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A semi-transparent map of Louisiana is overlaid on the background image. The map is divided into parishes. The parish of Monroe, located in the southeastern part of the state, is highlighted in a solid orange color. The background image is an aerial view of an industrial facility, possibly a refinery or chemical plant, situated along a river with large storage tanks and processing units.

LABOR MARKET REPORT MONROE COUNTY

January - December 2021

INTRODUCTION

Monroe 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 Monroe 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 Monroe County for the Agriculture, Customer Service, Energy, Skilled Trades, and Transportation, Distribution, and Logistics (TDL) 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 Monroe County

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, the labor force declined by 2,030 individuals (2.7 percent) while employment increased by 645 individuals (1.0 percent) from 2020. Unemployment went down by 2,675 workers and the unemployment rate recovered significantly, decreasing 3.4 percentage points from 9.3 percent in 2020 to 5.9 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Laborers and Freight, Stock, and Material Movers, Hand tops the list as the most demanded occupation in 2021, accounting for 951 job postings followed closely by Registered Nurse with 749 postings. The health care and skilled trades occupation groups continue to be heavily demanded in Monroe County.

Annual Labor Market Information

The labor force in Monroe County decreased in 2021, falling by 2,030 individuals from 2020. Employment increased by 645 workers (1.0 percent) over the same period, while unemployment decreased by 2,675 workers for a total of 4,233 unemployed workers. The unemployment rate fell in 2021 to 5.9 percent, a decrease of 3.4 percentage points from 2020, which had a rate of 9.3 percent. 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 26.1 percent in Monroe 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 decreased since the end of Q3 2021. In Q4 2021, there were 12,464 unique postings in Monroe County, a decrease of 1,087 postings from the 13,551 postings recorded in Q3. May had the highest recorded postings in 2021 with 5,397 postings, an increase of 1,276 postings (31.0 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 Monroe County 2021



Key Findings

14%

Employer demand decreased by 14.8 percent, a loss of 3,406 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.

In Q4 2021, employment totaled

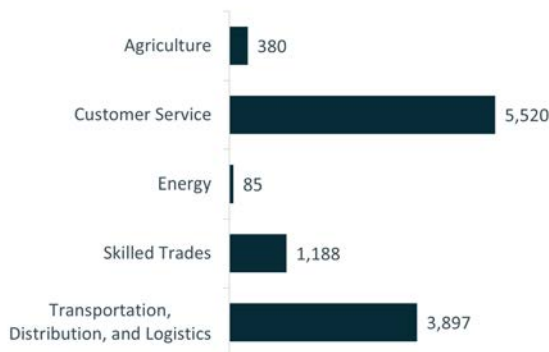
68,568

an increase of 949 workers (1.4 percent) since Q4 2020

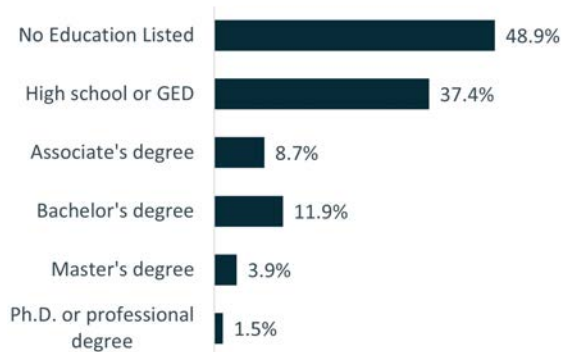
During 2021, there were 19,601 job postings, 3,406 less than the 23,007 postings made during 2020 in Monroe County. May 2021 saw the highest demand for the year with 5,397 postings, a 31.0 percent increase since January 2021. The top posted job titles in 2021 include CDL-A Truck Drivers, Registered Nurses, Warehouse Workers, Speech Language Pathologists, and Maintenance Technicians. For more information about in-demand job postings, see page 7.

Of the 19,601 unique postings in Monroe County during 2021, 7,338 (37.4 percent) required a high school diploma or equivalent, while 4,043 postings (20.6 percent) required a college degree. An additional 1,056 postings (5.4 percent) required an advanced degree. The high demand for transportation 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 three quarters of 2021 saw a slight increase in the labor force and employment, while unemployment and the unemployment rate rose 1.7 percentage points to an annual high of 6.4 percent. The labor force peaked in Q2 with a high of 72,519 individuals while employment lagged until Q4 with a high of 68,568. Unemployment increased through Q3 to 4,611 and then fell sharply in Q4 by 1,226 workers to 3,384. The unemployment rate at the end of Q4 2021 was 4.7 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	70,962	71,945	72,519	72,390	71,952	-438	-0.6%	990	1.4%
Employment	67,619	67,599	67,927	67,780	68,568	788	1.2%	949	1.4%
Unemployment	3,343	4,346	4,592	4,611	3,384	-1,226	-26.6%	41	1.2%
Unemployment Rate	4.7%	6.0%	6.3%	6.4%	4.7%	-1.7%	na	0.0%	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 72,202 individuals, a decrease of 2,030 individuals since 2020. Employment is up to 67,969 workers in 2021, an increase of 645 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 4,233 workers, down by 2,675 workers since the high of 6,908 workers recorded in 2020. Similarly, the unemployment rate declined by 3.4 percentage points for a 2021 unemployment rate of 5.9 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	73,660	73,605	74,365	75,927	76,092	76,357	76,448	75,765	76,192	74,232	72,202	-2,030	-2.7%
Employment	66,681	67,904	68,874	71,292	72,628	73,056	72,736	72,596	73,258	67,323	67,969	645	1.0%
Unemployment	6,979	5,702	5,491	4,635	3,464	3,301	3,713	3,169	2,935	6,908	4,233	-2,675	-38.7%
Unemployment Rate	9.5%	7.7%	7.4%	6.1%	4.6%	4.3%	4.9%	4.2%	3.9%	9.3%	5.9%	-3.4%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 74,018 people in the labor force, either working or looking for work in Monroe County. Resident employment in the city totals 70,351 workers or just under half, 46.9 percent, of the total population in Monroe County. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 23.3 percent for males and 17.1 percent for females. Overall, males in the county have a higher unemployment rate than females, with 5.5 percent and 4.4 percent respectively, for 2020. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 16.5 percent. Asian job seekers also face difficulty, with an unemployment rate of 14.3 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	74,018	70,351	3,667	5.0%
Sex				
Male 16+	39,677	37,504	2,173	5.5%
16-19	1,890	1,598	292	15.4%
20-24	3,546	3,267	279	7.9%
25-54	24,495	23,466	1,029	4.2%
55-64	7,641	7,354	287	3.8%
65 Plus	2,105	1,819	286	13.6%
Female 16+	34,341	32,847	1,494	4.4%
16-19	1,661	1,540	121	7.3%
20-24	3,594	3,243	351	9.8%
25-54	21,199	20,399	800	3.8%
55-64	6,432	6,234	198	3.1%
65 Plus	1,455	1,431	24	1.6%
Race				
White	69,804	66,523	3,281	4.7%
Black / African	1,650	1,562	87	5.3%
Native American	164	137	27	16.5%
Asian	610	523	87	14.3%
Native Hawaiian /	2	2	0	0.0%
Some Other Race	461	437	24	5.2%
Two or More Races	1,467	1,323	144	9.8%
Ethnicity				
Hispanic	3,036	2,890	146	4.8%

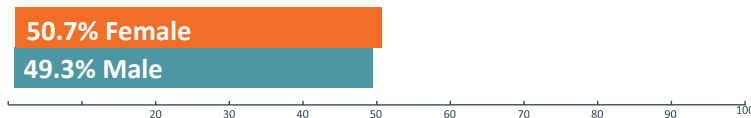
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

POPULATION DEMOGRAPHICS

2020 Census Population

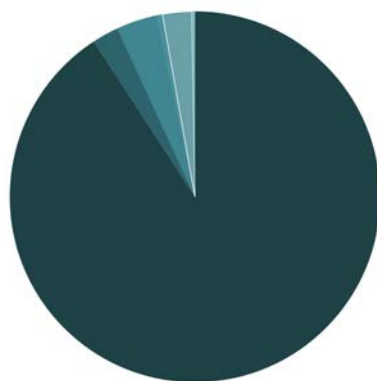
According to the data from the Census Bureaus' most recent 2020 ACS Five Year estimates, during 2020, 150,000 people were living in Monroe County. The sex of the populace was split almost evenly, with 50.7 percent of the population identifying as female, and the other 49.3 percent identifying as male. Much of the population identified as white (93.6 percent) with the second largest number of individuals identifying as Hispanic or Latino (3.7 percent). The county skews toward the middle to older-aged population than the surrounding region; 70.8 percent of population was over the age of 24, compared to 29.2 percent under the age of 25.

