

LIVINGSTON COUNTY

WIN Quarterly Report



Introduction: Livingston County

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 with special sections devoted to five occupational groups. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market.

Occupational groups include:

- Business & finance (page 6)
- Customer service (formerly retail & hospitality) (page 11)
- Health care (page 16)
- Information technology (page 21)
- Skilled trades & technicians (manufacturing focused) (page 26)

Data analyzed includes:

- Employer demand
- Top posting jobs
- In-demand credentials, degrees, and skills
- Educational attainment required
- Wages offered in job postings
- Employment
- Unemployment
- Labor force



Introduction: Livingston County

Key Findings: State of the Labor Market in Livingston County

The top five in-demand jobs in the Business & Finance group focus on analysis within marketing, insurance, and management.

Human resources specialists ranked first in the Top Jobs list with 23 postings, representing a little over 20% of the total postings. Market research analysts and marketing specialists ranked second in the list with 13 postings (12%). See page 7 for more details.

The Customer Service group is the largest of the region, employing over 40,000 individuals in Q4 2016.

The Customer Service group is important as it tends to gauge whether the economy is growing or declining. Employment in this group recovered and passed 2009 recession levels in just one year. Since the recovery, it has continued its pattern of growth. See page 11 for more details.

The Health Care group shows substantial employment growth. Employment levels doubled between 2001 and 2016.

The employment growth in this group have been persistent since 2001. While there were just over 2,000 individuals employed in 2001, there now are over 4,000 employed in 2016. See page 16 for more details.

The online job postings in IT have shown an increasing trend since Q4 2014.

The number of online job postings increased by about 190% from 29 in Q4 2014 to 84 in Q1 2016. Compared to Q4 2015, there was a 17% increase in Q1 2016. See page 21 for more details.

Production workers have remained the most in-demand Skilled Trades occupation in Livingston for the past year (since Q2 2015).

Postings for production workers remained at number one in the Skilled Trades & Technicians group. Production workers remain in high demand, representing nearly 30% of the total postings in this group. See page 27 for more details.



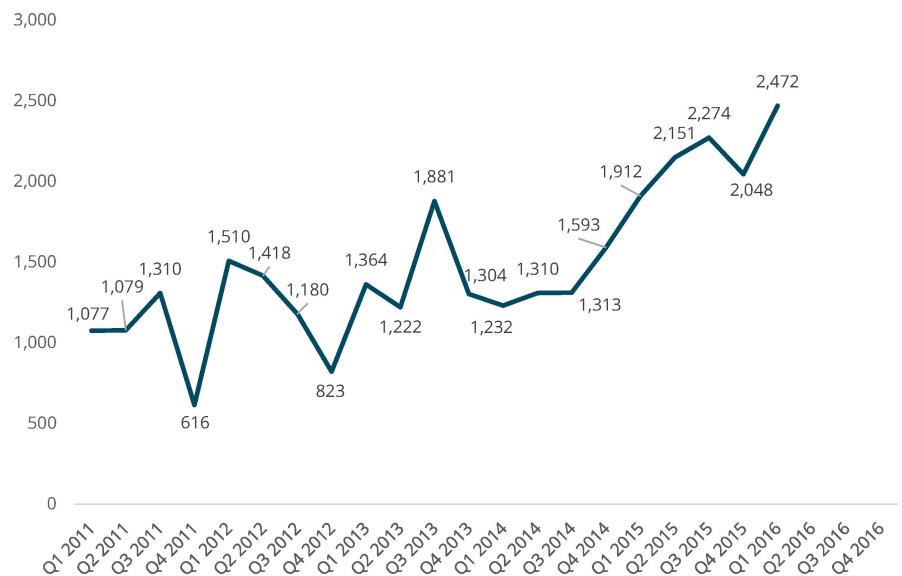
Executive Summary

Postings Over Time

Online job ads increased by 424 (20.7%) from 2,048 in Q4 2015 to 2,472 in Q1 2016. Except for a 10% drop in postings from Q3 2015 to Q4 2015, Livingston saw an increasing trend in postings over two years from Q1 2014 to Q1 2016. Employment in the county also steadily increased, highlighting the connection between online job ads and hiring.

Total Online Job Postings

2008 - March 2016



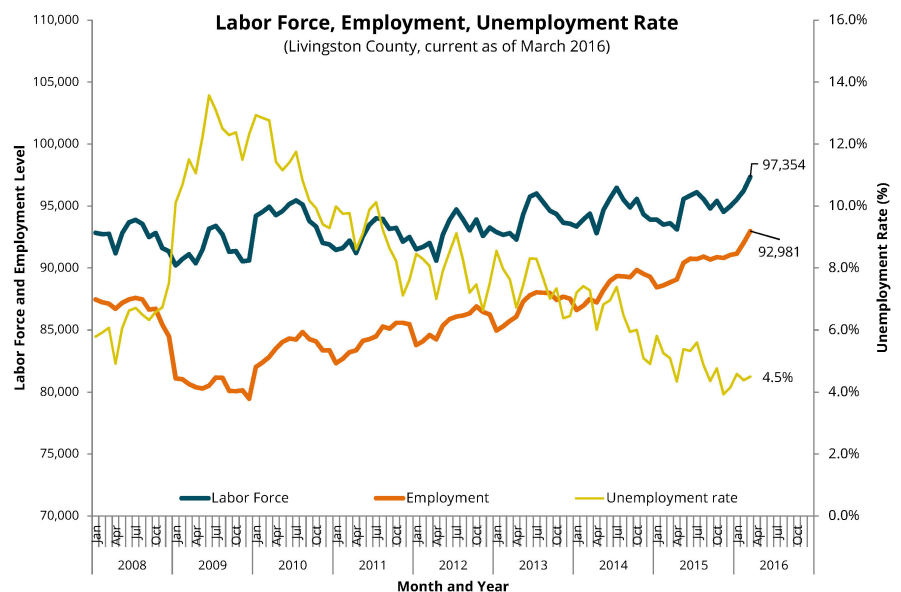
Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Labor Force, Employment, & Unemployment

Excluding a dip in 2011, the labor force has risen slightly and is currently higher than 2010 levels. In particular, the labor force increased by 1,629 (1.7%) from 94,747 in Q1 2015 and by 1,399 from 94,978 in Q4 2015 to 96,376 in Q1 2016. Further, employment in Livingston continues to grow at a slow yet steady pace. Specifically, employment grew by 1,953 (2.2%) from 90,101 in Q1 2015 and by 1,141 (1.3%) from 90,913 in Q1 2015 to 92,054 in Q1 2016. Unemployment has generally been decreasing for the past several years and decreased by 324 (7%) from 4,647 in Q1 2015 to 4,323 in Q1 2016, in particular. However, there was a 6.3% increase from 4,065 in Q4 2015 to 4,323 in Q1 2016.

Labor Force, Employment, Unemployment Rate

2008 - March 2016



Data: BLS
Analysis: Workforce Intelligence Network



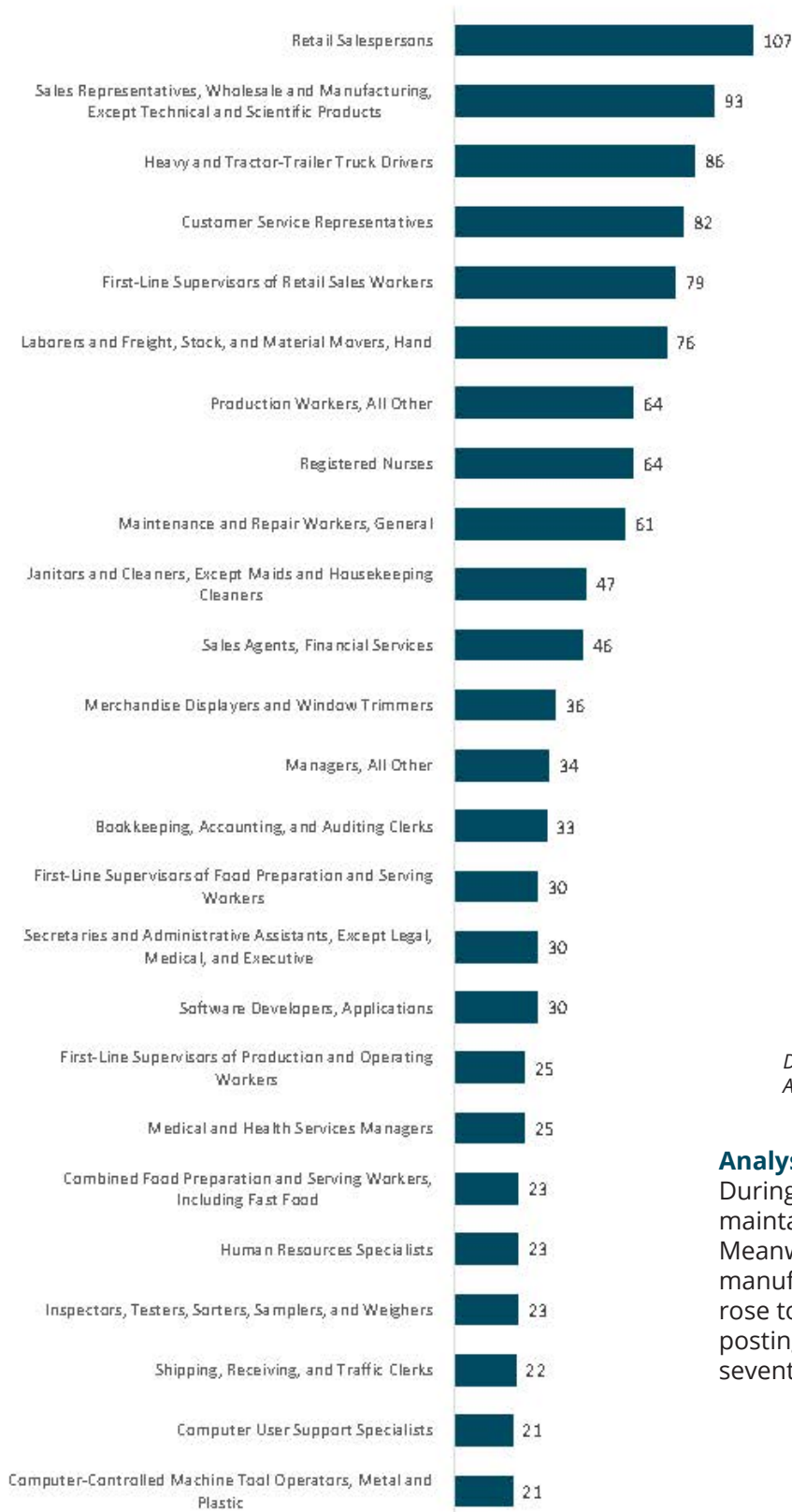
2,472 total job postings

≈2%

≈2% increase in the
labor force since 2015

Top Jobs In Demand

Quarter 1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

During Q1 2016, retail salespersons maintained the top posting position. Meanwhile, wholesale and manufacturing sales representatives rose to have the second-most postings in Q1 2016 from the seventh-most in Q4 2015.



