WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
MONROE COUNTY

January - December 2022

WIN WORKFORCE INTELLIGENCE NETWORK

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 2022 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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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Monroe County

The slowdown of the COVID-19 crisis continued to cause shifts in the labor market. In 2022, the labor force grew by 1,682 individuals (2.3 percent) while employment significantly increased by 2,409 individuals (3.5 percent) from 2021. Unemployment went down by 727 workers and the unemployment rate decreasing 1.1 percentage points from 5.9 percent in 2021 to 4.7 percent in 20222. Quarterly posting data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses tops the list as the most demanded occupation in 2022, accounting for 4,245 job postings followed by Retail Salespersons with 2,676 postings. Healthcare and skilled trades occupation groups continue to be heavily demanded in Monroe County.

Annual Labor Market Information

The labor force in Monroe County increased by 1,682 individuals between 2021 and 2022. Employment increased by 2,409 workers (3.5 percent) over the same period, while unemployment decreased by 727 workers for a total of 3,506 unemployed workers. The unemployment rate fell in 2022 to 4.7 percent, a decrease of 1.1 percentage points from 2021, which had a rate of 5.9 percent. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 4.7 percent in 2022 in Monroe county since government shutdown measures for the pandemic relaxed in 2021.

Annual Labor Force, Employment, Unemployment Rate 2012–2022
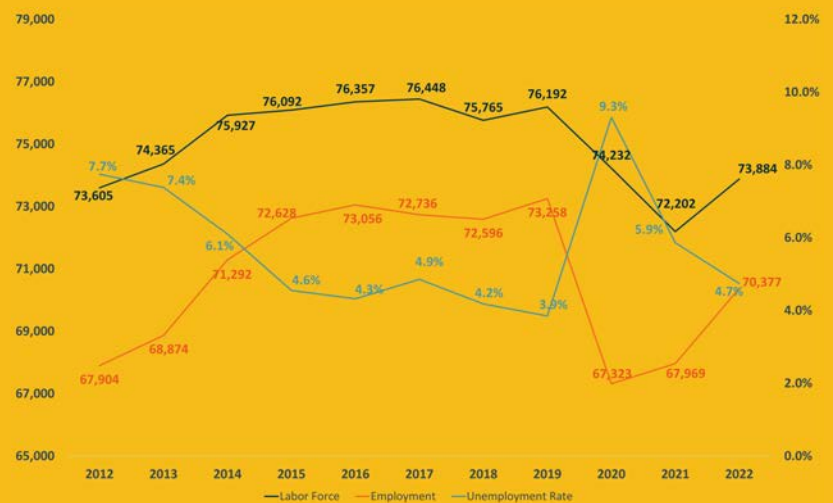
Data: BLS | Analysis: Workforce Intelligence Network

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 4,612 unique postings in Monroe County, a decrease of 763 postings from the monthly average 5,375 postings recorded in Q3. The third quarter had the highest recorded postings in 2022 with 5,375 average postings, an increase of 696 postings (14.9 percent) since Q1 2022. The sharp decline of 14.2 percent from Q3 might signal that post Covid-19   economic recovery   has   finally peaked.

Quarterly Posting Analysis Monroe County 2022

ANNUAL WORKFORCE INDICATORS

Key Findings

14% — Employer demand decreased by 14.2 percent, a loss of 2,437 job postings since 2021

High School Diploma — Most in-demand minimum education level during 2022
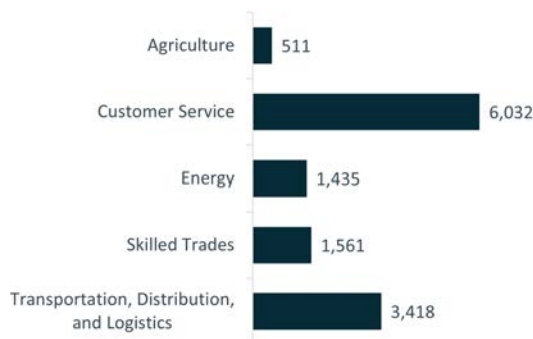
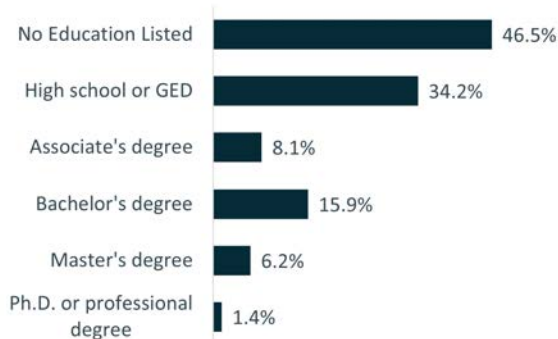In Q4 2022, employment totaled **70,377** an increase of 2,409 workers (3.5 percent) since Q4 2021

During 2022, there were 22,038 job postings, or 2,437 more than the 19,601 postings made during 2021 in Monroe County. The third quarter of 2022 saw the highest demand for the year with an average of 5,375 postings, a 14.9 percent increase since Q1 2022. The top posted job occupations in 2022 include Registered Nurses, Retail Salespersons, Heavy and Tractor-Trailer Truck Drivers, Stockers and Order Fillers, and Home Health and Personal Care Aides. For more information about in-demand job postings, see page 7.

Of the 22,038 unique postings in Monroe County during 2022, 7,542 (34.2 percent) required a high school diploma or equivalent, while 5,282 postings (24.0 percent) required a college degree. An additional 1,694 postings (8.1 percent) required an advanced degree. The high demand for registered nurses within the county drives this high demand for workers with select skill sets.

Top 5 Posting Occupation Groups
2022

Occupation Group	Postings
Agriculture	511
Customer Service	6,032
Energy	1,435
Skilled Trades	1,561
Transportation, Distribution, and Logistics	3,418

Education Levels In-Demand
2022

Education Level	Percent
No Education Listed	46.5%
High school or GED	34.2%
Associate's degree	8.1%
Bachelor's degree	15.9%
Master's degree	6.2%
Ph.D. or professional degree	1.4%

The quarterly labor market shifts that were seen in 2021, following the COVID-19 pandemic, have leveled off 2022. The first and second quarter of 2022 saw a slight increase in the labor force and employment, while unemployment and the unemployment rate increased by 0.5 percent to an annual high of 5.2 percent. Labor force and employment both peaked in Q2, with a high of 74,583 individuals and 70,994 workers respectively. Unemployment decreased through each quarter of 2022, including a decrease of 502 workers from Q3 before reaching the lowest point of 3,087 in Q4. The unemployment rate at the end of Q4 2022 was 4.2 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	71,952	73,549	74,583	73,966	73,437	-529	-0.7%	1,484	2.1%
Employment	68,568	69,717	70,994	70,448	70,350	-98	-0.1%	1,782	2.6%
Unemployment	3,384	3,833	3,589	3,517	3,087	-431	-12.2%	-298	-8.8%
Unemployment Rate	4.7%	5.2%	4.8%	4.8%	4.2%	-0.6%	na	-0.5%	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 73,884 individuals, an increase of 1,682 individuals since 2021. Employment is up to 70,377 workers in 2022, an increase of 2,409 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 3,506 workers, down by 727 workers since the high of 6,908 workers recorded in 2020. Similarly, the unemployment rate declined by 1.2 percentage for a 2022 unemployment rate of 4.7 percent.

Annual Labor Market Data
2012-2022

	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	73,605	74,365	75,927	76,092	76,357	76,448	75,765	76,192	74,232	72,202	73,884	1,682	2.3%
Employment	67,904	68,874	71,292	72,628	73,056	72,736	72,596	73,258	67,323	67,969	70,377	2,409	3.5%
Unemployment	5,702	5,491	4,635	3,464	3,301	3,713	3,169	2,935	6,908	4,233	3,506	-727	-17.2%
Unemployment Rate	7.7%	7.4%	6.1%	4.6%	4.3%	4.9%	4.2%	3.9%	9.3%	5.9%	4.7%	-1.1%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 75,288 people in the labor force, either working or looking for work in Monroe County. Resident employment in the city totals 71,296 workers or under half, 46.3 percent, of the total population in Monroe County. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 22.1 percent for males and 15.6 percent for females. Overall, males in the county have a higher unemployment rate than females, with 6.1 percent and 4.4 percent respectively, for 2021. Asian job seekers have a difficult time finding employment, facing an unemployment rate of 10.9 percent. Black and African job seekers also face difficulty, with an unemployment rate of 9.6 percent.

