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QUARTERLY LABOR MARKET REPORT OAKLAND COUNTY Q3 2015



OAKLAND COMMUNITY COLLEGE®
Community is our middle name.

Oakland County
MICHIGAN
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SUMMARY

OAKLAND COUNTY Q3 2015 DEMAND OVERVIEW

Since 2011 the labor force in Oakland has grown at a gradual pace. The 2015 labor force average, however, is on pace to be the lowest since 2012. The county labor force tends to peak in the summer months and summer 2015 did not reach peaks from previous years. Although the labor force did increase by 1.7% in Q3 to nearly 634,000 individuals, it is well below previous year peaks of 640,000.

Employment, on the other hand, continued its upward trend. Payrolls increased to nearly 600,000 workers in Oakland County, 1.2% above Q2 2015 numbers. August estimates had employment above 600,000 which has not occurred in Oakland County since October 2006.

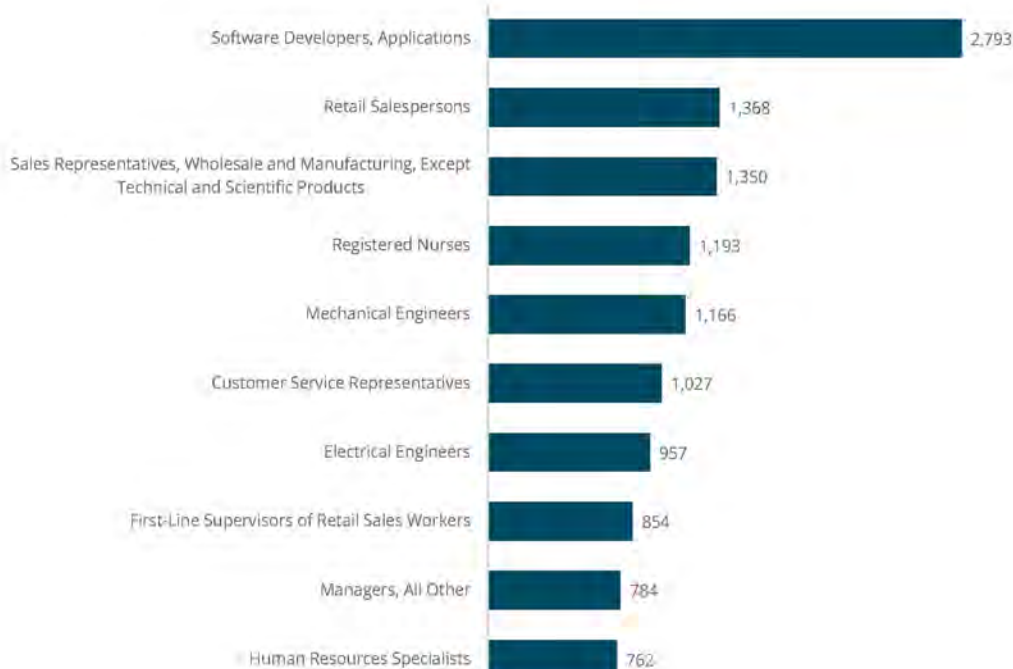
Since the labor force grew in Q3 at a faster rate than employment, unemployment increased by 0.4 percentage points to 5.4%. As job demand and employment continue to grow in the county, WIN is hopeful that the labor force will bounce back in the future. While a shrinking gap between employment and labor force causes unemployment to go down, it also makes hiring for employers substantially more difficult as the available talent pool shrinks.

Online job postings reached a historic high in Q3 2015. The 46,513 online ads in Q3 surpassed the record set in Q2 of 40,337 (+15.3%). Postings have now increased for three consecutive quarters in Oakland County. Employer demand has increased by over 20,000 online ads in the last three quarters (+76%). Online ads tend to decline between quarters three and four and have increased only once between Q3 and Q4 since 2011; following this trend, WIN predicts a slight drop-off in Q4 but demand should remain high relative to past years.

