

2020
January – December

LIVINGSTON COUNTY

2020 Labor Market Report





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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 for Livingston county. The Business and Finance, Customer Service, Health Care, Information Technology (IT), 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.



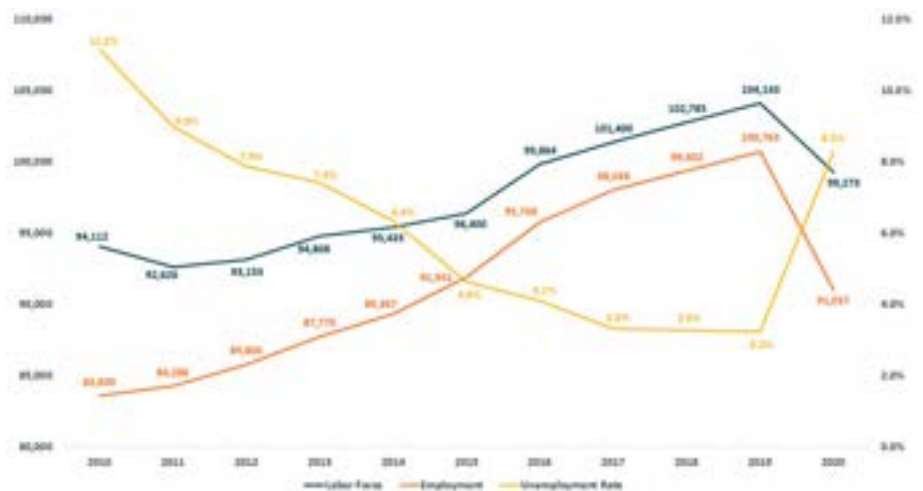
State of the Labor Market in Livingston County

The COVID-19 crisis has caused major shifts in the labor market this year. In 2020, the labor force fell by 4,870 individuals (4.7 percent) since 2019. Employment decreased by 9,725 workers (9.7 percent), while unemployment grew by more than double (4,856 workers) the 3,380 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 5.1 percentage points since 3.2 percent in 2019, for an annual unemployment rate of 8.3 percent. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The customer service occupation group was heavily demanded in Livingston county, while Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 1,841 postings in 2020.

Annual Labor Market Information

The labor force in Livingston county has decreased in 2020, falling by 4,870 individuals since 2019. Employment decreased by 9,725 workers (9.7 percent) since 2019, while unemployment increased by 4,856 workers for a total of 8,236 unemployed workers in 2020. The unemployment rate dramatically increased in 2020 to 8.3 percent, a rise of 5.1 percentage points since 2019, which had a rate of 3.2 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 21.6 percent in Livingston county.

Annual Labor Force, Employment, Unemployment Rate
2010–2020



Data: BLS | Analysis: Workforce Intelligence Network

Monthly Posting Analysis
Livingston County
2020



Data: Emsi | 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 8,202 unique postings in Livingston county, an increase of 376 postings from the 7,826 postings recorded in Q3. April had the lowest recorded postings in 2020 with 3,382 postings, a decrease of 1,224 postings (26.6 percent) since April 2019. The increase in the number of monthly online ads indicate employer demand for jobs has slowly began to increase into Q4 2020.



Employer demand decreased by 16.3 percent, a loss of 3,856 job postings since 2019. Customer Service is the top posting occupation group through 2020 with 5,611 postings.

During 2020, there were 19,820 job postings, 3,856 less than the 23,676 postings made during 2019 in Livingston county. August 2020 saw the highest demand with 4,487 postings since the shut down due to COVID-19, however, postings are still down 12.8 percent since August 2019. The top posted job titles in 2020 include CDL-A Truck Drivers, Delivery Drivers, Nannies, CDL Truck Drivers, and Retail Sales Associates. For more information about in-demand job postings, see page 9.

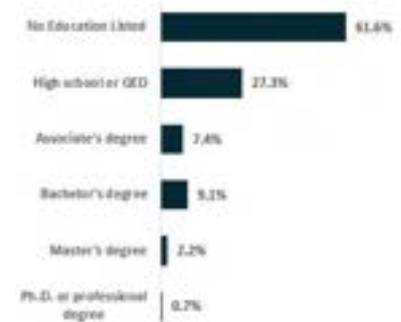
Postings by Occupation Group
2020



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

Of the 19,820 unique postings in Livingston county during 2020, 5,419 (27.3 percent) required a high school diploma or equivalent, while 3,274 postings (16.5 percent) required a college degree. An additional 558 postings (2.8 percent) required an advanced degree. The high demand for customer service roles within Livingston, drives this high demand for workers with various skillsets.

Education Levels In-Demand
2020



Employment in Livingston county totaled 96,881 in Q4 2020, a decrease of 4,541 workers (4.5 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 and employment, while unemployment, and the unemployment rate rose 0.6 percentage points. The COVID-19 shutdown, which started in Q2 2020, caused the employment in Livingston to drop from 100,362 workers in Q1 to 75,067 workers in Q2, a decrease of 25,295 workers or 25.2 percent. Unemployment rose by 13,319 workers, more than triple the 3,496 workers recorded in Q1. Similarly, the unemployment rate rose in Q2, up from 3.4 percent in Q1 to 18.3 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	104,324	103,859	91,882	98,480	102,872	4,392	4.5%	-1,452	-1.4%
Employment	101,422	100,362	75,067	91,839	96,881	5,042	5.5%	-4,541	-4.5%
Unemployment	2,902	3,496	16,815	6,641	5,991	-651	-9.8%	3,089	106.5%
Unemployment Rate	2.8%	3.4%	18.3%	6.7%	5.8%	-0.9%	na	3.0%	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 99,273 individuals, a decrease by 4,870 individuals since 2019. Employment is down to 91,037 workers in 2020, a decrease of 9,725 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 8,236 workers, an increase of 4,856 workers since the 3,383 workers recorded in 2019. Similarly, the unemployment rate rose by 5.1 percentage points, increasing from 3.2 percent, for a 2020 unemployment rate of 8.3 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	94,112	92,626	93,153	94,808	95,435	96,400	99,864	101,400	102,785	104,143	99,273	-4,870	-4.7%
Employment	83,600	84,286	85,806	87,770	89,367	91,931	95,768	98,038	99,402	100,763	91,037	-9,725	-9.7%
Unemployment	10,512	8,340	7,347	7,038	6,069	4,469	4,096	3,362	3,383	3,380	8,236	4,856	143.7%
Unemployment Rate	11.2%	9.0%	7.9%	7.4%	6.4%	4.6%	4.1%	3.3%	3.3%	3.2%	8.3%	5.1%	na

Data: Bureau of Labor Statistics

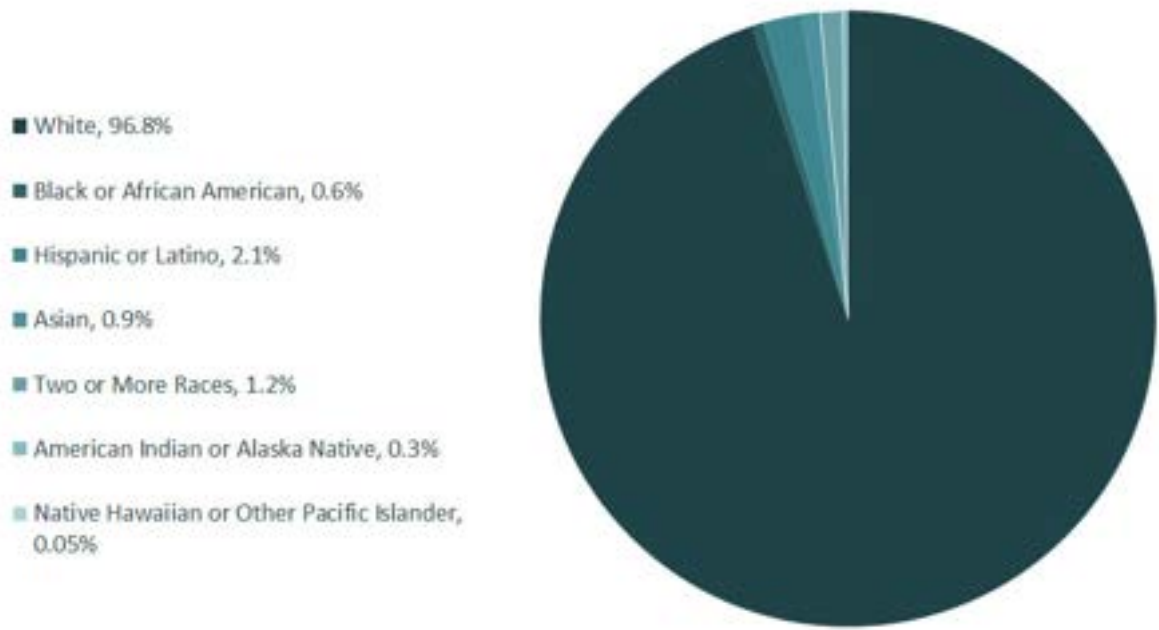


Population Demographics

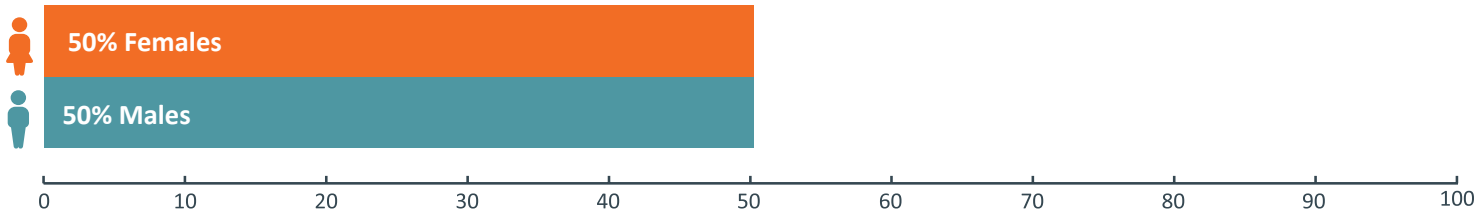
According to data from the most recent Census Bureau 2019 ACS Five Year estimates, the population in Livingston county increased by roughly 0.7 percent between 2018 and 2019. During 2019, 189,754 people were living in the region. The sex of the populace was split almost evenly, with about 49.8 percent of the population identifying as female, and the other 50.2 percent identifying as male. The overwhelming majority of the population identified as white (96.3 percent) with the second largest number of individuals identifying as Black or African American (0.6 percent). The county is facing an aging population; 32.3 percent of population was over the age of 54, compared to 37.7 percent between the ages of 25-54.



Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were about 101,559 people in the labor force, meaning they were either working or looking for work, in Livingston county. More than half of the population of 97,775 individuals (51.5 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 17.0 percent, while females aged 24 years and younger face an unemployment rate of 19.7 percent. Hispanic job seekers also have a difficult time finding employment, facing an unemployment rate of 8.5 percent.

