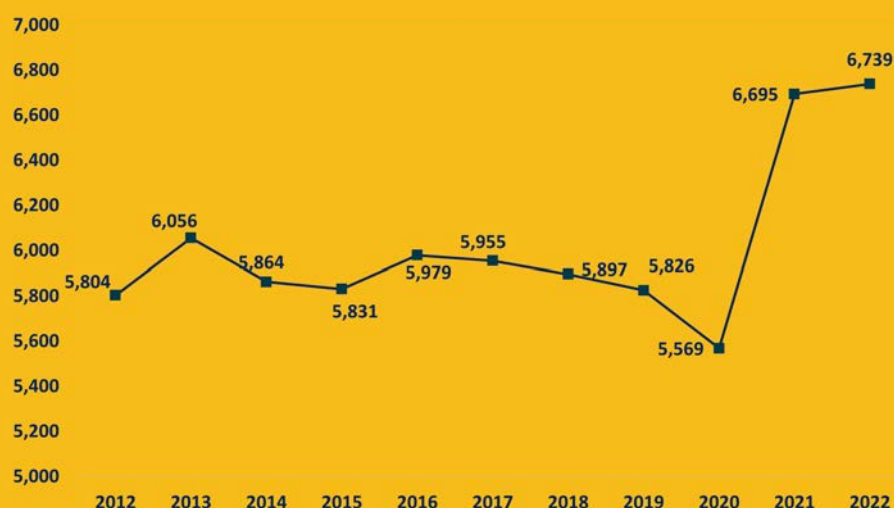
1. Jackson: 1,037 Postings
2. Michigan Center: 89 Postings
3. Brooklyn: 47 Postings
4. Grass Lake: 42 Postings
5. Parma: 19 Postings
6. Horton: 10 Postings
7. Munith: 8 Postings
8. Napoleon: 8 Postings
9. Springport: 5 Postings
10. Spring Arbor: 4 Postings

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

HEALTHCARE OCCUPATION GROUP

WIN's healthcare occupation group includes jobs related to health care 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

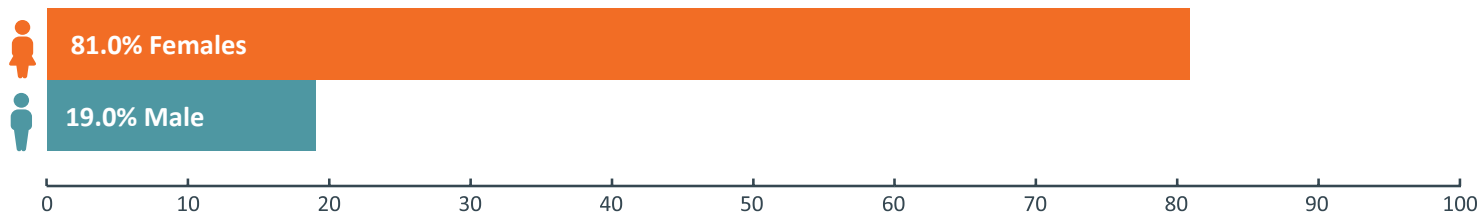


6,739
Healthcare
Workers
0.7% Increase
from 2021

Healthcare Worker Demographics

According to 2022 Lightcast data, the healthcare occupation group employed 6,739 workers in Jackson County, who are overwhelmingly female (81.0 percent) and between the ages of 25 and 54 (67.3 percent), although 22.3 percent of workers are over 54. The healthcare occupation group is primarily white in Jackson County, with 81.9 percent of workers identifying as white, 10.0 percent identifying as Black or African American, and 8.1 percent identifying otherwise.

