# WORKFORCE INTELLIGENCE NETWORK

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# LABOR MARKET REPORT LENAWEE & HILLSDALE COUNTY

January - December 2022

### INTRODUCTION

Lenawee & Hillsdale

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 indemand 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 2022 labor market information from Lenawee and Hillsdale counties for the Agriculture, Business and Finance, Healthcare, Information Technology (IT), and Skilled Trades occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.

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### ANNUAL STATE OF THE LABOR MARKET

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

The COVID-19 recovery continued to cause shifts in the labor market through 2022. The labor force declined by 150 individuals (0.2 percent) while employment increased by 372 individuals (0.6 percent) from 2021. Unemployment went down by 522 workers and the unemployment rate continued its recovery, decreasing by 0.8 percent from 5.3 percent in 2021 to 4.5 percent in 2022. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses are back on the top of in-demand occupations, accounting for 902 postings through 2022, in Lenawee and Hillsdale counties through 2022. The Healthcare occupation group continues to be heavily demanded, claiming three of the top ten most in-demand occupations, while retail, fast food, customer service, and truck drivers round out the other most indemand occupations for 2022.

### **Annual Labor Market Information**

The labor force in Lenawee and Hillsdale counties decreased in 2022, falling by 150 individuals (0.2 percent) from the prior year. Employment increased by 372 workers (0.6 percent) from 2021, while unemployment decreased by 522 workers (15.3 percent) for a total of 2,897 unemployed workers in 2022. The unemployment rate decreased in 2022 to 4.5 percent, a 0.8 percent decrease from 5.3 percent in 2021. Despite the decreased labor force between Lenawee and Hillsdale counties, recovery efforts remain strong, with the two counties experiencing an increase in number of individuals employed in tandem with a decrease in both the number unemployed individuals unemployment rate through 2022.

### Annual Labor Force, Employment, Unemployment Rate 2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has remained steady throughout 2022. In Q4 2022, there were a monthly average of 2,452 unique postings in Lenawee and Hillsdale counties, a decrease of 115 postings from the 2,567 monthly average postings recorded in Q1 2022. The first quarter had the highest average number of unique job postings, with Q2 dropping to the annual low of 2,420 (5.7 percent). The low fluctuation of job postings is an indication that employer demand remained strong throughout the year.

### Quarterly Posting Analysis Lenawee and Hillsdale Counties 2022



### ANNUAL WORKFORCE INDICATORS

### **Key Findings**

18%

Employer demand decreased by 18.2 percent, a gain of 1,872 job postings since 2021

### **High School Diploma**

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

61,366

an increase of 138 workers (0.2 percent) since Q4 2021

During 2022, there were 12,130 unique job postings, 1,872 more than the 10,258 postings made during 2021 in Lenawee and Hillsdale counties. The first quarter in 2022 saw the highest demand for the year with 2,567 postings, an 8.5 percent increase over Q4 2021. The top posted occupations in 2022 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Home Health and Personal Care Aides, and Fast Food and Counter Workers. For more information about in-demand job postings, see page 7.

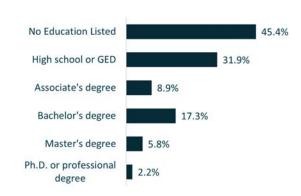
Of the 12,130 unique postings in Lenawee and Hillsdale counties during 2022, just 3,869 (31.9 percent) required a high school diploma or equivalent, while 3,178 postings (26.2 percent) required a college degree. An additional 970 postings (8.0 percent) required an advanced degree. The high demand for Healthcare workers within the county drives this need for workers with various skill sets.





### **Education Levels In-Demand**

2022



Following the pandemic-driven volatility that was observed throughout 2020 and parts of 2021, the labor market in 2022 was highlighted by signs of recovery and stability across each quarter. The first quarter of 2022 saw a slight decrease in both the labor force and total employment. Resulting increases in unemployment and the unemployment rate pushed these indicators to annual highs of 3,095 and 4.8 percent, respectively. The labor force (65,027) and employment (61,009) subsequently peaked during the second quarter, followed by marginal quarter over quarter decreases through the end of 2022. The unemployment rate also decreased steadily throughout the year, ending Q4 2022 at 4.1 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

#### **Quarterly Labor Market Data**

	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021
Labor Force	64,179	64,104	65,027	64,905	63,985	-920	-1.4%	-195	-0.3%
Employment	61,288	61,009	62,072	61,984	61,366	-618	-1.0%	78	0.1%
Unemployment	2,873	3,095	2,956	2,920	2,618	-302	-10.3%	-255	-8.9%
Unemployment Rate	4.5%	4.8%	4.5%	4.5%	4.1%	-0.4%	na	-0.4%	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 64,505 individuals, a decrease of 150 individuals from 2021. Employment is up to 61,608 workers in 2022, an increase of 372 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 2,897 workers, down by 522 workers from 2021. Similarly, the unemployment rate declined by 0.8 percent for a 2022 unemployment rate of 4.5 percent.

### Annual Labor Market Data 2012-2022

	2012 Annual		2014 Annual	2015 Annual	2016 Annual		2018 Annual	2019 Annual	2020 Annual	2021 Annual		Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	67,956	68,086	68,381	68,382	68,475	68,447	68,265	68,187	66,429	64,655	64,505	-150	-0.2%
Employment	62,108	62,538	63,874	64,906	65,231	65,129	65,415	65,509	60,258	61,236	61,608	372	0.6%
Unemployment	5,848	5,548	4,507	3,476	3,244	3,319	2,850	2,678	6,171	3,419	2,897	-522	-15.3%
Unemployment Rate	8.6%	8.1%	6.6%	5.1%	4.7%	4.8%	4.2%	3.9%	9.3%	5.3%	4.5%	-0.8%	na

Data: Bureau of Labor Statistics

### CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were 67,603 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, 64,258 individuals (44.43 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 24.4 percent, compared to females 24 years of age or under, report an unemployment rate of 8.7 percent.

