

Q2 2020  
April - June

# WIN REGION

16 COUNTIES IN SOUTHEAST MI

Quarterly Labor Market Report





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### About This Report

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

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

This report analyzes data from the second quarter of 2020 in the 16-county WIN region and includes summative data for April, May, and June of 2020. All eleven occupation groups are analyzed for the WIN region.

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](http://www.WINintelligence.org) or contact the data and research team directly at [research@WINintelligence.org](mailto:research@WINintelligence.org). For more information about jobseeker resources and our partners, please visit [www.micareertraining.org](http://www.micareertraining.org).



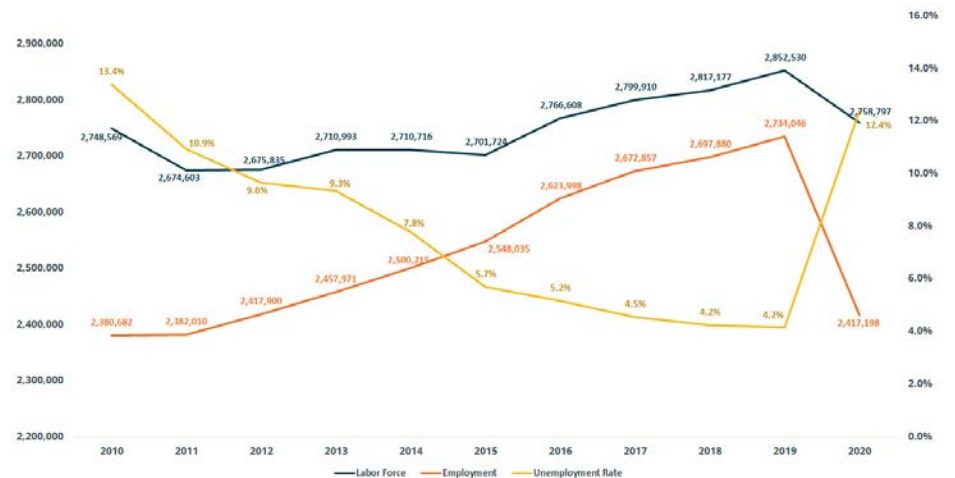
### State of the Labor Market in the 16-County WIN Region

During the second quarter of 2020, the labor force and employment figures both fell in southeast Michigan. Major shifts in the labor market due to the COVID-19 crisis are reflected in this quarter's report, and gradual reopening and hiring trend shifts are visible through monthly data. A larger drop in employment than labor force caused the number of unemployed individuals to more than triple in the region, causing the quarterly unemployment rate to rise 17.0 percentage points to 21.2 percent in Q2 2020. Employer demand for each occupation group analyzed by WIN fell during Q2 2020, though some groups declined more than others. Agriculture, Construction, and Health Care postings each dropped by under ten percent. As additional 2020 data becomes available, employer demand will likely show dramatic shifts.

### Annual Labor Market Information

The labor force in southeast Michigan continues to decline from its 2019 peak, decreasing by nearly 100,000 individuals between 2019 annual figures and the year-to-date (YTD) levels through June 2020. Employment fell by an even greater amount, reporting over 300,000 fewer workers between 2019 and YTD 2020. The YTD unemployment rate rose to 12.4 percent as of June 2020. However, due to major swings in month-to-month employment levels in 2020, both temporary and permanent, examining data over shorter timeframes may be more instructive as the pandemic response continues to evolve.

Annual Labor Force, Employment, Unemployment Rate  
2010–2020



Data: BLS | Analysis: Workforce Intelligence Network

### Quarterly Employer Demand Overview

Data from the second quarter of 2020, including posting information from April, May, and June, showed a continued drop in employer demand levels in southeast Michigan due to ripple effects from the COVID-19 pandemic. There were 51,306 fewer postings (16.3 percent) during Q2 2020 than in Q1 2020, and nearly 120,000 fewer than Q2 2019. Monthly demand suggests that levels are stabilizing to suit cautious reopening and slowed hiring, however; the fall in postings occurred between March and April 2020, while May and June represented a modest improvement.

Monthly Posting Analysis, WIN Region  
Q2 2019–Q2 2020



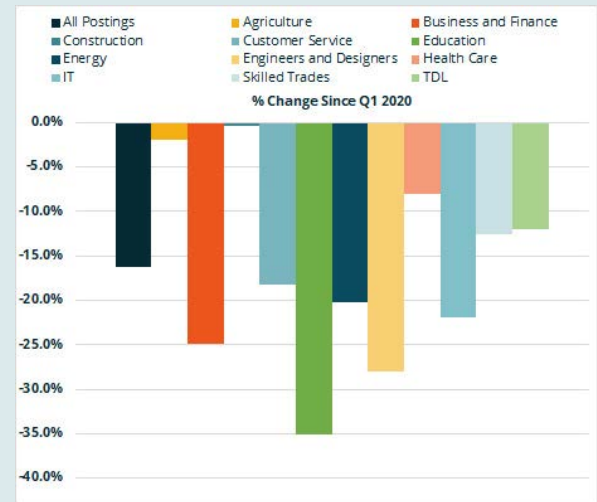
Data: Emsi | Analysis: Workforce Intelligence Network



### Employer demand sinks to 264,128 jobs posted during Q2 2020, reflecting both an overall pattern of slowing demand and the results of COVID-19 shutdown measures.

During Q2 2020, there were 264,128 job postings, 51,306 fewer (16.3 percent) than the 315,434 postings made during Q1 2020 in the 16-county WIN region. Due to the exceptional demand impacts caused by the pandemic, Q2 2020 demand levels were also 30.9 percent lower than in Q2 2019. Percent decreases in job postings for each occupation group between the first and second quarters of 2020 can be seen to the right, displaying divergences in the way different occupation groups are affected by the COVID-19 pandemic. For more information about quarterly job postings, see page 9.

Posting Trends by Occupation Group  
Q2 2020



### Health care top-posting occupations shift in demand during Q2 2020, while other groups retain typical hiring patterns despite posting decreases.

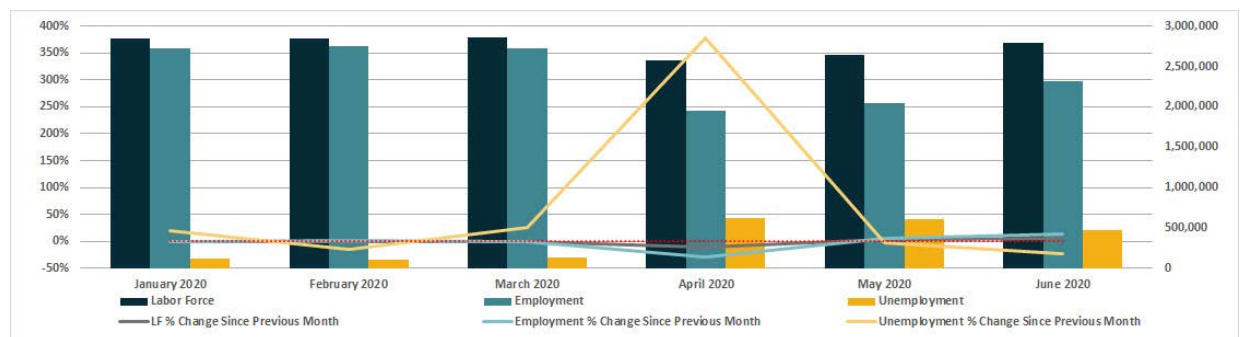
While registered nurses retained their usual spot as the top health care occupation, many other occupations varied greatly in demand. While the need for nurses, respiratory specialists, and other COVID response workers expanded, elective procedure limitations and hospital budget decreases slowed demand for other positions. Top jobs typically show little change in order for large occupation groups, but the top 50 health care occupations shifted, on average, three places in demand ranking this quarter. The occupations showing the greatest increases in posting or rank are shown to the right. For more information about health care trends, see page 40.

Fastest-Growing Health Care Occupations  
Q2 2020

| Occupation (SOC)                                  | Q2 2020 Unique Postings | Posting Growth Q1-Q2 | Rank Increase Q1-Q2 |
|---|-------------------------|----------------------|---------------------|
| Nursing Assistants                                | 2,199                   | ☆10.7%               | ☆1                  |
| Licensed Practical and Licensed Vocational Nurses | 1,703                   | ☆24.0%               | ☆4                  |
| Home Health Aides                                 | 1,335                   | ☆10.3%               | ☆1                  |
| Respiratory Therapists                            | 1,167                   | ☆61.4%               | ☆5                  |
| Psychiatrists                                     | 551                     | ☆10.6%               | ☆4                  |
| Internists, General                               | 434                     | ☆12.7%               | ☆6                  |
| Surgeons  | 367                     | ☆9.6%                | ☆5                  |
| Emergency Medical Technicians and Paramedics      | 341                     | ☆1.2%                | ☆2                  |
| Dental Hygienists                                 | 230                     | ☆46.5%               | ☆11                 |
| Pediatricians, General                            | 190                     | ☆15.9%               | ☆7                  |

### Monthly Labor Market Data

Data: Bureau of Labor Statistics



### Quarterly employment data for Q2 2020 in the 16-county WIN region indicates a loss of 628,890 jobs, or 23.0 percent, while monthly data indicates some recovery.

Following a strong trend of growth in the labor force both quarterly through 2019 and annually since 2011, as well as consistently falling unemployment, the second quarter of 2020 showed sharp decline in the labor market. During Q2 2020, labor force figures were 6.4 percent smaller (183,317 individuals) than in Q1 2020, and 6.2 percent smaller (175,526 individuals) than in Q2 2019. The decrease in labor force participants was compounded by a 628,890-worker drop in employment and 17.0 percentage point rise in the unemployment rate compared to Q1 2020. Monthly data show that this decline took place almost entirely between March and April 2020. For more information about this year's unemployment rate and other labor market indicators, see page 4.

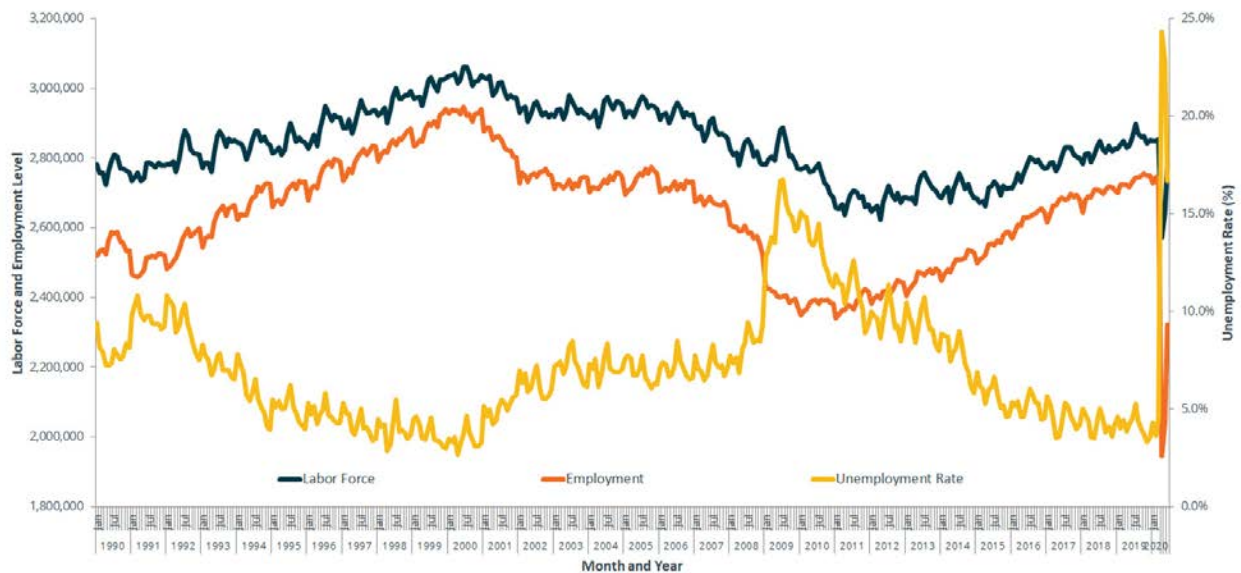




### Labor Force, Employment, and Unemployment

Through the second quarter of 2020, the labor market in southeast Michigan departed dramatically from the relative stability shown each year since 2010. The labor force fell by 183,317 individuals (6.4 percent) between Q1 2020 and Q2 2020 while employment in the 16-county area dropped by 628,890 workers (23.0 percent). With employment decreasing at a faster rate than labor force, the unemployment rate shot up this quarter: the quarterly unemployment rate increased by 17.0 percentage points between Q1 2020 and Q2 2020 to 21.2 percent.

**Labor Force, Employment, Unemployment Rate**  
1990-2020



Data: BLS | Analysis: Workforce Intelligence Network

**Quarterly Labor Market Data**  
Q2 2019 - Q2 2020

|                   | 2nd Quarter 2019 | 3rd Quarter 2019 | 4th Quarter 2019 | 1st Quarter 2020 | 2nd Quarter 2020 | Change from 1st Quarter 2020 | Percent Change from 1st Quarter 2020 | Change from 2nd Quarter 2019 | Percent Change from 2nd Quarter 2019 |
|-------------------|------------------|------------------|------------------|------------------|------------------|------------------------------|--------------------------------------|------------------------------|--------------------------------------|
| Labor Force       | 2,842,665        | 2,876,719        | 2,851,971        | 2,850,456        | 2,667,138        | -183,317                     | -6.4%                                | -175,526                     | -6.2%                                |
| Employment        | 2,723,564        | 2,745,813        | 2,751,261        | 2,731,643        | 2,102,752        | -628,890                     | -23.0%                               | -620,812                     | -22.8%                               |
| Unemployment      | 119,100          | 130,906          | 100,710          | 118,813          | 564,386          | 445,573                      | 375.0%                               | 445,286                      | 373.9%                               |
| Unemployment Rate | 4.2%             | 4.6%             | 3.5%             | 4.2%             | 21.2%            | 17.0%                        | n/a                                  | 17.0%                        | n/a                                  |

Note: Monthly data averaged by quarter | Data: BLS

**Annual Labor Market Data**  
2010 - 2020

|                   | 2010 Annual | 2011 Annual | 2012 Annual | 2013 Annual | 2014 Annual | 2015 Annual | 2016 Annual | 2017 Annual | 2018 Annual | 2019 Annual | 2020 YTD  | Change from 2019 | Percent Change from 2019 |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------|------------------|--------------------------|
| Labor Force       | 2,748,569   | 2,674,603   | 2,675,835   | 2,710,993   | 2,710,716   | 2,701,724   | 2,766,608   | 2,799,910   | 2,817,177   | 2,852,530   | 2,758,797 | -93,733          | -3.3%                    |
| Employment        | 2,380,682   | 2,382,010   | 2,417,900   | 2,457,971   | 2,500,215   | 2,548,035   | 2,623,998   | 2,672,857   | 2,697,880   | 2,734,046   | 2,417,198 | -316,849         | -11.6%                   |
| Unemployment      | 367,888     | 292,593     | 257,935     | 253,021     | 210,500     | 153,690     | 142,610     | 127,053     | 119,297     | 118,484     | 341,600   | 223,115          | 188.3%                   |
| Unemployment Rate | 13.4%       | 10.9%       | 9.6%        | 9.3%        | 7.8%        | 5.7%        | 5.2%        | 4.5%        | 4.2%        | 4.2%        | 12.4%     | 8.2%             | n/a                      |

Note: Monthly data averaged by year | Data: BLS

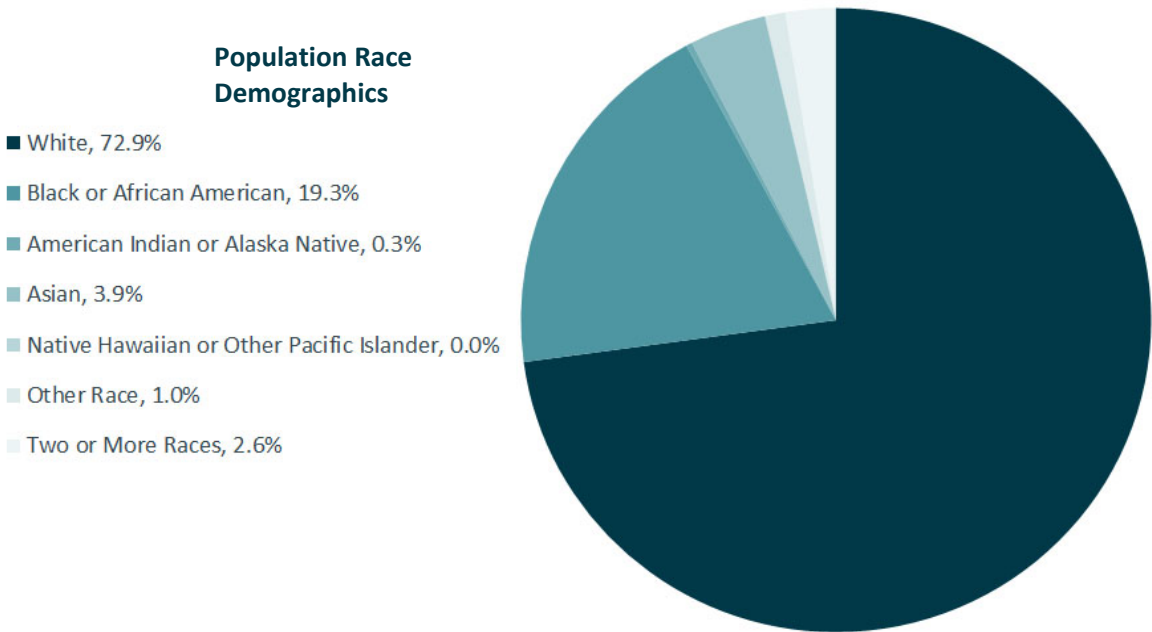


Population Demographics

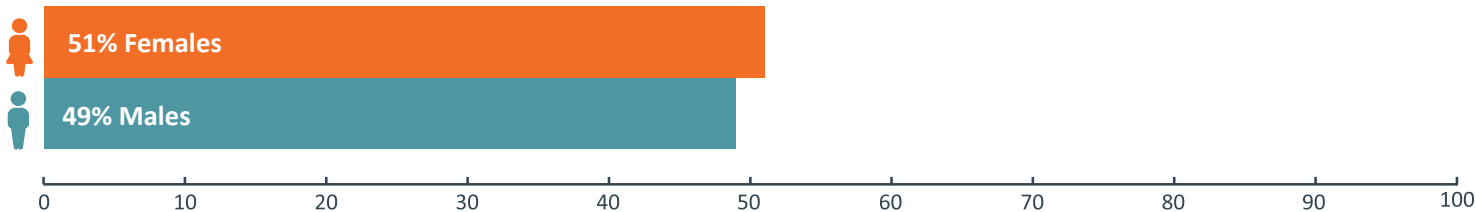
According to data from the most recent Census Bureau 2018 ACS Five Year estimates, the population in southeast Michigan increased by nearly 0.3 percent between 2017 and 2018. During 2018, 5,740,079 people were living in the region. The sex of the populace was split almost evenly, with about 51 percent of the population identifying as female, and the other 49 percent identifying as male. The majority of the population identified as white (73 percent) with the second largest number of individuals identifying as black or African American (19 percent). The region as a whole is facing an aging population; 29.7 percent of population was over the age of 55, compared to 31.5 percent aged 24 or under.



Population Race Demographics



Population Gender Demographics



Population Age Demographics



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



### Labor Market Demographics

During 2018, the most recent census year, there were about 2.85 million people in the labor force, meaning they were either working or looking for work, in southeast Michigan. Slightly less than half of the population, or about 2,650,327 individuals (46.2 percent), living in the region were actively working. The highest unemployment rates were seen in those aged 24 years old or younger. Males under the age of 19 face an unemployment rate of 24.5 percent. Black or African American job seekers also have a difficult time finding employment, facing an unemployment rate of 15.0 percent.

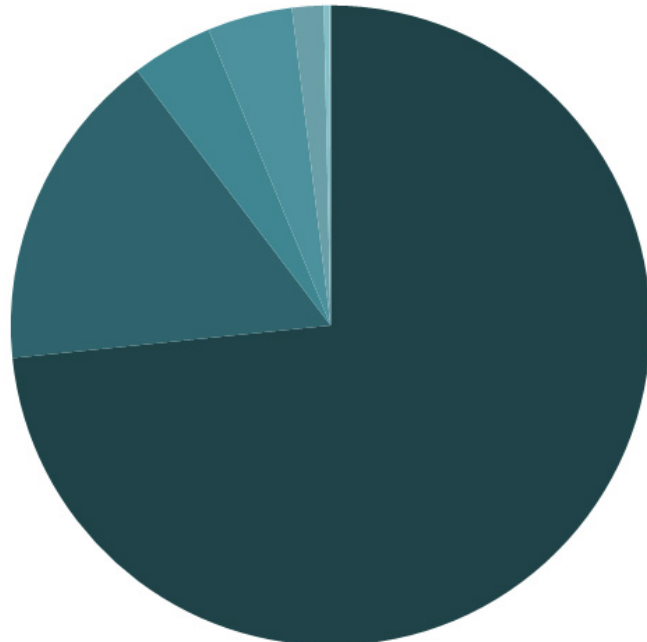
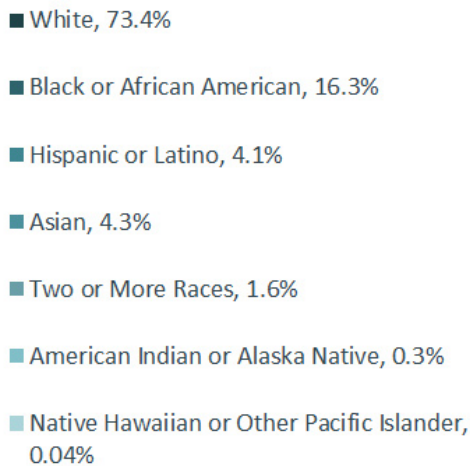
| Civilian Labor Force by Demographic Group |                      |                  |                    |                   |
|---|----------------------|------------------|--------------------|-------------------|
| Demographic Group                         | Civilian Labor Force | Total Employment | Total Unemployment | Unemployment Rate |
| <b>Total Population 16 +</b>              | 2,848,717            | 2,650,105        | 198,612            | 7.0%              |
| <b>Sex</b>                                |                      |                  |                    |                   |
| <b>Male 16+</b>                           | 1,489,883            | 1,382,915        | 106,968            | 7.2%              |
| 16-19                                     | 62,691               | 48,704           | 13,987             | 22.3%             |
| 20-24                                     | 152,604              | 131,923          | 20,681             | 13.6%             |
| 25-54                                     | 948,896              | 890,460          | 58,436             | 6.2%              |
| 55-64                                     | 252,572              | 241,437          | 11,135             | 4.4%              |
| 65 Plus                                   | 73,120               | 70,391           | 2,729              | 3.7%              |
| <b>Female 16+</b>                         | 1,358,834            | 1,267,190        | 91,644             | 6.7%              |
| 16-19                                     | 63,662               | 51,957           | 11,705             | 18.4%             |
| 20-24                                     | 146,529              | 129,901          | 16,628             | 11.3%             |
| 25-54                                     | 854,968              | 802,799          | 52,169             | 6.1%              |
| 55-64                                     | 232,811              | 223,793          | 9,018              | 3.9%              |
| 65 Plus                                   | 60,864               | 58,740           | 2,124              | 3.5%              |
| <b>Race</b>                               |                      |                  |                    |                   |
| <b>White</b>                              | 2,137,524            | 2,025,722        | 111,802            | 5.2%              |
| <b>Black / African American</b>           | 504,949              | 429,023          | 75,926             | 15.0%             |
| <b>Native American</b>                    | 8,354                | 7,622            | 732                | 8.8%              |
| <b>Asian</b>                              | 116,731              | 111,362          | 5,370              | 4.6%              |
| <b>Native Hawaiian / Pacific Islander</b> | 906                  | 885              | 021                | 2.3%              |
| <b>Some Other Race</b>                    | 27,086               | 25,031           | 2,056              | 7.6%              |
| <b>Two or More Races</b>                  | 53,840               | 48,286           | 5,554              | 10.3%             |
| <b>Ethnicity</b>                          |                      |                  |                    |                   |
| <b>Hispanic</b>                           | 168,259              | 155,048          | 13,211             | 7.9%              |



### Current Workforce Demographics

While the Census Bureau data is lagged by about two years, Emsi uses predictive modeling to estimate workforce information for the previous year, allowing for more current analysis. In 2019, there were a total of 2,531,090 individuals working in southeast Michigan. A slight majority (51.1 percent or 1,293,170 workers) were male, while 48.9 percent (1,237,919 workers) of the workforce was female. Most of those working in the region were white, accounting for 73.4 percent of the workforce, while African American or black workers accounted for 16.3 percent of the workforce. Those identifying as having a Hispanic or Latino ethnicity accounted for 4.1 percent. Only 13.9 percent of workers were under the age of 25 compared to 22.6 percent over the age of 55, indicating an aging workforce in southeast Michigan.

