



LAPEER, HURON, TUSCOLA, & SANILAC

WIN Quarterly Report



Introduction: County/Group Name Here

Introduction

The Workforce Intelligence Network (WIN) partnership is a collaboration of Michigan Works! Agencies (MWAs) and community colleges across a 16 county region in Michigan. The counties in the 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 the 4-county Thumb area (Huron, Lapeer, Sanilac, and Tuscola counties) with special sections devoted to 5 occupational groups. WIN's analysis of online job postings, a proxy for employer demand, is a pioneering method for tracking the health of the labor market.

Occupational groups include:

- Skilled trades (manufacturing focused) (page 7)
- Customer service (formerly retail & hospitality) (page 12)
- Health care (page 17)
- Transportation, distribution, and logistics (TDL) (page 22)
- Agriculture (page 27)

Data analyzed includes:

- Employer demand
- Top posting jobs
- In-demand credentials, degrees, and skills
- Educational attainment required
- Wages offered in job postings
- Employment
- Unemployment
- Labor force



Introduction: County/Group Name Here

Key Findings

1. Thumb area job postings increasing over five-year trend.

Postings have almost doubled over five years within the thumb area, with only 974 postings in Q1 2011 increasing to 1,783 postings in Q3 2016. Although witnessing large spikes and drops through various quarters, the overall trend shows the employer demand has increased over the past years and continues through this year.

2. Employer demand in occupation groups continues to grow in the Thumb area.

Overall job postings for Q3 2016 were up 11% from Q2 levels. Demand for each occupation group analyzed in this report saw postings rise substantially during Q3 indicating an increase in employer demand through the area.

3. Labor market remains relatively stable through Q3 2016.

Both employment and the labor force increased by 0.6% during Q3 2016. This caused little change in the unemployment rate which rose slightly to 5.6%. (See page 4 for more details.)

4. Employers looking for entry level workers throughout Thumb area.

In each of the occupation groups analyzed within this report the majority of postings expressing a desired experience level for applicants sought out those with 0 to 2 years of experience. This indicates great opportunity for job seekers, especially those looking to enter the labor force in the area.

5. Demand for Transportation, Distribution, and Logistics (TDL) workers continued to increase between Q2 and Q3 2016.

Transportation, Distribution, and Logistics (TDL) occupation group saw 412 postings this quarter and now represents the highest in-demand group of those analyzed. Many TDL jobs offer high wages: the mean advertised salary from Q3 TDL job postings was \$73,000, presenting a lucrative opportunity for job seekers. (See page 30 for details).



Executive Summary

Postings over time

Online job postings by employers in the 4-county Thumb area during Q3 2016 increased 11.6% from Q2 numbers. Employers in the region posted 1,783 online job ads between July and September, compared to 1,598 during April through June. Q3 2016 postings are 48.7% higher than the 1,200 postings seen in the region a year ago, in Q3 2015. Job postings in the region have generally grown over the past year.

WIN Region Online Job Postings



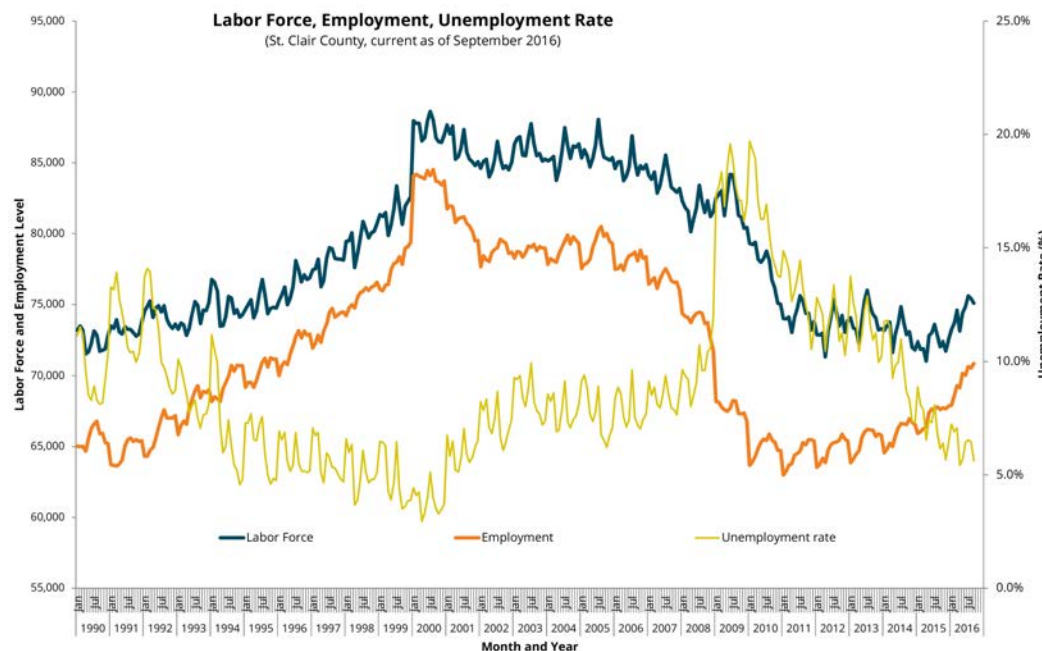
Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Labor force/employment/unemployment

The Thumb area labor force and employment experienced a negligible increase between Q2 and Q3 2016 with both increasing by 0.6%. This caused very little change in the unemployment rate for Q3 2016 which increased less than 0.1%, from 5.5% to 5.6%. The unemployment rate for 2016 to-date is 6.0%, slightly lower than the 2015 rate of 6.6%. Overall, the unemployment rate in the county has decreased from 15.1% in 2010 and employment has grown by over 5,000 jobs in the same time period.

Labor Force, Employment, Unemployment Rate

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Most in-demand: truck drivers,
registered nurses



5.6 % quarterly unemployment
rate

Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Now hiring: 1,800 job postings



0.6% employment growth

Top Jobs

Quarter 3 2016

Preschool Teachers, Except Special Education	12
Speech-Language Pathologists	12
Cooks, Restaurant	11
Family and General Practitioners	11
Electricians	10
Machinists	10
Office Clerks, General	10
Receptionists and Information Clerks	10
Combined Food Preparation and Serving Workers, Including Fast Food	9
Driver/Sales Workers	9
Educational, Guidance, School, and Vocational Counselors	9
Market Research Analysts and Marketing Specialists	9
Personal Care Aides	9
Pharmacy Technicians	9
Food Service Managers	8
Hairdressers, Hairstylists, and Cosmetologists	8
Light Truck or Delivery Services Drivers	8
Medical Assistants	8
Security Guards	8
Emergency Medical Technicians and Paramedics	7
First-Line Supervisors of Mechanics, Installers, and Repairers	7
Flight Attendants	7
Human Resources Specialists	7
Medical and Clinical Laboratory Technicians	7
Physicians and Surgeons, All Other	7

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

The top in-demand jobs remain mostly unchanged, with production workers seeing a large increase in postings moving into the top five in-demand occupations of the Thumb region.

Introduction

Agriculture

WIN's agriculture group brings together occupations that require knowledge of the farming, livestock, the environment, and natural sciences. Occupations range from farm workers, to environmental engineers, to meat butchers, and recreation workers.

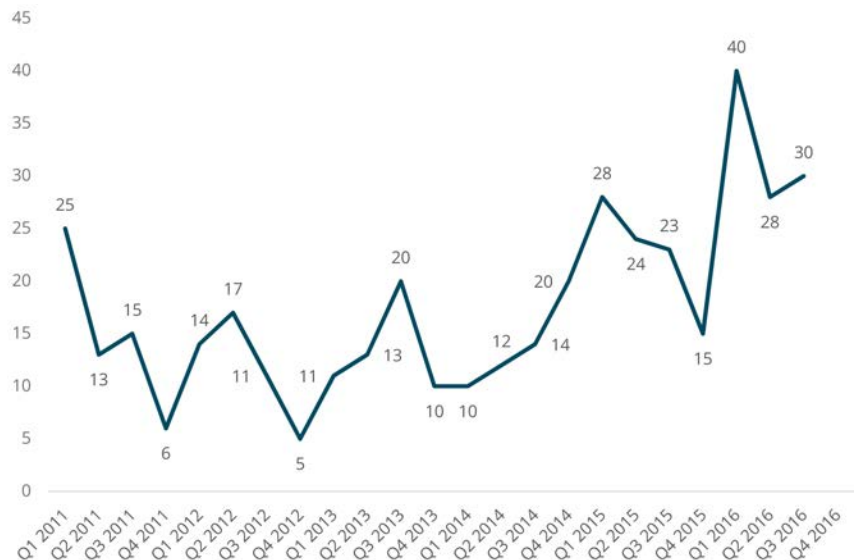
Job Posting Analysis

Thumb area employers posted 30 online job postings in the Agriculture occupations during Q3 2016. Employer demand for Agriculture jobs varies with the season – with the agricultural employment season coming to a close, demand for workers increased 7% from the 28 online postings in Q2.

