

Annual 2019  
January–December

# MONROE COUNTY

WIN Labor Market Report



### Report Contents

- 2 - State of the Labor Market
- 3 - Key Findings
- 4 - Workforce Overview
- 9 - Real-Time Demand Overview

### Occupation Groups

- 12 - Agriculture
- 16 - Customer Service
- 20 - Energy
- 24 - Skilled Trades and Technicians
- 28 - Transportation, Distribution, and Logistics

### About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and 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 Monroe County. A workforce overview is provided within, identifying key components of the area's labor market including labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market. This data is used to provide a real-time demand overview, detailing posting related findings for both employers and job seekers. WIN's data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, their entry requirements, and their earning potential.

WIN produces a 16-county region report quarterly using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to Detroit's labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report analyzes data from the full year 2019 in Monroe County and includes summative data for January through December of 2019. For Monroe County, the agriculture, customer service, energy, skilled trades and technicians, and transportation, distribution, and logistics occupation groups are analyzed.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit [www.WINintelligence.org](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://www.micareertraining.org).



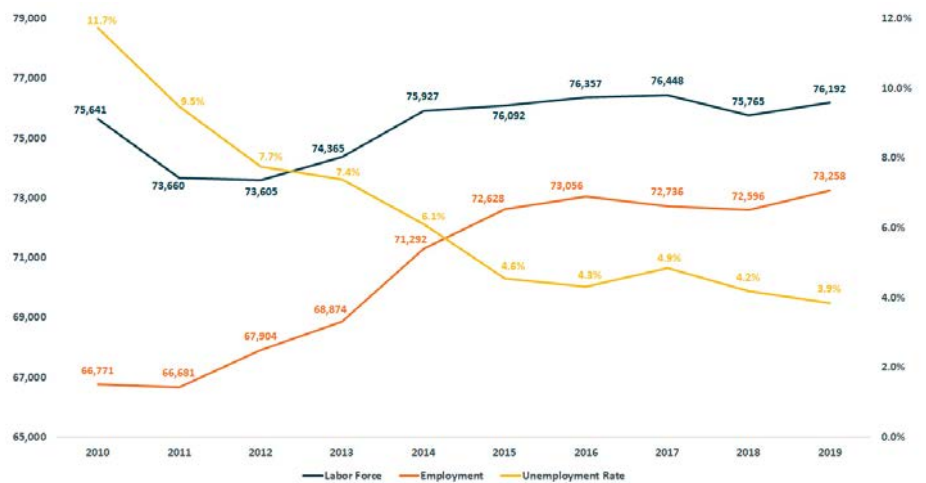
### State of the Labor Market in Monroe County

During 2019, the annual labor force and employment figures in Monroe County increased by 0.6 percent and 0.9 percent respectively, up since annual 2018. During Q4 2019 in Monroe County, the labor force decreased by 0.1 percent, an 81-worker decrease from Q3 2019. Comparatively, employment in Monroe County increased by 1.3 percent, equaling to a 954 worker increase in employment in Q4. The Q3 2019 unemployment rate of 4.3 percent decreased by 1.4 percentage points, with Q4 2019 reporting an unemployment rate of 3.0 percent. Employer demand for transportation, distribution, and logistics workers is on the rise among the five key groups analyzed for the county, with 8,329 job postings during 2019. Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 5,643 postings in 2019.

### Annual Labor Market Information

The labor force in Monroe County has grown, increasing by 428 individuals between 2018 and 2019 annual figures. Employment increased by 662 workers between 2018 and 2019. As the increase in employment accounted for most, but not all, of the sustained increase in labor force, unemployment decreased by 7.4 percent or 234 workers. The 2018 annual unemployment rate of 4.2 percent decreased by 0.3 percentage points to a 2019 annual unemployment rate of 3.9 percent.

Annual Labor Force, Employment, Unemployment Rate  
2010–2019

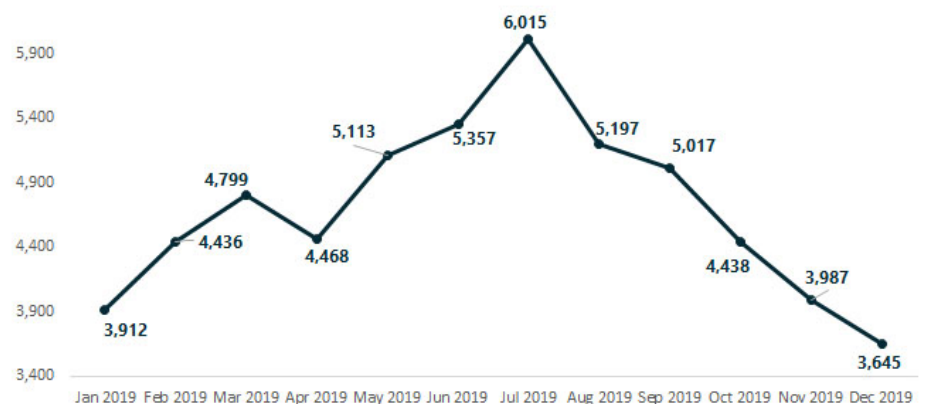


Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

Data obtained for the fourth quarter of 2019 indicates that employer demand decreased following the end of Q3 2019. In Q4 2019, there were 7,470 unique postings in Monroe County, a decrease of 3,495 postings from the 10,965 postings recorded in Q3 2019. The decrease in the number of online ads indicate employer demand for jobs has decreased in Q4. Monthly posting data indicate a steady increase in postings during the beginning of 2019, however the second half of the year saw a decline in postings.

Monthly Posting Analysis, Monroe County  
Annual 2019



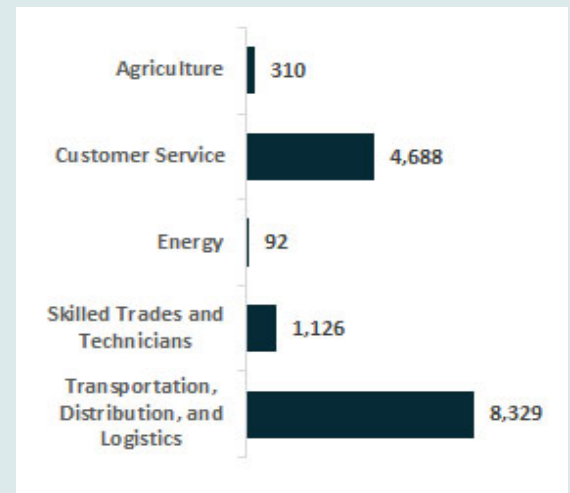
Data: Emsi | Analysis: Workforce Intelligence Network



**Employer demand increased by 15.6 percent, a gain of 4,058 job postings since 2018. Transportation, Distribution, and Logistics remains the top posting occupation group through 2019 with 8,329 postings.**

During Q4 2019, there were 7,470 job postings, 3,495 less than the 10,965 postings made during Q3 2019 in Monroe County. Since annual 2018, employer demand has increased by 15.6 percent in 2019. The top posted job titles in 2019 include Truck Drivers, Commercial Driver's License (CDL) Drivers, Registered Nurses, Flatbed Drivers, and Retail Sales Associates. There are 801 more postings in Q4 2019 than in Q4 2018. Annually in 2019, there were 26,094 postings in Monroe County, an increase of 4,058 postings since annual 2018, which had 22,036 postings. For more information about in-demand job postings, see page 9.

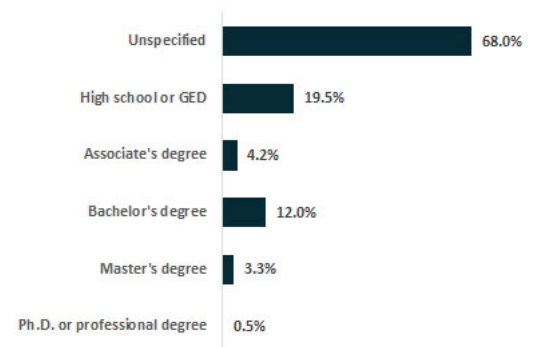
**Top 5 Posting Occupation Groups**  
Annual 2019



**Job postings made by employers in Monroe County indicate a high school diploma or equivalent remains the most in-demand minimum education level during 2019.**

Of the 26,094 unique postings in Monroe County during 2019, 5,093 (19.5 percent) required a high school diploma or equivalent, while 4,227 postings (16.2 percent) required a college degree. An additional 977 postings (3.7 percent) required an advanced degree. The high demand for transportation, distribution and logistics roles within the county, drives this high demand for workers with various skillsets.

**Education Levels In-Demand**  
Annual 2019



### Quarterly Labor Market Data

	4th Quarter 2018	1st Quarter 2019	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019	Change from 4th Quarter 2018	Percent Change from 4th Quarter 2018
Labor Force	76,119	76,189	77,091	75,785	75,704	-81	-0.1%	-415	-0.5%
Employment	73,175	72,951	74,100	72,513	73,467	954	1.3%	292	0.4%
Unemployment	2,944	3,239	2,991	3,273	2,237	-1,036	-31.6%	-707	-24.0%
Unemployment Rate	3.9%	4.3%	3.9%	4.3%	3.0%	-1.4%	na	-0.9%	na

Note: Monthly data averaged by quarter Data: Bureau of Labor Statistics

**Employment in Monroe County is 73,258 workers, an increase of 662 workers since 2018.**

Following small growth fluctuations in the labor force through 2019, during the fourth quarter, participation declined slightly. During Q4 2019, the labor force figure was 75,704 individuals, down 415 individuals from 75,785 individuals recorded in Q3, a 0.1 percent decrease. Although the decrease in labor force participation in Q4 2019, employment grew by 954 workers, an increase of 1.3 percent. Despite the labor force decline, unemployment for the county decreased by 1,036 workers, a 31.6 percent decrease since Q3 2019. Following the trend, the unemployment rate also fell by 1.4 percentage points, for a Q4 unemployment rate of 3.0 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Data: Emsi | Analysis: Workforce Intelligence Network

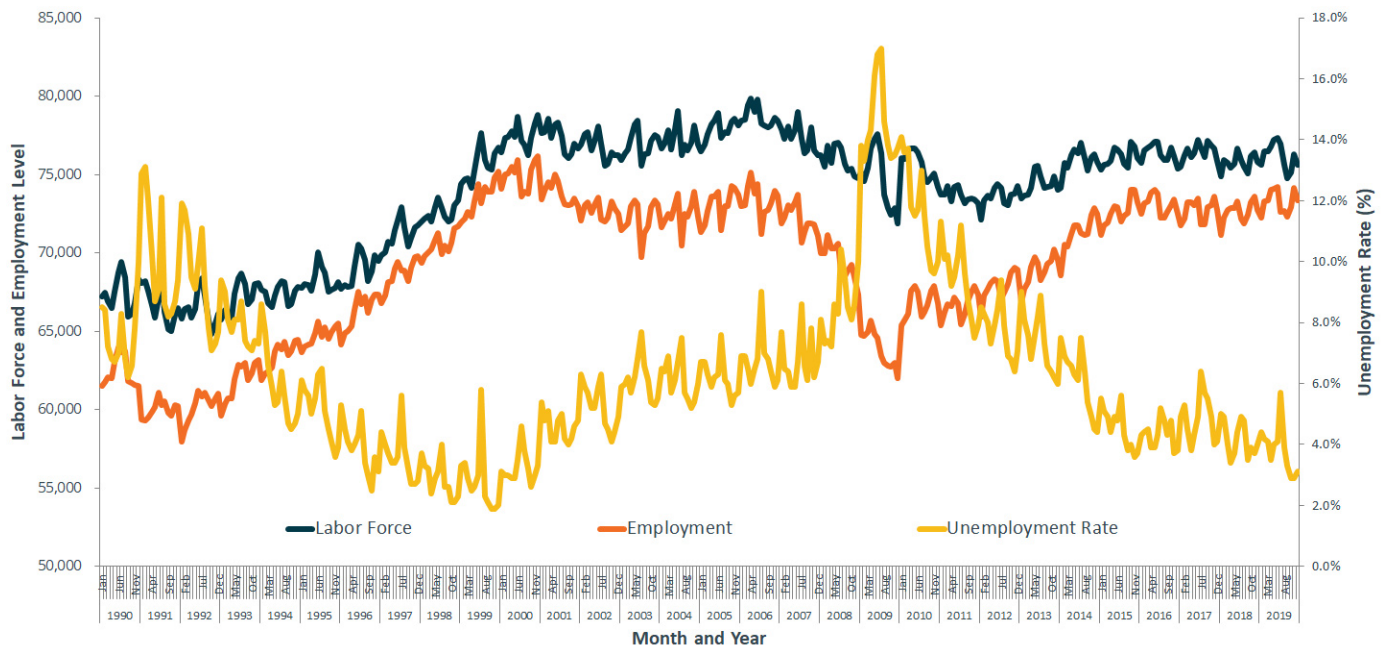




### Labor Force, Employment, and Unemployment

The annual labor force in the Monroe County has been growing steadily year over year since 2012. The labor force change from annual 2018 to annual 2019 is an increase of 428 individuals, or 0.6 percent. Employment in the county has also been on the rise since annual 2011, with an increase of 662 workers since annual 2018. Unemployment for the county, recorded with 3,169 unemployed workers in annual 2018, fell 7.4 percent, a decrease of 234 workers, bringing 2019 annual unemployment down to 2,935 workers. The unemployment rate also decreased by 0.3 percentage points, leading to an annual 2019 unemployment rate of 3.9 percent.

