

Annual 2019
January – December

LIVINGSTON COUNTY

WIN 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 Livingston county. 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 the full year of 2019 in Livingston County and includes summative data for January through December of 2019. The Business and Finance, Customer Service, Health Care, Information Technology, and Skilled Trades occupation groups are analyzed for Livingston County.

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.



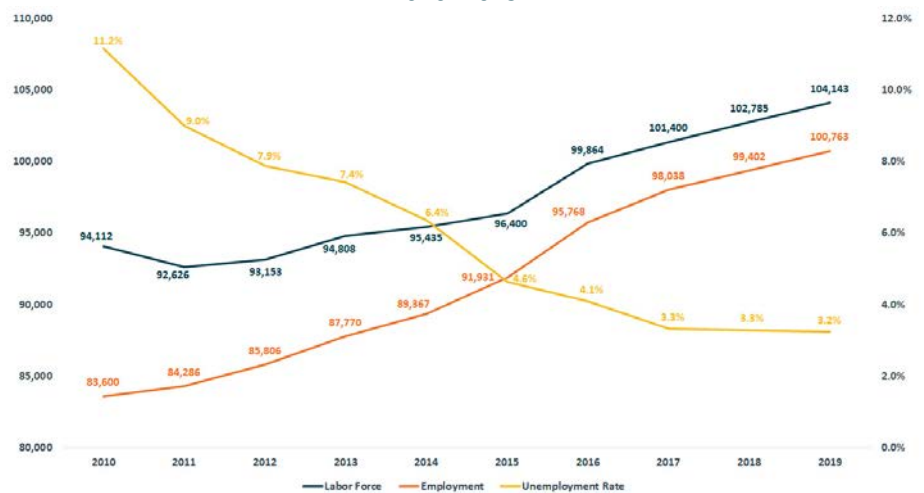
State of the Labor Market in Livingston County

In the fourth quarter of 2019, the labor force and employment figures increased in Livingston county on par with most other counties in the 16-county region. A slightly greater change in employment than in the labor force caused the number of unemployed individuals to decrease in the region. The unemployment rate decreased from the 3.4 percent quarterly rate in Q3 2019 to the current rate of 2.8 percent in Q4 2019. Employer demand for nearly all occupation groups analyzed by WIN remained steady or declined during Q4 2019.

Annual Labor Market Information

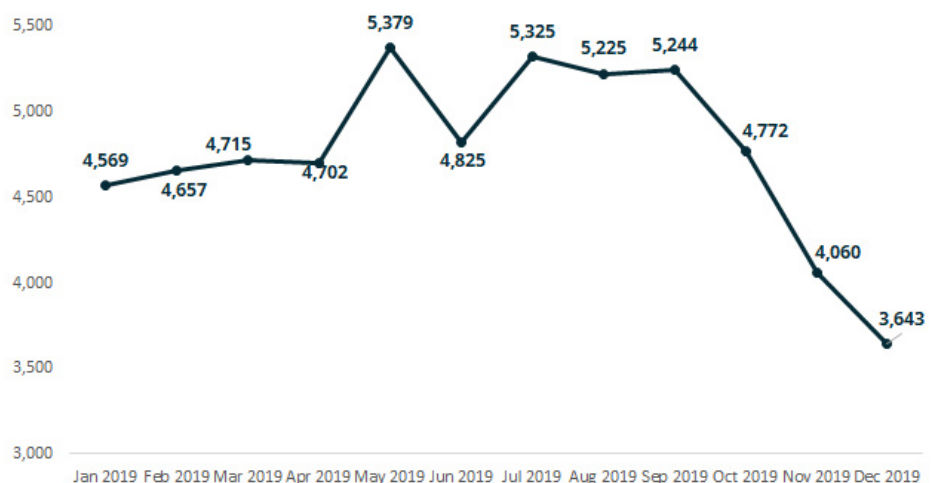
The labor force in Livingston continues to grow, increasing by 1,358 individuals between 2018 annual figures through December 2019. Employment increased by 1,360 workers between 2018 and 2019. The increase in employment accounted for all of the sustained increase in labor force, thus the unemployment rate decreased slightly. From an annual unemployment rate of 3.3 percent in 2018, the annual rate has decreased by 0.1 percentage points to the current rate of 3.2 percent in 2019 for Livingston County.

Annual Labor Force, Employment, Unemployment Rate
2010–2019



Data: BLS | Analysis: Workforce Intelligence Network

Monthly Posting Analysis,
Livingston County 2019



Data: Emsi | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

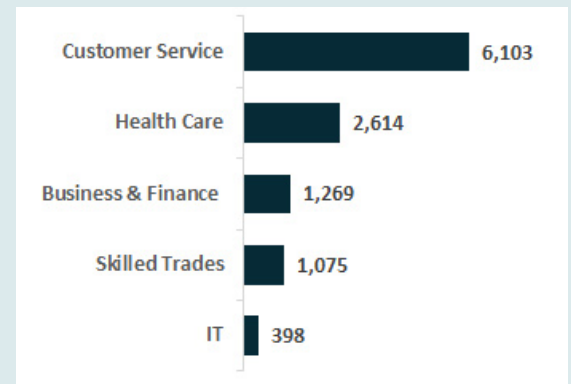
Data from each month of 2019, showed a slight decline in employer demand levels during the fourth quarter, following continued growth between Q1 to Q3 2019. There were roughly 1,106 fewer postings during Q4 2019 compared to the 5,624 postings made by employers during Q3 2019, and only 489 fewer than during Q1 2019.



During 2019, employers posted 23,676 online job ads in Livingston county, comprising 2.2 percent of postings across the full WIN region.

There were 23,676 job postings during 2019 in the county, growing 11.7 percent between the first quarter of the year and the record high demand in the third quarter. Customer Service occupations accounted for 6,103 of those, or about 25.7 percent of all postings, meaning that this group has a high level of influence on posting trends overall. For more information about quarterly job postings, see page 9.

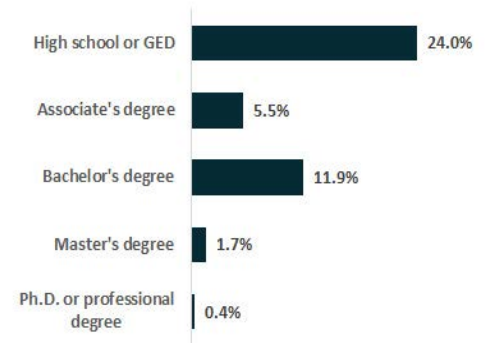
Postings by Occupation Group
2019



Job postings made by employers in Livingston county indicate a high school diploma or equivalent as the most in-demand minimum education level during 2019.

While only 39.6 percent of job postings identified a minimum education level, the greatest portion (44.6 percent) of the 51,257 postings in Livingston county requiring specific education indicated the need for candidates with a high school diploma or equivalent. Another 34.9 percent of these postings were seeking applicants with a bachelor's degree. For more information about in-demand minimum education levels, see each occupation group.

Education Levels In-Demand
2019



Annual Labor Market Data

	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	94,112	92,626	93,153	94,808	95,435	96,400	99,864	101,400	102,785	104,143	1,358	1.3%
Employment	83,600	84,286	85,806	87,770	89,367	91,931	95,768	98,038	99,402	100,763	1,360	1.4%
Unemployment	10,512	8,340	7,347	7,038	6,069	4,469	4,096	3,362	3,383	3,380	-3	-0.1%
Unemployment Rate	11.2%	9.0%	7.9%	7.4%	6.4%	4.6%	4.1%	3.3%	3.3%	3.2%	0.0%	na

During the fourth quarter of 2019, employment in Livingston County grew by 1,510 workers.

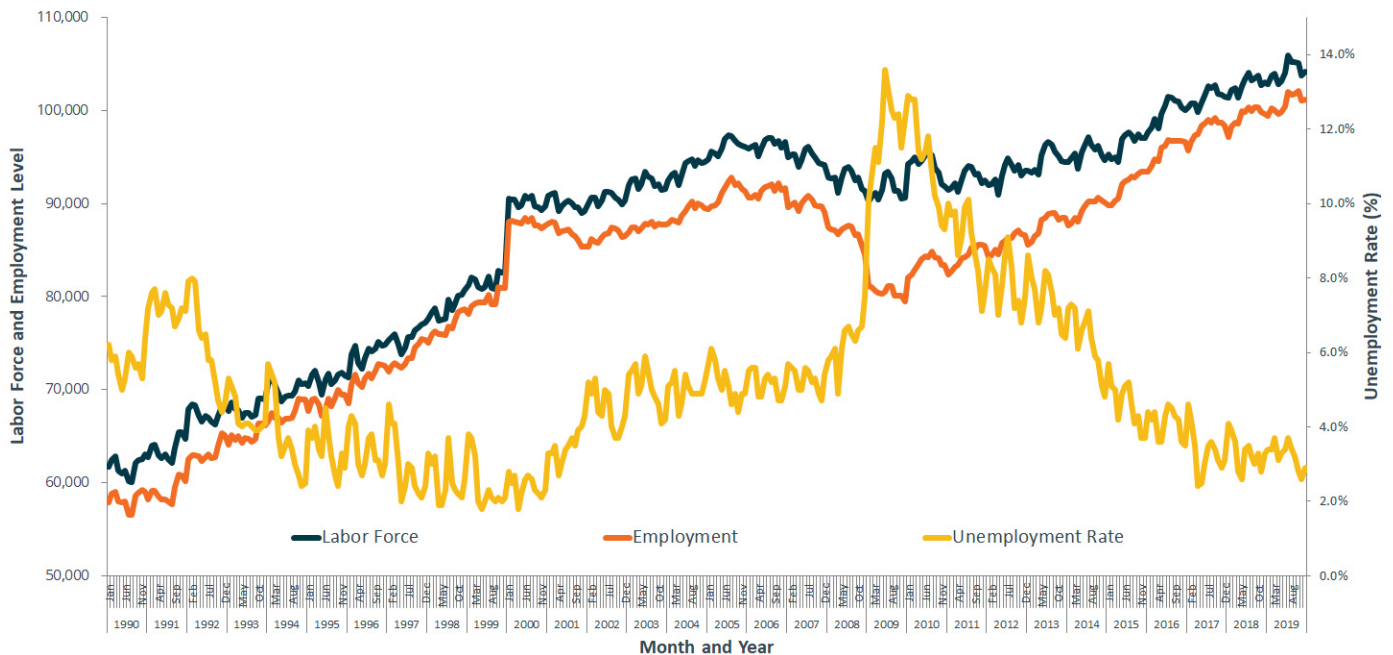
After generally consistent growth in the labor force throughout 2019, during the fourth quarter participation rose even further. During Q4 2019, labor force figures were 1.5 percent greater (2,945 individuals) than in Q3 2019, and 0.8 percent greater (1,604 individuals) than in Q4 2018. The growth in labor force participants was joined by a further 5,209-worker growth in employment compared to Q3 2019. The faster growth in employment than labor force caused the unemployment rate to decrease from 3.5 percent in Q3 2019 to 2.3 percent in Q4 2019. For more information about this year's unemployment rate and other labor market indicators, see page 4.



Labor Force, Employment, and Unemployment

The labor force in Livingston County has gained about 10,000 workers since 2010. The labor force decreased by 1,103 workers (1.0 percent) between Q3 2019 and Q4 2019. Employment in Livingston County also decreased from Q3 2019 to Q4 2019, by 375 workers. Overall, this represents an increase of 1,510 workers (1.5 percent) over Q4 2018. With labor force increasing at a slower rate than employment, the unemployment rate decreased this quarter: the quarterly unemployment rate decreased by 0.7 percentage points between Q3 2019 and Q4 2019 to 2.8 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	103,141	103,486	103,334	105,427	104,324	-1,103	-1.0%	1,183	1.1%
Employment	99,912	99,877	99,954	101,797	101,422	-375	-0.4%	1,510	1.5%
Unemployment	3,229	3,610	3,380	3,629	2,902	-728	-20.0%	-327	-10.1%
Unemployment Rate	3.1%	3.5%	3.3%	3.4%	2.8%	-0.7%	na	-0.3%	na

Note: Monthly data averaged by quarter | Data: BLS



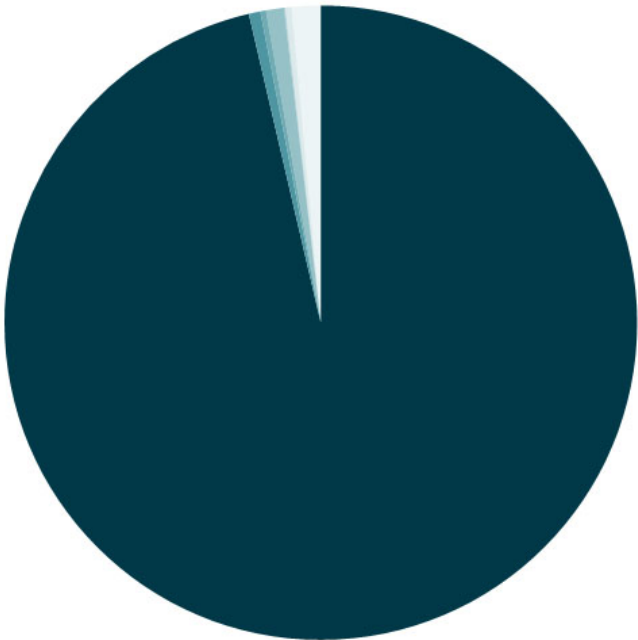
Population Demographics

According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in Livingston county increased by roughly 0.8 percent between 2017 and 2018. During 2018, 188,482 people were living in the region. The sex of the populace was split almost evenly, with about 49 percent of the population identifying as female, and the other 51 percent identifying as male. The overwhelming majority of the population identified as white (96 percent) with the second largest number of individuals identifying as black or African American (0.6 percent). The region as a whole is facing an aging population; 31.4 percent of population was over the age of 55, compared to 12.8 percent between age 15 to 24.