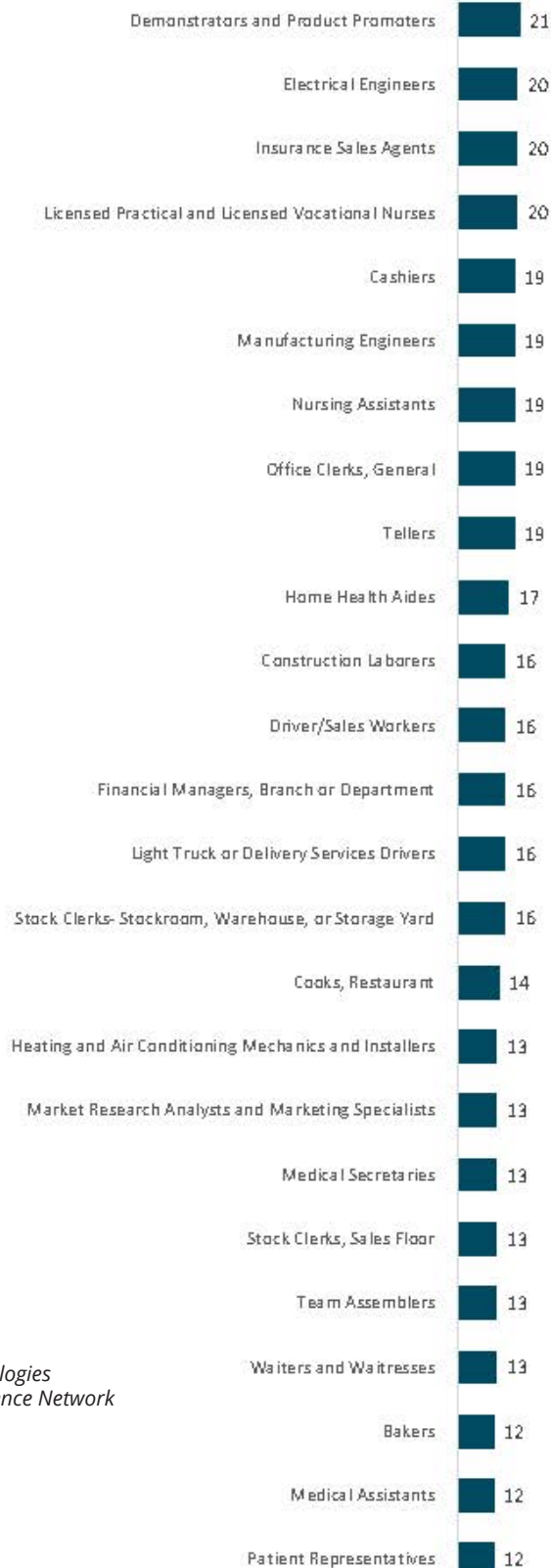
21% increase in employer demand from Q4 2015



Retail salespersons most in-demand

Top Jobs In Demand

Quarter 1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Introduction

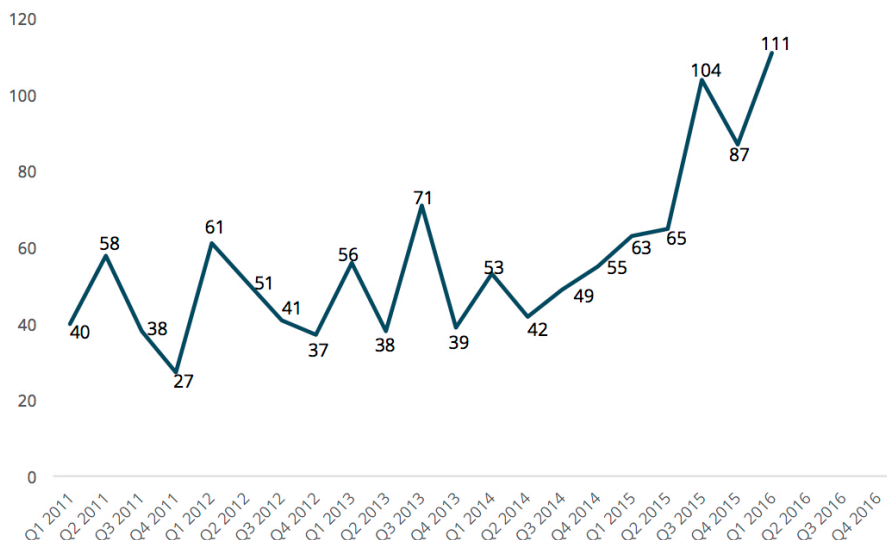
Business & Finance

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.

Postings Over Time

Online job postings for Business and Finance occupations were up 28% to 111 during Q1 2016, compared to the 87 postings in Q4 2015. This is also a 76% increase from Q1 2016 which reported having 63 postings within this occupation group.

Online Job Postings

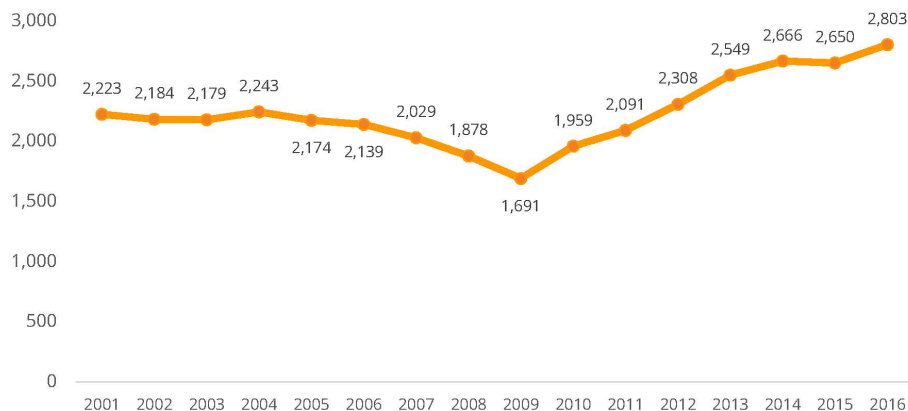


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time

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.

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

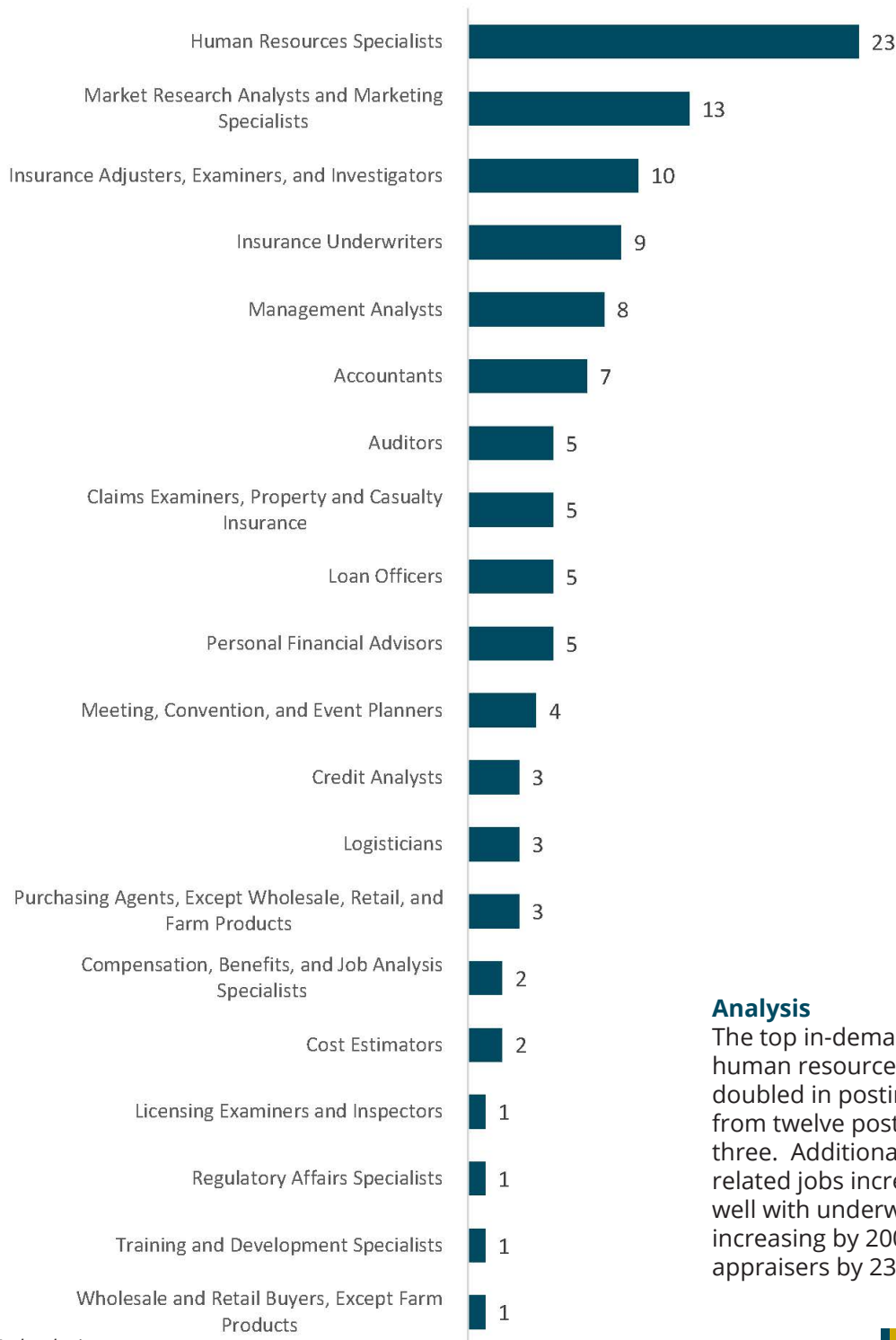


Postings increased by 76%
between Q4 2015 and Q1 2016



Most in-demand experience:
0-5 years

Business & Finance Top Jobs In Demand Quarter 1 2016



Analysis

The top in-demand occupation of human resource specialist nearly doubled in postings during Q1 2016, from twelve postings to twenty-three. Additionally, insurance related jobs increased in postings as well with underwriter postings increasing by 200% and insurance appraisers by 233%.



