

# LIVINGSTON COUNTY

## WIN Quarterly Report





# Introduction: Livingston County

## State of the Labor Market in Livingston County Findings for Q3 2016

### **Livingston County's labor market continues to gain strength**

After reaching a new high in employment during the start of 2016, employment has continued to grow through the third quarter. The labor force has also seen some growth in the area, indicating the Livingston labor market is strengthening. Unemployment did increase with the labor force growth being greater than employment growth, bringing the unemployment rate to 4.5%.

### **All observed occupation groups in the county experienced increases in online job postings.**

All of the Livingston County Occupation groups within this report saw an increase in online job postings in Q3 2016. Customer service postings increased by almost 200 job postings and Healthcare related postings grew by 24%.

### **Truck drivers and retail salespersons were the highest in-demand occupations during Q3 2016.**

Truck drivers remained the top in-demand occupation in Livingston County, but retail salesperson moved into the second spot. Registered nurses fell on the list, with other occupations seeing increased postings within the third quarter, in particular, customer service and skilled trades related jobs.

### **The IT occupation group continued to have the highest advertised average salary within the county.**

Most of the postings in the IT occupation group that advertised salaries indicated pay over \$75,000 per year. Following Q2 2016, the IT group again had high advertised salaries and wages, while a majority of IT postings desire 0 to 5 years of experience. See page 21 for more details.

### **A majority of employers continue to have entry-level opportunities available.**

Within the occupation groups analyzed in this report the Customer Service, Health Care, and Skilled Trades groups saw a majority of employers looking for those with 0 to 2 years of experience. The IT and Business and Finance group both mainly sought applicants with 3 to 5 years of experience. These postings indicate great opportunities for entry-level job seekers in Livingston County.

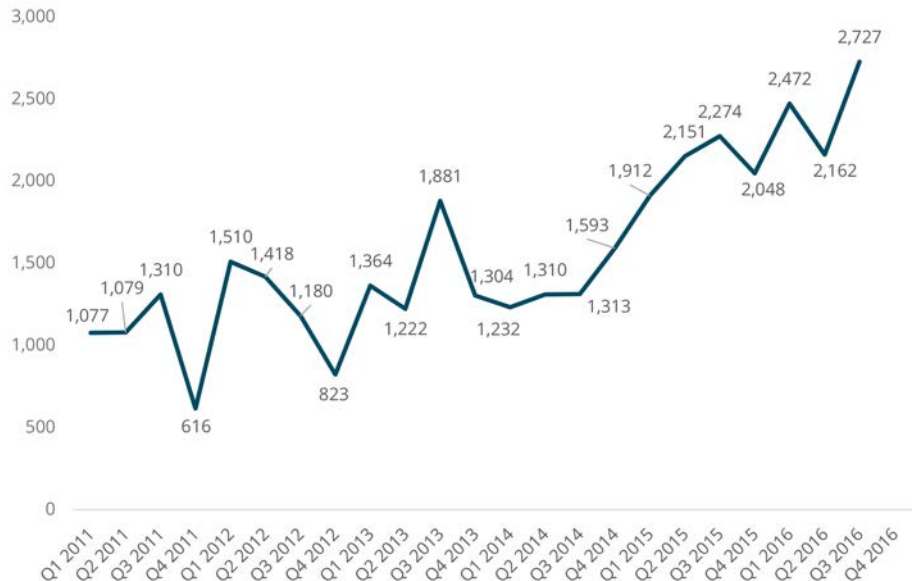


# Executive Summary

## Postings over time

Within the third quarter of 2016, total postings hit its highest point within a 5-year span in Livingston County. Online job ads increased by 565 (26%) to 2,727 in Q3 2016 from 2,162 in Q2 2016.

## WIN Region Online Job Postings



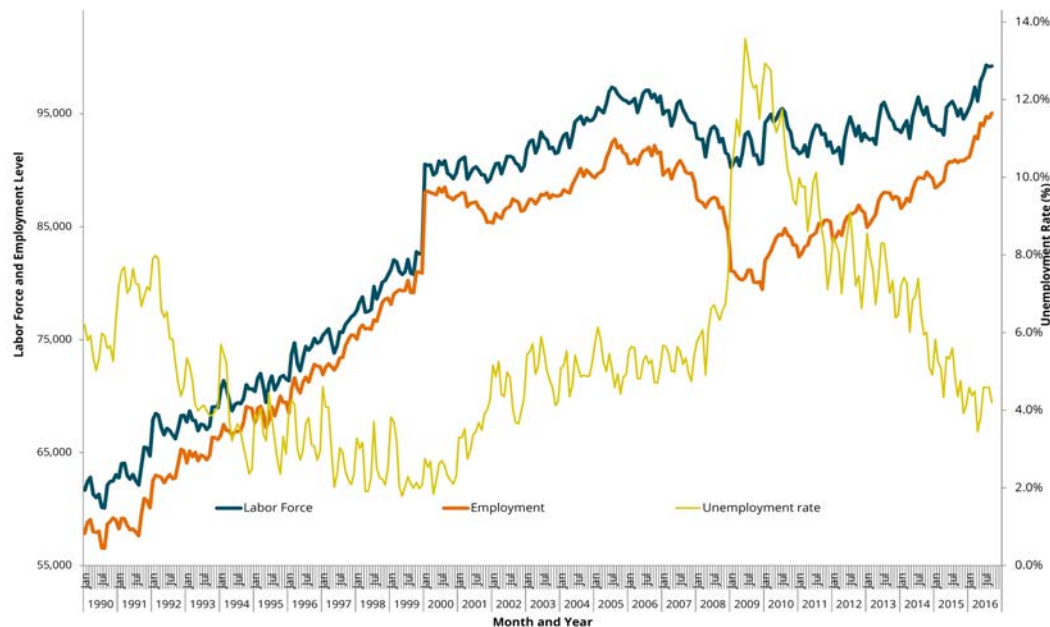
Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Labor force/employment/unemployment

The labor force in Livingston County increased by 1,740 individuals (+1.8%) to 99,227 in Q3 2016. Employment increased by a smaller margin, 1.3% to 94,805. Since the labor force increased more than employment, unemployment increased about 0.5 percentage points to 4.5%. Labor force growth and employment growth are both encouraging sign to the health of Livingston's economy. Q3 2016 marks a new record level of employment in Livingston County since postings data began being recorded in 2011.

## Labor Force, Employment, Unemployment Rate

Quarter 3 2016



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



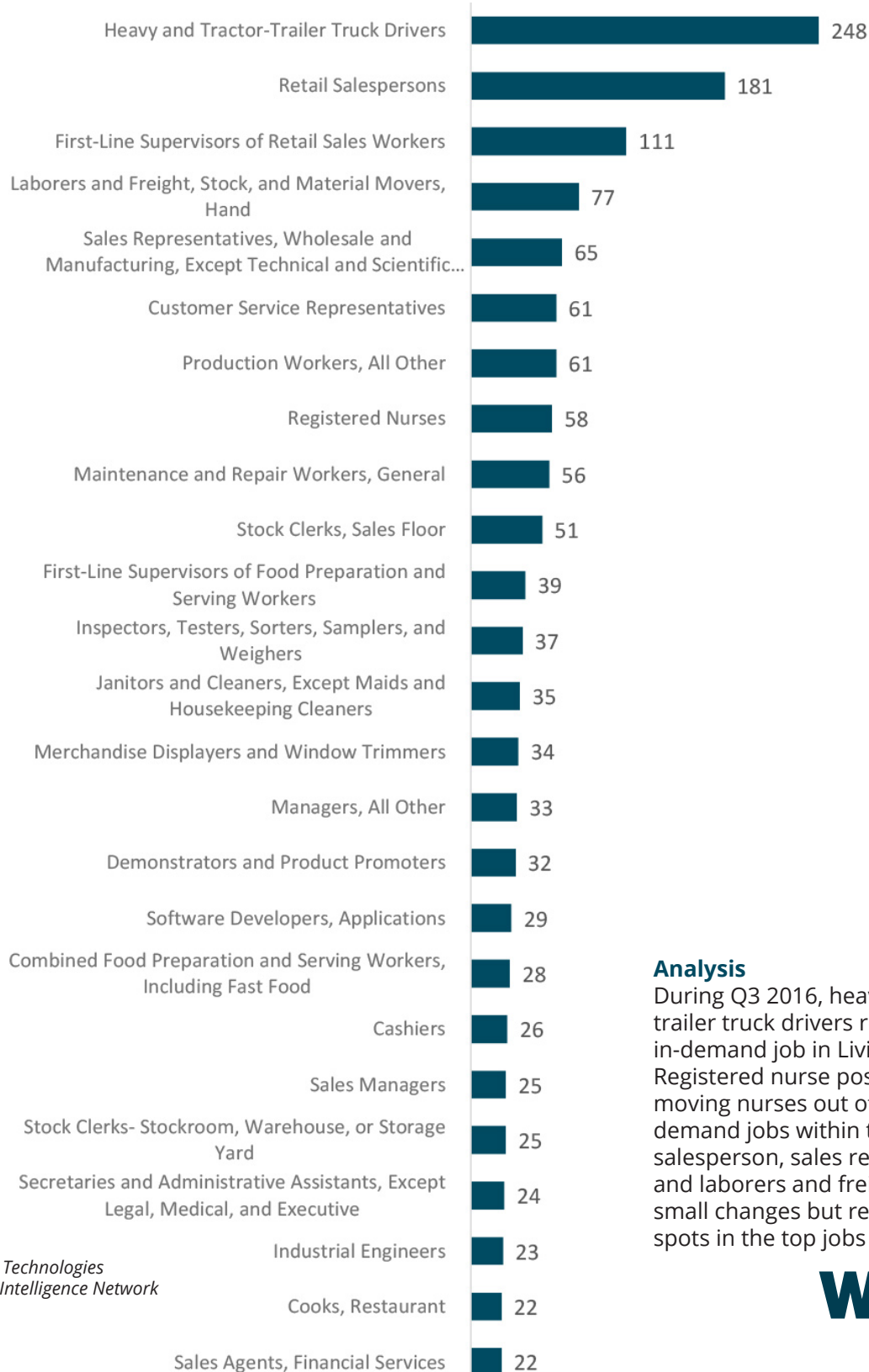
2,162 Total Job Postings



Quarterly unemployment rose  
1.3%

### Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

During Q3 2016, heavy and tractor-trailer truck drivers retained the top in-demand job in Livingston County. Registered nurse postings fell, moving nurses out of the top 5 in-demand jobs within the area. Retail salesperson, sales representatives, and laborers and freight all saw small changes but retained high spots in the top jobs list.