(	Civilian Labor Fo	rce by Demogra	aphic Group	×
	Civilian Labor	Total	Total	Unemployment
Demographic Group	Force	Employment	Unemployment	Rate
Total Population 16 +	67,603	64,258	3,345	4.9%
Sex				
Male 16+	35,881	33,990	1,891	5.3%
16-19	1,712	1,388	324	18.9%
20-24	3,479	3,290	189	5.4%
25-54	21,865	20,831	1,034	4.7%
55-64	6,800	6,500	300	4.4%
65 Plus	2,025	1,981	44	2.2%
Female 16+	31,722	30,268	1,454	4.6%
16-19	1,750	1,662	88	5.0%
20-24	3,284	3,162	122	3.7%
25-54	18,729	17,715	1,014	5.4%
55-64	6,011	5,857	154	2.6%
65 Plus	1,948	1,872	76	3.9%
Race	**			
White	63,694	60,621	3,072	4.8%
Black / African				
American	581	555	25	4.3%
Native American	128	128	0	0.0%
Asian	251	240	11	4.4%
Native Hawaiian /		2	2	
Pacific Islander	38	18	20	52.6%
Some Other Race	653	591	61	9.4%
Two or More Races	2,320	2,152	168	7.2%
Ethnicity				
Hispanic	4,345	4,139	206	5.0%

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

### POPULATION DEMOGRAPHICS

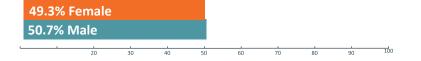
### **2021 Census Population**

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the combined population in Lenawee and Hillsdale counties increased by about 0.7 percent between 2020 and 2021. During 2021, there were 145,019 people were living in the counties. The sex of the populace was split almost evenly, with about 49.3 percent of the population identifying as female and the other 50.7 percent identifying as male. A majority of the population identified as White (87.1 percent) with the second largest number of individuals identifying as Hispanic or Latino (6.2 percent). The region is facing an aging populace; with 33.8 percent of the population over the age of 54, compared to 30.7 percent under the age of 25.

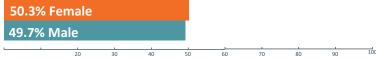
#### **2022 Current Workforce**

In 2022, the workforce had a total of 39,559 individuals working in Lenawee and Hillsdale counties. A slight majority, 50.3 percent (19,675 workers) were female, while 49.7 percent (19,404 workers) of the workforce was male. Most workers in the county identified as White, accounting for 84.8 percent of the workforce, while Black or African American workers totaled 6.2 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 5.5 percent. Much of the workforce in Lenawee and Hillsdale counties are between the ages of 25 through 54 (60.2 percent), while 25.3 percent of workers are 55 and older.

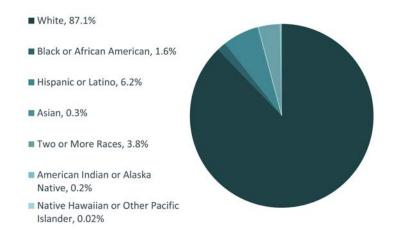
#### **Population Gender Demographics**



### **Workforce Gender Demographics**



### **Population Race Demographics**



### **Workforce Race and Ethnicity Demographics**



#### **Population Age Demographics**

Age 14 and Under 17.3% Age 15-24 13.4%	Age 25-54 35.5%	Age 55+ 33.8%
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#### Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

### **Workforce Age Demographics**

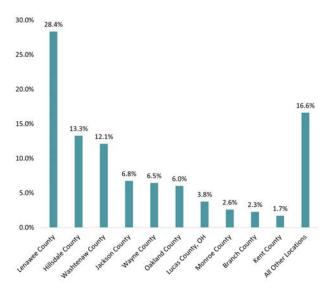


Data: Lightcast | Analysis: Workforce Intelligence Network

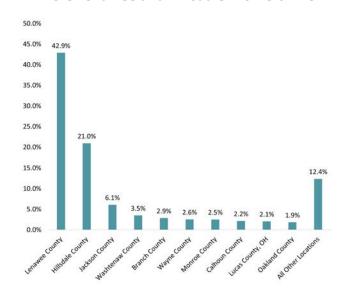
### **REGIONAL COMMUTING PATTERNS**

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 51,872 residents. There were 21,599 (41.7 percent) residents living and working in Lenawee and Hillsdale counties, while the remaining 30,273 residents (58.4 percent) traveled outside of the region for work. There were 33,816 workers employed in the region during 2020. Of those, 12,217 workers (36.1 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, 2020 Analysis: Workforce Intelligence Network Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

### **Job Postings by City**

1. Adrian: 5,128 Postings

2. Clinton: 1,551 Postings

3. Hillsdale: 1,383 Postings

4. Tecumseh: 802 Postings

5. Blissfield: 513 Postings

6. Jonesville: 419 Postings

7. Hudson: 250 Postings

8. Litchfield: 233 Postings

9. Onsted: 186 Postings

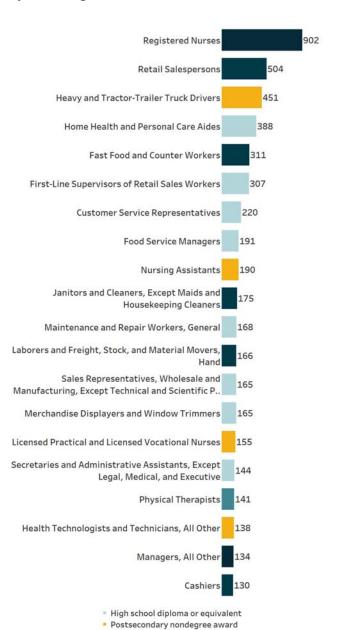
10. Morenci: 170 Postings



### **TOP POSTED JOBS**

**Top Posted Jobs: 2022** 

Registered Nurses is the top posted occupation for 2022, with 902 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (504 postings) and Heavy and Tractor-Trailer Truck Drivers (451 postings) round out the top three demanded occupations, requiring a no formal educational credential and postsecondary non-degree award, respectively. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term onthe-job training.