Most desired education:
Bachelor 's degree

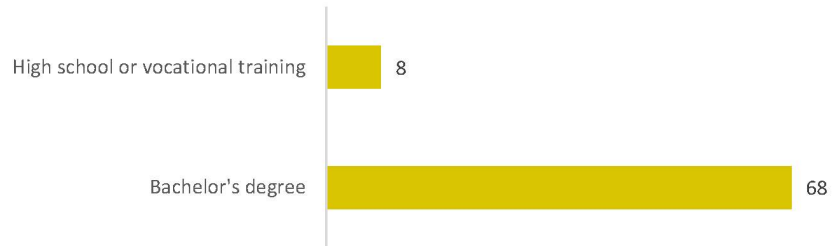
%

Areas of Study reflect
management and accounting

Business & Finance Educational Attainment & Experience Required

Of the 111 Business and Finance group job postings, 63 expressed a desired experience level during the Q1 2016 posting period. Sixty-three postings were available to workers with less than 5 years of experience, 15 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 (61% or 68 postings) expressed interest in candidates with a Bachelor's degree as a preferred or necessary qualification.

Minimum Educational Attainment Required Q1 2016

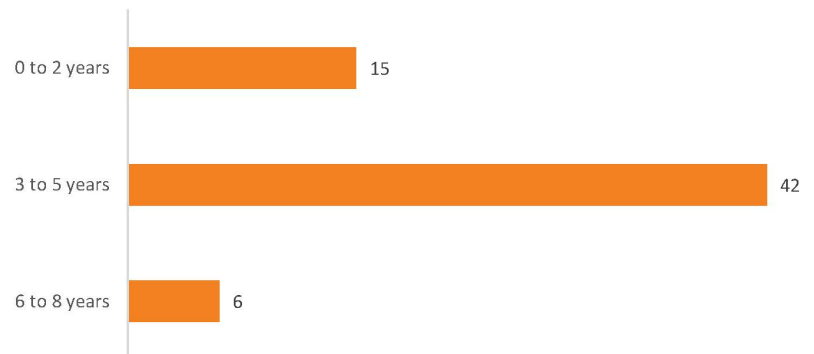


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q1 2016

- Business administration and management
- Accounting
- Finance, general
- Human resources development
- Communication

Experience Required Q1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Skills in-demand: management
and communication

%

Insurance Certifications
highly sought

Business & Finance in-Demand Skills Q1 2016

The occupations in the Business and Finance require group a variety of skills. Communication skills tend to represent the highest in-demand skills 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 data. Data entry, business analysis, and research skill show a spring of demand for analytics in the business environment. 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-motivated.

Technical in-Demand Skills

- Customer Service/ Communication Skills
- Insurance Knowledge/ Underwriting/ Claims
- Project Management/ Risk Management/ Conflict Management
- Data Entry/ Business Analysis
- Business Process/ Business Planning

Foundational In-Demand Skills

- Communication/ Building Relationships/ Team Work
- Computer Skills/ Microsoft Office
- Organizational Skills/ Project Management/ Time Management
- Problem Solving/ Research
- Leadership/ Self-Motivation

Job Type

- Temporary: 1%
- Full-time: 64%
- Part-time: 1%
- Not Listed: 34%

Certifications In-Demand

- Adjuster certification
- Professional in human resources
- Certified public accountant (CPA)
- Series 7
- Certified playground safety inspector



Average advertised salary:
\$57,789



Majority of postings for
full-time employment

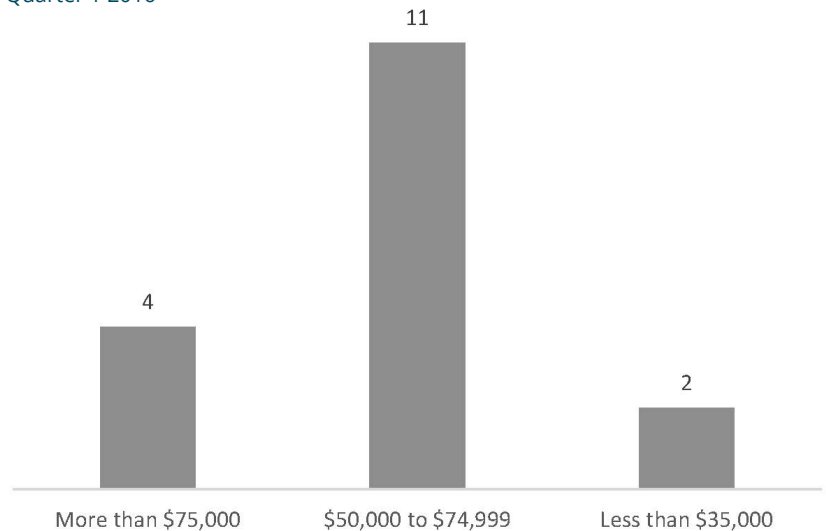
Business & Finance

Wages

It is important to note that 85% of the postings within the Business and Finance group did not include salary information within. Of the 17 postings that did include salary information, 65% were listed to compensate workers between \$50,000 to \$75,000 a year. The mean salary for these Business and Finance postings during Q1 2016 was \$57,789. This is 70% higher than state's median earnings for all workers, \$34,000.

Advertised Salaries

Quarter 1 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
13-1161	Market Research Analysts and Marketing Specialists	\$14.04	\$17.99	\$23.01	\$32.36	\$41.50
13-1031	Insurance Adjusters, Examiners, and Investigators	\$14.00	\$17.96	\$22.48	\$31.82	\$38.81
13-2053	Insurance Underwriters	\$18.14	\$22.26	\$26.34	\$32.54	\$49.42
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
13-2011	Auditors	\$17.70	\$21.40	\$28.45	\$36.97	\$49.11
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
13-2052	Personal Financial Advisors	\$17.86	\$22.61	\$29.47	\$47.34	\$83.26

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Introduction

Customer Service

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.

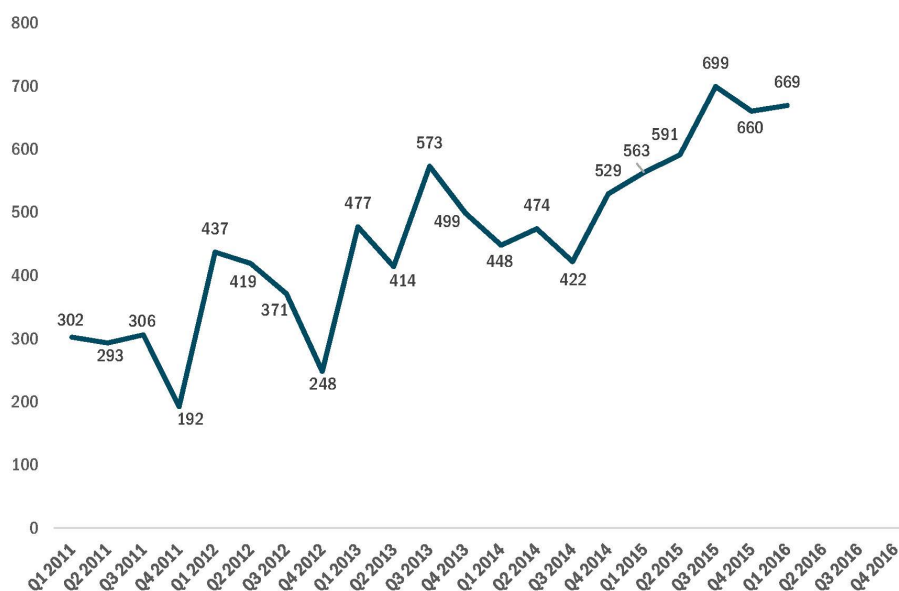
Postings Over Time

From Q3 2015 to Q1 2016, the number of online job postings for occupations related to Customer Service had a marginally decreasing trend. In particular, there was a 0.4% decrease in the number from Q4 2015 to Q1 2016. However, compared to Q1 2015, the number of postings was 22% higher in Q1 2016.

Employment Over Time

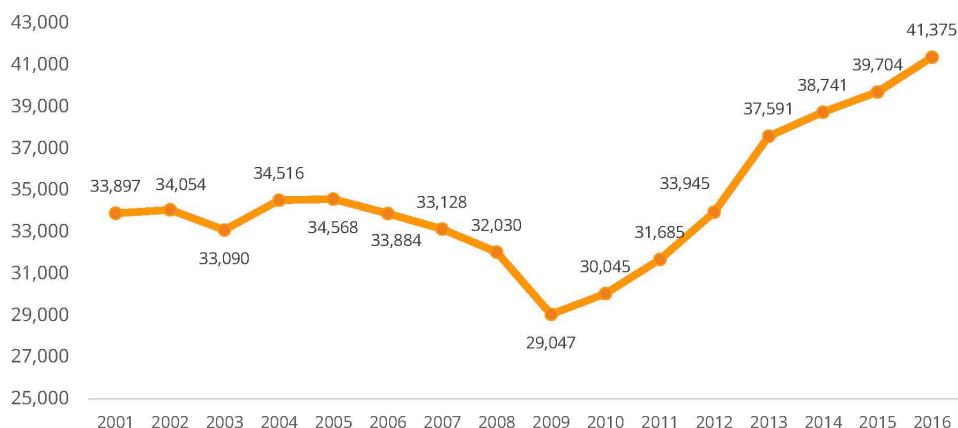
2016 marked the seventh consecutive year of employment growth for Customer Service related jobs in Livingston. In 2009, fewer than 30,000 workers were employed in this industry. Yet, employment reached over 40,000 in 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

