

Report Contents

- 2 State of the Labor Market
- 3 Key Findings
- 4 Workforce Overview
- 5 Real-Time Demand Overview

Occupation Groups

- 12 Customer Service
- 16 Energy
- 20 Health Care
- 24 Information Technology
- 28 Skilled Trades

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 indepth 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 from the fourth quarter of 2018 in St. Clair county and includes summative data for October, November, and December of 2018. The St. Clair report focuses on analyzing the Customer Service, Energy, Health Care, Information Technology, and Skilled Trades occupation groups.

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.



State of the Labor Market in St. Clair County

During 2018, the labor force figures decreased in St. Clair county while employment increased. With this simultaneous increase in employment and decrease in the labor force, the number of unemployed individuals decreased in the region. This has caused the unemployment rate to drop from the 5.0 percent annual rate in 2017 to the 2018 annual rate of 4.2 percent in 2018. Employer demand for most occupation groups also increased during Q4 2018. The customer service occupation group reported the highest demand with over 1,400 job postings during the quarter. Other occupation groups also offer great job opportunities for active job seekers: information technology postings grew by 43 percent from Q3 2018, and 18 percent of postings were open to entry-level applicants.

Annual Labor Market Information

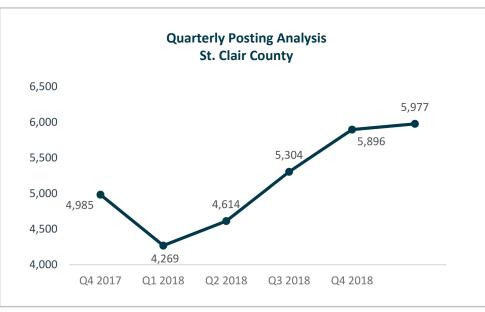
Moving into a ten-year high, the labor force in St. Clair county decreased by 69 individuals between 2017 and 2018. Employment increased by 148 workers between 2017 and 2018. With employment increasing greater than the labor force, the unemployment rate fell by 0.3 percentage points from the annual figures in 2017 to a current YTD rate of 4.7 percent in St. Clair county.

Annual Labor Force, Employment, Unemployment Rate 2010-2018 14,000 80,000 78.000 77.674 75,421 75.352 76,000 74.581 10,000 74,000 73,736 71.672 71,820 8.000 70,000 6,000 68,000 67,818 66,000 64,000 2.000 60.000 2010 2011 2013 2014 2015 2016 2017 2018 -Employment

Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Employer Demand Overview

Data from the fourth quarter of 2018, including posting information from October, November, and December showed employer demand continue to grow throughout St. Clair County. There were 1,627 more postings during Q4 2018 compared to the 4,614 postings made during Q4 2017 for a total of 5,977 postings. Typically, the first half of the year tends to report lower postings than the second half, and 2018 was no exception. 2019 may offer even larger increases in job postings after the first half.

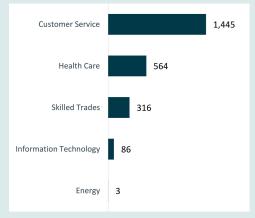


Data: Emsi | Analysis: Workforce Intelligence Network

Employer demand surges with 5,977 jobs posted during Q4 2018, with most occupation groups analyzed by WIN experiencing increases in online job postings between Q3 and Q4 2018.

During Q4 2018, there were 5,977 jobs posted, 81 more than the 5,896 jobs posted during Q3 2018 in St. Clair County. Most of the occupation groups analyzed by WIN experienced an increase during the fourth quarter of 2018. The customer service, health care, IT, skilled trades groups each increased in postings from Q3 2018. Online job postings made by employers in the IT occupation group were up by 43 percent from the previous quarter (Q3 2018). For more information about quarterly job postings, see page 2.

Top 5 Posting Occupation GroupsO4 2018

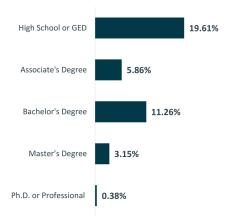


Data: Emsi | Analysis: Workforce Intelligence Network

Job postings made by employers in St. Clair County indicate a high school diploma or GED as the most indemand minimum education level during Q4 2018.

While only 40.3 percent of job postings identified a minimum education level, nearly a fifth (19.6 percent) of the 5,977 jobs posted in St. Clair County indicated the need for candidates with a high school diploma or equivalent. Another 11.3 percent of these postings were seeking applicants with a bachelor's degree. Higher education attainment tends to lead to more lucrative opportunities, but many entry-level opportunities exist for each educational attainment level. As only 40.3 percent of job postings identified a minimum education level, actual educational requirements may vary somewhat across all job openings in the county.

Education Levels In-Demand Q4 2018



Data: Emsi | Analysis: Workforce Intelligence Network

The 2018 annual unemployment rate of 5.2 percent in St. Clair County was down nearly 0.3 percentage points from 2017.

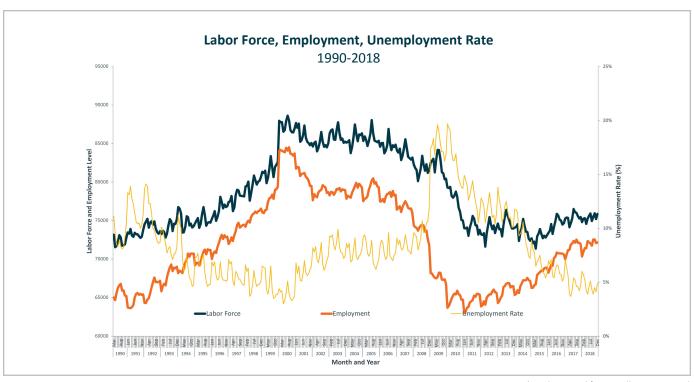
During 2018, both employment and the labor force increased from 2017. The growth in labor force participants combined with the even larger growth in workers caused the quarterly unemployment rate to drop from 5.4 percent in 2017 to 5.2 percent in 2018 as more people found work or started to look for work. During September 2018 employment and labor force spiked, dropping the unemployment rate to a monthly low of 4.5 percent. For more information about this year's unemployment rate and other labor market indicators, see page 4.