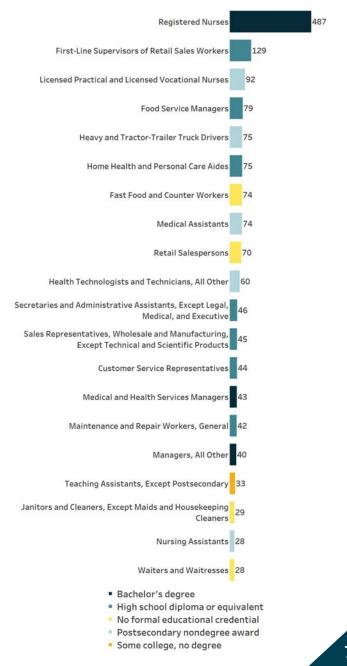
Bachelor's degree

Doctoral or professional degree

No formal educational credential

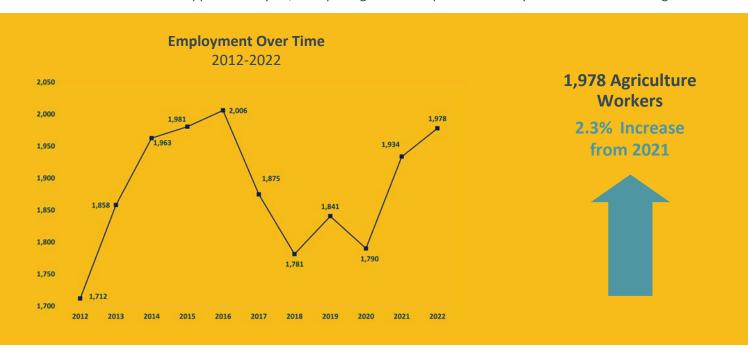
### **Top Posted Entry-Level Jobs: 2022**

Entry-level jobs, which usually require zero to two years of previous experience, account for 25.4 percent of 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 38.6 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 487 postings, followed by First-Line Supervisors of Retail Sales Workers with 129 postings.



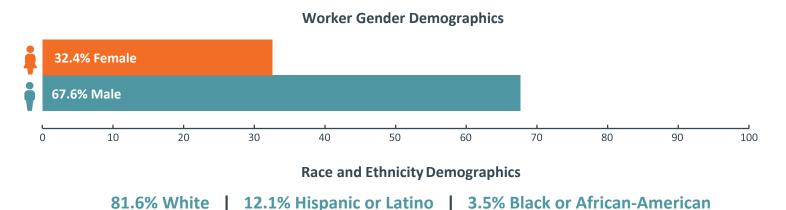
# AGRICULTURE OCCUPATION GROUP

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.



### **Agriculture Worker Demographics**

According to 2022 Lightcast data, the 1,978 workers in the Agriculture group are not particularly diverse. Just 15.1 percent of the related workforce is under 25. Female workers account for 32.4 percent of the current workforce and only 18.4 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.

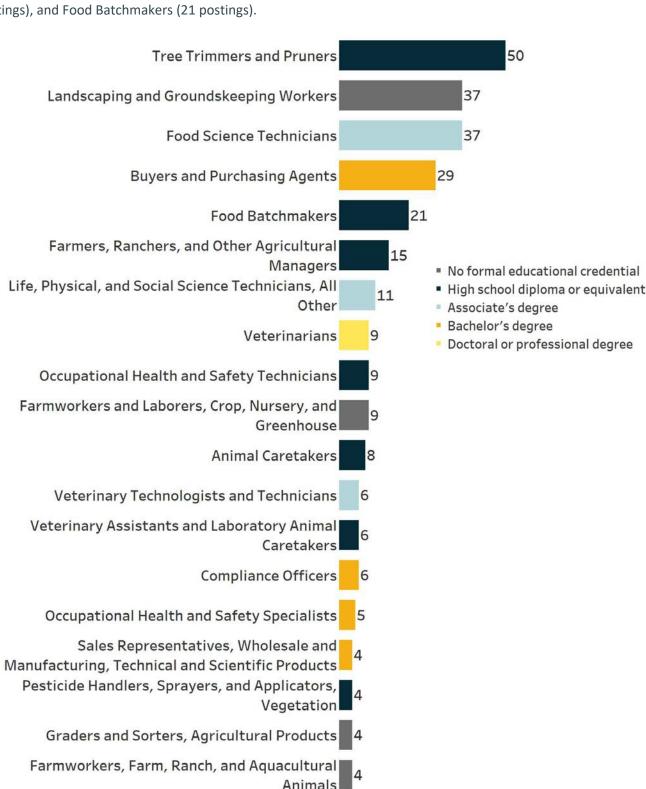


### **Worker Age Demographics**

# AGRICULTURE OCCUPATION GROUP

### **Top Posted Jobs**

Agriculture postings totaled 311 ads during 2022. With 50 online job postings, Tree Trimmers and Pruners is the top demanded occupation in 2021. Food Science Technicians (37 postings) and Landscaping and Grounds keeping Workers (37 postings) were also in high demand during the year. Other top posted occupations include Buyers and Purchasing Agents (29 postings), and Food Batchmakers (21 postings).



