WIN
WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
OAKLAND 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 Oakland 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. The 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 Oakland County for the Business and Finance, Healthcare, Information Technology (IT), 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.

REPORT CONTENTS

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ANNUAL STATE OF THE LABOR MARKET

State of the Labor Market in Oakland County

The slowdown of the COVID-19 crisis continued to cause shifts in the labor market this year. In 2022, the labor force grew by 23,735 individuals (3.7 percent) while employment increased by 24,935 individuals (4.0 percent) from 2021. Unemployment went down by 20,242 workers and the unemployment rate tapered off, decreasing 0.3 percentage points from 3.3 percent in 2021 to 3.0 percent in 2022. 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 44,891 job postings followed by Retail Salespersons with 33,200 postings. The customer service and information technology occupation groups continue to be heavily demanded in Oakland County.

Annual Labor Market Information

The labor force in Oakland County grew in 2022, increasing by 23,735 individuals (3.7 percent) from the prior year. Employment increased by 24,935 workers (4.0 percent) over the same period, while unemployment decreased by 1,199 workers (5.6 percent) for a total of 21,242 unemployed workers in 2022. The unemployment rate decreased in 2022 to 3.0 percent, a fall of 0.3 percentage points since the 3.3 percent drop in 2021, following the large spike in 2020 at 8.7%. The unemployment rate has recovered to pre-pandemic levels, with an unemployment rate of 3.0 percent in 2022 in Oakland county since government shutdown measures for the pandemic relaxed in 2021.

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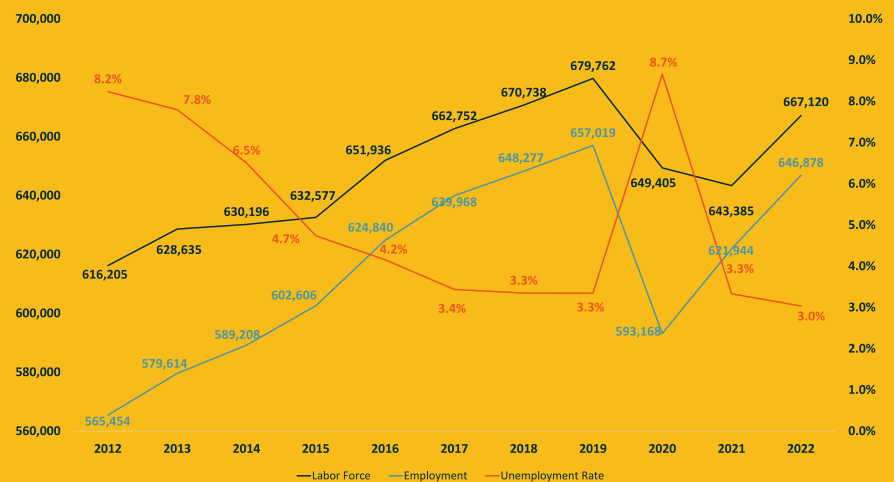
Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has slightly decreased since Q3 2022. In Q4 2022, there were a monthly average of 59,453 unique postings in Oakland County. This marked a notable decrease of 4,780 postings from the monthly average of 64,215 recorded in Q3. The second quarter had the highest recorded postings in 2022 with 66,925, an increase of 2,634 postings (4.1 percent) since Q1 2022. The decreases from Q2 to Q4 might signal that post Covid-19 economic recovery has finally peaked.

Quarterly Posting Analysis Oakland County 2022

ANNUAL WORKFORCE INDICATORS

Key Findings

6% Employer demand increased by 6.0 percent, a gain of 16,318 job postings since 2021.

Bachelor's Degree

Most in-demand minimum education level during 2022.
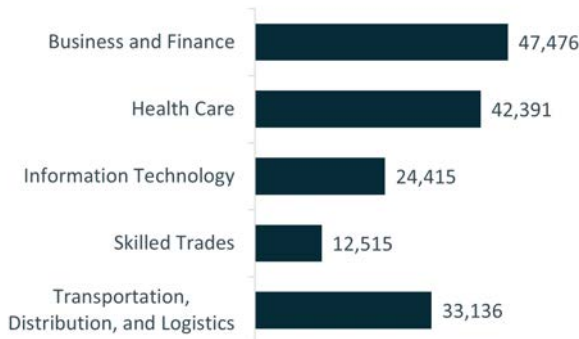
In Q4 2022, employment totaled

649,839

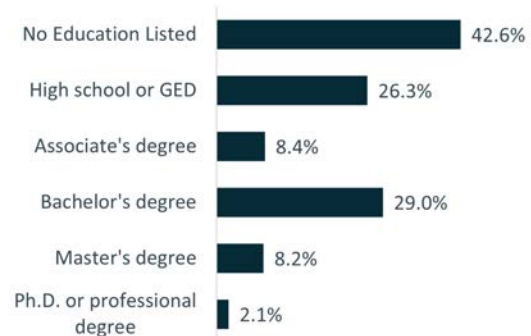a decrease of 13,622 workers (2.1 percent) since Q4 2021.

During 2022, there were 286,784 job postings, 16,318 more than the 270,466 postings made during 2021 in Oakland County. The second quarter of 2022 saw the highest demand for the year with 66,925 postings, a 4.1 percent increase since Q1 2022. The top posted job occupations in 2022 include Registered Nurses, Retail Salespersons, Software Developers, Sales Representatives Wholesale and Manufacturing and Customer Service Representatives. For more information about in-demand job postings, see page 7.

Of the 286,784 unique postings in Oakland County during 2022, 75,413 (26.3 percent) required a high school diploma or equivalent, while 107,341 postings (37.4 percent) required a college degree. An additional 29,461 postings (10.3 percent) required an advanced degree. The high demand for healthcare, customer service and information technology jobs, within the county, drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2022

Occupation Group	Postings
Business and Finance	47,476
Health Care	42,391
Information Technology	24,415
Skilled Trades	12,515
Transportation, Distribution, and Logistics	33,136

Education Levels In-Demand
2022

Education Level	Percent
No Education Listed	42.6%
High school or GED	26.3%
Associate's degree	8.4%
Bachelor's degree	29.0%
Master's degree	8.2%
Ph.D. or professional degree	2.1%

The pandemic-driven, quarterly labor market shifts that were seen in 2021 have persisted throughout 2022. The first quarter of 2022 saw an initial increase in the labor force and employment while the unemployment rate was at its peak with 3.7 percentage points. The labor force and employment numbers peaked in Q3 with a high of 670,890 individuals and 653,880 workers respectively, and unemployment decreased to 17,010 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2022. The unemployment rate at the end of Q4 2022 was 2.4 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	656,968	668,996	662,461	670,890	666,134	-4,756	-0.7%	9,166	1.4%
Employment	636,217	644,127	639,667	653,880	649,839	-4,041	-0.6%	13,622	2.1%
Unemployment	20,751	24,869	22,794	17,010	16,295	-714	-4.2%	-4,456	-21.5%
Unemployment Rate	3.2%	3.7%	3.4%	2.5%	2.4%	-0.1%	na	-0.7%	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 667,120 individuals, a increase of 23,735 individuals since 2021. Employment is up to 646,878 workers in 2022, an increase of 24,935 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 20,242workers, down by 1,199 workers since the high of 56,237 workers recorded in 2020. Similarly, the unemployment rate declined by 0.3percentage points for a 2022 unemployment rate of 3.0 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	616,205	628,635	630,196	632,577	651,936	662,752	670,738	679,762	649,405	643,385	667,120	23,735	3.7%
Employment	565,454	579,614	589,208	602,606	624,840	639,968	648,277	657,019	593,168	621,944	646,878	24,935	4.0%
Unemployment	50,751	49,021	40,988	29,971	27,097	22,784	22,462	22,743	56,237	21,441	20,242	-1,199	-5.6%
Unemployment Rate	8.2%	7.8%	6.5%	4.7%	4.2%	3.4%	3.3%	3.3%	8.7%	3.3%	3.0%	-0.3%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 690,080 individuals in the labor force, meaning they were either working or looking for work, in Oakland County. Slightly more than half of the population, 656,612 individuals (51.6 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 23.3 percent, compared to females under the age of 25 reporting an unemployment rate of 21.1 percent.