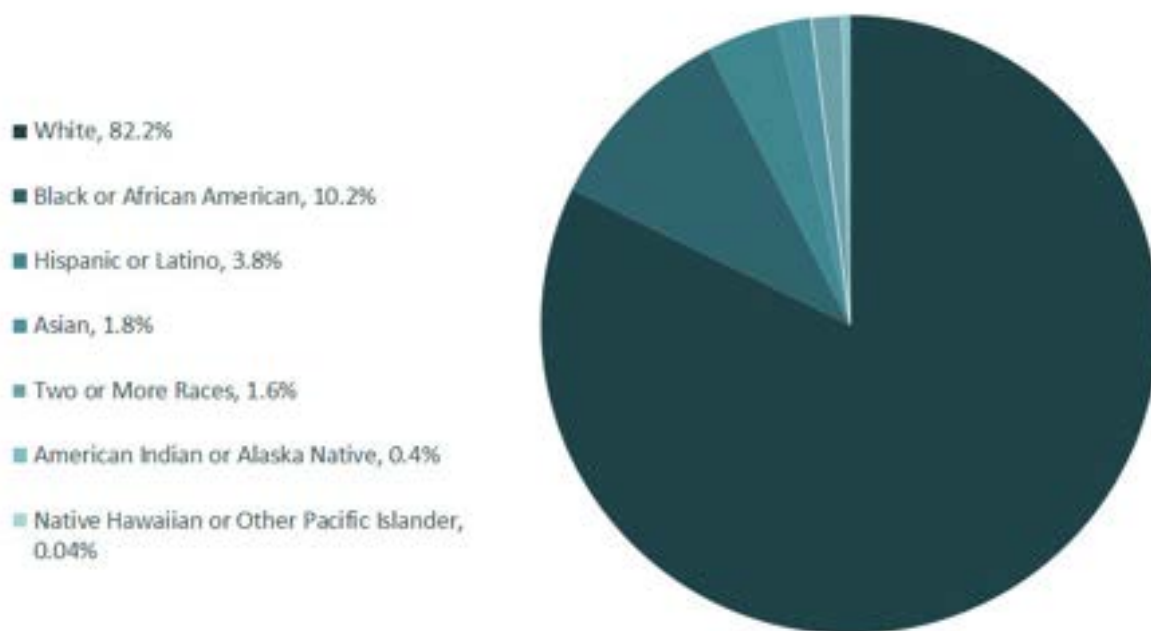
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	101,559	97,775	3,784	3.7%
Sex				
Male 16+	55,143	53,200	1,943	3.5%
16-19	2,583	2,334	249	9.6%
20-24	4,875	4,515	360	7.4%
25-54	33,451	32,541	910	2.7%
55-64	11,005	10,656	349	3.2%
65 Plus	3,229	3,154	75	2.3%
Female 16+	46,416	44,575	1,841	4.0%
16-19	2,532	2,223	309	12%
20-24	4,197	3,881	316	8%
25-54	28,149	27,198	951	3%
55-64	9,260	9,036	224	2%
65 Plus	2,278	2,237	41	2%
Race				
White	98,368	94,637	3,640	3.7%
Black / African American	548	521	27	4.9%
Native American	249	243	6	2.4%
Asian	1,005	963	44	4.4%
Native Hawaiian / Pacific Islander	59	59	0	0.0%
Some Other Race	197	185	12	6.1%
Two or More Races	1,194	1,158	25	2.1%
Ethnicity				
Hispanic	2,303	2,107	196	8.5%



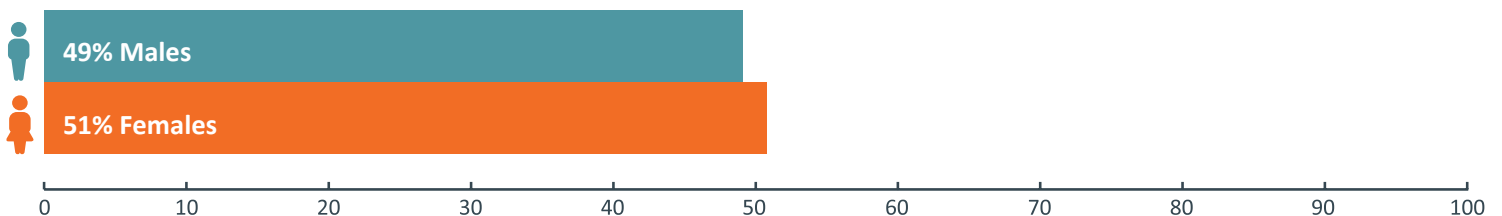
Current Workforce Demographics

In 2020, the workforce had a total of 62,700 individuals working in Livingston county. A slight majority, 51.4 percent (32,205 workers) were female, while 48.6 percent (30,495 workers) of the workforce was male. Most workers in the county identified as white, accounting for 82.2 percent of the workforce, while Black or African American workers totaled 10.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.8 percent. Much of the workforce in Livingston county are between the ages of 25 through 54 (61.0 percent), while 21.8 percent of workers are 55 and older.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

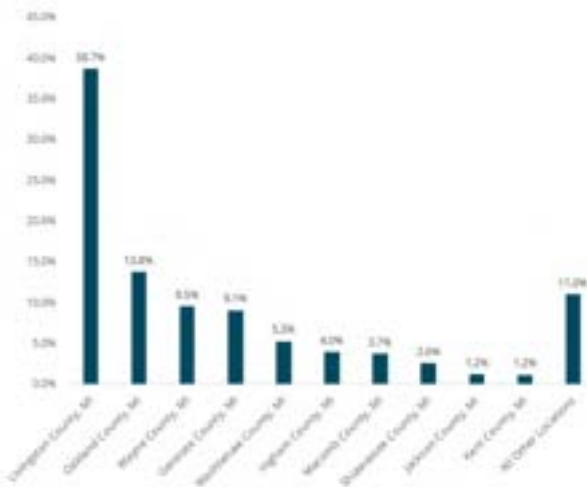




Regional Commuting Patterns

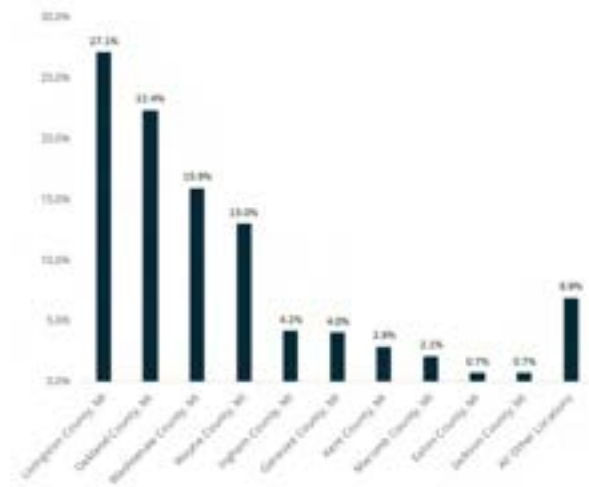
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, the county's workforce consisted of 83,285 residents. Only 22,610 (38.7 percent) of the residents lived and worked within Livingston county, while the remaining 60,675 residents (72.9 percent) traveled outside of the county for work. There were 58,435 workers employed in the county during 2018. Of those, 35,825 workers (61.3 percent) lived outside of the county'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

