



# MONROE COUNTY

## WIN Quarterly Report



# Introduction: Monroe County

## About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of six Michigan Works! Agencies (MWAs) and ten community colleges across a 16-county region in Michigan. The counties in the WIN partnership include: Genesee, Hillsdale, Huron, Jackson, Lapeer, Lenawee, Livingston, Macomb, Monroe, Oakland, Saint Clair, Sanilac, Shiawassee, Tuscola, Washtenaw, and Wayne, along with the City of Detroit.

This report highlights labor market information and real-time job posting data for the Monroe county as a whole with special sections devoted to 5 occupational groups. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market.

Occupational groups include:

- Agriculture (page 6)
- Customer service (formerly retail & hospitality) (page 11)
- Energy (page 16)
- Skilled trades & technicians (manufacturing focused) (page 21)
- Transportation, distribution, and logistics (TDL) (page 26)

Data analyzed includes:

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



# Introduction: Monroe County

## Key Findings: State of the Labor Market in Monroe County

### **The Agriculture occupation group has seen substantial employment growth over the past 3 years.**

Over the past three years, the Agriculture occupation group has seen growth from 2013, its lowest point in the last 16 years. Employment since 2013 has increased by 14%, adding 192 jobs in Monroe County. If this trend continues employment could surpass its highest point of 1,622 jobs in 2006. See page XX for more details.

### **The Customer Service group is the largest of the region, employing over 25,000 individuals in Q4 2016.**

The Customer Service group is important as it tends to gauge whether the economy is growing or declining. Employment in this group recovered and passed 2009 recession levels in just two years. Since the recovery, it has continued to witness growth. See page XX for more details.

### **The top three in-demand jobs in the Energy group focus on engineers in different fields.**

Nuclear engineers ranked first in the Top Jobs list with 13 postings, representing a little over 29% of the total postings in energy. The high demand for nuclear engineers within this county can be attributed to Enrico Fermi Nuclear Generating Station near Monroe. With this station and other energy stations within the area it is evident that engineers are in consistent need for Monroe county. See page XX for more details.

### **The Transportation occupation group has the highest advertised average salary within the county.**

The average advertised salary for the Transportation group was \$73,960. This is 118% greater than the state's median earnings of \$34,000. Additionally, logistics workers, analysts, and managers saw postings increase. This could explain the increase in average salary as higher skilled transportation jobs are more in-demand. See page XX for more details.

### **All five occupation clusters analyzed by WIN saw annual improvement in postings.**

Compared to Q1 2015, all of occupations groups had more reported job postings in Q1 2016. Within the whole county, job postings increased by 286 postings, increasing overall demand by 18%. The Transportation occupation group in particular witnessed the largest change with postings increasing by 37% within this group.



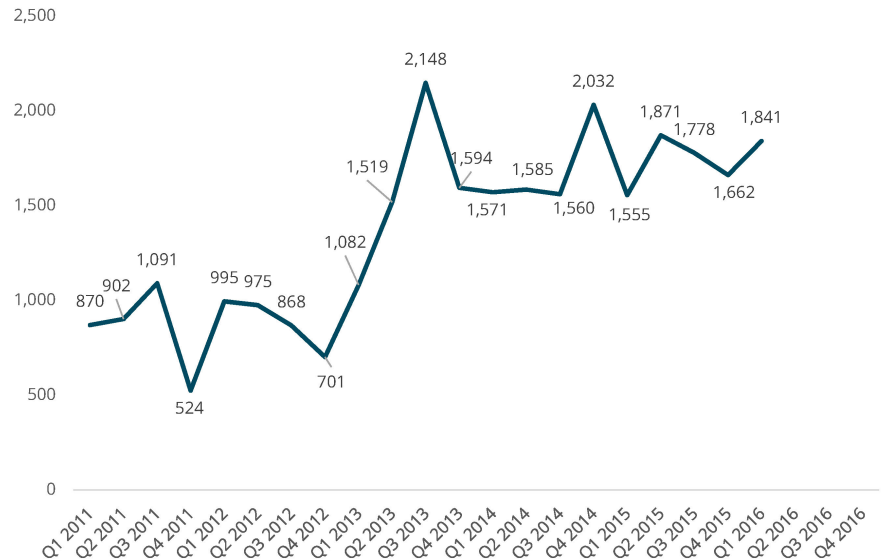
# Executive Summary

## Postings Over Time

Online job ads increased by 179 (10.8%) from 1,662 in Q4 2015 to 1,841 in Q1 2016. This recent increase in postings continues a fluctuating trend found in postings since a large increase moving into 2013. Employment in the county also steadily increased despite the up and down movement in job postings.

## Total Online Job Postings

2008 - March 2016



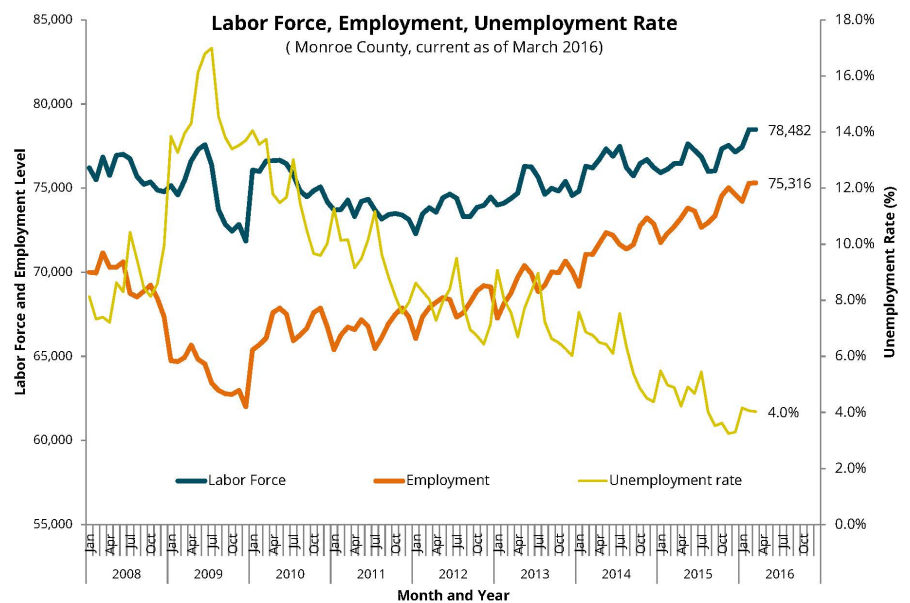
Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Labor Force, Employment, & Unemployment

Recently, the labor force has hit its highest point since 2010. In particular, the labor force increased by 1,964 (3%) from 76,167 in Q1 2015 and by 782 from 77,349 in Q4 2015 to 78,131 in Q1 2016. Further, employment in Monroe County has also reached its highest point in the past five years as well. Employment grew by 2,669 (4%) from 72,269 in Q1 2015 and by 210 from 74,728 in Q4 2015 to 74,938 in Q1 2016. Unemployment rates in Monroe County have also seen improvement, experiencing a decrease over the past 5 years to its lowest annual point. Unemployment fell by 704 (18%) from 3,897 in Q1 2015 to 3,193 in Q1 2016, in particular. However, there was a 22.8% increase from 2,621 in Q4 2015 to 3,193 in Q1 2016.

## Labor Force, Employment, Unemployment Rate

2008 - March 2016



Data: BLS  
Analysis: Workforce Intelligence Network





1,841 total job postings  
in Q1 2016

18%

18% increase in online  
postings

### Top Jobs In Demand

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

During Q1 2016, heavy and tractor-trailer truck drivers and retail salesperson maintained the top two posting positions. Laborers and Freight workers and maintenance workers moved into the third and fourth position in postings respectively, surpassing registered nurses which was the third-most posted position in Q4 2015.



