

WIN

WORKFORCE
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LABOR MARKET REPORT LIVINGSTON COUNTY

January - December 2021

INTRODUCTION

Livingston County

2021



About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 19-county region in Michigan. The counties in the WIN partnership include Clinton, Eaton, Genesee, Hillsdale, Huron, Ingham, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, St. Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

The WIN data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, entry-level requirements, and earning potential.

WIN produces a quarterly 19-county region report using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to the Detroit labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report highlights labor market information and real-time job posting data for Livingston County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from Livingston County for the Business and Finance, Customer Service, 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 Livingston County

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, the labor force declined by 407 individuals (0.4 percent) while employment increased by 4,907 individuals (5.4 percent) from 2020. Unemployment went down by 5,313 workers and the unemployment rate recovered significantly, decreasing 5.3 percentage points from 8.3 percent in 2020 to 3.0 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 1030 job postings followed by First-Line Supervisors of Retail Sales Workers with 628 postings. The customer service occupation group continues to be heavily demanded in Livingston County.

Annual Labor Market Information

The labor force in Livingston County decreased marginally in 2021 by 407 individuals (0.4 percent) from the prior year. Employment increased by 4,907 workers (5.4 percent) since 2020, while unemployment decreased by 5,313 workers (64.5 percent) for a total of 2,922 unemployed workers in 2021. The unemployment rate decreased in 2021 to 3.0 percent, a fall of 5.3 percentage points since the 8.3 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 21.6 percent in Livingston County.

Annual Labor Force, Employment, Unemployment Rate 2011–2021



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2021 shows that employer demand has increased since the end of Q3 2021. In Q4 2021, there were 12,758 unique postings in Livingston County, an increase of 146 postings from the 12,612 postings recorded in Q3. October had the highest recorded postings in 2021 with 4,415 postings, an increase of 1,545 postings (53.8 percent) since January 2021. The steady increase in the number of online ads is a good indication that employer demand continues to be strong throughout the year.

Monthly Posting Analysis Livingston County 2021



Key Findings

15%

Employer demand decreased by 15.0 percent, a loss of 2,972 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

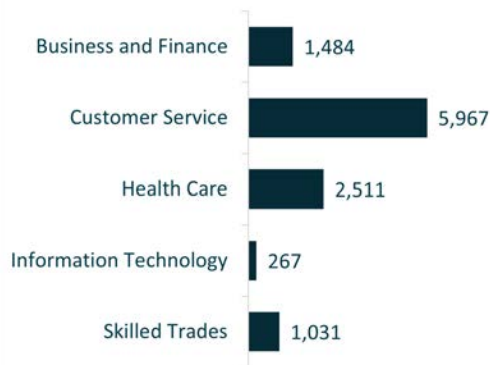
98,091

an increase of 1,210 workers (1.2 percent) since Q4 2020

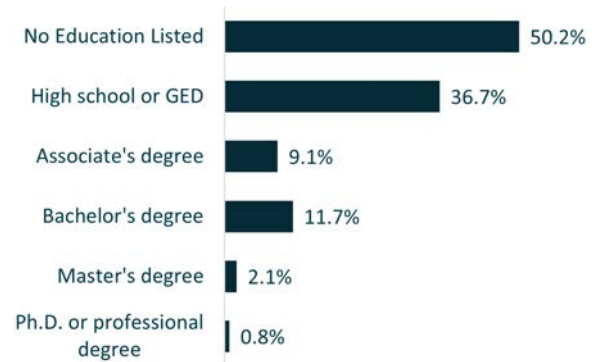
During 2021, there were 16,848 job postings, 2,972 less than the 19,820 postings made during 2020 in Livingston County. October 2021 saw the highest demand for the year with 4,415 postings, a 53.8 percent increase since January 2021. The top posted job titles in 2021 include Cashiers, Caregivers, and General Laborers. For more information about in-demand job postings, see page 7.

Of the 16,848 unique postings in Livingston County during 2021, 6,176 (36.7 percent) required a high school diploma or equivalent, while 3,492 postings (20.7 percent) required a college degree. An additional 489 postings (2.9 percent) required an advanced degree. The high demand for customer service roles within the county drives this high demand 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 an initial decrease in the labor force, employment, unemployment, and the unemployment rate fell 2.4 percentage points to an annual high of 3.4 percent. The labor force and employment numbers peaked in Q4 with a high of 100,878 individuals and 98,091 workers respectively, yet unemployment decreased to 2,787 workers. 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 2.8 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2020	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021	Change from 4th Quarter 2020	Percent Change from 4th Quarter 2020
Labor Force	102,872	96,869	97,566	100,153	100,878	725	0.7%	-1,994	-1.9%
Employment	96,881	93,576	94,809	97,301	98,091	790	0.8%	1,210	1.2%
Unemployment	5,991	3,293	2,757	2,853	2,787	-65	-2.3%	-3,203	-53.5%
Unemployment Rate	5.8%	3.4%	2.8%	2.8%	2.8%	-0.1%	na	-3.1%	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 98,867 individuals, a decrease of 407 individuals since 2020. Employment is up to 95,944 workers, an increase of 4,907 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 2,922 workers, down by 5,313 workers since the high of 8,236 workers recorded in 2020. Similarly, the unemployment rate declined by 5.3 percentage points for a 2021 unemployment rate of 3.0 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	92,626	93,153	94,808	95,435	96,400	99,864	101,400	102,785	104,143	99,273	98,867	-407	-0.4%
Employment	84,286	85,806	87,770	89,367	91,931	95,768	98,038	99,402	100,763	91,037	95,944	4,907	5.4%
Unemployment	8,340	7,347	7,038	6,069	4,469	4,096	3,362	3,383	3,380	8,236	2,922	-5,313	-64.5%
Unemployment Rate	9.0%	7.9%	7.4%	6.4%	4.6%	4.1%	3.3%	3.3%	3.2%	8.3%	3.0%	-5.3%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 101,356 people in the labor force, meaning they were either working or looking for work, in Livingston County. More than half of the population of 97,455 individuals (51.1 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 18.1 percent, while females aged 24 years and younger face an unemployment rate of 22.4 percent. Hispanic job seekers also have a difficult time finding employment, facing an unemployment rate of 6.50 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	101,356	97,455	3,901	3.8%
Sex				
Male 16+	54,689	52,471	2,218	4.1%
16-19	2,600	2,249	351	13.5%
20-24	4,669	4,455	214	4.6%
25-54	33,086	32,130	956	2.9%
55-64	11,264	10,641	623	5.5%
65 Plus	3,070	2,996	74	2.4%
Female 16+	46,667	44,984	1,683	3.6%
16-19	2,386	2,035	351	15%
20-24	4,205	3,883	322	8%
25-54	28,198	27,441	757	3%
55-64	9,512	9,305	207	2%
65 Plus	2,366	2,320	46	2%
Race				
White	97,703	93,892	3,810	3.9%
Black / African American	529	503	26	4.9%
Native American	248	240	8	3.2%
Asian	1,069	1,047	22	2.1%
Native Hawaiian / Pacific Islander	74	74	0	0.0%
Some Other Race	282	276	6	2.1%
Two or More Races	1,510	1,484	26	1.7%
Ethnicity				
Hispanic	2,507	2,344	163	6.50%

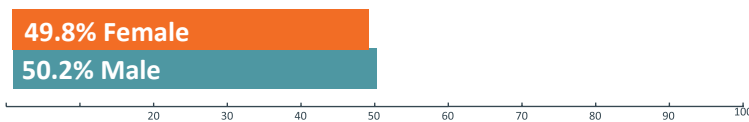
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2020 Census Population

According to data from the most recent Census Bureau ACS Five Year estimates, the population in Livingston County increased by roughly 0.6 percent between 2019 and 2020. During 2020, 190,832 people were living in the region. The sex of the populace was split almost evenly, with about 49.8 percent of the population identifying as female, and the other 50.2 percent identifying as male. The overwhelming majority of the population identified as white (96.0 percent) with the second largest number of individuals identifying as Hispanic or Latino (2.5 percent). The county is facing an aging population; 33.2 percent of population was over the age of 54, compared to 37.4 percent between the ages of 25-54.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