Quarterly Labor Market Data

	3rd Quarter 2018	4th Quarter 2018	Change from 3rd Quarter 2018	Percent Change from 3rd Quarter 2018
Labor Force	75,453	75,674	221	0.3%
Employment	72,115	72,271	157	0.2%
Unemployment	3,338	3,402	64	1.9%
Unemployment Rate	4.4%	4.5%	0.1%	na

Note: Monthly data averaged by quarter \mid Data: BLS

WORKFORCE OVERVIEW St. Clair County | Labor Market Information Q4 2018



Data: BLS | Analysis: Workforce Intelligence Network

Quarterly Labor Market Data Q4 2017 - Q4 2018

	4th Quarter 2017	1st Quarter 2018	2nd Quarter 2018	3rd Quarter 2018	4th Quarter 2018	Change from 3rd Quarter 2018	Percent Change from 3rd Quarter 2018	Change from 4th Quarter 2017	Percent Change from 4th Quarter 2017
Labor Force	75,440	75,027	75,156	75,453	75,674	221	0.3%	234	0.3%
Employment	72,061	70,651	71,983	72,115	72,271	157	0.2%	211	0.3%
Unemployment	3,379	4,376	3,173	3,338	3,402	64	1.9%	23	0.7%
Unemployment Rate	4.5%	5.8%	4.2%	4.4%	4.5%	0.1%	na	0.0%	na

Note: Monthly data averaged by quarter | Data: BLS

Labor Force, Employment, and Unemployment

The labor market in St. Clair County has experienced relative stability since 2010. The labor force increased by 221 workers (0.3 percent) between Q3 2018 and Q4 2018. Employment in the county area has increased from Q3 2018, by 211 workers (0.2 percent). With employment increasing less than the labor force increased, the unemployment rate also increased this quarter: the quarterly unemployment rate increased by 0.1 percentage points between Q3 2018 and Q4 2018 to 4.3 percent.

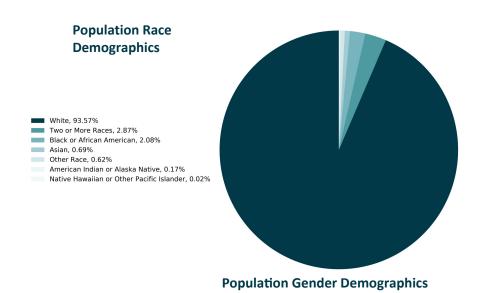
Population Demographics

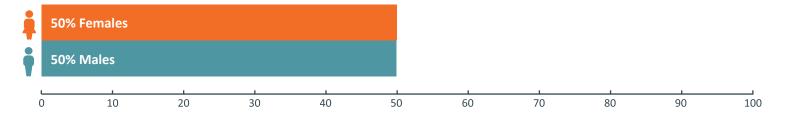
According to the data from the most recent Census Bureau 2017 ACS Five Year estimates, the population in St. Clair county decreased by nearly 0.2 percent between 2016 and 2017. During 2017, 159,761 people were living in the region. The sex of the populace was split almost evenly, with about 50.4 percent of the population identifying as female, and the other 49.6 percent identifying as male. The majority of the population identified as White (94 percent) with the second largest number of individuals identifying as black of African American (14 percent). The county is facing an aging population; 32.4 percent of population was over the age of 55, compared to 17.5 percent under the age of 24.



159,761
People in the Region

0.2% Decrease from 2016





Population Age Demographics



2017 Labor Force, Employment, and Unemployment Demographics

	Civilian Labor Fo	orce by Demogra	aphic Group	
	Civilian Labor	Total	Total	Unemployment
Demographic Group	Force	Employment	Unemployment	Rate
Total Population 16 +	78,389	72,429	5,958	7.6%
Sex				
Male 16+	41,298	38,261	3,037	7.4%
16-19	1,861	1,426	435	23.4%
20-24	4,143	3,503	640	15.4%
25-54	26,069	24,539	1,530	5.9%
55-64	7,573	7,181	392	5.2%
65 Plus	1,652	1,612	40	2.4%
Female 16+	37,044	34,158	2,886	7.8%
16-19	2,072	1,550	522	25.2%
20-24	3,841	3,418	423	11.0%
25-54	23,224	21,711	1,513	6.5%
55-64	6,439	6,095	344	5.3%
65 Plus	1,468	1,384	084	5.7%
Race				
White	73,943	68,801	5,102	6.9%
Black / African				
American	1,695	1,308	386	22.8%
Native American	94	89	5	5.3%
Asian	473	421	52	11.0%
Native Hawaiian /				
Pacific Islander	16	16	0	0.0%
Some Other Race	591	527	64	10.8%
Two or More Races	1,599	1,252	349	21.8%
Ethnicity				
Hispanic	2,489	2,122	366	14.7%

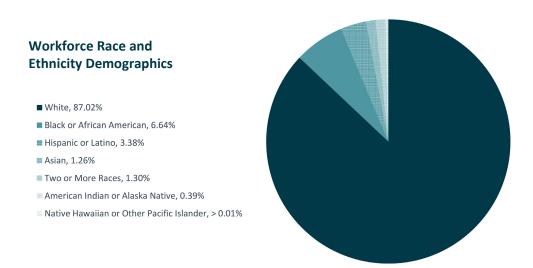
Data: American Community Survey 5-Year Estimates | Analysis: Workforce Intelligence Network

Labor Market Demographics

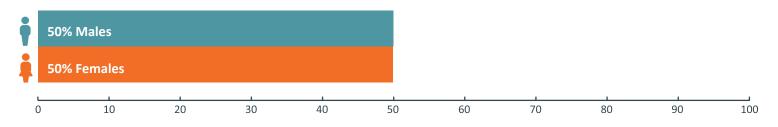
During 2017, the most recent census year, there were about 78,389 million people in the labor force, meaning they were either working or looking for work, in St. Clair County. Slightly less than half of the population of 159,761 (49.1 percent) individuals living in the region were participating in the labor force. The highest unemployment rates were seen in those aged 24 years old or younger. Females under the age of 19 face an unemployment rate of 24.2 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 22.8 percent.

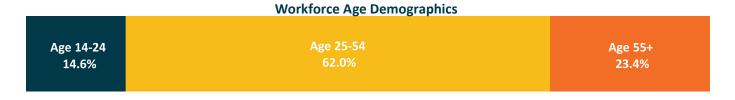
Current Workforce Demographics

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. During 2018, there were a total of 49,193 individuals working in St. Clair County. A slight majority (50.2 percent or 24,680 workers) were male, while 49.8 percent (24,513 workers) of the workforce was female. Most of those working in the region were white, accounting for 87 percent of the workforce, while African American or black workers accounted for 7 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 3 percent. Eighty-five percent of the workforce was 25 years or older. Only fifteen percent of those under the age of 25 were working, indicating an aging workforce in St. Clair County.



