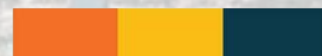


WIN

WORKFORCE
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NETWORK



Research. Engagement. Solutions

An aerial photograph of a city, likely Detroit, with a semi-transparent map of Wayne County overlaid. The map shows the county's outline and internal city boundaries. One city block in the southeast corner of the county is highlighted in orange.

LABOR MARKET REPORT WAYNE COUNTY

January - December 2022

INTRODUCTION

Wayne 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 Wayne 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 Energy, 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.

REPORT CONTENTS

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 7 - Real-Time Demand Overview

Occupation Groups

- 8 - Energy
- 11 - Engineers and Designers
- 14 - Healthcare
- 17 - Information Technology
- 20 - Skilled Trades and Technicians

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State of the Labor Market in Wayne County

The characteristic uncertainty that the COVID-19 crisis once brought to labor markets continued to settle this year. In 2022, the labor force increased by 26,221 individuals (3.4 percent) while employment increased by 29,032 individuals (4.0 percent) from 2021. Unemployment declined by 2,811 workers and the unemployment rate recovered significantly, decreasing 0.5 percentage points from 5.7 percent in 2021 to 5.2 percent in 2022. Monthly postings data shows shifts in hiring and skills demanded as the region continues its recovery. Registered Nurses tops the list as the most demanded occupation in 2022, accounting for 19,121 job postings followed closely by Software Developers with 12,028 postings. The Healthcare and information technology occupation groups continue to be heavily demanded in Wayne County.

Annual Labor Market Information

The labor force in Wayne County dropped in 2022, increasing by 26,221 individuals (3.4 percent) from the prior year. Employment increased by 29,032 workers (4.0 percent) over the same period, while unemployment decreased by 2,811 workers (6.4 percent) for a total of 41,184 unemployed workers in 2022. The unemployment rate decreased in 2022 to 5.2 percent, a fall of 8.5 percentage points since the 13.0 percent spike in 2020. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in May 2020, with an unemployment rate of 26.5 percent in Wayne 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 69,915 unique postings in Wayne County, a decrease of 9,592 postings from the monthly average of 79,507 postings recorded in Q3. The second quarter had the highest recorded postings in 2022 with 88,243 average postings, an increase of 3,954 postings (4.7 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 Wayne County
2022



Key Findings

8.3% Employer demand increased by 8.3 percent, a gain of 28,099 job postings since 2021

Bachelor's Degree

Most in-demand minimum education level during 2022

In Q4 2022, employment totaled

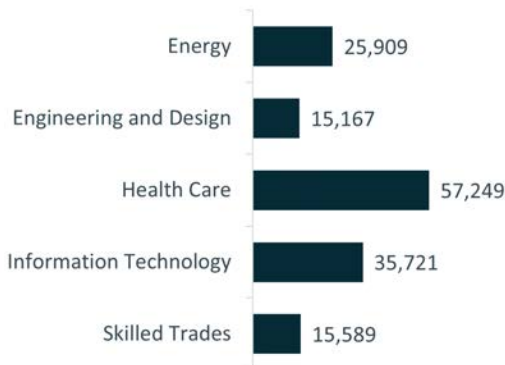
791,246

a decrease of 1,357 workers (0.2 percent) since Q4 2021

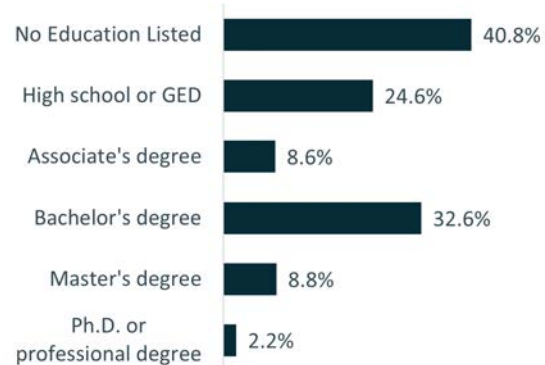
During 2022, there were 364,679 job postings, 28,099 more than the 336,580 postings made during 2021 in Wayne County. The second quarter saw the highest demand for the year with 88,243 monthly average postings, a 4.7 percent increase since Q1 2022. The top posted job titles in 2022 include CDL-A Truck Drivers, Maintenance Technicians, Customer Service Representatives, Registered Nurses, and Administrative Assistants. For more information about in-demand job postings, see page 7.

Of the 364,679 unique postings in Wayne County during 2022, 89,789 (24.6 percent) required a high school diploma or equivalent, while 150,136 postings (41.2 percent) required a college degree. An additional 39,873 postings (11.0 percent) required an advanced degree. The high demand for transportation and Healthcare jobs within the county drives this demand for workers with various skill sets.

Top 5 Posting Occupation Groups
2022



Education Levels In-Demand
2022



Following the pandemic-driven labor market volatility that was observed throughout 2020 and parts of 2021, CY2022 was relatively stable across each quarter. After an initial decline in the first quarter of 2022, labor force stabilized between 791,000 and 794,000 individuals the rest of the year. Similarly, employment, unemployment, and the unemployment rate improved steadily after the first quarter. The labor force thus peaked in Q1 while employment peaked in Q4 with highs of 811,984 individuals and 760,059 workers, respectively. Unemployment decreased to a low of 31,187 workers in the fourth quarter as well. The market continued to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2022. The unemployment rate at the end of Q4 2022 was 3.9 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	792,603	811,984	791,653	794,202	791,246	-2,956	-0.4%	-1,357	-0.2%
Employment	750,225	759,617	745,491	759,184	760,059	875	0.1%	9,834	1.3%
Unemployment	42,379	52,367	46,163	35,018	31,187	-3,831	-10.9%	-11,192	-26.4%
Unemployment Rate	5.3%	6.4%	5.8%	4.4%	3.9%	-0.5%	na	-1.4%	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 797,271 individuals, an increase of 26,221 individuals since 2021. Employment is up to 756,088 workers in 2022, an increase of 29,032 workers. Both unemployment and the unemployment rate decreased, corresponding with the economic recovery. Unemployment decreased to 41,184 workers, down by 61,531 workers since the high of 102,715 workers recorded in 2020. Similarly, the unemployment rate declined by 0.5 percentage points for a 2022 unemployment rate of 5.2 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	771,845	776,560	768,439	758,684	778,434	789,089	794,466	805,527	790,306	771,050	797,271	26,221	3.4%
Employment	681,453	687,300	694,244	706,075	729,654	746,415	752,926	765,190	687,591	727,056	756,088	29,032	4.0%
Unemployment	90,392	89,260	74,195	52,609	48,780	42,673	41,540	40,337	102,715	43,995	41,184	-2,811	-6.4%
Unemployment Rate	11.7%	11.5%	9.7%	6.9%	6.3%	5.4%	5.2%	5.0%	13.0%	5.7%	5.2%	-0.5%	na

Data: Bureau of Labor Statistics

CENSUS 2021 LABOR FORCE DEMOGRAPHICS

During 2021, the most recent census year, there were about 835,838 people in the labor force, either working or looking for work in Wayne County. Resident employment in the city totals 758,657 workers or just under half, 42.4 percent, of the total population in Wayne County. The highest unemployment rates in 2021 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 44.4 percent for males and 37.7 percent for females. Overall, males in the county have a higher unemployment rate than females, with 9.8 percent and 8.7 percent respectively, for 2021. Black or African American job seekers have a difficult time finding employment, facing an unemployment rate of 14.5 percent. Native American job seekers also face difficulty, with an unemployment rate of 12.4 percent.

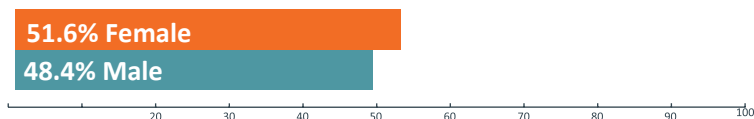
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	835,838	758,657	77,181	9.2%
Sex				
Male 16+	427,123	385,357	41,766	9.8%
16-19	15,729	11,692	4,037	25.7%
20-24	40,154	32,644	7,510	18.7%
25-54	279,043	254,800	24,243	8.7%
55-64	71,550	66,783	4,767	6.7%
65 Plus	20,647	19,438	1,209	5.9%
Female 16+	408,715	373,300	35,415	8.7%
16-19	17,892	13,903	3,989	22.3%
20-24	41,432	35,040	6,392	15.4%
25-54	262,759	242,000	20,759	7.9%
55-64	66,206	62,969	3,237	4.9%
65 Plus	20,426	19,388	1,038	5.1%
Race				
White	457,596	430,598	26,998	5.9%
Black / African	296,043	253,117	42,926	14.5%
Native American	2,531	2,217	314	12.4%
Asian	31,818	30,323	1,495	4.7%
Native Hawaiian /	155	155	0	0.0%
Some Other Race	16,736	15,045	1,690	10.1%
Two or More Races	31,308	27,707	3,600	11.5%
Ethnicity				
Hispanic	48,951	44,349	4,601	9.4%

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 Wayne County increased by about 2.1 percent between 2020 and 2021. During 2021, there were 1,789,781 people were living in the county. The sex of the populace was split almost evenly, with about 51.6 percent of the population identifying as female and the other 48.4 percent identifying as male. A majority of the population identified as White (51.7 percent) with the second largest number of individuals identifying as Black or African American (37.8 percent). The region is facing an aging populace; with 28.7 percent of the population over the age of 54, compared to 32.4 percent under the age of 25.

