



# OAKLAND COUNTY

## WIN Quarterly Report



# Introduction: Oakland County

## About This Report

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

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

Occupation groups include:

- Skilled Trades & Technicians -manufacturing focused (page 6)
- Information Technology - IT (page 11)
- Health Care (page 16)
- Transportation, Distribution, and Logistics - TDL (page 21)
- Business and Finance (page 26)

Data analyzed includes:

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

## State of the Labor Market in Q1 2016

Quarter one 2016 (Q1 2016) represents yet another milestone high in employer demand for workers in Oakland County. Postings have increased in the county during six of the past seven quarters. The strong rebound in postings during Q1 indicates continued growth in employer demand throughout 2016.

Both the employment and the labor force grew at the same rate in Oakland County during Q1 2016, meaning that the unemployment rate remained steady at 4.3%. It is important that the labor force continues to grow at a similar or greater rate than employment. While higher employment gains result in a smaller share of unemployment, slow growth in the labor force hurts employers as the talent pool shrinks. The average unemployment rate across the WIN-analyzed region rests at 5.3% while Michigan's is par with the national rate of 5.4%.



# Introduction: Oakland County

Q1 is often a time of labor market expansion, and 2016 is no different. It is a positive sign that the southeast Michigan region, and Oakland County, are moving into a steady business cycle of hiring and employer demand. However, current labor force participation is at its lowest levels since the 1980s. This means that fewer individuals are making themselves available for work. As noted by the Federal Reserve in recent months, lower labor force levels may be a new normal as employment continues to grow at a rate close to inflation. A “new normal” of low labor force participation is concerning because employers have extremely high demand for workers and often struggle to find individuals to meet their needs. A growing economy requires a strong labor force to ensure continued prosperity.

## Key Findings

### 1. Online job postings rebounded to a record high, increasing to 45,500.

Postings increased 16%, adding 6,400 postings between Q4 2015 and Q1 2016. Online ads have increased in Oakland County during five of the past six quarters. See page 3 for postings over time.

### 2. Half of the top fifty in-demand jobs require a Bachelor's degree for entry-level positions.

Jobs requiring higher levels of education continue to dominate postings. Seven of the top ten posting occupations in Oakland County require a Bachelor's. Those seven occupations accounted for 20% of postings in the county during Q1 2016. See pages 4 and 5 for a complete list of the top fifty posting jobs.

### 3. Health Care and IT remain the highest in-demand occupational groups.

These two groups are routinely near the top in terms of online job postings. IT postings outpaced Health Care despite the latter doubling the former in employment. Other top posting groups that were not analyzed in this report include Customer Service and Engineers and Designers. See appendix 2 for more information on postings for all occupational groups.

### 4. Skilled Trade and Technicians demand reached a historic record in posting data with over 1,400 job ads in Oakland County during Q1 2016.

Employers are hiring for Skilled Trade workers. Postings increased by 42% between Q4 2015 and Q1 2016, with employers posting 400 additional job ads. Q1 2016 marked the fourth time in the past five quarters that postings for this group surpassed 1,000. See page 6 for more details

### 5. Job postings increased in all five occupational groups analyzed in this report.

Not only did the five occupation groups see an increase in demand between Q4 2015 and Q1 2016, but also between Q1 2015 and Q1 2016. While Skilled Trades jobs had the largest percentage increase since Q4 2015, Health Care postings jumped 51% since a year ago. See appendix 2 for more details.



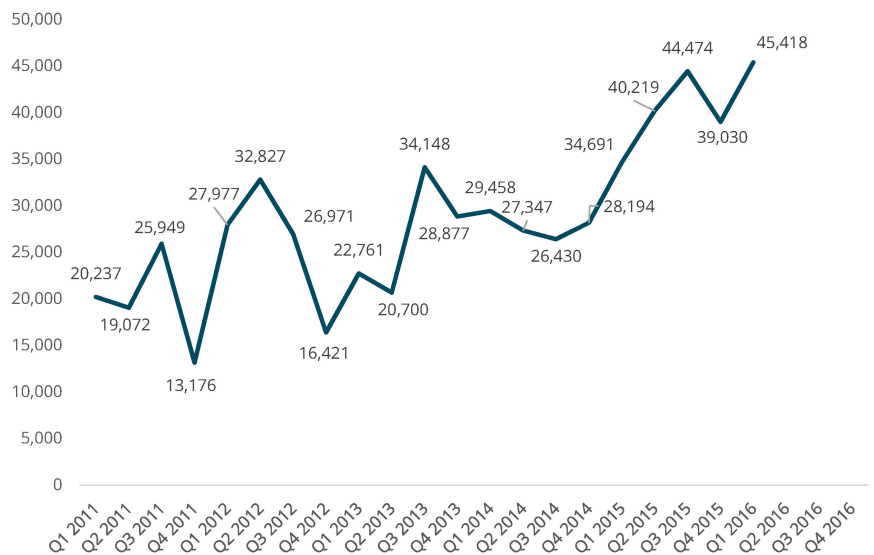
# Executive Summary

## Postings Over Time

Online job postings rebounded to a record high in Q1 2016 following a steep drop in Q4 2015. The 45,400 online ads during Q1 2016 represented a 16% increase compared to the previous quarter. Online job postings have increased in Oakland County during five of the past six quarters.

## Total Online Job Postings

2008 - March 2016



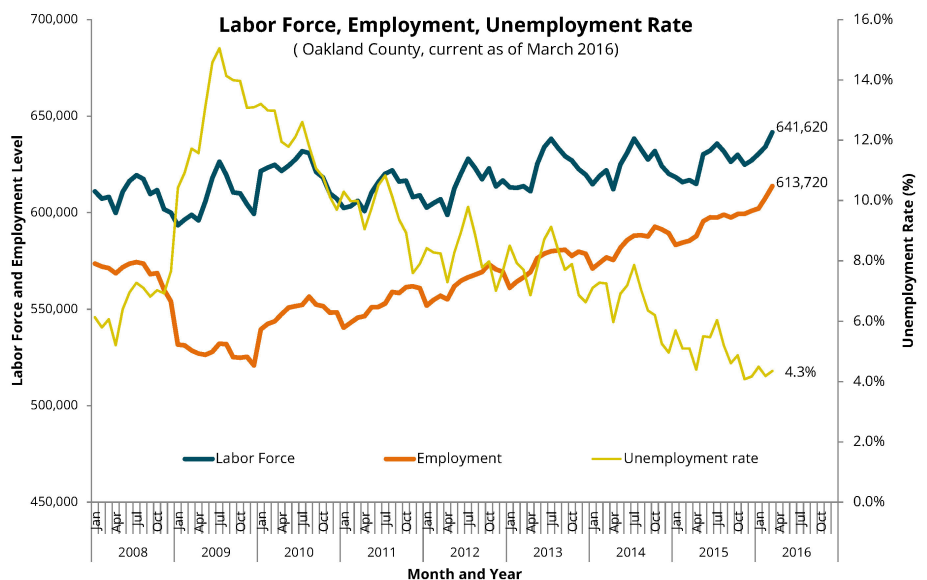
Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Labor Force, Employment, & Unemployment

The labor force in Oakland County increased by 8,150 individuals (+1.3%) to 635,400 in Q1 2016. Employment also increased by 1.3% to 607,900. Since both the labor force and employment increased at a similar rate, unemployment changed minimally, dropping by 0.1 percentage point to 4.3%. Labor force and employment levels in Oakland County have begun to reach levels not seen since 2004.

## Labor Force, Employment, Unemployment Rate

2008 - March 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



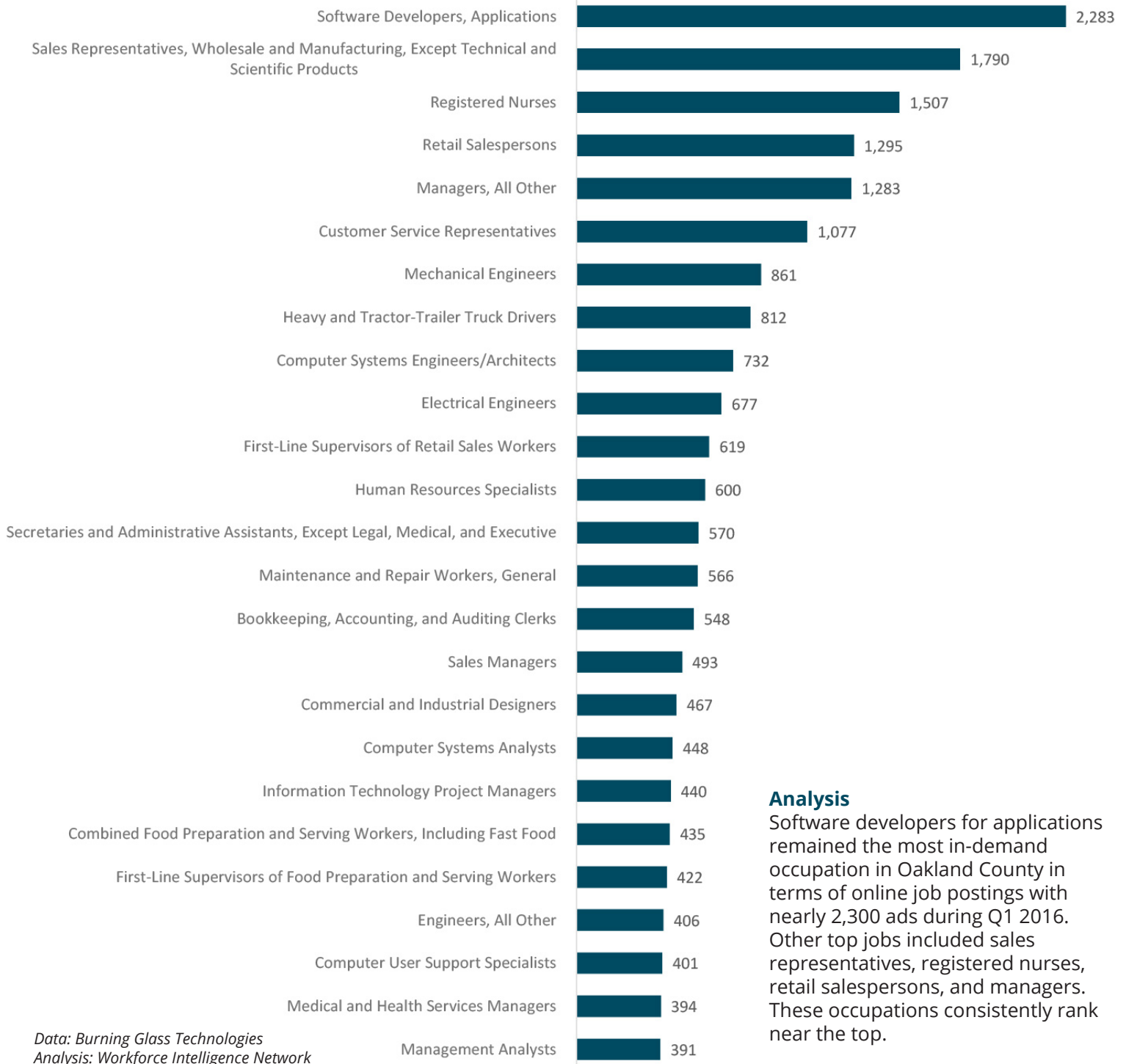


Most in-demand occupation:  
Software developers, applications

16%  
Increase in employer demand

### Top Jobs In Demand

Quarter 1 2016



### Analysis

Software developers for applications remained the most in-demand occupation in Oakland County in terms of online job postings with nearly 2,300 ads during Q1 2016. Other top jobs included sales representatives, registered nurses, retail salespersons, and managers. These occupations consistently rank near the top.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