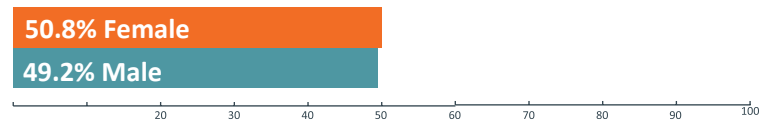


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2021 Current Workforce

In 2021, the workforce had a total of 61,498 individuals working in Livingston County. A slight majority, 50.8 percent (30,621 workers) were female, while 49.2 percent (29,657 workers) of the workforce was male. Most workers in the county identified as white, accounting for 82.1 percent of the workforce, while Black or African American workers totaled 10.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.9 percent. Much of the workforce in Livingston County are between the ages of 25 through 54 (61.3 percent), while 22.2 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

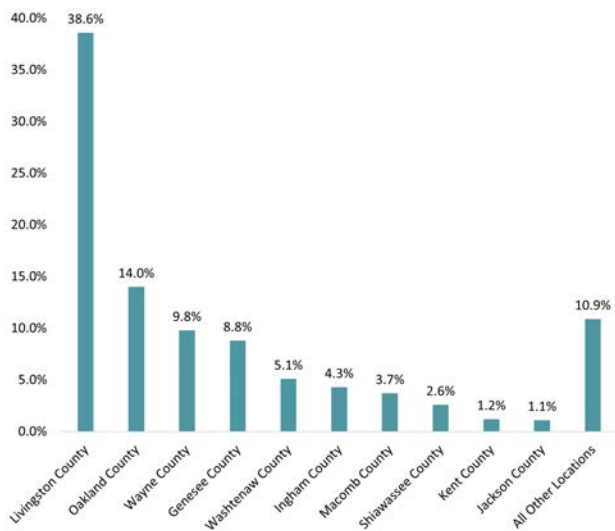


Data: Emsi | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

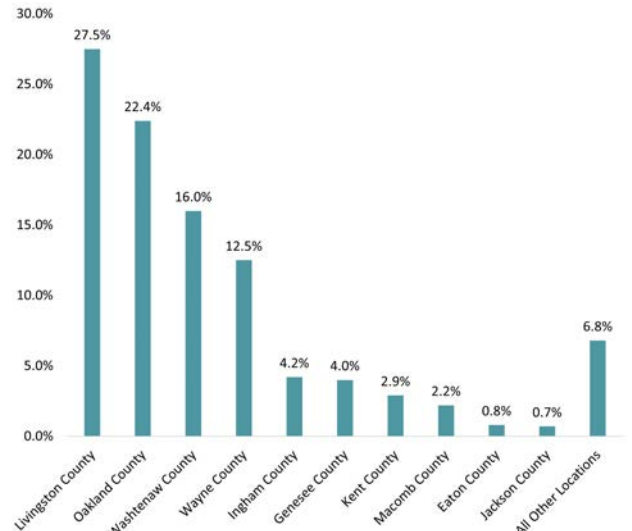
According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the county's workforce consisted of 83,942 residents. Only 23,078 (27.5 percent) of the residents lived and worked within Livingston County, while the remaining 60,864 residents (72.5 percent) traveled outside of the county for work. There were 59,780 workers employed in the county during 2019. Of those, 36,711 workers (61.2 percent) lived outside of the county's borders and commuted in. From this information, we can see that Livingston County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Livingston County Residents Work



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

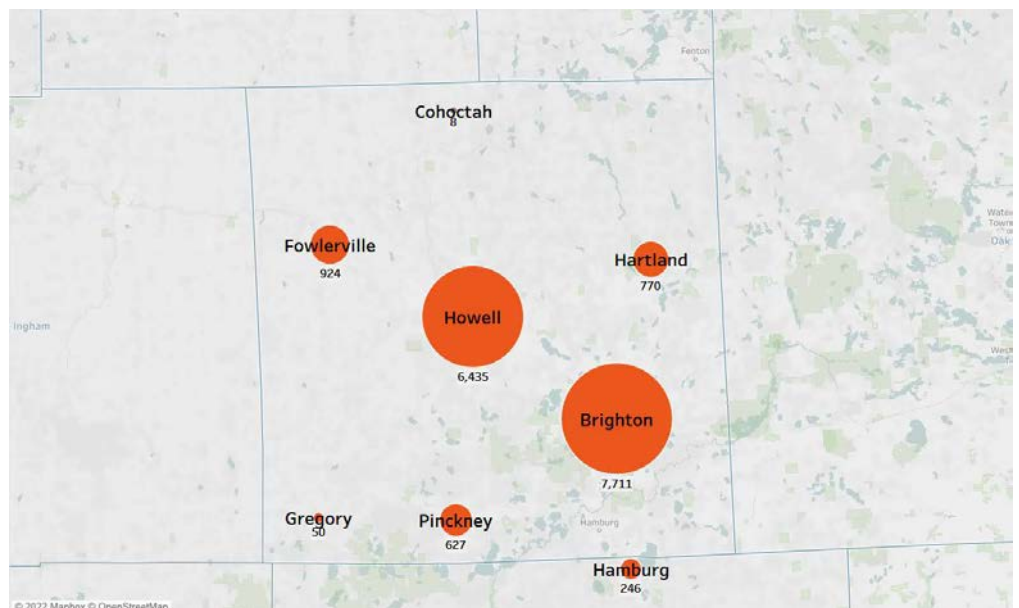
Where Livingston County Workers Live



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

Job Postings by City

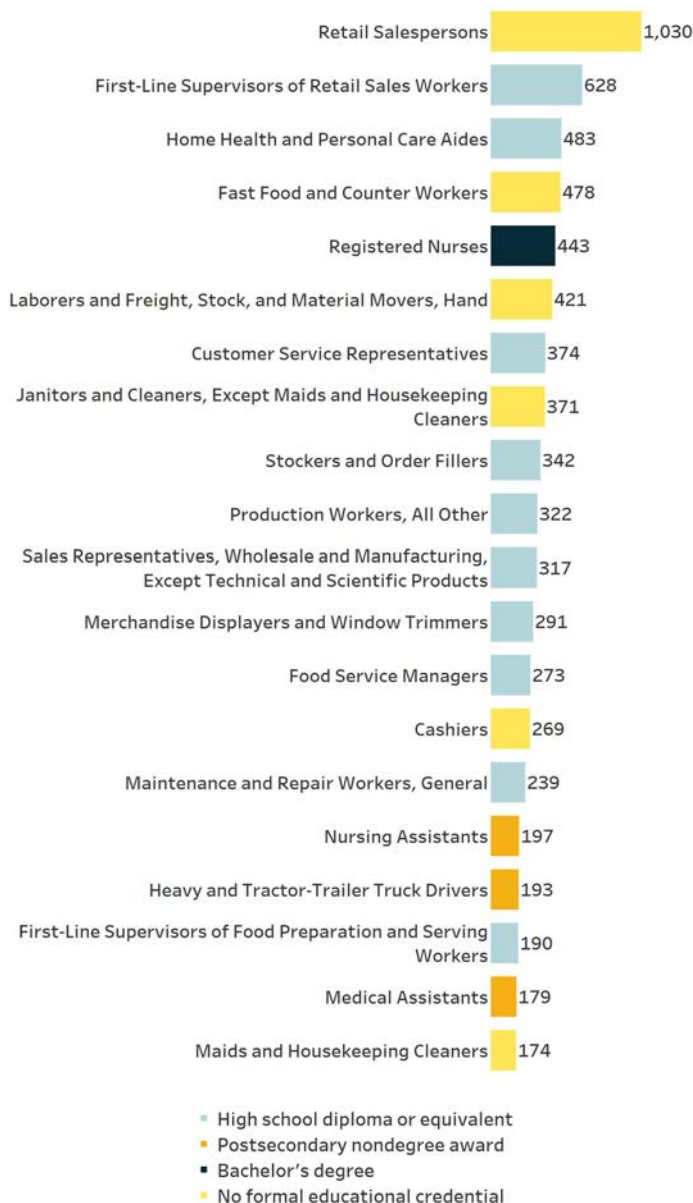
1. Brighton: 7,711 Postings
2. Howell: 6,435 Postings
3. Fowlerville: 924 Postings
4. Hartland: 770 Postings
5. Pinckney: 627 Postings
6. Hamburg: 246 Postings
7. Lakeland: 77 Postings
8. Gregory: 50 Postings
9. Cohoctah: 8 Postings