Population Gender Demographics



Population Race Demographics



Population Age Demographics

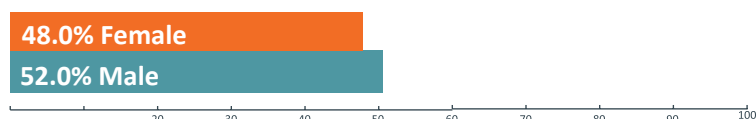


Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

2022 Current Workforce

In 2022, the workforce had a total of 708,911 individuals working in Wayne County. A slight majority, 52.0 percent (369,994 workers) were male, while 48.0 percent (341,642 workers) of the workforce was female. Most workers in the county identified as white, accounting for 66.8 percent of the workforce, while Black or African American workers totaled 21.5 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.0 percent. Much of the workforce in Wayne County are between the ages of 25 through 54 (64.4 percent), while 23.6 percent of workers are 55 and older.

Workforce Gender Demographics



Workforce Race and Ethnicity Demographics



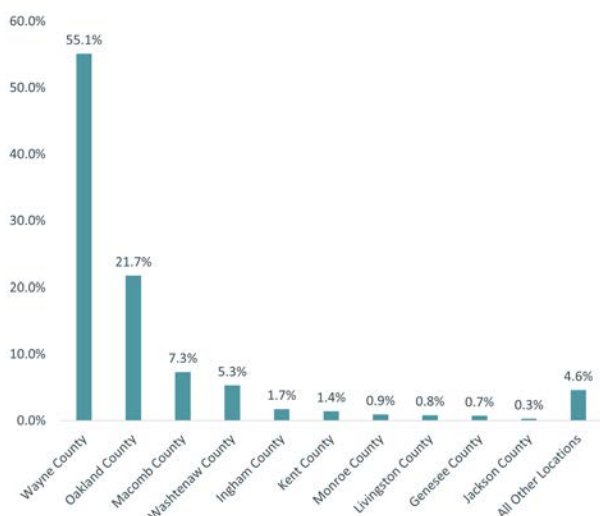
Workforce Age Demographics



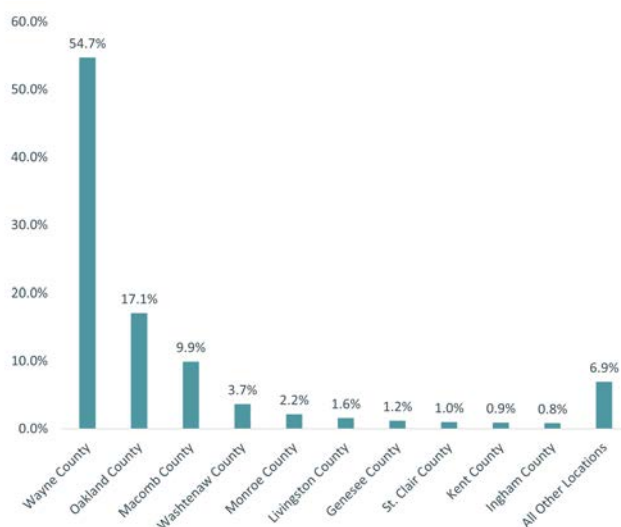
Data: Lightcast | Analysis: Workforce Intelligence Network

According to the most recent OnTheMap data set available from the Census Bureau, during 2020, the county's workforce consisted of 625,283 residents. There were 344,685 (55.1 percent) residents living and working within the county, while the remaining 280,598 residents (44.9 percent) traveled outside of the county for work. There were 629,903 workers employed in the county during 2020. Of those, 285,218 workers (45.3 percent) lived outside of the county's borders and commuted in. We can see that Wayne County is, by a small margin, a net importer of jobs with more workers commuting into the area for employment than leaving.

Where Wayne County Residents Work



Where Wayne County Workers Live

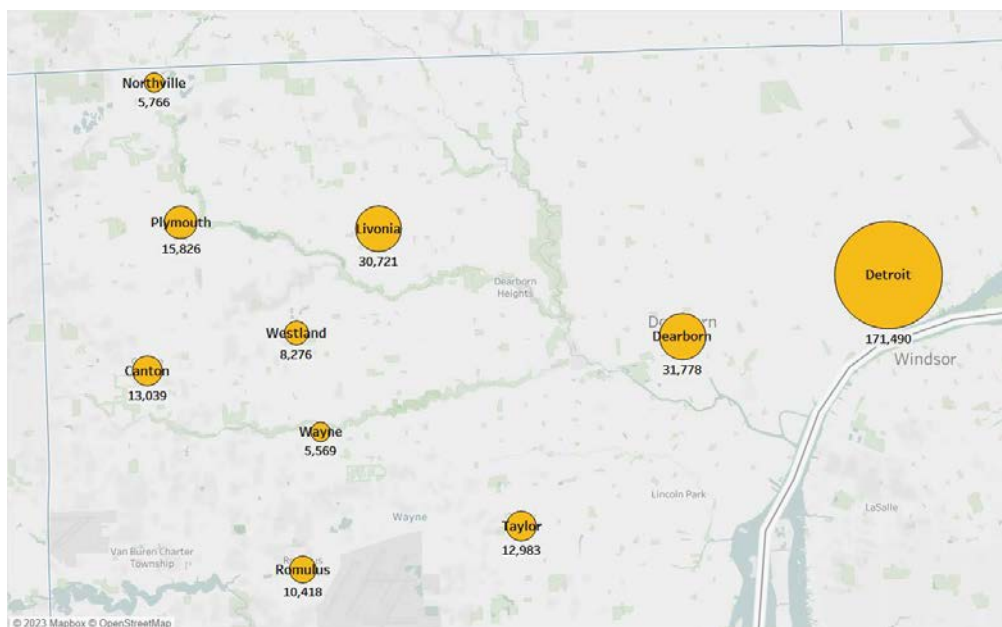


Source: U.S. Census OnTheMap, 2020
Analysis: Workforce Intelligence Network

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

Job Postings by City

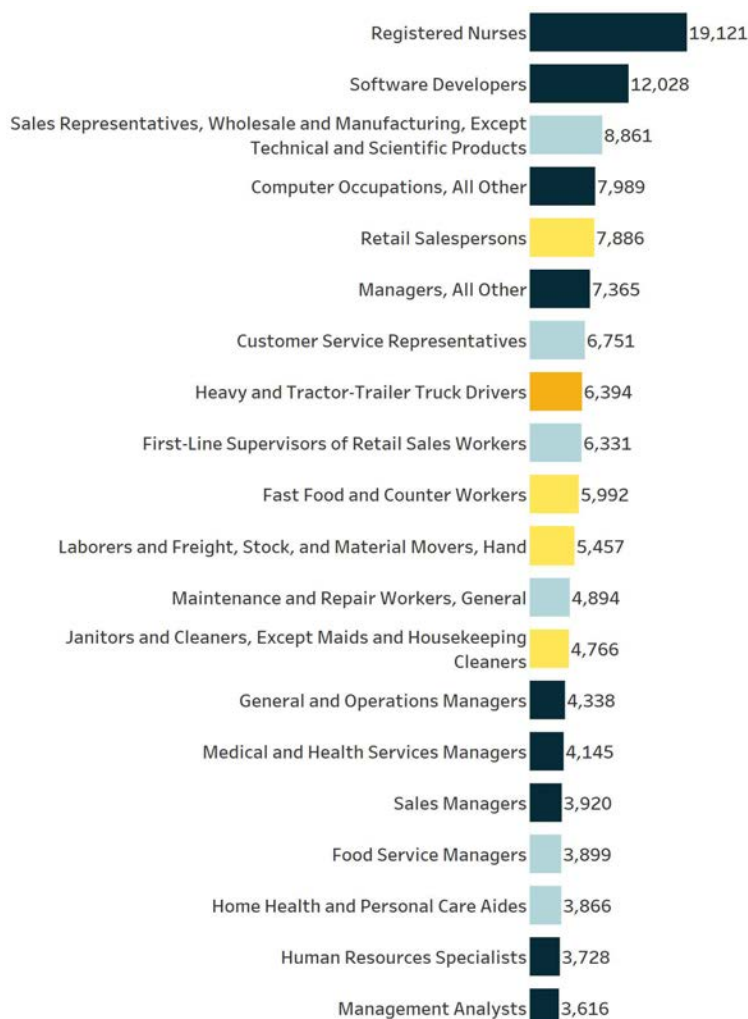
1. Detroit: 171,490 Postings
2. Dearborn: 31,778 Postings
3. Livonia: 30,721 Postings
4. Plymouth: 15,826 Postings
5. Canton: 13,039 Postings
6. Taylor: 12,983 Postings
7. Romulus: 10,418 Postings
8. Westland: 8,276 Postings
9. Northville: 5,766 Postings
10. Wayne: 5,569 Postings