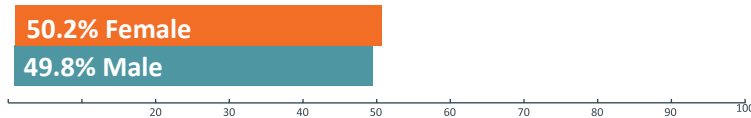| Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	75,288	71,296	3,992	5.3%
Sex				
Male 16+	40,411	37,940	2,471	6.1%
16-19	1,727	1,487	240	13.9%
20-24	3,627	3,331	296	8.2%
25-54	25,005	23,631	1,374	5.5%
55-64	7,963	7,686	277	3.5%
65 Plus	2,089	1,805	284	13.6%
Female 16+	34,877	33,356	1,521	4.4%
16-19	1,821	1,732	89	4.9%
20-24	3,486	3,114	372	10.7%
25-54	21,605	20,761	844	3.9%
55-64	6,294	6,097	197	3.1%
65 Plus	1,671	1,652	19	1.1%
Race				
White	70,321	66,735	3,586	5.1%
Black / African	1,772	1,602	170	9.6%
Native American	92	84	8	8.7%
Asian	635	566	69	10.9%
Native Hawaiian /	2	2	0	0.0%
Some Other Race	587	573	14	2.4%
Two or More Races	2,075	1,890	185	8.9%
Ethnicity				
Hispanic	3,074	2,979	95	3.1%

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

POPULATION DEMOGRAPHICS
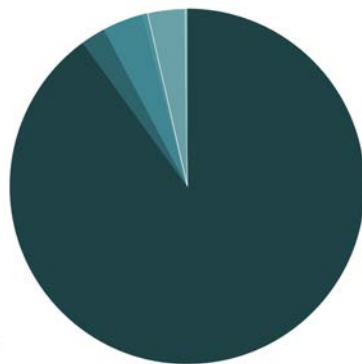
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Monroe County increased by about 2.7 percent between 2020 and 2021. During 2021, there were 154,068 people were living in the county. The sex of the populace was split almost evenly, with about 50.2 percent of the population identifying as female and the other 49.8 percent identifying as male. A majority of the population identified as White (92.5 percent) with the second largest number of individuals identifying as Hispanic or Latino (3.8 percent). The region is facing an aging populace; with 33.7 percent of the population over the age of 54, compared to 29.2 percent under the age of 25.

2022 Current Workforce

In 2022, the workforce had a total of 38,310 individuals working in Monroe County. A slight majority, 53.6 percent (20,549 workers) were male, while 46.4 percent (17,777 workers) of the workforce was female. Most workers in the county identified as White, accounting for 83.7 percent of the workforce, while Black or African American workers totaled 8.0 percent of the workforce. Those identifying as Hispanic or Latino ethnicity accounted for 4.2 percent. Much of the workforce in Monroe County are between the ages of 25 through 54 (60.9 percent), while 23.8 percent of workers are 55 and older.

Population Gender Demographics

50.2% Female
49.8% Male

Workforce Gender Demographics

46.4% Female
53.6% Male

Population Race Demographics

- White, 92.5%
- Black or African American, 2.3%
- Hispanic or Latino, 3.8%
- Asian, 0.5%
- Two or More Races, 3.5%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%
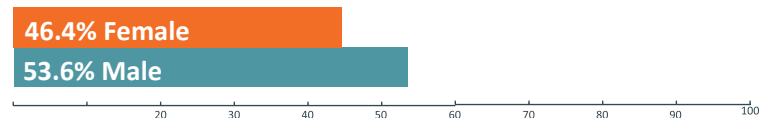
Workforce Race and Ethnicity Demographics

- White, 83.7%
- Black or African American, 8.0%
- Hispanic or Latino, 4.2%
- Asian, 1.7%
- Two or More Races, 2.0%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.03%

Population Age Demographics

Age 14 and Under 17.4% | Age 15-24 11.8% | Age 25-54 37.1% | Age 55+ 33.7%

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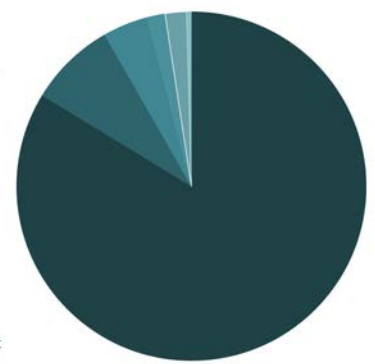
Workforce Age Demographics

Age 14-24 15.3% | Age 25-54 60.9% | Age 55+ 23.8%

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTE RNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Monroe County's workforce consisted of 61,720 residents. There were 17,989 (29.1 percent) of the residents who lived and worked within Monroe County, while the remaining 43,731 residents (70.9 percent) who traveled outside of the county for work. There were 36,729 workers employed in the county during 2020. Of those, 18,740 workers (51.0 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

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network
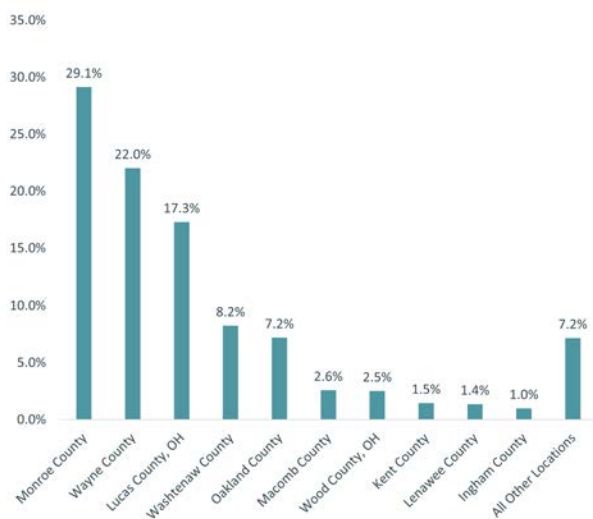
Where Monroe County Workers Live
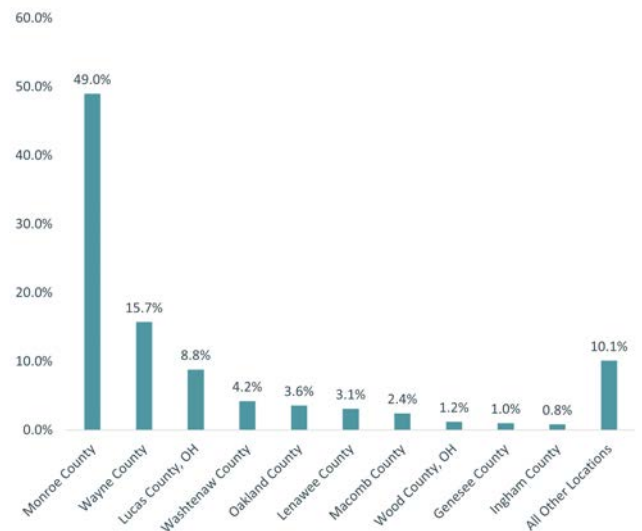
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Monroe: 11,210 Postings
2. Dundee: 2,214 Postings
3. Temperance: 1,566 Postings
4. Milan: 1,389 Postings
5. Lambertville: 1,088 Postings
6. Carleton: 886 Postings
7. Newport: 800 Postings
8. Ottawa Lake: 628 Postings
9. Erie: 606 Postings
10. Petersburg: 302 Postings
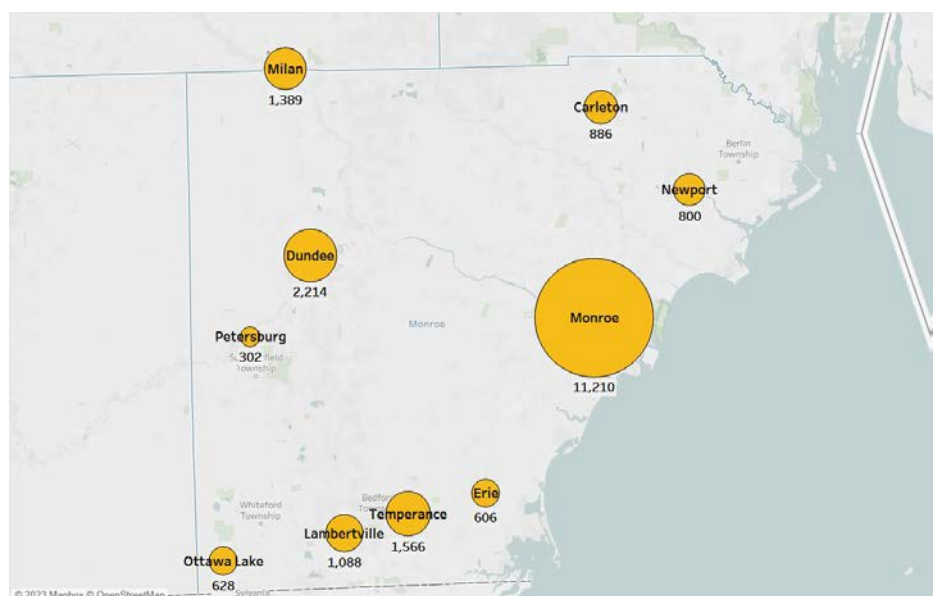
TOP POSTED JOBS

