WIN

WORKFORCE INTELLIGENCE NETWORK

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LABOR MARKET REPORT
ST. CLAIR COUNTY

January - December 2021

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 St. Clair County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2021 labor market information from St. Clair County for the Customer Service, Energy, Health Care, Information Technology (IT), and Skilled Trades occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org 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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State of the Labor Market in St. Clair County

The COVID-19 crisis continued to cause major shifts in the labor market this year. In 2021, the labor force declined by 2,132 individuals (2.9 percent) while employment increased by 3,163 individuals (4.8 percent) from 2020. Unemployment went down by 5,295 workers and the unemployment rate recovered significantly, decreasing 7.0 percentage points from 11.3 percent in 2020 to 4.2 percent in 2021. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses tops the list as the most demanded occupation in 2021, accounting for 589 job postings followed closely by Retail Salesperson with 448 postings. The health care and customer service occupation groups continue to be heavily demanded in St. Clair County.

Annual Labor Market Information

The labor force in St. Clair County shrunk in 2021, decreasing by 2,132 individuals (2.9 percent) from the prior year. Employment increased by 3,163 workers (4.8 percent) over the same period, while unemployment decreased by 5,295 workers (63.5 percent) for a total of 3,039 unemployed workers in 2021. The unemployment rate decreased in 2021 to 4.2 percent, a fall of 7.0 percentage points since the 11.3 percent spike in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 29.0 percent in St. Clair County.

Annual Labor Force, Employment, Unemployment Rate 2011–2021

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2021 shows that employer demand has increased since the end of Q3 2021. In Q4 2021, there were 7,276 unique postings in St. Clair County, an increase of 63 postings from the 7,213 postings recorded in Q3. November had the highest recorded postings in 2021 with 2,494 postings, an increase of 730 postings (41.4 percent) since January 2021. The steady increase in the number of online ads is a good indication that employer demand continues to be strong throughout the year.

Monthly Posting Analysis St. Clair County 2021

ANNUAL WORKFORCE INDICATORS

Key Findings

32% — Employer demand decreased by 32.9 percent, a loss of 4,856 job postings since 2020.

High School Diploma

Most in-demand minimum education level during 2020.
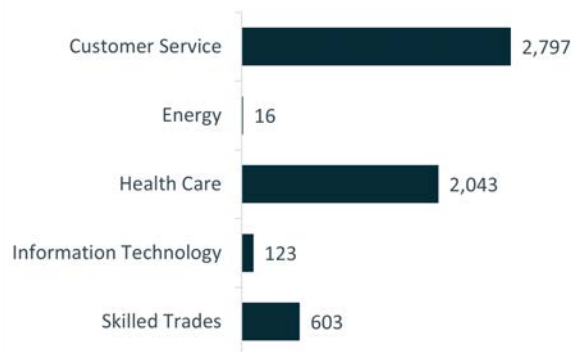
In Q4 2021, employment totaled

70,244

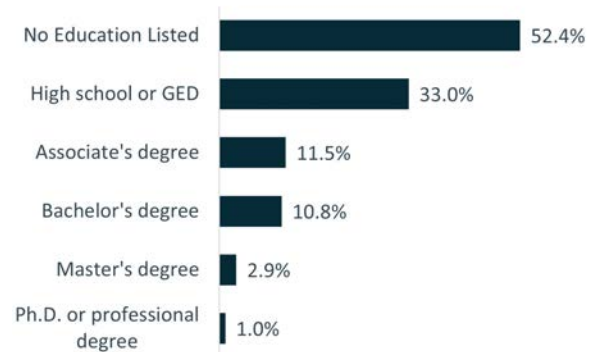an increase of 496 workers (0.7 percent) since Q4 2020

During 2021, there were 9,888 job postings, 4,856 less than the 14,744 postings made during 2020 in St. Clair County. November 2021 saw the highest demand for the year with 2,494 postings, a 41.4 percent increase since January 2021. The top posted job titles in 2021 include Pharmacy Technicians, Registered Nurses, Staff Nurses, Retail Merchandisers, and Housekeepers. For more information about in-demand job postings, see page 7.

Of the 9,888 unique postings in St. Clair County during 2021, 3,263 (33.0 percent) required a high school diploma or equivalent, while 2,213 postings (22.4 percent) required a college degree. An additional 390 postings (3.9 percent) required an advanced degree. The high demand for customer service roles within the county drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2021

Occupation Group	Postings
Customer Service	2,797
Energy	16
Health Care	2,043
Information Technology	123
Skilled Trades	603

Education Levels In-Demand
2021

Education Level	Percent
No Education Listed	52.4%
High school or GED	33.0%
Associate's degree	11.5%
Bachelor's degree	10.8%
Master's degree	2.9%
Ph.D. or professional degree	1.0%

The quarterly labor market shifts that were seen in 2020, following the outbreak of COVID-19, have remained fairly flat in 2021. The first quarter of 2021 saw an initial decrease in the labor force, employment, unemployment, and the unemployment rate fell 3.0 percentage points to an annual high of 4.8 percent. The labor force and employment numbers peaked in Q4 with a high of 73,164 individuals and 70,244 workers respectively, and unemployment decreased to 2,920 workers. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2021. The unemployment rate at the end of Q4 2021 was 4.0 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2020	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	Change from 3rd Quarter 2021	Percent Change from 3rd Quarter 2021	Change from 4th Quarter 2020	Percent Change from 4th Quarter 2020
Labor Force	75,654	70,372	70,809	72,646	73,164	518	0.7%	-2,489	-3.3%
Employment	69,748	67,003	67,895	69,692	70,244	552	0.8%	496	0.7%
Unemployment	5,906	3,369	2,914	2,954	2,920	-34	-1.1%	-2,986	-50.6%
Unemployment Rate	7.8%	4.8%	4.1%	4.1%	4.0%	-0.1%	na	-3.8%	na

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

Data: Emsi | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2021, labor force participation totaled 71,748 individuals, a decrease of 2,132 individuals since 2020. Employment is up to 68,709 workers in 2021, an increase of 3,163 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 3,039 workers, down by 5,295 workers since the high of 8,334 workers recorded in 2020. Similarly, the unemployment rate declined by 7.0 percentage points for a 2021 unemployment rate of 4.2 percent.

Annual Labor Market Data
2011-2021

	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	Change from 2020 to 2021	Percent Change from 2020 to 2021
Labor Force	74,208	73,736	74,581	73,701	72,795	74,567	75,421	75,778	76,833	73,880	71,748	-2,132	-2.9%
Employment	64,509	65,066	65,988	66,621	67,818	70,017	71,672	72,183	73,174	65,546	68,709	3,163	4.8%
Unemployment	9,699	8,670	8,593	7,080	4,977	4,551	3,748	3,595	3,659	8,334	3,039	-5,295	-63.5%
Unemployment Rate	13.1%	11.8%	11.5%	9.6%	6.8%	6.1%	5.0%	4.7%	4.8%	11.3%	4.2%	-7.0%	na

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 78,124 people in the labor force, meaning they were either working or looking for work, in St. Clair County. Slightly less than half of the total population, or 72,946 individuals (45.8 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 41.2 percent, while females under the age of 25 face an unemployment rate of 27.0 percent. Native American job seekers also have a difficult time finding employment, facing an unemployment rate of 23.7 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	78,124	72,946	5,178	6.6%
Sex				
Male 16+	42,212	39,192	3,020	7.2%
16-19	1,943	1,436	507	26.1%
20-24	4,026	3,416	610	15.2%
25-54	25,731	24,271	1,460	5.7%
55-64	8,304	7,909	395	4.8%
65 Plus	2,208	2,160	48	2.2%
Female 16+	35,912	33,754	2,158	6.0%
16-19	1,784	1,448	336	18.8%
20-24	3,580	3,289	291	8.1%
25-54	22,201	20,972	1,229	5.5%
55-64	6,659	6,378	281	4.2%
65 Plus	1,688	1,667	21	1.2%
Race				
White	73,207	68,595	4,612	6.3%
Black / African	1,898	1,674	224	11.8%
Native American	118	90	28	23.7%
Asian	354	295	59	16.7%
Native Hawaiian /	18	18	0	0.0%
Some Other Race	595	520	75	12.6%
Two or More Races	2,006	1,817	189	9.4%
Ethnicity				
Hispanic	2,649	2,347	302	11.4%

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

2020 Census Population

According to data from the most recent Census Bureau 2020 ACS Five Year estimates, the population in St. Clair County increased by about 0.02 per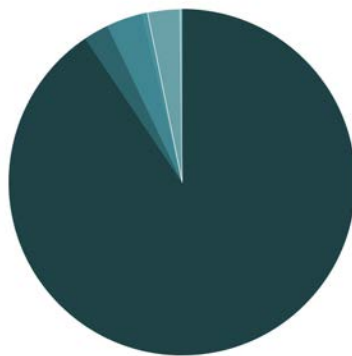cent between 2019 and 2020. During 2020, 159,285 people were living in the county. The sex of the populace was split almost evenly, with about 50.3 percent of the population identifying as female, and the other 49.7 percent identifying as male. Majority of the population identified as white (93.2 percent) with the second largest number of individuals identifying as Hispanic or Latino (3.5 percent). The county is facing an aging population; 34.5 percent of the population was over the age of 54, compared to 28.8 percent under the age of 25.