**Labor Force, Employment, Unemployment Rate**  
1990-2019



Data: BLS | Analysis: Workforce Intelligence Network

**Annual Labor Market Data**  
2010 - 2019

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	Change from 2018	Percent Change from 2018
Labor Force	75,641	73,660	73,605	74,365	75,927	76,092	76,357	76,448	75,765	76,192	428	0.6%
Employment	66,771	66,681	67,904	68,874	71,292	72,628	73,056	72,736	72,596	73,258	662	0.9%
Unemployment	8,869	6,979	5,702	5,491	4,635	3,464	3,301	3,713	3,169	2,935	-234	-7.4%
Unemployment Rate	11.7%	9.5%	7.7%	7.4%	6.1%	4.6%	4.3%	4.9%	4.2%	3.9%	-0.3%	na

Data: Bureau of Labor Statistics



### Population Demographics

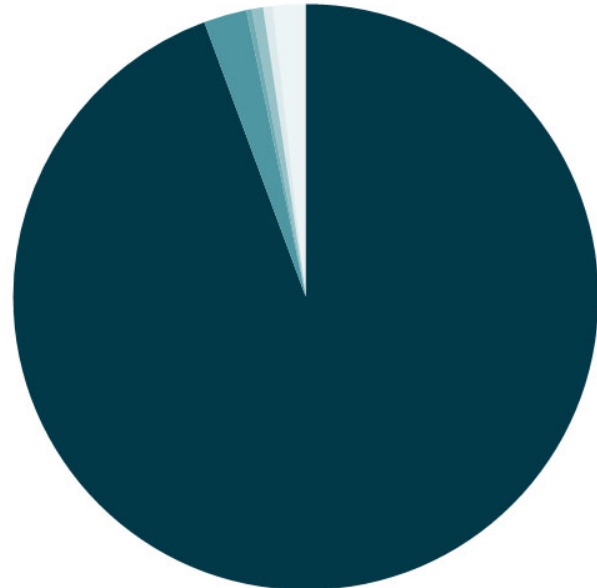
According to the data from the Census Bureau's most recent 2018 ACS Five Year estimates, during 2018, 149,699 people were living in Monroe County. The sex of the populace was split almost evenly, with 50.6 percent of the population identifying as female, and the other 49.4 percent identifying as male. Much of the population identified as white (94.4 percent) with the second largest number of individuals identifying as black or African American (2.4 percent), indicating relatively low diversity in terms of race for the county. The county skews toward the middle to older-aged population than the surrounding region; 70.1 percent of population was over the age of 24, compared to 29.9 percent under the age of 25.



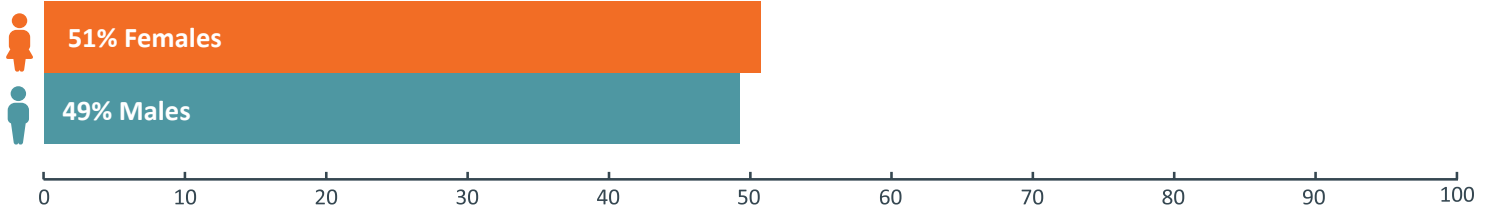
**149,699**  
**People in**  
**Monroe County**  
0.1% Increase  
from 2017

### Population Race Demographics

- White, 94.4%
- Black or African American, 2.4%
- American Indian or Alaska Native, 0.3%
- Asian, 0.6%
- Native Hawaiian or Other Pacific Islander, 0.0%
- Other Race, 0.5%
- Two or More Races, 1.8%



### Population Gender Demographics



### Population Age Demographics





## Labor Market Demographics

During 2018, the most recent census year, there were about 121,468 people in the labor force, either working or looking for work in Monroe County. Resident employment totals 70,306 workers or just under half, 47.0 percent, of the total population in Monroe County. The highest unemployment rates in 2018 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 32.1 percent for males and 19.0 percent for females. Overall, males in the county have a higher unemployment rate than females, with 5.3 percent and 4.4 percent respectively, for 2018. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 11.0 percent. Hispanic job seekers also face difficulty, with an unemployment rate of 9.5 percent.

Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
<b>Total Population 16 +</b>	73,930	70,306	3,624	4.9%
<b>Sex</b>				
<b>Male 16+</b>	39,561	37,460	2,101	5.3%
16-19	1,948	1,525	423	21.7%
20-24	3,807	3,412	395	10.4%
25-54	25,059	24,054	1,005	4.0%
55-64	7,173	6,957	216	3.0%
65 Plus	1,574	1,512	62	3.9%
<b>Female 16+</b>	34,369	32,846	1,523	4.4%
16-19	1,620	1,448	172	10.6%
20-24	3,288	3,011	277	8.4%
25-54	21,649	20,775	874	4.0%
55-64	6,414	6,260	154	2.4%
65 Plus	1,398	1,352	46	3.3%
<b>Race</b>				
<b>White</b>	70,461	66,874	3,453	4.9%
<b>Black / African</b>	1,566	1,497	70	4.5%
<b>Native American</b>	209	186	23	11.0%
<b>Asian</b>	542	528	14	2.6%
<b>Native Hawaiian /</b>	3	3	0	0.0%
<b>Some Other Race</b>	300	300	0	0.0%
<b>Two or More Races</b>	956	877	79	8.3%
<b>Ethnicity</b>				
<b>Hispanic</b>	2,646	2,394	249	9.4%



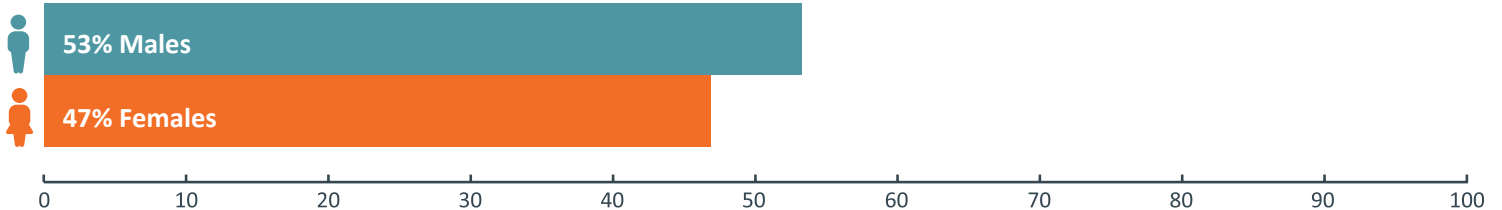
### Current Workforce Demographics

In 2019, the workforce had a total of 41,630 individuals working in Monroe County. A slight majority (53.0 percent or 22,066 workers) were male, while 47.0 percent (19,546 workers) of the workforce was female. Most workers in the county identified as white, accounting for 83.8 percent of the workforce, while black or African American workers accounted for 9.0 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.8 percent. Much of the workforce in Monroe County (61.7 percent) are between the ages of 25 through 54, while 23.2 percent of workers are 55 and older.

#### Workforce Race and Ethnicity Demographics



#### Workforce Gender Demographics



#### Workforce Age Demographics

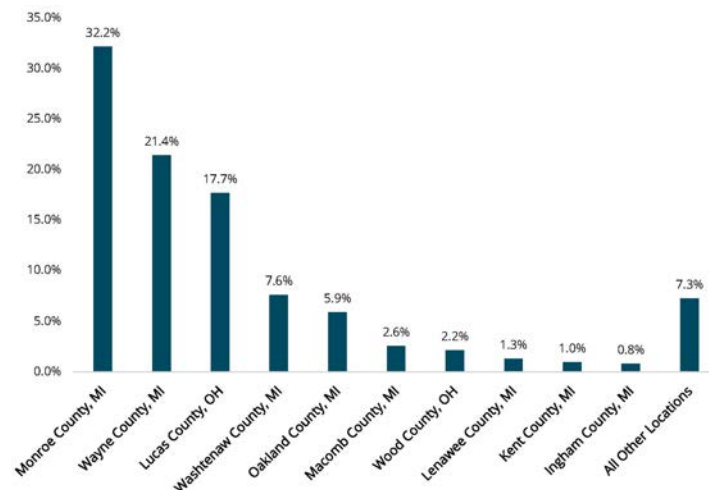




### Regional Commuting Patterns

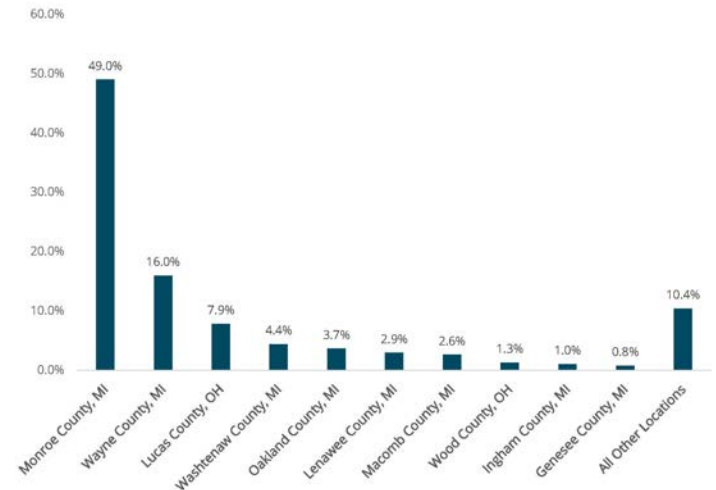
According to the most recent OnTheMap data set available from the Census Bureau, during 2015, Monroe County's workforce consisted of 63,703 residents. 20,497 (32.2 percent) of the residents lived and worked within Monroe County, while the remaining 43,206 residents (67.8 percent) traveled outside of the county for work. There were 41,827 workers employed in the region during 2015. Of those, 21,330 workers (50.8 percent) lived outside of the region's borders and commuted in. From this information, we can see that Monroe county is a net exporter of jobs, with more leaving the area for employment than inwardly commuting.

