OAKLAND COUNTY

WIN Labor Market Report

Report Contents

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 Oakland County. A workforce overview is provided within identifying key components of the area's labor market including labor force status, demographic, and commuting data. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market. This data is used to provide a real-time demand overview, detailing posting related findings for both employers and job seekers. WIN's data and research team analyzes job posting data at the occupation level within eleven customized occupation groups built using specific Standard Occupational Classification (SOC) codes to provide more contextualized information. Occupation groups combine data for jobs with similar skillsets, educational attainment, and experience requirements, which provides a more in-depth snapshot of the current labor market when compared to traditional industry data based upon North American Industry Classification System (NAICS) codes. Occupation outlook sections utilize these metrics to identify and display the top in-demand jobs, their entry requirements, and their earning potential. WIN produces a 16-county region report quarterly using data from all eleven occupation groups. A report focused on the city of Detroit is also produced quarterly, focusing on five occupation groups related to Detroit's labor market. County reports are produced annually and focus on five occupation groups chosen to reflect the labor market specific to the county.

This report analyzes data from 2019 in Oakland County for five occupation groups: Business and Finance, Health Care, Information Technology (IT), Skilled Trades, and Transportation, Distribution and Logistics (TDL).

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.

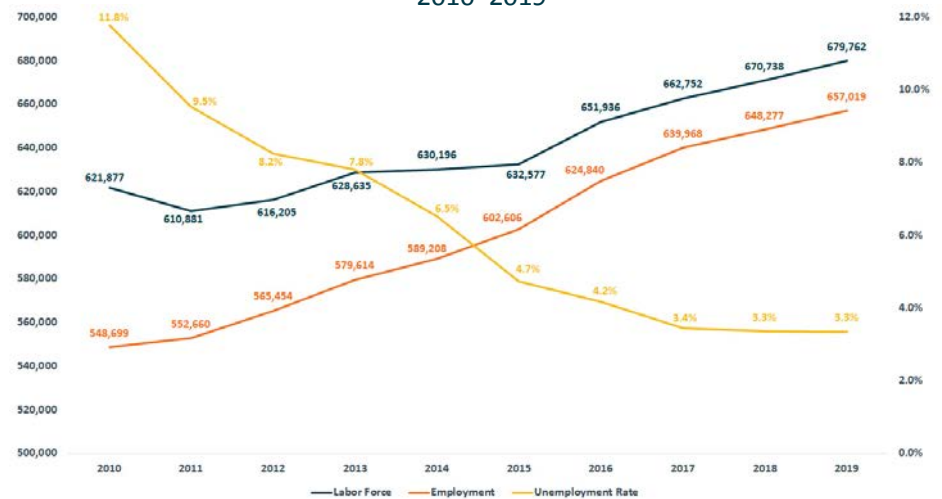**WIN** WORKFORCE INTELLIGENCE NETWORK

State of the Labor Market in Oakland County

Over the course of 2019, the labor force and employment figures increased in Oakland County. Even as the unemployment rate fluctuated over the course of the year, the unemployment rate for 2019 was 3.3 percent - unchanged from the 2018 unemployment rate. Employer demand for nearly all occupation groups analyzed by WIN grew from Q1 to Q3 2019, with demand declining throughout the remainder of the year. Transportation, distribution, and logistics (TDL) and healthcare occupation groups showed the highest demand in the region.

Annual Labor Market Information

Moving into a ten-year high, employment in Oakland County increased by 8,742 individuals between 2018 and 2019, or 1.3 percent. Since 2010, employment has grown by over 108,000 individuals, or nearly 16.5 percent. Unemployment rose by 281 individuals, or 1.3 percent, between 2018 and 2019. The unemployment rate in 2019 was 3.3 percent, remaining unchanged from the 2018 rate. The labor force increased by 9,023, or 1.3 percent between 2018 and 2019 as well, continuing its steady increase since 2010.

Annual Labor Force, Employment, Unemployment Rate
2010–2019

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

In 2019, employers in Oakland County posted 287,175 jobs. With 46,791 jobs posted in January, employer demand increased throughout Q1 and, after a slight decrease in April, continued to increase throughout the remainder of Q2. Demand peaked in early Q3, with 57,619 postings in July, and then declined throughout the rest of Q3 and Q4. Demand in December, at 40,153 postings was lower than at the start of the year. In the occupation groups studied, transportation, distribution and logistics (TDL) occupations showed the most demand, followed by health care and business and finance occupations.

Monthly Posting Analysis, Oakland County
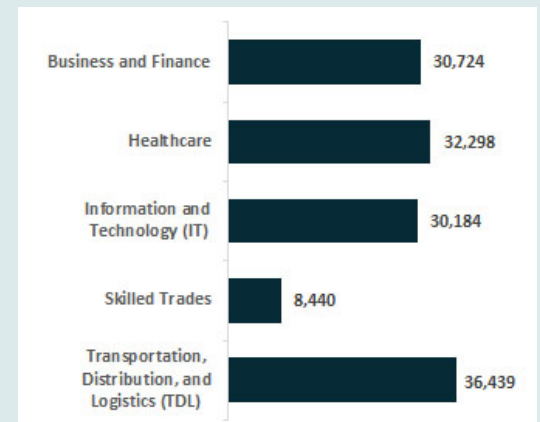**2019**
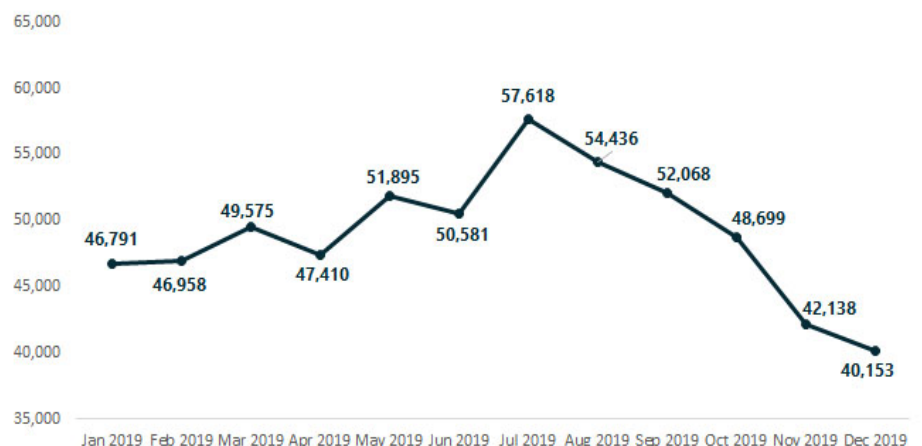
Data: Emsi | Analysis: Workforce Intelligence Network

Employer demand grows to 287,175 jobs posted during 2019, with Heavy and Tractor-Trailer Driver as the most in-demand occupation.

During 2019, there were 287,175 job postings in Oakland County. The number of postings increased from January to March, then dropped slightly in April before increasing again each month, peaking in July. Demand decreased from July to December and demand in December was lower than at the start of the year. The most in-demand job was Heavy and Tractor-Trailer Driver, with 17,494 unique postings. Within the occupation groups WIN studied, transportation, distribution, and logistics occupations had the highest demand, followed by healthcare and business and finance. For more information about quarterly job postings, see page 9.
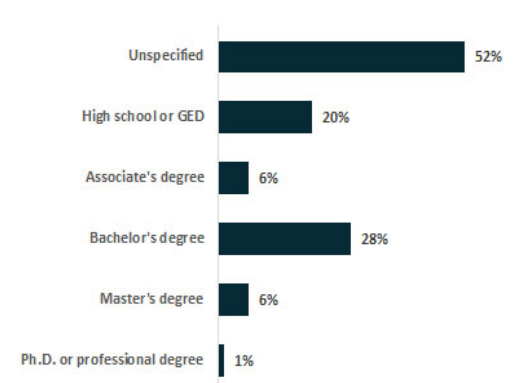
Top 5 Posting Occupation Groups
2019

Business and Finance	30,724
Healthcare	32,298
Information and Technology (IT)	30,184
Skilled Trades	8,440
Transportation, Distribution, and Logistics (TDL)	36,439

High school diplomas and bachelor's degrees are both in-demand education levels for job postings.

Less than half of job postings identified a minimum education level. Of postings that indicated minimum education levels, 28 percent listed a bachelor's degree as the minimum requirement and 20 percent listed high school diploma or GED. More than half of Business and Finance occupations require a bachelor's degree, as do 55 percent of IT postings. Within healthcare, 18.6 percent of postings indicate the need for a bachelor's degree and 20.2 require a high school diploma or GED. Of Skilled Trades and TDL occupations that list education requirements, high school diploma or GED is the top listed requirement. For more information about in-demand minimum education levels, see each occupation group's section.

Education Levels In-Demand
2019

Unspecified	52%
High school or GED	20%
Associate's degree	6%
Bachelor's degree	28%
Master's degree	6%
Ph.D. or professional degree	1%

Annual Labor Market Data

Data: Bureau of Labor Statistics

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	Change from 2018	Percent Change from 2018
Labor Force	621,877	610,881	616,205	628,635	630,196	632,577	651,936	662,752	670,738	679,762	9,023	1.3%
Employment	548,699	552,660	565,454	579,614	589,208	602,606	624,840	639,968	648,277	657,019	8,742	1.3%
Unemployment	73,177	58,221	50,751	49,021	40,988	29,971	27,097	22,784	22,462	22,743	281	1.3%
Unemployment Rate	11.8%	9.5%	8.2%	7.8%	6.5%	4.7%	4.2%	3.4%	3.3%	3.3%	0.0%	-0.1%

Employment grew by 1.5 percent from Q4 2018 to Q4 2019, with employment peaking in Q3 2019.

Employment grew over the course of 2019, with employment numbers highest in Q3 at 662,934 workers. Even as employment declined from Q3 to Q4, 2019 ended with higher employment than in Q4 2018. The labor force also grew over 2019, peaking in Q3 at 688,624 individuals. The unemployment rate rose between Q1 and Q3, peaking at 3.7 percent in Q3, and then declined during the remainder of Q3 and even further during Q4, ending at 2.9 percent in Q4 – even lower than the 3.2 percent unemployment rate at the end of 2018. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Data: Emsi | Analysis: Workforce Intelligence Network

Labor Force, Employment, and Unemployment

The labor market in Oakland County has experienced relative stability since 2010. The labor force increased by 7,587 workers (1.1 percent) from Q4 2018 to Q4 2019. Employment in Oakland County also increased by 9,776 workers, or 1.5 percent since Q4 2018. While unemployment increased between Q4 2018 and Q3 2019 to 25,690 individuals (for a rate of 3.7 percent), it fell in to 19,450 individuals in Q4 (or 2.9 percent). Since Q4 2018, unemployment decreased by 2,189 individuals, or 10.1 percent.

Labor Force, Employment, Unemployment Rate
1990-2019
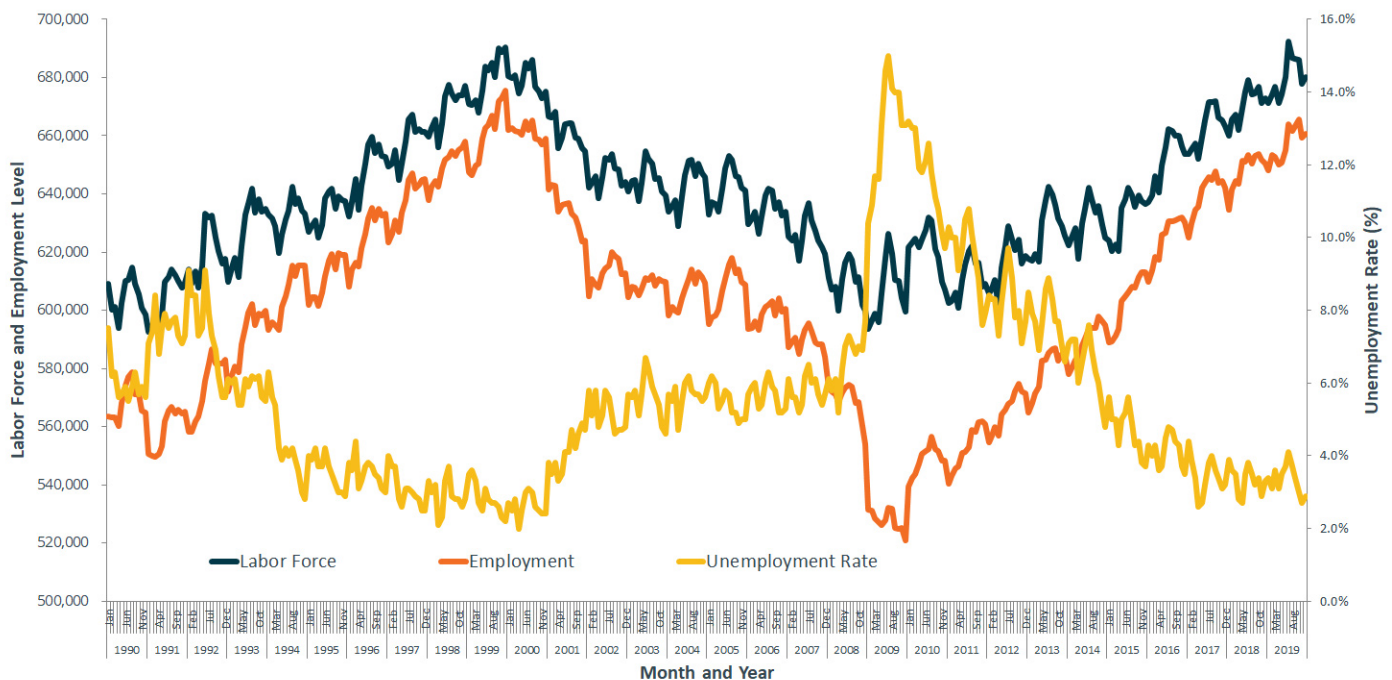
Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data
Q4 2018 - Q4 2019

	4th Quarter 2018	1st Quarter 2019	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019	Change from 4th Quarter 2018	Percent Change from 4th Quarter 2018
Labor Force	673,679	674,025	675,132	688,624	681,266	-7,358	-1.1%	7,587	1.1%
Employment	652,039	651,349	651,975	662,934	661,816	-1,118	-0.2%	9,776	1.5%
Unemployment	21,639	22,676	23,156	25,690	19,450	-6,240	-24.3%	-2,189	-10.1%
Unemployment Rate	3.2%	3.4%	3.4%	3.7%	2.9%	-0.9%	-23.5%	-0.4%	-11.1%

Note: Monthly data averaged by quarter | Data: BLS

Population Demographics

According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in Oakland County increased by about 0.7 percent between 2017 and 2018. During 2018, 1,250,843 people were living in the county. The sex of the populace was split almost evenly, with about 51.2 percent of the population identifying as female, and the other 48.8 percent identifying as male. The majority of the population identified as white (75.2 percent) with the second largest number of individuals identifying as black or African American (13.7 percent). The region as a whole is facing an aging population; 30.1 percent of population was over the age of 55, compared to 17.5 percent under the age of 14.