2021 Current Workforce

In 2021, the workforce had a total of 42,075 individuals working in St. Clair County. A slight majority, 50.4 percent (21,282 workers) were male, while 49.6 percent (20,912 workers) of the workforce was female. Most workers in the county identified as white, accounting for 85.5 percent of the workforce, while Black or African American workers totaled 7.3 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.6 percent. Much of the workforce in St. Clair County are between the ages of 25 through 54 (61.2 percent), while 24.1 percent of workers are 55 and older.

Population Gender Demographics

- 50.3% Female
- 49.7% Male

(20, 30, 40, 50, 60, 70, 80, 90, 100)

Workforce Gender Demographics

- 49.6% Female
- 50.4 Male

(20, 30, 40, 50, 60, 70, 80, 90, 100)
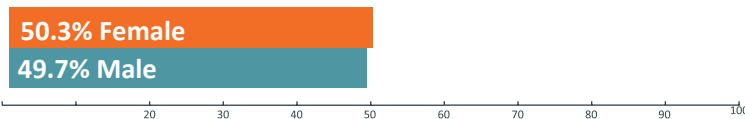
Population Race Demographics

- White, 93.2%
- Black or African American, 2.4%
- Hispanic or Latino, 3.5%
- Asian, 0.5%
- Two or More Races, 3.1%
- American Indian or Alaska Native, 0.2%
- Native Hawaiian or Other Pacific Islander, 0.00%
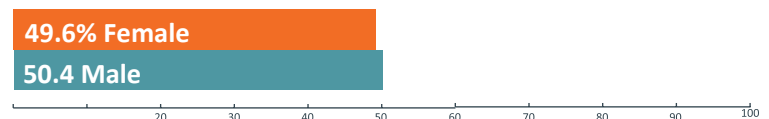
Workforce Race and Ethnicity Demographics

- White, 85.8%
- Black or African American, 7.3%
- Hispanic or Latino, 3.6%
- Asian, 1.3%
- Two or More Races, 1.6%
- American Indian or Alaska Native, 0.4%
- Native Hawaiian or Other Pacific Islander, 0.00%

Population Age Demographics

- Age 14 and Under 16.8%
- Age 15-24 12.0%
- Age 25-54 36.6%
- Age 55+ 34.5%

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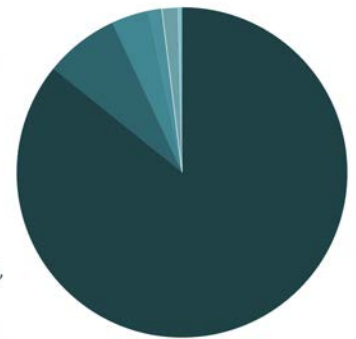
Workforce Age Demographics

- Age 14-24 14.7%
- Age 25-54 61.2%
- Age 55+ 24.1%

Data: Emsi | Analysis: Workforce Intelligence Network

REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the county's workforce consisted of 72,507 residents. There were 26,920 (37.1 percent) residents living and working within St. Clair County, while the remaining 45,587 residents (62.9 percent) traveled outside of the county for work. There were 41,152 workers employed in the county during 2019. Of those, 14,232 workers (34.6 percent) lived outside of the county and commuted in. From this information, we can see that St. Clair is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where St. Clair County Residents Work

Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network
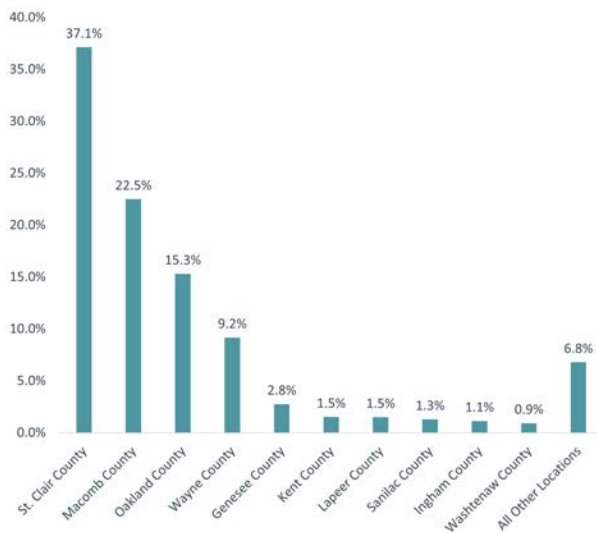
Where St. Clair County Workers Live
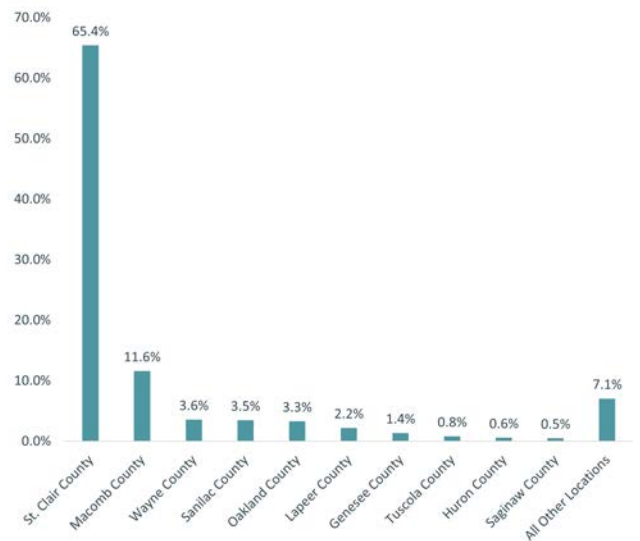
Source: U.S. Census OnTheMap, 2019
Analysis: Workforce Intelligence Network

Job Postings by City

1. Port Huron: 3,923 Postings
2. Fort Gratiot: 1,267 Postings
3. Marysville: 944 Postings
4. Saint Clair: 892 Postings
5. East China: 665 Postings
6. Algonac: 403 Postings
7. Smiths Creek: 302 Postings
8. Marine City: 262 Postings
9. Fair Haven: 198 Postings
10. Memphis: 165 Postings

TOP POSTED JOBS

Top Posted Jobs: 2021

Registered Nurses is the top posted occupation for 2021, with 589 unique online job postings, and requires a bachelor's degree for entry. Retail Salespersons and First-Line Supervisors of Retail Sales Workers round out the top three demanded occupations, with 448 postings and 289 postings respectively, requiring no formal education, coupled with short-term on-the-job training and a high school diploma or equivalent respectively, for entry. Most of the remaining in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.

