

LIVINGSTON COUNTY

WIN Quarterly Report





Introduction: WIN 16 County Partnership Region

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

Livingston County's labor market continues to gain strength.

After reaching a new high in employment in Q1 2016, employment has continued to grow in the second quarter. The labor force has also seen some growth in the area, with both factors putting downward pressure on the unemployment rate, bringing the unemployment rate below 4%.

All occupation groups in the county experienced decreases in online job postings.

All of the Livingston County Occupation groups saw a decrease in online job postings in Q2 2016. The largest drop in postings was seen in the Skilled Trade group with a drop in online job ads of 34.4%.

Truck drivers and registered nurses were the highest in-demand occupations during Q2 2016.

Recently, truck drivers and registered nurses witnessed increases in demand, overtaking retail salespersons as the top in-demand job within the county. While the Transportation and Health Care groups saw decreases overall, these few occupations grew in postings. A larger push for truck drivers has been seen lately throughout the country and could reflect a reason why truck drivers moved into the most in-demand position.

The IT occupation group had the highest advertised average salary within the county.

All of the postings in the IT occupation group that advertised salaries indicated pay over \$75,000 per year. In addition to having high advertised salaries and wages, a large majority of IT postings desire 0 to 5 years of experience. This presents a lucrative opportunity for job seekers who are willing to obtain the educational attainment demanded by employers. See page 25 for more details.

A majority of employers in most occupation groups have entry-level opportunities available.

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



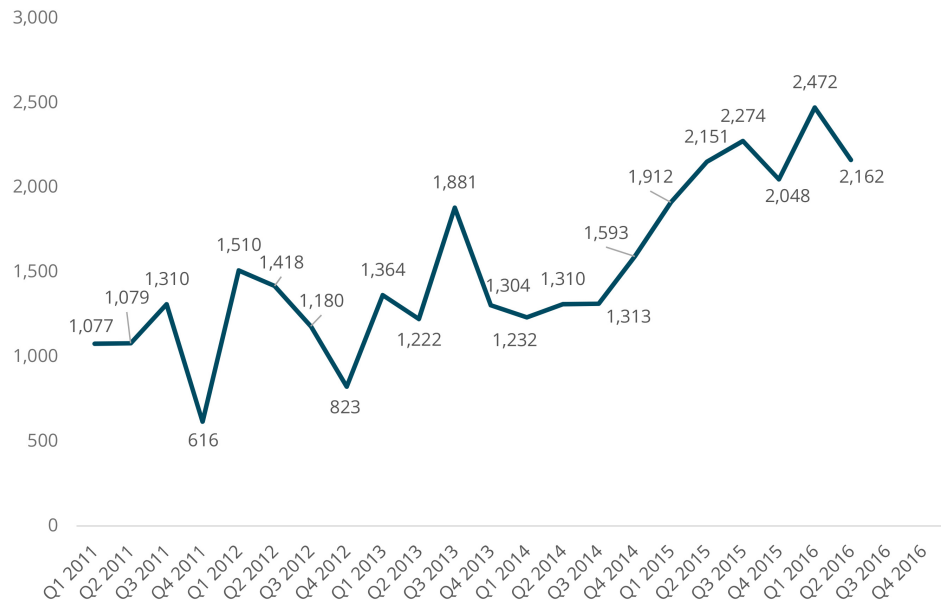
Executive Summary

Postings Over Time

After hitting its highest point within a 5-year span during Q1 2016, Livingston County saw a decrease in total postings during Q2 2016. Online job ads decreased by 320 (12.9%) to 2,162 in Q2 2016 from 2,472 in Q1 2016.

Total Online Job Postings

Q1 2011 - Q2 2016



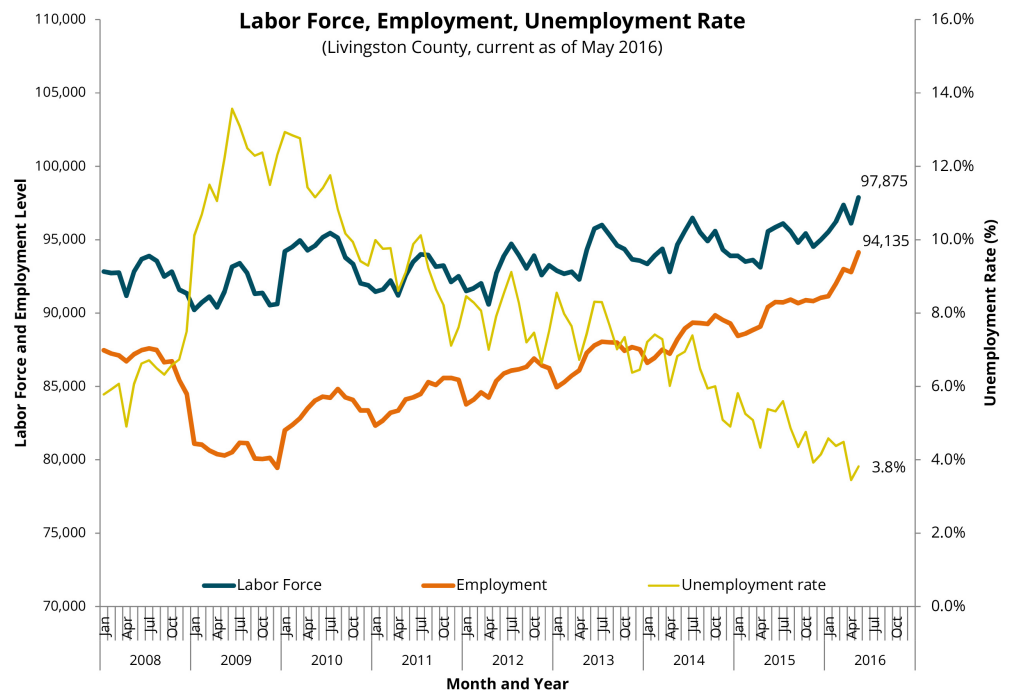
Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Labor Force, Employment, & Unemployment

The labor force in Livingston County increased by 614 individuals (+0.6%) to 96,993 in Q2 2016. Employment increased by a substantially greater margin, 1.5% to 93,465. Since the employment increased more than the labor force, unemployment did fall about 0.8 percentage points to 3.6%. Labor force growth and employment growth are both encouraging sign to the health of Livingston's economy. Q2 2016 marks a new record level of employment in Livingston County since postings data began being recorded in 2011.

Labor Force, Employment, Unemployment Rate

2008 - May 2016



Data: BLS
Analysis: Workforce Intelligence Network



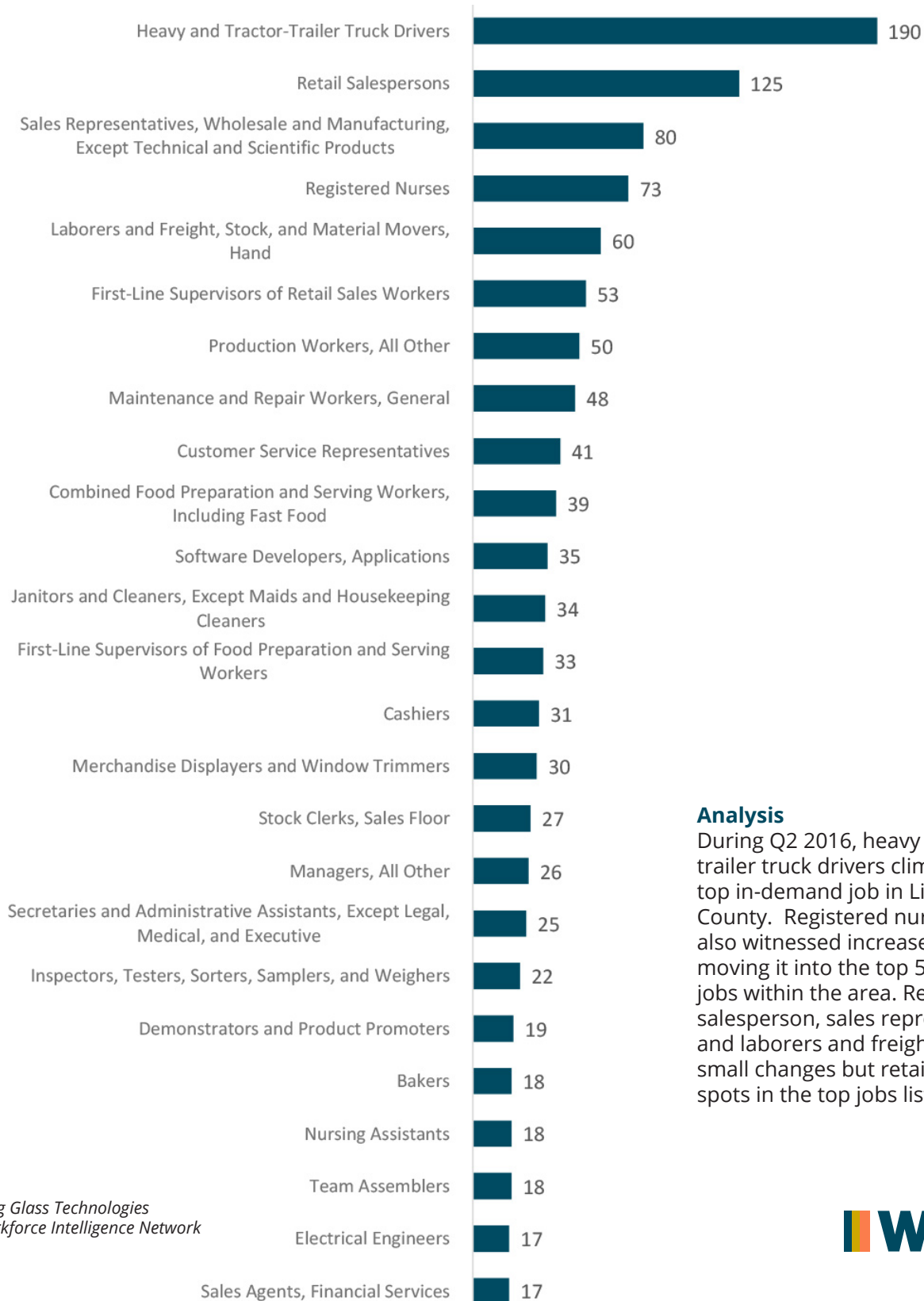
2,162 total job postings

12.9%

overall decrease in
online postings

Top Jobs In Demand

Quarter 2 2016



Analysis

During Q2 2016, heavy and tractor-trailer truck drivers climbed to the top in-demand job in Livingston County. Registered nurse postings also witnessed increased postings moving it into the top 5 in-demand jobs within the area. Retail salesperson, sales representatives, and laborers and freight all saw small changes but retained high spots in the top jobs list.