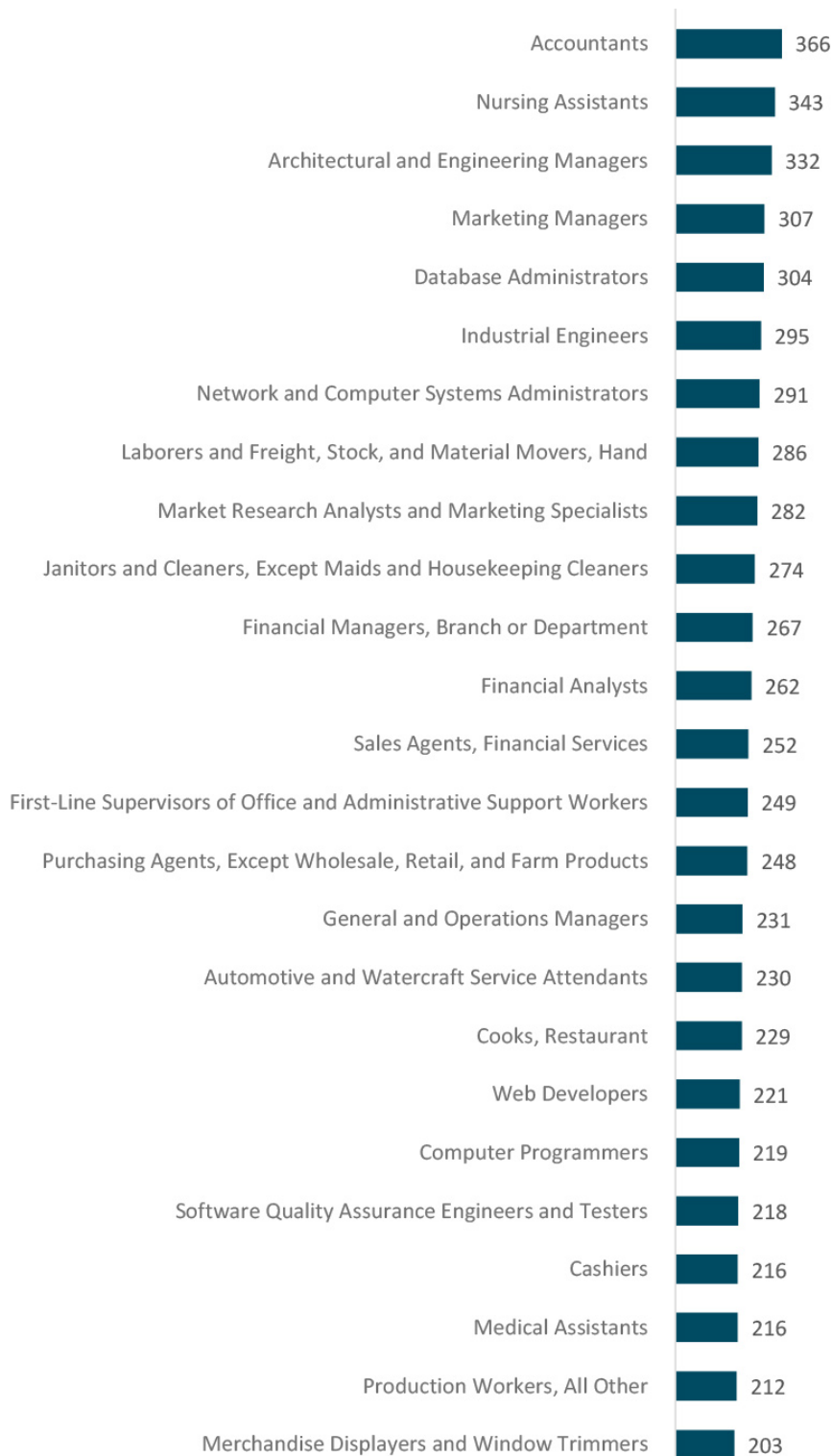
Highest employment since  
2004



Half of top 50 in-demand jobs  
require a Bachelor's

### Top Jobs In Demand

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

Software developers for applications remained the most in-demand occupation in Oakland County in terms of online job postings with nearly 2,300 ads during Q1 2016. Other top jobs included sales representatives, registered nurses, retail salespersons, and managers. These occupations consistently rank near the top.



# Skilled Trades & Technicians (Manufacturing Focused)

## Introduction

### Skilled Trades & Technicians

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

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

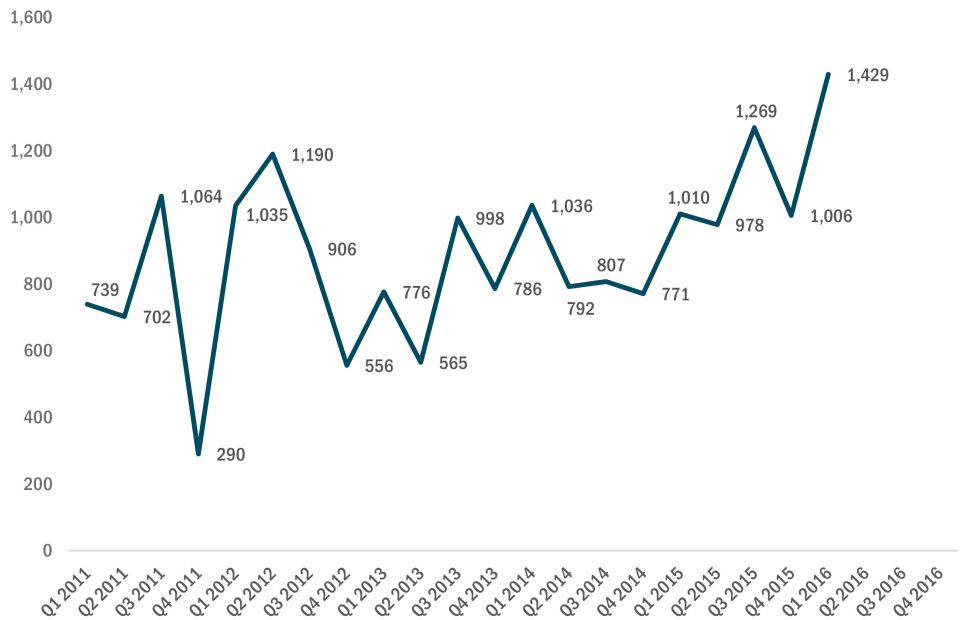
### Postings Over Time

Employer demand for Skilled Trades and Technician occupations reached a record high in Oakland County during Q1 2016. Online postings increased by over 400 (+42.1%) to more than 1,400. Job ads for this occupation group have now surpassed one thousand in four of the past five quarters, indicating not only higher levels of demand but also that more employers have begun to use more advanced hiring methods to find skilled trades talent.

### Employment Over Time

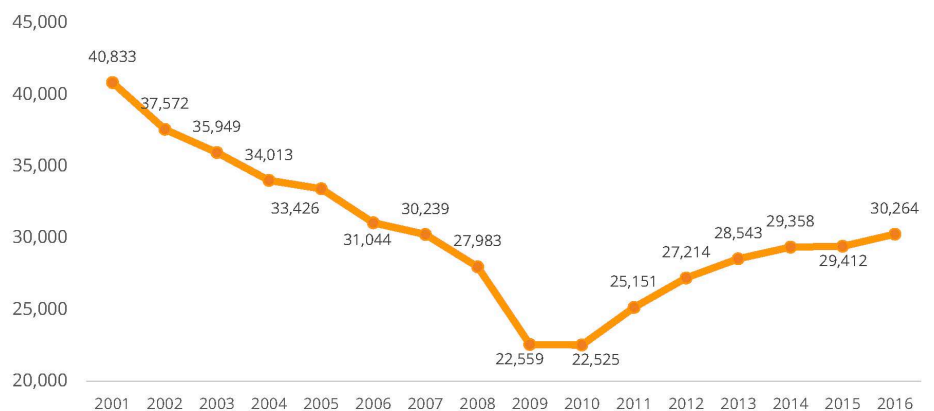
Employment for Skilled Trades and Technicians increased for a sixth consecutive year as 2016 began. During Q1 2016, this occupation group employed 30,300 individuals in Oakland County, a 2.9% rise compared to 2015. Employment has now surpassed 2007 levels, but remains well below early 2000 levels.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



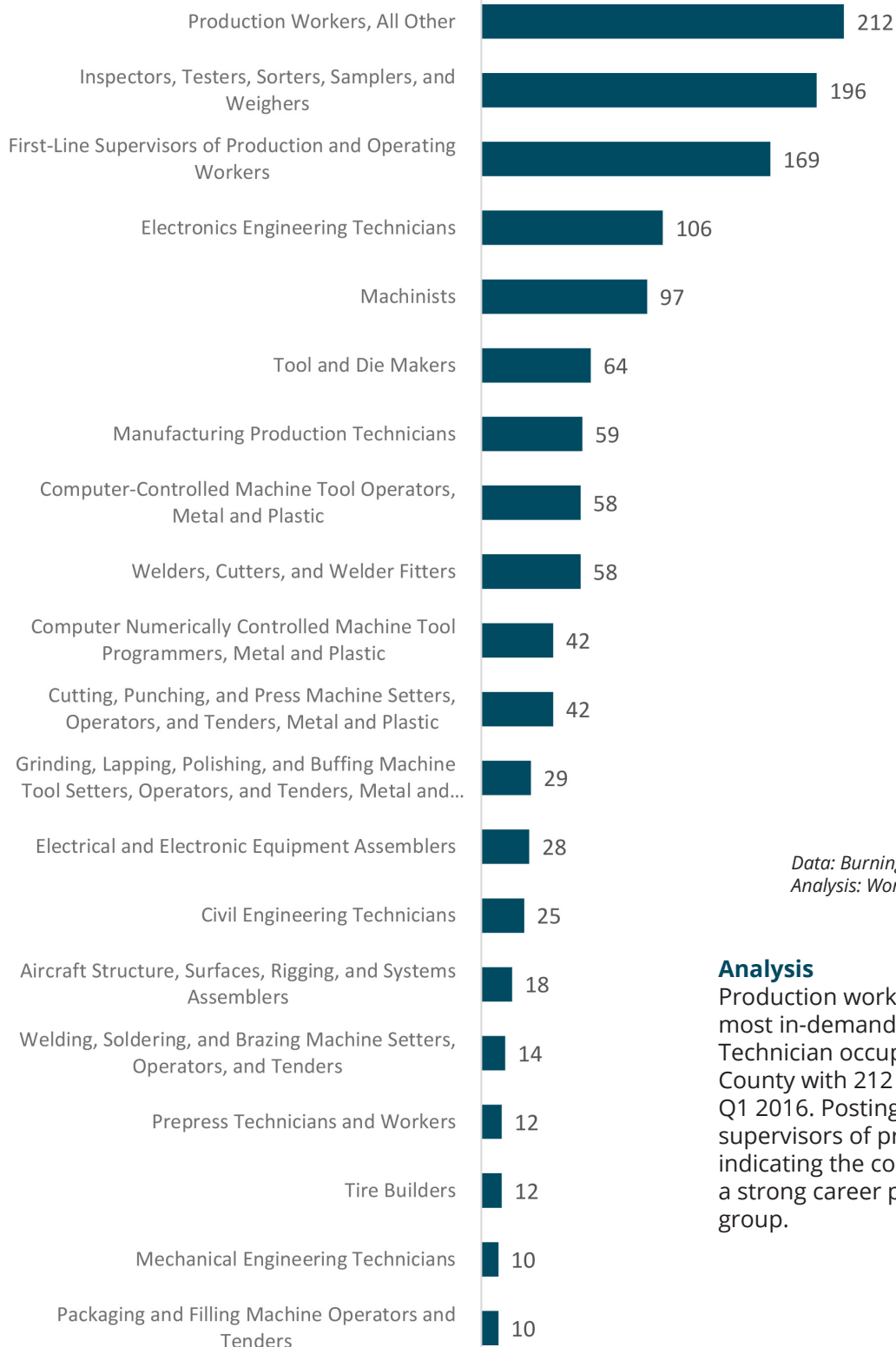
Most in-demand job:  
Production workers



Highest employment since  
2007

### Skilled Trades & Technicians Top Jobs

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

#### Analysis

Production workers became the most in-demand Skilled Trades and Technician occupation in Oakland County with 212 online ads during Q1 2016. Postings remained high for supervisors of production workers, indicating the continued existence of a strong career pathway in this group.



