

Annual 2019
January–December

ST. CLAIR COUNTY

WIN Labor Market Report





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About This Report

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

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

This report analyzes data for the entirety of 2019 in St. Clair county and includes summative data for January through December of 2019. The Customer Service, Energy, Health Care, Information Technology, and Skilled Trades occupation groups are analyzed for St. Clair county.

For more information pertaining to the labor market in southeast Michigan, the custom occupation groups within this report, or any other workforce-related data projects, please visit www.WINintelligence.org or contact the data and research team directly at research@WINintelligence.org. For more information about jobseeker resources and our partners, please visit www.micareertraining.org.



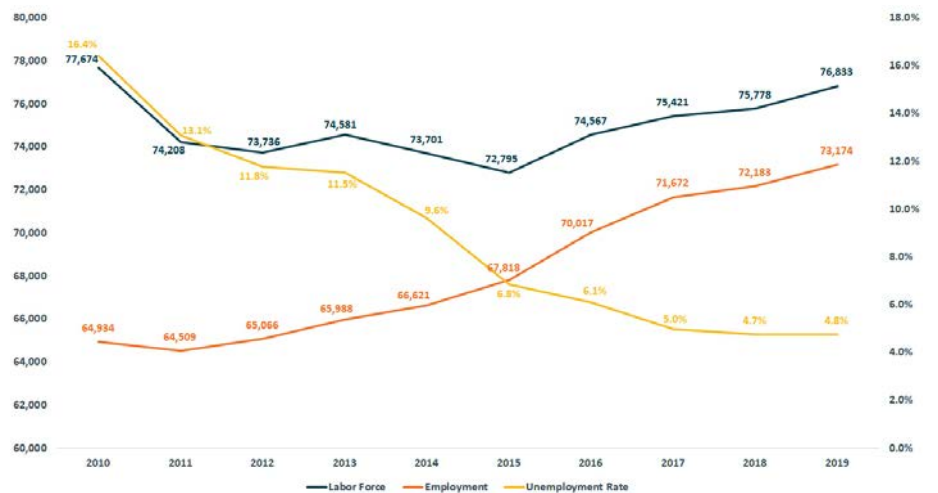
State of the Labor Market in St. Clair County

Labor force and employment figures in St. Clair county finished 2019 stronger than they began. Year-over-year, the labor force grew by 1.0 percent (790 individuals) between Q4 2018 and Q4 2019. A slightly greater change in employment than in labor force caused the number of unemployed individuals to decrease in the region, bringing the quarterly unemployment rate down to 4.0 percent in Q4 2019 compared to 4.5 percent in Q4 2018. In St. Clair county and across southeast Michigan, employer demand grew to unprecedented high levels through the third quarter of 2019, then declined through the end of the year.

Annual Labor Market Information

The labor force in St. Clair county continues to grow, increasing by 1,055 individuals between 2018 and 2019 annual figures. Employment increased by 992 workers between 2018 and 2019 as well. As the increase in employment accounted for most, but not all, of the sustained increase in labor force, the unemployment rate rose slightly. From an annual unemployment rate of 4.7 percent in 2018, the annual rate rose by 0.1 percentage points to the 2019 rate of 4.8 percent in 2019.

Annual Labor Force, Employment, Unemployment Rate
2010–2019

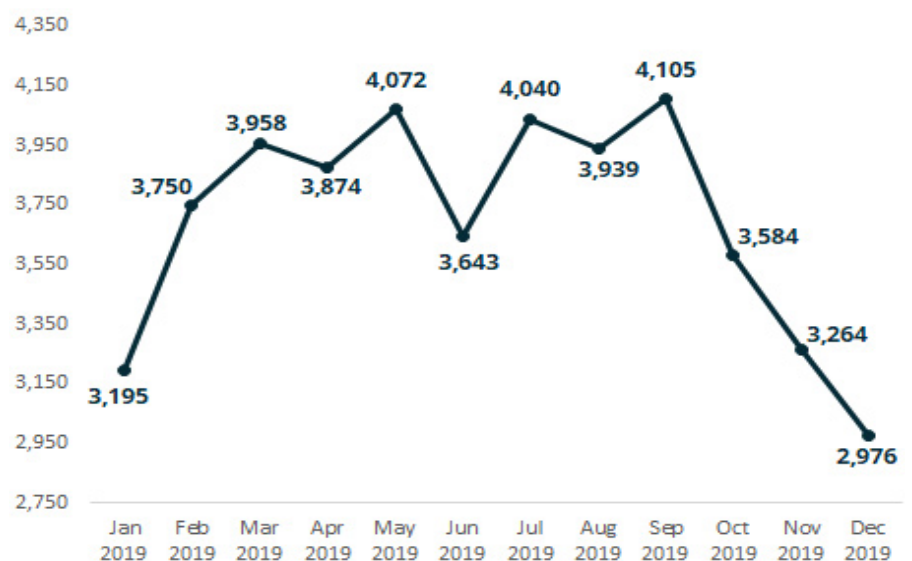


Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

About 11,000 job postings were made each quarter of 2019 in St. Clair county. Q3 2019, with 12,084 postings, represented the year's peak demand. Online job postings declined somewhat into Q4 2019, with employers posting 9,824 job advertisements. This pattern was consistent across southeast Michigan during 2019 and was also observed among top-posted occupations Heavy and Tractor-Trailer Truck Drivers and Registered Nurses.

Monthly Posting Analysis, St. Clair County
2019



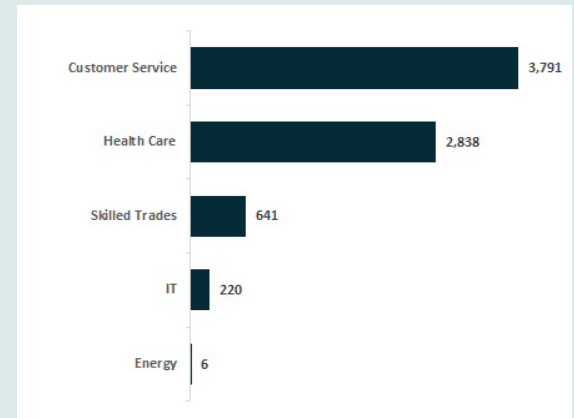
Data: Emsi | Analysis: Workforce Intelligence Network



During 2019, employers posted 18,536 online job ads in St. Clair county, comprising 1.7 percent of postings across the full WIN region.

There were 18,536 job postings during 2019 in the county, growing 10.8 percent between the first quarter of the year and the record high demand in the third quarter. Customer Service occupations accounted for 3,791 of those, or about 20.5 percent of all postings, meaning that this group has a high level of influence on posting trends overall. The high rates of posting are contributed to by high turnover, but also by strong growth in employment. For more information about quarterly job postings, see page 9.

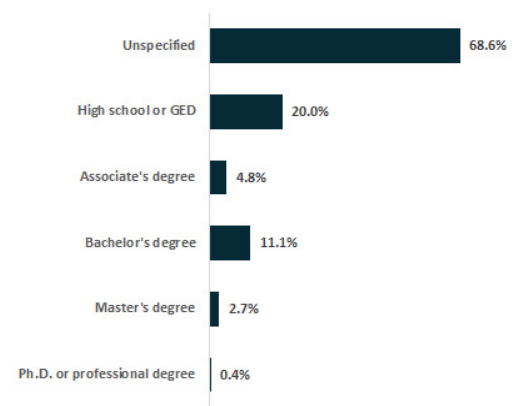
Postings by Occupation Group
2019



Job postings made by employers in St. Clair county indicate a high school diploma or equivalent as the most in-demand minimum education level during 2019.

While only 31.4 percent of job postings identified a minimum education level, over half (51.3 percent) of the 7,204 postings in St. Clair county requiring specific education indicated the need for candidates with a high school diploma or equivalent. Another 28.6 percent of these postings were seeking applicants with a bachelor's degree. These proportions are representative of many of the high-demand sectors in the county, such as the Customer Service occupation group. For more information about in-demand minimum education levels, see each occupation group's individual section.

Education Levels In-Demand
2019



Annual Labor Market Data

Data: Bureau of Labor Statistics

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	Change from 2018	Percent Change from 2018
Labor Force	77,674	74,208	73,736	74,581	73,701	72,795	74,567	75,421	75,778	76,833	1,055	1.4%
Employment	64,934	64,509	65,066	65,988	66,621	67,818	70,017	71,672	72,183	73,174	992	1.4%
Unemployment	12,741	9,699	8,670	8,593	7,080	4,977	4,551	3,748	3,595	3,659	64	1.8%
Unemployment Rate	16.4%	13.1%	11.8%	11.5%	9.6%	6.8%	6.1%	5.0%	4.7%	4.8%	0.0%	na

Throughout 2019, the labor force in St. Clair county grew by 1,055 workers.

Following sustained labor force growth since 2011, the number of people either working or looking for work in St. Clair county continued to expand through 2019. Q3 2019 levels represented the highest labor force since 2010, with 77,704 individuals in the labor force and 73,640 workers employed. Both figures declined slightly into Q4 2019. A larger drop in labor force than employment caused the unemployment rate to fall from 4.8 percent in Q3 2019 to 4.0 percent in Q4 2019. For more information about this year's unemployment rate and other labor market indicators, see page 4.

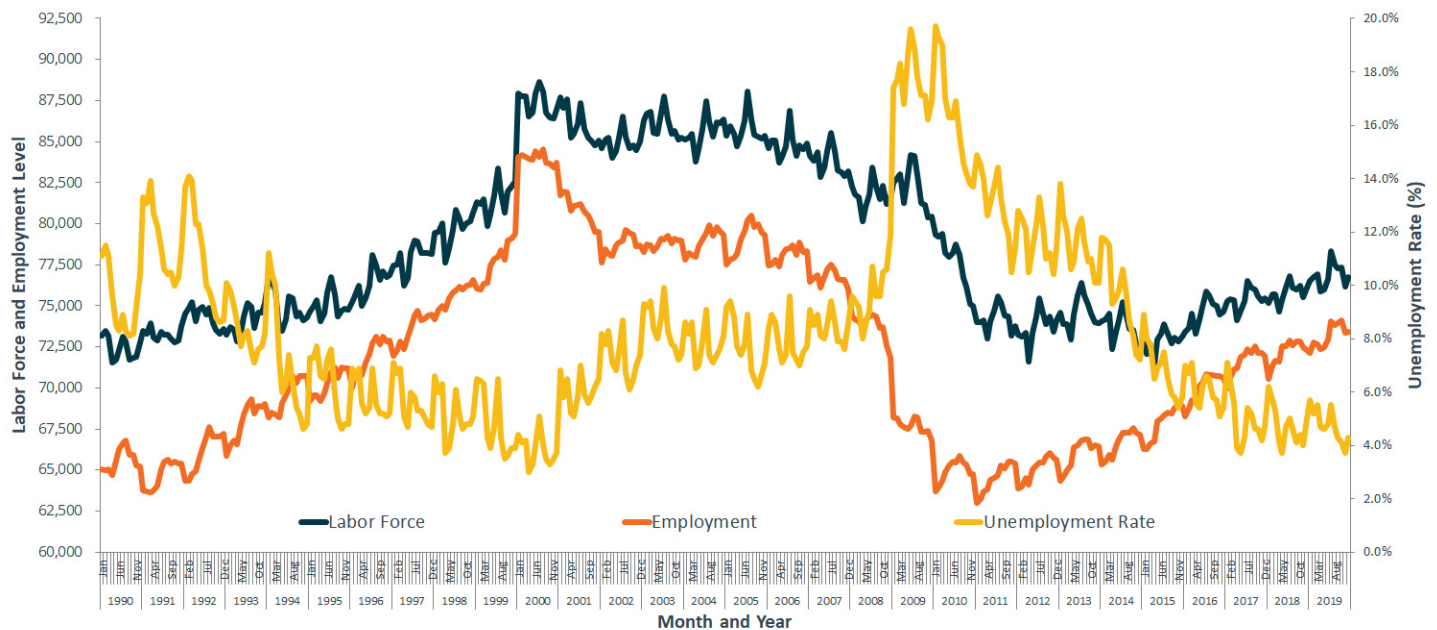
Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

The labor market in St. Clair County has experienced relative stability since 2010, with some decline between 2010 and 2015 and sustained growth since then. The labor force fell by 966 individuals (1.2 percent) between Q3 2019 and Q4 2019. Employment in the county also decreased from Q3 2019 to Q4 2019, by 301 workers. Despite the drop, this represents an increase of 1,099 workers (1.5 percent) over Q4 2018. With employment falling by a smaller amount than the labor force, the unemployment rate decreased this quarter: the quarterly unemployment rate decreased by 0.8 percentage points between Q3 2019 and Q4 2019 to 4.0 percent.