Seven of the top ten in-demand occupations in the county require a Bachelor's degree at the entry-level. Postings increased during Q3 for all top occupations in Oakland County compared to Q2 numbers. The top ten occupations accounted for over one in every four online ads in Oakland County during Q3 2015.

**This report includes top jobs and postings over time highlights for clusters that have made major shifts or movements in the past quarter. The data is updated each quarter based on the clusters with the most noteworthy changes. For complete top jobs lists, educational attainment, and wage information, please see the regional reports or contact WIN's Research Director Colby Cesaro at colby.cesaro@win-semich.org.*

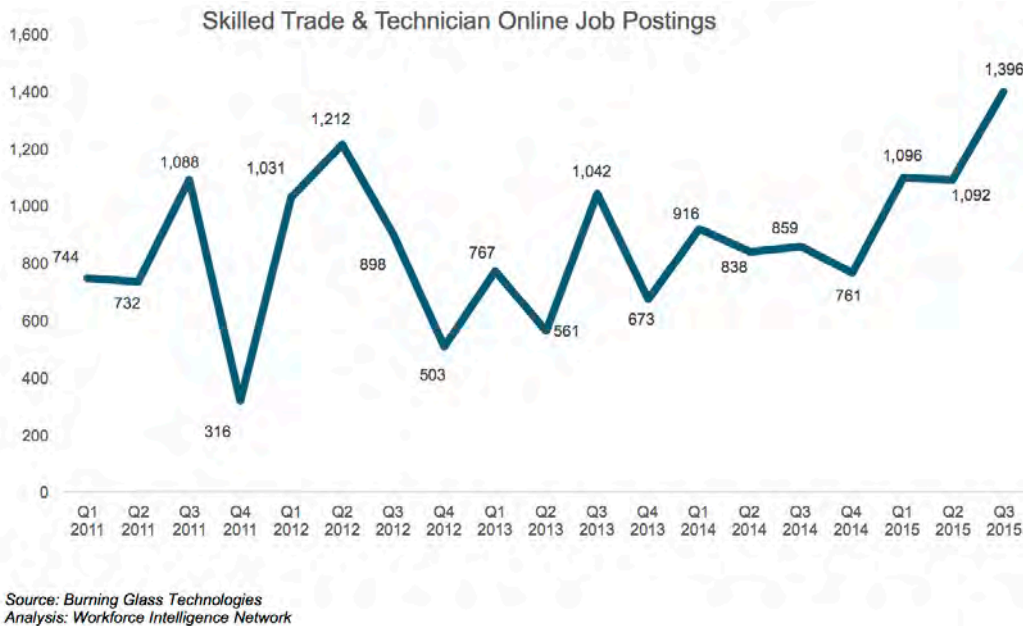
TOP JOBS Q3 2015



ANALYSIS

According to online job postings during Q3 2015 just one new occupation entered the top ten in-demand jobs for Oakland County—human resource specialists. Seven of the top ten in-demand occupations in the county require a Bachelor's degree for entry-level openings. Postings increased during Q3 for all top occupations in Oakland County compared to Q2 numbers. Demand for software developers for applications continued to grow and now outpaces the next most in-demand occupation by two postings to one. The top ten occupations accounted for over one in every four online ads in Oakland County during Q3 2015.