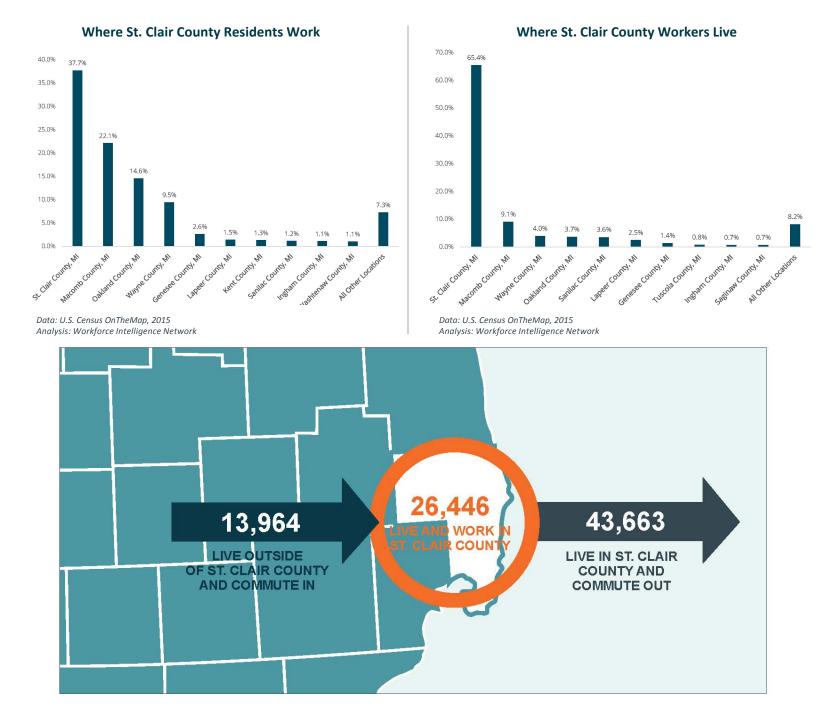
Workforce Gender Demographics



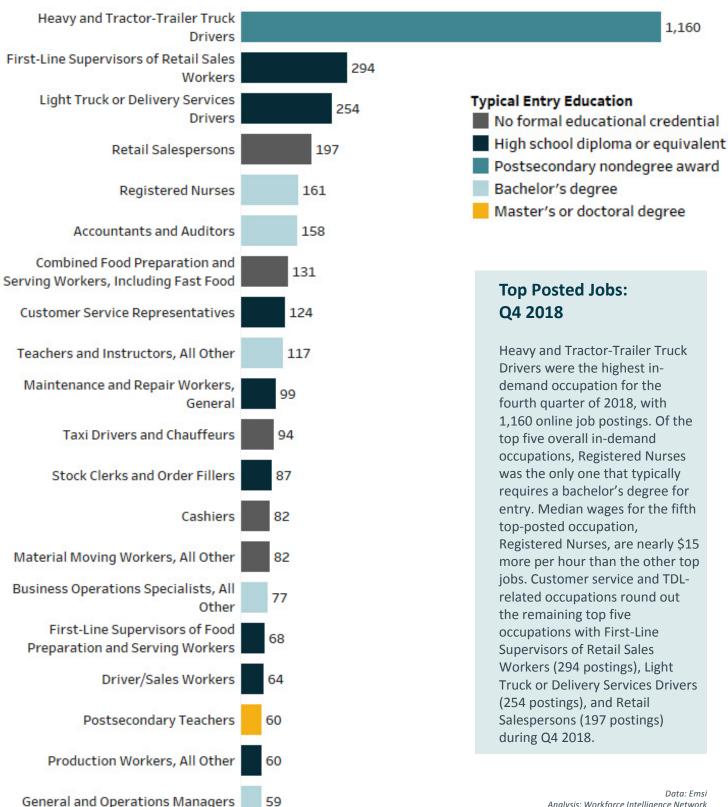


Regional Commuting Patterns

According to the most recent OnTheMap data set available from the Census Bureau, during 2015, the St. Clair County workforce consisted of 70,109 residents. 26,646 (37.7 percent) of the residents lived and worked within the county, while the remaining 43,663 residents (62.3 percent) traveled outside of the region for work. There were 40,410 workers employed in the county during 2015. Of those, 13,964 workers (34.6 percent) lived outside of the county's borders and commuted in. From this information, we can see that the St. Clair County is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.



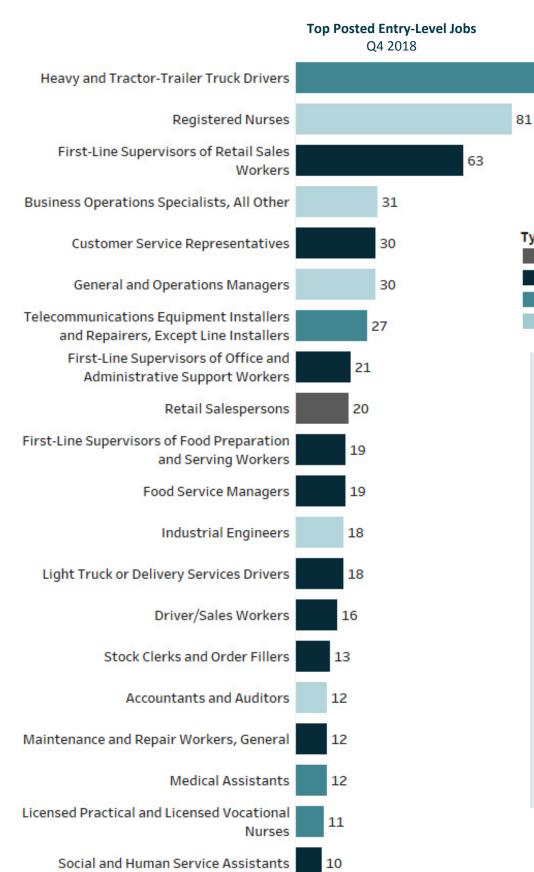
REAL-TIME DEMAND OVERVIEW St. Clair County | Top Posted Jobs | Q4 2018



Top Posted Jobs Q4 2018

151

REAL-TIME DEMAND OVERVIEW St. Clair County | Top Posted Entry-Level Jobs | Q4 2018



Typical Entry Education

- No formal educational credential
- High school diploma or equivalent
- Postsecondary nondegree award
- Bachelor's degree

Top Posted Entry-Level Jobs: Q4 2018

Heavy and Tractor-Trailer Truck Drivers were the highest in-demand entry level occupation for the fourth quarter of 2018, with 151 online job postings. Of the top five entry level indemand occupations, Registered Nurses and **Business Operations** Specialists, All Other, typically require a bachelor's degree for entry. Customer service-related occupations round out the remaining top five entry level occupations with First-Line Supervisors of Retail Sales Workers (63 postings) and Customer Service Representatives (30 postings) during Q4 2018.

REAL-TIME DEMAND OVERVIEW St. Clair County | Job Postings by City | Q4 2018

Job Postings by City Q4 2018



Map based on Longitude (generated) and Latitude (generated). Color shows sum of Postings/hiring intensity. Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

Top In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Public Accountant
- Certified Nursing Assistant
- Licensed Practical Nurse
- Nurse Practitioner
- Transportation Worker Identification Credential (TWIC) Card
- Product Certification
- Certified Pharmacy Technician
- Licensed Vocational Nurses
- Certified Benefits Professional

Top In-Demand Skills

- Restaurant Operation
- Merchandising
- Cash Register
- Customer Satisfaction
- Accounting
- Food Services
- Selling Techniques
- Franchising
- Auditing
- Tax Return

Top Posting Employers*

- CRST International, Inc.
- C.R. England, Inc.
- McDonald's Corporation
- United Parcel Service, Inc.
- Dollar General Corporation
- Huron Medical Center
- Intuit Inc.
- USA Truck, Inc.
- Love's Travel Stops & Country Stores, Inc.
- St. Clair County Community College

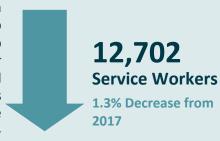
^{*}Employer names are listed as they appear in online job postings.

