

WIN

WORKFORCE
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LABOR MARKET REPORT WIN REGION

Q1 2022

January - March 2022

INTRODUCTION

WIN Region

Q1 2022



About This Report

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

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

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

This report highlights labor market information and real-time job posting data for the WIN Region, 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 first quarter 2022 labor market information from the WIN Region for all eleven occupation groups.

For more information about the southeast Michigan labor market, custom occupation groups, and workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.

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ANNUAL STATE OF THE LABOR MARKET

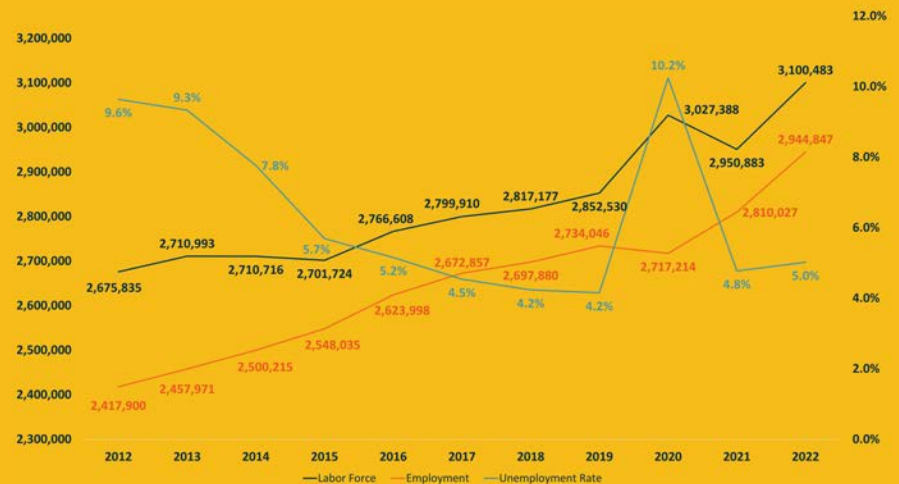
State of the Labor Market in the WIN Region

During the first quarter of 2022, the labor force and employment figures rose in southeast Michigan. The labor force increased by 149,600 individuals (5.1 percent) from Q4 2021. Employment also increased by 134,821 workers (4.3 percent), while unemployment increased by 14,780 workers. Post pandemic shifts in the labor market caused the unemployment rate to increase slightly in the quarter by 0.7 percentage points to 5.0 percent by March 2022. Overall employer demand for the occupation groups analyzed by WIN has gradually gained upward momentum during Q1 2022. More than half of the occupation groups have seen employer demand increase this quarter.

Annual Labor Market Information

The labor force in southeast Michigan continues to rise in 2022, adding 149,600 individuals from 2021, or 5.1 percent. Employment tracked proportionately to the labor force, reporting an increase of 4.8 percent, or 134,821 more workers, in the first quarter of 2022. The unemployment rate increased marginally by 0.2 percentage points during the same period for a rate of 5.0 percent.

Annual Labor Force, Employment, Unemployment Rate
2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2022, including posting information from January, February, and March, showed a decrease in demand levels in southeast Michigan, down by 5,538 postings or 2.2 percent since Q4 2021. Despite this decline, over the past year, average postings have increased resulting in 64,926 more postings in Q1 2022 than in Q1 2021, up 34.9 percent. Employer demand within the quarter shows consistent growth month over month.

Average Quarterly Posting Analysis WIN Region
Q1 2021 - Q1 2022



Data: Emsi | Analysis: Workforce Intelligence Network

Key Findings

1%

Employer demand increased by 0.9 percent, a gain of 3,772 job postings since Q4 2021.

Bachelor's Degree

Most in-demand minimum education level during Q1 2022.

In Q1 2022, employment totaled

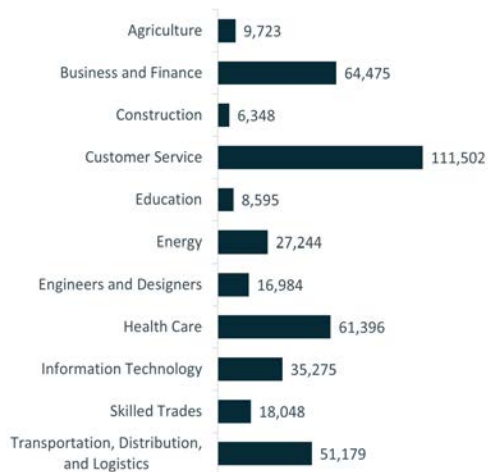
2,944,847

an increase of 76,748 workers (2.7 percent) since Q4 2021

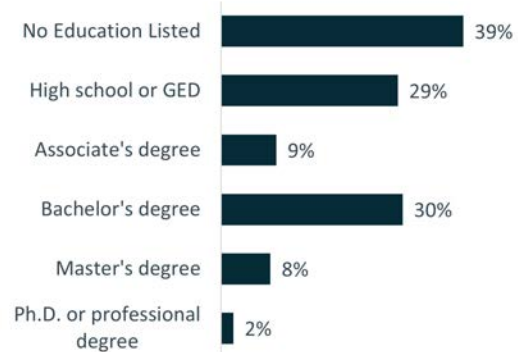
During Q1 2022, there were 408,569 unique job postings, 3,772 (0.9 percent) more than the 404,797 postings made during Q4 2021 in the 19-county WIN region. More than half of the occupation groups this quarter saw an increase in postings, indicating steady job demand in the region. The Customer Service occupation group had the greatest demand with 111,502 unique postings. The top posted job titles include Registered Nurses, Maintenance Technicians, Customer Service Representatives, Medical Assistants, and CDL-A Truck Drivers. For more information about in-demand job postings, see page 7.

Of the 408,569 unique postings in the WIN Region during Q1 2022, 117,578 (28.8 percent) required a high school diploma or equivalent, while 157,605 postings (38.6 percent) required a college degree. An additional 40,920 postings (10.0 percent) required an advanced degree.

Top 11 Posting Occupation Groups
Q1 2022



Education Levels In-Demand
Q1 2022



The quarterly labor market in southeast Michigan continues its recovery in both the labor force and employment. During Q1 2022, labor force figures were 3.4 percent higher (102,955 individuals) and employment is 2.7 percent higher (76,748 individuals) than in Q4 2021. The unemployment rate rose to 5.0 percent in Q1 2022, a 0.7 percentage point increase from Q4 2021, which was the annual low in 2021 at 4.3 percent. Both the labor force and the employment figures show annual growth of 6.7 percent from Q1 2021. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	1st Quarter 2021	2nd Quarter 2021	3rd Quarter 2021	4th Quarter 2021	1st Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021	Change from 1st Quarter 2021	Percent Change from 1st Quarter 2021
Labor Force	2,906,907	2,921,033	2,978,065	2,997,528	3,100,483	102,955	3.4%	193,577	6.7%
Employment	2,759,757	2,780,975	2,831,276	2,868,100	2,944,847	76,748	2.7%	185,090	6.7%
Unemployment	147,150	140,058	146,789	129,428	155,636	26,208	20.2%	8,486	5.8%
Unemployment Rate	5.1%	4.8%	4.9%	4.3%	5.0%	0.7%	na	-0.04%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics
Data: Emsi | Analysis: Workforce Intelligence Network

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the first quarter of 2022, the labor force in southeast Michigan has seen steady growth as individuals return to the job market. The labor force is up by 149,600 individuals (5.1 percent) since 2021, while employment in the 19-county area increased by 134,821 workers (4.8 percent). With both the labor force and employment increasing, unemployment rose by 155,636 individuals. The unemployment rate increased by just 0.2 percentage points, for a Q1 2022 unemployment rate of 5.0 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 YTD	Change from 2021	Percent Change 2021
Labor Force	2,675,835	2,710,993	2,710,716	2,701,724	2,766,608	2,799,910	2,817,177	2,852,530	3,027,388	2,950,883	3,100,483	149,600	5.1%
Employment	2,417,900	2,457,971	2,500,215	2,548,035	2,623,998	2,672,857	2,697,880	2,734,046	2,717,214	2,810,027	2,944,847	134,821	4.8%
Unemployment	257,935	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	155,636	14,780	10.5%
Unemployment Rate	9.6%	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	5.0%	0.2%	n/a

Data: Bureau of Labor Statistics

CENSUS 2020 LABOR FORCE DEMOGRAPHICS

During 2020, the most recent census year, there were about 3,116,877 people in the labor force, either working or looking for work in the 19-county WIN Region. The highest unemployment rates in 2020 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 33.2 percent for males and 27.1 percent for females. Overall, males in the region have a slightly higher unemployment rate than females, with 6.7 percent and 6.0 percent respectively. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 11.2 percent. Native Hawaiian or Pacific Islander job seekers also face difficulty, with an unemployment rate of 7.9 percent. Asian job seekers have the lowest unemployment rate of 4.5 percent.

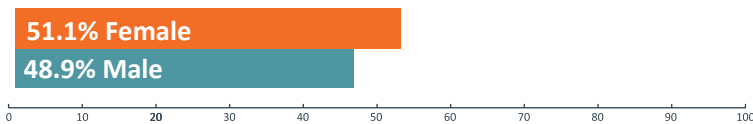
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,116,877	2,918,637	197,940	6.4%
Sex				
Male 16+	1,623,443	1,515,228	108,215	6.7%
16-19	67,168	52,905	14,263	21.2%
20-24	164,173	144,609	19,564	11.9%
25-54	1,022,463	965,404	57,059	5.6%
55-64	281,665	268,361	13,304	4.7%
65 Plus	87,974	83,949	4,025	4.6%
Female 16+	1,493,434	1,403,409	89,725	6.0%
16-19	70,792	59,240	11,552	16.3%
20-24	160,491	143,144	17,347	10.8%
25-54	925,515	876,667	48,548	5.2%
55-64	260,866	251,407	9,459	3.6%
65 Plus	75,770	72,951	2,819	3.7%
Race				
White	2,306,489	2,193,107	113,382	4.9%
Black/African American	548,570	487,159	61,411	11.2%
Native American	9,351	8,892	459	4.9%
Asian	1,309,088	1,250,455	58,633	4.5%
Native Hawaiian/Pacific Islander	935	861	74	7.9%
Some Other Race	34,286	31,516	2,770	8.1%
Two or More Races	84,156	76,338	7,818	9.3%
Ethnicity				
Hispanic	124,675	114,845	9,830	7.9%

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

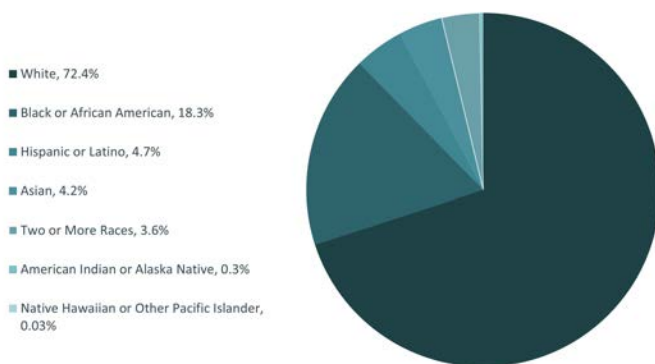
2020 Census Population

According to the data from the Census Bureau's most recent 2020 ACS Five Year estimates, during 2020, 6,217,483 people were living in the 19-county WIN Region. The sex of the populace was split almost evenly, with 51.1 percent of the population identifying as female, and the other 48.9 percent identifying as male. A majority of the population identified as white (72.4 percent) with the second largest number of individuals identifying as Black or African American (18.3 percent). The region has a strong middle-aged population between the ages of 25-54, accounting for 38.4 percent of the total population. The region's population skews older with 30.4 percent over the age of 55 as compared to 13.2 percent between the ages of 14 -25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

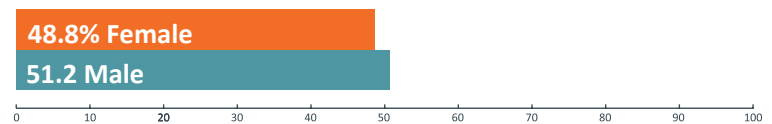


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

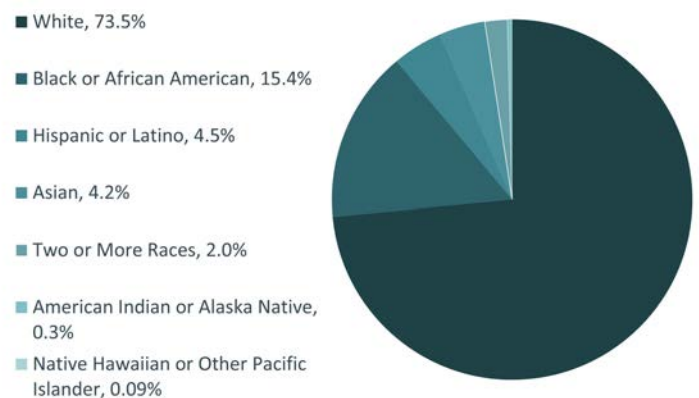
2022 Current Workforce

While the Census Bureau data lags by about two years, Emsi uses predictive modeling to estimate workforce information. In Q1 2022, there were a total of 2,609,524 individuals working in southeast Michigan. A slight majority were male (51.2 percent or 1,336,626 workers), while 48.8 percent (1,272,897 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.5 percent of the workforce, while African American or black workers accounted for 15.4 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.5 percent. Only 12.8 percent of workers were under the age of 25 compared to 23.5 percent over the age of 55, indicating an aging workforce in southeast Michigan.

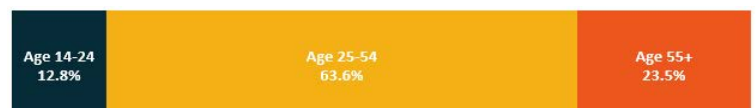
Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



Workforce Age Demographics

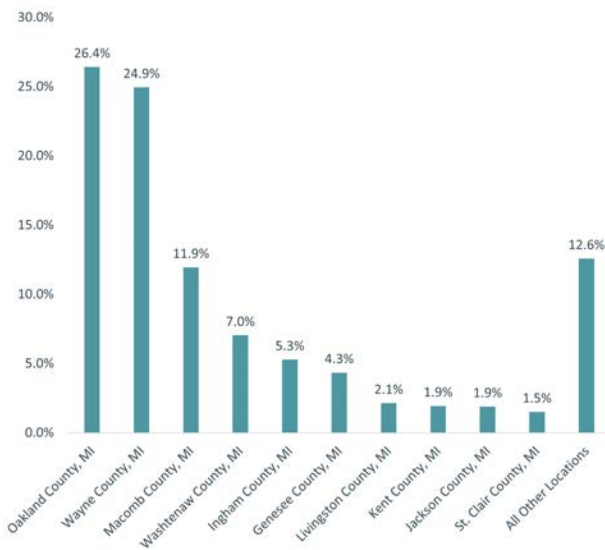


Data: Emsi | Analysis: Workforce Intelligence Network

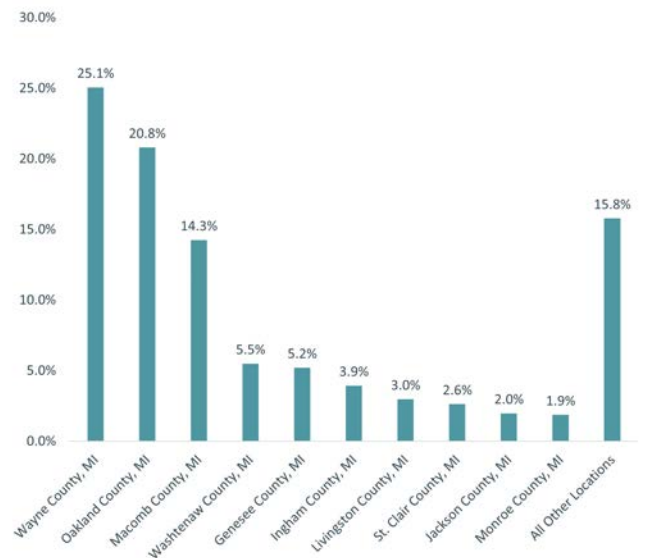
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2019, the region's workforce consisted of 2,591,658 residents. There were 2,390,564 (92.2 percent) residents living and working within the 19-county region, while the remaining 201,094 residents (7.8 percent) traveled outside of the region for work. There were 2,588,567 workers employed in the region during 2019. Of those, 198,003 workers (7.6 percent) lived outside of the region's borders and commuted in. From this information, we can see that the southeast Michigan area is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Michigan Residents Work