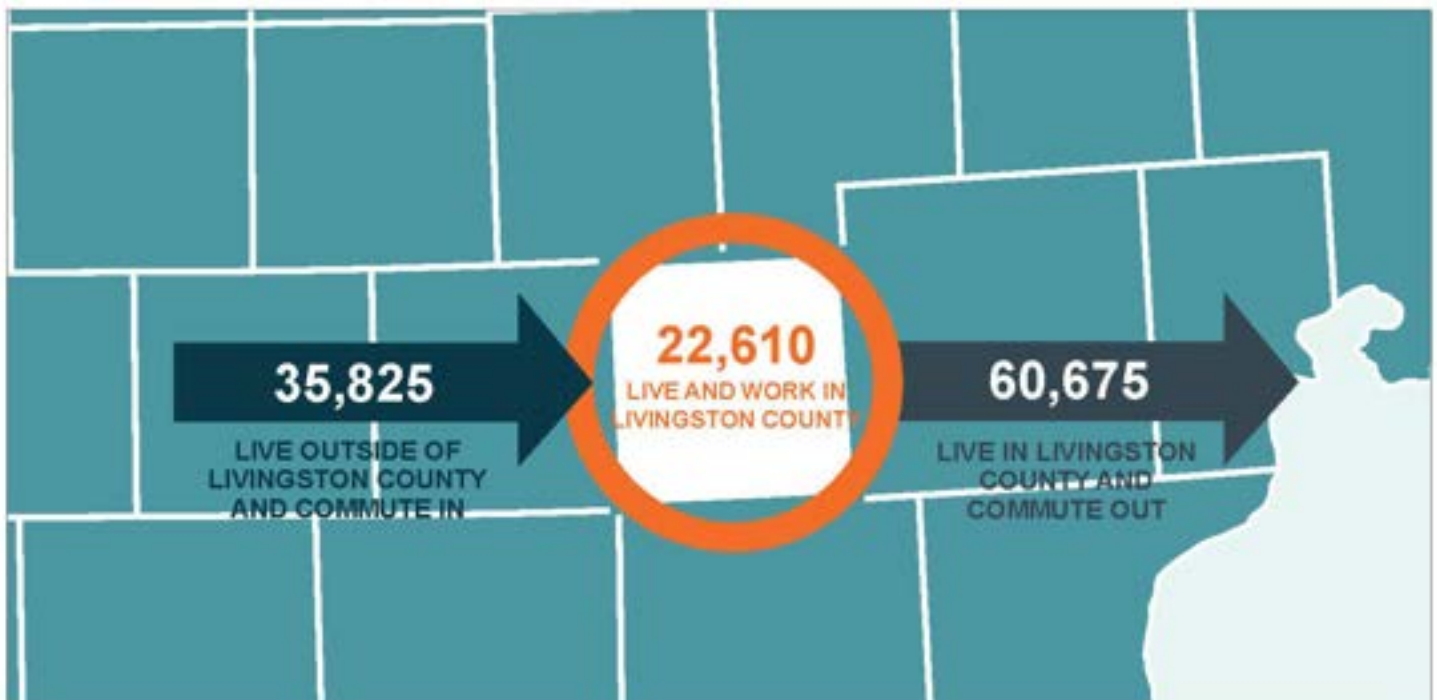


Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

Where Livingston County Workers Live

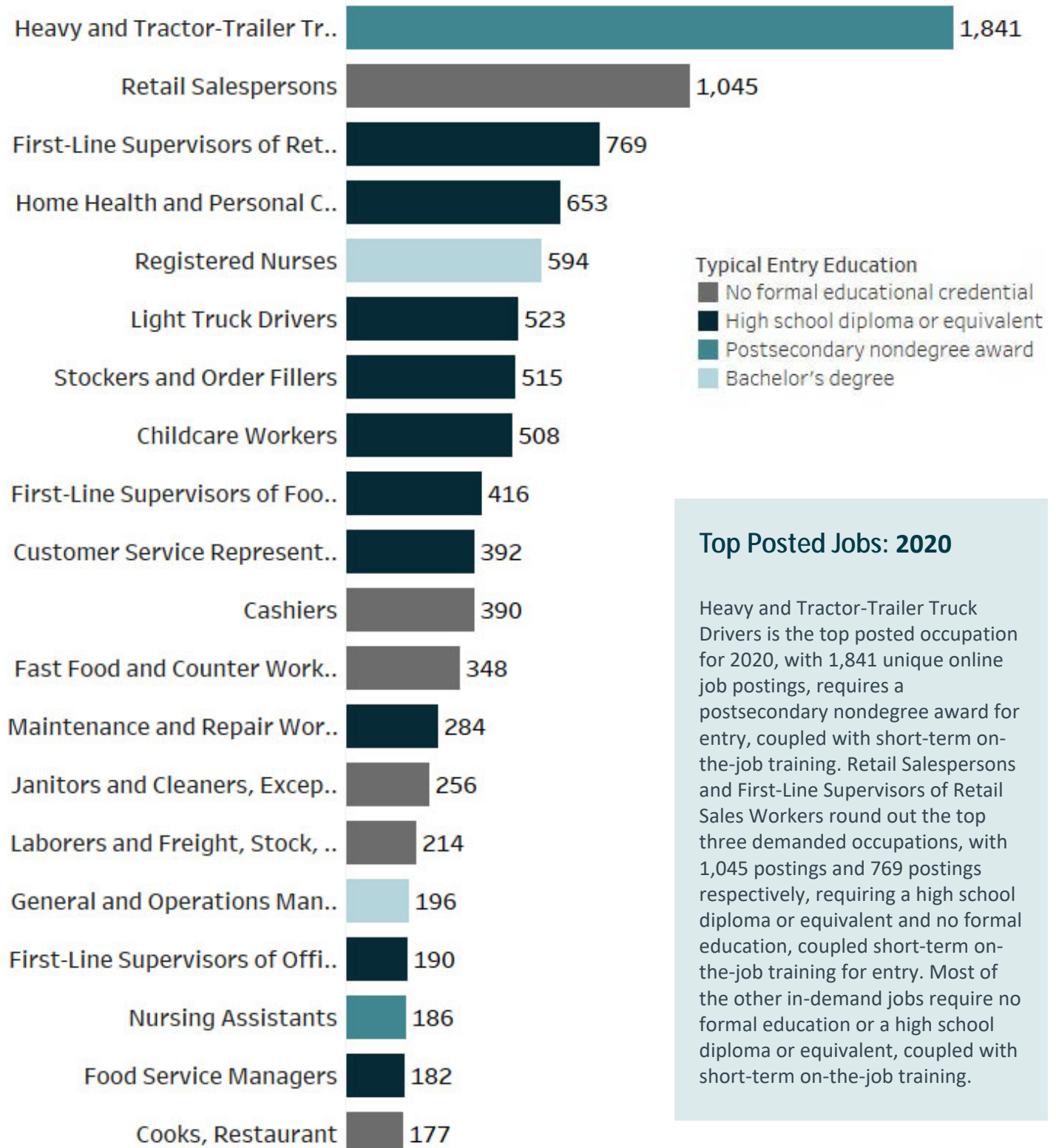


Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network





Top Posted Jobs 2020

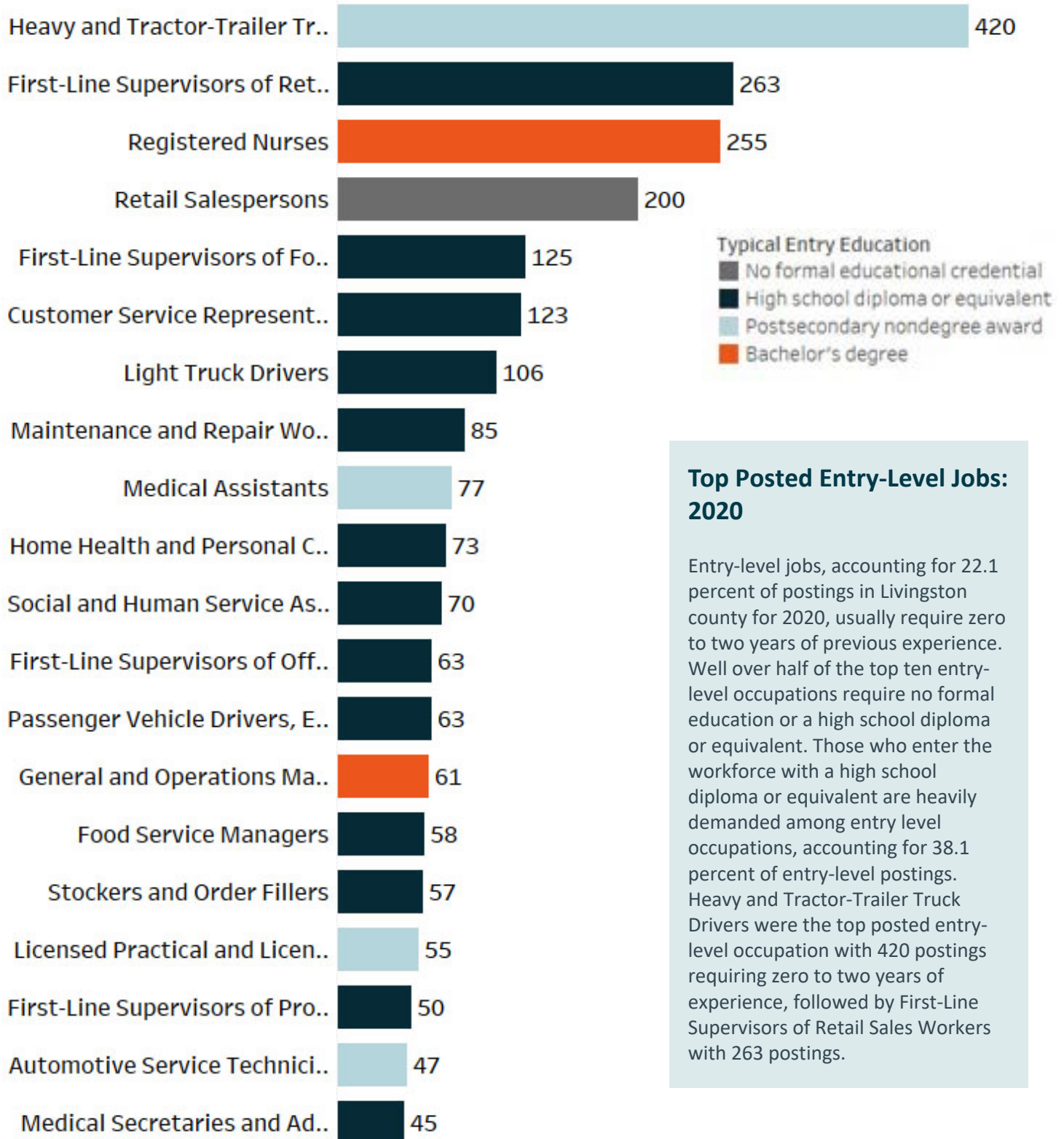


Top Posted Jobs: 2020

Heavy and Tractor-Trailer Truck Drivers is the top posted occupation for 2020, with 1,841 unique online job postings, requires a postsecondary nondegree award for entry, coupled with short-term on-the-job training. Retail Salespersons and First-Line Supervisors of Retail Sales Workers round out the top three demanded occupations, with 1,045 postings and 769 postings respectively, requiring a high school diploma or equivalent and no formal education, coupled short-term on-the-job training for entry. Most of the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.



Top Posted Entry-Level Jobs 2020

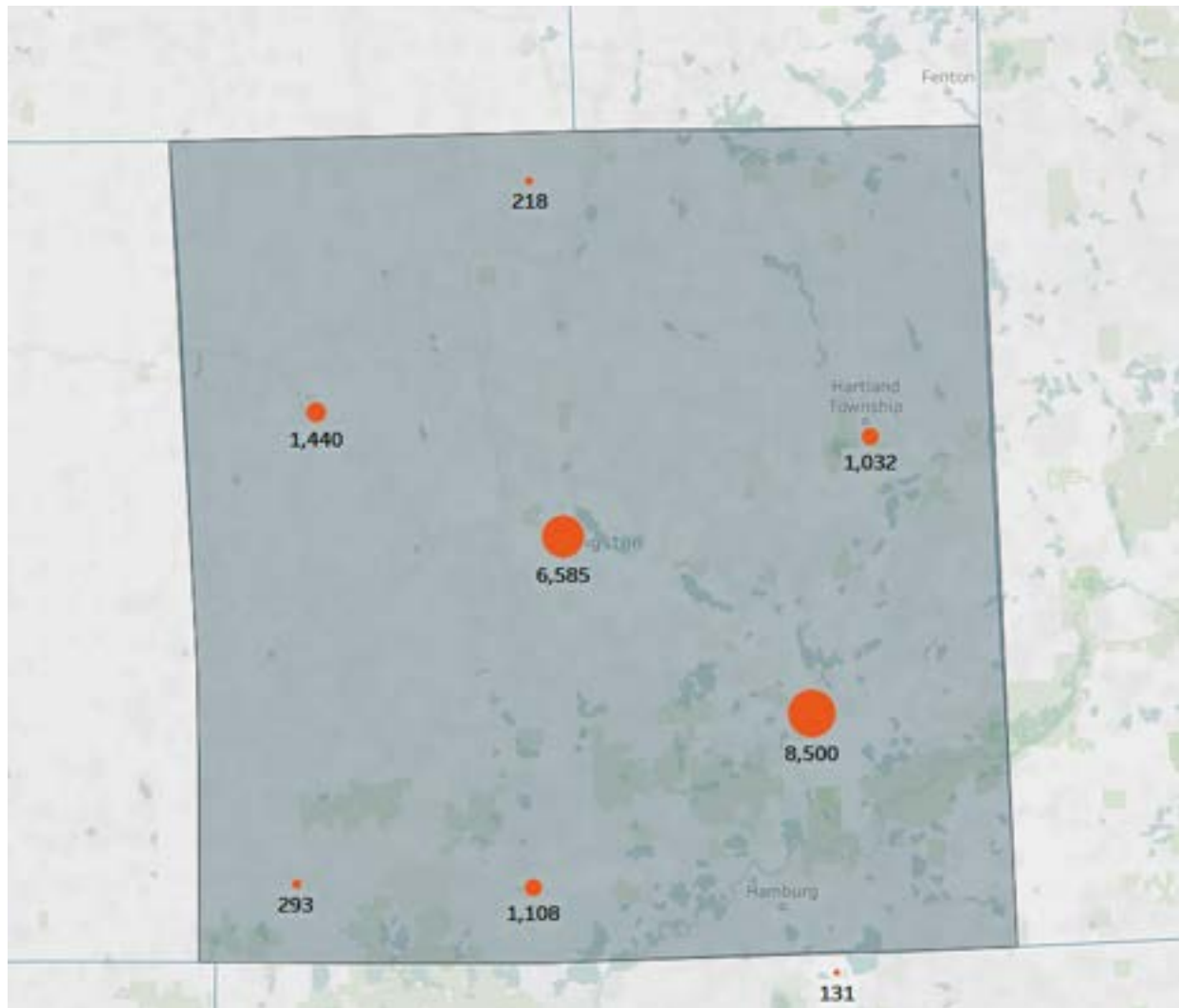


Top Posted Entry-Level Jobs: 2020

Entry-level jobs, accounting for 22.1 percent of postings in Livingston county for 2020, usually require zero to two years of previous experience. Well over half of the top ten entry-level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry level occupations, accounting for 38.1 percent of entry-level postings. Heavy and Tractor-Trailer Truck Drivers were the top posted entry-level occupation with 420 postings requiring zero to two years of experience, followed by First-Line Supervisors of Retail Sales Workers with 263 postings.



Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Automotive Service Excellence (ASE) Certification
- Hazmat Endorsement
- CDL Class B License
- Associates Degree In Nursing
- Tanker Endorsement
- Transportation Worker Identification Credential (TWIC) Card
- Nurse Practitioner

Top In-Demand Skills

- Merchandising
- Restaurant Operation
- Selling Techniques
- Customer Experience
- Caregiving
- Communications
- Customer Service
- Sales
- Management
- Operations

Top Posting Employers*

- Trinity Health Corporation
- The Home Depot
- C.R. England, Inc.
- CRST International, Inc.
- Care.com, Inc.
- Amazon.com, Inc.
- The Kroger Co
- Panera Bread Company
- Taco Bell Corp
- Shipt, Inc.

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



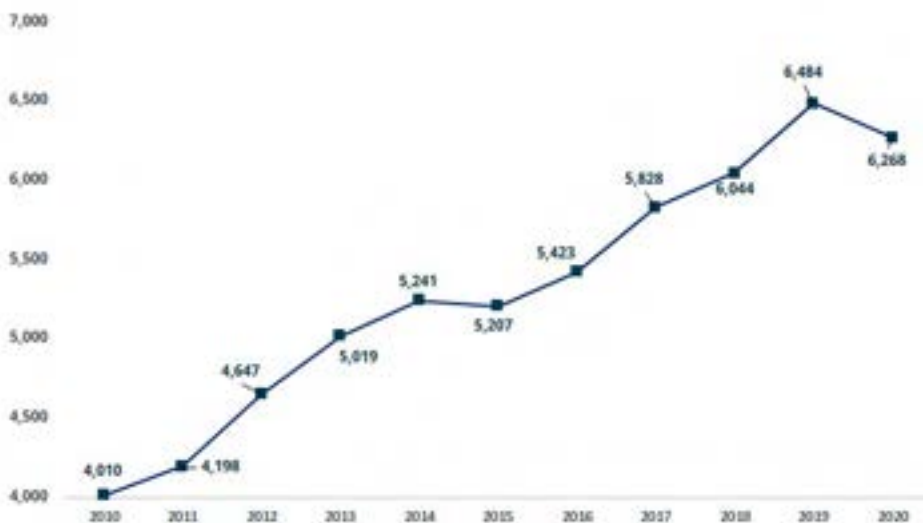
Introduction

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.

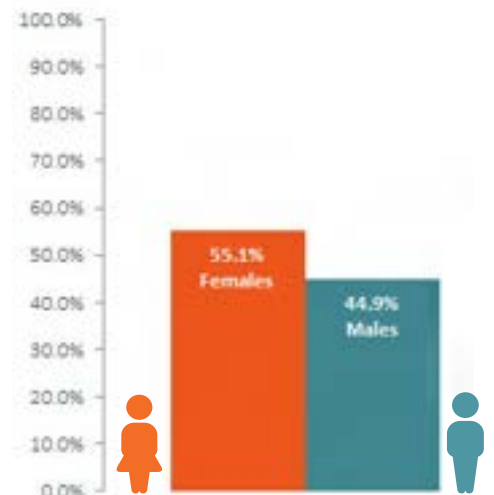


6,268
**Business and
Finance Workers**
3.3% Decrease from
2019

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 6,268 workers. More than half the working population identify as female (55.1 percent), however 89.0 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 5.2 percent of the working population in business and finance is under the age of 25, compared to 25.5 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

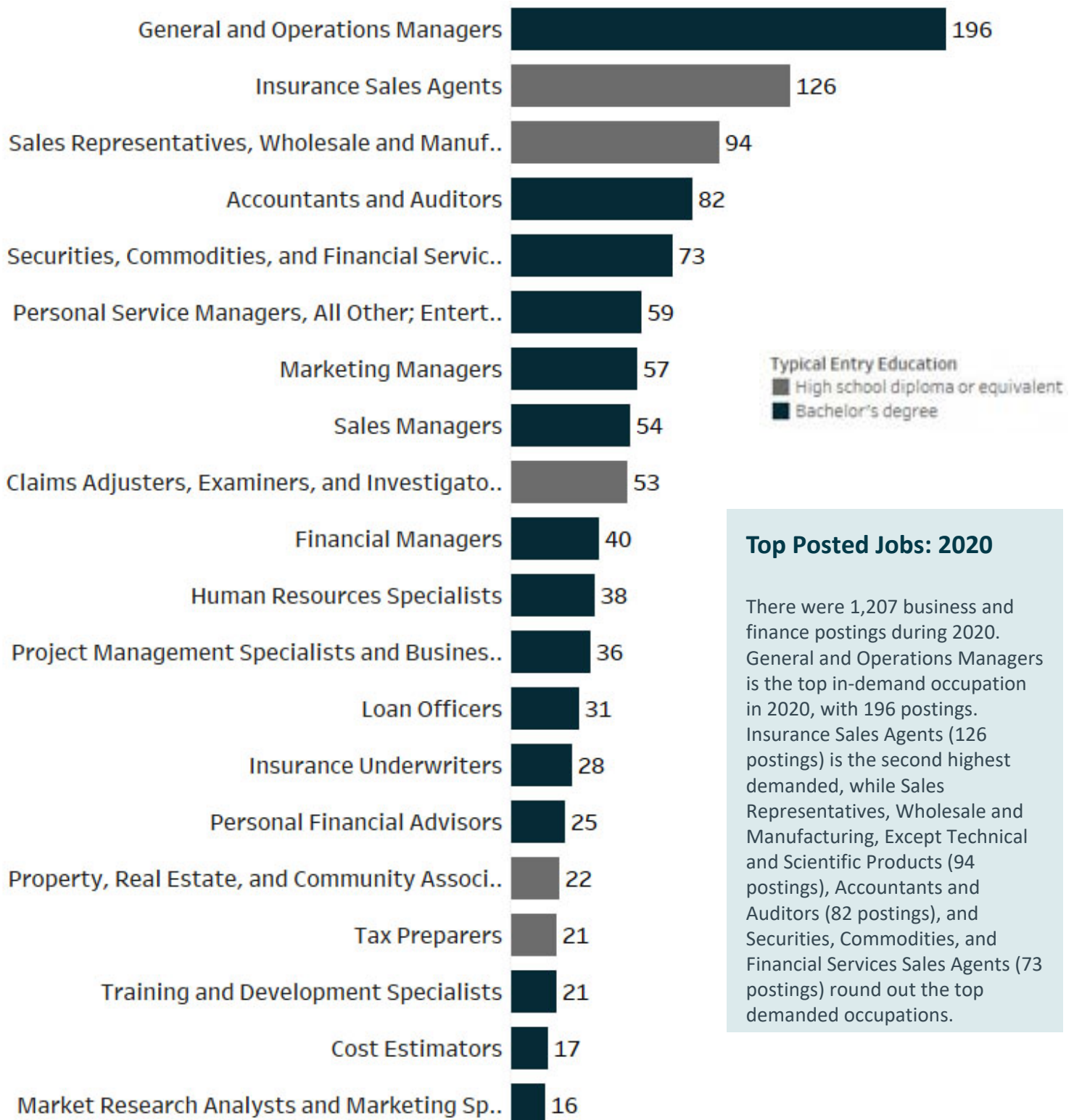
89.0% White | **6.1% Black or African American** | **2.1% Hispanic or Latino**

Worker Age Demographics





Business and Finance Top Posted Jobs 2020



Top Posted Jobs: 2020

There were 1,207 business and finance postings during 2020. General and Operations Managers is the top in-demand occupation in 2020, with 196 postings. Insurance Sales Agents (126 postings) is the second highest demanded, while Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (94 postings), Accountants and Auditors (82 postings), and Securities, Commodities, and Financial Services Sales Agents (73 postings) round out the top demanded occupations.



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 General and Operations Managers, offers median hourly wages of \$48.13, translating to annual earnings of approximately \$100,110. All the top business occupations offer median wages over \$20.00 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
11-1021	General and Operations Managers	\$20.75	\$31.50	\$48.13	\$74.29	\$105.59
41-3021	Insurance Sales Agents	\$13.87	\$16.50	\$23.97	\$38.80	\$60.36
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.65	\$20.47	\$32.08	\$45.92	\$60.14
13-2011	Accountants and Auditors	\$19.86	\$24.42	\$30.90	\$40.63	\$54.47
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$13.29	\$15.65	\$21.66	\$36.09	\$62.31
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$28.63	\$36.18	\$46.72	\$57.67	\$72.38
11-2021	Marketing Managers	\$33.96	\$44.03	\$57.26	\$71.65	\$103.84
11-2022	Sales Managers	\$32.50	\$46.63	\$61.07	\$75.16	\$114.72
13-1031	Claims Adjusters, Examiners, and Investigators	\$19.67	\$24.15	\$29.16	\$35.62	\$42.68
11-3031	Financial Managers	\$34.34	\$43.74	\$57.13	\$72.23	\$107.88

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Selling Techniques
- Accounting
- Auditing
- Customer Experience
- Financial Services

In-Demand Foundational Skills

- Sales
- Communications
- Management
- Customer Service
- Leadership

In-Demand Education Level*

- High School Diploma: 24.6%
- Associate Degree: 6.2%
- Bachelor's Degree: 30.3%
- Master's Degree: 4.6%

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

In-Demand Certifications

- Series 7 General Securities Representative License (Stockbroker)
- Certified Public Accountant
- Series 65 Uniform Registered Investment Adviser Law License (RIA)
- Certified Financial Planner
- Series 6 Investment Company And Variable Contracts License (Mutual Funds/Variable Annuities)



Employer Demand by City

30%
of Postings
Require a
Bachelor's
Degree



Top Posting Employers*

- The Hanover Insurance Group Inc
- H&R Block, Inc.
- Lake Trust Credit Union
- Robert Half International Inc.
- PNC Bank
- JPMorgan Chase & Co.
- Raphael & Assoc
- Sig Holding Inc
- Domino's Pizza
- AAA Auto Club South, Inc.

Job Postings by City

1. Brighton: 620 Postings
2. Howell: 403 Postings
3. Hartland: 73 Postings
4. Fowlerville: 48 Postings
5. Pinckney: 31 Postings
6. Gregory: 7 Postings
7. Lakeland: 6 Postings
8. Cohoctah: 3 Postings
9. Hamburg: 3 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.

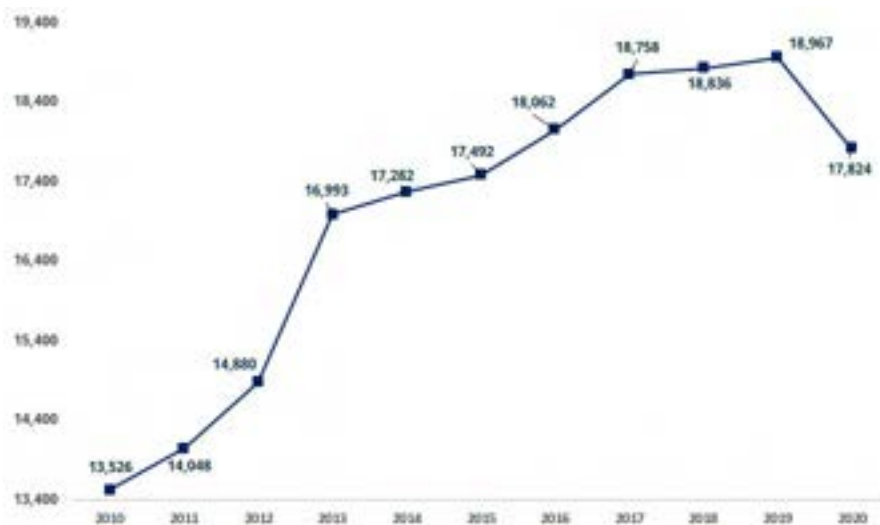


17,824

Customer Service Workers

6.0% Decrease
from 2019

Employment Over Time 2010-2020



Worker Gender Demographics



Customer Service Worker Demographics

In 2020, there were 17,824 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2020, 59.8 percent of workers identified as female, while 16.9 percent of workers in customer service identified as a racial minority. About 31.7 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 18.5 percent.