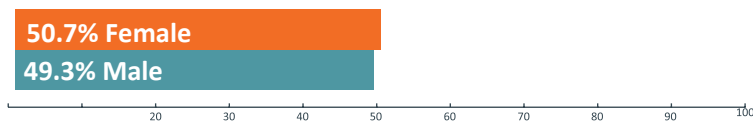| Civilian Labor Force by Demographic Group				
Demographic Group	**Civilian Labor Force**	**Total Employment**	**Total Unemployment**	**Unemployment Rate**
Total Population 16 +	690,080	656,612	33,468	4.8%
Sex				
Male 16+	370,662	352,961	17,701	4.8%
16-19	13,302	11,607	1,695	12.7%
20-24	31,125	27,824	3,301	10.6%
25-54	232,806	223,724	9,082	3.9%
55-64	67,703	65,332	2,371	3.5%
65 Plus	25,726	24,474	1,252	4.9%
Female 16+	319,418	303,651	15,767	4.9%
16-19	12,955	11,577	1,378	10.6%
20-24	28,682	25,671	3,011	10.5%
25-54	199,025	191,064	7,961	4.0%
55-64	59,869	57,448	2,421	4.0%
65 Plus	18,887	17,891	996	5.3%
Race				
White	509,735	488,326	21,409	4.2%
Black / African American	88,372	80,948	7,423	8.4%
Native American	1,352	1,265	87	6.4%
Asian	56,161	54,308	1,853	3.3%
Native Hawaiian / Pacific	159	159	0	0.0%
Some Other Race	5,823	5,217	606	10.4%
Two or More Races	28,673	26,752	1,921	6.7%
Ethnicity				
Hispanic	28,670	26,778	1,892	6.6%

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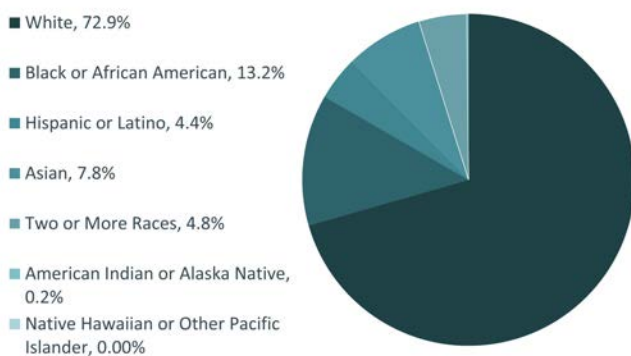
POPULATION DEMOGRAPHICS

2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Oakland County increased by about 1.3 percent between 2020 and 2021. During 2021, there were 1,271,983 people were living in the county. The sex of the populace was split almost evenly, with about 50.7 percent of the population identifying as female and the other 49.3 percent identifying as male. A majority of the population identified as White (72.9 percent) with the second largest number of individuals identifying as Black or African American (13.2 percent). The region is facing an aging populace; with 31.1 percent of the population over the age of 54, compared to 29.1 percent under the age of 25.

2022 Current Workforce

In 2022, the workforce had a total of 720,814 individuals working in Oakland County. A slight majority, 51.2 percent (368,881 workers) were male, while 48.8 percent (351,448 workers) of the workforce was female. Most workers in the county identified as White, accounting for 73.2 percent of the workforce, while Black or African American workers totaled 14.8 percent of the workforce. Those identifying as Asian ethnicity accounted for 5.5 percent. Much of the workforce in Oakland County are between the ages of 25 through 54 (63.9 percent), while 23.4 percent of workers are 55 and older.

Population Gender Demographics

50.7% Female
49.3% Male

Workforce Gender Demographics

48.8 Female
51.2 Male

Population Race Demographics

- White, 72.9%
- Black or African American, 13.2%
- Hispanic or Latino, 4.4%
- Asian, 7.8%
- Two or More Races, 4.8%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%
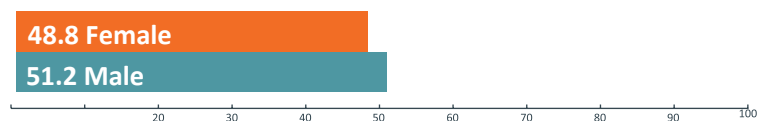
Workforce Race and Ethnicity Demographics

- White, 73.2%
- Black or African American, 14.8%
- Hispanic or Latino, 4.4%
- Asian, 5.5%
- Two or More Races, 1.8%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.06%

Population Age Demographics

Age 14 and Under 17.3% | Age 15-24 13.4% | Age 25-54 35.5% | Age 55+ 33.8%
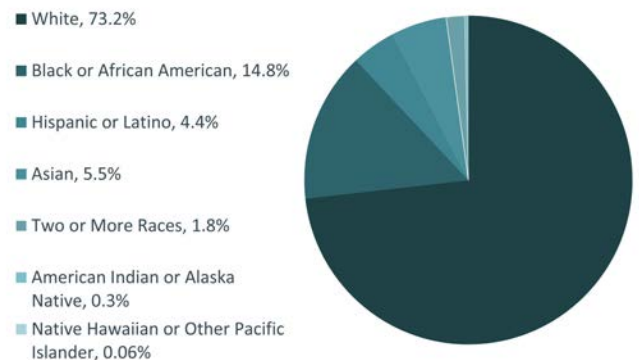
Workforce Age Demographics

Age 14-24 12.6% | Age 25-54 63.9% | Age 55+ 23.4%

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

Data: Lightcast | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Oakland County's workforce consisted of 523,328 residents. There were 295,638 (56.5 percent) residents living and working within the county, while the remaining 227,690 residents (43.5 percent) traveled outside of the county for work. There were 679,994 workers employed in the county during 2020. Of those, 384,356 workers (56.5 percent) lived outside of the county's borders and commuted in. From this information, we can see that Oakland is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Oakland County Residents Work

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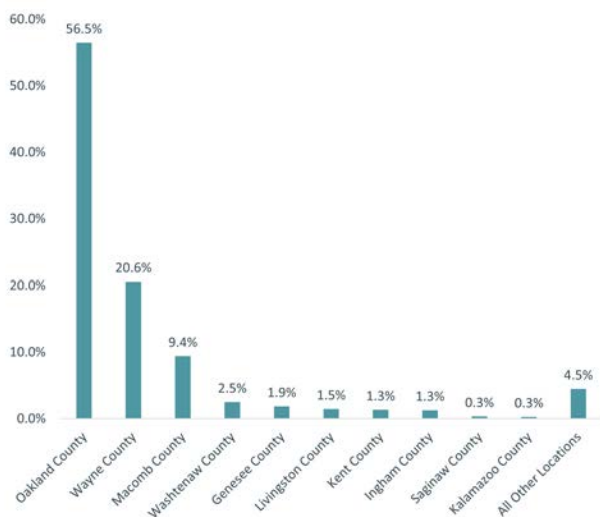
Where Oakland County Workers Live
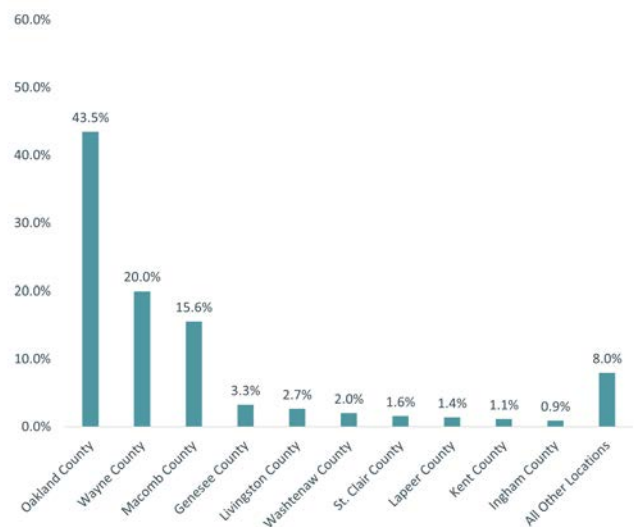
Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

1. Troy: 47,096 Postings
2. Southfield: 33,756 Postings
3. Novi: 26,662 Postings
4. Auburn Hills: 26,648 Postings
5. Farmington: 25,764 Postings
6. Rochester: 18,762 Postings
7. Pontiac: 15,210 Postings
8. Royal Oak: 11,961 Postings
9. Madison Heights: 9,192 Postings
10. Bloomfield Hills: 9,011 Postings
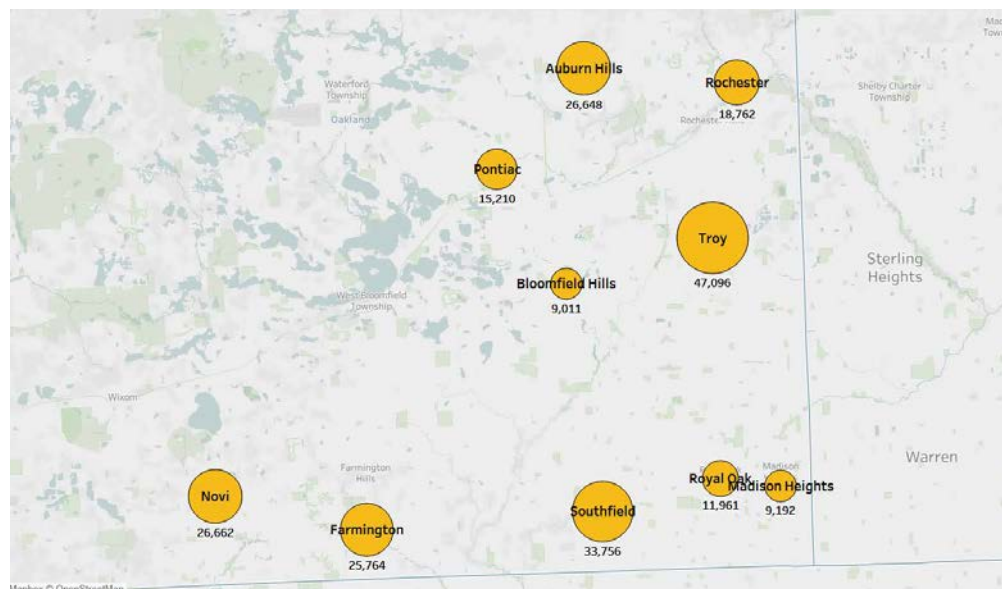
TOP POSTED JOBS

Top Posted Jobs: 2022

Registered Nurses is the top posted occupation for 2022 with 12,936 unique online job postings, and requires a Bachelor's degree for entry. Retail Salespersons (9,887 postings) and Software Developers (8,287 postings) round out the top three demanded occupations, requiring no formal educational credential and a Bachelor's degree, respectively. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.

