

2020
January – December

OAKLAND COUNTY

2020 Labor Market Report





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About This Report

The Workforce Intelligence Network for Southeast Michigan (WIN) partnership is a collaboration of 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 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 2020 data 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.



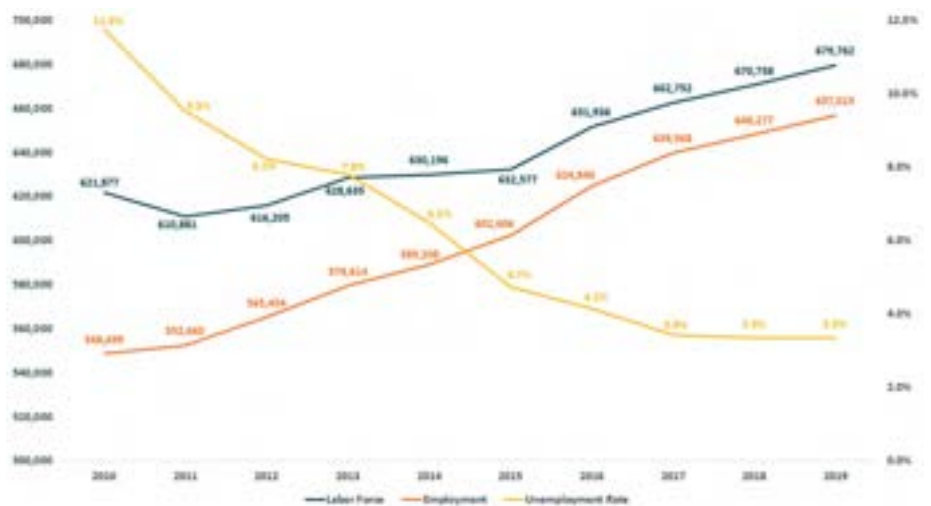
State of the Labor Market in Oakland County

The COVID-19 crisis has caused major shifts in the labor market this year. In 2020, the labor force fell by 30,356 individuals (4.5 percent) since 2019. Employment decreased by 63,850 workers (9.7 percent), while unemployment grew by more than double (33,494 workers) the 22,743 individuals recorded in 2019. The unemployment rate also rose in 2020, which trends with the shifts caused by the COVID-19. The unemployment rate rose 5.3 percentage points since 3.3 percent in 2019, for an annual unemployment rate of 8.7 percent. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The transportation, distribution, and logistics occupation group was heavily demanded in Oakland county, while Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 10,180 postings in 2020.

Annual Labor Market Information

The labor force in Oakland county has decreased in 2020, falling by 30,356 individuals since 2019. Employment decreased by 63,850 workers (9.7 percent) since 2019, while unemployment increased by 33,494 workers for a total of 56,237 unemployed workers in 2020. The unemployment rate dramatically increased in 2020 to 8.7 percent, a rise of 5.3 percentage points since 2019, which had a rate of 3.3 percent. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 19.5 percent in Oakland county.

Annual Labor Force, Employment, Unemployment Rate
2010–2020



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2020 indicates that employer demand has increased since the end of Q3 2020. In Q4 2020, there were 80,127 unique postings in Oakland county, an increase of 2,552 postings from the 77,575 postings recorded in Q3. April had the lowest recorded postings in 2020 with 41,952 postings, a decrease of 12,103 postings (22.4 percent) since April 2019. The increase in the number of monthly online ads indicate employer demand for jobs has slowly began to increase into Q4 2020.

Monthly Posting Analysis
Oakland County
2020



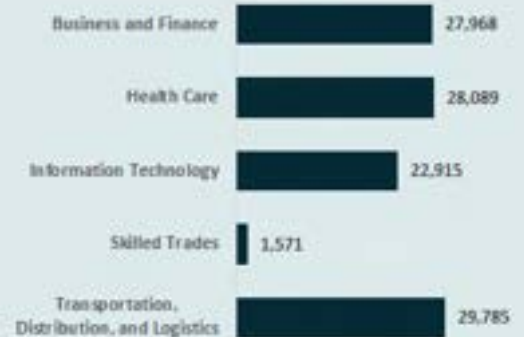
Data: Emsi | Analysis: Workforce Intelligence Network



Employer demand decreased by 22.5 percent, a loss of 64,596 job postings since 2019. Transportation, Distribution, and Logistics is the top posting occupation group through 2020 with 29,785 postings.

During 2020, there were 222,579 job postings, 64,596 less than the 287,175 postings made during 2019 in Oakland county. December 2020 saw the highest demand with 48,742 postings since the shut down due to COVID-19, however, postings are up 4.5 percent since December 2019. The top posted job titles in 2020 include CDL-A Truck Drivers, Nannies, Delivery Drivers, Child Care Professionals, and Shift Supervisors. For more information about in-demand job postings, see page 9.

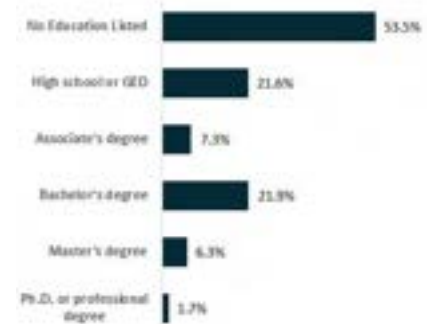
Top 5 Posting Occupation Groups
2020



Job postings made by employers in Oakland county indicate a bachelor's degree is the most in-demand minimum education level during 2020.

Of the 222,579 unique postings in Oakland county during 2020, 48,098 (21.6 percent) required a high school diploma or equivalent, while 64,985 postings (29.2 percent) required a college degree. An additional 17,930 postings (8.1 percent) required an advanced degree. The high demand for transportation roles within Oakland, drives this high demand for workers with various skillsets.

Education Levels In-Demand
2020



Employment in Oakland county totaled 631,513 in Q4 2020, a decrease of 30,303 workers (4.6 percent) since Q4 2019.

The quarterly labor market has seen shifts following the outbreak of COVID-19. The first quarter of 2020 saw a slight decrease in the labor force and employment, while unemployment, and the unemployment rate rose 0.4 percentage points. The COVID-19 shutdown, which started in Q2 2020, caused the employment in Oakland to drop from 655,106 workers in Q1 to 488,677 workers in Q2, a decrease of 166,428 workers or 25.4 percent. Unemployment rose by 82,949 workers, more than triple the 22,662 workers recorded in Q1. Similarly, the unemployment rate rose in Q2, up from 3.3 percent in Q1 to 17.8 percent in Q2 2020. Since Q3 2020, the market has slowly begun to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2020. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	3rd Quarter 2020	4th Quarter 2020	Change from 3rd Quarter 2020	Percent Change from 3rd Quarter 2020	Change from 4th Quarter 2019	Percent Change from 4th Quarter 2019
Labor Force	681,266	677,768	594,289	648,824	676,741	27,917	4.3%	-4,525	-0.7%
Employment	661,816	655,106	488,677	597,377	631,513	34,136	5.7%	-30,303	-4.6%
Unemployment	19,450	22,662	105,611	51,447	45,228	-6,219	-12.1%	25,777	132.5%
Unemployment Rate	2.9%	3.3%	17.8%	7.9%	6.7%	-1.2%	na	3.8%	na

Note: Monthly data averaged by quarter | Data: BLS

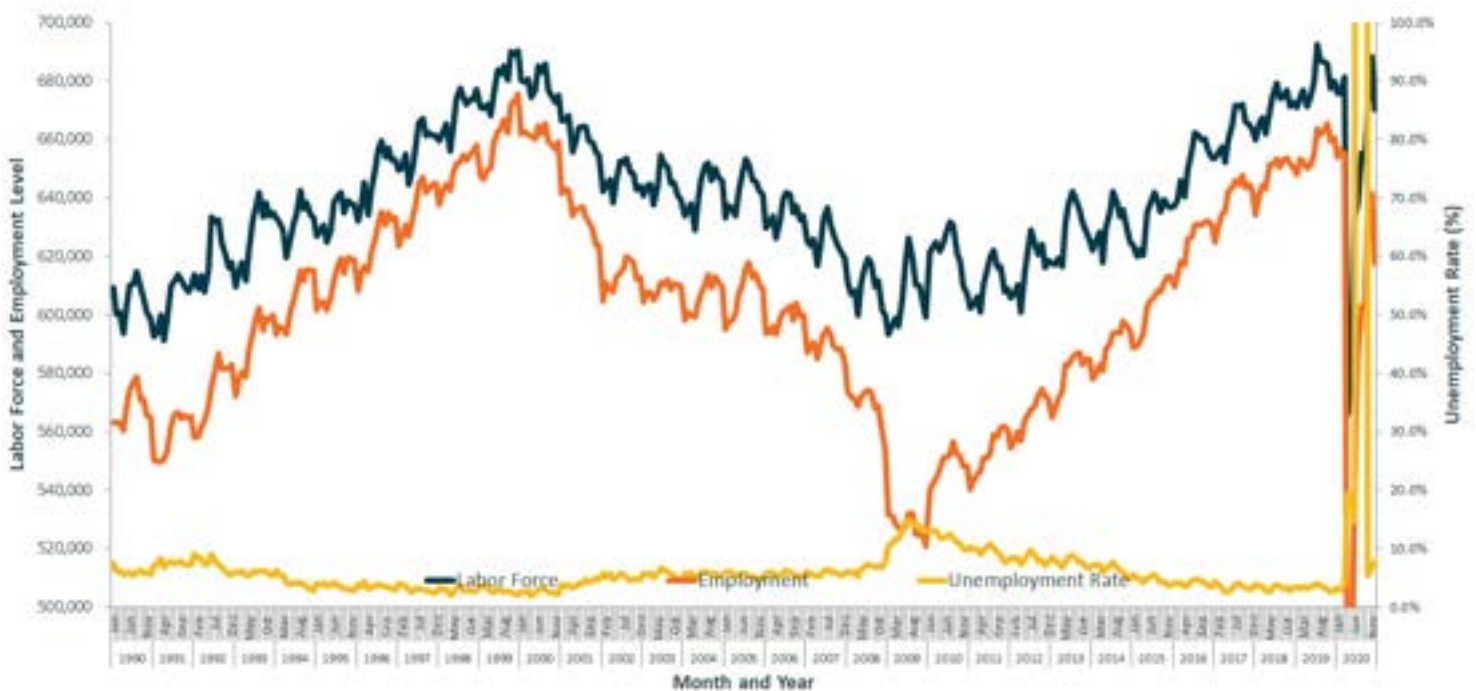
Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

Following labor force fluctuations throughout 2020, labor force participation totaled 649,405 individuals, a decrease by 30,356 individuals since 2019. Employment is down to 593,168 workers in 2020, a decrease of 63,850 workers. Both unemployment and the unemployment rate increased, corresponding to measures taken to slow the spread of COVID-19. Unemployment dramatically rose this year, increasing to 56,237 workers, an increase of 33,494 workers since the 22,743 workers recorded in 2019. Similarly, the unemployment rate rose by 5.3 percentage points, increasing from 3.3 percent, for a 2020 unemployment rate of 8.7 percent.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2020 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	Change from 2019	Percent Change from 2019
Labor Force	621,877	630,881	636,205	628,635	630,196	632,577	651,936	662,752	670,738	679,762	649,405	-30,356	-4.5%
Employment	548,699	552,660	565,454	579,614	589,208	602,606	624,840	639,968	648,277	657,023	593,168	-63,850	-9.7%
Unemployment	73,177	78,221	70,751	49,021	40,988	29,971	27,097	22,784	22,462	22,743	56,237	33,494	147.2%
Unemployment Rate	11.8%	9.5%	8.2%	7.8%	6.5%	4.7%	4.2%	3.4%	3.3%	3.3%	8.7%	5.3%	na