Truck drivers most in-demand



Unemployment fell to 3.6%

Top Jobs In Demand

Quarter 2 2016

Sales Managers	16
General and Operations Managers	15
Human Resources Specialists	15
Office Clerks, General	15
Bookkeeping, Accounting, and Auditing Clerks	13
Licensed Practical and Licensed Vocational Nurses	13
Stock Clerks- Stockroom, Warehouse, or Storage Yard	13
Waiters and Waitresses	13
Management Analysts	12
Industrial Truck and Tractor Operators	11
Light Truck or Delivery Services Drivers	11
Maids and Housekeeping Cleaners	11
Medical and Health Services Managers	11
Mental Health Counselors	11
Accountants	10
Automotive and Watercraft Service Attendants	10
First-Line Supervisors of Production and Operating Workers	10
Heating and Air Conditioning Mechanics and Installers	10
Market Research Analysts and Marketing Specialists	10
Medical Assistants	10
Pharmacy Technicians	10
Physical Therapists	10
Rough Carpenters	10
Construction Laborers	9
Driver/Sales Workers	9

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Business & Finance

Introduction

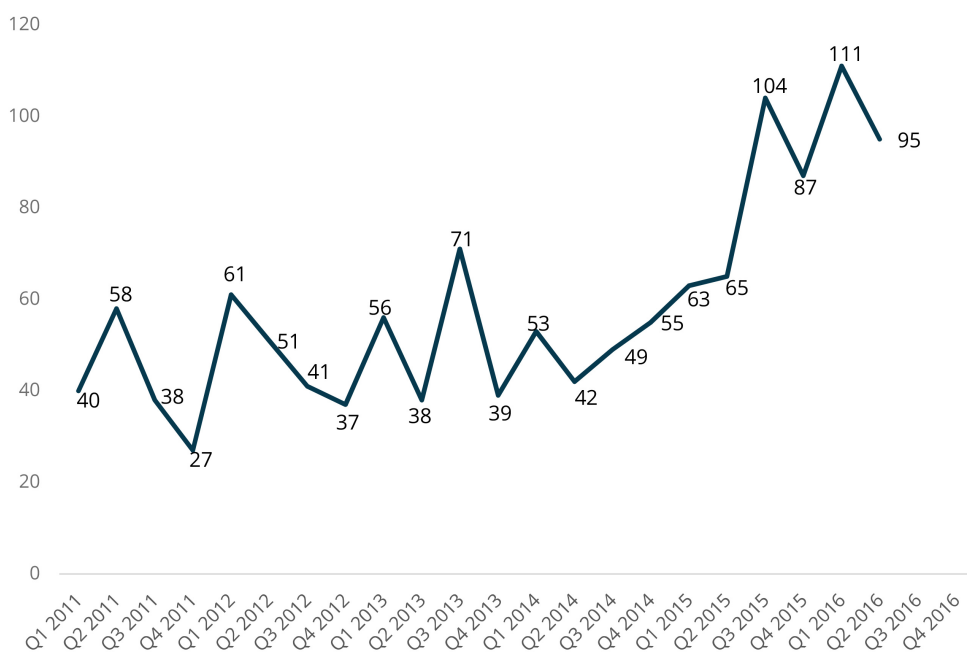
Business & Finance

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 occupation group were down 14.4% to 95 during Q2 2016, compared to the 111 postings in Q1 2016. This is also a 46.2% increase from Q2 2015 which reported having 65 postings within this occupation group.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time

The top in-demand occupation of human resource specialist fell by 8 postings in the recent quarter but still held the top in-demand occupation for the occupation group. Management analysts and accounts both saw postings and moved into the top three in-demand occupations, but most occupations saw decreases in postings otherwise..

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

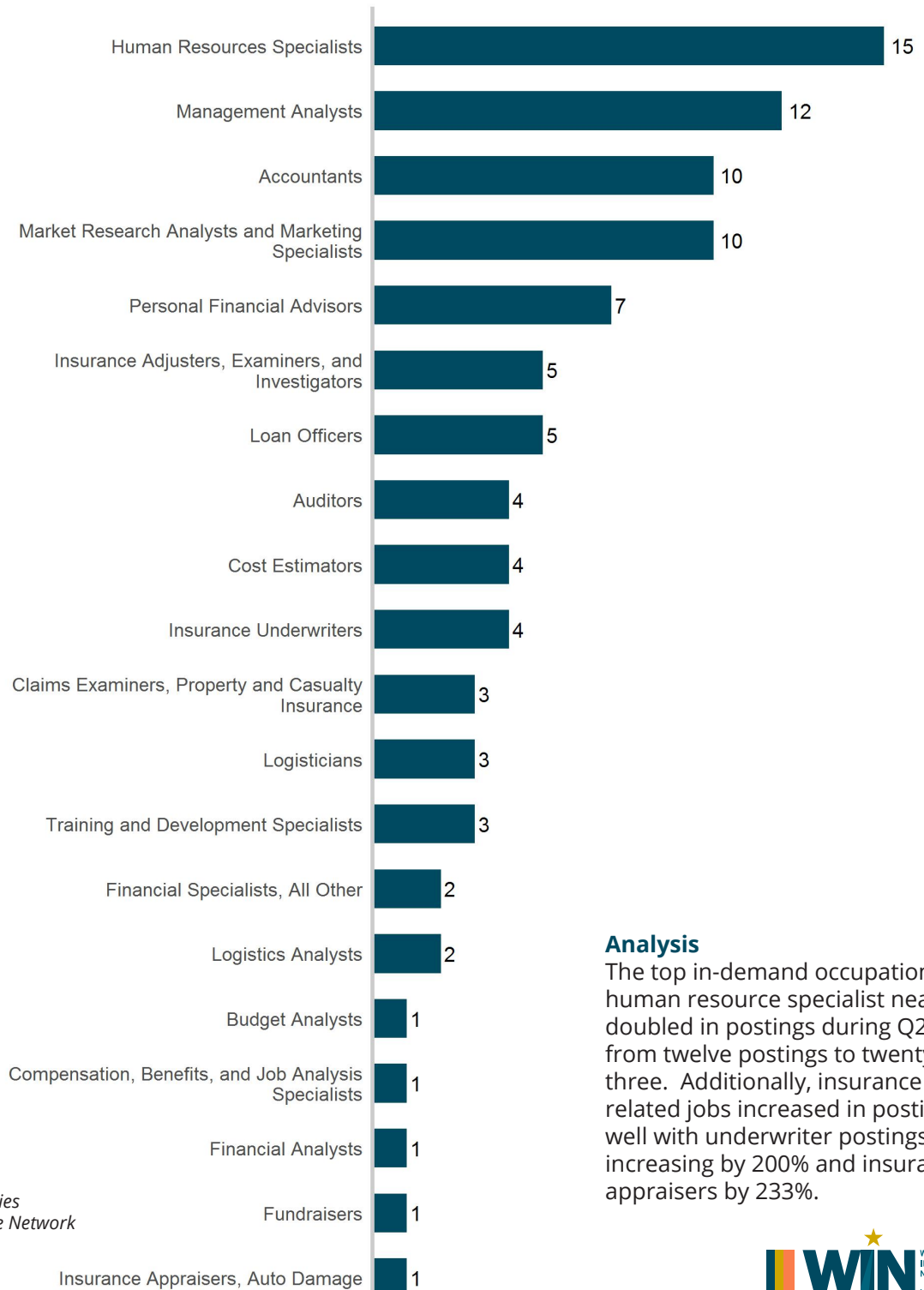


95 Postings in Q2 2016



Employment reached its highest point of 2,803 workers

Business & Finance
Top Jobs In Demand
Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

The top in-demand occupation of human resource specialist nearly doubled in postings during Q2 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%.



Human Resource Specialists
top in-demand job

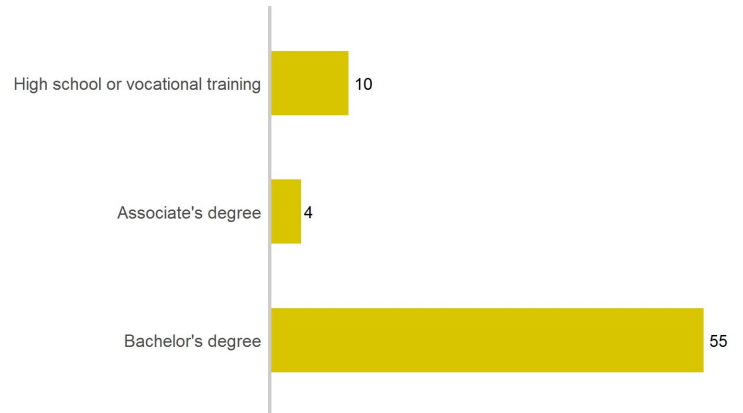
%

Average advertised salary:
\$54,900

Business & Finance Educational Attainment & Experience Required

Of the 95 Business and Finance group job postings, 50 expressed a desired experience level during the Q1 2016 posting period. 45 postings were available to workers with less than 5 years of experience, 18 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 (93.2% or 55 postings) expressed interest in candidates with a Bachelor's degree as a preferred or necessary qualification.