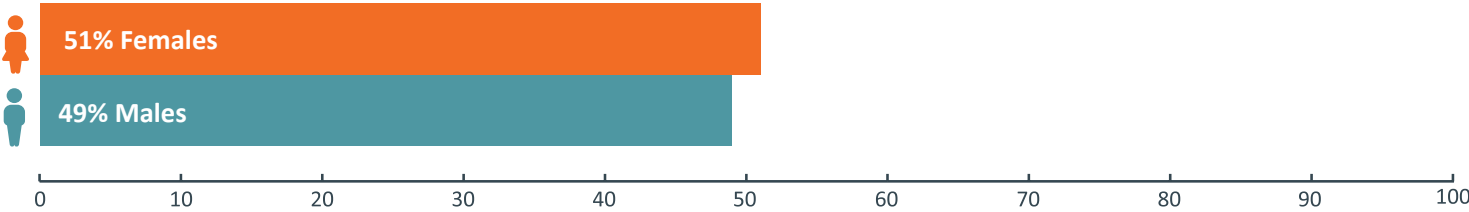


Population Race Demographics

- White, 96.3%
- Black or African American, 0.6%
- American Indian or Alaska Native, 0.3%
- Asian, 0.9%
- Native Hawaiian or Other Pacific Islander, 0.1%
- Other Race, 0.3%
- Two or More Races, 1.5%



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2018, the most recent census year, there were about 100,618 people in the labor force, individuals that were either working or looking for work, in Livingston county. Slightly greater than half of the population of 188,482 individuals (51.1 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 11.2 percent, compared to 4.2 percent for all workers in the county.

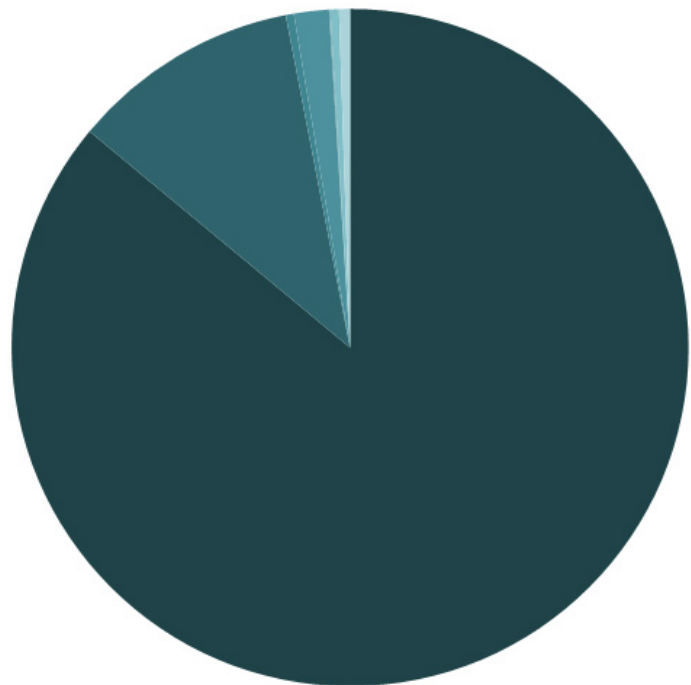
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	100,618	96,375	4,243	4.2%
Sex				
Male 16+	54,408	52,266	2,142	3.9%
16-19	2,602	2,311	291	11.2%
20-24	4,808	4,388	420	8.7%
25-54	33,372	32,338	1,034	3.1%
55-64	10,572	10,247	325	3.1%
65 Plus	3,054	2,982	72	2.4%
Female 16+	46,210	44,109	2,101	4.5%
16-19	2,668	2,332	336	13%
20-24	4,164	3,838	326	8%
25-54	28,267	27,108	1,159	4%
55-64	8,951	8,721	230	3%
65 Plus	2,160	2,110	50	2%
Race				
White	44,272	42,178	2,081	4.7%
Black / African American	714	659	56	7.8%
Native American	158	155	3	1.9%
Asian	183	173	10	5.5%
Native Hawaiian / Pacific Islander	0	0	0	0.0%
Some Other Race	541	417	124	22.9%
Two or More Races	912	806	107	11.7%
Ethnicity				
Hispanic	3,430	3,193	237	6.9%



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. During 2019, there were a total of 62,354 individuals working in Livingston county. A slight majority (51 percent or 31,786 workers) were male, while 46 percent (30,569 workers) of the workforce was female. Most of those working in the county were white, accounting for 82.6 percent of the workforce, while African American or black workers accounted for 10.5 percent of the workforce. 18.3 percent of workers were under the age of 25 compared to 20.7 percent over the age of 55, indicating that while Livingston county faces the same aging workforce as the region as a whole, it is not as pronounced.

Workforce Race and Ethnicity Demographics



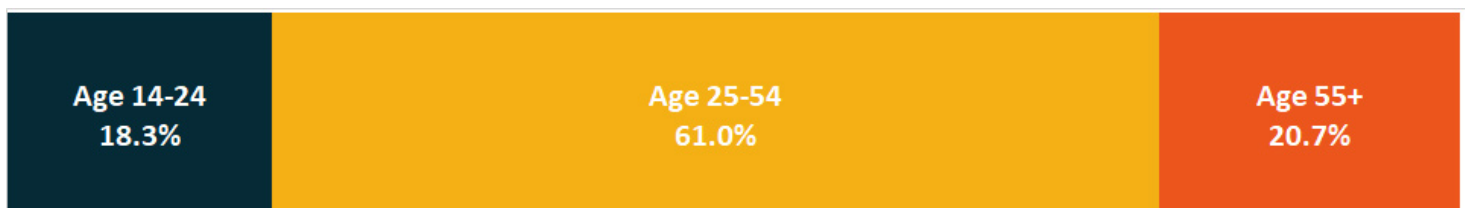
Workforce Gender Demographics



51% Males
49% Females



Workforce Age Demographics

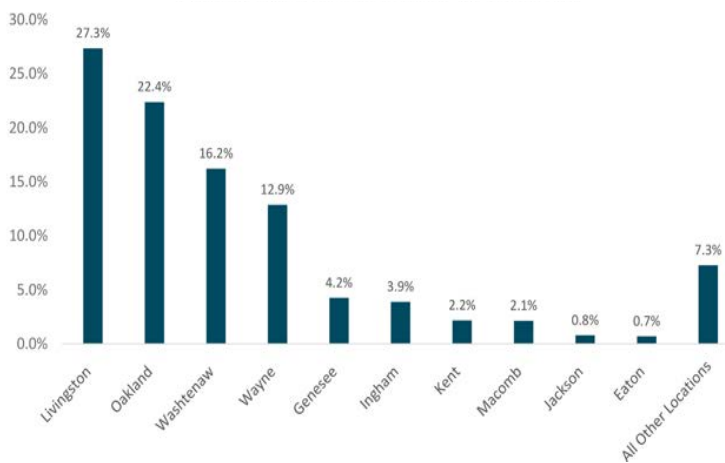




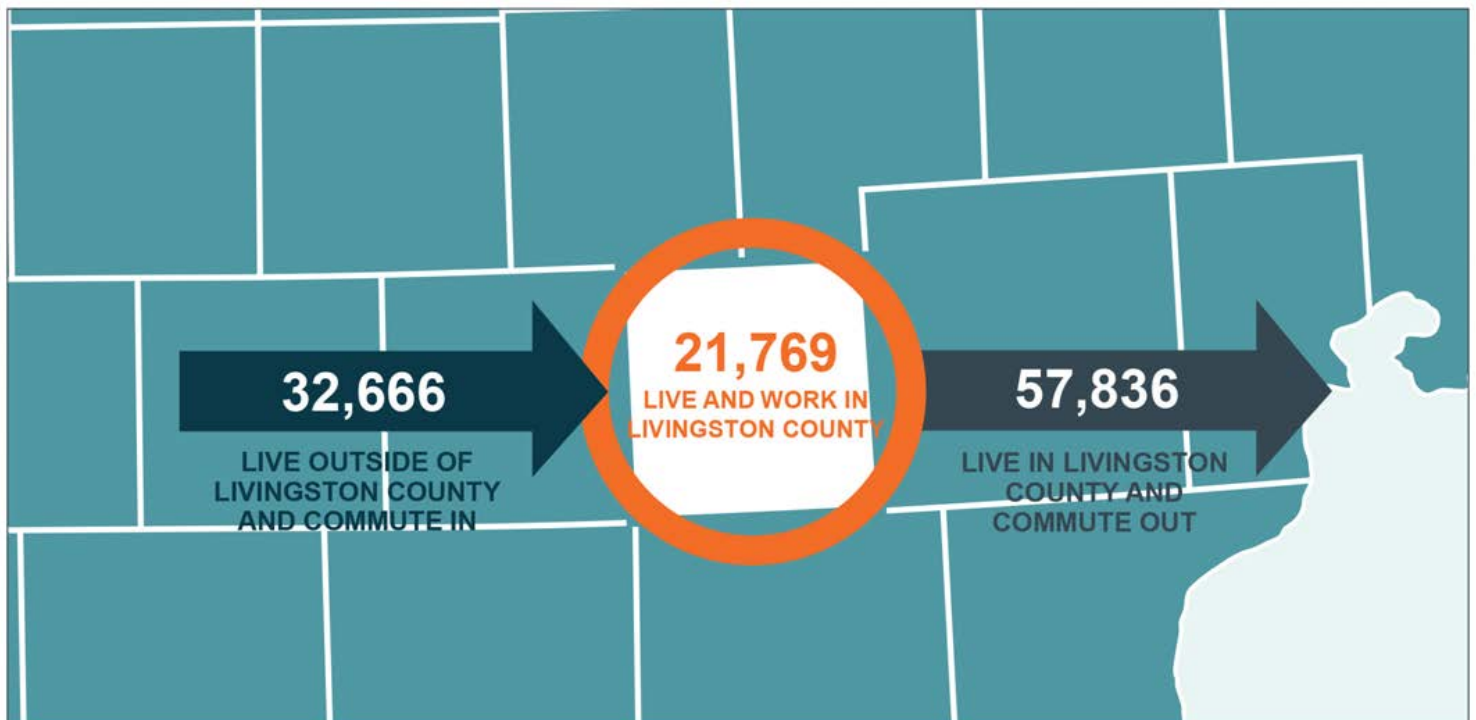
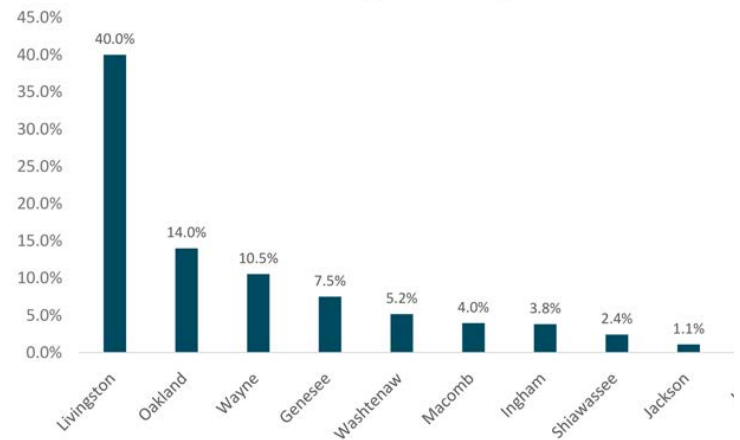
Regional Commuting Patterns

