

Annual 2019
January – December

LENAWEE COUNTY & HILLSDALE COUNTY

WIN Labor Market Report



Report Contents

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

Occupation Groups

- 12 - Agriculture
- 16 - Business and Finance
- 20 - Health Care
- 24 - Information
- 28 - Skilled Trades

About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of six Michigan Works! Agencies (MWAs) and ten community colleges across a 16-county region in Michigan. The counties in the WIN partnership include: Genesee, Hillsdale, Huron, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

This report highlights labor market information and real-time job posting data for Lenawee and Hillsdale counties. A workforce overview is provided within identifying key components of the area's labor market including 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 health of the labor market. This data is used to provide a real-time demand overview, detailing posting related findings for both employers and job seekers. WIN's 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, their entry requirements, and their earning potential. WIN produces a 16-county region report quarterly 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 Detroit's 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 analyzes data from 2019 in Lenawee and Hillsdale Counties. Five occupation groups are analyzed for these counties: Agriculture, Business and Finance, Health Care, Information Technology (IT), and Skilled Trades.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other 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.



State of the Labor Market in Lenawee and Hillsdale Counties

In 2019, the labor force and employment figures increased in Lenawee and Hillsdale Counties. As the increase in employment accounted for most, but not all, of the sustained increase in labor force, the unemployment rate rose slightly. From an annual unemployment rate of 4.0 percent in 2018, the annual rate declined by 0.1 percentage points to the rate of 3.9 percent in 2019 for the two counties. Employer demand was highest in Q1 and Q2 across occupation groups. Transportation, distribution, and logistics (TDL) and healthcare occupation groups showed the highest demand in the region. Registered Nurses made up nearly a third of healthcare occupation postings.

Annual Labor Market Information

Moving into a ten-year high, employment in Lenawee-Hillsdale increased by 269 individuals between 2018 and 2019, or 0.4 percent. Since 2010, employment has grown by over 3,800, or nearly 6 percent. Unemployment declined by 65, or 2.5 percent, between 2018 and 2019. The unemployment rate in 2019 was 3.9 percent, down 0.1 percentage points from the 2018 rate of 4.0 percent. The labor force increased by 204 individuals, or 0.3 percent, between 2018 and 2019 as well but has declined overall by about 2,000 individuals since 2010.

Annual Labor Force, Employment, Unemployment Rate
2010–2019

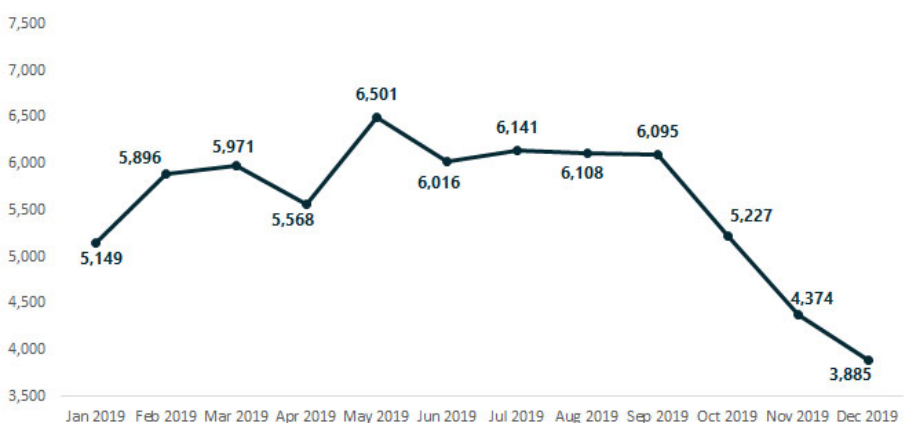


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

In 2019, employers in Lenawee and Hillsdale Counties posted 31,117 jobs. With 5,149 jobs posted in January, employer demand increased slowly in Q1 and then more sharply in Q2, peaking in May with 6,501 postings. Demand declined throughout the rest of Q2 and into Q4 2019. Demand in December, at 3,885 postings, was lower than the start of the year. In the occupation groups studied, healthcare occupations showed the greatest demand, followed by business and finance occupations.

Quarterly Posting Analysis,
Lenawee and Hillsdale Counties
2019



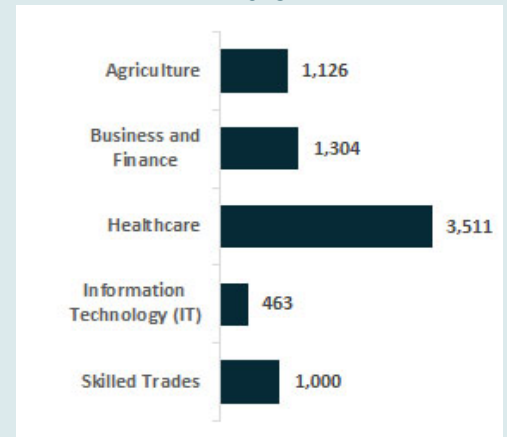
Data: Emsi | Analysis: Workforce Intelligence Network



Employer demand grows to 31,117 jobs posted during 2019, with one high-demand occupation making up nearly a third of job postings.

During 2019, there were 31,117 job postings in Lenawee and Hillsdale Counties. The number of postings increased from January to May, and then declined consistently until December. Demand in December was lower than at the beginning of the year. The most in-demand job was Heavy and Tractor-Trailer Driver, with 9,683 unique postings (nearly a third of all postings in the region for 2019). Within the occupation groups WIN studied, healthcare occupations had the highest demand, followed by business and finance and agriculture. For more information about quarterly job postings, see page 9.

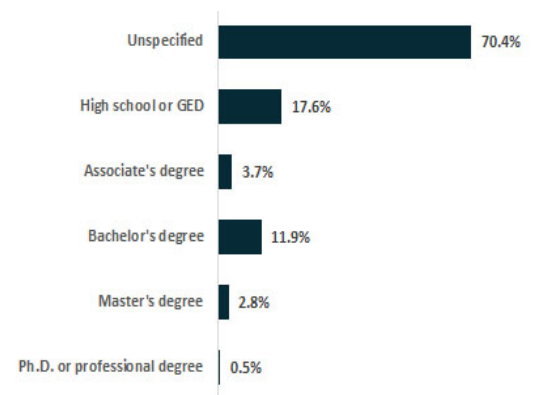
Top 5 Posting Occupation Groups 2019



High school diplomas and bachelor's degrees are high-demand education levels for job postings.

Only 29.6 percent of job postings identified a minimum education level. Of postings that indicated minimum education levels, 17.6 percent listed high school diploma or GED as the minimum requirement and 11.9 percent listed a bachelor's degree. Nearly half of Business and Finance occupations require a bachelor's degree, as do 57 percent of IT postings. Almost a quarter of Agriculture postings require a bachelor's, and 16 percent required a high school diploma or GED. Within healthcare, only 15 percent of postings indicate the need for a bachelor's degree and 13 percent require a high school diploma or GED. 38 percent of skilled trades postings only require a high school diploma or GED. For more information about in-demand minimum education levels, see each occupation group section.

Education Levels In-Demand 2019



Annual Labor Market Data

Data: Bureau of Labor Statistics

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	Change from 2018	Percent Change from 2018
Labor Force	70,810	68,728	68,020	67,979	68,446	68,313	68,563	68,474	68,136	68,339	204	0.3%
Employment	61,856	61,833	62,184	62,596	64,125	64,966	65,249	65,180	65,422	65,691	269	0.4%
Unemployment	8,954	6,896	5,836	5,382	4,321	3,346	3,313	3,294	2,713	2,648	-65	-2.4%
Unemployment Rate	12.6%	10.0%	8.6%	7.9%	6.3%	4.9%	4.8%	4.8%	4.0%	3.9%	-0.1%	na

Employment grew by 1.2 percent from Q3 to Q4 2019, with employment highest in Q1 2019.

Employment grew over the course of 2019, with employment numbers highest in Q1 at 66,040. Even as employment declined in Q2 and Q3, employment grew in Q4 and 2019 ended with higher employment than in Q4 2018. The labor force also grew over 2019, peaking in Q2 at 68,903 individuals. The unemployment rate rose between Q1 and Q2, peaking at 4.4 percent in Q2, and then declined during Q3 and even further during Q4, ending at 3.2 percent in Q4 – even lower than the 4.1 percent unemployment rate at the end of 2018. For more information about this year's unemployment rate and other labor market indicators, see page 4.

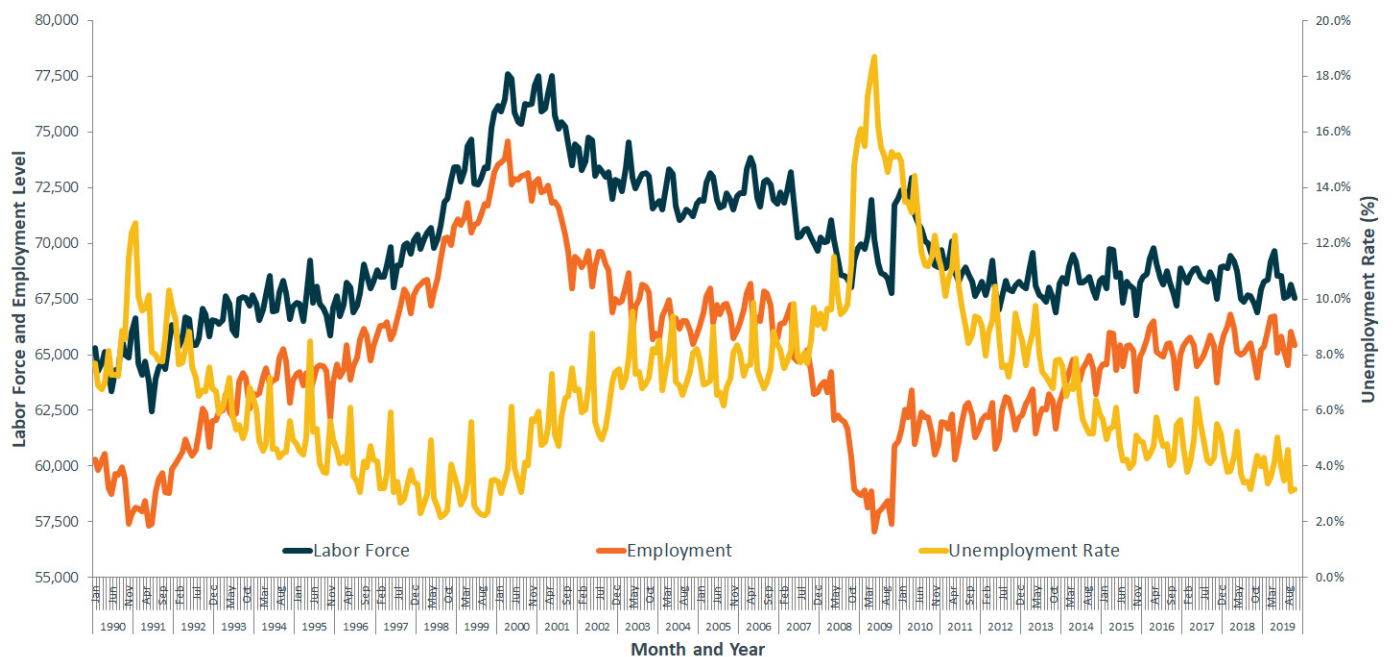
Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

The labor market in Lenawee and Hillsdale counties has experienced relative stability since 2010. The labor force increased by 170 workers (0.3 percent) from Q4 2018 to Q4 2019. Employment in the area also increased by 789 workers, or 1.2 percent since Q4 2018. While unemployment increased in Q2 to 3,028 individuals (for a rate of 4.4 percent), it fell in Q3 and Q4 to 2,134 individuals in Q4 (or 3.2 percent). Since Q4 2018, unemployment decreased 382 individuals, or 15.2 percent.

Labor Force, Employment, Unemployment Rate
1990-2019



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data
Q4 2018 - Q4 2019

	4th Quarter 2018	1st Quarter 2019	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019	Change from 4th Quarter 2018	Percent Change from 4th Quarter 2018
Labor Force	67,383	68,612	68,903	67,765	67,553	-212	-0.3%	170	0.3%
Employment	64,630	66,040	65,875	65,249	65,419	170	0.3%	789	1.2%
Unemployment	2,753	2,572	3,028	2,516	2,134	-382	-15.2%	-619	-22.5%
Unemployment Rate	4.1%	3.7%	4.4%	3.7%	3.2%	-0.6%	na	-0.9%	na

Note: Monthly data averaged by quarter | Data: BLS



Population Demographics

According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in Lenawee-Hillsdale decreased by about 0.1 percent between 2017 and 2018. During 2018, 144,304 people were living in the counties. The sex of the populace was split almost evenly, with about 49.7 percent of the population identifying as female, and the other 50.3 percent identifying as male. The majority of the population identified as white (94.1 percent) with the second largest number of individuals identifying as two or more races (2.3 percent). These counties, like the region as a whole, face an aging population; 32.8 percent of population was over the age of 55.



