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QUARTERLY LABOR MARKET REPORT WASHTENAW COUNTY Q3 2015



SUMMARY

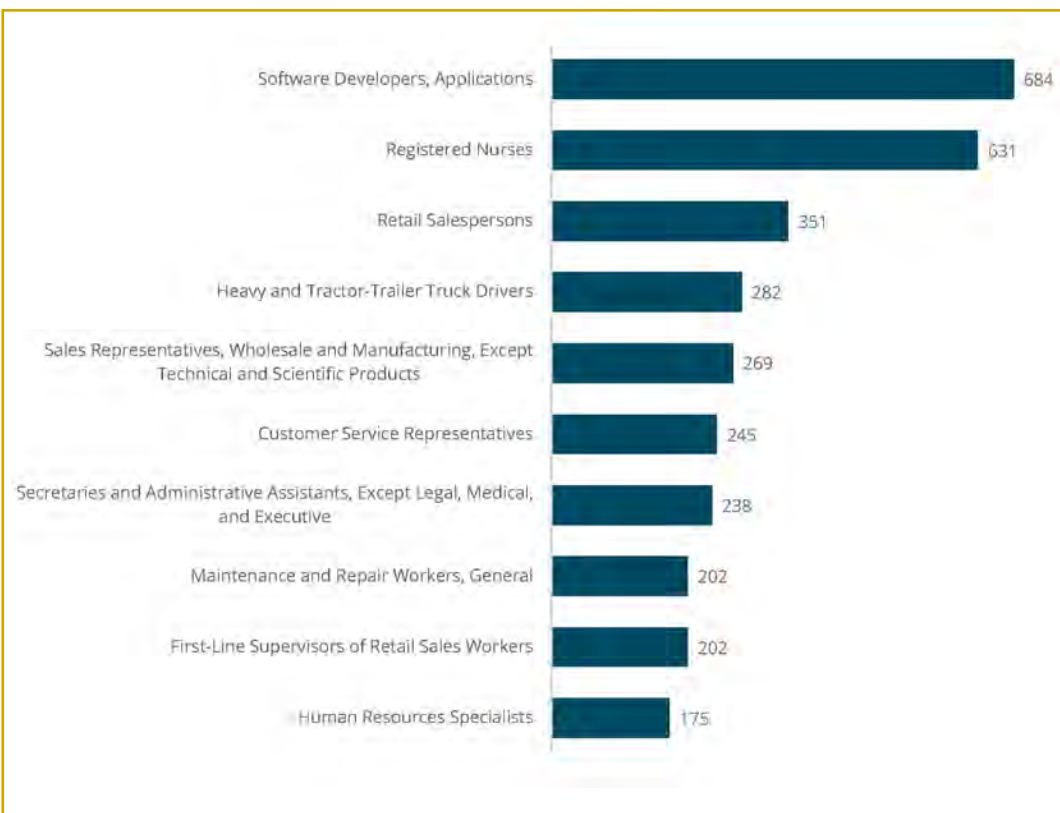
WASHTENAW Q3 2015 DEMAND OVERVIEW

Employer demand in Washtenaw County reached a new high in Q3 2015. Local employers posted over 12,000 online job ads from July to September, increasing 9% over Q2 levels and surpassing a previous record level of postings set in Q3 2013. The increase in employer demand was driven by major postings growth in the Retail & Hospitality and Information Technology occupation clusters. Top in-demand jobs remain nearly the same from quarter to quarter, with Q3's demand for software developers for applications and registered nurses being no different.

Employment and labor force data for Q3 2015 showed a slight downtick from Q2 levels, however both of these totals have been increasing in Washtenaw County year-to-year. The average levels for 2015 to-date mean that the unemployment rate in Washtenaw County decreased by a whole percentage point, from 4.8% in 2014, to 3.8% over the three quarters.