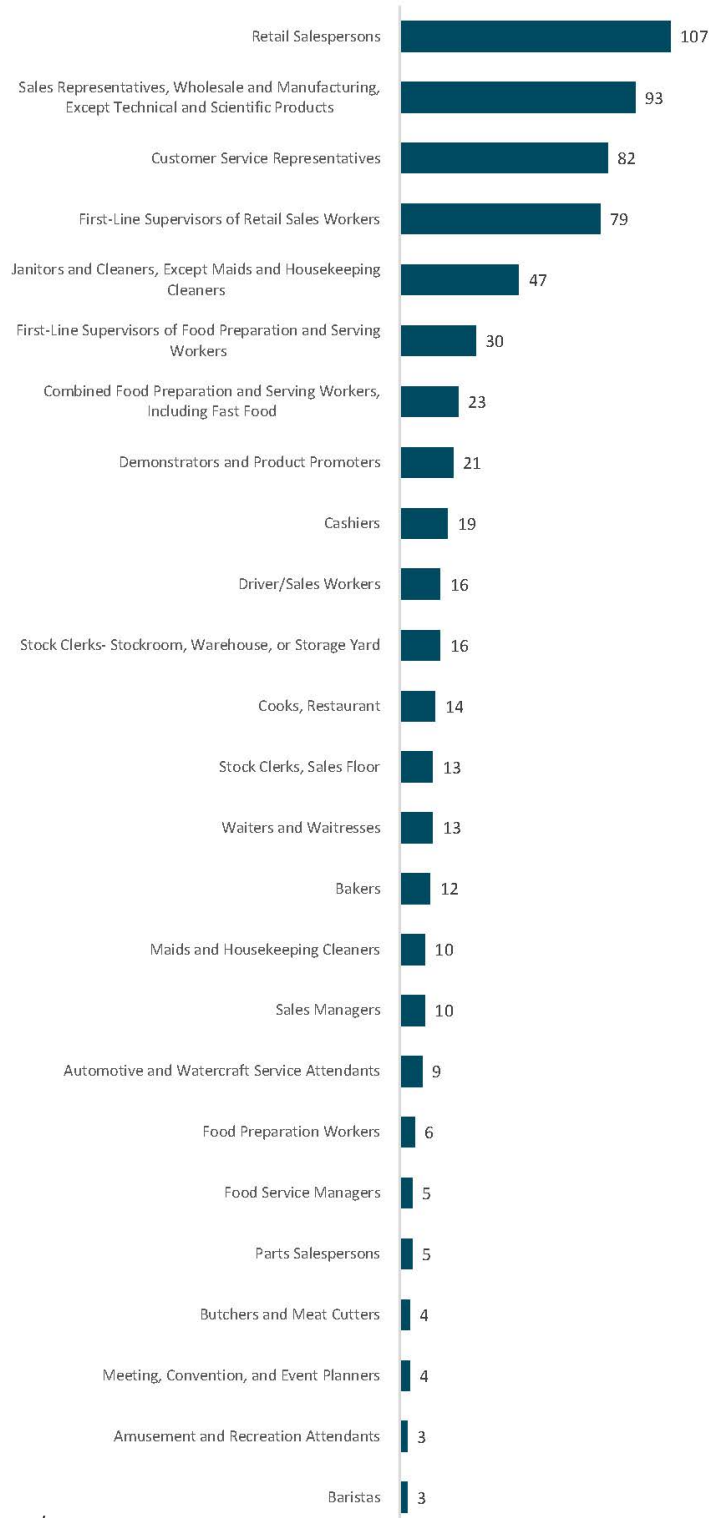


669 total postings



22% growth in postings
from Q4 2015

Customer Service Top Jobs Quarter 1 2016





Entry-level jobs available

%

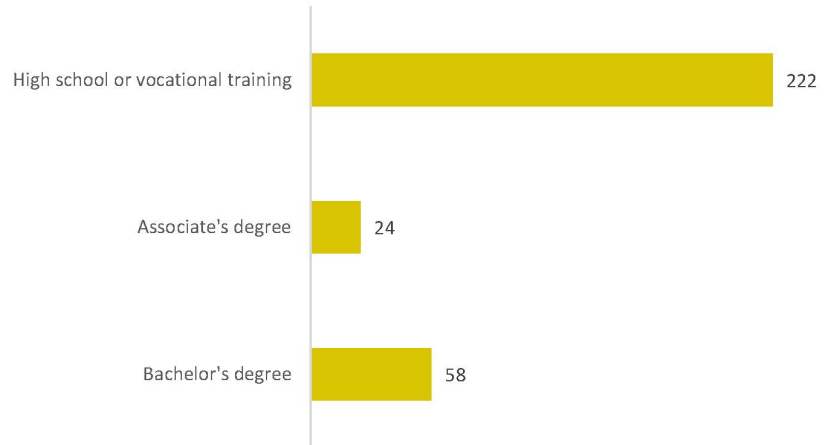
Vocational training preferred

Customer Service Educational Attainment & Experience Required

Of the 204 Customer Service group job postings that specified a desired experience level during Q1 2016, 76% 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.

Of the 304 postings that specified a minimum education requirement in Q1 2016, 73% required only a high school diploma or vocational training.

Minimum Educational Attainment Required Q1 2016

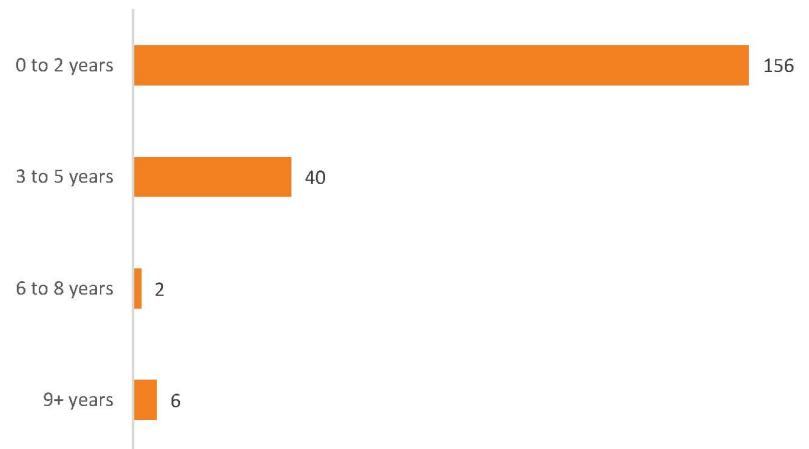


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q1 2016

- Business administration and management, general
- Marketing/marketing management, general
- Engineering, general
- Psychology, general
- Social work

Experience Required Q1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Communication skills
in-demand

%

Alcohol server certification
in-demand

Customer Service in-Demand Skills Q1 2016

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. Management skills, such as scheduling 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/Merchandising/Product Sales
- Customer Service/Building Relationships/Customer Contact/Listening
- Supervisory Skills/Store Management/Scheduling/Budgeting
- Cleaning
- Description and Demonstration of Products/Labeling/Brand Awareness Generation

Foundational In-Demand Skills

- Customer Service/Listening
- Communication Skills/Team Work-Collaboration/Building Effective Relationships
- Physical Demand
- Organizational Skills/Detail-Oriented/Supervisory Skills/Planning
- Writing/English

Job Type

- Temporary: 6.1%
- Full-time: 29.3%
- Part-time: 18.7%

Certifications In-Demand

- Alcohol server certification
- Automotive service excellence (ASE) certification
- CDL class a
- CDL class b
- Property and casualty license



< \$35,000 typical annual salary

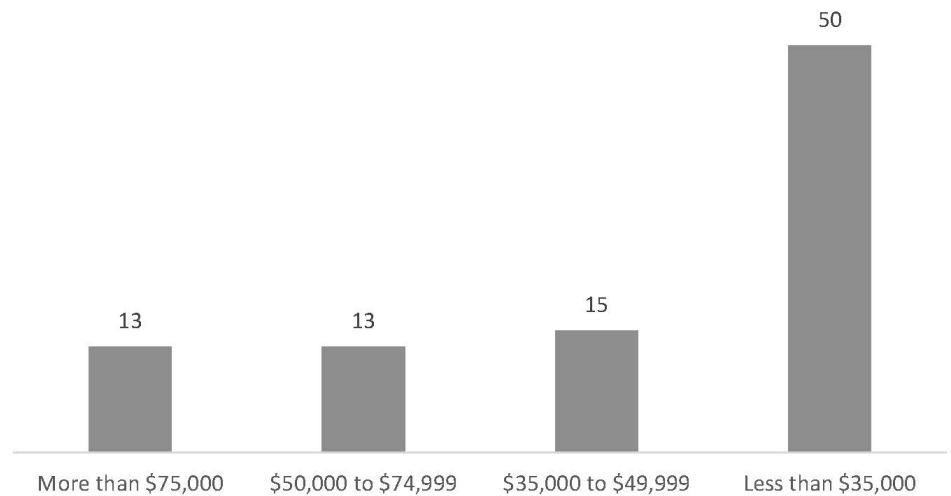


Over 10,000 additional workers since 2009

Customer Service Wages

Of the 91 postings with salary information, 55% indicated the salary to be less than \$35,000 per year. Most occupations in this group offer wages below \$35,000 other than sales representatives, wholesale and manufacturing, except technical and scientific products and first-line supervisors of retail sales workers, which tend to have higher wages as they require more experience and training.

Advertised Salaries Quarter 1 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
41-4012	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
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.36	\$14.05	\$17.93	\$23.18	\$29.04
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$8.20	\$8.91	\$10.73	\$13.86	\$17.36
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$8.15	\$9.63	\$12.89	\$17.77	\$22.35
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.15	\$8.49	\$9.06	\$9.65	\$11.76
41-9011	Demonstrators and Product Promoters	\$8.68	\$9.05	\$9.68	\$10.30	\$10.67
41-2011	Cashiers	\$8.15	\$8.68	\$9.61	\$11.65	\$15.41
53-3031	Driver/Sales Workers	\$8.15	\$9.35	\$12.28	\$17.00	\$25.31

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Introduction

Health Care

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.

Postings Over Time

While the number of online job postings for Health Care related occupations was on an increasing trend in 2014, the number showed a slight decrease from Q2 2015 to Q1 2016. Compared to Q4 2015, in particular, the number of postings in Q1 2016 decreased by 6.3%.

