

2020
January–December

ST. CLAIR COUNTY

2020 Labor Market Report



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About This Report

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

This report highlights labor market information and real-time job posting data for 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 2020 data for St. Clair county. The Customer Service, Energy, Health Care, Information Technology (IT), 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.



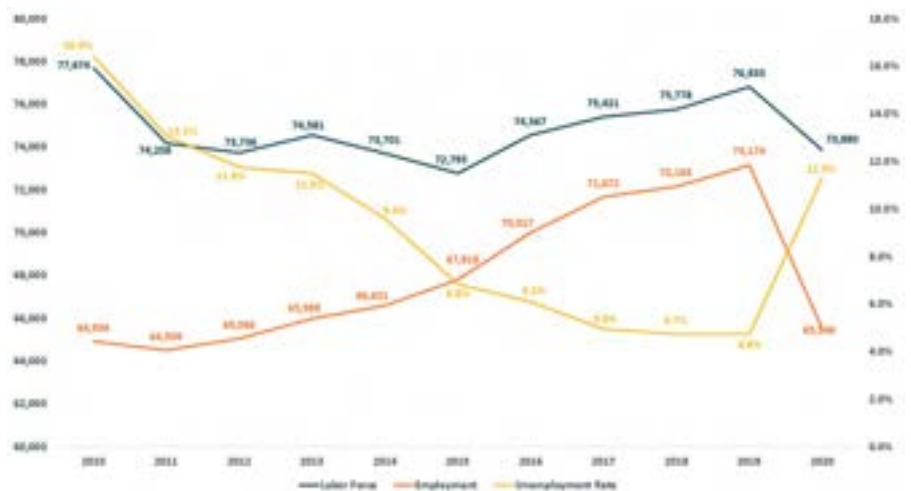
State of the Labor Market in St. Clair County

The COVID-19 crisis has caused major shifts in the labor market this year. In 2020, the labor force fell by 2,953 individuals (3.8 percent) since 2019. Employment decreased by 7,629 workers (10.4 percent), while unemployment grew by more than double (4,675 workers) the 3,659 individuals recorded in 2019. The unemployment rate also rose in 2020, which trends with the shifts caused by the COVID-19. The unemployment rate rose 6.5 percentage points since 4.8 percent 2019, for an annual unemployment rate of 11.3 percent. Monthly postings data has continued to show shifts in hiring and skills demanded, as the region continues recovery. The customer service occupation group was heavily demanded in St. Clair county, while Heavy and Tractor-Trailer Truck Drivers is the top demanded occupation this year, accounting for 2,314 postings in 2020.

Annual Labor Market Information

The labor force in St. Clair county has decreased in 2020, falling by 2,953 individuals since 2019. Employment decreased by 7,629 workers (10.4 percent) since 2019, while unemployment increased by 4,675 workers for a total of 8,334 unemployed workers in 2020. The unemployment rate dramatically increased in 2020 to 11.3 percent, a rise of 6.5 percentage points since 2019, which had a rate of 4.8 percent. During the height of the pandemic and shutdown measures in March 2020, the highest monthly unemployment rate occurred in April 2020, with an unemployment rate of 29.0 percent in St. Clair county.

Annual Labor Force, Employment, Unemployment Rate
2010–2020



Data: BLS | Analysis: Workforce Intelligence Network

Monthly Posting Analysis
St. Clair County
2020



Data: Emsi | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

The fourth quarter of 2020 indicates that employer demand has increased since the end of Q3 2020. In Q4 2020, there were 5,214 unique postings in St. Clair county, an increase of 98 postings from the 5,116 postings recorded in Q3. April had the lowest recorded postings in 2020 with 2,692 postings, a decrease of 1,124 postings (29.5 percent) since April 2019. St. Clair's employer demand remained resilient to shutdown efforts to slow the pandemic. The increase in the number of monthly online ads indicate employer demand for jobs has slowly began to increase into Q4 2020.



Employer demand decreased by 20.5 percent, a loss of 3,792 job postings since 2019. Customer Service is the top posting occupation group through 2020 with 3,488 postings.

During 2020, there were 14,744 job postings, 3,792 less than the 18,536 postings made during 2019 in St. Clair county. December 2020 saw the highest demand with 3,269 postings since the shut down due to COVID-19, however, postings are up 10.6 percent since December 2019. The top posted job titles in 2020 include CDL-A Truck Drivers, CDL Truck Drivers, Registered Nurses, Lead Sales Associates, and Delivery Drivers. For more information about in-demand job postings, see page 9.

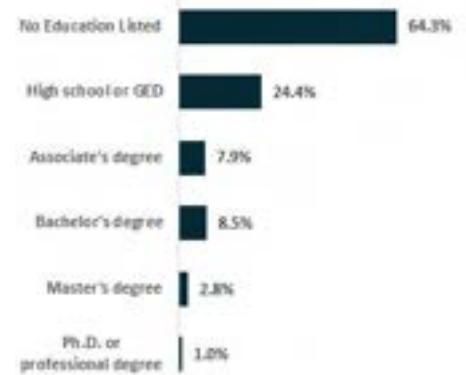
Postings by Occupation Group
2020



Job postings made by employers in St. Clair county indicate a high school diploma or equivalent remains the most in-demand minimum education level during 2020.

Of the 14,744 unique postings in St. Clair county during 2020, 3,591 (24.4 percent) required a high school diploma or equivalent, while 2,411 postings (16.4 percent) required a college degree. An additional 562 postings (3.8 percent) required an advanced degree. The high demand for customer service roles within the county, drives this high demand for workers with various skillsets.

Education Levels In-Demand
2020



Employment in St. Clair county totaled 69,748 in Q4 2020, a decrease of 3,892 workers (5.3 percent) since Q4 2019.

The quarterly labor market has seen shifts following the outbreak of COVID-19. The first quarter of 2020 saw a slight decrease in the labor force and employment, while unemployment and the unemployment rate rose 1.3 percentage points. The COVID-19 shutdown, which started in Q2 2020, caused the employment in St. Clair county to drop from 72,243 workers in Q1 to 54,055 workers in Q2, a decrease of 18,189 workers or 25.2 percent. Unemployment rose by 13,060 workers, more than triple the 4,077 workers recorded in Q1. Similarly, the unemployment rate rose in Q2, up from 5.3 percent in Q1 to 24.1 percent in Q2 2020. Since Q3 2020, the market has slowly begun to realign toward pre-pandemic levels, showing a decrease in unemployment and the unemployment rate through Q4 2020. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	4th Quarter 2019	1st Quarter 2020	2nd Quarter 2020	3rd Quarter 2020	4th Quarter 2020	Change from 3rd Quarter 2020	Percent Change from 3rd Quarter 2020	Change from 4th Quarter 2019	Percent Change from 4th Quarter 2019
Labor force	76,738	76,320	71,192	72,354	75,654	3,300	4.6%	-1,084	-1.4%
Employment	73,640	72,243	54,055	66,137	69,748	3,611	5.5%	-3,892	-5.3%
Unemployment	3,098	4,077	17,137	6,217	5,906	-312	-5.0%	2,808	90.6%
Unemployment Rate	4.0%	5.3%	24.1%	8.6%	7.8%	-0.8%	na	3.8%	na

Note: Monthly data averaged by quarter | Data: BLS

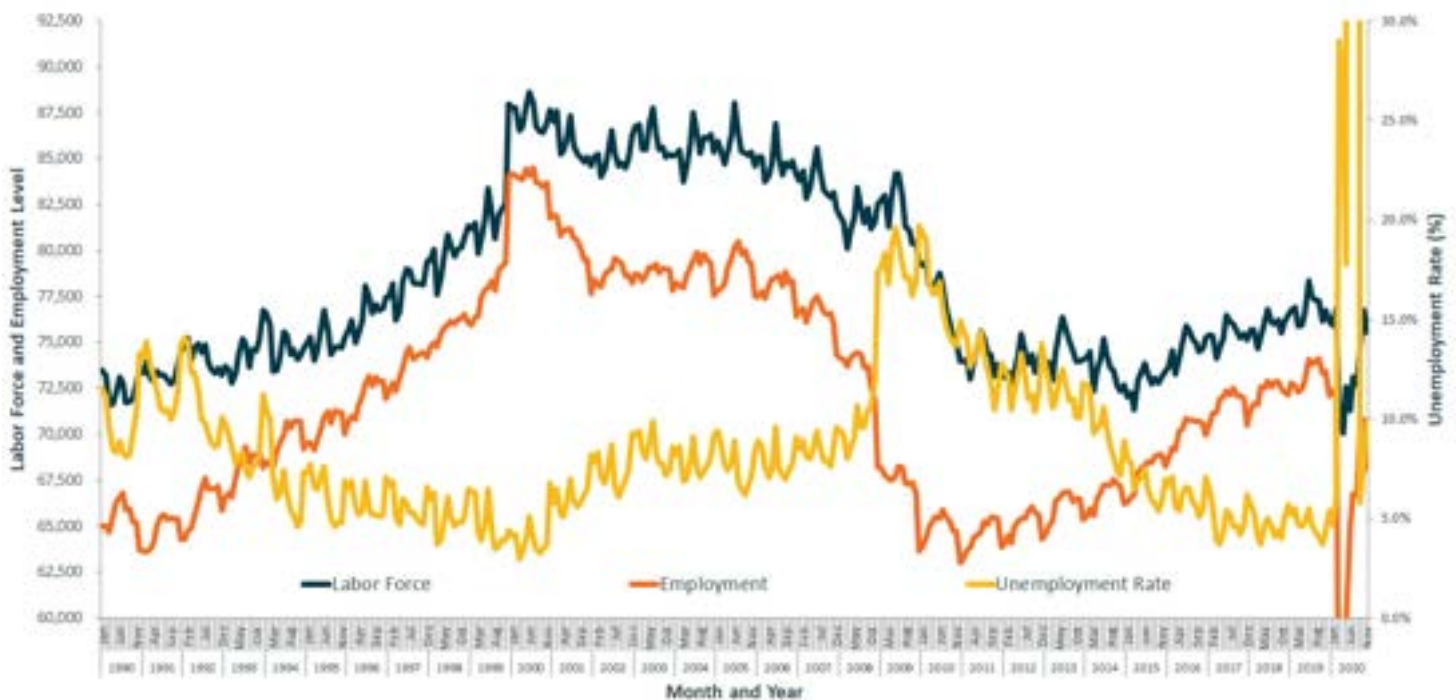
Data: Emsi | Analysis: Workforce Intelligence Network



Labor Force, Employment, and Unemployment

Following labor force fluctuations throughout 2020, labor force participation totaled 73,880 individuals, a decrease by 2,953 individuals since 2019. Employment is down to 65,546 workers in 2020, a decrease of 7,629 workers. Both unemployment and the unemployment rate increased, corresponding to measures taken to slow the spread of COVID-19. Unemployment dramatically rose this year, increasing to 8,334 workers, an increase of 4,675 workers since the 3,659 workers recorded in 2019. Similarly, the unemployment rate rose by 6.5 percentage points, increasing from 4.8 percent, for a 2020 unemployment rate of 11.3 percent.