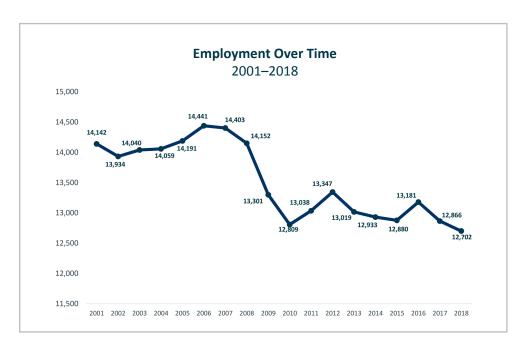


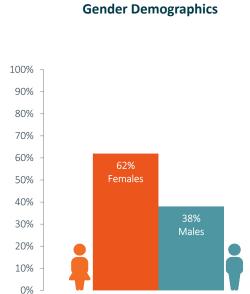
CUSTOMER SERVICE OCCUPATION GROUP St. Clair County | Q4 2018

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 of very high importance to the region because it is the first to grow when the economy expands and the first to contract in a downturn: it is often a leading indicator. The large number of postings for this occupation group are due in part to the relatively high worker turnover. 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. These skills are also transferrable to public-facing positions in many other occupation groups.







Population

Customer Service Worker Demographics

According to the most recent Emsi data set available (2018), having over 12,000 workers, the customer service occupation group is more diverse than other occupation groups. During 2018, 62 percent of workers identified as female. Fourteen percent of workers in customer service were identified as a racial minority. A quarter of the workforce (39 percent) was under the age of 25, a much higher percentage than in other occupation groups.

Race and Ethnicity Demographics

86.0% White | 7.2% Black or African American | 1.2% Asian

Population Age Demographics



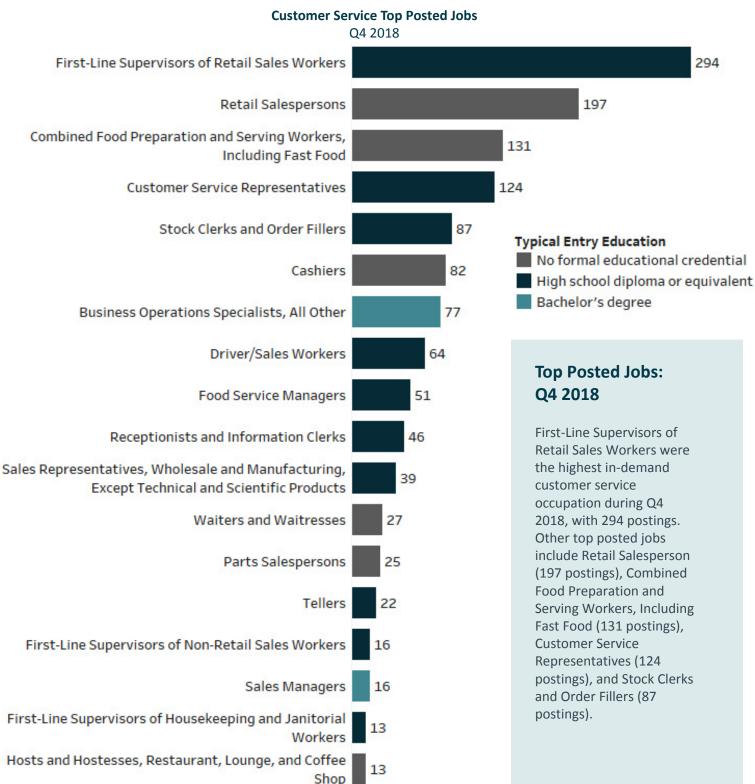
294





1,445 Customer Service Postings: 225 More than in Q3 2018 for Most Customer Service Jobs

High School Diploma Required



Demonstrators and Product Promoters

Janitors and Cleaners, Except Maids and

Housekeeping Cleaners

Top Posted Jobs:

197

First-Line Supervisors of Retail Sales Workers were the highest in-demand customer service occupation during Q4 2018, with 294 postings. Other top posted jobs include Retail Salesperson (197 postings), Combined Food Preparation and Serving Workers, Including Fast Food (131 postings), **Customer Service** Representatives (124 postings), and Stock Clerks and Order Fillers (87 postings).

> Data: Emsi Analysis: Workforce Intelligence Network



High Earning Potential for Business Operation Specialists, All Other



CDL Certification: In-Demand Customer Service Certification

Customer Service Wage Overview

Despite being in high demand, most customer service related occupations offer relatively low wages according to the Despite being in high demand, most customer service related occupations offer relatively low wages according to the Bureau of Labor Statistics (BLS). However, three of the top ten posted occupations report median wages over \$15 per hour. The top posted job, First-Line Supervisors of Retail Sales Workers, offers a median hourly wage of \$16.85 or an annual salary of over \$35,000.

Wage Overview for Top Posted Customer Service Jobs in Q4 2018

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	\$11.59	\$13.78	\$16.85	\$22.58	\$29.89
41-2031	Retail Salespersons	\$8.90	\$9.19	\$10.58	\$13.44	\$17.69
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.90	\$9.02	\$9.22	\$9.62	\$11.31
43-4051	Customer Service Representatives	\$9.59	\$11.56	\$14.38	\$18.85	\$25.22
43-5081	Stock Clerks and Order Fillers	\$8.90	\$9.30	\$10.80	\$13.89	\$17.44
41-2011	Cashiers	\$8.90	\$9.05	\$9.55	\$11.09	\$13.59
13-1199	Business Operations Specialists, All Other	\$15.91	\$22.05	\$31.16	\$41.62	\$52.12
53-3031	Driver/Sales Workers	\$8.90	\$9.12	\$10.83	\$16.93	\$23.47
11-9051	Food Service Managers	\$10.22	\$11.94	\$19.26	\$30.62	\$41.23
43-4171	Receptionists and Information Clerks	\$8.90	\$10.37	\$12.50	\$14.68	\$17.32