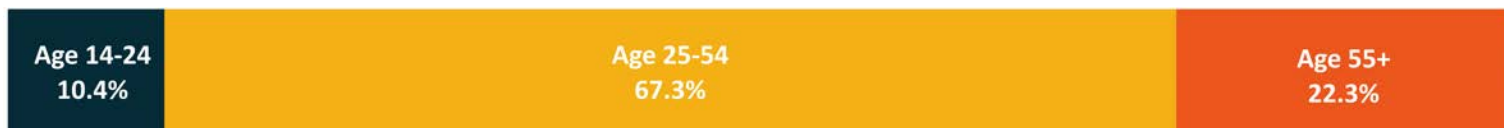
Worker Gender Demographics



Race and Ethnicity Demographics

81.9% White | **10.0% Black or African-American** | **3.1% Hispanic or Latino**

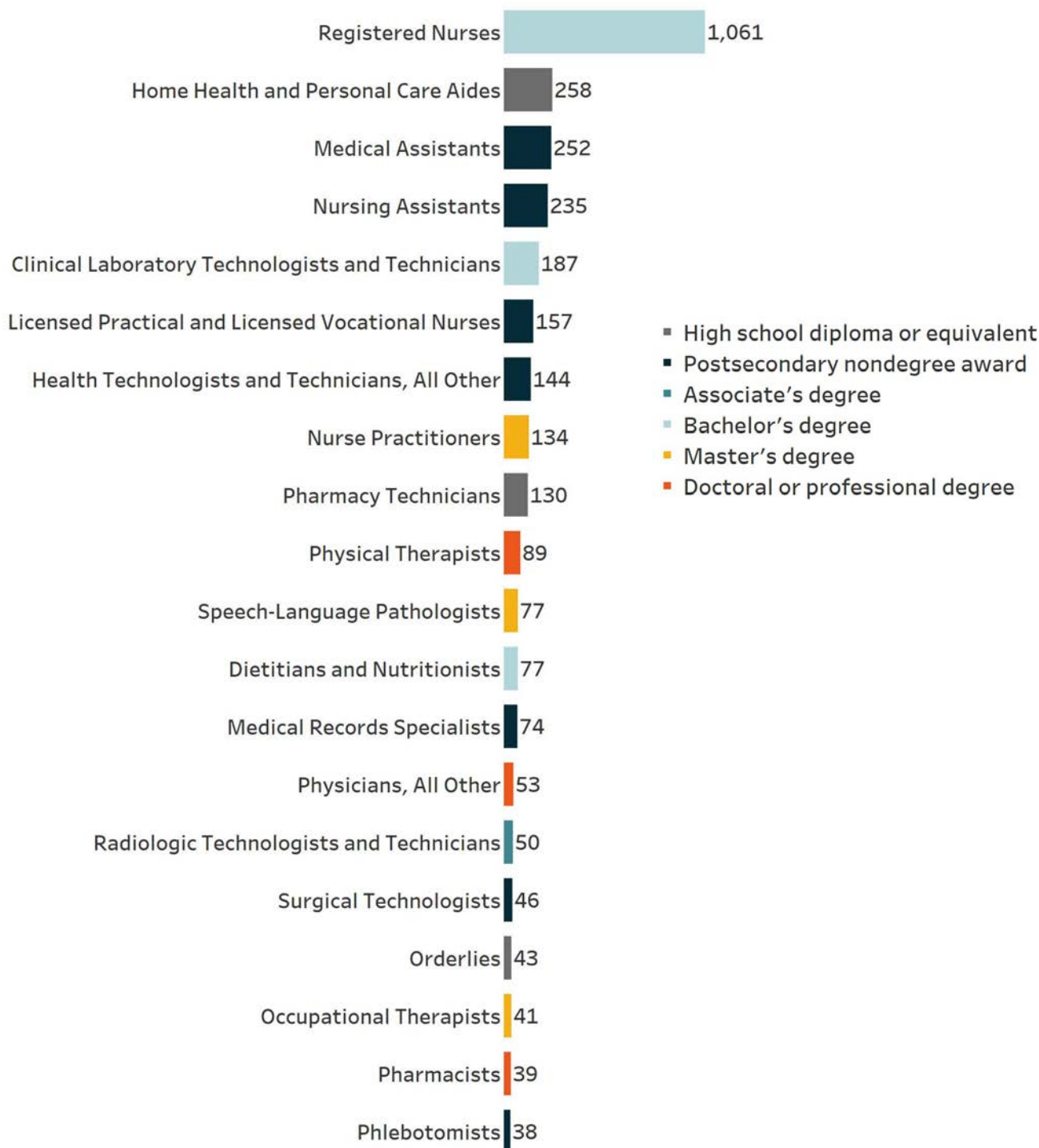
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand healthcare occupation throughout 2022, with 1,061 postings. Other top posted jobs include Home Health and Personal Care Aides (258 postings), Medical Assistants (252), Nursing Assistants (235 postings), and Clinical Laboratory Technologists and Technicians (187 postings). Top occupations in healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (130 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



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 \$17.86 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$33.30 per hour or an annual salary of about \$69,264.