Employment Analysis

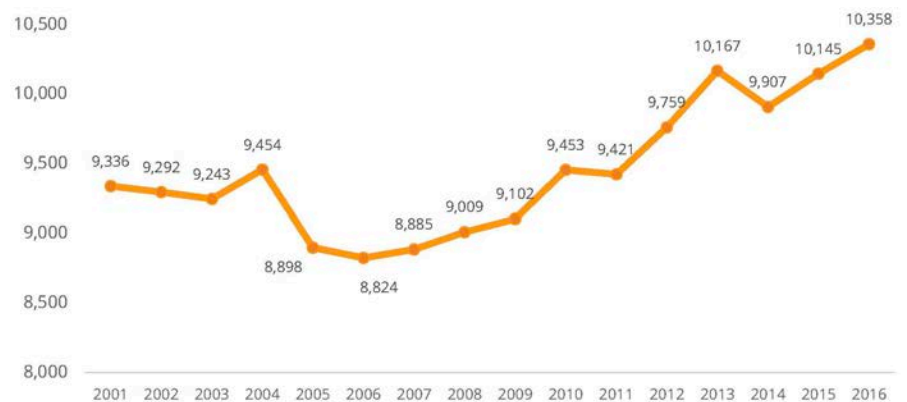
Employment in the Agriculture occupations in the Thumb area has been generally increasing over the analysis period from 2001 to the present. In 2016, 10,358 workers are employed in Agriculture jobs in the Thumb area. The Agriculture occupation group saw no real slow down during the Great Recession and have continued to add jobs slowly every year.

Online Job Postings Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time Quarter 3 2016



Data: EMSI
Analysis: Workforce Intelligence Network



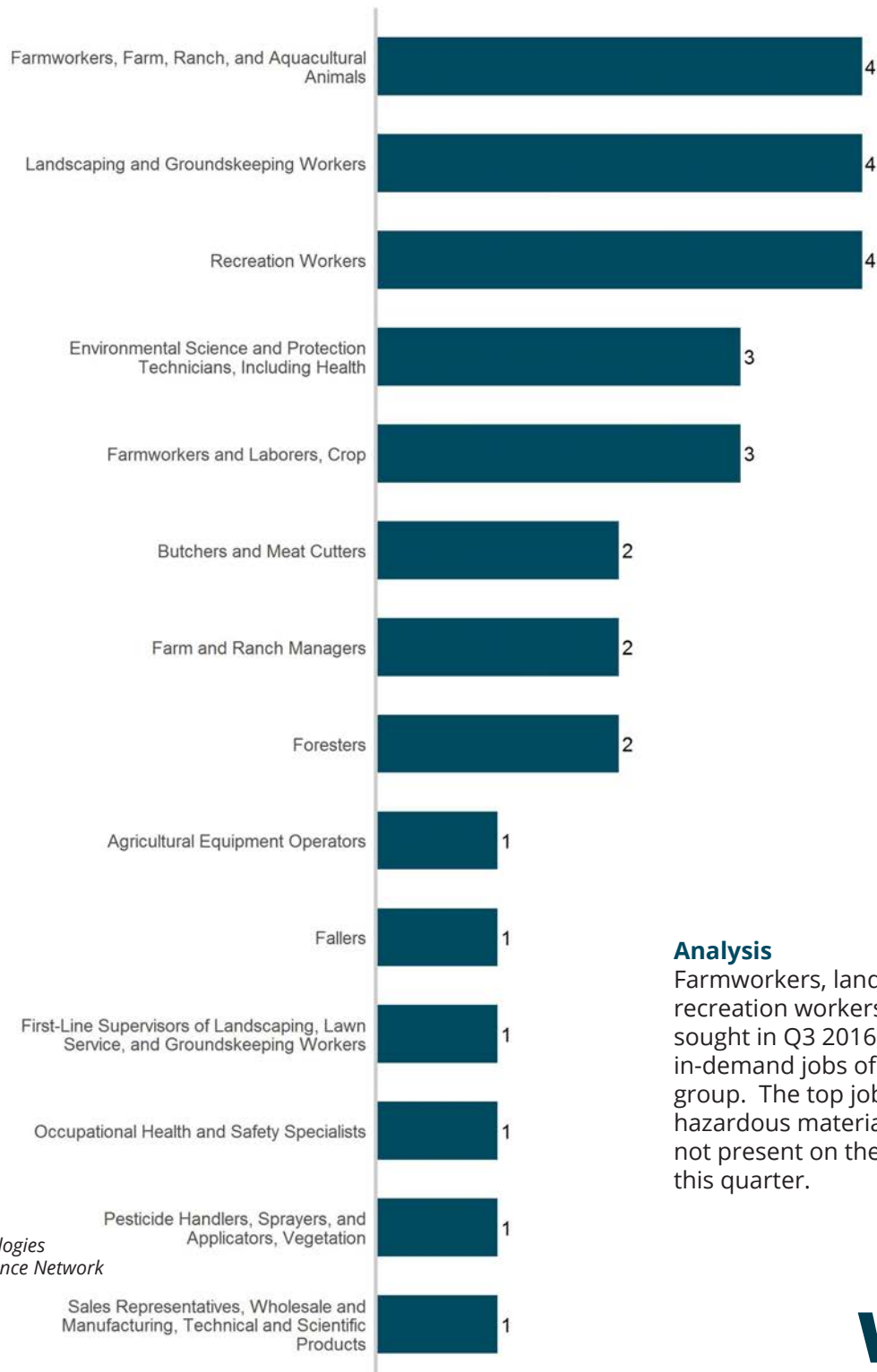
Now hiring: 30 online job ads



Steady employment growth in
Agriculture

Agriculture Top Jobs

Quarter 3 2016



Analysis

Farmworkers, landscapers, and recreation workers were highly sought in Q3 2016, taking the top 3 in-demand jobs of the Agriculture group. The top job of Q2 2016, hazardous materials workers, were not present on the top jobs list in this quarter.

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Education required: HS diploma, training

Knowledge areas: Environmental Studies and Natural Resources

Agriculture Educational Attainment Required

Data from Q3 2016 online job postings show that most Agriculture jobs open in the Thumb area are attainable to workers with just a high school diploma and specialized training. Jobs in the Agriculture group like occupational health specialists and sales representatives for technical and scientific products are expected to have advanced technical knowledge along with a bachelor's degree (1 job posting). All Q3 Agriculture job postings that specified a desired level of experience were aimed at Thumb area entry level workers with less than 2 years of experience.

Degrees and Certifications Required

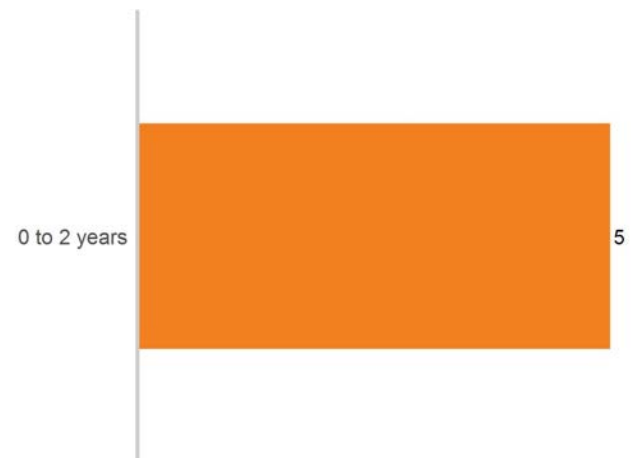
- Environmental Studies
- Natural Resources and Conservation
- Environmental Engineering Technology/
Environmental Technology

Educational Attainment



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



In-demand skills: Biorefinery,
Communications,
Environmental Health

In-demand certifications: CDL

Agriculture in-Demand Skills

Many Agriculture jobs require some degree of physical ability as a prerequisite for employment in addition to environmental knowledge and safety. Other baseline skills that employers look for include communication and multi-tasking skills. More technical skills sought include mathematics, computer skills, and scheduling.

Technical in-Demand Skills

- Biorefinery
- Calculator
- Environmental Health and Safety
- Microsoft Office
- Natural Resources

Foundational In-Demand Skills

- Energetic, takes initiative
- Detail-Oriented
- Communication skills
- Mathematics
- Physical Demand

Job Type

- Temporary: 23.3%
- Full-Time: 60%
- Part-Time: 6.7%

Certifications Required

- CDL Class A



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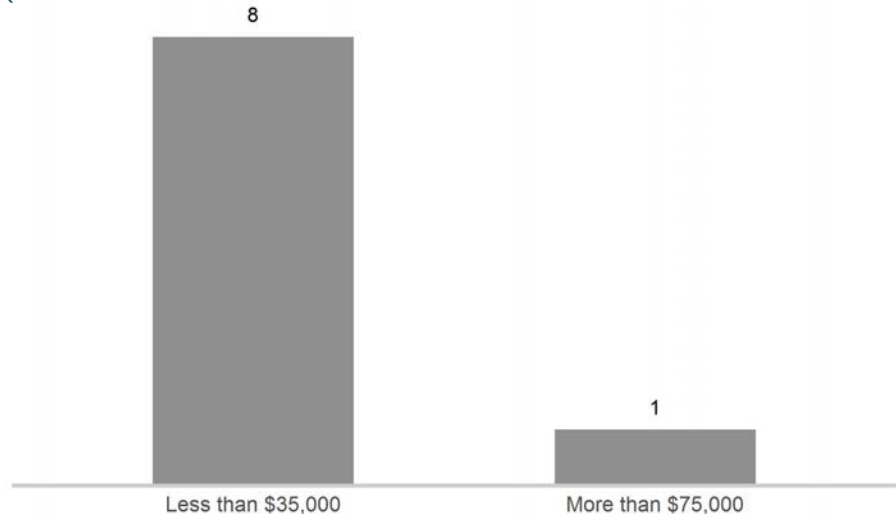
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Agriculture Wages

Only 9 of the 30 Agriculture job ads posted in the region during Q3 advertised a wage or salary. Of those that did, eight advertised earnings that calculate to an annual salary less than \$35,000 a year. Wage data from the Bureau of Labor Statistics show that the majority of in-demand Agriculture jobs are low-paying. The highest paid Agriculture jobs require more technical knowledge and job experience, like farm and ranch managers.

Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	\$9.44	\$10.16	\$11.97	\$14.69	\$17.23
37-3011	Landscaping and Groundskeeping Workers	\$8.60	\$10.02	\$12.30	\$15.70	\$18.63
39-9032	Recreation Workers	\$8.15	\$8.81	\$10.27	\$12.77	\$16.02
19-4091	Environmental Science and Protection Technicians, Including Health	N/A	N/A	N/A	N/A	N/A
45-2092	Farmworkers and Laborers, Crop	\$10.11	\$12.33	\$15.39	\$17.56	\$19.54
51-3021	Butchers and Meat Cutters	\$8.50	\$10.45	\$13.32	\$16.22	\$18.83
11-9013	Farm and Ranch Managers	\$18.57	\$23.97	\$29.05	\$32.89	\$37.47
19-1032	Foresters	N/A	N/A	N/A	N/A	N/A
45-2091	Agricultural Equipment Operators	\$12.51	\$14.51	\$16.82	\$19.30	\$22.63
45-4021	Fallers	N/A	N/A	N/A	N/A	N/A

Data: EMSI, BLS
Analysis: Workforce Intelligence Network



Customer Service

Introduction

Customer Service

The customer service group is the largest occupational 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. 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.

Job Posting Analysis

Online job postings for Customer Service occupations in the Thumb area increased 13% between Q2 and Q3 2016, from 323 to 366 postings. This is the third consecutive increase in job postings in the Thumb area's Customer Service group. The number of postings in the Customer Service occupation group fluctuates with the business cycle – Q1 postings are generally low following high demand in Q4. The first half of 2016's high demand was indicative of higher demand overall, with a continued increase in Q3.

Employment Analysis

In 2016, 15,304 Thumb area workers are employed in Customer Service occupations. Employment in these occupations has been fairly stable in the Thumb area. Regional employment has increased by approximately 4,000 jobs since the end of the Great Recession but has not seen substantial growth year-over-year.

Online Job Postings

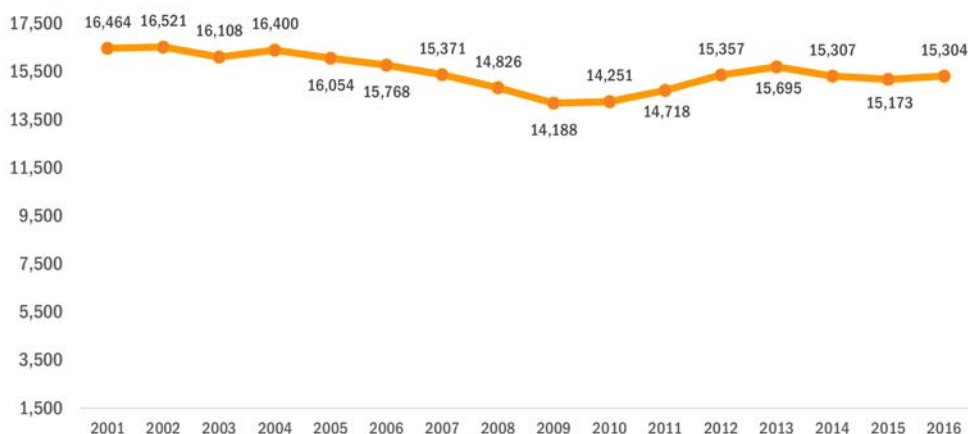


Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time

Quarter 3 2016



Data: EMSI
Analysis: Workforce Intelligence Network

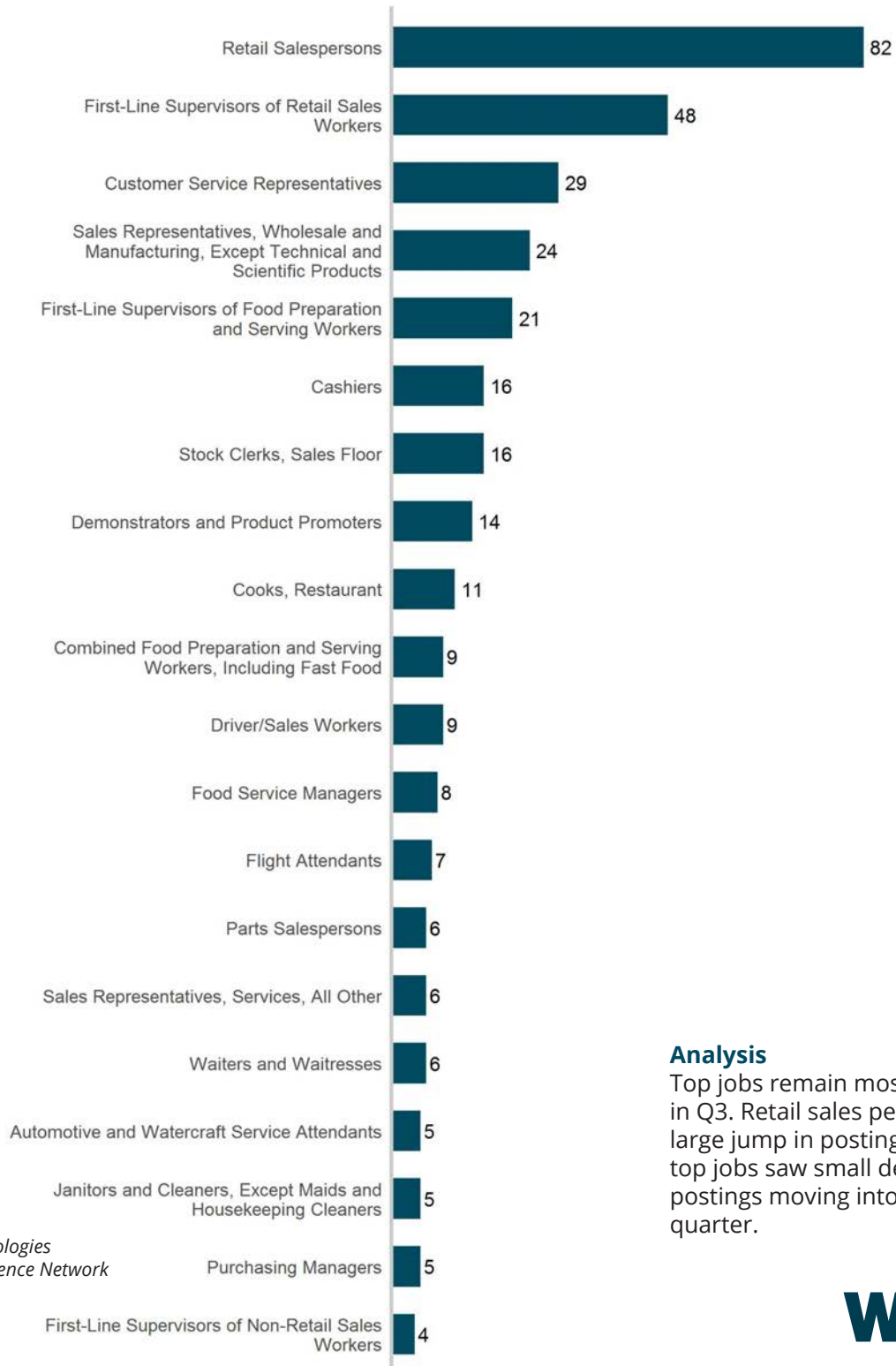


Now hiring: 366 Customer
service job postings



15,000 Customer Service
employees

Customer Service Top Jobs Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

Top jobs remain mostly unchanged in Q3. Retail sales persons seeing a large jump in postings while other top jobs saw small decreases in postings moving into the third quarter.



Education required: HS diploma

High wages: sales reps, retail managers

Customer Service Educational Attainment Required

Of the 366 Customer Service jobs posted in the region during Q3 2016, 156 specified a desired education level for the position. A majority of Customer Service jobs (138 postings) are available to workers with just a high school diploma. Some employers specified that a position required a bachelor's degree, likely for more specialized wholesale and manufacturing sales representative and managerial positions. Similarly, most Customer Service jobs available in the Thumb area during Q3 are available to entry level applicants with 77 postings desiring 0 to years of experience.

Degrees and Certifications Required

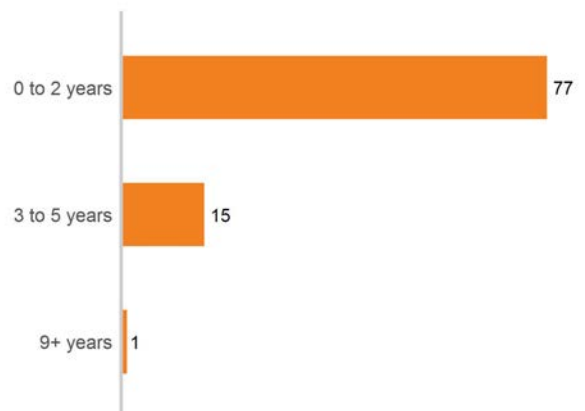
- Business administration and management
- Agriculture
- Electrical and electronic engineering technologies
- Engineering technology, general
- Engineering/industrial management

Educational Attainment



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Mean advertised salary:
\$47,119

Knowledge areas: business
administration, engineering

Customer Service in-Demand Skills

Thumb area employers looking to hire Customer Service workers during Q3 2016 sought basic skills such as communication, organizational skills, and cleaning. Many in-demand Customer Service jobs also require some degree of physical demand. More technical skills that are important to Q3's top Customer Service jobs include sales, store management, and merchandising.