Employment Over Time

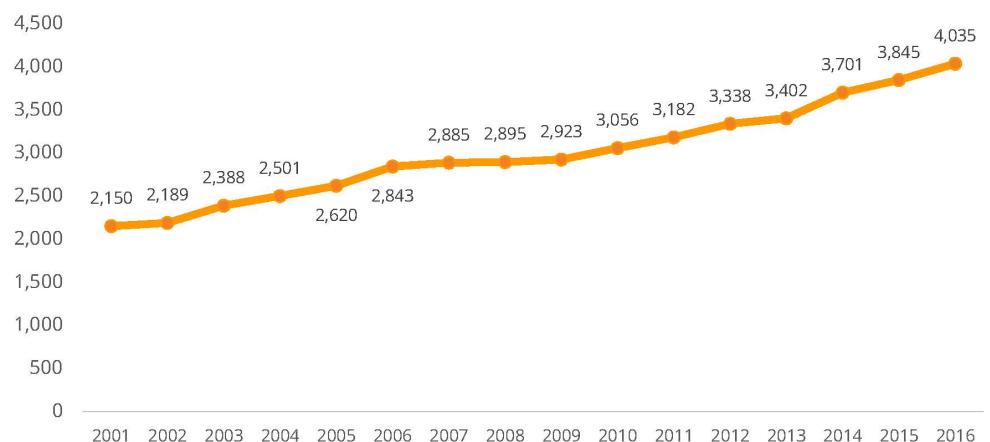
Health Care related jobs in Livingston showed consistent employment growth from 2001 to 2016. In 2001, 2,150 workers were employed in Health Care related jobs. Yet, in 2016, the number of workers employed in this industry nearly doubled, reaching over 4,000.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network



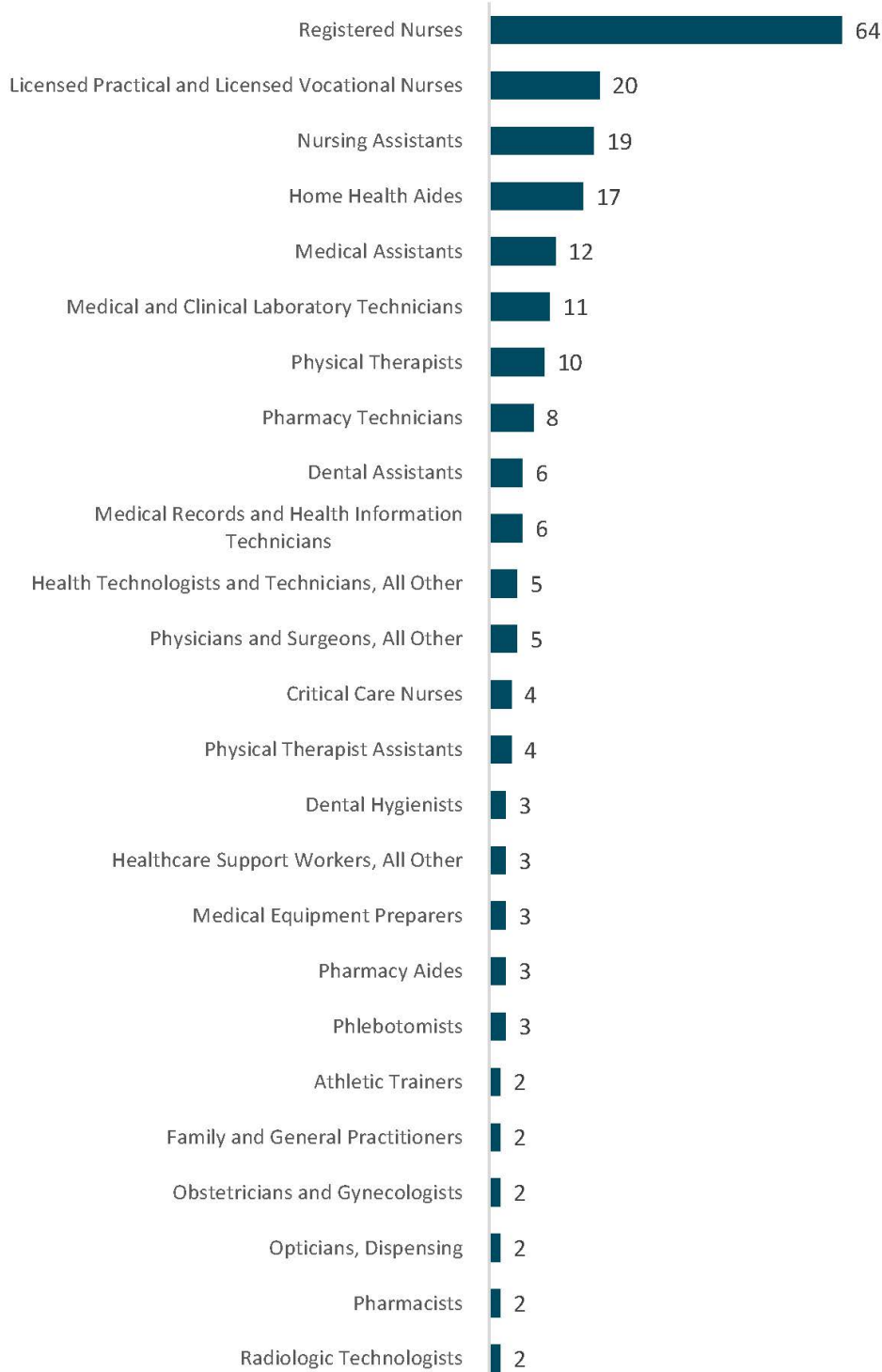
238 total postings



6.3% decline in postings from
Q4 2015

Health Care Top Jobs

Quarter 1 2016





Entry-level jobs available

%

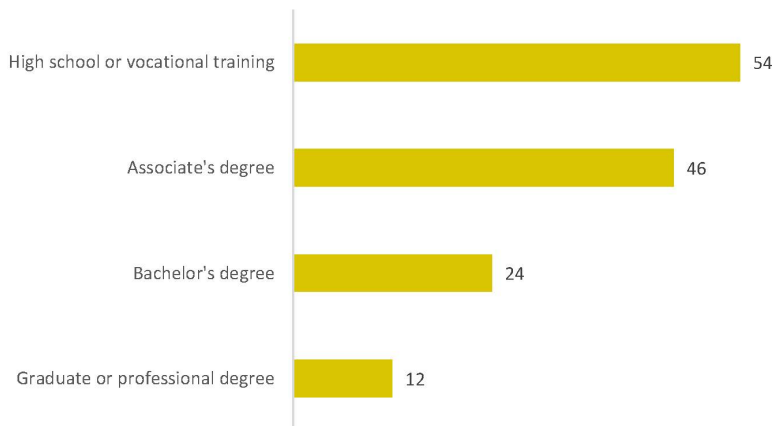
Vocational training preferred

Health Care Educational Attainment & Experience Required

Of the 93 Health Care group job postings that specified a desired experience level in Q1 2016, 76% 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.

Of the 136 Health Care group job postings that specified a desired degree level, 40% and 34% required a high school diploma or vocational training and an associate's degree, respectively.

Minimum Educational Attainment Required Q1 2016

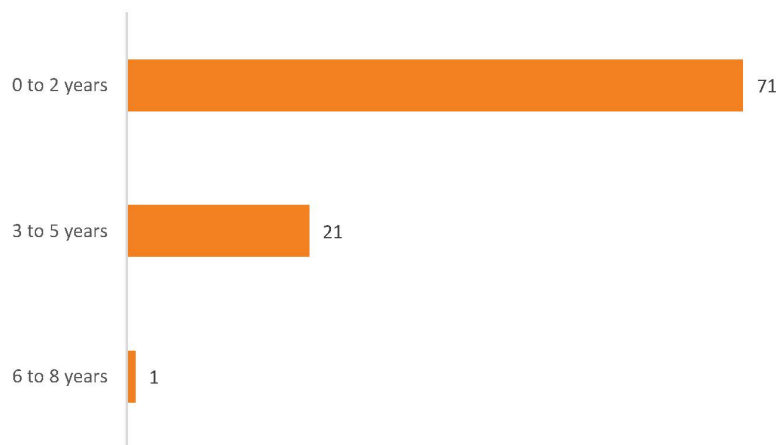


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q1 2016

- Nursing science
- Physical therapy/therapist
- Business administration and management, general
- Social work
- Chemistry

Experience Required Q1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Team Work-Collaboration skills in-demand

%

Full-time jobs available

Health Care in-Demand Skills Q1 2016

Postings in the Health Care group required a wide range of skills. The skills specific to this industry were Patient Care/Treatment, CPR, and Home Health. Some other skills generally applicable other fields were Communication Skills, Organizational Skills, and Planning.

Technical in-Demand Skills

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

Foundational In-Demand Skills

- Communication Skills/Team Work-Collaboration/Building Effective Relationships/English/Listening
- Organizational Skills/Detail-Oriented
- Planning/Prioritizing Tasks
- Quality Assurance and Control
- Problem Solving/Critical Thinking

Job Type

- Temporary: 1.3%
- Full-time: 47.5%
- Part-time: 15.1%

Certifications In-Demand

- Registered nurse
- First aid CPR AED
- Certified nursing assistant
- Home health aide
- Certified medical assistant



Registered nurse certifications in-demand

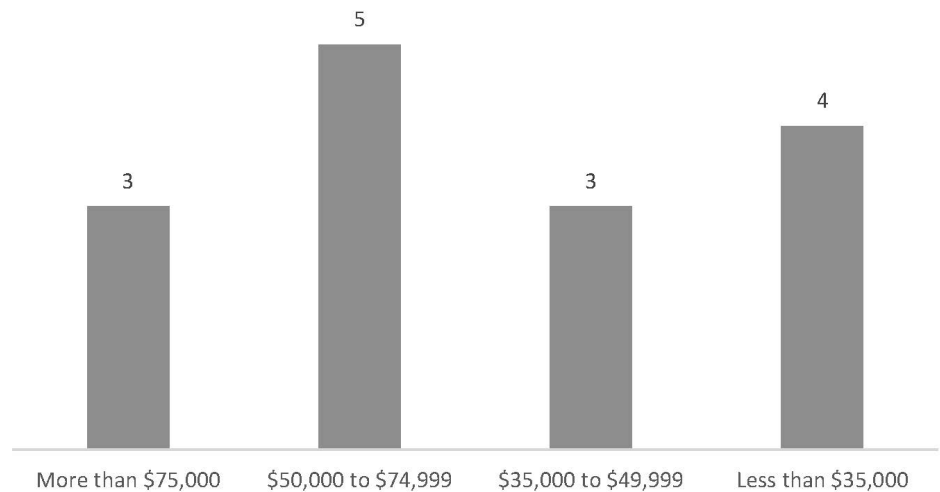


Consistent employment growth since 2001

Health Care Wages

Advertised salaries were evenly distributed among the wage brackets shown in the graphic on the right in Q1 2016. However, since this was based on only 6% of the entire sample, the data might not represent the salaries of all available positions in the Health Care group in Livingston. Instead, the table of data from BLS sheds more light on typical salaries for workers in Health Care positions.

Advertised Salaries Quarter 1 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
29-2061	Licensed Practical and Licensed Vocational Nurses	\$15.40	\$18.13	\$21.23	\$24.44	\$26.49
31-1014	Nursing Assistants	\$9.27	\$10.77	\$12.69	\$14.77	\$16.52
31-1011	Home Health Aides	\$8.15	\$8.79	\$9.84	\$11.05	\$13.02
31-9092	Medical Assistants	\$9.57	\$11.02	\$12.50	\$14.60	\$16.28
29-2012	Medical and Clinical Laboratory Technicians	\$10.61	\$12.13	\$14.64	\$18.86	\$24.61
29-1123	Physical Therapists	\$25.98	\$32.15	\$39.11	\$49.80	\$71.61
29-2052	Pharmacy Technicians	\$9.00	\$10.68	\$13.23	\$15.92	\$17.87
31-9091	Dental Assistants	\$11.06	\$12.88	\$15.28	\$17.25	\$19.58
29-2071	Medical Records and Health Information Technicians	\$9.64	\$11.67	\$15.07	\$18.64	\$21.33

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Information Technology (IT)

Introduction

Information Technology (IT)

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.

