



Research. Engagement. Solutions

A light gray map of Michigan is centered on the page. The map is divided into county boundaries. Macomb County, located in the southeastern part of the state, is highlighted with a solid orange color. The background of the entire page is a blurred image of a computer monitor displaying a line graph with green and blue lines, and a keyboard.

# **LABOR MARKET REPORT MACOMB COUNTY**

January - December 2022

# INTRODUCTION

Macomb County  
2022



## About This Report

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

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

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

This report highlights labor market information and real-time job posting data for 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 2022 labor market information from Macomb County for the Business and Finance, Engineers and Designers, 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](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).

## REPORT CONTENTS

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 7 - Real-Time Demand Overview

### Occupation Groups

- 8 - Business and Finance
- 11 - Engineers and Designers
- 14 - Healthcare
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

## VISIT

[winintelligence.org](http://winintelligence.org)

## EMAIL

[info@winintelligence.org](mailto:info@winintelligence.org)

## FOLLOW



@workforce  
intelligence  
network



@win-semich



@workforce  
intelligence  
network (win)

## State of the Labor Market in Macomb County

The slowdown of the COVID-19 crisis continued to cause shifts in the labor market. In 2022, the labor force increased by 15,625 individuals (3.7 percent) while employment increased by 16,517 individuals (4.0 percent) from 2021. Unemployment went down by 891 workers and the unemployment rate continued to recover to pre-pandemic levels, decreasing 0.3 percentage points from 4.2 percent in 2021 to 3.9 percent in 2022. Quarterly 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 2022, accounting for 4,929 job postings followed closely by Registered Nurse with 4,548 postings. The Healthcare and skilled trades occupation groups continue to be heavily demanded in Macomb County.

### Annual Labor Market Information

The labor force in Macomb County grew in 2022, increasing by 15,625 individuals (3.7 percent) from the prior year. Employment increased by 16,517 workers (4.0 percent) over the same period, while unemployment decreased by 891 workers (4.9 percent) for a total of 17,217 unemployed workers in 2022. The unemployment rate decreased in 2022 to 3.9 percent, a fall of 7.3 percentage points since the 11.2 percent peak in 2020. The highest monthly unemployment rate occurred in Q1 2022, with an unemployment rate of 4.8 percent in Macomb County.

Annual Labor Force, Employment, Unemployment Rate  
2012–2022

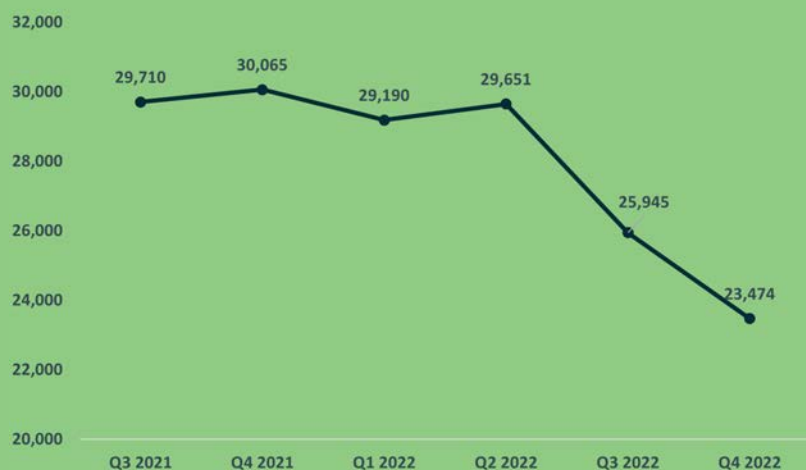


Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has decreased since the end of Q3 2022. In Q4 2022, there were a monthly average of 23,474 unique postings in Macomb County, a decrease of 2,471 postings from the monthly average of 25,945 postings recorded in Q3. The second quarter had the highest recorded postings in 2022 with 29,651 average postings, an increase of 461 (1.6 percent) since the first quarter. The sharp decline of 20.8 percent from Q2 to Q4 might be evidence that post-COVID recovery has finally peaked.

Quarterly Posting Analysis Macomb County  
2022



## Key Findings

3%

Employer demand increased by 2.9 percent, a gain of 3,467 job postings since 2021

### High School Diploma

Most in-demand minimum education level during 2022

In Q4 2021, employment totaled

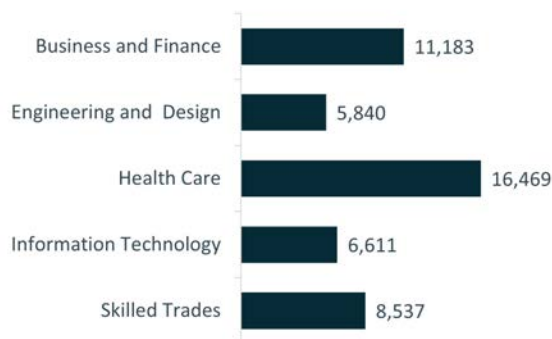
427,697

an increase of 9,126 workers (2.2 percent) since Q4 2021

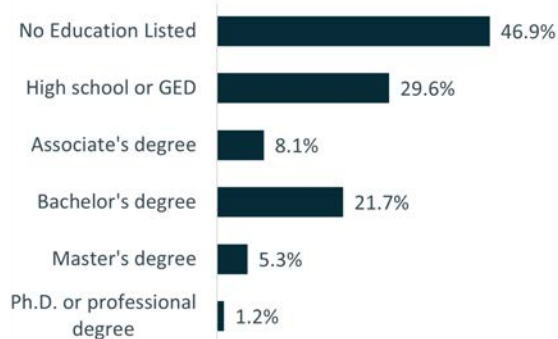
During 2022, there were 121,727 job postings, or 3,467 more than the 118,260 postings made during 2021 in Macomb County. The second quarter saw the highest demand for the year with 29,651 postings, a 1.6 percent increase since Q1 2021. The top posted job occupations in 2022 include Retail Salespersons, Registered Nurses, First-Line Supervisors of Retail Sales Workers, Software Developers and Customer Service Representatives. For more information about in-demand job postings, see page 7.

Of the 121,727 unique postings in Macomb County during 2022, nearly 36,049 (29.6 percent) required a high school diploma or equivalent, while 36,264 postings (29.8 percent) required a college degree. An additional 7,947 postings (6.5 percent) required an advanced degree. The high demand for Healthcare and information technology workers within the county drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups  
2022



Education Levels In-Demand  
2022



The pandemic-driven, quarterly labor market shifts that were seen in 2021 have leveled off 2022. The first quarter of 2022 saw an initial increase in the labor force, employment, unemployment, and the unemployment rate. The unemployment rate specifically grew 0.8 percentage points to an annual high of 4.8 percent. The labor force and employment numbers increased in Q4 to 441,402 and 427,697 workers respectively, and unemployment decreased to 13,704 workers from Q4 2021. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2022. The unemployment rate at the end of Q4 2022 was 3.1 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	436,027	445,168	439,456	444,554	441,402	-3,152	-0.7%	5,374	1.2%
Employment	418,572	423,941	420,299	429,773	427,697	-2,076	-0.5%	9,126	2.2%
Unemployment	17,456	21,227	19,157	14,781	13,704	-1,077	-7.3%	-3,751	-21.5%
Unemployment Rate	4.0%	4.8%	4.4%	3.3%	3.1%	-0.2%	na	-0.9%	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 442,645 individuals, a increase of 15,625 individuals since 2021. Employment is up to 425,428 workers in 2022, an increase of 16,517 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 17,217 workers, down by 891 workers since the high of 49,243 workers recorded in 2020. Similarly, the unemployment rate declined by 0.4 percentage points for a 2022 unemployment rate of 3.9 percent.

## Annual Labor Market Data 2012-2022

	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	409,066	411,720	420,290	420,858	421,321	435,141	441,491	445,484	451,965	439,056	427,019	442,645	15,625	3.7%
Employment	363,484	371,286	380,495	387,545	397,009	412,449	422,560	427,445	433,233	389,813	408,911	425,428	16,517	4.0%
Unemployment	45,581	40,433	39,795	33,313	24,313	22,692	18,931	18,038	18,731	49,243	18,109	17,217	-891	-4.9%
Unemployment Rate	11.1%	9.8%	9.5%	7.9%	5.8%	5.2%	4.3%	4.0%	4.1%	11.2%	4.2%	3.9%	-0.4%	na

Data: Bureau of Labor Statistics

## CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 458,659 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 431,200 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 30.4 percent, while females under the age of 25 reported an unemployment rate of 23.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	458,659	431,200	27,459	6.0%
<b>Sex</b>				
Male 16+	242,779	228,099	14,680	6.0%
16-19	10,638	8,424	2,214	20.8%
20-24	22,313	20,176	2,137	9.6%
25-54	153,068	145,237	7,831	5.1%
55-64	44,037	42,162	1,875	4.3%
65 Plus	12,723	12,100	623	4.9%
Female 16+	215,880	203,101	12,779	5.9%
16-19	9,673	8,210	1,463	15.1%
20-24	21,307	19,475	1,832	8.6%
25-54	135,252	128,066	7,186	5.3%
55-64	38,905	37,142	1,763	4.5%
65 Plus	10,743	10,208	535	5.0%
<b>Race</b>				
White	364,115	345,910	18,206	5.0%
Black / African	56,337	49,859	6,479	11.5%
Native American	1,172	1,161	11	0.9%
Asian	19,068	18,020	1,049	5.5%
Native Hawaiian /	129	129	0	0.0%
Some Other Race	3,302	3,041	261	7.9%
Two or More Races	15,464	14,010	1,454	9.4%
<b>Ethnicity</b>				
Hispanic	13,181	12,311	870	6.6%