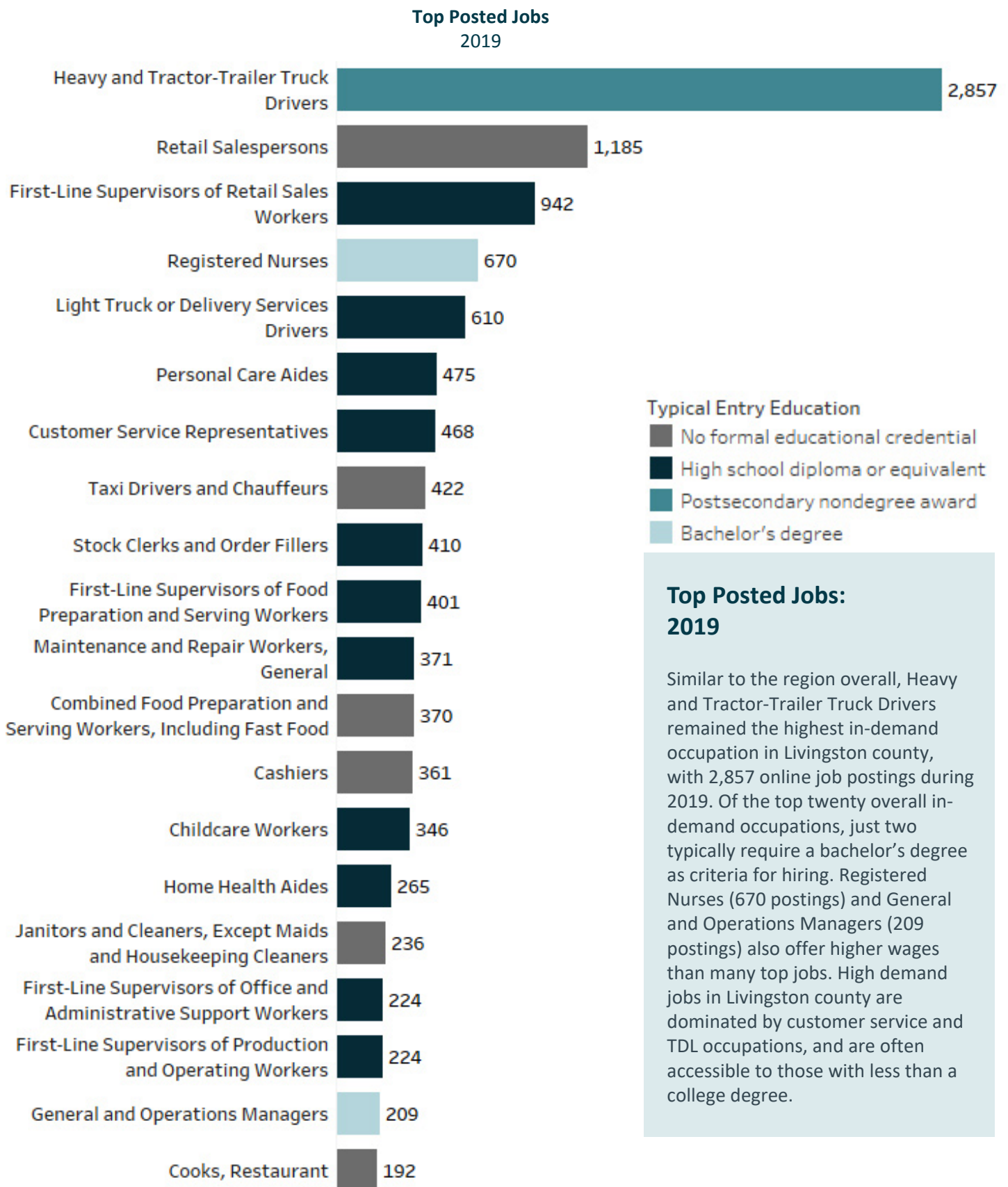
According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the county's workforce consisted of 79,605 residents. 21,769 (27.3 percent) of the residents lived and worked within the county, while the remaining 57,836 residents (72.7 percent) traveled outside of the county for work. There were 54,435 workers employed in the region during 2015. Of those, 32,666 workers (60.0 percent) lived outside of the region's borders and commuted in. From this information, we can see that Livingston county is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Livingston County Residents Work



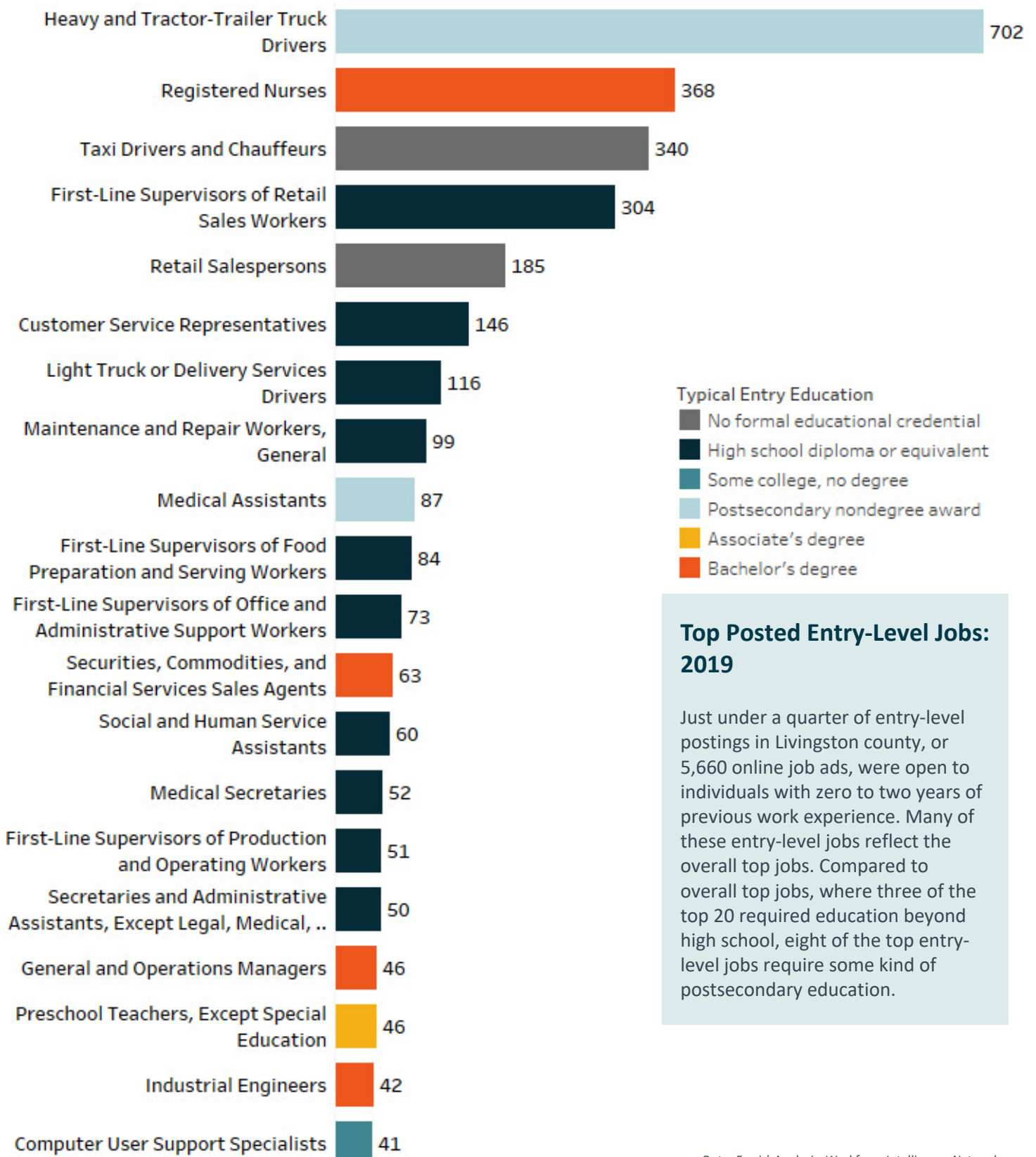
Where Livingston County Workers Live





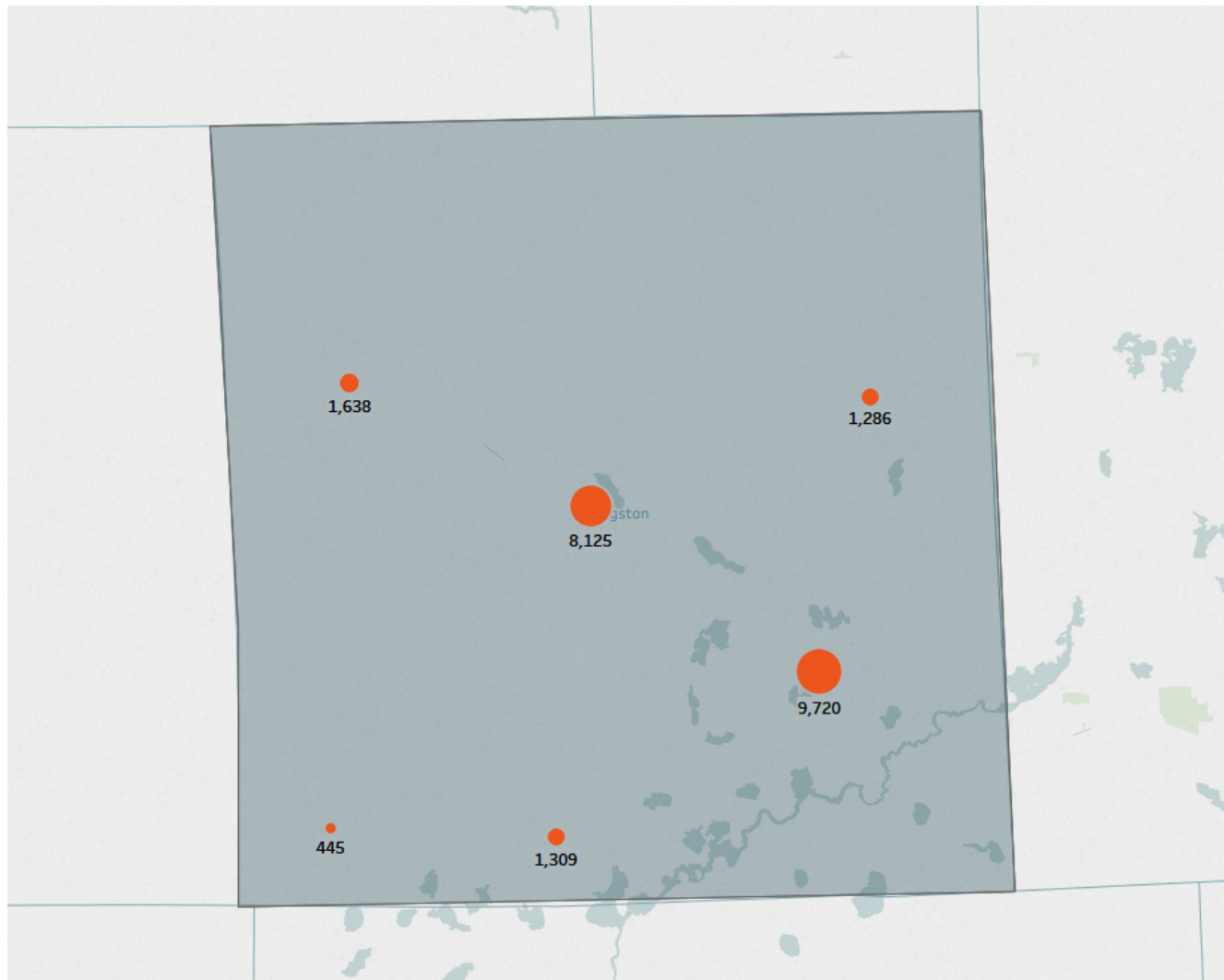


Top Posted Entry-Level Jobs 2019





Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Critical Care Registered Nurse (CCRN)
- Automotive Service Excellence (ASE) Certification
- Nurse Practitioner
- Transportation Worker Identification Credential (TWIC) Card
- Patient Care Technician
- ServSafe Certification
- Licensed Professional Counselor (LPC)

Top In-Demand Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Customer Experience
- Caregiving
- Cash Register
- Nursing
- Auditing
- Cardiopulmonary Resuscitation (CPR)
- Food Services

Top Posting Employers*


- Trinity Health Corporation
- Express Employment Professionals
- Uber Technologies, Inc.
- CRST International, Inc.
- Care.com, Inc.
- McDonald's Corporation
- HealthCare Employment Network
- The Home Depot
- Meijer, Inc.
- C.R. England, Inc.

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



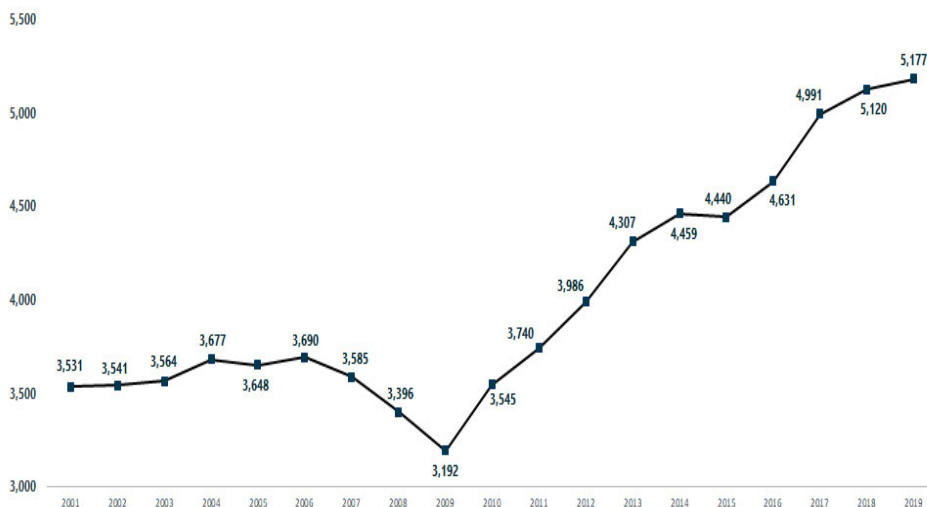
Introduction

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.