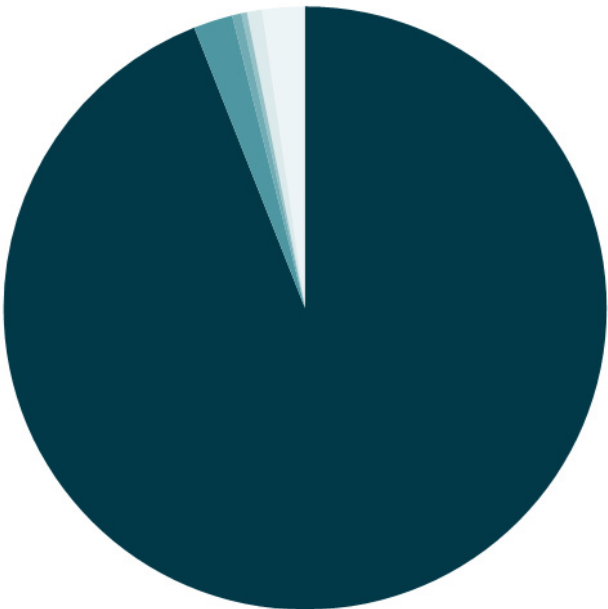
144,304

People in the Region

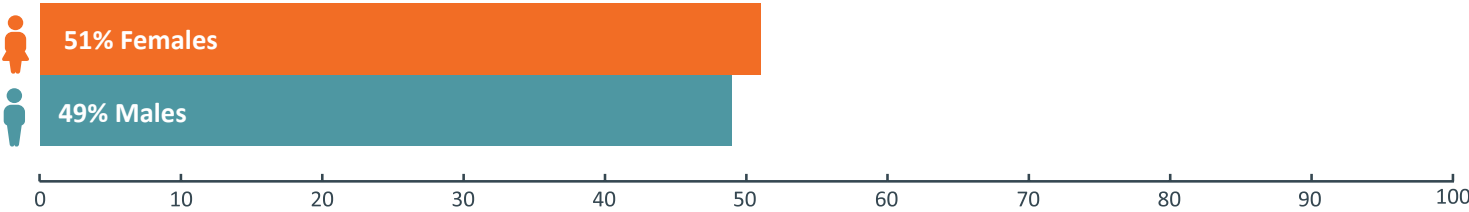
0.1% Decrease from 2017

Population Race Demographics

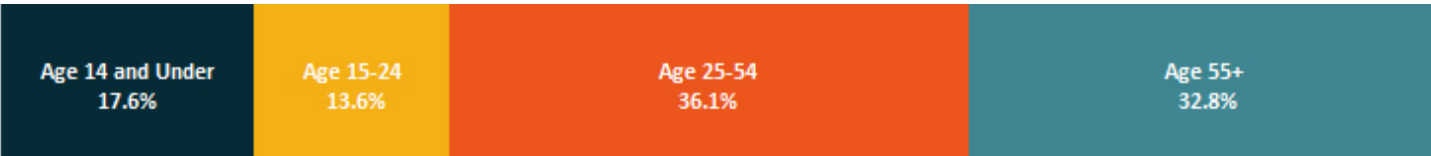
- White, 94.1%
- Black or African American, 2.1%
- American Indian or Alaska Native, 0.5%
- Asian, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.0%
- Other Race, 0.8%
- Two or More Races, 2.3%



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2018, the most recent census year, there were about 67,000 people in the labor force, meaning they were either working or looking for work, in Lenawee and Hillsdale counties. Slightly less than half of the population of 144,304 individuals (44.2 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 19 face an unemployment rate of 16.2 percent compared to the counties' overall rate of 5.0 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	67,132	63,744	3,388	5.0%
Sex				
Male 16+	35,607	33,770	1,837	5.2%
16-19	1,247	1,045	202	16.2%
20-24	3,500	3,237	263	7.5%
25-54	22,218	21,049	1,169	5.3%
55-64	6,775	6,620	155	2.3%
65 Plus	1,867	1,819	48	2.6%
Female 16+	31,525	29,974	1,551	4.9%
16-19	1,599	1,434	165	10.3%
20-24	3,430	3,184	246	7.2%
25-54	18,859	17,973	886	4.7%
55-64	5,855	5,714	141	2.4%
65 Plus	1,782	1,669	113	6.3%
Race				
White	64,207	61,107	3,059	4.8%
Black / African American	767	691	86	11.2%
Native American	213	209	4	1.9%
Asian	243	233	9	3.6%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	619	482	137	22.1%
Two or More Races	1,132	1,020	111	9.8%
Ethnicity				
Hispanic	3,797	3,525	272	7.2%



WORKFORCE OVERVIEW

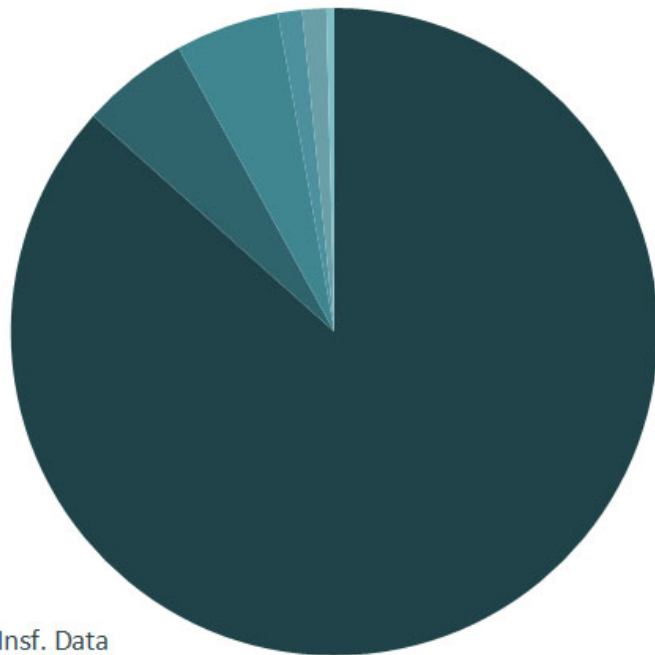
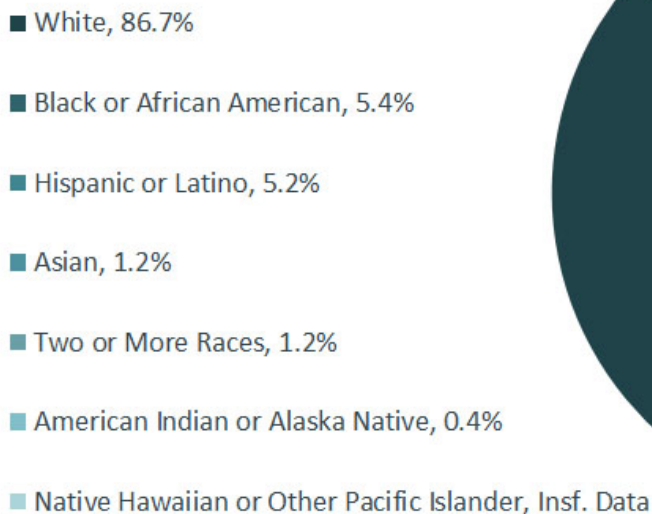
Lenawee and Hillsdale Counties | 2019

Annual Working Population Demographics

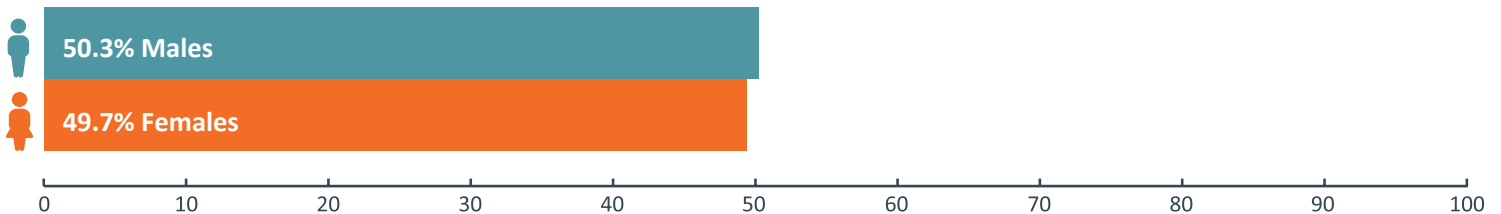
Current Workforce Demographics

While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. So far in 2019, there are a total of 39,709 individuals working in Lenawee-Hillsdale. A slight majority (50.3 percent or 19,986 workers) were male, while 49.7 percent (19,723 workers) of the workforce was female. Most of those working in the region were white, accounting for 86.7 percent of the workforce, while African American or black workers accounted for 5.4 percent of the workforce. Only 13.9 percent of workers were under the age of 25 compared to 24.7 percent over the age of 55, indicating an aging workforce in Lenawee and Hillsdale Counties.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics





WORKFORCE OVERVIEW

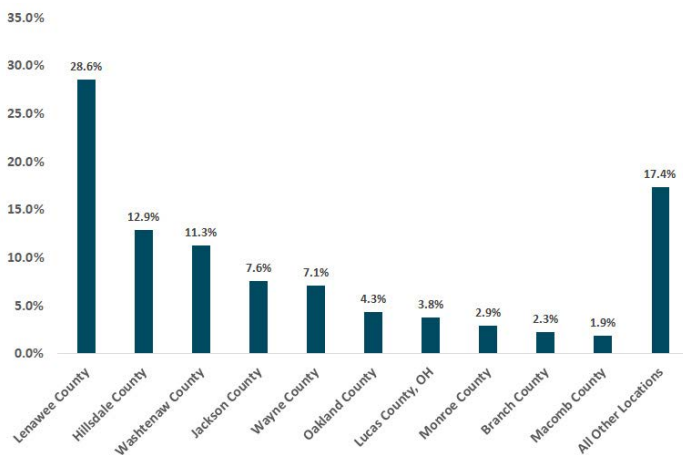
Lenawee and Hillsdale Counties | 2015 Regional Commuting Patterns

8

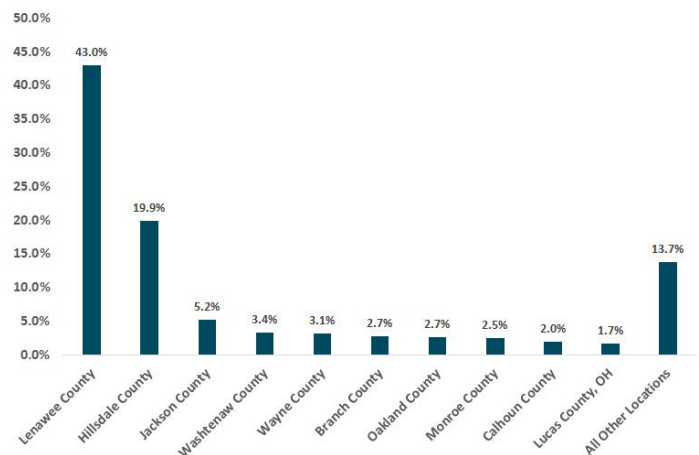
Regional Commuting Patterns

According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the counties' workforce consisted of 45,720 residents. 18,989 (41.5 percent) of the residents Both lived and worked in either Lenawee or Hillsdale county, while the remaining 26,731 residents (58.5 percent) traveled outside of the counties for work. There were 30,207 workers employed in the counties during 2015. Of those, 11,218 workers (37.1 percent) lived outside of either county and commuted in. From this information, we can see that Lenawee and Hillsdale counties primarily export jobs to nearby counties, with more workers leaving the area for employment than inwardly commuting.