**Workforce Race and Ethnicity Demographics**



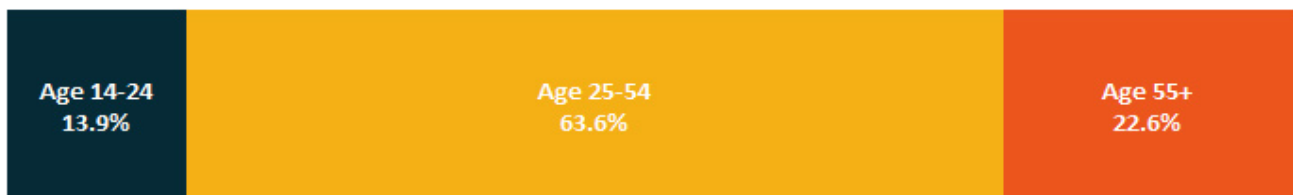
**Workforce Gender Demographics**



51% Males  
49% Females



**Workforce Age Demographics**



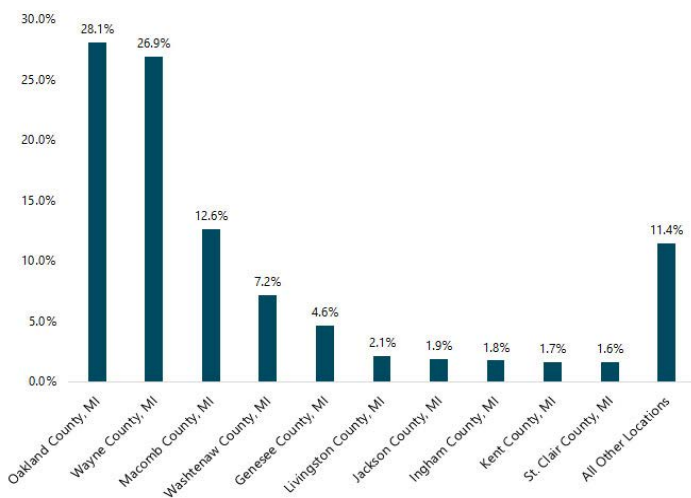




### Regional Commuting Patterns

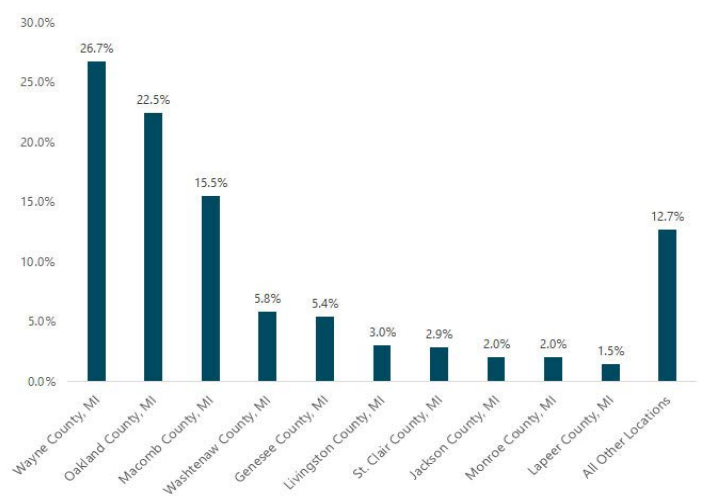
According to the most recent OnTheMap data set available from the Census Bureau, during 2017, the region's workforce consisted of 2,347,359 residents. 2,121,593 (90.4 percent) of the residents lived and worked within the 16-county region, while the remaining 225,766 residents (9.6 percent) traveled outside of the region for work. There were 2,315,590 workers employed in the region during 2015. Of those, 193,997 workers (8.4 percent) lived outside of the region's borders and commuted in. From this information, we can see that the southeast Michigan area is a net exporter of jobs, with more workers leaving the area for employment than inwardly commuting.

#### Where 16-County WIN Region Residents Work

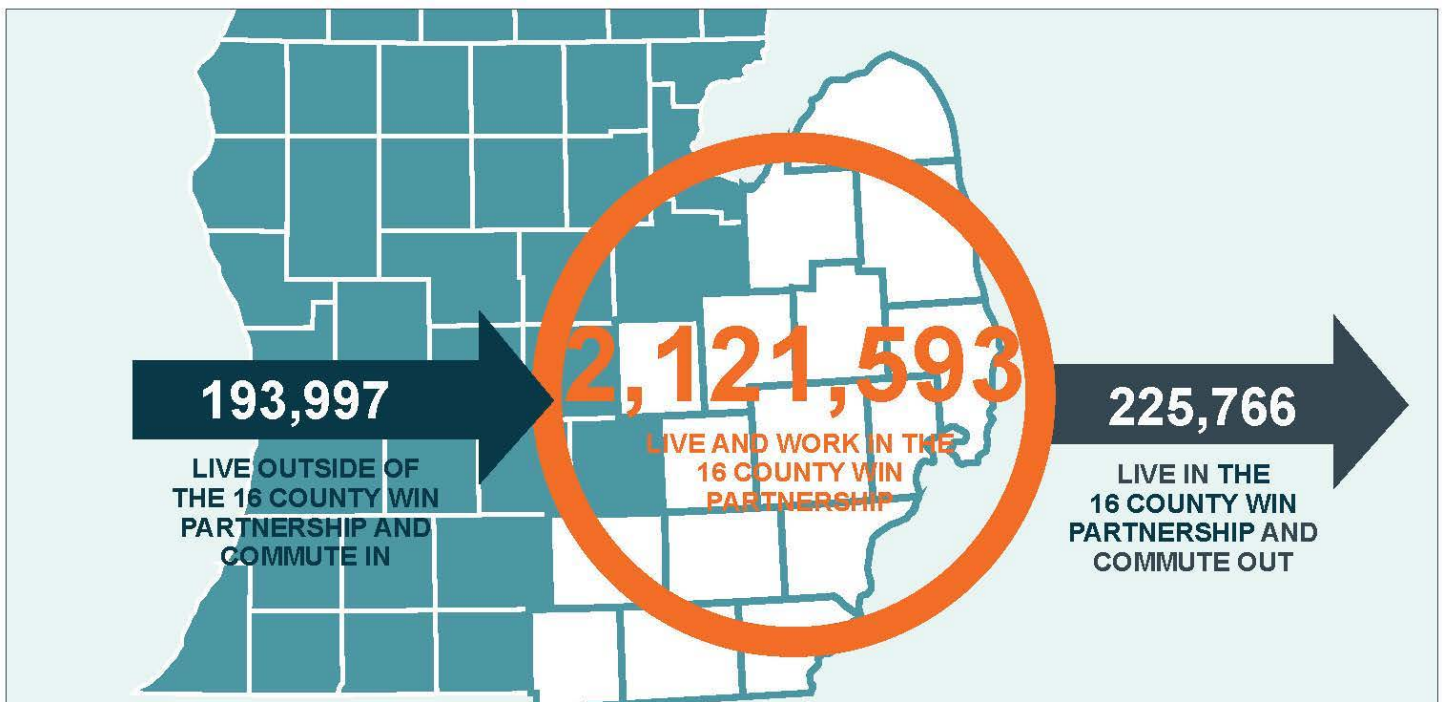


Source: U.S. Census OnTheMap, 2017  
Analysis: Workforce Intelligence Network

#### Where 16-County WIN Region Workers Live



Source: U.S. Census OnTheMap, 2017  
Analysis: Workforce Intelligence Network



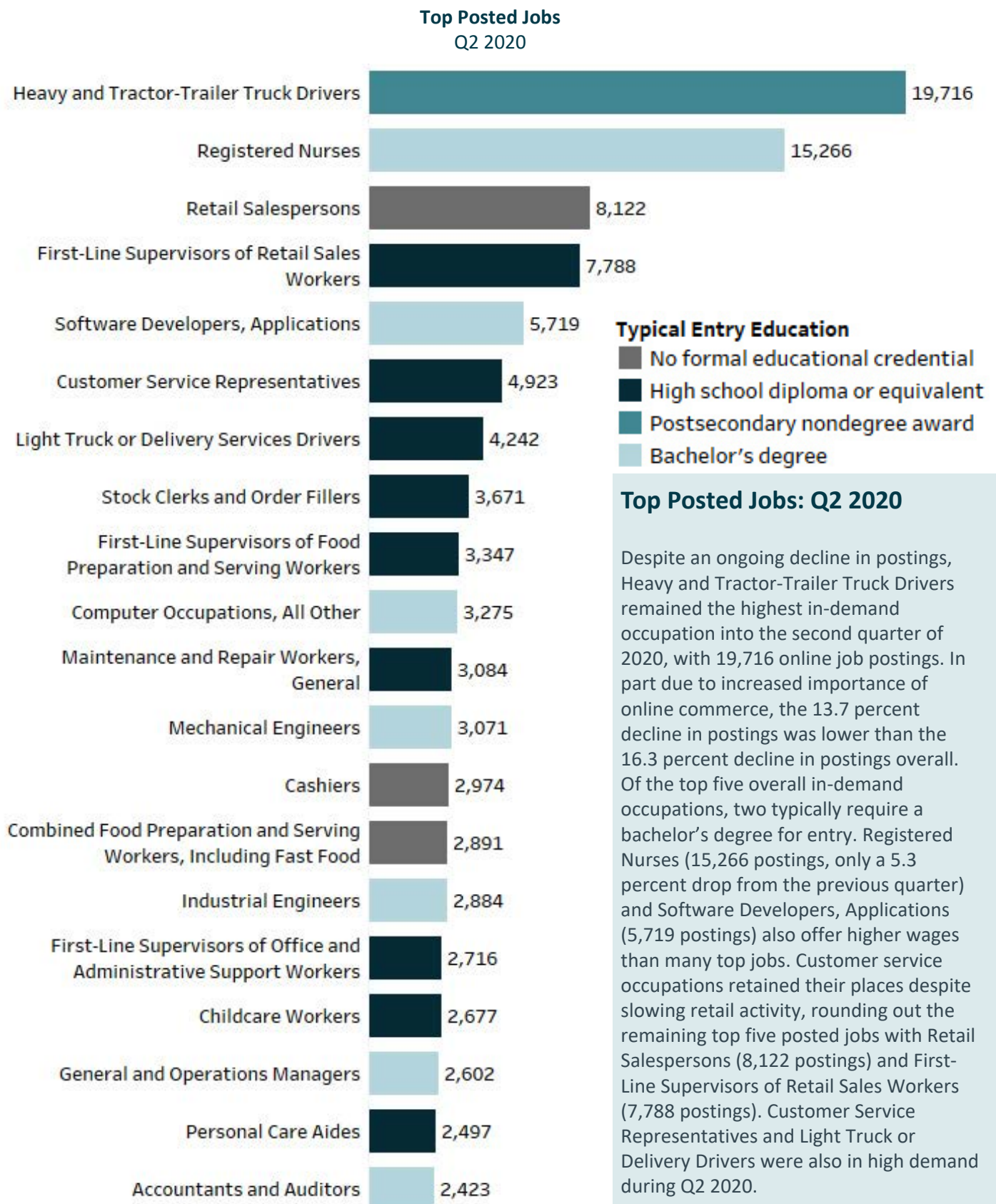




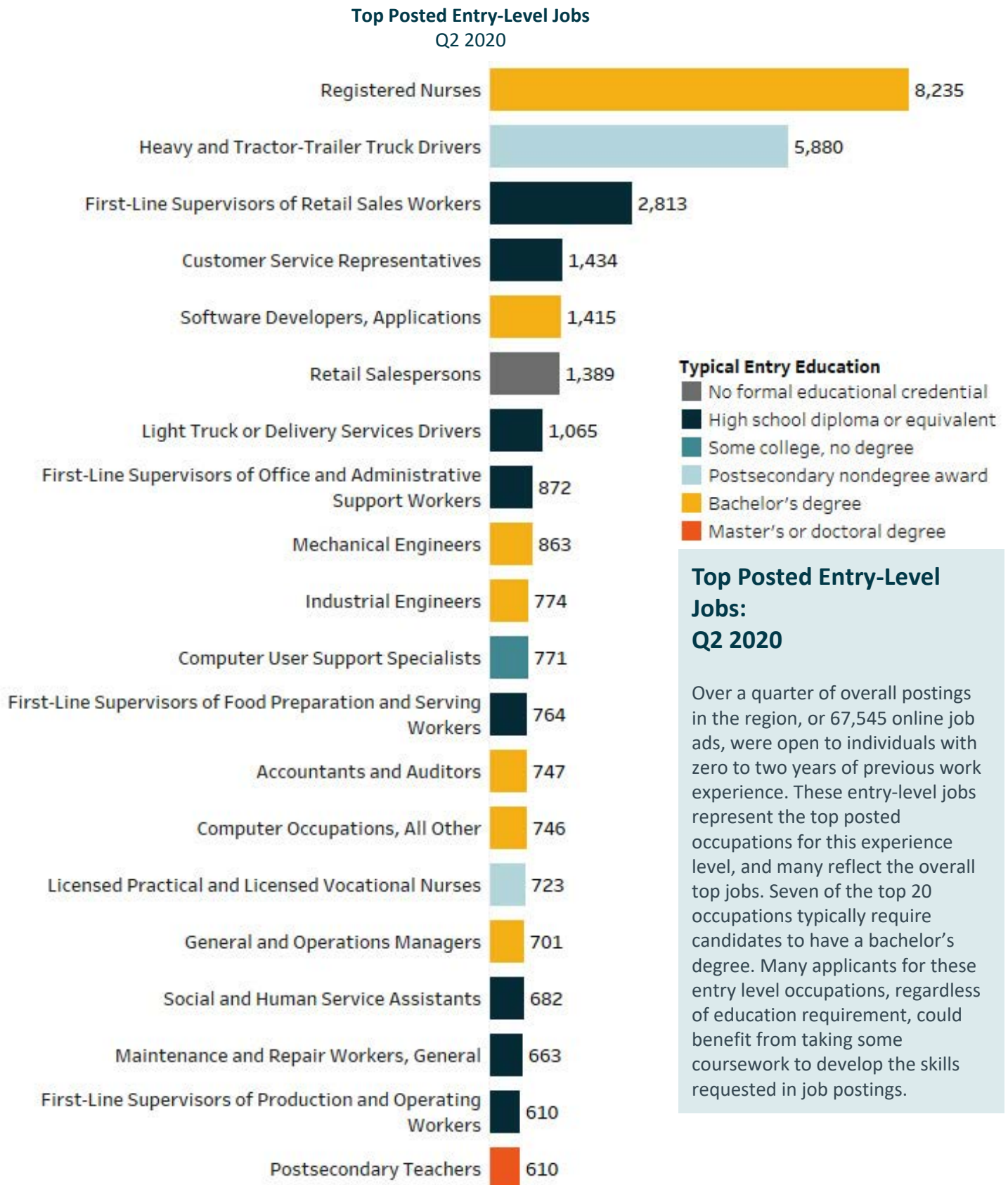
# REAL-TIME DEMAND OVERVIEW

## 16-County WIN Region | Top Posted Jobs | Q2 2020

9

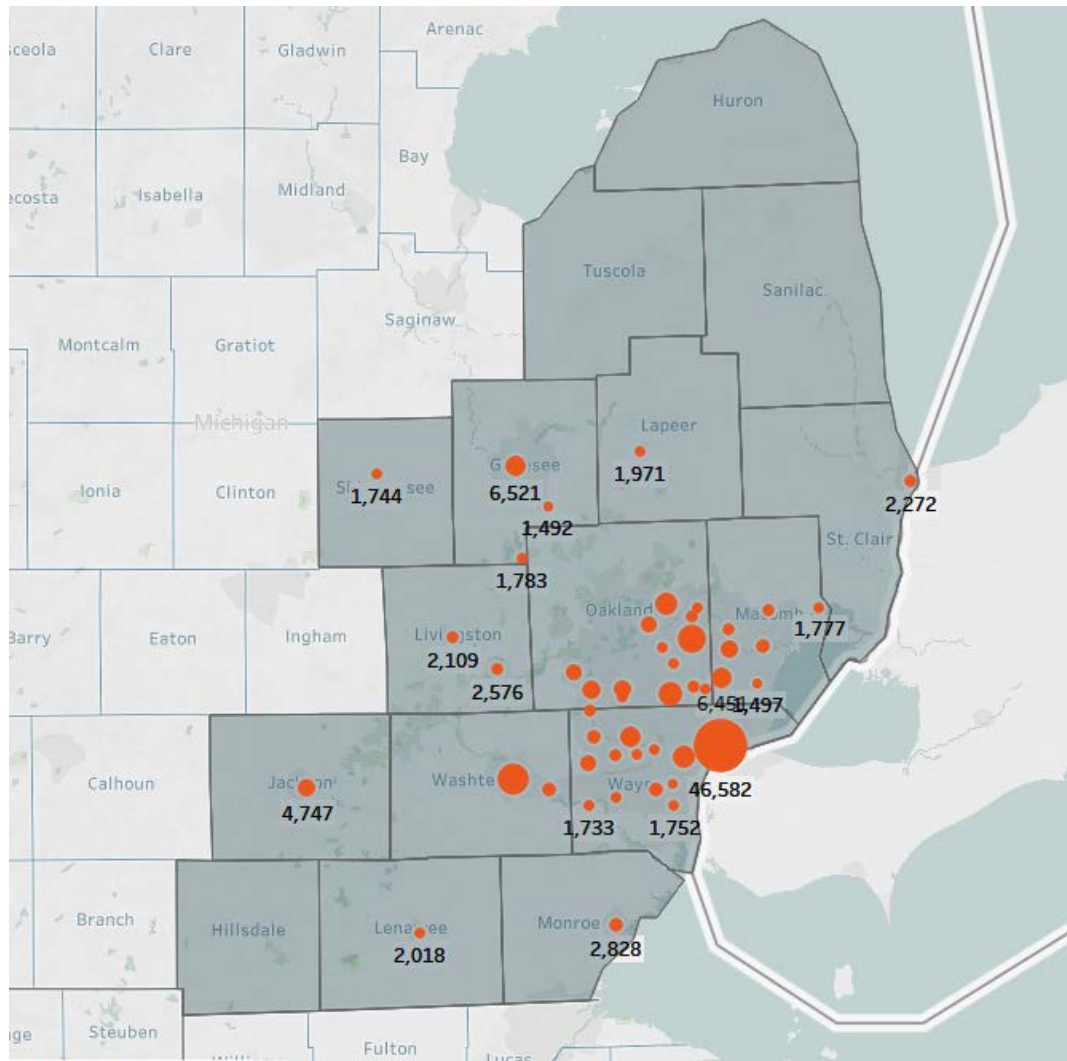


Data: Emsi | Analysis: Workforce Intelligence Network





### Employer Demand by City



### Top In-Demand Qualifications

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

### Top In-Demand Skills

- Merchandising
- Nursing
- Restaurant Operation
- Selling Techniques
- Auditing
- Accounting
- Customer Experience
- Basic Life Support
- Customer Satisfaction
- Warehousing

### Top Posting Employers\*

- CRST International, Inc.
- General Healthcare Resources, Inc.
- Henry Ford Health System
- McDonald's Corporation
- University of Michigan
- U.S. Xpress, Inc.
- Trinity Health Corporation
- Soliant Health, Inc.
- C.R. England, Inc.
- The Home Depot

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



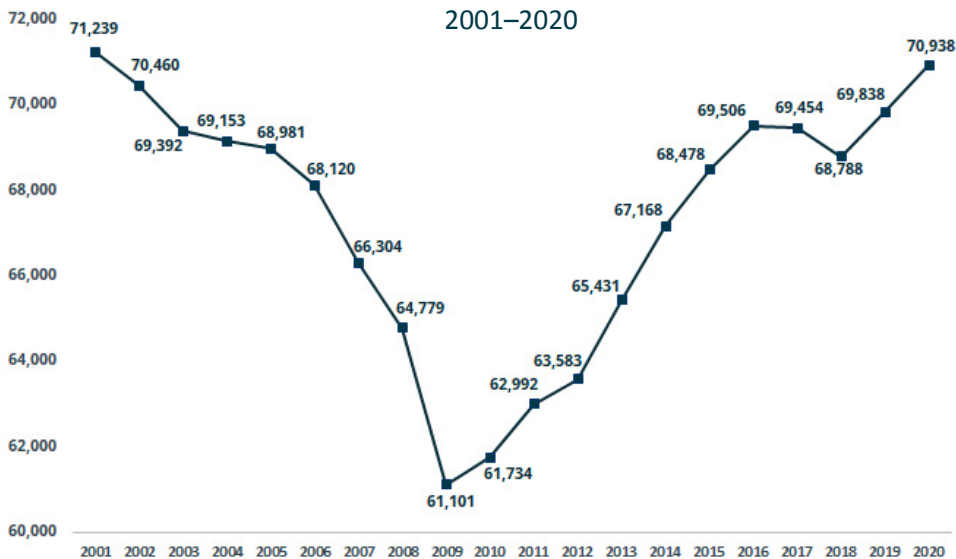
### Introduction

WIN's agriculture occupation 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, to Recreation Workers. There are approximately 10,700 openings for these positions each year in Southeast Michigan.

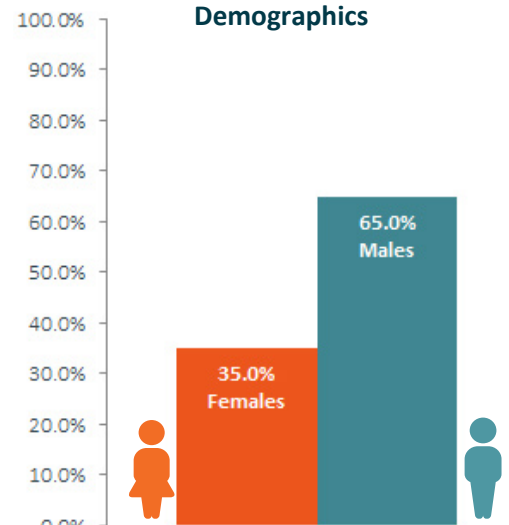


**70,938**  
**Agriculture Workers**  
0.2% Increase  
from 2019

**Employment Over Time**  
2001–2020



**Worker Gender Demographics**



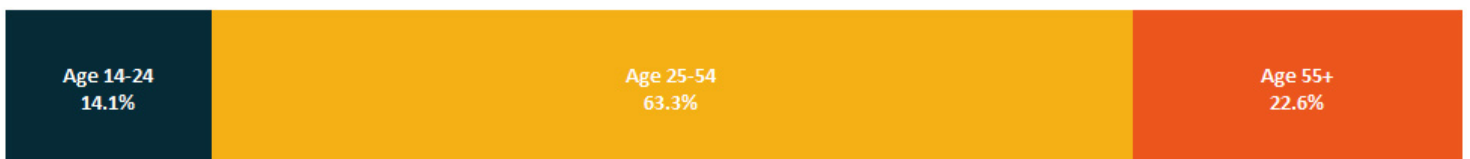
### Agriculture Worker Demographics

According to the most recent Emsi data set available (2019), the 70,938 workers in agriculture occupations are not very diverse. A large majority of workers are white males between the ages of 25 and 54. Only 35.0 percent of agriculture workers identify as women. Only 14.1 percent of workers were under the age of 25, compared to 22.6 percent of workers are age 55 or older.

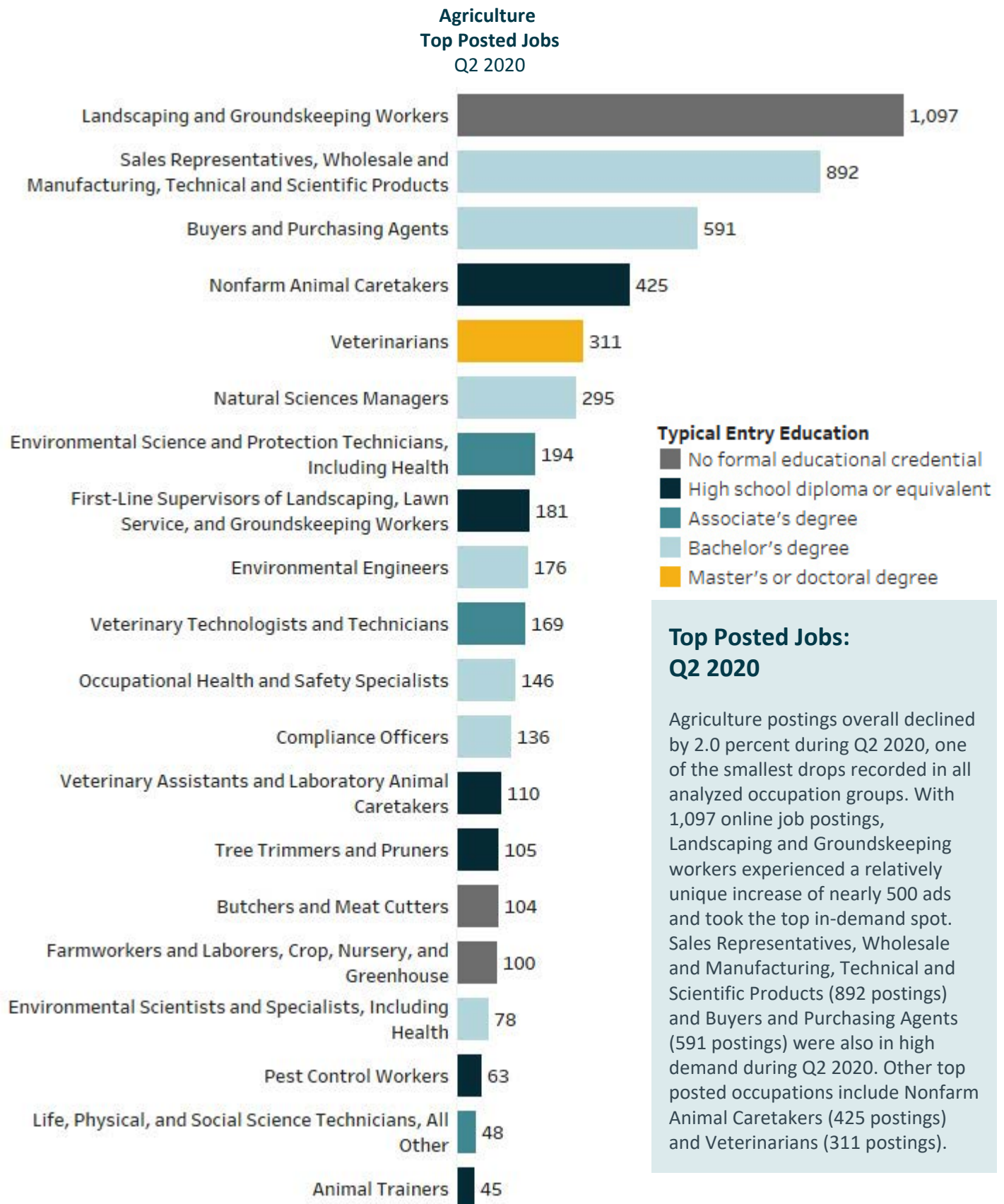
#### Race and Ethnicity Demographics

**76.0% White** | **12.3% Black or African American** | **7.0% Hispanic or Latino**

#### Worker Age Demographics











### Agriculture Wage Overview

Of the top posted agriculture-related jobs, seven of the ten offer median wages of more than \$30 per hour according to the Bureau of Labor Statistics (BLS). The top posted job, Landscaping and Groundskeeping Workers, offers median hourly earnings of \$13.60, which translates to annual earnings of approximately \$28,300. With such a broad array of skillsets represented, Agriculture wages tend to scale with education and experience needs.

