

WIN

WORKFORCE
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LABOR MARKET REPORT WIN REGION

Q1 2023

January - March

INTRODUCTION

WIN Region

Q1 2023



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 2023 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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WIN Region

During the first quarter of 2023, the labor force and employment figures both declined slightly, while unemployment increased moderately from Q4 2022 in Southeast Michigan. The number of unemployed workers increased by 16.3 percent, with the size of the labor force also decreasing by 0.3 percent and the number of employed individuals decreasing by 0.9 percent. These trends demonstrate decreased hiring rates and suggest possible layoffs as COVID-19 recovery tapers off and more systemic economic uncertainty increases.

Overall employer demand for the occupation groups analyzed by WIN has decreased during Q1 2023. Posting decreases in the double digits were common, with only Healthcare, Agriculture, and Engineering and Design experiencing more modest decreases.

Annual Labor Market Information

The labor force in southeast Michigan declined in Q1 2023, losing 16,084 individuals from 2022, or 0.5 percent. Employment tracked proportionately to the labor force, reporting a decrease of 0.3 percent, or 9,223 fewer workers in the first quarter of 2023. The unemployment rate declined slightly during the same period for a rate of 4.0 percent.

Annual Labor Force, Employment, Unemployment Rate
2013–2023



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the first quarter of 2023, including posting information from January, February and March, showed a decrease in demand levels in Southeast Michigan, down by 25,942 postings or 11.6 percent since Q4 2022. Over the past year, postings have decreased by 53,627 compared with Q1 2022, down 21.4 percent.

Average Quarterly Posting Analysis WIN Region
Q4 2021 - Q1 2023



Data: Lightcast | Analysis: Workforce Intelligence Network

Key Findings

11.6%

Decrease in employer demand, a loss of 25,942 job postings from Q4 2022

Bachelor's Degree

Most in-demand minimum education level during Q1 2023.

In Q1 2023, employment totaled

2,904,369

a decrease of 26,621 workers since Q4 2022

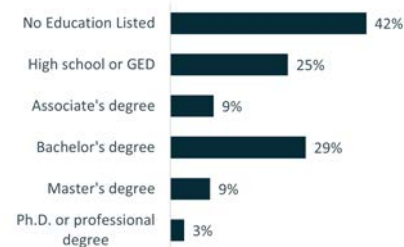
During Q1 2023, there were 328,796 unique job postings, 44,926 (12.0 percent) less than the 373,722 postings made during Q4 2022 in the 19-county WIN region. All occupation groups this quarter saw a decrease in postings, indicative of slowing demand in the region. The Customer Service Occupation group had the greatest demand with 83,943 unique postings. The top posted job titles include Registered Nurses, Retail Salespersons, Software Developers, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products and First-Line Supervisors of Retail Sales Workers. For more information about in-demand job postings, see page 7.

Of the 328,796 unique postings in the WIN Region during Q1 2023, nearly 83,700 (25.5 percent) required a high school diploma or equivalent, while 96,342 postings (29.3 percent) required a Bachelor's degree. An additional 38,324 postings (11.7 percent) required an advanced degree.

Top 11 Posting Occupation Groups Q1 2023



In-Demand Education Levels Q1 2023



The latest quarterly labor market data from southeast Michigan highlighted a mild contraction in both the labor force and employment. During Q1 2023, labor force figures were 0.3 percent lower (9,702 individuals) and employment is 0.9 percent lower (26,621 individuals) than in Q4 2022. The unemployment rate increased to 4.0 percent in Q1 2023, a 0.6 percentage point increase from Q4 2022. Concurrently, the labor force decreased by 0.8 percent from Q1 2022 while employment figures showed annual growth of 0.2 percent during the same time period. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	1st Quarter 2023	Change from 4th Quarter 2022	Percent Change from 4th Quarter 2022	Change from 1st Quarter 2022	Percent Change from 1st Quarter 2022
Labor Force	3,050,856	3,031,567	3,048,245	3,035,047	3,025,345	-9,702	-0.3%	-25,511	-0.8%
Employment	2,898,752	2,892,325	2,932,299	2,930,990	2,904,369	-26,621	-0.9%	5,617	0.2%
Unemployment	152,105	139,241	115,946	104,057	120,976	16,919	16.3%	-31,128	-20.5%
Unemployment Rate	5.0%	4.6%	3.8%	3.4%	4.0%	0.6%	na	-1.0%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Through the first quarter of 2023, the labor force in Southeast Michigan experienced decline. This may signal that COVID-19 economic recovery has peaked. The labor force is down by 16,084 individuals (0.5 percent) since 2022, while employment in the 19-county area decreased by 9,223 workers (0.3 percent). Despite these losses, unemployment demonstrated a net decrease of 6,861 individuals. The unemployment rate also decreased year-over-year, for a Q1 2023 unemployment rate of 4.0 percent.

Annual Labor Market Data
2013-2023

	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	2023 YTD	Change from 2022 to 2023	Percent Change from 2022 to 2023
Labor Force	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	3,041,429	3,025,345	-16,084	-0.5%
Employment	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	2,913,592	2,904,369	-9,223	-0.3%
Unemployment	253,021	210,500	153,690	142,610	127,053	119,297	118,484	310,174	140,856	127,837	120,976	-6,861	-5.4%
Unemployment Rate	9.3%	7.8%	5.7%	5.2%	4.5%	4.2%	4.2%	10.2%	4.8%	4.2%	4.0%	-0.2%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 3,154,713 people in the labor force, either working or looking for work in the 19-county WIN Region. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 31.9 percent for males and 26.3 percent for females. Overall, males in the county have a higher unemployment rate than females, with 6.8 percent and 6.3 percent respectively, for 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 13.2 percent. Native Hawaiian/Pacific Islander job seekers also have a more difficult time finding employment and have an unemployment rate of 8.7 percent. Asian job seekers have the lowest unemployment rate of 4.1 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	3,154,713	2,947,521	207,192	6.6%
Sex				
Male 16+	1,652,218	1,539,868	112,350	6.8%
16-19	67,816	54,478	13,338	19.7%
20-24	161,371	141,636	19,735	12.2%
25-54	1,038,291	977,277	61,014	5.9%
55-64	291,821	277,959	13,862	4.8%
65 Plus	92,919	88,518	4,401	4.7%
Female 16+	1,502,495	1,407,653	94,842	6.3%
16-19	72,131	60,912	11,219	15.6%
20-24	159,803	142,604	17,199	10.8%
25-54	930,175	878,280	51,895	5.6%
55-64	261,873	250,962	10,911	4.2%
65 Plus	78,513	74,895	3,618	4.6%
Race				
White	2,320,089	2,200,237	119,852	5.2%
Black / African American	530,206	460,196	70,010	13.2%
Native American	7,881	7,297	585	7.4%
Asian	142,133	136,339	5,793	4.1%
Native Hawaiian / Pacific Islander	761	695	66	8.7%
Some Other Race	37,336	33,778	3,557	9.5%
Two or More Races	118,824	107,948	10,876	9.2%
Ethnicity				
Hispanic	144,934	133,015	11,919	9.0%

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

POPULATION DEMOGRAPHICS

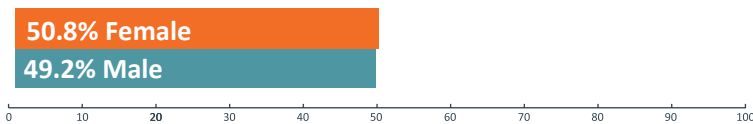
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, there were 6,288,901 people were living in the 19-county WIN Region. The sex of the populace was split almost evenly, with 50.8 percent of the population identifying as female, and the other 49.2 percent identifying as male. A majority of the population identified as white (68.3 percent) with the second largest number of individuals identifying as Black or African American (17.3 percent). The region is facing an aging populace; with 26.3 percent of the population over the age of 54, compared to 34.6 percent under the age of 25.

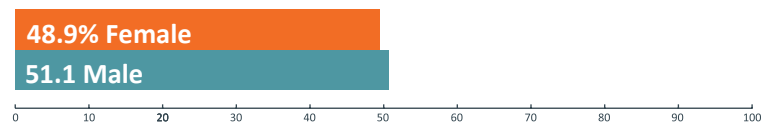
2023 Current Workforce

While the Census Bureau data lags by about two years, Lightcast uses predictive modeling to estimate workforce information. In Q1 2023, there were a total of 2,708,353 individuals working in Southeast Michigan. A slight majority were male (51.1 percent or 1,368,871 workers), while 48.9 percent (1,311,469 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.3 percent of the workforce, while African American or black workers accounted for 15.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.8 percent. Only 13.6 percent of workers were under the age of 25 compared to 23.3 percent over the age of 55, indicating an aging workforce in Southeast Michigan.

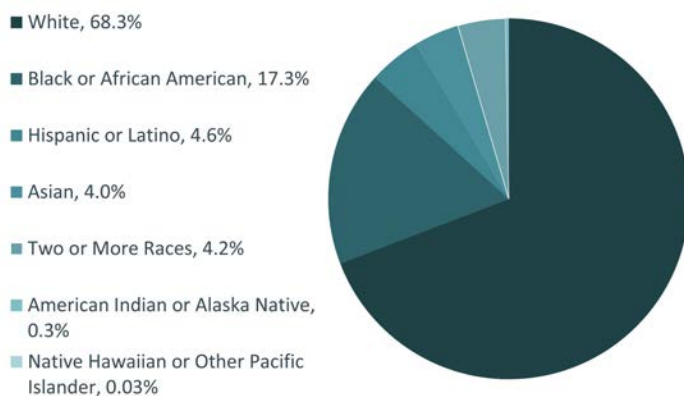
Population Gender Demographics



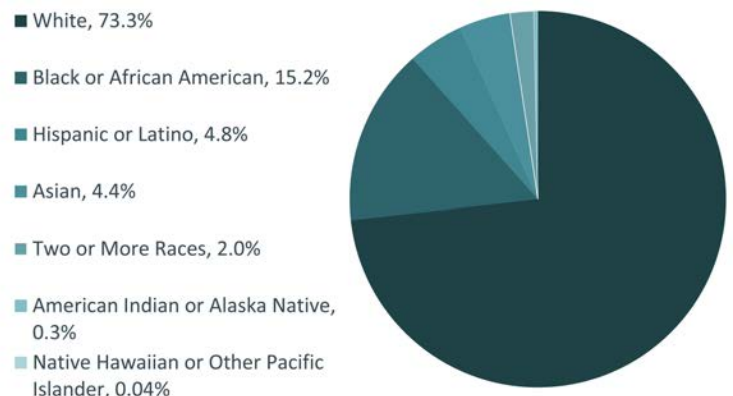
Workforce Gender Demographics



Population Race Demographics



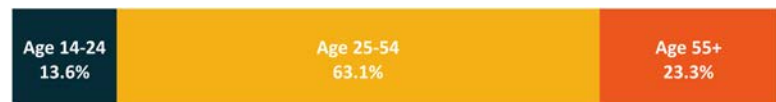
Workforce Race and Ethnicity Demographics



Population Age Demographics



Workforce Age Demographics



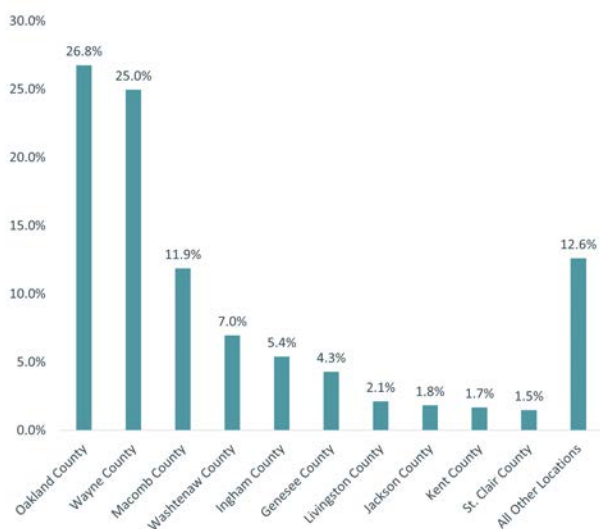
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

Data: Lightcast | Analysis: Workforce Intelligence Network

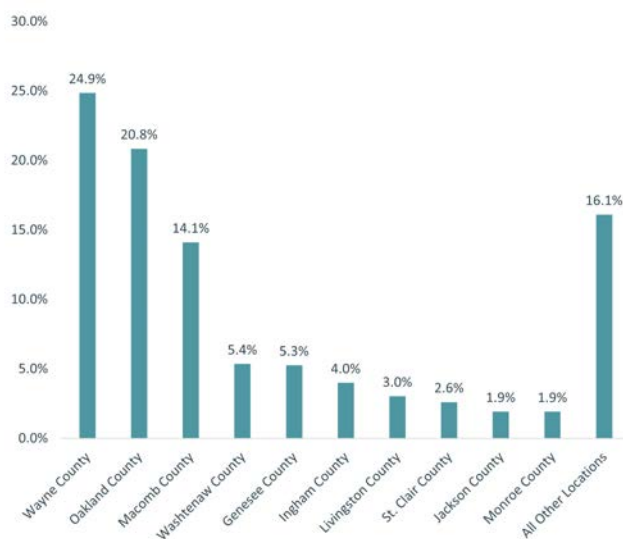
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the region's workforce consisted of 2,373,409 residents. There were 2,195,582 (92.5 percent) residents living and working within the 19-county region, while the remaining 178,827 residents (7.5 percent) traveled outside of the region for work. There were 2,386,183 workers employed in the region during 2020. Of those, 190,601 workers (8.0 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 importer 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, 2020
Analysis: Workforce Intelligence Network

Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

Job Postings by City

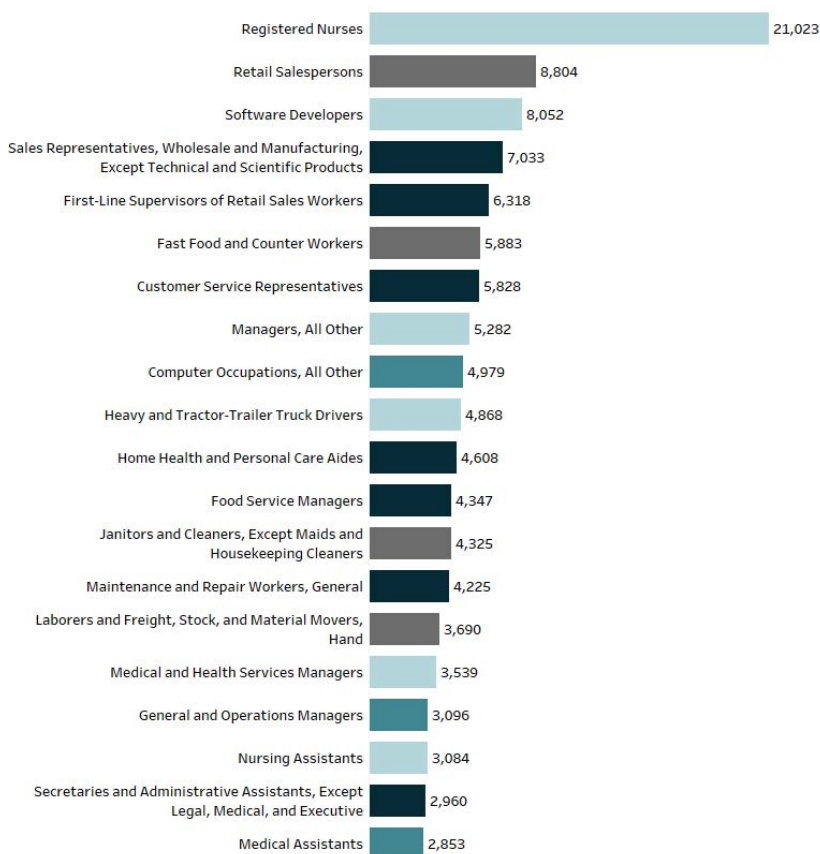
1. Detroit: 45,030 Postings
2. Lansing: 28,192 Postings
3. Ann Arbor: 21,851 Postings
4. Troy: 13,668 Postings
5. Southfield: 9,325 Postings
6. Warren: 8,786 Postings
7. Auburn Hills: 8,758 Postings
8. Dearborn: 8,730 Postings
9. Livonia: 8,217 Postings
10. Farmington: 7,763 Postings



TOP POSTED JOBS

Top Posted Jobs: Q1 2023

Registered Nurses was the highest in-demand occupation in the first quarter of 2023, with 21,023 online job postings and requires a Bachelor's degree for entry. Of the top ten overall in-demand occupations, only four require a bachelor's degree for entry. Retail Salesperson (8,804 postings) and Software Developers (8,052 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 (7,033 postings) and First-Line Supervisors of Retail Sales Workers (6,318 postings).