Labor Force, Employment, Unemployment Rate
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 Annual	2017 Annual	2018 Annual	2019 Annual	2020 YTD	Change from 2019	Percent Change from 2019
Labor Force	77,674	74,208	73,736	74,581	73,701	72,795	74,567	75,421	75,778	76,833	73,880	-2,953	-3.8%
Employment	64,934	64,509	65,066	65,988	66,623	67,818	70,017	71,672	72,183	73,174	65,546	-7,629	-10.4%
Unemployment	12,741	9,699	8,670	8,593	7,080	4,977	4,551	3,748	3,595	3,659	8,334	4,675	127.8%
Unemployment Rate	16.4%	13.1%	11.8%	11.5%	9.6%	6.8%	6.1%	5.0%	4.7%	4.8%	11.3%	6.5%	na

Data: Bureau of Labor Statistics



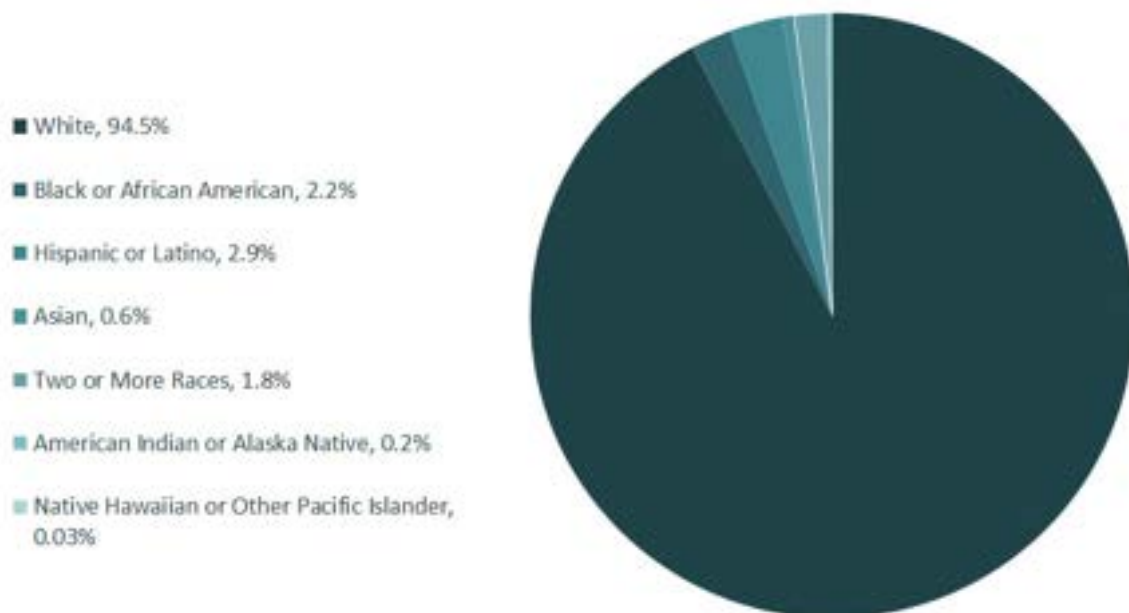
Population Demographics

According to data from the most recent Census Bureau 2019 ACS Five Year estimates, the population in St. Clair county decreased by about 0.2 percent between 2018 and 2019. During 2019, 159,247 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. Majority of the population identified as white (93.5 percent) with the second largest number of individuals identifying as two or more races (2.8 percent). The county is facing an aging population; 33.9 percent of the population was over the age of 54, compared to 29.2 percent under the age of 25.

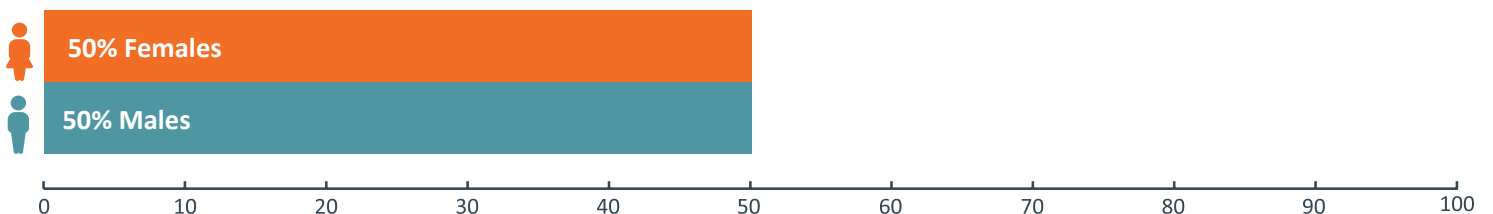


159,247
People in the County
0.2% Decrease
from 2018

Population Race Demographics



Population Gender Demographics



Population Age Demographics





Labor Market Demographics

During 2019, the most recent census year, there were about 78,127 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 25 face an unemployment rate of 40.7 percent, while females under the age of 25 face an unemployment rate of 28.5 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 17.1 percent.

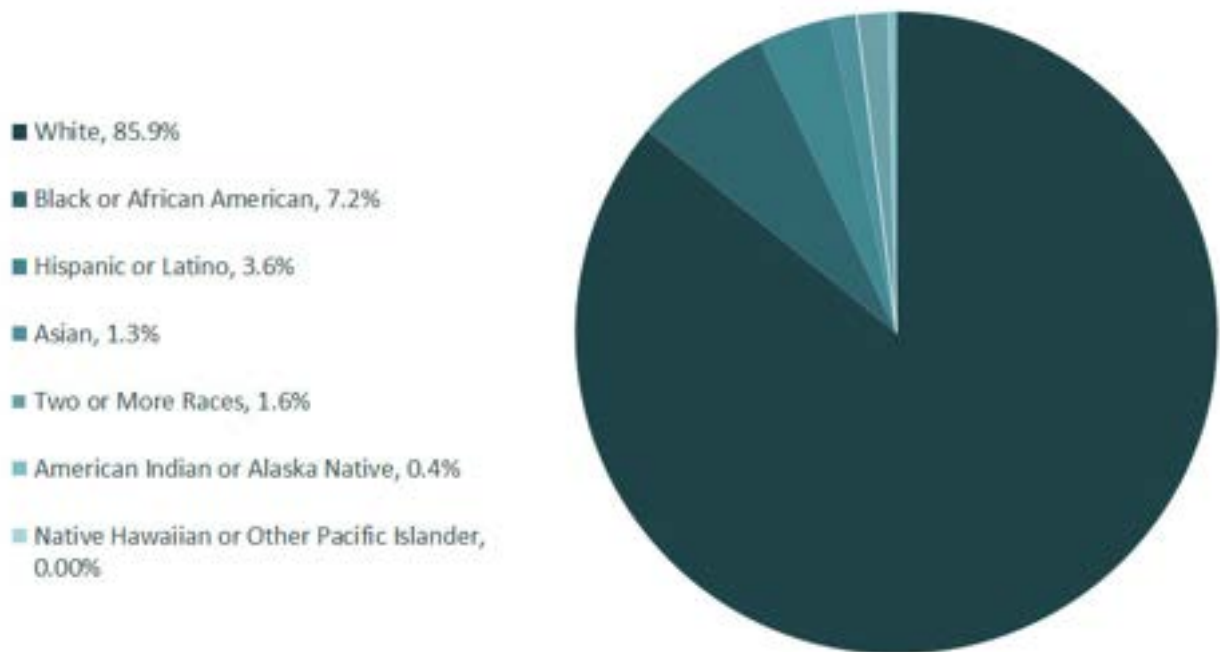
Civilian Labor Force by Demographic Group				
Demographic Group	Civilian Labor Force	Total Employment	Total Unemployment	Unemployment Rate
Total Population 16 +	78,127	73,161	4,966	6.4%
Sex				
Male 16+	41,854	39,046	2,808	6.7%
16-19	2,004	1,480	524	26.1%
20-24	4,118	3,520	598	14.5%
25-54	25,739	24,459	1,280	5.0%
55-64	8,096	7,728	368	4.5%
65 Plus	1,897	1,859	38	2.0%
Female 16+	36,273	34,115	2,158	5.9%
16-19	1,926	1,493	433	22.5%
20-24	3,763	3,537	226	6.0%
25-54	22,411	21,200	1,211	5.4%
55-64	6,570	6,344	226	3.4%
65 Plus	1,603	1,541	62	3.9%
Race				
White	73,692	69,263	4,348	5.9%
Black / African	1,681	1,395	287	17.1%
Native American	152	125	27	17.8%
Asian	462	392	70	15.2%
Native Hawaiian /	23	23	0	0.0%
Some Other Race	550	520	30	5.5%
Two or More Races	1,596	1,401	196	12.3%
Ethnicity				
Hispanic	2,585	2,252	333	12.9%



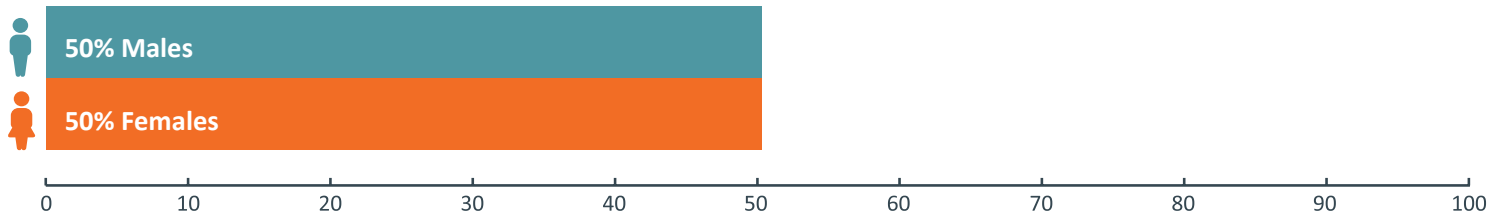
Current Workforce Demographics

In 2020, the workforce had a total of 43,634 individuals working in St. Clair county. A slight majority, 50.3 percent (21,962 workers) were female, while 49.7 percent (21,672 workers) of the workforce was male. Most workers in the county identified as white, accounting for 85.9 percent of the workforce, while Black or African American workers totaled 7.2 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3.6 percent. Much of the workforce in St. Clair county are between the ages of 25 through 54 (61.0 percent), while 24.0 percent of workers are 55 and older.

Workforce Race and Ethnicity Demographics



Workforce Gender Demographics



Workforce Age Demographics

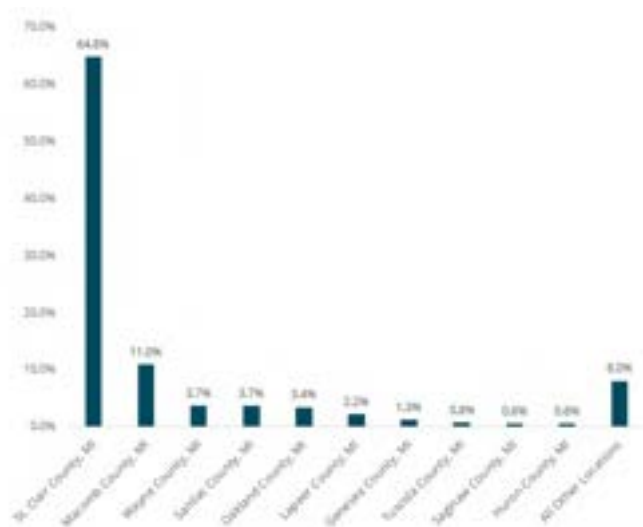




Regional Commuting Patterns

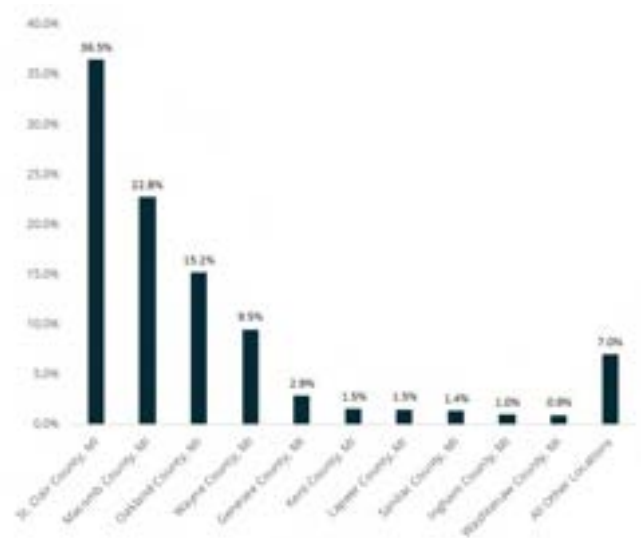
According to the most recent OnTheMap data set available from the Census Bureau, during 2018, the county's workforce consisted of 71,927 residents. There were 26,224 (36.5 percent) residents living and working within St. Clair county, while the remaining 45,703 residents (63.5 percent) traveled outside of the county for work. There were 40,453 workers employed in the county during 2018. Of those, 14,229 workers (35.2 percent) lived outside of the county and commuted in. From this information, we can see that St. Clair is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

