

2020

January–December

MONROE COUNTY

2020 Labor Market Report



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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 2020 data for Monroe county. The Agriculture, Customer Service, Energy, Skilled Trades, and Transportation, Distribution, and Logistics (TDL) occupation groups are analyzed for Monroe county.

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



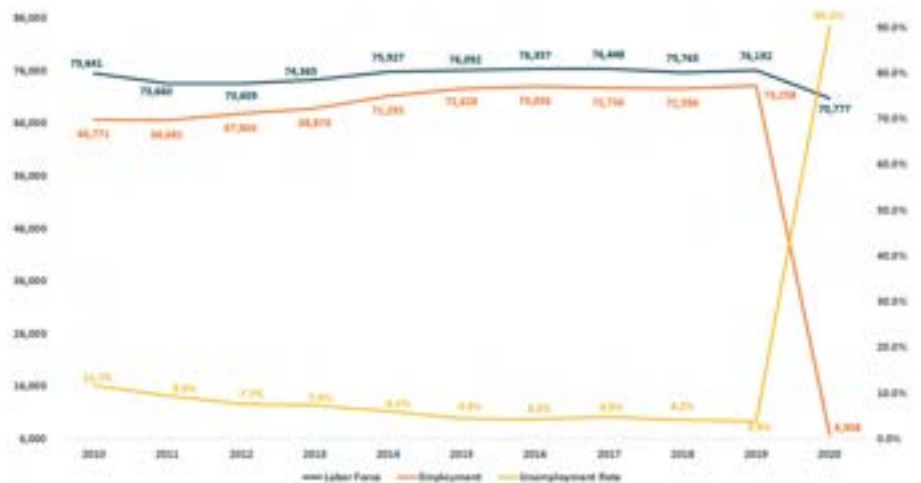
State of the Labor Market in Monroe County

The COVID-19 crisis has caused major shifts in the labor market this year. During 2020, the labor force and employment in Monroe county decreased. In 2020, the labor force fell by 5,415 individuals (7.1 percent) since 2019. Employment decreased by 66,349 workers (90.6 percent), while unemployment grew by more than triple (60,934 workers) the 2,935 individuals recorded in 2019. The unemployment rate also rose in 2020, which trends with the shifts caused by the COVID-19. The unemployment rate rose 86.4 percentage points since 3.9 percent in 2019, for an annual unemployment rate of 90.2 percent. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The transportation, distribution, and logistics occupation group was heavily demanded in Monroe county, while Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 4,439 postings in 2020.

Annual Labor Market Information

The labor force in Monroe county has decreased in 2020, falling by 5,415 individuals since 2019. Employment decreased by 66,349 workers (90.6 percent) since 2019, while unemployment increased by 60,934 workers for a total of 63,869 unemployed workers in 2020. The unemployment rate dramatically increased in 2020 to 90.2 percent, a rise of 86.4 percentage points since 2019, which had a rate of 3.9 percent. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 26.1 percent in Monroe county.

Annual Labor Force, Employment, Unemployment Rate
2010–2020

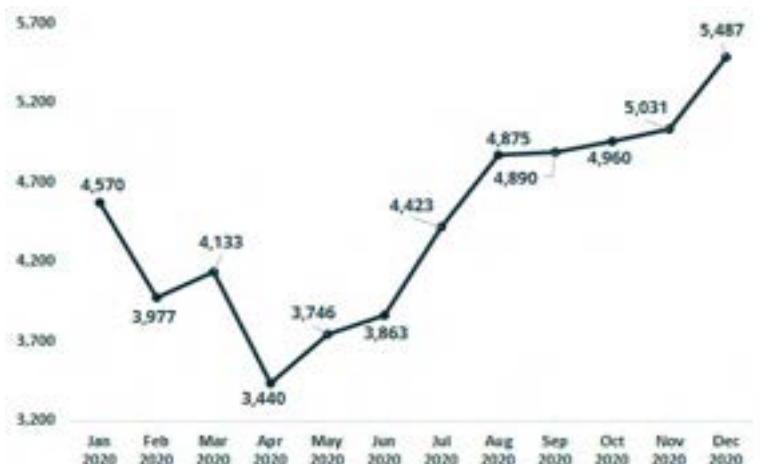


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2020 indicates that employer demand has increased since the end of Q3 2020. In Q4 2020, there were 7,157 unique postings in Monroe county, an increase of 489 postings from the 6,668 postings recorded in Q3. April had the lowest recorded postings in 2020 with 3,440 postings, a decrease of 1,173 postings (25.4 percent) since April 2019. The increase in the number of monthly online ads indicate employer demand for jobs has slowly began to increase into Q4 2020.

Monthly Posting Analysis
Monroe County
2020



Data: Emsi | Analysis: Workforce Intelligence Network



Employer demand decreased by 11.8 percent, a loss of 3,087 job postings since 2019. Transportation, Distribution, and Logistics is the top posting occupation group through 2020 with 7,794 postings.

During 2020, there were 23,007 job postings, 3,087 less than the 26,094 postings made during 2019 in Monroe county. December 2020 saw the highest demand with 4,487 postings since the shut down due to COVID-19, however, postings are up 41.7 percent since December 2019. The top posted job titles in 2020 include CDL-A Truck Drivers, CDL Truck Drivers, Certified Nursing Assistants, Registered Nurses, and Speech Language Pathologists. For more information about in-demand job postings, see page 9.

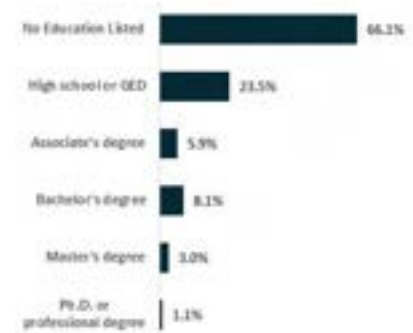
Top 5 Posting Occupation Groups 2020



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

Of the 23,007 unique postings in Monroe county during 2020, 5,399 (23.5 percent) required a high school diploma or equivalent, while 3,216 postings (14.0 percent) required a college degree. An additional 941 postings (4.1 percent) required an advanced degree. The high demand for transportation roles within Monroe, drives this high demand for workers with various skillsets.

Education Levels In-Demand 2020



Employment in Monroe county totaled 67,619 in Q4 2020, a decrease of 5,848 workers (8.0 percent) since Q4 2019.

The quarterly labor market has seen shifts following the outbreak of COVID-19. The first quarter of 2020 saw a slight decrease in the labor force and employment, while unemployment, and the unemployment rate rose 0.7 percentage points. The COVID-19 shutdown, which started in Q2 2020, caused the employment in Monroe to drop from 72,338 workers in Q1 to 61,814 workers in Q2, a decrease of 10,524 workers or 14.5 percent. Unemployment rose by 12,864 workers, more than triple the 2,752 workers recorded in Q1. Similarly, the unemployment rate rose in Q2, up from 3.7 percent in Q1 to 20.2 percent in Q2 2020. Since Q3 2020, the market has slowly begun to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2020. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

| | 4th Quarter 2019 | 1st Quarter 2020 | 2nd Quarter 2020 | 3rd Quarter 2020 | 4th Quarter 2020 | Change from 3rd Quarter 2020 | Percent Change from 3rd Quarter 2020 | Change from 4th Quarter 2019 | Percent Change from 4th Quarter 2019 |
|-------------------|------------------|------------------|------------------|------------------|------------------|------------------------------|--------------------------------------|------------------------------|--------------------------------------|
| Labor Force | 75,704 | 75,090 | 77,430 | 73,444 | 70,962 | -2,482 | -3.4% | -4,742 | -6.3% |
| Employment | 73,467 | 72,338 | 63,814 | 67,522 | 67,619 | 97 | 0.1% | -5,848 | -8.0% |
| Unemployment | 2,237 | 2,752 | 13,616 | 5,923 | 3,343 | -2,579 | -43.6% | 1,106 | 49.5% |
| Unemployment Rate | 3.0% | 3.7% | 20.2% | 8.1% | 4.7% | -3.4% | na | 1.8% | na |

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

Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

Following labor force fluctuations throughout 2020, labor force participation totaled 70,777 individuals, a decrease by 5,415 individuals since 2019. Employment is down to 6,908 workers in 2020, a decrease of 66,349 workers. Both unemployment and the unemployment rate increased, corresponding to measures taken to slow the spread of COVID-19. Unemployment dramatically rose this year, increasing to 63,869 workers, an increase of 60,934 workers since the 2,935 workers recorded in 2019. Similarly, the unemployment rate rose by 86.4 percentage points, increasing from 3.9 percent, for a 2020 unemployment rate of 90.2 percent.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Annual Labor Market Data

| | 2010 Annual | 2011 Annual | 2012 Annual | 2013 Annual | 2014 Annual | 2015 Annual | 2016 Annual | 2017 Annual | 2018 Annual | 2019 Annual | 2020 TYD | Change from 2019 | Percent Change from 2019 |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|----------|------------------|--------------------------|
| Labor Force | 75,641 | 73,660 | 73,605 | 74,365 | 75,927 | 76,092 | 76,357 | 76,448 | 75,765 | 76,192 | 70,777 | -5,415 | -7.1% |
| Employment | 66,771 | 66,681 | 67,904 | 68,874 | 71,292 | 72,628 | 73,056 | 72,736 | 72,596 | 73,258 | 6,908 | -66,349 | -90.6% |
| Unemployment | 8,869 | 6,979 | 5,702 | 5,491 | 4,635 | 3,464 | 3,301 | 3,713 | 3,169 | 2,935 | 63,869 | 60,934 | 2076.2% |
| Unemployment Rate | 11.7% | 9.5% | 7.7% | 7.4% | 6.1% | 4.6% | 4.3% | 4.9% | 4.2% | 3.9% | 90.2% | 86.4% | na |

Data: Bureau of Labor Statistics



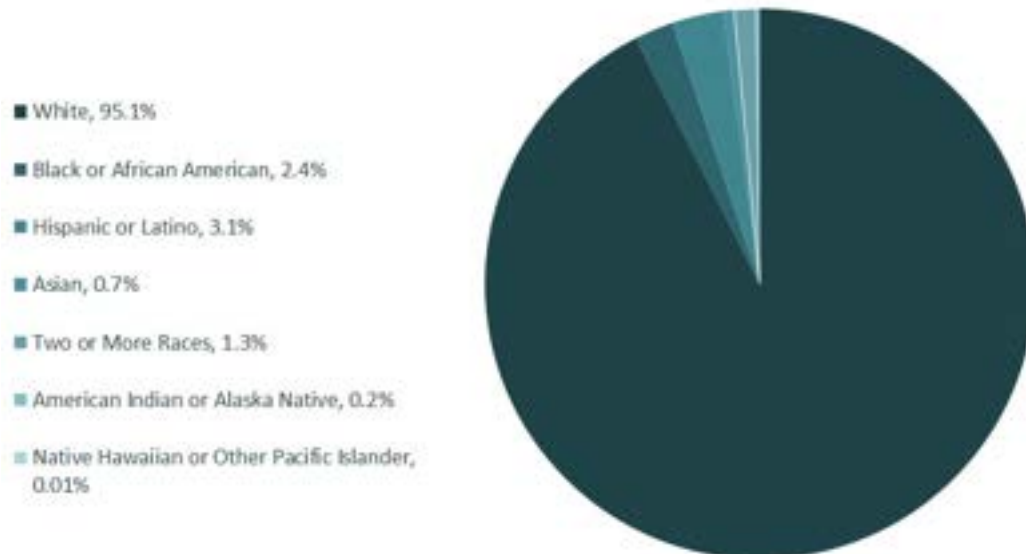
Population Demographics

According to the data from the Census Bureau's most recent 2019 ACS Five Year estimates, during 2019, 149,727 people were living in Monroe county. The sex of the populace was split almost evenly, with 50.7 percent of the population identifying as female, and the other 49.3 percent identifying as male. Much of the population identified as white (94.2 percent) with the second largest number of individuals identifying as Black or African American (2.4 percent). The county skews toward the middle to older-aged population than the surrounding region; 70.3 percent of population was over the age of 24, compared to 29.7 percent under the age of 25.

