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A light gray map of Michigan is centered on the page, with its county boundaries outlined in white. The map is semi-transparent, allowing the background image of a lake and greenery to be visible through it. Two counties at the bottom of the map are highlighted in a light orange color.

# **LABOR MARKET REPORT**

## **LENAWEE & HILLSDALE COUNTY**

**January - December 2021**

# INTRODUCTION

Lenawee & Hillsdale

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 Lenawee and Hillsdale counties, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Lenawee and Hillsdale counties for the Agriculture, Business and Finance, 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](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://www.micareertraining.org).

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# ANNUAL STATE OF THE LABOR MARKET

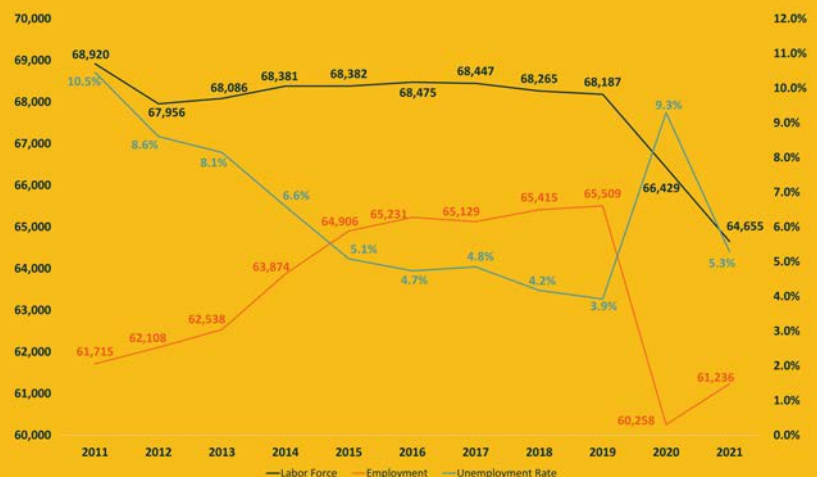
## State of the Labor Market in Lenawee and Hillsdale Counties

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, the labor force declined by 1,774 individuals (2.7 percent) while employment increased by 978 individuals (1.6 percent) from 2020. Unemployment went down by 2,752 workers and the unemployment rate recovered significantly, decreasing 4.0 percentage points from 9.3 percent in 2020 to 5.3 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Retail Salespersons top the list as the most demanded occupation in 2021, accounting for 444 job postings followed closely by Registered Nurse with 425 postings. The health care occupation group continues to be heavily demanded in Lenawee and Hillsdale counties.

### Annual Labor Market Information

The labor force in Lenawee and Hillsdale counties decreased in 2021, falling by 1,774 individuals (2.7 percent) from the prior year. Employment increased by 978 workers (1.6 percent) since 2021, while unemployment decreased by 2,752 workers (44.6 percent) for a total of 3,419 unemployed workers in 2021. The unemployment rate decreased in 2021 to 5.3 percent, a fall of 4.0 percentage points since the 9.3 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 27.9 percent in Lenawee and Hillsdale counties.

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 7,035 unique postings in Lenawee and Hillsdale counties, an increase of 58 postings from the 6,977 postings recorded in Q3. April had the highest recorded postings in 2021 with 2,462 postings, an increase of 437 postings (21.6 percent) since January 2021. The increase in the number of online ads is a good indication that employer demand continues to be strong throughout the year.

Monthly Posting Analysis Lenawee and Hillsdale Counties  
2021



## ANNUAL WORKFORCE INDICATORS

## Key Findings

52%

Employer demand decreased by 52.8 percent, a loss of 11,476 job postings since 2020.

## High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

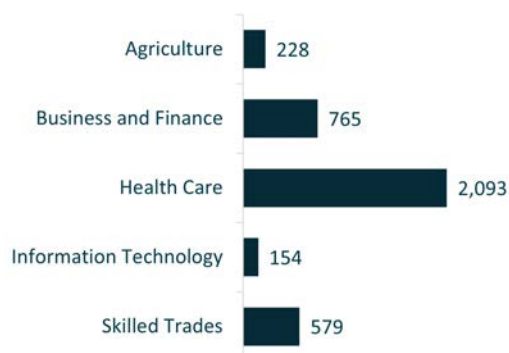
61,228

a decrease of 506 workers (0.8 percent) since Q4 2020

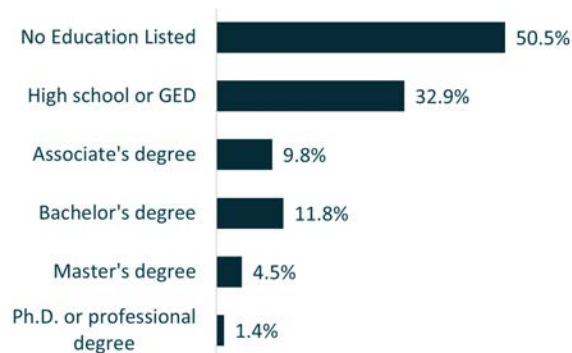
During 2021, there were 10,258 unique job postings, 11,476 less than the 21,734 postings made during 2020 in Lenawee and Hillsdale counties. April 2021 saw the highest demand for the year with 2,462 postings, a 21.6 percent increase since January 2021. The top posted job titles in 2021 include CDL-A Truck Drivers, Speech Language Pathologists, Retail Merchandisers, Licensed Practical Nurses, and Warehouse Workers. For more information about in-demand job postings, see page 7.

Of the 21,734 unique postings in Lenawee and Hillsdale counties during 2021, 3,373 (32.9 percent) required a high school diploma or equivalent, while 2,208 postings (21.5 percent) required a college degree. An additional 602 postings (5.9 percent) required an advanced degree. The high demand for health care workers within the county drives this 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, while unemployment and the unemployment rate rose 1.3 percentage points to an annual high of 5.8 percent. The labor force and employment numbers peaked in Q3 with a high of 64,462 individuals and 61,877 workers respectively. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2021. The unemployment rate at the end of Q4 2021 was 4.5 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	64,667	63,941	65,039	65,462	64,179	-1,283	-2.0%	-488	-0.8%
Employment	61,794	60,242	61,538	61,877	61,288	-588	-1.0%	-506	-0.8%
Unemployment	2,873	3,699	3,501	3,586	2,891	-695	-19.4%	18	0.6%
Unemployment Rate	4.4%	5.8%	5.4%	5.5%	4.5%	-1.0%	na	0.1%	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 64,655 individuals, a decrease of 1,774 individuals since 2020. Employment is up to 61,236 workers in 2021, an increase of 978 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 3,419 workers, down by 2,752 workers since the high of 6,171 workers recorded in 2020. Similarly, the unemployment rate declined by 4.0 percentage points for a 2021 unemployment rate of 5.3 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	68,920	67,956	68,086	68,381	68,382	68,475	68,447	68,265	68,187	66,429	64,655	-1,774	-2.7%
Employment	61,715	62,108	62,538	63,874	64,906	65,231	65,129	65,415	65,509	60,258	61,236	978	1.6%
Unemployment	7,205	5,848	5,548	4,507	3,476	3,244	3,319	2,850	2,678	6,171	3,419	-2,752	-44.6%
Unemployment Rate	10.5%	8.6%	8.1%	6.6%	5.1%	4.7%	4.8%	4.2%	3.9%	9.3%	5.3%	-4.0%	na

Data: Bureau of Labor Statistics

## CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were 67,336 individuals in the labor force, meaning they were either working or looking for work, in Lenawee and Hillsdale counties. Slightly less than half of the population, 64,235 individuals (44.6 percent), living in the region 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 22.3 percent, compared to females 24 years of age or under, report an unemployment rate of 14.9 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	67,336	64,235	3,101	4.6%
<b>Sex</b>				
Male 16+	35,636	33,923	1,713	4.8%
16-19	1,501	1,219	282	18.8%
20-24	3,600	3,475	125	3.5%
25-54	21,742	20,739	1,003	4.6%
55-64	6,892	6,622	270	3.9%
65 Plus	1,901	1,868	33	1.7%
Female 16+	31,700	30,312	1,388	4.4%
16-19	1,552	1,395	157	10.1%
20-24	3,191	3,039	152	4.8%
25-54	18,828	17,973	855	4.5%
55-64	6,241	6,103	138	2.2%
65 Plus	1,888	1,802	86	4.6%
<b>Race</b>				
White	64,065	61,128	2,937	4.8%
Black / African American	617	587	29	5.0%
Native American	152	152	0	0.0%
Asian	289	277	12	4.3%
Native Hawaiian / Pacific Islander	10	10	0	0.0%
Some Other Race	478	433	45	10.4%
Two or More Races	1,777	1,695	82	4.9%
<b>Ethnicity</b>				
Hispanic	4,177	3,959	218	5.5%

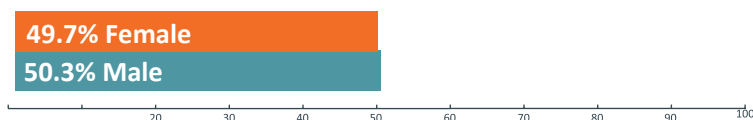
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

## 2020 Census Population

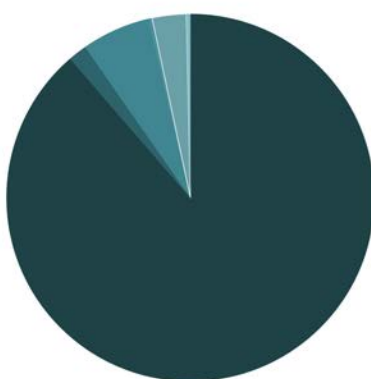
According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Lenawee-Hillsdale decreased by about 0.1 percent between 2019 and 2020. During 2020, 144,017 people were living in the counties. The sex of the populace was split almost evenly, with about 49.7 percent of the population identifying as female, and the other 50.3 percent identifying as male. Majority of the population identified as white (88.1 percent) with the second largest number of individuals identifying as Hispanic or Latino (6.0 percent). These counties, like the region, faces an aging population; 33.8 percent of population was over the age of 54.