Where Lenawee and Hillsdale Residents Work



Where Lenawee and Hillsdale Workers Live

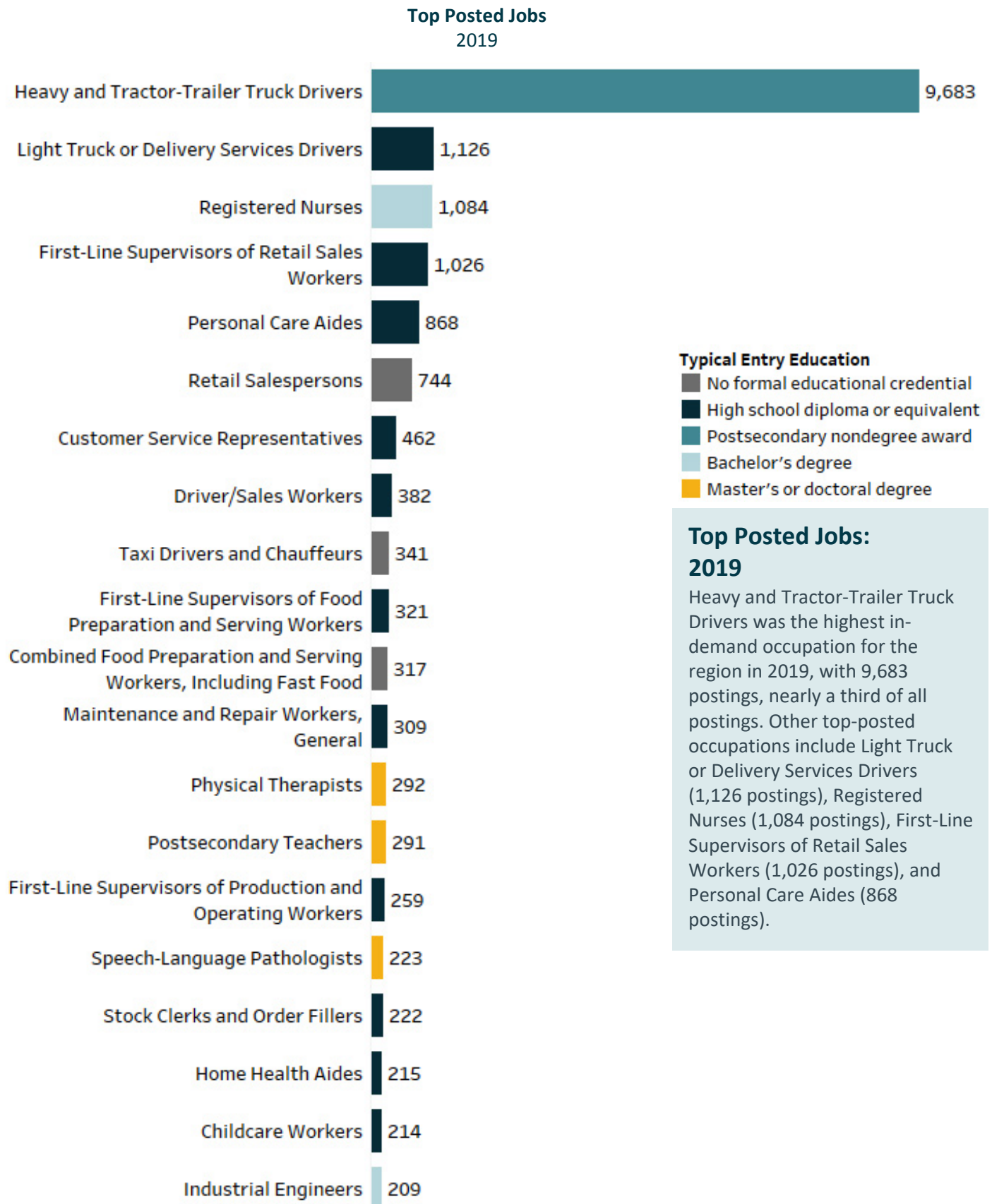




REAL-TIME DEMAND OVERVIEW

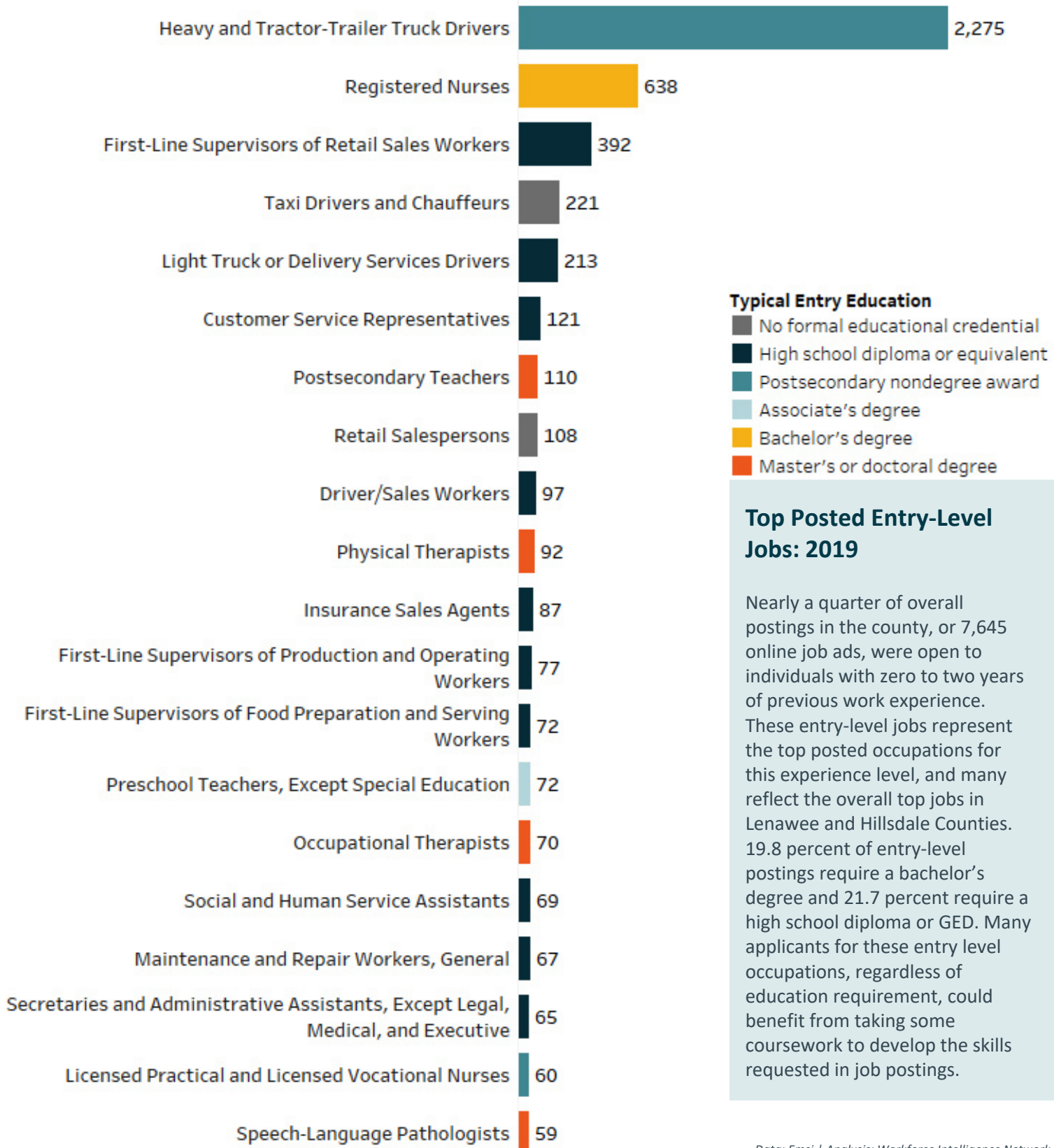
Lenawee and Hillsdale Counties | Top Posted Jobs | 2019

9



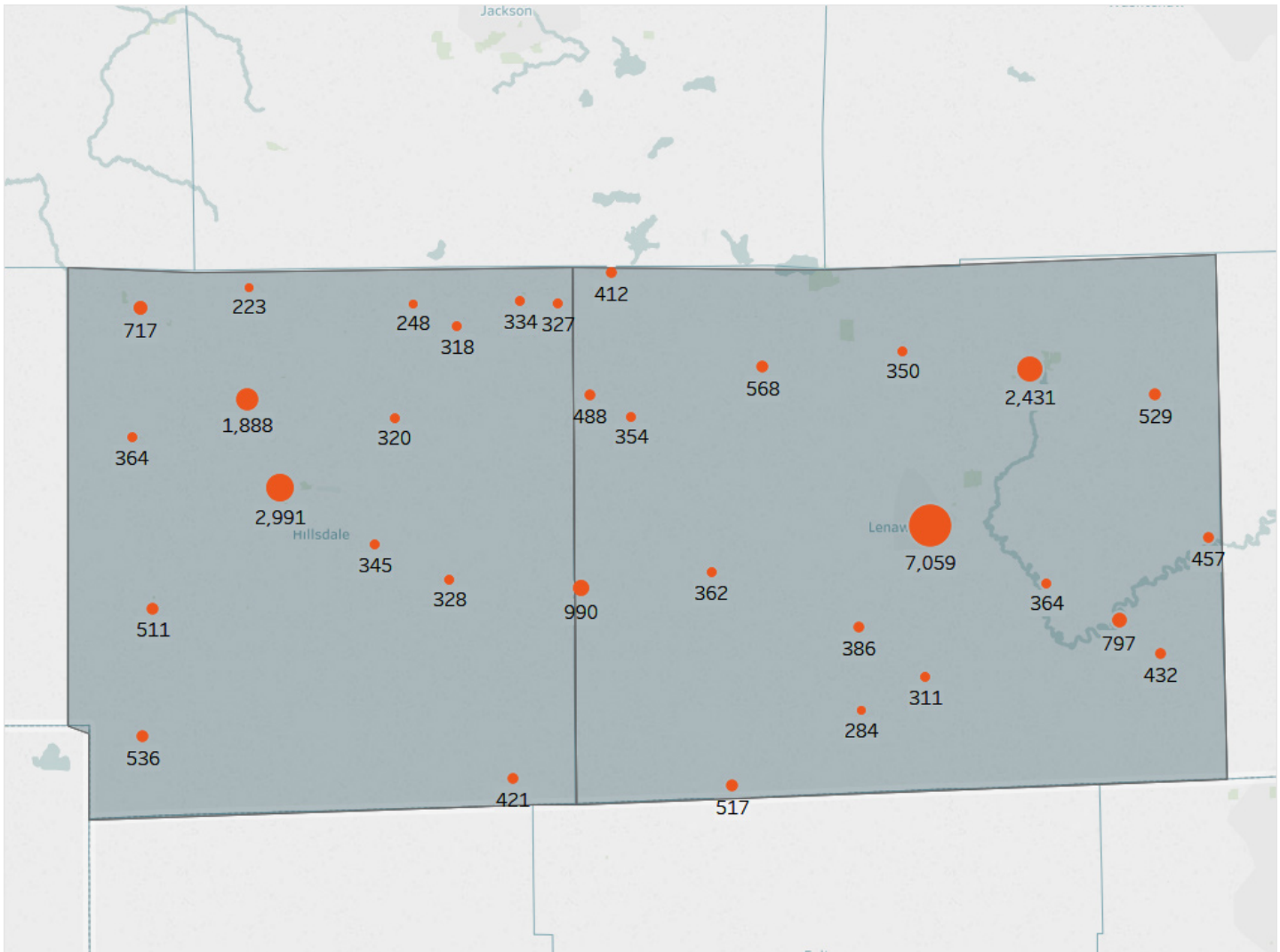


Top Posted Entry-Level Jobs 2019





Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Transportation Worker Identification Credential (TWIC) Card
- Licensed Practical Nurse
- Nurse Practitioner
- Automotive Service Excellence (ASE) Certification
- Bachelor of Science in Nursing (BSN)
- Certified Public Accountant
- Licensed Vocational Nurses
- Certificate in English Language Teaching to Adults (CELTA)

Top In-Demand Skills

- Merchandising
- Restaurant Operation
- Caregiving
- Cash Register
- Nursing
- Selling Techniques
- Customer Satisfaction
- Auditing
- Basic Life Support
- Home Care

Top Posting Employers*

- CRST International, Inc.
- Anthem, Inc.
- Roehl Transport, Inc.
- CareInHomes.com
- Dollar General Corporation
- HealthCare Employment Network
- Hogan Transports Inc
- Teach for America
- Hirschbach Motor Lines, Inc.
- Roadrunner Transportation Systems, Inc.

**Employer names are listed as they appear in online job postings.*



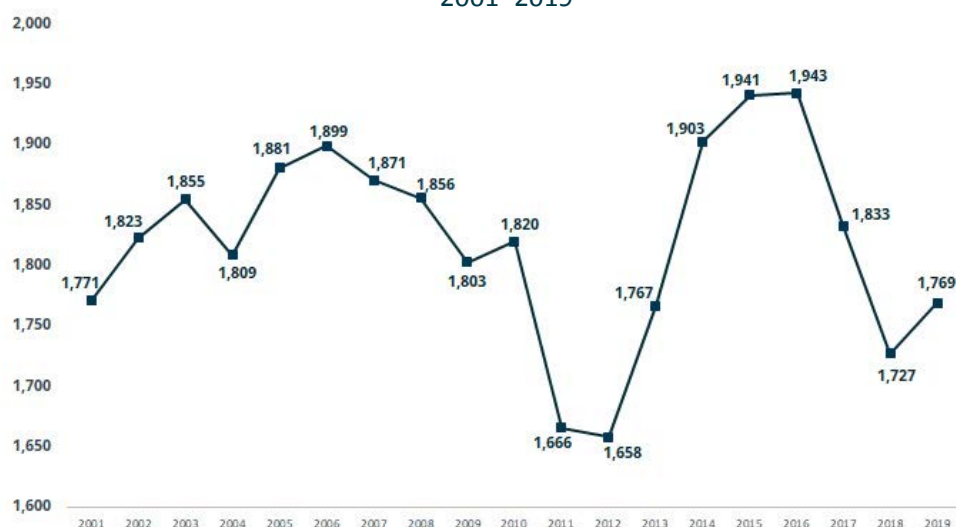
Introduction

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

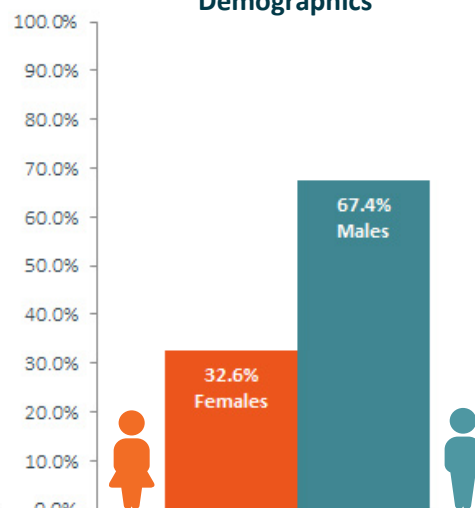


1,769
Agriculture Workers
42-Worker Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



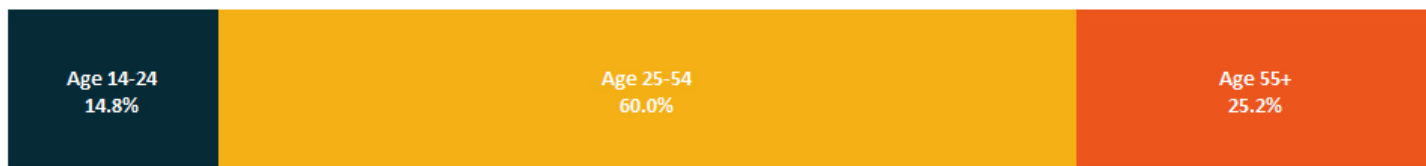
Agriculture Worker Demographics

According to the most recent Emsi data set available (2019), the 1,800 workers in agriculture occupations are not very diverse. A large majority of workers are white males between the ages of 25 and 54. Only 33 percent of agriculture workers identify as women. Only 15 percent of workers were under the age of 25, compared to 25 percent of workers are age 55 or older.