TOP POSTED JOBS

Top Posted Jobs: 2022

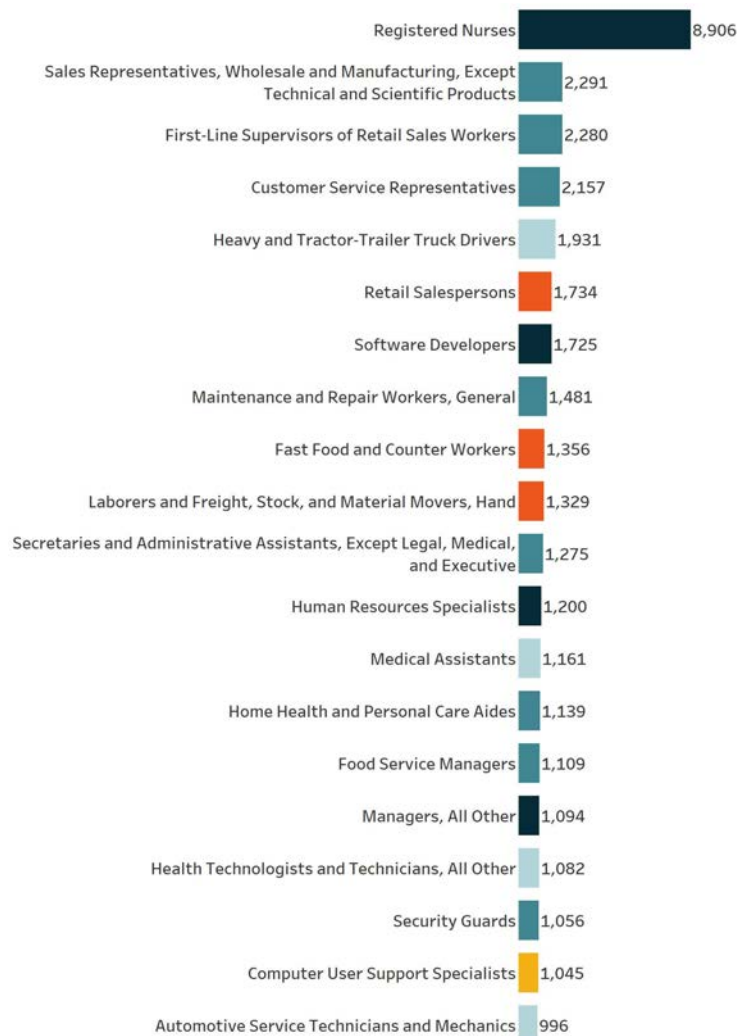
Registered Nurses is the top posted occupation for 2022, with 19,121 unique online job postings, requires a bachelor's degree for entry. Software Developers (12,028 postings) and Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (8,861 postings) round out the top three demanded occupations, requiring a bachelor's degree and high school diploma or equivalent, respectively for entry. Half of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term to moderate-term on-the-job training.



- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor'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 33.8 percent of postings in Wayne County. Over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry-level occupations, accounting for 34.6 percent of entry-level postings. Registered Nurses were the top posted entry-level occupation with 8,906 postings followed by Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products with 2,291 postings.

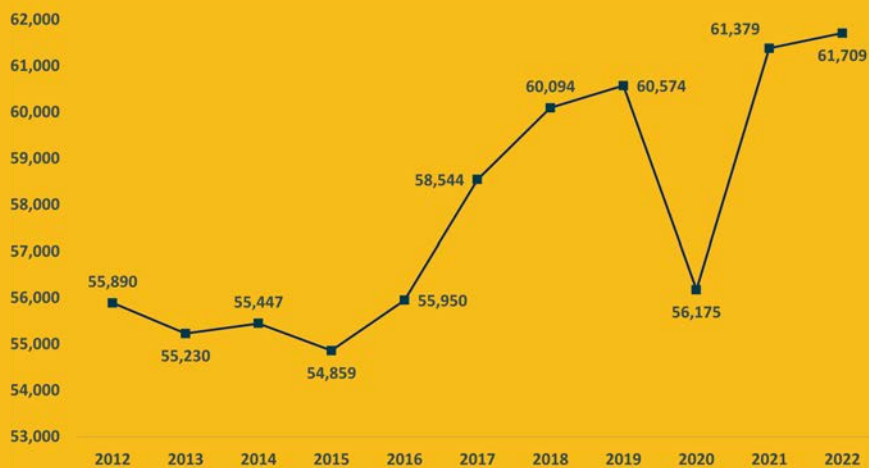


- Bachelor's degree
- High school diploma or equivalent
- No formal educational credential
- Postsecondary nondegree award
- Some college, no degree

ENERGY OCCUPATION GROUP

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

Employment Over Time
2012-2022



61,709 Energy Workers

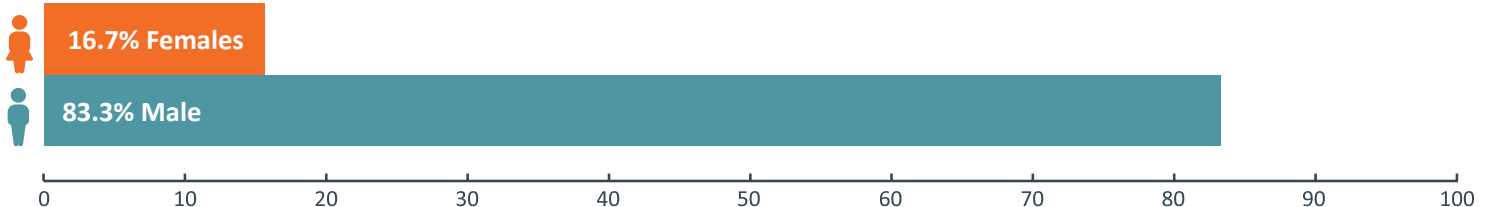
0.5% Increase from 2021



Energy Worker Demographics

In 2022, there were 61,709 workers in the energy occupation group. This group is primarily made up of males (83.3 percent) between the ages of 25 and 54 (70.1 percent), with 16.7 percent of workers identifying as female and just 27.0 percent identifying as a racial minority. In 2022, 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