Top Posted Entry-Level Jobs: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 27.6 percent of postings in Oakland County. 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 36.4 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 6,967 postings, followed by First-Line Supervisors of Retail Sales Workers with 2,377 postings.

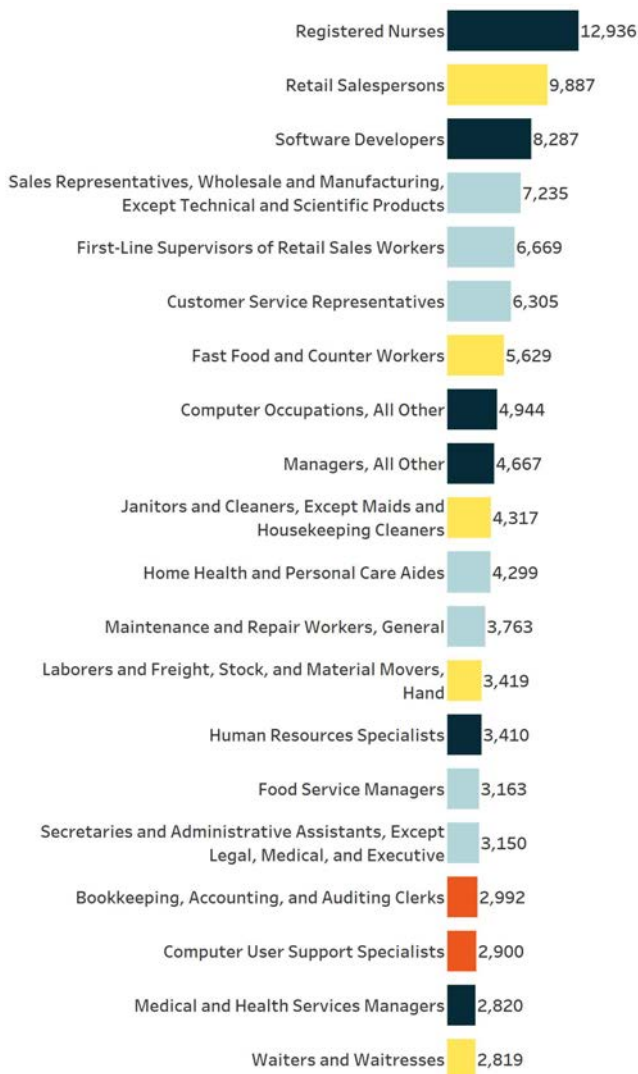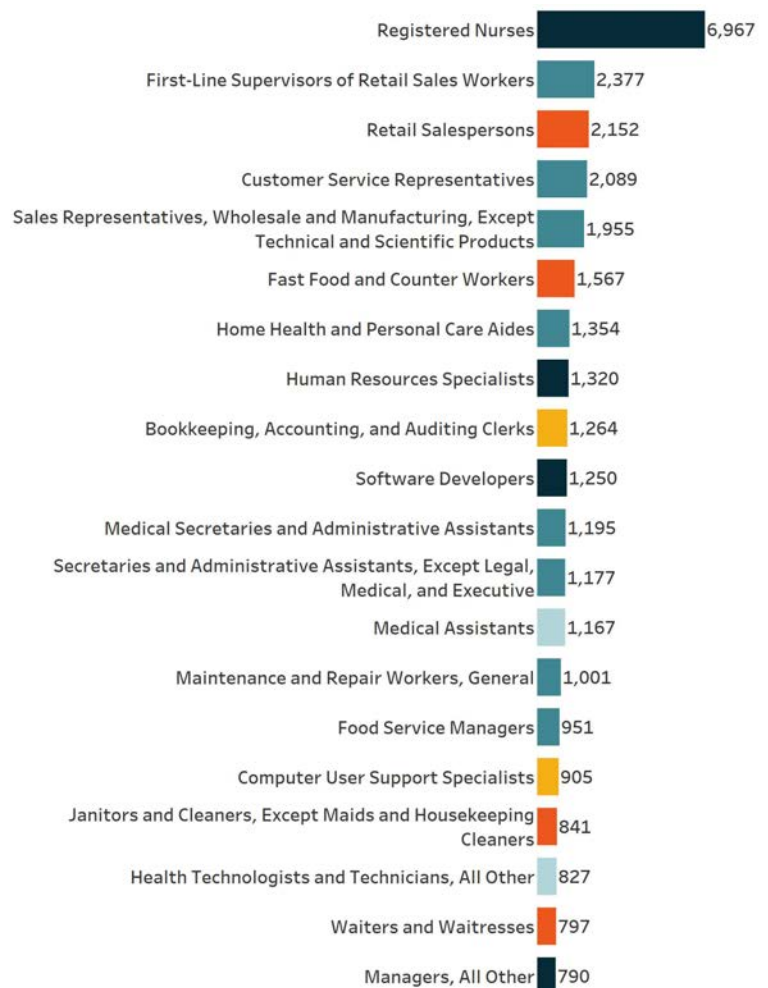| Occupation	Postings
Registered Nurses	12,936
Retail Salespersons	9,887
Software Developers	8,287
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,235
First-Line Supervisors of Retail Sales Workers	6,669
Customer Service Representatives	6,305
Fast Food and Counter Workers	5,629
Computer Occupations, All Other	4,944
Managers, All Other	4,667
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,317
Home Health and Personal Care Aides	4,299
Maintenance and Repair Workers, General	3,763
Laborers and Freight, Stock, and Material Movers, Hand	3,419
Human Resources Specialists	3,410
Food Service Managers	3,163
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,150
Bookkeeping, Accounting, and Auditing Clerks	2,992
Computer User Support Specialists	2,900
Medical and Health Services Managers	2,820
Waiters and Waitresses	2,819

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

| Occupation	Postings
Registered Nurses	6,967
First-Line Supervisors of Retail Sales Workers	2,377
Retail Salespersons	2,152
Customer Service Representatives	2,089
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,955
Fast Food and Counter Workers	1,567
Home Health and Personal Care Aides	1,354
Human Resources Specialists	1,320
Bookkeeping, Accounting, and Auditing Clerks	1,264
Software Developers	1,250
Medical Secretaries and Administrative Assistants	1,195
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,177
Medical Assistants	1,167
Maintenance and Repair Workers, General	1,001
Food Service Managers	951
Computer User Support Specialists	905
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	841
Health Technologists and Technicians, All Other	827
Waiters and Waitresses	797
Managers, All Other	790

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

BUSINESS AND FINANCE OCCUPATION GROUP

Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

Employment Over Time
2012-2022
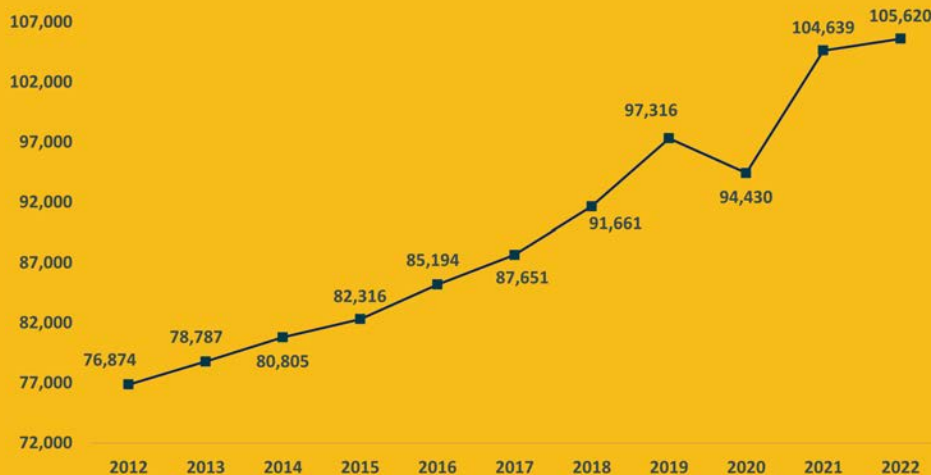
105,620 Business and Finance Workers