Population Gender Demographics



Population Race Demographics

- White, 93.6%
- Black or African American, 2.4%
- Hispanic or Latino, 3.7%
- Asian, 0.5%
- Two or More Races, 2.6%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%



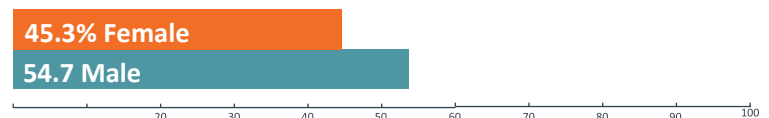
Population Age Demographics



2021 Current Workforce

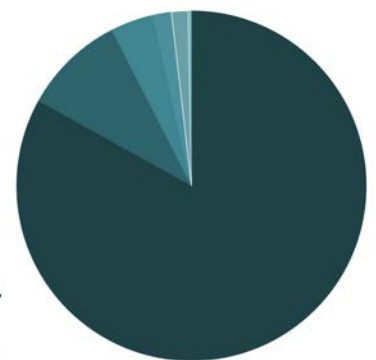
In 2021, the workforce had a total of 37,328 individuals working in Monroe County. A slight majority, 54.7 percent (20,607 workers) were male, while 45.3 percent (17,066 workers) of the workforce was female. Most workers in the county identified as white, accounting for 83.1 percent of the workforce, while Black or African American workers totaled 9.4 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.0 percent. Much of the workforce in Monroe County is between the ages of 25 through 54 (61.1 percent), while 23.7 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics

- White, 83.1%
- Black or African American, 9.4%
- Hispanic or Latino, 4.0%
- Asian, 1.7%
- Two or More Races, 1.5%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%



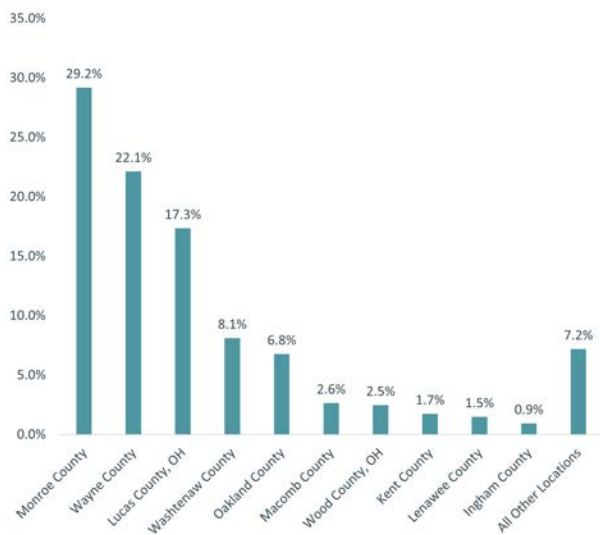
Workforce Age Demographics



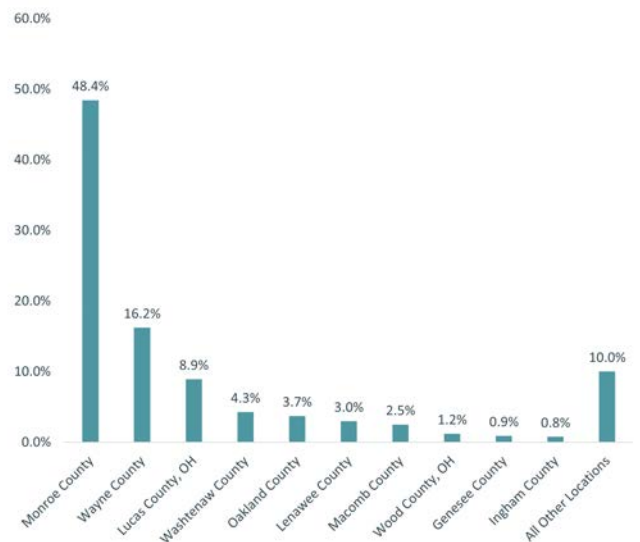
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, Monroe County's workforce consisted of 65,667 residents. There were 19,164 (29.2 percent) of the residents who lived and worked within Monroe County, while the remaining 46,503 residents (70.8 percent) who traveled outside of the county for work. There were 39,556 workers employed in the county during 2019. Of those, 20,392 workers (51.6 percent) lived outside of the county's borders and commuted in. From this information, we can see that Monroe County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Monroe County Residents Work



Where Monroe County Workers Live

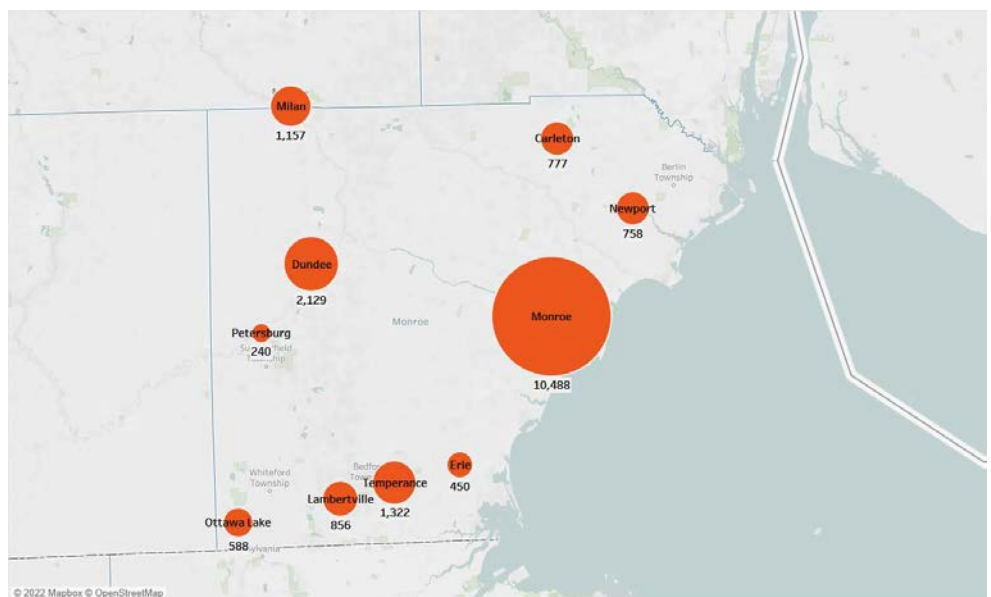


Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

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

Job Postings by City

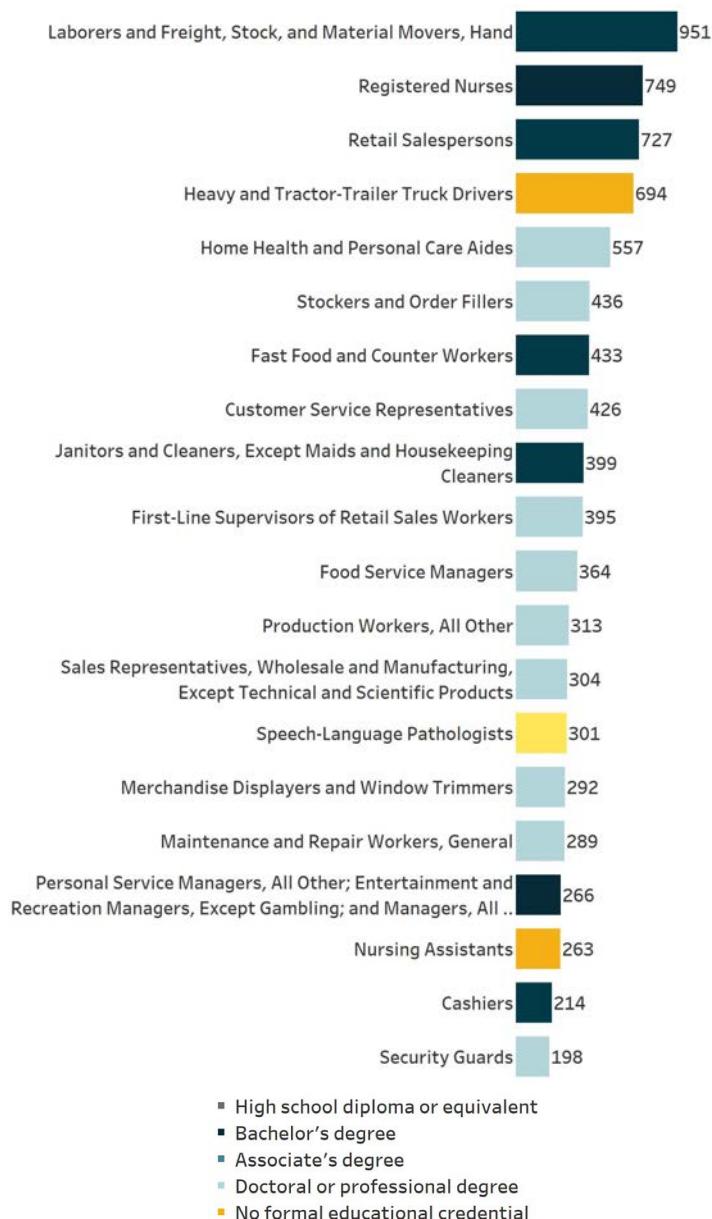
1. Monroe: 10,488 Postings
2. Dundee: 2,129 Postings
3. Temperance: 1,322 Postings
4. Milan: 1,157 Postings
5. Lambertville: 856 Postings
6. Carleton: 777 Postings
7. Newport: 758 Postings
8. Ottawa Lake: 588 Postings
9. Erie: 450 Postings
10. Petersburg: 240 Postings