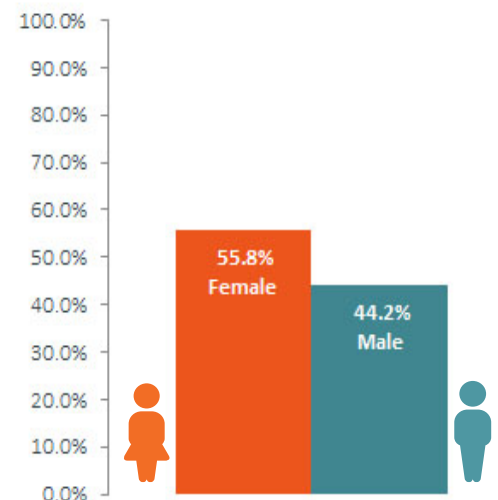


5,177
Business and Finance Workers
1.1% Increase from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Business and Finance Worker Demographics

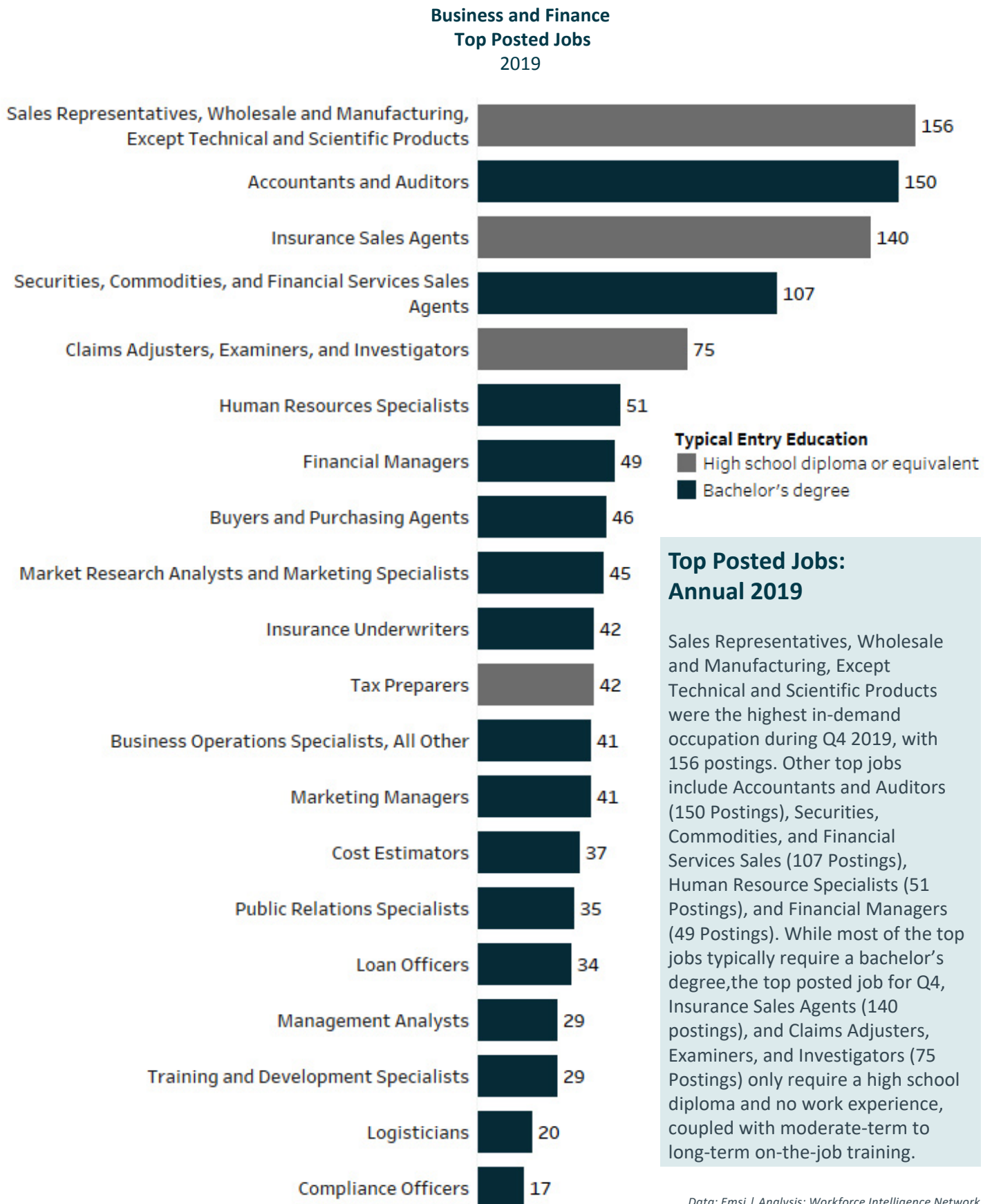
According to the most recent Emsi data set available (2019), the business and finance occupation group has increased by 57 workers since 2018, resulting in 5,177 workers in 2019. Half or 55.8 percent of the working population identify as female, while 88.7 percent of workers identified as white, indicating very little diversity regarding race. Only 5.4 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 67.0 percent of the workforce.

Race and Ethnicity Demographics

88.7% White | **6.3% Black or African American** | **2.1% 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, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products, offers median hourly wages of \$32.29, translating to annual earnings of approximately \$64,580. Additional experience may lead to a role as a Marketing or Financial Manager, opening the door to median wages around \$54.26 hourly, or about \$108,520 annually. Entry level occupations also see high median wages of \$28.75, earning about \$57,500 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
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.87	\$21.11	\$32.29	\$47.39	\$61.78
13-2011	Accountants and Auditors	\$19.00	\$23.32	\$30.17	\$40.48	\$56.61
41-3021	Insurance Sales Agents	\$12.10	\$16.63	\$22.74	\$36.98	\$58.57
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$12.07	\$14.78	\$21.37	\$36.26	\$80.92
13-1031	Claims Adjusters, Examiners, and Investigators	\$18.94	\$23.62	\$28.75	\$34.83	\$41.96
13-1071	Human Resources Specialists	\$15.56	\$19.83	\$26.33	\$34.83	\$45.53
11-3031	Financial Managers	\$32.85	\$40.86	\$54.26	\$70.11	\$105.18
13-1028	Buyers and Purchasing Agents	\$17.80	\$22.99	\$30.80	\$40.53	\$51.54
13-1161	Market Research Analysts and Marketing Specialists	\$14.49	\$21.06	\$29.16	\$41.29	\$53.29
13-2053	Insurance Underwriters	\$19.66	\$24.62	\$30.83	\$39.85	\$46.66

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Customer Experience
- Mortgage Loans

In-Demand Foundational Skills

- Sales
- Customer Service
- Communications
- Management
- Microsoft Excel

In-Demand Education Level*

- High School Diploma: 22.2%
- Associate Degree: 7.0%
- Bachelor's Degree: 34.8%
- Master's Degree: 4.0%

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

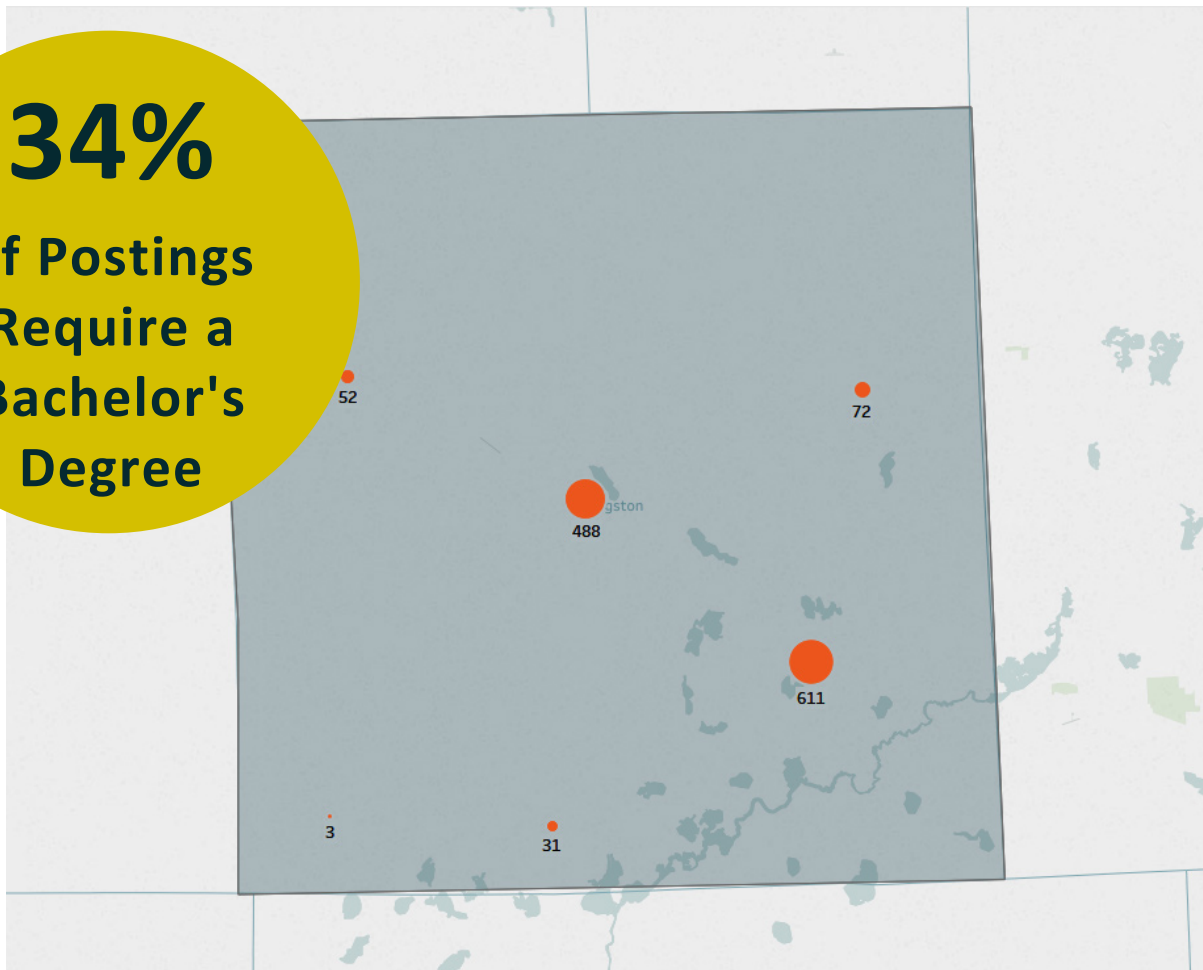
In-Demand Certifications

- Series 7 General Securities Representative License (Stockbroker)
- Certified Public Accountant
- Series 6 Investment Company and Variable Contracts License (Mutual Funds/Variable Annuities)
- Series 63 Uniform Securities Agent State Law License
- Certified Financial Planner



Employer Demand by City

34%
of Postings
Require a
Bachelor's
Degree



Top Posting Employers*

- H&R Block, Inc.
- The Hanover Insurance Group Inc
- Packaging Corporation of America
- Lake Trust Credit Union
- Sig Holding Inc
- National Agents Alliance
- Work Inc
- PNC
- Robert Half International Inc.
- JPMorgan Chase & Co.

Job Postings by City

1. Brighton: 611 Postings
2. Howell: 488 Postings
3. Hartland: 72 Postings
4. Fowlerville: 52 Postings
5. Pinckney: 31 Postings
6. Hamburg: 6 Postings
7. Lakeland: 4 Postings
8. Gregory: 3 Postings
9. Cohoctah: 2 Postings

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



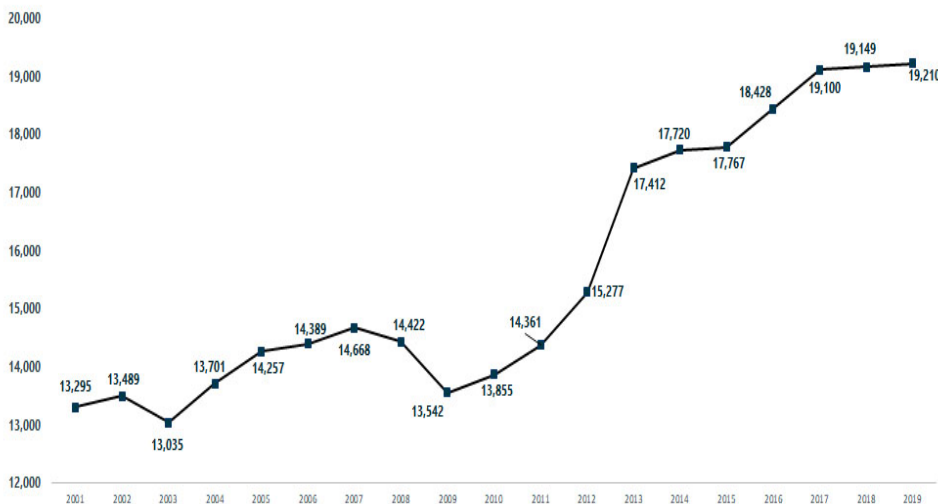
Introduction

The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. 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.

