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LABOR MARKET REPORT WASHTENAW COUNTY

January - December 2022

INTRODUCTION

Washtenaw County

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 Washtenaw County, including a workforce overview that identifies key components of the area's labor market such as labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the labor market's health. This data is used to provide real-time demand and job posting information for both employers and job seekers. This report analyzes the 2022 labor market information from Washtenaw County for the Business and Finance, Engineers and Designers, Healthcare, Information Technology (IT), and Skilled Trades occupation groups.

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

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State of the Labor Market in Washtenaw County

The characteristic uncertainty that the COVID-19 crisis once brought to labor markets continued to settle this year. In 2022, both the labor force and employment increased by 7,247 individuals (3.8 percent) and 8,438 workers (4.7 percent) respectively, while unemployment went down by 1,191 workers. The unemployment rate recovered in 2022 and decreased 0.8 percentage points from 4.2 percent in 2021 to 3.4 percent in 2022. Quarterly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses top the list as the most demanded occupation in 2022, accounting for 4,966 job postings. The Healthcare occupation group continues to be heavily demanded in Washtenaw County.

Annual Labor Market Information

The labor force in Washtenaw County increased in 2022, gaining 7,247 individuals (3.8 percent) from the prior year. Employment increased by 8,438 workers (4.7 percent) over the same period, while unemployment decreased by 1,191 workers (15.1 percent) for a total of 6,717 unemployed workers in 2022. The unemployment rate decreased in 2022 to 3.4 percent, a fall of 3.1 percentage points since the 6.5 percent spike in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 14.8 percent in Washtenaw County.

Annual Labor Force, Employment, Unemployment Rate 2012–2022



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2022 shows that employer demand has decreased since the end of Q3 2022. In Q4 2022, there were a monthly average of 18,473 unique postings in Washtenaw County, a decrease of 1,654 postings from the monthly average of 20,127 postings recorded in Q3. The second quarter had the highest recorded postings in 2022 with 22,042 average postings, an increase of 977 postings (4.6 percent) since Q1 2022. The steady increase into summer months, followed by a decline after Q2 is a possible indication that employer demand peaked with the summer season.

Quarterly Posting Analysis Washtenaw County 2022



Key Findings

22%

Employer demand increased by 21.8 percent, a gain of 18,640 job postings since 2021

High School Diploma

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

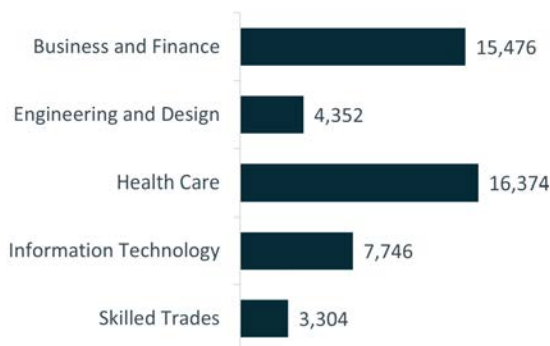
190,890

an increase of 7,643 workers (4.2 percent) since Q4 2021

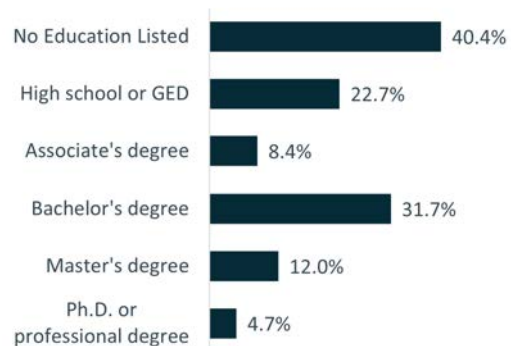
During 2022, there were 94,398 job postings, 18,640 more than the 75,758 postings made during 2021 in Washtenaw County. The second quarter saw the highest demand for the year with 22,042 average monthly postings, a 4.6 percent increase since Q1 2022. The top posted job titles in 2022 include Maintenance Technicians, Administrative Assistants, Dishwashers, Software Engineers, and Registered Nurses. For more information about in-demand job postings, see page 7.

Of the 94,398 unique postings in Washtenaw County during 2022, 21,443 (22.7 percent) required a high school diploma or equivalent, while 37,792 postings (40.0 percent) required a college degree. An additional 15,826 postings (16.8 percent) required an advanced degree. The high demand for Healthcare jobs within the county drives this high demand for workers with various skill sets.

Top 5 Posting Occupation Groups 2022



Education Levels In-Demand 2022



Following the pandemic-driven volatility that was observed throughout 2020 and parts of 2021, the labor market in 2022 was highlighted by signs of recovery and stability across each quarter. Through all four quarters of 2022, there were no significant changes in labor force or employment. For what little fluctuation there was, labor force peaked at 197,034 individuals while employment topped out at 190,890 workers. Unemployment and unemployment rate remained steady during the same period with the unemployment rate hovering between 3.1 and 3.6 percent for most of the year. The market continued to realign toward pre-pandemic levels during Q4, showing a decrease in unemployment to 6,143 workers resulting in a 0.5 percent fall in the unemployment rate. The unemployment rate at the end of Q4 2022 was 3.1 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2021	1st Quarter 2022	2nd Quarter 2022	3rd Quarter 2022	4th Quarter 2022	Change from 3rd Quarter 2022	Percent Change from 3rd Quarter 2022	Change from 4th Quarter 2021	Percent Change from 4th Quarter 2021
Labor Force	189,839	195,847	196,810	196,749	197,034	284	0.1%	7,195	3.8%
Employment	183,248	189,263	189,772	189,649	190,890	1,242	0.7%	7,643	4.2%
Unemployment	6,591	6,584	7,038	7,101	6,143	-957	-13.5%	-448	-6.8%
Unemployment Rate	3.5%	3.4%	3.6%	3.6%	3.1%	-0.5%	na	-0.4%	na

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

LABOR FORCE, EMPLOYMENT, AND UNEMPLOYMENT

Following labor force fluctuations throughout 2022, labor force participation totaled 196,610 individuals, an increase of 7,247 individuals since 2021. Employment fell to 189,894 workers in 2022, an increase of 8,438 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 6,717 workers, down by 1,191 workers since the high of 12,951 workers recorded in 2020. Similarly, the unemployment rate declined by 0.8 percentage points for a 2022 unemployment rate of 3.4 percent.

Annual Labor Market Data 2012-2022

	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 Annual	2021 Annual	2022 Annual	Change from 2021 to 2022	Percent Change from 2021 to 2022
Labor Force	181,611	183,727	186,899	188,110	191,376	193,566	194,621	196,084	199,946	189,363	196,610	7,247	3.8%
Employment	170,803	173,018	177,797	181,123	184,359	186,598	188,693	190,366	186,995	181,455	189,894	8,438	4.7%
Unemployment	10,808	10,709	9,102	6,988	7,017	6,968	5,928	5,718	12,951	7,908	6,717	-1,191	-15.1%
Unemployment Rate	6.0%	5.8%	4.9%	3.7%	3.7%	3.6%	3.0%	2.9%	6.5%	4.2%	3.4%	-0.8%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 200,251 people in the labor force, individuals that were either working or looking for work in Washtenaw County. Slightly over half of the population, 190,834 individuals (51.2 percent) living in the region were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 25 face an unemployment rate of 24.3 percent, while females under the age of 25 report an unemployment rate of 17.3 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 10.8 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	200,251	190,834	9,417	4.7%
Sex				
Male 16+	104,208	99,006	5,202	5.0%
16-19	5,152	4,293	859	16.7%
20-24	14,752	13,627	1,125	7.6%
25-54	62,306	59,795	2,511	4.0%
55-64	15,813	15,193	620	3.9%
65 Plus	6,185	6,098	87	1.4%
Female 16+	96,043	91,828	4,215	4.4%
16-19	6,273	5,576	697	11.1%
20-24	15,869	14,886	983	6.2%
25-54	54,116	52,175	1,941	3.6%
55-64	14,372	13,971	401	2.8%
65 Plus	5,413	5,220	193	3.6%
Race				
White	146,547	140,832	5,715	3.9%
Black / African American	23,669	21,113	2,556	10.8%
Native American	468	459	9	1.9%
Asian	18,008	17,450	558	3.1%
Native Hawaiian / Pacific Islander	87	84	3	3.4%
Some Other Race	2,533	2,338	195	7.7%
Two or More Races	9,148	8,727	421	4.6%
Ethnicity				
Hispanic	9,554	9,105	449	4.7%

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

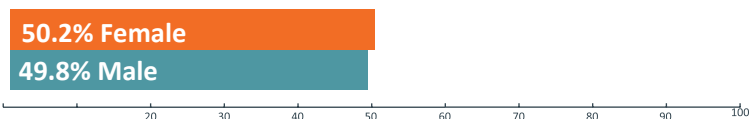
2021 Census Population

According to data from the most recent Census Bureau 2021 ACS Five-Year estimates, the population in Washtenaw County increased by about 1.1 percent between 2020 and 2021. During 2021, there were 372,428 people living in the county. The sex of the populace was split almost evenly, with about 50.2 percent of the population identifying as female and the other 49.8 percent identifying as male. A majority of the population identified as White (72.0 percent) with the second largest number of individuals identifying as Black or African American (11.7 percent). The region is facing an aging populace; with 25.4 percent of the population over the age of 54, compared to 37.2 percent under the age of 25.