Labor Force, Employment, Unemployment Rate
1990-2019



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data
Q4 2018 - Q4 2019

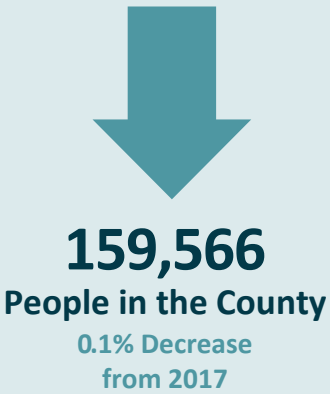
	4th Quarter 2018	1st Quarter 2019	2nd Quarter 2019	3rd Quarter 2019	4th Quarter 2019	Change from 3rd Quarter 2019	Percent Change from 3rd Quarter 2019	Change from 4th Quarter 2018	Percent Change from 4th Quarter 2018
Labor Force	75,948	76,724	76,167	77,704	76,738	-966	-1.2%	790	1.0%
Employment	72,541	72,533	72,583	73,942	73,640	-301	-0.4%	1,099	1.5%
Unemployment	3,407	4,192	3,584	3,762	3,098	-665	-17.7%	-309	-9.1%
Unemployment Rate	4.5%	5.5%	4.7%	4.8%	4.0%	-0.8%	na	-0.4%	na

Note: Monthly data averaged by quarter | Data: BLS



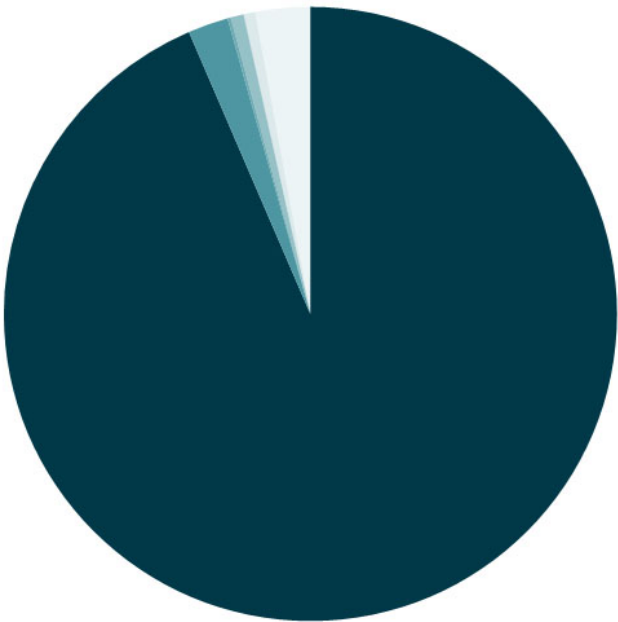
Population Demographics

According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in St. Clair county decreased by about 0.1 percent between 2017 and 2018. During 2018, 159,566 people were living in the county. The sex of the populace was split almost evenly, with about 50.3 percent of the population identifying as female, and the other 49.7 percent identifying as male. The majority of the population identified as white (93.5 percent) with the second largest number of individuals identifying as two or more races (2.9 percent). The county, like the region as a whole, is facing an aging population; 33.1 percent of the population was over the age of 55, compared to 17.2 percent under the age of 24.

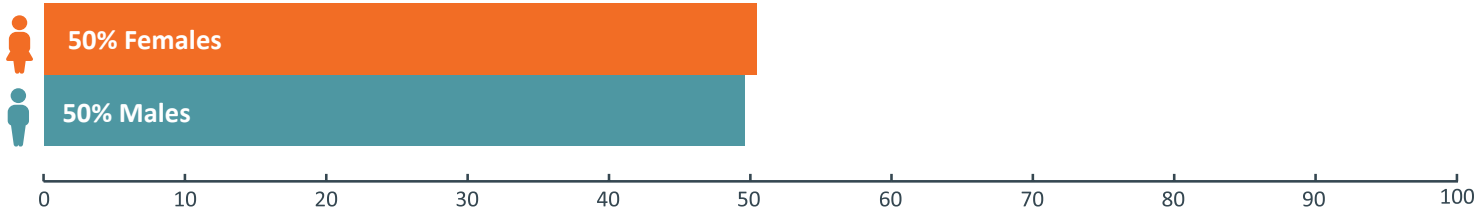


Population Race Demographics

- White, 93.5%
- Black or African American, 2.1%
- American Indian or Alaska Native, 0.2%
- Asian, 0.7%
- Native Hawaiian or Other Pacific Islander, 0.0%
- Other Race, 0.6%
- Two or More Races, 2.9%



Population Gender Demographics



Population Age Demographics



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



Labor Market Demographics

During 2018, the most recent census year, there were about 78,000 people in the labor force, meaning they were either working or looking for work, in St. Clair county. Slightly less than half of the total population, or 73,196 individuals (45.9 percent), living in the county were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 19 face an unemployment rate of 23.8 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 19.7 percent.

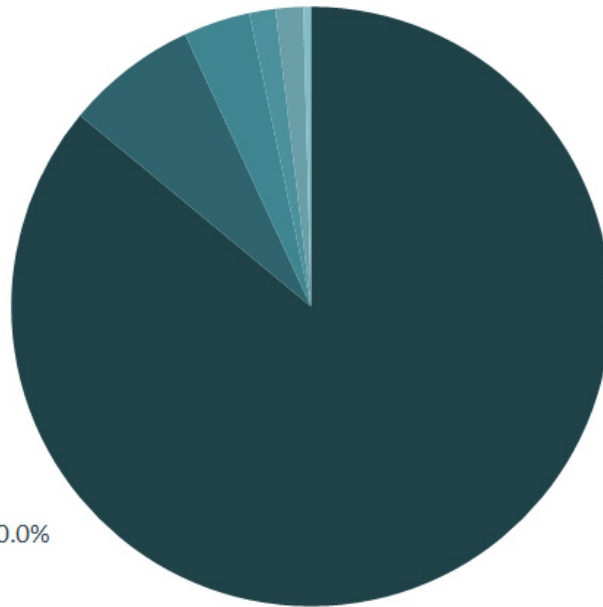
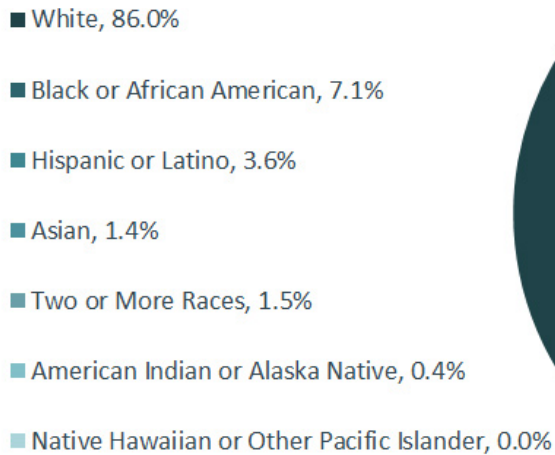
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	78,473	73,196	5,277	6.7%
Sex				
Male 16+	41,973	39,089	2,884	6.9%
16-19	1,981	1,509	472	23.8%
20-24	4,191	3,505	686	16.4%
25-54	26,004	24,674	1,330	5.1%
55-64	7,935	7,583	352	4.4%
65 Plus	1,862	1,818	44	2.4%
Female 16+	36,500	34,107	2,393	6.6%
16-19	1,959	1,503	456	23.3%
20-24	3,866	3,581	285	7.4%
25-54	22,602	21,269	1,333	5.9%
55-64	6,540	6,310	230	3.5%
65 Plus	1,533	1,444	89	5.8%
Race				
White	73,965	69,426	4,586	6.2%
Black / African	1,757	1,411	346	19.7%
Native American	111	85	26	23.4%
Asian	458	405	53	11.6%
Native Hawaiian /	20	20	0	0.0%
Some Other Race	557	517	40	7.2%
Two or More Races	1,584	1,373	212	13.4%
Ethnicity				
Hispanic	2,518	2,211	307	12.2%



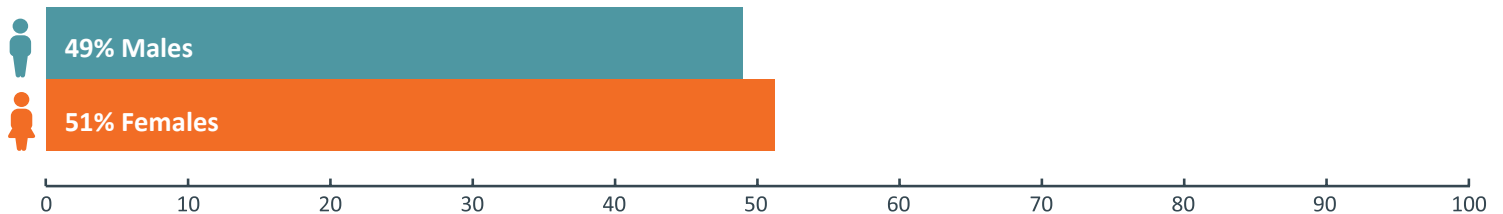
Current Workforce Demographics

While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. In 2019, there were a total of 45,548 individuals working in St. Clair county. A slight majority (51.1 percent or 23,276 workers) were female, while 48.9 percent (22,276 workers) of the workforce was male. Most of those working in the county were white, accounting for 86.0 percent of the workforce, while African American or black workers accounted for 7.1 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.6 percent. Only 15.0 percent of workers were under the age of 25 compared to 23.4 percent over the age of 55, indicating an aging workforce in St. Clair county.

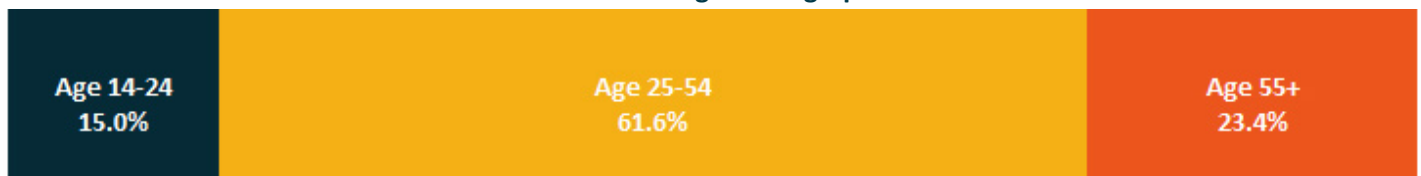
Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics





WORKFORCE OVERVIEW

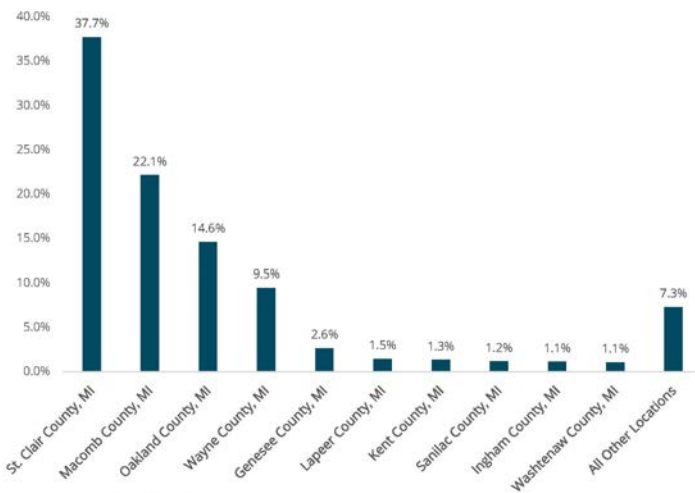
St. Clair County | 2015 Regional Commuting Patterns

8

Regional Commuting Patterns

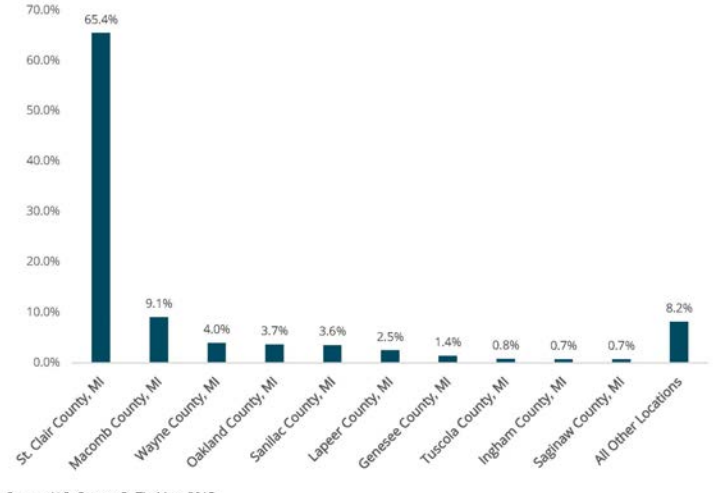
According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the county's workforce consisted of 70,109 residents. 26,446 (37.7 percent) of the residents lived and worked within St. Clair county, while the remaining 43,663 residents (62.3 percent) traveled outside of the county for work. There were 40,410 workers employed in the county during 2015. Of those, 13,964 workers (35.2 percent) lived outside of the county and commuted in. From this information, we can see that St. Clair county is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where St. Clair County Residents Work

