



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 labor force in Monroe County is at its largest since 2010.

The labor force increased by 1,719 individuals (2%) reaching 78,837 through May of this year from 77,118 in Q2 2015.

Online job postings in Q2 of 2016 for all occupations groups in the County of Monroe saw a decrease.

Postings from the previous quarter fell 8% (1,841 to 1,694).

Postings related to skilled trades declined slightly from last quarter; however, postings have increased from Q2 2015.

Online job postings related to Skilled Trades declined 6% in Q2 2016 to 95 postings from 101 postings from Q1 2016. However, the 95 postings in Q2 2016 was an increase of 14% compared to the 82 postings seen in Q2 2015.

In the TDL occupation group, heavy tractor-trailer truck drivers experienced a large increase in job postings.

Online job postings for heavy and tractor-trailer truck drivers increased by 65% (104 postings) to 263 ads compared to 159 in Q1 2016.

The energy occupation group experienced a double digit decrease in the amount of online job postings from Q1 to Q2 2016.

Online job postings related to Energy have decreased 42% going from 45 postings in Q1 2016 to 26 in Q2 2016. Postings are also down 45% compared to Q2 2015 dropping 47 total postings in Q2 2015 to 26 in Q2 2016.



Executive Summary

Postings Over Time

Online job postings in Q2 of 2016 for all occupations in the County of Monroe saw a decrease of 8% in total postings from the previous quarter (1,841 to 1,694). When compared to total online postings from one year ago in Q2 of 2015, this last quarter saw a 9% increase (1,871 to 1,694).

Total Online Job Postings

2008 - June 2016



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

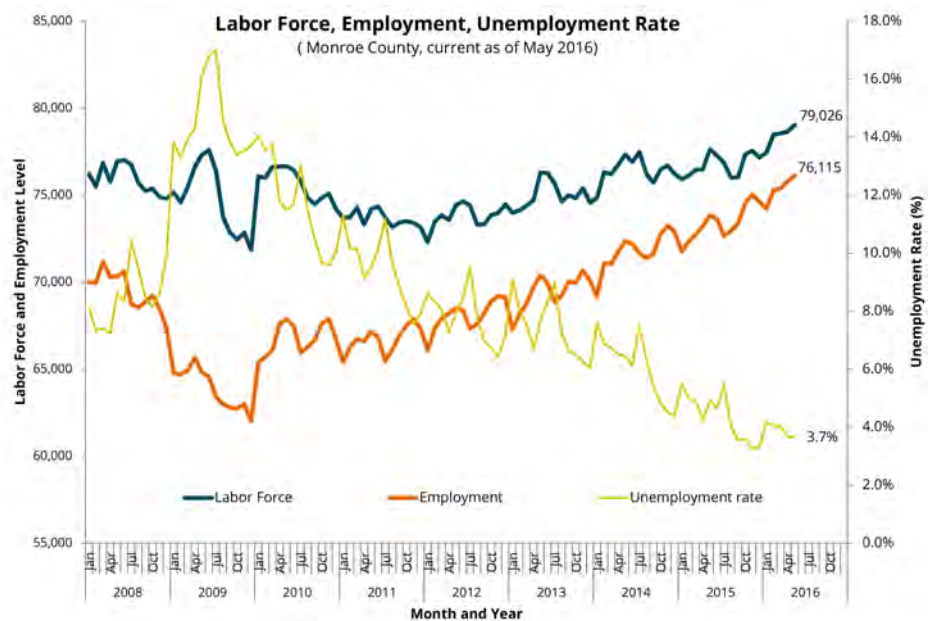
Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Labor Force, Employment, & Unemployment

The labor force in Monroe County is at its largest since 2010. In particular, the labor force increased by 1,719 (2%) from 77,118 in Q2 2015 and by 685 (1%) from 78,152 in Q1 2016 to 78,837 in Q2 2016. Employment in terms of the yearly average for Monroe county through May 2016 of 78,426 is currently higher than the end of year average for 2015 of 76,732, an increase of 2%. Unemployment rates in Monroe county have also seen improvement, seeing a decrease over the past 5 years to its lowest annual point. Unemployment fell by 307 individuals from 3,193 in Q1 2016 to 2,887 in Q2 2016, in particular. The drop caused the unemployment rate to fall by 0.4 percentage points to 3.7%.

Labor Force, Employment, Unemployment Rate

2008 - June 2016



Data: BLS
Analysis: Workforce Intelligence Network



Unemployment rate at
3.7%

Highest labor force
numbers since 2010

Top Jobs In Demand

Quarter 2 2016



Analysis

During Q2 2016, heavy tractor trailer truck drivers and retail salespersons retained the top two posting positions. Sales representatives, wholesale and manufacturing, except technical scientific products and customer service representatives moved into the third and fourth positions respectively, surpassing laborers and freight, stock, and material movers which was the third most posted position in Q1 2016.

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Truck drivers most in-demand



2% decrease in on-line postings

Top Jobs In Demand

Quarter 2 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

Online job postings for occupations related to Agriculture were down 4% to 24 during Q2 2016, compared to 25 during Q1 2016. This was also an 8% decrease from Q2 2015 which reported having 26 postings within this occupational group.

Online Job Postings



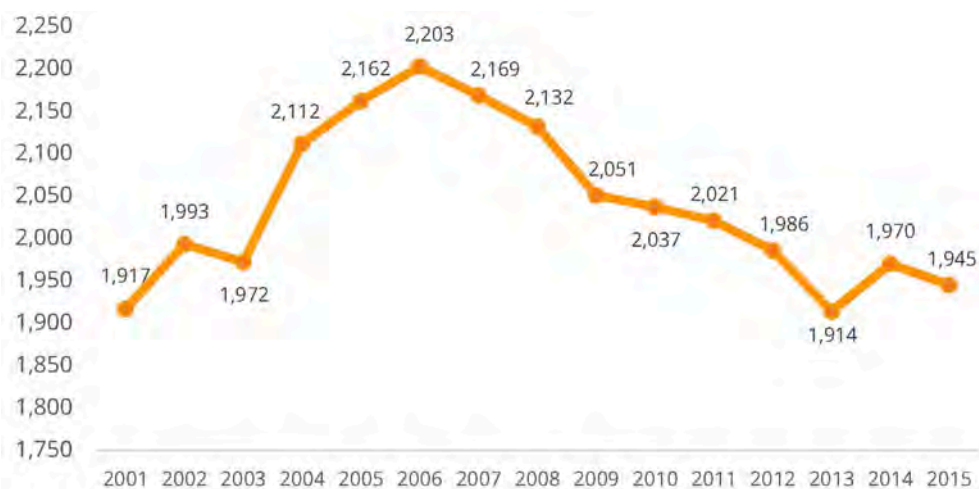
Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