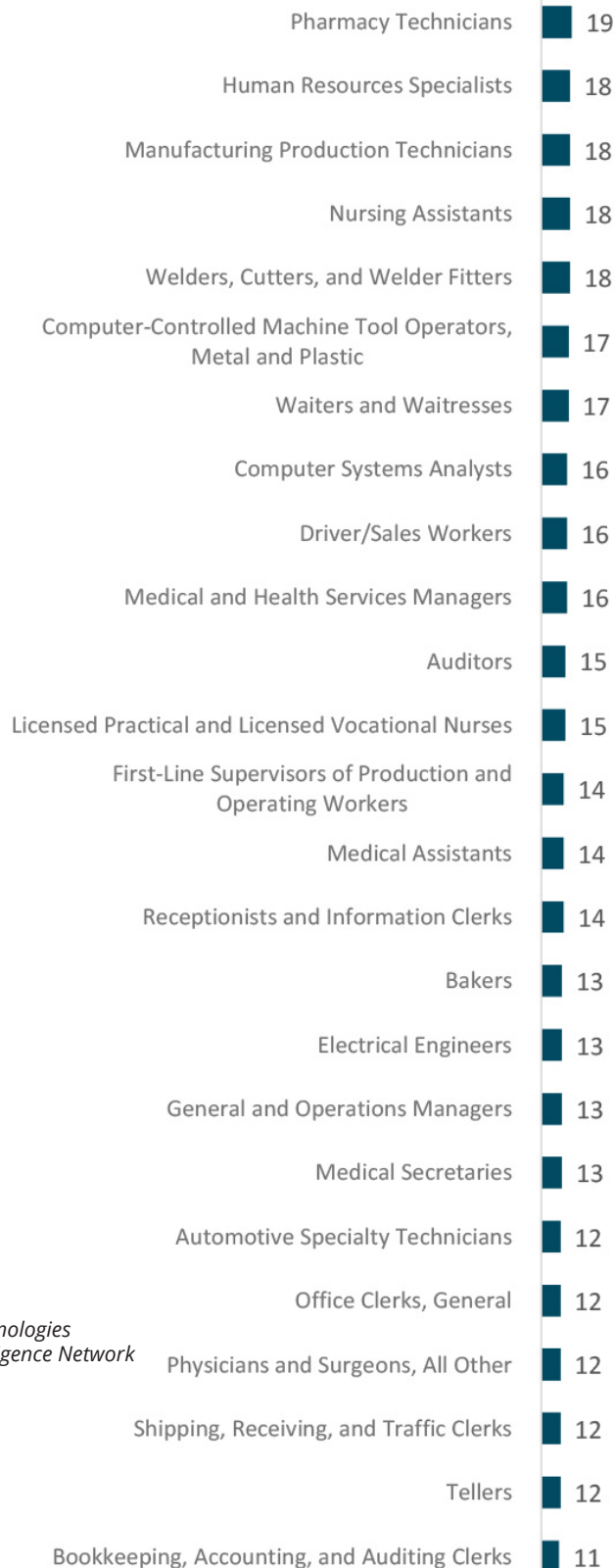
Unemployment rose to 4.5%



Truck drivers most in-demand

### Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



## Introduction

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

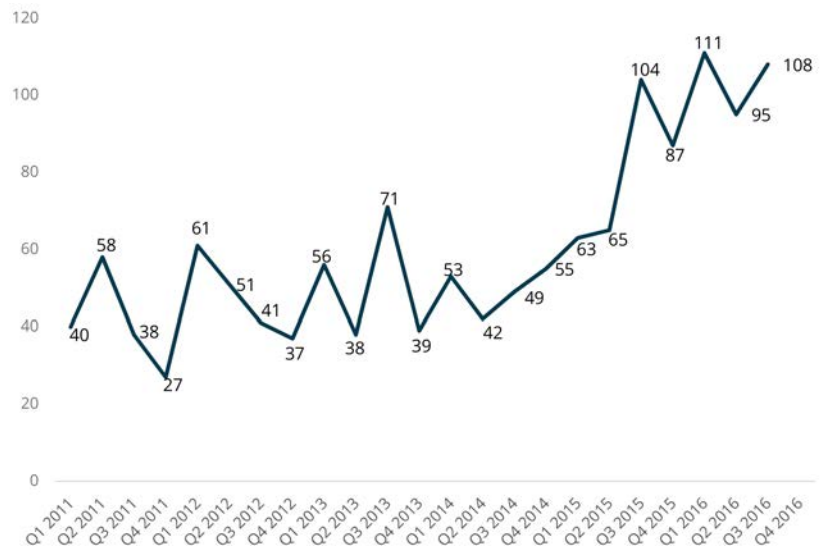
## Job Posting Analysis

Online job postings for Business and Finance occupation group were up 13.7% to 108 during Q3 2016, compared to the 95 postings in Q2 2016. This is also a 3.8% increase from Q3 2015 which reported having 104 postings within this occupation group.

## Employment Analysis

2016 marked the seventh consecutive year of employment growth for Business and Finance related jobs in Michigan since the drop of the Great Recession in 2009. During 2009, employment within this occupation group in Livingston fell to 1,691 workers, but in 2016, 2,803 workers are now employed within Business and Finance jobs.

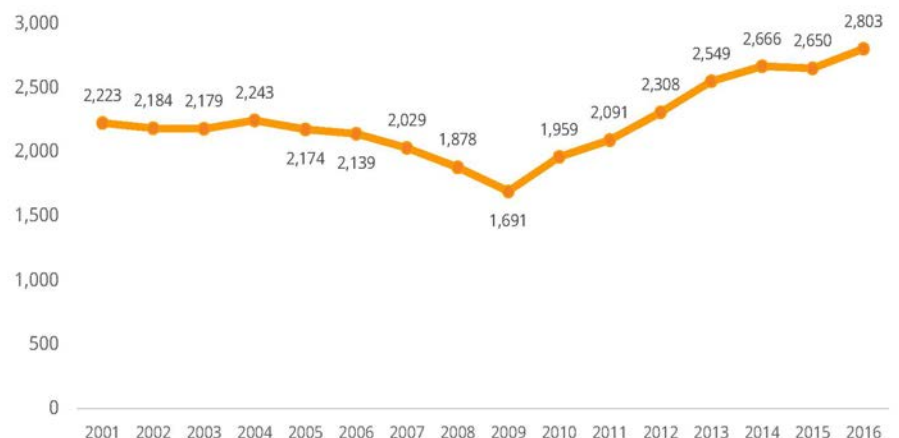
## Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Employment Over Time

Quarter 3 2016



Data: EMSI  
Analysis: Workforce Intelligence Network



Employment at a new peak of  
2,803 workers

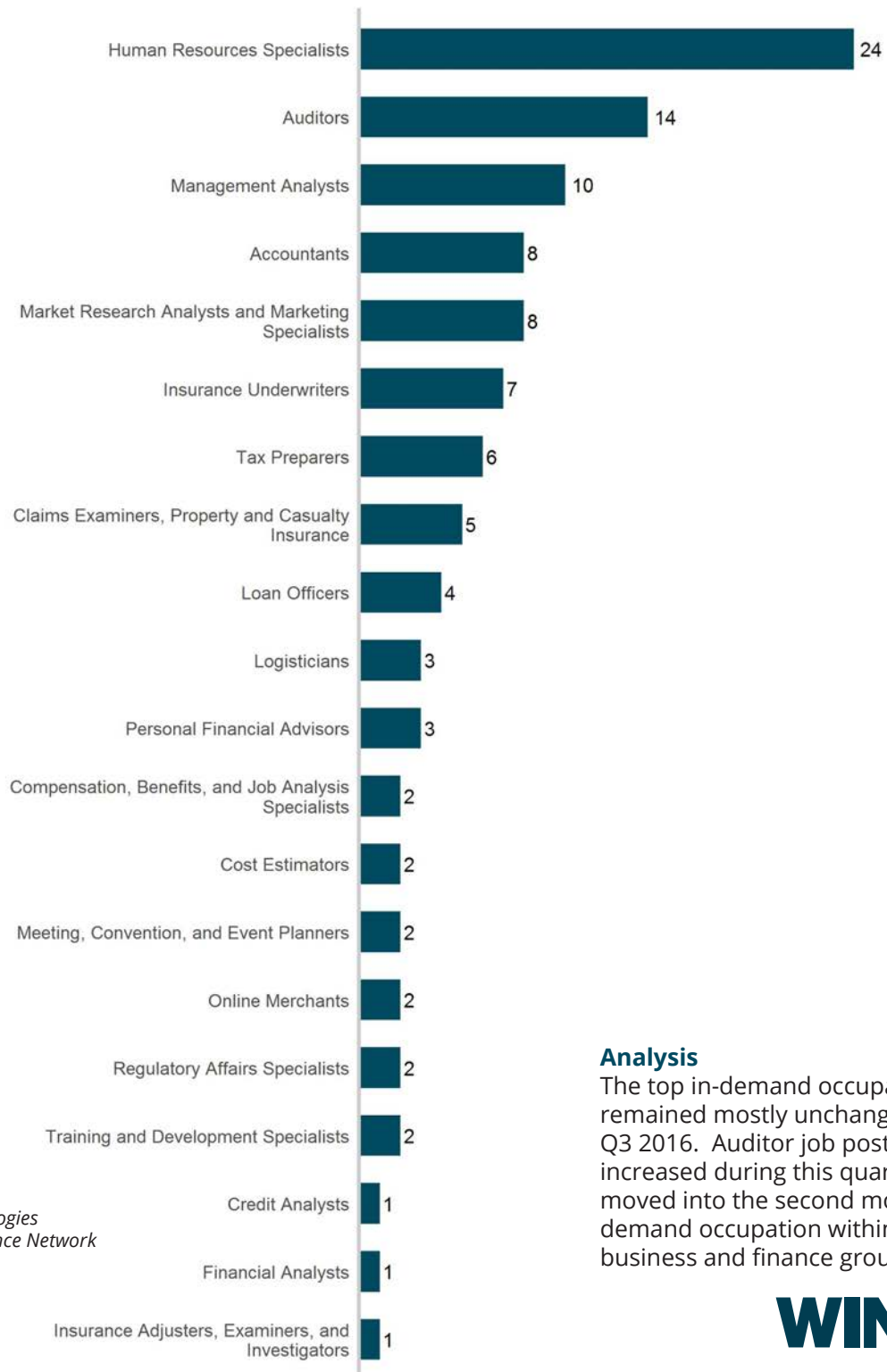


108 Online job postings in Q3

## Business & Finance

### Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

The top in-demand occupations remained mostly unchanged during Q3 2016. Auditor job postings increased during this quarter and moved into the second most in-demand occupation within the business and finance group.