Minimum Educational Attainment Required Q2 2016

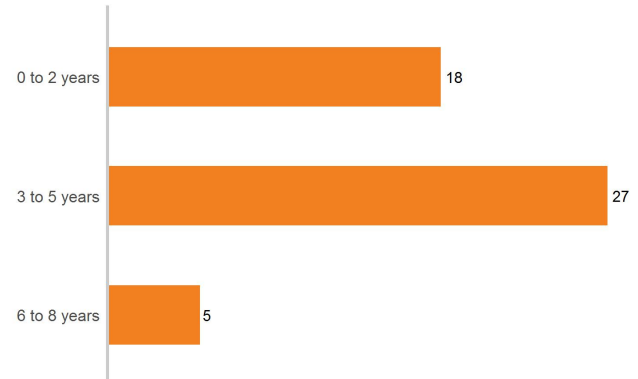


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Business administration and management, general
- Accounting
- Marketing/Marketing Management, General
- Finance, general
- Occupational Health and Industrial Hygiene

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



0-5 Years of experience
desired

%

Areas of Study reflect
management and accounting

Business & Finance in-Demand Skills Q2 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
- Business Development/ Business Administration
- Accounting
- Sales/ Marketing

Foundational In-Demand Skills

- Communication/ Customer Service/ Team Work
- Computer Skills/ Microsoft Office
- Organizational Skills/ Planning/ Time Management
- Problem Solving/ Research/ Detailed Oriented
- Leadership/ Self-Motivation

Job Type

- Temporary: 1.1%
- Full-time: 62.1%
- Part-time: 1.1%

Certifications In-Demand

- Adjuster certification
- Certified public accountant (CPA)
- Insurance License
- Professional in human resources
- Series 7



Adjusters Certification and CPA highly sought



Accounting and Management skills demanded

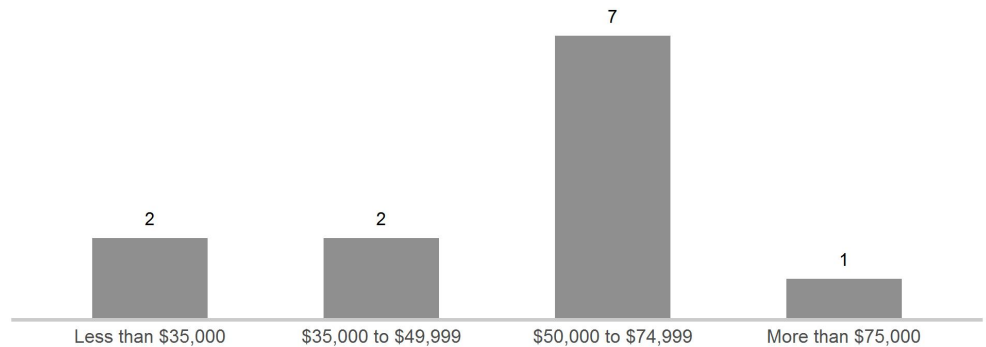
Business & Finance

Wages

It is important to note that 87.4% of the postings within the Business and Finance group did not include salary information within. Of the 12 postings that did include salary information, 58.3% 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 \$54,900. This is 61.5% higher than state's median earnings for all workers, \$34,000.

Advertised Salaries

Quarter 2 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	\$15.48	\$19.23	\$24.74	\$31.39	\$39.05
13-1111	Management Analysts	\$18.47	\$27.26	\$38.99	\$51.54	\$68.14
13-2011	Accountants	\$17.64	\$21.33	\$28.36	\$36.86	\$48.96
13-1161	Market Research Analysts and Marketing Specialists	\$14.03	\$17.97	\$22.98	\$32.32	\$41.45
13-2052	Personal Financial Advisors	\$17.86	\$22.61	\$29.47	\$47.34	\$83.26
13-1031	Insurance Adjusters, Examiners, and Investigators	\$14.65	\$18.80	\$23.54	\$33.31	\$40.63
13-2072	Loan Officers	\$11.01	\$15.61	\$21.88	\$30.74	\$42.43
13-2011	Auditors	\$17.64	\$21.33	\$28.36	\$36.86	\$48.96
13-1051	Cost Estimators	\$16.78	\$21.26	\$27.79	\$37.09	\$43.76
13-2053	Insurance Underwriters	\$18.14	\$22.26	\$26.34	\$32.54	\$49.42

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 Q2 2016, the number of online job postings for occupations related to Customer Service continued to marginally decrease over time. In particular, there was a 9.4% decrease in the number from 429 Q1 2016 to 405 postings in Q2 2016.

Employment Over Time

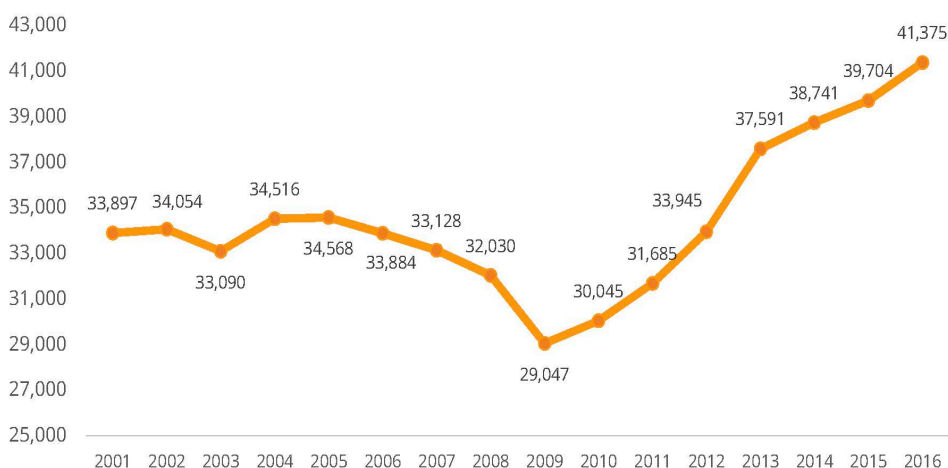
2016 marked the seventh consecutive year of employment growth for Customer Service related jobs in Livingston. In 2009, fewer than 30,000 workers were employed in this industry. Yet, employment reached over 40,000 in 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network



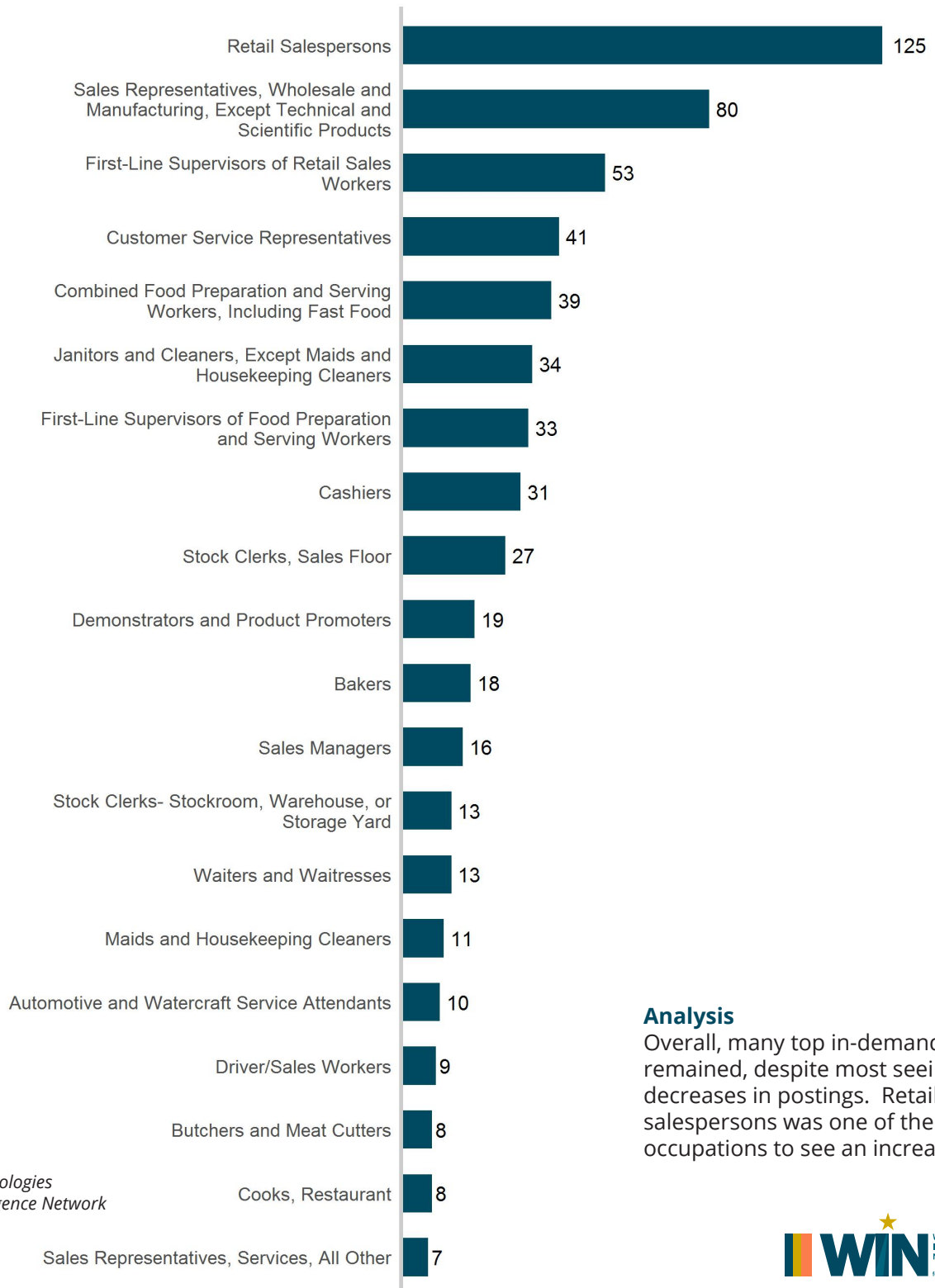
405 total postings



Employment at highest
point since 2000

Customer Service Top Jobs

Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

Overall, many top in-demand jobs remained, despite most seeing a decreases in postings. Retail salespersons was one of the few occupations to see an increase.