Wage Overview for Top Posted Health Care 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	\$27.40	\$27.69	\$33.30	\$38.29	\$41.09
31-1128	Home Health and Personal Care Aides	\$10.74	\$10.95	\$13.30	\$13.87	\$14.53
31-9092	Medical Assistants	\$14.34	\$17.76	\$17.85	\$17.85	\$22.30
31-1131	Nursing Assistants	\$13.89	\$17.22	\$17.56	\$17.76	\$17.76
29-2018	Clinical Laboratory Technologists and Technicians	\$14.04	\$14.04	\$17.86	\$29.12	\$37.12
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.30	\$23.11	\$27.90	\$28.78	\$28.78
29-2099	Health Technologists and Technicians, All Other	\$21.73	\$28.35	\$28.38	\$36.01	\$36.01
29-1171	Nurse Practitioners	\$47.68	\$48.19	\$48.52	\$61.63	\$61.63
29-2052	Pharmacy Technicians	\$11.20	\$13.90	\$17.62	\$21.63	\$22.32
29-1123	Physical Therapists	\$30.08	\$37.88	\$47.62	\$47.96	\$47.96

In-Demand Technical Skills

- Nursing
- Radiology
- Pulmonology
- Nursing Care
- Nursing Process

In-Demand Foundational Skills

- Leadership
- Communications
- Customer Service
- Problem Solving
- Planning

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 31.4%
- Associate Degree: 25.2%
- Bachelor's Degree: 25.4%
- Master's Degree: 10.1%

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

Top Posting Employers

- Henry Ford Health System
- University Of Michigan
- Beaumont Health
- Elara Caring
- CareInHomes
- Allegra Nursing And Rehab
- ProMedica
- Wellpath
- State Of Michigan
- CSL

Job Postings by City

1. Jackson: 3,127 Postings
2. Michigan Center: 324 Postings
3. Brooklyn: 70 Postings
4. Spring Arbor: 46 Postings
5. Grass Lake: 37 Postings
6. Springport: 21 Postings
7. Parma: 17 Postings
8. Clarklake: 14 Postings
9. Concord: 14 Postings
10. Munith: 13 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2012-2022



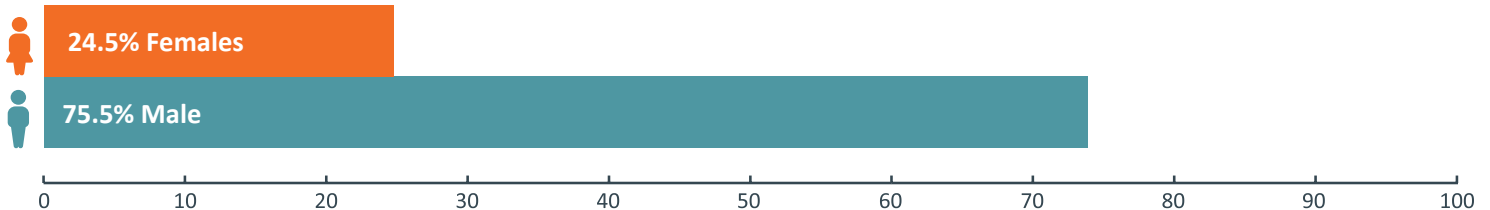
1,201
Information
Technology
Workers
7.4% Increase
from 2021



