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A map of Michigan is overlaid on the background. The map is divided into counties. Macomb County, located in the southeastern part of the state, is highlighted in a light orange color. The background of the entire page is a blurred image of a computer monitor displaying a line graph and a keyboard.

# **LABOR MARKET REPORT MACOMB COUNTY**

January - December 2021

# INTRODUCTION

Macomb 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 Macomb 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 Macomb County for the Business and Finance, Engineers and Designers, 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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## State of the Labor Market in Macomb County

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, the labor force declined by 12,037 individuals (2.7 percent) while employment increased by 19,098 individuals (4.9 percent) from 2020. Unemployment went down by 31,135 workers and the unemployment rate recovered significantly, decreasing 7.0 percentage points from 11.2 percent in 2020 to 4.2 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Retail Salespersons tops the list as the most demanded occupation in 2021, accounting for 4,565 job postings followed closely by Registered Nurse with 3,908 postings. The health care and skilled trades occupation groups continue to be heavily demanded in Macomb County.

### Annual Labor Market Information

The labor force in Macomb County shrunk in 2021, decreasing by 12,037 individuals (2.7 percent) from the prior year. Employment increased by 19,098 workers (4.9 percent) over the same period, while unemployment decreased by 31,135 workers (63.2 percent) for a total of 18,109 unemployed workers in 2021. The unemployment rate decreased in 2021 to 4.2 percent, a fall of 7.0 percentage points since the 11.2 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 27.1 percent in Macomb 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 91,769 unique postings in Macomb County, a decrease of 1,013 postings from the 90,756 postings recorded in Q3. September had the highest recorded postings in 2021 with 31,408 postings, an increase of 11,203 postings (55.4 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 Macomb County  
2021



## Key Findings

30%

Employer demand increased by 30.3 percent, a gain of 27,516 job postings since 2020.

### High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

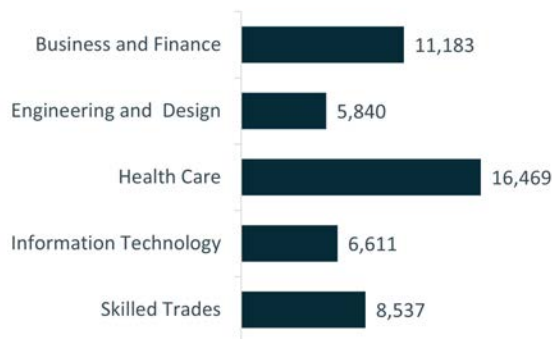
418,572

an increase of 3,499 workers (0.4 percent) since Q4 2020

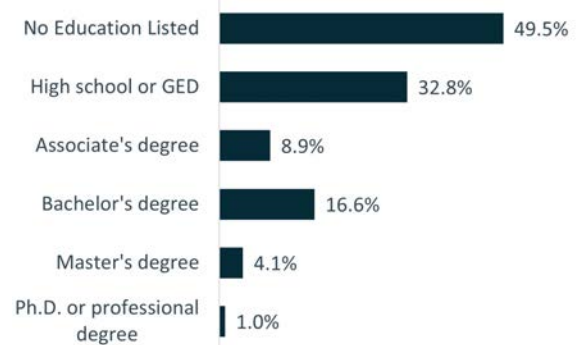
During 2021, there were 118,260 job postings, 27,516 more than the 90,744 postings made during 2020 in Macomb County. September 2021 saw the highest demand for the year with 31,408 postings, a 55.4 percent increase since January 2021. The top posted job titles in 2021 include General Laborers, Maintenance Technicians, Medical Assistants, Delivery Drivers, and Customer Service Representatives. For more information about in-demand job postings, see page 7.

Of the 118,260 unique postings in Macomb County during 2021, 38,758 (32.8 percent) required a high school diploma or equivalent, while 30,101 postings (25.5 percent) required a college degree. An additional 6,022 postings (5.1 percent) required an advanced degree. The high demand for health care workers 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 3.7 percentage points to an annual high of 4.5 percent. The labor force and employment numbers peaked in Q4 with a high of 436,027 individuals and 418,572 workers respectively, and unemployment decreased to 17,456 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 4.0 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	452,063	418,056	421,333	432,661	436,027	3,366	0.8%	-16,036	-3.5%
Employment	415,073	399,366	403,960	413,745	418,572	4,827	1.2%	3,499	0.8%
Unemployment	36,990	18,690	17,373	18,916	17,456	-1,460	-7.7%	-19,534	-52.8%
Unemployment Rate	8.2%	4.5%	4.1%	4.4%	4.0%	-0.4%	na	-4.2%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics

Data: Emsi | Analysis: Workforce Intelligence Network

# LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2021, labor force participation totaled 427,019 individuals, a decrease of 12,037 individuals since 2020. Employment is up to 408,911 workers in 2021, an increase of 19,098 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 18,109 workers, down by 31,135 workers since the high of 49,243 workers recorded in 2020. Similarly, the unemployment rate declined by 7.0 percentage points for a 2021 unemployment rate of 4.2 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	409,066	411,720	420,290	420,858	421,321	435,141	441,491	445,484	451,965	439,056	427,019	-12,037	-2.7%
Employment	363,484	371,286	380,495	387,545	397,009	412,449	422,560	427,445	433,233	389,813	408,911	19,098	4.9%
Unemployment	45,581	40,433	39,795	33,313	24,313	22,692	18,931	18,038	18,731	49,243	18,109	-31,135	-63.2%
Unemployment Rate	11.1%	9.8%	9.5%	7.9%	5.8%	5.2%	4.3%	4.0%	4.1%	11.2%	4.2%	-7.0%	na

Data: Bureau of Labor Statistics

## CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 451,612 people in the labor force, meaning they were either working or looking for work, in Macomb County. Slightly less than half of the total population, or 426,386 individuals (49.0 percent), living in the county 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 29.9 percent, while females under the age of 25 reported an unemployment rate of 24.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	451,612	426,386	25,226	5.6%
<b>Sex</b>				
Male 16+	237,541	223,870	13,671	5.8%
16-19	9,931	7,871	2,060	20.7%
20-24	22,402	20,351	2,051	9.2%
25-54	151,121	143,945	7,176	4.7%
55-64	42,028	40,188	1,840	4.4%
65 Plus	12,059	11,515	544	4.5%
Female 16+	214,071	202,516	11,555	5.4%
16-19	9,473	8,016	1,457	15.4%
20-24	21,215	19,276	1,939	9.1%
25-54	134,988	128,671	6,317	4.7%
55-64	38,122	36,644	1,478	3.9%
65 Plus	10,273	9,909	364	3.5%
<b>Race</b>				
White	363,417	345,973	17,444	4.8%
Black / African	54,328	48,624	5,704	10.5%
Native American	1,267	1,255	11	0.9%
Asian	18,096	17,227	869	4.8%
Native Hawaiian /	141	141	0	0.0%
Some Other Race	2,616	2,391	225	8.6%
Two or More Races	12,629	11,493	1,137	9.0%
<b>Ethnicity</b>				
Hispanic	12,350	11,535	815	6.6%

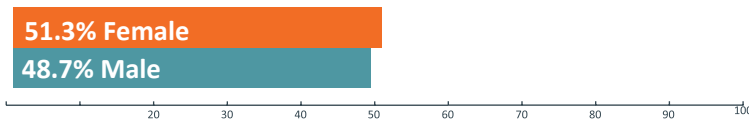
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

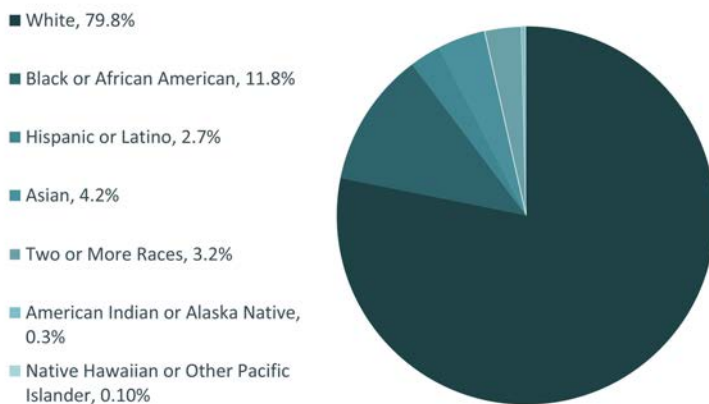
## 2020 Census Population

According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in Macomb County increased by 0.1 percent between 2019 and 2020. During 2020, 870,893 people were living in the region. The sex of the populace was split almost evenly, with about 51.3 percent of the population identifying as female, and the other 48.7 percent identifying as male. Majority of the population identified as white (79.8 percent) with the second largest number of individuals identifying as Black or African American (11.8 percent). Macomb County is facing an aging population; 31.3 percent of population was over the age of 54, compared to 29.2 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