TOP POSTED JOBS

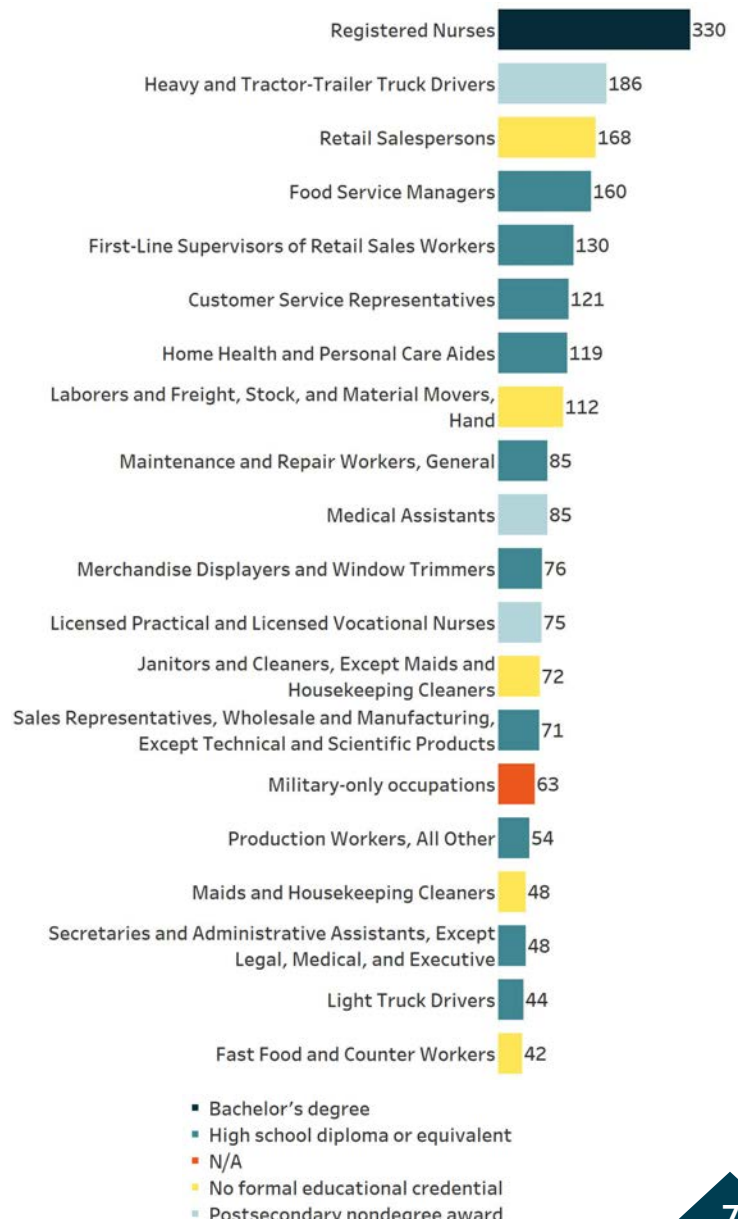
Top Posted Jobs: 2021

Laborers and Freight, Stock, and Material Movers, Hand is the top posted occupation for 2021, with 951 unique online job postings, requires no formal educational credential, coupled with short-term on-the-job training. Registered Nurses and Retail Salespersons round out the top three demanded occupations, with 749 postings and 727 postings respectively, requiring a bachelor's degree and no formal educational credential, 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

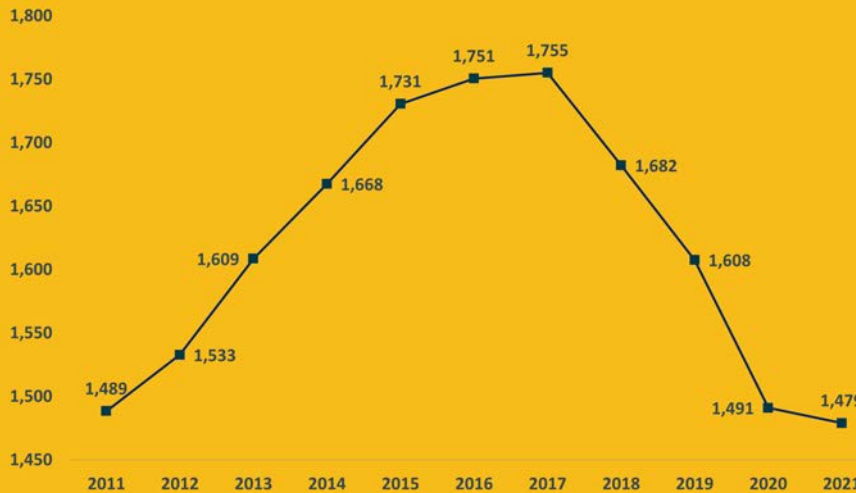
Entry-level jobs, which usually require zero to two years of previous experience, account for 21.7 percent of the 2021 postings in Monroe County. Well over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 50.9 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 330 postings requiring a bachelor's degree, followed by Heavy and Tractor-Trailer Truck Drivers, requiring a postsecondary nondegree award, coupled with short-term on-the-job training, with 186 postings.



AGRICULTURE OCCUPATION GROUP

WIN's agriculture occupation group brings together occupations that require knowledge of farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

Employment Over Time
2011-2021

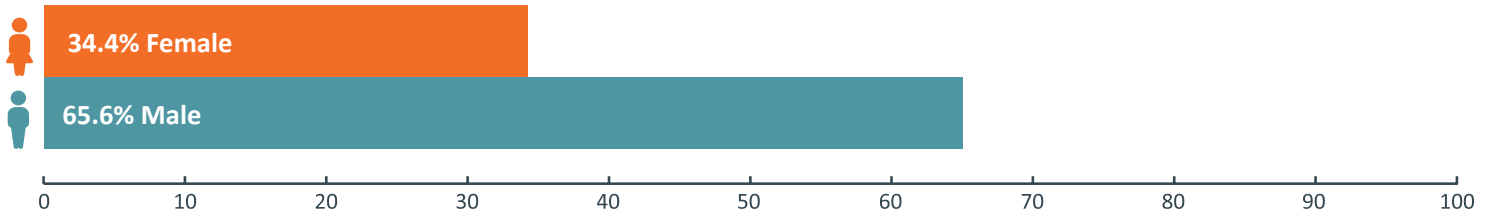


1,479
Agriculture Workers
0.8% Decrease
from 2020

Agriculture Worker Demographics

According to 2021 Emsi data, the 1,479 workers in agriculture occupations are not very diverse. A large majority of workers are male (65.6 percent) between the ages of 25 and 54 (61.9 percent). Only 34.4 percent of agriculture workers identify as women, while 13.3 percent of workers were under the age of 25, compared to 24.8 percent of workers who are age 55 or older.