Where Michigan Workers Live



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

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

Job Postings by City

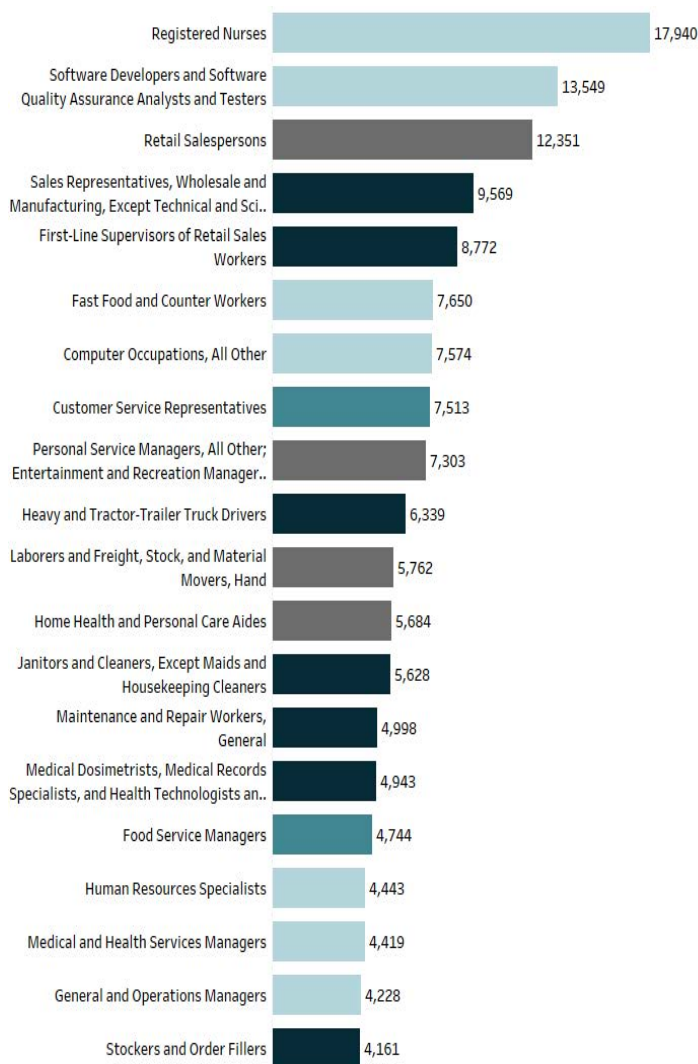
1. Detroit: 63,115 Postings
2. Lansing: 28,240 Postings
3. Ann Arbor: 25,971 Postings
4. Troy: 17,497 Postings
5. Warren: 14,803 Postings
6. Dearborn: 13,165 Postings
7. Southfield: 13,039 Postings
8. Livonia: 11,725 Postings
9. Novi: 9,743 Postings
10. Farmington: 9,262 Postings



TOP POSTED JOBS

Top Posted Jobs: Q1 2022

Registered Nurses was the highest in-demand occupation in the first quarter of 2022, with 17,940 online job postings, this corresponds to the high demand for healthcare workers in general. Of the top ten overall in-demand occupations, only two require a bachelor's degree for entry. Software Developers, Software Quality Assurance Analysts, and Testers (13,549 postings) and Retail Salespersons (12,351 postings) are also highly demanded in Q1. Rounding out the remaining top five posted jobs are Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (9,569 postings) First-Line Supervisors of Retail Sales Workers (8,772 postings) and Fast Food and Counter Workers (7,650 postings).

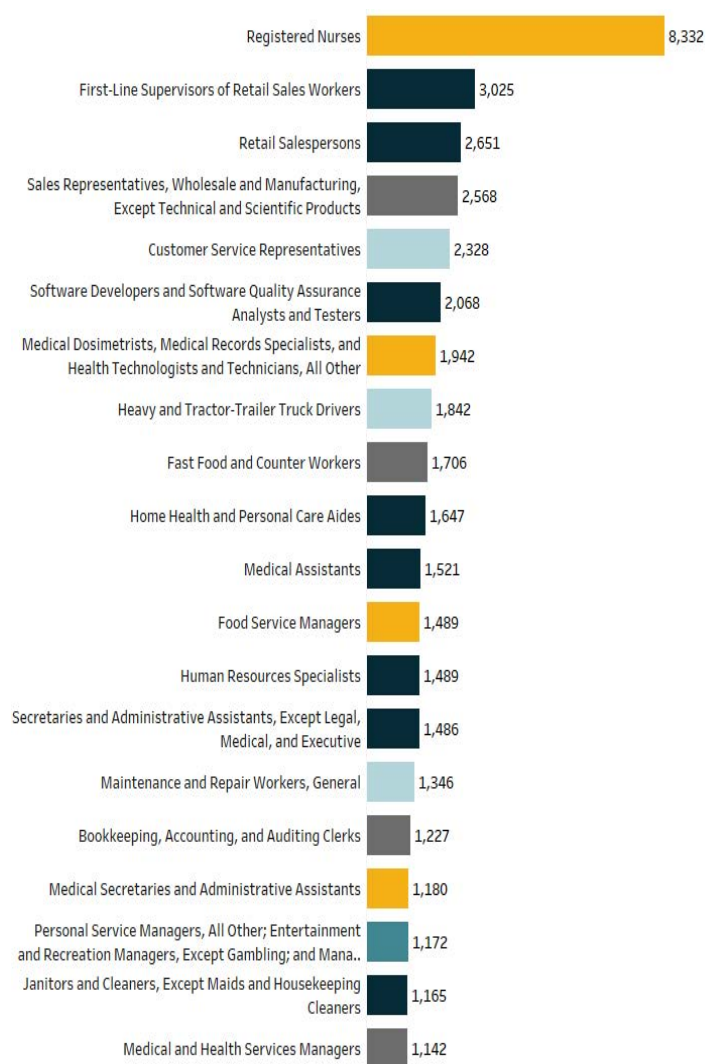


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q1 2022

There were 104,723 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs such as Registered Nurses (8,332 postings) and First-Line Supervisors of Retail Sales Workers (3,025 postings) represent the top posted occupations for this experience level, and many reflect the overall top jobs. Over half of the top 20 occupations require candidates to have no formal education or a high school diploma, coupled with short to moderate-term on-the-job training. Many applicants for these entry level occupations, regardless of the education requirement, could benefit from taking some coursework to develop the skills requested in job postings.



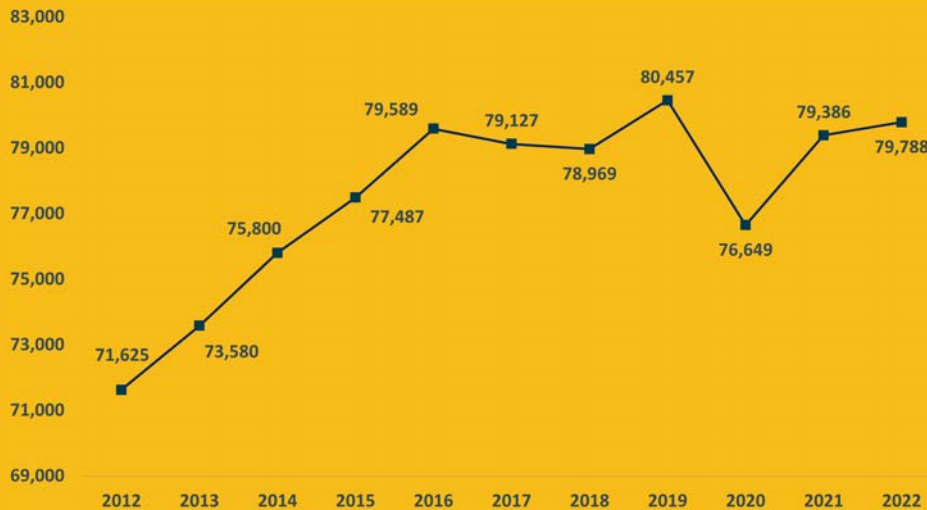
Typical Entry Education

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

AGRICULTURE OCCUPATION GROUP

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

Employment Over Time
2012-2022

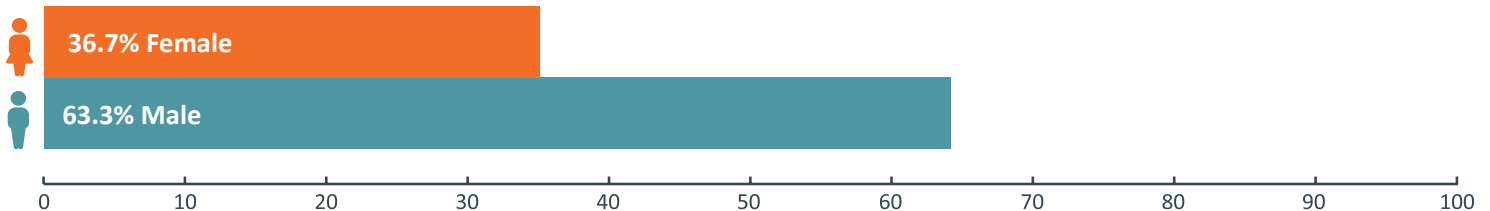


79,788 Agriculture Workers
0.5% Increase from 2021

Agriculture Worker Demographics

According to 2022 Emsi data, the 79,386 workers in agriculture occupations are not very diverse. A large majority of workers are white (76.7 percent), male (63.3 percent), and between the ages of 25 and 54 (63.7 percent). Only 36.7 percent of agriculture workers identify as female, while 13.1 percent of workers were under the age of 25, compared to 23.2 percent of workers are age 55 or older.

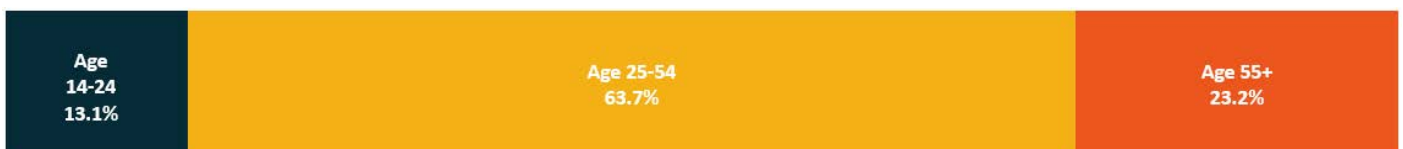
Worker Gender Demographics



Race and Ethnicity Demographics

76.6 % White | 10.9% Hispanic or Latino | 7.3% Black or African-American

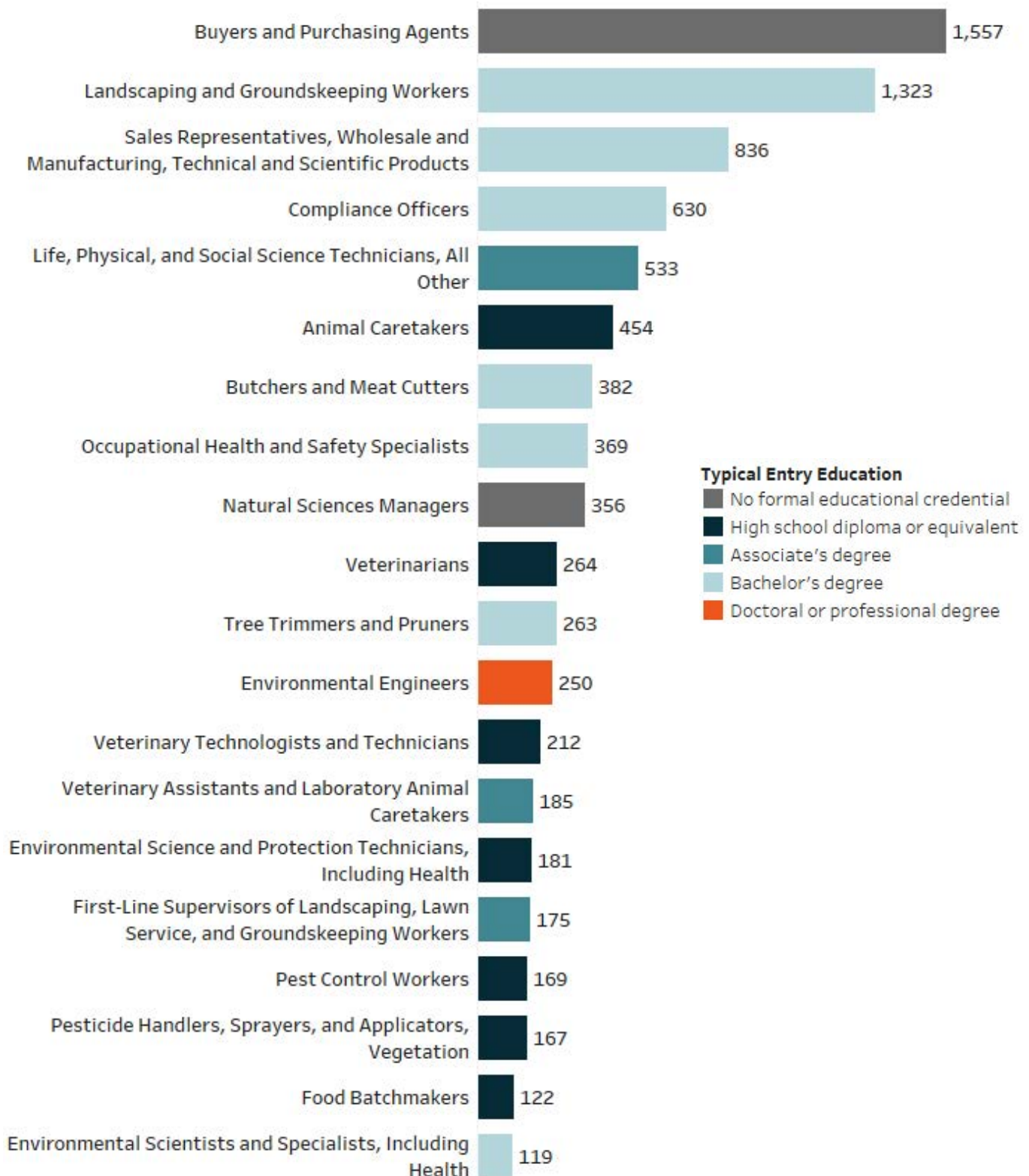
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 9,723 ads during Q1 2022, an increase of 681 postings or 7.5 percent since Q4 2021. With 1,557 online job postings, Buyers and Purchasing Agents is the top demanded occupation this quarter. Landscaping and Groundskeeping Workers (1,323 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (836 postings) were also in high demand during Q1 2022. Other top posted occupations include Compliance Officers (630 postings) and Life, Physical, and Social Science Technicians, All Other (533 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in Q1 offer median wages of more than \$25 per hour. The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$32.94, which translates to annual earnings of approximately \$68,520. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$20.15	\$25.23	\$32.94	\$43.27	\$53.49
37-3011	Landscaping and Groundskeeping Workers	\$11.09	\$12.77	\$15.17	\$18.51	\$22.12
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$26.09	\$35.37	\$51.26	\$69.41	\$84.06
13-1041	Compliance Officers	\$19.69	\$26.89	\$35.75	\$46.24	\$51.13
19-4099	Life, Physical, and Social Science Technicians, All Other	\$13.49	\$16.19	\$19.35	\$25.03	\$30.93
39-2021	Animal Caretakers	\$10.02	\$10.70	\$11.80	\$13.84	\$16.56
51-3021	Butchers and Meat Cutters	\$10.38	\$11.66	\$14.92	\$18.42	\$21.82
19-5011	Occupational Health and Safety Specialists	\$23.04	\$28.18	\$36.36	\$45.53	\$53.52
11-9121	Natural Sciences Managers	\$32.47	\$45.67	\$56.58	\$73.21	\$93.11
29-1131	Veterinarians	\$31.70	\$36.78	\$45.97	\$58.68	\$74.61

In-Demand Technical Skills

- Purchasing
- Landscaping
- Auditing
- Procurement
- Selling Techniques

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Sales
- Detail Oriented

In-Demand Certifications

- Bachelor of Science in Business/ Business Administration
- Commercial Driver's License (CDL)
- Pesticide Applicator License
- Food Handler's Card
- Certified Safety Professional

In-Demand Education Level*

- High School Diploma: 25.9%
- Associate Degree: 6.1%
- Bachelor's Degree: 34.4%
- Master's Degree: 6.8%

**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

- University Of Michigan
- PetSmart
- Kroger
- TruGreen
- Banfield Pet Hospital
- The Davey Tree Expert Company
- General Dynamics
- State Of Michigan
- PetCo
- United States Ecology Incorporated

