



# 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



# Introduction: Oakland County

## Key Findings

### 1. Online job postings indicate that employer demand remains strong in Oakland County.

Following a historic high in employer demand during Q1, online job postings dropped slightly (5.5%) during Q2 2016 to 43,000. Despite the drop, employer demand in Oakland County remains high relative to previous years—online ads have now surpassed 40,000 in the county in four of the past five 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. Fifteen of the top twenty-five posting occupations in Oakland County require a Bachelor's. Those 15 occupations accounted for 29% of postings in the county during Q2 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. Oakland County reached its highest second quarter employment since 2001.

Employment rose by 1.5% to 616,768 workers in Oakland County during Q2 2016. By comparison, Q2 employment during 2001 was 635,500 and in 2002 was 610,400. See page 3 for more labor market information.

### 5. Job postings decreased in four of five of the occupational groups analyzed in this report, but all remain at or near record highs.

The only occupation group to see postings increase from Q1 to Q2 in this report was TDL. Despite the other groups seeing drops in ads, employer demand remains strong. See appendix 2 for more details.



# Executive Summary

## Postings Over Time

Following a historic high in employer demand during Q1, online job postings dropped slightly (5.5%) during Q2 2016 to 43,000. Despite the drop, employer demand in Oakland County remains high relative to previous years—online ads have now surpassed 40,000 in the county in four of the past five quarters.

## Total Online Job Postings

2008 - June 2016



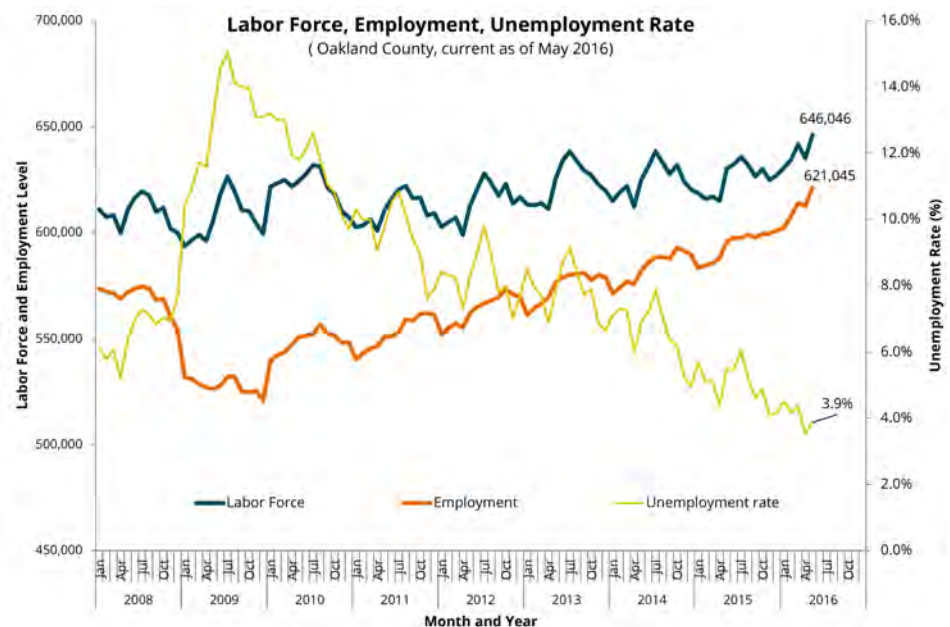
Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Labor Force, Employment, & Unemployment

The labor force in Oakland County increased by 5,047 individuals (+0.8%) to 640,497 in Q2 2016. Employment increased at a faster rate (+1.5%) to 616,768. Since employment increased at a faster rate than the labor force, the unemployment rate dropped by 0.6 percentage points to 3.7% with many of the new jobs going to previously unemployed workers. Labor force and employment levels in Oakland County risen past pre-recession highs and have begun to reach levels not seen since the early 2000's.

## Labor Force, Employment, Unemployment Rate

2008 - June 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

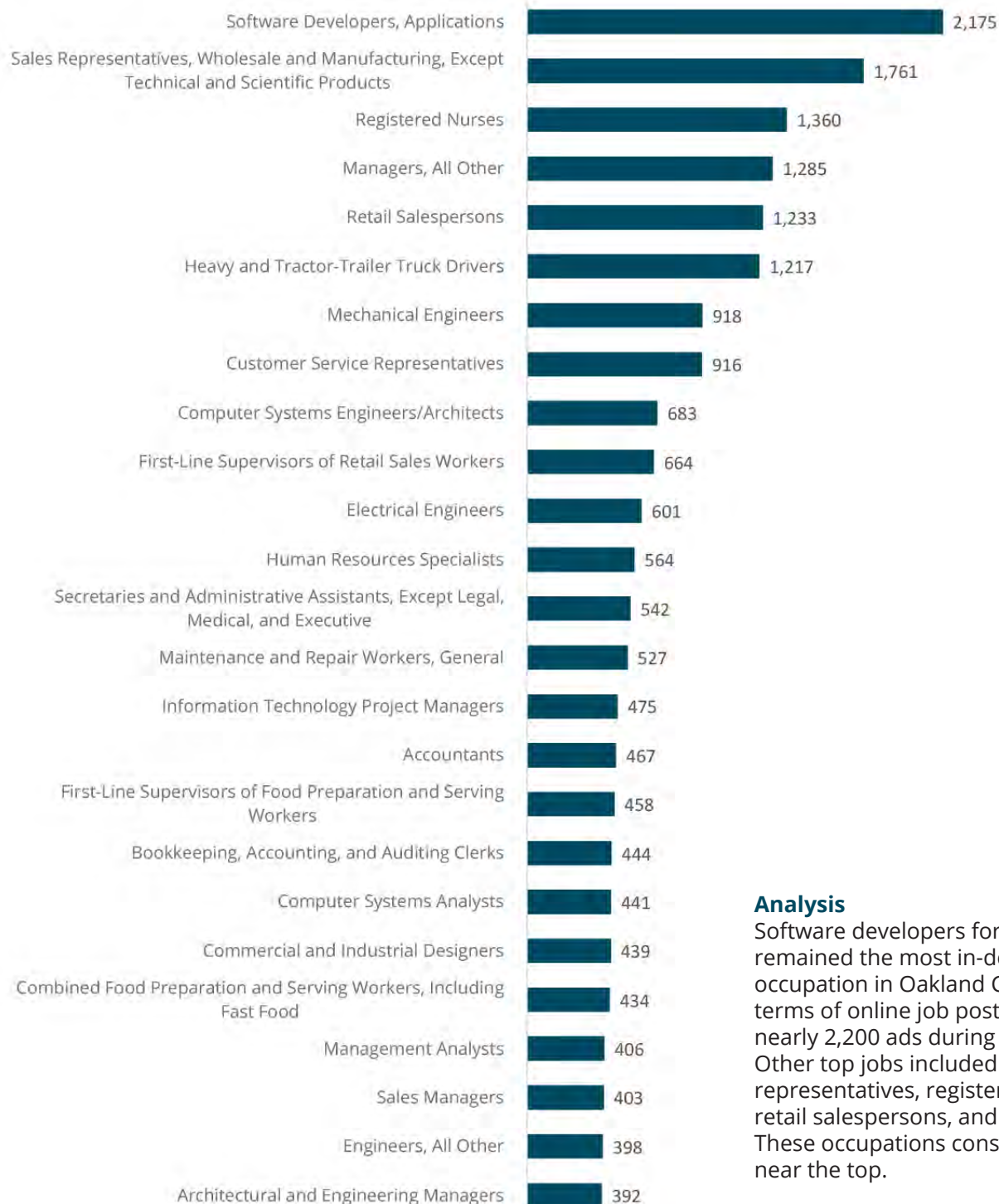




Most in-demand occupation:  
Software developers, applications

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

### Top Jobs In Demand Quarter 2 2016



#### Analysis

Software developers for applications remained the most in-demand occupation in Oakland County in terms of online job postings with nearly 2,200 ads during Q2 2016. Other top jobs included sales representatives, registered nurses, retail salespersons, and managers. These occupations consistently rank near the top.