**Wage Overview for Top Posted Agriculture Jobs in Q2 2020**

| Occupation Code | Occupation Name   | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7062         | Landscaping and Groundskeeping Workers  | \$10.06               | \$11.39               | \$13.60      | \$16.25               | \$19.60               |
| 53-7072         | Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products | \$22.97               | \$28.37               | \$37.91      | \$54.34               | \$71.74               |
| 13-1028         | Buyers and Purchasing Agents  | \$19.95               | \$25.29               | \$33.25      | \$43.56               | \$54.85               |
| 53-7063         | Nonfarm Animal Caretakers   | \$9.36                | \$9.89                | \$10.79      | \$11.98               | \$13.57               |
| 53-7072         | Veterinarians   | \$29.95               | \$33.60               | \$39.56      | \$52.72               | \$91.15               |
| 53-7063         | Natural Sciences Managers   | \$34.26               | \$40.84               | \$50.21      | \$64.86               | \$81.64               |
| 13-1031         | Environmental Science and Protection Technicians, Including Health                    | \$14.57               | \$16.71               | \$22.19      | \$28.45               | \$33.37               |
| 13-1031         | First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers       | \$15.13               | \$17.51               | \$21.52      | \$27.38               | \$32.63               |
| 13-1031         | Environmental Engineers   | \$29.35               | \$35.47               | \$44.62      | \$56.00               | \$65.50               |
| 53-7072         | Veterinary Technologists and Technicians  | \$12.92               | \$14.97               | \$17.23      | \$19.82               | \$22.61               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Landscaping
- Purchasing
- Mowing
- Selling Techniques
- Trimming

#### In-Demand Foundational Skills

- Communications
- Management
- Sales
- Leadership
- Valid Driver's License

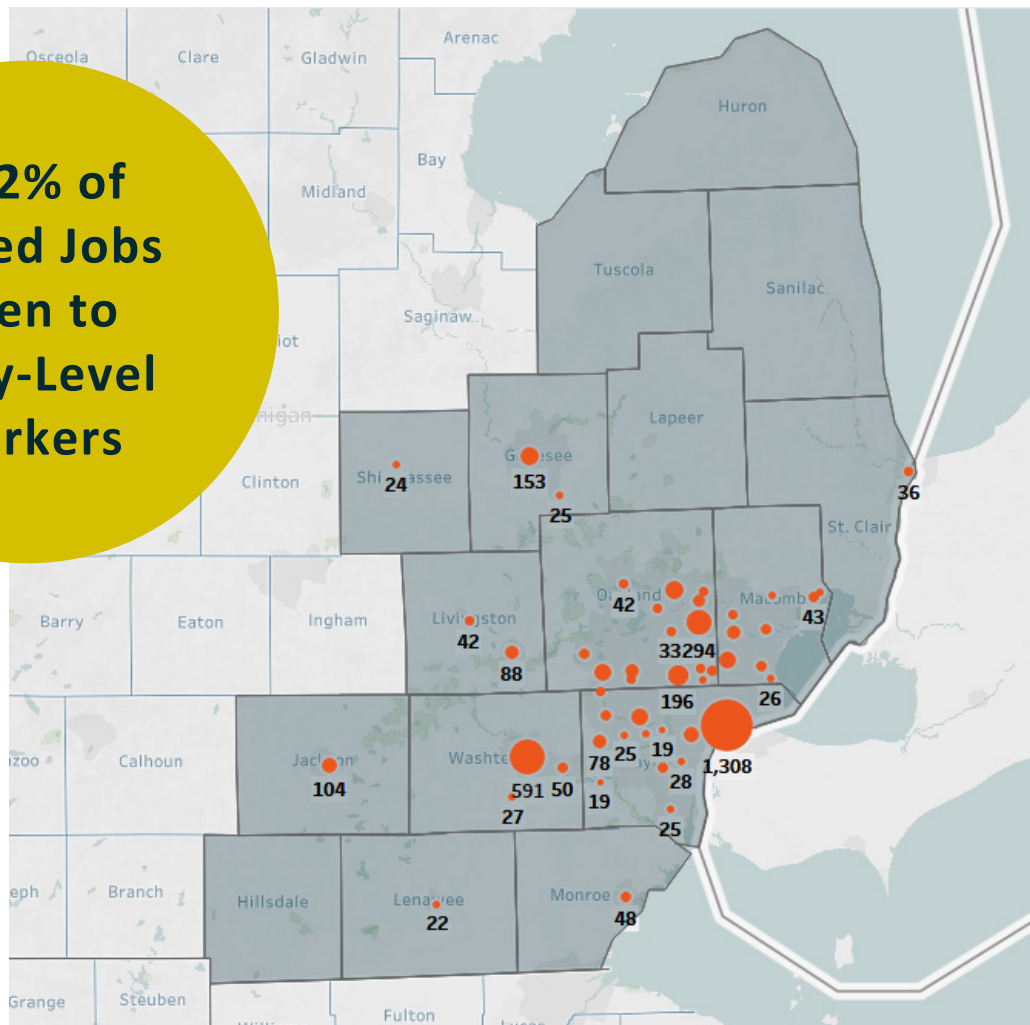
#### In-Demand Education Level\*

- High School Diploma: 16.6%
- Associate Degree: 5.0%
- Bachelor's Degree: 28.2%
- Master's Degree: 5.6%

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

#### In-Demand Qualifications

- Commercial Driver's License (CDL)
- Certified Veterinary Technician
- Pesticide Applicator License
- Tanker Endorsement
- Certified Arborist



### Top Posting Employers\*

- Banfield Pet Hospital
- Petsmart, Inc.
- The Davey Tree Expert Company
- Oracle Corporation
- University of Michigan
- Petco Inc
- Care.com, Inc.
- Kelly Services, Inc.
- VCA Inc.
- Bluepearl LLC


- ## Job Postings by City

1. Detroit: 1,308 Postings
2. Ann Arbor: 591 Postings
3. Troy: 294 Postings
4. Southfield: 196 Postings
5. Auburn Hills: 158 Postings
6. Flint: 153 Postings
7. Novi: 132 Postings
8. Warren: 132 Postings
9. Livonia: 125 Postings
10. Dearborn: 104 Postings



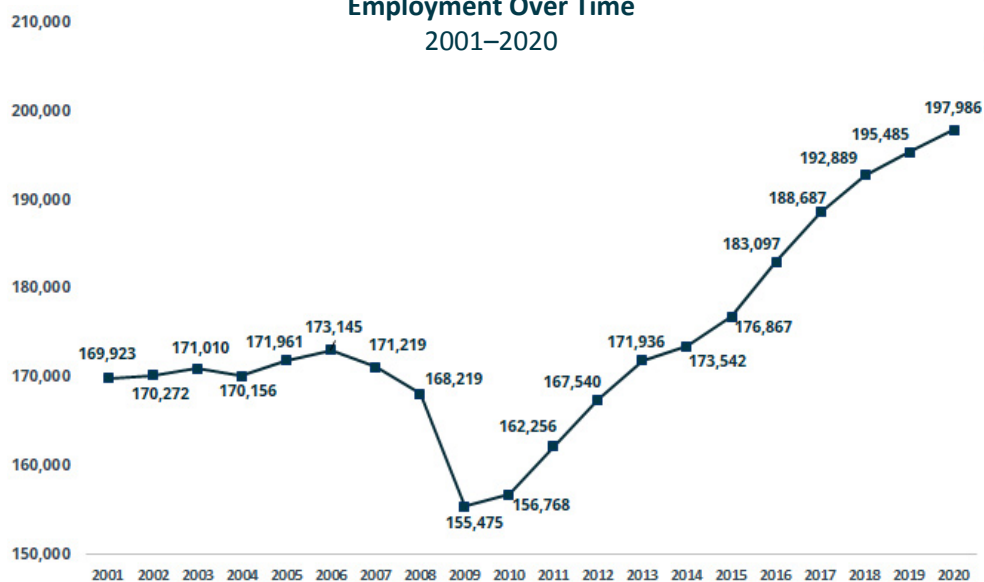
### Introduction

Jobs in the business and finance occupation group can be found in nearly every type of establishment throughout the region. These workers need strong mathematical and accounting abilities along with project management and planning skills. Workers in this occupation group are in high demand in the region, with 29,358 online postings reported for Q4 2019.

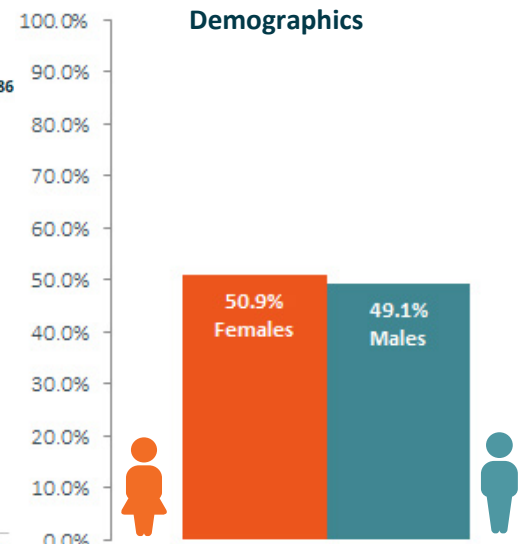


**197,986**  
**Business and Finance Workers**  
1.3% Increase from 2019

**Employment Over Time**  
2001–2020



**Worker Gender Demographics**



### Business and Finance Worker Demographics

According to the most recent Emsi data set available (2019), the business and finance occupation group is in some ways a relatively diverse occupation group with respect to its nearly 198,000 workers. Half the working population identify as female (50.9 percent), but 79.9 percent of workers identified as white, indicating much less diversity with respect to race than to gender. Only 5.2 percent of the working population in business and finance is under the age of 25, compared to 24.6 percent age 55 and older. In some ways this indicates an aging business and finance workforce, though it also reflects the consistent need for a bachelor's degree in these occupations.

#### Race and Ethnicity Demographics

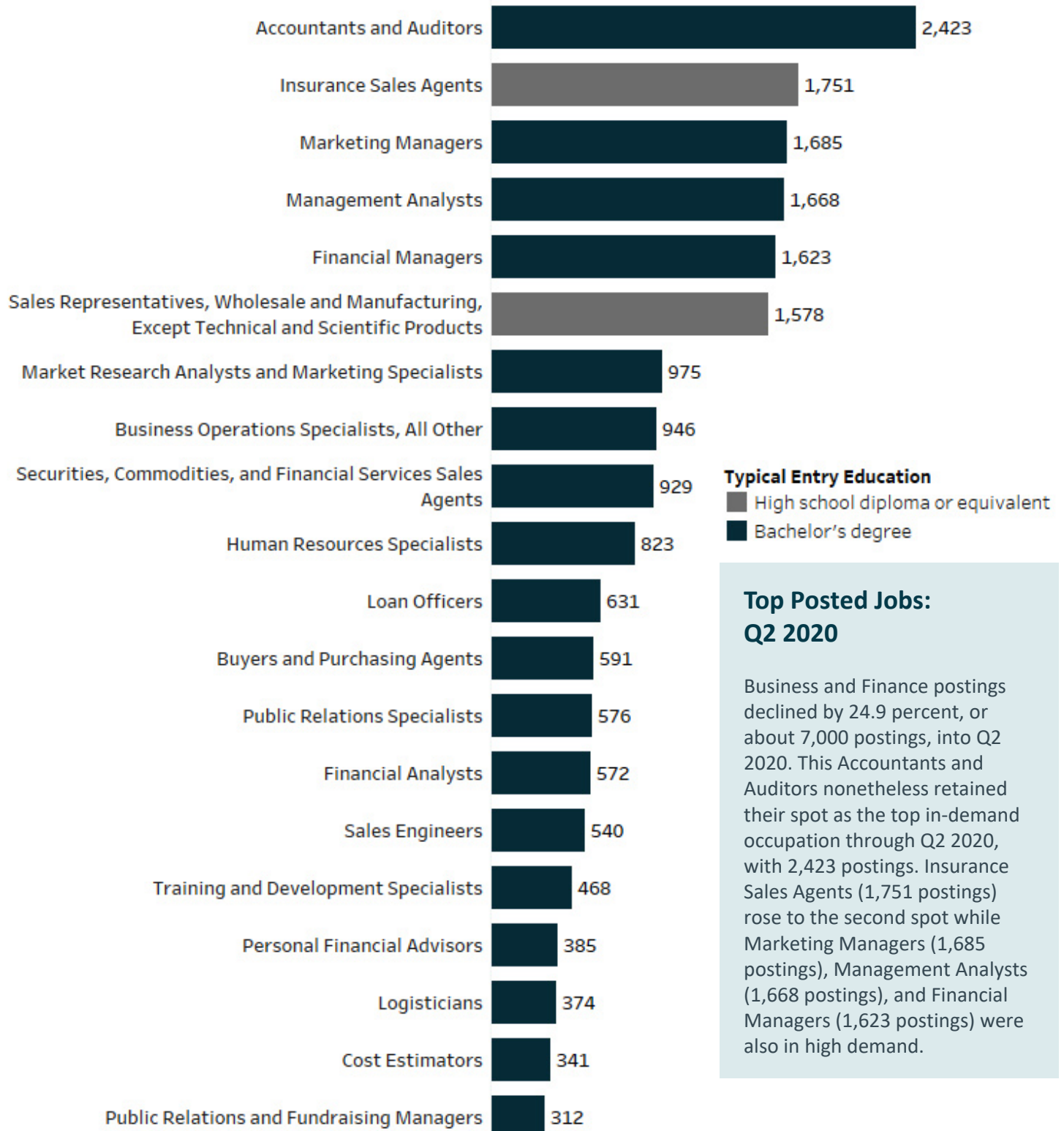
**79.9% White** | **11.3% Black or African American** | **4.4% Asian**

#### Worker Age Demographics





### Business and Finance Top Posted Jobs Q2 2020







### Business and Finance Wage Overview

Most business and finance related jobs offer high wages, providing a lucrative opportunity for job seekers willing to attain the necessary education. According to the Bureau of Labor Statistics (BLS), the top posted business and finance job, Accountants and Auditors, offers median hourly wages of \$33.29, translating to annual earnings of approximately \$69,200. All of the top business occupations offer median wages over \$20 per hour, and most prefer a bachelor's degree for entry.

#### Wage Overview for Top Posted Business and Finance Jobs in Q2 2020

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 13-2011         | Accountants and Auditors   | \$21.29               | \$26.01               | \$33.29      | \$43.63               | \$58.37               |
| 53-7061         | Insurance Sales Agents   | \$14.37               | \$18.94               | \$25.72      | \$38.45               | \$60.23               |
| 53-7063         | Marketing Managers   | \$38.54               | \$48.21               | \$63.26      | \$80.57               | \$122.87              |
| 53-7063         | Management Analysts  | \$24.96               | \$30.95               | \$40.47      | \$54.58               | \$75.00               |
| 13-1031         | Financial Managers   | \$36.41               | \$45.26               | \$59.57      | \$77.00               | \$111.02              |
| 53-7072         | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$15.95               | \$22.15               | \$33.04      | \$48.66               | \$63.20               |
| 53-7063         | Market Research Analysts and Marketing Specialists   | \$16.91               | \$23.66               | \$32.34      | \$45.20               | \$58.41               |
| 13-1011         | Business Operations Specialists, All Other   | \$18.06               | \$24.04               | \$32.71      | \$45.36               | \$57.91               |
| 53-7072         | Securities, Commodities, and Financial Services Sales Agents                                 | \$14.01               | \$17.02               | \$24.47      | \$42.88               | \$85.55               |
| 53-7061         | Human Resources Specialists  | \$17.54               | \$22.23               | \$29.27      | \$38.32               | \$49.14               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Accounting
- Auditing
- Selling Techniques
- Financial Statements
- Forecasting

#### In-Demand Foundational Skills

- Communications
- Sales
- Management
- Leadership
- Customer Service

#### In-Demand Education Level\*

- High School Diploma: 14.0%
- Associate Degree: 5.6%
- Bachelor's Degree: 53.0%
- Master's Degree: 13.5%

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

#### In-Demand Certifications

- Certified Public Accountant
- Series 7 General Securities Representative License (Stockbroker)
- Certified Internal Auditor
- Certified Financial Planner
- Series 6 Investment Company and Variable Contracts License (Mutual Funds/Variable Annuities)





- Robert Half International Inc.
- Deloitte LLP
- Flagstar Bancorp, Inc.
- Kelly Services, Inc.
- Oracle Corporation
- National Agents Alliance
- Independent Insurance Agents
- Huntington Bancshares Incorporated
- Growing People and Companies
- Comerica Incorporated

## Job Postings by City

1. Detroit: 5,387 Postings
2. Troy: 1,883 Postings
3. Ann Arbor: 1,489 Postings
4. Southfield: 1,258 Postings
5. Auburn Hills: 819 Postings
6. Dearborn: 741 Postings
7. Novi: 565 Postings
8. Livonia: 560 Postings
9. Farmington Hills: 444 Postings
10. Warren: 390 Postings

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



### Introduction

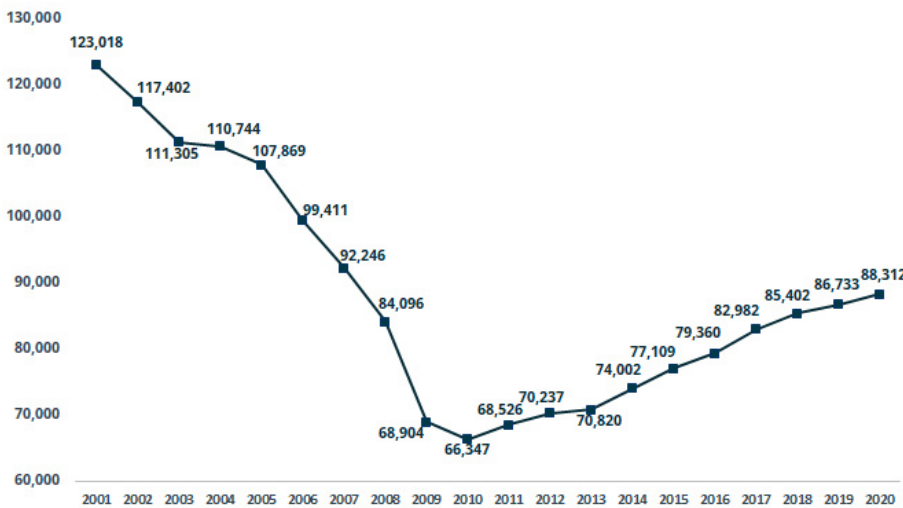
Jobs in the WIN construction occupation group are associated with the skilled trades, engineering, management, and planning. Many construction employers are slowly adopting online job search methods, so online job ads may not provide a complete picture of demand for these workers. Even so, it is an important and in-demand occupation group for southeast Michigan, with about 14,000 annual job openings and posting data provides a glimpse into employer needs.



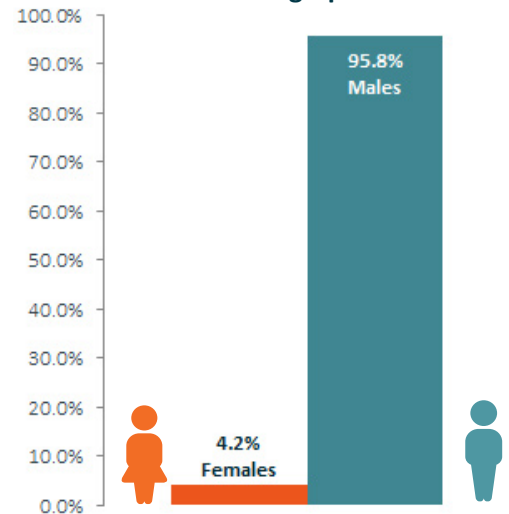
**88,312**  
Construction  
Workers

1.8% Increase from  
2019

**Employment Over Time**  
2001–2020



**Worker Gender**  
Demographics



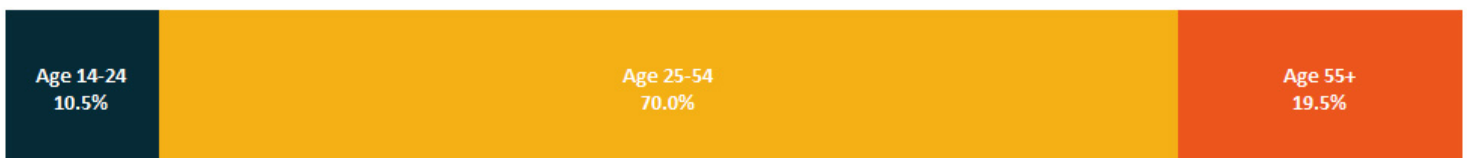
### Construction Worker Demographics

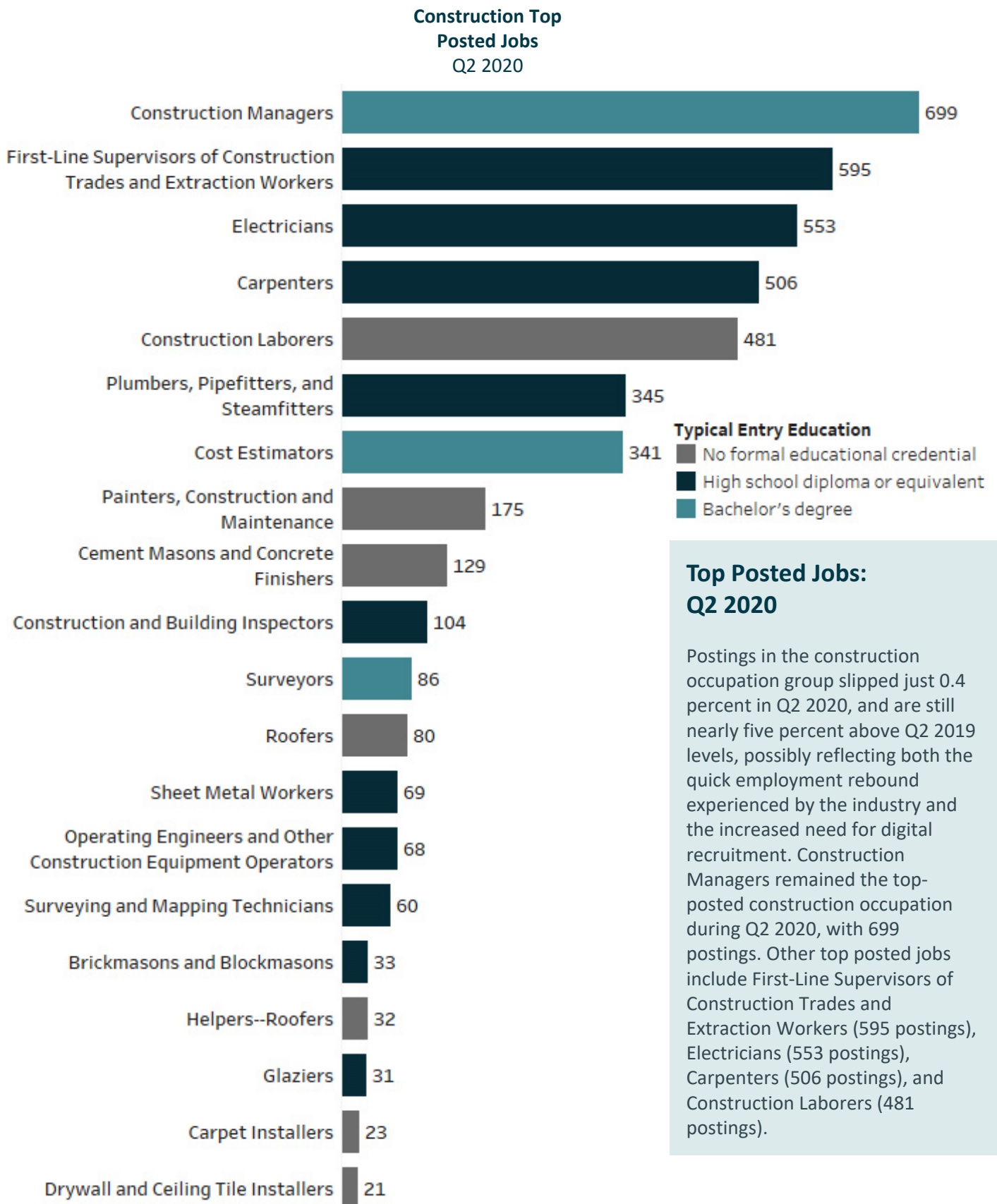
According to the most recent Emsi worker demographic data set available (2019), despite having over 88,000 workers, the workers in the construction occupation group are not very diverse. A large majority of workers are white males between the ages of 25 and 54. Only 4.2 percent of workers identified as female, and only 16 percent identified as race other than white. With just over ten percent of workers under the age of 25, this group has a slightly greater proportion of young workers than other groups.