Worker Gender Demographics



Race and Ethnicity Demographics

82.3% White | **8.9% Hispanic or Latino** | **5.3% Black or African-American**

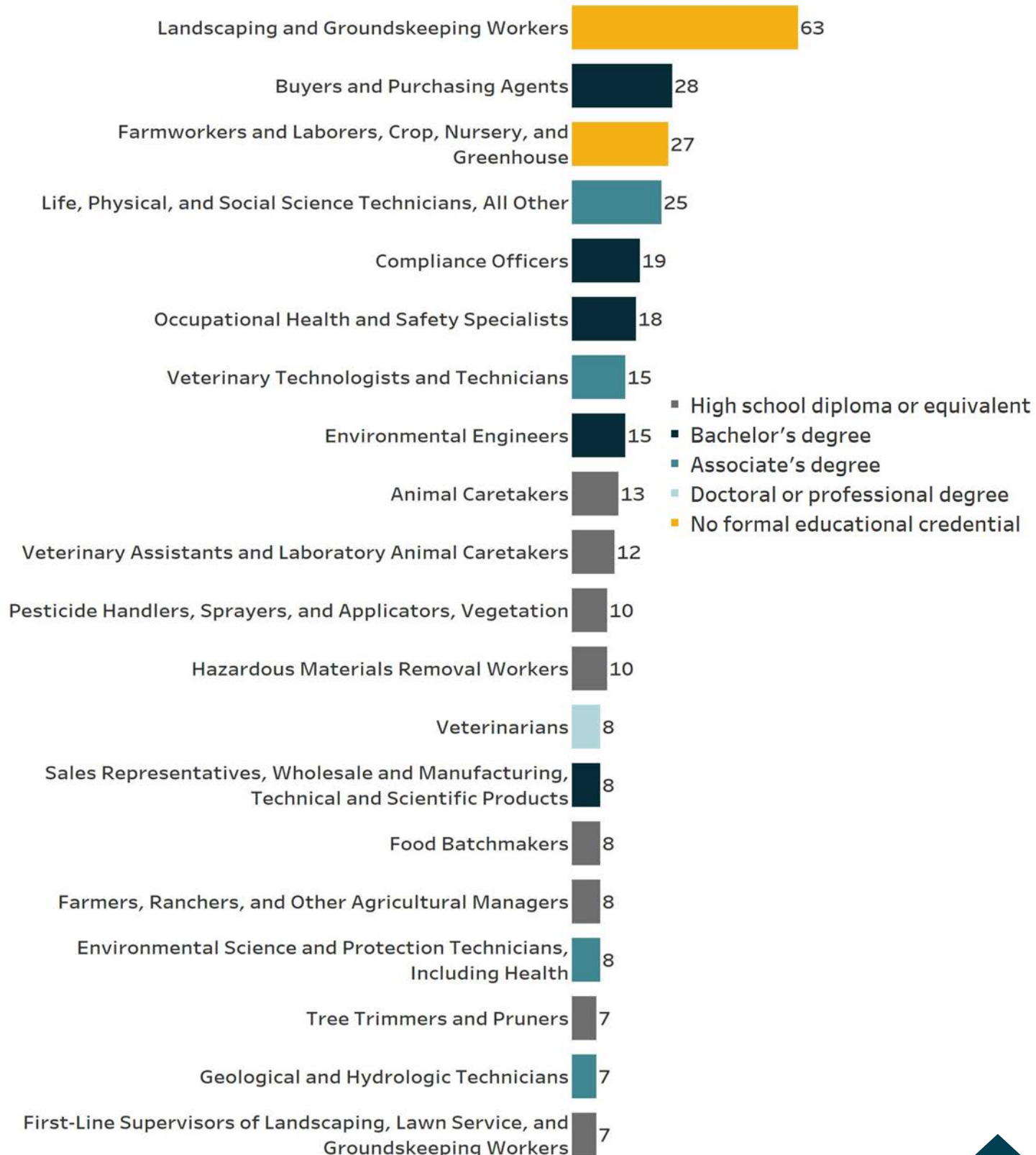
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 380 ads during 2021. Landscaping and Groundskeeping Workers is the top demanded occupation this year with 63 online job postings. Buyers and Purchasing Agents (28 postings) and Farmworkers and Laborers, Crop, Nursery, and Greenhouse (27 postings) were also in high demand. Other top posted occupations include Life, Physical, and Social Science Technicians, All Other (25 postings) and Compliance Officers (19 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, half of the top ten occupations in 2021 offer median wages of more than \$25.00 per hour. The highest posted job, Landscaping and Groundskeeping Workers, offers median hourly earnings of \$13.76, which translates to annual earnings of approximately \$28,620. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$10.01	\$11.29	\$13.76	\$15.55	\$18.31
13-1028	Buyers and Purchasing Agents	\$22.08	\$29.90	\$38.67	\$47.07	\$51.37
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.65	\$9.80	\$11.16	\$14.37	\$18.65
19-4099	Life, Physical, and Social Science Technicians, All Other	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
13-1041	Compliance Officers	\$22.03	\$27.07	\$30.88	\$37.87	\$46.18
19-5011	Occupational Health and Safety Specialists	\$27.42	\$38.15	\$50.30	\$56.49	\$56.67
17-2081	Environmental Engineers	\$18.06	\$35.96	\$46.97	\$59.52	\$68.91
29-2056	Veterinary Technologists and Technicians	\$12.72	\$14.30	\$16.24	\$17.82	\$18.77
39-2021	Animal Caretakers	\$9.65	\$9.72	\$10.71	\$12.62	\$15.45
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	\$9.91	\$11.04	\$12.16	\$16.42	\$18.30

In-Demand Technical Skills

- Landscaping
- Auditing
- Mowing
- Lawn Care
- Safety Training

In-Demand Foundational Skills

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

In-Demand Certifications

- American Society For Quality (ASQ) Certified
- Associate Safety Professional
- CDL Class B License
- Certified Forklift Operator
- Certified Hazardous Materials Manager

In-Demand Education Level*

- High School Diploma: 36.8%
- Associate Degree: 7.6%
- Bachelor's Degree: 20.8%
- Master's Degree: 4.5%

**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

- Tenneco
- Sun Communities
- PetSmart
- Jack's Lawn Service
- Four Star Greenhouse
- Mansfield Oil Company
- HEPACO
- GrowMark
- Kroger
- MPS Group

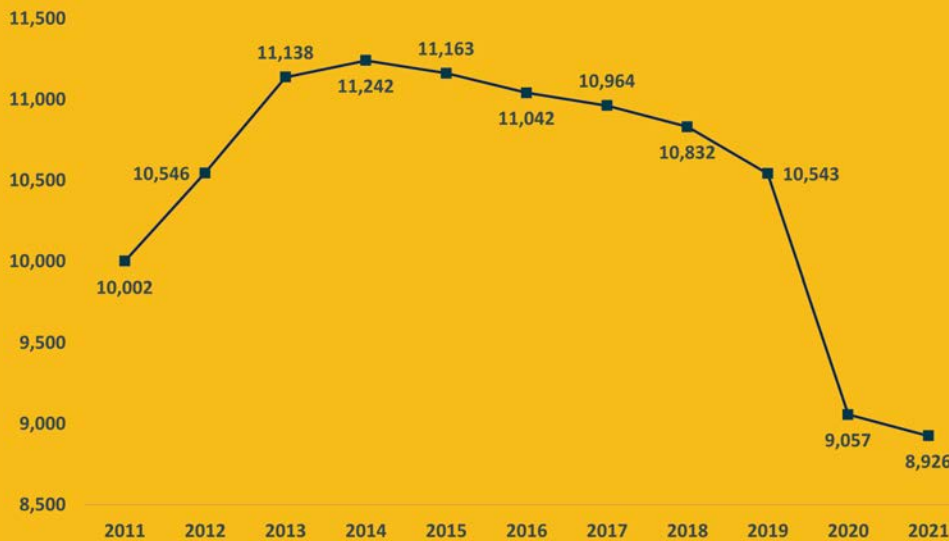
Job Postings by City

1. Monroe: 160 Postings
2. Dundee: 67 Postings
3. Milan: 35 Postings
4. Carleton: 30 Postings
5. Newport: 17 Postings
6. Temperance: 16 Postings
7. Ida: 15 Postings
8. Lambertville: 11 Postings
9. Ottawa Lake: 9 Postings
10. Petersburg: 7 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

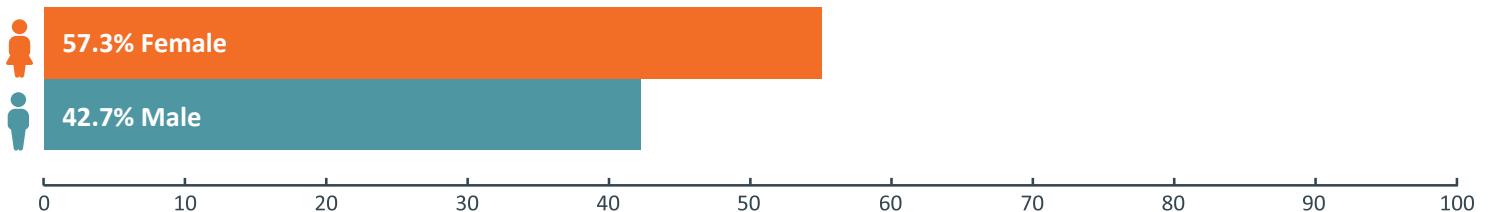


**8,926 Customer
Service Workers**
1.4% Decrease
from 2020

Customer Service Worker Demographics

In 2021, there were 8,926 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2021, 57.3 percent of workers identified as female, while 19.9 percent of workers in customer service identified as a racial minority. About 29.1 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 20.6 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