## Post-secondary education or training often required

%

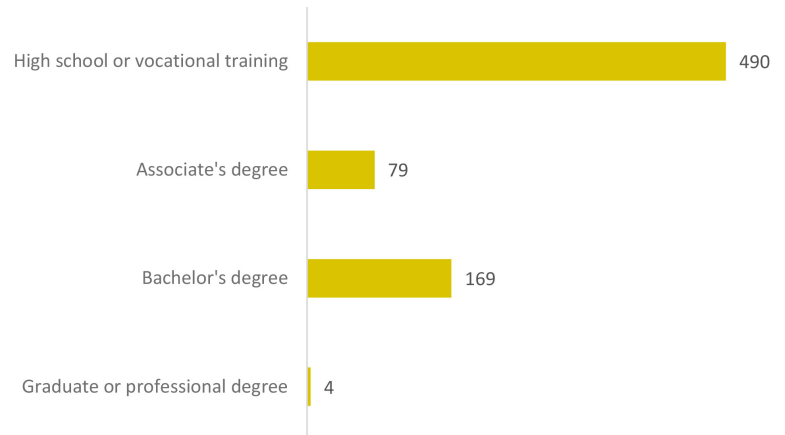
Employer demand increased by 42%

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

Of online job postings that provided educational attainment requirements, an overwhelming amount indicated a high school diploma or vocational training as sufficient for openings in the Skilled Trades. Most often, employers want Skilled Trades workers with either previous experience or training relevant to the position prior to hiring. Another 170 postings indicated a Bachelor's degree as a requirement, most likely for supervisor/management positions.

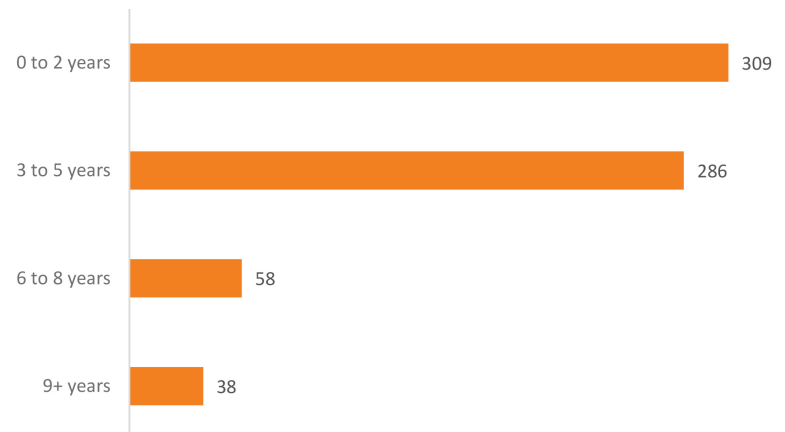
Meanwhile, nearly all of the postings providing experience needs indicated that five or fewer years would suffice. The zero to two years category had the highest frequency of postings, indicating the availability of entry-level positions.

### Minimum Educational Attainment Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Engineering, General
- Mechanical Engineering
- Electrical and Electronic Engineering Technologies
- Automotive Engineering Technologies
- Chemistry



Entry-level opportunities  
available



Hot skill: Computer  
Numerical Control (CNC)

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

The most often advertised baseline and specialized skills for Skilled Trades and Technicians demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise in traditional or new skilled trade practices. In addition to being able to perform their specific trade-related duties such as inspection or repair, these workers must also be able to communicate in teams, troubleshoot and problem solve. Furthermore, having Microsoft Office skills is now a common requirement in some Skilled Trades openings.

#### Technical in-Demand Skills

- Inspection
- Computer Numerical Control (CNC)
- Machining
- Repair
- Mathematics

#### Foundational In-Demand Skills

- Communication
- Microsoft Office
- Problem Solving
- Physical Demand
- Troubleshooting

#### Job Type

- Temporary: 6.9%
- Full-time: 54.2%
- Part-time: 1.6%

#### Certifications In-Demand

- Commercial Driver's License (CDL)
- Six Sigma
- Forklift Operator
- Crane Operator
- Machine Operator



Average advertised salary:  
\$39,600



Supervisors and technicians  
can earn \$30+ per hour

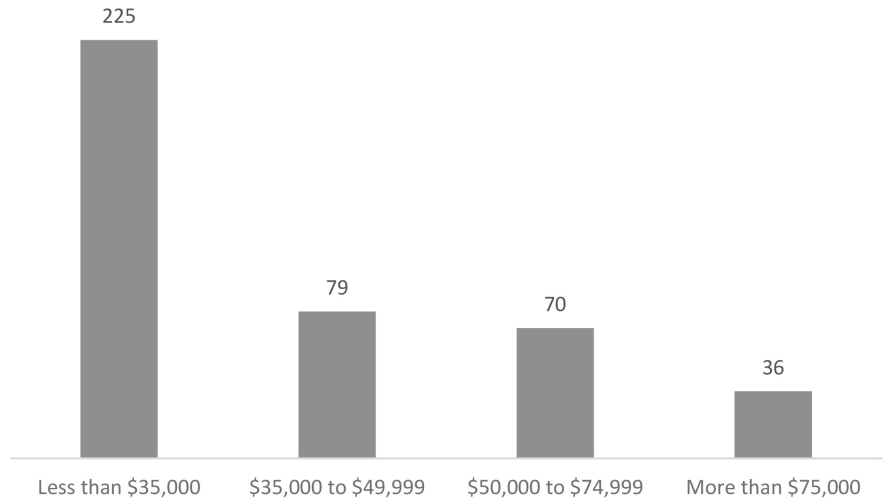
### Skilled Trades & Technicians Wages

Of the online postings that provided advertised salaries, 55% offered wages of less than \$35,000 annually. An additional 19% offered wages between \$35,000 and \$50,000 annually. Overall, the average of all salaries offered was roughly \$39,600.

All of the top ten in-demand Skilled Trades occupation offer above a living wage (\$15 per hour) at the median level while seven offered above \$20 per hour at the same level. Most supervisor and technician jobs offer \$30+ per hour.

### Advertised Salaries

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$11.08	\$14.97	\$17.65	\$19.68	\$23.24
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.99	\$11.76	\$15.85	\$23.40	\$29.15
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.40	\$22.26	\$30.30	\$39.44	\$48.22
17-3023	Electronics Engineering Technicians	\$14.25	\$17.14	\$21.89	\$29.65	\$35.60
51-4041	Machinists	\$12.89	\$16.42	\$21.31	\$28.36	\$33.65
51-4111	Tool and Die Makers	\$16.93	\$21.32	\$27.12	\$34.78	\$38.27
17-3029	Manufacturing Production Technicians	\$16.56	\$22.59	\$31.10	\$37.37	\$48.26
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$12.37	\$15.31	\$22.45	\$25.65	\$30.65
51-4121	Welders, Cutters, and Welder Fitters	\$12.89	\$15.67	\$18.58	\$22.87	\$29.25
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	\$17.05	\$19.94	\$25.33	\$30.97	\$36.74

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

# Information Technology (IT)

## Introduction

### Information Technology (IT)

Information technology 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 meet the employment levels of the others, it is quickly growing.

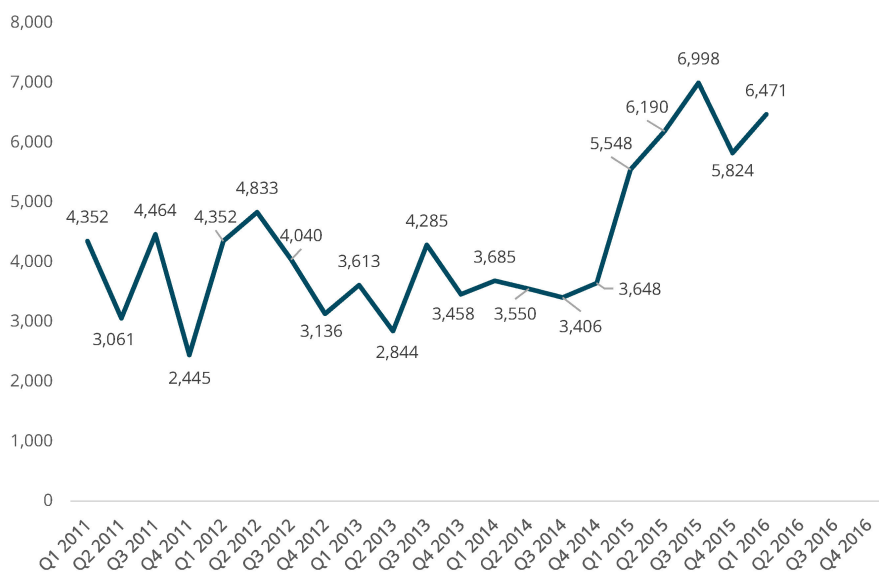
### Postings Over Time

Online job postings for IT rebounded this past quarter following a decline of over 1,000 ads between Q3 and Q4 2015. The nearly 6,500 ads for this occupation group represented an 11% jump in Q1 2016. Employer demand for IT workers has increased in five of the past six quarters and now regularly surpass 6,000 postings per quarter.

### Employment Over Time

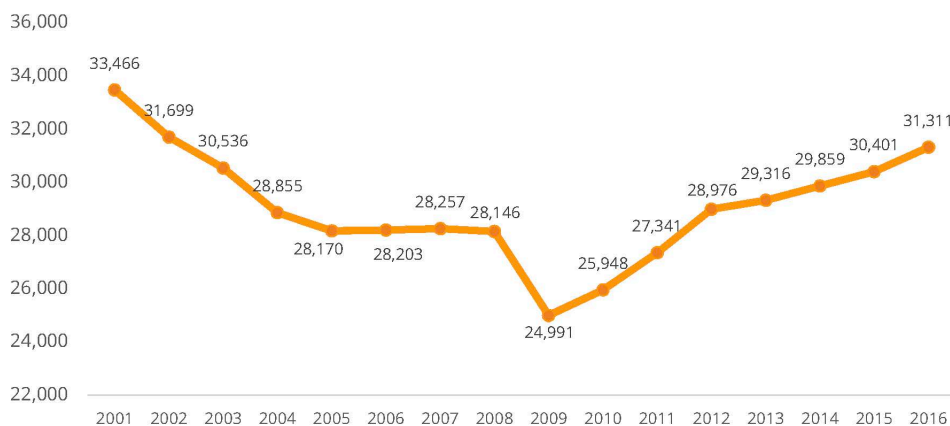
Employment for IT occupations in Oakland County continues its gradual climb – the beginning of 2016 marked the seventh consecutive year of growth. The over 31,000 workers in these jobs is the highest the region has had since 2002. With high demand, the IT occupation group should continue to expand in Oakland County.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network