1,250,843
People in the County
0.7% Increase
from 2017

Population Race Demographics

- White, 75.2%
- Black or African American, 13.7%
- American Indian or Alaska Native, 0.3%
- Asian, 7.2%
- Native Hawaiian or Other Pacific Islander, 0.0%
- Other Race, 0.8%
- Two or More Races, 2.8%
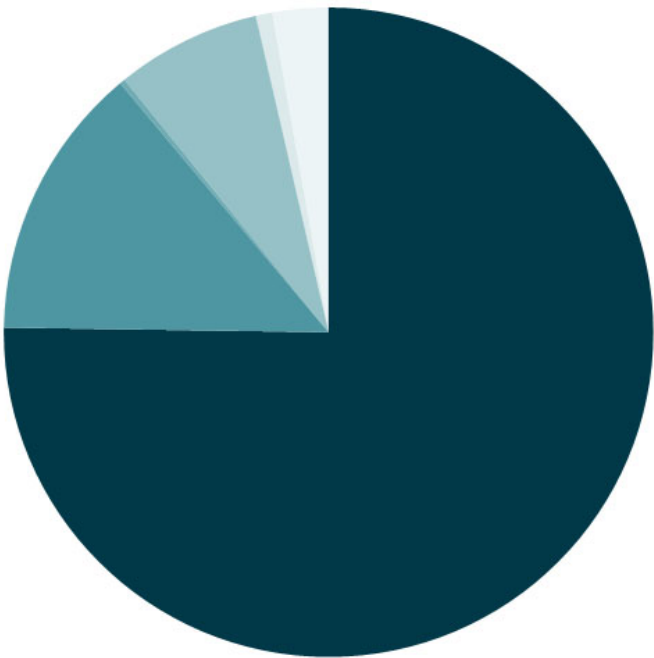
Population Gender Demographics

51% Females

49% Males

0   10   20   30   40   50   60   70   80   90   100
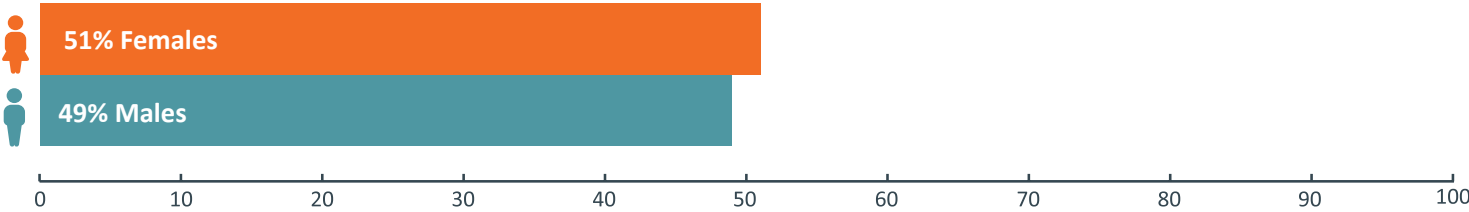
Population Age Demographics

Age 14 and Under 17.5%	Age 15-24 12.3%	Age 25-54 40.1%	Age 55+ 30.1%

Data: American Community Survey 5-Year Es mates | Analysis: Workforce Intelligence Network

Labor Market Demographics

During 2018, the most recent census year, there were about 2.83 million people in the labor force, meaning they were either working or looking for work, in Oakland county. Slightly more than half of the population of 1,250,843 individuals (51.1 percent) living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 19 face an unemployment rate of 19.7 percent, compared to the county's overall rate of 4.8 percent.

Civilian Labor Force by Demographic Group			
Demographic Group	**Civilian Labor Force**	**Total Employment**	**Total Unemployment**	**Unemployment Rate**
Total Population 16 +	671,024	638,789	32,235	4.8%
Sex				
Male 16+	357,224	340,101	17,123	4.8%
16-19	13,116	10,536	2,580	19.7%
20-24	31,134	27,780	3,354	10.8%
25-54	226,867	218,377	8,490	3.7%
55-64	64,431	62,480	1,951	3.0%
65 Plus	21,676	20,928	748	3.5%
Female 16+	313,800	298,688	15,112	4.8%
16-19	13,993	12,282	1,711	12.2%
20-24	28,587	25,833	2,754	9.6%
25-54	197,679	189,097	8,582	4.3%
55-64	57,061	55,440	1,621	2.8%
65 Plus	16,480	16,036	444	2.7%
Race				
White	509,792	488,099	21,411	4.2%
Black / African American	91,158	83,550	7,566	8.3%
Native American	1,918	1,772	146	7.6%
Asian	48,908	47,258	1,614	3.3%
Native Hawaiian / Pacific Islander	210	210	0	0.0%
Some Other Race	5,330	5,042	267	5.0%
Two or More Races	13,633	12,433	1,186	8.7%
Ethnicity				
Hispanic	24,237	22,633	1,551	6.4%

Data: American Community Survey 5-Year Es mates | Analysis: Workforce Intelligence Network

Current Workforce Demographics

While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. During 2019, there were a total of 739,021 individuals working in Oakland county. A slight majority (50.9 percent or 376,122 workers) were male, while 49.1 percent (336,899 workers) of the workforce was female. Most of those working in the county were white, accounting for 72.9 percent of the workforce, while African American or black workers accounted for 15.9 percent of the workforce. Only 13.5 percent of workers were under the age of 25 compared to 21.9 percent over the age of 55, indicating an aging workforce in Oakland county and across southeast Michigan.

Workforce Race and Ethnicity Demographics

- White, 72.9%
- Black or African American, 15.9%
- Hispanic or Latino, 4.0%
- Asian, 5.4%
- Two or More Races, 1.6%
- American Indian or Alaska Native, 0.3%
- Native Hawaiian or Other Pacific Islander, 0.1%
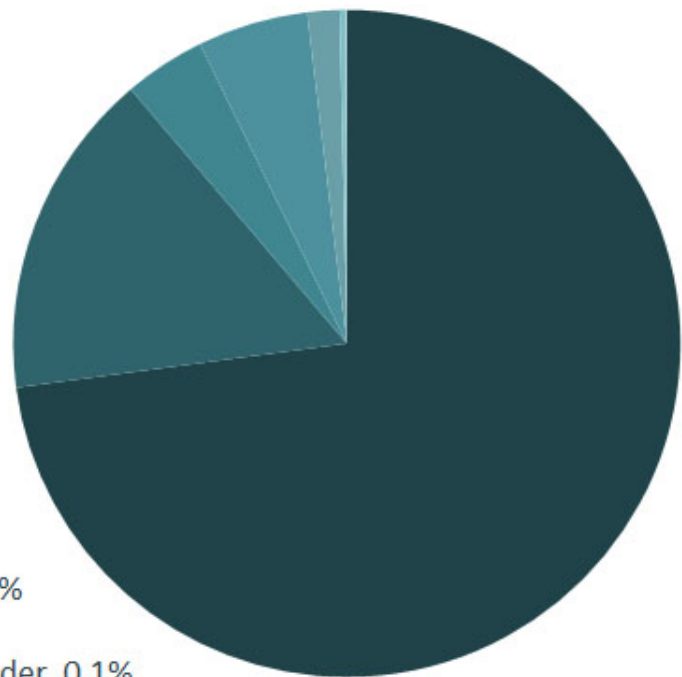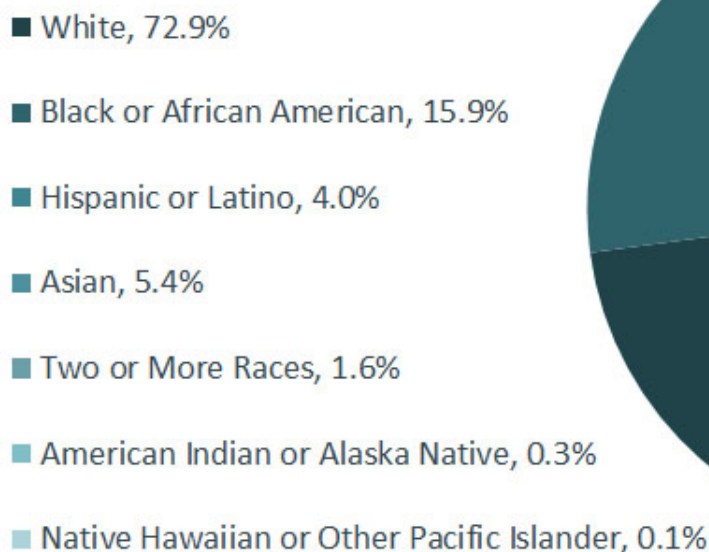
Workforce Gender Demographics

- 52% Males
- 48% Females

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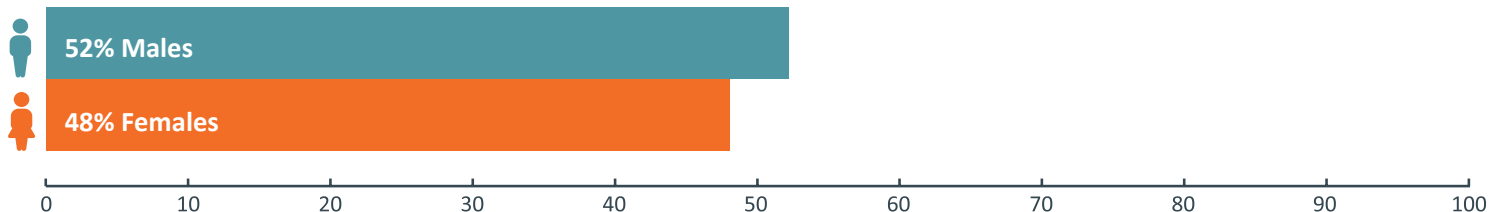
Workforce Age Demographics

Age 14-24 13.5%	Age 25-54 64.6%	Age 55+ 21.9%

Data: Emsi | Analysis: Workforce Intelligence Network
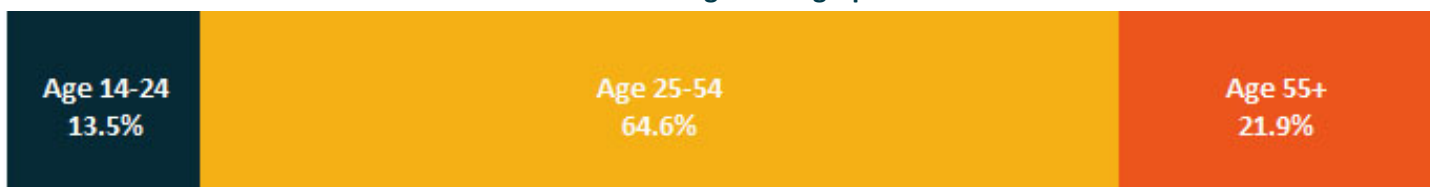
Regional Commuting Patterns

According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the county's workforce consisted of 547,430 residents. 312,652 (57.1 percent) of the residents lived and worked within the count, while the remaining 234,778 residents (42.9 percent) traveled outside of the county for work. There were 687,465 workers employed in the county during 2015. Of those, 374,813 workers (54.5 percent) lived outside of the county's borders and commuted in. From this information, we can see that Oakland county is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Oakland County Residents Work

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

Where Oakland County Workers Live

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

374,813 LIVE OUTSIDE OF OAKLAND COUNTY AND COMMUTE IN

312,652 LIVE AND WORK IN OAKLAND COUNTY

234,778 LIVE IN OAKLAND COUNTY AND COMMUTE OUT

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

Top Posted Jobs
2019

Occupation	Postings
Heavy and Tractor-Trailer Truck Drivers	17,494
Registered Nurses	10,524
Retail Salespersons	9,051
Software Developers, Applications	8,549
First-Line Supervisors of Retail Sales Workers	7,741
Customer Service Representatives	6,869
Mechanical Engineers	6,417
Computer Occupations, All Other	5,124
Industrial Engineers	4,969
First-Line Supervisors of Office and Administrative Support Workers	3,986
Light Truck or Delivery Services Drivers	3,792
Accountants and Auditors	3,762
First-Line Supervisors of Food Preparation and Serving Workers	3,549
Sales Managers	3,151
Computer User Support Specialists	3,101
Combined Food Preparation and Serving Workers, Including Fast Food	2,963
Stock Clerks and Order Fillers	2,863
Maintenance and Repair Workers, General	2,730
Computer Systems Analysts	2,722
Marketing Managers	2,712

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree

Top Posted Jobs: 2019

Heavy and Tractor-Trailer Truck Drivers was highest in-demand occupation in 2019, with 17,494 online job postings. Other top posted occupations include Registered Nurses (10,524 postings), Retail Salespersons (9,051 postings), Software Developers, Applications (8,549 postings), and First-Line Supervisors of Retail Sales Workers (7,741 postings).