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

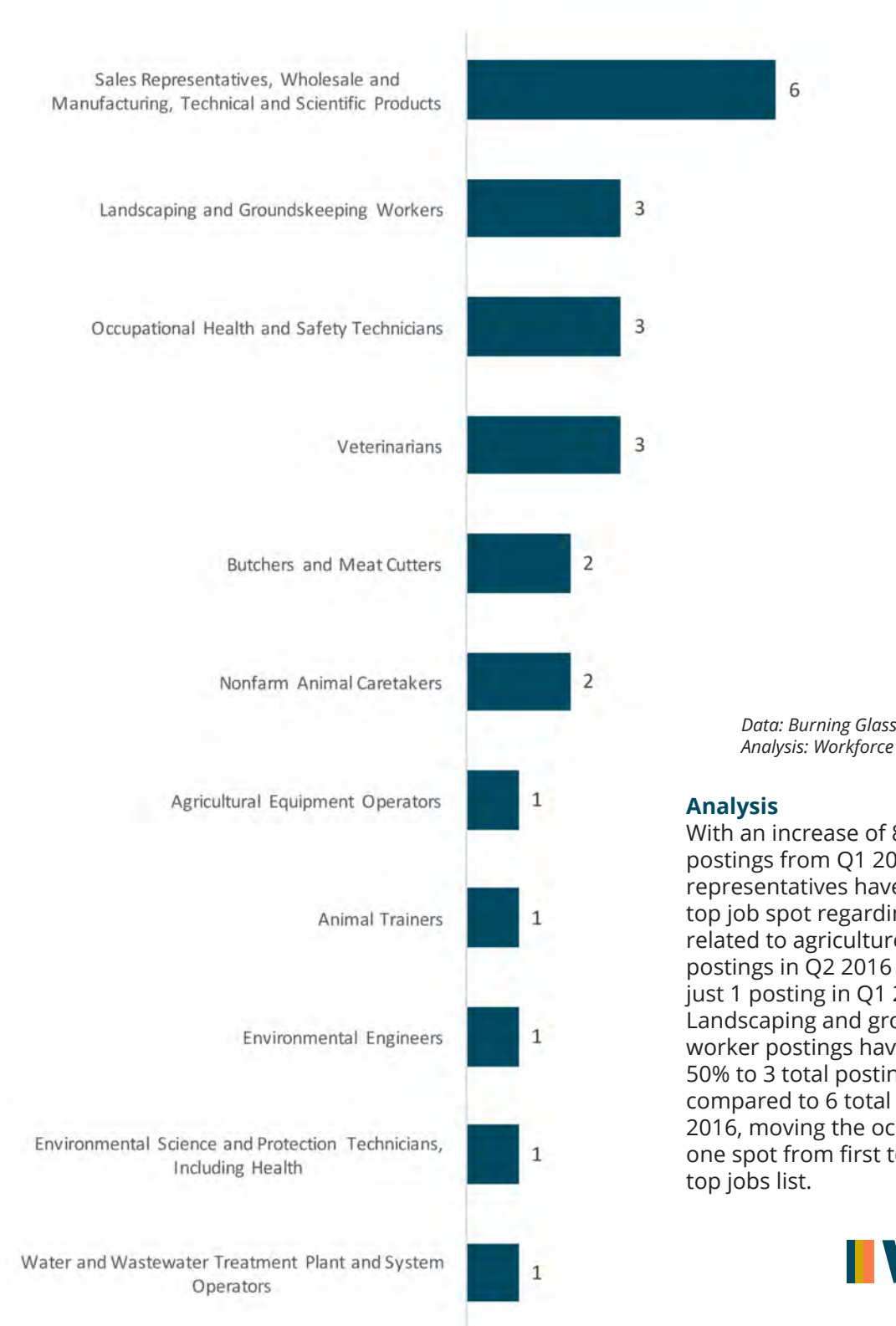


Top job is sales representative



4% decrease in
postings from Q1 2016

**Agriculture
Top Jobs**
Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

With an increase of 83% in total postings from Q1 2016, sales representatives have claimed the top job spot regarding occupations related to agriculture with 6 total postings in Q2 2016 compared to just 1 posting in Q1 2016. Landscaping and grounds keeping worker postings have declined by 50% to 3 total postings in Q2 2016 compared to 6 total postings in Q1 2016, moving the occupation down one spot from first to second on the top jobs list.



Vocational training required

60%

6-8 years, most in-demand experience

Agriculture Educational Attainment & Experience Required

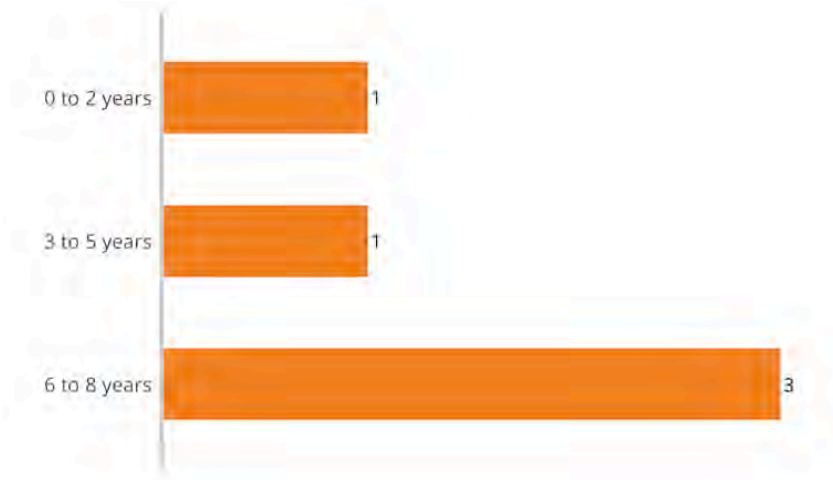
Of the 24 postings for Agriculture related occupations, 29% (7 postings) expressed a desired education level, 43% (3 postings) of which requested workers with a high school degree/equivalent or vocational training, 43% requesting at least an Associate level education, and only 14% (1 posting) requesting a Bachelor level education. Only 5 of the 24 postings (21%) expressed a desired experience level, with 40% requesting an experience level of 0-5 years and 60% requesting an experience level of 6-8 years.

Minimum Educational Attainment Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Full-time jobs available

4%

Decrease in online job postings

Agriculture in-Demand Skills Q2 2016

Q2 2016 postings in the Agriculture group required a wide range of skills. Skills such as Inspection/Repair and inventory control management were indicated to be critical. A variety of soft skills such as Communication and Computer Skills were also shown to be important.

Technical in-Demand Skills

- Packaging
- Inspection
- Inventory control and management
- Store Management / Supervisory Skills

Foundational In-Demand Skills

- Writing/ Organizational Skills
- Building effective relationships
- Microsoft powerpoint /Computer Skills
- Detail oriented / organizational skills



Very little information on salary



Postings have declined 50% for landscaping and grounds keeping workers

Agriculture Wages

Insufficient data in postings.

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing,	\$20.99	\$32.30	\$40.71	\$47.28	\$59.36
37-3011	Landscaping and Groundskeeping Workers	\$8.15	\$9.07	\$12.02	\$13.55	\$14.47
29-9012	Occupational Health and Safety Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
29-1131	Veterinarians	\$24.62	\$29.94	\$37.77	\$47.68	\$69.04
51-3021	Butchers and Meat Cutters	\$10.08	\$13.39	\$17.40	\$24.89	\$27.08
39-2021	Nonfarm Animal Caretakers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
45-2091	Agricultural Equipment	\$11.98	\$12.49	\$13.05	\$13.64	\$14.48
39-2011	Animal Trainers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-2081	Environmental Engineers	\$28.66	\$38.67	\$45.85	\$52.04	\$58.70
19-4091	Environmental Science and	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data



Customer Service

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 3% to 414 during Q2 2016, compared to 403 during Q1 2016. This was also a 2% increase from Q2 2015 which reported having 407 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.