Race and Ethnicity Demographics

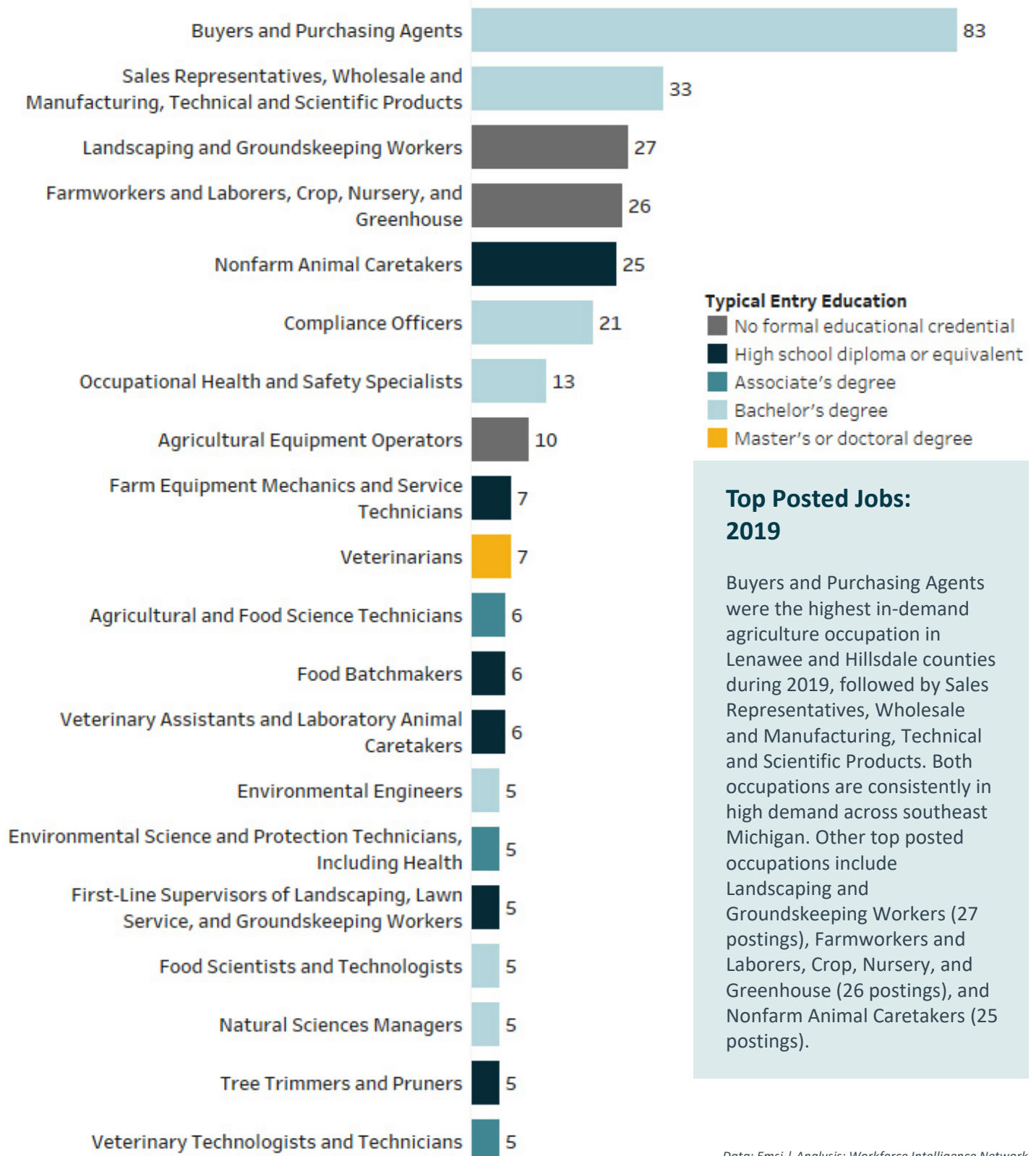
83.0% White | **4.0% Black or African American** | **10.5% Hispanic or Latino**

Worker Age Demographics





Agriculture Top Posted Jobs 2019



Agriculture Wage Overview

Of the top ten posted agriculture-related jobs, half offer median wages of more than \$25 per hour according to the Bureau of Labor Statistics (BLS). The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$28.11, which translates to annual earnings of approximately \$58,500. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience needs.

Wage Overview for Top Posted Agriculture Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$18.04	\$22.08	\$28.11	\$34.93	\$46.65
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$21.63	\$29.58	\$37.94	\$53.18	\$68.04
37-3011	Landscaping and Groundskeeping Workers	\$9.26	\$10.13	\$11.86	\$14.42	\$19.68
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.76	\$10.84	\$12.71	\$14.42	\$15.60
39-2021	Nonfarm Animal Caretakers	\$10.33	\$10.90	\$11.97	\$13.10	\$15.33
13-1041	Compliance Officers	\$19.52	\$24.57	\$30.03	\$35.67	\$40.72
29-9011	Occupational Health and Safety Specialists	\$19.67	\$24.29	\$32.28	\$40.29	\$48.38
45-2091	Agricultural Equipment Operators	\$9.54	\$13.67	\$17.38	\$20.22	\$22.36
29-1131	Veterinarians	\$23.26	\$35.72	\$41.03	\$46.98	\$51.49
49-3041	Farm Equipment Mechanics and Service Technicians	\$13.51	\$15.47	\$18.36	\$21.96	\$25.26

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Purchasing
- Agriculture
- Packaging and Labeling
- Irrigation
- Material Requirements Planning

In-Demand Foundational Skills

- Management
- Sales
- Leadership
- Communications
- Operations

In-Demand Education Level*

- High School Diploma: 15.9%
- Associate Degree: 8.6%
- Bachelor's Degree: 23.3%
- 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*

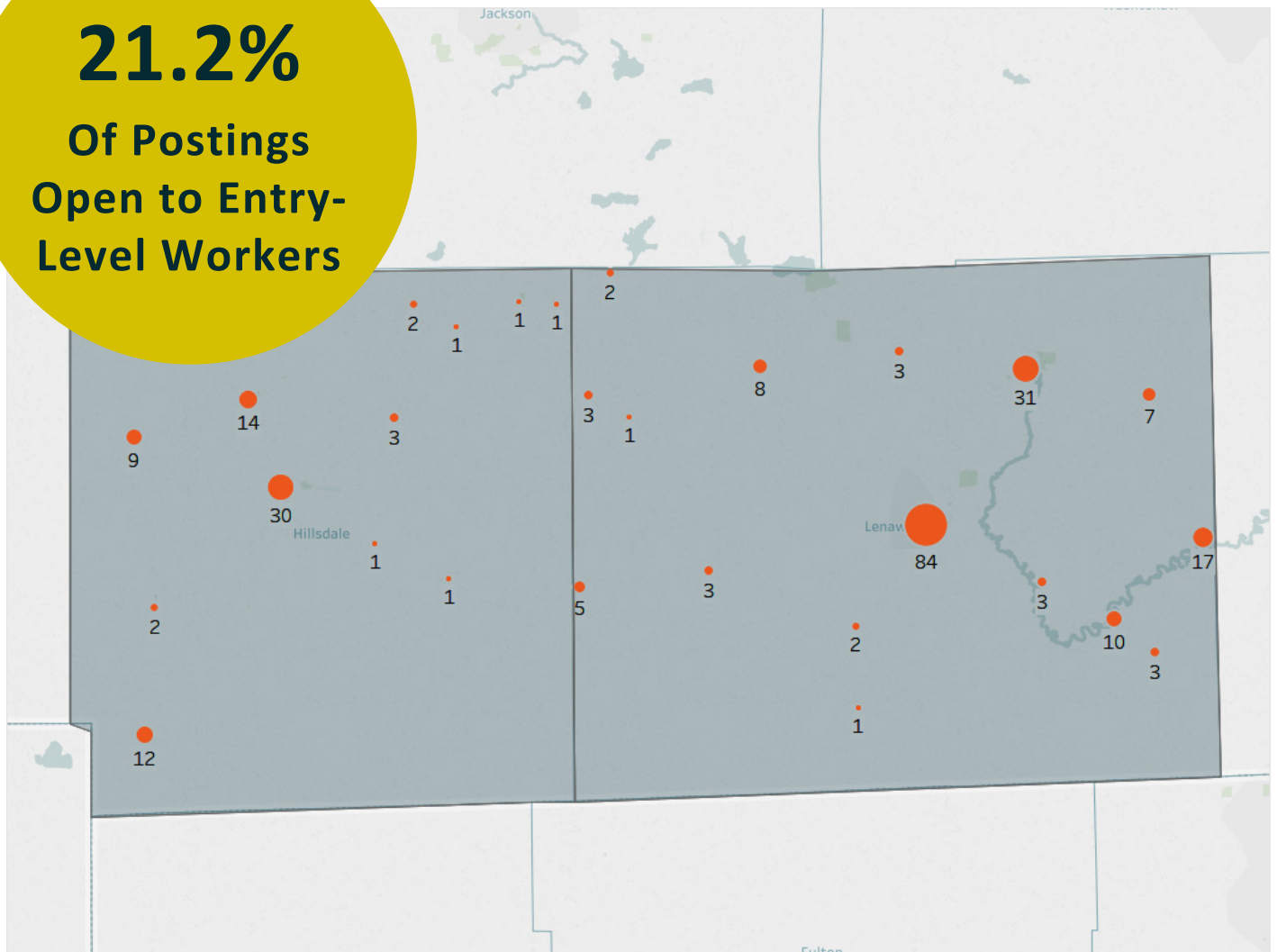
In-Demand Certifications

- Commercial Driver's License (CDL)
- Certified Veterinary Technician
- Pesticide Applicator License
- Wastewater Operator Certification



Employer Demand by City

21.2%
Of Postings
Open to Entry-
Level Workers



Top Posting Employers*

- The Besl Transfer Co
- Talent Associates Inc
- Eden
- HomeAdvisor, Inc.
- Wacker Chemical Corporation
- Middle Georgia Employer Committee
- Banfield Pet Hospital
- Anthem, Inc.
- House of Gifts
- Animal Activity Center Inc

Job Postings by City


1. Adrian: 84 Postings
2. Clinton: 60 Postings
3. Tecumseh: 31 Postings
4. Hillsdale: 30 Postings
5. Deerfield: 17 Postings
6. Jonesville: 14 Postings
7. Litchfield: 14 Postings
8. Camden: 12 Postings
9. Blissfield: 10 Postings
10. Allen: 9 Postings

**Employer names are listed as they appear in online job postings.*



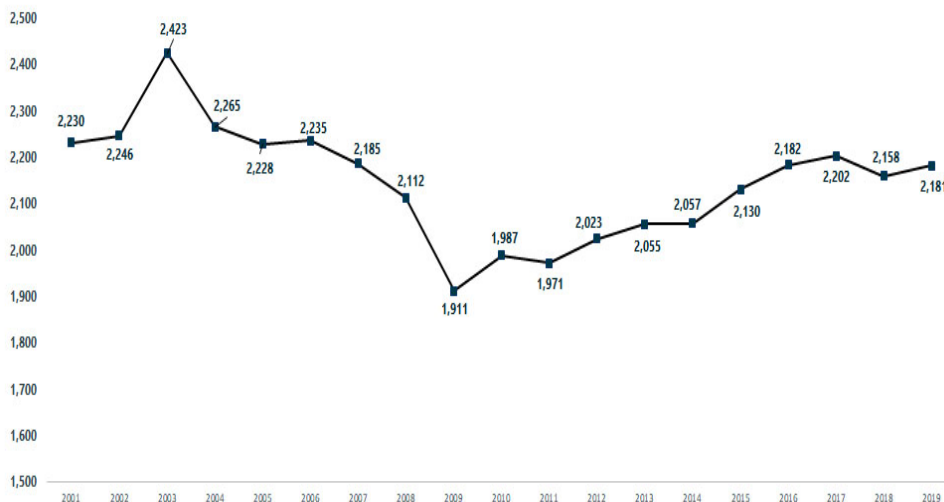
Introduction

Jobs in the business and finance occupation group can be found in nearly every type of 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.