Data: Bureau of Labor Statistics

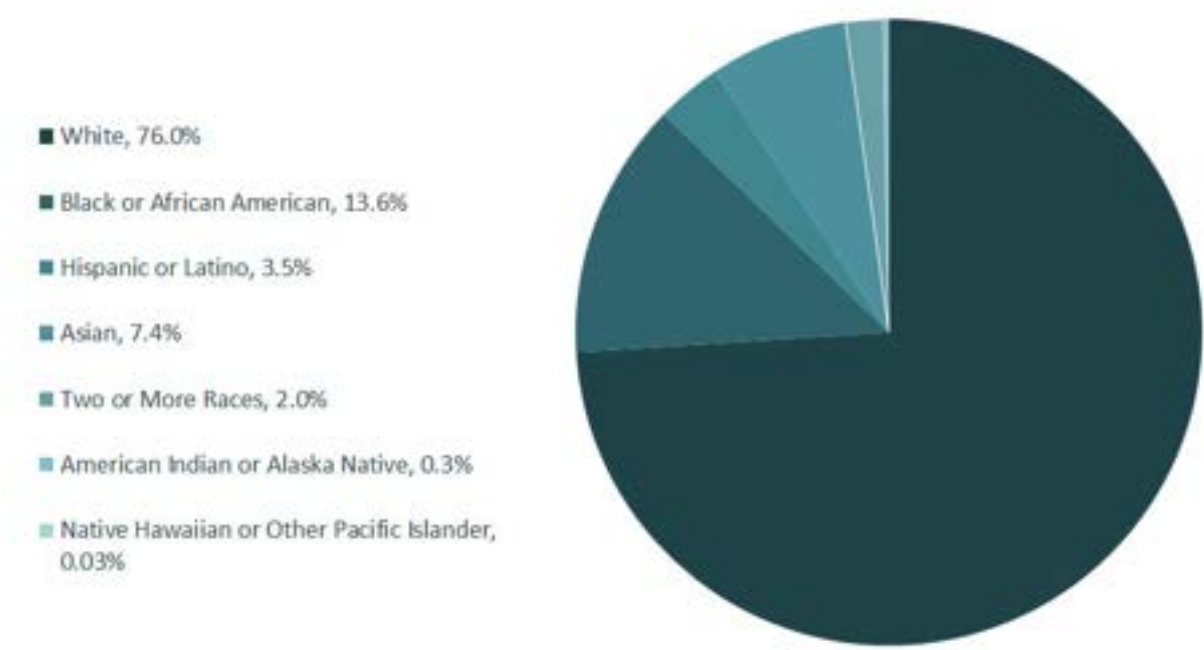


Population Demographics

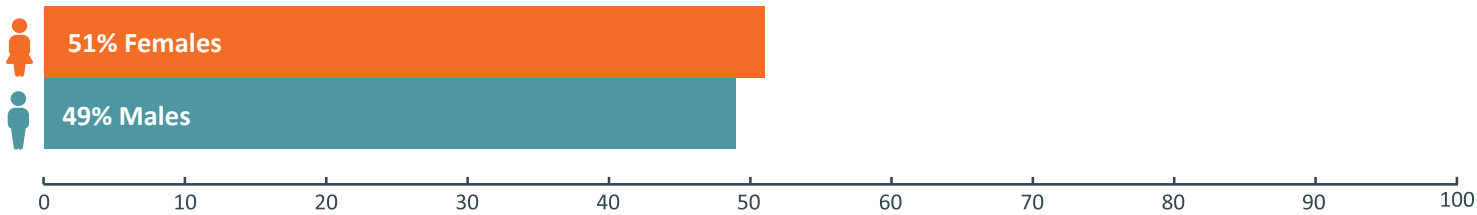
According to data from the most recent Census Bureau 2019 ACS Five Year estimates, the population in Oakland County increased by about 0.2 percent between 2018 and 2019. During 2019, 1,253,185 people were living in the county. The sex of the populace was split almost evenly, with about 51.1 percent of the population identifying as female, and the other 48.9 percent identifying as male. Majority of the population identified as white (75.0 percent) with the second largest number of individuals identifying as Black or African American (13.6 percent). The region is facing an aging population; 30.7 percent of population was over the age of 54, compared to 29.4 percent under the age of 25.



Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were about 676,260 individuals in the labor force, meaning they were either working or looking for work, in Oakland county. Slightly more than half of the population, 646,682 individuals (51.6 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 25 face an unemployment rate of 28.7 percent, compared to females under the age of 25 reporting an unemployment rate of 19.1 percent.

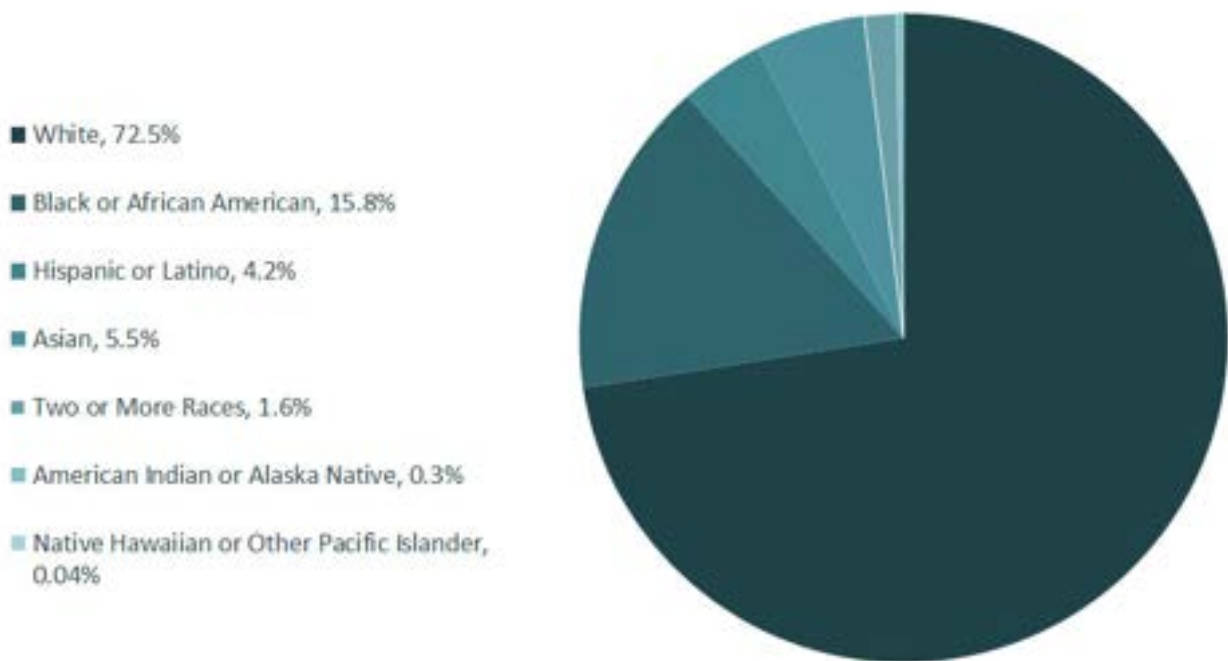
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	676,260	646,682	29,578	4.4%
Sex				
Male 16+	360,424	344,134	16,290	4.5%
16-19	13,073	10,640	2,433	18.6%
20-24	31,435	28,272	3,163	10.1%
25-54	227,535	219,340	8,195	3.6%
55-64	65,443	63,684	1,759	2.7%
65 Plus	22,938	22,198	740	3.2%
Female 16+	315,836	302,548	13,288	4.2%
16-19	14,123	12,588	1,535	10.9%
20-24	28,631	26,284	2,347	8.2%
25-54	197,816	190,407	7,409	3.7%
55-64	57,430	55,865	1,565	2.7%
65 Plus	17,836	17,404	432	2.4%
Race				
White	512,831	493,435	19,488	3.8%
Black / African American	90,941	83,571	7,184	7.9%
Native American	1,863	1,769	95	5.1%
Asian	51,448	49,870	1,543	3.0%
Native Hawaiian / Pacific Islander	208	208	0	0.0%
Some Other Race	5,247	5,077	152	2.9%
Two or More Races	13,956	12,739	1,186	8.5%
Ethnicity				
Hispanic	25,616	24,268	1,255	4.9%



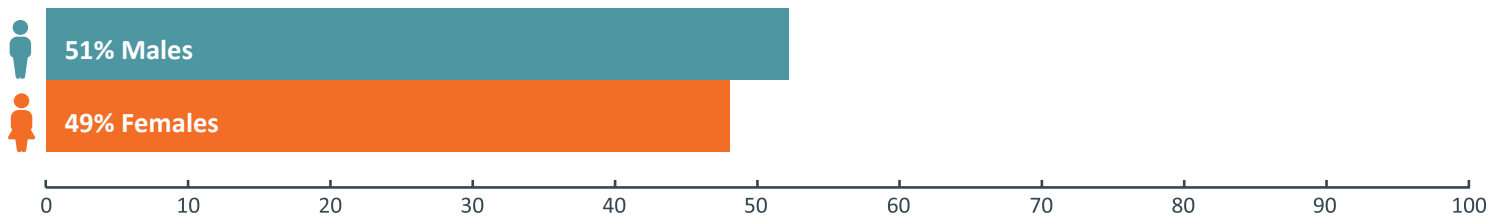
Current Workforce Demographics

In 2020, the workforce had a total of 729,357 individuals working in Oakland county. A slight majority, 50.7 percent (370,038 workers) were male, while 49.3 percent (359,319 workers) of the workforce was female. Most workers in the county identified as white, accounting for 72.5 percent of the workforce, while Black or African American workers totaled 15.8 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.2 percent. Much of the workforce in Oakland county are between the ages of 25 through 54 (64.4 percent), while 22.6 percent of workers are 55 and older.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

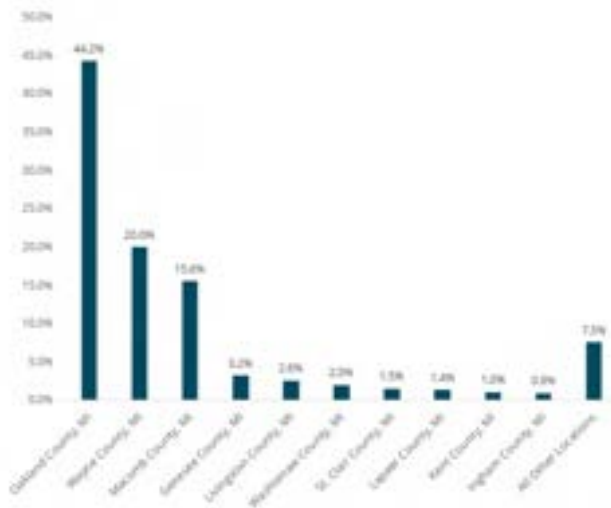




Regional Commuting Patterns

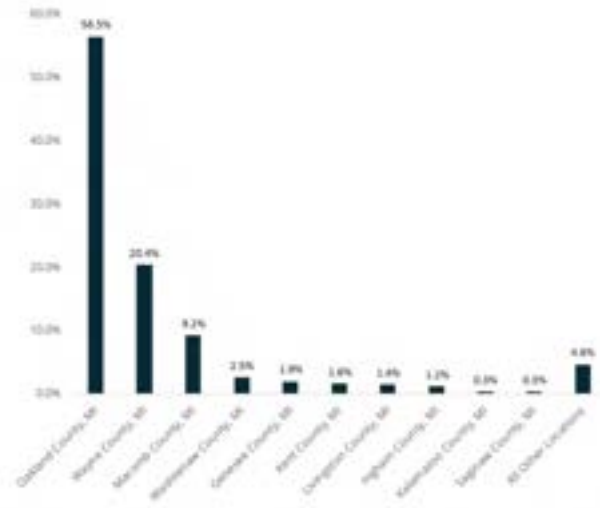
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, Oakland county's workforce consisted of 563,194 residents. There were 317,931 (56.5 percent) residents living and working within the county, while the remaining 245,263 residents (43.5 percent) traveled outside of the county for work. There were 718,560 workers employed in the county during 2018. Of those, 400,629 workers (55.8 percent) lived outside of the county's borders and commuted in. From this information, we can see that Oakland is a net importer of jobs, with more workers entering the area for employment than outwardly commuting.