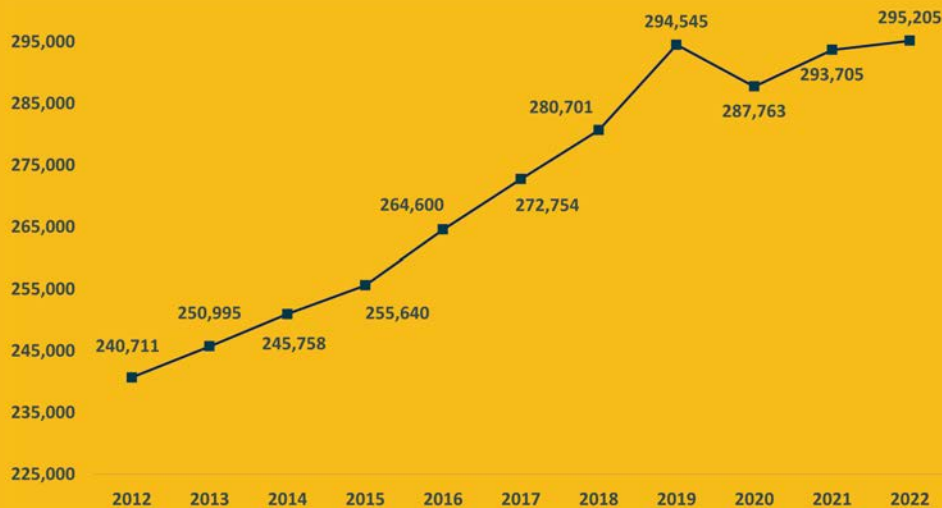
Job Postings by City

1. Detroit: 1,438 Postings
2. Ann Arbor: 771 Postings
3. Lansing: 710 Postings
4. Troy: 379 Postings
5. Warren: 312 Postings
6. Southfield: 302 Postings
7. Livonia: 284 Postings
8. Auburn Hills: 273 Postings
9. Novi: 211 Postings
10. Farmington: 209 Postings

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2012-2022



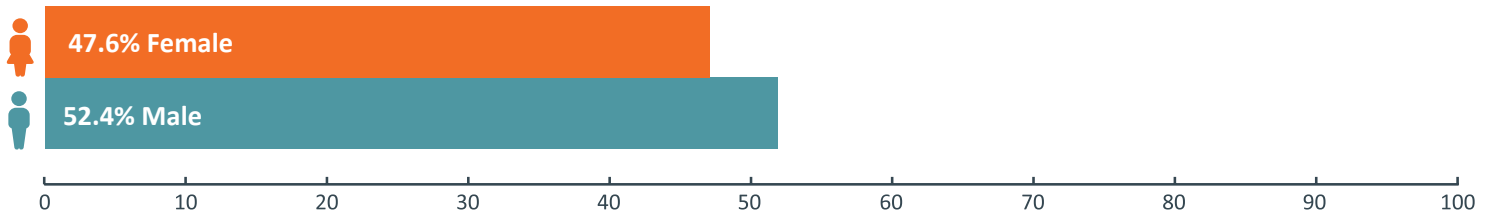
**295,202 Business
and Finance
Workers**
0.5% Increase
from 2021



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its nearly 295,205 workers. Almost half the working population identify as female (47.6 percent), however 80.6 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.4 percent of the working population in business and finance is under the age of 25, compared to 24.9 percent age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

80.6% White | 10.5% Black or African-American | 4.1% Asian

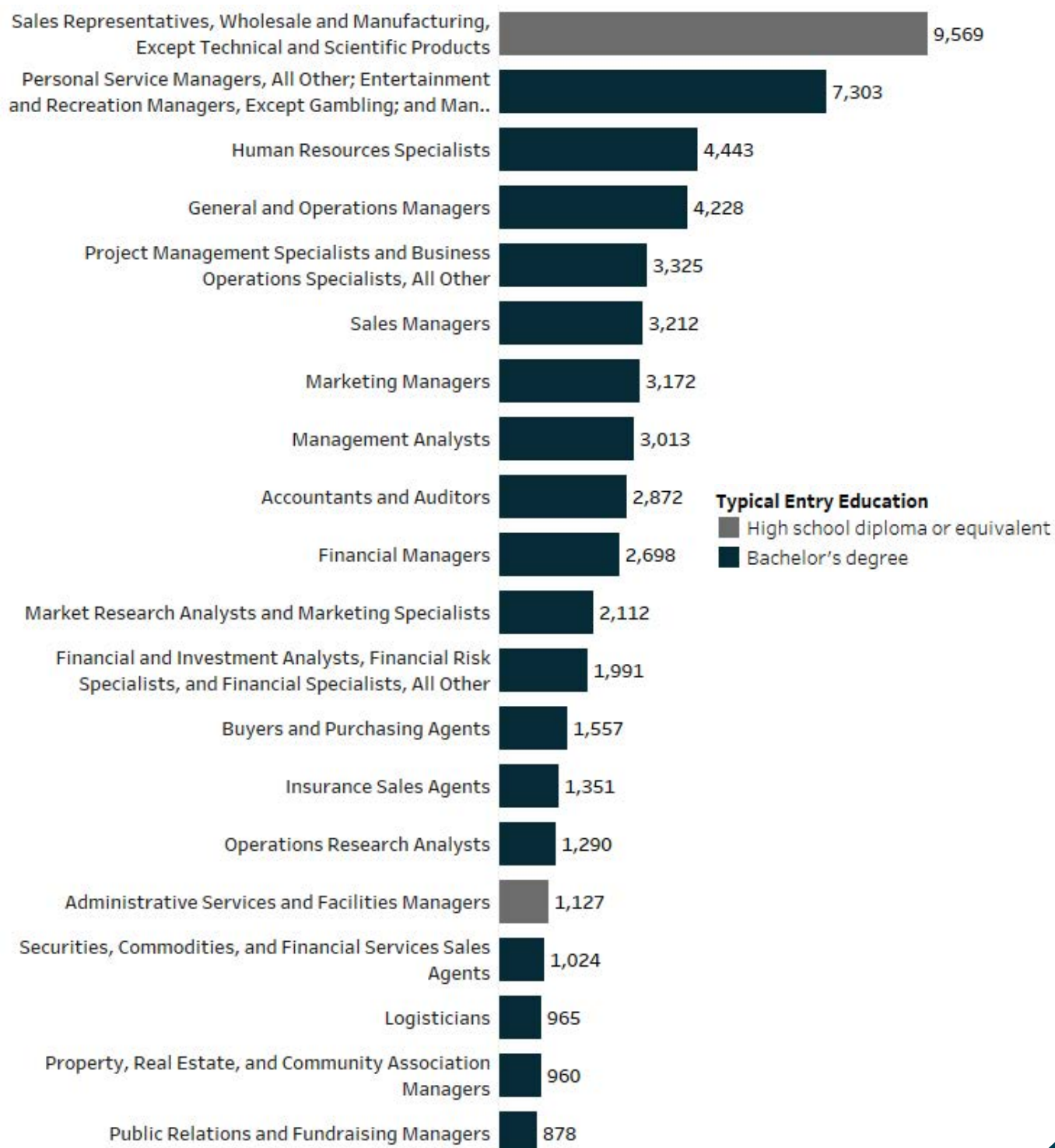
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 64,475 business and finance postings during Q1 2022, an increase of 5,244 postings or 8.9 percent since Q4 2021. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation, with 9,569 postings. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (7,303 postings) is the second highest demanded occupation, while Human Resources Specialists (4,443 postings), General and Operations Managers (4,228 postings), and Project Management Specialists and Business Operations Specialists, All Other (3,325 postings) round out the top demanded occupations.



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 Managers, offers median hourly wages of \$68.23, translating to annual earnings of approximately \$141,917. All the top business occupations offer median wages over \$29.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-2022	Sales Managers	\$37.71	\$51.73	\$68.23	\$85.80	\$122.21
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$29.40	\$40.40	\$54.50	\$69.22	\$86.47
13-1071	Human Resources Specialists	\$17.66	\$22.48	\$29.56	\$38.29	\$48.21
11-1021	General and Operations Managers	\$21.30	\$32.58	\$52.19	\$79.79	\$110.79
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$20.61	\$27.03	\$35.94	\$47.25	\$59.73
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.63	\$20.63	\$32.15	\$47.92	\$64.47
11-2021	Marketing Managers	\$35.69	\$48.59	\$64.31	\$81.30	\$110.21
13-1111	Management Analysts	\$26.51	\$32.87	\$41.70	\$52.99	\$66.99
13-2011	Accountants and Auditors	\$22.33	\$27.19	\$34.45	\$44.56	\$57.47
11-3031	Financial Managers	\$38.49	\$47.68	\$62.00	\$79.73	\$113.52

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Customer Support

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Customer Service
- Leadership

In-Demand Certifications

- Bachelor of Science in Business or Business Administration
- Certified Public Accountant
- Project Management Professional Certification
- Professional in Human Resources
- Certified Internal Auditor

In-Demand Education Level*

- High School Diploma: 17.2%
- Associate Degree: 7.2%
- Bachelor's Degree: 60.1%
- Master's Degree: 13.2%

**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

- Deloitte
- University Of Michigan
- General Motors
- Robert Half
- CBRE Group
- Facebook
- General Dynamics
- Kelly Services
- State Farm
- Salesforce

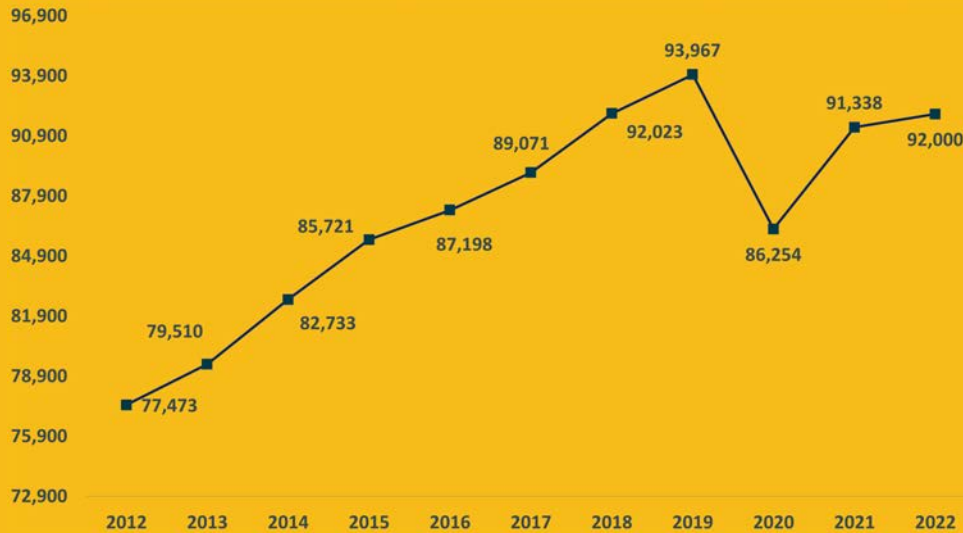
Job Postings by City

1. Detroit: 14,674 Postings
2. Lansing: 7,232 Postings
3. Ann Arbor: 4,826 Postings
4. Troy: 3,893 Postings
5. Southfield: 2,859 Postings
6. Warren: 2,063 Postings
7. Dearborn: 1,952 Postings
8. Livonia: 1,822 Postings
9. Auburn Hills: 1,678 Postings
10. Farmington: 1,607 Postings

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN construction occupation group are associated with the skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time
2012-2022



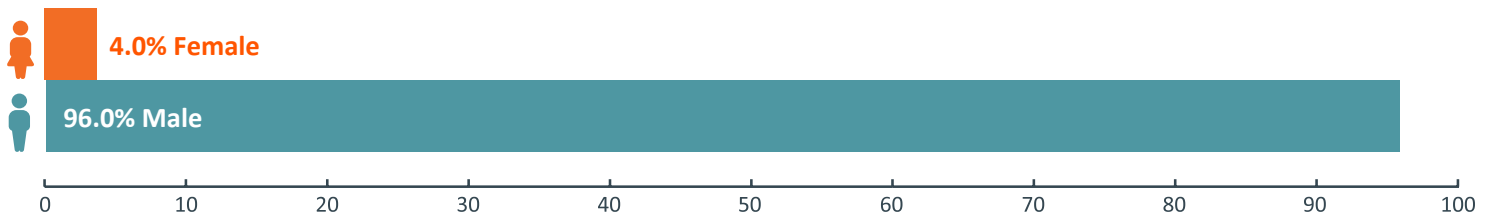
**92,000 Construction
Workers**
0.7% Increase
from 2021



Construction Worker Demographics

According to 2022 Emsi data, the construction occupation group is not very diverse, despite having over 92,000 workers. A large majority of workers are male (96.0 percent) between the ages of 25 and 54 (69.0 percent). Only 4.0 percent of agriculture workers identify as women, while 10.8 percent of workers were under the age of 25, compared to 20.3 percent of workers who are age 55 or older.

Worker Gender Demographics



Race and Ethnicity Demographics

83.6% White | 7.3% Hispanic or Latino | 6.5% Black or African-American

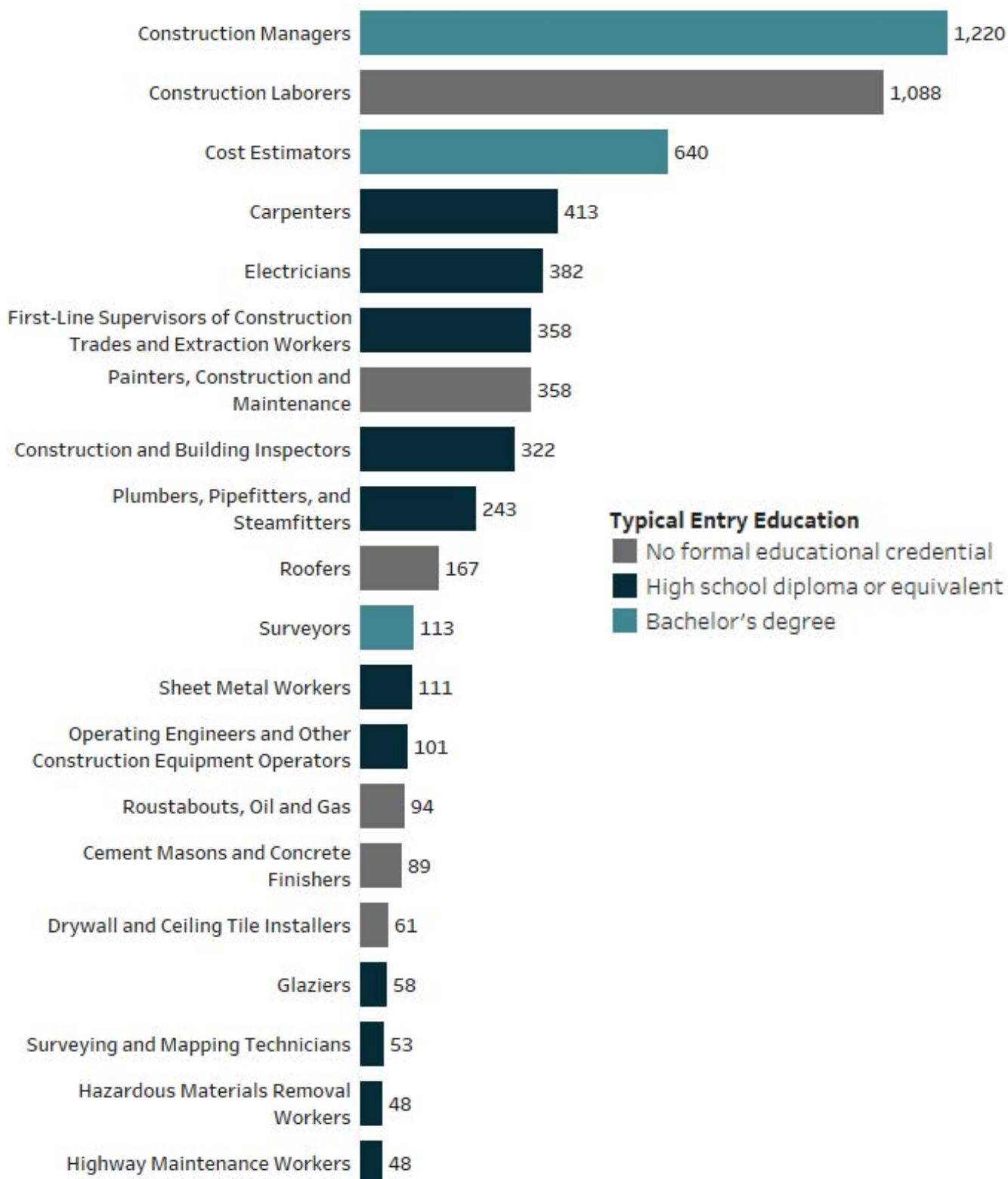
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The construction occupation group had 6,348 postings in Q1 2022, a decrease of 446 postings or 4.4 percent since Q4 2021. Construction Managers is the top-posted occupation during the quarter, with 1,220 postings. Other top posted jobs include Construction Laborers (1,088 postings), Cost Estimators (640 postings), Carpenters (413 postings), Electricians (382 postings), and First-Line Supervisors of Construction Trades and Extraction Workers (358 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Managers, offers a median wage of \$51.65 per hour or \$107,437 per year. Over half of the top ten occupations offer median wages of more than \$25.00 per hour. Those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$35.30 per hour or \$73,414 annually.