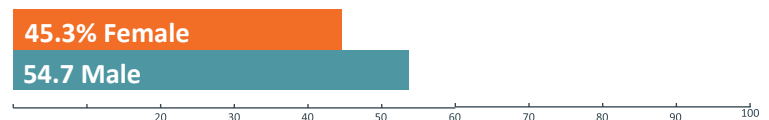


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

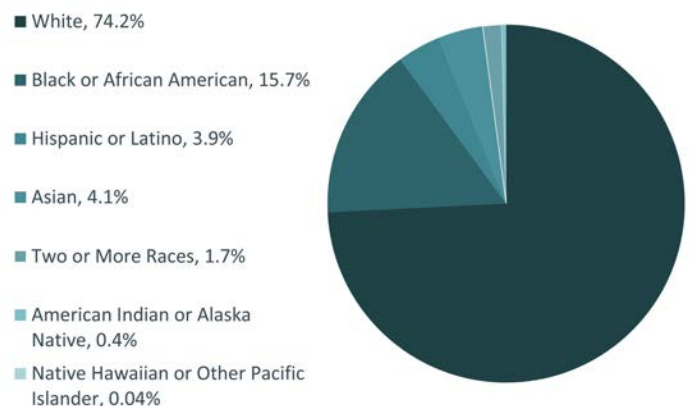
## 2021 Current Workforce

In 2021, the workforce had a total of 304,425 individuals working in Macomb County. A slight majority, 54.7 percent (167,630 workers) were male, while 45.3 percent (138,809 workers) of the workforce was female. Most workers in the county identified as white, accounting for 74.2 percent of the workforce, while Black or African American workers totaled 15.7 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.9 percent. Much of the workforce in Macomb County are between the ages of 25 through 54 (62.7 percent), while 24.1 percent of workers are 55 and older.

### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics



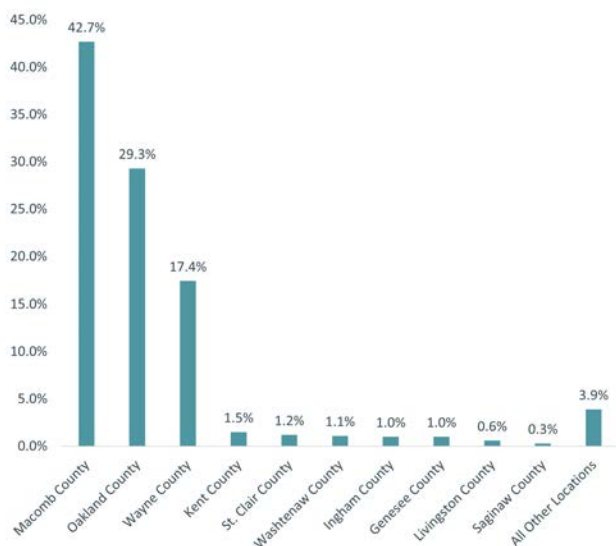
### Workforce Age Demographics



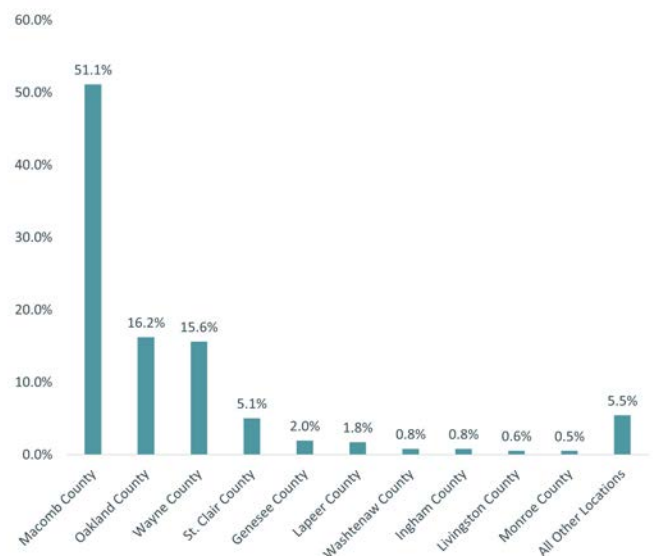
Data: Emsi | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the county's workforce consisted of 386,426 residents. There were 164,928 (42.7 percent) residents living and working within Macomb County, while the remaining 221,498 residents (57.3 percent) traveled outside of the county for work. There were 322,466 workers employed in the county during 2019. Of those, 157,538 workers (48.9 percent) lived outside of the county and commuted in. From this information, we can see that Macomb is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting, but it also has a high rate of both inbound and outbound commuting with nearby counties.

**Where Macomb County Residents Work**



**Where Macomb County Workers Live**

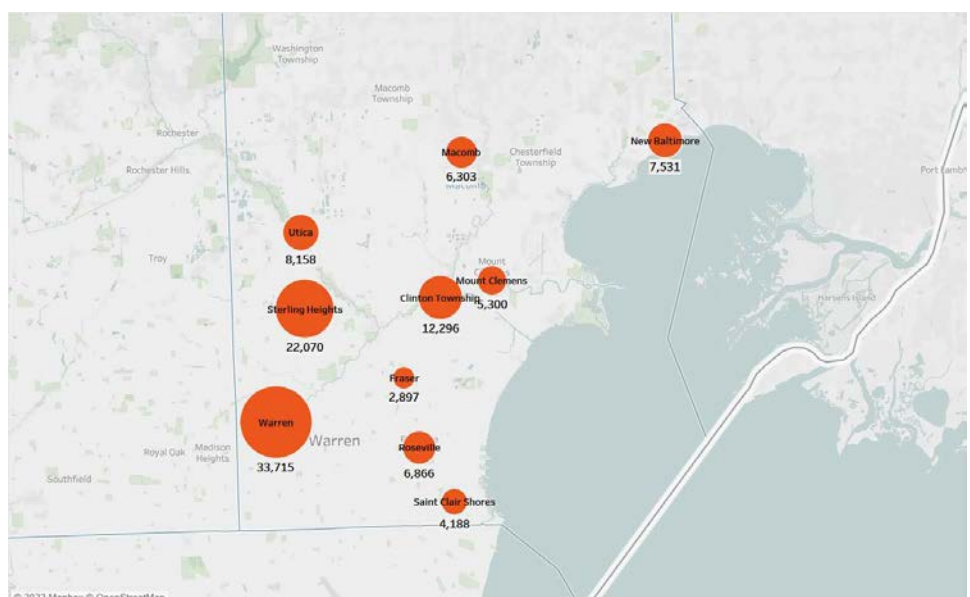


Source: U.S. Census OnTheMap, 2019  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

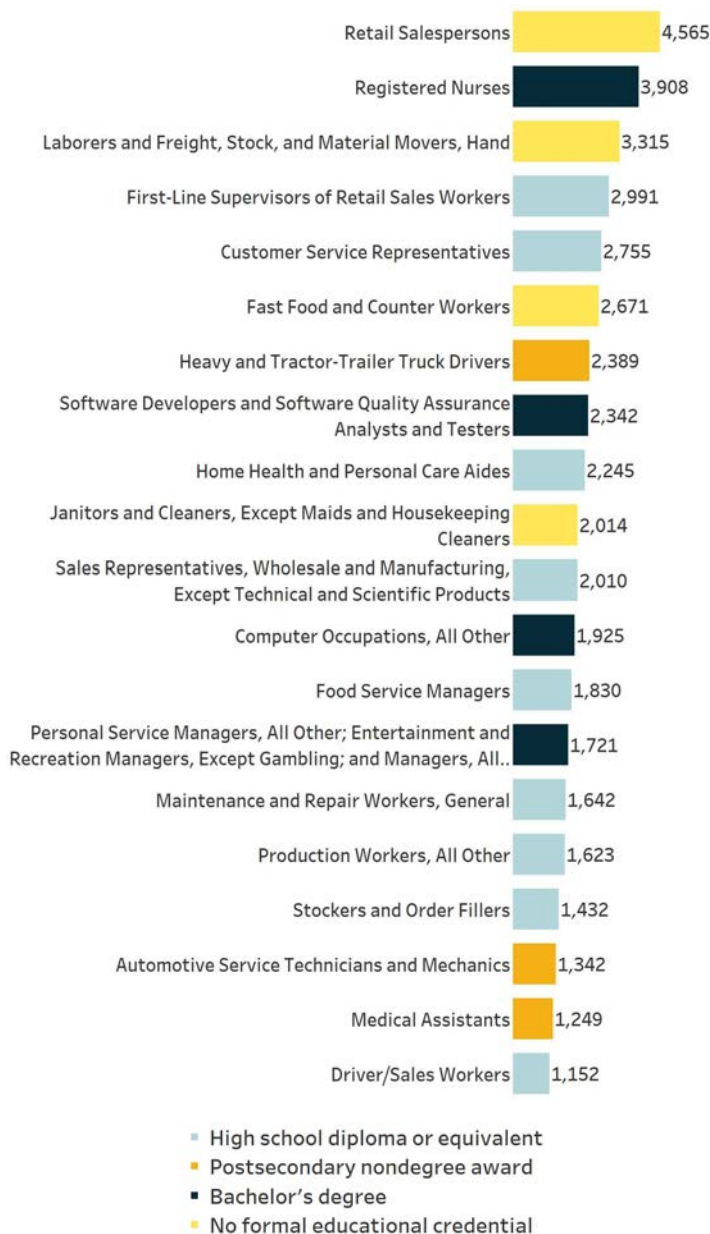
1. Warren: 33,715 Postings
2. Sterling Heights: 22,070 Postings
3. Clinton Township: 12,296 Postings
4. Utica: 8,158 Postings
5. New Baltimore: 7,531 Postings
6. Roseville: 6,866 Postings
7. Macomb: 6,303 Postings
8. Mount Clemens: 5,300 Postings
9. St. Clair Shores: 4,188 Postings
10. Fraser: 2,897 Postings