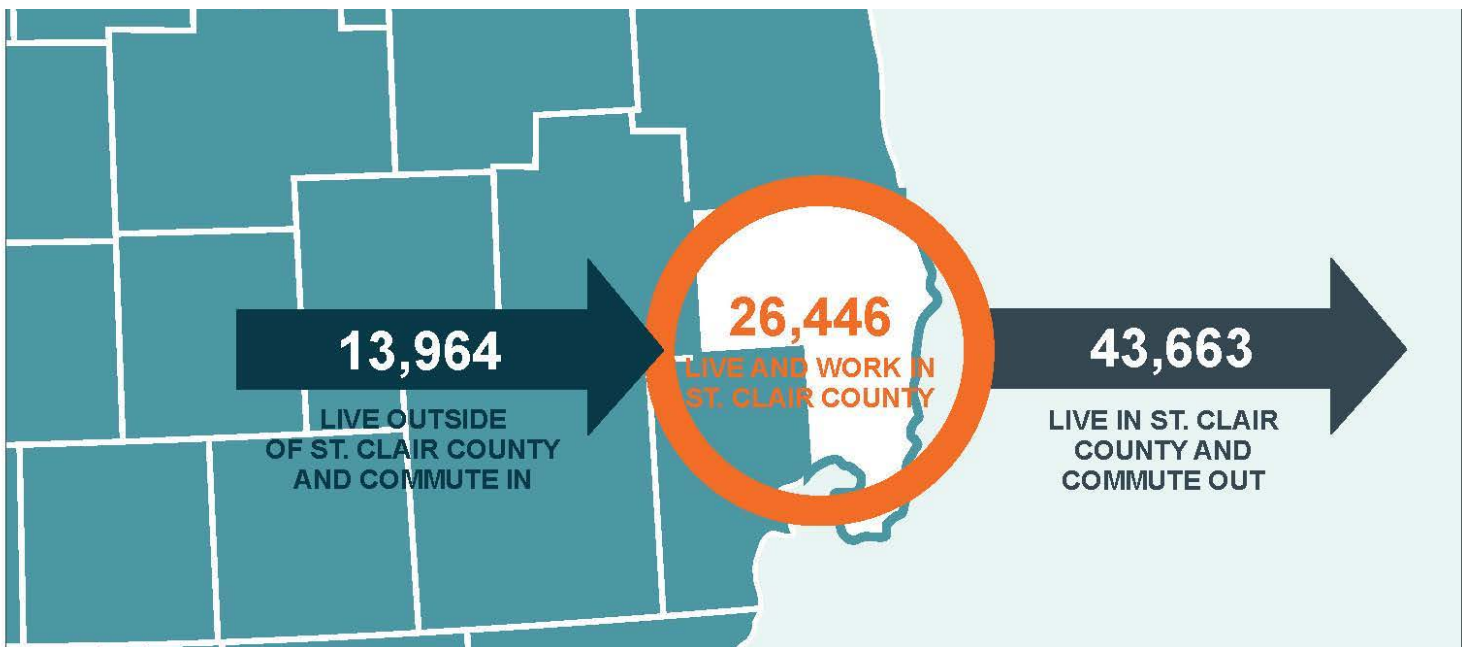


Source: U.S. Census OnTheMap, 2015
Analysis: Workforce Intelligence Network

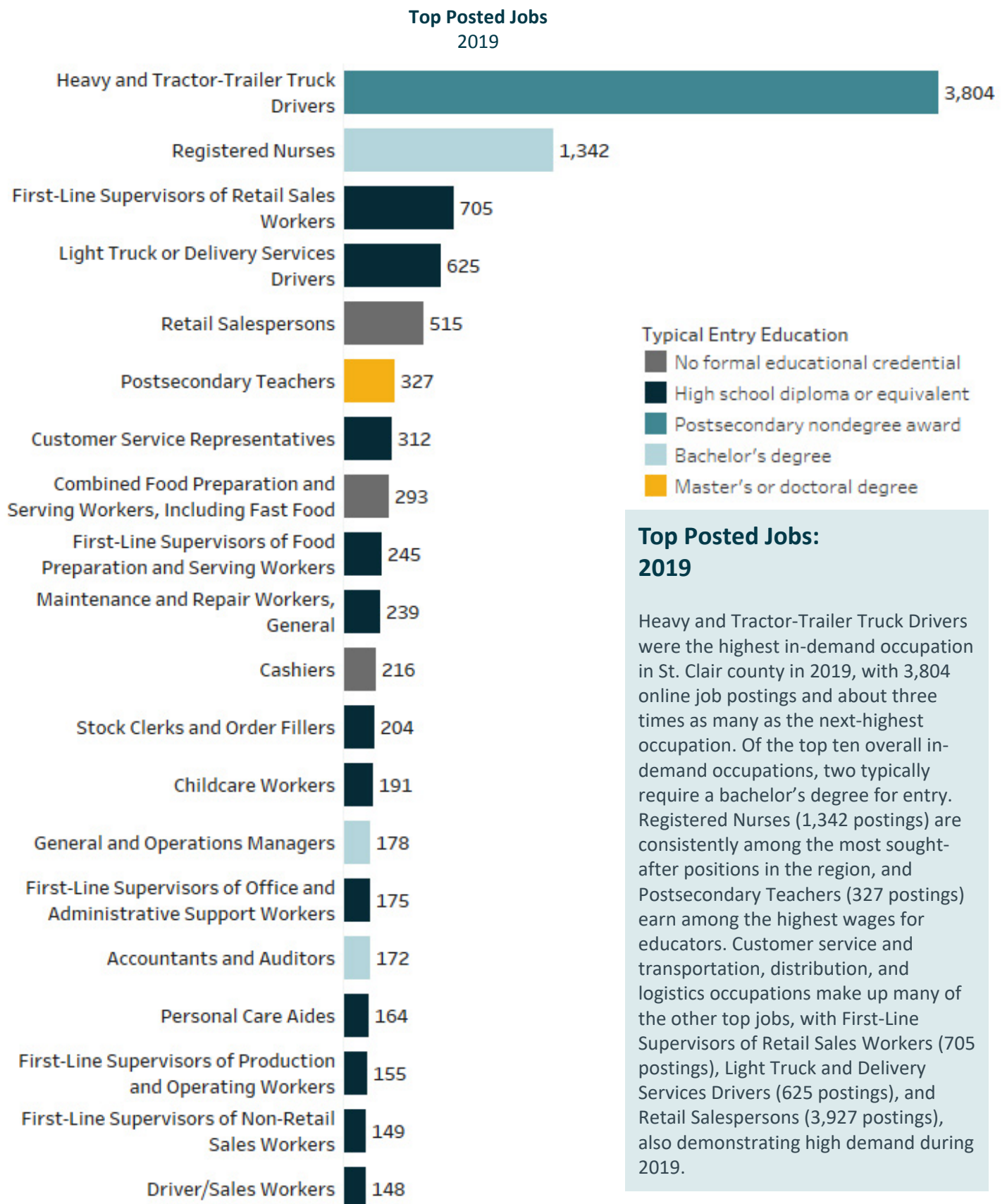
Where St. Clair County Workers Live



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

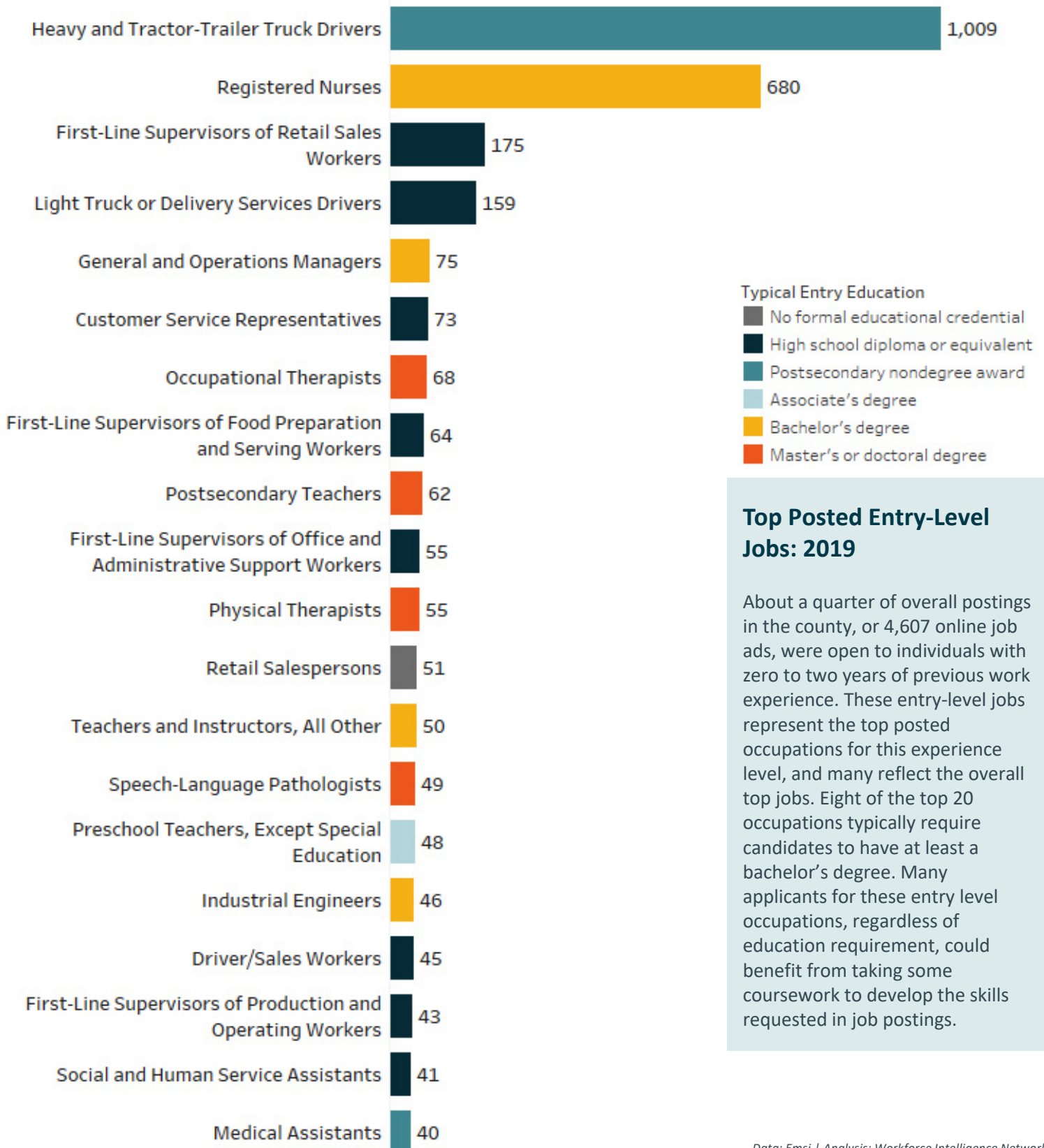


Data: U.S. Census OnTheMap, 2015 | Analysis: Workforce Intelligence Network





Top Posted Entry-Level Jobs 2019

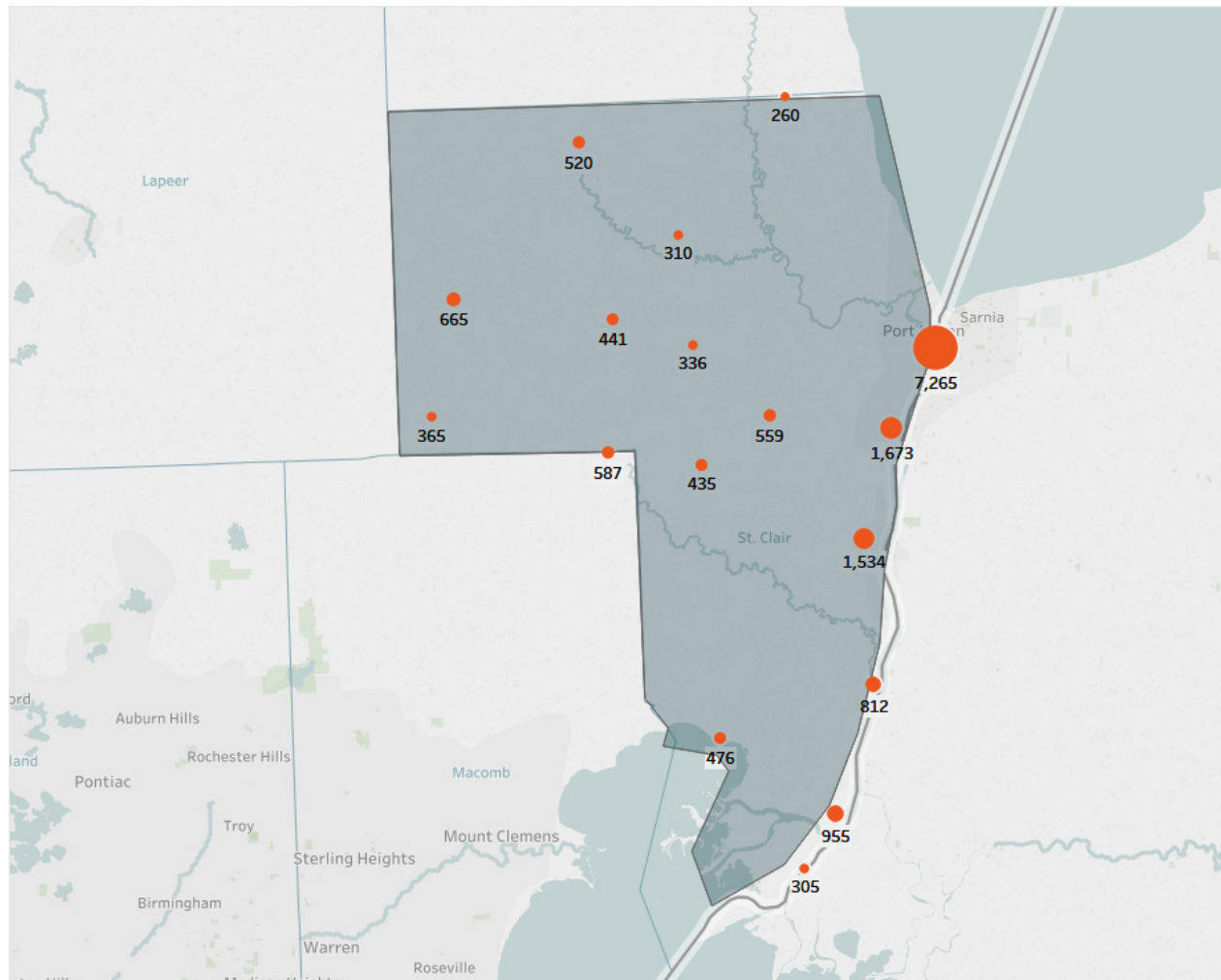


Top Posted Entry-Level Jobs: 2019

About a quarter of overall postings in the county, or 4,607 online job ads, were open to individuals with zero to two years of previous work experience. These entry-level jobs represent the top posted occupations for this experience level, and many reflect the overall top jobs. Eight of the top 20 occupations typically require candidates to have at least a bachelor's degree. Many applicants for these entry level occupations, regardless of education requirement, could benefit from taking some coursework to develop the skills requested in job postings.



Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Nursing Assistant
- Critical Care Registered Nurse (CCRN)
- Transportation Worker Identification Credential (TWIC) Card
- Licensed Practical Nurse
- Automotive Service Excellence (ASE) Certification
- Certified Public Accountant
- Food Handler's Card
- Certified Forklift Operator
- Emergency Nurse Pediatric Course (ENPC)

Top In-Demand Skills

- Merchandising
- Restaurant Operation
- Basic Life Support
- Cash Register
- Nursing
- Selling Techniques
- Customer Satisfaction
- Auditing
- Accounting
- Advanced Cardiovascular Life Support (ACLS)

Top Posting Employers*

- CRST International, Inc.
- HealthCare Employment Network
- C.R. England, Inc.
- Dollar General Corporation
- Teach For America, Inc.
- Huron Medical Center
- McDonald's Corporation
- St. Clair County Community College
- Care.com, Inc.
- McLaren, Inc.

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

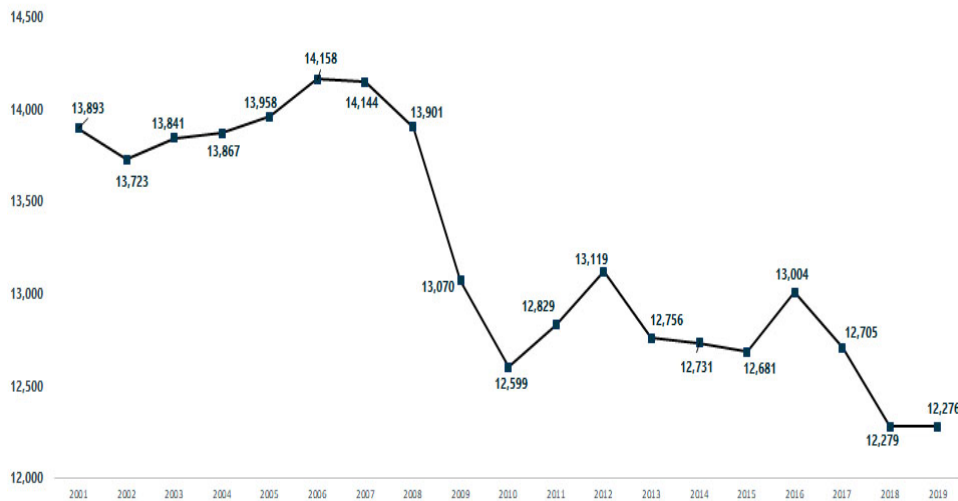


Introduction

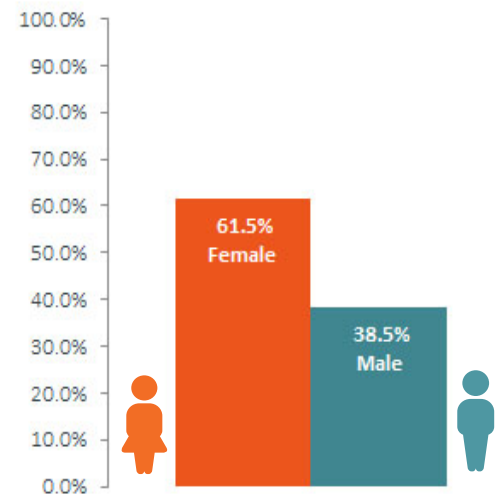
The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. As defined by WIN, this group encompasses all customer service occupations, with skills transferrable across the retail sector, the hotel industry, food and beverage service industry, call centers, and other areas.

12,276
Customer Service Workers
3 Worker Decrease from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Customer Service Worker Demographics

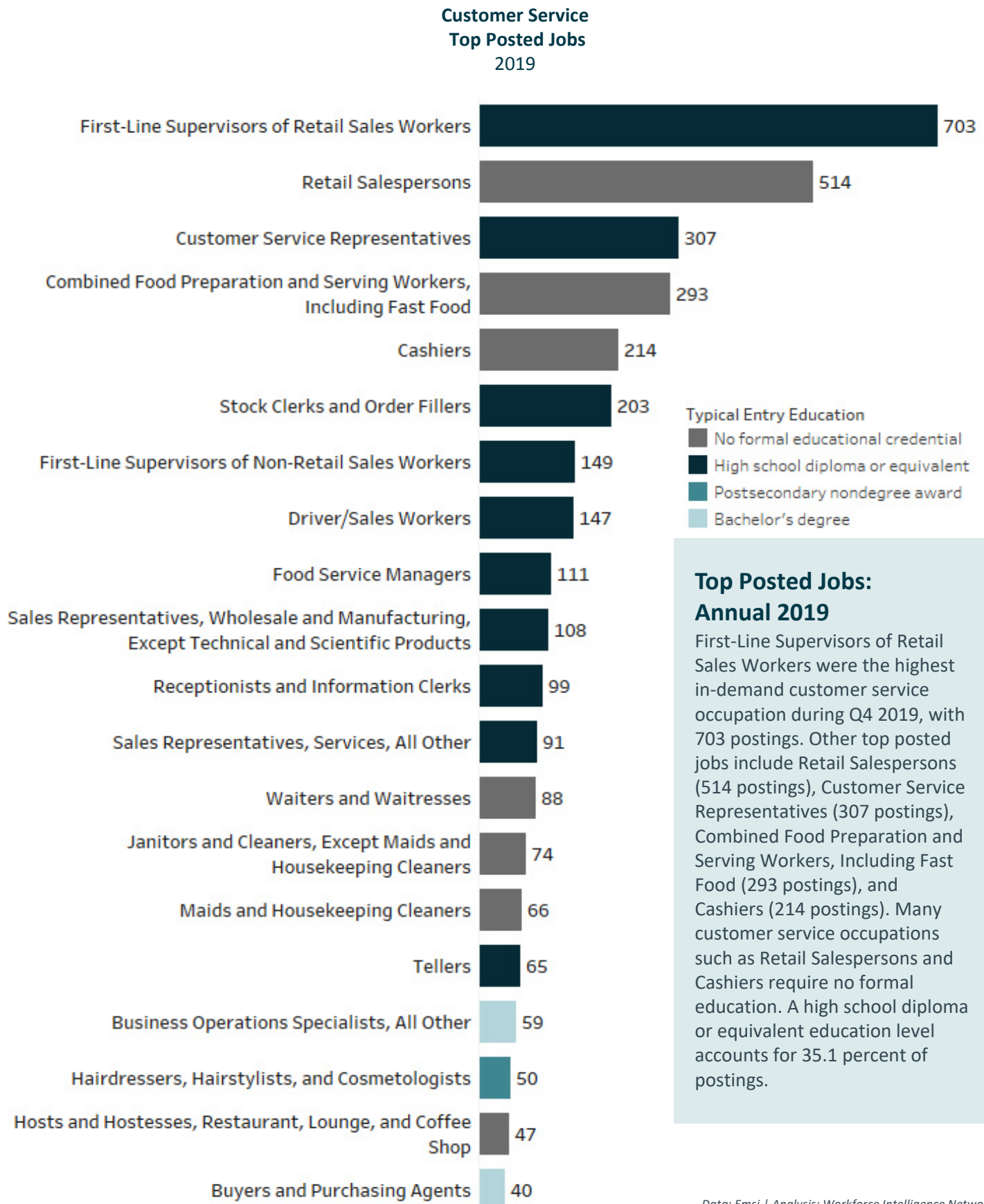
According to the most recent Emsi data set available (2019), the customer service occupation group has declined since 2018 by 3 workers, for a total of 12,276 workers in 2019. During 2019, 61.5 percent of workers identified as female, while just under 40 percent identified as male. In the region, 85.7 percent of workers in the customer service occupation group identified as white, while 7.0 percent and 3.6 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most customer service workers, with 50.0 percent.

Race and Ethnicity Demographics

85.7% White | **7.0% Black or African American** | **3.6% Hispanic or Latino**

Worker Age Demographics







Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, four of the top ten posted occupations report median wages over \$15.00 per hour, many of which are management roles requiring only a high school education or equivalent and less than five years of experience. Entry-level occupations such as Customer Service Representatives offer a median wage of \$14.73, or a salary of \$29,460, coupled with short-term on-the-job training.

Wage Overview for Top Posted Customer Service Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-1011	First-Line Supervisors of Retail Sales Workers	\$10.20	\$12.33	\$16.69	\$23.82	\$34.81
41-2031	Retail Salespersons	\$9.25	\$9.58	\$10.99	\$13.66	\$18.99
43-4051	Customer Service Representatives	\$9.33	\$11.57	\$14.73	\$19.10	\$25.84
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$9.25	\$9.34	\$9.59	\$10.64	\$11.79
41-2011	Cashiers	\$9.25	\$9.41	\$10.28	\$11.55	\$14.44
43-5081	Stock Clerks and Order Fillers	\$9.25	\$10.00	\$11.44	\$14.62	\$18.21
41-1012	First-Line Supervisors of Non-Retail Sales Workers	\$6.66	\$16.17	\$28.28	\$41.22	\$58.04
53-3031	Driver/Sales Workers	\$9.25	\$9.43	\$10.47	\$16.75	\$22.82
11-9051	Food Service Managers	\$8.28	\$14.72	\$23.71	\$31.98	\$40.94
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.99	\$19.60	\$29.95	\$44.05	\$57.61

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Merchandising
- Cash Register
- Restaurant Operation
- Selling Techniques
- Customer Satisfaction

In-Demand Foundational Skills

- Sales
- Customer Service
- Management
- Communications
- Leadership

In-Demand Education Level*

- High School Diploma: 35.1%
- Associate Degree: 2.4%
- Bachelor's Degree: 5.0%
- Master's Degree: 0.4%

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

In-Demand Certifications

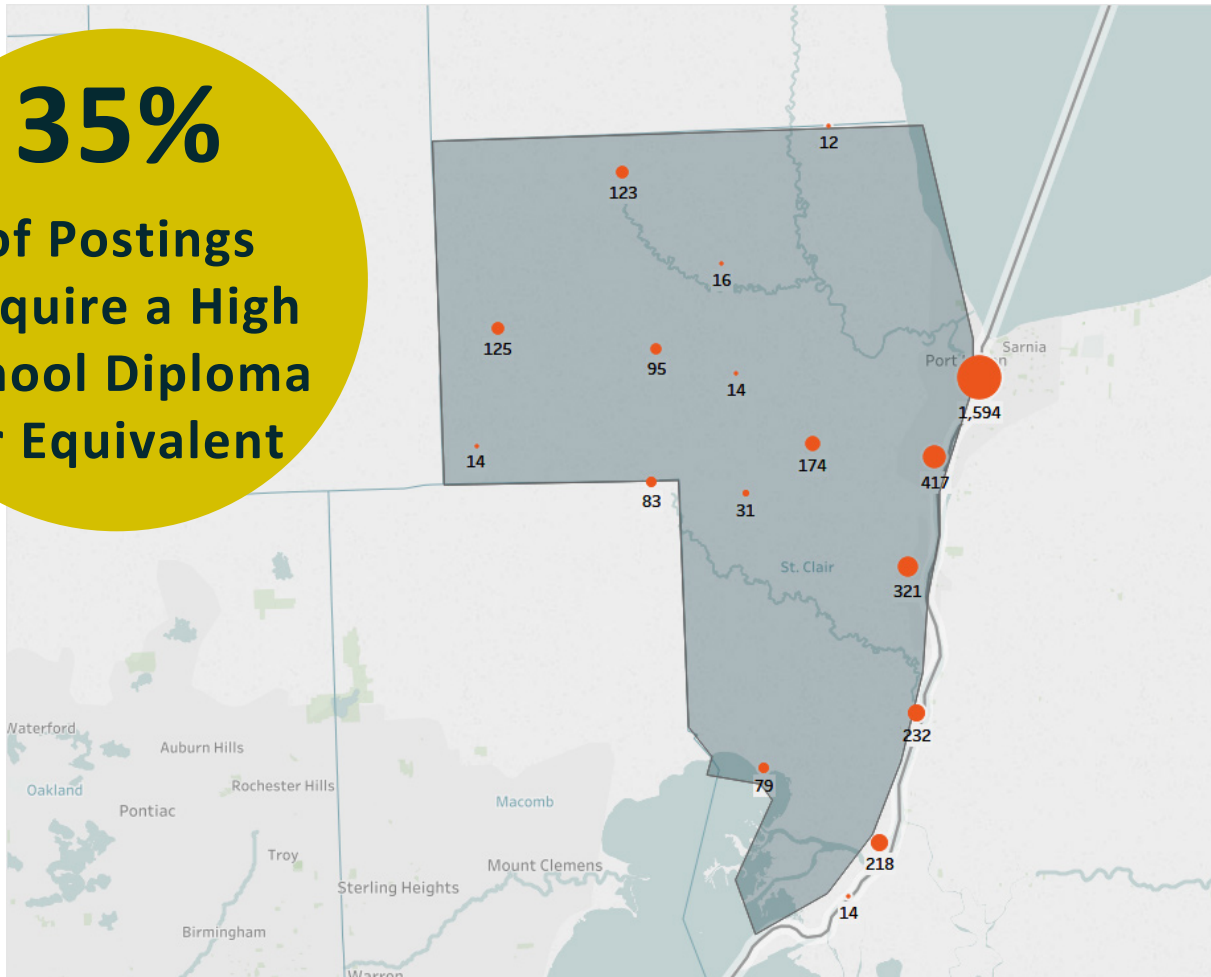
- Automotive Service Excellence (ASE) Certification
- Certified Forklift Operator
- ASE Parts Specialist
- Cosmetology License
- Food Handler's Card



Employer Demand by City

35%

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



Top Posting Employers*

- Dollar General Corporation
- McDonald's Corporation
- CVS Health Corporation
- Pilot Flying J
- Pizza Hut, Inc.
- Mac Tools
- Family Dollar Stores, Inc.
- Shipt LLC
- Sunrise Stores LLC
- H&R Block, Inc.