**This report includes top jobs and postings over time highlights for clusters that have made major shifts or movements in the past quarter. The data is updated each quarter based on the clusters with the most noteworthy changes. For complete top jobs lists, educational attainment, and wage information, please see the regional reports or contact WIN's Research Director Colby Cesaro at colby.cesaro@win-semich.org.*

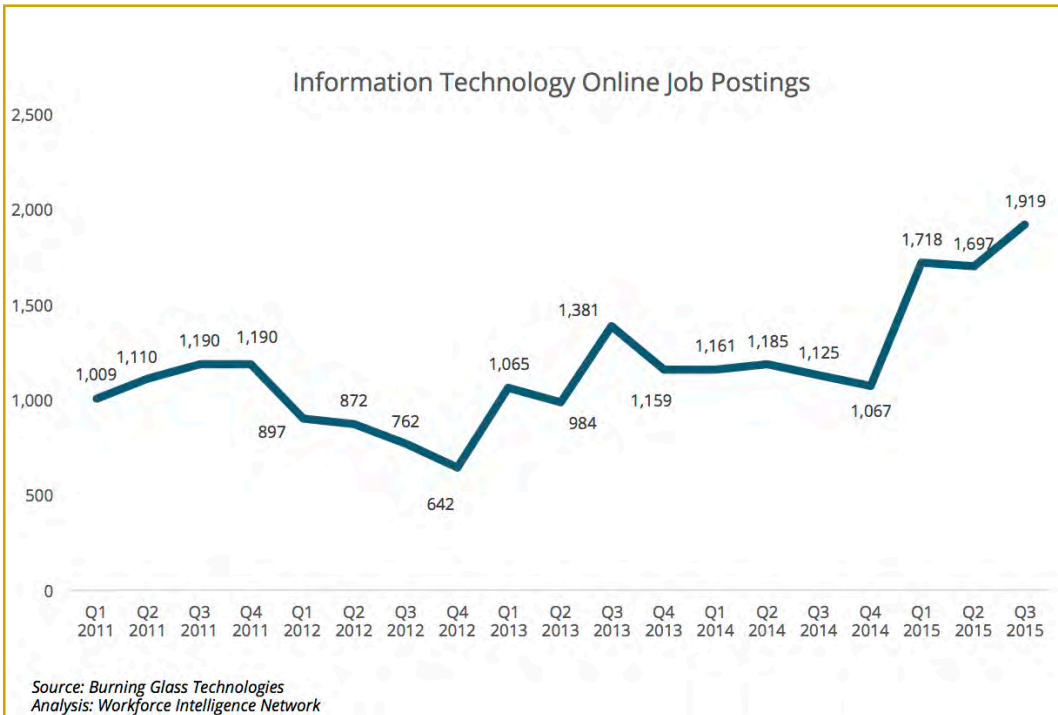
TOP JOBS Q3 2015



ANALYSIS

The top in-demand jobs in Washtenaw County during Q3 remain software developers for applications, registered nurses, and retail salespersons. These occupations regularly top the list in Washtenaw and throughout the WIN region. However, postings for software developers increased 11.6% between quarters, demand for registered nurses grew 19.8%, and postings for retail salespersons increased 21.9% from Q2 2015 levels. Despite having 188 postings during Q2, medical and health services managers did not register on the top jobs list during Q3. Retail & Hospitality occupations were the most common in the top ten with four spots on the list.

IT POSTINGS OVER TIME



ANALYSIS

Postings in Washtenaw County's Information Technology cluster continued to rise. Software developers for applications has been the top in-demand occupation in the county for several quarters. During Q3 2015, Washtenaw employers posted 1,919 online job ads for IT occupations, setting a new record for demand in this cluster since analysis began in Q1 2011. This new level of job postings – previously the peak had been set at 1,718 postings in Q1 of this year – represented a 44.3% gain over postings levels in Q4 2014. High demand for IT occupations in Washtenaw indicate that this is a growing sector of the economy, however, careful attention to labor market trends will indicate whether employers are successfully recruiting candidates on the level they need to be.

