



# LAPEER, HURON, TUSCOLA, & SANILAC

WIN Labor Market Report



# Introduction: Thumb Region

## About This Report

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- Agriculture (page 6)
- Customer Service (page %1)
- <YU'h'CUfY (page %6)
- Skilled trades, Manufacturing Focused (page 21)
- Transportation, Distribution, and Logistics (TDL) (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: Thumb Region

## 2016 Year in Review

Job postings in the Thumb area resumed year-over-year growth with quarterly fluctuations while maintaining overall growth. Total job postings from Q1 2016 to Q1 2017, rose by 14.7 percent, a 246 increase in postings. Occupation group specific job postings vary in demand. Agriculture job postings are typically low and while they have grown in the last five years, quarterly fluctuation remain volatile. The entirety of 2016 displayed consecutive quarterly decreases. After peaking at 40 postings in Q1 2016 and decreasing 62.5 percent to 15 in Q4 2016. Q4 2016 to Q1 2017 job postings growth undid all of 2016's decline, increasing 253.3 percent, however, this only added 38 job postings to a total of 53. Customer service job postings demonstrated mostly growth for 2016 with a nominal decrease between Q3 and Q4 2016. Year-over-year growth stands at 54.7 percent, adding 152 job postings since Q1 2016 to 430 as of Q1 2017. Health care job postings in the Thumb area were unusually high at 413 in Q1 2016, creating a year over year decline of 66 postings or 16 percent. Job demand grew only during Q2 and Q4 of 2016 for health care related occupations, growing 13 percent and 19 percent, respectively, to 347 as of Q1 2017. Skilled trades and technician job postings have maintained uninterrupted growth since Q2 of 2016, the low, growing 86 percent until Q1 2017. Thumb area skilled trades annual job demand has grown nearly 33 percent since Q1 of 2016. TDL job postings, which became increasingly volatile beginning mid-2014, has declined 27 percent (103 job postings) since Q1 2016 with the bulk of the job demand correction occurring during Q3 and Q4 of 2016.

The labor force in the Thumb area grew 1.3 percent since Q1 2016 to a total of 101,015 adding 1,652 individuals, according to quarterly labor market data. Additionally, employment grew at 1.1 percent, adding 1,040 employed individuals to the labor market. Unemployment, year over year, increased by only 0.2 percent to 7.4 percent, reaching a 5.8 percent low in Q2 2016.

## Key Findings for Q1 2017

### **Thumb area job postings increasing over six-year trend.**

Postings almost doubled over six years within the Thumb area, with 974 postings in Q1 2011 increasing to 1,919 postings in Q1 2017. Though large spikes and drops occurred during this period, the overall trend showed that employer demand increased over the past few years, and continues into 2017.

### **Employer demand in occupation groups grow in the Thumb area.**

Overall job postings for Q1 2017 were up 19 percent from Q4 levels. Indeed, demand for each occupation group analyzed in this report saw postings rise significantly during Q1, indicating an increase in employer demand.

### **Labor force increases moving into 2017.**

The labor force increased to over 101,000 participants during Q1 2017, showing an uptick from Q4 2016 in supply of workers available to work. Despite this change, employment fell, thereby raising the unemployment rate. In recent years, Q1 employment tends to start lower, thus, continued analysis throughout the year will show if 2017 will follow normal business trends. (See page 4 for more details.)

### **Employers looking for entry level workers throughout Thumb area.**

For those postings (among the occupation groups analyzed in this report) requesting a particular level of experience in applicants, a majority sought out individuals with zero to two years of experience. This indicates great opportunity for job seekers, especially those looking to enter the labor force in the area.

### **Skilled Trades postings reach new high.**

The Skilled Trades occupation group saw 171 postings this quarter, surpassing the previous high last quarter of 156 postings. Overall employer demand has been increasing over the past three quarters and could continue through 2017. (See page 22 for details.)

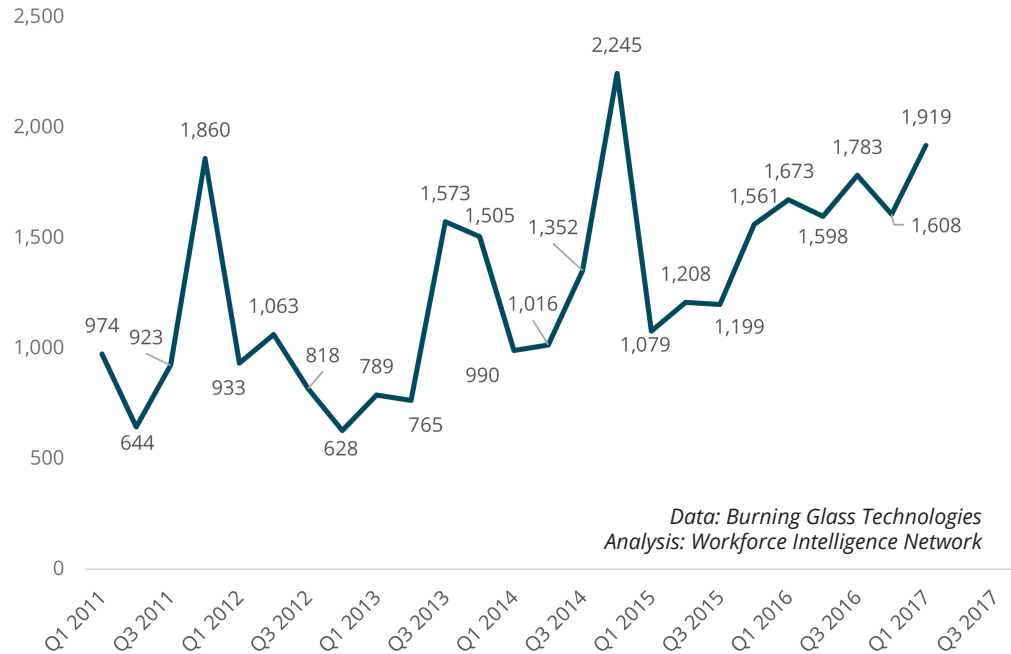


# Workforce and Employer Demand Indicators

## Postings over time

Online job postings by employers in the 4-county Thumb area during Q1 2017 increased 19 percent from Q4 2016 numbers. Employers in the region posted 1,919 online job ads between January and March, compared to the 1,608 from October through December. Q1 2017 postings are 15 percent higher than the 1,673 postings seen in the region a year ago, in Q1 2016.

## WIN Region Online Job Postings

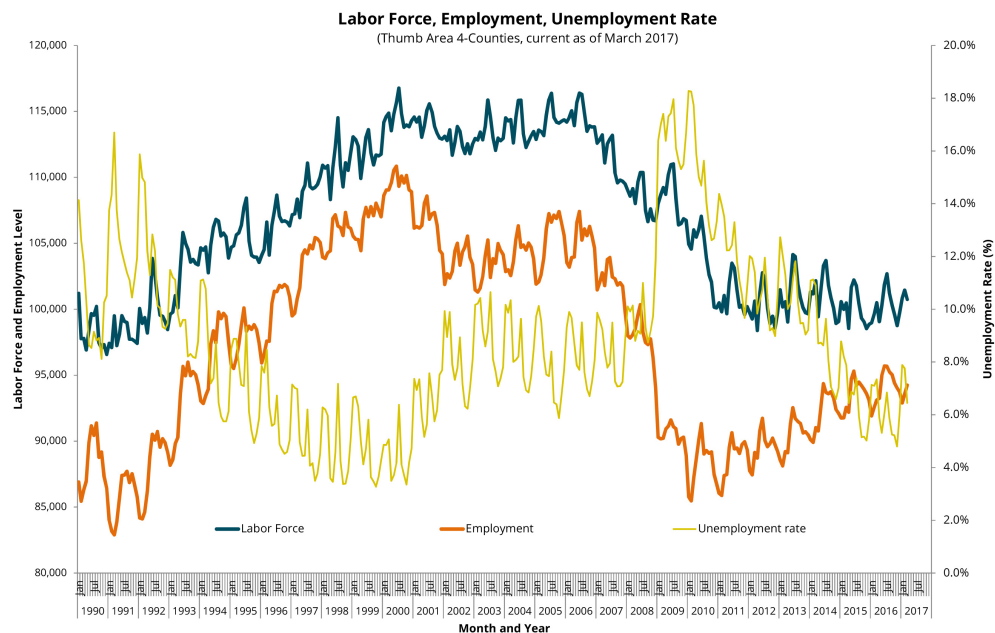


## Labor force/employment/unemployment

The Thumb area labor force grew between Q4 2016 and Q1 2017, increasing by about 2 percent age points. During this same period, employment fell, increasing the unemployment rate by around 2 percentage points, from 5.3 percent to 7.4 percent. To date, the unemployment rate for 2017 is 7 percent, slightly higher than the 2016 annual average of 6.1 percent. . From the height of the recession in 2010, the unemployment rate in the Thumb area is down 7.7 percentage points from 15.1 percent, and employment has grown by over 5,000 jobs.