TOP POSTED JOBS

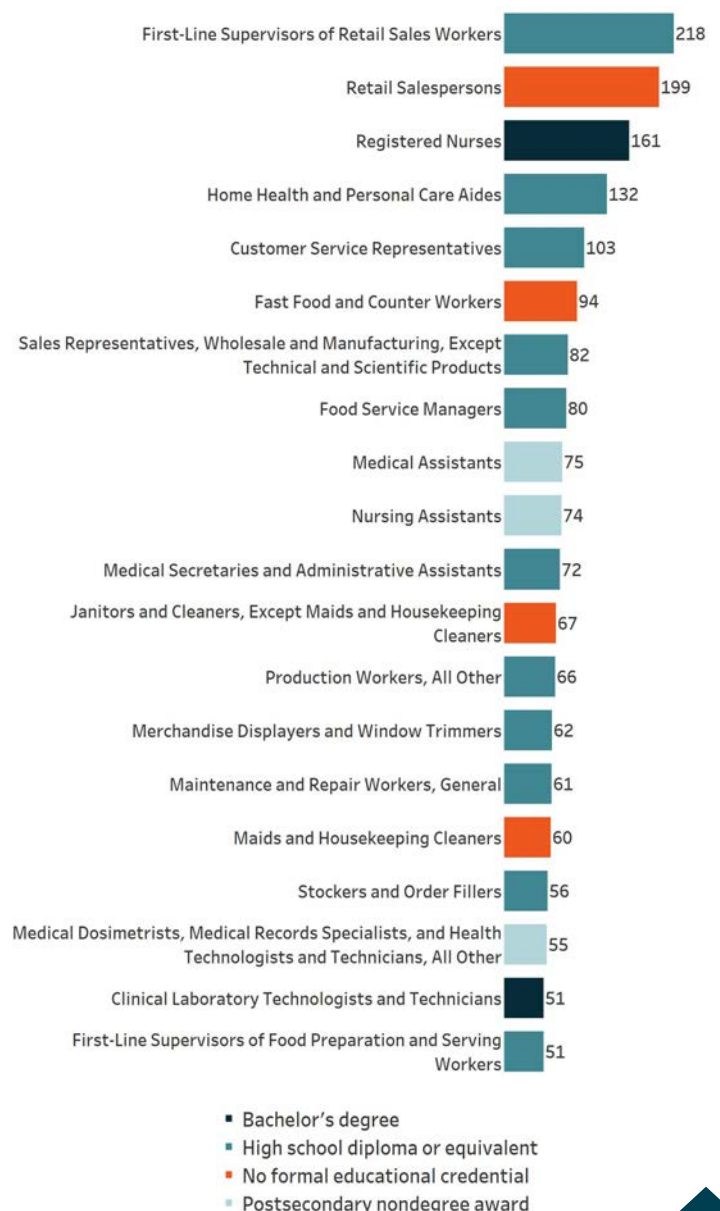
Top Posted Jobs: 2021

Retail Salespersons is the top posted occupation for 2021, with 1,030 unique online job postings, which requires no formal educational credential, coupled with short-term on-the-job training. First-Line Supervisors of Retail Sales Workers and Home Health and Personal Care Aides round out the top three demanded occupations, with 628 postings and 483 postings respectively, both requiring a high school diploma or equivalent, coupled with short-term on-the-job training for entry. 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

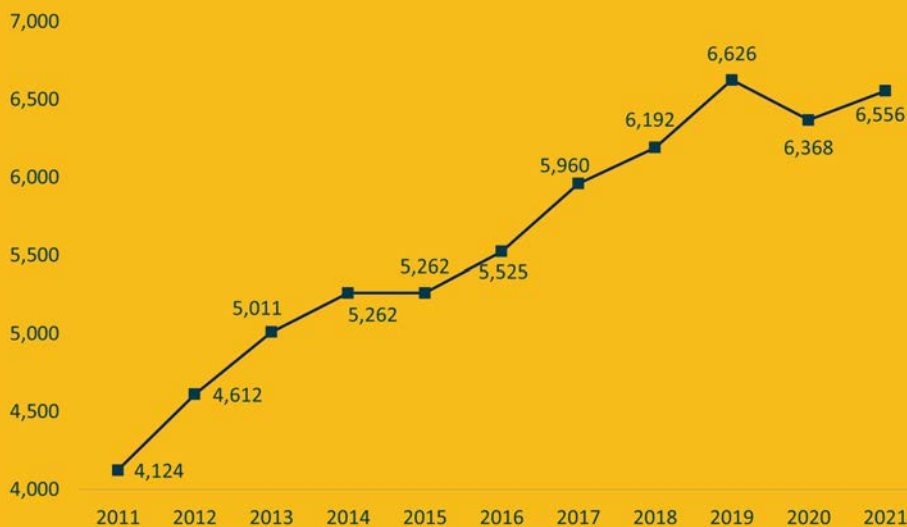
Entry-level jobs, which usually require zero to two years of previous experience, account for 23.3 percent of the 2021 postings in Livingston County. Well over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 51.1 percent of entry-level postings. First-Line Supervisors of Retail Sales Workers was the top posted entry-level occupation with 218 postings, requiring a high school diploma or equivalent, followed by Retail Salespersons with 199 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



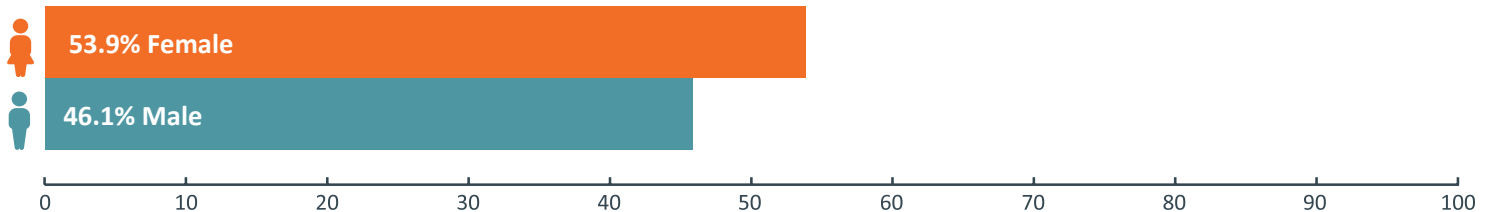
**6,556 Business
and Finance
Workers**
**2.9% Increase
from 2020**



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 6,556 workers. More than half the working population identify as female (53.9 percent), however, 88.8 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 5.0 percent of the working population in business and finance is under the age of 25, compared to 25.6 percent who identify 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