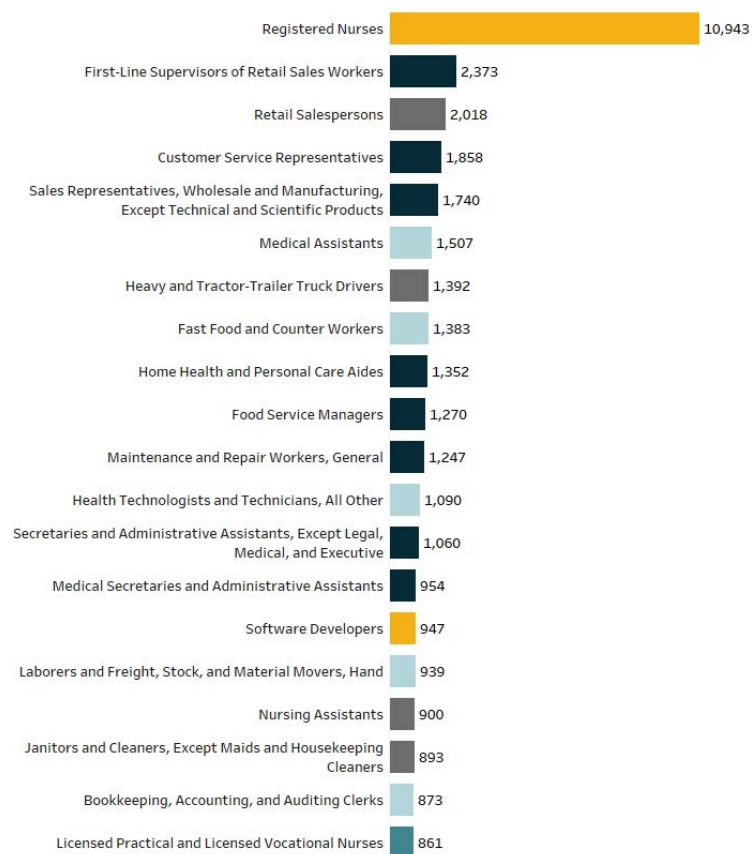


Typical Entry Education

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

Top Posted Entry-Level Jobs: Q1 2023

There were 89,095 online job ads open to individuals with zero to two years of previous work experience. Entry-level jobs such as Registered Nurses (10,943 postings) and First-Line Supervisors of Retail Sales Workers (2,373 postings) represent the top posted occupations for this experience level, and many reflect the overall top jobs. Half of the top 10 occupations require candidates to have a high school diploma or equivalent and only two required 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.



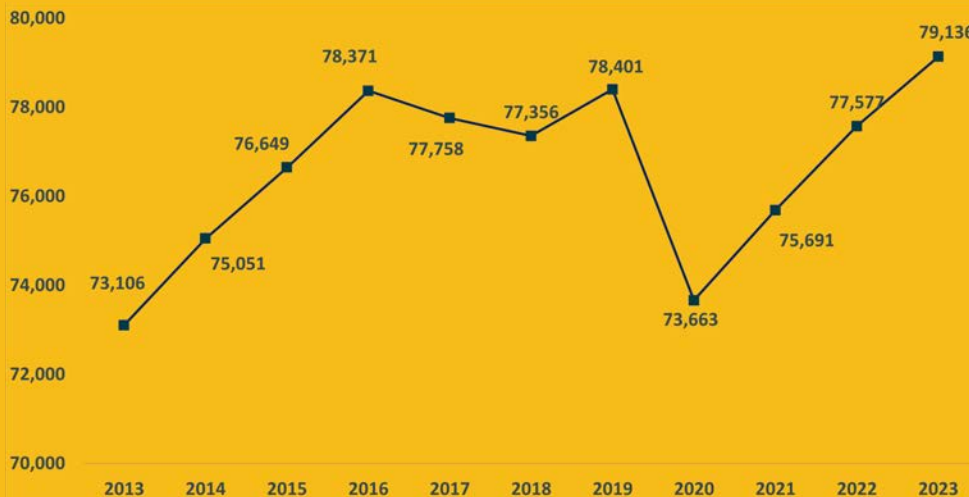
Typical Entry Education

- 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
2013-2023

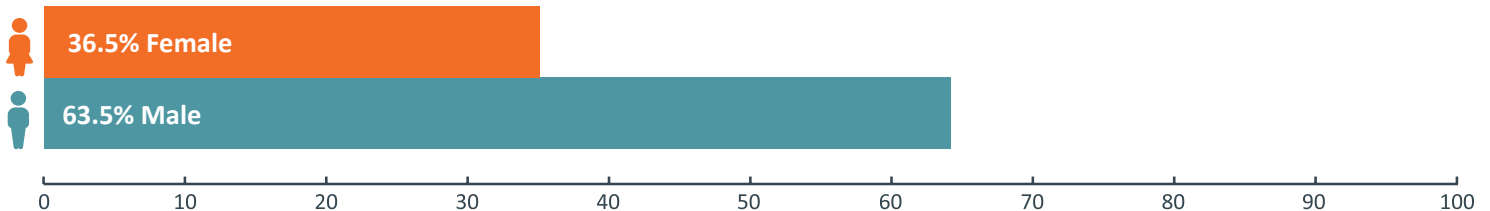


1,559
Agriculture
Workers
2.0% Increase
from 2022

Agriculture Worker Demographics

According to Q1 2023 Lightcast data, the 79,136 workers in agriculture occupations are not very diverse. A majority of workers are male (63.5 percent) between the ages of 25 and 54 (63.0 percent). Only 36.5 percent of agriculture workers identify as female, while 14.2 percent of workers were under the age of 25, compared to 22.8 percent of workers are age 55 or older.

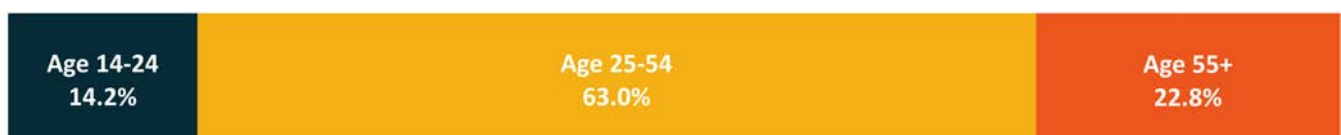
Worker Gender Demographics



Race and Ethnicity Demographics

76.4 % White | **7.5% Hispanic or Latino** | **10.9% Black or African-American**

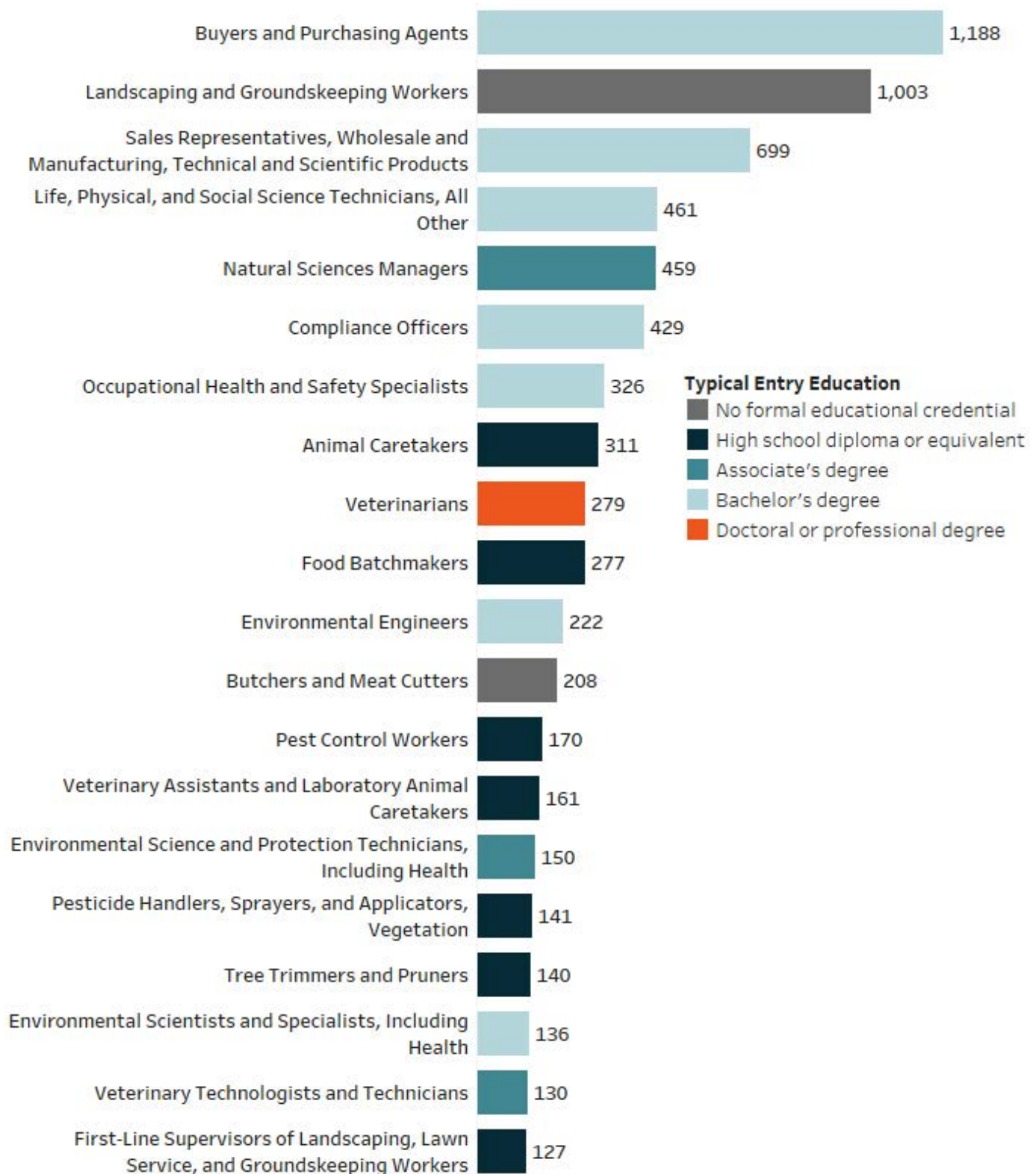
Worker Age Demographics



AGRICULTURE OCCUPATION GROUP

Top Posted Jobs

Agriculture postings totaled 7,990 ads during Q1 2023, a decrease of 784 postings or 8.9 percent since Q4 2022. With 1,188 online job postings, Buyers and Purchasing Agents are the top demanded occupation this quarter. Landscaping and Groundskeeping Workers (1,003 postings) and Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products (699 postings) were also in high demand during Q1. Other top posted occupations include Life, Physical, and Social Science Technicians, All Other (461 postings) and Natural Sciences Managers (459 postings).



AGRICULTURE OCCUPATION GROUP

Wage Overview

Of the top posted agriculture-related jobs, six of the top ten occupations in Q1 offer median wages of more than \$30 per hour. The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$32.56, which translates to annual earnings of approximately \$67,724. With such a broad array of skill sets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$22.36	\$24.34	\$32.56	\$45.08	\$51.51
37-3011	Landscaping and Groundskeeping Workers	\$11.82	\$14.13	\$14.92	\$18.36	\$22.59
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$23.86	\$35.33	\$48.43	\$66.43	\$80.38
19-4099	Life, Physical, and Social Science Technicians, All Other	\$13.62	\$15.37	\$20.65	\$27.18	\$33.73
11-9121	Natural Sciences Managers	\$41.33	\$48.21	\$57.90	\$77.30	\$103.61
13-1041	Compliance Officers	\$19.75	\$25.15	\$33.98	\$46.93	\$49.41
19-5011	Occupational Health and Safety Specialists	\$24.05	\$30.22	\$37.99	\$47.09	\$50.94
39-2021	Animal Caretakers	\$11.07	\$11.51	\$12.88	\$14.86	\$18.23
29-1131	Veterinarians	\$29.36	\$38.33	\$48.34	\$60.07	\$77.34
51-3092	Food Batchmakers	\$13.08	\$14.16	\$15.49	\$18.82	\$22.79

In-Demand Technical Skills

- Purchasing
- Auditing
- Landscaping
- Procurement
- Mowing

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Sales
- Operations

In-Demand Certifications

- Commercial Driver's License (CDL)
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Registered Nurse (RN)
- Pesticide Applicator License

In-Demand Education Level*

- High school or GED: 22.8%
- Associate degree: 6.5%
- Bachelor's degree: 36.7%
- Master's degree: 7.8%

**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
- Carrols Restaurant Group
- State Of Michigan
- Icon Medical Imaging
- The Davey Tree Expert Company
- Banfield Pet Hospital
- TruGreen
- Aston Carter
- Michigan Department Of Labor And Economic Opportunity (leo)
- Michigan State University

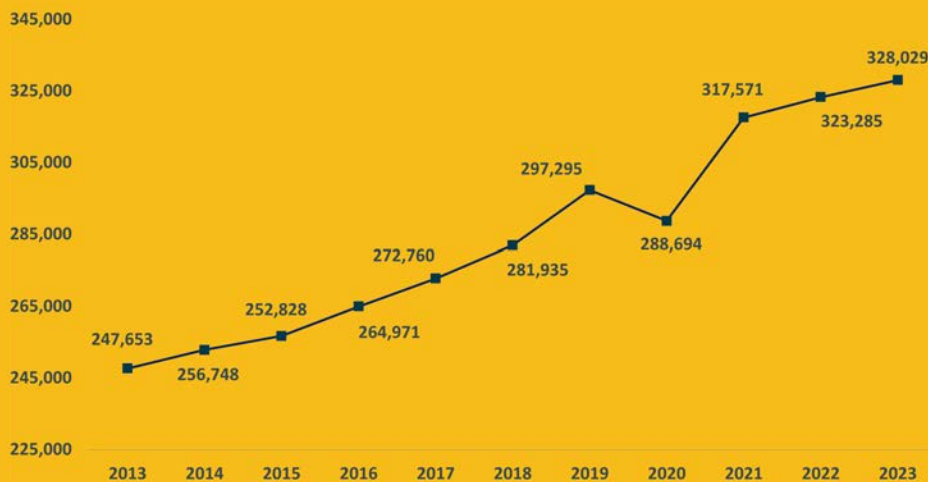
Job Postings by City

1. Detroit: 987 Postings
2. Lansing: 859 Postings
3. Ann Arbor: 721 Postings
4. Troy: 292 Postings
5. Auburn Hills: 266 Postings
6. Farmington: 214 Postings
7. Novi: 202 Postings
8. Southfield: 185 Postings
9. Livonia: 181 Postings
10. Warren: 179 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 34,800 job openings annually.