Job Postings by City

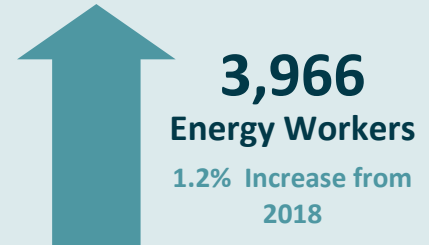
1. Port Huron: 1,594 Postings
2. Marysville: 417 Postings
3. Saint Clair: 321 Postings
4. Marine City: 232 Postings
5. Algonac: 218 Postings
6. Smiths Creek: 174 Postings
7. Capac: 125 Postings
8. Kimball: 123 Postings
9. Yale: 123 Postings
10. Emmett: 95 Postings

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

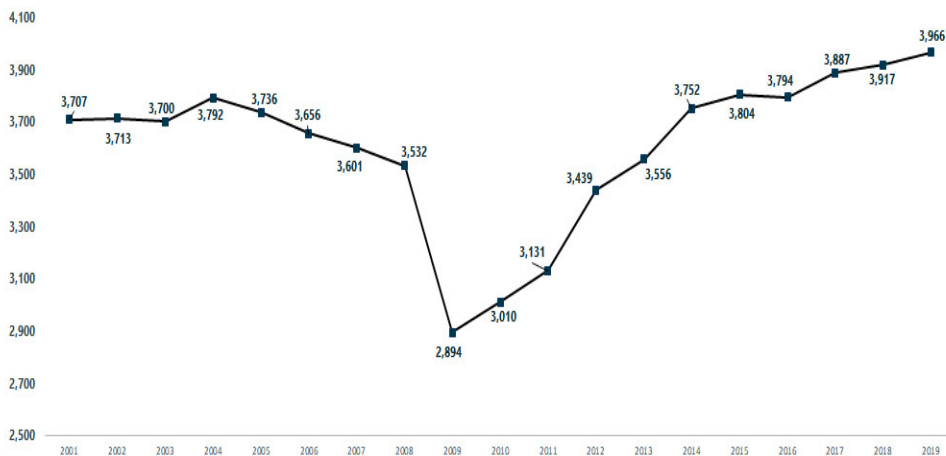


Introduction

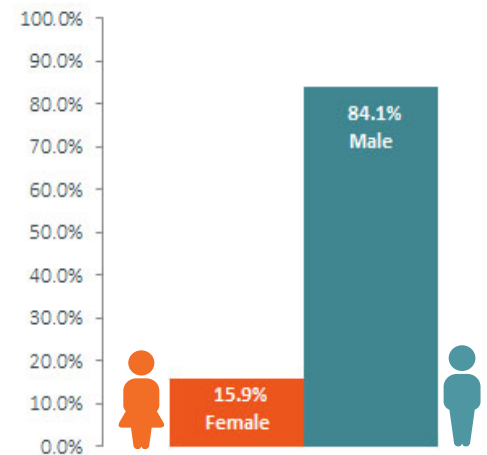
Energy-related occupations encompass jobs in engineering, science, mining, and extraction. Workers in this field have a range of skills all related to keeping businesses and homes powered. Energy companies employ workers in a variety of occupations, many of which are also included in other WIN occupation groups. Posting data referenced in this section pertain only to job postings from energy-related businesses, while employment and wage data apply for these workers in every industry.



Employment Over Time
2001–2019



Worker Gender Demographics



Energy Worker Demographics

According to the most recent Emsi data set available (2019), the energy occupation group has increased since 2018 by 49 workers, for a total of 3,966 workers in 2019. During 2019, 15.9 percent of workers identified as female, while 84.1 percent identified as male. In the region, 90.2 percent of workers in the energy occupation group identified as white, while 4.7 percent and 2.2 percent identified as black or African American and Hispanic or Latino respectively. The 25-54 age group has the most energy workers, with 69.2 percent.

Race and Ethnicity Demographics

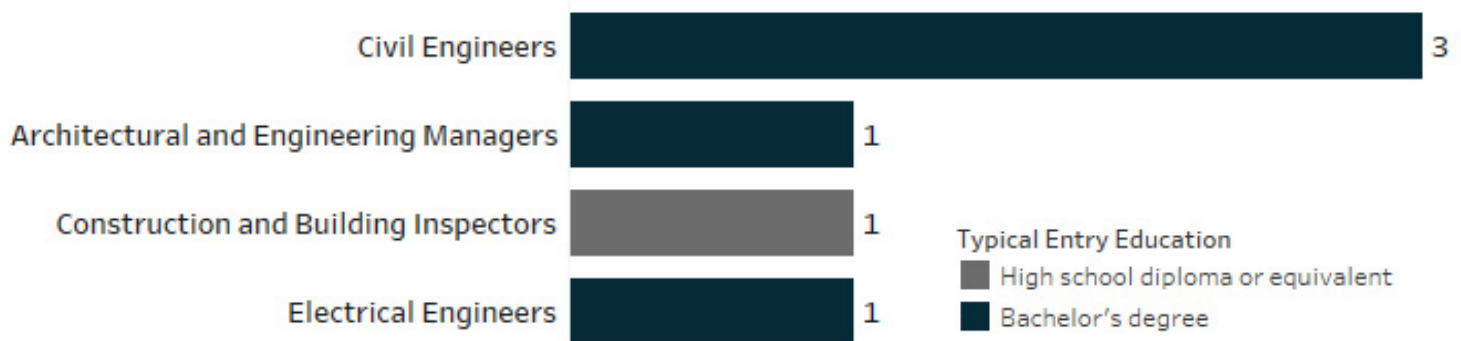
90.2% White | **4.7% Black or African American** | **2.2% Hispanic or Latino**

Worker Age Demographics





Energy
Top Posted Jobs
2019



**Top Posted Jobs:
Annual 2019**

Civil Engineers were the highest in-demand energy occupation during 2019, with 3 postings. Other top posted jobs include Architectural and Engineering Managers (1 postings), Electrical Engineers (1 postings), and Construction and Building Inspectors (1 postings). Many energy occupations such as Construction and Building Inspectors require only a high school diploma or equivalent, while this education level accounts for 16.7 percent of postings, 83.3 percent of postings require a bachelor's degree.



Energy Wage Overview

All the top occupations offer median wages over \$24.00. However, two of the top posted occupations report median wages over \$40.00 per hour, many of which are engineering and management roles requiring a bachelor's degree and none to five or more years of experience. Entry-level occupations such as Construction and Building Inspectors offers a median wage of \$24.74, or a salary of \$51,459, coupled with moderate-term on-the-job training.

Wage Overview for Top Posted Energy Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
17-2051	Civil Engineers	\$23.35	\$27.35	\$33.06	\$41.32	\$52.06
11-9041	Architectural and Engineering Managers	\$41.64	\$49.14	\$58.05	\$68.93	\$82.36
17-2071	Electrical Engineers	\$28.18	\$33.77	\$41.70	\$50.86	\$58.63
47-4011	Construction and Building Inspectors	\$11.98	\$17.19	\$24.74	\$29.64	\$34.02

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Personal Protective Equipment
- Safety Standards
- AutoCAD
- Design Specifications
- Easement

In-Demand Foundational Skills

- Management
- Communications
- Business Ethics
- Operations
- Presentations

In-Demand Education Level*

- High School Diploma: 16.7%
- Associate Degree: 0.0%
- Bachelor's Degree: 83.3%
- Master's Degree: 33.3%