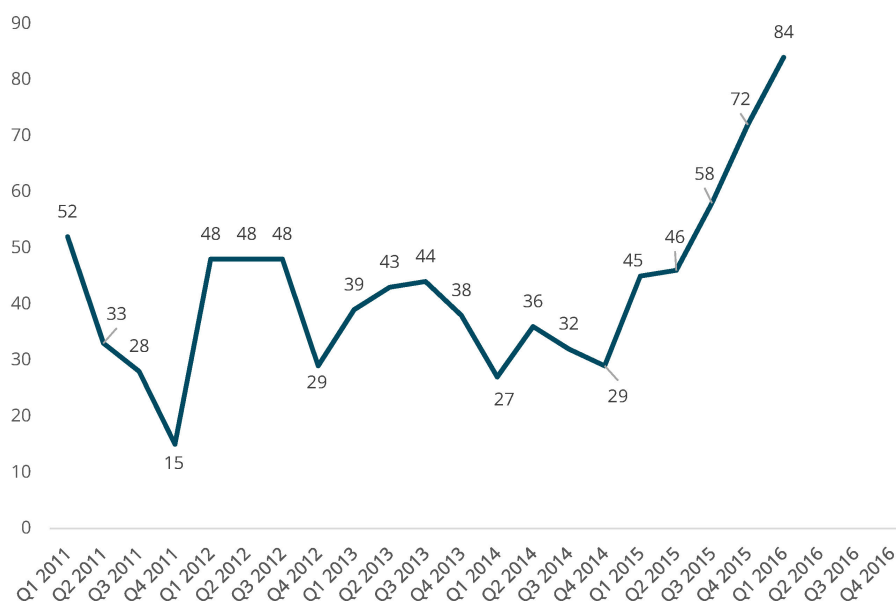
Postings Over Time

The total number of online job postings for occupations related to Information Technology (IT) showed an increasing trend, overall, increasing from 72 postings in Q4 2015 to 84 postings in Q1 2016, showing 17% growth. The total number of postings in Q1 2016 was 87% higher than that in Q1 2015.

Employment Over Time

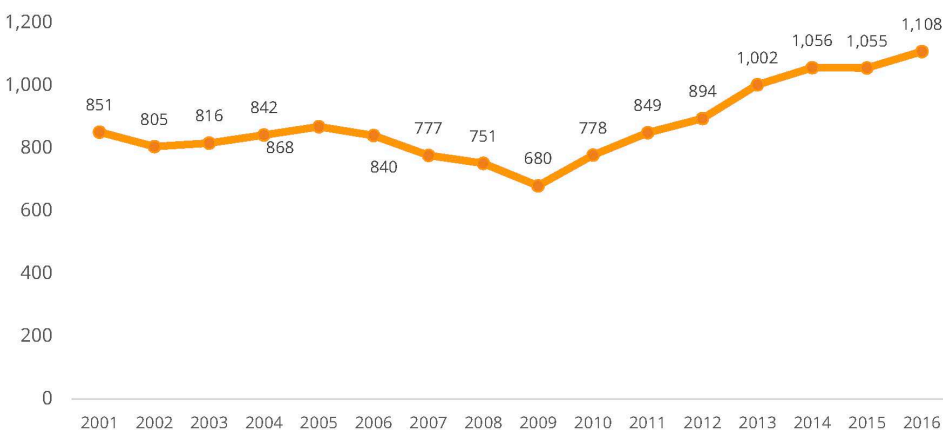
2016 marked the seventh consecutive year of employment growth for IT related jobs in Livingston. In 2009, only 680 workers were employed in the IT industry. The number of workers employed nearly doubled by 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network



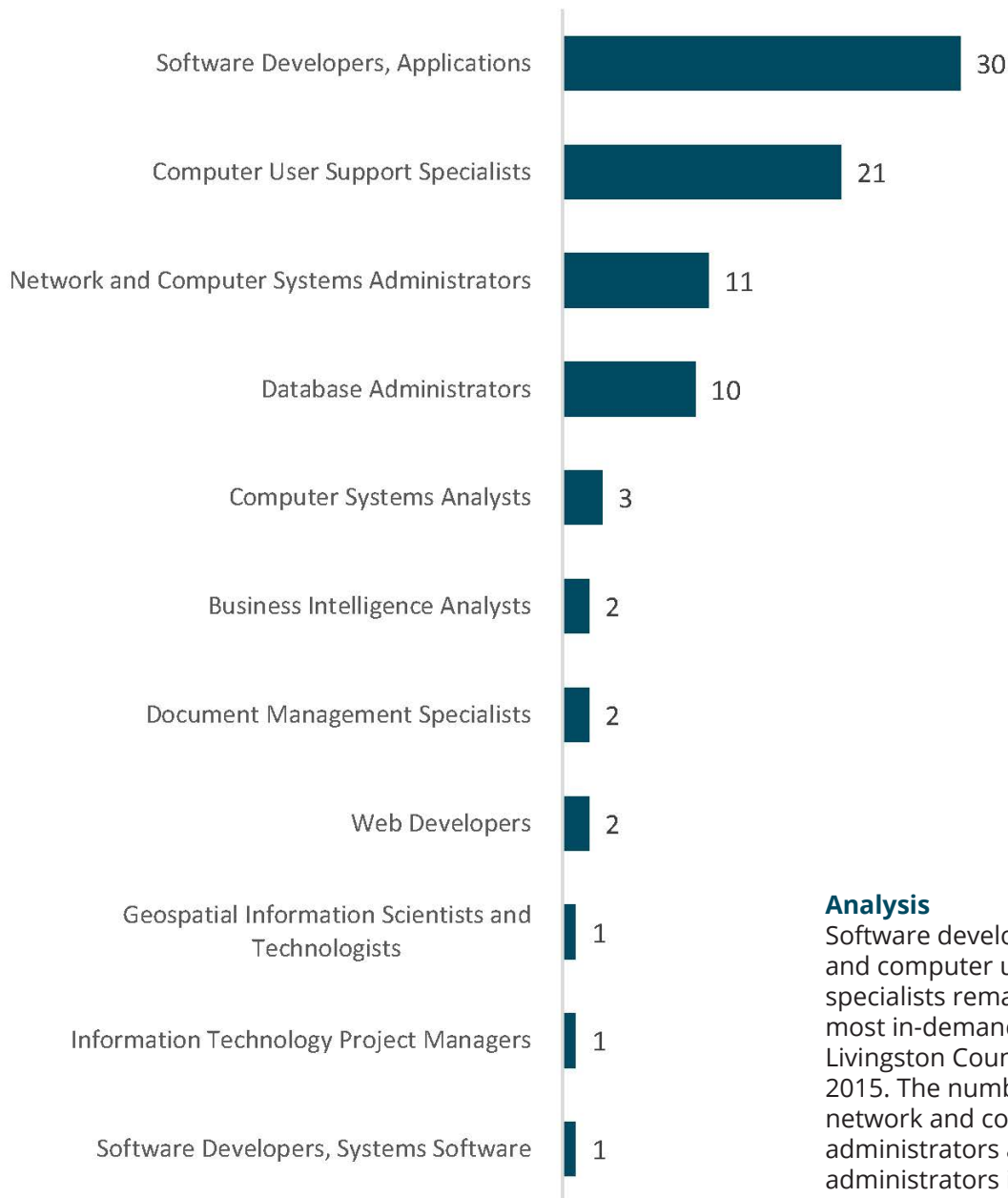
87% growth in postings from
Q1 2015



Number of workers doubled
since 2009

Information Technology (IT) Top Jobs

Quarter 1 2016



Analysis

Software developers, applications and computer user support specialists remained the top two most in-demand IT occupations in Livingston County, just as in Q4 2015. The number of postings for network and computer systems administrators as well as database administrators increased by 267% and 233%, respectively, compared to Q4 2015. Although computer programmer ranked fourth in Q4 2015, they no longer appeared in Top Jobs during Q1 2016.

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



3-5 years, most in-demand experience

%

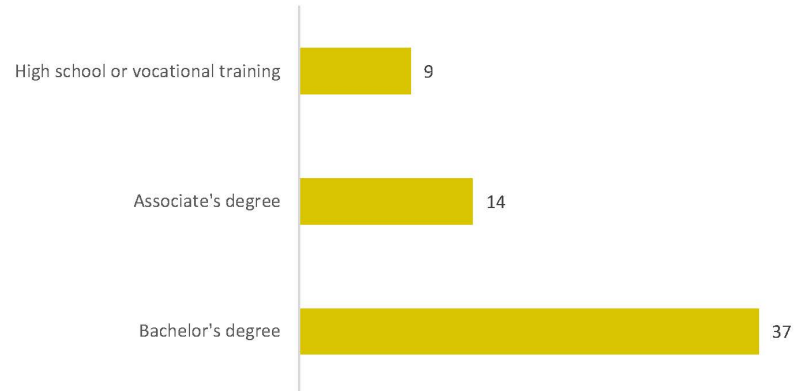
Bachelor's degree preferred

Information Technology (IT) Educational Attainment & Experience Required

The majority of the 48 IT group job postings that specified a desired experience level in Q1 2016 preferred three to five years of experience.

Among the 60 IT group job postings that specified a desired degree level in Q1 2016, 62% required a Bachelor's degree.

Minimum Educational Attainment Required Q1 2016

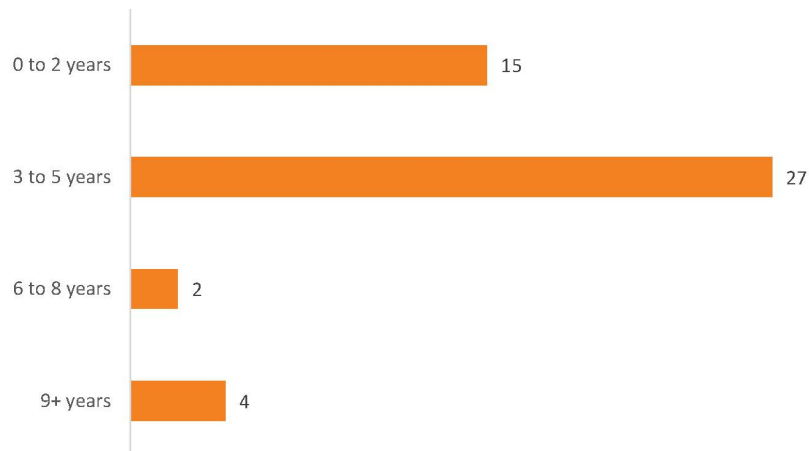


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q1 2016

- Computer science
- Engineering, general
- Business administration and management, general
- Information technology
- Electrical and electronic engineering technologies/technicians, other

Experience Required Q1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Various technical skills
in-demand

%

MCP in-demand

Information Technology (IT) in-Demand Skills Q1 2016

Postings in the IT group required a wide array of high-level technical skills. Traditional skills like Technical Support and Project Management were present in this industry. Computer Skills including JavaScript/Java were recorded to be one of the most common technical skills. The postings also listed some nontechnical skills such as building relationships and decision-making.