Where St. Clair County Residents Work

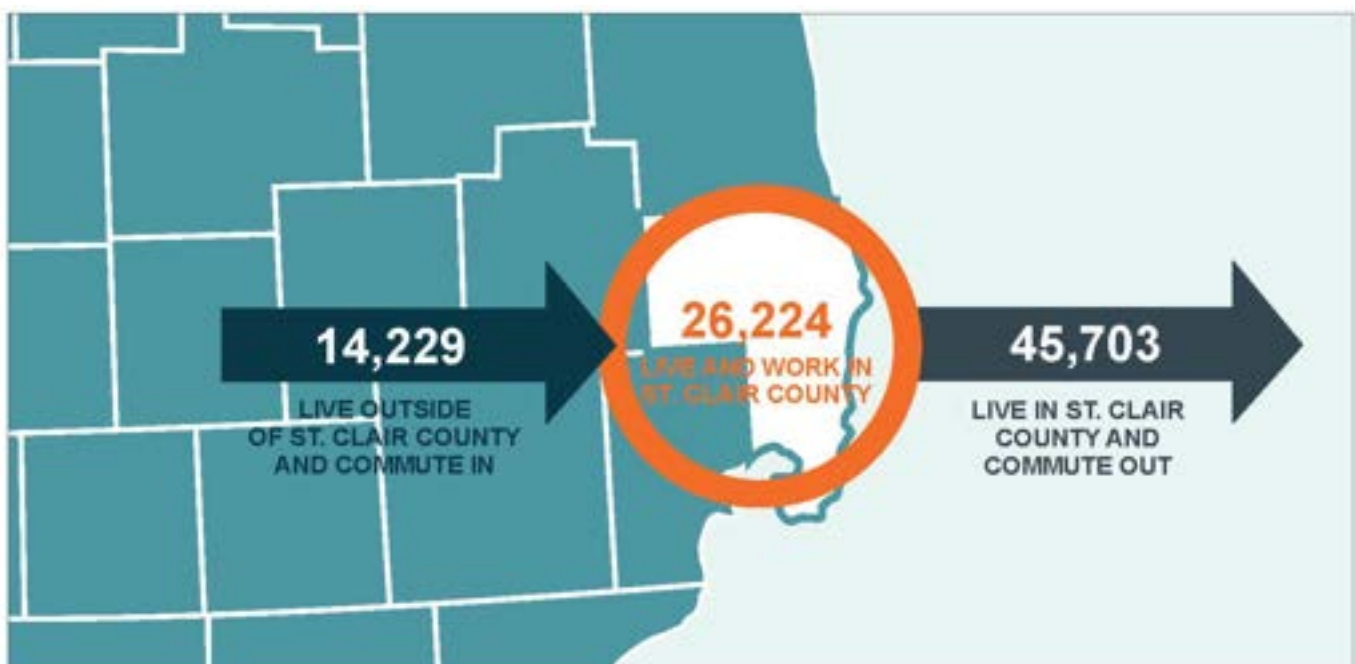


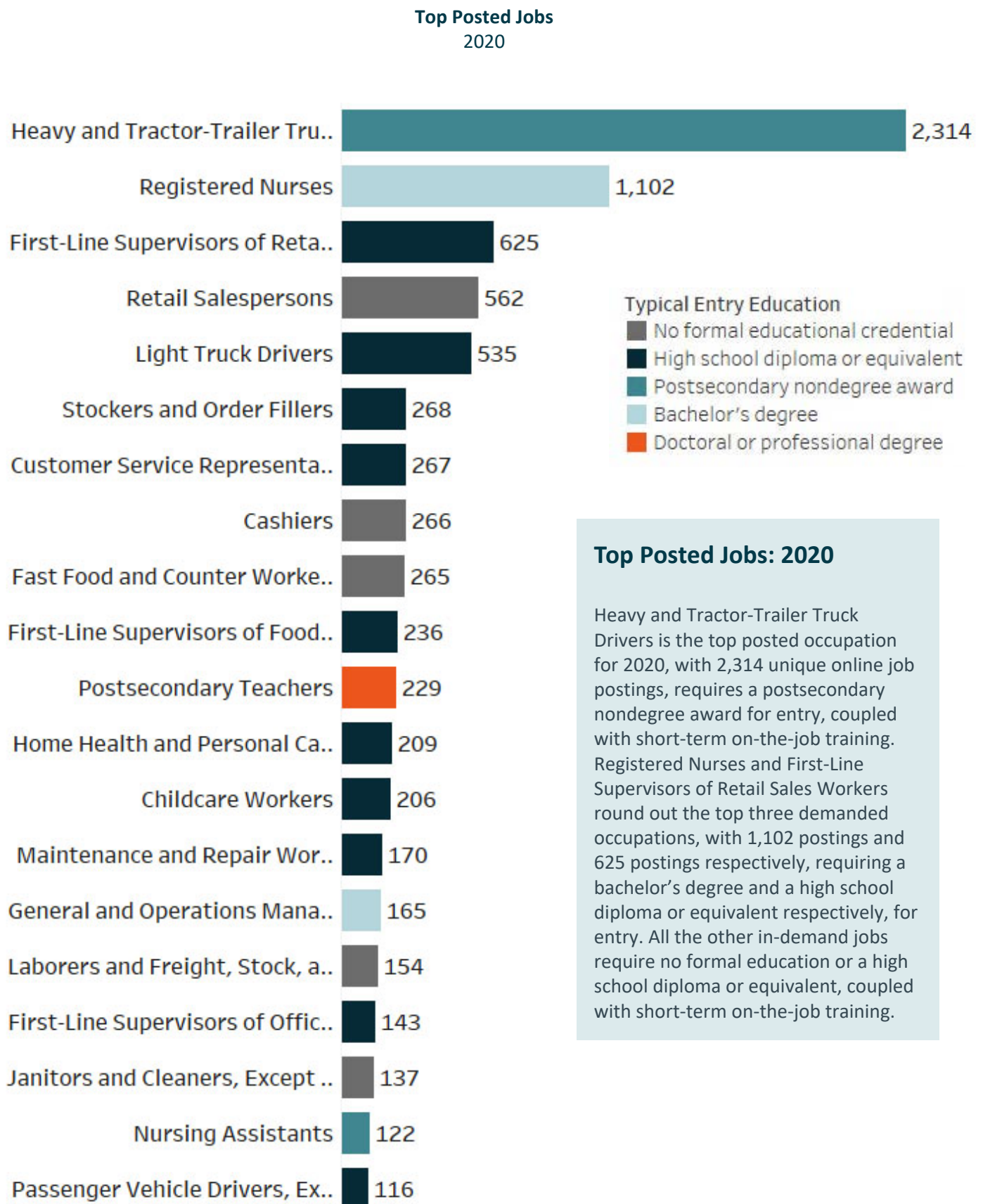
Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network

Where St. Clair County Workers Live



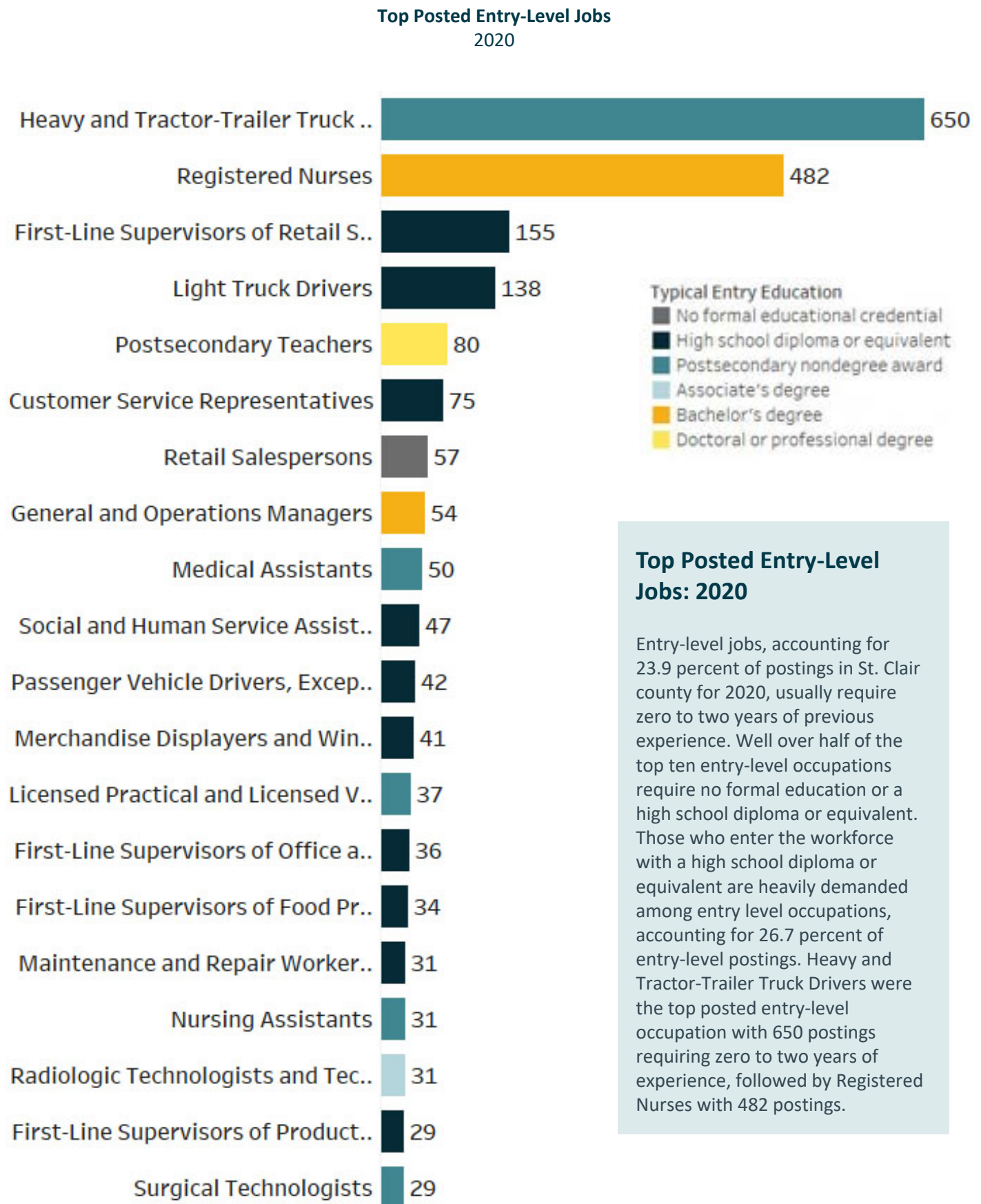
Source: U.S. Census OnTheMap, 2018
Analysis: Workforce Intelligence Network