## TOP POSTED JOBS

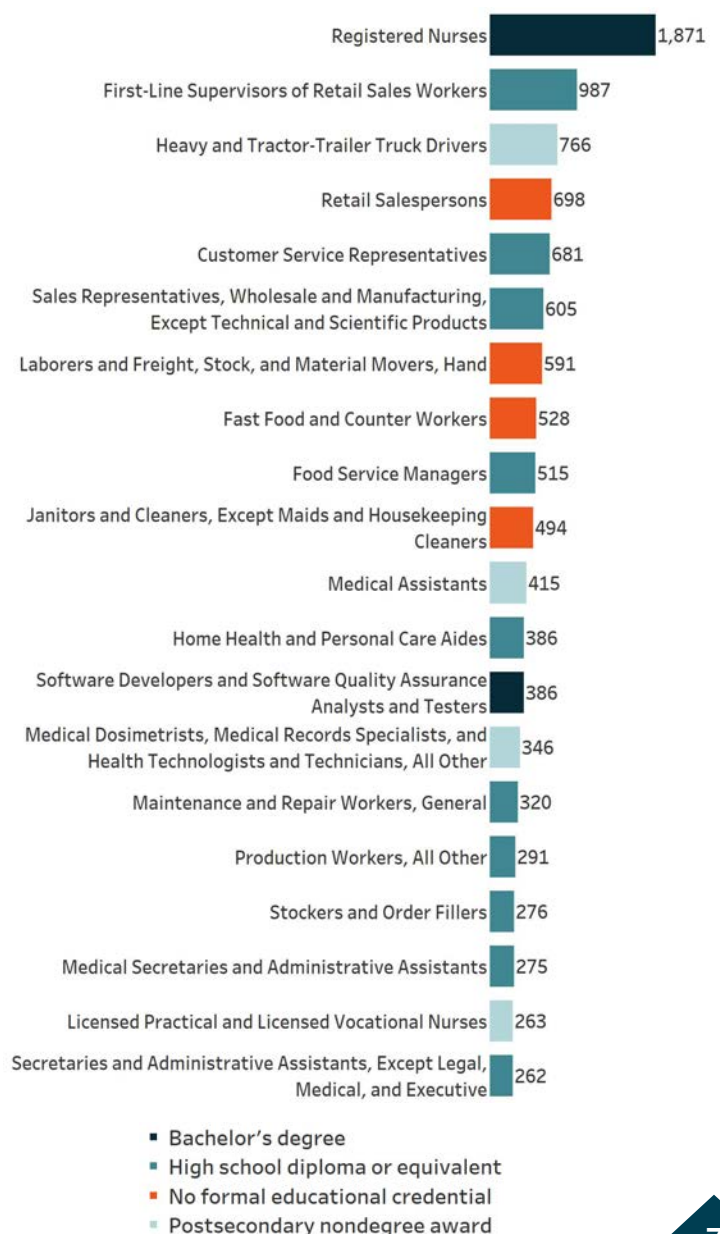
### Top Posted Jobs: 2021

Retail Salespersons is the top posted occupation for 2021, with 4,565 unique online job postings, and requires a high school diploma or equivalent. Registered Nurses (3,908 postings) and Laborers and Freight, Stock, and Material Movers, Hand (3,315 postings) round out the top three demanded occupations, requiring a bachelor's degree and no formal education, coupled short-term on-the-job training, respectively. 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

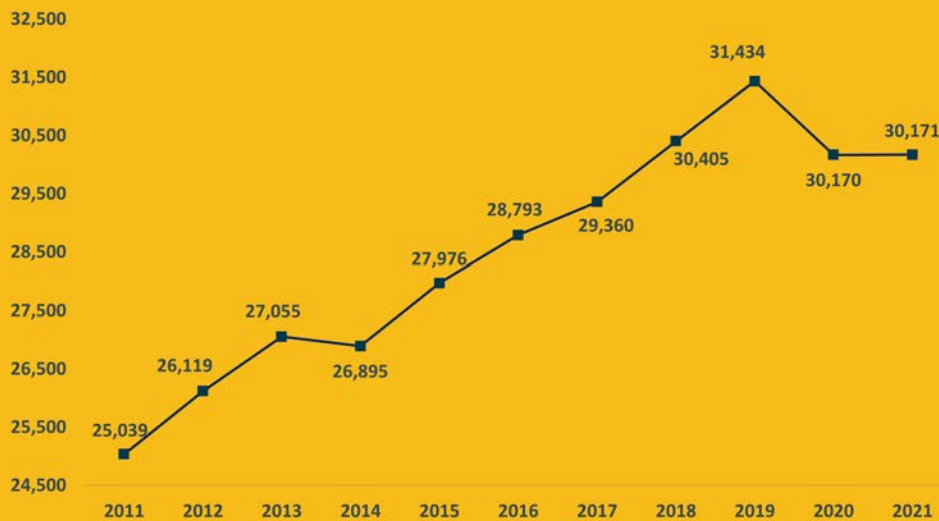
Entry-level jobs, which usually require zero to two years of previous experience, account for 21.8 percent of the 2021 postings in Macomb County for 2021. Well over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 43.1 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 187 postings and requires a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 987 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



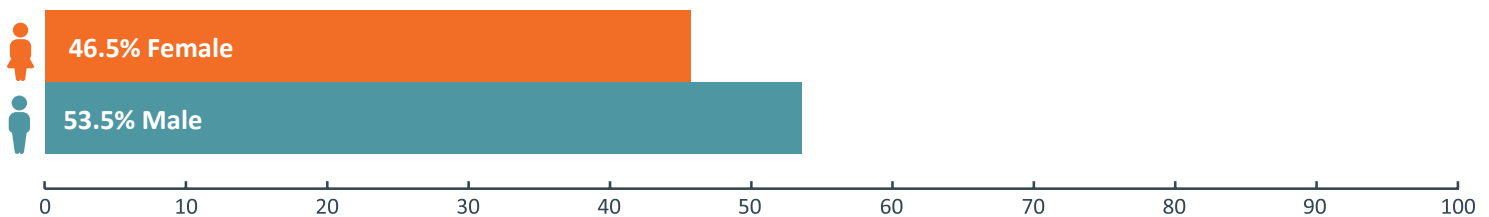
**30,171 Business  
and Finance  
Workers**  
Slight increase  
from 2020



### Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 30,171 workers. More than half the working population identify as male (53.5 percent), however, 82.0 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.3 percent of the working population in business and finance is under the age of 25, compared to 27.8 percent who are 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