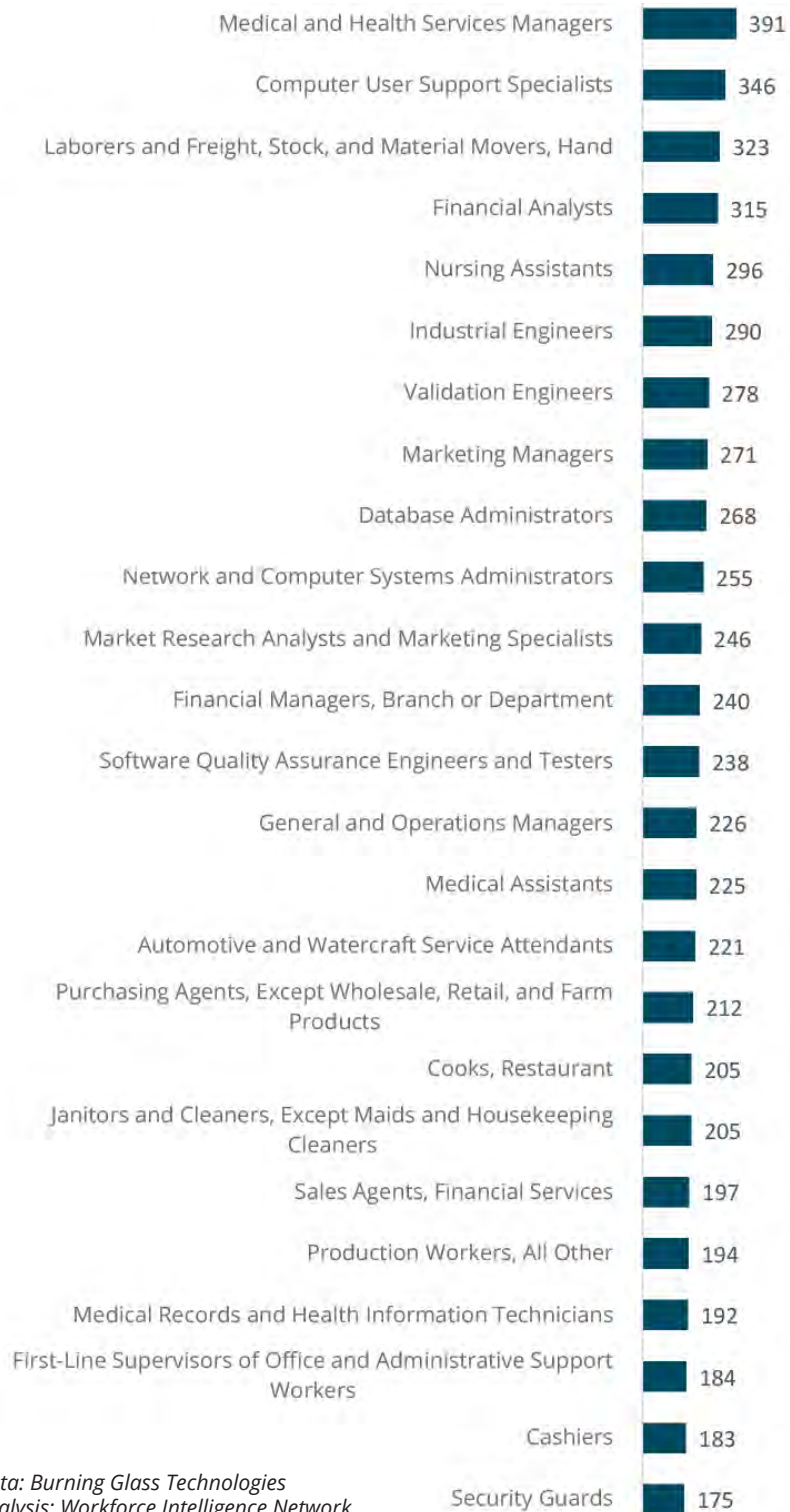
Highest Q2 employment  
since 2001



473 online job postings per  
day during Q2

### Top Jobs In Demand

Quarter 2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



# Skilled Trades & Technicians (Manufacturing Focused)

## Introduction

### Skilled Trades & Technicians

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

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

### Postings Over Time

Online postings for Skilled Trades and Technician occupations fell slightly (-5%) during Q2 following employer demand reaching a record high during Q1. Despite the drop, the 1,350 online ads for this group in Q2 was the second highest since posting data collection began in 2011. Job ads for this occupation group have now surpassed one thousand in five of the past six quarters.

### Employment Over Time

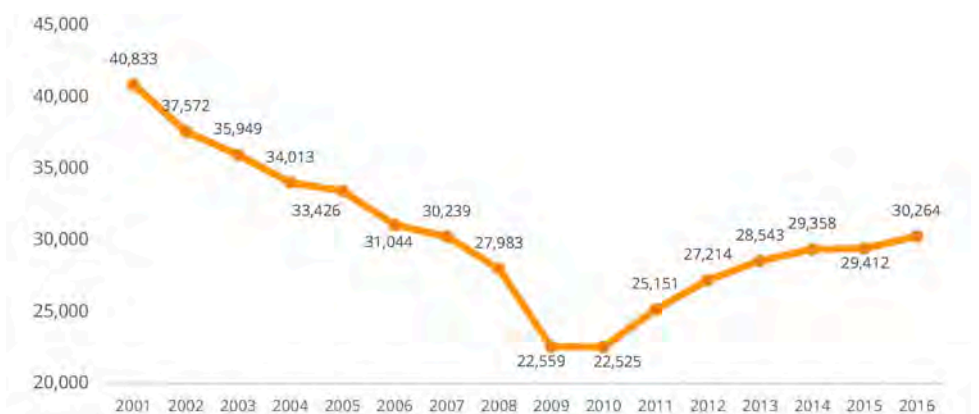
Employment for Skilled Trades and Technicians increased for a sixth consecutive year as 2016 began. In 2016, this occupation group employed 30,300 individuals in Oakland County, a 2.9% rise compared to 2015. Employment has now surpassed 2007 levels, but remains well below early 2000 levels.

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



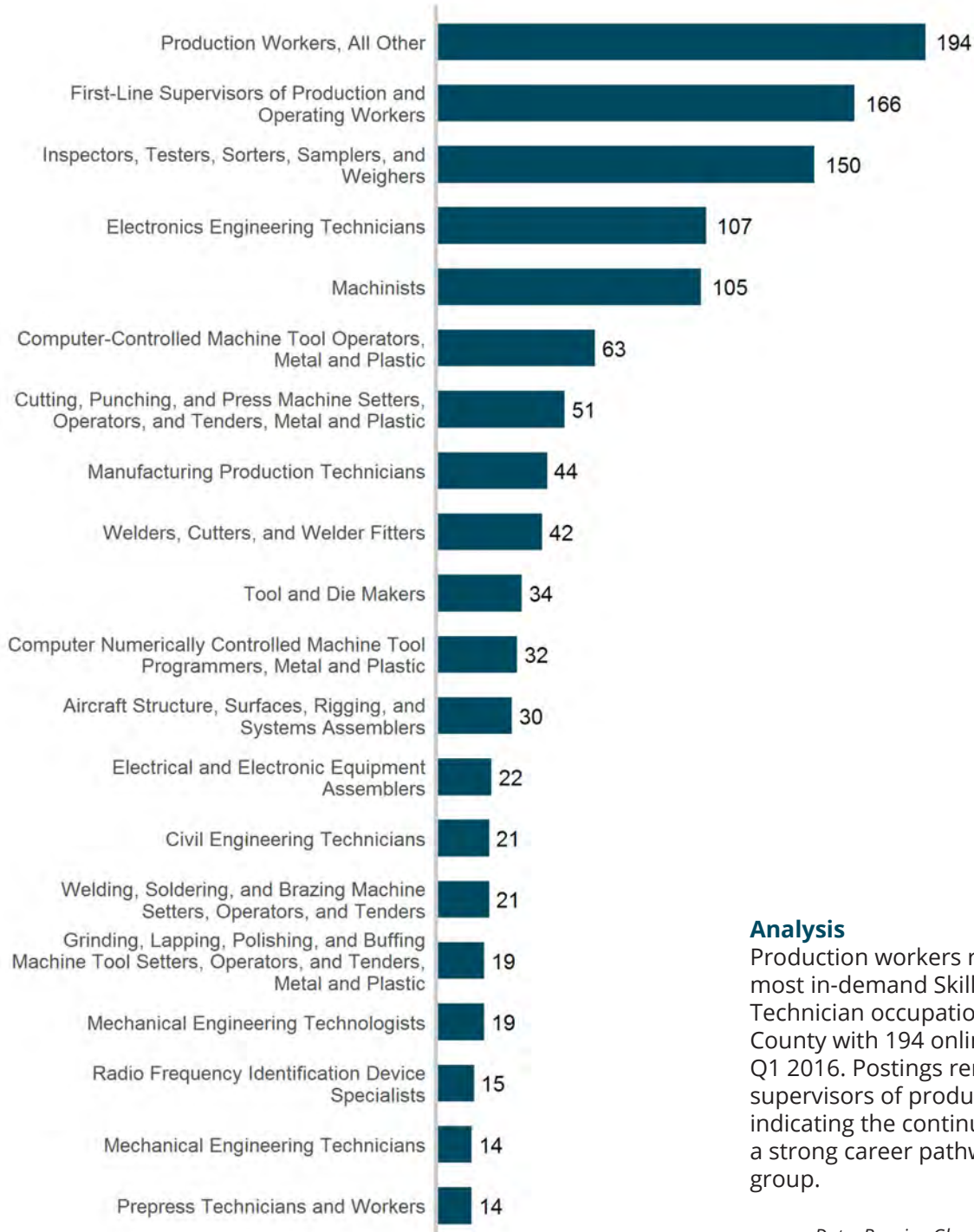
Most in-demand job:  
Production workers



Highest employment since  
2007

### Skilled Trades & Technicians Top Jobs

Quarter 2 2016



#### Analysis

Production workers remained the most in-demand Skilled Trades and Technician occupation in Oakland County with 194 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.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