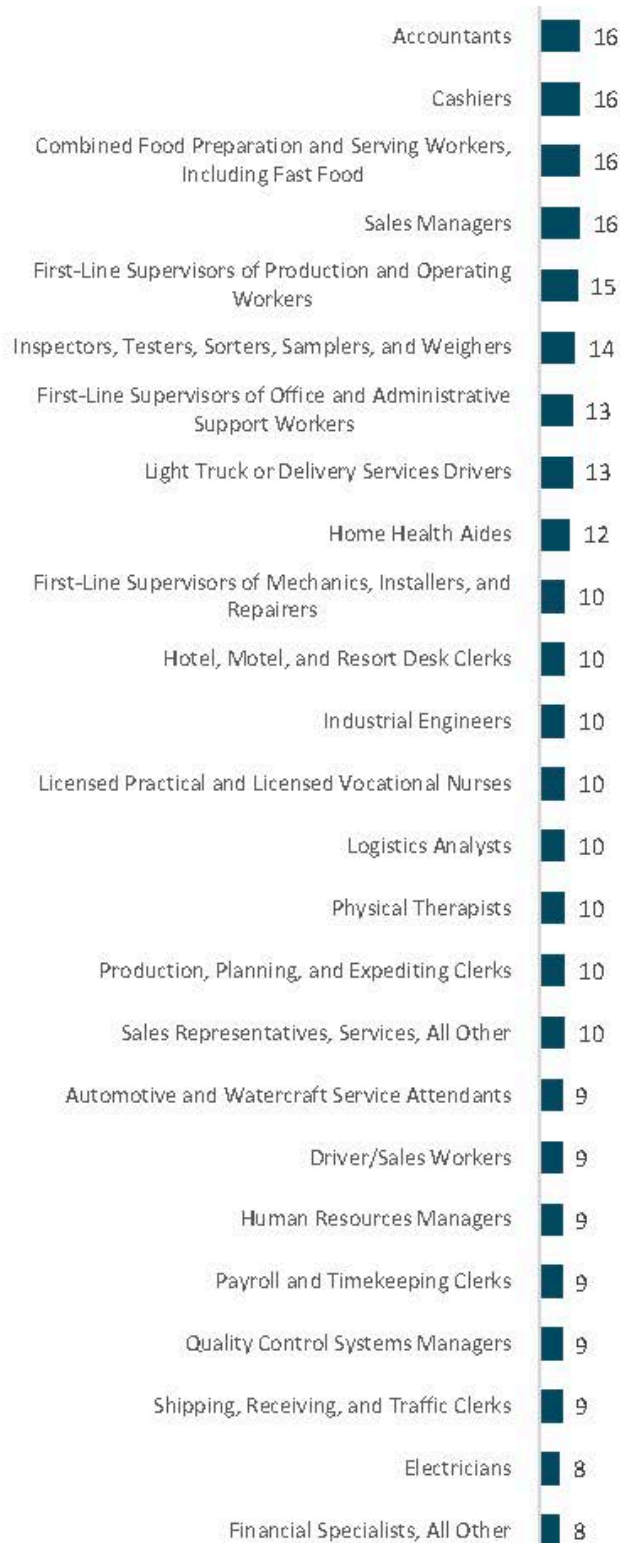
Truck drivers most in-demand



Unemployment fell to 4%

### Top Jobs In Demand

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Introduction

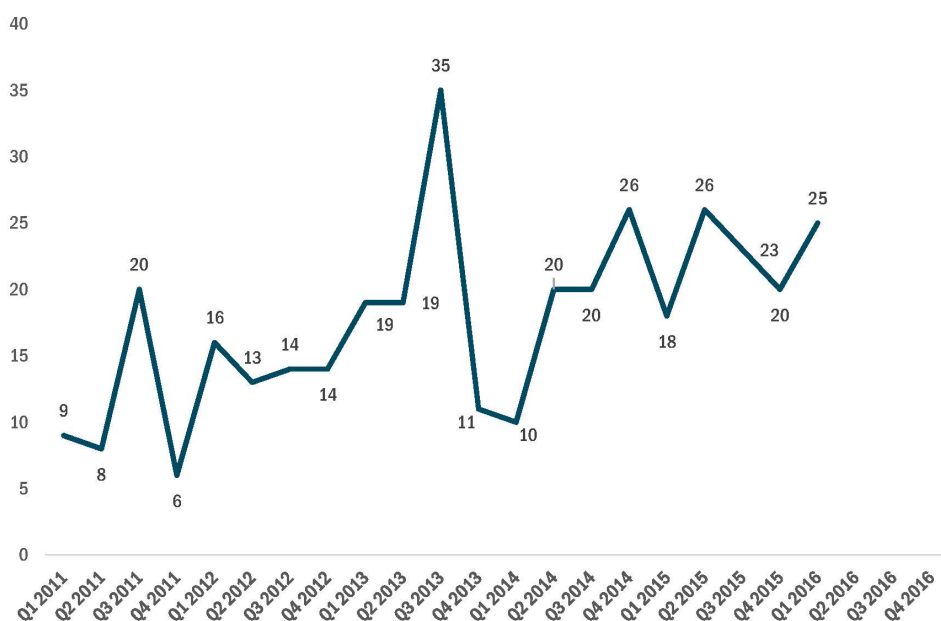
### Agriculture

WIN's agriculture 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, and recreation workers.

### Postings Over Time

The number of online job postings for occupations related to Agriculture remained low in Q1 2016, compared to other occupation groups. Yet, compared to Agriculture postings in Q4 2015, there was a 25% increase.

### Online Job Postings

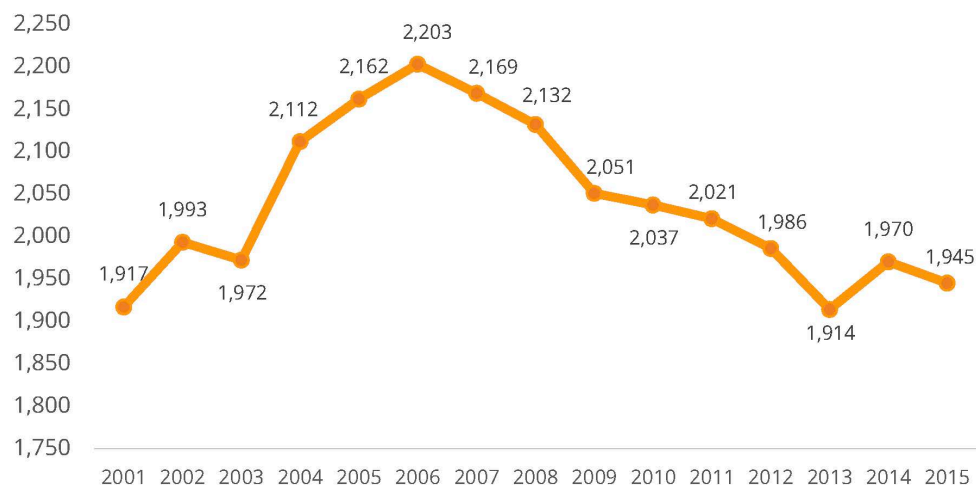


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time

While the Agriculture related jobs in Monroe generally had a decreasing employment trend from 2006 to 2013, employment has grown for the past three years. In fact, there was a 14% increase from 2013 to 2016 adding 192 jobs.

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



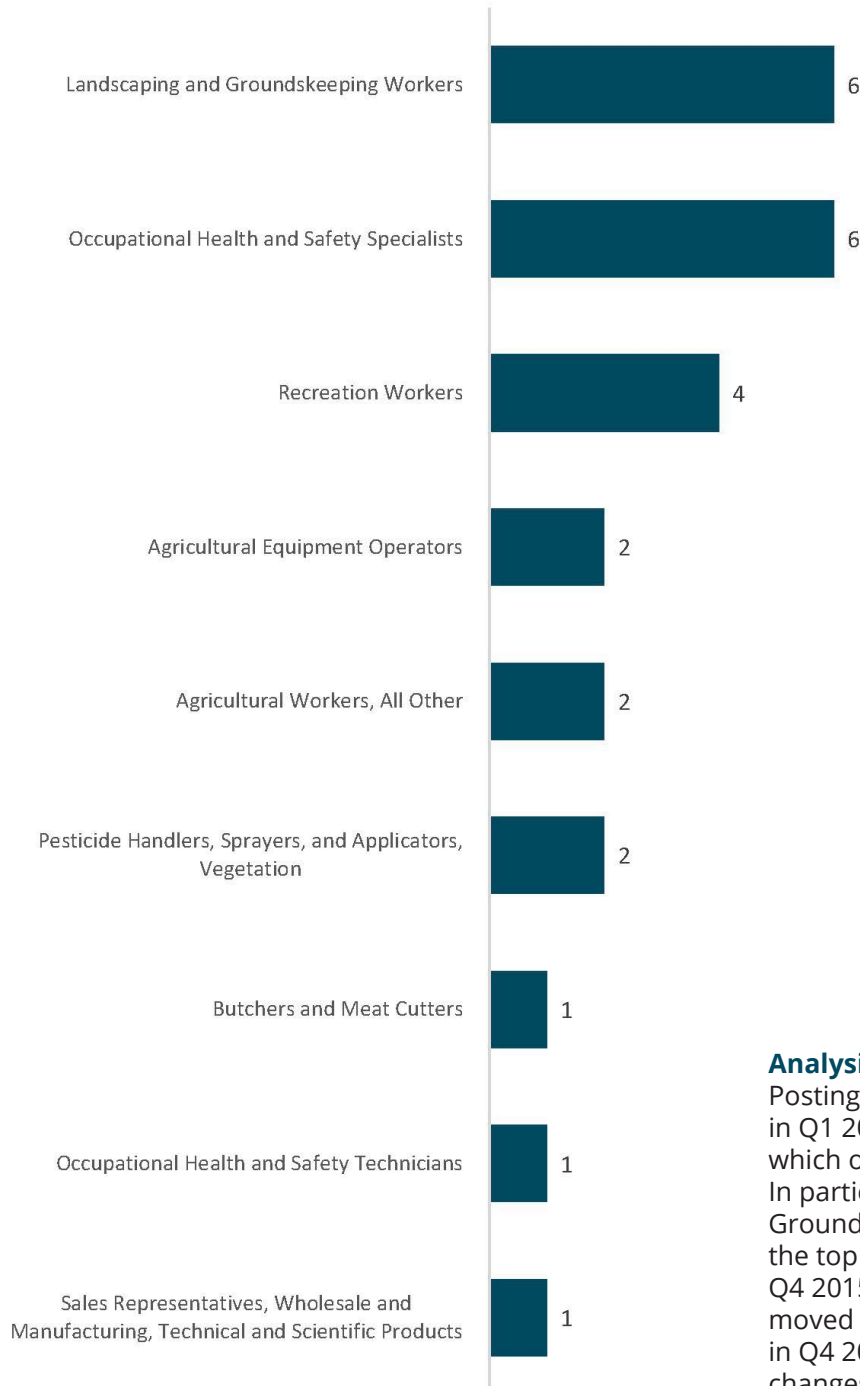
25 total postings



25% growth in postings  
from Q4 2015

### Agriculture Top Jobs

Quarter 1 2016



#### Analysis

Postings for Agriculture-related jobs in Q1 2016 saw some changes in which occupations employers need. In particular, Landscaping and Groundkeeping Workers jumped to the top from its eighth place spot in Q4 2015. Recreation Workers also moved up from its tenth place spot in Q4 2015. These are likely seasonal changes.



