

2020
January – December

LENAWEE COUNTY & HILLSDALE COUNTY

2020 Labor Market Report



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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 the entire 16-county region of southeast Michigan. 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 2020 data 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.



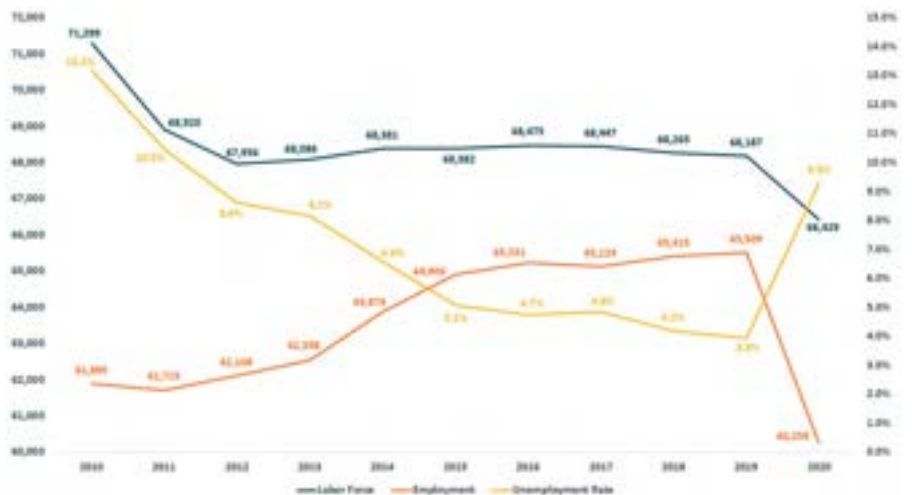
State of the Labor Market in Lenawee and Hillsdale Counties

The COVID-19 crisis has caused major shifts in the labor market this year. In 2020, the labor force fell by 1,757 individuals (2.6 percent) since 2019. Employment decreased by 5,251 workers (8.0 percent), while unemployment grew by more than double (3,494 workers) the 2,678 individuals recorded in 2019. The unemployment rate also rose in 2020, which trends with the shifts caused by the COVID-19. The unemployment rate rose 5.4 percentage points since 3.9 percent in 2019, for an annual unemployment rate of 9.3 percent. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The health care occupation group was heavily demanded in Lenawee and Hillsdale counties, while Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 6,618 postings in 2020.

Annual Labor Market Information

The labor force in Lenawee and Hillsdale counties has decreased in 2020, falling by 1,757 individuals since 2019. Employment decreased by 5,251 workers (8.0 percent) since 2019, while unemployment increased by 3,494 workers for a total of 6,171 unemployed workers in 2020. The unemployment rate dramatically increased in 2020 to 9.3 percent, a rise of 5.4 percentage points since 2019, which had a rate of 3.9 percent. 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 27.9 percent in Lenawee and Hillsdale counties.

Annual Labor Force, Employment, Unemployment Rate
2010–2020



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2020 indicates that employer demand has increased since the end of Q3 2020. In Q4 2020, there were 8,208 unique postings in Lenawee and Hillsdale counties, an increase of 97 postings from the 8,111 postings recorded in Q3. April had the lowest recorded postings in 2020 with 3,580 postings, a decrease of 2,237 postings (38.5 percent) since April 2019. Lenawee and Hillsdale counties' employer demand remained resilient to shutdown efforts to slow the pandemic. The increase in the number of monthly online ads indicate employer demand for jobs has slowly began to increase into Q4 2020.

Quarterly Posting Analysis
Lenawee and Hillsdale Counties
2020



Data: Emsi | Analysis: Workforce Intelligence Network



Employer demand decreased by 30.2 percent, a loss of 9,383 job postings since 2019. Health Care is the top posting occupation group through 2020 with 3,149 postings.

During 2020, there were 21,734 job postings, 9,383 less than the 31,117 postings made during 2019 in Lenawee and Hillsdale counties. August 2020 saw the highest demand with 4,780 postings since the shut down due to COVID-19, however, postings are still down 25.4 percent since August 2019. The top posted job titles in 2020 include CDL-A Truck Drivers, CDL Truck Drivers, OTR CDL-A Truck Drivers, CDL-A Flatbed Truck Drivers, and Company CDL-A Truck Drivers. For more information about in-demand job postings, see page 9.

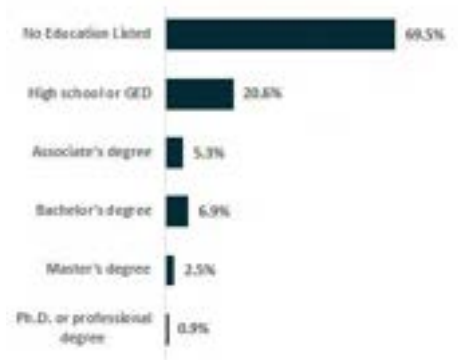
Top 5 Posting Occupation Groups 2020



Job postings made by employers in Lenawee and Hillsdale counties indicate a high school diploma or equivalent remains the most in-demand minimum education level during 2020.

Of the 21,734 unique postings in Lenawee and Hillsdale counties during 2020, 4,467 (20.6 percent) required a high school diploma or equivalent, while 2,653 postings (12.2 percent) required a college degree. An additional 733 postings (3.4 percent) required an advanced degree. The high demand for health care roles within Lenawee and Hillsdale, drives this high demand for workers with various skillsets.

Education Levels In-Demand 2020



Employment in Lenawee and Hillsdale counties totaled 61,794 in Q4 2020, a decrease of 3,533 workers (5.4 percent) since Q4 2019.

The quarterly labor market has seen shifts following the outbreak of COVID-19. The first quarter of 2020 saw a slight decrease in the labor force, while employment, unemployment, and the unemployment rate rose 0.2 percentage points. The COVID-19 shutdown, which started in Q2 2020, caused the employment in Lenawee and Hillsdale to drop from 63,936 workers in Q1 to 52,959 workers in Q2, a decrease of 10,977 workers or 17.2 percent. Unemployment rose by 11,492 workers, more than triple the 2,541 workers recorded in Q1. Similarly, the unemployment rate rose in Q2, up from 3.8 percent in Q1 to 20.9 percent in Q2 2020. Since Q3 2020, the market has slowly begun to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2020. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	3rd Quarter 2020	4th Quarter 2020	Change from 3rd Quarter 2020	Percent Change from 3rd Quarter 2020	Change from 4th Quarter 2019	Percent Change from 4th Quarter 2019
Labor force	67,770	66,477	66,992	67,580	64,647	-2,933	-4.3%	-3,103	-4.6%
Employment	65,327	63,936	52,959	62,343	61,794	-549	-0.9%	-3,533	-5.4%
Unemployment	2,443	2,541	14,034	5,237	2,873	-2,364	-45.1%	430	17.6%
Unemployment Rate	3.6%	3.8%	20.9%	7.7%	4.4%	-3.3%	na	0.8%	na

Note: Monthly data averaged by quarter | Data: BLS

Data: Emsi | Analysis: Workforce Intelligence Network

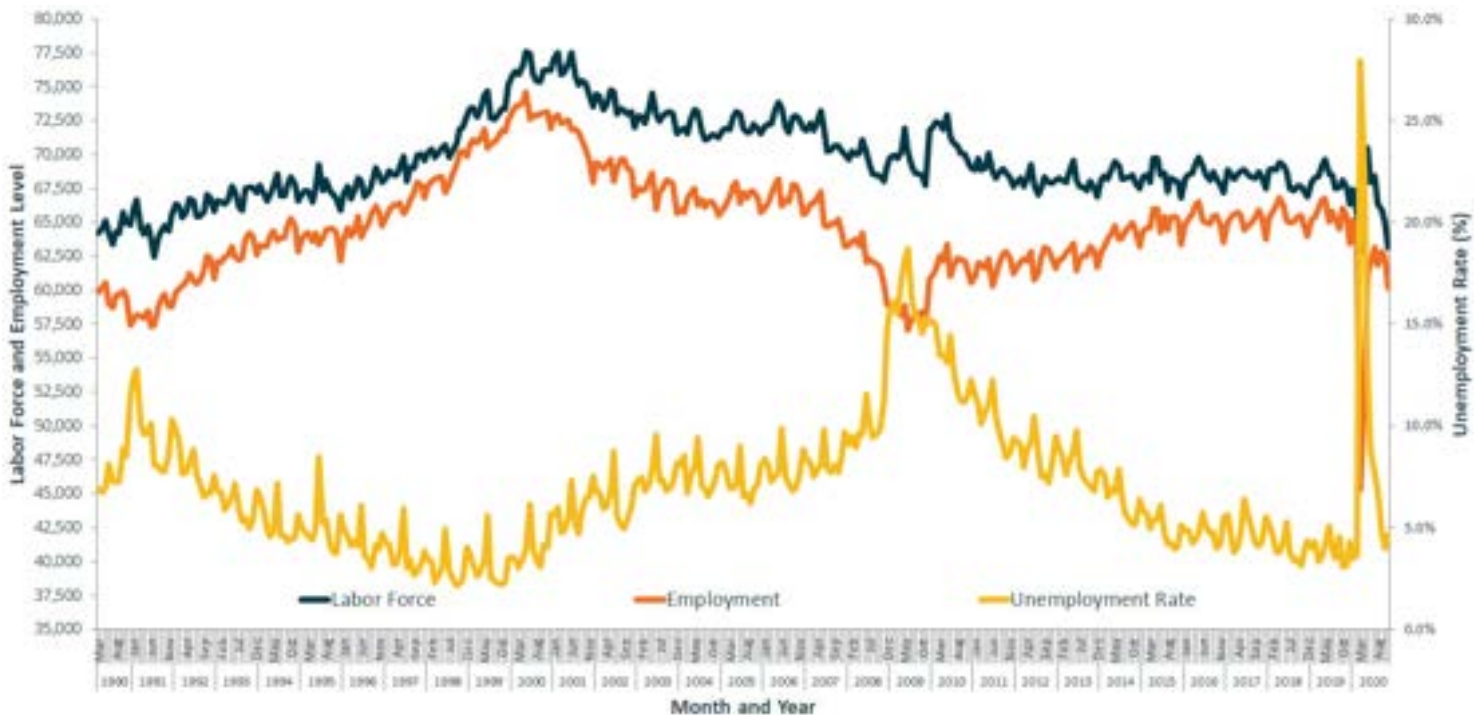


Labor Force, Employment, and Unemployment

Following labor force fluctuations throughout 2020, labor force participation totaled 66,429 individuals, a decrease by 1,757 individuals since 2019. Employment is down to 60,258 workers in 2020, a decrease of 5,251 workers. Both unemployment and the unemployment rate increased, corresponding to measures taken to slow the spread of COVID-19. Unemployment dramatically rose this year, increasing to 6,171 workers, an increase of 3,494 workers since the 2,678 workers recorded in 2019. Similarly, the unemployment rate rose by 5.4 percentage points, increasing from 3.9 percent, for a 2020 unemployment rate of 9.3 percent.