Technical in-Demand Skills

- Sales, Product Sales
- Customer service
- Store management, supervisory skills
- Merchandising
- Cleaning

Foundational In-Demand Skills

- Communication skills
- Physical demand
- Detail Oriented
- Writing
- Computer skills

Job Type

- Temporary: 12.6%
- Full-Time: 41.0%
- Part-Time: 19.1%

Certifications Required

- CDL Class A
- Automotive Service Excellence (ASE)
- Alcohol server certification
- ServSafe
- Aerial Lift Operator



41% ads for full-time positions



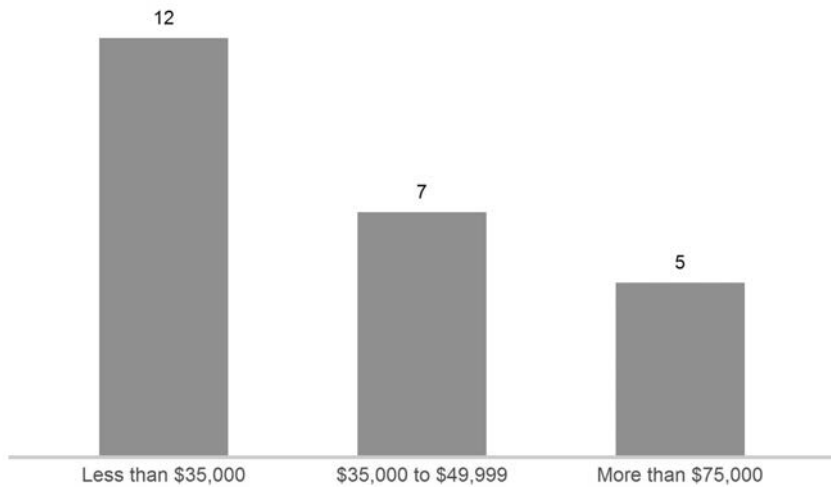
Certifications in-demand: CDL, ServSafe, ASE

Customer Service Wages

The distribution of advertised wages for Customer Service jobs in the Thumb area is skewed toward the lower salary postings. Of the 24 job postings that advertised a wage or salary, 12 of them were for earnings that calculate to less than \$35,000 a year although 12 postings did advertise higher wages, 5 of which were over \$75,000 a year. Wage data from the Bureau of Labor Statistics show that the highest median wages in Customer Service are for sales representatives and supervisors or managers.

Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$8.22	\$8.83	\$10.10	\$12.83	\$17.86
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.36	\$13.44	\$17.42	\$22.57	\$27.91
43-4051	Customer Service Representatives	\$8.97	\$10.65	\$13.40	\$16.91	\$21.28
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$10.27	\$13.59	\$19.78	\$29.73	\$44.24
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$8.15	\$9.23	\$11.79	\$15.60	\$19.58
41-2011	Cashiers	\$8.15	\$8.60	\$9.35	\$10.85	\$13.38
43-5081	Stock Clerks, Sales Floor	\$8.15	\$8.87	\$10.48	\$13.18	\$16.17
41-9011	Demonstrators and Product Promoters	\$9.19	\$9.76	\$10.56	\$11.68	\$13.03
35-2014	Cooks, Restaurant	\$8.15	\$8.72	\$9.71	\$11.40	\$13.25
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.15	\$8.48	\$9.05	\$9.62	\$11.93

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Introduction

Health Care

WIN's health care occupation group includes jobs related to health care support and practitioners. Employment in this group has been consistently growing, more health care workers needed to care for Michigan's aging population and in response to regulatory and other changes. Registered nurses are routinely the most in-demand job in this group.

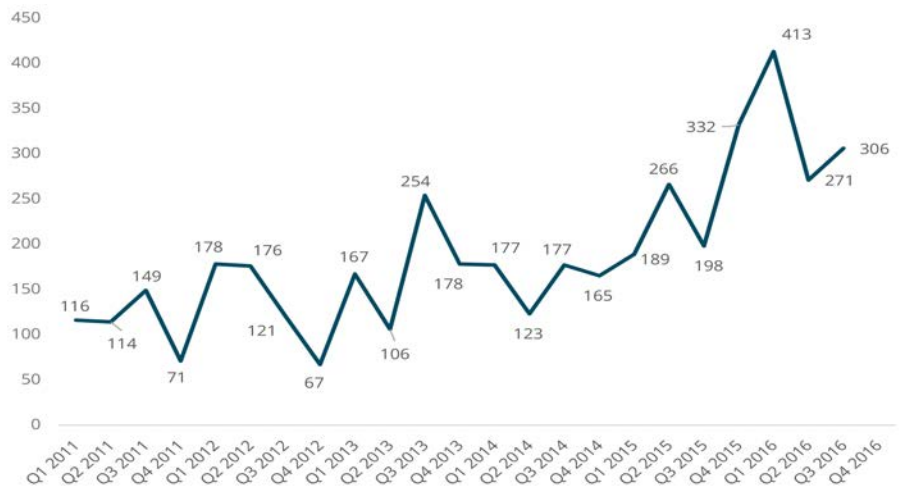
Job Posting Analysis

Along with Customer Service, Health Care is one of the largest occupation groups in the Thumb area. During Q1 2016, health care related postings hit a 5 year high with over 400 job postings. Although postings fell in quarter 2, health care job postings increasing during Q3 2016, reaching over 300 postings.

Employment Analysis

With high and increasing demand for Health Care workers, employment in the Health Care occupations has grown, generally, over the analysis period from 2001 to present. In 2016, 5,334 Thumb area workers are employed in Health Care occupations. Employment is likely to continue growing with increased employer demand as long as Thumb area employers can find the qualified workers they seek.

Online Job Postings

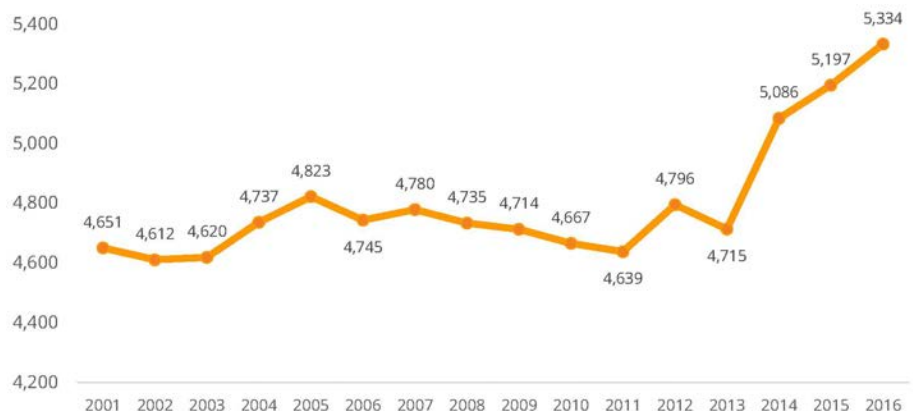


Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time

Quarter 3 2016



Data: EMSI
Analysis: Workforce Intelligence Network



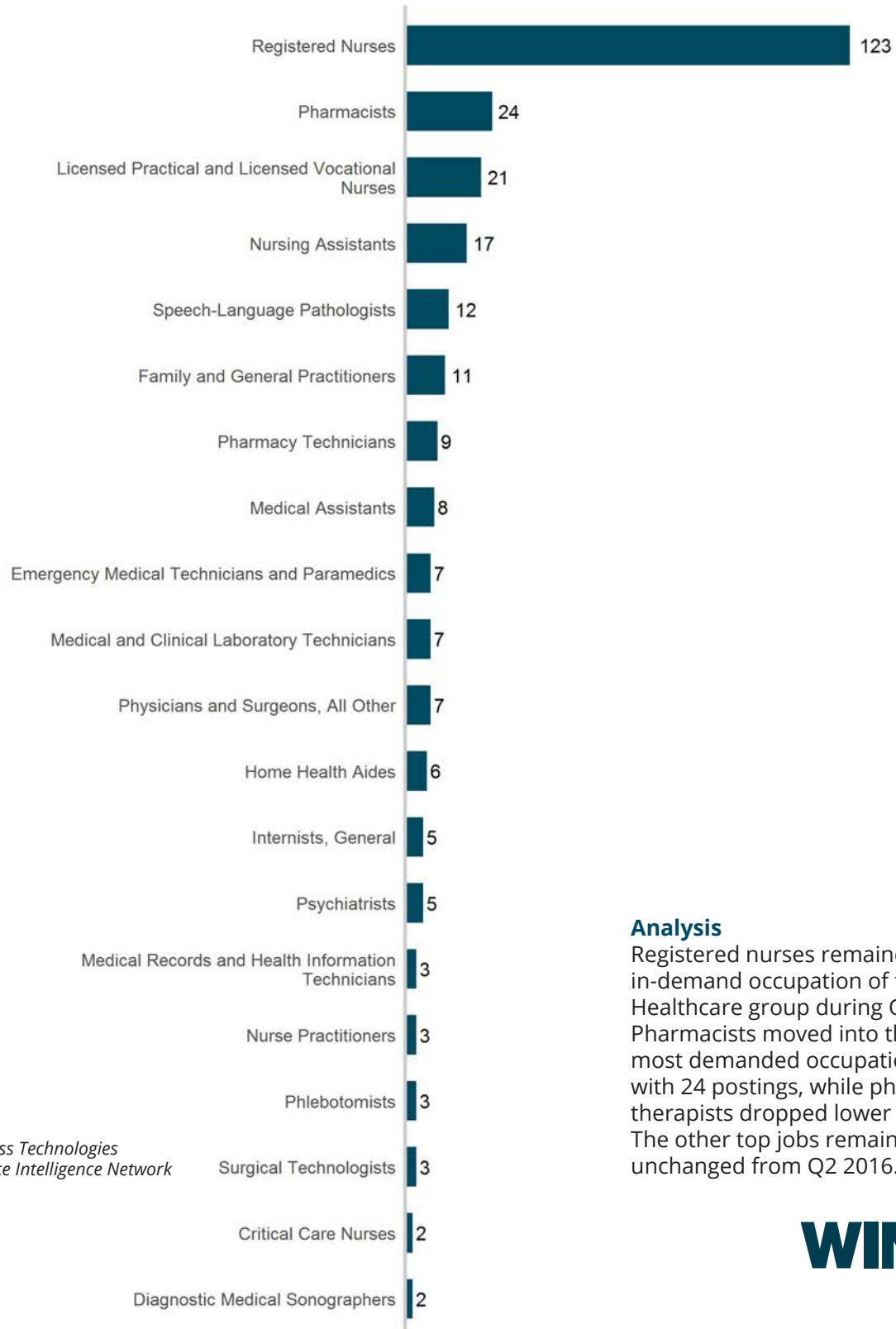
Now hiring: 306 Health Care
job postings