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

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

In-Demand Education Level*

High School Diploma: 36.4%Associate Degree: 20.8%Bachelor's Degree: 5.4%

• Master's Degree: 0.3%

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

In-Demand Foundational Skills

- Customer Service
- Sales
- Management
- Communications
- Hospitality

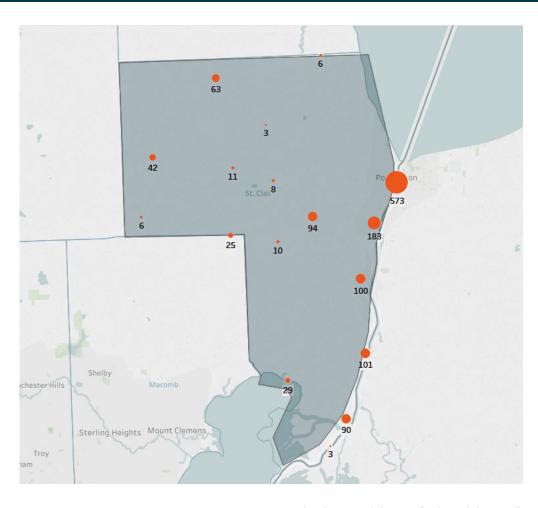
In-Demand Certifications

- Commercial Driver's License (CDL)
- Certified Benefits Professional
- Certified Professional Geologist
- Certified Nursing Assistant
- Certified Professional Coder



Retail Stores and Restaurants in Need of Customer Service Workers





Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

Top Posting Employers*

- Dollar General Corporation
- McDonald's Corporation
- H&R Block, Inc.
- Pilot Flying J
- CVS Health Corporation
- Pizza Hut, Inc.
- Autozone, Inc.
- The Kroger Co
- COMPASS GROUP PLC
- Love's Travel Stops & Country Stores, Inc.

Job Postings by City

1. Port Huron, MI: 573 Postings

2. Marysville, MI: 183 Postings

3. Marine City, MI: 101 Postings

4. Saint Clair, MI: 100 Postings

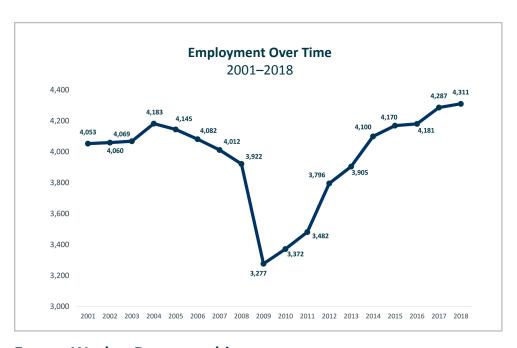
5. Smiths Creek, MI: 94 Postings

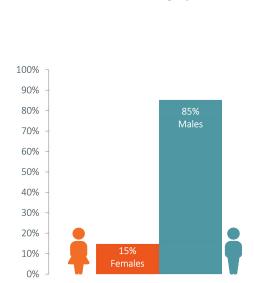
^{*}Employer names are listed as they appear in online job postings.

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. Data referenced in this section pertain only to job postings from energy-related businesses.





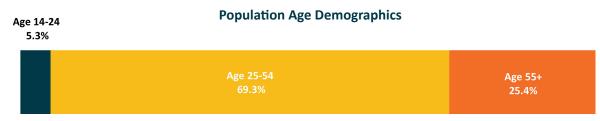


Population Gender Demographics

Energy Worker Demographics

According to the most recent Emsi data set available (2018), The over 5,000 workers in the energy occupation group are primarily white males between the ages of 25 and 54, with fifteen percent of workers identifying as female and just nine percent identifying as a racial minority. Only five percent of the workers in the occupation group are under the age of 24, indicating that the energy field faces a particular threat from the region's aging workforce.

Race and Ethnicity Demographics 91.0% White | 4.2% Black or African American | 1.5% Asian









Bachelors Degree Required for Most Energy Jobs

Energy Top Posted Jobs Q4 2018



Typical Entry Education

Associate's degree

Bachelor's degree

Top Posted Jobs: Q4 2018

During the fourth quarter of 2018, there were only three energy related postings made in St. Clair County. These postings were made for an Architectural and Engineering Manager, an Industrial Engineer, and an **Environmental Science and** Protection Technicians, Including Health. These postings all tend to require applicants to have some post-secondary education due to their engineering focus.



High Earning Potential for Architectural and Engineering Managers



Professional Engineering Certification: Most In-Demand Energy Certification

Energy Wage Overview

The high demand for engineers in the energy field creates lucrative opportunities for job seekers willing to achieve the minimum educational requirements related to these jobs. According to the Bureau of Labor Statistics (BLS), the top posted energy job, Architectural and Engineering Managers Engineers, offers a median hourly wage of \$55.97, or annual earnings of approximately \$116,000. Technician and construction-focused positions 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 Q4 2018

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
11-9041	Architectural and Engineering Managers	\$39.06	\$47.33	\$55.97	\$66.69	\$77.88
17-2112	Industrial Engineers	\$26.65	\$32.46	\$40.66	\$49.60	\$55.86
19-4091	Environmental Science and Protection Technicians, Including Health	No Data Available	No Data Available	No Data Available	No Data Available	No Data Available

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

ManagementSpreadsheets

Communications

Word ProcessorLeadership

In-Demand Foundational Skills

In-Demand Technical Skills

- Application Programming Interface
- Well Logging
- Business Software
- Internal Controls
- Strategic Management

In-Demand Certifications

• Professional Engineer

In-Demand Education Level*

• High School Diploma: 33.3%

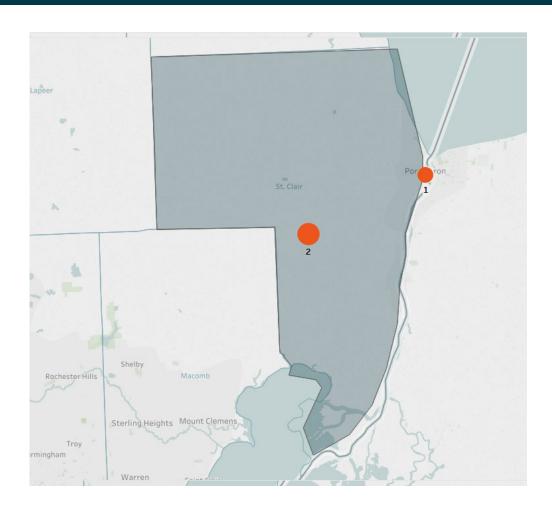
• Bachelor's Degree: 66.6%

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



Utility and Electronic Companies: Top Employers





Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

Top Posting Employers*

- Wec Energy Group Inc.
- Wisconsin Electric Power Company
- Semco Energy, Inc.