Race and Ethnicity Demographics

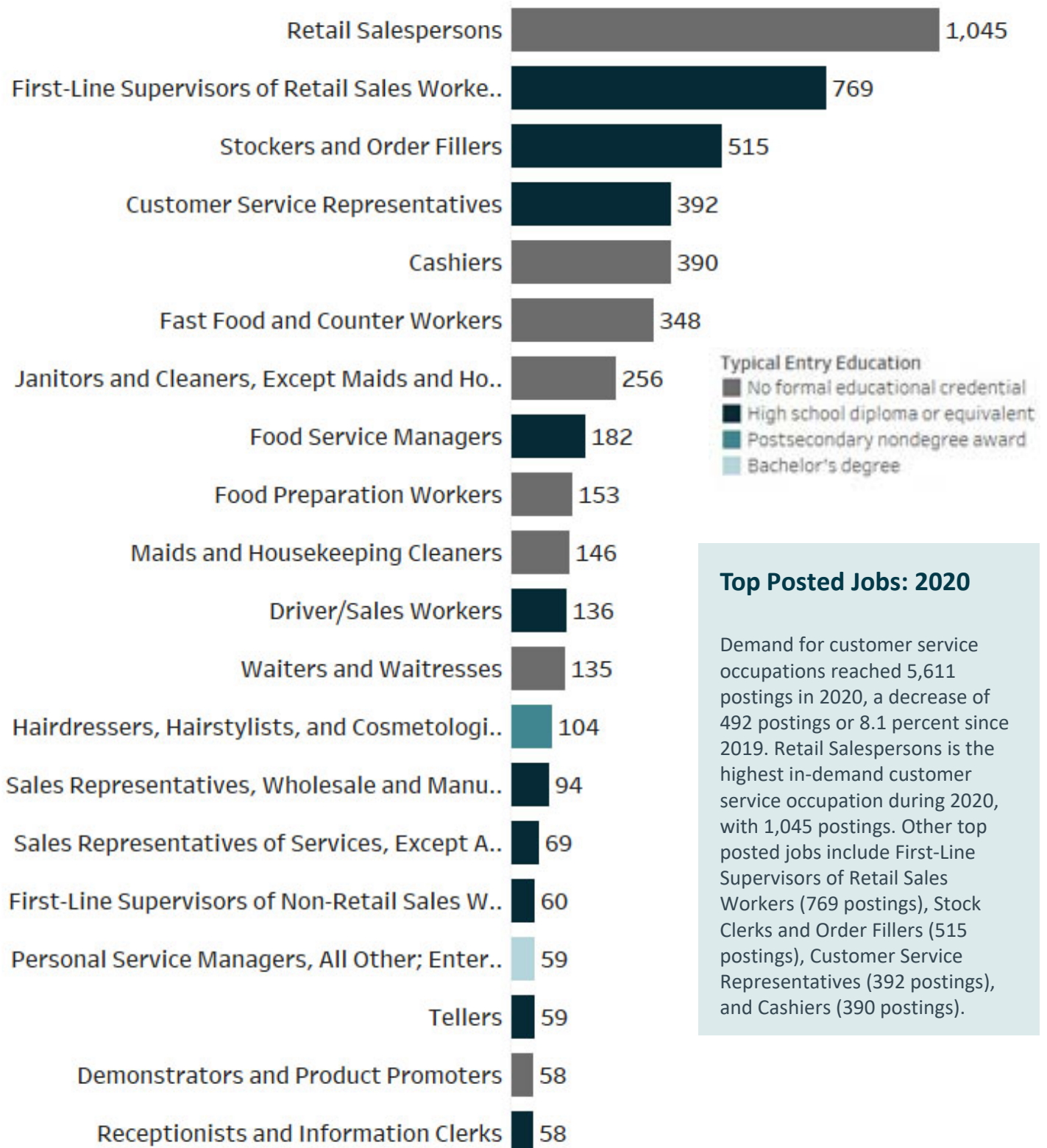
83.0% White | 9.3% Black or African American | 3.8% Hispanic or Latino

Worker Age Demographics





Customer Service Top Posted Jobs 2020





Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, two of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Retail Salespersons, earn a median hourly wage of \$11.56. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$18.30 per hour or \$38,064 annually.

Wage Overview for Top Posted Customer Service Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$9.45	\$10.14	\$11.56	\$14.50	\$21.87
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.05	\$14.62	\$18.30	\$24.97	\$33.54
53-7065	Stockers and Order Fillers	\$9.97	\$10.94	\$12.60	\$15.74	\$20.75
43-4051	Customer Service Representatives	\$10.49	\$12.52	\$15.52	\$20.24	\$27.08
41-2011	Cashiers	\$9.66	\$10.13	\$11.11	\$12.24	\$14.93
35-3023	Fast Food and Counter Workers	\$9.79	\$10.01	\$10.60	\$11.77	\$12.99
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.60	\$10.21	\$11.51	\$14.22	\$17.58
11-9051	Food Service Managers	\$19.65	\$24.38	\$29.87	\$40.37	\$45.17
35-2021	Food Preparation Workers	\$9.68	\$10.37	\$11.71	\$13.96	\$16.44
37-2012	Maids and Housekeeping Cleaners	\$9.46	\$10.08	\$11.15	\$13.04	\$14.75

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Operations

In-Demand Education Level*

- High School Diploma: 36.3%
- Associate Degree: 4.7%
- Bachelor's Degree: 6.1%
- Master's Degree: 0.5%

*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

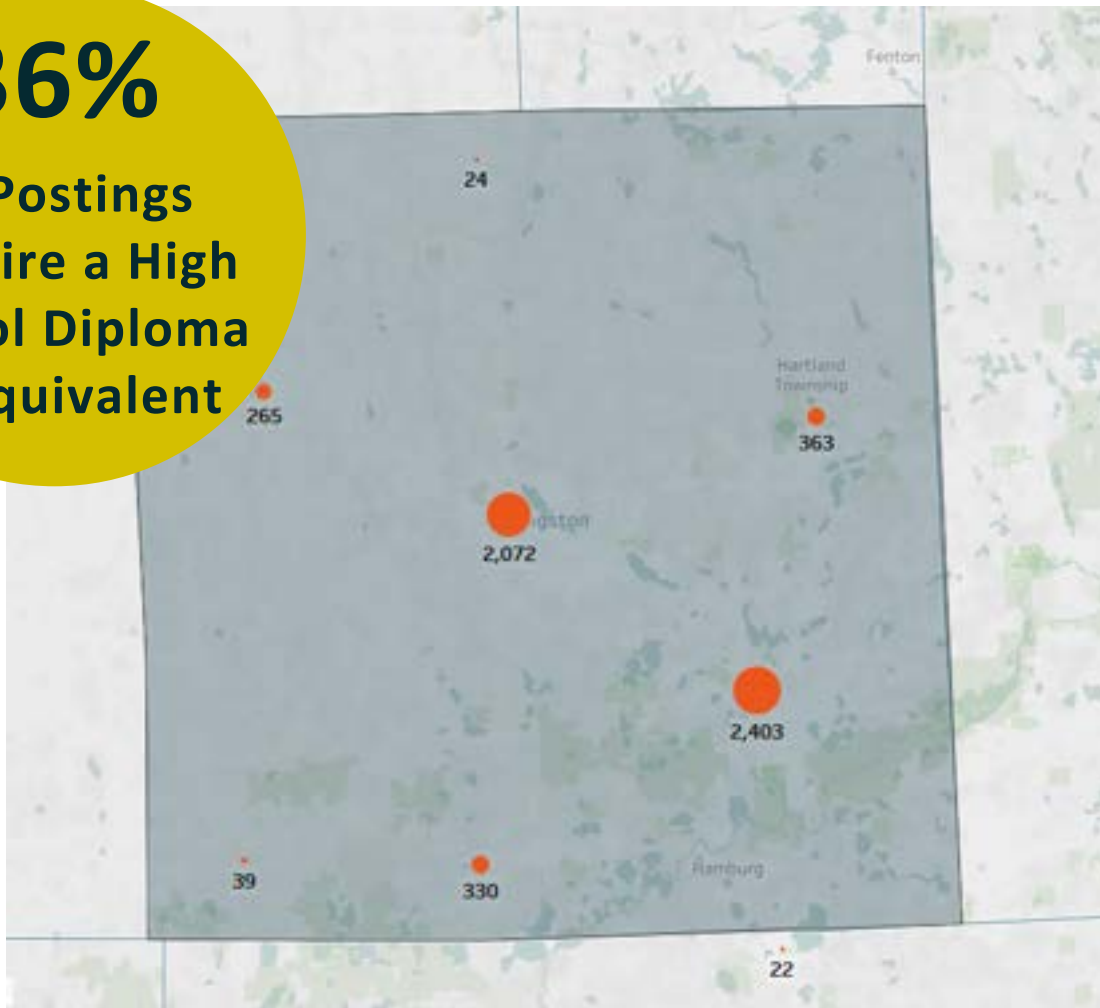
- Automotive Service Excellence (ASE) Certification
- Food Handler's Card
- Cosmetology License
- Commercial Driver's License (CDL)
- Barber License



Employer Demand by City

36%

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



Top Posting Employers*

- The Home Depot
- AutoZone, Inc.
- The Kroger Co
- Wal-Mart, Inc.
- Meijer, Inc.
- Amazon.com, Inc.
- Panera Bread Company
- Busch's, Inc.
- Great Clips, Inc.
- Advance Auto Parts, 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. Lakeland: 38 Postings
7. Gregory: 25 Postings
8. Cohoctah: 17 Postings
9. Hamburg: 7 Postings

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

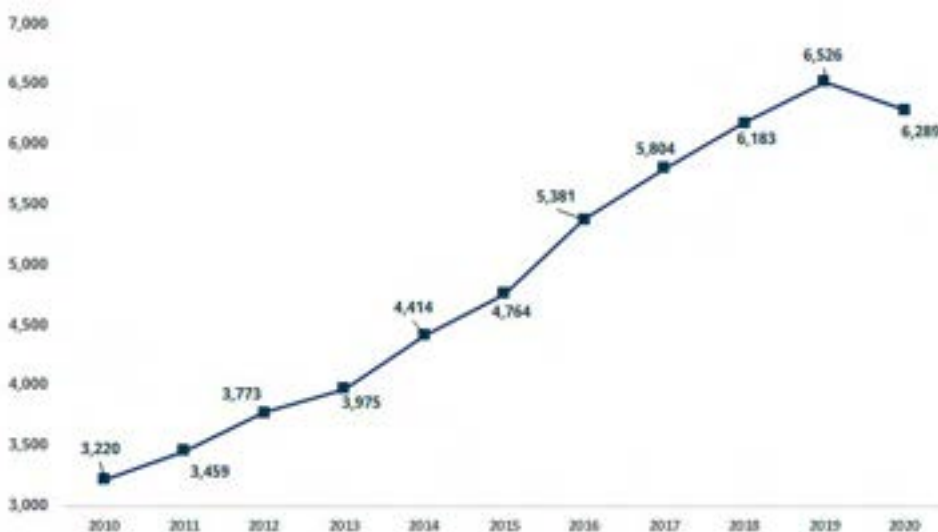


Introduction

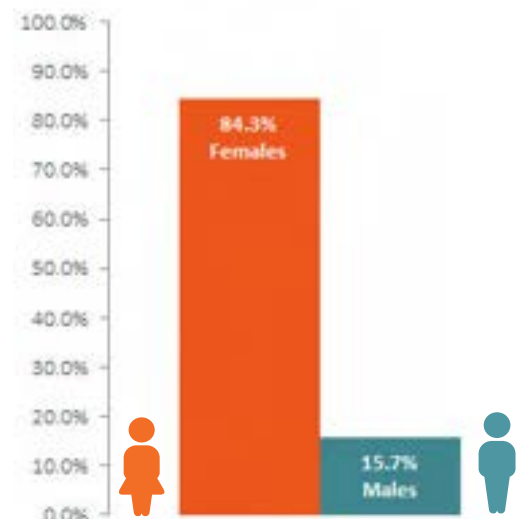
WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more health care workers needed to care for Michigan's aging population. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

6,289
Health Care Workers
3.6% 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 6,289 workers in Livingston county, who are overwhelmingly female (84.3 percent) and between the ages of 25 and 54 (65.0 percent), although 24.7 percent of workers are over 54. The healthcare occupation group is primarily white in Livingston county, with 76.9 percent of workers identifying as white, 14.7 percent identifying as Black or African American, and 8.4 percent identifying otherwise.