#### Where Monroe County Residents Work

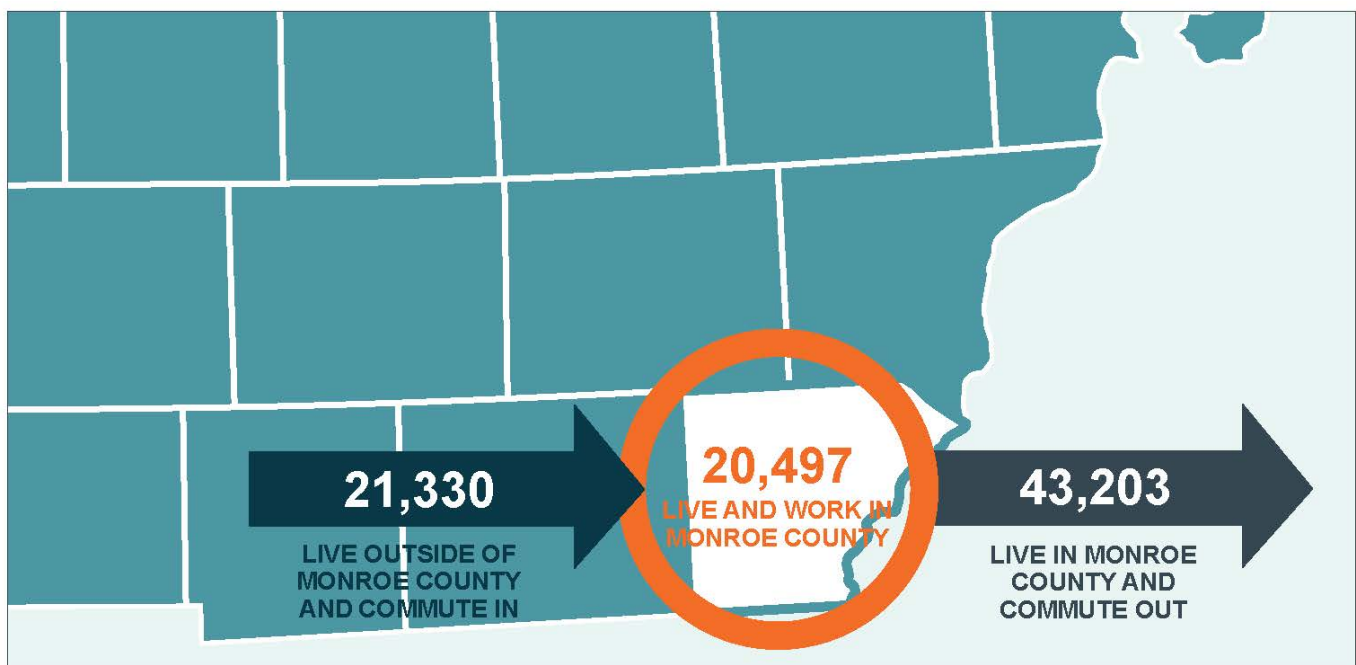


Source: U.S. Census OnTheMap, 2015  
Analysis: Workforce Intelligence Network

#### Where Monroe County Workers Live



Source: U.S. Census OnTheMap, 2015  
Analysis: Workforce Intelligence Network



Data: U.S. Census OnTheMap, 2015 | Analysis: Workforce Intelligence Network

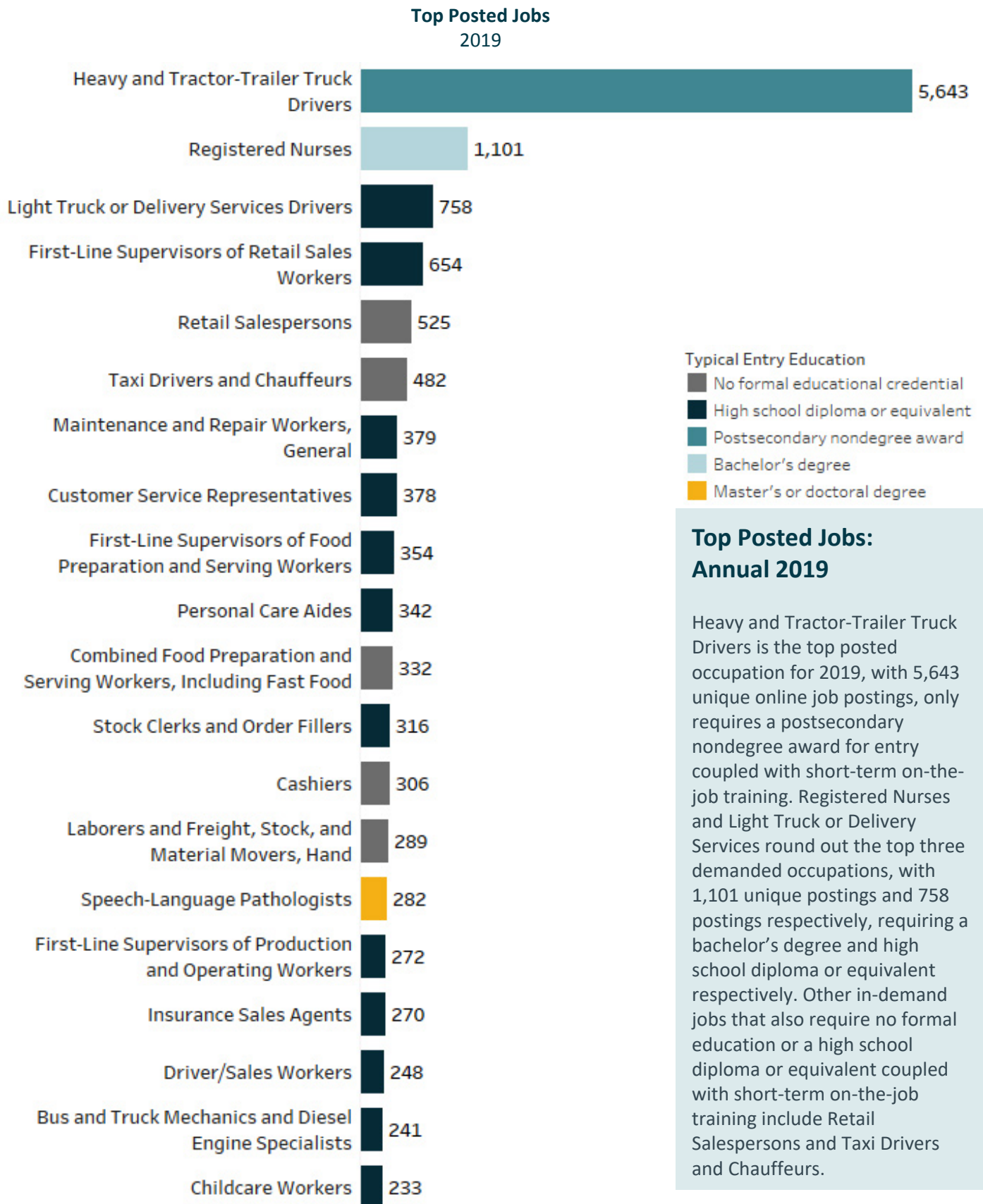




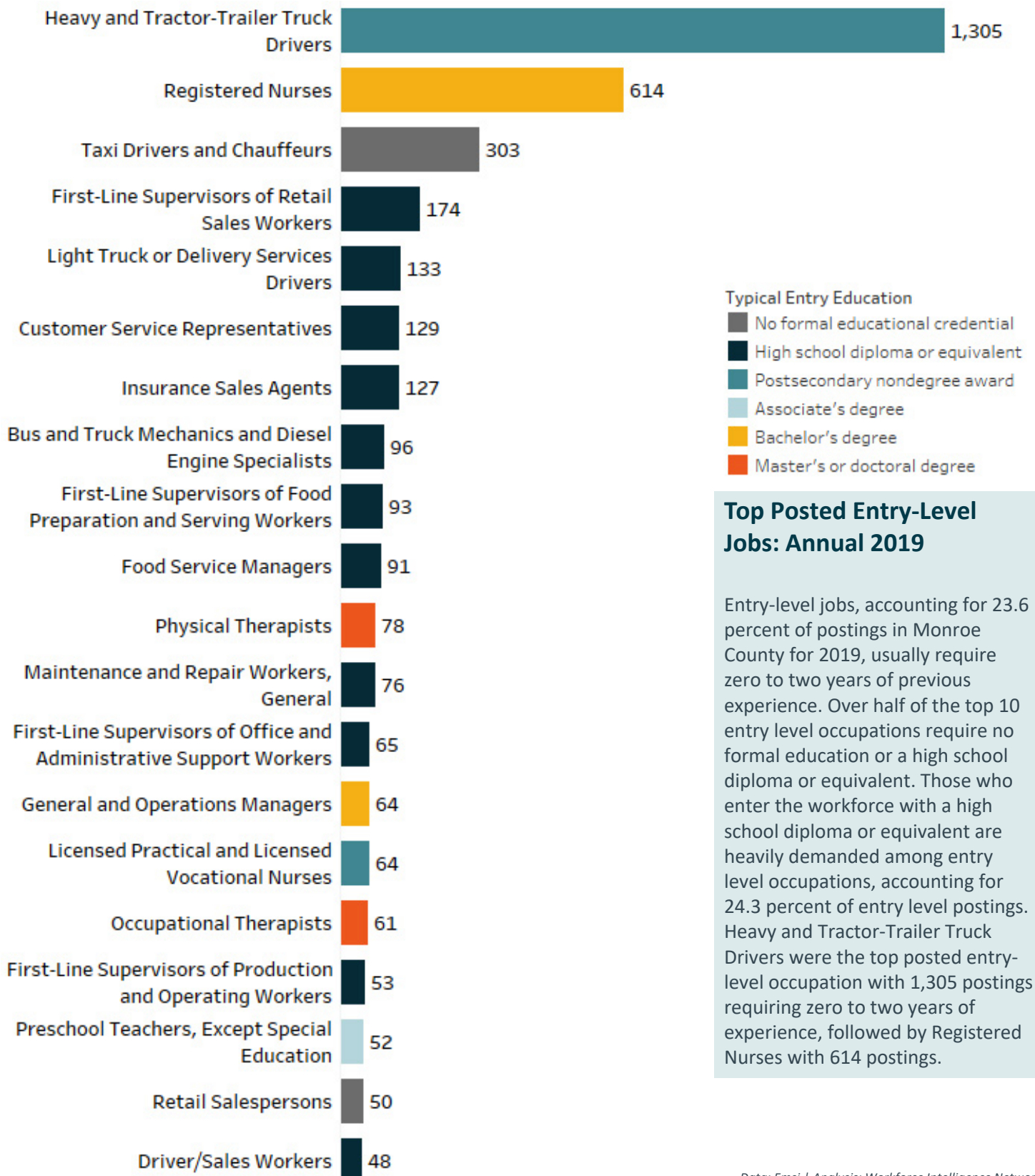
# REAL-TIME DEMAND OVERVIEW

## Monroe County | Top Posted Jobs | Annual 2019

9



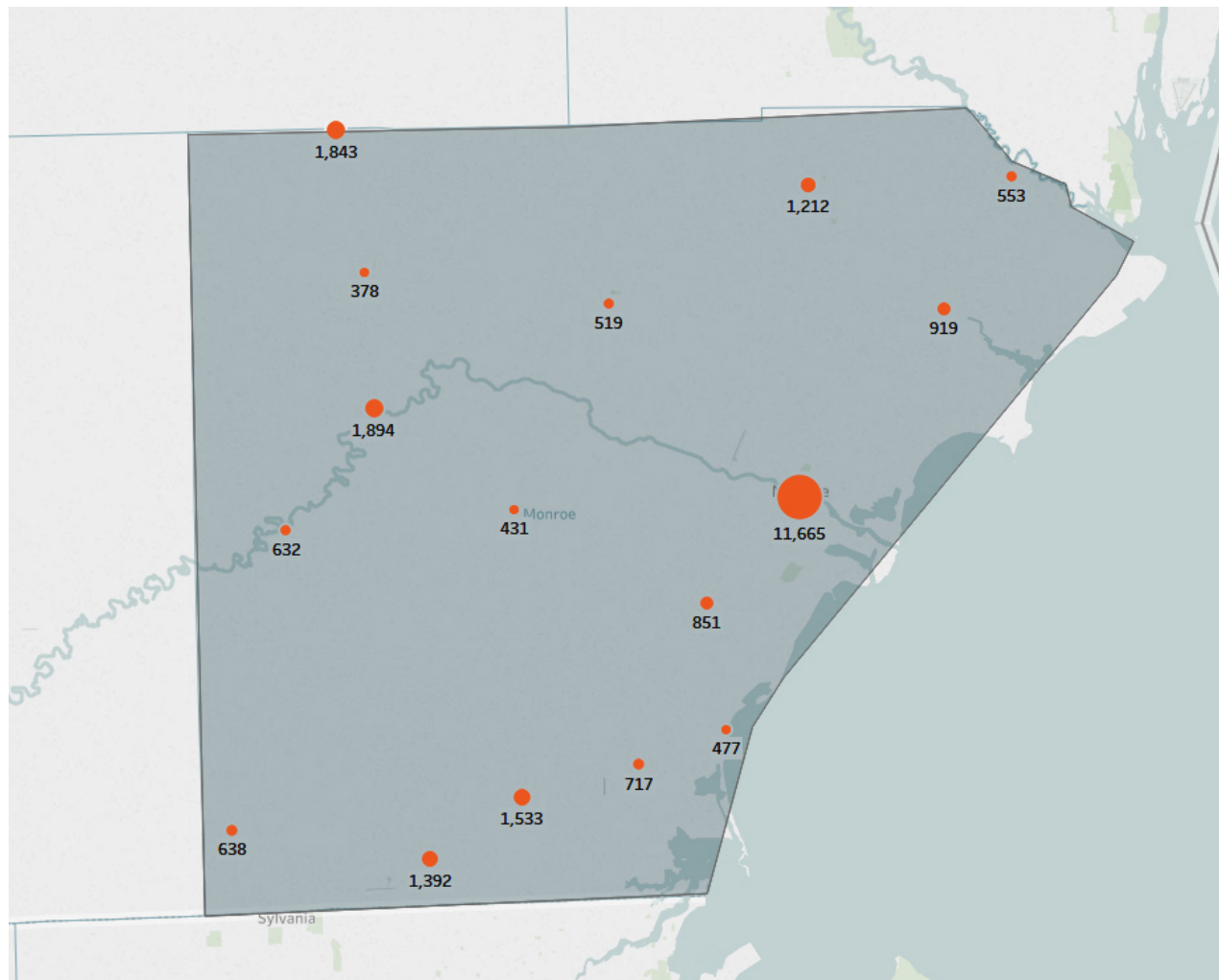


Top Posted Entry-Level Jobs  
2019Top Posted Entry-Level  
Jobs: Annual 2019

Entry-level jobs, accounting for 23.6 percent of postings in Monroe County for 2019, usually require zero to two years of previous experience. Over half of the top 10 entry level occupations require no formal education or a high school diploma or equivalent. Those who enter the workforce with a high school diploma or equivalent are heavily demanded among entry level occupations, accounting for 24.3 percent of entry level postings. Heavy and Tractor-Trailer Truck Drivers were the top posted entry-level occupation with 1,305 postings requiring zero to two years of experience, followed by Registered Nurses with 614 postings.