Information Technology Worker Demographics

According to 2022 Lightcast data, Jackson County has 1,201 IT workers. The workforce lacks diversity, with most workers identifying as male (75.5 percent) between the ages of 25 and 54. Roughly 77.4 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 17.7 percent, while only 4.8 percent are 24 years old or younger. Around 74.1 percent of the workforce identifies as white, with workers who identify as Black or African American making up 9.2 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

74.1% White | **11.6% Black or African-American** | **9.2% Asian**

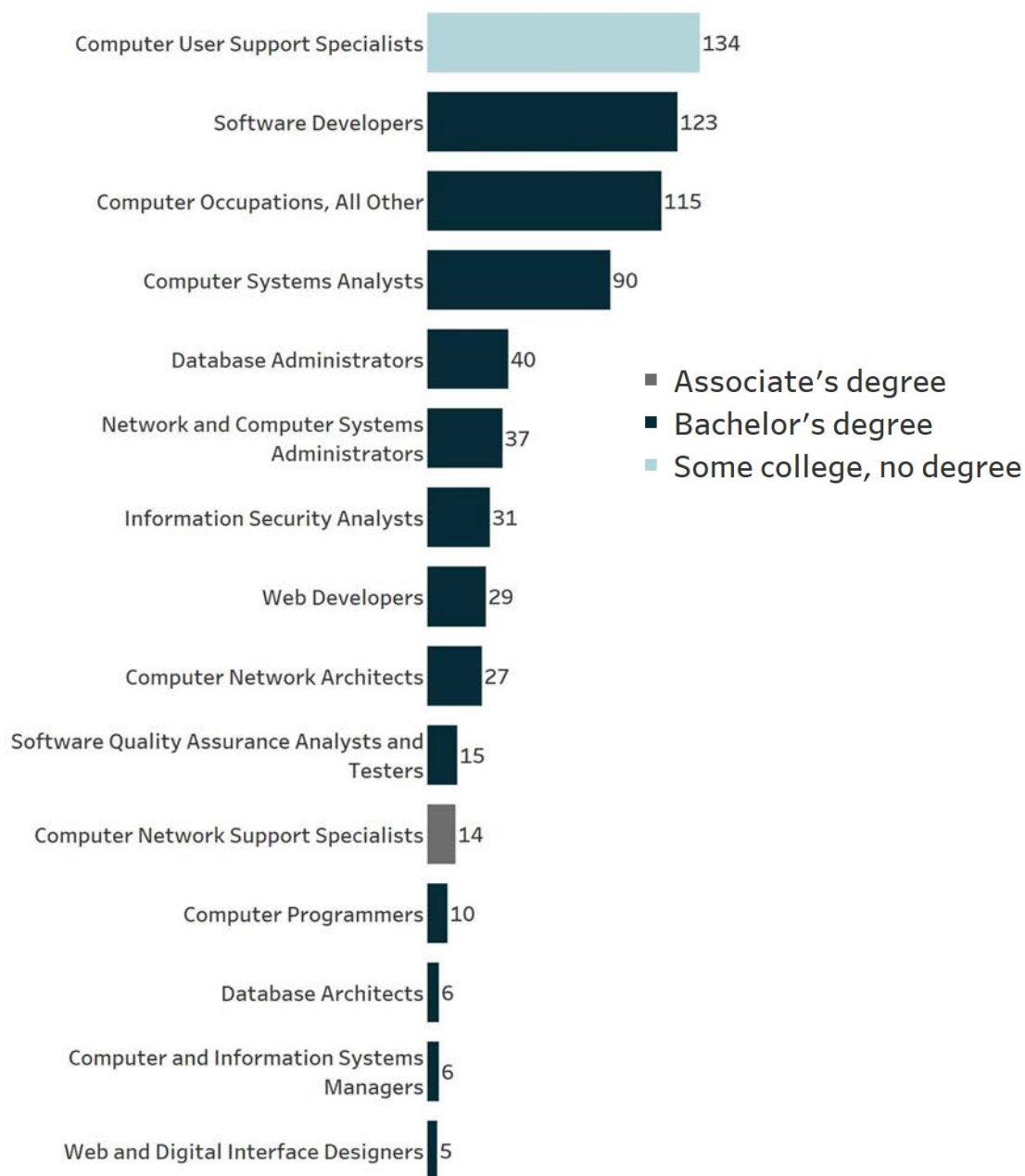
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 682 job postings for IT workers, with Computer User Support Specialists as the most sought-after occupation by IT industry employers during 2022, with 134 postings. Software Developers was in the second position with 123 postings. Other top posted jobs include Computer Occupations, All Other (115 postings), Computer Systems Analysts (90 postings), and Database Administrators (40 postings). 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 User Support Specialists, the most in-demand occupation, offers a median hourly wage of \$22.06 per hour or almost \$45,884 per year. Software Quality Assurance Analysts and Testers earn the highest median wage at \$55.80 per hour or nearly \$16,064 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$22.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	\$14.33	\$17.24	\$22.06	\$28.51	\$36.14
15-1252	Software Developers	\$28.54	\$36.28	\$46.38	\$47.47	\$60.39
15-1299	Computer Occupations, All Other	\$22.92	\$25.95	\$36.81	\$46.38	\$60.32
15-1211	Computer Systems Analysts	\$28.34	\$36.06	\$46.07	\$58.10	\$61.57
15-1242	Database Administrators	\$20.68	\$26.70	\$34.21	\$44.17	\$54.86
15-1244	Network and Computer Systems Administrators	\$23.43	\$35.55	\$38.39	\$47.13	\$48.65
15-1212	Information Security Analysts	\$20.26	\$26.69	\$42.40	\$45.55	\$57.29
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1241	Computer Network Architects	\$26.04	\$34.28	\$44.61	\$56.98	\$71.60
15-1253	Software Quality Assurance Analysts and Testers	\$30.03	\$39.80	\$55.80	\$70.15	\$112.60