Top Posted Entry-Level Jobs: 2021

Entry-level jobs, which usually require zero to two years of previous experience, account for 21.8 percent of the 2021 postings in St. Clair Co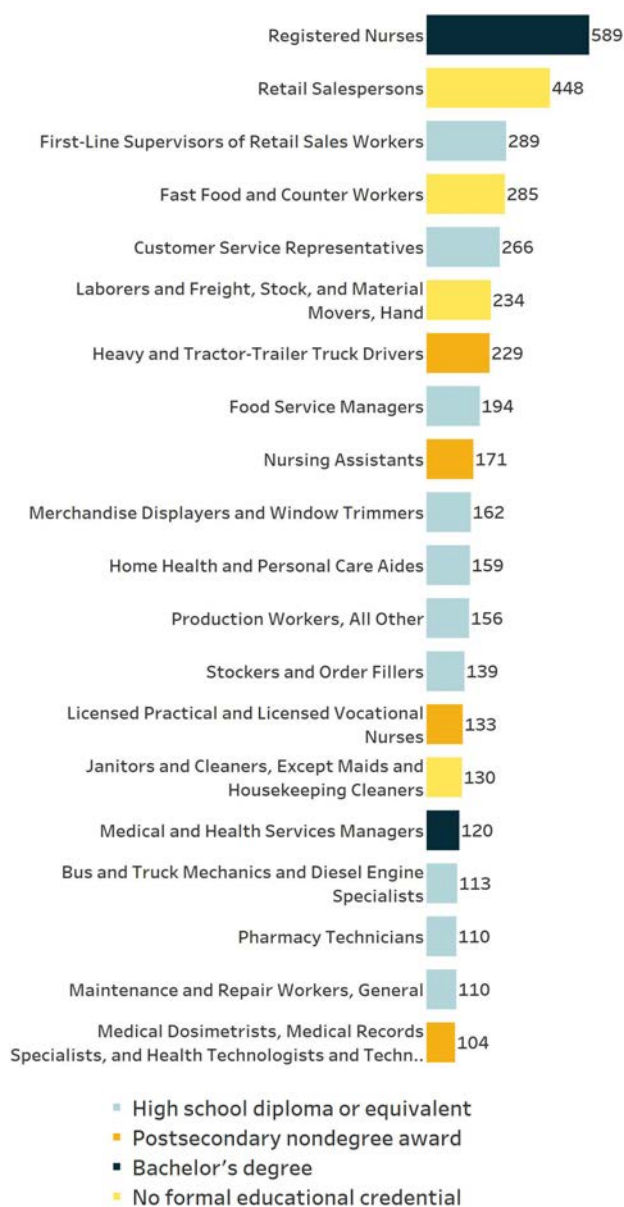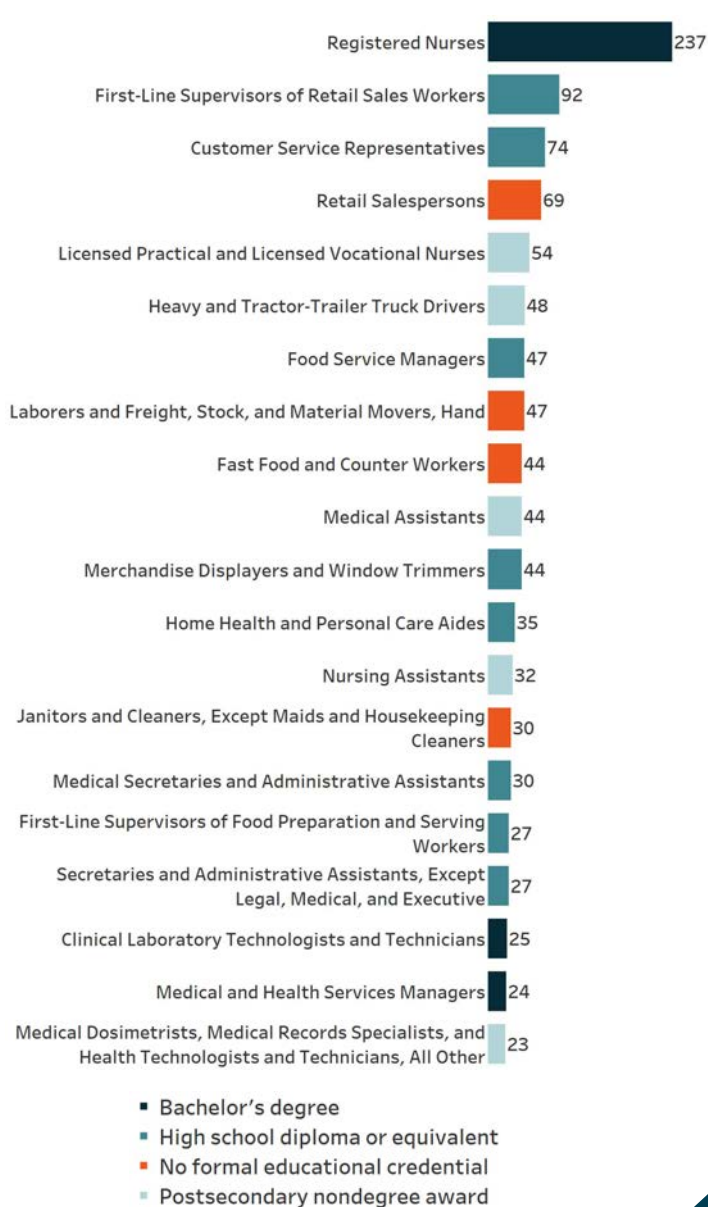unty. Well over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 41.3 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 237 postings and requires a bachelor's degree, followed by First-Line Supervisors of Retail Sales Workers, requiring a high school diploma or equivalent, with 92 postings.

Occupation	Postings
Registered Nurses	589
Retail Salespersons	448
First-Line Supervisors of Retail Sales Workers	289
Fast Food and Counter Workers	285
Customer Service Representatives	266
Laborers and Freight, Stock, and Material Movers, Hand	234
Heavy and Tractor-Trailer Truck Drivers	229
Food Service Managers	194
Nursing Assistants	171
Merchandise Displayers and Window Trimmers	162
Home Health and Personal Care Aides	159
Production Workers, All Other	156
Stockers and Order Fillers	139
Licensed Practical and Licensed Vocational Nurses	133
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	130
Medical and Health Services Managers	120
Bus and Truck Mechanics and Diesel Engine Specialists	113
Pharmacy Technicians	110
Maintenance and Repair Workers, General	110
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Techn..	104

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

Occupation	Postings
Registered Nurses	237
First-Line Supervisors of Retail Sales Workers	92
Customer Service Representatives	74
Retail Salespersons	69
Licensed Practical and Licensed Vocational Nurses	54
Heavy and Tractor-Trailer Truck Drivers	48
Food Service Managers	47
Laborers and Freight, Stock, and Material Movers, Hand	47
Fast Food and Counter Workers	44
Medical Assistants	44
Merchandise Displayers and Window Trimmers	44
Home Health and Personal Care Aides	35
Nursing Assistants	32
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	30
Medical Secretaries and Administrative Assistants	30
First-Line Supervisors of Food Preparation and Serving Workers	27
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	27
Clinical Laboratory Technologists and Technicians	25
Medical and Health Services Managers	24
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	23

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

CUSTOMER SERVICE OCCUPATION GROUP

The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

**Employment Over Time**
2011-2021
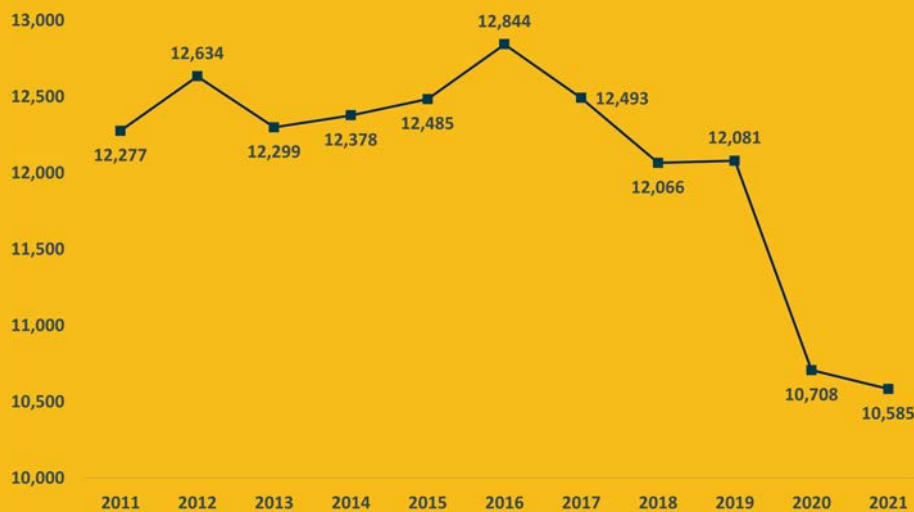
10,585 Customer Service Workers
1.2% Decrease from 2020

Customer Service Worker Demographics

In 2021, there were 10,585 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. Throughout the year, 60.1 percent of workers identified as female, while 15.3 percent of workers identified as a racial minority. About 28.4 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 21.6 percent.

Worker Gender Demographics

60.1% Female
39.9% Male
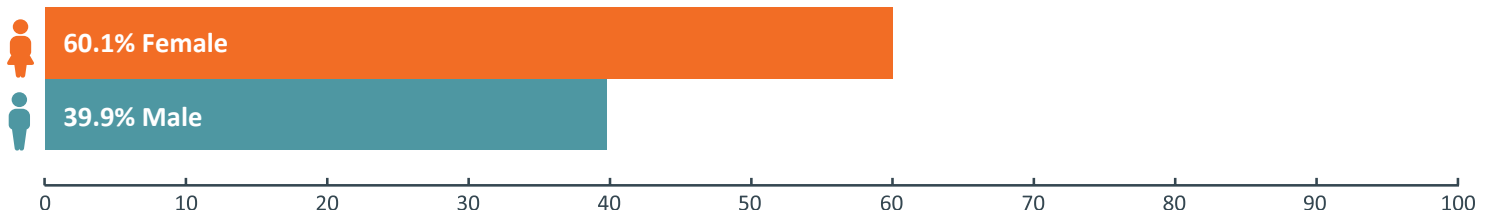
Race and Ethnicity Demographics