Race and Ethnicity Demographics

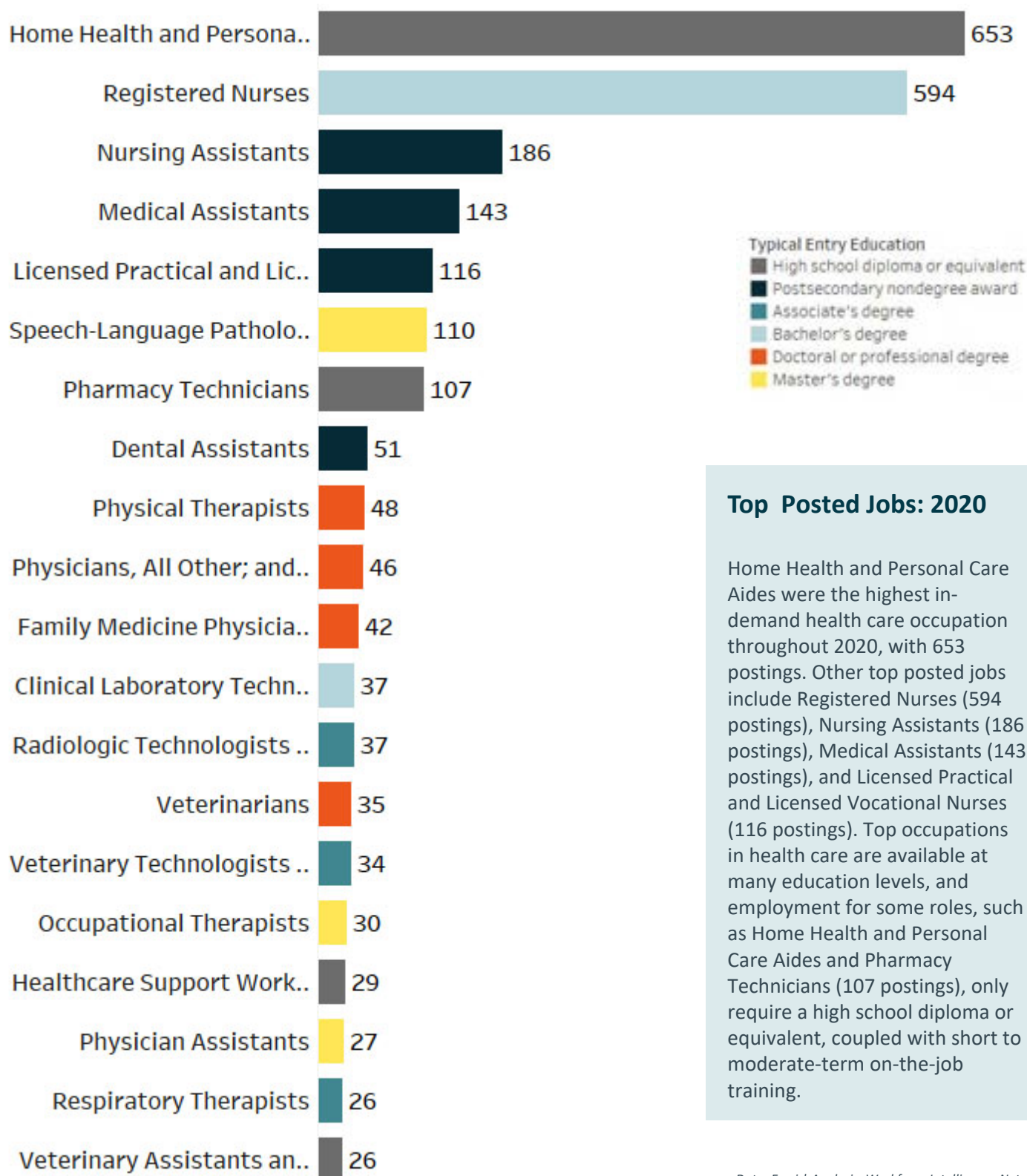
76.9% White | **14.7% Black or African American** | **2.9% Asian**

Worker Age Demographics





Health Care Top Posted Jobs 2020



Top Posted Jobs: 2020

Home Health and Personal Care Aides were the highest in-demand health care occupation throughout 2020, with 653 postings. Other top posted jobs include Registered Nurses (594 postings), Nursing Assistants (186 postings), Medical Assistants (143 postings), and Licensed Practical and Licensed Vocational Nurses (116 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians (107 postings), only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



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 \$11.23 per hour or annual salary of about \$23,358.

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	\$9.60	\$10.19	\$11.23	\$12.92	\$15.09
29-1141	Registered Nurses	\$24.81	\$28.85	\$33.56	\$38.78	\$44.29
31-1131	Nursing Assistants	\$11.40	\$12.71	\$14.32	\$16.47	\$18.03
31-9092	Medical Assistants	\$11.24	\$12.90	\$14.75	\$16.73	\$18.96
29-2061	Licensed Practical and Licensed Vocational Nurses	\$19.67	\$22.20	\$25.11	\$27.68	\$29.35
29-1127	Speech-Language Pathologists	\$25.84	\$32.73	\$39.21	\$48.57	\$69.83
29-2052	Pharmacy Technicians	\$11.89	\$14.06	\$17.24	\$20.76	\$25.48
31-9091	Dental Assistants	\$14.02	\$16.61	\$19.74	\$23.07	\$26.70
29-1123	Physical Therapists	\$33.37	\$39.94	\$47.30	\$53.24	\$67.49
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	\$21.21	\$24.45	\$28.98	\$90.37	\$99.50

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Caregiving
- Cardiopulmonary Resuscitation (CPR)
- Home Care
- Basic Life Support

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 24.2%
- Associate Degree: 20.2%
- Bachelor's Degree: 5.5%
- Master's Degree: 5.0%

In-Demand Certifications

- Certified Nursing Assistant
- Licensed Practical Nurse
- Associates Degree In Nursing
- Nurse Practitioner
- Licensed Vocational Nurses

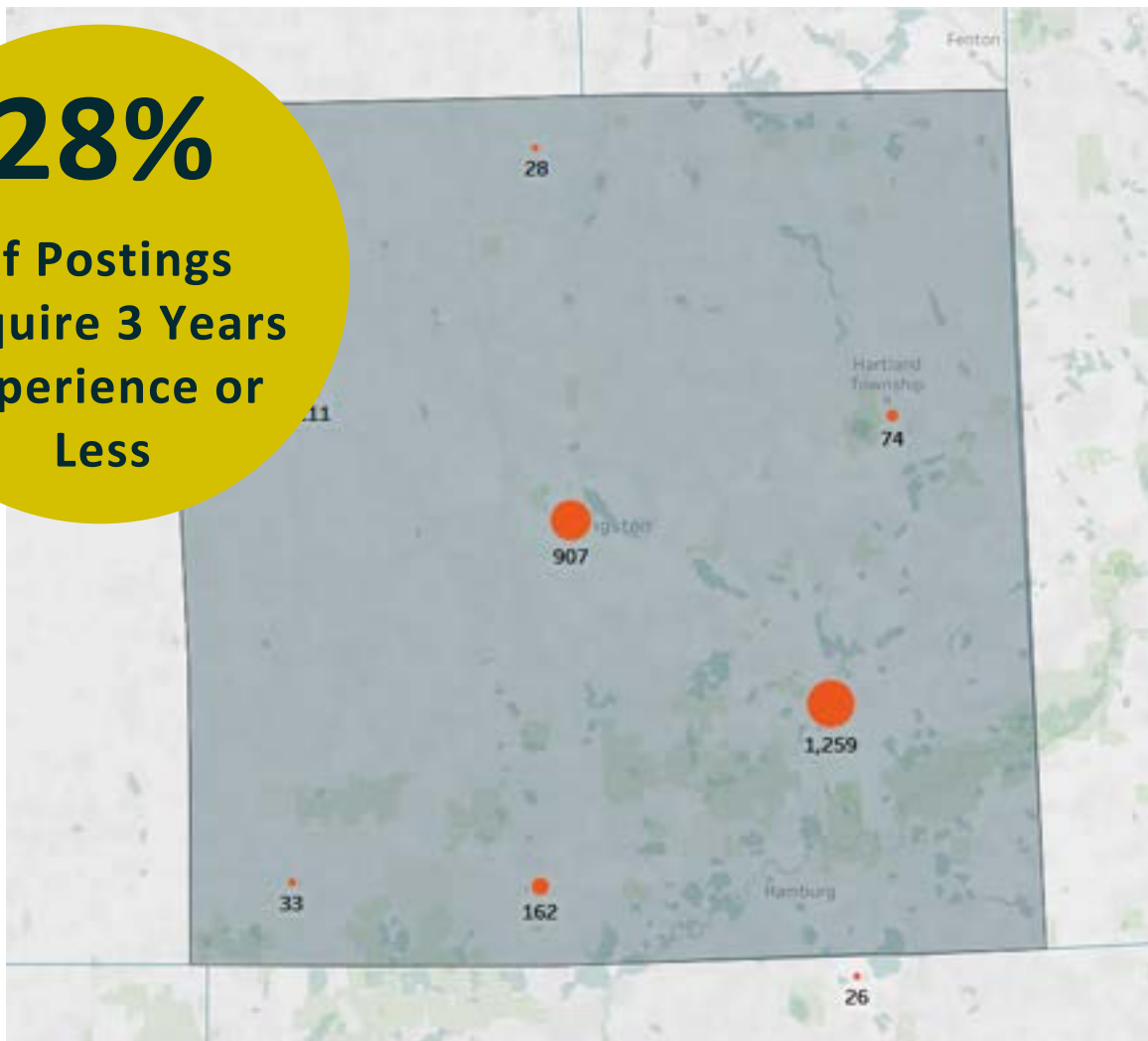
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent



Employer Demand by City

28%

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



Top Posting Employers*

- Trinity Health Corporation
- Manor Care, Inc.
- Scl Health - Front Range, Inc.
- Right At Home
- Prestige Health Care Services, Inc.
- CareInHomes.com
- University of Michigan
- Soliant Health, Inc
- Ascension
- Trilogy Health Services, LLC