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Technical Support
- Automation

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Problem Solving
- Operations

In-Demand Certifications

- Microsoft Certified Professional
- CompTIA A+
- Certified Information Systems Security Professional
- ITIL Certifications
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 13.3%
- Associate Degree: 15.2%
- Bachelor's Degree: 53.1%
- Master's Degree: 6.7%

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

Top Posting Employers

- Consumers Energy
- Cynet Systems
- CMS Energy
- TEKsystems
- Iconma, L.L.C.
- Jackson College
- University Of Michigan
- Tenneco
- Dawn Food Products
- Henry Ford Health System

Job Postings by City

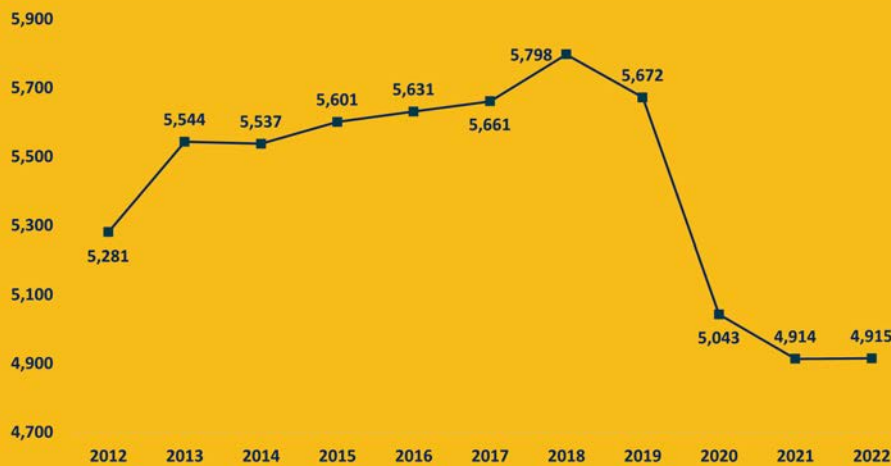
1. Jackson: 571 Postings
2. Michigan Center: 59 Postings
3. Grass Lake: 22 Postings
4. Spring Arbor: 10 Postings
5. Brooklyn: 5 Postings
6. Parma: 5 Postings
7. Concord: 2 Postings
8. Pleasant Lake: 2 Postings
9. Rives Junction: 2 Postings
10. Horton: 1 Postings