Where Oakland County Residents Work

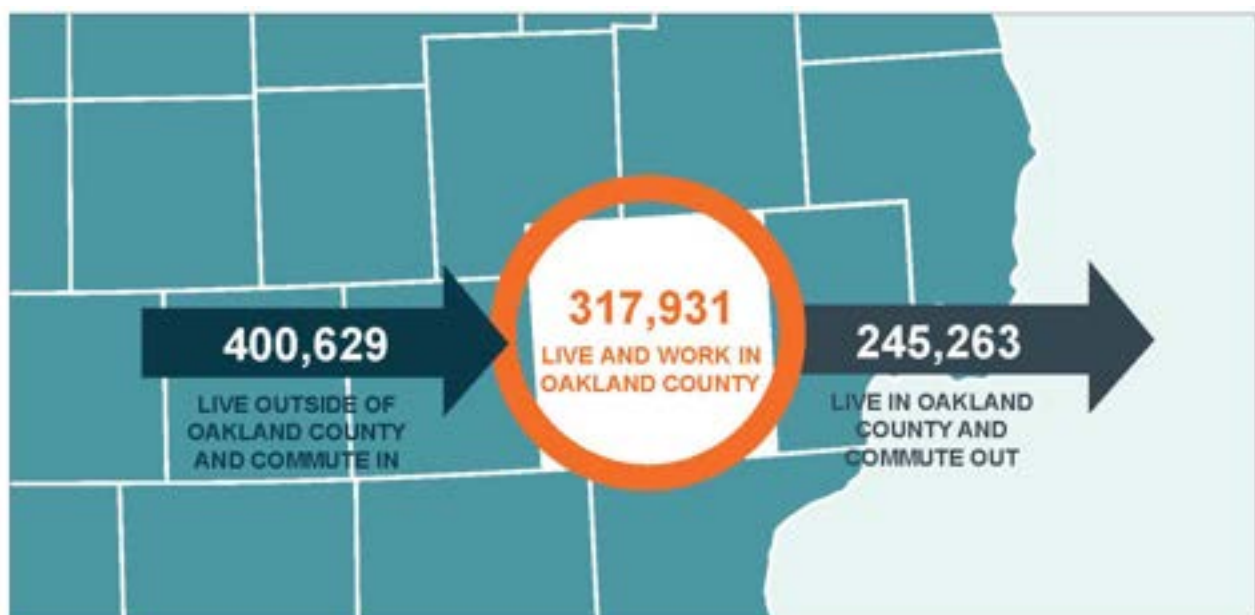


Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

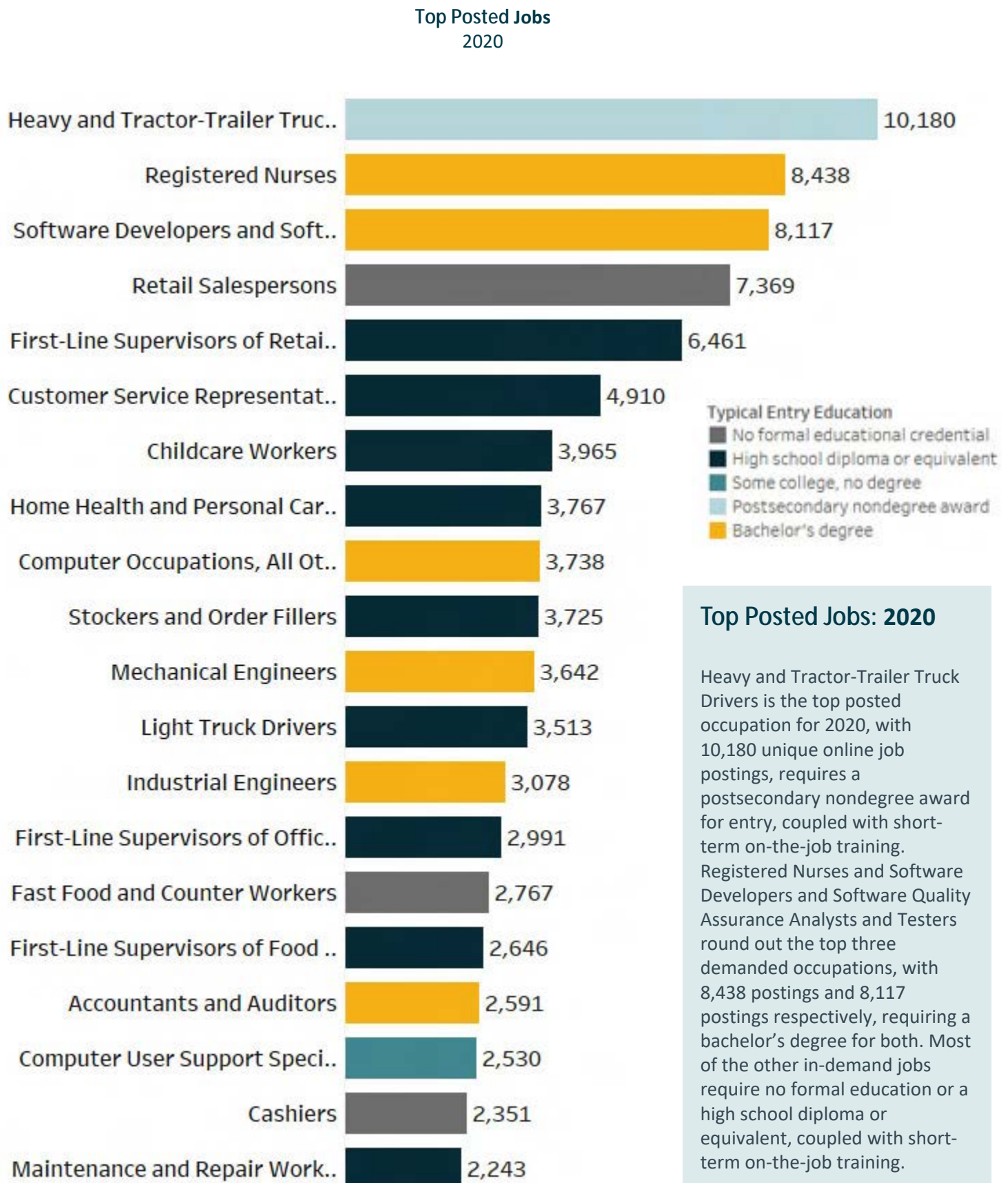
Where Oakland County Workers Live



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

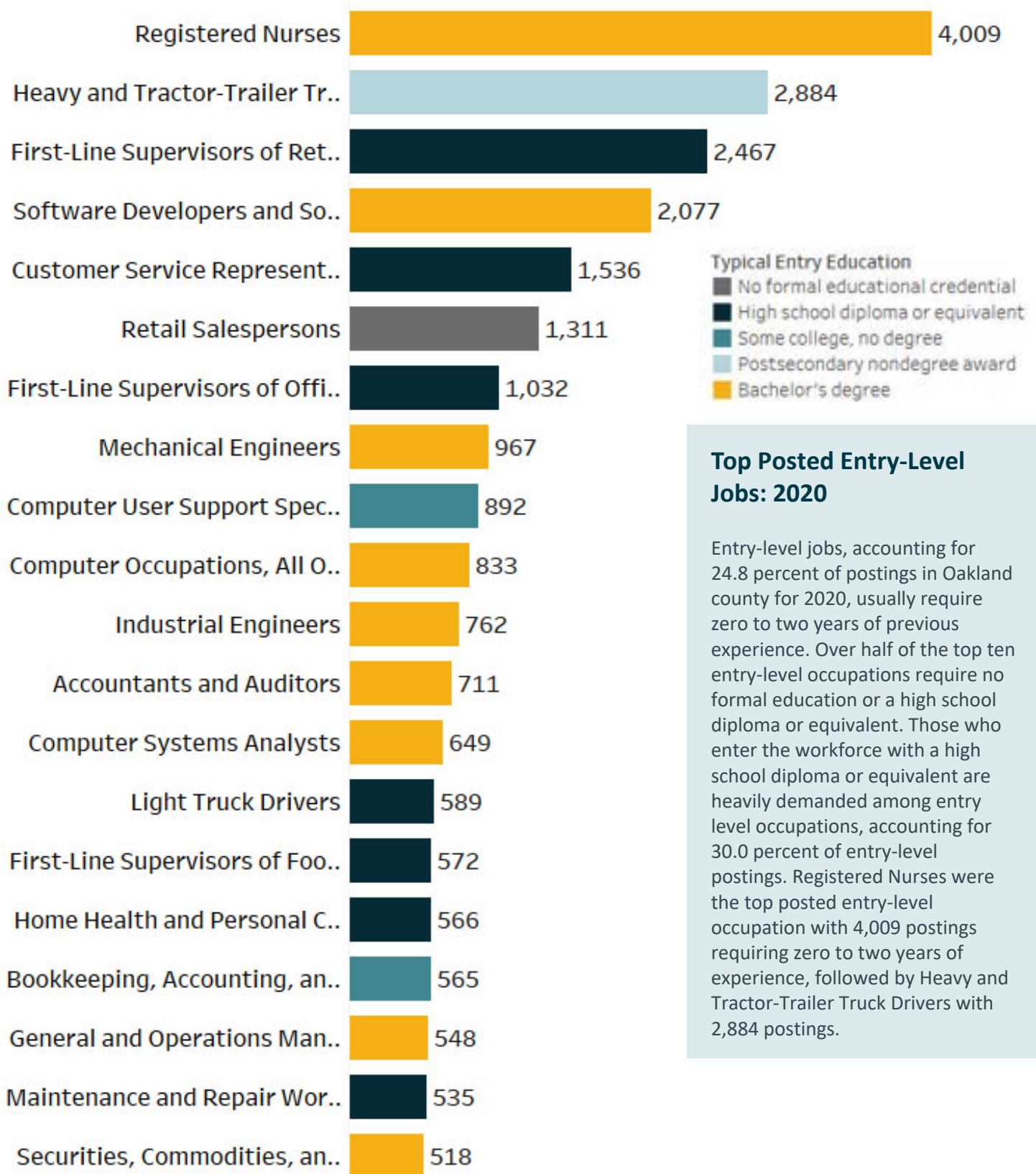


Data: U.S. Census OnTheMap, 2018 | Analysis: Workforce Intelligence Network



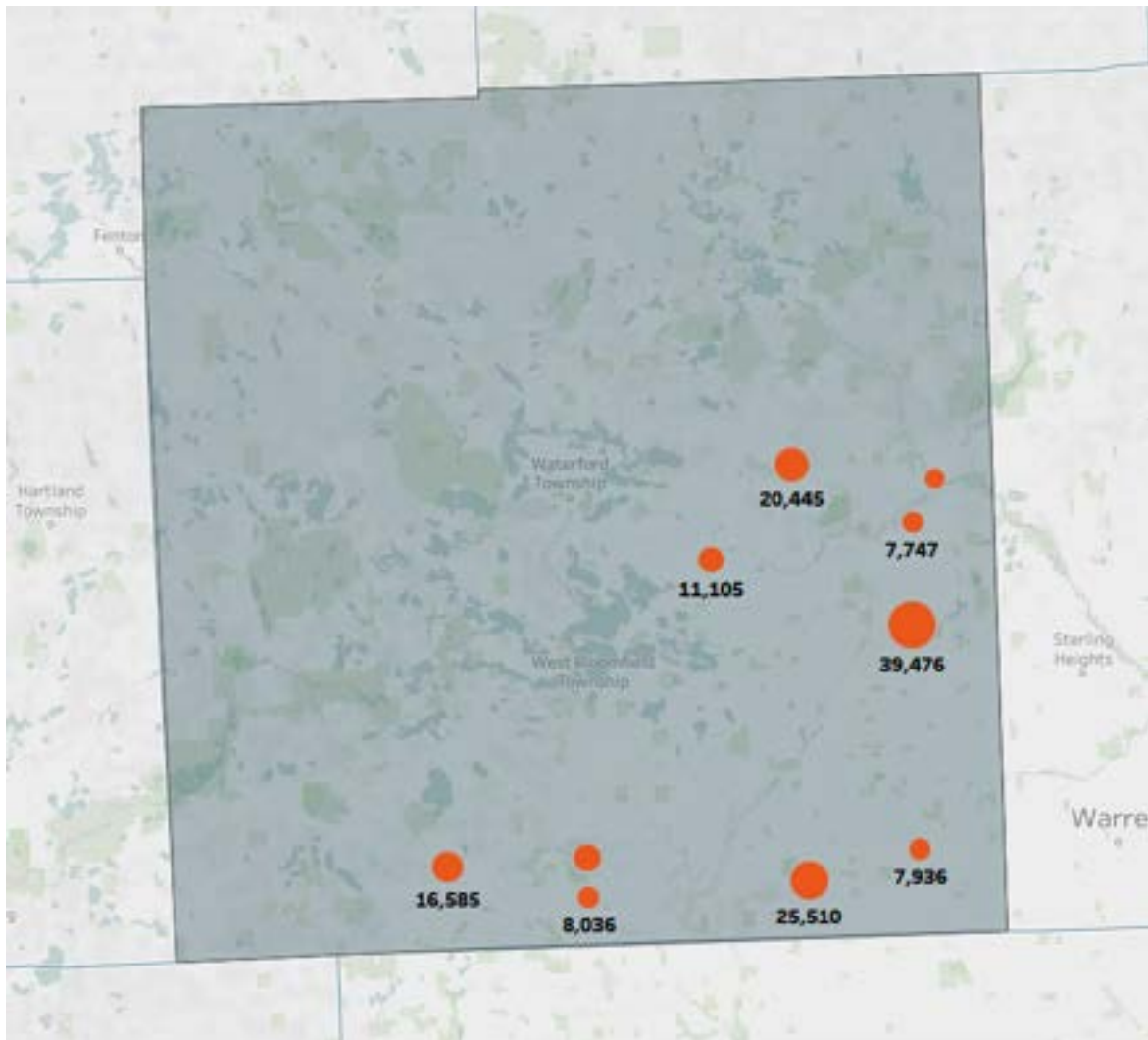


Top Posted Entry-Level Jobs 2020





Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Certified Public Accountant
- Project Management Professional Certification
- Automotive Service Excellence (ASE) Certification
- Certified Pharmacy Technician
- Nurse Practitioner
- Licensed Vocational Nurses
- Associates Degree In Nursing

Top In-Demand Skills

- Merchandising
- Selling Techniques
- Restaurant Operation
- Auditing
- Accounting
- Communications
- Customer Service
- Management
- Sales
- Leadership

Top Posting Employers*

- Oracle Corporation
- Beaumont Health System
- Amazon.com, Inc.
- Kelly Services, Inc.
- Shipt, Inc.
- Robert Half International Inc.
- The Home Depot
- Henry Ford Health System
- William Beaumont Hospital
- Aerotek, Inc.

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

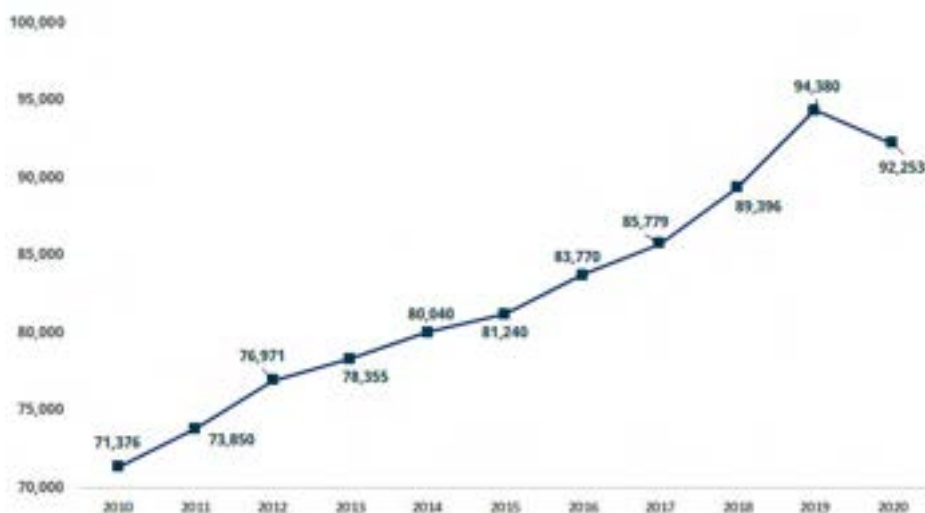


Introduction

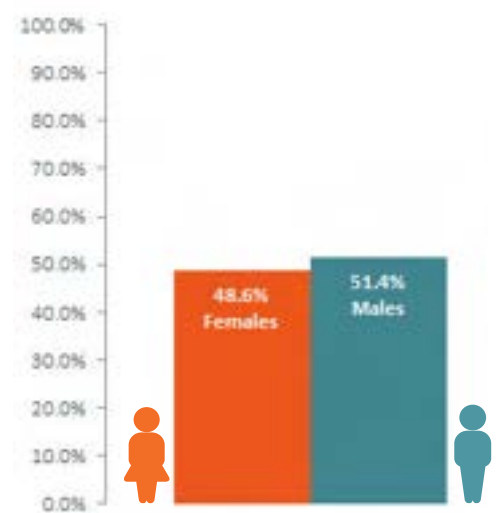
Jobs in the business and finance occupation group can be found in nearly every type of establishment/firm throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in southeast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

92,253
Business and Finance Workers
2.3% Decrease from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Business and Finance Worker Demographics

The business and finance occupation group is somewhat diverse in respect to its 92,253 workers. More than half the working population identify as male (51.4 percent), however 80.3 percent of workers identified as white, indicating much less diversity with respect to race than gender. Only 4.6 percent of the working population in business and finance is under the age of 25, compared to 24.2 percent age 55 and older. In some ways, this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