0.9% Increase from 2021

Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 105,620 workers. More than half the working population identify as male (52.3 percent), however, 80.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.5 percent of the working population in business and finance is under the age of 25, compared to 24.5percent who are age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Worker Gender Demographics

47.7% Female

52.3 Male

| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
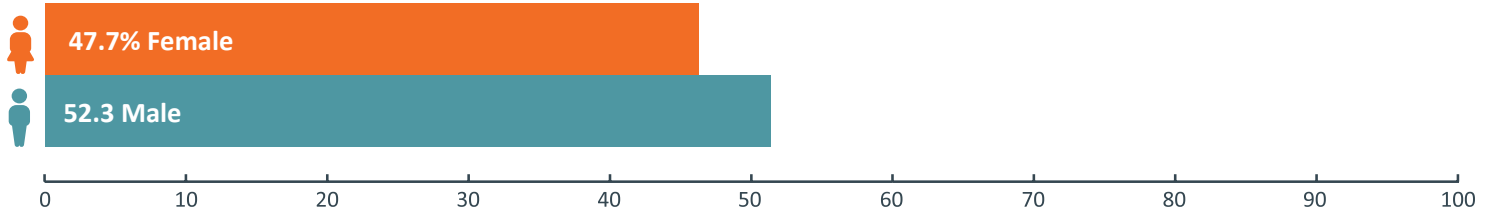
Race and Ethnicity Demographics

80.3% White | **9.9% Black or African-American** | **5.2% Asian**

Worker Age Demographics

| Age 14-24 4.5% | Age 25-54 71.0% | Age 55+ 24.5% |

Data: Lightcast | Analysis: Workforce Intelligence Network

BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 47,476 business and finance postings during 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 7,235 postings. Managers, All Other (4,667 postings) is the second-highest demanded, while Human Resources Specialists (3,410 postings), General and Operations Managers (2,643 postings), and Accountants and Auditors (2,348 postings) round out the top demanded occupations.

Occupation	Postings
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,235
Managers, All Other	4,667
Human Resources Specialists	3,410
General and Operations Managers	2,643
Accountants and Auditors	2,348
Sales Managers	2,309
Financial Managers	2,203
Project Management Specialists	1,974
Marketing Managers	1,923
Management Analysts	1,841
Market Research Analysts and Marketing Specialists	1,815
Buyers and Purchasing Agents	1,674
Financial and Investment Analysts	1,299
Insurance Sales Agents	991
Securities, Commodities, and Financial Services Sales Agents	973
Logisticians	962
Property, Real Estate, and Community Association Managers	798
Business Operations Specialists, All Other	705
Loan Officers	676
Operations Research Analysts	664

- High school diploma or equivalent
- Bachelor's degree

BUSINESS AND FINANCE OCCUPATION GROUP

Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of $33.09, translating to annual earnings of approximately $68,827. All the top business occupations offer median wages over $35.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$16.41	$24.81	$33.09	$50.54	$66.27
11-9199	Managers, All Other	$25.50	$38.29	$54.10	$65.32	$81.92
13-1071	Human Resources Specialists	$18.95	$23.95	$30.77	$39.44	$49.74
11-1021	General and Operations Managers	$23.44	$31.35	$50.19	$79.90	$107.73
13-2011	Accountants and Auditors	$23.10	$28.84	$36.53	$46.53	$59.38
11-2022	Sales Managers	$32.47	$48.48	$63.40	$83.05	$118.94
11-3031	Financial Managers	$38.15	$48.74	$61.77	$78.98	$116.56
13-1082	Project Management Specialists	$25.66	$31.59	$47.56	$60.45	$64.35
11-2021	Marketing Managers	$31.09	$47.70	$62.02	$79.35	$109.87
13-1111	Management Analysts	$24.64	$31.55	$40.28	$51.35	$65.12

In-Demand Technical Skills
- Marketing
- Accounting
- Finance
- Auditing
- Purchasing

In-Demand Foundational Skills
- Communications
- Management
- Sales
- Customer Service
- Leadership

In-Demand Certifications
- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- FINRA Series 7 (General Securities Representative)
- Property And Casualty Insurance License

In-Demand Education Level*
- High school or GED: 15.8%
- Associate degree: 6.7%
- Bachelor's degree: 58.3%
- Master's degree: 11.5%

*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
- Kelly Services
- Robert Half
- Chrysler
- Comerica
- Humana
- Flagstar Bank
- Bank of America
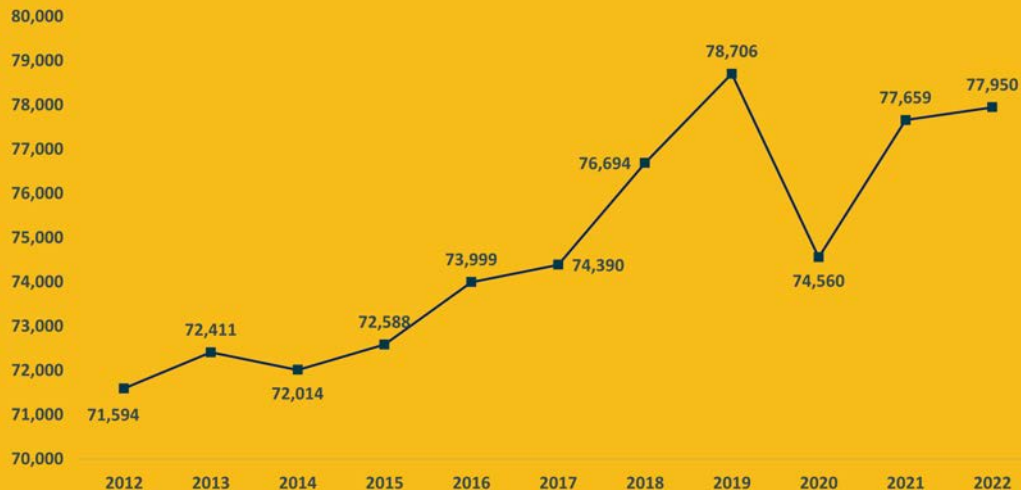- State Farm
- Stellantis
- Beaumont Health

Job Postings by City
1. Troy: 10,674 Postings
2. Southfield: 7,683 Postings
3. Auburn Hills: 5,324 Postings
4. Farmington: 4,676 Postings
5. Novi: 4,139 Postings
6. Rochester: 2,135 Postings
7. Pontiac: 1,445 Postings
8. Bloomfield Hills: 1,402 Postings
9. Royal Oak: 1,333 Postings
10. Birmingham: 1,278 Postings

HEALTHCARE OCCUPATION GROUP

WIN's Healthcare occupation group includes jobs related to Healthcare support and practitioners. Employment in this group has been consistently growing, with more Healthcare workers needed to care for Michigan's aging population. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

Employment Over Time
2012-2022

Year	Value
2012	71,594
2013	72,411
2014	72,014
2015	72,588
2016	73,999
2017	74,390
2018	76,694
2019	78,706
2020	74,560
2021	77,659
2022	77,950

77,950 Healthcare Workers

0.4% Increase from 2021

Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 77,950 workers in Oakland County, who are overwhelmingly female (80.8 percent) and between the ages of 25 and 54 (67.2 percent), although 23.1 percent of workers are over 54. The healthcare occupation group is primarily white in Oakland County, with 66.8 percent of workers identifying as white, 21.7 percent identifying as Black or African American, and 11.5 percent identifying otherwise.

Worker Gender Demographics

80.8% Females

19.2% Male
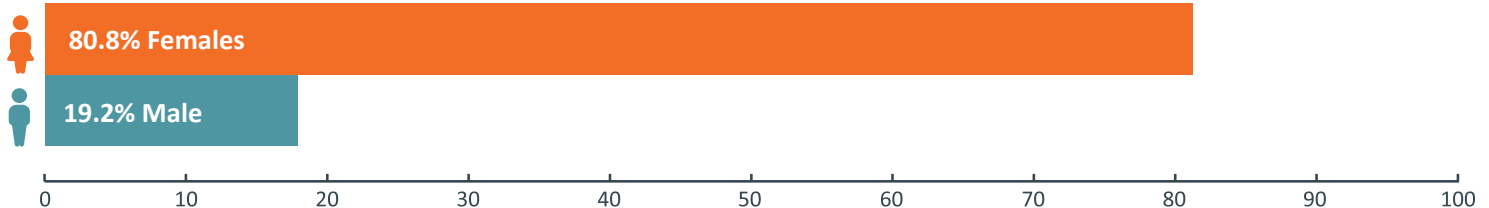
Race and Ethnicity Demographics