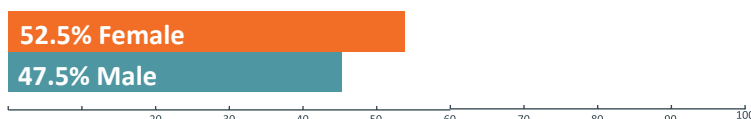
2022 Current Workforce

In 2022, the workforce had a total of 225,990 individuals working in Washtenaw County. A slight majority, 52.5 percent (117,903 workers) were female, while 47.5 percent (106,595 workers) of the workforce was male. Most workers in the county identified as White, accounting for 73.9 percent of the workforce, while Black or African American workers totaled 12.3 percent of the workforce. Those identifying as Asian ethnicity accounted for 5.7 percent. Much of the workforce in Washtenaw County are between the ages of 25 through 54 (63.4 percent), while 22.1 percent of workers are 55 and older.

Population Gender Demographics

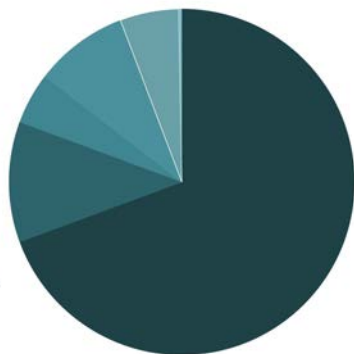


Workforce Gender Demographics



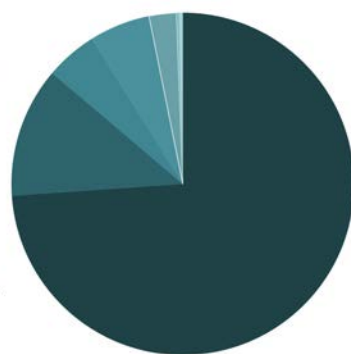
Population Race Demographics

- White, 72.0%
- Black or African American, 11.7%
- Hispanic or Latino, 5.0%
- Asian, 9.1%
- Two or More Races, 5.7%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.00%



Workforce Race and Ethnicity Demographics

- White, 73.9%
- Black or African American, 12.3%
- Hispanic or Latino, 4.9%
- Asian, 5.7%
- Two or More Races, 2.6%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.34%



Population Age Demographics



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

Workforce Age Demographics

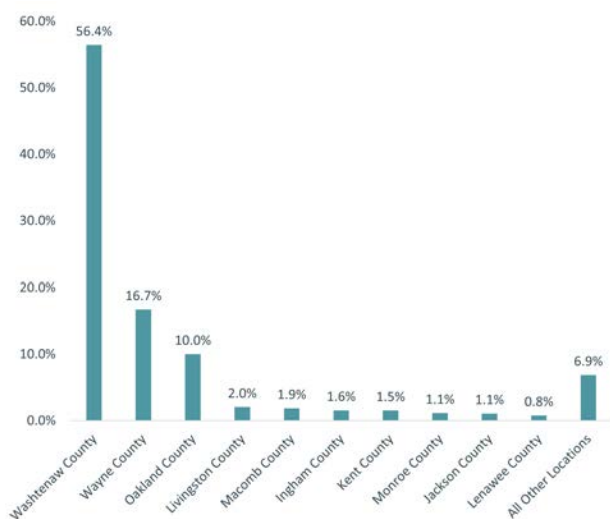


Data: Lightcast | Analysis: Workforce Intelligence Network

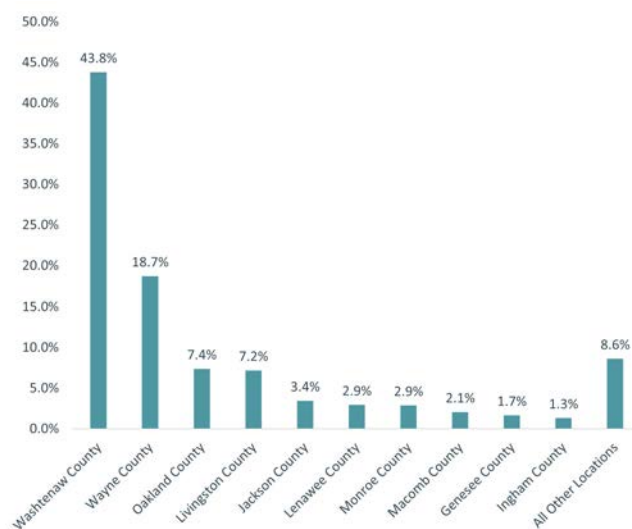
REGIONAL COMMUTING PATTERNS

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, Washtenaw County's workforce consisted of 137,491 residents. There were 77,584 (56.4 percent) residents living and working in Washtenaw County, while the remaining 59,907 residents (43.6 percent) traveled outside of the county for work. There were 177,134 workers employed in the county during 2020. Of those, 99,550 workers (56.2 percent) lived outside of the county's borders and commuted in. From this information, we can see that the Washtenaw is a net importer of jobs, with more workers coming to the area for employment than outwardly commuting.

Where Washtenaw County Residents Work



Where Washtenaw County Workers Live

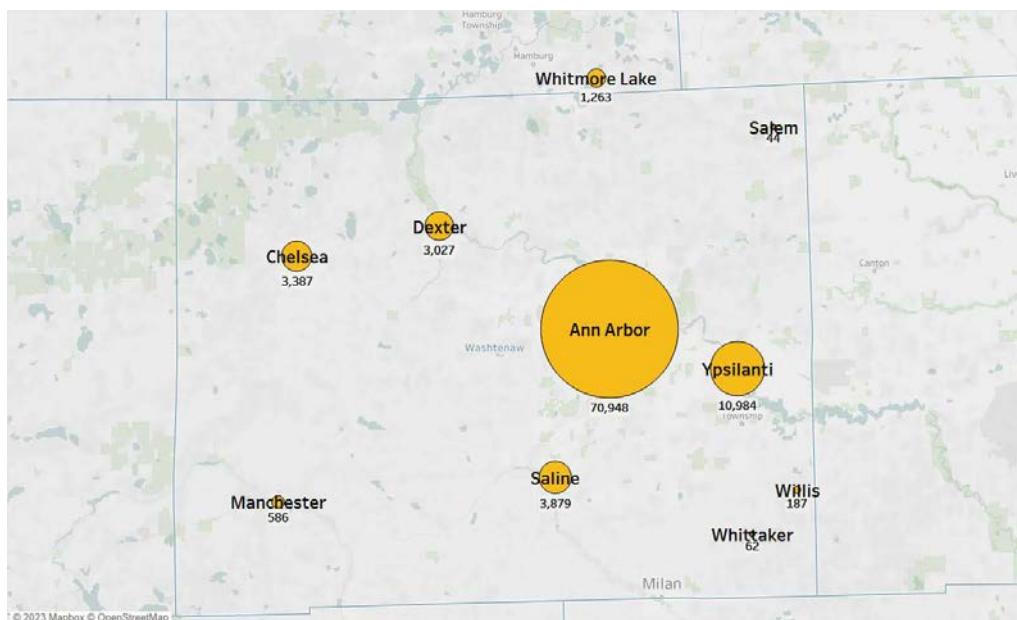


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

Job Postings by City

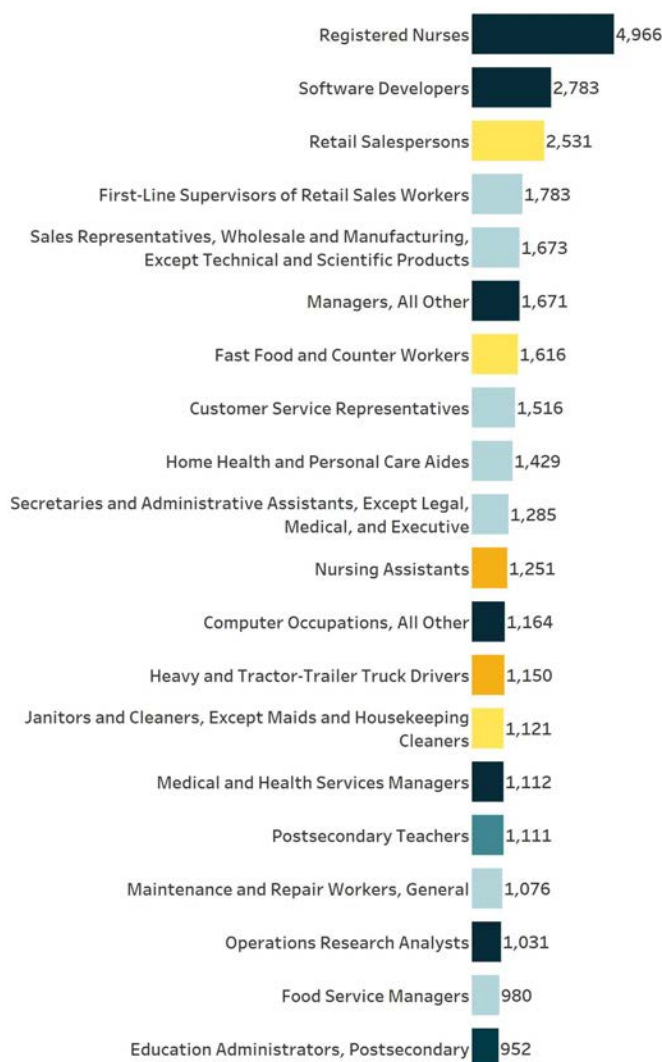
1. Ann Arbor: 70,948 Postings
2. Ypsilanti: 10,984 Postings
3. Saline: 3,879 Postings
4. Chelsea: 3,387 Postings
5. Dexter: 3,027 Postings
6. Whitmore Lake: 1,263 Postings
7. Manchester: 586 Postings
8. Willis: 187 Postings
9. Whittaker: 62 Postings
10. Salem: 44 Postings