### Employer Demand by City



### Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Critical Care Registered Nurse (CCRN)
- Licensed Practical Nurse
- Transportation Worker Identification Credential (TWIC) Card
- Certified Nursing Assistant
- Automotive Service Excellence (ASE) Certification
- Associates Degree in Nursing
- Licensed Vocational Nurses
- Nurse Practitioner
- CNOR Certification

### Top In-Demand Skills

- Basic Life Support
- Restaurant Operation
- Advanced Cardiovascular Life Support (ACLS)
- Nursing
- Selling Techniques
- Management
- Customer Service
- Leadership
- Sales
- Communications

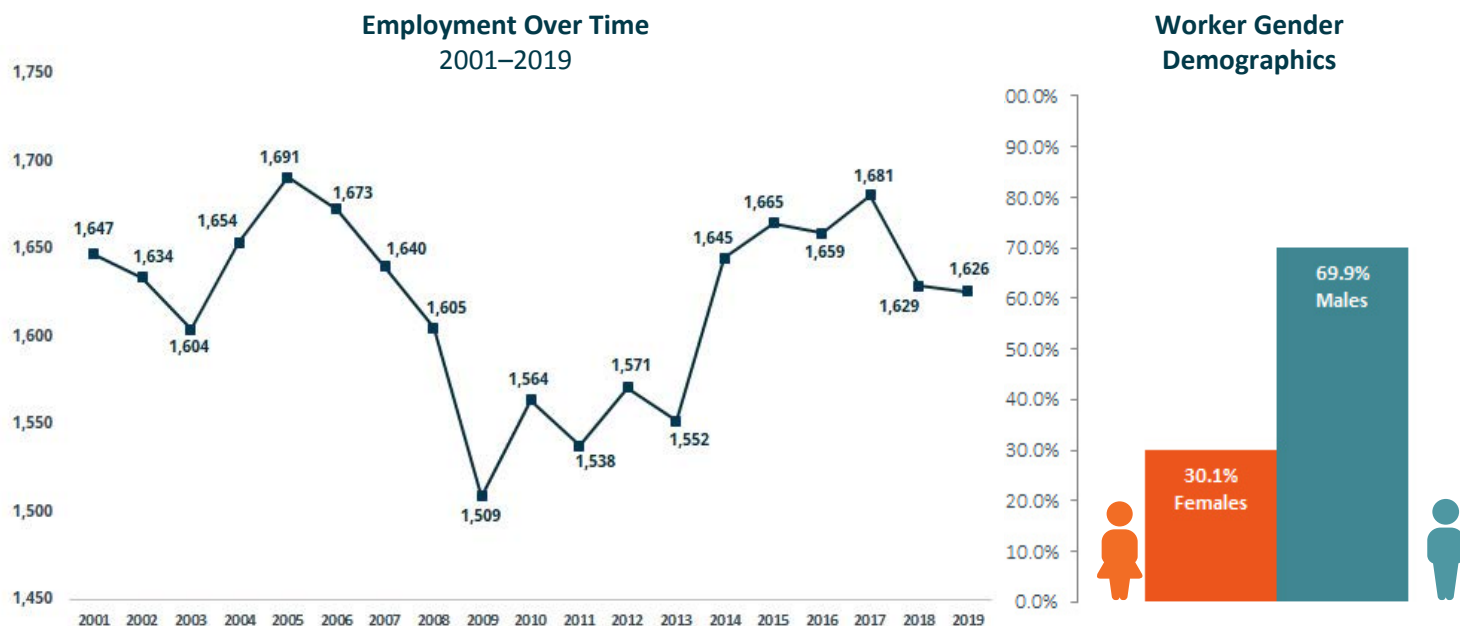
### Top Posting Employers\*

- HealthCare Employment Network
- Uber Technologies, Inc.
- ManpowerGroup Global
- Assurance
- Teach For America, Inc.
- La-Z-Boy Incorporated
- DHT Incorporated
- Bob Evans Farms, Inc.
- Promedica Health Systems, Inc.
- Dollar General Corporation

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

## Introduction

WIN's agriculture occupation group brings together occupations that require knowledge of the farming, livestock, the environment, and natural sciences. Occupations range from Farm Workers, to Environmental Engineers, to Meat Butchers, to Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.



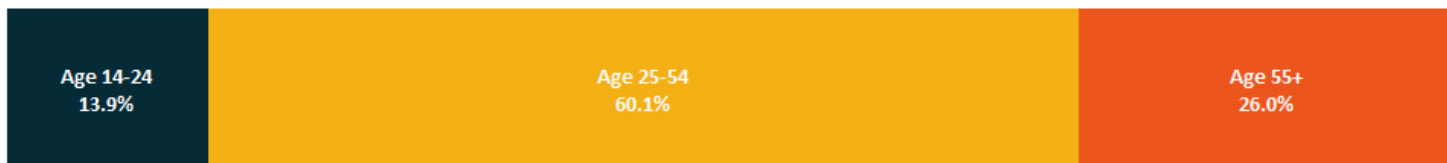
## Agriculture Worker Demographics

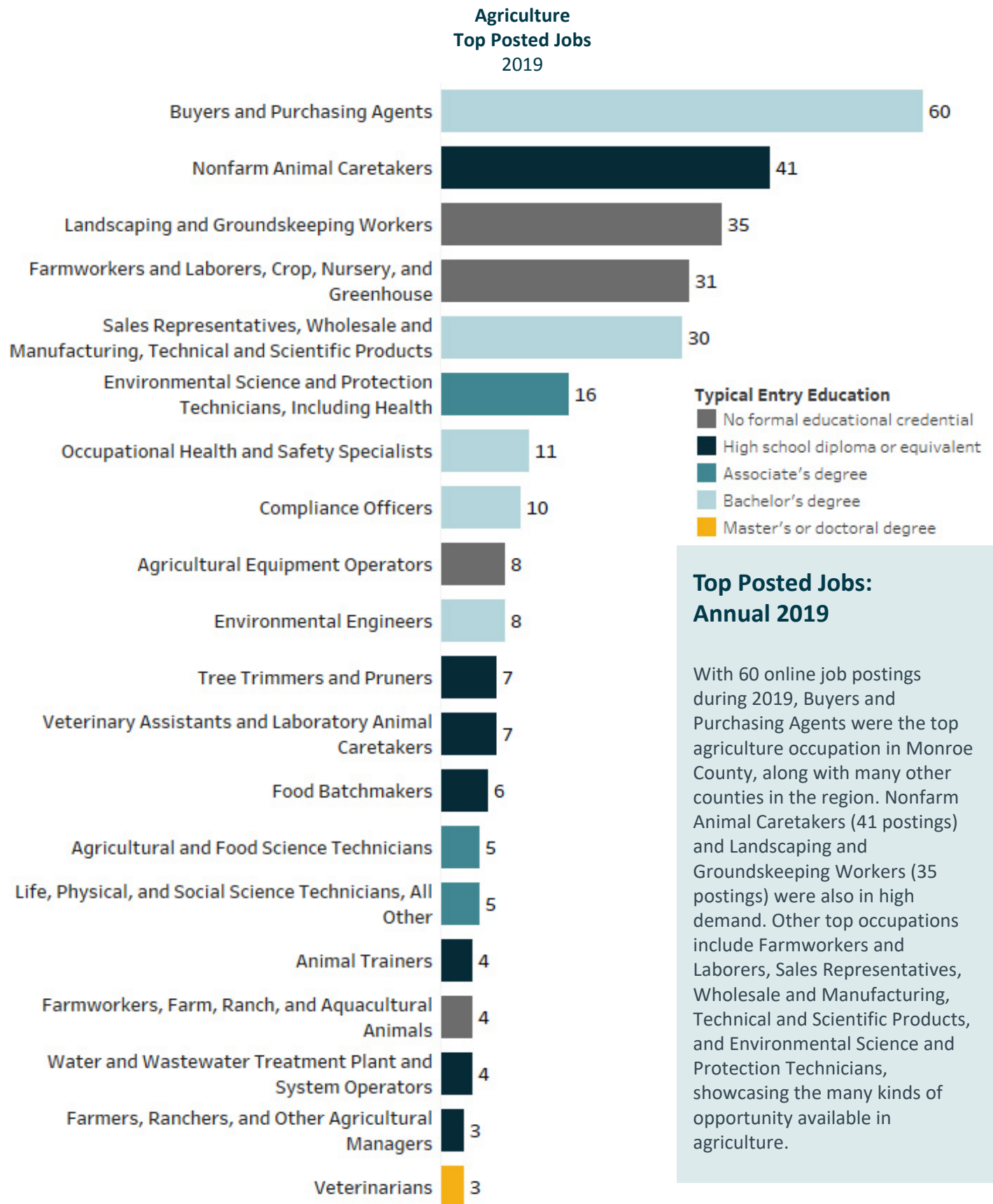
According to the most recent Emsi data set available (2019), the 1,600 workers in agriculture occupations are not very diverse. A large majority of workers are white males between the ages of 25 and 54. Only 30 percent of agriculture workers identify as women. Only 14 percent of workers were under the age of 25, compared to 26 percent of workers who are age 55 or older.

### Race and Ethnicity Demographics

**83.1% White | 4.8% Black or African American | 9.3% Hispanic or Latino**

### Worker Age Demographics







## Agriculture Wage Overview

Of the ten top posted agriculture-related jobs, four offer median wages of more than \$25 per hour according to the Bureau of Labor Statistics (BLS). The top posted job, Buyers and Purchasing Agents, offers median hourly earnings of \$33.43, which translates to annual earnings of approximately \$69,500. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience needs.

### Wage Overview for Top Posted Agriculture Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1028	Buyers and Purchasing Agents	\$17.75	\$24.47	\$33.43	\$43.33	\$48.28
39-2021	Nonfarm Animal Caretakers	\$9.32	\$9.44	\$9.71	\$11.19	\$12.22
37-3011	Landscaping and Groundskeeping Workers	\$9.29	\$9.79	\$11.57	\$14.05	\$15.98
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$9.57	\$10.22	\$11.45	\$13.24	\$14.60
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$18.77	\$24.86	\$33.40	\$48.78	\$66.22
19-4091	Environmental Science and Protection Technicians, Including Health	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-9011	Occupational Health and Safety Specialists	\$18.83	\$23.63	\$31.03	\$38.39	\$45.50
13-1041	Compliance Officers	\$20.36	\$23.95	\$28.19	\$34.39	\$45.06
17-2081	Environmental Engineers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
45-2091	Agricultural Equipment Operators	\$9.28	\$11.16	\$13.57	\$18.73	\$22.83

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Purchasing
- Procurement
- Mowing
- Budgeting
- Supply Chain Management

#### In-Demand Foundational Skills

- Sales
- Operations
- Management
- Leadership
- Valid Driver's License

#### In-Demand Education Level\*

- High School Diploma: 17.7%
- Associate Degree: 2.9%
- Bachelor's Degree: 23.5%
- Master's Degree: 4.8%

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

#### In-Demand Certifications

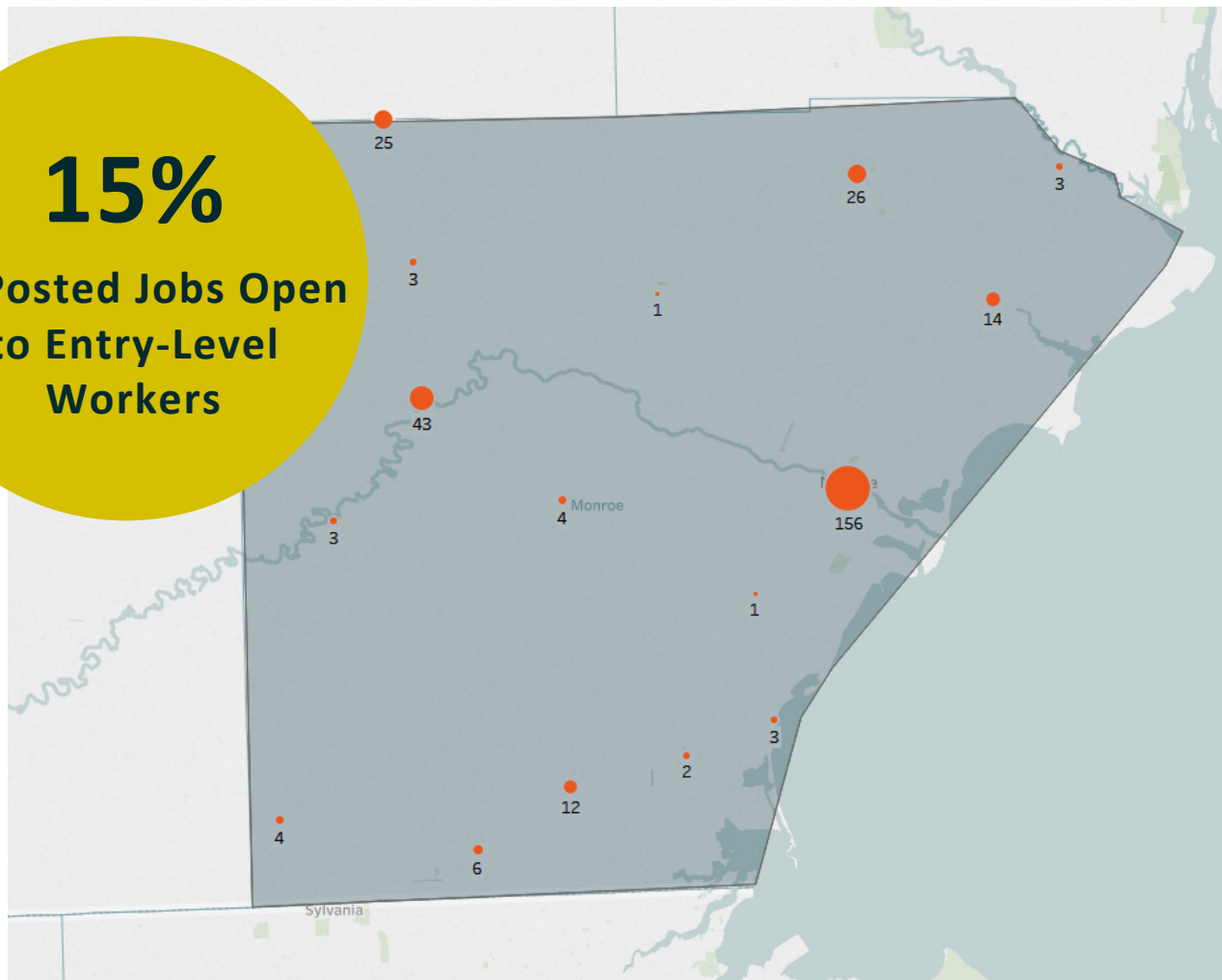
- Commercial Driver's License (CDL)
- Wastewater Operator Certification
- Certified Hazardous Materials Manager
- Certified in Production and Inventory Management
- Certified Safety Professional