## Labor Force, Employment, Unemployment Rate

Quarter 1 2017



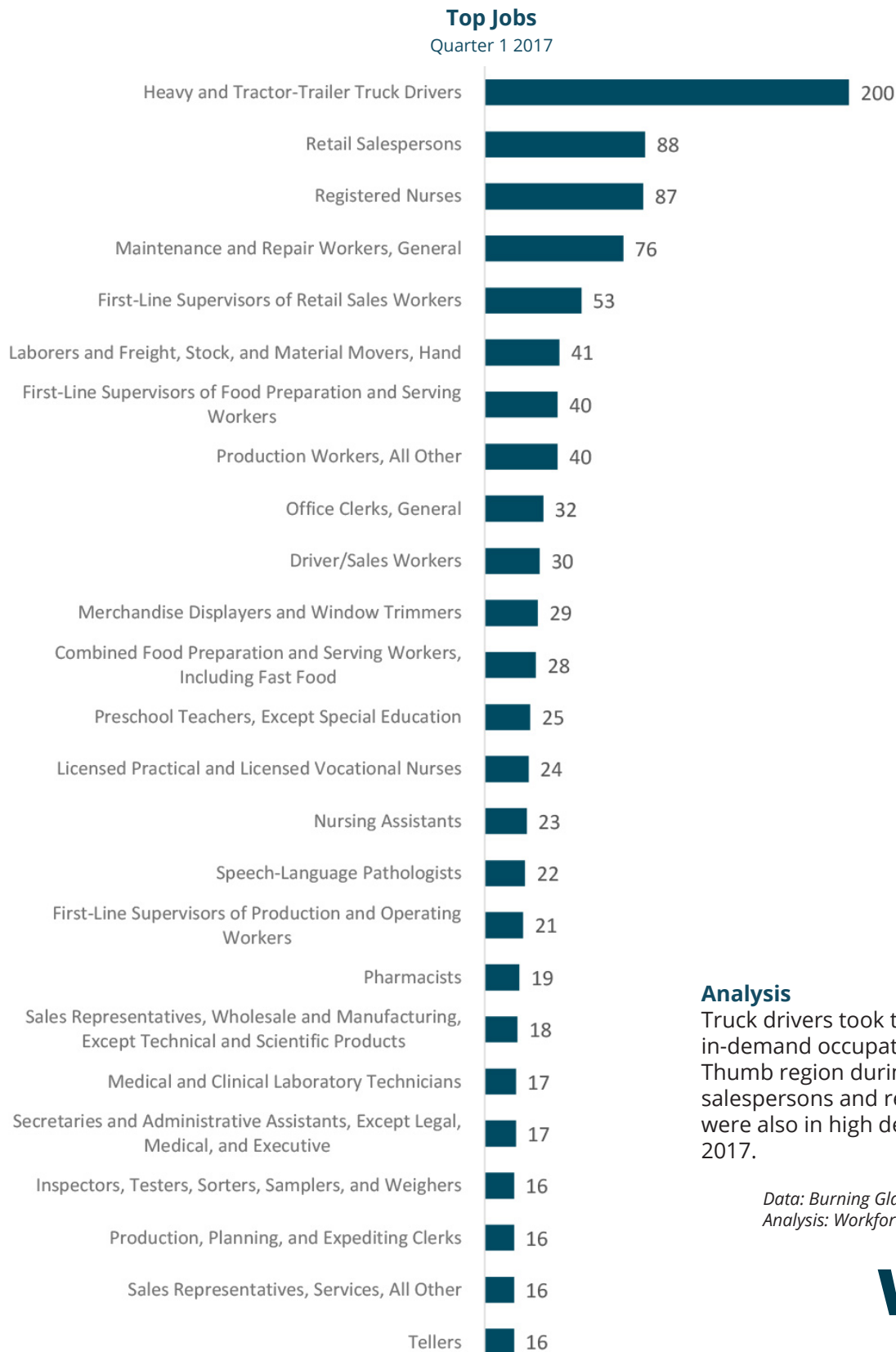
Data: BLS  
Analysis: Workforce Intelligence Network





## Most in-demand: Heavy and Tractor-Trailer Truck Drivers

7.4%  
quarterly unemployment rate



### Analysis

Truck drivers took the top spot for in-demand occupations within the Thumb region during Q1 2017. Retail salespersons and registered nurses were also in high demand during Q1 2017.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Now hiring: 1,900 job postings



2% labor force growth

### Top Jobs

Quarter 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

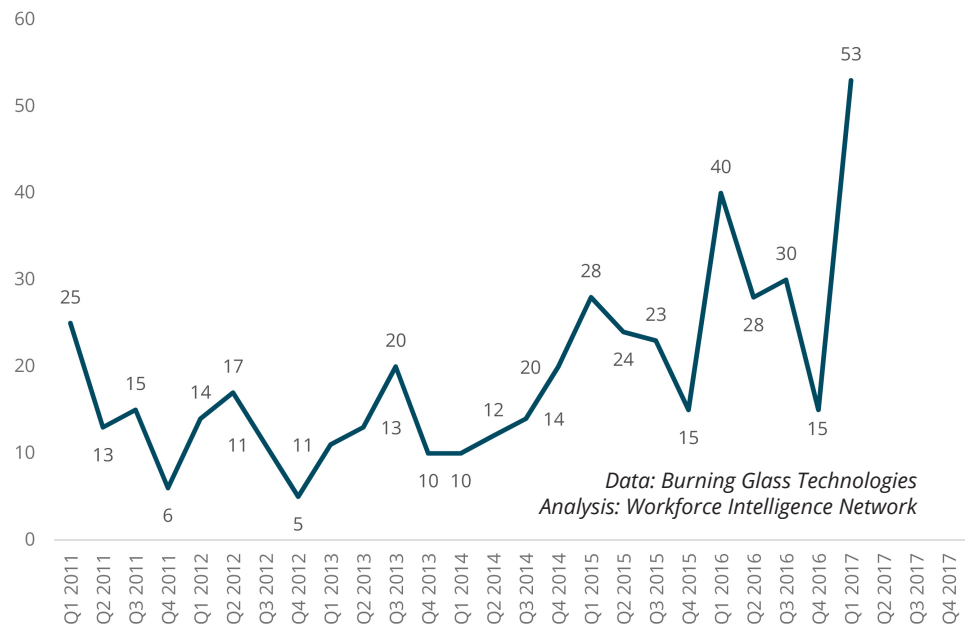
## Introduction

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 53 online job postings in the Agriculture occupations during Q1 2017. Employer demand for Agriculture jobs varies with the season – with the weather changing over to spring, it becomes the growing season, and employer demand increases.

## Online Job Postings

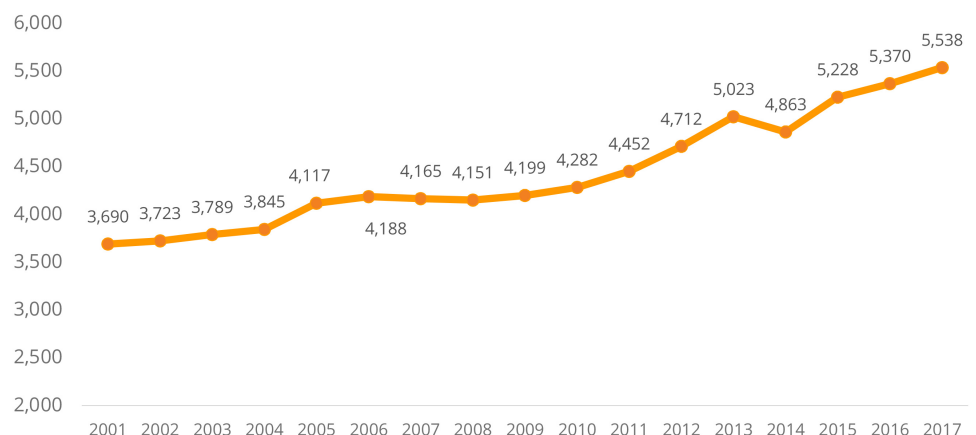


## Employment Analysis

Employment in the Agriculture occupations in the Thumb area has been generally increasing over the analysis period from 2001 to the present. In 2017, Agriculture jobs employ 5,538 workers 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.

## Employment Over Time

Quarter 1 2017



Data: EMSI  
Analysis: Workforce Intelligence Network

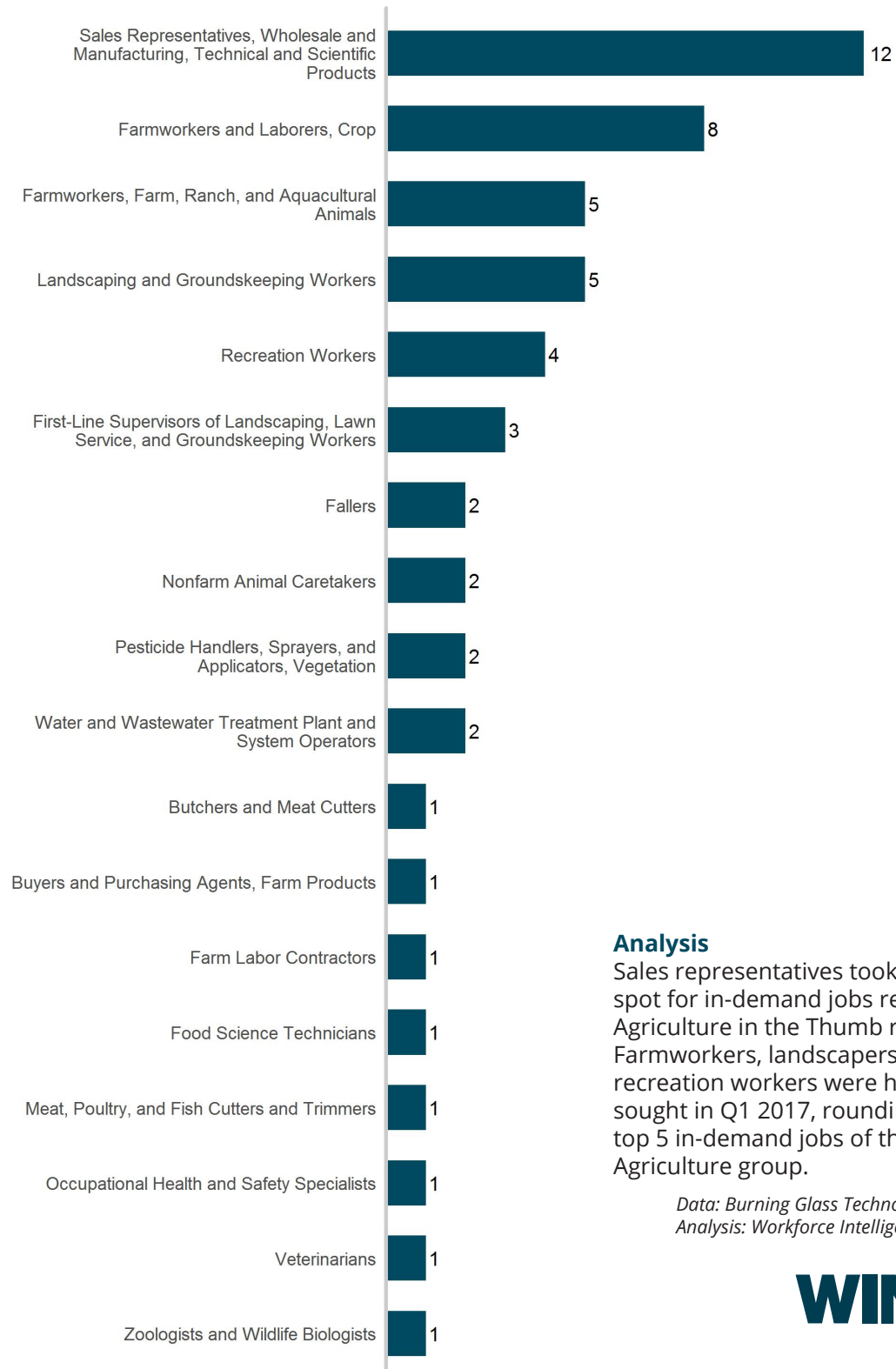


Now hiring:  
53 online job ads



Steady employment growth  
in Agriculture

### Agriculture Top Jobs Quarter 1 2017



#### Analysis

Sales representatives took the top spot for in-demand jobs related to Agriculture in the Thumb region. Farmworkers, landscapers, and recreation workers were highly sought in Q1 2017, rounding out the top 5 in-demand jobs of the Agriculture group.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Education required:  
HS diploma, training



Knowledge areas: Engineering,  
Environmental Education

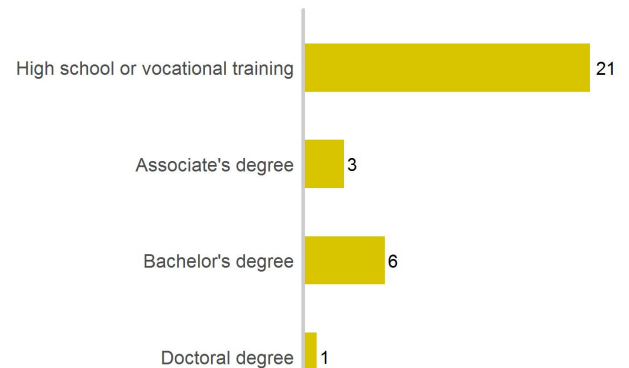
### Agriculture Educational Attainment Required

Data from Q1 2017 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 (6 job posting). All Q1 Agriculture job postings that specified a desired level of experience were aimed at Thumb area entry level workers with less than 5 years of experience. Of these 14 postings, 8 were open to entry level workers with zero to two years of previous experience.