Race and Ethnicity Demographics

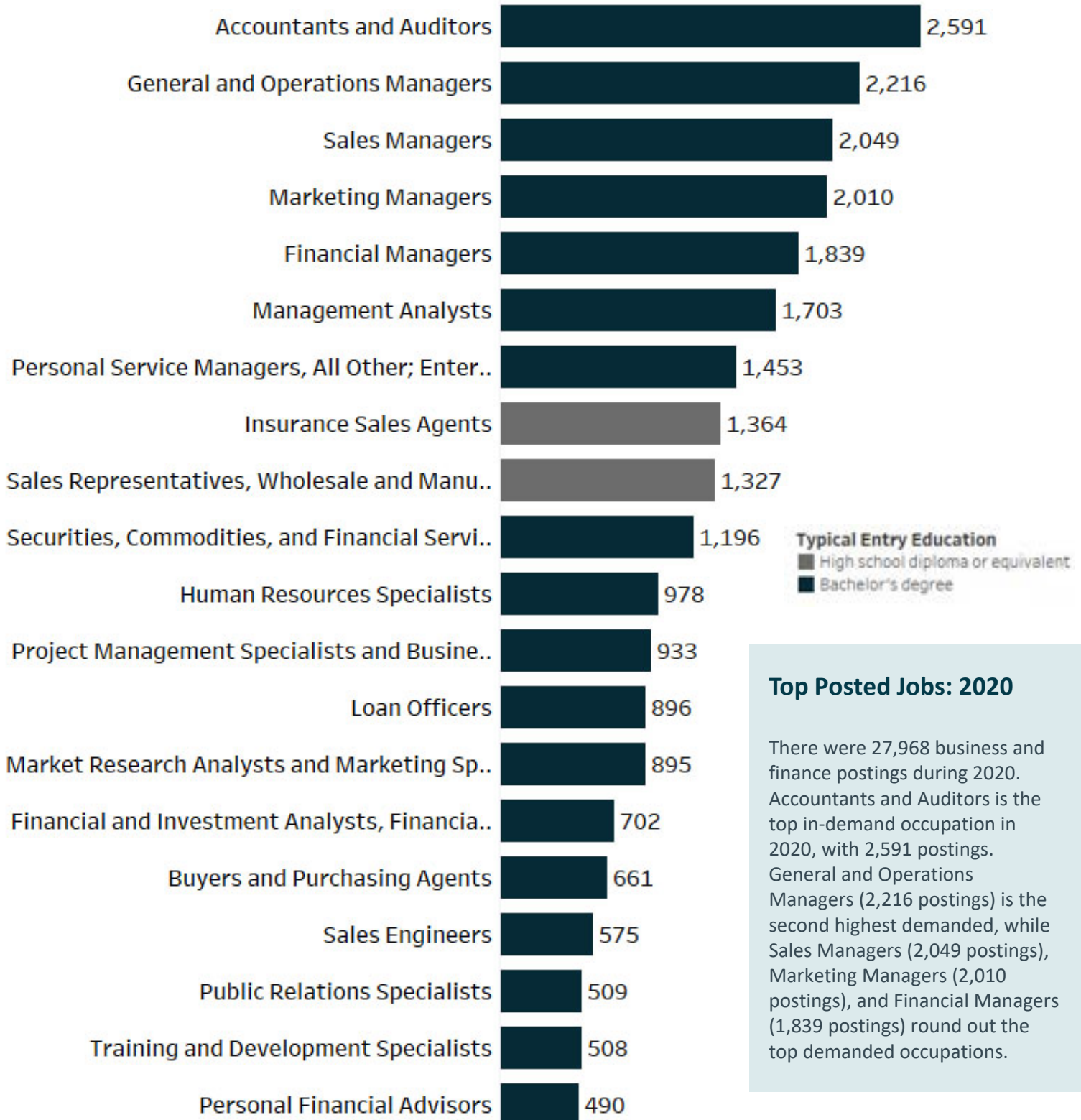
80.3% White | **10.3% Black or African American** | **2.7% Hispanic or Latino**

Worker Age Demographics





Business and Finance Top Posted Jobs 2020



Top Posted Jobs: 2020

There were 27,968 business and finance postings during 2020. Accountants and Auditors is the top in-demand occupation in 2020, with 2,591 postings. General and Operations Managers (2,216 postings) is the second highest demanded, while Sales Managers (2,049 postings), Marketing Managers (2,010 postings), and Financial Managers (1,839 postings) round out the top demanded occupations.



Business and Finance Wage Overview

Most business and finance related jobs offer high wages, providing 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 \$33.42, translating to annual earnings of approximately \$69,514. All the top business occupations offer median wages over \$25.00 per hour, and most prefer a bachelor's degree for entry.

Wage Overview for Top Posted Business and Finance Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-2011	Accountants and Auditors	\$21.51	\$26.44	\$33.42	\$43.87	\$58.90
11-1021	General and Operations Managers	\$23.38	\$35.53	\$54.25	\$83.70	\$119.03
11-2022	Sales Managers	\$36.80	\$52.82	\$69.18	\$85.10	\$129.97
11-2021	Marketing Managers	\$37.69	\$48.92	\$63.58	\$79.46	\$115.35
11-3031	Financial Managers	\$38.24	\$48.76	\$63.64	\$80.33	\$120.33
13-1111	Management Analysts	\$26.80	\$33.49	\$42.29	\$55.02	\$78.72
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$31.35	\$39.71	\$51.22	\$62.72	\$79.36
41-3021	Insurance Sales Agents	\$16.24	\$19.26	\$27.98	\$45.28	\$70.45
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$15.22	\$22.82	\$35.77	\$51.20	\$67.05
41-3031	Securities, Commodities, and Financial Services Sales Agents	\$15.69	\$18.48	\$25.57	\$42.62	\$73.59

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Forecasting
- Business Development

In-Demand Foundational Skills

- Communications
- Sales
- Management
- Leadership
- Customer Service

In-Demand Education Level*

- High School Diploma: 15.1%
- Associate Degree: 4.8%
- Bachelor's Degree: 51.2%
- Master's Degree: 12.2%