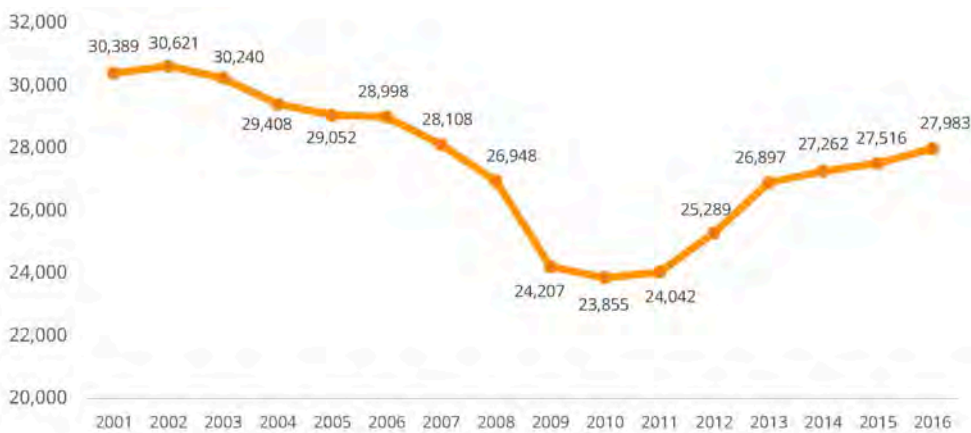
Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

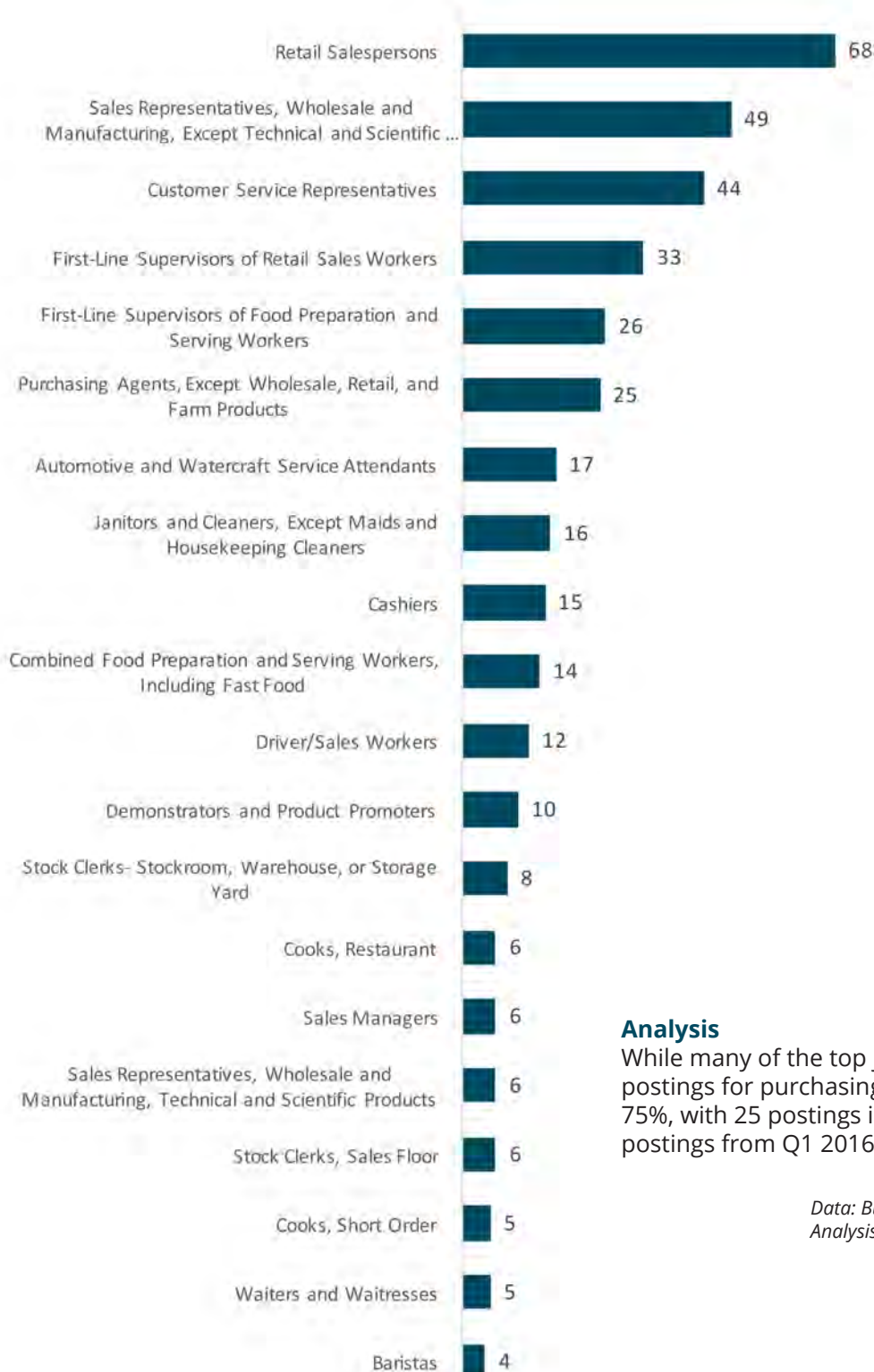


Postings increased by 3%



0-2 years of experience most Preferred

Customer Service Top Jobs Quarter 2 2016



Analysis

While many of the top jobs remained the same, postings for purchasing agents increased by 75%, with 25 postings in Q2 2016 from 5 postings from Q1 2016.

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Preferred Education: High-School/ Vocational Training

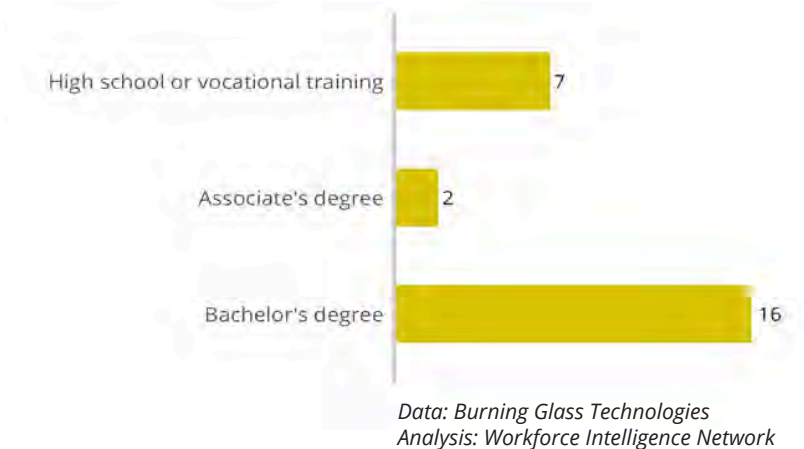
%

Top Area of Study: Business Administration

Customer Service Educational Attainment & Experience Required

Of the 414 postings for Customer Service group occupations, 36% (147 postings) expressed a desired experience level, 96% of which were less than 5 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 141 of the 192 online postings expressing these levels of educational attainment as a preferred or necessary qualification.

