



QUARTERLY REPORT LIVINGSTON COUNTY Q3 2015

SUMMARY

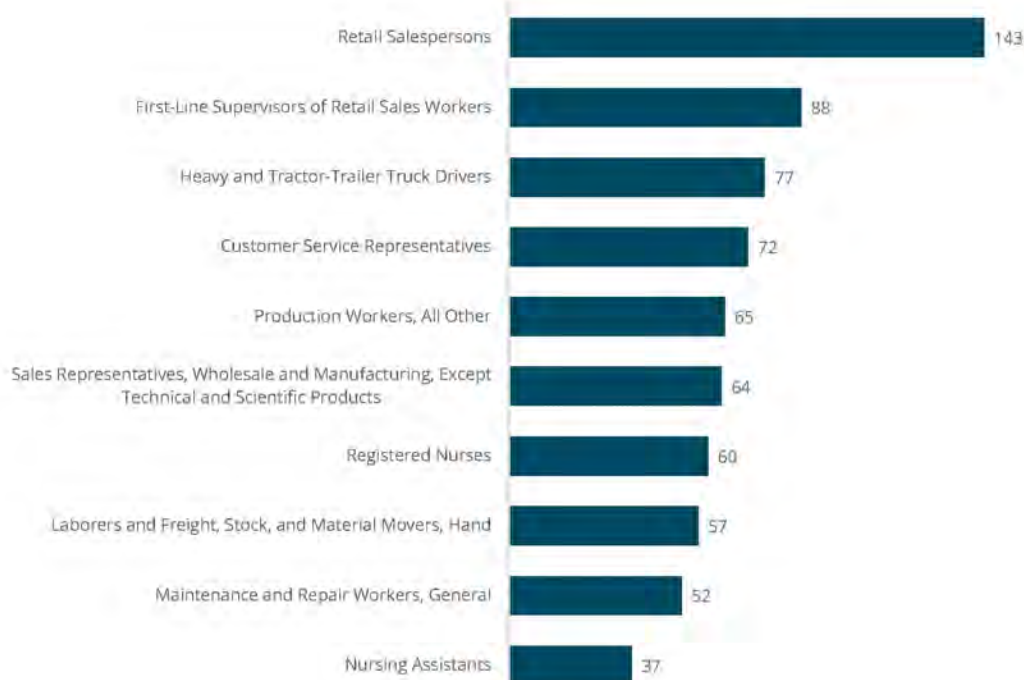
LIVINGSTON Q3 2015 DEMAND OVERVIEW

The labor force in Livingston County expanded by 1,389 individuals during Q3 2015, growing 1.5%. While growth is welcome for employers seeking talent, this expansion is not as broad as the Q3 expansion during 2014. The county is not on track for additional labor force gains in 2015 unless Q4 proves to reach record levels. While the labor force's gains are not likely to stick in the long-run, employment gains continue to hold. During Q3 2015 employers added 1,180 workers to their payrolls, increasing the county's employment 1.3%. Employment in Livingston has continuously increased, slowly, since recession lows in late 2009 – early 2010. Employment is now at 2006 levels, surpassing pre-recession highs.

Online job ads in Livingston County reached yet another new high during Q3 2015 with 2,318 postings, the highest yet recorded since data has been collected. Growing 10.3%, Q3 2015 marked the sixth consecutive quarter of growth in employer demand in a strong linear pattern. The majority of posting growth comes from the Retail & Hospitality cluster with 138 postings gained, contributing 63.9% of all posting growth in the county. Employer demand increases are well-represented by the WIN-tracked cluster with 93.1% of county-wide growth in these six clusters.

**This report includes top jobs and postings over time highlights for clusters that have made major shifts or movements in the past quarter. The data is updated each quarter based on the clusters with the most noteworthy changes. For complete top jobs lists, educational attainment, and wage information, please see the regional reports or contact WIN's Research Director Colby Cesaro at colby.cesaro@win-semich.org.*