Wage Overview for Top Posted Construction Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$32.19	\$39.09	\$51.65	\$65.16	\$82.77
47-2061	Construction Laborers	\$13.35	\$15.89	\$20.03	\$24.86	\$29.78
13-1051	Cost Estimators	\$18.70	\$23.67	\$31.16	\$41.09	\$53.04
47-2031	Carpenters	\$15.08	\$18.13	\$24.75	\$31.32	\$36.68
47-2111	Electricians	\$17.78	\$24.05	\$32.92	\$39.27	\$47.22
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$21.85	\$27.73	\$35.96	\$44.94	\$52.68
47-2141	Painters, Construction and Maintenance	\$14.31	\$16.74	\$21.18	\$28.00	\$31.69
47-4011	Construction and Building Inspectors	\$13.74	\$17.53	\$25.93	\$31.38	\$37.00
47-2152	Plumbers, Pipefitters, and Steamfitters	\$16.16	\$24.29	\$35.30	\$41.46	\$47.46
47-2181	Roofers	\$16.66	\$19.62	\$24.74	\$33.13	\$39.12

In-Demand Technical Skills

- Construction
- Subcontracting
- Construction Management
- Carpentry
- Painting

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Project Management Professional Certification
- Journeyman Electrician
- LEED Accredited Professional (AP)
- Certified Forklift Operator

In-Demand Education Level*

- High School Diploma: 27.8%
- Associate Degree: 6.1%
- Bachelor's Degree: 19.9%
- Master's Degree: 2.2%

**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

- GPAC
- Michael Page
- Walbridge
- Aerotek
- CDM Smith
- Amcomm Telecommunications
- Sentech Services
- State Of Michigan
- Sawyer Services
- Tradesmen International

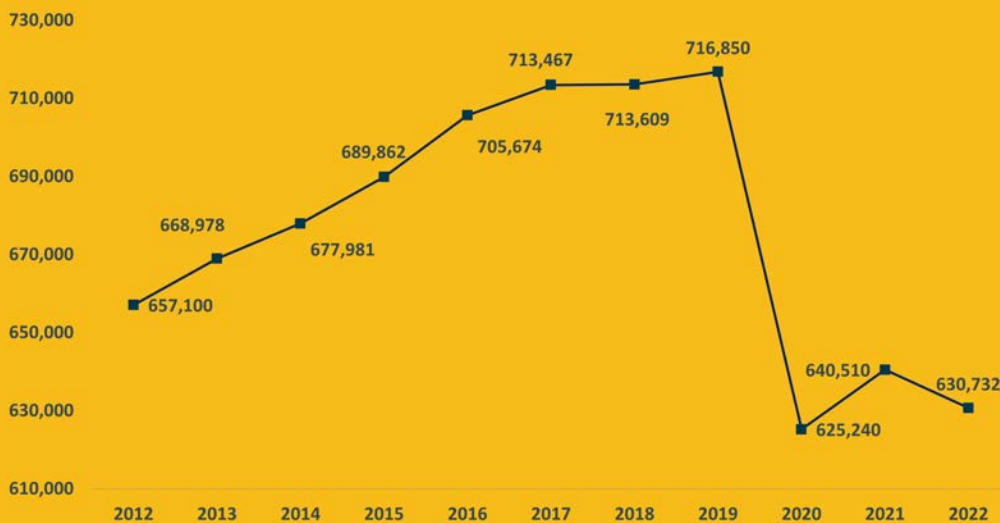
Job Postings by City

- Detroit: 1,228 Postings
- Lansing: 422 Postings
- Ann Arbor: 318 Postings
- Warren: 235 Postings
- Livonia: 231 Postings
- Sterling Heights: 182 Postings
- Troy: 167 Postings
- Novi: 158 Postings
- Farmington: 151 Postings
- Flint: 144 Postings

CUSTOMER SERVICE OCCUPATION GROUP

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

Employment Over Time
2012-2022

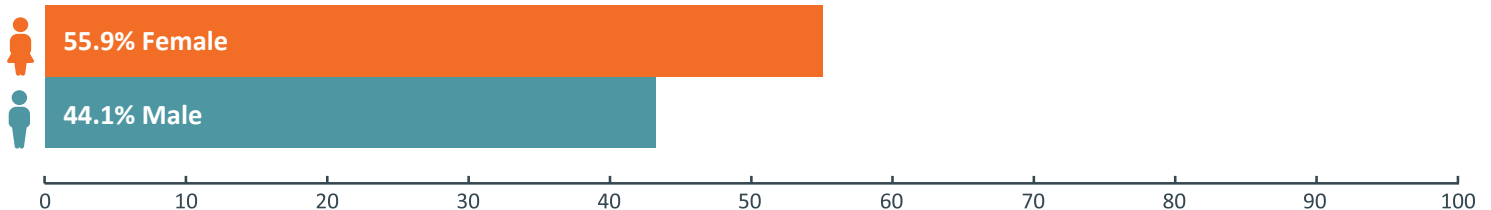


**630,732 Customer
Service Workers**
**1.5% Decrease
from 2021**

Customer Service Worker Demographics

In Q1 2022, there were 630,732 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the quarter, 55.9 percent of workers identified as female, while 27.0 percent of workers in customer service identified as a racial minority. Almost a quarter of the customer service workers (24.4 percent) were under the age of 24, as compared to the 55 and older age group which was 20.8 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

73.0% White | **16.1% Black or African-American** | **5.1% Hispanic or Latino**

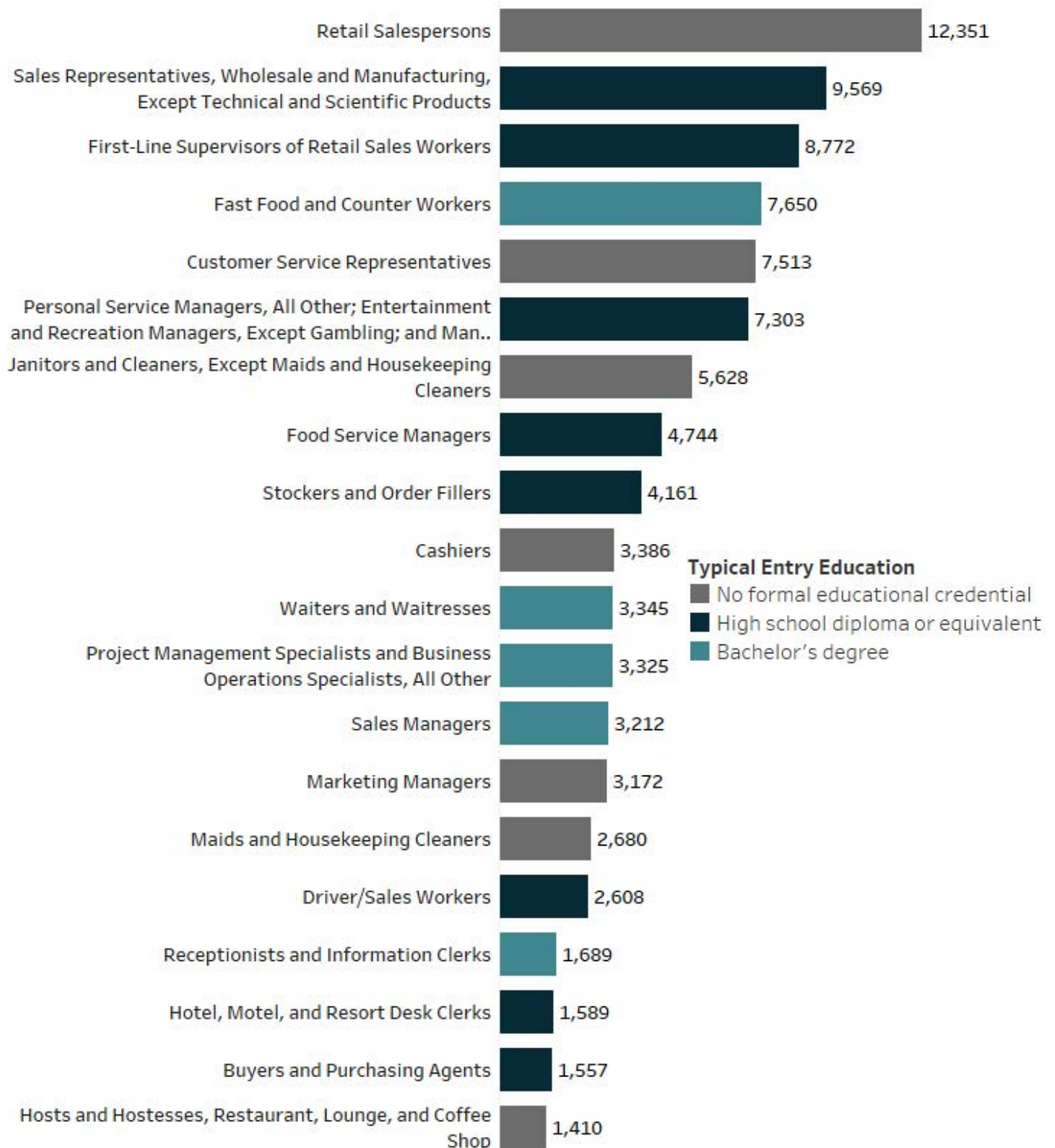
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 111,502 postings in Q1 2022, an increase of 243 postings or 0.2 percent since Q4 2021. Retail Salespersons retained the highest in-demand customer service occupation during the quarter, with 12,351 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (9,569 postings), First-Line Supervisors of Retail Sales Workers (8,772 postings), Fast Food and Counter Workers (7,650 postings), and Customer Service Representatives (7,513 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, half of the top ten posted occupations report median wages over the state's median wage of \$21.73 per hour, many of which are management roles requiring both education and experience. The top posted occupation this quarter, Retail Salespersons earn a median hourly wage of \$12.66. 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 \$19.20 per hour or \$39,933 annually.

Wage Overview for Top Posted Customer Service Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$10.18	\$11.09	\$12.66	\$16.01	\$22.39
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$13.85	\$18.72	\$28.51	\$41.18	\$60.53
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.61	\$15.29	\$19.20	\$26.13	\$35.41
35-3023	Fast Food and Counter Workers	\$9.99	\$10.31	\$11.13	\$12.21	\$13.95
43-4051	Customer Service Representatives	\$11.70	\$13.81	\$17.55	\$23.29	\$30.86
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$29.40	\$40.40	\$54.50	\$69.22	\$86.47
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$10.28	\$11.28	\$13.02	\$16.26	\$19.59
11-9051	Food Service Managers	\$23.04	\$27.10	\$35.08	\$44.69	\$49.96
53-7065	Stockers and Order Fillers	\$10.57	\$11.85	\$14.14	\$18.09	\$24.51
41-2011	Cashiers	\$10.08	\$10.59	\$11.50	\$12.61	\$14.99

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Communications
- Sales
- Management
- Leadership

In-Demand Certifications

- Project Management Professional Certification
- ServSafe Certification
- Food Handler's Card
- Automotive Service Excellence (ASE) Certification
- Bachelor Of Science in Business Admin

In-Demand Education Level*

- High School Diploma: 33.6%
- Associate Degree: 4.5%
- Bachelor's Degree: 21.4%
- Master's Degree: 4.1%

**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

- Meijer
- Kroger
- McDonald's
- Lowe's
- Walmart
- Dollar General
- Applebee's
- General Motors
- AutoZone
- Panera Bread

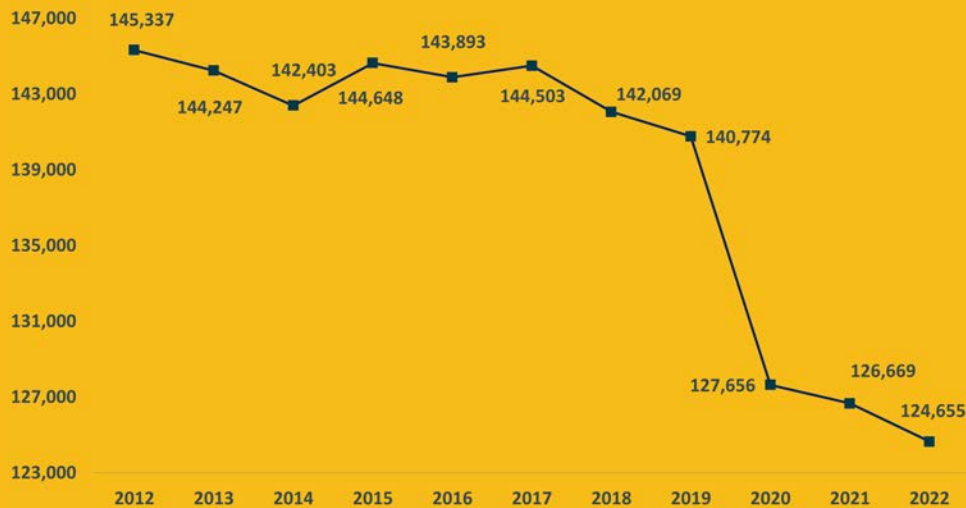
Job Postings by City

- Detroit: 14,095 Postings
- Lansing: 6,637 Postings
- Ann Arbor: 6,282 Postings
- Troy: 5,172 Postings
- Livonia: 3,372 Postings
- Novi: 3,359 Postings
- Warren: 3,171 Postings
- Southfield: 3,098 Postings
- Dearborn: 2,730 Postings
- Sterling Heights: 2,531 Postings

EDUCATION OCCUPATION GROUP

Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator.

Employment Over Time
2012-2022

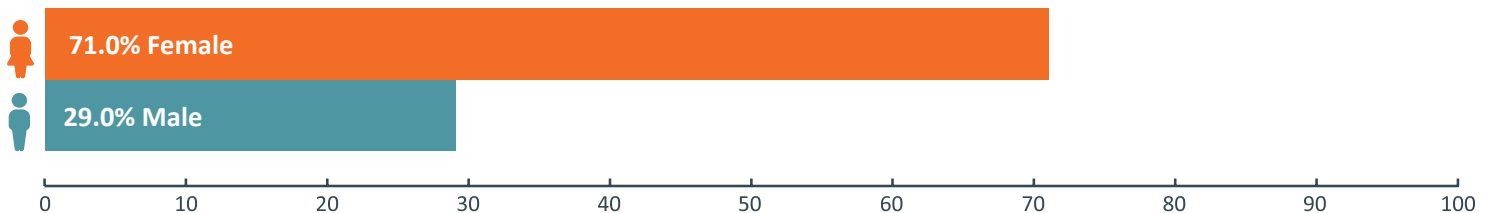


124,655 Education Workers
1.6% Decrease from 2021

Education Worker Demographics

According to 2022 Emsi data, employment decreased by 2,014 or 1.6 percent since 2021, for a total of 124,655 workers in 2022. This occupation group is composed primarily of females (71.0 percent) between the ages of 25 and 54 (65.7 percent). Only 29.0 percent of workers are males, and only 19.2 percent of workers identify as a racial minority.