Data: Emsi | Analysis: Workforce Intelligence Network

Top Posted Entry-Level Jobs
2019

Occupation	Postings
Registered Nurses	5,268
Heavy and Tractor-Trailer Truck Drivers	4,751
First-Line Supervisors of Retail Sales Workers	2,889
Customer Service Representatives	2,188
Software Developers, Applications	2,155
Mechanical Engineers	1,825
Retail Salespersons	1,628
First-Line Supervisors of Office and Administrative Support Workers	1,309
Industrial Engineers	1,263
Taxi Drivers and Chauffeurs	1,194
Computer User Support Specialists	1,106
Accountants and Auditors	1,089
Computer Occupations, All Other	1,084
Bookkeeping, Accounting, and Auditing Clerks	939
Sales Representatives, Wholesale and Manufacturing, Except Technic..	821
Computer Systems Analysts	810
Light Truck or Delivery Services Drivers	797
First-Line Supervisors of Food Preparation and Serving Workers	785
Sales Representatives, Services, All Other	757
Maintenance and Repair Workers, General	747

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Some college, no degree
- Postsecondary nondegree award
- Bachelor's degree

Top Posted Entry-Level Jobs: 2019

Over a quarter of overall postings in the county, or 77,517 online job ads, were open to individuals with zero to two years of previous work experience. These entry-level jobs represent the top posted occupations for this experience level, and many reflect the overall top jobs. 37 percent of these jobs require a bachelor's degree and 27 percent require a high school diploma or GED. Many applicants for these entry level occupations, regardless of education requirement, could benefit from taking some coursework to develop the skills requested in job postings.

Data: Emsi | Analysis: Workforce Intelligence Network

Employer Demand by City

Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Certified Public Accountant
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Critical Care Registered Nurse (CCRN)
- ServSafe Certification
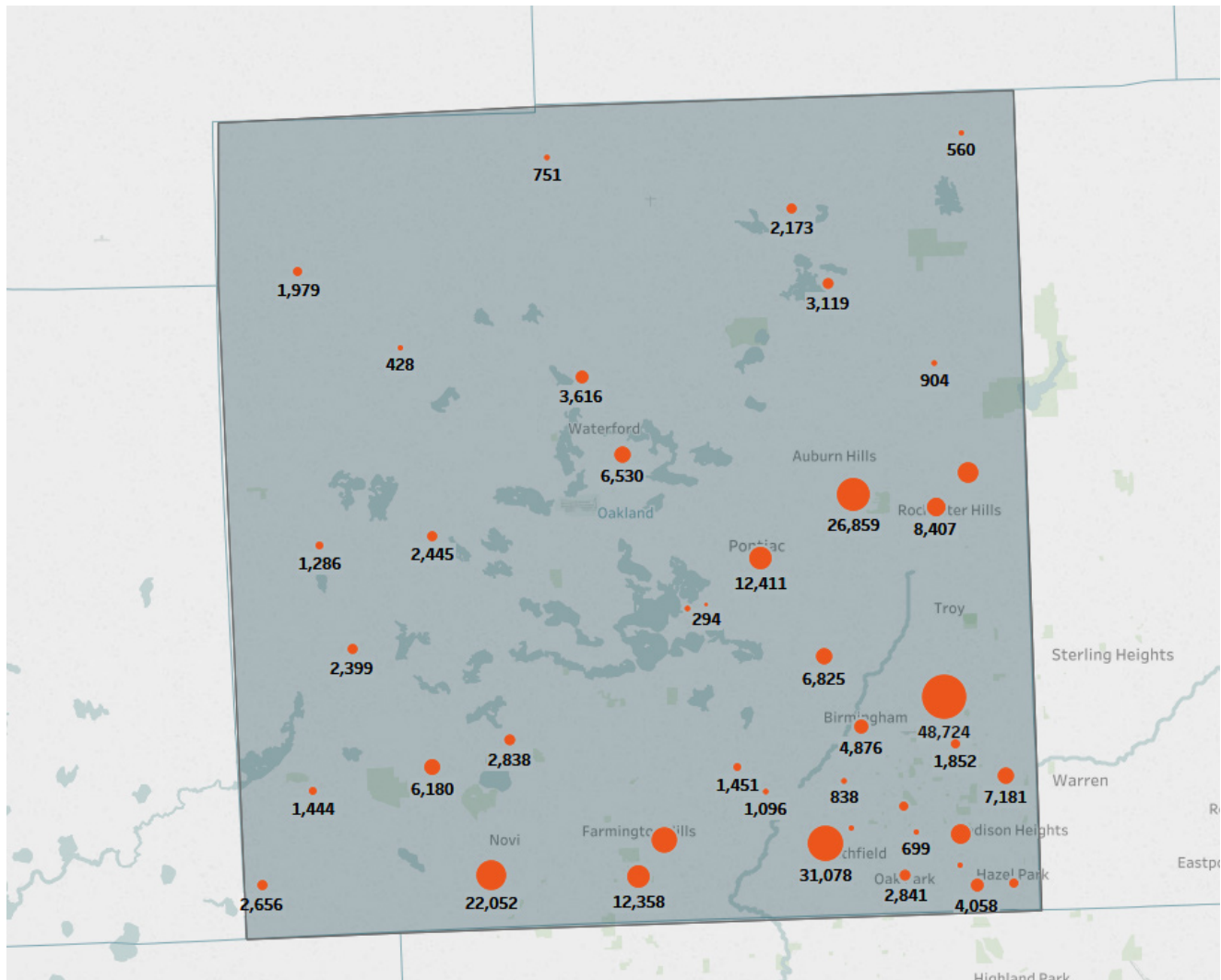- Nurse Practitioner
- Advanced Practice Registered Nurse

Top In-Demand Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Accounting
- Auditing
- Nursing
- Customer Experience
- New Product Development
- Customer Satisfaction
- Purchasing

Top Posting Employers*

- Oracle Corporation
- Beaumont Health System
- Shipt LLC
- Kelly Services, Inc.
- FCA US LLC
- Ascension Health
- Robert Half International
- CRST International
- HeathCare Employment Network
- McDonald's Corporation

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

Introduction

Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast Michigan, with about 21,000 job openings annually.

73,912
Business and Finance Workers
0.7% Increase from 2018

Employment Over Time
2001–2019

Worker Gender Demographics

50.4% Female | 49.6% Male
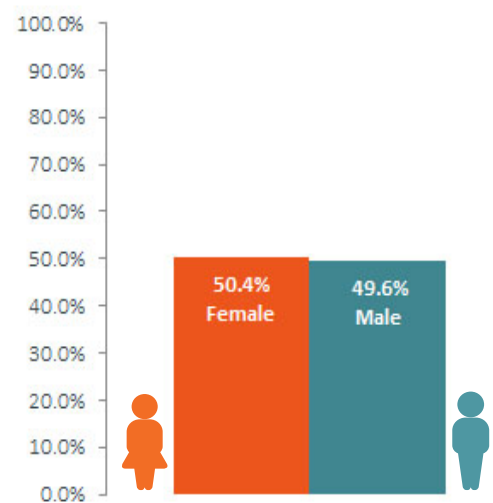
Business and Finance Worker Demographics

According to the most recent Emsi data set available (2019), the business and finance occupation group has increased by 539 workers since 2018, resulting in 73,912 workers in 2019. Half or 50.4 percent of the working population identify as female, while 80.5 percent of workers identified as white, indicating very little diversity regarding race. Only 4.9 percent of the working population in business and finance is under the age of 25, compared to the 25-54 age group, which accounts for 69.7 percent of the workforce.

Race and Ethnicity Demographics
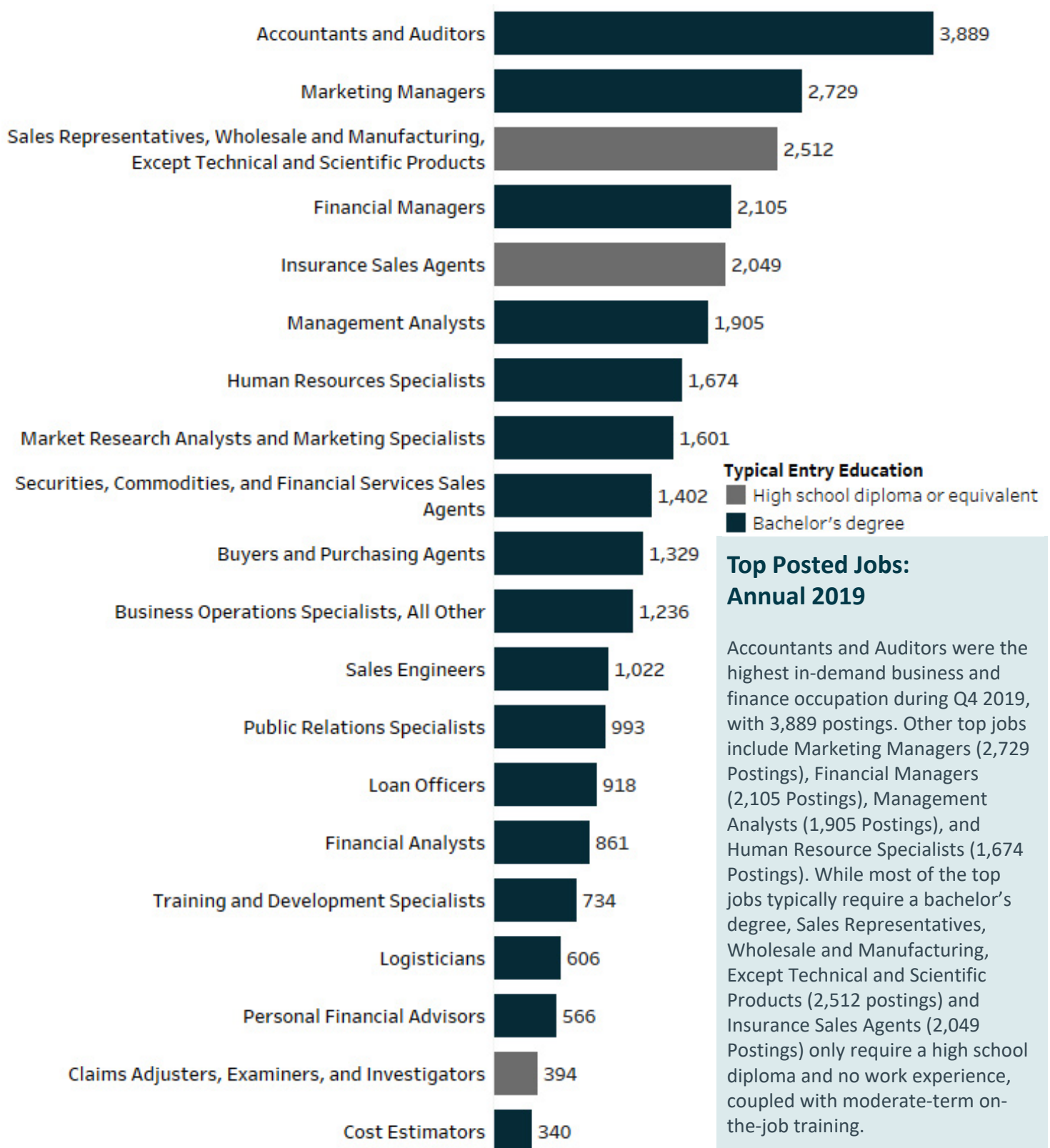
80.5% White | 10.4% Black or African American | 2.6% Hispanic or Latino

Worker Age Demographics

Age 14-24 4.9%	Age 25-54 69.7%	Age 55+ 25.3%

Data: Emsi | Analysis: Workforce Intelligence Network

**Business and Finance
Top Posted Jobs**
2019

Occupation	Postings
Accountants and Auditors	3,889
Marketing Managers	2,729
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2,512
Financial Managers	2,105
Insurance Sales Agents	2,049
Management Analysts	1,905
Human Resources Specialists	1,674
Market Research Analysts and Marketing Specialists	1,601
Securities, Commodities, and Financial Services Sales Agents	1,402
Buyers and Purchasing Agents	1,329
Business Operations Specialists, All Other	1,236
Sales Engineers	1,022
Public Relations Specialists	993
Loan Officers	918
Financial Analysts	861
Training and Development Specialists	734
Logisticians	606
Personal Financial Advisors	566
Claims Adjusters, Examiners, and Investigators	394
Cost Estimators	340

Typical Entry Education
- High school diploma or equivalent
- Bachelor's degree

Top Posted Jobs: Annual 2019

Accountants and Auditors were the highest in-demand business and finance occupation during Q4 2019, with 3,889 postings. Other top jobs include Marketing Managers (2,729 Postings), Financial Managers (2,105 Postings), Management Analysts (1,905 Postings), and Human Resource Specialists (1,674 Postings). While most of the top jobs typically require a bachelor's degree, Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products (2,512 postings) and Insurance Sales Agents (2,049 Postings) only require a high school diploma and no work experience, coupled with moderate-term on-the-job training.