88.8% White | **6.2% Black or African-American** | **2.1% Hispanic or Latino**

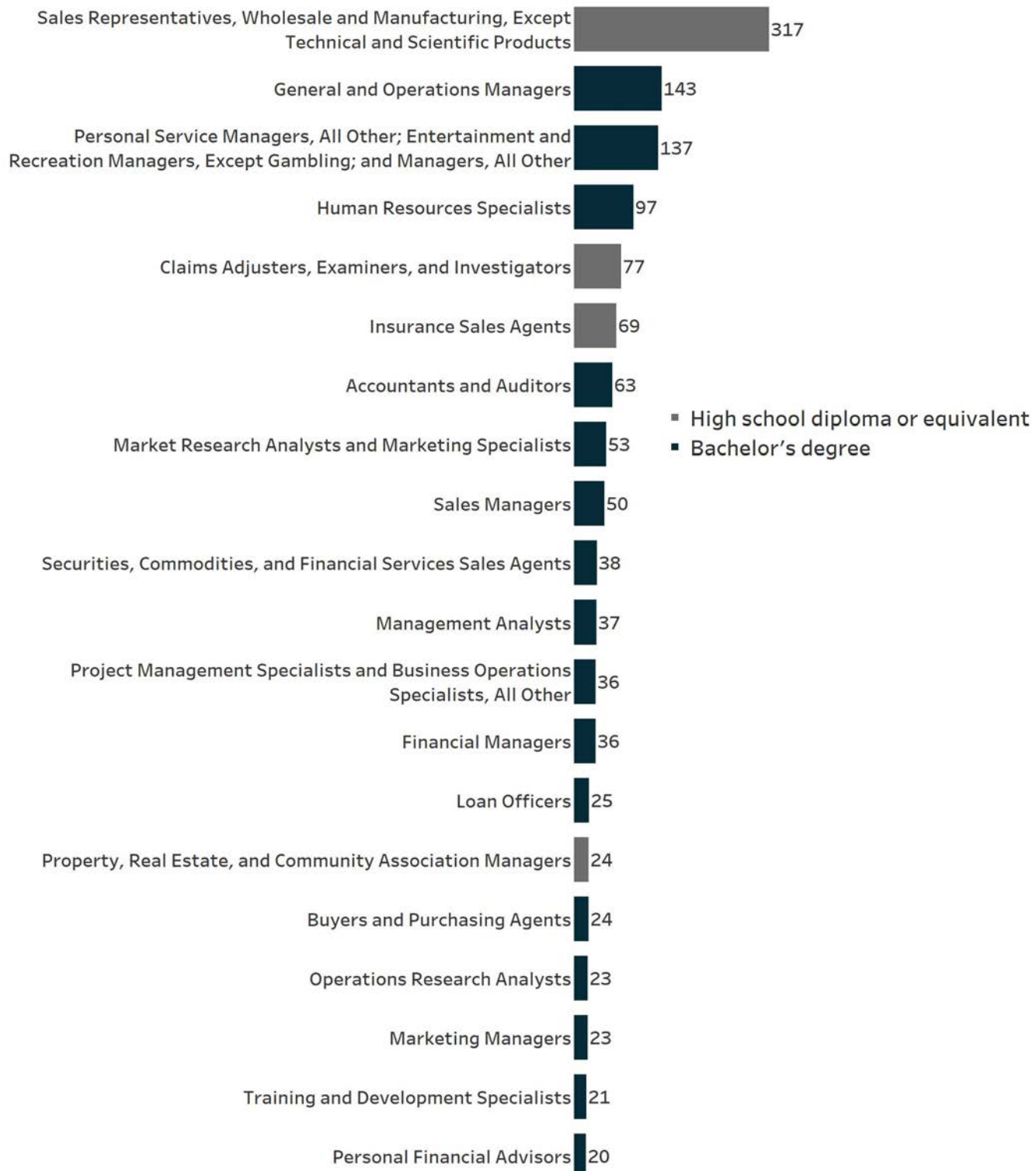
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 1,484 business and finance postings during 2021. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 317 postings. General and Operations Managers (143 postings) is the second highest demanded, while Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (137 postings), Human Resources Specialists (97 postings), and Claims Adjusters, Examiners, and Investigators (77 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 \$31.13, translating to annual earnings of approximately \$64,749. All the top business occupations offer median wages over \$20.00 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	\$13.22	\$19.56	\$31.13	\$45.71	\$60.61
11-1021	General and Operations Managers	\$19.45	\$29.88	\$48.27	\$75.08	\$103.83
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$27.80	\$38.23	\$51.31	\$65.09	\$82.76
13-1071	Human Resources Specialists	\$15.68	\$20.09	\$26.73	\$35.25	\$45.27
13-1031	Claims Adjusters, Examiners, and Investigators	\$23.03	\$26.07	\$31.52	\$37.88	\$45.17
41-3021	Insurance Sales Agents	\$14.47	\$16.54	\$21.95	\$35.69	\$58.27
13-2011	Accountants and Auditors	\$20.47	\$25.11	\$31.83	\$41.60	\$55.14
13-1161	Market Research Analysts and Marketing Specialists	\$16.48	\$22.01	\$30.13	\$43.28	\$54.95
11-2022	Sales Managers	\$35.55	\$49.01	\$63.12	\$78.31	\$117.94
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$13.99	\$16.59	\$23.35	\$35.04	\$57.10

In-Demand Technical Skills

- Selling Techniques
- Auditing
- Accounting
- Talent Acquisition
- Customer Experience

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Customer Service
- Leadership

In-Demand Certifications

- Series 7 General Securities Representative License
- Nationwide Mortgage Licensing System
- Series 6 Investment Company and Variable Contracts License
- Chartered Life Underwriter
- Security Clearance

In-Demand Education Level*

- High School Diploma: 22.5%
- Associate Degree: 6.0%
- Bachelor's Degree: 38.4%
- Master's Degree: 3.5%

**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

- Hanover Insurance
- State Farm
- CSIG Holding Company
- Common Sail Investment Group
- PepsiCo
- Total Security Solutions
- Robert Half
- JPMorgan Chase
- Kroger
- ServiceMaster

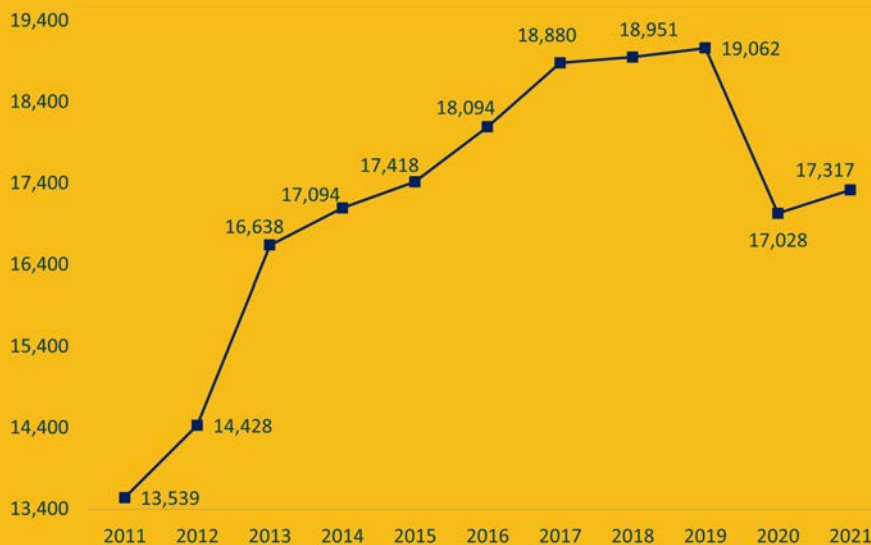
Job Postings by City

1. Brighton: 713 Postings
2. Howell: 550 Postings
3. Fowlerville: 110 Postings
4. Hartland: 54 Postings
5. Pinckney: 34 Postings
6. Hamburg: 16 Postings
7. Lakeland: 4 Postings
8. Gregory: 3 Postings

CUSTOMER SERVICE OCCUPATION GROUP

The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

Employment Over Time
2011-2021



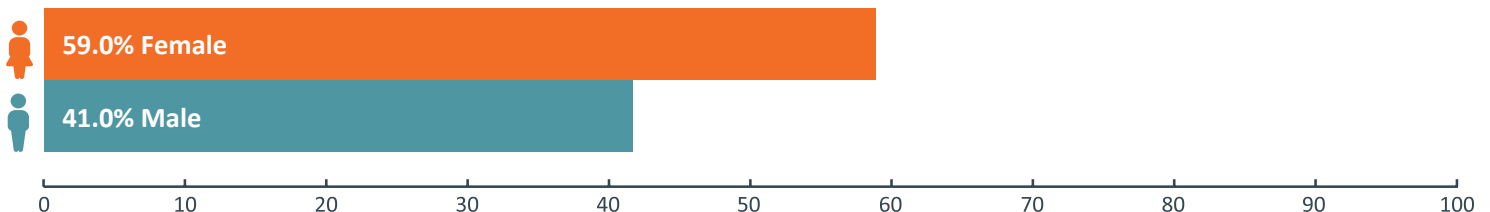
**17,317 Customer
Service Workers**
1.7% Increase
from 2020



Customer Service Worker Demographics

In 2021, there were 17,317 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the year, 59.0 percent of workers identified as female, while 17.2 percent of workers in customer service identified as a racial minority. About 31.1 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 18.7 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