### In-Demand Area of Study

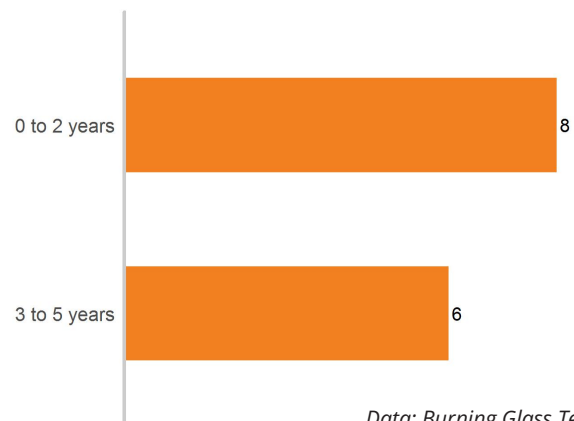
- Engineering, general
- Environmental education
- Natural resources and conservation

### Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



In-demand skills:  
Technical Sales, Plant Safety



In-demand certifications:  
CDL, Pest Control

## 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. With the increase in sales related positions, technical sales and trade show experience were in-demand. Other technical skills sought include mathematics, computer skills, and cleaning.

### Technical in-Demand Skills

- Technical Sales
- Business Development
- Trade Shows, Inside Sales
- Plant Safety
- Calculator

### Foundational In-Demand Skills

- Detail-Oriented
- Organizational Skills
- Communication Skills
- Quick Learner
- Self-Starter

### Job Type\*

- Temporary: 37.7%
- Full-Time: 84.9%
- Part-Time: 3.8%

\*Total over 100% due to some temporary postings available for part-time or full-time work

- Commercial Driver's License
- CDL Class A
- Pest Control Applicator
- Physical Fitness



Average Advertised Salary  
> \$35,000 a year



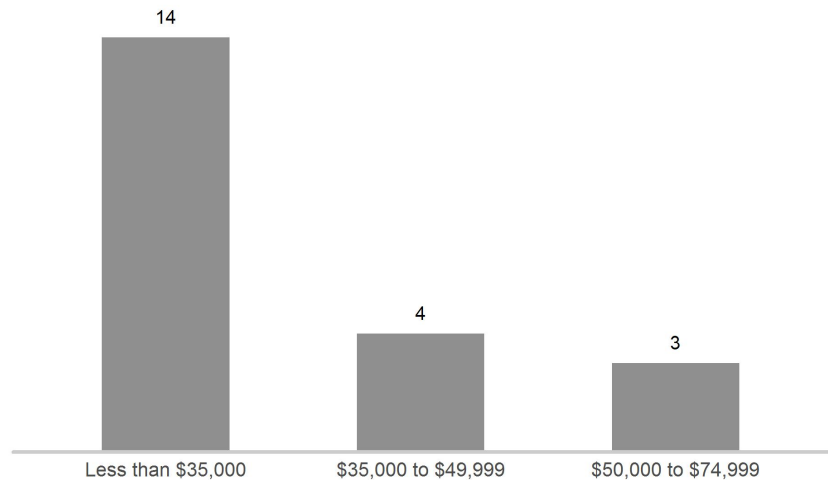
Employer demand fluctuates  
seasonally

## Agriculture Wages

Only 21 of the 53 Agriculture job ads posted in the region during Q1 2017 advertised a wage or salary. Of those that did, 14 advertised earnings that calculate to an annual salary of 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 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2016

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$21.61	\$27.46	\$37.97	\$52.59	\$68.37
45-2092	Farmworkers and Laborers, Crop	\$9.14	\$10.05	\$12.85	\$16.06	\$18.93
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	\$8.78	\$9.40	\$10.42	\$11.81	\$14.93
37-3011	Landscaping and Groundskeeping Workers	\$9.02	\$10.00	\$11.35	\$13.87	\$17.05
39-9032	Recreation Workers	\$8.56	\$9.01	\$10.07	\$12.43	\$15.44
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	\$12.67	\$14.20	\$17.57	\$22.65	\$30.75
45-4021	Fallers	\$12.72	\$13.93	\$16.22	\$19.49	\$22.07
39-2021	Nonfarm Animal Caretakers	\$8.39	\$8.87	\$9.55	\$11.35	\$14.13
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$11.50	\$12.98	\$14.80	\$16.71	\$18.97
51-8031	Water and Wastewater Treatment Plant and System Operators	\$16.95	\$20.25	\$23.17	\$26.79	\$30.10

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network



# Customer Service

## Introduction

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.

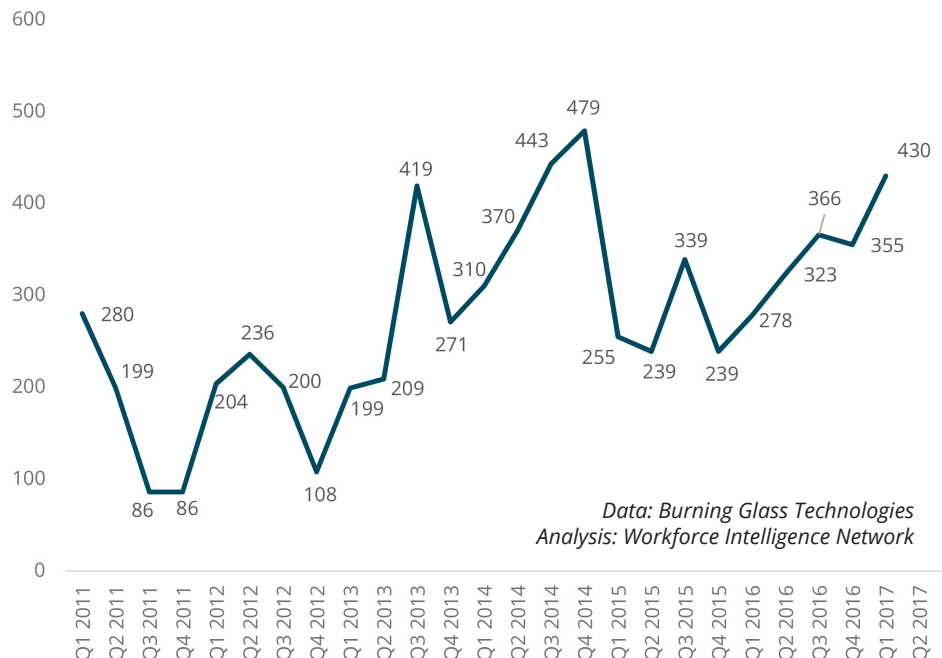
## Job Posting Analysis

Online job postings for Customer Service occupations in the Thumb area increased 21 percent between Q4 2016 and Q1 2017, from 355 to 430 postings. 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 high postings during Q1 could indicate continued employer growth.

## Employment Analysis

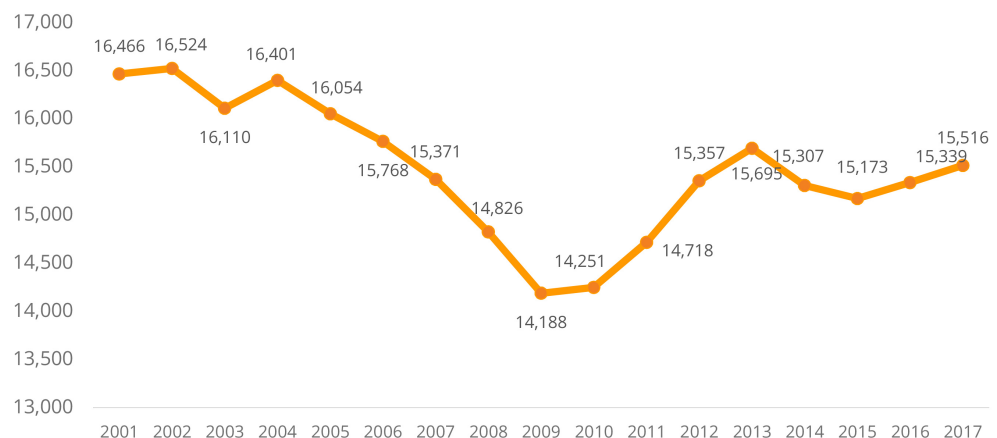
In 2017, 15,516 Thumb area workers were employed in Customer Service occupations. Employment in these occupations has been fairly stable in the Thumb area. Regional employment has increased by approximately 1,400 jobs since the end of the Great Recession but has not seen substantial growth year-over-year.