Worker Gender Demographics



Race and Ethnicity Demographics

80.8% White | 9.0% Black or African-American | 3.6% Asian

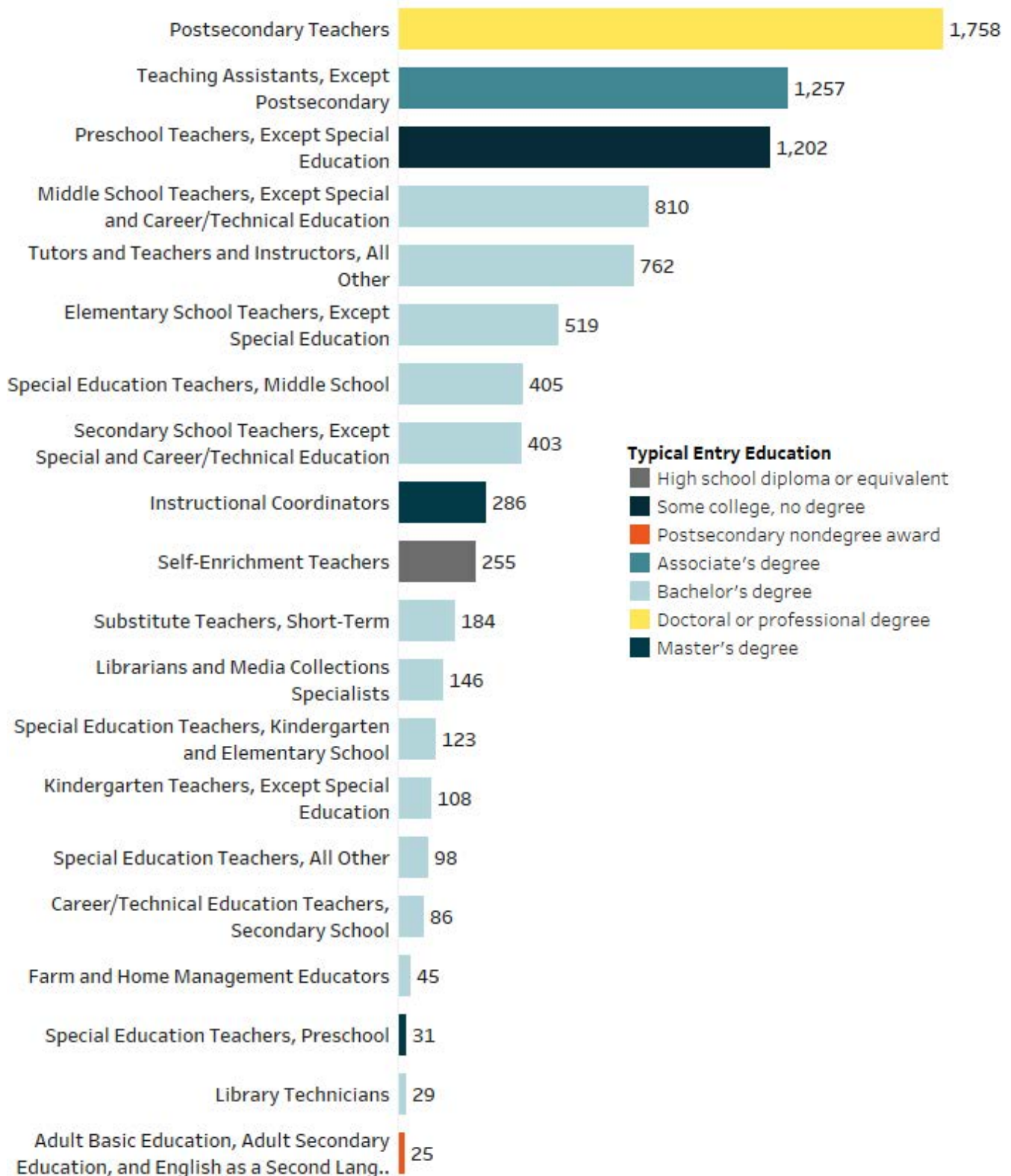
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 1,973 postings or 0.2 percent since Q4 2021, bringing Q1 2022 demand to 8,595 postings. Postsecondary Teachers remained the highest in-demand education occupation throughout the quarter, with 1,758 postings. Teaching Assistants, Except Postsecondary (1,257 postings), Preschool Teachers, Except Special Education (1,202 postings), Middle School Teachers, Except Special and Career/Technical Education (810 postings), and Tutors and Teachers and Instructors, All Other (762 postings) were also among the top five occupations this quarter.



EDUCATION OCCUPATION GROUP

Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. Six of the top ten posted education jobs offer median wages of over \$30 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$41.00 hourly, translating to annual earnings of about \$85,284.

Wage Overview for Top Posted Education Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$21.77	\$29.75	\$41.00	\$56.26	\$73.03
25-9045	Teaching Assistants, Except Postsecondary	\$10.31	\$11.95	\$13.76	\$15.65	\$18.55
25-2011	Preschool Teachers, Except Special Education	\$10.16	\$11.35	\$14.25	\$20.20	\$27.51
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$19.41	\$23.48	\$31.29	\$38.31	\$44.88
25-3097	Tutors and Teachers and Instructors, All Other	\$10.81	\$12.88	\$17.16	\$27.90	\$40.83
25-2021	Elementary School Teachers, Except Special Education	\$20.14	\$24.93	\$33.95	\$42.80	\$49.89
25-2057	Special Education Teachers, Middle School	\$20.50	\$24.95	\$30.57	\$39.68	\$47.35
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$19.87	\$23.61	\$30.35	\$37.90	\$44.36
25-9031	Instructional Coordinators	\$22.28	\$27.58	\$34.64	\$42.26	\$49.26
25-3021	Self-Enrichment Teachers	\$10.05	\$12.13	\$16.73	\$22.05	\$27.61

In-Demand Technical Skills

- Lesson Planning
- Child Development
- Special Education
- Cardiopulmonary Resuscitation (CPR)
- Curriculum Development

In-Demand Foundational Skills

- Teaching
- Communications
- Leadership
- Basic Math
- Planning

In-Demand Certifications

- No Child Left Behind Act (NCLB) Standards
- Bachelor of Science in Nursing (BSN)
- Alternative Teacher Certification
- Basic Life Support (BLS) Certification
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 22.0%
- Associate Degree: 10.4%
- Bachelor's Degree: 33.7%
- Master's Degree: 15.9%

**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

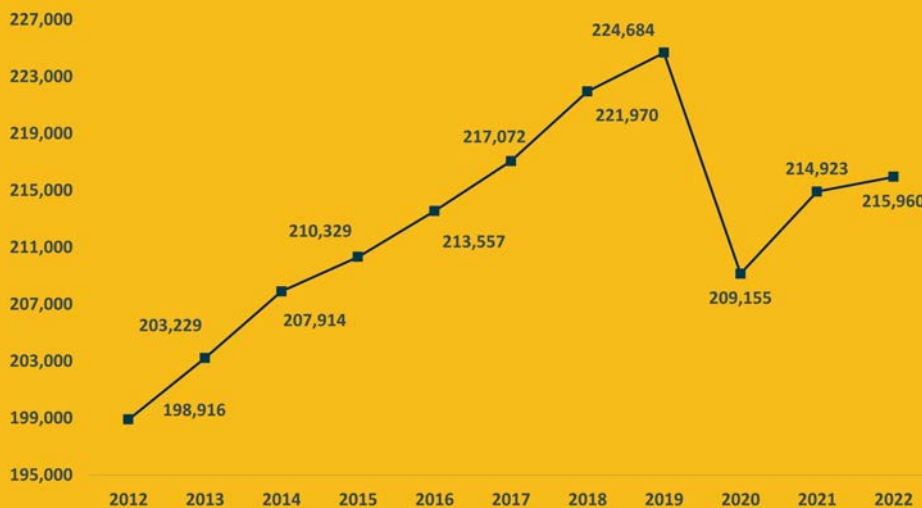
- KinderCare
- University of Michigan
- Stanford University
- Michigan State University
- Stride
- Chippewa Valley Schools
- Learning Care
- Rutgers University
- Wayne State University
- Eastern Michigan University

Job Postings by City

- Detroit: 1,321 Postings
- Ann Arbor: 730 Postings
- Lansing: 369 Postings
- Rochester: 320 Postings
- Flint: 297 Postings
- Dearborn: 279 Postings
- East Lansing: 259 Postings
- Troy: 243 Postings
- Southfield: 228 Postings
- Warren: 211 Postings

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

Employment Over Time
2012-2022



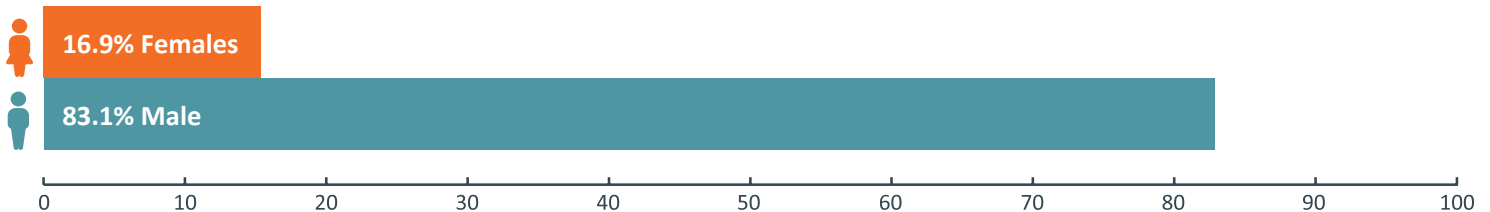
215,690 Energy Workers
0.5% Increase from 2021



Energy Worker Demographics

For Q1 2022, there were 215,690 workers in the energy occupation group. This group is primarily made up of males (83.1 percent) between the ages of 25 and 54 (70.3 percent), with 16.9 percent of workers identifying as female and 20.8 percent identifying as a racial minority. In this quarter, 4.9 percent of the workers in the occupation group are under the age of 25 compared to the 24.8 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

79.2% White | **9.4% Black or African-American** | **6.3% Asian**

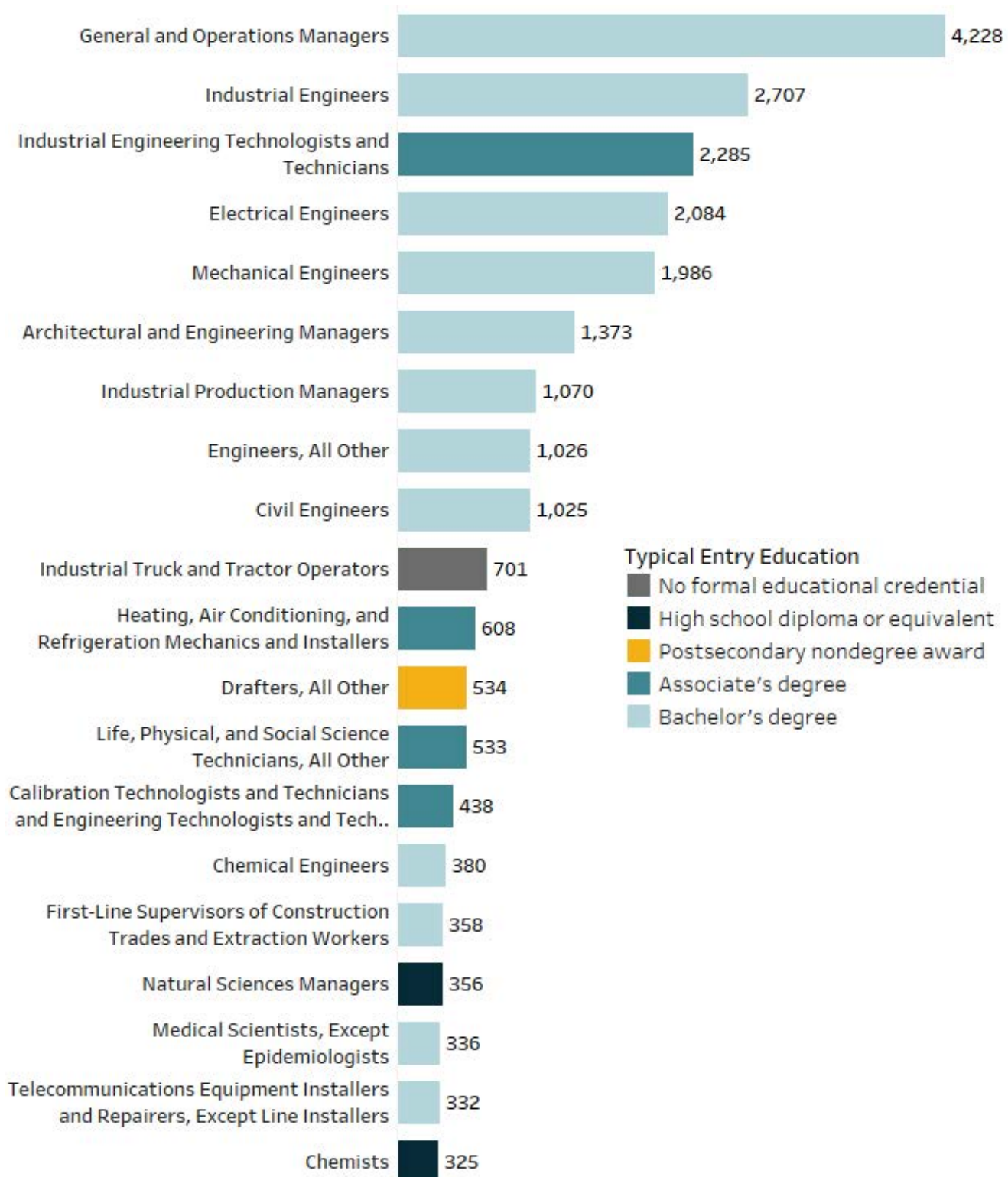
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw 27,244 unique postings for energy workers, an increase of 1,142 postings or 4.4 percent from Q4 2021. General and Operations Managers is the most sought-after occupation with 4,228 postings by energy industry employers. Industrial Engineers was in the second position with 2,707 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (2,285 postings), Electrical Engineers (2,084 postings), and Mechanical Engineers (1,986 postings).



The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Nine of the top ten energy occupations have median wages over \$25 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$52.19, or annual earnings of approximately \$108,552. 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 Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$21.30	\$32.58	\$52.19	\$79.79	\$110.79
17-2112	Industrial Engineers	\$31.82	\$37.68	\$46.35	\$56.09	\$63.82
17-3026	Industrial Engineering Technologists and Technicians	\$19.36	\$23.38	\$28.85	\$36.13	\$42.98
17-2071	Electrical Engineers	\$31.33	\$37.38	\$45.67	\$55.07	\$64.66
17-2141	Mechanical Engineers	\$31.74	\$36.71	\$45.14	\$56.18	\$65.58
11-9041	Architectural and Engineering Managers	\$48.10	\$56.09	\$67.19	\$79.77	\$93.03
11-3051	Industrial Production Managers	\$33.91	\$43.56	\$56.39	\$71.67	\$88.85
17-2199	Engineers, All Other	\$25.43	\$34.00	\$42.69	\$56.49	\$67.03
17-2051	Civil Engineers	\$26.38	\$30.60	\$37.35	\$45.80	\$53.53
53-7051	Industrial Truck and Tractor Operators	\$13.04	\$15.02	\$18.47	\$24.98	\$30.34

In-Demand Technical Skills

- Customer Support
- Mechanical Engineering
- Electrical Engineering
- New Product Development
- Auditing

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Commercial Driver's License (CDL)
- Licensed Professional Engineer
- Bachelor of Science in Business
- Six Sigma Black Belt Certification

In-Demand Education Level*

- High School Diploma: 19.8%
- Associate Degree: 9.0%
- Bachelor's Degree: 51.6%
- Master's Degree: 15.0%

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

Top Posting Employers

- General Motors
- GPAC
- ZF
- Actalent
- University of Michigan
- Ronin Staffing
- Ford
- Facebook
- Sentech Services
- Aerotek

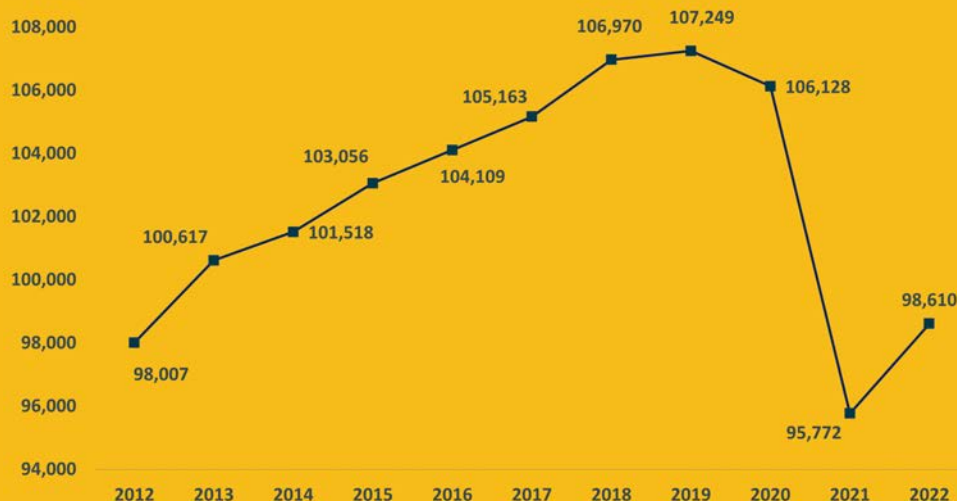
Job Postings by City

- Detroit: 4,291 Postings
- Lansing: 1,981 Postings
- Ann Arbor: 1,912 Postings
- Warren: 1,790 Postings
- Troy: 1,166 Postings
- Auburn Hills: 1,165 Postings
- Dearborn: 1,073 Postings
- Plymouth: 807 Postings
- Livonia: 806 Postings
- Sterling Heights: 773 Postings

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Jobs in the manufacturing industry can range from assembly and production, skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.