**Biological Technicians** 

# AGRICULTURE OCCUPATION GROUP

### **Wage Overview**

Of the top posted agriculture-related jobs, half of the top ten occupations offer median wages of more than \$16.00 per hour. The top posted job, Tree Trimmers and Pruners, offers median hourly earnings of \$21.66, which translates to annual earnings of approximately \$45,052. 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
37-3013	Tree Trimmers and Pruners	\$17.04	\$21.37	\$21.66	\$27.61	\$27.62
19-4013	Food Science Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
37-3011	Landscaping and Groundskeeping Workers	\$10.15	\$12.23	\$13.14	\$16.59	\$20.28
13-1028	Buyers and Purchasing Agents	\$19.20	\$24.10	\$30.54	\$38.79	\$47.72
51-3092	Food Batchmakers	\$12.34	\$15.44	\$19.22	\$20.35	\$25.22
11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$9.65	\$9.98	\$16.11	\$27.18	\$46.75
19-4099	Life, Physical, and Social Science Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-5012	Occupational Health and Safety Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1131	Veterinarians	\$28.11	\$36.31	\$42.81	\$52.40	\$72.91
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$9.79	\$11.29	\$15.24	\$18.34

#### **In-Demand Technical Skills**

- Agriculture
- Cannabis
- Purchasing
- Pruning
- Crop Production

### **In-Demand Foundational Skills**

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

#### **In-Demand Certifications**

- Commercial Driver's License (CDL)
- CDL Class A License
- Pesticide Applicator License
- Certified Veterinary Technician
- Herbicide Applicator License

### **In-Demand Education Level\***

High School Diploma: 36.0%
Associate Degree: 5.8%
Bachelor's Degree: 19.9%
Master's Degree: 2.9%

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

### **Top Posting Employers**

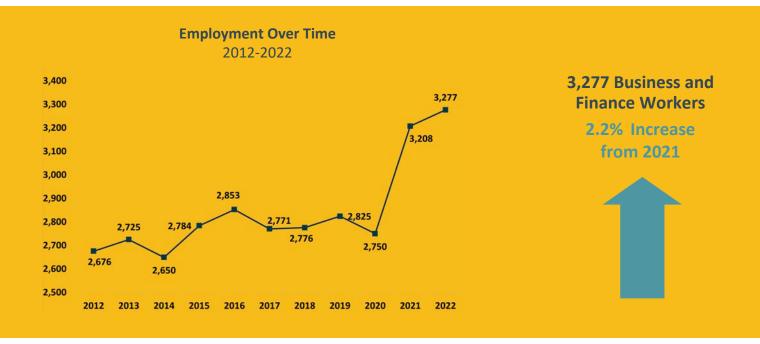
- Nutrien
- Asplundh Tree Experts
- Orion Abbey
- Veterinary United
- Carrols Restaurant Group
- Wacker Chemie
- Eden Foods
- Bob Evans Restaurants
- Martinrea International
- Adrian Dominican Sisters

### **Job Postings by City**

Adrian: 108 Postings
 Clinton: 37 Postings
 Hillsdale: 36 Postings
 Tecumseh: 25 Postings
 Blissfield: 21 Postings
 Morenci: 19 Postings
 Reading: 18 Postings
 Jonesville: 9 Postings
 Hudson: 7 Postings
 Britton: 5 Postings

# BUSINESS AND FINANCE OCCUPATION GROUP

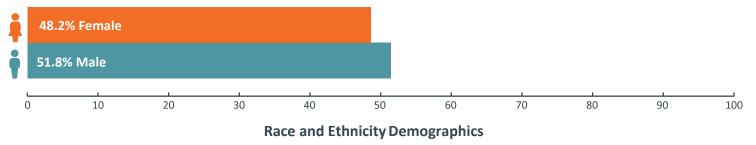
Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast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



### **Business and Finance Worker Demographics**

The business and finance occupation group is somewhat diverse in respect to its 3,277 workers. Almost half the working population identifies as female (48.2 percent), however, 91.4 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 3.8 percent of the working population in business and finance is under the age of 25, compared to 29.1 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**