### Online Job Postings



### Employment Over Time

Quarter 1 2017





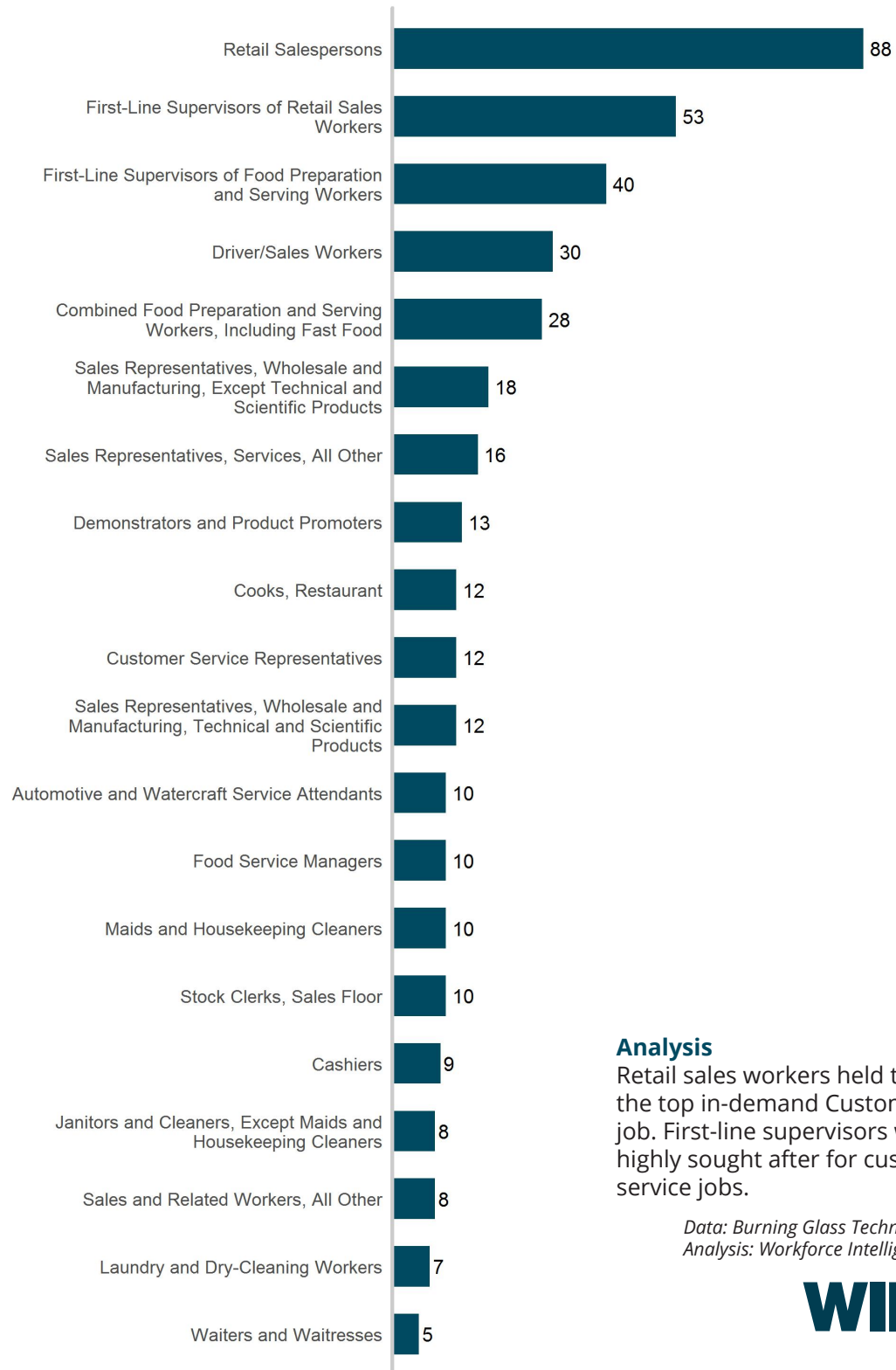


Now hiring: 430 Customer service job postings



15,516 Customer Service employees

### Customer Service Top Jobs Quarter 1 2017



#### Analysis

Retail sales workers held the spot as the top in-demand Customer Service job. First-line supervisors were also highly sought after for customer service jobs.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Education required:  
HS diploma, Vocational Training



High wages:  
Sales Representatives

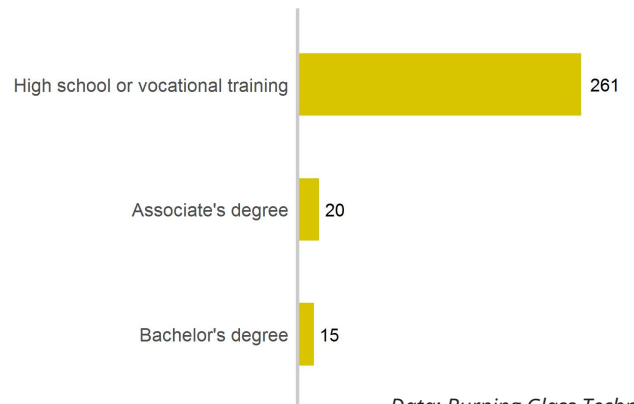
### Customer Service Educational Attainment Required

Of the 430 Customer Service jobs posted in the region during Q1 2017, 296 specified a desired education level for the position. A majority of Customer Service jobs (261 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 Q1 are available to entry level applicants with 146 postings desiring zero to two years of experience.

### In-Demand Area of Study

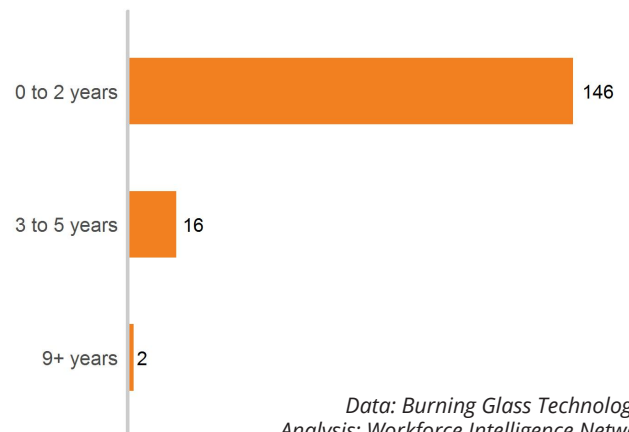
- Business Administration And Management, General
- Economics, General
- Marketing/Marketing Management, General
- Mechanical Engineering
- Electrical And Electronic Engineering Technologies/Technicians, Other

### Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Mean advertised salary:  
\$45,201

31%  
ads for full-time positions

### Customer Service in-Demand Skills

Thumb area employers looking to hire Customer Service workers during Q1 2017 sought basic skills such as communication, organizational skills, and computer skills. Many in-demand Customer Service jobs also require some degree of physical demand. More technical skills that are important to Q1's top Customer Service jobs include sales, store management, and handling cash.

#### Technical in-Demand Skills

- Sales, Product Sales
- Customer service, retail setting
- Store management, supervisory skills, scheduling
- Scanners
- Cash Handling

#### Foundational In-Demand Skills

- Communication skills
- Ability to perform physical tasks
- Detail Oriented
- Writing
- Organizational skills

#### Job Type

- Temporary: 7.2%
- Full-Time: 31.4%
- Part-Time: 19.7%

#### Certifications Required

- Automotive Service Excellence (ASE) Certification
- Servsafe
- Physical Fitness
- Teller Certification



Knowledge areas: Business  
Administration, Economics



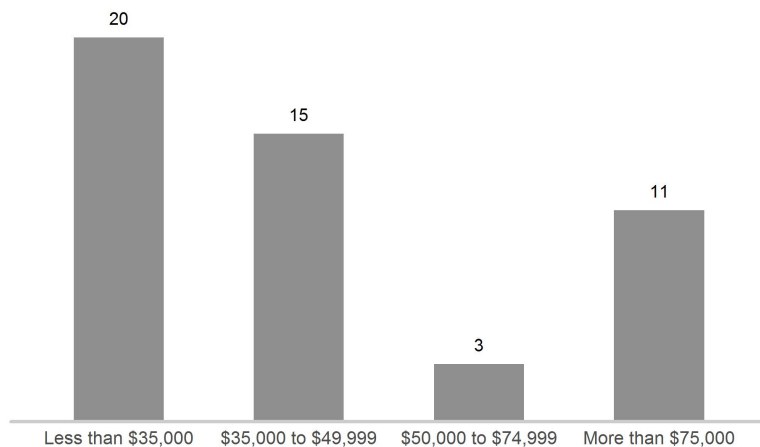
Certifications in-demand:  
ServSafe, ASE

## Customer Service Wages

The distribution of advertised wages for Customer Service jobs in the Thumb area skewed toward the lower salary postings. Of the 49 job postings that advertised a wage or salary, 20 of them were for jobs that earned less than \$35,000 a year. However, 29 postings did advertise higher wages, 11 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 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Wage Data from Bureau of Labor Statistics 2016

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
41-2031	Retail Salespersons	\$8.64	\$9.11	\$10.26	\$13.13	\$19.16
41-1011	First-Line Supervisors of Retail Sales Workers	\$11.67	\$14.26	\$17.90	\$22.82	\$29.40
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	\$9.38	\$11.00	\$14.55	\$19.66	\$25.31
53-3031	Driver/Sales Workers	\$8.70	\$9.49	\$11.33	\$15.15	\$24.51
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	\$8.40	\$8.64	\$9.05	\$9.71	\$11.67
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$13.30	\$19.23	\$27.46	\$39.82	\$55.68
41-3099	Sales Representatives, Services, All Other	\$12.56	\$17.61	\$25.09	\$37.47	\$55.14
41-9011	Demonstrators and Product Promoters	\$9.40	\$10.52	\$11.98	\$15.56	\$26.01
35-2014	Cooks, Restaurant	\$8.74	\$9.38	\$10.90	\$13.12	\$15.75
43-4051	Customer Service Representatives	\$9.51	\$11.67	\$15.11	\$19.70	\$25.82

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

## 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.

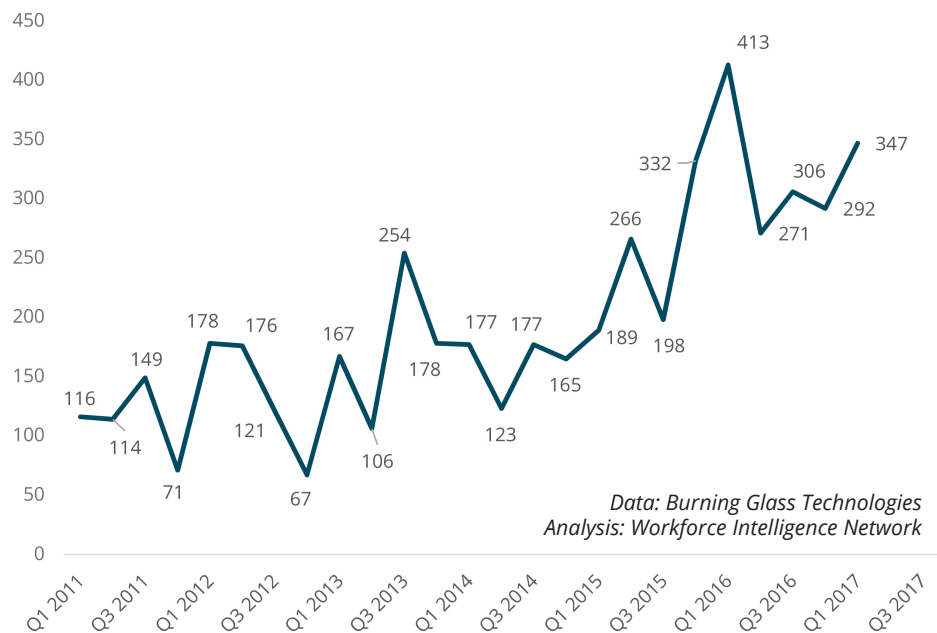
## Job Posting Analysis

Along with Customer Service, Health Care is one of the largest occupation groups in the Thumb area. In Q1 2017, Health Care related advertisements increased to 347 job postings. Overall, Health Care postings increased over the past six years, with Q1 2017 postings falling short of the six year high during Q1 2016 by only 45 postings.