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

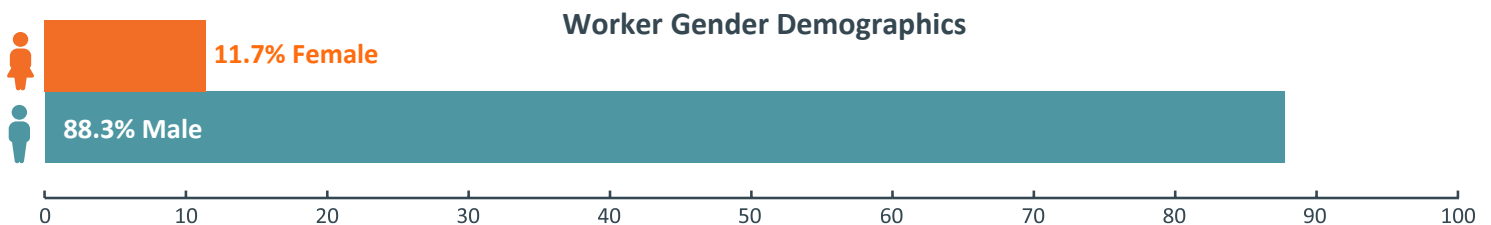


**4,915 Skilled
Trades Workers**
Slight Increase
from 2021



Skilled Trades Worker Demographics

According to 2022 Lightcast data, the 4,915 workers in the Skilled Trades group are not particularly diverse. Just 6.4 percent of the related workforce is under 25. Female workers account for 11.7 percent of the current workforce and only 12.5 percent identify as a race other than white. As the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.



Race and Ethnicity Demographics

87.5% White | **6.6% Black or African-American** | **3.8% Hispanic or Latino**

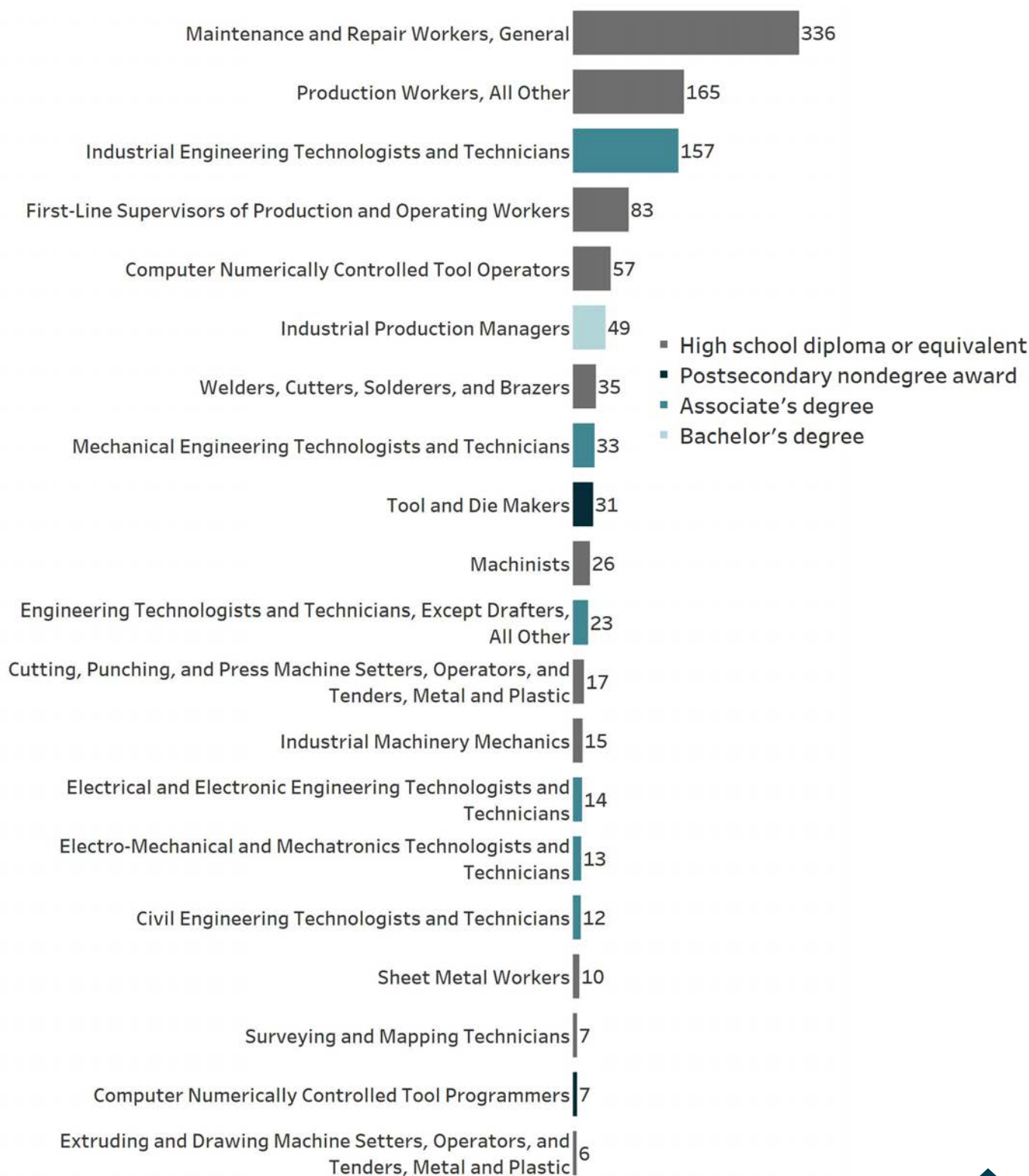
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