91.4% White | 3.2% Black or African-American | 2.7% Hispanic or Latino

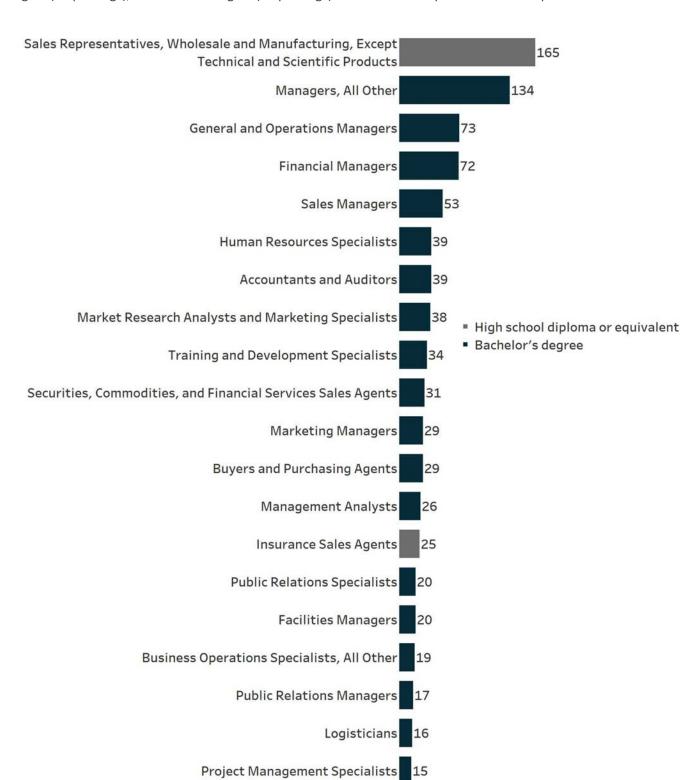
### **Worker Age Demographics**



# BUSINESS AND FINANCE OCCUPATION GROUP

### **Top Posted Jobs**

There were 1,034 business and finance job postings during 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 165 postings. Managers, All Other (134 postings) was in the second position, while General and Operations Managers (73 postings), Financial Managers (72 postings), and Sales Managers (53 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 \$31.25, translating to an annual earning of \$65,000. All the top business occupations offer median wages over \$23.00 per hour, and most prefer a bachelor's degree for entry.

### Wage Overview for Top Posted Business and Finance Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.52	\$20.24	\$31.25	\$41.71	\$63.25
11-9199	Managers, All Other	\$22.50	\$29.31	\$38.85	\$51.22	\$74.65
11-1021	General and Operations Managers	\$18.20	\$23.52	\$37.84	\$58.88	\$81.36
11-3031	Financial Managers	\$30.48	\$38.42	\$49.31	\$64.88	\$94.98
11-2022	Sales Managers	\$31.33	\$40.98	\$57.80	\$81.43	\$102.58
13-1071	Human Resources Specialists	\$19.30	\$23.96	\$30.22	\$37.50	\$42.26
13-2011	Accountants and Auditors	\$20.99	\$23.59	\$29.49	\$38.27	\$49.03
13-1161	Market Research Analysts and Marketing Specialists	\$19.01	\$23.95	\$30.97	\$39.98	\$50.87
13-1151	Training and Development Specialists	\$11.96	\$18.34	\$24.28	\$30.40	\$36.60
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$17.32	\$18.66	\$23.27	\$36.87	\$56.99

#### **In-Demand Technical Skills**

- Communications
- Sales
- Management
- Customer Service
- Leadership

### **In-Demand Foundational Skills**

- CMarketing
- Accounting
- Auditing
- Finance
- Sales Prospecting

#### **In-Demand Certifications**

- Certified Public Accountant
- Certified Pharmacy Technician
- Project Management Professional Certification
- Six Sigma Green Belt Certification
- Cosmetology License

### **In-Demand Education Level\***

High School Diploma: 23.0%
Associate Degree: 11.9%
Bachelor's Degree: 47.1%

Master's Degree: 8.2%

\*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**

- Hillsdale College
- Wacker Chemie
- Consumers Energy
- Eden Foods
- Martinrea International
- Owens Corning
- Abbott Laboratories
- Siena Heights University
- Uckele Health & Nutrition
- Anderson Merchandisers

### **Job Postings by City**

1. Adrian: 429 Postings

2. Clinton: 137 Postings

3. Hillsdale: 134 Postings

4. Jonesville: 66 Postings

F. Tarana da CO Baratina

5. Tecumseh: 60 Postings

6. Blissfield: 47 Postings

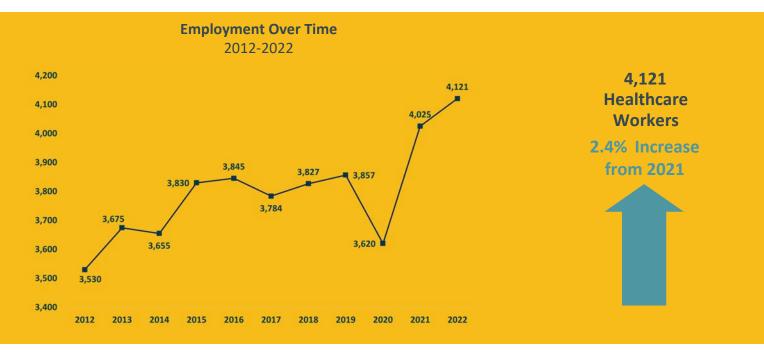
7. Morenci: 23 Postings8. Litchfield: 21 Postings

9. Hudson: 16 Postings

10. Riga: 15 Postings

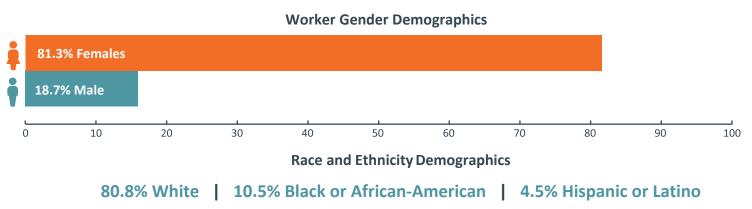
# HEALTHCARE OCCUPATION GROUP

WIN's Healthcare occupation group includes jobs related to Healthcare support and practitioners. Employment in this group has been consistently growing, with more Healthcare workers needed to care for Michigan's aging population. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

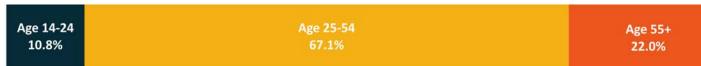


### **Healthcare Worker Demographics**

According to 2022 Lightcast data, the Healthcare occupation group employed 4,121 workers in Lenawee and Hillsdale counties, who are overwhelmingly female (81.3 percent) and between the ages of 25 and 54 (67.1 percent), although 22.0 percent of workers are over 54. The healthcare occupation group is primarily white in Lenawee and Hillsdale counties, with 80.8 percent of workers identifying as white, 10.5 percent identifying as Black or African American, and 8.7 percent identifying otherwise.