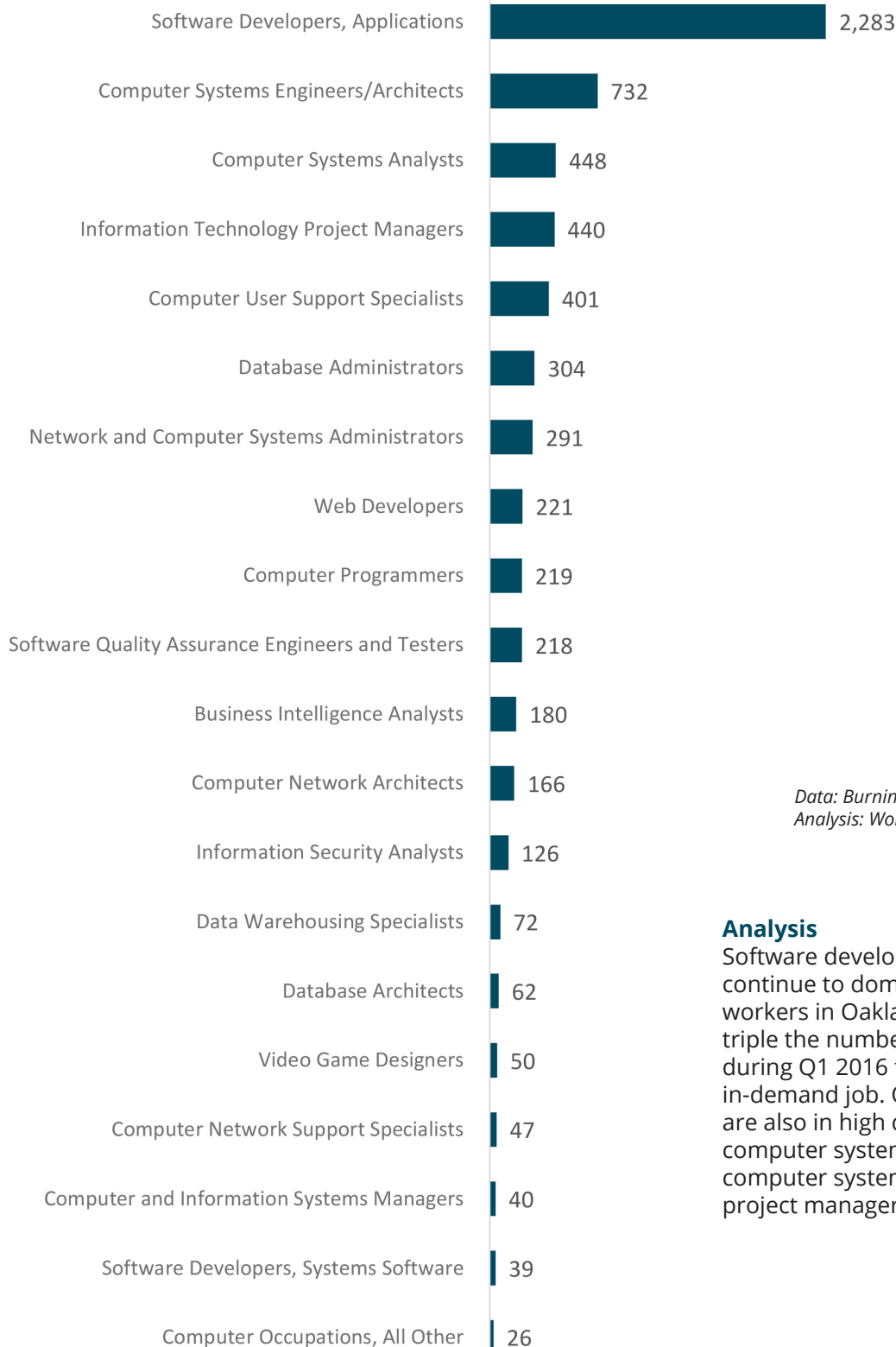
Seventh consecutive year of  
employment growth



Postings for software  
developers triple the next  
most in-demand IT job

### Information Technology (IT) Top Jobs

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

#### Analysis

Software developers for applications continue to dominate postings for IT workers in Oakland County with triple the number of online ads during Q1 2016 than the next most in-demand job. Other IT occupations are also in high demand, including computer systems engineers, computer systems analysts and IT project managers.



## Bachelor's degree often required

11%

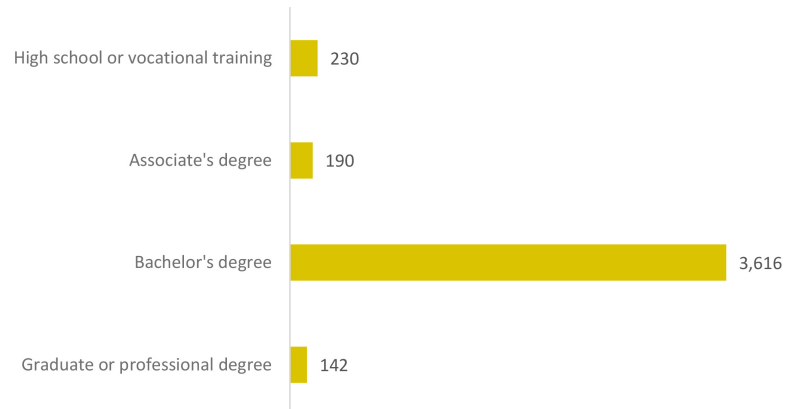
## Increase in employer demand

### Information Technology (IT) Educational Attainment & Experience Required

Over 85% of online postings that provided minimum education requirements asked that prospective candidates have a Bachelor's degree. While most IT occupations require a Bachelor's or more advanced degrees, opportunities do exist for candidates – particularly those with Associate's degrees in areas like web development.

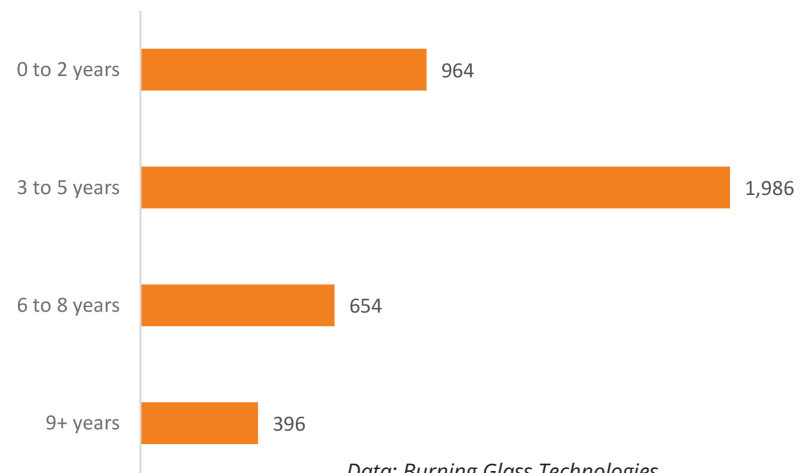
A majority of the postings that indicated a desired level of experience showed that employers would like workers to have three to five-years of experience. Opportunities do exist for IT workers with less experience, with nearly 1,000 online ads asking for zero to two years of experience.

### Minimum Educational Attainment Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Computer Science
- Engineering, General
- Electrical and Electronic Engineering Technologies
- Mechanical Engineering
- Computer Engineering



Hot languages: SQL, Oracle,  
Java, LINUX



Hot Certification: American Board  
for Engineering and Technology

### Information Technology (IT) in-Demand Skills Q1 2016

The most often advertised baseline and specialized skills for IT occupations demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise of a specific IT skill, most often a computer language. In addition to knowing languages like SQL or JAVA, IT workers must also possess foundational skills such as communication, writing, and problem solving.

#### Technical in-Demand Skills

- Structured Query Language (SQL)
- Software Development
- Oracle
- Java
- LINUX

#### Foundational In-Demand Skills

- Communication
- Writing
- Troubleshooting
- Problem Solving
- Project Management

#### Job Type

- Temporary: 0.1%
- Full-time: 43.6%
- Part-time: 3.7%

#### Certifications In-Demand

- American Board for Engineering and Technology (ABET)
- Project Management Certification (PMP)
- Certified Information Systems Security Professional (CISSP)
- CISCO Certified Network Professional (CCNP)
- Six Sigma Certification



Less than five years of  
experience required



Average advertised salary:  
\$85,700

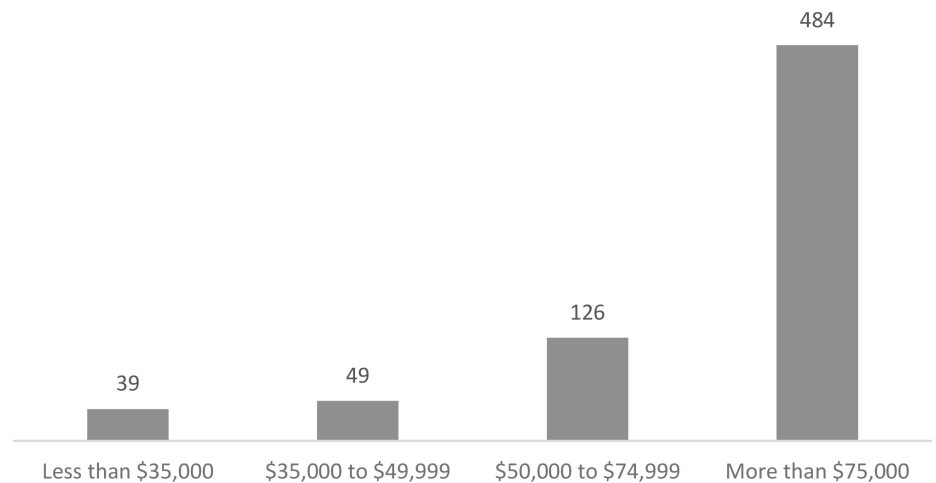
## Information Technology (IT) Wages

The high demand and high level of skills necessary for IT occupations is demonstrated through the advertised salaries – for postings that did provide that information, the overwhelming amount offered more than \$75,000. The IT occupation group had the highest salaries offered with the average advertised via postings nearly \$85,700.

Nearly all of the top IT occupations offer wages near or above \$35 per hour at the median level. One exception are computer user support specialists, which offer nearly \$23 per hour at the median level and require an Associate's degree.

### Advertised Salaries

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1132	Software Developers, Applications	\$23.53	\$28.64	\$37.33	\$48.42	\$58.25
15-1199	Computer Systems Engineers/Architects	\$25.31	\$32.65	\$40.13	\$49.73	\$58.93
15-1121	Computer Systems Analysts	\$21.88	\$30.04	\$38.73	\$48.99	\$59.06
15-1199	Information Technology Project Managers	\$25.31	\$32.65	\$40.13	\$49.73	\$58.93
15-1151	Computer User Support Specialists	\$13.14	\$17.30	\$22.80	\$31.07	\$39.61
15-1141	Database Administrators	\$22.51	\$29.69	\$40.41	\$51.04	\$61.34
15-1142	Network and Computer Systems Administrators	\$22.70	\$28.45	\$36.36	\$44.55	\$52.80
15-1134	Web Developers	\$20.67	\$24.43	\$30.79	\$39.44	\$48.88
15-1131	Computer Programmers	\$26.21	\$31.78	\$36.57	\$45.40	\$54.34
15-1199	Software Quality Assurance Engineers and Testers	\$25.31	\$32.65	\$40.13	\$49.73	\$58.93

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

## Introduction

### Health Care

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.

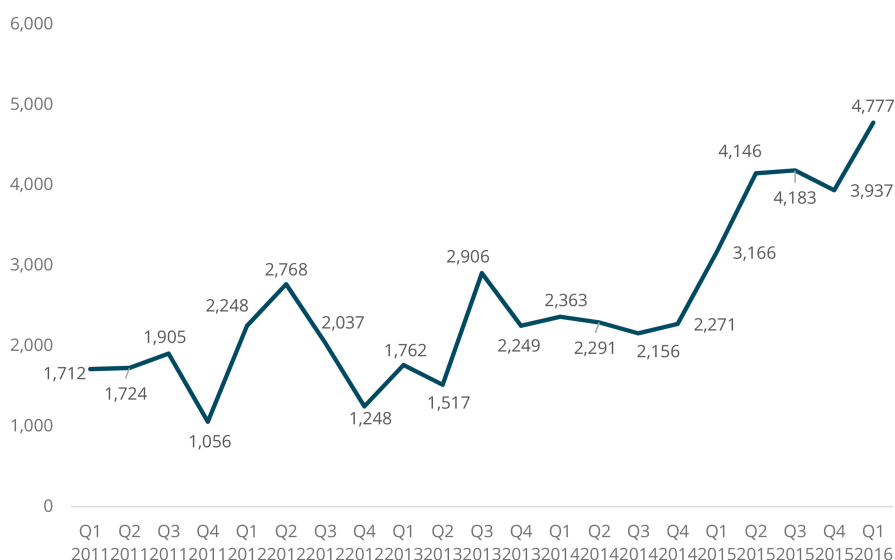
### Postings Over Time

Online job postings for Health Care occupations in Oakland County increased by over 800 (+21%) between Q4 2015 and Q1 2016. Online ads for this occupation group have now increased in five of the past six quarters in the region. In three of the last four quarters, employers have posted more than 4,000 ads for Health Care workers.