84.0% White | 8.2% Black or African-American | 4.1% Hispanic or Latino

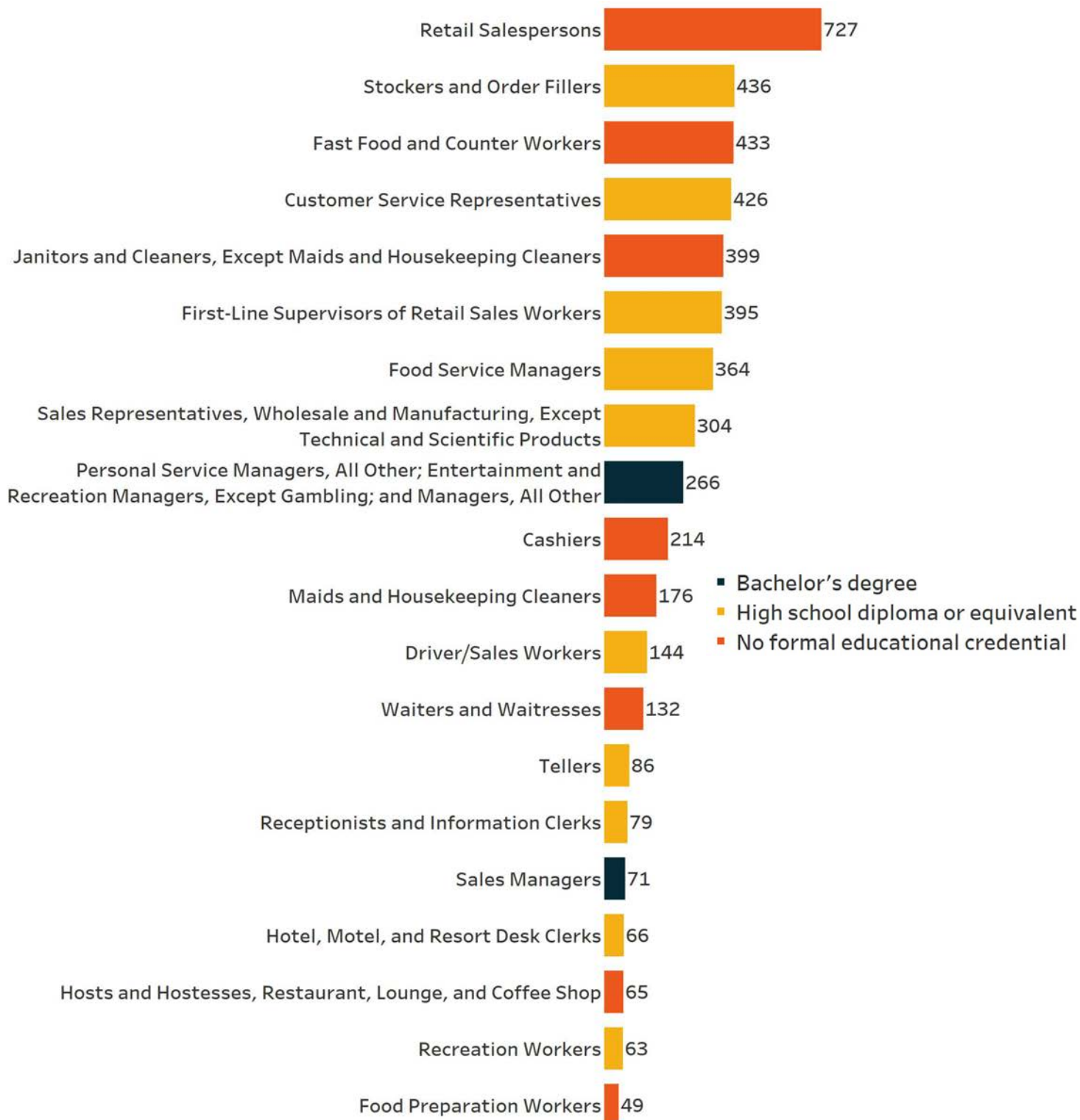
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 5,520 postings in 2021, an increase of 670 postings or 13.8 percent since 2020. Retail Salespersons is the highest in-demand customer service occupation with 727 postings. Other top posted jobs include Stockers and Order Fillers (436 postings), Fast Food and Counter Workers (433 postings), Customer Service Representatives (426 postings), and Janitors and Cleaners, Except Maids and Housekeeping Cleaners (399 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four 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 \$11.89. 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 \$18.51 per hour or \$38,500 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	\$10.19	\$10.82	\$11.89	\$14.53	\$19.36
53-7065	Stockers and Order Fillers	\$10.17	\$10.96	\$12.60	\$15.33	\$18.71
35-3023	Fast Food and Counter Workers	\$10.01	\$10.11	\$10.80	\$11.82	\$12.63
43-4051	Customer Service Representatives	\$10.07	\$11.48	\$15.16	\$19.22	\$24.26
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$10.40	\$11.33	\$13.24	\$16.14	\$18.75
41-1011	First-Line Supervisors of Retail Sales Workers	\$10.95	\$13.15	\$18.51	\$27.71	\$38.76
11-9051	Food Service Managers	\$12.42	\$14.51	\$23.07	\$30.25	\$47.30
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$16.55	\$23.51	\$31.72	\$45.68	\$63.31
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$37.07	\$56.43	\$67.01	\$76.08	\$82.44
41-2011	Cashiers	\$9.70	\$10.14	\$11.24	\$12.86	\$15.86

In-Demand Technical Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Cash Register
- Warehousing

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Operations

In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- ServSafe Certification
- Certified Pharmacy Technician
- Commercial Driver's License (CDL)
- CDL Class B License

In-Demand Education Level*

- High School Diploma: 40.3%
- Associate Degree: 4.9%
- Bachelor's Degree: 9.7%
- Master's Degree: 1.5%

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

Top Posting Employers

- Amazon
- Pilot Flying J
- Lowe's
- Kroger
- ProMedica
- Meijer
- TravelCenters of America
- Verizon Communications
- Applebee's
- Love's

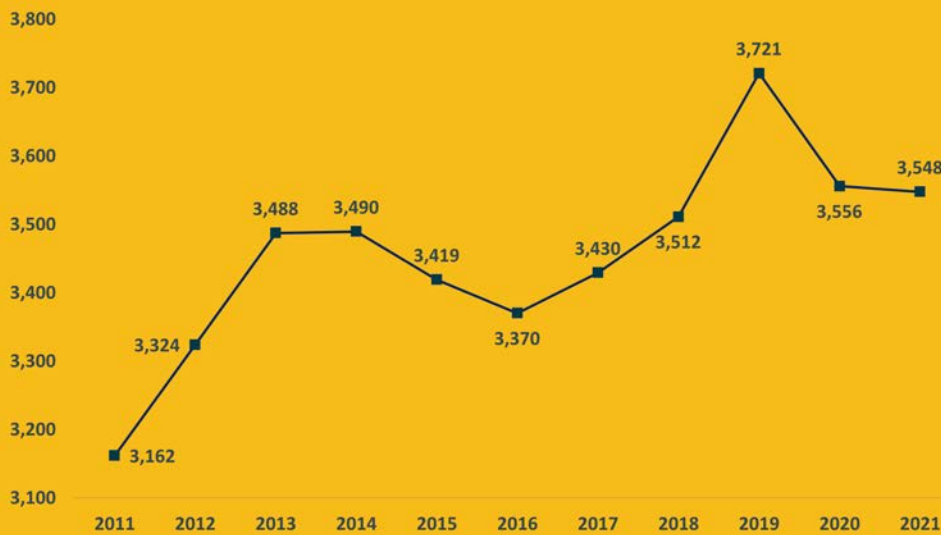
Job Postings by City

- Monroe: 3,096 Postings
- Dundee: 662 Postings
- Lambertville: 347 Postings
- Temperance: 312 Postings
- Milan: 286 Postings
- Carleton: 180 Postings
- Ottawa Lake: 157 Postings
- Newport: 140 Postings
- Erie: 86 Postings
- Petersburg: 47 Postings

ENERGY OCCUPATION GROUP

Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertains only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

Employment Over Time
2011-2021

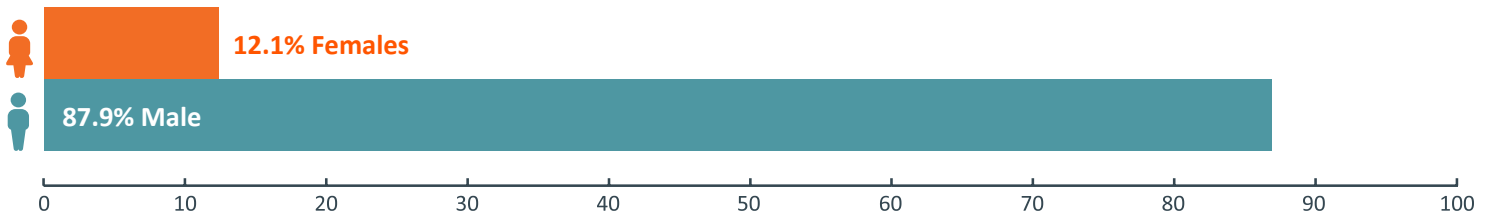


3,548
Energy
Workers
0.2%
Decrease from
2020

Energy Worker Demographics

In 2021, there were 3,548 workers in the energy occupation group. This group is primarily made up of males (87.9 percent) between the ages of 25 and 54 (68.8 percent), with 12.1 percent of workers identifying as female and just 10.5 percent identifying as a racial minority. In 2021, 5.5 percent of the workers in the occupation group are under the age of 25 compared to the 25.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