Retail salesperson top in-demand job

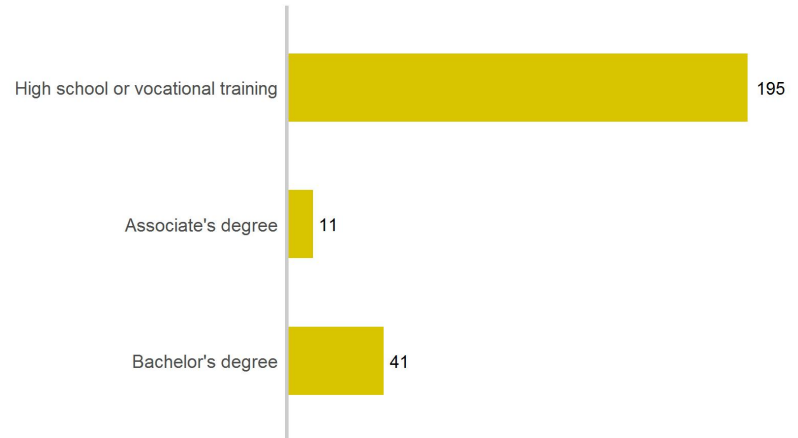
%

Entry-level jobs available

Customer Service Educational Attainment & Experience Required

Of the 405 Customer Service group job postings that specified a desired experience level during Q2 2016, 74.3% were available to workers with less than two years of experience. This indicated that a majority of the online ads advertising experience were for entry-level positions. Further, of the 247 postings that specified a minimum education requirement in Q1 2016, 78.9% (195 required only a high school diploma or vocational training).

Minimum Educational Attainment Required Q2 2016

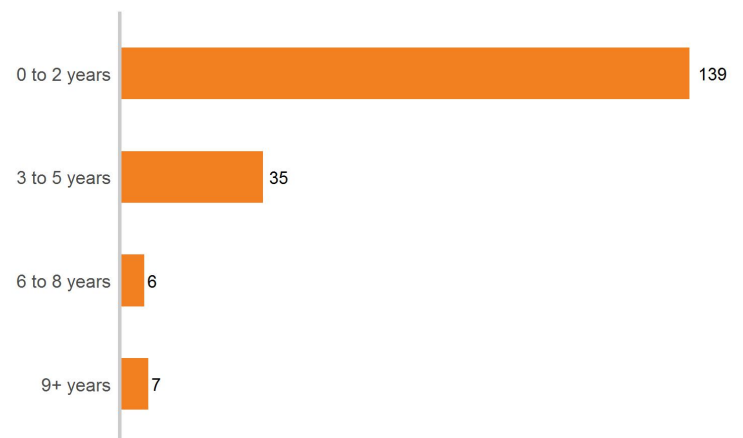


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Business administration and management, general
- Marketing/marketing management, general
- Mechanical Engineering
- Agriculture, general
- Engineering, general

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Vocational training
required

%

< \$35,000 typical
annual salary

Customer Service in-Demand Skills Q2 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
- Cleaning
- Description and Demonstration of Products/ Labeling/Brand Awareness Generation/Filing

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: 5.9%
- Full-time: 29.2%
- Part-time: 20.5%

Certifications In-Demand

- Servsafe
- Alcohol server certification
- CDL class a
- Automotive service excellence (ASE) certification
- Basic Computer Skills



Communications and Management skills in-demand

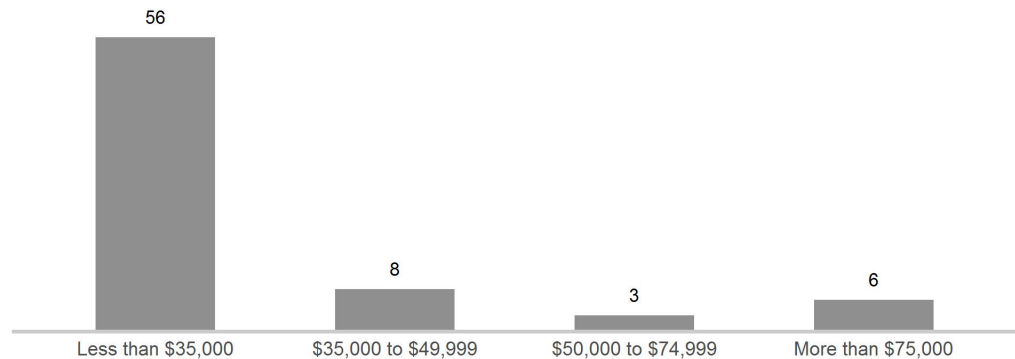


Servsafe and Alcohol server certification in-demand

Customer Service Wages

Of the 73 postings with salary information, 76.7% (56 postings) 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 2 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	\$8.71	\$9.86	\$12.84	\$18.81
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$10.98	\$16.26	\$24.15	\$36.42	\$51.56
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.35	\$14.04	\$17.92	\$23.17	\$29.02
43-4051	Customer Service Representatives	\$8.15	\$10.08	\$13.22	\$16.79	\$21.25
35-3021	Combined Food Preparation and Serving Workers, Including Fast	\$8.15	\$8.50	\$9.09	\$9.70	\$11.89
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$8.37	\$9.16	\$11.19	\$14.68	\$18.58
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$8.25	\$9.77	\$13.13	\$18.16	\$22.88
41-2011	Cashiers	\$8.15	\$8.68	\$9.59	\$11.61	\$15.33
43-5081	Stock Clerks, Sales Floor	\$8.15	\$9.03	\$11.04	\$14.29	\$18.36
41-9011	Demonstrators and Product Promoters	\$8.73	\$9.10	\$9.74	\$10.36	\$10.74

Data: EMSI, BLS

Analysis: Workforce Intelligence Network

Introduction

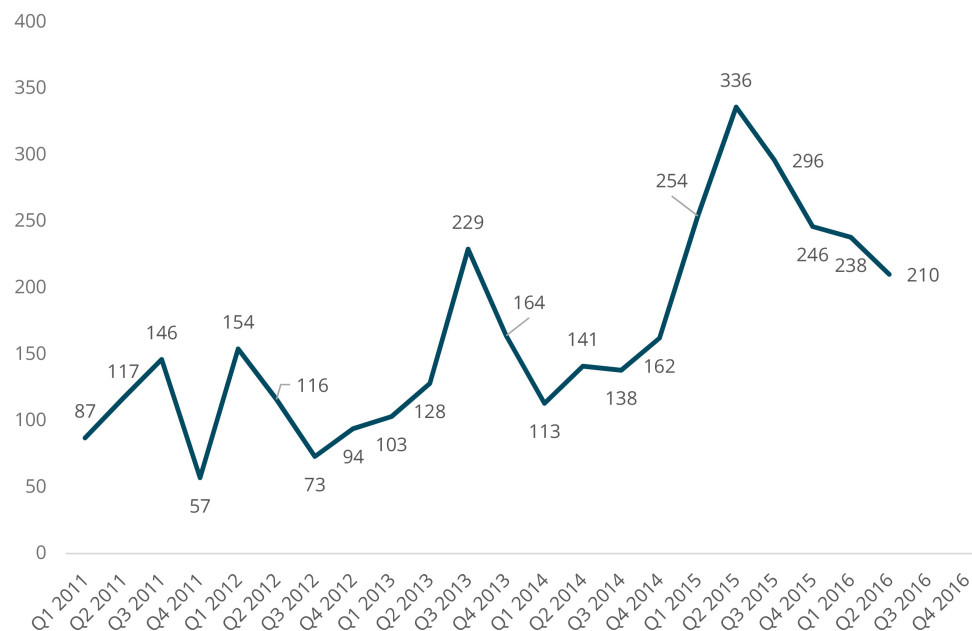
Health Care

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

Health Care occupation group postings continued to fall within the second quarter of 2016. Recently, postings fell by 28 (11.8%) from 238 in Q1 2016 to 210 in Q2 2016.

Online Job Postings

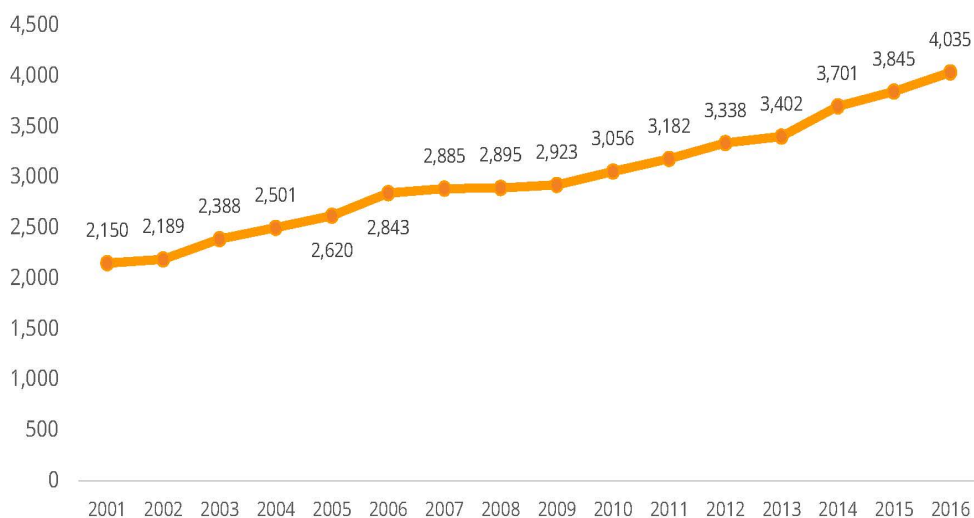


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

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.