73.0% White | 15.0% Black or African-American | 5.8% Asian

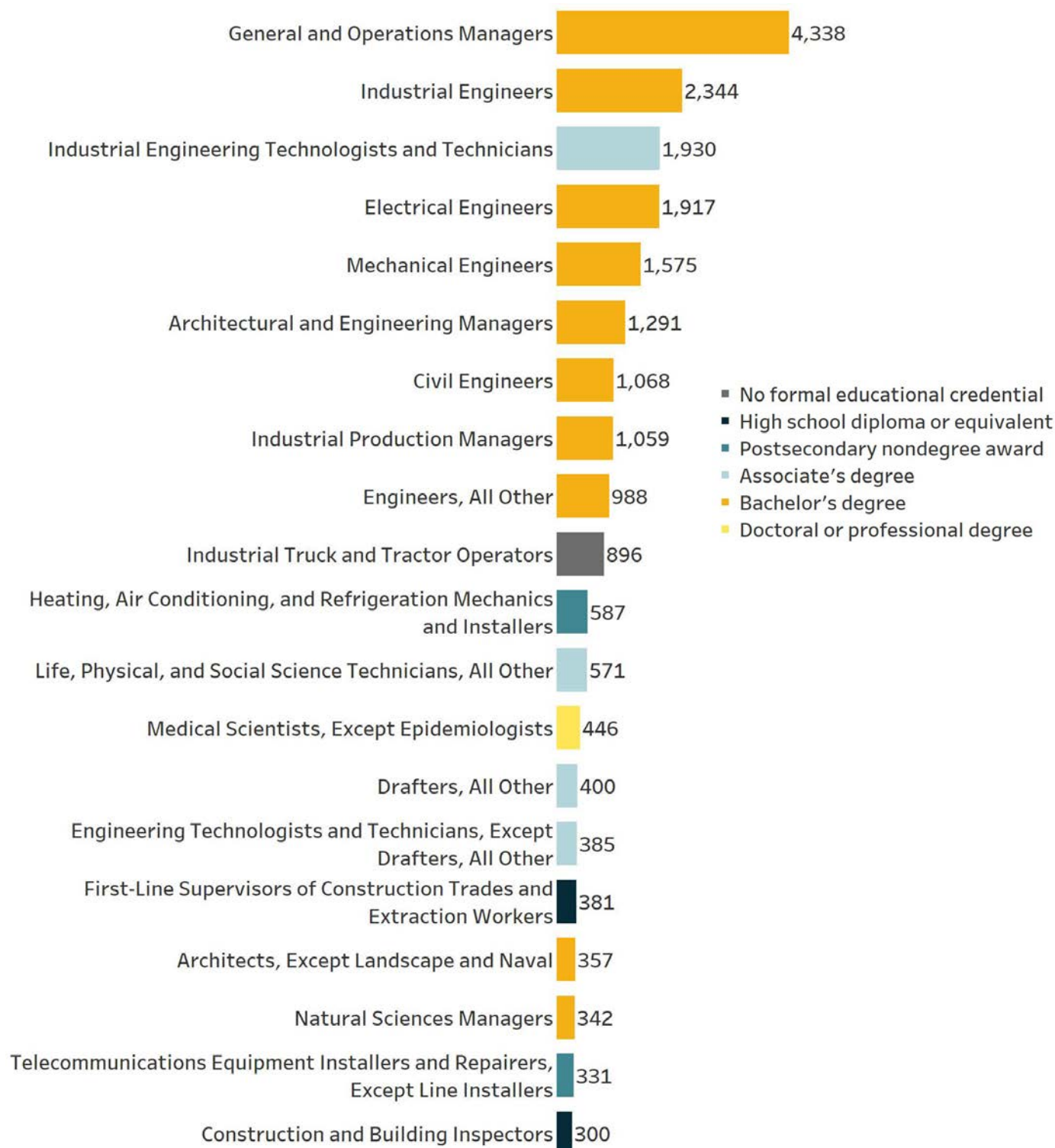
Worker Age Demographics



ENERGY OCCUPATION GROUP

Top Posted Jobs

This year, there were a total of 25,909 job postings for Energy workers, with General and Operations Managers as the most sought-after occupation by Energy industry employers during 2022, with 4,338 postings. Industrial Engineers was in the second position with 2,344 postings. Other top posted jobs include Industrial Engineering Technologists and Technicians (1,930 postings), Electrical Engineers (1,917 postings), and Mechanical Engineers (1,575 postings).



ENERGY OCCUPATION GROUP

Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Nine of the top ten energy occupations has median wages over \$28.00 per hour. The top posted energy job, General and Operations Managers, offers a median hourly wage of \$49.53, or annual earnings of approximately \$103,022. 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 2022

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-1021	General and Operations Managers	\$23.13	\$30.94	\$49.53	\$78.85	\$106.31
17-2112	Industrial Engineers	\$28.84	\$36.47	\$40.06	\$47.60	\$60.19
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.13	\$28.30	\$30.54	\$36.43
17-2071	Electrical Engineers	\$29.46	\$37.33	\$46.71	\$57.66	\$61.83
17-2141	Mechanical Engineers	\$28.66	\$36.44	\$46.05	\$47.68	\$59.89
11-9041	Architectural and Engineering Managers	\$47.26	\$59.56	\$61.43	\$77.27	\$97.18
17-2051	Civil Engineers	\$27.64	\$28.43	\$35.26	\$45.42	\$57.33
11-3051	Industrial Production Managers	\$30.75	\$42.90	\$51.42	\$62.00	\$79.18
17-2199	Engineers, All Other	\$28.89	\$36.88	\$47.12	\$60.23	\$62.12
53-7051	Industrial Truck and Tractor Operators	\$13.27	\$16.59	\$17.29	\$25.43	\$25.49

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Leadership
- Problem Solving

In-Demand Certifications

- Professional Engineer
- Master Of Business Administration (MBA)
- Licensed Professional Engineer
- Commercial Driver's License (CDL)
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 20.1%
- Associate degree: 8.7%
- Bachelor's degree: 50.0%
- Master's degree: 13.4%

**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

- Ford
- DTE Energy
- GPAC
- General Motors
- Actalent
- Ronin Staffing
- Deloitte
- ZF
- Henry Ford Health System
- Advantage Resourcing

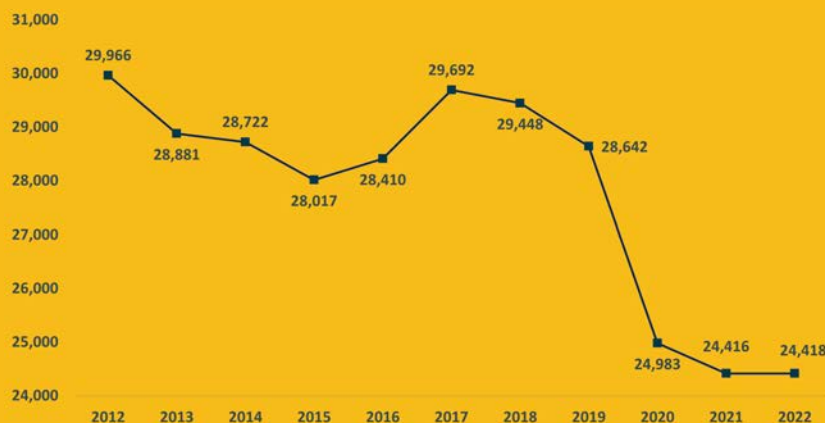
Job Postings by City

1. Detroit: 12,540 Postings
2. Dearborn: 2,334 Postings
3. Livonia: 2,315 Postings
4. Plymouth: 2,069 Postings
5. Romulus: 920 Postings
6. Taylor: 639 Postings
7. Canton: 613 Postings
8. Westland: 434 Postings
9. Northville: 424 Postings
10. Allen Park: 409 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

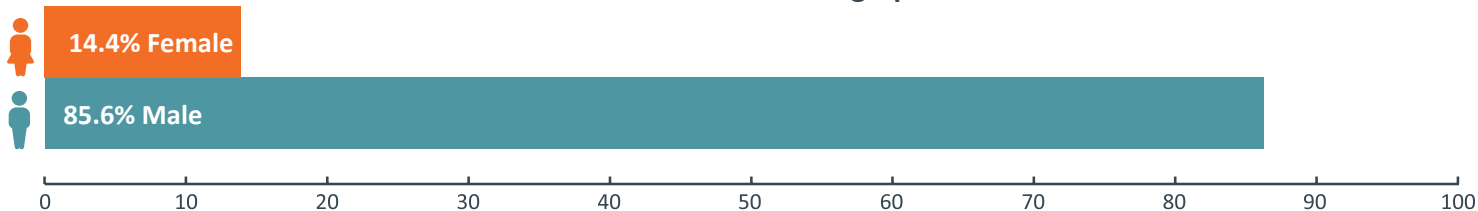


**24,418 Engineers and
Designers Workers**
**0.0% Increase from
2021**

Engineers and Designers Worker Demographics

According to 2022 Lightcast data, the 24,418 workers in the engineering and design group are not particularly diverse. Just 4.8 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Female workers account for 14.4 percent of the current workforce and only 24.9 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