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

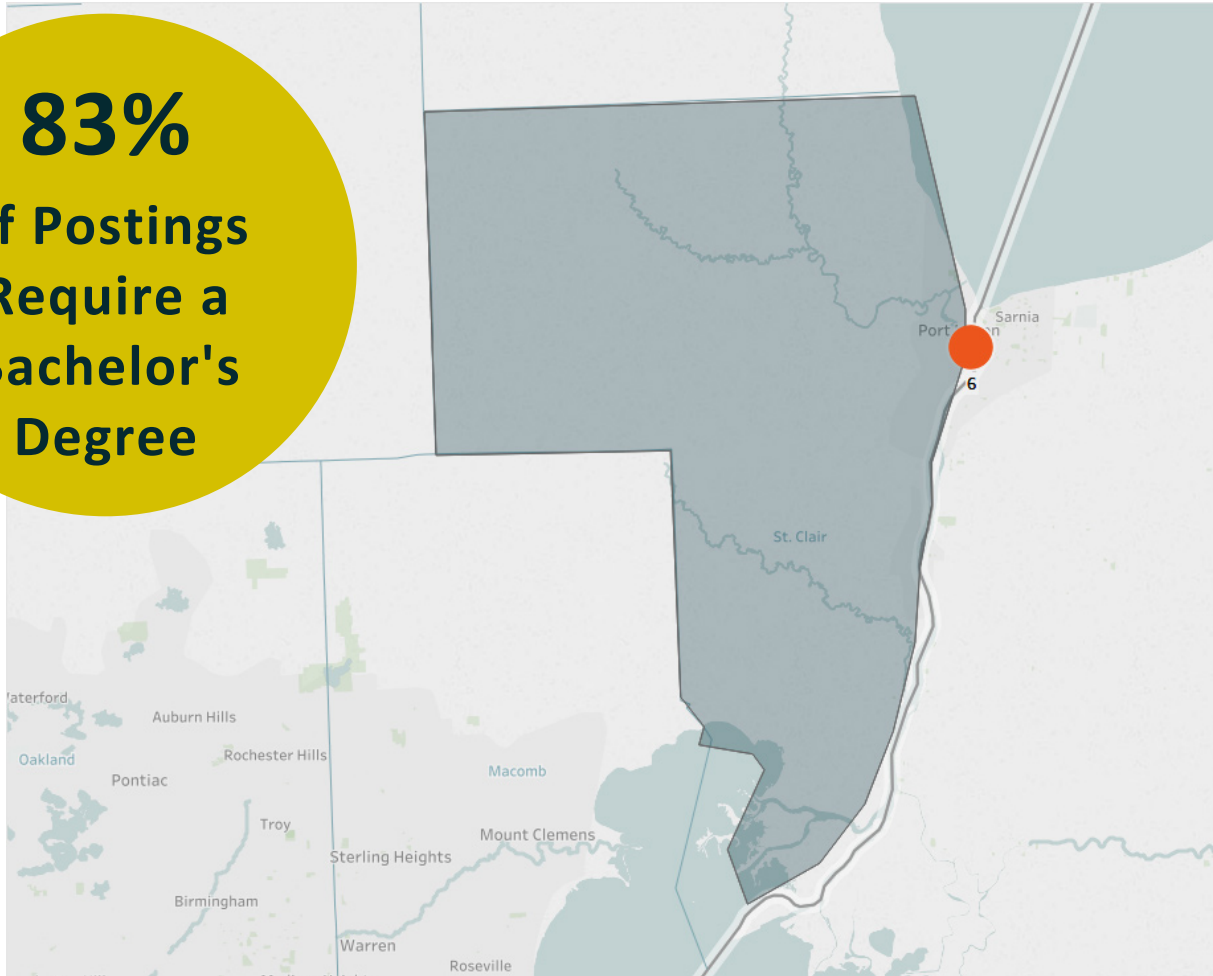
In-Demand Certifications

- Licensed Professional Engineer
- Professional Engineer



Employer Demand by City

83%
of Postings
Require a
Bachelor's
Degree



Top Posting Employers*

- Semco Energy, Inc.
- CMS Energy Corporation

Job Postings by City

1. Port Huron, MI: 6 Postings

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

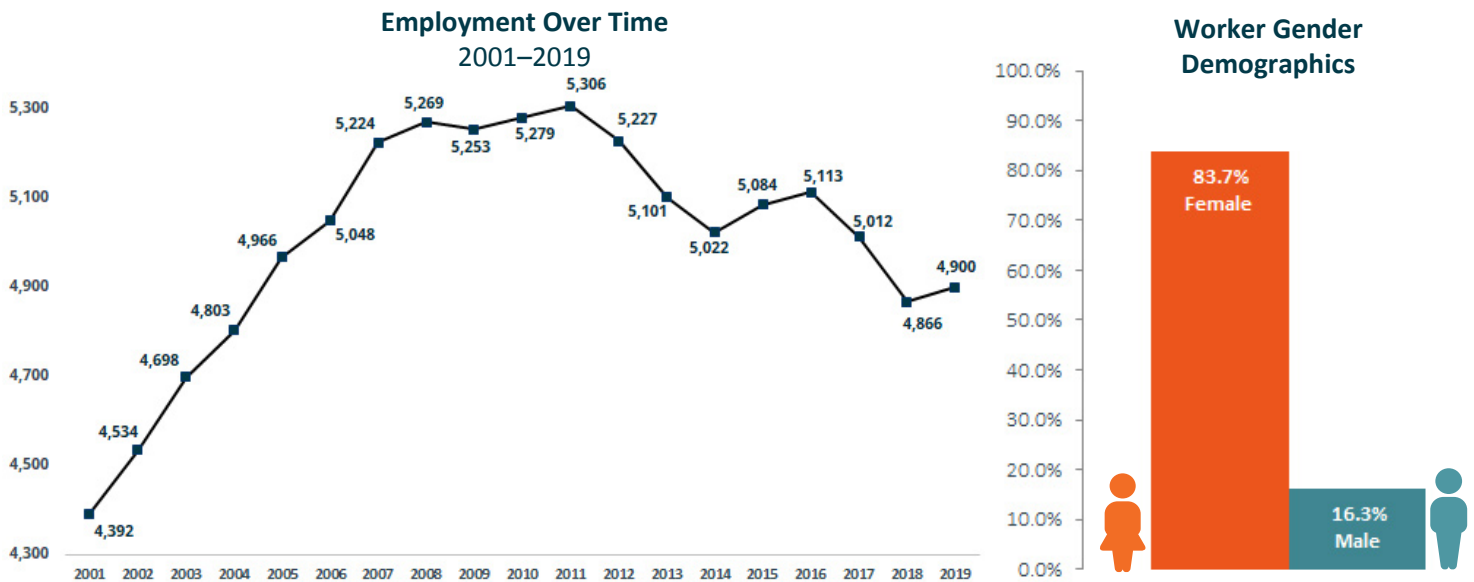


Introduction

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



4,900
Health Care Workers
0.7% Increase
from 2018



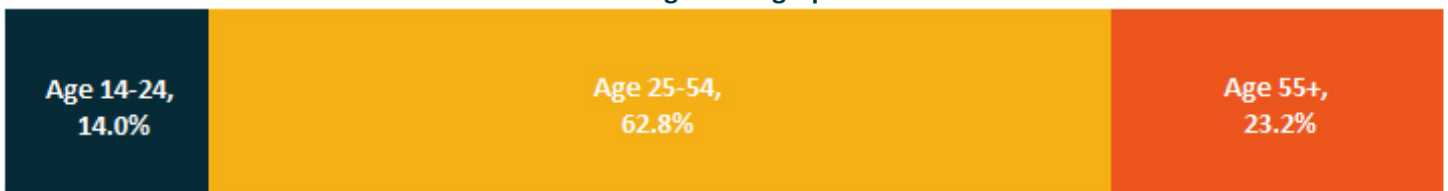
Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs 4,900 workers in St. Clair county, who are overwhelmingly female (83.7 percent) and between the ages of 25 and 54 (69.6 percent), although 22.0 percent of workers are over 55. For registered nurses in particular, 26.6 percent of workers are over 55, so recruiting young workers for this high demand occupation is even more important.

Race and Ethnicity Demographics

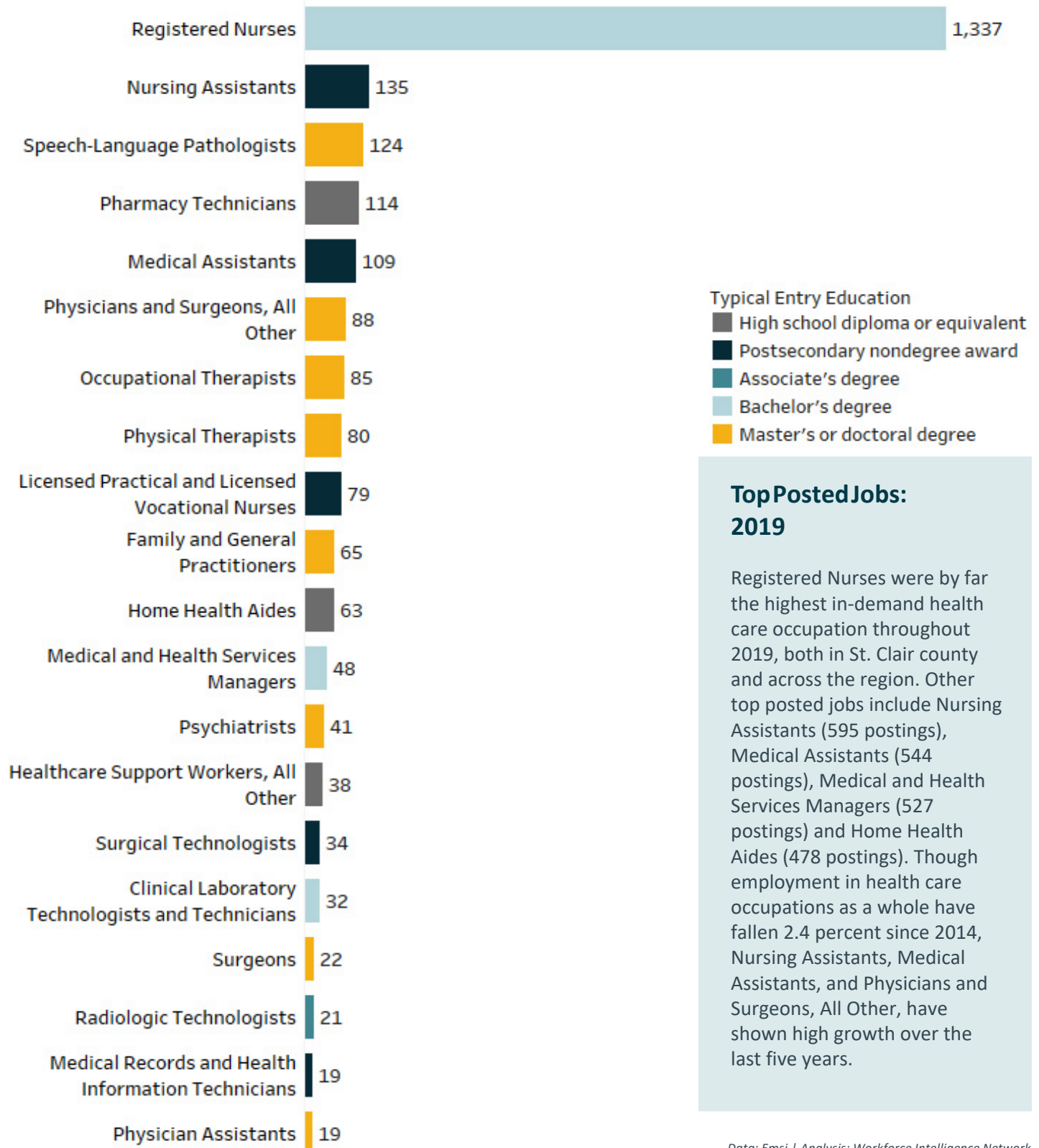
89.2% White | **4.5% Black or African American** | **2.5% Hispanic or Latino**

Worker Age Demographics





Health Care Top Posted Jobs 2019





Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of \$18.08 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$31.73 per hour or annual salary of about \$66,000 according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted Health Care Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$23.97	\$27.59	\$31.73	\$35.70	\$41.95
31-1014	Nursing Assistants	\$10.28	\$11.65	\$13.01	\$14.85	\$16.70
29-1127	Speech-Language Pathologists	\$24.58	\$29.14	\$34.07	\$42.18	\$60.56
29-2052	Pharmacy Technicians	\$9.46	\$11.49	\$14.33	\$17.34	\$21.39
31-9092	Medical Assistants	\$10.92	\$12.38	\$14.01	\$16.47	\$18.43
29-1069	Physicians and Surgeons, All Other	\$20.02	\$23.92	\$56.02	\$90.08	\$116.51
29-1122	Occupational Therapists	\$24.18	\$28.87	\$34.30	\$41.62	\$52.38
29-1123	Physical Therapists	\$28.31	\$33.53	\$39.69	\$44.84	\$60.13
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.52	\$20.35	\$23.35	\$26.17	\$27.99
29-1062	Family and General Practitioners	\$38.48	\$51.60	\$79.86	\$90.63	\$144.74

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Foundational Skills

- Customer Service
- Management
- Communications
- Problem Solving
- Valid Driver's License

In-Demand Education Level*

- High School Diploma: 13.0%
- Associate Degree: 8.5%
- Bachelor's Degree: 10.7%
- Master's Degree: 4.4%

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

In-Demand Certifications

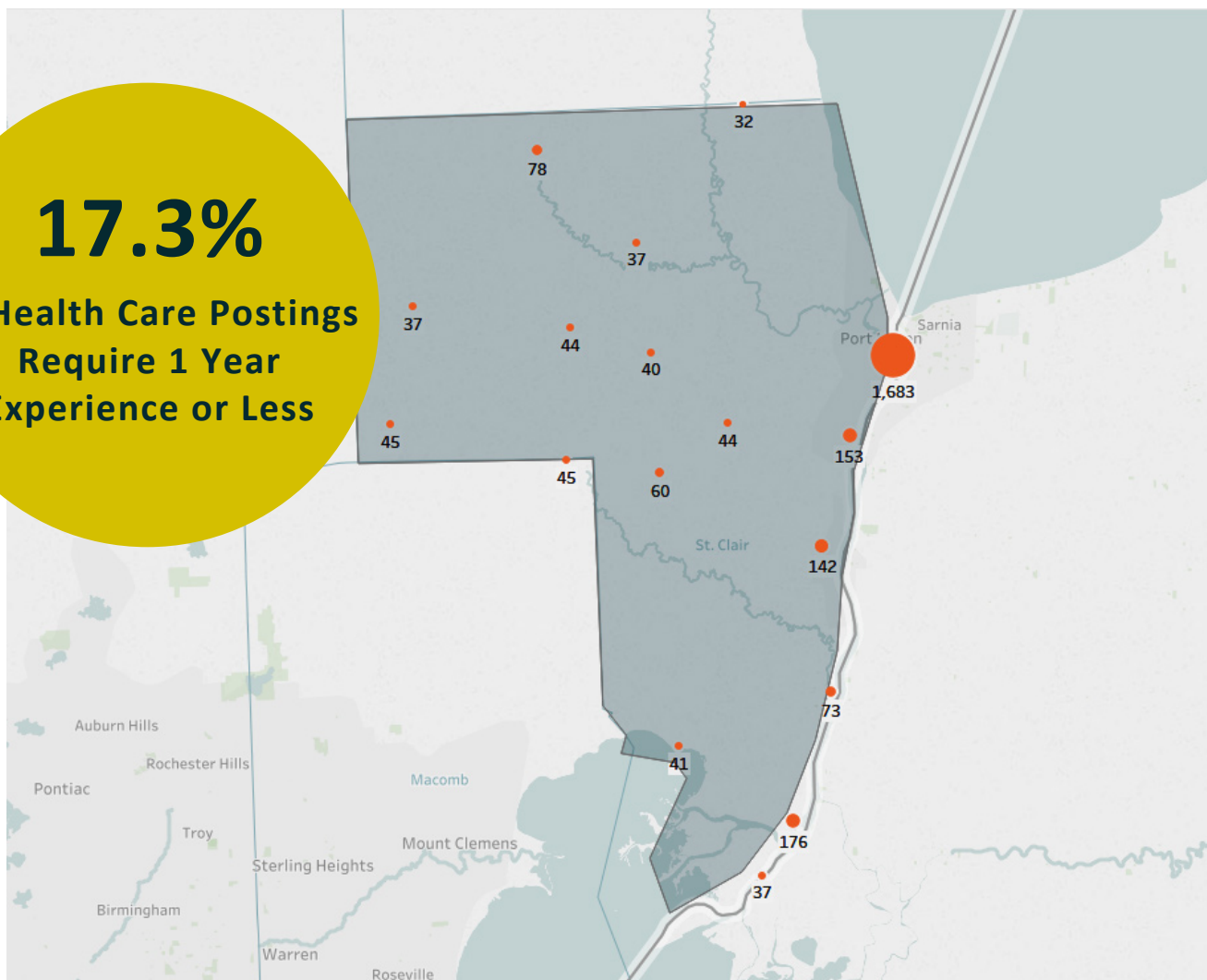
- Critical Care Registered Nurse (CCRN)
- Certified Nursing Assistant
- Licensed Practical Nurse
- Nurse Practitioner
- Emergency Nurse Pediatric Course (ENPC)



Employer Demand by City

17.3%

**of Health Care Postings
Require 1 Year
Experience or Less**



Top Posting Employers*

- HealthCare Employment Network
- Huron Medical Center
- McLaren, Inc.
- Prime Inc
- CVS Health Corporation
- Optimal Medical Staffing
- The Gypsy Nurse
- Ascension Health
- Corizon Health, Inc.
- CareInHomes.com

Job Postings by City

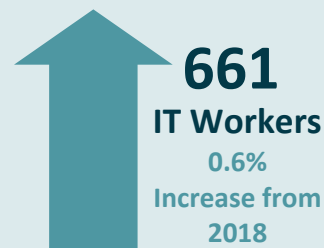
1. Port Huron: 1,683 Postings
2. Algonac: 176 Postings
3. Marysville: 153 Postings
4. St. Clair: 142 Postings
5. Yale: 78 Postings
6. Marine City: 73 Postings
7. Columbus: 60 Postings
8. Allentown: 45 Postings
9. Memphis: 45 Postings
10. Emmett: 44 Postings