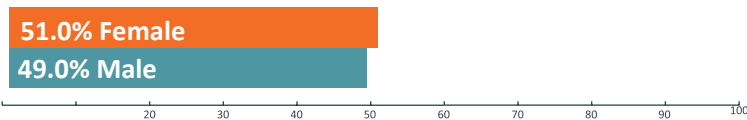
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

# POPULATION DEMOGRAPHICS

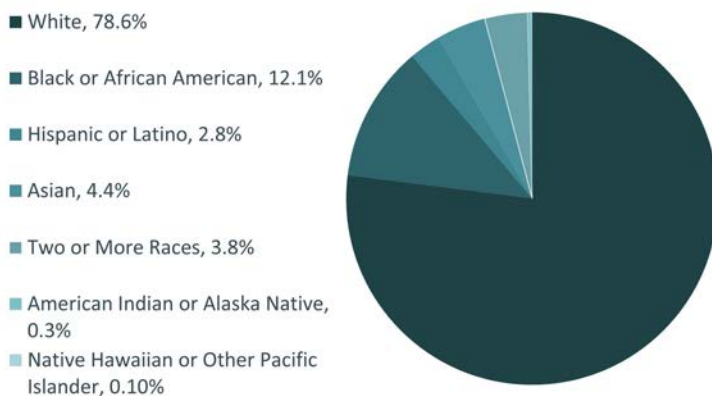
## 2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Macomb County increased by about 0.9 percent between 2020 and 2021. During 2021, there were 879,123 people living in the county. The sex of the populace was split almost evenly, with about 51.0 percent of the population identifying as female and the other 49.0 percent identifying as male. A majority of the population identified as White (78.6 percent) with the second largest number of individuals identifying as Black or African American (12.1 percent). The region is facing an aging populace; with 33.6 percent of the population over the age of 54, compared to 29.1 percent under the age of 25.

### Population Gender Demographics



### Population Race Demographics



### Population Age Demographics

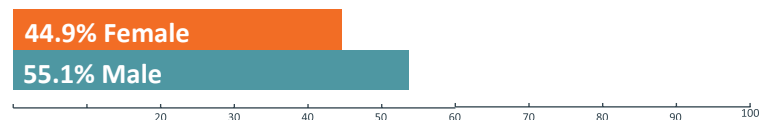


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

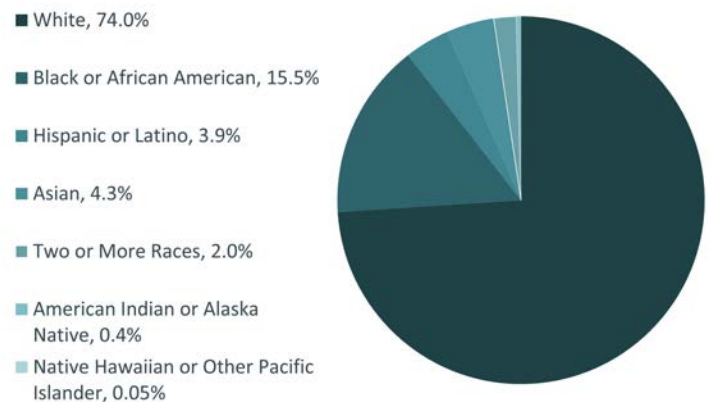
## 2022 Current Workforce

In 2022, the workforce had a total of 330,839 individuals working in Macomb County. A slight majority, 55.1 percent (180,965 workers) were male, while 44.9 percent (147,396 workers) of the workforce was female. Most workers in the county identified as White, accounting for 74.0 percent of the workforce, while Black or African American workers totaled 15.5 percent of the workforce. Those identifying as Asian ethnicity accounted for 4.3 percent. Much of the workforce in Macomb County are between the ages of 25 through 54 (62.1 percent), while 24.7 percent of workers are 55 and older.

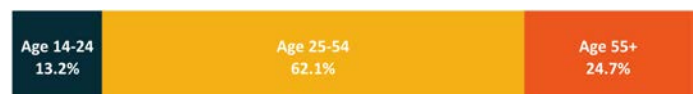
### Workforce Gender Demographics



### Workforce Race and Ethnicity Demographics



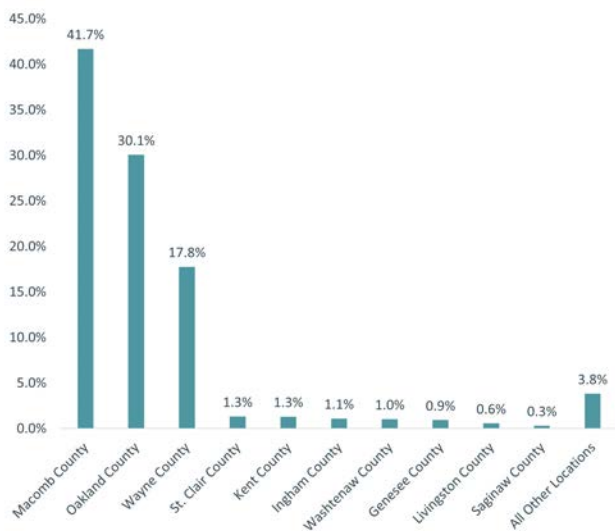
### Workforce Age Demographics



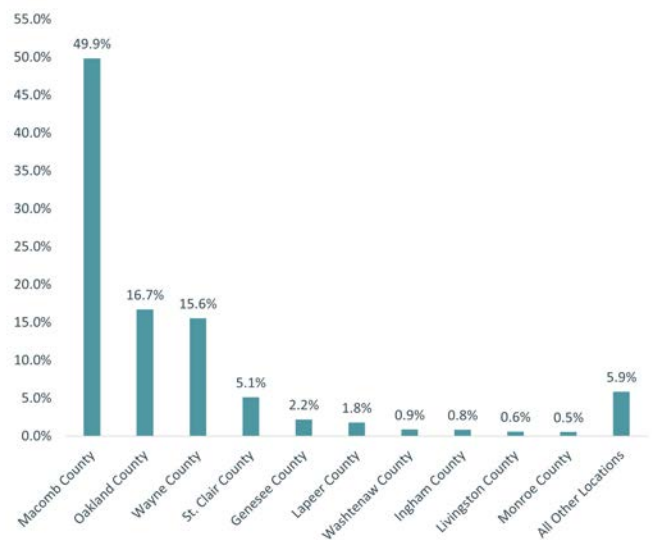
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the county's workforce consisted of 351,834 residents. There were 146,719 (41.7 percent) residents living and working within Macomb County, while the remaining 205,115 residents (58.3 percent) traveled outside of the county for work. There were 294,276 workers employed in the county during 2020. Of those, 147,557 workers (50.1 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**