RETAIL & HOSPITALITY POSTINGS OVER TIME

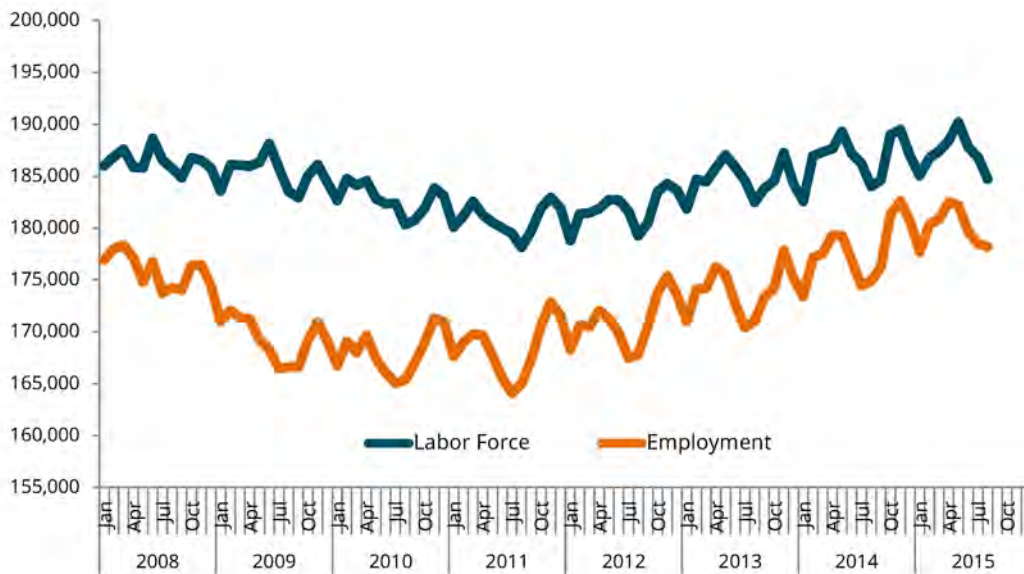


ANALYSIS

Employer demand in the Retail & Hospitality occupations were up in Q3 as hiring began for the end-of-year holiday season. Postings in this cluster, however, have grown continuously during 2015 in Washtenaw County, from 1,385 in Q4 2014. The 2,499 online job ads posted during Q3 2015 nearly surpassed the record peak in cluster postings seen during Q3 2013, at 2,790 postings. This level of demand was also 33.9% higher than the level of demand during the same time last year, Q3 2014.

LABOR MARKET OVERVIEW

EMPLOYMENT & LABOR FORCE



Source: Bureau of Labor Statistics
Analysis: Workforce Intelligence Network

ANALYSIS

The labor force and employment levels in Washtenaw County both shrank, by 1.6% and 1.7% respectively, between Q2 2015 and Q3. During Q3 2015, 185,756 Washtenaw workers were part of the labor force and 178,339 of these workers were employed, meaning the unemployment rate remained relatively unchanged between quarters at 4.0%. Despite the decrease in Q3, the labor force and employment have grown each year for the past several years. The gains made in 2015 to-date mean that this year's average unemployment rate is down a whole percentage point from last year's, from 4.8% in 2014 to 3.8% in 2015.

TOTAL POSTINGS OVER TIME

Washtenaw County Online Job Postings



Source: Burning Glass Technologies
Analysis: Workforce Intelligence Network

ANALYSIS

Total online job postings in Washtenaw County increased 9.1% between Q2 and Q3 2015. Employer demand in the county has steadily increased each quarter of 2015. The 12,519 online job ads posted by Washtenaw County employers during Q3 represented a new record level of demand since the beginning of analysis in Q1 2011, surpassing the previous record set at 11,914 postings in Q3 2013. The continued growth in online job ads is already reflected in the growth of the labor force and employment levels in the county, and will likely continue to grow as employer demand surges in key areas like IT.

POSTING TRENDS BY CLUSTER

	Q3 2014	Q4 2014	Q1 2015	Q2 2015	Q3 2015	Change over time	Share of Total Postings Q3 2015
Total	9,408	8,870	10,617	11,380	12,519		
Skilled Trades & Technicians	195	225	291	337	335		2.7%
Engineers & Designers	356	325	493	526	561		4.5%
IT	1,125	1,067	1,718	1,697	1,919		15.3%
Health Care	1,453	1,356	1,595	1,646	1,790		14.3%
Retail & Hospitality	1,865	1,385	1,973	2,031	2,499		20.0%
Agriculture	207	176	212	236	249		2.0%