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network



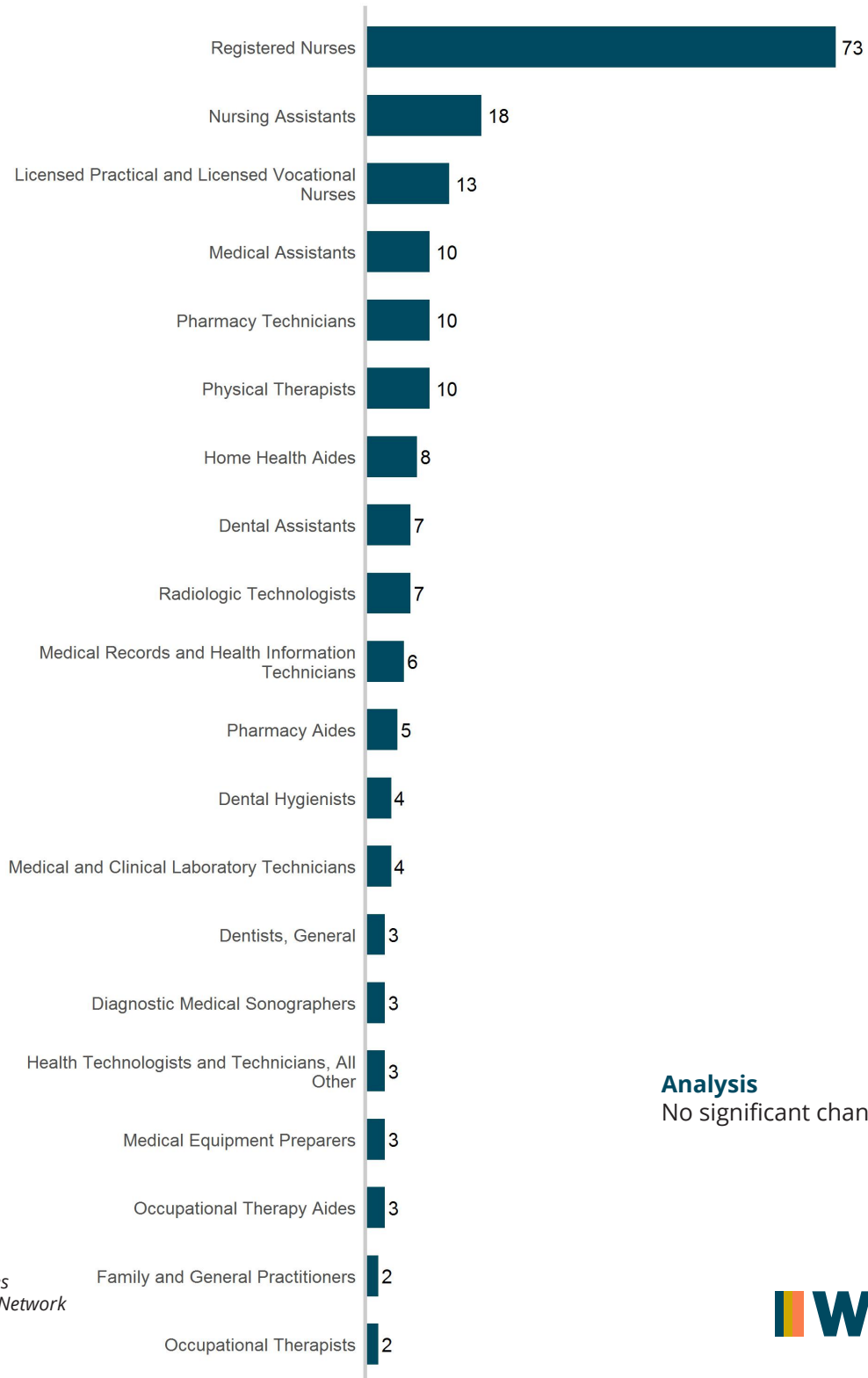
210 total postings



11.8% decline in postings
from Q1 2016

Health Care Top Jobs

Quarter 2 2016



Analysis
No significant change.



Employment reached
over 4,000 workers

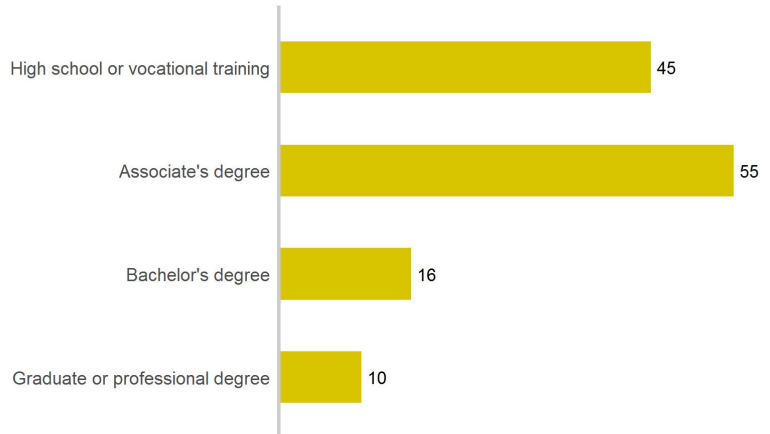
%

Entry level experience
highly sought

Health Care Educational Attainment & Experience Required

Of the 81 Health Care group job postings that specified a desired experience level in Q2 2016, 79% 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. Moreover, of the 100 Health Care group job postings that specified a desired degree level, 35.7% and 43.7% required a high school or vocational training and an associate's degree, respectively..

Minimum Educational Attainment Required Q2 2016

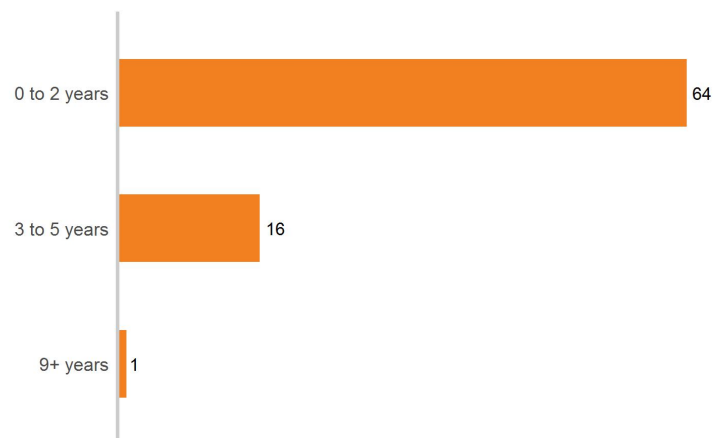


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Nursing science
- Physical therapy/therapist
- Radiologic Technology/Science - Radiographer
- Business administration and management, general
- Social work

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Vocational training desired in postings

%

Communication and Medical skills in-demand

Health Care in-Demand Skills Q2 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
- Pharmacy Technician

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: 5.2%
- Full-time: 41.0%
- Part-time: 13.3%

Certifications In-Demand

- Registered nurse
- First aid CPR AED
- Home health aide
- Certified nursing assistant
- Critical Care Registered Nurse (CCRN)



Majority of jobs available are full-time



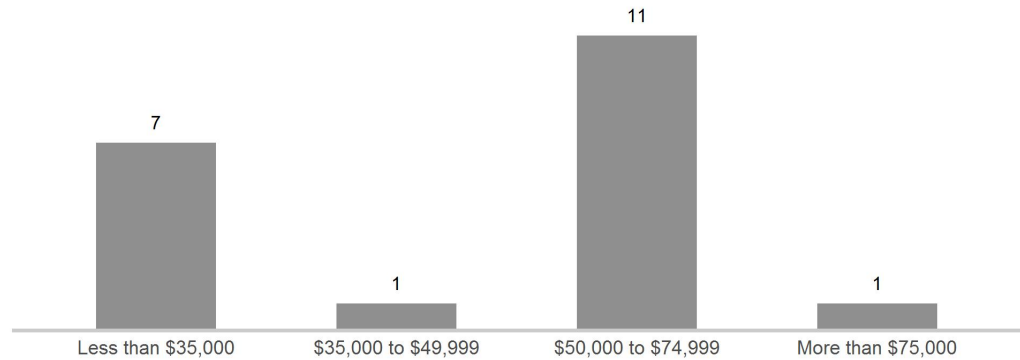
Registered nurse and CPR certifications in-demand

Health Care Wages

Of the 20 postings with salary information, a majority of postings (11 postings or 55%) advertised salaries between \$50,000 and \$75,000. 40% of the postings (8 postings) advertised less than \$50,000 a year with the majority of that less than \$35,000.

Advertised Salaries

Quarter 2 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	\$24.42	\$28.60	\$32.63	\$37.34	\$53.37
31-1014	Nursing Assistants	\$9.72	\$11.29	\$13.30	\$15.48	\$17.31
29-2061	Licensed Practical and Licensed Vocational Nurses	\$16.62	\$19.57	\$22.92	\$26.38	\$28.59
31-9092	Medical Assistants	\$10.63	\$12.24	\$13.89	\$16.22	\$18.09
29-2052	Pharmacy	\$8.98	\$10.66	\$13.20	\$15.88	\$17.83
29-1123	Physical Therapists	\$24.82	\$30.70	\$37.36	\$47.57	\$68.40
31-1011	Home Health Aides	\$8.15	\$8.86	\$10.02	\$11.35	\$13.53
31-9091	Dental Assistants	\$11.10	\$12.93	\$15.34	\$17.31	\$19.65
29-2034	Radiologic Technologists	\$18.73	\$21.12	\$24.92	\$28.53	\$33.33
29-2071	Medical Records and Health Information	\$10.48	\$12.69	\$16.39	\$20.27	\$23.20

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.