### Employer Demand by City

**15%**

**Of Posted Jobs Open  
to Entry-Level  
Workers**



### Top Posting Employers\*

- ManpowerGroup Global
- Petsmart, Inc.
- Talent Associates Inc
- The Besl Transfer Co
- Wilbur-Ellis Company
- Tenneco Inc.
- Guardian Industries Corp.
- State of Michigan
- DTE Energy Company
- Rover Inc

### Job Postings by City

1. Monroe: 156 Postings
2. Dundee: 43 Postings
3. Carleton: 26 Postings
4. Milan: 25 Postings
5. Newport: 14 Postings
6. Temperance: 12 Postings
7. Lambertville: 6 Postings
8. Ida: 4 Postings
9. Ottawa Lake: 4 Postings
10. Azalia: 3 Postings

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





### Introduction

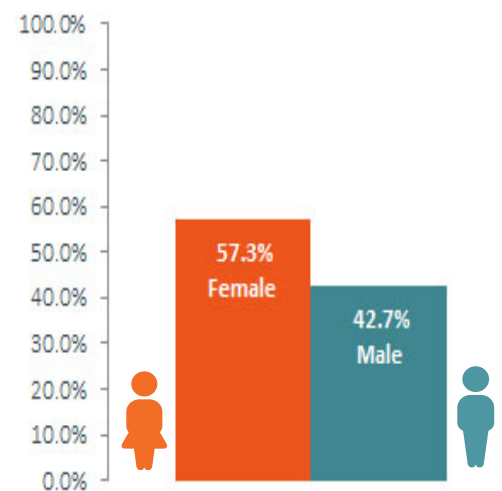
The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

**11,060**  
**Customer Service Workers**  
62-Worker Decrease from 2018

**Employment Over Time**  
2001–2019



**Worker Gender Demographics**



### Customer Service Worker Demographics

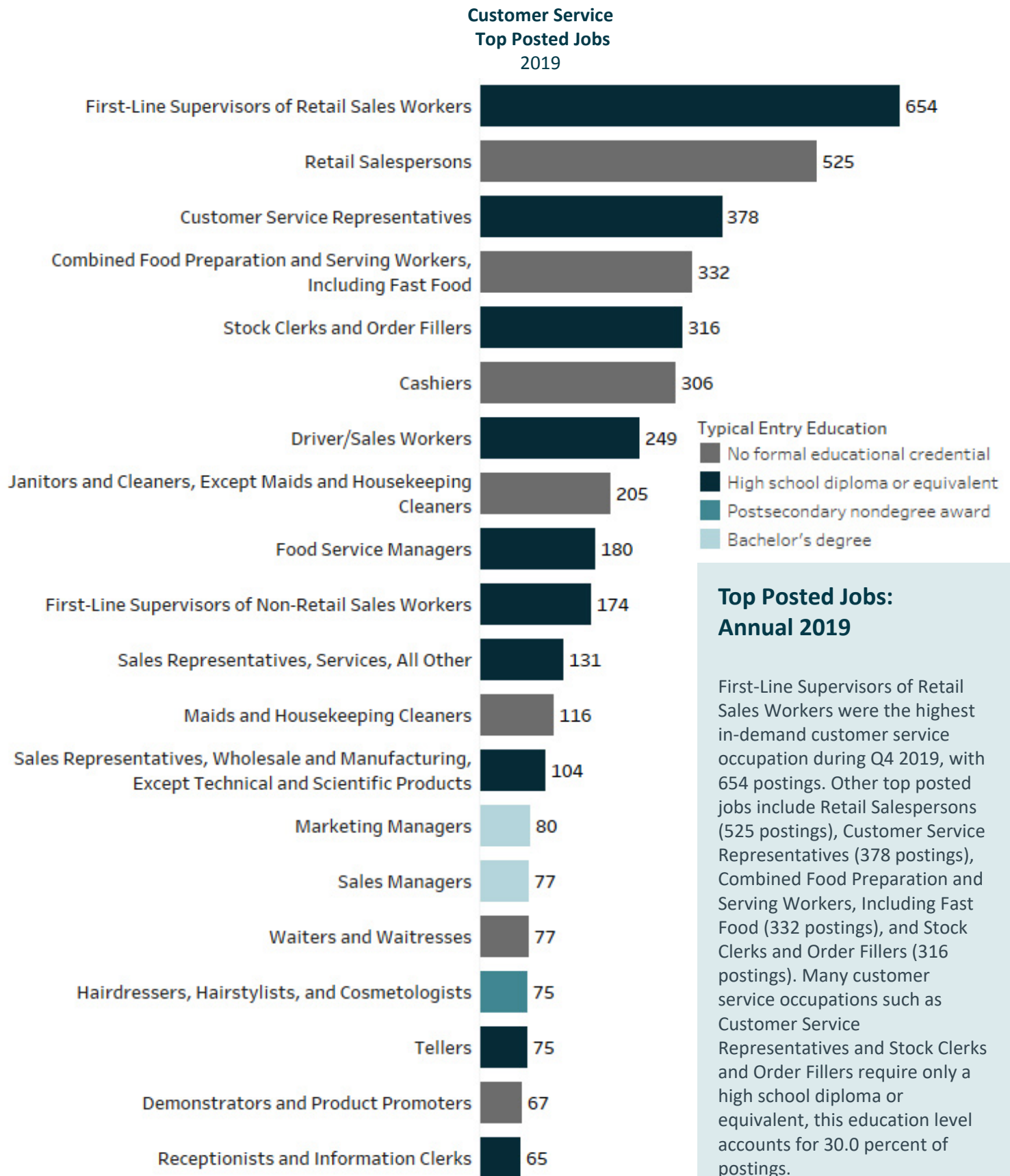
According to the most recent Emsi data set available (2019), the customer service occupation group has declined since 2018 by 62 workers, for a total of 11,060 workers in 2019. During 2019, 57.3 percent of workers identified as female, while just over 40 percent identified as male. In the region, 84.7 percent of workers in the customer service occupation group identified as white, while 7.6 percent and 4.0 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most customer service workers, with 51.2 percent.

#### Race and Ethnicity Demographics

**84.7% White** | **7.6% Black or African American** | **4.0% Hispanic or Latino**

#### Worker Age Demographics







### Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, three of the top ten posted occupations report median wages over \$15.00 per hour, many of which are management roles requiring only a high school education or equivalent and less than five years of experience. Entry-level occupations such as Customer Service Representatives offer a median wage of \$14.63, or a salary of \$29,260, coupled with short-term on-the-job training.

#### Wage Overview for Top Posted Customer Service Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-1011	First-Line Supervisors of Retail Sales Workers	\$10.25	\$13.29	\$19.82	\$27.98	\$39.00
41-2031	Retail Salespersons	\$9.38	\$9.63	\$10.75	\$13.00	\$19.01
43-4051	Customer Service Representatives	\$9.39	\$11.22	\$14.63	\$20.59	\$26.31
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$9.28	\$9.39	\$9.73	\$10.91	\$11.93
43-5081	Stock Clerks and Order Fillers	\$9.38	\$9.76	\$11.50	\$14.80	\$17.69
41-2011	Cashiers	\$9.31	\$9.44	\$10.05	\$11.52	\$14.28
53-3031	Driver/Sales Workers	\$9.30	\$9.38	\$9.58	\$10.16	\$20.31
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.55	\$10.54	\$12.84	\$15.26	\$18.08
11-9051	Food Service Managers	\$11.65	\$13.33	\$21.92	\$29.09	\$44.40
41-1012	First-Line Supervisors of Non-Retail Sales Workers	\$8.32	\$14.02	\$28.91	\$38.24	\$47.34

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

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

#### In-Demand Foundational Skills

- Sales
- Customer Service
- Management
- Communications
- Leadership

#### In-Demand Education Level\*

- High School Diploma: 30.0%
- Associate Degree: 2.8%
- Bachelor's Degree: 10.2%
- Master's Degree: 2.0%

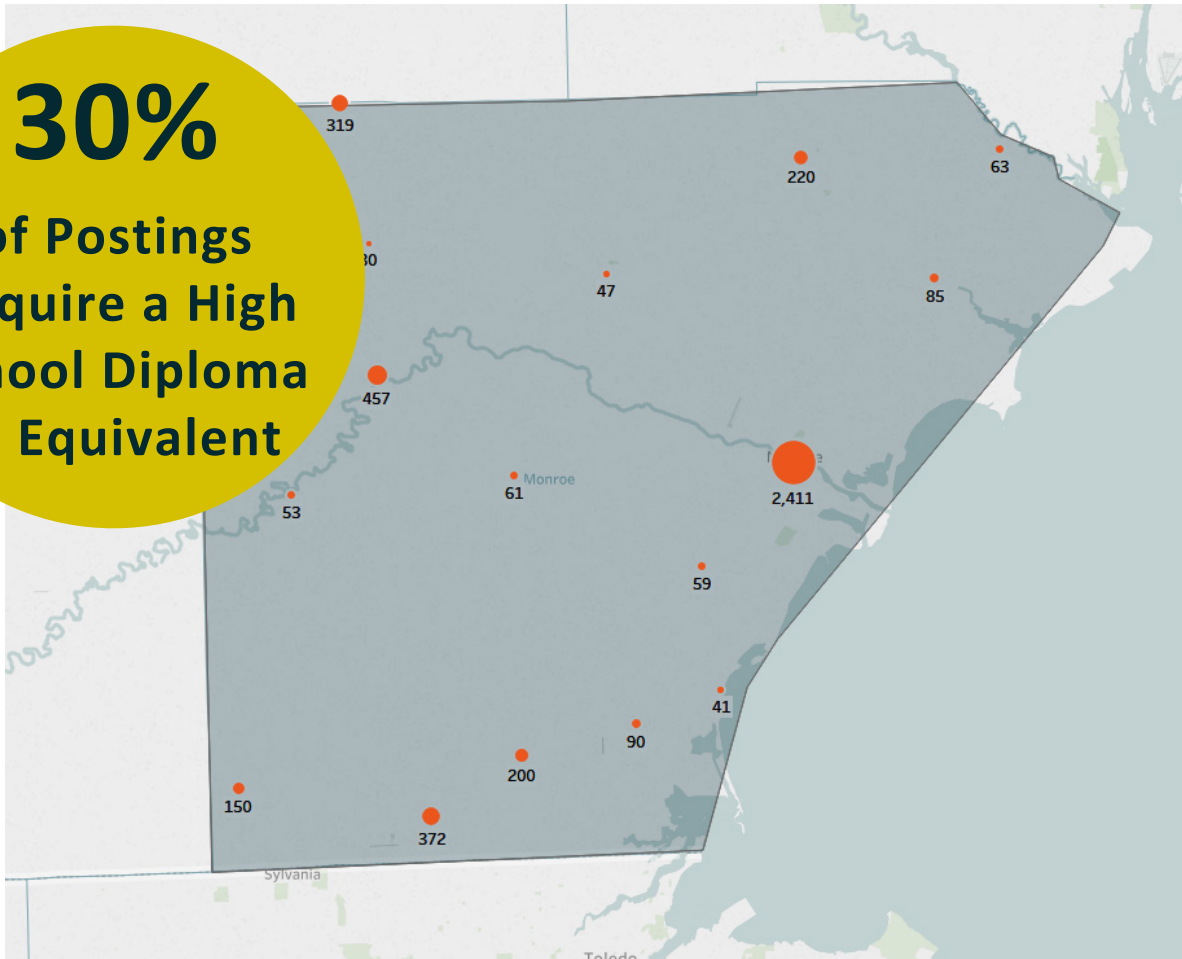
\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

#### In-Demand Certifications

- Automotive Service Excellence (ASE) Certification
- Cosmetology License
- ServSafe Certification
- Certified Nursing Assistant
- Food Handler's Card



### Employer Demand by City



### Top Posting Employers\*

- Dollar General Corporation
- ManpowerGroup Global
- Shipt LLC
- Pilot Flying J
- The Kroger Co
- McDonald's Corporation
- Mac Tools
- First Merchants Corporation
- Bob Evans Farms, Inc.
- Pizza Hut, Inc.