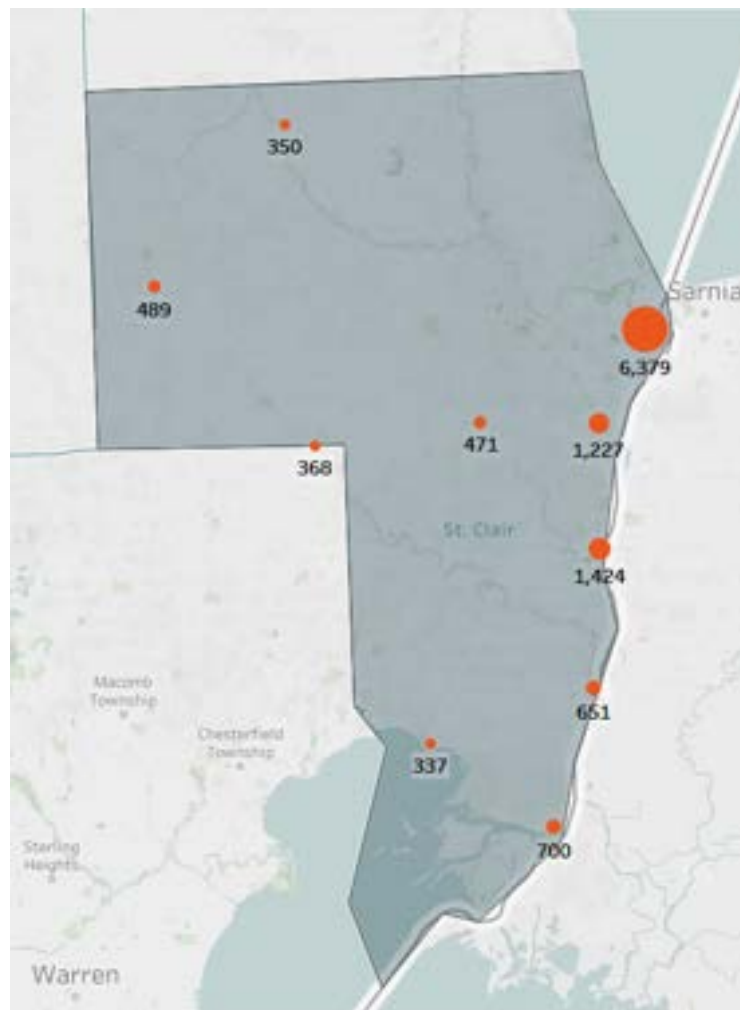
Top Posted Jobs: 2020

Heavy and Tractor-Trailer Truck Drivers is the top posted occupation for 2020, with 2,314 unique online job postings, requires a postsecondary nondegree award for entry, coupled with short-term on-the-job training. Registered Nurses and First-Line Supervisors of Retail Sales Workers round out the top three demanded occupations, with 1,102 postings and 625 postings respectively, requiring a bachelor's degree and a high school diploma or equivalent respectively, for entry. All the other in-demand jobs require no formal education or a high school diploma or equivalent, coupled with short-term on-the-job training.





Employer Demand by City



Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Transportation Worker Identification Credential (TWIC) Card
- Licensed Practical Nurse
- Certified Nursing Assistant
- Hazmat Endorsement
- Nurse Practitioner
- Automotive Service Excellence (ASE) Certification
- Certified Pharmacy Technician
- Doubles Endorsement
- CDL Class B License

Top In-Demand Skills

- Merchandising
- Restaurant Operation
- Cash Register
- Nursing
- Cash Handling
- Customer Service
- Communications
- Sales
- Management
- Valid Driver's License

Top Posting Employers*

- C.R. England, Inc.
- McLaren, Inc.
- McDonald's Corporation
- Dollar General Corporation
- CRST International, Inc.
- St. Clair County Community College
- Doordash
- Huron Medical Center
- Amazon.com, Inc.
- USA Truck, Inc.

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

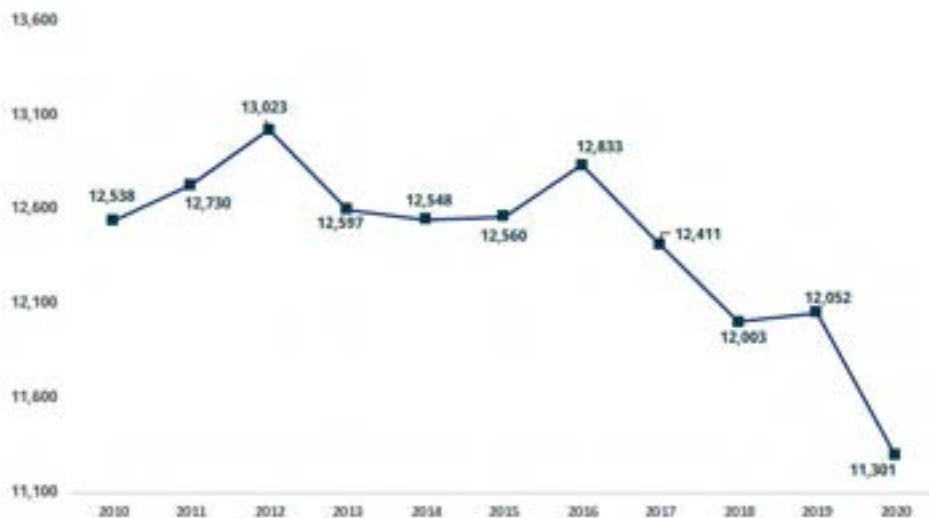


Introduction

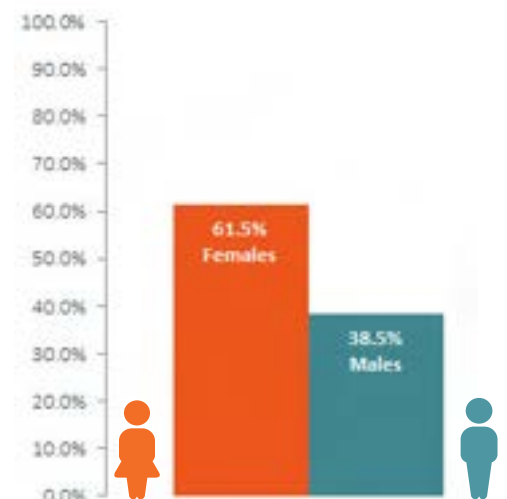
The customer service group is the largest occupation group that WIN analyzes, both in terms of employment and online job postings. This group is very important to the region because it is often a leading indicator, being the first to grow when the economy expands and the first to contract in a downturn. 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.



Employment Over Time
2010-2020



Worker Gender Demographics



Customer Service Worker Demographics

In 2020, there were 11,301 workers in the customer service occupation group, with a more diverse workforce than other groups analyzed. During 2020, 61.5 percent of workers identified as female, while 14.9 percent of workers in customer service identified as a racial minority. About 29.0 percent of customer service workers were under the age of 24, as compared to the 55 and older age group which was 21.5 percent.

Race and Ethnicity Demographics

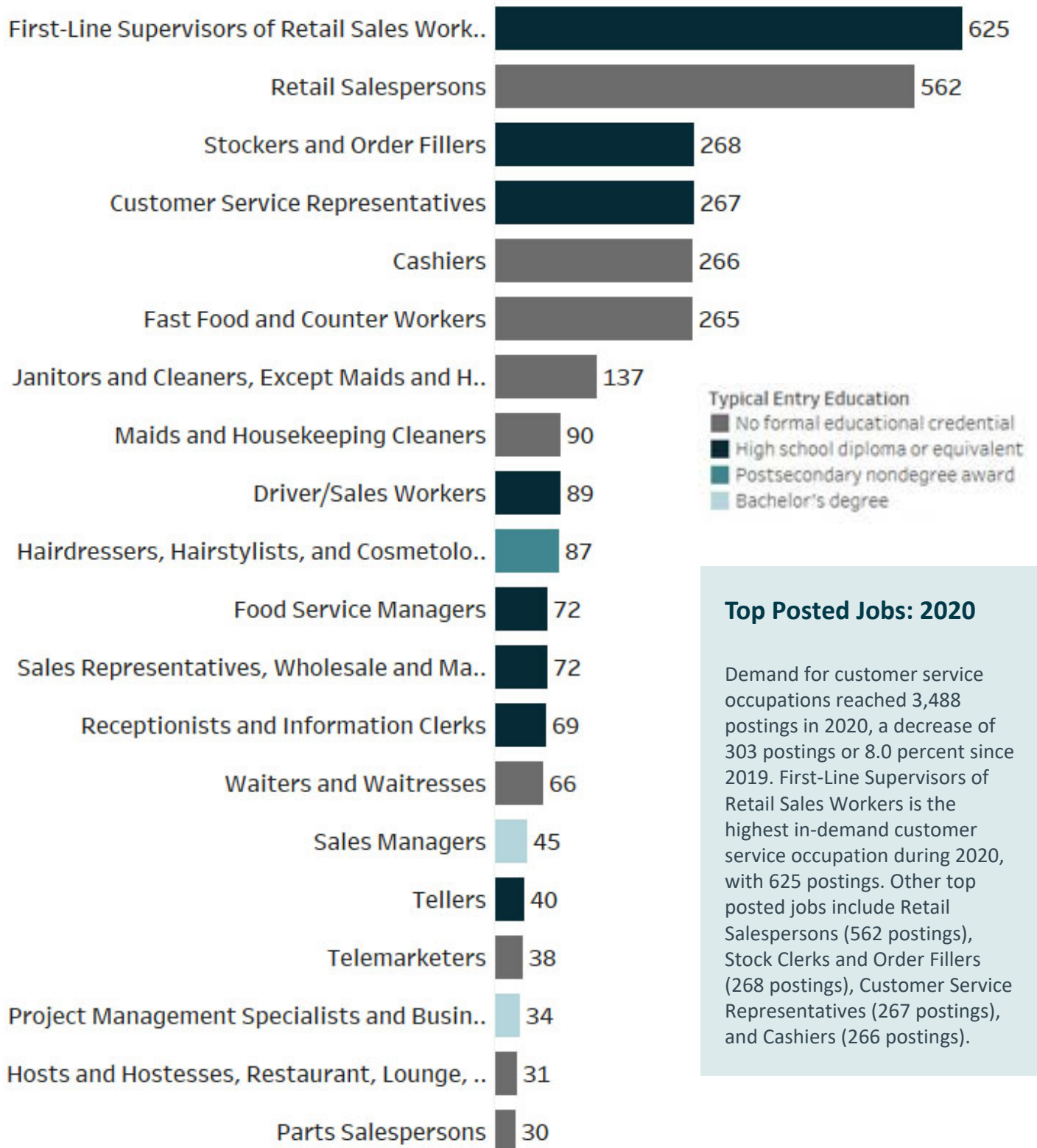
85.0% White | **7.4% Black or African American** | **3.8% Hispanic or Latino**

Worker Age Demographics





Customer Service Top Posted Jobs 2020



Top Posted Jobs: 2020

Demand for customer service occupations reached 3,488 postings in 2020, a decrease of 303 postings or 8.0 percent since 2019. First-Line Supervisors of Retail Sales Workers is the highest in-demand customer service occupation during 2020, with 625 postings. Other top posted jobs include Retail Salespersons (562 postings), Stock Clerks and Order Fillers (268 postings), Customer Service Representatives (267 postings), and Cashiers (266 postings).



Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages. However, two of the top ten posted occupations report median wages over \$15.00 per hour, many which are management roles requiring both experience and training. Customer Service Representatives earn a median hourly wage of \$15.31. With interest in gaining additional experience and training, workers can transition to managerial positions such as First-Line Supervisors of Retail Sales Workers, which has a median wage of \$16.78 per hour or \$34,902 annually.