5,300 Health Care workers

Health Care Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

Registered nurses remained the top in-demand occupation of the Healthcare group during Q3 2016. Pharmacists moved into the second most demanded occupation group with 24 postings, while physical therapists dropped lower on the list. The other top jobs remain unchanged from Q2 2016.



\$29/hour for registered nurses

Mean advertised salary:
\$74,618

Health Care Educational Attainment Required

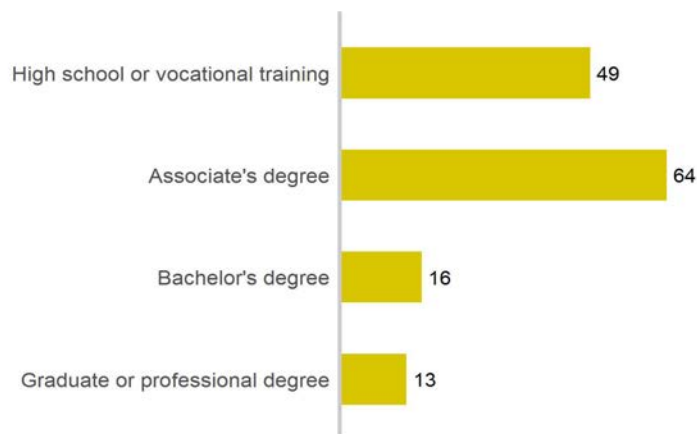
Because occupations like registered nurses and nursing assistants are some of the most in-demand Health Care jobs in the Thumb, most of Q3 2016 job postings did not require more than some vocational training (49 postings) or an associate's degree (64 postings). With this in mind, though, many Health Care professions are available to workers with higher education (a bachelor's or graduate degree) and offer higher wages.

Similar to the demand for applicants with vocational training or an associate's degree, most of the Health Care postings in the region during Q3 were options for workers with less than 2 years of experience. Entry-level workers (95 postings) are able to secure a job as a medical assistant or registered nurse if they are willing to undertake some short-term training or a two-year degree program.

Degrees and Certifications Required

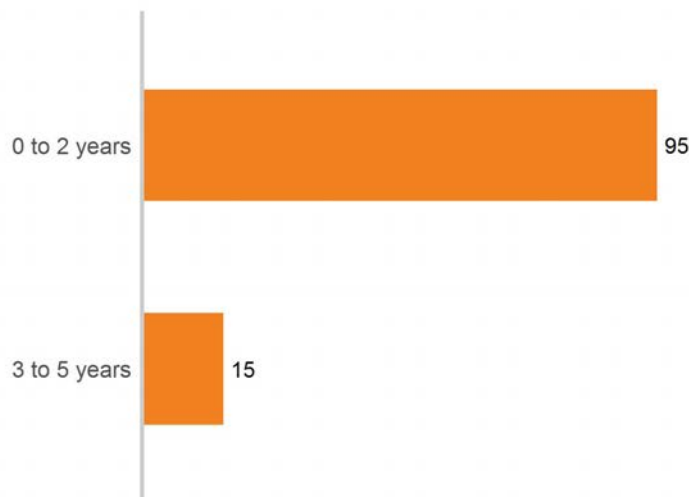
- Nursing science
- Chemistry
- Microbiology, general
- Therapeutic Recreation/ Recreational Therapy
- Clinical/ Medical Laboratory Technician

Educational Attainment



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Short-term training required

Education required: associate's degree, bachelor's degree

Health Care in-Demand Skills

Thumb area workers looking to find a job in the Health Care occupations are expected to have good communication skills, problem solving and organizational skills as prerequisites for employment. Beyond these foundational skills, Health Care employers are seeking job candidates who have experience with specific types of patient care, including surgical services, critical care, post anesthesia care, and therapy.

Technical in-Demand Skills

- Patient Care
- Supervisory skills
- Critical Care
- Surgical Services
- Therapy

Foundational In-Demand Skills

- Communication skills
- Writing
- Organizational skills
- Computer skills
- Problem Solving

Job Type

- Temporary: 10.5%
- Full-Time: 57.2%
- Part-Time: 8.5%

Certifications Required

- Registered nurse (RN)
- First Aid CPR AED
- Basic Cardiac Life Support Certification
- Advanced Cardiac Life Support (ACLS) Certification
- Certified nursing assistant (CNA)



Knowledge areas: nursing,
chemistry, microbiology



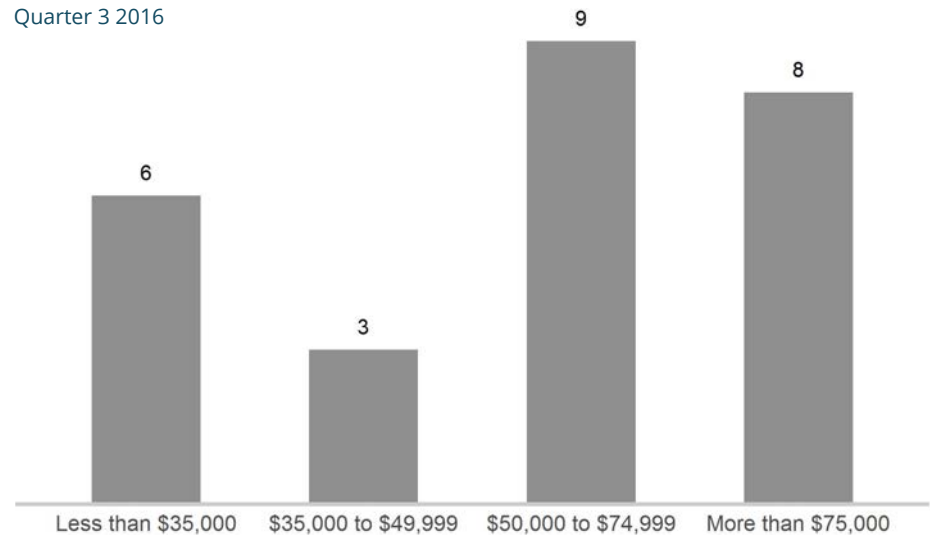
57% of postings offer Full Time
Work

Health Care Wages

Only 26 of the 306 Health Care job postings for Q3 advertised a salary range. The distribution of those advertised salaries can be seen in the chart to the right. Data from the Bureau of Labor Statistics show that a job in Health Care, a registered nurse for example, can pay \$29 per hour at the median, over \$60,000 annually, for a position that generally requires just a two-year degree. The highest paid of the in-demand occupations are jobs that require higher educational attainment like family and general practitioners and speech-language pathologists.

Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$22.85	\$26.03	\$29.63	\$34.06	\$41.87
29-1051	Pharmacists	\$39.78	\$47.17	\$52.68	\$58.65	\$65.69
29-2061	Licensed Practical and Licensed Vocational Nurses	\$15.60	\$17.64	\$20.19	\$22.53	\$24.04
31-1014	Nursing Assistants	\$9.87	\$11.16	\$12.73	\$14.26	\$15.99
29-1127	Speech-Language Pathologists	\$21.32	\$26.38	\$33.59	\$42.84	\$62.14
29-1062	Family and General Practitioners	\$26.11	\$56.05	\$78.97	\$90.97	\$143.66
29-2052	Pharmacy Technicians	\$8.61	\$9.98	\$12.11	\$14.16	\$16.28
31-9092	Medical Assistants	\$9.38	\$10.95	\$12.49	\$14.27	\$16.40
29-2041	Emergency Medical Technicians and Paramedics	\$8.60	\$10.10	\$12.41	\$15.29	\$18.83
29-2012	Medical and Clinical Laboratory Technicians	\$9.74	\$12.06	\$14.43	\$18.91	\$23.76

Data: EMSI, BLS
Analysis: Workforce Intelligence Network



Skilled Trades & Technicians (Manufacturing Focused)

Introduction

Skilled Trades & Technicians

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

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

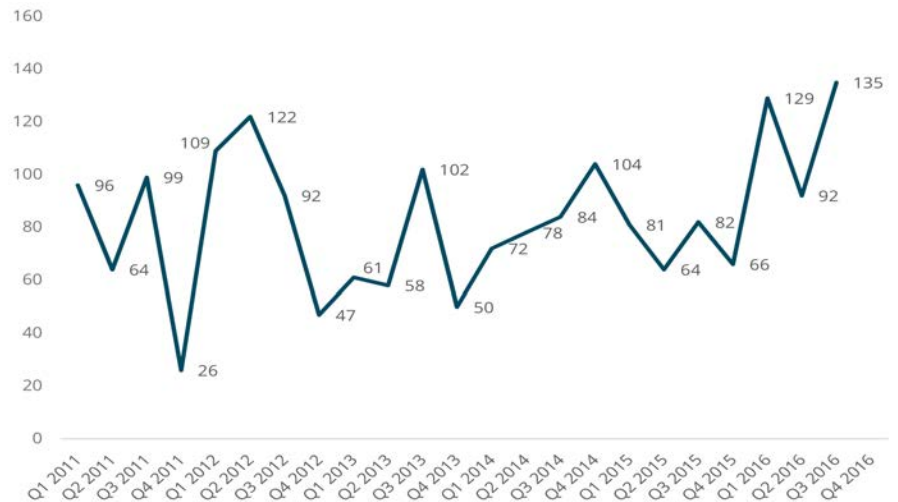
Job Posting Analysis

Thumb area advanced manufacturing employers looking to hire Skilled Trades workers posted 135 online job ads during Q3 2016. This is a 46.7% increase from the 92 job postings in the region for this occupation group during Q2. This quarter's 135 online job ads marked the highest point of employer demand for Skilled Trades workers in the Thumb area since WIN analysis began in Q1 2011.

Employment Analysis

In 2016, 4,002 Thumb area workers are employed in the Skilled Trades occupations. Despite the overall growth in demand for Skilled Trades workers in the region, employment numbers have stayed relatively flat over the past few years, hovering just above 4,000 employees since 2011.

Online Job Postings

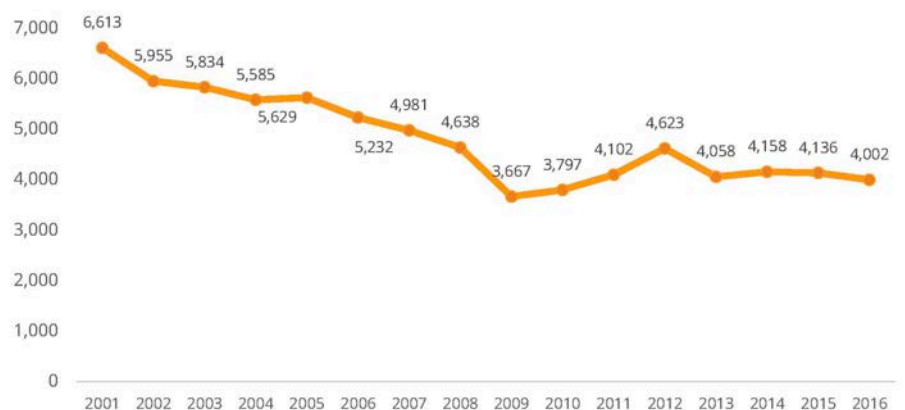


Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Over Time

Quarter 3 2016



Data: EMSI
Analysis: Workforce Intelligence Network



Education required: HS diploma & training

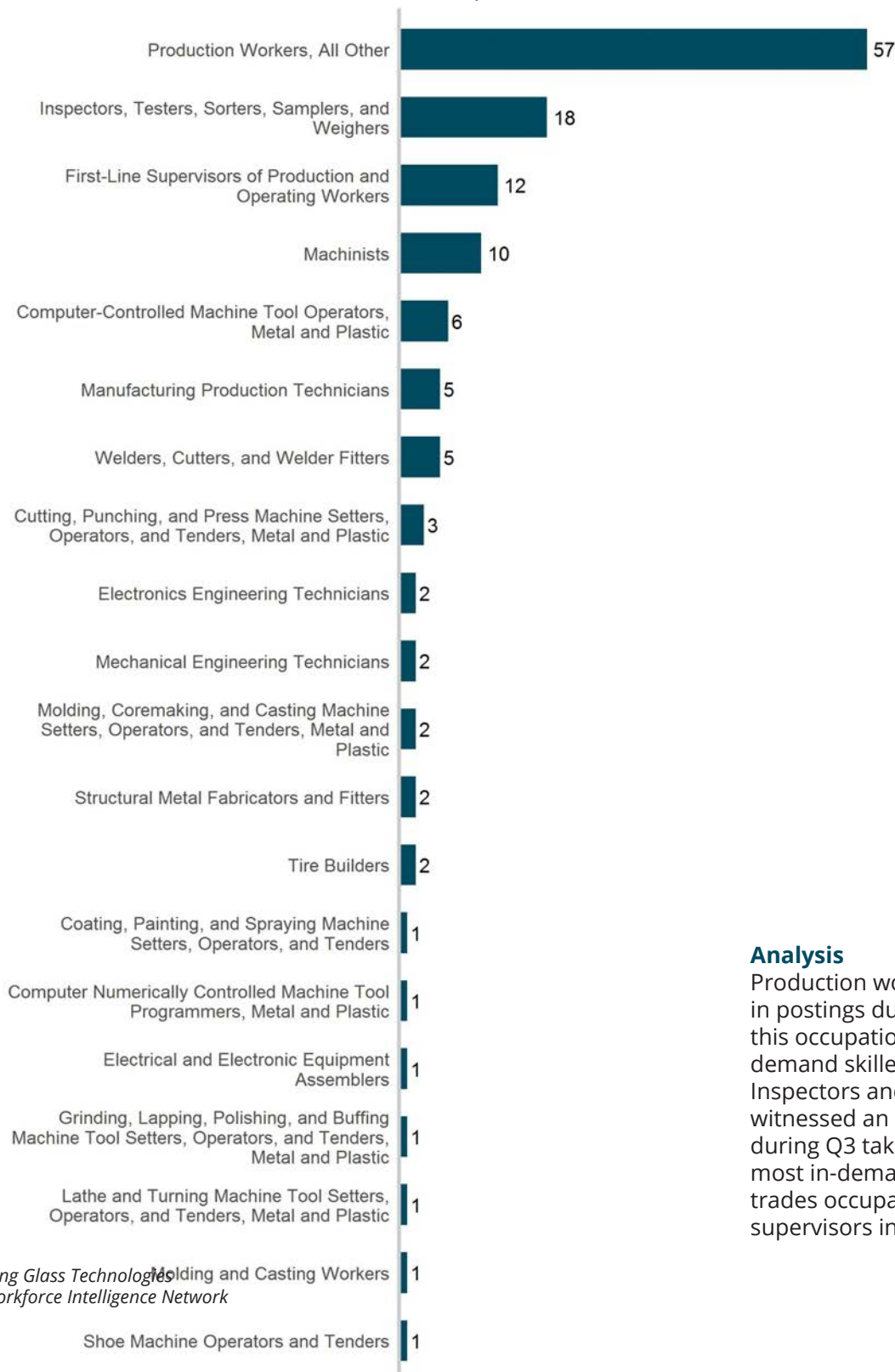


Experience required: less than 5 years

Skilled Trades & Technicians

Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Analysis

Production workers saw an increase in postings during Q3 2016 moving this occupation into the top in-demand skilled trade occupation. Inspectors and testers also witnessed an increase in postings during Q3 taking the spot of second most in-demand job for skilled trades occupations, moving first-line supervisors into the third top spot.



85% ads for full-time positions

Now hiring: 135 online job postings

Skilled Trades & Technicians Educational Attainment Required

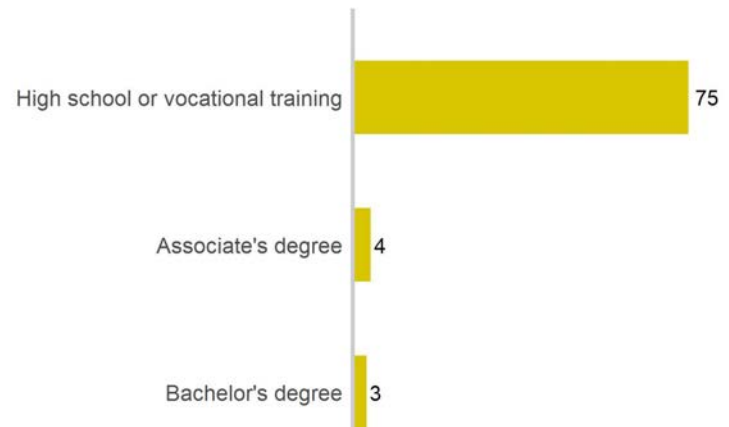
Only 82 of the 135 Q3 Skilled Trades job postings specified a desired level of educational attainment. The distribution of these requirements can be seen in the graph to the right: almost all jobs are attainable with a high school diploma and/or some vocational training. Most employers require training outside of high school but not all training results in a formal credential. Supervisory positions are represented in the 3 postings searching for candidates with a bachelor's degree.

An even smaller proportion of Q3 postings specified a desired experience level for Skilled Trades workers. The data show that most Skilled Trades jobs available in the Thumb area are within reach for workers with less than 5 years of experience (44 postings during Q3). Again, those jobs requiring more experience, 6 years and beyond, are likely for some management occupations included in this group.