84.6% White | 7.8% Black or African-American | 3.8% Hispanic or Latino

Worker Age Demographics

Age 14-24 28.4%
Age 25-54 50.0%
Age 55+ 21.6%

Data: Emsi | Analysis: Workforce Intelligence Network
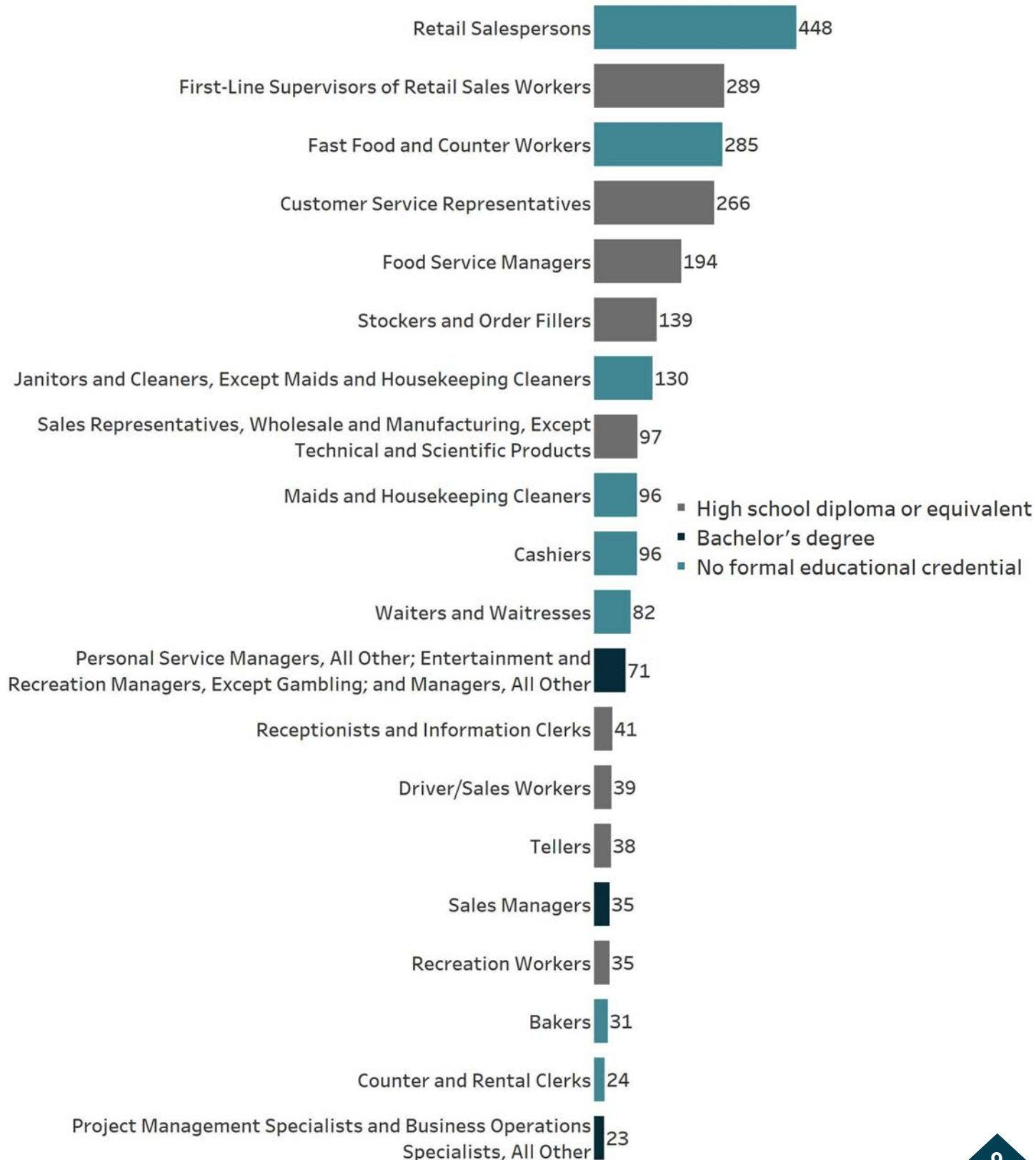
CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 2,797 postings in 2021, a decrease of 691 postings or 19.8 percent since 2020. Retail Salespersons is the highest in-demand customer service occupation with 448 postings. Other top posted jobs include First-Line Supervisors of Retail Sales Workers (289 postings), Fast Food and Counter Workers (285 postings), Customer Service Representatives (266 postings), and Food Service Managers (194 postings).

Occupation	Postings
Retail Salespersons	448
First-Line Supervisors of Retail Sales Workers	289
Fast Food and Counter Workers	285
Customer Service Representatives	266
Food Service Managers	194
Stockers and Order Fillers	139
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	130
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	97
Maids and Housekeeping Cleaners	96
Cashiers	96
Waiters and Waitresses	82
Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	71
Receptionists and Information Clerks	41
Driver/Sales Workers	39
Tellers	38
Sales Managers	35
Recreation Workers	35
Bakers	31
Counter and Rental Clerks	24
Project Management Specialists and Business Operations Specialists, All Other	23

Legend:
- High school diploma or equivalent
- Bachelor's degree
- 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 $15.00 per hour, many of which are management roles requiring both experience and training. Customer Service Representatives earn a median hourly wage of $16.21. 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 $17.43 per hour or $36,260 annually.

Wage Overview for Top Posted Customer Service Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	$9.65	$10.03	$11.48	$14.84	$22.04
41-1011	First-Line Supervisors of Retail Sales Workers	$11.57	$14.09	$17.43	$23.76	$32.49
35-3023	Fast Food and Counter Workers	$9.65	$9.68	$10.03	$10.94	$12.77
43-4051	Customer Service Representatives	$10.76	$12.71	$16.21	$21.60	$29.02
11-9051	Food Service Managers	$22.58	$26.24	$35.53	$41.33	$44.76
53-7065	Stockers and Order Fillers	$9.68	$10.96	$13.14	$16.93	$24.40
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	$9.65	$10.08	$11.48	$13.83	$17.11
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$13.22	$19.56	$31.14	$45.72	$60.63
41-2011	Cashiers	$9.65	$9.77	$10.35	$11.28	$13.70
37-2012	Maids and Housekeeping Cleaners	$9.65	$9.88	$11.13	$13.09	$14.61

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Certifications

- Food Handler's Card
- Automotive Service Excellence (ASE) Certification
- ServSafe Certification
- Commercial Driver's License (CDL)
- ASE Parts Specialist

In-Demand Education Level*

- High School Diploma: 38.4%
- Associate Degree: 5.5%
- Bachelor's Degree: 6.9%
- Master's Degree: 0.3%

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

Top Posting Employers

- McDonald's
- Dollar General
- Meijer
- Pilot Flying J
- Pizza Hut
- Lake Huron Medical Center
- Lowe's
- Love's
- Compass Group
- McLaren Health Care

Job Postings by City

1. Port Huron: 800 Postings
2. Fort Gratiot: 671 Postings
3. Marysville: 268 Postings
4. Saint Clair: 223 Postings
5. Smiths Creek: 158 Postings
6. East China: 135 Postings
7. Algonac: 102 Postings
8. Marine City: 102 Postings
9. Capac: 61 Postings
10. Yale: 51 Postings

ENERGY OCCUPATION GROUP

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

**Employment Over Time
2011-2021**
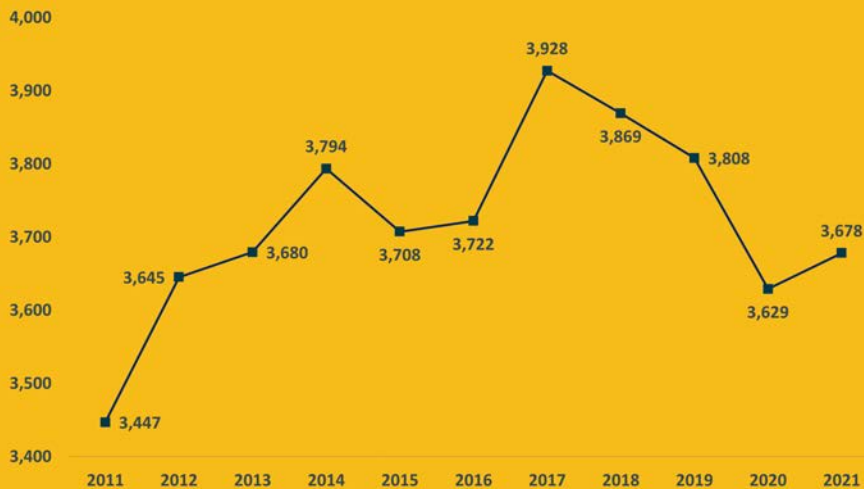
3,678 Energy Workers
1.4% Increase from 2020

Energy Worker Demographics

In 2021, there were 3,678 workers in the energy occupation group. This group is primarily made up of males (86.2 percent) between the ages of 25 and 54 (68.1 percent), with 13.8 percent of workers identifying as female and just 9.0 percent identifying as a racial minority. In 2021, 5.6 percent of the workers in the occupation group are under the age of 25 compared to the 26.0 percent 55 years of age or older.