TOP POSTED JOBS

Top Posted Jobs: 2022

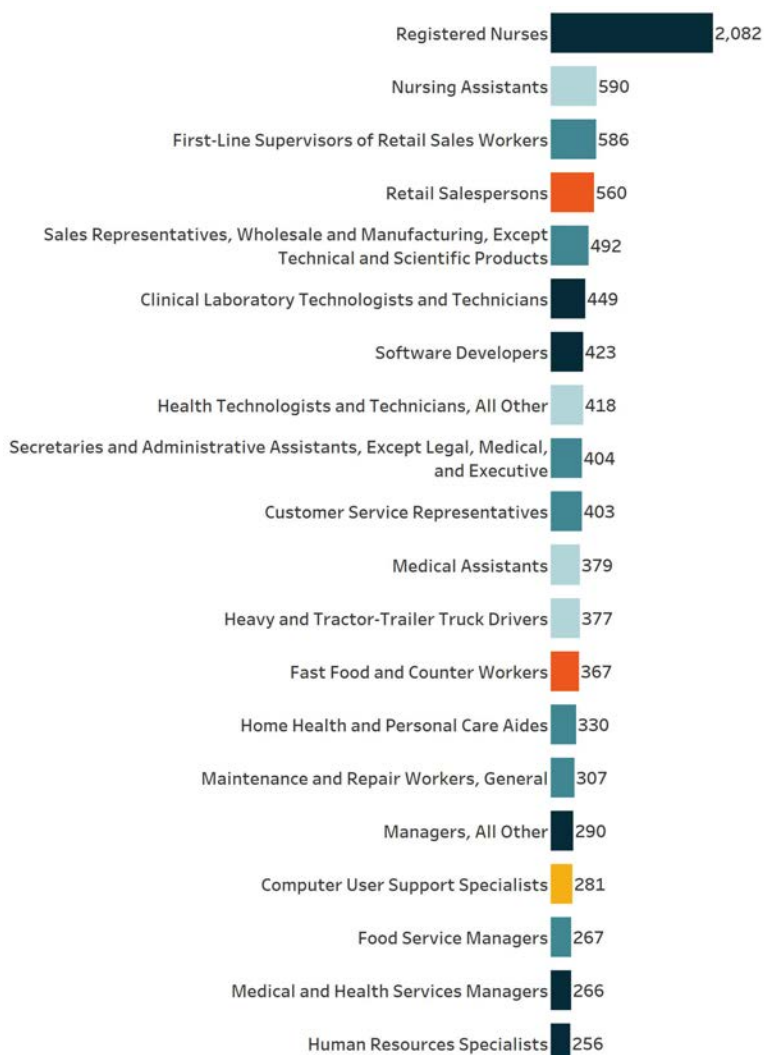
Registered Nurses is the top posted occupation for 2022, with 4,966 unique online job postings and requires a bachelor's degree for entry. Software Developers (2,783 postings) and Retail Salespersons (2,531 postings) round out the top three demanded occupations, requiring a bachelor's degree and a high school diploma or equivalent respectively, for entry. Other in-demand jobs that also require no formal education or a high school diploma or equivalent coupled with short-term on-the-job training include Home Health and Personal Care Aides and Fast Food and Counter Workers.



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

Top Posted Entry-Level Jobs: 2022

Entry-level jobs, which usually require zero to two years of previous experience, account for 33.3 percent of postings in Washtenaw County. Just over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.7 percent of entry-level postings. Registered Nurses was the top posted entry-level occupation with 2,082 postings followed by Nursing Assistants with 590 postings.

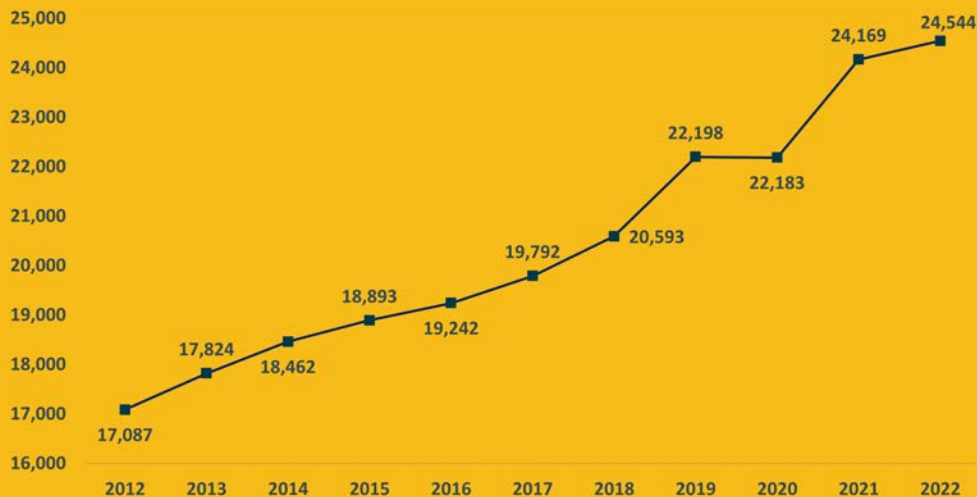


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree

BUSINESS AND FINANCE OCCUPATION GROUP

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

Employment Over Time
2012-2022

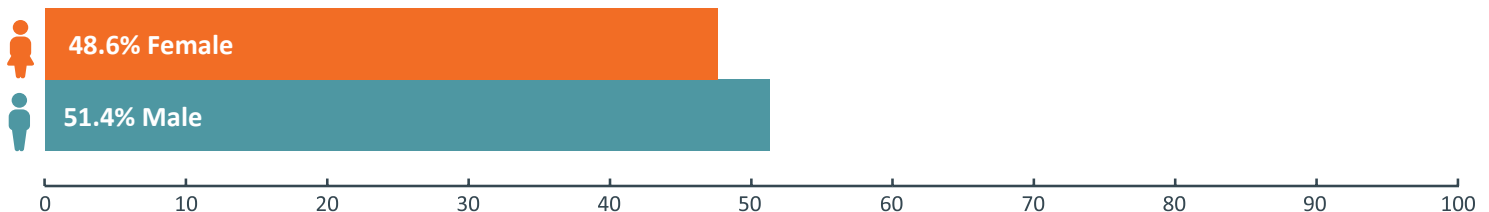


**24,544 Business and
Finance Workers**
1.6% Increase from
2021

Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 24,544 workers. Slightly more than half the working population identify as male (51.4 percent), however, 81.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 5.0 percent of the working population in business and finance is under the age of 25, compared to 23.9 percent who are age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Worker Gender Demographics