Employment Over Time
2013-2023



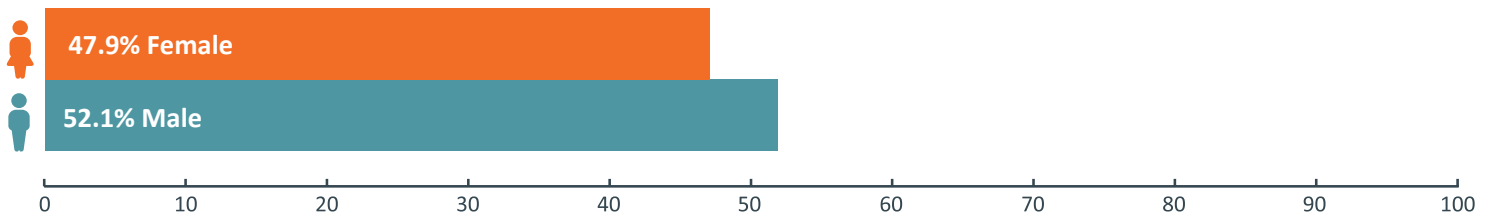
**4,744 Business
and Finance
Workers**
1.5% Increase
from 2022



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 328,029 workers. Almost half the working population identify as female (47.9 percent), however 80.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 24.8 percent age 55 and older. In some ways, this indicates an aging business and finance workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

80.3% White | **10.3% Black or African-American** | **4.3% Asian**

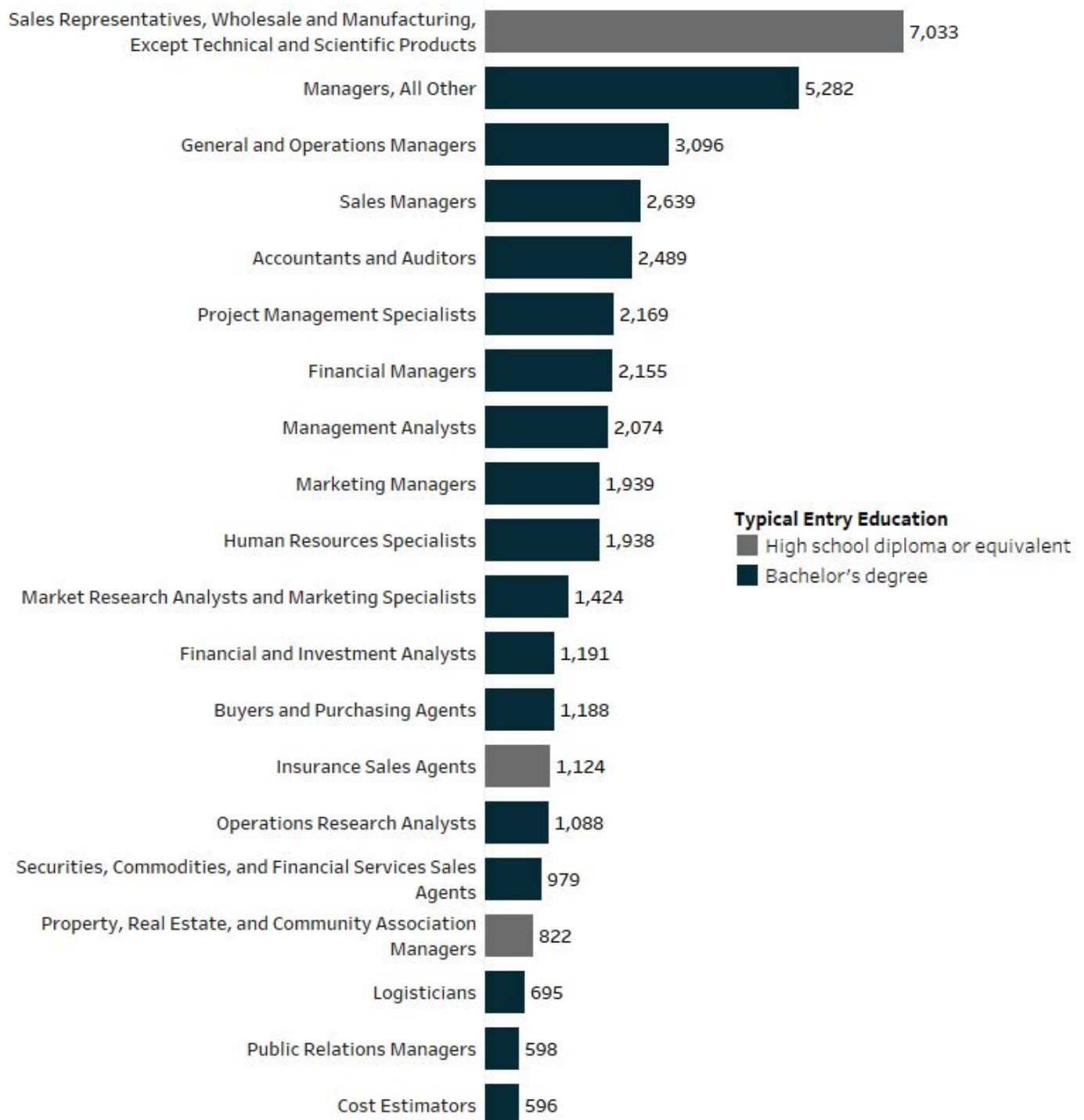
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 49,355 business and finance postings during Q1 2023, a decrease of 7,766 postings or 13.6 percent since Q4 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation, with 7,033 postings. Managers, All Other (5,282 postings) is the second highest demanded occupation, while General and Operations Managers (3,096 postings), Sales Managers (2,639 postings), and Accountants and Auditors (2,489) 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 Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$30.89, translating to annual earnings of approximately \$64,251. Six of the top ten business occupations offer median wages over \$44 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.50	\$22.49	\$30.89	\$45.52	\$61.63
11-9199	Managers, All Other	\$25.46	\$37.27	\$52.37	\$64.39	\$80.11
11-1021	General and Operations Managers	\$22.48	\$30.30	\$48.14	\$74.43	\$103.22
11-2022	Sales Managers	\$31.14	\$45.76	\$61.30	\$80.61	\$112.24
13-2011	Accountants and Auditors	\$23.17	\$28.73	\$36.16	\$46.36	\$57.99
13-1082	Project Management Specialists	\$25.09	\$31.06	\$44.41	\$58.72	\$63.83
11-3031	Financial Managers	\$37.33	\$47.10	\$60.14	\$78.07	\$110.78
13-1111	Management Analysts	\$24.61	\$30.77	\$39.26	\$50.23	\$63.94
11-2021	Marketing Managers	\$31.52	\$46.13	\$60.86	\$78.62	\$106.03
13-1071	Human Resources Specialists	\$19.03	\$23.44	\$29.76	\$37.96	\$46.81

In-Demand Technical Skills

- Marketing
- Accounting
- Finance
- Auditing
- Sales Prospecting

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Customer Service

In-Demand Certifications

- Master Of Business Administration (MBA)
- Certified Public Accountant
- Project Management Professional Certification
- Security Clearance
- Certified Internal Auditor

In-Demand Education Level*

- High school or GED: 17.1%
- Associate degree: 7.9%
- Bachelor's degree: 59.8%
- Master's degree: 12.9%

**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

- University Of Michigan
- Deloitte
- Robert Half
- State Farm
- State Of Michigan
- Comerica
- CBRE
- PricewaterhouseCoopers
- Altitude Development Group
- KPMG

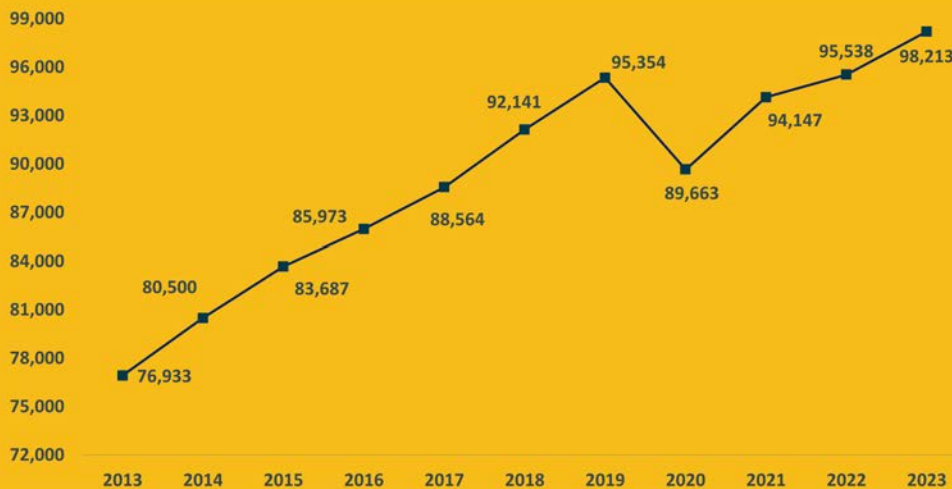
Job Postings by City

- Detroit: 9,612 Postings
- Lansing: 6,286 Postings
- Ann Arbor: 3,602 Postings
- Troy: 2,706 Postings
- Southfield: 1,914 Postings
- Auburn Hills: 1,488 Postings
- Farmington: 1,299 Postings
- Novi: 1,178 Postings
- Livonia: 1,134 Postings
- Dearborn: 1,121 Postings

CONSTRUCTION OCCUPATION GROUP

Jobs in the WIN construction occupation group are associated with 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 12,200 annual job openings and posting data provides a glimpse into employer needs.

Employment Over Time
2013-2023



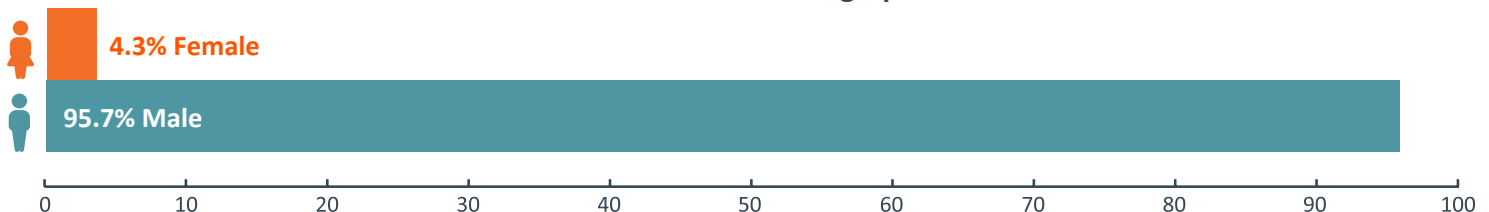
2,675
Construction
Workers
2.8% Increase
from 2022



Construction Worker Demographics

According to Q1 2023 Lightcast data, the construction occupation group is not very diverse, despite having over 98,000 workers. A large majority of workers are male (95.7 percent) between the ages of 25 and 54 (68.3 percent). Only 4.3 percent of construction workers identify as women, while 11.3 percent of workers were under the age of 25, compared to 20.4 percent of workers who are age 55 or older.

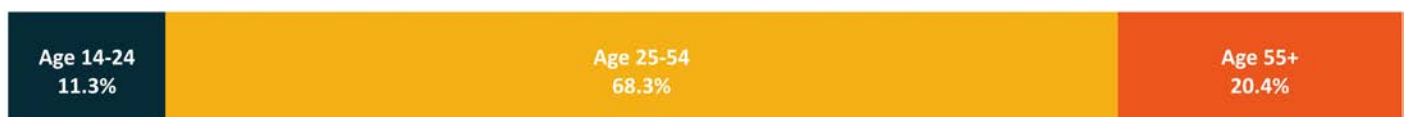
Worker Gender Demographics



Race and Ethnicity Demographics

83.2% White | **7.6% Hispanic or Latino** | **6.6% Black or African-American**

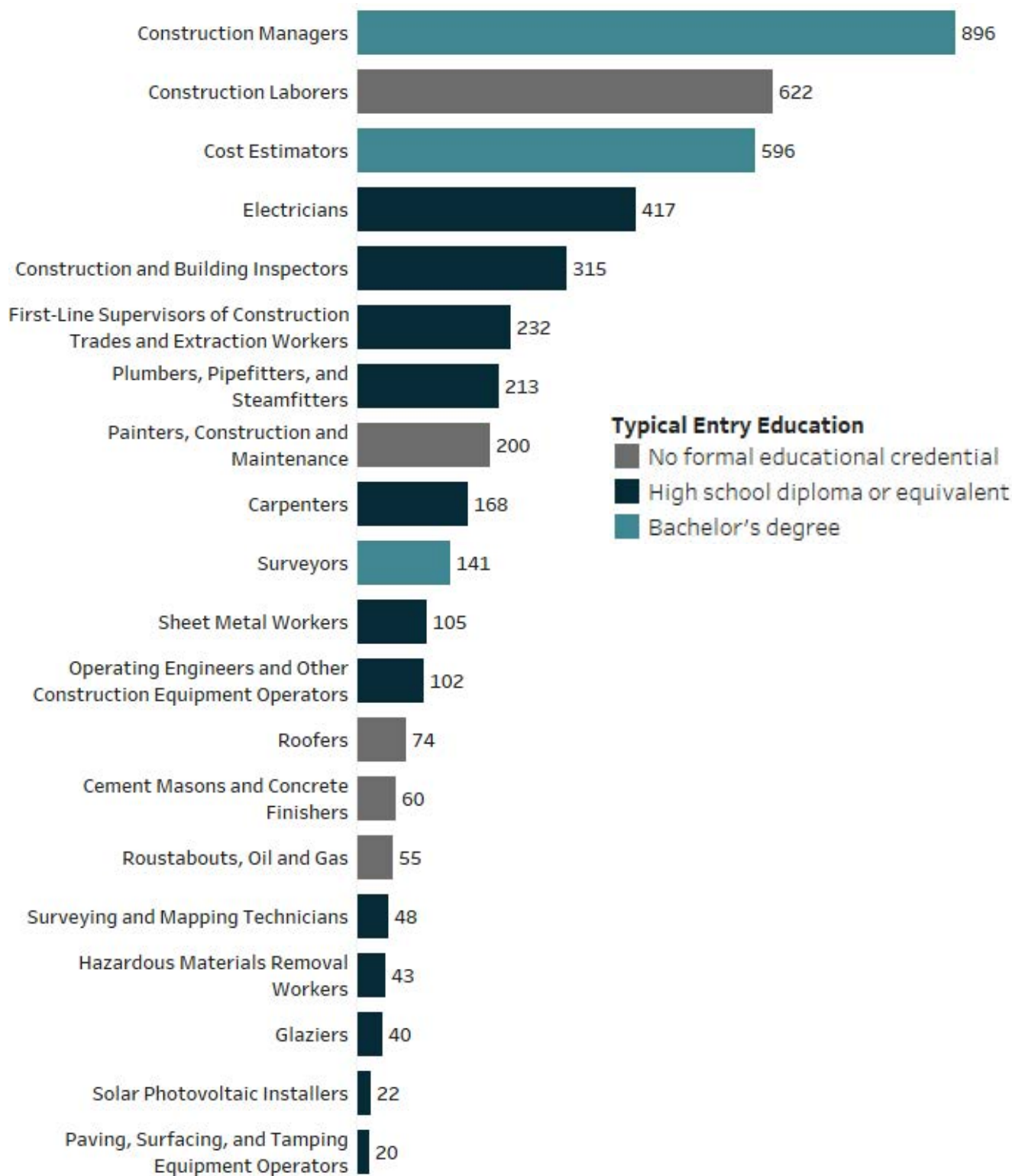
Worker Age Demographics



CONSTRUCTION OCCUPATION GROUP

Top Posted Jobs

The construction occupation group had 4,627 postings in Q1 2023, a decrease of 1,136 postings or 19.7 percent since Q4 2022. Construction Managers is the top-posted occupation during the quarter, with 896 postings. Other top posted jobs include Construction Laborers (622 postings), Cost Estimators (596 postings), Electricians (417 postings), and Construction and Building Inspectors (315 postings).



CONSTRUCTION OCCUPATION GROUP

Wage Overview

The top posted construction job, Construction Managers, offers a median wage of \$48.71 per hour or \$101,316 per year. Six of the top ten occupations offer median wages of more than \$30.00 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 \$35.46 per hour or \$73,757 annually.