89.2% White | **5.3% Black or African-American** | **2.5% Hispanic or Latino**

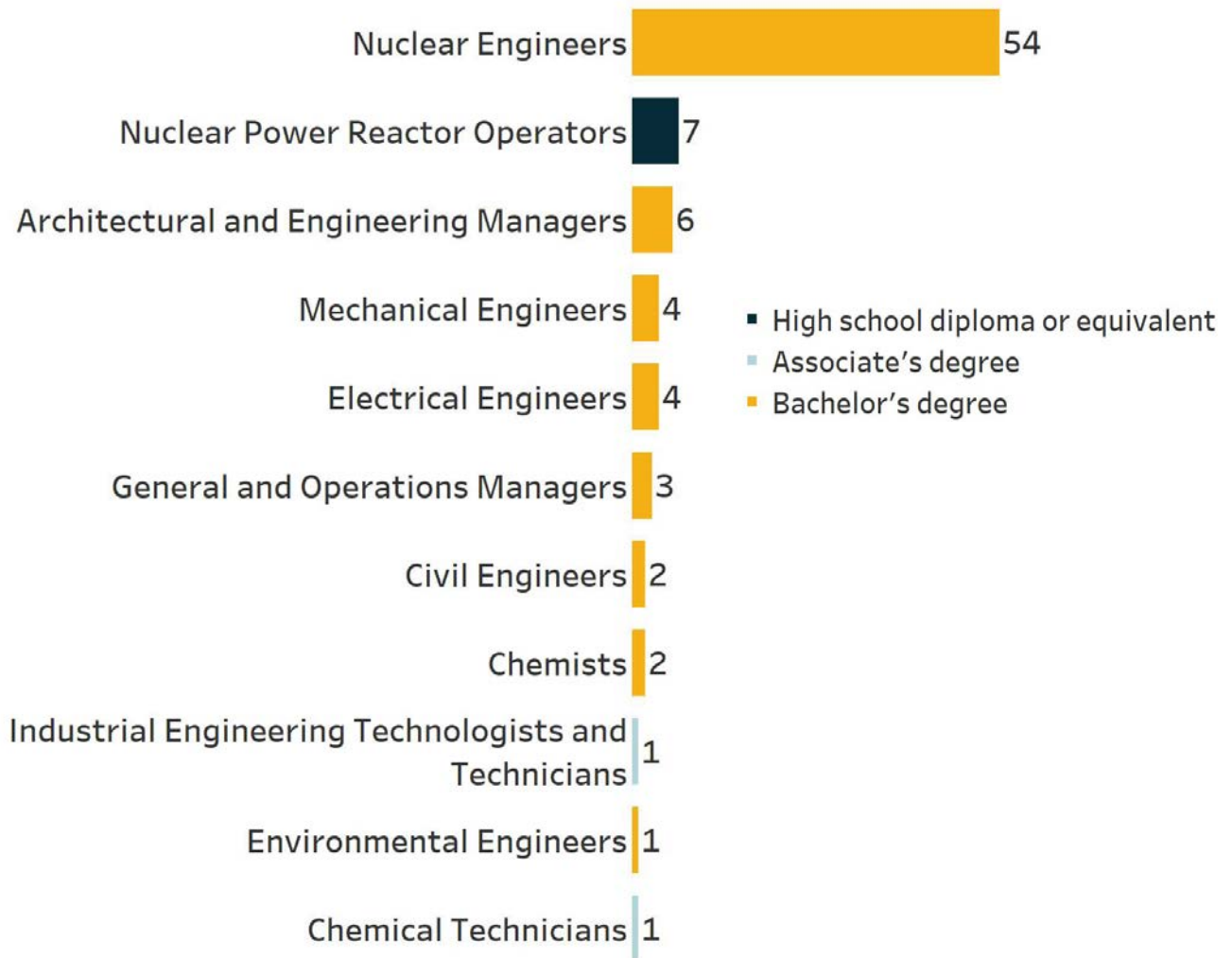
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year saw 85 unique postings for energy workers with Nuclear Engineers as the most sought-after occupation, accounting for more than half of the postings (54 postings) by energy industry employers. Nuclear Power Reactor Operators was in the second position with 7 postings. Other top posted jobs include Architectural and Engineering Managers (6 postings), Electrical Engineers (4 postings), and Mechanical Engineers (4 postings).



ENERGY OCCUPATION GROUP

Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top ten energy occupations has median wages over \$30.00 per hour. The top posted energy job, Nuclear Engineers, offers a median hourly wage of \$54.85, or annual earnings of approximately \$114,088. Technician and construction-focused positions related to energy generally have shorter-term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2161	Nuclear Engineers	\$41.50	\$47.48	\$54.85	\$61.07	\$67.69
51-8011	Nuclear Power Reactor Operators	\$42.44	\$50.43	\$57.16	\$67.77	\$71.90
11-9041	Architectural and Engineering Managers	\$43.22	\$52.28	\$67.01	\$82.70	\$99.80
17-2071	Electrical Engineers	\$34.05	\$40.98	\$47.83	\$54.43	\$61.49
17-2141	Mechanical Engineers	\$27.58	\$33.43	\$40.98	\$51.09	\$62.98
11-1021	General and Operations Managers	\$14.64	\$24.82	\$34.23	\$52.33	\$78.49
19-2031	Chemists	\$17.63	\$24.89	\$33.36	\$44.77	\$59.54
17-2051	Civil Engineers	\$25.81	\$30.53	\$41.05	\$52.58	\$70.37
17-2081	Environmental Engineers	\$18.06	\$35.96	\$46.97	\$59.52	\$68.91
17-3026	Industrial Engineering Technologists and Technicians	\$19.89	\$27.03	\$34.74	\$38.06	\$38.66

In-Demand Technical Skills

- Nuclear Safety
- Record Keeping
- Chemistry
- Psychiatric Assessments
- Elementary Matrix (Linear Algebra)

In-Demand Foundational Skills

- Management
- Communications
- Quality Assurance
- Problem Solving
- Investigation

In-Demand Certifications

- Professional Engineer
- Project Management Professional Certification
- ASNT Non-Destructive Tester

In-Demand Education Level*

- High School Diploma: 16.5%
- Associate Degree: 12.9%
- Bachelor's Degree: 60.0%
- Master's Degree: 45.9%

Top Posting Employers

- DTE Energy Company

Job Postings by City

1. Newport: 80 Postings
2. Monroe: 5 Postings

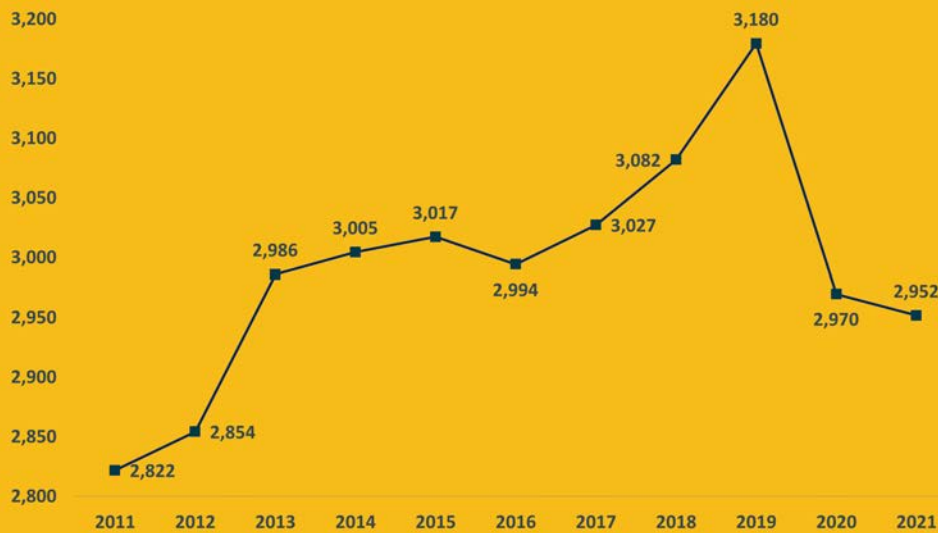
**Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent*