66.8% White | 21.7% Black or African-American | 6.4% Asian

Worker Age Demographics

Age 14-24 9.7%	Age 25-54 67.2%	Age 55+ 23.1%

Data: Lightcast | Analysis: Workforce Intelligence Network

HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Healthcare occupation throughout 2022, with 12,936 postings. Other top posted job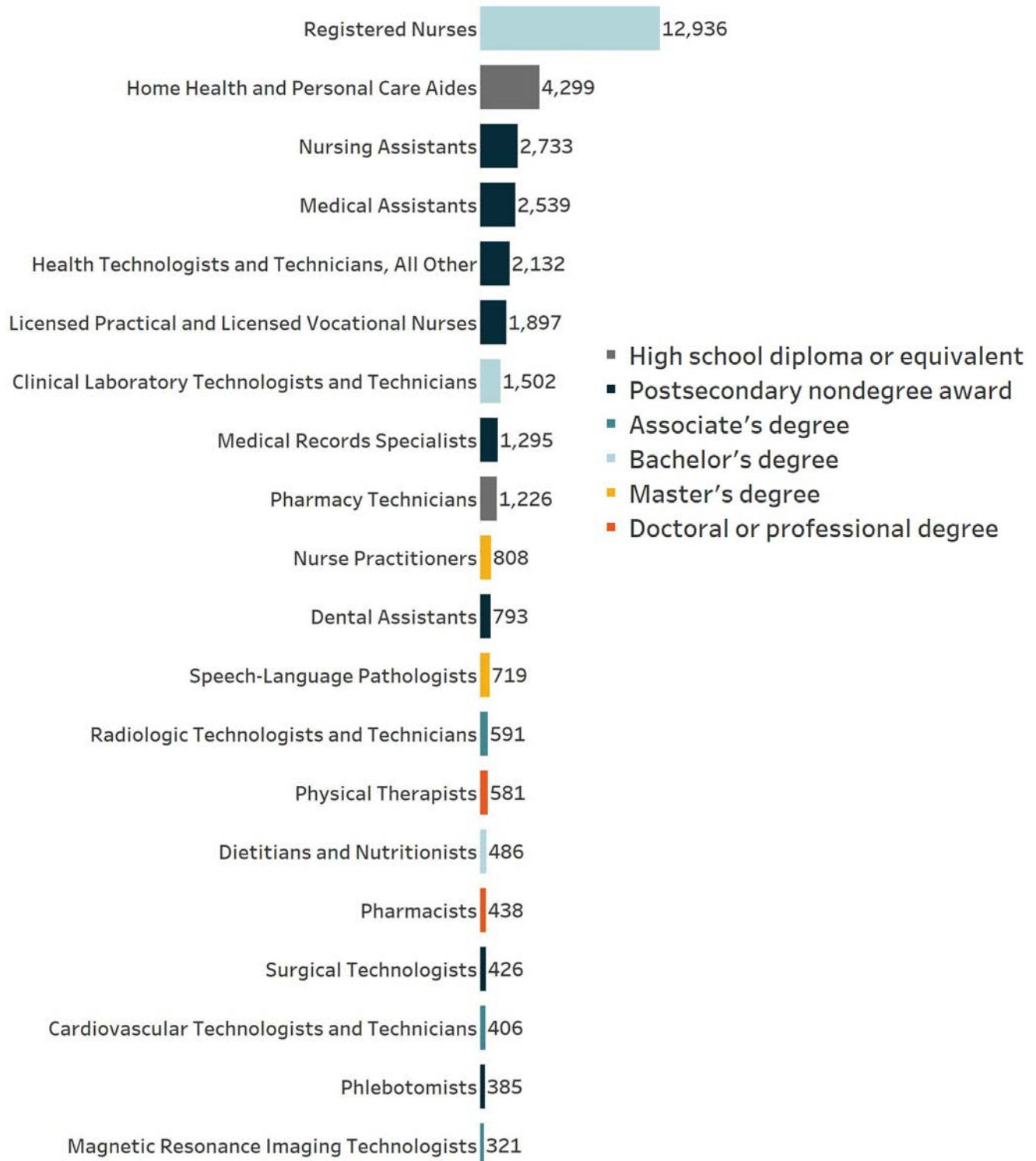s include Home Health and Personal Care Aides (4,299 postings), Nursing Assistants (2,733 postings), Medical Assistants (2,539 postings), and Health Technologists and Technicians, All Other (2,132 postings). Top occupations in Healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (1,226 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	12,936
Home Health and Personal Care Aides	4,299
Nursing Assistants	2,733
Medical Assistants	2,539
Health Technologists and Technicians, All Other	2,132
Licensed Practical and Licensed Vocational Nurses	1,897
Clinical Laboratory Technologists and Technicians	1,502
Medical Records Specialists	1,295
Pharmacy Technicians	1,226
Nurse Practitioners	808
Dental Assistants	793
Speech-Language Pathologists	719
Radiologic Technologists and Technicians	591
Physical Therapists	581
Dietitians and Nutritionists	486
Pharmacists	438
Surgical Technologists	426
Cardiovascular Technologists and Technicians	406
Phlebotomists	385
Magnetic Resonance Imaging Technologists	321

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

HEALTHCARE
OCCUPATION GROUP

Wage Overview

Wages in the high-demand Healthcare field tend to scale with both education and experience. The Healthcare occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over $20.00 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of $37.86 per hour or an annual salary of about $78,748.

Wage Overview for Top Posted Healthcare Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$29.72	$29.99	$37.86	$38.80	$48.47
31-1128	Home Health and Personal Care Aides	$11.23	$11.44	$13.86	$14.44	$15.13
31-1131	Nursing Assistants	$14.37	$14.48	$17.72	$18.21	$18.35
31-9092	Medical Assistants	$14.40	$14.74	$18.22	$18.67	$22.56
29-2099	Health Technologists and Technicians, All Other	$14.48	$18.07	$22.38	$28.52	$32.95
29-2061	Licensed Practical and Licensed Vocational Nurses	$23.40	$24.61	$29.37	$29.94	$30.45
29-2018	Clinical Laboratory Technologists and Technicians	$14.31	$17.99	$27.94	$35.57	$37.45
29-2072	Medical Records Specialists	$13.97	$17.39	$18.41	$22.73	$28.85
29-2052	Pharmacy Technicians	$14.74	$14.87	$18.70	$23.30	$23.93
29-1171	Nurse Practitioners	$46.48	$48.63	$49.42	$61.84	$63.24

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Customer Service
- Leadership
- Planning
- Management

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant
- Diploma In Nursing

In-Demand Education Level*

- High school or GED: 30.0%
- Associate degree: 20.1%
- Bachelor's degree: 19.9%
- Master's degree: 10.5%

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

- Beaumont Health
- Ascension
- Trinity Health
- Henry Ford Health System
- Tenet Healthcare
- McLaren Healthcare
- ProMedica
- CareInHomes
- CVS Health
- Beaumont Hospital Troy

Job Postings by City

1. Southfield: 5,311 Postings
2. Troy: 4,837 Postings
3. Pontiac: 4,528 Postings
4. Royal Oak: 3,850 Postings
5. Farmington: 3,642 Postings
6. Novi: 3,198 Postings
7. Rochester: 3,139 Postings
8. West Bloomfield: 2,152 Postings
9. Commerce Township: 1,428 Postings
10. Madison Heights: 1,209 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2012-2022
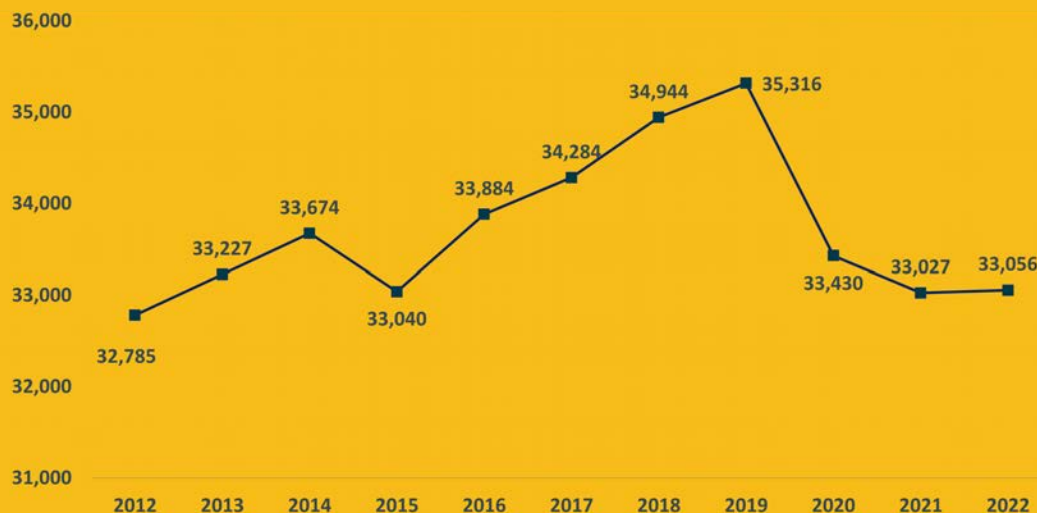
33,056 Information Technology Workers

Slight Increase from 2021

Information Technology Worker Demographics

According to 2022 Lightcast data, Oakland County has 33,056 IT workers. The workforce is not too diverse, with most workers identifying as male (73.2 percent) between the ages of 25 and 54 (78.8 percent). Workers aged 55 years and older account for 16.3 percent, while only 4.8 percent are 24 years old or younger. About 63.3 percent of the workforce identify as white, while workers who identify as Asian make up 23.1 percent of the workforce.