### Employment Over Time

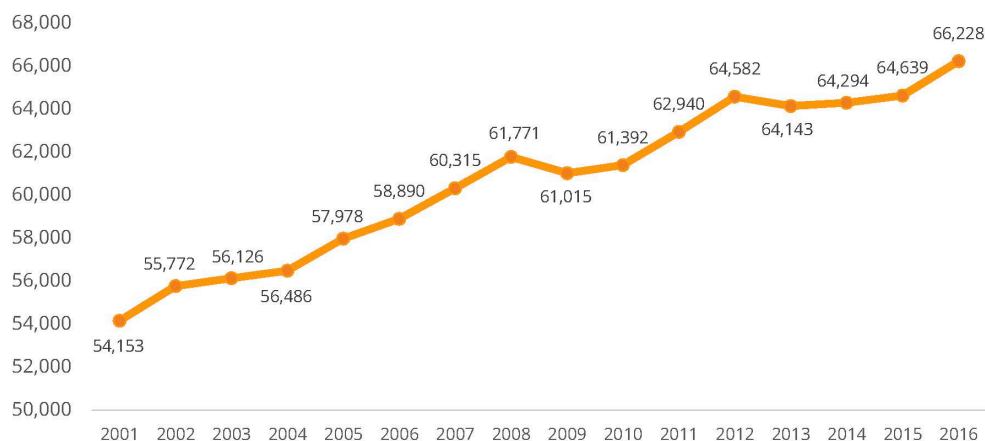
The increase in employer demand evident in Health Care postings during 2015 has resulted in an employment jump of 1,600 individuals (+2.5%). Unlike other occupation groups, Health Care employment was not severely cut during the Great Recession. Employment in this group has increased in all but two years since 2001.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



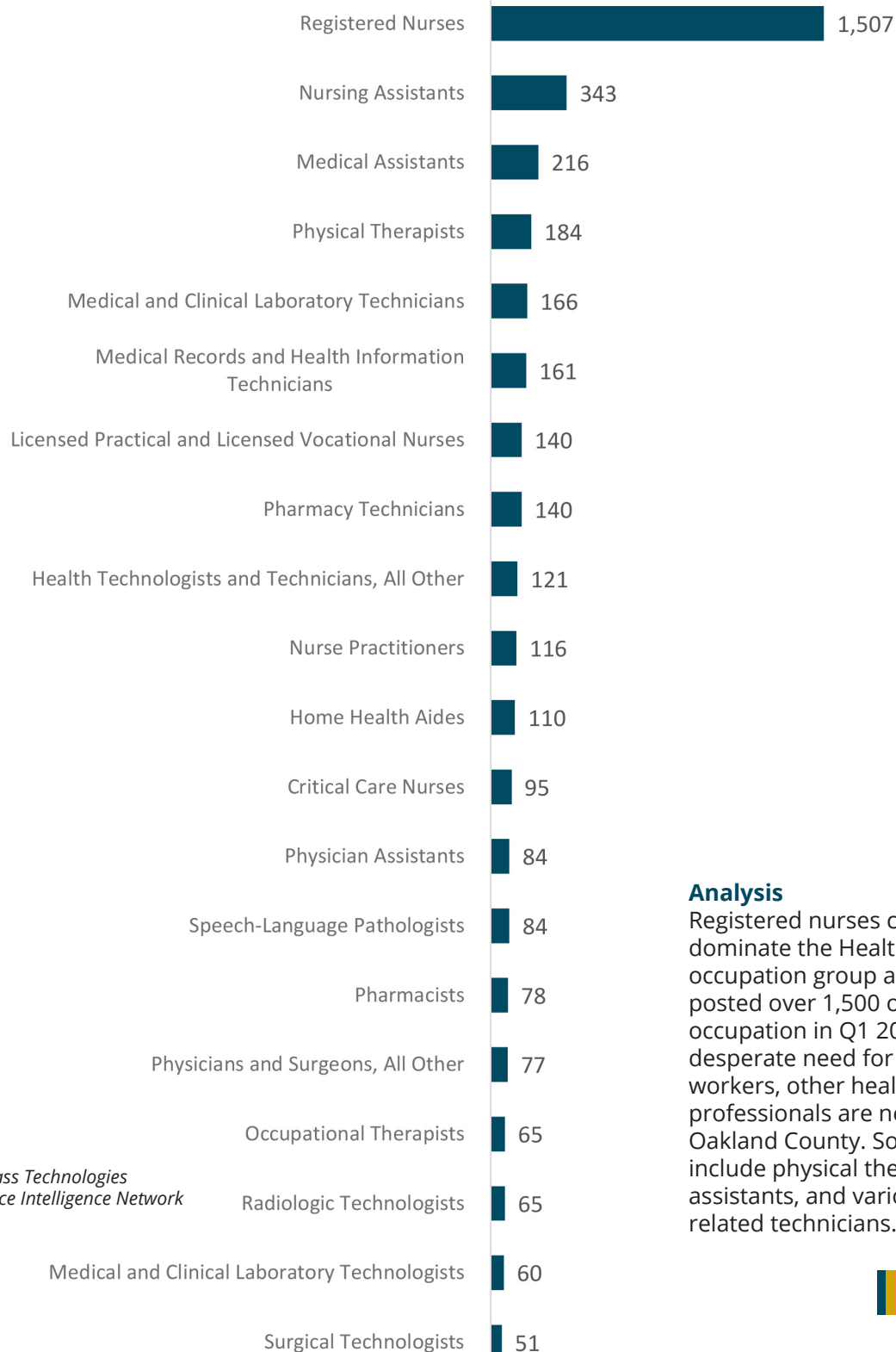
1,600 newly employed  
individuals



Most in-demand job:  
Registered nurses

### Health Care Top Jobs

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

Registered nurses continue to dominate the Health Care occupation group as employers posted over 1,500 online ads for this occupation in Q1 2016. Despite the desperate need for these types of workers, other health care professionals are needed as well in Oakland County. Some examples include physical therapists, medical assistants, and various health-related technicians.



Most often advertised  
education: Associate's

21%

Increase in employer demand

### Health Care Educational Attainment & Experience Required

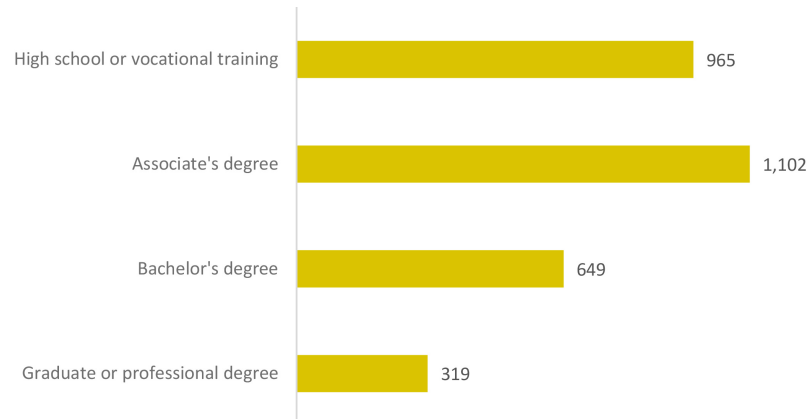
Unlike other occupation groups, one particular form of educational attainment does not dominate postings for Health Care occupations. An Associate's degree was the most common form of education asked for by employers via online ads with over 1,100 online ads. Meanwhile, nearly 1,000 postings required a high school diploma or vocational training while an additional 650 asked for a Bachelor's. The over 300 ads asking for graduate or professional degrees were most likely for occupations like physicians and pharmacists which require years of education and training beyond a Bachelor's.

Also dissimilar to other occupation groups was the distribution of experience requirements for Health Care workers. An overwhelming majority of employers in Oakland County asked for little to no experience from prospective candidates. This indicates that with enough training or education individuals can immediately begin working in one of many in-demand Health Care fields.

### Areas of Study in-Demand Q1 2016

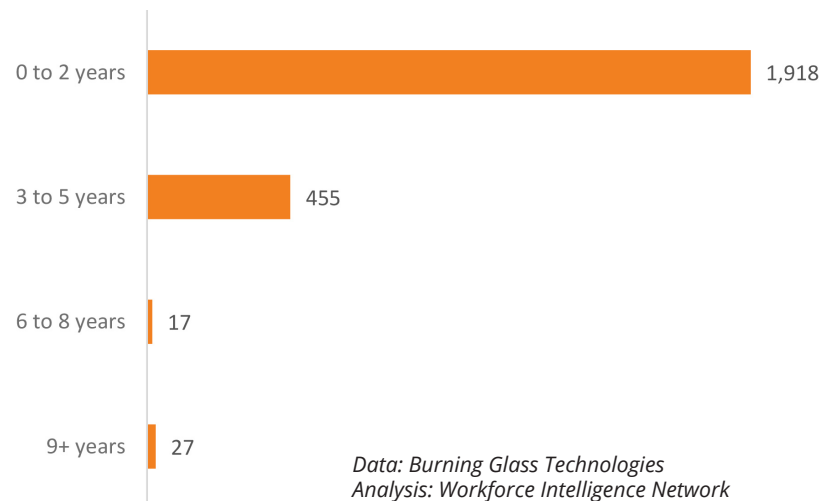
- Nursing Science
- Physical Therapy
- Occupational Therapy
- Biology
- Radiologic Technology

### Minimum Educational Attainment Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Hot skills: Advanced Cardiac Life Support (ACLS) and physical therapy



Hot certification: American Heart Association Certification

### Health Care in-Demand Skills Q1 2016

The most often advertised baseline and specialized skills for Health Care occupations demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise of a specific health care skill, most often related to patients. In addition to having an excellent grasp on patient care, Health Care workers must also be able to communicate effectively, provide customer service, and supervise others.

#### Technical in-Demand Skills

- Patient Care
- Treatment Planning
- Cardiopulmonary Resuscitation (CPR)
- Advanced Cardiac Life Support (ACLS)
- Physical Therapy

#### Foundational In-Demand Skills

- Communication
- Supervisory
- Quality Assurance and Control
- Planning
- Customer Service

#### Job Type

- Temporary: 3.4%
- Full-time: 51.3%
- Part-time: 9.6%

#### Certifications In-Demand

- Registered Nurse
- American Heart Association
- Basic Cardiac Life Support
- First Aid CPR AED
- Advanced Cardiac Life Support (ACLS)





Average advertised salary:  
\$55,200



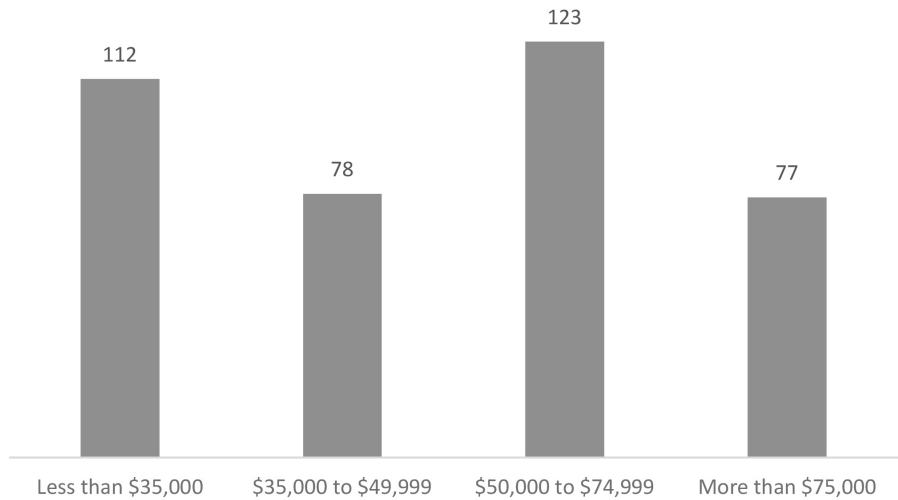
Highest paying job: Nurse  
practitioners (\$46 per hour)

## Health Care Wages

Similar to the broad range of educational requirement seen in postings, advertised wages within Health Care postings followed a broad spectrum. The average salary offered from postings was \$55,200.