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

In-Demand Certifications

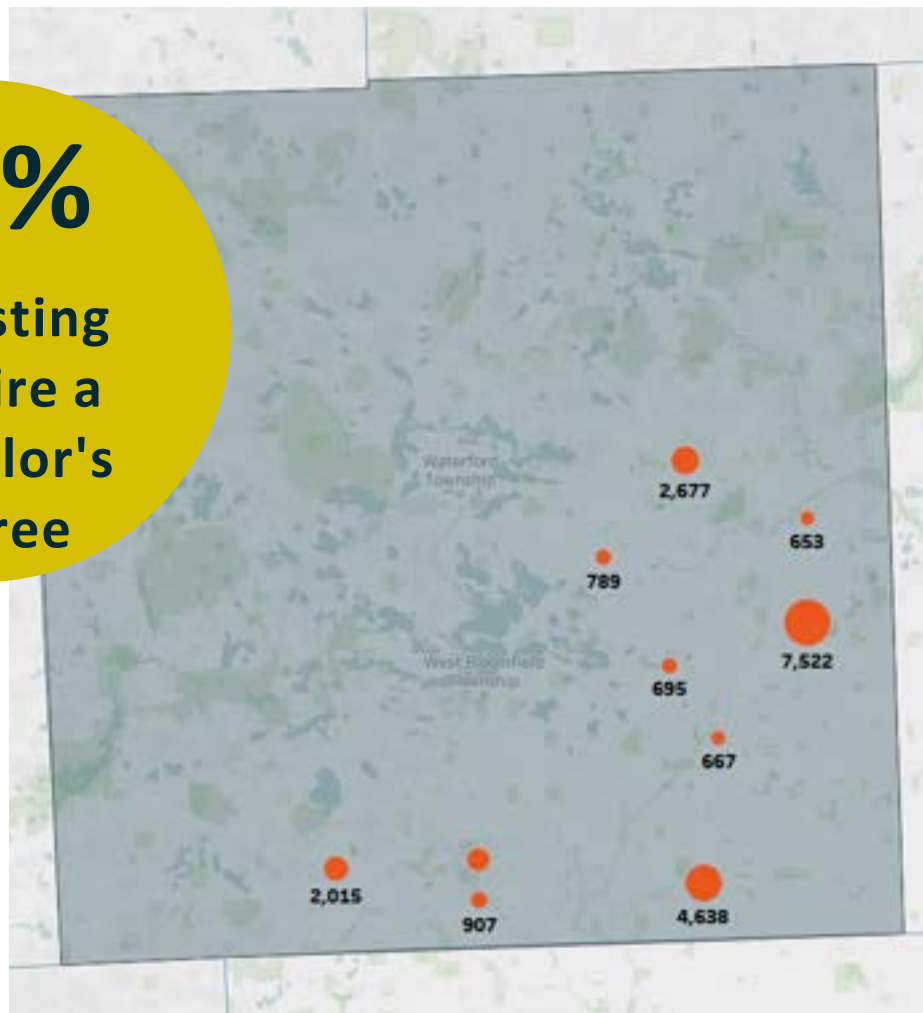
- Certified Public Accountant
- Series 7 General Securities Representative License (Stockbroker)
- Project Management Professional Certification
- Series 6 Investment Company And Variable Contracts License (Mutual Funds/Variable Annuities)
- Certified Financial Planner



Employer Demand by City

51%

**of Posting
Require a
Bachelor's
Degree**



Top Posting Employers*

- Oracle Corporation
- Robert Half International Inc.
- Flagstar Bancorp, Inc.
- Kelly Services, Inc.
- H&R Block, Inc.
- JPMorgan Chase & Co.
- Humana Inc.
- Bank of America Corporation
- Huntington Bancshares Incorporated
- Independent Insurance Agents

Job Postings by City

1. Troy: 7,522 Postings
2. Southfield: 4,638 Postings
3. Auburn Hills: 2,667 Postings
4. Novi: 2,015 Postings
5. Farmington Hills: 1,770 Postings
6. Farmington: 907 Postings
7. Pontiac: 789 Postings
8. Bloomfield Hills: 695 Postings
9. Birmingham: 667 Postings
10. Rochester Hills: 653 Postings

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



Introduction

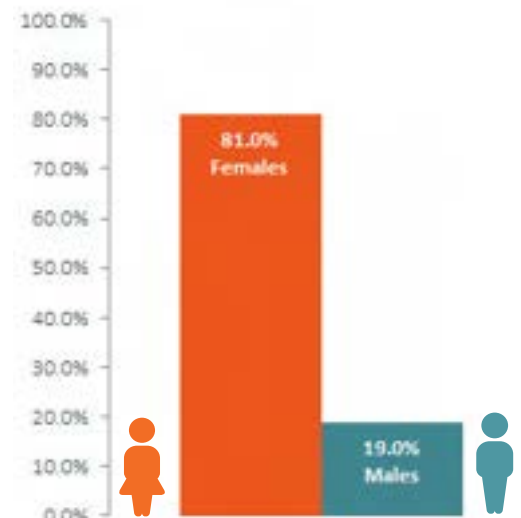
WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, with more health care workers needed to care for Michigan's aging population. Registered nurses are routinely the most in-demand job in this group. Annually, there are about 23,600 job openings for these positions across southeast Michigan, and this is projected to continue increasing.

75,682
Health Care Workers
4.0% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender
Demographics



Health Care Worker Demographics

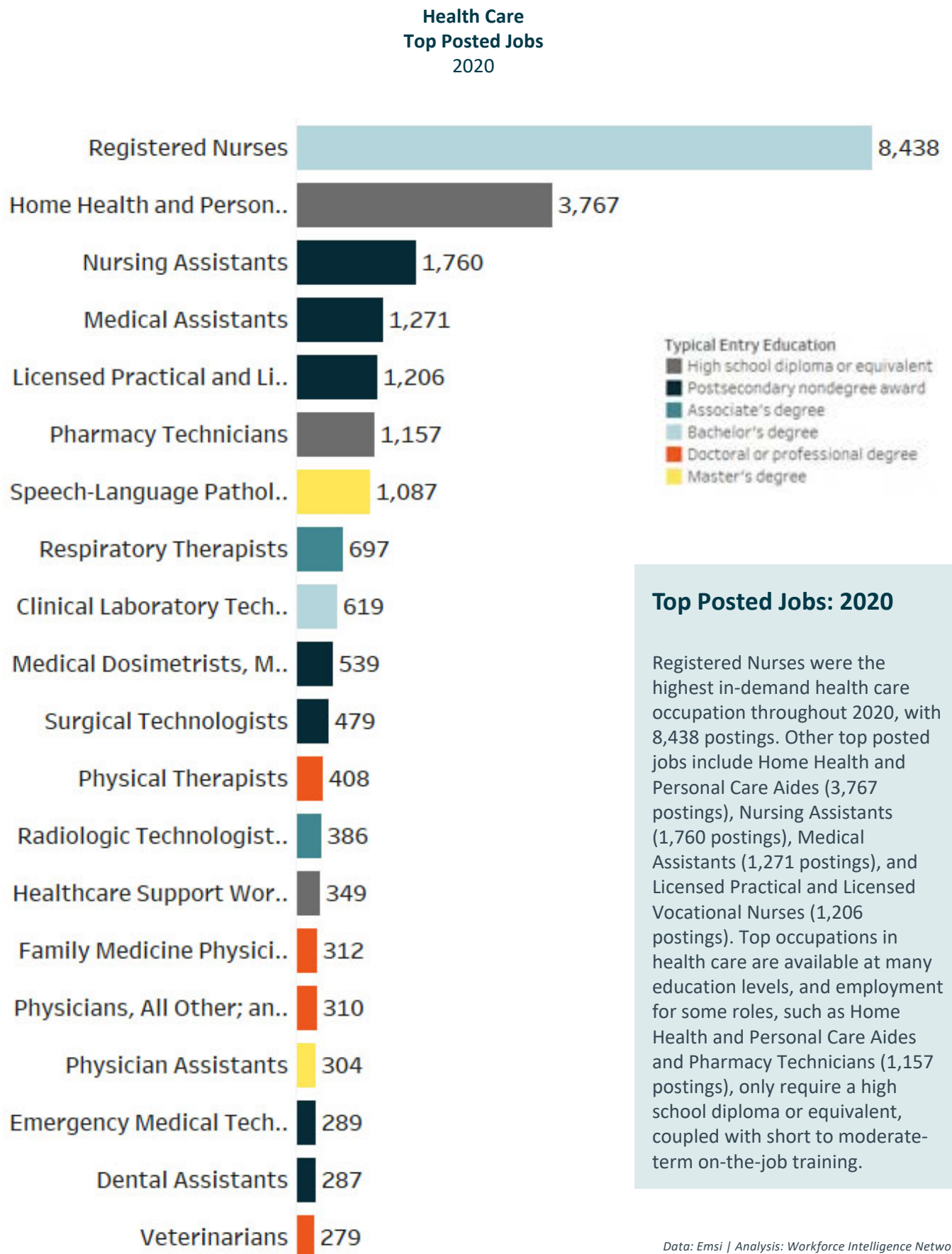
According to 2020 Emsi data, the health care occupation group employed 75,682 workers in Oakland county, who are overwhelmingly female (81.0 percent) and between the ages of 25 and 54 (68.4 percent), although 22.5 percent of workers are over 54. The healthcare occupation group is primarily white in Oakland county, with 66.5 percent of workers identifying as white, 22.7 percent identifying as Black or African American, and 10.8 percent identifying otherwise.

Race and Ethnicity Demographics

66.5% White | 22.7% Black or African American | 6.1% Asian

Worker Age Demographics







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. Most of the top-posted jobs pay over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$36.10 per hour or annual salary of about \$75,088.

Wage Overview for Top Posted Health Care Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$27.00	\$31.05	\$36.10	\$41.66	\$47.56
31-1128	Home Health and Personal Care Aides	\$9.72	\$10.47	\$11.54	\$13.28	\$15.51
31-1131	Nursing Assistants	\$12.15	\$13.54	\$15.26	\$17.55	\$19.22
31-9092	Medical Assistants	\$13.35	\$14.70	\$16.80	\$19.03	\$21.55
29-2061	Licensed Practical and Licensed Vocational Nurses	\$21.16	\$23.73	\$26.83	\$29.57	\$31.33
29-2052	Pharmacy Technicians	\$11.56	\$13.68	\$16.78	\$20.19	\$24.79
29-1127	Speech-Language Pathologists	\$24.95	\$31.60	\$37.86	\$46.88	\$67.42
29-1126	Respiratory Therapists	\$21.09	\$24.29	\$27.67	\$31.06	\$35.79
29-2018	Clinical Laboratory Technologists and Technicians	\$14.34	\$17.48	\$25.98	\$33.20	\$37.44
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	\$13.31	\$16.00	\$20.30	\$26.04	\$32.19

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Caregiving
- Nursing Care

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 21.7%
- Associate Degree: 24.0%
- Bachelor's Degree: 8.7%
- Master's Degree: 5.6%

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

In-Demand Certifications

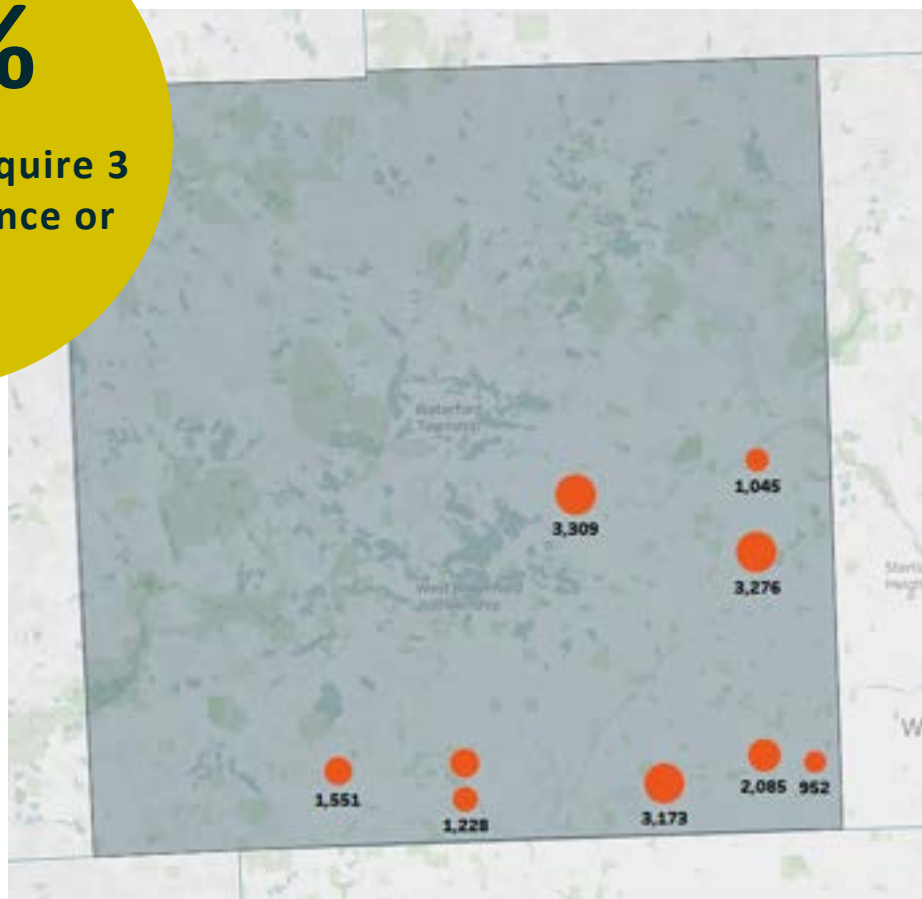
- Certified Nursing Assistant
- Licensed Practical Nurse
- Licensed Vocational Nurses
- Nurse Practitioner
- Certified Pharmacy Technician