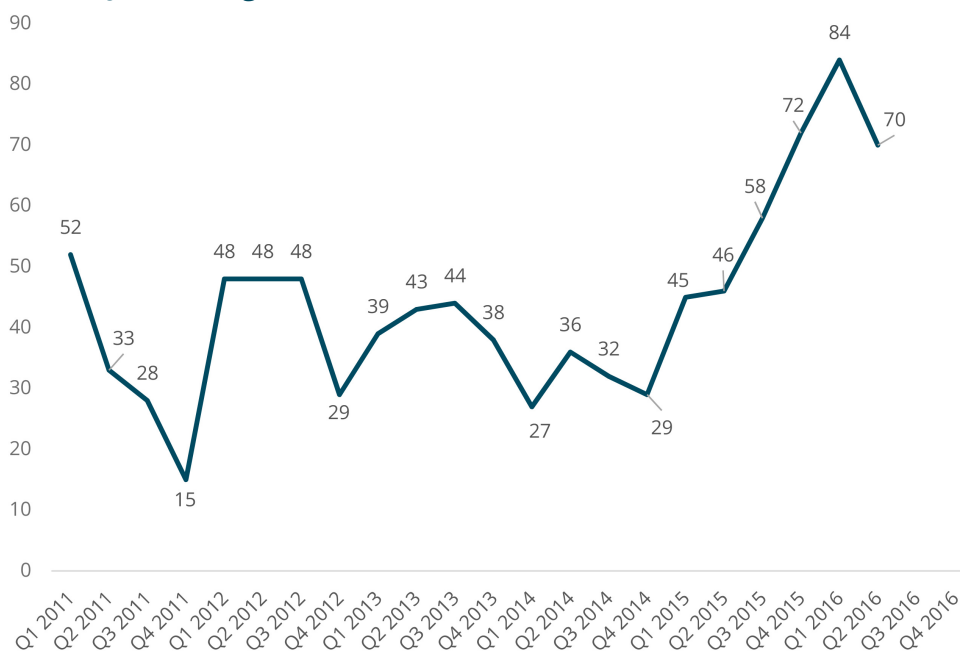
Postings Over Time

After several quarters of growth, the IT occupation group saw its first decrease in postings since Q4 2014. Postings remain relatively high with Q2 2016 reporting 70 online ads for the occupation group, only 14 postings (16.7%) lower than the 84 postings in Q1 2016.

Employment Over Time

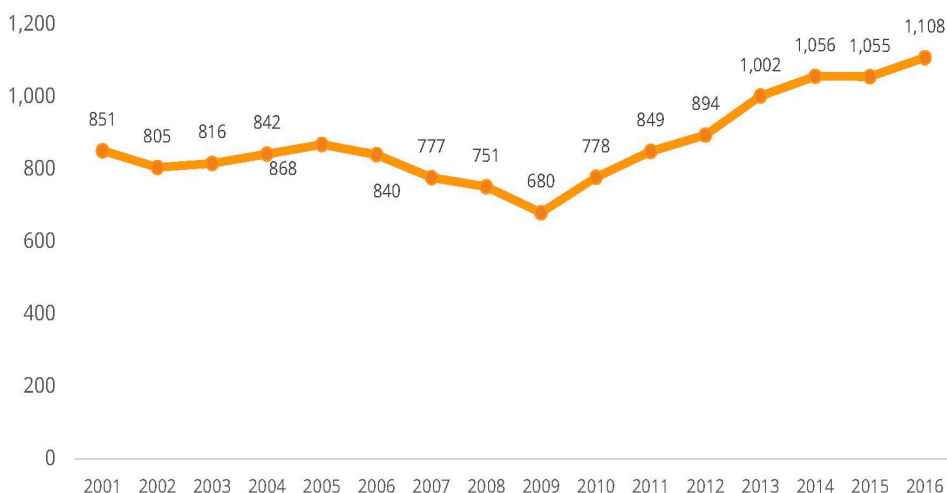
2016 marked the seventh consecutive year of employment growth for IT related jobs in Livingston. In 2009, only 680 workers were employed in the IT industry. The number of workers employed nearly doubled by 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

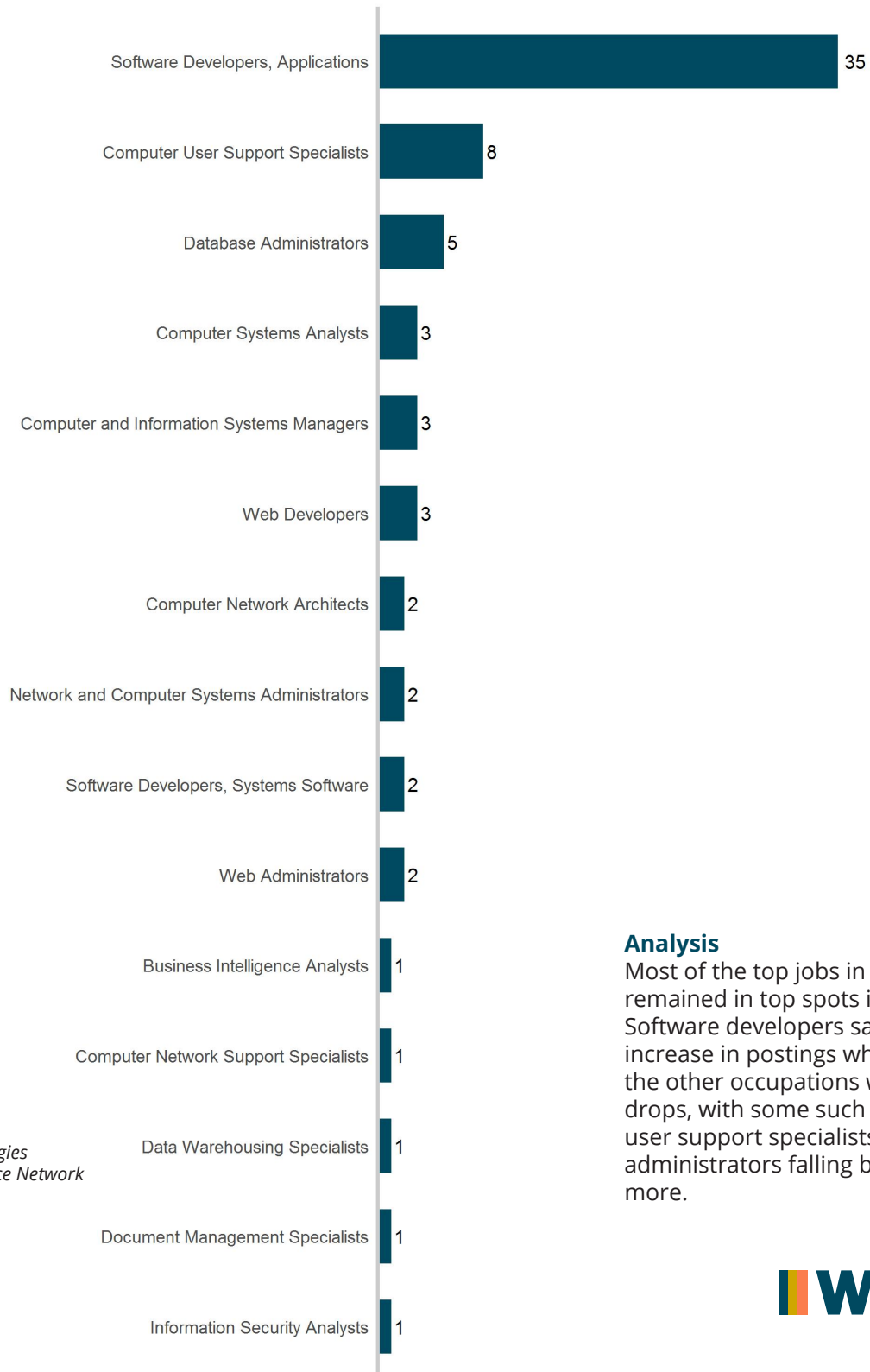


Postings fell by 14 ads



70 postings for IT positions

Information Technology (IT) Top Jobs Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

Most of the top jobs in Q1 2016, remained in top spots in Q2 2016. Software developers saw a small increase in postings while most of the other occupations witnessed drops, with some such as computer user support specialists and system administrators falling by 50% or more.



Software developers top in-demand positions

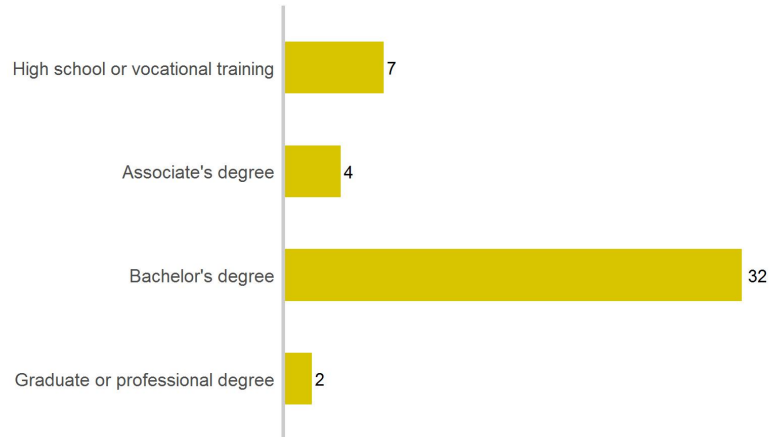
%

Bachelor's degree highly sought

Information Technology (IT) Educational Attainment & Experience Required

The majority of the 38 IT group job postings that specified a desired experience level in Q1 2016 preferred 0 to 5 years of experience. 17 postings (44.7%) desired 3 to 5 year of experience and 15 postings (39.5%) desired entry level experience with 0 to 2 years of experience. Further, among the 45 IT group job postings that specified a desired degree level in Q1 2016, 71.1% required a Bachelor's degree.