Worker Gender Demographics

26.8% Females

73.2% Male
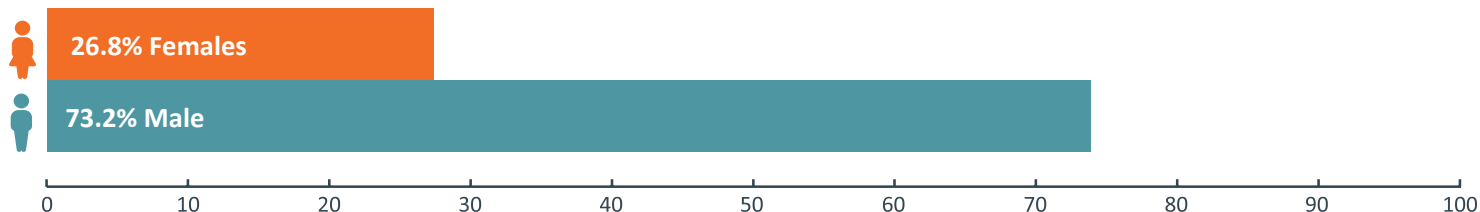
Race and Ethnicity Demographics

63.3% White | 23.1% Asian | 9.3% Black or African-American

Worker Age Demographics

Age 14-24 4.8%   Age 25-54 78.8%   Age 55+ 16.3%

Data: Lightcast | Analysis: Workforce Intelligence Network
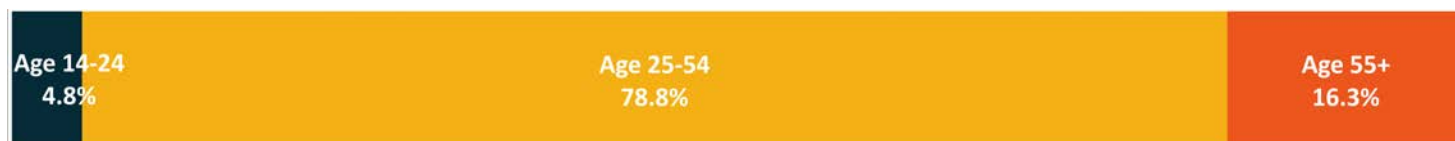
INFORMATION TECHNOLOGY OCCUPATION GROUP

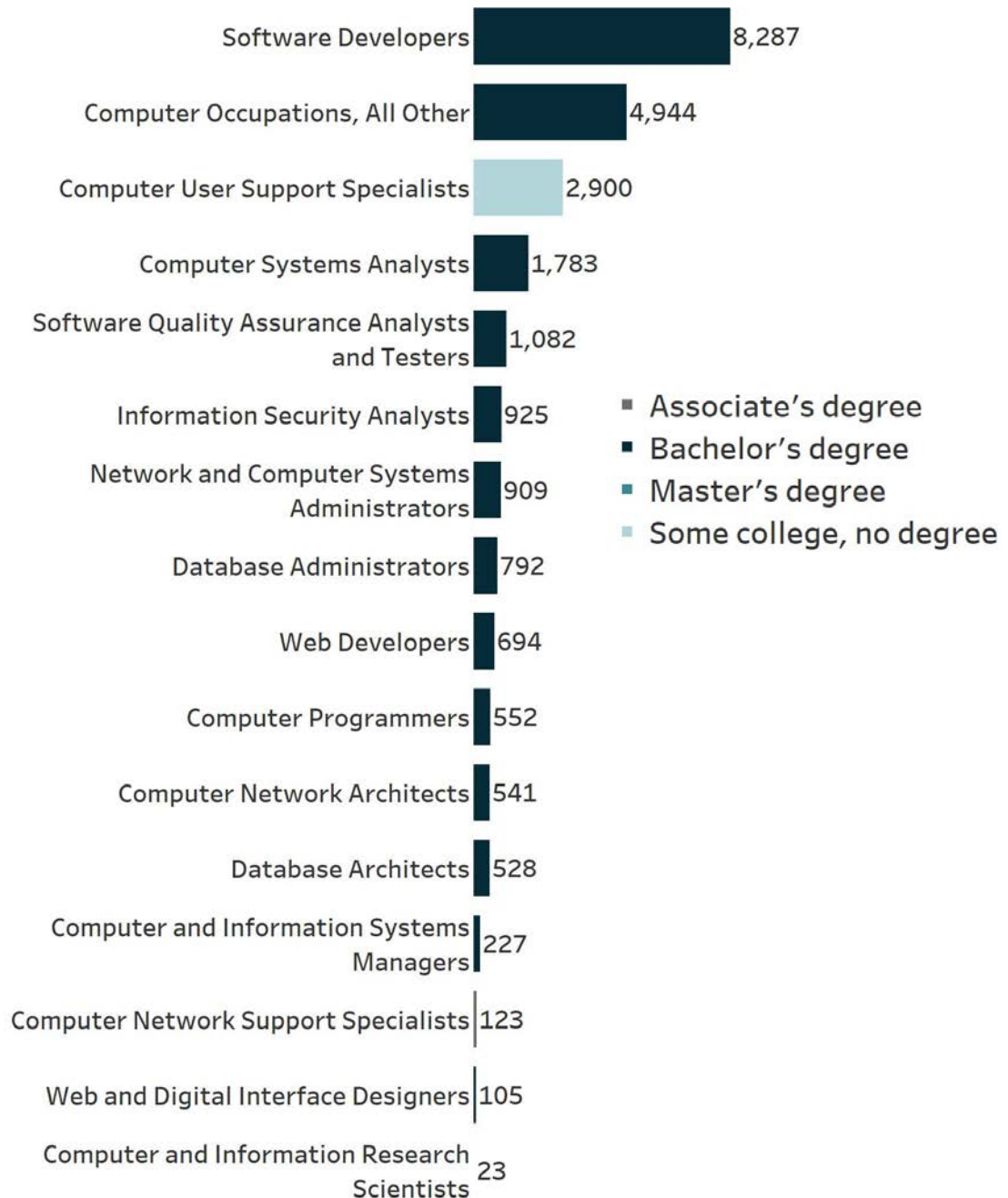**Top Posted Jobs**

In 2022, there were 24,415 postings for IT workers in Oakland County. Software Developers were the most in-demand occupation with 8,287 postings, followed by Computer Occupations, All Other, with 4,944 postings. Computer User Support Specialists (2,900 postings), Computer Systems Analysts (1,783 postings), and Software Quality Assurance Analysts and Testers (1,082 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.

Occupation	Postings
Software Developers	8,287
Computer Occupations, All Other	4,944
Computer User Support Specialists	2,900
Computer Systems Analysts	1,783
Software Quality Assurance Analysts and Testers	1,082
Information Security Analysts	925
Network and Computer Systems Administrators	909
Database Administrators	792
Web Developers	694
Computer Programmers	552
Computer Network Architects	541
Database Architects	528
Computer and Information Systems Managers	227
Computer Network Support Specialists	123
Web and Digital Interface Designers	105
Computer and Information Research Scientists	23

Legend:
- Associate's degree
- Bachelor's degree
- Master's degree
- Some college, no degree

INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of $47.94 per hour or almost $99,715 per year. Computer and Information Systems Managers earn the highest median wage at $62.64 per hour or nearly $130,291 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Computer Network Support Specialists, make over $23.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	$29.97	$37.71	$47.94	$60.78	$62.68
15-1299	Computer Occupations, All Other	$23.07	$29.78	$42.74	$49.74	$62.53
15-1232	Computer User Support Specialists	$15.08	$18.25	$23.29	$29.57	$37.07
15-1211	Computer Systems Analysts	$31.15	$38.24	$48.03	$60.83	$77.63
15-1253	Software Quality Assurance Analysts and Testers	$18.47	$29.54	$37.72	$47.83	$49.28
15-1212	Information Security Analysts	$22.75	$29.49	$47.01	$59.35	$63.30
15-1244	Network and Computer Systems Administrators	$28.60	$30.56	$38.44	$48.72	$60.64
15-1242	Database Administrators	$23.25	$30.54	$40.27	$49.75	$63.38
15-1254	Web Developers	$18.73	$30.40	$38.92	$48.95	$60.54
15-1251	Computer Programmers	$23.21	$30.19	$38.28	$48.93	$62.28

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- Software Development
- Software Engineering
- Automation

In-Demand Foundational Skills

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

In-Demand Certifications

- CompTIA A+
- Certified Information Systems Security Professional
- Project Management Professional Certification
- Master Of Business Administration (MBA)
- Cisco Certified Network Associate