Worker Gender Demographics

13.8% Females
86.2% Male
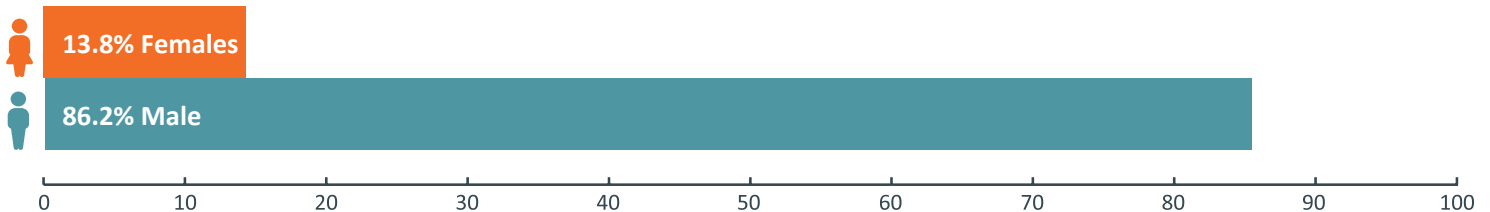
Race and Ethnicity Demographics

91.0% White | 4.3% Black or African-American | 2.1% Hispanic or Latino

Worker Age Demographics

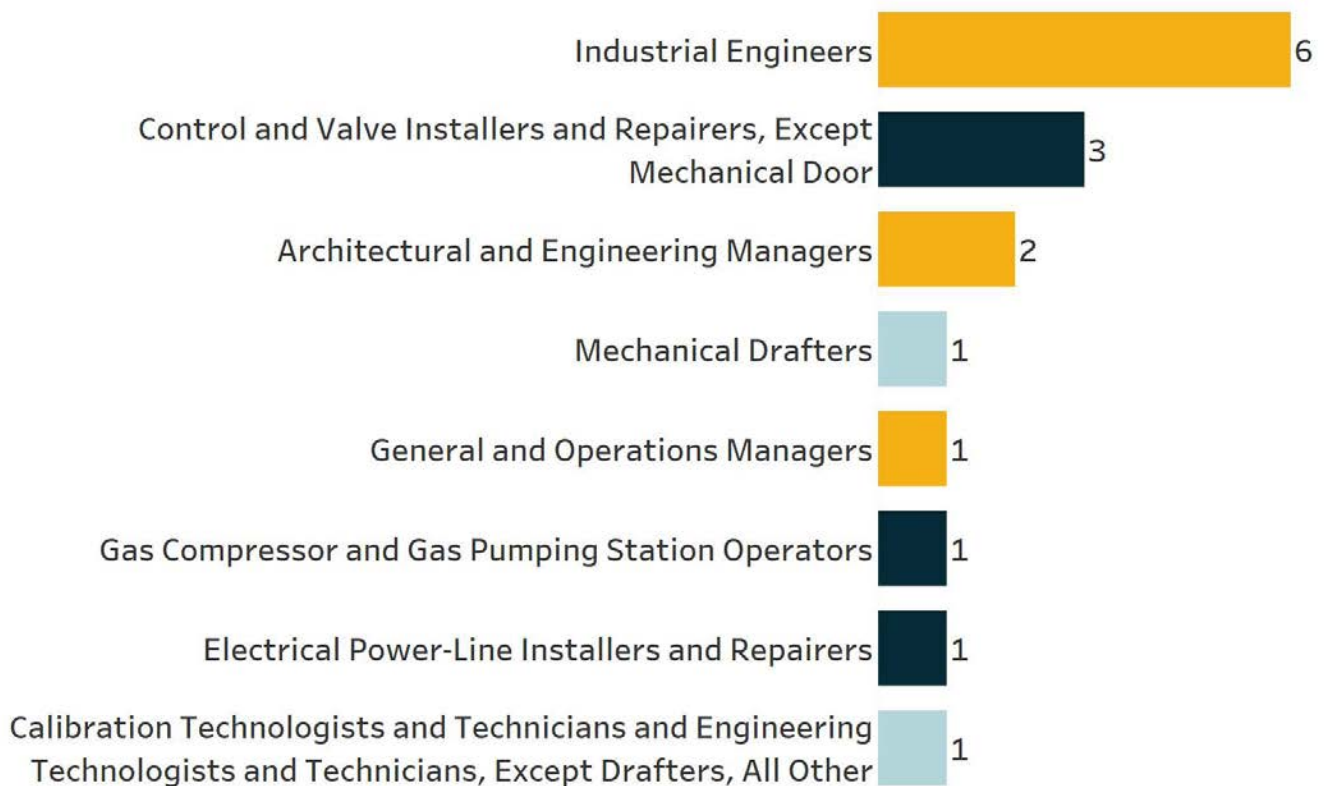Age 14-24 5.6% | Age 25-54 68.1% | Age 55+ 26.0%

ENERGY OCCUPATION GROUP

Top Posted Jobs

This year totaled 16 postings for energy workers, with Industrial Engineers as the most sought-after occupation by energy industry employers during 2021, with 6 postings. Control and Valve Installers and Repairers, Except Mechanical Door was in the second position with 3 postings. Other top posted jobs include Architectural and Engineering Managers (2 postings), General and Operations Managers (1 posting), and Mechanical Drafters (1 posting).

Occupation	Postings
Industrial Engineers	6
Control and Valve Installers and Repairers, Except Mechanical Door	3
Architectural and Engineering Managers	2
Mechanical Drafters	1
General and Operations Managers	1
Gas Compressor and Gas Pumping Station Operators	1
Electrical Power-Line Installers and Repairers	1
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	1

■ High school diploma or equivalent
■ 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. Each of the top ten energy occupations has median wages over $25.00 per hour. The top posted energy job, Industrial Engineers, offers a median hourly wage of $42.20, or annual earnings of approximately $87,779. Technician and construction-focused positions related to energy generally have shorter-term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	$28.98	$34.38	$42.20	$50.87	$57.53
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	$24.16	$32.64	$39.09	$45.77	$51.55
11-9041	Architectural and Engineering Managers	$43.96	$51.97	$61.58	$72.44	$84.41
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	$16.57	$22.36	$33.05	$41.43	$48.86
49-9051	Electrical Power-Line Installers and Repairers	$19.37	$24.92	$43.51	$51.43	$55.47
53-7071	Gas Compressor and Gas Pumping Station Operators	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-1021	General and Operations Managers	$19.35	$29.75	$48.05	$74.72	$103.35
17-3013	Mechanical Drafters	$14.86	$19.00	$25.47	$33.14	$41.23

In-Demand Technical Skills

- Business Software
- Industrial Engineering
- Safety Standards
- Engineering Design Process
- Data Evaluation

In-Demand Foundational Skills

- Communications
- Management
- Organizational Skills
- Problem Solving
- Microsoft Office

In-Demand Certifications

- Commercial Driver's License (CDL)
- Professional Engineer
- Project Management Professional Certification

In-Demand Education Level*

- High School Diploma: 6.3%
- Associate Degree: 31.3%
- Bachelor's Degree: 62.5%
- Master's Degree: 6.3%

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

- DTE Energy Company
- SEMCO Energy
- Consumers Energy
- AltaGas Ltd.

Job Postings by City

1. Port Huron: 7 Postings
2. Saint Clair: 6 Postings
3. Fair Haven: 2 Postings
4. Algonac: 1 Posting

HEALTH CARE OCCUPATION GROUP

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

Employment Over Time
2011-2021

5,079 Health Care Workers

0.7% Decrease from 2020

Health Care Worker Demographics

According to 2021 Emsi data, the health care occupation group employed 5,079 workers in St. Clair County, who are overwhelmingly female (84.4 percent) and between the ages of 25 and 54 (67.4 percent), although 23.6 percent of workers are over 54. The healthcare occupation group is primarily white in St. Clair County, with 87.7 percent of workers identifying as white, 5.6 percent identifying as Black or African American, and 6.7 percent identifying otherwise.

Worker Gender Demographics

84.4% Females

15.6% Male

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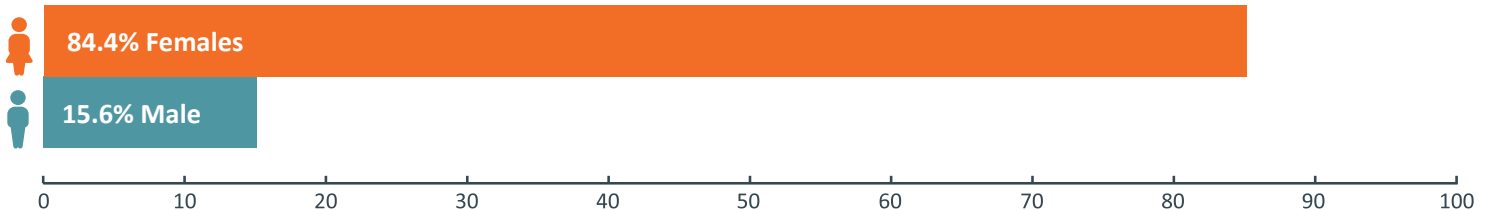
Race and Ethnicity Demographics