82.7% White | 9.3% Black or African-American | 4.0% Hispanic or Latino

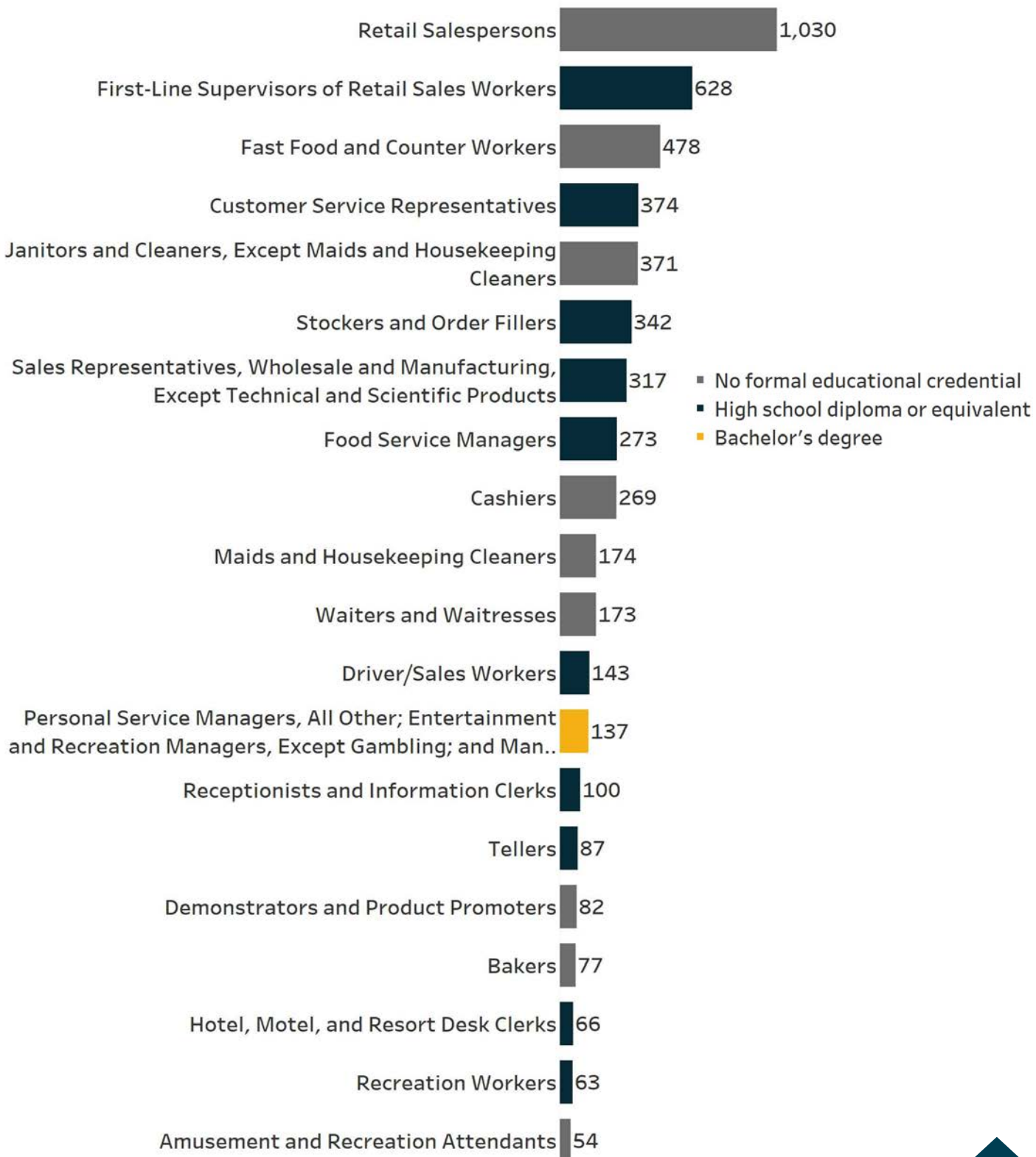
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 5,967 postings in 2021, an increase of 356 postings or 6.3 percent since 2020. Retail Salespersons is the highest in-demand customer service occupation during 2021, with 1,030 postings. Other top posted jobs include First-Line Supervisors of Retail Sales Workers (628 postings), Fast Food and Counter Workers (478 postings), Customer Service Representatives (374 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (371 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, three of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Retail Salespersons, earns a median hourly wage of \$12.47. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$19.25 per hour or \$40,030 annually.

Wage Overview for Top Posted Customer Service Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$10.01	\$10.90	\$12.47	\$16.13	\$23.95
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.77	\$15.56	\$19.25	\$26.23	\$35.87
35-3023	Fast Food and Counter Workers	\$10.07	\$10.36	\$11.33	\$12.36	\$14.43
43-4051	Customer Service Representatives	\$10.73	\$12.78	\$16.33	\$21.78	\$29.22
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.74	\$10.18	\$11.76	\$14.22	\$17.41
53-7065	Stockers and Order Fillers	\$10.75	\$12.15	\$14.58	\$18.78	\$27.07
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.22	\$19.56	\$31.13	\$45.71	\$60.61
11-9051	Food Service Managers	\$24.16	\$28.08	\$38.01	\$44.22	\$47.93
41-2011	Cashiers	\$10.06	\$10.69	\$11.64	\$12.69	\$15.40
37-2012	Maids and Housekeeping Cleaners	\$9.65	\$9.92	\$11.31	\$13.26	\$14.81

In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Customer Experience
- Cash Register

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Operations

In-Demand Certifications

- ServSafe Certification
- Automotive Service Excellence (ASE) Certification
- Food Handler's Card
- Cosmetology License
- Food Safety Certification

In-Demand Education Level*

- High School Diploma: 37.1%
- Associate Degree: 4.9%
- Bachelor's Degree: 7.7%
- Master's Degree: 0.4%

**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

- Meijer
- Panera Bread
- Kroger
- Lowe's
- The Home Depot
- Busch's
- Vail Resorts
- Walmart
- Trinity Health
- Advance Auto Parts

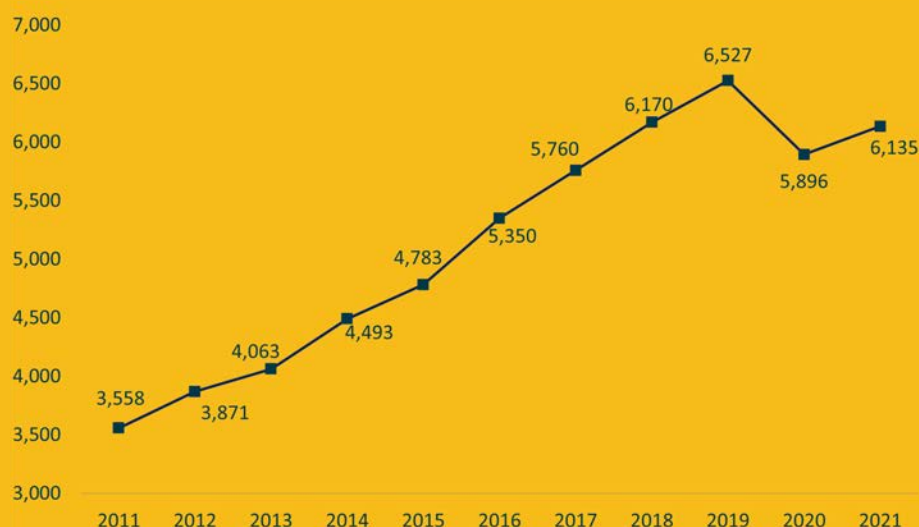
Job Postings by City

- Brighton: 2,853 Postings
- Howell: 2,188 Postings
- Hartland: 352 Postings
- Fowlerville: 253 Postings
- Pinckney: 253 Postings
- Hamburg: 41 Postings
- Lakeland: 17 Postings
- Gregory: 9 Postings
- Cohoctah: 1 Posting

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



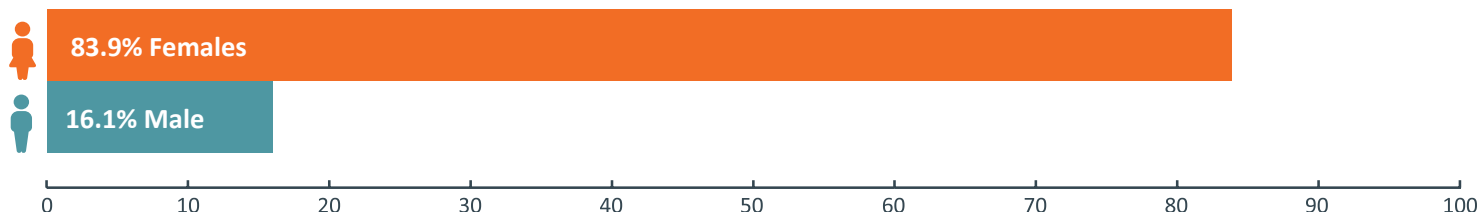
6,135
Health Care
Workers
4.1% Increase
from 2020



Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 6,135 workers in Livingston County, who are overwhelmingly female (83.9 percent) and between the ages of 25 and 54 (64.9 percent), although 24.8 percent of workers are over 54. The healthcare occupation group is primarily white in Livingston County, with 77.2 percent of workers identifying as white, 14.4 percent identifying as Black or African American, and 8.3 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