Technical in-Demand Skills

- Technical Support/Customer Service
- JavaScript/Java
- Project Management
- Sales
- Building Relationships/Staff Management/Performance Appraisals

Foundational In-Demand Skills

- Communication Skills/Team Work-Collaboration/Building Effective Relationships
- Problem Solving/Decision Making/Troubleshooting/Preventative Maintenance
- Microsoft Office
- Project Management/Detail-Oriented/Planning/Supervisory Skills
- Computer Skills/Microsoft Windows

Job Type

- Temporary: 2.4%
- Full-time: 48.8%
- Part-time: 4.8%

Certifications In-Demand

- Microsoft certified professional (MCP)



> \$50,000 typical annual salary

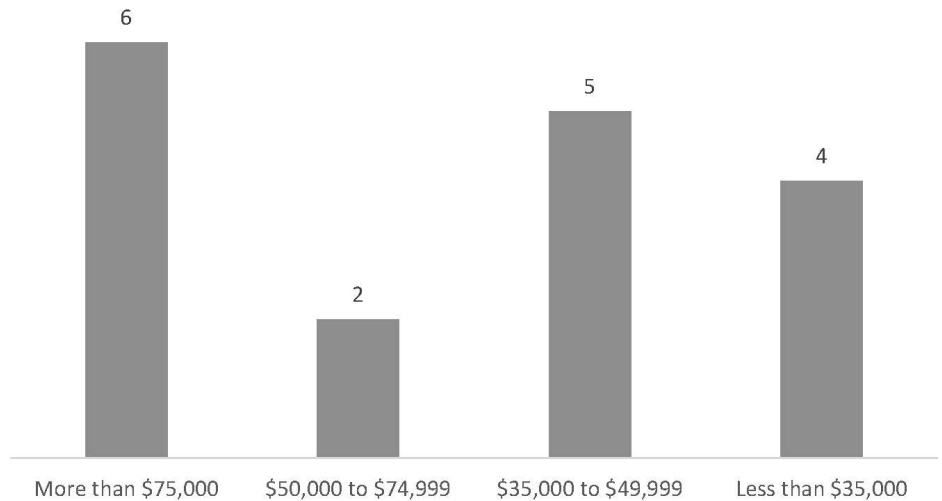


Full-time jobs available

Information Technology (IT) (IT) Wages

About half of the advertised salaries in Q1 2016 were more than \$50,000 per year. This is based on 20% of the IT group job postings, and might not represent the salaries of all workers in the IT industry in Livingston. From the table with BLS data, 9 out of the 10 occupations had the approximated median salaries greater than \$50,000 per year.

Advertised Salaries Quarter 1 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
15-1151	Computer User Support Specialists	\$11.58	\$15.25	\$20.11	\$27.40	\$34.93
15-1142	Network and Computer Systems Administrators	\$19.98	\$25.05	\$32.01	\$39.22	\$46.49
15-1141	Database Administrators	\$19.88	\$26.22	\$35.69	\$45.08	\$54.18
15-1121	Computer Systems Analysts	\$19.30	\$26.50	\$34.17	\$43.22	\$52.11
15-1199	Business Intelligence Analysts	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98
15-1199	Document Management Specialists	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98
15-1134	Web Developers	\$18.18	\$21.49	\$27.08	\$34.69	\$42.99
15-1199	Geospatial Information Scientists and Technologists	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98
15-1199	Information Technology Project Managers	\$22.33	\$28.80	\$35.40	\$43.87	\$51.98

Data: EMSI, BLS
Analysis: Workforce Intelligence Network



Skilled Trades & Technicians (Manufacturing Focused)

Introduction

Skilled Trades & Technicians

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.

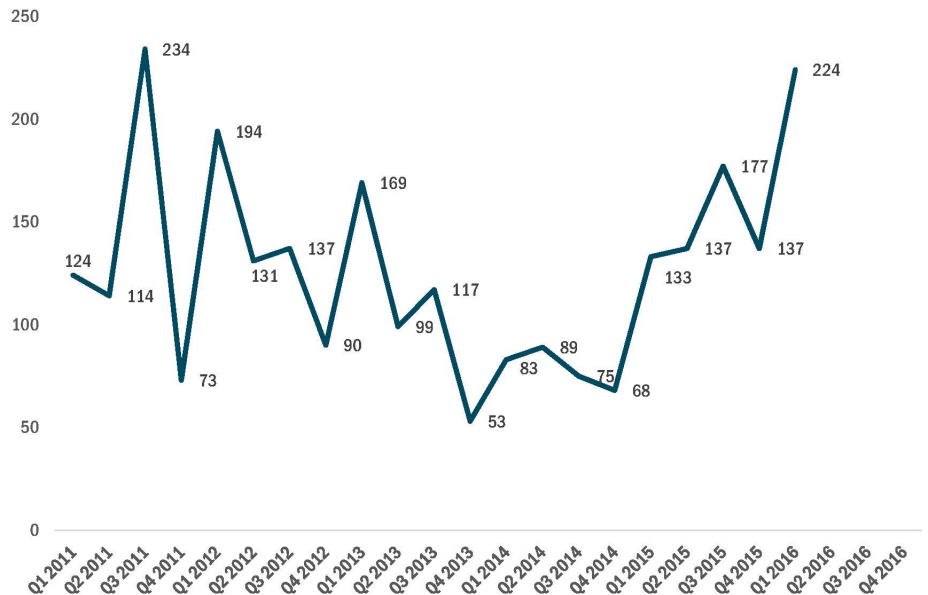
Postings Over Time

Online job postings for occupations related to Skilled Trades were up 64% to 224 during Q1 2016, compared to 137 during Q4 2015. This was also a 68% increase from Q1 2015 which reported having 133 postings within this occupational group.

Employment Over Time

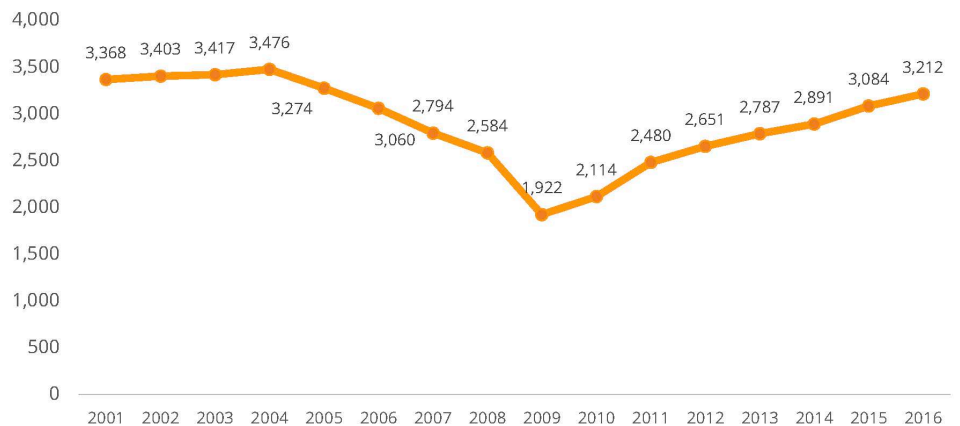
2016 shows a continuing rebound from the 2009 recession for workers within the Skilled Trade occupation group. In 2009, employment in the Skilled Trades was reported to be 1,922 workers, since then, employment has increased to 3,212 workers in 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