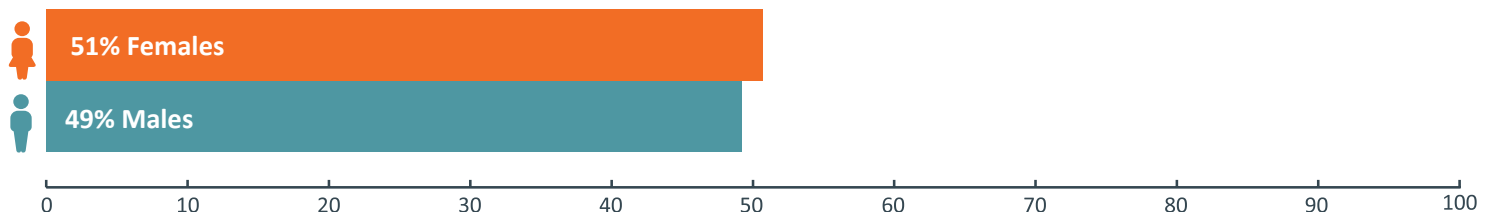


149,727
People in
Monroe County
0.02% Increase from 2018

Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were about 73,808 people in the labor force, either working or looking for work in Monroe county. Resident employment in the city totals 70,276 workers or just under half, 46.9 percent, of the total population in Monroe county. The highest unemployment rates in 2019 were seen in those aged 24 years old or younger, accounting for an unemployment rate of 29.5 percent for males and 16.2 percent for females. Overall, males in the county have a higher unemployment rate than females, with 5.4 percent and 4.1 percent respectively, for 2019. Native American job seekers have a difficult time finding employment, facing an unemployment rate of 20.0 percent. Hispanic job seekers also face difficulty, with an unemployment rate of 7.5 percent.

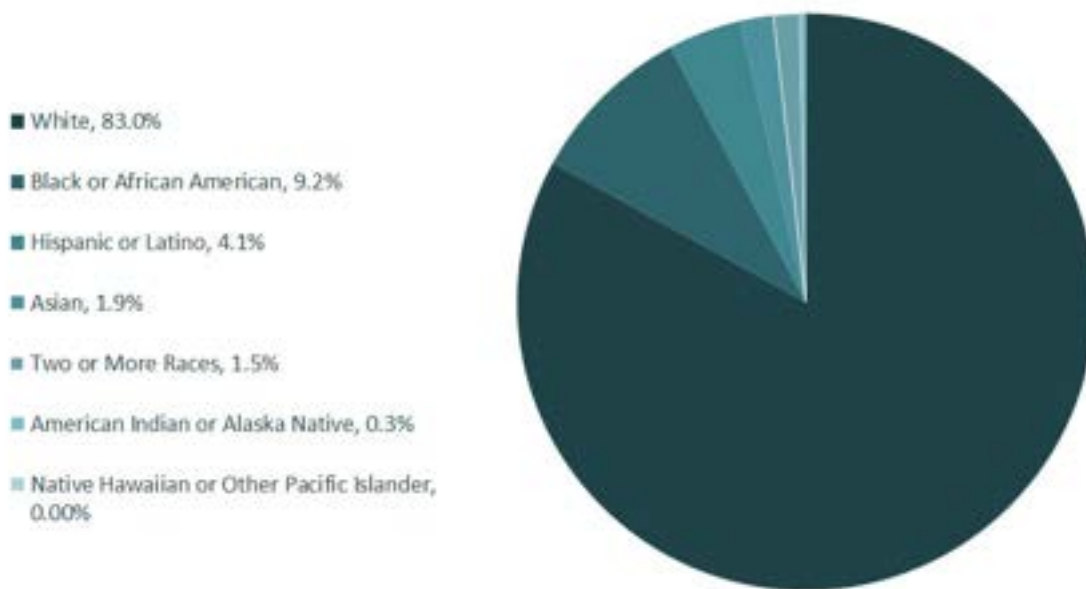
| Civilian Labor Force by Demographic Group | | | | |
|---|----------------------|------------------|--------------------|-------------------|
| Demographic Group | Civilian Labor Force | Total Employment | Total Unemployment | Unemployment Rate |
| Total Population 16 + | 73,808 | 70,276 | 3,532 | 4.8% |
| Sex | | | | |
| Male 16+ | 39,754 | 37,626 | 2,128 | 5.4% |
| 16-19 | 1,945 | 1,547 | 398 | 20.5% |
| 20-24 | 3,731 | 3,394 | 337 | 9.0% |
| 25-54 | 24,753 | 23,721 | 1,032 | 4.2% |
| 55-64 | 7,564 | 7,249 | 315 | 4.2% |
| 65 Plus | 1,761 | 1,715 | 46 | 2.6% |
| Female 16+ | 34,054 | 32,650 | 1,404 | 4.1% |
| 16-19 | 1,805 | 1,658 | 147 | 8.1% |
| 20-24 | 3,412 | 3,137 | 275 | 8.1% |
| 25-54 | 21,119 | 20,356 | 763 | 3.6% |
| 55-64 | 6,318 | 6,162 | 156 | 2.5% |
| 65 Plus | 1,400 | 1,337 | 63 | 4.5% |
| Race | | | | |
| White | 70,147 | 66,906 | 3,297 | 4.7% |
| Black / African | 1,559 | 1,456 | 103 | 6.6% |
| Native American | 160 | 128 | 32 | 20.0% |
| Asian | 557 | 543 | 14 | 2.5% |
| Native Hawaiian / | 3 | 3 | 0 | 0.0% |
| Some Other Race | 278 | 256 | 22 | 7.9% |
| Two or More Races | 1,104 | 1,031 | 75 | 6.8% |
| Ethnicity | | | | |
| Hispanic | 2,699 | 2,494 | 202 | 7.5% |



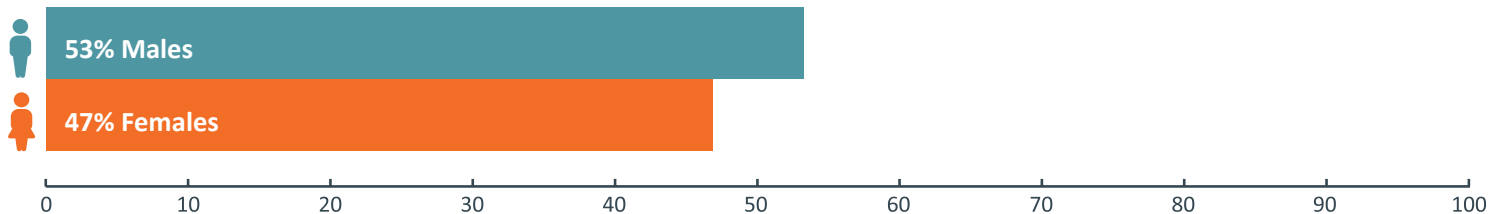
Current Workforce Demographics

In 2020, the workforce had a total of 41,169 individuals working in Monroe county. A slight majority, 53.5 percent (22,015 workers) were male, while 46.5 percent (19,154 workers) of the workforce was female. Most workers in the county identified as white, accounting for 83.0 percent of the workforce, while Black or African American workers totaled 9.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.1 percent. Much of the workforce in Monroe county are between the ages of 25 through 54 (61.0 percent), while 23.5 percent of workers are 55 and older.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

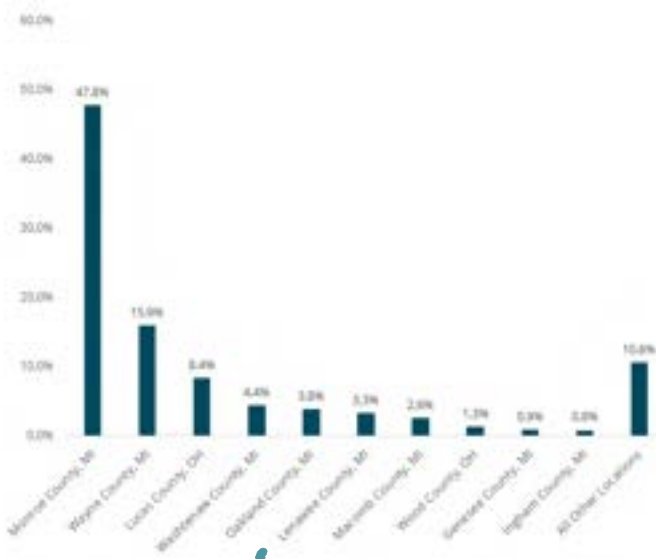




Regional Commuting Patterns

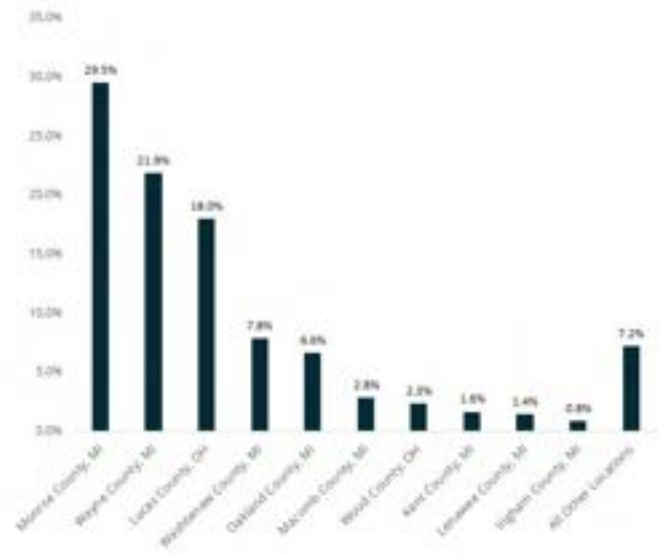
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, Monroe county's workforce consisted of 65,238 residents. There was 19,245 (29.5 percent) of the residents lived and worked within Monroe county, while the remaining 45,993 (70.5 percent) traveled outside of the county for work. There were 40,251 workers employed in the county during 2018. Of those, 21,006 workers (52.2 percent) lived outside of the county's borders and commuted in. From this information, we can see that Monroe is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where Monroe County Residents Work