Vocational training required

%

0-5 years, most in-demand experience

### Agriculture Educational Attainment & Experience Required

Few Agriculture group job postings specified a desired experience and education level in Q1 2016. Thus, the data may not be representative of all the workers and open positions in the Agriculture group in Monroe. Among those that specified the information, 56% required less than two years of experience, and 64% required a high school diploma or vocational training.

### Minimum Educational Attainment Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Engineering, general
- Occupational safety and health technology/ technician

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Full-time jobs available

%

Landscaping & Groundskpeeing  
Workers in-demand

### Agriculture in-Demand Skills Q1 2016

Q1 2016 postings in the Agriculture group required a wide range of skills. Technical skills such as Inspection/Repair and ISO 14001 Standards were indicated to be critical. A variety of soft skills such as Communication and Organizational Skills were also shown to be important.

#### Technical in-Demand Skills

- Inspection/Repair
- Data Acquisition/Record Keeping
- ISO 14001 Standards
- Training Programs
- Care Plans

#### Foundational In-Demand Skills

- Communication Skills/Building Effective Relationships/Time Management
- Organizational Skills/Planning
- Problem Solving
- Microsoft Office/Computer Skills
- Writing

#### Job Type

- Temporary: 24%
- Full-time: 60%
- Part-time: data not available

#### Certifications In-Demand

- Certified hazardous materials manager
- Certified industrial hygienist
- Certified safety professional



Very little information on salary



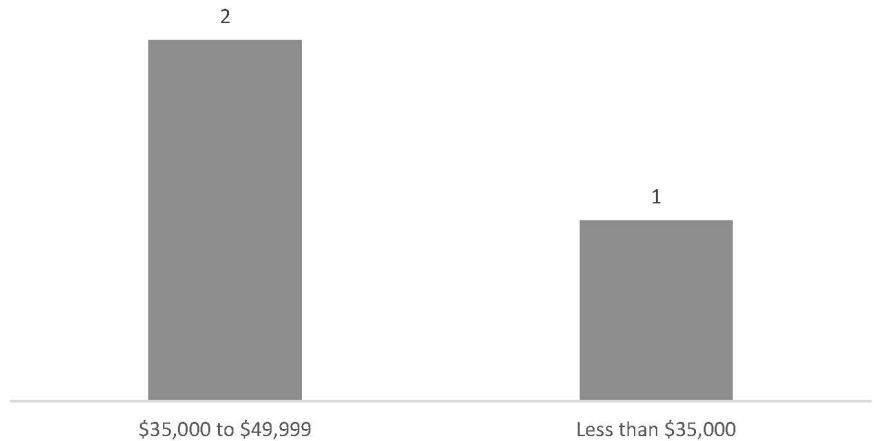
14% growth in employment  
since 2013

## Agriculture Wages

Of the 25 postings related to the Agriculture occupations, only three included salary information. While one of them indicated its salary to be less than \$35,000 per year, the other two listed it to be between \$35,000 and \$49,999 per year. Due to the very small number of postings with the information, this may not represent all workers in the Agriculture group in Monroe. From the table with BLS data, three out of the six occupations with data available from BLS had the median salaries less than \$35,000 per year.

## Advertised Salaries

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$8.15	\$9.07	\$12.02	\$13.55	\$14.47
29-9011	Occupational Health and Safety Specialists	\$17.05	\$21.51	\$27.41	\$30.98	\$41.78
39-9032	Recreation Workers	\$8.15	\$8.86	\$10.24	\$12.05	\$15.53
45-2091	Agricultural Equipment Operators	\$11.98	\$12.49	\$13.05	\$13.64	\$14.48
45-2099	Agricultural Workers, All Other	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
51-3021	Butchers and Meat Cutters	\$10.08	\$13.39	\$17.40	\$24.89	\$27.08
29-9012	Occupational Health and Safety Technicians	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$20.99	\$32.30	\$40.71	\$47.28	\$59.36

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

## Introduction

### Customer Service

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

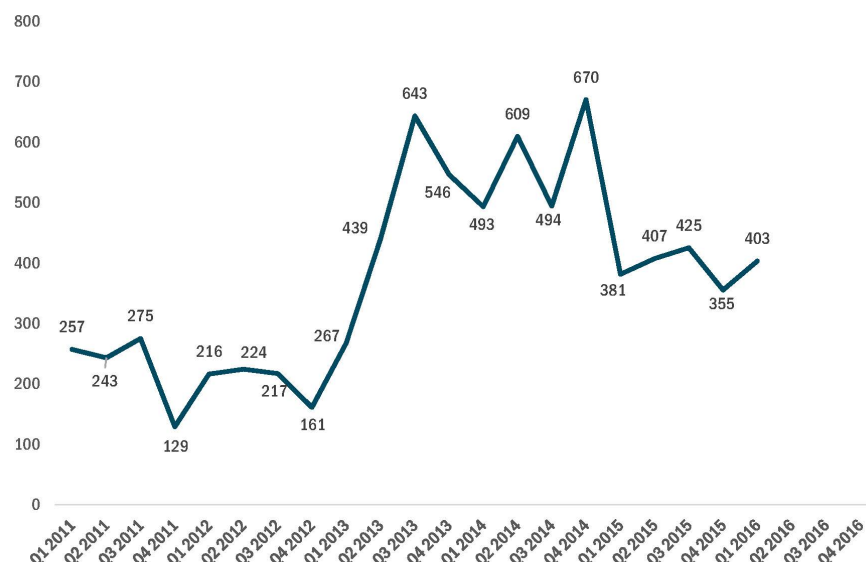
### Postings Over Time

Online job postings for occupations related to Customer Service were up 14% to 403 during Q1 2016, compared to 355 during Q4 2015. This was also a 6% increase from Q1 2015 which reported having 381 postings within this occupational group.

### Employment Over Time

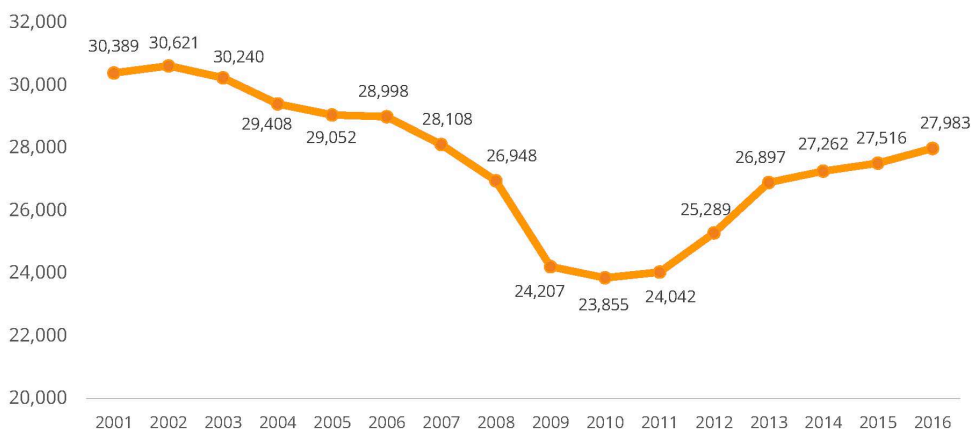
2016 has been another period of employment growth for Customer Service job group when looking past the 2009 recession. Employment rose to 27,983 workers in 2016, 4,183 more workers than the trough in 2009.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