## Employment Analysis

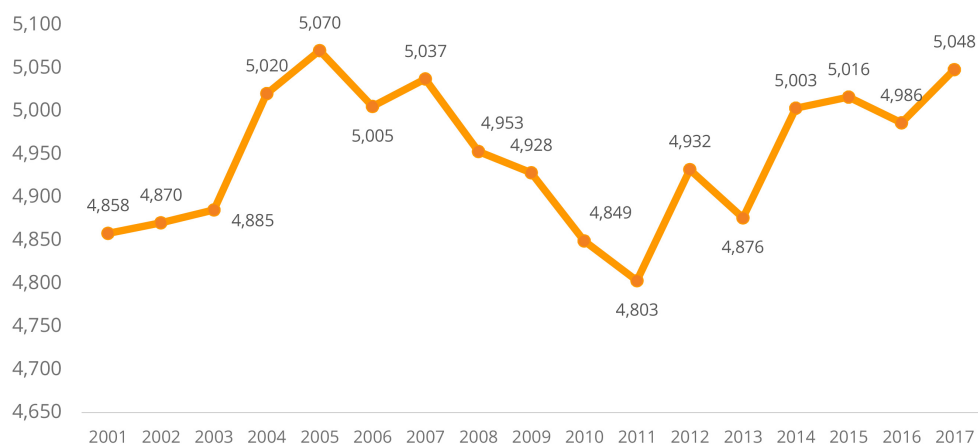
With high and increasing demand for Health Care workers, employment in the Health Care occupations grew generally over the analysis period (2001 to present). In 2017, 5,048 Thumb area workers are employed in Health Care occupations. Employment is likely to continue growing with increased employer demand as long as Thumb area employers can find the qualified workers they seek.

## Online Job Postings



## Employment Over Time

Quarter 1 2017



*Data: EMSI  
Analysis: Workforce Intelligence Network*



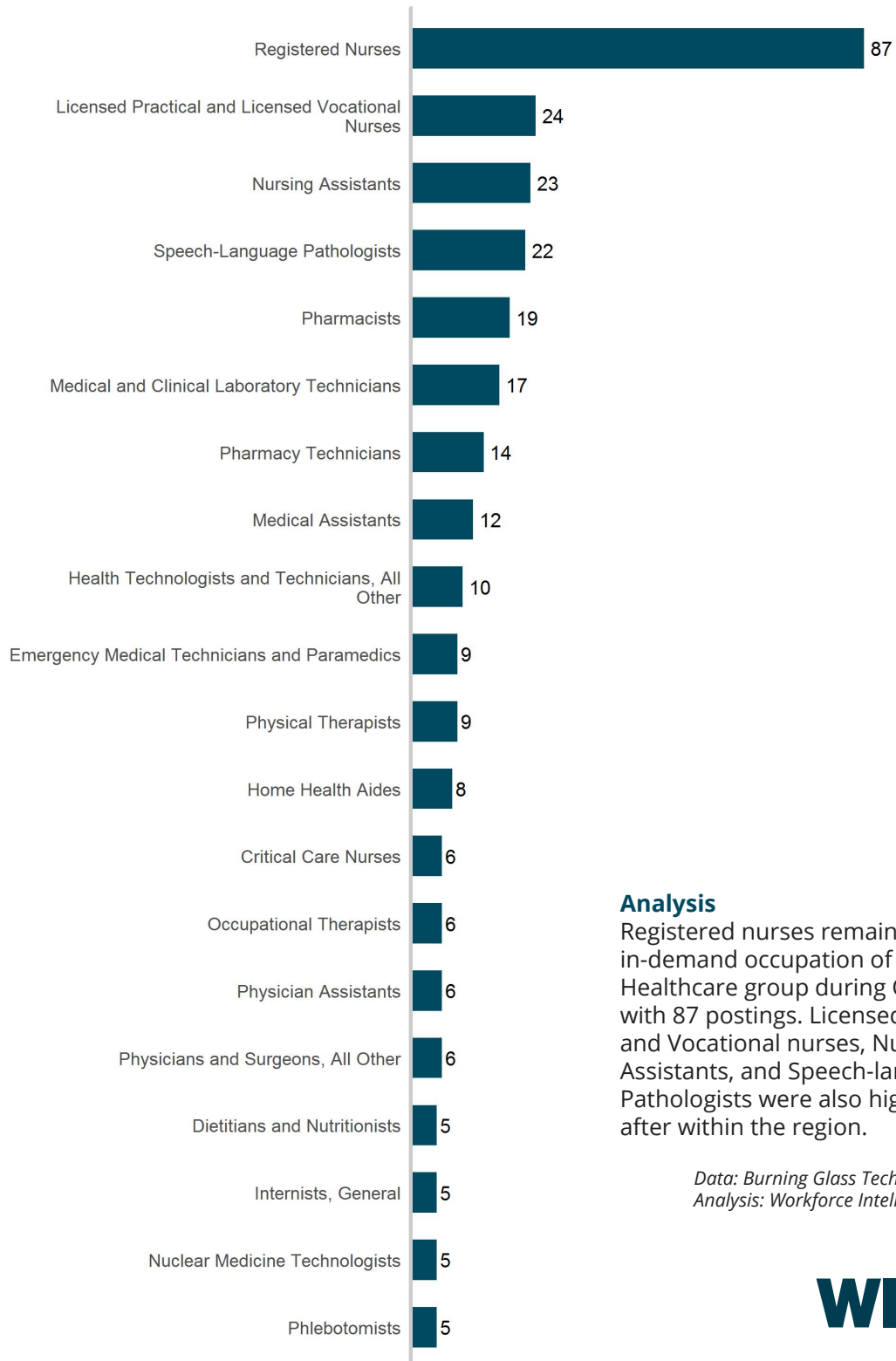
Now hiring: 347 Health Care  
job postings



5,000 Health Care workers

### Health Care Top Jobs

Quarter 1 2017



#### Analysis

Registered nurses remained the top in-demand occupation of the Healthcare group during Q1 2017, with 87 postings. Licensed Practical and Vocational nurses, Nursing Assistants, and Speech-language Pathologists were also highly sought after within the region.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



\$33/hour for registered nurses



Mean advertised salary:  
\$70,482

## Health Care Educational Attainment Required

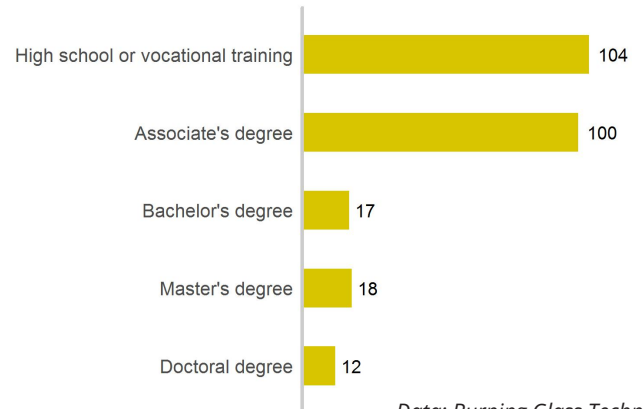
Because occupations like registered nurses and nursing assistants are some of the most in-demand Health Care jobs in the Thumb, most of Q1 2017 job postings did not require more than some vocational training (104 postings) or an associate's degree (100 postings). With this in mind, though, many Health Care professions are available to workers with higher education (a bachelor's or graduate degree) and offer higher wages.

Like the demand for applicants with vocational training or an associate's degree, most of the Health Care postings in the region during Q1 were options for workers with less than two years of experience. Entry-level workers (110 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.

## In-Demand Area of Study

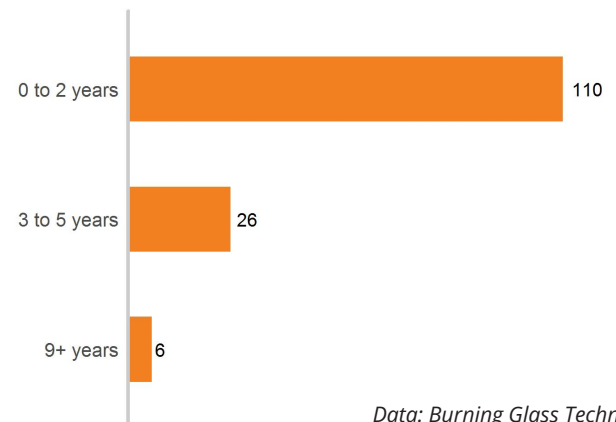
- Nursing Science
- Mechanical Engineering
- Chemistry
- Nuclear Medical Technology/  
Technologist
- Physical Therapy/Therapist

## Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

## Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Short-term training required

70%

of postings offer Full Time Work

### Health Care in-Demand Skills

For Thumb area workers, pre-requisites for employment in Health Care occupations are good communication , problem solving and organizational skills. Beyond these foundational skills, Health Care employers are seeking job candidates who have experience with specific types of patient care, including surgical services, therapy, dialysis, and CPR.

#### Technical in-Demand Skills

- Patient Care, Direction
- Treatment Planning
- Case Management
- Rehabilitation
- Supervisory Skills

#### Foundational In-Demand Skills

- Communication skills
- Ability to perform physical tasks
- Computer skills
- English, Writing
- Quality Assurance and Control

#### Job Type

- Temporary: 13.5%
- Full-Time: 70.3%
- Part-Time: 11.2%

#### Certifications Required

- Registered Nurse
- Basic Cardiac Life Support Certification  
First Aid CPR AED
- Advanced Cardiac Life Support (ACLS)  
Certification
- Certified Nursing Assistant





Education required:  
Vocational Training, Associate's Degree



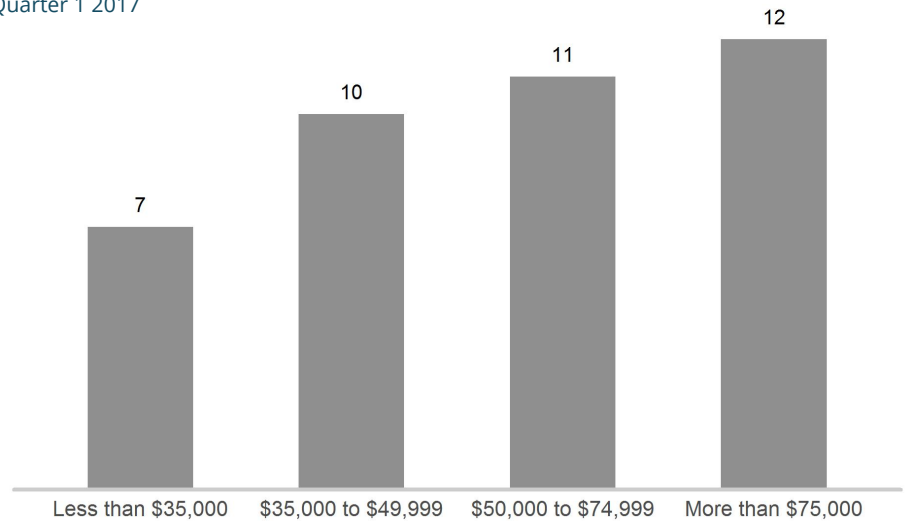
Knowledge areas: Nursing, Chemistry,  
Nuclear Medical Technology

### Health Care Wages

Only 40 of the 347 Health Care job postings for Q1 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, e.g. Registered Nurses, can pay \$33 per hour at the median, over \$69,000 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 pharmacists and speech-language pathologists.