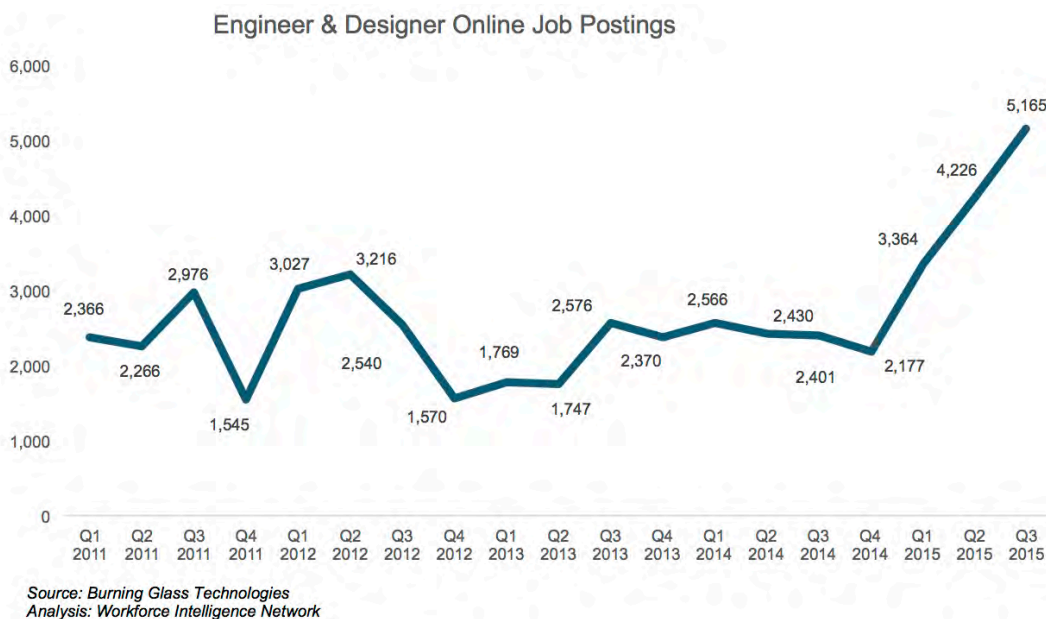
SKILLED TRADE & TECHNICIAN POSTINGS OVER TIME



ANALYSIS

Online postings for occupations within the Skilled Trade & Technician occupation cluster continued to grow in Q3 2015. The 1,396 ads during Q3 marked a third consecutive quarter of growth and 304 above Q2's 1,092 ads (+27.8%). Postings for this cluster also reached a record high in Q3 2015 since online posting data began being collected in 2011. Employer demand for these occupations was 83% greater in Q3 2015 than in Q4 2014. Despite the increase in demand, the Skilled Trade & Technician cluster accounted for just 3% of all online postings in Oakland County during Q3 2015.