The disparity in wages for Health Care occupations can best be seen in the wage table at the bottom of this page. Median wages range from \$13.78 (nursing assistants) to \$45.96 (nurse practitioners).

## Advertised Salaries Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$25.96	\$30.41	\$34.69	\$39.69	\$56.73
31-1014	Nursing Assistants	\$10.07	\$11.70	\$13.78	\$16.04	\$17.94
31-9092	Medical Assistants	\$10.83	\$12.47	\$14.15	\$16.52	\$18.43
29-1123	Physical Therapists	\$27.06	\$33.48	\$40.74	\$51.87	\$74.59
29-2012	Medical and Clinical Laboratory Technicians	\$12.05	\$13.78	\$16.63	\$21.42	\$27.94
29-2071	Medical Records and Health Information Technicians	\$10.95	\$13.26	\$17.13	\$21.18	\$24.24
29-2061	Licensed Practical and Licensed Vocational Nurses	\$17.13	\$20.18	\$23.63	\$27.19	\$29.48
29-2052	Pharmacy Technicians	\$9.59	\$11.39	\$14.10	\$16.97	\$19.05
29-2099	Health Technologists and Technicians, All Other	\$12.58	\$14.16	\$17.02	\$20.84	\$27.20
29-1171	Nurse Practitioners	\$37.15	\$41.08	\$45.96	\$53.07	\$59.10

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

# Transportation, Distribution, and Logistics (TDL)

## Introduction

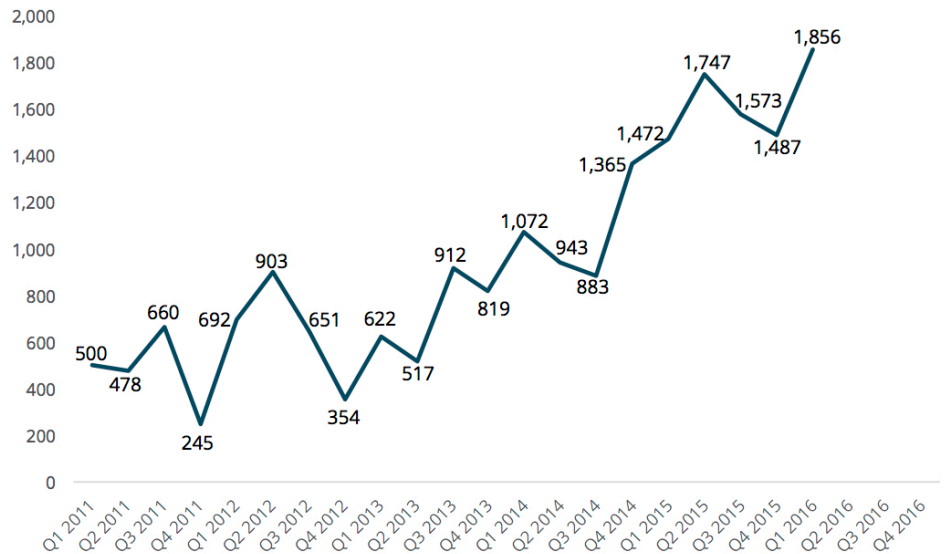
### Transportation, Distribution, and Logistics (TDL)

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

### Postings Over Time

Online job postings for TDL occupations rebounded in Q1 2016 following two consecutive quarters of a drop in ads. Employer demand jumped 25% in Q1 2016 and reached a record high of 1,850 online ads. A surge in demand for truck drivers has largely caused the substantial increase in posting intensity over the past year.

### Online Job Postings

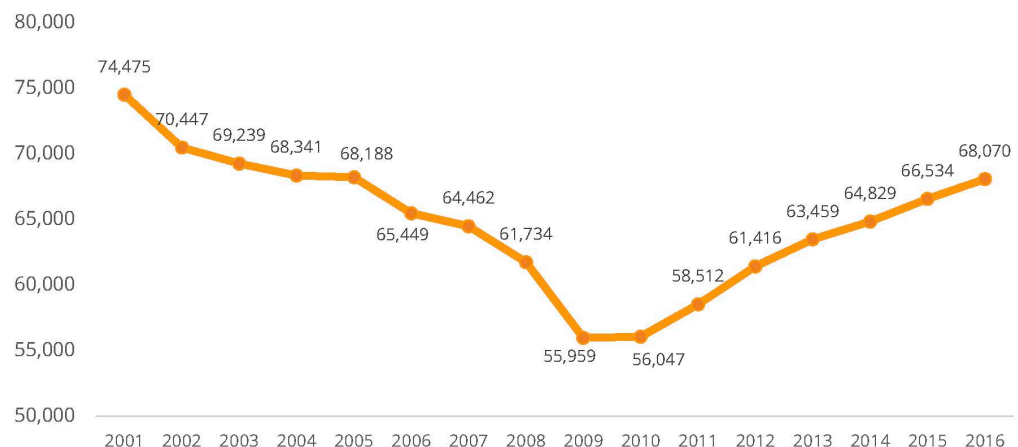


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time

Employment of TDL workers increased to over 68,000 workers (+2.3%) thus far in 2016. This represents the largest level of employment in Oakland County for this occupation group since 2005. Since bottoming out in 2009 during the Great Recession, employment has now increased for six consecutive years.

### Employment Over Time



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



1,500 newly employed  
individuals

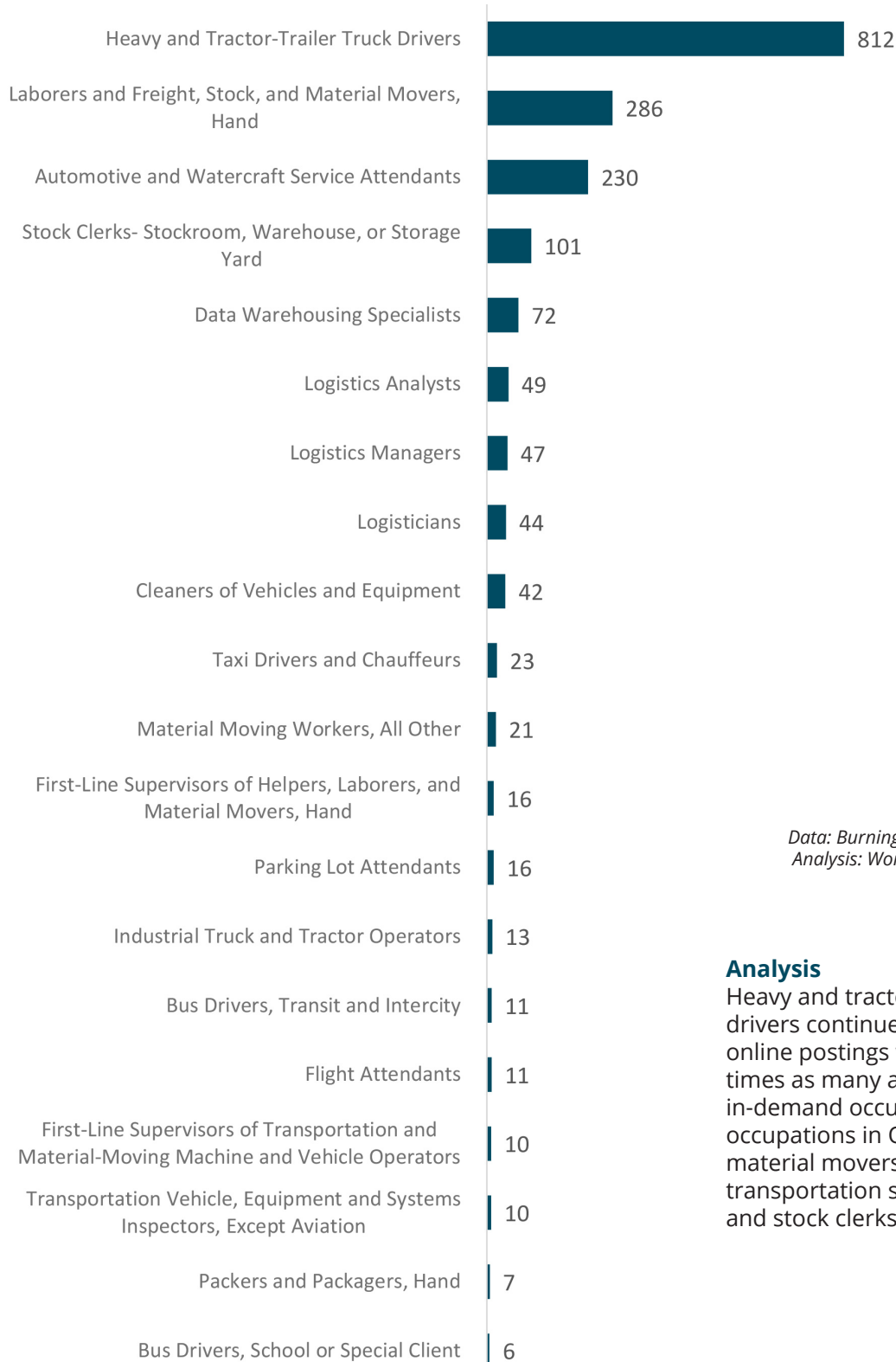


Most in-demand job: truck  
drivers

## Transportation, Distribution, and Logistics (TDL)

### Top Jobs

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Analysis

Heavy and tractor-trailer truck drivers continue to dominate TDL online postings with nearly three times as many ads as the next most in-demand occupation. Other top occupations in Q1 2016 included material movers/laborers, transportation service attendants, and stock clerks.



## Entry-level opportunities

25%

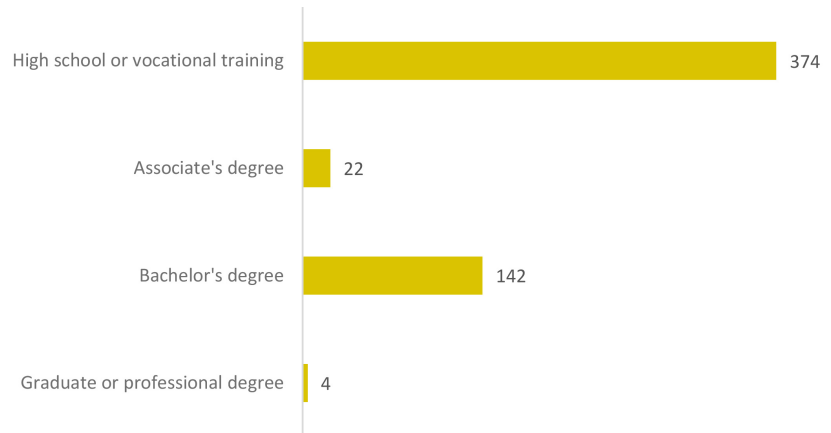
Increase in employer demand

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

Of the TDL postings that advertised education requirements, 69% asked for either a high school diploma or some form of vocational training, indicating vast opportunities for entry-level workers. About 26% of these postings asked for a Bachelor's, most likely for management or logistics-related positions.

Due to the lower education requirements relative to other occupation groups, strong opportunities exist at the entry-level for potential TDL workers. Half of the postings that advertised experience levels required candidates to have less than two years of related experience. Ninety-two percent of postings advertising experience asked for five years or less.