Wage Overview for Top Posted Customer Service Jobs in 2020

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	\$11.05	\$13.41	\$16.78	\$22.90	\$30.75
41-2031	Retail Salespersons	\$9.45	\$10.09	\$11.43	\$14.18	\$21.11
53-7065	Stockers and Order Fillers	\$9.45	\$10.33	\$11.84	\$14.70	\$19.26
43-4051	Customer Service Representatives	\$10.42	\$12.37	\$15.31	\$19.94	\$26.72
41-2011	Cashiers	\$9.45	\$9.73	\$10.59	\$11.59	\$13.99
35-3023	Fast Food and Counter Workers	\$9.45	\$9.57	\$10.08	\$11.12	\$12.20
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.45	\$10.09	\$11.33	\$13.99	\$17.34
37-2012	Maids and Housekeeping Cleaners	\$9.45	\$10.06	\$11.11	\$12.98	\$14.66
53-3031	Driver/Sales Workers	\$9.46	\$9.69	\$11.90	\$18.90	\$22.92
39-5012	Hairdressers, Hairstylists, and Cosmetologists	\$9.45	\$10.02	\$11.78	\$16.35	\$22.63

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Merchandising
- Cash Register
- Cash Handling
- Customer Satisfaction
- Restaurant Operation

In-Demand Foundational Skills

- Customer Service
- Sales
- Communications
- Management
- Leadership

In-Demand Education Level*

- High School Diploma: 40.8%
- Associate Degree: 2.3%
- Bachelor's Degree: 4.1%
- Master's Degree: 0.7%

*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

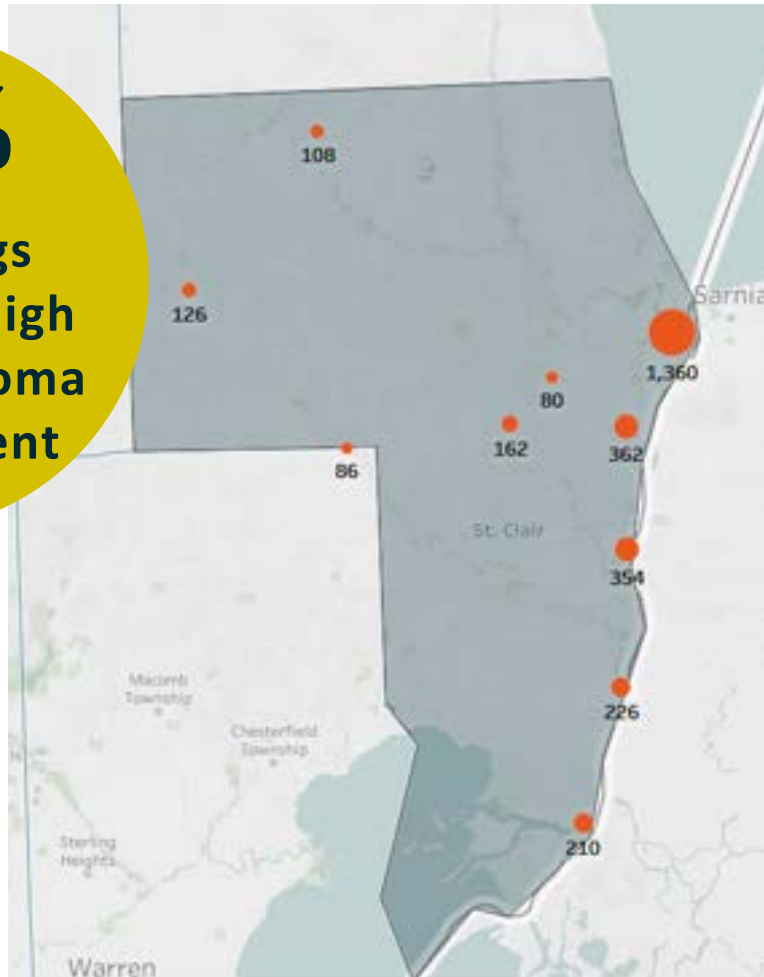
- Automotive Service Excellence (ASE) Certification
- Food Handler's Card
- Certified Forklift Operator
- Commercial Driver's License (CDL)
- CDL Class B License



Employer Demand by City

41%

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



Top Posting Employers*

- Dollar General Corporation
- McDonald's Corporation
- The Home Depot
- AutoZone, Inc.
- CVS Health Corporation
- Sunrise Stores LLC
- Pilot Flying J
- Great Clips, Inc.
- Amazon.com, Inc.
- Dollar Tree, Inc.

Job Postings by City

1. Port Huron: 1,360 Postings
2. Marysville: 362 Postings
3. Saint Clair: 354 Postings
4. Marine City: 226 Postings
5. Algonac: 210 Postings
6. Smiths Creek: 162 Postings
7. Capac: 126 Postings
8. Yale: 108 Postings
9. Memphis: 86 Postings
10. Kimball: 80 Postings

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



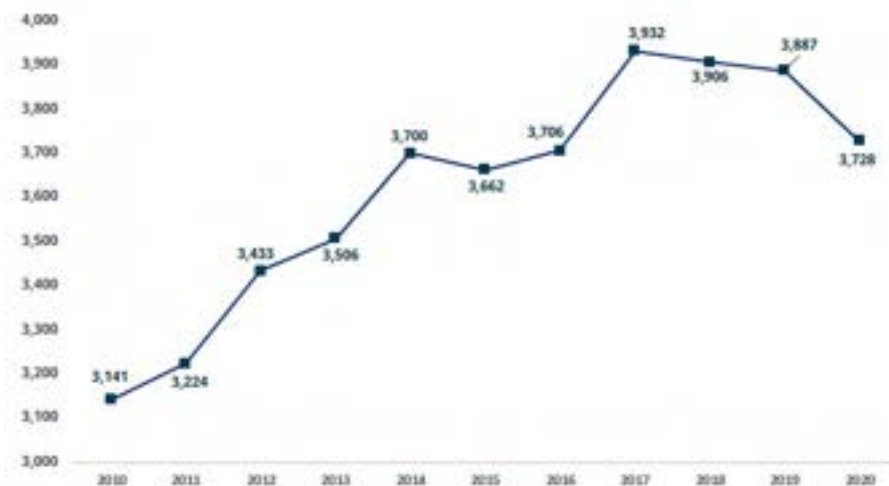
Introduction

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.

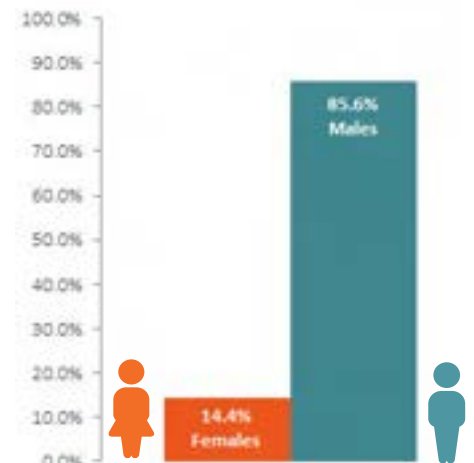


3,728
Energy Workers
4.1% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Energy Worker Demographics

In 2020, there were 3,728 workers in the energy occupation group. This group is primarily made up of white males (85.6 percent) between the ages of 25 and 54 (68.0 percent), with 14.4 percent of workers identifying as female and just 9.2 percent identifying as a racial minority. In 2020, 5.7 percent of the workers in the occupation group are under the age of 25 compared to the 26.1 percent 55 years of age or older.

Race and Ethnicity Demographics

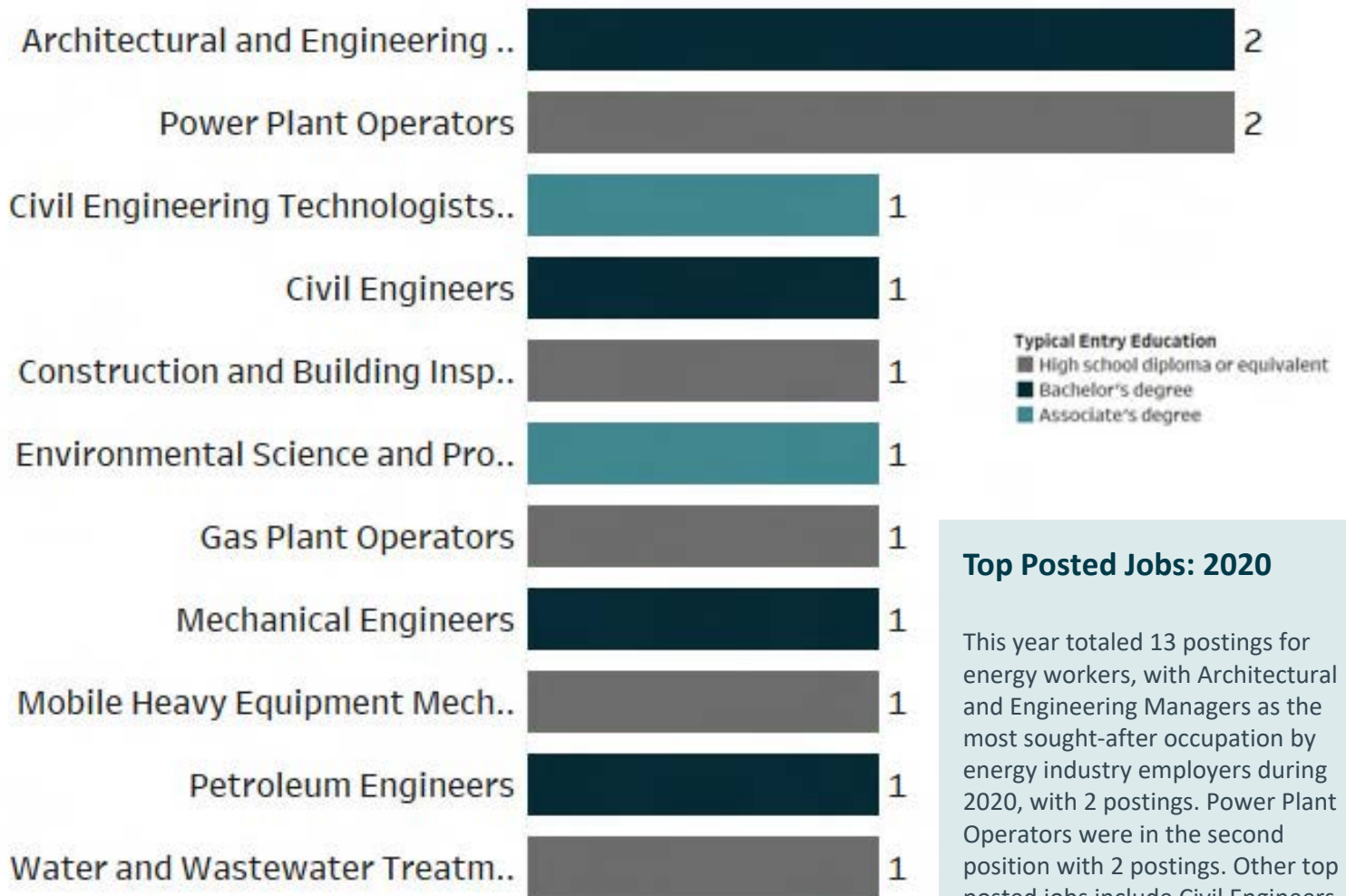
90.8% White | **4.3% Black or African American** | **2.1% Hispanic or Latino**

Worker Age Demographics





Energy
Top Posted Jobs
2020



Top Posted Jobs: 2020

This year totaled 13 postings for energy workers, with Architectural and Engineering Managers as the most sought-after occupation by energy industry employers during 2020, with 2 postings. Power Plant Operators were in the second position with 2 postings. Other top posted jobs include Civil Engineers (1 postings), Mechanical Engineers (1 postings), and Petroleum Engineers (1 postings).