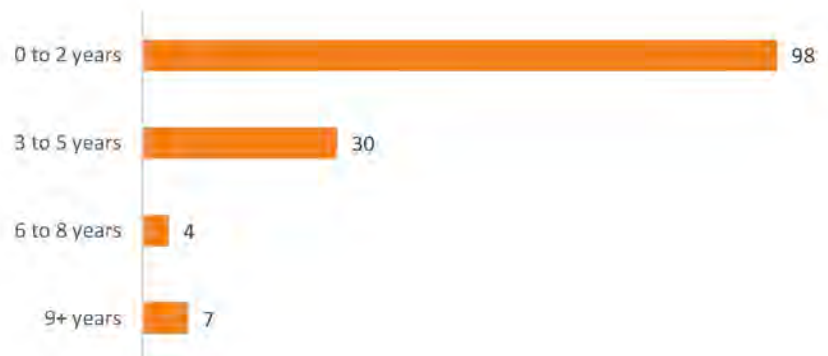
Minimum Educational Attainment Required Q2 2016



Areas of Study in-Demand Q2 2016

- Business administration and management
- Accounting
- Marketing/marketing management
- Mechanical engineering
- Electrical and electronic engineering technology

Experience Required Q2 2016





Skills desired: Management,
Sales, Communications

%

Mostly Full Time Job Postings

Customer Service in-Demand Skills Q2 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: 6%
- Full-time: 34%
- Part-time: 21%
- Not Reported: 39%

Certifications In-Demand

- CDL Class A
- Automotive Service Excellence (ASE) certification
- Servesafe
- Commercial driver's license
- Alcohol server certificate



Average advertised salary:
\$48,824

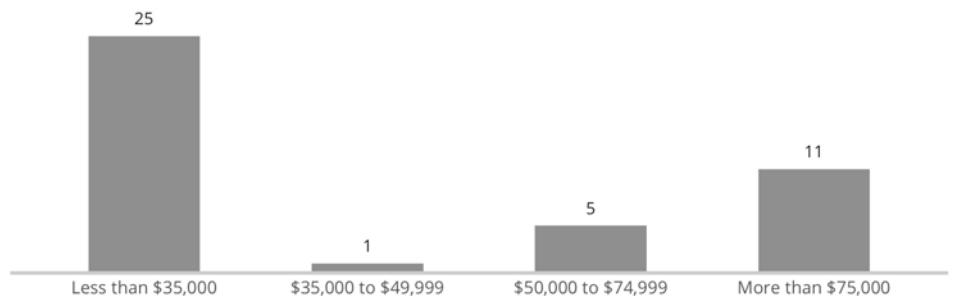


Desired Certification: CDL
Class A

Customer Service Wages

Of the 42 postings that gave wage information in the Customer Service group in Q2 2016, 25 (60%) were below \$35,000 a year. The average advertised salary for the postings that gave wage information in Monroe during Q2 2016 was \$48,824.

Advertised Salaries Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$8.15	\$8.73	\$9.81	\$13.21	\$18.04
41-4012	Sales Representatives, Wholesale and Manufacturing,	\$11.96	\$16.03	\$21.50	\$28.18	\$36.54
43-4051	Customer Service Representatives	\$8.15	\$8.87	\$11.01	\$15.63	\$19.14
41-1011	First-Line Supervisors of Retail Sales Workers	\$12.31	\$14.06	\$17.32	\$21.64	\$26.48
35-1012	First-Line Supervisors of Food Preparation and Serving	\$9.53	\$10.82	\$13.55	\$18.27	\$23.47
13-1023	Purchasing Agents, Except	\$17.74	\$21.65	\$28.36	\$39.53	\$47.28
53-6031	Automotive and Watercraft	\$8.15	\$8.49	\$9.68	\$11.33	\$13.94
37-2011	Janitors and Cleaners, Except	\$8.15	\$8.89	\$11.02	\$13.97	\$16.87
41-2011	Cashiers	\$8.15	\$8.55	\$9.22	\$10.34	\$13.26
35-3021	Combined Food Preparation	\$8.15	\$8.47	\$9.00	\$9.53	\$10.38

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.

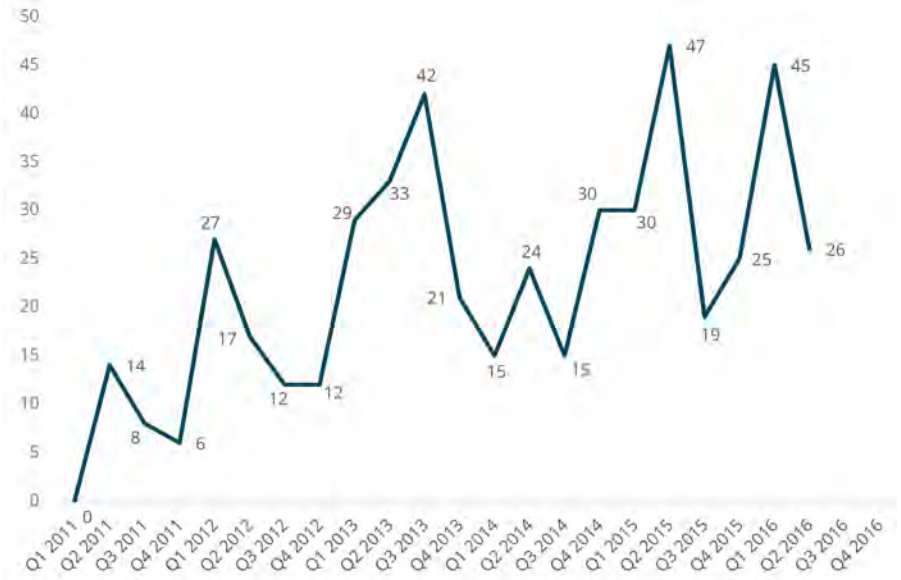
Postings Over Time

Online job postings related to Energy have decreased 42% going from 45 postings in Q1 2016 to 26 in Q2 2016. Postings are also down 45% compared to Q2 2015 dropping 47 total postings in Q2 2015 to 26 in Q2 2016.

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.

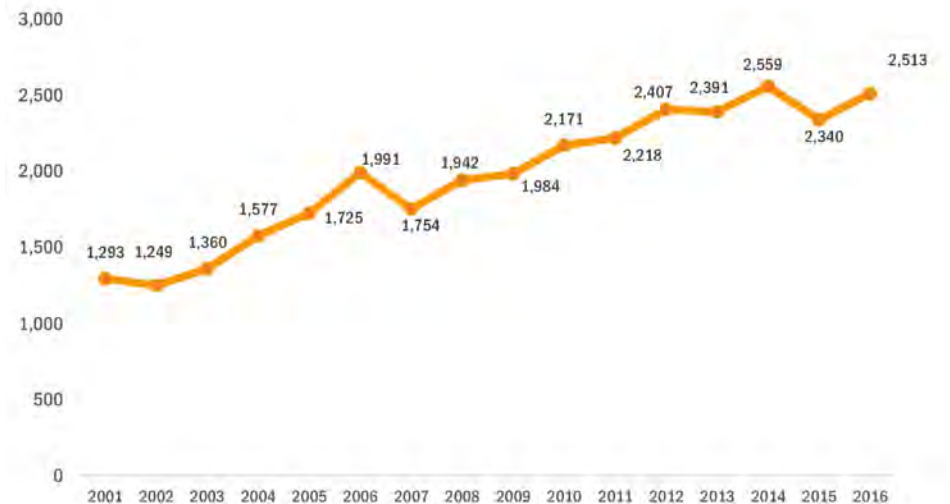
Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network