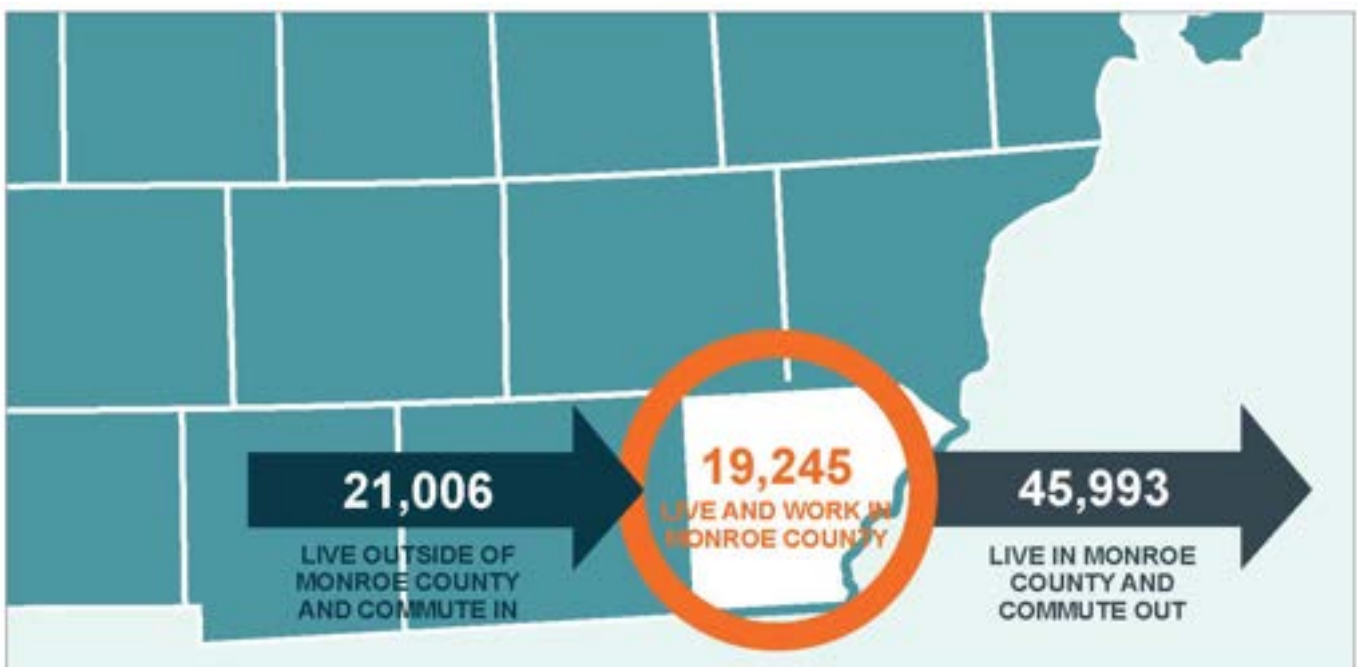


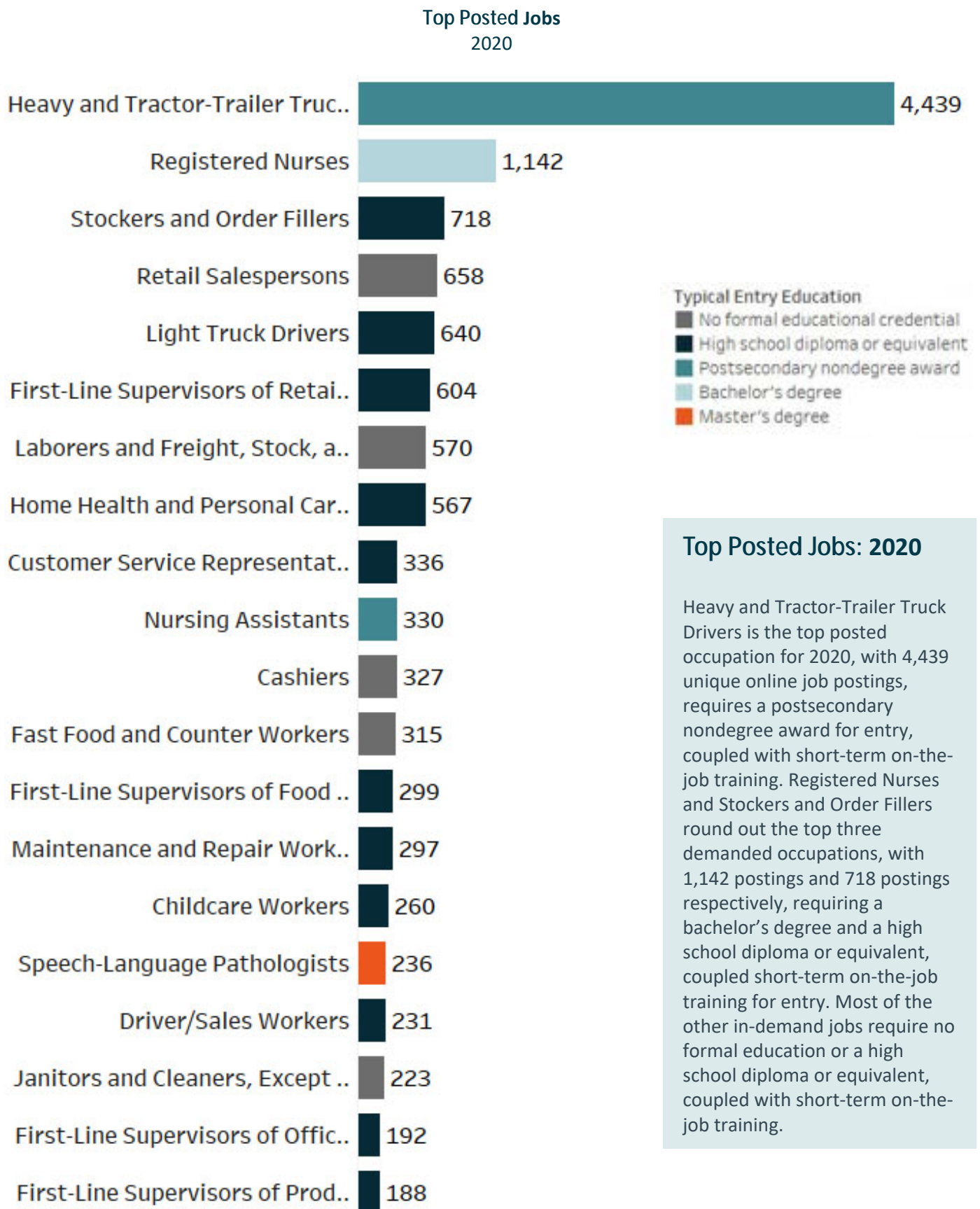
Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

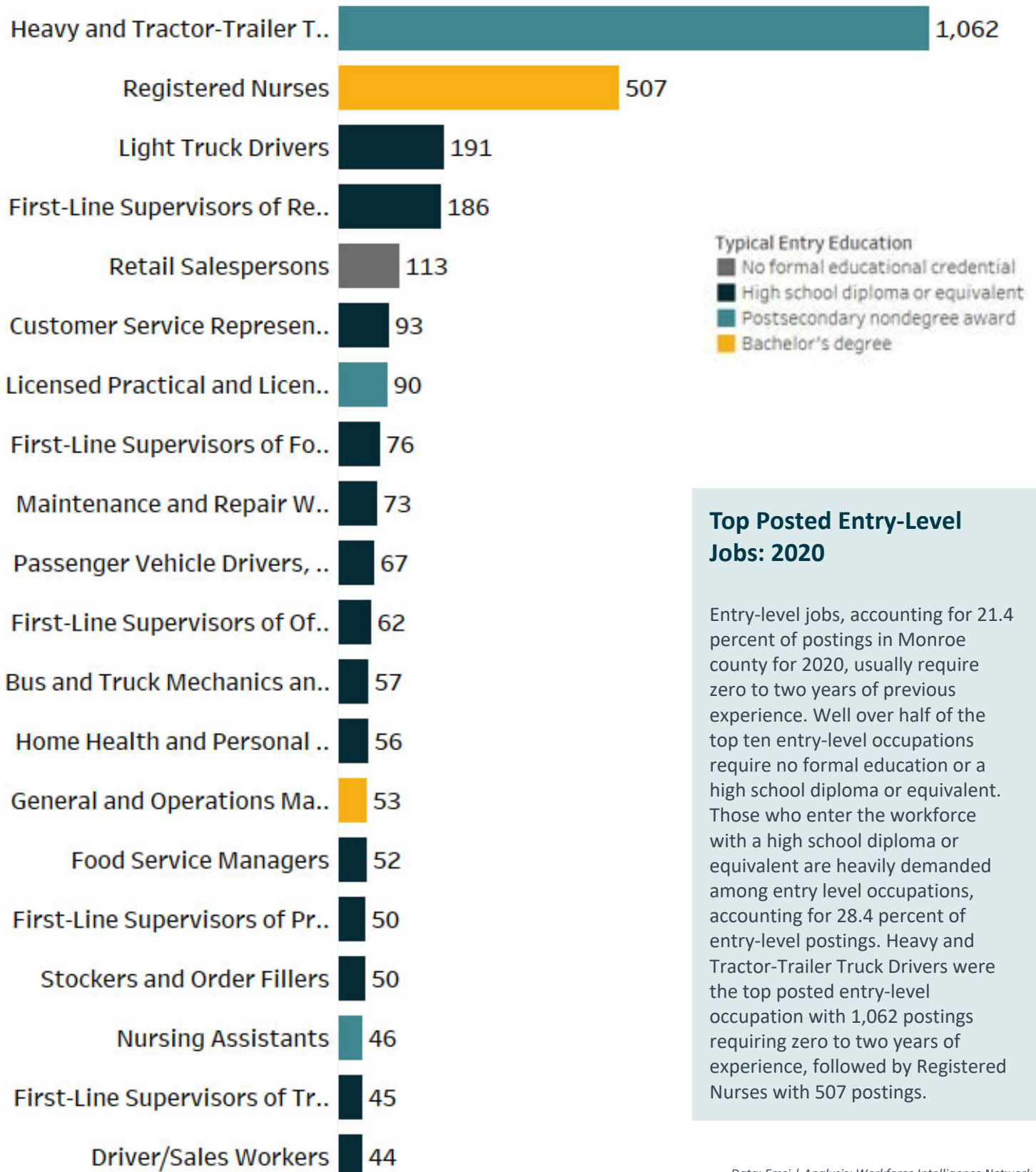
Where Monroe County Workers Live



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

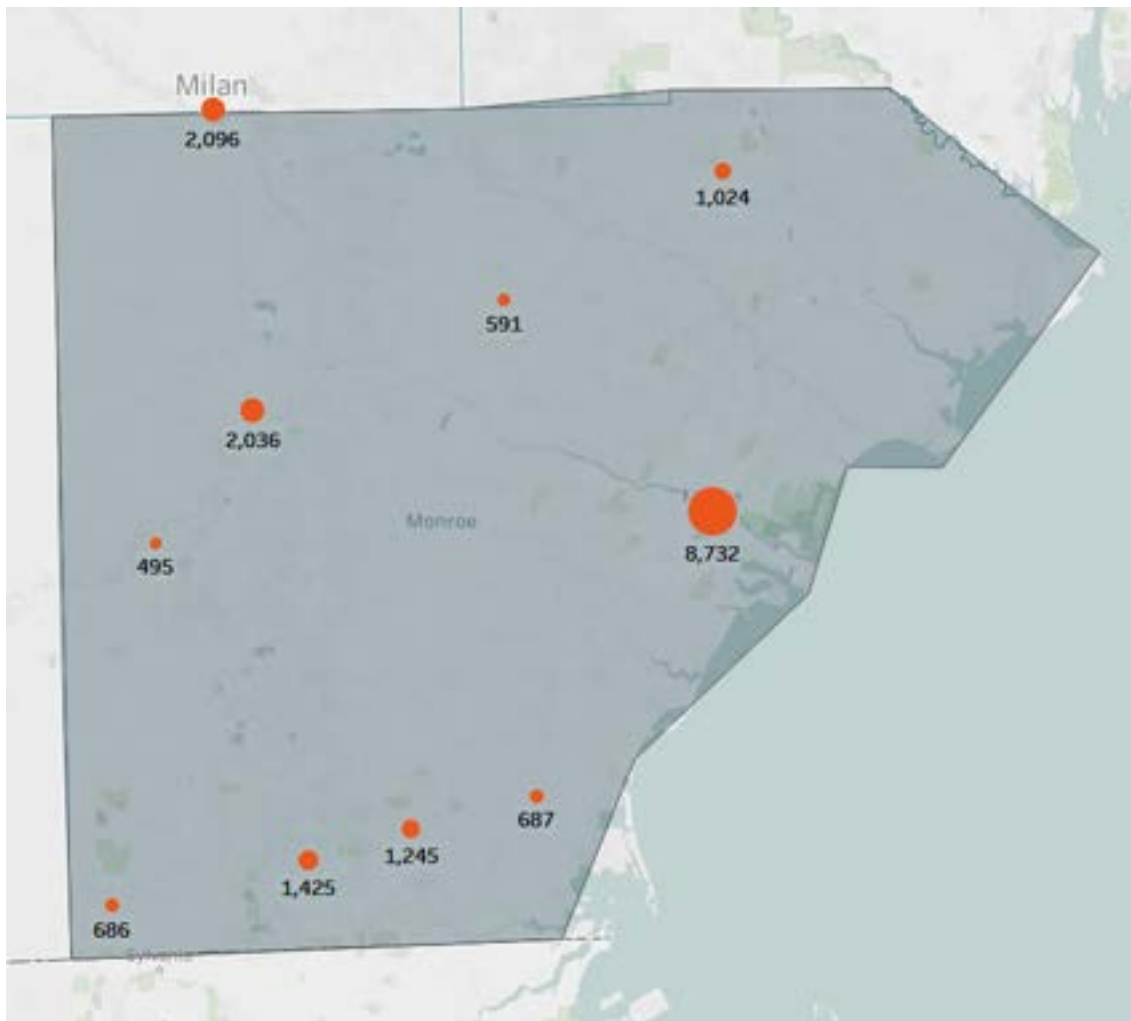




Top Posted Entry-Level Jobs
2020



Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Hazmat Endorsement
- Transportation Worker Identification Credential (TWIC) Card
- Automotive Service Excellence (ASE) Certification
- Certificate Of Clinical Competence In Speech-Language Pathology (CCC-SLP)
- CDL Class B License
- Tanker Endorsement
- Nurse Practitioner

Top In-Demand Skills

- Warehousing
- Merchandising
- Nursing
- Restaurant Operation
- Flatbed Truck Operation
- Communications
- Customer Service
- Management
- Sales
- Leadership

Top Posting Employers*

- Amazon.com, Inc.
- ProMedica
- CRST International, Inc.
- Manor Care, Inc.
- Shipt, Inc.
- Roehl Transport, Inc.
- La-Z-Boy Incorporated
- JPMorgan Chase & Co.
- Express Employment Professionals
- CareInHomes.com