ENGINEER AND DESIGNER POSTINGS OVER TIME

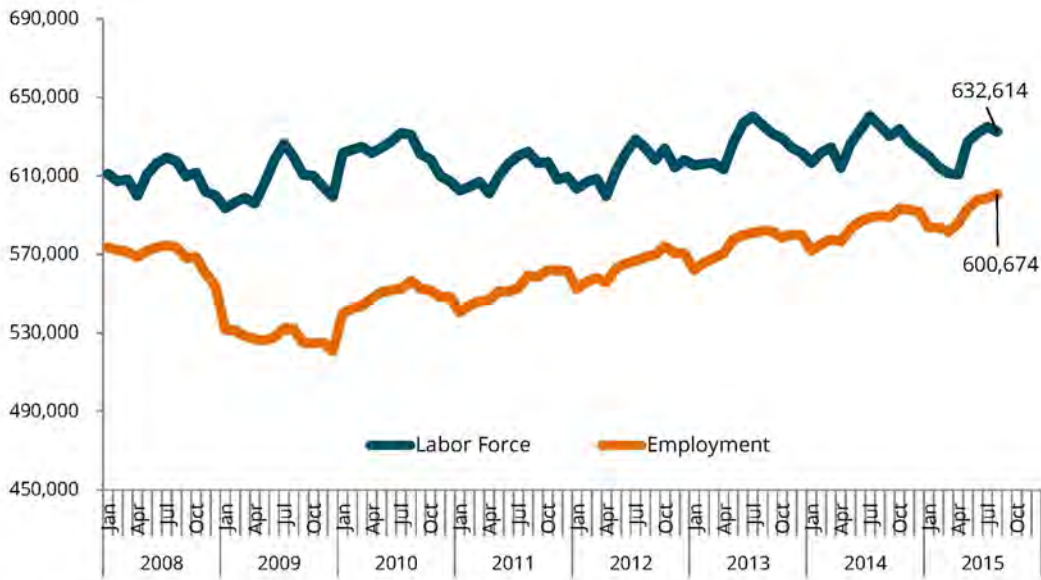


ANALYSIS

Online postings for occupations within the Engineer & Designer occupation cluster have skyrocketed in 2015. Q3 2015 marked a third consecutive quarter of growth for the cluster. Employer demand for these occupations has increased by 137% since Q4 2014. Between Q2 and Q3 demand increased by 22% and reached another historic high for the county. The Engineer & Designer cluster accounted for 11.1% of all online postings in Oakland County during Q3 2015.

LABOR MARKET OVERVIEW

EMPLOYMENT & LABOR FORCE



ANALYSIS

The 2015 labor force average is on pace to be the lowest since 2012. The labor force did increase by 1.7% in Q3 to over 630,000 individuals. Employment continued its upward trend. August estimates had employment above 600,000 which has not occurred in Oakland County since October 2006.

Since the labor force grew in Q3 at a faster rate than employment, unemployment increased by 0.4 percentage points to 5.4%. While a shrinking gap between employment and labor force causes unemployment to go down, it also makes hiring for employers substantially more difficult as the available talent pool shrinks.

TOTAL POSTINGS OVER TIME






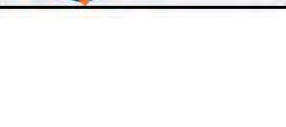
Oakland County Online Job Postings



ANALYSIS

Online job postings reached a historic high in Q3 2015. The 46,513 online ads in Q3 surpassed the record set in Q2 of 40,337 (+15.3%). Postings have now increased for three consecutive quarters in Oakland County. Employer demand has increased by over 20,000 online ads in the last three quarters (+76%). As online ads have only increased once going into Q4 since 2011, WIN predicts a slight drop-off in Q4 2015 but demand should remain high relative to past years.

POSTING TRENDS BY CLUSTER

	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Change over time	Share of Total Postings Q3 2015
Total	26,831	26,397	33,829	40,337	46,513		
Skilled Trades & Technicians	859	761	1,096	1,092	1,396		3.0%
Engineers & Designers	2,401	2,177	3,364	4,226	5,165		11.1%
IT	3,830	3,505	6,012	6,741	7,906		17.0%
Health Care	2,090	2,112	3,067	4,047	4,143		8.9%
Retail & Hospitality	6,005	5,457	6,425	7,763	9,660		20.8%