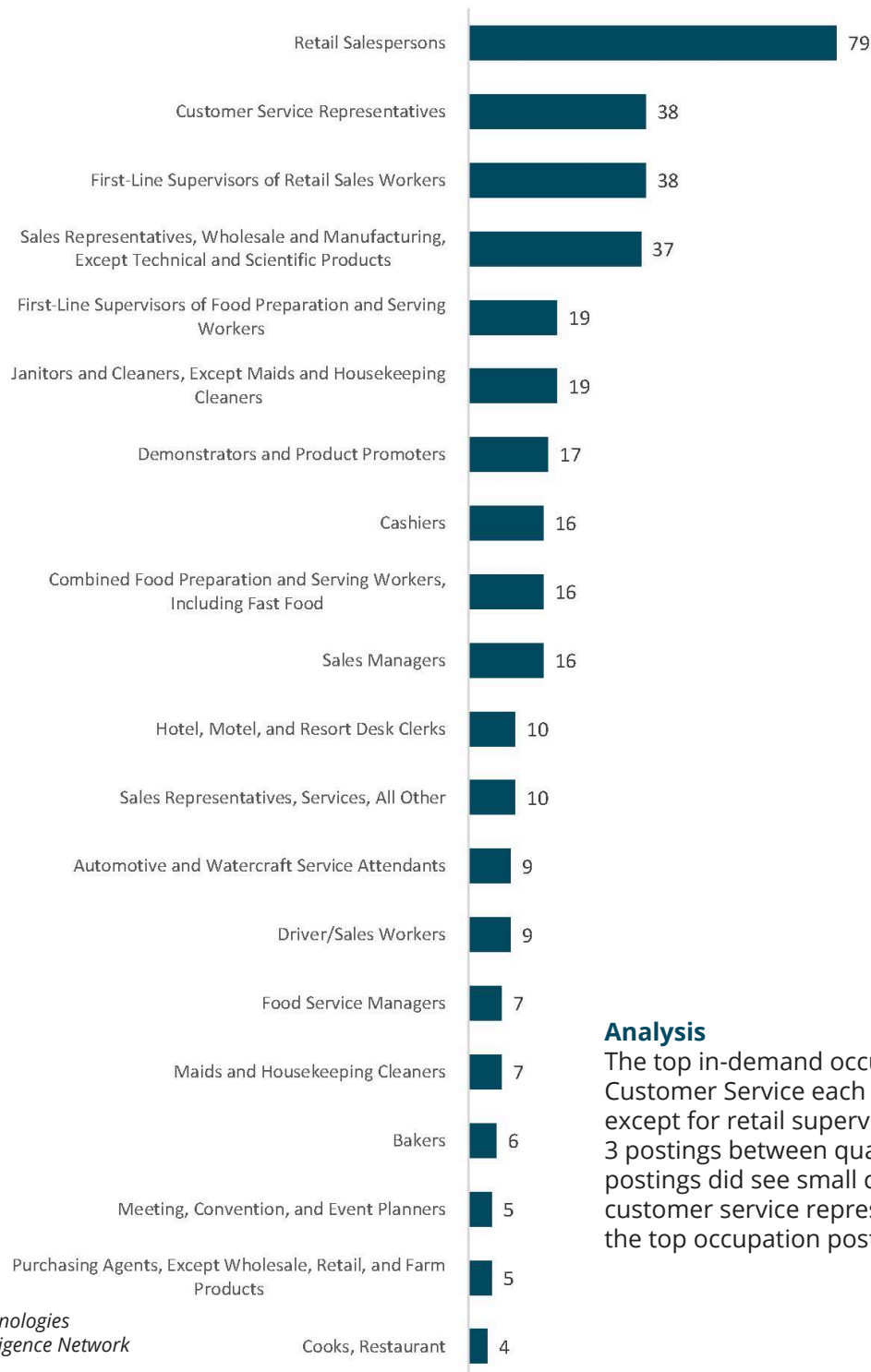


Postings increased by 6%



0-2 years of experience most Preferred

### Customer Service Top Jobs Quarter 1 2016



#### Analysis

The top in-demand occupations related to Customer Service each saw increases in postings except for retail supervisors which decreased by 3 postings between quarters. The top five job postings did see small changes in the order, but customer service representatives remained as the top occupation posted.



Preferred Education: High-School/ Vocational Training

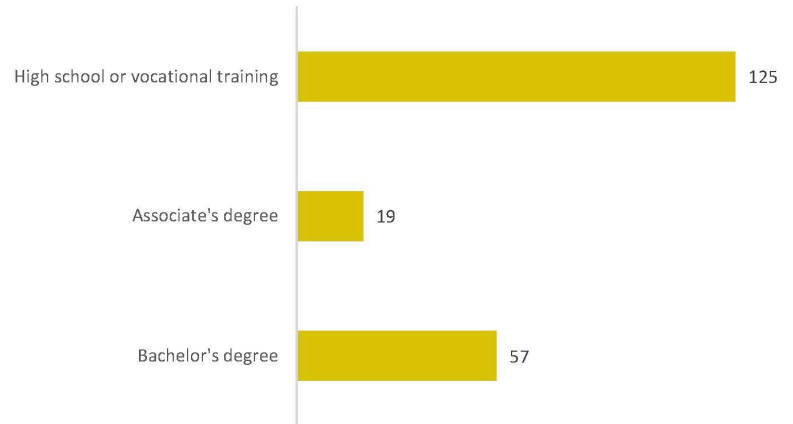
%

Top Area of Study: Business Administration

### Customer Service Educational Attainment & Experience Required

Of the 403 postings for Customer Service group occupations, 34% (139 postings) expressed a desired experience level, 92% of which were less than 5 years of experience. Ninety-eight postings were looking for those with 0-2 years of experience indicating a majority of the online ads advertising experience were for entry-level positions. Employers of Customer Service occupations in Monroe County most often prefer workers with a high school degree/equivalent or vocational training with 125 online ads advertising these levels of educational attainment as a preferred or necessary qualification.

### Minimum Educational Attainment Required Q1 2016

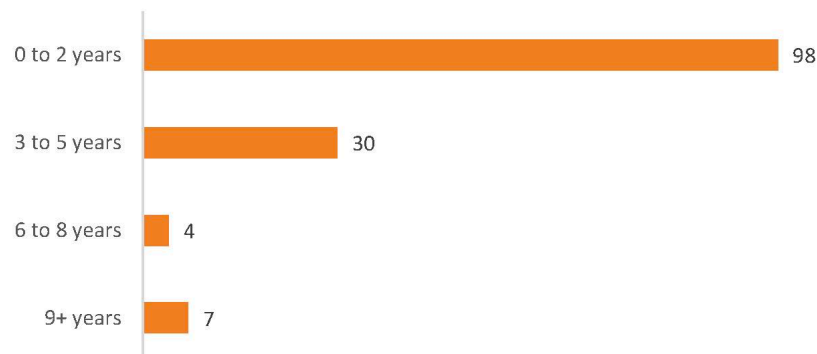


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Business administration and management
- Engineering
- Finance
- Marketing/marketing management
- Agriculture

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Skills desired: Management,  
Sales, Communications

%

Mostly Full Time Job Postings

### Customer Service in-Demand Skills Q1 2016

The occupations in the Customer Service group require a wide array of high-level communication skills. The most common skill present within this occupation group is Customer Service and Communication skills. Management skills were also present in many of the Customers Service postings including store management, supervisory skills and an understanding of the retail setting. Employers also look for a variety of sales skills including product knowledge, merchandising, and meeting sales goals. These skills are vital for Customer Service to build a relationship with customers and provide them with particular product to meet their needs.

#### Technical in-Demand Skills

- Customer Service/ Sales/ Building Relationships
- Retail Setting/ Store Management/ Supervisory Skills
- Merchandising/ Product Sales/ Sales Goals
- Scheduling/ Customer Contact
- Product Knowledge

#### Foundational In-Demand Skills

- Communications Skills/ Team Work
- Writing/ Organizational Skills
- Microsoft Office/ Computer Skills
- Physical Demand
- Supervisory Skills/ Planning/ Problem Solving

#### Job Type

- Temporary: 8%
- Full-time: 33%
- Part-time: 19%
- Not Reported: 40%

#### Certifications In-Demand

- Automotive Service Excellence (ASE ) certification
- Certified first responder
- Security clearance
- Certified energy manager
- Road test



Average advertised salary:  
\$38,455

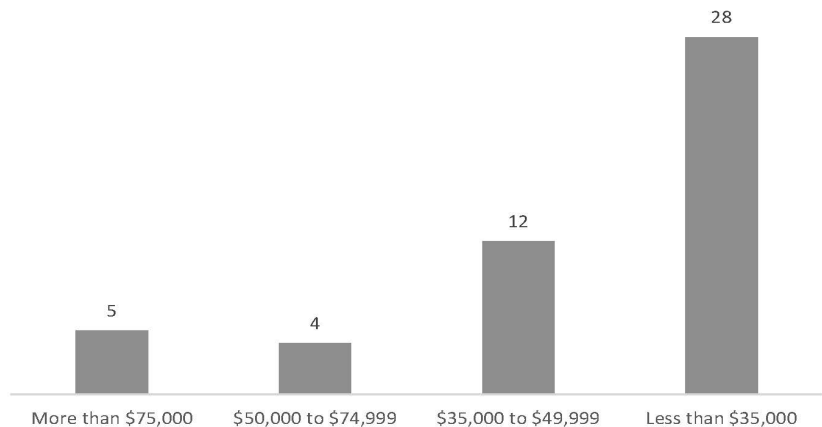


Desired Certification: Car Sales  
Certifications

## Customer Service Wages

The majority of advertised salaries in the Customer Service group in Q1 2016 were below \$35,000 a year. The average advertised salary for this occupation group in Monroe during Q1 2016 was \$38,455. This is 13% more than the state's median earnings for all workers, \$34,000.

## Advertised Salaries Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

## Introduction

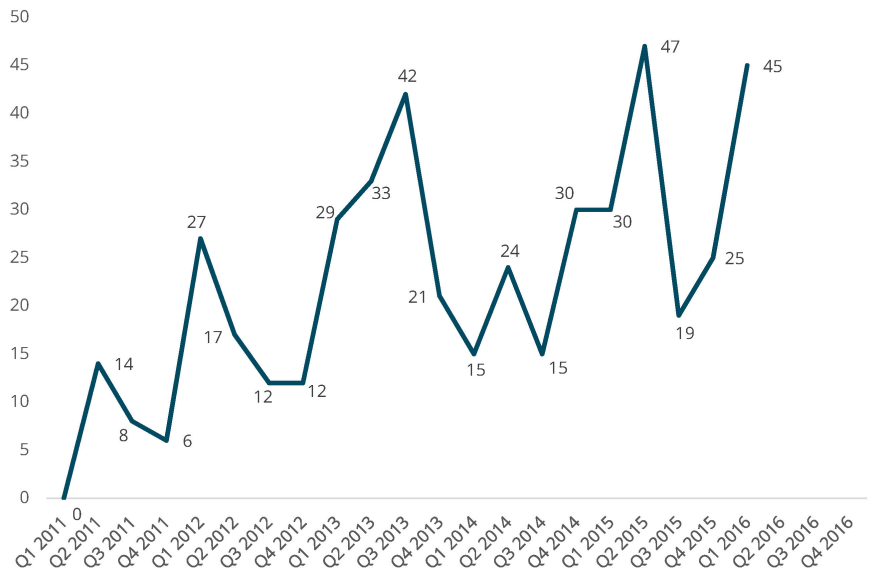
### Energy

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. Data referenced in this section pertain only to job postings from energy-related businesses.