77.2% White | **14.4% Black or African-American** | **3.0% Asian**

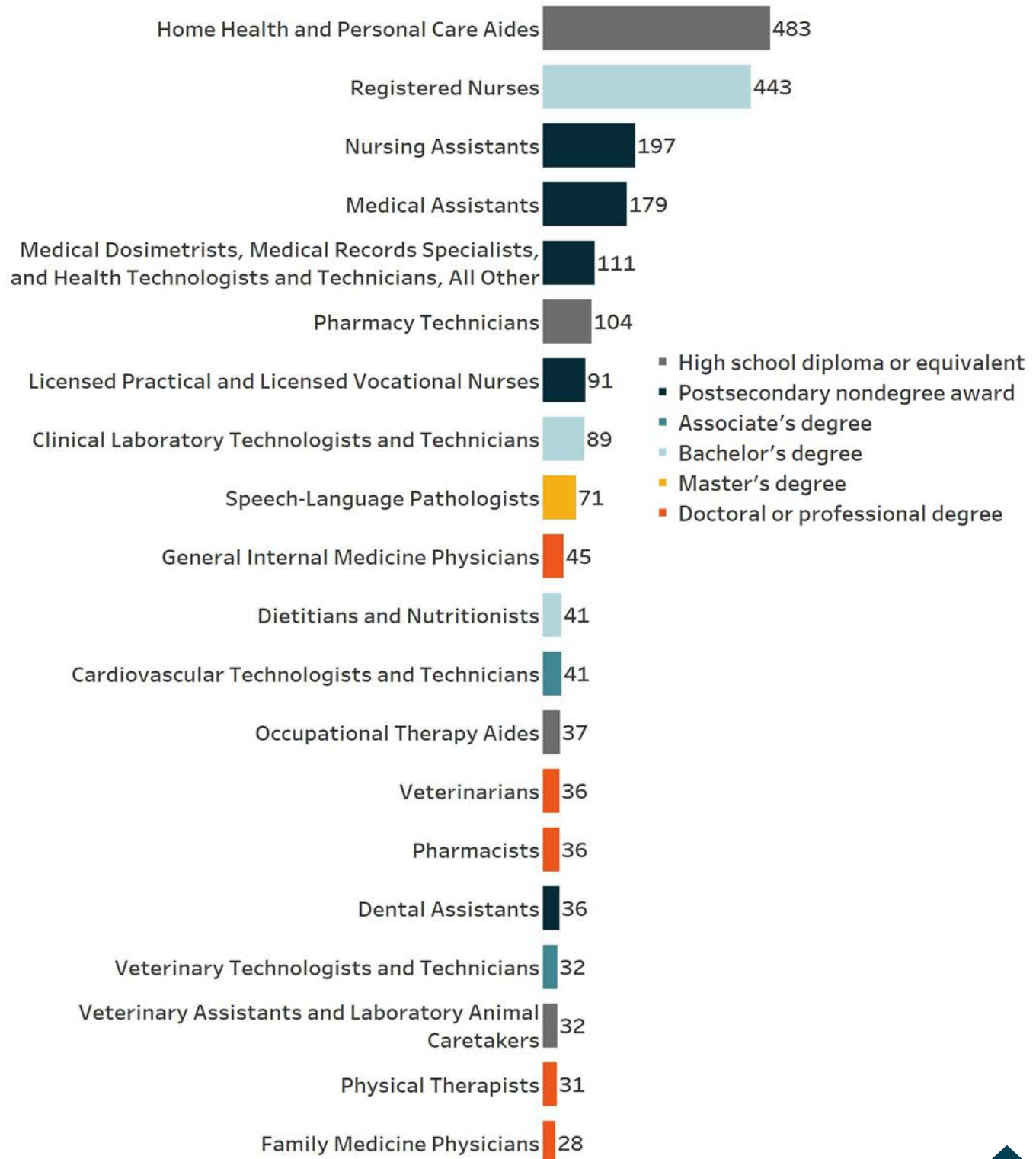
Worker Age Demographics



HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Home Health and Personal Care Aides were the highest in-demand health care occupation throughout 2021, with 483 postings. Other top posted jobs include Registered Nurses (443 postings), Nursing Assistants (197 postings), Medical Assistants (179 postings), and Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (111 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (483 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over \$15.00 per hour. Home Health and Personal Care Aides, the top posted health care job, offers a median hourly wage of \$11.05 per hour or an annual salary of about \$29,978.

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
31-1128	Home Health and Personal Care Aides	\$9.65	\$10.11	\$11.05	\$12.76	\$14.71
29-1141	Registered Nurses	\$23.67	\$27.80	\$32.74	\$38.06	\$43.73
31-1131	Nursing Assistants	\$11.59	\$12.72	\$14.39	\$16.56	\$18.01
31-9092	Medical Assistants	\$11.63	\$13.60	\$15.57	\$17.37	\$19.88
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$12.56	\$15.11	\$18.85	\$25.30	\$31.47
29-2052	Pharmacy Technicians	\$11.73	\$14.06	\$17.19	\$20.23	\$23.75
29-2061	Licensed Practical and Licensed Vocational Nurses	\$19.79	\$22.78	\$25.54	\$28.03	\$29.72
29-2018	Clinical Laboratory Technologists and Technicians	\$13.32	\$16.13	\$24.31	\$30.91	\$34.92
29-1127	Speech-Language Pathologists	\$23.86	\$32.95	\$39.13	\$47.91	\$55.39
29-1216	General Internal Medicine Physicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Nursing Assistant
- Licensed Practical Nurse
- Patient Care Technician
- Licensed Vocational Nurses
- Nurse Practitioner

In-Demand Education Level*

- High School Diploma: 35.6%
- Associate Degree: 24.1%
- Bachelor's Degree: 7.3%
- Master's Degree: 4.4%

**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

- Trinity Health
- Ascension
- Prestige Healthcare
- Trilogy Health Services
- IHA
- VCA Animal Hospitals
- CVS Health
- University Of Michigan
- Elara Caring
- Kroger

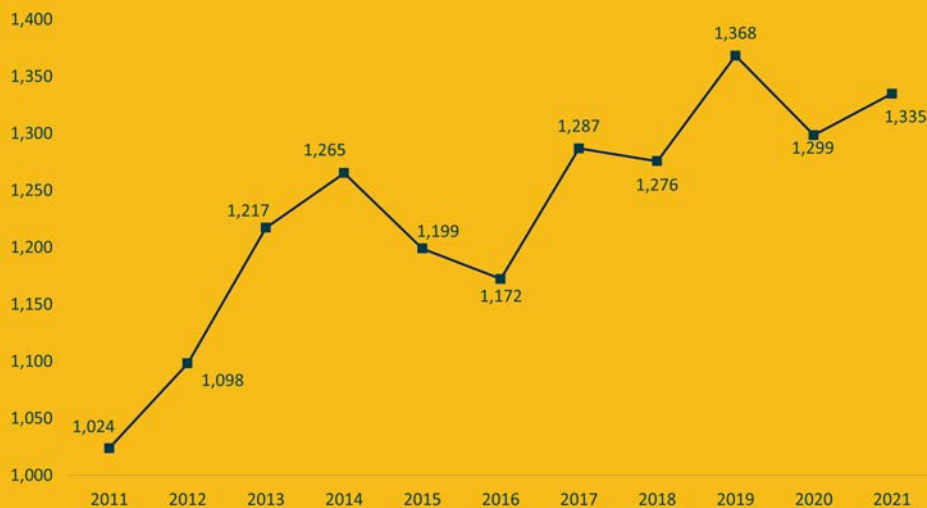
Job Postings by City

1. Brighton: 1,096 Postings
2. Howell: 1,020 Postings
3. Pinckney: 117 Postings
4. Hartland: 94 Postings
5. Hamburg: 79 Postings
6. Fowlerville: 65 Postings
7. Lakeland: 28 Postings
8. Gregory: 11 Postings
9. Cohoctah: 1 Posting

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2011-2021



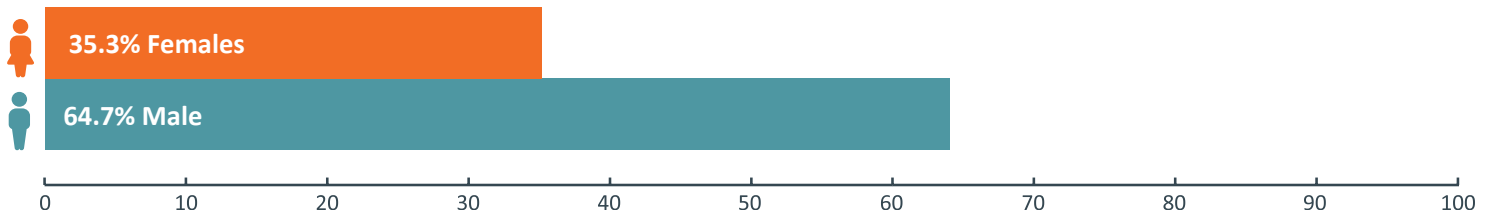
**1,335 Information
Technology
Workers**
**2.8% Increase
from 2020**



Information Technology Worker Demographics

According to 2021 Emsi data, Livingston County has 1,335 IT workers. The workforce is not too diverse, with most workers identifying as male (64.7 percent) between the ages of 25 and 54 (76.4 percent). Workers aged 55 years and older account for 16.9 percent, while only 6.0 percent are 24 years old or younger. Around 83.1 percent of the workforce identify as white, with workers who identify as Black or African American, make up 7.0 percent of the workforce.