Employer Demand by City

34%

**of Postings Require 3
Years Experience or
Less**



Top Posting Employers*

- Beaumont Health System
- William Beaumont Hospital
- Ascension
- Henry Ford Health System
- Trinity Health Corporation
- Manor Care, Inc.
- Soliant Health, Inc
- Sunbelt Staffing, LLC
- CVS Health Corporation
- Nomad Health

Job Postings by City

1. Pontiac: 3,309 Postings
2. Troy: 3,276 Postings
3. Southfield: 3,173 Postings
4. Royal Oak: 2,085 Postings
5. Farmington Hills: 1,674 Postings
6. Novi: 1,551 Postings
7. West Bloomfield Township: 1,409 Postings
8. Farmington: 1,228 Postings
9. Rochester Hills: 1,045 Postings
10. Madison Heights: 952 Postings

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



34,954

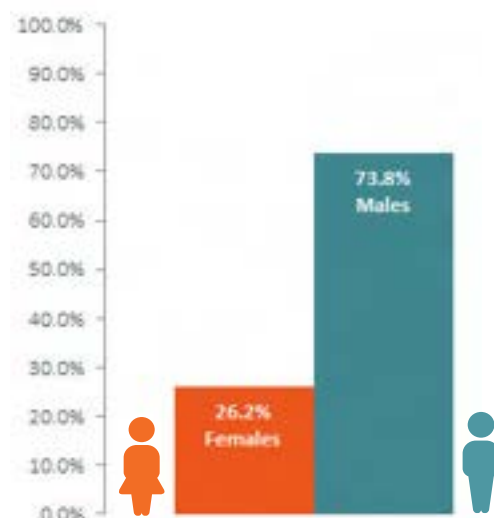
IT Workers

2.5% Decrease
from 2019

Employment Over Time 2010-2020



Worker Gender Demographics



Information Technology Worker Demographics

According to 2020 Emsi data, Oakland county has 34,954 IT workers. The workforce is not too diverse, with most workers identifying as white males (73.8 percent) between the ages of 25 and 54. Roughly 79.7 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 15.5 percent, while only 4.8 percent are 24 years old or younger. Around 62.7 percent of the workforce identify as white, with workers who identify as Asian, make up 24.1 percent of the workforce.

Race and Ethnicity Demographics

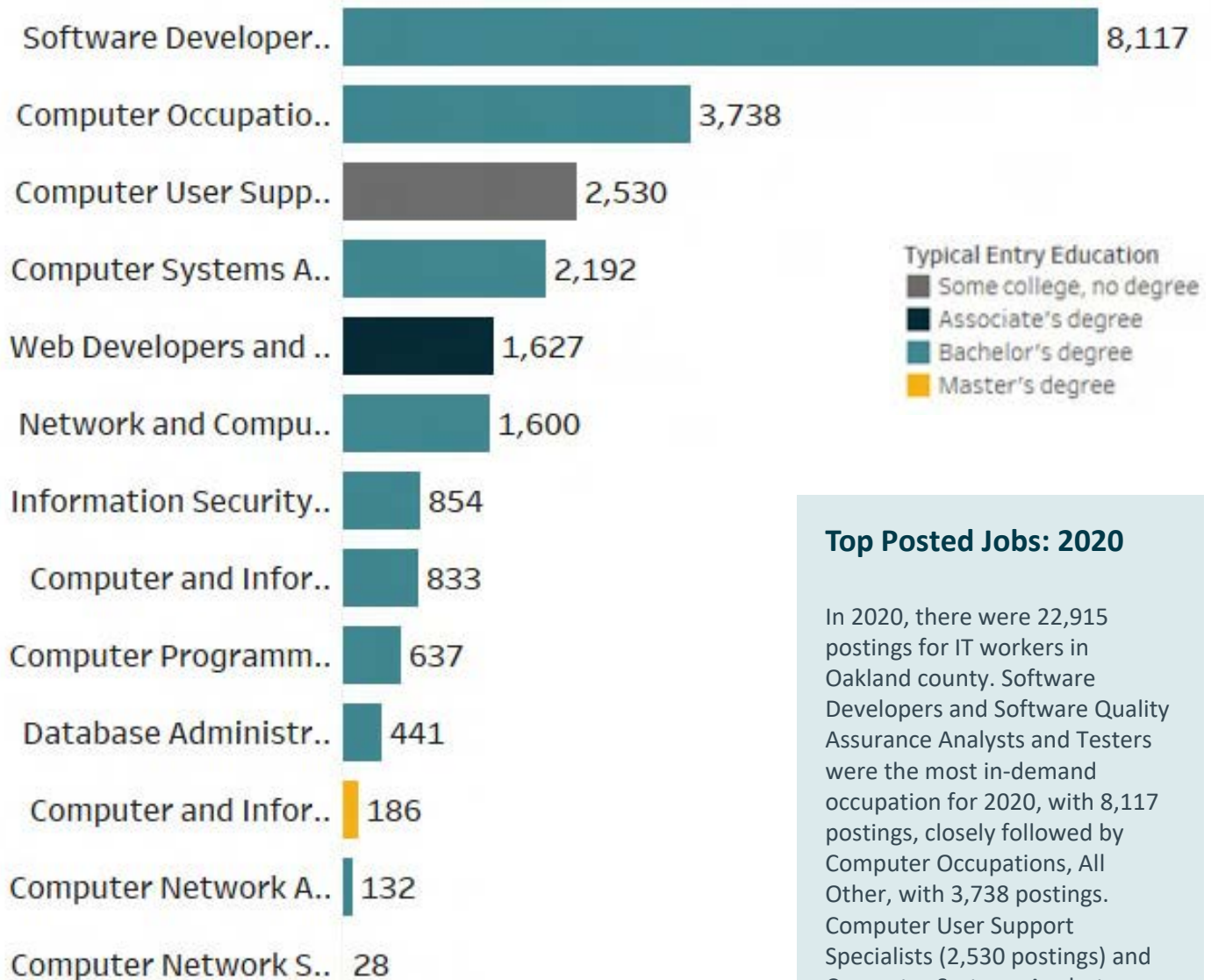
62.7% White | **9.2% Black or African American** | **24.1% Hispanic or Latino**

Worker Age Demographics





Information Technology Top Posted Jobs 2020



Top Posted Jobs: 2020

In 2020, there were 22,915 postings for IT workers in Oakland county. Software Developers and Software Quality Assurance Analysts and Testers were the most in-demand occupation for 2020, with 8,117 postings, closely followed by Computer Occupations, All Other, with 3,738 postings. Computer User Support Specialists (2,530 postings) and Computer Systems Analysts (2,192 posting) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



Information Technology Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Software Developers and Software Quality Assurance Analysts and Testers, the most in-demand occupation, offers a median hourly wage of \$44.00 per hour or almost \$91,520 per year. Computer and Information Systems Managers earn the highest median wage at \$62.81 per hour or nearly \$130,645 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$20.00 per hour.

Wage Overview for Top Posted IT Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$27.82	\$34.98	\$44.00	\$54.22	\$62.71
15-1299	Computer Occupations, All Other	\$19.28	\$26.54	\$36.82	\$48.43	\$59.37
15-1232	Computer User Support Specialists	\$14.12	\$16.84	\$21.84	\$28.79	\$36.04
15-1211	Computer Systems Analysts	\$25.86	\$32.75	\$41.19	\$51.17	\$61.50
15-1257	Web Developers and Digital Interface Designers	\$18.47	\$24.37	\$33.42	\$43.71	\$50.60
15-1244	Network and Computer Systems Administrators	\$25.46	\$32.14	\$39.49	\$49.23	\$59.13
15-1212	Information Security Analysts	\$27.45	\$33.79	\$42.54	\$54.58	\$62.98
11-3021	Computer and Information Systems Managers	\$40.33	\$50.28	\$62.81	\$76.19	\$93.99
15-1251	Computer Programmers	\$21.29	\$27.67	\$35.66	\$43.67	\$50.03
15-1245	Database Administrators and Architects	\$26.07	\$32.25	\$44.24	\$55.06	\$62.92

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Computer Science
- Agile Methodology
- Software Engineering
- Software Development
- Java

In-Demand Foundational Skills

- Communications
- Management
- Troubleshooting
- Problem Solving
- Leadership

In-Demand Education Level*

- High School Diploma: 4.3%
- Associate Degree: 3.5%
- Bachelor's Degree: 48.5%
- Master's Degree: 15.9%

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

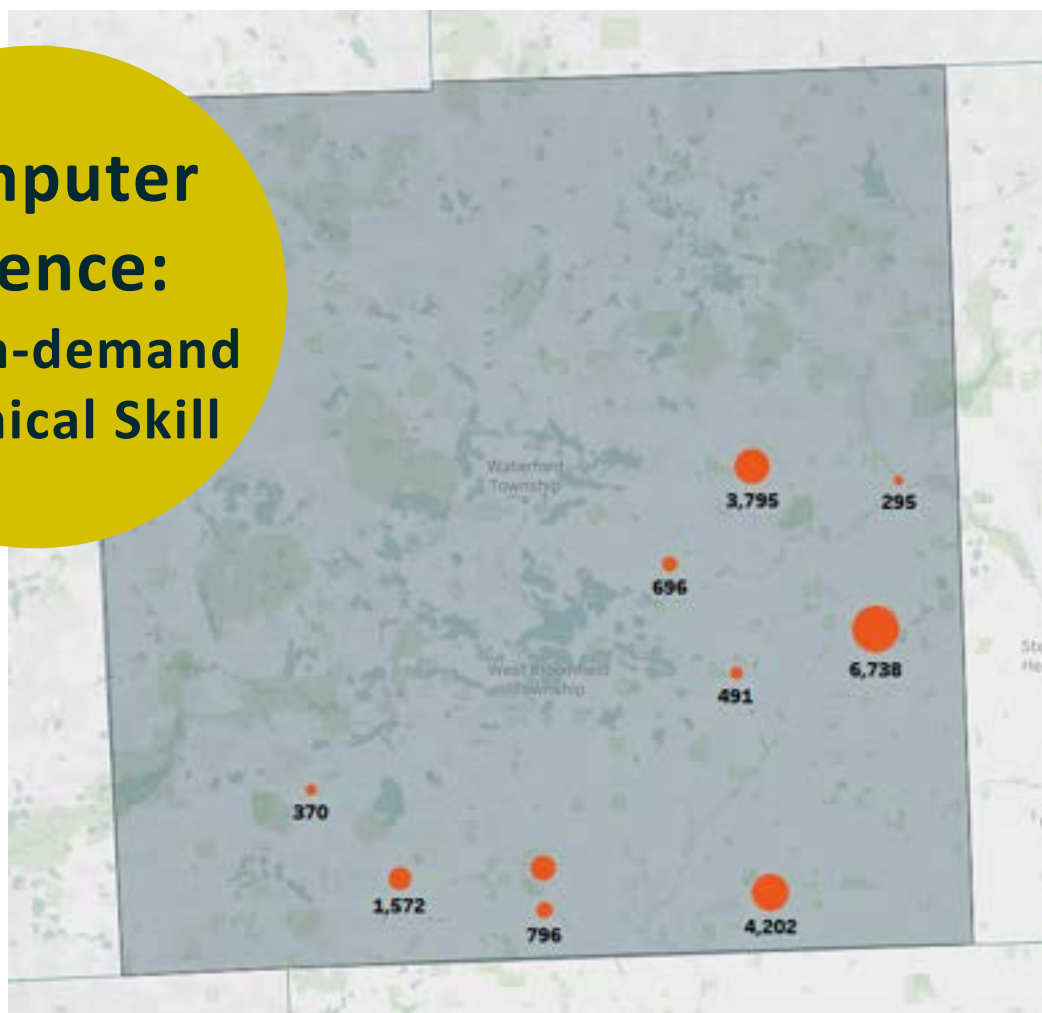
In-Demand Certifications

- Project Management Professional Certification
- Certified Information Systems Security Professional
- Cisco Certified Network Associate
- ITIL Certifications
- Microsoft Certified Professional



Employer Demand by City

**Computer
Science:
Top In-demand
Technical Skill**



Top Posting Employers*

- Oracle Corporation
- Humana Inc.
- V2soft Inc.
- Cynet Systems Inc.
- Kelly Services, Inc.
- Teksystems, Inc.
- Flagstar Bancorp, Inc.
- Iconma, L.L.C.
- Stefanini, Inc.
- Robert Half International Inc.