## Human Resource Specialists in high demand

42%

Job postings available to those with 5 or fewer years' experience

### Business & Finance Education and Experience Requirements

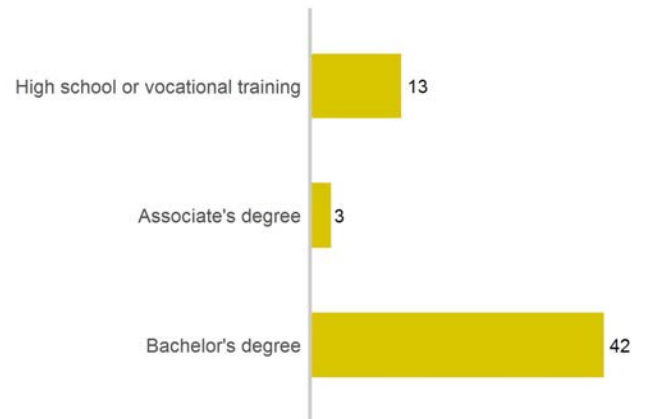
Of the 108 Business and Finance group job postings, 49 expressed a desired experience level during the Q3 2016 posting period. 45 postings were available to workers with less than 5 years of experience, 13 of which were entry-level positions calling for 0-2 years of work experience.

A majority of the Business and Finance jobs posted in Livingston County (72% or 42 postings) expressed interest in candidates with a Bachelor's degree as a preferred or necessary qualification.

### In-Demand Areas of Study Q3 2016

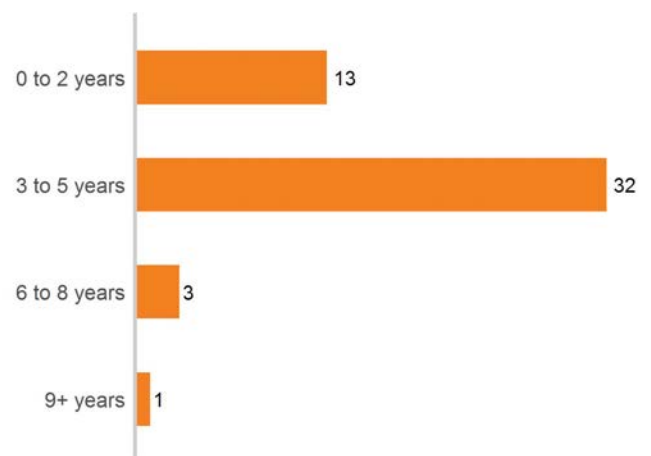
- Finance, General
- Accounting
- Adult and Continuing Education and Teaching
- Human Resources Development
- Marketing/Marketing Management, General

### Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Areas of study focused on management and accounting

%

Insurance Certification and CPA highly sought-after

### Business & Finance in-Demand Skills

The occupations in the Business and Finance group require a variety of skills. Communication skills were highly sought at consisting of customer service, relationship building, and teamwork. Management skills are also highly sought out over a broad area of business disciplines. Advanced technical skills also show up on this list with a focus in insurance, accounting, and marketing. Insurance, underwriting. Traditional business skills appear as well with emphasis on leadership, self-management, and motivational skills for individuals. These skills reflect a desired business environment with an ample amount of managerial skills, with individuals who are strong in communication, analytical thinking, and self-motivation.

#### Technical in-Demand Skills

- Microsoft Office/ Computer Skills
- Customer Service
- Business Development
- Budgeting/ Financial Analysis
- Insurance Underwriting

#### Foundational In-Demand Skills

- Communication
- Writing
- Problem Solving/ Detail Oriented
- Organizational Skills/ Planning
- Leadership/ Management

#### Job Type

- Temporary: 6.5%
- Full-Time: 63.9%
- Part Time: 3.7%

#### Certifications Required

- Certified Public Accountant (CPA)
- Insurance License
- Series 6
- Series 63
- Workplace Hazardous Materials Information System



## Computer and communications skills demanded



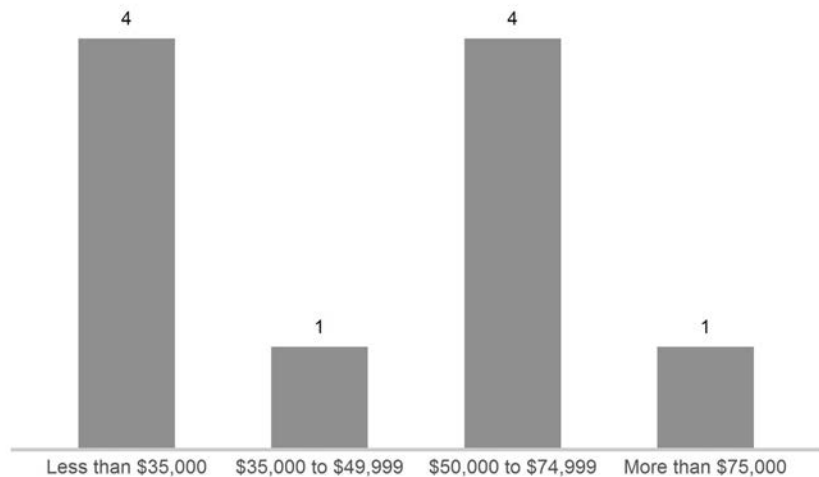
## Management Analysts median wage >\$36 per hour

### Business & Finance Wages

It is important to note that 91% of the postings within the Business and Finance group did not include salary information within. Of the 10 postings that did include salary information, half were listed to compensate workers more than \$50,000 a year. All of the top jobs of this group earned medians wages of more than \$20. Management analysts and logisticians reported the highest median wages of the group.

### Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1071	Human Resources Specialists	\$15.25	\$18.94	\$24.37	\$30.92	\$38.46
13-2011	Auditors	\$17.70	\$21.40	\$28.45	\$36.97	\$49.11
13-1111	Management Analysts	\$17.46	\$25.77	\$36.87	\$48.74	\$64.44
13-2011	Accountants	\$17.70	\$21.40	\$28.45	\$36.97	\$49.11
13-1161	Market Research Analysts and Marketing Specialists	\$14.04	\$17.99	\$23.01	\$32.36	\$41.50
13-2053	Insurance Underwriters	\$18.14	\$22.26	\$26.34	\$32.54	\$49.42
13-2082	Tax Preparers	\$10.84	\$14.50	\$20.28	\$32.11	\$50.70
13-1031	Claims Examiners, Property and Casualty Insurance	\$14.00	\$17.96	\$22.48	\$31.82	\$38.81
13-2072	Loan Officers	\$11.49	\$16.29	\$22.84	\$32.10	\$44.29
13-1081	Logisticians	\$22.54	\$28.18	\$35.96	\$42.80	\$49.90

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



# Customer Service

## Introduction

The customer service group is the largest occupational group that WIN analyzes, both in terms of employment and online job postings. This group is of very high importance to the region because it is the first to grow when the economy expands and the first to contract in a downturn: it is often a leading indicator. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

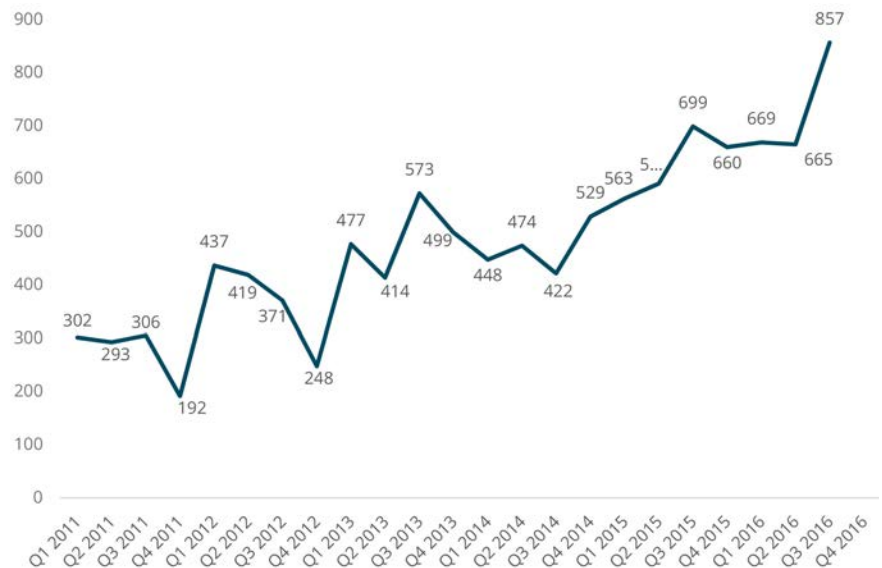
## Job Posting Analysis

Recently, online job advertisements related to Customer Service witnessed a large increase in postings of 22% moving into the 3rd quarter of 2016. Overall postings have been increasing since 2011, with a positive trend evident over the past years. This recent quarter indicates the highest demand has been over the past 5 years.

## Employment Analysis

2016 marked the seventh consecutive year of employment growth for Customer Service related jobs in Livingston. In 2009, fewer than 19,000 workers were employed in this industry. Yet, employment reached over 19,500 in 2016.

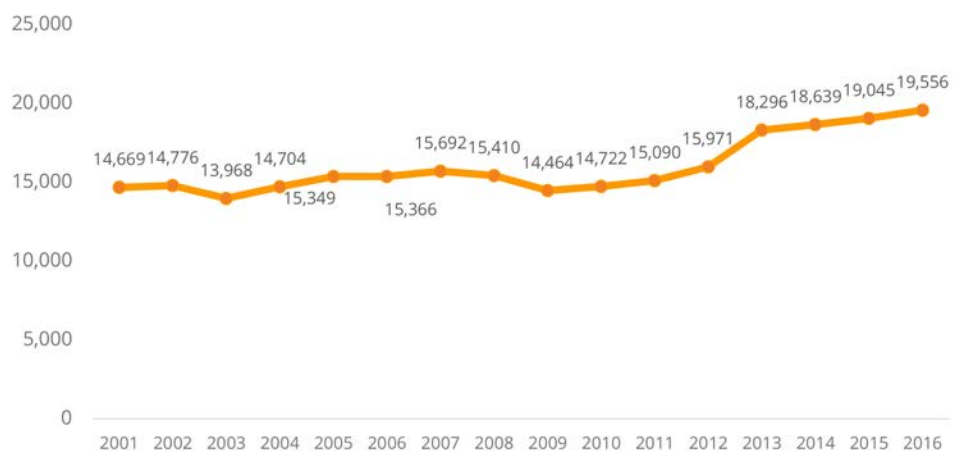
### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time