## Post-secondary education or training often required

### 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 150 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.

### Areas of Study in-Demand Q2 2016

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



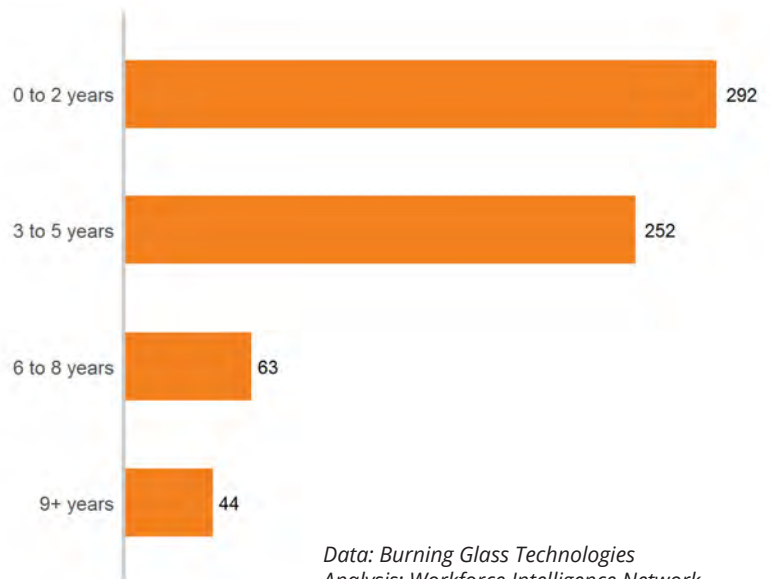
## Employer demand near record high

### Minimum Educational Attainment Required Q2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required Q2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network





Entry-level opportunities  
available



Hot skill: Computer  
Numerical Control (CNC)

### Skilled Trades & Technicians in-Demand Skills Q2 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
- Repair
- Computer Numerical Control (CNC)
- Machining
- Mathematics

#### Foundational In-Demand Skills

- Communication
- Problem Solving
- Troubleshooting
- Detail-Oriented
- Microsoft Office

#### Job Type

- Temporary: 6.5%
- Full-time: 62.4%
- Part-time: 0.9%

#### Certifications In-Demand

- Commercial Driver's License (CDL)
- Welding (AWS Certified)
- Forklift Operator
- Boiler Operator
- Automotive Service Excellence (ASE)



Average advertised  
salary: \$37,715



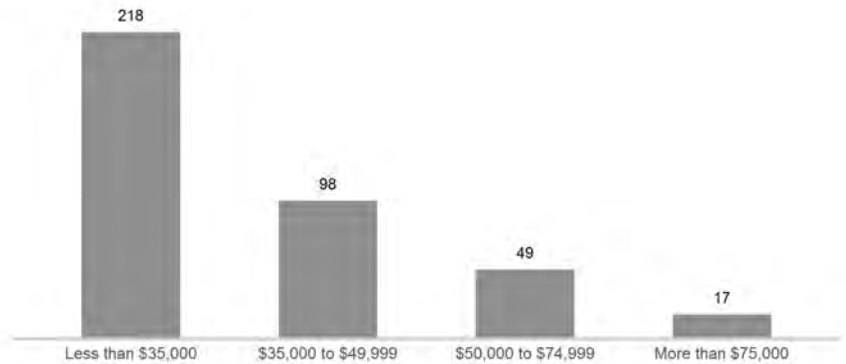
Supervisors and technicians  
can earn \$30+ per hour

## Skilled Trades & Technicians Wages

Of the online postings that provided advertised salaries, 57% offered wages of less than \$35,000 annually. An additional 25% offered wages between \$35,000 and \$50,000 annually. Overall, the average of all salaries offered was roughly \$37,700.

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

## Advertised Salaries Quarter 2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$11.08	\$14.97	\$17.65	\$19.68	\$23.24
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.40	\$22.26	\$30.30	\$39.44	\$48.22
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.99	\$11.76	\$15.85	\$23.40	\$29.15
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
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$12.37	\$15.31	\$22.45	\$25.65	\$30.65
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.44	\$12.23	\$15.45	\$19.87	\$27.26
17-3029	Manufacturing Production Technicians	\$16.56	\$22.59	\$31.10	\$37.37	\$48.26
51-4121	Welders, Cutters, and Welder Fitters	\$12.89	\$15.67	\$18.58	\$22.87	\$29.25
51-4111	Tool and Die Makers	\$16.93	\$21.32	\$27.12	\$34.78	\$38.27

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 occupations feel slightly between Q2 and Q1 2016 (-5.7%). Despite the drop, demand remains high relative to previous years—online ads for this group have surpassed 6,000 postings per quarter in four of the past five quarters.

### Online Job Postings

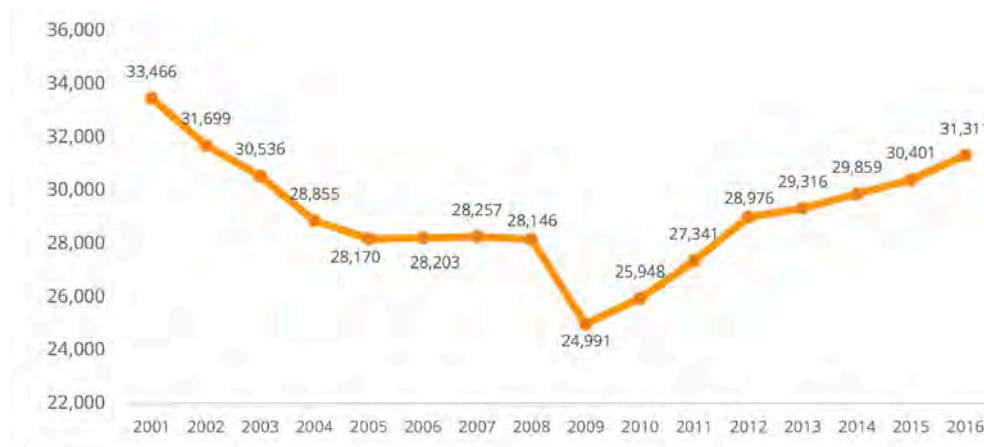


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### 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.

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

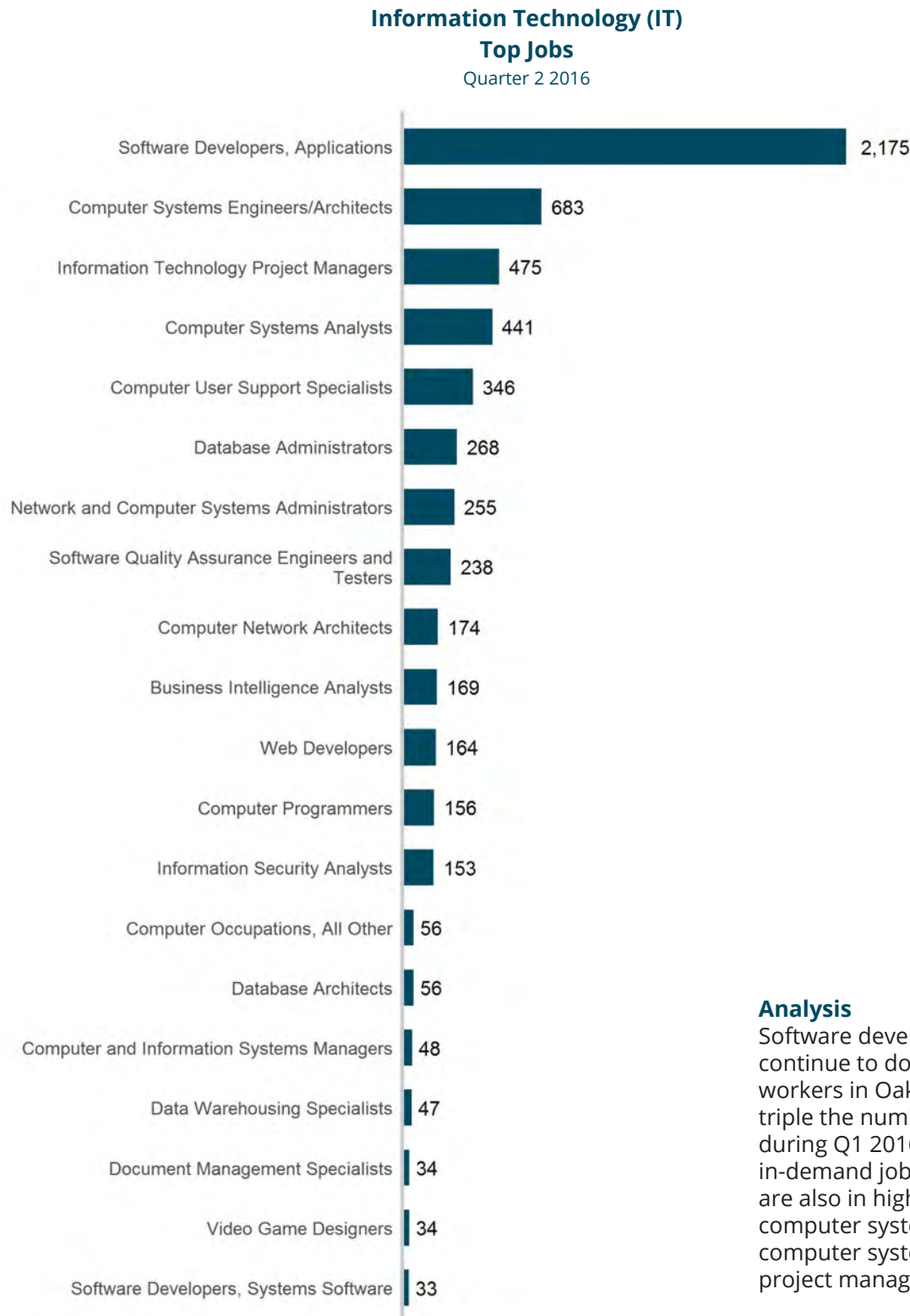




Seventh consecutive year of  
employment growth



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



### 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

5%

Decrease 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 over 750 online ads asking for zero to two years of experience.