Job Postings by City

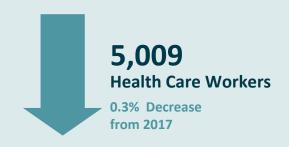
- 1. Columbus, MI: 2 Postings
- 2. Port Huron, MI: 1 Posting

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

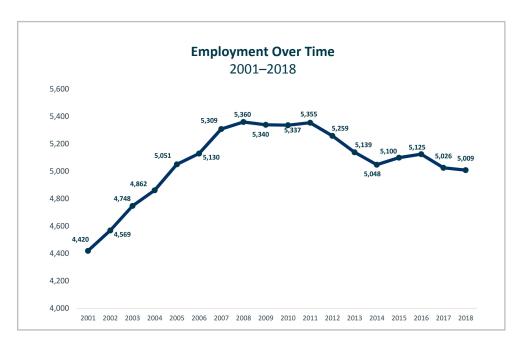
HEALTH CARE OCCUPATION GROUP St. Clair County | Q4 2018

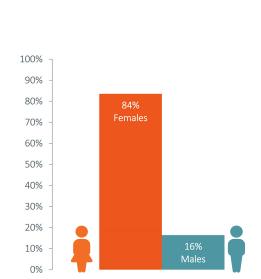
Introduction

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.



Population Gender Demographics





Health Care Worker Demographics

According to the most recent Emsi data set available (2018), the Health Care occupation group employs around 244,937 workers, who are primarily female (84 percent) and between the ages of 25 and 54 (70 percent), although 22 percent of workers are over 55. The group has a similar proportion of racial minorities as the workforce as a whole, with 90 percent of workers identifying as white, four percent identifying as black or African American, and six percent identifying otherwise.

Race and Ethnicity Demographics

90.3% White | 3.6% Black or African American | 2.2% Asian

Population Age Demographics





13 More than in Q3 2018

Technicians, All Other

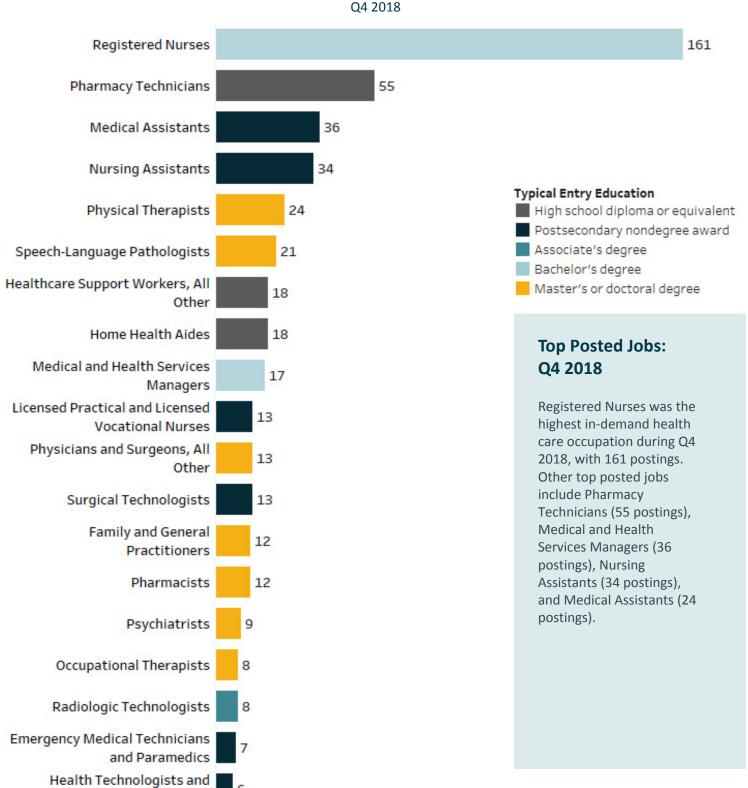
Dietitians and Nutritionists





Bachelor's Degree Required for High Paying Health Care Jobs

Health Care Top Posted Jobs





High Earning Potential for Physicians and Surgeons, All Other



Certified Nursing Assistant: Most In-Demand Health Care Certification

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. These jobs that require less than a bachelor's degree pay more than southeast Michigan's median wage of \$17.81 per hour. Registered Nurses, the top posted health care job in Q4 2018, offers a median hourly wage of \$30.84 per hour or annual salary of nearly \$65,000 according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted Health Care Jobs in Q4 2018

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$23.22	\$26.62	\$30.84	\$34.66	\$41.17
29-2052	Pharmacy Technicians	\$9.54	\$11.53	\$14.29	\$17.11	\$24.37
31-9092	Medical Assistants	\$10.80	\$11.85	\$13.28	\$15.60	\$17.39
31-1014	Nursing Assistants	\$9.75	\$11.30	\$12.67	\$14.30	\$16.35
29-1123	Physical Therapists	\$26.66	\$31.69	\$38.46	\$44.68	\$60.65
29-1127	Speech-Language Pathologists	\$23.60	\$27.67	\$35.58	\$42.39	\$58.81
31-1011	Home Health Aides	\$8.90	\$9.30	\$10.45	\$11.73	\$13.74
31-9099	Healthcare Support Workers, All Other	\$9.82	\$11.51	\$14.01	\$17.09	\$19.74
11-9111	Medical and Health Services Managers	\$23.41	\$29.31	\$39.21	\$51.43	\$76.69
29-1069	Physicians and Surgeons, All Other	\$21.41	\$42.20	\$70.75	\$110.50	\$140.12

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Nursing
- Health Sciences
- Basic Life Support
- Advanced Cardiovascular Life Support (ACLS)
- Rehabilitations

In-Demand Education Level*

High School Diploma: 26.4%
Associate Degree: 10.5%
Bachelor's Degree: 17.4%
Master's Degree: 8.5%

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

In-Demand Foundational Skills

- Management
- Cardiopulmonary Resuscitation
- Customer Service
- Communications
- Innovation

In-Demand Certifications

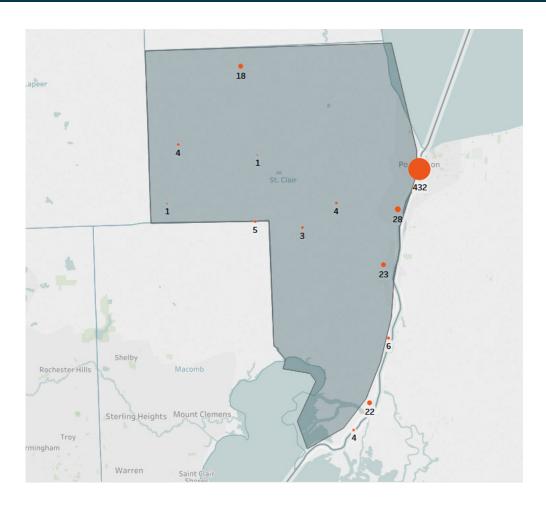
- Certified Nursing Assistant
- Licensed Practical Nurse
- Nurse Practitioner
- Licensed Vocational Nurses
- Certified Pharmacy Technician



Hospitals and Pharmacies were Top Employers of Health Care Workers



Nursing and Management Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

Top Posting Employers*

- Huron Medical Center
- Port Huron Hospital
- CVS Health Corporation
- McLaren, Inc.
- Prime Inc
- Walgreens Boots Alliance, Inc.
- U.S. Medical Management, Inc.
- Concept Rehab, Inc.
- Cross Country Healthcare, Inc.
- My Medical Career