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

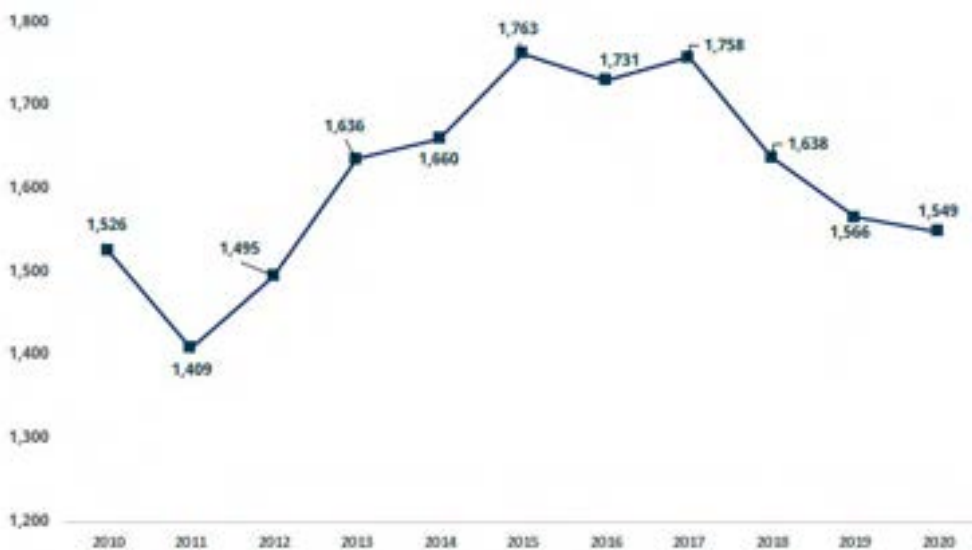
Introduction

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, Environmental Engineers, Meat Butchers, or Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

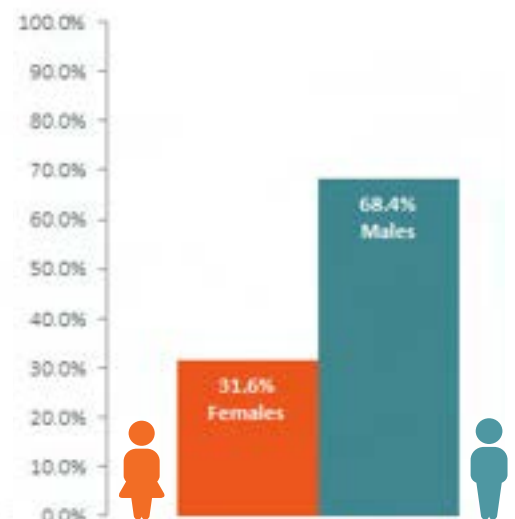


1,549
Agriculture Workers
 1.1% Decrease
 from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Agriculture Worker Demographics

According to 2020 Emsi data, the 1,549 workers in agriculture occupations are not very diverse. A large majority of workers are white males (68.4 percent) between the ages of 25 and 54 (60.6 percent). Only 31.6 percent of agriculture workers identify as women, while 13.8 percent of workers were under the age of 25, compared to 25.5 percent of workers are age 55 or older.

Race and Ethnicity Demographics

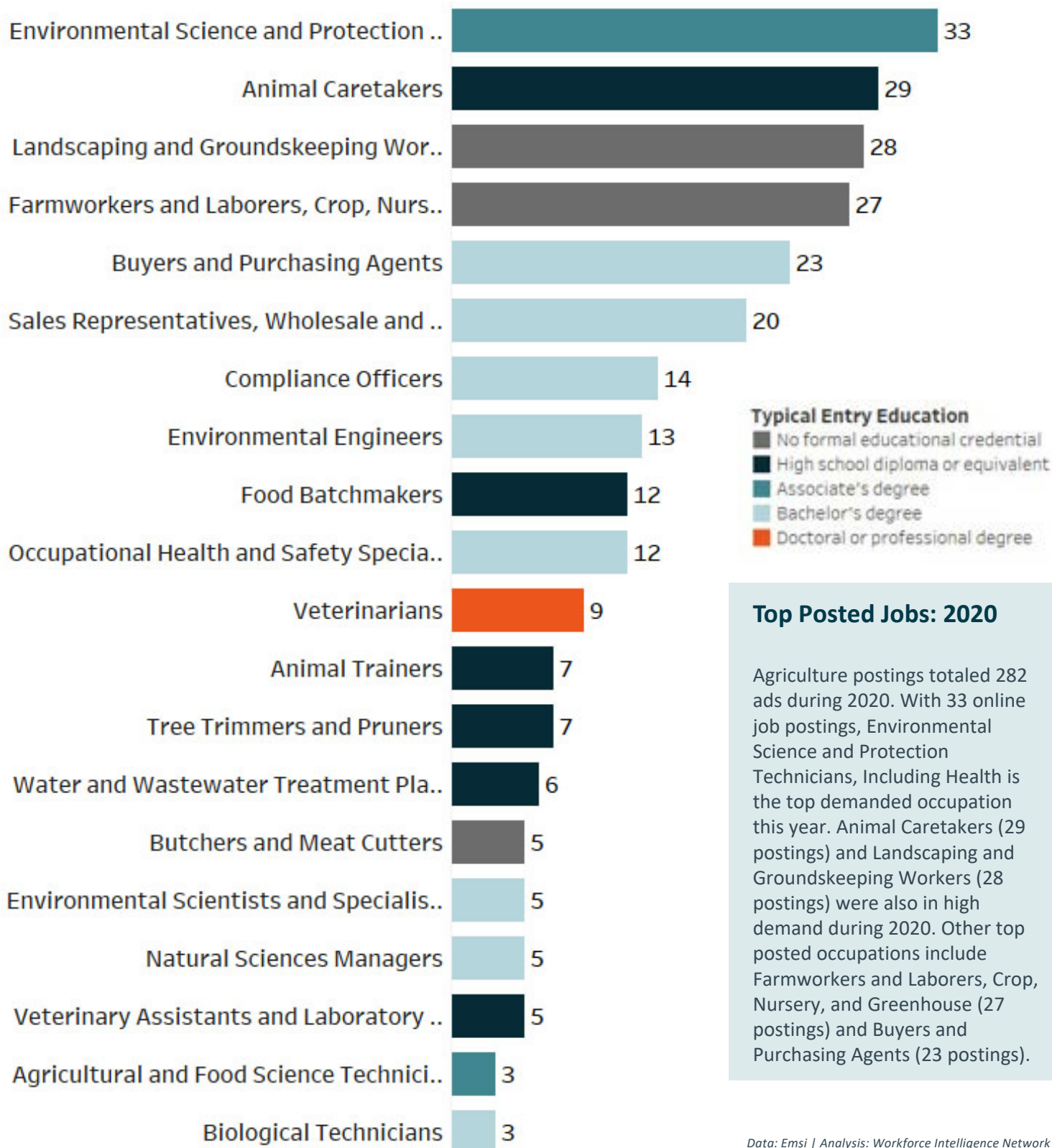
81.6% White | 6.0% Black or African American | 9.2% Hispanic or Latino

Worker Age Demographics





Agriculture Top Posted Jobs 2020



Agriculture Wage Overview

Of the top posted agriculture-related jobs, over half of the top ten occupations in 2020 offer median wages of more than \$22.00 per hour. The second highest posted job, Animal Caretakers, offers median hourly earnings of \$10.69, which translates to annual earnings of approximately \$22,235. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience.

Wage Overview for Top Posted Agriculture Jobs in 2020

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 19-4042 | Environmental Science and Protection Technicians, Including Health | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 39-2021 | Animal Caretakers | \$9.72 | \$9.86 | \$10.69 | \$12.27 | \$13.95 |
| 37-3011 | Landscaping and Groundskeeping Workers | \$9.65 | \$10.56 | \$12.29 | \$14.67 | \$16.93 |
| 45-2092 | Farmworkers and Laborers, Crop, Nursery, and Greenhouse | \$10.14 | \$10.87 | \$12.09 | \$14.25 | \$15.43 |
| 13-1028 | Buyers and Purchasing Agents | \$18.17 | \$26.65 | \$34.26 | \$42.63 | \$48.44 |
| 41-4011 | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | \$21.83 | \$28.50 | \$42.04 | \$56.31 | \$71.40 |
| 13-1041 | Compliance Officers | \$21.92 | \$25.87 | \$28.77 | \$35.08 | \$43.77 |
| 17-2081 | Environmental Engineers | \$18.28 | \$35.79 | \$46.60 | \$58.81 | \$69.60 |
| 19-5011 | Occupational Health and Safety Specialists | \$13.91 | \$19.13 | \$24.44 | \$28.12 | \$30.02 |
| 51-3092 | Food Batchmakers | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Warehousing
- Packaging And Labeling
- Hazardous Waste Operations And Emergency Response Standard (HAZWOPER)
- Auditing
- Occupational Safety and Health Administration (OSHA)

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Loading And Unloading
- Leadership

In-Demand Education Level*

- High School Diploma: 19.5%
- Associate Degree: 6.7%
- Bachelor's Degree: 17.0%
- Master's Degree: 2.8%

In-Demand Certifications

- Certified Hazardous Materials Manager
- Commercial Driver's License (CDL)
- Pesticide Applicator License
- Doctor Of Veterinary Medicine (DVM/VMD)
- Wastewater Operator Certification

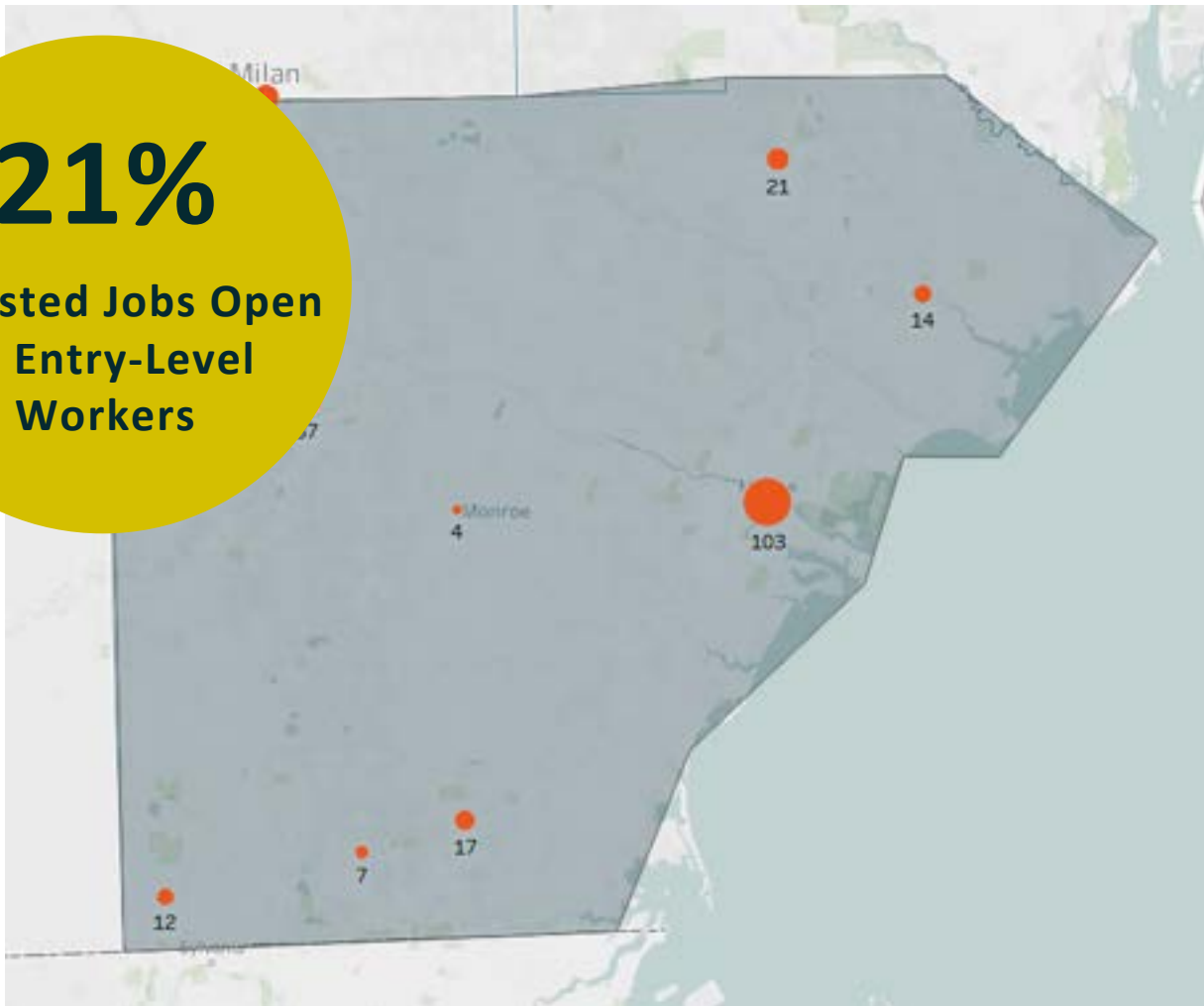
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent



Employer Demand by City

21%

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



Top Posting Employers*

- Petsmart, Inc.
- Department of Labor
- Express Employment Professionals
- FedEx Corporation
- DTE Energy Company
- Hepaco, LLC
- MPS Group
- G1 Research, LLC
- City of Grand Rapids
- Boston Scientific Corporation

Job Postings by City

1. Monroe: 103 Postings
2. Dundee: 37 Postings
3. Milan: 28 Postings
4. Carleton: 21 Postings
5. Temperance: 17 Postings
6. Newport: 14 Postings
7. Ottawa Lake: 12 Postings
8. Lambertville: 7 Postings
9. Azalia: 4 Postings
10. Ida: 4 Postings

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



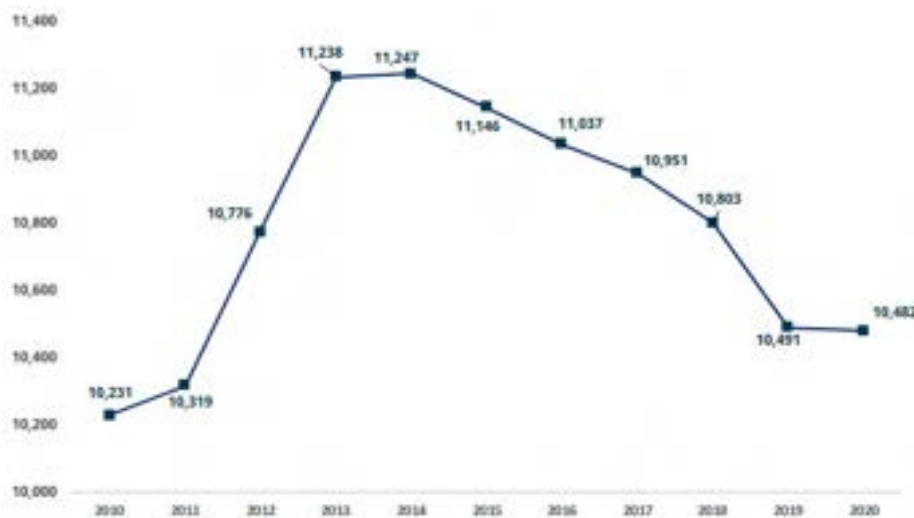
Introduction

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.

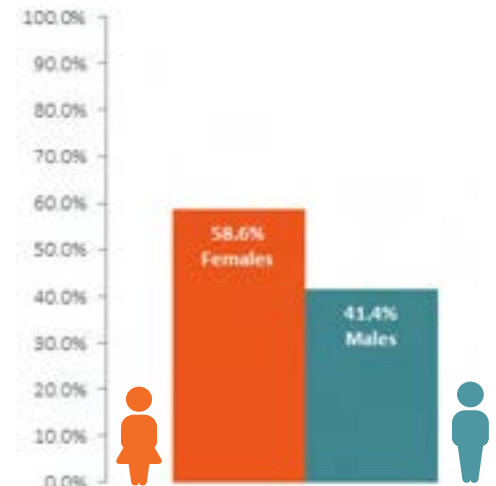


10,482
Customer Service Workers
0.1% Decrease from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Customer Service Worker Demographics

In 2020, there were 10,482 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2020, 58.6 percent of workers identified as female, while 16.2 percent of workers in customer service identified as a racial minority. About 29.6 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 20.3 percent.

Race and Ethnicity Demographics

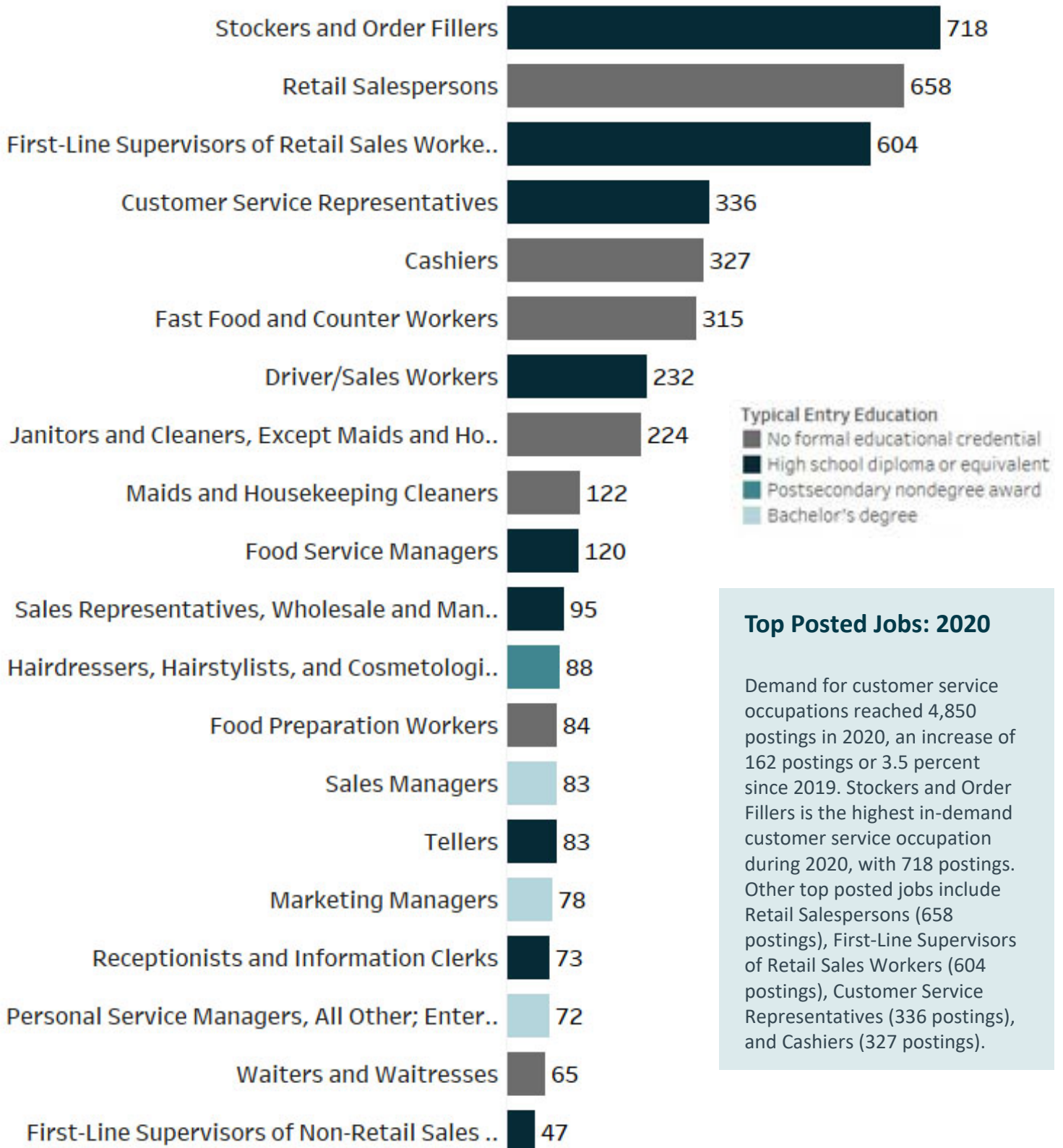
83.8% White | **8.2% Black or African American** | **4.2% Hispanic or Latino**

Worker Age Demographics





Customer Service Top Posted Jobs 2020





Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, two of the top ten posted occupations report median wages over \$18.00 per hour, many of which are management roles requiring both experience and training. The top posted occupation, Stockers and Order Fillers, earn a median hourly wage of \$11.99. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$22.56 per hour or \$46,925 annually.

Wage Overview for Top Posted Customer Service Jobs in 2020

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7065 | Stocker and Order Fillers | \$9.76 | \$10.41 | \$11.99 | \$14.87 | \$18.28 |
| 41-2031 | Retail Salespersons | \$9.73 | \$10.18 | \$11.34 | \$14.34 | \$21.91 |
| 41-1011 | First-Line Supervisors of Retail Sales Workers | \$10.85 | \$15.00 | \$22.56 | \$29.14 | \$41.12 |
| 43-4051 | Customer Service Representatives | \$9.66 | \$10.36 | \$13.77 | \$18.45 | \$23.81 |
| 41-2011 | Cashiers | \$9.65 | \$9.88 | \$10.93 | \$12.23 | \$14.78 |
| 35-3023 | Fast Food and Counter Workers | \$9.65 | \$9.79 | \$10.38 | \$11.48 | \$12.39 |
| 53-3031 | Driver/Sales Workers | \$9.67 | \$9.74 | \$9.90 | \$11.95 | \$23.01 |
| 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners | \$10.17 | \$11.62 | \$14.06 | \$16.35 | \$18.65 |
| 37-2012 | Maids and Housekeeping Cleaners | \$9.79 | \$10.05 | \$11.41 | \$13.00 | \$14.73 |
| 11-9051 | Food Service Managers | \$12.83 | \$14.32 | \$25.66 | \$29.74 | \$37.14 |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Merchandising
- Cash Register
- Warehousing
- Selling Techniques
- Cash Handling

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Education Level*

- High School Diploma: 35.9%
- Associate Degree: 3.9%
- Bachelor's Degree: 6.2%
- Master's Degree: 0.8%

*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

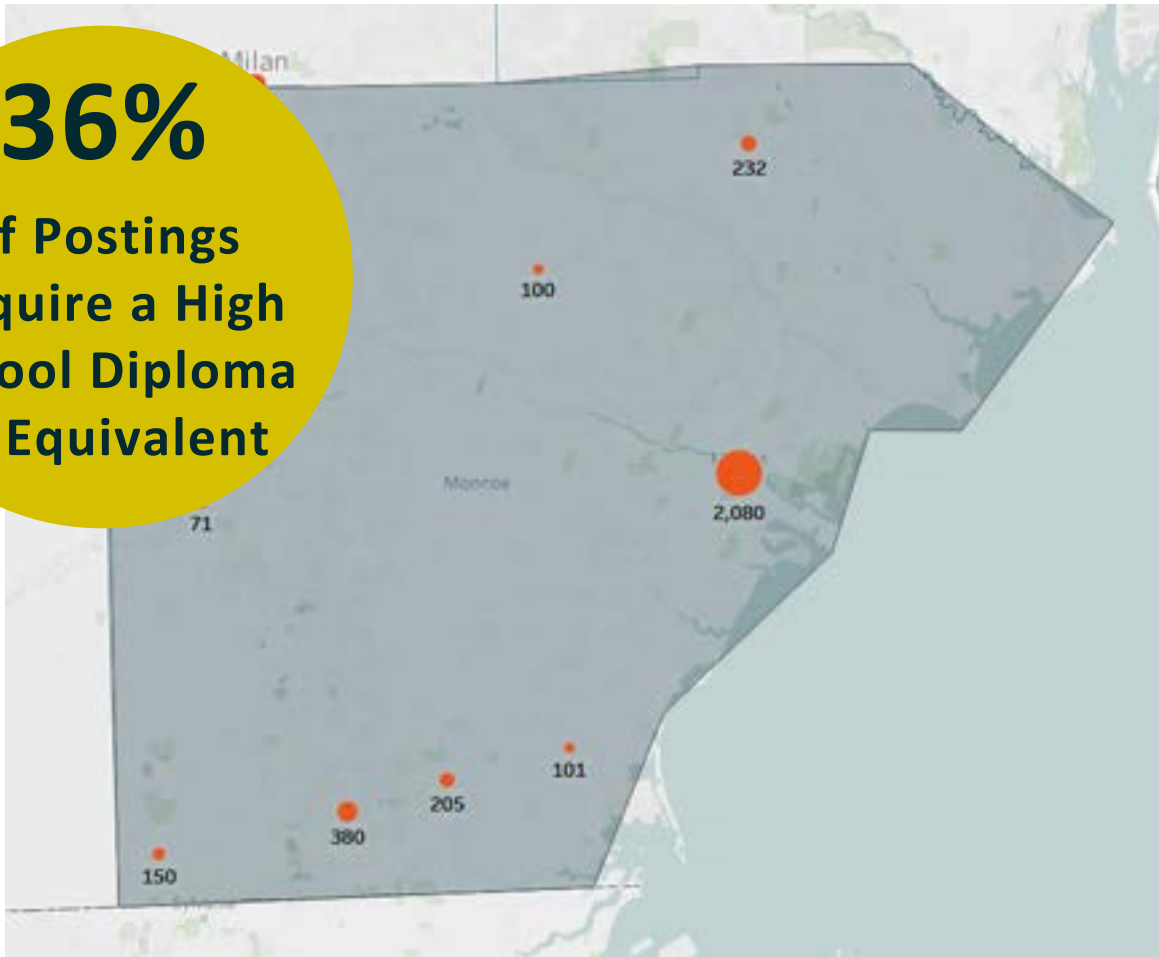
- Automotive Service Excellence (ASE) Certification
- Commercial Driver's License (CDL)
- Certified Pharmacy Technician
- Food Handler's Card
- Certified Forklift Operator