Data: Emsi | Analysis: Workforce Intelligence Network

Business and Finance Wage Overview

Most business and finance related jobs offer high wages, making for a lucrative opportunity for job seekers willing to attain the necessary education. The top posted business and finance job, Accountants and Auditors, offers median hourly wages of $32.99, translating to annual earnings of approximately $65,980. Additional experience may lead to a role as a Marketing or Financial Manager, opening the door to median wages around $62.94 hourly, or about $125,880 annually. Entry level occupations also see high median wages of $35.42, earning about $70,840 annually.

Wage Overview for Top Posted Business and Finance Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-2011	Accountants and Auditors	$21.03	$25.80	$32.99	$43.62	$60.27
11-2021	Marketing Managers	$38.24	$47.35	$62.94	$79.68	$124.29
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	$16.52	$23.39	$35.42	$51.66	$66.92
11-3031	Financial Managers	$37.24	$46.56	$61.35	$78.77	$117.85
41-3021	Insurance Sales Agents	$15.18	$20.47	$27.41	$42.84	$69.14
13-1111	Management Analysts	$23.58	$29.64	$40.80	$57.69	$83.80
13-1071	Human Resources Specialists	$17.95	$22.81	$30.17	$39.75	$51.85
13-1161	Market Research Analysts and Marketing Specialists	$16.59	$24.07	$33.11	$46.70	$60.15
41-3031	Securities, Commodities, and Financial Services Sales Agents	$14.54	$17.80	$25.27	$41.86	$93.83
13-1028	Buyers and Purchasing Agents	$20.28	$26.19	$34.77	$45.45	$57.53

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Financial Statements
- Forecasting

In-Demand Foundational Skills

- Sales
- Management
- Communications
- Leadership
- Customer Service

In-Demand Education Level*

- High School Diploma: 13.2%
- Associate Degree: 5.5%
- Bachelor's Degree: 56.0%
- Master's Degree: 12.4%

*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

- Certified Public Accountant
- Series 7 General Securities Representative License (Stockbroker)
- Series 6 Investment Company and Variable Contracts License (Mutual Funds/Variable Annuities)
- Certified Financial Planner
- Certified Internal Auditor

Employer Demand by City

56%

of Posting Require a Bachelor's Degree

Map labels: 9, 17, 104, 127, 7, 57, 145, Waterford, 372, Auburn Hills, 815, 2,995, Rochester Hills, 662, Oakland, 135, Pontiac, 41, 712, 34 13, 77, Troy, 865, Sterling Heights, 7,930, Birmingham, 808, 95, 152, 100, 18, 497, Warren, 599, 169, 62, Farmington Hills, Novi, 35, Madison Heights, 5,009, Oak Park, 33, Hazel Park, Eastpo, 140, 2,174, 1,430, 100, 406, 63, Highland Park, Hamtramck

Top Posting Employers*

- Oracle Corporation
- Robert Half International Inc.
- H&R Block, Inc.
- Flagstar Bancorp, Inc.
- Assurance
- FCA US LLC
- Bank of America Corporation
- Kelly Services, Inc.
- National Agents Alliance
- JPMorgan Chase & Co.

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

Job Postings by City

1. Troy: 7,930 Postings
2. Southfield: 5,009 Postings
3. Auburn Hills: 2,995 Postings
4. Novi: 2,174 Postings
5. Farmington Hills: 2,004 Postings
6. Farmington: 1,430 Postings
7. Bloomfield Hills: 865 Postings
8. Rochester: 815 Postings
9. Birmingham: 808 Postings
10. Pontiac: 712 Postings

Introduction

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions, and this is projected to continue increasing.
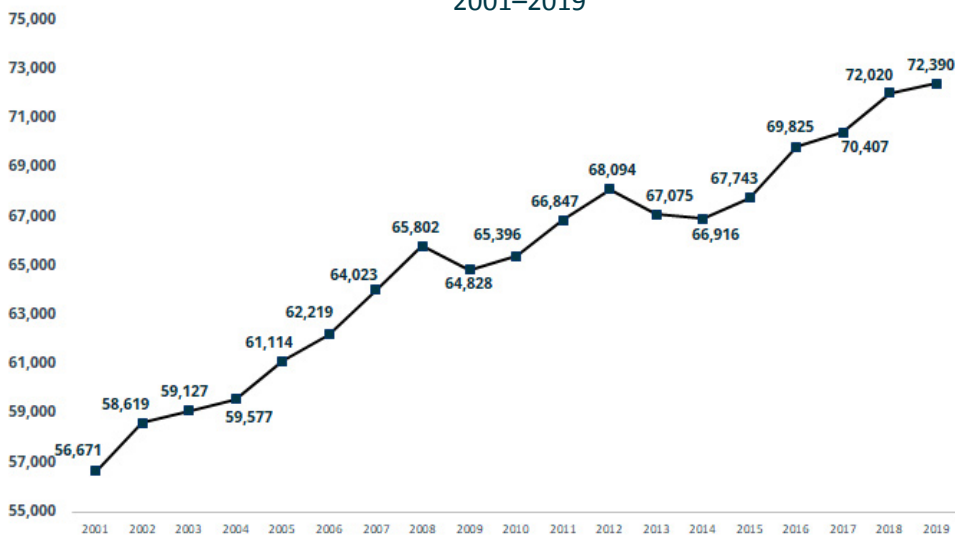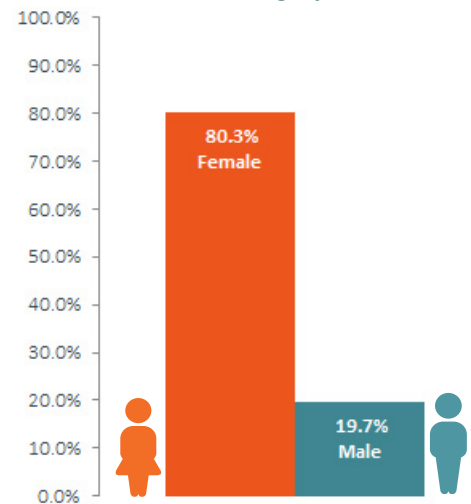
72,390
Health Care Workers
0.1% Increase
from 2018

Employment Over Time
2001–2019

56,671
58,619
59,127
59,577
61,114
62,219
64,023
65,802
64,828
65,396
66,847
68,094
67,075
66,916
67,743
69,825
70,407
72,020
72,390

Worker Gender Demographics
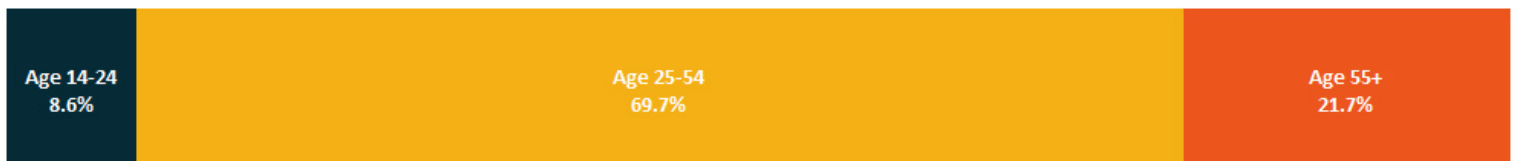
80.3% Female

19.7% Male

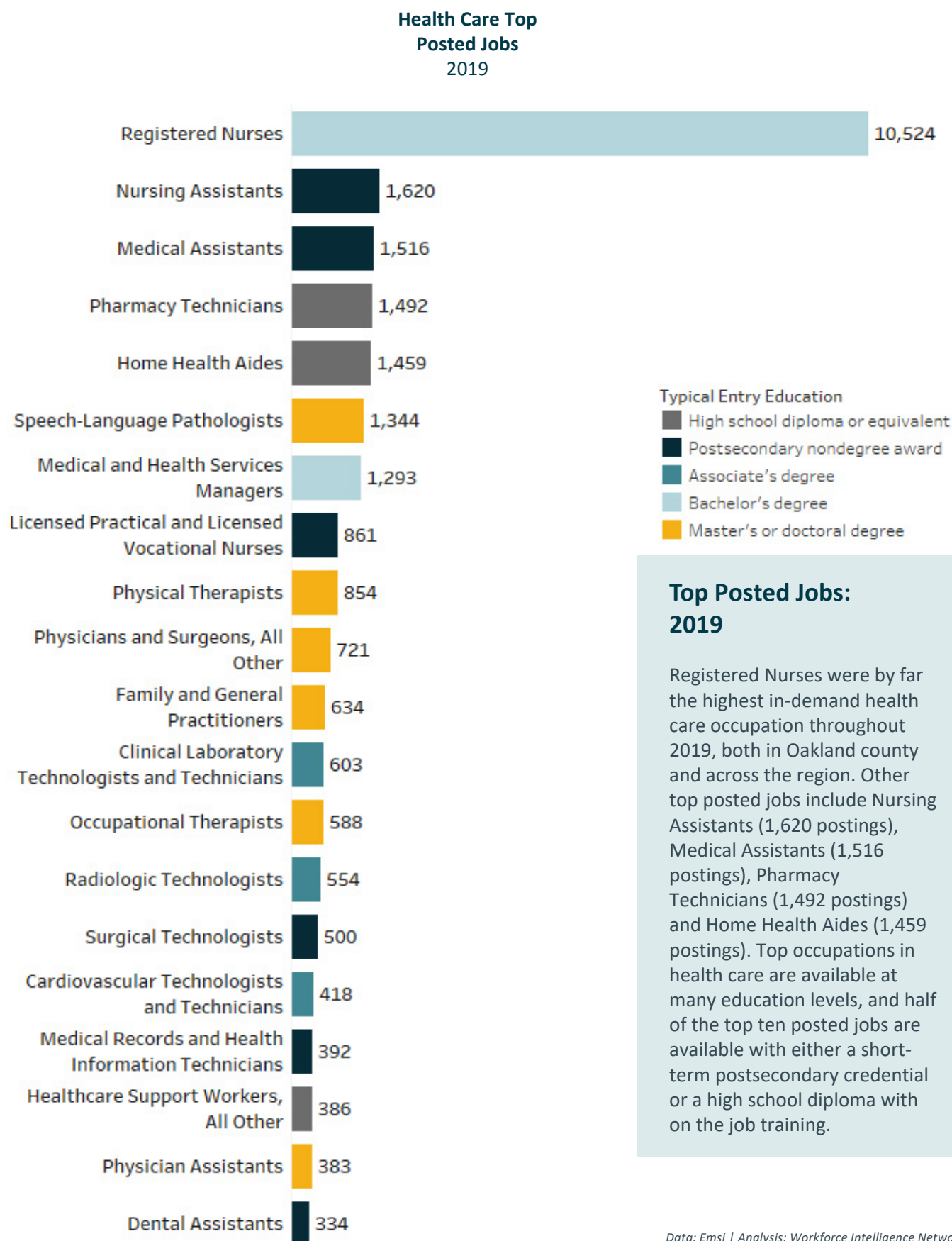## Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs around 72,400 workers in Oakland County, who are overwhelmingly female (80.3 percent) and between the ages of 25 and 54 (69.7 percent), although 21.7 percent of workers are over 55. For registered nurses in particular, 27.1 percent of workers are over 55, so recruiting young workers for this high demand occupation is even more important.