Minimum Educational Attainment Required Q2 2016

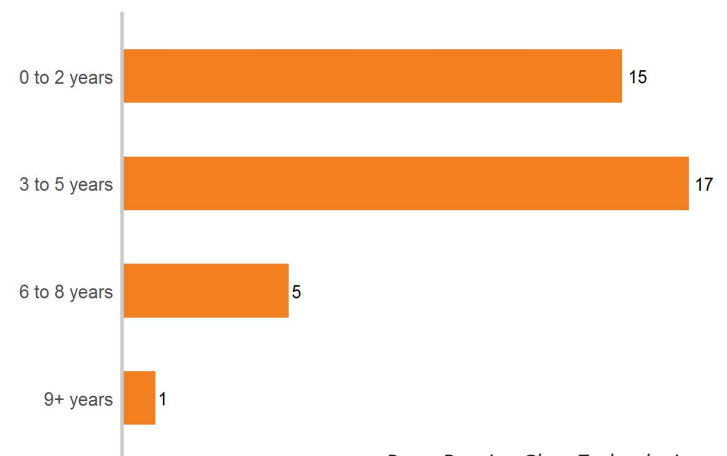


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Computer science
- Engineering, general
- Physics
- Electrical and electronic engineering technologies/technicians, other
- Human Resource Development

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



> \$75,000 typical
annual salary

%

Language skills: JAVA
and .Net in-demand

Information Technology (IT) in-Demand Skills Q2 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

- .NET Programming/ SQL
- JavaScript/Java
- Microsoft Office
- Sales
- Software Development/ Inspection/ Validation

Foundational In-Demand Skills

- Communication Skills/Team Work- Collaboration/Presenting
- Problem Solving/Troubleshooting/Preventative Maintenance
- Project Management/Detail-Oriented/Planning/ Supervisory Skills/Organizational Skills
- Computer Skills/Microsoft Windows
- Research/Writing

Job Type

- Temporary: N/A
- Full-time: 44.3%
- Part-time: 5.7%

Certifications In-Demand

- Certified A+ Technician
- Microsoft Certified Systems Administrator (MCSA)



Full-time jobs available

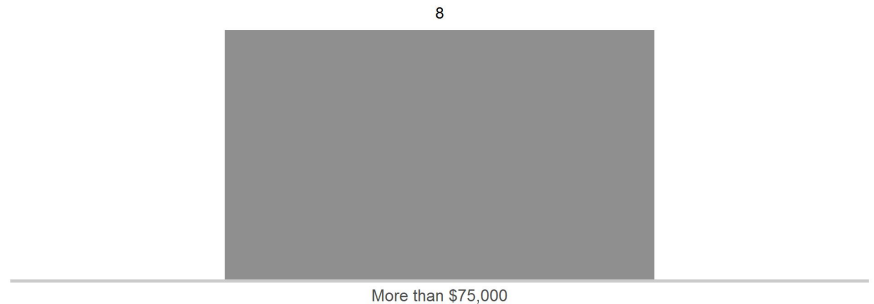


Certified A+ technician
certification in-demand

Information Technology (IT) (IT Wages)

Only 8 postings contained advertised salaries within the IT occupation group. All of these postings reported salaries offered over \$75,000 a year. Computer and Information systems managers saw the highest median wage of \$48.63 helping to put the IT occupation group as one of the top earning fields.

Advertised Salaries Quarter 2 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	\$22.42	\$27.30	\$35.58	\$46.15	\$55.52
15-1151	Computer User Support Specialists	\$11.98	\$15.78	\$20.80	\$28.34	\$36.13
15-1141	Database Administrators	\$20.54	\$27.09	\$36.87	\$46.57	\$55.97
15-1121	Computer Systems Analysts	\$20.55	\$28.21	\$36.38	\$46.01	\$55.47
11-3021	Computer and Information Systems Managers	\$31.29	\$38.49	\$48.63	\$60.77	\$78.43
15-1134	Web Developers	\$18.74	\$22.15	\$27.92	\$35.76	\$44.31
15-1143	Computer Network Architects	\$26.67	\$35.45	\$47.15	\$54.68	\$64.50
15-1142	Network and Computer Systems Administrators	\$20.75	\$26.01	\$33.24	\$40.72	\$48.27
15-1133	Software Developers,	\$27.03	\$33.39	\$41.29	\$50.37	\$58.08
15-1199	Web Administrators	\$24.20	\$31.22	\$38.36	\$47.54	\$56.34

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 declined 36.2% to 143 during Q2 2016, compared to 224 during Q1 2016. This was a 4.4% increase from Q2 2015 one-year prior which reported having 137 postings within this occupational group.

Employment Over Time

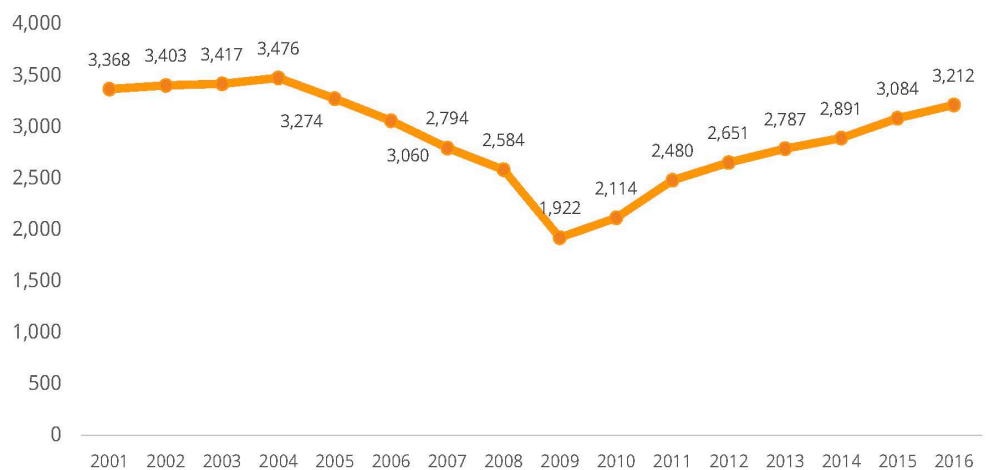
2016 shows a continuing rebound from the 2009 recession for workers within the Skilled Trade occupation group. In 2009, employment in the Skilled Trades was reported to be 1,922 workers, since then, employment has increased to 3,212 workers in 2016.

Online Job Postings



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

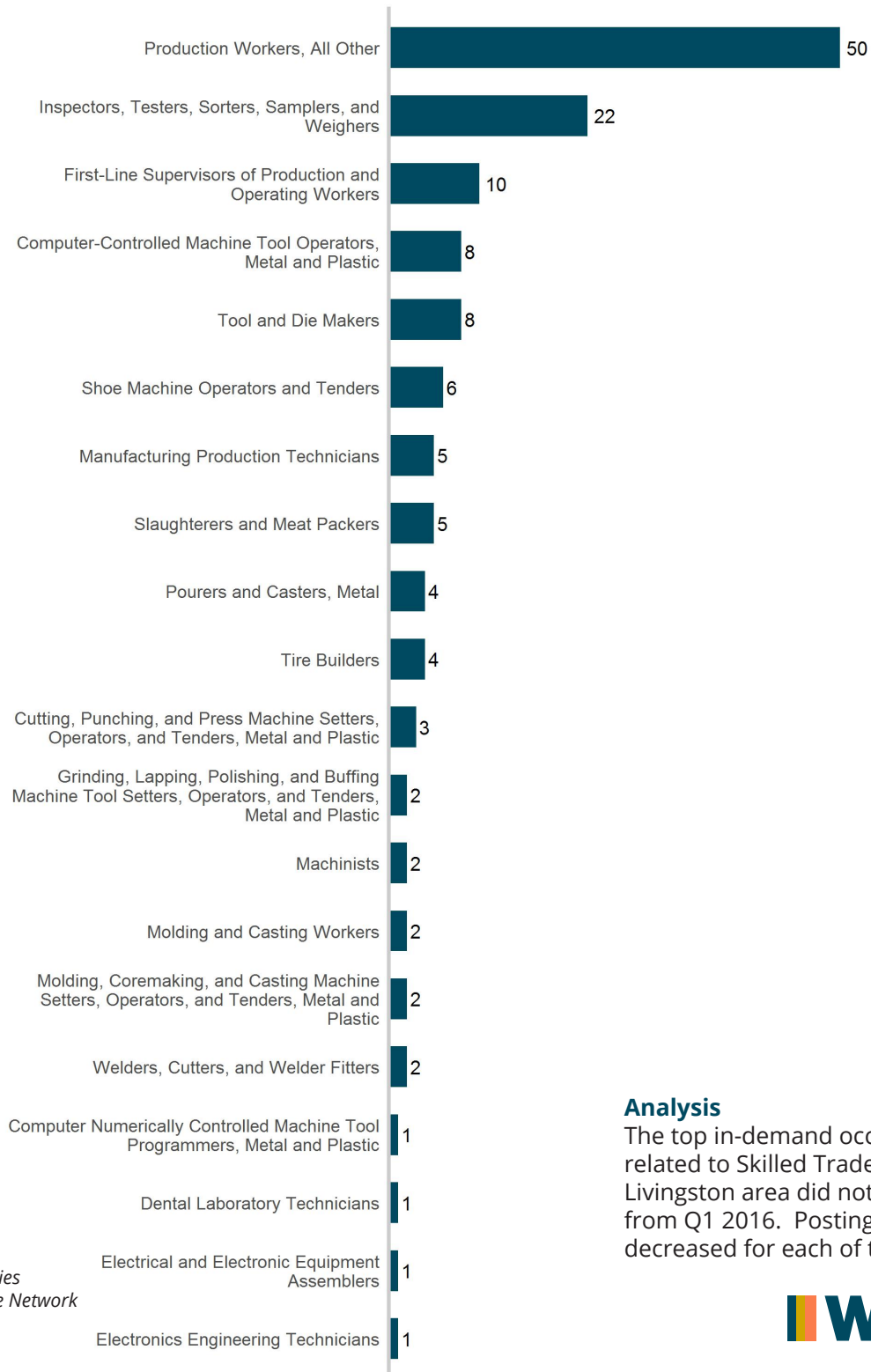


Job postings decreased by 36.2%



143 total job postings

Skilled Trades & Technicians Top Jobs Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

The top in-demand occupations related to Skilled Trades within the Livingston area did not change much from Q1 2016. Postings have decreased for each of the top jobs.