Labor Force, Employment, Unemployment Rate

1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	Change from 2019	Percent Change from 2019
Labor Force	71,299	68,920	67,956	68,086	68,381	68,382	68,475	68,447	68,265	68,187	66,429	-1,757	-2.6%
Employment	61,895	61,715	62,108	62,538	63,874	64,906	65,231	65,129	65,415	65,509	60,258	-5,251	-8.0%
Unemployment	9,403	7,205	5,848	5,548	4,507	3,476	3,244	3,319	2,850	2,678	6,171	3,494	130.5%
Unemployment Rate	13.2%	10.5%	8.6%	8.1%	6.6%	5.1%	4.7%	4.8%	4.2%	3.9%	9.3%	5.4%	na

Data: Bureau of Labor Statistics

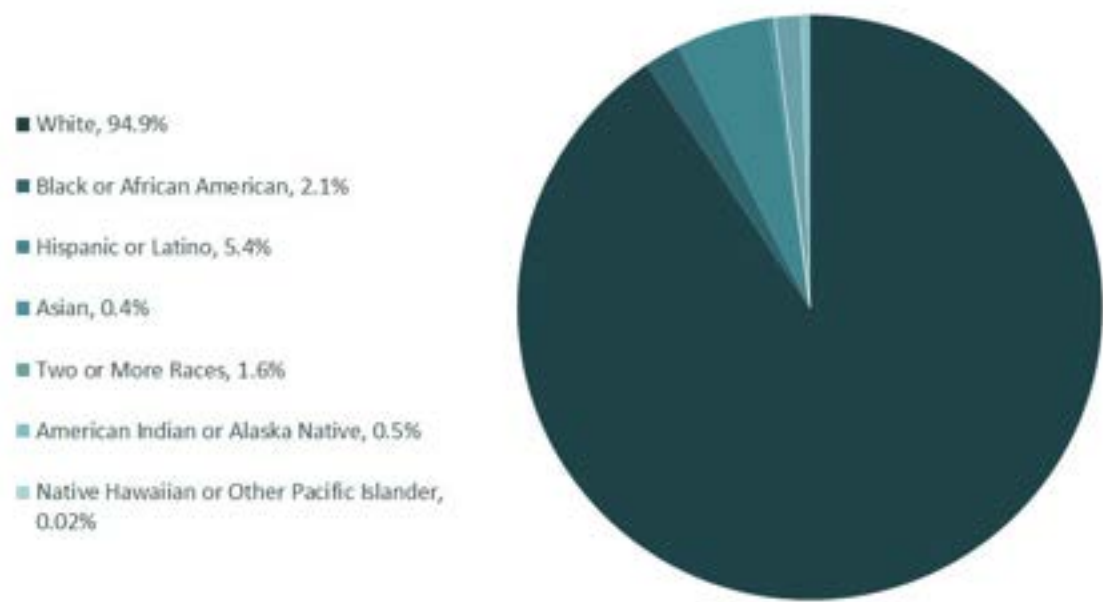


Population Demographics

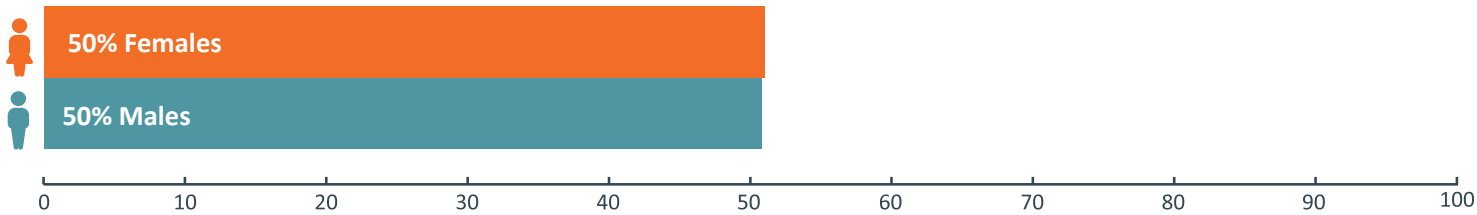
According to data from the most recent Census Bureau 2019 ACS Five Year estimates, the population in Lenawee-Hillsdale decreased by about 0.1 percent between 2018 and 2019. During 2019, 144,138 people were living in the counties. The sex of the populace was split almost evenly, with about 49.7 percent of the population identifying as female, and the other 50.3 percent identifying as male. Majority of the population identified as white (94.2 percent) with the second largest number of individuals identifying as two or more races (2.4 percent). These counties, like the region, faces an aging population; 33.3 percent of population was over the age of 54.



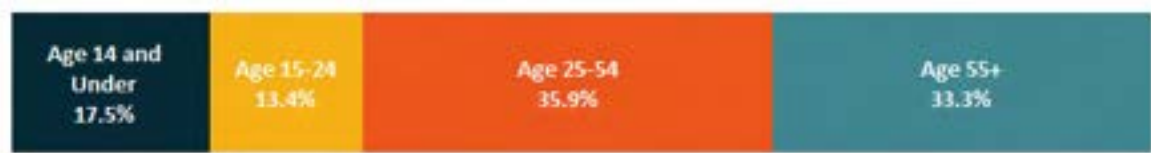
Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were 67,144 individuals 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, 64,049 individuals (44.4 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 23.2 percent, compared to females 24 years of age or under, report an unemployment rate of 16.0 percent.

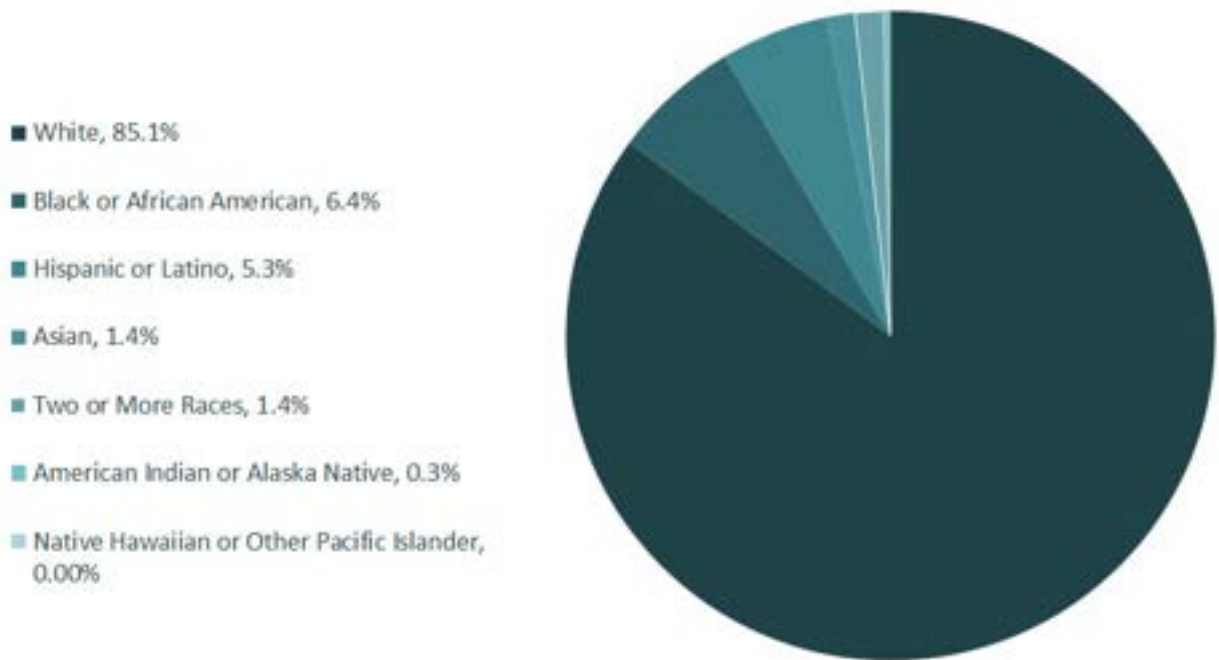
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	67,144	64,049	3,095	4.6%
Sex				
Male 16+	35,618	33,961	1,657	4.7%
16-19	1,410	1,151	259	18.4%
20-24	3,625	3,450	175	4.8%
25-54	21,941	20,926	1,015	4.6%
55-64	6,794	6,631	163	2.4%
65 Plus	1,848	1,803	45	2.4%
Female 16+	31,526	30,088	1,438	4.6%
16-19	1,598	1,440	158	9.9%
20-24	3,341	3,137	204	6.1%
25-54	18,884	18,067	817	4.3%
55-64	5,904	5,751	153	2.6%
65 Plus	1,799	1,693	106	5.9%
Race				
White	64,443	61,478	2,965	4.4%
Black / African American	710	671	39	5.7%
Native American	215	212	3	1.1%
Asian	278	261	17	4.2%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	492	429	63	14.8%
Two or More Races	1,095	985	110	7.1%
Ethnicity				
Hispanic	4,100	3,838	262	7.6%



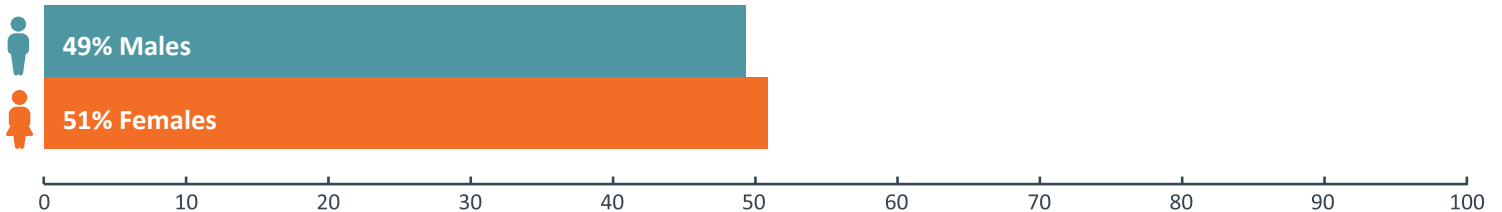
Current Workforce Demographics

In 2020, the workforce had a total of 38,576 individuals working in Lenawee and Hillsdale counties. A slight majority, 50.9 percent (19,643 workers) were female, while 49.1 percent (18,933 workers) of the workforce was male. Most workers in the county identified as white, accounting for 85.1 percent of the workforce, while Black or African American workers totaled 6.4 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 5.3 percent. Much of the workforce in Lenawee and Hillsdale counties are between the ages of 25 through 54 (61.1 percent), while 25.3 percent of workers are 55 and older.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