TOP JOBS Q3 2015

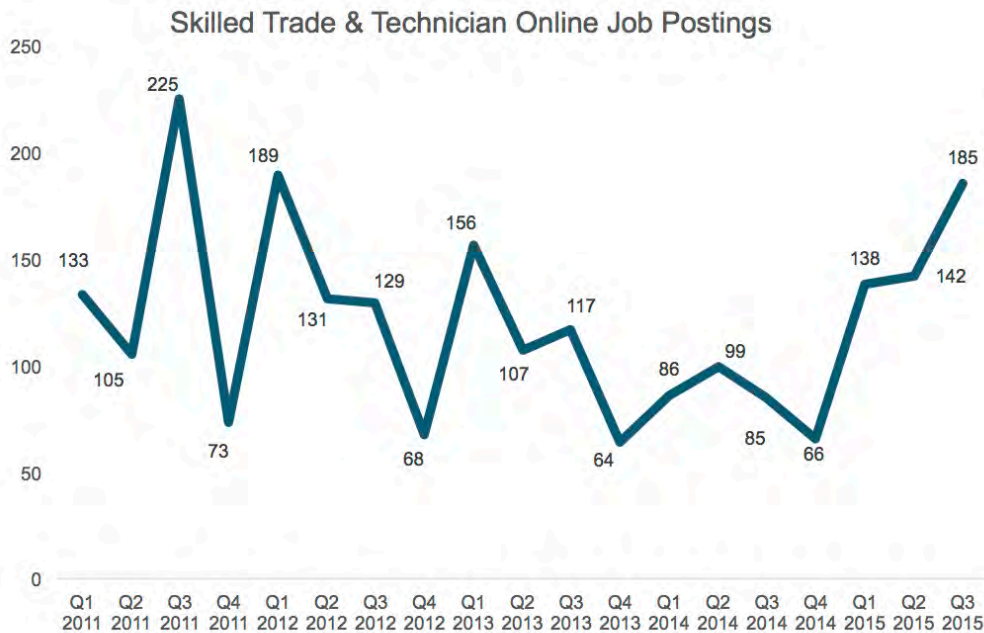


ANALYSIS

Retail salespersons were the new top job in Livingston County, according to online job ads during Q3 2015. This occupation increased in demand by 55% growing from 92 postings in Q2 2015 to 143 during Q3 2015. The previous top job, heavy and tractor-trailer truck drivers, dropped to third place after postings fell 26% from 104 in Q2 to 77 in Q3 this year. Nursing assistants, with 37 postings in Q3, were new to the top ten jobs list in Livingston bumping out janitors and cleaners.

SKILLED TRADES & TECHNICIANS POSTINGS OVER TIME

ANALYSIS

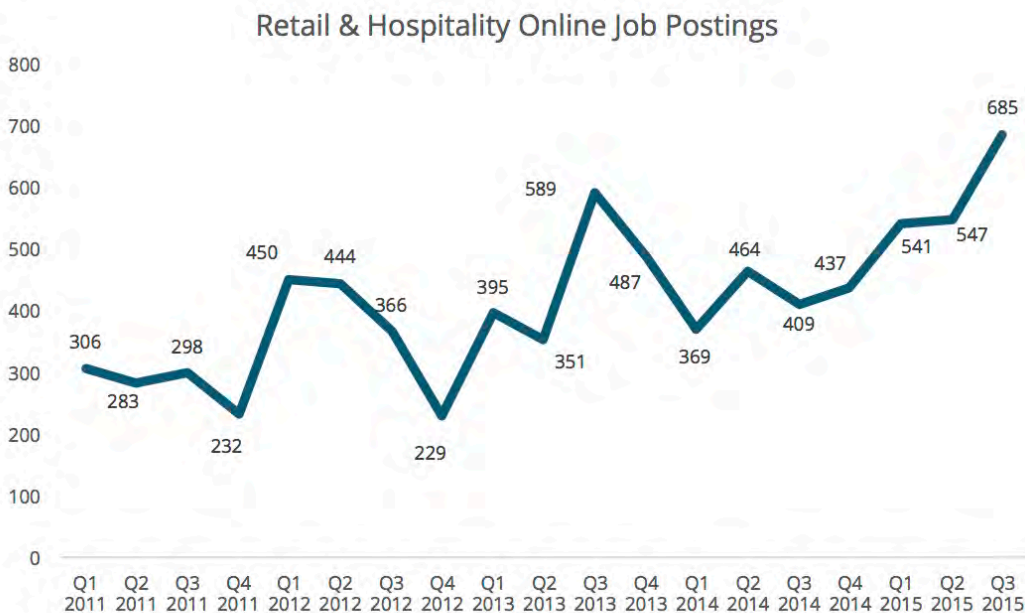


Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Postings for skilled trade and technician workers increased 30% from Q2 to Q3 this year, growing from 142 postings to 185. While not the highest level recorded, 185 ads was the most recent peak since the immediate post-recession posting boom in late 2011 – early 2012. Employer demand has increased rapidly in the past year, growing 172% between Q4 2014 and Q3 2015 (68 postings in Q4 2014 to 185 in Q3 2015). Hopefully hiring follows this trend. Skilled trade postings represent eight percent of all online job ads in Livingston County, a higher share than many other counties in the region.