**82.0% White** | **10.2% Black or African-American** | **3.5% Asian**

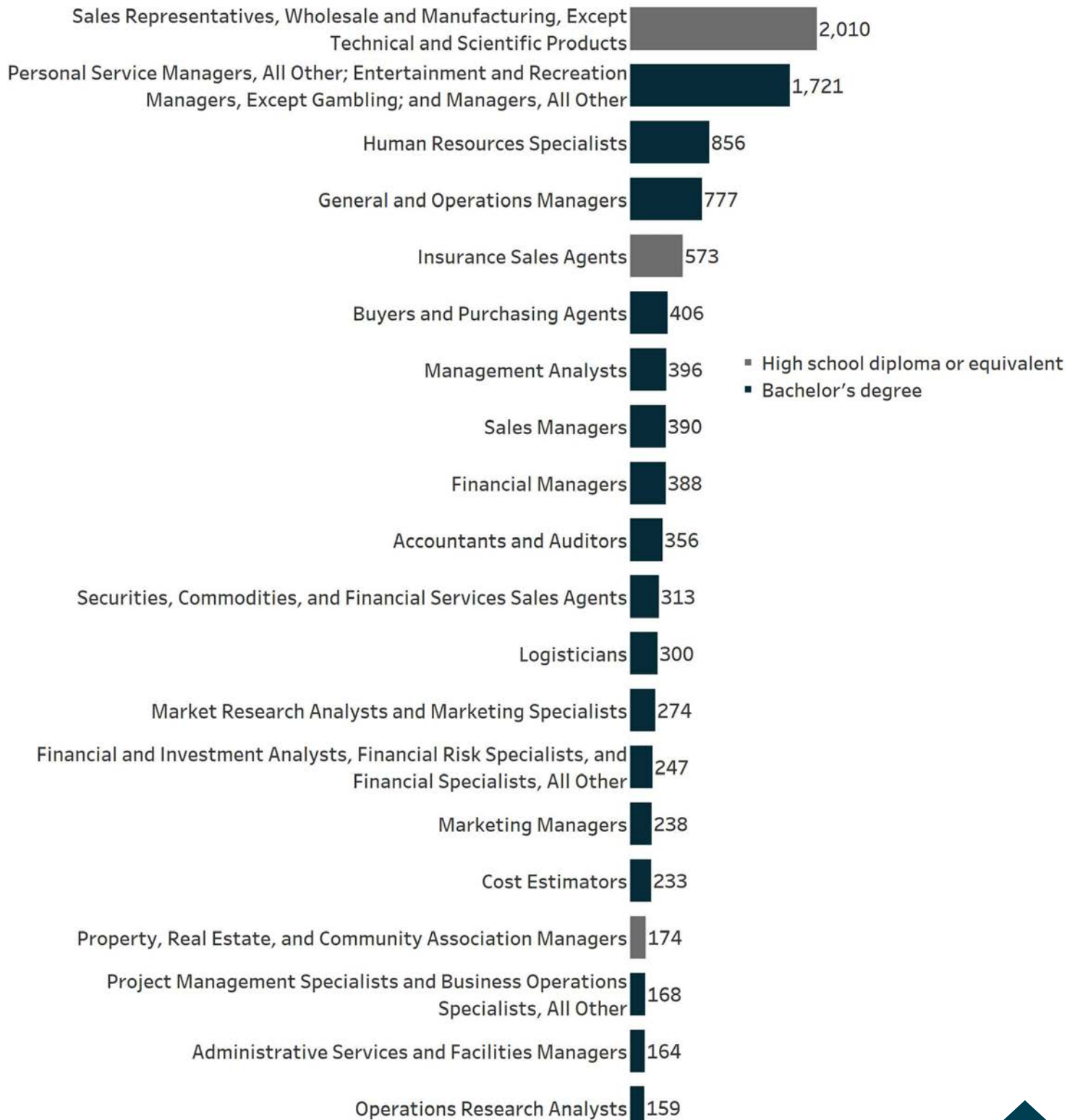
#### Worker Age Demographics



# BUSINESS AND FINANCE OCCUPATION GROUP

## Top Posted Jobs

There were 11,183 business and finance postings during 2021. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation in 2021, with 2,010 postings. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (1,721 postings) is the second highest demanded, while Human Resources Specialists (856 postings), General and Operations Managers (777 postings), and Insurance Sales Agents (573 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 \$30.97, translating to annual earnings of approximately \$64,415. 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	\$13.15	\$19.46	\$30.97	\$45.47	\$60.30
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$29.41	\$40.59	\$54.41	\$68.71	\$87.82
13-1071	Human Resources Specialists	\$16.52	\$21.18	\$28.15	\$37.08	\$47.68
11-1021	General and Operations Managers	\$20.48	\$31.50	\$50.86	\$79.09	\$109.40
41-3021	Insurance Sales Agents	\$14.49	\$16.56	\$21.97	\$35.73	\$58.33
13-1028	Buyers and Purchasing Agents	\$20.14	\$25.42	\$33.02	\$43.63	\$53.44
13-1111	Management Analysts	\$26.36	\$32.39	\$40.04	\$50.18	\$62.73
11-2022	Sales Managers	\$37.36	\$51.52	\$66.34	\$82.28	\$123.98
11-3031	Financial Managers	\$37.00	\$46.25	\$59.30	\$74.78	\$114.57
13-2011	Accountants and Auditors	\$20.83	\$25.55	\$32.34	\$42.19	\$56.01

### In-Demand Technical Skills

- Accounting
- Auditing
- Finance
- Loans
- Purchasing

### In-Demand Foundational Skills

- Communications
- Sales
- Management
- Customer Service
- Leadership

### In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- CDL Class B License
- Certified Business Analysis Professional
- Certified Coding Specialist
- Certified Financial Planner

### In-Demand Education Level\*

- High School Diploma: 24.0%
- Associate Degree: 7.7%
- Bachelor's Degree: 38.6%
- Master's Degree: 6.6%

*\*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

- General Motors
- General Dynamics
- State Farm
- CBRE
- CTG
- Robert Half
- Epitec
- GPAC
- Comerica
- Assurance

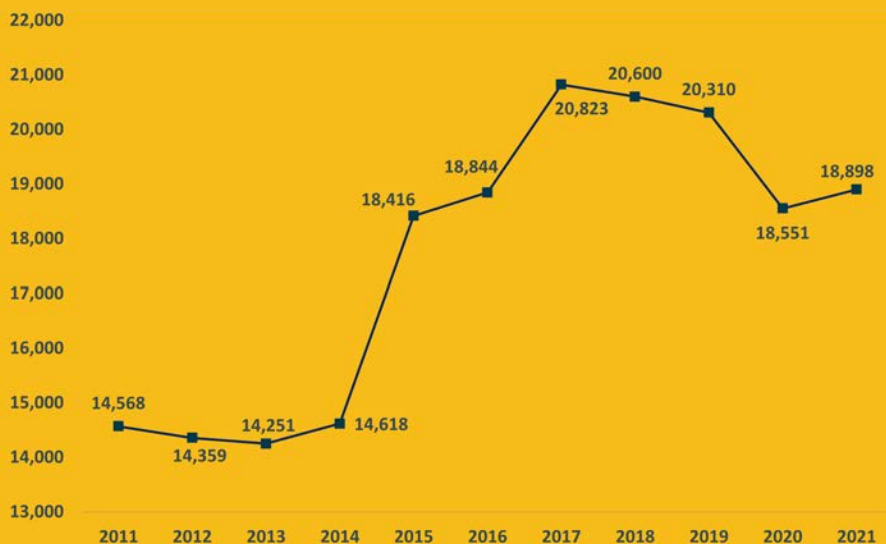
### Job Postings by City

- Warren: 3,941 Postings
- Sterling Heights: 2,601 Postings
- Clinton Township: 811 Postings
- Utica: 685 Postings
- Macomb: 543 Postings
- New Baltimore: 515 Postings
- Roseville: 446 Postings
- Mount Clemens: 393 Postings
- St. Clair Shores: 301 Postings
- Fraser: 236 Postings

# ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.

Employment Over Time  
2011-2021



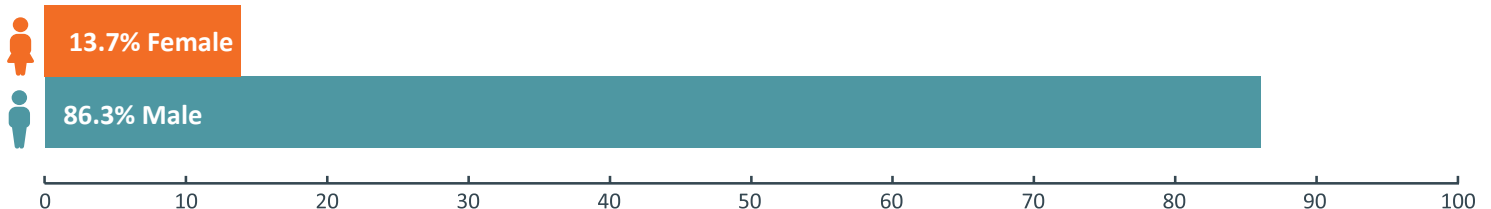
**18,898 Engineers and Designers Workers**  
**1.9% Increase from 2020**



## Engineers and Designers Worker Demographics

According to 2021 Emsi data, the 18,898 workers in the engineering and design group are not particularly diverse. Just 5.1 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 13.7 percent of the current workforce and only 21.9 percent identify as a race other than white; as the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.8% White | 10.4% Asian | 8.2% Black or African-American**