Energy Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to obtain the education or training requirements related to these jobs. Each of the top ten energy occupations have median wages over \$23.00 per hour. The top posted energy job, Architectural and Engineering Managers, offers a median hourly wage of \$59.72, or annual earnings of approximately \$124,218. Technician and construction-focused positions related to energy generally have shorter term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

Wage Overview for Top Posted Energy Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9041	Architectural and Engineering Managers	\$42.66	\$50.21	\$59.72	\$70.32	\$83.87
51-8013	Power Plant Operators	\$33.27	\$36.31	\$41.78	\$49.39	\$59.15
17-2051	Civil Engineers	\$23.58	\$27.64	\$33.20	\$40.36	\$49.14
17-2141	Mechanical Engineers	\$28.15	\$32.98	\$41.00	\$50.73	\$58.28
17-2171	Petroleum Engineers	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
17-3022	Civil Engineering Technologists and Technicians	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
19-4042	Environmental Science and Protection Technicians, Including Health	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data
47-4011	Construction and Building Inspectors	\$12.29	\$17.52	\$24.76	\$29.35	\$33.51
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$17.00	\$19.91	\$24.62	\$29.69	\$33.47
51-8031	Water and Wastewater Treatment Plant and System Operators	\$14.26	\$17.45	\$21.10	\$25.16	\$28.11

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Safety Standards
- Business Software
- Turbines
- Internal Controls
- Corrective And Preventive Action (CAPA)

In-Demand Foundational Skills

- Communications
- Operations
- Management
- Valid Driver's License
- Organizational Skills

In-Demand Education Level*

- High School Diploma: 46.2%
- Associate Degree: 61.5%
- Bachelor's Degree: 38.5%
- Master's Degree: 0.0%

In-Demand Certifications

- Professional Engineer
- Commercial Driver's License (CDL)
- Engineer in Training
- Licensed Professional Engineer
- Project Management Professional Certification

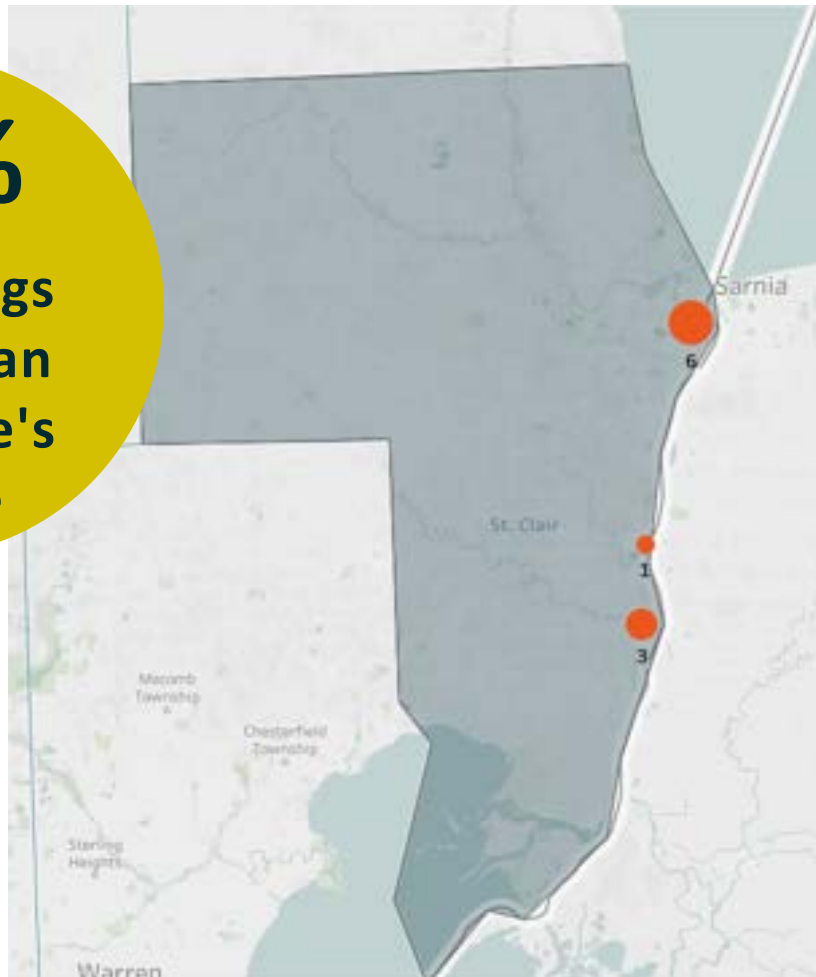
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent



Employer Demand by City

62%

**of Postings
Require an
Associate's
Degree**



Top Posting Employers*

- Semco Energy, Inc.
- CMS Energy Corporation
- DTE Energy Company

Job Postings by City

1. Port Huron: 6 Postings
2. East China: 3 Postings
3. Saint Clair: 1 Postings

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



Introduction

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

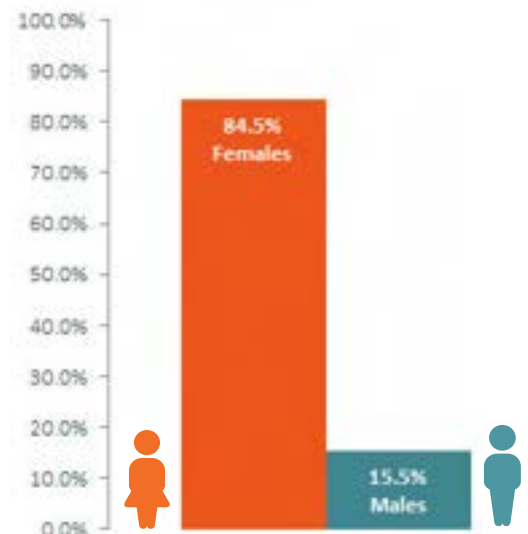


5,163
Health Care Workers
4.6% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Health Care Worker Demographics

According to 2020 Emsi data, the health care occupation group employed 5,163 workers in St. Clair county, who are overwhelmingly female (84.5 percent) and between the ages of 25 and 54 (68.0 percent), although 23.2 percent of workers are over 54. The healthcare occupation group is primarily white in St. Clair county, with 87.5 percent of workers identifying as white, 5.6 percent identifying as Black or African American, and 6.9 percent identifying otherwise.

Race and Ethnicity Demographics

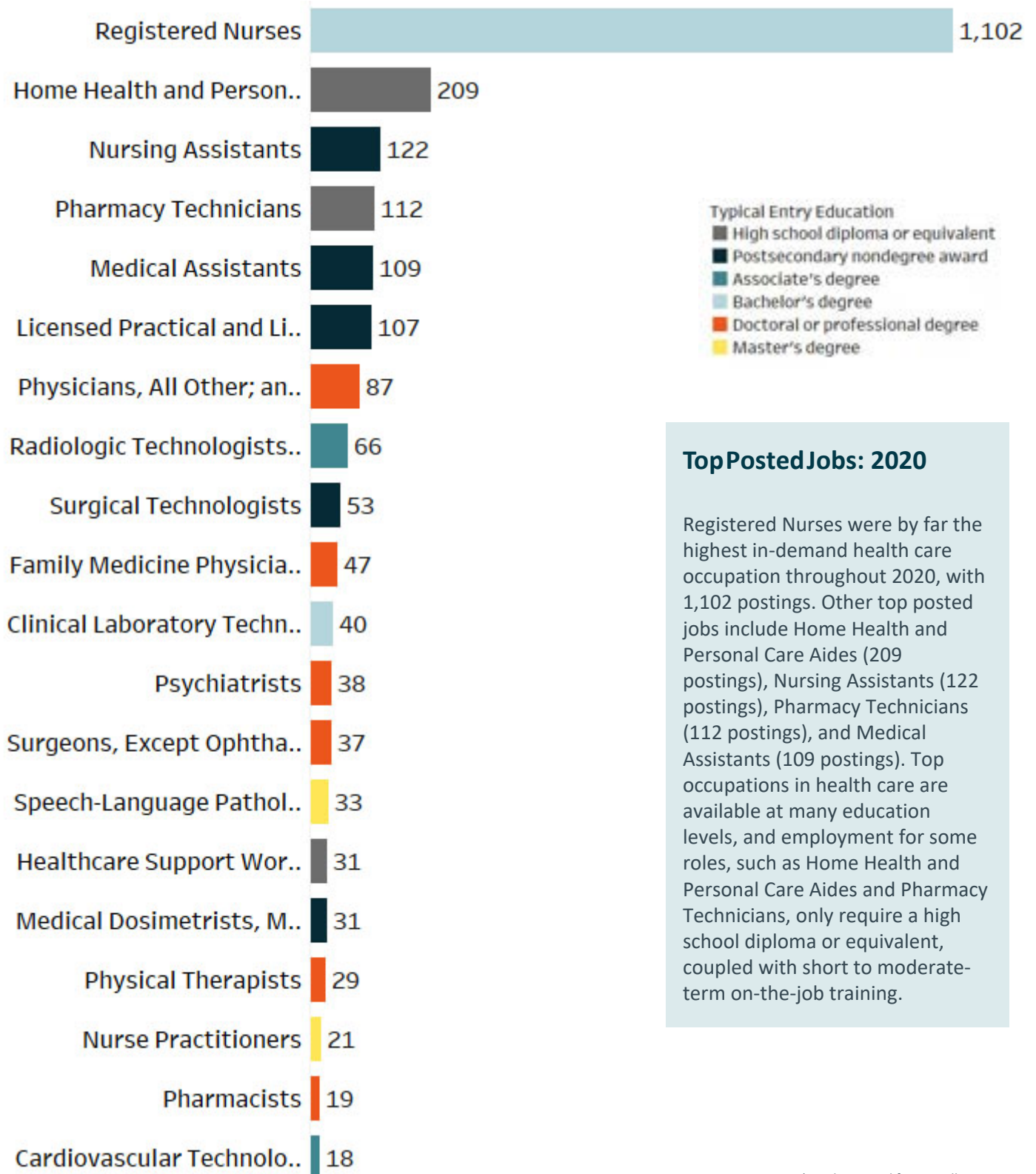
87.5% White | **5.6% Black or African American** | **3.0% Hispanic or Latino**

Worker Age Demographics





Health Care Top Posted Jobs 2020



Top Posted Jobs: 2020

Registered Nurses were by far the highest in-demand health care occupation throughout 2020, with 1,102 postings. Other top posted jobs include Home Health and Personal Care Aides (209 postings), Nursing Assistants (122 postings), Pharmacy Technicians (112 postings), and Medical Assistants (109 postings). Top occupations in health care are available at many education levels, and employment for some roles, such as Home Health and Personal Care Aides and Pharmacy Technicians, only require a high school diploma or equivalent, coupled with short to moderate-term on-the-job training.



Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements, and a high volume of jobs are open to candidates with less than a bachelor's degree. Most of the top-posted jobs pay over \$15.00 per hour. Registered Nurses, the top posted health care job, offers a median hourly wage of \$32.45 per hour or annual salary of about \$67,496.

Wage Overview for Top Posted Health Care Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$24.27	\$27.92	\$32.45	\$37.46	\$42.76
31-1128	Home Health and Personal Care Aides	\$9.45	\$10.02	\$11.01	\$12.62	\$14.71
31-1131	Nursing Assistants	\$10.76	\$11.99	\$13.51	\$15.53	\$17.01
29-2052	Pharmacy Technicians	\$10.21	\$12.07	\$14.81	\$17.82	\$21.88
31-9092	Medical Assistants	\$11.69	\$12.87	\$14.70	\$16.66	\$18.87
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.50	\$20.75	\$23.45	\$25.85	\$27.38
29-1228	Physicians, All Other, and Ophthalmologists, Except Pediatric	\$22.09	\$24.38	\$28.54	\$90.05	\$99.11
29-2034	Radiologic Technologists and Technicians	\$18.20	\$21.62	\$25.57	\$29.87	\$33.77
29-2055	Surgical Technologists	\$13.19	\$15.58	\$19.19	\$22.84	\$26.37
29-1215	Family Medicine Physicians	\$44.19	\$52.16	\$79.73	\$90.00	\$137.97

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Basic Life Support
- Cardiopulmonary Resuscitation (CPR)
- Advanced Cardiovascular Life Support (ACLS)
- Caregiving

In-Demand Foundational Skills

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

In-Demand Education Level*

- High School Diploma: 17.5%
- Associate Degree: 22.0%
- Bachelor's Degree: 7.0%
- Master's Degree: 3.6%