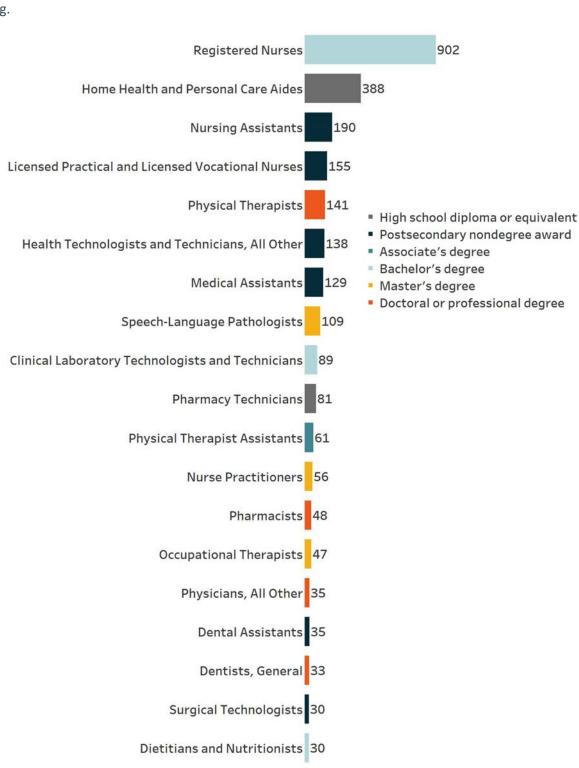
**Worker Age Demographics** 



# HEALTHCARE OCCUPATION GROUP

### **Top Posted Jobs**

Registered Nurses were the highest in-demand Healthcare occupation throughout the year, with 902 postings. Other top posted jobs include Home Health and Personal Care Aides (388 postings), Nursing Assistants (190 postings), Licensed Practical and Licensed Vocational Nurses (155 postings), and Physical Therapists (141 postings). Top occupations in Healthcare 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.



Nurse Anesthetists 26

# 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 \$23.28 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$35.37 per hour or an annual salary of about \$73,569.

### Wage Overview for Top Posted Healthcare Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.89	\$29.80	\$35.37	\$37.86	\$39.11
31-1128	Home Health and Personal Care Aides	\$11.93	\$11.94	\$12.76	\$15.32	\$19.11
31-1131	Nursing Assistants	\$14.61	\$15.30	\$15.85	\$19.18	\$19.71
29-2061	Licensed Practical and Licensed Vocational Nurses	\$24.18	\$24.90	\$25.20	\$30.28	\$31.37
29-1123	Physical Therapists	\$32.21	\$40.75	\$41.93	\$52.60	\$53.86
29-2099	Health Technologists and Technicians, All Other	\$13.63	\$16.51	\$21.37	\$27.18	\$28.57
31-9092	Medical Assistants	\$13.12	\$14.74	\$16.46	\$18.67	\$19.03
29-1127	Speech-Language Pathologists	\$24.11	\$30.78	\$38.64	\$40.61	\$59.87
29-2018	Clinical Laboratory Technologists and Technicians	\$13.79	\$17.32	\$27.46	\$28.75	\$34.70
29-2052	Pharmacy Technicians	\$12.47	\$12.86	\$15.40	\$16.17	\$19.61

### **In-Demand Technical Skills**

- Nursing
- Cardiopulmonary Resuscitation (CPR)
- Nursing Care
- Caregiving
- Home Healthcare

### **In-Demand Foundational Skills**

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

#### **In-Demand Certifications**

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

### In-Demand Education Level\*

High School Diploma: 20.0%
Associate Degree: 16.6%
Bachelor's Degree: 13.4%
Master's Degree: 6.5%

\*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**

- ProMedica
- CareInHomes
- Elara Caring
- Aya Healthcare
- Toledo Hospital
- Concept Rehab
- HealthPRO Heritage
- Walgreens Boots Alliance
- Fresenius
- Greenlife Healthcare Staffing

### **Job Postings by City**

1. AAdrian: 1,266 Postings

2. Clinton: 474 Postings

3. Hillsdale: 336 Postings

5. Tillisuale. 550 Fostings

4. Tecumseh: 166 Postings

5. Blissfield: 111 Postings

6. Deerfield: 84 Postings

7. Riga: 69 Postings

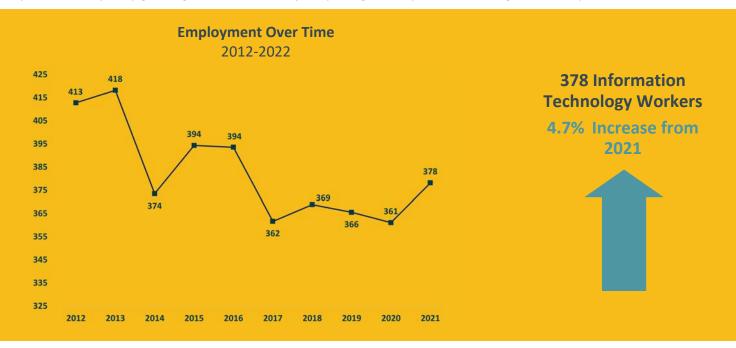
8. Palmyra: 64 Postings

9. Britton: 51 Postings

10. Jasper: 44 Postings

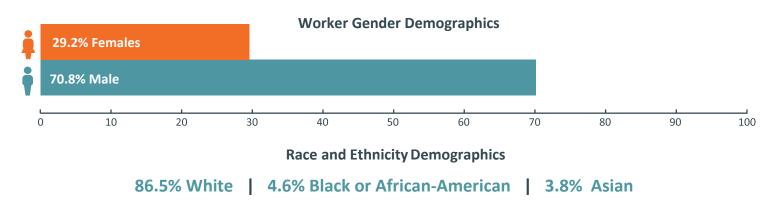
# INFORMATION TECHNOLOGY OCCUPATION GROUP

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.