Employment Over Time
2012-2022



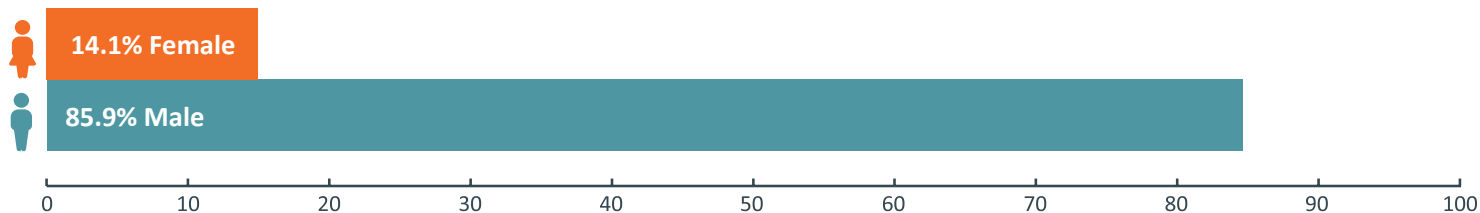
98,610 Engineers and Designers Workers
3.0% Increase from 2021



Engineers and Designers Worker Demographics

According to Q1 2022 Emsi data, the 98,610 workers in the engineering and design group are not particularly diverse. Just 5.0 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.1 percent of the current workforce and only 22.6 percent identify as a race other than white; as the labor force overall continues to change, this field would benefit from seeking a more diverse talent pool.

Worker Gender Demographics



Race and Ethnicity Demographics

77.4% White | 10.4% Asian | 7.5% Black or African-American

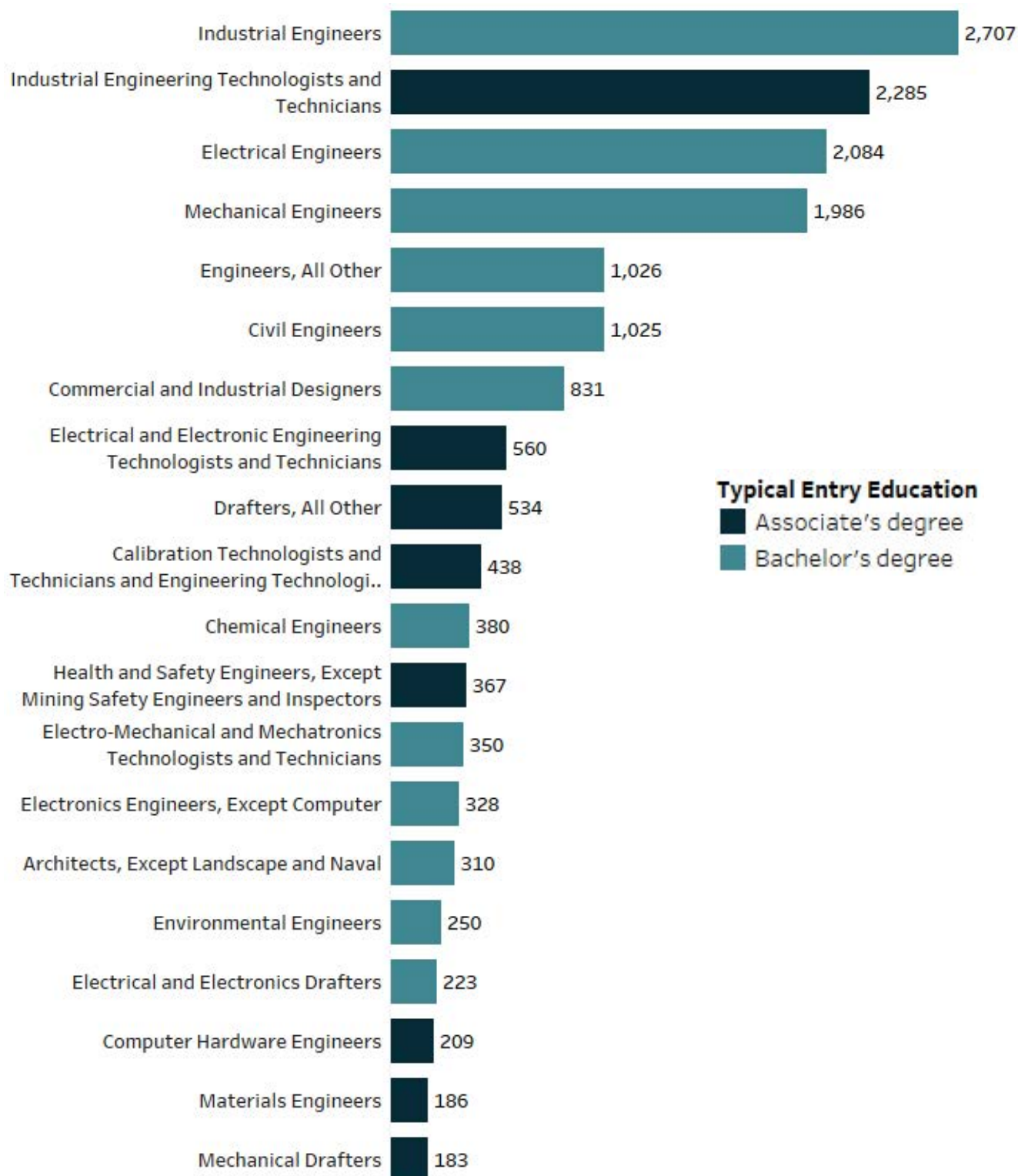
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for engineers and designers equaled 16,984 postings in Q1 2022. Industrial Engineers are the highest in-demand engineering and design occupation this quarter, having 2,707 postings. Industrial Engineering Technologists and Technicians garnered 2,285 postings, ranking second place within the occupation group. Six of the top ten in-demand occupations typically require a bachelor's degree, indicating the importance of higher education as a requirement to enter this occupation group.



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements required for these jobs. Median wages are above \$28 per hour across the top occupations, and the top posted engineering and design job, Industrial Engineers, offers a median hourly wage of \$46.35, equating to an annual salary of approximately \$96,417.30

Wage Overview for Top Posted Engineers and Designers Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2112	Industrial Engineers	\$31.82	\$37.68	\$46.35	\$56.09	\$63.82
17-3026	Industrial Engineering Technologists and Technicians	\$19.36	\$23.38	\$28.85	\$36.13	\$42.98
17-2071	Electrical Engineers	\$31.33	\$37.38	\$45.67	\$55.07	\$64.66
17-2141	Mechanical Engineers	\$31.74	\$36.71	\$45.14	\$56.18	\$65.58
17-2199	Engineers, All Other	\$25.43	\$34.00	\$42.69	\$56.49	\$67.03
17-2051	Civil Engineers	\$26.38	\$30.60	\$37.35	\$45.80	\$53.53
27-1021	Commercial and Industrial Designers	\$24.09	\$29.40	\$40.51	\$48.12	\$55.96
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.89	\$23.43	\$30.30	\$35.63	\$40.46
17-3019	Drafters, All Other	\$19.00	\$24.13	\$28.45	\$32.97	\$38.93
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$17.23	\$22.96	\$33.71	\$43.42	\$51.59

In-Demand Technical Skills

- Electrical Engineering
- Mechanical Engineering
- Customer Service
- New Product Development
- Computer-Aided Design

In-Demand Foundational Skills

- Communications
- Problem Solving
- Management
- Operations
- Leadership

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Six Sigma Black Belt Certification
- Engineer in Training
- Six Sigma Green Belt Certification

In-Demand Education Level*

- High School Diploma: 14.1%
- Associate Degree: 9.8%
- Bachelor's Degree: 59.0%
- Master's Degree: 17.7%

**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

- General Motors
- GPAC
- ZF
- Actalent
- Ford
- Ronin Staffing
- Advantage Resourcing
- Sentech Services
- The Bartech Group
- Iconma, L.L.C.

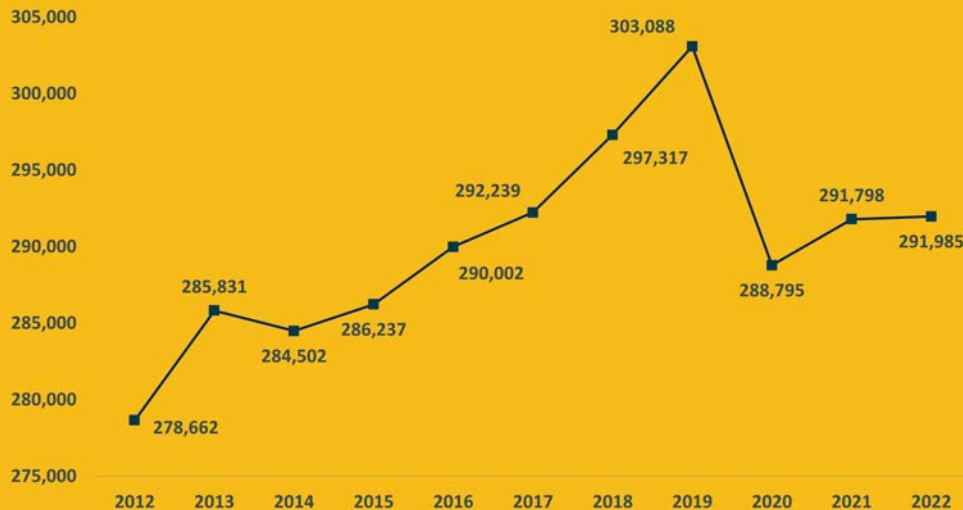
Job Postings by City

1. Detroit: 2,083 Postings
2. Warren: 1,495 Postings
3. Ann Arbor: 1,127 Postings
4. Auburn Hills: 1,042 Postings
5. Lansing: 871 Postings
6. Dearborn: 1,033 Postings
7. Troy: 858 Postings
8. Plymouth: 751 Postings
9. Novi: 549 Postings
10. Sterling Heights: 542 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

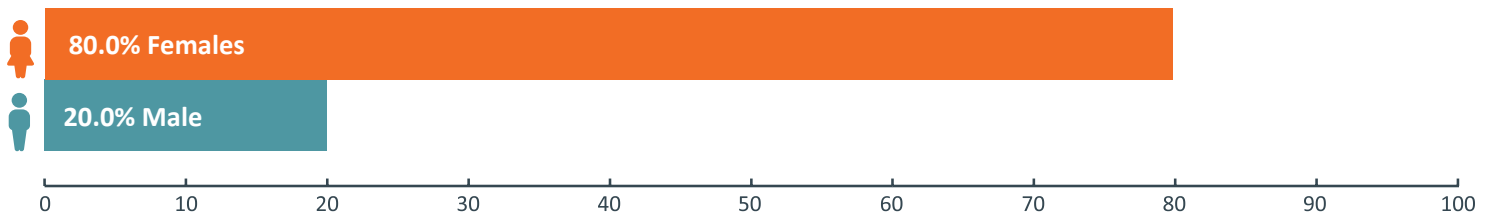


291,985
Healthcare
Workers
0.1% Increase
from 2021

Healthcare Worker Demographics

The healthcare occupation group employs around 291,985 workers, who are overwhelmingly female (80.0 percent) and between the ages of 25 and 54 (68.8 percent), although 22.6 percent of workers are 55 years of age or older. The racial composition of this group is somewhat more diverse than others, with 67.3 percent of workers identifying as white, 21.4 percent identifying as Black or African American, and 11.3 percent identifying otherwise.

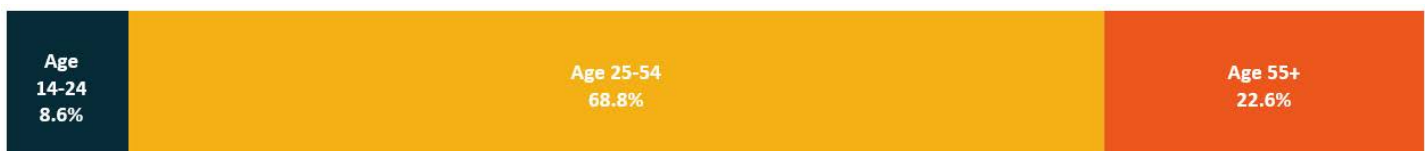
Worker Gender Demographics



Race and Ethnicity Demographics

67.3% White | 21.4% Black or African-American | 5.7% Hispanic or Latino

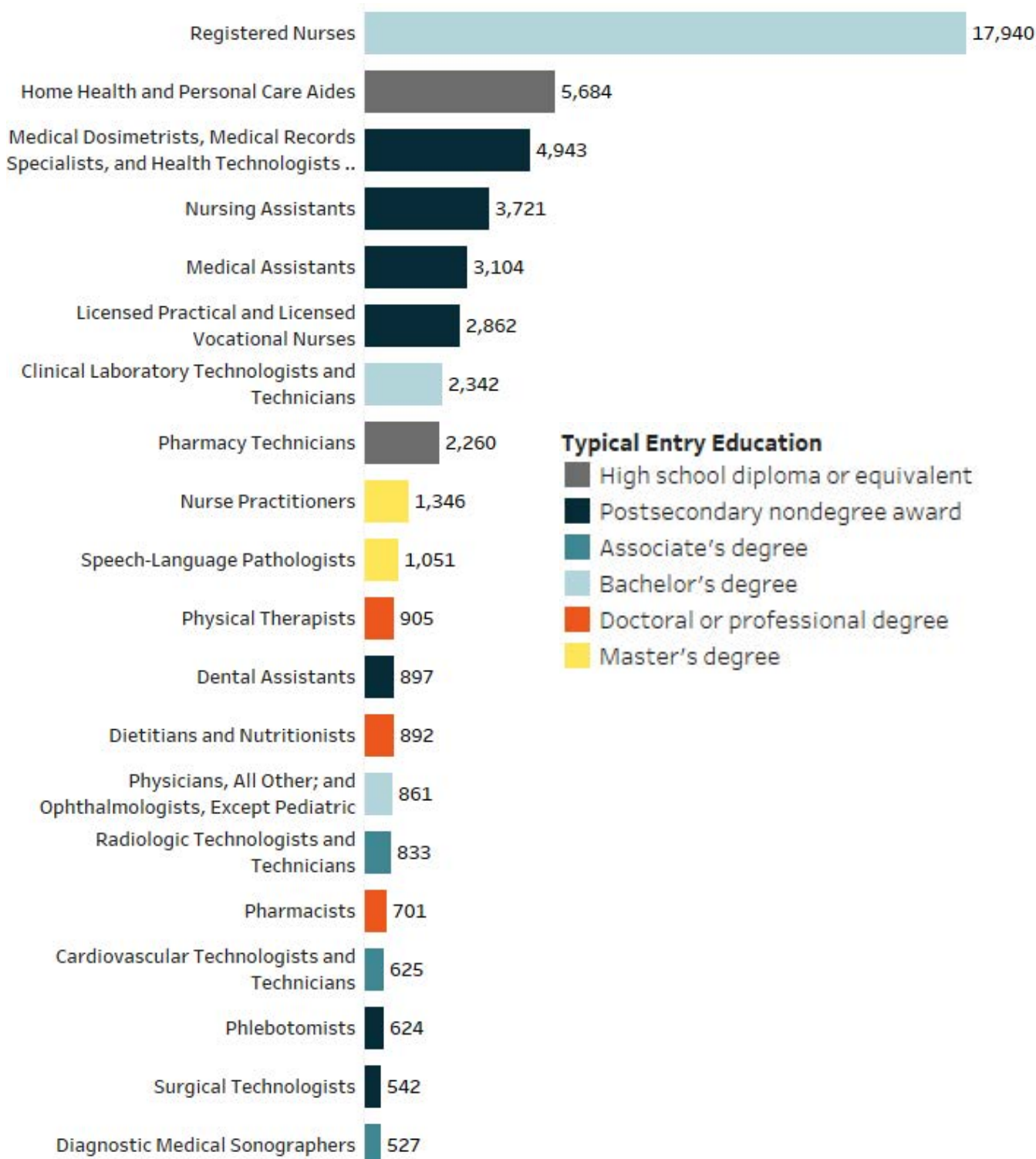
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Healthcare postings totaled 61,396 ads, an increase of 3,504 postings or 6.1 percent since Q4 2021. Registered Nurses, the perennial top in-demand healthcare occupation, had 17,940 postings this quarter. Home Health and Personal Care Aides, the second most demanded occupation, had 5,684 postings. Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other (4,943 postings), Nursing Assistants (3,721 postings), and Medical Assistants (3,104 postings) round out the top five demanded occupations this quarter.