### Job Postings by City

1. Monroe: 2,411 Postings
2. Dundee: 457 Postings
3. Lambertville: 372 Postings
4. Milan: 319 Postings
5. Carleton: 220 Postings
6. Temperance: 200 Postings
7. Ottawa Lake: 150 Postings
8. Erie: 90 Postings
9. Newport: 85 Postings
10. South Rockwood: 63 Postings

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



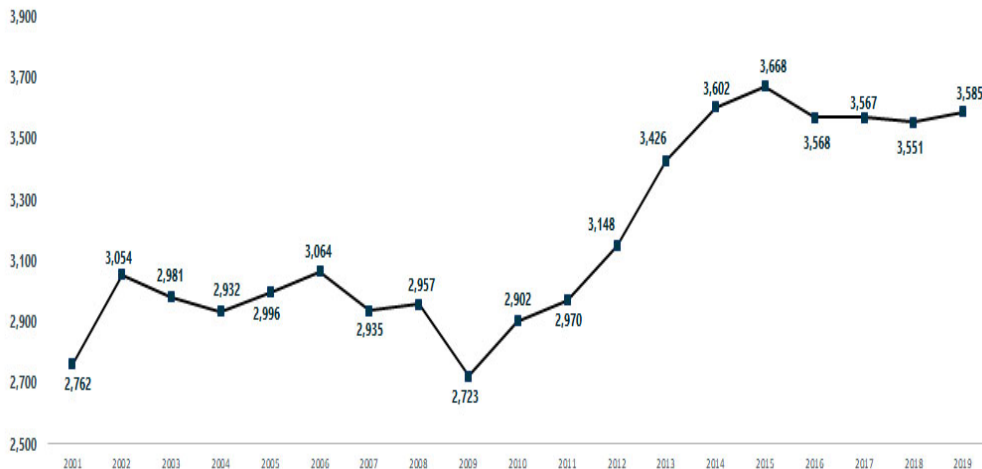
### Introduction

Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertain only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.

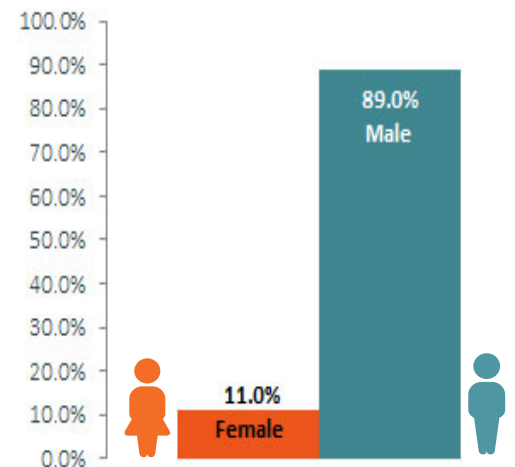


**3,585**  
**Energy Workers**  
0.9% Increase from  
2018

**Employment Over Time**  
2001–2019



**Worker Gender Demographics**



### Energy Worker Demographics

According to the most recent Emsi data set available (2019), the energy occupation group has increased since 2018 by 34 workers, for a total of 3,585 workers in 2019. During 2019, 11.0 percent of workers identified as female, while 89.0 percent identified as male. In the region, 88.6 percent of workers in the energy occupation group identified as white, while 5.7 percent and 2.2 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most energy workers, with 69.8 percent.

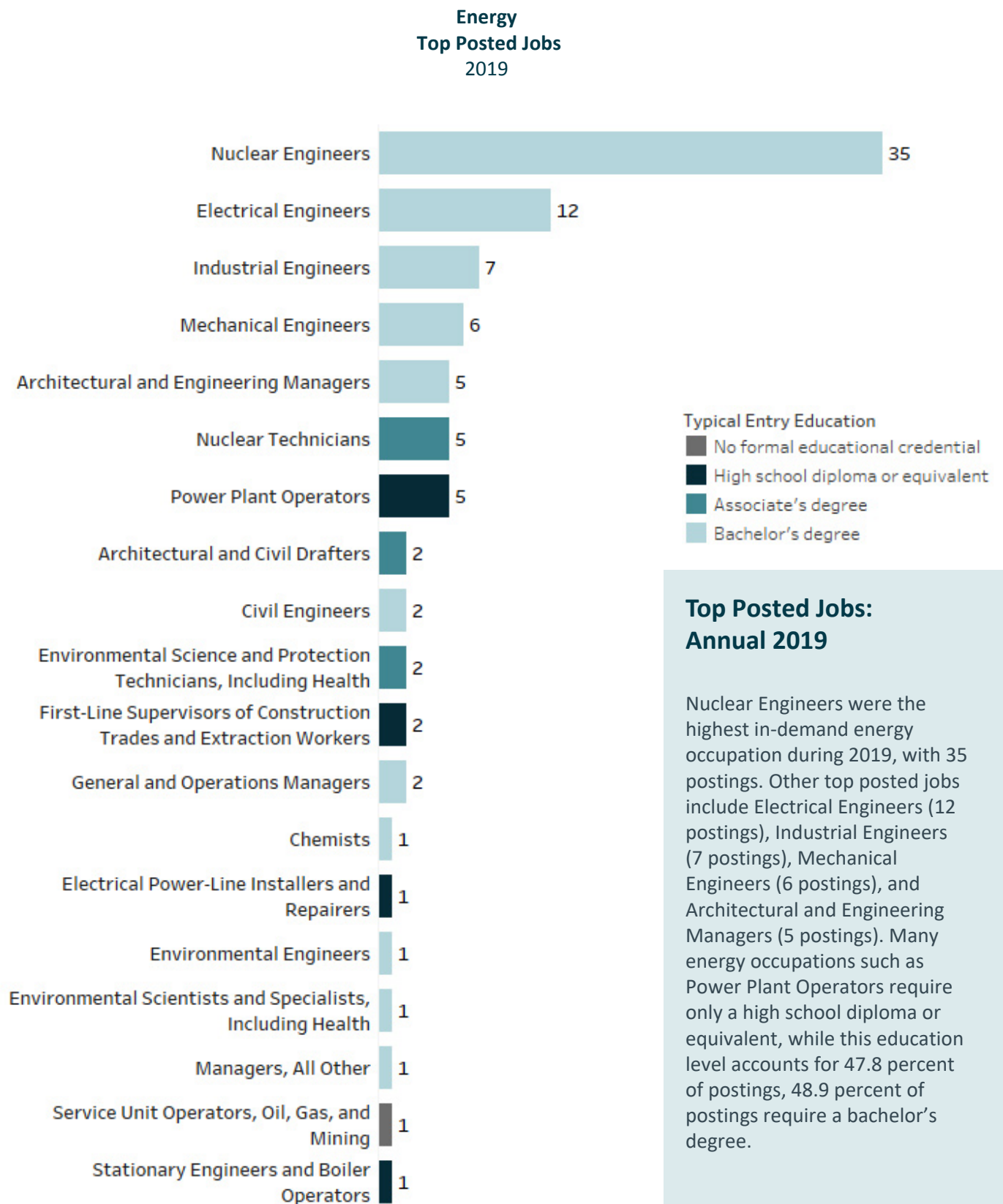
#### Race and Ethnicity Demographics

**88.6% White** | **5.7% Black or African American** | **2.2% Hispanic or Latino**

#### Worker Age Demographics











## Energy Wage Overview

All the top ten occupations offer median wages over \$21.00. However, seven of the top ten posted occupations report median wages over \$30.00 per hour, many of which are engineering and management roles requiring a bachelor's degree and none to five or more years of experience. Entry-level occupations such as Power Plant Operators offer a median wage of \$21.47, or a salary of \$44,658, when workers complete long-term on-the-job training.

### Wage Overview for Top Posted Energy Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2161	Nuclear Engineers	\$37.38	\$43.67	\$49.61	\$56.57	\$62.42
17-2071	Electrical Engineers	\$21.16	\$23.56	\$34.86	\$49.01	\$58.91
17-2112	Industrial Engineers	\$31.54	\$33.62	\$37.05	\$42.63	\$54.97
17-2141	Mechanical Engineers	\$27.29	\$32.61	\$38.29	\$47.14	\$57.72
11-9041	Architectural and Engineering Managers	\$46.31	\$54.26	\$62.72	\$75.62	\$93.15
19-4051	Nuclear Technicians	\$24.79	\$33.81	\$40.97	\$48.86	\$56.02
51-8013	Power Plant Operators	\$17.80	\$19.39	\$21.47	\$24.19	\$26.57
11-1021	General and Operations Managers	\$14.36	\$27.11	\$37.27	\$58.34	\$93.14
17-2051	Civil Engineers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3011	Architectural and Civil Drafters	\$13.67	\$17.50	\$21.34	\$26.62	\$33.03

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Elementary Matrix (Linear Algebra)
- Chemistry
- Nuclear Safety
- Corrective and Preventive Action (CAPA)
- Engineering Design Process

#### In-Demand Foundational Skills

- Management
- Operations
- Problem Solving
- Investigation
- Presentations

#### In-Demand Education Level\*

- High School Diploma: 47.8%
- Associate Degree: 18.5%
- Bachelor's Degree: 48.9%
- Master's Degree: 19.6%

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

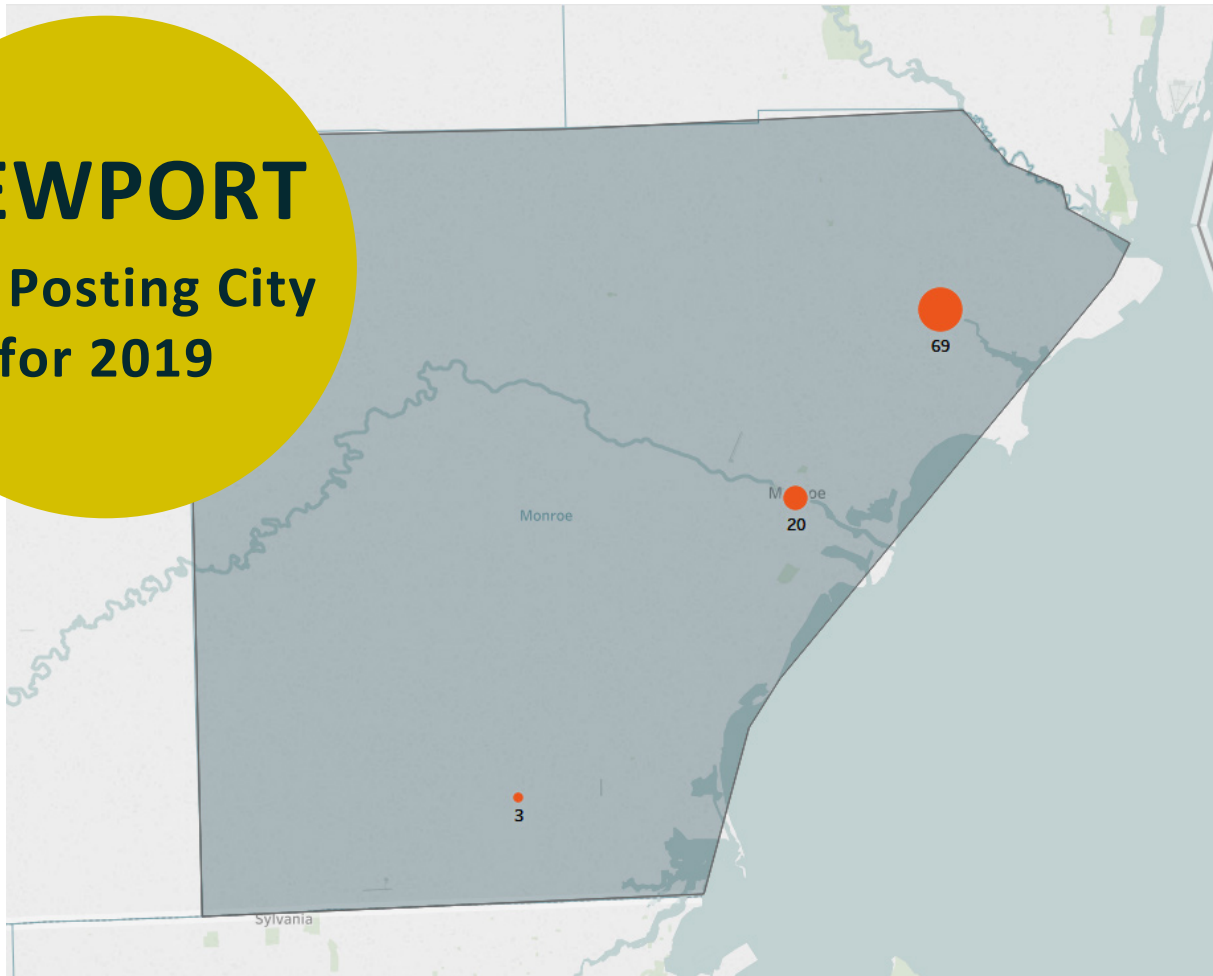
#### In-Demand Certifications

- CompTIA Advanced Security Practitioner
- Journeyman Lineman
- Licensed Professional Engineer
- Master of Business Administration (MBA)
- Professional Engineer



### Employer Demand by City

**NEWPORT**  
Top Posting City  
for 2019



### Top Posting Employers\*

- DTE Energy Company
- CMS Energy Corporation
- Bhi Energy
- Gabes Construction Co., Inc.
- Wec Energy Group Inc.