Top Posted Jobs: 2022

Registered Nurses is the top posted occupation for 2022 with 1,408 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (756 postings) and Home Health and Personal Care Aides (727 postings) round out the top three demanded occupations, requiring no formal educational credential and 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.
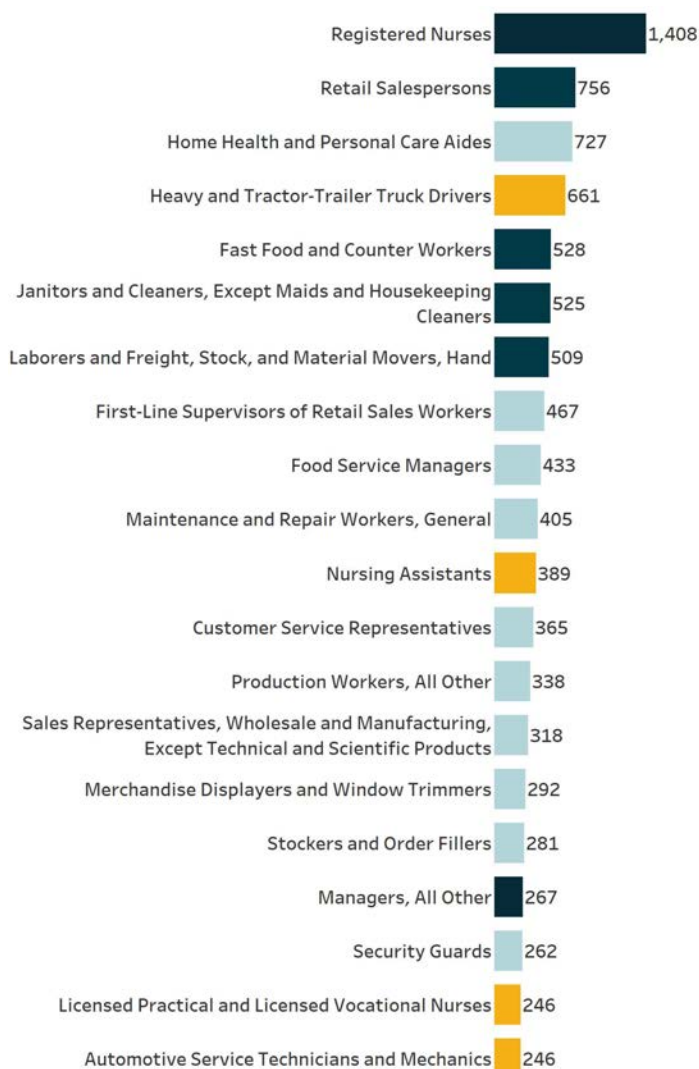
Top Posted Entry-Level Jobs: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 26.5 percent of the 2022 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 40.2 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 811 postings requiring a bachelor's degree, followed by Food Servie Managers, requiring a high school diploma or equivalent, coupled with short-term on-the-job training, with 238 postings.
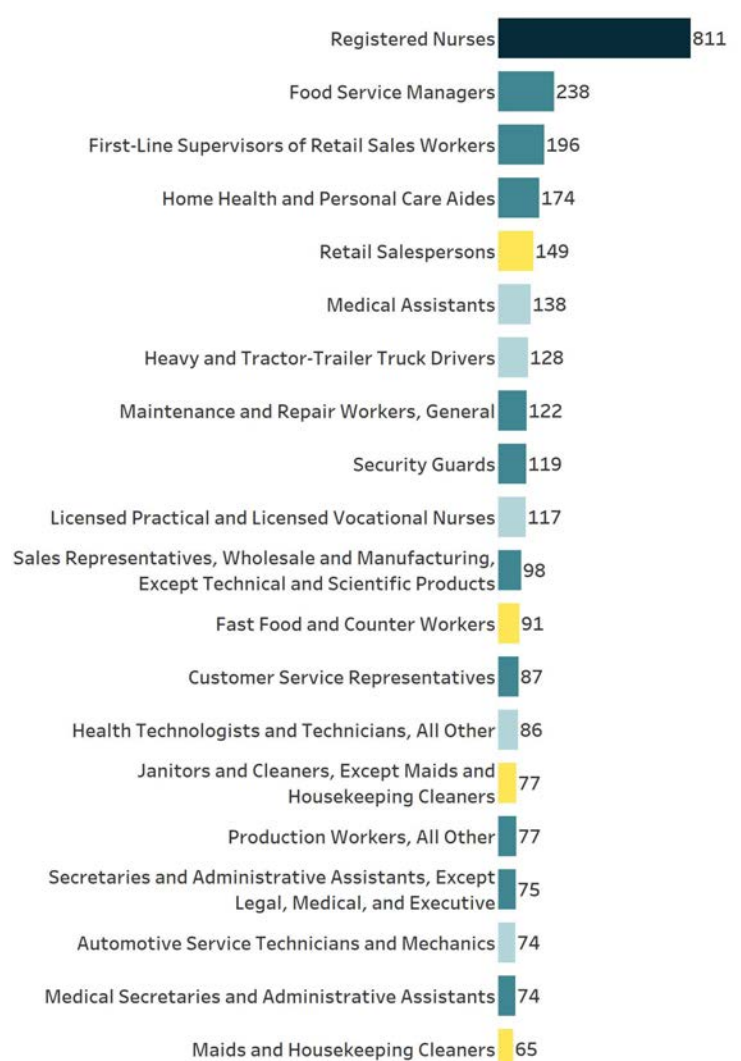
Occupation	Postings
Registered Nurses	1,408
Retail Salespersons	756
Home Health and Personal Care Aides	727
Heavy and Tractor-Trailer Truck Drivers	661
Fast Food and Counter Workers	528
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	525
Laborers and Freight, Stock, and Material Movers, Hand	509
First-Line Supervisors of Retail Sales Workers	467
Food Service Managers	433
Maintenance and Repair Workers, General	405
Nursing Assistants	389
Customer Service Representatives	365
Production Workers, All Other	338
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	318
Merchandise Displayers and Window Trimmers	292
Stockers and Order Fillers	281
Managers, All Other	267
Security Guards	262
Licensed Practical and Licensed Vocational Nurses	246
Automotive Service Technicians and Mechanics	246

- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- No formal educational credential

Occupation	Postings
Registered Nurses	811
Food Service Managers	238
First-Line Supervisors of Retail Sales Workers	196
Home Health and Personal Care Aides	174
Retail Salespersons	149
Medical Assistants	138
Heavy and Tractor-Trailer Truck Drivers	128
Maintenance and Repair Workers, General	122
Security Guards	119
Licensed Practical and Licensed Vocational Nurses	117
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	98
Fast Food and Counter Workers	91
Customer Service Representatives	87
Health Technologists and Technicians, All Other	86
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	77
Production Workers, All Other	77
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	75
Automotive Service Technicians and Mechanics	74
Medical Secretaries and Administrative Assistants	74
Maids and Housekeeping Cleaners	65

- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award

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
2012-2022
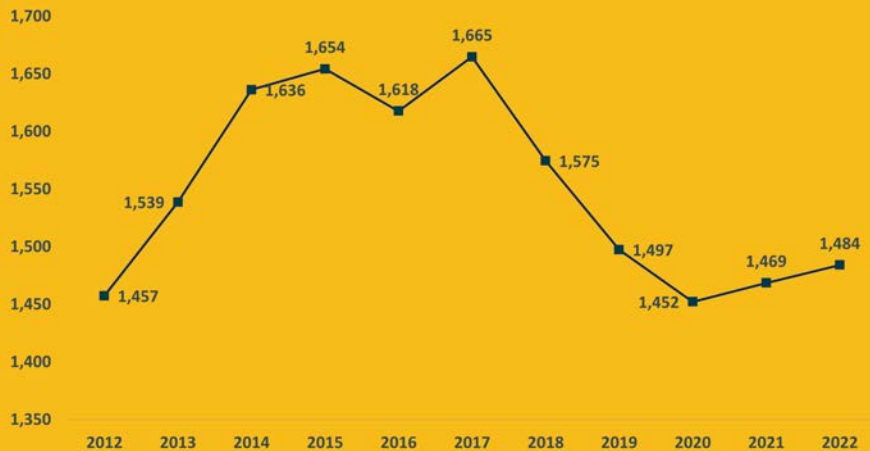
1,484 Agriculture Workers

1.0% Increase from 2021

Agriculture Worker Demographics

According to 2022 Lightcast data, the 1,484 workers in agriculture occupations are not very diverse. A large majority of workers are male (61.7 percent) between the ages of 25 and 54 (59.4 percent). Only 38.3 percent of agriculture workers identify as women, while 15.1 percent of workers were under the age of 25, compared to 25.5 percent of workers who are age 55 or older.

Worker Gender Demographics

38.3% Female

61.7% Male
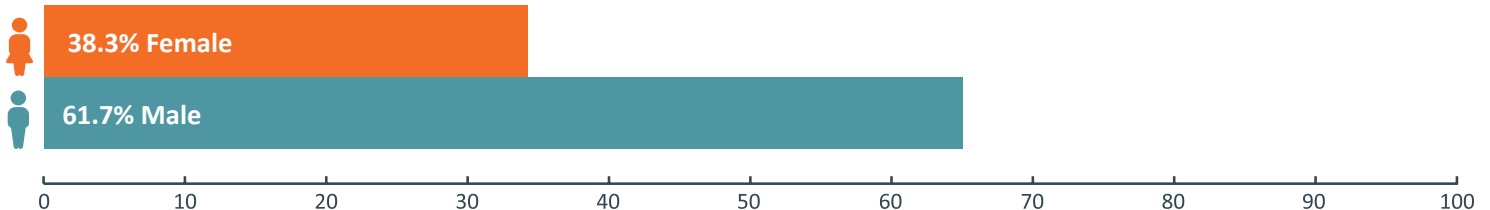
Race and Ethnicity Demographics

84.7% White | 8.0% Hispanic or Latino | 4.5% Black or African-American

Worker Age Demographics

Age 14-24 15.1%	Age 25-54 59.4%	Age 55+ 25.5%

Data: Lightcast | Analysis: Workforce Intelligence Network

AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 511 ads during 2022. Landscaping and Groundskeeping Workers is the top demanded occupation this year with 71 online job postings. Buyers and Purchasing Agents (39 postings) and Environmental Science and Protection Technicians, Including Health (39 postings) were also in high demand. Other top posted occupations include Occupational Health and Safety Specialists (27 postings), and Tree Trimmers and Pruners (26 postings).