Job Postings by City

1. Brighton: 1,259 Postings
2. Howell: 907 Postings
3. Pinckney: 162 Postings
4. Fowlerville: 111 Postings
5. Hartland: 74 Postings
6. Lakeland: 38 Postings
7. Gregory: 33 Postings
8. Cohoctah: 28 Postings
9. Hamburg: 26 Postings

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



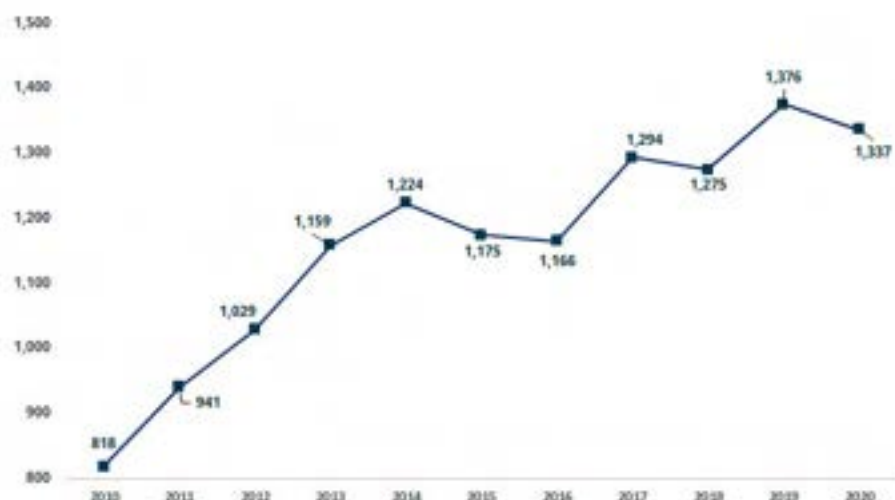
Introduction

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.

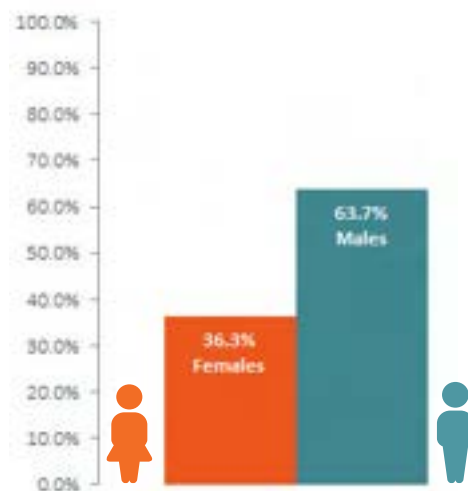


1,337
IT Workers
2.8%
Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Information Technology Worker Demographics

According to 2020 Emsi data, Livingston county has 1,337 IT workers. The workforce is not too diverse, with most workers identifying as white males (63.7 percent) between the ages of 25 and 54. Roughly 76.0 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 16.9 percent, while only 7.1 percent are 24 years old or younger. Around 83.6 percent of the workforce identify as white, with workers who identify as Black or African American, make up 7.1 percent of the workforce.

Race and Ethnicity Demographics

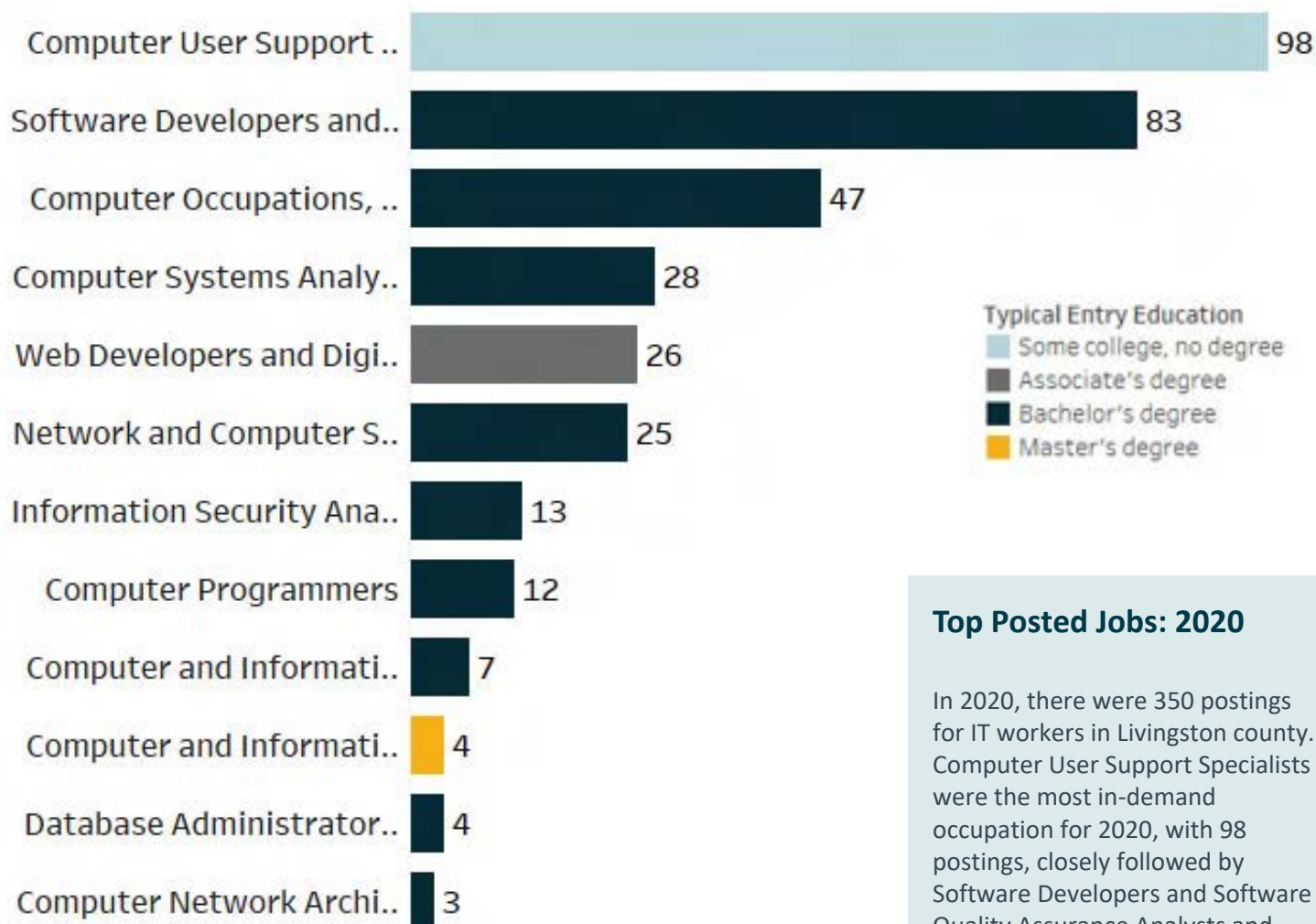
83.6% White | **7.1% Black or African American** | **5.3% Asian**

Worker Age Demographics





Information Technology Top Posted Jobs 2020



Top Posted Jobs: 2020

In 2020, there were 350 postings for IT workers in Livingston county. Computer User Support Specialists were the most in-demand occupation for 2020, with 98 postings, closely followed by Software Developers and Software Quality Assurance Analysts and Testers, with 83 postings. Computer Occupations, All Other (47 postings) and Computer Systems Analysts (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. Computer User Support Specialists, the most in-demand occupation, offers a median hourly wage of \$19.88 per hour or almost \$41,350 per year. Computer and Information Systems Managers earn the highest median wage at \$57.51 per hour or nearly \$119,621 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$19.00 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
15-1232	Computer User Support Specialists	\$12.74	\$15.32	\$19.88	\$26.24	\$32.80
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$25.34	\$31.85	\$40.08	\$49.41	\$57.18
15-1299	Computer Occupations, All Other	\$17.59	\$24.18	\$33.57	\$44.21	\$54.23
15-1211	Computer Systems Analysts	\$23.61	\$29.88	\$37.61	\$46.75	\$56.22
15-1257	Web Developers and Digital Interface Designers	\$16.93	\$22.27	\$30.59	\$39.98	\$46.49
15-1244	Network and Computer Systems Administrators	\$23.26	\$29.29	\$36.11	\$45.08	\$54.18
15-1212	Information Security Analysts	\$25.00	\$30.78	\$38.83	\$49.78	\$57.58
15-1251	Computer Programmers	\$19.59	\$25.44	\$32.80	\$40.21	\$46.12
11-3021	Computer and Information Systems Managers	\$36.92	\$46.00	\$57.51	\$69.90	\$86.15
15-1221	Computer and Information Research Scientists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- JavaScript
- Software Development
- Python

In-Demand Foundational Skills

- Communications
- Management
- Problem Solving
- Troubleshooting
- Planning

In-Demand Education Level*

- High School Diploma: 12.0%
- Associate Degree: 8.0%
- Bachelor's Degree: 37.4%
- 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

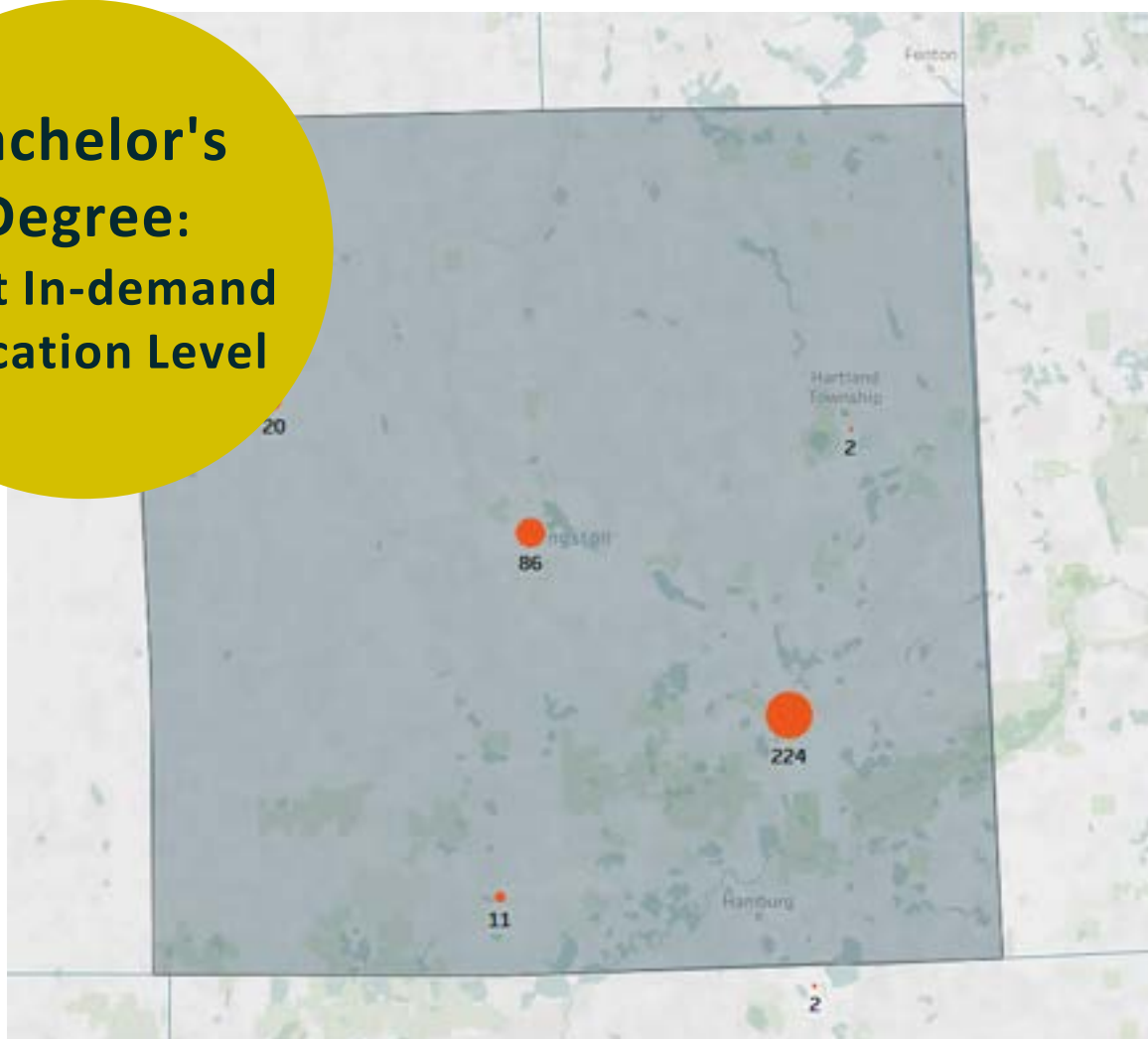
In-Demand Certifications

- Certified Information Systems Security Professional
- CompTIA Network+
- Project Management Professional Certification
- Microsoft Certified Systems Engineer
- Cisco Certified Network Associate