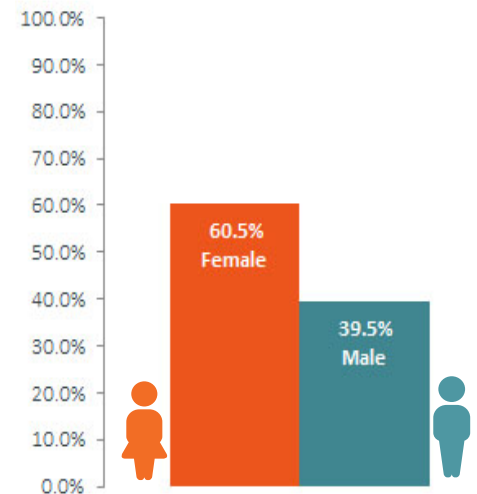


19,210
Customer Service Workers
0.3% Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



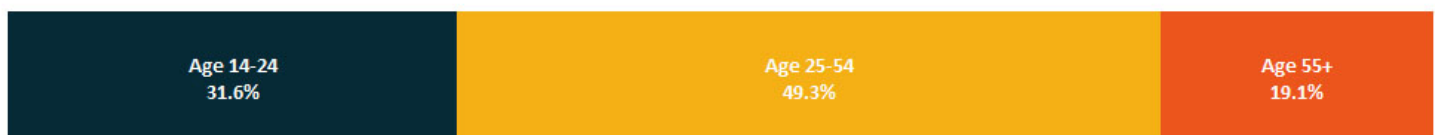
Customer Service Worker Demographics

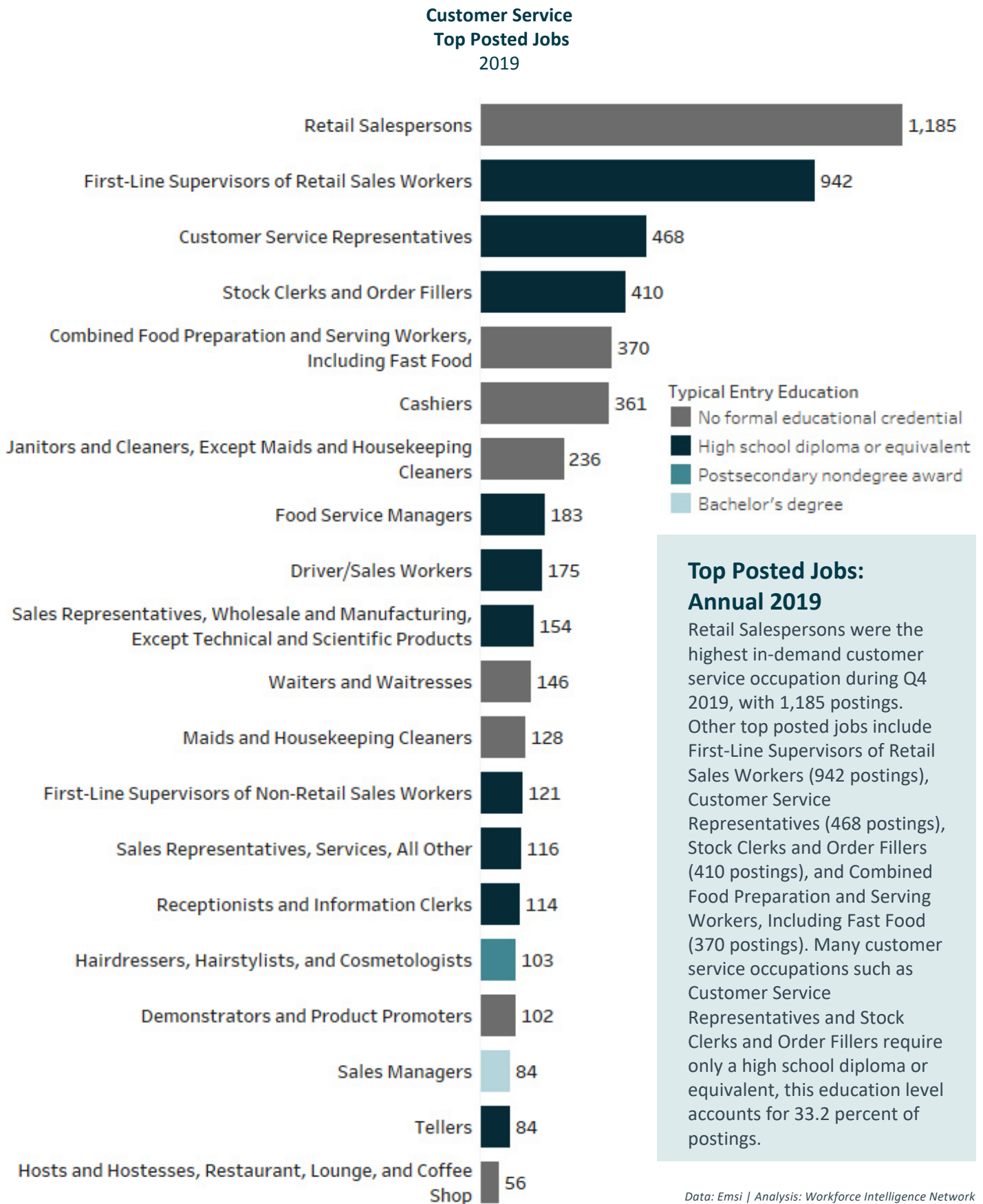
According to the most recent Emsi data set available (2019), the customer service occupation group has grown since 2018 by 61 workers, for a total of 19,210 workers in 2019. During 2019, 60.5 percent of workers identified as female, while just under 40 percent identified as male. In the region, 82.9 percent of workers in the customer service occupation group identified as white, while 9.7 percent and 3.7 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most customer service workers, with 49.3 percent.

Race and Ethnicity Demographics

82.9% White | 9.7% Black or African American | 3.7% Hispanic or Latino

Worker Age Demographics







Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, three of the top ten posted occupations report median wages over \$15.00 per hour, many of which are management roles requiring only a high school education or equivalent and zero to less than five years of experience. Entry-level occupations such as Customer Service Representatives offer a median wage of \$14.72, or a salary of \$29,440, coupled with short-term on-the-job training.

Wage Overview for Top Posted Customer Service Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$9.25	\$9.59	\$11.05	\$13.80	\$19.31
41-1011	First-Line Supervisors of Retail Sales Workers	\$10.65	\$13.18	\$17.78	\$25.10	\$36.63
43-4051	Customer Service Representatives	\$9.33	\$11.54	\$14.72	\$19.08	\$25.81
43-5081	Stock Clerks and Order Fillers	\$9.56	\$10.38	\$11.98	\$15.50	\$19.46
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$9.62	\$9.73	\$10.02	\$11.21	\$12.54
41-2011	Cashiers	\$9.35	\$9.53	\$10.49	\$11.91	\$15.10
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.25	\$9.72	\$11.20	\$14.21	\$18.26
11-9051	Food Service Managers	\$10.09	\$16.90	\$25.82	\$34.45	\$43.87
53-3031	Driver/Sales Workers	\$9.55	\$9.75	\$10.93	\$17.99	\$24.83
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$14.87	\$21.11	\$32.29	\$47.39	\$61.78

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Customer Experience
- Cash Register

In-Demand Foundational Skills

- Sales
- Customer Service
- Management
- Operations
- Communications

In-Demand Education Level*

- High School Diploma: 33.2%
- Associate Degree: 4.4%
- Bachelor's Degree: 7.8%
- Master's Degree: 0.2%

*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

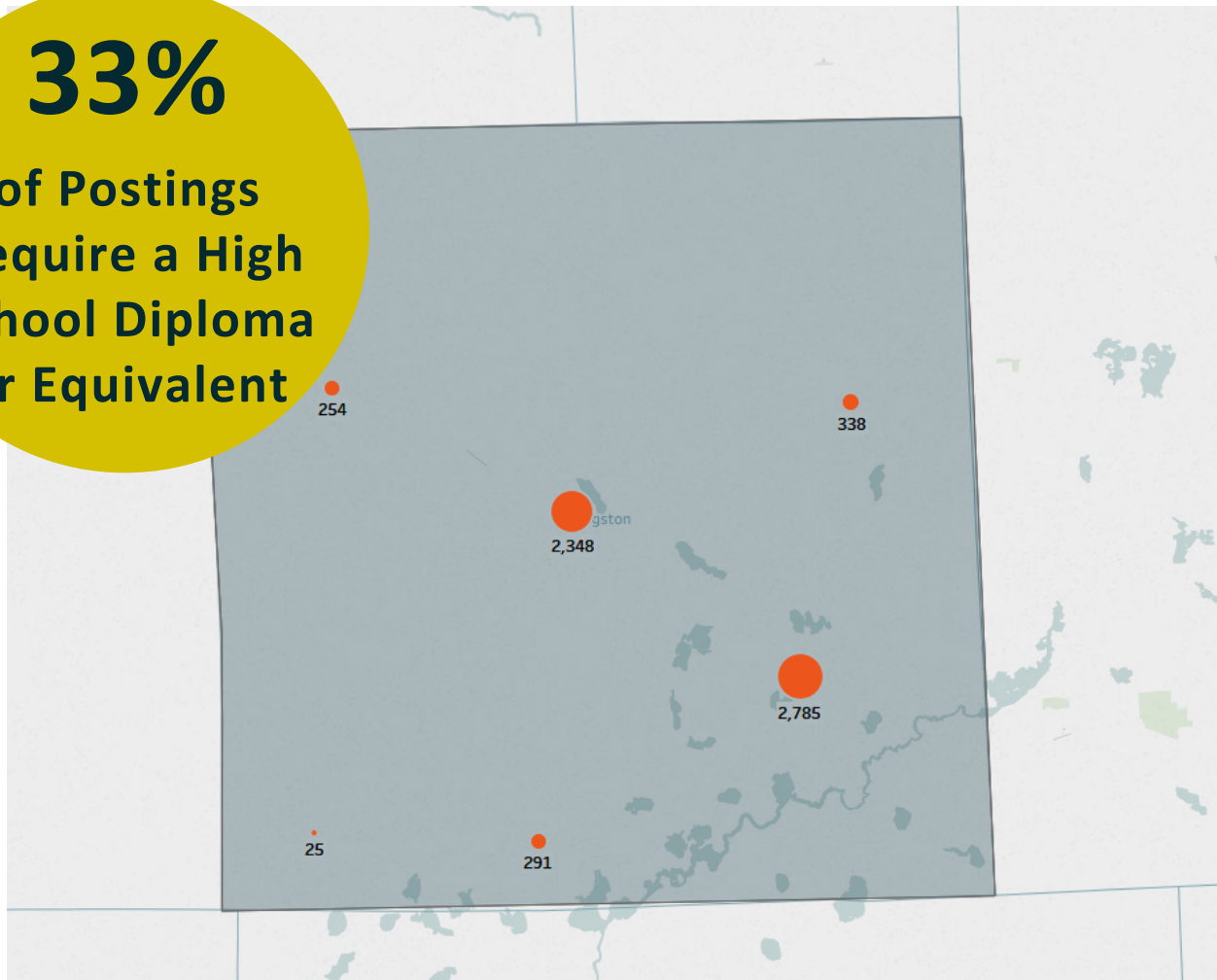
- Automotive Service Excellence (ASE) Certification
- Cosmetology License
- Food Handler's Card
- Food Safety Certification
- Alcohol Certification



Employer Demand by City

33%

**of Postings
Require a High
School Diploma
or Equivalent**



Top Posting Employers*

- The Home Depot
- Meijer, Inc.
- The Kroger Co
- Target Corporation
- McDonald's Corporation
- Shipt LLC
- Trinity Health Corporation
- Lowe's Companies, Inc.
- Dollar General Corporation
- J.C. Penney Corporation, Inc.

Job Postings by City

1. Brighton: 2,785 Postings
2. Howell: 2,348 Postings
3. Hartland: 338 Postings
4. Pinckney: 291 Postings
5. Fowlerville: 254 Postings
6. Hamburg: 38 Postings
7. Gregory: 25 Postings
8. Lakeland: 17 Postings
9. Cohoctah: 7 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 across southeast Michigan, and this is projected to continue increasing.