### Minimum Educational Attainment Required Q2 2016

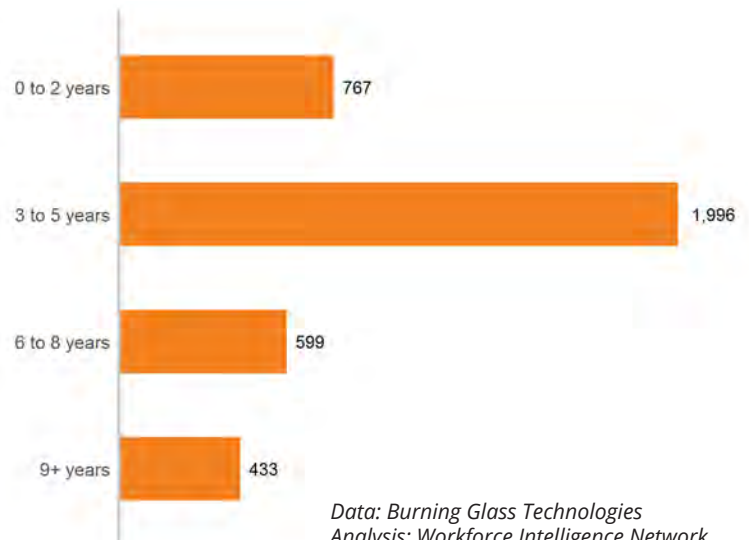


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q2 2016

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

### Experience Required Q2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Hot languages: SQL, Oracle,  
Java, LINUX



Hot Certifications:  
CISSP, CCNP, CCIE

### Information Technology (IT) in-Demand Skills Q2 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/Engineering
- Oracle
- Java
- C++

#### Foundational In-Demand Skills

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

#### Job Type

- Temporary: 3.8%
- Full-time: 50.3%
- Part-time: 0.7%

#### 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)
- CISCO Certified Internetwork Expert (CCIE)



Less than five years of experience required



Average advertised salary: \$85,138

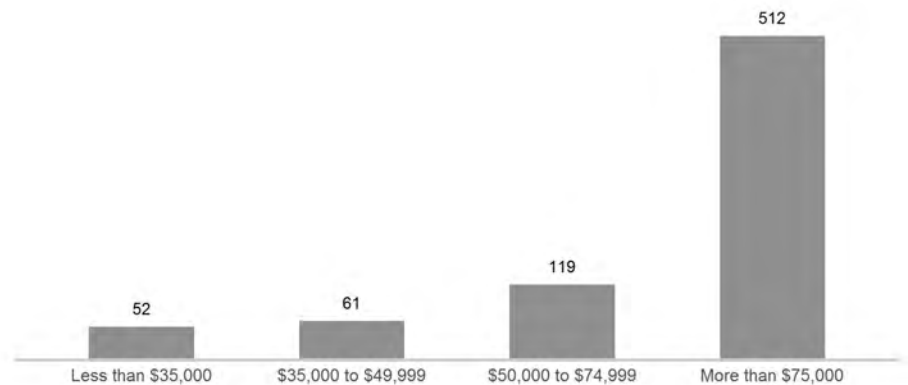
## Information Technology (IT) Wages

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 \$85,100.

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 2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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
15-1199	Information Technology Project Managers	\$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
15-1151	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
15-1199	Software Quality Assurance Engineers and Testers	\$25.31	\$32.65	\$40.13	\$49.73	\$58.93
15-1143	Computer Network Architects	\$28.68	\$38.13	\$50.71	\$58.80	\$69.37
15-1199	Business Intelligence Analysts	\$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 decreased by nearly 700 (-12%) between Q1 2016 and Q2 2016. Despite the decline, employer demand remains high relative to previous years—online ads for this group have surpassed 4,000 in Oakland County in four of the past five quarters.

### Employment Over Time

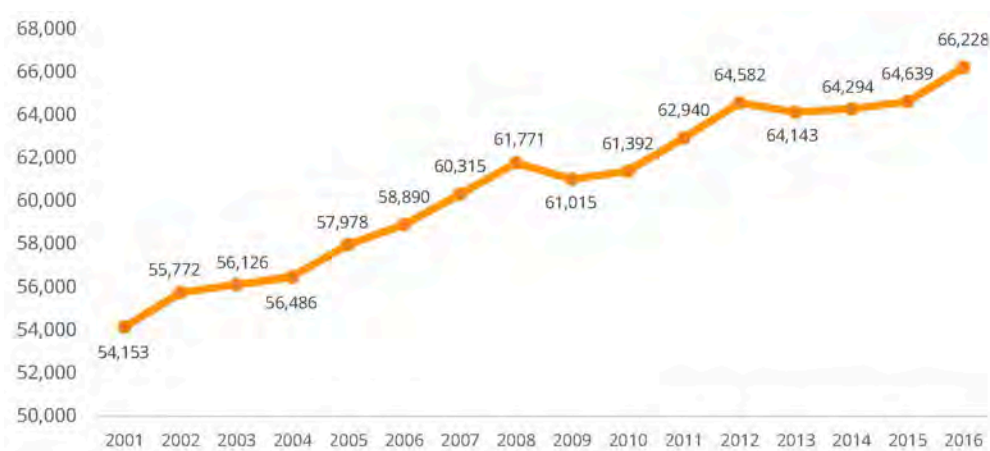
The increase in employer demand evident in Health Care postings during 2015 has resulted in an employment jump of 1,600 individuals (+2.5%). Unlike other occupation groups, Health Care employment was not severely cut during the Great Recession. Employment in this group has increased in all but two years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