#### Race and Ethnicity Demographics

**83.5% White** | **7.1% Black or African American** | **6.9% Hispanic or Latino**

#### Worker Age Demographics







### Construction Wage Overview

The top posted construction job, Construction Managers, offers a median wage of \$47.23 per hour or \$98,200 per year. According to the Bureau of Labor Statistics (BLS), those working in apprentice-able occupations can also anticipate high wage potential, such as Plumbers, Pipefitters, and Steamfitters, which report a median wage of \$34.03 per hour or \$70,800 annually.

Wage Overview for Top Posted Construction Jobs in Q2 2020

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 13-1031         | Construction Managers  | \$28.66               | \$36.42               | \$47.23      | \$61.37               | \$77.32               |
| 13-1031         | First-Line Supervisors of Construction Trades and Extraction Workers | \$19.20               | \$26.02               | \$32.93      | \$43.21               | \$51.41               |
| 13-1031         | Electricians   | \$15.60               | \$21.05               | \$31.51      | \$37.56               | \$43.27               |
| 13-1028         | Carpenters   | \$14.02               | \$18.01               | \$25.04      | \$32.36               | \$37.88               |
| 13-1031         | Construction Laborers  | \$12.38               | \$14.83               | \$19.12      | \$24.65               | \$29.62               |
| 53-7071         | Plumbers, Pipefitters, and Steamfitters                              | \$16.08               | \$26.48               | \$34.03      | \$38.02               | \$40.97               |
| 13-1031         | Cost Estimators  | \$16.48               | \$21.81               | \$30.09      | \$41.38               | \$50.27               |
| 53-7071         | Painters, Construction and Maintenance                               | \$13.15               | \$15.79               | \$20.59      | \$26.95               | \$31.22               |
| 13-1028         | Cement Masons and Concrete Finishers                                 | \$14.67               | \$18.03               | \$22.80      | \$29.32               | \$36.37               |
| 13-1031         | Construction and Building Inspectors                                 | \$13.01               | \$19.02               | \$27.21      | \$32.78               | \$37.78               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Carpentry
- Subcontracting
- Artisan
- Construction Management
- Plumbing

#### In-Demand Foundational Skills

- Construction
- Valid Driver's License
- Communications
- Management
- Leadership

#### In-Demand Education Level\*

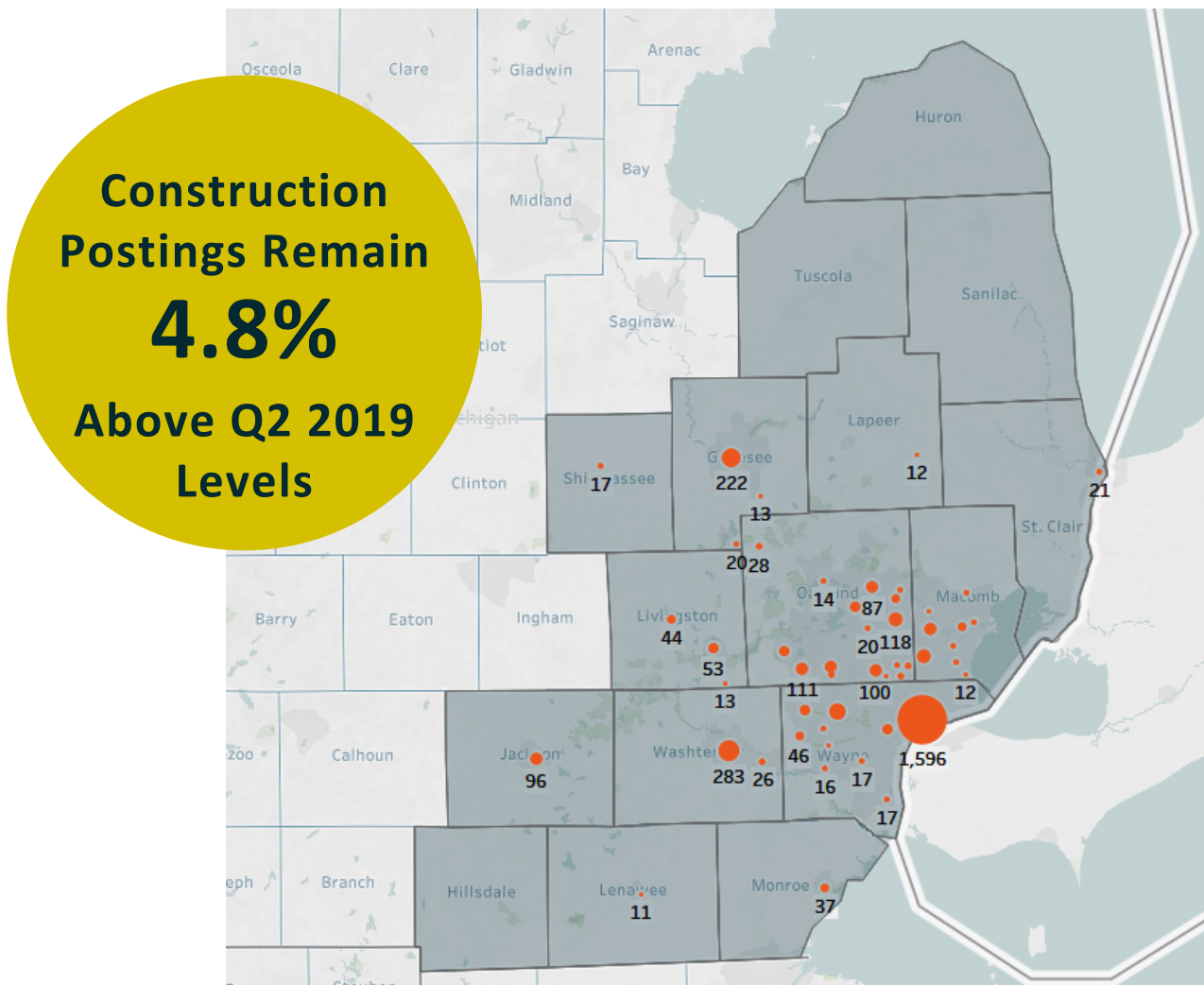
- High School Diploma: 19.5%
- Associate Degree: 4.1%
- Bachelor's Degree: 14.8%
- Master's Degree: 1.1%

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

#### In-Demand Certifications

- Commercial Driver's License (CDL)
- Journeyman Electrician
- Project Management Professional (PMP) Certification
- National Apprenticeship Certificate
- LEED Accredited Professional (AP)

## Employer Demand by City



### Top Posting Employers\*

- Growing People and Companies
- Michael Page International, Inc.
- Thumbtack, Inc.
- Tradesmen International, LLC
- Army National Guard
- Concrete Placement, Inc.
- Contractor
- Aerotek, Inc.
- Advance Employment Services, Inc.
- Ram Construction Services of Michigan, Inc.

## Job Postings by City

1. Detroit: 1,596 Postings
2. Ann Arbor: 283 Postings
3. Flint: 222 Postings
4. Livonia: 173 Postings
5. Warren: 121 Postings
6. Troy: 118 Postings
7. Novi: 111 Postings
8. Southfield: 100 Postings
9. Jackson: 96 Postings
10. Sterling Heights: 96 Postings

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



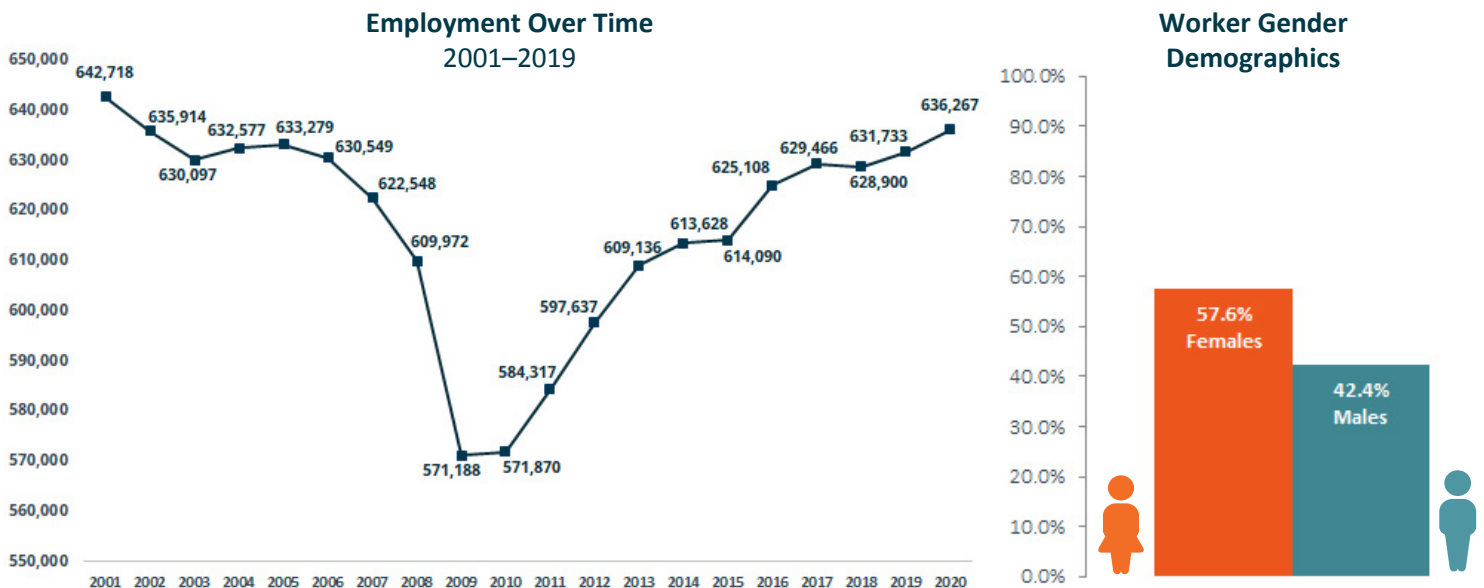


### Introduction

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



**636,267**  
**Customer Service Workers**  
0.7% Increase  
from 2019



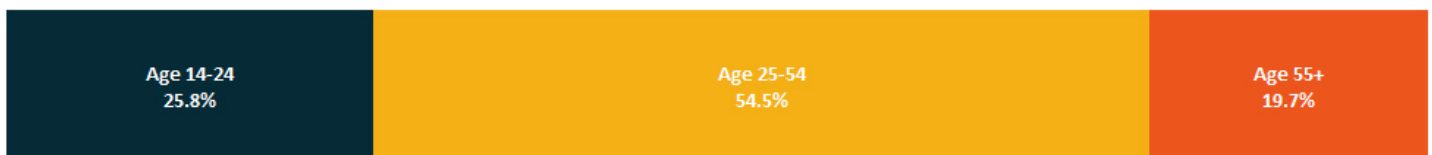
### Customer Service Worker Demographics

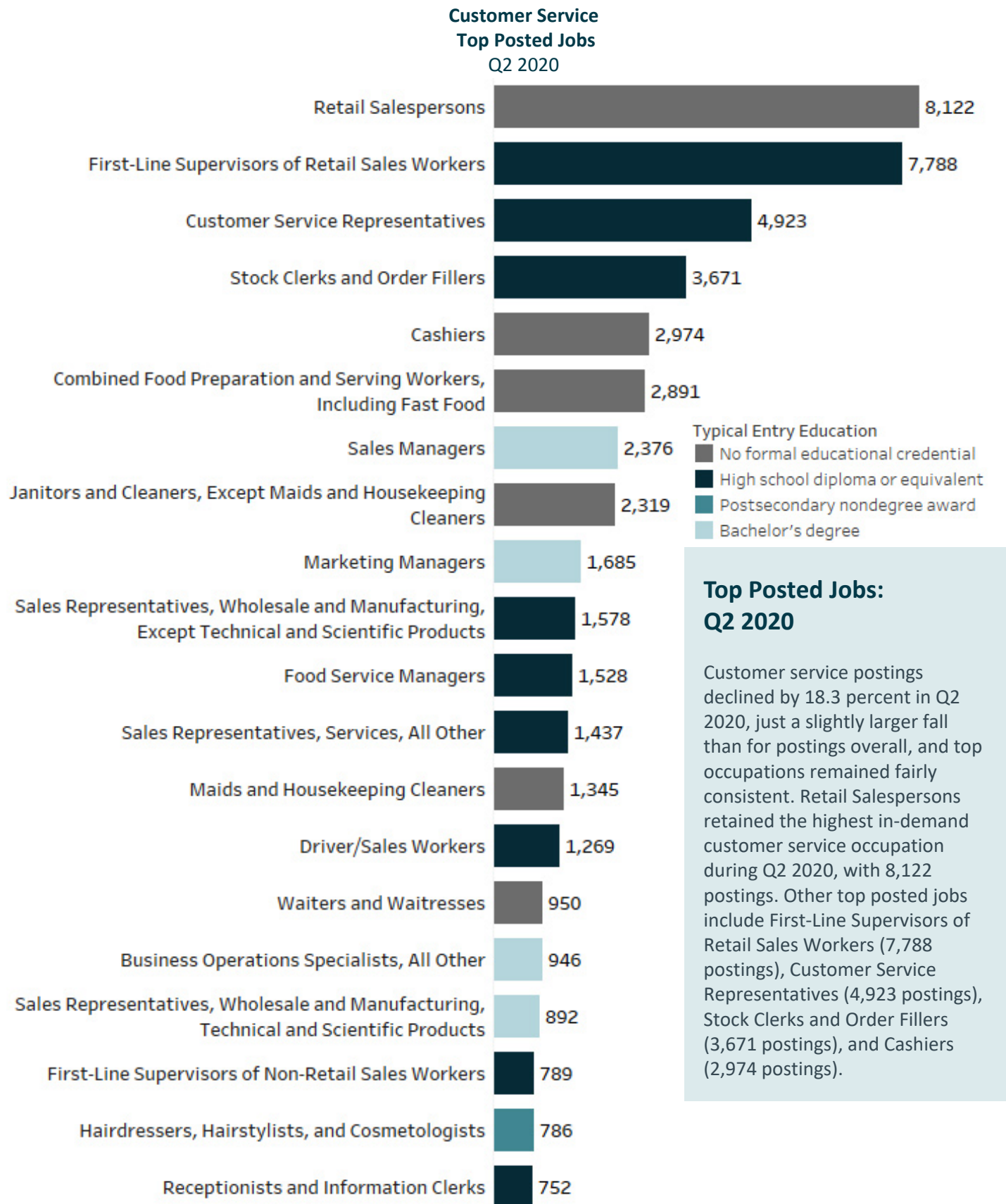
According to the most recent Emsi data set available (2019), having nearly 636,000 workers, the customer service occupation group is more diverse than other occupation groups. During 2020, 57.6 percent of workers identified as female. 28 percent of workers in customer service identified as a racial minority. A quarter of the customer service workers (25.8 percent) were under the age of 24, a much higher percentage than in other occupation groups analyzed by WIN.

#### Race and Ethnicity Demographics

**71.9% White** | **17.9% Black or African American** | **4.6% Hispanic or Latino**

#### Worker Age Demographics







### Customer Service Wage Overview

Despite being in high demand, most customer service-related occupations offer relatively low wages according to the Bureau of Labor Statistics (BLS). However, four of the top ten posted occupations report median wages over the state's median wage of \$18.60 per hour, many of which are management roles requiring both education and experience. First-Line Supervisors of Retail Sales Workers earn a median hourly wage of \$18.94 or an annual salary of about \$39,400, and is a position open to top-posted job Retail Salespersons with interest in gaining additional experience and training.

#### Wage Overview for Top Posted Customer Service Jobs in Q2 2020

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7072         | Retail Salespersons  | \$9.35                | \$9.91                | \$11.30      | \$14.08               | \$19.33               |
| 13-1031         | First-Line Supervisors of Retail Sales Workers   | \$12.02               | \$14.56               | \$18.94      | \$25.73               | \$35.51               |
| 13-1031         | Customer Service Representatives   | \$10.23               | \$12.62               | \$16.15      | \$20.99               | \$28.12               |
| 53-7072         | Stock Clerks and Order Fillers   | \$9.55                | \$10.44               | \$12.12      | \$15.62               | \$19.54               |
| 13-1028         | Cashiers   | \$9.36                | \$9.64                | \$10.43      | \$11.93               | \$14.62               |
| 13-1031         | Combined Food Preparation and Serving Workers, Including Fast Food                           | \$9.32                | \$9.54                | \$9.90       | \$11.08               | \$12.34               |
| 53-7072         | Sales Managers   | \$35.39               | \$49.04               | \$65.05      | \$81.48               | \$122.99              |
| 53-7061         | Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                | \$9.51                | \$10.20               | \$11.84      | \$15.14               | \$18.93               |
| 53-7063         | Marketing Managers   | \$38.54               | \$48.21               | \$63.26      | \$80.57               | \$122.87              |
| 53-7072         | Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$15.95               | \$22.15               | \$33.04      | \$48.66               | \$63.20               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

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

#### In-Demand Foundational Skills

- Sales
- Customer Service
- Management
- Communications
- Leadership

#### In-Demand Education Level\*

- High School Diploma: 33.9%
- Associate Degree: 4.4%
- Bachelor's Degree: 15.0%
- Master's Degree: 2.3%

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

#### In-Demand Certifications

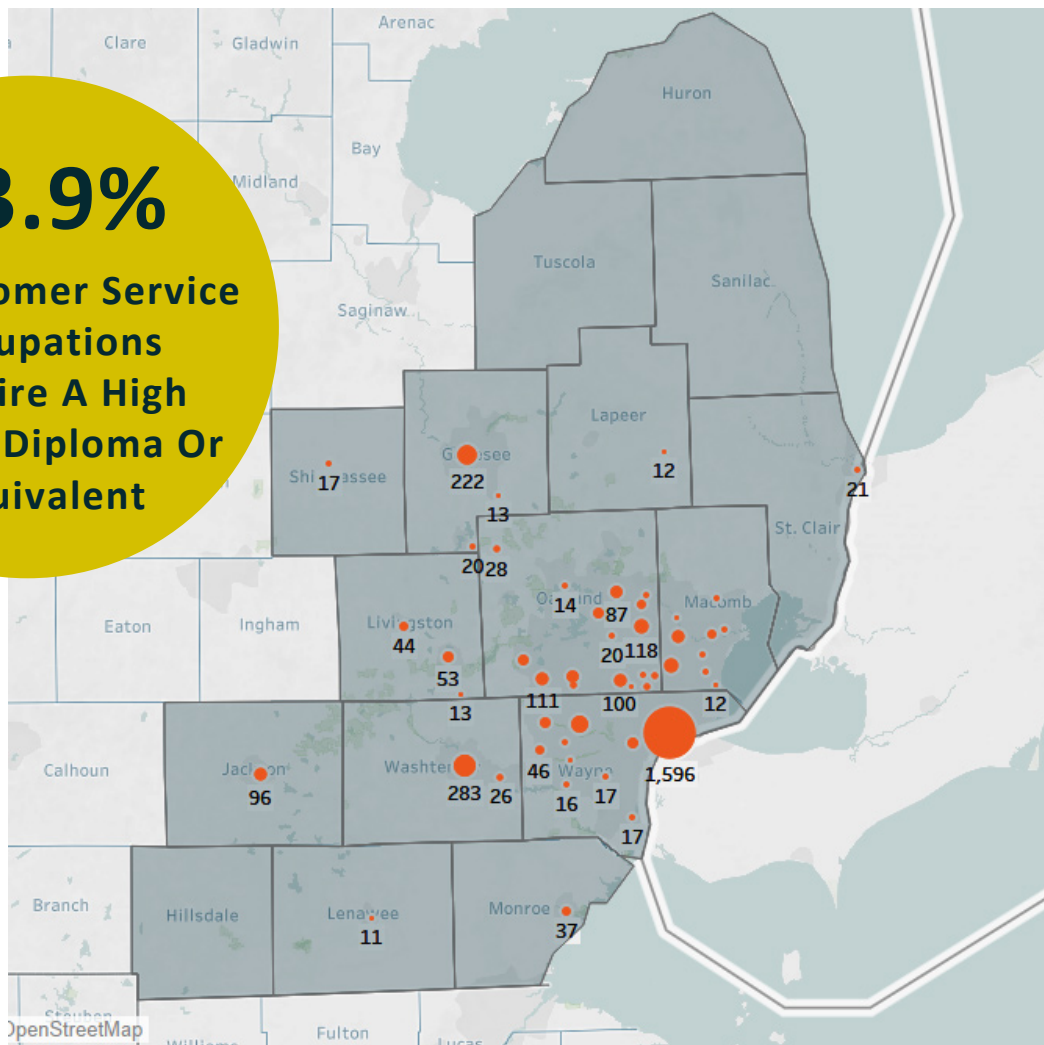
- Automotive Service Excellence (ASE) Certification
- Commercial Driver's License (CDL)
- Food Handler's Card
- Certified Medical Assistant
- Cosmetology License



### Employer Demand by City

**33.9%**

**Of Customer Service  
Occupations  
Require A High  
School Diploma Or  
Equivalent**



### Top Posting Employers\*

- Dollar General Corporation
- The Home Depot
- AutoZone, Inc.
- Wal-Mart, Inc.
- McDonald's Corporation
- The Kroger Co
- CVS Health Corporation
- Amazon.com, Inc.
- Taco Bell Corp
- Lowe's Companies, Inc.

### Job Postings by City

1. Detroit: 6,898 Postings
2. Ann Arbor: 2,691 Postings
3. Troy: 2,678 Postings
4. Livonia: 1,450 Postings
5. Novi: 1,444 Postings
6. Southfield: 1,415 Postings
7. Flint: 1,358 Postings
8. Canton: 1,233 Postings
9. Auburn Hills: 1,183 Postings
10. Dearborn: 1,115 Postings

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

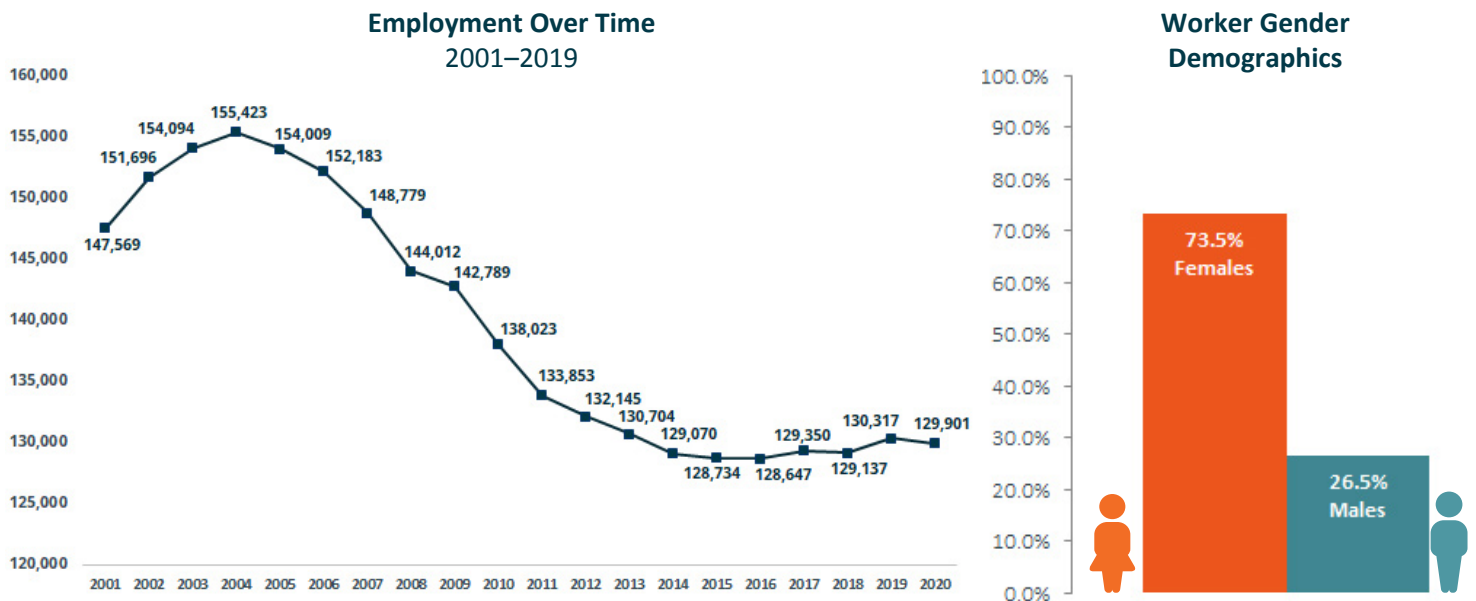




### Introduction

Education-related jobs can be found both in the private and public sectors. Teachers and other education related workers are employed in public schools, private schools, and training institutions, and there are about 15,000 openings for these positions annually. Jobs in the education occupation group require a variety of skills and credentials dependent on the target age group and topic area for the educator. From elementary school teachers to college professors, educators are the backbone of training the future workforce.