### Population Gender Demographics



### Population Race Demographics

- White, 88.1%
- Black or African American, 1.6%
- Hispanic or Latino, 6.0%
- Asian, 0.3%
- Two or More Races, 3.0%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.01%



### Population Age Demographics

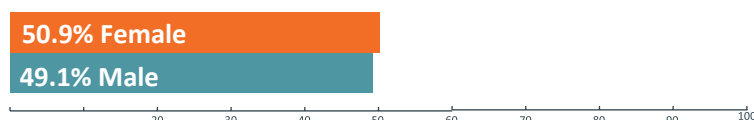


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

## 2021 Current Workforce

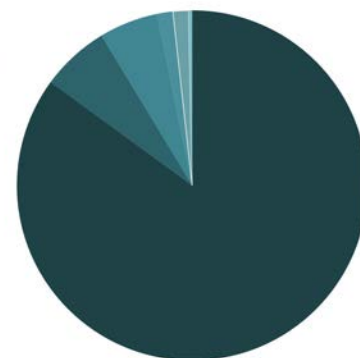
In 2021, the workforce had a total of 36,674 individuals working in Lenawee and Hillsdale counties. A slight majority, 50.9 percent (18,825 workers) were female, while 49.1 percent (18,177 workers) of the workforce was male. Most workers in the county identified as white, accounting for 85.0 percent of the workforce, while Black or African American workers totaled 6.3 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.4 percent. Much of the workforce in Lenawee and Hillsdale counties are between the ages of 25 through 54 (61.2 percent), while 25.6 percent of workers are 55 and older.

### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics

- White, 85.0%
- Black or African American, 6.3%
- Hispanic or Latino, 5.4%
- Asian, 1.5%
- Two or More Races, 1.4%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%



### Workforce Age Demographics

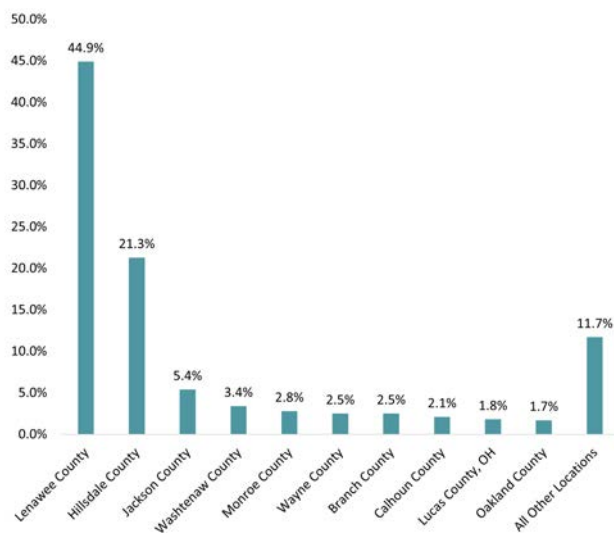


Data: Emsi | Analysis: Workforce Intelligence Network

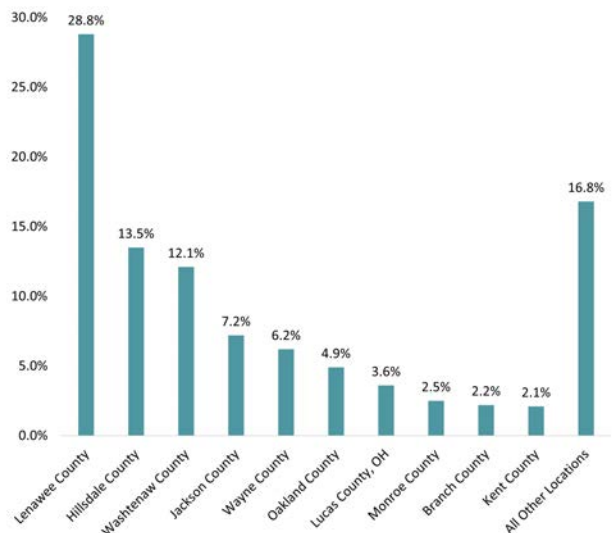
# REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the region's workforce consisted of 56,439 residents. There were 23,878 (42.3 percent) residents living and working in Lenawee and Hillsdale counties, while the remaining 32,561 residents (57.7 percent) traveled outside of the region for work. There were 36,075 workers employed in the region during 2019. Of those, 12,197 workers (33.8 percent) lived outside of the region's borders and commuted in. From this information, we can see that Lenawee and Hillsdale counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

**Where Lenawee and Hillsdale Residents Work**



**Where Lenawee and Hillsdale Workers Live**

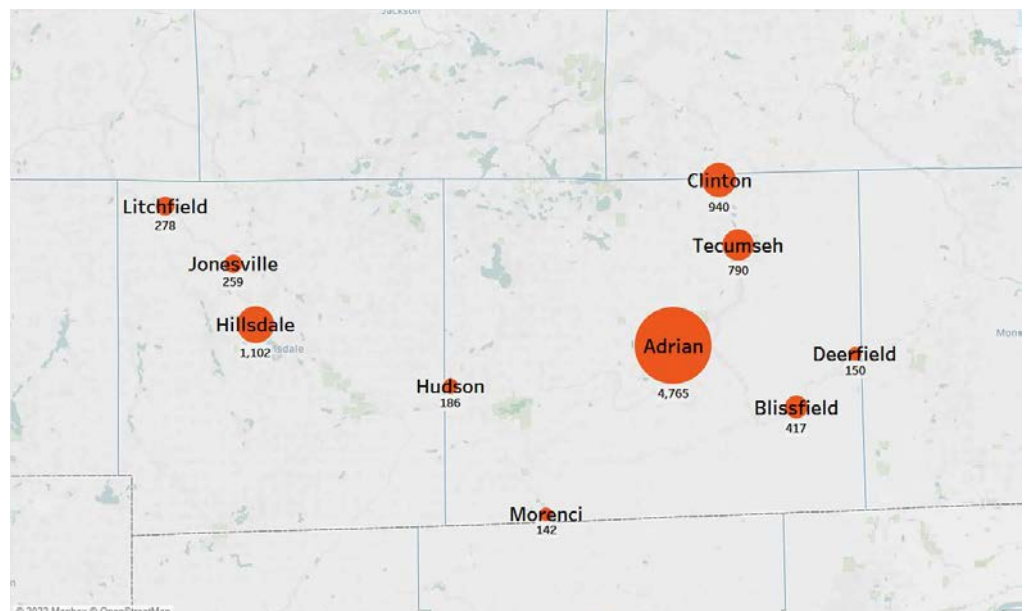


Source: U.S. Census OnTheMap, 2019  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