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

Job Postings by City

- 1. Port Huron, MI: 432 Postings
- 2. Marysville, MI: 28 Postings
- 3. St. Clair, MI: 23 Postings
- 4. Algonac, MI: 22 Postings
- 5. Yale, MI: 18 Postings

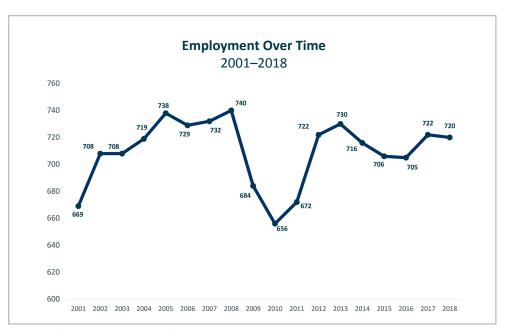


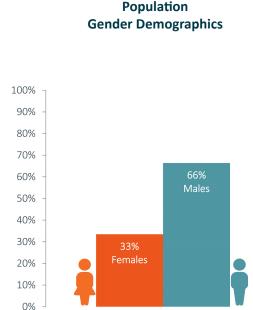
INFORMATION TECHNOLOGY (IT) OCCUPATION GROUP St. Clair County | Q4 2018

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.



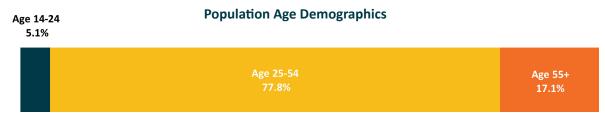




IT Worker Demographics

According to the most recent Emsi data set available (2018), despite having over 700 workers, the IT occupation group is not very diverse. A large majority of workers are white males between the ages of twenty-five and fifty-four. Currently, 66 percent of workers identify as male, and 88 percent identify as white. There are a broad range of organizations providing specialized training resources for female and minority IT workers throughout southeast Michigan. With the push to diversify the IT field, more opportunities are opening for women and minorities.

Race and Ethnicity Demographics 87.6% White | 5.4% Black or African American | 3.8% Asian





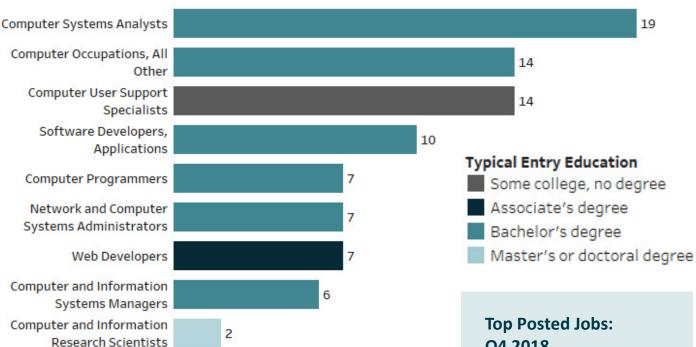


Software Developers, Systems Software



Bachelors Degree Required for Most IT Jobs

Information Technology Top Posted Jobs Q4 2018



Q4 2018

Computer Systems Analysts were the highest in-demand IT occupation during Q4 2018, with 19 postings. While most of the top jobs typically posted requirements for a bachelor's degree, one of the top five, Computer User Support Specialists, typically require only an associate degree.



High Earning Potential for Computer and Information System Managers



PMP: Most In-Demand IT Certification

IT Wage Overview

Most IT-related jobs offer high wages providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. Computer Systems Analysts, the top posted IT job in Q4 2018, offers a median hourly wage of \$36.96 per hour or nearly \$77,000 per year according to the Bureau of Labor Statistics (BLS).

Wage Overview for Top Posted IT Jobs in Q4 2018

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
15-1121	Computer Systems Analysts	\$22.45	\$28.60	\$36.96	\$44.93	\$54.36
15-1151	Computer User Support Specialists	\$13.47	\$16.62	\$21.70	\$27.38	\$36.06
15-1199	Computer Occupations, All Other	\$17.59	\$22.20	\$31.64	\$43.03	\$52.96
15-1132	Software Developers, Applications	\$23.77	\$30.07	\$38.66	\$48.03	\$55.54
15-1131	Computer Programmers	\$20.73	\$23.97	\$28.83	\$35.77	\$42.10
15-1134	Web Developers	\$14.36	\$16.23	\$20.76	\$32.14	\$40.00
15-1142	Network and Computer Systems Administrators	\$22.81	\$28.46	\$36.10	\$44.41	\$52.97
11-3021	Computer and Information Systems Managers	\$35.23	\$45.44	\$56.19	\$68.76	\$85.98
15-1111	Computer and Information Research Scientists	Data Not Avaialable	Data Not Avaialable	Data Not Avaialable	Data Not Avaialable	Data Not Avaialable
15-1133	Software Developers, Systems Software	\$20.80	\$28.16	\$37.25	\$46.71	\$56.12

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- Operating Systems
- Information Systems
- SQL
- Technical Support
- Business Requirements

In-Demand Education Level*

High School Diploma: 16.3%
Associate Degree: 18.6%
Bachelor's Degree: 48.8%
Master's Degree: 15.1%

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

In-Demand Foundational Skills

- Management
- Communications
- Operations
- Information Technology
- Problem Solving

In-Demand Certifications

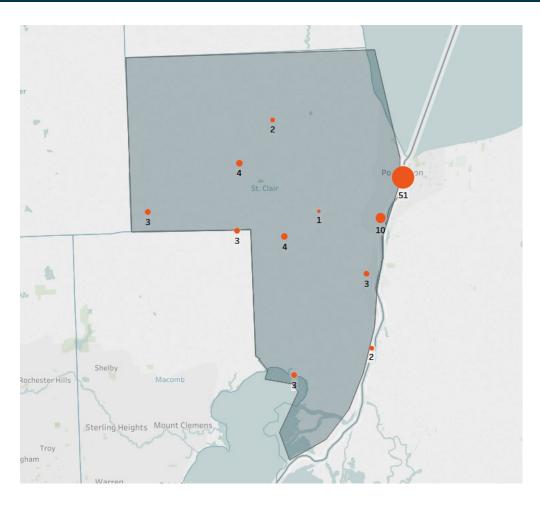
- Project Management Professional (PMP) Certification
- Certified Information Systems Security Professional (CISSP)
- Cisco Certified Network Associate
- Microsoft Certified Systems Engineer
- ITIL Certifications



Tech Companies are Top Employers of IT Workers



Operating System Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings Oct 2018–Dec 2018). Details are shown for City.