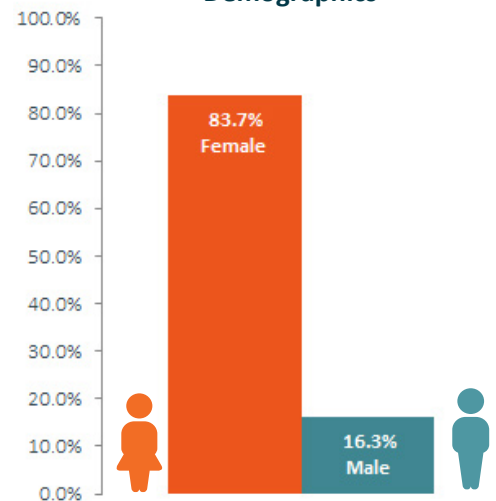


5,447
Health Care Workers
0.1% Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



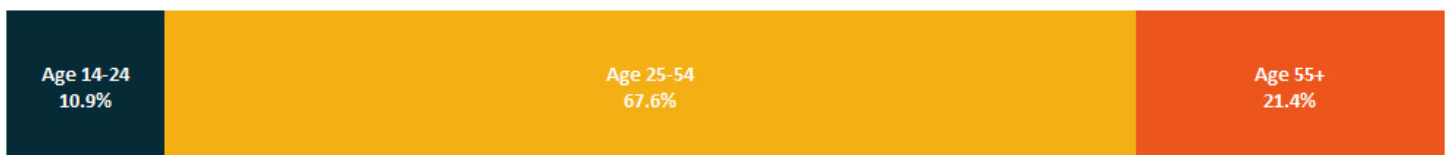
Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs around 5,400 workers in Livingston County, who are overwhelmingly female (83.7 percent) and between the ages of 25 and 54 (67.6 percent), although 21.4 percent of workers are over 55. For registered nurses in particular, 28.7 percent of workers are over 55, so recruiting young workers for this high demand occupation is even more important.

Race and Ethnicity Demographics

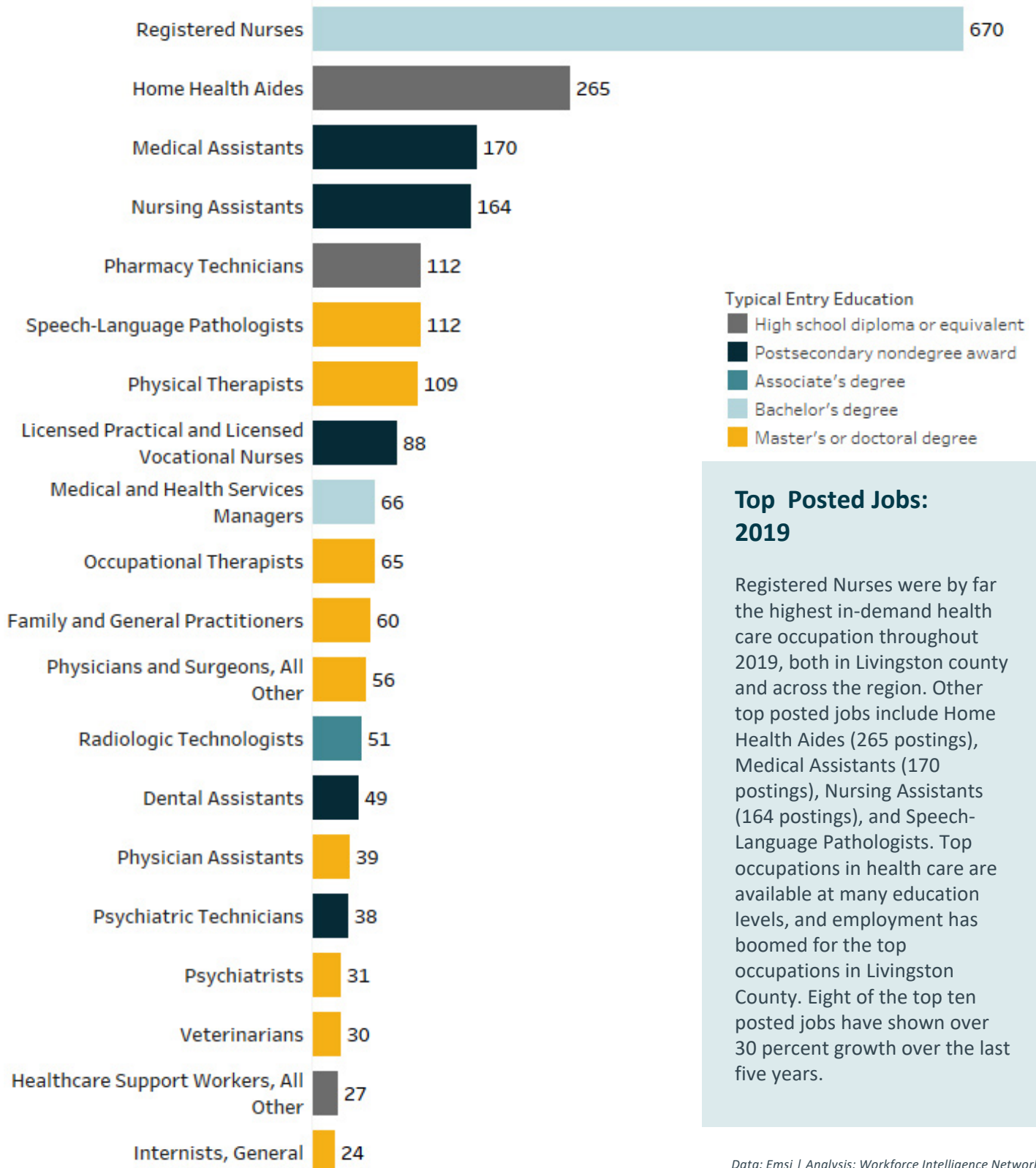
80.0% White | **13.1% Black or African American** | **2.5% Hispanic or Latino**

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 state's median wage of \$18.08 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$32.04 per hour or annual salary of about \$66,700 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	\$23.74	\$27.86	\$32.04	\$36.09	\$42.41
31-1011	Home Health Aides	\$9.25	\$9.60	\$10.90	\$12.72	\$14.45
31-9092	Medical Assistants	\$11.23	\$12.26	\$13.87	\$16.30	\$18.24
31-1014	Nursing Assistants	\$10.81	\$12.24	\$13.68	\$15.61	\$17.56
29-1127	Speech-Language Pathologists	\$27.12	\$32.14	\$37.58	\$46.54	\$66.78
29-2052	Pharmacy Technicians	\$11.34	\$13.60	\$16.97	\$20.54	\$25.33
29-1123	Physical Therapists	\$32.58	\$38.57	\$45.65	\$51.57	\$69.16
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.64	\$21.10	\$24.20	\$27.13	\$29.04
11-9111	Medical and Health Services Managers	\$25.58	\$32.54	\$43.05	\$58.67	\$92.96
29-1122	Occupational Therapists	\$27.41	\$32.71	\$38.87	\$47.16	\$59.35

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Operations
- Leadership

In-Demand Education Level*

- High School Diploma: 21.1%
- Associate Degree: 11.7%
- Bachelor's Degree: 14.2%
- Master's Degree: 4.2%

*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

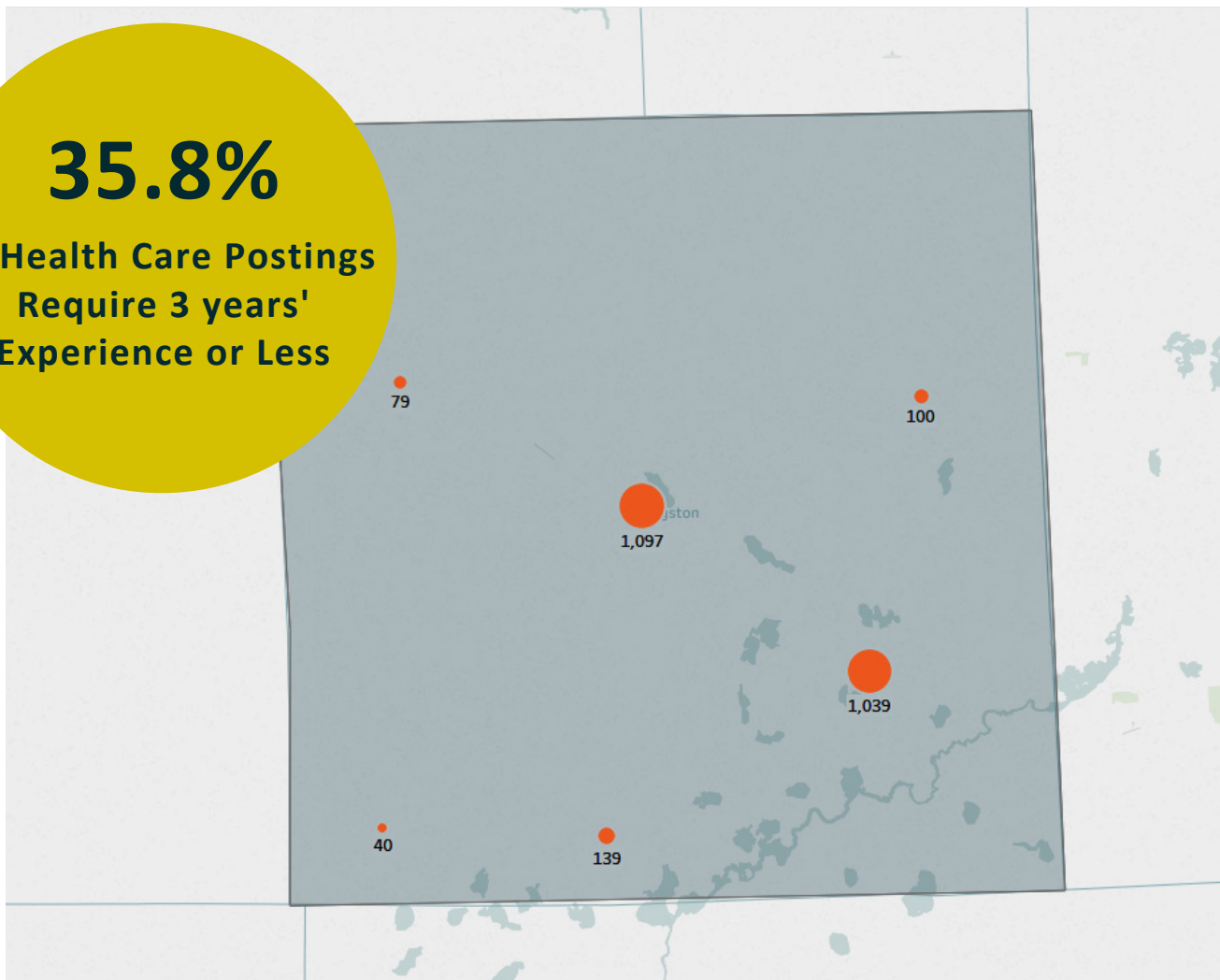
- Certified Nursing Assistant
- Licensed Practical Nurse
- Critical Care Registered Nurse (CCRN)
- Nurse Practitioner
- Patient Care Technician



Employer Demand by City

35.8%

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



Top Posting Employers*

- Trinity Health Corporation
- HealthCare Employment Network
- University of Michigan
- Trilogy Health Services, LLC
- Hce LLC
- Iha Health Services Corporation
- Prestige Health Care Services, Inc.
- Comfort Keepers
- Ascension Health
- Soliant Health, Inc

Job Postings by City

1. Howell: 1,097 Postings
2. Brighton: 1,039 Postings
3. Pinckney: 139 Postings
4. Hartland: 100 Postings
5. Hamburg: 96 Postings
6. Fowlerville: 79 Postings
7. Gregory: 40 Postings
8. Lakeland: 17 Postings
9. Cohoctah: 7 Postings

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



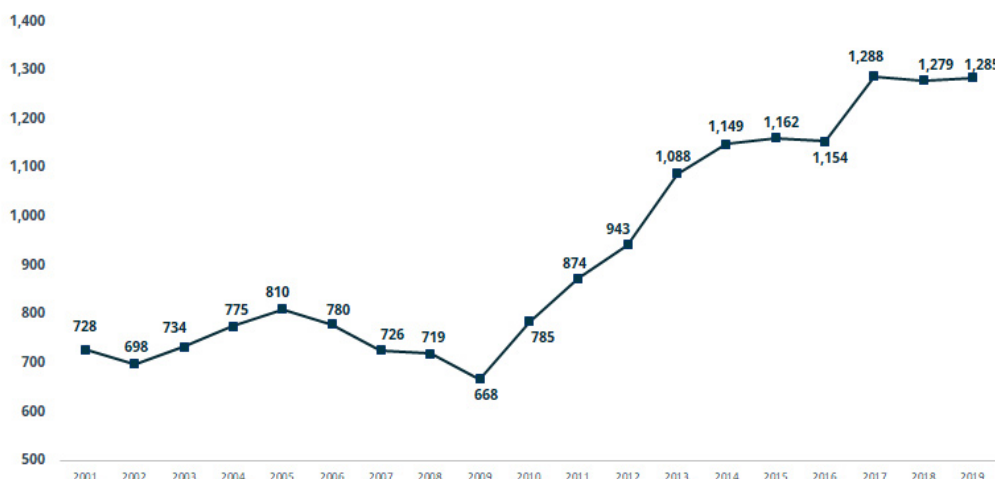
Introduction

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.