75.1% White | **10.1% Asian** | **9.7% Black or African-American**

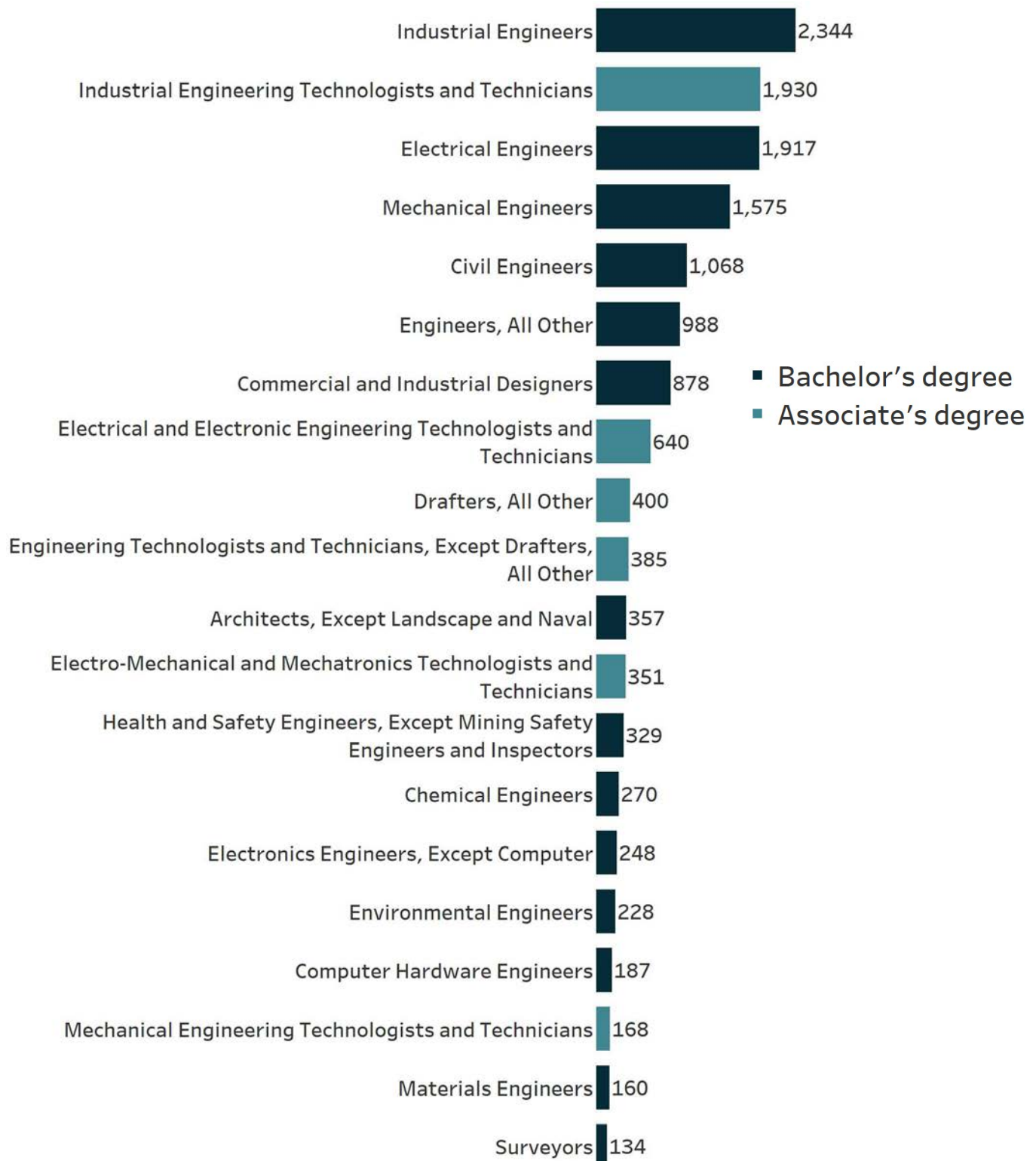
Worker Age Demographics



ENGINEERS AND DESIGNERS OCCUPATION GROUP

Top Posted Jobs

Industrial Engineers was the highest in-demand engineering and design occupation during 2022, with 2,344 postings. Industrial Engineering Technologists and Technicians were also in high demand with 1,930 postings, making it the second highest demanded within the occupation group. 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, Industrial Engineers, offers a median hourly wage of \$40.06, or an annual salary of approximately \$83,325.

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
17-2112	Industrial Engineers	\$28.84	\$36.47	\$40.06	\$47.60	\$60.19
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.13	\$28.30	\$30.54	\$36.43
17-2071	Electrical Engineers	\$29.46	\$37.33	\$46.71	\$57.66	\$61.83
17-2141	Mechanical Engineers	\$28.66	\$36.44	\$46.05	\$47.68	\$59.89
17-2051	Civil Engineers	\$27.64	\$28.43	\$35.26	\$45.42	\$57.33
17-2199	Engineers, All Other	\$28.89	\$36.88	\$47.12	\$60.23	\$62.12
27-1021	Commercial and Industrial Designers	\$24.51	\$30.64	\$47.27	\$47.28	\$49.47
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.68	\$23.32	\$30.66	\$37.92	\$47.42
17-3019	Drafters, All Other	\$14.08	\$17.76	\$18.56	\$36.08	\$36.45
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.88	\$22.80	\$36.19	\$46.59	\$54.29

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Professional Engineer
- Licensed Professional Engineer
- Engineer in Training
- LEED Accredited Professional (AP)
- Six Sigma Green Belt

In-Demand Education Level*

- High school or GED: 14.1%
- Associate degree: 9.5%
- Bachelor's degree: 56.8%
- Master's degree: 15.8%

**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

- Ford
- DTE Energy
- ZF
- General Motors
- Advantage Resourcing
- GPAC
- Actalent
- Ronin Staffing
- Bosch
- American Axle & Manufacturing

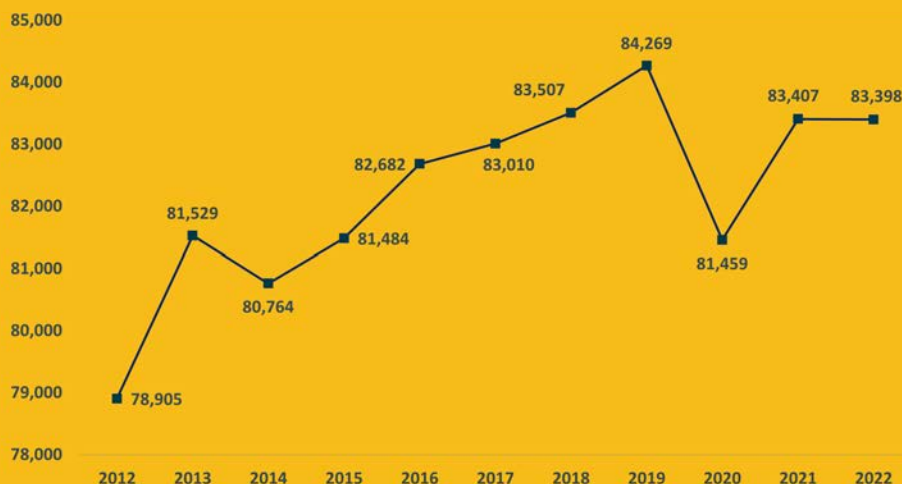
Job Postings by City

1. Detroit: 6,317 Postings
2. Dearborn: 2,144 Postings
3. Plymouth: 1,832 Postings
4. Livonia: 1,467 Postings
5. Allen Park: 509 Postings
6. Romulus: 362 Postings
7. Northville: 331 Postings
8. Canton: 307 Postings
9. Taylor: 259 Postings
10. Wayne: 204 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

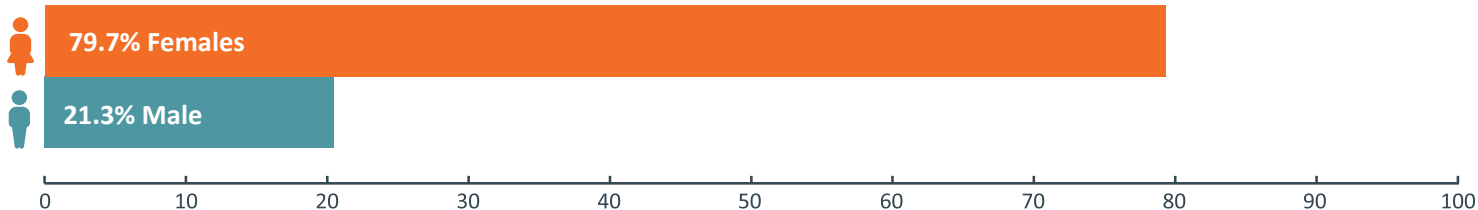


83,398
Healthcare
Workers
0.0% Decrease
from 2021

Healthcare Worker Demographics

According to 2022 Lightcast data, the healthcare occupation group employed 83,398 workers in Wayne County, who are overwhelmingly female (79.7 percent) and between the ages of 25 and 54 (68.6 percent), although 23.6 percent of workers are over 54. The healthcare occupation group is primarily white in Wayne County (59.5 percent) with 28.4 percent identifying as Black or African American, and 12.1 percent identifying otherwise.