### Online Job Postings



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Employment Over Time



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

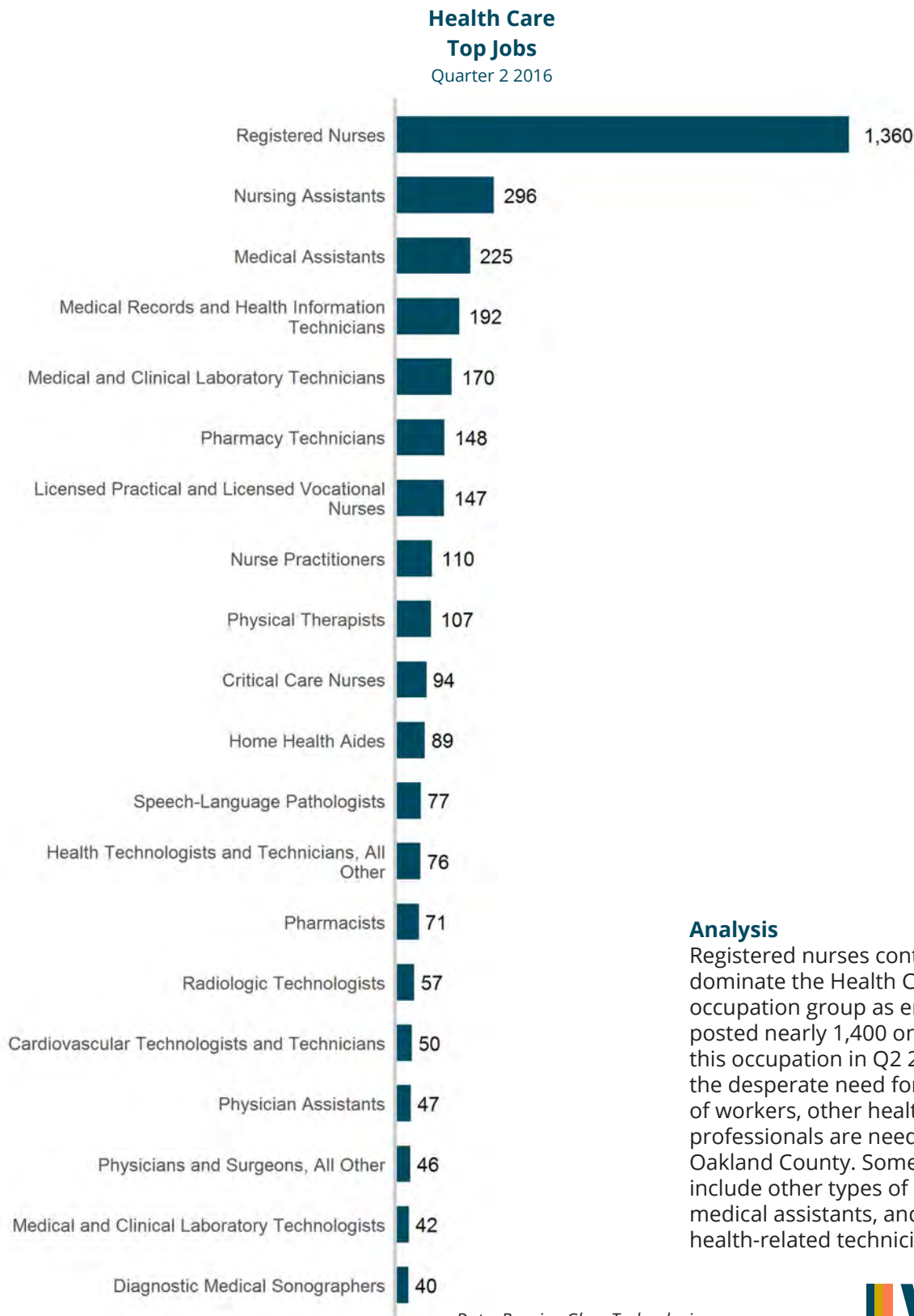




1,600 newly employed  
individuals



Most in-demand job:  
Registered nurses



#### Analysis

Registered nurses continue to dominate the Health Care occupation group as employers posted nearly 1,400 online ads for this occupation in Q2 2016. Despite the desperate need for these types of workers, other health care professionals are needed as well in Oakland County. Some examples include other types of nurses, medical assistants, and various health-related technicians.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Most often advertised  
education: Associate's

21%

Increase in employer demand

### Health Care Educational Attainment & Experience Required

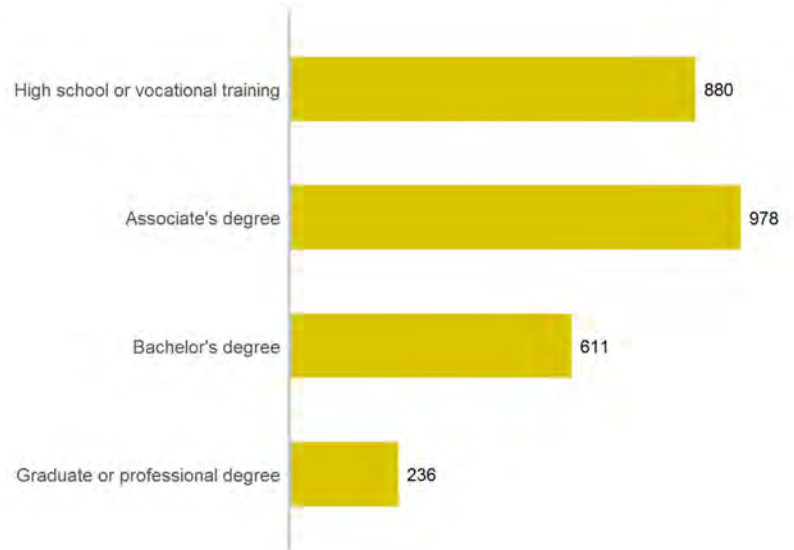
Unlike other occupation groups, one particular form of educational attainment does not dominate postings for Health Care occupations. An Associate's degree was the most common form of education asked for by employers via online ads with nearly 1,000 online ads. Meanwhile, nearly 900 postings required a high school diploma or vocational training while an additional 600 asked for a Bachelor's. The over 200 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 Q2 2016

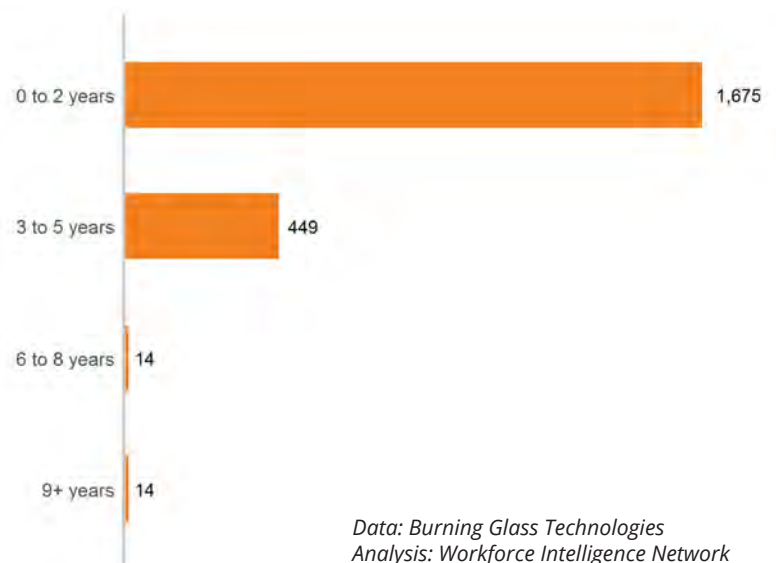
- Nursing Science
- Physical Therapy
- Occupational Therapy
- Biology
- Psychology

### Minimum Educational Attainment Required Q2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required Q2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



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



Hot certification: American Heart Association Certification

### Health Care in-Demand Skills Q2 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, organize, plan, and supervise others effectively.

#### Technical in-Demand Skills

- Patient Care
- Treatment Planning
- Cardiopulmonary Resuscitation (CPR)
- Discharge Planning
- Validation

#### Foundational In-Demand Skills

- Communication
- Supervisory
- Quality Assurance and Control
- Planning
- Organizational

#### Job Type

- Temporary: 4.1%
- Full-time: 40.5%
- Part-time: 6.4%

#### Certifications In-Demand

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





Average advertised  
salary: \$52,823



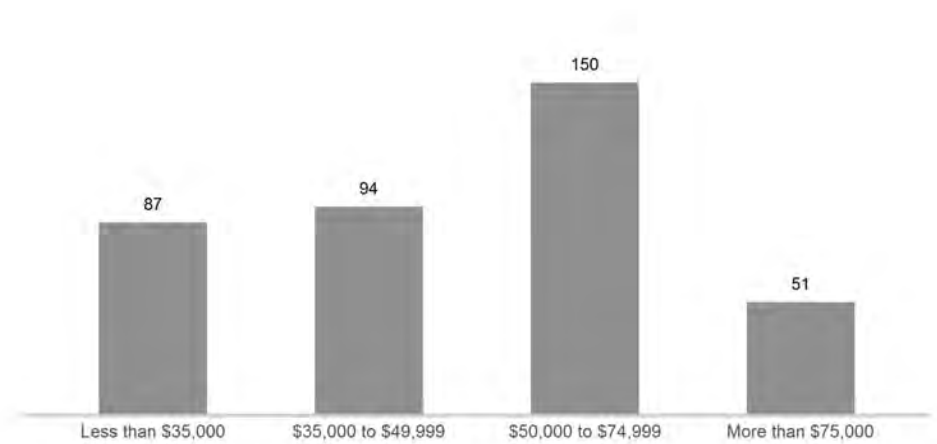
Highest paying job: Nurse  
practitioners (\$46 per hour)

## 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 \$52,300.

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 2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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
29-2071	Medical Records and Health Information Technicians	\$10.95	\$13.26	\$17.13	\$21.18	\$24.24
29-2012	Medical and Clinical	\$12.05	\$13.78	\$16.63	\$21.42	\$27.94
29-2052	Pharmacy Technicians	\$9.59	\$11.39	\$14.10	\$16.97	\$19.05
29-2061	Licensed Practical and Licensed Vocational Nurses	\$17.13	\$20.18	\$23.63	\$27.19	\$29.48
29-1171	Nurse Practitioners	\$37.15	\$41.08	\$45.96	\$53.07	\$59.10
29-1123	Physical Therapists	\$27.06	\$33.48	\$40.74	\$51.87	\$74.59
29-1141	Critical Care Nurses	\$25.96	\$30.41	\$34.69	\$39.69	\$56.73

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 reached another record high in Q2 with nearly 2,300 ads in Oakland County. Employer demand jumped 22% in Q2 2016. A surge in demand for truck drivers has largely caused the substantial increase in posting intensity over the past year.