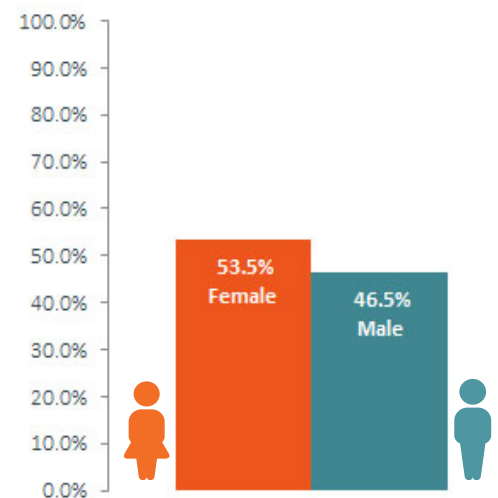


2,181
Business and Finance Workers
1.1% Increase from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Business and Finance Worker Demographics

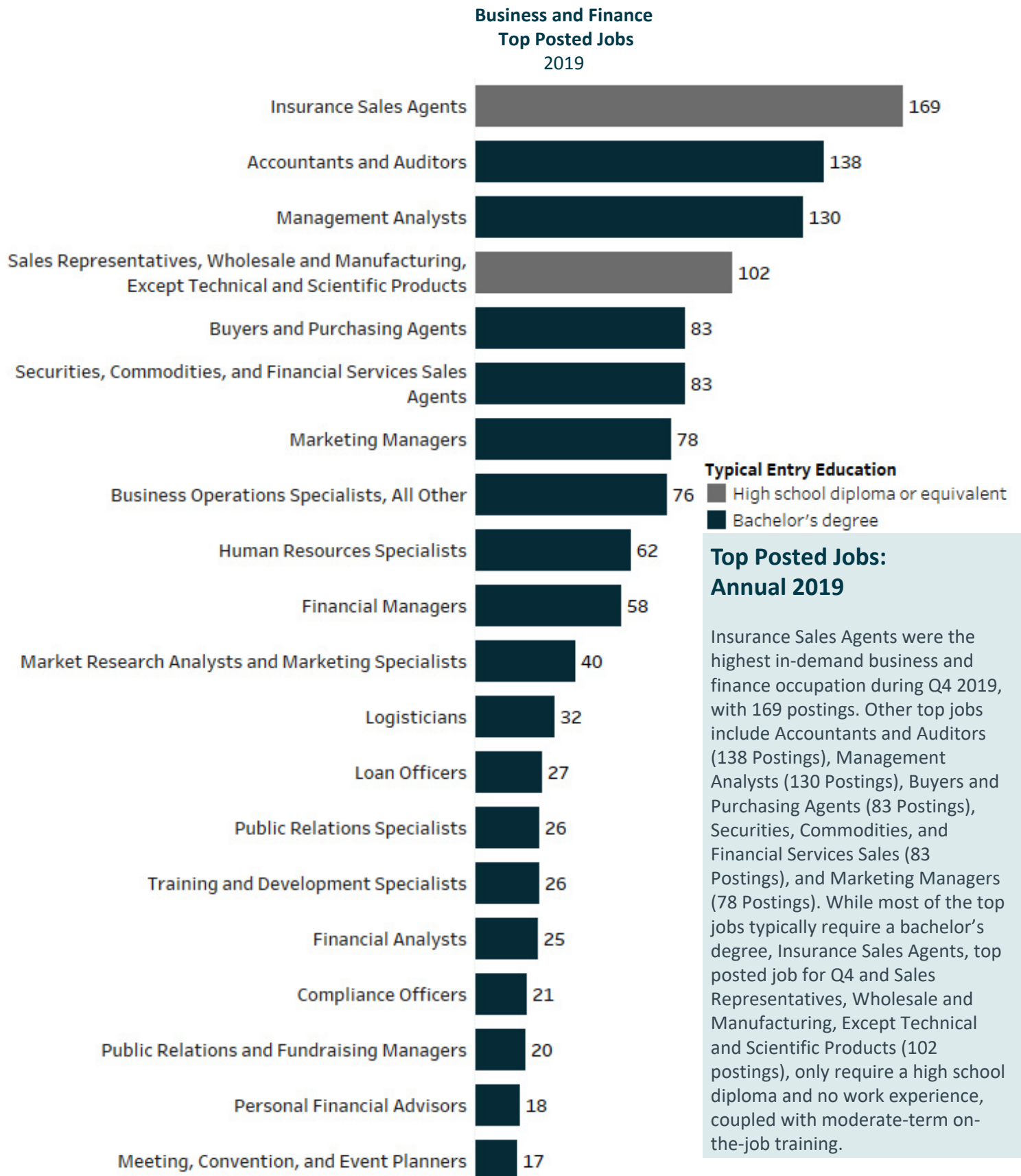
According to the most recent Emsi data set available (2019), the business and finance occupation group has increased by 23 workers since 2018, resulting in 2,181 workers in 2019. About half, or 53.5 percent, of the working population identify as female, while 92.3 percent of workers identified as white, indicating very little diversity regarding race. Only 3.9 percent of the working population in business and finance is under the age of 25, compared to the 25-54 age group, which accounts for 64.8 percent of the workforce.

Race and Ethnicity Demographics

92.3% White | **3.2% Black or African American** | **2.6% Hispanic or Latino**

Worker Age Demographics







Business and Finance Wage Overview

Most business and finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Insurance Sales Agents, offers median hourly wages of \$21.20, translating to annual earnings of approximately \$42,400. Additional experience may lead to a role as a Marketing or Financial Manager, opening the door to median wages around \$47.52 hourly, or about \$95,040 annually. Entry level occupations also see high median wages of \$28.55, earning about \$57,100 annually.

Wage Overview for Top Posted Business and Finance Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-3021	Insurance Sales Agents	\$13.40	\$16.31	\$21.20	\$32.02	\$43.95
13-2011	Accountants and Auditors	\$19.22	\$23.08	\$30.38	\$39.90	\$51.63
13-1111	Management Analysts	\$11.64	\$24.85	\$36.47	\$55.00	\$87.24
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.20	\$20.56	\$28.55	\$40.84	\$55.80
13-1028	Buyers and Purchasing Agents	\$17.14	\$21.39	\$27.85	\$35.24	\$48.06
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$9.56	\$10.11	\$12.57	\$18.22	\$36.58
11-2021	Marketing Managers	\$18.13	\$29.50	\$47.08	\$64.32	\$85.65
13-1199	Business Operations Specialists, All Other	\$15.82	\$21.78	\$28.65	\$38.32	\$47.60
13-1071	Human Resources Specialists	\$18.57	\$23.02	\$28.72	\$34.06	\$42.28
11-3031	Financial Managers	\$28.82	\$35.27	\$47.52	\$63.49	\$82.00

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Selling Techniques
- Auditing
- Purchasing
- Forecasting

In-Demand Foundational Skills

- Sales
- Management
- Leadership
- Customer Service
- Communications

In-Demand Education Level*

- High School Diploma: 14.3%
- Associate Degree: 5.7%
- Bachelor's Degree: 48.7%
- Master's Degree: 10.8%

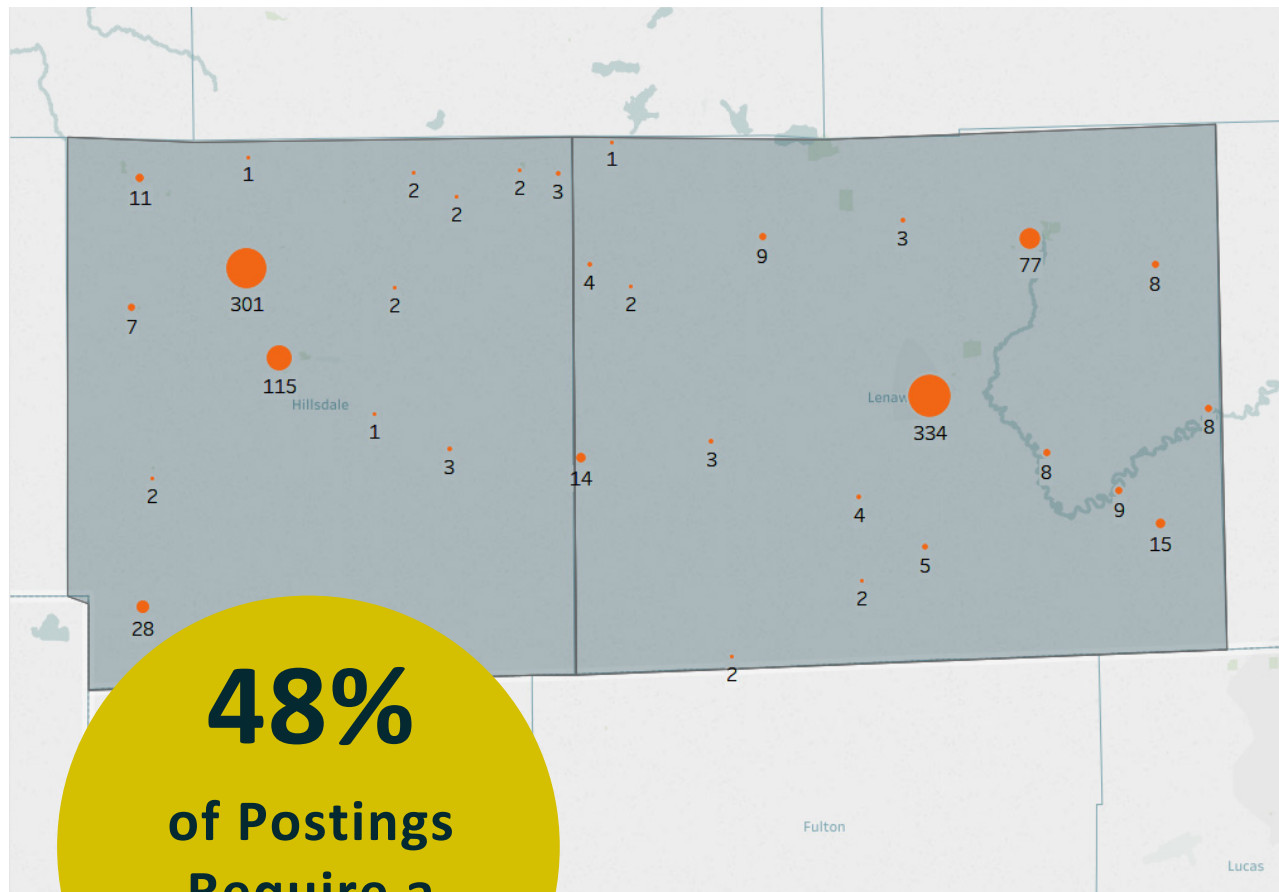
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Certified Public Accountant
- Series 6 Investment Company and Variable Contracts License (Mutual Funds/Variable Annuities)
- Series 7 General Securities Representative License (Stockbroker)
- Certified Internal Auditor
- Chartered Financial Analyst



Employer Demand by City



48%
of Postings
Require a
Bachelor's
Degree

Top Posting Employers*

- Anthem, Inc.
- Assurance
- Wacker Chemical Corporation
- Hillsdale College
- The Besl Transfer Co
- National Agents Alliance
- Home Instead Senior Care
- Huntington Bancshares Incorporated
- Allstate Corporation
- Robert Half International Inc.

Job Postings by City

1. Adrian: 334 Postings
2. Clinton: 309 Postings
3. Jonesville: 301 Postings
4. Hillsdale: 115 Postings
5. Tecumseh: 77 Postings
6. Camden: 28 Postings
7. Riga: 15 Postings
8. Hudson: 14 Postings
9. Litchfield: 11 Postings
10. Blissfield: 9 Postings

**Employer names are listed as they appear in online job postings.*



Introduction

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care 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 23,600 job openings for these positions, and this is projected to continue increasing.

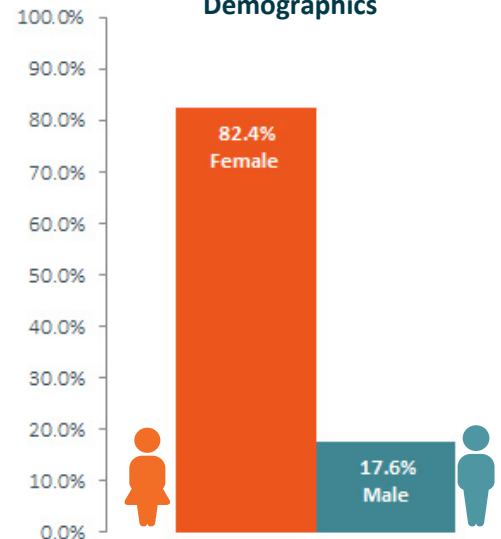


3,019
Health Care Workers
5-Worker Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs around 3,000 workers in Lenawee and Hillsdale Counties, who are overwhelmingly female (82.4 percent) and between the ages of 25 and 54 (68.1 percent), although 23.8 percent of workers are over 55. For registered nurses in particular, 32.6 percent of workers are over 55, so recruiting young workers for this high demand occupation is even more important.