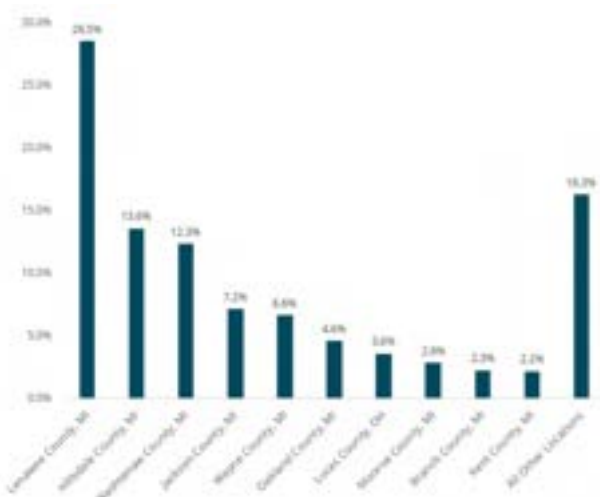




Regional Commuting Patterns

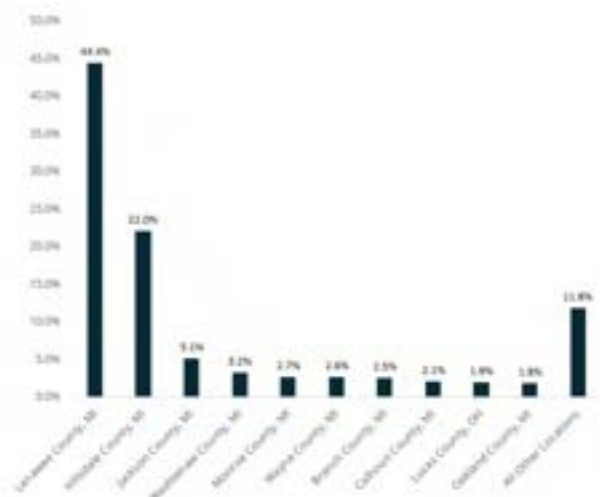
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, the region's workforce consisted of 55,661 residents. There were 23,446 (42.1 percent) residents living and working in Lenawee and Hillsdale counties, while the remaining 32,215 residents (57.9 percent) traveled outside of the region for work. There were 35,306 workers employed in the region during 2018. Of those, 11,860 workers (33.6 percent) lived outside of the region's borders and commuted in. From this information, we can see that Lenawee and Hillsdale counties are a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Lenawee and Hillsdale Residents Work



Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

Where Lenawee and Hillsdale Workers Live

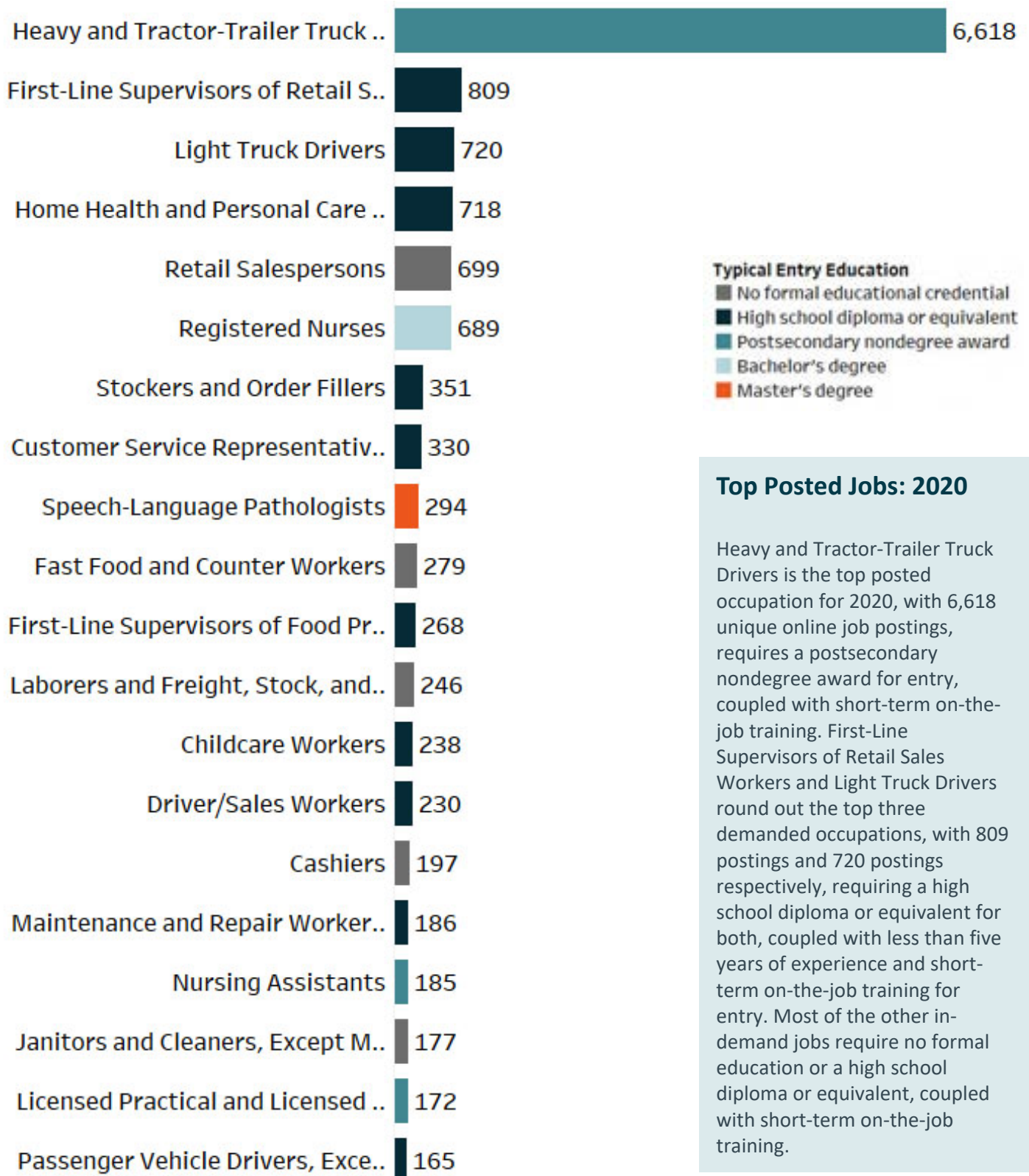


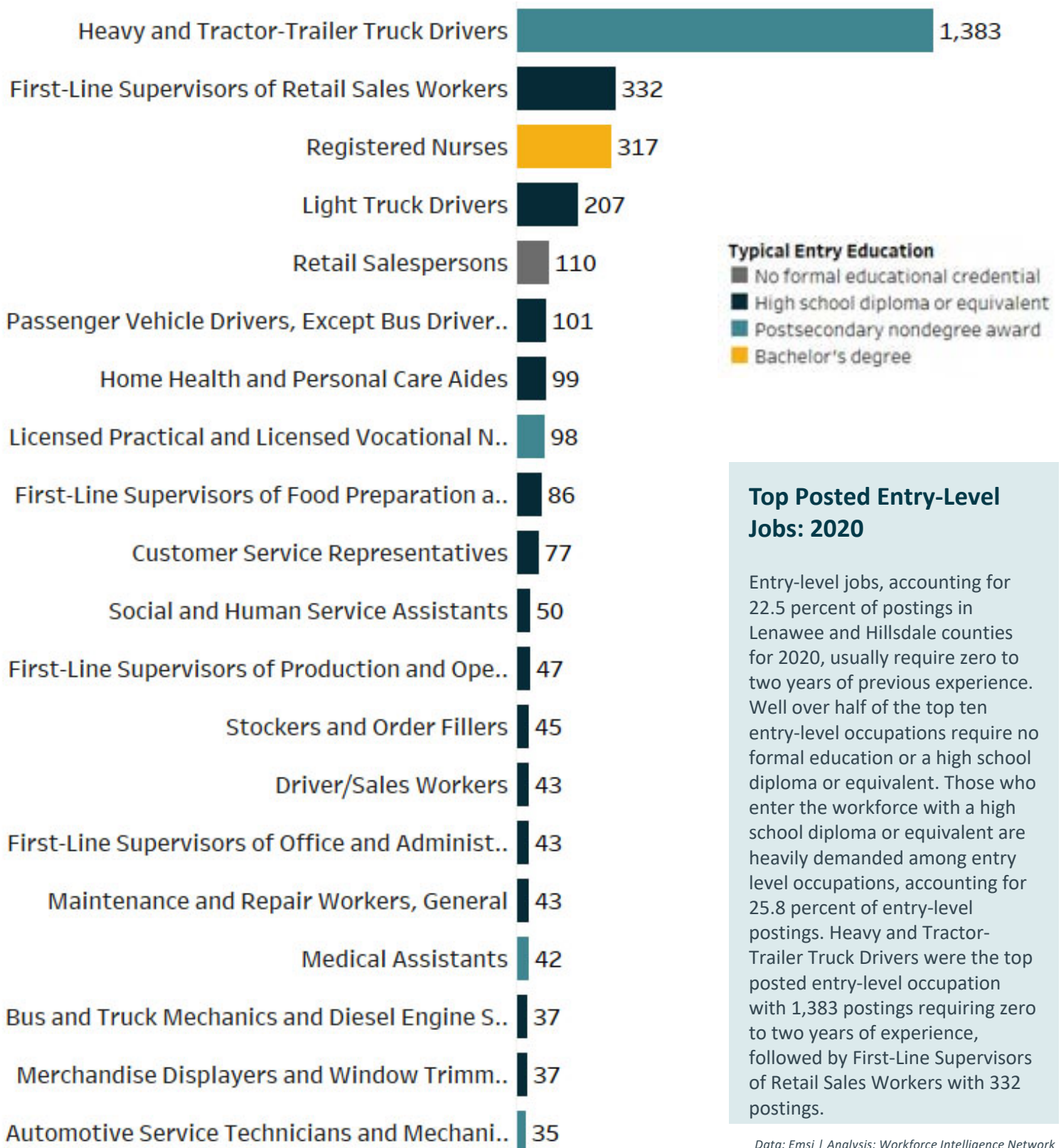
Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network