RETAIL & HOSPITALITY POSTINGS OVER TIME

ANALYSIS



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Retail postings reached a new high during Q3 2015 with 685 postings, the highest recorded since online postings data was collected. This 25% increase marked the second largest Q2 to Q3 increase on record. Postings in this cluster in Livingston County do not often follow a business cycle or trend. The latest increase is a sign of coming job growth, likely seasonal in nature, in this field. Retail postings represented 29.6% of all online job ads in Livingston County.

LABOR MARKET OVERVIEW

EMPLOYMENT & LABOR FORCE



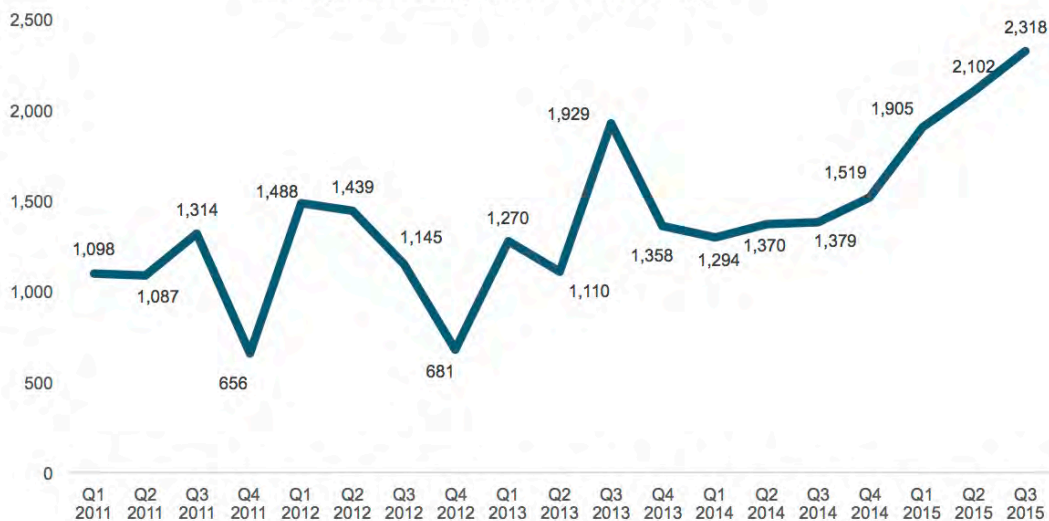
Source: Bureau of Labor Statistics
Analysis: Workforce Intelligence Network

ANALYSIS

The labor force in Livingston County expanded by 1,389 individuals during Q3 2015, growing 1.5%. The labor force in Livingston grew slowly and steadily through 2013 and seems to have now reached a new normal. During Q3 2015 employers added 1,180 workers to their payrolls, increasing the county's employment 1.3%. Employment in Livingston has continuously increased, slowly, since recession lows in late 2009 – early 2010. With the labor force increasing by a larger margin than employment, the unemployment rate increased one-tenth of a percentage point from 4.9% in Q3 to 5.0% in Q3.

TOTAL POSTINGS OVER TIME

Livingston County Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

ANALYSIS

Online job ads in Livingston County reached yet another new high during Q3 2015 with 2,318 postings, the highest yet recorded since data has been collected. Growing 10.3%, Q3 2015 marked the sixth consecutive quarter of growth in employer demand in a strong linear pattern. Postings do not often follow a standard cycle, especially in the past two years of growth. Historically, past years show a Q4 drop-off. If historic trends continue Q4 2015 postings will likely fall slightly from the current peak.