Worker Gender Demographics



Race and Ethnicity Demographics

59.5 White | **28.4% Black or African-American** | **6.5% Asian**

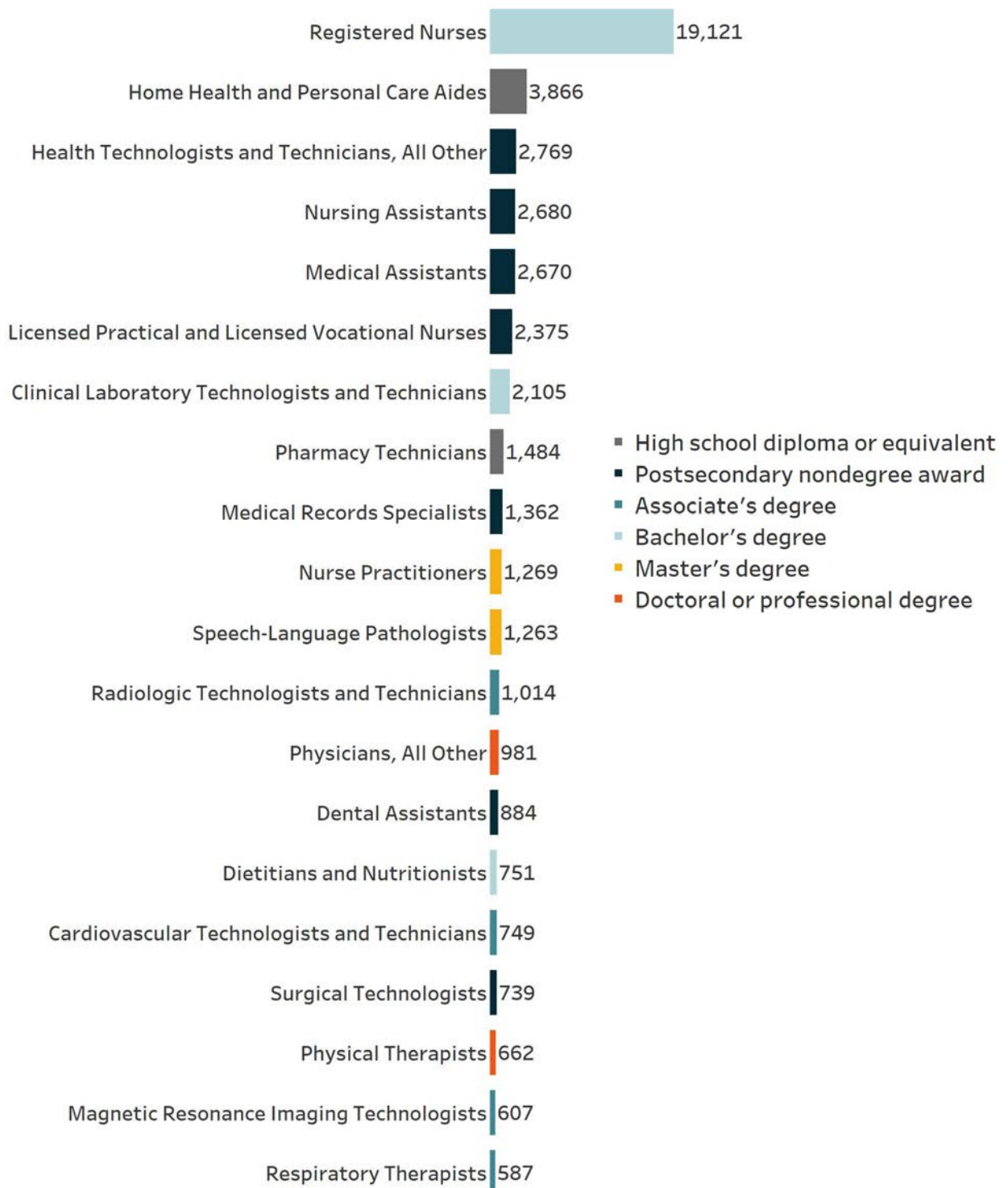
Worker Age Demographics



HEALTHCARE OCCUPATION GROUP

Top Posted Jobs

Registered Nurses were by far the highest in-demand Healthcare occupation throughout 2022, with 19,121 postings. Other top posted jobs include Home Health and Personal Care Aides (3,866 postings), Health Technologists and Technicians, All Other (2,769 postings), Nursing Assistants (2,680 postings), and Medical Assistants (2,670 postings). Top occupations in Healthcare are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (1,484 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. Nine of the top ten jobs pay over \$17.00 per hour. Registered Nurses, the top posted Healthcare job, offers a median hourly wage of \$39.18 per hour or an annual salary of about \$81,494.

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	\$30.79	\$31.06	\$39.18	\$40.19	\$50.19
31-1128	Home Health and Personal Care Aides	\$11.80	\$11.97	\$14.40	\$15.09	\$15.64
29-2099	Health Technologists and Technicians, All Other	\$15.13	\$18.88	\$23.39	\$29.80	\$34.43
31-1131	Nursing Assistants	\$14.65	\$14.76	\$17.99	\$18.55	\$18.69
31-9092	Medical Assistants	\$14.66	\$15.00	\$18.54	\$19.00	\$22.95
29-2061	Licensed Practical and Licensed Vocational Nurses	\$23.27	\$24.44	\$29.15	\$29.84	\$30.19
29-2018	Clinical Laboratory Technologists and Technicians	\$15.09	\$18.97	\$29.46	\$37.50	\$39.50
29-2052	Pharmacy Technicians	\$13.97	\$14.10	\$17.73	\$22.09	\$22.69
29-2072	Medical Records Specialists	\$15.09	\$18.74	\$19.86	\$24.51	\$31.13
29-1171	Nurse Practitioners	\$47.71	\$49.99	\$50.82	\$63.56	\$65.02

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Leadership
- Customer Service
- Management
- Teaching

In-Demand Certifications

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

In-Demand Education Level*

- High school or GED: 25.1%
- Associate degree: 19.6%
- Bachelor's degree: 21.8%
- Master's degree: 9.0%

**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

- Beaumont Health
- Henry Ford Health System
- Tenet Healthcare
- Ascension
- Trinity Health
- Garden City Hospital
- ProMedica
- Aya Healthcare
- Healthcare Employment Network
- Dmc Sinai Grace Hospital

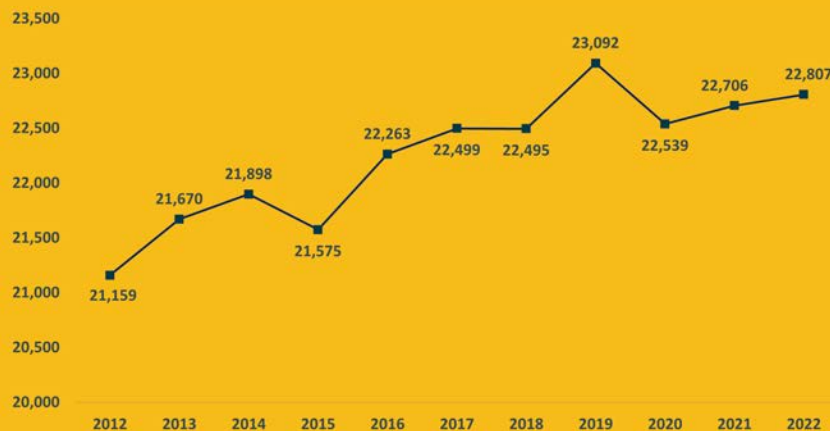
Job Postings by City

1. Detroit: 26,099 Postings
2. Dearborn: 5,348 Postings
3. Livonia: 4,375 Postings
4. Grosse Pointe: 2,386 Postings
5. Taylor: 2,188 Postings
6. Canton: 1,814 Postings
7. Garden City: 1,660 Postings
8. Wayne: 1,555 Postings
9. Trenton: 1,374 Postings
10. Westland: 1,336 Postings

INFORMATION TECHNOLOGY OCCUPATION GROUP

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

Employment Over Time
2012-2022



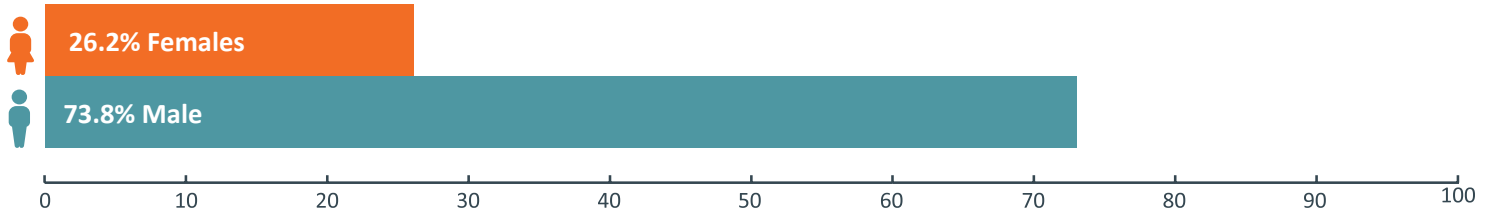
**22,807 Information
Technology Workers**
0.4% Increase from
2021



Information Technology Worker Demographics

According to 2022 Lightcast data, Wayne County has 22,807 IT workers. The workforce is not too diverse, with most workers identifying as male (73.8 percent) between the ages of 25 and 54 (77.3 percent). Workers aged 55 years and older account for 17.7 percent, while only 5.0 percent are 24 years old or younger. Around 66.5 percent of the workforce identify as white, with workers who identify as Asian making up 15.4 percent of the workforce.