Race and Ethnicity Demographics

69.1% White | 20.5% Black or African American | 6.2% Asian

Worker Age Demographics

Age 14-24
8.6%

Age 25-54
69.7%

Age 55+
21.7%

Data: Emsi | Analysis: Workforce Intelligence Network

Health Care Top Posted Jobs
2019

Occupation	Postings
Registered Nurses	10,524
Nursing Assistants	1,620
Medical Assistants	1,516
Pharmacy Technicians	1,492
Home Health Aides	1,459
Speech-Language Pathologists	1,344
Medical and Health Services Managers	1,293
Licensed Practical and Licensed Vocational Nurses	861
Physical Therapists	854
Physicians and Surgeons, All Other	721
Family and General Practitioners	634
Clinical Laboratory Technologists and Technicians	603
Occupational Therapists	588
Radiologic Technologists	554
Surgical Technologists	500
Cardiovascular Technologists and Technicians	418
Medical Records and Health Information Technicians	392
Healthcare Support Workers, All Other	386
Physician Assistants	383
Dental Assistants	334

Typical Entry Education
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

Top Posted Jobs: 2019

Registered Nurses were by far the highest in-demand health care occupation throughout 2019, both in Oakland county and across the region. Other top posted jobs include Nursing Assistants (1,620 postings), Medical Assistants (1,516 postings), Pharmacy Technicians (1,492 postings) and Home Health Aides (1,459 postings). Top occupations in health care are available at many education levels, and half of the top ten posted jobs are available with either a short-term postsecondary credential or a high school diploma with on the job training.

Data: Emsi | Analysis: Workforce Intelligence Network

Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of $18.08 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of $35.27 per hour or annual salary of about $73,400 according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted Health Care Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	$26.65	$30.67	$35.27	$39.69	$46.64
31-1014	Nursing Assistants	$11.55	$13.08	$14.61	$16.67	$18.75
31-9092	Medical Assistants	$12.90	$14.08	$15.94	$18.73	$20.95
29-2052	Pharmacy Technicians	$10.90	$13.07	$16.30	$19.73	$24.33
31-1011	Home Health Aides	$9.38	$9.75	$11.14	$13.08	$14.92
29-1127	Speech-Language Pathologists	$27.49	$32.57	$38.10	$47.16	$67.69
11-9111	Medical and Health Services Managers	$27.49	$34.97	$46.26	$63.03	$99.91
29-2061	Licensed Practical and Licensed Vocational Nurses	$20.75	$22.80	$26.16	$29.33	$31.35
29-1123	Physical Therapists	$32.06	$37.94	$44.91	$50.74	$68.04
29-1069	Physicians and Surgeons, All Other	$22.73	$27.14	$63.59	$102.24	$132.22

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Nursing Care
- Advanced Cardiovascular Life Support (ACLS)

In-Demand Foundational Skills

- Customer Service
- Management
- Communications
- Leadership
- Operations

In-Demand Education Level*

- High School Diploma: 20.2%
- Associate Degree: 16.0%
- Bachelor's Degree: 18.6%
- Master's Degree: 7.0%

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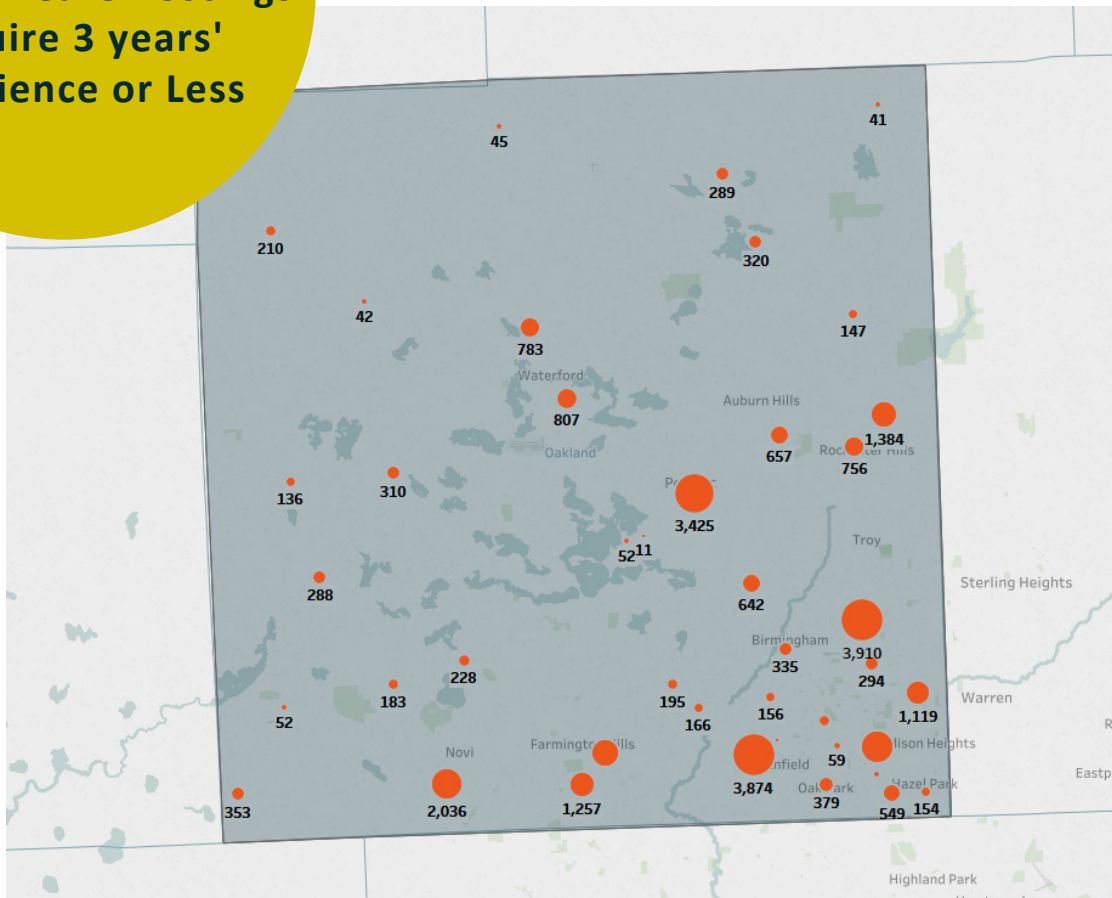
In-Demand Certifications

- Certified Nursing Assistant
- Licensed Practical Nurse
- Critical Care Registered Nurse (CCRN)
- Nurse Practitioner
- Certified Pharmacy Technician

39.0%

of Health Care Postings Require 3 years' Experience or Less

Employer Demand by City

Top Posting Employers*

- Beaumont Health System
- Ascension Health
- HealthCare Employment Network
- Henry Ford Health System
- Trinity Health Corporation
- William Beaumont Hospital
- McLaren, Inc.
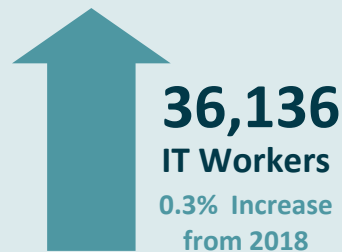- Soliant Health, Inc
- CVS Health Corporation
- Hce LLC

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

Job Postings by City

1. Troy: 3,910 Postings
2. Southfield: 3,874 Postings
3. Pontiac: 3,425 Postings
4. Royal Oak: 2,197 Postings
5. Novi: 2,036 Postings
6. Farmington Hills: 1,543 Postings
7. West Bloomfield Township: 1,509 Postings
8. Rochester: 1,384 Postings
9. Farmington: 1,257 Postings
10. Madison Heights: 1,119 Postings

Introduction

Information technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not currently employ as many individuals as the other groups here, it is quickly growing, and about 7,000 job openings are reported in the region annually.

36,136
IT Workers
0.3% Increase from 2018

Employment Over Time
2001–2019

Worker Gender Demographics
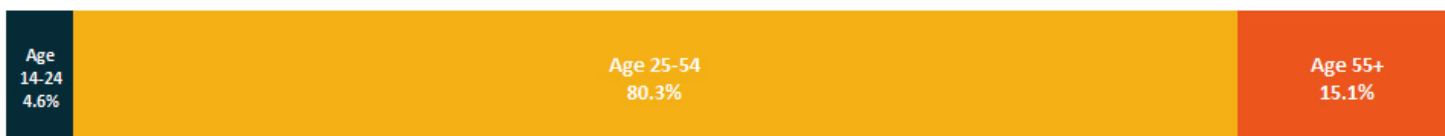

74.2%, Male
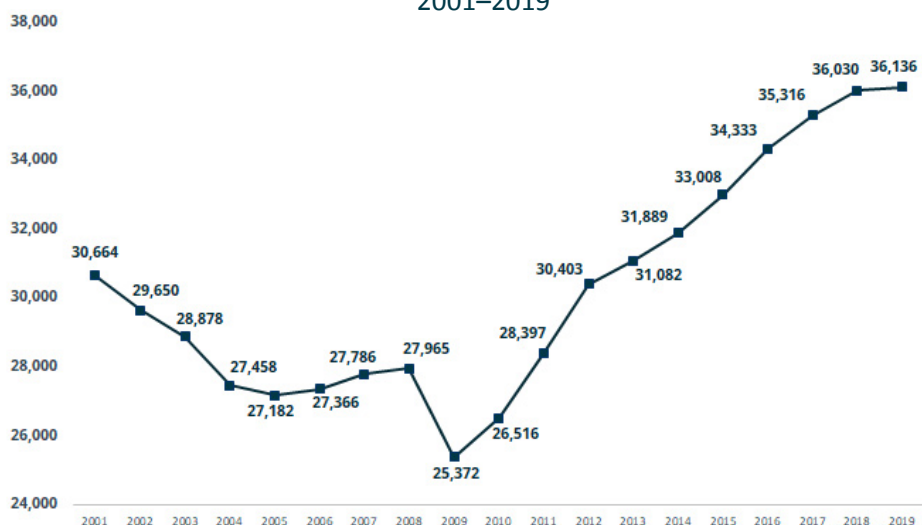
25.8% Females
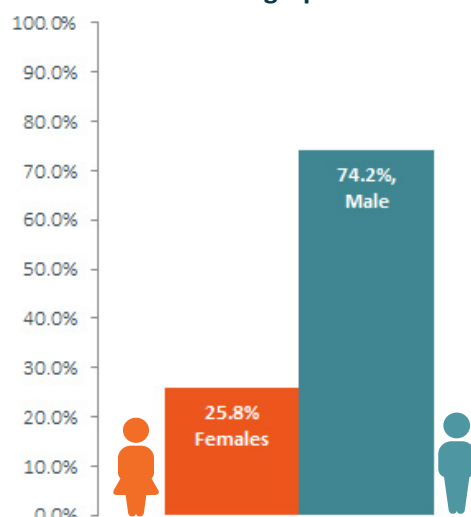
IT Worker Demographics

According to the most recent Emsi data set available (2019), although Oakland county has over 36,136 workers, the IT occupation group still experiences large demographic gaps. Many workers are white males between the ages of 25 and 54. Currently, 74 percent of the workers in IT in Oakland County identify as male, and 67 percent identify as white. Nearly 80 percent are between the ages of 25 and 54. More than 15 percent are above the age of 55 and less than 5 percent are under 24 years old in IT occupations.

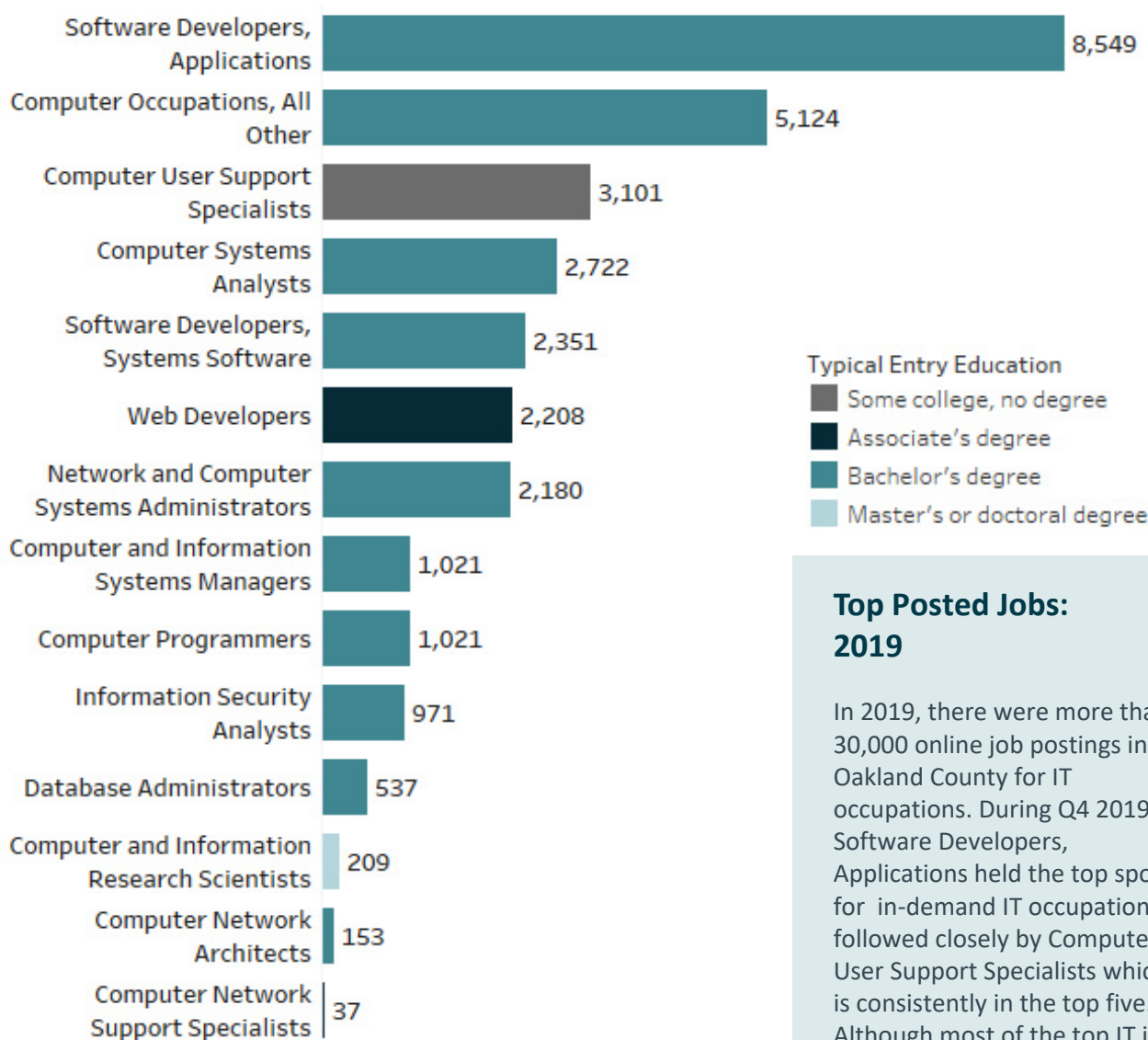### Race and Ethnicity Demographics
62.9% White | 24.3% Black or African American | 2.2% Hispanic or Latino