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

In-Demand Certifications

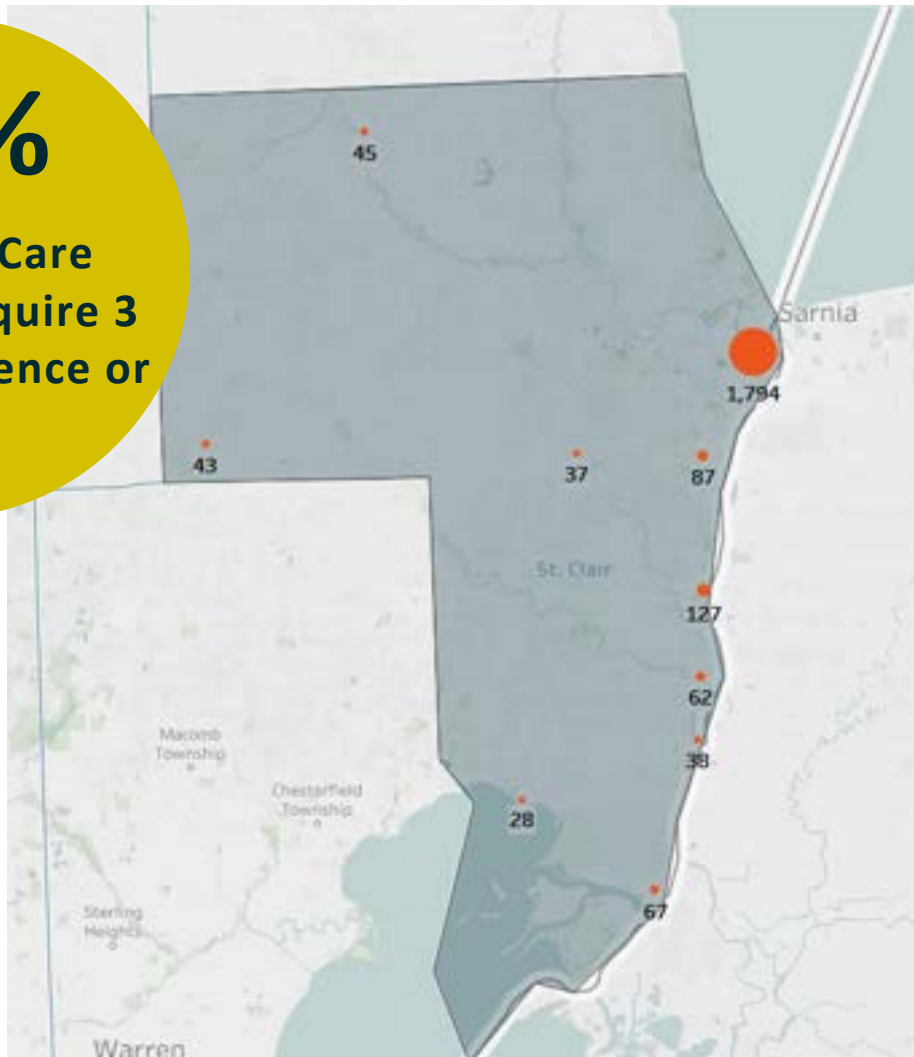
- Licensed Practical Nurse
- Certified Nursing Assistant
- Nurse Practitioner
- Certified Pharmacy Technician
- American Registry Of Radiologic Technologists (ARRT) Certified



Employer Demand by City

37%

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



Top Posting Employers*

- McLaren, Inc.
- Huron Medical Center
- Nomad Health
- Corizon Health, Inc.
- Prime Inc
- CareInHomes.com
- CVS Health Corporation
- Manor Care, Inc.
- Ascension
- Prestige Health Care Services, Inc.

Job Postings by City

1. Port Huron: 1,794 Postings
2. Saint Clair: 127 Postings
3. Marysville: 87 Postings
4. Algonac: 67 Postings
5. East China: 62 Postings
6. Yale: 45 Postings
7. Allenton: 43 Postings
8. Marine City: 38 Postings
9. Smiths Creek: 37 Postings
10. Fair Haven: 28 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 annually.

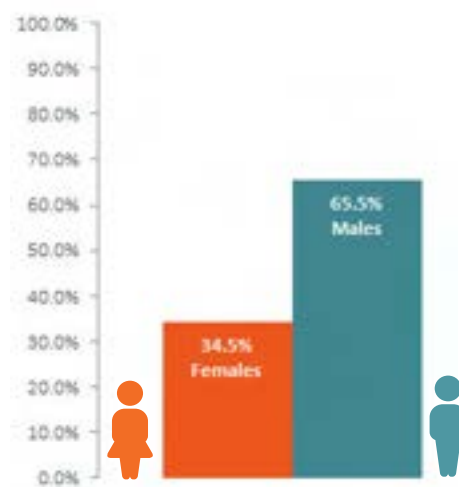


672
IT Workers
1.0% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender Demographics



Information Technology Worker Demographics

According to 2020 Emsi data, St. Clair county has 672 IT workers. The workforce is not too diverse, with most workers identifying as white males (65.5 percent) between the ages of 25 and 54. Roughly 74.9 percent of the workforce are between the ages of 25 and 54. Workers aged 55 years and older account for 19.8 percent, while only 3.5 percent are 24 years old or younger. Around 87.0 percent of the workforce identify as white, with workers who identify as Black or African American make up 5.3 percent of the workforce.

Race and Ethnicity Demographics

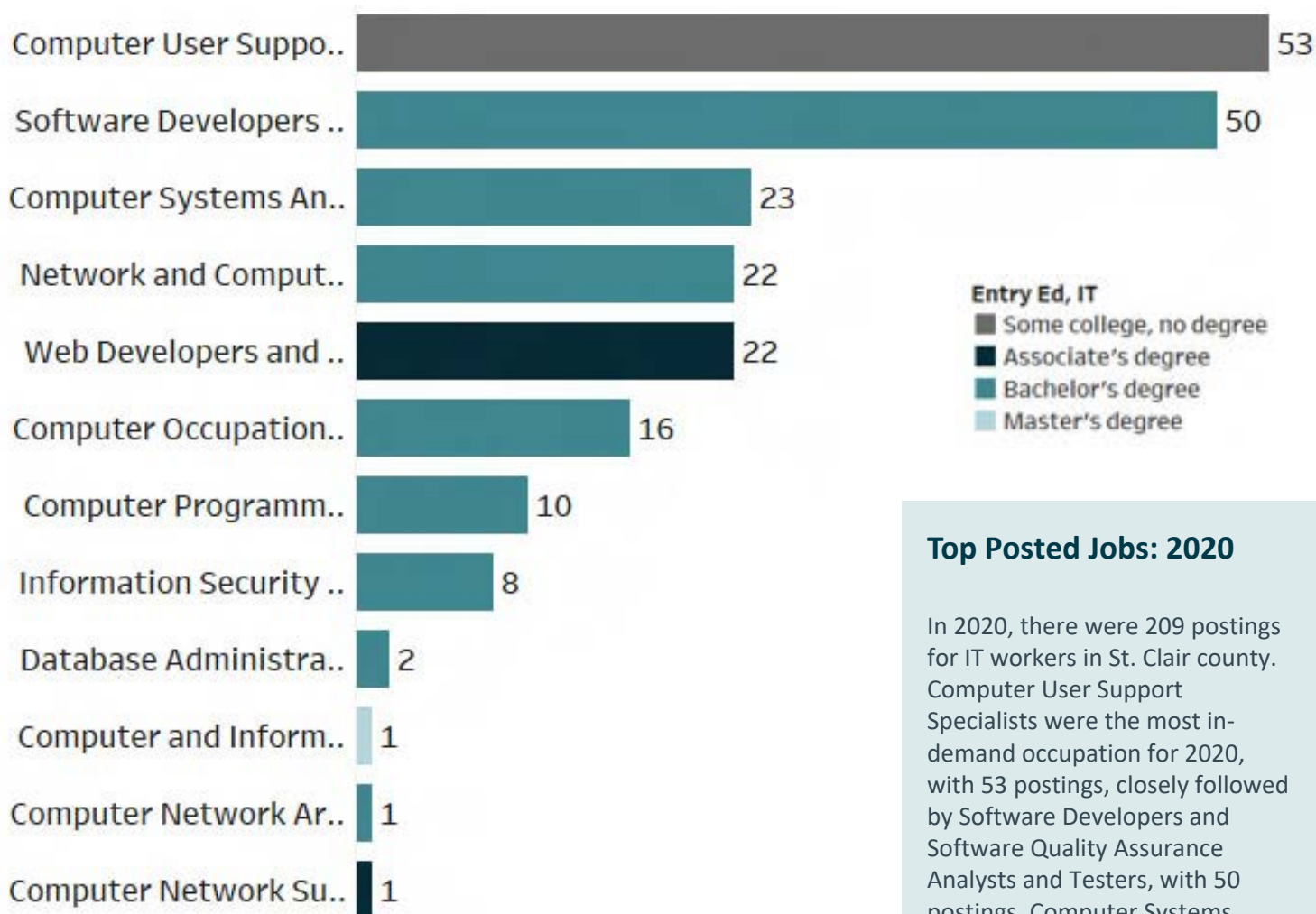
87.0% White | **5.3% Black or African American** | **4.3% Hispanic or Latino**

Worker Age Demographics





Information Technology Top Posted Jobs 2020



Top Posted Jobs: 2020

In 2020, there were 209 postings for IT workers in St. Clair county. Computer User Support Specialists were the most in-demand occupation for 2020, with 53 postings, closely followed by Software Developers and Software Quality Assurance Analysts and Testers, with 50 postings. Computer Systems Analysts (23 postings) and Network and Computer Systems Administrators (22 posting) were also high in-demand occupations. Although the top IT jobs generally require a bachelor's degree, Computer User Support Specialists, typically require some college, no degree.



Information Technology Wage Overview

In-demand IT occupations provide high wages, even for those at entry-level and with fewer credentials. Computer User Support Specialists, the most in-demand occupation, offers a median hourly wage of \$19.69 per hour or almost \$40,955 per year. Software Developers and Software Quality Assurance Analysts and Testers earn the highest median wage at \$39.98 per hour or nearly \$83,158 per year. Other occupations that have fewer qualifications, such as Computer User Support Specialists and Web Developers and Digital Interface Designers, make over \$19.00 per hour.

Wage Overview for Top Posted IT Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1232	Computer User Support Specialists	\$12.73	\$15.18	\$19.69	\$25.96	\$32.49
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	\$25.28	\$31.78	\$39.98	\$49.27	\$56.98
15-1211	Computer Systems Analysts	\$23.53	\$29.79	\$37.47	\$46.55	\$55.95
15-1244	Network and Computer Systems Administrators	\$23.03	\$29.07	\$35.72	\$44.53	\$53.48
15-1257	Web Developers and Digital Interface Designers	\$16.56	\$21.86	\$29.98	\$39.21	\$45.37
15-1299	Computer Occupations, All Other	\$17.55	\$24.13	\$33.49	\$44.08	\$54.04
15-1251	Computer Programmers	\$19.50	\$25.35	\$32.67	\$40.01	\$45.85
15-1212	Information Security Analysts	\$25.05	\$30.77	\$38.81	\$49.73	\$57.42
15-1245	Database Administrators and Architects	\$23.40	\$28.94	\$39.71	\$49.42	\$56.48
15-1221	Computer and Information Research Scientists	Insf. Data	Insf. Data	Insf. Data	Insf. Data	Insf. Data

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Operating Systems
- SQL
- Software Engineering
- Software Development
- Computer Science

In-Demand Foundational Skills

- Communications
- Troubleshooting
- Management
- Problem Solving
- Customer Service

In-Demand Education Level*

- High School Diploma: 9.6%
- Associate Degree: 14.8%
- Bachelor's Degree: 22.5%
- Master's Degree: 4.3%