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

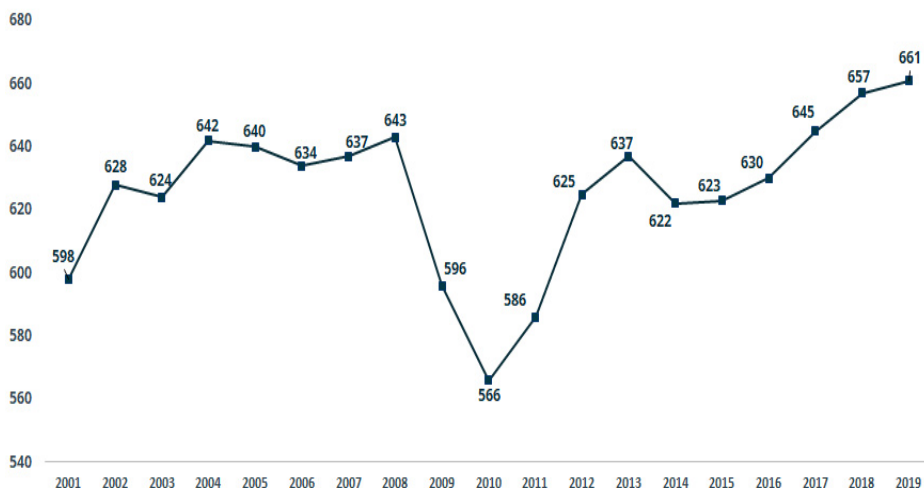


Introduction

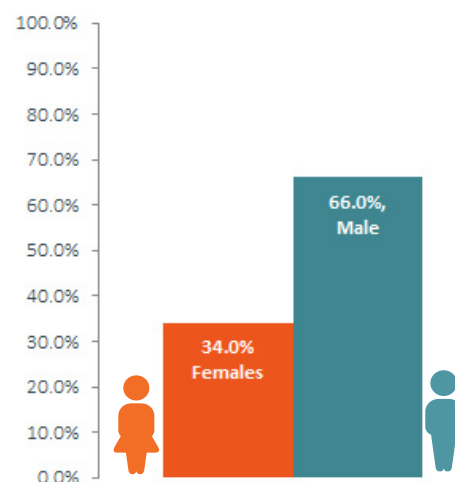
Information technology (IT) jobs include occupations that are associated with entry-level, technical, and professional careers related to the design, development, support and management of hardware, software, multimedia, and systems integration services. While the information technology group does not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



Employment Over Time
2001–2019



Worker Gender Demographics



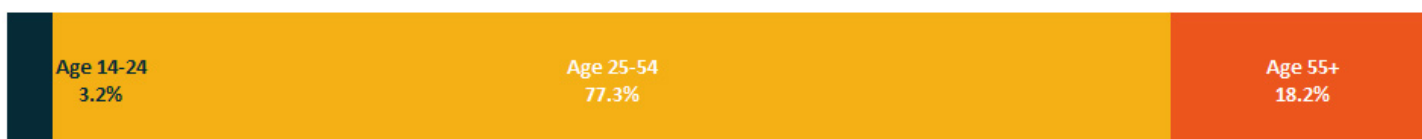
IT Worker Demographics

Although St. Clair county only has 661 IT workers according to the most recent Emsi data set available (2019), the IT occupation group has yet to better diversify demographically. Most workers are white males between the ages of 25 and 54. More than 77 percent are between the ages of 25 and 54. Approximately 66 percent of the workers in IT in St. Clair County identify as male, and 87 percent are white. More than 18 percent are above the age of 55.

Race and Ethnicity Demographics

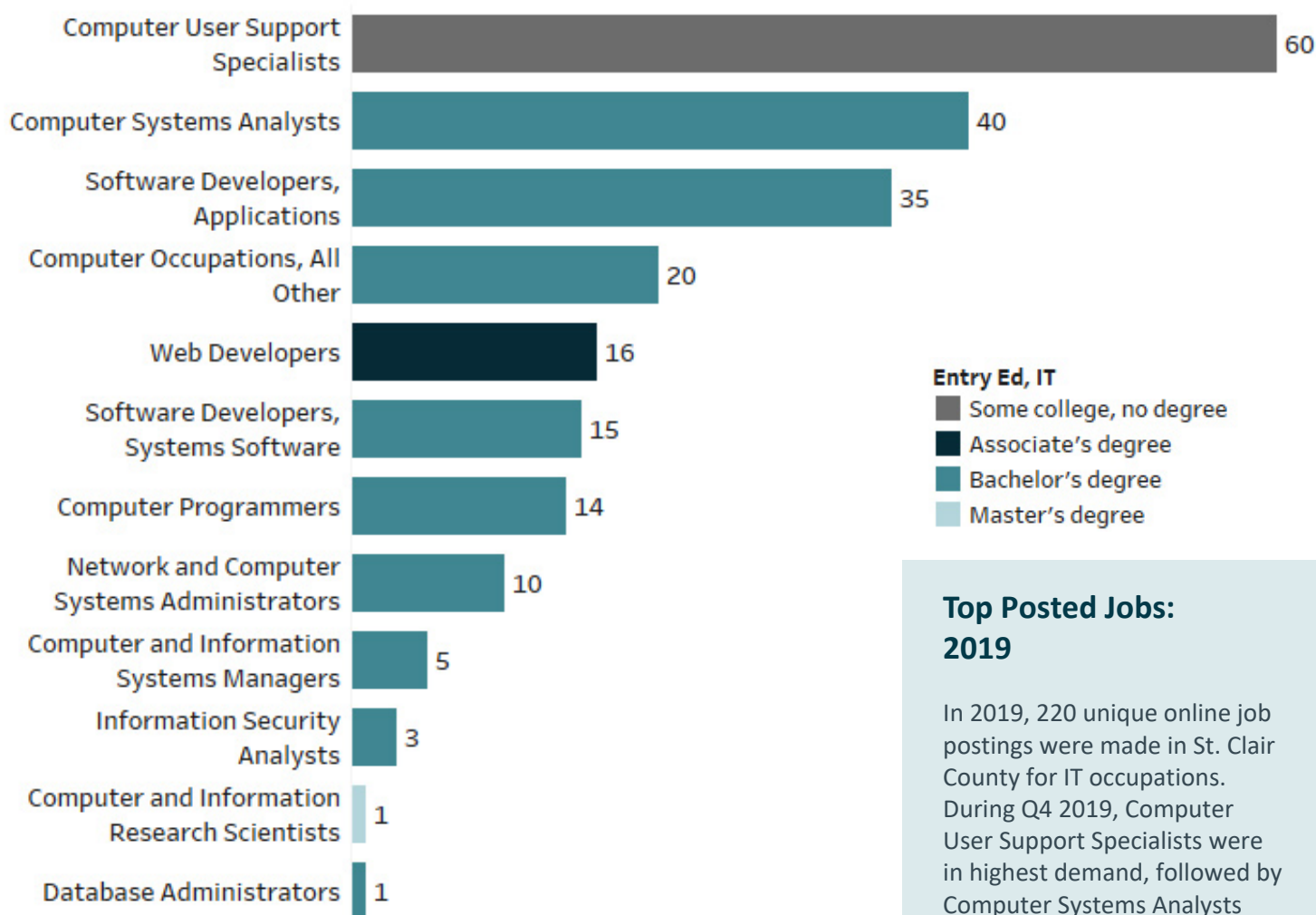
87.1% White | 4.8% Black or African American | 1.9% Hispanic or Latino

Worker Age Demographics





IT Top Posted Jobs 2019



Top Posted Jobs: 2019

In 2019, 220 unique online job postings were made in St. Clair County for IT occupations. During Q4 2019, Computer User Support Specialists were in highest demand, followed by Computer Systems Analysts and Software Developers, Applications. Although, job postings decreased slightly since Q3 2019, the top job Computer User Support Specialist typically requires only an associate degree making it more accessible to those who are eager to specialize in IT. Web Developers were also in demand in the region.



IT Wage Overview

High-wage career opportunities are available to job seekers that are willing to meet the minimum education requirements for IT jobs. Computer Systems Analysts earn \$35.33 per hour or more than \$73,000 per year at the median. Software Developers, Applications offers a median hourly wage of \$39.28 per hour or almost \$82,000 per year according to the Bureau of Labor Statistics (BLS). Computer and Information Systems Managers earn the highest median wage among the top ten posted IT occupations at \$56.96 per hour or more than \$118,000 annually. Several occupations that have fewer qualifications, such as Computer User Support Specialists, the most in-demand occupation, and Web Developers, make over \$20 per hour at the median.

Wage Overview for Top Posted IT Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1151	Computer User Support Specialists	\$12.42	\$15.54	\$20.77	\$27.06	\$34.64
15-1121	Computer Systems Analysts	\$22.99	\$28.51	\$35.33	\$44.33	\$54.45
15-1132	Software Developers, Applications	\$25.59	\$31.28	\$39.28	\$48.84	\$56.31
15-1199	Computer Occupations, All Other	\$18.17	\$24.92	\$34.05	\$44.19	\$54.02
15-1134	Web Developers	\$17.67	\$23.90	\$30.86	\$39.23	\$44.97
15-1133	Software Developers, Systems Software	\$20.99	\$30.44	\$39.36	\$47.73	\$56.30
15-1131	Computer Programmers	\$21.06	\$27.60	\$33.44	\$40.34	\$46.43
15-1142	Network and Computer Systems Administrators	\$22.77	\$28.48	\$35.01	\$44.02	\$52.86
11-3021	Computer and Information Systems Managers	\$36.50	\$46.12	\$56.96	\$69.78	\$87.13
15-1122	Information Security Analysts	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Software Engineering
- SQL
- Operating Systems
- JavaScript
- Technical Support

In-Demand Foundational Skills

- Problem Solving
- Management
- Communications
- Customer Service
- Operations

In-Demand Education Level*

- High School Diploma: 14.1%
- Associate Degree: 14.5%
- Bachelor's Degree: 40.0%
- Master's Degree: 14.5%

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

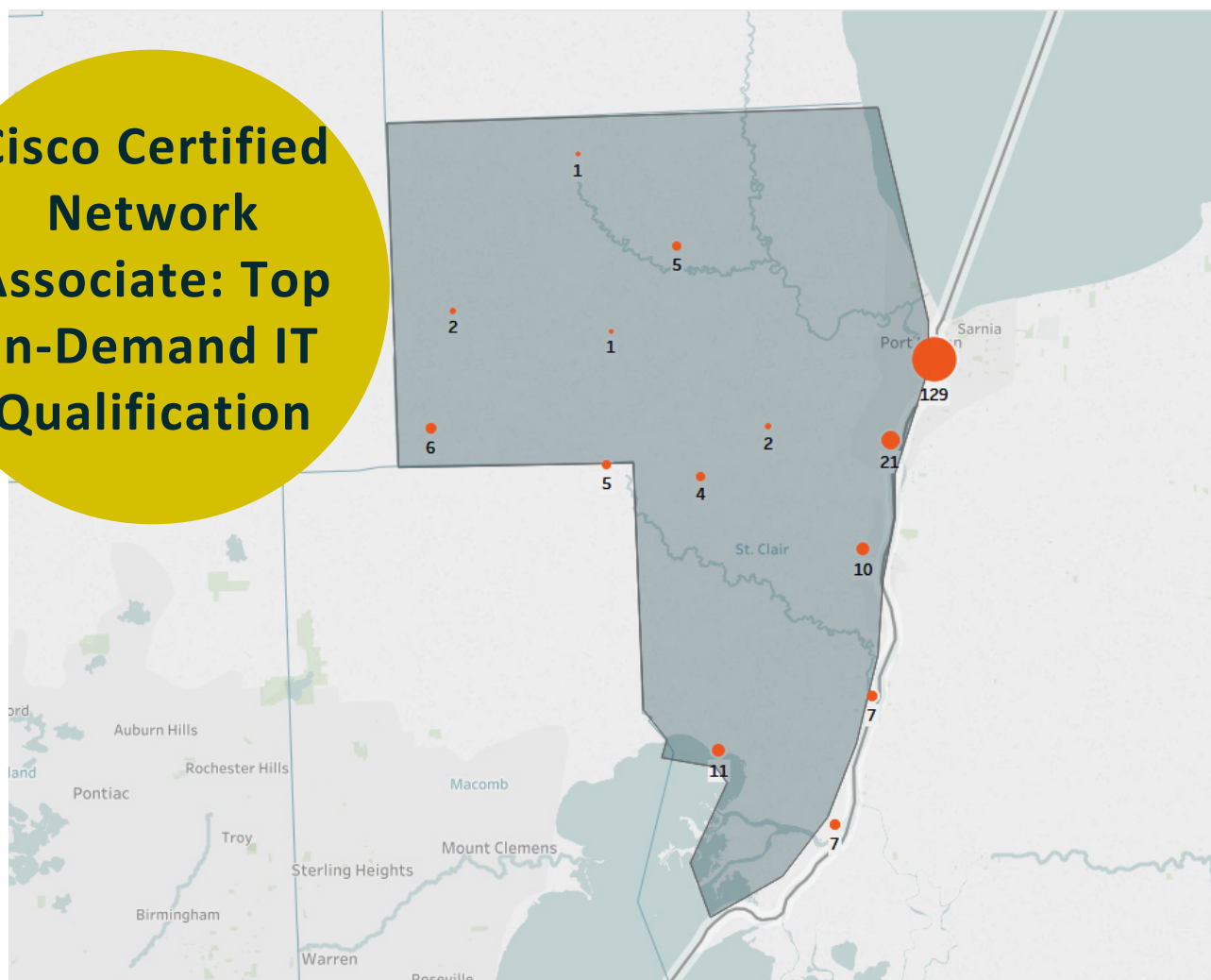
In-Demand Certifications

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



Employer Demand by City

**Cisco Certified
Network
Associate: Top
In-Demand IT
Qualification**



Top Posting Employers*

- Revature
- Atos
- Advia Credit Union
- Total Life Changes, LLC
- Robert Half International Inc.
- Michigan Mutual, Inc.
- Grifols Biologicals Inc.
- Livingston International, Inc.
- Domtar Corporation
- JMJ Group, LLC