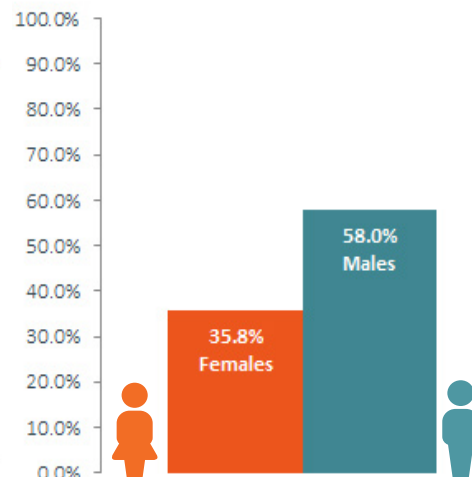


1,285
IT Workers
0.5% Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



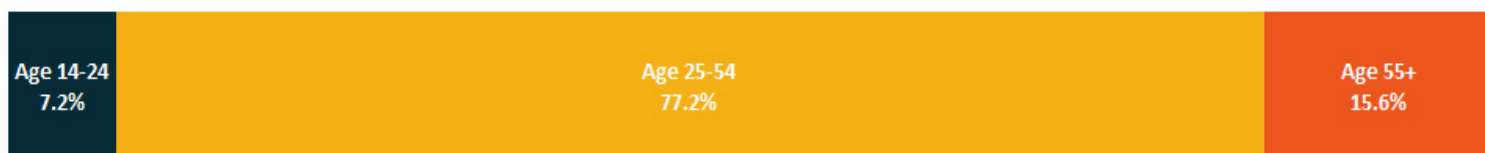
IT Worker Demographics

According to the most recent Emsi data set available (2019), the IT occupation group in Livingston county, which has about 1,300 workers, continues to struggle with diversity. Most workers are white males between the ages of 25 and 54, though the county does report a higher proportion of female IT workers than the region overall. Currently, 64.2 percent of the workers in IT in Livingston county identify as male, and 84.0 percent identify as white. More than three quarters are between the ages of 25 and 54.

Race and Ethnicity Demographics

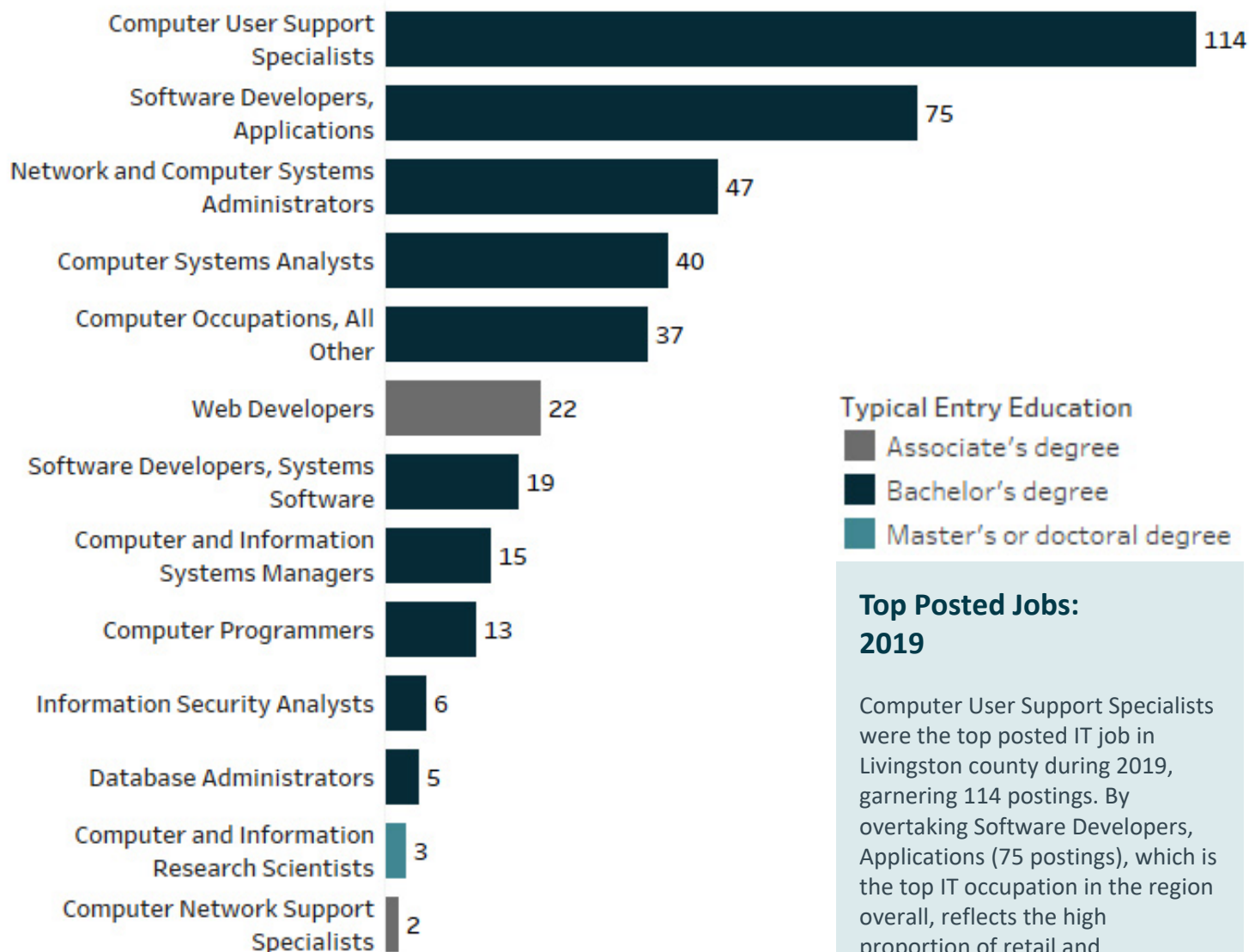
84.0% White | **7.0% Black or African American** | **5.4% Asian**

Worker Age Demographics





IT Top Posted Jobs 2019



Typical Entry Education

- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

Top Posted Jobs: 2019

Computer User Support Specialists were the top posted IT job in Livingston county during 2019, garnering 114 postings. By overtaking Software Developers, Applications (75 postings), which is the top IT occupation in the region overall, reflects the high proportion of retail and manufacturing firms in the county and their unique IT needs. While most of the top IT jobs typically require a bachelor's degree, top occupation Computer User Support Specialists typically require only an associate degree. Network and Computer Systems Administrators, Computer Systems Analysts, and Computer Occupations, All Other were also in demand in the county.



IT Wage Overview

Lucrative opportunities are available to job seekers willing to meet the minimum education requirements in IT occupations. Computer User Support Specialists, the top posted IT job in 2019, offers a median hourly wage of \$20.55 per hour or roughly \$42,700 per year according to the Bureau of Labor Statistics (BLS). This occupation requires shorter-term training than many of the other occupations, which typically pay over \$30 per hour.

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
15-1151	Computer User Support Specialists	\$11.28	\$15.38	\$20.55	\$26.69	\$34.25
15-1132	Software Developers, Applications	\$23.68	\$31.27	\$39.27	\$48.82	\$56.28
15-1142	Network and Computer Systems Administrators	\$20.95	\$28.42	\$34.92	\$43.90	\$52.72
15-1121	Computer Systems Analysts	\$21.22	\$28.49	\$35.30	\$44.28	\$54.40
15-1199	Computer Occupations, All Other	\$16.26	\$24.80	\$33.87	\$43.90	\$53.69
15-1134	Web Developers	\$16.02	\$23.90	\$30.86	\$39.23	\$44.97
15-1133	Software Developers, Systems Software	\$18.90	\$30.44	\$39.36	\$47.73	\$56.30
11-3021	Computer and Information Systems Managers	\$33.53	\$46.04	\$56.85	\$69.62	\$86.98
15-1131	Computer Programmers	\$19.26	\$27.57	\$33.39	\$40.28	\$46.35
15-1122	Information Security Analysts	\$24.88	\$31.25	\$39.81	\$50.83	\$58.50

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- SQL
- JavaScript
- Software Development
- C#
- Operating Systems

In-Demand Foundational Skills

- Management
- Troubleshooting (Problem Solving)
- Communications
- Problem Solving
- Customer Service

In-Demand Education Level*

- High School Diploma: 13.1%
- Associate Degree: 5.8%
- Bachelor's Degree: 39.7%
- Master's Degree: 5.3%

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

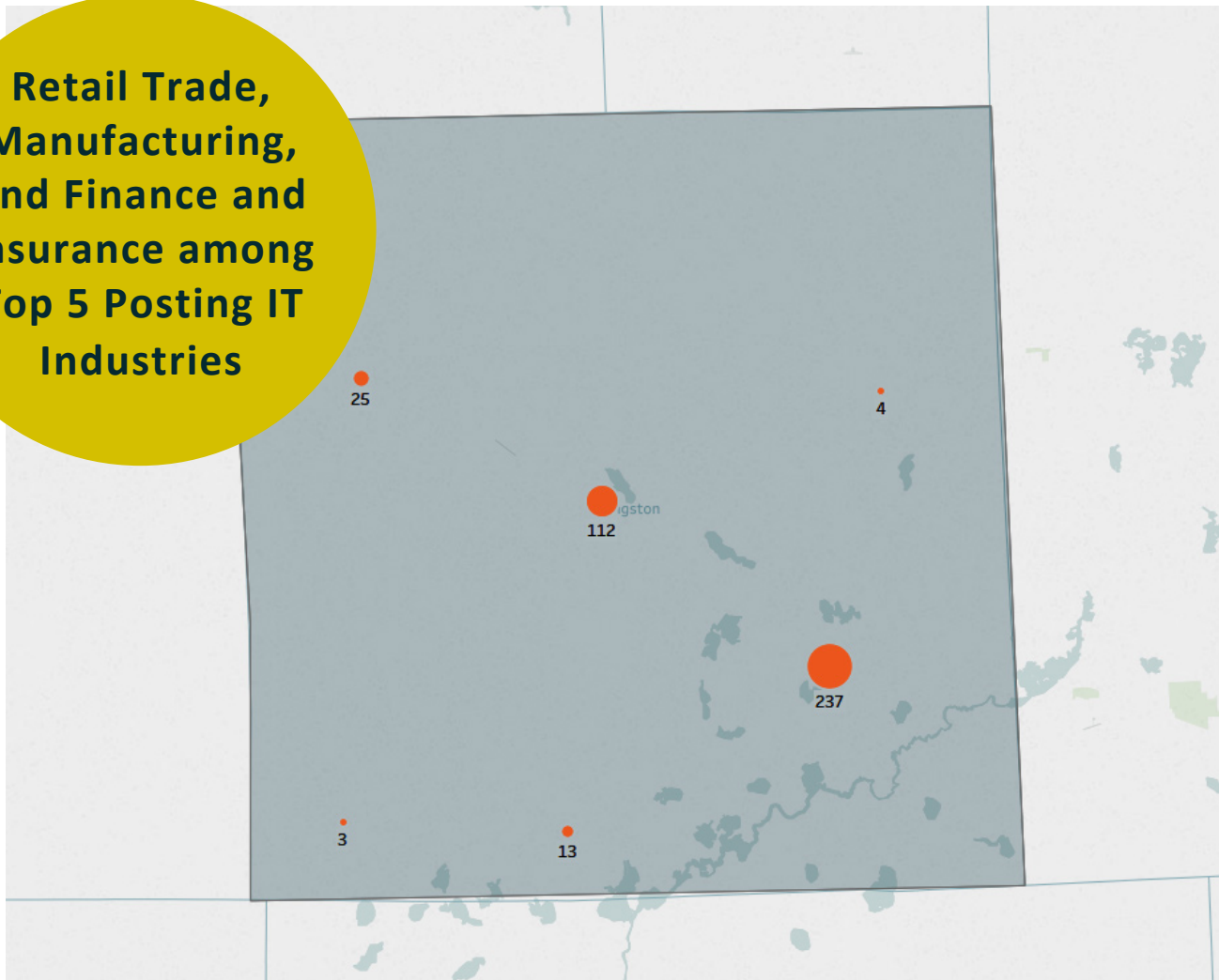
In-Demand Certifications

- Associate Certified Electronics Technician
- Certified Information Systems Security Professional
- Microsoft Certified Systems Administrator (MCSA)
- Project Management Professional Certification
- Certified Information System Auditor (CISA)



Employer Demand by City

**Retail Trade,
Manufacturing,
and Finance and
Insurance among
Top 5 Posting IT
Industries**



Top Posting Employers*

- Locy Solutions Inc
- Army National Guard
- Lake Trust Credit Union
- Sig Holding Inc
- Collage
- Express Employment Professionals
- Super Pro
- Walkerhealthcareit, LLC
- ALTAIR ENGINEERING, INC.
- ServiceMaster Consumer Services Limited Partnership

Job Postings by City

1. Brighton: 237 postings
2. Howell: 112 postings
3. Fowlerville: 25 postings
4. Pinckney: 13 postings
5. Hamburg: 4 postings
6. Hartland: 4 postings
7. Gregory: 3 postings