87.7% White | 5.6% Black or African-American | 3.0% Hispanic or Latino

Worker Age Demographics

| Age 14-24 9.0% | Age 25-54 67.4% | Age 55+ 23.6% |

Data: Emsi | Analysis: Workforce Intelligence Network
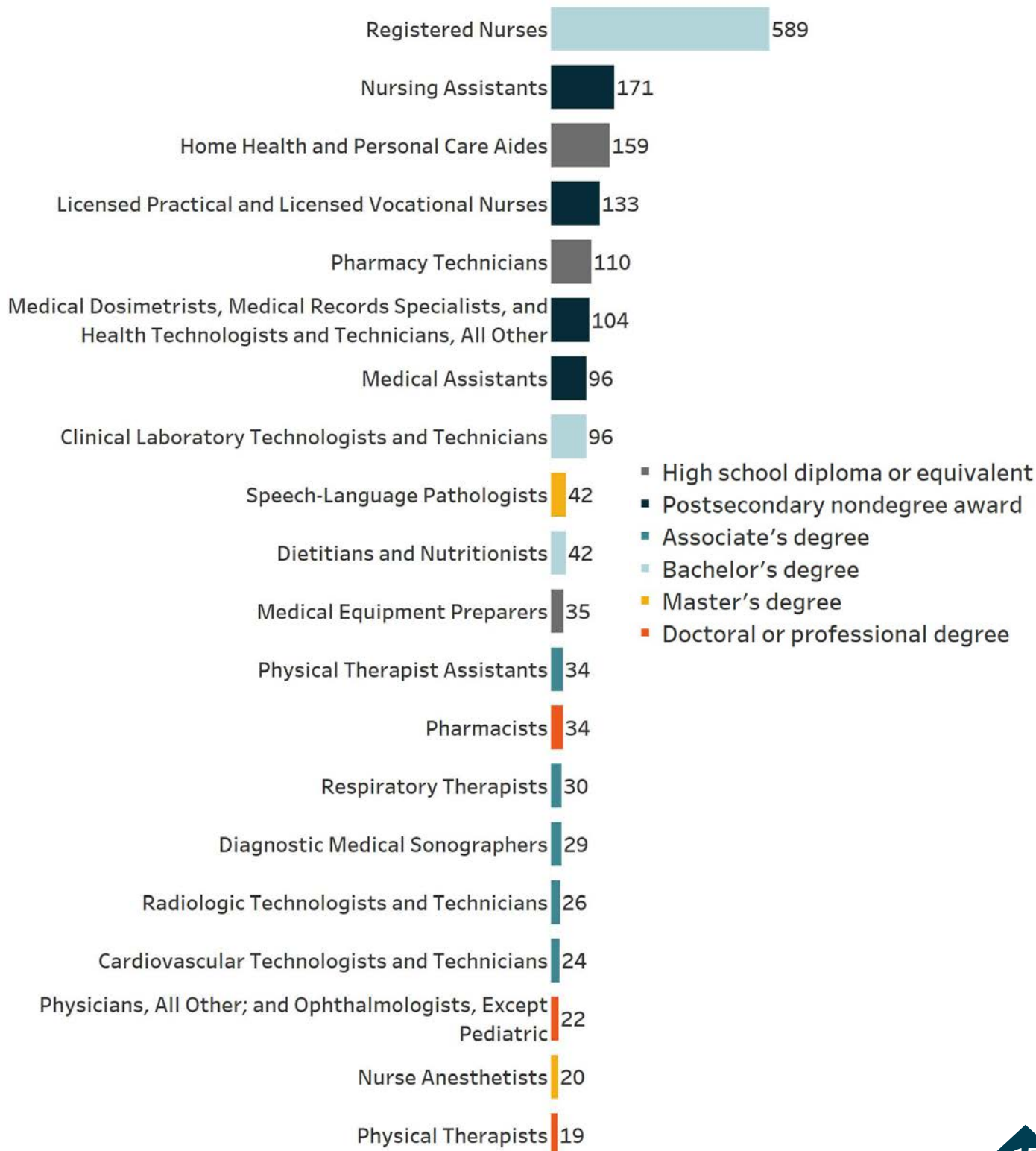
HEALTH CARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was overwhelmingly the highest in-demand health care occupation throughout 2021, with 589 postings. Other top posted jobs include Nursing Assistants (171 postings), Home Health and Personal Care Aides (159 postings), Licensed Practical and Licensed Vocational Nurses (133 postings), and Pharmacy Technicians (110 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians, only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.

Occupation	Postings
Registered Nurses	589
Nursing Assistants	171
Home Health and Personal Care Aides	159
Licensed Practical and Licensed Vocational Nurses	133
Pharmacy Technicians	110
Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	104
Medical Assistants	96
Clinical Laboratory Technologists and Technicians	96
Speech-Language Pathologists	42
Dietitians and Nutritionists	42
Medical Equipment Preparers	35
Physical Therapist Assistants	34
Pharmacists	34
Respiratory Therapists	30
Diagnostic Medical Sonographers	29
Radiologic Technologists and Technicians	26
Cardiovascular Technologists and Technicians	24
Physicians, All Other; and Ophthalmologists, Except Pediatric	22
Nurse Anesthetists	20
Physical Therapists	19

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

HEALTH CARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over $15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of $32.62 per hour or an annual salary of about $67,841.

Wage Overview for Top Posted Health Care Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$24.48	$27.70	$32.62	$37.86	$43.47
31-1131	Nursing Assistants	$11.15	$12.22	$13.82	$15.91	$17.29
31-1128	Home Health and Personal Care Aides	$9.65	$10.03	$10.96	$12.67	$14.60
29-2061	Licensed Practical and Licensed Vocational Nurses	$18.84	$21.71	$24.31	$26.67	$28.25
29-2052	Pharmacy Technicians	$10.37	$12.43	$15.19	$17.87	$20.99
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	$12.61	$15.07	$18.79	$25.22	$31.36
29-2018	Clinical Laboratory Technologists and Technicians	$13.28	$16.01	$24.16	$30.71	$34.62
31-9092	Medical Assistants	$12.05	$13.57	$15.54	$17.30	$19.76
29-1031	Dietitians and Nutritionists	$10.87	$18.75	$23.87	$27.17	$30.70
29-1127	Speech-Language Pathologists	$20.83	$28.77	$34.16	$41.83	$48.36

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation
- Nursing Care
- Advanced Cardiovascular Life Support (ACLS)

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Nursing Assistant
- Licensed Practical Nurse
- Licensed Vocational Nurses
- Certified Pharmacy Technician
- American Registry of Radiologic Technologists (ARRT) Certified

In-Demand Education Level*

- High School Diploma: 32.2.5%
- Associate Degree: 28.7%
- Bachelor's Degree: 9.0%
- Master's Degree: 3.6%

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

Top Posting Employers

- Lake Huron Medical Center
- McLaren Health Care
- Prime Healthcare Services
- Prestige Healthcare
- Ascension
- CVS Health
- Concept Rehab
- McLaren Port Huron
- Accountable Healthcare Staffing
- McLaren Port Huron-Hospital

Job Postings by City

1. Port Huron: 1,272 Postings
2. East China: 247 Postings
3. Fort Gratiot: 185 Postings
4. Saint Clair: 68 Postings
5. Marysville: 66 Postings
6. Algonac: 54 Postings
7. Yale: 45 Postings
8. Marine City: 29 Postings
9. Smiths Creek: 14 Postings
10. Capac: 10 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2011-2021

684 Information Technology Workers

1.4% Increase from 2020

Information Technology Worker Demographics

According to 2021 Emsi data, St. Clair County has 684 IT workers. The workforce is not too diverse, with most workers identifying as male (66.9 percent) between the ages of 25 and 54 (76.0 percent). Workers aged 55 years and older account for 18.7 percent, while only 5.0 percent are 24 years old or younger. Around 84.9 percent of the workforce identify as white, with workers who identify as Asian making up 6.2 percent of the workforce.

Worker Gender Demographics

33.1% Females

66.9% Male

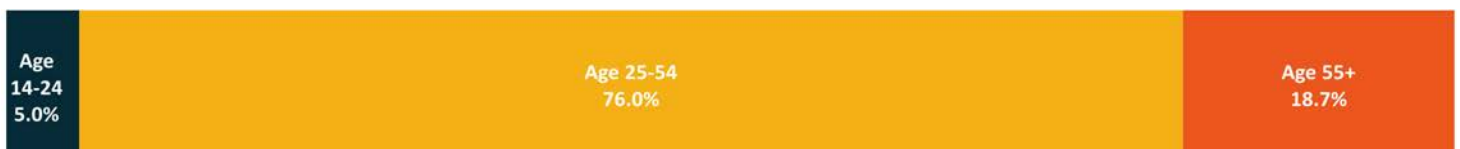| 0 | 10 | 20 | 30 | 40 | 50 | 60 | 70 | 80 | 90 | 100 |
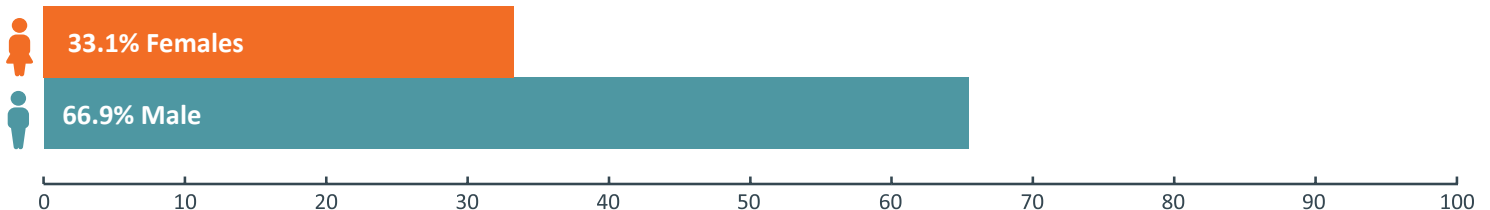
Race and Ethnicity Demographics