Degrees and Certifications Required

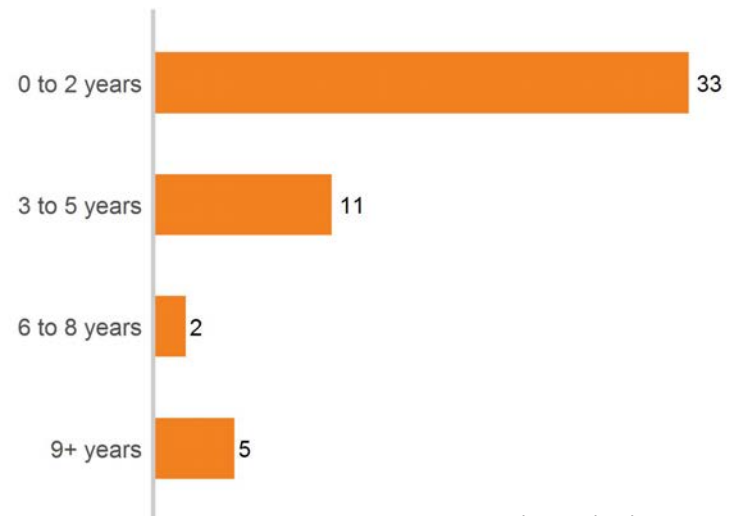
- Mechanical Engineering
- Business administration and management

Educational Attainment



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Mean advertised salary:
\$31,416

Knowledge areas: engineering,
business

Skilled Trades & Technicians in-Demand Skills

The occupations in the Skilled Trades group require a wide array of technical skills, like computer numerical control (CNC) and machining, along with more foundational skills. Job postings in the Skilled Trades occupation group for Q3 2016 listed required knowledge or experience in repair, inspecting, and welding. Employers are also seeking foundational skills like communication skills and mathematics.

Technical in-Demand Skills

- Inspection/ Repair
- Machining, computer numerical control (CNC)
- Micrometers
- Packaging
- Scheduling

Foundational In-Demand Skills

- Mathematics
- Communication skills
- Physical Demand
- Quality assurance and control
- Writing

Job Type

- Temporary: 16.3%
- Full-Time: 85.2%
- Part-Time: 0.7%

Certifications Required

- Contractor's license
- EPA 608
- Commercial Driver's License
- Forklift Operator Certification



16% ads for temporary positions



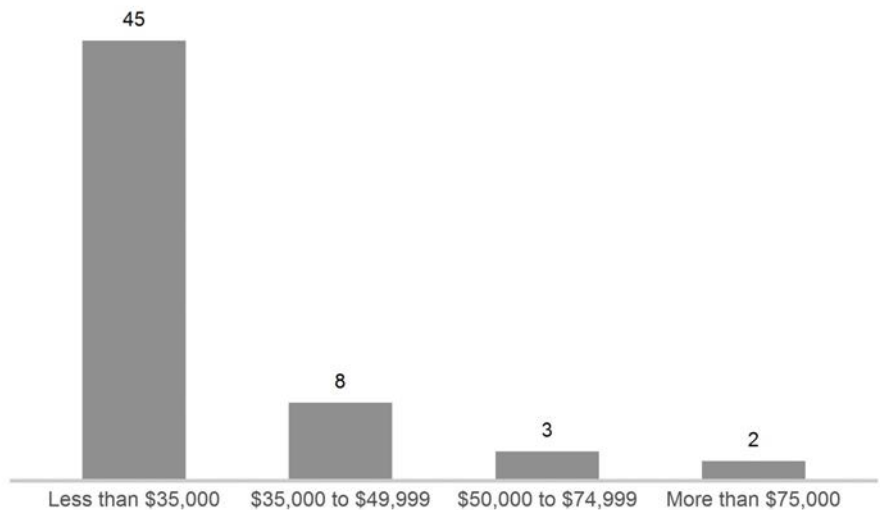
Certifications in-demand: CDL, Contractor's license

Skilled Trades & Technicians Wages

Forty-three percent (58 postings) of Skilled Trades job postings in the Thumb area during Q3 2016 specified a wage or salary range. The majority of those (45 postings) offered wages that amount to less than \$35,000 a year, or less than \$17 per hour. The Skilled Trades occupations tend to be some of the lowest paying in southeast Michigan and across the country. Wage data from the Bureau of Labor Statistics show that the highest paid occupations in the group are in management, like first-line supervisors of production workers or engineering technicians.

Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$8.87	\$11.30	\$13.41	\$16.19	\$19.25
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$8.96	\$10.45	\$13.52	\$18.39	\$23.72
51-1011	First-Line Supervisors of Production and Operating Workers	\$14.19	\$17.89	\$23.42	\$30.23	\$36.40
51-4041	Machinists	\$10.22	\$12.78	\$16.21	\$20.84	\$24.93
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$8.95	\$10.75	\$14.09	\$16.82	\$20.21
17-3029	Manufacturing Production Technicians	\$13.40	\$16.70	\$23.63	\$30.26	\$40.16
51-4121	Welders, Cutters, and Welder Fitters	\$9.88	\$11.61	\$14.18	\$16.83	\$19.38
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$8.42	\$9.75	\$12.14	\$15.33	\$19.65
17-3023	Electronics Engineering Technicians	\$12.93	\$16.33	\$20.43	\$25.86	\$30.87
17-3027	Mechanical Engineering Technicians	\$15.50	\$19.57	\$24.99	\$29.38	\$34.37

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Transportation, Distribution, and Logistics (TDL)

Introduction

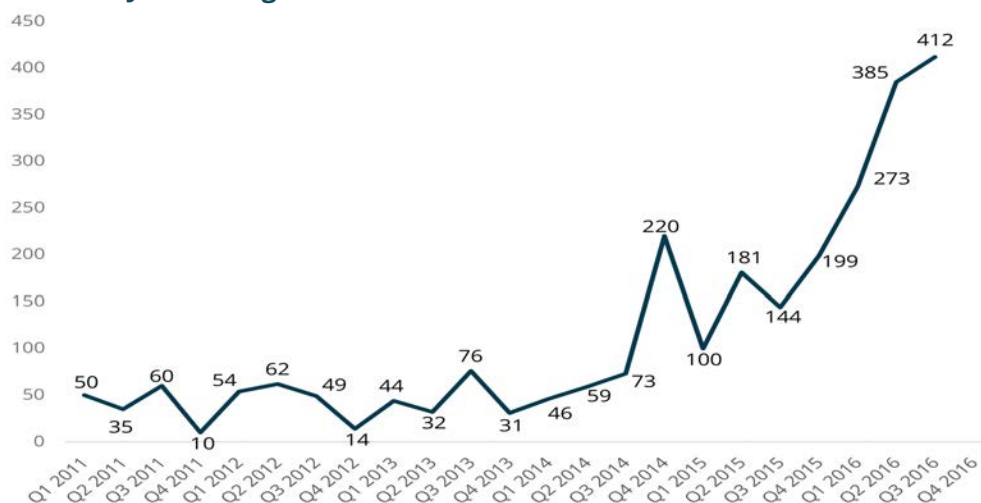
Transportation, Distribution, and Logistics (TDL)

Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner whether it is from one company to another or directly to a consumer. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement.

Job Posting Analysis

Thumb area employer demand for Transportation, Distribution, and Logistics (TDL) workers continues to grow. Employers here posted 412 online ads for TDL jobs during Q3, up 7% from 385 in Q2 2016. Demand for these types of workers has grown substantially over the analysis period beginning in Q1 2011 to the present.

Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

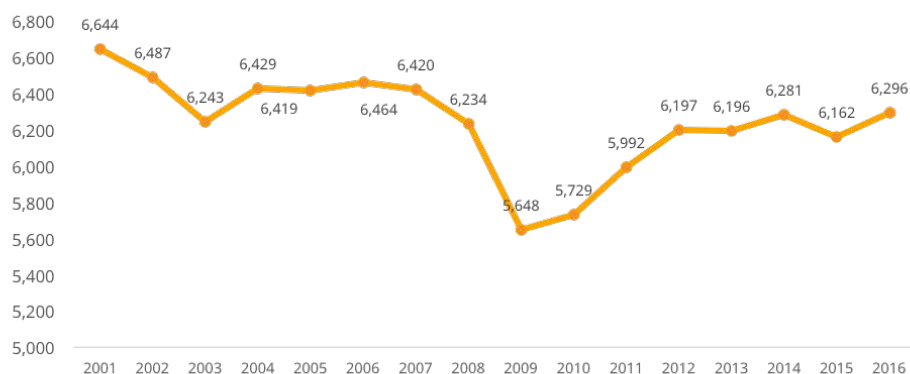
Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Employment Analysis

The Transportation, Distribution, and Logistics occupations employ a sizeable share of Thumb area workers. In 2016, 6,296 workers across the four counties are employed in TDL jobs. This number has stayed relatively flat for the last several years. Continued analysis will illustrate whether increased demand will drive employment growth going forward.

Employment Over Time

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



6,000 TDL employees



Now hiring: 412 TDL job ads

Transportation, Distribution, and Logistics (TDL)

Top Jobs

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



7% growth in employer demand between quarters

%

Education required: HS diploma, on-the-job training

Transportation, Distribution, and Logistics (TDL) Educational Attainment Required

All of the 38 TDL job postings that specified a desired education level were open to workers with just a high school diploma and some vocational training. Thumb area employers hiring TDL workers are seeking entry-level candidates with 0 to 2 years of experience (161 postings).