Wage Overview for Top Posted Construction Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9021	Construction Managers	\$29.94	\$37.82	\$48.71	\$61.43	\$77.59
47-2061	Construction Laborers	\$14.47	\$17.44	\$21.68	\$23.81	\$28.58
13-1051	Cost Estimators	\$18.59	\$23.87	\$32.88	\$44.57	\$58.03
47-2111	Electricians	\$18.09	\$23.56	\$35.32	\$38.92	\$44.23
47-4011	Construction and Building Inspectors	\$15.44	\$20.06	\$28.62	\$31.49	\$38.11
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$23.46	\$28.96	\$35.98	\$45.08	\$49.36
47-2152	Plumbers, Pipefitters, and Steamfitters	\$17.71	\$23.27	\$35.46	\$38.96	\$45.59
47-2141	Painters, Construction and Maintenance	\$14.55	\$17.45	\$22.22	\$24.21	\$28.82
47-2031	Carpenters	\$17.50	\$19.21	\$23.92	\$29.78	\$36.11
17-1022	Surveyors	\$22.70	\$28.07	\$30.54	\$38.11	\$46.97

In-Demand Technical Skills

- Construction
- Subcontracting
- Construction Management
- Painting
- Hand Tools

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Problem Solving

In-Demand Certifications

- Commercial Driver's License (CDL)
- 30-Hour OSHA General Industry Card
- Project Management Professional Certification
- Cardiopulmonary Resuscitation (CPR) Certification
- 10-Hour OSHA General Industry Card

In-Demand Education Level*

- High school or GED: 26.7%
- Associate degree: 7.2%
- Bachelor's degree: 22.6%
- Master's degree: 2.4%

**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
- Tradesmen International
- Aerotek
- Actalent
- Black & Veatch
- CDM Smith
- State Of Michigan
- ICF International
- CyberCoders
- Walbridge

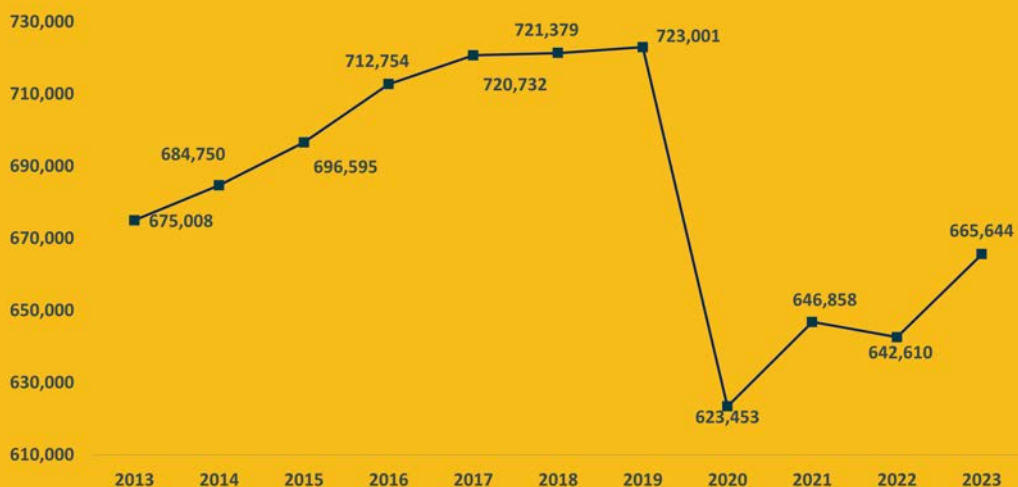
Job Postings by City

- Detroit: 908 Postings
- Lansing: 390 Postings
- Ann Arbor: 220 Postings
- Livonia: 195 Postings
- Warren: 162 Postings
- Novi: 142 Postings
- Sterling Heights: 138 Postings
- Troy: 123 Postings
- Pontiac: 110 Postings
- Farmington: 109 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
2013-2023

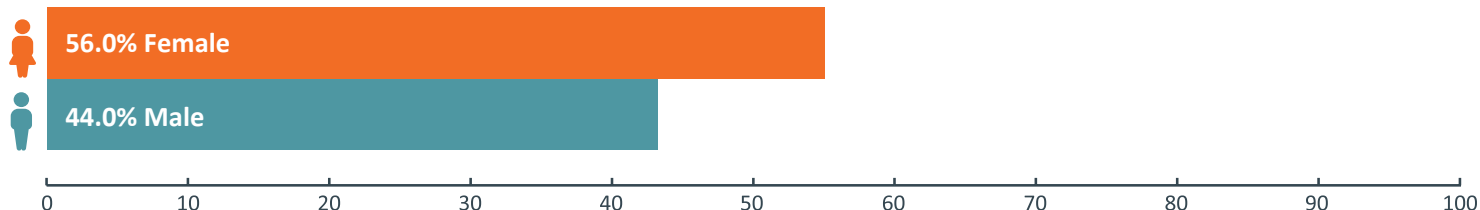


23,034
Customer
Service Workers
3.6% Increase
from 2022

Customer Service Worker Demographics

In Q1 2023, there were 665,644 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During the quarter, 56.0 percent of workers identified as female, while 27.1 percent of workers in customer service identified as a racial minority. Almost a quarter of the customer service workers (25.9 percent) were under the age of 25, as compared to the 55 and older age group which was 20.7 percent.

Worker Gender Demographics



Race and Ethnicity Demographics

72.9% White | **15.6% Black or African-American** | **5.3% Hispanic or Latino**

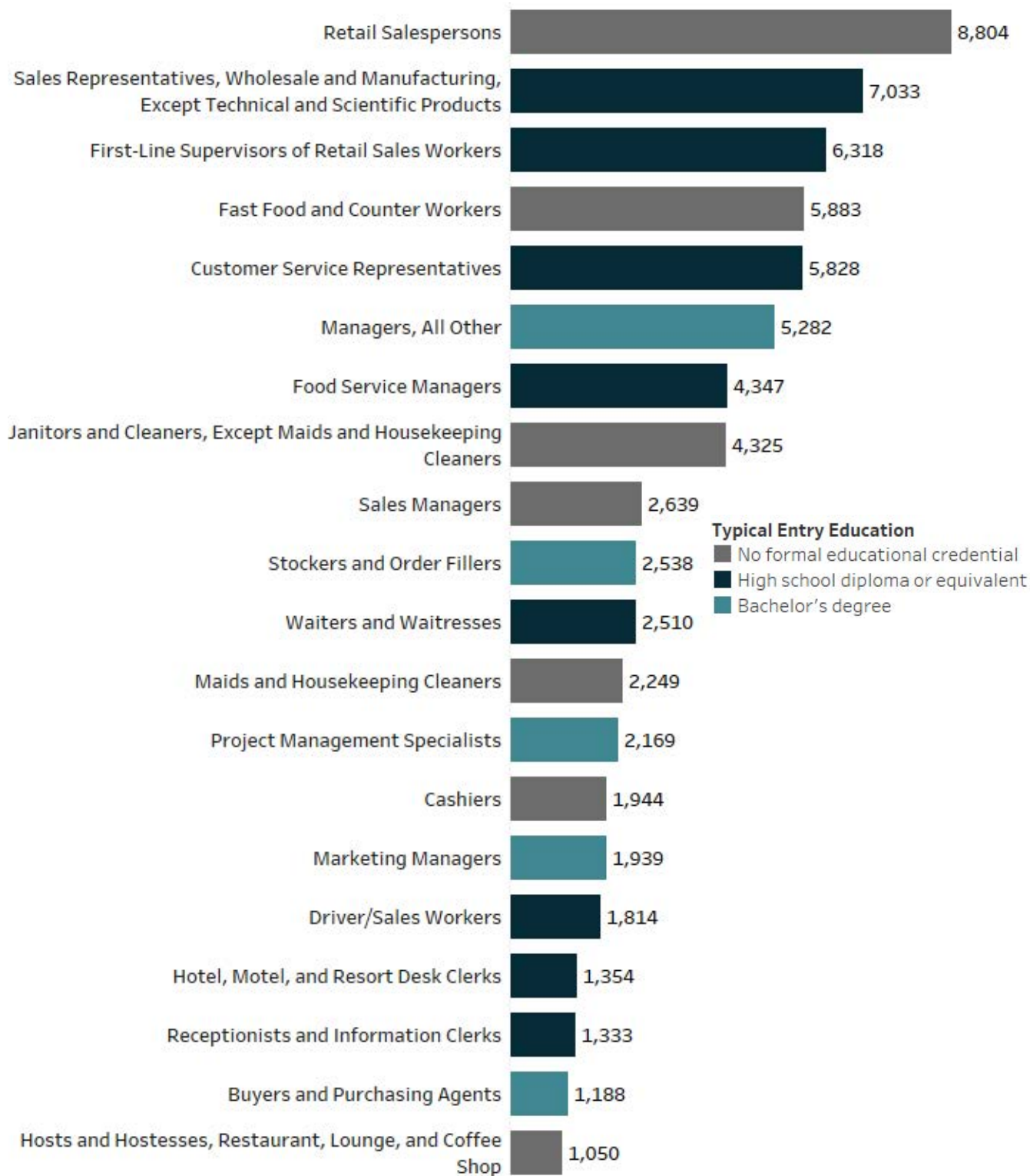
Worker Age Demographics



CUSTOMER SERVICE OCCUPATION GROUP

Top Posted Jobs

Demand for customer service occupations reached 83,943 postings in Q1 2023, a decrease of 18,649 postings or 18.2 percent since Q4 2022. Retail Salespersons retained the highest in-demand customer service occupation during the quarter, with 8,804 postings. Other top posted jobs include Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (7,033 postings), First-Line Supervisors of Retail Sales Workers (6,318 postings), Fast Food and Counter Workers (5,883 postings), and Customer Service Representatives (6,828 postings).



CUSTOMER SERVICE OCCUPATION GROUP

Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four of the top ten posted occupations report median wages over the state's median wage of \$21.88 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 \$13.88. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$18.86 per hour or \$39,228 annually.

Wage Overview for Top Posted Customer Service Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$11.04	\$11.69	\$13.88	\$17.31	\$22.75
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.50	\$22.49	\$30.89	\$45.52	\$61.63
41-1011	First-Line Supervisors of Retail Sales Workers	\$14.08	\$15.21	\$18.86	\$25.22	\$36.35
35-3023	Fast Food and Counter Workers	\$10.96	\$11.31	\$11.65	\$12.78	\$14.20
43-4051	Customer Service Representatives	\$11.79	\$14.23	\$17.82	\$22.63	\$28.19
11-9199	Managers, All Other	\$25.46	\$37.27	\$52.37	\$64.39	\$80.11
11-9051	Food Service Managers	\$21.86	\$24.18	\$29.17	\$36.19	\$45.59
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$11.32	\$12.03	\$14.45	\$17.65	\$18.77
11-2022	Sales Managers	\$31.14	\$45.76	\$61.30	\$80.61	\$112.24
53-7065	Stockers and Order Fillers	\$11.27	\$13.08	\$14.92	\$17.80	\$23.01

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Certifications

- Project Management Professional Certification
- ServSafe Certification
- Barber License
- Food Handlers Card
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High school or GED: 29.0%
- Associate degree: 4.5%
- Bachelor's degree: 21.1%
- Master's degree: 3.8%

**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

- Meijer
- Walmart
- Dollar General
- Domino's Pizza
- Marriott International
- Taco Bell
- Walgreens Boots Alliance
- Aston Carter
- University Of Michigan
- Panera Bread

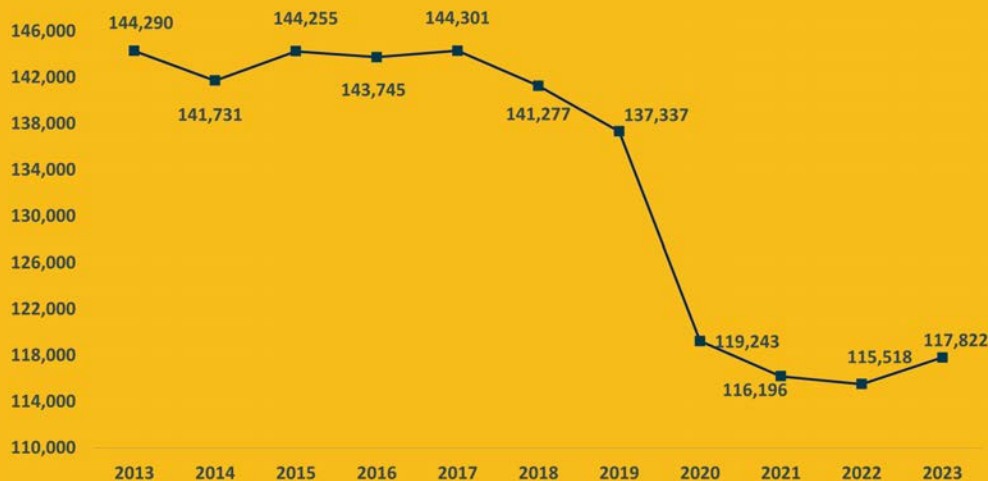
Job Postings by City

- Detroit: 9,385 Postings
- Lansing: 6,118 Postings
- Ann Arbor: 5,041 Postings
- Troy: 3,649 Postings
- Novi: 2,503 Postings
- Livonia: 2,358 Postings
- Southfield: 2,076 Postings
- Warren: 2,060 Postings
- Auburn Hills: 1,935 Postings
- Dearborn: 1,851 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 15,400 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
2013-2023

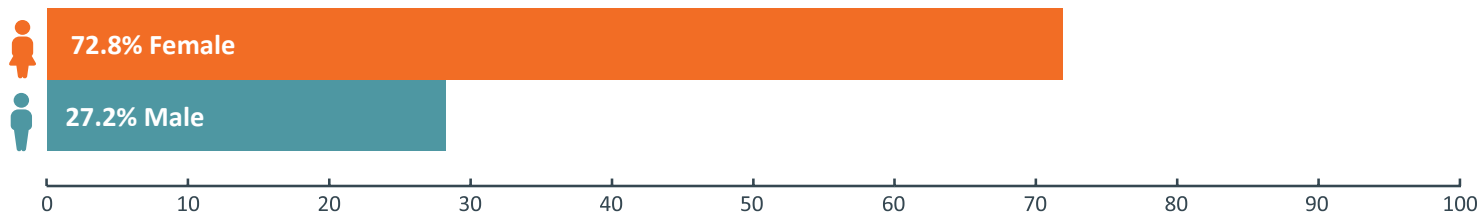


2,304 Education Workers
2.0% Increase from 2022

Education Worker Demographics

According to Q1 2023 Lightcast data, employment increased by 2,304 or 1.9 percent since Q4 2022, for a total of 117,822 workers in Q1 2023. This occupation group is composed primarily of females (72.8 percent) between the ages of 25 and 54 (68.4 percent). Only 27.2 percent of workers are males, and only 18.9 percent of workers identify as a racial minority.