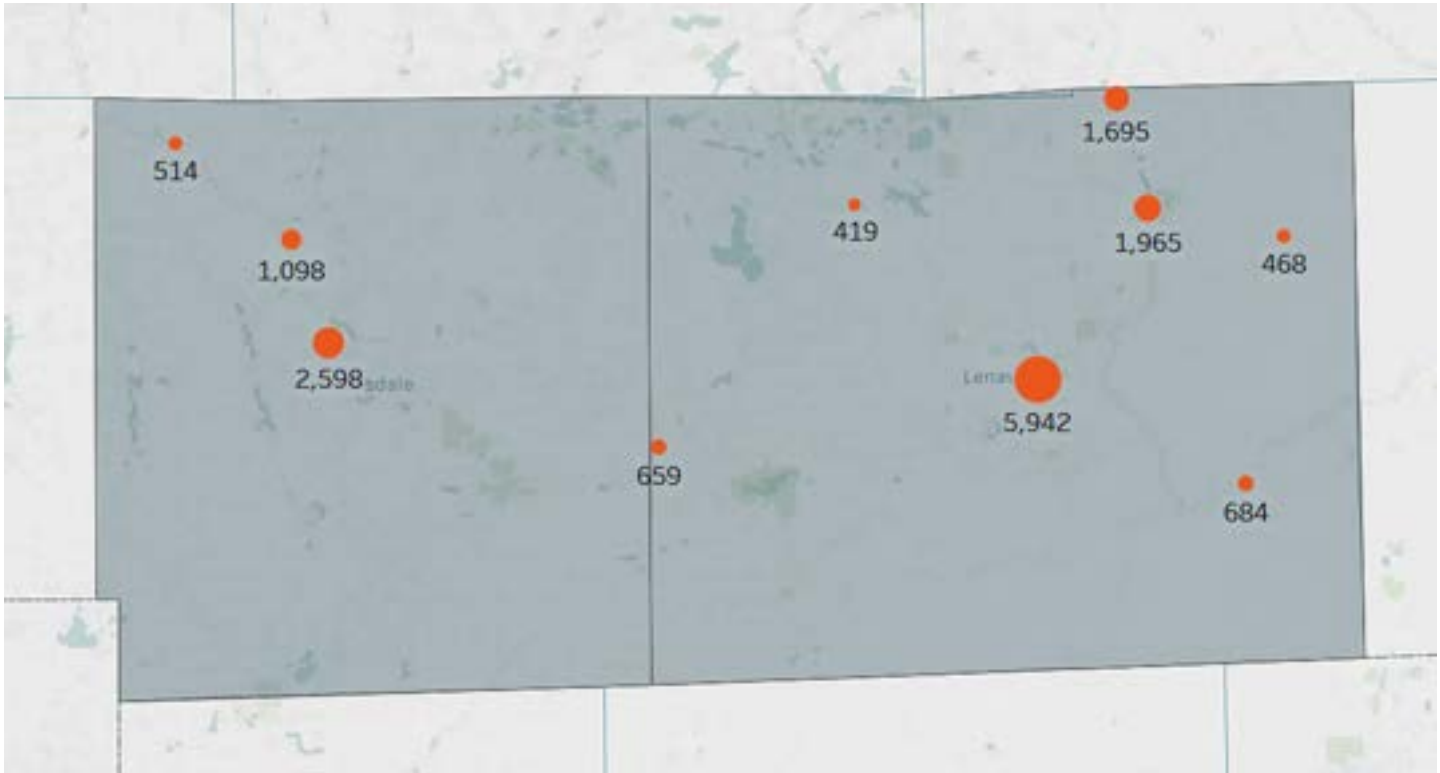
Top Posted Jobs 2020



Top Posted Entry-Level Jobs
2020



Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Hazmat Endorsement
- Licensed Practical Nurse
- Transportation Worker Identification Credential (TWIC) Card
- Tanker Endorsement
- CDL Class B License
- Bachelor of Science in Nursing (BSN)
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)
- Doubles Endorsement

Top In-Demand Skills

- Flatbed Truck Operation
- Merchandising
- Cash Register
- Caregiving
- Cash Handling
- Communications
- Customer Service
- Sales
- Management
- Leadership

Top Posting Employers*

- CRST International, Inc.
- Roehl Transport, Inc.
- Dollar General Corporation
- ProMedica
- CareInHomes.com
- C.R. England, Inc.
- Elwood Staffing Services, Inc.
- Bolt Express, LLC
- Amazon.com, Inc.
- Manor Care, 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, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

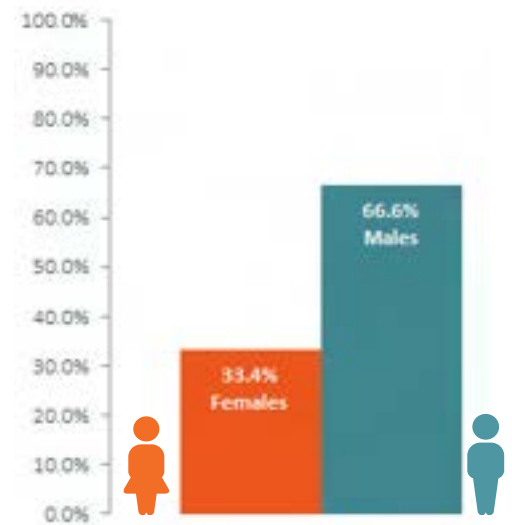


1,870
Agriculture Workers
 1.2% Decrease from
 2019

Employment Over Time
 2010-2020



Worker Gender Demographics



Agriculture Worker Demographics

According to 2020 Emsi data, the 1,870 workers in agriculture occupations are not very diverse. A large majority of workers are white males (66.6 percent) between the ages of 25 and 54 (59.6 percent). Only 33.4 percent of agriculture workers identify as women, while 14.7 percent of workers were under the age of 25, compared to 25.7 percent of workers are age 55 or older.

Race and Ethnicity Demographics

82.3% White | **3.9% Black or African American** | **11.0% Hispanic or Latino**

Worker Age Demographics







Agriculture Wage Overview

Of the top posted agriculture-related jobs, half of the top ten occupations in 2020 offer median wages of more than \$25.00 per hour. The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$29.35, which translates to annual earnings of approximately \$61,046. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$18.20	\$22.97	\$29.35	\$36.12	\$44.29
29-1131	Veterinarians	\$30.68	\$35.38	\$41.04	\$46.99	\$52.04
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.76	\$10.63	\$12.04	\$16.98	\$25.49
37-3011	Landscaping and Groundskeeping Workers	\$9.47	\$10.36	\$11.97	\$14.84	\$19.52
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$26.78	\$31.66	\$40.96	\$64.19	\$83.79
39-2021	Animal Caretakers	\$9.60	\$10.47	\$11.43	\$12.79	\$15.12
19-5011	Occupational Health and Safety Specialists	\$20.10	\$26.62	\$32.95	\$39.00	\$45.79
13-1041	Compliance Officers	\$20.92	\$25.29	\$30.58	\$36.54	\$42.17
11-9121	Natural Sciences Managers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-1012	Food Scientists and Technologists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Purchasing
- Agriculture
- Irrigation
- Biology
- Packaging And Labeling

In-Demand Foundational Skills

- Communications
- Management
- Sales
- Verbal Communication Skills
- Microsoft Excel

In-Demand Education Level*

- High School Diploma: 14.3%
- Associate Degree: 7.8%
- Bachelor's Degree: 18.9%
- Master's Degree: 1.4%

In-Demand Certifications

- Commercial Driver's License (CDL)
- Doctor Of Veterinary Medicine (DVM/VMD)
- CDL Class B License
- Pesticide Applicator License
- Certified Forklift Operator

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



Employer Demand by City

14%

**Of Postings
Open to Entry-
Level Workers**



Top Posting Employers*

- Department of Labor
- Wilbur-Ellis Company
- Jac Products, Inc.
- Martinrea International Inc
- Eden Foods, Inc.
- Care.com, Inc.
- FedEx Corporation
- Parexel International Corporation
- Spar Group, Inc.
- Eden

Job Postings by City

1. Adrian: 60 Postings
2. Clinton: 34 Postings
3. Jonesville: 21 Postings
4. Hillsdale: 20 Postings
5. Tecumseh: 15 Postings
6. Deerfield: 11 Postings
7. Waldron: 11 Postings
8. Britton: 5 Postings
9. Morenci: 5 Postings
10. Addison: 4 Postings

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



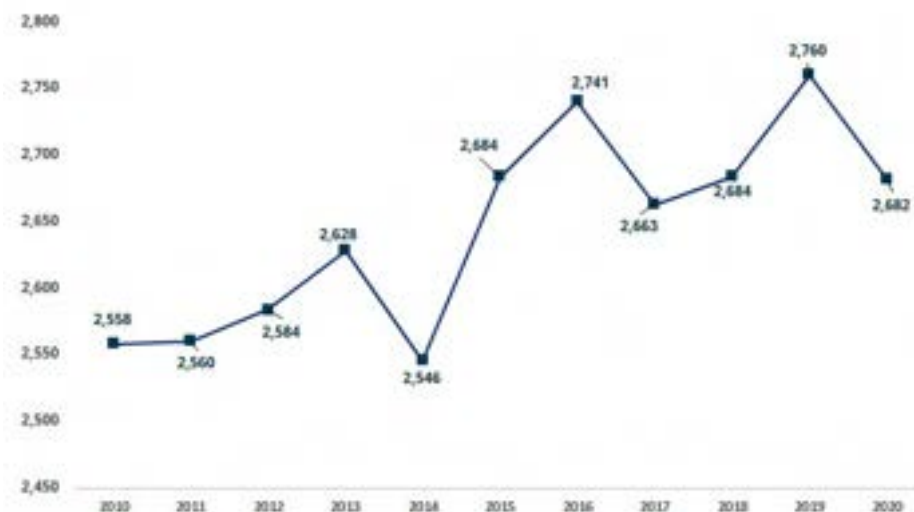
Introduction

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

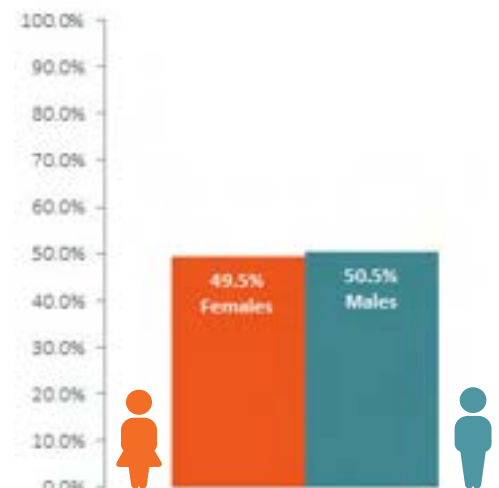


2,682
**Business and
Finance Workers**
2.8% Decrease from
2019

Employment Over Time
2010-2020



**Worker Gender
Demographics**



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 2,682 workers. Almost half the working population identify as female (49.5 percent), however 91.8 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 3.6 percent of the working population in business and finance is under the age of 25, compared to 28.9 percent age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Race and Ethnicity Demographics