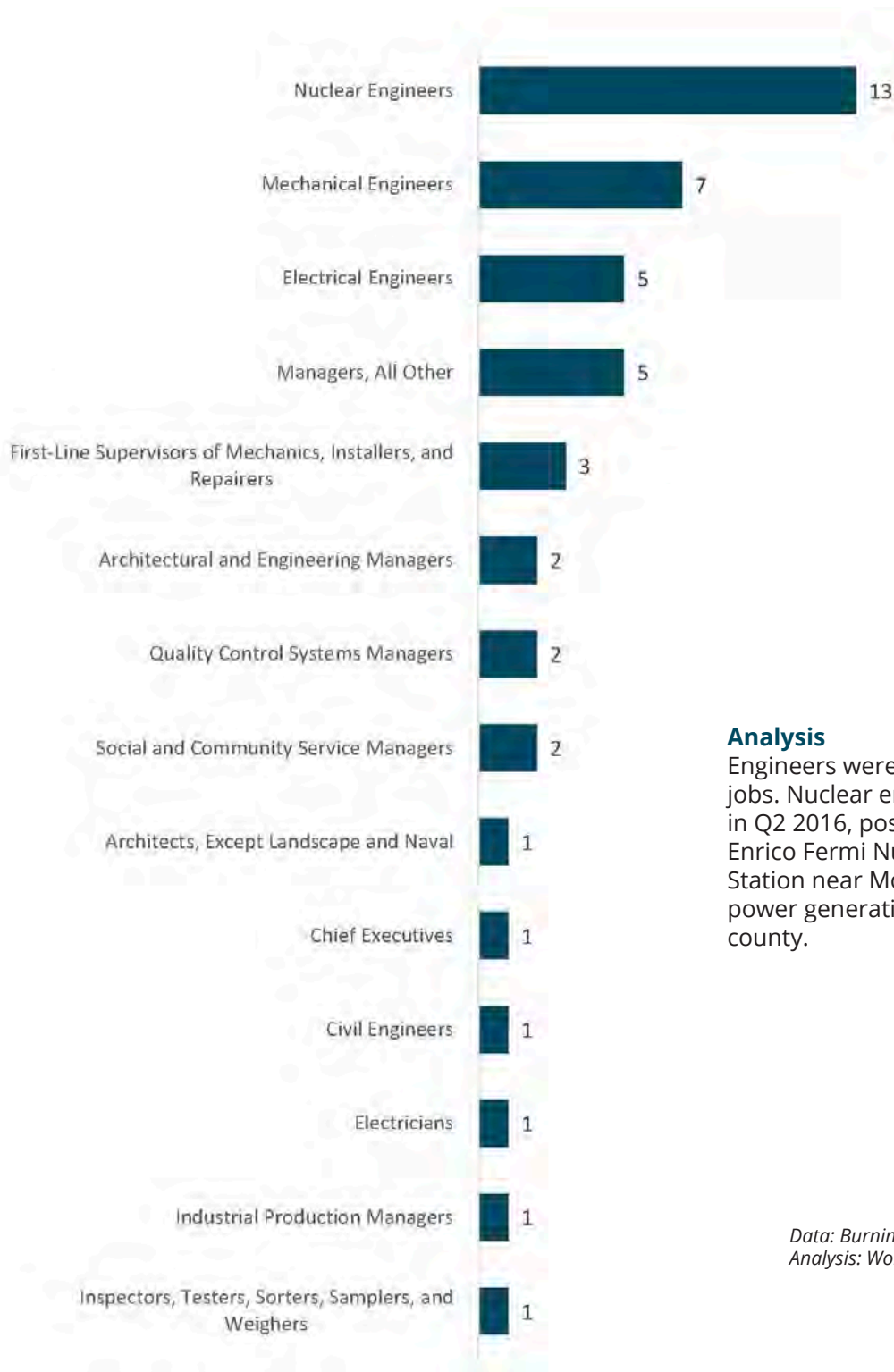


45 total postings



Nuclear engineers in-demand

**Energy
Top Jobs**
Quarter 2 2016



Analysis

Engineers were the most in-demand jobs. Nuclear engineers ranked first in Q2 2016, possibly due to the Enrico Fermi Nuclear Generating Station near Monroe and other power generation stations in this county.

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



6-8 years, most in-demand experience

%

Bachelor's degree preferred

Energy Educational Attainment & Experience Required

Of the 26 postings for occupations related to energy in Monroe County, 96% (25 postings) expressed a desired level of education, with 16 of the 25 postings (43%) requested that the applicant have a relevant Bachelor's degree. A desired experience level was expressed for 18 of the 26 job postings (69%), with 15 postings asking for 3-5 years and 3 asking for 9+ years.

Minimum Educational Attainment Required Q2 2016

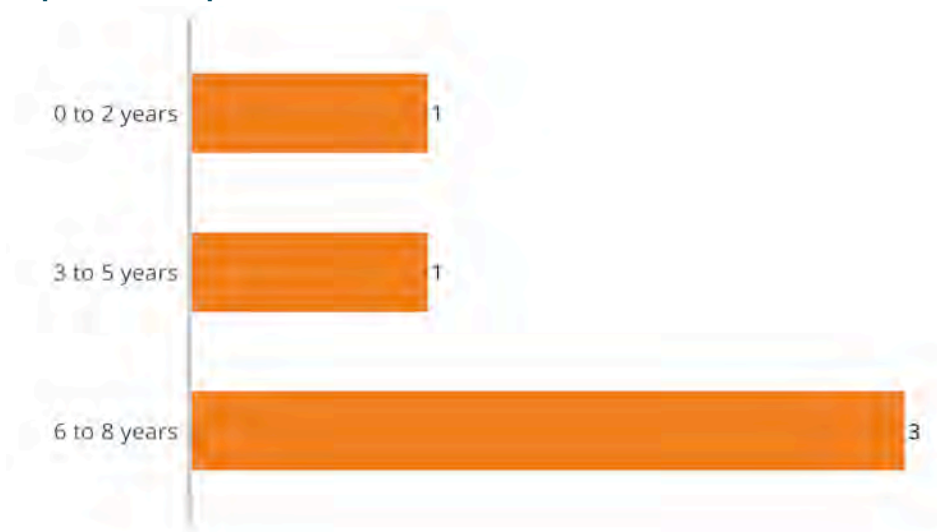


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Engineering, general
- Engineering technology, general
- Mechanical engineering
- Business administration and management, general
- Electrical and electronic engineering technologies/technicians, other

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



62% of postings are
for full-time positions

%

42% decrease in
postings from Q1 2016

Energy in-Demand Skills Q2 2016

Postings from Q2 2016 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
- Project Manager
- Supervisory skills
- Cost control

Foundational In-Demand Skills

- Planning
- Writing
- Research
- Mentoring
- Problem Solving

Job Type

- Temporary: data not available
- Full-time: 62%
- Part-time: data not available

Certifications In-Demand

- Auditor certification
- Certified safety professional
- Professional engineer
- Reactor operator license



Auditor certification is
the most sought after



> \$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.