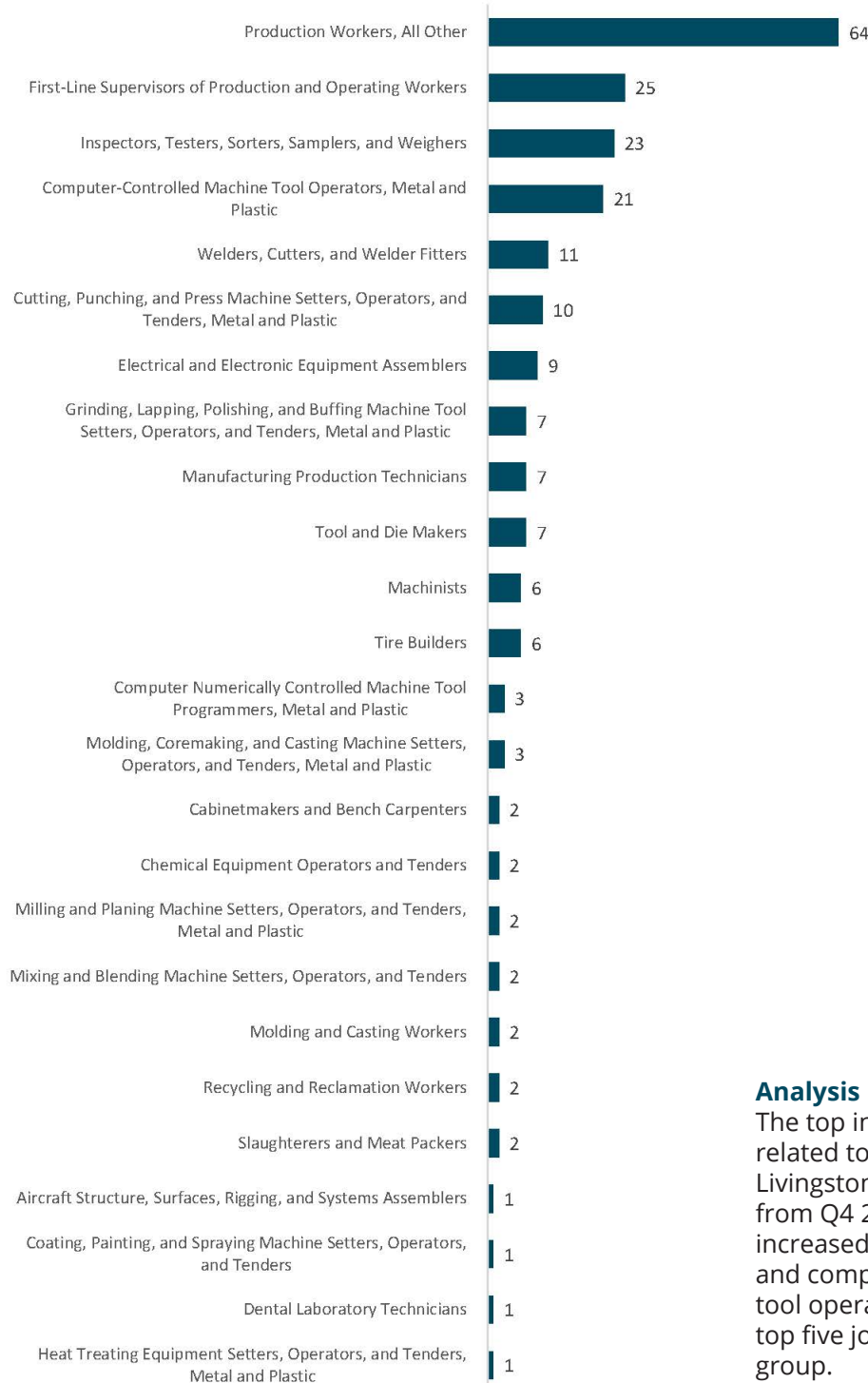


Job postings increased by 68%



Majority of jobs were Full Time

Skilled Trades & Technicians Top Jobs Quarter 1 2016



Analysis

The top in-demand occupations related to Skilled Trades within the Livingston area did not change much from Q4 2015. Postings have increased for each of the top jobs and computer-controlled machine tool operators have moved up to the top five jobs within this occupation group.



Education desired: High-school/ Vocational Training

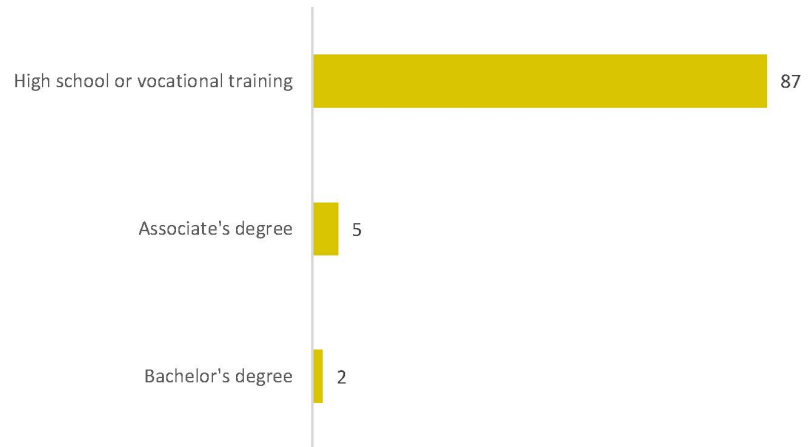
%

Most desired experience: 0-2 Years of Experience

Skilled Trades & Technicians Educational Attainment & Experience Required

Of the 224 postings for Skilled Trades group occupations, 38% (85 postings) expressed a desired experience level, all of which were less than 5 years of experience. Fifty-five 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 87 online ads advertising these levels of educational attainment as a preferred or necessary qualification.

Minimum Educational Attainment Required Q1 2016

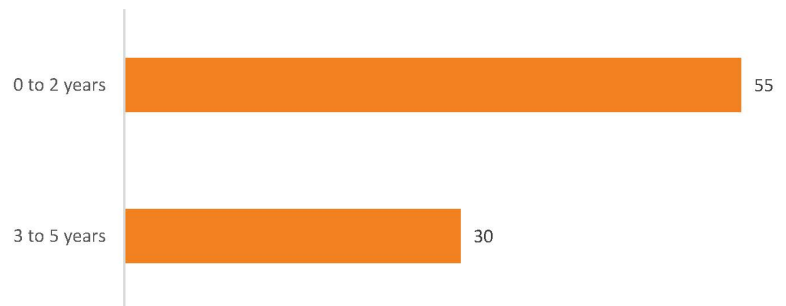


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q1 2016

- Information not provided in online job postings.

Experience Required Q1 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Skills desired: mechanical,
management, communication

%

Certification in operating
vehicles in-demand

Skilled Trades & Technicians in-Demand Skills Q1 2016

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 customer service, production management, purchasing, staff, shipping and receiving, 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
- Mathematics
- Customer Service/ Manufacturing Process
- Supervisory Skills/ Production Management/ Purchasing

Foundational In-Demand Skills

- Communication/ Team Work-Collaboration/Time Management
- Physical Demand
- Troubleshooting/ Problem Solving/ Detail-Oriented/ Work Area Maintenance
- Organizational Skills/ Supervisory Skills/ Time Management
- Computer Skills/ Microsoft Office

Job Type

- Temporary: 8%
- Full-time: 41%
- Part-time: <1%
- Not Reported: 50%

Certifications in-Demand

- Forklift Operator Certification
- Commercial Driver's License



Average advertised salary:
\$32,204



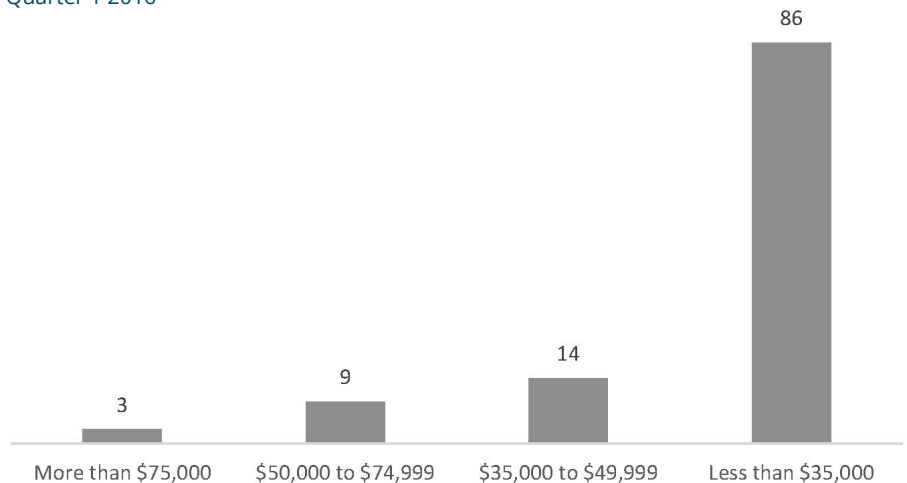
Very few jobs reported desired
certification

Skilled Trades & Technicians Wages

The majority of advertised salaries in the Skilled Trades group in Q1 2016 were below \$35,000 a year. The average advertised salary for this occupation group in Livingston during Q1 2016 was \$32,204. This is 5% lower than the state's median earnings for all workers, \$34,000.

Advertised Salaries

Quarter 1 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
51-1011	First-Line Supervisors of Production and Operating Workers	\$15.71	\$20.11	\$27.37	\$35.62	\$43.56
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$8.73	\$10.27	\$13.84	\$20.43	\$25.46
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$10.05	\$12.45	\$18.25	\$20.85	\$24.92
51-4121	Welders, Cutters, and Welder Fitters	\$10.84	\$13.17	\$15.62	\$19.23	\$24.60
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$8.97	\$10.51	\$13.27	\$17.06	\$23.42
51-2022	Electrical and Electronic Equipment Assemblers	\$8.15	\$9.15	\$11.29	\$16.30	\$21.20
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$9.10	\$11.38	\$14.61	\$18.04	\$20.78
17-3029	Manufacturing Production Technicians	\$14.65	\$19.99	\$27.51	\$33.07	\$42.70
51-4111	Tool and Die Makers	\$14.16	\$17.83	\$22.68	\$29.08	\$31.99

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	Change from 2015	Percent Change from 2015
Labor Force	94,112	92,626	92,819	94,023	94,619	94,747	96,376	1,629	1.7%
Employment	83,600	84,286	85,510	86,985	88,505	90,101	92,054	1,953	2.2%
Unemployment	10,512	8,340	7,309	7,038	6,114	4,647	4,323	-324	-7.0%
Unemployment Rate	11.2%	9.0%	7.9%	7.5%	6.5%	4.9%	4.5%	-0.4%	na

**Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

Quarterly Labor Market Data

	1st Quarter 2015	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	Change from 4th Quarter 2015	Percent Change from 4th Quarter 2015
Labor Force	93,676	94,842	95,493	94,978	96,376	1,399	1.5%
Employment	88,631	90,082	90,776	90,913	92,054	1,141	1.3%
Unemployment	5,045	4,760	4,716	4,065	4,323	258	6.3%
Unemployment Rate	5.4%	5.0%	4.9%	4.3%	4.5%	0.2%	na

**Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics








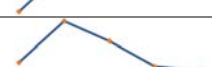



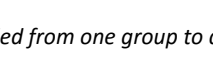
Monthly Labor Market Data

	January 2015	February 2015	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016
Labor Force	93,905	93,513	93,609	93,118	95,558	95,851	96,101	95,570	94,807	95,419	94,525	94,989	95,541	96,234	97,354
Employment	88,446	88,598	88,849	89,082	90,414	90,750	90,724	90,922	90,683	90,874	90,816	91,048	91,162	92,018	92,981
Unemployment	5,459	4,915	4,760	4,036	5,144	5,101	5,377	4,648	4,124	4,545	3,709	3,941	4,379	4,216	4,373
Unemployment Rate	5.8%	5.3%	5.1%	4.3%	5.4%	5.3%	5.6%	4.9%	4.3%	4.8%	3.9%	4.1%	4.6%	4.4%	4.5%

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

Data: Bureau of Labor Statistics

Livingston County Job Posting Data by Occupation Group* Over Time

	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Change Over Time	Annual Change Q1 2015-Q1 2016	Quarter Growth Q4 2015-Q1 2016
Total Postings	1,912	2,151	2,274	2,048	2,472		29.3%	20.7%
Agriculture	23	45	34	32	28		21.7%	-12.5%
Business & finance	63	65	104	87	111		76.2%	27.6%
Construction	43	44	40	36	62		44.2%	72.2%
Customer service	563	591	699	660	669		18.8%	1.4%
Education	9	12	15	12	17		88.9%	41.7%
Energy	6	2	1	2	5		-16.7%	150.0%
Engineers & designers	64	86	84	76	90		40.6%	18.4%
Health care	254	336	296	246	238		-6.3%	-3.3%
Information technology	45	46	58	72	84		86.7%	16.7%
Skilled trades & technicians	133	137	177	137	224		68.4%	63.5%
Transportation, distribution, and logistics	183	210	179	161	210		14.8%	30.4%

**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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