91.8% 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, providing 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 \$21.37, translating to annual earnings of approximately \$44,450. All the top business occupations offer median wages over \$19.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-3021	Insurance Sales Agents	\$13.57	\$16.43	\$21.37	\$30.17	\$44.75
11-1021	General and Operations Managers	\$11.12	\$25.15	\$37.27	\$57.28	\$87.51
13-2011	Accountants and Auditors	\$20.01	\$23.75	\$31.39	\$39.73	\$50.36
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$19.59	\$23.58	\$29.76	\$41.41	\$61.50
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.37	\$19.85	\$28.96	\$42.05	\$60.67
11-2022	Sales Managers	\$31.49	\$40.13	\$58.96	\$80.55	\$102.84
13-1071	Human Resources Specialists	\$19.11	\$23.55	\$28.98	\$33.75	\$41.13
11-3031	Financial Managers	\$28.37	\$34.76	\$47.08	\$62.25	\$81.94
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$15.70	\$17.50	\$19.70	\$26.13	\$55.92
13-1028	Buyers and Purchasing Agents	\$18.20	\$22.97	\$29.35	\$36.12	\$44.29

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Loans
- Budgeting

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Customer Service
- Operations

In-Demand Education Level*

- High School Diploma: 23.5%
- Associate Degree: 6.5%
- Bachelor's Degree: 30.9%
- Master's Degree: 6.0%

In-Demand Certifications

- Bachelor of Science in Business
- Commercial Driver's License (CDL)
- Certified Public Accountant
- Bachelor of Science in Business Administration
- Series 7 General Securities Representative License (Stockbroker)

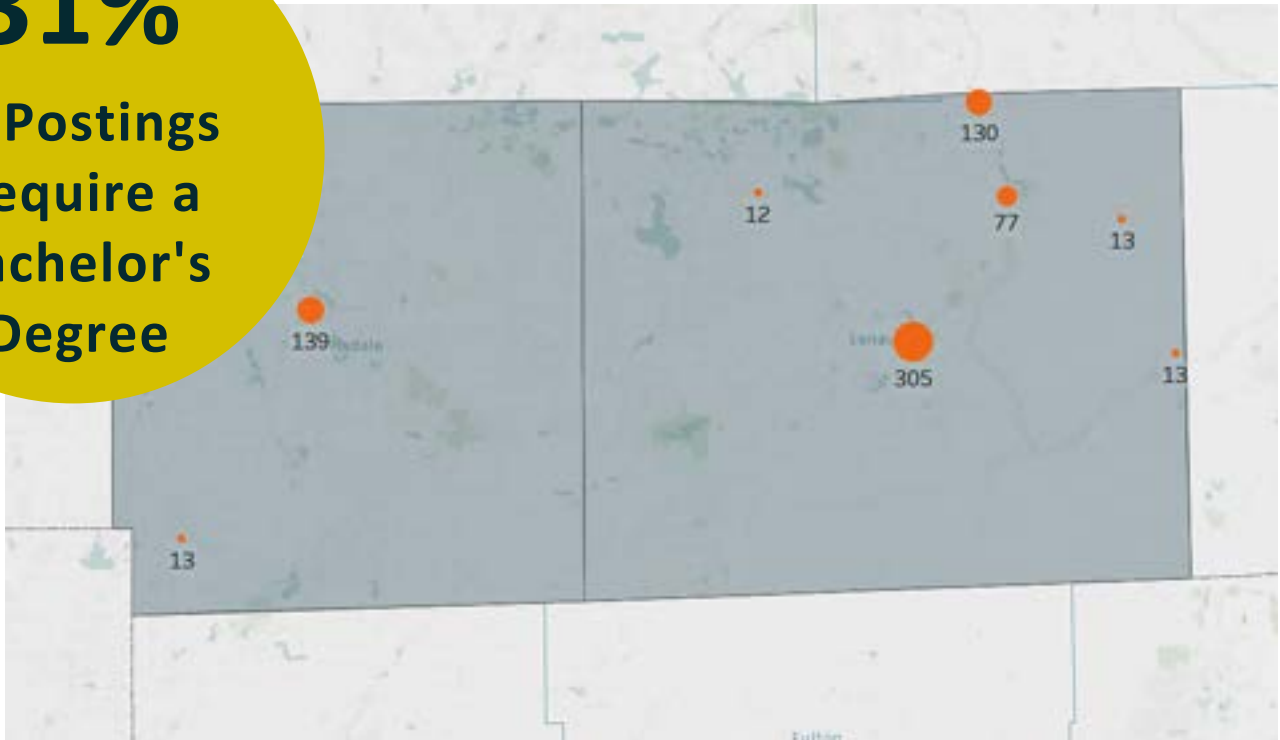
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent



Employer Demand by City

31%

**of Postings
Require a
Bachelor's
Degree**



Top Posting Employers*

- Hillsdale College
- Assurance
- Independent Insurance Agents
- Soar Transportation LLC
- CMS Energy Corporation
- PPG Industries, Inc.
- Old National Bancorp
- Robert Half International Inc.
- Checkers Drive-In Restaurants, Inc.
- Home Instead Senior Care

Job Postings by City

1. Adrian: 305 Postings
2. Hillsdale: 139 Postings
3. Clinton: 130 Postings
4. Tecumseh: 77 Postings
5. Jonesville: 62 Postings
6. Litchfield: 19 Postings
7. Britton: 13 Postings
8. Camden: 13 Postings
9. Deerfield: 13 Postings
10. Onsted: 12 Postings

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



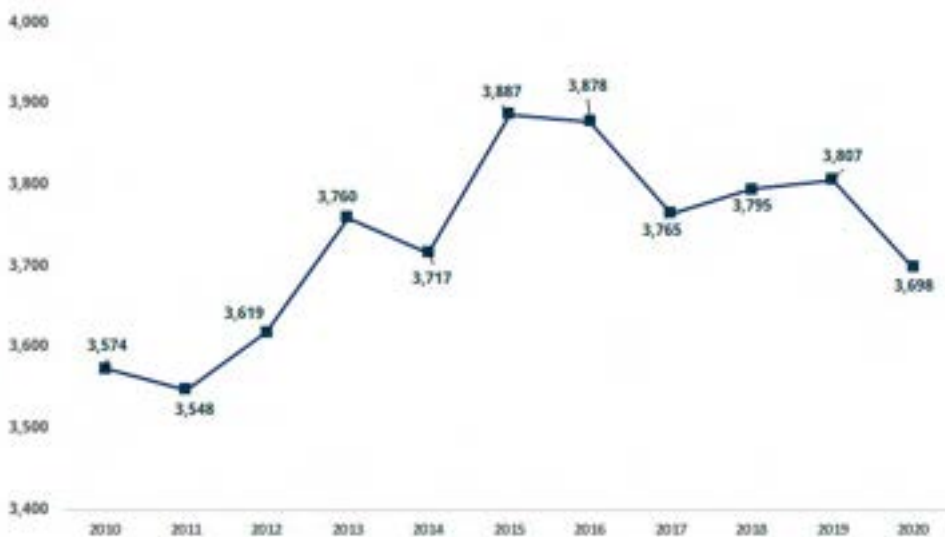
Introduction

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more health care 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.

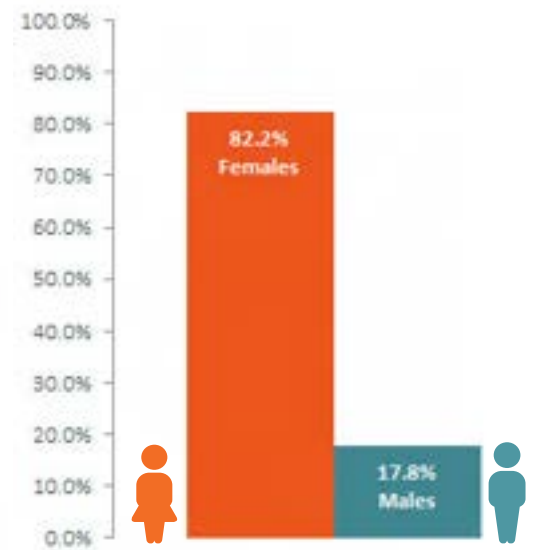


3,698
Health Care Workers
2.8% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Health Care Worker Demographics