POSTING TRENDS BY CLUSTER

	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Change over time	Share of Total Postings Q3 2015
Total	1,379	1,519	1,905	2,102	2,318		
Skilled Trades & Technicians	85	66	138	142	185		8.0%
Engineers & Designers	41	34	62	87	92		4.0%
IT	44	40	58	57	68		2.9%
Health Care	140	137	247	297	301		13.0%
Retail & Hospitality	409	437	541	547	685		29.6%
Agriculture	30	26	35	55	49		2.1%

ANALYSIS

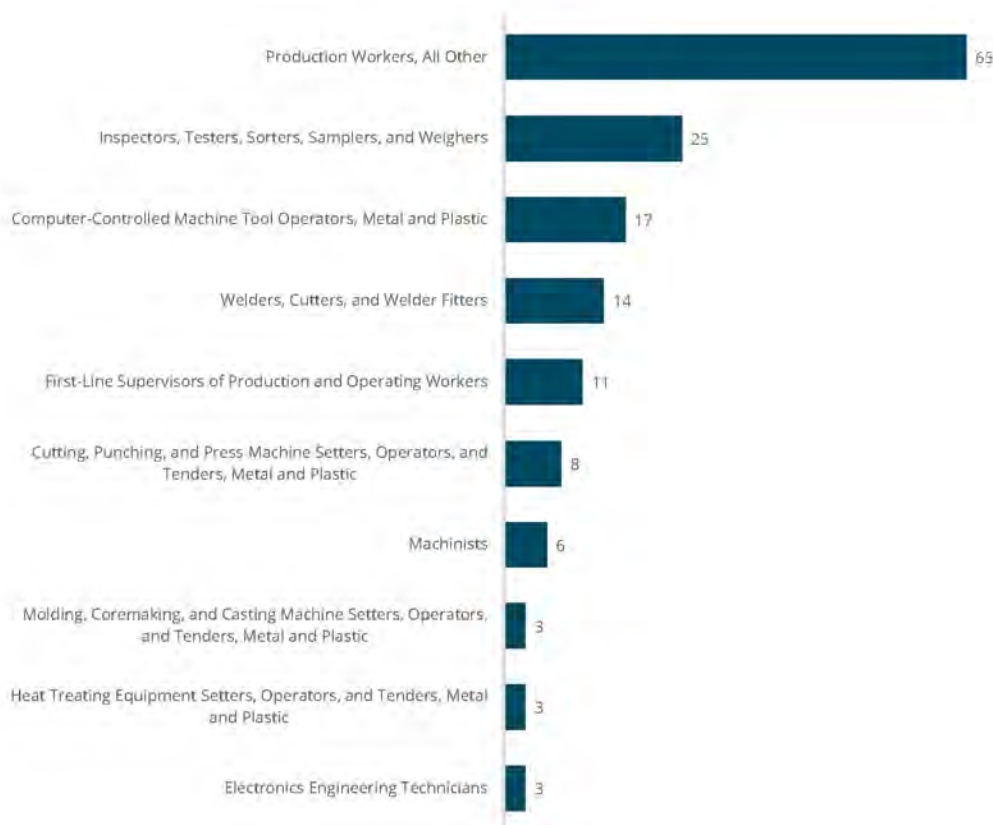
Postings in Livingston County were up in every cluster analyzed by WIN except Agriculture. The majority of posting growth comes from the Retail & Hospitality cluster with 138 postings gained, contributing 63.9% of all posting growth in the county. Growth in demand for skilled trade workers contributed 19.9% of county-wide growth (43 additional postings in Q3 2015 compared to Q2).

Employer demand increases are well-represented by the WIN-tracked cluster with 93.1% of county-wide growth in these six clusters.

The clusters analyzed by WIN in Livingston County represent 59.5% of total online job postings in the county.