### Advertised Wages in Job Postings

Quarter 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2016

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
29-1141	Registered Nurses	\$25.13	\$28.55	\$33.18	\$38.42	\$46.58
29-2061	Licensed Practical and Licensed Vocational Nurses	\$18.51	\$20.51	\$23.28	\$26.23	\$28.45
31-1014	Nursing Assistants	\$9.96	\$11.65	\$13.46	\$15.52	\$17.56
29-1127	Speech-Language Pathologists	\$25.14	\$29.92	\$36.14	\$43.81	\$61.10
29-1051	Pharmacists	\$42.61	\$50.21	\$55.49	\$60.30	\$66.40
29-2012	Medical and Clinical Laboratory Technicians	\$10.79	\$12.75	\$15.28	\$19.12	\$27.00
29-2052	Pharmacy Technicians	\$10.04	\$11.90	\$14.61	\$17.31	\$19.25
31-9092	Medical Assistants	\$10.78	\$12.34	\$14.06	\$16.32	\$18.78
29-2099	Health Technologists and Technicians, All Other	\$12.80	\$14.72	\$18.41	\$23.52	\$29.70
29-2041	Emergency Medical Technicians and Paramedics	\$9.88	\$11.49	\$13.79	\$17.77	\$21.15

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

# Skilled Trades & Technicians (Manufacturing Focused)

## 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.

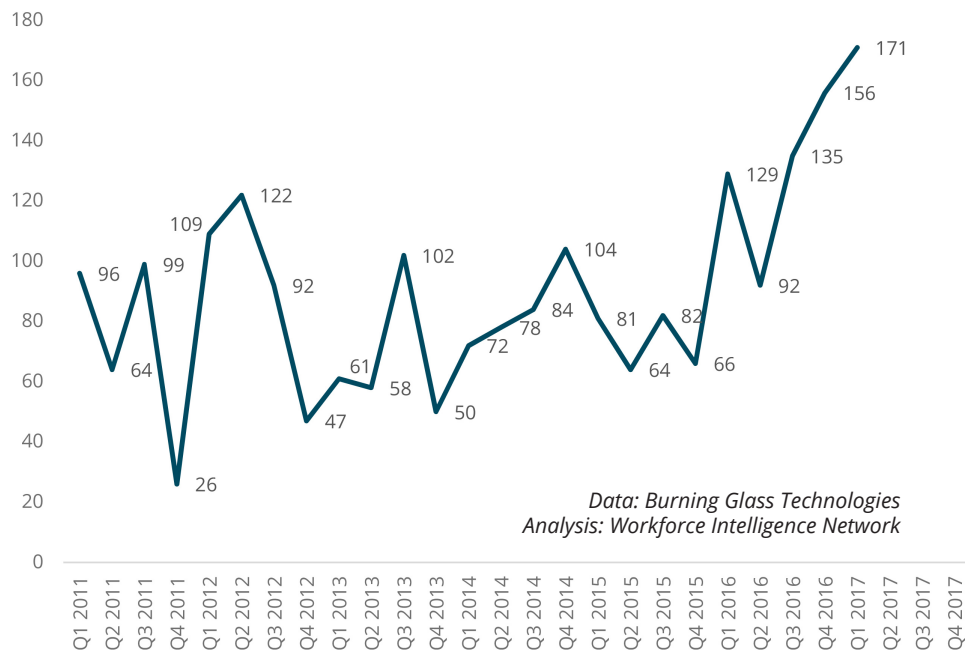
## Job Posting Analysis

Thumb area advanced manufacturing employers looking to hire Skilled Trades workers posted 171 online job ads during Q1 2017. This is a 9.6 percent increase from the 156 job postings in the region for this occupation group during Q4 2016. This quarter's 171 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

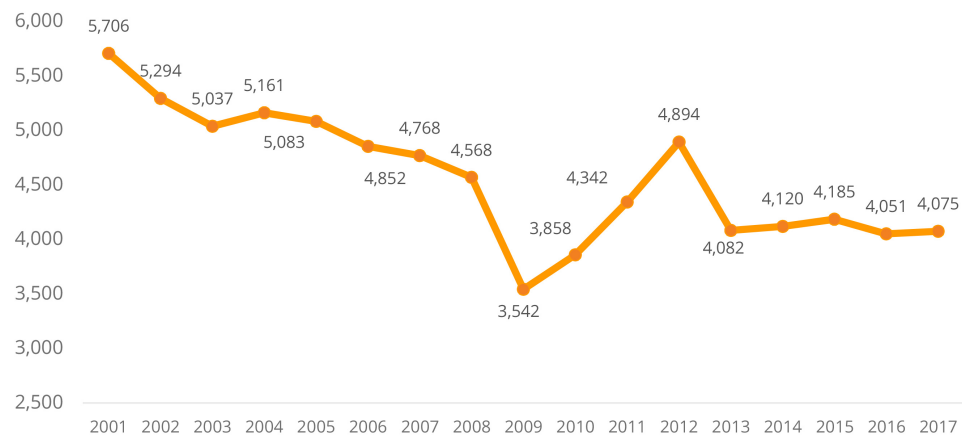
Skilled Trades occupations employed 4,075 Thumb area workers during 2017 to date. Despite the overall growth in demand for Skilled Trades workers in the region, employment numbers have stayed relatively flat over the past few years, hovering just above 4,000 employees since 2013..

## Online Job Postings



## Employment Over Time

Quarter 1 2017





Education required:  
HS Diploma, Vocational Training

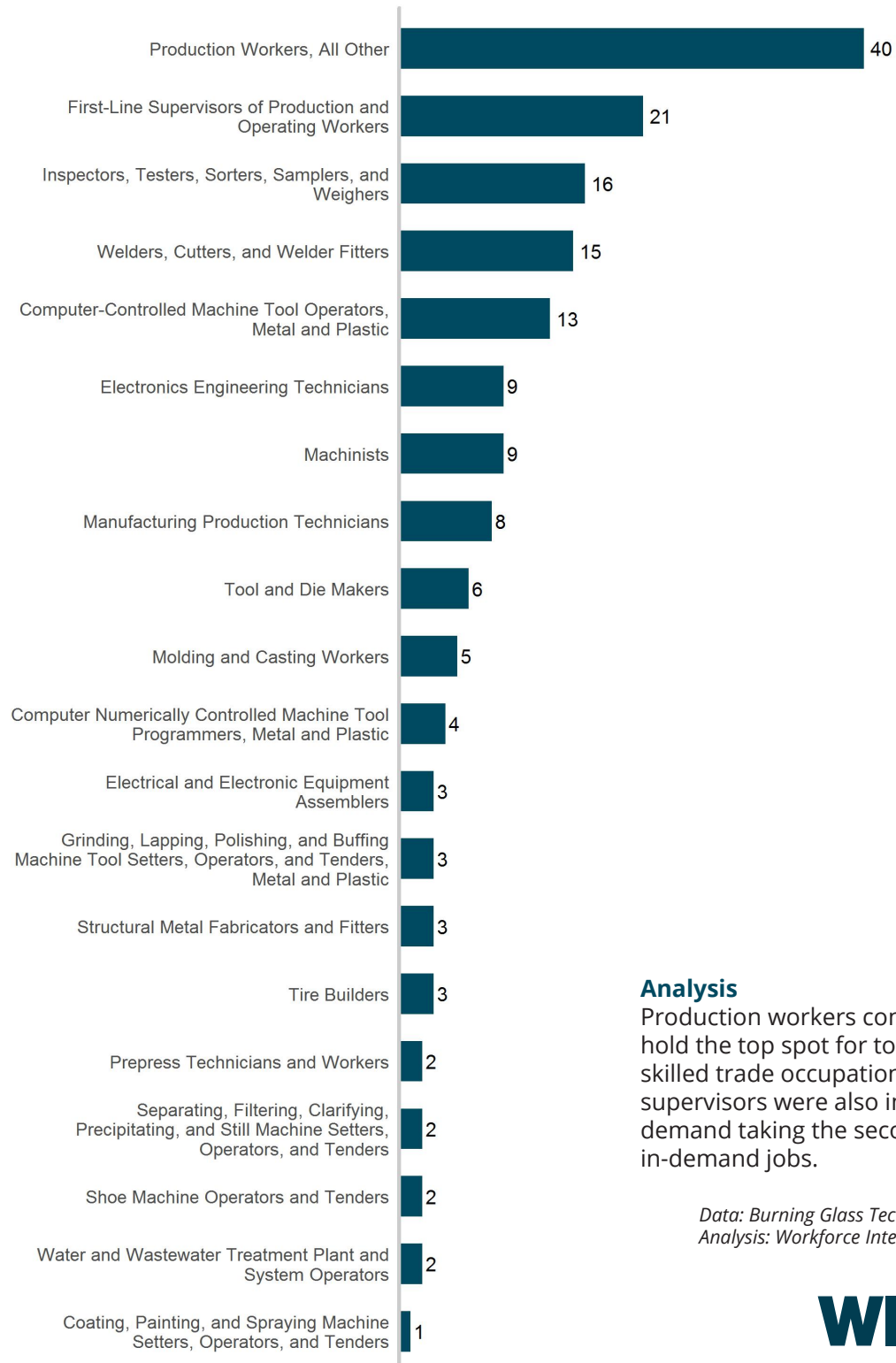


Experience required:  
less than 5 years

## Skilled Trades & Technicians

### Top Jobs

Quarter 1 2017



### Analysis

Production workers continued to hold the top spot for top in-demand skilled trade occupation. First-line supervisors were also in high demand taking the second spot of in-demand jobs.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Now hiring: 171 online job postings

84%

ads for full-time positions

### Skilled Trades & Technicians Educational Attainment Required

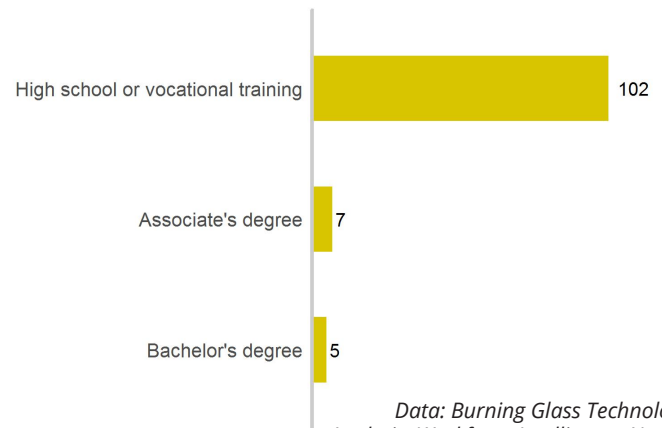
Only 114 of the 171 Q1 2017 Skilled Trades job postings specified a desired level of educational attainment. The distribution of these requirements can be seen in the graph to the right: almost all jobs are attainable with a high school diploma and/or some vocational training. Most employers require training outside of high school, but not all training results in a formal credential. Supervisory positions are represented in the 5 postings searching for candidates with a bachelor's degree.