Worker Gender Demographics



Race and Ethnicity Demographics

81.1% White | **8.7% Black or African-American** | **4.3% Asian**

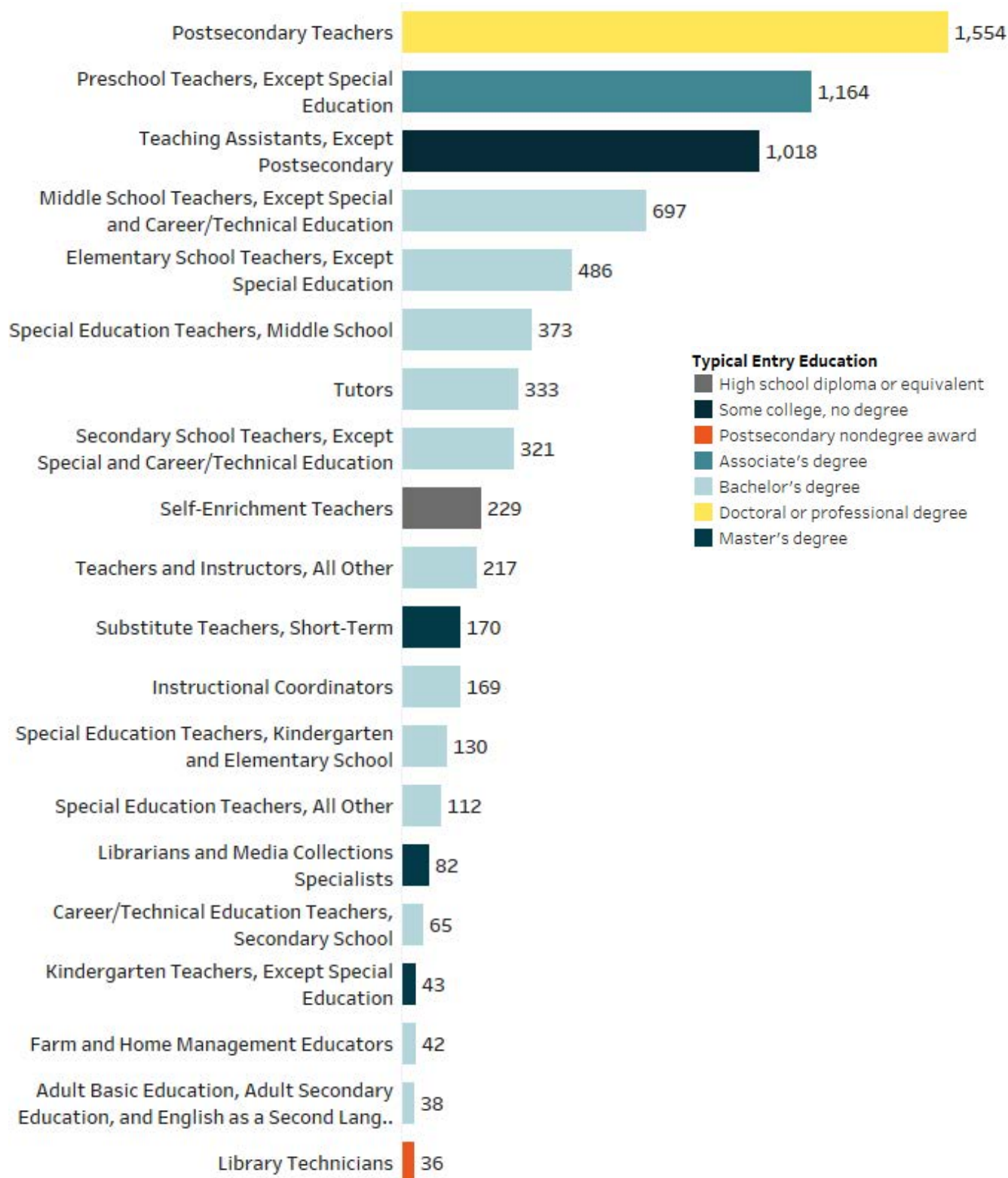
Worker Age Demographics



EDUCATION OCCUPATION GROUP

Top Posted Jobs

Online job ads decreased by 1,945 postings or 20.9 percent since Q4 2022, bringing Q1 2023 demand to 7,365 postings. Postsecondary Teachers remained the highest in-demand education occupation throughout the quarter, with 1,554 postings. Preschool Teachers, Except Special Education (1,164 postings), Teaching Assistants, Except Postsecondary (1,018 postings), Middle School Teachers, Except Special and Career/Technical Education (697 postings) and Elementary School Teachers, Except Special Education (486 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 \$29 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$42.19 hourly, translating to annual earnings of about \$87,755.

Wage Overview for Top Posted Education Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
25-1099	Postsecondary Teachers	\$23.66	\$31.38	\$42.19	\$55.87	\$73.29
25-2011	Preschool Teachers, Except Special Education	\$11.94	\$13.85	\$14.86	\$18.76	\$25.81
25-9045	Teaching Assistants, Except Postsecondary	\$10.89	\$11.68	\$13.95	\$17.16	\$18.52
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$18.56	\$23.25	\$29.29	\$37.03	\$43.56
25-2021	Elementary School Teachers, Except Special Education	\$18.89	\$23.82	\$30.73	\$37.74	\$46.51
25-2057	Special Education Teachers, Middle School	\$23.00	\$24.40	\$30.38	\$37.52	\$40.87
25-3041	Tutors	\$11.44	\$11.70	\$14.49	\$17.60	\$28.01
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$19.11	\$23.10	\$29.44	\$36.99	\$43.44
25-3021	Self-Enrichment Teachers	\$11.01	\$13.62	\$18.12	\$23.85	\$30.44
25-3099	Teachers and Instructors, All Other	\$17.16	\$22.76	\$30.69	\$36.65	\$42.16

In-Demand Technical Skills

- Lesson Planning
- Special Education
- Child Development
- Preschool Education
- Classroom Management

In-Demand Foundational Skills

- Teaching
- Communications
- Leadership
- Writing
- Research

In-Demand Certifications

- Teaching Certificate
- Cardiopulmonary Resuscitation (CPR) Certification
- First Aid Certification
- Registered Nurse (RN)
- Board Certified/Board Eligible

In-Demand Education Level*

- High school or GED: 21.3%
- Associate degree: 11.1%
- Bachelor's degree: 32.6%
- Master's degree: 14.0%

**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

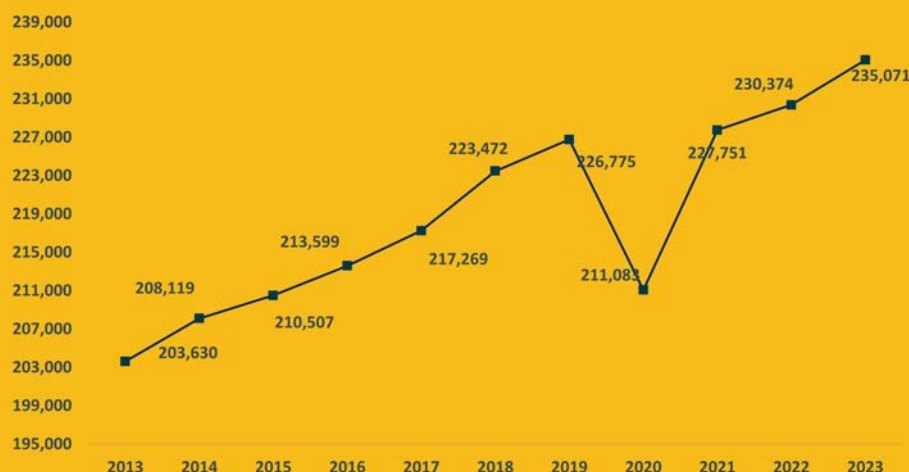
- University Of Michigan
- KinderCare
- Stanford University
- Michigan State University
- Wayne State University
- Chippewa Valley Schools
- Learning Care Group
- Lansing School District
- Catholic Diocese Of Lansing
- University Prep Schools

Job Postings by City

1. Detroit: 1,174 Postings
2. Ann Arbor: 718 Postings
3. Lansing: 351 Postings
4. Flint: 304 Postings
5. East Lansing: 249 Postings
6. Troy: 223 Postings
7. Macomb: 184 Postings
8. Southfield: 168 Postings
9. Canton: 154 Postings
10. Sterling Heights: 153 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 2013-2023



4,697 Energy Workers

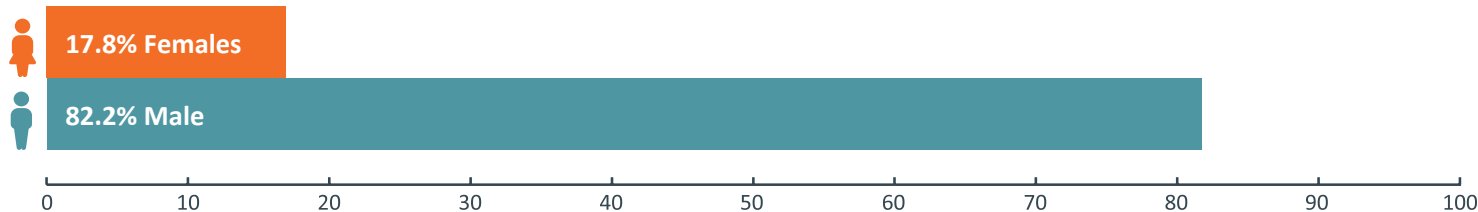
2.0% Increase from 2022



Energy Worker Demographics

For Q1 2023, there were 235,071 workers in the energy occupation group. This group is primarily made up of males (82.2 percent) between the ages of 25 and 54 (70.1 percent), with 17.8 percent of workers identifying as female and 21.8 percent identifying as a racial minority. In the first quarter, 5.3 percent of the workers in the occupation group are under the age of 25 compared to the 24.6 percent 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

78.2% White | 10.2% Black or African-American | 6.1% Asian

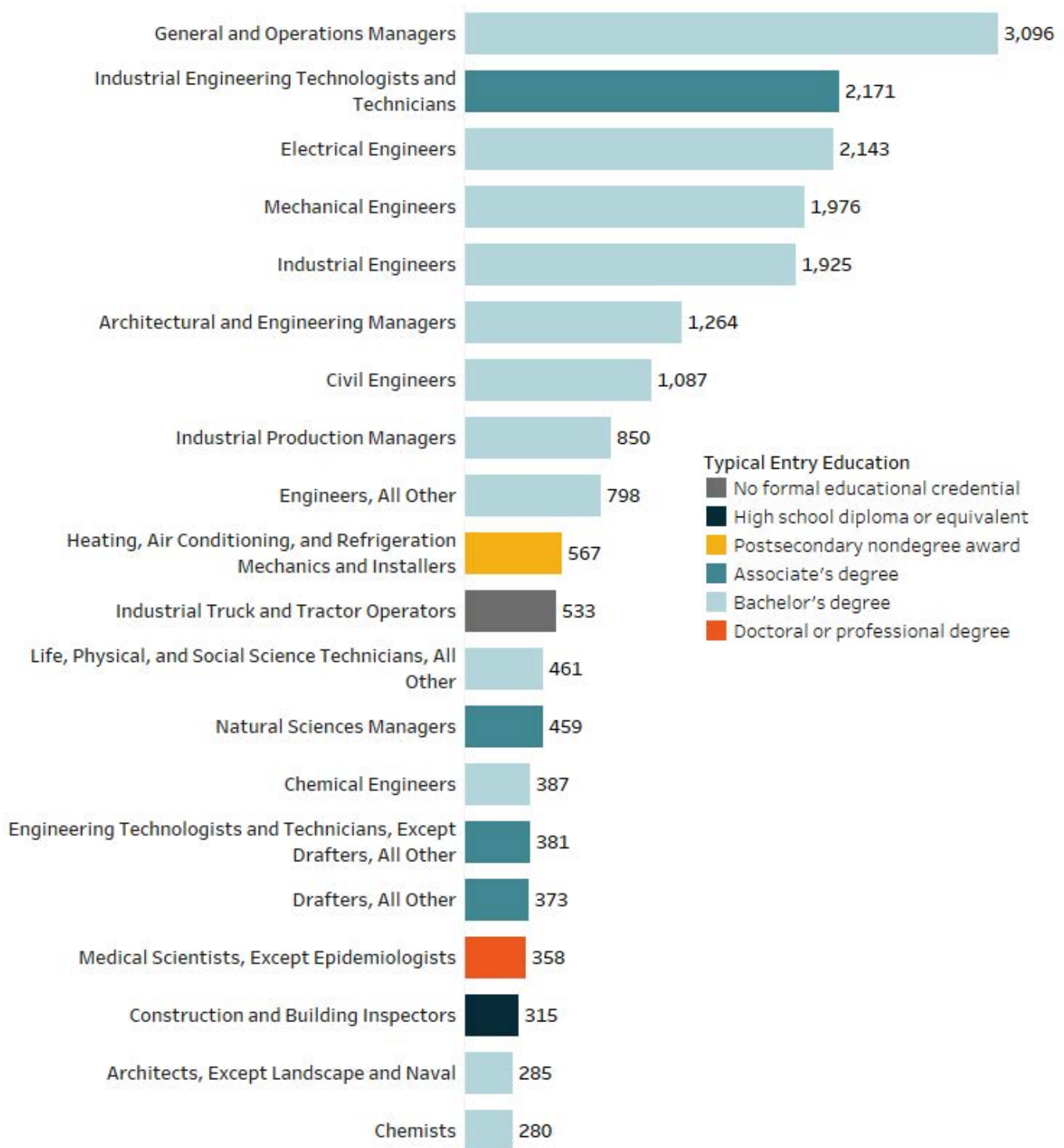
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This quarter saw 23,915 unique postings for energy workers, a decrease of 3,326 postings or 12.2 percent from Q4 2022. General and Operations Managers is the most sought-after occupation with 3,096 postings by energy industry employers. Industrial Engineering Technologists and Technicians is in the second position with 2,171 postings. Other top posted jobs include Electrical Engineers (2,143 postings), Mechanical Engineers (1,976 postings), and Industrial Engineers (1,925 postings).



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. Six of the top ten jobs pay over \$47 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$48.14, or annual earnings of approximately \$100,131. 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 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$22.48	\$30.30	\$48.14	\$74.43	\$103.22
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.08
17-2071	Electrical Engineers	\$30.44	\$37.96	\$47.59	\$58.42	\$63.43
17-2141	Mechanical Engineers	\$29.46	\$37.08	\$46.67	\$50.21	\$61.37
17-2112	Industrial Engineers	\$29.67	\$36.98	\$41.13	\$48.73	\$61.32
11-9041	Architectural and Engineering Managers	\$47.52	\$59.11	\$63.46	\$77.57	\$97.79
17-2051	Civil Engineers	\$27.74	\$29.83	\$36.43	\$47.51	\$58.21
11-3051	Industrial Production Managers	\$31.37	\$42.64	\$51.88	\$63.24	\$79.96
17-2199	Engineers, All Other	\$29.21	\$37.00	\$47.47	\$60.73	\$63.58
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$18.03	\$22.14	\$24.56	\$30.75	\$37.71

In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- Auditing
- New Product Development
- AutoCAD

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer (PE) License
- Commercial Driver's License (CDL)
- Master Of Business Administration (MBA)
- Security Clearance
- Engineer in Training

In-Demand Education Level*

- High school or GED: 18.2%
- Associate degree: 9.5%
- Bachelor's degree: 50.5%
- Master's degree: 14.3%

**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

- Actalent
- Black & Veatch
- University Of Michigan
- Ford
- Aerotek
- General Motors
- GPAC
- State Of Michigan
- Magna
- Advantage Resourcing

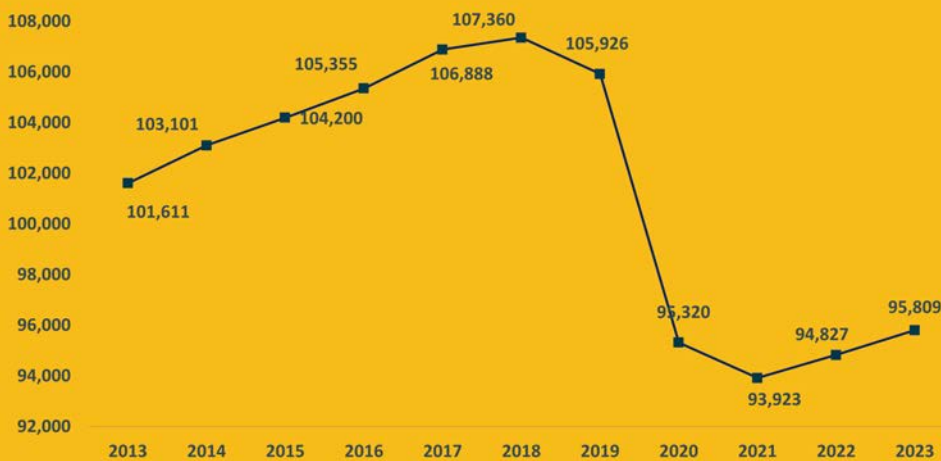
Job Postings by City

1. Detroit: 3,488 Postings
2. Lansing: 2,332 Postings
3. Ann Arbor: 1,920 Postings
4. Auburn Hills: 1,531 Postings
5. Troy: 1,097 Postings
6. Warren: 840 Postings
7. Sterling Heights: 756 Postings
8. Novi: 679 Postings
9. Southfield: 651 Postings
10. Dearborn: 606 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 10,100 openings annually for engineers in southeast Michigan.