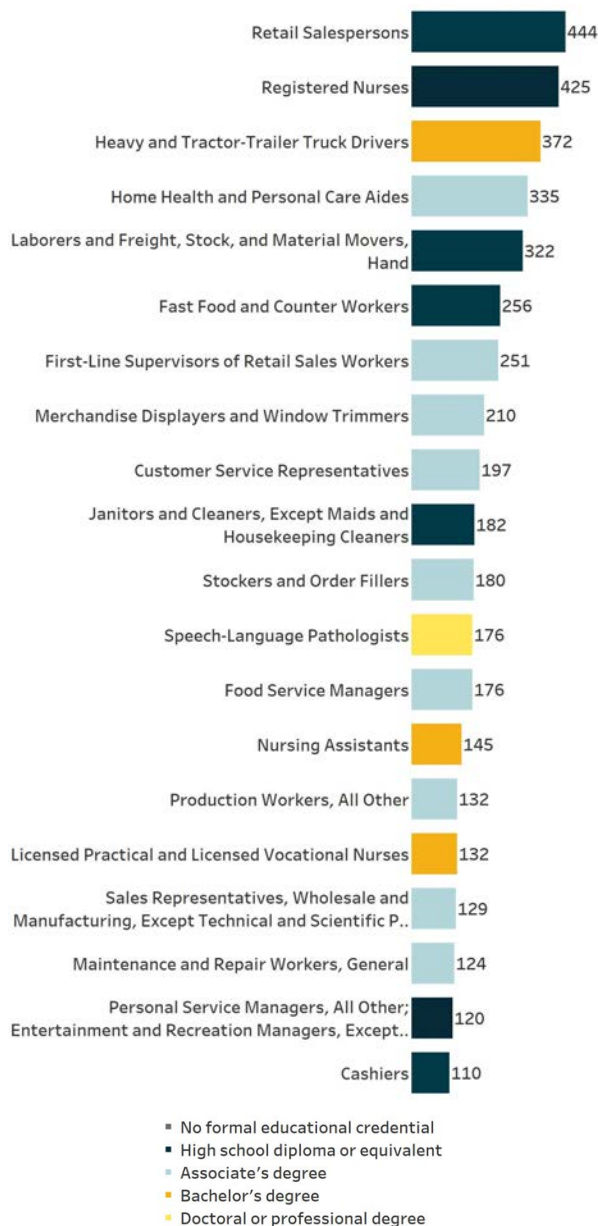
1. Adrian: 4,765 Postings
2. Hillsdale: 1,102 Postings
3. Clinton: 940 Postings
4. Tecumseh: 790 Postings
5. Blissfield: 417 Postings
6. Litchfield: 278 Postings
7. Jonesville: 259 Postings
8. Hudson: 186 Postings
9. Deerfield: 150 Postings
10. Morenci: 142 Postings



## TOP POSTED JOBS

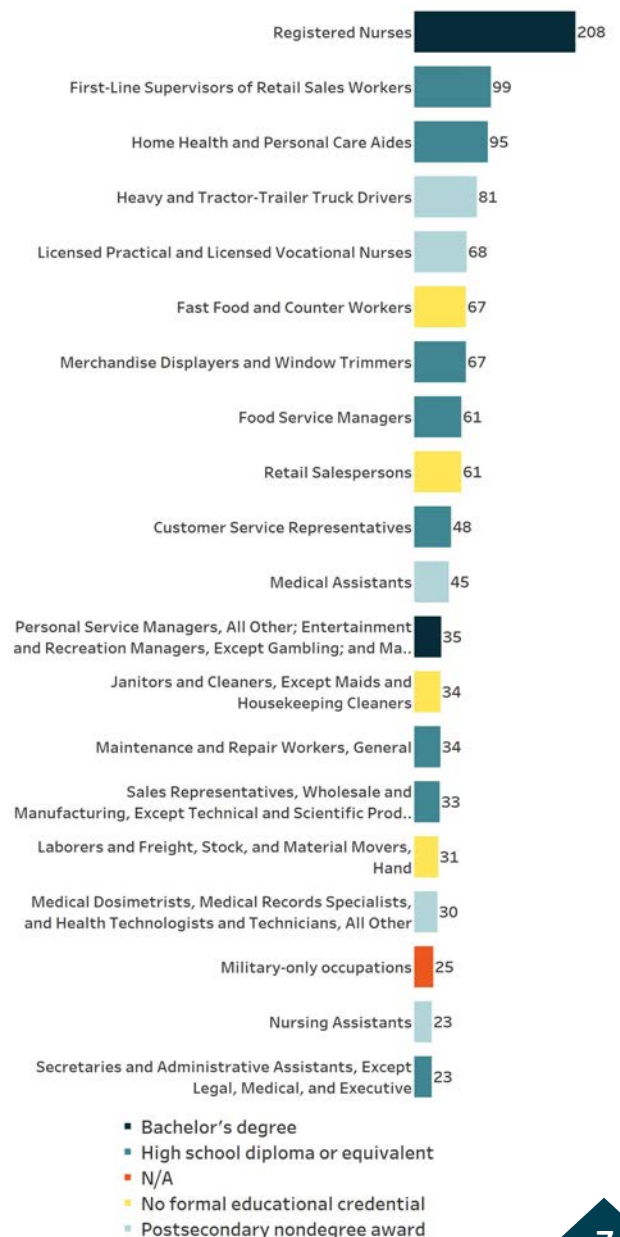
## Top Posted Jobs: 2021

Retail Salespersons is the top posted occupation for 2021, with 444 unique online job postings, requires no formal educational credential, coupled with short-term on-the-job training. Registered Nurses (425 postings), requiring a bachelor's degree, and Heavy and Tractor-Trailer Truck Drivers (372 postings), requiring a postsecondary nondegree award, coupled with short-term on-the-job training, round out the top three demanded occupations. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.



## Top Posted Entry-Level Jobs: 2021

Entry-level jobs, which usually require zero to two years of previous experience, account for 21.5 percent of the 2021 postings in Lenawee and Hillsdale counties. 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 42.6 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 208 postings requiring a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers with 99 postings.

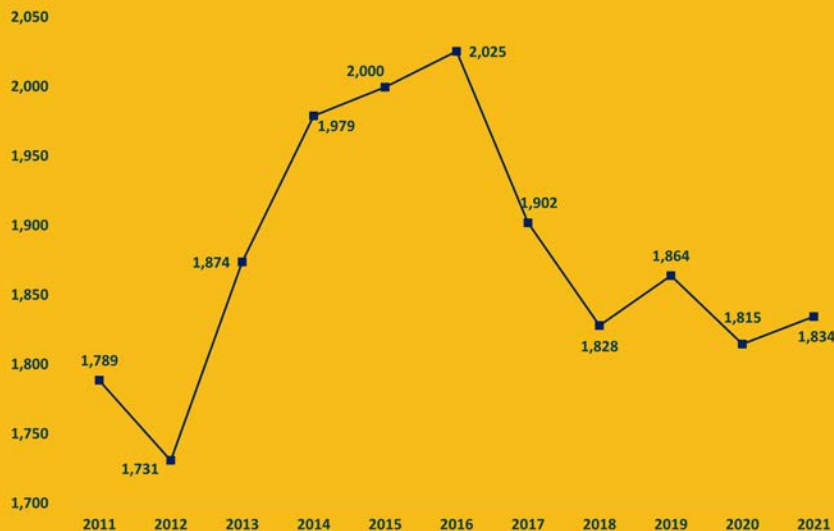




# AGRICULTURE OCCUPATION GROUP

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  
2011-2021



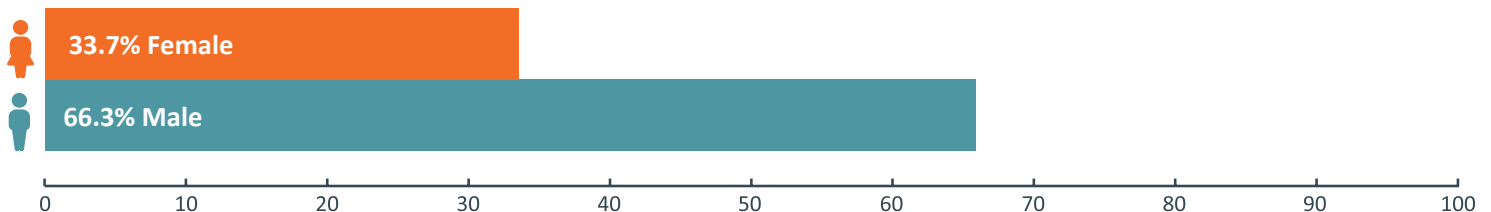
**1,834 Agriculture Workers**  
1.1% Increase from 2020



## Agriculture Worker Demographics

According to 2021 Emsi data, the 1,834 workers in agriculture occupations are not very diverse. A large majority of workers are male (66.3 percent) between the ages of 25 and 54 (59.6 percent). Only 33.7 percent of agriculture workers identify as women, while 14.2 percent of workers were under the age of 25, compared to 26.1 percent of workers who are age 55 or older.