Quarter 3 2016



Data: EMSI  
Analysis: Workforce Intelligence Network



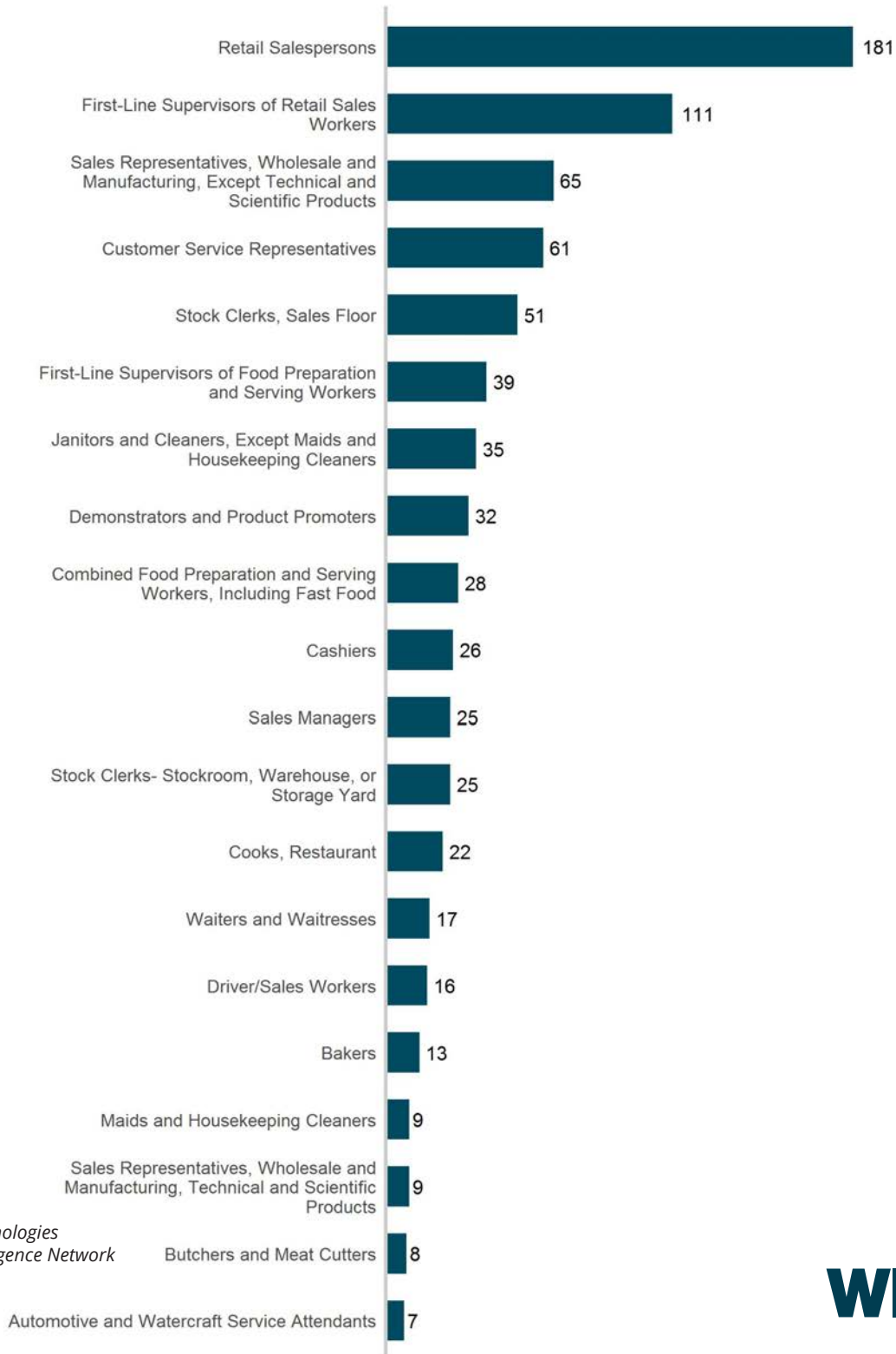


Employment at highest point  
since 2000



1069 total online job postings

**Customer Service  
Top Jobs**  
Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Retail Salesperson top in-demand job

74%

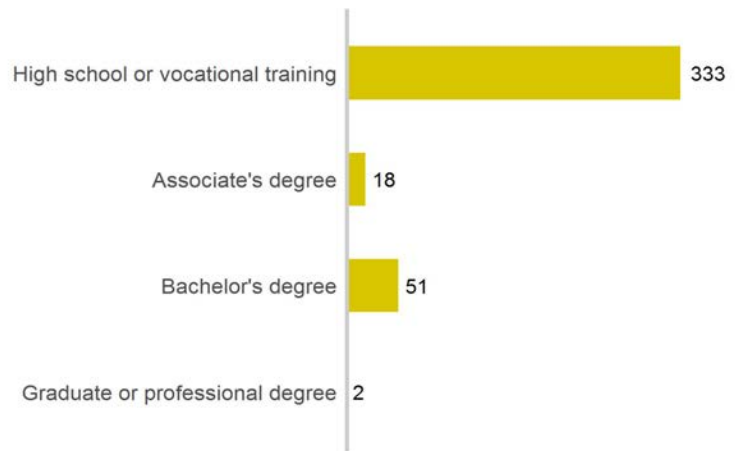
Most job postings available at entry level

### Customer Service Education and Experience Desired

Of the 269 Customer Service group job postings that specified a desired experience level during Q3 2016, 74.3% (201 postings) were available to workers with less than two years of experience. This indicated that a majority of the online ads advertising experience were for entry-level positions.

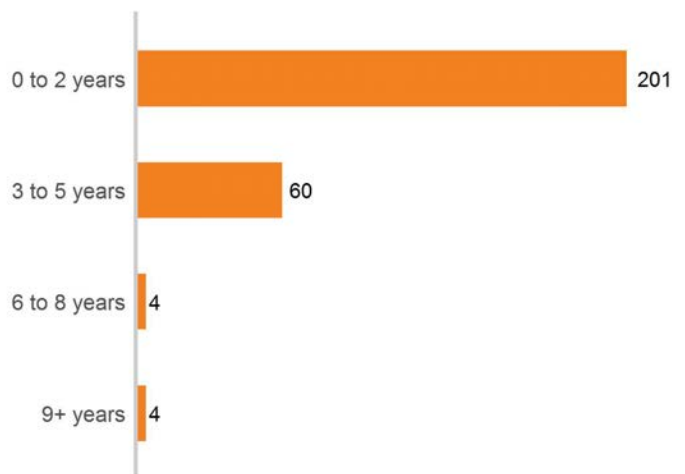
Further, of the 404 postings that specified a minimum education requirement in Q3 2016, 82% (333 posting) required only a high school diploma or vocational training.

### Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### In- Demand Areas of Study

- Business Administration and Management, General
- Engineering, General
- Culinary Arts/Chef Training
- Marketing/Marketing Management, General
- Adult and Continuing Education and Teaching



High school and vocational training required

%

Typical annual salary <\$35,000

### Customer Service in-Demand Skills

The postings in the Customer Service group required a wide array of high-level communication skills. The most demanding skill in this occupation group was Sales and Customer Service. Supervisory skills, such as store management and budgeting, were also present in many of the postings for Customer Service related jobs. The skills listed below are vital for Customer Service to build a relationship with customers and provide them with particular product to meet their needs.

#### Technical in-Demand Skills

- Sales/Retail Setting
- Customer Service/Building Relationships
- Supervisory Skills/Store Management
- Cleaning
- Product Knowledge

#### Foundational In-Demand Skills

- Communication Skills/Team Work-Collaboration
- Physical Demand
- Organizational Skills/Detail-Oriented/
- Writing/English
- Mathematics

#### Job Type

- Temporary: 8.2%
- Full-time: 34.7%
- Part-time: 22.6%

#### Certifications Required

- CDL class A
- Series 6
- Servsafe/Alcohol server certification
- Life and Health Insurance License
- Series 63



## Communications and Management skills desired



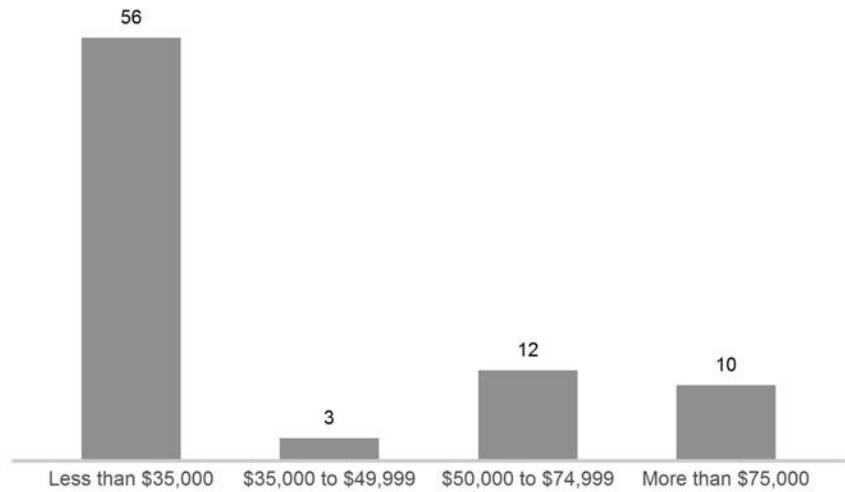
## CDL and Servsafe certification in-demand

### Customer Service Wages

Of the 81 postings with salary information, 69% (56 postings) indicated the salary to be less than \$35,000 per year. Most occupations in this group offer median wages below \$17 dollars an hour or \$35,000 a year. The highest median wage of the customer service group was held by sales representatives who made a median wage of \$25 an hour.

### Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$8.15	\$8.70	\$9.82	\$12.72	\$18.53
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.36	\$14.05	\$17.93	\$23.18	\$29.04
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$11.42	\$16.91	\$25.12	\$37.88	\$53.63
43-4051	Customer Service Representatives	\$8.15	\$10.08	\$13.22	\$16.80	\$21.25
43-5081	Stock Clerks, Sales Floor	\$8.15	\$9.04	\$11.08	\$14.38	\$18.50
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$8.15	\$9.63	\$12.89	\$17.77	\$22.35
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$8.20	\$8.91	\$10.73	\$13.86	\$17.36
41-9011	Demonstrators and Product Promoters	\$8.68	\$9.05	\$9.68	\$10.30	\$10.67
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.15	\$8.49	\$9.06	\$9.65	\$11.76
41-2011	Cashiers	\$8.15	\$8.68	\$9.61	\$11.65	\$15.41

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

## 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.

## Job Posting Analysis

Health Care occupation group postings increased within the third quarter of 2016. Recently, postings rose by 51 (24%) from 210 in Q2 2016 to 261 in Q3 2016.