Race and Ethnicity Demographics

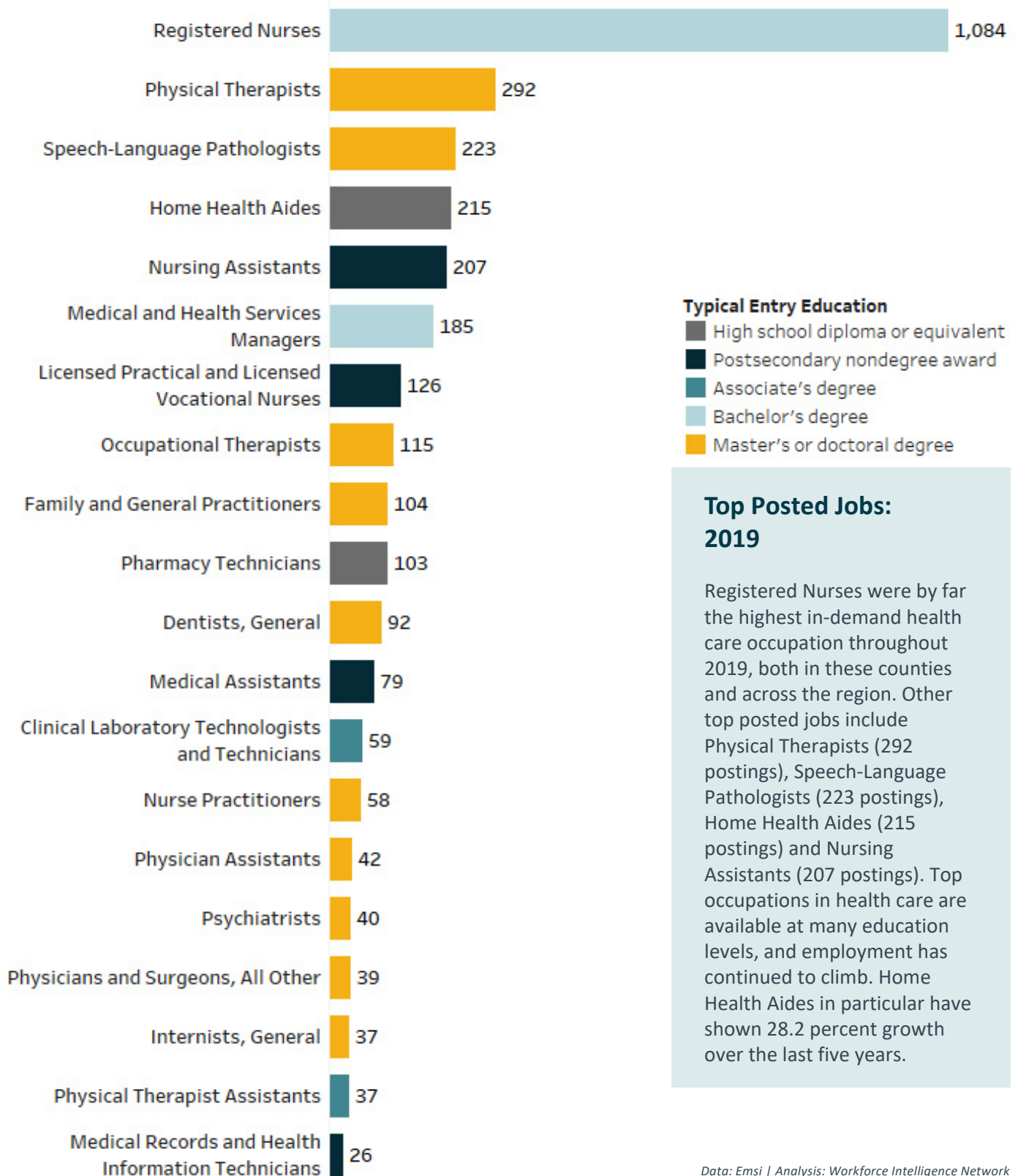
86.8% White | **6.4% Black or African American** | **6.4% Asian**

Worker Age Demographics





Health Care Top Posted Jobs 2019





Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the region's median wage of \$18.08 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$32.59 per hour or annual salary of about \$67,800 according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted Health Care Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$25.76	\$28.44	\$32.59	\$36.87	\$40.34
29-1123	Physical Therapists	\$33.20	\$36.47	\$42.02	\$50.29	\$59.03
29-1127	Speech-Language Pathologists	\$27.57	\$31.30	\$36.53	\$44.07	\$54.06
31-1011	Home Health Aides	\$10.41	\$11.58	\$14.24	\$16.41	\$18.76
31-1014	Nursing Assistants	\$12.11	\$13.96	\$15.74	\$17.96	\$20.00
11-9111	Medical and Health Services Managers	\$28.41	\$35.28	\$43.50	\$51.49	\$64.22
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.34	\$21.36	\$23.86	\$26.25	\$28.53
29-1122	Occupational Therapists	\$29.42	\$33.18	\$38.34	\$46.06	\$53.17
29-1062	Family and General Practitioners	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-2052	Pharmacy Technicians	\$9.44	\$10.67	\$12.46	\$14.67	\$16.98

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Advanced Cardiovascular Life Support (ACLS)
- Nurse Licensure
- Cardiopulmonary Resuscitation (CPR)

In-Demand Foundational Skills

- Management
- Customer Service
- Communications
- Leadership
- Coordinating

In-Demand Education Level*

- High School Diploma: 13.1%
- Associate Degree: 9.4%
- Bachelor's Degree: 15.0%
- Master's Degree: 8.7%

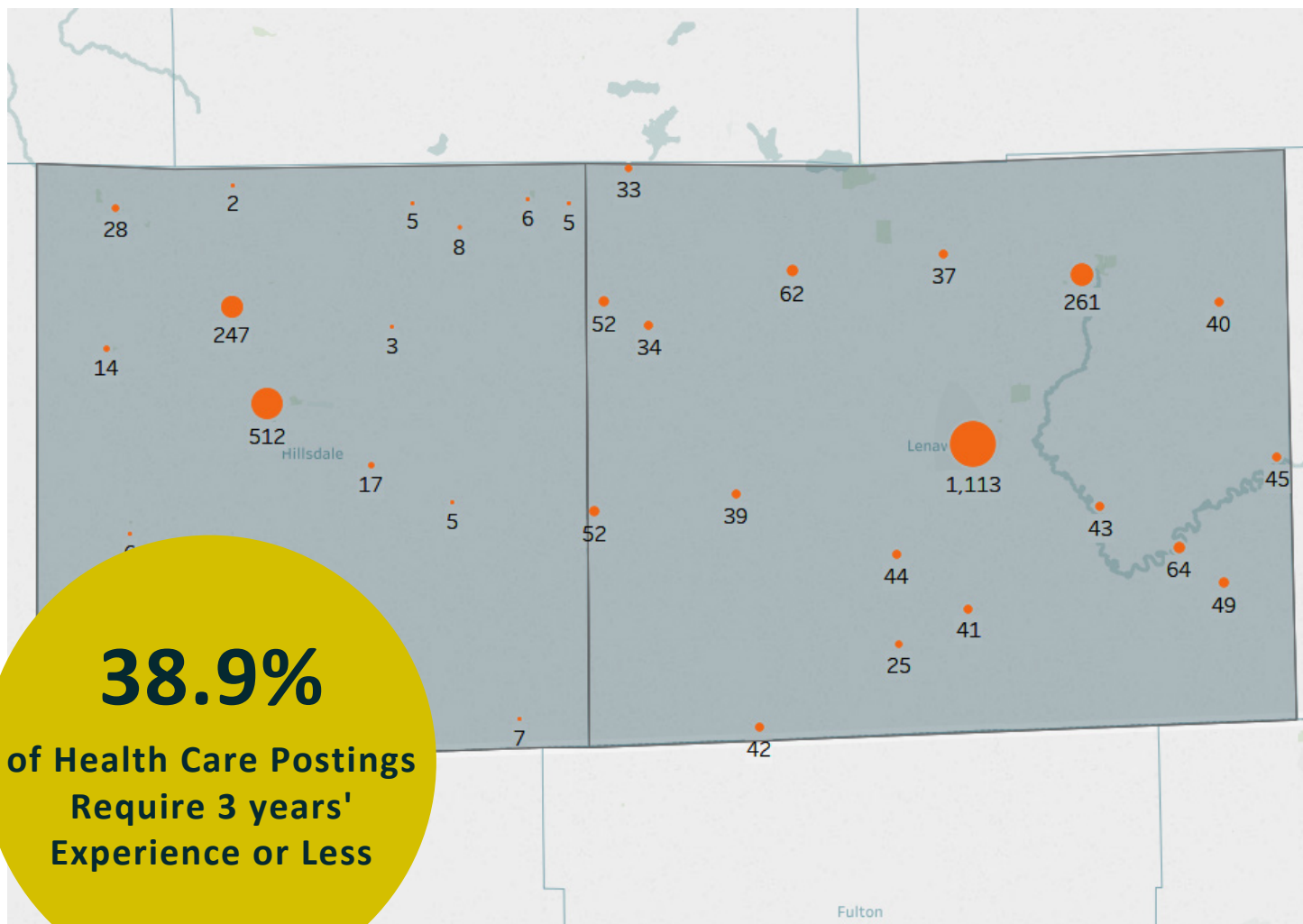
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Licensed Practical Nurse
- Certified Nursing Assistant
- Critical Care Registered Nurse (CCRN)
- Nurse Practitioner
- Licensed Vocational Nurse



Employer Demand by City



38.9%

**of Health Care Postings
Require 3 years'
Experience or Less**

Top Posting Employers*

- HealthCare Employment Network
- Anthem, Inc.
- Promedica Health Systems, Inc.
- Manor Care, Inc.
- Promedica, Inc.
- Sunbelt Staffing, LLC
- Corizon Health, Inc.
- United States Department of the Air Force
- Hillsdale Animal Hospital
- CareInHomes.com

Job Postings by City

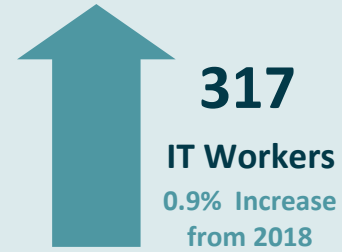
1. Adrian: 1,113 Postings
2. Clinton: 552 Postings
3. Hillsdale: 512 Postings
4. Tecumseh: 261 Postings
5. Jonesville: 247 Postings
6. Blissfield: 64 Postings
7. Onsted: 62 Postings
8. Addison: 52 Postings
9. Hudson: 52 Postings
10. Riga: 49 Postings

**Employer names are listed as they appear in online job postings.*

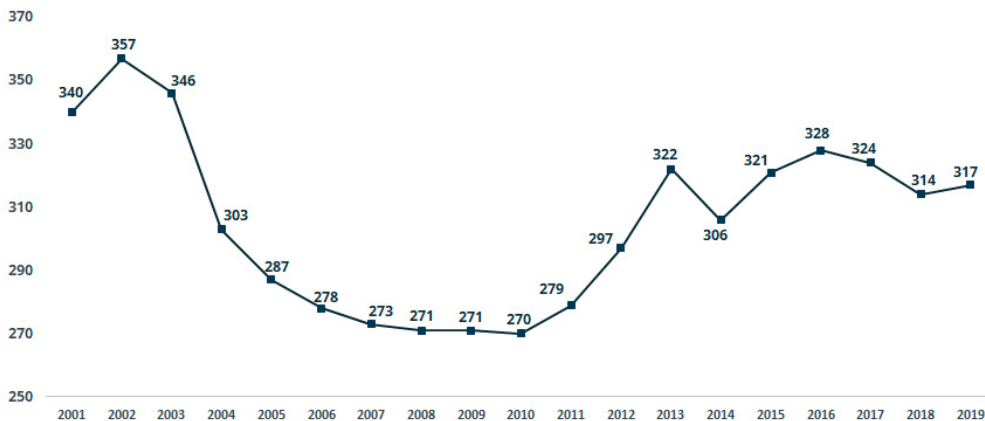


Introduction

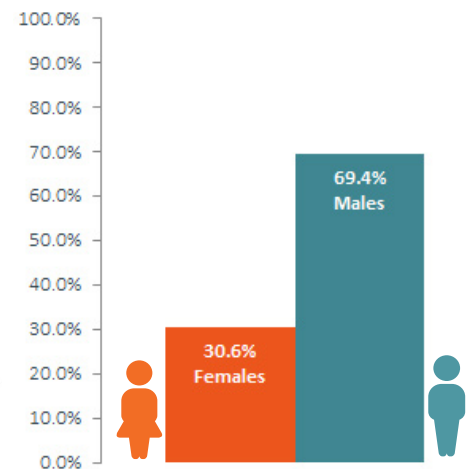
Information technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not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



Employment Over Time
2001–2019



Worker Gender Demographics



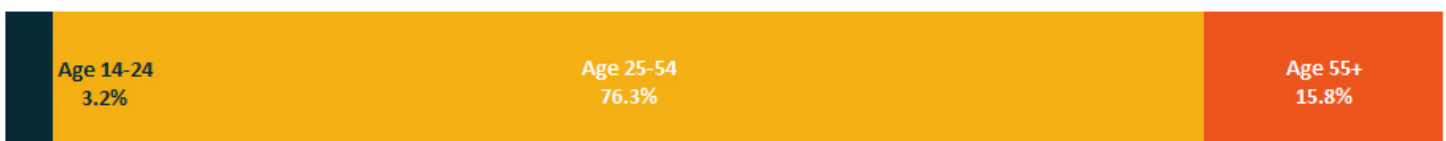
IT Worker Demographics

According to the most recent Emsi data set available (2019), despite only having 317 workers the IT occupation group in Lenawee and Hillsdale county continue to struggle with diversity. The overwhelming majority of workers are white males between the ages of 25 and 54. More than 77 percent are between the ages of 25 and 54. Nearly one-sixth or 16 percent are above the age of 55, and the remaining are likely under the age of 24. Currently, 69 percent of the workers in IT in Lenawee and Hillsdale County identify as male, and nearly 89 percent identify as white.