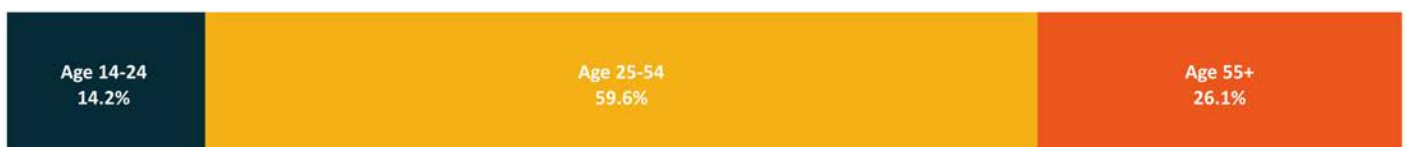
### Worker Gender Demographics



### Race and Ethnicity Demographics

**81.5% White | 11.6% Hispanic or Latino | 4.0% Black or African-American**

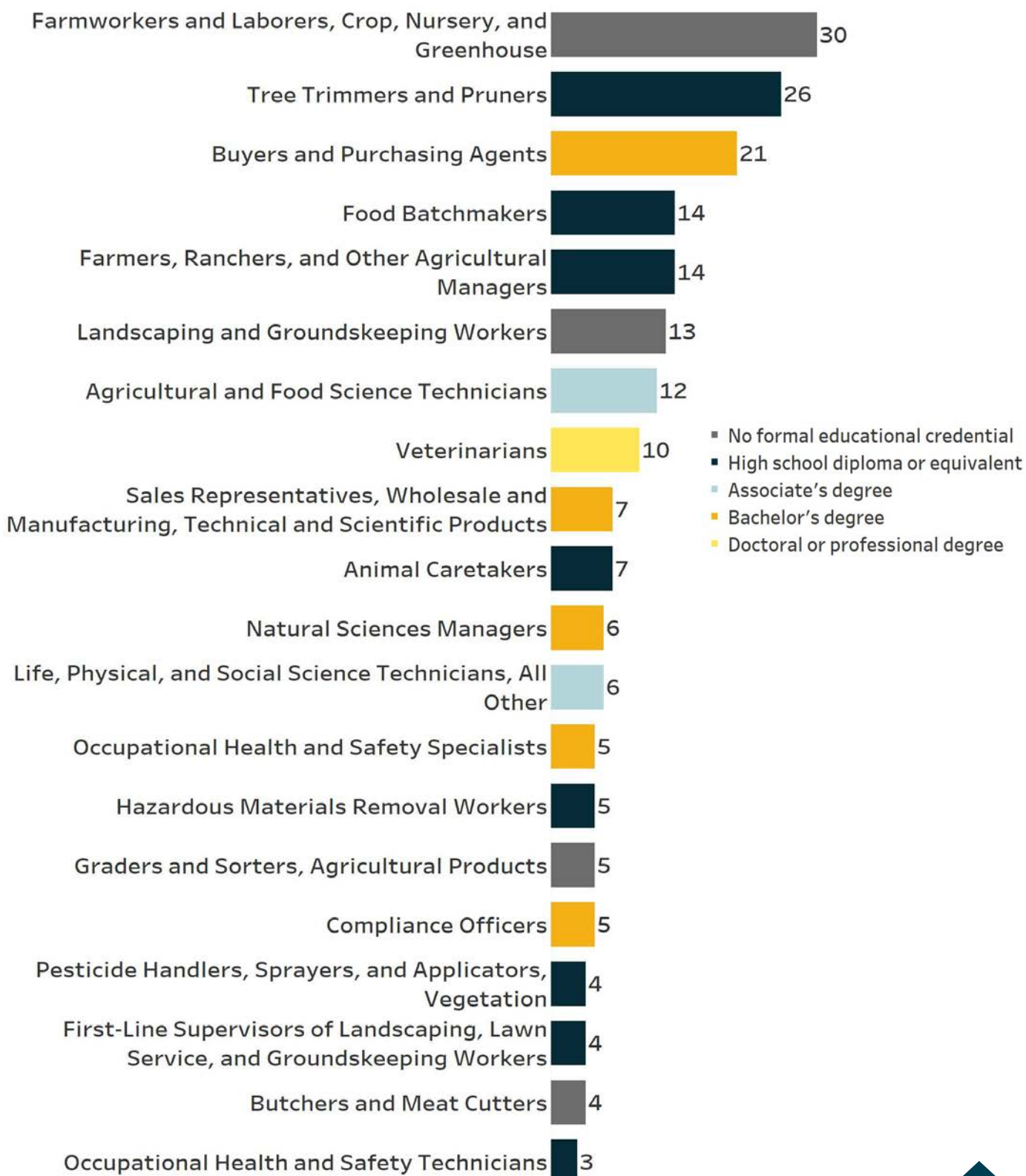
### Worker Age Demographics



# AGRICULTURE OCCUPATION GROUP

## Top Posted Jobs

Agriculture postings totaled 228 ads during 2021. With 30 online job postings, Farmworkers and Laborers, Crop, Nursery, and Greenhouse is the top demanded occupation in 2021. Tree Trimmers and Pruners (26 postings) and Buyers and Purchasing Agents (21 postings) were also in high demand during the year. Other top posted occupations include Farmers, Ranchers, and Other Agricultural Managers (14 postings) and Food Batchmakers (14 postings).



# AGRICULTURE OCCUPATION GROUP

## Wage Overview

Of the top posted agriculture-related jobs, half of the top ten occupations offer median wages of more than \$17.00 per hour. The top posted job, Farmworkers and Laborers, Crop, Nursery, and Greenhouse, offers median hourly earnings of \$10.65, which translates to annual earnings of approximately \$22,149. 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
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$9.72	\$10.65	\$13.86	\$18.24
37-3013	Tree Trimmers and Pruners	\$12.15	\$14.28	\$17.87	\$25.89	\$30.96
13-1028	Buyers and Purchasing Agents	\$18.57	\$23.00	\$29.34	\$36.04	\$42.85
11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$9.65	\$10.58	\$16.57	\$28.82	\$48.96
51-3092	Food Batchmakers	\$12.01	\$13.72	\$17.23	\$21.66	\$26.44
37-3011	Landscaping and Groundskeeping Workers	\$9.67	\$10.18	\$11.51	\$15.14	\$18.53
19-4011	Agricultural and Food Science Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1131	Veterinarians	\$24.35	\$33.09	\$39.59	\$45.20	\$51.40
39-2021	Animal Caretakers	\$9.75	\$10.51	\$11.65	\$13.23	\$16.35
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$23.05	\$28.63	\$34.34	\$42.79	\$68.82

### In-Demand Technical Skills

- Packaging And Labeling
- Agriculture
- Trimming
- Food Safety
- Cannabis

### In-Demand Foundational Skills

- Lifting Ability
- Management
- Communications
- Operations
- Detail Oriented

### In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class B License
- Hazmat Endorsement
- Tanker Endorsement
- Security Clearance

### In-Demand Education Level\*

- High School Diploma: 26.8%
- Associate Degree: 5.3%
- Bachelor's Degree: 12.3%
- Master's Degree: 1.3%

*\*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

- Asplundh Tree Expert Co
- Bob Evans Restaurants
- Nutrien Ag Solutions
- Eden Foods
- IQVIA
- GPAC
- Diverse Staffing
- Mansfield Oil Company
- Wilbur-Ellis Company
- Consumers Energy

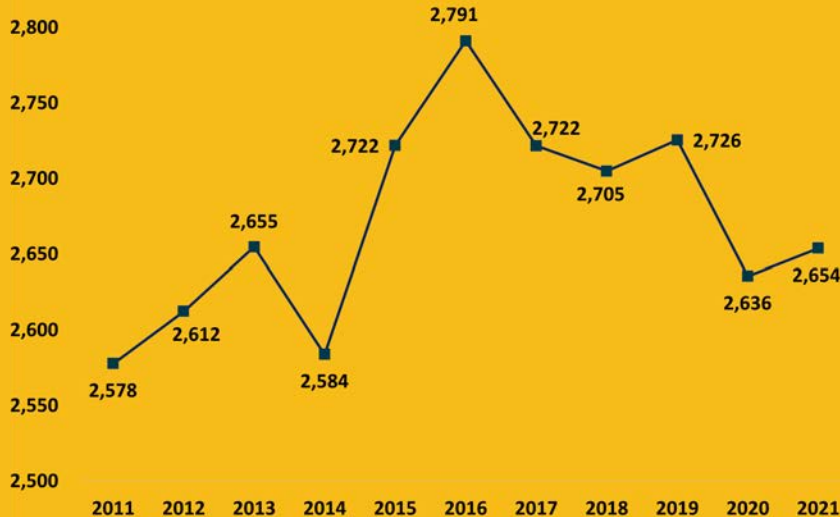
### Job Postings by City

1. Adrian: 91 Postings
2. Hillsdale: 27 Postings
3. Tecumseh: 16 Postings
4. Clinton: 13 Postings
5. Morenci: 12 Postings
6. Blissfield: 11 Postings
7. Reading: 10 Postings
8. Deerfield: 9 Postings
9. Britton: 5 Postings
10. Jonesville: 5 Postings

# BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time  
2011-2021



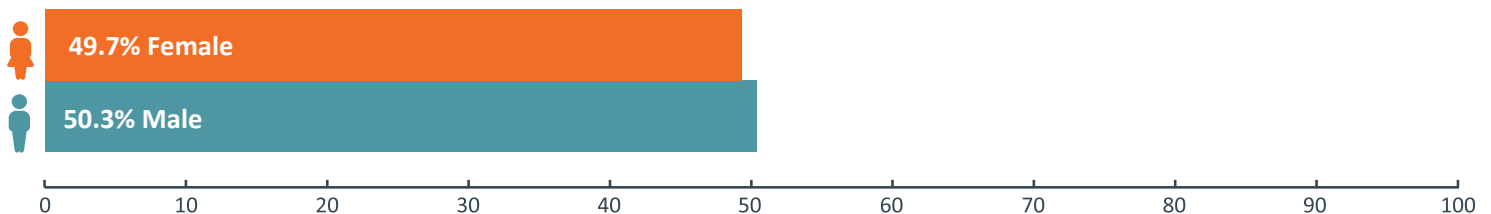
**2,654 Business and  
Finance Workers**  
**0.7% Increase from  
2020**



## Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 2,654 workers. Almost half the working population identifies as female (49.7 percent), however, 91.7 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 3.4 percent of the working population in business and finance is under the age of 25, compared to 29.4 percent identifying as age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**91.7% White** | **3.2% Black or African-American** | **2.6% Hispanic or Latino**

### Worker Age Demographics

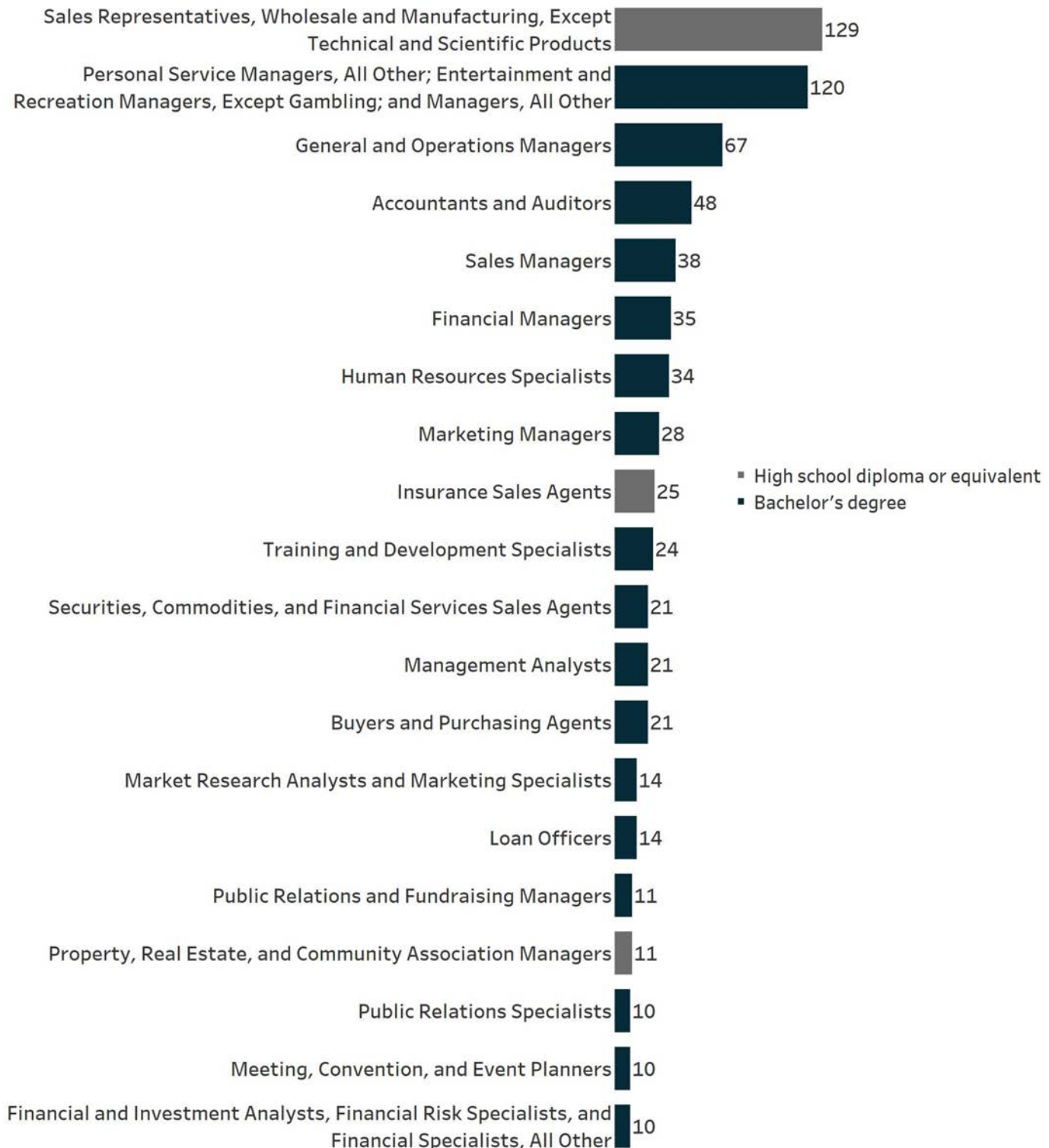




# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

There were 765 business and finance job postings during 2021. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 129 postings. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (120 postings) is the second-highest demanded, while General and Operations Managers (67 postings), Accountants and Auditors (48 postings), and Sales Managers (38 postings) round out the top demanded occupations.



# BUSINESS AND FINANCE OCCUPATION GROUP

## Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$30.60, translating to an annual earning of \$63,754. All the top business occupations offer median wages over \$24.00 per hour, and most prefer a bachelor's degree for entry.

### Wage Overview for Top Posted Business and Finance Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.57	\$16.43	\$21.37	\$30.17	\$44.75
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$11.12	\$25.15	\$37.27	\$57.28	\$87.51
11-1021	General and Operations Managers	\$20.01	\$23.75	\$31.39	\$39.73	\$50.36
13-2011	Accountants and Auditors	\$19.59	\$23.58	\$29.76	\$41.41	\$61.50
11-2022	Sales Managers	\$14.37	\$19.85	\$28.96	\$42.05	\$60.67
11-3031	Financial Managers	\$31.49	\$40.13	\$58.96	\$80.55	\$102.84
13-1071	Human Resources Specialists	\$19.11	\$23.55	\$28.98	\$33.75	\$41.13
11-2021	Marketing Managers	\$28.37	\$34.76	\$47.08	\$62.25	\$81.94
41-3021	Insurance Sales Agents	\$15.70	\$17.50	\$19.70	\$26.13	\$55.92
13-1151	Training and Development Specialists	\$18.20	\$22.97	\$29.35	\$36.12	\$44.29

### In-Demand Technical Skills

- Accounting
- Auditing
- Finance
- Budgeting
- Merchandising

### In-Demand Foundational Skills

- Communications
- Sales
- Management
- Customer Service
- Leadership

### In-Demand Certifications

- Certified Public Accountant
- Food Safety Certification
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Professional in Human Resources

### In-Demand Education Level\*

- High School Diploma: 22.0%
- Associate Degree: 8.6%
- Bachelor's Degree: 34.4%
- Master's Degree: 4.3%

*\*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

- Hillsdale College
- Wacker Chemical Corporation
- Eden Foods
- Intuit
- Robert Half
- Uckele Health & Nutrition
- Consumers Energy
- Martinrea International
- State Farm
- CVS Health

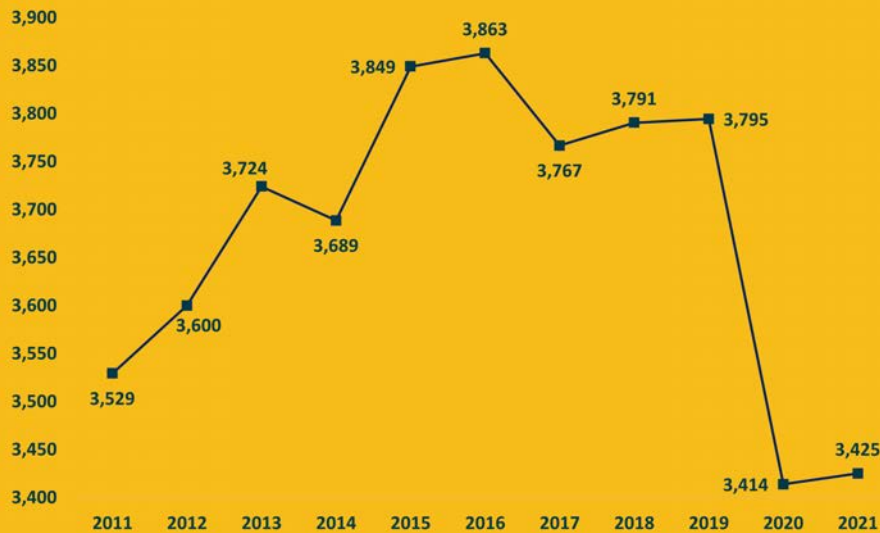
### Job Postings by City

- Adrian: 343 Postings
- Clinton: 107 Postings
- Hillsdale: 93 Postings
- Tecumseh: 54 Postings
- Blissfield: 47 Postings
- Jonesville: 28 Postings
- Deerfield: 17 Postings
- Litchfield: 13 Postings
- Allen: 12 Postings
- Morenci: 10 Postings