Occupation	Postings
Landscaping and Groundskeeping Workers	71
Environmental Science and Protection Technicians, Including Health	39
Buyers and Purchasing Agents	39
Occupational Health and Safety Specialists	27
Tree Trimmers and Pruners	26
Food Batchmakers	24
Environmental Engineers	24
Agricultural Equipment Operators	23
Veterinary Assistants and Laboratory Animal Caretakers	21
Veterinary Technologists and Technicians	19
Life, Physical, and Social Science Technicians, All Other	15
Animal Caretakers	15
Veterinarians	14
Geological Technicians, Except Hydrologic Technicians	14
Butchers and Meat Cutters	13
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	12
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	11
Compliance Officers	11
Pesticide Handlers, Sprayers, and Applicators, Vegetation	10
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	9

Legend:
- High school diploma or equivalent
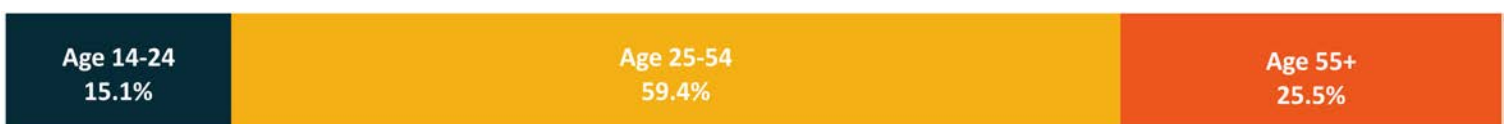- Bachelor's degree
- Associate's degree
- Doctoral or professional degree
- No formal educational credential

AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, Four of the top ten occupations in 2022 offer median wages of more than $30.00 per hour. The highest posted job, Landscaping and Groundskeeping Workers, offers median hourly earnings of $14.36, which translates to annual earnings of approximately $29,868. With such a broad array of skill sets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	$11.05	$13.34	$14.36	$17.80	$22.04
13-1028	Buyers and Purchasing Agents	$22.12	$23.76	$36.23	$46.55	$49.36
19-4042	Environmental Science and Protection Technicians, Including Health	$21.17	$25.73	$31.49	$36.25	$38.41
19-5011	Occupational Health and Safety Specialists	$23.39	$30.93	$39.35	$48.47	$50.82
37-3013	Tree Trimmers and Pruners	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-2081	Environmental Engineers	$17.08	$32.27	$41.66	$53.35	$61.59
51-3092	Food Batchmakers	$10.41	$12.74	$15.72	$19.76	$25.44
45-2091	Agricultural Equipment Operators	$9.65	$10.72	$15.60	$21.52	$26.21
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	$10.54	$12.27	$14.85	$16.70	$17.31
29-2056	Veterinary Technologists and Technicians	$14.03	$14.07	$17.61	$17.67	$17.91

In-Demand Technical Skills

- Landscaping
- Emergency Response
- Purchasing
- Irrigation (Landscaping And Agriculture)
- Safety Training

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Arborist
- Commercial Driver's License (CDL)
- OSHA Certification
- American Society For Quality (ASQ) Certified
- Certified Safety Professional

In-Demand Education Level*

- High school or GED: 30.5%
- Associate degree: 4.9%
- Bachelor's degree: 17.2%
- Master's degree: 2.5%

*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

- The Davey Tree Expert Company
- DTE Energy
- HEPACO
- TruGreen
- Clean Harbors
- Tenneco
- Growmark
- Carrols Restaurant Group
- Gerdau Ameristeel Corporation
- Wilbur-Ellis Company

Job Postings by City

1. Monroe: 227 Postings
2. Dundee: 52 Postings
3. Milan: 50 Postings
4. Newport: 36 Postings
5. Temperance: 36 Postings
6. Ottawa Lake: 32 Postings
7. Lambertville: 20 Postings
8. Carleton: 17 Postings
9. Ida: 16 Postings
10. Erie: 9 Postings

CUSTOMER SERVICE OCCUPATION GROUP

In 2022, there were 9,318 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2022, 57.9 percent of workers identified as female, while 15.8 percent of workers in customer service identified as a racial minority. About 30.7 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 20.3 percent.

Employment Over Time
2012-2022

9,318 Customer Service Workers
0.7% Decrease from 2021
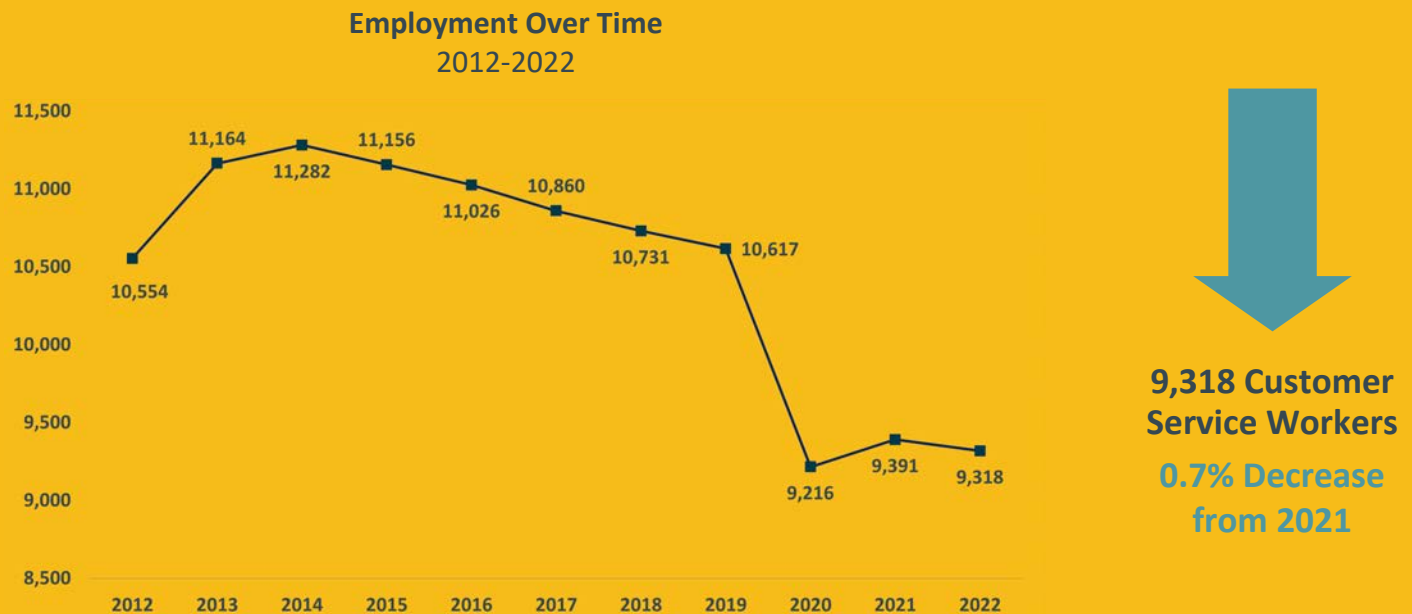
Customer Service Worker Demographics

In 2022, there were 9,318 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2022, 57.9 percent of workers identified as female, while 15.8 percent of workers in customer service identified as a racial minority. About 30.7 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 20.3 percent.

Worker Gender Demographics

57.9% Female
42.1% Male
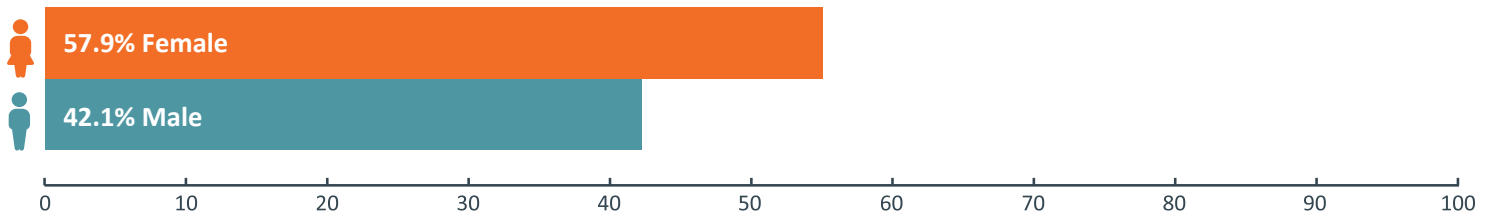
Race and Ethnicity Demographics

84.2% White | 7.3% Black or African-American | 4.2% Hispanic or Latino

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
30.7%	49.0%	20.3%

Data: Lightcast | Analysis: Workforce Intelligence Network

CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 6,032 postings in 2022, an increase of 512 postings or 9.3 percent since 2021. Retail Salespersons is the highest in-demand customer service occupation with 756 postings. Other top posted jobs include Fast Food and Counter Workers (528 postings), Janitors and Cleaners, Except Maids and Housekeeping Cleaners (525 postings), First-Line Supervisors of Retail Sales Workers (467 postings), and Food Service Managers (433 postings).