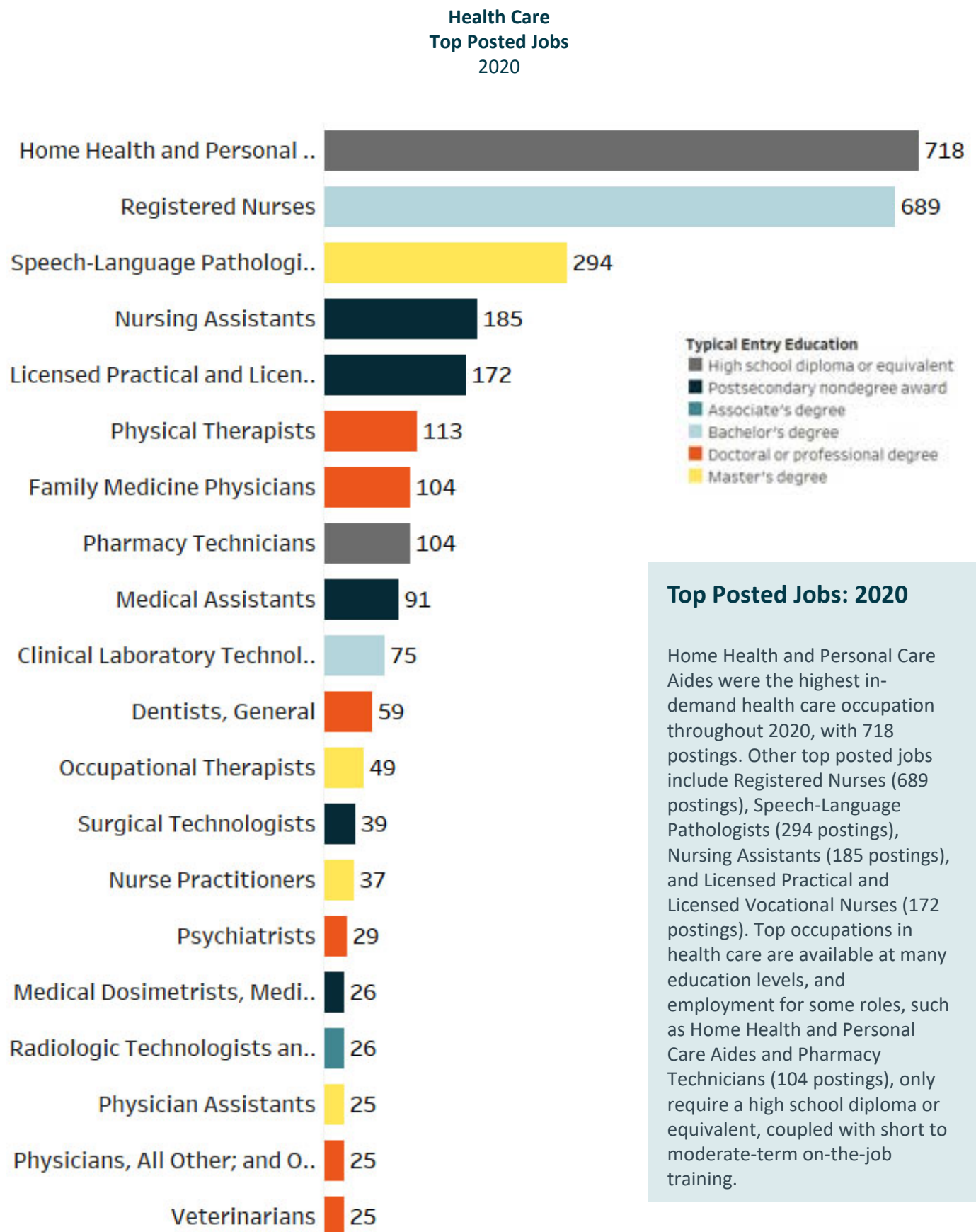
According to 2020 Emsi data, the health care occupation group employed 3,698 workers in Lenawee and Hillsdale counties, who are overwhelmingly female (82.2 percent) and between the ages of 25 and 54 (67.5 percent), although 23.7 percent of workers are over 54. The healthcare occupation group is primarily white in Lenawee and Hillsdale counties, with 82.0 percent of workers identifying as white, 10.3 percent identifying as Black or African American, and 7.5 percent identifying otherwise.

Race and Ethnicity Demographics

82.0% White | **10.3% Black or African American** | **4.3% Hispanic or Latino**

Worker Age Demographics







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. Most of the top-posted jobs pay over \$15.00 per hour. Home Health and Personal Care Aides, the top posted health care job, offers a median hourly wage of \$13.47 per hour or annual salary of about \$28,018.

Wage Overview for Top Posted Health Care Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
31-1128	Home Health and Personal Care Aides	\$11.03	\$11.92	\$13.47	\$15.51	\$17.77
29-1141	Registered Nurses	\$25.69	\$28.75	\$33.33	\$37.25	\$40.24
29-1127	Speech-Language Pathologists	\$28.38	\$32.85	\$38.02	\$51.14	\$59.51
31-1131	Nursing Assistants	\$12.70	\$13.84	\$15.50	\$17.82	\$19.70
29-2061	Licensed Practical and Licensed Vocational Nurses	\$19.07	\$21.74	\$24.54	\$27.41	\$30.36
29-1123	Physical Therapists	\$33.82	\$37.21	\$43.11	\$51.38	\$61.16
29-1215	Family Medicine Physicians	\$76.89	\$87.04	\$109.69	\$120.04	\$189.41
29-2052	Pharmacy Technicians	\$9.59	\$10.89	\$12.83	\$15.26	\$17.21
31-9092	Medical Assistants	\$12.12	\$13.44	\$15.30	\$17.42	\$18.95
29-2018	Clinical Laboratory Technologists and Technicians	\$13.69	\$18.14	\$24.70	\$30.32	\$34.69

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Caregiving
- Home Care
- Cardiopulmonary Resuscitation (CPR)
- Meal Planning and Preparation

In-Demand Foundational Skills

- Communications
- Compassion
- Valid Driver's License
- Customer Service
- Scheduling

In-Demand Education Level*

- High School Diploma: 13.2%
- Associate Degree: 14.9%
- Bachelor's Degree: 5.4%
- Master's Degree: 7.4%

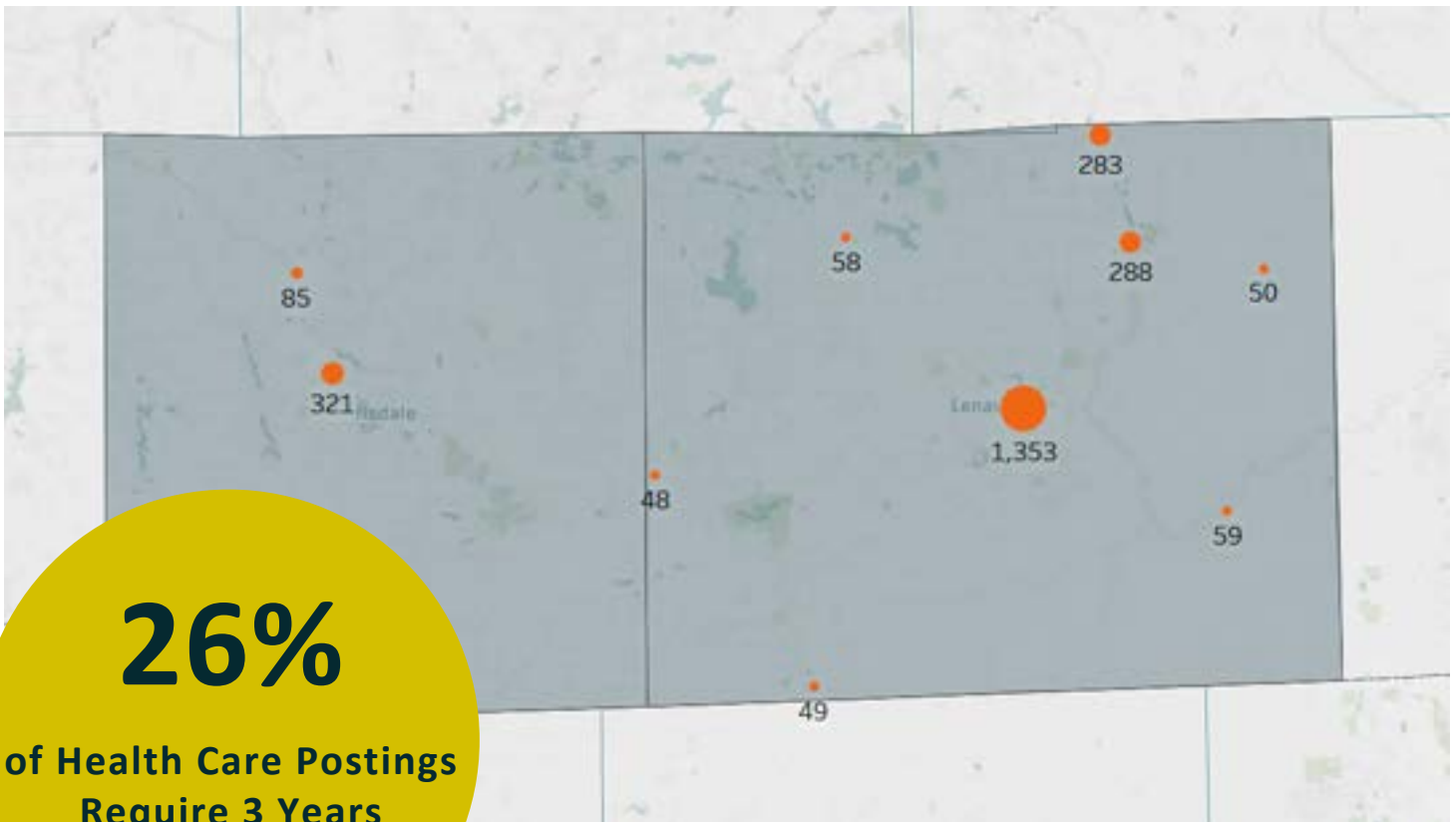
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Certified Nursing Assistant
- Licensed Practical Nurse
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)
- Bachelor of Science in Nursing (BSN)
- Nurse Practitioner



Employer Demand by City



26%

**of Health Care Postings
Require 3 Years
Experience or Less**

Top Posting Employers*

- CareInHomes.com
- ProMedica
- Manor Care, Inc.
- Home Instead Senior Care
- Sunbelt Staffing, LLC
- Lynwood Manor
- Corizon Health, Inc.
- Triage Staffing
- United States Department of the Air Force
- Walgreens Boots Alliance, Inc.

Job Postings by City

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

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



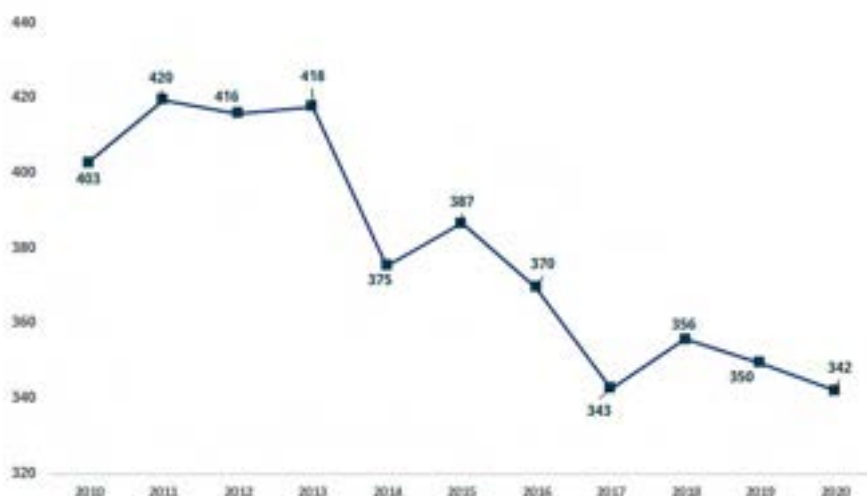
Introduction

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.