# 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



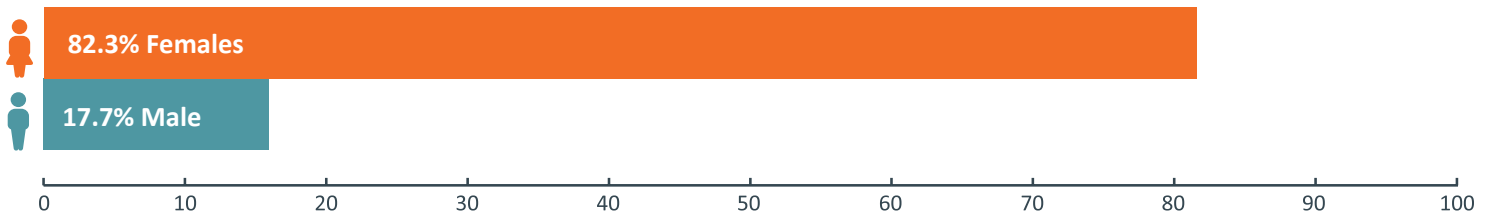
**3,425 Health  
Care Workers**  
**0.3% Increase  
from 2020**



## Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 3,425 workers in Lenawee and Hillsdale counties, who are overwhelmingly female (82.3 percent) and between the ages of 25 and 54 (67.5 percent), although 23.3 percent of workers are over 54. The healthcare occupation group is primarily white in Lenawee and Hillsdale counties, with 82.3 percent of workers identifying as white, 10.0 percent identifying as Black or African American, and 7.5 percent identifying otherwise.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**82.3% White** | **10.0% Black or African-American** | **4.2% Hispanic or Latino**

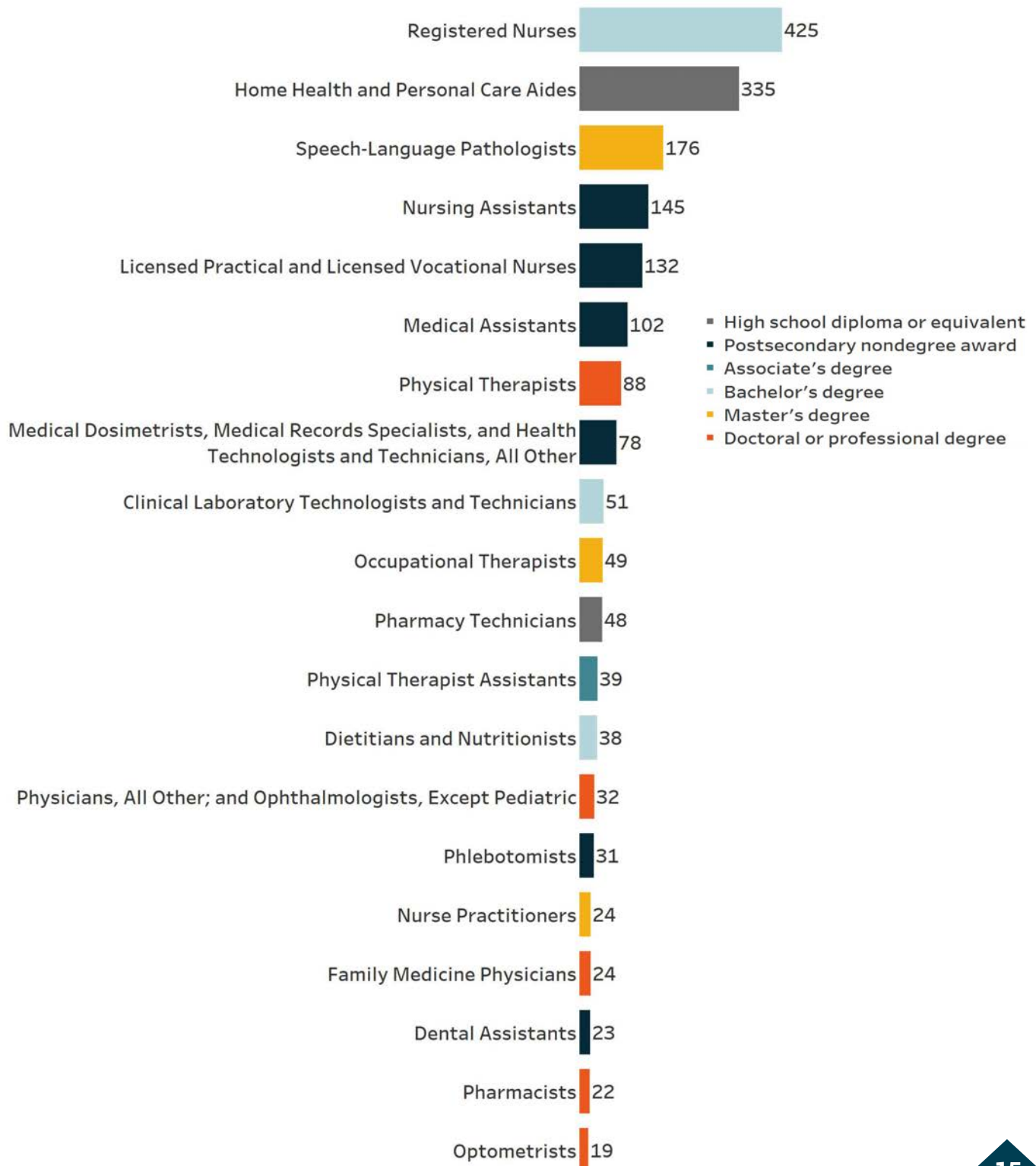
### Worker Age Demographics



# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand health care occupation throughout the year, with 425 postings. Other top posted jobs include Home Health and Personal Care Aides (335 postings), Speech-Language Pathologists (176 postings), Nursing Assistants (145 postings), and Licensed Practical and Licensed Vocational Nurses (132 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, 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 a median wage over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$34.98 per hour or an annual salary of about \$72,765.

### 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	\$27.49	\$30.44	\$34.98	\$39.30	\$42.75
31-1128	Home Health and Personal Care Aides	\$11.41	\$12.21	\$13.57	\$15.87	\$18.39
29-1127	Speech-Language Pathologists	\$28.87	\$34.61	\$39.81	\$54.14	\$62.70
31-1131	Nursing Assistants	\$13.10	\$14.49	\$16.33	\$18.97	\$20.84
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.76	\$23.08	\$25.84	\$29.39	\$32.91
31-9092	Medical Assistants	\$12.58	\$14.05	\$16.11	\$18.00	\$19.17
29-1123	Physical Therapists	\$35.38	\$38.73	\$44.20	\$51.14	\$56.27
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$13.35	\$15.39	\$18.75	\$24.00	\$28.93
29-2018	Clinical Laboratory Technologists and Technicians	\$14.33	\$19.11	\$25.83	\$31.14	\$35.59
29-1122	Occupational Therapists	\$29.55	\$35.45	\$40.27	\$45.94	\$55.69

### In-Demand Technical Skills

- Nursing
- Caregiving
- Cardiopulmonary Resuscitation (CPR)
- Rehabilitation
- Basic Life Support

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)
- Patient Care Technician
- Nurse Practitioner

### In-Demand Education Level\*

- High School Diploma: 22.6%
- Associate Degree: 19.8%
- Bachelor's Degree: 6.5%
- Master's Degree: 10.0%

*\*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

- ProMedica
- HCR ManorCare
- Home Instead
- Elara Caring
- Aya Healthcare
- Healthpro Heritage
- Hillsdale Hospital
- CareInHomes
- Soliant Health
- Lynwood Manor

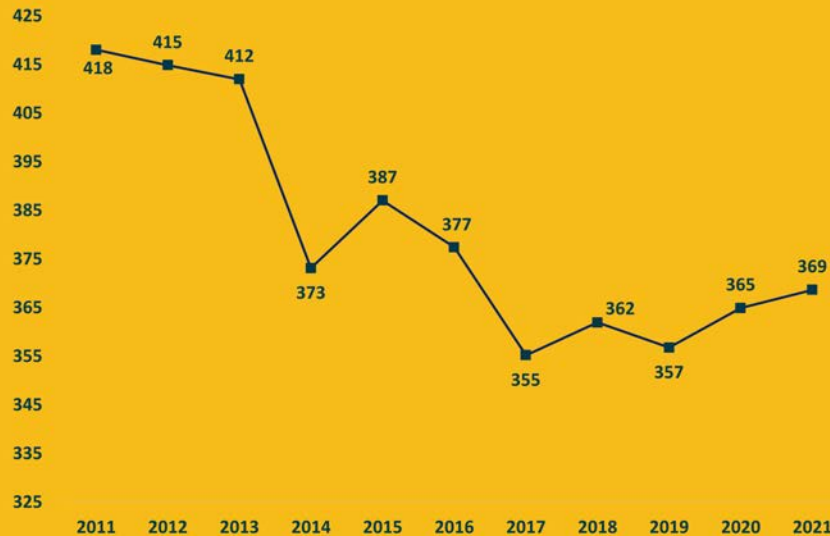
### Job Postings by City

1. Adrian: 1,156 Postings
2. Hillsdale: 251 Postings
3. Clinton: 221 Postings
4. Tecumseh: 134 Postings
5. Blissfield: 54 Postings
6. Onsted: 37 Postings
7. Britton: 28 Postings
8. Deerfield: 27 Postings
9. Clayton: 19 Postings
10. Hudson: 18 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**  
2011-2021