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
17-2161	Nuclear Engineers	\$38.31	\$48.14	\$54.78	\$59.58	\$66.37
49-1011	First-Line Supervisors of Mechanics, Installers, and	\$15.78	\$19.70	\$27.03	\$39.25	\$45.60
11-9199	Managers, All Other	\$24.85	\$31.98	\$44.25	\$53.80	\$61.93
17-2141	Mechanical Engineers	\$26.21	\$29.88	\$34.87	\$42.81	\$50.19
11-9041	Architectural and Engineering Managers	\$48.11	\$53.31	\$62.00	\$72.91	\$85.30
51-9061	Inspectors, Testers, Sorters,	\$9.77	\$11.07	\$15.57	\$21.47	\$26.84
17-2051	Civil Engineers	\$26.28	\$31.52	\$37.45	\$44.10	\$51.41
17-2071	Electrical Engineers	\$29.71	\$38.39	\$44.89	\$50.72	\$58.25
47-2111	Electricians	\$24.15	\$27.37	\$31.72	\$35.37	\$38.59
47-1011	First-Line Supervisors of	\$19.38	\$23.51	\$28.43	\$37.78	\$51.75

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 related to Skilled Trades declined 6% in Q2 2016 to 95 postings from 101 postings from Q1 2016. However, the 95 postings in Q2 2016, is an increase of 14% compared to the 82 postings seen in Q2 2015.

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



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time



Data: EMSI, BLS
Analysis: Workforce Intelligence Network



Postings decreased by 6%



Entry Level Experience
Desired

Skilled Trades & Technicians Top Jobs

Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Desired Education: High-School/ Vocational

%

Demanded area of study: Engineering

Skilled Trades & Technicians Educational Attainment & Experience Required

Of the 95 postings for occupations related to energy in Monroe County 76% (72 postings) expressed a desired level of education, with 57 of the 72 postings (79%) requested that the applicant have high school or vocational training. A desired experience level was expressed for 47 of the 95 job postings (49%) with 42 postings (89%) asking for 0-5 years and 5 (11%) asking for 9+ years.

Minimum Educational Attainment Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Engineering, general
- Business administration and management
- Engineering technology, general
- Mechanical engineering

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Skills desired: mechanical,
problem solving, communication

%

Majority of postings are full-time

Skilled Trades & Technicians in-Demand Skills Q2 2016

The occupations in the Skilled Trades group require a wide array of high-level technical skills. Machinery, repair, inspection, and other traditional skills remain the most common in Skilled Trades job postings. Communication skills were also present in many of the Skilled Labor postings including problem solving skills, planning, and quality assurance and control. 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 troubleshooting, 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

- Inspection
- Repair
- Machinery
- Micrometers
- Packaging

Foundational In-Demand Skills

- Communication
- Problem Solving
- Planning
- Quality Assurance and Control
- Troubleshooting

Job Type

- Temporary: 2%
- Full-time: 72%
- Part-time: 14%
- Not Reported: 12%

Certifications In-Demand

- American Society for Quality Certification
- Certified quality auditor
- Certified quality engineer
- Certified reliability engineer
- Six Sigma black belt



Average Salary 11% less than
state average



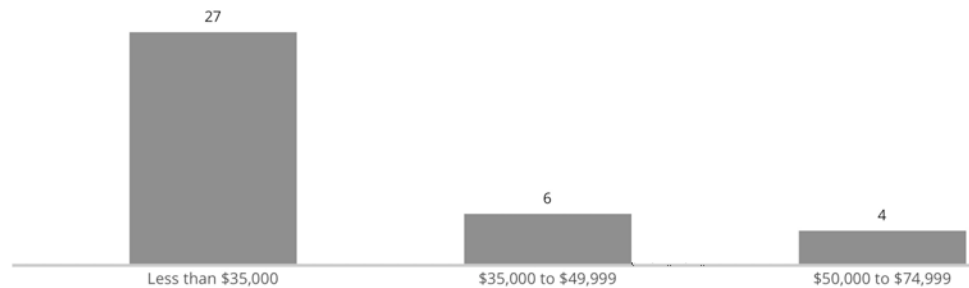
The ASQ certification is
the most sought after

Skilled Trades & Technicians Wages

Of the 95 postings related to skilled trades, 39% (37 postings) offered salary expectations, with 73% (27 postings) offering a salary of \$35,000 or less. There were 10 postings of the 37 (27%) that offered salaries between \$35,000 to \$74,999.

Advertised Salaries

Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$10.69	\$13.56	\$18.64	\$26.76	\$30.60
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.77	\$11.07	\$15.57	\$21.47	\$26.84
51-1011	First-Line Supervisors of Production and Operating	\$20.62	\$28.10	\$37.64	\$45.29	\$53.51
51-4041	Machinists	\$16.53	\$23.40	\$27.87	\$32.27	\$34.95
51-4121	Welders, Cutters, and Welder Fitters	\$12.85	\$14.80	\$17.19	\$20.65	\$25.26
51-4111	Tool and Die Makers	\$15.22	\$19.04	\$21.85	\$25.11	\$28.17
51-4011	Computer-Controlled Machine	\$11.08	\$14.43	\$18.66	\$28.00	\$30.15
51-4031	Cutting, Punching, and Press	\$9.91	\$10.38	\$11.16	\$11.93	\$21.65
17-3026	Industrial Engineering Technicians	\$18.09	\$23.25	\$27.19	\$31.73	\$36.48
17-3029	Manufacturing Engineering	\$17.91	\$24.18	\$31.03	\$36.21	\$42.64

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Transportation, Distribution, and Logistics (TDL)

Introduction

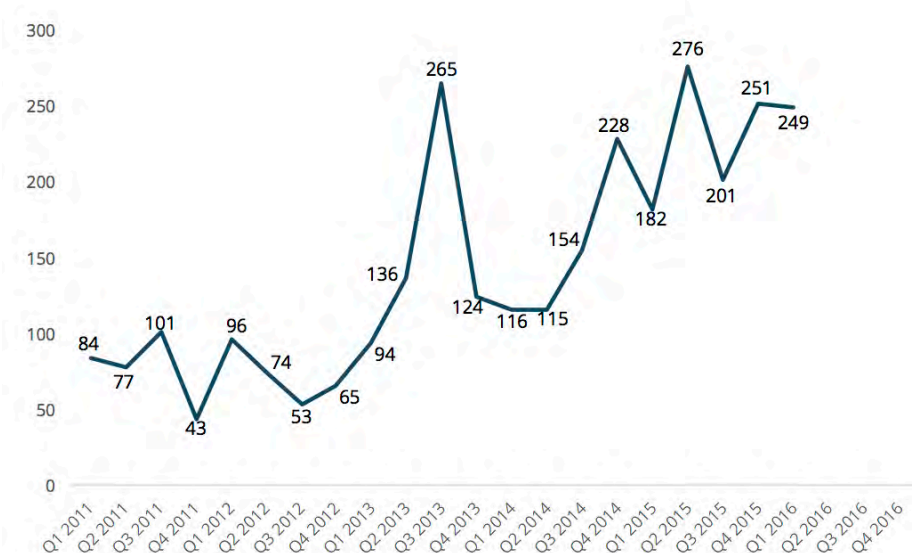
Transportation, Distribution, and Logistics (TDL)

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 TDL were up 30% to 1,422 during Q2 2016, compared to 1,092 during Q1 2016. There was also an 18% increase from Q2 2015 which reported having 1,210 postings within this occupational group.