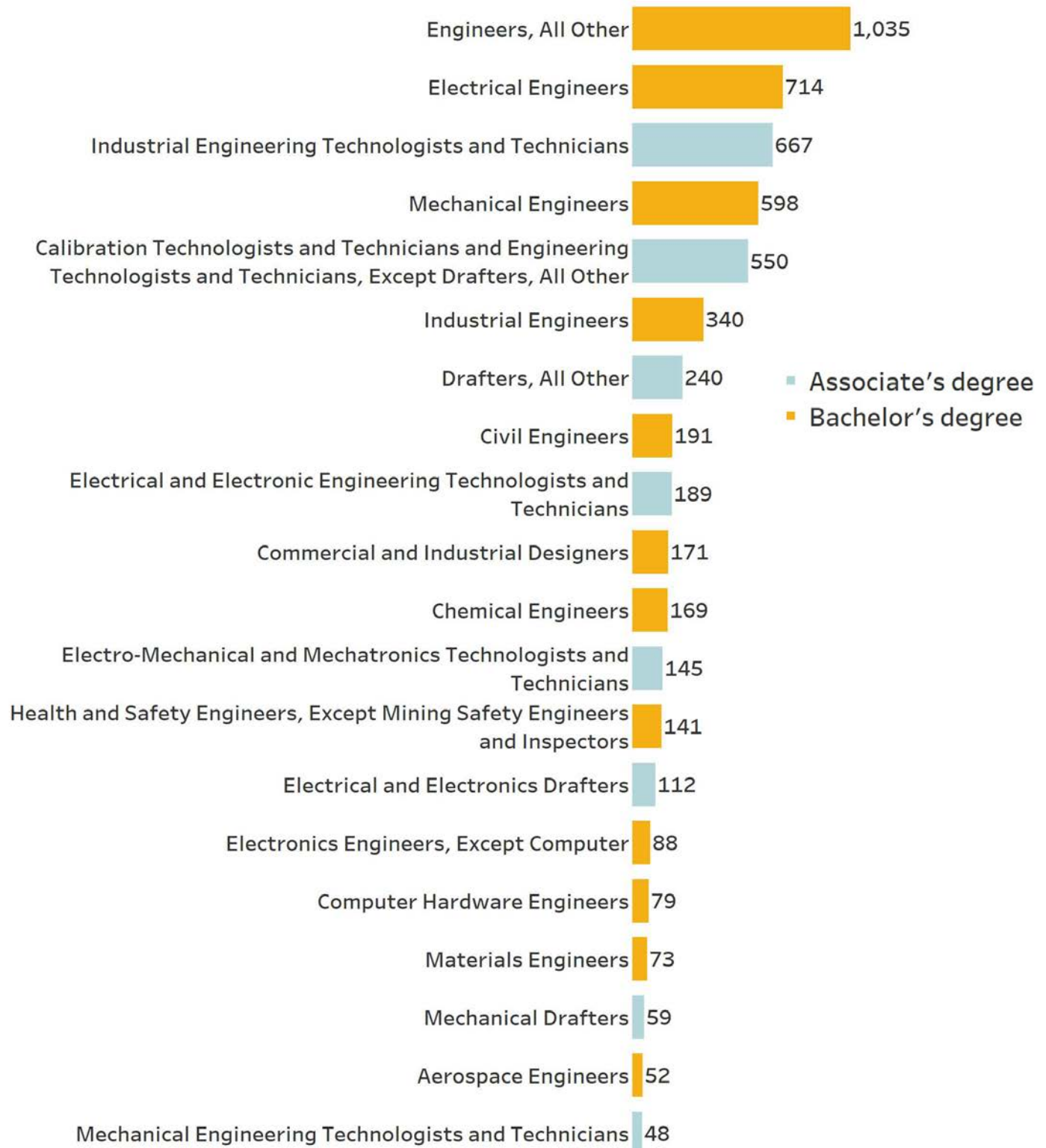
### Worker Age Demographics



# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Top Posted Jobs

Engineers, All Other was the highest in-demand engineering and design occupation during 2021, with 1,035 postings. Electrical Engineers were also in high demand with 714 postings, putting it second highest demanded within the occupation group. Over half of the top ten in-demand occupations typically require a bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. The top posted engineering and design job, Engineers, All Other, offers a median hourly wage of \$43.62. This reflects an annual salary of approximately \$90,720.

### Wage Overview for Top Posted Engineers and Designers Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2199	Engineers, All Other	\$26.12	\$34.93	\$43.62	\$57.90	\$68.61
17-2071	Electrical Engineers	\$33.61	\$40.16	\$49.37	\$60.02	\$69.63
17-3026	Industrial Engineering Technologists and Technicians	\$19.52	\$23.60	\$28.73	\$35.77	\$42.59
17-2131	Materials Engineers	\$27.29	\$33.14	\$41.50	\$50.50	\$58.75
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$18.21	\$24.59	\$36.37	\$45.53	\$53.73
17-2112	Industrial Engineers	\$31.78	\$37.70	\$46.28	\$55.78	\$63.09
17-3019	Drafters, All Other	\$21.57	\$27.46	\$29.72	\$31.99	\$33.41
17-2051	Civil Engineers	\$29.22	\$33.99	\$40.93	\$49.74	\$58.46
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$20.67	\$26.01	\$32.47	\$37.43	\$42.29
27-1021	Commercial and Industrial Designers	\$24.35	\$29.51	\$40.17	\$46.84	\$54.38

### In-Demand Technical Skills

- Mechanical Engineering
- Tooling
- Electrical Engineering
- New Product Development
- Manufacturing Processes

### In-Demand Foundational Skills

- Communications
- Problem Solving
- Troubleshooting
- Management
- Integration

### In-Demand Certifications

- American Society For Quality Certified
- American Welding Society Certification
- Automotive Service Excellence Certification
- AVIXA Certified Technology Specialist
- AWS Certified Solutions Architect

### In-Demand Education Level\*

- High School Diploma: 15.9%
- Associate Degree: 8.2%
- Bachelor's Degree: 37.9%
- Master's Degree: 13.9%

*\*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

- General Motors
- Bartech Group
- G-TECH Services
- Iconma, L.L.C.
- Aerotek
- Epitec
- Advantage Resourcing
- TTI
- GPAC
- Sentech Services

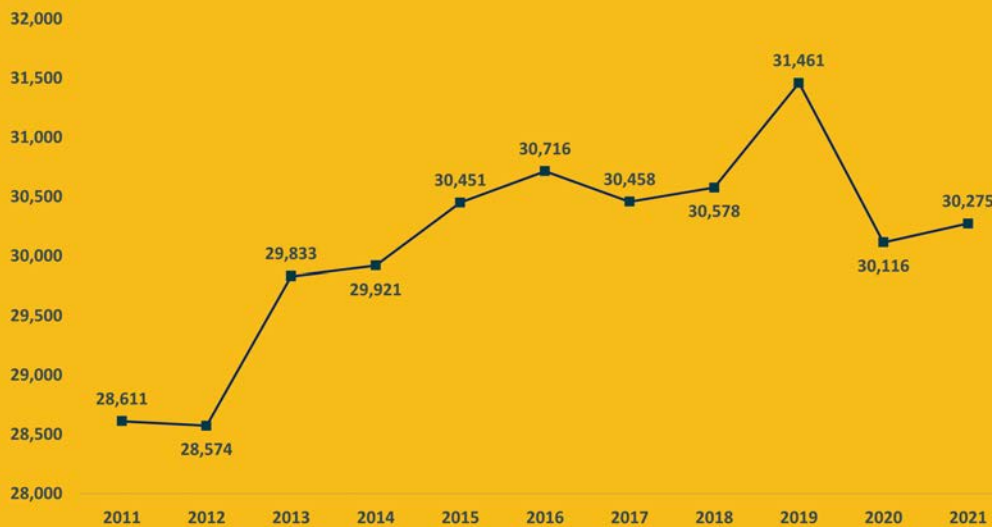
### Job Postings by City

1. Warren: 3,377 Postings
2. Sterling Heights: 1,057 Postings
3. Utica: 228 Postings
4. New Baltimore: 207 Postings
5. Clinton Township: 204 Postings
6. Macomb: 137 Postings
7. Roseville: 133 Postings
8. Fraser: 105 Postings
9. Mount Clemens: 96 Postings
10. Washington: 82 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



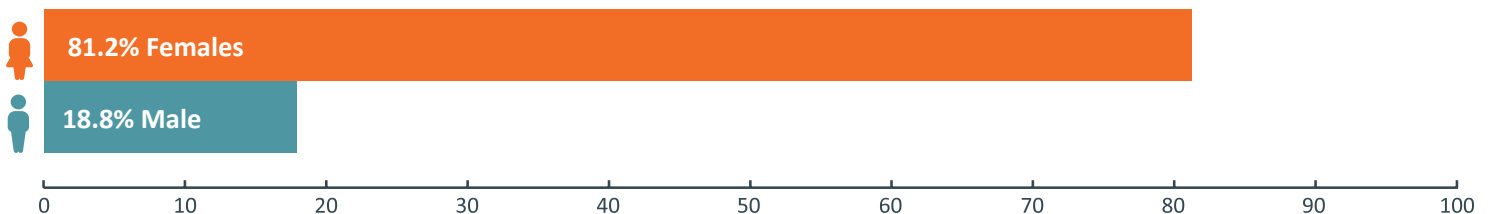
**30,275**  
Health Care  
Workers  
0.5% Increase  
from 2020



## Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 30,275 workers in Macomb County, who are overwhelmingly female (81.2 percent) and between the ages of 25 and 54 (68.1 percent), although 22.7 percent of workers are over 54. The healthcare occupation group is primarily white in Macomb County, with 69.7 percent of workers identifying as white, 19.9 percent identifying as Black or African American, and 10.4 percent identifying otherwise.