**129,901**  
Education Workers  
416 Worker Decrease  
from 2019



### Education Worker Demographics

According to the most recent Emsi data set available (2019), among its 130,000 workers, the education occupation group is composed primarily of white females between the ages of 25 and 54. Only 26.5 percent of workers are males, and only 19.9 percent of workers identify as a racial minority.

#### Race and Ethnicity Demographics

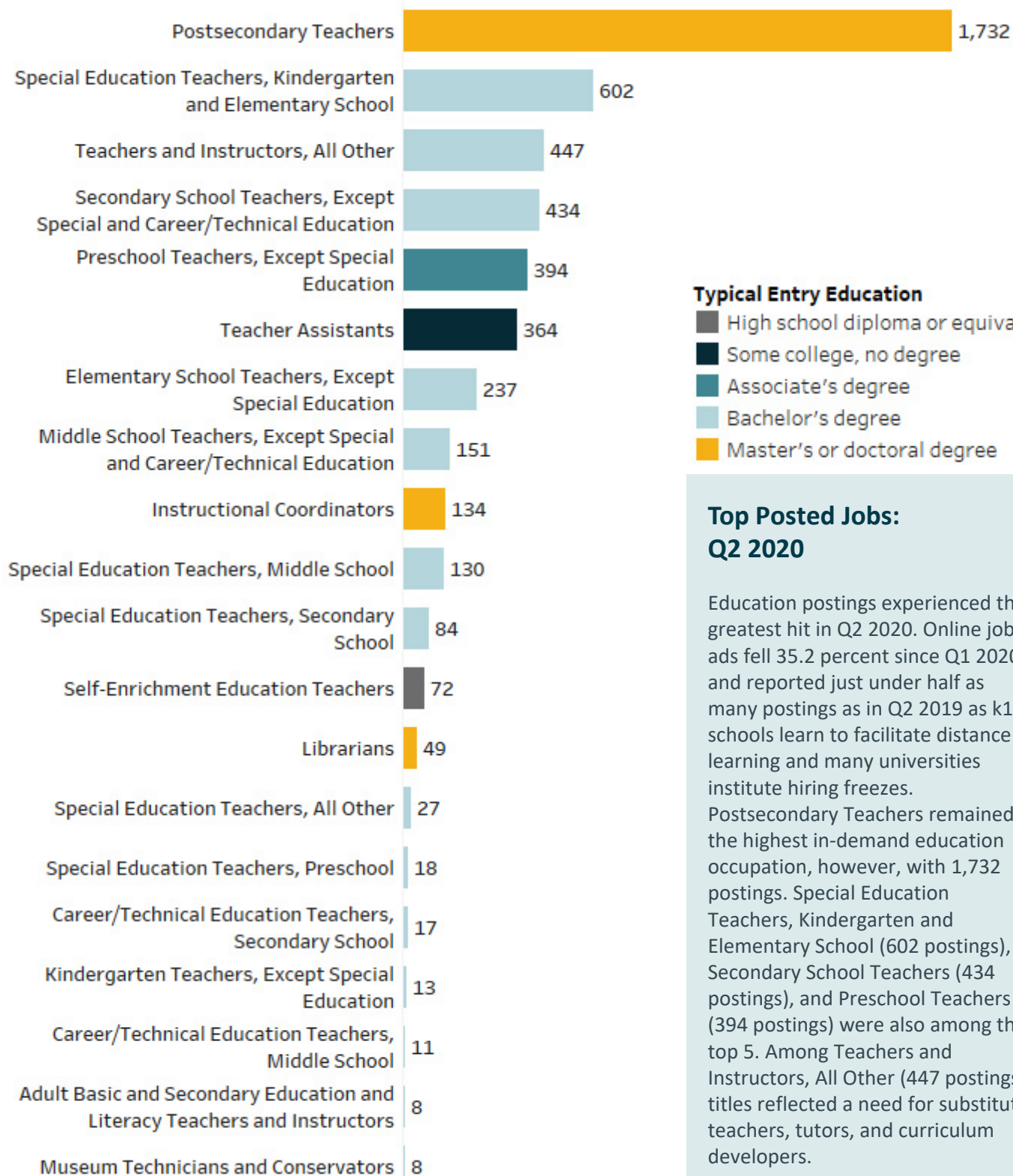
**80.1% White | 10.9% Black or African-American | 4.6% Asian**

#### Worker Age Demographics





### Education Top Posted Jobs Q2 2020



### Typical Entry Education

- High school diploma or equivalent
- Some college, no degree
- Associate's degree
- Bachelor's degree
- Master's or doctoral degree

### Top Posted Jobs: Q2 2020

Education postings experienced the greatest hit in Q2 2020. Online job ads fell 35.2 percent since Q1 2020 and reported just under half as many postings as in Q2 2019 as k12 schools learn to facilitate distance learning and many universities institute hiring freezes. Postsecondary Teachers remained the highest in-demand education occupation, however, with 1,732 postings. Special Education Teachers, Kindergarten and Elementary School (602 postings), Secondary School Teachers (434 postings), and Preschool Teachers (394 postings) were also among the top 5. Among Teachers and Instructors, All Other (447 postings), titles reflected a need for substitute teachers, tutors, and curriculum developers.



### Education Wage Overview

Many education-related jobs, particularly permanent positions that require teaching older students, offer competitive median wages with growth potential. These positions provide an excellent opportunity for job seekers willing to attain the necessary credentials and experience. According to the Bureau of Labor Statistics (BLS), six of the top ten posted education jobs offer median wages of over \$30 per hour. The top posted job, Postsecondary Teachers, offers a median wage of \$32.07 hourly, translating to annual earnings of about \$66,700.

**Wage Overview for Top Posted Education Jobs in Q2 2020**

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7071         | Postsecondary Teachers   | \$12.84               | \$18.46               | \$32.07      | \$51.90               | \$78.36               |
| 53-7072         | Special Education Teachers, Kindergarten and Elementary School           | \$19.89               | \$25.03               | \$32.41      | \$40.13               | \$47.05               |
| 53-7072         | Teacher Assistants   | \$9.56                | \$10.63               | \$12.71      | \$14.99               | \$17.84               |
| 53-7072         | Teachers and Instructors, All Other                                      | \$10.13               | \$12.14               | \$18.69      | \$28.60               | \$38.64               |
| 53-7072         | Secondary School Teachers, Except Special and Career/Technical Education | \$19.06               | \$23.36               | \$31.51      | \$38.98               | \$45.87               |
| 53-7071         | Preschool Teachers, Except Special Education                             | \$9.87                | \$11.51               | \$15.28      | \$21.48               | \$27.65               |
| 13-1031         | Elementary School Teachers, Except Special Education                     | \$18.47               | \$23.12               | \$32.38      | \$41.57               | \$50.00               |
| 53-7063         | Middle School Teachers, Except Special and Career/Technical Education    | \$17.26               | \$22.17               | \$31.48      | \$38.17               | \$44.92               |
| 53-7072         | Special Education Teachers, Middle School                                | \$18.74               | \$22.48               | \$29.70      | \$36.17               | \$40.22               |
| 53-7061         | Instructional Coordinators   | \$16.93               | \$21.69               | \$31.05      | \$39.28               | \$48.17               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Special Education
- Lesson Planning
- Child Development
- Individualized Education Programs (IEP)
- Cardiopulmonary Resuscitation (CPR)

#### In-Demand Foundational Skills

- Teaching
- Communications
- Research
- Leadership
- Mathematics

#### In-Demand Education Level\*

- High School Diploma: 15.9%
- Associate Degree: 8.9%
- Bachelor's Degree: 32.2%
- Master's Degree: 15.6%

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

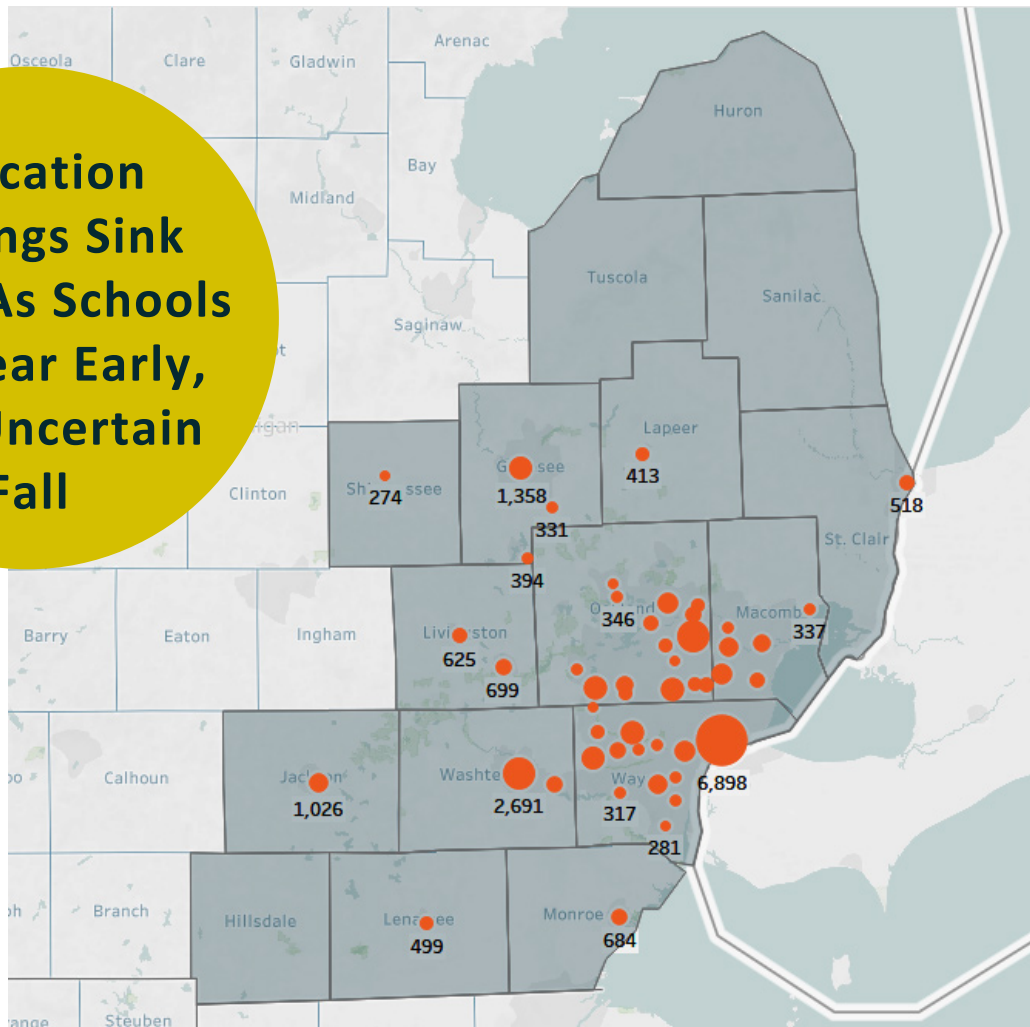
#### In-Demand Certifications

- NHA Certified
- Teaching English As A Foreign Language
- Certificate In English Language Teaching To Adults (CELTA)
- Alternative Teacher Certification
- Math Endorsement



### Employer Demand by City

**Education Postings Sink 35.2% As Schools End Year Early, Plan Uncertain Fall**



### Top Posting Employers\*

- Soliant Health, Inc
- C.R. England, Inc.
- University of Michigan
- Sunbelt Staffing, LLC
- Wayne RESA
- Oakland University
- KinderCare Learning Centers
- National Heritage Academies, Inc.
- Learning Care Group, Inc.
- Charles Stewart Mott College Community

### Job Postings by City

1. Detroit: 853 Postings
2. Ann Arbor: 439 Postings
3. Flint: 256 Postings
4. Troy: 186 Postings
5. Dearborn: 154 Postings
6. Rochester: 151 Postings
7. Wayne: 135 Postings
8. Warren: 125 Postings
9. Southfield: 121 Postings
10. Ypsilanti: 109 Postings

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





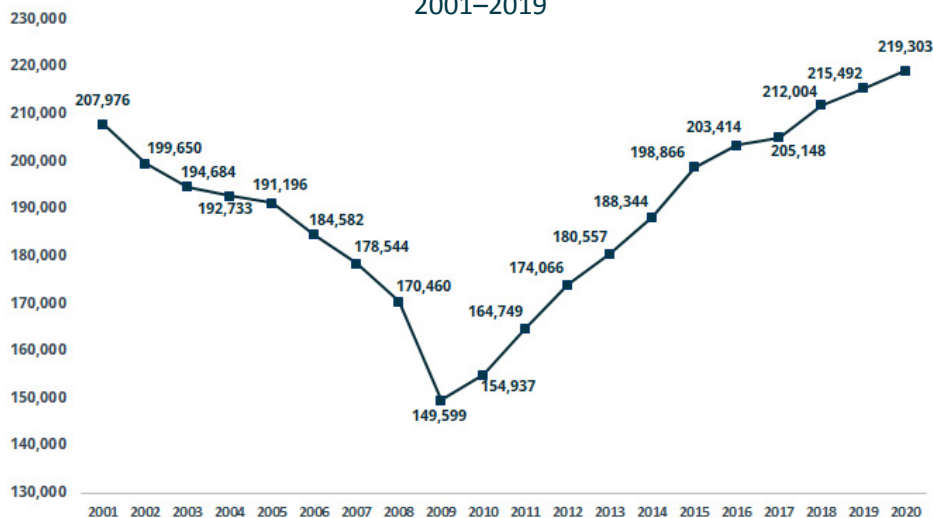
### Introduction

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

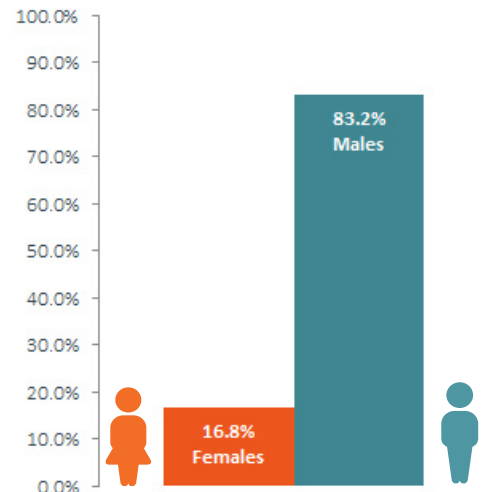


**219,303**  
**Energy Workers**  
1.8% Increase from  
2019

**Employment Over Time**  
2001–2019



**Worker Gender Demographics**



### Energy Worker Demographics

According to the most recent Emsi data set available (2019), The over 219,000 workers in the energy occupation group are primarily white males between the ages of 25 and 54, with 16.8 percent of workers identifying as female and just 20.9 percent identifying as a racial minority. Only 5.4 percent of the workers in the occupation group are under the age of 25 compared to 24.3 percent over 55, indicating that the energy field faces a particular threat from the region's aging workforce.

#### Race and Ethnicity Demographics

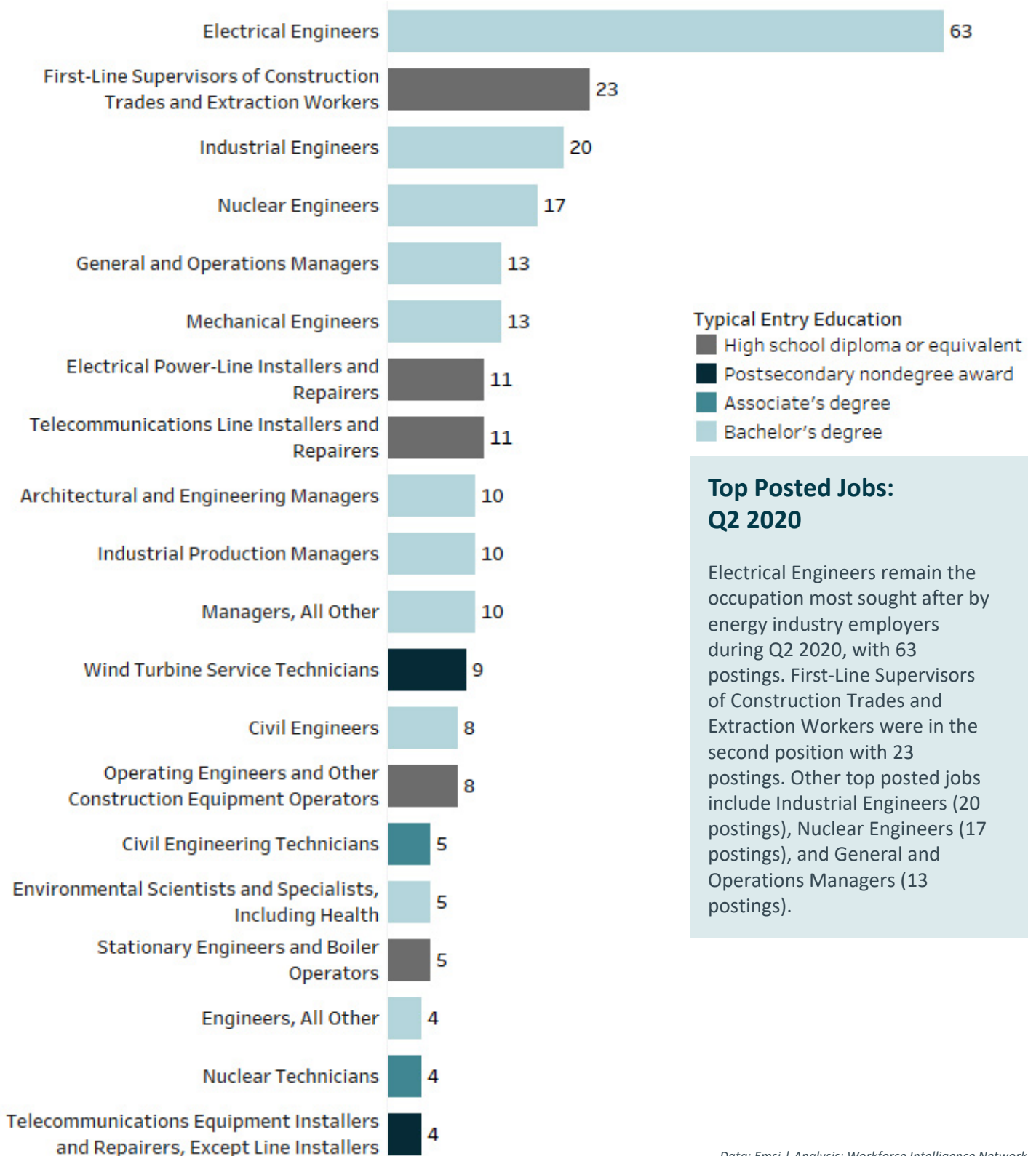
**79.1% White | 9.8% Black or African American | 6.4% Asian**

#### Worker Age Demographics





### Energy Top Posted Jobs Q2 2020





### Energy Wage Overview

The demand for engineers and highly specialized trades in the energy field create lucrative opportunities for job seekers willing to achieve the education or training related to these jobs. Each of the top ten energy occupations have median wages over \$30 per hour. According to the Bureau of Labor Statistics (BLS), the top posted energy job, Electrical Engineers, offers a median hourly wage of \$44.64, or annual earnings of approximately \$93,000. Technician and construction-focused positions related to energy generally have shorter term educational requirements than engineers and pay somewhat higher than similar occupations in other industries.

**Wage Overview for Top Posted Energy Jobs in Q2 2020**

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 13-1031         | Electrical Engineers   | \$29.87               | \$35.92               | \$44.64      | \$54.53               | \$62.78               |
| 13-1031         | First-Line Supervisors of Construction Trades and Extraction Workers | \$19.20               | \$26.02               | \$32.93      | \$43.21               | \$51.41               |
| 53-7061         | Industrial Engineers   | \$30.91               | \$36.28               | \$44.44      | \$53.69               | \$61.27               |
| 53-7063         | Nuclear Engineers  | \$36.95               | \$42.98               | \$49.04      | \$55.95               | \$61.86               |
| 53-7061         | General and Operations Managers                                      | \$21.78               | \$33.71               | \$52.86      | \$82.24               | \$115.87              |
| 53-7063         | Mechanical Engineers   | \$30.21               | \$35.72               | \$44.40      | \$54.95               | \$63.76               |
| 13-1031         | Electrical Power-Line Installers and Repairers                       | \$20.63               | \$28.20               | \$36.14      | \$43.67               | \$52.02               |
| 53-7072         | Telecommunications Line Installers and Repairers                     | \$12.24               | \$14.35               | \$18.28      | \$26.32               | \$39.04               |
| 53-7061         | Industrial Production Managers                                       | \$35.47               | \$44.48               | \$56.39      | \$71.00               | \$87.37               |
| 11-9041         | Architectural and Engineering Managers                               | \$46.09               | \$54.16               | \$64.15      | \$76.55               | \$91.66               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Electrical Engineering
- Chemistry
- Corrective and Preventive Action (CAPA)
- Customer Satisfaction
- Electric Power Distribution

#### In-Demand Foundational Skills

- Communications
- Management
- Operations
- Problem Solving
- Presentations

#### In-Demand Education Level\*

- High School Diploma: 27.4%
- Associate Degree: 15.4%
- Bachelor's Degree: 54.8%
- Master's Degree: 18.2%

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

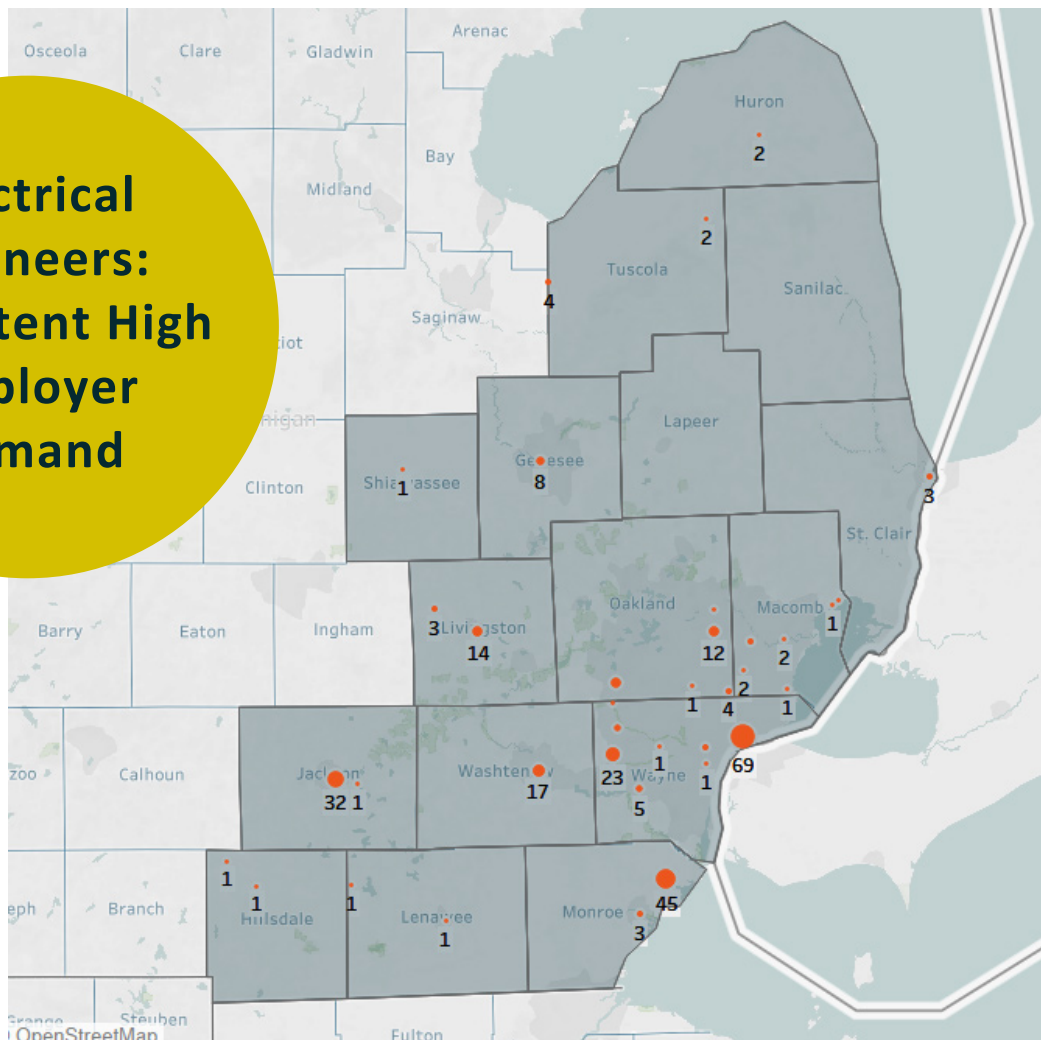
#### In-Demand Certifications

- Commercial Driver's License (CDL)
- Journeyman Lineman
- Operator Certification
- Professional Engineer
- Project Management Professional (PMP) Certification