Race and Ethnicity Demographics

81.3% White | 8.0% Black or African-American | 5.0% Asian

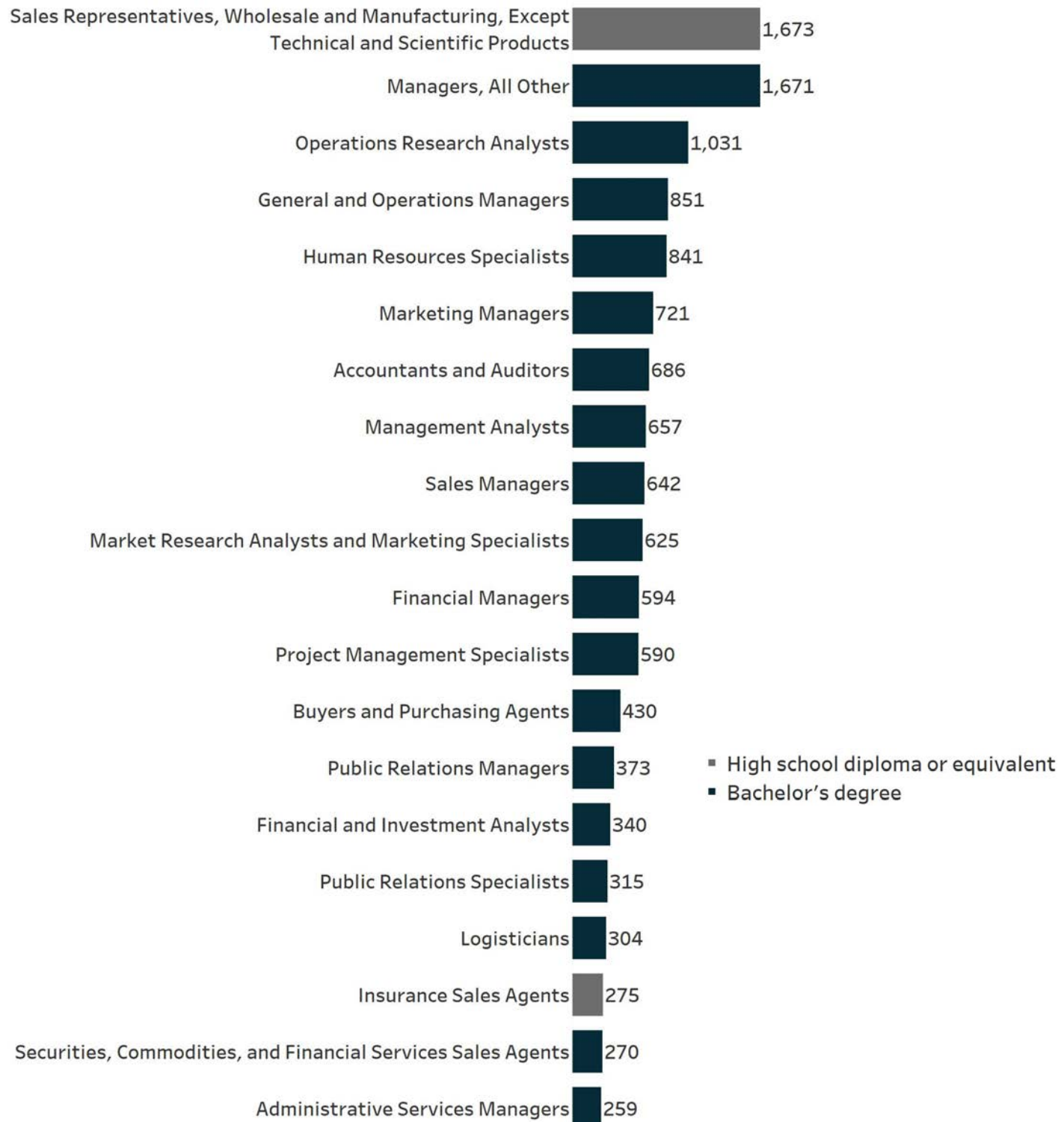
Worker Age Demographics



BUSINESS AND FINANCE OCCUPATION GROUP

Top Posted Jobs

There were 15,476 business and finance postings during 2022. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products is the top in-demand occupation with 1,673 postings. Managers, All Other (1,671 postings) was in the second highest demanded, while Operations Research Analysts (1,031 postings), General and Operations Managers (851 postings), and Human Resources Specialists (841 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 Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers a median hourly wage of \$30.14, translating to annual earnings of approximately \$62,691. All the top business occupations offer median wages over \$30.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$18.29	\$23.64	\$30.14	\$41.01	\$60.55
11-9199	Managers, All Other	\$29.56	\$38.84	\$51.88	\$65.14	\$78.89
15-2031	Operations Research Analysts	\$28.34	\$29.92	\$37.41	\$47.14	\$57.33
11-1021	General and Operations Managers	\$23.31	\$31.04	\$48.99	\$78.09	\$107.35
13-1071	Human Resources Specialists	\$22.57	\$24.53	\$30.40	\$38.27	\$48.70
11-2021	Marketing Managers	\$36.93	\$47.29	\$60.06	\$77.74	\$92.21
13-2011	Accountants and Auditors	\$23.44	\$29.24	\$36.76	\$46.43	\$50.71
13-1111	Management Analysts	\$29.28	\$30.93	\$38.65	\$48.93	\$64.20
11-2022	Sales Managers	\$29.53	\$45.64	\$60.92	\$78.80	\$110.51
13-1161	Market Research Analysts and Marketing Specialists	\$17.80	\$23.44	\$29.96	\$38.90	\$48.71

In-Demand Technical Skills

- Marketing
- Finance
- Accounting
- Auditing
- Data Analysis

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
- Professional in Human Resources

In-Demand Education Level*

- High school or GED: 12.2%
- Associate degree: 6.1%
- Bachelor's degree: 60.8%
- Master's degree: 19.2%

**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

- University Of Michigan
- Deloitte
- KLA
- CBRE
- XPO Logistics
- Robert Half
- Mathematica Policy Research
- Amcor
- Nsf International
- Thomson Reuters

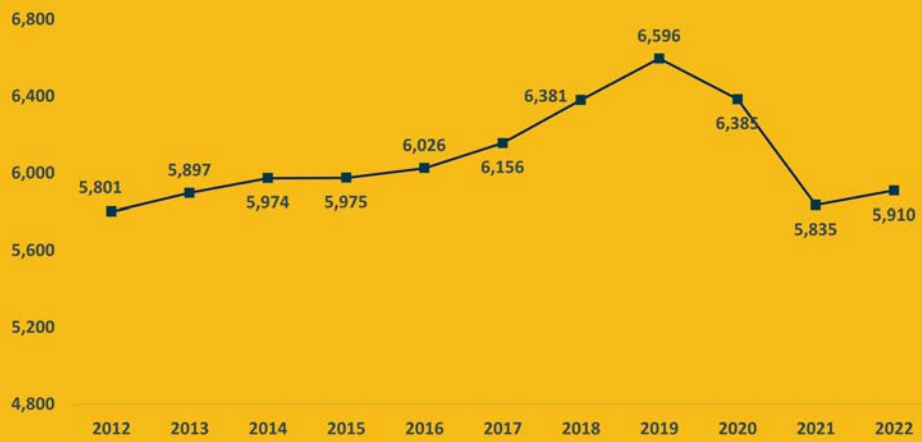
Job Postings by City

- Ann Arbor: 13,260 Postings
- Ypsilanti: 1,046 Postings
- Saline: 414 Postings
- Dexter: 298 Postings
- Chelsea: 221 Postings
- Manchester: 124 Postings
- Whitmore Lake: 89 Postings
- Willis: 10 Postings
- Whittaker: 9 Postings
- Salem: 3 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



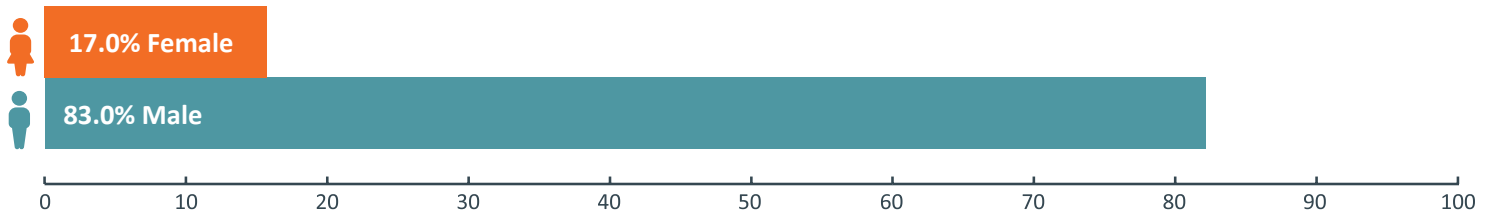
**5,910 Engineers and
Designers Workers**
**1.3% Increase from
2020**



Engineers and Designers Worker Demographics

According to 2022 Lightcast data, the 5,910 workers in the engineering and design group are not particularly diverse. Just 5.8 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 17.0 percent of the current workforce and only 20.2 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