### Minimum Educational Attainment Required Q1 2016

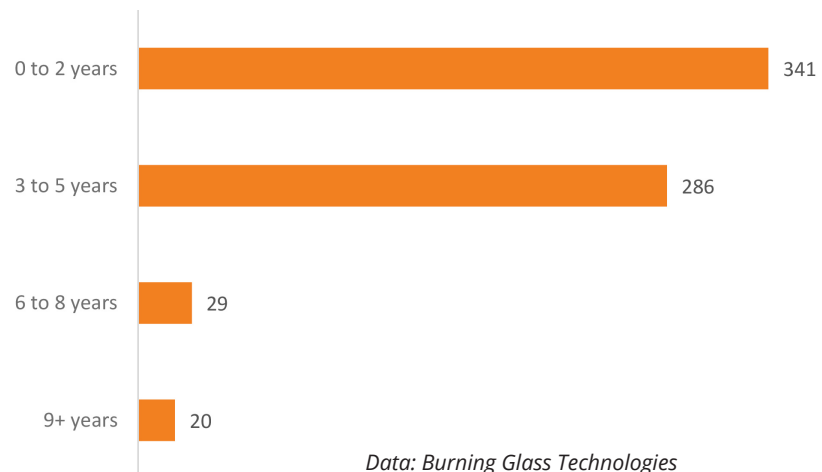


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Business Administration
- Engineering
- Logistics, Materials, and Supply Chain Management
- Automotive Engineering Technology/ Technician
- Computer Science

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Hot skills: Auto repair and  
forklift operation



Top Certification: CDL Class A

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

The most often advertised baseline and specialized skills for TDL occupations demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise in TDL-specific duties. In addition to being able to have skills such as auto repair or forklift operation, these workers must also be able to communicate in teams, problem solve, and even be knowledgeable with Microsoft Office programs.

#### Technical in-Demand Skills

- Repair
- Inspection
- Auto Repair
- Logistics
- Forklift Operation

#### Foundational In-Demand Skills

- Communication
- Problem Solving
- Customer Service
- Physical Demand
- Microsoft Office

#### Job Type

- Temporary: 4.1%
- Full-time: 35.1%
- Part-time: 3.9%

#### Certifications In-Demand

- CDL Class A
- Automotive Service Excellence (ASE)
- Forklift Operator
- Certified Supply Chain Professional
- American Production and Inventory Management (APICS)



Average advertised salary:  
\$63,000



Truck drivers can earn nearly  
\$20 per hour

## Transportation, Distribution, and Logistics (TDL)

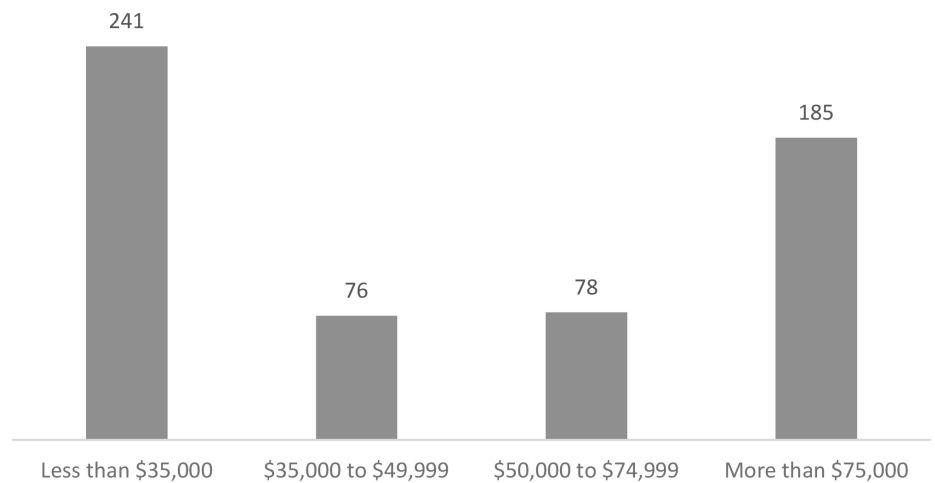
### Wages

The distribution of advertised salaries followed a similar pattern to the distribution of education requirements for TDL postings in Oakland County. While 41.5% of the postings with salaries shown offered less than \$35,000 annually, another 32% offered salaries of more than \$75,000. As a result, the average advertised salary was \$63,000.

The disparity in TDL salaries can be best seen through the wage table at the bottom of this page. While truck drivers earn nearly \$20 per hour at the median level, three other top TDL jobs earn less than \$10. In contrast, logistics-related occupations—which often require a Bachelor’s—earn more than \$40 per hour.

### Advertised Salaries

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$13.82	\$16.32	\$19.15	\$23.90	\$29.64
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$9.13	\$10.77	\$13.45	\$16.82	\$20.56
53-6031	Automotive and Watercraft Service Attendants	\$8.25	\$8.86	\$9.91	\$11.55	\$13.81
43-5081	Stock Clerks- Stockroom, Warehouse, or Storage Yard	\$8.56	\$9.50	\$11.67	\$15.17	\$19.55
15-1199	Data Warehousing Specialists	\$25.31	\$32.65	\$40.13	\$49.73	\$58.93
13-1081	Logistics Analysts	\$25.97	\$32.48	\$41.44	\$49.32	\$57.51
11-3071	Logistics Managers	\$31.34	\$38.48	\$49.65	\$63.64	\$80.69
13-1081	Logisticians	\$25.97	\$32.48	\$41.44	\$49.32	\$57.51
53-7061	Cleaners of Vehicles and Equipment	\$8.21	\$8.73	\$9.58	\$11.59	\$14.34
53-3041	Taxi Drivers and Chauffeurs	\$8.24	\$8.74	\$9.56	\$11.19	\$13.03

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



## Introduction

### Business & Finance

Jobs in the business and finance occupation group can be found in nearly every type of business and industry. 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.

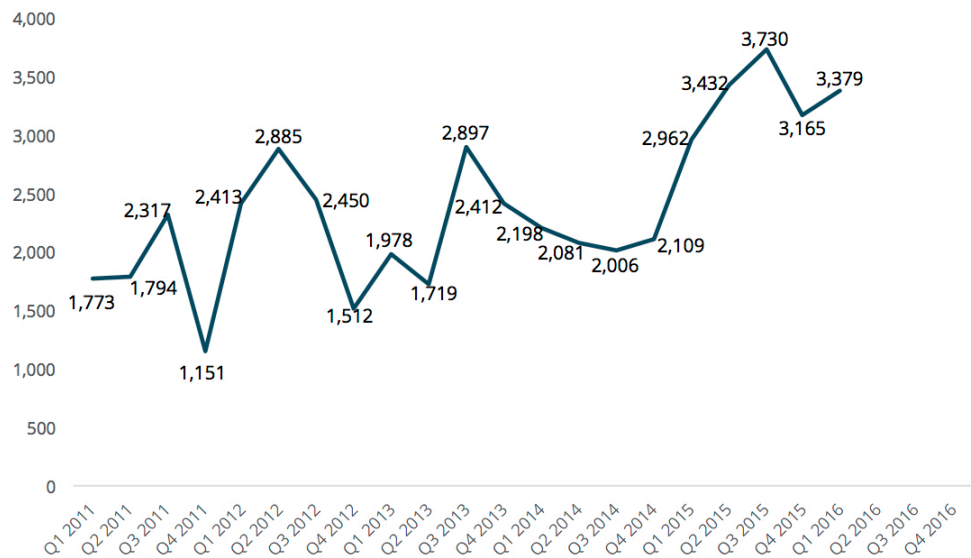
### Postings Over Time

Online job postings for Business and Finance occupations rebounded in Q1 2016 following a drop in Q4 2015. The nearly 3,400 online ads for this occupation group represented a 6.8% increase over Q4 2015. Postings have now increased during five of the past six quarters and have surpassed 3,000 in the last four.

### Employment Over Time

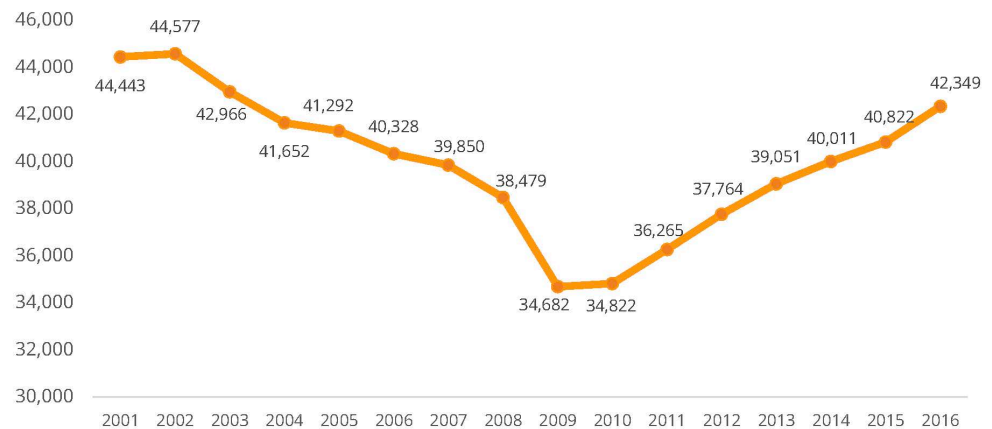
Employment of Business and Finance workers increased to 42,300 workers (+3.7%) thus far in 2016. This occupation group has now surpassed 2004 levels of employment. The increasing demand for these workers should lead to steady employment growth in years to come—2016 marks the seventh consecutive year of increased employment for this group.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network