## Employment Analysis

Health Care related jobs in Livingston showed consistent employment growth from 2001 to 2016. In 2001, 2,150 workers were employed in Health Care related jobs. Yet, in 2016, the number of workers employed in this industry nearly doubled, reaching over 4,000.

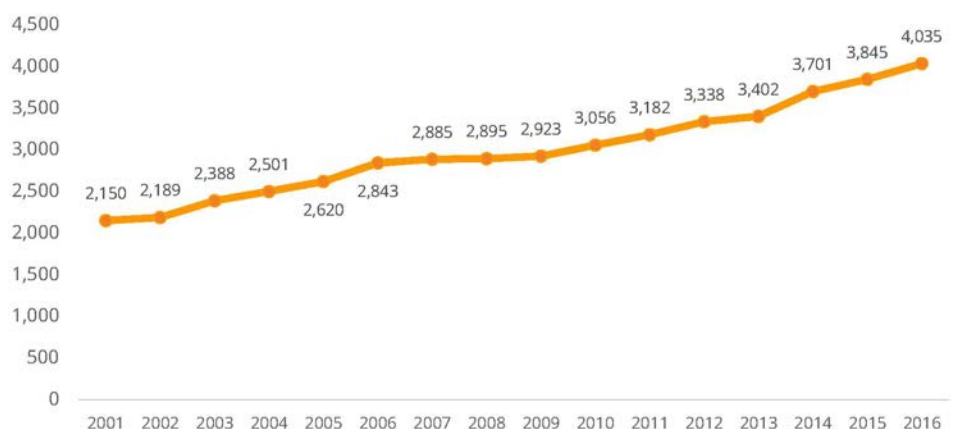
## Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Employment Over Time

Quarter 3 2016



Data: EMSI  
Analysis: Workforce Intelligence Network



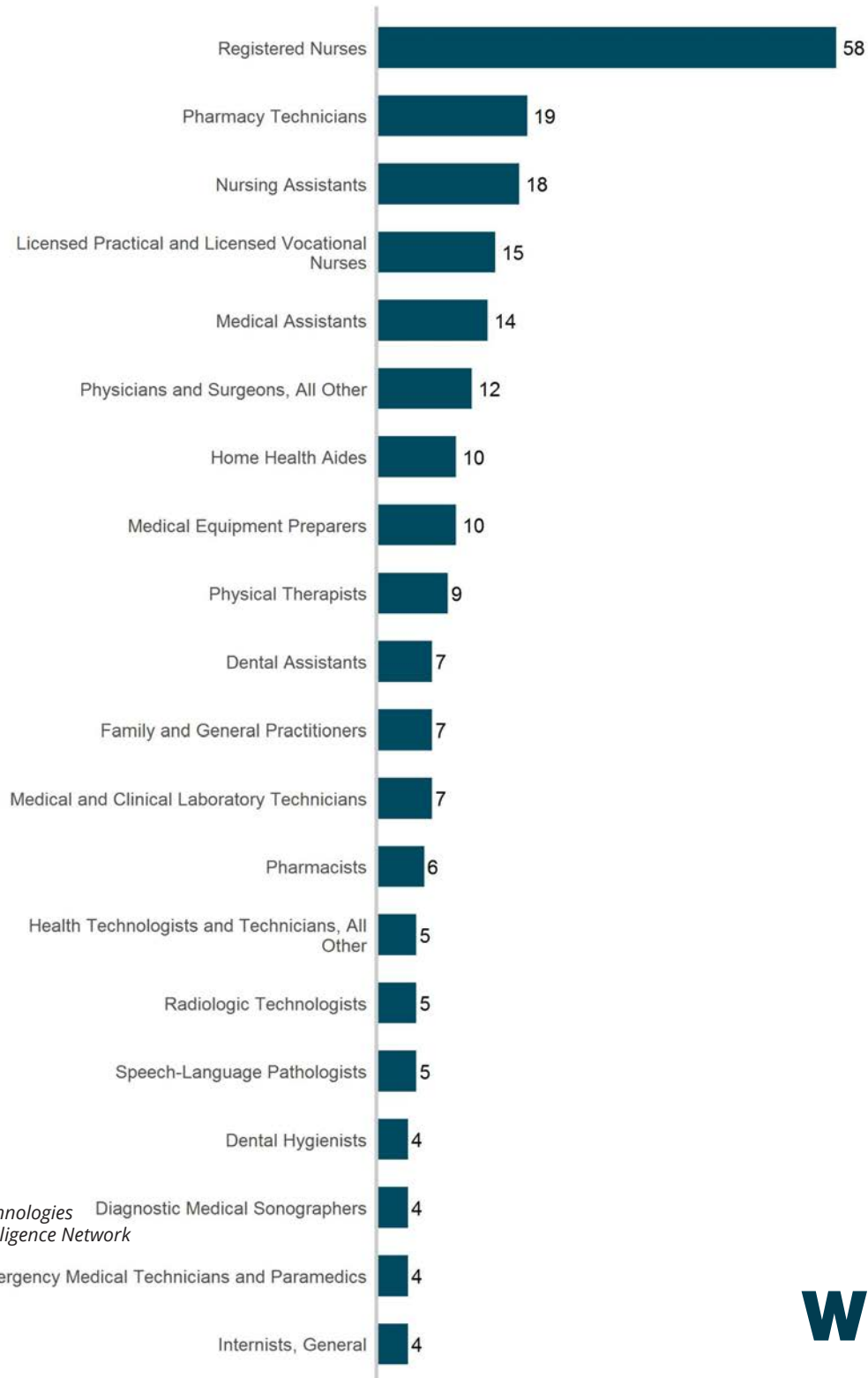
Over 4,000 workers employed  
in Health Care



261 online job postings in Q3

### Health Care Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Entry level opportunities  
available

24%

Increase in postings over Q2  
2016

### Health Care Desired Education and Experience.

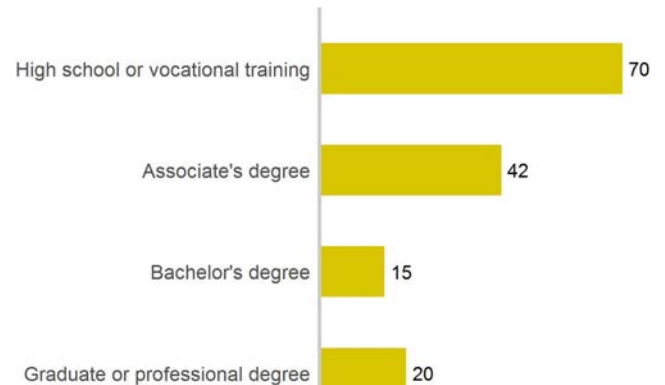
Of the 147 Health Care group job postings that specified a desired degree level, 48% and 29% required a high school or vocational training and an associate's degree, respectively.

72 Health Care group job postings specified a desired experience level in Q3 2016. Of these, 58 (81%) were available to workers with less than two years of experience. This indicates that a majority of the online ads advertising experience were for entry-level positions.

### In-Demand Areas of Study

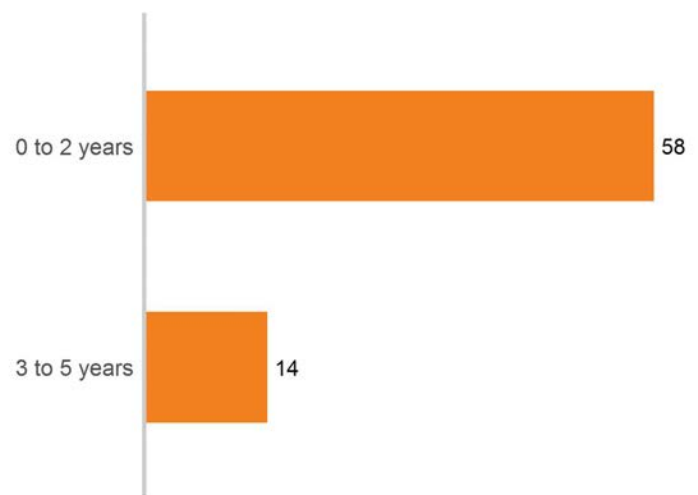
- Nursing science
- Physical therapy/therapist
- Human Resources Development
- Radiologic Technology/Science - Radiographer
- Audiology/Audiologist and Speech-Language Pathology/Pathologist

### Education Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network





Vocational training in high demand

%

Entry level positions widely available

### Health Care in-Demand Skills

Occupations in the Health Care group require a wide range of skills to ensure both excellent patient care and general employability. The top skills specific to this industry were Patient Care/Treatment, CPR, Treatment Planning, and Home Health. Some other skills generally applicable skills within the field were Communication Skills, Organizational Skills, and Problem Solving.

#### Technical in-Demand Skills

- Patient Care/Long-Term Care/Infection Control/Patient treatment
- Cardiopulmonary Resuscitation (CPR)
- Treatment Planning/Case Management/Scheduling/Record Keeping
- Teaching
- HIPAA

#### Foundational In-Demand Skills

- Communication Skills/Team Work-Collaboration
- Organizational Skills/Detail-Oriented
- Problem Solving/Critical Thinking
- Physical demand
- Quality Assurance and Control

#### Job Type

- Temporary: 6.5%
- Full-time: 31.4%
- Part-time: 16.5%

#### Certifications Required

- Registered nurse
- First aid CPR AED
- Certified Nursing Assistant
- Certified Pharmacy technician
- Certified Medical Assistant



## Communication and Patient Care highly sought after



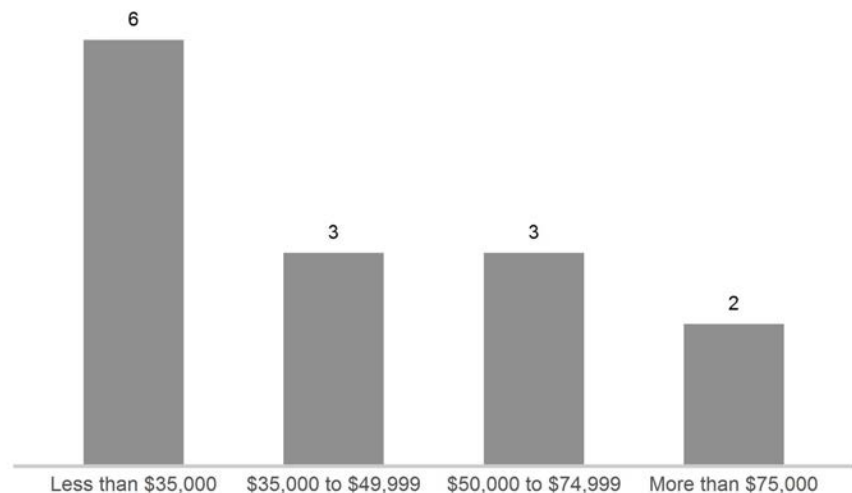
## Registered Nurse and CPR certifications in-demand

### Health Care Wages

Of the 14 postings with salary information, a majority of postings (6 postings or 43%) advertised salaries under \$35,000. The top in-demand job, registered nurses makes median wages of over \$31 per hour. Being the most in-demand occupation of the group, this represents a lucrative opportunity for applicants.

### Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$23.56	\$27.60	\$31.48	\$36.03	\$51.50
29-2052	Pharmacy Technicians	\$9.00	\$10.68	\$13.23	\$15.92	\$17.87
31-1014	Nursing Assistants	\$9.27	\$10.77	\$12.69	\$14.77	\$16.52
29-2061	Licensed Practical and Licensed Vocational Nurses	\$15.40	\$18.13	\$21.23	\$24.44	\$26.49
31-9092	Medical Assistants	\$9.57	\$11.02	\$12.50	\$14.60	\$16.28
29-1069	Physicians and Surgeons, All Other	\$24.52	\$67.90	\$82.31	\$99.01	\$155.67
31-1011	Home Health Aides	\$8.15	\$8.79	\$9.84	\$11.05	\$13.02
31-9093	Medical Equipment Preparers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1123	Physical Therapists	\$25.98	\$32.15	\$39.11	\$49.80	\$71.61
31-9091	Dental Assistants	\$11.06	\$12.88	\$15.28	\$17.25	\$19.58

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



# Information Technology

## Introduction

Information technology 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 meet the employment levels of the others, it is quickly growing.

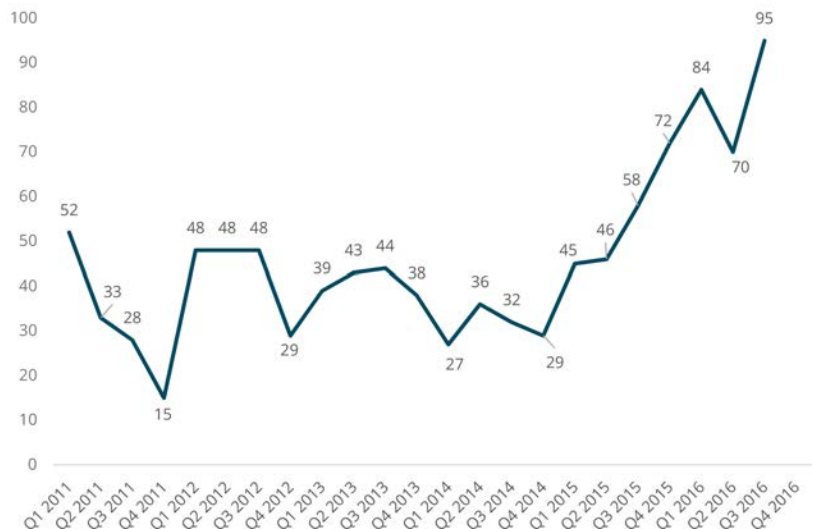
## Job Posting Analysis

The IT occupation group witnessed an increase in postings during Q3 2016. After a drop to 70 postings during Q2 2016, employer demand increased by 36% during the third quarter with 95 postings related to the IT occupation group.

## Employment Analysis

2016 marked the seventh consecutive year of employment growth for IT related jobs in Livingston. In 2009, only 680 workers were employed in the IT industry. The number of workers employed nearly doubled by 2016.

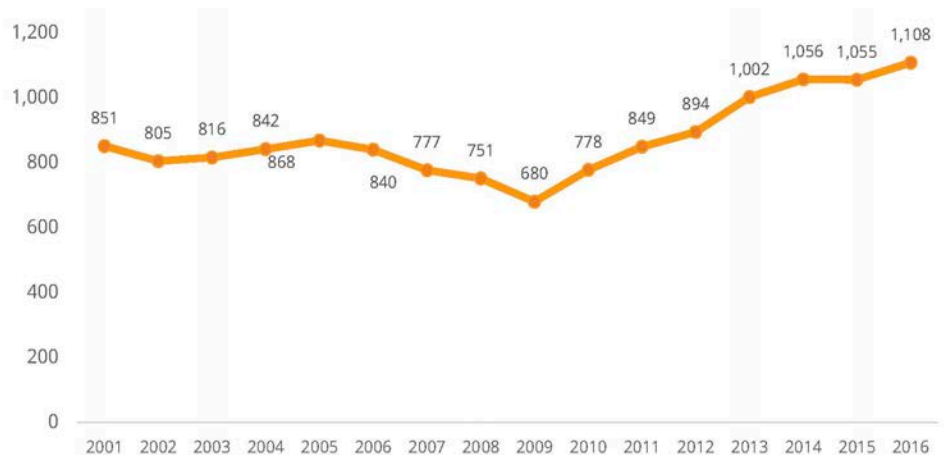
## Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Employment Over Time

Quarter 3 2016



Data: EMSI  
Analysis: Workforce Intelligence Network



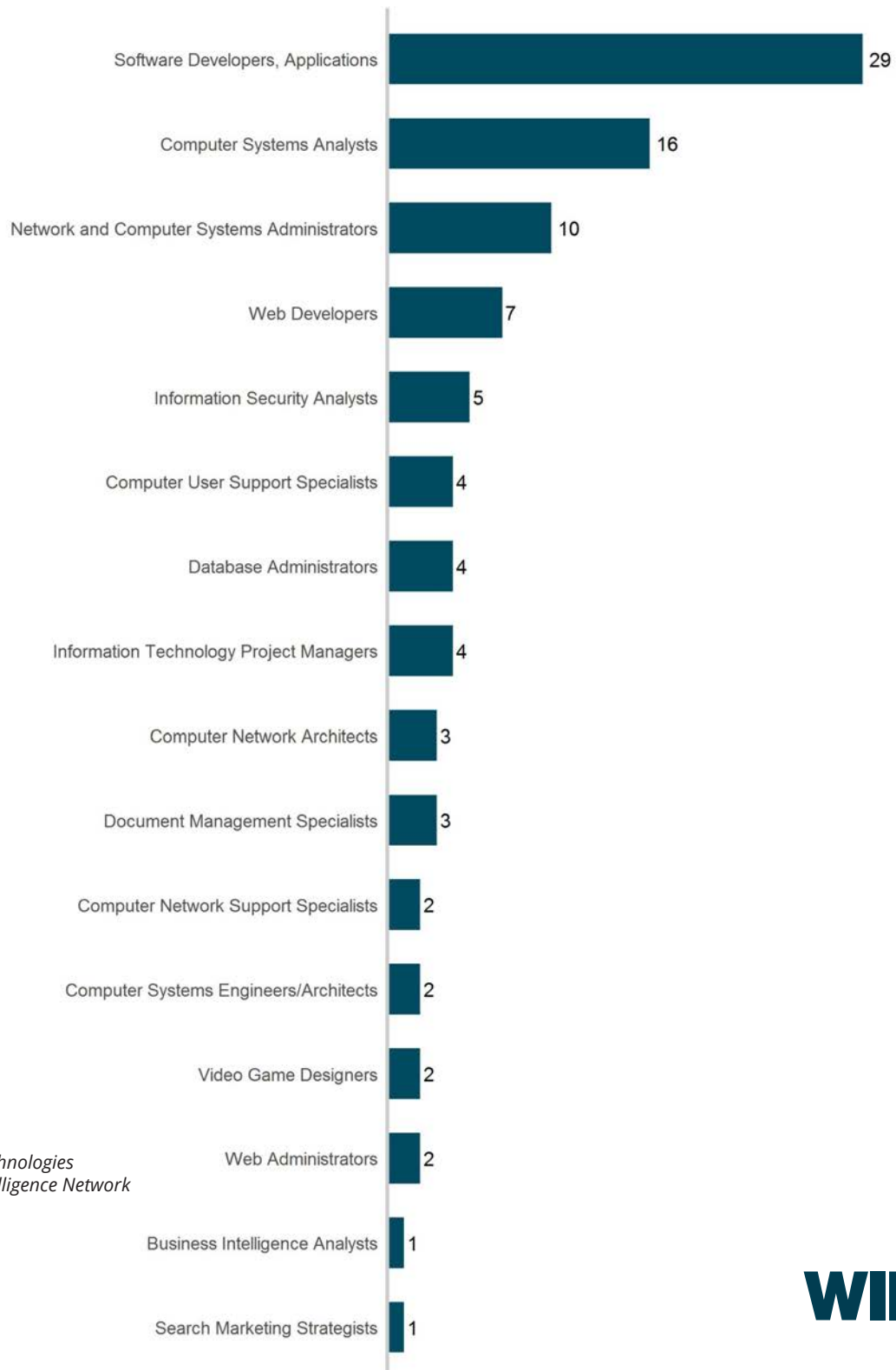
25 more postings for IT  
positions in Q3



95 online job ads

### Information Technology Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Software developers top in-demand occupation

%

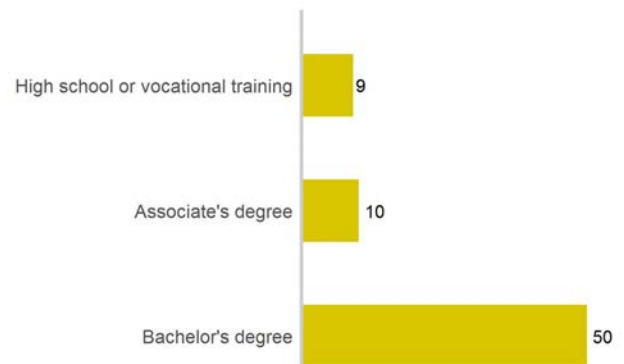
3-5 years of experience most desired

### Information Technology Educational Attainment Required

Among the 69 IT group job postings that specified a desired degree level in Q3 2016, 75% requested a Bachelor's degree.

The majority of the 62 IT group job postings that specified a desired experience level in Q1 2016 preferred 0 to 5 years of experience. 37 postings (60%) desired 3 to 5 year of experience and 18 postings (29%) desired entry level experience with 0 to 2 years of experience.