In-Demand Certifications

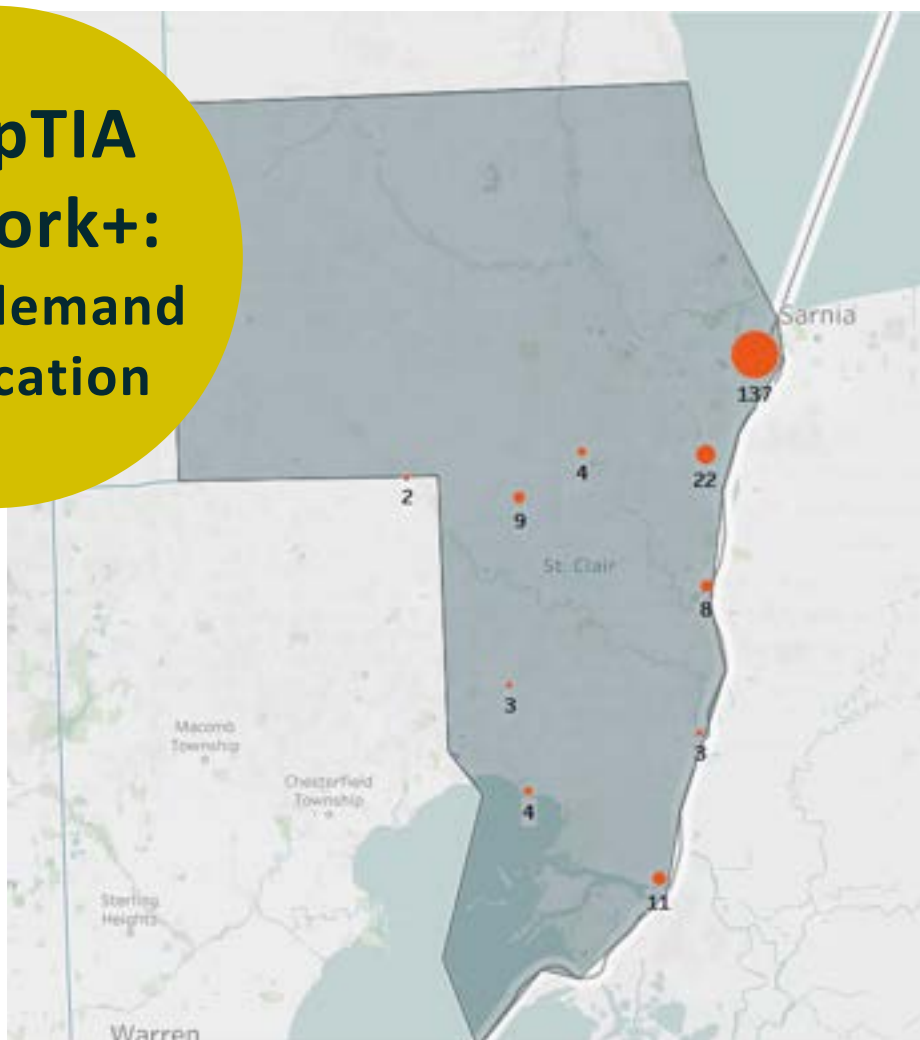
- CompTIA Network+
- CompTIA A+
- ITIL Certifications
- Microsoft Certified Professional
- Microsoft Certified Systems Engineer

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



Employer Demand by City

**CompTIA
Network+:
Top In-demand
Certification**



Top Posting Employers*

- Jobot
- Revature
- Change Healthcare, Inc.
- Spectra
- Stefanini, Inc.
- Grifols Biologicals Inc.
- Advanced Technology Solutions, Inc.
- Online Access, Inc.
- Total Life Changes, LLC
- TATA CONSULTANCY SERVICES LIMITED

Job Postings by City

1. Port Huron: 137 Postings
2. Marysville: 22 Postings
3. Algonac: 11 Postings
4. Columbus: 9 Postings
5. Saint Clair: 8 Postings
6. Fair Haven: 4 Postings
7. Smiths Creek: 4 Postings
8. Casco: 3 Postings
9. Marine City: 3 Postings
10. Memphis: 2 Postings

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



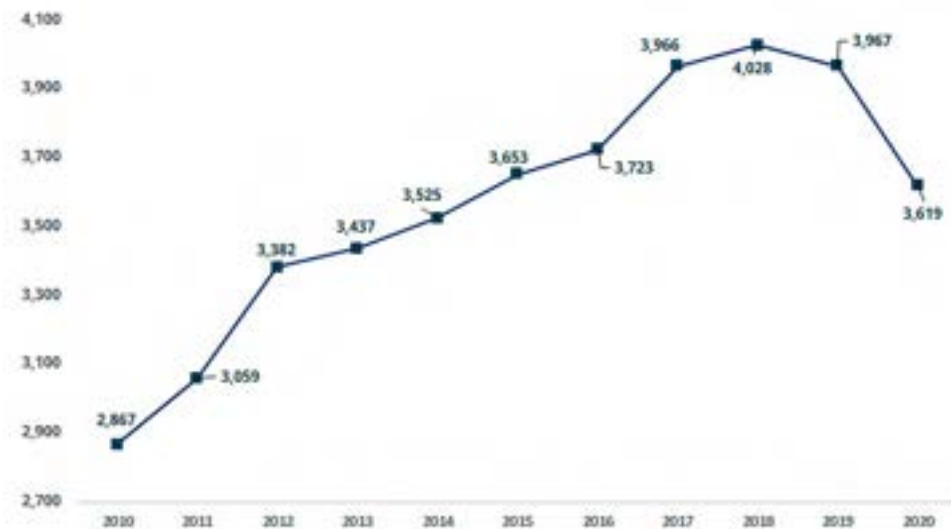
Introduction

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.

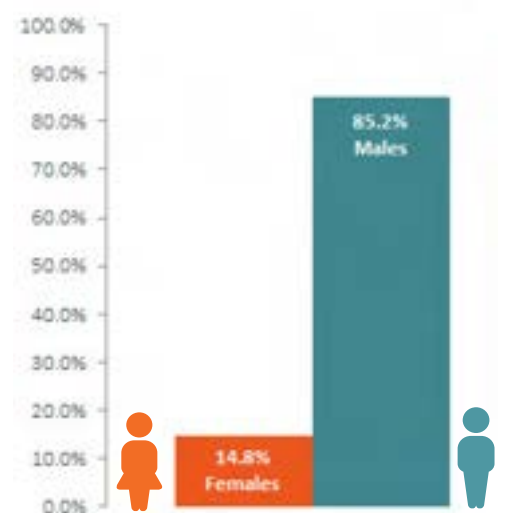
NOTE: Skilled trades related to construction and assembly are not included in this cluster, as the focus is on advanced manufacturing only.

3,619
Skilled Trades Workers
8.8% Decrease
from 2019

Employment Over Time
2010-2020



Worker Gender
Demographics



Skilled Trades Worker Demographics

According to 2020 Emsi data, the skilled trades occupation group employed about 3,619 workers in St. Clair county. Majority of skilled trades workers are white males (85.2 percent) between the ages of 25 and 54 (65.1 percent). Additional outreach will be necessary soon, due to the aging workforce, as 27.6 percent are 55 years of age or older.

Race and Ethnicity Demographics

88.5% White | **6.0% Black or African American** | **3.2% Hispanic or Latino**

Worker Age Demographics





Skilled Trades
Top Posted Jobs
2020





Skilled Trades Wage Overview

Over half of the top ten in-demand skilled trades occupations have median wages above \$15.00 per hour, while the remaining top occupations have wages above \$12.00 per hour. Maintenance and Repair Workers, General, the top posted skilled trades job in 2020, offers a median hourly wage of \$16.08, which translates to an annual salary of about \$33,446.

Wage Overview for Top Posted Skilled Trades Jobs in 2020

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
49-9071	Maintenance and Repair Workers, General	\$10.55	\$12.89	\$16.08	\$21.34	\$26.51
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.46	\$22.26	\$29.41	\$37.18	\$46.88
51-9199	Production Workers, All Other	\$9.45	\$10.40	\$12.70	\$16.90	\$22.08
51-4041	Machinists	\$10.81	\$14.45	\$18.92	\$24.73	\$29.48
11-3051	Industrial Production Managers	\$31.29	\$39.99	\$50.70	\$63.17	\$77.38
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.21	\$14.69	\$17.85	\$21.80	\$27.01
51-9161	Computer Numerically Controlled Tool Operators	\$11.52	\$13.63	\$18.17	\$22.25	\$26.66
49-9041	Industrial Machinery Mechanics	\$14.60	\$18.41	\$23.38	\$28.29	\$33.47
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$9.45	\$10.35	\$12.47	\$15.34	\$17.93
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$11.48	\$14.03	\$18.70	\$24.41	\$27.55

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Oil And Gas
- HVAC
- Restaurant Operation
- Tooling
- Machining

In-Demand Foundational Skills

- Management
- Communications
- Operations
- Cleanliness
- Scheduling

In-Demand Education Level*

- High School Diploma: 35.3%
- Associate Degree: 7.3%
- Bachelor's Degree: 6.9%
- Master's Degree: 0.2%

In-Demand Certifications

- Commercial Driver's License (CDL)
- Certified Quality Auditor
- Certified Forklift Operator
- Certified Quality Engineer
- Certified Quality Manager

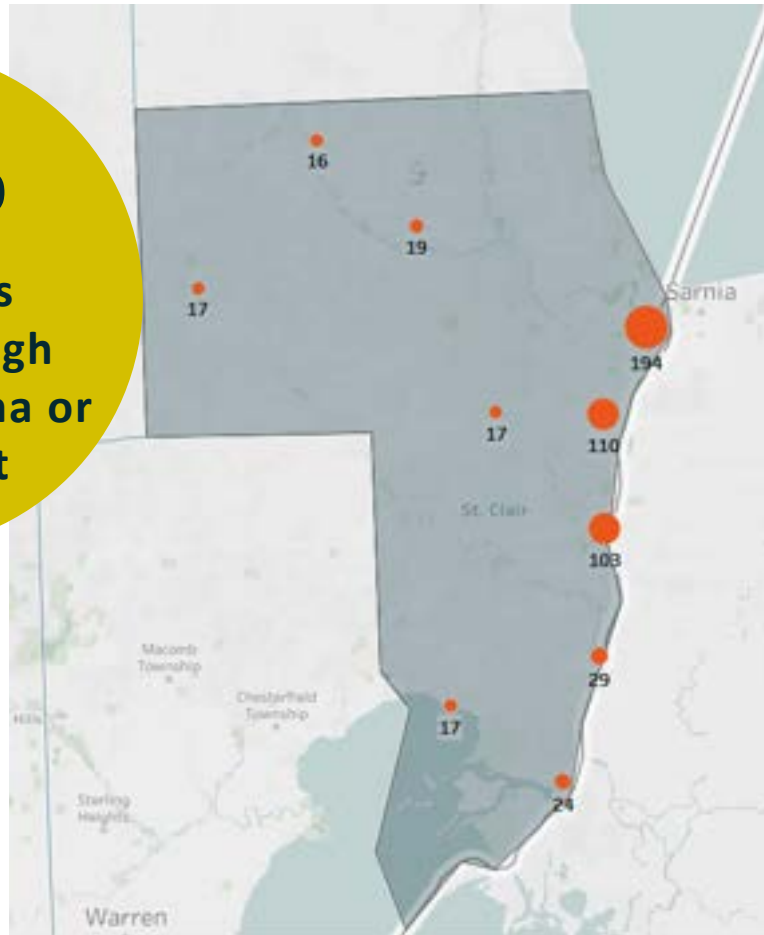
*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent



Employer Demand by City

35%

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



Top Posting Employers*

- McDonald's Corporation
- Nesco Resource
- Aerotek, Inc.
- Witco, Inc.
- ZF Inc
- Sentech Services
- Crete Carrier Corporation
- U.S. Farathane Corporation
- Ptm, Incorporated
- Cargill, Incorporated

Job Postings by City

1. Port Huron: 194 Postings
2. Marysville: 110 Postings
3. Saint Clair: 103 Postings
4. Marine City: 29 Postings
5. Algonac: 24 Postings
6. Avoca: 19 Postings
7. Capac: 17 Postings
8. Fair Haven: 17 Postings
9. Smiths Creek: 17 Postings
10. Yale: 16 Postings

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

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