79.8% White | **10.6% Asian** | **4.6% Black or African-American**

Worker Age Demographics

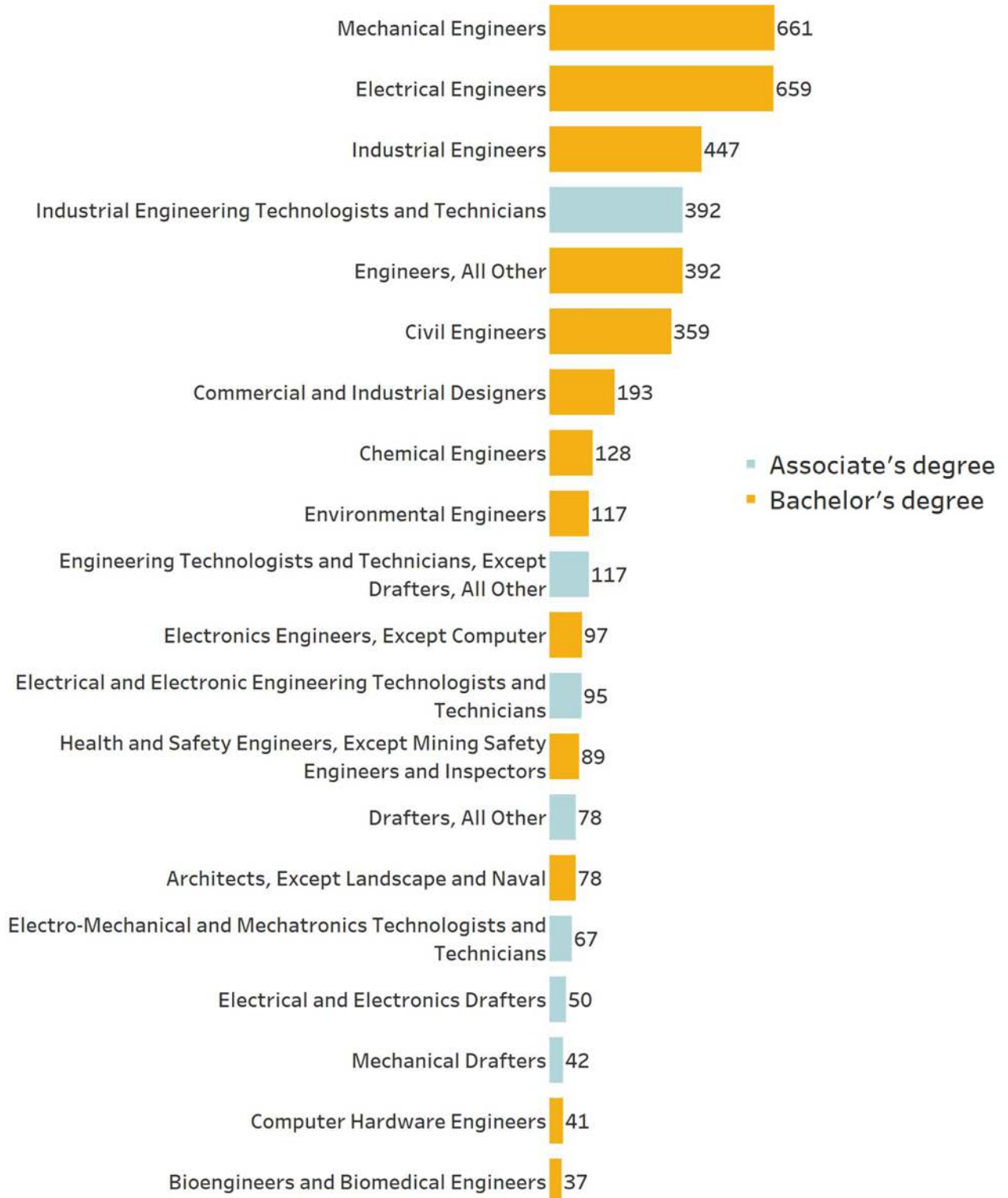


Data: Lightcast | Analysis: Workforce Intelligence Network

ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

In 2022, there were a total of 4,352 job postings for engineering and design workers, with Mechanical Engineers as the most sought-after occupation by engineering and design industry employers during 2022, with 661 postings. Electrical Engineers was in the second position with 659 postings. Other top posted jobs include Industrial Engineers (447 postings), Engineers, All Other (392 postings), and Industrial Engineering Technologists and Technicians (392 postings). Over half 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 related to these jobs. The top posted engineering and design job, Mechanical Engineers, offers a median hourly wage of \$45.95, or an annual salary of approximately \$95,576.

Wage Overview for Top Posted Engineers and Designers Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2141	Mechanical Engineers	\$29.21	\$37.02	\$45.95	\$48.29	\$61.33
17-2071	Electrical Engineers	\$29.06	\$37.28	\$47.30	\$59.01	\$62.64
17-2112	Industrial Engineers	\$29.14	\$37.16	\$39.34	\$48.46	\$61.05
17-2199	Engineers, All Other	\$29.00	\$36.97	\$47.16	\$58.37	\$61.90
17-3026	Industrial Engineering Technologists and Technicians	\$18.33	\$23.56	\$28.75	\$30.16	\$36.79
17-2051	Civil Engineers	\$29.55	\$30.10	\$38.34	\$48.85	\$61.50
27-1021	Commercial and Industrial Designers	\$28.96	\$36.72	\$46.63	\$49.70	\$62.96
17-2041	Chemical Engineers	\$23.22	\$29.68	\$47.40	\$61.70	\$77.67
17-2081	Environmental Engineers	\$36.85	\$38.29	\$48.93	\$60.74	\$63.23
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.81	\$22.60	\$29.83	\$47.15	\$60.22

In-Demand Technical Skills

- Electrical Engineering
- Mechanical Engineering
- Computer-Aided Design
- Automation
- AutoCAD

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Engineer in Training
- Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)

In-Demand Education Level*

- High school or GED: 7.6%
- Associate degree: 7.7%
- Bachelor's degree: 61.3%
- Master's degree: 22.5%

**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

- KLA
- Barr Engineering Co.
- University Of Michigan
- Actalent
- Hyundai America Technical Center
- Hdr Engineering Incorporated
- CDM Smith
- GPAC
- Tetra Tech
- Orchid Orthopedic Solutions

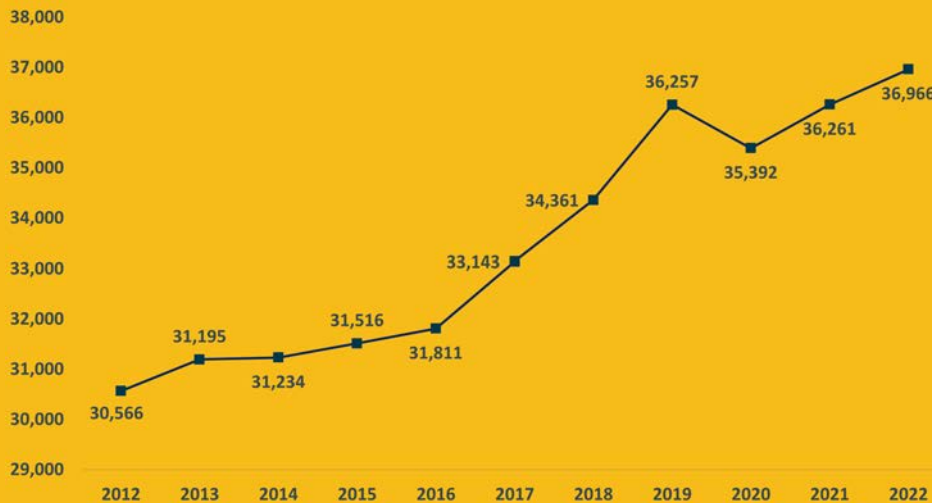
Job Postings by City

1. Ann Arbor: 3246 Postings
2. Dexter: 311 Postings
3. Saline: 307 Postings
4. Chelsea: 216 Postings
5. Ypsilanti: 184 Postings
6. Whitmore Lake: 50 Postings
7. Manchester: 34 Postings
8. Bridgewater: 2 Postings
9. Salem: 2 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



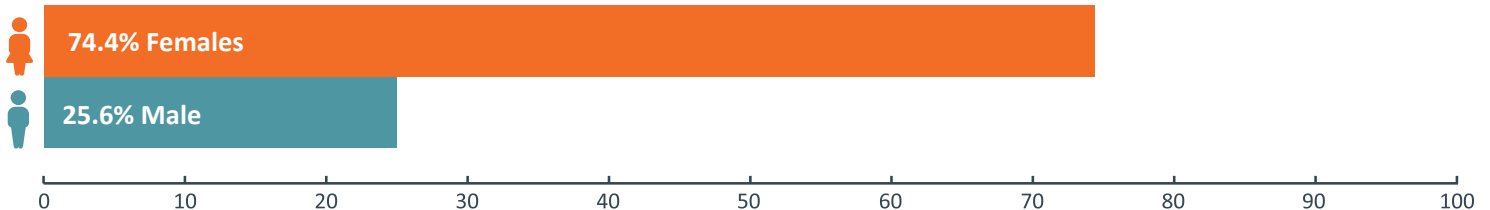
36,966
Healthcare
Workers
1.9% Increase
from 2021



Healthcare Worker Demographics

According to 2022 Lightcast data, the Healthcare occupation group employed 36,966 workers in Washtenaw County, who are overwhelmingly female (74.4 percent) and between the ages of 25 and 54 (73.0 percent), although 19.9 percent of workers are over 54. The healthcare occupation group is primarily white in Washtenaw County, with 65.3 percent of workers identifying as white, 19.6 percent identifying as Black or African American, and 15.1 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