### Educational Attainment

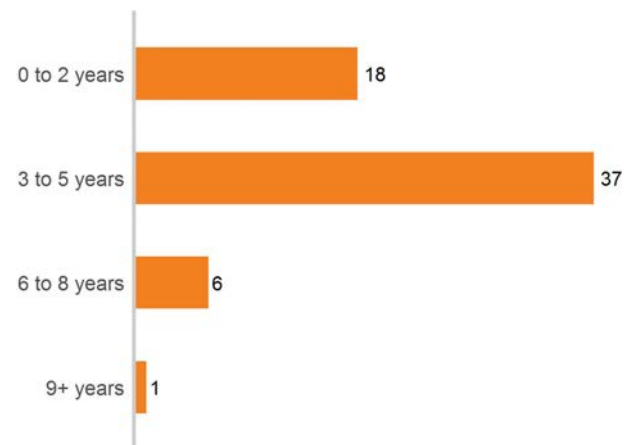


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### In-Demand Areas of Study

- Computer Science
- Engineering, General
- Business Administration and Management, General
- Information Technology
- Management Information Systems, General

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



## Project Management and Microsoft skills in-demand

%

Full Time positions available

### Information Technology in-Demand Skills

Postings in the IT group required a wide array of high-level technical skills. Traditional skills like Technical Support, Project Management, and understanding of Microsoft office were present in this industry. Supervisory skills were also prevalent in postings showing demand for leaders and supervisors. The postings also listed some nontechnical skills such as building relationships and decision-making.

#### Technical in-Demand Skills

- Project Management/ Business Process
- Microsoft Office/ SharePoint
- Technical Assistant
- Enterprise Resource Planning (ERP)
- Business Systems Analysis

#### Foundational In-Demand Skills

- Communication Skills/Team Work-Collaboration
- Problem Solving/Troubleshooting
- Presentation Skills
- Research/ Writing
- Leadership

#### Job Type

- Temporary: 2.1%
- Full-time: 53.7%
- Part-time: 5.3%

#### Certifications Required

- Certified Information Systems Security Professional (CISSP)
- 5-S
- Cisco Certified Network Professional (CCNP)
- Lean Certification



## CISSP Certification sought after



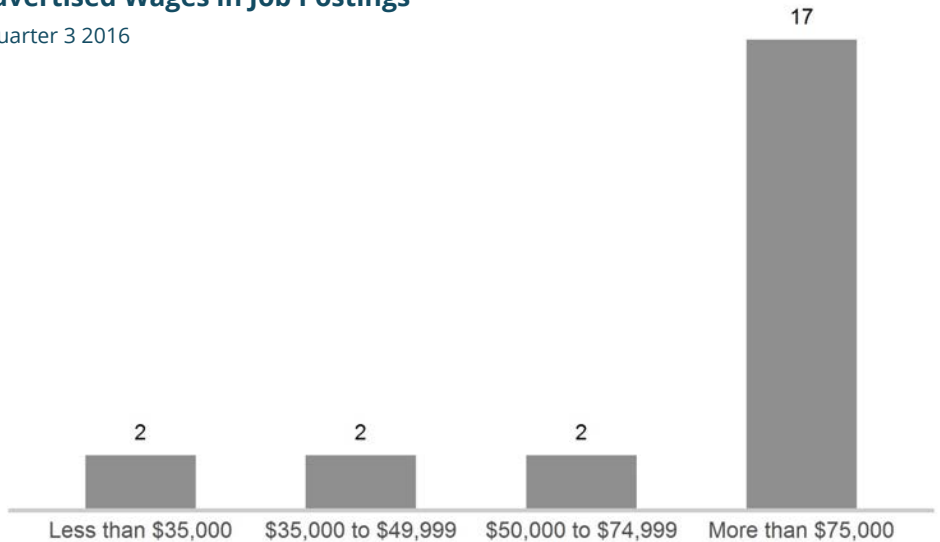
Typical annual salary >\$75,000

### Information Technology Wages

Only 23 postings contained advertised salaries within the IT occupation group. Seventeen of these postings (74%) reported salaries over \$75,000 a year. Computer network architects saw the highest median wage of \$44.82 per hour, helping to put the IT occupation group as one of the top earning fields.

### Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1132	Software Developers, Applications	\$20.86	\$25.40	\$33.11	\$42.94	\$51.65
15-1121	Computer Systems Analysts	\$19.30	\$26.50	\$34.17	\$43.22	\$52.11
15-1142	Network and Computer Systems Administrators	\$19.98	\$25.05	\$32.01	\$39.22	\$46.49
15-1134	Web Developers	\$18.18	\$21.49	\$27.08	\$34.69	\$42.99
15-1122	Information Security Analysts	\$22.31	\$25.50	\$36.20	\$44.17	\$50.99
15-1151	Computer User Support Specialists	\$11.58	\$15.25	\$20.11	\$27.40	\$34.93
15-1141	Database Administrators	\$19.88	\$26.22	\$35.69	\$45.08	\$54.18
15-1199	Information Technology Project Managers	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98
15-1143	Computer Network Architects	\$25.35	\$33.70	\$44.82	\$51.98	\$61.32
15-1199	Document Management Specialists	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network





# Skilled Trades & Technicians (Manufacturing Focused)

## 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.

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

## Job Posting Analysis

Online job postings for occupations related to Skilled Trades increased 57% to 224 during Q3 2016, compared to 143 during Q2 2016. This was a 27% increase from Q3 2015 one-year prior which reported having 157 postings within this occupational group.

## Employment Analysis

2016 shows a continuing rebound from the 2009 recession for workers within the Skilled Trade occupation group. In 2009, employment in the Skilled Trades was reported to be 1,922 workers, since then, employment has increased to 3,212 workers in 2016.

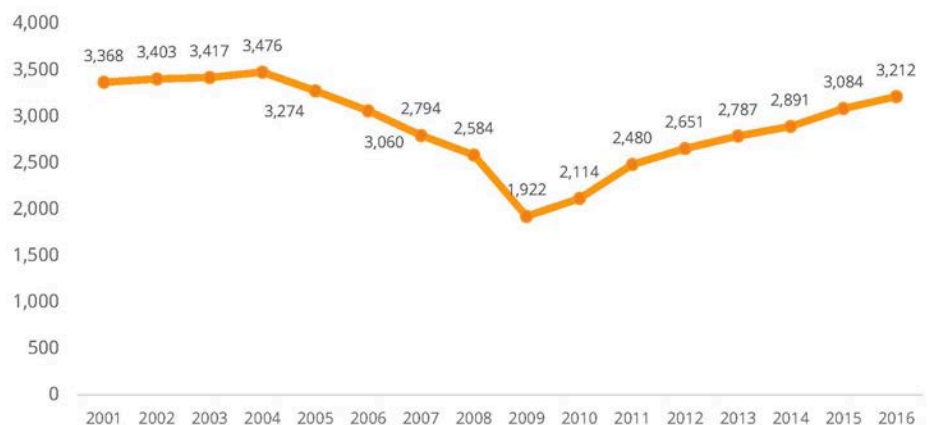
### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time

Quarter 3 2016



Data: EMSI  
Analysis: Workforce Intelligence Network



Job postings rebounded to  
224 in Q3

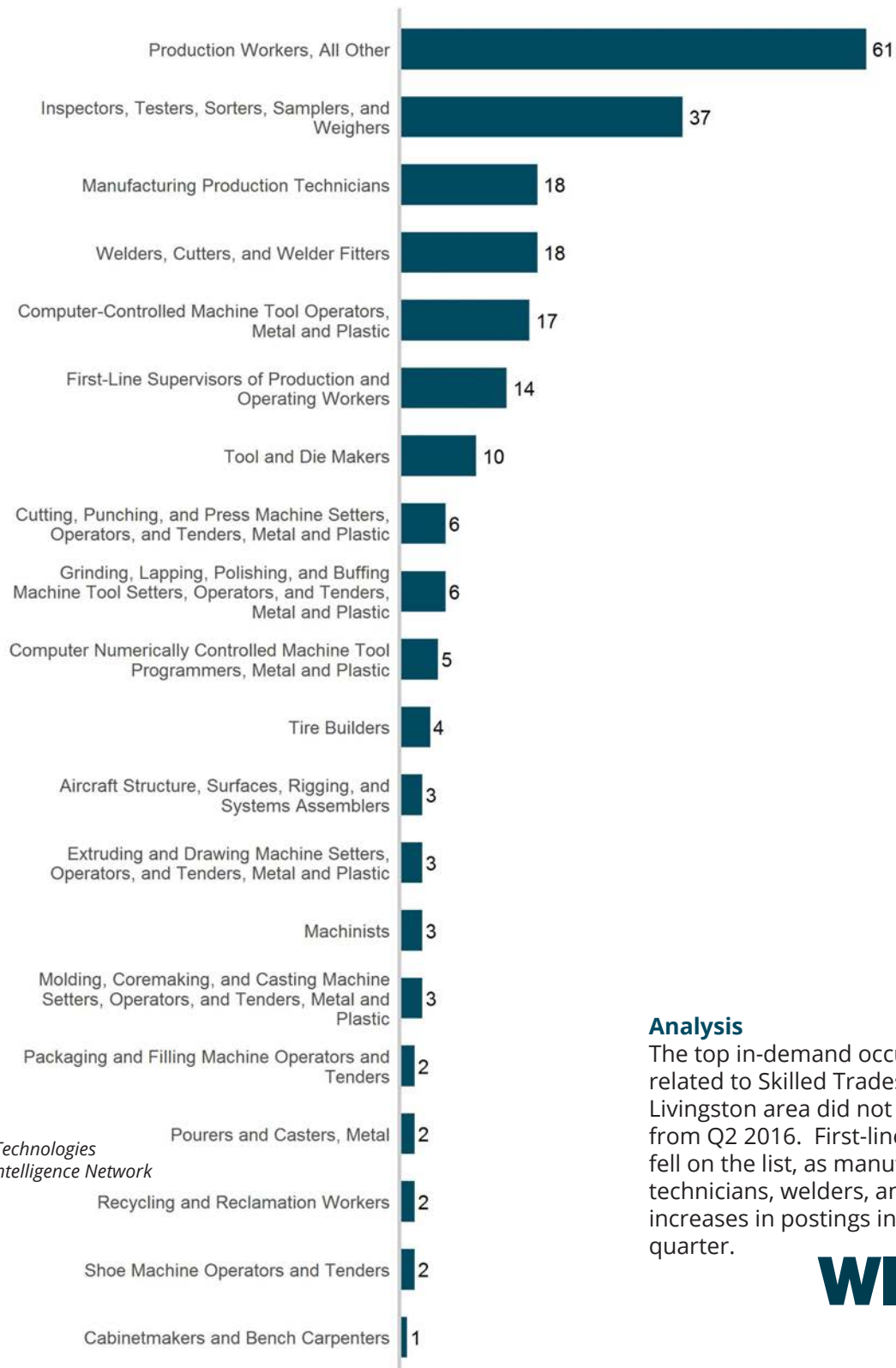


Steady employment growth  
since 2009

## Skilled Trades & Technicians

### Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies

Analysis: Workforce Intelligence Network

### Analysis

The top in-demand occupations related to Skilled Trades within the Livingston area did not change much from Q2 2016. First-line supervisors fell on the list, as manufacturing technicians, welders, and cutters saw increases in postings in the third quarter.