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



Introduction

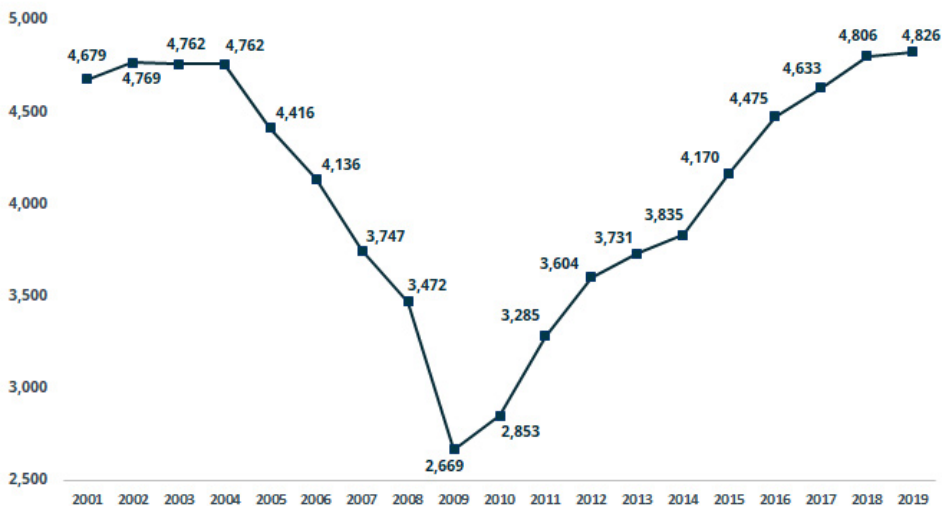
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

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

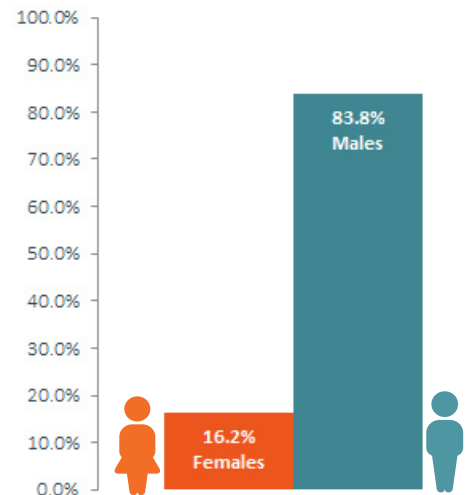


4,826
Skilled Trades Workers
0.4% Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



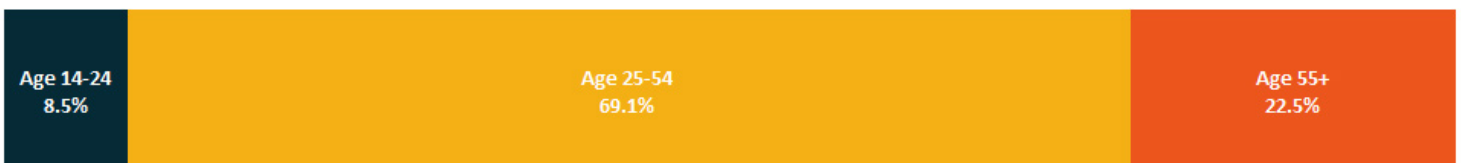
Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 4,800 workers in Livingston County. A majority of skilled trades workers are white males between the ages of 25 and 54, but 22.5% of workers are over the age of 55.

Race and Ethnicity Demographics

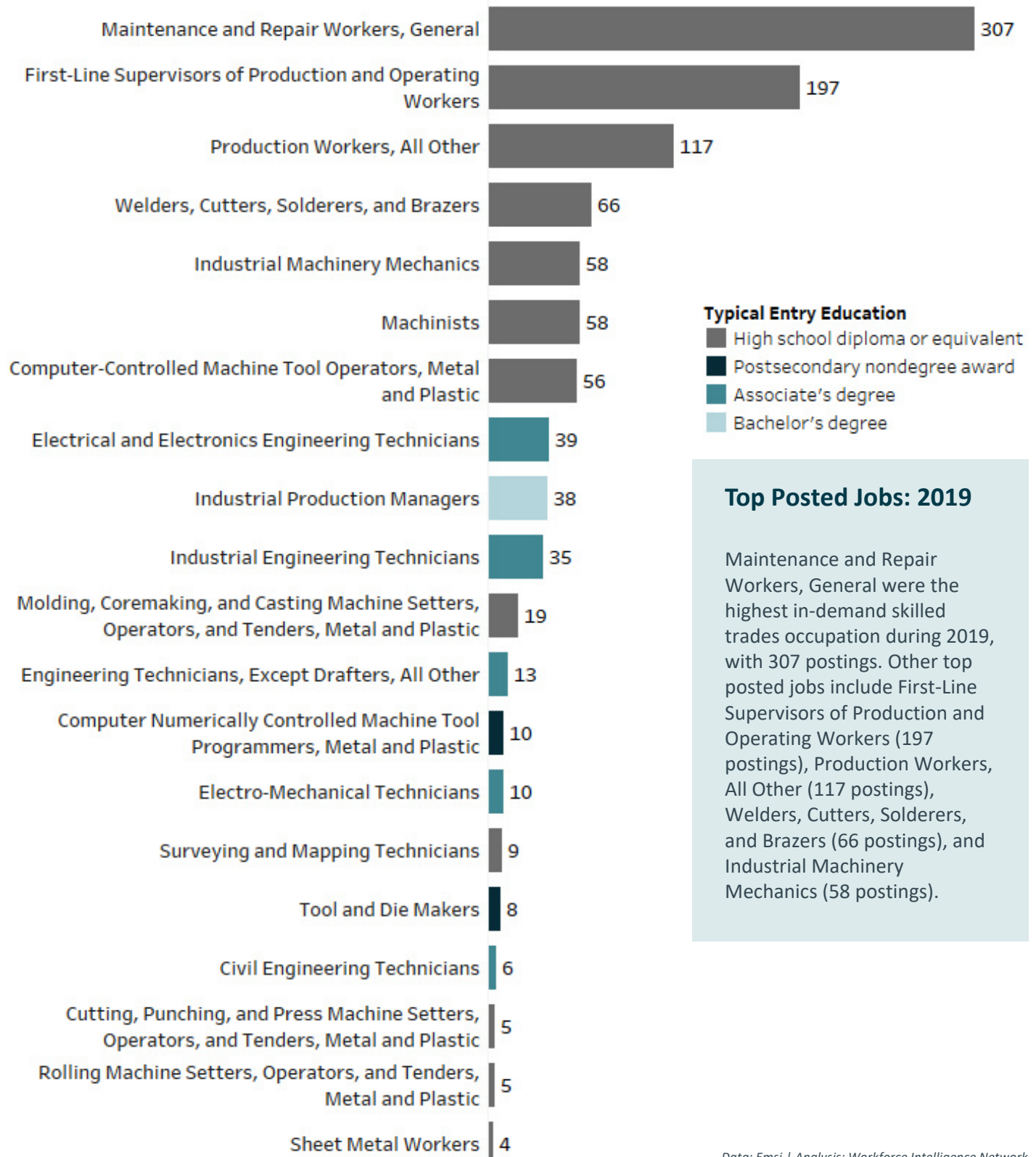
80.4% White | **13.3% Black or African American** | **3.5% Hispanic or Latino**

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2019





Skilled Trades Wage Overview

Four 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 \$12.11. This translates to an annual salary of about \$25,200.

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	\$15.52	\$9.95	\$12.11	\$20.63	\$25.87
51-1011	First-Line Supervisors of Production and Operating Workers	\$31.59	\$16.87	\$23.90	\$40.49	\$50.00
51-9199	Production Workers, All Other	\$14.61	\$9.40	\$10.42	\$20.39	\$31.43
51-4121	Welders, Cutters, Solderers, and Brazers	\$18.23	\$11.98	\$15.30	\$22.66	\$28.03
49-9041	Industrial Machinery Mechanics	\$24.50	\$13.75	\$19.18	\$30.45	\$36.23
51-4041	Machinists	\$19.48	\$10.75	\$14.91	\$25.30	\$29.37
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$18.63	\$10.95	\$14.05	\$22.92	\$28.43
17-3023	Electrical and Electronics Engineering Technicians	\$27.57	\$13.92	\$20.38	\$32.01	\$35.69
11-3051	Industrial Production Managers	\$53.90	\$31.43	\$42.94	\$67.24	\$83.26
17-3026	Industrial Engineering Technicians	\$26.20	\$15.33	\$20.71	\$33.12	\$38.63

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Machining
- Lathes
- Plumbing
- Auditing
- Tooling

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 41.3%
- Associate Degree: 10.0%
- Bachelor's Degree: 13.2%
- Master's Degree: 0.2%

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

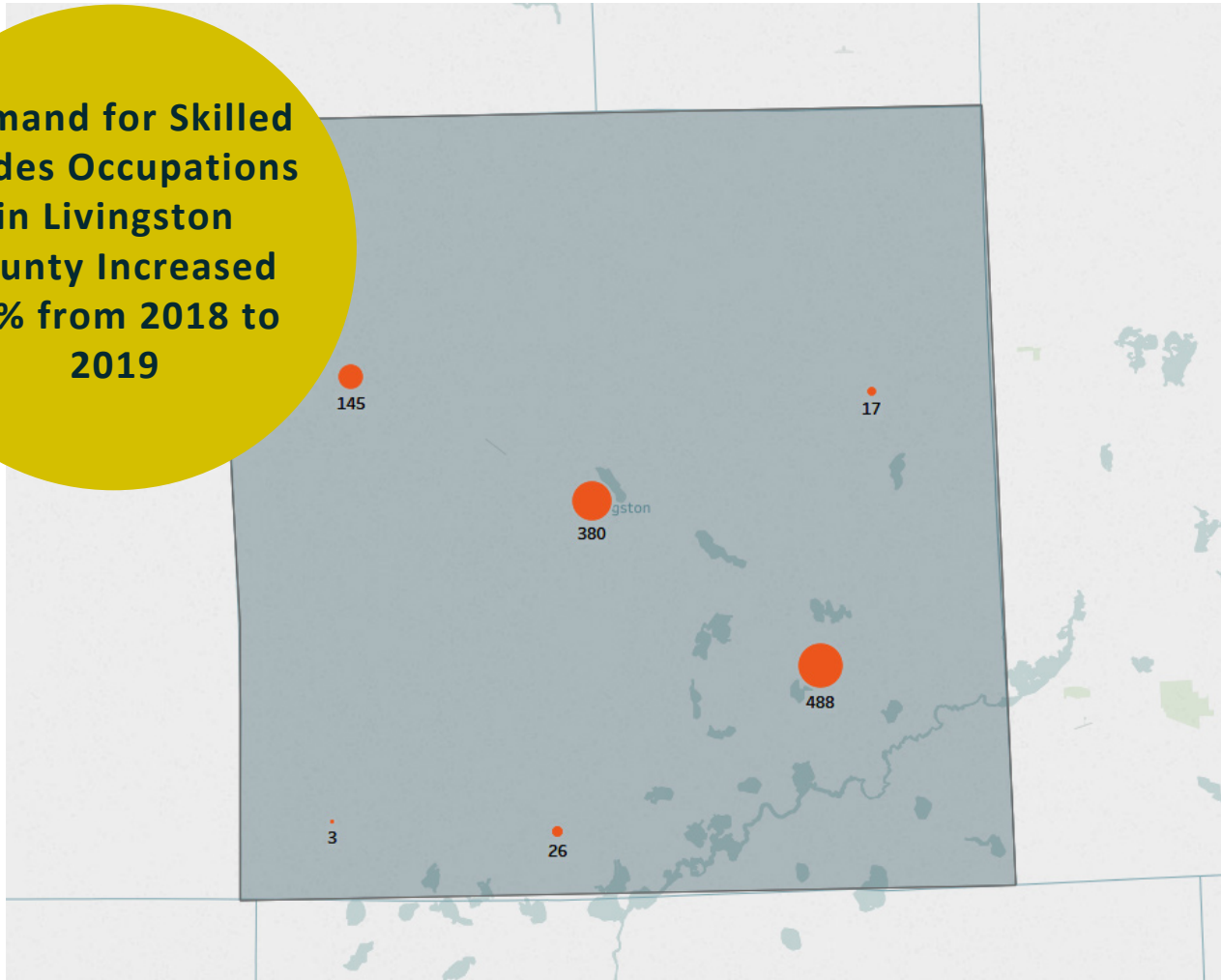
In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- Pesticide Applicator License
- ServSafe Certification
- Automotive Service Excellence (ASE) Certification



Employer Demand by City

Demand for Skilled Trades Occupations in Livingston County Increased 16% from 2018 to 2019



Top Posting Employers*

- Express Employment Professionals
- Kelly Services, Inc.
- Trillium Staffing
- Aerotek, Inc.
- Qualified Staffing Inc
- HomeAdvisor, Inc.
- Resource Mfg
- Flex-N-Gate Corporation
- Trescal, Inc.
- Chassix, Inc.

Job Postings by City

1. Brighton: 488 Postings
2. Howell: 380 Postings
3. Fowlerville: 145 Postings
4. Pinckney: 26 Postings
5. Hartland: 17 Postings
6. Hamburg: 12 Postings
7. Gregory: 3 Postings
8. Cohoctah: 2 Postings
9. Lakeland: 2 Postings

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

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