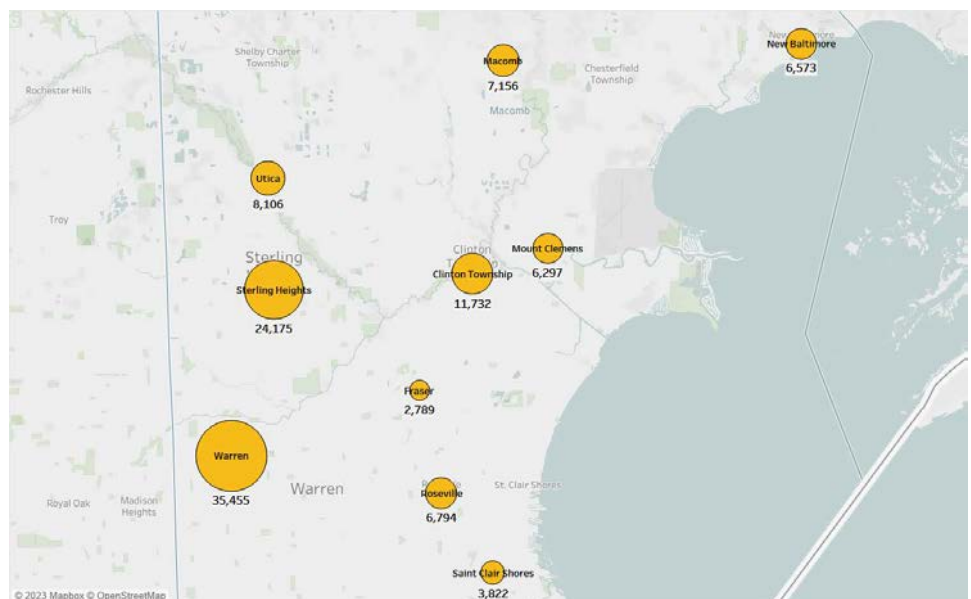


Source: U.S. Census OnTheMap, 2020  
Analysis: Workforce Intelligence Network

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

## Job Postings by City

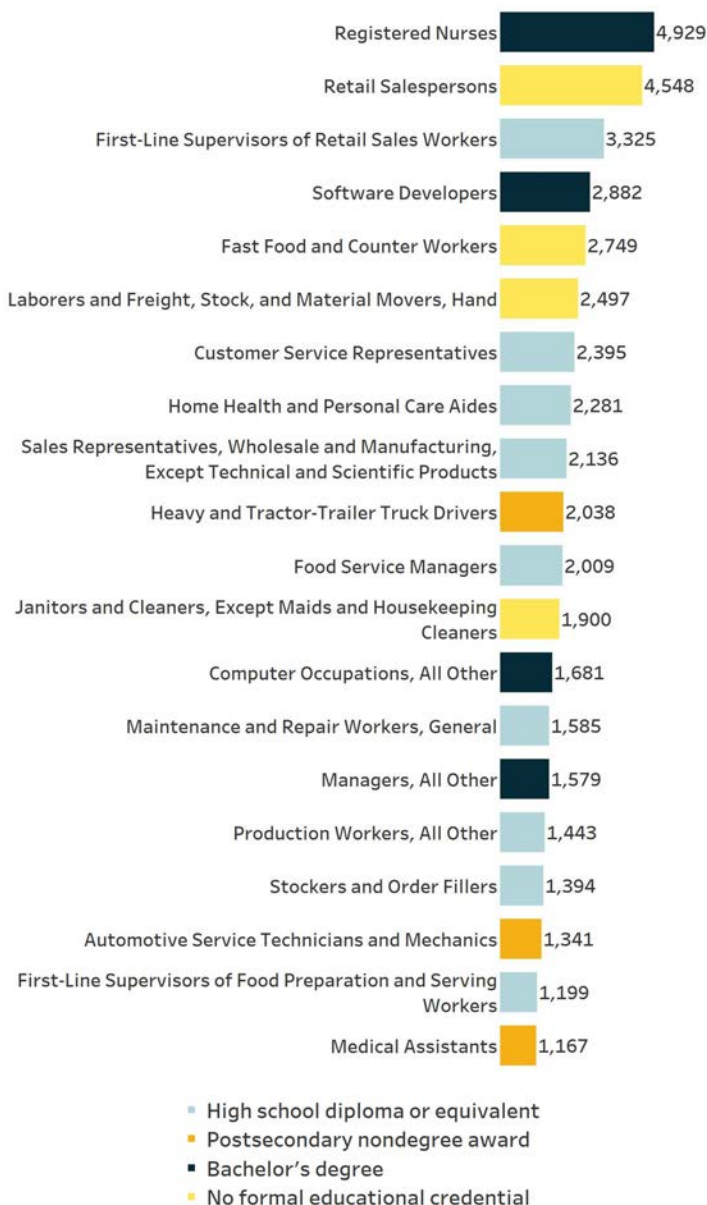
1. Warren: 35,455 Postings
2. Sterling Heights: 24,175 Postings
3. Clinton Township: 11,732 Postings
4. Utica: 8,106 Postings
5. Macomb: 7,156 Postings
6. Roseville: 6,794 Postings
7. New Baltimore: 6,573 Postings
8. Mount Clemens: 6,297 Postings
9. Saint Clair Shores: 3,822 Postings
10. Fraser: 2,789 Postings



## TOP POSTED JOBS

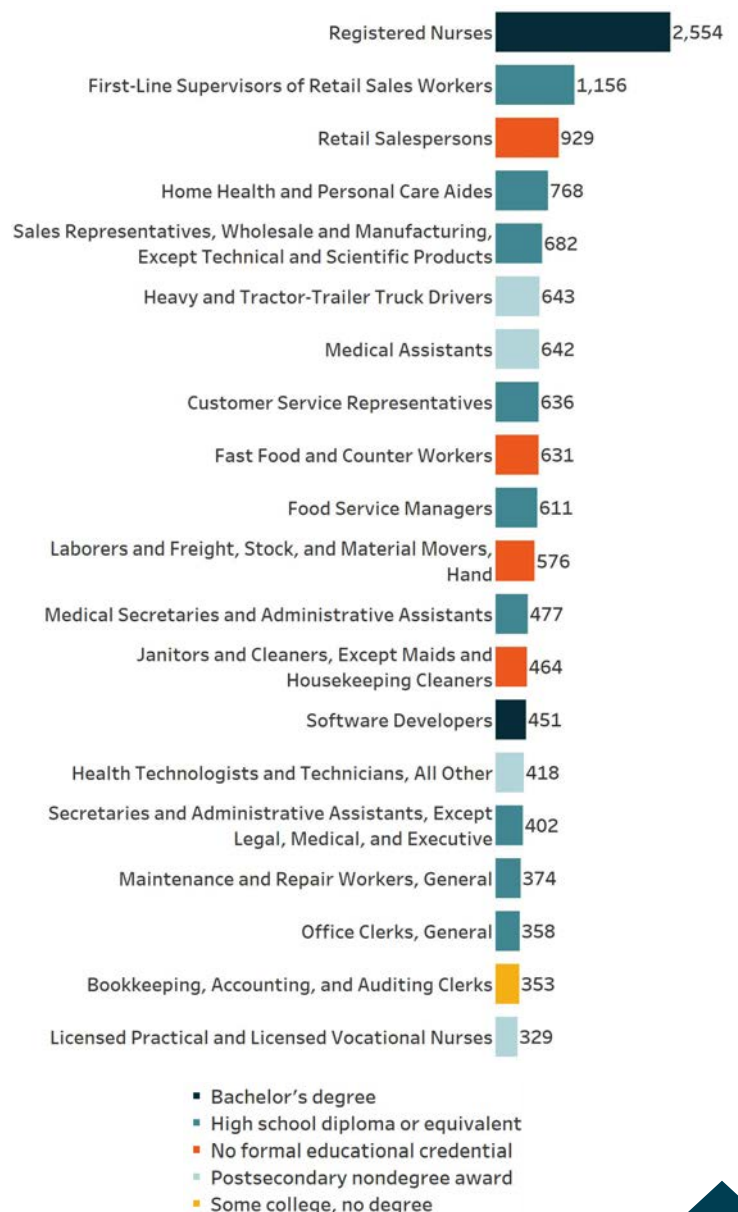
### Top Posted Jobs: 2022

Registered Nurses is the top posted occupation for 2022 with 4,929 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (4,548 postings) and First-Line Supervisors of Retail Sales Workers (3,325 postings) round out the top three demanded occupations, requiring no formal educational credential and a high school diploma or equivalent, 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: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 27.1 percent of postings in Macomb County for 2022. Most 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 39.9 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 2,554 postings and requires a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 1,156 postings.

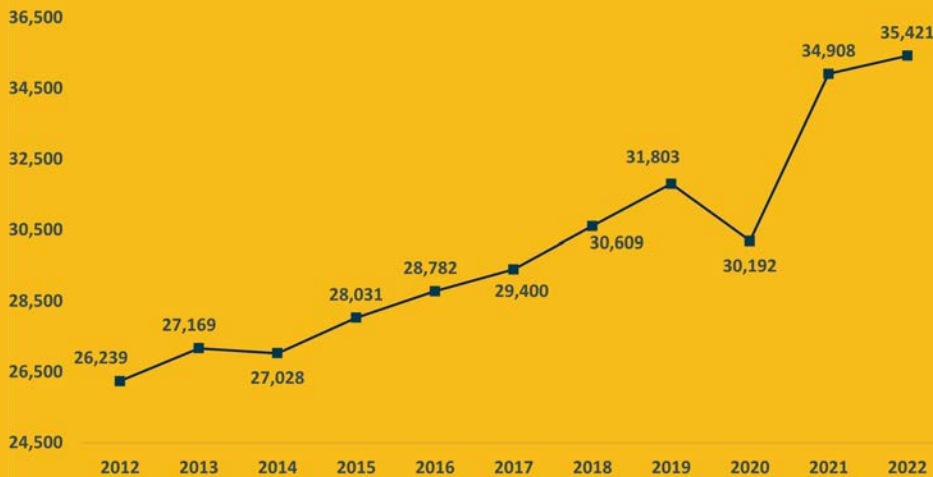




## BUSINESS AND FINANCE OCCUPATION GROUP

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  
2012-2022

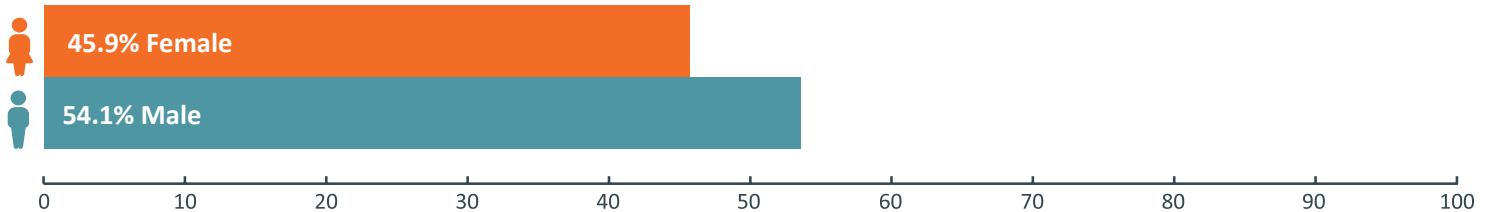


**35,421**  
Business and  
Finance  
Workers  
1.5% increase  
from 2021

### Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 35,421 workers. More than half the working population identify as male (54.1 percent), however, 81.4 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.0 percent of the working population in business and finance is under the age of 25, compared to 27.9 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