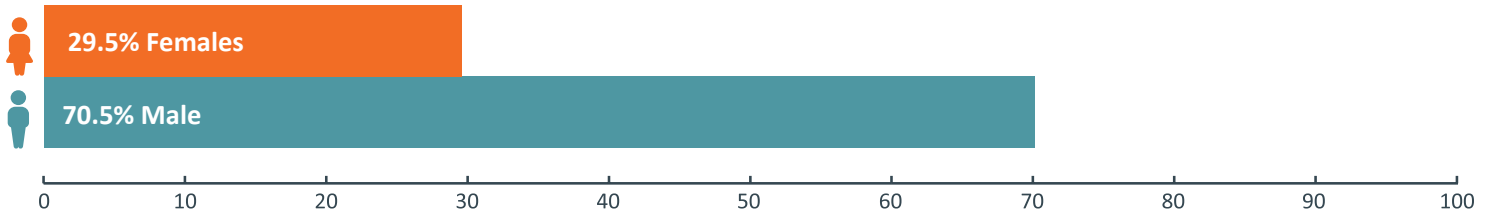
**369 Information  
Technology Workers**  
1.0% Increase from  
2020



## Information Technology Worker Demographics

According to 2021 Emsi data, Lenawee and Hillsdale counties have 369 IT workers. The workforce is not very diverse, with most workers identifying as male (70.5 percent) between the ages of 25 and 54 (74.5 percent). Workers aged 55 years and older account for 19.5 percent, while only 3.6 percent are 24 years old or younger. Around 87.3 percent of the workforce identify as white, with workers who identify as Black or African American, accounting for 4.4 percent of the workforce.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**87.3% White | 4.4% Black or African-American | 4.1% Asian**

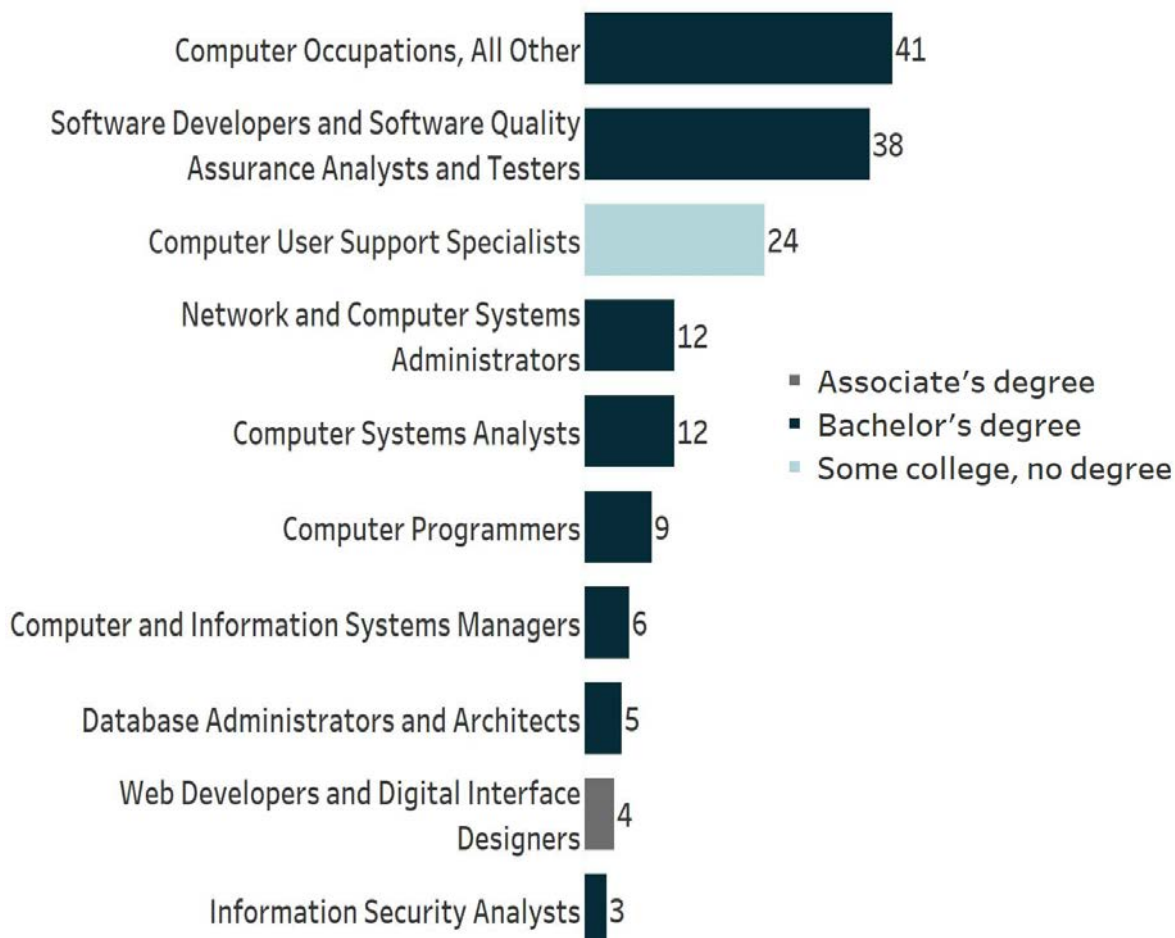
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2021, there were 154 postings for IT workers in Lenawee and Hillsdale counties. Computer Occupations, All Other was the most in-demand occupation, with 41 postings, closely followed by Software Developers and Software Quality Assurance Analysts and Testers with 38 postings. Computer User Support Specialists (24 postings), Computer Systems Analysts (12 postings) and Network and Computer Systems Administrators (12 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically requires 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 \$26.60 per hour or almost \$55,329 per year. Computer and Information Systems Managers earn the highest median wage at \$51.65 per hour or nearly \$107,425 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$24.00 per hour.

## Wage Overview for Top Posted Information Technology Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1299	Computer Occupations, All Other	\$10.41	\$18.10	\$26.60	\$32.80	\$41.84
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$25.77	\$34.71	\$45.04	\$57.45	\$69.64
15-1232	Computer User Support Specialists	\$16.58	\$19.30	\$24.06	\$30.13	\$36.83
15-1211	Computer Systems Analysts	\$25.92	\$30.52	\$38.99	\$48.61	\$53.90
15-1244	Network and Computer Systems Administrators	\$17.84	\$21.87	\$28.51	\$38.98	\$47.19
15-1251	Computer Programmers	\$16.23	\$24.67	\$37.99	\$45.19	\$52.55
11-3021	Computer and Information Systems Managers	\$34.87	\$43.07	\$51.65	\$63.54	\$77.85
15-1245	Database Administrators and Architects	\$26.35	\$29.84	\$37.08	\$58.06	\$68.00
15-1257	Web Developers and Digital Interface Designers	\$15.43	\$23.98	\$33.36	\$43.69	\$55.29
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

### In-Demand Technical Skills

- SQL (Programming Language)
- C# (Programming Language)
- .NET Framework
- Cascading Style Sheets (CSS)
- JavaScript (Programming Language)

### In-Demand Foundational Skills

- Management
- Communications
- Operations
- Leadership
- Information Technology

### In-Demand Certifications

- Cisco Certified Network Associate
- Cisco Certified Network Professional
- CompTIA Network+
- Certified Information Systems Security Professional
- GIAC Certifications

### In-Demand Education Level\*

- High School Diploma: 13.0%
- Associate Degree: 18.2%
- Bachelor's Degree: 27.9%
- Master's Degree: 5.8%

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

### Top Posting Employers

- Consumers Energy
- Robert Half
- Hillsdale College
- Change Healthcare
- HCL America
- HCL Technologies Ltd.
- Wacker Chemical Corporation
- Zing Professional Recruiting
- Heritage Services Corporation
- Martinrea International

### Job Postings by City

1. Adrian: 56 Postings
2. Hillsdale: 49 Postings
3. Clinton: 15 Postings
4. Blissfield: 9 Postings
5. Jonesville: 7 Postings
6. Tecumseh: 5 Postings
7. Deerfield: 3 Postings
8. Riga: 3 Postings
9. Jasper: 2 Postings
10. Addison: 1 Postings