Worker Gender Demographics



Race and Ethnicity Demographics

66.5% White | 15.4% Asian | 13.0% Black or African-American

Worker Age Demographics

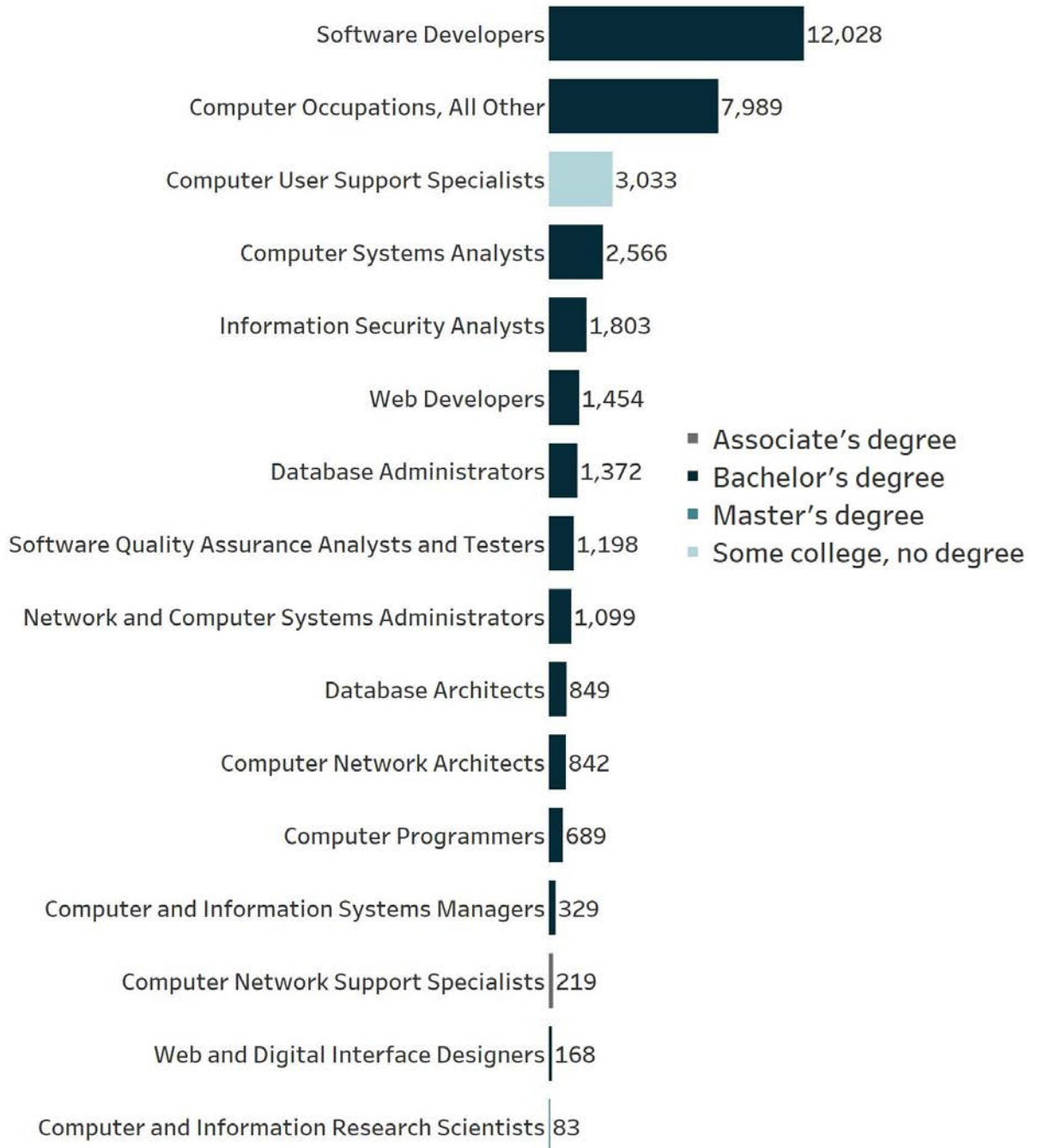


Data: Lightcast | Analysis: Workforce Intelligence Network

INFORMATION TECHNOLOGY OCCUPATION GROUP

Top Posted Jobs

In 2022, there were 35,721 postings for IT workers in Wayne County. Software Developers was the most in-demand occupation for 2022, with 12,028 postings, closely followed by Computer Occupations, All Other, with 7,989 postings. Computer User Support Specialists (3,033 postings) and Computer Systems Analysts (2,566 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 \$50.39 per hour or almost \$104,811 per year. Computer and Information Systems Managers earn the highest median wage at \$66.07 per hour or nearly \$137,426 per year. Other occupations that have fewer qualifications, such as Computer User 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	\$31.50	\$39.63	\$50.39	\$63.87	\$65.88
15-1299	Computer Occupations, All Other	\$23.60	\$30.45	\$43.70	\$50.86	\$63.92
15-1232	Computer User Support Specialists	\$15.47	\$18.71	\$23.88	\$30.33	\$38.01
15-1211	Computer Systems Analysts	\$32.48	\$39.86	\$50.07	\$63.42	\$80.93
15-1212	Information Security Analysts	\$23.58	\$30.56	\$48.72	\$61.51	\$65.61
15-1254	Web Developers	\$19.05	\$30.82	\$39.56	\$49.80	\$61.56
15-1242	Database Administrators	\$23.75	\$31.17	\$41.11	\$50.82	\$64.70
15-1253	Software Quality Assurance Analysts and Testers	\$19.27	\$30.83	\$39.36	\$49.90	\$51.43
15-1244	Network and Computer Systems Administrators	\$29.44	\$31.46	\$39.54	\$50.14	\$62.40
15-1243	Database Architects	\$39.19	\$49.47	\$63.93	\$66.46	\$78.50

In-Demand Technical Skills

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

In-Demand Foundational Skills

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

In-Demand Certifications

- Certified Information Systems Security Professional
- Project Management Professional Certification
- Secret Clearance
- Certified Information System Auditor (CISA)
- Master Of Business Administration (MBA)

In-Demand Education Level*

- High school or GED: 6.4%
- Associate degree: 5.3%
- Bachelor's degree: 64.0%
- Master's degree: 16.0%

**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

- Deloitte
- General Dynamics
- Accenture
- Ford
- Microsoft
- TEKsystems
- General Motors
- Bosch
- PricewaterhouseCoopers
- KPMG

Job Postings by City

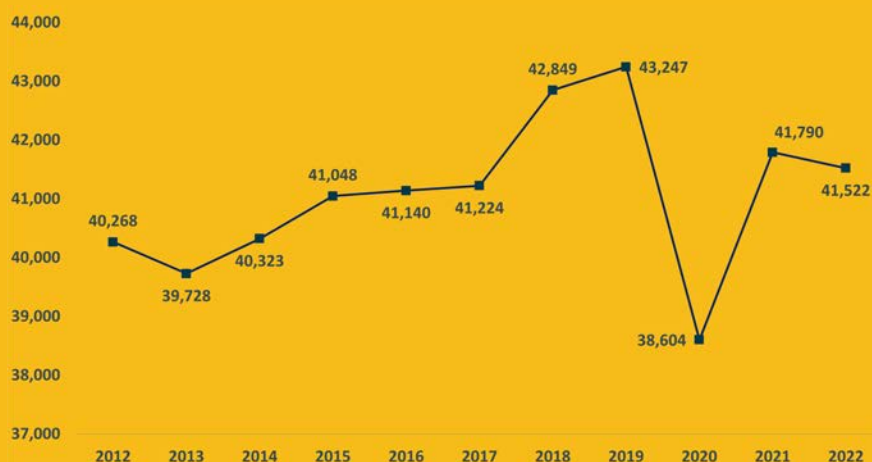
- Detroit: 23,182 Postings
- Dearborn: 5,415 Postings
- Livonia: 1,958 Postings
- Plymouth: 1,699 Postings
- Taylor: 985 Postings
- Allen Park: 608 Postings
- Northville: 325 Postings
- Canton: 298 Postings
- Romulus: 165 Postings
- Dearborn Heights: 151 Postings