**81.4% White** | **10.1% Black or African-American** | **3.9% Asian**

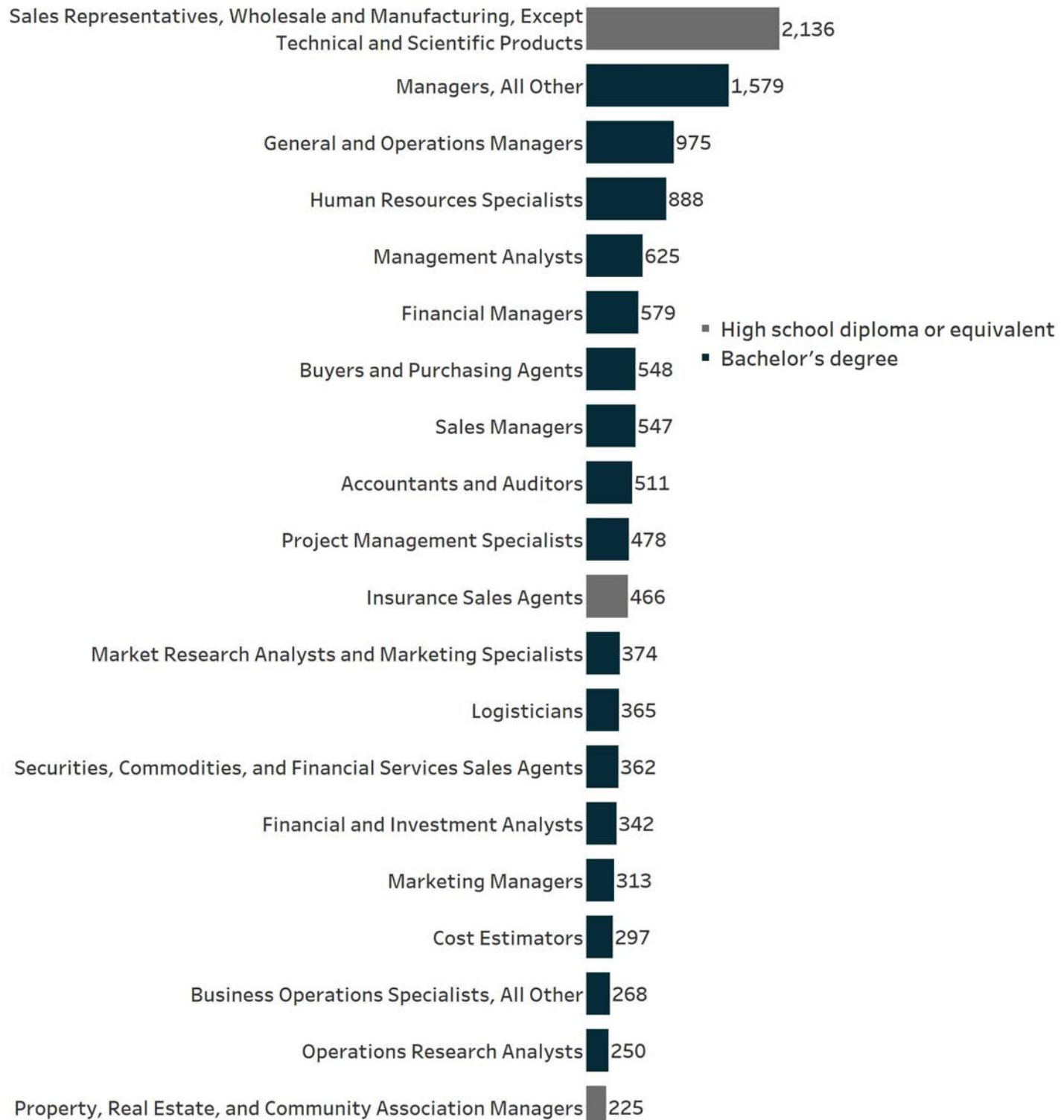
#### Worker Age Demographics



## BUSINESS AND FINANCE OCCUPATION GROUP

### Top Posted Jobs

There were a total of 13,772 job postings for Business and Finance workers during 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in demand occupation in 2022, with 2,136 postings. Managers, All Other was in the second position with 1,579 postings. Other top posted jobs include General and Operations Managers (975 postings), Human Resources Specialists (888 postings), and Management Analysts (625 postings).



# 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 \$28.42, translating to annual earnings of approximately \$59,113. All the top business occupations offer median wages over \$28.00 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	\$14.09	\$21.31	\$28.42	\$43.40	\$56.91
11-9199	Managers, All Other	\$24.72	\$37.05	\$52.33	\$63.42	\$79.29
11-1021	General and Operations Managers	\$21.94	\$29.35	\$46.98	\$74.78	\$100.83
13-1071	Human Resources Specialists	\$17.41	\$22.00	\$28.28	\$36.30	\$45.75
13-1111	Management Analysts	\$22.65	\$28.99	\$37.02	\$47.22	\$59.87
11-3031	Financial Managers	\$35.74	\$45.66	\$57.87	\$74.01	\$109.15
13-1028	Buyers and Purchasing Agents	\$22.21	\$23.84	\$32.97	\$45.46	\$50.75
11-2022	Sales Managers	\$30.23	\$45.14	\$59.03	\$77.33	\$110.76
13-2011	Accountants and Auditors	\$22.11	\$27.61	\$34.96	\$44.53	\$56.83
13-1082	Project Management Specialists	\$25.47	\$31.36	\$47.21	\$60.01	\$63.90

### In-Demand Technical Skills

- Marketing
- Accounting
- Auditing
- Finance
- Purchasing

### In-Demand Foundational Skills

- Communications
- Management
- Sales
- Customer Service
- Leadership

### In-Demand Certifications

- Master Of Business Administration (MBA)
- Project Management Professional Certification
- Secret Clearance
- Certified Public Accountant
- Security Clearance

### In-Demand Education Level\*

- High school or GED: 21.9%
- Associate degree: 8.6%
- Bachelor's degree: 50.2%
- Master's degree: 8.5%

*\*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

- General Dynamics
- CBRE
- General Motors
- CTG
- State Farm
- TruGreen
- Bank of America
- Robert Half
- GPAC
- LA Fitness

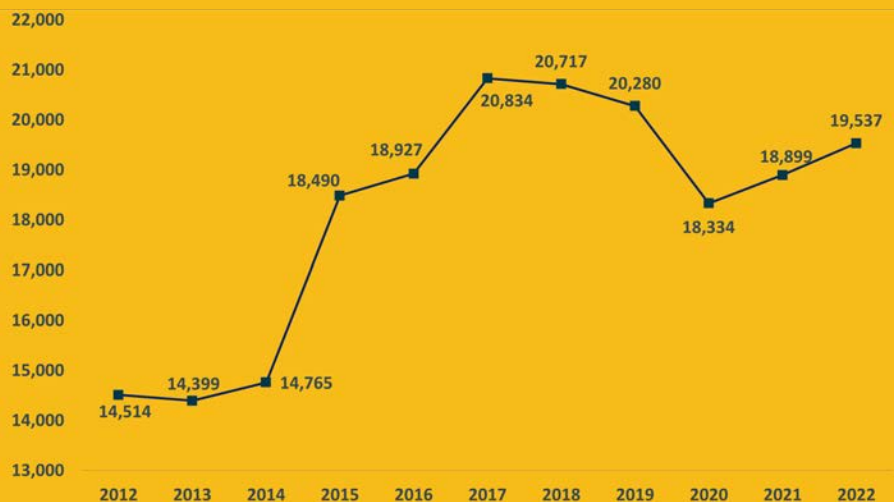
### Job Postings by City

- Warren: 4,953 Postings
- Sterling Heights: 3,363 Postings
- Clinton Township: 1,025 Postings
- Utica: 715 Postings
- Macomb: 635 Postings
- Mount Clemens: 607 Postings
- Roseville: 562 Postings
- New Baltimore: 436 Postings
- Saint Clair Shores: 338 Postings
- Fraser: 251 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  
2012-2022