There were a total of 1,140 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 336 postings. Production Workers, All Other was in the second position with 165 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (157 postings), First-Line Supervisors of Production and Operating Workers (83 postings), and Computer Numerically Controlled Tool Operators (57 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 \$22.00 per hour, while the remaining top occupations have wages above \$13.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of \$18.26, which translates to an annual salary of about \$37,981.

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	\$11.33	\$14.30	\$18.26	\$27.54	\$30.40
51-9199	Production Workers, All Other	\$10.70	\$13.86	\$13.86	\$13.95	\$17.48
17-3026	Industrial Engineering Technologists and Technicians	\$14.32	\$18.10	\$22.63	\$28.42	\$30.63
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.15	\$22.87	\$29.19	\$37.42	\$48.63
51-9161	Computer Numerically Controlled Tool Operators	\$13.95	\$17.67	\$18.23	\$23.05	\$28.06
11-3051	Industrial Production Managers	\$29.17	\$37.26	\$47.62	\$60.64	\$77.18
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.07	\$17.67	\$18.52	\$23.70	\$47.20
17-3027	Mechanical Engineering Technologists and Technicians	\$18.14	\$22.43	\$27.08	\$32.05	\$37.27
51-4111	Tool and Die Makers	\$17.82	\$22.69	\$28.90	\$29.28	\$36.83
51-4041	Machinists	\$13.95	\$17.80	\$22.06	\$23.24	\$29.27

In-Demand Technical Skills

- Machinery
- Plumbing
- HVAC
- Machine Operation
- Carpentry

In-Demand Foundational Skills

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

In-Demand Certifications

- Forklift Certification
- Commercial Driver's License (CDL)
- CDL Class A License
- HVAC Certification
- ServSafe Certification

In-Demand Education Level*

- High School Diploma: 44.1%
- Associate Degree: 10.5%
- Bachelor's Degree: 9.7%
- 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

- H.B. Fuller
- Schneider Electric
- Aerotek
- The Related Group
- Choice Labs
- Fastemps
- Henry Ford Health System
- Michigan Automotive Compressor, Inc. (Maci)
- Dawn Food Products
- Eaton Corporation

Job Postings by City

1. Jackson: 860 Postings
2. Michigan Center: 77 Postings
3. Grass Lake: 44 Postings
4. Parma: 35 Postings
5. Brooklyn: 34 Postings
6. Spring Arbor: 22 Postings
7. Munith: 17 Postings
8. Concord: 14 Postings
9. Napoleon: 9 Postings
10. Horton: 6 Postings

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(win)