In-Demand Education Level*

- High school or GED: 7.0%
- Associate degree: 5.6%
- Bachelor's degree: 60.0%
- Master's degree: 18.3%

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

- Humana
- Chrysler
- General Motors
- Aptiv
- TEKsystems
- Comerica
- V2Soft
- United Wholesale Mortgage
- Stellantis
- Randstad

Job Postings by City

1. Troy: 5,417 Postings
2. Auburn Hills: 4,979 Postings
3. Southfield: 3,733 Postings
4. Farmington: 3,140 Postings
5. Novi: 2,357 Postings
6. Pontiac: 1,095 Postings
7. Rochester: 703 Postings
8. Wixom: 473 Postings
9. Bloomfield Hills: 446 Postings
10. Milford: 379 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
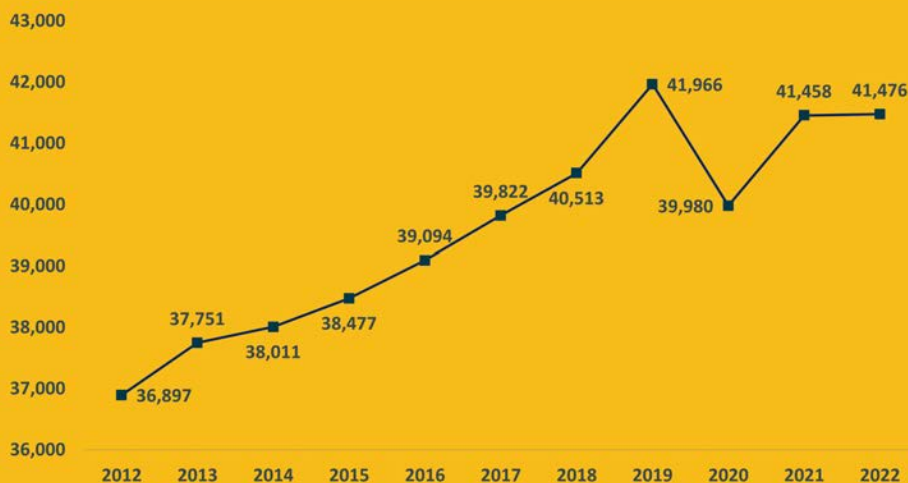
41,476 Skilled Trades Workers

Slight Increase from 2021

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 41,476 workers in Oakland County. The majority of skilled trades workers are male (86.6 percent) between the ages of 25 and 54 (65.6 percent). Due to the aging workforce, additional outreach will be necessary as 28.6 percent are 55 years of age or older.

Worker Gender Demographics

13.4% Female

86.6% Male
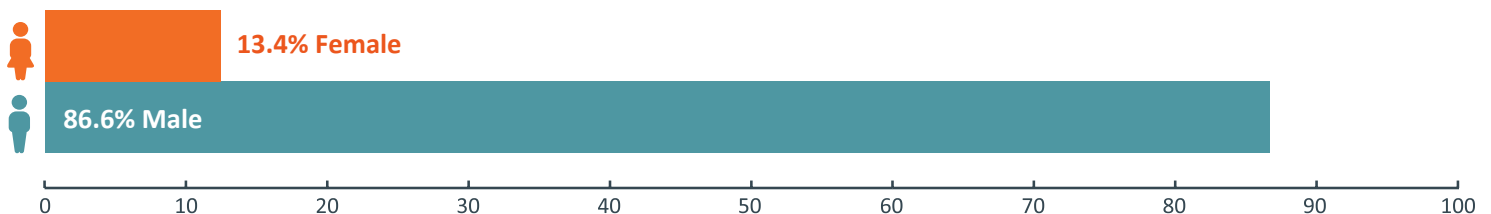
Race and Ethnicity Demographics

77.8% White | 11.8 Black or African-American | 4.6% Hispanic or Latino

Worker Age Demographics

Age 14-24 5.9% | Age 25-54 65.6% | Age 55+ 28.6%

Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 3,763 postings. Other top posted jobs include Production Workers, All Other (1,848 postings), Industrial Engineering Technologists and Technicians (1,486 postings), First-Line Supervisors of Production and Operating Workers (870 postings), and Industrial Production Managers (698 postings).

Occupation	Postings
Maintenance and Repair Workers, General	3,763
Production Workers, All Other	1,848
Industrial Engineering Technologists and Technicians	1,486
First-Line Supervisors of Production and Operating Workers	870
Industrial Production Managers	698
Electrical and Electronic Engineering Technologists and Technicians	513
Computer Numerically Controlled Tool Operators	393
Engineering Technologists and Technicians, Except Drafters, All Other	354
Electro-Mechanical and Mechatronics Technologists and Technicians	326
Machinists	313
Welders, Cutters, Solderers, and Brazers	262
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	185
Industrial Machinery Mechanics	160
Computer Numerically Controlled Tool Programmers	145
Tool and Die Makers	141
Mechanical Engineering Technologists and Technicians	138
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	116
Engine and Other Machine Assemblers	112
Sheet Metal Workers	94
Cutting and Slicing Machine Setters, Operators, and Tenders	60

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 $15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of $19.74, which translates to an annual salary of about $41,059. With additional training and experience, occupations such as Industrial Production Managers earn a median hourly wage of $55.39 or $115,211 annually.

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	$14.63	$15.80	$19.74	$24.64	$30.95
51-9199	Production Workers, All Other	$12.28	$15.53	$15.98	$20.00	$24.79
17-3026	Industrial Engineering Technologists and Technicians	$19.23	$24.92	$30.49	$32.90	$39.26
51-1011	First-Line Supervisors of Production and Operating Workers	$19.74	$25.00	$32.27	$40.62	$52.35
11-3051	Industrial Production Managers	$33.13	$46.22	$55.39	$66.80	$85.30
17-3023	Electrical and Electronic Engineering Technologists and Technicians	$18.73	$23.38	$30.74	$38.03	$47.55
51-9161	Computer Numerically Controlled Tool Operators	$15.78	$19.88	$22.49	$26.65	$32.58
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	$18.39	$23.45	$37.21	$47.92	$55.84
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	$18.82	$23.92	$24.39	$37.53	$39.10
51-4041	Machinists	$16.33	$20.22	$25.11	$31.62	$33.26

In-Demand Technical Skills

- Plumbing
- Machinery
- HVAC
- Hand Tools
- Machining

In-Demand Foundational Skills

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

In-Demand Certifications

- HVAC Certification
- Commercial Driver's License (CDL)
- EPA 608 Technician Certification
- Security Clearance
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High school or GED: 38.2%
- Associate degree: 9.9%
- Bachelor's degree: 10.4%
- Master's degree: 1.7%

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

- Aerotek
- Sentech Services
- Kelly Services
- General Motors
- Nesco Resource
- Randstad
- Branex
- American Axle & Manufacturing
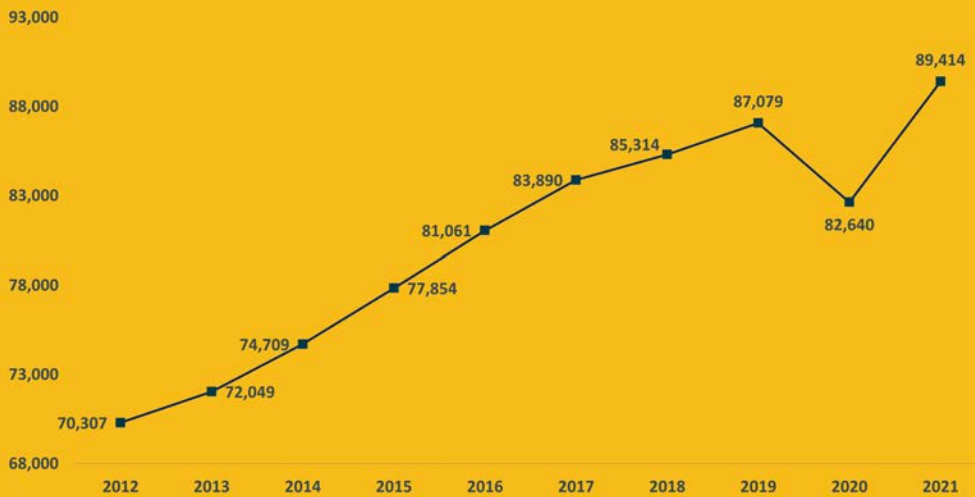- Edward Rose & Sons
- GPAC

Job Postings by City

1. Auburn Hills: 1,648 Postings
2. Troy: 1,641 Postings
3. Novi: 1,028 Postings
4. Rochester: 1,023 Postings
5. Farmington: 973 Postings
6. Pontiac: 936 Postings
7. Southfield: 859 Postings
8. Madison Heights: 712 Postings
9. Wixom: 680 Postings
10. Royal Oak: 316 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

Year	Value
2012	70,307
2013	72,049
2014	74,709
2015	77,854
2016	81,061
2017	83,890
2018	85,314
2019	87,079
2020	82,640
2021	89,414

89,414 TDL Workers

8.2% Increase from 2021

TDL Worker Demographics

The TDL occupation group has a large workforce, employing 90,095 individuals in 2022. These workers are 70.8 percent male and 70.8 percent white. The majority, or 64.2 percent of the workforce are between the ages of 25 through 54 years of age.