84.0% White | 6.2% Asian | 5.4% Black or African-American

Worker Age Demographics

| Age 14-24 5.0% | Age 25-54 76.0% | Age 55+ 18.7% |

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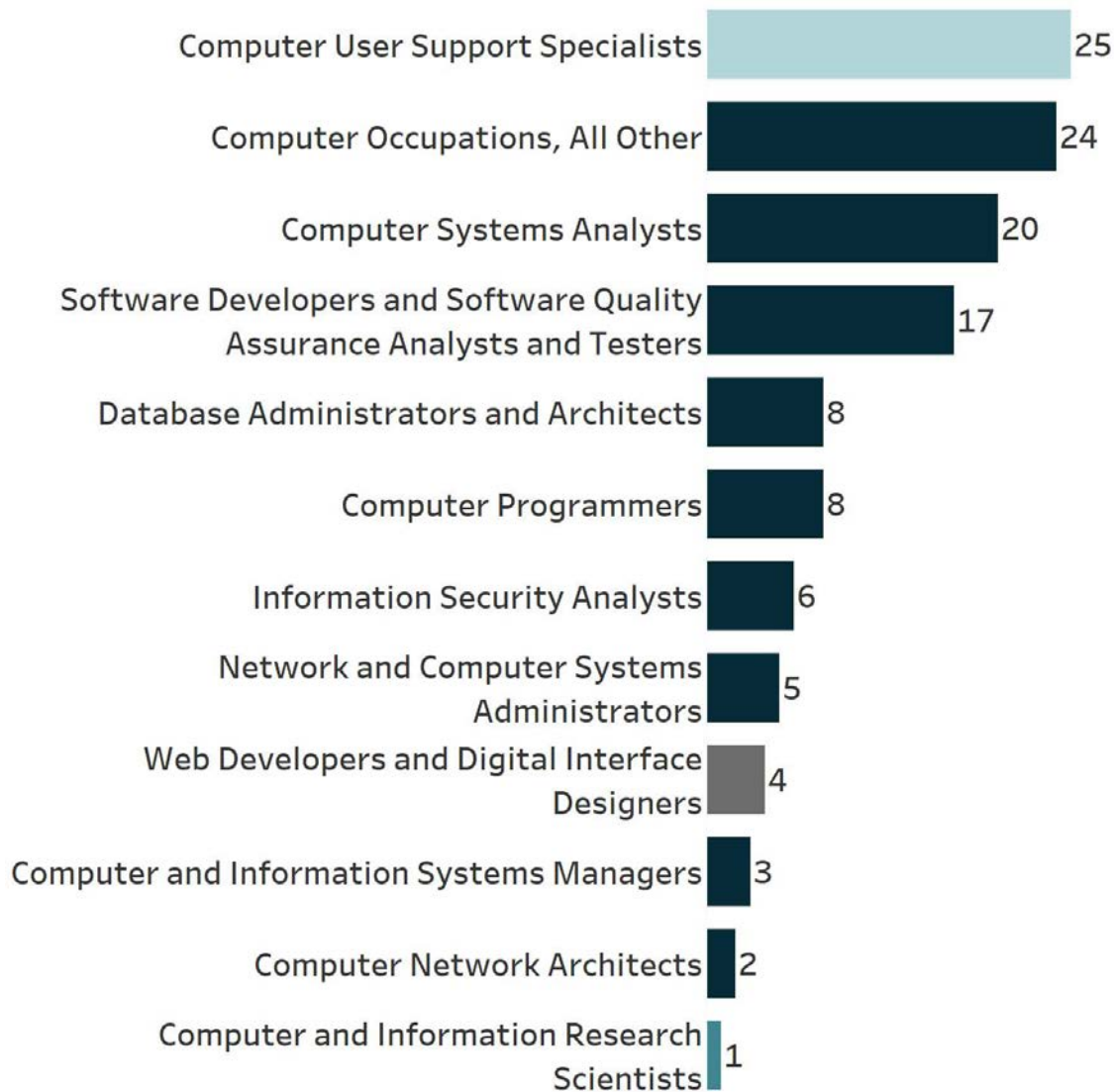
INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2021, there were 123 postings for IT workers in St. Clair County. Computer User Support Specialists was the most in-demand occupation, with 25 postings, closely followed by Computer Occupations, All Other, with 24 postings. Computer Systems Analysts (03 postings) and Software Developers and Software Quality Assurance Analysts and Testers (17 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
Computer User Support Specialists	25
Computer Occupations, All Other	24
Computer Systems Analysts	20
Software Developers and Software Quality Assurance Analysts and Testers	17
Database Administrators and Architects	8
Computer Programmers	8
Information Security Analysts	6
Network and Computer Systems Administrators	5
Web Developers and Digital Interface Designers	4
Computer and Information Systems Managers	3
Computer Network Architects	2
Computer and Information Research Scientists	1

- 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. Computer User Support Specialists, the most in-demand occupation, offers a median hourly wage of $18.24 per hour or almost $37,930 per year. Computer and Information Research Scientists earn the highest median wage at $60.33 per hour or nearly $125,487 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over $18.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	$13.20	$15.26	$18.24	$25.01	$31.43
15-1299	Computer Occupations, All Other	$18.98	$26.15	$36.36	$46.82	$56.60
15-1211	Computer Systems Analysts	$27.40	$33.37	$41.97	$52.57	$63.46
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	$25.26	$32.21	$40.84	$50.68	$59.02
15-1245	Database Administrators and Architects	$23.44	$28.73	$40.61	$51.47	$58.68
15-1251	Computer Programmers	$18.84	$22.57	$32.02	$42.10	$51.96
15-1212	Information Security Analysts	$26.04	$33.27	$42.57	$52.69	$61.16
15-1244	Network and Computer Systems Administrators	$23.80	$29.97	$36.61	$44.86	$53.52
15-1257	Web Developers and Digital Interface Designers	$16.04	$22.73	$31.35	$39.39	$47.74
11-3021	Computer and Information Systems Managers	$38.86	$48.77	$60.33	$72.75	$88.03

In-Demand Technical Skills

- Computer Science
- Operating Systems
- Agile Methodology
- SQL (Programming Language)
- Data Entry

In-Demand Foundational Skills

- Communications
- Customer Service
- Management
- Operations
- Troubleshooting

In-Demand Certifications

- Certified Information Systems Security Professional
- Certified Ethical Hacker
- CompTIA Network+
- GIAC Certifications
- Certified Information System Auditor (CISA)

In-Demand Education Level*

- High School Diploma: 26.8%
- Associate Degree: 20.3%
- Bachelor's Degree: 39.0%
- Master's Degree: 4.9%

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

- Advia Credit Union
- Best Buy
- SpartanNash
- WEC Energy Group
- FedEx
- Lake Huron Medical Center
- Bank of America
- WSP Global
- MAGNA
- Parsons Brinckerhoff

Job Postings by City

1. Port Huron: 64 Postings
2. Saint Clair: 10 Postings
3. Allenton: 8 Postings
4. Fort Gratiot: 8 Postings
5. Algonac: 6 Postings
6. Columbus: 6 Postings
7. Smiths Creek: 6 Postings
8. Marysville: 5 Postings
9. East China: 4 Postings
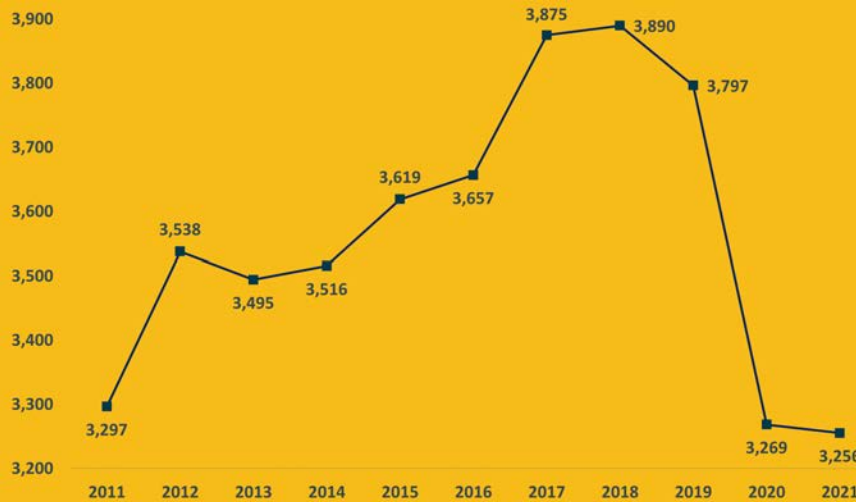10. Fair Haven: 2 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2011-2021

| Year	Employment
2011	3,297
2012	3,538
2013	3,495
2014	3,516
2015	3,619
2016	3,657
2017	3,875
2018	3,890
2019	3,797
2020	3,269
2021	3,256

3,256 Skilled Trades Workers

0.4% Decrease from 2020

Skilled Trades Worker Demographics

According to 2021 Emsi data, the skilled trades occupation group employed about 3,256 workers in St. Clair County. The majority of skilled trades workers are male (85.8 percent) between the ages of 25 and 54 (65.2 percent). Due to the aging workforce, additional outreach will be necessary as 27.7 percent are 55 years of age or older.