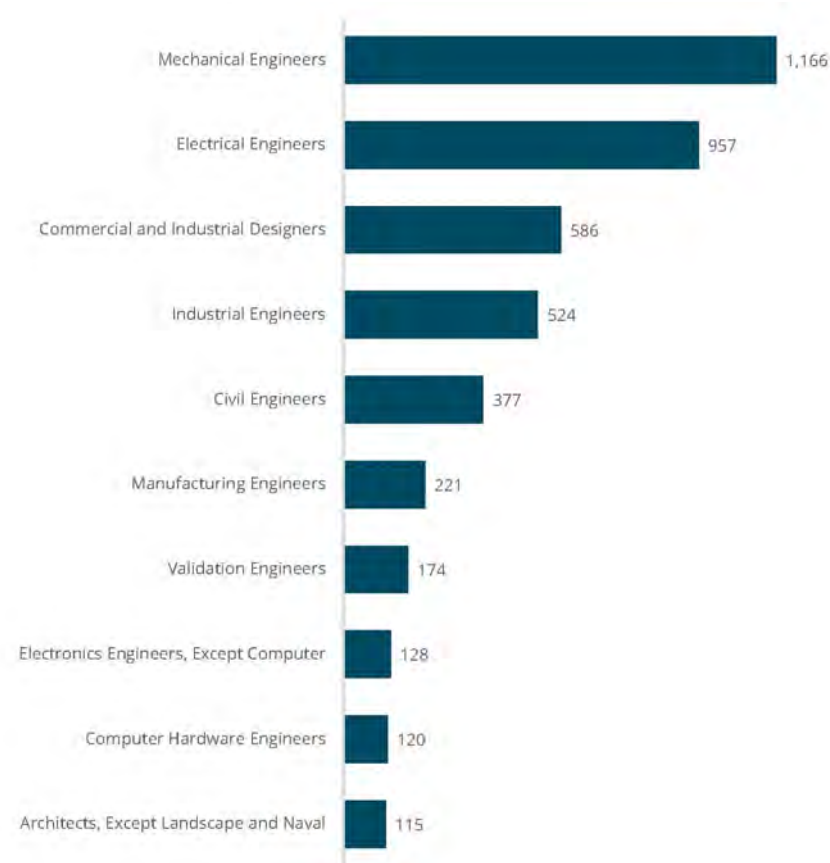
ANALYSIS

Online postings increased to 46,513 during Q3 2015, up from 40,337 in Q2 (+15.3%). All of the occupational clusters analyzed by WIN experienced posting growth between quarters. Occupations within the five clusters contributed to 71.3% of the total growth in online postings during Q3. Retail & Hospitality drove growth with an increase of nearly 1,900 online ads between quarters, accounting for 30.7% of total growth in postings in the county. IT also contributed heavily with an additional 1,200 postings (18.9% of growth).

Combined, the five clusters analyzed by WIN accounted for 60.8% of all online postings within Oakland County during Q3 2015.