Occupation	Postings
Retail Salespersons	756
Fast Food and Counter Workers	528
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	525
First-Line Supervisors of Retail Sales Workers	467
Food Service Managers	433
Customer Service Representatives	365
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	318
Stockers and Order Fillers	281
Managers, All Other	267
Cashiers	243
Maids and Housekeeping Cleaners	193
Driver/Sales Workers	143
Waiters and Waitresses	139
Hotel, Motel, and Resort Desk Clerks	100
Receptionists and Information Clerks	97
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	85
Recreation Workers	79
Laundry and Dry-Cleaning Workers	73
Sales Managers	62
Food Preparation Workers	62

Legend:
- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential

CUSTOMER SEVICE 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 $13.64. 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 $18.06 per hour or $37,564 annually.

Wage Overview for Top Posted Customer Service Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	$10.97	$11.16	$13.64	$14.39	$21.99
35-3023	Fast Food and Counter Workers	$10.89	$10.92	$11.26	$12.07	$13.86
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$11.36	$11.86	$14.18	$17.41	$18.53
41-1011	First-Line Supervisors of Retail Sales Workers	$11.38	$14.14	$18.06	$28.55	$35.86
11-9051	Food Service Managers	$14.00	$22.00	$28.66	$30.03	$46.53
43-4051	Customer Service Representatives	$11.34	$13.86	$17.31	$18.15	$22.65
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$14.51	$18.50	$29.40	$38.86	$59.81
53-7065	Stockers and Order Fillers	$10.74	$11.89	$13.85	$17.23	$21.73
11-9199	Managers, All Other	$32.16	$52.84	$60.94	$75.30	$79.07
41-2011	Cashiers	$10.74	$10.79	$11.17	$13.93	$14.26

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Certifications

- ServSafe Certification
- Automotive Service Excellence (ASE) Certification
- Barber License
- Food Handler's Card
- Certified Pharmacy Technician

In-Demand Education Level*

- High school or GED: 37.0%
- Associate degree: 4.2%
- Bachelor's degree: 10.8%
- Master's degree: 3.0%

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

- Applebee's
- Pilot Company
- Lowe's
- Dollar General
- Cabela's
- Holland Buerk Enterprises
- ProMedica
- Love's
- DTE Energy
- Hudson Group

Job Postings by City

1. Monroe: 3,326 Postings
2. Dundee: 785 Postings
3. Lambertville: 405 Postings
4. Temperance: 380 Postings
5. Milan: 353 Postings
6. Carleton: 154 Postings
7. Ottawa Lake: 149 Postings
8. Newport: 128 Postings
9. Erie: 84 Postings
10. Ida: 59 Postings
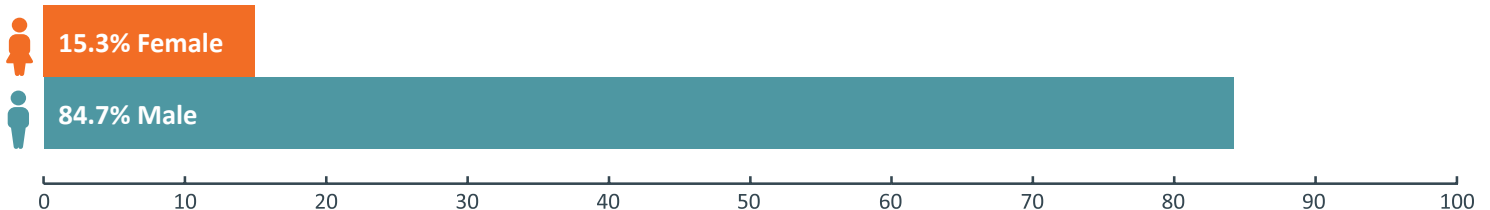
ENERGY
OCCUPATION GROUP

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
2012-2022

3,944
Energy
Workers
4.2% Increase
from 2021
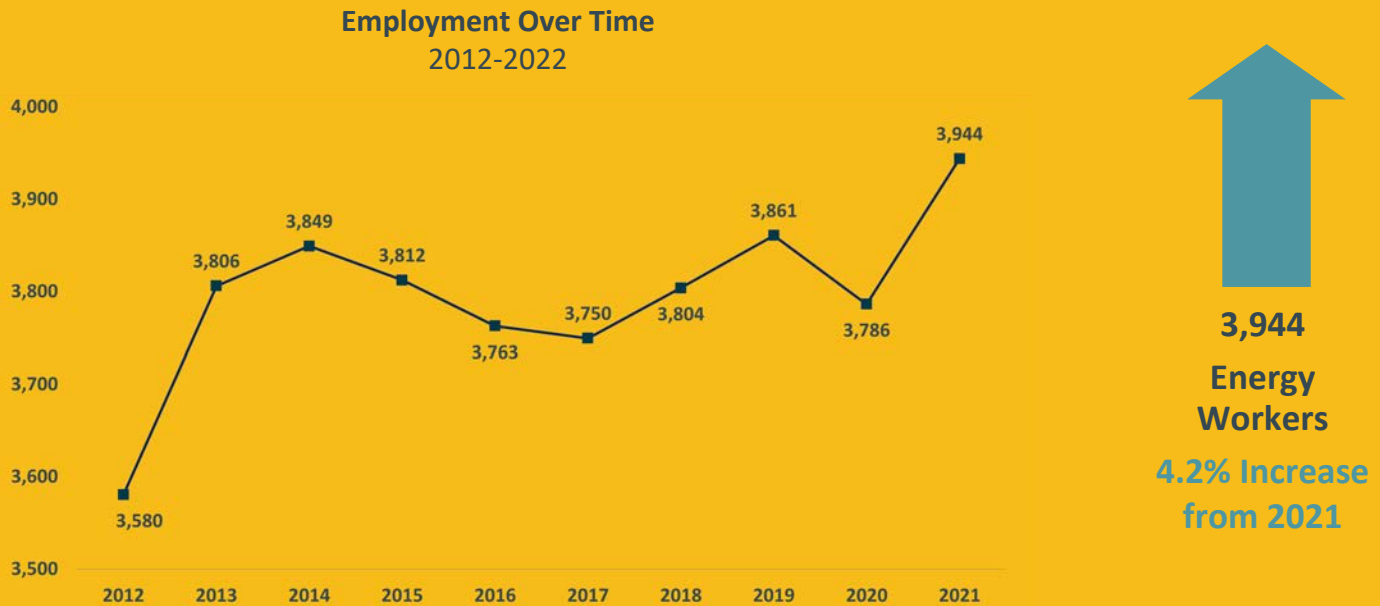
Energy Worker Demographics

In 2022, there were 3,944 workers in the Energy occupation group. This group is primarily made up of males (84.7 percent) between the ages of 25 and 54 (69.1 percent), with 15.3 percent of workers identifying as female and just 11.9 percent identifying as a racial minority. Also of note was that 5.5 percent of the workers in the occupation group were under the age of 25, compared to the 25.3 percent 55 years of age or older.