Employment Over Time
2013-2023



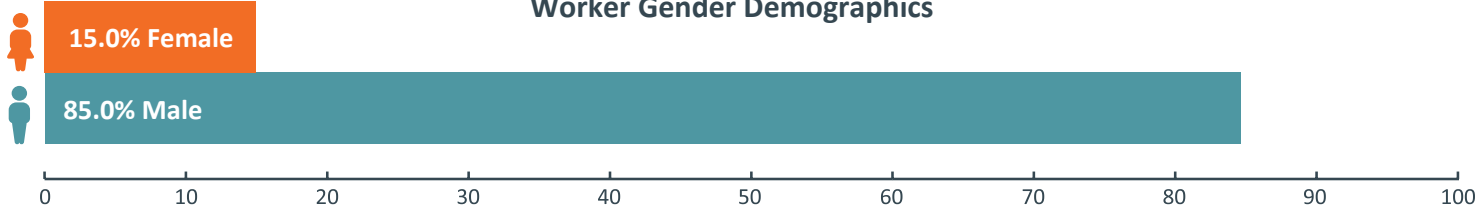
982 Engineers and Designers Workers
1.0% Increase from 2022



Engineers and Designers Worker Demographics

According to Q1 2023 Lightcast data, the 95,809 workers in the engineering and design group are not particularly diverse. Just 5.3 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 15.0 percent of the current workforce and only 23.6 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

76.4% White | **10.6% Asian** | **8.0% Black or African-American**

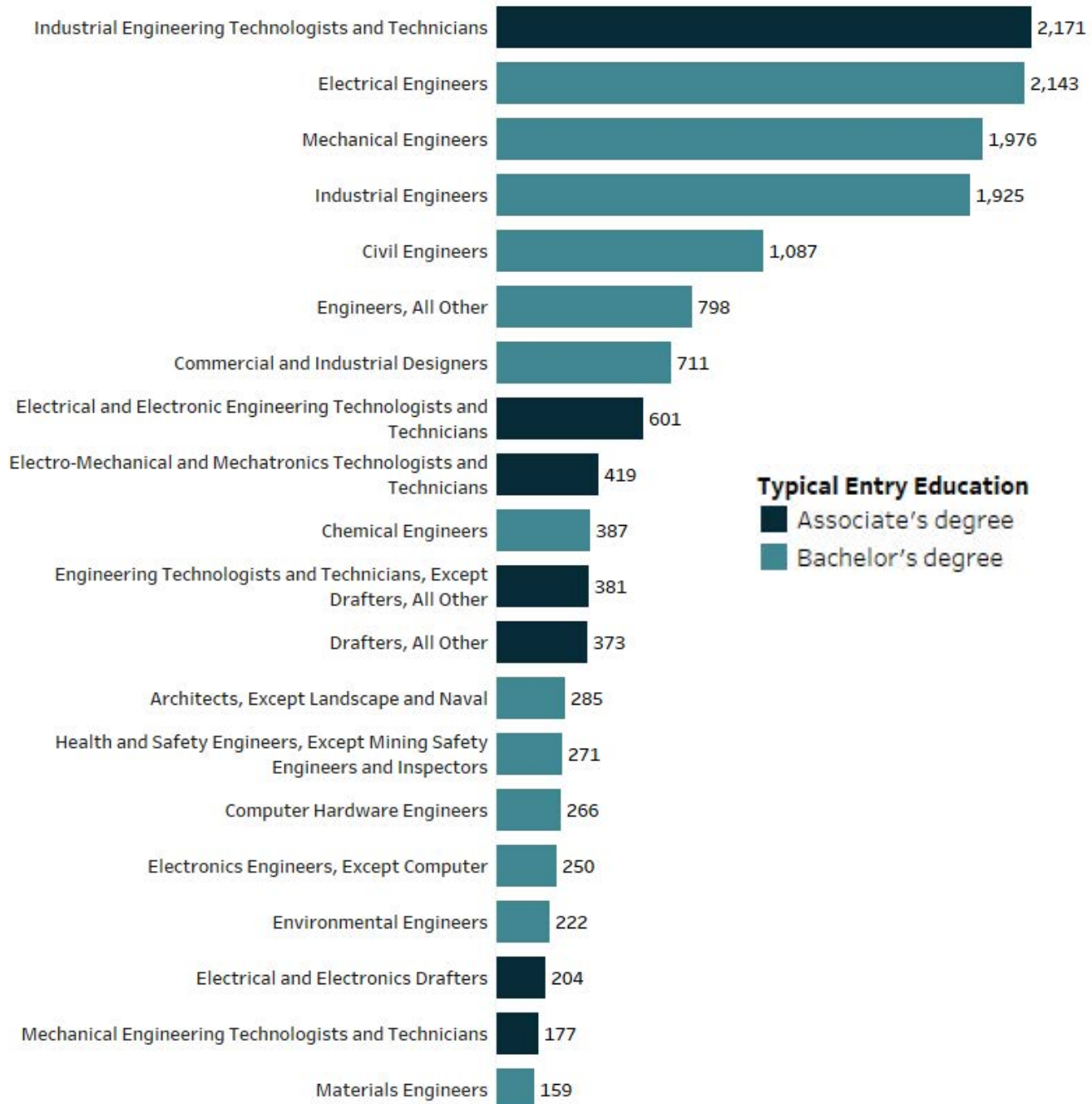
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Online job ads for engineers and designers equaled 15,481 postings in Q1 2023, a decrease of 9.8 percent (1,695 postings). Industrial Engineering Technologists and Technicians are the highest in-demand engineering and design occupation this quarter, having 2,171 postings. Electrical Engineers garnered 2,143 postings, ranking second place within the occupation group. A majority 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. Seven of the top ten in-demand occupations have median wages above \$36 per hour, and the top posted engineering and design job, Industrial Engineering Technologists and Technicians, offers a median hourly wage of \$28.79, equating to an annual salary of approximately \$59,883.

Wage Overview for Top Posted Engineers and Designers Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.08
17-2071	Electrical Engineers	\$30.44	\$37.96	\$47.59	\$58.42	\$63.43
17-2141	Mechanical Engineers	\$29.46	\$37.08	\$46.67	\$50.21	\$61.37
17-2112	Industrial Engineers	\$29.67	\$36.98	\$41.13	\$48.73	\$61.32
17-2051	Civil Engineers	\$27.74	\$29.83	\$36.43	\$47.51	\$58.21
17-2199	Engineers, All Other	\$29.21	\$37.00	\$47.47	\$60.73	\$63.58
27-1021	Commercial and Industrial Designers	\$24.26	\$30.18	\$46.45	\$47.88	\$49.74
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.67	\$24.05	\$30.53	\$38.97	\$47.57
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.69	\$22.83	\$24.32	\$36.41	\$38.73
17-2041	Chemical Engineers	\$27.80	\$38.51	\$49.35	\$63.06	\$77.83

In-Demand Technical Skills

- Mechanical Engineering
- Electrical Engineering
- New Product Development
- AutoCAD
- Computer-Aided Design

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer (PE) License
- Engineer in Training
- Security Clearance
- Secret Clearance
- LEED Accredited Professional (AP)

In-Demand Education Level*

- High school or GED: 13.4%
- Associate degree: 10.3%
- Bachelor's degree: 56.4%
- Master's degree: 15.4%

**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

- Actalent
- Ford
- Black & Veatch
- Aerotek
- General Motors
- Advantage Resourcing
- Magna
- American Axle & Manufacturing
- Branex
- GPAC

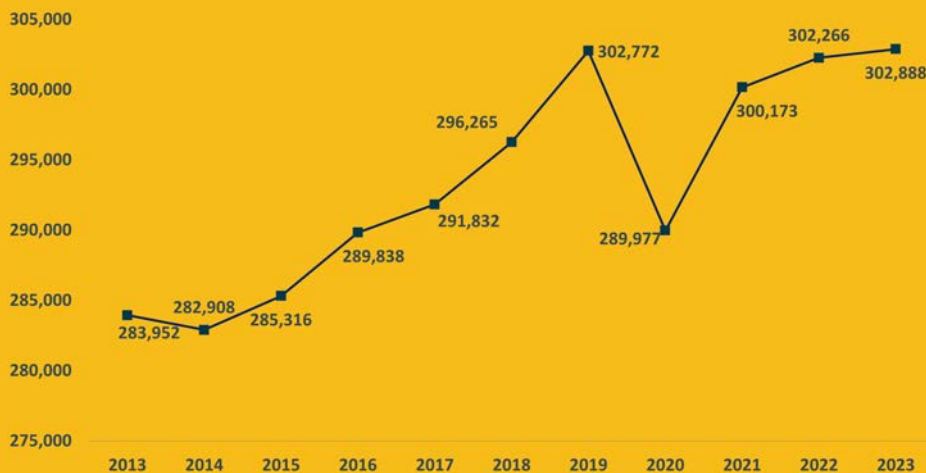
Job Postings by City

1. Detroit: 1,863 Postings
2. Auburn Hills: 1,457 Postings
3. Ann Arbor: 1,128 Postings
4. Lansing: 1,105 Postings
5. Troy: 866 Postings
6. Warren: 600 Postings
7. Sterling Heights: 598 Postings
8. Dearborn: 582 Postings
9. Novi: 578 Postings
10. Farmington: 515 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, more healthcare workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 31,700 job openings for these positions, and this is projected to continue increasing.

Employment Over Time
2013-2023



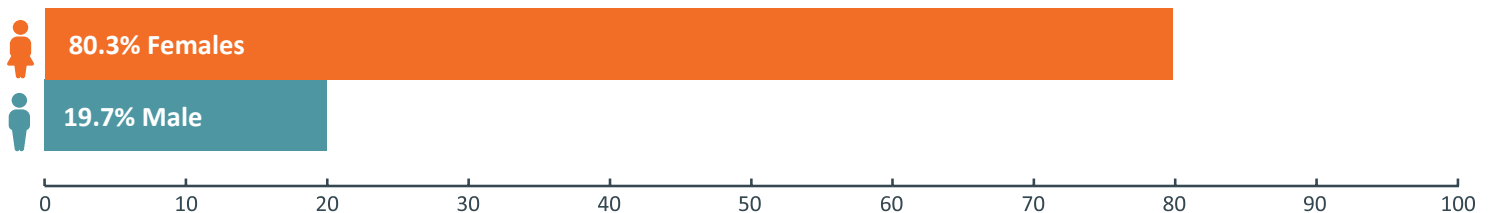
622
Healthcare
Workers
0.2% Increase
from 2022



Healthcare Worker Demographics

The healthcare occupation group employs around 302,888 workers, who are overwhelmingly female (80.3 percent) and between the ages of 25 and 54 (67.6 percent), although 22.9 percent of workers are 55 years of age or older. The racial composition of this group is somewhat more diverse than others, with 67.8 percent of workers identifying as white, 20.1 percent identifying as Black or African American, and 12.1 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

67.8% White | **20.1% Black or African-American** | **6.0% Hispanic or Latino**

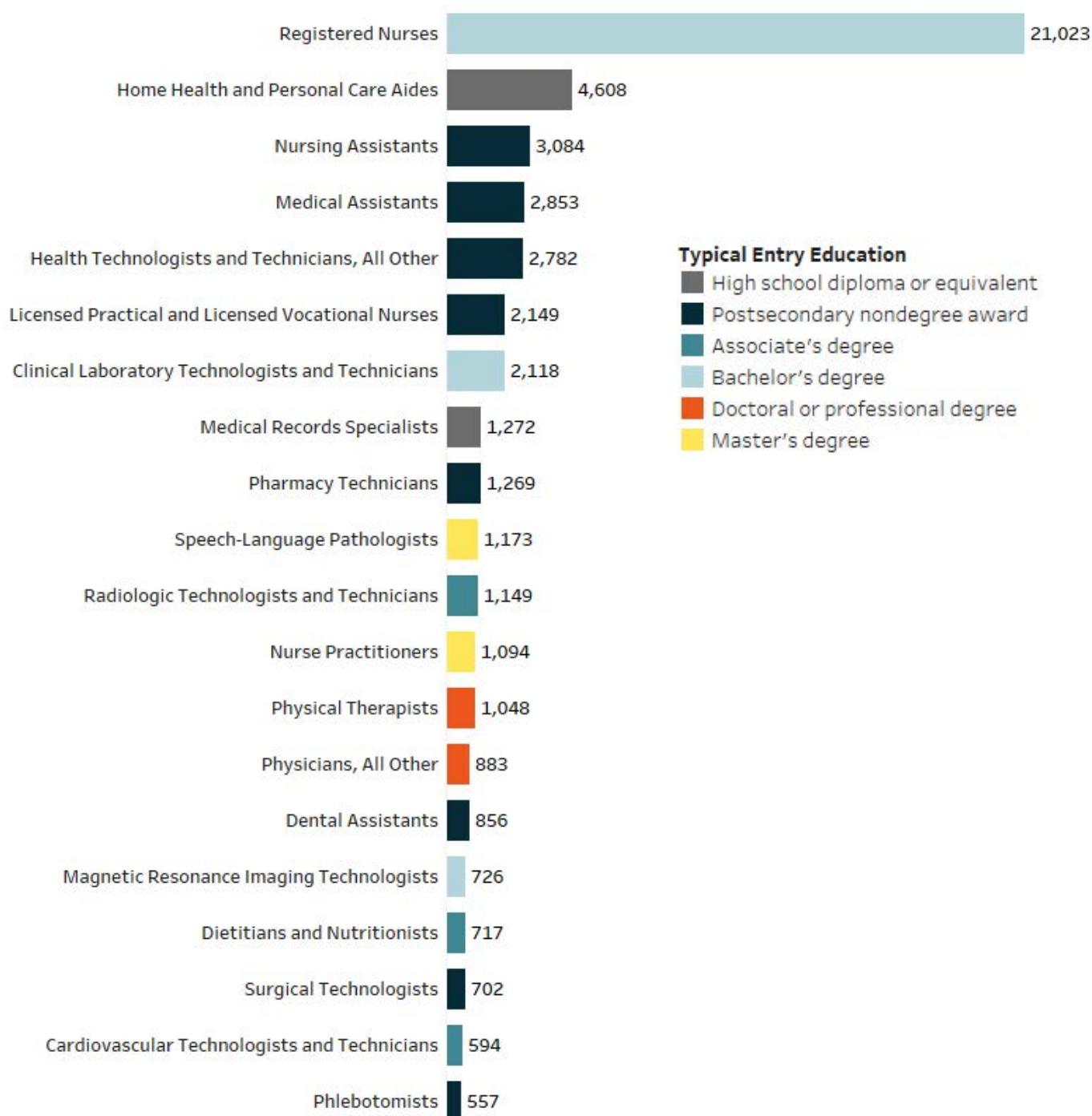
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Healthcare postings totaled 60,034 ads, decrease of 4,256 postings or 6.6 percent from Q4 2022. Registered Nurses, the perennial top in-demand health care occupation, had 21,023 postings this quarter. Home Health and Personal Care Aides, the second most demanded occupation, had 4,608 postings. Nursing Assistants (3,084 postings), Medical Assistants (2,853 postings), and Health Technologists and Technicians, All Other (2,782 postings) round out the top five demanded occupations this quarter.