TOP JOBS BY CLUSTER

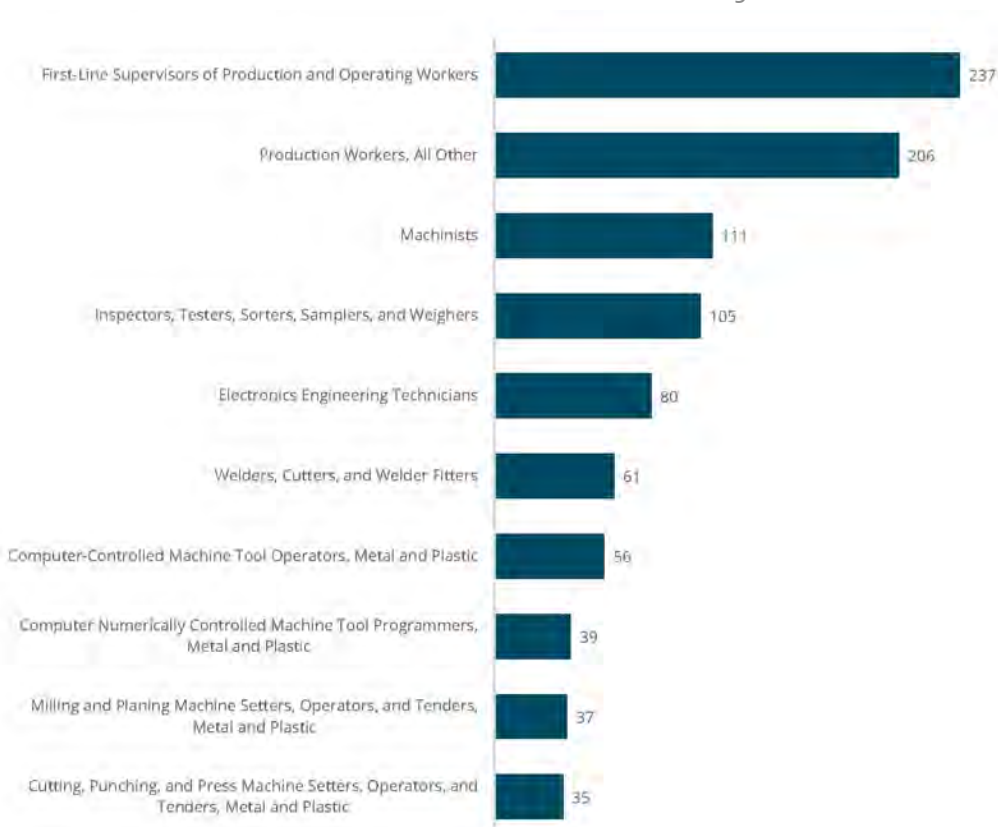
ENGINEER & DESIGNER TOP JOBS



ANALYSIS

Eight of the ten most in-demand Engineer & Designer occupations from Q2 remained in the top ten for Q3 2015. New to the top ten list were computer hardware engineers and architects (non-naval nor landscape) while chemical engineers and mechanical drafters fell out. The top seven occupations maintained their previous ranking from Q2. Employer demand increased between Q2 and Q3 for all ten of the top Engineer & Designer occupations.

SKILLED TRADE & TECHNICIAN TOP JOBS

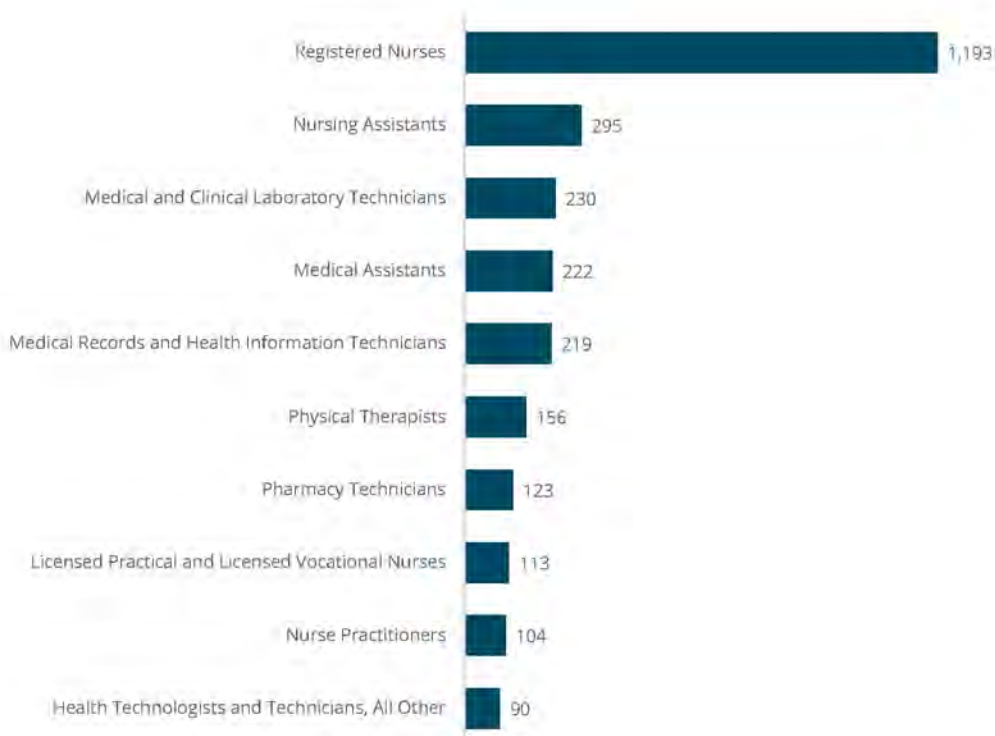


ANALYSIS

Eight of the top ten posting occupations for Skilled Trades & Technicians from Q2 remained in the top ten for Q3 2015. New to the top ten list were cutting, punching & press machine operators (metal and plastic) and milling and planing machine operators (metal and plastic) while electrical equipment assemblers and grinding, lapping, polishing and buffing machine tool operators (metal and plastic) fell out. All occupations in the top ten had fewer postings in Q2 than in Q3 with exception to electronics engineering technicians. Postings for CNC machinists doubled from 28 in Q2 to 56 in Q3.