Employer Demand by City

36%

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



Top Posting Employers*

- Amazon.com, Inc.
- Dollar General Corporation
- Lowe's Companies, Inc.
- The Kroger Co
- Pilot Flying J
- Shipt, Inc.
- AutoZone, Inc.
- The Home Depot
- Walgreens Boots Alliance, Inc.
- Taco Bell Corp

Job Postings by City

1. Monroe: 2,080 Postings
2. Dundee: 495 Postings
3. Milan: 398 Postings
4. Lambertville: 380 Postings
5. Carleton: 232 Postings
6. Temperance: 205 Postings
7. Ottawa Lake: 150 Postings
8. Erie: 101 Postings
9. Maybee: 100 Postings
10. Petersburg: 71 Postings

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



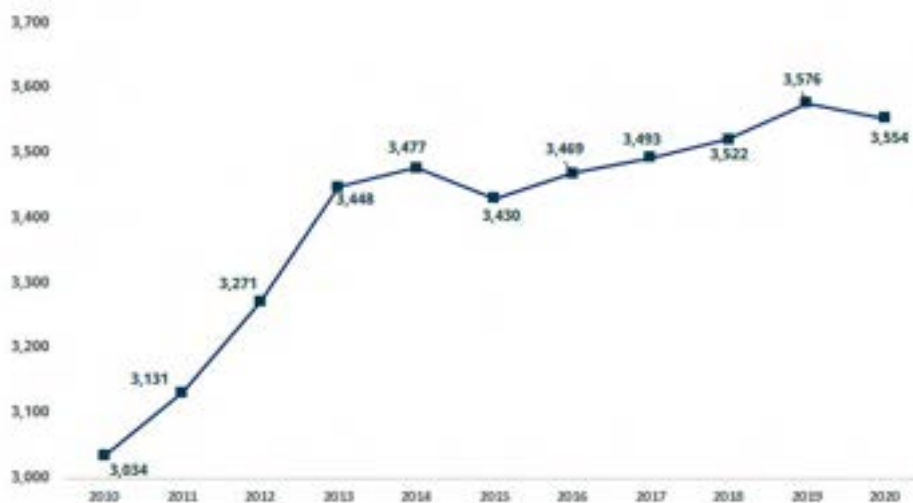
Introduction

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.

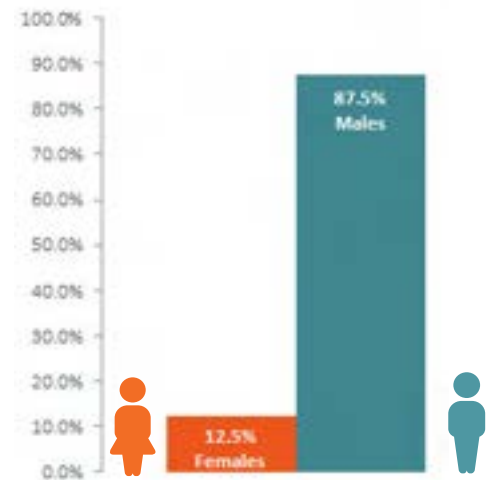


3,554
Energy Workers
0.6% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender
Demographics



Energy Worker Demographics

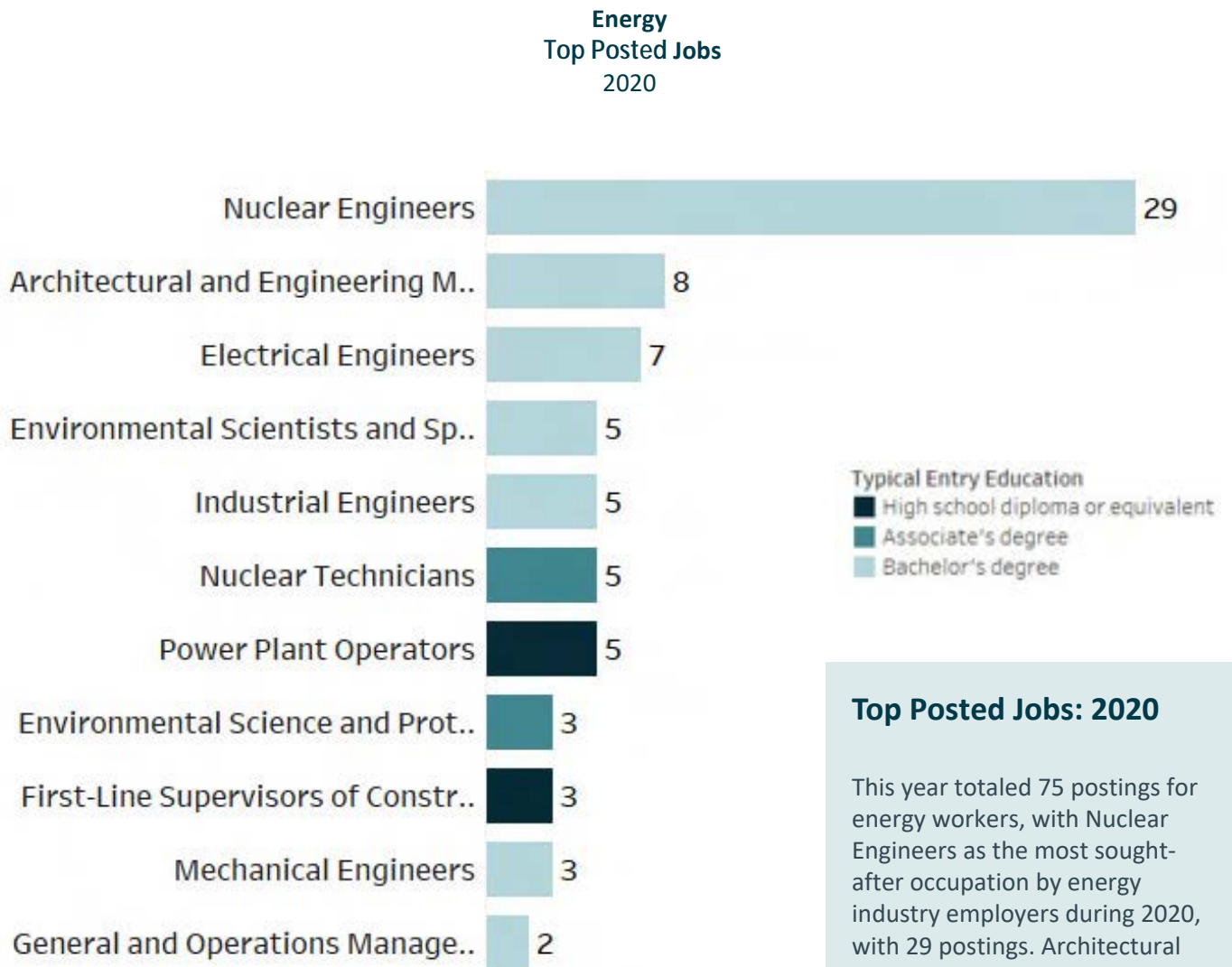
In 2020, there were 3,554 workers in the energy occupation group. This group is primarily made up of white males (87.5 percent) between the ages of 25 and 54 (69.2 percent), with 12.5 percent of workers identifying as female and just 12.0 percent identifying as a racial minority. In 2020, 5.4 percent of the workers in the occupation group are under the age of 25 compared to the 25.2 percent 55 years of age or older.

Race and Ethnicity Demographics

88.0% White | 5.9% Black or African American | 2.4% Hispanic or Latino

Worker Age Demographics





Top Posted Jobs: 2020

This year totaled 75 postings for energy workers, with Nuclear Engineers as the most sought-after occupation by energy industry employers during 2020, with 29 postings. Architectural and Engineering Managers were in the second position with 8 postings. Other top posted jobs include Electrical Engineers (7 postings), Industrial Engineers (5 postings), and Environmental Scientists and Specialists, Including Health (5 postings).



Energy Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top ten energy occupations have median wages over \$25.00 per hour. The top posted energy job, Nuclear Engineers, offers a median hourly wage of \$44.99, or annual earnings of approximately \$93,579. Technician and construction-focused positions related to energy generally have shorter term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2020

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 17-2161 | Nuclear Engineers | \$29.43 | \$36.16 | \$44.99 | \$51.46 | \$56.32 |
| 11-9041 | Architectural and Engineering Managers | \$43.23 | \$52.02 | \$65.05 | \$80.42 | \$96.64 |
| 17-2071 | Electrical Engineers | \$31.45 | \$39.05 | \$48.15 | \$56.76 | \$61.55 |
| 17-2112 | Industrial Engineers | \$33.65 | \$39.34 | \$47.90 | \$56.04 | \$60.90 |
| 19-2041 | Environmental Scientists and Specialists, Including Health | \$16.71 | \$19.75 | \$27.19 | \$36.16 | \$53.19 |
| 19-4051 | Nuclear Technicians | \$33.40 | \$42.32 | \$49.25 | \$60.91 | \$75.54 |
| 51-8013 | Power Plant Operators | \$28.70 | \$34.26 | \$40.40 | \$45.75 | \$47.30 |
| 17-2141 | Mechanical Engineers | \$28.34 | \$33.93 | \$41.23 | \$49.98 | \$61.06 |
| 19-4042 | Environmental Science and Protection Technicians, Including Health | Insf. Data | Insf. Data | Insf. Data | Insf. Data | Insf. Data |
| 47-1011 | First-Line Supervisors of Construction Trades and Extraction Workers | \$17.04 | \$24.81 | \$29.81 | \$38.25 | \$58.79 |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Psychiatric Assessments
- Elementary Matrix (Linear Algebra)
- Chemistry
- Nuclear Safety
- Physics

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Investigation
- Operations

In-Demand Education Level*

- High School Diploma: 45.3%
- Associate Degree: 32.0%
- Bachelor's Degree: 60.0%
- Master's Degree: 26.7%

In-Demand Certifications

- Commercial Driver's License (CDL)
- Professional Engineer
- Operator Certification

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



Employer Demand by City

NEWPORT:
Top Posting City



Top Posting Employers*

- DTE Energy Company
- Wec Energy Group Inc.
- Integrys Energy Services, Inc.
- Bhi Energy

Job Postings by City

1. Newport: 63 Postings
2. Monroe: 10 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.

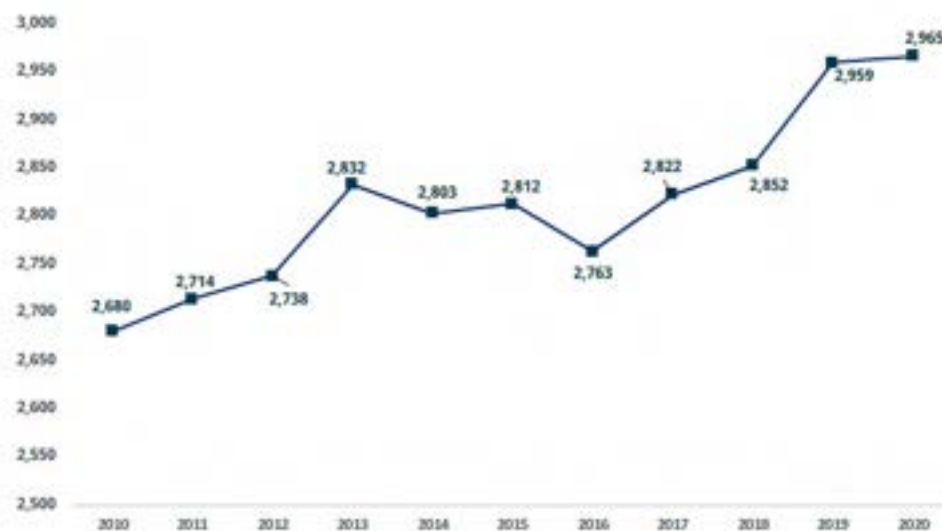


2,965

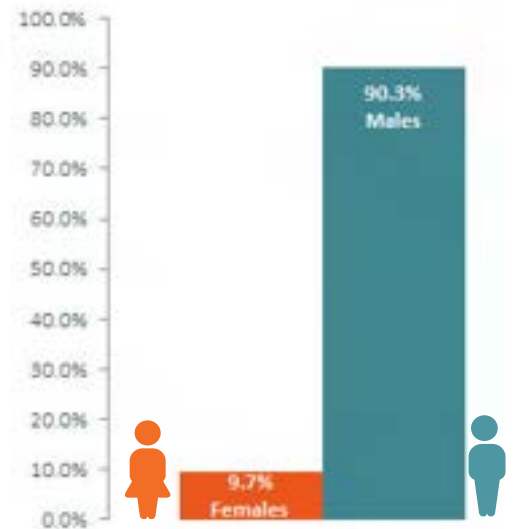
Skilled Trades Workers

0.2% Increase
from 2019

Employment Over Time 2010-2020



Worker Gender Demographics



Skilled Trades Worker Demographics

According to 2020 Emsi data, the skilled trades occupation group employed about 2,965 workers in Monroe county. Majority of skilled trades workers are white males (90.3 percent) between the ages of 25 and 54 (66.8 percent). Additional outreach will be necessary soon, due to the aging workforce, as 26.3 percent are 55 years of age or older.