HEALTHCARE 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-level requirements and includes a high volume of jobs 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 21.88 per hour. Licensed Practical and Licensed Vocational Nurses, which require a Postsecondary nondegree award for entry, earn a median hourly wage of \$27.92 per hour or annual salary of about \$58,074.

Wage Overview for Top Posted Healthcare Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$29.67	\$31.06	\$37.70	\$39.99	\$48.80
31-1128	Home Health and Personal Care Aides	\$11.00	\$11.68	\$13.37	\$14.49	\$15.33
31-1131	Nursing Assistants	\$14.24	\$14.69	\$17.35	\$18.34	\$18.66
31-9092	Medical Assistants	\$14.15	\$14.84	\$17.82	\$18.71	\$21.06
29-2099	Health Technologists and Technicians, All Other	\$14.39	\$17.97	\$22.46	\$28.38	\$33.56
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.64	\$23.91	\$27.92	\$29.53	\$30.08
29-2018	Clinical Laboratory Technologists and Technicians	\$14.52	\$18.24	\$28.07	\$35.78	\$38.19
29-2072	Medical Records Specialists	\$15.00	\$17.64	\$20.12	\$25.38	\$30.58
29-2052	Pharmacy Technicians	\$13.58	\$14.50	\$17.19	\$21.88	\$23.19
29-1127	Speech-Language Pathologists	\$25.05	\$30.76	\$37.68	\$46.77	\$49.28

In-Demand Technical Skills

- Nursing
- Nursing Care
- Medical Records
- Nursing Process
- Patient Assistance

In-Demand Foundational Skills

- Communications
- Leadership
- Customer Service
- Teaching
- Management

In-Demand Certifications

- Registered Nurse (RN)
- Basic Life Support (BLS) Certification
- Licensed Practical Nurse (LPN)
- Advanced Cardiovascular Life Support (ACLS) Certification
- Cardiopulmonary Resuscitation (CPR) Certification

In-Demand Education Level*

- High School Diploma: 24.2%
- Associate Degree: 19.5%
- Bachelor's Degree: 21.6%
- Master's Degree: 10.9%

**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

- Beaumont Health
- ProMedica
- Henry Ford Health System
- Trinity Health
- Ascension
- McLaren Health Care
- University Of Michigan
- Tenet Healthcare
- TotalMed
- Toledo Hospital

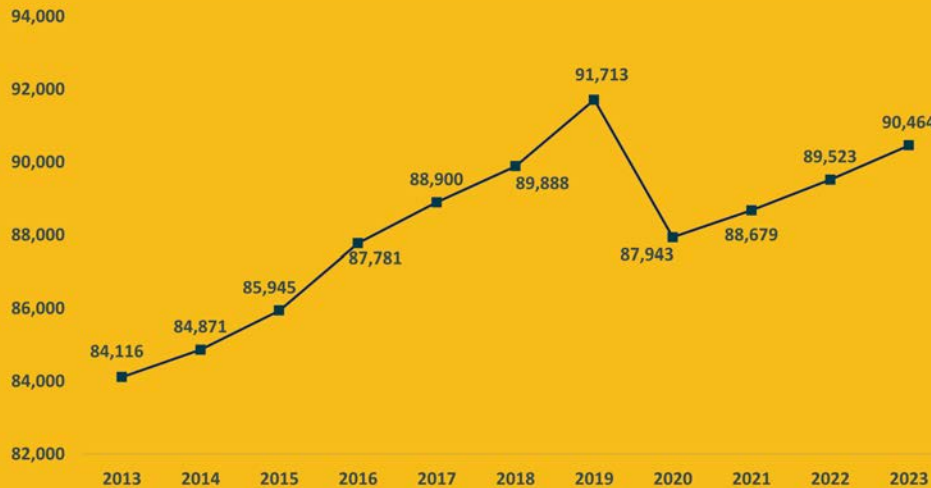
Job Postings by City

1. Detroit: 7,917 Postings
2. Ann Arbor: 4,144 Postings
3. Lansing: 2,842 Postings
4. Dearborn: 1,728 Postings
5. Southfield: 1,691 Postings
6. Troy: 1,645 Postings
7. Pontiac: 1,638 Postings
8. Flint: 1,536 Postings
9. Royal Oak: 1,462 Postings
10. Farmington: 1,455 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 8,800 job openings are reported in the region annually.

Employment Over Time
2013-2023



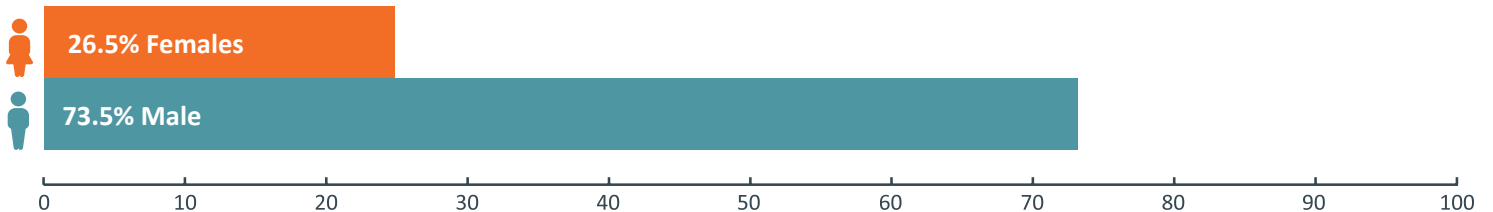
**941 Information
Technology
Workers**
**1.0% Increase
from 2022**



Information Technology Worker Demographics

In Q1 2023, the IT occupation group had 90,464 workers who are primarily male (73.5 percent). Roughly 77.5 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.8 percent, while only 5.6 percent are 24 years old or younger. Around 68.4 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

68.4% White | **17.3% Asian** | **9.5% Black or African-American**

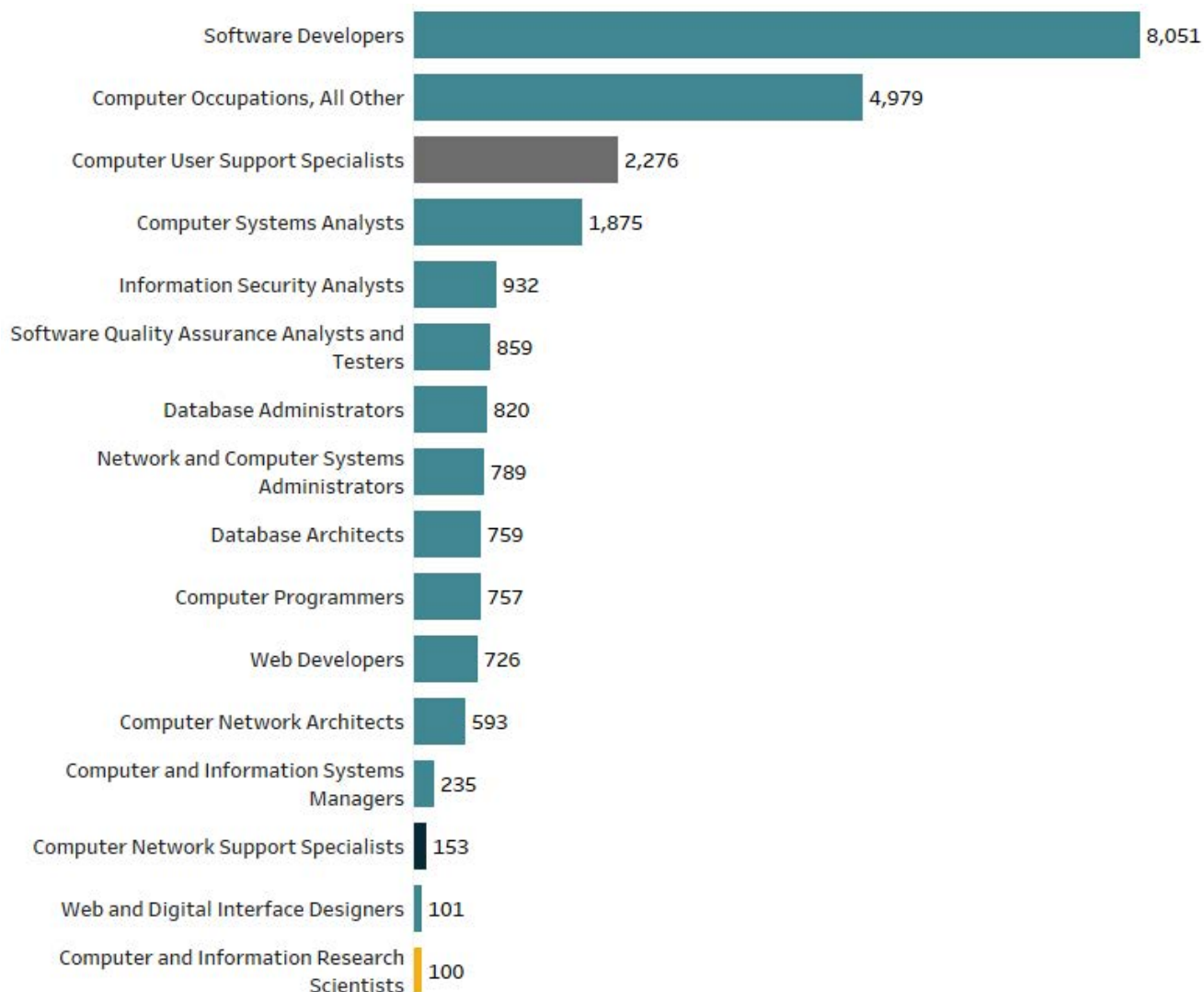
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

There were 24,005 postings for IT workers in Q1 2023, a decrease of 5,978 postings or 19.9 percent since Q4 2022. Software Developers is the top demanded occupation this quarter, with 8,051 postings. Other top posted jobs include Computer Occupations, All Other (4,979 postings), Computer User Support Specialists (2,276 postings), Computer Systems Analysts (1,875 postings), and Information Security Analysts (932 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. Software Developers, the most in-demand occupation of the group, earn a median wage of \$47.13 per hour or nearly \$98,030 per year. Computer Occupations, All Other, the second highest in-demand occupation, offers a median hourly wage of 41.52 per hour or \$86,362 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists, make over \$23.26 per hour.

Wage Overview for Top Posted Information Technology Jobs in Q1 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$30.05	\$36.91	\$47.13	\$60.68	\$64.17
15-1299	Computer Occupations, All Other	\$22.21	\$28.86	\$41.52	\$49.40	\$61.40
15-1232	Computer User Support Specialists	\$14.90	\$18.23	\$23.26	\$29.59	\$37.00
15-1211	Computer Systems Analysts	\$31.17	\$37.78	\$46.78	\$59.49	\$75.34
15-1212	Information Security Analysts	\$22.70	\$30.13	\$44.58	\$58.70	\$64.38
15-1253	Software Quality Assurance Analysts and Testers	\$20.98	\$29.76	\$38.33	\$48.13	\$50.62
15-1242	Database Administrators	\$23.73	\$30.01	\$39.71	\$50.61	\$61.56
15-1244	Network and Computer Systems Administrators	\$28.77	\$30.65	\$38.08	\$47.77	\$57.15
15-1243	Database Architects	\$38.07	\$47.89	\$60.06	\$64.90	\$76.71
15-1251	Computer Programmers	\$22.38	\$29.42	\$38.12	\$48.99	\$62.35

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- SQL (Programming Language)
- Software Engineering
- Automation

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Security Clearance
- Secret Clearance
- CompTIA A+

In-Demand Education Level*

- High School Diploma: 7.3%
- Associate Degree: 5.8%
- Bachelor's Degree: 59.2%
- Master's Degree: 14.8%

**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

- Deloitte
- TEKsystems
- Ford
- University Of Michigan
- Actalent
- State Of Michigan
- V2Soft
- General Motors
- Guidehouse
- HTC

Job Postings by City

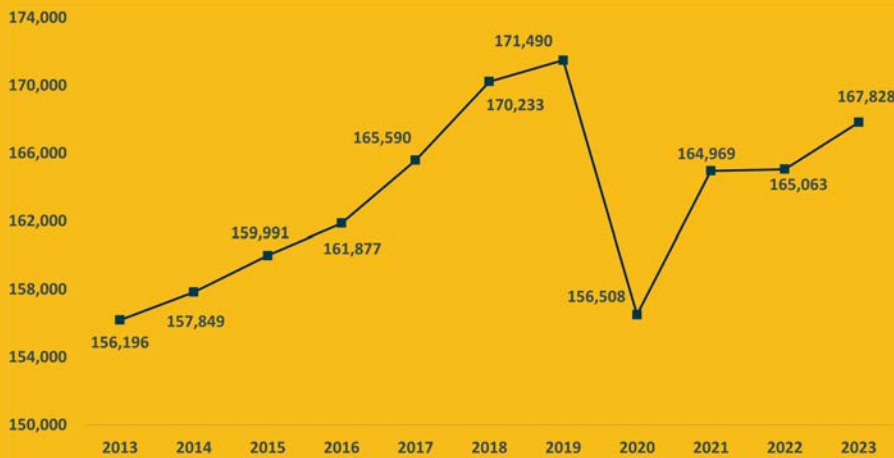
- Lansing: 5,064 Postings
- Detroit: 4,500 Postings
- Ann Arbor: 1,629 Postings
- Auburn Hills: 1,549 Postings
- Troy: 1,496 Postings
- Dearborn: 1,218 Postings
- Farmington: 913 Postings
- Southfield: 840 Postings
- Warren: 741 Postings
- Sterling Heights: 716 Postings

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 22,000 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
2013-2023

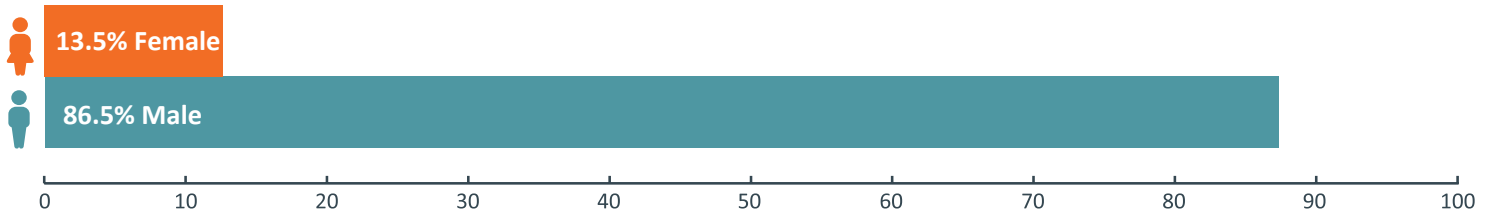


**2,765 Skilled
Trades Workers**
**1.7% Increase
from 2022**

Skilled Trades Worker Demographics

The skilled trades occupation group employed 167,828 workers in Southeast Michigan in Q1 2023. A majority of skilled trades workers are males (86.5 percent) between the ages of 25 and 54 (65.1 percent). The 55 and older age group, which accounts for 28.9 percent of the workforce, shows a slightly higher than normal retiring population for this industry.