### Job Postings by City

1. Newport, MI: 69 Postings
2. Monroe, MI: 20 Postings
3. Temperance, MI: 3 Postings

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



### Introduction

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

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

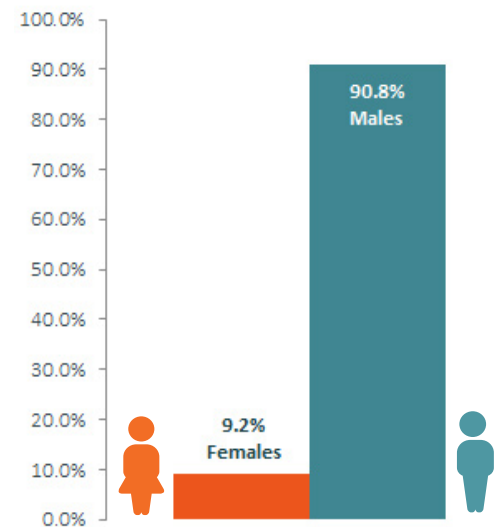


**2,609**  
**Skilled Trades Workers**  
0.2% Increase  
from 2018

**Employment Over Time**  
2001–2019



**Worker Gender Demographics**



### Skilled Trades Worker Demographics

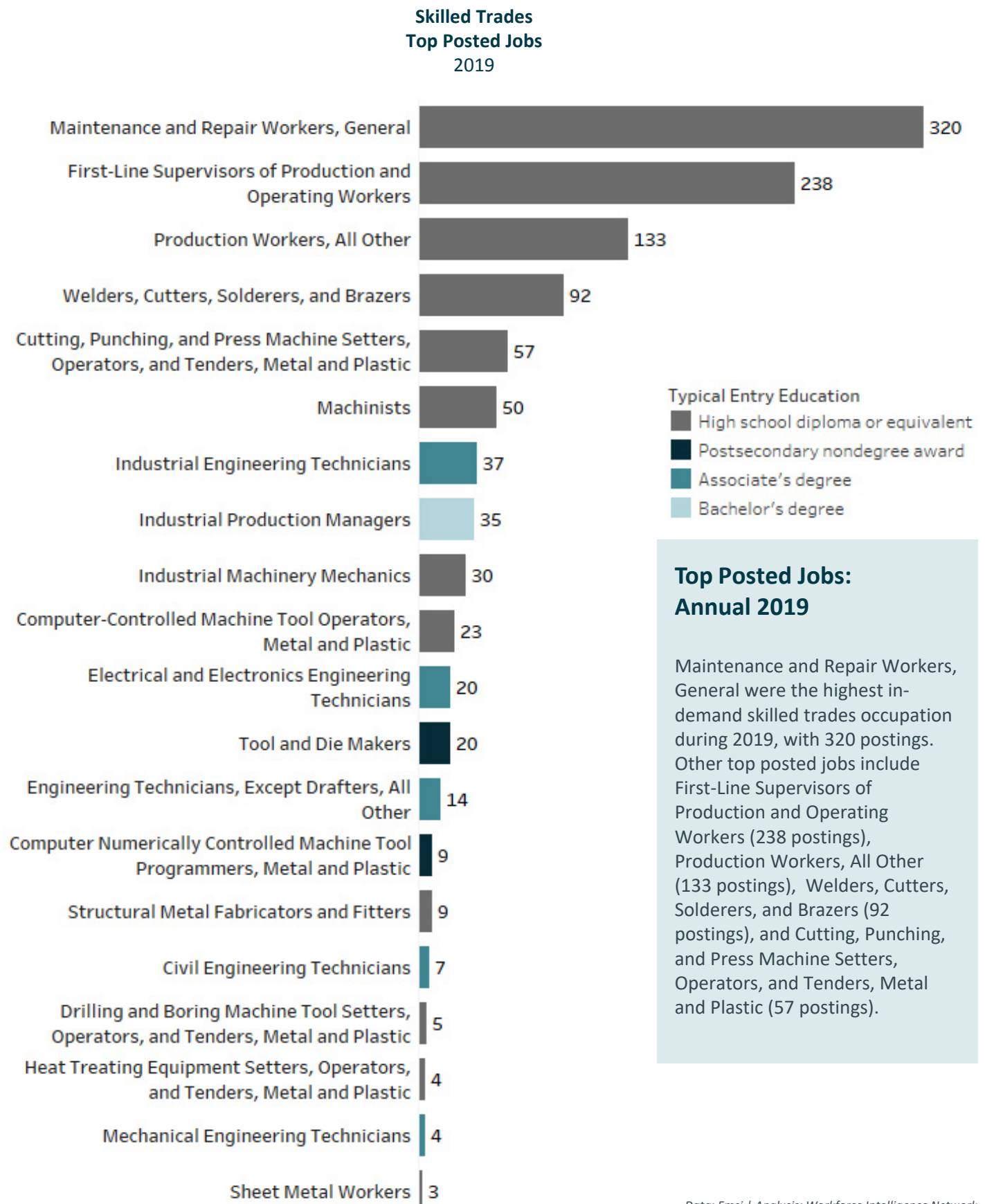
According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 2,600 workers in Monroe County. A majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.1 percent, the group has a somewhat higher proportion than average of workers over age 55.

#### Race and Ethnicity Demographics

**88.0% White** | **6.4% Black or African American** | **3.4% Hispanic or Latino**

#### Worker Age Demographics







### Skilled Trades Wage Overview

Six of the top ten in-demand skilled trades occupations have median wages above \$20 per hour according to the Bureau of Labor Statistics (BLS). Maintenance and Repair Workers, General, the top posted skilled trades job in 2019, offers a median hourly wage of \$15.73. This translates to an annual salary of about \$32,700.

#### Wage Overview for Top Posted Skilled Trades Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$9.56	\$11.81	\$15.73	\$20.43	\$24.76
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.47	\$21.12	\$28.30	\$38.45	\$53.99
51-9199	Production Workers, All Other	\$10.60	\$12.22	\$16.37	\$24.80	\$39.12
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.58	\$14.50	\$17.11	\$21.64	\$27.07
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.46	\$11.82	\$13.32	\$14.84	\$18.20
51-4041	Machinists	\$13.09	\$16.91	\$21.29	\$24.30	\$30.15
17-3026	Industrial Engineering Technicians	\$21.73	\$29.98	\$38.61	\$43.21	\$45.96
11-3051	Industrial Production Managers	\$31.92	\$38.11	\$48.95	\$62.14	\$78.66
49-9041	Industrial Machinery Mechanics	\$16.54	\$19.92	\$25.09	\$32.14	\$37.20
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$20.38	\$23.10	\$26.43	\$29.43	\$32.63

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Plumbing
- Packaging And Labeling
- Machining
- Power Tool Operation
- Lathes

#### In-Demand Foundational Skills

- Operations
- Troubleshooting
- Management
- Leadership
- Communications

#### In-Demand Education Level\*

- High School Diploma: 35.5%
- Associate Degree: 5.7%
- Bachelor's Degree: 12.2%
- Master's Degree: 1.2%

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

#### In-Demand Certifications

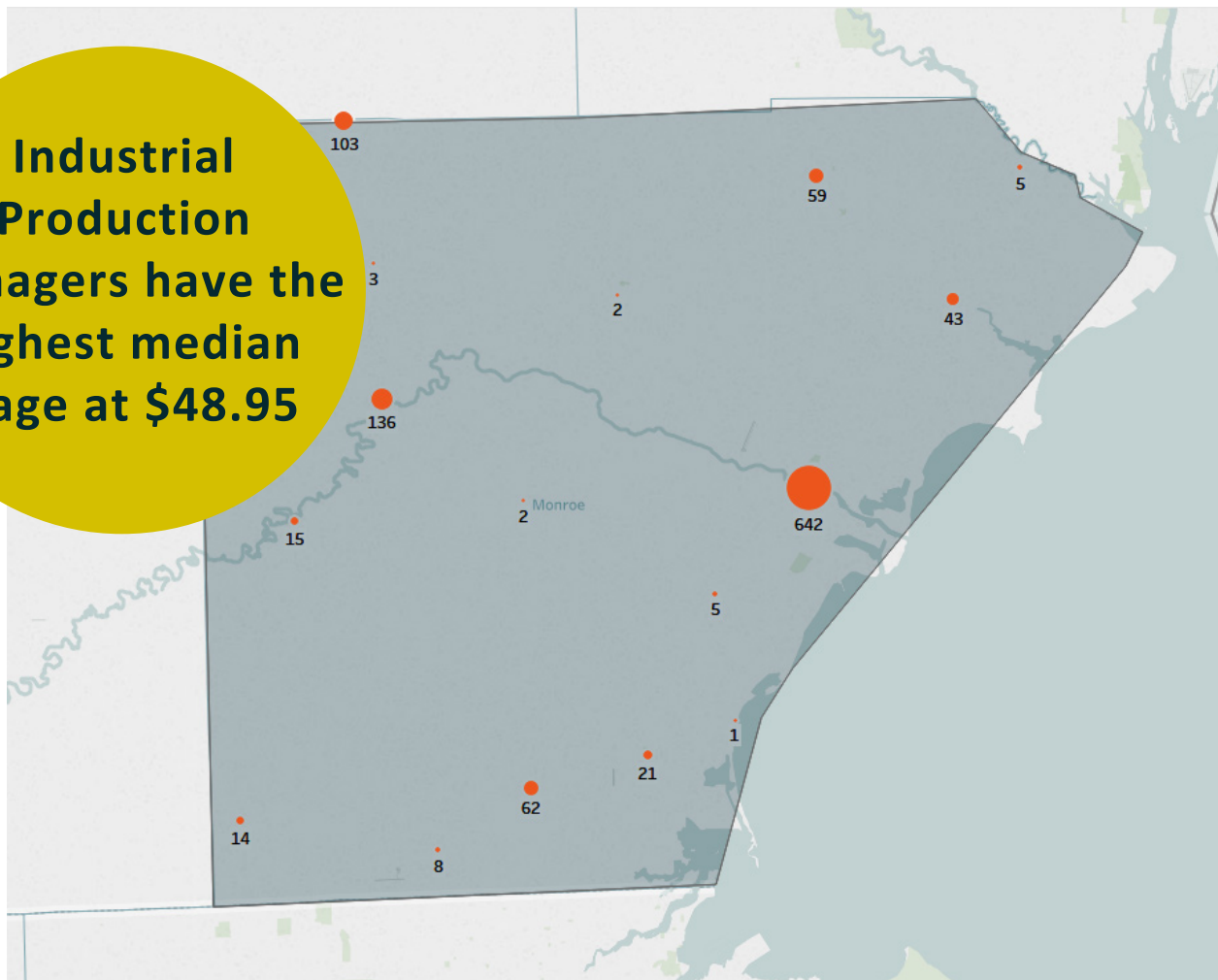
- National Apprenticeship Certificate
- Certified Welder
- Commercial Driver's License (CDL)
- Quality Certification
- Certified Quality Engineer





### Employer Demand by City

**Industrial  
Production  
Managers have the  
highest median  
wage at \$48.95**



### Top Posting Employers\*

- ManpowerGroup Global
- Express Employment Professionals
- Advance Group, Inc.
- HomeAdvisor, Inc.
- Phoenix Life Insurance Company
- Advance Temporary Services Inc
- Premier Industries, Inc
- Guardian Industries Corp.
- DTE Energy Company
- Yanfeng US Automotive Interior Systems II LLC

### Job Postings by City

1. Monroe: 642 Postings
2. Dundee: 136 Postings
3. Milan: 103 Postings
4. Temperance: 62 Postings
5. Carleton: 59 Postings
6. Newport: 43 Postings
7. Erie: 21 Postings
8. Petersburg: 15 Postings
9. Ottawa Lake: 14 Postings
10. Lambertville: 8 Postings