TOP JOBS BY CLUSTER

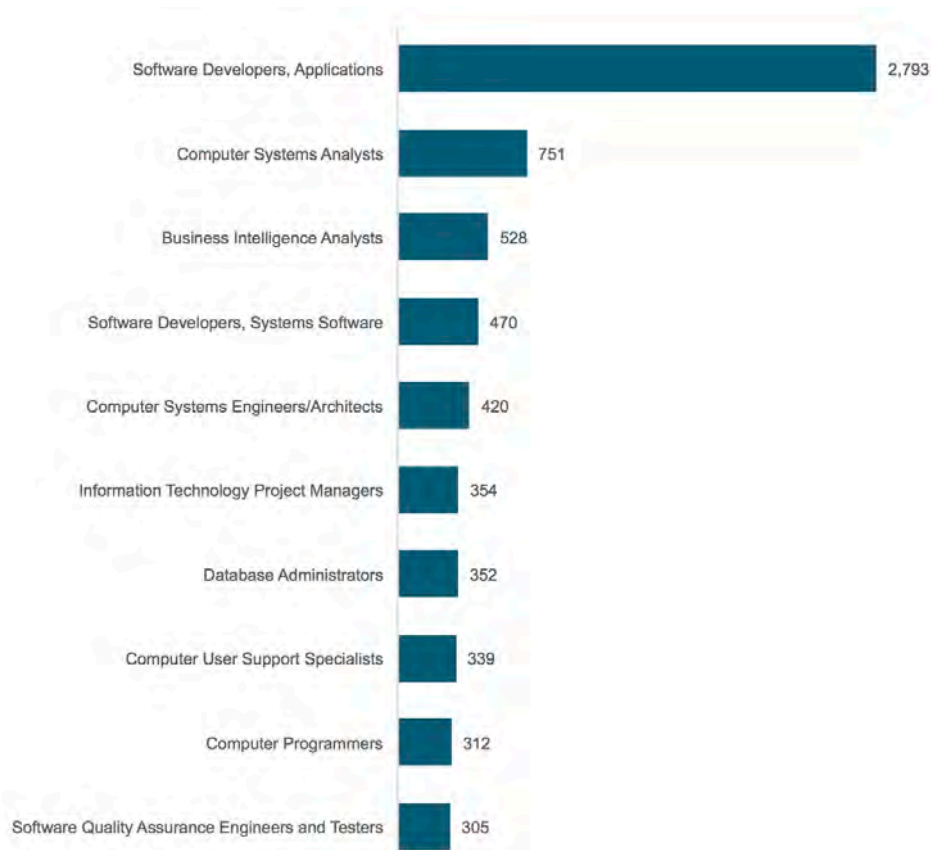
HEALTH CARE TOP JOBS



ANALYSIS

Nine of the top ten posting occupations for Health Care from Q2 remained in the top ten for Q3 2015. New to the top ten were pharmacy technicians while physician assistants fell out. Eight of the top ten posting occupations experienced growth in postings across quarters. Medical assistants had a small decrease while postings for health technologists were cut in half—possibly indicating that employers successfully found talent for open positions. Demand for RNs continues to dominate Health Care postings; demand for RNs outpaces the next most in-demand Health Care occupation by four postings to one.

IT TOP JOBS



ANALYSIS

Nine of the top ten posting occupations for the Information Technology occupation cluster from Q2 remained in the top ten for Q3 2015. New to the top ten list were software quality assurance engineers/testers while network and computer system administrators fell out. The top half of the list maintained the same rankings from Q2 while some variation occurred in the bottom half. All ten of the most in-demand IT occupations in Oakland County experienced an increase in postings between Q2 and Q3 with exception of business intelligence analysts which saw the same amount of ads across quarters.

FOR MORE INFORMATION ABOUT RESEARCH AND DATA,
VISIT OUR WEBSITE:
WWW.WIN-SEMICH.ORG/DATA-RESEARCH