### Employer Demand by City

**Electrical  
Engineers:  
Consistent High  
Employer  
Demand**



### Top Posting Employers\*

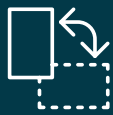
- DTE Energy Company
- CMS Energy Corporation
- Henkels & McCoy, Inc.
- Lg Electronics
- Itc Holdings Corp.
- Aegion Corporation
- Service Electric Company
- ROYAL DUTCH SHELL PLC
- Schlumberger Limited
- Black Hills Corporation

### Job Postings by City

1. Detroit: 69 Postings
2. Newport: 45 Postings
3. Jackson: 32 Postings
4. Canton: 23 Postings
5. Ann Arbor: 17 Postings
6. Howell: 14 Postings
7. Novi: 13 Postings
8. Troy: 12 Postings
9. Flint: 8 Postings
10. Plymouth: 5 Postings

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



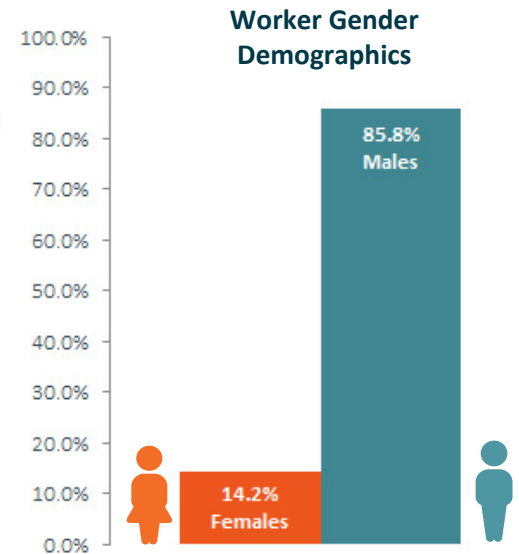
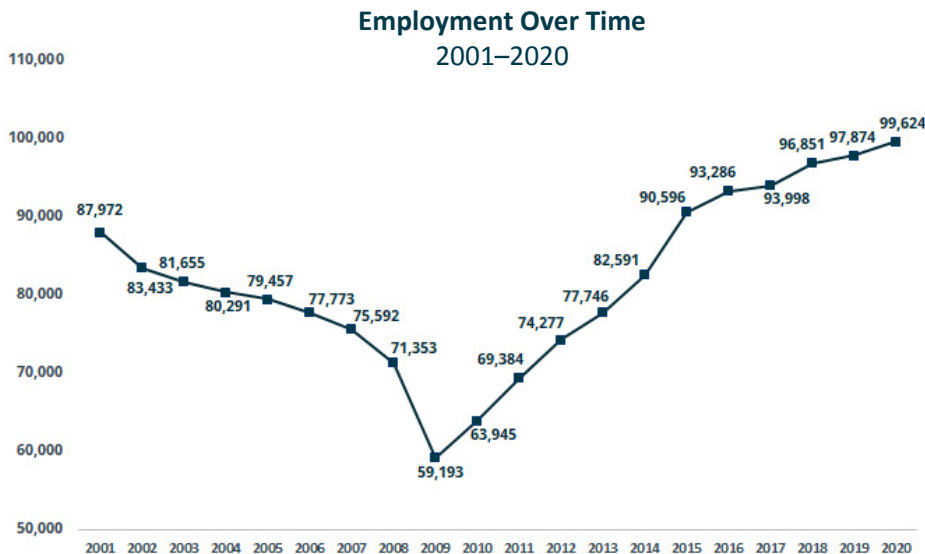


### Introduction

Jobs in the manufacturing industry can range from assembly and production, to skilled trades and technicians, designers and engineers, and even computer-related occupations such as software development. Demand for engineers in the region has been consistent, and employment has been growing quickly. There are about 8,500 openings annually for engineers in southeast Michigan.



**99,624**  
**Engineering Workers**  
1.8% Increase from 2019



### Engineering and Design Worker Demographics

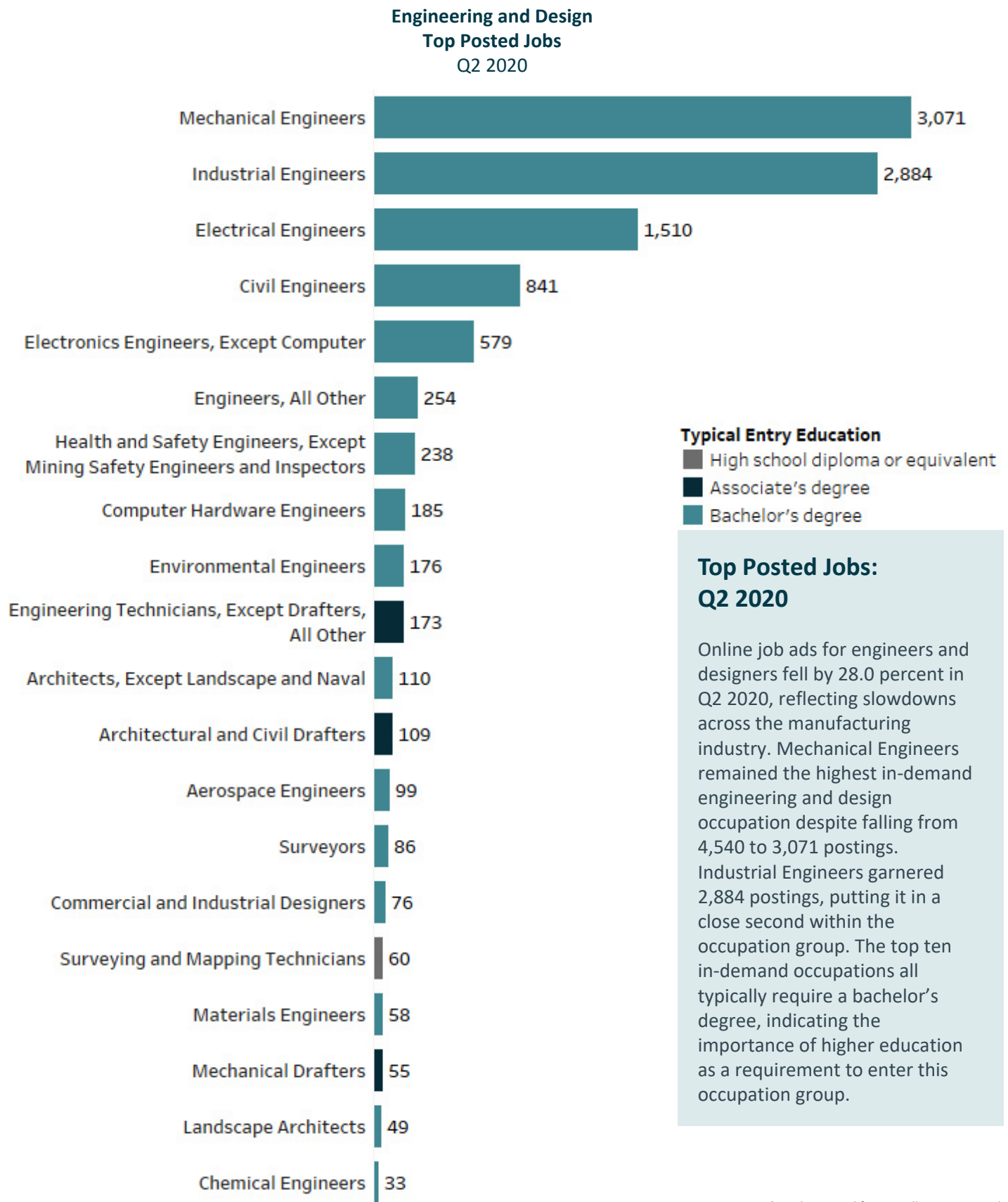
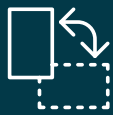
According to the most recent Emsi data set available (2019), the nearly 100,000 workers in the engineering and design group are not particularly diverse. Just 5.4 percent of the related workforce is under 25, likely due to the consistently high educational requirements. Fourteen percent of current workers are female, and only 22 percent identify as a race other than white; as the labor force overall continues to change, this is one field that could benefit from seeking more diverse talent.

#### Race and Ethnicity Demographics

**78.4% White | 10.1% Asian | 7.3% Black or African American**

#### Worker Age Demographics







### Engineering and Design Wage Overview

Most engineering and design related jobs offer high wages, providing a lucrative opportunity to job seekers willing to meet the minimum education requirements related to these jobs. Median wages are near \$40 per hour across the group, and the top posted engineering and design job, Mechanical Engineers, offers a median hourly wage of \$44.40. This reflects an annual salary of approximately \$92,000 according to the Bureau of Labor Statistics (BLS).

#### Wage Overview for Top Posted Engineering and Design Jobs in Q2 2020

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7063         | Mechanical Engineers   | \$30.21               | \$35.72               | \$44.40      | \$54.95               | \$63.76               |
| 53-7061         | Industrial Engineers   | \$30.91               | \$36.28               | \$44.44      | \$53.69               | \$61.27               |
| 13-1031         | Electrical Engineers   | \$29.87               | \$35.92               | \$44.64      | \$54.53               | \$62.78               |
| 13-1028         | Civil Engineers  | \$25.49               | \$30.03               | \$36.80      | \$46.35               | \$58.06               |
| 13-1031         | Electronics Engineers, Except Computer                                     | \$30.14               | \$35.82               | \$43.74      | \$53.60               | \$63.73               |
| 13-1031         | Engineers, All Other   | \$23.56               | \$33.63               | \$43.72      | \$55.46               | \$63.69               |
| 53-7061         | Health and Safety Engineers, Except Mining Safety Engineers and Inspectors | \$26.69               | \$30.41               | \$39.41      | \$52.80               | \$63.68               |
| 13-1031         | Computer Hardware Engineers  | \$20.18               | \$28.68               | \$43.64      | \$56.25               | \$65.13               |
| 13-1031         | Environmental Engineers  | \$29.35               | \$35.47               | \$44.62      | \$56.00               | \$65.50               |
| 13-1031         | Engineering Technicians, Except Drafters, All Other                        | \$17.38               | \$22.75               | \$32.29      | \$41.27               | \$49.09               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Electrical Engineering
- Mechanical Engineering
- New Product Development
- AutoCAD
- Computer-Aided Design

#### In-Demand Foundational Skills

- Communications
- Management
- Problem Solving
- Leadership
- Microsoft Office

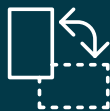
#### In-Demand Education Level\*

- High School Diploma: 5.8%
- Associate Degree: 5.7%
- Bachelor's Degree: 63.7%
- Master's Degree: 14.8%

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

#### In-Demand Certifications

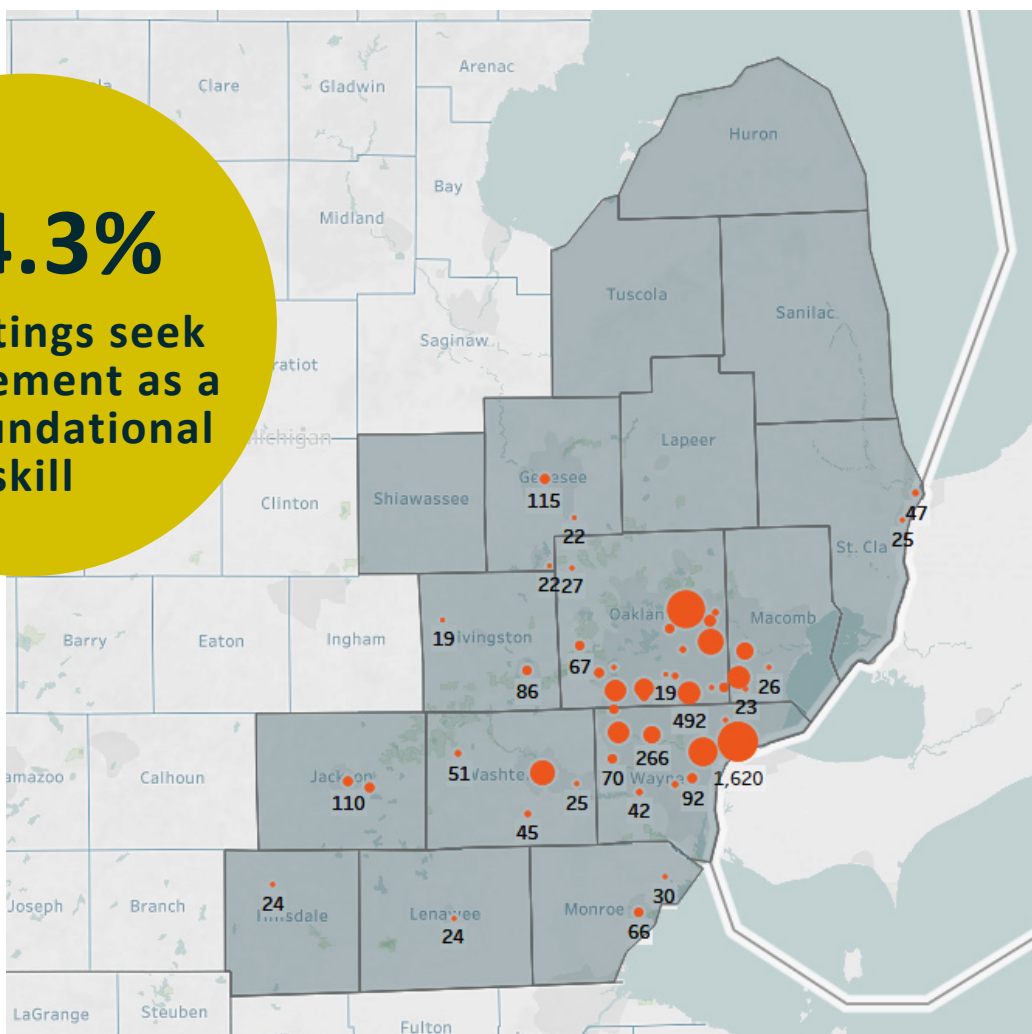
- Professional Engineer
- Licensed Professional Engineer
- Six Sigma Green Belt Certification
- Engineer in Training
- LEED Accredited Professional (AP)



### Employer Demand by City

**24.3%**

of postings seek  
management as a  
top foundational  
skill



### Top Posting Employers\*

- General Motors Company
- Kelly Services, Inc.
- Growing People and Companies
- FCA US LLC
- Gtech Services, Inc
- Ford Motor Company
- Advantage Resourcing
- Cynet Systems Inc.
- Wilson, Jeff Chrysler Automobiles, Inc
- Aerotek, Inc.

### Job Postings by City

- Detroit: 1,620 Postings
- Auburn Hills: 1,432 Postings
- Dearborn: 827 Postings
- Troy: 657 Postings
- Ann Arbor: 609 Postings
- Warren: 501 Postings
- Southfield: 492 Postings
- Plymouth: 452 Postings
- Novi: 421 Postings
- Farmington Hills: 367 Postings

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





### Introduction

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

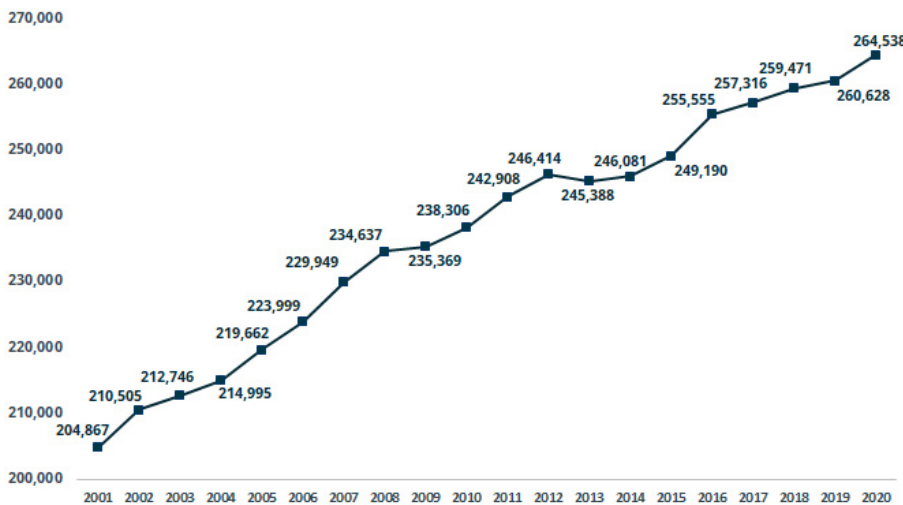


# 264,538

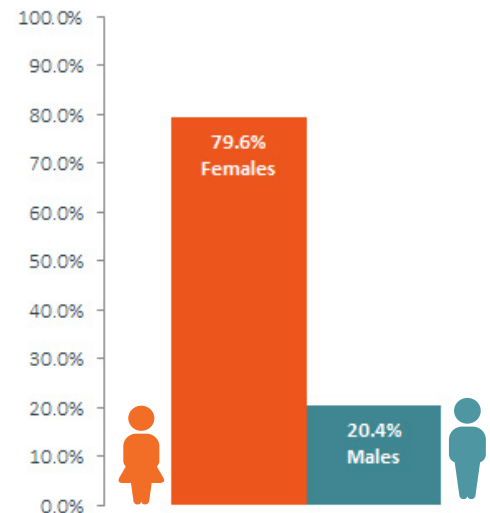
## Health Care Workers

1.5% Increase from 2018

### Employment Over Time 2001–2019



### Worker Gender Demographics



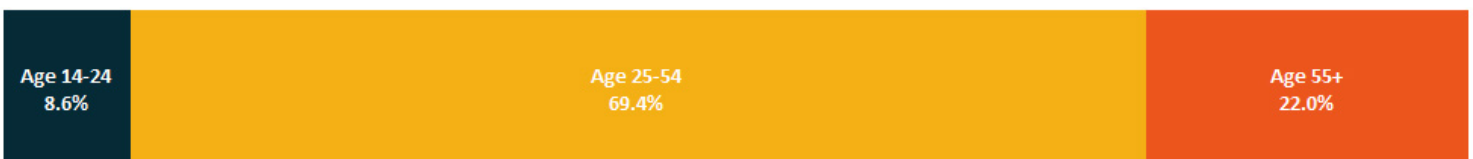
### Health Care Worker Demographics

According to the most recent Emsi data set available (2019), the health care occupation group employs around 265,000 workers, who are overwhelmingly female (79.6 percent) and between the ages of 25 and 54 (69.4 percent), although 23 percent of workers are over 55. The group has a similar proportion of racial minorities as the workforce as a whole, with 69.1 percent of workers identifying as white, 20.7 percent identifying as Black or African American, and 10.2 percent identifying otherwise.

#### Race and Ethnicity Demographics

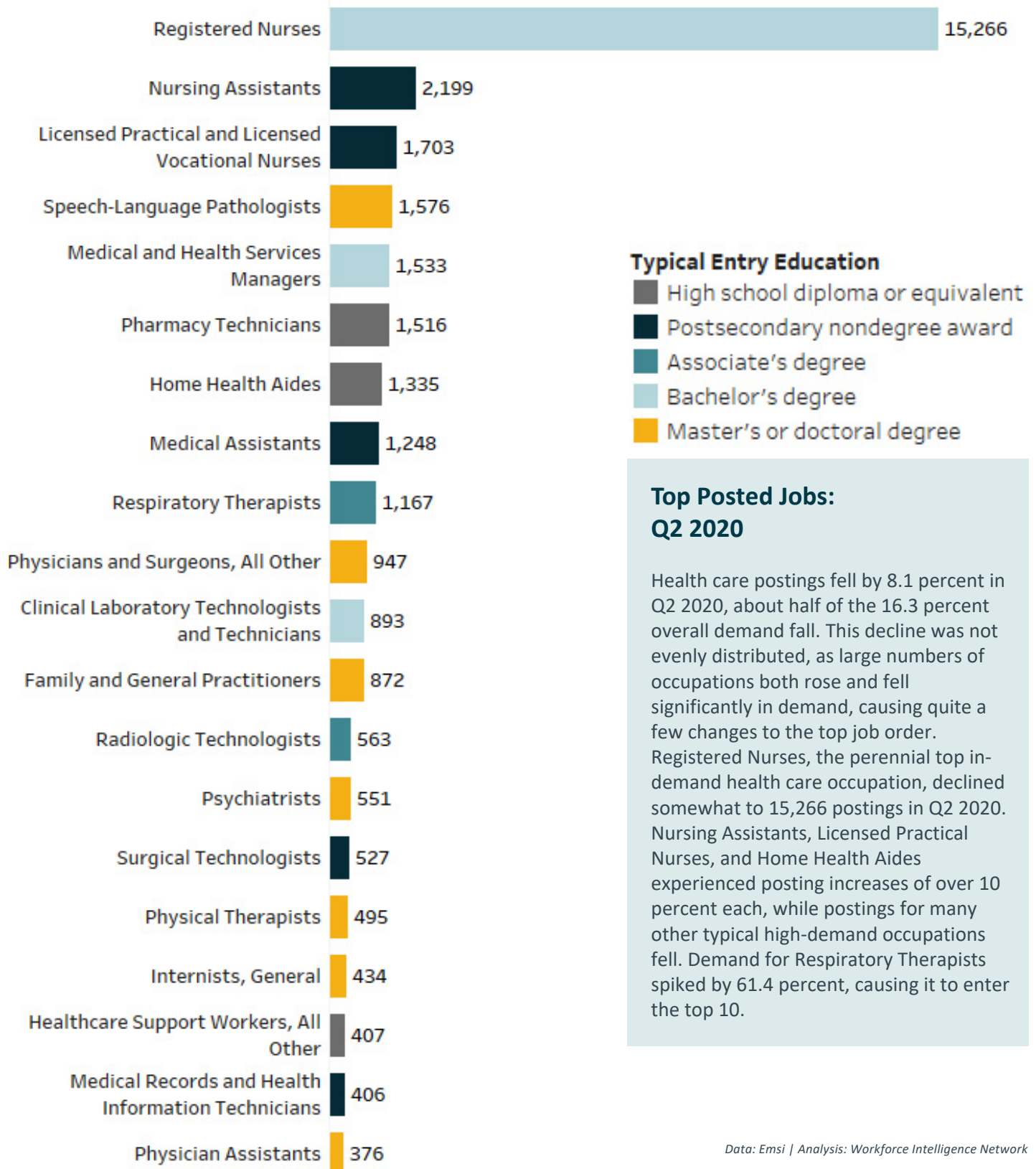
69.1% White | 20.7% Black or African American | 5.7% Asian

#### Worker Age Demographics





### Health Care Top Posted Jobs Q2 2020





### Health Care Wage Overview

Wages in the high-demand health care field tend to scale with both education and experience. The health care occupation group offers a relatively broad array of entry requirements and a high volume of jobs are open to candidates with less than a bachelor's degree. However, most of the top-posted jobs that require less than a bachelor's degree pay under than the state's median wage of \$18.60 per hour. Respiratory Therapists earn a median hourly wage of \$27.67 per hour or annual salary of about \$57,600 according to the Bureau of Labor Statistics (BLS).