342
IT Workers
2.1%
Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender
Demographics



Information Technology Worker Demographics

According to 2020 Emsi data, Lenawee and Hillsdale counties has 342 IT workers. The workforce is not too diverse, with most workers identifying as white males (70.0 percent) between the ages of 25 and 54. Roughly 74.5 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.3 percent, while only 3.8 percent are 24 years old or younger. Around 86.4 percent of the workforce identify as white, with workers who identify as Black or African American, make up 4.6 percent of the workforce.

Race and Ethnicity Demographics

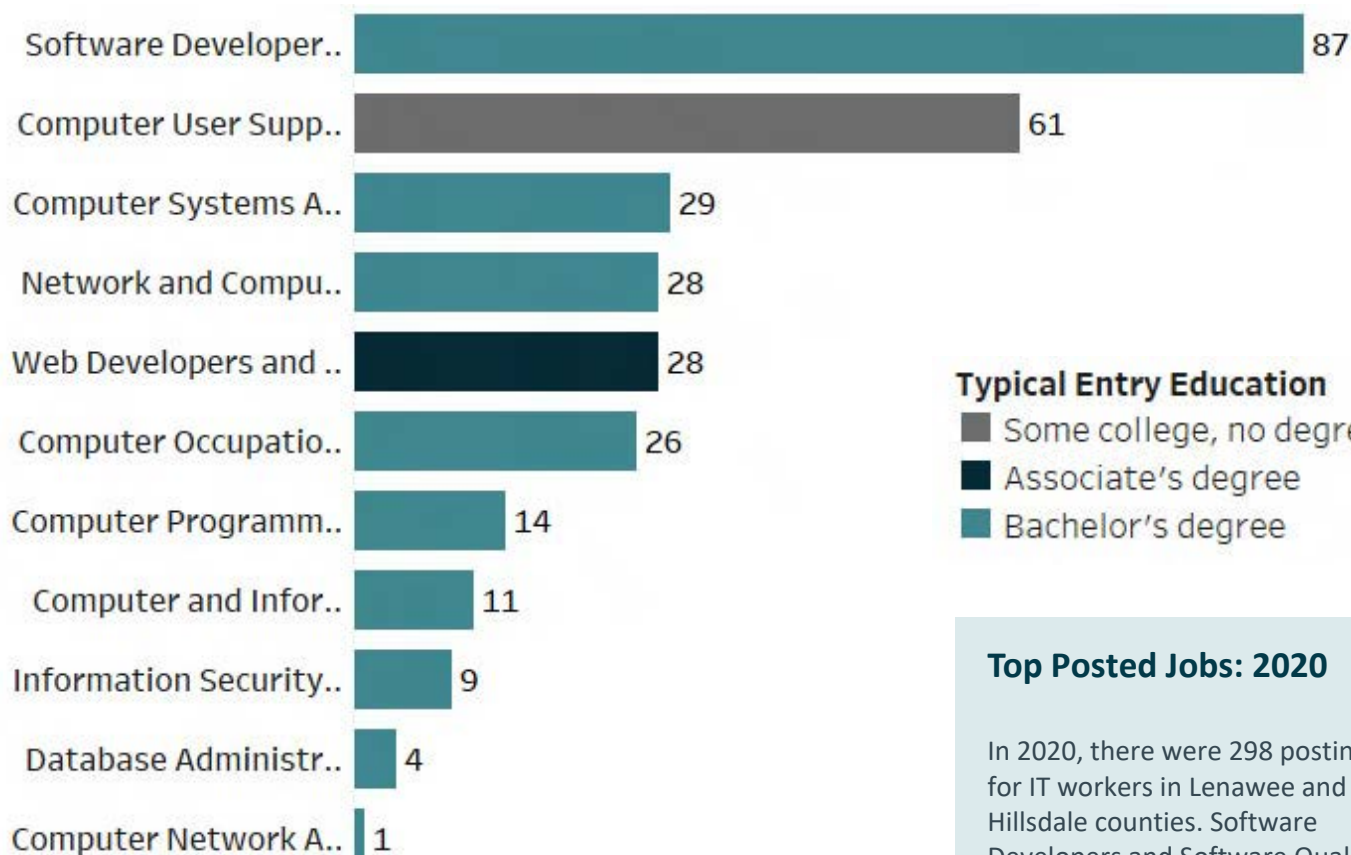
86.4% White | **4.6% Black or African American** | **4.7% Asian**

Worker Age Demographics





Information Technology Top Posted Jobs 2020



Typical Entry Education

- Some college, no degree
- Associate's degree
- Bachelor's degree

Top Posted Jobs: 2020

In 2020, there were 298 postings for IT workers in Lenawee and Hillsdale counties. Software Developers and Software Quality Assurance Analysts and Testers were the most in-demand occupation for 2020, with 87 postings, closely followed by Computer User Support Specialists, with 61 postings. Computer Systems Analysts (29 postings) and Network and Computer Systems Administrators (28 posting) 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 Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers and Software Quality Assurance Analysts and Testers, the most in-demand occupation, offers a median hourly wage of \$44.35 per hour or almost \$92,248 per year. Computer and Information Systems Managers earn the highest median wage at \$49.11 per hour or nearly \$102,149 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$22.00 per hour.

Wage Overview for Top Posted IT Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$28.29	\$35.15	\$44.35	\$55.45	\$67.38
15-1232	Computer User Support Specialists	\$16.10	\$18.54	\$23.07	\$29.28	\$36.06
15-1211	Computer Systems Analysts	\$26.84	\$30.55	\$38.00	\$47.17	\$54.45
15-1244	Network and Computer Systems Administrators	\$21.49	\$25.01	\$32.27	\$40.41	\$48.34
15-1257	Web Developers and Digital Interface Designers	\$20.03	\$23.29	\$29.41	\$38.60	\$48.15
15-1299	Computer Occupations, All Other	\$14.46	\$17.79	\$25.81	\$31.81	\$41.61
15-1251	Computer Programmers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
11-3021	Computer and Information Systems Managers	\$32.36	\$40.23	\$49.11	\$60.84	\$74.25
15-1212	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
15-1245	Database Administrators and Architects	\$25.52	\$28.90	\$35.50	\$45.65	\$57.83

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- JavaScript
- SQL
- Agile Methodology
- Software Engineering
- Software Development

In-Demand Foundational Skills

- Communications
- Problem Solving
- Management
- Operations
- Information Technology

In-Demand Education Level*

- High School Diploma: 5.4%
- Associate Degree: 9.7%
- Bachelor's Degree: 28.2%
- Master's Degree: 4.7%

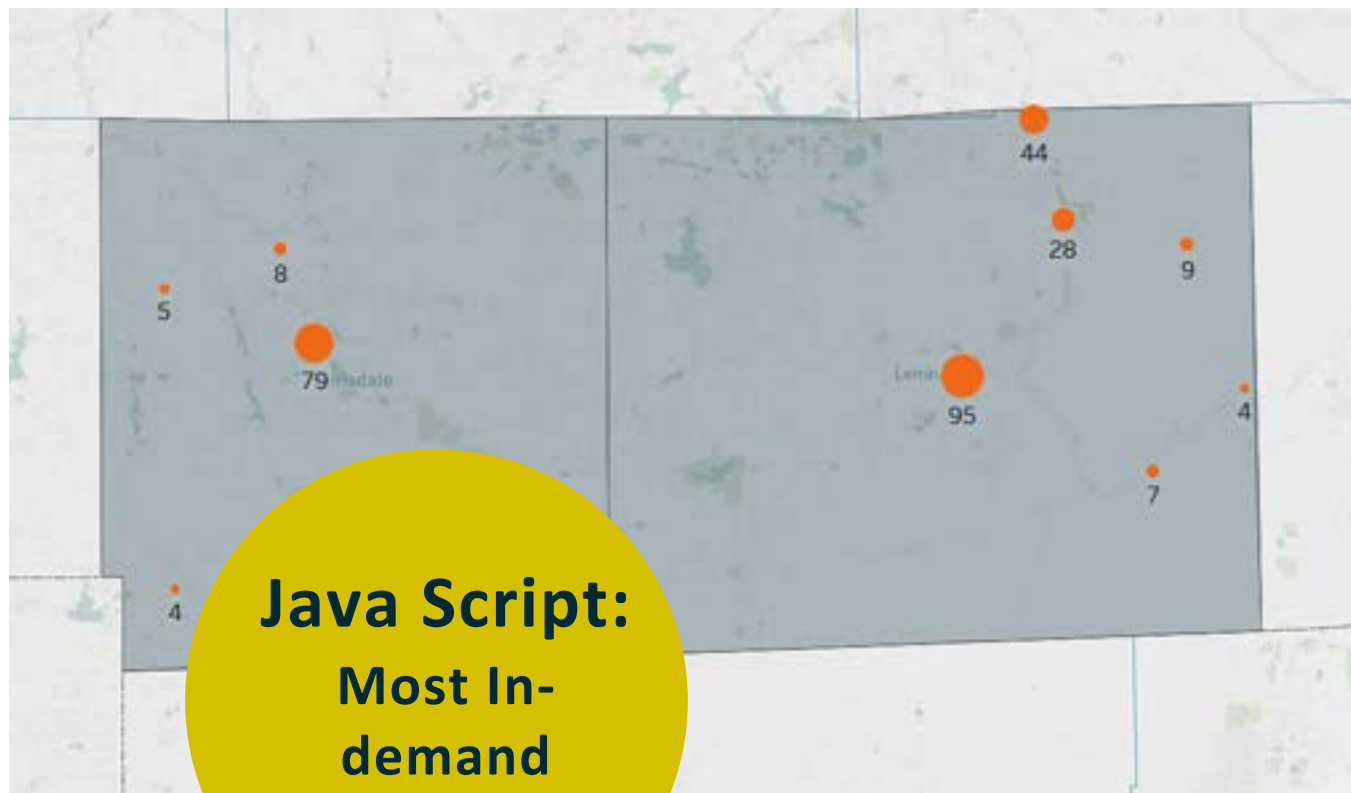
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Certified Information Systems Security Professional
- CompTIA Security+
- Cisco Certified Security Professional
- CompTIA A+
- Certified Ethical Hacker