Job Postings by City

1. Troy: 6,738 Postings
2. Southfield: 4,202 Postings
3. Auburn Hills: 3,795 Postings
4. Farmington Hills: 1,946 Postings
5. Novi: 1,572 Postings
6. Farmington: 796 Postings
7. Pontiac: 696 Postings
8. Bloomfield Hills: 491 Postings
9. Wixom: 370 Postings
10. Rochester: 295 Postings

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



Introduction

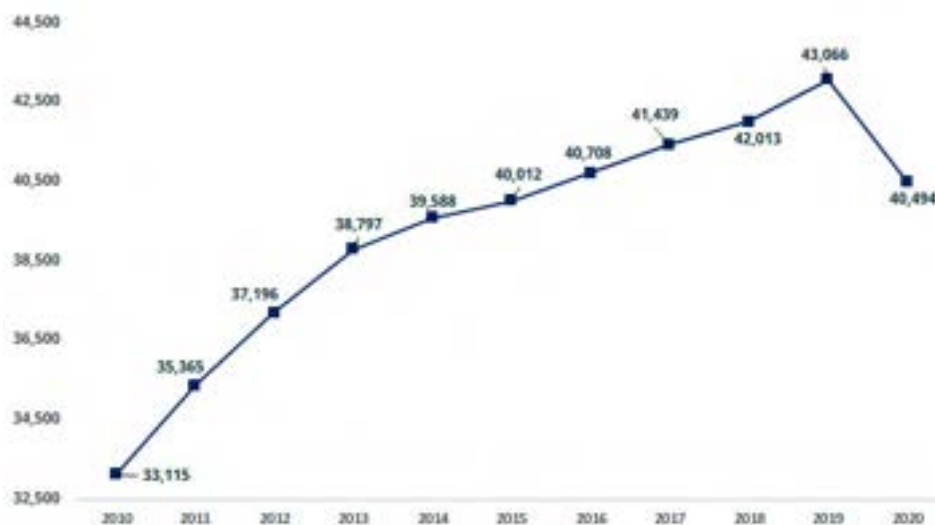
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

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

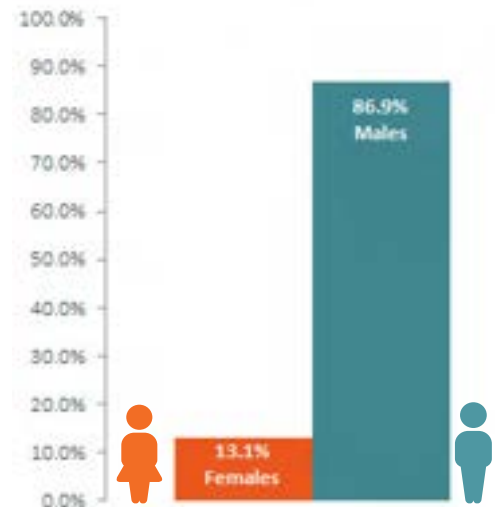


40,494
Skilled Trades Workers
6.0% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Skilled Trades Worker Demographics

According to 2020 Emsi data, the skilled trades occupation group employed about 40,494 workers in Oakland county. Majority of skilled trades workers are white males (86.9 percent) between the ages of 25 and 54 (66.1 percent). Additional outreach will be necessary soon, due to the aging workforce, as 27.4 percent are 55 years of age or older.

Race and Ethnicity Demographics

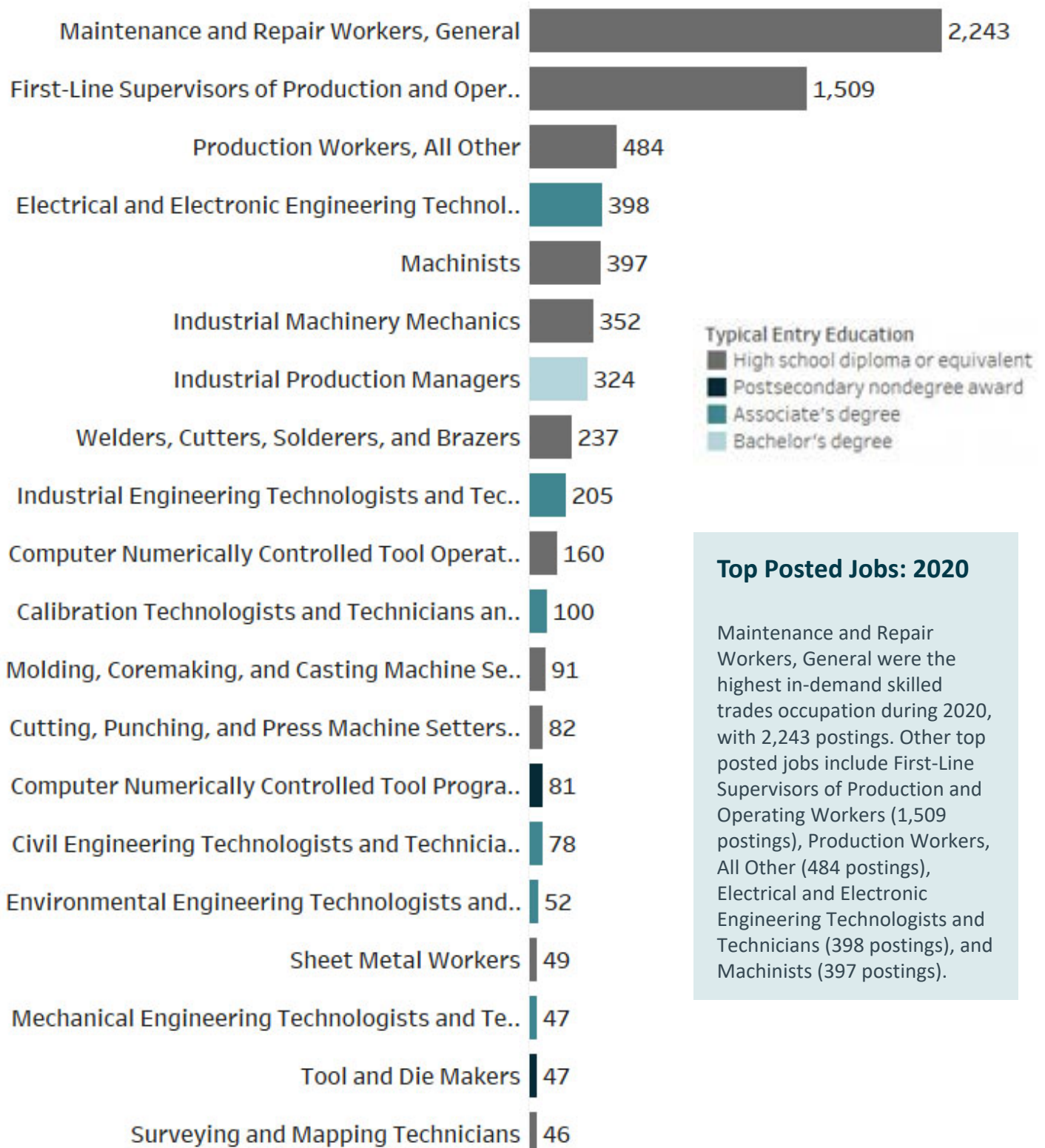
78.6% White | **11.5% Black or African American** | **4.4% Hispanic or Latino**

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2020





Skilled Trades Wage Overview

All the top ten in-demand skilled trades occupations have median wages above \$15.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2020, offers a median hourly wage of \$18.61, which translates to an annual salary of about \$38,709. With additional training and experience, occupations such as Industrial Production Managers earn a median wage of \$58.92 or \$122,554 annually.

Wage Overview for Top Posted Skilled Trades Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$12.20	\$14.91	\$18.61	\$24.69	\$30.67
51-1011	First-Line Supervisors of Production and Operating Workers	\$20.46	\$26.08	\$34.46	\$43.57	\$54.93
51-9199	Production Workers, All Other	\$11.38	\$12.56	\$15.39	\$20.58	\$26.97
17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$17.67	\$22.36	\$28.98	\$34.64	\$39.28
51-4041	Machinists	\$12.92	\$17.28	\$22.63	\$29.57	\$35.25
49-9041	Industrial Machinery Mechanics	\$17.11	\$21.59	\$27.41	\$33.17	\$39.24
11-3051	Industrial Production Managers	\$36.36	\$46.47	\$58.92	\$73.41	\$89.93
51-4121	Welders, Cutters, Solderers, and Brazers	\$14.55	\$17.51	\$21.27	\$25.97	\$32.18
17-3026	Industrial Engineering Technologists and Technicians	\$18.98	\$23.69	\$29.69	\$37.21	\$43.84
51-9161	Computer Numerically Controlled Tool Operators	\$13.82	\$16.35	\$21.80	\$26.69	\$31.99

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- HVAC
- Plumbing
- Machining
- Tooling
- Preventive Maintenance

In-Demand Foundational Skills

- Communications
- Management
- Operations
- Troubleshooting
- Valid Driver's License

In-Demand Education Level*

- High School Diploma: 39.5%
- Associate Degree: 12.4%
- Bachelor's Degree: 12.1%
- Master's Degree: 1.4%

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

In-Demand Certifications

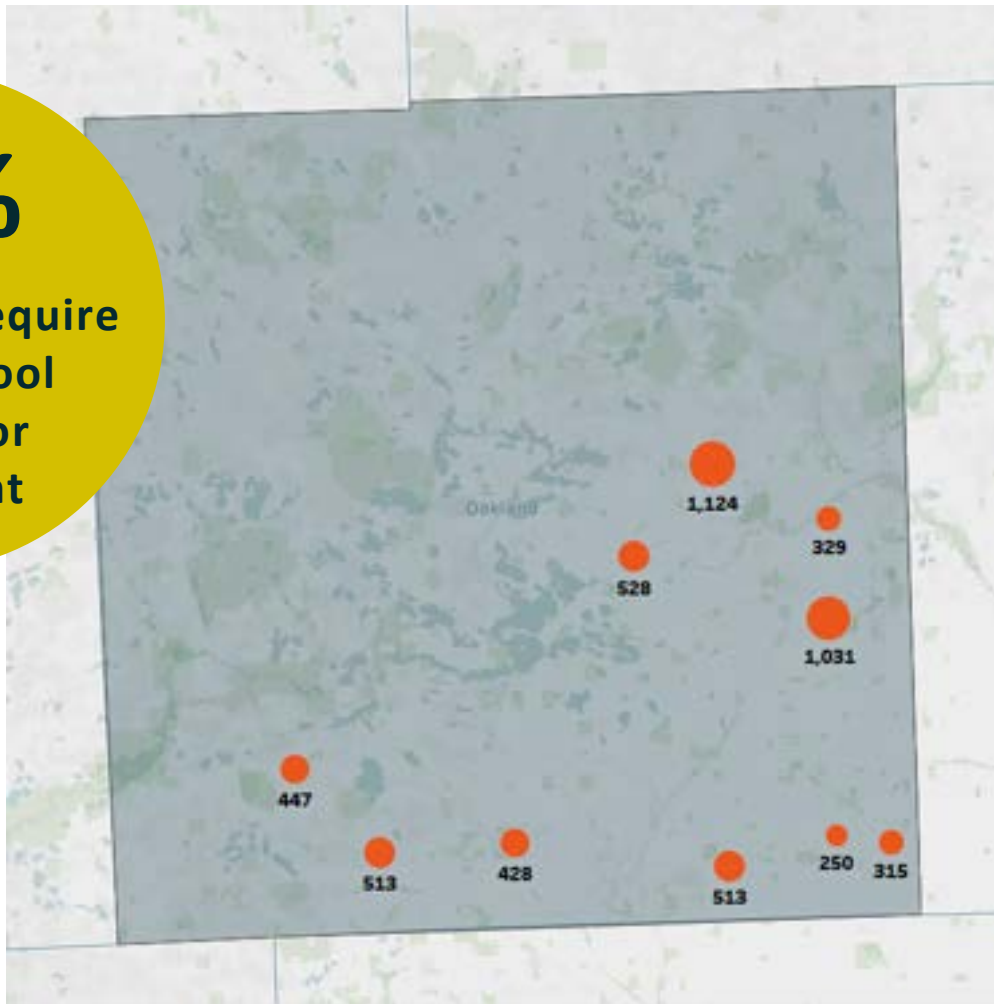
- Commercial Driver's License (CDL)
- HVAC Certification
- EPA 608 Technician Certification
- Automotive Service Excellence (ASE) Certification
- Certified Forklift Operator