#### Wage Overview for Top Posted Health Care Jobs in Q2 2020

| Occupation Code | Occupation Name                                   | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7072         | Registered Nurses                                 | \$26.81               | \$30.63               | \$35.31      | \$40.12               | \$46.97               |
| 53-7063         | Nursing Assistants                                | \$11.45               | \$12.91               | \$14.51      | \$16.65               | \$18.73               |
| 53-7062         | Licensed Practical and Licensed Vocational Nurses | \$20.01               | \$22.06               | \$25.25      | \$28.32               | \$30.46               |
| 53-7072         | Speech-Language Pathologists                      | \$27.02               | \$32.03               | \$37.71      | \$46.85               | \$65.81               |
| 53-7063         | Medical and Health Services Managers              | \$27.37               | \$34.18               | \$46.16      | \$62.33               | \$93.45               |
| 53-7071         | Pharmacy Technicians                              | \$10.48               | \$12.42               | \$15.56      | \$18.96               | \$23.12               |
| 53-7061         | Home Health Aides                                 | \$9.45                | \$9.91                | \$11.15      | \$13.01               | \$14.99               |
| 53-7063         | Medical Assistants                                | \$12.36               | \$13.55               | \$15.46      | \$18.06               | \$20.22               |
| 53-7072         | Respiratory Therapists                            | \$21.25               | \$24.32               | \$27.67      | \$31.00               | \$35.25               |
| 53-7071         | Physicians and Surgeons, All Other                | \$22.88               | \$29.46               | \$69.41      | \$107.50              | \$134.85              |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

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

#### In-Demand Foundational Skills

- Communications
- Management
- Customer Service
- Leadership
- Operations

#### In-Demand Education Level\*

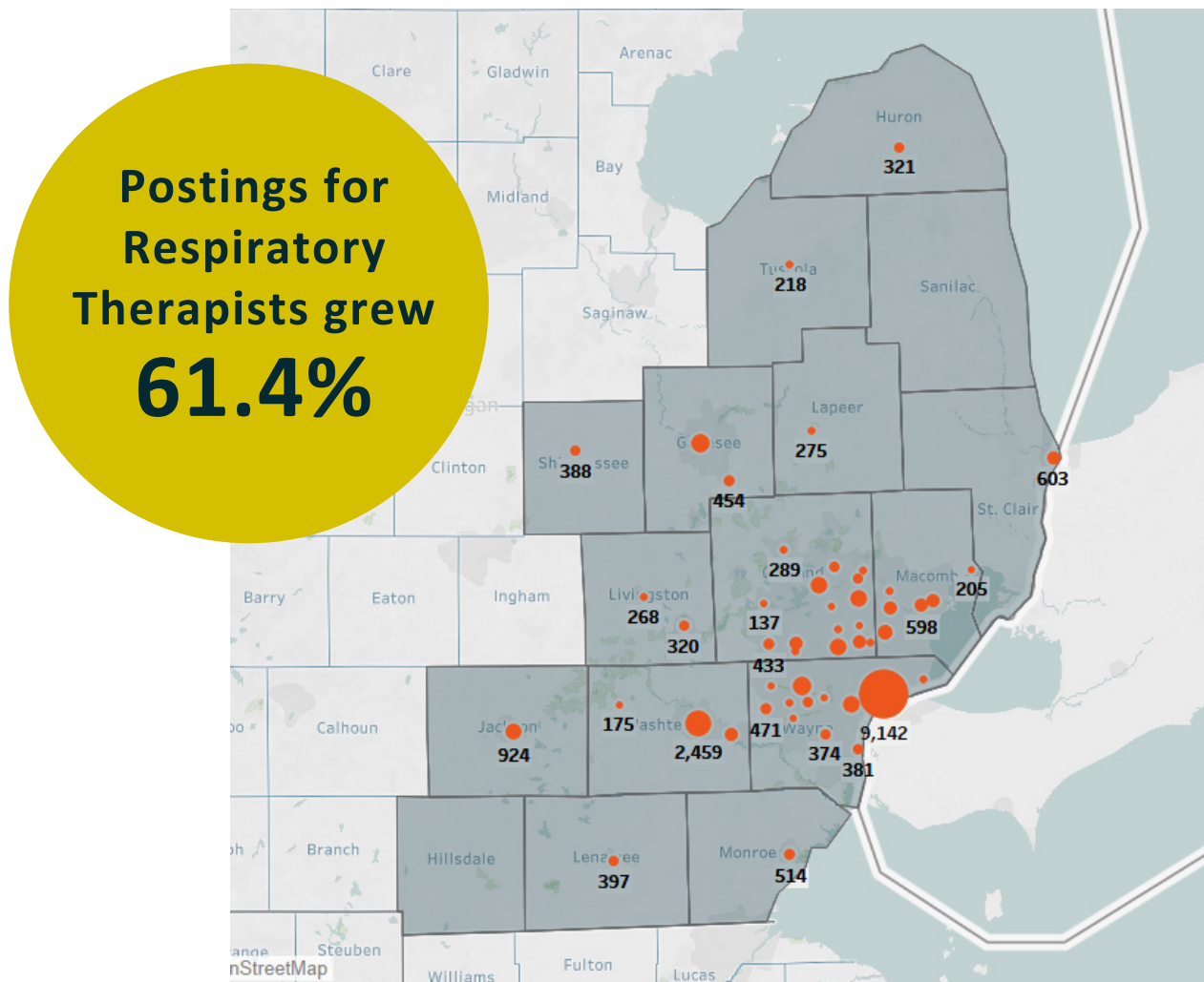
- High School Diploma: 16.8%
- Associate Degree: 13.1%
- Bachelor's Degree: 16.1%
- Master's Degree: 6.9%

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

#### In-Demand Certifications

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

## Employer Demand by City



### Top Posting Employers\*

- General Healthcare Resources, Inc.
- Henry Ford Health System
- Trinity Health Corporation
- Manor Care, Inc.
- Soliant Health, Inc
- Beaumont Health System
- McLaren, Inc.
- Ascension
- Nomad Health
- Mercy Medical Center, Inc

## Job Postings by City

1. Detroit: 9,142 Postings
2. Ann Arbor: 2,459 Postings
3. Flint: 1,233 Postings
4. Livonia: 1,230 Postings
5. Southfield: 1,178 Postings
6. Pontiac: 1,166 Postings
7. Dearborn: 1,033 Postings
8. Troy: 1,011 Postings
9. Jackson: 924 Postings
10. Warren: 789 Postings

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

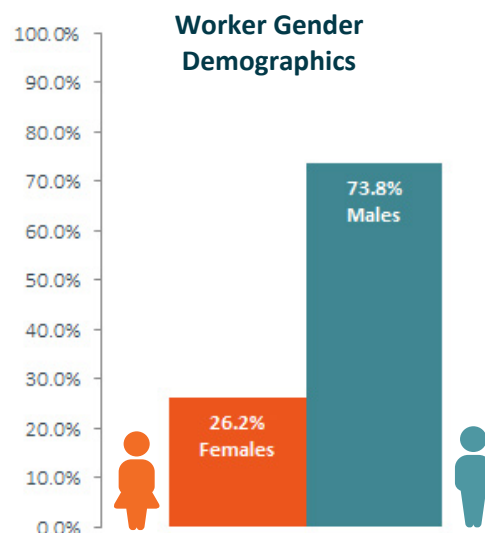
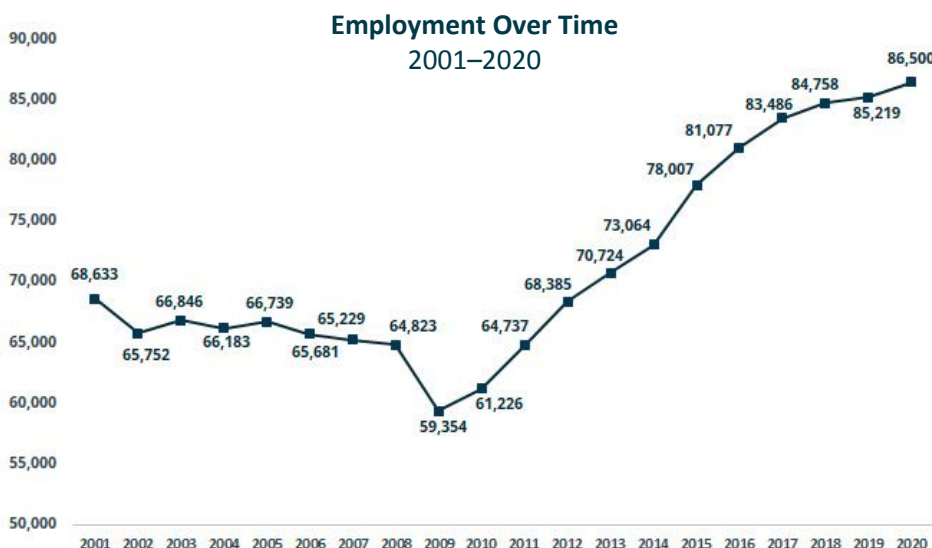




### Introduction

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

**86,500**  
**IT Workers**  
1.5% Increase  
from 2019



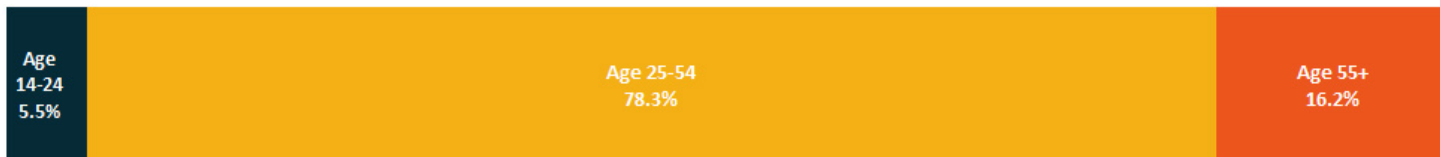
### IT Worker Demographics

According to the most recent Emsi data set available (2019), despite having nearly 87,000 workers, the IT occupation group is not very diverse. A large majority of workers are white males between the ages of 25 and 54. Currently, 73.8 percent of the workers in IT in southeast Michigan identify as male, and 67.6 percent identify as white. 78.3 percent are between the ages of 25 and 54. There are a broad range of organizations providing specialized training resources for female and minority IT workers in the City of Detroit as well as throughout southeast Michigan. With the push to diversify the IT field, more opportunities are opening for women and minorities.

#### Race and Ethnicity Demographics

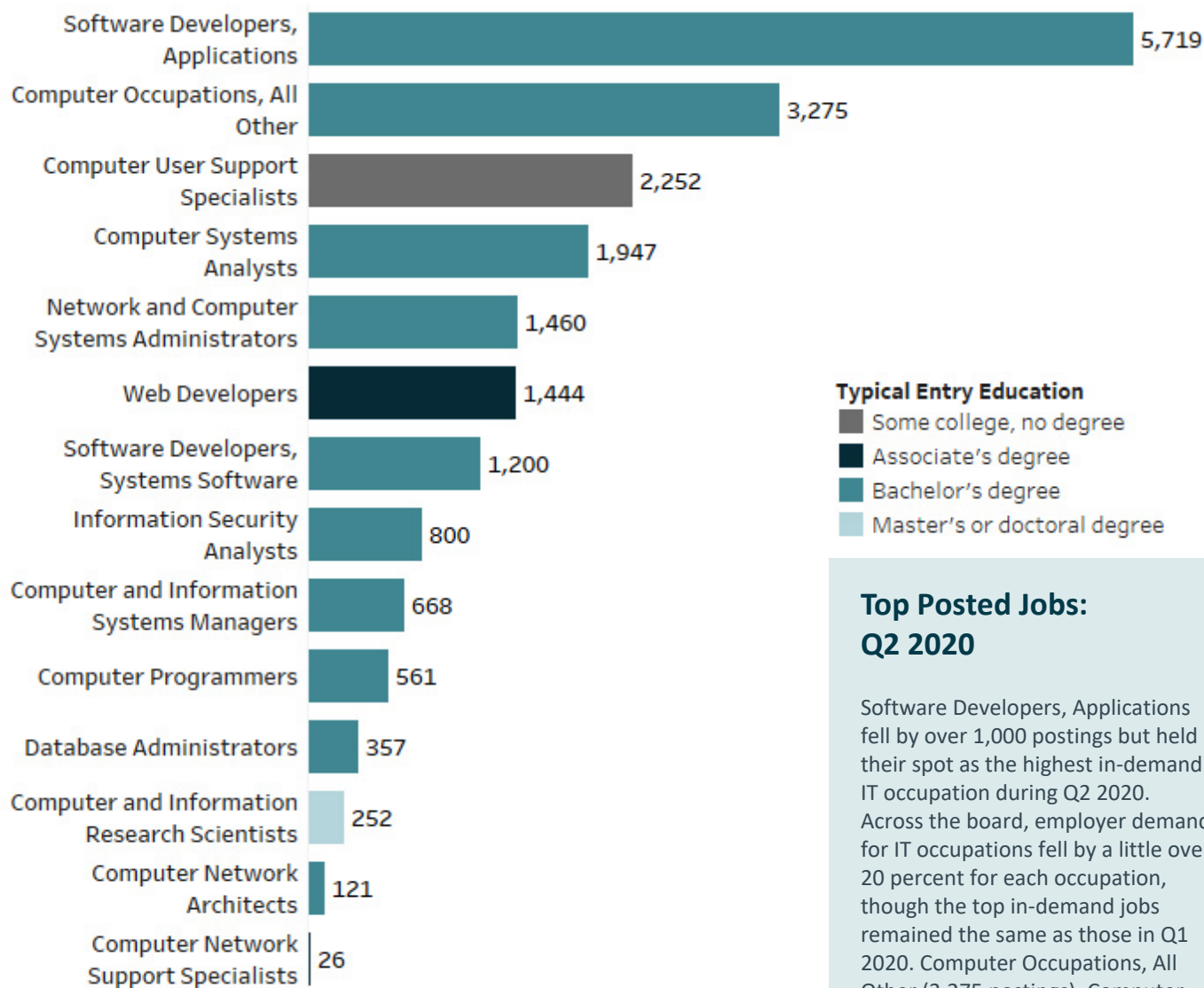
**67.6% White** | **10.1% Black or African American** | **18.1% Asian**

#### Worker Age Demographics





### IT Top Posted Jobs Q2 2020



### Top Posted Jobs: Q2 2020

Software Developers, Applications fell by over 1,000 postings but held their spot as the highest in-demand IT occupation during Q2 2020. Across the board, employer demand for IT occupations fell by a little over 20 percent for each occupation, though the top in-demand jobs remained the same as those in Q1 2020. Computer Occupations, All Other (3,275 postings), Computer User Support Specialists (2,252 postings), Computer Systems Analysts (1,947 postings) and Network and Computer Systems Administrators (1,460 postings) round out the top 5 jobs.



### 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. Software Developers, Applications, the top posted IT job in Q3 2019, offers a median hourly wage of \$43.73 per hour or nearly \$91,000 per year according to the Bureau of Labor Statistics (BLS). Even occupations requiring shorter-term training, such as Computer User Support Specialists and Web Developers, make over \$20 per hour.

**Wage Overview for Top Posted IT Jobs in Q2 2020**

| Occupation Code | Occupation Name                             | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7072         | Software Developers, Applications           | \$28.28               | \$34.67               | \$43.73      | \$54.53               | \$63.13               |
| 13-1031         | Computer Occupations, All Other             | \$20.12               | \$26.61               | \$36.87      | \$48.56               | \$59.90               |
| 13-1031         | Computer User Support Specialists           | \$13.25               | \$16.84               | \$22.67      | \$29.47               | \$37.43               |
| 13-1031         | Computer Systems Analysts                   | \$25.78               | \$31.96               | \$39.62      | \$49.18               | \$59.81               |
| 53-7063         | Network and Computer Systems Administrators | \$24.99               | \$30.74               | \$37.96      | \$47.50               | \$57.23               |
| 53-7072         | Web Developers                              | \$18.05               | \$24.17               | \$32.32      | \$42.01               | \$49.34               |
| 53-7072         | Software Developers, Systems Software       | \$23.74               | \$33.81               | \$43.34      | \$52.88               | \$62.70               |
| 53-7061         | Information Security Analysts               | \$28.93               | \$34.30               | \$44.02      | \$56.46               | \$65.60               |
| 13-1031         | Computer and Information Systems Managers   | \$39.56               | \$49.81               | \$62.55      | \$77.23               | \$96.95               |
| 13-1031         | Computer Programmers                        | \$22.24               | \$29.79               | \$37.23      | \$45.21               | \$52.29               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Computer Science
- Agile Software Development
- Java
- SQL
- Software Development

#### In-Demand Foundational Skills

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

#### In-Demand Education Level\*

- High School Diploma: 4.9%
- Associate Degree: 4.4%
- Bachelor's Degree: 55.5%
- Master's Degree: 12.5%

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

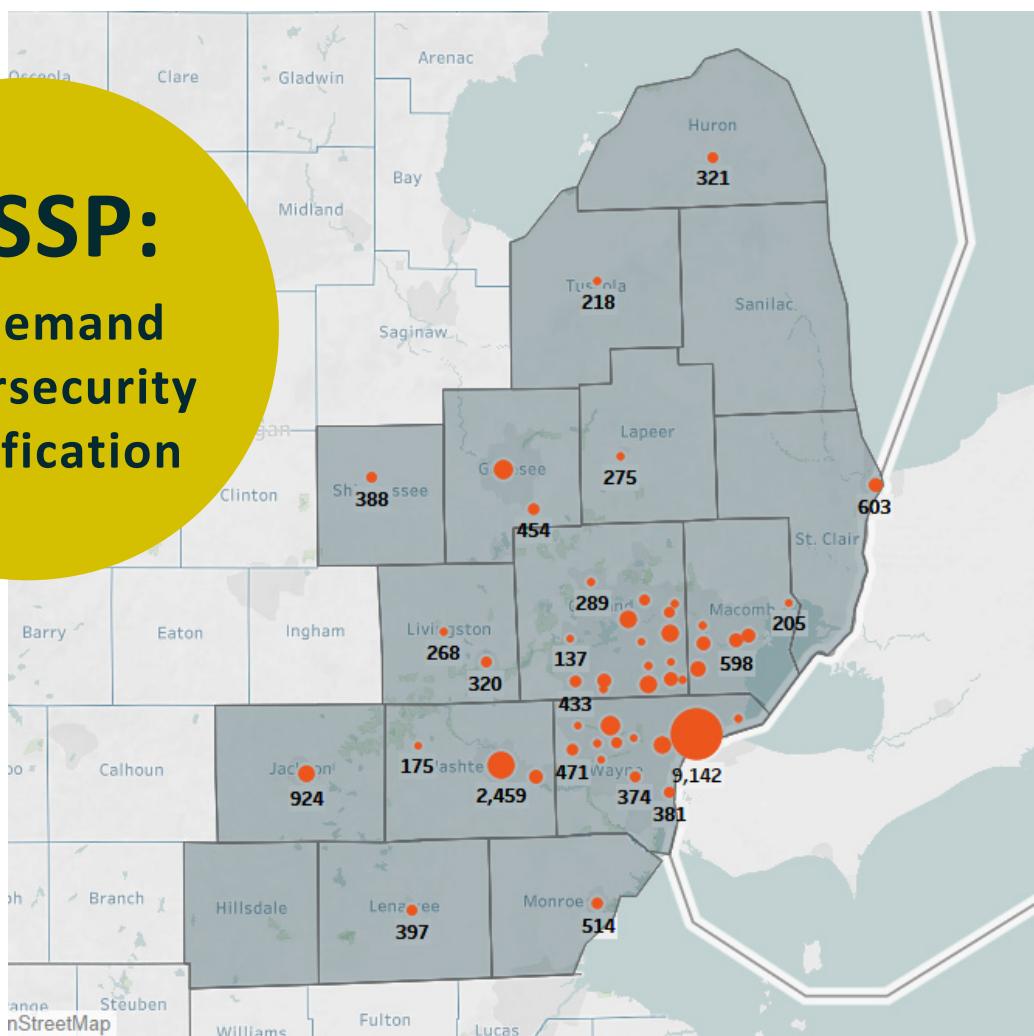
#### In-Demand Certifications

- Project Management Professional Certification (PMP)
- Certified Information Systems Security Professional (CISSP)
- Microsoft Certified Systems Engineer
- Certified Information System Auditor (CISA)
- Cisco Certified Network Associate



### Employer Demand by City

**CISSP:**  
In-Demand  
Cybersecurity  
Certification



### Top Posting Employers\*

- Cynet Systems Inc.
- Oracle Corporation
- Teksystems, Inc.
- Kelly Services, Inc.
- General Motors Company
- Deloitte LLP
- Ford Motor Company
- Fast Switch, Ltd.
- V2soft Inc.
- Strategic Staffing Solutions, Inc.

### Job Postings by City

1. Detroit: 5,344 Postings
2. Troy: 2,085 Postings
3. Ann Arbor: 1,749 Postings
4. Southfield: 1,544 Postings
5. Dearborn: 1,477 Postings
6. Auburn Hills: 1,378 Postings
7. Farmington Hills: 665 Postings
8. Warren: 554 Postings
9. Novi: 535 Postings
10. Livonia: 486 Postings

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





### Introduction

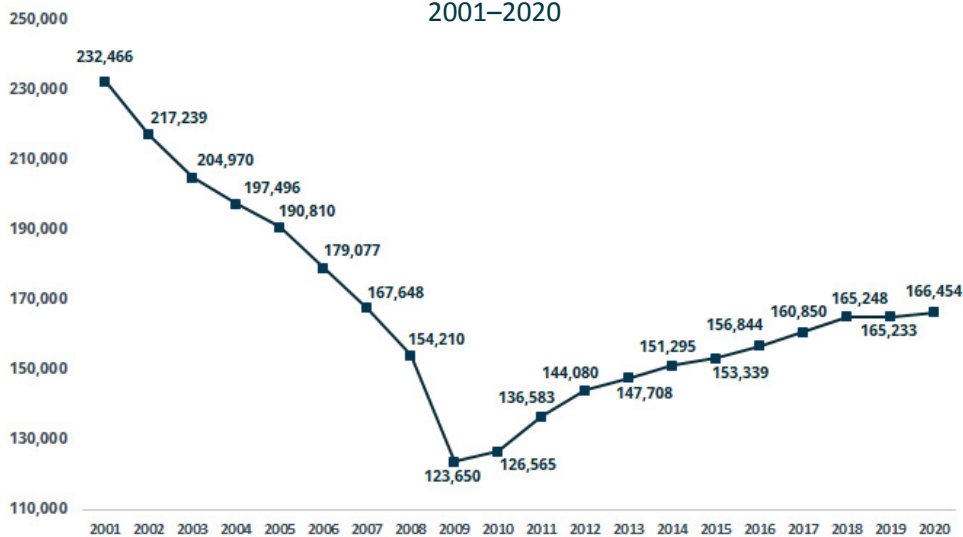
WIN's technicians/skilled trades category includes jobs related to advanced manufacturing. Southeast Michigan has more demand for skilled- trades labor, such as CNC machinists and welders, than almost anywhere else in the country. There are about 21,000 openings for these workers annually.

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

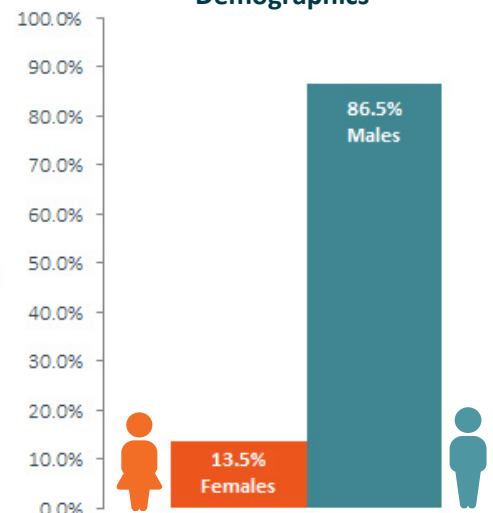


**166,454**  
Skilled Trades Workers  
0.7% Increase  
from 2019

**Employment Over Time**  
2001–2020



**Worker Gender Demographics**



### Skilled Trades Worker Demographics

According to the most recent Emsi data set available (2019), the skilled trades occupation group employs about 166,000 workers in southeast Michigan. A large majority of skilled trades workers are white males between the ages of 25 and 54. Additional outreach may be necessary in the near future, as at 26.9 percent, the group has a somewhat higher proportion than average of workers over age 55. This proportion continues to grow, as the 2020 level is one percentage point greater than that in 2019.

#### Race and Ethnicity Demographics

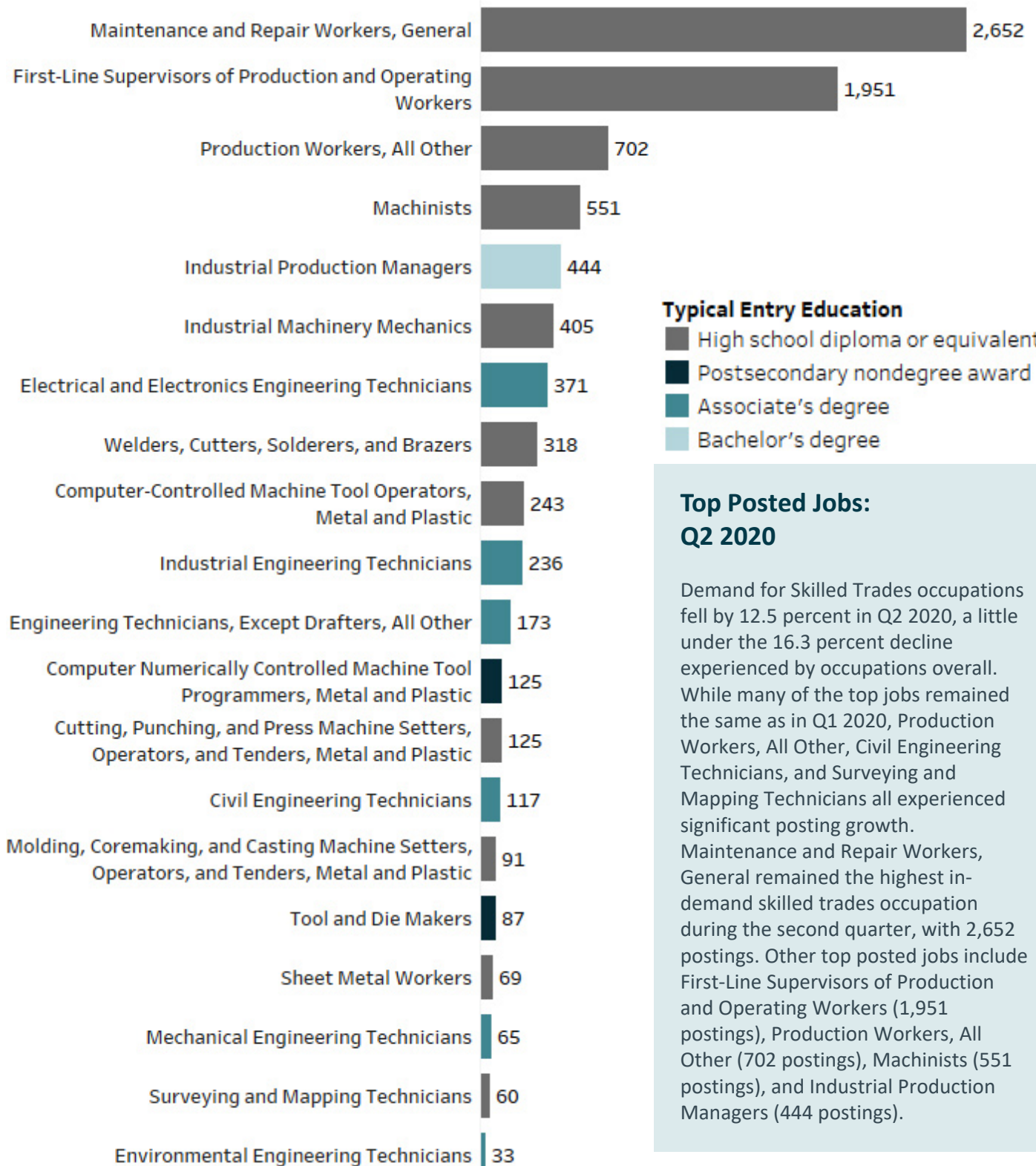
**77.4% White | 13.8% Black or African American | 4.3% Hispanic or Latino**

#### Worker Age Demographics





### Skilled Trades Top Posted Jobs Q2 2020



#### Typical Entry Education

- High school diploma or equivalent
- Postsecondary nondegree award
- Associate's degree
- Bachelor's degree

#### Top Posted Jobs: Q2 2020

Demand for Skilled Trades occupations fell by 12.5 percent in Q2 2020, a little under the 16.3 percent decline experienced by occupations overall. While many of the top jobs remained the same as in Q1 2020, Production Workers, All Other, Civil Engineering Technicians, and Surveying and Mapping Technicians all experienced significant posting growth. Maintenance and Repair Workers, General remained the highest in-demand skilled trades occupation during the second quarter, with 2,652 postings. Other top posted jobs include First-Line Supervisors of Production and Operating Workers (1,951 postings), Production Workers, All Other (702 postings), Machinists (551 postings), and Industrial Production Managers (444 postings).