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. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of \$21.73 per hour. Licensed Practical and Licensed Vocational Nurses, which require a Postsecondary nondegree award for entry, earn a median hourly wage of \$26.67 per hour or annual salary of about \$55,477.

Wage Overview for Top Posted Healthcare Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.37	\$31.20	\$36.46	\$42.31	\$48.65
31-1128	Home Health and Personal Care Aides	\$10.00	\$10.72	\$11.83	\$13.60	\$15.70
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$14.16	\$16.95	\$21.41	\$28.13	\$34.86
31-1131	Nursing Assistants	\$12.51	\$13.73	\$15.63	\$17.98	\$19.66
31-9092	Medical Assistants	\$13.17	\$14.81	\$17.03	\$19.11	\$21.40
29-2061	Licensed Practical and Licensed Vocational Nurses	\$20.67	\$23.54	\$26.67	\$29.43	\$31.42
29-2018	Clinical Laboratory Technologists and Technicians	\$14.95	\$18.24	\$26.07	\$33.46	\$38.27
29-2052	Pharmacy Technicians	\$11.20	\$13.33	\$16.50	\$19.68	\$22.99
29-1171	Nurse Practitioners	\$42.50	\$46.29	\$52.45	\$60.14	\$66.75
29-1127	Speech-Language Pathologists	\$25.10	\$32.15	\$37.90	\$46.06	\$53.60

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Customer Service
- Leadership
- Management
- Teaching

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Licensed Practical Nurse
- Bachelor of Science in Nursing (BSN)
- Certified Nursing Assistant
- Advanced Cardiovascular Life Support (ACLS) Certification

In-Demand Education Level*

- High School Diploma: 30.9%
- Associate Degree: 21.4%
- Bachelor's Degree: 18.2%
- Master's Degree: 6.8%

**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

- Henry Ford Health System
- Beaumont Health
- Ascension
- Trinity Health
- University of Michigan
- McLaren Healthcare
- Aya Healthcare
- Tenet Healthcare
- HCR ManorCare
- CareInHomes

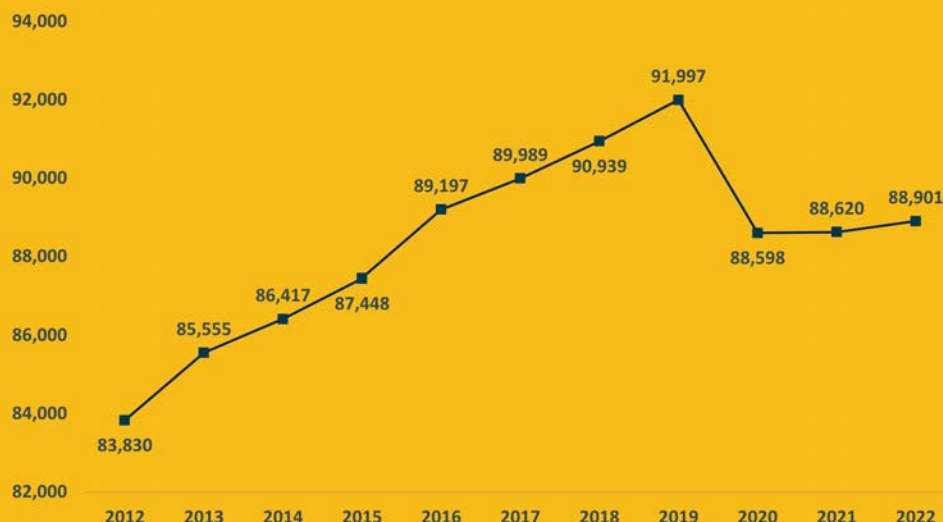
Job Postings by City

1. Detroit: 9,045 Postings
2. Ann Arbor: 4,287 Postings
3. Lansing: 2,544 Postings
4. Southfield: 1,918 Postings
5. Dearborn: 1,892 Postings
6. Warren: 1,865 Postings
7. Livonia: 1,714 Postings
8. Troy: 1,622 Postings
9. Pontiac: 1,610 Postings
10. Rochester: 1,368 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



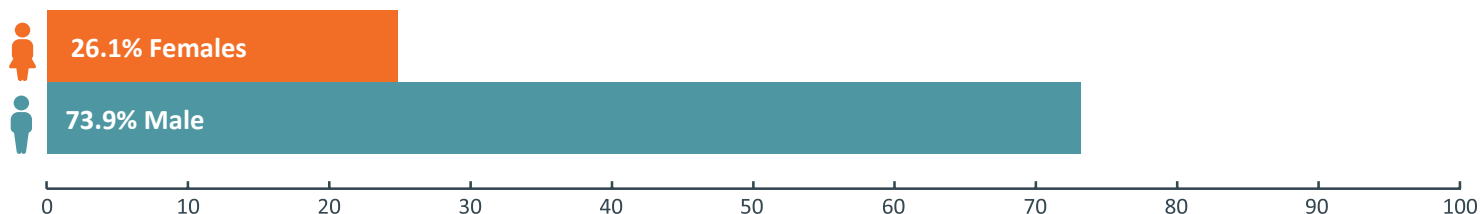
**88,901 Information
Technology
Workers**
**0.3% Increase
from 2021**



Information Technology Worker Demographics

In Q1 2022, the IT occupation group had 88,901 workers who are primarily male (73.9 percent). Roughly 77.8 percent of the workforce is between the ages of 25 and 54. Workers aged 55 years and older account for 16.9 percent, while only 5.3 percent are 24 years old or younger. Around 68.5 percent of the workforce identify as white, with workers who identify as Black or African American making up 9.5 percent of the workforce.

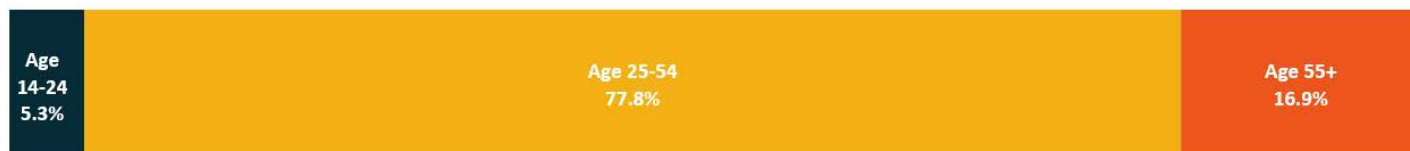
Worker Gender Demographics



Race and Ethnicity Demographics

68.5% White | 17.3% Asian | 9.5% Black or African-American

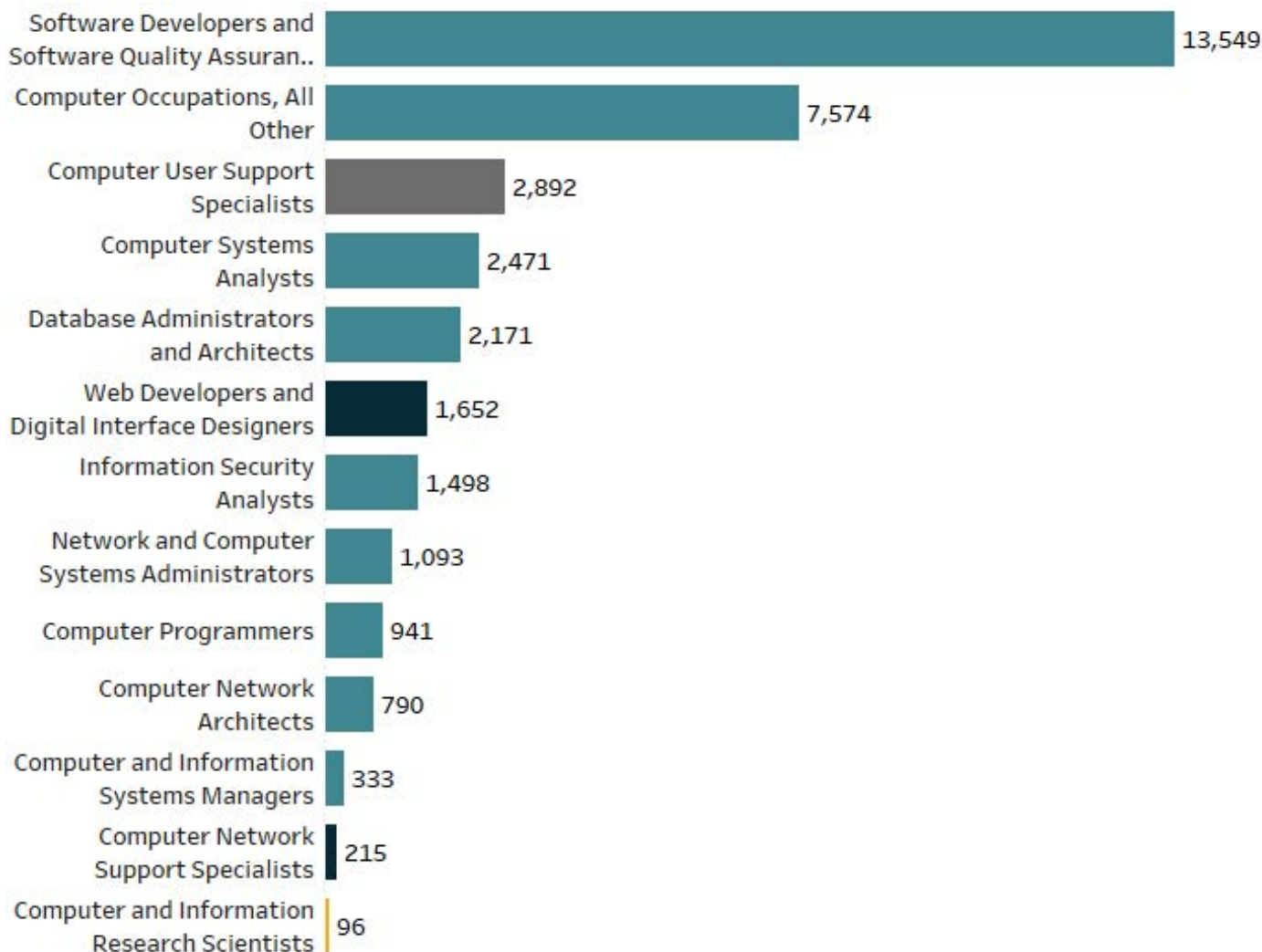
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

There were 35,275 postings for IT workers in Q1 2022, an increase of 2,312 postings or 7.0 percent since Q4 2021. Software Developers and Software Quality Assurance Analysts and Testers is the top demanded occupation this quarter, with 13,549 postings. Other top posted jobs include Computer Occupations, All Other (7,574 postings), Computer User Support Specialists (2,892 postings), Computer Systems Analysts (2,471 postings), and Database Administrators and Architects (2,171 postings).



Typical Entry Education

- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's 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 third most in-demand occupation, offers a median hourly wage of \$21.38 per hour or \$44,466 per year. Computer Network Architects earn the highest median wage at \$54.59 per hour or nearly \$113,549 per year. Other occupations that have fewer qualifications, such as Web Developers and Digital Interface Designers, make over \$34.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$27.58	\$34.84	\$44.27	\$55.17	\$64.79
15-1299	Computer Occupations, All Other	\$20.48	\$27.19	\$38.25	\$49.94	\$60.84
15-1232	Computer User Support Specialists	\$14.45	\$17.19	\$21.38	\$28.66	\$35.54
15-1211	Computer Systems Analysts	\$29.79	\$36.04	\$45.28	\$56.53	\$68.64
15-1245	Database Administrators and Architects	\$26.28	\$32.34	\$44.49	\$56.51	\$64.92
15-1257	Web Developers and Digital Interface Designers	\$17.22	\$24.60	\$34.33	\$43.64	\$53.41
15-1212	Information Security Analysts	\$28.58	\$36.14	\$46.24	\$57.48	\$67.62
15-1244	Network and Computer Systems Administrators	\$25.91	\$31.82	\$38.95	\$47.57	\$56.68
15-1251	Computer Programmers	\$20.77	\$25.36	\$36.10	\$47.12	\$57.77
15-1241	Computer Network Architects	\$30.17	\$42.17	\$54.59	\$66.25	\$78.28

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL
- Software Development
- Java

In-Demand Foundational Skills

- Communications
- Management
- Problem Solving
- Leadership
- Troubleshooting

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Secret Clearance
- Bachelor of Science in Business
- CompTIA Security+

In-Demand Education Level*

- High School Diploma: 6.4%
- Associate Degree: 6.6%
- Bachelor's Degree: 63.3%
- Master's Degree: 16.9%

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

Top Posting Employers

- General Motors
- General Dynamics
- Deloitte
- Cynet Systems
- TEKsystems
- Accenture
- University of Michigan
- Epitac
- Microsoft
- Salesforce

Job Postings by City

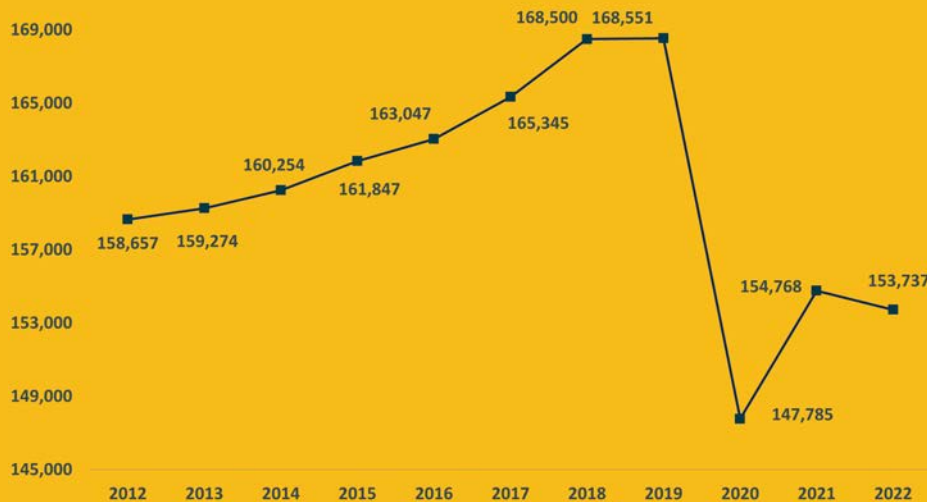
- Detroit: 8,682 Postings
- Lansing: 4,938 Postings
- Ann Arbor: 2,624 Postings
- Dearborn: 2,548 Postings
- Warren: 2,035 Postings
- Troy: 2,024 Postings
- Southfield: 1,558 Postings
- Auburn Hills: 1,468 Postings
- Farmington: 1,104 Postings
- Novi: 860 Postings

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

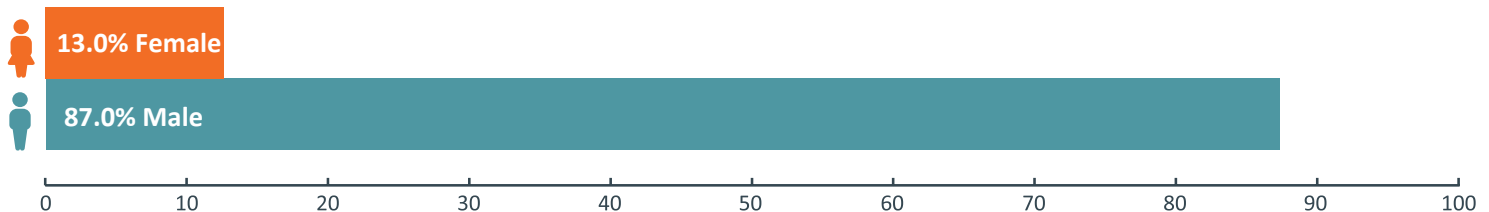


**153,737 Skilled
Trades Workers**
0.7% Decrease
from 2021

Skilled Trades Worker Demographics

The skilled trades occupation group employed 153,737 workers in southeast Michigan in Q1 2022. A majority of skilled trades workers are males (87.0 percent) between the ages of 25 and 54 (65.6 percent). The 55 and older age group, which accounts for 28.7 percent of the workforce, shows a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