Worker Gender Demographics

29.2% Female

70.8% Male
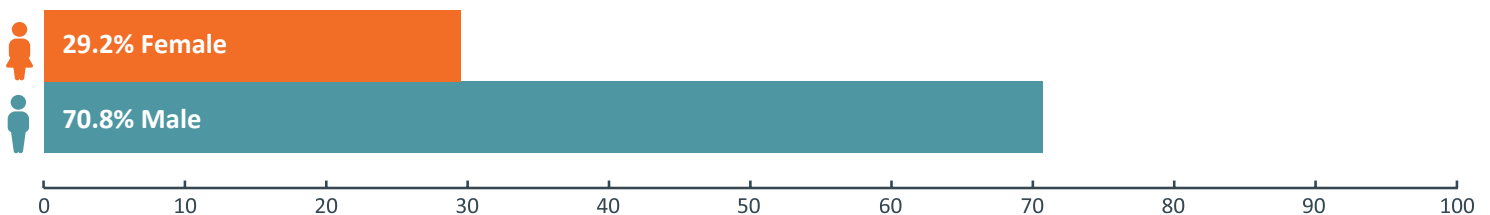
Race and Ethnicity Demographics

70.8% White | **18.6% Black or African-American** | **4.8% Hispanic or Latino**

Worker Age Demographics

Age 14-24	Age 25-54	Age 55+
11.6%	64.2%	24.2%

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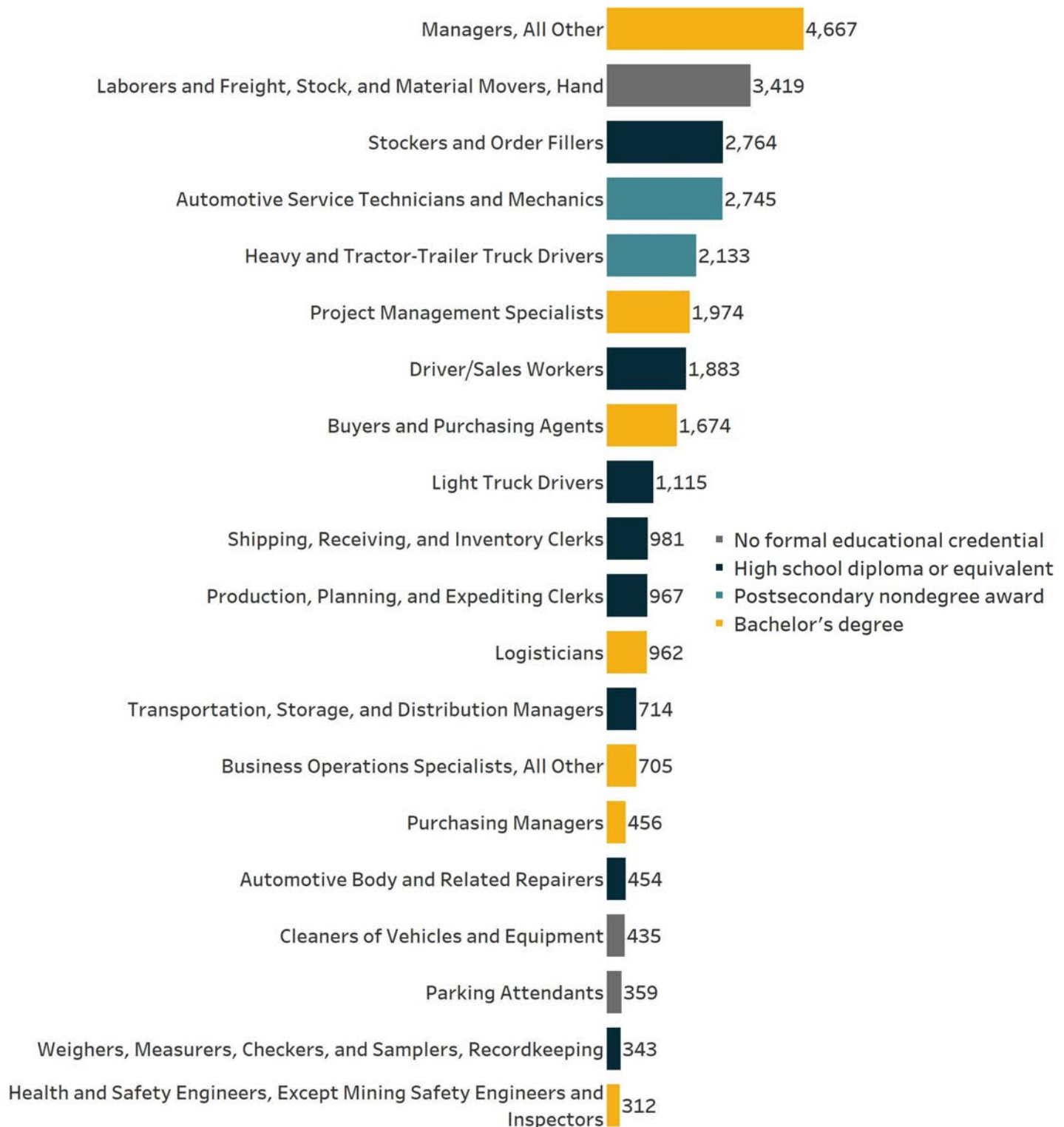
TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 33,136 posting in 2022. Managers, All Other was the highest in-demand TDL occupation, with 4,667 postings. Other top posted jobs include Laborers and Freight, Stock, and Material Movers, Hand (3,419 postings), Stockers and Order Fillers (2,971 postings), Automotive Service Technicians and Mechanics (2,700 postings), and Heavy and Tractor-Trailer Truck Drivers (2,294 postings).

Occupation	Postings
Managers, All Other	4,667
Laborers and Freight, Stock, and Material Movers, Hand	3,419
Stockers and Order Fillers	2,764
Automotive Service Technicians and Mechanics	2,745
Heavy and Tractor-Trailer Truck Drivers	2,133
Project Management Specialists	1,974
Driver/Sales Workers	1,883
Buyers and Purchasing Agents	1,674
Light Truck Drivers	1,115
Shipping, Receiving, and Inventory Clerks	981
Production, Planning, and Expediting Clerks	967
Logisticians	962
Transportation, Storage, and Distribution Managers	714
Business Operations Specialists, All Other	705
Purchasing Managers	456
Automotive Body and Related Repairers	454
Cleaners of Vehicles and Equipment	435
Parking Attendants	359
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	343
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	312

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

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Nine of the top ten in-demand TDL occupations offer median wages above $15.00 per hour. Managers, All Other, the top posted TDL job, offers a median hourly wage of $54.10 per hour or an annual salary of about $112,528. Roles that require additional education and experience, such as Buyers and Purchasing Agents, typically offer wages over $34.00 per hour.

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
11-9199	Managers, All Other	$25.50	$38.29	$54.10	$65.32	$81.92
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$12.94	$15.63	$16.26	$20.15	$25.31
53-7065	Stockers and Order Fillers	$12.14	$14.79	$15.52	$19.68	$25.33
49-3023	Automotive Service Technicians and Mechanics	$14.52	$15.02	$23.43	$29.97	$37.78
53-3032	Heavy and Tractor-Trailer Truck Drivers	$15.08	$19.43	$24.33	$30.73	$31.32
13-1082	Project Management Specialists	$25.66	$31.59	$47.56	$60.45	$64.35
53-3031	Driver/Sales Workers	$11.74	$11.84	$12.10	$18.76	$24.37
13-1028	Buyers and Purchasing Agents	$23.21	$24.90	$34.44	$47.49	$53.02
53-3033	Light Truck Drivers	$12.37	$14.72	$19.15	$23.98	$37.48
43-5071	Shipping, Receiving, and Inventory Clerks	$15.20	$15.98	$19.43	$24.32	$31.41

In-Demand Technical Skills

- Warehousing
- Purchasing
- Merchandising
- Supply Chain
- Forklift Truck

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class A License
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 27.1%
- Associate degree: 4.2%
- Bachelor's degree: 26.1%
- Master's degree: 6.2%

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
- Chrysler
- Kelly Services
- Walmart
- Kroger
- Meijer
- Lithia Motors
- Aerotek
- General Motors
- The Home Depot

Job Postings by City

1. Troy: 5,166 Postings
2. Auburn Hills: 3,785 Postings
3. Southfield: 3,133 Postings
4. Novi: 3,081 Postings
5. Farmington: 2,833 Postings
6. Rochester: 1,996 Postings
7. Pontiac: 1,788 Postings
8. Madison Heights: 1,421 Postings
9. Wixom: 1,140 Postings
10. Royal Oak: 933 Postings

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WIN WORKFORCE INTELLIGENCE NETWORK