TOP JOBS BY CLUSTER

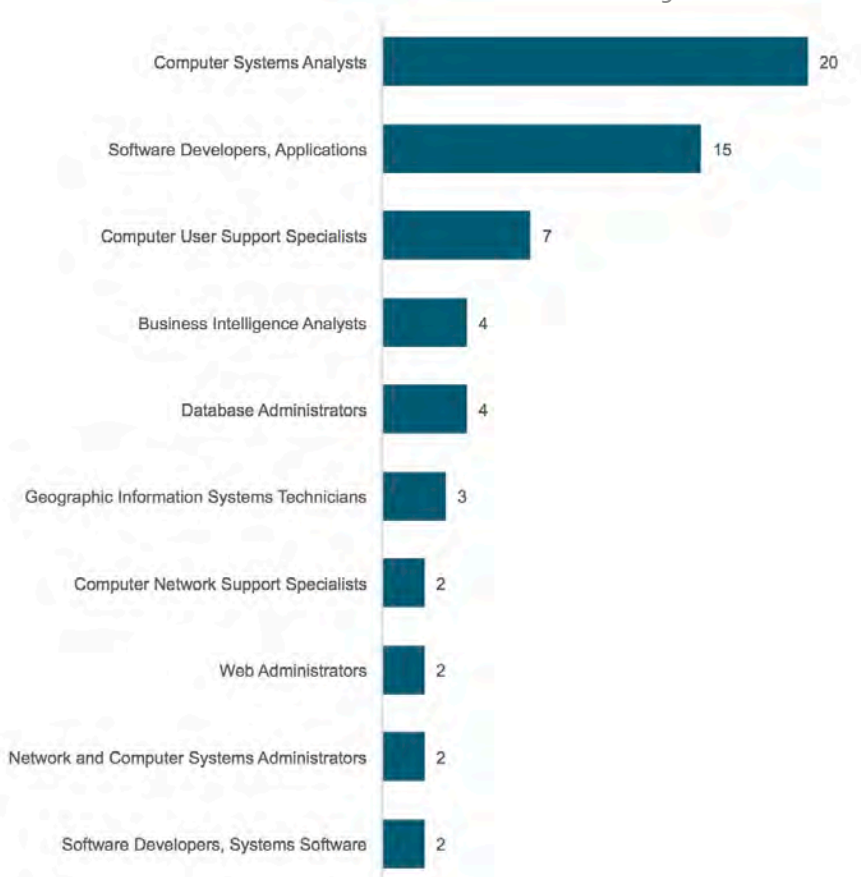
SKILLED TRADES & TECHNICIANS TOP JOBS



ANALYSIS

Demand for Skilled Trade workers was dominated by postings for production workers. This occupation is once again at the top of the list with 65 postings (up 22.6% from 53 postings in Q2). New to the top jobs list were machinists, with six postings. Machinists replaced industrial engineering technologists in Livingston's top ten jobs. Nearly all of these occupations require specialized technical training.

INFORMATION TECHNOLOGY TOP JOBS

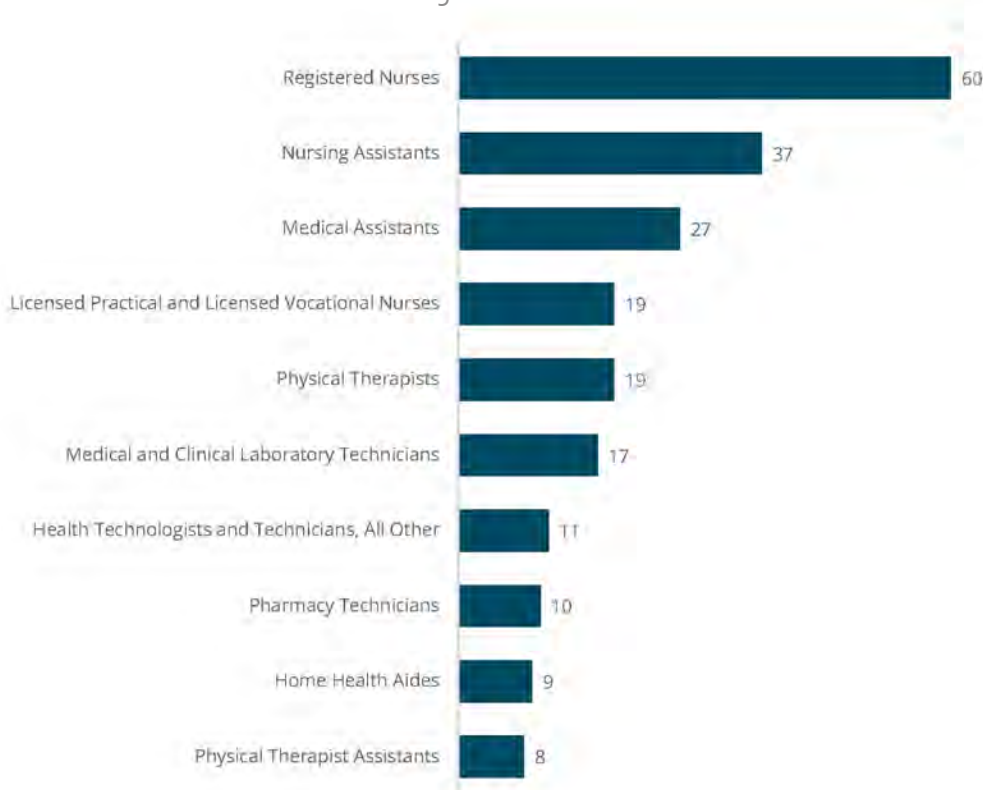


ANALYSIS

Computer systems analysts were the top posting IT occupation in Livingston County. Demand has expanded significantly from 3 postings in Q2 to 20 in Q3 this year. Software developers – applications, dropped in demand slightly, falling from 18 postings in Q2 to 15 in Q3. This occupation remains a top in-demand job across the region. New to the top list were web administrators, replacing information security analysts. Nearly all of these occupations require a bachelor's degree for entry-level employment.