### **Information Technology Worker Demographics**

According to 2022 Lightcast data, Lenawee and Hillsdale counties have 390 IT workers. The workforce is not very diverse, with most workers identifying as male (70.8 percent) between the ages of 25 and 54 (74.6 percent). Workers aged 55 years and older account for 16.7 percent, while only 3.6 percent are 24 years old or younger. Around 86.5 percent of the workforce identify as white, with workers who identify as Black or African American, accounting for 4.6 percent of the workforce.



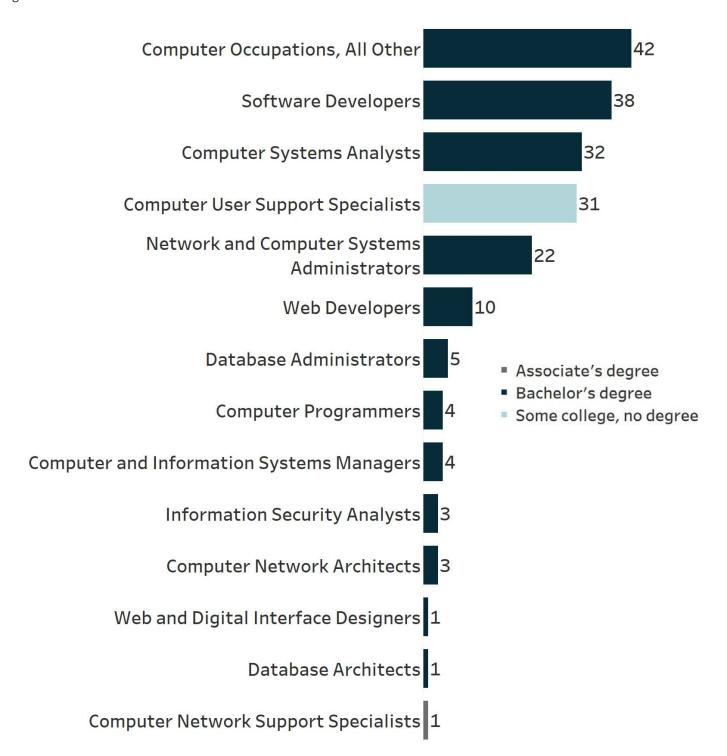
**Worker Age Demographics** 

Age 14-24 Age 25-54 Age 55+ 3.6% 74.6% 16.7%

# INFORMATION TECHNOLOGY OCCUPATION GROUP

### **Top Posted Jobs**

In 2022, there were a total of 197 job postings for IT workers, with Computer Occupations, All Other as the most sought-after occupation by IT industry employers during 2022, with 42 postings. Software Developers was in the second position with 38 postings. Other top posted jobs include Computer Systems Analysts (32 postings), Computer User Support Specialists (31 postings), and Network and Computer Systems Administrators (22 postings). 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 \$29.28 per hour or almost \$60,902 per year. Computer and Information Systems Managers earn the highest median wage at \$50.94 per hour or nearly \$105,955per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$24.00 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
15-1299	Computer Occupations, All Other	\$18.93	\$23.35	\$29.28	\$39.52	\$48.46
15-1252	Software Developers	\$31.56	\$40.23	\$50.23	\$63.31	\$69.04
15-1211	Computer Systems Analysts	\$19.59	\$29.57	\$38.50	\$48.54	\$52.88
15-1232	Computer User Support Specialists	\$14.78	\$18.71	\$24.08	\$30.19	\$37.21
15-1244	Network and Computer Systems Administrators	\$24.59	\$30.39	\$36.84	\$40.69	\$50.57
15-1254	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1242	Database Administrators	\$24.21	\$28.63	\$32.49	\$43.27	\$50.46
11-3021	Computer and Information Systems Managers	\$38.29	\$41.28	\$50.94	\$65.16	\$81.12
15-1251	Computer Programmers	\$14.21	\$15.10	\$24.05	\$39.73	\$105.92
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

### **In-Demand Technical Skills**

- Computer Science
- SAP Applications
- SQL (Programming Language)
- Agile Methodology
- Auditing

### **In-Demand Foundational Skills**

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

#### **In-Demand Certifications**

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

### **In-Demand Education Level\***

High School Diploma: 10.7%Associate Degree: 15.7%

Bachelor's Degree: 54.3%

Master's Degree: 10.7%

\*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
- Owens Corning
- Hillsdale College
- Daugherty Business Solutions
- Wacker Chemie
- Dell Technologies
- Randstad
- CyberCoders
- Anderson Development Company
- Robert Half