An even smaller proportion of Q1 postings specified a desired experience level for Skilled Trades workers. The data show that most Skilled Trades jobs advertised in the Thumb area are within reach for workers with less than 5 years of experience (55 postings during Q1). Again, those jobs requiring more experience, 6 years and beyond, are likely for some management occupations included in this group.

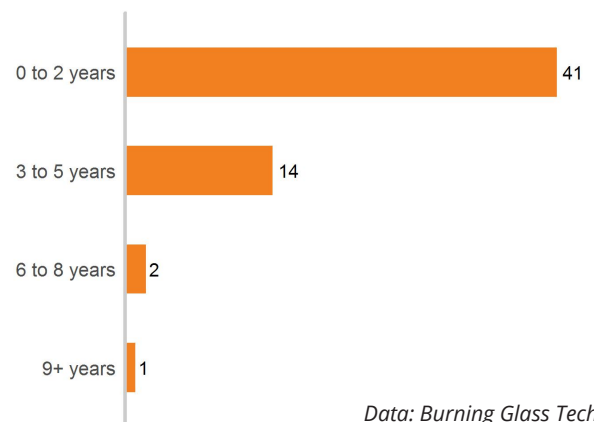
### In-Demand Area of Study

- Engineering, General
- Food Science

### Educational Attainment



### Experience Required





Mean advertised salary:  
\$32,210



Knowledge area: Engineering

### 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 Q1 2017 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)
- Welding
- Calipers
- Supervisory Skills

#### Foundational In-Demand Skills

- Communication skills
- Writing
- Mathematics
- Computer Skills
- Physical Demand

#### Job Type

- Temporary: 16.4%
- Full-Time: 83.6%
- Part-Time: 0.6%

#### Certifications Required

- Welding Certification (e.g. AWS Certified Welder)
- Forklift Operator Certification
- Network+ Certified



## Skills in Demand: Inspection, CNC Operation



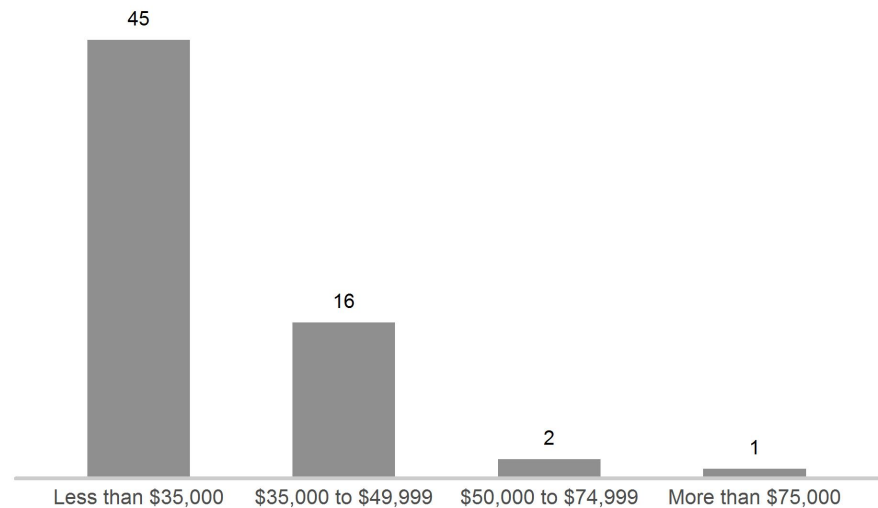
## Certifications in-demand: Welding Certification

### Skilled Trades & Technicians Wages

41 percent (64 postings) of Skilled Trades job postings in the Thumb area during Q1 2017 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 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2016

Occupation Code	Occupation Name	10th Percentile Wages	25th Percentile Wages	Median Wages	75th Percentile Wages	90th Percentile Wages
51-9199	Production Workers, All Other	\$10.77	\$13.64	\$16.54	\$18.93	\$24.89
51-1011	First-Line Supervisors of Production and Operating Workers	\$17.40	\$22.18	\$29.48	\$38.86	\$47.50
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$9.81	\$11.55	\$15.46	\$21.68	\$28.32
51-4121	Welders, Cutters, and Welder Fitters	\$12.73	\$15.15	\$17.87	\$22.25	\$28.27
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	\$11.38	\$13.62	\$18.70	\$23.08	\$28.44
17-3023	Electronics Engineering Technicians	\$15.77	\$19.62	\$24.77	\$31.12	\$36.94
51-4041	Machinists	\$12.71	\$15.79	\$19.49	\$24.55	\$29.91
17-3029	Manufacturing Production Technicians	\$20.49	\$26.65	\$31.91	\$36.96	\$44.69
51-4111	Tool and Die Makers	\$16.99	\$21.20	\$26.38	\$32.46	\$36.25
51-9195	Molding and Casting Workers	\$10.32	\$13.00	\$15.62	\$18.04	\$19.49

Data: EMSI, BLS  
Analysis: Workforce Intelligence Network

# Transportation, Distribution, and Logistics (TDL)

## Introduction

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.

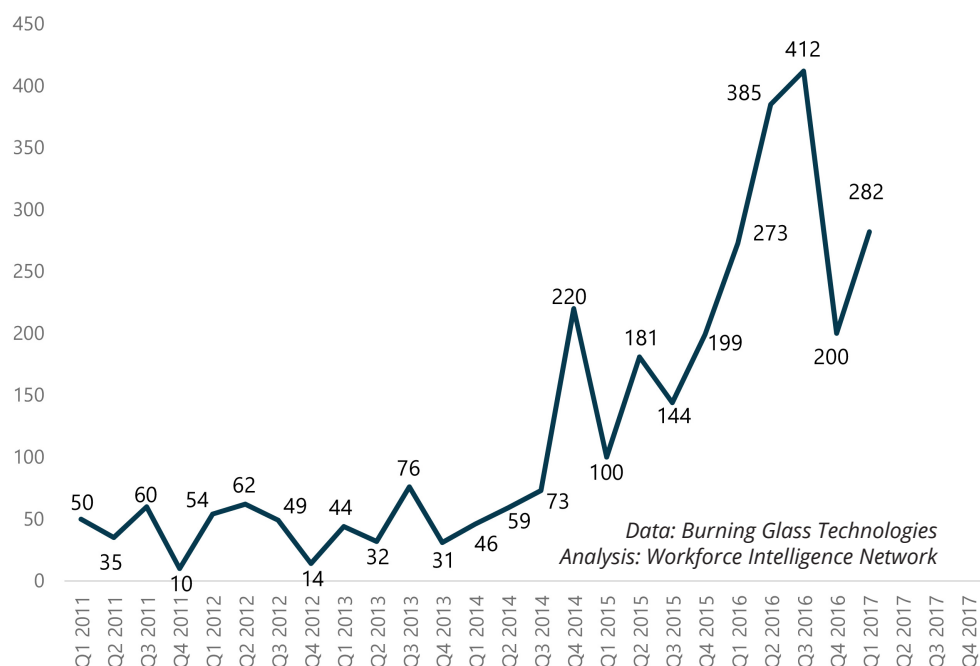
## Job Posting Analysis

After a drop in postings moving into Q4 2016, demand for TDL workers in the thumb region has once again seen an increase. There were a total of 282 postings for TDL jobs during Q1 2017, a 41 percent increase from the 200 postings during Q4 2016. Overall demand for TDL jobs has increased since Q1 2011, with postings nearing 300 once again.

## Employment Analysis

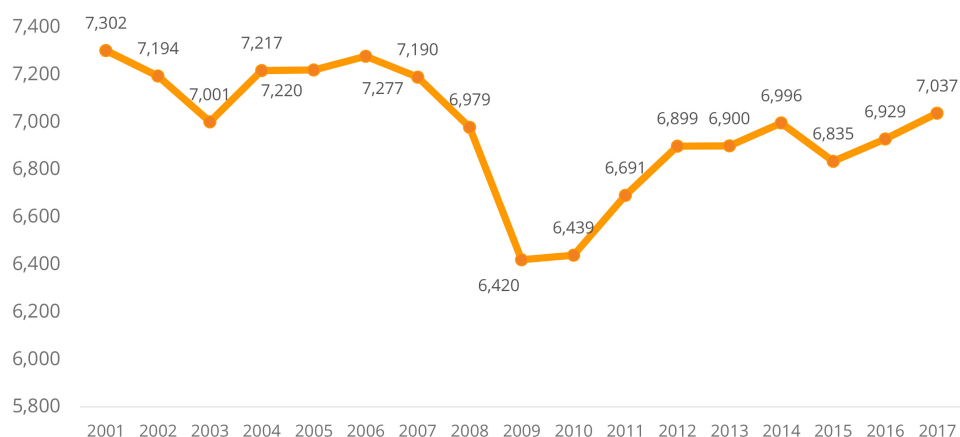
The Transportation, Distribution, and Logistics occupations employ a sizeable share of Thumb area workers. In 2017, TDL jobs employ 7,037 workers across the four counties. Despite employment increasing slowly over time, the number of TDL workers has started to reach prerecession levels, surpassing the number of workers during 2003. Continued analysis will illustrate whether increased demand will drive employment growth going forward.