Worker Age Demographics

Age 14-24 4.6%

Age 25-54 80.3%

Age 55+ 15.1%

Data: Emsi | Analysis: Workforce Intelligence Network

IT Top Posted Jobs
2019

Typical Entry Education
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

Occupation	Jobs
Software Developers, Applications	8,549
Computer Occupations, All Other	5,124
Computer User Support Specialists	3,101
Computer Systems Analysts	2,722
Software Developers, Systems Software	2,351
Web Developers	2,208
Network and Computer Systems Administrators	2,180
Computer and Information Systems Managers	1,021
Computer Programmers	1,021
Information Security Analysts	971
Database Administrators	537
Computer and Information Research Scientists	209
Computer Network Architects	153
Computer Network Support Specialists	37

Top Posted Jobs: 2019

In 2019, there were more than 30,000 online job postings in Oakland County for IT occupations. During Q4 2019, Software Developers, Applications held the top spot for in-demand IT occupations followed closely by Computer User Support Specialists which is consistently in the top five. Although most of the top IT jobs typically posted the requirement for a bachelor's degree, Computer User Support Specialists, typically require only an associate degree. Computer Systems Analysts, and Software Developers, Systems Software were also in the top five job postings for Oakland County.

IT Wage Overview

IT occupations across the board offer high wages even to individuals that are at the entry-level, although most require a bachelor's degree. Software Developers, Applications, the top posted IT job in Q4 2019, offers a median hourly wage of $43.15 per hour or roughly $90,000 per year according to the Bureau of Labor Statistics (BLS). Computer and Information Systems Manages earn the highest median wage among the top ten posted IT occupations at $62.45 per hour or approximately of $130,000 annually. Several occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers, make over $23 per hour at the median.

Wage Overview for Top Posted IT Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1132	Software Developers, Applications	$26.03	$34.36	$43.15	$53.65	$61.85
15-1199	Computer Occupations, All Other	$18.00	$27.44	$37.48	$48.59	$59.41
15-1151	Computer User Support Specialists	$12.53	$17.09	$22.83	$29.66	$38.06
15-1121	Computer Systems Analysts	$23.29	$31.26	$38.74	$48.60	$59.70
15-1133	Software Developers, Systems Software	$20.78	$33.47	$43.28	$52.48	$61.90
15-1134	Web Developers	$17.82	$26.58	$34.32	$43.63	$50.02
15-1142	Network and Computer Systems Administrators	$23.28	$31.58	$38.80	$48.78	$58.58
11-3021	Computer and Information Systems Managers	$36.83	$50.57	$62.45	$76.46	$95.53
15-1131	Computer Programmers	$20.96	$30.01	$36.34	$43.84	$50.45
15-1122	Information Security Analysts	$27.73	$34.83	$44.36	$56.65	$65.20

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Agile Software Development
- SQL
- Software Development
- Java
- Software Engineering

In-Demand Foundational Skills

- Management
- Communications
- Problem Solving
- Leadership
- Integration

In-Demand Education Level*

- High School Diploma: 3.9%
- Associate Degree: 3.8%
- Bachelor's Degree: 55.4%
- Master's Degree: 13.1%

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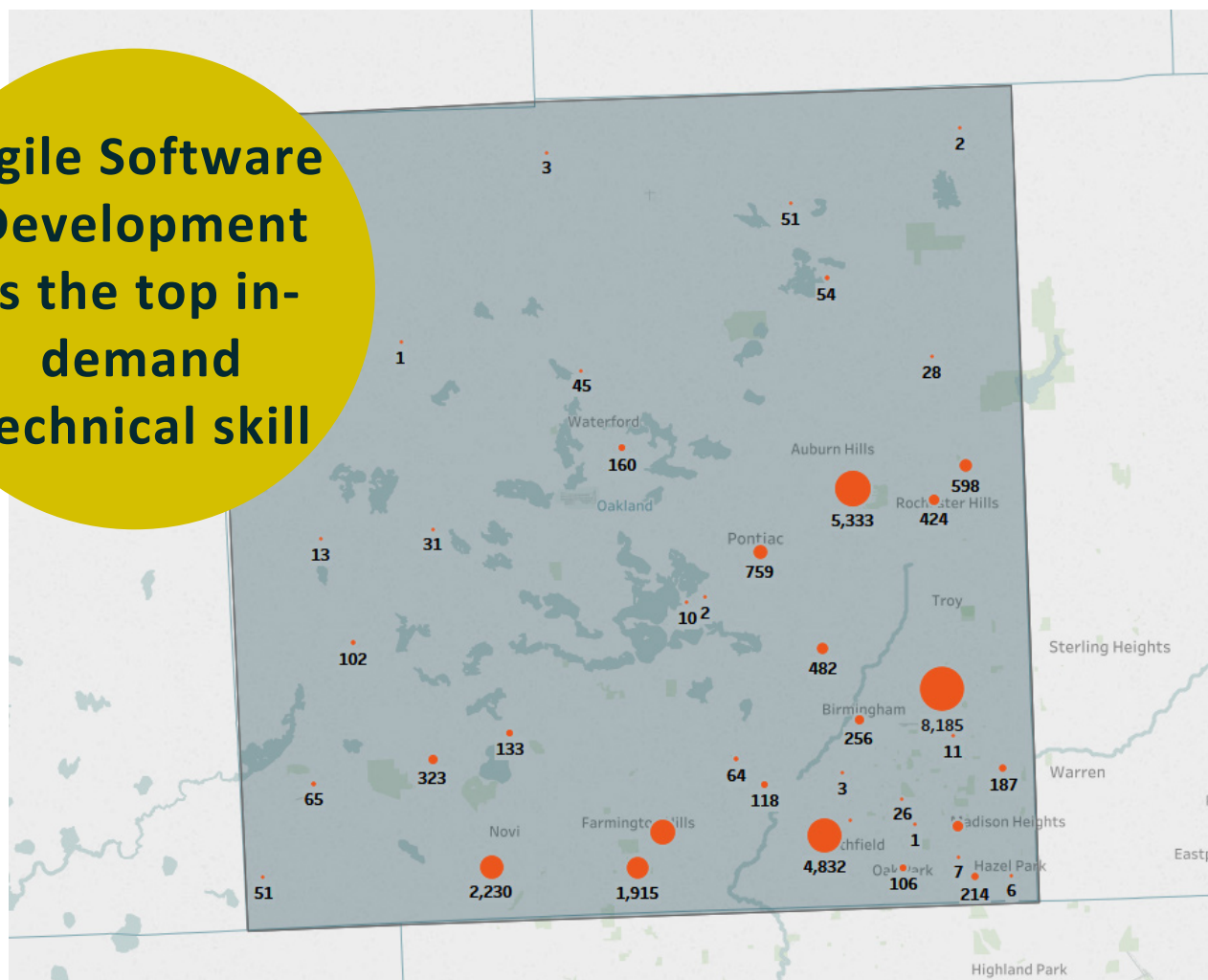
In-Demand Certifications

- Project Management Professional Certification (PMP)
- Certified Information Systems Security Professional (CISSP)
- Cisco Certified Network Associate (CCNA)
- Microsoft Certified Professional
- ITIL Certifications

Employer Demand by City

Agile Software Development is the top in-demand technical skill

Top Posting Employers*

- Oracle Corporation
- V2soft Inc.
- FCA US LLC
- Revature
- Kelly Services, Inc.
- Altair Engineering, INC.
- Aptiv PLC
- Comerica Incorporated
- Wilson, Jeff Chrysler Automobiles, Inc
- Teksystems, Inc.

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

Job Postings by City

1. Troy: 8,185 Postings
2. Auburn Hills: 5,333 Postings
3. Southfield: 4, 823 Postings
4. Farmington Hills: 2,527 Postings
5. Novi: 2,230 Postings
6. Farmington: 1,915 Postings
7. Pontiac: 759 Postings
8. Rochester: 598 Postings
9. Bloomfield Hills: 482 Postings
10. Rochester Hills: 424 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.
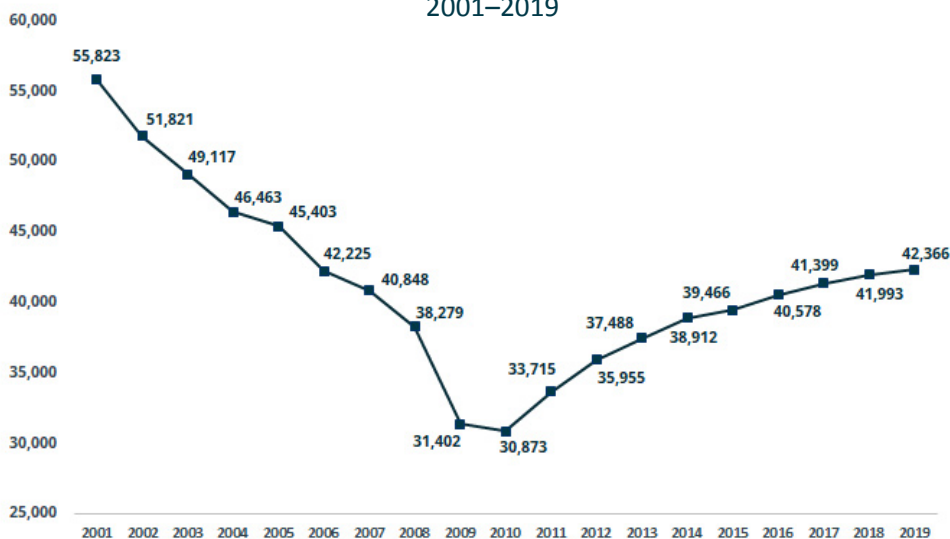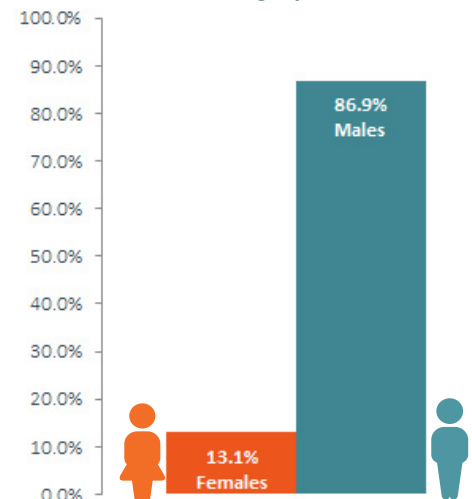
42,366
Skilled Trades Workers
0.09% Increase
from 2018

Employment Over Time
2001–2019

Year	Value
2001	55,823
2002	51,821
2003	49,117
2004	46,463
2005	45,403
2006	42,225
2007	40,848
2008	38,279
2009	31,402
2010	30,873
2011	33,715
2012	37,488
2013	35,955
2014	38,912
2015	39,466
2016	40,578
2017	41,399
2018	41,993
2019	42,366

Worker Gender Demographics

86.9% Males
13.1% Females

Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 42,400 workers in Oakland County. A majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.5 percent, the group has a somewhat higher proportion than average of workers over age 55.