Worker Gender Demographics



Race and Ethnicity Demographics

77.3% White | **13.1% Black or African-American** | **4.7% Hispanic or Latino**

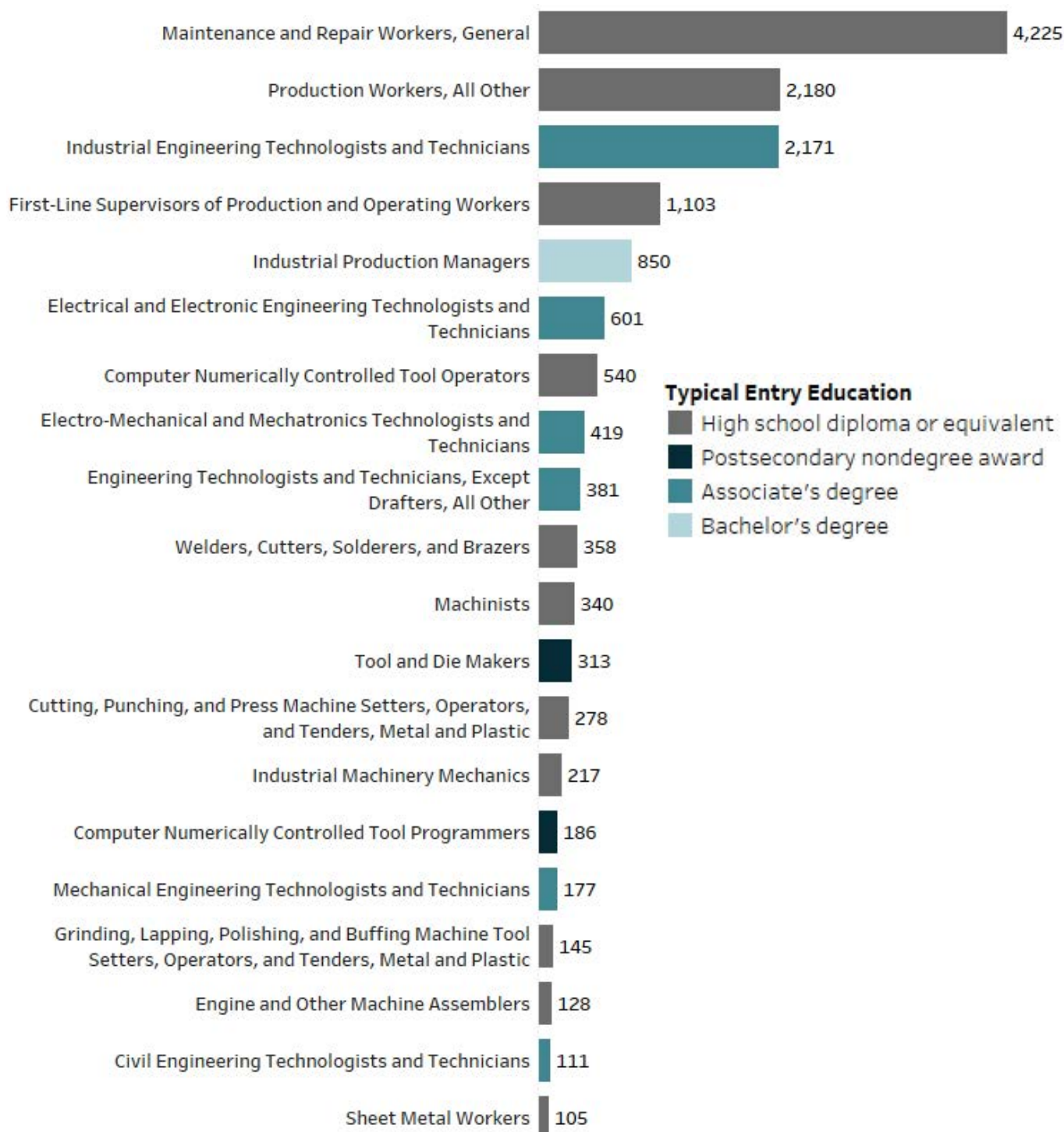
Worker Age Demographics



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Demand for Skilled Trades occupations totaled 15,515 postings in Q1 2023, a 12.9% decrease (2,318 postings) from Q4 2022. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the first quarter, with 4,225 postings. Other top posted jobs include Production Workers, All Other (2,180 postings), Industrial Engineering Technologists and Technicians (2,171 postings), First-Line Supervisors of Production and Operating Workers (1,103 postings), and Industrial Production Managers (850 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand skilled trades occupations have wages above the state median of 21.88 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 \$18.19, or an annual salary of about \$37,835.

Wage Overview for Top Posted Skilled Trades Jobs in Q1 2023

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	\$13.90	\$14.72	\$18.19	\$23.53	\$29.44
51-9199	Production Workers, All Other	\$10.99	\$13.20	\$14.52	\$17.28	\$21.90
17-3026	Industrial Engineering Technologists and Technicians	\$18.31	\$23.52	\$28.79	\$31.66	\$37.08
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.55	\$23.42	\$30.26	\$38.29	\$48.82
11-3051	Industrial Production Managers	\$31.37	\$42.64	\$51.88	\$63.24	\$79.96
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$19.67	\$24.05	\$30.53	\$38.97	\$47.57
51-9161	Computer Numerically Controlled Tool Operators	\$14.30	\$17.53	\$20.47	\$24.51	\$29.50
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$18.69	\$22.83	\$24.32	\$36.41	\$38.73
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.95	\$21.87	\$32.80	\$45.96	\$55.01
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.68	\$17.54	\$19.57	\$23.48	\$29.30

In-Demand Technical Skills

- Machinery
- Hand Tools
- Plumbing
- Machining
- Preventive Maintenance

In-Demand Foundational Skills

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- HVAC Certification
- Forklift Certification
- Chauffeur License

In-Demand Education Level*

- High School Diploma: 39.9%
- Associate Degree: 10.2%
- Bachelor's Degree: 11.1%
- 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

- Aerotek
- Taldeco
- Kelly Services
- Sentech Services
- Branex
- Qualified Staffing
- Actalent
- Express Employment Professionals
- Dana Incorporated
- McDonald's

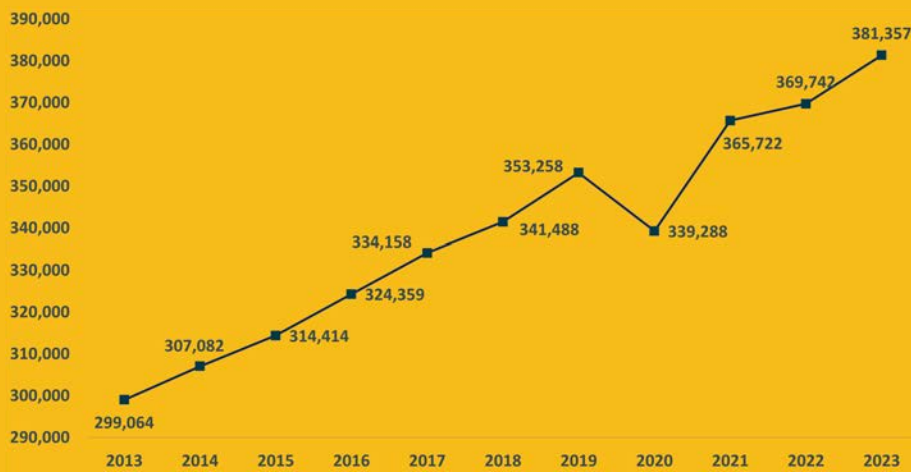
Job Postings by City

1. Detroit: 1,631 Postings
2. Lansing: 920 Postings
3. Warren: 680 Postings
4. Auburn Hills: 581 Postings
5. Sterling Heights: 574 Postings
6. Ann Arbor: 548 Postings
7. Troy: 529 Postings
8. Livonia: 491 Postings
9. Plymouth: 408 Postings
10. Novi: 338 Postings

TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner, 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 50,500 job openings in Southeast Michigan.

Employment Over Time
2013-2023



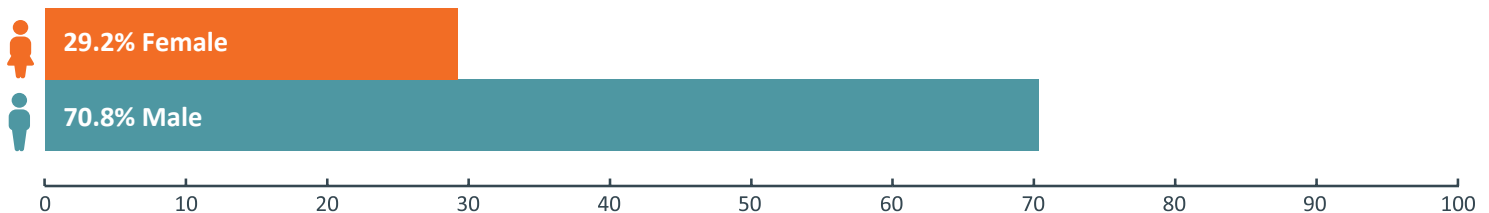
11,615 TDL Workers
3.1% Increase from 2022



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 381,357 individuals in the first quarter of 2023. These workers are 70.8 percent male and 69.8 percent white, with a majority (63.1 percent) of the workforce between the ages of 25 and 54.

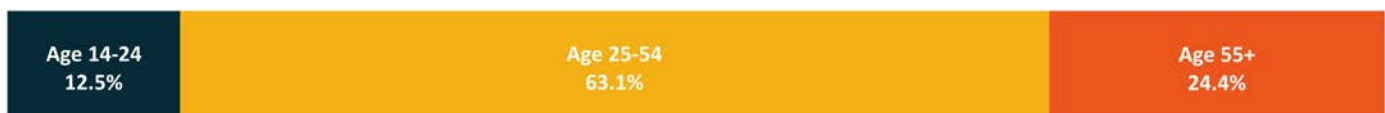
Worker Gender Demographics



Race and Ethnicity Demographics

69.8% White | **19.6% Black or African-American** | **5.2% Hispanic or Latino**

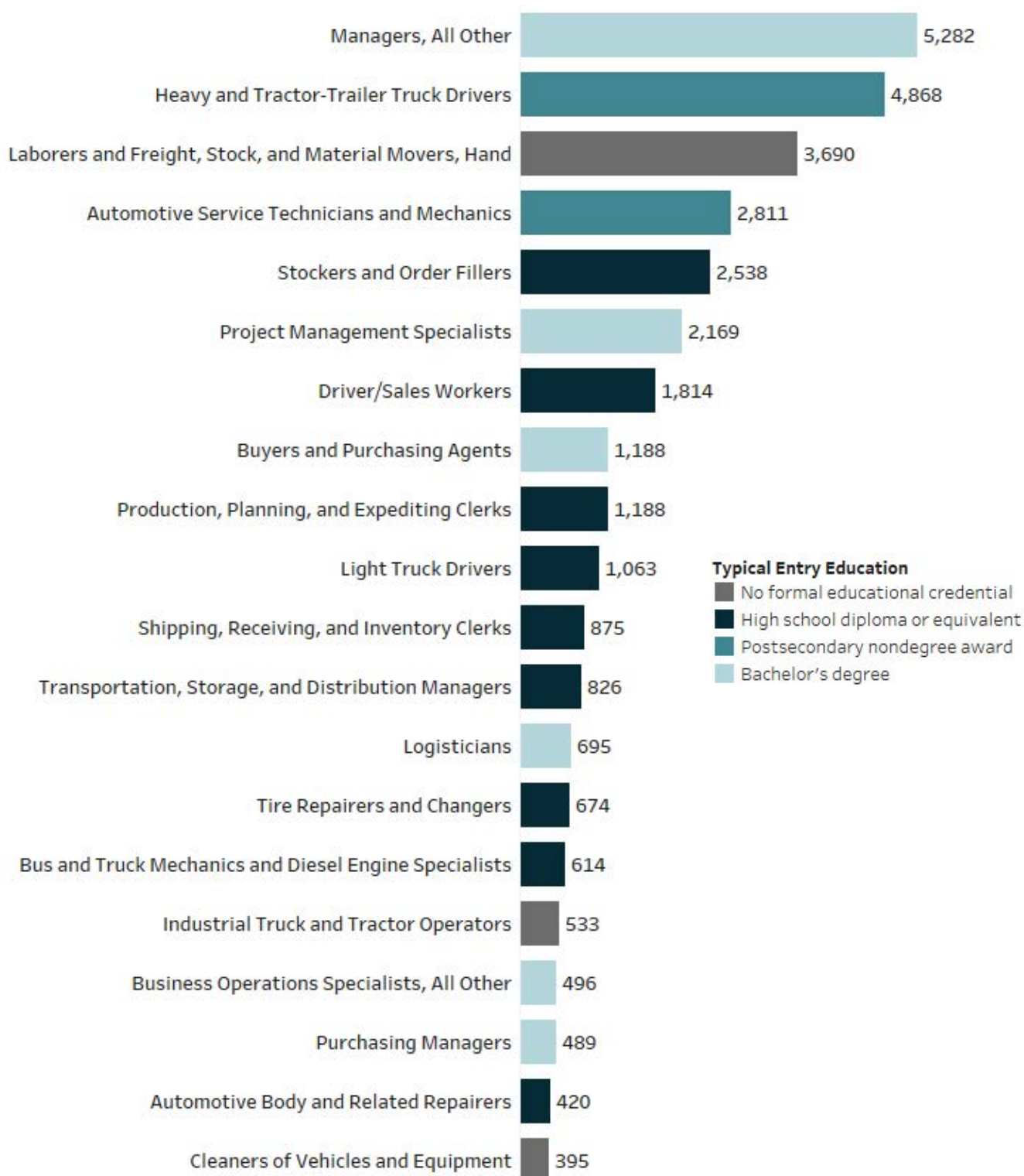
Worker Age Demographics



TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP

Top Posted Jobs

Demand for TDL occupations totaled 37,648 postings in Q1 2022, down 17.4 percent (7,959 postings) from Q4. Managers, All Other was the highest in-demand TDL occupation during the first quarter, with 5,282 postings. Other top posted jobs include Heavy and Tractor-Trailer Truck Drivers (4,868 postings), Laborers and Freight, Stock, and Material Movers, Hand (3,960 postings), Automotive Service Technicians and Mechanics (2,811) and Stockers and Order Fillers (2,538 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 21.88 per hour. Managers, All Other, the top posted TDL job this quarter, earn a median hourly wage of \$52.37, or an annual salary of nearly \$108,929. 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 2023

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9199	Managers, All Other	\$25.46	\$37.27	\$52.37	\$64.39	\$80.11
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$14.78	\$18.86	\$23.60	\$29.78	\$30.97
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.98	\$13.78	\$15.18	\$18.13	\$22.96
49-3023	Automotive Service Technicians and Mechanics	\$13.93	\$14.84	\$22.50	\$29.03	\$35.75
53-7065	Stockers and Order Fillers	\$11.27	\$13.08	\$14.92	\$17.80	\$23.01
13-1082	Project Management Specialists	\$25.09	\$31.06	\$44.41	\$58.72	\$63.83
53-3031	Driver/Sales Workers	\$10.86	\$11.36	\$11.94	\$17.62	\$23.00
13-1028	Buyers and Purchasing Agents	\$22.36	\$24.34	\$32.56	\$45.08	\$51.51
43-5061	Production, Planning, and Expediting Clerks	\$17.54	\$19.18	\$26.34	\$30.66	\$36.70
53-3033	Light Truck Drivers	\$12.06	\$14.48	\$18.90	\$23.80	\$36.45

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Leadership

In-Demand Certifications

- Commercial Driver's License (CDL)
- CDL Class A License
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Chauffeur License

In-Demand Education Level*

- High School Diploma: 28.4%
- Associate Degree: 4.9%
- Bachelor's Degree: 22.8%
- Master's Degree: 5.4%

**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

- Walmart
- Meijer
- Discount Tire
- Roehl Transport
- Aerotek
- University Of Michigan
- Domino's Pizza
- The Home Depot
- Penske Automotive Group
- State Of Michigan

Job Postings by City

1. Detroit: 4,578 Postings
2. Lansing: 3,096 Postings
3. Ann Arbor: 1,947 Postings
4. Troy: 1,403 Postings
5. Warren: 1,291 Postings
6. Livonia: 1,194 Postings
7. Auburn Hills: 1,045 Postings
8. Sterling Heights: 1,035 Postings
9. Dearborn: 997 Postings
10. Southfield: 835 Postings

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