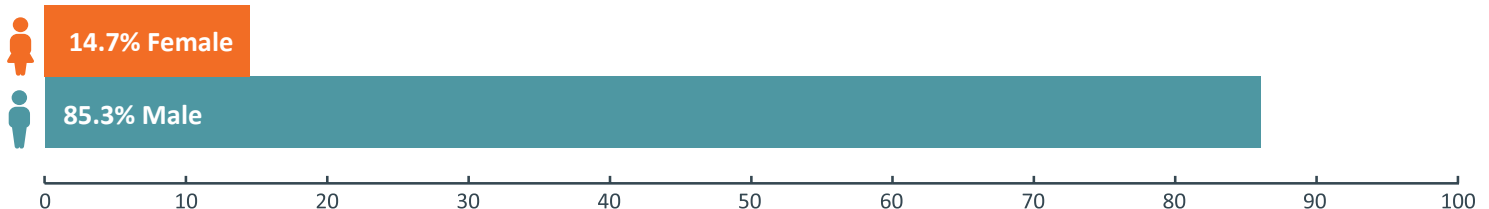
**19,537**  
**Engineers and**  
**Designers**  
**Workers**  
**3.9% Increase**  
**from 2021**



## Engineers and Designers Worker Demographics

According to 2022 Lightcast data, the 19,537 workers in the Engineering and Design group are not particularly diverse. Just 4.8 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.7 percent of the current workforce and only 24.3 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

**75.7% White** | **11.0% Asian** | **8.5% Black or African-American**

### Worker Age Demographics

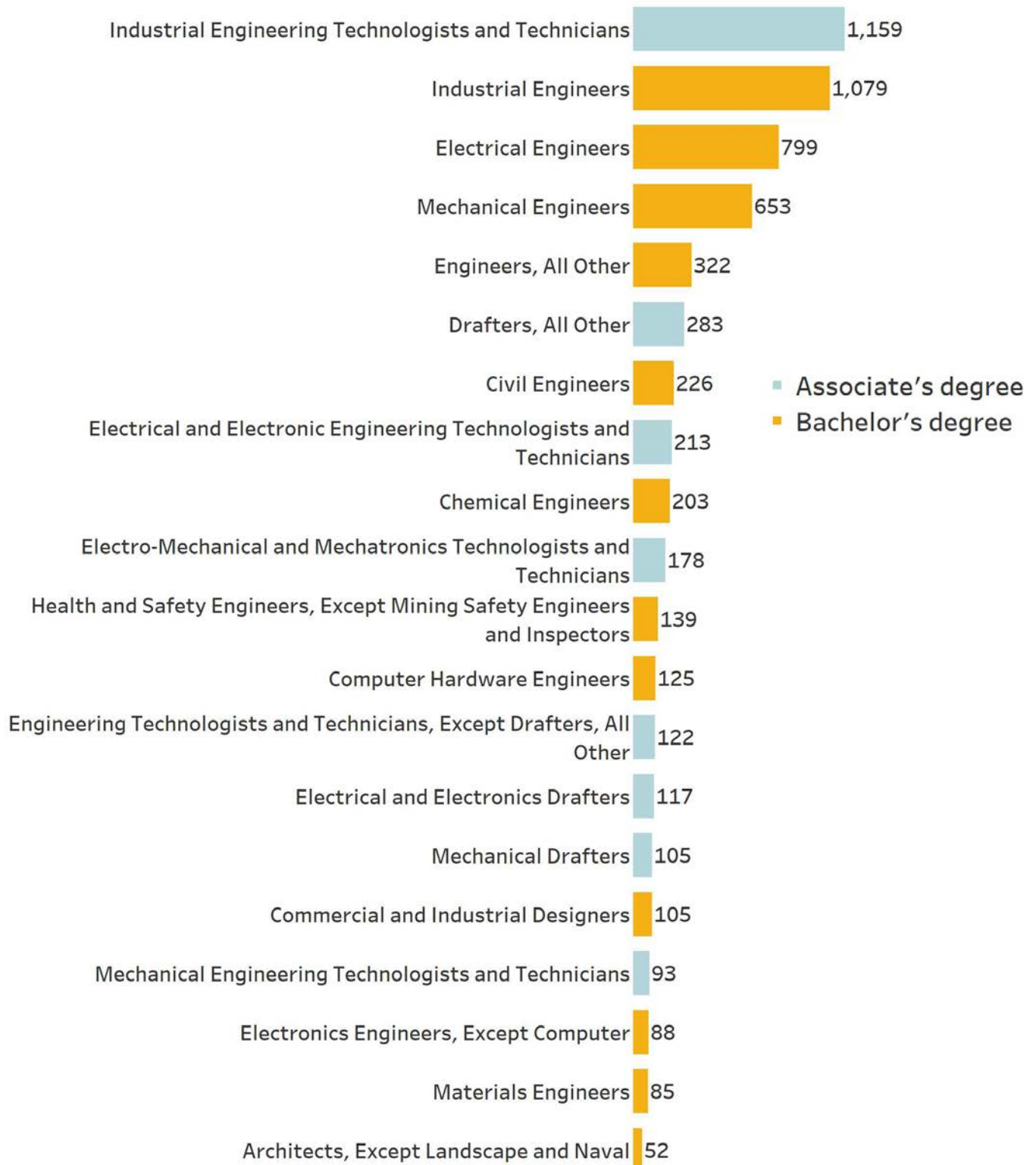




# ENGINEERS AND DESIGNERS OCCUPATION GROUP

## Top Posted Jobs

Industrial Engineering Technologists and Technicians was the highest in-demand engineering and design occupation during 2022, with 1,159 postings. Industrial Engineers were also in high demand with 1,079 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, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$28.71. This reflects an annual salary of approximately \$59,716.

### Wage Overview for Top Posted Engineers and Designers Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$18.11	\$23.47	\$28.71	\$30.99	\$36.97
17-2112	Industrial Engineers	\$29.62	\$37.46	\$41.14	\$48.89	\$61.82
17-2071	Electrical Engineers	\$32.77	\$41.53	\$51.97	\$64.16	\$68.80
17-2141	Mechanical Engineers	\$30.87	\$39.25	\$49.60	\$51.37	\$64.51
17-2199	Engineers, All Other	\$30.47	\$38.90	\$49.72	\$63.53	\$65.56
17-3019	Drafters, All Other	\$14.99	\$18.90	\$19.74	\$38.41	\$38.80
17-2051	Civil Engineers	\$32.43	\$33.34	\$41.38	\$53.29	\$67.27
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$20.43	\$25.51	\$33.53	\$41.48	\$51.87
17-2041	Chemical Engineers	\$31.71	\$44.03	\$54.16	\$69.14	\$84.75
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.36	\$23.33	\$23.79	\$36.61	\$38.14

### In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- Computer-Aided Design
- Tooling
- Automation

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Secret Clearance
- Security Clearance
- Six Sigma Black Belt
- Professional Engineer
- Licensed Professional Engineer

### In-Demand Education Level\*

- High school or GED: 17.0%
- Associate degree: 10.0%
- Bachelor's degree: 54.0%
- 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
- General Dynamics
- ZF
- CDM Smith
- Moseley Technical Services
- Advantage Resourcing
- DCS Corporation
- Iconma, L.L.C.
- Aerotek
- Sentech Services

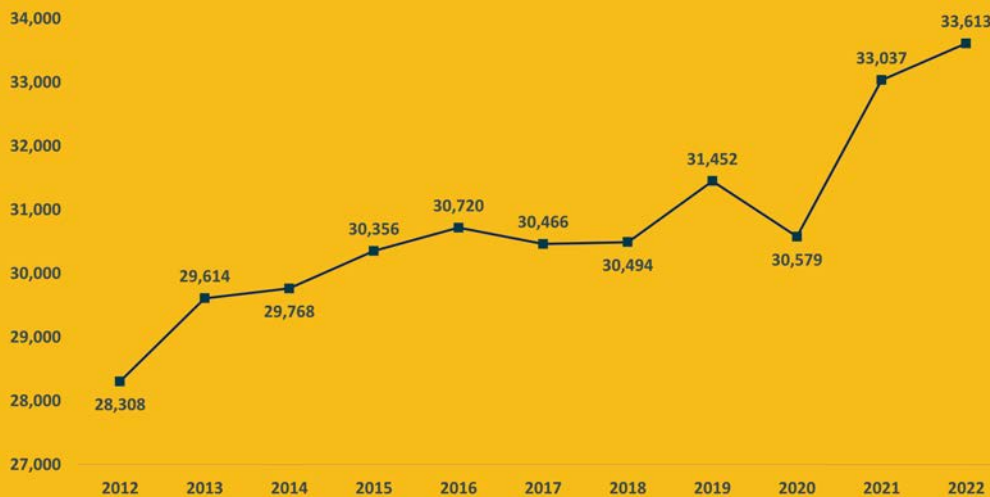
### Job Postings by City

1. Warren: 3,048 Postings
2. Sterling Heights: 1,629 Postings
3. Macomb: 235 Postings
4. Utica: 230 Postings
5. New Baltimore: 219 Postings
6. Clinton Township: 203 Postings
7. Washington: 203 Postings
8. Fraser: 143 Postings
9. Roseville: 123 Postings
10. Mount Clemens: 109 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.