77.9% White | **12.9% Black or African-American** | **2.9% Hispanic or Latino**

Worker Age Demographics

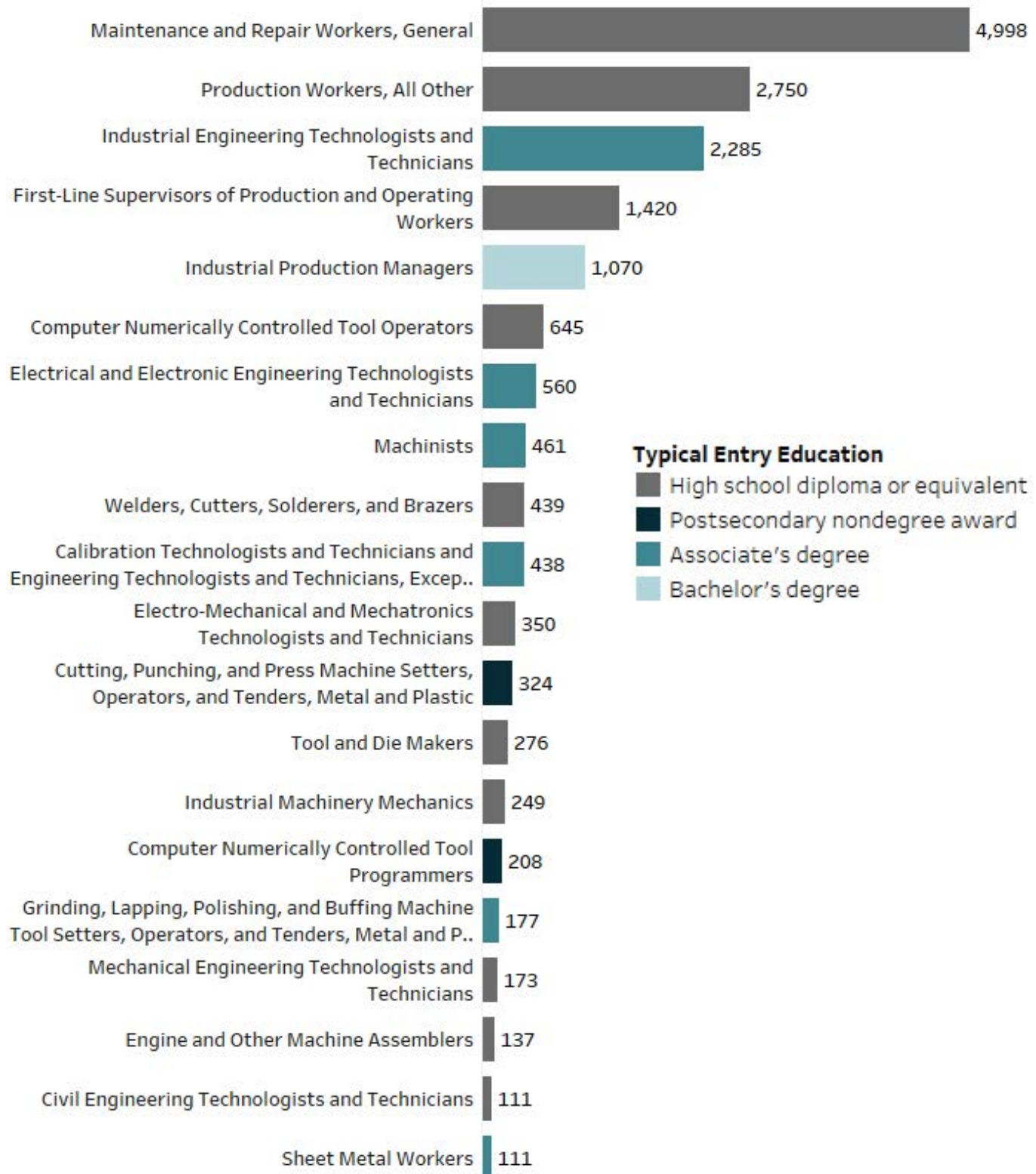


Data: Emsi | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Demand for Skilled Trades occupations totaled 18,048 postings in Q1 2022, down by 526 postings, or 2.8 percent from Q4 2021. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the first quarter, with 4,998 postings. Other top posted jobs include Production Workers, All Other (2,750 postings), Industrial Engineering Technologists and Technicians (2,285 postings), First-Line Supervisors of Production and Operating Workers (1,420 postings), and Industrial Production Managers (1,070 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand skilled trades occupations have median wages above the state median of \$21.73 per hour. Management and technician roles requiring additional education and training earn even more. Maintenance and Repair Workers, General, the top posted skilled trades job this quarter, offers a median hourly wage of \$18.21, or an annual salary of about \$37,878.

Wage Overview for Top Posted Skilled Trades Jobs in Q1 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	\$12.42	\$14.60	\$18.21	\$24.33	\$30.45
51-9199	Production Workers, All Other	\$10.51	\$11.95	\$14.46	\$19.02	\$25.33
17-3026	Industrial Engineering Technologists and Technicians	\$19.36	\$23.38	\$28.85	\$36.13	\$42.98
51-1011	First-Line Supervisors of Production and Operating Workers	\$19.32	\$24.41	\$32.36	\$41.66	\$52.05
11-3051	Industrial Production Managers	\$33.91	\$43.56	\$56.39	\$71.67	\$88.85
51-9161	Computer Numerically Controlled Tool Operators	\$12.94	\$15.05	\$19.43	\$25.84	\$30.73
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.89	\$23.43	\$30.30	\$35.63	\$40.46
51-4041	Machinists	\$14.24	\$17.43	\$22.12	\$28.02	\$33.29
51-4121	Welders, Cutters, Solderers, and Brazers	\$13.91	\$16.56	\$20.12	\$24.58	\$30.38
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$17.23	\$22.96	\$33.71	\$43.42	\$51.59

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

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

In-Demand Education Level*

- High School Diploma: 43.5%
- Associate Degree: 9.7%
- Bachelor's Degree: 12.3%
- Master's Degree: 1.9%

**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

- Sentech Services
- Aerotek
- General Motors
- Orchid Orthopedic Solutions
- McDonald's
- Kelly Services
- ManpowerGroup
- GPAC
- Nesco Resource
- Trillium

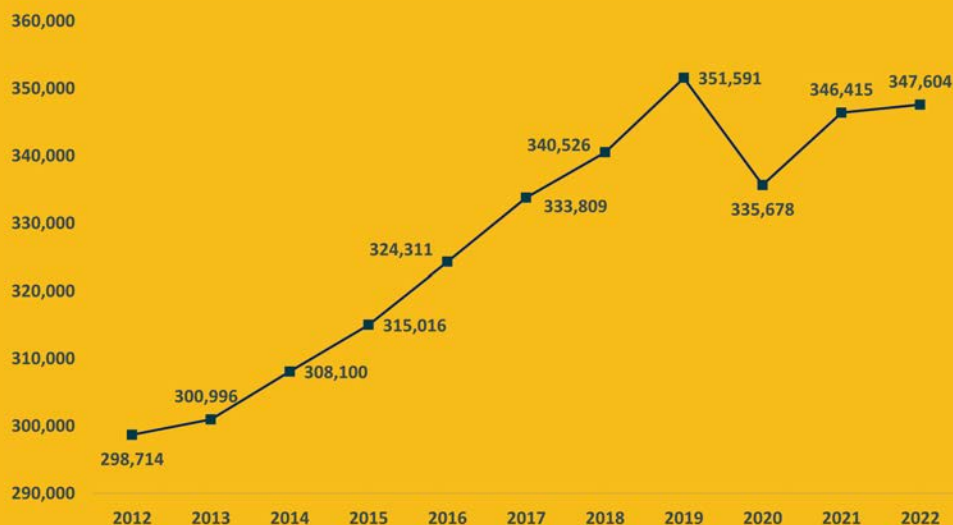
Job Postings by City

1. Detroit: 1,894 Postings
2. Lansing: 975 Postings
3. Warren: 834 Postings
4. Ann Arbor: 719 Postings
5. Sterling Heights: 633 Postings
6. Livonia: 602 Postings
7. Auburn Hills: 568 Postings
8. Troy: 558 Postings
9. Plymouth: 489 Postings
10. Novi: 380 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



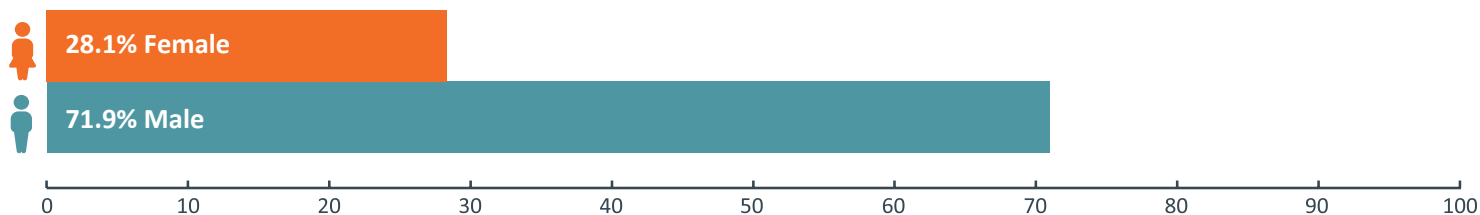
347,604 TDL Workers
0.3% Increase from 2021



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 347,604 individuals in the first quarter of 2022. These workers are 71.9 percent male and 70.8 percent white. A majority, or 63.5 percent, of the workforce is between the ages of 25 through 54 years of age.

Worker Gender Demographics



Race and Ethnicity Demographics

70.8% White | 19.3% Black or African-American | 4.9% Hispanic or Latino

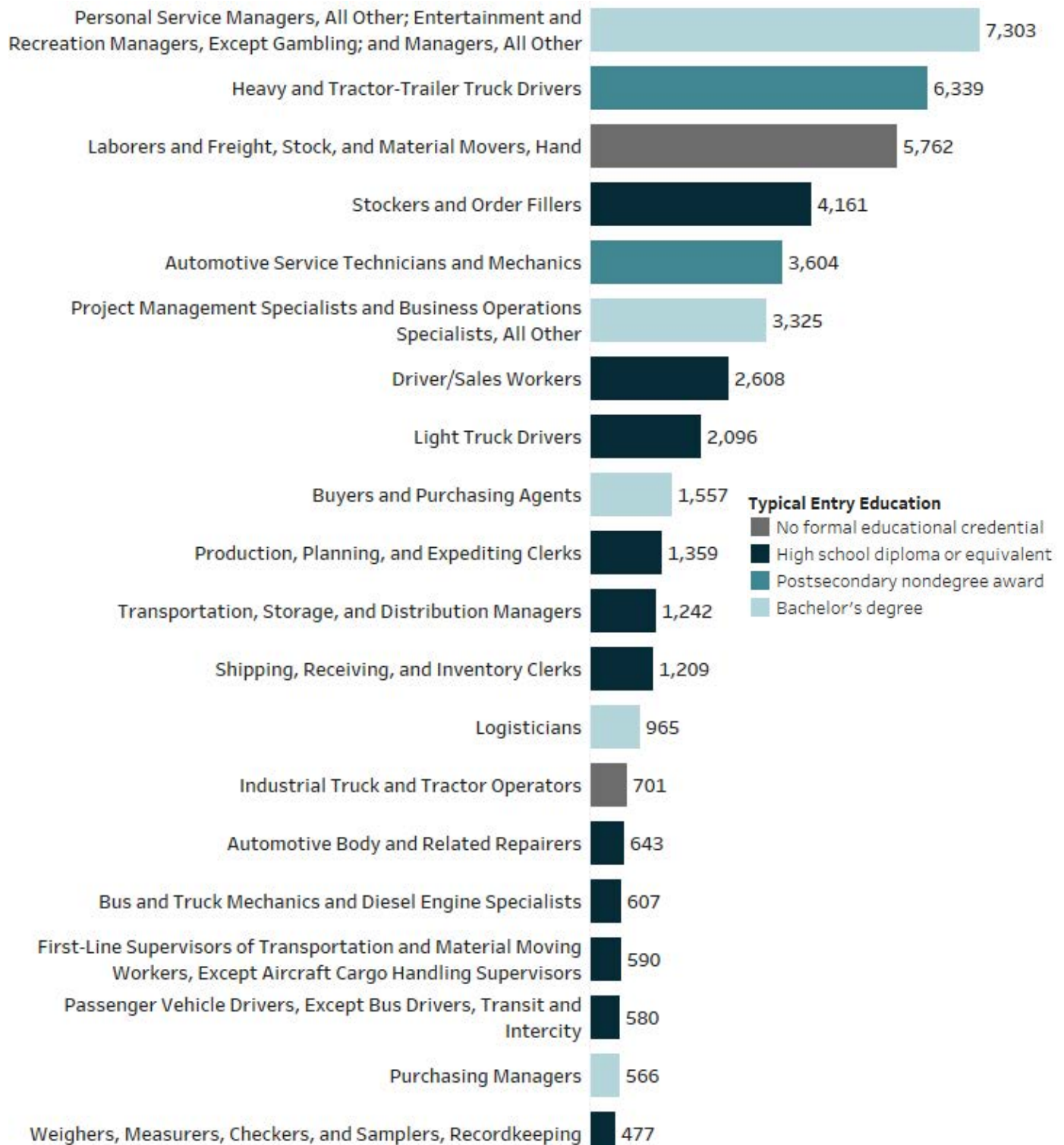
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 51,179 postings in Q1 2022, down 1.8 percent from 52,109 in Q4 2021. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other was the highest in-demand TDL occupation during the first quarter, with 7,303 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (6,339 postings), Laborers and Freight, Stock, and Material Movers, Hand (5,762 postings), Stockers and Order Fillers (4,161 postings), and Automotive Service Technicians and Mechanics (3,604 postings).



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand TDL occupations offer wages above the state median wage of \$21.73 per hour. Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, the top posted TDL job this quarter, earns a median hourly wage of \$54.50, or an annual salary of nearly \$113,351. Logistics roles that require additional education, such as Project Management Specialists and Business Operations Specialists, All Other, also offer higher wages.

Wage Overview for Top Posted TDL Jobs in Q1 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$29.40	\$40.40	\$54.50	\$69.22	\$86.47
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$13.97	\$17.47	\$22.07	\$26.49	\$31.28
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.17	\$12.89	\$15.35	\$19.00	\$23.15
53-7065	Stockers and Order Fillers	\$10.57	\$11.85	\$14.14	\$18.09	\$24.51
49-3023	Automotive Service Technicians and Mechanics	\$11.40	\$14.32	\$21.76	\$29.70	\$37.89
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$20.61	\$27.03	\$35.94	\$47.25	\$59.73
53-3031	Driver/Sales Workers	\$10.32	\$11.27	\$14.03	\$20.99	\$25.22
53-3033	Light Truck Drivers	\$10.93	\$12.62	\$18.05	\$26.32	\$35.73
13-1028	Buyers and Purchasing Agents	\$20.15	\$25.23	\$32.94	\$43.27	\$53.49
43-5061	Production, Planning, and Expediting Clerks	\$15.57	\$20.12	\$26.56	\$32.53	\$37.93

In-Demand Technical Skills

- Warehousing
- Customer Support
- Merchandising
- Purchasing
- Forklift Truck

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Project Management Professional Certification
- Bachelor of Science in Business
- Certified Forklift Operator
- Automotive Service Excellence (ASE) Certification

In-Demand Education Level*

- High School Diploma: 29.4%
- Associate Degree: 4.4%
- Bachelor's Degree: 22.6%
- Master's Degree: 5.5%

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

Top Posting Employers

- Amazon
- Kroger
- Meijer
- General Motors
- Walmart
- UPS
- Penske Automotive Group
- Roehl Transport
- Marten Transport
- Deloitte

Job Postings by City

1. Detroit: 6,796 Postings
2. Lansing: 3,209 Postings
3. Ann Arbor: 2,432 Postings
4. Warren: 2,166 Postings
5. Troy: 1,868 Postings
6. Livonia: 1,683 Postings
7. Sterling Heights: 1,416 Postings
8. Dearborn: 1,361 Postings
9. Romulus: 1,324 Postings
10. Auburn Hills: 1,190 Postings

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