65.3% White | **19.6% Black or African-American** | **7.4% Asian**

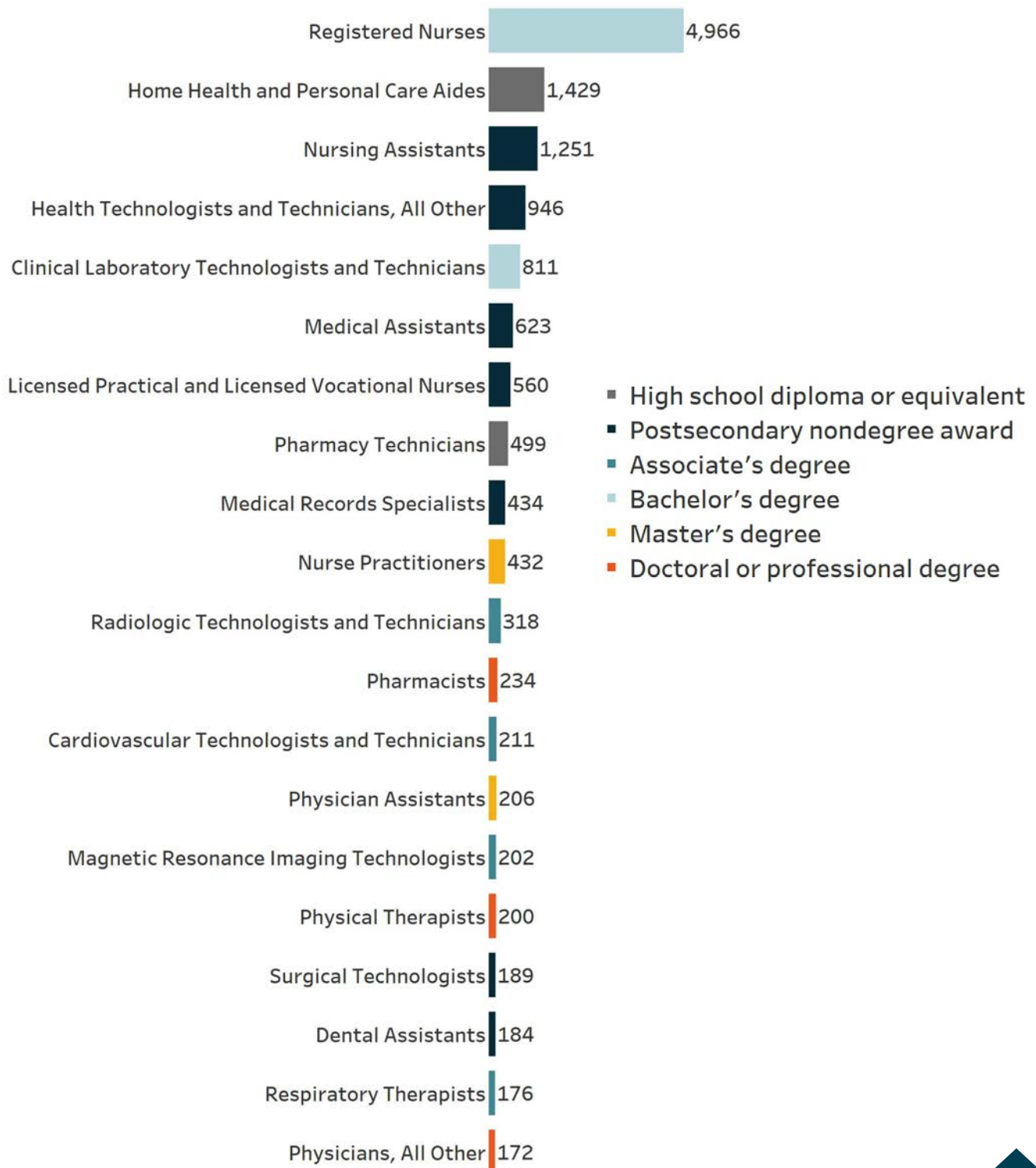
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses was the highest in-demand Healthcare occupation throughout 2022, with 4,966 postings. Other top posted jobs include Home Health and Personal Care Aides (1,429 postings), Nursing Assistants (1,251 postings), Health Technologists and Technicians, All Other (946 postings), and Clinical Laboratory Technologists and Technicians (811 postings). Top occupations in Healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (499 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



HEALTHCARE OCCUPATION GROUP

Wage Overview

Wages in the high-demand Healthcare field tend to scale with both education and experience. The Healthcare occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over \$14.00 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$38.39 per hour or an annual salary of about \$79,851.

Wage Overview for Top Posted Healthcare Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$29.78	\$36.38	\$38.39	\$45.84	\$57.64
31-1128	Home Health and Personal Care Aides	\$11.14	\$11.51	\$13.83	\$14.42	\$17.55
31-1131	Nursing Assistants	\$14.54	\$17.59	\$18.45	\$18.45	\$22.96
29-2099	Health Technologists and Technicians, All Other	\$14.49	\$18.35	\$22.60	\$28.42	\$34.78
29-2018	Clinical Laboratory Technologists and Technicians	\$14.77	\$18.87	\$28.69	\$36.04	\$37.61
31-9092	Medical Assistants	\$14.53	\$17.67	\$18.63	\$18.64	\$23.03
29-2061	Licensed Practical and Licensed Vocational Nurses	\$22.55	\$23.25	\$28.37	\$28.73	\$28.96
29-2052	Pharmacy Technicians	\$14.04	\$14.86	\$18.10	\$22.60	\$22.62
29-2072	Medical Records Specialists	\$17.82	\$21.73	\$23.41	\$29.65	\$35.66
29-1171	Nurse Practitioners	\$46.42	\$49.57	\$58.34	\$58.34	\$63.82

In-Demand Technical Skills

- Nursing
- Nursing Care
- Clinical Practices
- Medical Records
- Patient Assistance

In-Demand Foundational Skills

- Communications
- Management
- Telecommuting
- Customer Service
- Leadership

In-Demand Certifications

- Basic Life Support (BLS) Certification
- Advanced Cardiovascular Life Support (ACLS) Certification
- Certified Nursing Assistant
- Licensed Practical Nurse (LPN)
- Nurse Practitioner (APRN-CNP)

In-Demand Education Level*

- High school or GED: 25.5%
- Associate degree: 17.5%
- Bachelor's degree: 18.5%
- Master's degree: 8.4%

**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

- University Of Michigan
- Trinity Health
- United States Department of Veterans Affairs
- Beaumont Health
- ProMedica
- Aya Healthcare
- Michigan Medicine
- Iha Co Ltd
- Honor
- Healthcare Employment Network

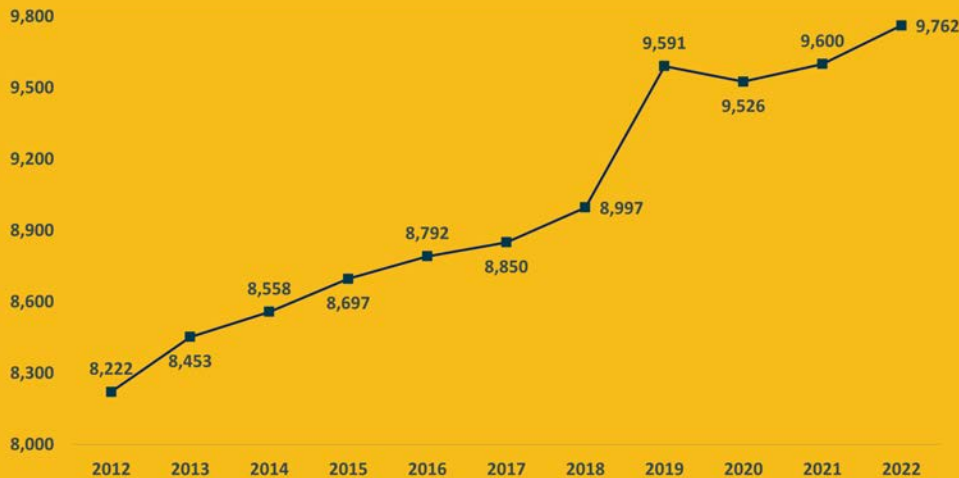
Job Postings by City

1. Ann Arbor: 12,282 Postings
2. Ypsilanti: 1,910 Postings
3. Chelsea: 1,166 Postings
4. Saline: 391 Postings
5. Whitmore Lake: 276 Postings
6. Dexter: 162 Postings
7. Willis: 78 Postings
8. Manchester: 54 Postings
9. Whittaker: 36 Postings
10. Salem: 8 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

According to 2022 Lightcast data, Washtenaw County has 9,762 IT workers. The workforce is not overly diverse, with most workers identifying as male (74.5 percent) between the ages of 25 and 54 (78.1 percent). Workers aged 55 years and older account for 14.6 percent, while only 7.2 percent are 24 years old or younger. Around 73.1 percent of the workforce identify as white, with workers who identify as Black or African American making up 6.5 percent of the workforce.