Top Posting Employers*

- Atos
- Ellucian Inc
- Library Jobs Online
- Robert Half International Inc.
- Renature, Inc.
- ZF Inc
- Grifols Biologicals Inc.
- Advia Credit Union
- The Judge Group Inc
- Huron Medical Center

Job Postings by City

1. Port Huron, MI: 50 Postings

2. Marysville, MI: 10 Postings

3. Columbus, MI: 4 Postings

4. Emmett, MI: 4 Postings

5. Allenton, MI: 3 Postings

 $^{{\}it *Employer names are listed as they appear in online job postings}.$



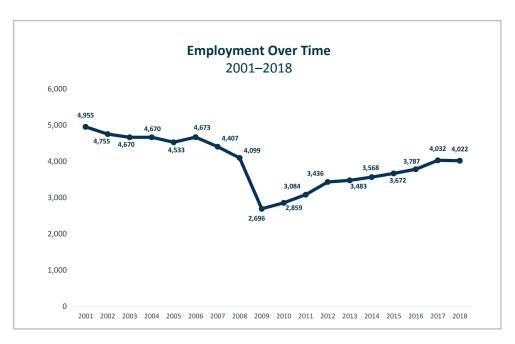
SKILLED TRADES AND TECHNICIANS (MANUFACTURING) OCCUPATION GROUP St. Clair County | Q4 2018

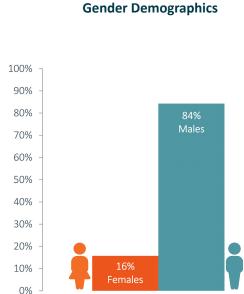
Introduction

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.

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







Population

Skilled Trades and Technicians Worker Demographics

According to the most recent Emsi data set available (2018), the Skilled Trades occupation group employs about 4,000 workers in St. Clair County. A majority of workers are white males between the ages of twenty-five and fifty-four. Additional outreach may be necessary in the near future, as at 25.4 percent, the group has a somewhat higher proportion than average of workers over age 55.

Race and Ethnicity Demographics

89.1% White | 5.3% Black or African American | 0.9% Asian

Population Age Demographics





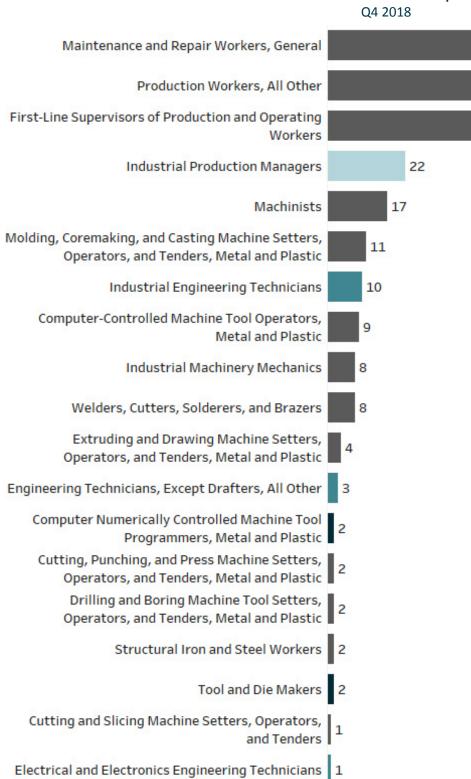
316 Skilled Trades Postings: 6 More than in Q3 2018



Vocational Training Required for Most Skilled Trades Jobs

60

Skilled Trades and Technicians Top Posted Jobs



Welding, Soldering, and Brazing Machine Setters,

Operators, and Tenders

Typical Entry Education

- High school diploma or equivalent
- Postsecondary nondegree award

99

- Associate's degree
- Bachelor's degree

Top Posted Jobs: Q4 2018

Maintenance and Repair Workers, General were the highest in-demand skilled trades occupation during Q4 2018, with 99 postings. Other top posted jobs include Production Workers, All Other (60 postings), First-Line Supervisors of Production and Operating Workers (52 postings), Industrial Production Managers (22 postings), and Machinists (22 postings).



High Earning Potential for Industrial Production Manager



In-Demand Skilled Trades Certification: National Apprenticeship Certificate

Skilled Trades and Technicians Wage Overview

Four of the top ten in-demand skilled trades occupations have median wages above \$20 per hour according to the Bureau of Labor Statistics (BLS). Maintenance and Repair Workers, General, the top posted skilled trades job in Q4 2018, offers a median hourly wage of \$15.14, which translates to an annual salary of over \$31,000.

Wage Overview for Top Posted Skilled Trades and Technicians Jobs in Q4 2018

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	\$9.91	\$12.08	\$15.14	\$19.79	\$25.41
51-9199	Production Workers, All Other	\$9.05	\$13.77	\$16.80	\$21.79	\$28.02
51-1011	First-Line Supervisors of Production and Operating Workers	\$16.55	\$20.87	\$27.75	\$36.06	\$45.17
11-3051	Industrial Production Managers	\$30.73	\$38.77	\$48.90	\$60.99	\$77.68
51-4041	Machinists	\$11.51	\$14.80	\$19.04	\$23.54	\$27.03
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$9.25	\$10.26	\$12.06	\$14.62	\$20.88
17-3026	Industrial Engineering Technicians	\$15.84	\$18.97	\$22.73	\$28.23	\$33.38
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$11.73	\$14.25	\$18.52	\$21.79	\$26.15
49-9041	Industrial Machinery Mechanics	\$14.06	\$18.11	\$22.65	\$28.10	\$34.57
51-4121	Welders, Cutters, Solderers, and Brazers	\$12.01	\$14.28	\$16.61	\$20.29	\$24.65

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

In-Demand Technical Skills

- HVAC
- Oil and Gas
- Franchising
- Restaurant Operation
- Molding

In-Demand Education Level*

High School Diploma: 31.3%Associate Degree: 8.5%Bachelor's Degree: 7.0%

In-Demand Foundational Skills

- Management
- Operations
- Leadership
- Communications
- Cleanliness

In-Demand Certifications

- Commercial Driver's License (CDL)
- National Apprenticeship Certificate

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



Staffing Agencies and Manufacturers: Top Employers of Skilled Trades Workers



HVAC and Management Skills are in High Demand



Map based on Longitude (generated) and Latitude (generated). Size shows sum of Unique Postings (Oct 2018–Dec 2018). Details are shown for City.

Top Posting Employers*

- McDonald's Corporation
- Kelly Services, Inc.
- Nesco Resource
- Ptm, Incorporated
- Eckhart Corporation
- Aerotek, Inc.
- Sentech Services
- Cracker Barrel Old Country Store, Inc.
- Endevis, L.L.C
- Employment Group Inc

Job Postings by City

- 1. Port Huron, MI: 113 Postings
- 2. Marysville, MI: 51 Postings
- 3. Saint Clair, MI: 48 Postings
- 4. Capac, MI: 37 Postings
- 5. Fair Haven, MI: 14 Postings

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

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