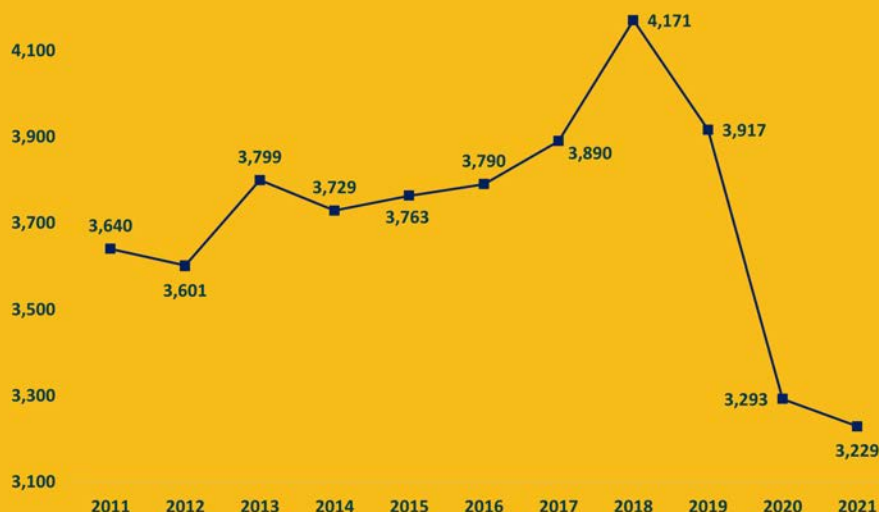


# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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**  
2011-2021

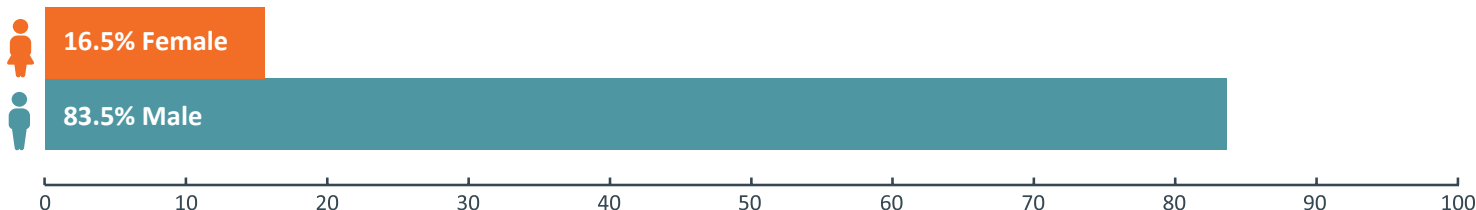


**3,229 Skilled  
Trades Workers**  
**1.9% Decrease**  
**from 2020**

## Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 3,229 workers in Lenawee and Hillsdale counties. The majority of skilled trades workers are male (83.5 percent) between the ages of 25 and 54 (65.0 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



### Race and Ethnicity Demographics

**88.9% White** | **5.1% Hispanic or Latino** | **3.1% Black or African-American**

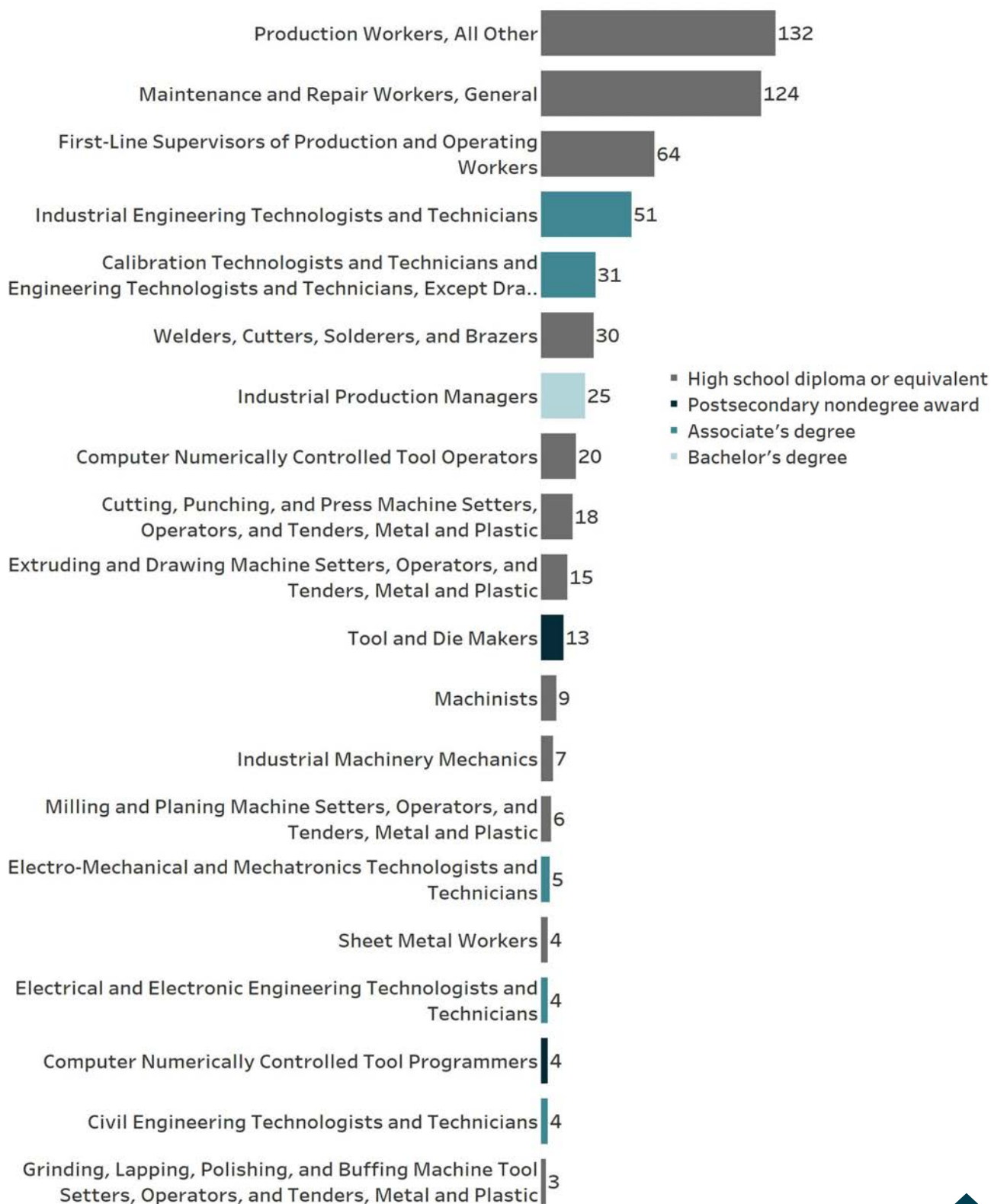
### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Production Workers, All Other was the highest in-demand skilled trades occupation during 2021, with 132 postings. Other top posted jobs include Maintenance and Repair Workers, General (124 postings), First-Line Supervisors of Production and Operating Workers (64 postings), Industrial Production Managers (51 postings), and Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (31 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Nine of the top ten in-demand skilled trades occupations have a median wage above \$18.00 per hour. Production Workers, All Other, the top posted skilled trades job in 2021, offers a median hourly wage of \$22.06, which translates to an annual salary of about \$45,879.

### 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
51-9199	Production Workers, All Other	\$12.44	\$15.61	\$22.06	\$29.46	\$33.69
49-9071	Maintenance and Repair Workers, General	\$11.27	\$13.92	\$18.04	\$22.97	\$27.07
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.06	\$23.87	\$30.21	\$37.14	\$43.52
17-3026	Industrial Engineering Technologists and Technicians	\$16.60	\$20.55	\$25.48	\$31.67	\$45.80
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.97	\$20.43	\$28.03	\$34.50	\$40.93
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.93	\$17.52	\$20.01	\$23.41	\$26.62
11-3051	Industrial Production Managers	\$30.89	\$40.36	\$51.78	\$65.67	\$87.21
51-9161	Computer Numerically Controlled Tool Operators	\$13.56	\$15.32	\$18.35	\$22.53	\$27.25
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.50	\$14.70	\$16.80	\$20.60	\$24.68
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.25	\$16.38	\$18.33	\$20.38	\$23.93

### In-Demand Technical Skills

- Machine Operation
- Machinery
- Welding
- HVAC
- Machining

### In-Demand Foundational Skills

- Operations
- Communications
- Management
- Basic Math
- Troubleshooting

### In-Demand Certifications

- Commercial Driver's License (CDL)
- Certified Forklift Operator
- Security Clearance
- Food Safety Certification
- American Society For Quality (ASQ) Certified

### In-Demand Education Level\*

- High School Diploma: 47.0%
- Associate Degree: 12.4%
- Bachelor's Degree: 10.7%
- Master's Degree: 0.7%

*\*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

- Tenneco
- Elwood Staffing
- Kelly Services
- Martinrea International
- Federal-Mogul Corporation
- Walmart
- Uckele Health & Nutrition
- Rima Manufacturing Company
- Consumers Energy
- Bob Evans Restaurants

### Job Postings by City

- Adrian: 168 Postings
- Litchfield: 78 Postings
- Hillsdale: 75 Postings
- Tecumseh: 49 Postings
- Jonesville: 40 Postings
- Blissfield: 38 Postings
- Hudson: 32 Postings
- Clinton: 30 Postings
- Onsted: 14 Postings
- Britton: 13 Postings

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