Job Postings by City

1. Port Huron, : 129 Postings
2. Marysville: 21 Postings
3. Fair Haven: 11 Postings
4. Saint Clair: 10 Postings
5. Algonac: 7 Postings
6. Marine City: 7 Postings
7. Allenton: 6 Postings
8. Avoca: 5 Postings
9. Casco: 5 Postings
10. Memphis: 5 Postings

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



Introduction

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

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

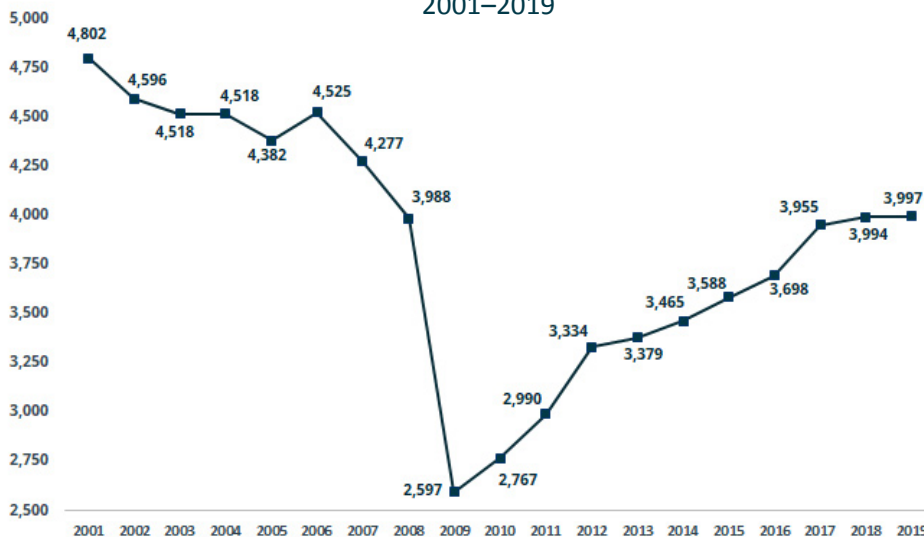


3,997

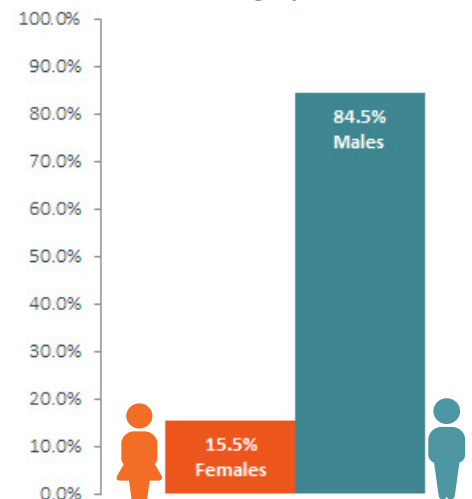
Skilled Trades Workers

0.08% Increase
from 2018

Employment Over Time
2001–2019



Worker Gender Demographics



Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 4,000 workers in St. Clair County. A majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.1 percent, the group has a somewhat higher proportion than average of workers over age 55.

Race and Ethnicity Demographics

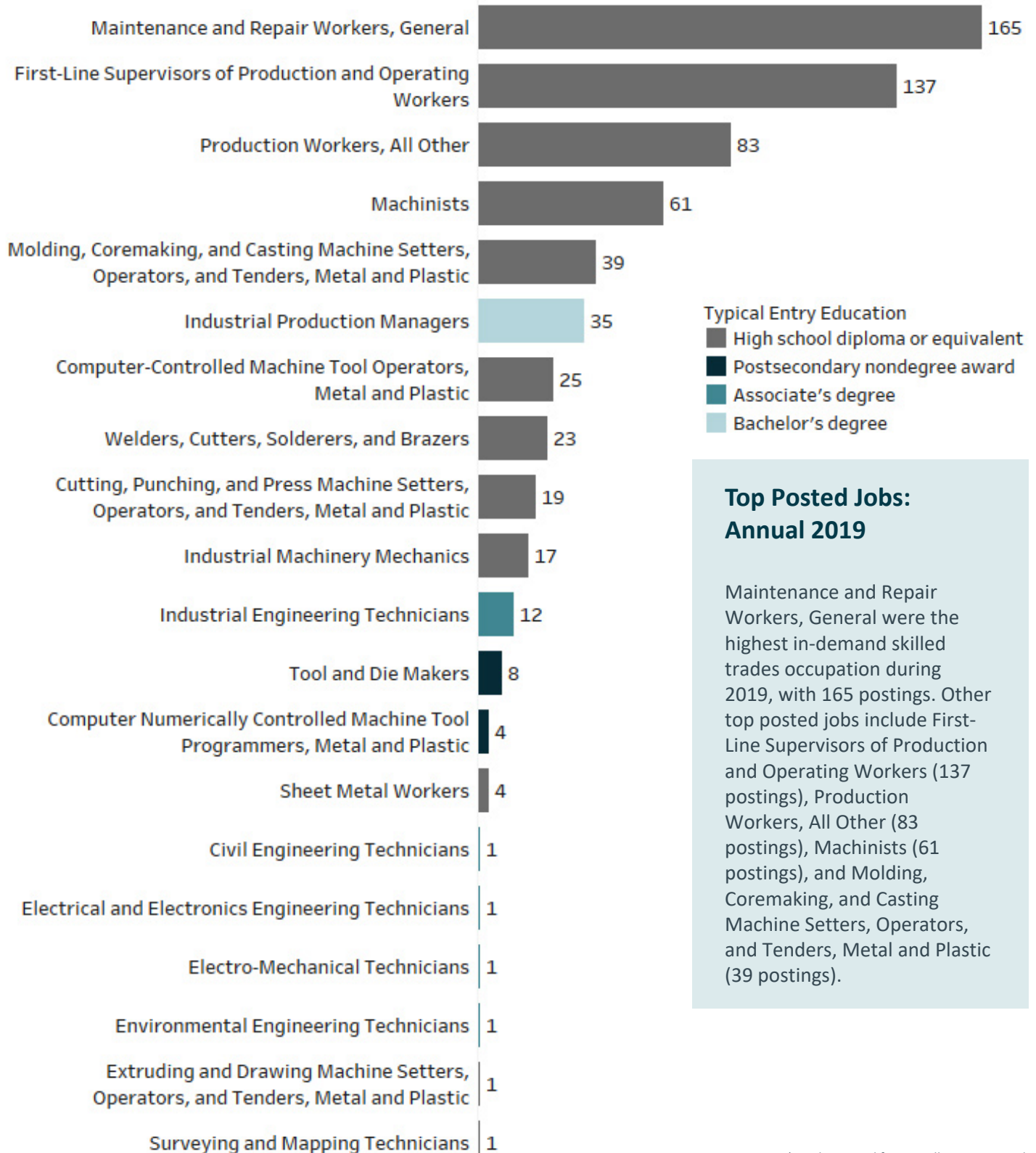
88.0% White | 6.2% Black or African American | 3.3% Hispanic or Latino

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2019





Skilled Trades Wage Overview

Three of the top ten in-demand skilled trades occupations have median wages above \$20 per hour according to the Bureau of Labor Statistics (BLS), and two more above the state's median wage of \$18.08. Maintenance and Repair Workers, General, the top posted skilled trades job in 2019, offers a median hourly wage of \$15.56. This translates to an annual salary of about \$32,300.

Wage Overview for Top Posted Skilled Trades Jobs in 2019

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$9.88	\$12.14	\$15.56	\$20.69	\$25.94
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.12	\$22.11	\$29.22	\$37.45	\$46.25
51-9199	Production Workers, All Other	\$9.25	\$10.39	\$14.46	\$20.08	\$30.80
51-4041	Machinists	\$10.37	\$14.01	\$18.31	\$23.78	\$27.62
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$9.25	\$10.36	\$12.76	\$15.93	\$22.12
11-3051	Industrial Production Managers	\$31.93	\$40.16	\$50.40	\$62.89	\$77.87
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$11.13	\$13.25	\$17.56	\$21.61	\$26.81
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.24	\$14.62	\$17.42	\$21.66	\$26.78
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$10.75	\$13.49	\$18.41	\$24.77	\$28.02
49-9041	Industrial Machinery Mechanics	\$14.04	\$17.95	\$22.93	\$28.50	\$33.90

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Machining
- Tooling
- Injection Molding
- Molding
- Lathes

In-Demand Foundational Skills

- Operations
- Management
- Troubleshooting (Problem Solving)
- Communications
- Problem Solving

In-Demand Education Level*

- High School Diploma: 31.4%
- Associate Degree: 7.0%
- Bachelor's Degree: 9.0%
- Master's Degree: 0.0%

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

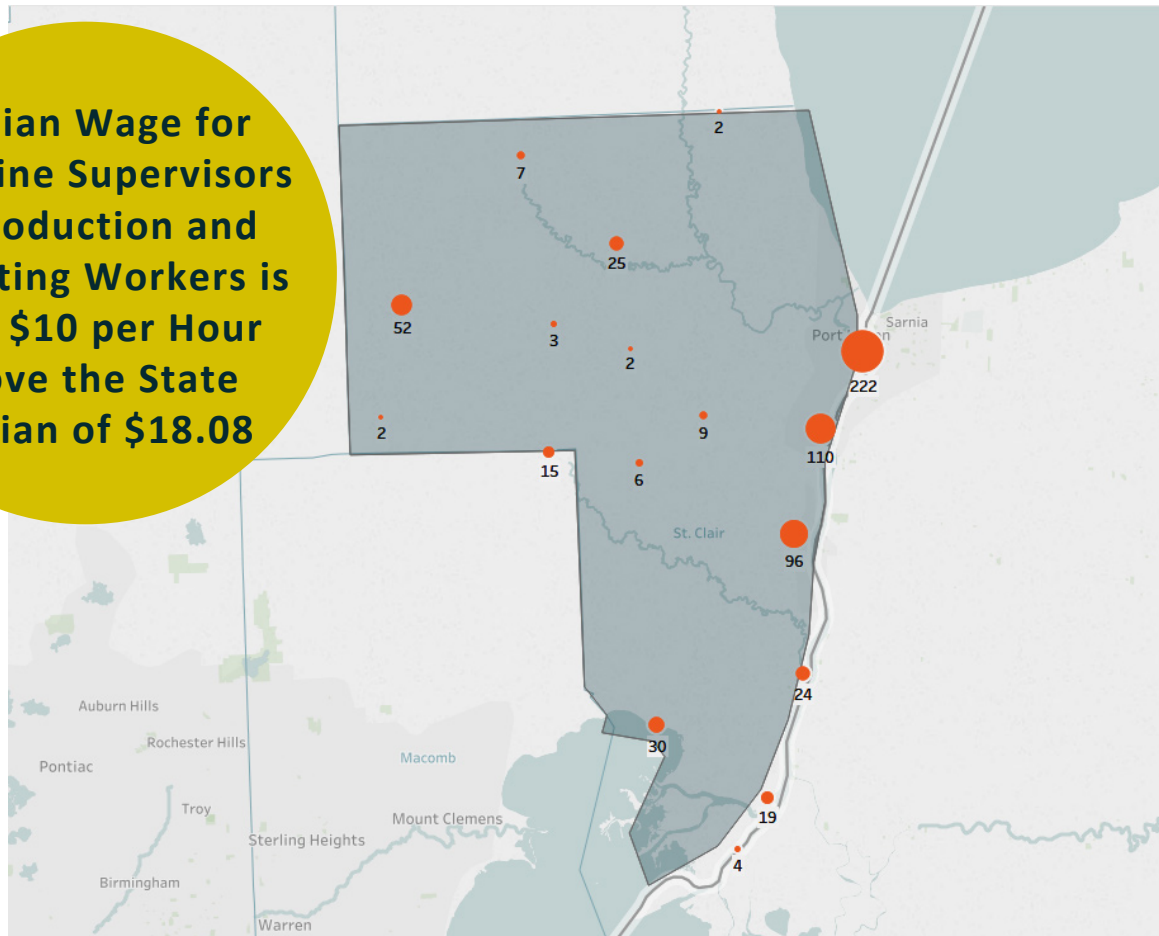
In-Demand Certifications

- Certified Quality Auditor
- Commercial Driver's License (CDL)
- Certified First Responder
- Pesticide Applicator License
- Certified Forklift Operator



Employer Demand by City

**Median Wage for
First-Line Supervisors
of Production and
Operating Workers is
Over \$10 per Hour
Above the State
Median of \$18.08**



Top Posting Employers*

- Nesco Resource
- Kelly Services, Inc.
- HomeAdvisor, Inc.
- Ptm, Incorporated
- Witco, Inc.
- Qualified Staffing Inc
- Sentech Services
- Dana Holding Corporation
- Eckhart Corporation
- Resource Mfg

Job Postings by City

1. Port Huron: 222 Postings
2. Marysville: 110 Postings
3. Saint Clair: 96 Postings
4. Capac: 52 Postings
5. Fair Haven: 30 Postings
6. Avoca: 25 Postings
7. Marine City: 24 Postings
8. Algonac: 19 Postings
9. Memphis: 15 Postings
10. Smiths Creek: 9 Postings

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

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