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

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

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

Employment Over Time
2012-2022

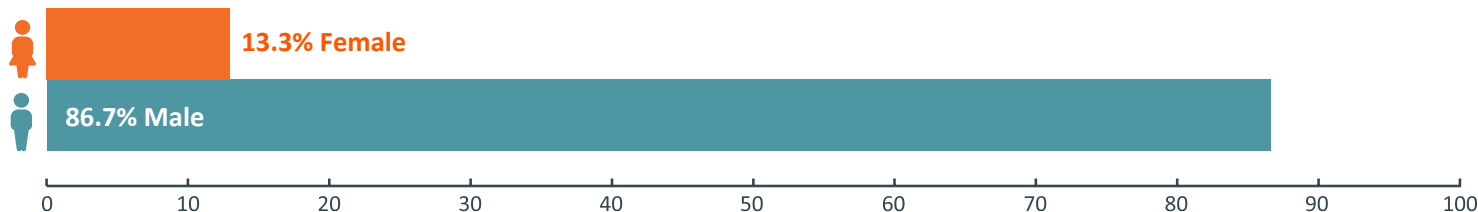


**41,522 Skilled
Trades Workers**
**0.6% Decrease
from 2021**

Skilled Trades Worker Demographics

According to 2022 Lightcast data, the skilled trades occupation group employed about 41,522 workers in Wayne County. The majority of skilled trades workers are male (86.7 percent) between the ages of 25 and 54 (66.3 percent). Due to the aging workforce, additional outreach will be necessary as 28.6 percent are 55 years of age or older.

Worker Gender Demographics



Race and Ethnicity Demographics

70.9% White | **18.7% Black or African-American** | **3.1% Asian**

Worker Age Demographics

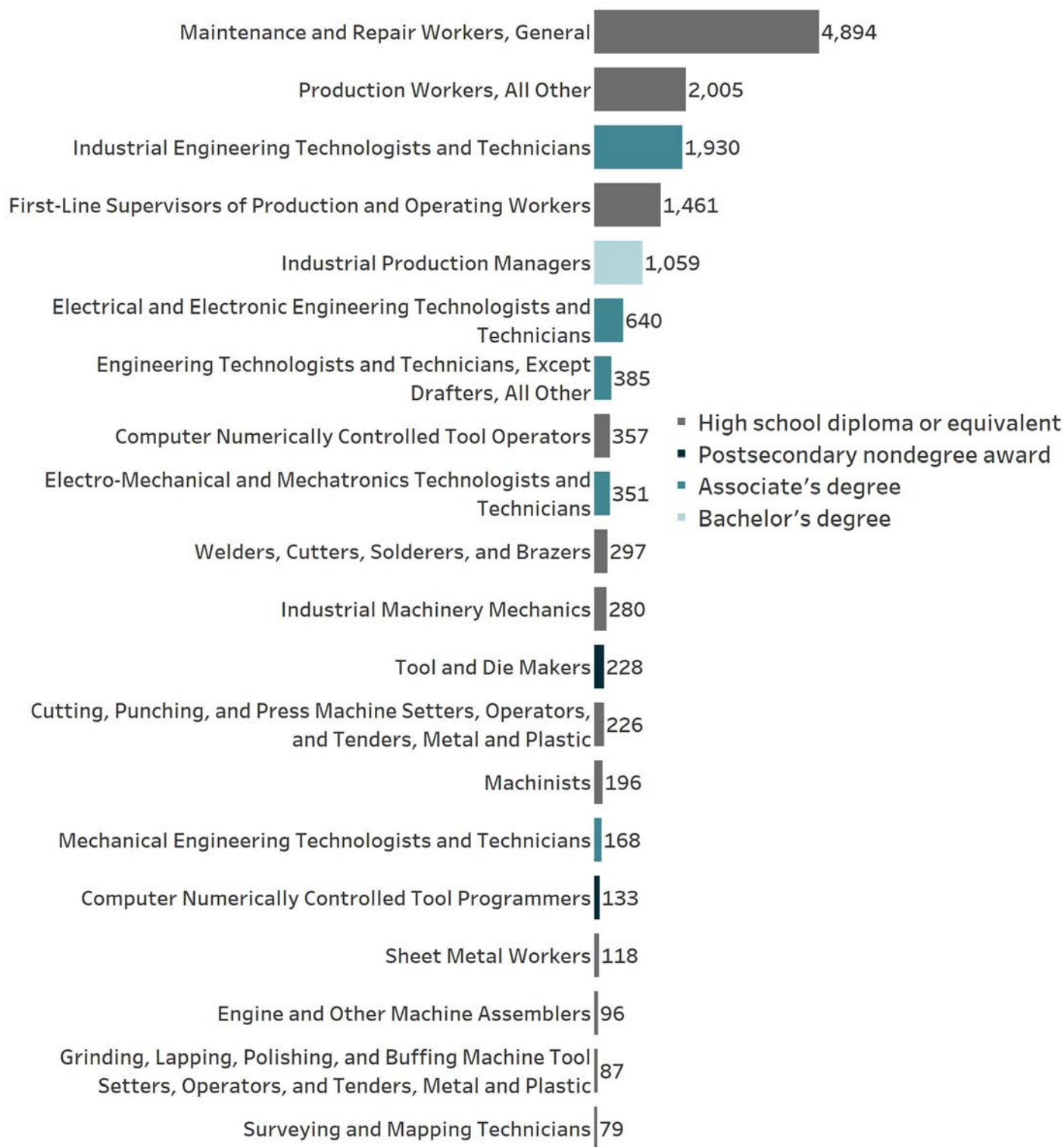


Data: Lightcast | Analysis: Workforce Intelligence Network

SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Top Posted Jobs

Maintenance and Repair Workers, General was the highest in-demand skilled trades occupation during 2022, with 4,894 postings. Other top posted jobs include Production Workers, All Other (2,005 postings), Industrial Engineering Technologists and Technicians (1,930), First-Line Supervisors of Production and Operating Workers (1,461 postings), Industrial Production Managers (1,059 postings), and Electrical and Electronic Engineering Technologists and Technicians (640 postings).



SKILLED TRADES AND TECHNICIANS OCCUPATION GROUP

Wage Overview

Six of the top ten in-demand skilled trades occupations have median wages above \$23.00 per hour, while the remaining top occupations have wages above \$13.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2022, offers a median hourly wage of \$18.85, which translates to an annual salary of about \$39,208.

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	\$13.97	\$15.09	\$18.85	\$23.54	\$29.56
51-9199	Production Workers, All Other	\$10.26	\$12.97	\$13.35	\$16.71	\$20.71
17-3026	Industrial Engineering Technologists and Technicians	\$17.85	\$23.13	\$28.30	\$30.54	\$36.43
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.17	\$23.02	\$29.71	\$37.40	\$48.20
11-3051	Industrial Production Managers	\$30.75	\$42.90	\$51.42	\$62.00	\$79.18
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$18.68	\$23.32	\$30.66	\$37.92	\$47.42
17-3029	Engineering Technologists and Technicians, Except Drafters, All Other	\$17.88	\$22.80	\$36.19	\$46.59	\$54.29
51-9161	Computer Numerically Controlled Tool Operators	\$13.89	\$17.50	\$19.80	\$23.46	\$28.68
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	\$17.82	\$22.64	\$23.09	\$35.53	\$37.02
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.13	\$17.41	\$18.54	\$22.85	\$28.42

In-Demand Technical Skills

- Plumbing
- Machinery
- Hand Tools
- HVAC
- Preventive Maintenance

In-Demand Foundational Skills

- Communications
- Troubleshooting (Problem Solving)
- Operations
- Valid Driver's License
- Management

In-Demand Certifications

- HVAC Certification
- Commercial Driver's License (CDL)
- Automotive Service Excellence (ASE) Certification
- Air Brake Certification
- EPA Universal Certification

In-Demand Education Level*

- High school or GED: 41.1%
- Associate degree: 10.1%
- Bachelor's degree: 12.5%
- Master's degree: 2.1%

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

Top Posting Employers

- Aerotek
- Sentech Services
- Kelly Services
- General Motors
- GPAC
- Kenan Advantage Group
- Dover Corporation
- Nesco Resource
- Ford
- Roush Enterprises

Job Postings by City

- Detroit: 5,520 Postings
- Livonia: 1,698 Postings
- Plymouth: 1,369 Postings
- Dearborn: 828 Postings
- Romulus: 763 Postings
- Canton: 682 Postings
- Taylor: 617 Postings
- Westland: 513 Postings
- Belleville: 468 Postings
- Wayne: 390 Postings

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(win)