Employment Over Time
2012-2022



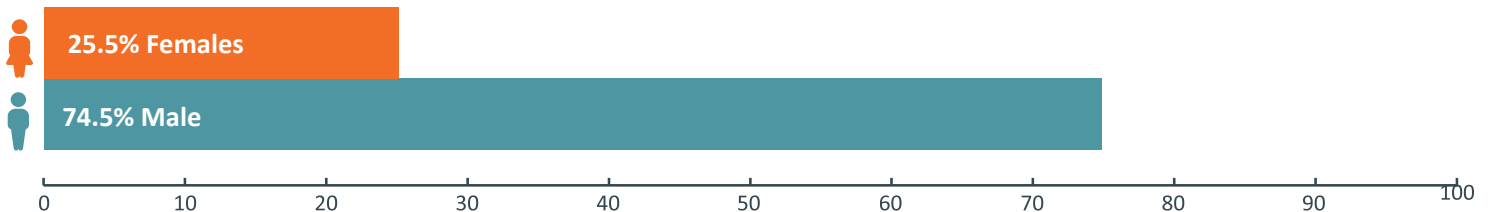
**9,762 Information
Technology Workers**
1.7% Increase from
2021



Information Technology Worker Demographics

According to 2022 Lightcast data, Washtenaw County has 9,762 IT workers. The workforce is not overly diverse, with most workers identifying as male (74.5 percent) between the ages of 25 and 54 (78.1 percent). Workers aged 55 years and older account for 14.6 percent, while only 7.2 percent are 24 years old or younger. Around 73.1 percent of the workforce identify as white, with workers who identify as Black or African American making up 6.5 percent of the workforce.

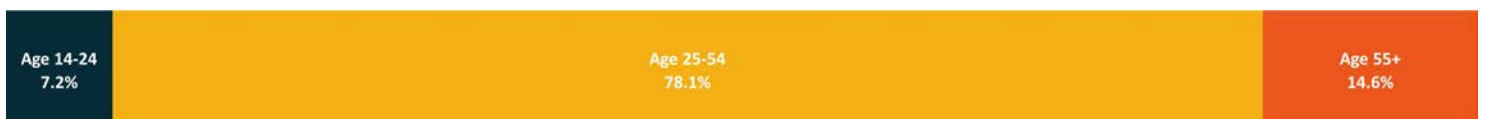
Worker Gender Demographics



Race and Ethnicity Demographics

73.1% White | 14.8% Asian | 6.5% Black or African-American

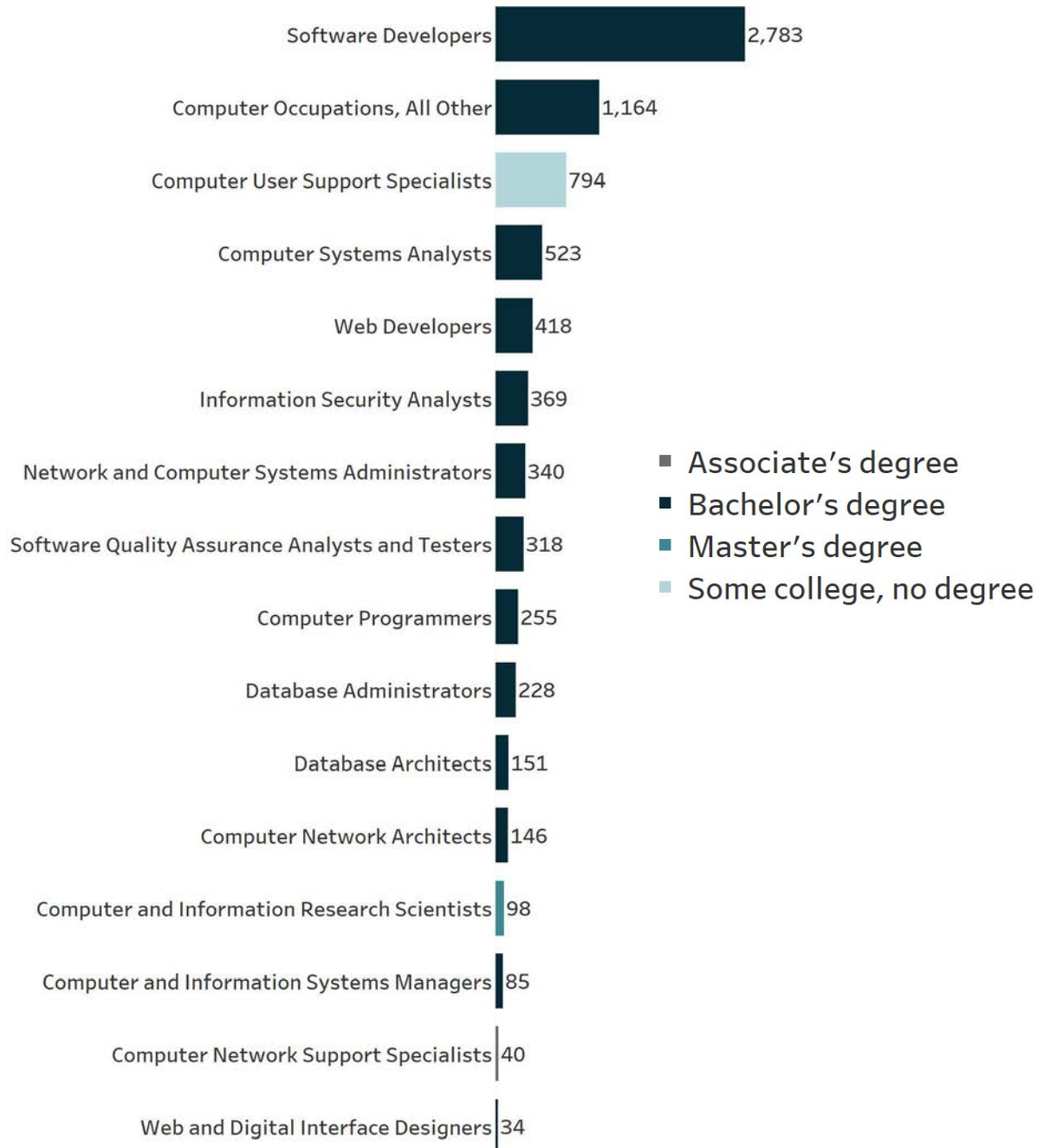
Worker Age Demographics



INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2022, there were 7,746 postings for IT workers in Washtenaw County. Software Developers was the most in-demand occupation for 2022, with 2,783 postings, followed by Computer Occupations, All Other, with 1,164 postings. Computer User Support Specialists (794 postings) and Computer Systems Analysts (523 postings) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



INFORMATION TECHNOLOGY OCCUPATION GROUP

Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers, the most in-demand occupation, offers a median hourly wage of \$47.39 per hour or almost \$98,571 per year. Computer and Information Systems Managers earn the highest median wage at \$61.62 per hour or nearly \$128,170 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Computer Network Support Specialists, make over \$23.00 per hour.

Wage Overview for Top Posted Information Technology Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1252	Software Developers	\$29.98	\$37.83	\$47.39	\$58.24	\$63.22
15-1299	Computer Occupations, All Other	\$18.40	\$28.67	\$37.54	\$48.56	\$62.12
15-1232	Computer User Support Specialists	\$14.43	\$18.35	\$23.26	\$29.56	\$37.08
15-1211	Computer Systems Analysts	\$29.73	\$37.45	\$40.68	\$48.64	\$59.76
15-1254	Web Developers	\$29.24	\$37.24	\$40.05	\$48.22	\$60.54
15-1212	Information Security Analysts	\$17.88	\$29.28	\$38.01	\$48.67	\$63.00
15-1244	Network and Computer Systems Administrators	\$29.24	\$30.31	\$38.23	\$47.44	\$51.98
15-1253	Software Quality Assurance Analysts and Testers	\$24.85	\$30.06	\$38.39	\$48.10	\$49.23
15-1251	Computer Programmers	\$18.50	\$29.28	\$38.23	\$48.64	\$61.36
15-1242	Database Administrators	\$29.19	\$30.22	\$45.12	\$57.84	\$60.52

In-Demand Technical Skills

- Computer Science
- Python (Programming Language)
- Agile Methodology
- SQL (Programming Language)
- Software Development

In-Demand Foundational Skills

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

In-Demand Certifications

- Security Clearance
- Top Secret-Sensitive Compartmented Information (TS/SCI Clearance)
- Certified Information Systems Security Professional
- Project Management Professional Certification
- Cisco Certified Network Associate

In-Demand Education Level*

- High school or GED: 3.8%
- Associate degree: 6.5%
- Bachelor's degree: 62.9%
- Master's degree: 21.5%

**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

- University Of Michigan
- KLA
- Deloitte
- Stout Systems Development
- Cisco
- TEKsystems
- Maxar Technologies
- Conexess
- Nexient
- Robert Half