### Skilled Trades Wage Overview

Eight of the top ten in-demand skilled trades occupations have median wages above the state median of \$18.60 per hour according to the Bureau of Labor Statistics (BLS), with management and technician roles earning even more. Maintenance and Repair Workers, General, the top posted skilled trades job in Q1 2020, offers a median hourly wage of \$17.09. This translates to an annual salary of about \$35,500.

#### Wage Overview for Top Posted Skilled Trades Jobs in Q2 2020

| Occupation Code | Occupation Name   | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|---|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7063         | Maintenance and Repair Workers, General                       | \$10.52               | \$13.06               | \$17.09      | \$22.83               | \$28.70               |
| 13-1031         | First-Line Supervisors of Production and Operating Workers    | \$18.89               | \$24.14               | \$31.82      | \$41.01               | \$50.68               |
| 53-7071         | Production Workers, All Other                                 | \$9.54                | \$11.29               | \$15.76      | \$23.42               | \$36.37               |
| 53-7063         | Machinists  | \$11.87               | \$15.51               | \$19.95      | \$25.81               | \$30.42               |
| 53-7061         | Industrial Production Managers                                | \$35.47               | \$44.48               | \$56.39      | \$71.00               | \$87.37               |
| 53-7061         | Industrial Machinery Mechanics                                | \$15.77               | \$19.82               | \$25.34      | \$31.04               | \$36.75               |
| 13-1031         | Electrical and Electronics Engineering Technicians            | \$17.10               | \$22.53               | \$30.38      | \$35.64               | \$40.06               |
| 53-7072         | Welders, Cutters, Solderers, and Brazers                      | \$13.49               | \$15.84               | \$18.88      | \$23.30               | \$28.76               |
| 13-1031         | Computer-Controlled Machine Tool Operators, Metal and Plastic | \$12.36               | \$14.70               | \$19.16      | \$23.81               | \$29.21               |
| 53-7061         | Industrial Engineering Technicians                            | \$16.96               | \$20.96               | \$26.68      | \$33.82               | \$39.89               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Plumbing
- Machining
- HVAC
- Tooling
- Painting

#### In-Demand Foundational Skills

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

#### In-Demand Education Level\*

- High School Diploma: 39.8%
- Associate Degree: 8.8%
- Bachelor's Degree: 14.6%
- Master's Degree: 1.4%

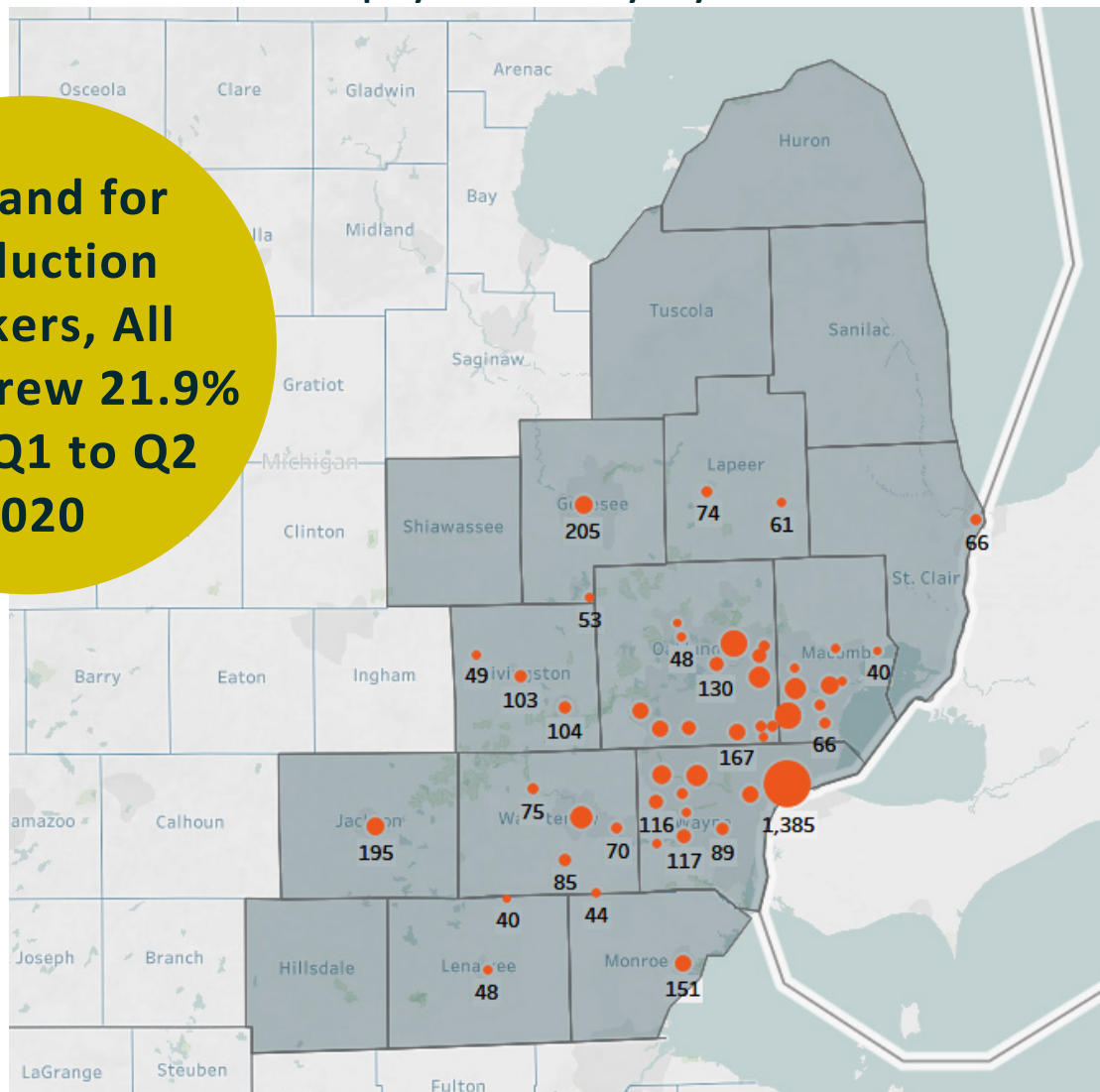
\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

#### In-Demand Certifications

- Commercial Driver's License (CDL)
- HVAC Certification
- EPA 608 Technician Certification
- Automotive Service Excellence (ASE) Certification
- Certified Forklift Operator

## Employer Demand by City

**Demand for  
Production  
Workers, All  
Other grew 21.9%  
from Q1 to Q2  
2020**



### Top Posting Employers\*

- Kelly Services, Inc.
- Express Employment Professionals
- Aerotek, Inc.
- McDonald's Corporation
- ManpowerGroup Global
- Roehl Transport, Inc.
- Nesco Resource
- FCA US LLC
- The Home Depot
- Michigan Works Service Center, Alpena C

## Job Postings by City

1. Detroit: 1,385 Postings
2. Warren: 434 Postings
3. Auburn Hills: 399 Postings
4. Ann Arbor: 301 Postings
5. Sterling Heights: 291 Postings
6. Livonia: 288 Postings
7. Troy: 272 Postings
8. Plymouth: 213 Postings
9. Flint: 205 Postings
10. Jackson: 195 Postings

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





# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP 16-County WIN Region | Q2 2020

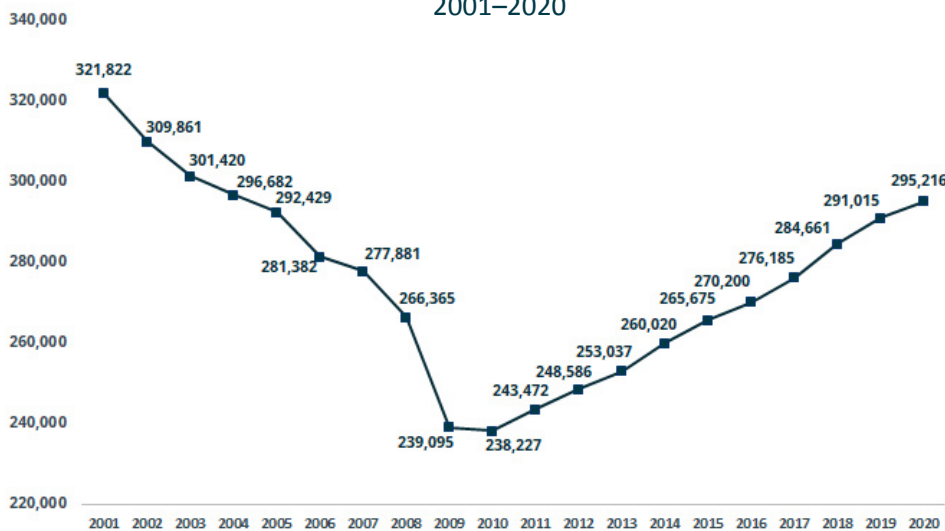
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## Introduction

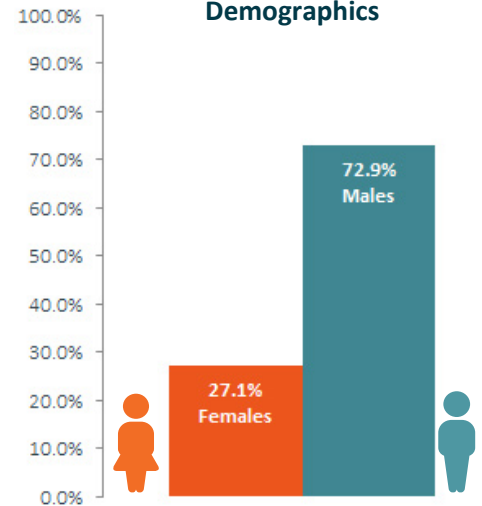
Transportation, distribution, and logistics (TDL) workers help move materials in an efficient manner, whether it is from one company to another or directly to consumers. Logistics workers range from materials movers to logistics analysts, coordinating and analyzing material and goods movement. For all TDL workers, there are over 37,000 job openings annually in Southeast Michigan.

**295,216**  
**TDL Workers**  
1.4% Increase  
from 2019

**Employment Over Time**  
2001–2020



**Worker Gender Demographics**



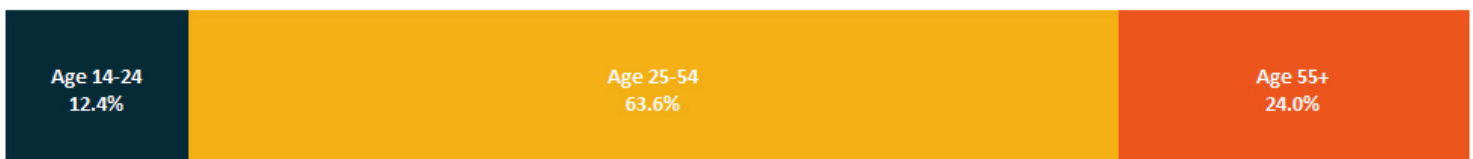
## TDL Worker Demographics

According to the most recent Emsi data set available (2019), the TDL occupation group has a large workforce, employing nearly 300,000 individuals. These workers are 72.9 percent male and 69.6 percent white. Only 12.4 percent of the workers in this occupation group are under the age of 25, indicating an aging TDL workforce.

### Race and Ethnicity Demographics

**69.6% White** | **21.2% Black or African American** | **4.8% Hispanic or Latino**

### Worker Age Demographics

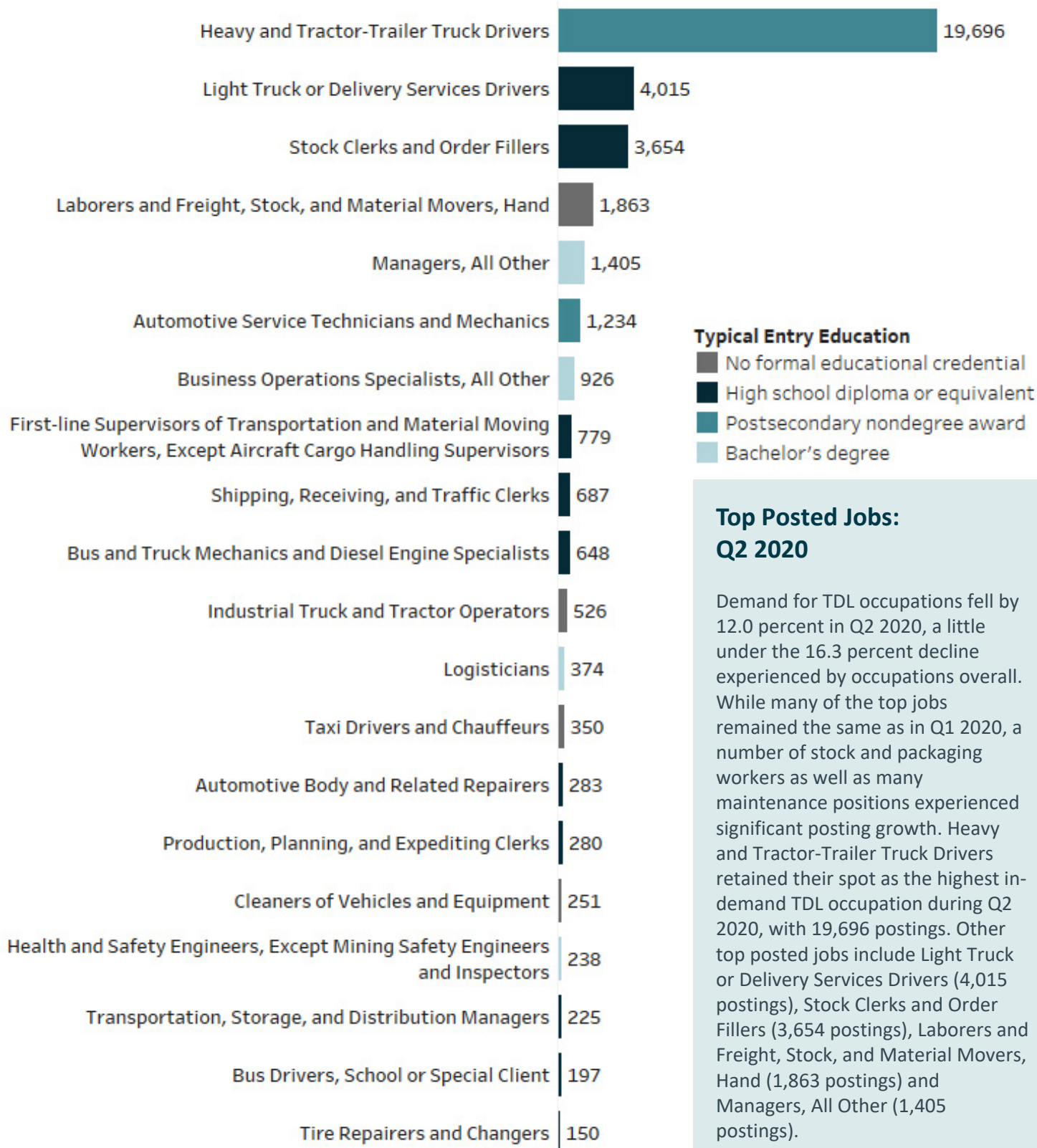




# TRANSPORTATION, DISTRIBUTION, AND LOGISTICS OCCUPATION GROUP 16-County WIN Region | Q2 2020

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## TDL Top Posted Jobs Q2 2020





### TDL Wage Overview

According to the Bureau of Labor Statistics (BLS), six of the top ten in-demand TDL occupations offer median wages over the state median wage of \$18.60 per hour. Heavy and Tractor-Trailer Truck Drivers, the top posted TDL job, earn a median hourly wage of \$19.71, or an annual salary of nearly \$41,000. Logistics roles that require additional education, such as Business Operations Specialists, typically offer even higher wages.

#### Wage Overview for Top Posted TDL Jobs in Q2 2020

| Occupation Code | Occupation Name  | 10th Percentile Wages | 25th Percentile Wages | Median Wages | 75th Percentile Wages | 90th Percentile Wages |
|-----------------|--|-----------------------|-----------------------|--------------|-----------------------|-----------------------|
| 53-7061         | Heavy and Tractor-Trailer Truck Drivers  | \$13.17               | \$15.96               | \$19.71      | \$23.96               | \$28.87               |
| 53-7062         | Light Truck or Delivery Services Drivers   | \$9.72                | \$11.19               | \$15.70      | \$22.69               | \$30.05               |
| 53-7072         | Stock Clerks and Order Fillers   | \$9.55                | \$10.44               | \$12.12      | \$15.62               | \$19.54               |
| 53-7062         | Laborers and Freight, Stock, and Material Movers, Hand   | \$9.87                | \$11.59               | \$14.28      | \$17.85               | \$21.51               |
| 53-7063         | Managers, All Other  | \$29.66               | \$37.08               | \$48.57      | \$59.82               | \$73.99               |
| 13-1011         | Automotive Service Technicians and Mechanics   | \$10.17               | \$12.78               | \$20.19      | \$27.98               | \$33.81               |
| 13-1011         | Business Operations Specialists, All Other   | \$18.06               | \$24.04               | \$32.71      | \$45.36               | \$57.91               |
| 13-1031         | First-line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$14.40               | \$19.62               | \$25.55      | \$34.05               | \$41.39               |
| 53-7072         | Shipping, Receiving, and Traffic Clerks  | \$10.95               | \$13.06               | \$16.07      | \$20.41               | \$26.90               |
| 13-1011         | Bus and Truck Mechanics and Diesel Engine Specialists  | \$14.93               | \$18.38               | \$22.31      | \$27.04               | \$31.46               |

Data: Emsi, BLS | Analysis: Workforce Intelligence Network

#### In-Demand Technical Skills

- Flatbed Truck Operation
- Warehousing
- Merchandising
- Dry Van Truck Operation
- Forklift Truck

#### In-Demand Foundational Skills

- Customer Service
- Valid Driver's License
- Customer Service
- Management
- Operations

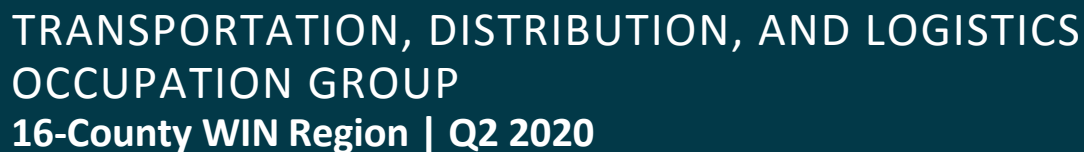
#### In-Demand Education Level\*

- High School Diploma: 18.9%
- Associate Degree: 1.9%
- Bachelor's Degree: 6.9%
- Master's Degree: 1.3%

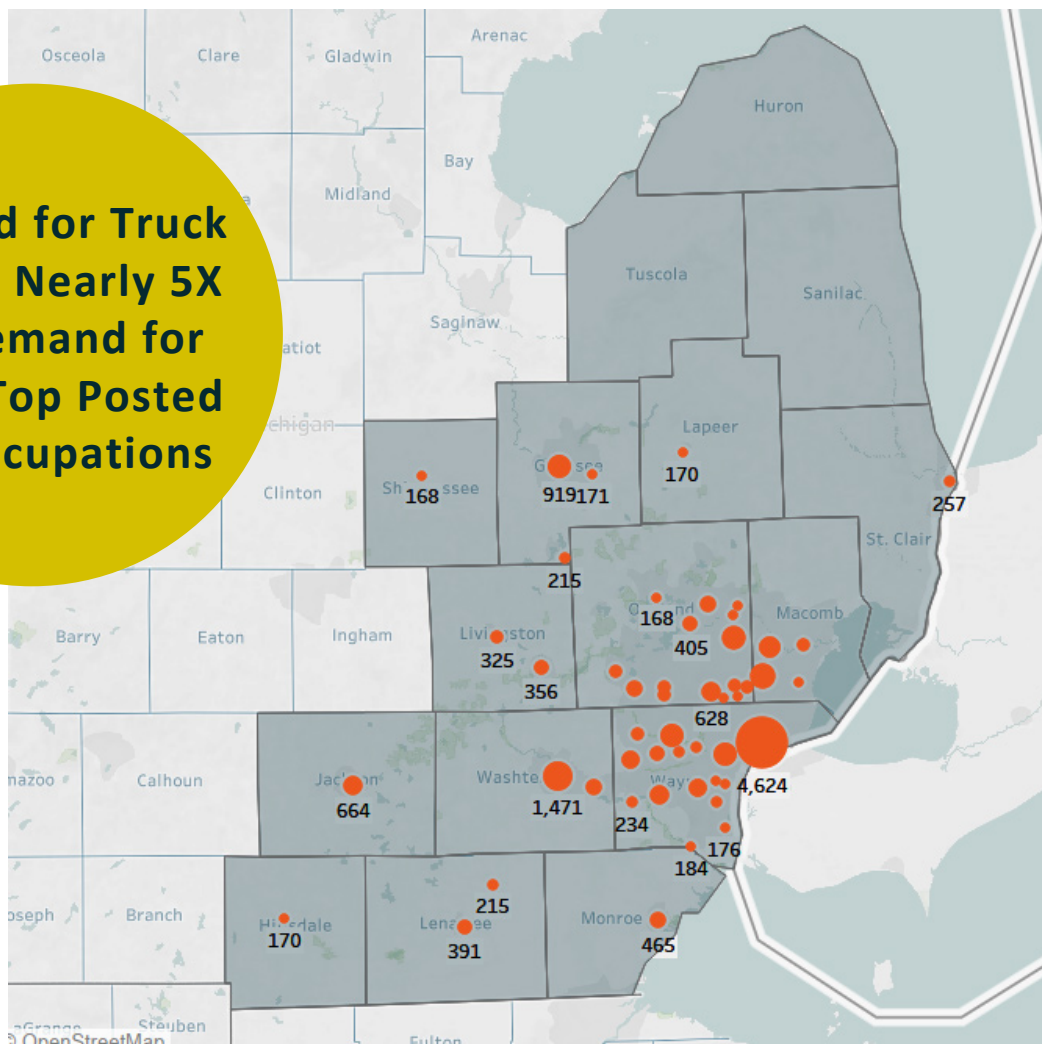
\*Not all job postings indicate the required educational attainment level, therefore the percentages found here may not add up to 100 percent

#### In-Demand Certifications

- Commercial Driver's License (CDL)
- Hazmat Endorsement
- Transportation Worker Identification Credential (TWIC) Card
- Tanker Endorsement
- Automotive Service Excellence (ASE) Certification



## Employer Demand by City



### Top Posting Employers\*

- CRST International, Inc.
- Roehl Transport, Inc.
- Amazon.com, Inc.
- C.R. England, Inc.
- Pegasus Transportation, Inc.
- U.S. Xpress, Inc.
- USA Truck, Inc.
- Maverick Transportation, LLC
- Schneider National, Inc.
- Doordash

## Job Postings by City

1. Detroit: 4,624 Postings
2. Ann Arbor: 1,471 Postings
3. Warren: 1,095 Postings
4. Troy: 956 Postings
5. Flint: 919 Postings
6. Livonia: 910 Postings
7. Dearborn: 866 Postings
8. Sterling Heights: 784 Postings
9. Jackson: 664 Postings
10. Southfield: 628 Postings

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



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