Race and Ethnicity Demographics

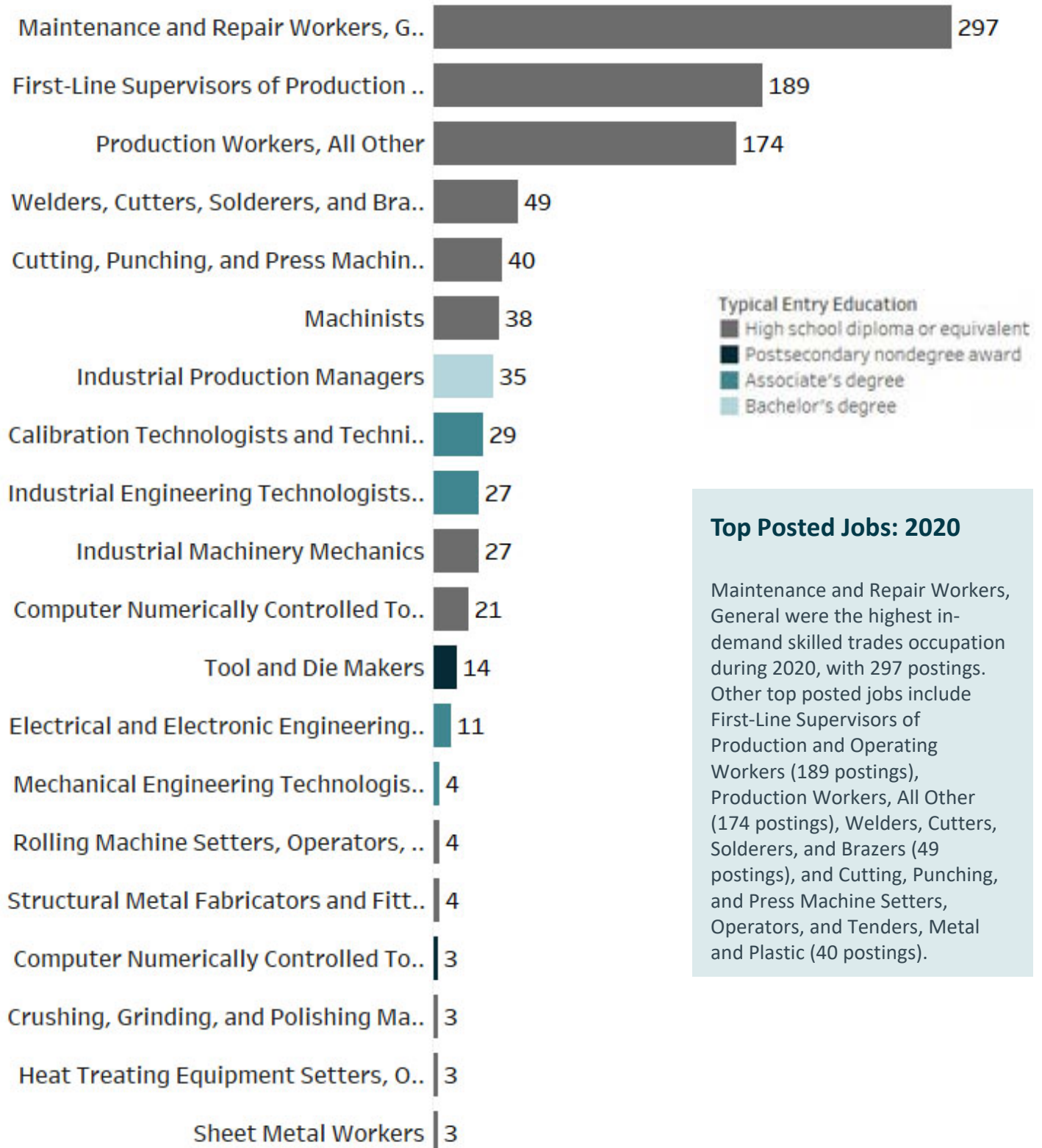
87.2% White | 6.9% Black or African American | 3.6% Hispanic or Latino

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2020



Top Posted Jobs: 2020

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during 2020, with 297 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (189 postings), Production Workers, All Other (174 postings), Welders, Cutters, Solderers, and Brazers (49 postings), and Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic (40 postings).



Skilled Trades Wage Overview

All the top ten in-demand skilled trades occupations have median wages above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2020, offers a median hourly wage of \$15.46, which translates to an annual salary of about \$32,157. With additional training and experience, jobs such as Industrial Production Managers earn a median wage of \$55.73 or an annual salary of \$115,918.

Wage Overview for Top Posted Skilled Trades Jobs in 2020

| Occupation Code | Occupation Name | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 49-9071 | Maintenance and Repair Workers, General | \$10.17 | \$12.84 | \$15.46 | \$19.49 | \$25.27 |
| 51-1011 | First-Line Supervisors of Production and Operating Workers | \$17.54 | \$21.20 | \$29.16 | \$44.20 | \$58.28 |
| 51-9199 | Production Workers, All Other | \$15.69 | \$17.95 | \$23.18 | \$31.85 | \$41.79 |
| 51-4121 | Welders, Cutters, Solderers, and Brazers | \$12.70 | \$14.84 | \$17.66 | \$23.76 | \$30.85 |
| 51-4031 | Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | \$12.55 | \$13.76 | \$19.57 | \$24.00 | \$34.51 |
| 51-4041 | Machinists | \$19.73 | \$23.77 | \$31.73 | \$35.13 | \$37.19 |
| 11-3051 | Industrial Production Managers | \$34.18 | \$40.48 | \$55.73 | \$72.89 | \$86.71 |
| 17-3098 | Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other | \$11.11 | \$14.79 | \$21.06 | \$26.43 | \$29.06 |
| 17-3026 | Industrial Engineering Technologists and Technicians | \$18.76 | \$25.67 | \$32.97 | \$36.22 | \$37.57 |
| 49-9041 | Industrial Machinery Mechanics | \$18.84 | \$23.16 | \$32.14 | \$37.64 | \$44.65 |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Packaging And Labeling
- Welding
- HVAC
- Plumbing
- Personal Protective Equipment

In-Demand Foundational Skills

- Management
- Operations
- Troubleshooting
- Basic Math
- Communications

In-Demand Education Level*

- High School Diploma: 40.6%
- Associate Degree: 8.6%
- Bachelor's Degree: 7.1%
- 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

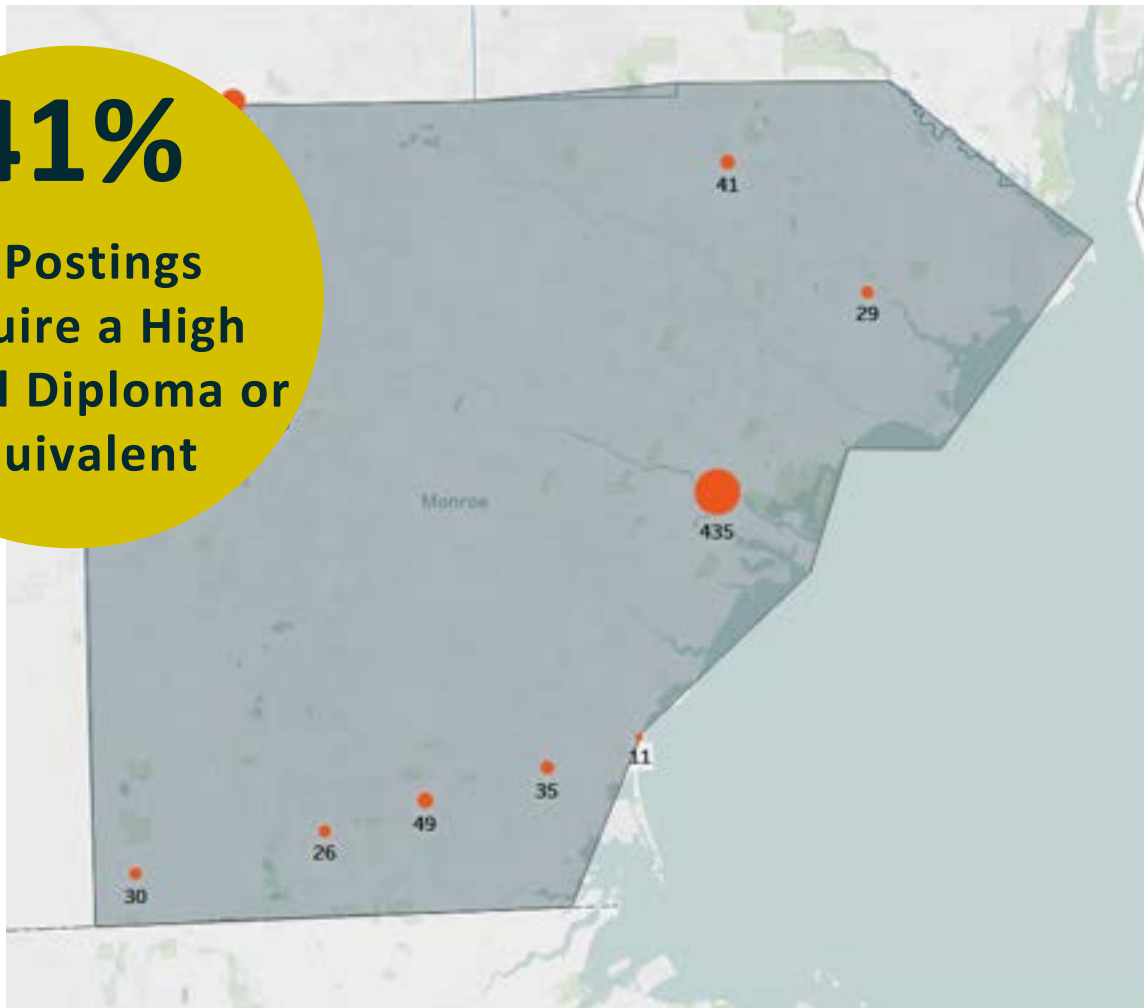
- Commercial Driver's License (CDL)
- National Apprenticeship Certificate
- HVAC Certification
- CFC Refrigeration Certification
- Quality Certification



Employer Demand by City

41%

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



Top Posting Employers*

- Express Employment Professionals
- Supplemental Staffing
- McDonald's Corporation
- Advance Group, Inc.
- ManpowerGroup Global
- Gerdau Ameristeel US Inc.
- Advance Temporary Services Inc
- Roehl Transport, Inc.
- Aerotek, Inc.
- Yanfeng US Automotive Interior Systems II LLC

Job Postings by City

1. Monroe: 435 Postings
2. Milan: 129 Postings
3. Dundee: 120 Postings
4. Temperance: 49 Postings
5. Carleton: 41 Postings
6. Erie: 35 Postings
7. Ottawa Lake: 30 Postings
8. Newport: 29 Postings
9. Lambertville: 26 Postings
10. Luna Pier: 11 Postings

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



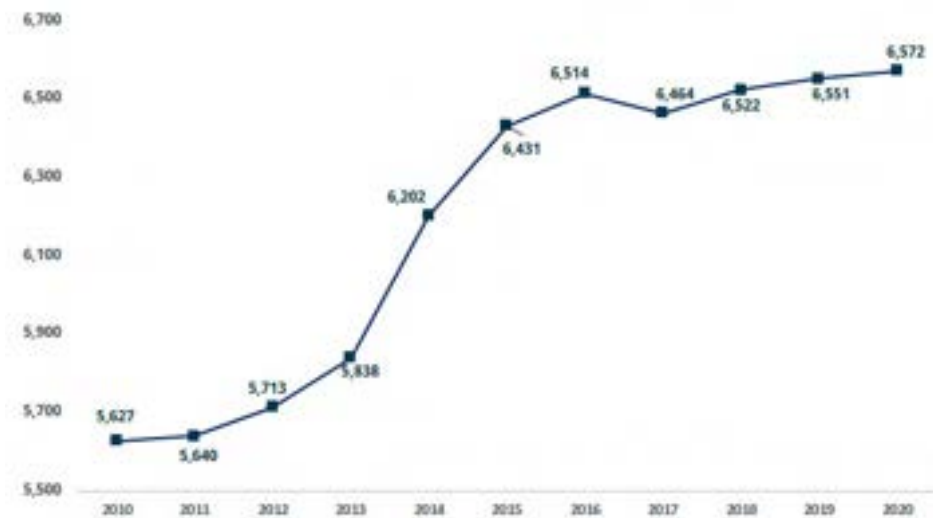
Introduction

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.