#### Postings Over Time

The number of online job postings for Energy related occupations showed an inconsistent pattern from Q1 2011 to Q1 2016. The most recently available data shows that postings in Q1 2016 increased by 80% from that in Q4 2015.

#### Online Job Postings

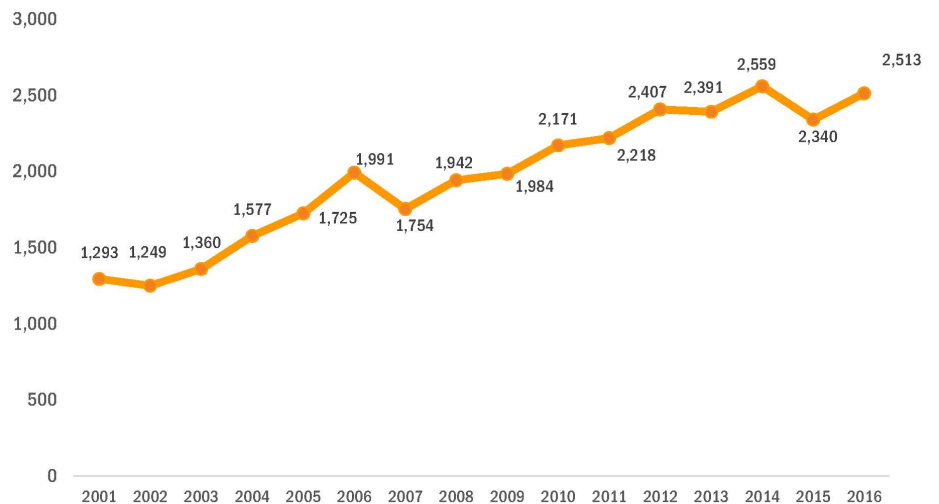


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

#### Employment Over Time

The employment, in general, showed an increasing trend although there was a recent drop from 2014 to 2015. In particular, the employment increased by approximately 7% from 2015 to 2016.

#### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

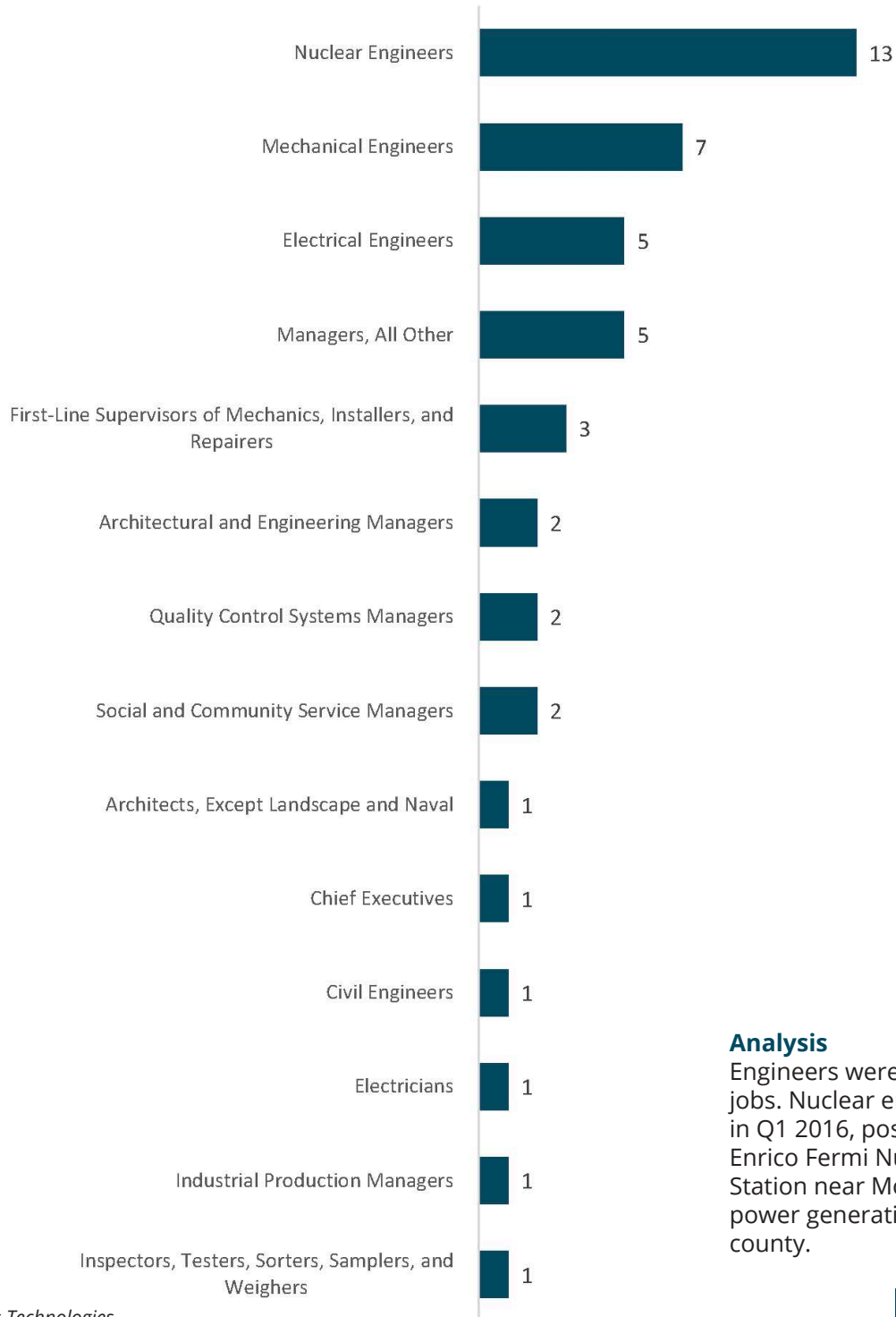


45 total postings



Nuclear engineers in-demand

**Energy  
Top Jobs**  
Quarter 1 2016



**Analysis**

Engineers were the most in-demand jobs. Nuclear engineers ranked first in Q1 2016, possibly due to the Enrico Fermi Nuclear Generating Station near Monroe and other power generation stations in this county.



3-5 years, most in-demand experience

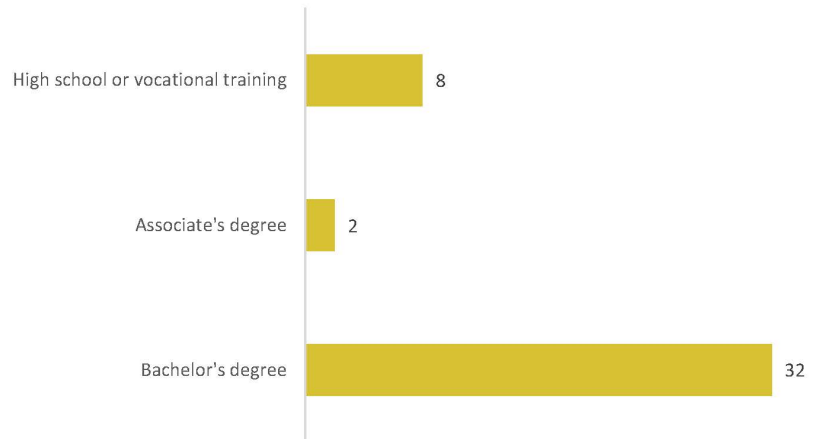
%

Bachelor's degree preferred

### Energy Educational Attainment & Experience Required

Of the 35 Energy group job postings that specified a desired experience level in Q1 2016, 57% were available to workers with 3 to 5 years of experience. Further, of the 42 postings with information on the minimum education requirements, 76% required a Bachelor's degree.

### Minimum Educational Attainment Required Q1 2016

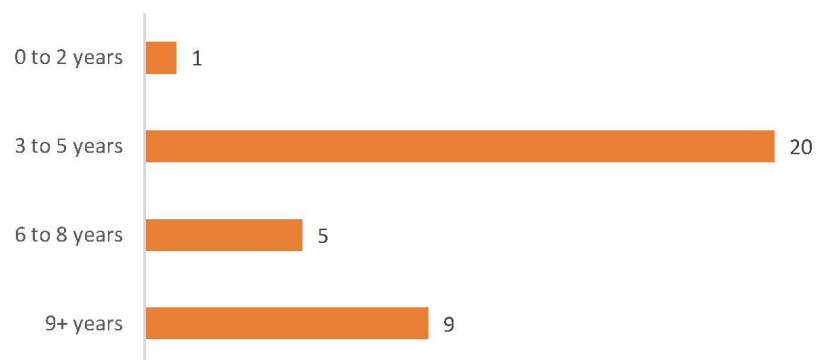


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Engineering, general
- Engineering technology, general
- Mechanical engineering
- Electrical and electronic engineering technologies/technicians, other
- Physics

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Nuclear energy skills  
in-demand

%

80% growth in postings  
from Q4 2015

### Energy in-Demand Skills Q1 2016

Posting from Q1 2016s in the Energy group required a wide range of skills both specific to this industry and generally applicable to other fields. The former included Engineering Support and Nuclear Energy while the latter focused on a variety of management skills.