### Online Job Postings

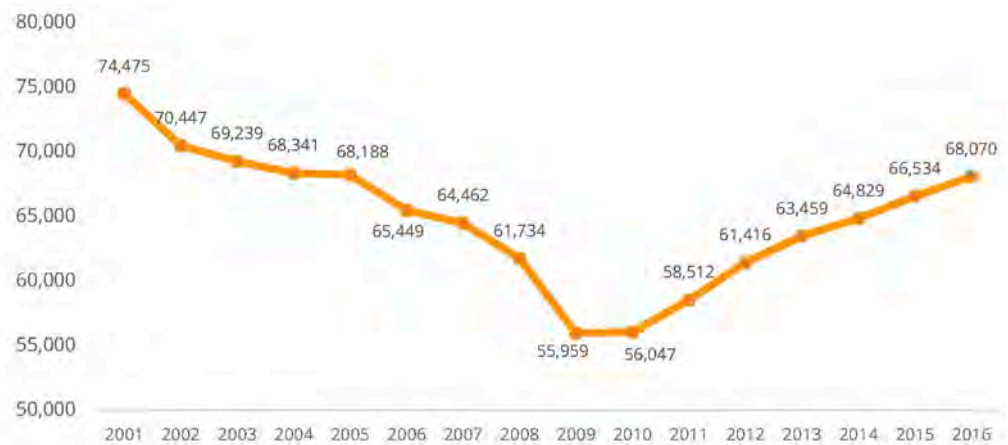


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### 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

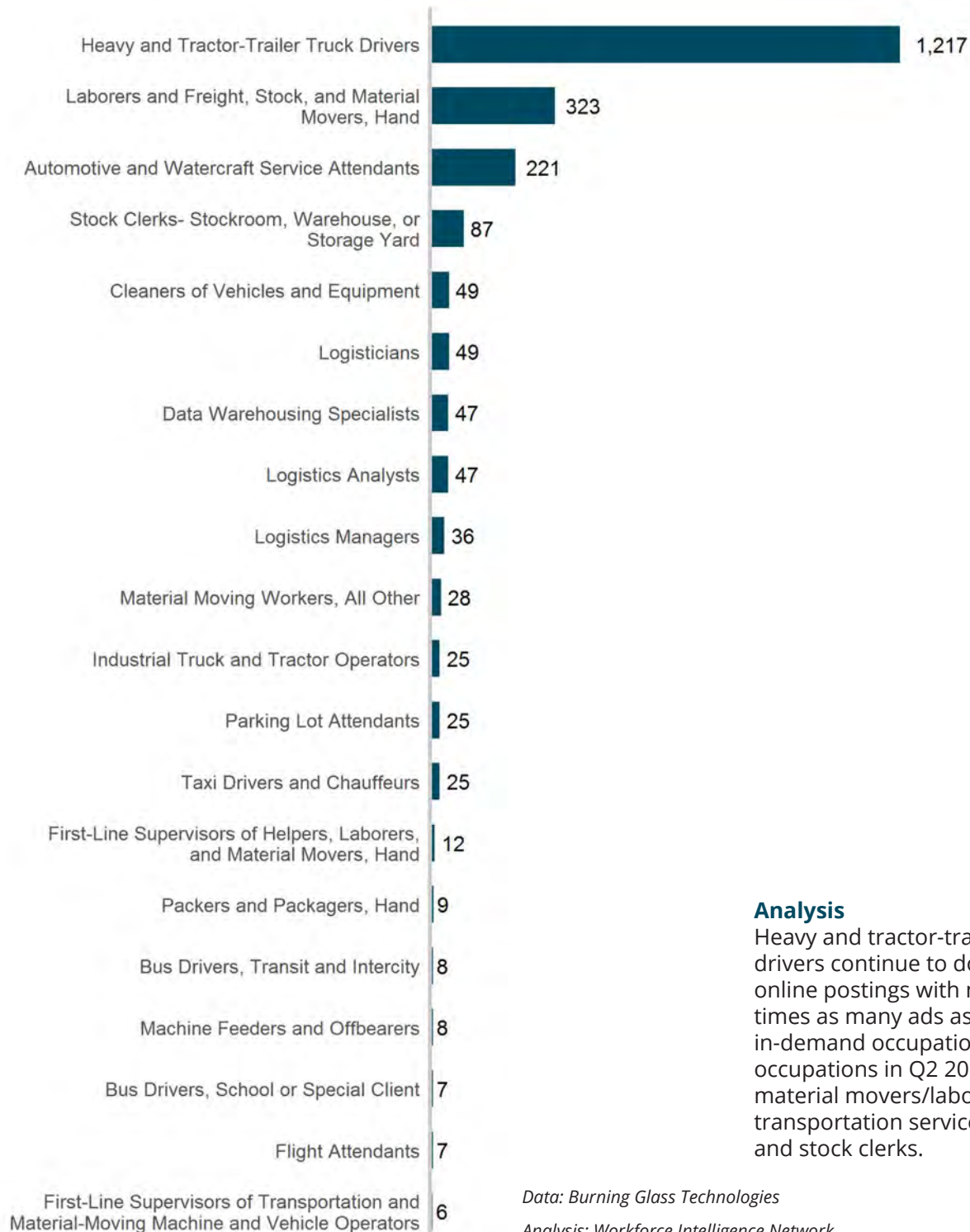


Most in-demand job: truck  
drivers

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

#### Top Jobs

Quarter 2 2016



#### Analysis

Heavy and tractor-trailer truck drivers continue to dominate TDL online postings with nearly four times as many ads as the next most in-demand occupation. Other top occupations in Q2 2016 included material movers/laborers, transportation service attendants, and stock clerks.

Data: Burning Glass Technologies

Analysis: Workforce Intelligence Network



## Entry-level opportunities

25%

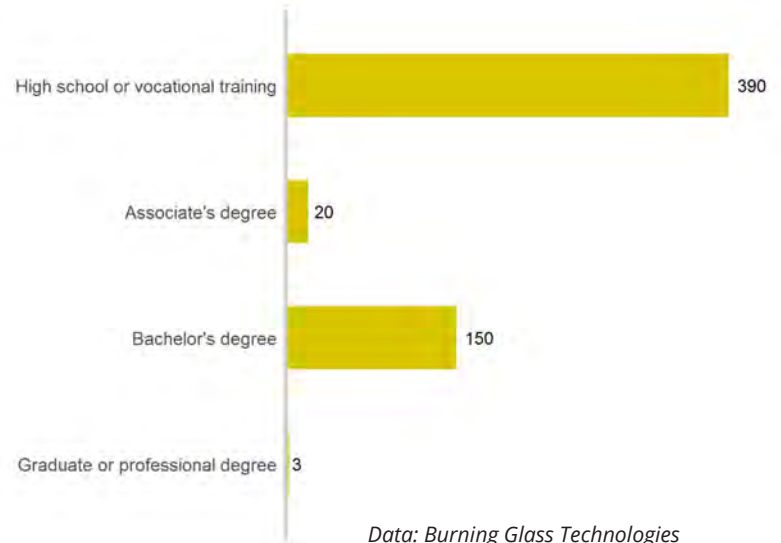
Increase in employer demand

### 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 27% 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. Sixty-five percent of the postings that advertised experience levels required candidates to have less than two years of related experience. Ninety-one percent of postings advertising experience asked for five years or less.

### Minimum Educational Attainment Required Q2 2016

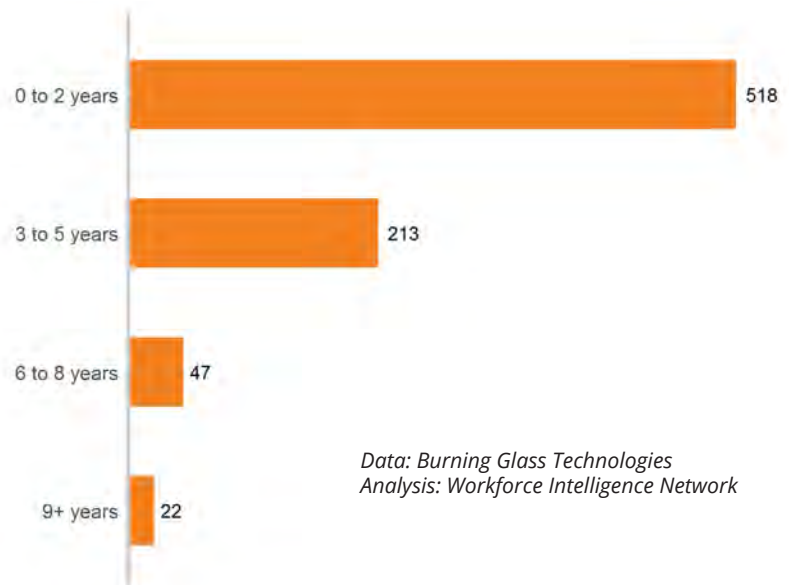


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q2 2016

- Business Administration
- Engineering, General
- Logistics, Materials, and Supply Chain Management
- Automotive Engineering Technology/ Technician
- Mechanical Engineering

### Experience Required Q2 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 Q2 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 inventory management, 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
- Inventory Control/Management

#### Foundational In-Demand Skills

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

#### Job Type

- Temporary: 7.2%
- Full-time: 30.5%
- Part-time: 3.1%

#### Certifications In-Demand

- CDL Class A/B
- Automotive Service Excellence (ASE)
- Forklift Operator
- American Board for Engineering and Technology (ABET) Accredited
- Project Management Certification (PMP)





Average advertised  
salary: \$37,715



Truck drivers can earn nearly  
\$20 per hour

## Transportation, Distribution, and Logistics (TDL)

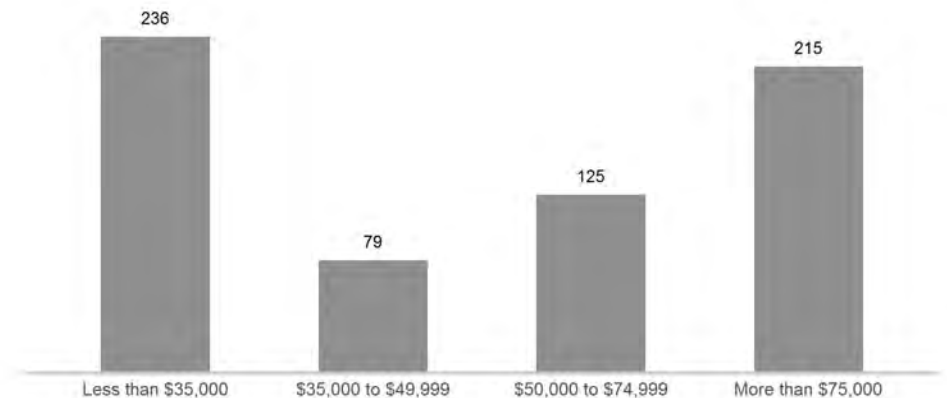
### Wages

The distribution of advertised salaries followed a similar pattern to the distribution of education requirements for TDL postings in Oakland County. While 36% of the postings with salaries shown offered less than \$35,000 annually, another 33% offered salaries of more than \$75,000. As a result, the average advertised salary was \$59,737.