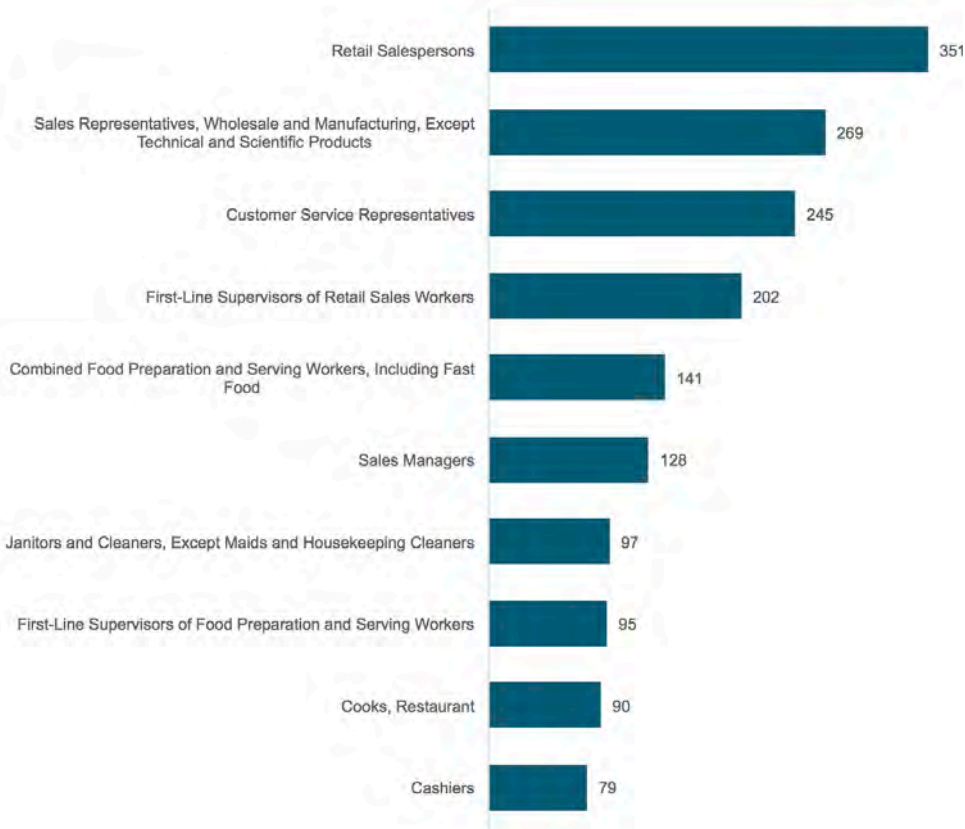
ANALYSIS

The growth in total postings this quarter was driven by demand in the WIN-analyzed Retail & Hospitality, Information Technology, and Health Care clusters. Employer demand for Retail & Hospitality occupations grew the most, increasing 23% between quarters. Demand for the IT occupations grew 13% between quarters and has grown 71% since the beginning of the year. The growth in postings for IT during Q3 accounted for 19% of Washtenaw's overall total growth in postings.

The six occupational clusters analyzed by WIN in Washtenaw County accounted for 59% of all online job ads posted during Q3 and 77% of the increase in postings seen between quarters.