Job Postings by City

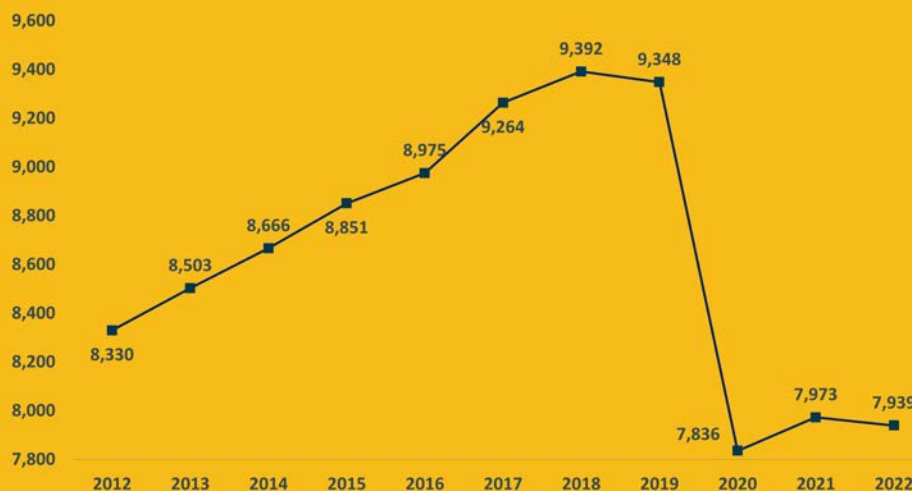
- Ann Arbor: 6992 Postings
- Ypsilanti: 280 Postings
- Saline: 186 Postings
- Dexter: 150 Postings
- Chelsea: 98 Postings
- Manchester: 22 Postings
- Whitmore Lake: 10 Postings
- Salem: 4 Postings
- Whittaker: 2 Postings
- Bridgewater: 1 Posting

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

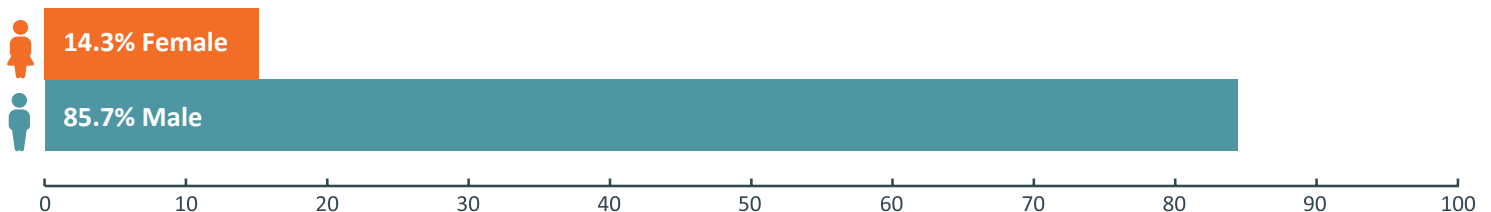


**7,939 Skilled
Trades Workers**
**0.4% Decrease
from 2021**

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 7,939 workers in Washtenaw County. The majority of skilled trades workers are male (85.7 percent) between the ages of 25 and 54 (65.7 percent). Due to the aging workforce, additional outreach will be necessary as 27.7 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

80.1% White | **8.9% Black or African-American** | **3.4% Hispanic or Latino**

Worker Age Demographics

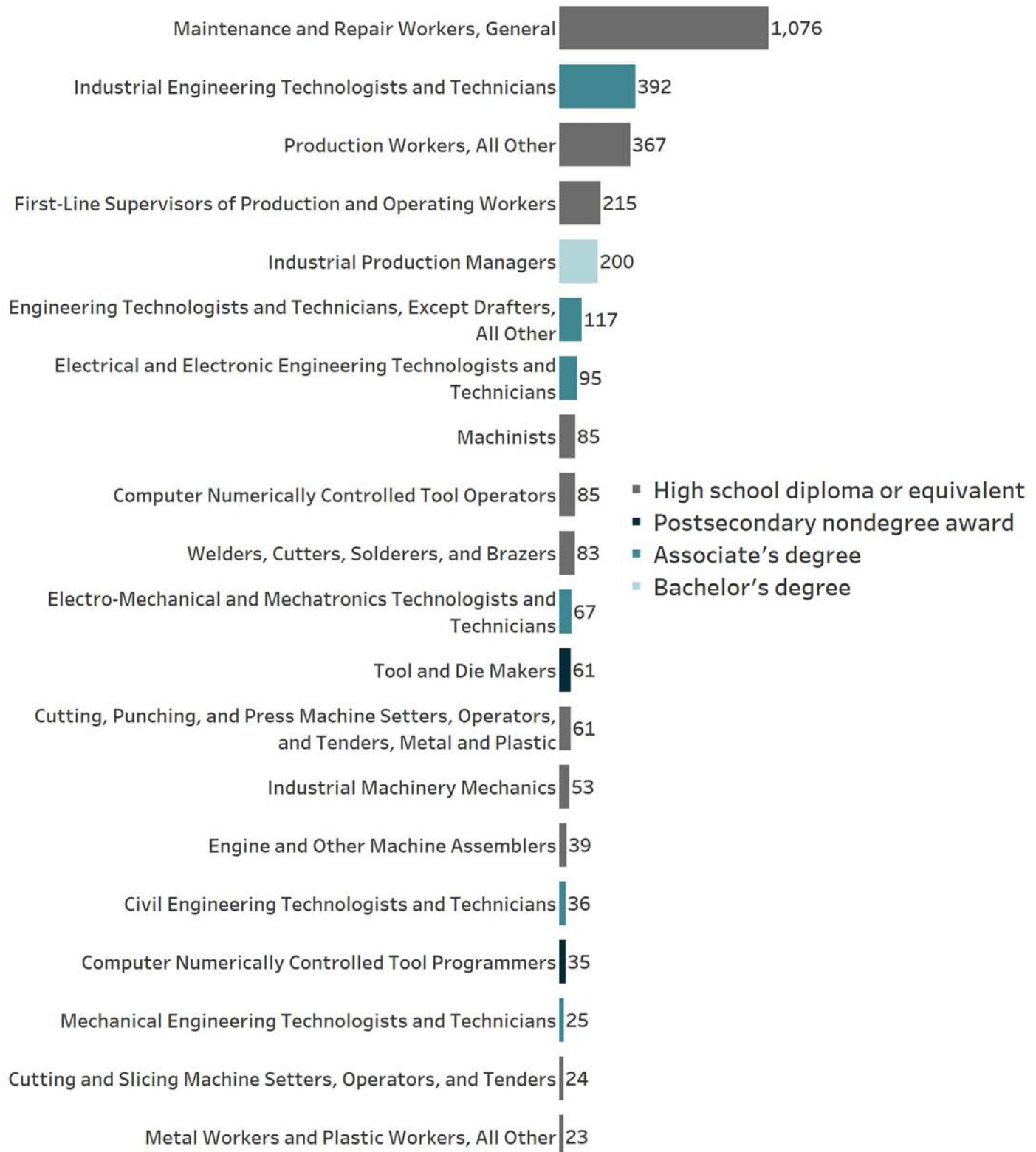


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

In 2022, there were a total of 3,304 job postings for Skilled Trades workers, with Maintenance and Repair Workers, General as the most sought-after occupation by Skilled Trades industry employers during 2022, with 1,076 postings. Industrial Engineering Technologists and Technicians was in the second position with 392 postings. Other top posted jobs include Production Workers, All Other (367 postings), First-Line Supervisors of Production and Operating Workers (215 postings), and Industrial Production Managers (200 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Most of the top ten in-demand skilled trades occupations have median wages above \$22.00 per hour, while the remaining top occupations have wages above \$14.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of \$18.76, which translates to an annual salary of about \$39,020.

Wage Overview for Top Posted Skilled Trades Jobs in 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$14.01	\$14.73	\$18.76	\$23.45	\$29.42
17-3026	Industrial Engineering Technologists and Technicians	\$18.33	\$23.56	\$28.75	\$30.16	\$36.79
51-9199	Production Workers, All Other	\$11.56	\$13.94	\$14.42	\$17.59	\$22.22
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.59	\$23.52	\$30.08	\$38.36	\$48.37
11-3051	Industrial Production Managers	\$36.84	\$45.74	\$50.42	\$62.53	\$77.65
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.81	\$22.60	\$29.83	\$47.15	\$60.22
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.20	\$23.18	\$29.68	\$46.79	\$47.70
51-4041	Machinists	\$14.82	\$18.32	\$23.30	\$29.03	\$29.81
51-9161	Computer Numerically Controlled Tool Operators	\$14.48	\$17.58	\$22.34	\$28.73	\$30.16
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.55	\$17.74	\$18.99	\$23.33	\$29.45

In-Demand Technical Skills

- Plumbing
- Machinery
- HVAC
- Hand Tools
- Machining

In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Operations
- Customer Service
- Detail Oriented

In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Automotive Service Excellence (ASE) Certification
- CDL Class B License
- American Society For Quality (ASQ) Certified

In-Demand Education Level*

- High school or GED: 43.8%
- Associate degree: 11.4%
- Bachelor's degree: 14.4%
- Master's degree: 2.9%

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

Top Posting Employers

- University Of Michigan
- Orchid Orthopedic Solutions
- Aerotek
- ManpowerGroup
- Stanley Black & Decker
- City Of Ann Arbor
- Mmi Engineered Solutions
- Adecco
- Qiagen
- GPAC

Job Postings by City

1. Ann Arbor: 1,874 Postings
2. Ypsilanti: 383 Postings
3. Saline: 341 Postings
4. Chelsea: 272 Postings
5. Dexter: 262 Postings
6. Whitmore Lake: 92 Postings
7. Manchester: 73 Postings
8. Bridgewater: 5 Postings
9. Willis: 2 Postings

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(win)