Worker Gender Demographics

15.3% Female

84.7% Male

0   10   20   30   40   50   60   70   80   90   100

Race and Ethnicity Demographics

88.1% White | 5.8% Black or African-American | 2.8% Hispanic or Latino

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
5.5%	69.1%	25.3%

Data: Lightcast | Analysis: Workforce Intelligence Network
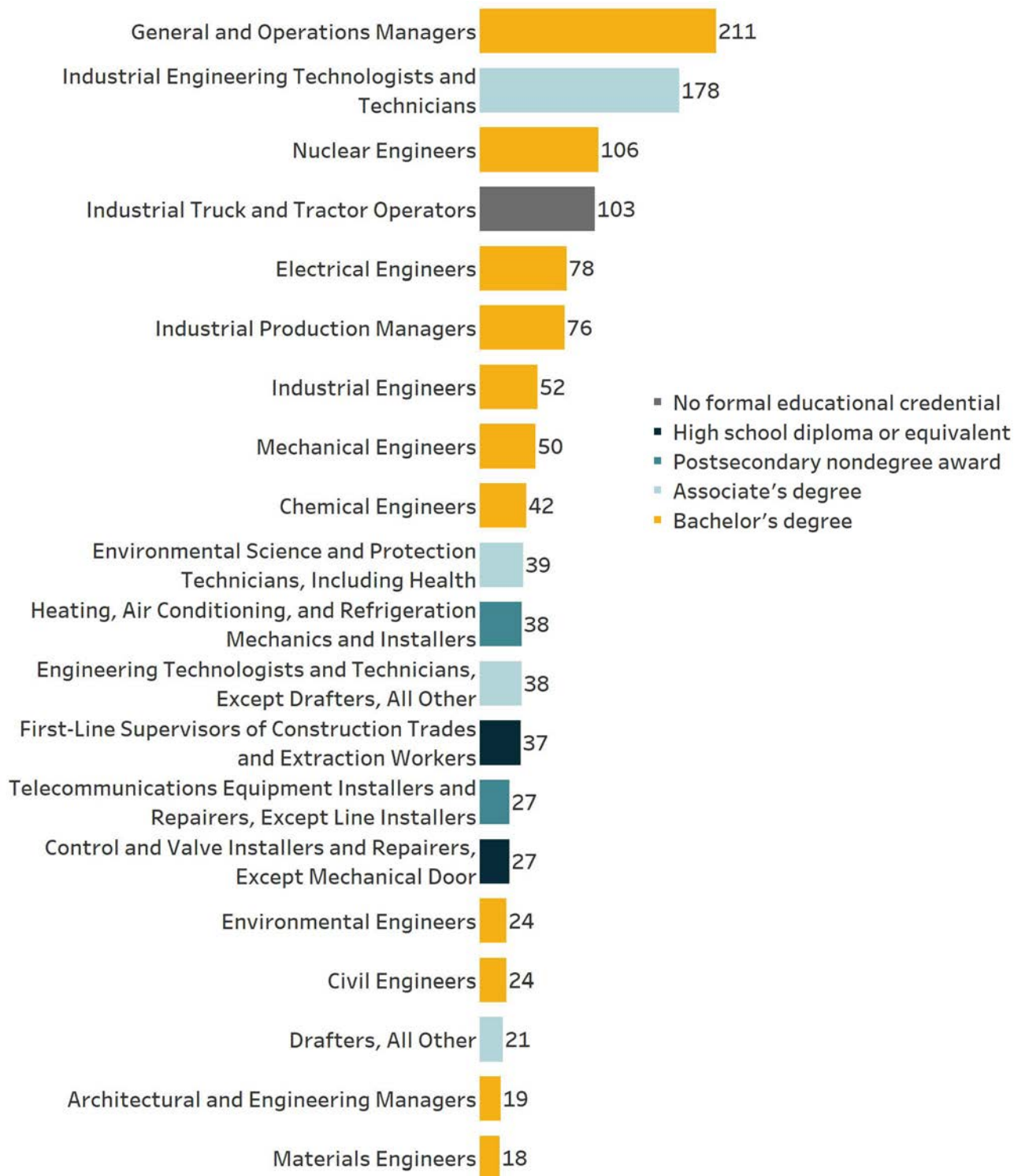
ENERGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 1,435 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers during 2022, with 211 postings. Industrial Engineering Technologists and Technicians was in the second position with 178 postings. Other top posted jobs include Nuclear Engineers (106 postings), Industrial Truck and Tractor Operators (103 postings), and Electrical Engineers (78 postings).

Occupation	Postings
General and Operations Managers	211
Industrial Engineering Technologists and Technicians	178
Nuclear Engineers	106
Industrial Truck and Tractor Operators	103
Electrical Engineers	78
Industrial Production Managers	76
Industrial Engineers	52
Mechanical Engineers	50
Chemical Engineers	42
Environmental Science and Protection Technicians, Including Health	39
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	38
Engineering Technologists and Technicians, Except Drafters, All Other	38
First-Line Supervisors of Construction Trades and Extraction Workers	37
Telecommunications Equipment Installers and Repairers, Except Line Installers	27
Control and Valve Installers and Repairers, Except Mechanical Door	27
Environmental Engineers	24
Civil Engineers	24
Drafters, All Other	21
Architectural and Engineering Managers	19
Materials Engineers	18

Legend:
- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

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. Nine of the top ten energy occupations has median wages over $30.00 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of $38.40, or annual earnings of approximately $79,872. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	$22.02	$28.43	$38.40	$60.95	$96.71
17-3026	Industrial Engineering Technologists and Technicians	$17.82	$24.67	$31.63	$34.64	$37.07
17-2161	Nuclear Engineers	$24.91	$40.22	$46.88	$59.10	$61.00
53-7051	Industrial Truck and Tractor Operators	$13.96	$14.94	$18.22	$22.65	$27.80
17-2071	Electrical Engineers	$37.27	$46.47	$48.28	$58.48	$62.52
11-3051	Industrial Production Managers	$29.24	$37.51	$52.53	$71.54	$80.55
17-2112	Industrial Engineers	$28.91	$36.13	$45.72	$49.06	$59.77
17-2141	Mechanical Engineers	$28.62	$35.88	$39.05	$46.64	$59.26
17-2041	Chemical Engineers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-4042	Environmental Science and Protection Technicians, Including Health	$21.17	$25.73	$31.49	$36.25	$38.41

In-Demand Technical Skills

- Emergency Response
- Machinery
- Process Improvement
- Forklift Truck
- Chemistry

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Problem Solving
- Leadership

In-Demand Certifications

- Commercial Driver's License (CDL)
- Six Sigma Green Belt
- Professional Engineer
- American Society For Quality (ASQ) Certified
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High school or GED: 30.9%
- Associate degree: 13.2%
- Bachelor's degree: 36.3%
- Master's degree: 10.7%

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

Top Posting Employers

- DTE Energy
- Tenneco
- Sunrise Windows & Doors
- Koch Industries
- Guardian Industries
- Gerdau Ameristeel Corporation
- Owens Corning
- Midway Products Group
- HEPACO
- BHI Energy

Job Postings by City

1. Monroe: 663 Postings
2. Newport: 209 Postings
3. Dundee: 113 Postings
4. Carleton: 110 Postings
5. Milan: 82 Postings
6. Temperance: 72 Postings
7. Erie: 52 Postings
8. Lambertville: 36 Postings
9. Ottawa Lake: 20 Postings
10. Ida: 14 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
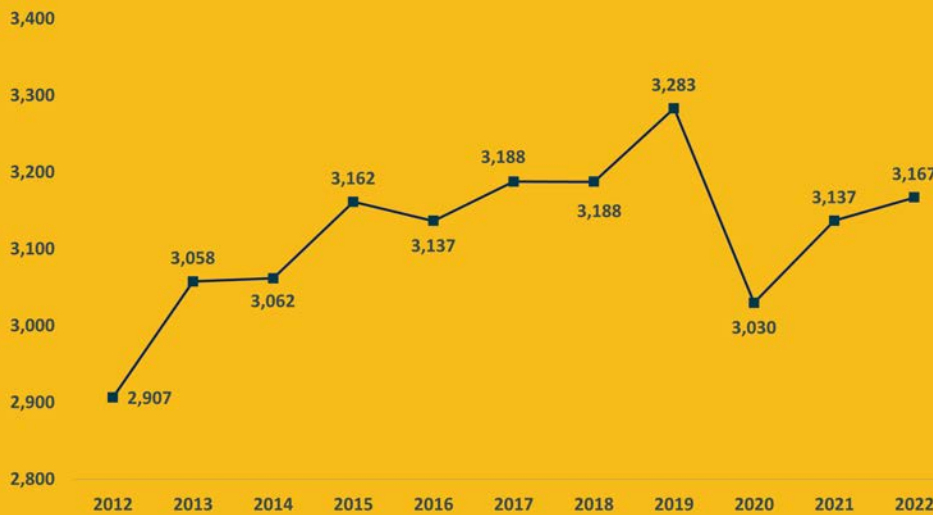
3,167 Skilled Trades Workers

1.0% Increase from 2021

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the 3,167 workers in the Skilled Trades group are not particularly diverse. Just 6.6 percent of the related workforce is under 25. Female workers account for 12.4 percent of the current workforce and only 14.9 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

12.4% Female

87.6% Male
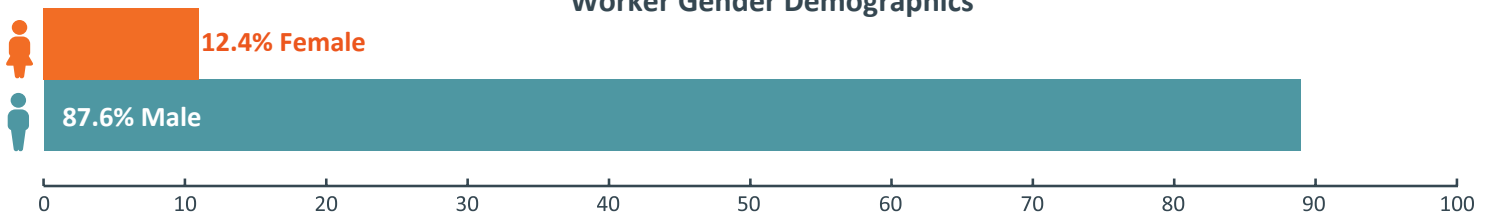
Race and Ethnicity Demographics