Online Job Postings

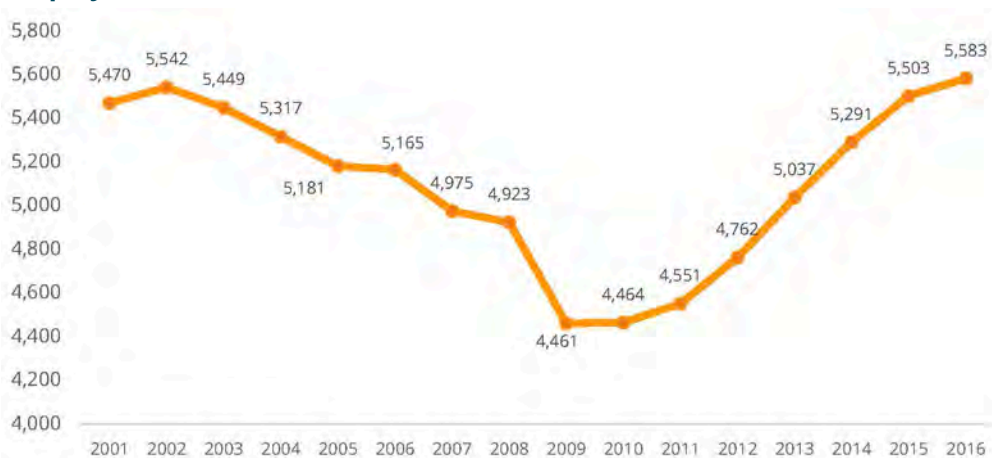


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

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 30%
compared to Q1 2016

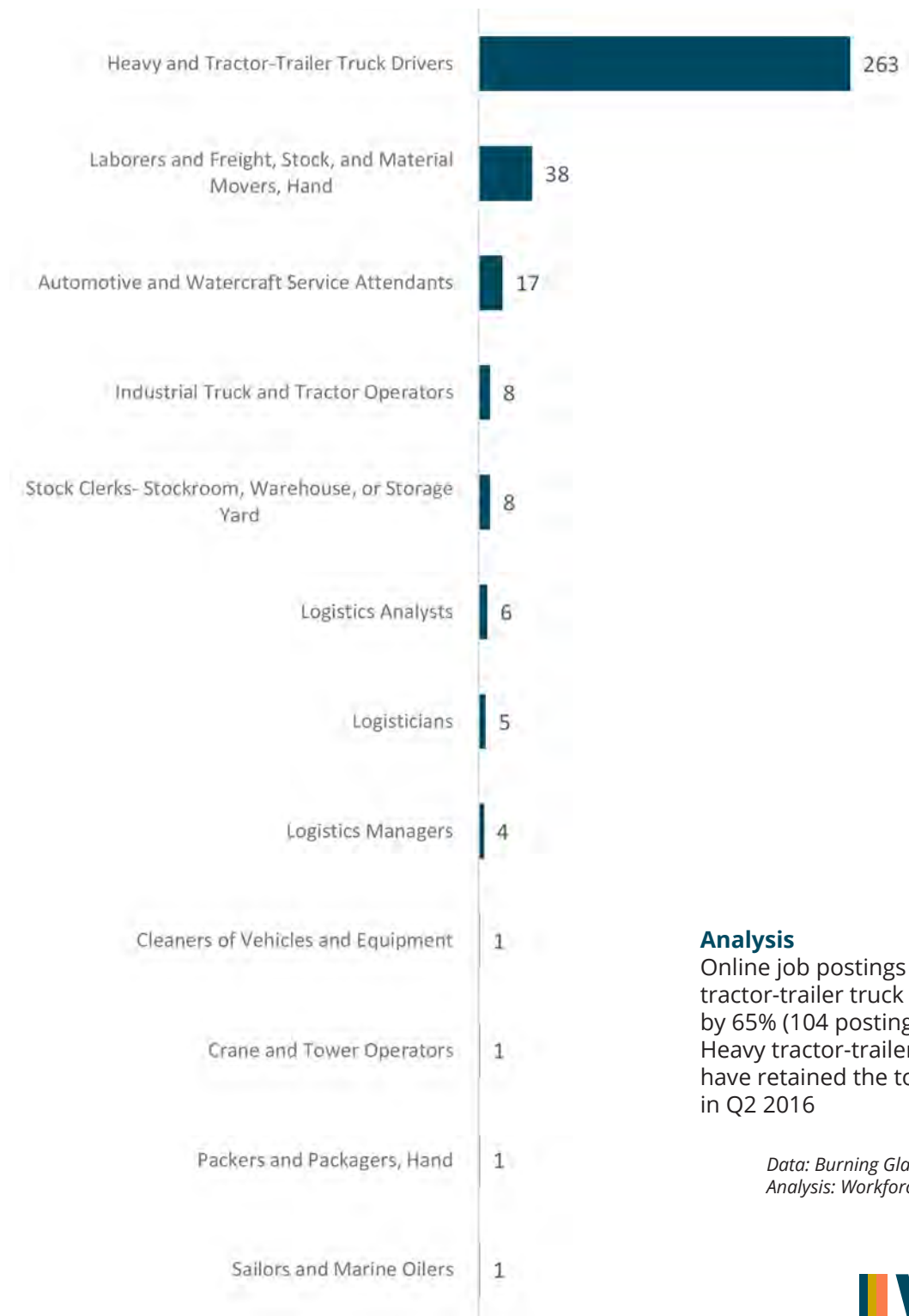


Job postings surpassed
Q2 2015 levels

Transportation, Distribution, and Logistics (TDL)

Top Jobs

Quarter 2 2016



Analysis

Online job postings for heavy and tractor-trailer truck drivers increased by 65% (104 postings) from Q1 2016. Heavy tractor-trailer truck drivers have retained the top position again in Q2 2016

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Postings desired 0-2 years of prior experience.

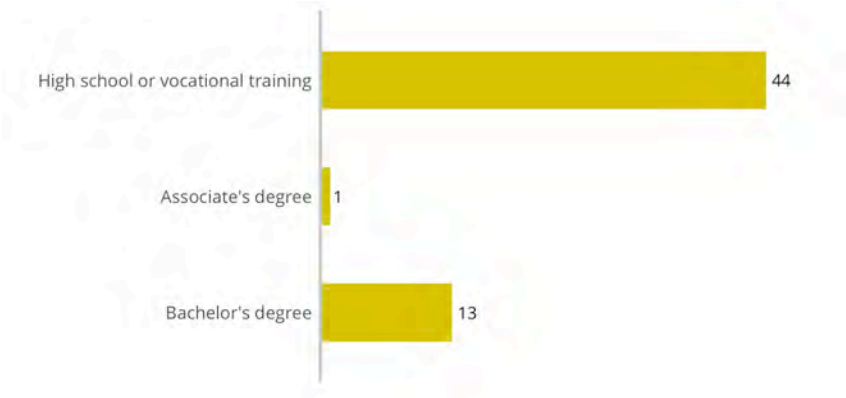
%

Preferred min education: high-school/ vocational training

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

Of the 353 postings for TDL group occupations, 31% (109 postings) expressed a desired experience level, 96% of which were less than 5 years of experience, indicating a majority of the online ads advertising experience were for entry-level positions. Employers of TDL related occupations in Monroe County most often prefer workers with a high school degree/equivalent or vocational training with 44 of the 58 online postings expressing these levels of educational attainment as a preferred or necessary qualification.