Employment Over Time  
2012-2022

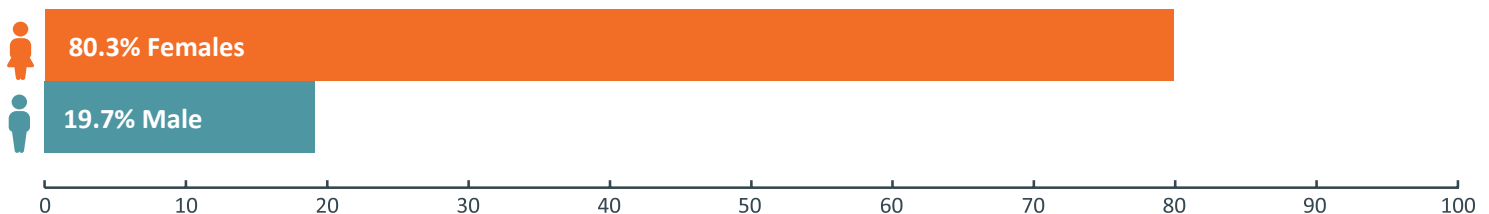


**33,613**  
Healthcare  
Workers  
1.7%  
Increase from  
2021

## Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 33,613 workers in Macomb County, who are overwhelmingly female (80.3 percent) and between the ages of 25 and 54 (67.3 percent), although 22.9 percent of workers are over 54. The healthcare occupation group is primarily white in Macomb County, with 71.2 percent of workers identifying as white, 17.8 percent identifying as Black or African American, and 10.0 percent identifying otherwise.

### Worker Gender Demographics



### Race and Ethnicity Demographics

71.2% White | 17.8% Black or African-American | 6.3% Asian

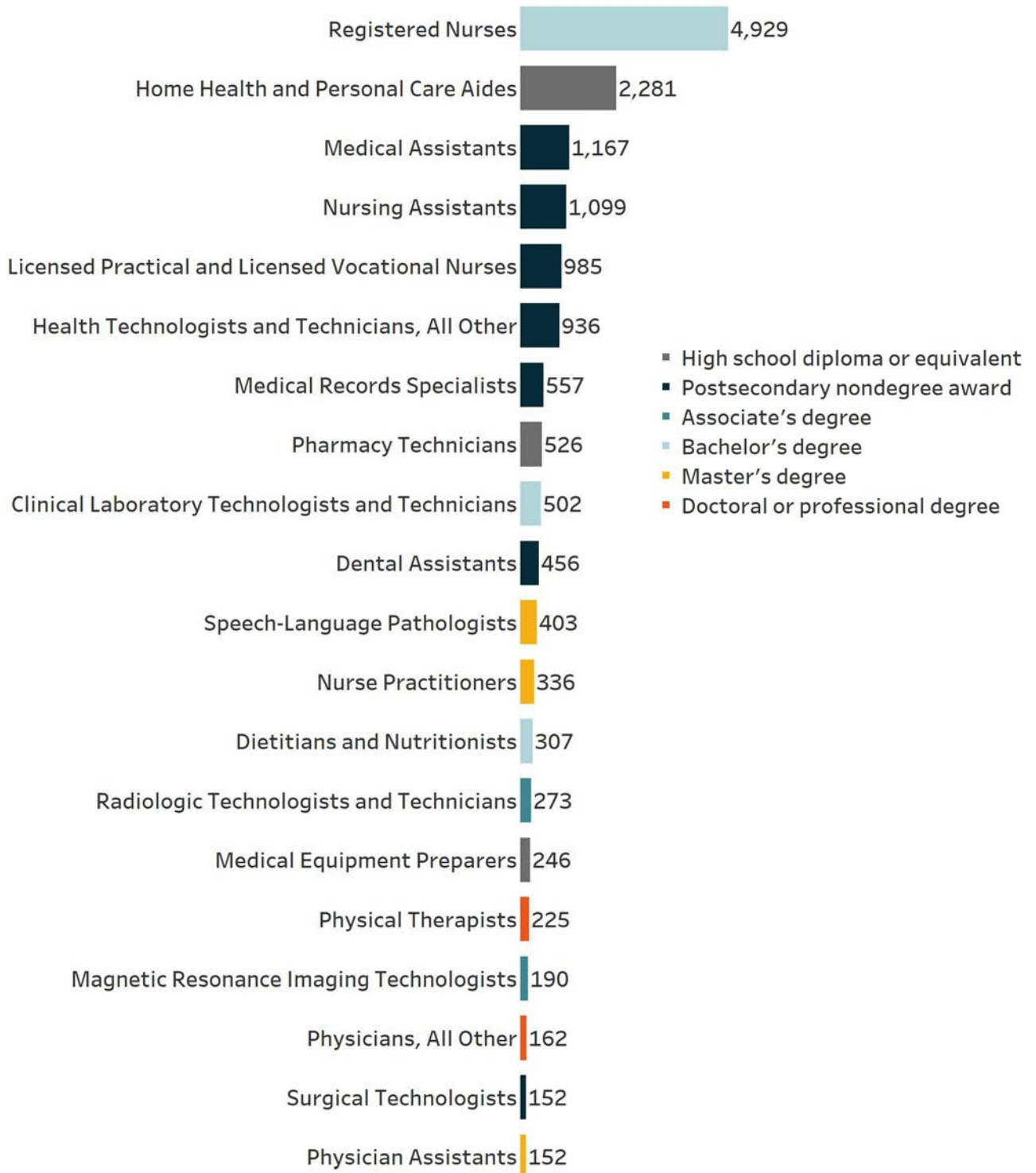
### Worker Age Demographics



# HEALTHCARE OCCUPATION GROUP

## Top Posted Jobs

Registered Nurses were the highest in-demand healthcare occupation throughout 2022, with 4,929 postings. Other top posted jobs include Home Health and Personal Care Aides (2,281 postings), Medical Assistants (1,167 postings), Nursing Assistants (1,099 postings), and Licensed Practical and Licensed Vocational Nurses (985 postings). Top occupations in healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (526 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.





# HEALTHCARE OCCUPATION GROUP

## Wage Overview

Wages in the Healthcare field tend to scale with both education and experience. The Healthcare occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with Doctoral or professional degree. At least half of the top jobs pay over \$17.81 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$34.53 per hour or an annual salary of about \$71,822.

### 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	\$27.10	\$27.36	\$34.53	\$35.44	\$44.22
31-1128	Home Health and Personal Care Aides	\$10.04	\$10.19	\$12.36	\$12.85	\$13.35
31-9092	Medical Assistants	\$13.53	\$13.85	\$17.13	\$17.55	\$21.21
31-1131	Nursing Assistants	\$13.56	\$13.66	\$16.67	\$17.17	\$17.29
29-2061	Licensed Practical and Licensed Vocational Nurses	\$21.85	\$22.95	\$27.43	\$27.97	\$28.31
29-2099	Health Technologists and Technicians, All Other	\$13.59	\$16.95	\$21.01	\$26.76	\$30.93
29-2072	Medical Records Specialists	\$13.21	\$16.43	\$17.39	\$21.45	\$27.24
29-2052	Pharmacy Technicians	\$13.21	\$13.32	\$16.76	\$20.88	\$21.45
29-2018	Clinical Laboratory Technologists and Technicians	\$13.04	\$16.41	\$25.47	\$32.37	\$34.19
31-9091	Dental Assistants	\$14.29	\$14.45	\$18.22	\$23.10	\$23.24

### In-Demand Technical Skills

- Nursing
- Cardiopulmonary Resuscitation (CPR)
- Nursing Care
- Medical Records
- Caregiving

### In-Demand Foundational Skills

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

### In-Demand Certifications

- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Certified Nursing Assistant
- Advanced Cardiovascular Life Support (ACLS) Certification
- Nurse Practitioner (APRN-CNP)

### In-Demand Education Level\*

- High school or GED: 30.0%
- Associate degree: 19.4%
- Bachelor's degree: 12.1%
- Master's degree: 5.5%

*\*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

- Ascension
- Henry Ford Health System
- McLaren Healthcare
- Beaumont Health
- Aya Healthcare
- ProMedica
- Healthcare Employment Network
- Prestige Healthcare
- McLaren-Macomb
- Walgreens Boots Alliance

### Job Postings by City

1. Warren: 4,715 Postings
2. Sterling Heights: 3,040 Postings
3. Clinton Township: 2,267 Postings
4. Mount Clemens: 2,116 Postings
5. Macomb: 1,105 Postings
6. Utica: 925 Postings
7. New Baltimore: 908 Postings
8. Saint Clair Shores: 889 Postings
9. Roseville: 729 Postings
10. Fraser: 379 Postings

# INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time  
2012-2022



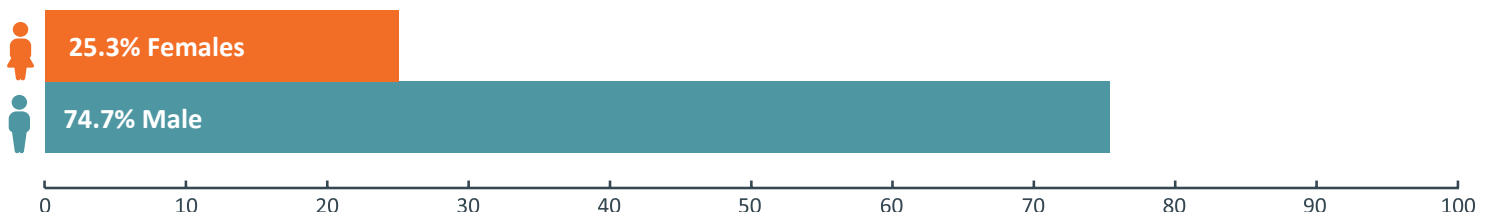
**8,545**  
Information  
Technology  
Workers  
**2.0% Increase**  
from 2021



## Information Technology Worker Demographics

According to 2022 Lightcast data, Macomb County has 8,545 IT workers. The workforce is not too diverse, with most workers identifying as male (74.7 percent) between the ages of 25 and 54 (74.7 percent). Workers aged 55 years and older account for 20.0 percent, while only 5.3 percent are 24 years old or younger. Around 71.1 percent of the workforce identify as white, and workers who identify as Asian, make up 13.7 percent of the workforce.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**71.1% White** | **13.7% Asian** | **10.2% Black or African-American**

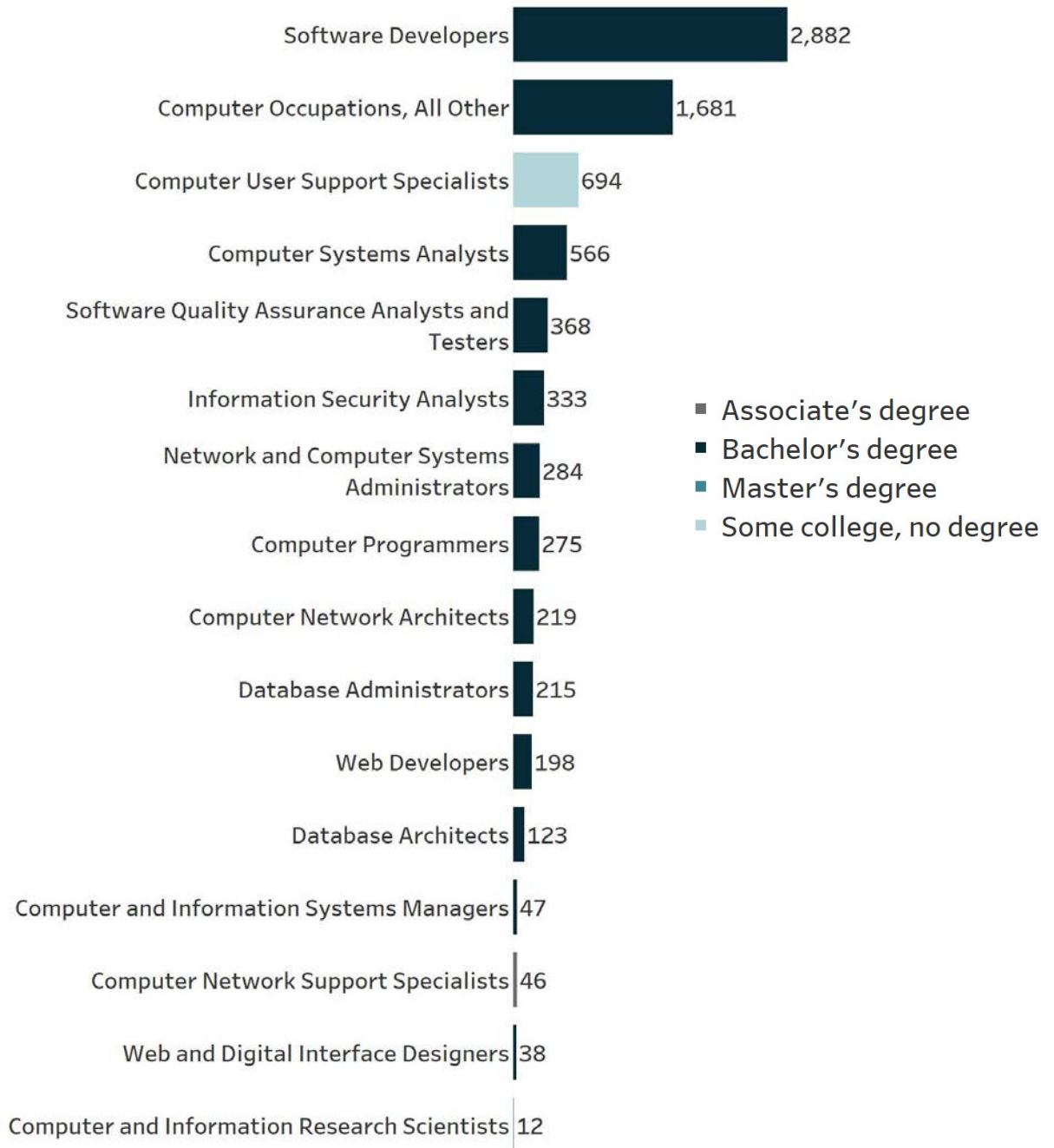
### Worker Age Demographics



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Top Posted Jobs

This year, there were a total of 7,981 job postings for IT workers, with Software Developers as the most sought-after occupation by IT industry employers during 2022, with 2,882 postings. Computer Occupations, All Other was in the second position with 1,681 postings. Other top posted jobs include Computer User Support Specialists (694 postings), Computer Systems Analysts (566 postings), and Software Quality Assurance Analysts and Testers (368 postings). Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



# INFORMATION TECHNOLOGY OCCUPATION GROUP

## Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of \$47.81 per hour or almost \$99,444 per year. Computer Network Architects earn the highest median wage at \$56.92 per hour or nearly \$118,393 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$20.00 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
15-1252	Software Developers	\$29.89	\$37.61	\$47.81	\$60.62	\$62.53
15-1299	Computer Occupations, All Other	\$23.05	\$29.76	\$42.72	\$49.77	\$62.48
15-1232	Computer User Support Specialists	\$14.44	\$17.47	\$22.30	\$28.31	\$35.49
15-1211	Computer Systems Analysts	\$30.89	\$37.90	\$47.62	\$60.32	\$76.97
15-1253	Software Quality Assurance Analysts and Testers	\$18.03	\$28.84	\$36.86	\$46.68	\$48.16
15-1212	Information Security Analysts	\$22.53	\$29.22	\$46.54	\$58.71	\$62.74
15-1244	Network and Computer Systems Administrators	\$28.01	\$30.00	\$37.73	\$47.87	\$59.56
15-1251	Computer Programmers	\$23.05	\$29.97	\$38.01	\$48.59	\$61.84
15-1241	Computer Network Architects	\$28.38	\$37.77	\$56.92	\$62.50	\$78.00
15-1242	Database Administrators	\$21.86	\$28.71	\$37.85	\$46.78	\$59.57

### In-Demand Technical Skills

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

### In-Demand Foundational Skills

- Communications
- Management
- Leadership
- Problem Solving
- Troubleshooting (Problem Solving)

### In-Demand Certifications

- Secret Clearance
- Security Clearance
- CompTIA Security+
- Certified Information Systems Security Professional
- Project Management Professional Certification

### In-Demand Education Level\*

- High school or GED: 6.7%
- Associate degree: 5.2%
- Bachelor's degree: 69.2%
- Master's degree: 15.3%

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

### Top Posting Employers

- General Dynamics
- General Motors
- CTG
- DCS Corporation
- Moseley Technical Services
- CBRE
- Advantage Resourcing
- Actalent
- Revature
- Epitex

### Job Postings by City

- Warren: 4,562 Postings
- Sterling Heights: 1,786 Postings
- Mount Clemens: 869 Postings
- Clinton Township: 158 Postings
- Utica: 122 Postings
- Macomb: 97 Postings
- New Baltimore: 70 Postings
- Roseville: 58 Postings
- Washington: 53 Postings
- Saint Clair Shores: 34 Postings