Entry level openings
available

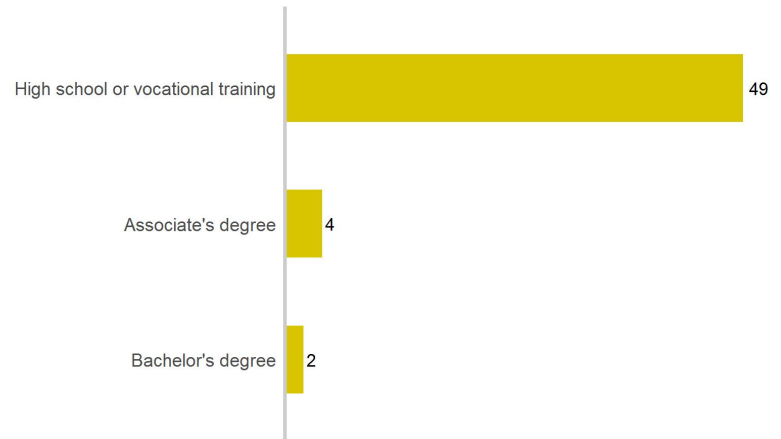
%

Vocational Training required
in postings

Skilled Trades & Technicians Educational Attainment & Experience Required

Of the 143 postings for Skilled Trades group occupations, 38% (39 postings) expressed a desired experience level, all but one of which were less than 5 years of experience. Twenty-six 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 49 (89.1% of postings with desired education) online ads advertising these levels of educational attainment as a preferred or necessary qualification.

Minimum Educational Attainment Required Q2 2016

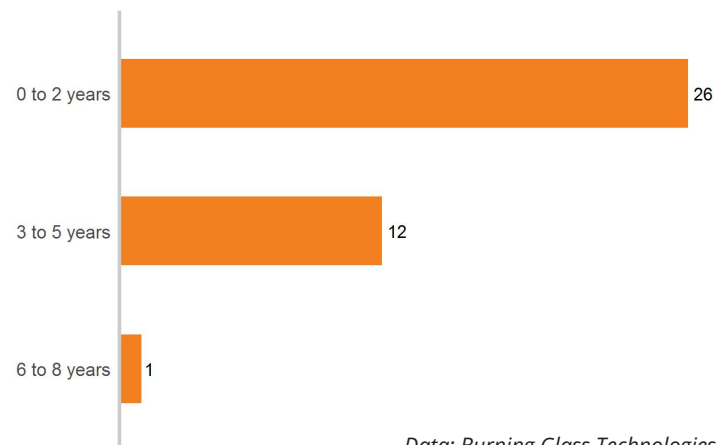


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Information not provided in online job postings.

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Average advertised salary:
\$24,786

%

Technical and management
skills desired

Skilled Trades & Technicians in-Demand Skills Q2 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 staff and inventory management, purchasing, and manufacturing processes. Advanced technical skills such as mathematics do appear through the skills list most likely coinciding with the demand for procedural knowledge. Employers also look for communication, safety, and assessment skills when posting Skilled Trade jobs. These skills are imperative for Skilled Trades so that collaboration can be fostered in a safe and flowing environment.

Technical in-Demand Skills

- Machine Inspection and Repair
- Machinery operation/ Computer Numerical Control (CNC)
- Mathematics
- Inventory Management/ Manufacturing Process
- Supervisory Skills/ Staff Management

Foundational In-Demand Skills

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

Job Type

- Temporary: 10.5%
- Full-time: 60.8%
- Part-time: 0.7%

Certifications in-Demand

- Forklift Operator Certification



Forklift certification in-demand



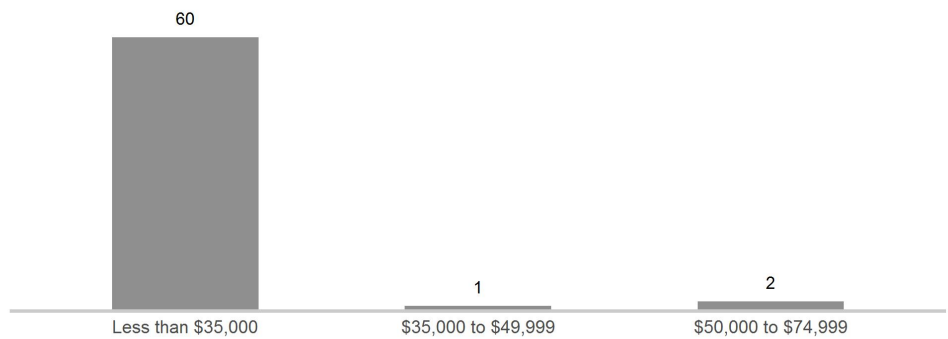
Employment seen increases since 2009 recession

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 Q2 2016 was \$24,786. This is 27.1% lower than the state's median earnings for all workers, \$34,000.

Advertised Salaries

Quarter 2 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	\$9.94	\$13.44	\$15.85	\$17.67	\$20.86
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.57	\$11.26	\$15.17	\$22.40	\$27.91
51-1011	First-Line Supervisors of	\$16.34	\$20.91	\$28.46	\$37.04	\$45.29
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$10.69	\$13.23	\$19.40	\$22.17	\$26.49
51-4111	Tool and Die Makers	\$15.55	\$19.58	\$24.91	\$31.93	\$35.13
51-6042	Shoe Machine	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
17-3029	Manufacturing Production Technicians	\$16.01	\$21.84	\$30.06	\$36.13	\$46.65
51-3023	Slaughterers and Meat Packers	\$8.80	\$9.55	\$11.12	\$14.54	\$16.52
51-4052	Pourers and Casters,	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
51-9197	Tire Builders	\$14.09	\$17.99	\$24.59	\$30.39	\$33.28

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to- date (through May 2016)	Change from 2015	Percent Change from 2015
Labor Force	94,112	92,626	92,819	94,023	94,619	94,747	96,624	1,877	2.0%
Employment	83,600	84,286	85,510	86,985	88,505	90,101	92,620	2,520	2.8%
Unemployment	10,512	8,340	7,309	7,038	6,114	4,647	4,004	-642	-13.8%
Unemployment Rate	11.2%	9.0%	7.9%	7.5%	6.5%	4.9%	4.1%	-0.8%	na

**Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

Quarterly Labor Market Data

	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	2nd Quarter 2016 (through May 2016)	Change from 1st Quarter 2016	Percent Change from 1st Quarter 2016
Labor Force	94,842	95,493	94,978	96,379	96,993	614	0.6%
Employment	90,082	90,776	90,913	92,057	93,465	1,408	1.5%
Unemployment	4,760	4,716	4,065	4,322	3,528	-794	-18.4%
Unemployment Rate	5.0%	4.9%	4.3%	4.5%	3.6%	-0.8%	na

**Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics











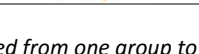

Monthly Labor Market Data

	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	Septembe r 2015	October 2015	November 2015	Decembe r 2015	January 2016	February 2016	March 2016	April 2016	May 2016
Labor Force	93,609	93,118	95,558	95,851	96,101	95,570	94,807	95,419	94,525	94,989	95,541	96,234	97,361	97,361	97,361
Employment	88,849	89,082	90,414	90,750	90,724	90,922	90,683	90,874	90,816	91,048	91,162	92,018	92,990	92,990	92,990
Unemployment	4,760	4,036	5,144	5,101	5,377	4,648	4,124	4,545	3,709	3,941	4,379	4,216	4,371	4,371	4,371
Unemployment Rate	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%	4.5%	4.5%

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


















Data: Bureau of Labor Statistics

Jackson County Job Posting Data by Occupation Group* Over Time

	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Change Over Time	Annual Change Q2 2015-Q2 2016	Quarter Growth Q1 2016-Q2 2016
Total Postings	2,415	2,373	2,099	2,557	2,181		-9.7%	-14.7%
Agriculture	19	21	35	47	33		73.7%	-29.8%
Business & finance	146	157	123	139	133		-8.9%	-4.3%
Construction	29	34	23	50	29		0.0%	-42.0%
Customer service	470	534	451	492	465		-1.1%	-5.5%
Education	42	45	36	40	45		7.1%	12.5%
Energy	11	20	8	11	12		9.1%	9.1%
Engineers & designers	85	109	92	130	135		58.8%	3.8%
Health care	336	293	328	405	242		-28.0%	-40.2%
Information technology	193	147	143	145	124		-35.8%	-14.5%
Skilled trades & technicians	60	92	75	114	112		86.7%	-1.8%
Transportation, distribution, and logistics	432	309	275	325	340		-21.3%	4.6%

**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.*

Total Job Postings: WIN Partnership

	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Share of Q2 2016 Total	Change Over Time	Annual Change Q2 2015-Q2 2016	Quarter Growth Q1 2016-Q2 2016
WIN-Region Total	129,794	140,225	126,959	143,199	139,765	100.0%		7.7%	-2.4%
Detroit	27,742	30,426	27,966	29,296	28,456	20.5%		2.6%	-2.9%
Genesee & Shiawassee	5,071	5,465	4,721	5,711	5,631	4.0%		11.0%	-1.4%
Hillsdale & Lenawee	1,495	1,467	1,580	1,678	1,606	1.2%		7.4%	-4.3%
Jackson	2,415	2,373	2,099	2,557	2,181	1.8%		-9.7%	-14.7%
Livingston	2,151	2,274	2,048	2,472	2,162	1.7%		0.5%	-12.5%
Macomb	13,586	14,136	12,658	14,754	14,257	10.3%		4.9%	-3.4%
Monroe	1,871	1,778	1,662	1,841	1,694	1.3%		-9.5%	-8.0%
Oakland	40,219	44,474	39,030	45,418	43,058	31.7%		7.1%	-5.2%
St. Clair	1,807	1,697	1,461	1,730	1,788	1.2%		-1.1%	3.4%
Thumb Area	1,208	1,199	1,561	1,673	1,598	1.2%		32.3%	-4.5%
Washtenaw	11,192	11,812	10,540	11,951	11,020	8.3%		-1.5%	-7.8%
Wayne	50,930	55,824	51,993	55,886	54,770	39.0%		7.5%	-2.0%
Outer Wayne	23,188	25,398	24,027	26,590	26,314	18.6%		13.5%	-1.0%
Prosperity Region 6	8,086	8,361	7,743	9,114	9,017	6.4%		11.5%	-1.1%
Prosperity Region 9	19,124	19,704	17,929	20,499	18,663	14.3%		-2.4%	-9.0%
Prosperity Region 10	104,735	114,434	103,681	116,058	112,085	81.0%		7.0%	-3.4%

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