85.1% White | 8.5% Black or African-American | 3.8% Hispanic or Latino

Worker Age Demographics

Age 14-24
6.6%

Age 25-54
66.6%

Age 55+
26.5%

Data: Lightcast | Analysis: Workforce Intelligence Network
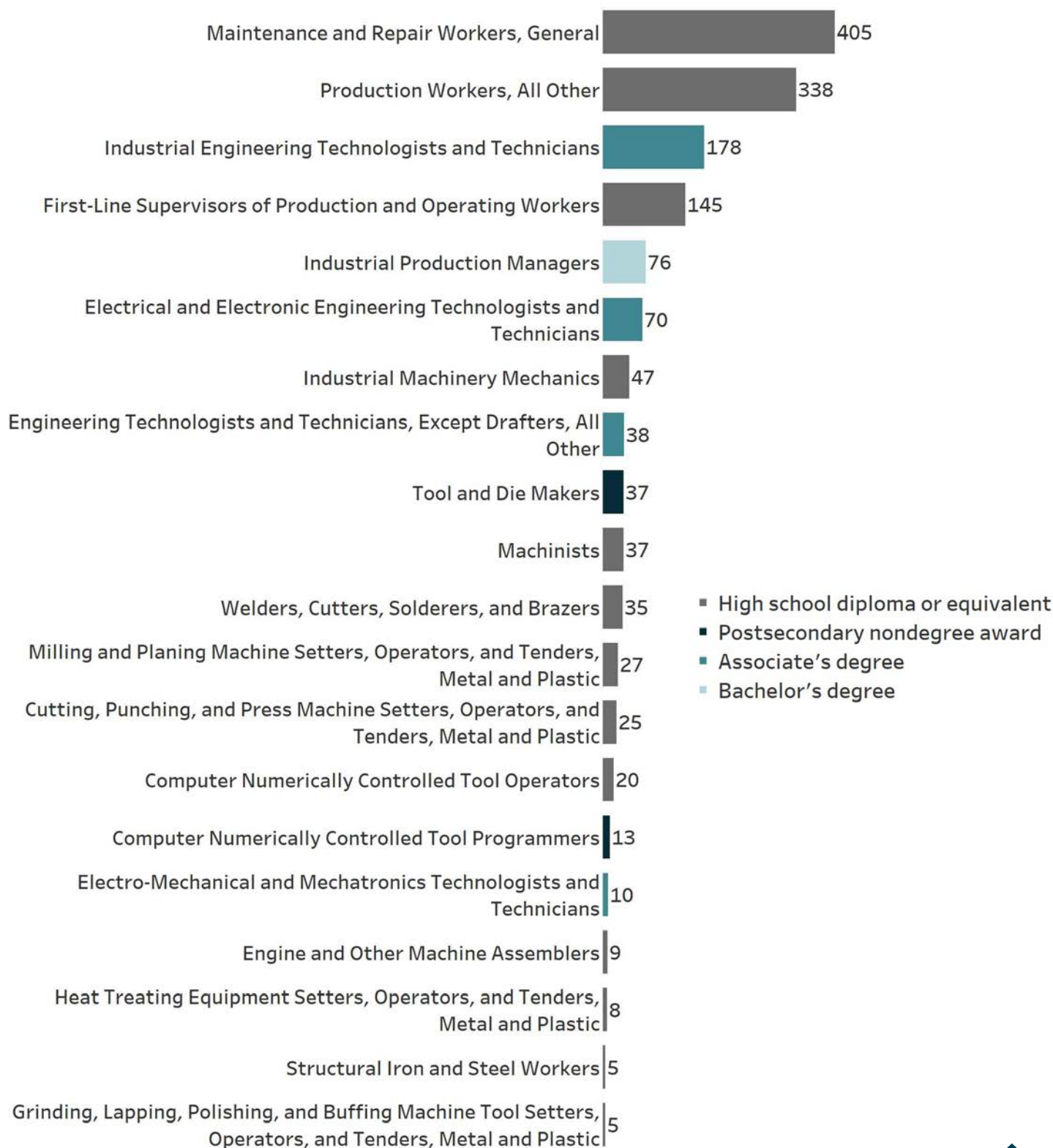
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 405 postings. Other top posted jobs include Production Workers, All Other (338 postings), Industrial Engineering Technologists and Technicians (178 postings), First-Line Supervisors of Production and Operating Workers (145 postings), and Industrial Production Managers (76 postings).

Occupation	Postings
Maintenance and Repair Workers, General	405
Production Workers, All Other	338
Industrial Engineering Technologists and Technicians	178
First-Line Supervisors of Production and Operating Workers	145
Industrial Production Managers	76
Electrical and Electronic Engineering Technologists and Technicians	70
Industrial Machinery Mechanics	47
Engineering Technologists and Technicians, Except Drafters, All Other	38
Tool and Die Makers	37
Machinists	37
Welders, Cutters, Solderers, and Brazers	35
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	27
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	25
Computer Numerically Controlled Tool Operators	20
Computer Numerically Controlled Tool Programmers	13
Electro-Mechanical and Mechatronics Technologists and Technicians	10
Engine and Other Machine Assemblers	9
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	8
Structural Iron and Steel Workers	5
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	5

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

All the top ten in-demand skilled trades occupations have median wages above $14.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of $17.67, which translates to an annual salary of about $36,753. With additional training and experience, jobs such as Industrial Production Managers earn a median wage of $52.53 or an annual salary of $109,262.

Wage Overview for Top Posted Skilled Trades Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	$11.27	$14.08	$17.67	$22.45	$28.26
51-9199	Production Workers, All Other	$10.99	$10.99	$14.27	$17.48	$22.54
17-3026	Industrial Engineering Technologists and Technicians	$17.82	$24.67	$31.63	$34.64	$37.07
51-1011	First-Line Supervisors of Production and Operating Workers	$17.97	$22.77	$29.72	$46.61	$59.94
11-3051	Industrial Production Managers	$29.24	$37.51	$52.53	$71.54	$80.55
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$17.40	$25.18	$30.15	$34.72	$40.42
49-9041	Industrial Machinery Mechanics	$18.13	$23.04	$29.20	$36.30	$46.27
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$19.02	$20.52	$23.55	$27.15	$29.33
51-4041	Machinists	$19.13	$28.55	$36.31	$36.31	$36.31
51-4111	Tool and Die Makers	$17.74	$22.67	$29.04	$36.79	$36.79

In-Demand Technical Skills

- Machinery
- Plumbing
- Hand Tools
- Machine Operation
- HVAC

In-Demand Foundational Skills

- Communications
- Valid Driver's License
- Troubleshooting (Problem Solving)
- Customer Service
- Lifting Ability

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class A License
- Forklift Certification
- Air Brake Certification
- HVAC Certification

In-Demand Education Level*

- High school or GED: 47.8%
- Associate degree: 7.4%
- Bachelor's degree: 8.6%
- Master's degree: 1.3%

*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
- Bass Pro Shops
- DTE Energy
- Gerdau Ameristeel Corporation
- Toledo Steel Supply
- Koch Industries
- Clean Technical Services
- Express Employment Professionals
- ManpowerGroup
- ProMedica

Job Postings by City

1. Monroe: 630 Postings
2. Dundee: 278 Postings
3. Milan: 140 Postings
4. Temperance: 117 Postings
5. Erie: 99 Postings
6. Carleton: 78 Postings
7. Newport: 62 Postings
8. Ottawa Lake: 49 Postings
9. Lambertville: 29 Postings
10. Ida: 18 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
2012-2022
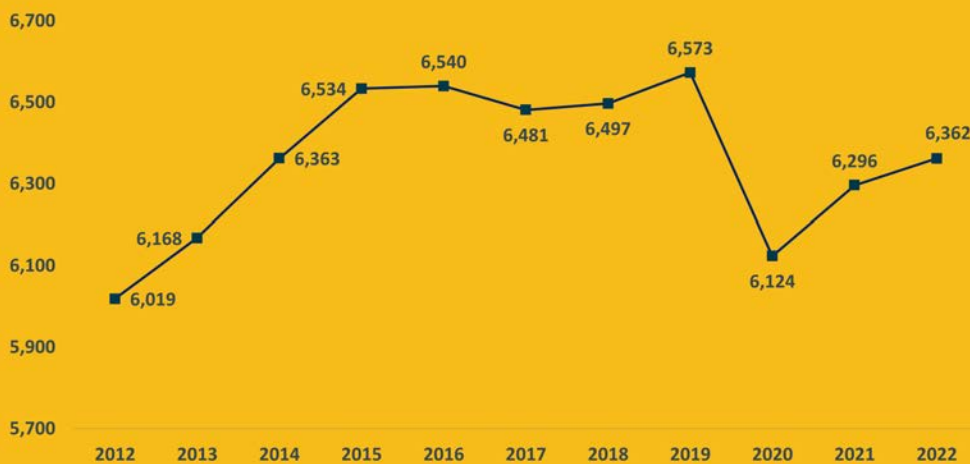
6,362 TDL Workers

1.0% Increase from 2021

TDL Worker Demographics

In 2022, there were 6,362 workers in the TDL occupation group. This group is primarily made up of males (75.9 percent) between the ages of 25 and 54 (62.6 percent), with 24.1 percent of workers identifying as female and just 20.1 percent identifying as a racial minority. Also of note was that 13.4 percent of the workers in the occupation group were under the age of 25, compared to the 24 percent 55 years of age or older.
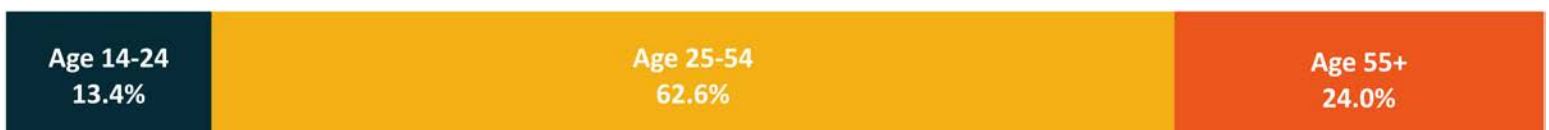
Worker Gender Demographics