Race and Ethnicity Demographics

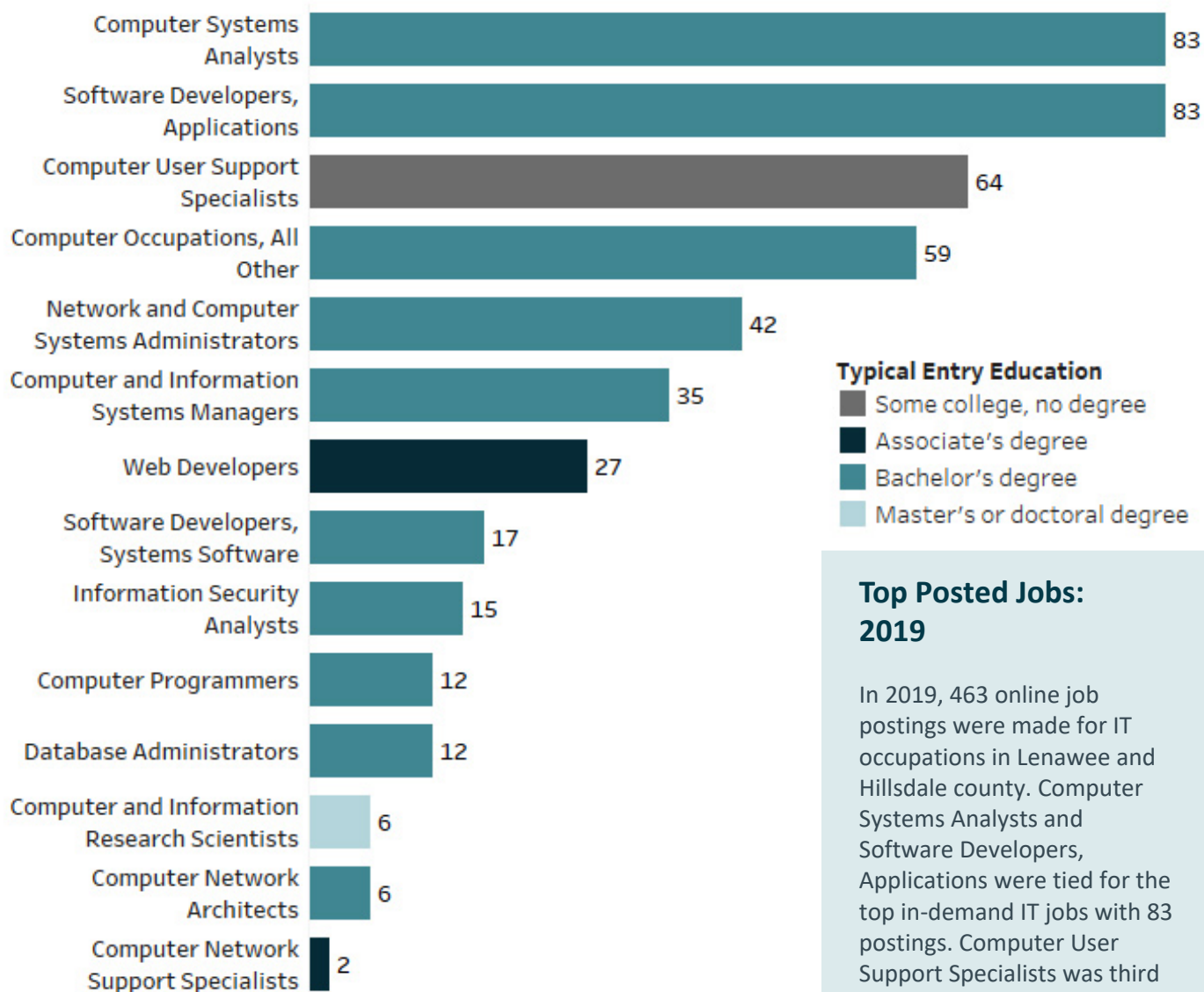
89.6% White | 3.8% Black or African American | 4.1% Asian

Worker Age Demographics





IT Top Posted Jobs 2019



Typical Entry Education

- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

Top Posted Jobs: 2019

In 2019, 463 online job postings were made for IT occupations in Lenawee and Hillsdale county. Computer Systems Analysts and Software Developers, Applications were tied for the top in-demand IT jobs with 83 postings. Computer User Support Specialists was third among the top in-demand IT jobs, and while most of the top occupations typically require a bachelor's degree, this occupation only requires an associate degree. Network and Computer Systems Administrators demonstrated strong demand in both counties.



IT Wage Overview

Lucrative opportunities are available to job seekers willing to meet the minimum experience and education criteria for IT occupations. Computer Systems Analysts occupations provide \$40.99 per hour at the median or more than \$85,000 annually. Similarly, wages at the median for Software Developers, Applications are \$43.46 per hour or more than \$90,000 per year. Wages for both these occupations can exceed more than \$56.43 per hour with more experience and credentials. According to the Bureau of Labor Statistics (BLS), Computer and Information Systems Managers and Software Developers, Systems Software provide the greatest median wages among IT occupations at \$51.66 and \$45.70 per hour, respectively.

Wage Overview for Top Posted IT Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1121	Computer Systems Analysts	\$28.79	\$33.45	\$40.99	\$49.74	\$56.43
15-1132	Software Developers, Applications	\$29.39	\$35.12	\$43.46	\$54.61	\$66.39
15-1151	Computer User Support Specialists	\$16.56	\$19.01	\$23.42	\$29.58	\$36.87
15-1199	Computer Occupations, All Other	\$15.27	\$18.19	\$26.56	\$32.87	\$42.34
15-1142	Network and Computer Systems Administrators	\$23.15	\$28.58	\$34.78	\$41.63	\$49.34
11-3021	Computer and Information Systems Managers	\$35.97	\$42.72	\$51.66	\$64.19	\$78.55
15-1134	Web Developers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1133	Software Developers, Systems Software	\$23.91	\$33.94	\$45.70	\$57.11	\$69.11
15-1122	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1131	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- SQL
- Agile Software Development
- Business Requirements
- Software Engineering
- Java

In-Demand Foundational Skills

- Management
- Leadership
- Problem Solving
- Operations
- Communications

In-Demand Education Level*

- High School Diploma: 9.3%
- Associate Degree: 6.7%
- Bachelor's Degree: 57.2%
- Master's Degree: 11.0%

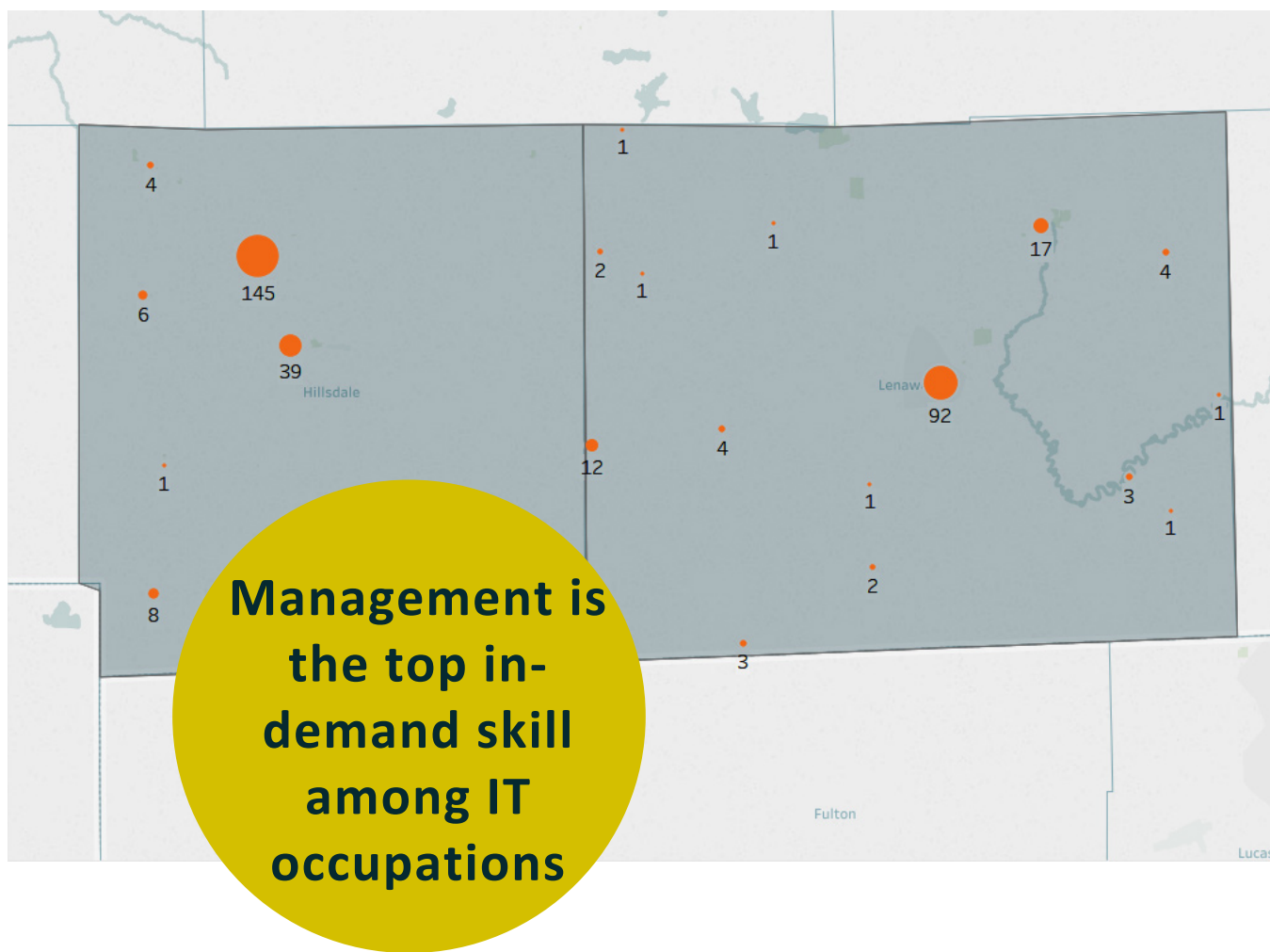
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Certified Information Systems Security Professional (CISSP)
- Salesforce Certified Administrator
- Microsoft Certified Professional
- Certified Software Quality Analyst
- Certified Software Quality Engineer



Employer Demand by City



Top Posting Employers*

- Anthem, Inc.
- Computer Consultants International Corp
- Wacker Chemical Corporation
- United States Dept of Treasury
- Robert Half International Inc.
- Aerotek, Inc.
- HCL Technologies Limited
- Library Jobs Online
- Revature
- Jac Products, Inc.

Job Postings by City

1. Jonesville: 145 Postings
2. Clinton: 114 Postings
3. Adrian: 92 Postings
4. Hillsdale: 39 Postings
5. Tecumseh: 17 Postings
6. Hudson: 12 Postings
7. Camden: 8 Postings
8. Allen: 6 Postings
9. Britton: 4 Postings
10. Clayton: 4 Postings

**Employer names are listed as they appear in online job postings.*



Introduction

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.