TOP JOBS BY CLUSTER

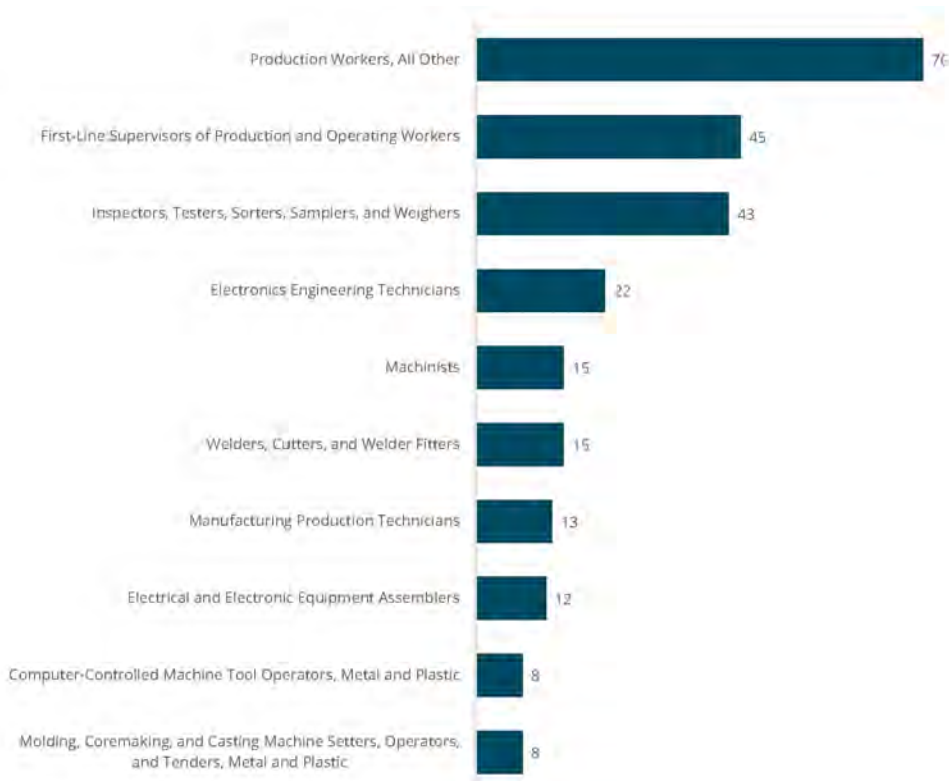
RETAIL & HOSPITALITY TOP JOBS



ANALYSIS

The Retail & Hospitality cluster had the most postings growth during Q3 2015 and this was reflected in online ads for top Retail jobs. Retail salespersons, wholesale and manufacturing sales representatives, and customer service representatives are regularly the top Retail & Hospitality jobs in Washtenaw, and all three had postings increase from Q2 levels. Compared to Q2, Q3 demand for marketing managers (85 postings during Q2) and technical and scientific product sales representatives (71 postings during Q2) dropped sufficiently to take these occupations off the list. They were replaced by restaurant cooks (90 postings) and cashiers (79 postings).

SKILLED TRADE & TECHNICIAN TOP JOBS

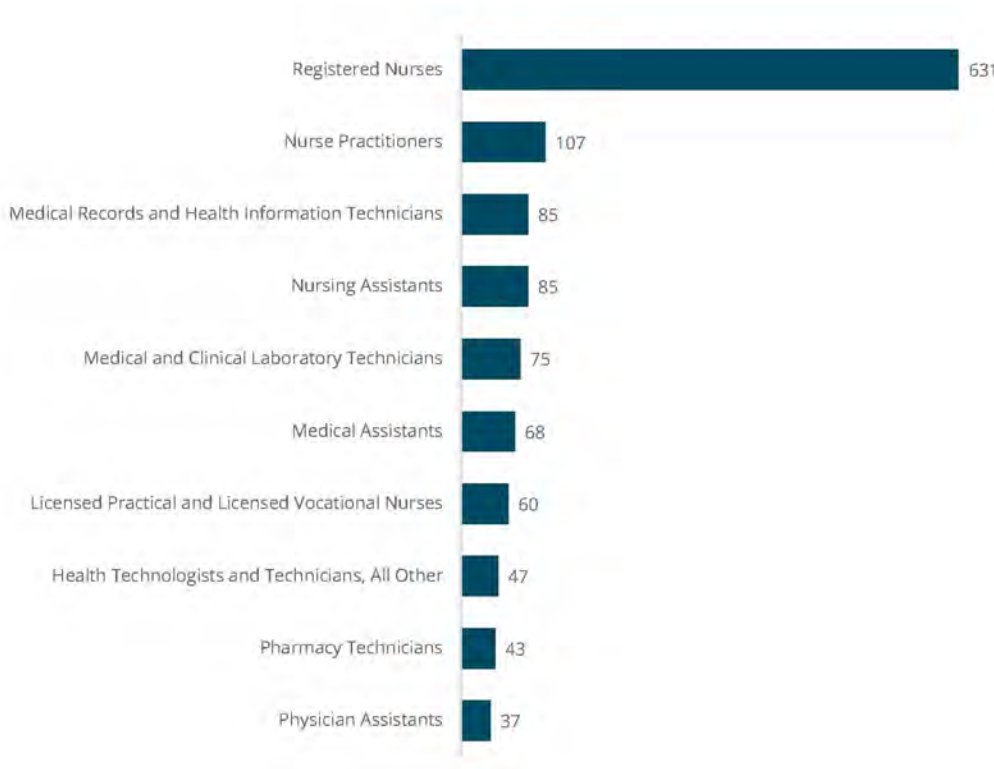


ANALYSIS

The Skilled Trades & Technicians occupational cluster was one cluster in Washtenaw County that did not see substantial posting growth during Q3 2015. The total number of online job ads for these occupations remained stagnant from Q2 numbers but demand for certain individual occupations grew. Production workers, first-line supervisors of production and operating workers, and inspectors, testers, sorters, samplers, and weighers were at the top of the in-demand jobs list again, and each of these three occupations had postings grow between quarters. There was also some employer demand for computer-controlled machine tool operators and molding, coremaking, and casting machine setters, operators, and tenders, (eight postings each); both occupations were new additions to the Skilled Trades list in Q3.