TOP JOBS BY CLUSTER

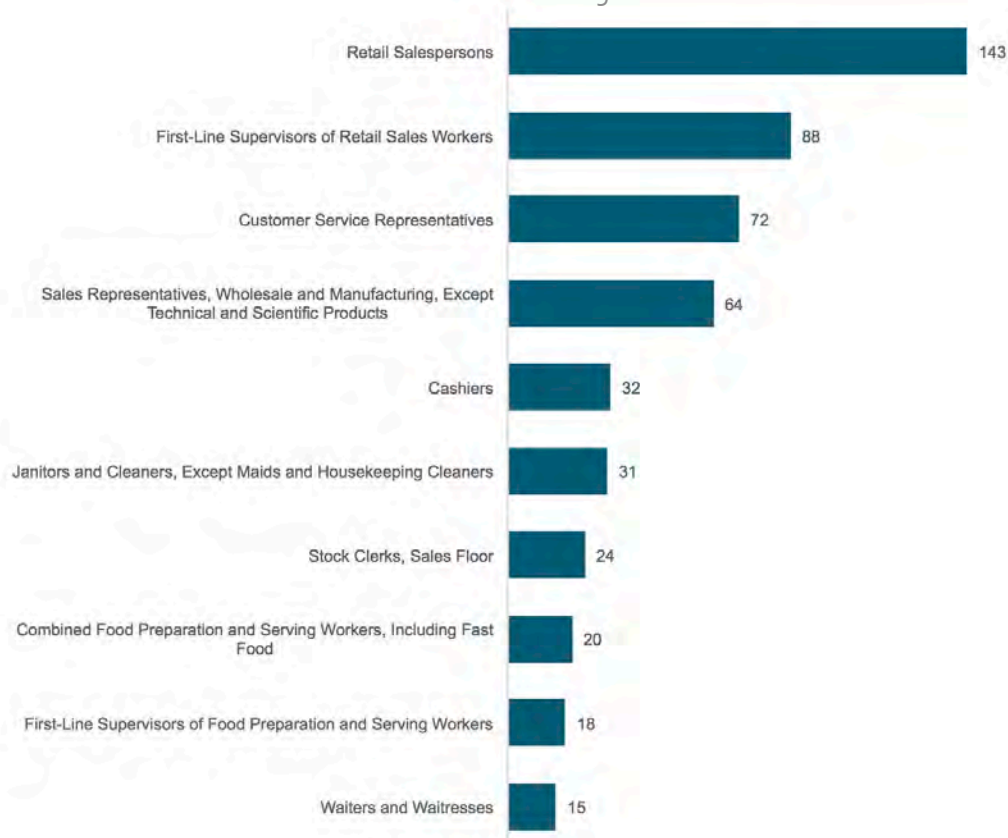
HEALTH CARE TOP JOBS



ANALYSIS

Demand for registered nurses dropped from 69 postings in Q2 to 60 during Q3 2015 in Livingston County, yet this job retained its top position. Demand for nursing assistants grew along with demand for many other top occupations including pharmacy technicians, medical assistants, and health technologists. New to the top ten include physical therapy assistants and home health aids. These occupations replaced radiologic technologists and pharmacists. Health Care occupations vary in their post-secondary requirements. Many, such as medical assistant and home health aids, are entry-level occupations that can help begin a career in health care.

RETAIL & HOSPITALITY TOP JOBS



ANALYSIS

Retail & Hospitality job demand increased during Q3 with posting gains across the board for many top jobs. Most notably, retail salespersons increased from 92 postings in Q2 to 143 in Q3 this year. Postings also increased for retail supervisors, growing from 56 postings to 88. Demand nearly doubled for customer service representatives, increasing from 41 postings in Q2 to 72 in Q3. New to the top ten list include waiters and waitresses which bumped restaurant cooks off of the list.

FOR MORE INFORMATION ABOUT RESEARCH AND DATA,
VISIT OUR WEBSITE:
WWW.WIN-SEMICH.ORG/DATA-RESEARCH