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, four other top TDL jobs earn less than \$12. In contrast, logistics-related occupations—which often require a Bachelor's—earn more than \$40 per hour.

### Advertised Salaries

Quarter 2 2016



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
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
53-7061	Cleaners of Vehicles and Equipment	\$8.21	\$8.73	\$9.58	\$11.59	\$14.34
13-1081	Logisticians	\$25.97	\$32.48	\$41.44	\$49.32	\$57.51
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
53-7199	Material Moving Workers, All Other	\$8.15	\$8.22	\$11.11	\$15.74	\$22.53

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



# Business & Finance

## Introduction

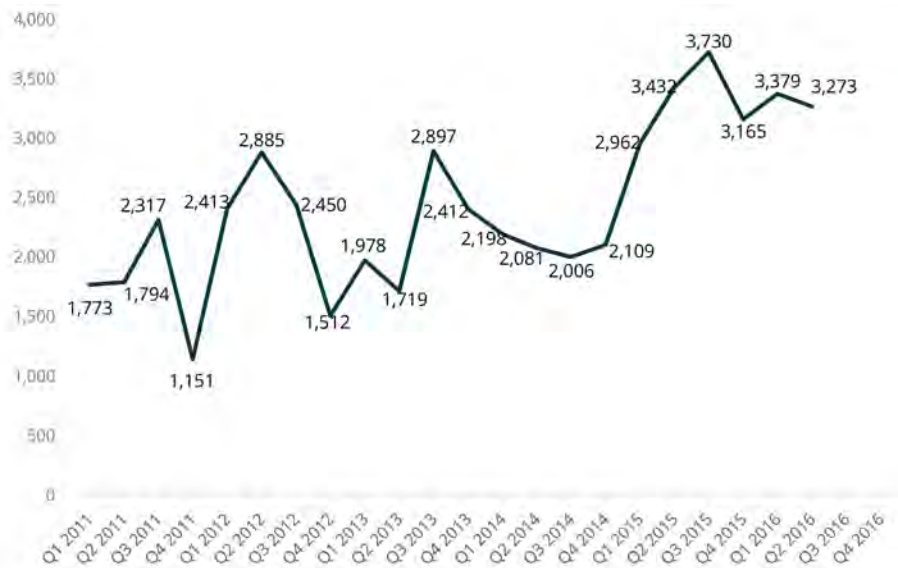
### Business & Finance

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 fell slightly in Q2 to just under 3,300 ads. The drop was just 3% off of Q1 postings, indicating employer demand remains strong. Online ads for this group have surpassed 3,000 per quarter in five consecutive quarters.

### Online Job Postings

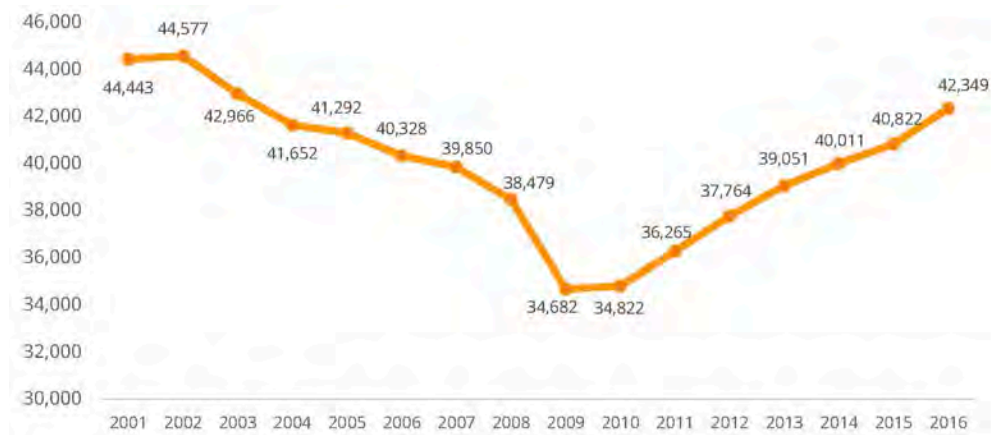


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### 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.

### Employment Over Time



Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



1,500 newly employed  
individuals

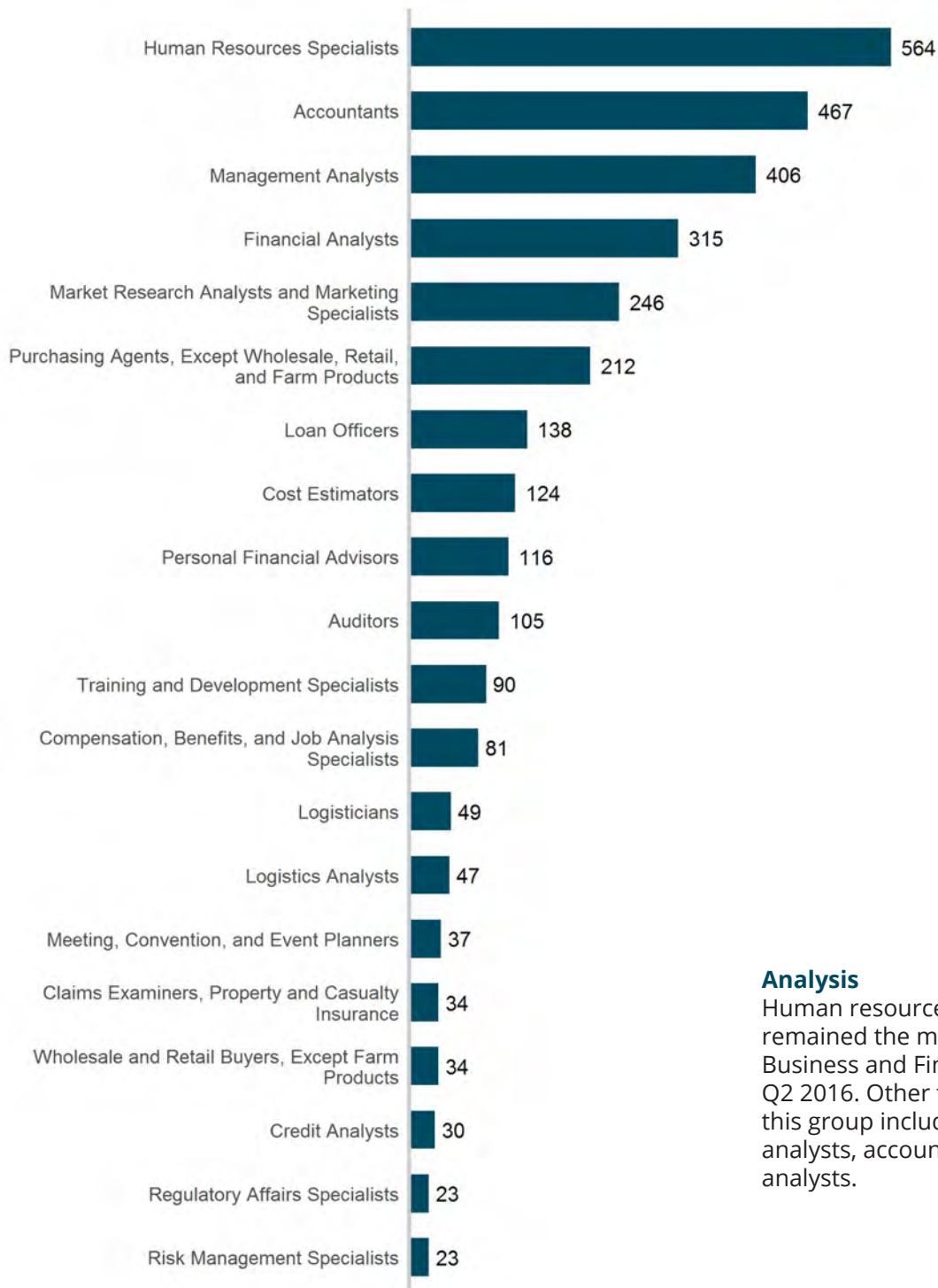


Most in-demand job:  
Human resources  
specialists

### Business & Finance

#### Top Jobs

Quarter 2 2016



#### Analysis

Human resource specialists remained the most in-demand Business and Finance occupation in Q2 2016. Other top occupations in this group include management analysts, accountants, and financial analysts.