Degrees and Certifications Required

Data not available

Educational Attainment

High school or vocational training

38

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Experience Required

0 to 2 years

161

3 to 5 years

5

9+ years

5

Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network



Experience required: less than
two years

%

Mean advertised salary:
\$73,309

Transportation, Distribution, and Logistics (TDL) in-Demand Skills

Baseline, employability skills for TDL occupations in the Thumb area include an ability to perform physical tasks, computer skills, and communication skills. Employers looking to hire workers for TDL occupations during Q3 2016 sought candidates with more technical experience and skills like inspection and repair, driving, and experience with forklifts.

Technical in-Demand Skills

- Cleaning
- Bus driving
- Forklift Operation
- Data Entry
- Staff Management

Foundational In-Demand Skills

- Communication skills
- Organizational skills
- Physical demand
- Computer Skills
- Problem solving, troubleshooting

Job Type

- Temporary: 13.3%
- Full-Time: 17.7%
- Part-Time: 2.4%

Certifications Required

- CDL Class A
- Air brake certified
- Forklift operator certifications
- Automotive service excellence (ASE)



In-demand skills: Cleaning, bus driving



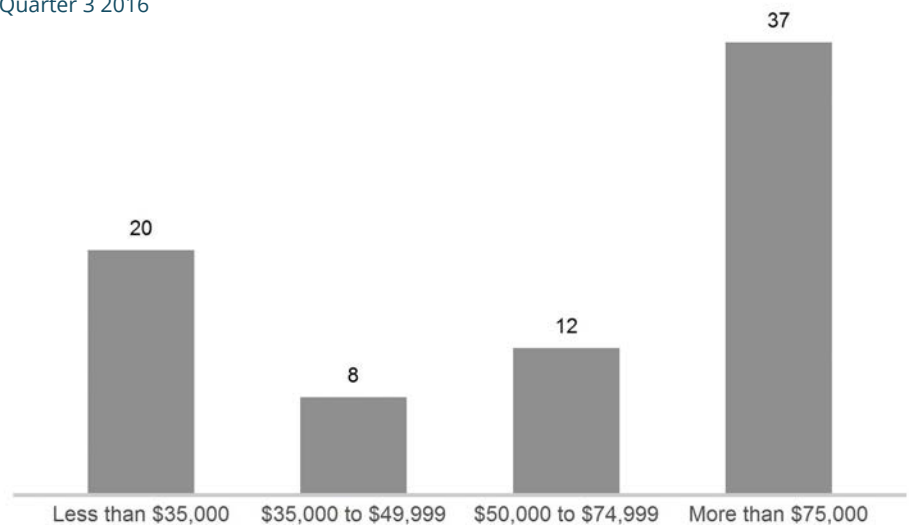
In-demand certifications: CDL, ASE, Air Braking

Transportation, Distribution, and Logistics (TDL) Wages

From the job postings that specified a wage or salary range it becomes clear that many Transportation, Distribution, and Logistics jobs pay well. 20 job postings advertised paying less than \$35,000 a year but 37 job postings in Q3 advertised salaries over \$75,000 a year. Wage data from the Bureau of Labor Statistics show how wages grow with experience in the TDL occupations.

Advertised Wages in Job Postings

Quarter 3 2016



Data: Burning Glass Technologies
Analysis: Workforce Intelligence Network

Wage Data from Bureau of Labor Statistics 2015

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$10.40	\$13.61	\$16.84	\$21.65	\$27.99
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$8.23	\$9.54	\$11.92	\$15.44	\$19.03
53-2031	Flight Attendants	N/A	N/A	N/A	N/A	N/A
53-2021	Bus Drivers, Transit and Intercity	N/A	N/A	N/A	N/A	N/A
53-6031	Automotive and Watercraft Service Attendants	\$8.16	\$8.95	\$10.07	\$11.62	\$13.28
53-7051	Industrial Truck and Tractor Operators	\$8.52	\$9.96	\$12.36	\$15.59	\$18.59
43-5081	Stock Clerks- Stockroom, Warehouse, or Storage Yard	\$8.15	\$8.87	\$10.48	\$13.18	\$16.17
53-3022	Bus Drivers, School or Special Client	\$9.41	\$12.70	\$15.63	\$17.72	\$19.33
53-7199	Material Moving Workers, All Other	N/A	N/A	N/A	N/A	N/A
53-5011	Sailors and Marine Oilers	N/A	N/A	N/A	N/A	N/A

Data: EMSI, BLS
Analysis: Workforce Intelligence Network

Annual Labor Market Data

	2010 Annual	2011 Annual	2012 Annual	2013 Annual	2014 Annual	2015 Annual	2016 to-date (through Sept 2016)	Change from 2015	Percent Change from 2015
Labor Force	104,040	100,943	100,100	101,184	101,149	100,315	101,182	866	0.9%
Employment	88,291	88,666	89,524	90,488	92,333	93,679	95,075	1,396	1.5%
Unemployment	15,749	12,278	10,577	10,696	8,816	6,637	6,107	-530	-8.0%
Unemployment Rate	15.1%	12.2%	10.6%	10.6%	8.7%	6.6%	6.0%	-0.6%	na

**Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

Quarterly Labor Market Data

	3rd Quarter 2015	4th Quarter 2015	1st Quarter 2016	2nd Quarter 2016	3rd Quarter 2016	Change from 2nd Quarter 2016	Percent Change from 2nd Quarter 2016	One-Year Change from 3rd Quarter 2015	One-Year Percent Change from 3rd Quarter 2015
Labor Force	100,848	99,269	100,636	101,140	101,769	629	0.6%	921	0.9%
Employment	94,650	94,015	93,560	95,554	96,111	557	0.6%	1,461	1.5%
Unemployment	6,198	5,254	7,076	5,586	5,658	72	1.3%	-540	-8.7%
Unemployment Rate	6.1%	5.3%	7.0%	5.5%	5.6%	0.0%	na	-0.6%	na

**Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics










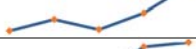

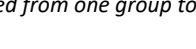
Monthly Labor Market Data

	July 2015	August 2015	September 2015	October 2015	November 2015	December 2015	January 2016	February 2016	March 2016	April 2016	May 2016	June 2017	July 2017	August 2017	September 2017
Labor Force	102,048	100,755	99,740	99,445	98,903	99,459	99,962	100,599	101,346	99,891	101,338	102,192	102,765	101,571	100,971
Employment	94,447	94,890	94,612	94,405	94,045	93,594	92,898	93,554	94,227	94,358	96,014	96,290	96,247	95,943	96,143
Unemployment	7,601	5,865	5,128	5,040	4,858	5,865	7,064	7,045	7,119	5,533	5,324	5,902	6,518	5,628	4,828
Unemployment Rate	7.4%	5.8%	5.1%	5.1%	4.9%	5.9%	7.1%	7.0%	7.0%	5.5%	5.3%	5.8%	6.3%	5.5%	4.8%

** Note: Data shown for 15 most recently available months*












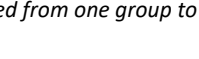
Data: Bureau of Labor Statistics

Thumb Area Job Posting Data by Occupation Group* Over Time
(Huron, Lapeer, Sanilac, and Tuscola counties)

	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Change Over Time	Annual Change Q3 2015-Q3 2016	Quarter Growth Q1 2016-Q3 2016
Total Postings	1,208	1,199	1,561	1,598	1,783		47.6%	14.2%
Agriculture	24	23	15	28	30		25.0%	100.0%
Business & finance	24	22	36	39	40		66.7%	11.1%
Construction	78	109	72	33	36		-53.8%	-50.0%
Customer service	239	339	239	323	366		53.1%	53.1%
Education	18	36	15	13	79		338.9%	426.7%
Energy	9	5	7	2	5		-44.4%	-28.6%
Engineers & designers	104	72	75	36	25		-76.0%	-66.7%
Health care	266	198	332	271	306		15.0%	-7.8%
Information technology	16	14	20	20	33		106.3%	65.0%
Skilled trades & technicians	64	82	66	92	135		110.9%	104.5%
Transportation, distribution, and logistics	181	144	199	385	412		127.6%	107.0%

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

Job Posting Data by Occupation Group* Over Time

	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Change Over Time	Annual Change Q3 2015-Q3 2016	Quarter Growth Q1 2016-Q3 2016
Total Postings	129,794	140,225	126,959	139,765	149,379		15.1%	17.7%
Agriculture	1,644	1,578	1,426	1,835	1,776		8.0%	24.5%
Business & finance	9,437	10,547	8,884	9,011	9,044		-4.2%	1.8%
Construction	1,096	1,183	917	1,281	1,492		36.1%	62.7%
Customer service	25,802	30,285	27,235	30,303	34,218		32.6%	25.6%
Education	2,227	2,584	2,219	2,114	3,034		36.2%	36.7%
Energy	224	264	211	272	259		15.6%	22.7%
Engineers & designers	9,753	10,433	9,675	9,454	8,977		-8.0%	-7.2%
Health care	17,394	17,110	17,666	17,880	20,099		15.6%	13.8%
Information technology	16,922	19,360	16,403	17,335	16,966		0.3%	3.4%
Skilled trades & technicians	3,961	4,409	3,675	4,503	4,755		20.0%	29.4%
Transportation, distribution, and logistics	9,901	8,405	7,909	11,380	13,548		36.8%	71.3%

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

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