#### Technical in-Demand Skills

- Budgeting/ Cost Control
- Benchmarking/Performance Management
- Engineering Support/Systems Engineering
- Nuclear Energy
- Project Management/Supervisory Skills/  
Scheduling

#### Foundational In-Demand Skills

- Planning
- Problem Solving/Decision Making
- Research
- Mentoring
- Project Management/Supervisory Skills

#### Job Type

- Temporary: 2.2%
- Full-time: 44.4%
- Part-time: data not available

#### Certifications In-Demand

- Certified first responder
- American board for engineering and  
technology (ABET) accredited
- Auditor certification





3,647 additional workers  
since 2009



> \$75,000 typical annual salary

## Energy

### Wages

Based on the table with BLS data, seven out of the top ten occupations were estimated to have the median salaries greater than \$75,000 per year. The approximated median salaries for the rest were between \$50,000 and \$74,999 per year.

## Advertised Salaries

Quarter 1 2016

Data from job postings unavailable

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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Data: EMSI, BLS

Analysis: Workforce Intelligence Network



# Skilled Trades & Technicians (Manufacturing Focused)

## Introduction

### Skilled Trades & Technicians

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

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

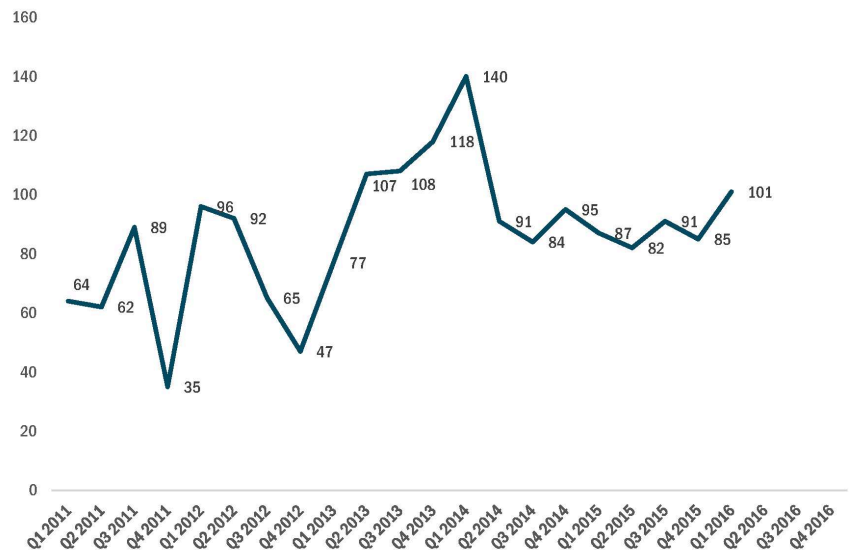
### Postings Over Time

Online job postings for occupations related to Skilled Trades were up 19% to 101 during Q1 2016, compared to 85 during Q4 2015. This was also a 16% increase from Q1 2015 which reported having 87 postings within this occupational group.

### Employment Over Time

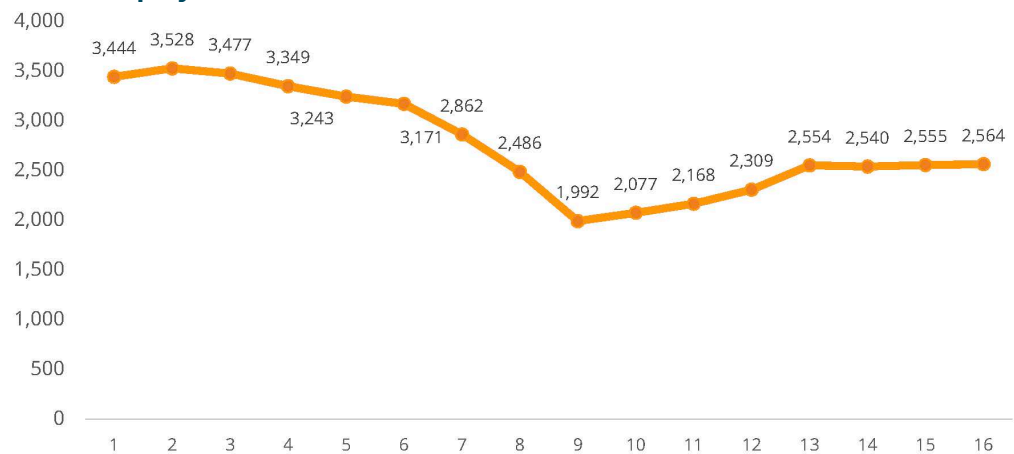
Skilled Labor employment within Monroe county during 2016 has seen slow growth after a decline in 2014. In 2016, there were 2,564 Skilled Trade employees were identified in Monroe, an increase of 572 from the 2009 recession.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



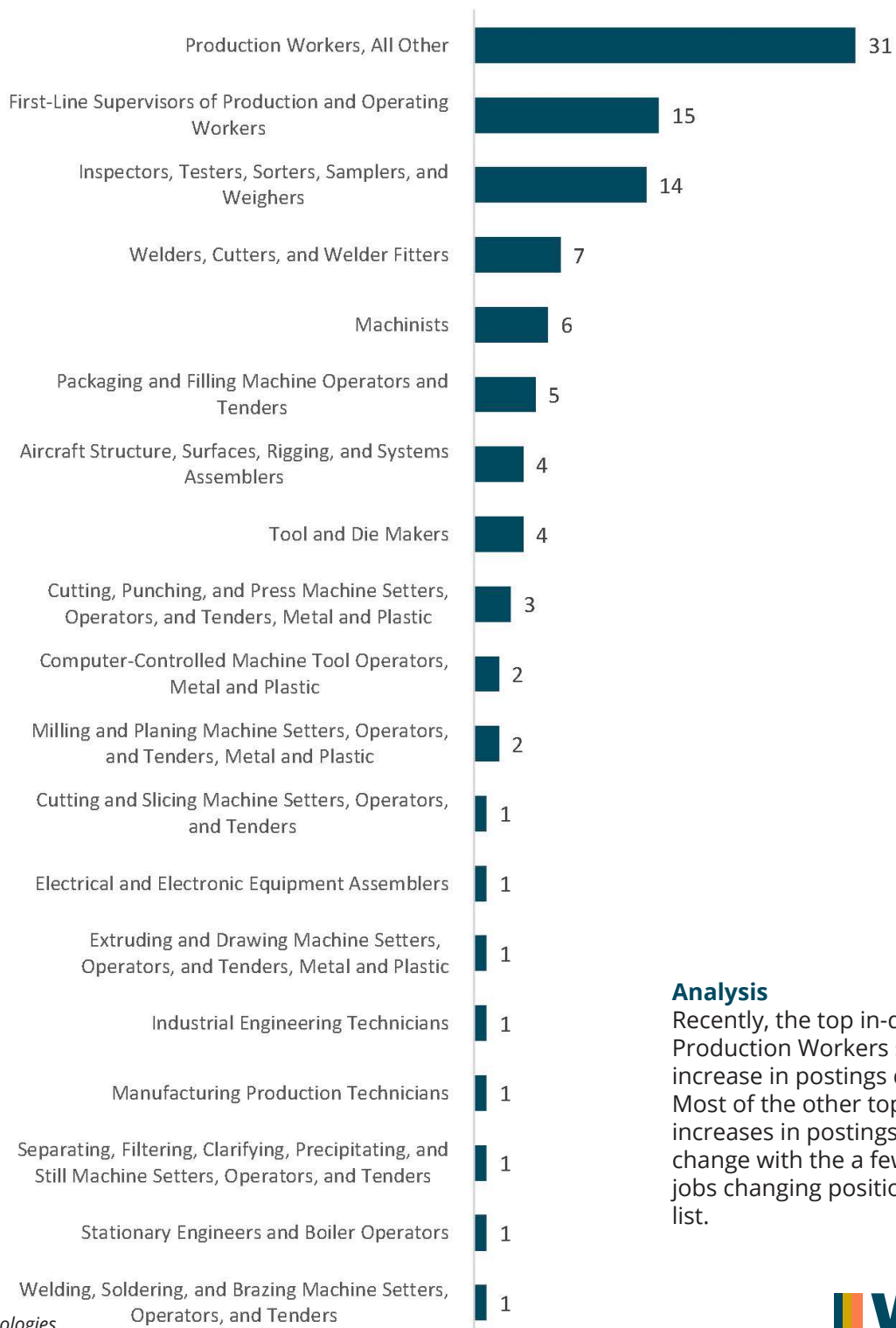
Postings increased by 16%



Entry Level Experience  
Desired

### Skilled Trades & Technicians Top Jobs

Quarter 1 2016



#### Analysis

Recently, the top in-demand job, Production Workers saw an 82% increase in postings during Q1 2016. Most of the other top jobs saw small increases in postings or had no change with the a few of the top five jobs changing positions within the list.



Desired Education: High-School/ Vocational

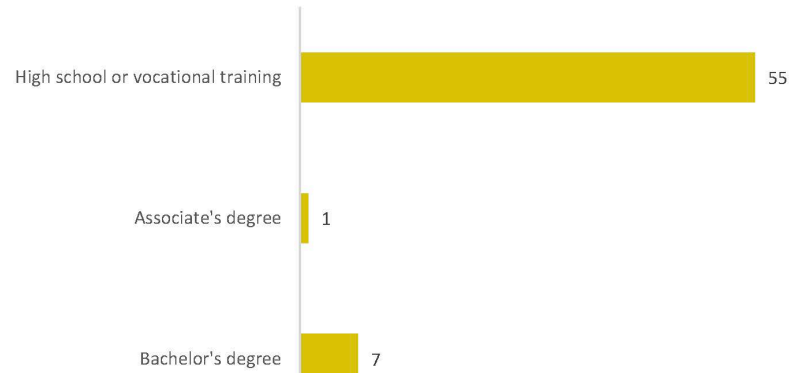
%

Demanded area of study: Business Administration

### Skilled Trades & Technicians Educational Attainment & Experience Required

Of the 101 postings for Skilled Trades group occupations, 38% (38 postings) expressed a desired experience level, 89% (34 postings) of which were less than 5 years of experience. Twenty-one postings were looking for those with 0-2 years of experience indicating a majority of the online ads advertising experience were for entry-level positions. Employers of Skilled Trades occupations in Monroe County most often prefer workers with a high school degree/equivalent or vocational training with 55 online ads advertising these levels of educational attainment as a preferred or necessary qualification.