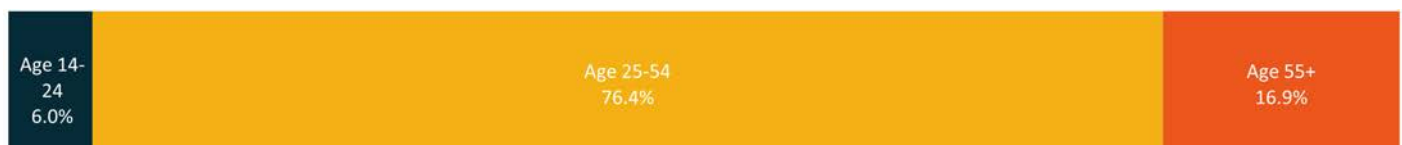
Worker Gender Demographics



Race and Ethnicity Demographics

83.1% White | **7.0% Black or African-American** | **6.0% Asian**

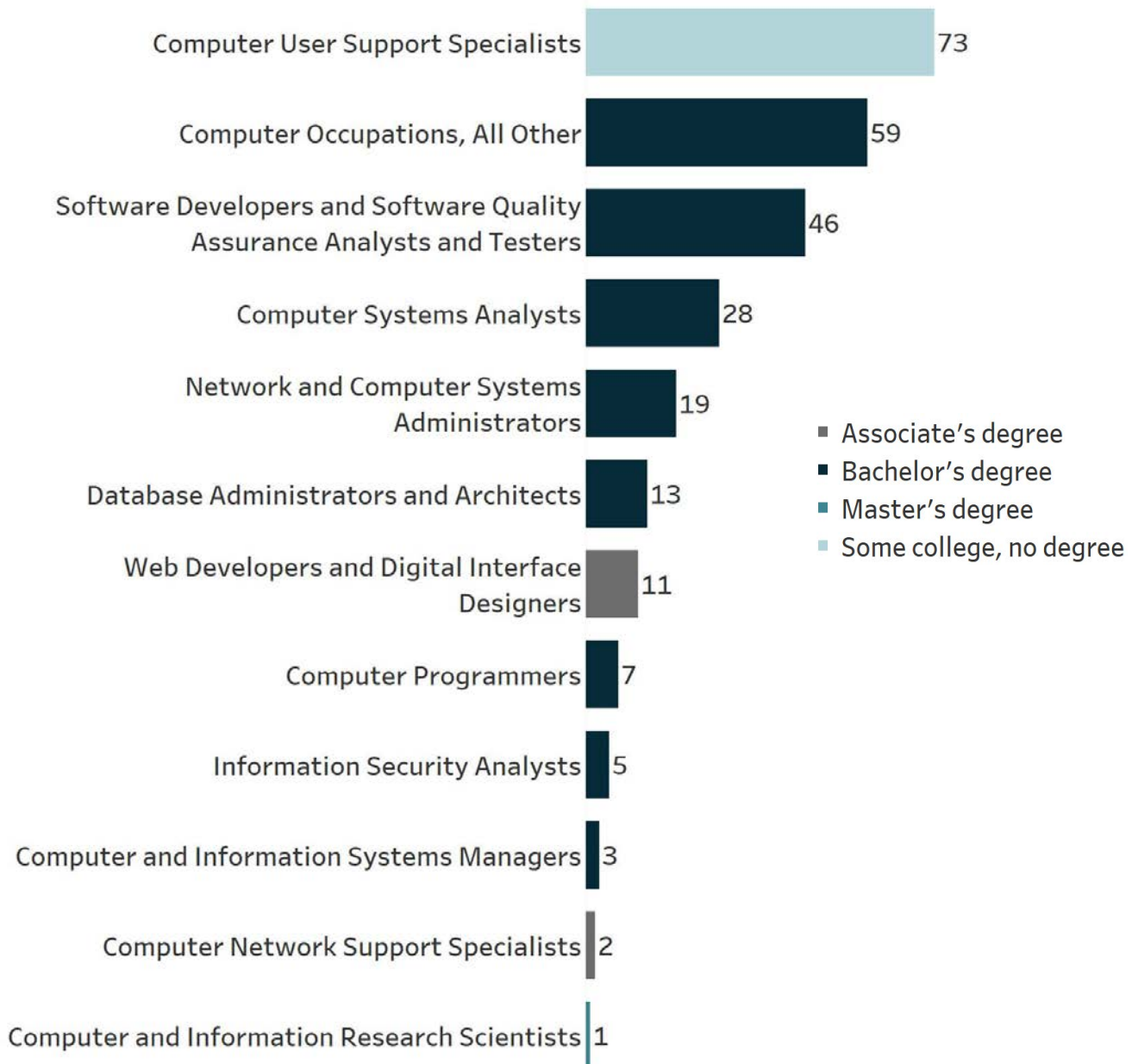
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 267 postings for IT workers in Livingston County. Computer User Support Specialists were the most in-demand occupation with 73 postings, closely followed by Computer Occupations, All Other, with 59 postings. Software Developers and Software Quality Assurance Analysts and Testers (46 postings) and Computer Systems Analysts (28 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 User Support Specialists, the most in-demand occupation, offers a median hourly wage of \$19.88 per hour or almost \$41,350 per year. Computer and Information Systems Managers earn the highest median wage at \$57.51 per hour or nearly \$119,621 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$19.00 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
15-1232	Computer User Support Specialists	\$12.94	\$15.30	\$18.31	\$25.12	\$31.54
15-1299	Computer Occupations, All Other	\$18.91	\$26.05	\$36.22	\$46.66	\$56.51
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$25.32	\$32.27	\$40.93	\$50.81	\$59.21
15-1211	Computer Systems Analysts	\$27.41	\$33.44	\$42.07	\$52.72	\$63.66
15-1244	Network and Computer Systems Administrators	\$23.94	\$30.11	\$36.88	\$45.26	\$54.07
15-1245	Database Administrators and Architects	\$23.64	\$29.05	\$40.99	\$51.99	\$59.44
15-1257	Web Developers and Digital Interface Designers	\$16.56	\$23.28	\$32.14	\$40.72	\$49.23
15-1251	Computer Programmers	\$18.76	\$22.60	\$32.06	\$42.17	\$52.03
15-1212	Information Security Analysts	\$26.01	\$33.27	\$42.58	\$52.72	\$61.39
11-3021	Computer and Information Systems Managers	\$38.93	\$48.86	\$60.48	\$72.98	\$88.38

In-Demand Technical Skills

- SQL (Programming Language)
- Help Desk Support
- Technical Support
- Microsoft Office 365
- Data Analysis

In-Demand Foundational Skills

- Communications
- Problem Solving
- Troubleshooting
- Customer Service
- Management

In-Demand Certifications

- CompTIA A+
- Microsoft Certified Systems Administrator
- CompTIA Network+
- Microsoft Certified Professional
- Certified Information Systems Security Professional

In-Demand Education Level*

- High School Diploma: 19.9%
- Associate Degree: 11.6%
- Bachelor's Degree: 41.2%
- Master's Degree: 7.9%

**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

- Hanover Insurance
- Robert Half
- Lowry Solutions
- Best Buy
- Chem-Trend
- Heritage Services Corporation
- JRD Systems
- Total Security Solutions
- Brightline Technologies
- Vail Resorts

Job Postings by City

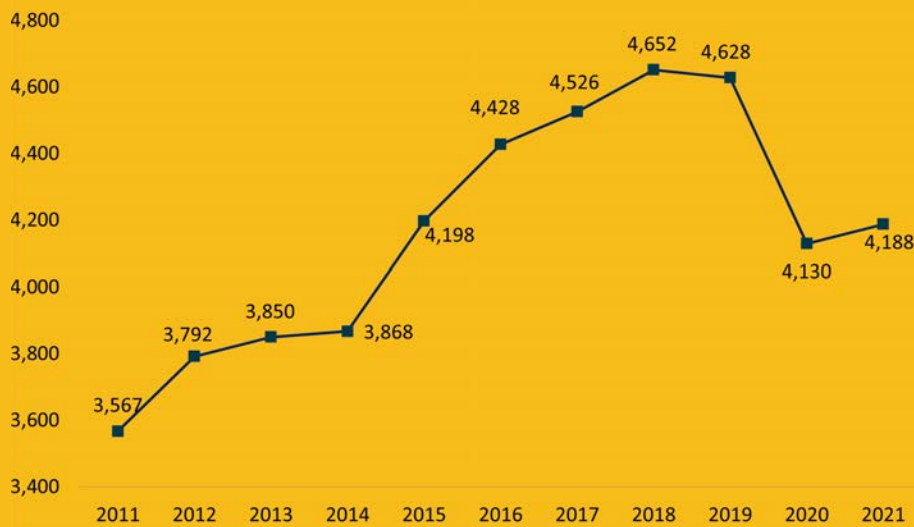
1. Brighton: 152 postings
2. Howell: 79 postings
3. Fowlerville: 25 postings
4. Hartland: 5 postings
5. Pinckney: 3 postings
6. Lakeland: 2 postings
7. Hamburg: 1 posting