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

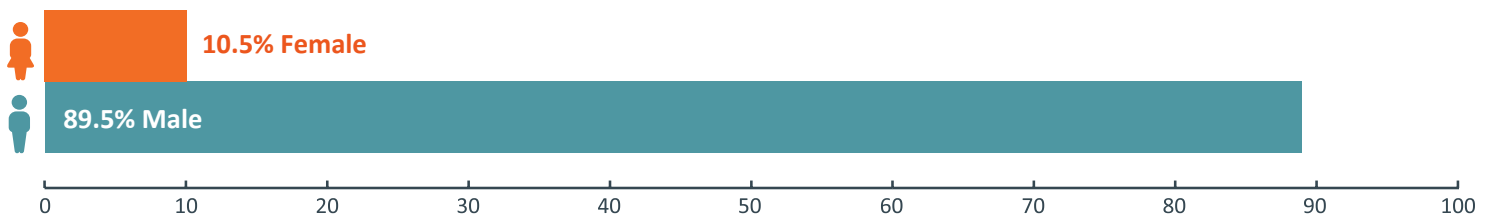


**2,952 Skilled
Trades Workers**
**0.6% Decrease
from 2020**

Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 2,952 workers in Monroe County. The majority of skilled trades workers are male (89.5 percent) between the ages of 25 and 54 (66.6 percent). Due to the aging workforce, additional outreach will be necessary as 26.5 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

86.6% White | **7.5% Black or African-American** | **3.7% Hispanic or Latino**

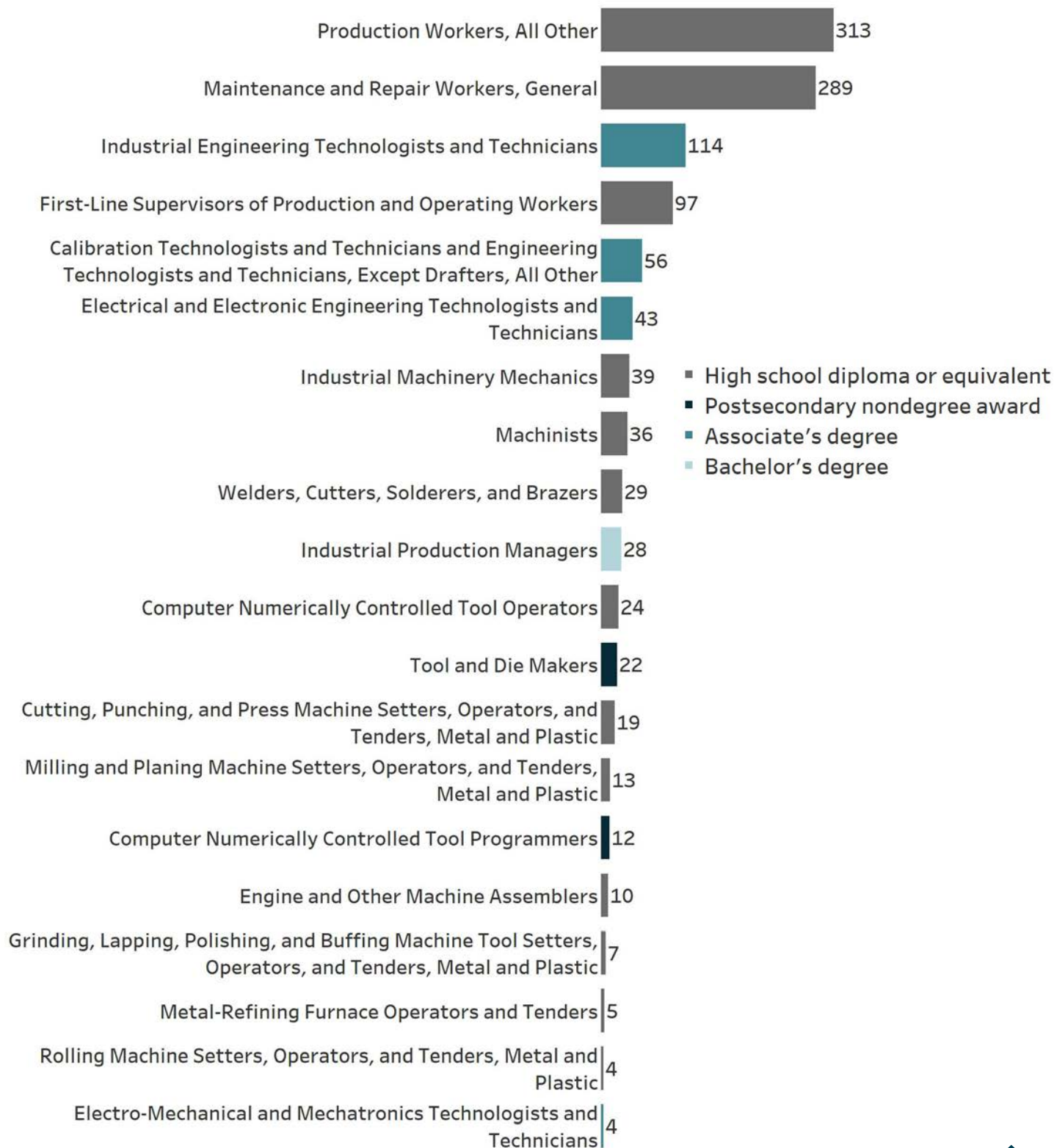
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Production Workers, All Other was the highest in-demand skilled trades occupation during 2021, with 313 postings. Other top posted jobs include Maintenance and Repair Workers, General (289 postings), Industrial Engineering Technologists and Technicians (114 postings), First-Line Supervisors of Production and Operating Workers (97 postings), and Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (4560 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All the top ten in-demand skilled trades occupations have median wages above \$13.00 per hour. Production Workers, All Other, the top posted skilled trades job in 2021, offers a median hourly wage of \$13.67, which translates to an annual salary of about \$28,425. With additional training and experience, jobs such as Industrial Production Managers earn a median wage of \$58.65 or an annual salary of \$121,992.

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	\$10.51	\$11.59	\$13.67	\$17.09	\$23.08
49-9071	Maintenance and Repair Workers, General	\$11.76	\$13.52	\$16.20	\$20.11	\$26.73
17-3026	Industrial Engineering Technologists and Technicians	\$19.89	\$27.03	\$34.74	\$38.06	\$38.66
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.80	\$20.98	\$26.50	\$40.16	\$55.66
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.14	\$19.71	\$28.32	\$37.27	\$45.03
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.08	\$29.15	\$34.80	\$38.88	\$44.22
49-9041	Industrial Machinery Mechanics	\$17.91	\$22.18	\$32.54	\$39.04	\$46.76
51-4041	Machinists	\$19.37	\$23.41	\$32.17	\$35.99	\$38.30
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.18	\$16.44	\$18.93	\$24.62	\$31.46
11-3051	Industrial Production Managers	\$34.66	\$42.86	\$58.65	\$76.46	\$90.55

In-Demand Technical Skills

- Machinery
- Machine Operation
- Plumbing
- Blueprinting
- Lathes

In-Demand Foundational Skills

- Communications
- Valid Driver's License
- Troubleshooting
- Lifting Ability
- Operations

In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Certified Forklift Operator
- American Welding Society Certification
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 54.0%
- Associate Degree: 11.7%
- Bachelor's Degree: 9.3%
- Master's Degree: 0.3%

**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

- Plastipak
- Gerdau
- ManpowerGroup
- Meijer
- Bass Pro Shops
- Koch Industries
- Temperance Distilling Company
- Backyard Products
- Phoenix Industrial Services
- Tradesmen International

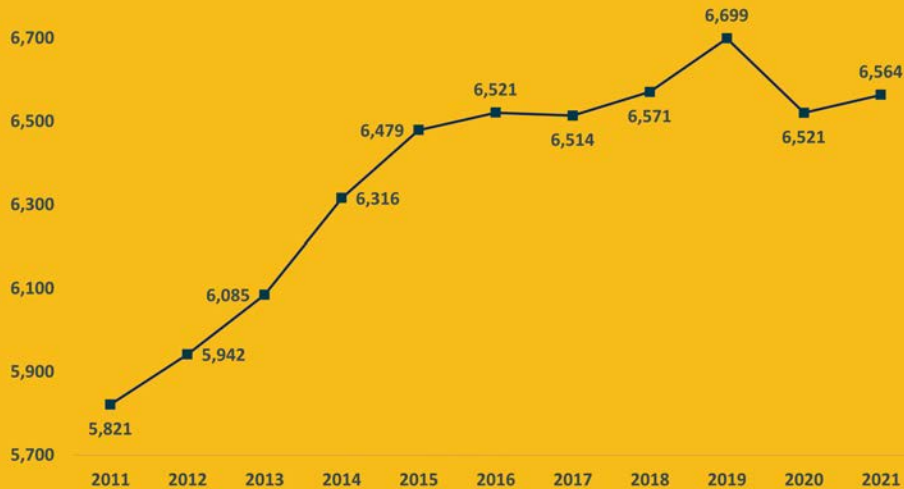
Job Postings by City

1. Monroe: 491 Postings
2. Dundee: 237 Postings
3. Temperance: 123 Postings
4. Milan: 112 Postings
5. Erie: 54 Postings
6. Ottawa Lake: 45 Postings
7. Newport: 41 Postings
8. Carleton: 32 Postings
9. Petersburg: 19 Postings
10. Lambertville: 16 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, distribution, and logistics (TDL) workers efficiently move materials, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