Minimum Educational Attainment Required Q2 2016

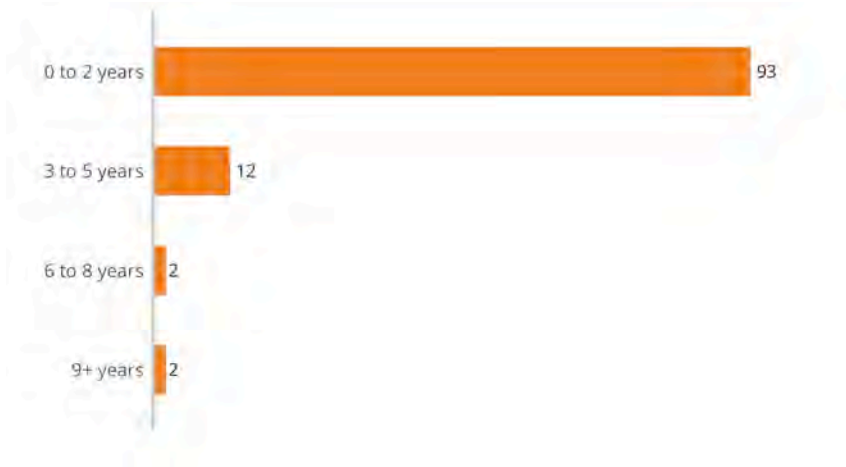


Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Areas of Study in-Demand Q2 2016

- Business Administration and Management
- Accounting
- Marketing, marketing management
- Mechanical engineering
- Electrical and electronic engineering technology

Experience Required Q2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Most Desired Certification:
CDL

%

Communication and
Teamwork skills desired

Transportation, Distribution, and Logistics (TDL) in-Demand Skills Q2 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
- Forklift Operation/ Truck Driving
- Labeling/ Scheduling/ Cycle Counting
- Scheduling
- Customer Service/Contact

Foundational In-Demand Skills

- Organizational Skills/ Planning/ Preventive Maintenance
- Physical Demand
- Computer Skills/ Microsoft Office
- Communication Skills/ English/ Customer Service
- Project Management

Job Type

- Temporary: 4%
- Full-time: 21%
- Part-time: 2%
- Not Reported: 73%

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:
\$71,826.



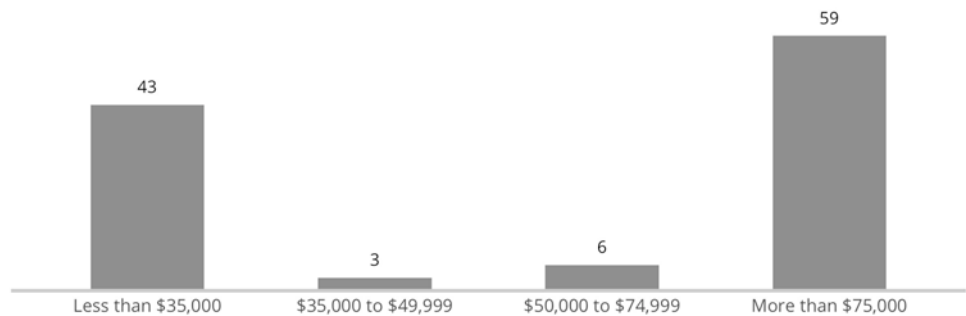
Area of Study: Business
administration

Transportation, Distribution, and Logistics (TDL) Wages

Of the 111 postings that gave wage information in the TDL group in Q2 2016, 46 (41%) were below \$35,000 a year. There were 59 postings (53%) with a salary range of \$75,000 and above. The mean real-time advertised salary for the postings that gave wage information in Monroe during Q2 2016 was \$71,826.

Advertised Salaries

Quarter 2 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$11.20	\$15.18	\$19.22	\$22.32
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$8.15	\$9.05	\$12.10	\$15.29
53-6031	Automotive and Watercraft Service Attendants	\$8.15	\$8.49	\$9.68	\$11.33
53-7051	Industrial Truck and Tractor Operators	\$10.23	\$12.07	\$15.86	\$22.38
43-5081	Stock Clerks- Stockroom, Warehouse, or Storage Yard	\$8.76	\$9.57	\$11.64	\$15.67
13-1081	Logistics Analysts	\$23.52	\$30.74	\$39.42	\$49.25
13-1081	Logisticians	\$23.52	\$30.74	\$39.42	\$49.25
11-3071	Logistics Managers	\$24.58	\$31.17	\$42.22	\$54.04
53-7061	Cleaners of Vehicles and Equipment	\$8.15	\$8.37	\$9.78	\$11.60
53-7021	Crane and Tower Operators	\$17.62	\$19.64	\$21.20	\$22.77

Data: EMSI, BLS

Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to- date (through May 2016)	Change from 2015	Percent Change from 2015
Labor Force	75,641	73,660	73,796	74,985	76,425	76,732	78,426	1,694	2.2%
Employment	66,771	66,681	68,065	69,422	71,760	73,387	75,356	1,968	2.7%
Unemployment	8,869	6,979	5,731	5,563	4,664	3,345	3,070	-274	-8.2%
Unemployment Rate	11.7%	9.5%	7.8%	7.4%	6.1%	4.4%	3.9%	-0.4%	na

**Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

Quarterly Labor Market Data

	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	2nd Quarter 2016 (through May 2016)	Change from 1st Quarter 2016	Percent Change from 1st Quarter 2016
Labor Force	77,118	76,294	77,349	78,152	78,837	684	0.9%
Employment	73,562	72,990	74,728	74,959	75,950	991	1.3%
Unemployment	3,556	3,304	2,621	3,193	2,887	-307	-9.6%
Unemployment Rate	4.6%	4.3%	3.4%	4.1%	3.7%	-0.4%	na

**Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics













Monthly Labor Market Data

	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	Septembe r 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016	May 2016
Labor Force	76,459	76,461	77,637	77,257	76,857	75,993	76,032	77,344	77,546	77,157	77,440	78,471	78,546	78,546	78,546
Employment	72,720	73,223	73,823	73,641	72,669	72,948	73,352	74,545	75,028	74,611	74,214	75,284	75,380	75,380	75,380
Unemployment	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	3,166	3,166
Unemployment Rate	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%	4.0%	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

	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Change Over Time	Annual Change Q2 2015-Q2 2016	Quarter Growth Q1 2016-Q2 2016
Total Postings	1,871	1,778	1,662	1,841	1,694		-9.5%	-8.0%
Agriculture	26	23	20	25	24		-7.7%	-4.0%
Business & finance	119	108	133	141	112		-5.9%	-20.6%
Construction	14	19	14	30	31		121.4%	3.3%
Customer service	407	425	355	403	414		1.7%	2.7%
Education	28	53	24	16	48		71.4%	200.0%
Energy	47	19	25	45	26		-44.7%	-42.2%
Engineers & designers	107	91	75	107	76		-29.0%	-29.0%
Health care	277	200	178	176	110		-60.3%	-37.5%
Information technology	117	97	82	47	70		-40.2%	48.9%
Skilled trades & technicians	82	91	85	101	95		15.9%	-5.9%
Transportation, distribution, and logistics	276	201	251	249	353		27.9%	41.8%

**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

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

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