TOP JOBS BY CLUSTER

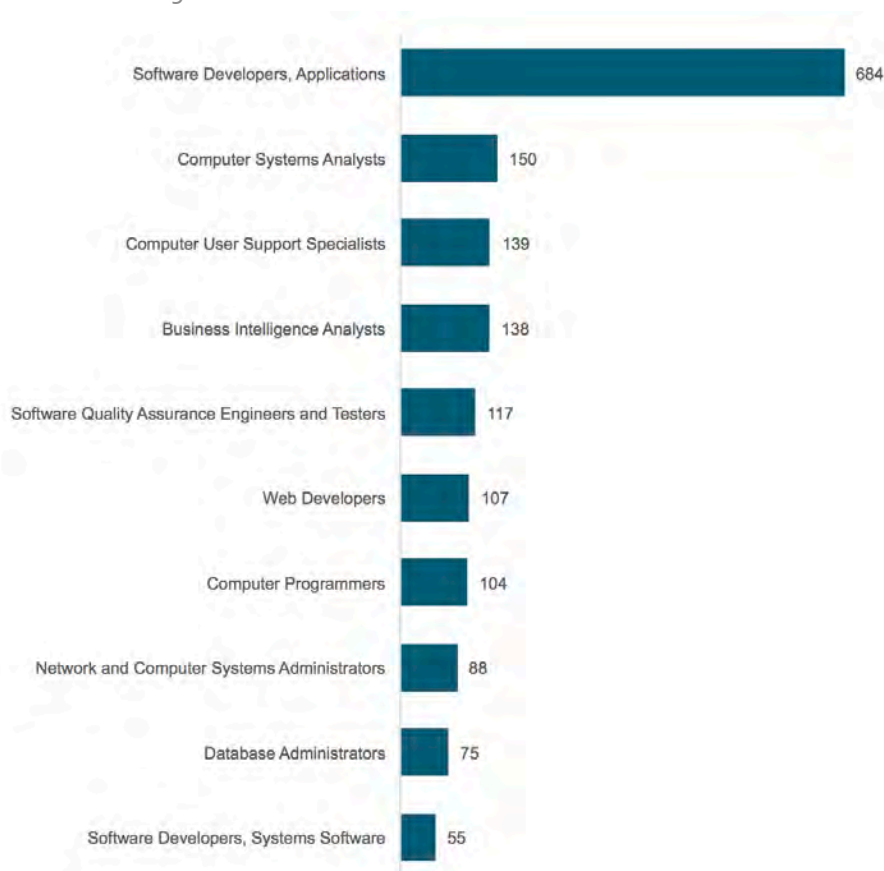
HEALTH CARE TOP JOBS



ANALYSIS

Postings for Health Care occupations remain dominated by ads for registered nurses similar to counties across the WIN region and the state. Postings also increased for this in-demand occupation from 506 in Q2 to 631 in Q3. With this increase, Q3 demand for RNs was more than six times greater than demand for the next top job—nurse practitioners. Demand for lower-posting occupations shuffled critical care nurses (36 postings during Q2) off the list to be replaced by physician assistants (37 postings).

IT TOP JOBS



ANALYSIS

Postings in Washtenaw County's IT cluster have grown 71% since the beginning of 2015. Employer demand, here, continues to be dominated by postings for software developers for applications. County employers posted 684 online job ads for this occupation during Q3 2015, up slightly from 606 postings during Q2 (+ 11%). Job postings for software developers for applications far outpaced postings for the next most in-demand IT occupations. At the bottom of the top jobs list, the 60 postings for computer systems engineers during Q2 were replaced by 55 postings for systems software developers in Q3, introducing a new IT occupation to the list.

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