Employer Demand by City



**Java Script:
Most In-
demand
Technical Skill**

Top Posting Employers*

- Robert Half International Inc.
- Revature
- Hillsdale College
- Jobot
- CMS Energy Corporation
- Lenawee Intermediate School District
- Jac Products, Inc.
- Green Valley Recreation, Inc.
- CrowdStrike, Inc.
- HCL TECHNOLOGIES LIMITED

Job Postings by City

1. Adrian: 95 Postings
2. Hillsdale: 79 Postings
3. Clinton: 44 Postings
4. Tecumseh: 28 Postings
5. Britton: 9 Postings
6. Jonesville: 8 Postings
7. Blissfield: 7 Postings
8. Allen: 5 Postings
9. Camden: 4 Postings
10. Deerfield: 4 Postings

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



Introduction

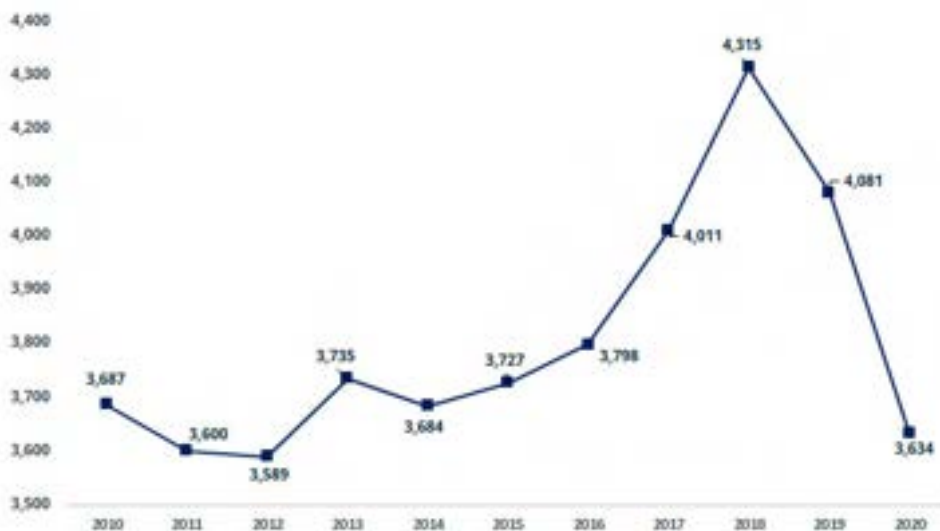
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

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

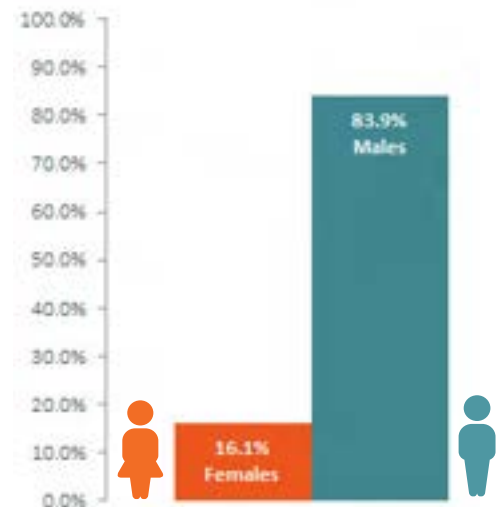
3,634
Skilled Trades Workers

11.0% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Skilled Trades Worker Demographics

According to 2020 Emsi data, the skilled trades occupation group employed about 3,634 workers in Lenawee and Hillsdale counties. Majority of skilled trades workers are white males (83.9 percent) between the ages of 25 and 54 (65.2 percent). Additional outreach will be necessary soon, due to the aging workforce, as 27.5 percent are 55 years of age or older.

Race and Ethnicity Demographics

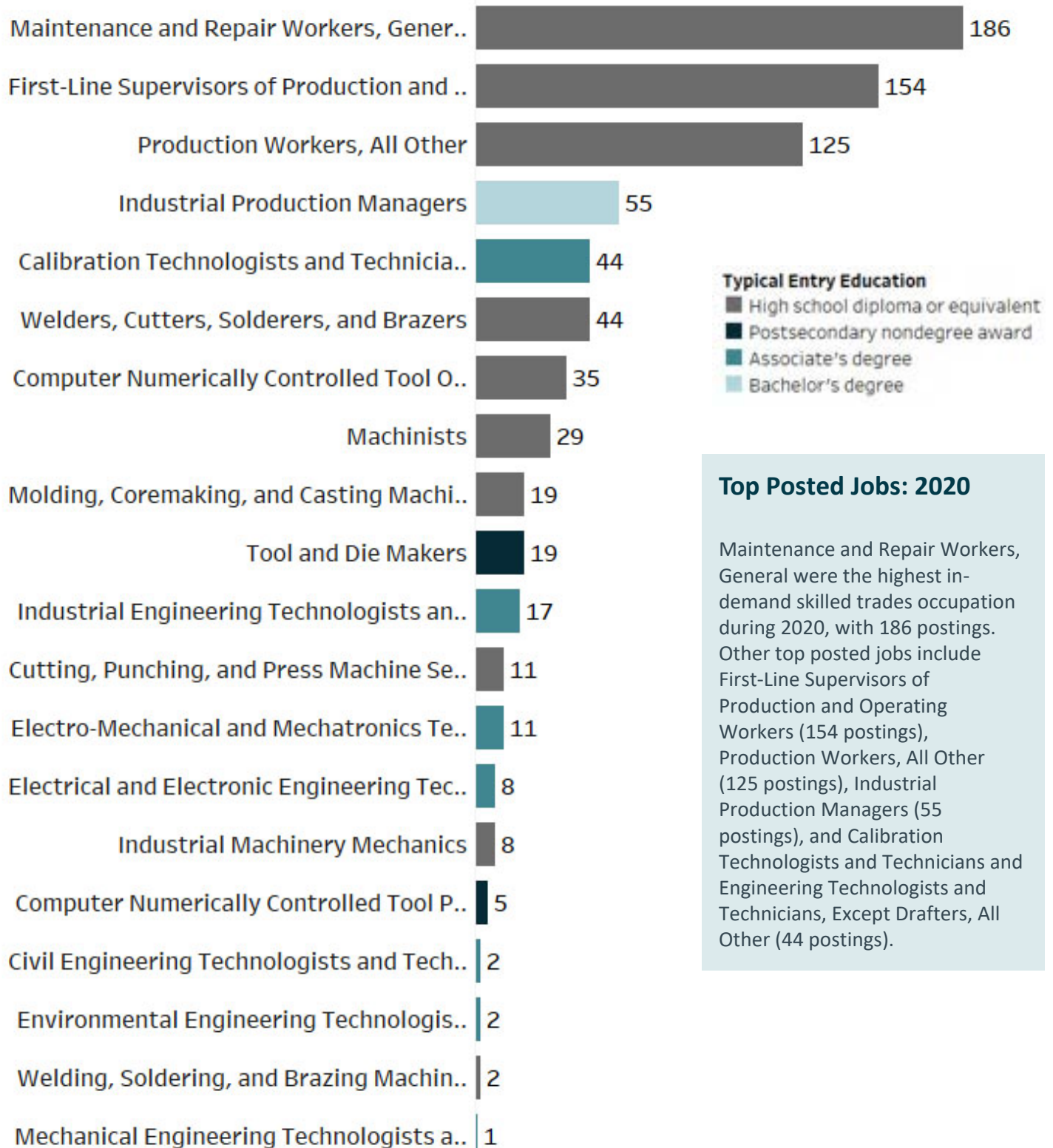
89.6% White | **3.0% Black or African American** | **4.7% Hispanic or Latino**

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2020





Skilled Trades Wage Overview

Most of the top ten in-demand skilled trades occupations have median wages above \$15.00 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 2020, offers a median hourly wage of \$18.02, which translates to an annual salary of about \$37,482.

Wage Overview for Top Posted Skilled Trades Jobs in 2020

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	\$11.30	\$14.02	\$18.02	\$22.92	\$28.87
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.21	\$22.80	\$29.53	\$37.04	\$43.31
51-9199	Production Workers, All Other	\$11.52	\$12.91	\$17.82	\$22.91	\$26.26
11-3051	Industrial Production Managers	\$31.05	\$39.92	\$51.23	\$68.06	\$86.96
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$13.20	\$16.76	\$22.65	\$27.83	\$32.18
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.74	\$16.90	\$19.20	\$21.59	\$25.16
51-9161	Computer Numerically Controlled Tool Operators	\$13.21	\$15.48	\$19.12	\$23.83	\$27.83
51-4041	Machinists	\$13.84	\$16.40	\$20.10	\$24.53	\$27.34
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$11.62	\$12.84	\$14.53	\$16.87	\$19.64
51-4111	Tool and Die Makers	\$15.51	\$18.50	\$23.50	\$29.06	\$33.10

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Personal Protective Equipment
- HVAC
- Machining
- International Automotive Task Force
- Metal Inert Gas (MIG) Welding

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Troubleshooting
- Basic Math

In-Demand Education Level*

- High School Diploma: 37.9%
- Associate Degree: 7.3%
- Bachelor's Degree: 10.0%
- Master's Degree: 0.3%

*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 Forklift Operator
- (American Society For Quality) ASQ Certified
- National Apprenticeship Certificate
- Certified Industrial Maintenance Mechanic



Employer Demand by City



Top Posting Employers*

- Elwood Staffing Services, Inc.
- McDonald's Corporation
- Martinrea International Inc
- Roehl Transport, Inc.
- Crete Carrier Corporation
- Express Employment Professionals
- Aerotek, Inc.
- Kelly Services, Inc.
- Techniplas, LLC
- L & W Engineering Inc

Job Postings by City

1. Adrian: 149 Postings
2. Hillsdale: 120 Postings
3. Jonesville: 103 Postings
4. Clinton: 83 Postings
5. Litchfield: 72 Postings
6. Tecumseh: 71 Postings
7. Hudson: 47 Postings
8. Blissfield: 37 Postings
9. Onsted: 19 Postings
10. Britton: 12 Postings

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

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