### Minimum Educational Attainment Required Q1 2016

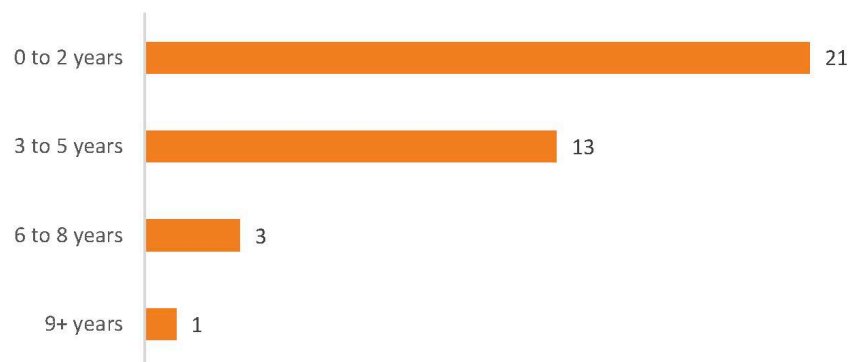


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Business administration and management

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Skills desired: mechanical,  
management, communication

%

Majority of postings are full-time

### Skilled Trades & Technicians in-Demand Skills Q1 2016

The occupations in the Skilled Trades group require a wide array of high-level technical skills. Machinery, welding, repair, inspection, and other traditional skills remain the most common in Skilled Trades job postings. Management skills were also present in many of the Skilled Labor postings including supervisory skills, scheduling, operations management, human resource management, and leadership. Advanced technical skills such as mathematics do appear through the skills list most likely coinciding with the demand for procedural knowledge. Employers also look for communication, safety, and assessment skills when posting Skilled Trade jobs. These skills are imperative for Skilled Trades so that collaboration can be fostered in a safe and flowing environment.

#### Technical in-Demand Skills

- Machine Inspection and Repair
- Machinery
- Mathematics
- Cleaning
- Supervisory Skills/ Operations Management

#### Foundational In-Demand Skills

- Problem Solving/ Troubleshooting
- Physical Demand
- Planning/ Supervisory Skills
- Preventive Maintenance/ Quality Assurance and Control
- Communications Skills

#### Job Type

- Temporary: 9%
- Full-time: 54%
- Part-time: 4%
- Not Reported: 33%

#### Certifications In-Demand

- Auditor certification
- Boiler operator license
- Welding certification (e.g. aws certified welder)



Average Salary 11% less than  
state average

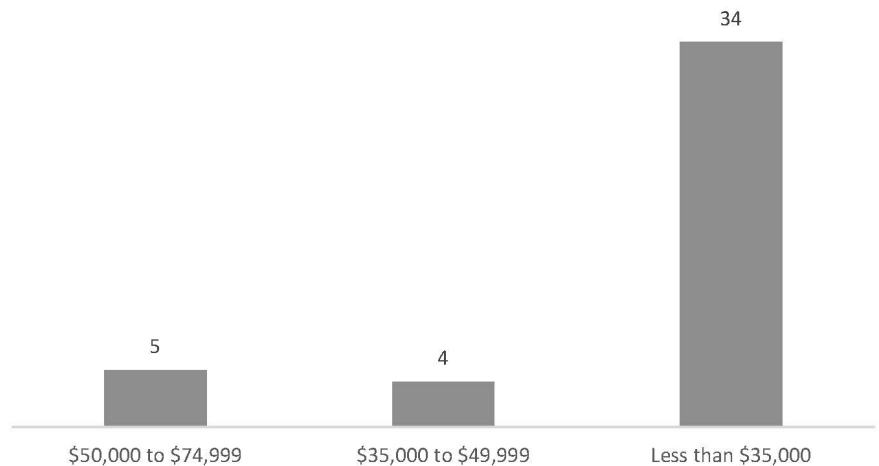


Average advertised salary:  
\$30,183

## Skilled Trades & Technicians Wages

The majority of advertised salaries in the Skilled Trades group in Q1 2016 were below \$35,000 a year. The average advertised salary for this occupation group in Monroe during Q1 2016 was \$30,183. This is 11% less than the state's median earnings for all workers, \$34,000.

## Advertised Salaries Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
37-3011	Landscaping and Groundskeeping Workers	\$8.15	\$9.07	\$12.02	\$13.55	\$14.47
29-9011	Occupational Health and Safety Specialists	\$17.05	\$21.51	\$27.41	\$30.98	\$41.78
39-9032	Recreation Workers	\$8.15	\$8.86	\$10.24	\$12.05	\$15.53
45-2091	Agricultural Equipment Operators	\$11.98	\$12.49	\$13.05	\$13.64	\$14.48
45-2099	Agricultural Workers, All Other	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
51-3021	Butchers and Meat Cutters	\$10.08	\$13.39	\$17.40	\$24.89	\$27.08
29-9012	Occupational Health and Safety Technicians	Data Not Available	Data Not Available	Data Not Available	Data Not Available	Data Not Available
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$20.99	\$32.30	\$40.71	\$47.28	\$59.36

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

# Transportation, Distribution, and Logistics (TDL)

## Introduction

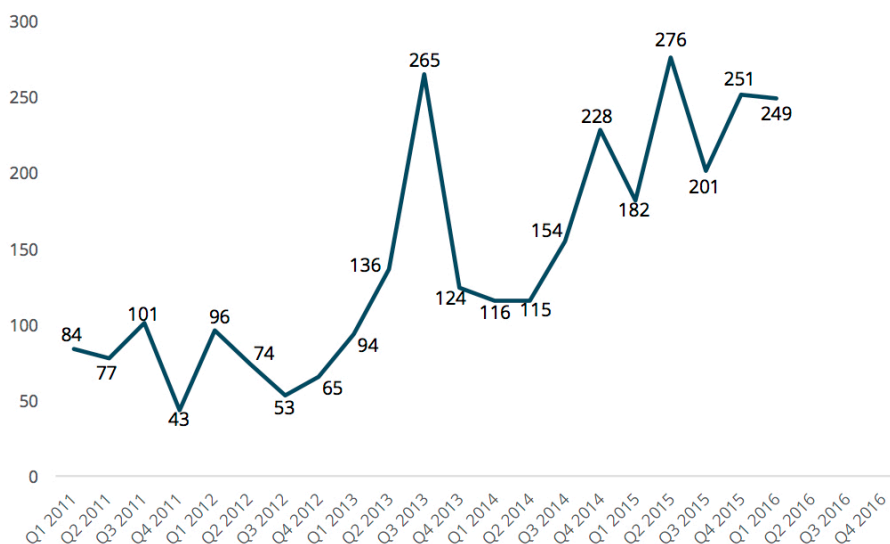
### Transportation, Distribution, and Logistics (TDL)

Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner whether it is from one company to another or directly to a consumer. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement.

### Postings Over Time

Online job postings for occupations related to Transportation were down 1% to 249 during Q1 2016, compared to 251 during Q4 2015. Alternatively, postings increased by 37% from Q1 2015 which reported having 182 postings within this occupational group.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time

2016 marked a new high point in employment for the Transportation Job group in Monroe county after steady increases since 2009. There were a total of 5,583 workers within the occupation group a sixteen-year high point overall, and an increase of 1,122 workers from the 2009 employment drop.

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network





Job postings increased by 37%  
compared to Q1 2015



Job postings retained Q4  
2015 levels

### Transportation, Distribution, and Logistics (TDL)

#### Top Jobs

Quarter 1 2016



#### Analysis

Heavy and tractor trailer drivers, the top in-demand job within Transportation, saw a decrease of 9 postings moving to Q1 2016, totaling 159 postings. Laborers and movers on the other hand saw an increase in postings, along with logistics Analysts, while most other transportation jobs saw a small decrease in postings.





Postings desired 3-5 years of prior experience.

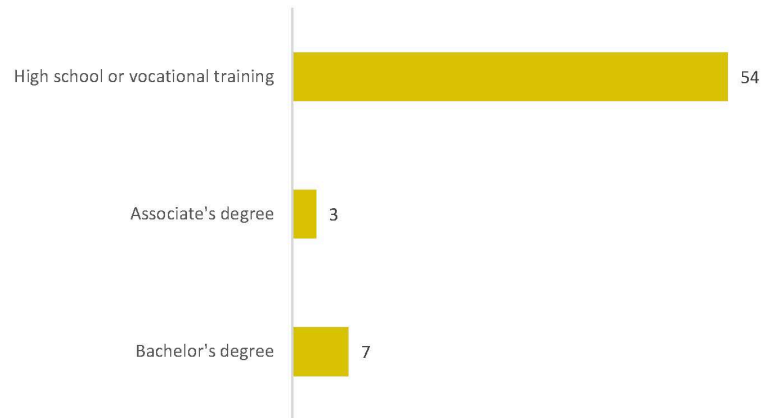
%

Majority sought high school/ vocational education

### Transportation, Distribution, and Logistics (TDL) Educational Attainment & Experience Required

Of the 249 postings for Transportation group occupations, 42% (104 postings) expressed a desired experience level, 98 (94% of the 104 postings) of which were less than 5 years of experience. Forty-six postings were looking for those with 0-2 years of experience, while 52 postings were looking 3-5 indicating the majority of posting were looking for some experience but a large sum were looking for entry-level applicants. Employers of Transportation occupations in Monroe County most often prefer workers with a high school degree/equivalent or vocational training with 54 online ads advertising these levels of educational attainment as a preferred or necessary qualification. The remaining 10 postings desired degrees most likely accounting for the higher-level logistic analysts within this occupation group.