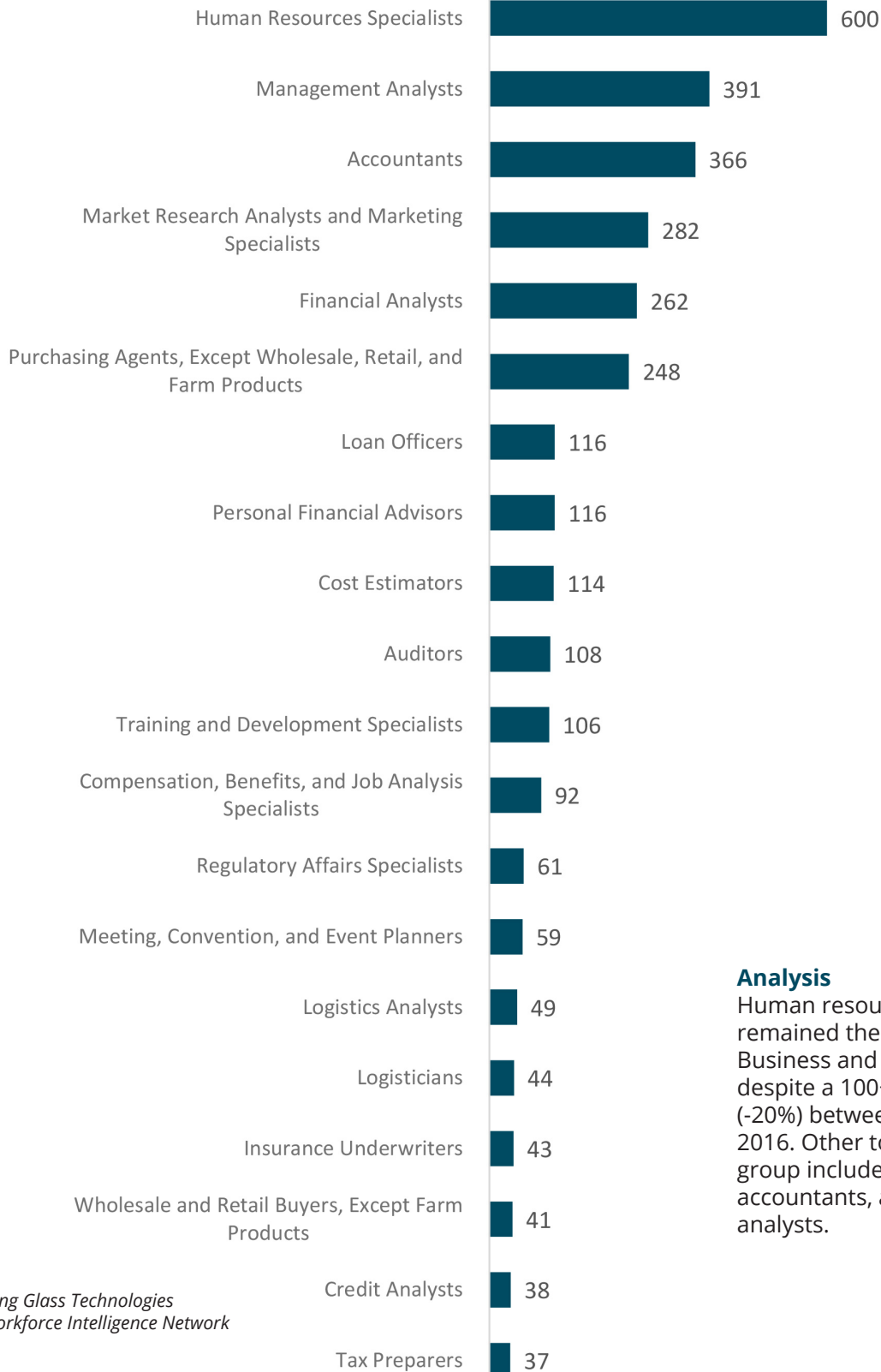
1,500 newly employed  
individuals



Most in-demand job: Human  
resources specialists

### Business & Finance Top Jobs

Quarter 1 2016



#### Analysis

Human resource specialists remained the most in-demand Business and Finance occupation despite a 100+ drop in postings (-20%) between Q4 2015 and Q1 2016. Other top occupations in this group include management analysts, accountants, and market research analysts.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network





Bachelor's degree required

7%

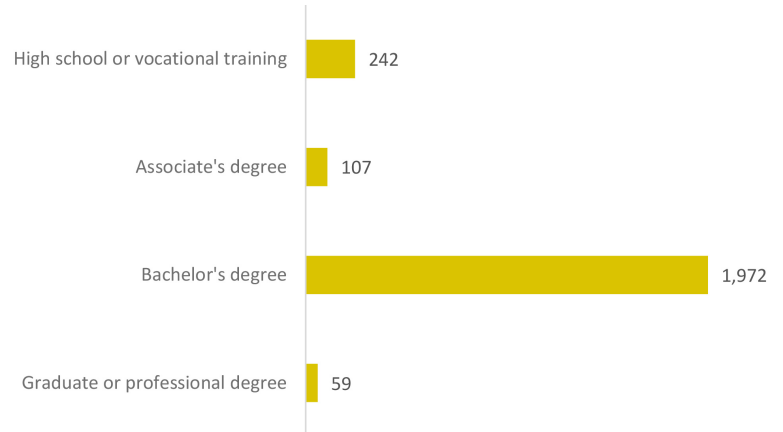
Increase in employer demand

### Business & Finance Educational Attainment & Experience Required

An overwhelming majority (83%) of postings advertising minimum education requirements asked that applicants have a Bachelor's degree. Meanwhile, nearly 1,200 postings required applicants to have at least three to five years of experience in a related field. Another 750 ads asked for minimal experience, anywhere from zero to two years.

While some entry-level opportunities exist for those interested in Business and Finance in Oakland County, most open positions require both high levels of education and experience.

### Minimum Educational Attainment Required Q1 2016

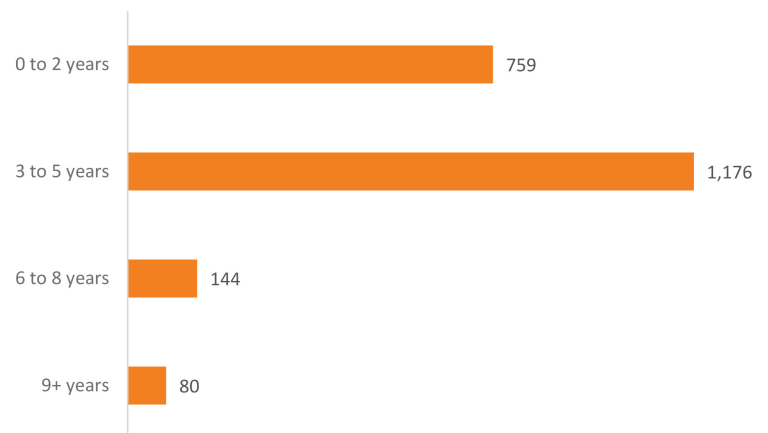


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q1 2016

- Business Administration and Management
- Accounting
- Finance
- Marketing
- Human Resources Development

### Experience Required Q1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



## Hot skills: Accounting and financial analysis



## Top Certification: Certified Public Accountant

### Business & Finance in-Demand Skills Q1 2016

The most often advertised baseline and specialized skills for Health Care occupations demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise of a specific health care skill, most often related to patients. In addition to having an excellent grasp on patient care, Health Care workers must also be able to communicate effectively, provide customer service, and supervise others.

#### Technical in-Demand Skills

- Accounting
- Budgeting
- Filing
- Purchasing
- Financial Analysis

#### Foundational In-Demand Skills

- Communication
- Microsoft Office
- Writing
- Organizational
- Problem solving

#### Job Type

- Temporary: 5.9%
- Full-time: 54.7%
- Part-time: 1.8%

#### Certifications In-Demand

- Certified Public Accountant (CPA)
- Series 7
- American Board for Engineering and Technology (ABET) Accredited
- Certified Information Systems Auditor (CISA)
- Certified Information Security Professional (CISSP)



Average advertised salary:  
\$61,800



Highest paying profession:  
Management analysts - \$43  
per hour

## Business & Finance

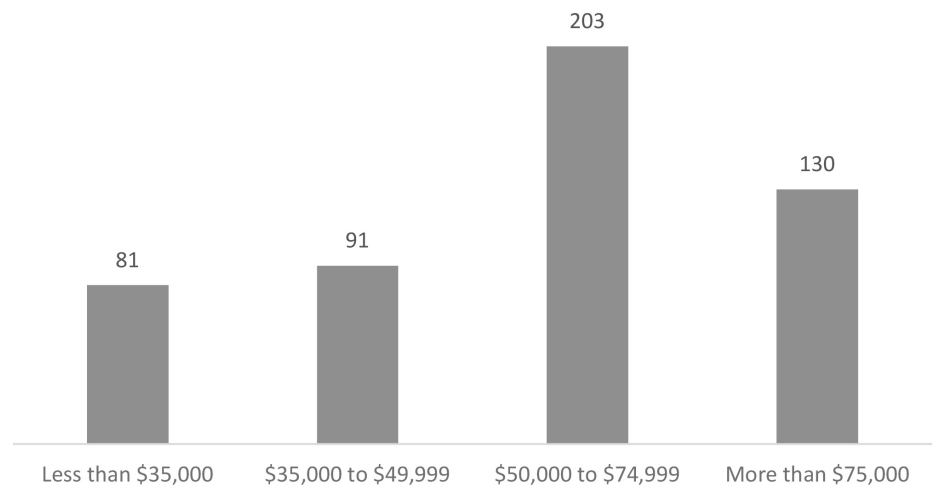
### Wages

The higher levels of education combined with necessary certification in many Business and Finance occupations correlates to higher wages. Sixty-five percent of postings advertising salaries offered more than \$50,000 annually. The average salary offered was \$61,800.

All but one of the top ten occupations in Business and Finance offer more than \$15 per hour at the entry-level (10th percentile) while most offer more than \$30 per hour at the median.

## Advertised Salaries

Quarter 1 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
13-1071	Human Resources Specialists	\$17.78	\$22.08	\$28.42	\$36.05	\$44.85
13-1111	Management Analysts	\$20.46	\$30.19	\$43.19	\$57.09	\$75.48
13-2011	Accountants	\$20.65	\$24.98	\$33.20	\$43.15	\$57.32
13-1161	Market Research Analysts and Marketing Specialists	\$16.33	\$20.93	\$26.77	\$37.64	\$48.27
13-2051	Financial Analysts	\$23.82	\$28.31	\$35.74	\$45.02	\$53.90
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$20.06	\$26.07	\$33.65	\$41.60	\$51.10
13-2072	Loan Officers	\$13.09	\$18.56	\$26.02	\$36.57	\$50.46
13-2052	Personal Financial Advisors	\$20.93	\$26.49	\$34.53	\$55.48	\$97.58
13-1051	Cost Estimators	\$18.53	\$23.48	\$30.68	\$40.96	\$48.32
13-2011	Auditors	\$20.65	\$24.98	\$33.20	\$43.15	\$57.32

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

### Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to- date	Change from 2015	Percent Change from 2015
Labor Force	621,877	610,881	613,987	623,368	624,893	625,346	<b>635,436</b>	10,090	1.6%
Employment	548,699	552,660	563,502	574,432	583,531	593,961	<b>607,866</b>	13,905	2.3%
Unemployment	73,177	58,221	50,485	48,936	41,362	31,385	<b>27,570</b>	-3,815	-12.2%
Unemployment Rate	11.8%	9.5%	8.2%	7.9%	6.6%	5.0%	<b>4.3%</b>	-0.7%	na

*\*Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

### Quarterly Labor Market Data

	1st Quarter 2015	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	Change from 4th Quarter 2015	Percent Change from 4th Quarter 2015
Labor Force	617,048	625,776	631,272	627,286	<b>635,436</b>	8,150	1.3%
Employment	584,362	593,682	597,944	599,857	<b>607,866</b>	8,009	1.3%
Unemployment	32,686	32,095	33,328	27,430	<b>27,570</b>	140	0.5%
Unemployment Rate	5.3%	5.1%	5.3%	4.4%	<b>4.3%</b>	0.0%	na

*\*Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics











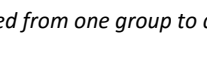

### Monthly Labor Market Data

	January 2015	February 2015	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016
Labor Force	618,455	615,827	616,861	614,927	630,232	632,170	635,729	631,748	626,339	629,979	624,836	627,044	630,445	634,243	641,620
Employment	583,254	584,422	585,409	587,889	595,557	597,599	597,377	598,966	597,489	599,285	599,364	600,921	602,154	607,724	613,720
Unemployment	35,201	31,405	31,452	27,038	34,675	34,571	38,352	32,782	28,850	30,694	25,472	26,123	28,291	26,519	27,900
Unemployment Rate	5.7%	5.1%	5.1%	4.4%	5.5%	5.5%	6.0%	5.2%	4.6%	4.9%	4.1%	4.2%	4.5%	4.2%	4.3%

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

Data: Bureau of Labor Statistics

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

	Q1 2015	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Change Over Time	Annual Change Q1 2015-Q1 2016	Quarter Growth Q4 2015-Q1 2016
Total Postings	34,691	40,219	44,474	39,030	45,418		30.9%	16.4%
Agriculture	467	438	438	415	622		33.2%	49.9%
Business & finance	2,962	3,432	3,730	3,165	3,379		14.1%	6.8%
Construction	276	331	310	228	298		8.0%	30.7%
Customer service	7,173	8,277	9,717	8,642	10,030		39.8%	16.1%
Education	626	528	728	566	601		-4.0%	6.2%
Energy	21	19	5	7	8		-61.9%	14.3%
Engineers & designers	3,153	3,822	4,324	3,941	3,973		26.0%	0.8%
Health care	3,166	4,146	4,183	3,937	4,777		50.9%	21.3%
Information technology	5,548	6,190	6,998	5,824	6,471		16.6%	11.1%
Skilled trades & technicians	1,010	978	1,269	1,006	1,429		41.5%	42.0%
Transportation, distribution, and logistics	1,472	1,747	1,573	1,487	1,856		26.1%	24.8%

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

## Total Job Postings: WIN Partnership

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

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

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