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





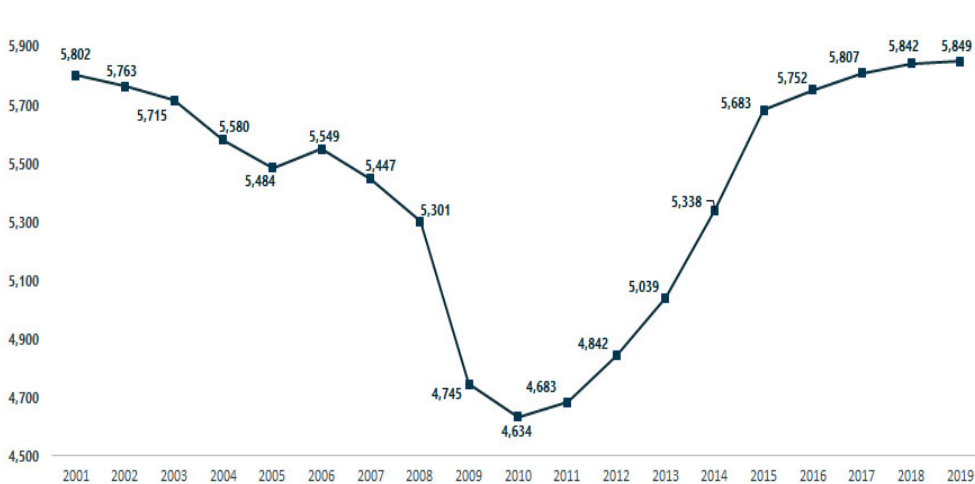
## Introduction

Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

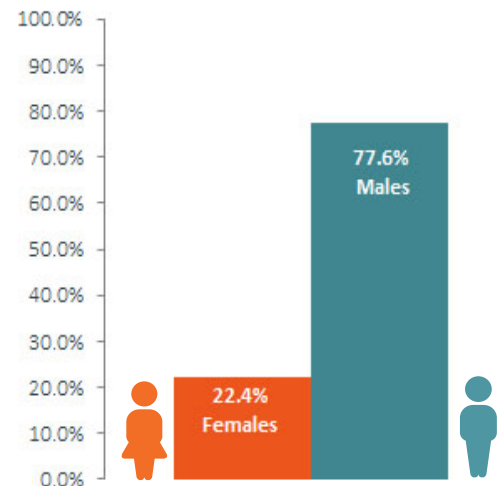


**5,849**  
**TDL Workers**  
7-Worker Increase  
from 2018

**Employment Over Time**  
2001–2019



**Worker Gender Demographics**



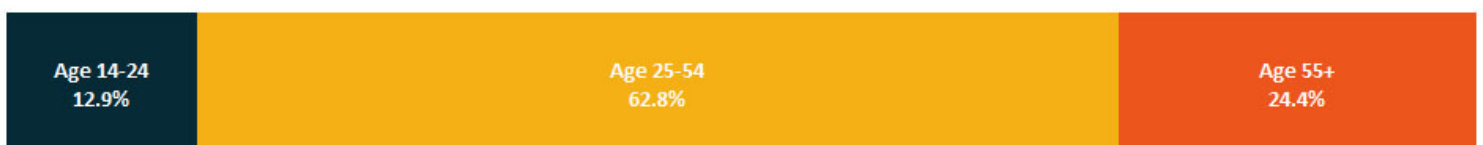
## TDL Worker Demographics

According to the most recent Emsi data set available (2019), the TDL occupation group employs nearly 6,000 individuals in Monroe county. These workers are 77.6 percent male and 80.5 percent white. Only 12.9 percent of the workers in this occupation group are under the age of 25, indicating an aging TDL workforce.

### Race and Ethnicity Demographics

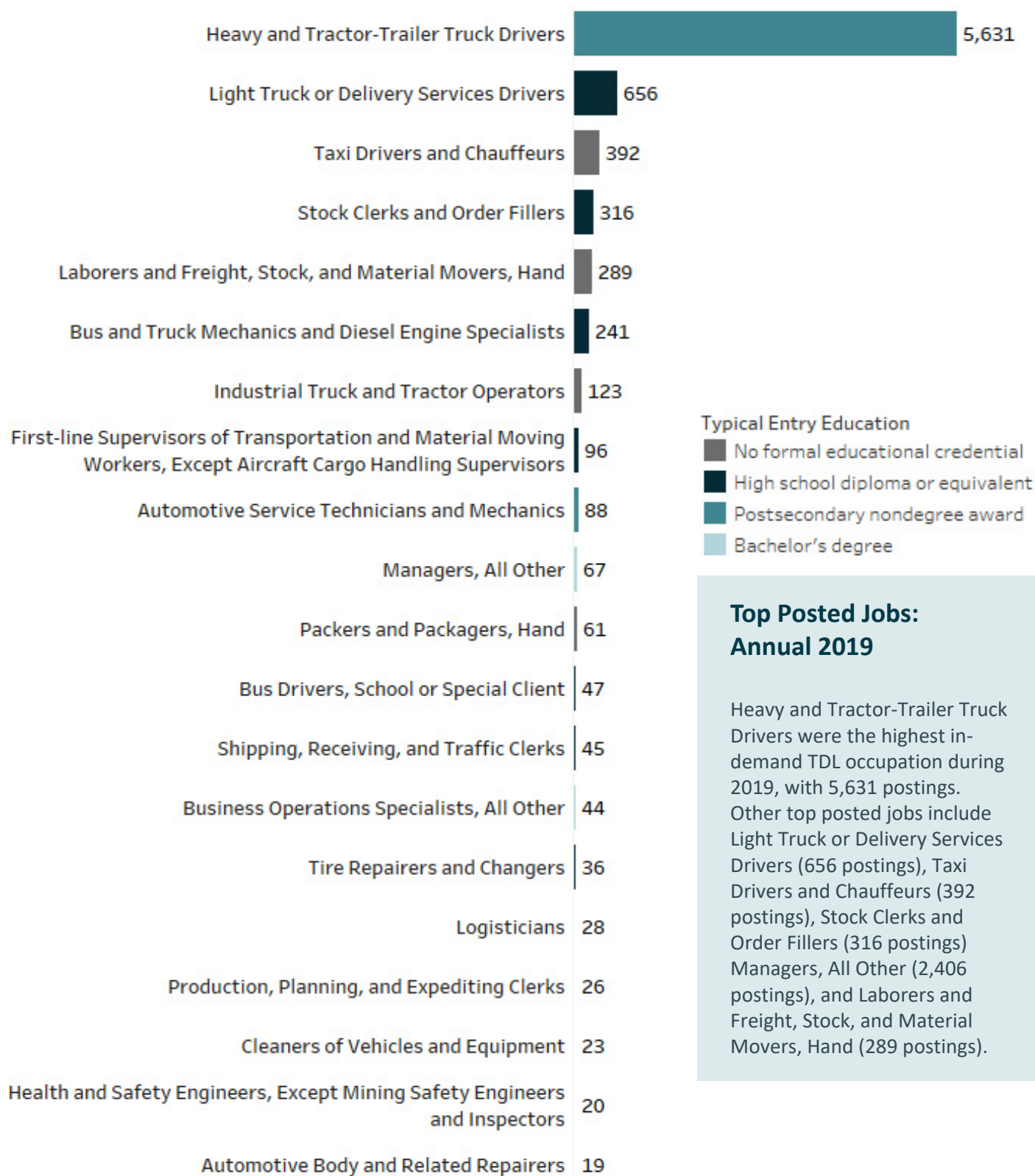
**80.5% White** | **12.3% Black or African American** | **4.4% Hispanic or Latino**

### Worker Age Demographics





### TDL Top Posted Jobs 2019





### TDL Wage Overview

According to the Bureau of Labor Statistics (BLS), three of the top ten in-demand TDL occupations offer median wages of more than \$20 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job in 2019, offers a median hourly wage of \$18.92, or an annual salary of nearly \$39,000. This is greater than the state's median wage of \$18.08. Technical repair roles that require longer training, such as Bus and Truck Mechanics and Diesel Engine Specialists, typically offer even higher wages.

Wage Overview for Top Posted TDL Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$11.81	\$16.26	\$18.92	\$22.08	\$24.56
53-3033	Light Truck or Delivery Services Drivers	\$9.36	\$9.56	\$10.66	\$15.62	\$18.50
53-3041	Taxi Drivers and Chauffeurs	\$9.25	\$9.26	\$9.31	\$11.25	\$12.69
43-5081	Stock Clerks and Order Fillers	\$9.38	\$9.76	\$11.50	\$14.79	\$17.67
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$10.31	\$12.27	\$14.65	\$19.03	\$22.39
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$16.02	\$18.63	\$24.90	\$28.05	\$29.96
53-7051	Industrial Truck and Tractor Operators	\$11.83	\$13.32	\$15.93	\$18.63	\$22.29
53-1048	First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$16.26	\$20.89	\$26.30	\$32.46	\$39.61
49-3023	Automotive Service Technicians and Mechanics	\$12.06	\$13.84	\$16.79	\$23.18	\$31.28
11-9199	Managers, All Other	\$26.18	\$33.13	\$53.93	\$66.37	\$76.45

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Warehousing
- Forklift Truck
- Mechanics
- Flatbed Truck
- Palletizing

#### In-Demand Foundational Skills

- Valid Driver's License
- Customer Service
- Good Driving Record
- Management
- Operations

#### In-Demand Education Level\*

- High School Diploma: 9.9%
- Associate Degree: 1.0%
- Bachelor's Degree: 2.2%
- Master's Degree: 0.4%

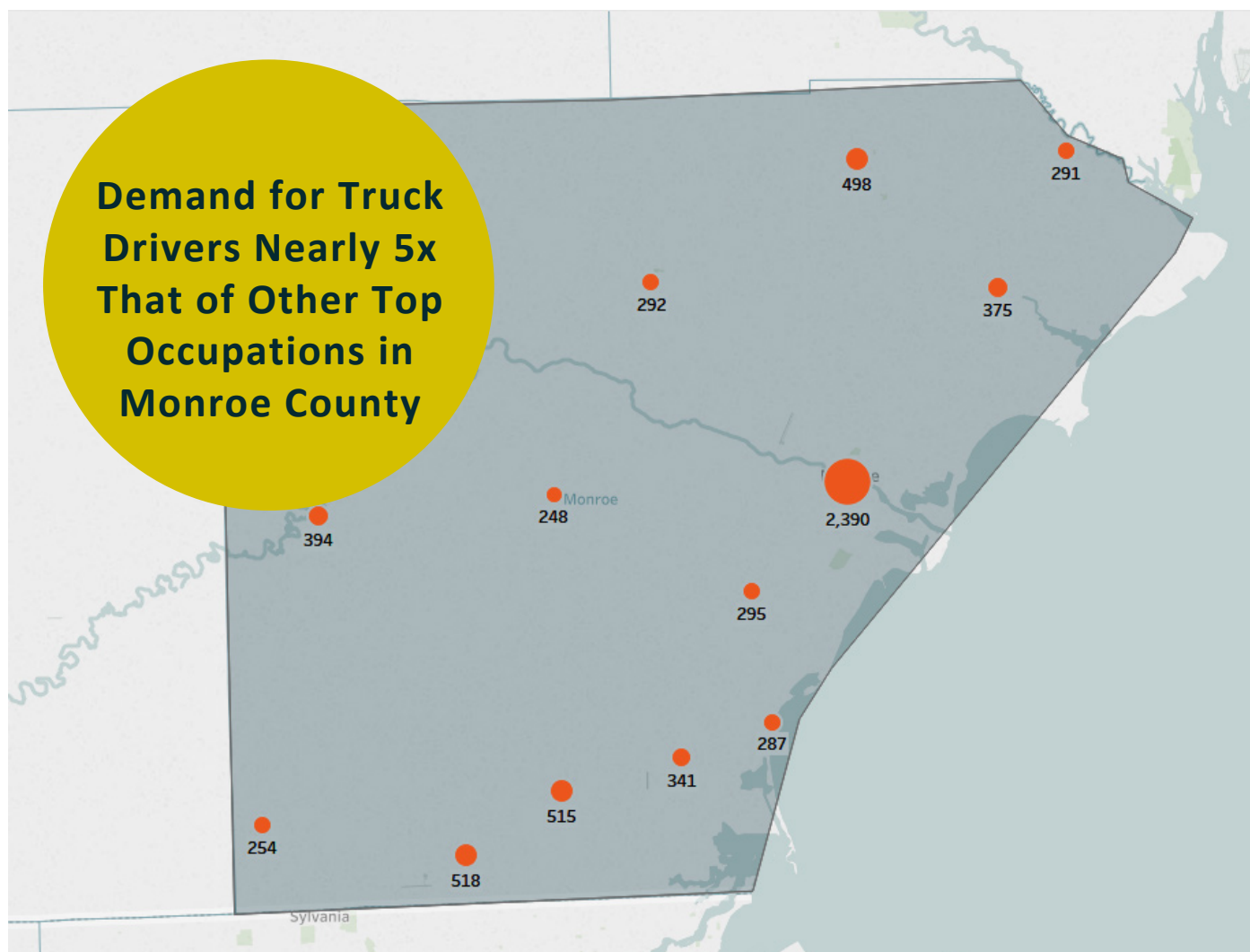
\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

#### In-Demand Certifications

- Commercial Driver's License (CDL)
- Transportation Worker Identification Credential (TWIC) Card
- Automotive Service Excellence (ASE) Certification
- Certified Forklift Operator
- ASE Medium-Heavy Truck Certification



### Employer Demand by City



### Top Posting Employers\*

- CRST International, Inc.
- Roehl Transport, Inc.
- ManpowerGroup Global
- Hogan Transports Inc
- Uber Technologies, Inc.
- U. S. Xpress, Inc.
- Roadrunner Transportation Systems, Inc.
- Celadon Group, Inc.
- J.B. Hunt Transport Services, Inc.
- Maverick Transportation, LLC

### Job Postings by City

1. Monroe: 2,390 Postings
2. Milan: 654 Postings
3. Lambertville: 518 Postings
4. Temperance: 515 Postings
5. Carlton: 498 Postings
6. Dundee: 444 Postings
7. Petersburg: 394 Postings
8. Newport: 375 Postings
9. Erie: 341 Postings
10. La Salle: 295 Postings

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

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