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2011-2021



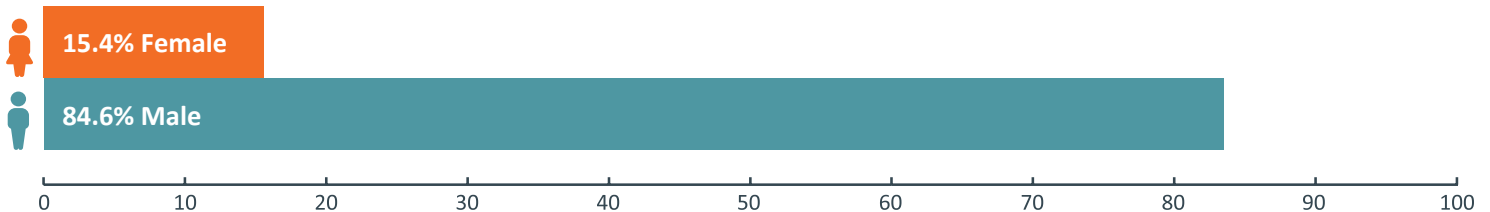
**4,188 Skilled
Trades Workers**
1.4% Increase
from 2020



Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 4,188 workers in Livingston County. The majority of skilled trades workers are male (84.6 percent) between the ages of 25 and 54 (67.2 percent). Due to the aging workforce, additional outreach will be necessary as 25.7 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.9% White | **12.6% Black or African-American** | **3.7% Hispanic or Latino**

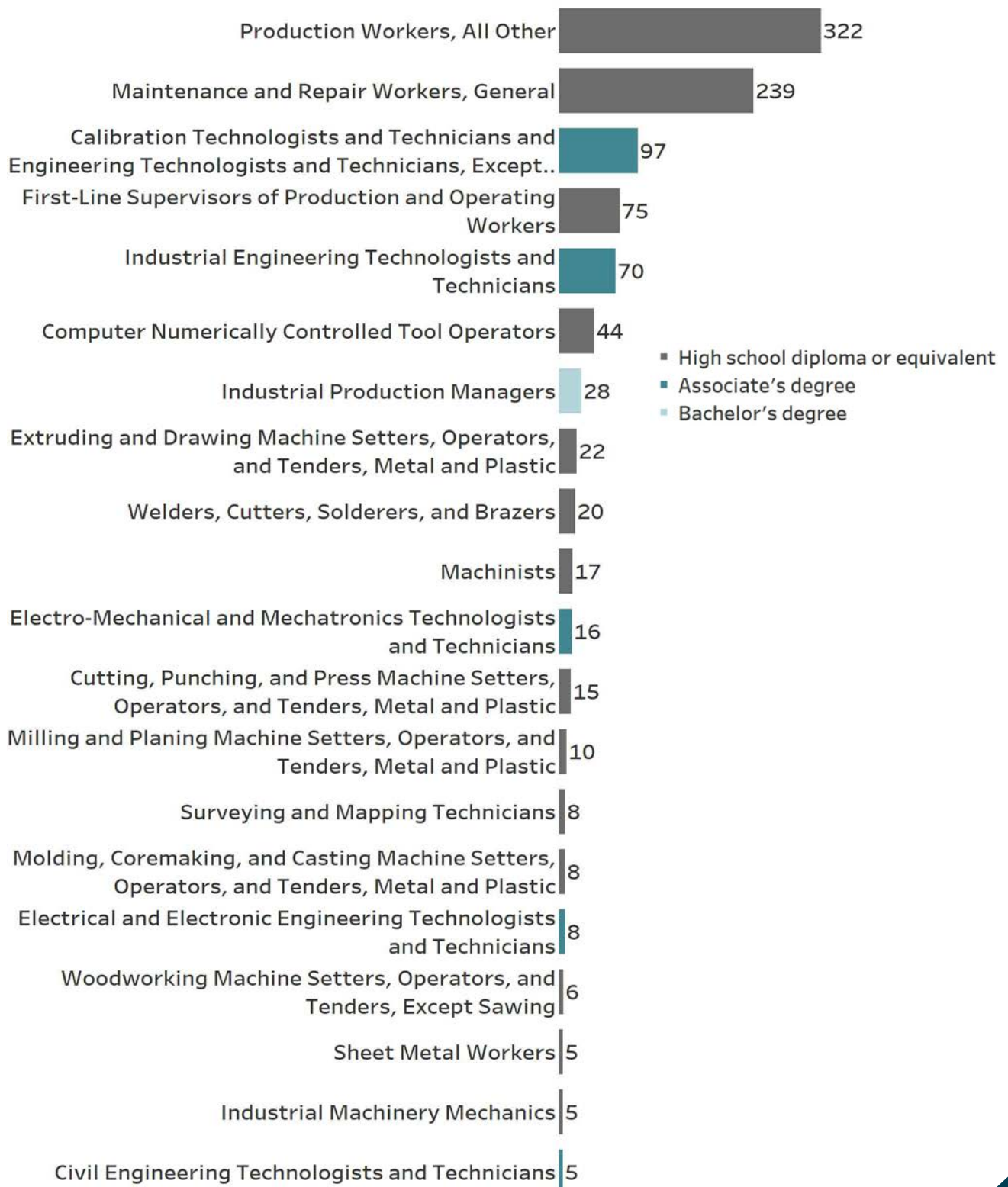
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Production Workers, All Other was the highest in-demand skilled trades occupation during 2021, with 322 postings. Other top posted jobs include Maintenance and Repair Workers, General (239 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except.. (97 postings), First-Line Supervisors of Production and Operating Workers (75 postings), and Industrial Engineering Technologists and Technicians (70 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have median wages above \$15.00 per hour, while the remaining top occupation has a median wage above \$13.00 per hour. Production Workers, All Other, the top posted skilled trades job in 2021, offers a median hourly wage of \$13.85, which translates to an annual salary of about \$28,798.

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	\$10.26	\$11.54	\$13.85	\$18.06	\$23.88
49-9071	Maintenance and Repair Workers, General	\$11.53	\$14.01	\$17.22	\$22.69	\$27.99
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$16.03	\$21.66	\$32.04	\$40.09	\$47.31
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.08	\$24.23	\$31.85	\$40.69	\$51.30
17-3026	Industrial Engineering Technologists and Technicians	\$18.70	\$22.61	\$27.53	\$34.27	\$40.80
51-9161	Computer Numerically Controlled Tool Operators	\$12.59	\$14.73	\$19.58	\$25.91	\$29.89
11-3051	Industrial Production Managers	\$32.54	\$42.24	\$54.20	\$68.48	\$85.18
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.30	\$11.72	\$15.71	\$17.85	\$19.30
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.15	\$15.85	\$19.27	\$23.30	\$28.71
51-4041	Machinists	\$13.75	\$17.18	\$21.85	\$27.43	\$32.28

In-Demand Technical Skills

- Machinery
- Machine Operation
- Packaging And Labeling
- Tooling
- Plumbing

In-Demand Foundational Skills

- Communications
- Operations
- Troubleshooting
- Valid Driver's License
- Management

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 52.3%
- Associate Degree: 8.1%
- Bachelor's Degree: 5.7%
- Master's Degree: 0.4%

**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

- Trillium Staffing
- Medline Industries
- ResourceMFG
- Chassis
- Kelly Services
- Qualified Staffing
- Meritor
- Bryllan
- Thai Summit America Corporation
- Zenith Global

Job Postings by City

1. Howell: 441 Postings
2. Brighton: 430 Postings
3. Fowlerville: 116 Postings
4. Hartland: 20 Postings
5. Pinckney: 12 Postings
6. Hamburg: 11 Postings
7. Gregory: 1 Posting

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