## Vocational Training required

%

97% of postings call for <5 years' experience

### Skilled Trades & Technicians Educational Attainment Required

Of the 91 postings for Skilled Trades group occupations, 97% (88 postings) expressed a desired experience level less than 5 years of experience. Sixty-seven postings were looking for those with 0-2 years of experience indicating a majority of the online ads advertising experience were for entry-level positions.

Employers of Skilled Trades occupations in Livingston County most often prefer workers with a high school degree/equivalent or vocational training with 128 (93% of postings with desired education) online ads advertising these levels of educational attainment as a preferred or necessary qualification.

### Educational Attainment

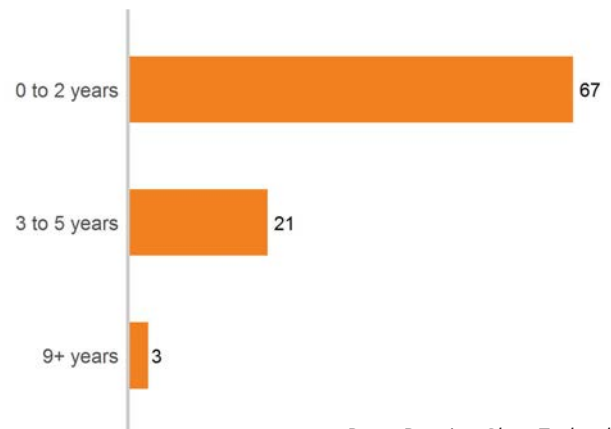


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### In-Demand Areas of Study

- Business Administration and Management, General
- Engineering, General

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Highest median wage: Manufacturing production technicians

%

Full time positions available

### Skilled Trades & Technicians in-Demand Skills

The occupations in the Skilled Trades group require a wide array of high-level technical skills. Machinery, welding, repair, inspection, and other traditional skills remain the most common in Skilled Trades job postings. Management skills were also present in many of the Skilled Labor postings including scheduling, time management, and manufacturing processes. Advanced technical skills such as mathematics do appear through the skills list most likely coinciding with the demand for procedural knowledge. Employers also look for communication, safety, and assessment skills when posting Skilled Trade jobs. These skills are imperative for Skilled Trades so that collaboration can be fostered in a safe and flowing environment.

#### Technical in-Demand Skills

- Machine Inspection and Repair
- Machinery operation/ Computer Numerical Control (CNC)
- Welding
- Microsoft Office
- Scheduling

#### Foundational In-Demand Skills

- Troubleshooting/ Problem Solving
- Physical Demand
- Communication/ Team Work-Collaboration
- Computer Skills
- Organizational Skills/ Supervisory Skills

#### Job Type

- Temporary: 7.0%
- Full-time: 71.9%
- Part-time: 0.8%

#### Certifications Required

- American Society for Quality (ASQ) Certification
- Certified Quality Technician
- Commercial Driver's License



## ASQ Certification in-demand



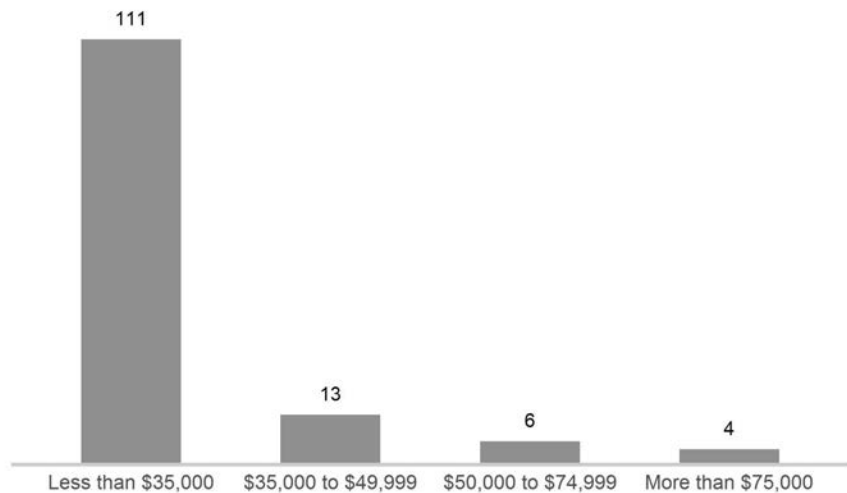
## Technical and management skills desired

### Skilled Trades & Technicians Wages

The majority of advertised salaries (111 postings or 82% of postings that expressed a salary) in the Skilled Trades group in Q3 2016 were below \$35,000 a year. Four of the top ten in-demand action though made median wages over \$20 an hour, which translates to workers making over \$40,000 a year.

### Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$9.54	\$12.89	\$15.20	\$16.94	\$20.01
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$8.73	\$10.27	\$13.84	\$20.43	\$25.46
17-3029	Manufacturing Production Technicians	\$14.65	\$19.99	\$27.51	\$33.07	\$42.70
51-4121	Welders, Cutters, and Welder Fitters	\$10.84	\$13.17	\$15.62	\$19.23	\$24.60
51-4011	Computer-Controlled Machine Tool Operators, Metal and	\$10.05	\$12.45	\$18.25	\$20.85	\$24.92
51-1011	First-Line Supervisors of Production and Operating	\$15.71	\$20.11	\$27.37	\$35.62	\$43.56
51-4111	Tool and Die Makers	\$14.16	\$17.83	\$22.68	\$29.08	\$31.99
51-4031	Cutting, Punching, and Press Machine Setters, Operators,	\$8.97	\$10.51	\$13.27	\$17.06	\$23.42
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool	\$9.10	\$11.38	\$14.61	\$18.04	\$20.78
51-4012	Computer Numerically Controlled Machine Tool	\$13.82	\$16.16	\$20.53	\$25.10	\$29.77

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

### Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to- date (through Sept 2016)	Change from 2015	Percent Change from 2015
Labor Force	94,112	92,626	92,819	94,023	94,619	94,747	<b>97,698</b>	2,951	3.1%
Employment	83,600	84,286	85,510	86,985	88,505	90,101	<b>93,498</b>	3,397	3.8%
Unemployment	10,512	8,340	7,309	7,038	6,114	4,647	<b>4,200</b>	-446	-9.6%
Unemployment Rate	11.2%	9.0%	7.9%	7.5%	6.5%	4.9%	<b>4.3%</b>	-0.6%	na

*\*Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

### Quarterly Labor Market Data

	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	2nd Quarter 2016	3rd Quarter 2016	Change from 2nd Quarter 2016	Percent Change from 2nd Quarter 2016	One-Year Change from 3rd Quarter 2015	One-Year Percent Change from 3rd Quarter 2015
Labor Force	95,493	94,978	96,379	97,488	<b>99,227</b>	1,740	1.8%	3,735	3.9%
Employment	90,776	90,913	92,057	93,631	<b>94,805</b>	1,174	1.3%	4,029	4.4%
Unemployment	4,716	4,065	4,322	3,856	<b>4,422</b>	566	14.7%	-294	-6.2%
Unemployment Rate	4.9%	4.3%	4.5%	4.0%	<b>4.5%</b>	0.5%	na	-0.5%	na

*\*Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics












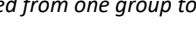
### Monthly Labor Market Data

	July 2015	August 2015	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016	May 2016	June 2017	July 2017	August 2017	September 2017
Labor Force	96,101	95,570	94,807	95,419	94,525	94,989	95,541	96,234	97,361	96,111	97,881	98,471	99,302	99,160	99,220
Employment	90,724	90,922	90,683	90,874	90,816	91,048	91,162	92,018	92,990	92,795	94,146	93,953	94,747	94,613	95,055
Unemployment	5,377	4,648	4,124	4,545	3,709	3,941	4,379	4,216	4,371	3,316	3,735	4,518	4,555	4,547	4,165
Unemployment Rate	5.6%	4.9%	4.3%	4.8%	3.9%	4.1%	4.6%	4.4%	4.5%	3.5%	3.8%	4.6%	4.6%	4.6%	4.2%

*\* Note: Data shown for 15 most recently available months*

Data: Bureau of Labor Statistics












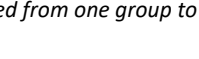
## Livingston County Job Posting Data by Occupation Group\* Over Time

	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Change Over Time	Annual Change Q3 2015-Q3 2016	Quarter Growth Q1 2016-Q3 2016
Total Postings	2,151	2,274	2,048	2,162	2,727		26.8%	33.2%
Agriculture	45	34	32	61	51		13.3%	59.4%
Business & finance	65	104	87	95	108		66.2%	24.1%
Construction	44	40	36	48	40		-9.1%	11.1%
Customer service	591	699	660	665	857		45.0%	29.8%
Education	12	15	12	16	43		258.3%	258.3%
Energy	2	1	2	4	0		-100.0%	-100.0%
Engineers & designers	86	84	76	44	85		-1.2%	11.8%
Health care	336	296	246	210	261		-22.3%	6.1%
Information technology	46	58	72	70	95		106.5%	31.9%
Skilled trades & technicians	137	177	137	143	224		63.5%	63.5%
Transportation, distribution, and logistics	210	179	161	307	388		84.8%	141.0%

*\*Note: Some overlap exists between groups, the occupational groups are not mutually exclusive. Thus, postings should not be added from one group to another but instead should be analyzed on their own.*



## Job Posting Data by Occupation Group\* Over Time

	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Change Over Time	Annual Change Q3 2015-Q3 2016	Quarter Growth Q1 2016-Q3 2016
Total Postings	129,794	140,225	126,959	139,765	149,379		15.1%	17.7%
Agriculture	1,644	1,578	1,426	1,835	1,776		8.0%	24.5%
Business & finance	9,437	10,547	8,884	9,011	9,044		-4.2%	1.8%
Construction	1,096	1,183	917	1,281	1,492		36.1%	62.7%
Customer service	25,802	30,285	27,235	30,303	34,218		32.6%	25.6%
Education	2,227	2,584	2,219	2,114	3,034		36.2%	36.7%
Energy	224	264	211	272	259		15.6%	22.7%
Engineers & designers	9,753	10,433	9,675	9,454	8,977		-8.0%	-7.2%
Health care	17,394	17,110	17,666	17,880	20,099		15.6%	13.8%
Information technology	16,922	19,360	16,403	17,335	16,966		0.3%	3.4%
Skilled trades & technicians	3,961	4,409	3,675	4,503	4,755		20.0%	29.4%
Transportation, distribution, and logistics	9,901	8,405	7,909	11,380	13,548		36.8%	71.3%

*\*Note: Some overlap exists between groups, the occupational groups are not mutually exclusive. Thus, postings should not be added from one group to another but instead should be analyzed on their own.*

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