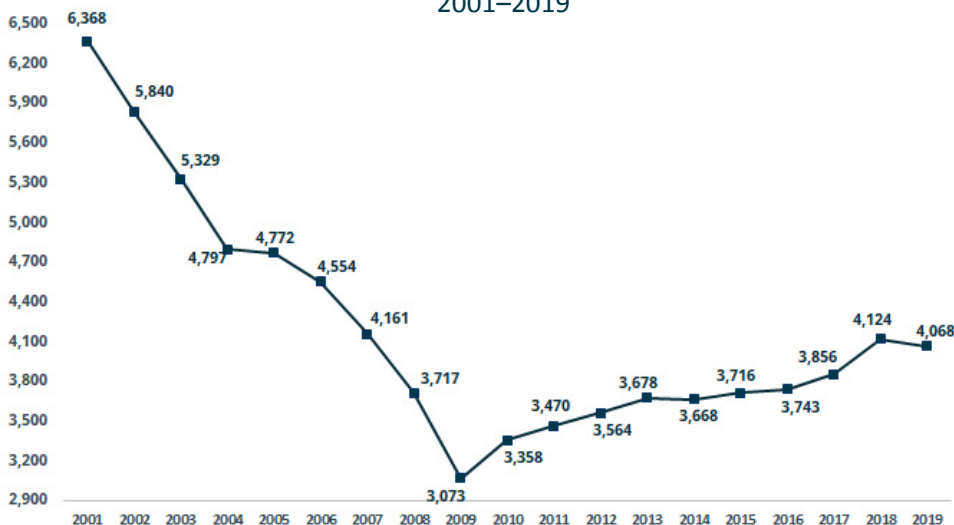


4,068

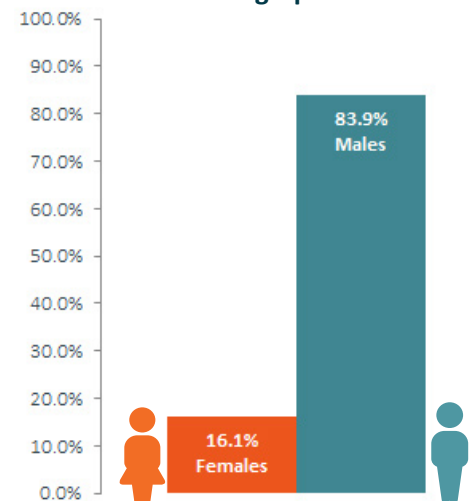
Skilled Trades Workers

1.4% Decrease
from 2018

Employment Over Time 2001–2019



Worker Gender Demographics



Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 4,100 workers in Lenawee and Hillsdale Counties. A majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.5 percent, the group has a somewhat higher proportion than average of workers over age 55.

Race and Ethnicity Demographics

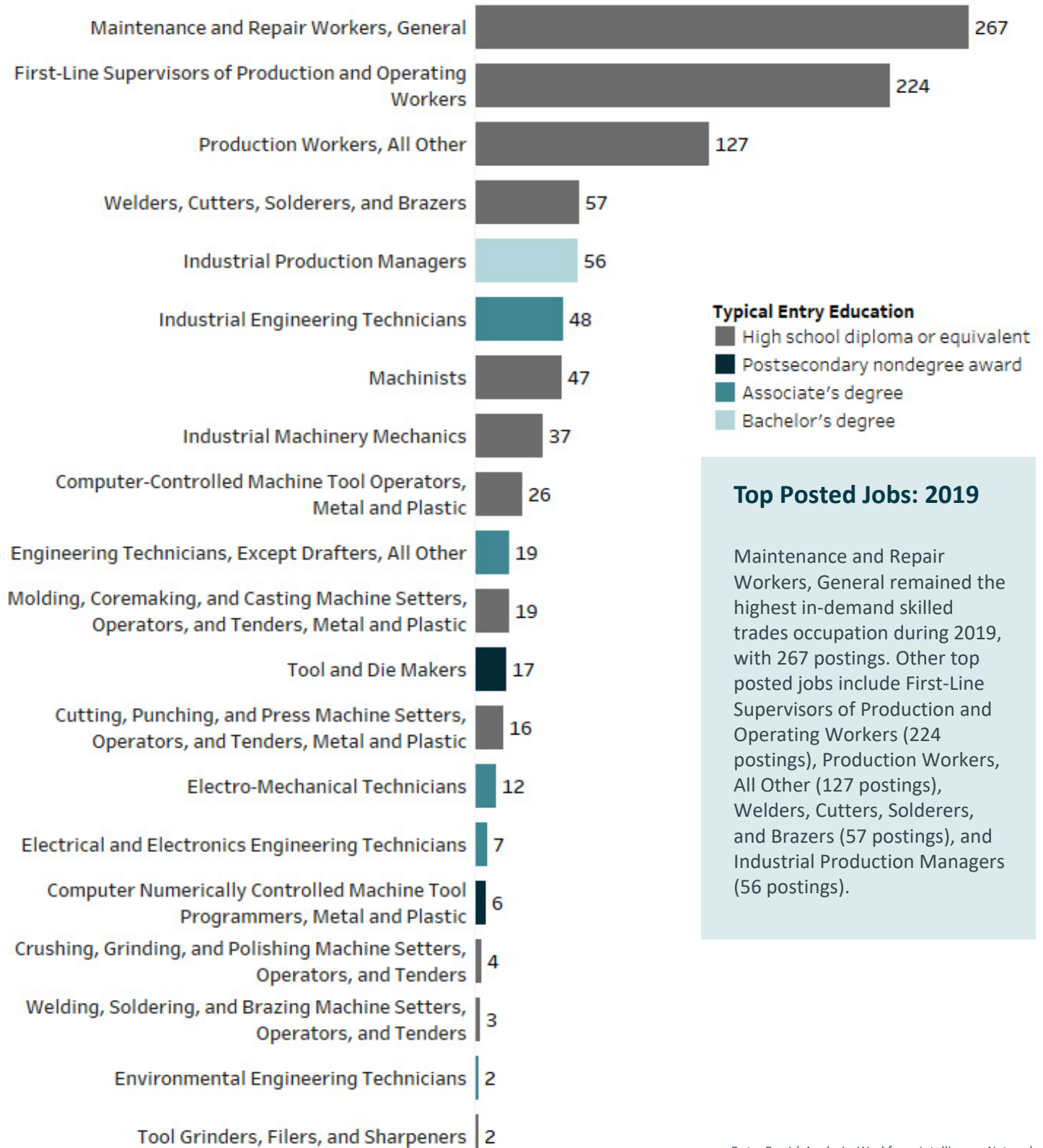
90.6% White | 2.5% Black or African American | 4.6% Hispanic or Latino

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2019





Skilled Trades Wage Overview

Half of the top ten in-demand skilled trades occupations have median wages above \$20 per hour according to the Bureau of Labor Statistics (BLS), and one more above the state's median wage of \$18.08. Maintenance and Repair Workers, General, the top posted skilled trades job in 2019, offers a median hourly wage of \$17.73. This translates to an annual salary of about \$36,900.

Wage Overview for Top Posted Skilled Trades Jobs in 2019

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	\$11.38	\$14.04	\$17.73	\$22.96	\$29.30
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.55	\$22.74	\$28.52	\$35.53	\$42.17
51-9199	Production Workers, All Other	\$11.24	\$12.76	\$17.36	\$21.62	\$25.39
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.05	\$15.88	\$18.22	\$20.43	\$23.99
11-3051	Industrial Production Managers	\$31.85	\$39.59	\$51.18	\$66.53	\$81.87
17-3026	Industrial Engineering Technicians	\$19.50	\$22.14	\$25.15	\$30.81	\$37.82
51-4041	Machinists	\$12.76	\$14.56	\$16.90	\$22.08	\$25.78
49-9041	Industrial Machinery Mechanics	\$16.78	\$19.53	\$23.85	\$29.06	\$32.97
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$12.53	\$14.52	\$17.93	\$22.22	\$27.33
17-3029	Engineering Technicians, Except Drafters, All Other	\$19.67	\$22.74	\$25.66	\$29.93	\$34.12

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Tooling
- Lean Manufacturing
- Machining
- Auditing
- Continuous Improvement Process

In-Demand Education Level*

- High School Diploma: 38.3%
- Associate Degree: 7.4%
- Bachelor's Degree: 12.1%
- Master's Degree: 0.6%

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

In-Demand Foundational Skills

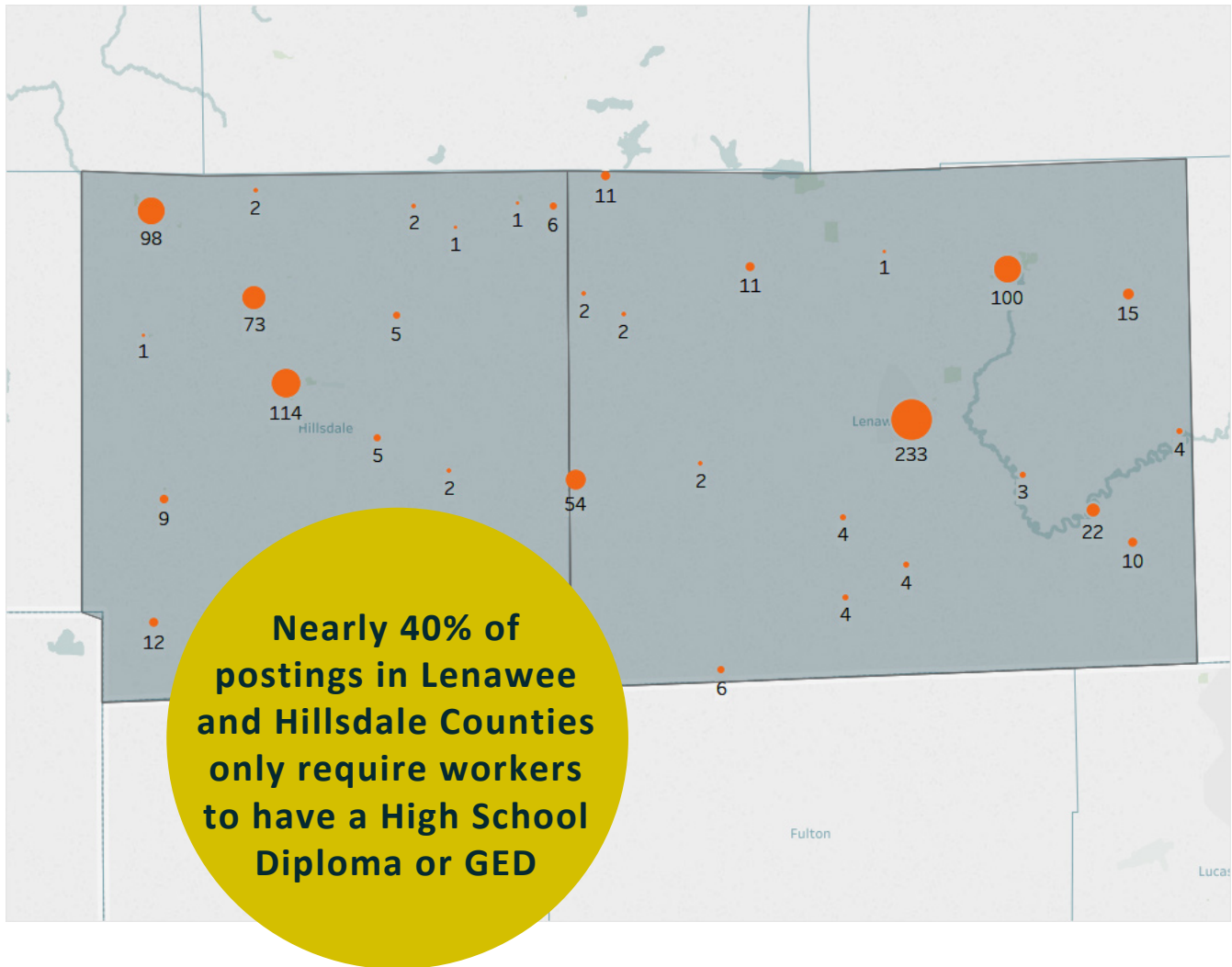
- Operations
- Troubleshooting (Problem Solving)
- Management
- Problem Solving
- Communications

In-Demand Certifications

- Certified Forklift Operator
- (American Society For Quality) ASQ Certified
- Commercial Driver's License (CDL)
- Six Sigma Black Belt Certification
- Pesticide Applicator License



Employer Demand by City



Top Posting Employers*

- HomeAdvisor, Inc.
- Elwood Staffing Services, Inc.
- Kelly Services, Inc.
- Express Employment Professionals
- Jabil Circuit, Inc.
- Techniplas, LLC
- American Axle & Manufacturing, Inc.
- United Continental Holdings, Inc.
- Ventenn
- Tenneco Inc.

Job Postings by City

1. Adrian: 233 Postings
2. Clinton: 176 Postings
3. Hillsdale: 114 Postings
4. Tecumseh: 100 Postings
5. Litchfield: 98 Postings
6. Jonesville: 73 Postings
7. Hudson: 54 Postings
8. Blissfield: 22 Postings
9. Britton: 15 Postings
10. Camden: 12 Postings

**Employer names are listed as they appear in online job postings.*

Website

www.WINintelligence.org

Email

info@WINintelligence.org

Phone

313.744.2946

Address

25363 Eureka Rd.
Taylor, MI 48180

Facebook

[@workforceintelligencenetwork](https://www.facebook.com/workforceintelligencenetwork)

Twitter

[@WIN-semich](https://twitter.com/WIN-semich)