Employer Demand by City

**Bachelor's
Degree:
Most In-demand
Education Level**



Top Posting Employers*

- Charter Communications, Inc.
- Kelly Services, Inc.
- Hired
- Revature
- New Balance Athletics, Inc.
- Army National Guard
- Dish Network L.L.C.
- CrowdStrike, Inc.
- ServiceMaster Consumer Services Limited Partnership
- Locy Solutions Inc

Job Postings by City

1. Brighton: 224 postings
2. Howell: 86 postings
3. Fowlerville: 20 postings
4. Pinckney: 11 postings
5. Hamburg: 2 postings
6. Hartland: 2 postings
7. Lakeland: 1 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.

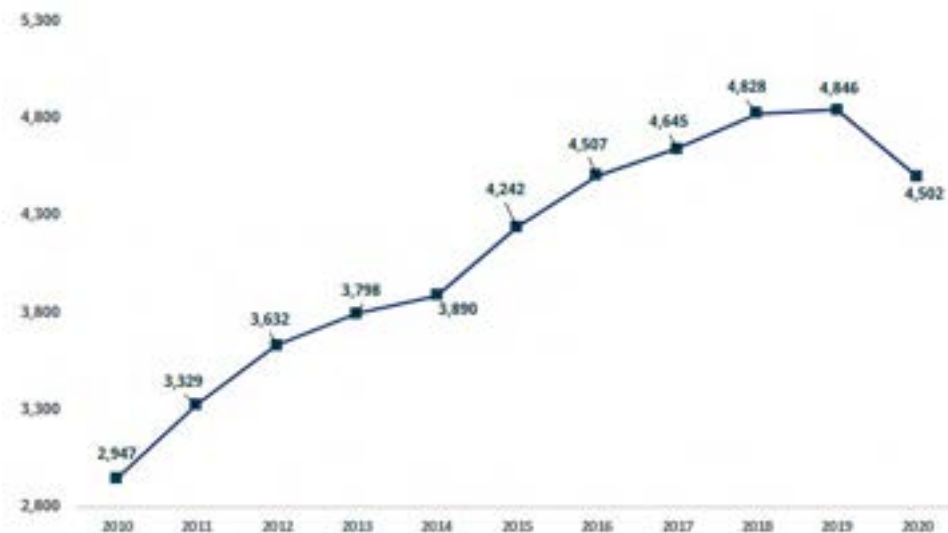


4,502

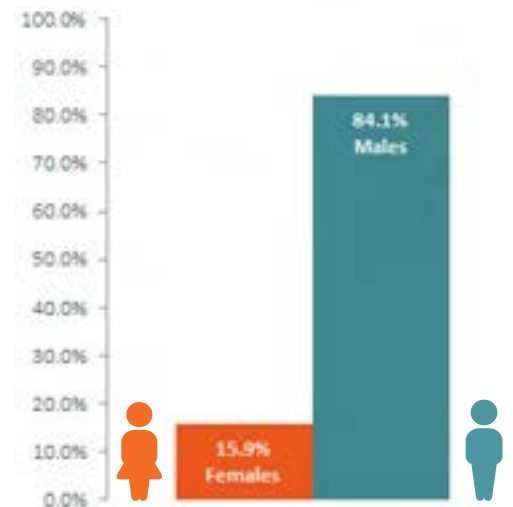
Skilled Trades Workers

7.1% 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 4,502 workers in Livingston county. Majority of skilled trades workers are white males (84.1 percent) between the ages of 25 and 54 (67.5 percent). Additional outreach will be necessary soon, due to the aging workforce, as 24.7 percent are 55 years of age or older.

Race and Ethnicity Demographics

80.8% White | 13.0% Black or African American | 3.5% Hispanic or Latino

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2020



Top Posted Jobs: 2020

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during 2020, with 284 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (150 postings), Production Workers, All Other (101 postings), Machinists (49 postings), and Industrial Production Managers (42 postings).



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 occupation has a median wage above \$12.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2020, offers a median hourly wage of \$16.35, which translates to an annual salary of about \$34,008.

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	\$10.64	\$13.05	\$16.35	\$21.70	\$26.89
51-1011	First-Line Supervisors of Production and Operating Workers	\$18.62	\$23.74	\$31.37	\$39.66	\$50.00
51-9199	Production Workers, All Other	\$9.45	\$10.43	\$12.78	\$17.08	\$22.37
51-4041	Machinists	\$11.32	\$15.13	\$19.81	\$25.89	\$30.86
11-3051	Industrial Production Managers	\$32.93	\$42.09	\$53.37	\$66.49	\$81.45
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$16.01	\$20.25	\$26.25	\$31.39	\$35.60
49-9041	Industrial Machinery Mechanics	\$15.63	\$19.72	\$25.04	\$30.30	\$35.85
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	\$15.98	\$21.08	\$31.06	\$39.41	\$46.10
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.58	\$15.14	\$18.40	\$22.46	\$27.84
51-9161	Computer Numerically Controlled Tool Operators	\$12.06	\$14.26	\$19.02	\$23.28	\$27.90

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- HVAC
- Plumbing
- Machining
- Preventive Maintenance
- Restaurant Operation

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Troubleshooting
- Valid Driver's License

In-Demand Education Level*

- High School Diploma: 41.9%
- Associate Degree: 11.4%
- Bachelor's Degree: 10.6%
- Master's Degree: 0.5%

In-Demand Certifications

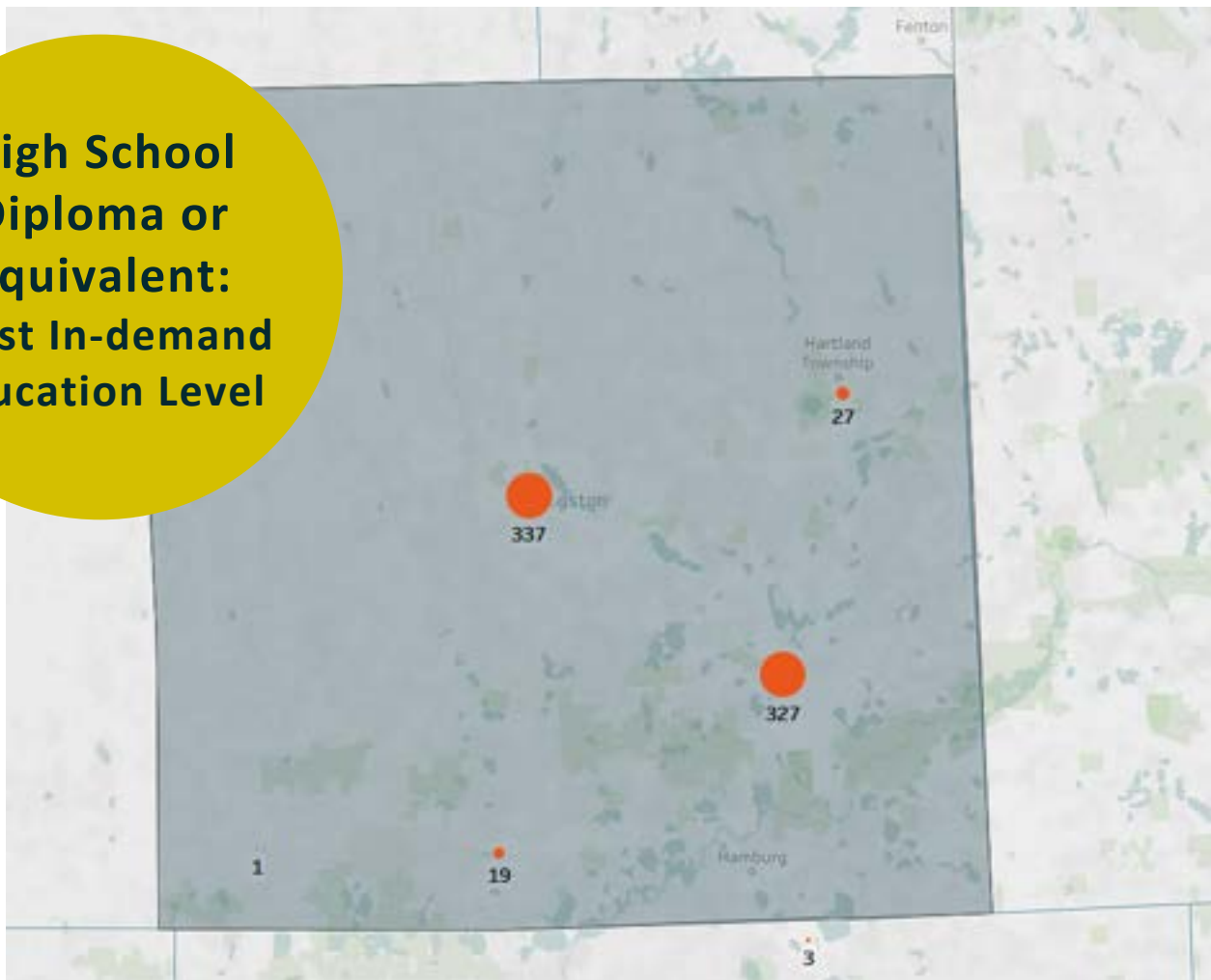
- Commercial Driver's License (CDL)
- EPA Universal Certification
- HVAC Certification
- Automotive Service Excellence (ASE) Certification
- Certified Forklift Operator

*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

**High School
Diploma or
Equivalent:
Most In-demand
Education Level**



Top Posting Employers*

- Express Employment Professionals
- Trillium Staffing
- McDonald's Corporation
- Resource Mfg
- Kelly Services, Inc.
- Bryllan, LLC
- Trescal, Inc.
- Trillium Staffing Solutions Inc
- Army National Guard
- Work Inc

Job Postings by City

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7. Lakeland: 3 Postings
8. Gregory: 1 Postings

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

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