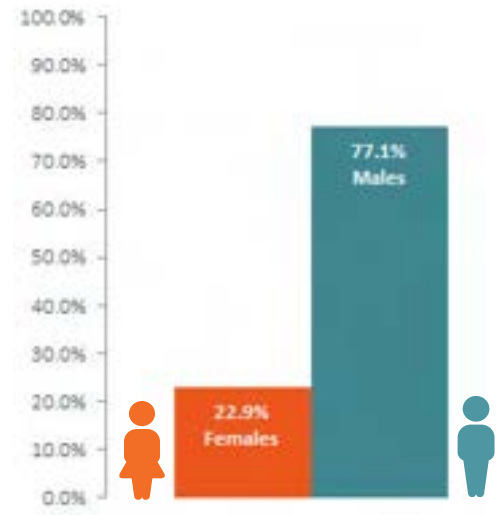


6,572
TDL Workers
0.3% Increase
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Transportation, Distribution, and Logistics Worker Demographics

The TDL occupation group has a large workforce, employing 6,572 individuals in 2020. The workers in this occupation group are 77.1 percent male and 80.3 percent white. Majority, or 61.6 percent of the workforce are between the ages of 25 through 54 years of age.

Race and Ethnicity Demographics

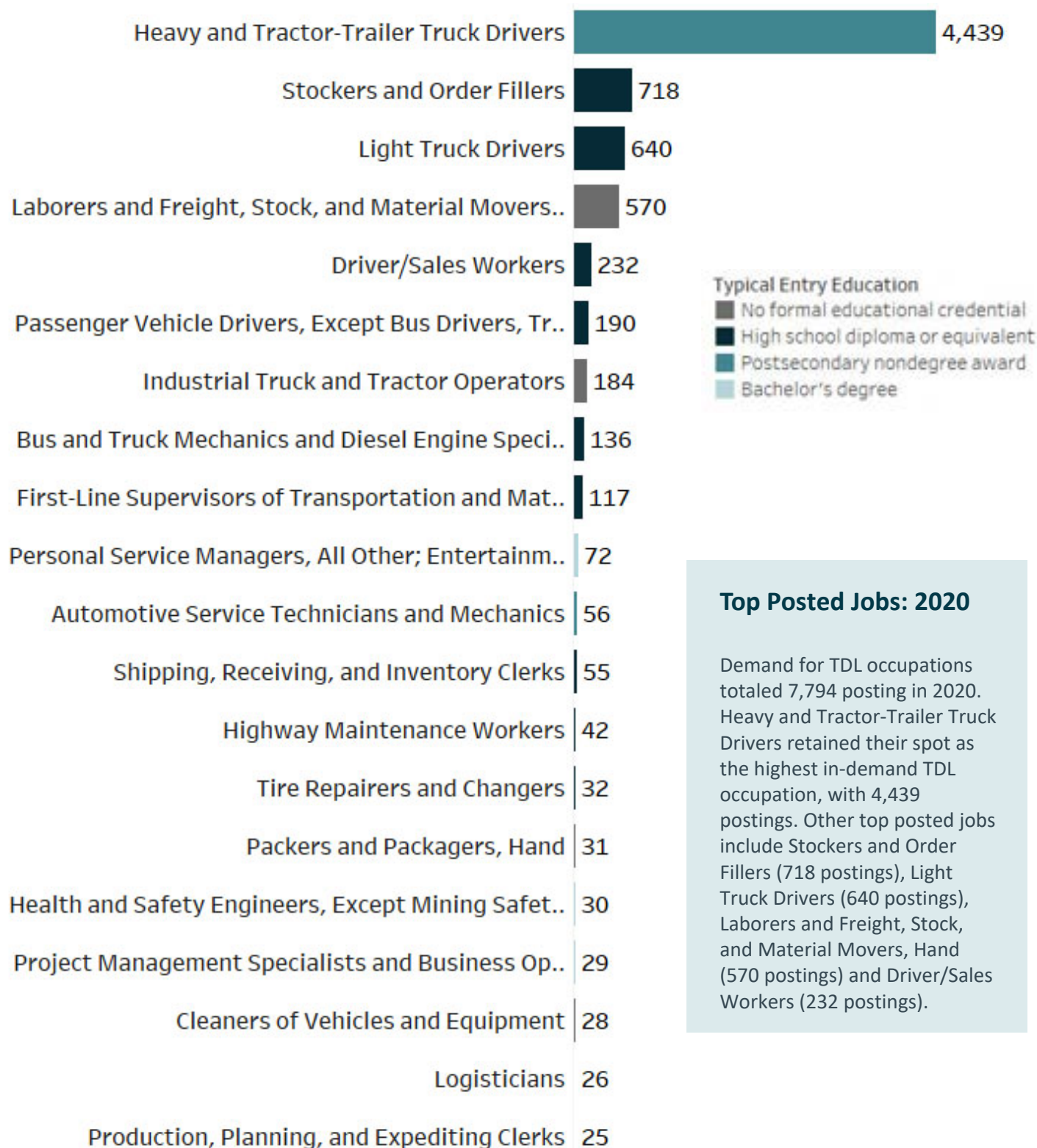
80.3% White | **12.6% Black or African American** | **4.1% Hispanic or Latino**

Worker Age Demographics





Transportation, Distribution, and Logistics
Top Posted Jobs
2020





Transportation, Distribution, and Logistics Wage Overview

Over half of the top ten in-demand TDL occupations offer median wages above \$15.00 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, earn a median hourly wage of \$20.66, or an annual salary of nearly \$42,973. Supervisory roles that require additional education, such as First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors, typically offer even higher wages.

Wage Overview for Top Posted TDL Jobs in 2020

| 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 | \$10.89 | \$14.12 | \$20.66 | \$24.89 | \$29.19 |
| 53-7065 | Stockers and Order Fillers | \$9.76 | \$10.41 | \$11.99 | \$14.87 | \$18.28 |
| 53-3033 | Light Truck Drivers | \$9.77 | \$10.09 | \$13.09 | \$21.57 | \$27.96 |
| 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand | \$10.83 | \$12.62 | \$14.85 | \$19.62 | \$23.20 |
| 53-3031 | Driver/Sales Workers | \$9.67 | \$9.74 | \$9.90 | \$11.95 | \$23.01 |
| 53-3058 | Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity | \$10.67 | \$13.36 | \$16.67 | \$18.58 | \$20.12 |
| 53-7051 | Industrial Truck and Tractor Operators | \$13.03 | \$14.96 | \$17.15 | \$19.66 | \$30.63 |
| 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists | \$16.38 | \$19.97 | \$26.31 | \$29.18 | \$31.10 |
| 53-1047 | First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$15.59 | \$21.19 | \$27.65 | \$35.55 | \$43.23 |
| 11-9198 | Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other | \$28.83 | \$46.74 | \$64.17 | \$74.24 | \$80.76 |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Warehousing
- Flatbed Truck Operation
- Over-the-Road Driving
- Dry Van Truck Operation
- Reefer Truck Operation

In-Demand Foundational Skills

- Communications
- Valid Driver's License
- Customer Service
- Good Driving Record
- Loading And Unloading

In-Demand Education Level*

- High School Diploma: 20.7%
- Associate Degree: 0.9%
- Bachelor's Degree: 2.0%
- Master's Degree: 0.3%

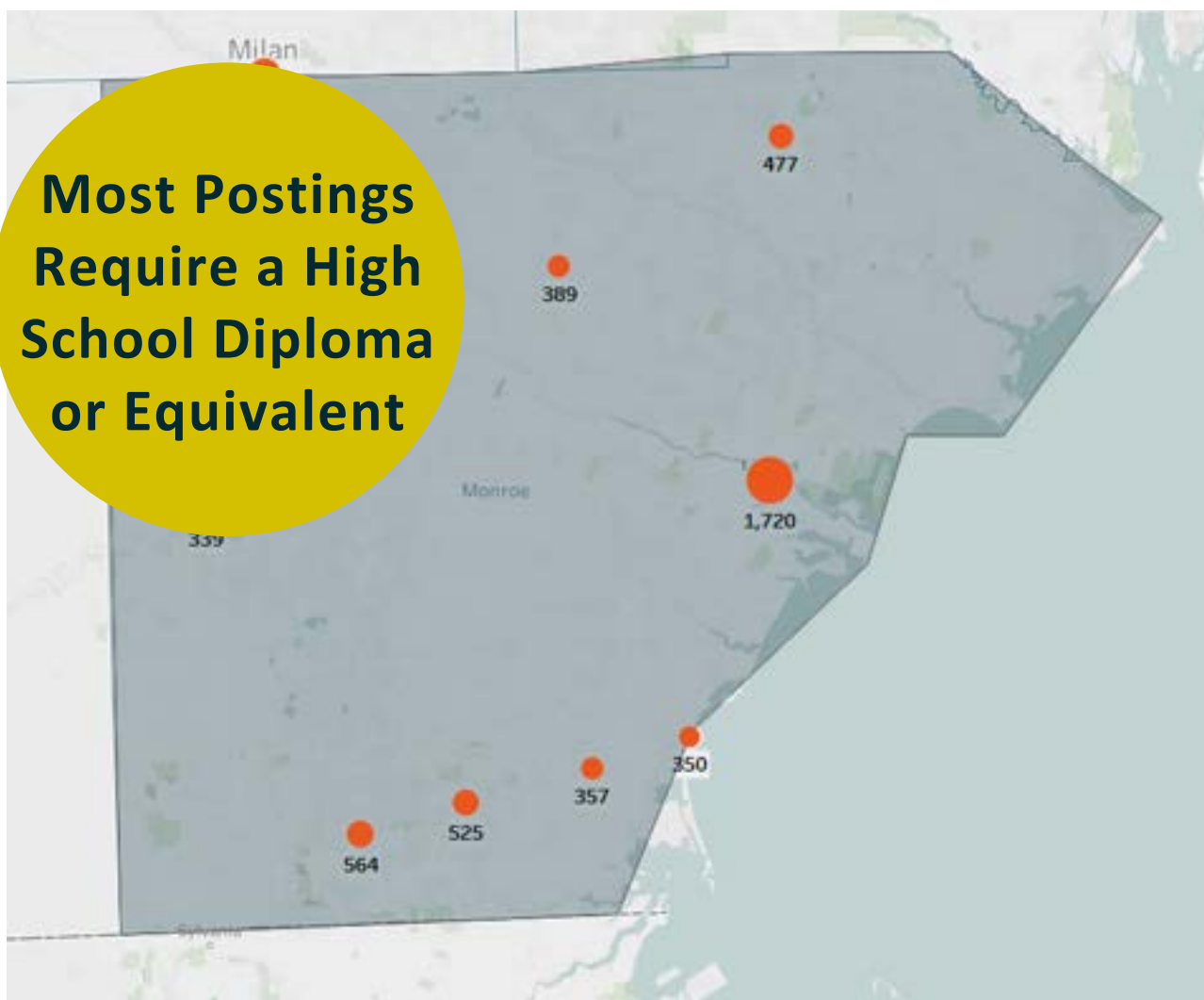
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

In-Demand Certifications

- Commercial Driver's License (CDL)
- Hazmat Endorsement
- Transportation Worker Identification Credential (TWIC) Card
- CDL Class B License
- Tanker Endorsement



Employer Demand by City



Top Posting Employers*

- Amazon.com, Inc.
- CRST International, Inc.
- Roehl Transport, Inc.
- U.S. Xpress, Inc.
- C.R. England, Inc.
- Maverick Transportation, LLC
- USA Truck, Inc.
- Pegasus Transportation, Inc.
- Paschall Truck Lines, Inc.
- Shipt, Inc.

Job Postings by City

1. Monroe: 1,720 Postings
2. Milan: 772 Postings
3. Dundee: 655 Postings
4. Lambertville: 564 Postings
5. Temperance: 525 Postings
6. Carlton: 477 Postings
7. Maybee: 389 Postings
8. Erie: 357 Postings
9. Luna Pier: 350 Postings
10. Petersburg: 339 Postings

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

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