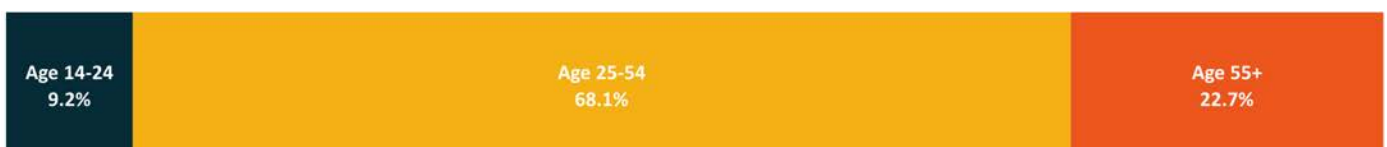
### Worker Gender Demographics



### Race and Ethnicity Demographics

69.7% White | 19.9% Black or African-American | 6.1% Asian

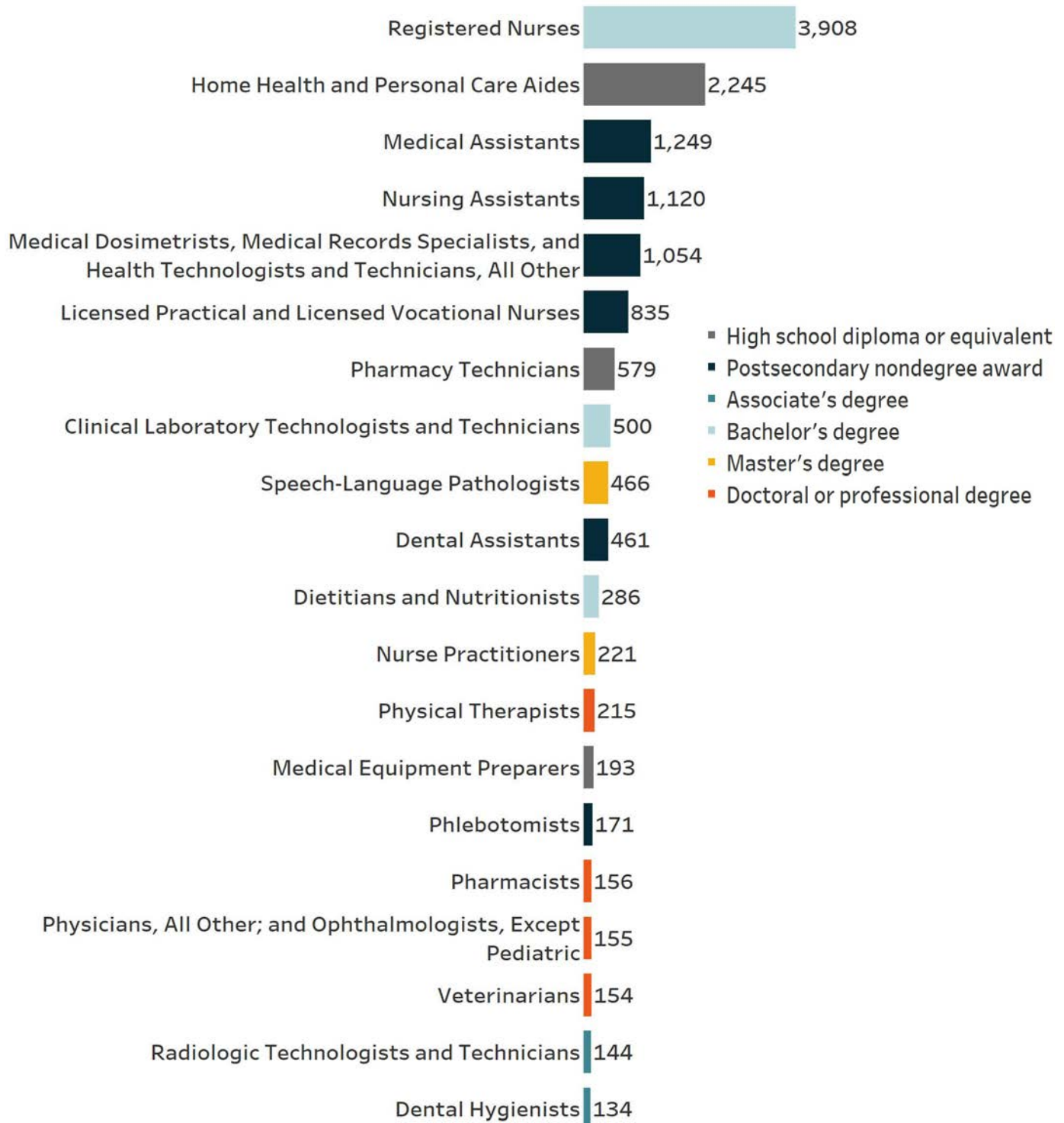
### Worker Age Demographics



# HEALTH CARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand health care occupation throughout 2021, with 3,908 postings. Other top posted jobs include Home Health and Personal Care Aides (2,245 postings), Medical Assistants (1,249 postings), Nursing Assistants (1,120 postings), and Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (1,054 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 (579 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



# HEALTH CARE OCCUPATION GROUP

## Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$33.38 per hour or an annual salary of about \$69,435.

### Wage Overview for Top Posted Health Care Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$25.06	\$28.35	\$33.38	\$38.76	\$44.49
31-1128	Home Health and Personal Care Aides	\$9.65	\$9.66	\$10.55	\$12.19	\$14.05
31-9092	Medical Assistants	\$12.53	\$14.29	\$16.37	\$18.23	\$20.83
31-1131	Nursing Assistants	\$12.04	\$13.19	\$14.92	\$17.18	\$18.66
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$13.02	\$15.55	\$19.40	\$26.03	\$32.37
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.38	\$23.48	\$26.30	\$28.85	\$30.56
29-2052	Pharmacy Technicians	\$10.89	\$13.05	\$15.95	\$18.77	\$22.04
29-2018	Clinical Laboratory Technologists and Technicians	\$13.37	\$16.14	\$24.35	\$30.95	\$34.93
29-1127	Speech-Language Pathologists	\$21.98	\$30.36	\$36.06	\$44.15	\$51.04
31-9091	Dental Assistants	\$13.57	\$15.67	\$18.33	\$21.34	\$25.02

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

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

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 33.0%
- Associate Degree: 22.6%
- Bachelor's Degree: 9.2%
- 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

- Ascension
- Henry Ford Health System
- McLaren Health Care
- Aya Healthcare
- CVS Health
- McLaren Macomb
- Beaumont Health
- Prestige Healthcare
- Sunbelt Staffing
- Trilogy Health Services

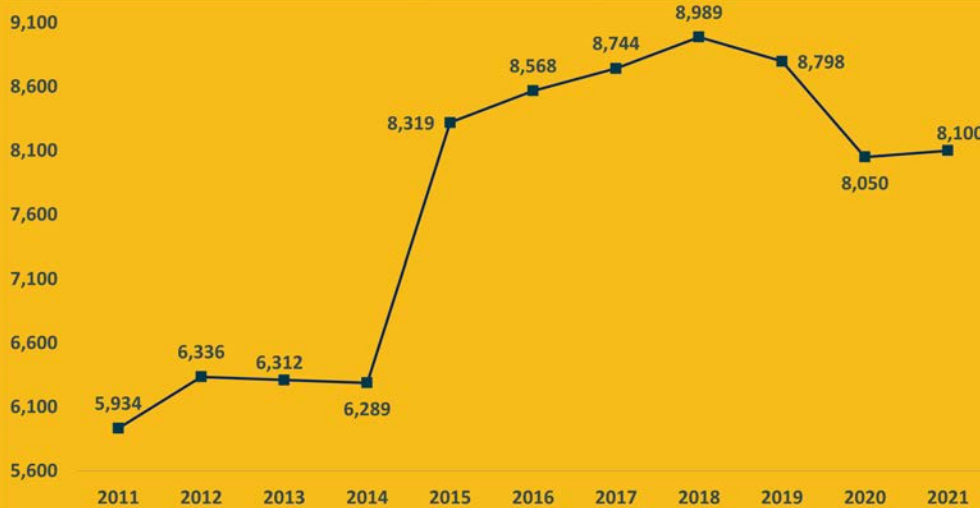
### Job Postings by City

1. Warren: 3,939 Postings
2. Sterling Heights: 2,707 Postings
3. Clinton Township: 2,485 Postings
4. Mount Clemens: 1,548 Postings
5. Macomb: 968 Postings
6. New Baltimore: 936 Postings
7. St. Clair Shores: 896 Postings
8. Utica: 749 Postings
9. Roseville: 622 Postings
10. Fraser: 357 Postings

# INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time  
2011-2021



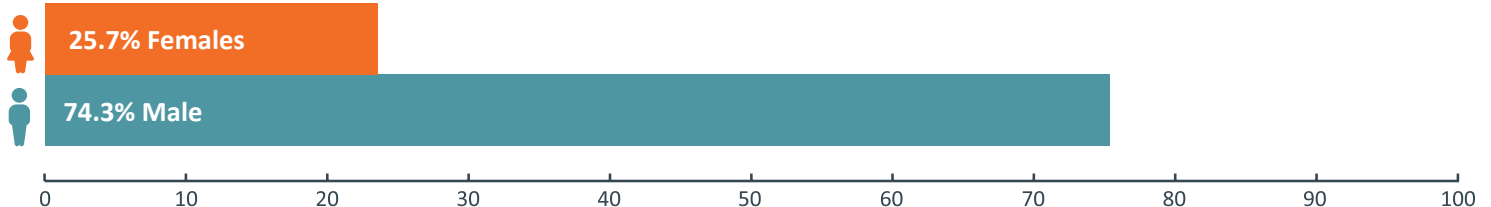
**8,100 Information  
Technology  
Workers**  
**0.6% Increase  
from 2020**



## Information Technology Worker Demographics

According to 2021 Emsi data, Macomb County has 8,100 IT workers. The workforce is not too diverse, with most workers identifying as male (74.3 percent) between the ages of 25 and 54 (74.5 percent). Workers aged 55 years and older account for 20.3 percent, while only 5.1 percent are 24 years old or younger. Around 72.3 percent of the workforce identify as white, and workers who identify as Asian, make up 12.7 percent of the workforce.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**72.3% White | 12.7% Asian | 3.3% Black or African-American**

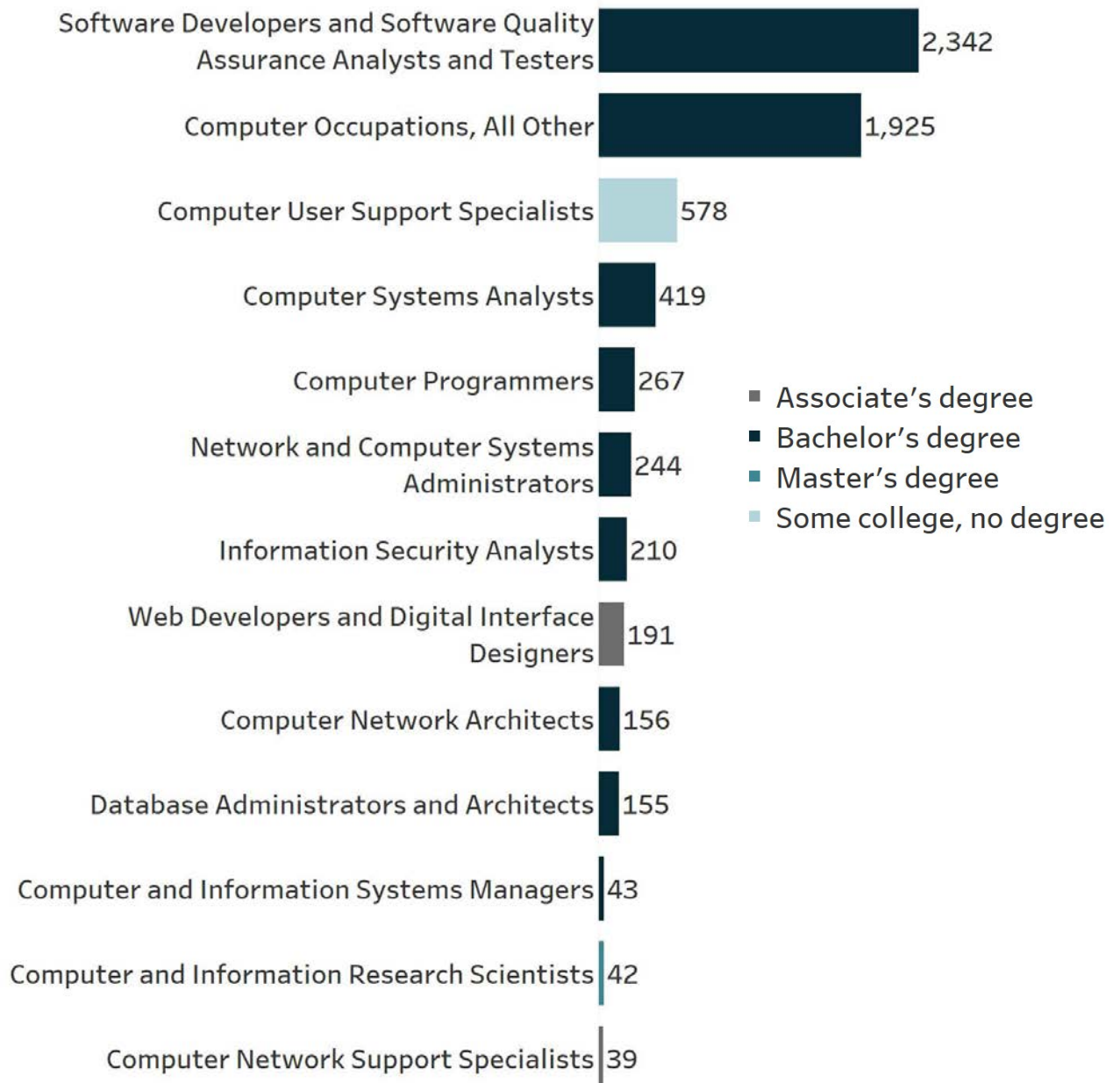
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

In 2021, there were 6,611 postings for IT workers in Macomb County. Software Developers and Software Quality Assurance Analysts and Testers were the most in-demand occupation with 2,342 postings, followed by Computer Occupations, All Other, with 1,925 postings. Computer User Support Specialists (578 postings), Computer Systems Analysts (419 postings), and Computer Programmers (267 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers and Software Quality Assurance Analysts and Testers, the most in-demand occupation, offers a median hourly wage of \$44.36 per hour or almost \$92,275 per year. Computer and Information Systems Managers earn the highest median wage at \$63.92 per hour or nearly \$132,943 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
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$27.44	\$35.00	\$44.36	\$55.06	\$64.12
15-1299	Computer Occupations, All Other	\$20.63	\$28.47	\$39.57	\$50.89	\$61.59
15-1232	Computer User Support Specialists	\$14.03	\$16.18	\$19.31	\$26.51	\$33.28
15-1211	Computer Systems Analysts	\$29.51	\$35.95	\$45.20	\$56.61	\$68.35
15-1251	Computer Programmers	\$20.51	\$24.49	\$34.76	\$45.67	\$56.37
15-1244	Network and Computer Systems Administrators	\$25.28	\$31.86	\$38.89	\$47.65	\$56.87
15-1212	Information Security Analysts	\$27.75	\$35.51	\$45.42	\$56.18	\$65.28
15-1257	Web Developers and Digital Interface Designers	\$16.63	\$23.56	\$32.50	\$40.84	\$49.48
15-1241	Computer Network Architects	\$27.71	\$40.47	\$52.88	\$63.66	\$74.99
15-1245	Database Administrators and Architects	\$24.32	\$29.81	\$42.15	\$53.41	\$60.88

### In-Demand Technical Skills

- Computer Science
- Software Development
- Agile Methodology
- Software Engineering
- Java (Programming Language)

### In-Demand Foundational Skills

- Communications
- Management
- Integration
- Problem Solving
- Leadership

### In-Demand Certifications

- Security Clearance
- CompTIA Security+
- Project Management Professional (PMP)
- Certified Information Systems Security Professional
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

### In-Demand Education Level\*

- High School Diploma: 7.2%
- Associate Degree: 5.7%
- Bachelor's Degree: 54.2%
- Master's Degree: 15.6%

*\*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

- General Motors
- General Dynamics
- CTG
- Rose International
- DCS Corp
- Epitec
- Revature
- Moseley Technical Services
- Aerotek
- Iconma, L.L.C.