Employer Demand by City

40%

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



Top Posting Employers*

- McDonald's Corporation
- Aerotek, Inc.
- Kelly Services, Inc.
- Express Employment Professionals
- Nesco Resource
- American Axle & Manufacturing, Inc.
- Flex-N-Gate Corporation
- The Home Depot
- Sentech Services
- FCA US LLC

Job Postings by City

1. Auburn Hills: 1,124 Postings
2. Troy: 1,031 Postings
3. Pontiac: 528 Postings
4. Novi: 513 Postings
5. Southfield: 513 Postings
6. Wixom: 447 Postings
7. Farmington Hills: 428 Postings
8. Rochester Hills: 329 Postings
9. Madison Heights: 315 Postings
10. Royal Oak: 250 Postings

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



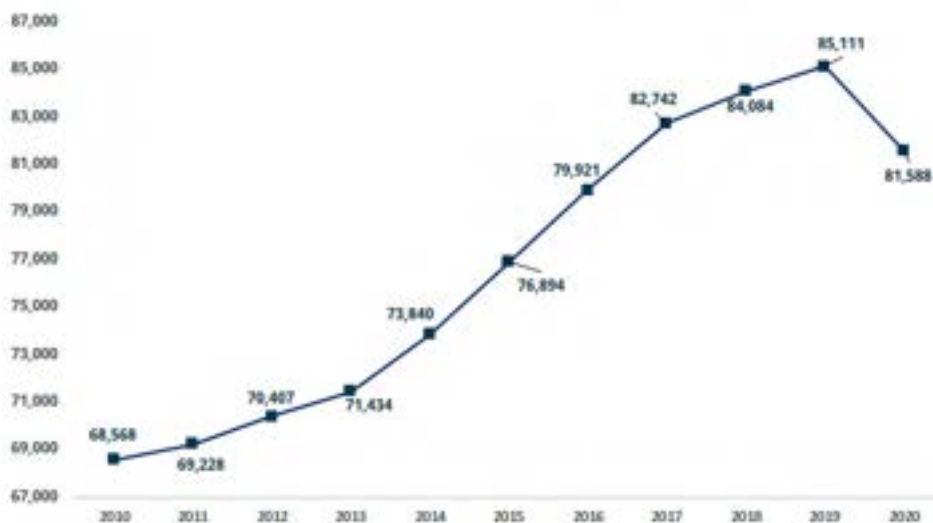
Introduction

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

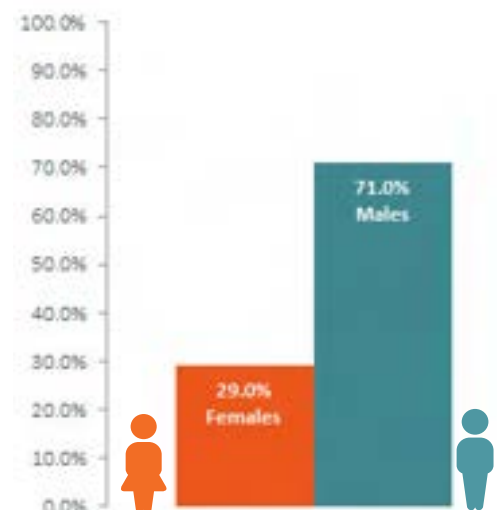


81,588
TDL Workers
4.1% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



TDL Worker Demographics

The TDL occupation group has a large workforce, employing 81,588 individuals in 2020. These workers are 71.0 percent male and 70.2 percent white. Majority, or 63.8 percent of the workforce are between the ages of 25 through 54 years of age.

Race and Ethnicity Demographics

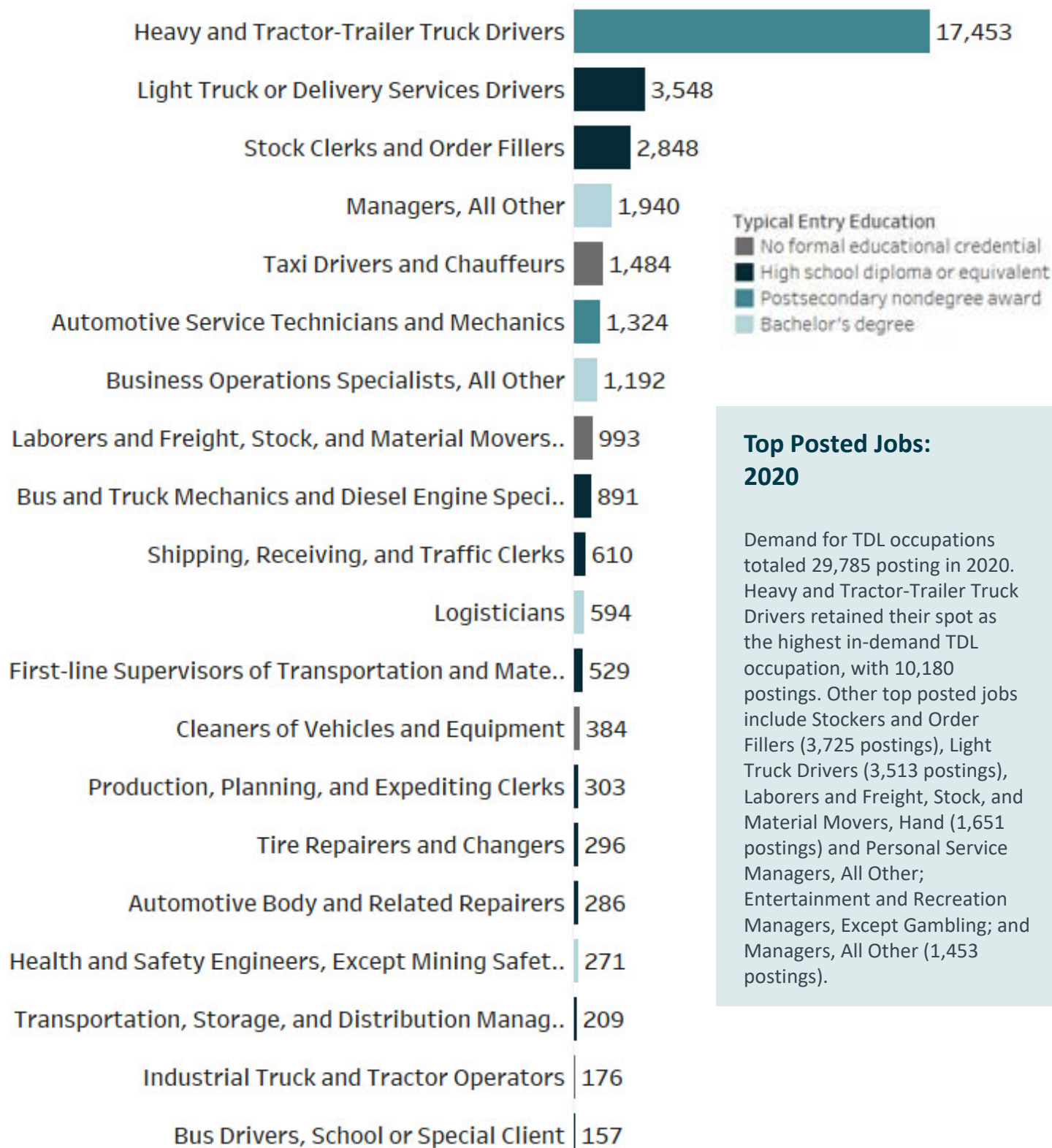
70.2% White | **19.6% Black or African American** | **4.8% Hispanic or Latino**

Worker Age Demographics





Transportation, Distributions, and Logistics Top Posted Jobs 2020



Top Posted Jobs: 2020

Demand for TDL occupations totaled 29,785 posting in 2020. Heavy and Tractor-Trailer Truck Drivers retained their spot as the highest in-demand TDL occupation, with 10,180 postings. Other top posted jobs include Stockers and Order Fillers (3,725 postings), Light Truck Drivers (3,513 postings), Laborers and Freight, Stock, and Material Movers, Hand (1,651 postings) and Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other (1,453 postings).



Transportation, Distribution, and Logistics Wage Overview

All the top ten in-demand TDL occupations offer median wages above \$12.00 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, earn a median hourly wage of \$20.54, or an annual salary of nearly \$42,723. Roles that require additional education and experience, such as Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other, typically offer even higher wages.

Wage Overview for Top Posted TDL Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$13.29	\$15.99	\$20.54	\$25.32	\$30.50
53-7065	Stockers and Order Fillers	\$10.69	\$11.73	\$13.51	\$16.87	\$22.25
53-3033	Light Truck Drivers	\$10.36	\$11.89	\$16.81	\$23.92	\$31.87
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$11.62	\$13.41	\$16.33	\$19.96	\$24.35
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	\$31.35	\$39.71	\$51.22	\$62.72	\$79.36
49-3023	Automotive Service Technicians and Mechanics	\$10.93	\$13.49	\$22.13	\$29.99	\$35.77
13-1198	Project Management Specialists and Business Operations Specialists, All Other	\$19.71	\$26.06	\$35.62	\$48.73	\$60.89
53-3031	Driver/Sales Workers	\$10.11	\$10.38	\$12.92	\$20.94	\$25.53
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	\$10.43	\$12.65	\$15.99	\$18.28	\$20.14
13-1028	Buyers and Purchasing Agents	\$20.61	\$26.62	\$35.02	\$46.06	\$57.83

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Warehousing
- Merchandising
- Flatbed Truck Operation
- Purchasing
- Over-the-Road Driving

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 22.0%
- Associate Degree: 2.6%
- Bachelor's Degree: 8.9%
- Master's Degree: 1.8%

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

In-Demand Certifications

- Commercial Driver's License (CDL)
- Hazmat Endorsement
- Transportation Worker Identification Credential (TWIC) Card
- Automotive Service Excellence (ASE) Certification
- Tanker Endorsement



**Most TDL Postings
Require a High
School Diploma or
Equivalent**

Employer Demand by City



Top Posting Employers*

- Amazon.com, Inc.
- C.R. England, Inc.
- CRST International, Inc.
- U.S. Xpress, Inc.
- Roehl Transport, Inc.
- Shipt, Inc.
- USA Truck, Inc.
- Doordash
- The Home Depot
- Uber Technologies, Inc.

Job Postings by City

1. Troy: 3,787 Postings
2. Southfield: 2,324 Postings
3. Novi: 2,021 Postings
4. Auburn Hills: 1,925 Postings
5. Pontiac: 1,604 Postings
6. Madison Heights: 1,212 Postings
7. Farmington Hills: 1,209 Postings
8. Wixom: 1,191 Postings
9. Farmington: 1,123 Postings
10. Royal Oak: 1,116 Postings

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

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