### Minimum Educational Attainment Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Business Administration and Management
- Engineering
- Logistics, Materials, and Supply Chain Management
- Operations management and supervision

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Most Desired Certification:  
CDL

%

Communication and  
Management skills desired

### Transportation, Distribution, and Logistics (TDL) in-Demand Skills Q1 2016

The occupations in the Transportation group require a wide array of high-level technical skills. Repair, inspection, forklift operation, and truck driving skills remain the most common in Skilled Trades job postings. Management skills were also present in many of the Transportation postings focusing on logistics, supply chain management, operations management, customer service, and staff management. Advanced technical skills such as mathematics and analytics do appear through the skills list most likely coinciding with the demand for procedural knowledge. Employers also look for communication, safety, and assessment skills when posting Transportations jobs. These skills are imperative for this occupation group as detailed plans are key in cost saving techniques, and communication and safety knowledge bring about an optimal work environment when transporting goods or materials.

#### Technical in-Demand Skills

- Repair/ Inspection
- Logistics/ Supply Chain Knowledge
- Forklift Operation/ Truck Driving
- Labeling/ Scheduling/ Cycle Counting
- Customer Service/ Customer Contact

#### Foundational In-Demand Skills

- Physical Demand
- Organizational Skills/ Planning/ Preventive Maintenance
- Computer Skills/ Microsoft Office
- Communication Skills/ English/ Customer Service
- Mathematics/ Problem Solving

#### Job Type

- Temporary: 3%
- Full-time: 26%
- Part-time: 4%
- Not Reported: 67%

#### Certifications In-Demand

- Commercial driver's license
- Air brake certified
- APICS (American Production and Inventory Control Society) certification
- Automotive Service Excellence (ASE) certification
- Road test



Advertised average salary:  
\$73,960.

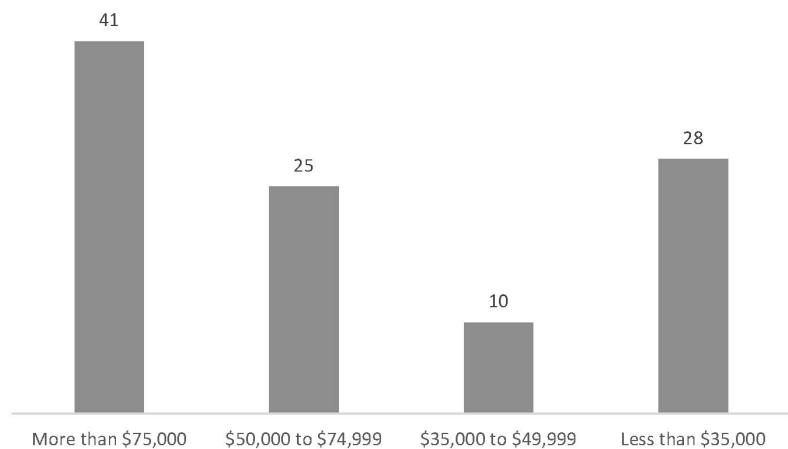


Area of Study: Business and  
Engineering.

### Transportation, Distribution, and Logistics (TDL) Wages

One-hundred four Transportation job postings in Monroe County (42% of total postings for this occupation group) shared salary data. The majority of advertised salaries in the Transportation group in Q1 2016 were above \$75,000 a year. The average advertised salary for this occupation group in Monroe during Q1 2016 was \$73,960. This is 118% more than the state's median earnings for all workers, \$34,000.

### Advertised Salaries Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

### Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to- date	Change from 2015	Percent Change from 2015
Labor Force	75,641	73,660	73,796	74,985	76,425	76,732	<b>78,131</b>	1,399	1.8%
Employment	66,771	66,681	68,065	69,422	71,760	73,387	<b>74,938</b>	1,551	2.1%
Unemployment	8,869	6,979	5,731	5,563	4,664	3,345	<b>3,193</b>	-152	-4.5%
Unemployment Rate	11.7%	9.5%	7.8%	7.4%	6.1%	4.4%	<b>4.1%</b>	-0.3%	na

*\*Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

### Quarterly Labor Market Data

	1st Quarter 2015	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	Change from 4th Quarter 2015	Percent Change from 4th Quarter 2015
Labor Force	76,167	77,118	76,294	77,349	<b>78,131</b>	782	1.0%
Employment	72,269	73,562	72,990	74,728	<b>74,938</b>	210	0.3%
Unemployment	3,897	3,556	3,304	2,621	<b>3,193</b>	572	21.8%
Unemployment Rate	5.1%	4.6%	4.3%	3.4%	<b>4.1%</b>	0.7%	na

*\*Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics

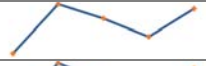





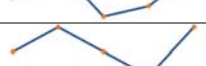




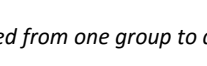
### Monthly Labor Market Data

	January 2015	February 2015	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016
Labor Force	75,923	76,118	76,459	76,461	77,637	77,257	76,857	75,993	76,032	77,344	77,546	77,157	77,440	78,471	78,482
Employment	71,760	72,328	72,720	73,223	73,823	73,641	72,669	72,948	73,352	74,545	75,028	74,611	74,214	75,284	75,316
Unemployment	4,163	3,790	3,739	3,238	3,814	3,616	4,188	3,045	2,680	2,799	2,518	2,546	3,226	3,187	3,166
Unemployment Rate	5.5%	5.0%	4.9%	4.2%	4.9%	4.7%	5.4%	4.0%	3.5%	3.6%	3.2%	3.3%	4.2%	4.1%	4.0%

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



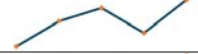
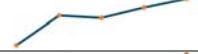

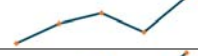

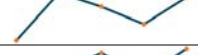









Data: Bureau of Labor Statistics

# Monroe County Job Posting Data by Occupation Group\* Over Time

	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Change Over Time	Annual Change Q1 2015-Q1 2016	Quarter Growth Q4 2015-Q1 2016
Total Postings	1,555	1,871	1,778	1,662	1,841		18.4%	10.8%
Agriculture	18	26	23	20	25		38.9%	25.0%
Business & finance	92	119	108	133	141		53.3%	6.0%
Construction	11	14	19	14	30		172.7%	114.3%
Customer service	381	407	425	355	403		5.8%	13.5%
Education	22	28	53	24	16		-27.3%	-33.3%
Energy	30	47	19	25	45		50.0%	80.0%
Engineers & designers	91	107	91	75	107		17.6%	42.7%
Health care	100	277	200	178	176		76.0%	-1.1%
Information technology	83	117	97	82	47		-43.4%	-42.7%
Skilled trades & technicians	87	82	91	85	101		16.1%	18.8%
Transportation, distribution, and logistics	182	276	201	251	249		36.8%	-0.8%

*\*Note: Some overlap exists between groups, the occupational groups are not mutually exclusive. Thus, postings should not be added from one group to another but instead should be analyzed on their own.*

## Total Job Postings: WIN Partnership

	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Share of Q1 2016 Total	Change Over Time	Annual Change Q1 2015-Q1 2016	Quarter Growth Q4 2015-Q1 2016
WIN-Region Total	116,397	129,794	140,225	126,959	143,199	100.0%		23.0%	12.8%
Detroit	27,360	27,742	30,426	27,966	29,296	20.5%		7.1%	4.8%
Genesee & Shiawassee	4,322	5,071	5,465	4,721	5,711	4.0%		32.1%	21.0%
Hillsdale & Lenawee	1,167	1,495	1,467	1,580	1,678	1.2%		43.8%	6.2%
Jackson	2,262	2,415	2,373	2,099	2,557	1.8%		13.0%	21.8%
Livingston	1,912	2,151	2,274	2,048	2,472	1.7%		29.3%	20.7%
Macomb	12,003	13,586	14,136	12,658	14,754	10.3%		22.9%	16.6%
Monroe	1,555	1,871	1,778	1,662	1,841	1.3%		18.4%	10.8%
Oakland	34,691	40,219	44,474	39,030	45,418	31.7%		30.9%	16.4%
St. Clair	1,518	1,807	1,697	1,461	1,730	1.2%		14.0%	18.4%
Thumb Area	1,079	1,208	1,199	1,561	1,673	1.2%		55.1%	7.2%
Washtenaw	10,421	11,192	11,812	10,540	11,951	8.3%		14.7%	13.4%
Wayne	47,379	50,930	55,824	51,993	55,886	39.0%		18.0%	7.5%
Outer Wayne	20,019	23,188	25,398	24,027	26,590	18.6%		32.8%	10.7%
Prosperity Region 6	6,919	8,086	8,361	7,743	9,114	6.4%		31.7%	17.7%
Prosperity Region 9	17,317	19,124	19,704	17,929	20,499	14.3%		18.4%	14.3%
Prosperity Region 10	94,073	104,735	114,434	103,681	116,058	81.0%		23.4%	11.9%

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