### Job Postings by City

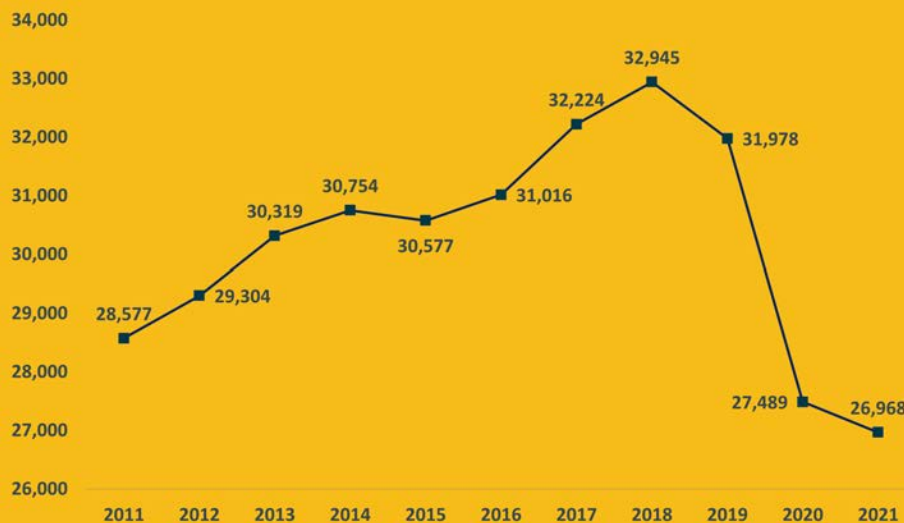
- Warren: 4,095 Postings
- Sterling Heights: 1,151 Postings
- Mount Clemens: 346 Postings
- New Baltimore: 299 Postings
- Clinton Township: 170 Postings
- Utica: 130 Postings
- Macomb: 94 Postings
- Roseville: 61 Postings
- St. Clair Shores: 45 Postings
- Washington: 42 Postings

# 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

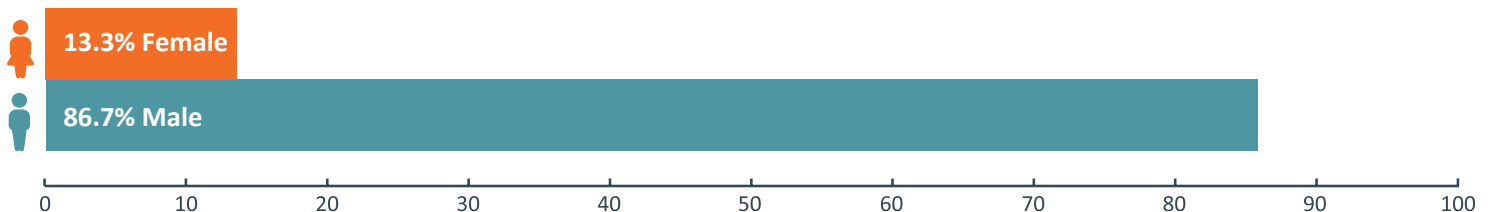


**26,968 Skilled  
Trades Workers**  
**1.9% Decrease  
from 2020**

## Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 26,968 workers in Macomb County. The majority of skilled trades workers are male (86.7 percent) between the ages of 25 and 54 (64.0 percent). Due to the aging workforce, additional outreach will be necessary as 29.6 percent are 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.5% White** | **14.4 Black or African-American** | **3.5% Hispanic or Latino**

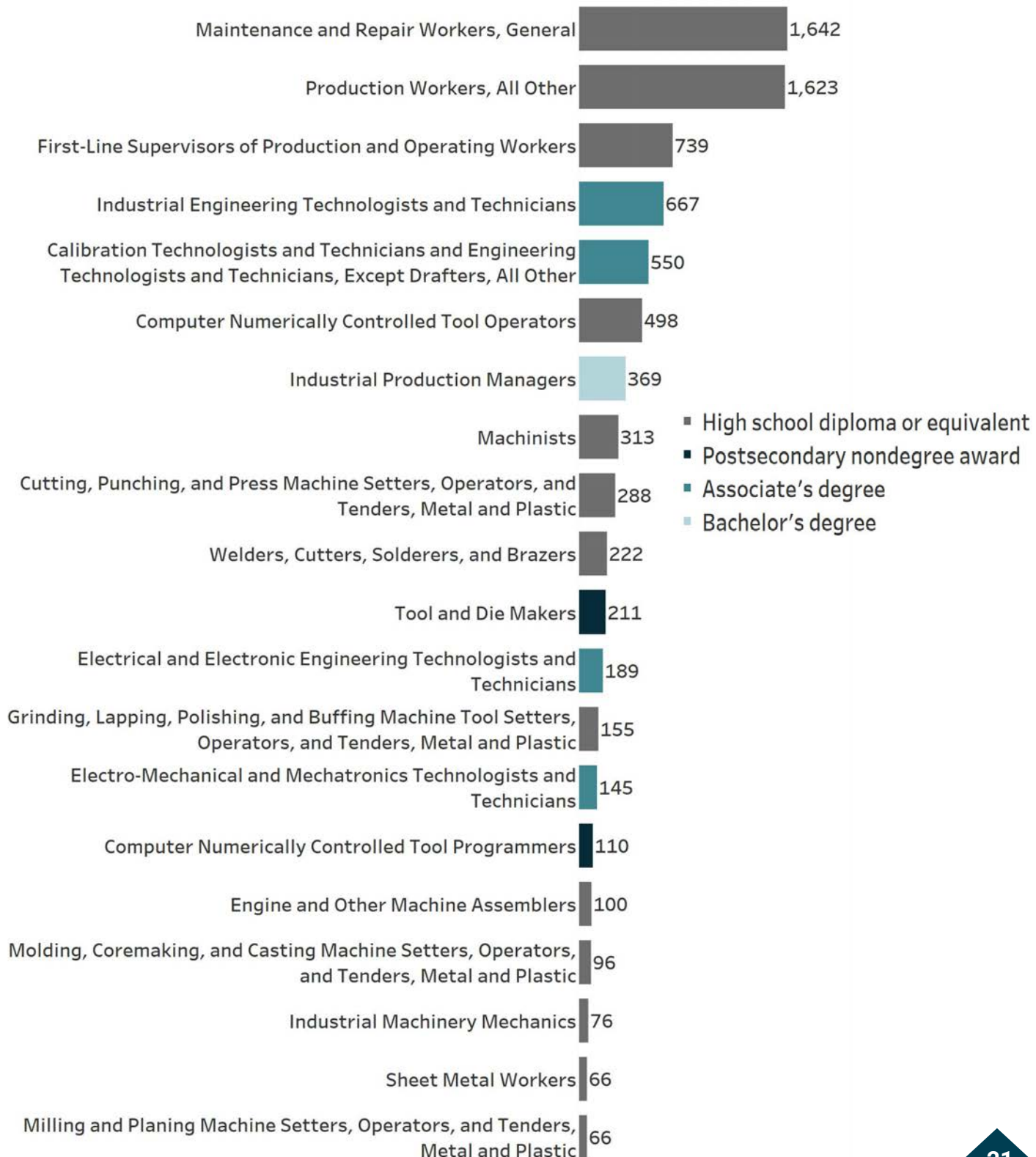
### Worker Age Demographics



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2021, with 1,642 postings. Other top posted jobs include Production Workers, All Other (1,623 postings), First-Line Supervisors of Production and Operating Workers (739 postings), Industrial Engineering Technologists and Technicians (667 postings), and Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (550 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 \$12.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2021, offers a median hourly wage of \$17.85, which translates to an annual salary of about \$37,123.

### Wage Overview for Top Posted Skilled Trades Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$12.02	\$14.59	\$17.85	\$23.51	\$29.13
51-9199	Production Workers, All Other	\$10.04	\$11.29	\$13.55	\$17.68	\$23.38
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.41	\$24.65	\$32.40	\$41.40	\$52.19
17-3026	Industrial Engineering Technologists and Technicians	\$19.52	\$23.60	\$28.73	\$35.77	\$42.59
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$18.21	\$24.59	\$36.37	\$45.53	\$53.73
51-9161	Computer Numerically Controlled Tool Operators	\$12.84	\$15.02	\$19.97	\$26.43	\$30.49
11-3051	Industrial Production Managers	\$33.46	\$43.43	\$55.73	\$70.41	\$87.58
51-4041	Machinists	\$13.90	\$17.36	\$22.08	\$27.71	\$32.61
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.53	\$16.19	\$19.53	\$27.23	\$31.05
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.44	\$16.20	\$19.70	\$23.83	\$29.35

### In-Demand Technical Skills

- Machine Operation
- Machinery
- Machining
- Tooling
- Plumbing

### In-Demand Foundational Skills

- Communications
- Troubleshooting
- Operations
- Management
- Lifting Ability

### In-Demand Certifications

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

### In-Demand Education Level\*

- High School Diploma: 40.8%
- Associate Degree: 7.9%
- Bachelor's Degree: 9.0%
- Master's Degree: 0.9%

*\*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

- Aerotek
- ManpowerGroup
- Sentech Services
- Nesco Resource
- General Motors
- The Salvation Army
- Adecco
- Stanley Black & Decker
- TEC Group
- Randstad

### Job Postings by City

- Warren: 2,255 Postings
- Sterling Heights: 1,722 Postings
- Clinton Township: 747 Postings
- New Baltimore: 719 Postings
- Utica: 624 Postings
- Macomb: 510 Postings
- Roseville: 460 Postings
- Fraser: 437 Postings
- Mount Clemens: 347 Postings
- Saint Clair Shores: 217 Postings

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