24.1% Female
75.9% Male
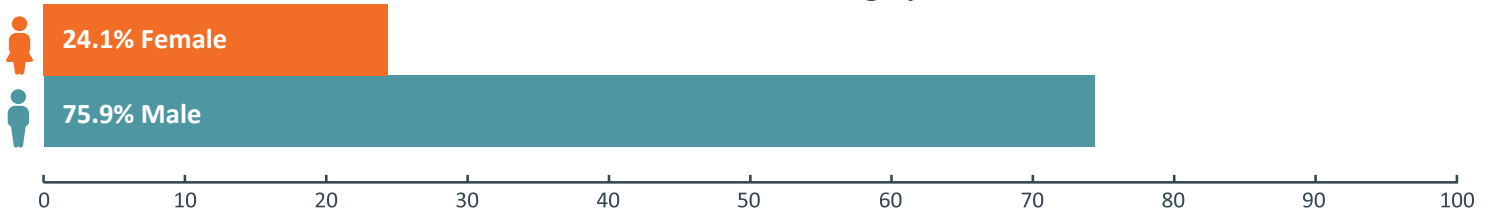
Race and Ethnicity Demographics

79.9% White | 11.8% Black or African-American | 4.7% Hispanic or Latino

Worker Age Demographics

Age 14-24 13.4% | Age 25-54 62.6% | Age 55+ 24.0%

Data: Lightcast | Analysis: Workforce Intelligence Network
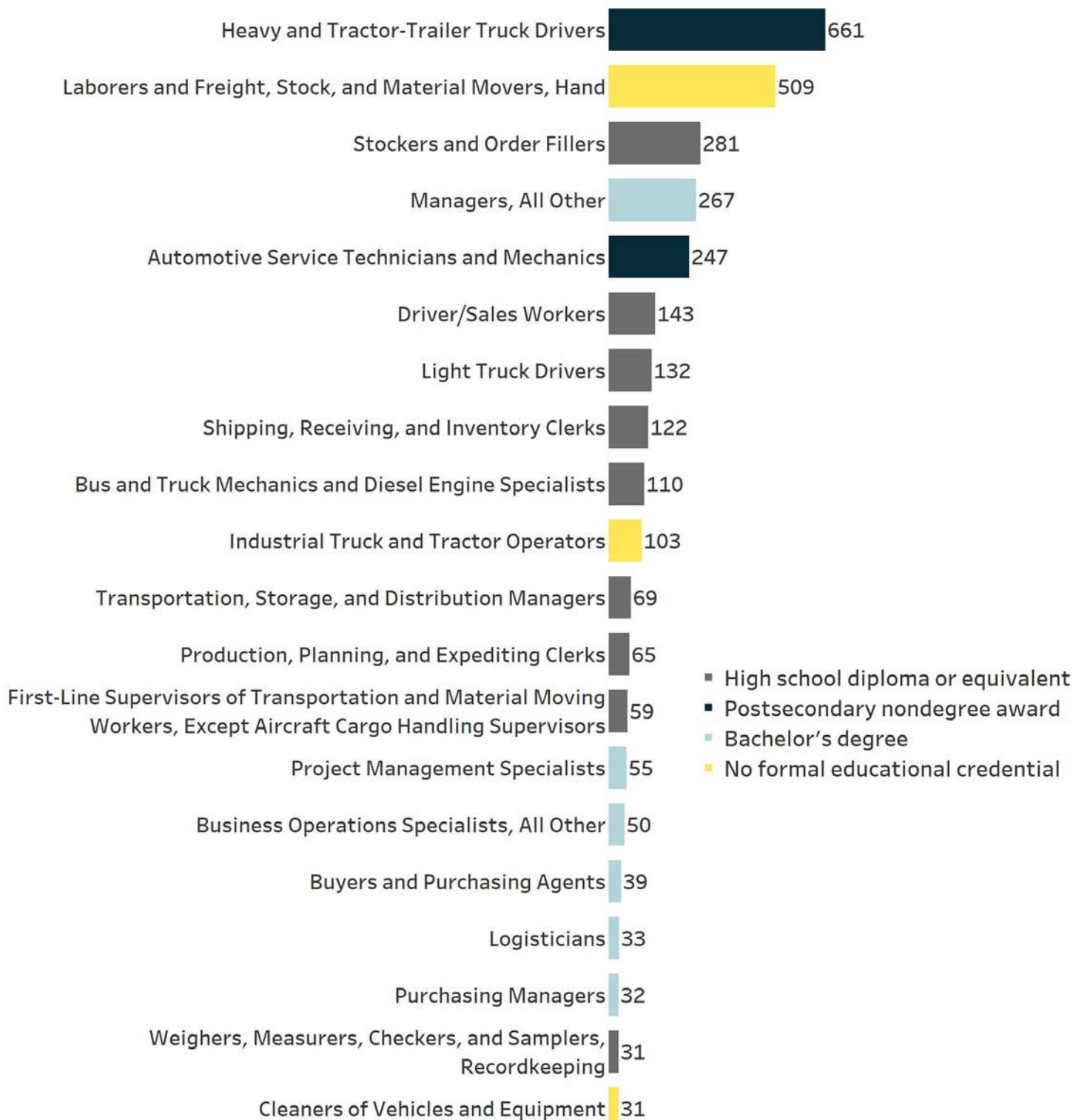
TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 3,418 posting in 2022. Heavy and Tractor-Trailer Truck Drivers is the highest in-demand TDL occupation with 661 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (509 postings), Stockers and Order Fillers (281 postings), Managers, All Other (267 postings), and Automotive Service Technicians and Mechanics (247 postings).

Occupation	Postings
Heavy and Tractor-Trailer Truck Drivers	661
Laborers and Freight, Stock, and Material Movers, Hand	509
Stockers and Order Fillers	281
Managers, All Other	267
Automotive Service Technicians and Mechanics	247
Driver/Sales Workers	143
Light Truck Drivers	132
Shipping, Receiving, and Inventory Clerks	122
Bus and Truck Mechanics and Diesel Engine Specialists	110
Industrial Truck and Tractor Operators	103
Transportation, Storage, and Distribution Managers	69
Production, Planning, and Expediting Clerks	65
First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	59
Project Management Specialists	55
Business Operations Specialists, All Other	50
Buyers and Purchasing Agents	39
Logisticians	33
Purchasing Managers	32
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	31
Cleaners of Vehicles and Equipment	31

Legend:
- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree
- No formal educational credential

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Over half of the top ten in-demand TDL occupations offer median wages above $17.00 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, earns a median hourly wage of $23.05, or an annual salary of nearly $47,944. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	$14.12	$18.62	$23.05	$28.96	$30.08
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$11.89	$13.76	$14.56	$17.48	$21.48
53-7065	Stockers and Order Fillers	$10.74	$11.89	$13.85	$17.23	$21.73
11-9199	Managers, All Other	$32.16	$52.84	$60.94	$75.30	$79.07
49-3023	Automotive Service Technicians and Mechanics	$13.69	$17.42	$22.63	$28.57	$35.28
53-3031	Driver/Sales Workers	$10.94	$10.98	$11.15	$17.06	$21.85
53-3033	Light Truck Drivers	$11.29	$13.94	$17.54	$22.94	$28.87
43-5071	Shipping, Receiving, and Inventory Clerks	$13.86	$14.44	$17.49	$22.04	$22.85
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	$17.67	$18.34	$23.16	$28.81	$30.07
53-7051	Industrial Truck and Tractor Operators	$13.96	$14.94	$18.22	$22.65	$27.80

In-Demand Technical Skills
- Warehousing
- Forklift Truck
- Pallet Jacks
- Truck Driving
- Merchandising

In-Demand Foundational Skills
- Communications
- Valid Driver's License
- Management
- Customer Service
- Lifting Ability

In-Demand Certifications
- CDL Class A License
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- CDL Class B License
- Tanker Endorsement

In-Demand Education Level*
- High school or GED: 34.6%
- Associate degree: 3.0%
- Bachelor's degree: 10.8%
- Master's degree: 2.9%

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

Top Posting Employers
- Sunrise Windows & Doors
- Roehl Transport
- Meijer
- DTE Energy
- Sysco
- UPS
- Tile Shop
- Love's
- Republic Services
- Kroger

Job Postings by City
1. Monroe: 1,527 Postings
2. Dundee: 322 Postings
3. Milan: 273 Postings
4. Temperance: 266 Postings
5. Newport: 195 Postings
6. Carleton: 164 Postings
7. Ottawa Lake: 160 Postings
8. Erie: 128 Postings
9. Lambertville: 123 Postings
10. Petersburg: 65 Postings

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