### **Job Postings by City**

1. Adrian: 88 Postings

2. Clinton: 37 Postings

3. Hillsdale: 16 Postings

4. Blissfield: 7 Postings

5. Tecumseh: 7 Postings

5. recumsem. 7 rostings

6. Deerfield: 6 Postings

7. Jerome: 6 Postings

8. Palmyra: 5 Postings

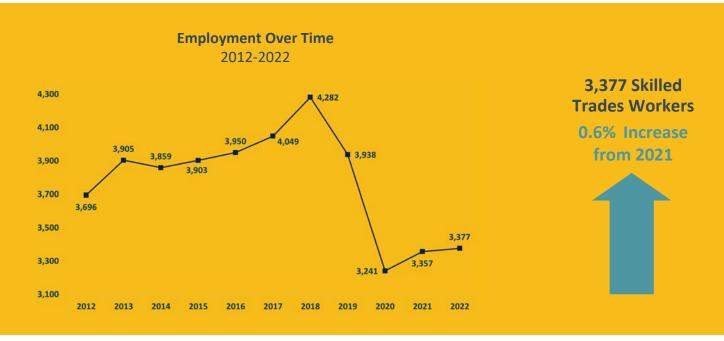
9. Riga: 5 Postings

10. Jonesville: 4 Postings

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

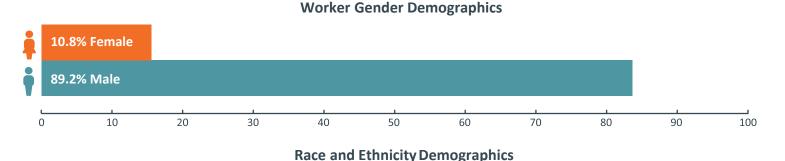
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

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



### **Skilled Trades Worker Demographics**

According to 2022 Lightcast data, the skilled trades occupation group employed about 3,377 workers in Lenawee and Hillsdale counties. The majority of skilled trades workers are male (89.2 percent) between the ages of 25 and 54 (65.2 percent). Due to the aging workforce, additional outreach will be necessary as 28.7 percent are 55 years of age or older.



89.2% White | 5.0% Hispanic or Latino | 3.0% Black or African-American

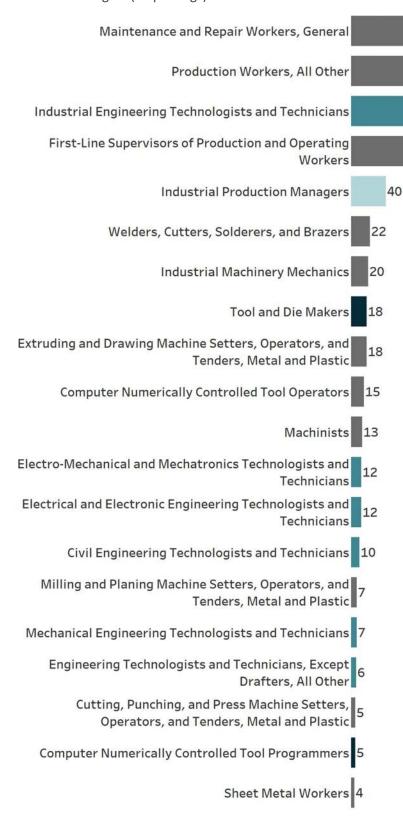
### **Worker Age Demographics**



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

### **Top Posted Jobs**

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 202, with 168 postings. Other top posted jobs include Production Workers, All Other I (135 postings), Industrial Engineering Technologists and Technicians (94 postings), First-Line Supervisors of Production and Operating Workers (89 postings), and Industrial Production Managers (40 postings).



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

168

135

94

89

Bachelor's degree

# 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. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of \$18.33, which translates to an annual salary of about \$38,126.

### 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	\$11.55	\$14.37	\$18.33	\$23.40	\$29.46
51-9199	Production Workers, All Other	\$12.07	\$14.62	\$15.59	\$18.89	\$24.06
17-3026	Industrial Engineering Technologists and Technicians	\$19.28	\$24.43	\$29.25	\$31.44	\$41.10
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.69	\$24.90	\$31.54	\$39.43	\$41.86
11-3051	Industrial Production Managers	\$31.20	\$39.77	\$50.90	\$65.16	\$81.38
51-4121	Welders, Cutters, Solderers, and Brazers	\$15.52	\$19.07	\$19.83	\$25.03	\$25.73
49-9041	Industrial Machinery Mechanics	\$18.95	\$22.86	\$25.10	\$31.10	\$37.23
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.39	\$17.24	\$18.77	\$21.75	\$23.20
51-4111	Tool and Die Makers	\$19.24	\$23.53	\$25.84	\$31.42	\$38.28
51-9161	Computer Numerically Controlled Tool Operators	\$15.84	\$19.07	\$19.61	\$24.24	\$29.69

### **In-Demand Technical Skills**

- Machinery
- Machine Operation
- Forklift Truck
- Hand Tools
- Welding

### **In-Demand Foundational Skills**

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

### **In-Demand Certifications**

- Forklift Certification
- Commercial Driver's License (CDL)
- American Society For Quality (ASQ) Certified
- CDL Class A License
- Six Sigma Green Belt Certification

### In-Demand Education Level\*

High School Diploma: 43.7%

Associate Degree: 6.8%

■ Bachelor's Degree: 11.3%

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**

- Abbott Laboratories
- Kelly Services
- Rima Manufacturing Company
- Martinrea International
- Tenneco
- Consumers Energy
- Elwood Staffing
- McDonald's
- Axis Engineering
- Uckele Health & Nutrition

### **Job Postings by City**

1. Adrian: 203 Postings

2. Hillsdale: 122 Postings

3. Jonesville: 66 Postings

4. Clinton: 59 Postings

5. Hudson: 46 Postings

6. Litchfield: 44 Postings

7. Blissfield: 41 Postings

8. Tecumseh: 41 Postings

9. Britton: 13 Postings

10. Morenci: 10 Postings

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