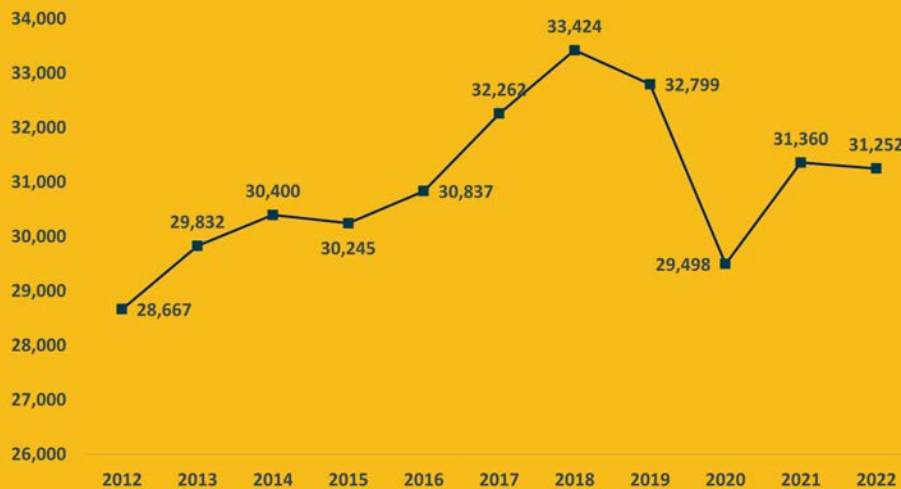


# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time  
2012-2022

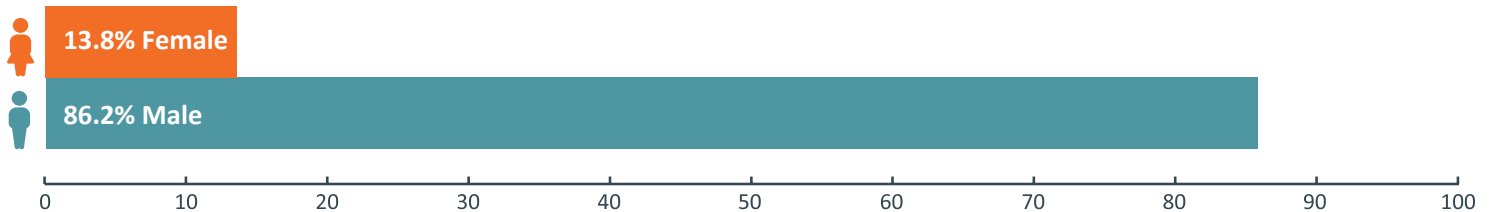


**31,252 Skilled  
Trades Workers**  
0.3% Decrease  
from 2021

## Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 31,252 workers in Macomb County. The majority of skilled trades workers are male (86.2 percent) between the ages of 25 and 54 (63.4 percent). Due to the aging workforce, additional outreach will be necessary as 31.0 percent are 55 years of age or older.

### Worker Gender Demographics



### Race and Ethnicity Demographics

**76.0% White** | **14.6 Black or African-American** | **4.2% Hispanic or Latino**

### Worker Age Demographics

Age 14-24  
5.6%

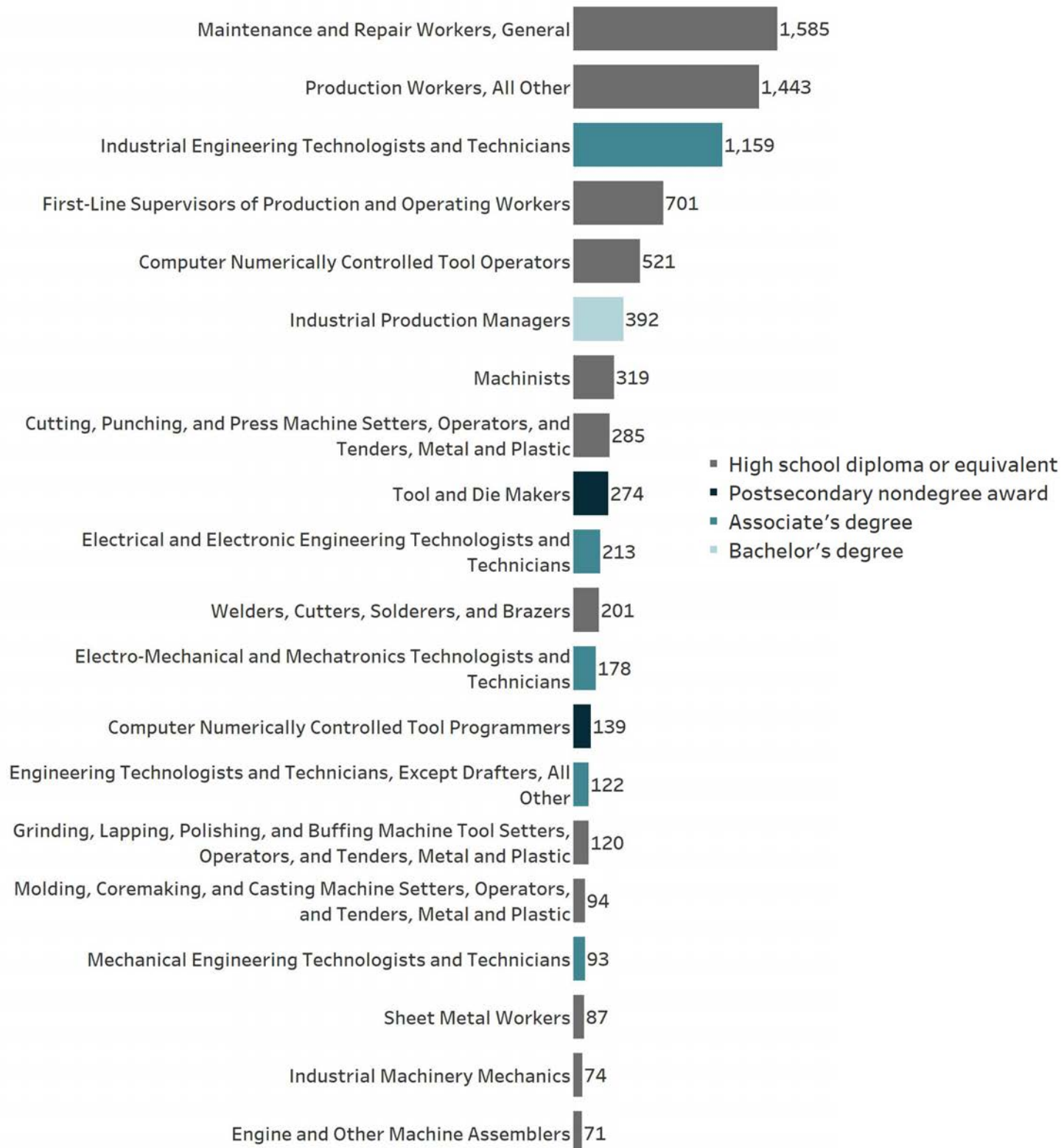
Age 25-54  
63.4%

Age 55+  
31.0%

# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 1,585 postings. Other top posted jobs include Production Workers, All Other (1,443 postings), Industrial Engineering Technologists and Technicians (1,159 postings), First-Line Supervisors of Production and Operating Workers (701 postings), and Computer Numerically Controlled Tool Operators (521 postings).



# SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

## Wage Overview

Most of the top ten in-demand skilled trades occupations have median wages above \$20.00 per hour, while the remaining top occupation has a median wage above \$13.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of \$18.01, which translates to an annual salary of about \$37,460.

## 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	\$13.35	\$14.43	\$18.01	\$22.51	\$28.26
51-9199	Production Workers, All Other	\$10.47	\$13.23	\$13.62	\$17.05	\$21.13
17-3026	Industrial Engineering Technologists and Technicians	\$18.11	\$23.47	\$28.71	\$30.99	\$36.97
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.30	\$23.18	\$29.93	\$37.67	\$48.55
51-9161	Computer Numerically Controlled Tool Operators	\$14.14	\$17.82	\$20.16	\$23.89	\$29.20
11-3051	Industrial Production Managers	\$30.79	\$42.95	\$51.48	\$62.08	\$79.27
51-4041	Machinists	\$14.66	\$18.15	\$22.54	\$28.39	\$29.85
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.15	\$17.51	\$21.49	\$27.26	\$28.06
51-4111	Tool and Die Makers	\$18.19	\$23.08	\$29.39	\$35.99	\$36.63
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$20.43	\$25.51	\$33.53	\$41.48	\$51.87

### In-Demand Technical Skills

- Machinery
- Machining
- Tooling
- Machine Operation
- Hand Tools

### In-Demand Foundational Skills

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

### In-Demand Certifications

- HVAC Certification
- Forklift Certification
- Secret Clearance
- Commercial Driver's License (CDL)
- Security Clearance

### In-Demand Education Level\*

- High school or GED: 39.2%
- Associate degree: 6.7%
- Bachelor's degree: 8.7%
- Master's degree: 1.2%

*\*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

- Aerotek
- Sentech Services
- General Motors
- Nesco Resource
- ManpowerGroup
- Randstad
- Kelly Services
- TEC Group
- Adecco
- The Salvation Army

### Job Postings by City

1. Warren: 2,272 Postings
2. Sterling Heights: 1,871 Postings
3. Clinton Township: 736 Postings
4. New Baltimore: 660 Postings
5. Macomb: 615 Postings
6. Utica: 575 Postings
7. Roseville: 457 Postings
8. Fraser: 414 Postings
9. Mount Clemens: 237 Postings
10. Saint Clair Shores: 171 Postings

Website

[www.WINintelligence.org](http://www.WINintelligence.org)

Email

[info@WINintelligence.org](mailto:info@WINintelligence.org)

Phone

313.744.2946

Address

25363 Eureka Rd.  
Taylor, MI 48180

Facebook

[@workforceintelligencenetwork](https://www.facebook.com/workforceintelligencenetwork)

Twitter

[@WIN-semich](https://twitter.com/WIN-semich)

LinkedIn

[@workforceintelligencenetwork](https://www.linkedin.com/company/workforceintelligencenetwork)  
(win)