## Online Job Postings



## Employment Over Time

Quarter 1 2017



Data: EMSI  
Analysis: Workforce Intelligence Network



7,000 TDL employees

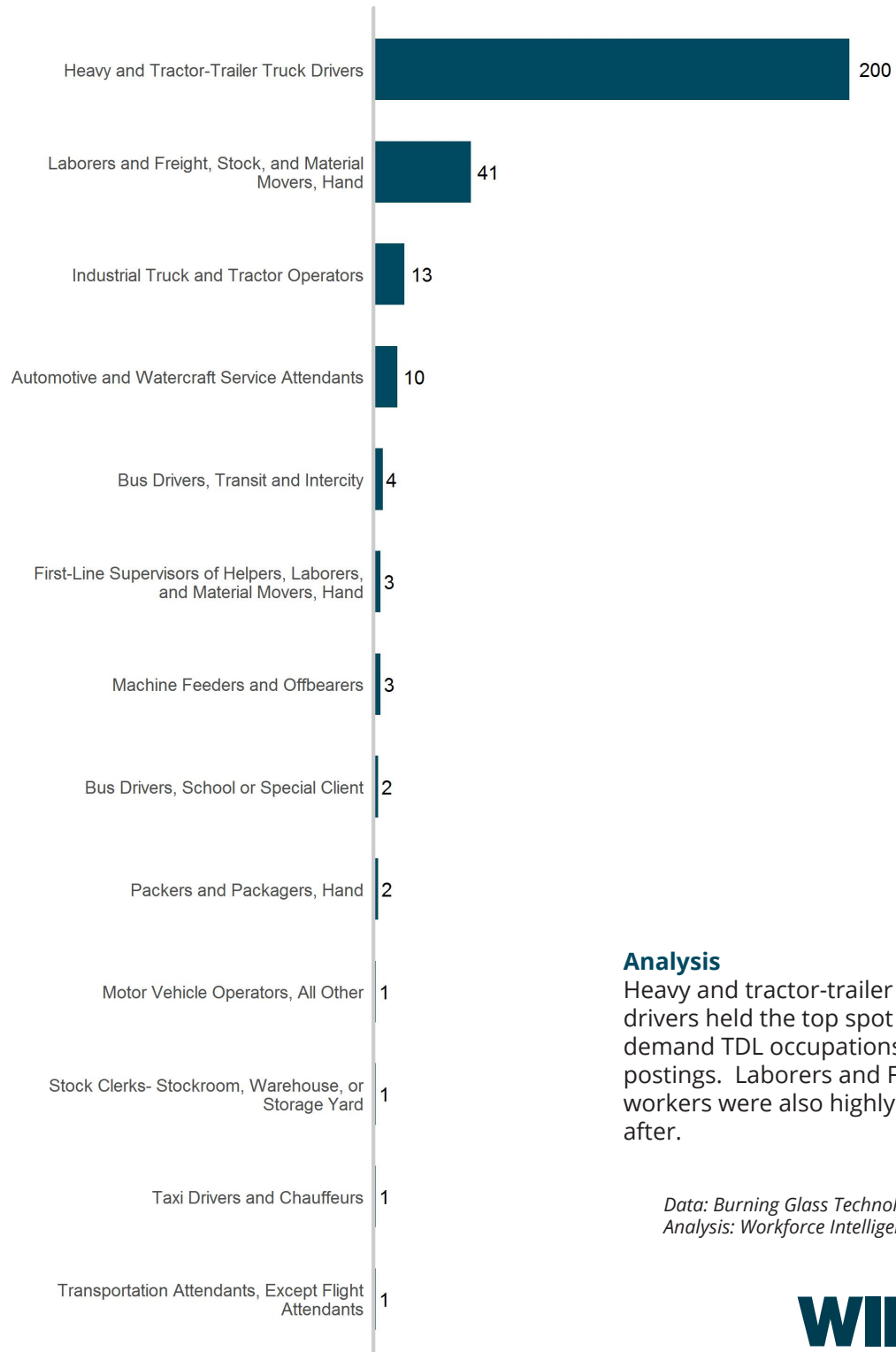


Now hiring: 282 TDL job ads

## Transportation, Distribution, and Logistics (TDL)

### Top Jobs

Quarter 1 2017



### Analysis

Heavy and tractor-trailer truck drivers held the top spot of in-demand TDL occupations with 200 postings. Laborers and Freight workers were also highly sought after.

Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network





Education required:  
HS Diploma, On-The-Job Training

41%

growth in employer demand  
between quarters

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

All 58 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 zero to two years of experience (124 postings). Some postings were searching for more experienced individuals; these are most likely for management roles.

### In-Demand Area of Study

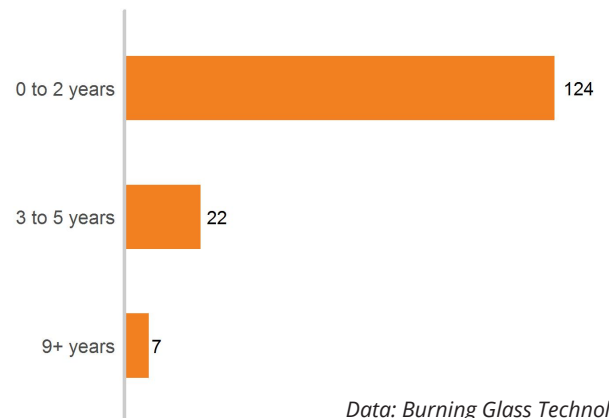
Data not available

### Educational Attainment



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Experience Required



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network



Experience required:  
less than two years



Mean advertised salary:  
\$61,770

### 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 Q1 2017 sought candidates with more technical experience and skills like inspection and repair, driving, and experience with forklifts.

#### Technical in-Demand Skills

- Inspection, repair
- Forklift Operation
- Machinery
- Bus driving
- Cleaning

#### Foundational In-Demand Skills

- Mathematic
- Organizational skills
- Communication Skills
- Quality Assurance and Control
- Time Management

#### Job Type

- Temporary: 13.3%
- Full-Time: 25.2%
- Part-Time: 7.5%

#### Certifications Required

- CDL Class A
- Commercial Driver's License
- Automotive Service Excellence (ASE) Certification
- CDL Class B



In-demand skills:  
Cleaning, Bus Driving



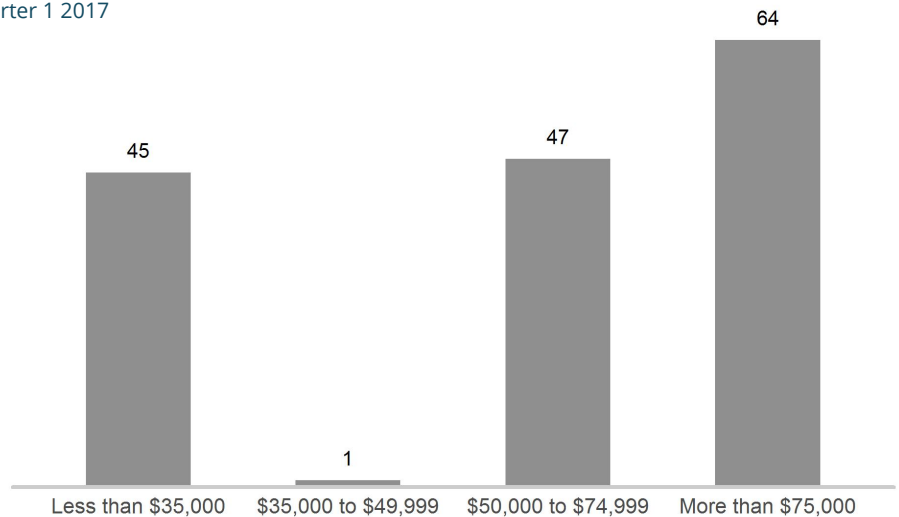
In-demand certifications:  
CDL, ASE

### Transportation, Distribution, and Logistics (TDL) Wages

From the job postings that specified a wage or salary range it becomes clear than many Transportation, Distribution, and Logistics jobs pay well. 45 job postings advertised paying less than \$35,000 a year but 64 job postings in Q1 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 1 2017



Data: Burning Glass Technologies  
Analysis: Workforce Intelligence Network

### Wage Data from Bureau of Labor Statistics 2016

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	\$13.21	\$15.77	\$19.06	\$23.52	\$28.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$9.33	\$10.65	\$13.16	\$16.63	\$20.86
53-7051	Industrial Truck and Tractor Operators	\$10.39	\$12.43	\$15.46	\$21.09	\$24.96
53-6031	Automotive and Watercraft Service Attendants	\$8.55	\$8.97	\$9.81	\$11.58	\$13.37
53-3021	Bus Drivers, Transit and Intercity	\$11.37	\$12.86	\$15.65	\$19.31	\$22.05
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	\$13.18	\$15.84	\$21.94	\$30.16	\$37.12
53-7063	Machine Feeders and Offbearers	\$9.61	\$11.09	\$14.47	\$19.29	\$25.24
53-3022	Bus Drivers, School or Special Client	\$10.04	\$12.57	\$15.29	\$17.82	\$20.27
53-7064	Packers and Packagers, Hand	\$8.64	\$9.00	\$9.89	\$14.36	\$22.38
53-3099	Motor Vehicle Operators, All Other	\$11.33	\$13.41	\$17.78	\$22.41	\$25.19

Data: EMSI, 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 (Thru 1st Quarter)	Change from 2016	Percent Change from 2016
Labor Force	104,040	100,943	100,085	101,112	101,107	100,121	100,223	<b>101,015</b>	793	0.8%
Employment	88,291	88,666	89,515	90,430	92,300	93,482	94,139	<b>93,913</b>	-226	-0.2%
Unemployment	15,749	12,278	10,570	10,682	8,807	6,638	6,084	<b>7,102</b>	1,019	16.7%
Unemployment Rate	15.1%	12.2%	10.6%	10.6%	8.7%	6.6%	6.1%	<b>7.0%</b>	1.0%	na

*\*Note: Monthly data averaged by year*

Data: Bureau of Labor Statistics

### Quarterly Labor Market Data

	1st Quarter 2016	2nd Quarter 2016	3rd Quarter 2016	4th Quarter 2016	1st Quarter 2017	Change from 4th Quarter 2016	Percent Change from 4th Quarter 2016	One-Year Change from 1st Quarter 2016	One-Year Percent Change from 1st Quarter 2016
Labor Force	99,705	100,411	101,412	99,363	<b>101,015</b>	1,652	1.7%	1,311	1.3%
Employment	92,536	94,636	95,328	94,058	<b>93,576</b>	-482	-0.5%	1,040	1.1%
Unemployment	7,169	5,775	6,084	5,306	<b>7,440</b>	2,134	40.2%	271	3.8%
Unemployment Rate	7.2%	5.8%	6.0%	5.3%	<b>7.4%</b>	2.0%	na	0.2%	na

*\*Note: Monthly data averaged by quarter*

Data: Bureau of Labor Statistics












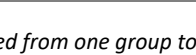
### Monthly Labor Market Data

	January 2016	February 2016	March 2016	April 2016	May 2016	June 2016	July 2016	August 2016	September 2016	October 2016	November 2016	December 2016	January 2017	February 2017	March 2017
Labor Force	98,973	99,644	100,497	99,065	100,300	101,868	102,696	101,221	100,320	99,604	98,757	99,729	100,856	101,444	100,746
Employment	91,916	92,575	93,117	93,237	94,972	95,698	95,674	95,260	95,050	94,404	94,023	93,746	92,901	93,578	94,248
Unemployment	7,057	7,069	7,380	5,828	5,328	6,170	7,022	5,961	5,270	5,200	4,734	5,983	7,955	7,866	6,498
Unemployment Rate	7.1%	7.1%	7.3%	5.9%	5.3%	6.1%	6.8%	5.9%	5.3%	5.2%	4.8%	6.0%	7.9%	7.8%	6.4%

*\* 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)

	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017	Change Over Time	Annual Change Q1 2016-Q1 2017	Quarter Growth Q4 2016-Q1 2017
Total Postings	1,673	1,598	1,783	1,608	1,919		14.7%	20.1%
Agriculture	40	28	30	15	53		32.5%	89.3%
Business & finance	57	39	40	51	41		-28.1%	5.1%
Construction	104	33	36	31	29		-72.1%	-12.1%
Customer service	278	323	366	355	430		54.7%	33.1%
Education	41	13	79	38	37		-9.8%	184.6%
Energy	2	2	5	5	7		250.0%	250.0%
Engineers & designers	34	36	25	26	22		-35.3%	-38.9%
Health care	413	271	306	292	347		-16.0%	28.0%
Information technology	14	20	33	23	21		50.0%	5.0%
Skilled trades & technicians	129	92	135	156	171		32.6%	85.9%
Transportation, distribution, and logistics	273	385	412	200	282		3.3%	-26.8%

*\*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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