Race and Ethnicity Demographics
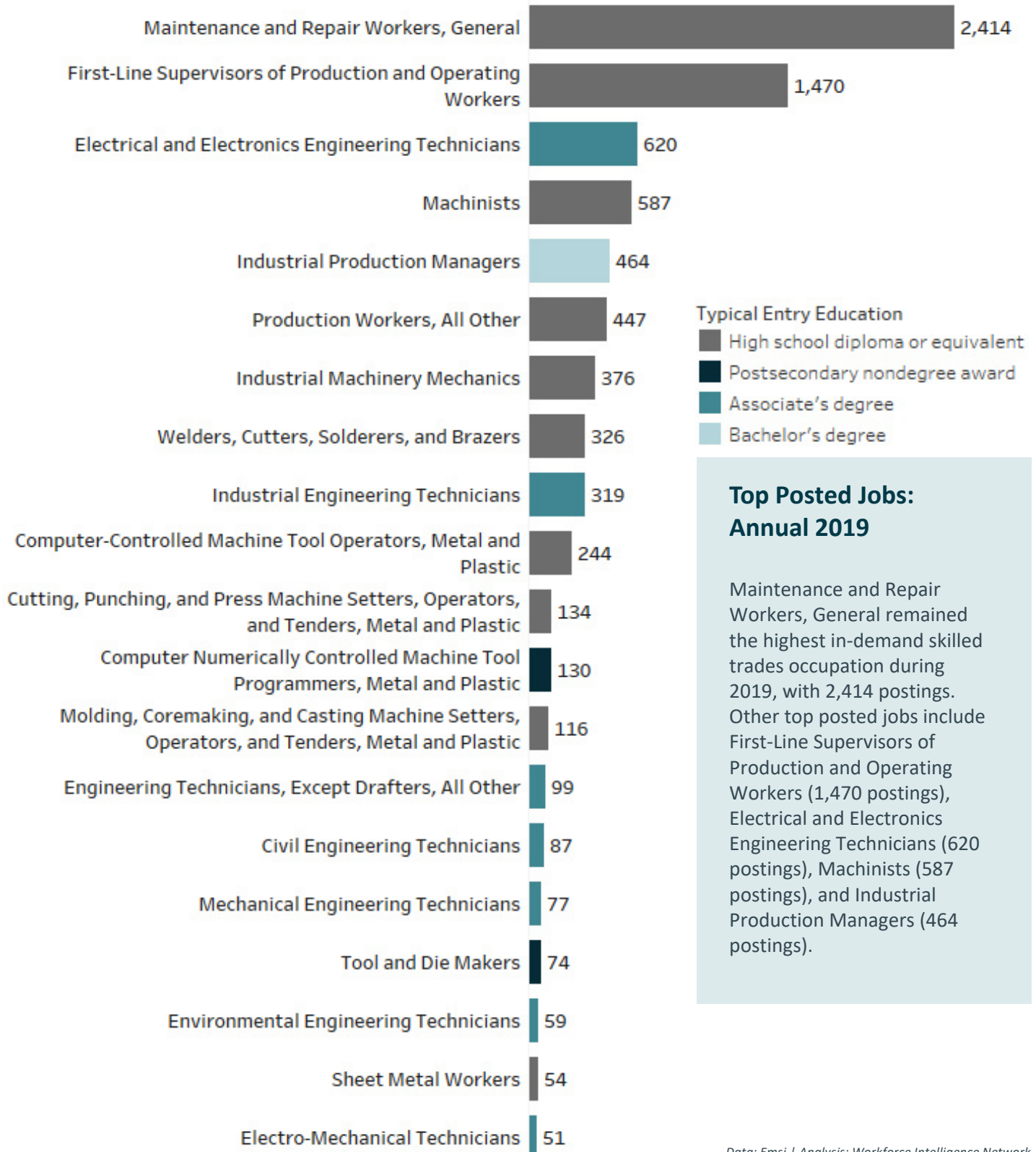
79.3% White | **11.1% Black or African American** | **4.1% Hispanic or Latino**

Worker Age Demographics

Age 14-24 6.6%	Age 25-54 66.8%	Age 55+ 26.5%

Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades
Top Posted Jobs
2019

Occupation	Postings
Maintenance and Repair Workers, General	2,414
First-Line Supervisors of Production and Operating Workers	1,470
Electrical and Electronics Engineering Technicians	620
Machinists	587
Industrial Production Managers	464
Production Workers, All Other	447
Industrial Machinery Mechanics	376
Welders, Cutters, Solderers, and Brazers	326
Industrial Engineering Technicians	319
Computer-Controlled Machine Tool Operators, Metal and Plastic	244
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	134
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	130
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	116
Engineering Technicians, Except Drafters, All Other	99
Civil Engineering Technicians	87
Mechanical Engineering Technicians	77
Tool and Die Makers	74
Environmental Engineering Technicians	59
Sheet Metal Workers	54
Electro-Mechanical Technicians	51

Typical Entry Education
- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

Top Posted Jobs: Annual 2019

Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during 2019, with 2,414 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,470 postings), Electrical and Electronics Engineering Technicians (620 postings), Machinists (587 postings), and Industrial Production Managers (464 postings).

Data: Emsi | Analysis: Workforce Intelligence Network

Skilled Trades Wage Overview

Eight of the top ten in-demand skilled trades occupations have median wages above $20 per hour according to the Bureau of Labor Statistics (BLS). Maintenance and Repair Workers, General, the top posted skilled trades job in 2019, offers a median hourly wage of $18.04. This translates to an annual salary of about $37,500.

Wage Overview for Top Posted Skilled Trades Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	$10.58	$14.07	$18.04	$23.98	$30.08
51-1011	First-Line Supervisors of Production and Operating Workers	$18.30	$25.92	$34.25	$43.91	$54.22
17-3023	Electrical and Electronics Engineering Technicians	$15.46	$22.65	$30.63	$35.57	$39.65
51-4041	Machinists	$11.25	$16.64	$21.75	$28.25	$32.80
11-3051	Industrial Production Managers	$34.18	$46.71	$58.62	$73.14	$90.56
51-9199	Production Workers, All Other	$10.18	$12.26	$17.28	$24.21	$37.44
49-9041	Industrial Machinery Mechanics	$15.21	$21.22	$27.11	$33.70	$40.09
51-4121	Welders, Cutters, Solderers, and Brazers	$13.65	$17.44	$20.77	$25.82	$31.94
17-3026	Industrial Engineering Technicians	$16.69	$22.56	$28.53	$36.06	$42.06
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	$12.29	$15.77	$20.90	$25.72	$31.90

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Plumbing
- Machining
- HVAC
- Tooling
- Carpentry

In-Demand Foundational Skills

- Operations
- Troubleshooting (Problem Solving)
- Management
- Communications
- Valid Driver's License

In-Demand Education Level*

- High School Diploma: 36.3%
- Associate Degree: 10.6%
- Bachelor's Degree: 14.6%
- Master's Degree: 1.7%

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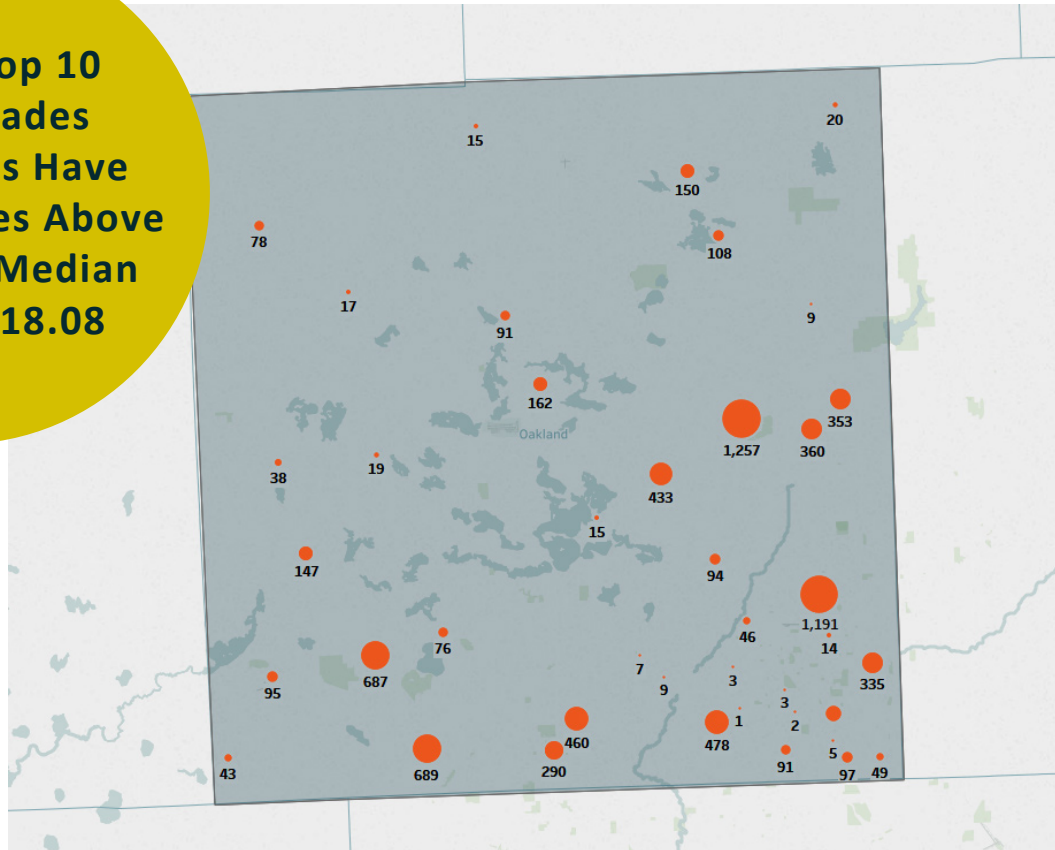
In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- EPA 608 Technician Certification
- Automotive Service Excellence (ASE) Certification
- CFC Refrigeration Certification

Employer Demand by City

8 of the Top 10 Skilled Trades Occupations Have Median Wages Above the State's Median Wage of $18.08

Top Posting Employers*

- Express Employment Professionals
- Kelly Services, Inc.
- American Axle & Manufacturing, Inc.
- FCA US LLC
- Aerotek, Inc.
- Nesco Resource
- HomeAdvisor, Inc.
- Sentech Services
- Trillium Staffing
- County of Oakland

Employer names are listed as they appear in online job postings.
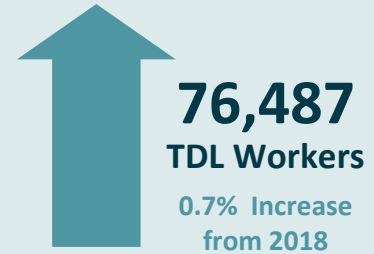
Job Postings by City

1. Auburn Hills: 1,257 Postings
2. Troy: 1,191 Postings
3. Novi: 689 Postings
4. Wixom: 687 Postings
5. Southfield: 478 Postings
6. Farmington Hills: 460 Postings
7. Pontiac: 433 Postings
8. Rochester Hills: 360 Postings
9. Rochester: 353 Postings
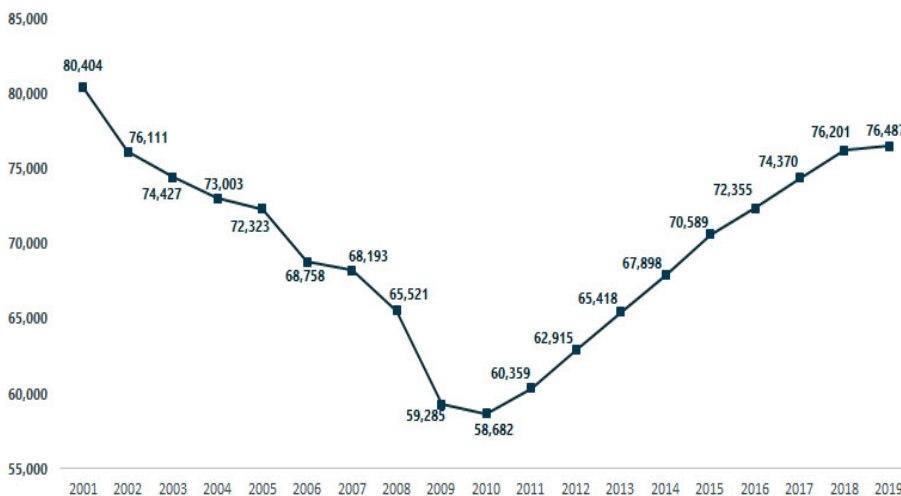10. Madison Heights: 335 Postings

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.

76,487
TDL Workers
0.7% Increase from 2018

Employment Over Time
2001–2019

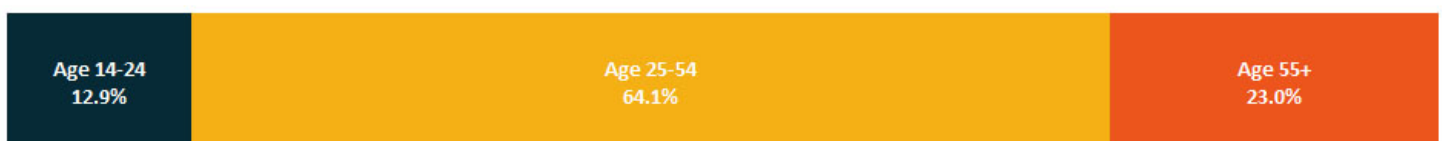### Worker Gender Demographics

72.6 Males
27.4% Female
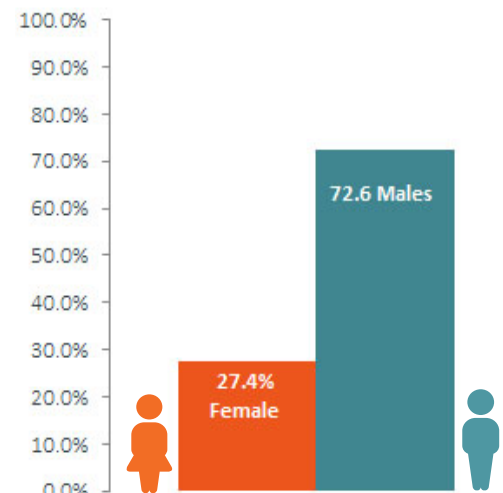
TDL Worker Demographics

According to the most recent Emsi data set available (2019), the TDL occupation group has a large workforce, employing over 76,000 individuals. These workers are 72.6 percent male and 70.2 percent white. Only 12.9 percent of the workers in this occupation group are under the age of 25, indicating an aging TDL workforce.