Employment Over Time
2011-2021



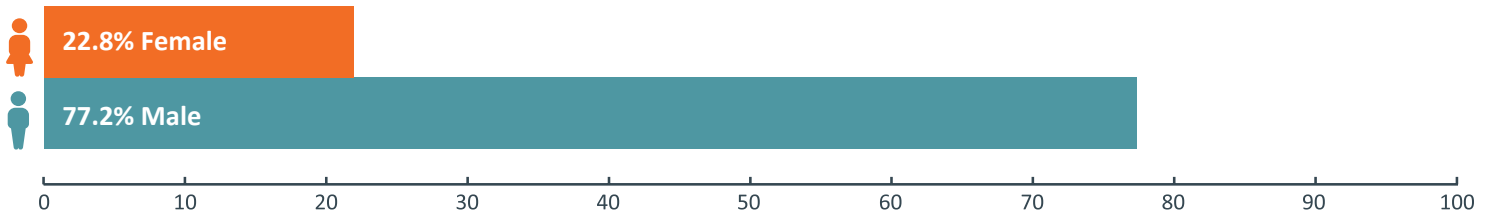
6,564 TDL Workers
0.7% Increase from 2020



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 6,564 individuals in 2021. The workers in this occupation group are 77.2 percent male and 80.3 percent white. The majority, or 61.7 percent of the workforce, is between the ages of 25 through 54 years of age.

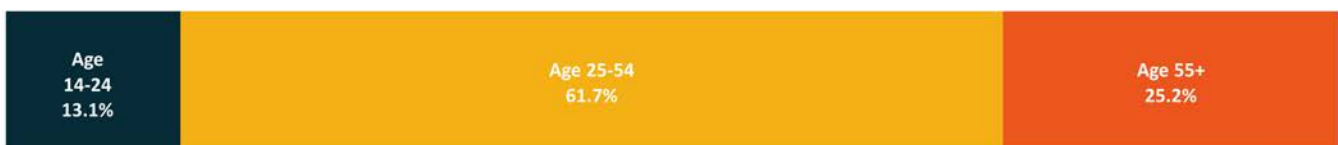
Worker Gender Demographics



Race and Ethnicity Demographics

80.3% White | **12.4% Black or African-American** | **4.2% Hispanic or Latino**

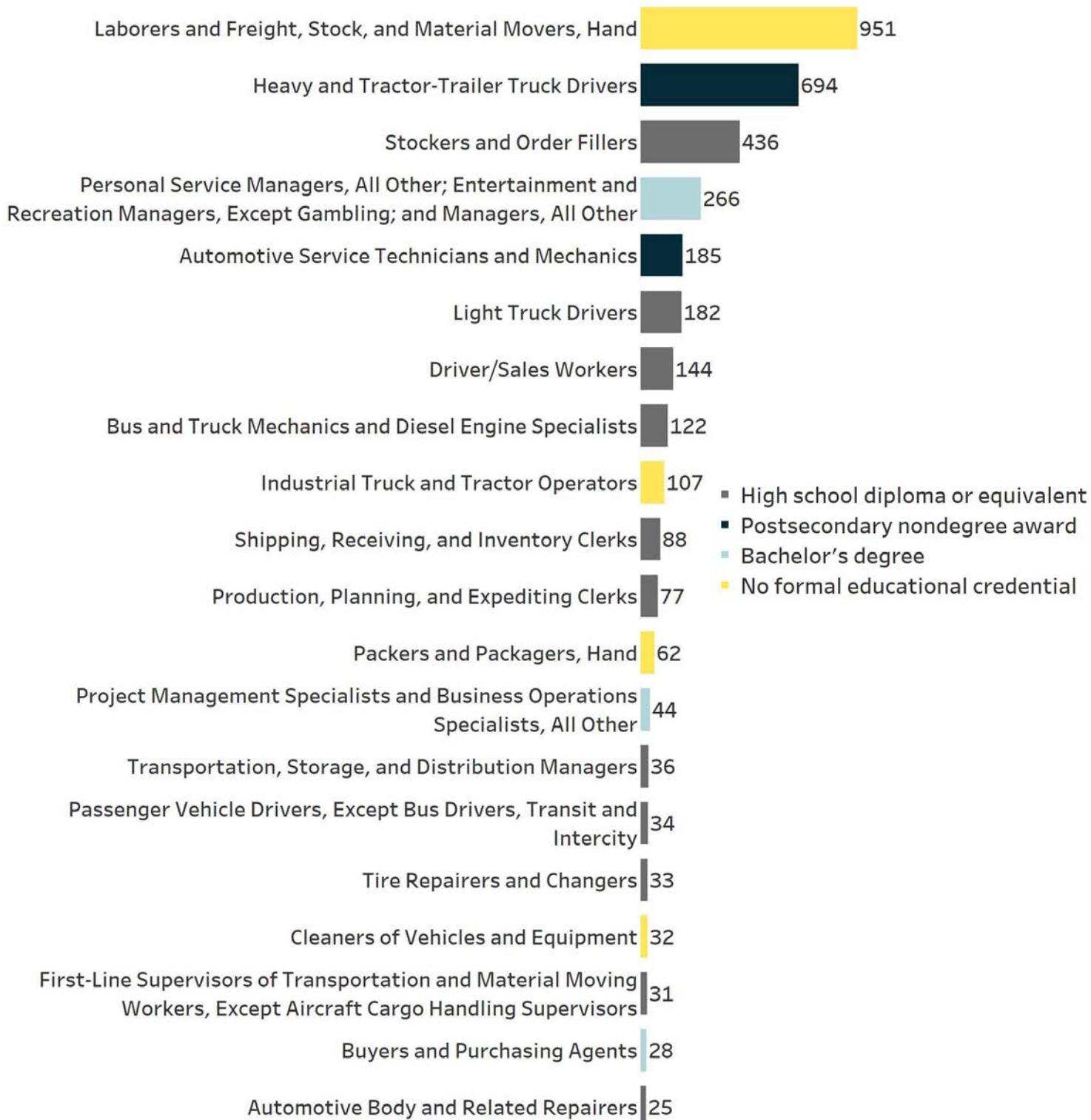
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 3,897 postings in 2021. Laborers and Freight, Stock, and Material Movers, Hand is the highest in-demand TDL occupation with 951 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (694 postings), Stockers and Order Fillers (436 postings), Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (266 postings), and Automotive Service Technicians and Mechanics (185 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Over half of the top ten in-demand TDL occupations offer median wages above \$15.00 per hour. Laborers and Freight, Stock, and Material Movers, Hand the top posted TDL job, earns a median hourly wage of \$15.46, or an annual salary of nearly \$32,156,973. Supervisory roles that require additional education, such as Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, typically offer even higher wages.

Wage Overview for Top Posted TDL Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.37	\$13.22	\$15.46	\$20.41	\$24.22
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$11.93	\$17.36	\$22.11	\$26.06	\$31.36
53-7065	Stockers and Order Fillers	\$10.17	\$10.96	\$12.60	\$15.33	\$18.71
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$37.07	\$56.43	\$67.01	\$76.08	\$82.44
49-3023	Automotive Service Technicians and Mechanics	\$12.51	\$16.96	\$22.54	\$30.43	\$43.81
53-3033	Light Truck Drivers	\$10.14	\$10.93	\$14.10	\$22.84	\$29.00
53-3031	Driver/Sales Workers	\$9.65	\$10.61	\$14.05	\$20.20	\$23.68
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$17.04	\$20.93	\$26.08	\$29.67	\$32.03
53-7051	Industrial Truck and Tractor Operators	\$13.21	\$14.69	\$17.08	\$19.46	\$33.44
43-5071	Shipping, Receiving, and Inventory Clerks	\$10.68	\$12.12	\$15.75	\$20.77	\$26.88

In-Demand Technical Skills

- Warehousing
- Career Development
- Palletizing
- Forklift Truck
- Merchandising

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class B License
- Certified Forklift Operator
- Tanker Endorsement
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 42.1%
- Associate Degree: 4.1%
- Bachelor's Degree: 8.3%
- 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

- Amazon
- Meijer
- ManpowerGroup
- Kroger
- UPS
- Tile Shop
- Sysco
- Roehl Transport
- Phoenix Industrial Services
- DTE Energy

Job Postings by City

1. Monroe: 1,638 Postings
2. Dundee: 415 Postings
3. Newport: 294 Postings
4. Temperance: 264 Postings
5. Milan: 246 Postings
6. Carlton: 209 Postings
7. Ottawa Lake: 189 Postings
8. Lambertville: 126 Postings
9. Erie: 124 Postings
10. Petersburg: 85 Postings

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