Worker Gender Demographics

14.2% Female

85.8% Male
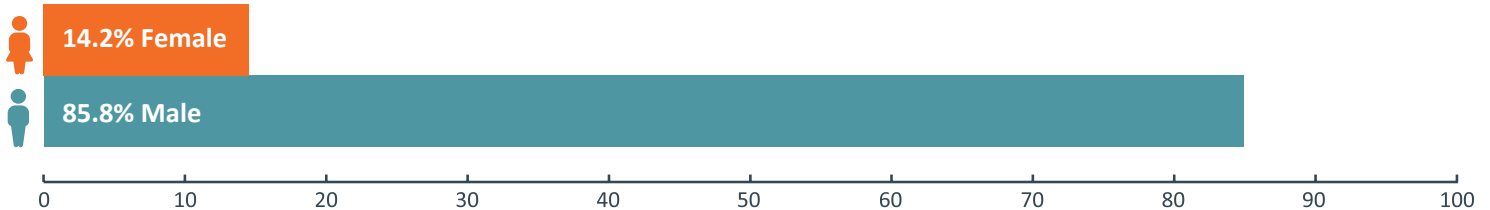
Race and Ethnicity Demographics

89.0% White | 5.6% Black or African-American | 3.2% Hispanic or Latino

Worker Age Demographics

Age 14-24 7.0%

Age 25-54 65.2%

Age 55+ 27.7%

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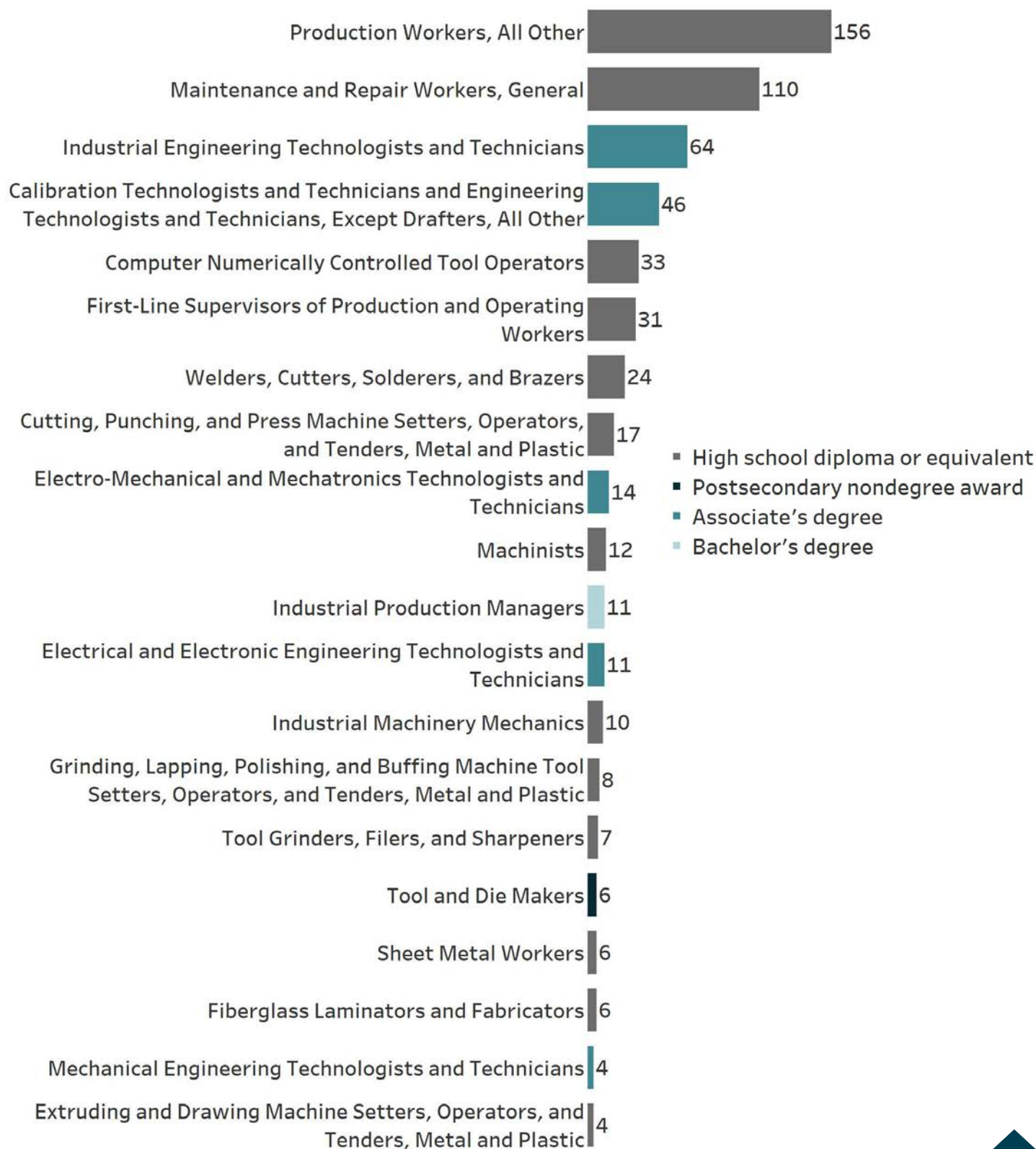
SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Production Workers, All Other was the highest in-demand skilled trades occupation during 2021, with 156 postings. Other top posted jobs include Maintenance and Repair Workers, General (110 postings), Industrial Engineering Technologists and Technicians (64 postings), Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other (46 postings), and Computer Numerically Controlled Tool Operators (33 postings).

Occupation	Postings
Production Workers, All Other	156
Maintenance and Repair Workers, General	110
Industrial Engineering Technologists and Technicians	64
Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	46
Computer Numerically Controlled Tool Operators	33
First-Line Supervisors of Production and Operating Workers	31
Welders, Cutters, Solderers, and Brazers	24
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	17
Electro-Mechanical and Mechatronics Technologists and Technicians	14
Machinists	12
Industrial Production Managers	11
Electrical and Electronic Engineering Technologists and Technicians	11
Industrial Machinery Mechanics	10
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	8
Tool Grinders, Filers, and Sharpeners	7
Tool and Die Makers	6
Sheet Metal Workers	6
Fiberglass Laminators and Fabricators	6
Mechanical Engineering Technologists and Technicians	4
Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	4

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

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Over half of the top ten in-demand skilled trades occupations have median wages above $18.00 per hour, while the remaining top occupations have wages above $13.00 per hour. Production Workers, All Other, the top posted skilled trades job in 2021, offers a median hourly wage of $13.07, which translates to an annual salary of about $27,181.

Wage Overview for Top Posted Skilled Trades Jobs in 2021

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	$9.68	$10.89	$13.07	$17.05	$22.55
49-9071	Maintenance and Repair Workers, General	$11.38	$13.82	$16.89	$22.26	$27.57
17-3026	Industrial Engineering Technologists and Technicians	$17.78	$21.50	$26.17	$32.58	$38.79
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	$16.57	$22.36	$33.05	$41.43	$48.86
51-9161	Computer Numerically Controlled Tool Operators	$11.75	$13.74	$18.27	$24.18	$27.89
51-1011	First-Line Supervisors of Production and Operating Workers	$17.84	$22.66	$29.77	$38.05	$47.97
51-4121	Welders, Cutters, Solderers, and Brazers	$12.59	$15.17	$18.45	$22.32	$27.49
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	$12.50	$14.96	$18.04	$25.16	$28.68
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-4041	Machinists	$12.76	$15.94	$20.27	$25.45	$29.95

In-Demand Technical Skills

- Machine Operation
- Machinery
- Machining
- Preventive Maintenance
- Plumbing

In-Demand Foundational Skills

- Troubleshooting
- Operations
- Communications
- Detail Oriented
- Management

In-Demand Certifications

- Certified Quality Auditor
- Commercial Driver's License (CDL)
- American Society for Quality (ASQ) Certified
- Certified Quality Engineer
- Food Safety Certification

In-Demand Education Level*

- High School Diploma: 35.5%
- Associate Degree: 9.3%
- Bachelor's Degree: 6.3%
- Master's Degree: 0.3%

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

Top Posting Employers

- ZF
- Aerotek
- ResourceMFG
- PTM Corporation
- Nesco Resource
- Sentech Services
- Mueller Brass Company
- Kelly Services
- Paumac Tubing
- P.J. Wallbank Springs

Job Postings by City

1. Saint Clair: 150 Postings
2. Port Huron: 144 Postings
3. Marysville: 119 Postings
4. Marine City: 34 Postings
5. Fair Haven: 32 Postings
6. Smiths Creek: 24 Postings
7. East China: 20 Postings
8. Memphis: 19 Postings
9. Fort Gratiot: 12 Postings
10. Capac: 11 Postings

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