Bachelor's degree required

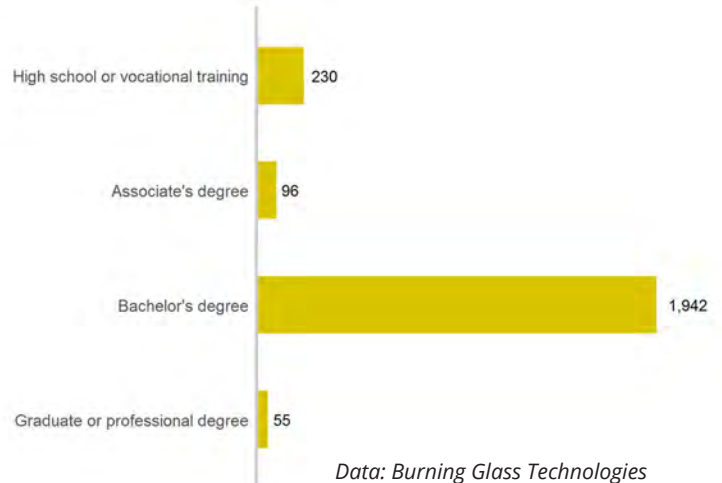


Over 3,000 postings in past five quarters

### Business & Finance Educational Attainment & Experience Required

An overwhelming majority (84%) of postings advertising minimum education requirements asked that applicants have a Bachelor's degree. Meanwhile, 676 of postings required applicants to have at least three to five years of experience in a related field. Another 462 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 Q2 2016

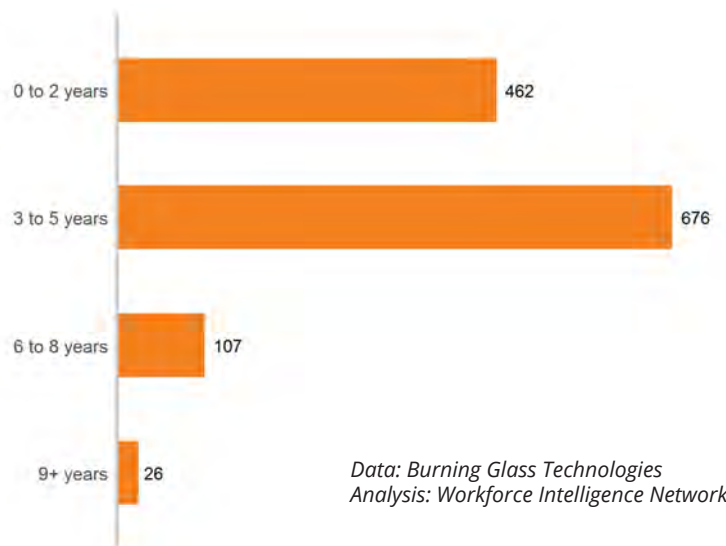


Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Areas of Study in-Demand Q2 2016

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

### Experience Required Q2 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 Q2 2016

The most often advertised baseline and specialized skills for Business and Finance occupations demonstrate that Oakland County employers seek workers with well-rounded foundational skills along with expertise in a specific, specialized skill. In addition to having expertise in accounting or financial analysis, Business and Finance professionals need to also have strong communication, writing, and problem solving skills.

#### Technical in-Demand Skills

- Accounting
- Budgeting
- Customer Service
- Financial Analysis
- Purchasing

#### Foundational In-Demand Skills

- Communication
- Microsoft Office
- Writing
- Detail-Oriented
- Problem solving

#### Job Type

- Temporary: 4.1%
- Full-time: 56.5%
- Part-time: 1.0%

#### Certifications In-Demand

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



Average advertised  
salary: \$60,524



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

## Business & Finance

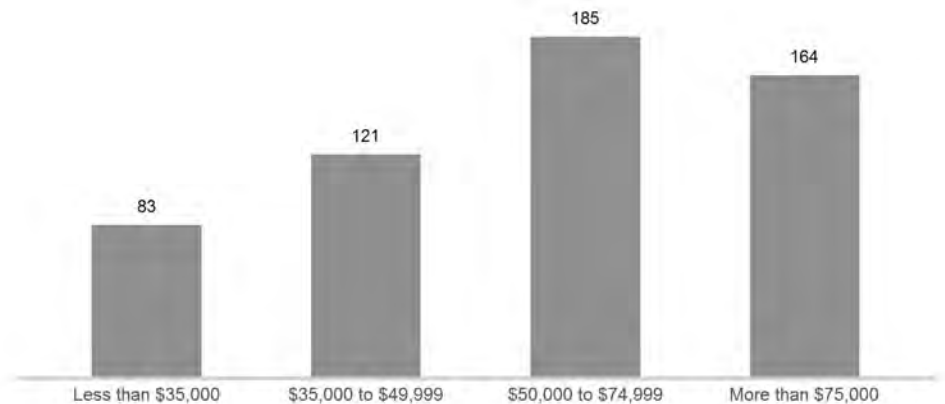
## Advertised Salaries

Quarter 2 2016

### Wages

The higher levels of education combined with necessary certification in many Business and Finance occupations correlates to higher wages. Sixty-three percent of postings advertising salaries offered more than \$50,000 annually. The average salary offered was \$60,500.

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.



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
13-2011	Accountants	\$20.65	\$24.98	\$33.20	\$43.15	\$57.32
13-1111	Management Analysts	\$20.46	\$30.19	\$43.19	\$57.09	\$75.48
13-2051	Financial Analysts	\$23.82	\$28.31	\$35.74	\$45.02	\$53.90
13-1161	Market Research Analysts and Marketing Specialists	\$16.33	\$20.93	\$26.77	\$37.64	\$48.27
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
13-1051	Cost Estimators	\$18.53	\$23.48	\$30.68	\$40.96	\$48.32
13-2052	Personal Financial Advisors	\$20.93	\$26.49	\$34.53	\$55.48	\$97.58
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 (through May 2016)	Change from 2015	Percent Change from 2015
Labor Force	621,877	610,881	613,987	623,368	624,893	625,346	<b>637,469</b>	12,123	1.9%
Employment	548,699	552,660	563,502	574,432	583,531	593,961	<b>611,439</b>	17,478	2.9%
Unemployment	73,177	58,221	50,485	48,936	41,362	31,385	<b>26,030</b>	-5,355	-17.1%
Unemployment Rate	11.8%	9.5%	8.2%	7.9%	6.6%	5.0%	<b>4.1%</b>	-0.9%	na

*\*Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

### Quarterly Labor Market Data

	2nd Quarter 2015	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	2nd Quarter 2016 (through May 2016)	Change from 1st Quarter 2016	Percent Change from 1st Quarter 2016
Labor Force	625,776	631,272	627,286	635,450	<b>640,497</b>	5,047	0.8%
Employment	593,682	597,944	599,857	607,886	<b>616,768</b>	8,881	1.5%
Unemployment	32,095	33,328	27,430	27,564	<b>23,729</b>	-3,835	-13.9%
Unemployment Rate	5.1%	5.3%	4.4%	4.3%	<b>3.7%</b>	-0.6%	na

*\*Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics

### Monthly Labor Market Data

	March 2015	April 2015	May 2015	June 2015	July 2015	August 2015	Septembe r 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016	May 2016
Labor Force	616,861	614,927	630,232	632,170	635,729	631,748	626,339	629,979	624,836	627,044	630,445	634,243	641,662	641,662	641,662
Employment	585,409	587,889	595,557	597,599	597,377	598,966	597,489	599,285	599,364	600,921	602,154	607,724	613,781	613,781	613,781
Unemployment	31,452	27,038	34,675	34,571	38,352	32,782	28,850	30,694	25,472	26,123	28,291	26,519	27,881	27,881	27,881
Unemployment Rate	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%	4.3%	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

	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Change Over Time	Annual Change Q2 2015-Q2 2016	Quarter Growth Q1 2016-Q2 2016
Total Postings	40,219	44,474	39,030	45,418	43,058		7.1%	-5.2%
Agriculture	438	438	415	622	520		18.7%	-16.4%
Business & finance	3,432	3,730	3,165	3,379	3,273		-4.6%	-3.1%
Construction	331	310	228	298	329		-0.6%	10.4%
Customer service	8,277	9,717	8,642	10,030	9,403		13.6%	-6.3%
Education	528	728	566	601	543		2.8%	-9.7%
Energy	19	5	7	8	7		-63.2%	-12.5%
Engineers & designers	3,822	4,324	3,941	3,973	4,039		5.7%	1.7%
Health care	4,146	4,183	3,937	4,777	4,205		1.4%	-12.0%
Information technology	6,190	6,998	5,824	6,471	6,100		-1.5%	-5.7%
Skilled trades & technicians	978	1,269	1,006	1,429	1,354		38.4%	-5.2%
Transportation, distribution, and logistics	1,747	1,573	1,487	1,856	2,269		29.9%	22.3%

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

## Total Job Postings: WIN Partnership

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

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