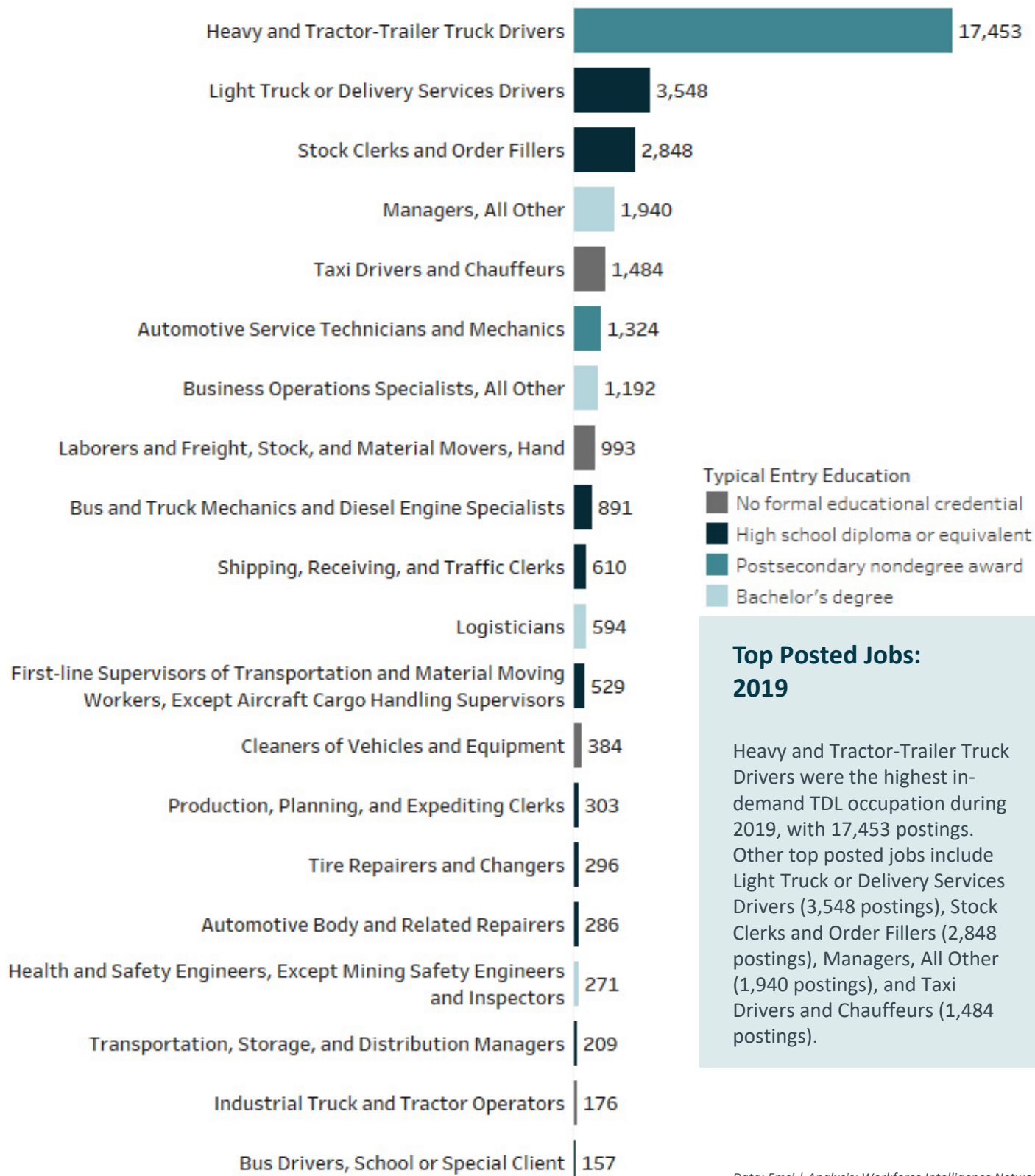### Race and Ethnicity Demographics

70.2% White | 20.0% Black or African American | 4.6% Hispanic or Latino

Worker Age Demographics

| Age 14-24 12.9% | Age 25-54 64.1% | Age 55+ 23.0% |

Data: Emsi | Analysis: Workforce Intelligence Network

TDL Top Posted Jobs
2019

Occupation	Postings
Heavy and Tractor-Trailer Truck Drivers	17,453
Light Truck or Delivery Services Drivers	3,548
Stock Clerks and Order Fillers	2,848
Managers, All Other	1,940
Taxi Drivers and Chauffeurs	1,484
Automotive Service Technicians and Mechanics	1,324
Business Operations Specialists, All Other	1,192
Laborers and Freight, Stock, and Material Movers, Hand	993
Bus and Truck Mechanics and Diesel Engine Specialists	891
Shipping, Receiving, and Traffic Clerks	610
Logisticians	594
First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	529
Cleaners of Vehicles and Equipment	384
Production, Planning, and Expediting Clerks	303
Tire Repairers and Changers	296
Automotive Body and Related Repairers	286
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	271
Transportation, Storage, and Distribution Managers	209
Industrial Truck and Tractor Operators	176
Bus Drivers, School or Special Client	157

Typical Entry Education
- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree

Top Posted Jobs: 2019

Heavy and Tractor-Trailer Truck Drivers were the highest in-demand TDL occupation during 2019, with 17,453 postings. Other top posted jobs include Light Truck or Delivery Services Drivers (3,548 postings), Stock Clerks and Order Fillers (2,848 postings), Managers, All Other (1,940 postings), and Taxi Drivers and Chauffeurs (1,484 postings).

Data: Emsi | Analysis: Workforce Intelligence Network

TDL Wage Overview

According to the Bureau of Labor Statistics (BLS), four of the top ten in-demand TDL occupations offer median wages of more than $20 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job in 2019, offers a median hourly wage of $20.47, or an annual salary of nearly $43,000. Logistics roles that require additional education, such as Business Operations Specialists, typically offer even higher wages.

Wage Overview for Top Posted TDL Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	$12.81	$16.64	$20.47	$24.71	$29.91
53-3033	Light Truck or Delivery Services Drivers	$9.76	$11.68	$16.51	$23.66	$31.14
43-5081	Stock Clerks and Order Fillers	$9.77	$11.03	$12.72	$16.44	$20.63
11-9199	Managers, All Other	$28.38	$38.84	$50.08	$60.42	$75.04
53-3041	Taxi Drivers and Chauffeurs	$9.38	$9.89	$11.23	$12.83	$15.22
49-3023	Automotive Service Technicians and Mechanics	$10.00	$13.14	$22.15	$29.93	$35.72
13-1199	Business Operations Specialists, All Other	$16.44	$24.56	$33.76	$47.26	$59.86
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	$10.44	$12.77	$15.68	$19.40	$23.59
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	$14.43	$19.27	$23.24	$28.11	$32.56
43-5071	Shipping, Receiving, and Traffic Clerks	$10.89	$14.02	$17.12	$21.92	$29.40

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Warehousing
- Merchandising
- Mechanics
- Palletizing
- Customer Satisfaction

In-Demand Foundational Skills

- Valid Driver's License
- Customer Service
- Management
- Communications
- Operations

In-Demand Education Level*

- High School Diploma: 14.9%
- Associate Degree: 1.9%
- Bachelor's Degree: 8.7%
- Master's Degree: 1.9%

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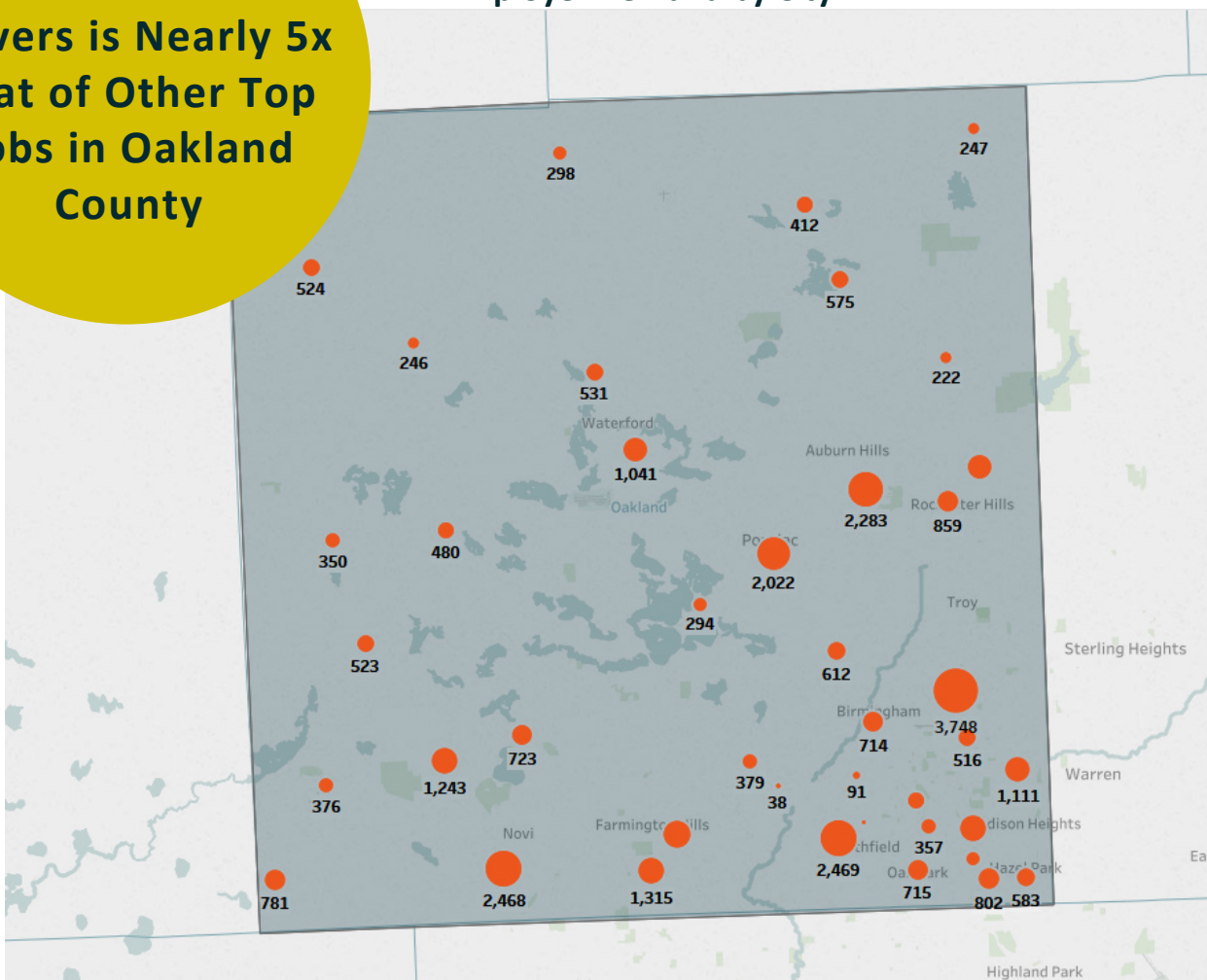
In-Demand Certifications

- Commercial Driver's License (CDL)
- Transportation Worker Identification Credential (TWIC) Card
- Automotive Service Excellence (ASE) Certification
- Project Management Professional Certification
- Certified Forklift Operator

Demand for Truck Drivers is Nearly 5x That of Other Top Jobs in Oakland County

Employer Demand by City

Top Posting Employers*

- CRST International, Inc.
- Uber Technologies, Inc.
- U. S. Xpress, Inc.
- Roehl Transport, Inc.
- C.R. England, Inc.
- Roadrunner Transportation Systems, Inc.
- Celadon Group, Inc.
- Doordash
- J.B. Hunt Transport Services, Inc.
- Hogan Transports Inc

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

Job Postings by City

1. Troy: 3,748 Postings
2. Southfield: 2,469 Postings
3. Novi: 2,468 Postings
4. Auburn Hills: 2,283 Postings
5. Pontiac: 2,022 Postings
6. Farmington Hills: 1,372 Postings
7. Farmington: 1,315 Postings
8. Wixom: 1,243 Postings
9. Royal Oak: 1,231 Postings
10. Madison Heights: 1,111 Postings

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